

MJC Faculty Survey 2017

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

Answered: 93 Skipped: 11

	WHAT HAS BEEN THE MOST FRUSTRATING OR DISAPPOINTING ASPECT OF YOUR EXPERIENCE WORKING AT MJC? (1)	TOTAL
Q1: Agriculture and Environmental Sciences	100.00% 2	2.15% 2
Q1: Allied Health	100.00% 11	11.83% 11
Q1: Arts, Humanities, and Communications	100.00% 11	11.83% 11
Q1: Business, Behavioral and Social Sciences	100.00% 30	32.26% 30
Q1: Family & Consumer Sciences	100.00% 3	3.23% 3
Q1: Literature & Language Arts	100.00% 18	19.35% 18
Q1: Physical, Recreational, and Health Education	100.00% 2	2.15% 2
Q1: Science, Math and Engineering	100.00% 13	13.98% 13
Q1: Technical (Workforce) Education	100.00% 3	3.23% 3
Total Respondents	93	93

#	Q1: AGRICULTURE AND ENVIRONMENTAL SCIENCES	DATE
1	Level of bureaucracy inhibiting student success	4/19/2017 9:21 AM
2	The RIFs. Completely out of touch district "leadership" treats faculty below median.	4/18/2017 6:18 PM
#	Q1: ALLIED HEALTH	DATE
1	My computer runs very slow.	4/24/2017 7:12 AM
2	We don't make as much money as other faculty in similar colleges.	4/20/2017 12:22 PM
3	Not able to access certain emails and the confusion over flex vs professional hours	4/19/2017 8:48 PM
4	Leadership	4/19/2017 1:00 PM
5	lack of understanding of student difficulties	4/19/2017 11:51 AM
6	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
7	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
8	Sometimes, faculty resources such as printing abilities can be frustrating.	4/18/2017 6:17 PM
9	Navigating the pay structure as an adjunct employee	4/18/2017 1:05 PM
10	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
11	The lack of resources to expand learning opportunities for students.	4/18/2017 11:09 AM
#	Q1: ARTS, HUMANITIES, AND COMMUNICATIONS	DATE
1	The commute; students' resentment of general education courses	4/24/2017 4:12 PM
2	Hypocritical nature of administration.	4/21/2017 2:59 PM
3	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 be brought in.	4/18/2017 6:40 PM
4	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
5	Input requested, yet not factored into decisions made.	4/18/2017 3:59 PM

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6	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
7	Lack of support from administration.	4/18/2017 2:23 PM
8	Needless and fruitless committee work. Low pay. Poorly prepared students that we pander to.	4/18/2017 12:57 PM
9	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
10	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
11	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
#	Q1: BUSINESS, BEHAVIORAL AND SOCIAL SCIENCES	DATE
1	(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
2	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
3	Having to purchase a parking permit, they should be provided free of charge for all instructors.	4/25/2017 7:47 AM
4	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
5	Periodic student absences without contacting professor. I am very understanding. I just wish they could be more communicative.	4/21/2017 10:26 PM
6	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
7	the administration	4/20/2017 7:08 PM
8	Faculty relations within disciplines are non-existent.	4/19/2017 4:01 PM
9	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
10	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
11	Sometimes things move so slow	4/18/2017 7:54 PM
12	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
13	All the extra work that we are required to do outside of the classroom, reports etc.	4/18/2017 6:58 PM
14	not having enough classes in my field for all the students who want to take them	4/18/2017 5:52 PM
15	Lack of institutional focus. We are still working in silos and not collaborating effectively between all campus constituencies.	4/18/2017 4:33 PM
16	Lack of vision by our administrators. Lack of faculty support by administrators.	4/18/2017 3:23 PM
17	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
18	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
19	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
20	Admin changes to frequently, the board is kept away from faculty- there is a culture of suspicion.	4/18/2017 2:08 PM
21	Administration	4/18/2017 1:11 PM

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22	administration	4/18/2017 12:56 PM
23	Lack of collegiality and collaboration between all staff groups on campus	4/18/2017 12:54 PM
24	Part-time pay!	4/18/2017 12:47 PM
25	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
26	Administrators that manage instead of lead and who micromanage. It feels like management doesn't trust faculty.	4/18/2017 12:08 PM
27	Adminstration	4/18/2017 11:42 AM
28	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
29	The department head is distant and rude towards part time faculty.	4/18/2017 11:10 AM
30	It is not clear if outside required trainings/office hours for part-time faculty are compensated.	4/18/2017 11:05 AM
#	Q1: FAMILY & CONSUMER SCIENCES	DATE
1	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
2	Turnover of administration, lack of support from Dean, micro-management	4/18/2017 4:05 PM
3	Lack of materials, resources and guidance from full time faculty.	4/18/2017 11:57 AM
#	Q1: LITERATURE & LANGUAGE ARTS	DATE
1	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
2	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
3	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
4	Dismissive attitudes from upper administration	4/19/2017 10:18 AM
5	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
6	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
7	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
8	Being treated as a second-class employee!	4/18/2017 1:30 PM
9	Time spent with administration and the difficulty of competing interests in community colleges	4/18/2017 1:22 PM
10	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
11	Some of my students have no idea what I sacrifice for them	4/18/2017 1:18 PM
12	Low wages. District indifference to faculty needs.	4/18/2017 1:15 PM
13	Unmotivated students who attend only collect financial aid.	4/18/2017 12:47 PM
14	Thoughtless decision making founded upon limited knowledge	4/18/2017 12:19 PM
15	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
16	The administration	4/18/2017 11:31 AM
17	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
18	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

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#	Q1: PHYSICAL, RECREATIONAL, AND HEALTH EDUCATION	DATE
1	Lack of administrative support in division and at the college and district levels	4/18/2017 5:51 PM
2	There has been a low percentage of faculty participating in the graduation ceremony.	4/18/2017 12:27 PM
#	Q1: SCIENCE, MATH AND ENGINEERING	DATE
1	Lack of mentorship	4/22/2017 8:53 AM
2	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
3	Lack of communication from/by administration above the dean level.	4/18/2017 6:09 PM
4	I haven't experienced either of these with regard to the college.	4/18/2017 4:50 PM
5	Not having a regular classroom	4/18/2017 3:57 PM
6	SCC needs improvements in the tech equipment (projector, computers, doc cam)	4/18/2017 3:48 PM
7	College administration: dictating curriculum, lack of transparency, lack of support for faculty, duplicity or out and out lying.	4/18/2017 3:31 PM
8	Bureaucratic overhead, top-heavy administration, unnecessary initiatives that haven't enhanced teaching success.	4/18/2017 3:14 PM
9	Having course structure forced to change to a format that hurts student learning.	4/18/2017 12:46 PM
10	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
11	Administration	4/18/2017 11:43 AM
12	The lack of support from administration.	4/18/2017 11:40 AM
13	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
#	Q1: TECHNICAL (WORKFORCE) EDUCATION	DATE
1	Horrible budget for program	4/19/2017 1:17 PM
2	none	4/18/2017 4:21 PM
3	Students who are not college ready. Staff issues not being addressed by management.	4/18/2017 11:30 AM