

November 18, 2014 faculty focus group report

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QUESTIONS

**1. From the fall 2013 faculty and staff survey one third of the respondents stated that they had no knowledge about planning, decision making, governance, administrative structure, senate's role, and resource allocation.**

❖ **Why aren't you getting this information?**

- The information is just not getting to them.
  - Example: The Chancellor was on campus and nobody besides the people involved with his visit new about it.
- The information is available via special meetings with Students, staff, community and Also the Mission Weekly but it is not being used regularly by all.

❖ **Do you get the information from your supervisors, unions, college website or administration?**

- Information from union rep.'s, supervisors and administrators in not effectively communicated in all areas.

❖ **Please tell us why you aren't getting this information and how the college can insure you do get this information.**

- It was suggested that we create a more effective point of information.
- The master calendar is not completed or available.

❖ **Do you have a preferred method to learn about the college?**

- Website or email.
- It was also suggested that we have some kind of pop-up daily calendar of events when you log-in at your computer.

**2. How effective is the administrative structure in making sure you know about the needs of the college such as:**

❖ **Student needs**

- We need to improve tremendously with answering telephone calls. Students need people to speak to.

❖ **employee needs**

- Staff feels they need a place to report their concerns.
- They want incident report feedback and viable documentation.

❖ **Resource needs**

- More office space and access to a scanner
- They want to be more supported at meetings

❖ **community needs**

- They did not seem interested in this area

❖ **other needs**

- No information added.

❖ **Do you have suggestions for improvement? (*Organization Chart*)**

- Off-topic comments about plant facilities needs to send an employee to represent them at a work site so that the employees know the person or people belong there.

**3. How effective is the administrative structure in making sure you know about the decision making on campus?**

❖ **How decisions are made and who make these decisions and whether the decisions in your opinion are effective or not effective? (*Shared Governance Chart*).**

➤ There is a breakdown in communication.

➤ Dissemination of information stops.

❖ **Do you have suggestions for improvement?**

➤ They want to make sure that they do not have to take minutes when they attend meetings. It should not be expected of them or maybe a rotation process should be implemented.

4. The fall 2013 faculty and staff survey found that the collegial climate on campus has improved.

Does the improved collegial campus make more of you interested in getting involved in governance and decision making on campus? If so, in what ways does the climate encourage you to get involved?

- ❖ They did not know anything about the survey.
- ❖ They do not agree the collegial climate has improved but they would like to see improvement. Some feel they are not heard. Some feel they are micro managed. They would like for meeting report to get back to them.

5. **The College has hired more staff in Academic Affairs, Student Services, and Administrative Services.**

- ❖ Do you believe the hiring has now put the college in a position to adequately serve the purpose and mission of the college? If not, why not? (*Organization Chart*)
  - The College Hired Administrators not staff. Two to Three deans and no staff. They feel there is a need to hire more staff to accommodate the growth of the college both physically and the colleges programs as well as enrollment increase.

Notes: Mandated regulations need to be respected. VP's need to be on campus.