

Employee Survey of the Work Environment-Ventura

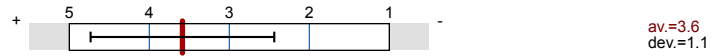
No. of responses = 185



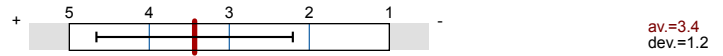
Overall indicators

Global Index

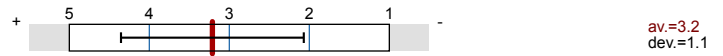
7. People perceive their work environment in different ways. Please mark your response to each of the following scales which best characterize the "climate" or "atmosphere" at your work location. For example if you think the environment is very comfortable mark 5. If it is very uncomfortable, mark 1. If it is somewhere between the two extremes, mark 2, 3 or 4.



8. Please rate your satisfaction with each of the following aspects of your job and the work environment. Mark 5 for Very Satisfied, 4 for Satisfied, 3 for Neutral, 2 for Dissatisfied and 1 for Very Dissatisfied.



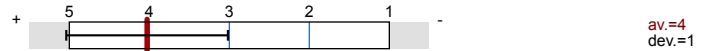
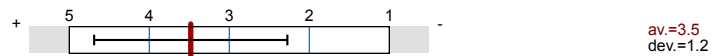
9. Please indicate the degree to which each of the following problems or barriers has had an impact on your job



10. Please indicate your feelings about how you are viewed overall at your college or work site. For example, if you feel respected by others, mark 5. If you feel disrespected by others, mark 1. If it is somewhere between the two extremes, mark 2, 3 or 4.



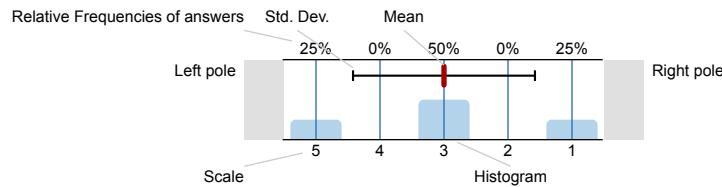
12. Please rate your agreement with each of the following:



Survey Results

Legend

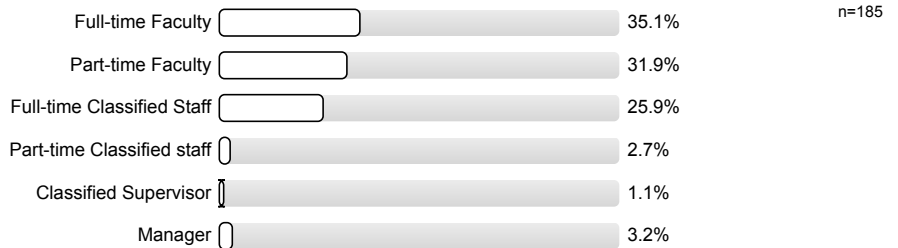
Question text



n=No. of responses
av.=Mean
dev.=Std. Dev.
ab.=Abstention

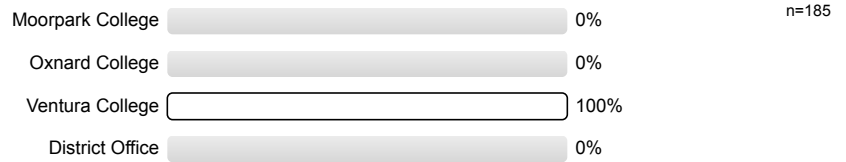
1. Job classification

1.1) Your job classification



2. Location

2.1) Please select your primary work location



3. Age

3.1) Please select your age group



4. Amount of time

4.1) Select amount of time in your current position

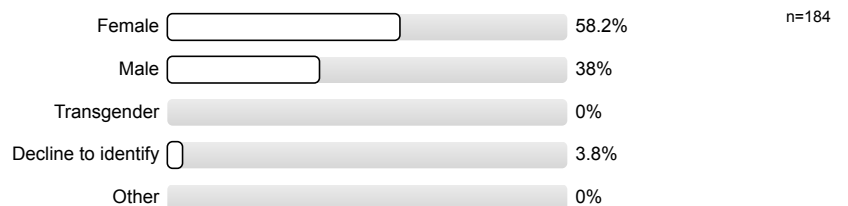


4.2) Select amount of time working within VCCCD



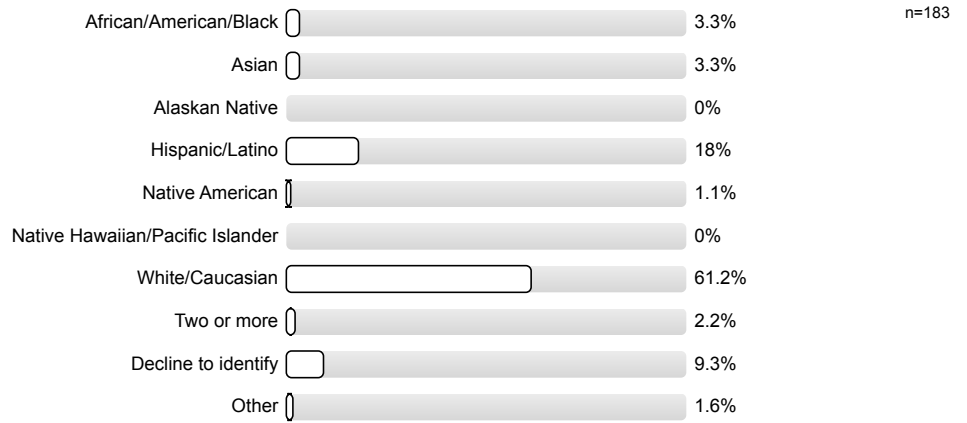
5. Gender

5.1) Please select your gender

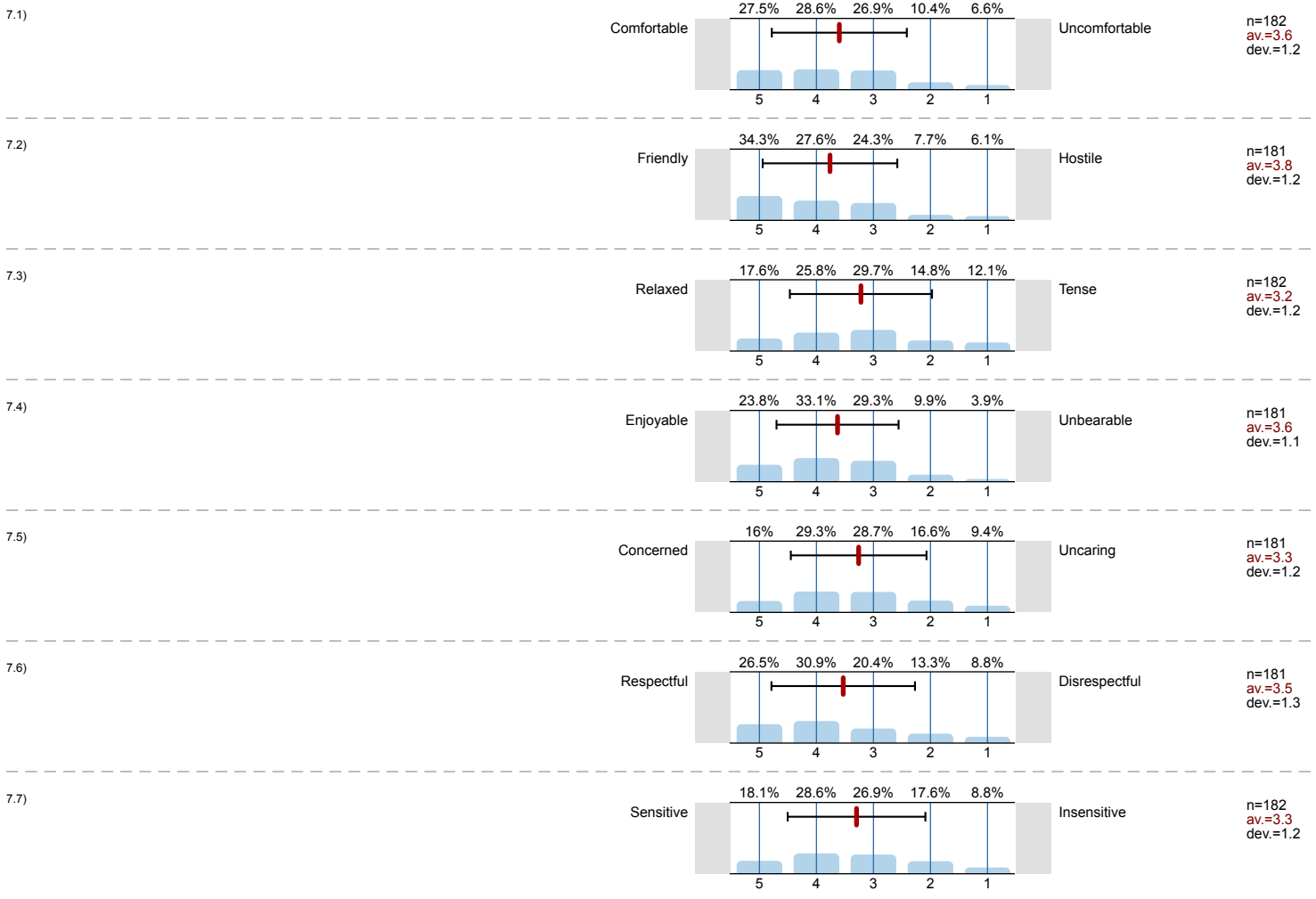


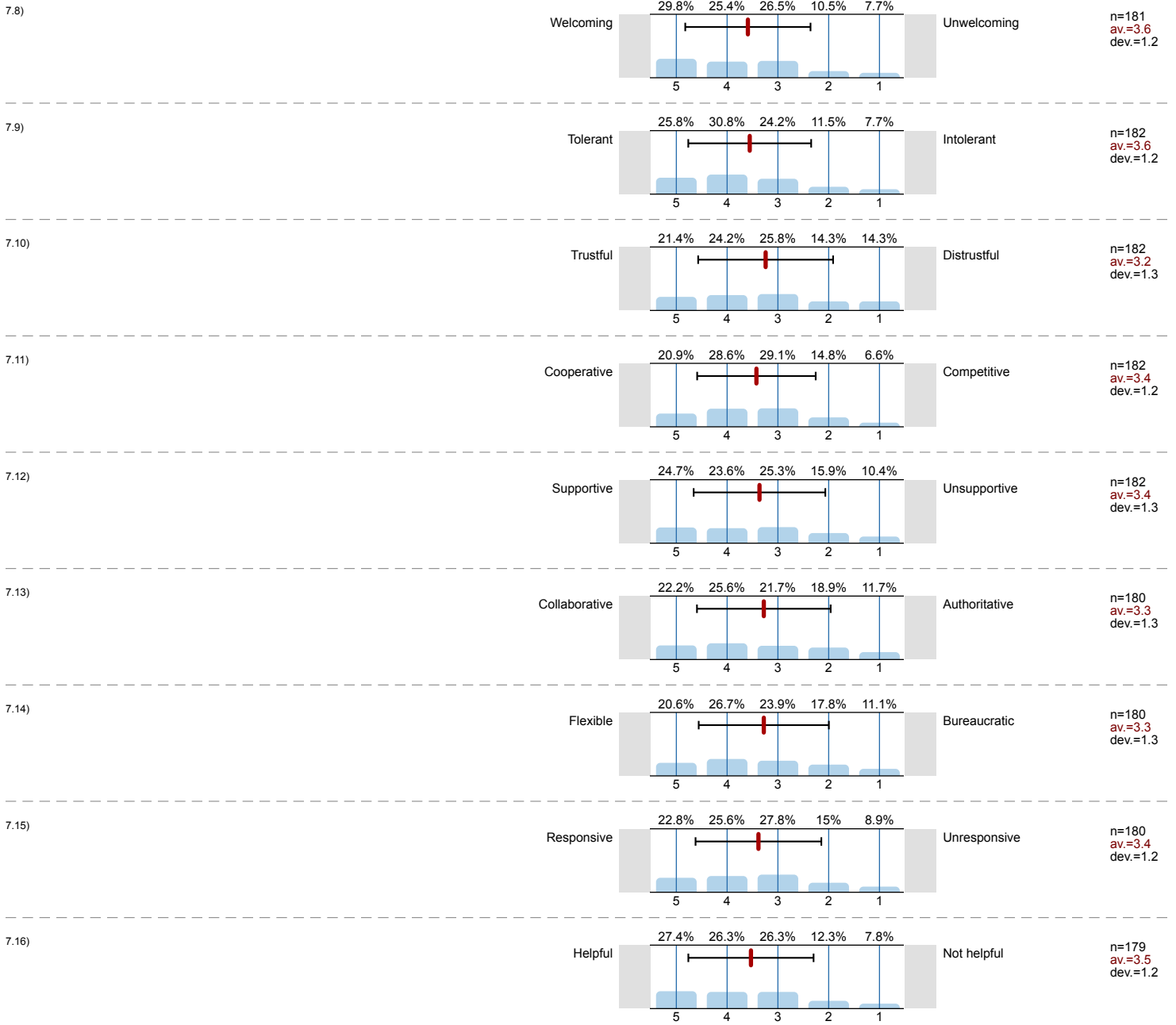
6. Ethnicity

6.1) Please select your race/ethnicity

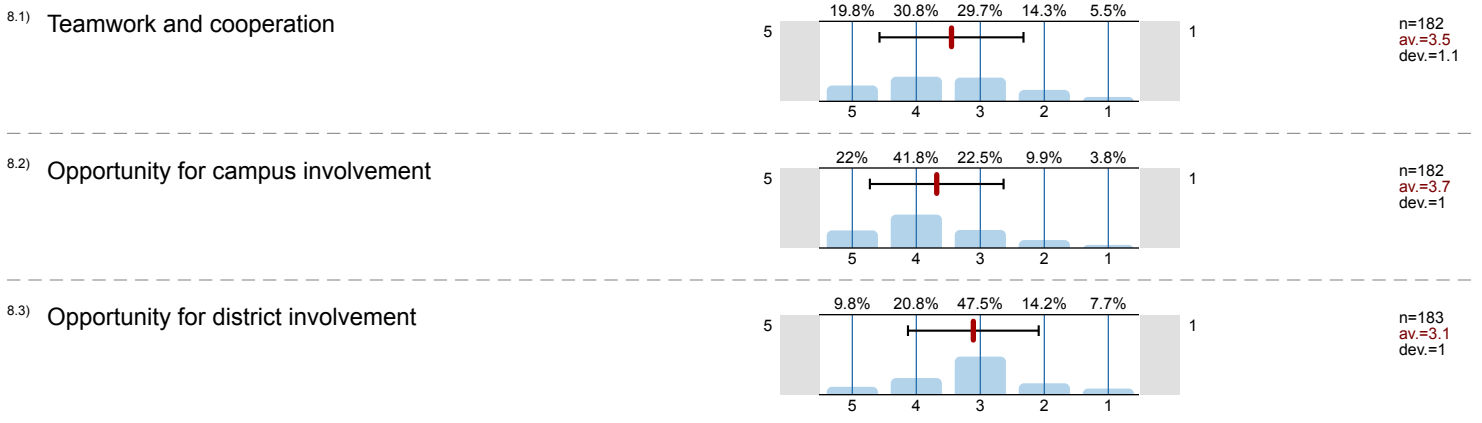


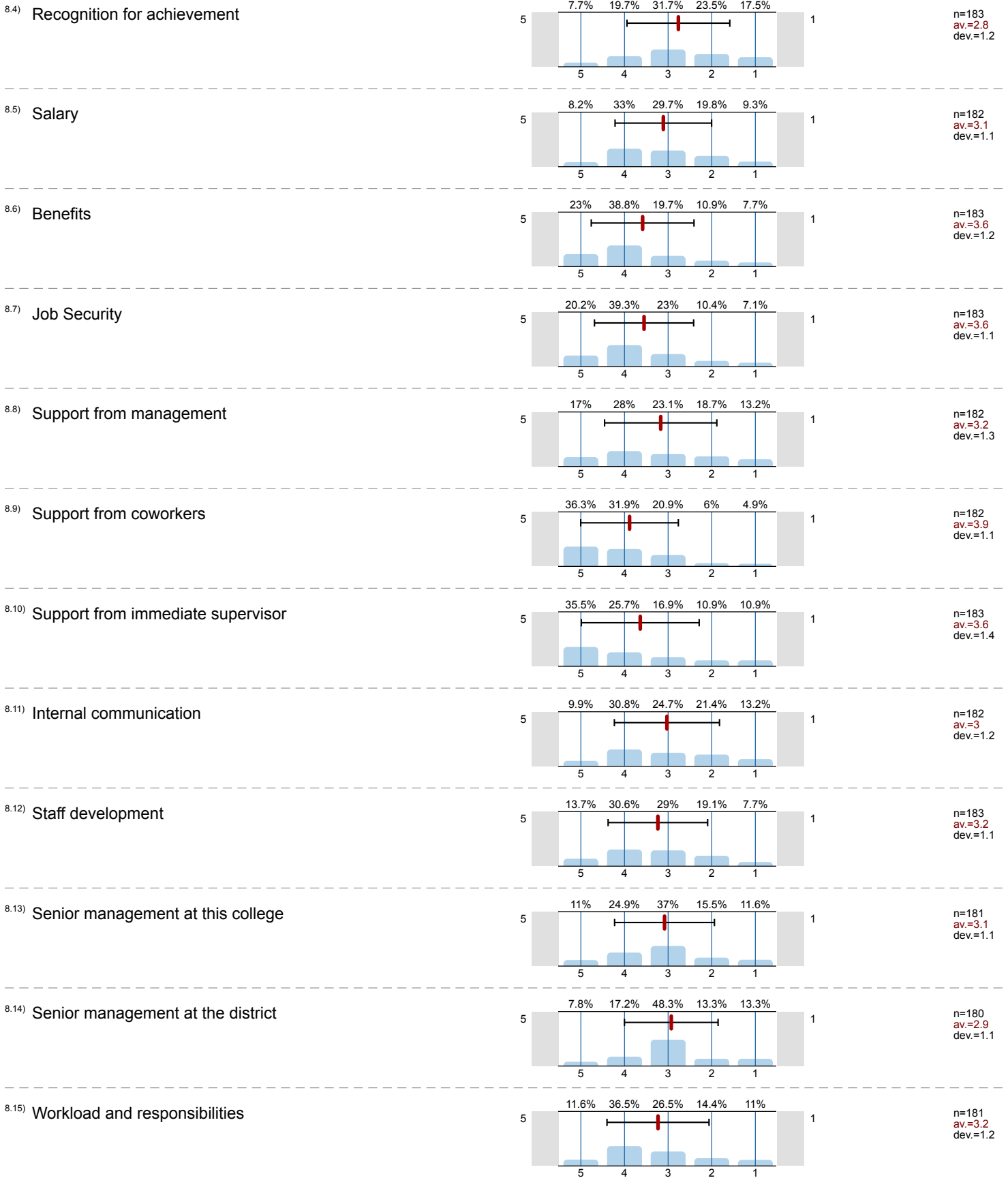
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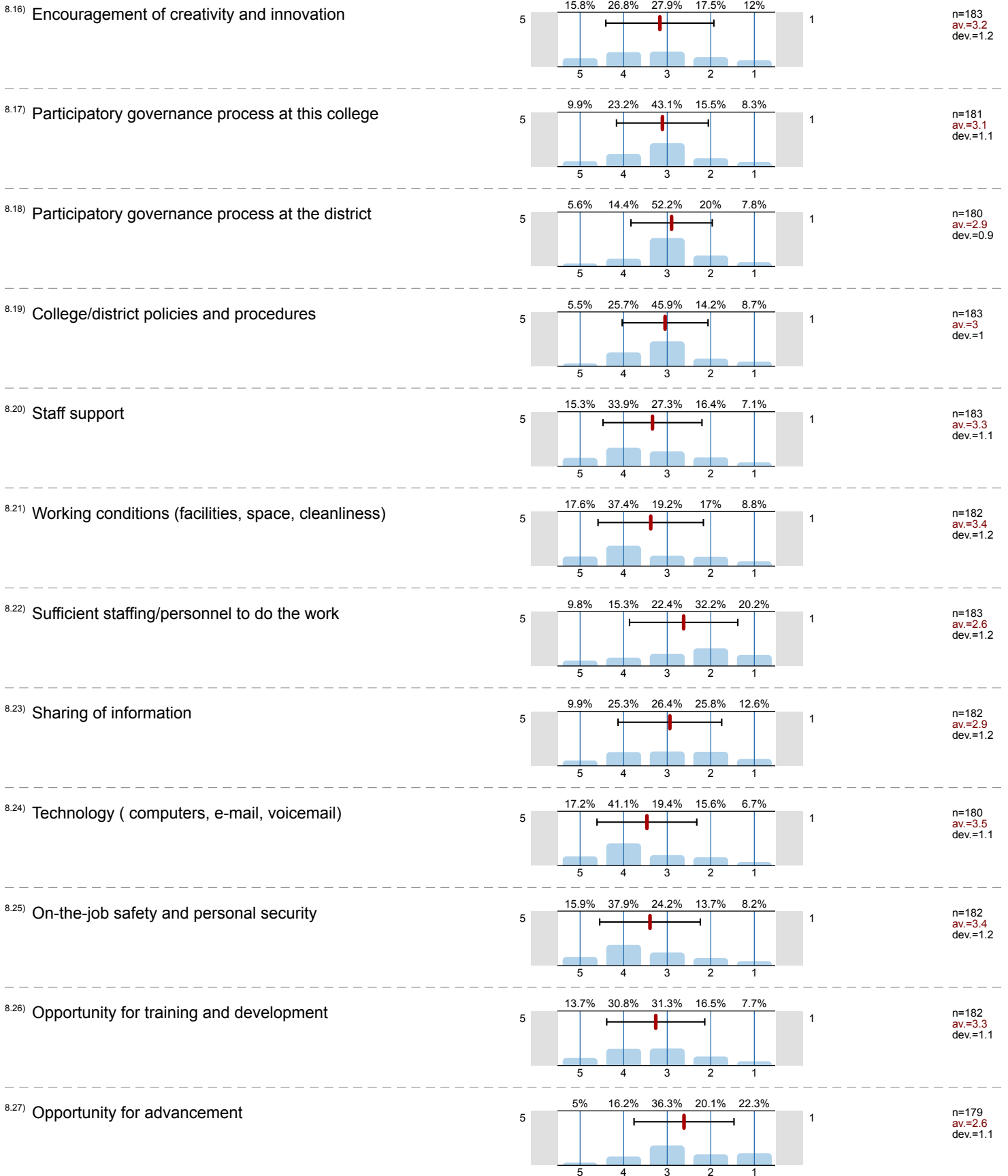




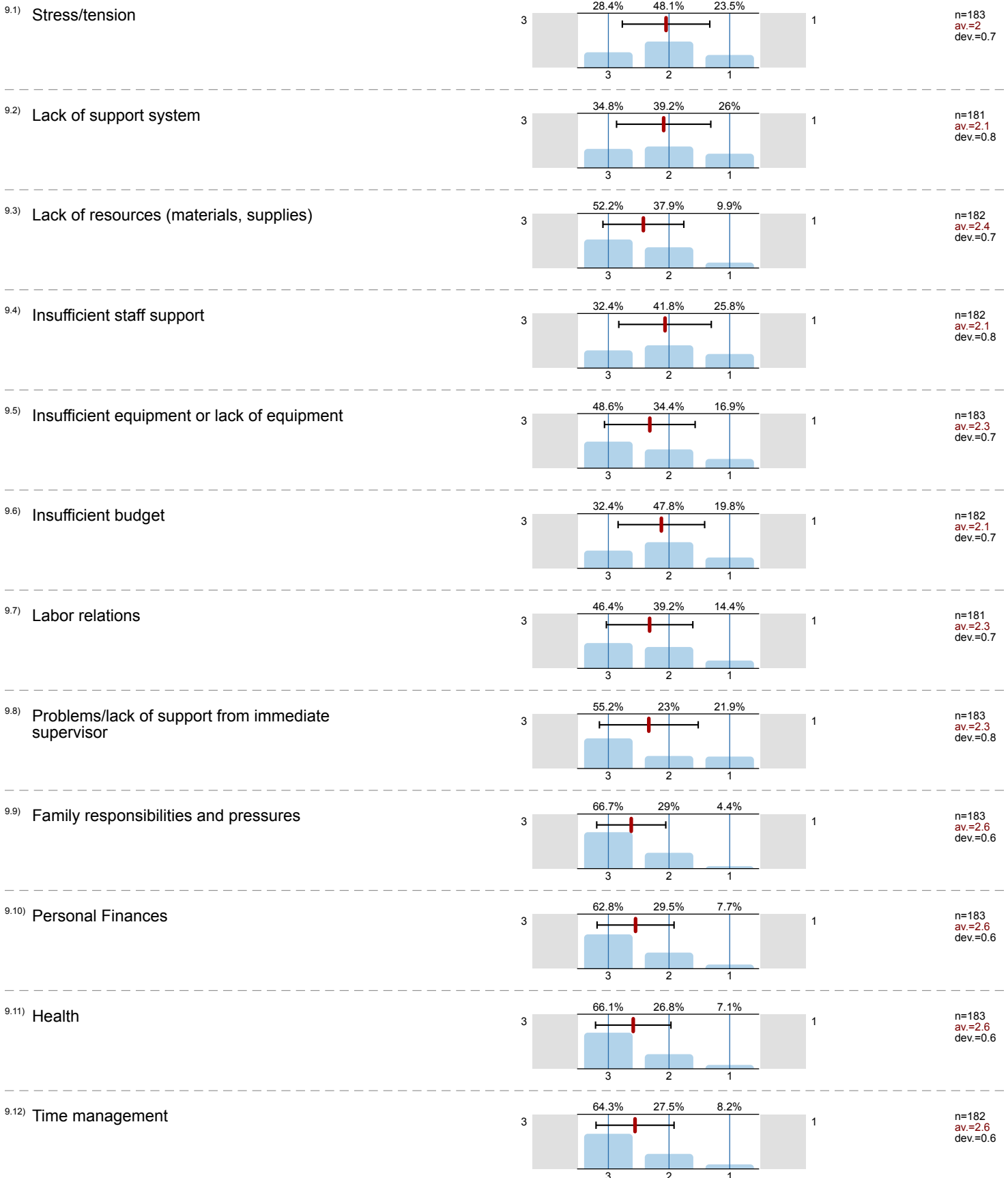
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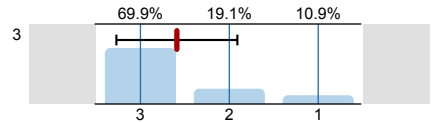




9. Please indicate the degree to which each of the following problems or barriers has had an impact on your job

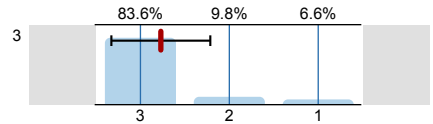


9.13) Lack of motivation



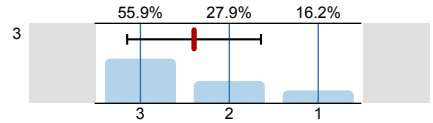
n=183
av.=2.6
dev.=0.7

9.14) Low self esteem



n=183
av.=2.8
dev.=0.6

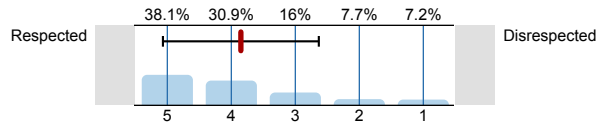
9.15) Conflicts/problems with colleagues



n=179
av.=2.4
dev.=0.8

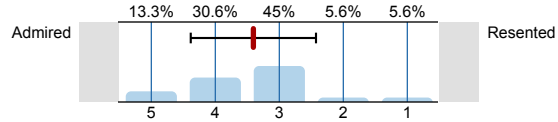
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10.1)



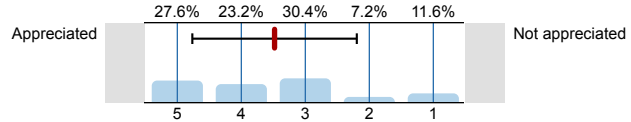
n=181
av.=3.9
dev.=1.2

10.2)



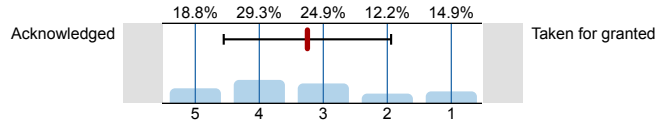
n=180
av.=3.4
dev.=1

10.3)



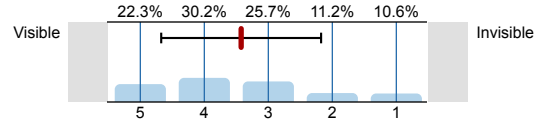
n=181
av.=3.5
dev.=1.3

10.4)



n=181
av.=3.2
dev.=1.3

10.5)



n=179
av.=3.4
dev.=1.2

11. Have you personally experienced what you felt was racism, sexism, or other discrimination while working within the VCCCD?

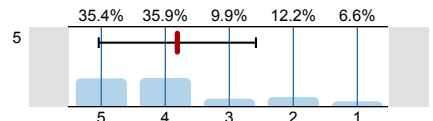
11.1)



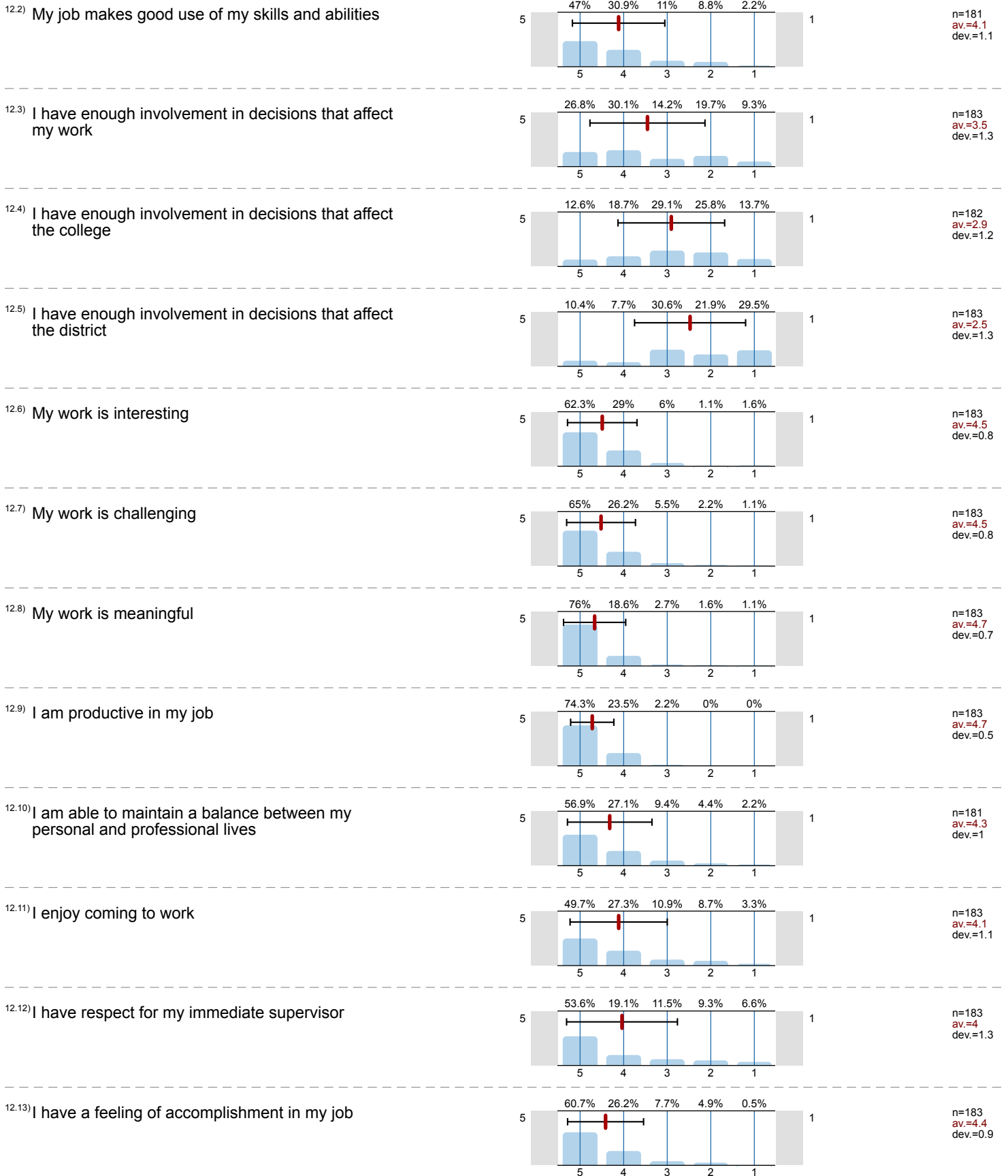
n=177

12. Please rate your agreement with each of the following:

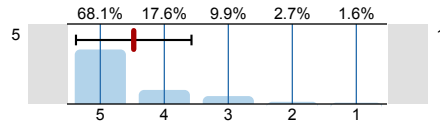
12.1) I have enough authority to do my job effectively



n=181
av.=3.8
dev.=1.2

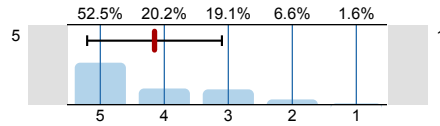


12.14) My work contributes to the overall success of the college



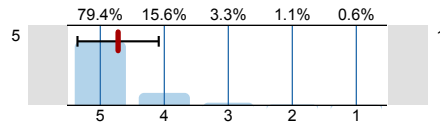
n=182
av.=4.5
dev.=0.9

12.15) My work contributes to the overall success of the district



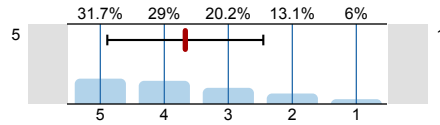
n=183
av.=4.2
dev.=1.1

12.16) My work contributes to the overall success of the students we serve



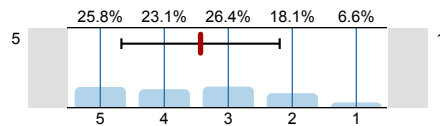
n=180
av.=4.7
dev.=0.6

12.17) This college is effectively serving the needs of the community



n=183
av.=3.7
dev.=1.2

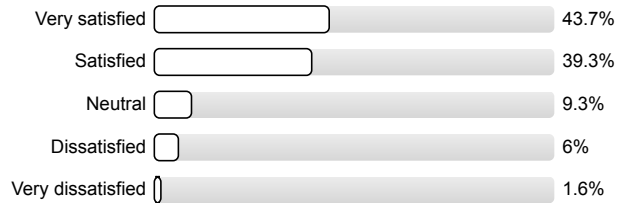
12.18) This district is effectively serving the needs of the community



n=182
av.=3.4
dev.=1.2

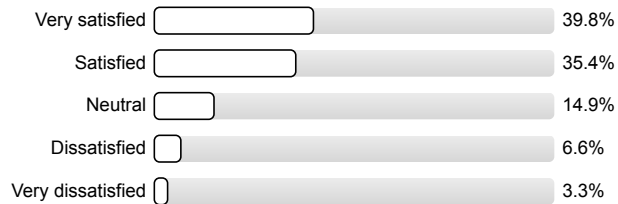
13. Job satisfaction

13.1) Overall, how satisfied are you with this job and the work that you do?



n=183

13.2) Overall, how satisfied are you with working at this college or work site?



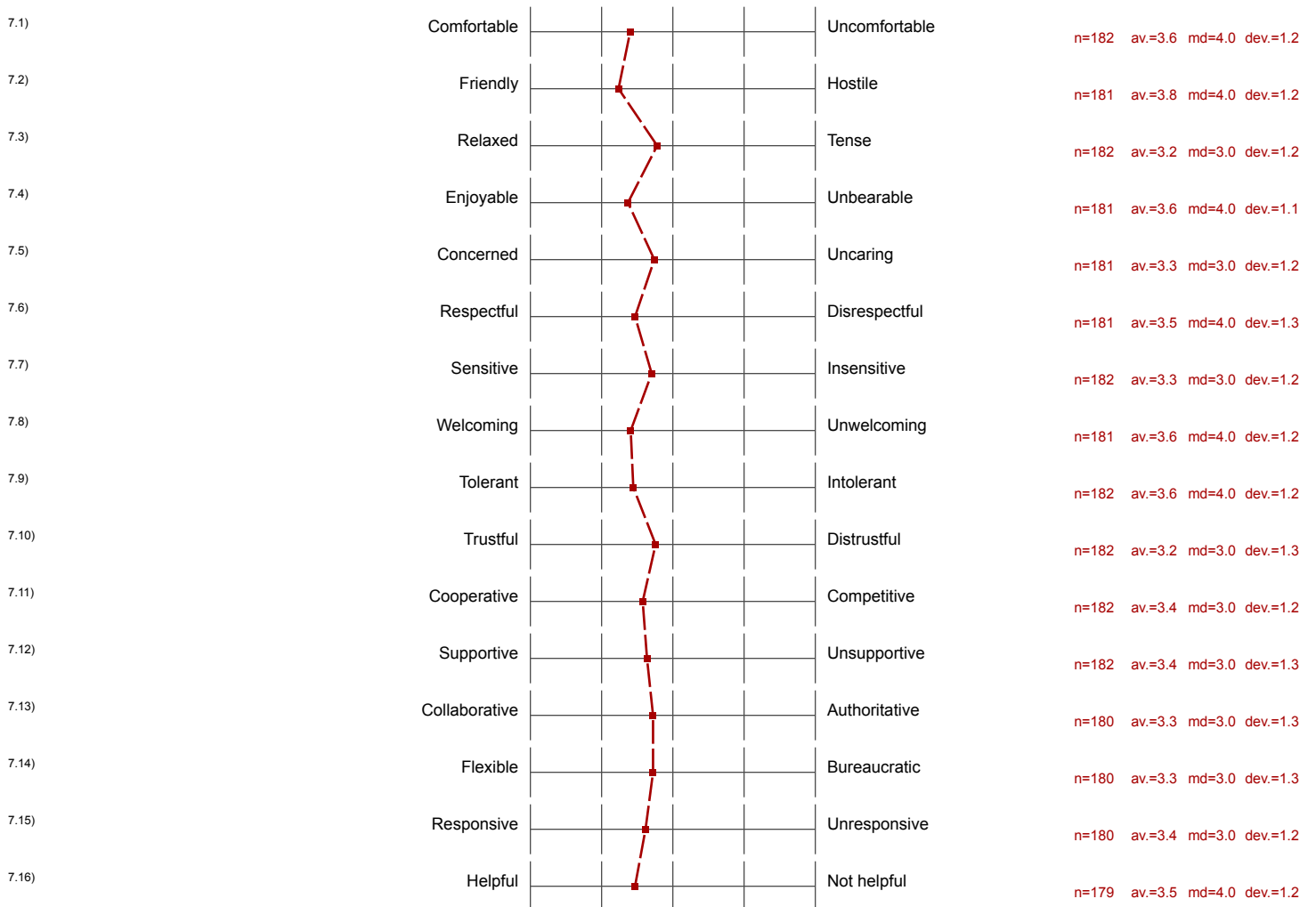
n=181

Profile

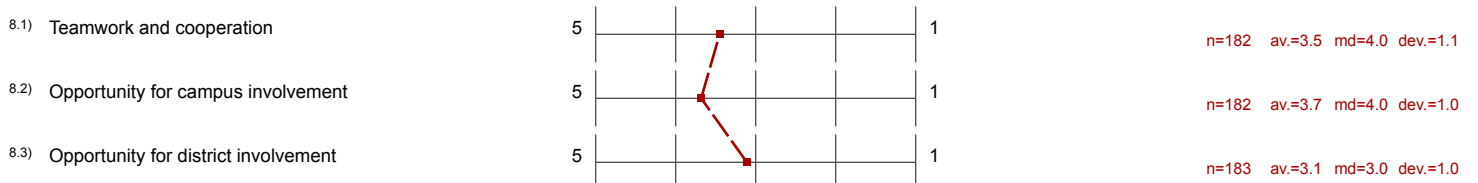
Subgroup: Employee Survey of the Work Environment-Ventura

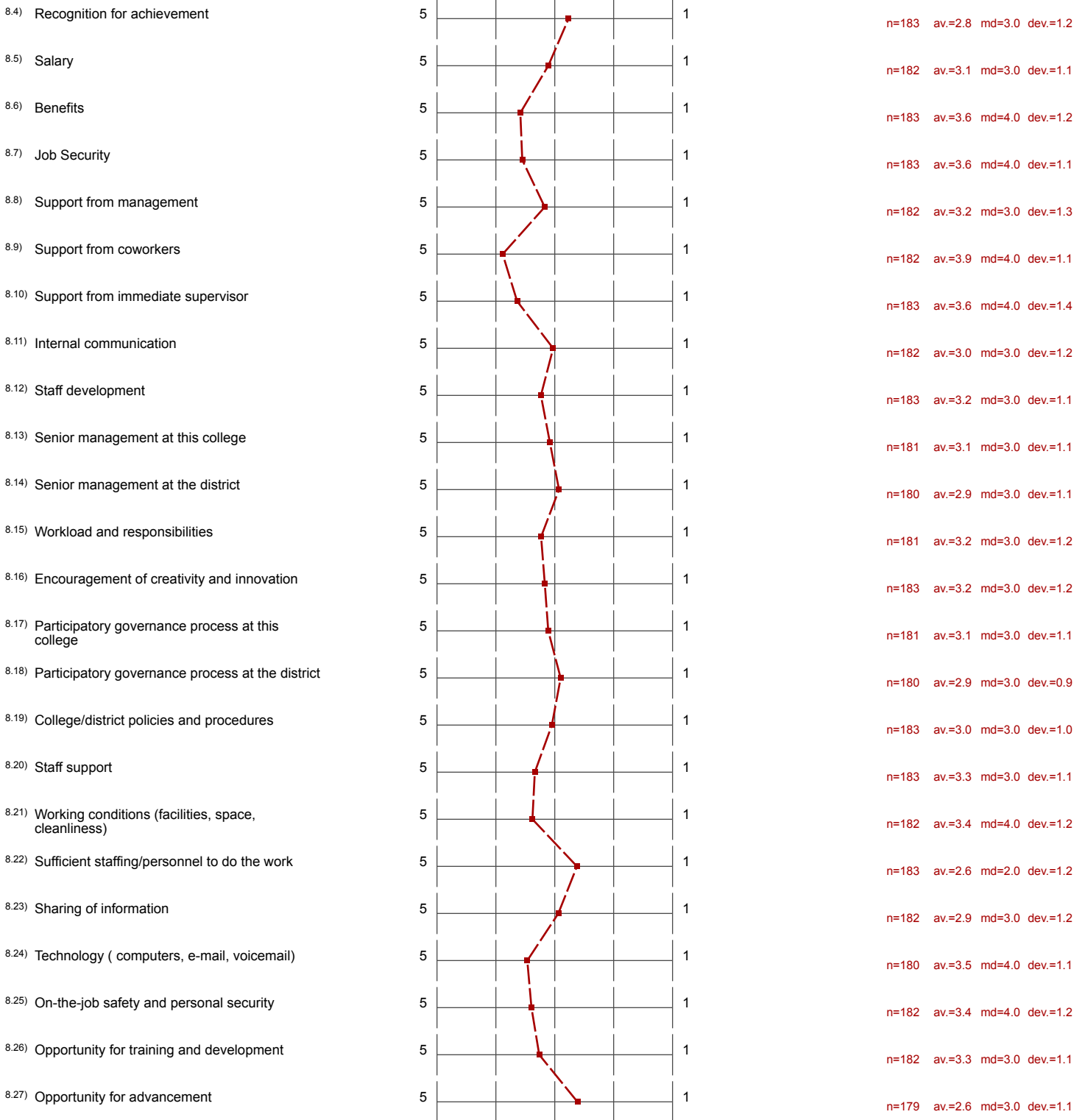
Values used in the profile line: Mean

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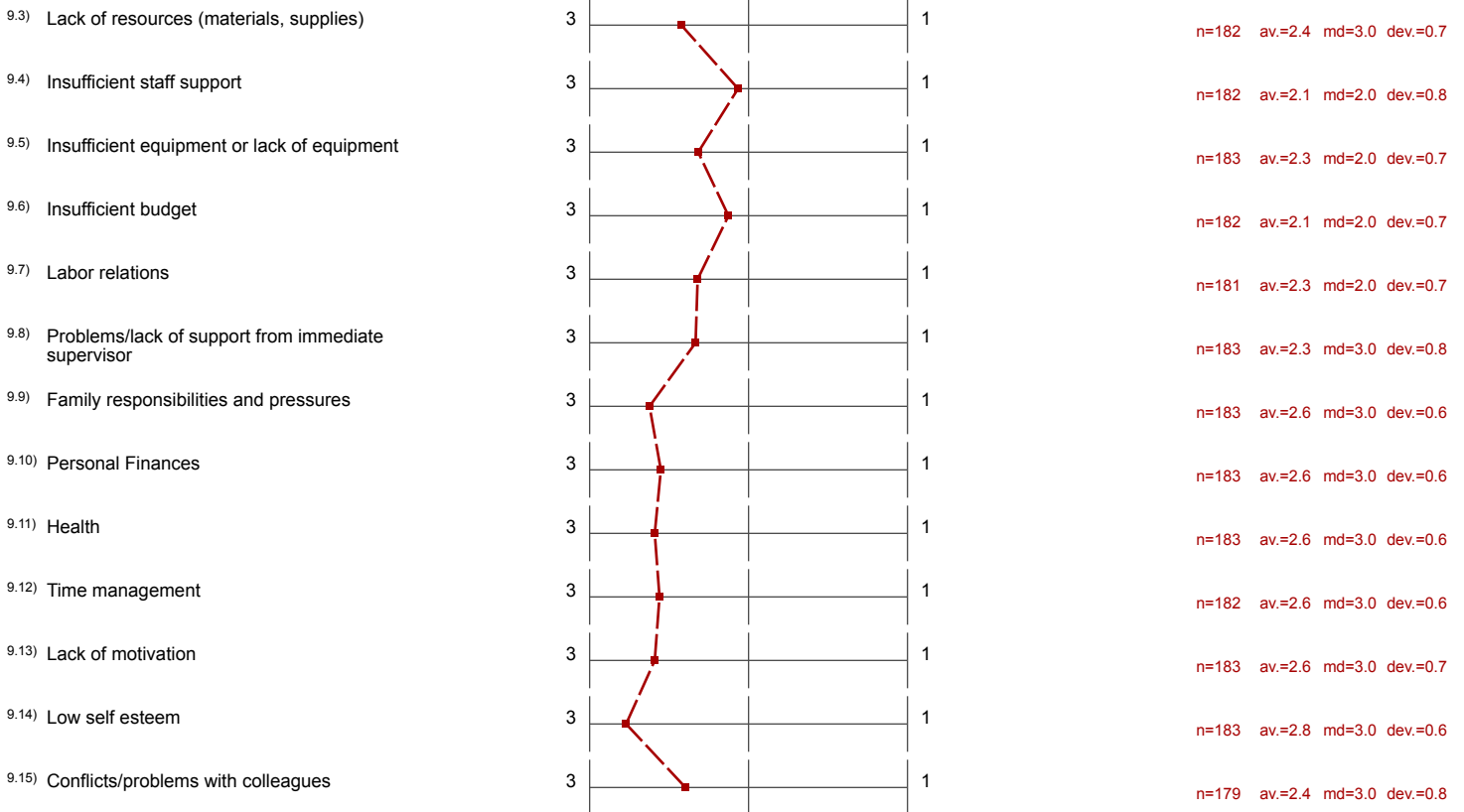
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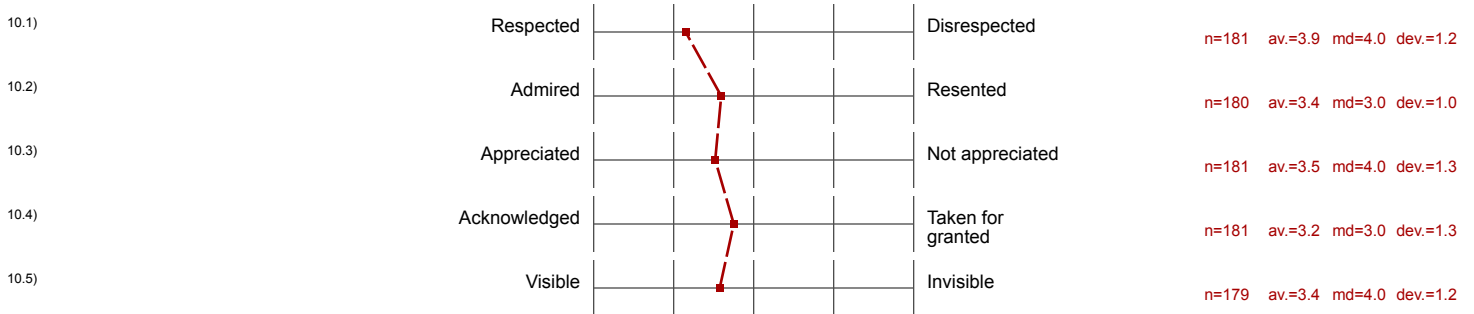


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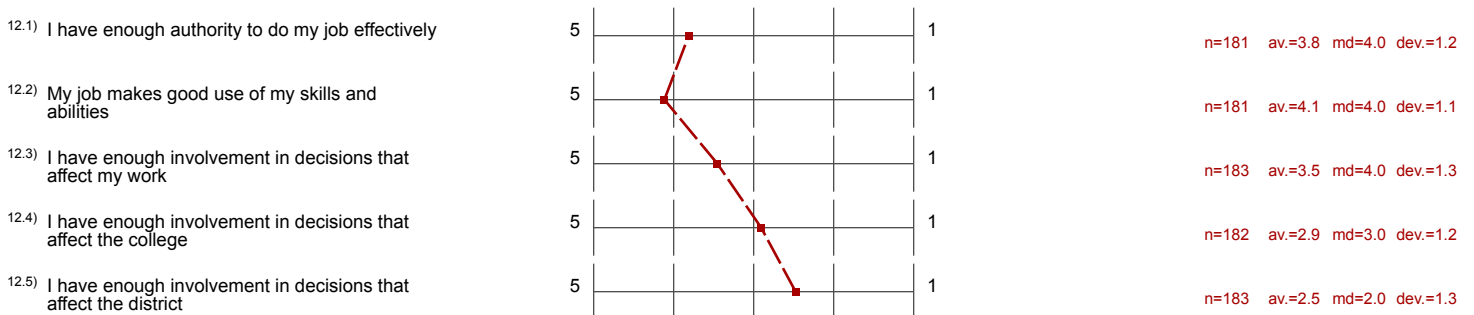


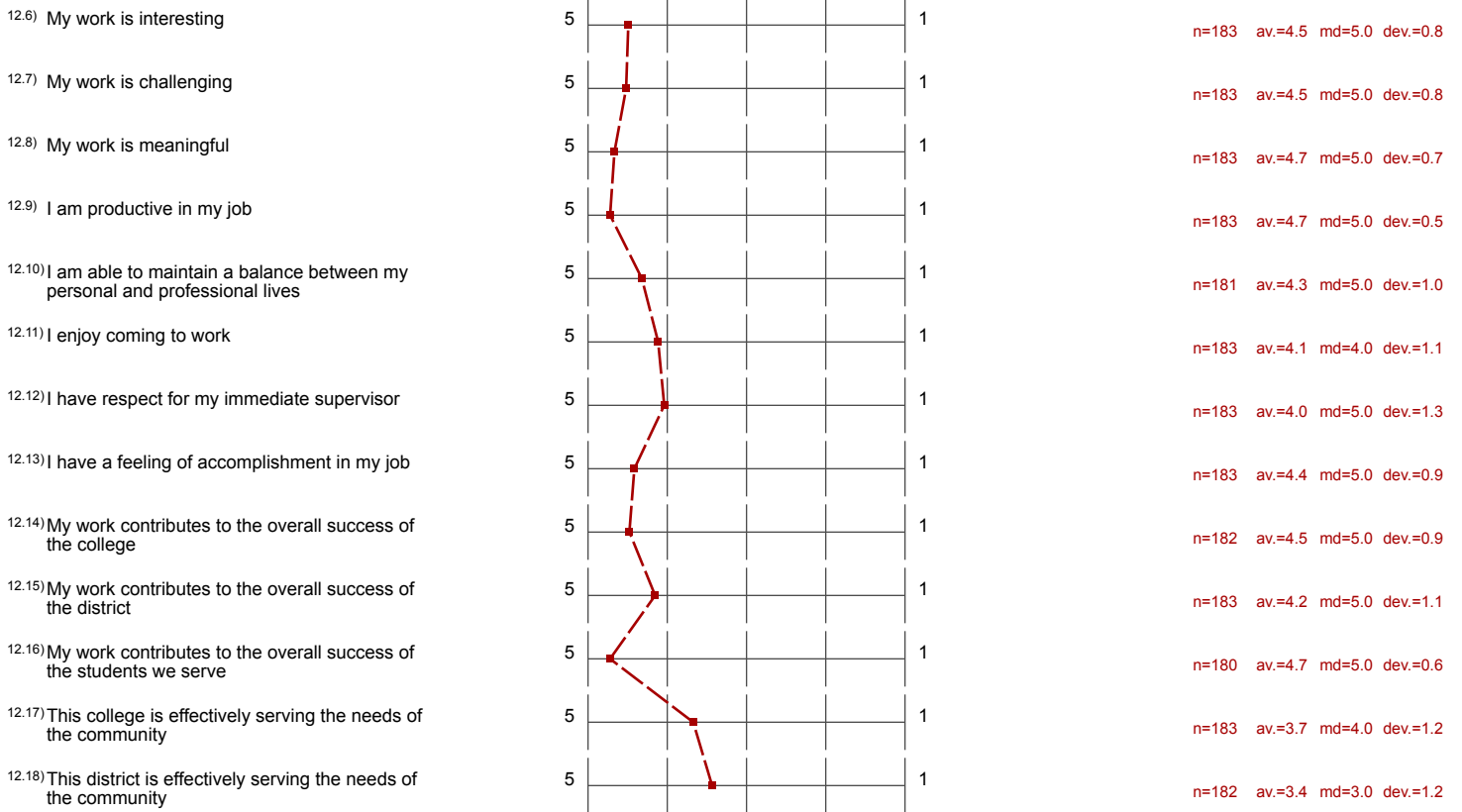


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12. Please rate your agreement with each of the following:





Comments Report

9. Please indicate the degree to which each of the following problems or barriers has had an impact on your job

9.16) Other (please specify below)

- Aggressive management hired from outside agency. Unwillingness to hear or view statistics for or about how things have been done on this campus. New management wants to change most aspects of how our area is run, open, and services we offer. Very disrespectful of the FT employees in this department.
- Continual loud and disruptive construction/equipment around building during daytime class hours.
- Devaluing of library support staff and removal of library staff and faculty input from any discussions and decision making.
- Discrimination and harrasment
Discrimination and harrasment. particularly after pointing out safety hazards.
- Environmental safety hazards
- I do wish there was a bigger budget for IT support. The department must rely extensively on student workers who are not very saavy or well-trained.
- I enjoy teaching at this college, but making a living as an adjunct is stressful as it requires multiple jobs outside of this campus to make ends meet.
- I feel that part time teachers should be compensated for collaborative meetings and mentoring new teachers
- I feel unable to do my job well up to the standards I would like because of the sheer volume of work
- I get along with most of the English faculty except for one who sent out a barrage of emails bullying our department chair. As a result, I and a number of other faculty members do not feel safe to speak around her. Though she has not personally attacked me, the hostile tone of her emails have had a distressing effect on me.
- I get frustrated with the college because instruction is not a priority. Everything (deadlines, times when bathrooms are cleaned, the absence of support staff before 8:00 a.m. classes, the condition of the faculty work room-I could go on and on) indicates that there are priorities, but instruction is not one of them. Instruction should be the number one priority of every college.
- I've already spoken with Dr. Jefferson regarding the above issues in November 2014. He had promised to speak to my co-workers on an individual basis. To date, He has not followed through. I'm very disappointed and very dissatisfied as he was only giving lip service and nothing has changed.
- Inability to communicate during meetings, personal attacks, and minimizing achievements.
- Issues with former supervisor, not current supervisor
- Lack of mentorship; Lack of peer support; Lack of guidelines, policies, and procedures that clearly outline the processes and procedures for classified supervisors
- Lack of support for innovative faculty initiatives
- Lack of support from upper levels of college management (2)
- Major problems with campus management--lack of consultation, collaboration, cooperation and lack of regard for seeking/incorporating input from faculty & staff. Purposely ignore and disregard faculty input, sabotage faculty efforts and hide/omit valuable information to the point of ethical behavior in question.
- Much of the stress and tension comes from a lack of clear communication,comprehension, and implementation of the Exec Vice Pres' mission, plan, and vision of the direction of the college.
- My suggestions are never implemented!
- NA (2 Counts)
- NO response from upper management on key issues.
- No problem
- Noise level in the office.
- One of the biggest problems I see is the EVP's style of leadership, which is to ask forgiveness rather than permission. Change is

inevitable, but it would be nice if input from faculty would be sought instead of merely making edicts and expecting everyone to be okay with it.

- There is no air/fan/AC in CRC 101 or 102. 102 is a sweat box. I moved to Tr 12 and 13 and they are better but cramped for one of my classes. Also CRC102 need shades as the student cannot see the screen well.
- There is no opportunity for growth within the classified staff
- Uncivil behavior by faculty is an undercurrent here and has contributed to a difficult working environment; in particular the tenure process is not professionally handled, and can feel like being "mobbed" or bullied if people on the tenure committee have a bone to pick, no matter how small compared with the workload or work effort and/or the success of implementation of tenure committee suggestions. They use the time without the candidate to work up the others against the candidate in some aspect, and then the candidate walks into a negative environment that has not had any previous groundwork laid as far as communication or expectation, and then there is no time to discuss the topics. The tenure committee's lack of professionalism is a major contributor to my decision to leave this position before being tenured. I had previously planned to retire from this job.
- Working out of class without recognition. DAC takes too long to process paperwork. It's not about the pay it's about the title change to support opportunities for professional growth.
- Working out of classification has caused stress and problems between co-workers.
- You did not provide a scale for the above one through three. Therefore the data you collected may be inaccurate and should not be used.
- bullying, abuse from senior faculty and lower administration
- family health problems, not enough personal necessity leave after death of spouse
- lack of respect from employees without having to issue a lengthy discipline process in order to see changes
- lack of student services professional development for faculty.
- n/a
- not a happy space to work in . No place for food to eat. Disgraceful and disrespectful of the faculty and students
- work load/faculty shortage big problem

11. Have you **personally experienced what you felt was racism, sexism, or other discrimination while working within the VCCCD?**

^{11.2)} (If yes, please describe in the box provided, and indicate if you reported the incident.)

- Assumption that being white determined my thinking on issues. Not reported.
- Dis-satisfied and mental challenged student attempted to cause problems with dean. Students making disparaging remarks regarding inaccurate assessment of praise of a high-performing and exceptional student. Willful defiance of students resenting a person of color in a position of teaching them. I have also experienced slights directed toward new administrator of color. Athletic coach suggesting the change of grade of poor performing student---Answered with strong email refusing his request.
- Discrimination against the Deaf and Hard of Hearing. Didn't report, happens all the time
- Discrimination due to disability and medical condition
- District/College discrimination-District superiority displayed toward College staff - not reported.
- Financial Aid is set to implode. My issues are many and I have expressed them to Dr. Jefferson per my comment above. Should you need to get further info contact Dr. Jefferson, Linda Resendiz, or Olivia Long.
- I believe there was covert racism involved during my last evaluation. I feel bias and manipulation was apparent in my evaluation. I believe my class observations were good and was also told that was the case by each evaluator. However, I still received a "need improvement" because instructors are not given the benefit of the doubt when allegations are made by one or two students. This was not reported to upper management due to my fear of reprisal.
- I do not get a supplement for having to maintain an RN license for my job. However, the AFT handbook clearly states that employees will receive a supplement for having to maintain a professional license. The examples given for a "professional license" are all male dominated professions, so yes, this is sexism. I maintain two professional licenses that are expensive, yet, I have NEVER received any compensation (again, as stated in the AFT agreement handbook). I do not believe any of my nursing colleagues have either. My teaching assignment requires that my RN license is maintained. This includes a license fee renewal and nursing continuing education requirements (which I must also pay fees to attain).

- I feel because of my age and sex I am discriminated against by faculty and a bit by immediate supervisor. In my work environment, it is not about what you know, what you can do, or how much you dedicate yourself. It is about how long you have been at the college, how much you've 'put in your time', and how old you are. I have been told to 'wait until its my turn' when I have tried to do things like run for chair or get involved in things or to have a say. I have had sexist comments come to me from some colleagues, mostly not directed right at my but speaking to me about 'women not being able to get ahead because they don't have it in them'. I have also had 'senior' faculty refer to themselves as the 'silverbacks' and they basically run the show in our department because they are 1. older 2. male and 3. white. There is an entitlement from them that leaves no room for growth in my position as I am not old and a female. I feel bullied when I try to stand up for myself or try to speak up. I have NOT felt this from the (new) administration though and have felt it very little outside of my division. I have felt it from FT faculty and PT faculty in my department as well as some faculty and management within my division.
- I feel that I am 10.1 - 10.5 within my dept but as a part tie faculty, I feel that decisions are made at the college level without concern for my well being and the well being of my classes.
- I have been repeatedly harassed by my colleagues after pointing out safety hazards and dangerous activities that could potentially harm students, as noted in writing in my last evaluation. I am experiencing discrimination since pointing out these situations. Subsequent full time job applications were dismissed, I was not even considered for an interview and was told I am not as qualified as other candidates, even though I have a PhD and 14 years experience teaching in this district. I have been passed up numerous times in favor of YOUNGER candidates with lesser degrees and experience. My excellent results have not ever been considered, either in job applications, or in evaluations.
- I have felt that I was bullied multiple times throughout my 3.5 years. Although I am not perfect and can make mistakes also, there is an undercurrent of incivility here that feels like it's entrenched with the management of the department and the dean. This department has a hard time hiring and then when it does hire, has a high turnover before tenure is reached - last tenure was awarded nearly 5 years ago, and the department is down 1/3 of the required faculty. I believe the negative environment I experienced is a contributing factor. I am concerned that it not become worse due to my answering these questions honestly - I am here until the end of the semester.
- I have overhead sexist comments from department chair, emeritus faculty, and long-term part-time faculty members. Some of these faculty have engage in bullying of new faculty and have been supported by the dean. Although not protected by law, the disrespect, bullying, and abuse of younger faculty members is a major problem.
- I have witnessed what I believed to be subtle sexual discrimination against female co-workers. They are often discouraged from speaking out at department meetings, and I have seen their concerns dismissed at all levels of college management, while similar concerns expressed by male colleagues were acknowledged by the same managers.
- I was verbally abused in front of a student by a faculty member. It was not only abusive the student stated she will never come back to my department.
- If I described this would no longer be anonymous.
- Incident reported and dealt with years ago.
- Lack of proper assignments
- Many
- My immediate supervisor has blatantly lied about me to my peers, faculty, and her supervisors on numerous occasions. When these falsehoods have been pointed out there is either no public retraction, or when one is given, it is so far after the fact, and in such a matter of fact way, that only the lie is remembered, not the correction of facts. I have also had paperwork, submitted to my supervisor for signature, held up for extended periods of time while attempts were made to have my requests denied. These delays have caused hardships for me and my family on two separate occasions.
- Not reported because the racism is institutionalized and covert.
- On hiring committees some faculty make racists comments and the diversity person says nothing to stop them.
- One boss was a blatant racist and openly said to an employee (when that employee complained about racist behavior) that racism was part of life and to get over it. That employee quit. - This is just one of a number of incidents that took place. When complaints were made to upper management, they ignored the complaints and did nothing.
- Previous EVP was very sexist. He often used terms like "darling" in conversation with female employees and clearly spoke down to them. Did not report. Current EVP also has a very bad habit of interrupting female employees but not male employees, tone is extremely dismissive with females. Have not reported as this has been more of an observation I have made while he is interacting with other female employees, not personally experienced to a great extent.
- Sexism as a female when making reports for student conduct, it has been perceived as exaggerated
- Sexism is a daily experience especially when interacting with campus management. When female faculty bring up issues, the EVP minimizes the female faculty by making statements such as "that is just Latinas cat fighting" or "if those women would just say it like it is instead of all that stuff they do.....then waves hands in the air" as to paint of picture of a woman speaking loudly.
- Since the first day I arrived on the VC campus I have experienced an almost overwhelming amount of bullying and disrespect. In speaking with my staff, most of them have experienced similar treatment. The current academic culture does not support diversity. It is best described as "self-serving" instead of student-serving. I have overheard numerous comments that are racist, and have been "coached" that I should tolerate this behavior because I'm "out on the farm" and "that's the way things are". The resistance to change, the expectation

that all must kowtow to faculty because "they are gods & goddesses", and accept the status quo is not indicative of a diverse institution focused on student success.

- The EVP ignores questions, provides no support and is perceived as arrogant, condescending and rude. He is seldom available, often absent from campus, and does little in terms of collaboration or involvement in his one-sided decision making process.
- The school is very aware of the incident I experienced involving blatant racism. I will not rehash the incident here.
Yes, the incident was reported.
- There are more opportunity for growth for men
- Unable to provide information; yes it was reported.
- Was told once by an administrator that his working experience with a Mexican woman is when she cleans his house. I told him I don't clean windows or houses.
- With some negative interactions with students, I feel the administration has the student's back more than the faculty member. The district is too concerned with not getting sued and is less concerned with the well fare of the faculty member who has been assaulted and threatened by the students.
- Yes, I was told I could not have a certain title that the former candidate before me had because I was not Hispanic and that it would upset people but to continue doing the work.
- Yes.
- continuing ed requirements for licensure not reimbursed
- n/a

14. Comments

^{14.1)} Please give your comments and suggestions of how your job and the VCCCD work environment can be improved.

- Better tech support; Better admin/secretarial support in my division;
On the bright side, I have seen almost all aspects of the college improve substantially since I began working here in 2000. Better management and leadership; better classrooms and classroom equipment; better professional development; better Academic Senate; better assessment and placement; more professional and equitable hiring committees. I am grateful for all that.
- Improved by having more time.
- Better planning on management level, would cause less knee jerk reactions, which cause M&O to have to drop our planned work to satisfy some "emergency".
- Protection methods need to be in place to protect instructors that have threatened, or feel threatened by students. they need the ability to dismiss offensive students permanently from their class.
- -to have a calendar of all events at campus.
-when purchasing items, have all classified staff at campus and district to give vendors all the information necessary for us to recognized who the items belongs to.(Po's,Names,Requisition #)
- 1) Allow to speak in a meeting
2) Be treated with respect
3) Allow to communicate student needs
4) Respect and appreciate my commitment to serving students
5) Allow/Encourage college life participation (if moved to evening shift, as stated in a last meeting, my participation in college life will have to stop due to my inability to attend important college events. My involvement in college accreditation and participation in student equity focus groups will not be possible.
6) Make decisions based on input from students, front-line employees, statistics, and institutional history.
7) Treat classified with respect and not use generalized, emotionally charged minimizing statements towards classified on campus.

Thank you for this survey. I hope you can use this to improve college services and VCCCD employee's work life.

- 1. Better maintenance of the buildings.
 - a. The roof of the classroom leaks every year. Reason the gutters get plugged. Gutter need to be cleaned or cleared every year.
 - b. The men's restroom in the WAM building needs daily cleaning. It is used in excess of 90 times a day.
- 2. The landscaping around the WAM building needs regular maintenance.
 - a. Trash builds up in the area. Mostly cleared by the wind.
 - b. Bushes and trees need to be trimmed and maintained

- c. There are regular visits by community members and business partners to the area and they have commented several times on the lack of maintenance. Need to have a professional image.
3. The exterior of the WAM building needs painting.
- 1. If the general public knew that we waste \$8 million/year to operate a district office, that is poorly run, by too many vice-chancellors, there would be an uproar.
2. The VP of business at VC, makes high impact decisions about the campus without input from those that will be affected.
3. The new President is VC is excellent, but needs to exert more strength and control.
- 1. Only having 10 minutes to prepare for class is not reasonable nor acceptable. Our focus should be on good teaching and good preparation rather than on efficient use of classroom space. In addition, not all faculty have access to their own offices. Students suffer by not being able to have the time to speak with their instructor before class begins. This is the only time that part-timers have to answer questions/offer help. It would be helpful to at least have 20 min before a class is to begin.
2. Instructors who work in the evening do not have the opportunity to receive help from the IT department since they leave between 5-5:30 pm. If our class computer, screen monitor or doc camera are not working, we are pretty much in trouble. They could extend the IT hours until 7:30 pm to address any issues instructors may be having.
3. Having to pay for all materials (correcting pens, folders, white board markers, post-its, etc..) should be the responsibility of the college. Other than any necessary photo copies, the college does not pay for any of the necessary items to run a class.
- >greater appreciation of the contributions made by faculty
> budget and enrollment are more important the quality of teaching and student success
> district offices is totally disconnect from college culture and provide very little support for departments and programs
> college management has not supported innovation in the classroom
> faculty are overloaded with CSLOS etc that take away from the classroom.
- Access, communication, resources and enhancing respect from leadership would allow for more collaboration in serving our students and community more effectively.
- Accountability of faculty and supervisors
- An on-site Administrator needed at the Ventura College Santa Paula Site to fairly delegate and distribute work load among staff.
- As a classified supervisor, we are placed in an almost untenable position. We do not have a union to protect or represent our interests. We don't have a handbook or guidelines for the myriad of policies and procedures we are expect to understand and implement on a daily basis. We are placed between faculty and staff and are expected to mitigate differences, but we aren't given any authority or support. We are often overwhelmed and undermined. It is challenging enough to be a new employee coming into a new district and a new job, but the amount of hostility I have had to endure since I arrived is way beyond the norm. It is my hope that this district and campus goes through this evaluation and begins an intervention process so its academic culture can shift towards a more collaborative and supportive environment for its students and employees.
- Better administrative support of staff needs.
- Better communication and inclusion of classified staff in decision-making processes and procedures.
- Better district-wide communication. Better choice in some hires.
- CRC 101 and 102 need to be updated. Mostly, getting some air conditioning. Both class rooms get really hot especially 102. It would be great to have dark colored shades in stead of the plastic curtains because the students have a hard time seeing the screen since I use power points. We have to keep the door open because it gets so hot and stuffy which makes the glare worse. Also when the power goes out the system does not reset so I cannot use the computer or internet. If the system updates it needs an admin code which I don't have so the IT has to come out and my 8:00 a.m. class doesn't get their power point. This is a big problem since I always use power point. Also, if the instructor doesn't shut off the computer on Fridays it goes into sleep mode which ruins things for Monday mornings. I have been moved to TR12 and 13 which is a lot better. I would love to be in the same room/TR for both my classes in the future. And the students really need some air. They are much happier in the trailers but they would prefer to be back in the classrooms since they are more spacious but they don't want to move back until there is air so we can close the door so they can see the screen. Thank you for moving us mid-semester.
- Class scheduling needs to be improved at minimum with a publishing of a two year plan. Also needed are a campus wide system for communication. We need to hire a Public INformaiton Officer for the VC campus so that information is disseminated throughout campus in a timely manner.
- Communication between the district and staff needs to be improved. Decisions made at the district are not often communicated to the involved committees/personnel. I have had to contact the district to get information that should have been shared with committees in a more timely manner in order for that committee to work more effectively. There needs to be more shared governance amongst the college administration and staff. Decisions related to my work environment are sometimes made without the opportunity for me to provide input. When the opportunity to provide input has been offered, I have felt that the input of staff has not been listened to by management.

- Communication is appalling, especially from top to bottom.* This creates much confusion and extra work. It significantly increases the stress (burden) on those that have to clean up the messes (too often at the expense of students). Sometimes it seems like we have to keep working harder to compensate when we should be working smarter.

There is too much work assigned to some positions and not enough to others. Morale in some positions is consistently low.

*NOTE: For a change, it is not the District causing the problems!

- District HR does not communicate well or timely.

HR Policies do not allow open positions to be filled by others who are already working here - very limited room for advancement. Jobs are given to someone in same rank or from outside instead of using the resources of current employees who are well qualified.

Limited help at work location - not enough funding for student help.

Not enough working computers for students!

- Faculty - part-time and full-time - should have mandatory training in bullying prevention. Bullying can occur between colleagues, from those in administrative positions towards regular faculty, from people with perceived power towards those with less power, from faculty toward students, and from student to student. I am most concerned about that which occurs from administrative positions towards faculty members, and from faculty towards students - those are the two situations that I have seen be very detrimental. Any of us can display behavior that another finds objectionable, and which harms the receiver. Sometimes we might have the excuse of "they need to be tougher and buck up under pressure," or "I am trying to make them a better faculty by fixing their fault," but the method of communication delivers the message in a harmful manner that harms the receiver.

We should all receive training so that we can begin the conversation about bullying, and improve our college for students and faculty. Losing faculty over bullying is a real shame, and is detrimental in many ways to our college - financially and reputation-wise.

Thank you for listening.

- First, Over the 18 years I have been teaching at Ventura College I have been truly happy, fulfilled within the job itself, primarily because of wonderful relationships with my co-workers and Departmental staff. And because I love the student population here. I do find it frustrating from time-to-time by the academic levels of many first year students. I feel like I become a high-school teacher, particularly in these areas: english composition, appropriate college level behavior and achievement motivation.

The most undesirable element on campus for me that calls for attention, is the condition and maintenance of the Restroom facilities which in many places needs serious updating. Additionally, the janitorial services appear to be woefully under-staffed.

Secondly, I am surprised and grateful for the Ventura College Community District's support when I was struck by an unexpected, near fatal illness two years ago. The support of my colleagues, Administration and the college illness system in support of its employees was indeed part of why my recovery has been so successful for which I am eternally grateful. This District did not leave me stranded. I hope all responsible for such a supportive employee environment are recognized for such a gracious act toward those of us caught off-guard by the unexpected.

Thank you for the opportunity to take this survey and to voice my feelings.

Respectfully yours,
Constance McClain, ms,mfs
805.680.6108
Health Education, Kinesiology

- Health benefits for Part time faculty. Department meetings with all faculty and staff a few times per year would be beneficial and a great way for us to collaborate, share ideas for opportunities and growth of the department, and give feedback on what is or is not working. Having different pay systems for private lessons and classes is quite confusing. Overall, I enjoy VC immensely, both the students and faculty, and look forward to continuing to help it grow.
- Hire classified staff so they are doing the work of three or four people. Allocate money to support staff development activities for classified. Encourage classified employees to improve their skill set so they can do their job more efficiently and be able to advance as needed skills are obtained. Give bonuses to employees willing to go above and beyond to gain needed skills to do their jobs more efficiently by obtaining certificates or transcripts. If we ever want the employees of the district to feel as if we are all one big family than we need at least one activity a year together so we can get to know the people at the other work sites. The new upper management has done a great job to start turning us in a more team orientated place to work.
- I believe I am extremely fortunate to have found a position with Ventura College and their well- respected Nursing Program. The campus is close to home, a fabulous location and pride in what I do on a daily basis. While I do believe I am undercompensated for the responsibilities and workload I manage, I am grateful to have the benefits and fine working environment in which I work.
- I can honestly say that I feel uncomfortable filling out this survey...I simply do not like the format. I love working at Ventura College as it gives me as much as I give my students. And this varies from class to class and student to student. The variety is fascinating and stimulating. I would like to say that it is about flow and harmony. Flow and harmony between your peers, administrators and students. Having one's own agenda simply does not work when it comes to peers and administration. Everyone must work for the good of the school/students and when this being practiced, then I feel very comfortable and excited about doing my part. I can say that I have experienced both in my short time at Ventura College. Happily, I feel that we are presently working together in good way. And it is something that must always start

from the top.

As far as the students, they are very very good and very very not so good which makes the job harder when not so good, but aren't these people the ones who need the school the most? Patience is the key.

- I didn't bother with the ratings, as I'm happy here and think most people try their best, but I do have one concern that I trust will be taken seriously: As the years go on, we get more and more kids who are emotionally fragile and sometimes are quite disruptive and even threatening. I have had several female colleagues who have not felt supported by campus administration in this regard. I know the red tape is likely enormous, but each and every faculty member must feel safe in his or her work environment. Even if there is red tape, it's the tone of those in charge towards the faculty that counts, and from what I hear it has been dismissive at times.
- I feel VCCCD is a little behind when it comes to higher education technology. My experience at Ventura College and the department I work with needs to get to the next level to better prepare the students for University and University life. Students do not know what is happening on campus! The new VCCCD app is a good start now we must get students to use it and we must get all campus activities on it in advance so they can plan for the events and take part in them! This should include Athletic events, there is no better way to feel more like a Campus Community than through sporting events.
- I feel that I cannot speak openly about who my immediate supervisor is or the impact that the person is having on a department that once ran so smoothly. Suffice it to say that all is not well.
- I feel that our dept chair has WAY TOO MANY responsibilities... she cannot be the proper support for the faculty while she is teaching so many classes and trying to serve her faculty as well. I also feel that there is a wealth of talent in the dept, but when we get young or new teachers, we have to mentor them on our own time. Faculty meetings and mentoring take time and we are not compensated for that. We could learn so much from "best practices" meetings, but we are not compensated for this time and peoples' lives are too busy to make time for these meetings.
I have spent a great deal of my own time mentoring new teachers and am never compensated for this. They cannot be simply assigned a class and expected to do a good job without some guidance! But I teach at CSUCI as well and don't have time to be training teachers as well as teaching.

Also, I feel that my dept chair does what she can to preserve my classes at the times and days that I want to teach them, as well as the times that are best for students, but often the college makes decisions (without ever consulting me!) about my classes. Since I wrote this class 20-something years ago and have been teaching it with very high evals every semester from my students, I would think that perhaps sometimes, my opinion about when to offer the class, how to best serve the students might be requested. Instead decisions are just made and I have to follow them.

I feel that there is a core of long time, part time teachers who are loved by students and have delivered highly professional, competent work for the district for years but we are invisible to the administration. Perhaps dept chairs could be queried about some input from the faculty members who have been teaching the classes for years as to the best ways to provide service to our students.

- I feel that there is not enough staff in each department causing overwhelming classifies staff to do more work. There is NO opportunity for current classified staff to apply and be considered for that job that they have been performing for years. Growth within the college are not offered to inside staff and opportunities are NOT available and offered within V.C. personnel qualified, skilled and educated before job offers are publicized to the community.
- I feel that those faculty in tenure positions can do whatever they want (including treating other co-workers & students disrespectfully). Not having tenure, I feel powerless & as though I cannot speak out for fear of retaliation. I am astounded that upper management has not looked into why faculty in the nursing department do not seem to stay. With some investigation of past & current employees, I think management would be stunned.
- I feel very valued and appreciated by my colleagues and my college. I work at VC, and the staff is so supportive. I work with some of the best teachers around.

However, district is the only place where we get NO value, support or respect. They fail to convey any appreciation whatsoever for the work that we do. Again, I am not involved in district procedures, but by the time it "trickles" down to us, we do not get any support. This would be in regards to the way they keep increasing policies and "checkwork" on our part; they are stingy in giving any raises. If I were truly appreciated, why would I have to report by 87.5 hours on a form and why would I only get a 1% raise (9 months after the term starts). It just comes across as very negative!

- I feel that supervisors should be evaluated by the employees that they immediately supervise (maybe annually). This would help supervisors understand why staff is upset, angry, frustrated and hopefully work at improving their supervisory skills.
- I love teaching at Ventura College, but I personally am disappointed with the harassment and discrimination that I am experiencing. I feel very strongly that there is an increasing and overall lack of academic integrity. It seems to me that the VCCCD is veering away from their mission statement and service to the COMMUNITY.
- I love working at VC and I am fully committed to our college
- I really love my job as a part-time psychology instructor! I am incredibly hopefully that I will be hired on as a full-time faculty member.

Respectfully,

Farshid Moshrefi, Ph.D.

- I think VC needs a public relations officer to improve communication both on and off campus. The portal is under-utilized. College governance meetings are not announced or listed on the events calendar.

- I wish college managers would visit each college department at least once a semester. I wish district managers would visit each college department on a once every two year basis. There is a major disconnect between college educators and management.
- I wish that the questions on this survey differentiated between satisfaction with my job inside the classroom and satisfaction with the rest of the college environment. Because my feelings about my work inside the classroom are strongly positive and my feelings about the way the college functions are strongly negative, it is difficult to answer all questions accurately.
- I work at Moorpark and Ventura Colleges, and have worked temporary assignments at several universities and colleges in the area. VCCCD has culture of profound disrespect for part-time faculty, and the Deans are incompetent in ways I have not experienced in other settings (SBCC, CSUCI, UCSB).
Being an instructor does not qualify a person to become the Chair of a department or even a Dean. Most of these positions are filled by people grossly unqualified to manage and ultimately the students pay a price for this.
More should be required of all persons in supervisory/management positions in this district.
Also, my department suffers horribly for lack of money at both campuses, and students are not being given sufficient resources in order to succeed.
The students are also hurt because our department is run in order to best serve the needs of those who work there, not the students we are there to serve.
Our working environment is not healthy- the filtration system in our new-ish building is awful, causing dust which contributes to health problems with staff and students. The ergonomics of work stations are causing back problems, and other aches and pains.
Finally, we need more security. We have a police department on campus and I never see them. The LLR and the Fountain Hall should have someone permanently stationed at them, or the police should have their offices moved into one of these buildings.
- I would like the ability to voice concerns in staff meetings. I would like my supervisor to understand that I have 8 years of experience in my field that is very important to the student success. I would like to continue to work collaboratively with my coworkers and not have it perceived as a conspiracy to my immediate supervisor and dean. Daily students tell me of the great services we provide for them, I would like my supervisor to stop creating obstacles for me so that I can continue to provide this great service. Please train new incoming supervisors and deans that they should get a feel for the area before they make drastic changes. These changes are made without viewing statistical data, knowledge of our campus, knowledge of shared governance, or the expertise of current employees. I would like to continue to participate in Accreditation, SUO's, Negotiations, campus committees, and district committees but with my current new management I do not feel free to participate. I feel I need to ask permission to serve on any committee and negotiations team or otherwise I will be reprimanded. Also, a new proposed schedule of shifting one classified employee to nights (that has never been the case since 1992 when I was a night time student worker) will chain me to my desk or eliminate me completely from shared governance and SEIU Negotiations team. I feel that I am an asset to shared governance and the negotiations team. Thank you for giving classified staff the ability to be heard.
- I would like to say that this survey is the most comprehensive survey I have participated in since working for the district. I have not worked at my current campus for very long, so I am not able to contribute solid opinions about this campus just yet, but so far I am very excited. thank you for the opportunity to give this feedback.
- I would like to see full timers in my department provide more support and advice to the part timers. I work at many schools and I get last choice of classes here. That being said I get different classes every semester. At other schools the class coordinator sends a sample syllabus and schedule that works for the course. Advice is also given on how to run the course.

Full timers mostly decide the curriculum and the books used. They also have first choice of classes and should be experts at running the courses at the college. They should have the class they coordinate perfected and should send everyone teaching that course "optional" materials and advice every semester.
- I would say that Ventura College is a great place to work. I get the support I need, mostly from my department chair.

As a side note, I also teach at Oxnard College. When comparing the two schools, Ventura College is a MUCH, MUCH better place to work. Oxnard College has much work to do to catch up to Ventura College.

I thoroughly enjoy teaching at Ventura College.
- Improved shared governance. It often feels decisions greatly and adversely impacting the faculty and students are made by management without consulting faculty and staff
- In every arena in every committee that I sit on the issue of lack of communication comes up. It has been extremely problematic since we have been restricted individually from using all users to communicate.
- In over twenty years, I have worked for different college presidents, VP's, EVP's and deans. This is the first time EVER that I believe we are truly "leaderless" and the person in charge is nowhere to be found. The EVP just arrived less than two years and he has dismantled years of solid work done by the faculty; he ignores shared governance and purposely does not seek input from faculty and when faculty raise concerns to him and issues, he gets upset and shuts down by stopping all communication. He has created more ill-will and lacks follow-through all almost everything that the faculty request of him. He will gladly respond to and provide follow-through on his pet projects only. He is dividing the faculty by putting one group of faculty against another. The EVP tells faculty to "stay in their lane." He creates chaos by creating protocols and procedures that no one in the Department Chair council has ever heard of and/or discussed. When asked about it, the EVP says that he had to act quickly and make a decision yet we find out things have been in the works for months. This is of great concern. The concerns have been raised with the college president and we are still waiting to see any results. If this College President fails to take action soon, the results will be devastating for the campus, the District but more importantly for the students. Ultimately, FTES will suffer greatly. The constant comments heard these days is that "no one is in charge at Ventura College". Lack of confidence exists for the College President and the EVP because the College President has done nothing to resolve the matter. How many more fiascos need to occur for someone to step in and correct this dysfunction?
- It should be noted, number 10's responses are in regards to how my colleagues view me. I am satisfied with my faculty and staff

colleagues in the library and feel supported by them, enjoy collaborative work we do, and feel that our collective efforts help increase student access to information, understanding of information and research, and has a positive impact on student learning.

Under the previous Dean, two new part-time faculty were hired and offered work without the work first being offered to those with seniority, longevity, and already established PAL's. At the time, these new faculty started with minimal hours but over time the Dean continued to take hours from long-time faculty to grow the hours and PAL's of new part-time faculty. When asked about more hours by the long-time faculty they were told there were none. Inequity.

My participation in this survey is in regard to the library for Spring 2015. This semester there has been a noticeable change in staff morale within the library. We are lucky to have an extremely talented and knowledgeable staff who keep the behind library running efficiently with the work they do behind the scenes. It seems there is a lack of awareness to the contributions and functional roles of library staff and faculty, misconceptions about the library and it's services by decision makers, and an unwillingness to engage in conversations to learn more about the library and students we serve. The results is that critical functions within the library (cataloging, systems maintenance, etc...) that are not well understood are being viewed as less important and secondary to more visible work that requires less skill. Staff and faculty do not have the authority to do the things they need to in order to perform their job, limiting their ability to help students. I have observed both library staff and faculty being treated in a demeaning and demoralizing way by their direct supervisors. It is clear that their input is not valued, welcomed, or appreciated.

The library faculty should have a primary role in creating the vision for the library, it's services, and it's collections, in consultation with discipline faculty, library staff, students, and the dean. Many decisions are pedagogical in nature, should be made by faculty, and directly relate to student learning. However, faculty have been shut out of discussions and decisions that impact the library and it's students. No input is sought for changes that will dramatically change our service to students and our ability to serve students and decisions are being driven by those with little disciplinary knowledge and minimal practical experience in library and information science. Our senior librarians have direct student contact for an average of 30 hours a week and know the needs of our unique student population. They are engaged in current research, professional development, conferences, etc... that keep them abreast of current trends in college libraries. Wake up VC and start to value the knowledge and expertise your staff and faculty bring to the library!

- It was hard for me to answer the questions above because I feel a LOT of support from the upper admin but feel very frustrated and not supportive from my colleagues. With upper management and committees I feel I can grow and use my skills and abilities and be productive and help make the college a better place. However, I feel the exact opposite within my division and among the faculty I work with.
I think the district is working hard to fix some of these problems and I do appreciate it and I think upper management is on the right track. However, the campus (especially faculty) have spent so many years doing 'whatever they want' that they don't want to see any change (positive or negative) come their way-they are comfortable with the dysfunction. It is frustrated from my point of view because I am NOT ok with the dysfunction, I am not ok with all the unethical things that go on behind closed doors, and am not ok with the manipulation that comes with it. I appreciate the work the district and upper management are doing to try and address these but it is going to be a very hard. There are faculty out there that are supportive and appreciate all the positive change. It is going to be hard-but it can work!
- Making the process of filing a discrimination and /or hostile workplace report easier to understand and navigate could help to resolve many unfortunate situations earlier. Twice, I have attempted this process only to be told, both times, "This is terrible. I am sorry this is happening to you but, I am not the correct person for you to see".
- Mandatory division meetings at least one per semester, whereupon we are provided updates; asked for professional feedback and insight; address real issues affecting the the division as a whole and individual departments within the division, i.e. the STUDENT SERVICES DIVISION. Additionally, staff and faculty development opportunities can take place during these meetings. The time frame should be such that it accommodates such goals. The division meetings we have had up to this point have been absolutely futile.

SERIOUSLY address "rogue" colleagues that make for an awkward, intimidating, unproductive, (many of the reasons I checked "3s" and "neutrals" above) working environment. I realize that within most departments there are a few outliers that shift the scale. However, it does not mean these individuals should be ignored. Nor is it the responsibility of peers to address such issues, rather this is the responsibility of administrative staff. In my short time at VC it has become obvious that unless certain individuals are addressed re: how they "do business" or if they do any business at all, the same responses will surface each year. As far as I can tell these same issues have been around for years, yet no one has taken the responsibility to address them. I would strongly recommend hiring an organizational development/leadership consultant to work within each individual department to address issues of communication, teamwork, work load responsibilities, basic work environment ethics, etc. Subsequent to each departmental consultation, I suggest a division-wide consultation. I recommend this be done annually.

Since I arrived, the leadership in our division has been meager at best. Our former dean was a nice person that had some positive qualities for her role. However, I have found that our division (and college/district) lacks serious organization. Budgets are dropped on departments last minute; class schedules are finalized at the 12th hour; there doesn't appear to be a master schedule for our division or campus; events that are designed to serve students are hobbled together with little forethought or true collaboration (e.g. New Student Week, One-Stop Registration Day and now "Pirate Fridays")-yes on the surface these events seemed to be "pulled off" or render results, however, the havoc that is created due to the lack of organization leaves mass resentment among many involved (including students) and this isn't the holistic outcome an organized college would desire; reckless hiring: Counselor Assistant has no idea what her role is and its apparent; FYE Faculty has been hired before FYE Coordinator-each of these individuals are being pulled in directions that are minimally productive, at least for the department; additional Counseling Assistant hires are on the way but with no strategy re: their role/effectiveness; lack of follow-through has been and is prominent, with both our previous dean and "acting dean"-I am referring to follow-through in communication as well as assumed responsibilities.

When hiring our next dean: My hope is that the new dean hired for VC Student Services has genuine leadership skills and understands the role of a dean of this division. What we don't need is a disciplinarian per se, but someone that has effective communication skills, inter/intrapersonal skills, budgeting experience; the ability to collaborate effectively and above all has integrity. My experience has been the more we hire from outside of the district the better off we are. This doesn't mean we hire those we are connected with or those that would make us feel comfortable. We have a grand opportunity to make a real positive change in this division and with the right hire this can

happen.

All these things leave one wondering, who is in charge? What is going on here? It constantly feels like we are just staying afloat. However, effective planning, organizational skills and leadership from our dean, EVP and President can certainly counter this feeling. "We can only control whats in front of us" is the common saying in these parts, a sad state of affairs because it isn't about "control."

My laundry list is longer, but I'm exhausted. I thank you for this survey and truly hope it provides some productive outcomes, especially for the Student Services Division.

- Many aspects of Ventura College could be improved by: greater faculty involvement in the operations of the college, more open lines of communication between the EVP's office and the faculty, a clear sense of direction presented to faculty as to the reasons why certain policies have been implemented, greater control over the poor/hostile behavior of HR executive management and its dealings with the college, and with a sense of strong purposeful and open leadership to promote trust between administration and faculty. Ventura College is at a transition moment and where the college goes from here will be determined by the relationships generated between faculty and the EVP. Faculty needs to be consulted, be let in on the data important to college operations, be presented with a plan for the direction of the college, and allowed to assist in the decision making process of that plan. Much of the mistrust, tension, and frustration felt by faculty is due to the almost complete lack of trust in the decision making process of the EVP. This is due to his inability to communicate in a clear and open way his ideas, plans, or reasoning for the decisions he has made in the current direction of the college. When faculty are left out or are poorly informed about college matters the whole institution suffers.

- More frequent and detailed communications/updates from President and EVP.

- More promotions within colleges before we look for people outside of the college. Happy employees, happy college/district.

Have all jobs requirements to say; education OR years of experience. Do not base it solely on education because currently we have people that apply for jobs at the colleges/district with Masters/Doctorates in positions that many classified feel should be entry level positions or could be used as a "promotion" for the classified that are already here, but instead they are given to these people that only use the colleges/district as a stepping stone to move on the higher positions.

Promote from within and then outside.

- My office computer is so old and slow that I have not been able to get instruction sheets for my students printed out in time for class. I would so appreciate a faster computer that will support the work I do for my five classes.

- Need two people do this job. Need to have training in retrieving needed information.

- Newer equipment, more health and wellness programs.

- No comments.

- None--this is a great place to work; I'm still pinching myself--can hardly believe how lucky I am to be here full-time.

- Pay that is equivalent with other community colleges based on my same position.

- Physical work environment: Building needs deep cleaning of air ducts, carpets, etc.
Outdoor environment: Grounds are minimally maintained and seem to be without supervision.
District HR staff: Often staff cannot answer any question without consulting a supervisor/director.

- Please work to upgrade our facilities. Our building is old. It is not set-up to provide quality service to the thousands of students we see each year. We need a combined student services center that houses all student services.

Please give us back a cafeteria of some sort. Campus morale has gone down significantly since the closing of the cafeteria.

Please work to include all staff members in training regarding campus services and events. We would all benefit from knowing a little about the services offered by our campus and the goings on of other areas.

Please create a social media presence for the campus. This would provide a positive avenue to highlight the events on campus, the students and their achievements, and community outreach.

Thank you for listening :)

- Provide more training for faculty on how the campus runs. Training on program review, the responsibilities of the various services to students and committees on campus, A guide on how to work with all the acronyms (FTE, FTES, WSCH, etc...) that are commonly used, budget process (and how to tie SLOs to Program review), basic guides to everything you need to know but don't know to ask.

- Provide part-time faculty with policies and procedures for appealing an evaluation.

Supervisors and Staff should receive diversity training.

Provide training to supervisors and staff on effectively managing people.

More support for faculty by management.

- Replace the EVP! Find someone who communicates and appreciates the input of senior faculty.
- Show respect for the faculty who work with a .67 lab to lecture equivalent compared to other faculty's .75. Faculty in all departments should be acknowledged equally for the time that they spend with students.
- Stop placing emphasis on hiring management positions and protecting AFT/faculty, while failing to fill vacancies in classified positions. Many of the classified positions have direct contact with students, impacting enrollment and student success. The occasional "good work" comment that comes from management is an empty gesture when staff are tired and overworked.

The district needs to review which classified positions have been eliminated over the years and how many departments are patching the holes with stop-gap measures (e.g. hiring student help, "forcing" staff to work overtime, etc.). Bringing the staffing levels up to appropriate numbers will help alleviate overloaded staff. Desk audits seldom help, as the Personnel Commission and review process simply looks at the tasks performed, not workload. A staff member in the same classification at one college may have double or triple the work due to that college's volume, yet staff members are told to get the work done because the district and upper management do not care; they simply want the work done.

Also, district office needs to start allowing the college's management team to make decisions that impact its student population and community. The district office used to be a support for the college's with certain centralized functions, but then became a controlling factor in decisions being made at each of the campuses. Either we have separate colleges with administration that can make decisions or we don't.

- Streamline district and college paperwork procedures
 - Social events to build campus/district community
 - Financial support to run a college (more coordinators, facilitators, supervisors, and managers)
 - Commit to high quality education and services (accept related costs)
 - Bring Public Information Officers to campus
 - Give the presidents the administrative support they need to run a high quality institution.
 - Great survey!!!
- Streamline reporting and documenting requirements on faculty so more time and energy can be spent on tasks directly connecting with individual students. Example: CSLO/PSLO/ISLO process and software are not intuitive or easy to use.
- Thanks for undertaking this survey.
 - Working for this district has been rewarding and has been a great experience overall. Improvements can be made on the following:
 - Update classrooms to reflect a student centered, hands-on approach to learning - one that fosters creativity, group work, and collaboration.
 - Hire more full-time staff and reduce the dependency on adjuncts. The benefits of doing so far outweigh the cost. Or consider increasing adjunct pay to acknowledge the value of their contributions and to decrease the need for juggling between two or more campuses or a second job. Or consider a model that permits increasing course load without adding benefits - since that seems to be a sticking point.
 - Add frequent, substantial, and quality workshops, training, and seminars for teaching staff - teach them how to teach.
 - Hire instructional consultants; videotape class sessions that can be used to give feedback and identify strategies for teaching improvement.
 - Transform the current course management system (D2L)- it's not effective, efficient, or engaging.
- The department (athletics) I work in needs a complete overhaul of their facilities. We work in one of the oldest buildings on campus which has seen hardly any improvements in my 8 years here.
- The lack of classified support staff makes our jobs very difficult and stressful.
- The management and officers need to get out of their ivory towers and visit each department and not just a quick walk-through which is only time we see the President and EVP. I expressed my concern with Dr. Jefferson that we have not had an employee evaluation for several years. This should have been followed up, but, again, nothing has been done. I'm very dissatisfied.
- The only suggestion I have is to improve custodial support for the older classrooms. The older classrooms are in need of painting, maintenance, and more frequent cleaning. Example: CRC.
- The work environment could be improved by including more faculty, or at least consulting faculty, in decisions. We are affected by many decisions, and our students are affected by these decisions as well.
- The work environment is wonderful and I enjoy working for VCCCD.
- There are two things that would help make Ventura College Santa Paula Site more successful: 1) Having an On-site Coordinator to handle

outreach and make day-to-day decisions. 2) Allow VCSP to remain open throughout the summer. We are grateful that after a five year summer closure, we will be open and offering classes two days a week (TR) during the six week summer session, however, our hope is to remain open five days a week all summer. This would make a big difference in our fall enrollment.

- There are wonderful opportunities for faculty - workshops, professional development and more that should be highly valued and enjoyed by more of our faculty. For adjunct faculty, it is very important to meet and interact with others. We are so very isolated and independent. It provides exchange of ideas, use of campus functions and equipment, and knowledge of where to go to get things done.

Bravo for the SITE workshops! It has changed and enriched my interaction with students in the classroom and my colleagues.

- There is a consistent lack of support from higher level administrators for faculty innovation, which causes lots of faculty burn-out
- There is a faculty member in the Student Services Division that continually creates difficult situations. This person does not abide by the policies and procedures set forth by the College and District, and is combative and abusive to many people. She is not a team player. She sets her own rules, which do not comply with district-wide policies (i.e., does not report sick leave, does not communicate with her assistant regarding whether she will be coming in to work creating a situation where the students wait for their scheduled appointments only to find out they have to reschedule their appointments, etc.) and yells at people when students are in the building within close proximity. Her lack of respect for the people and students she works with has created an uncomfortable and tension-filled work environment. Her actions do not directly affect me, although I have witnessed some of the incidents, and I mention this only because I have had several faculty, co-workers, student workers and students come into my office and speak to me about the uncomfortable situations this faculty member has caused. The administration of this college is aware of several of the incidents. I feel that if the administration would actually address the negative impact this person continually creates and would require this faculty member to abide by the same rules everyone else has to abide by, that the work environment in the Division would be much improved.
- There is a lot of bureaucratic and unnecessary steps for things that should be so simple and uncomplicated. There is also a lot of frustration felt by those working in the trenches due to ongoing micromanagement from college administration because it hinders an otherwise effective and efficient work flow and does not empower staff to fill their job responsibilities to the fullest. Also, when administrators seek out one group of personnel to report on the activities of a second group, this does not foster a collaborative or effective workplace and diminishes morale.
- There is considerable disregard for shared governance at the college and district levels; actions do not correspond with documentation in far too many cases, and decisions are made without sufficient consultation (as evidenced, for example, by senate presidents refusing to sign college-wide reports). There is insufficient funding to support faculty and staff to do all the work required by Title 5, accreditation, and other external requirements. There is insufficient support in curriculum development and articulation, despite months or years of promises of improvement. I have no control over the temperatures of my classrooms (SCI building); they are almost always too warm. Loud maintenance activities (lawn mowing, tree trimming, janitors rolling their trash cans down hallways right outside classrooms, etc.) are allowed during prime class hours rather than during slack times (mid-afternoon or late evening). Faculty refuse to join important committees (e.g., there are 4 vacancies right now on curriculum committee, making quorum difficult to obtain, and wasting the time of people waiting for latecomers to arrive); there is neither reward for getting involved, nor censure for failure to do so. Faculty are so overworked that few volunteer for anything; there was only one candidate for senate president at the last election, and only one candidate (and a reluctant one, at that) for curriculum chair. Committee meeting times did not change to accommodate block scheduling; why was this not thought through? Other decisions, such as early registration, are made for the sake of change without regard to consequences, even when the consequences are pointed out in advance by faculty and staff who *have* thought the issues through. Decisions such as these are treated by management as "done deals" and not negotiable once instituted. It's little wonder that no one wants to be a senate officer; no one listens to concerns.
- There is no collaboration on any of the sort for any or all college activities that take place throughout the week or weekend. Every division seems to be self governed and controlled, there is a big lack of respect between Classified and Faculty. Monthly or quarterly meetings or having a weekly calendar of all school activities would be real helpful. In addition, having Dean's follow through with concerns in regards to classroom neatness and respect for the rules set forth, would help, hence enforcing rules that already pre-exists.
- There seems to be an ongoing struggle within the community of instructors, staff, and administration in regard to making positive changes to address a 21st century perspective on education. The college seems to not address the immediate needs of the majority population here at the school. Decisions are made without truly considering the distribution of demographics and ethnicity. Many of the decisions seem to be self-serving and not focused on overall student success.
- There, s a lot of low morale for maintenance & operations workers trying to advance in there positions after serving up to 20 yrs in the same position when somebody from outside can come in with little or no experience. Please do not have custodian supervisors be on hiring panels when they have there friends in the top three candidates. And then be hire for that position.
- To improve my work site, more staffing and updated equipment, i.e. computers, copiers. It also could improve with shorter working hours open to the public. Having one day closed to the public would greatly improve the backlog of paperwork that needs to be completed.
- Top down decisions continue to be made by the district and college administration that negatively impact the overall success of students.
- VCCCD needs to do more to increase the diversity in faculty and students.
- Ventura College is a place that does not adjust well to change. We are not adequately serving our students. Lower management is abusive and makes poor use of faculty and resources. Attempts by the upper management to improve the college are met with strong resistance by the faculty and staff. As a result, Ventura College is unlikely to adapt quickly to changes in students needs or accreditation requirements. Deans and department chairs are weak links in communication and action. The college, as a whole, is reactive rather than proactive and seems to support the status quo more than students.
- Ventura College needs a cafe where faculty and students can meet and eat healthy food, tasty . It is a disgrace that there is no place on campus to eat.

- We are asked for input and suggestions for various decisions/policies within our college and we work hard to provide them, but then the information received is dismissed. I feel that we are asked for our perspective, input, suggestions to just check off a box for administrators to say that they asked. It does not feel like anyone at the college has "control" of the college.
- We as a college need to be more connected and informed of the activities and procedural changes within the college. The district is such a distant entity from the college with their ridiculous rules and policies, specially when it is about hiring classified employees. Their hiring policies do not take in consideration the loyalty and the years an employee has with the district. They are putting barriers to employees that want to advance to a better position in this campus on top of misleading information. They advertise minimum educational qualifications, but the reality is that they are looking or will hire somebody with a higher degree.
- We have an outstanding president, but there has been much institutional knowledge lost with other administrative hires.
- We need better enforcement of traffic (speeding and drop offs). Too many skateboarders on campus and in the parking lot travelling at unsafe speeds.

Indoor air quality is atrocious (too hot in most case) and bathrooms have zero ventilation.
- We need the return of honest SHARED governance! We have lost that, and are working in a current climate of "Thanks for your concern, but this is really not your concern." Faculty have no voice in this current administrative reign. It is demoralizing.
- Work Environment is great. My immediate supervisors are very cooperative and understanding. I am a new teacher and hence I am looking for opportunities that would make me a better teacher. I am wondering if we have some Training and Development programs for the new teacher like me so that we can become better.
- more full time positions should be created. part-timers as a whole are taken advantage of.
- n?a