

# Fall 2011 Faculty/Staff Survey Comment Report

## 56. Additional comments

1 Thank you for giving us the opportunity to express our opinions. I truly believe that the College is on the right track--student first.

## 56. Additional comments

2 I teach as an adjunct off campus, so many of the questions asked in the survey are not part of my experience on a regular basis. My answers are to the best of my knowledge. Thank you.

## 56. Additional comments

3 Many of the questions asked are yes/no agree/disagree and don't reflect that some areas of the college are working on change such as [ ] area. Data and data driven decisions have not been prevalent at CoM. It appears that CoM is now working towards more informed decision making using data and actual student contact practices. This survey will not reflect many of the good changes that are currently happening.

## 56. Additional comments

4 We create too many documents with NO MOU from decanal, vice-presidential, and presidential levels. If faculty are asked to create feedback loops for SLOs and requests for planning and budget each year, why is it that administrators are not asked to review, comment, and feedback department priorities?

If we go through all the trouble to create documents, why do these documents receive "no comment" from the administration. I've requested the same assistance for the past 4 years and never received either the assistance or a rational of WHY they are a low priority. The lack of feedback is demoralizing to people who take the documents seriously.

## 56. Additional comments

5 I applaud the new administration's attempts to change the past insanity, however it will take more than a village to raise this "child". Keep up the good work though. You have more people than you might guess behind you who are afraid to step out into the line of fire. Maybe one day it will feel safe to come out into the open and support you.

## 56. Additional comments

6 I think SLO's are really a lot of bureaucratic BS. Useless.  
I think Managers should be held to the same accountability-evaluation processes as Faculty.  
I am very impressed with President Coon's leadership.

## 56. Additional comments

7 1. English, ESL, or English Skills should be taken before content classes that require significant amounts of writing.  
2. The college needs to clarify its position on plagiarism and develop measures to address it.  
3. Departments must address decision making/planning democratically.

## 56. Additional comments

8 The amount of energy directed towards SLO's and PR are a joke and a waste of time. I eagerly await the time when the next "new thing" surfaces and we don't have to deal with these current time wasters.

## 56. Additional comments

9 Counseling here is a joke. Counselors are often heard telling students to go to SRJC or other schools when they know nothing about our programs. In the years I have been here I have never had a counselor come to my office to discuss anything and yet they think they can speak with authority about our program.

## 56. Additional comments

10 There is no budget or proper staffing for new and old buildings. We work with limited supply and tools. The management or supervisors have no punishment for their actions or inactions. We are treated unfairly, our contract is not taken seriously, management and supervisor's ignore it if not suited for their purpose. Students have told me they need more classes offered that it takes too long to get a degree. The police are inconsistent with ticketing and speed limits. Governance committees are a waste of time. They already know what their going to do. Nobody trusts HR so they don't go. This survey won't be taken seriously just doing it to satisfy some compliance rule.

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## 56. Additional comments

- 1.1 Thanks to Dr. Coon for bringing strength and normality to our campus. For a long time it had been such an angry disfunctional place and the moral was horrible. I have been here MANY years and this is the best I have seen it in decades. Please stay and keep up the good work. Know you have lots of support from the campus community.

## 56. Additional comments

- 1.2 Appreciate the new leadership the President has brought to our institution. Glad we have a financial reserve and hope it isn't squandered on even more faculty pay increases. Appreciate the hard work of Payroll and Information Technology. Not too sure about Swinterton. Somewhat amazed by the cultural shift at the College and I'm happy to see the physical plant being upgraded, but really have to wonder about the dollar amounts spent and the new buildings ugly design.

## 56. Additional comments

- 1.3 Best of luck to our new leader! He will surely need it!

## 56. Additional comments

- 1.4 With reference to adequate technology in the classroom, I was shockingly dismayed to find old, messy, hard for the students to see, BLACK boards installed in the new fine arts bldg. ! What a step backwards. Even the portables have white boards. Whose was consulted on that decision ? Certainly not the teachers.

## 56. Additional comments

- 1.5 My concerns about the new student requirements for student success classes and the pairing of classes that require essays with English, etc are related to the nature of the very part time students that I teach. Worry that such requirements could provide another obstacle to access for those students. I do support the pairing of content classes with English, etc. but mandatory registration in both is problematic for me.

## 56. Additional comments

- 1.6 There is absolutely no mechanism by which faculty can evaluate administrators and this has proved disasterous. In addition, there has been no improvement in faculty input into college planning for curriculum, budgets, or long-term planning.

## 56. Additional comments

- 1.7 In terms of instruction, I believe the college most needs to develop and support distance education and basic skills (English and Math) supplemental instruction. This will require the allocation of resources to both historically neglected areas.

## 56. Additional comments

- 1.8 We have a lot of hard-working classified employees who are severely underpaid. This issue needs to be addressed since the Equity Study clearly showed that our pay schedule is low relative to other similar institutions. When will classified professionals be viewed for their true value by giving them a more appropriate wage? Yes, classified employees may engage in shared governance, but decisions come from the top. I just hope our administrators can show a commitment to have the Board approve a real vision of support for the classified people working for the College by giving them an increase on the schedule.

## 56. Additional comments

- 1.9 If College of Marin wants to be a stellar educational institution, it needs to prioritize hiring full time teachers on the campus (and not just the replacement of retirees). The quality of any program or school has everything to do with the level of involvement and commitment of its faculty and staff. The adjunct problem degrades educational service and quality throughout this country, and will only discourage people from entering a teaching career in higher education.

## 56. Additional comments

- 2.0 College is not for everybody; support services & support should be available to those ready to take advantage of it. It's more important to serve well than "outreaching" to those who are not ready. College should not be reduced to the needs of the under-prepared....the offerings should NOT take away from college-level courses (variety, routinely and scheduling)

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- 21 Unless there is specific state funding that would not result in a zero-sum transfer of resources, I do not believe it is in the college's best interest to transfer funds to basic skills training at the expense of major-related and transferable credit subjects

## 56. Additional comments

- 22 I strongly disagree recruiting foreign students in order to increase tuition revenues if it is at the expense of local resident students being able to get into classes. Residents should have first priority for an education. This is a COMMUNITY college.

Why was the library link removed from the opening page of the college website?

## 56. Additional comments

- 23 I feel extremely frustrated in my job. Decisions are not made in a planned or timely manner. There is no foresight when decisions are made, and that affects how I do my job. Decisions are made without consideration of the consequences on how those decisions will be implemented and administered. The methodological and mathematical basis that dictates how I do my job is ill defined and in constant flux so that I cannot even do parts of my job, but instead, must hold everything and wait until a final decision is made. I have been waiting for 5 months to do part of my job, and still no final decisions have been made. It is very frustrating. My job responsibilities are also in flux, and I am required to figure out how to implement new policies which I feel is very inappropriate given my position in the college hierarchy. I have the workload of a full time employee and work part time. My department is under-budgeted. Banner is a very poor software program that has severe limitations. College wide policies will be implemented using Banner that will result in a loss of historical data. The MyCom portal actually crashed during peak registration. IT is way understaffed, or not staffed with enough computer programmers to keep up with the workload. You really need three more computer programmers. It is insane what those guys have to go through. I am not in IT either. Just saying that they work their butts off and are still two to three years behind. I am not a happy with the current situation, and I feel I have no power to make any positive changes. My superior either lives in a bubble of ignorance or is so overwhelmed with his/her own job responsibilities that he/she cannot address the issues facing the department.

## 56. Additional comments

- 24 I find that in general these types of surveys are not particularly useful if they are not followed up with face-to-face meetings with the stake-holders so that the results can be adequately analyzed. For instance there is the question about making Banner more effective. I have no idea what "effective" means. This question seems to imply that Banner can be made more "effective." Anyone who has done any basic research on these large systems knows that making them more effective means changing the people who use them, not changing the system to accommodate human beings or the real needs of educators. Banner was a mistake and it was a mistake made for economic reasons that in the long run will end up costing the college more money in worker time and errors. There is another question about long distance courses that I thought was completely useless, particularly since there was no question about hybrid courses, which I believe more and more faculty are using. And I am very concerned with the fact that college seems to be putting more and more resources into distance ed, when there really has been no campus-wide discussion about if we really need to focus there in a big way, or in a very small focused way...which most studies indicate are the more successful approaches. The college has a tendency to jump on band-wagons without checking if the axles work! Surveys are fairly meaningless and only feed the numbers game. Numbers have no meaning because they can be twisted to mean whatever anyone wants them to mean. Data-driven is efficient, but numbers are not reason nor do they take into account the important human quality of empathy.

## 56. Additional comments

- 25 Certainly the new president has raised the standards of communication and co-operation, but this spirit needs to be diffused more widely into the entire institution.

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26 Printers in the library and media center are unable to meet the demand from students, requiring too much staff intervention, and many times students wait time trying to print something they need for class, and end up leaving without their printout, and lose money as well. This is unacceptable. Meanwhile, there is a networked laser printer in the IVC media resource center that allows students first 10 copies free, and it is not supplied by an outside vendor that must require a copy card to function.

Clocks in the library are 1 hour slow today. This has been happening for the last few years. When will this be fixed? The students complain because they cannot get to class on time, and staff are not informed that this will happen, so, we don't know until we come in to work. Why hasn't someone told us what the problem is and when it will be fixed? This is unacceptable.

## 56. Additional comments

27 I believe that the restroom and classroom facilities should be better maintained.

College of Marin is a beautiful campus and COM has treated me, as an adjunct faculty member, well. I am very glad to have this job.

## 56. Additional comments

28 No questions about our faculty union? Adjuncts are not proportionally represented nor compensated even though we make up a majority of the teaching staff.

## 56. Additional comments

29 We desperately need oversight for faculty and staff.