

Q1 In which Division at MJC are you located?

Answered: 119 Skipped: 0

ANSWER CHOICES	RESPONSES	
Agriculture and Environmental Sciences	2.52%	3
Allied Health	10.08%	12
Arts, Humanities, and Communications	9.24%	11
Business, Behavioral and Social Sciences	25.21%	30
Family & Consumer Sciences	2.52%	3
Literature & Language Arts	17.65%	21
Physical, Recreational, and Health Education	3.36%	4
Science, Math and Engineering	13.45%	16
Technical (Workforce) Education	3.36%	4
Student Services	9.24%	11
Other (please specify)	3.36%	4
TOTAL		119

#	OTHER (PLEASE SPECIFY)	DATE
1	Library & Learning Center	4/19/2017 9:40 AM
2	Library & Learning Center	4/18/2017 3:36 PM
3	Office of Instruction	4/18/2017 3:30 PM
4	Special Programs	4/18/2017 11:09 AM

Q2 What is your primary classification at MJC?

Answered: 119 Skipped: 0

ANSWER CHOICES	RESPONSES
Full-time faculty (1)	65.55% 78
Part-time faculty (2)	34.45% 41
TOTAL	119

BASIC STATISTICS				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	2.00	1.00	1.34	0.48

Q3 Please rate each of the following:

Answered: 119 Skipped: 0

	EXCELLENT	GOOD	FAIR	POOR	TOTAL	WEIGHTED AVERAGE
Duplicating Center: Promptness of turnaround time of requested print materials	67.62% 71	27.62% 29	1.90% 2	2.86% 3	105	3.60
Duplicating Center: Accurate assembly of requested print materials	64.76% 68	26.67% 28	5.71% 6	2.86% 3	105	3.53
Adequacy of student access to Library and Learning Center resources	36.11% 39	50.93% 55	10.19% 11	2.78% 3	108	3.20
Library and Learning Center resources	33.33% 36	54.63% 59	9.26% 10	2.78% 3	108	3.19
Collegiality among faculty and staff in your division	40.17% 47	37.61% 44	17.09% 20	5.13% 6	117	3.13
Quality and responsiveness of Foundation and Scholarship operations	28.57% 26	51.65% 47	13.19% 12	6.59% 6	91	3.02
Quality of available information about academic programs in your division	27.52% 30	49.54% 54	17.43% 19	5.50% 6	109	2.99
Campus Safety support for deterring theft of personal property on campus	25.00% 25	53.00% 53	18.00% 18	4.00% 4	100	2.99
Campus Safety efforts (through work with Stanislaus County) to protect against auto theft on campus	23.91% 22	47.83% 44	23.91% 22	4.35% 4	92	2.91
Adequacy of student support services on campus	24.11% 27	46.43% 52	22.32% 25	7.14% 8	112	2.88
Support for faculty within your division	32.20% 38	33.05% 39	19.49% 23	15.25% 18	118	2.82
Adequacy of health and safety resources on campus	19.81% 21	47.17% 50	21.70% 23	11.32% 12	106	2.75
Quality of information on MJC website	23.53% 28	36.13% 43	28.57% 34	11.76% 14	119	2.71
Adequacy of health and safety training opportunities on campus	16.67% 17	44.12% 45	31.37% 32	7.84% 8	102	2.70
Level of empowerment for staff to develop programs and services that enhance student learning	11.71% 13	36.04% 40	30.63% 34	21.62% 24	111	2.38
Cafeteria hours of operation	9.46% 7	31.08% 23	39.19% 29	20.27% 15	74	2.30

Q4 What has been the most rewarding aspect of your experience working at MJC?

Answered: 109 Skipped: 10

#	RESPONSES	DATE
1	The most rewarding aspect of my experience has been the support of the leadership team within student services; especially Special Programs. I have received valuable encouragement and feel supported in ensuring our students have the best experience here at MJC.	5/2/2017 7:50 AM
2	Supporting Student Success in the EOPS Program.	5/2/2017 7:50 AM
3	The most rewarding aspect continues to be collaborating with fellow faculty members who are responsive to student need; members who may place themselves secondary to student need.	5/2/2017 7:48 AM
4	Seeing students reach their goal whether it's earning a certificate, degree or transfer to the university.	5/2/2017 7:48 AM
5	The most rewarding experience are the students we get to work with.	5/2/2017 7:46 AM
6	Working with students and helping them to achieve their goals.	5/2/2017 7:45 AM
7	Witnessing student achievement and success.	5/2/2017 7:44 AM
8	I have found some wonderfully supportive colleagues in Student Services whose commitment to student success is exemplary.	5/2/2017 7:43 AM
9	Working with our students.	5/2/2017 7:35 AM
10	The devotion of the staff.	5/2/2017 7:33 AM
11	Students	5/2/2017 7:30 AM
12	Interaction with our amazing students and our inspiring colleagues!	4/27/2017 5:16 PM
13	Helping students understand and cultivate their own natural potential. I love watching the moment, and it happens often, that a student realizes the future is something they can intentionally shape with the skills and knowledge they are acquiring here.	4/25/2017 3:38 PM
14	Working with my students.	4/25/2017 7:47 AM
15	Similar to my colleagues, working with students is the most rewarding aspect of working at MJC. The colleagues in my discipline are wonderful.	4/24/2017 8:27 PM
16	The Dean and the office staff of my division	4/24/2017 4:12 PM
17	The tremendous support from the faculty and support staff.	4/24/2017 7:12 AM
18	Direct student contact	4/22/2017 8:53 AM
19	Great staff and many students eager to learn	4/21/2017 10:26 PM
20	students	4/21/2017 5:58 PM
21	The students.	4/21/2017 2:59 PM
22	Teaching students.	4/21/2017 12:51 PM
23	Having the support and experience of my department co-faculty for enhancing my teaching perspectives, as well as gaining insight for "trouble-shooting" the students' issues...	4/21/2017 11:57 AM
24	the students	4/20/2017 7:08 PM
25	Working with students and colleagues is by far the most rewarding aspect of the job. This becomes an increasingly enjoyable aspect of work as the years of experience here at MJC increase. The focus on equity and students and creating more meaningful experiences and relationships in the classroom is a good focus and increases the satisfaction of the work of teaching.	4/20/2017 4:19 PM
26	I enjoy working with nursing students.	4/20/2017 12:22 PM

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27	Support of staff	4/19/2017 8:48 PM
28	1. working with students 2. I'm proud to be part of the MJC community 3. The Lit and Lang office is positive, professional, and helpful.	4/19/2017 4:48 PM
29	Interactions with students	4/19/2017 4:01 PM
30	Working with students, especially honors students who were able to excel and meet their greater potential.	4/19/2017 3:27 PM
31	Teaching the students	4/19/2017 1:17 PM
32	Students	4/19/2017 1:00 PM
33	student success	4/19/2017 11:51 AM
34	1. Students. 2. Colleagues.	4/19/2017 11:02 AM
35	Connecting with students and helping them succeed.	4/19/2017 10:19 AM
36	My colleagues	4/19/2017 10:18 AM
37	Helping students to grow and learn.	4/19/2017 9:58 AM
38	Working with students	4/19/2017 9:40 AM
39	Interaction with students.	4/19/2017 9:21 AM
40	Working with the students and watching them grow throughout our program. Working with faculty in our department.	4/19/2017 5:18 AM
41	Working and interacting with students	4/18/2017 8:44 PM
42	Working with adults, helping struggling learners succeed	4/18/2017 8:23 PM
43	Teaching and the classroom.	4/18/2017 7:54 PM
44	Working with students and fellow faculty.	4/18/2017 7:31 PM
45	Student success \.	4/18/2017 6:58 PM
46	hearing stories of student success from former students	4/18/2017 6:52 PM
47	Strong community amongst faculty and Division!	4/18/2017 6:40 PM
48	Helping students.	4/18/2017 6:18 PM
49	Interacting with students.	4/18/2017 6:17 PM
50	Teaching in my community.	4/18/2017 6:09 PM
51	Helping students with their continuing academic careers, and often, just being there to listen to them! In addition, the professional support I've gotten from Deans in our dicvision has been outstanding!	4/18/2017 5:52 PM
52	Teaching the students	4/18/2017 5:51 PM
53	Departmental support.	4/18/2017 4:50 PM
54	Working with students.	4/18/2017 4:33 PM
55	the level of support within our division	4/18/2017 4:21 PM
56	Supporting students in their first educational successes.	4/18/2017 4:05 PM
57	Interacting with the students	4/18/2017 4:02 PM
58	The experience in the classroom with students. Second aspect is the interaction with some great faculty and staff.	4/18/2017 3:59 PM
59	Being able to service my community	4/18/2017 3:57 PM
60	Students' empowerment	4/18/2017 3:54 PM
61	Great students, small classes	4/18/2017 3:48 PM
62	My colleagues are passionate about their work, both for and with students. Working with dedicated professionals who consistently brainstorm to draw on everyone's strengths for the betterment of our library program is most rewarding.	4/18/2017 3:36 PM

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63	The collegiality of the division I work in and support for implementing new ideas and resources.	4/18/2017 3:31 PM
64	Conscientious personnel working cooperatively and creatively for student success. Ongoing challenges!	4/18/2017 3:30 PM
65	Seeing our students accomplish their college educational goals.	4/18/2017 3:23 PM
66	Working with my students, designing an innovative program.	4/18/2017 3:14 PM
67	Working with underrepresented students and helping them achieve their dreams.	4/18/2017 3:06 PM
68	Being able to meet and work with other faculty who actually care about part timers. Being able to impact students in a way that makes them want to be life long learners.	4/18/2017 3:05 PM
69	Opportunity to support students in their career paths and to share with them my passion for the field of psychology.	4/18/2017 2:36 PM
70	Working with a motivated student body.	4/18/2017 2:23 PM
71	I had the best boss ever- she is funny, kind and smart- also a hard worker--	4/18/2017 2:08 PM
72	Great deans!	4/18/2017 1:42 PM
73	Working with students	4/18/2017 1:32 PM
74	Time spent with students, working one on one	4/18/2017 1:22 PM
75	Involvement with committees promoting different activities and resources on campus. I feel connected, but would also like to see more unified work across campus. Often I don't have any idea what "others" are doing...is there a way to list all activities or committees so we are all informed?	4/18/2017 1:20 PM
76	Having a positive impact on my students	4/18/2017 1:18 PM
77	good people	4/18/2017 1:15 PM
78	Colleagues	4/18/2017 1:11 PM
79	Encouraging students to achieve their goals and getting to know other nurse educators	4/18/2017 1:05 PM
80	Still trying to find it.	4/18/2017 12:57 PM
81	The faculty and staff that work here.	4/18/2017 12:56 PM
82	Serving students, investing in the next generation.	4/18/2017 12:54 PM
83	My division dean is great, as well as my students :)	4/18/2017 12:47 PM
84	The students' interest & appreciation.	4/18/2017 12:47 PM
85	Seeing student learning and engagement.	4/18/2017 12:46 PM
86	Interacting with the students and the employees at MJC has been the most rewarding aspect of my experience working at MJC.	4/18/2017 12:27 PM
87	I teach online, and I have really enjoyed connecting with a range of students who enter the class with very different backgrounds and stories.	4/18/2017 12:24 PM
88	I love helping my students succeed in my classes, and in their academic goals.	4/18/2017 12:22 PM
89	Good friends	4/18/2017 12:19 PM
90	Watching the students learn and grow.	4/18/2017 12:08 PM
91	Getting to work with some of the most intelligent, caring, and wise people in our community.	4/18/2017 12:06 PM
92	Working with the diverse student population. The personalized learning experience the students get in my classroom.	4/18/2017 12:03 PM
93	Interacting with students and seeing them succeed!	4/18/2017 11:57 AM
94	fellow faculty	4/18/2017 11:57 AM
95	Working with the students.	4/18/2017 11:43 AM
96	The students	4/18/2017 11:42 AM
97	Working with my students.	4/18/2017 11:40 AM

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98	The students	4/18/2017 11:31 AM
99	Seeing students achieve success and getting into employment.	4/18/2017 11:30 AM
100	Seeing students find/re-find themselves.	4/18/2017 11:28 AM
101	Other faculty in my division are incredibly supportive.	4/18/2017 11:20 AM
102	I am very excited about building my student's knowledge base and teaching them how to study outside of class.	4/18/2017 11:19 AM
103	Working with students is the most rewarding part of my job. I also enjoy my colleagues and love working at an institution with such a powerful mission!	4/18/2017 11:17 AM
104	I love teaching MJC students how to effectively express their opinions in writing.	4/18/2017 11:11 AM
105	Love the students at MJC. It is a pleasure each day to teach students eager to learn.	4/18/2017 11:10 AM
106	My amazing students	4/18/2017 11:10 AM
107	Helping to guide students towards educational and career goals.	4/18/2017 11:09 AM
108	The students and colleagues.	4/18/2017 11:09 AM
109	Interaction with colleagues and students.	4/18/2017 11:05 AM

Q5 What has been the most frustrating or disappointing aspect of your experience working at MJC?

Answered: 107 Skipped: 12

#	RESPONSES	DATE
1	I would suggest that an official counselor training program be developed that informs adjunct and new hires about the policies and procedures of MJC; specifically related to academic policies useful for counselors.	5/2/2017 7:50 AM
2	The lack of collaboration with other divisions.	5/2/2017 7:50 AM
3	The most frustrating aspect continues to be associating with individuals who are staled in their thought...those who do not look beyond themselves in order to help those in need.	5/2/2017 7:48 AM
4	The assessment test solely being used to see what level students perform at. Not using multiple measures in past years. Not allowing counselors to make judgments.	5/2/2017 7:48 AM
5	The most disappointing aspect of working at MJC is the continued lack of value among administration towards Counseling Division and Services. Example: Yearly guaranteed funding for summer counseling services, this survey leaving out Counseling as a division-we are instructional faculty also, having Administration tell us the expert in the field how we should service students even though what they are suggesting goes against the philosophy of holistic counseling	5/2/2017 7:46 AM
6	The lack of communication and response from administrators. Most administrators are only looking after their own success and they make decisions without consulting with faculty.	5/2/2017 7:45 AM
7	Top -down decision making. Lack of true collaboration. Extremely poor communication across constituencies. Lack of transparency.	5/2/2017 7:44 AM
8	The top-down corporate model of organizational leadership is not appropriate for this institution, and far too often it is destructive of employee morale. Too many hidden decisions are made behind closed doors, and dedicated professional employees are undermined (and given no voice).	5/2/2017 7:43 AM
9	Working with current administration on faculty/student equity, and success initiatives. Inner circle culture and equity exclusion at the top.	5/2/2017 7:35 AM
10	The acceptance of areas that prevent student from moving smoothly through our programs, which affects individual lives and overall success rates.	5/2/2017 7:33 AM
11	Not having enough staff to serve and follow-up with students.	5/2/2017 7:30 AM
12	(1) The continual turn-over of administrators who see MJC as a spring board for their careers and the resulting chaos that ensues. (2) The constant pressure to produce more FTEs for the college/district, despite the negative effect upon student success. The MINIMUM number of students that faculty in the behavioral sciences teach in a semester is 200; however, most of us juggle 250-350 students because we (a) are frequently pressured to over-enroll our sections; (b) we teach large sections; (c) some of us teach overloads for additional income OR to maintain department offerings. We are not allowed to receive any help from teaching or office assistants. Additionally, new tasks are constantly added to our plates such as assessment. As a result, (a) there is less time to devote to STUDENTS and our courses; (b) many faculty believe that they are unappreciated and taken advantage of. On the flip side, our input is often ignored by administration.	4/27/2017 5:16 PM
13	Routinely being treated as an unskilled laborer rather than a colleague; economically, procedurally, in terms of campus projects and initiatives. The attitude that the administration takes toward adjunct contributions is demeaning and demoralizing, and wastes the talent of good people.	4/25/2017 3:38 PM
14	Having to purchase a parking permit, they should be provided free of charge for all instructors.	4/25/2017 7:47 AM
15	The most frustrating aspect are students who lack skills needed to be successful who don't or won't take advantage of the resources we have available on campus. I am continuously encouraging student to use them!	4/24/2017 8:27 PM
16	The commute; students' resentment of general education courses	4/24/2017 4:12 PM

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17	My computer runs very slow.	4/24/2017 7:12 AM
18	Lack of mentorship	4/22/2017 8:53 AM
19	Periodic student absences without contacting professor. I am very understanding. I just wish they could be more communicative.	4/21/2017 10:26 PM
20	Hypocritical nature of administration.	4/21/2017 2:59 PM
21	As an adjunct I really don't feel part of MJC. No real time to meet with students or other faculty outside of class. Don't feel academic freedom is really possible without rights of assignment. Feel that MJC lacks direction: revolving door of Deans, Presidents and Chancellors over time.	4/21/2017 12:51 PM
22	Most frustrating is having large class loads without a more equitable compensation for the numbers (FTES). I understand that it was a policy change, but the outcomes are not as beneficial to the students as a whole (class). The mechanism to refer students in need of Student Success specialists or use of other resources, LLC, DSPS, etc. becomes challenging to recognize earlier rather than later in the semester....	4/21/2017 11:57 AM
23	the administration	4/20/2017 7:08 PM
24	The relationship of upper administration and faculty has become increasingly negative over the years. The whiplash of new initiatives with regard to instruction without much support in terms of time for faculty to do a quality job of implementing new initiatives has become an increasingly low point in the overall work experience. There is pressure to truly connect with students and develop better instruction. Those are good pressures, but they all take time; at the same time, the work on other administrative tasks which are far less meaningful to instruction are increasingly taking much more time as well, and there does not seem to be an understanding that faculty feel stretched and often burnt out.	4/20/2017 4:19 PM
25	We don't make as much money as other faculty in similar colleges.	4/20/2017 12:22 PM
26	Not able to access certain emails and the confusion over flex vs professional hours	4/19/2017 8:48 PM
27	1. Lack of computers and printers for adjunct. 2. Many important trainings are during the middle of the day. I would have to take time off from my full-time job to participate 3. I wish there was a place that students could sign-in and take missed exams and quizzes. This is a must for adjuncts who usually don't have office hours.	4/19/2017 4:48 PM
28	Faculty relations within disciplines are non-existent.	4/19/2017 4:01 PM
29	Being over worked, and forced to attend multiple meetings where information is duplicated and where nothing is decided and little accomplished. The more faculty is forced into these types of situations where there is little respect for their time, the more faculty will struggle with success rates.	4/19/2017 3:27 PM
30	Horrible budget for program	4/19/2017 1:17 PM
31	Leadership	4/19/2017 1:00 PM
32	lack of understanding of student difficulties	4/19/2017 11:51 AM
33	Despite all of our well-intentioned reform efforts, the firmly entrenched systems on which our college, and California community colleges in general, operate still dictate the relative effectiveness of our work.	4/19/2017 11:02 AM
34	Lack of monetary compensation for the amount of time invested in teaching. When you calculate hours spent prepping, grading, communicating with students, etc., I make less than minimum wage. I love teaching; It is a passion and a calling. It is meaningful work, but I struggle to pay bills doing it. Pay adjuncts more money!!!!!!!!!!!!!!!!!!!!!!	4/19/2017 10:19 AM
35	Dismissive attitudes from upper administration	4/19/2017 10:18 AM
36	The continued move toward being micromanaged. Instructors should not have to be exactly like each other to prevent student complaints. Students will learn to be better Americans by learning to allow others to be themselves. There is nothing wrong with having different teaching styles throughout your learning career.	4/19/2017 9:58 AM
37	Lack of follow-through on work orders from IT and Facilities.	4/19/2017 9:40 AM
38	Level of bureaucracy inhibiting student success	4/19/2017 9:21 AM

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39	The lack of faculty support and the requirement to buy our own supplies to do our job. In addition, needing to afford for ink and paper for printing, getting questioned every time I go to use our office printer. It's also frustrating that my office computer is old and slow. I do most of my prep work at home because the computer in my office is inadequate.	4/19/2017 5:18 AM
40	Obvious biases in activities, presentations, services, philosophies, and email messages as well as an administration that appears extremely biased and intolerant of opposing ideas. Further, I have observed what appears to be retaliation against those whose ideas and values differ from the ideas and biases of admin.	4/18/2017 8:44 PM
41	Not being full time and being newer, I feel like I miss out on information and a lot is assumed we just know it.	4/18/2017 8:23 PM
42	Sometimes things move so slow	4/18/2017 7:54 PM
43	The way upper administration no longer appreciate faculty. This has manifest its self in the RIFs and the way faculty are paid below median while more and more work is piled on yet management is paid above median with only a two school district.	4/18/2017 7:31 PM
44	All the extra work that we are required to do outside of the classroom, reports etc.	4/18/2017 6:58 PM
45	the disconnect between the words of our leadership ("student success", "student equity", "guided pathways") and their actions (less contact hours, higher class sizes, more online courses, more reliance on adjunct, inadequate counseling, etc). But I do see some improvement.	4/18/2017 6:52 PM
46	Students need more mental health services available to them. If therapists can only see students once a month for therapy, then outside services need to brought in.	4/18/2017 6:40 PM
47	The RIFs. Completely out of touch district "leadership" treats faculty below median.	4/18/2017 6:18 PM
48	Sometimes, faculty resources such as printing abilities can be frustrating.	4/18/2017 6:17 PM
49	Lack of communication from/by administration above the dean level.	4/18/2017 6:09 PM
50	not having enough classes in my field for all the students who want to take them	4/18/2017 5:52 PM
51	Lack of administrative support in division and at the college and district levels	4/18/2017 5:51 PM
52	I haven't experienced either of these with regard to the college.	4/18/2017 4:50 PM
53	Lack of institutional focus. We are still working in silos and not collaborating effectively between all campus constituencies.	4/18/2017 4:33 PM
54	none	4/18/2017 4:21 PM
55	Turnover of administration, lack of support from Dean, micro-management	4/18/2017 4:05 PM
56	Painting the Music Building green! The original brick matched the new building. Now it looks like an Army post!!	4/18/2017 4:02 PM
57	Input requested, yet not factored into decisions made.	4/18/2017 3:59 PM
58	Not having a regular classroom	4/18/2017 3:57 PM
59	Low level of resources, inadequate equipments, slow and inadequate quipment maintenance in classrooms, low attention to health safety and sanitation, cold classrooms in winters and sometimes in summers too. In addition, few and inadequate recyclingbins and environmental awareness, lack of healthy option of food in cafeteria, and lack of aesthetic attention to the campus landscaping.	4/18/2017 3:54 PM
60	SCC needs improvements in the tech equipment (projector, computers, doc cam)	4/18/2017 3:48 PM
61	The noisy environment in the new L&LC has been frustrating to deal with because it negatively impacts the learning environment.	4/18/2017 3:36 PM
62	College administration: dictating curriculum, lack of transparency, lack of support for faculty, duplicity or out and out lying.	4/18/2017 3:31 PM
63	Lack of vision by our administrators. Lack of faculty support by administrators.	4/18/2017 3:23 PM
64	Bureaucratic overhead, top-heavy administration, unnecessary initiatives that haven't enhanced teaching success.	4/18/2017 3:14 PM

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65	I don't like the various census dates throughout the semester. While I recognize they're meant to combat financial aid abuse, why not grant financial aid AFTER grades are submitted? Put another way, provide enough financial aid at the beginning of the semester to cover books, tuition, and fees, and then release the remaining funds once final grades are posted.	4/18/2017 3:06 PM
66	That we as part timers are seen as "disposable" or "easily replaceable." Sometimes it does not feel like a community.	4/18/2017 3:05 PM
67	Elimination of opportunities for advanced students to complete independent study work by leading study sessions as teaching assistants. "You do not really learn a subject until you teach it".	4/18/2017 2:36 PM
68	Lack of support from administration.	4/18/2017 2:23 PM
69	Admin changes to frequently, the board is kept away from faculty- there is a culture of suspicion.	4/18/2017 2:08 PM
70	Lack of upper level leadership support for innovative pedagogies like FYE, acceleration, diversity training, and Reading Apprenticeship. These are stellar programs and initiatives at so many other community colleges, but here here is never adequate support to pilot and sustain these activities that support student success. Things stop and start, have support and the limelight and then the rug is pulled and the leadership shifts support and attention. Where is the institutional support for the long-term to really see anything to fruition. Now the new idea is pathways. Why cannot we ever just follow best practices to achieve our goals? Over 30+ years things come and go and then a new incarnation arrives and gets attention and then stops. This is disheartening for dedicated faculty who read about amazing work done at other community colleges with visionary leadership. Thankfully, the students are always determined to get an education with their dedicated teachers.	4/18/2017 1:42 PM
71	Being treated as a second-class employee!	4/18/2017 1:30 PM
72	Time spent with administration and the difficulty of competing interests in community colleges	4/18/2017 1:22 PM
73	Administration focusing on low success numbers rather than teaching approaches that help bring data up. The fact is, teaching and support services require more time and money than seems "feasible," but those are the exact foundations that aid student retention and success. Smaller class sizes allow instructors to create bonds with students that prove success. New initiatives every few years seem like band-aids. We need long term, deep thinking. And long-term vision.	4/18/2017 1:20 PM
74	Some of my students have no idea what I sacrifice for them	4/18/2017 1:18 PM
75	Low wages. District indifference to faculty needs.	4/18/2017 1:15 PM
76	Administration	4/18/2017 1:11 PM
77	Navigating the pay structure as an adjunct employee	4/18/2017 1:05 PM
78	Needless and fruitless committee work. Low pay. Poorly prepared students that we pander to.	4/18/2017 12:57 PM
79	administration	4/18/2017 12:56 PM
80	Lack of collegiality and collaboration between all staff groups on campus	4/18/2017 12:54 PM
81	Part-time pay!	4/18/2017 12:47 PM
82	Unmotivated students who attend only collect financial aid.	4/18/2017 12:47 PM
83	Having course structure forced to change to a format that hurts student learning.	4/18/2017 12:46 PM
84	There has been a low percentage of faculty participating in the graduation ceremony.	4/18/2017 12:27 PM
85	Since I teach online and I work another full-time job, I have not been very connected to my department, that is not the fault of the department/division.	4/18/2017 12:24 PM
86	It is frustrating to have to turn away students because my classes are full, only to later discover a number of my enrolled students appear to be attempting financial aid fraud. Any efforts to identify these students ahead of time would be great. It would be nice to motivate them to do the right thing, or make way for those students who are serious.	4/18/2017 12:22 PM
87	Thoughtless decision making founded upon limited knowledge	4/18/2017 12:19 PM
88	Administrators that manage instead of lead and who micromanage. It feels like management doesn't trust faculty.	4/18/2017 12:08 PM
89	Having to work with people who, on paper, should be intelligent, caring, and wise, but who turn out to be ignorant, self-serving, and clueless.	4/18/2017 12:06 PM

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90	The lack of support for smaller departments that are deemed "unproductive" by the "numbers". The fact that upper-level administration has no interest in investing in smaller programs.	4/18/2017 12:03 PM
91	Lack of materials, resources and guidance from full time faculty.	4/18/2017 11:57 AM
92	our revolving door of administrators attempt to 'fix' a problem to pad their resume without looking at the underlying contributing factors and following through	4/18/2017 11:57 AM
93	Administration	4/18/2017 11:43 AM
94	Adminstration	4/18/2017 11:42 AM
95	The lack of support from administration.	4/18/2017 11:40 AM
96	The administration	4/18/2017 11:31 AM
97	Students who are not college ready. Staff issues not being addressed by management.	4/18/2017 11:30 AM
98	I am skeptical about the amount of data collection being done with SLO reporting. It favors seeing students as abstractions rather than actual people and unfairly creates highly detailed data profiles of student's strengths, weaknesses and intellectual proclivities without their express knowledge and consent.	4/18/2017 11:28 AM
99	The removal of 5 unit courses has hurt student success and their ability to transfer, even to Stan State.	4/18/2017 11:20 AM
100	Piano classes need to be more incremental. The jumps are much too large. Piano takes years and years to develop and become proficient. It is very frustrating for both the student and teacher to not have smaller increments. For example, instead of Keyboard 1, Piano Enrichment, Intermediate, Advanced. There should be Piano 1, Piano 2, Piano 3, Piano 4, Intermediate, Advanced. It is not realistic to skip these elementary steps.	4/18/2017 11:19 AM
101	I do not always feel like my time is valued outside of the classroom. It would be helpful to make our "other duties" more efficient and organized, so that I can spend more time serving students.	4/18/2017 11:17 AM
102	I hate when my students complain that they must wait three weeks to meet with a counselor for academic planning.	4/18/2017 11:11 AM
103	The department head is distant and rude towards part time faculty.	4/18/2017 11:10 AM
104	How little one is rewarded for focusing on teaching and students, and how quick the institution is to charge apathy--i.e., getting emails from committees with mottos like "we choose to be involved...do you?"	4/18/2017 11:10 AM
105	Length for Evaluations- 14 weeks is way to long.	4/18/2017 11:09 AM
106	The lack of resources to expand learning opportunities for students.	4/18/2017 11:09 AM
107	It is not clear if outside required trainings/office hours for part-time faculty are compensated.	4/18/2017 11:05 AM

Q6 Thank you for completing this survey! Please feel free to use this space if you have any further feedback to offer.

Answered: 29 Skipped: 90

#	RESPONSES	DATE
1	Love my job at MJC.	5/2/2017 7:50 AM
2	I appreciate the opportunity to provide feedback.	5/2/2017 7:48 AM
3	Thanks for the opportunity to share my feedback.	5/2/2017 7:48 AM
4	Shared governance is non-existent. Too many back door deals.	5/2/2017 7:44 AM
5	I hope this survey will not be another collection of data that requires additional time to complete, then gets filed away (like program review) and bears no positive fruit.	4/27/2017 5:16 PM
6	I am going to miss having Jennifer Hamilton as the BBSS Dean!	4/24/2017 8:27 PM
7	This survey doesn't seem to go far enough in looking at the atmosphere of collegiality at MJC.	4/21/2017 2:59 PM
8	Have a nice day.	4/19/2017 3:27 PM
9	need more support personnel to meet the students needs, especially clinical paperwork and rotations.	4/19/2017 11:51 AM
10	Pay adjuncts more money!!!!!!!!!!!!!!!!!!!!!!	4/19/2017 10:19 AM
11	Someone needs to look into HR and the manner in which they place people on the pay scale. There is some corrupt behavior going on. How is it possible for two instructors to be brought on with the same degree from the same educational institution and one be placed in Column I and the other be placed in Column III? The process needs to be standard and transparent.	4/19/2017 9:58 AM
12	I appreciate the direction this institution is going with the EMP and guided pathways. Our program has been doing this for years and it definitely makes a difference in the students' experience at MJC. Our role as faculty is to support our students and to get them what they need to be successful and to become participating members of our community. I would appreciate more faculty support from our administrators and board members so faculty can continue providing this for students.	4/19/2017 5:18 AM
13	I still love this career path. I stay away from activities and meetings that conclude with no action items, no deadlines, and no penalty for mediocre fizzles and fails	4/18/2017 7:54 PM
14	We waste a lot of money be having a "district" instead of just three equal campus.	4/18/2017 7:31 PM
15	Survey does not seem as robust and meaningful as compared to prior Climate Surveys. Shallow by comparison. Would like to see questions that prompt and inspire more focused and insightful responses. This reads more like a survey for the general public.	4/18/2017 3:30 PM
16	So many faculty create silos and often do not share their programs or academic information with others on campus who could direct students who are seeking such programs. It would be helpful to have faculty websites that could highlight some of their program information to others who are seeking a degree in that area.	4/18/2017 3:23 PM
17	I appreciate the autonomy given to professors who are committed to their work at MJC and meet all deadlines.	4/18/2017 2:36 PM
18	I'd appreciate a stronger sense of community on campus. Our campus climate feels like an us vs. them.atmosphere. We're all on the same team. We all want to help students on their way to accomplishing their dreams.	4/18/2017 2:23 PM
19	We miss Jenn already!	4/18/2017 2:08 PM
20	What will happen with this data? Will it be noticed for a moment and then filed away with no action as always or is there any hope for real change ?	4/18/2017 1:42 PM
21	On the whole, MJC is a positively supportive place to work	4/18/2017 1:18 PM

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22	Again - I teach online only - so many of the areas were N/A	4/18/2017 12:24 PM
23	This is not as a faculty member but as a parent of an MJC student. It has been eye-opening to see the difficulty my son has had in getting appointments with counselors. We need to make it easier for students to work for and attain graduation.	4/18/2017 12:22 PM
24	Some of these questions are vague and for that reason are difficult to answer.	4/18/2017 12:08 PM
25	Re: Level of support to develop programs When the program is something administration want, they'll throw money at faculty. When the program is something they don't want. they'll dismiss it out of hand and do everything they can to stifle innovation.	4/18/2017 12:06 PM
26	Deans should work in a more collegial, collaborative, and professional manner with faculty from the get-go instead of trying to impose a restrictive, top-down approach. This causes tension and produces low morale among faculty at best and a hostile work environment at worse. If there truly was a more collaborative approach from the beginning, the focus would stay on improving student success rather than damage control with faculty-dean relations.	4/18/2017 12:03 PM
27	Although it oftentimes seems easy to complain about minor issues, I thoroughly enjoy working at MJC!	4/18/2017 11:17 AM
28	n/a	4/18/2017 11:11 AM
29	Communication with faculty is virtually non existent. Occurs once a year. Adjunct faculty are expected to drive personal cars to conduct student instruction yet are not reimbursed for miles. The result is a lower pay rate. Full time faculty are reimbursed, Why?	4/18/2017 11:09 AM