

*Top 5 Selected Questions/Topics/Issues for*  
**The Faculty/Staff Survey**

<b>GROUP A</b>
1. <b>Communication re: Modernization:</b> Classified staff (impacted employees) should have a bigger/better voice re: process (early thru late stages)
2. <b>Updated Technology for Classified Staff:</b> Bring into 21 <sup>st</sup> century
3. <b>Communication/support from administration level</b> and more <b>professional development</b> for classified staff
4. <b>Physical Facilities:</b> need updating, repair, modernization – to make our campus feel <u>good</u> – for us to feel proud of our campus. We want <b>break rooms</b> for better community/culture.
5. <b>Parking!!</b>
<b>GROUP B</b>
1. <b>Property maint. &amp; repair &amp; cleaning</b>
2. <b>Parking</b>
3. <b>Staff break rooms</b>
4. <b>Working conditions</b>
5. <b>Employee benefits</b>
6. <b>Management communication, leadership</b>
7. <b>More staff training &amp; development</b>
8. <b>Moral(sic) need to be improved</b> – cause & efect(sic)
<b>*NOTE*:</b> For additional feedback without group collaboration see “Section C” under individual comments on the following pages.

*Individuals' Important Topics/Issues for the Faculty/Staff Survey*

GROUP A
<ol style="list-style-type: none"> <li>1. Better <b>communication</b></li> <li>2. Update <b>technology</b></li> <li>3. <b>Health care</b>/having the same health care with everyone on campus to make cost better for people w/family</li> <li>4. Improve <b>working conditions</b></li> </ol>
<ol style="list-style-type: none"> <li>5. <b>Physical Environment</b> – Buildings, office space, parking, shared break rooms to encourage campus community development</li> <li>6. <b>Financial Resources for pgms.</b></li> <li>7. <b>Other Resources to do work</b> – technology (current), administrative support (pres/Bd.), HR</li> <li>8. <b>Cooperation/Support from Admin./faculty for class staff</b> – we're unsung heroes!</li> </ol>
<ol style="list-style-type: none"> <li>9. <b>Modernization: global picture of where classified employees will be housed.</b> Process not thoroughly(sic) vetted with impacted employees.</li> <li>10. <b>Upgrade of technology for classified employees</b></li> <li>11. <b>Professional Development opportunities for classified staff</b></li> </ol>
<ol style="list-style-type: none"> <li>12. <b>Pride in the College – Maintenance/Repair:</b> When I look at the buildings and grounds I see beautiful gardens and trees – positive. Concerned that even with new buildings without adequate staff &amp; \$ for maintenance &amp; repair it won't be long until disrepair sets in again.</li> <li>13. <b>Culture:</b> Conveniently located employee break rooms to encourage comraderie among employees.</li> <li>14. <b>Communication campus wide.</b></li> </ol>
GROUP B
<ol style="list-style-type: none"> <li>1. <b>Benefits</b></li> <li>2. <b>Training</b></li> <li>3. <b>Morale</b></li> <li>4. <b>Leadership from Management</b></li> <li>5. <b>Job Awareness</b></li> </ol>
<ol style="list-style-type: none"> <li>6. <b>The property and buildings! Need to be better taken care of.*</b></li> <li>7. <b>Parking*</b></li> <li>8. <b>Better working conditions</b> for staff. Break rooms, etc.</li> <li>9. <b>Covered walkway</b> – to protect from rain.</li> <li>10. <b>Outside eating study areas</b> – tables, gazebos</li> <li>11. <b>Health care/benefits*</b></li> <li>12. <b>Wage – out class pay</b></li> <li>13. <b>Communication – not sharing info.</b></li> <li>14. <b>Training – technology</b></li> </ol>

<p>15. <b>Management presence and communication</b></p>
<p>16. Better <b>maintenance</b> – buildings (old &amp; new); <b>parking</b>  17. <b>Online systems (email/intranet/etc.)</b> – move towards technology w/more staff development and training  18. <b>Presences by management</b></p>
<p>19. <b>Health Care Coverage</b>  20. <b>Reclassify</b>  21. <b>Work out of class</b>  22. <b>Communication</b>  23. <b>Work as one unit</b></p>
<p><b>GROUP C</b></p>
<p>24. <b>Electronic Suggestion Box</b>  25. <b>Managerial Training Program</b> (Staff Development) which includes <b>how to manage in times of lean personnel numbers</b> (and <b>not to allow out of class work</b>, etc.)and top down <b>quality management/evaluation of performance for <u>all</u> levels</b> (includes “<b>coaching for success</b>”).  26. <b>Realistic Project/Staff Management Skills with Good Communication <u>Within</u> Departments</b>  27. <b>Realistic Project Management Skills with Good Communication <u>Across</u> Departments</b>  28. <b>Basic Evaluation(and correction if necessary)of Ergonomic Working Conditions For All Employees</b> (will not only save the District money in the long-run from Workman’s Compensation, but will build better morale – especially with an aging staff demographic); <b>promotion of good health</b>  29. <b>Posting Job Opportunities internally first</b>  30. <b>Recognition for Performance</b> (some kind of motivation) – even if it’s thanks to a particular employee in the President’s Weekly Briefing for an outstanding job</p>