

Ventura College Academic Senate Survey on Faculty Professional Satisfaction Spring 2012

Overview

During the last few weeks of the spring 2012 semester, the Ventura College Academic Senate developed and conducted a survey of all full- and part-time faculty to gauge the temperature of professional life and satisfaction at Ventura College. This marks the third consecutive spring semester when the Ventura College Academic Senate has conducted a survey of this sort. The survey was modeled after an instrument originally distributed in the fall of 2009 to Moorpark College faculty by their Academic Senate that was then replicated (with some modifications) by the Ventura College Academic Senate in spring 2010. This year's iteration of the survey consisted of a series of questions in four main categories: 1.) Professional Level of Satisfaction; 2.) Professional Level of Satisfaction Today vs. Previous Year; 3.) Ventura College Changes & Reorganizations; and 4.) Senate Operations. Forty-seven (47) faculty began the survey and 45 completed it, a close to 96 % completion rate. Unfortunately, compared to the previous two faculty satisfaction surveys conducted by the Academic Senate, the number of responses is lower than in prior years. This decline in responses may be attributed to the fact that this survey went out one week later this year than last year.

1. Professional Level Satisfaction

In this first area of the survey, faculty were asked to rate their state of being in the following areas: Energized, Effective, Satisfied, Appreciated, Frustrated, Stressed, and Resentful. Generally, Ventura College faculty responded that they either agreed or strongly agreed that they felt effective, energized, frustrated and stressed, in that ranked order (29/44, 28/44, 26/45, 25/44 responses, respectively). One good change from last year's survey is that more faculty responded that they either agreed or strongly agreed that they felt energized this past academic year. Most faculty responded that they disagree or strongly disagree when asked if they feel satisfied and appreciated at Ventura College. Lastly, a sizable minority of respondents (19/44) indicated that they either agree or strongly agree that they feel resentful.

2. Professional Level of Satisfaction Today vs. Previous Year

This second area of the survey asked faculty to gauge their state of being in the same seven categories listed in Question 1 but to compare their feelings from this academic year to last academic year. Of the seven categories presented to faculty, in all areas but two – energized and satisfaction – faculty indicated that they felt “no change” from last year to this academic year. Faculty indicated that they feel that their levels of satisfaction and energy feel lower than last year.

3. Ventura College Changes & Reorganizations

In this section, faculty were asked to indicate the degree to which more change is necessary in seven different areas on campus in which significant change had occurred in the past academic year. In not one areas did the surveyed faculty indicated that no more change was necessary. Interestingly, in not any one of the areas surveyed was there a response that received a majority (or even close to a majority) of the responses as to if more change was or was not necessary. In fact, overall the responses are so scattered so as to show a wide diversity of opinions but no clear cut campus-wide positive or negative opinion on the direction the college is going in the areas of program review, program discontinuance, distance education, assessment of SLOs/SUOs, faculty involvement in districtwide accreditation efforts, process for securing faculty service on campus committee or faculty involvement on campus committees. These scattershot responses may indicate a communication issue – for example, do faculty know and understand the changes that have occurred in faculty

involvement in districtwide efforts this past academic year. If this is a true finding of this survey, the Senate should consider methods of improving peer-to-peer communication on campus.

Faculty were also asked in this section their first-hand experience or perception of faculty involvement on the same seven domains where we saw great change in this past academic year. Not surprisingly, in four (4) out of the seven (7) areas, the responses were scattered. However, in the domains of program review and assessment of SLOs/SUOs, a majority (24/45 and 25/45, respectively) indicated that faculty are now more involved in these areas that they had been in the past. Given that these are two of the main areas that ACCJC is now focusing its accreditation efforts on, this augers very well for Ventura College. Now in one domain – faculty involvement on campus committees – a majority (24/45) of faculty indicated that more faculty should be involved in this important aspect of campus organization and governance.

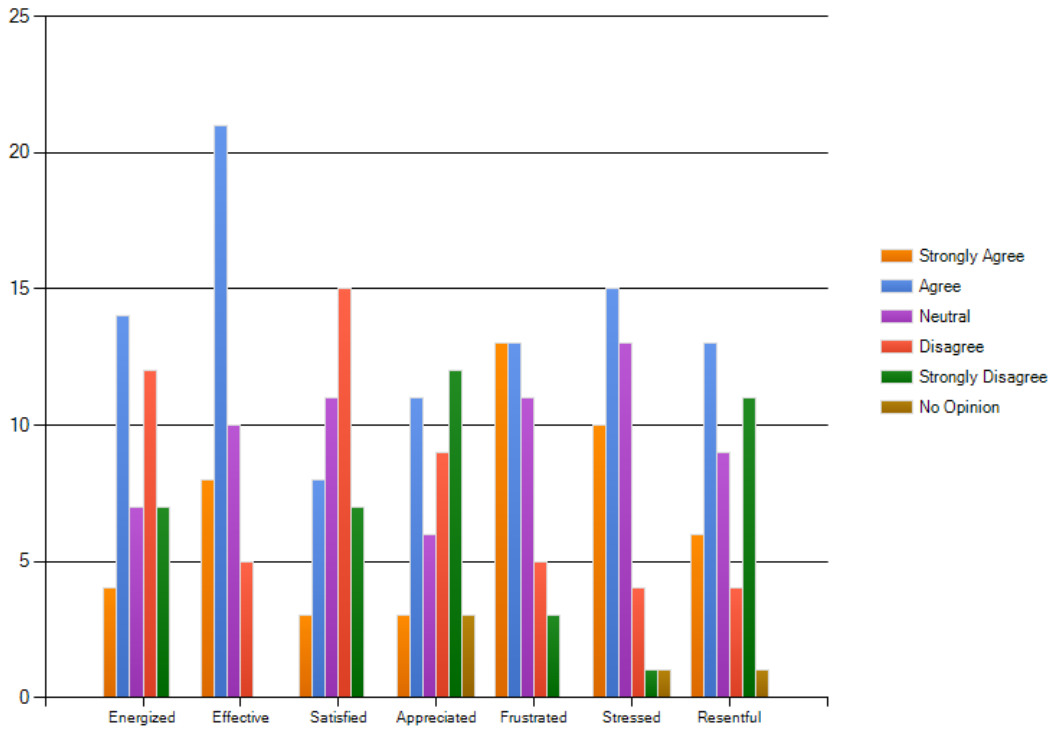
Lastly, this section of the survey also asked faculty to rate their knowledge of Senate business and how individual faculty contact and are contacted by their representatives on this body. While an overwhelming majority (38/45) respondents indicate that they review Senate agendas and minutes, the remaining questions clearly indicate of next year's Academic Senate should be to explore ways to increase faculty to faculty communication.

Addendum: Actual Survey Results

Part 1.

Question 1.

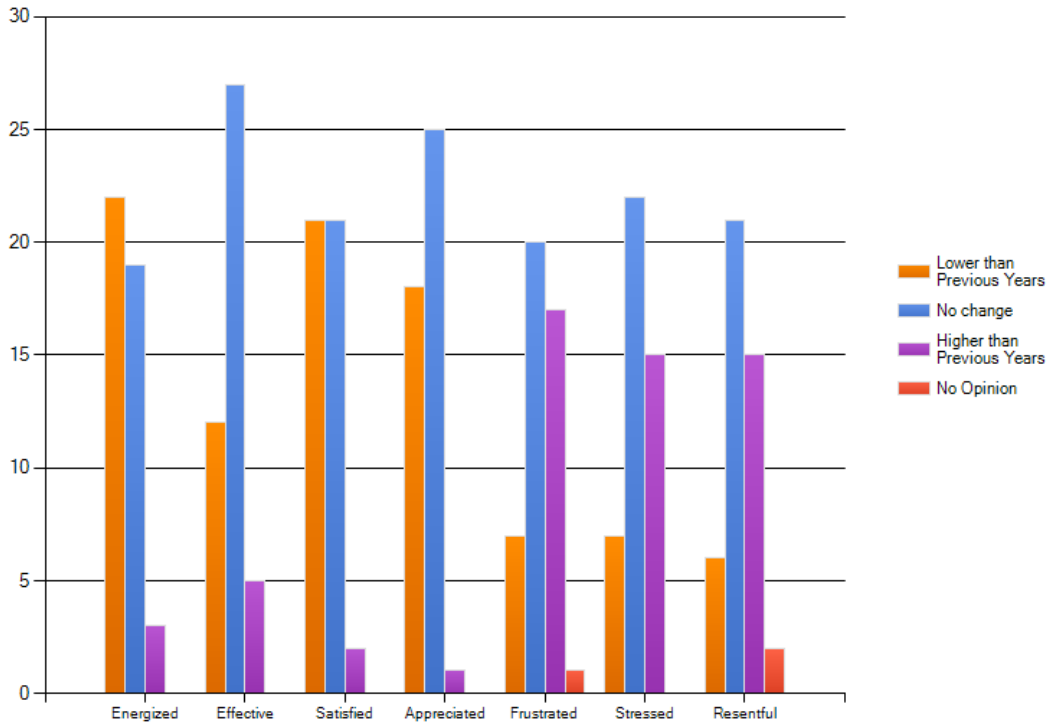
Please rate how each of the following describes your state-of-being as a faculty member at Ventura College NOW (spring semester 2012):



Part 2.

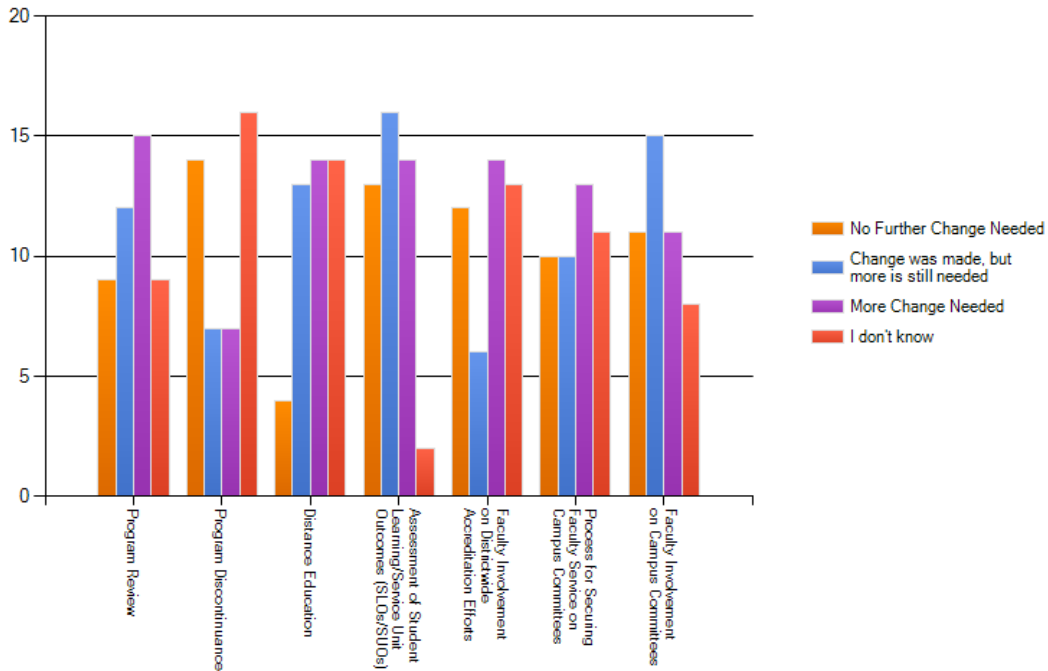
Question 1.

Please rate how each of the following have changed SINCE the previous academic year (2010-11 vs. 2011-12):



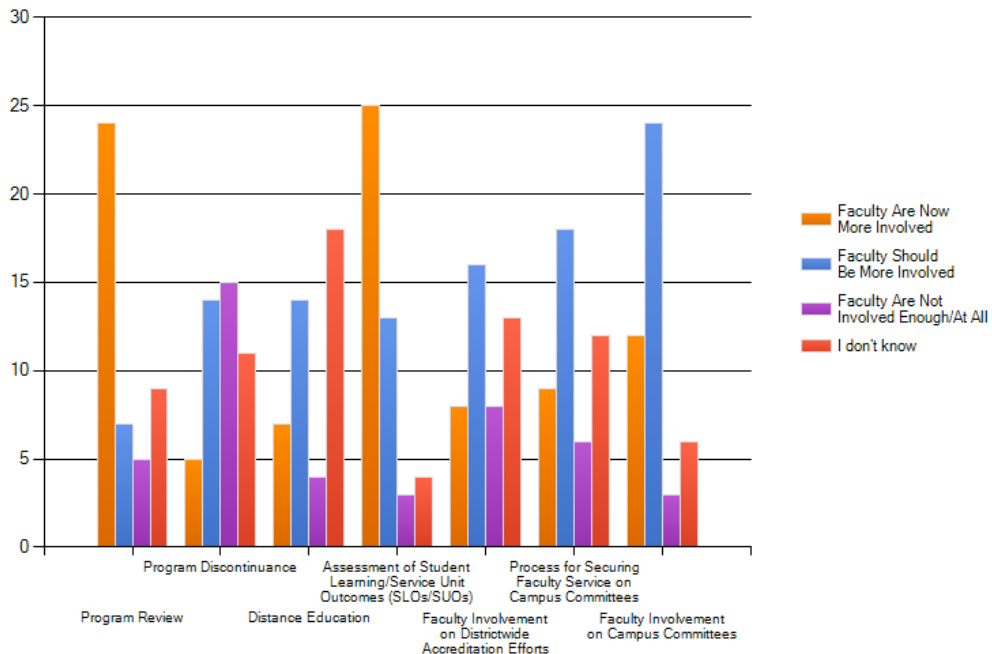
Part 3.
Question 1.

Over the past academic year, there have been significant changes to or reorganizations of several campus areas or processes as noted below. Please rate how effective these changes / reorganizations have been:



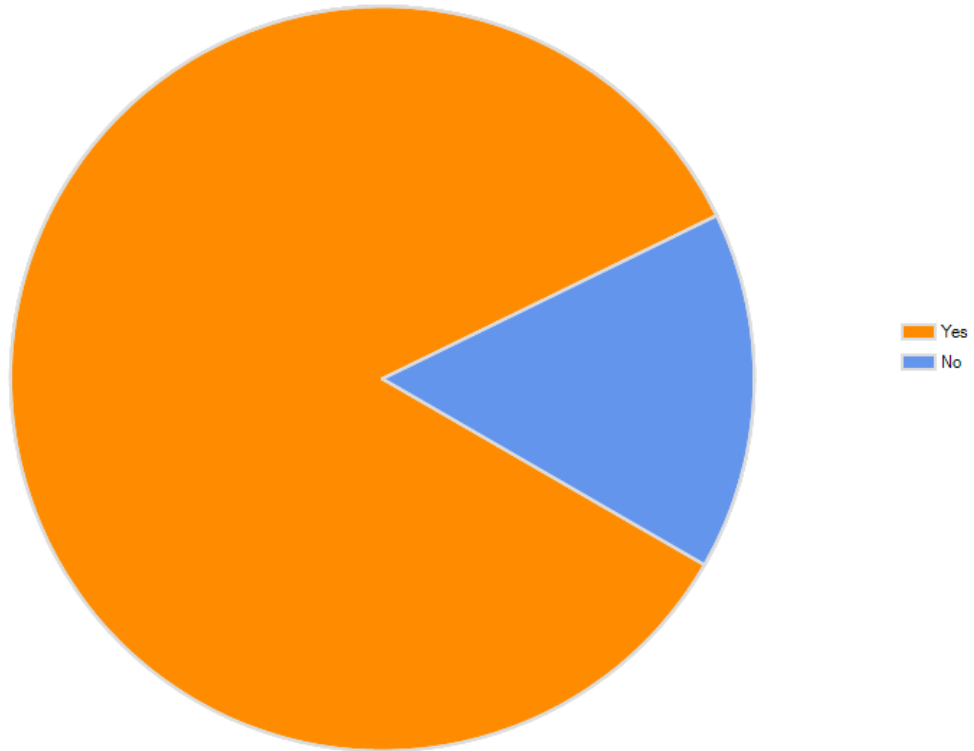
Question 2.

This past academic year has seen an increased amount of faculty participation on campus committees in addition to the significant changes and/or campus reorganizations that occurred in the areas noted below. Please rate your first-hand experience or perception of faculty involvement in the following areas:



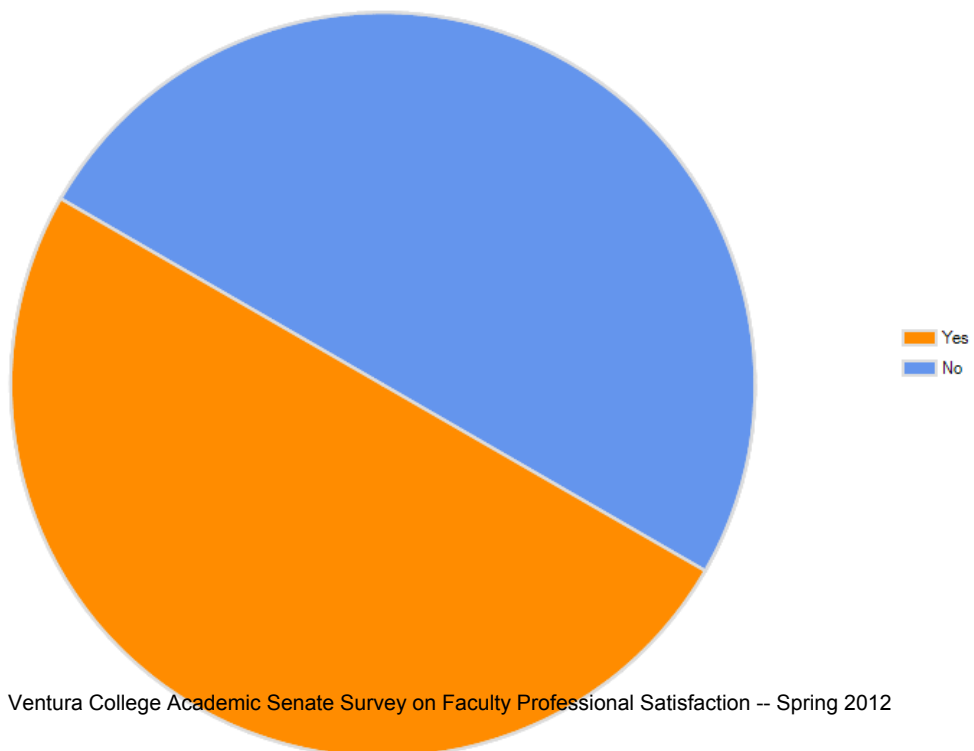
Part 4.
Question 1.

Do you review the Senate agendas and minutes?



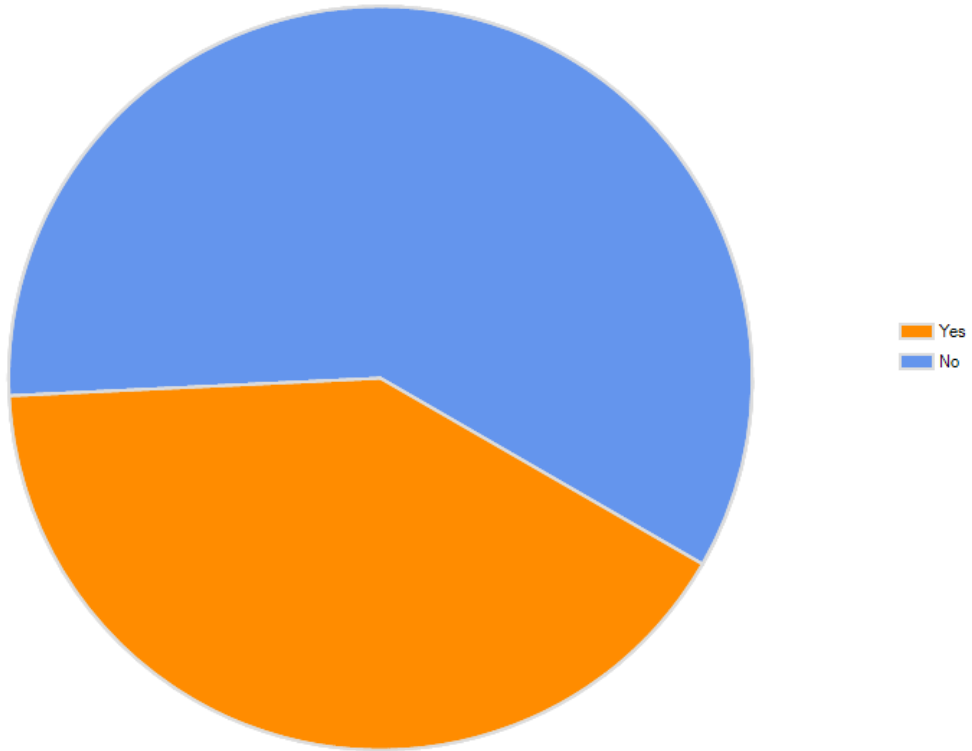
Question 2.

Do you RECEIVE feedback from your Senate representative?



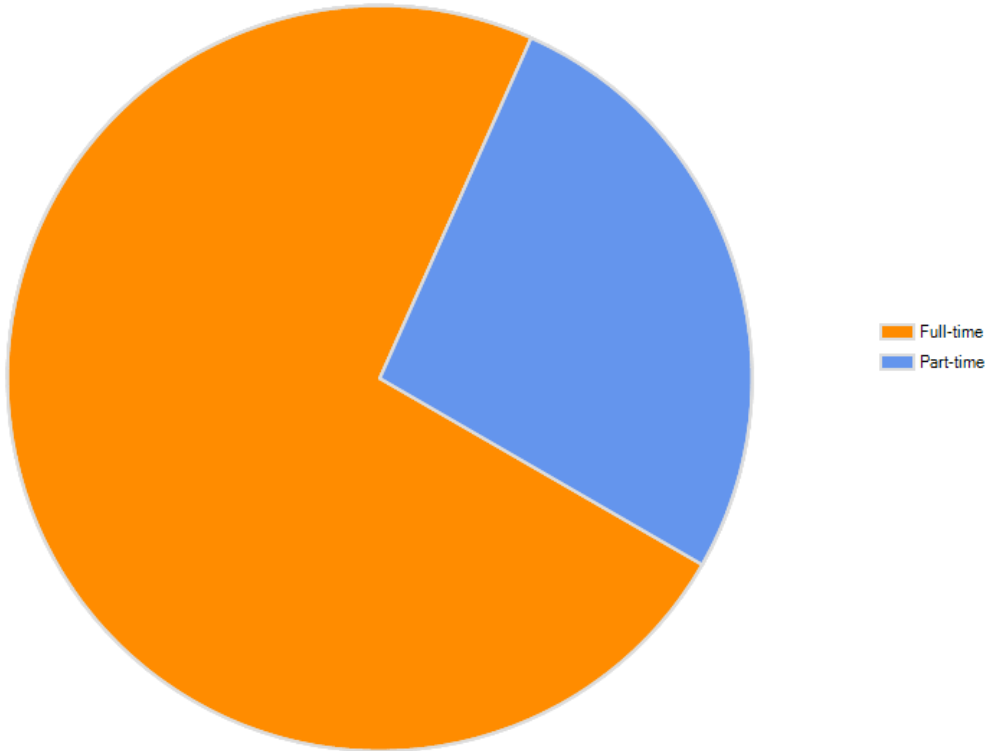
Question 3.

Do you PROVIDE feedback to your Senate representative?



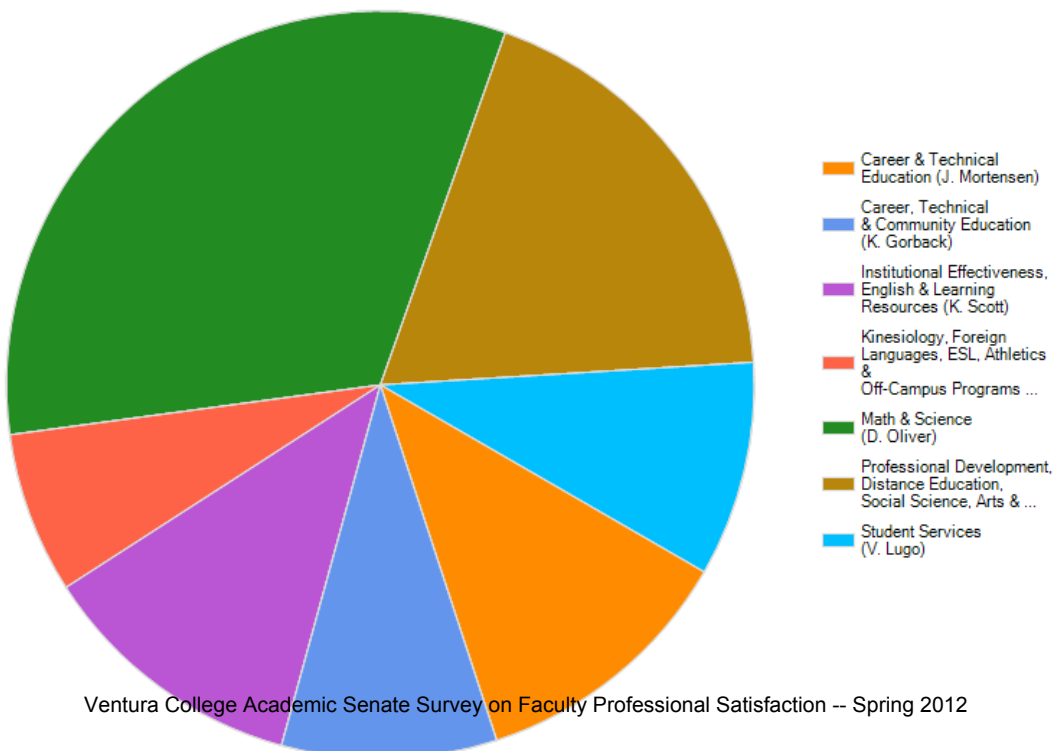
Demographics.
Question 1.

Please indicate your faculty status



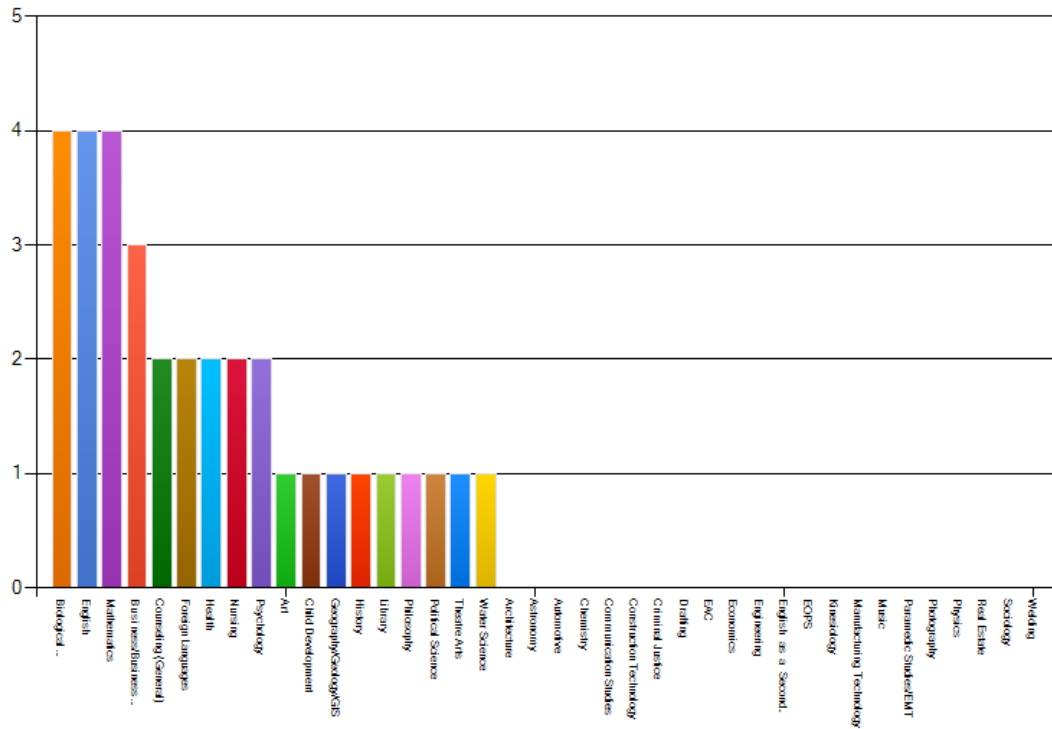
Question 2.

Please indicate your division:



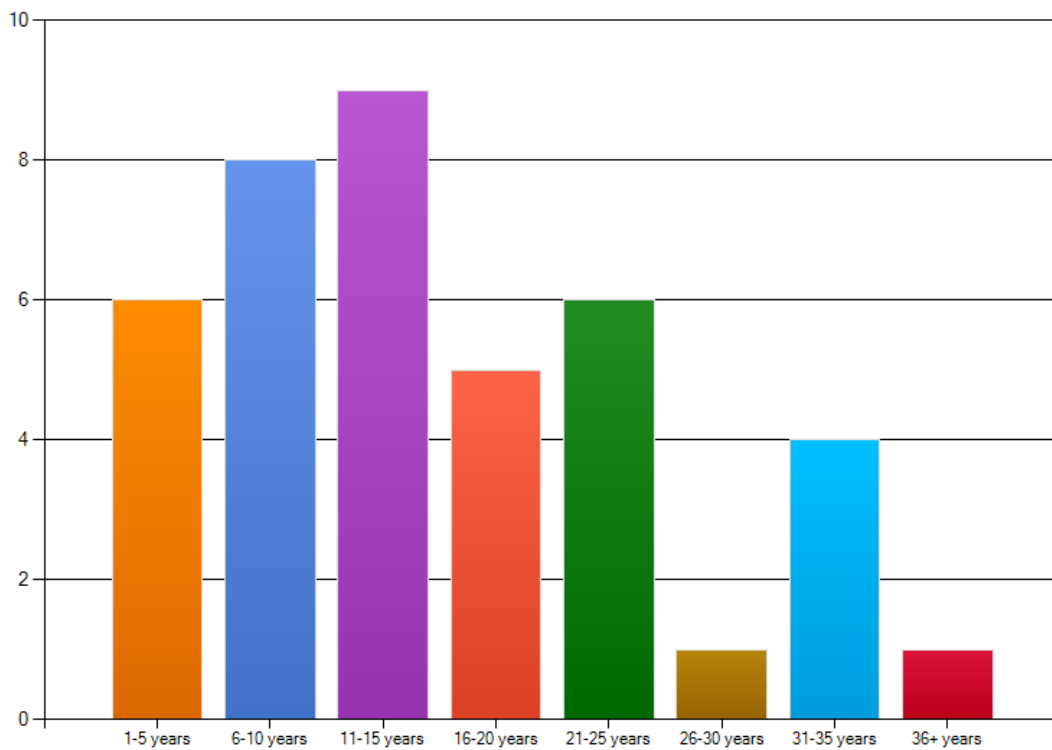
Question 3.

Please indicate your department:



Question 4.

Please indicate your length of service as a faculty member at Ventura College



Faculty Satisfaction



1. Please rate how each of the following describes your state-of-being as a faculty member at Ventura College NOW (spring semester 2012):

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion	Response Count
Energized	9.1% (4)	31.8% (14)	15.9% (7)	27.3% (12)	15.9% (7)	0.0% (0)	44
Effective	18.2% (8)	47.7% (21)	22.7% (10)	11.4% (5)	0.0% (0)	0.0% (0)	44
Satisfied	6.8% (3)	18.2% (8)	25.0% (11)	34.1% (15)	15.9% (7)	0.0% (0)	44
Appreciated	6.8% (3)	25.0% (11)	13.6% (6)	20.5% (9)	27.3% (12)	6.8% (3)	44
Frustrated	28.9% (13)	28.9% (13)	24.4% (11)	11.1% (5)	6.7% (3)	0.0% (0)	45
Stressed	22.7% (10)	34.1% (15)	29.5% (13)	9.1% (4)	2.3% (1)	2.3% (1)	44
Resentful	13.6% (6)	29.5% (13)	20.5% (9)	9.1% (4)	25.0% (11)	2.3% (1)	44
						Comments:	21
						answered question	46
						skipped question	1

2. Please rate how each of the following have changed SINCE the previous academic year (2010-11 vs. 2011-12):

	Lower than Previous Years	No change	Higher than Previous Years	No Opinion	Response Count
Energized	50.0% (22)	43.2% (19)	6.8% (3)	0.0% (0)	44
Effective	27.3% (12)	61.4% (27)	11.4% (5)	0.0% (0)	44
Satisfied	47.7% (21)	47.7% (21)	4.5% (2)	0.0% (0)	44
Appreciated	40.9% (18)	56.8% (25)	2.3% (1)	0.0% (0)	44
Frustrated	15.6% (7)	44.4% (20)	37.8% (17)	2.2% (1)	45
Stressed	15.9% (7)	50.0% (22)	34.1% (15)	0.0% (0)	44
Resentful	13.6% (6)	47.7% (21)	34.1% (15)	4.5% (2)	44

Comments: 10

answered question 46

skipped question 1

3. Over the past academic year, there have been significant changes to or reorganizations of several campus areas or processes as noted below. Please rate how effective these changes / reorganizations have been:

	No Further Change Needed	Change was made, but more is still needed	More Change Needed	I don't know	Response Count
Program Review	20.0% (9)	26.7% (12)	33.3% (15)	20.0% (9)	45
Program Discontinuance	31.8% (14)	15.9% (7)	15.9% (7)	36.4% (16)	44
Distance Education	8.9% (4)	28.9% (13)	31.1% (14)	31.1% (14)	45
Assessment of Student Learning/Service Unit Outcomes (SLOs/SUOs)	28.9% (13)	35.6% (16)	31.1% (14)	4.4% (2)	45
Faculty Involvement on Districtwide Accreditation Efforts	26.7% (12)	13.3% (6)	31.1% (14)	28.9% (13)	45
Process for Securing Faculty Service on Campus Committees	22.7% (10)	22.7% (10)	29.5% (13)	25.0% (11)	44
Faculty Involvement on Campus Committees	24.4% (11)	33.3% (15)	24.4% (11)	17.8% (8)	45
				Comment (please specify)	15
				answered question	46
				skipped question	1

4. This past academic year has seen an increased amount of faculty participation on campus committees in addition to the significant changes and/or campus reorganizations that occurred in the areas noted below. Please rate your first-hand experience or perception of faculty involvement in the following areas:



	Faculty Are Now More Involved	Faculty Should Be More Involved	Faculty Are Not Involved Enough/At All	I don't know	Response Count
Program Review	53.3% (24)	15.6% (7)	11.1% (5)	20.0% (9)	45
Program Discontinuance	11.1% (5)	31.1% (14)	33.3% (15)	24.4% (11)	45
Distance Education	16.3% (7)	32.6% (14)	9.3% (4)	41.9% (18)	43
Assessment of Student Learning/Service Unit Outcomes (SLOs/SUOs)	55.6% (25)	28.9% (13)	6.7% (3)	8.9% (4)	45
Faculty Involvement on Districtwide Accreditation Efforts	17.8% (8)	35.6% (16)	17.8% (8)	28.9% (13)	45
Process for Securing Faculty Service on Campus Committees	20.0% (9)	40.0% (18)	13.3% (6)	26.7% (12)	45
Faculty Involvement on Campus Committees	26.7% (12)	53.3% (24)	6.7% (3)	13.3% (6)	45

Comment (please specify) 9

answered question 45

skipped question 2



5. Do you review the Senate agendas and minutes?

		Response Percent	Response Count
Yes		84.4%	38
No		15.6%	7

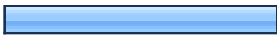

answered question 45

skipped question 2

6. Do you RECEIVE feedback from your Senate representative?

		Response Percent	Response Count
Yes		50.0%	22
No		50.0%	22
answered question			44
skipped question			3



7. Do you PROVIDE feedback to your Senate representative?

		Response Percent	Response Count
Yes		40.9%	18
No		59.1%	26
answered question			44
skipped question			3








8. Please provide any additional comments about your Academic Senate here. Thanks!

	Response Count
	14
answered question	14
skipped question	33









9. Please indicate your faculty status











		Response Percent	Response Count
Full-time		73.3%	33
Part-time		26.7%	12
		answered question	45
		skipped question	2

10. Please indicate your division:

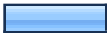







		Response Percent	Response Count
Career & Technical Education (J. Mortensen)		11.6%	5
Career, Technical & Community Education (K. Gorback)		9.3%	4
Institutional Effectiveness, English & Learning Resources (K. Scott)		11.6%	5
Kinesiology, Foreign Languages, ESL, Athletics & Off-Campus Programs (T. Harrison)		7.0%	3
Math & Science (D. Oliver)		32.6%	14
Professional Development, Distance Education, Social Science, Arts & Humanities (G. Lewis-Huddleston)		18.6%	8
Student Services (V. Lugo)		9.3%	4
		answered question	43
		skipped question	4

11. Please indicate your department:

		Response Percent	Response Count
Architecture		0.0%	0
Art		2.9%	1
Astronomy		0.0%	0
Automotive		0.0%	0
Biological Sciences/Anthropology		11.8%	4
Business/Business Information Systems		8.8%	3
Chemistry		0.0%	0
Child Development		2.9%	1
Communication Studies		0.0%	0
Construction Technology		0.0%	0
Counseling (General)		5.9%	2
Criminal Justice		0.0%	0
Drafting		0.0%	0
EAC		0.0%	0
Economics		0.0%	0
Engineering		0.0%	0
English		11.8%	4
English as a Second Language (ESL)		0.0%	0
EOPS		0.0%	0
Foreign Languages		5.9%	2
Geography/Geology/GIS		2.9%	1

Health		5.9%	2
History		2.9%	1
Kinesiology		0.0%	0
Library		2.9%	1
Mathematics		11.8%	4
Manufacturing Technology		0.0%	0
Music		0.0%	0
Nursing		5.9%	2
Paramedic Studies/EMT		0.0%	0
Philosophy		2.9%	1
Photography		0.0%	0
Physics		0.0%	0
Political Science		2.9%	1
Psychology		5.9%	2
Real Estate		0.0%	0
Sociology		0.0%	0
Theatre Arts		2.9%	1
Water Science		2.9%	1
Welding		0.0%	0
answered question			34
skipped question			13

12. Please indicate your length of service as a faculty member at Ventura College

		Response Percent	Response Count
1-5 years		15.0%	6
6-10 years		20.0%	8
11-15 years		22.5%	9
16-20 years		12.5%	5
21-25 years		15.0%	6
26-30 years		2.5%	1
31-35 years		10.0%	4
36+ years		2.5%	1
answered question			40
skipped question			7

13. Please provide any additional comments you may wish to add here. Thanks!

	Response Count
	13
answered question	13
skipped question	34

Page 2, Q1. Please rate how each of the following describes your state-of-being as a faculty member at Ventura College NOW (spring semester 2012):

1	Slowly and steadily over the past few years, what Ventura College has changed. Many have noticed this but it still just plain needs to be said: We are not the college that we once used to be. Much of the change has occurred in reaction (and sometimes in anticipation) of much larger changes that are out of our control. Nothing makes one feel smaller than not being in charge of one's own fate or future. To the extent possible, I do think that Ventura College has tried (mostly) to respond to change in an open and transparent manner.	May 1, 2012 7:46 PM
2	The source of bad feelings is largely the District, which acts as though faculty are incompetent slackers who must be kept under control.	May 1, 2012 3:44 PM
3	My level of satisfaction may have nothing to do with my level of engagement at the college.	Apr 30, 2012 1:30 PM
4	Very negative feelings against administrators on campus. Adm. assistant quitting due to abusive treatment from Dean.	Apr 30, 2012 11:14 AM
5	i find that the petty drama that exist with-in my department is a drain. the level of transparency is limited and therefore accountability is the same.	Apr 30, 2012 10:16 AM
6	The extra, bureaucratic SLO mess is creating lots of uncompensated work (and no benefit in my mind to me, my department, nor the students). As dept. chair it is especially burdensome. This is on top of the stresses of cutting back faithful part-time faculty and having classes bursting at the seams (up 20% in student count over a couple years ago ... all this extra time helping/grading for extra students is also uncompensated. While I still love my job (the teaching), this is the first time I would say my attitude overall is more negative than positive! I know there is little that can be done, but if we could streamline SLOs (too much made up stuff!) and perhaps only assess once a year (is that allowable?) that would be preferred. Wish the state level and WASC folks would abandon this futile effort to create a "No Adult Left Behind" system. Most students do not need to transfer for us to consider CC's efforts a success! Scrap SLO's and let us go back to our self- and collegial assessments/modifications that were much better for improving classroom instruction.	Apr 27, 2012 12:37 AM
7	It is increasingly apparent to me that the priorities of the administration are dollar based without regard for educational values and respect for faculty. Their extensive verbiage and superfluous paper work in support of their good intentions is contradictory to their actions. It is no wonder why Ventura College suffers from poor morale.	Apr 25, 2012 6:22 PM
8	Neutral pretty much covers it.	Apr 25, 2012 3:05 PM
9	This is the time of semester when everyone (students AND faculty) is tired; we've been working 15 weeks, studying and grading. So I am definitely not energized, I am definitely stressed (how am I going to get everything done?), but that's part of the job.	Apr 25, 2012 2:48 PM
10	The culture of the campus has changed due to consolidation of power at the district, while providing less service to the campus operations, where the real work happens on a daily basis. It is depressing to think about the adversarial attitude the district has toward the college ranks, yet with the belief that they truly	Apr 25, 2012 2:46 PM

Page 2, Q1. Please rate how each of the following describes your state-of-being as a faculty member at Ventura College NOW (spring semester 2012):

	make it all happen. Bureaucracies eventually fail as those who suffer from misguided attitudes and decisions finally operate without regard for those who have assumed power. Pride comes before the fall.	
11	there is no method for building new sequential teaching and learning programs in many of the departments.	Apr 25, 2012 2:13 PM
12	District management and some campus management do not communicate with faculty on critical issues that impact our duties/life as a faculty member. Decisions are being made from the top down, instead of involving those most affected. It does not help to rely solely on email communication.	Apr 25, 2012 1:39 PM
13	Negative feelings come from an apparent mistrust of faculty from the administration and the board, reflected in lack of regard for or attention paid to faculty input at various levels of campus governance. Time will tell if accreditation-based changes will fix this problem, and board/district actions will speak louder than their words.	Apr 24, 2012 10:15 AM
14	VC is a wonderful school with many remarkable educators, students and professional staff. My biggest frustrations revolve around two prime issues. 1) Class size. I spend hours upon hours of out of classroom time in the grading and prep process as an adjunct with no office to help facilitate this component of teaching with greater ease. 2) The limitations on health insurance for adjuncts. I live in Santa Barbara and would prefer to have the option to remain with Anthem-Blue Cross as my insurance carrier.	Apr 18, 2012 3:37 PM
15	It is hard to feel effective, satisfied, not frustrated or resentful when cuts are being made without apparent rhyme or reason, and input made through the "appropriate channels" seems to be discounted.	Apr 17, 2012 8:20 PM
16	Our dept, which shall rename nameless, has had a lot of extra work (paperwork) piled upon the faculty and we are quite demoralized.	Apr 17, 2012 2:58 PM
17	I could be more effective if not micro managed by district and admin.	Apr 17, 2012 1:38 PM
18	My ratings here don't have to do with new changes that have taken place at VC. They are a result of faculty/staff/administration who are not on board with the new changes at VC (which I believe are necessary to our college to progress and keep accreditation). Many VC employees are on a mission to jeopardize these changes and have put their energy into stopping change. It is frustrating and I feel not effective because all my efforts are being obstructed by VC employees who refuse to take these changes seriously. We are currently a much divided institution.	Apr 17, 2012 12:11 PM
19	Not in a sustainable pace and level of rigor in maintaining my mostly positive state-of- being, as a faculty member.	Apr 17, 2012 8:26 AM
20	We are working in a system that exists for itself. It cares little for students and certainly has little appreciation for faculty.	Apr 17, 2012 6:58 AM
21	A "leader" who knows nothing at all about the subject matter in our area. Evaluates instructors/professors based on biased, inaccurate information.	Apr 17, 2012 6:49 AM

Page 3, Q1. Please rate how each of the following have changed SINCE the previous academic year (2010-11 vs. 2011-12):

1	Ive learned to take nothing personal at Ventura College. It is easy to demonize others who have roles different than our own but I genuinely find that with extremely rare exception, there are no "bad guys" in our District -- just bad situations. Given that we are all human and also all well-educated, it is not surprising that there are often disagreements on how we can all best approach bad situations.	May 1, 2012 7:49 PM
2	Worst year ... so far at VC	Apr 30, 2012 11:15 AM
3	More administrative paperwork than before, some classrooms are too crowded for effective teaching to take place, administration doesn't care about broad-based education, and the administration needs to be much more supportive of part-time faculty, i.e., higher pay, more pay for "office hour(s)", and pay for academic enrichment and conference attendance.	Apr 30, 2012 9:45 AM
4	See previous comments. Last year has been difficult! I haven't been getting much sleep and this is almost all due to school duties!	Apr 27, 2012 12:38 AM
5	The degeneration of comprehensive curriculum, lack of loyalty and support to maintain our reputaion and service to the community at large has continued to succumb to greed, narrow mindedness and arrogance.	Apr 25, 2012 6:27 PM
6	Did they really have to close down the cafeterias? Unless I start to bag-lunch, that's more time out of my day I have to travel off campus just to get something to eat. Maybe I should stop hanging around campus to go to afternoon meetings and just go home for lunch...and stay there for the rest of the day.	Apr 25, 2012 2:51 PM
7	The frustration has increased and now we all know that the college has no real future as a progressive learning center	Apr 25, 2012 2:15 PM
8	We've lost so many of the people who made our job easier or even possible. There are more people who will be missing from our campus next year. We can no longer do the job as well, and students are being affected. In addition, the "powers on high" don't appreciate or even recognize that our jobs are getting harder than anyone could have ever anticipated.	Apr 25, 2012 2:09 PM
9	it is getting worse.	Apr 25, 2012 1:40 PM
10	Definitely a degeneration in the state of well being on the campus. Much higher degree of micro-management and distrust of faculty capability.	Apr 19, 2012 9:30 AM

Page 4, Q1. Over the past academic year, there have been significant changes to or reorganizations of several campus areas or processes as noted below. Please rate how effective these changes / reorganizations have been:

1	* Program review was too long; if it becomes shortened for next academic year, that will be a great improvement. * I think that with Program Discontinuance being integrated into Program review is a significant strength of our college process. Still, administration must continue to be forthright in explaining why programs are being considered for discontinuance -- for academic/pedagogical reasons or for budgetary reasons. * Hopefully, with the advent of TracDat, our SLO tracking process will become more stablized and less fluid. * The development (and, hopefully, future enlargening of) DCAP had made SIGNIFICANT improvements to faculty involvement in District-wide accreditation efforts. * The call for faculty service on campus committees at the end of Spring in advance of the upcoming academic year is a HUGE IMPROVEMENT! * While there is greater improvement in securing faculty service on committees, I think we also need to be honest about how effective our committees are and just how often people show up and communicate back to and report from their divisions/departments.	May 1, 2012 7:56 PM
2	There is no opportunity here to express disagreement/dissatisfaction or opposition with any of the options, "More change needed for what"? to speed up program discontinuance or to stop program discontinuance?	Apr 30, 2012 1:30 PM
3	Program review shouldn't change (other than to scrap the SLO links). We just got used to it, so lets not monkey with it. All faculty should serve on a significant committee. Need to make sure the few aren't doing all the work. Ironically, those we were active are dropping like flies as they feel burdened by the SLO, Program discontinuance, and other major changes/demands!	Apr 27, 2012 12:41 AM
4	Most of these activities are being used to further the goals of the district, not the faculty. No matter how much paper work is generated to improve the Colege, it only seems to take us away from the real business of being a viable resource for education at the college level. The level of education offered at VC now is no better than it was 15 years ago, and seems to be geared down for a student body that has poorer learning skills and is less prepared for college level courses.	Apr 25, 2012 6:38 PM
5	Don't force people to serve on committees if they don't want to; find something else useful for them to do (campus clean-up, help out the counselors, whatever). If you force people to serve who aren't interested, you're just adding dead weight to the system. The people who succeed are the ones who are interested in what they're doing; they ensure that progress is made and quality results are obtained.	Apr 25, 2012 2:54 PM
6	There is no input from part time faculty about anything meaningful on campus. It as though they don't exist.	Apr 25, 2012 2:17 PM
7	I no longer believe that anything I do outside the classroom has any effect on how my students and I are affected inside the classroom. What happens at the District level and in the Administration Building doesn't ever seem to take faculty needs and input into consideration.	Apr 25, 2012 2:12 PM
8	The program review and SLO processes are unnecessarily cumbersome. The SLO process is useless to what actually occurs in the classroom.	Apr 19, 2012 9:33 AM

Page 4, Q1. Over the past academic year, there have been significant changes to or reorganizations of several campus areas or processes as noted below. Please rate how effective these changes / reorganizations have been:

9	It's my understanding that many full-time faculty, who are contractually obligated to serve on at least one committee are not doing so and as far as I know, they are not being made to comply. This affects all faculty, as we cannot get the representation we should have on campus committees without more people participating. The responsibility should not fall on only some faculty to give the time to sit on several committees because they know that otherwise their department or division will not be represented.	Apr 18, 2012 5:03 PM
10	Parts of the program review is too repetitive.	Apr 17, 2012 1:43 PM
11	SLO process should be streamlined and more clearly delineated with better instructions for process.	Apr 17, 2012 1:32 PM
12	Regarding distance ed, I have not seen any changes though I have heard that there will be changes made. Thus, since no action has taken place, it is difficult to rate it. It is somewhat concerning that in the past year, faculty have not heard of the direction of distance ed. and have not been asked to be involved in the process (no updates sent to faculty, no surveys to see what we would like to see). It seems it is being handed down to us from above.	Apr 17, 2012 12:15 PM
13	SLO assessment process has reached level of bureaucratic absurdity. Faculty who do not regularly assess students have no business teaching. We don't need more forms to fill out with pseudo-data and quasi-research-based blather.	Apr 17, 2012 9:31 AM
14	Not sure if original change was good. Also not sure if more change would necessarily be better in any of these areas.	Apr 17, 2012 9:21 AM
15	Programs discontinued that are needed for students both for jobs and to continue to four-year schools. Decisions made by people who do not care about nor understand the discipline.	Apr 17, 2012 6:51 AM

Page 5, Q1. This past academic year has seen an increased amount of faculty participation on campus committees in addition to the significant changes and/or campus reorganizations that occurred in the areas noted below. Please rate your first-hand experience or perception of faculty involvement in the follow...

1	I think we need to be careful of management overtaking Distance Education. At the very least, more communication should be forthcoming from our DE Committee. They seem to operate in a vacuum.	May 1, 2012 7:58 PM
2	I am surprised to hear that faculty participation has "increased". Perhaps this is recent, or perhaps those making the comparison haven't been here long enough to remember that faculty had always come forward to fulfill committee duties and willingly participate. Perhaps newer faculty don't know how often their input will be overlooked and discredited if it doesn't agree with the expectations of the administration.	Apr 25, 2012 6:46 PM
3	Same comment; I'm not interested in the first five categories, but there are other categories not listed above that would be interesting for some (scholarships, curriculum, senate, etc.). The stuff I'm not interested in, I don't know about. The stuff I care about, I know about.	Apr 25, 2012 2:56 PM
4	There exists a very unprofessional attitude by faculty. the dept heads are mostly into politics and power and faculty play no role in decision making.	Apr 25, 2012 2:19 PM
5	You should have a column for "faculty input doesn't affect the outcome"	Apr 25, 2012 2:13 PM
6	While I only have partial first-hand experience regarding these areas I have responded from a perspective of general fairness of process.	Apr 18, 2012 3:41 PM
7	Faculty are being asked to do more and more due to loss of staff positions. This making us less effective in the classroom/service areas; and honestly, who has time any more to spend on "frivolous" campus committees such as One Book? Not only is this a great shame, it also further empowers admin.	Apr 17, 2012 8:30 PM
8	The same few people are on all committees. As long as there is no accountability for FT faculty and required committee work, we will have this problem. Committee work is part of our 40 hour assignment. If we are not doing it, there need to be consequences. Moreover, there are faculty who 'say' they are on committees but either don't actually show up to any of the committee meetings, or they are on committees that have not met for years. We need to process to hold faculty accountable. Until then, the same ~10 faculty will serve on all committees and the remainder of faculty will continue to be uninvolved in the college.	Apr 17, 2012 12:22 PM
9	Faculty had no say in program discontinuance.	Apr 17, 2012 7:02 AM

Page 6, Q4. Please provide any additional comments about your Academic Senate here. Thanks!

1	What about a question opining on Senate Leadership, and representation?	Apr 30, 2012 1:35 PM
2	Thanks for providing solid leadership Peter (and thanks to the senators for there efforts with so much going on!	Apr 27, 2012 12:43 AM
3	There is no feedback to the department from our Senate representatives. In fact, there is no real feedback from our department chair - only last minute demands for paper/work due. Any, occasional, department meetings are not interactive or informative - and the minutes are not helpful, if available.	Apr 25, 2012 6:55 PM
4	I provide feedback when there is an issue that I know about that needs to be addressed. But most of the information about Senate, I receive from the agenda/minutes (thank you, Peter, for sending these out regularly; they ARE beneficial) rather than from my division rep. At Oxnard, each department (rather than each division) had a representative at Senate; it made for a larger body, but it also made communication easier because each rep only had to communicate with a department (e.g., at department meetings) rather than with an entire division (which rarely has meetings).	Apr 25, 2012 2:59 PM
5	I don't even know who my senate rep is!	Apr 25, 2012 2:20 PM
6	The last question should have been answered "Yes, on occasion."	Apr 25, 2012 2:14 PM
7	All Senators should represent points of view of all PT and FT faculty from their respective areas. When senators speak on their own behalf and do not present the actual factual feedback the dept provided,this causes grave concern; it is not transparent and lacks integrity.	Apr 25, 2012 1:43 PM
8	I'm on the Senate, so I did not answer these.	Apr 24, 2012 10:18 AM
9	The most accurate response as to whether I review the Senate agendas and minutes would be "Sometimes" and that's really about my workload and time constraints, not my level of interest. I appreciate the work that Peter and the Academic Senate do on behalf of faculty.	Apr 18, 2012 5:09 PM
10	Great job!	Apr 17, 2012 1:44 PM
11	Leadership involving large issues is lacking. The senate follows what the administration wants and in many instances is hostile to faculty	Apr 17, 2012 1:14 PM
12	Departments, as well as divisions, should be required to meet a certain number of times during the semester and this should be set by the college, not by the division/department. Minutes should be posted to make sure that appropriate and essential topics have been covered at meetings and deans/chairs should be trained to make sure meetings are quality based, not just a quick task that is thrown together last minute. Since many faculty are not interested in what the college is doing and would prefer to never have meetings in their departments/divisions, leaving it up to individual departments and divisions is not always most productive. Furthermore, if we want communication to increase on our campus, such meetings are necessary so faculty are forced to discuss these points with their fellow colleagues.	Apr 17, 2012 12:33 PM
13	Our division (PE,ESL,FL, off-campus programs and God knows what else) is not	Apr 17, 2012 9:33 AM

Page 6, Q4. Please provide any additional comments about your Academic Senate here. Thanks!

a real division; it's a gerrymandered, slippery serpent.

14	More advocacy for faculty rights and less appeasement toward administration -- or at least the appearance thereof -- would be good.	Apr 17, 2012 9:23 AM
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Page 8, Q1. Please provide any additional comments you may wish to add here. Thanks!

1	Please stop devastating the classified staff!	Apr 30, 2012 5:04 PM
2	This is a very weak survey that does not speak to faculty satisfaction with the Senate or other relevant pressing faculty issues.	Apr 30, 2012 1:36 PM
3	I would like to think the district will use the substantial reserves to underwrite tyhe colleges at this time. It would show their committment to the colleges and to educational goals. It would be more hopeful if the Senate can play a stronger role in formulating and implementation of preserving the broader educational offerings VC has been able to deliver until the last few years. There are areas/costs that can be trimmed for financial efficiency that are not classroom based. For example, cutting summer school classes that have had a history of full enrollmment is not educationally constructive. It serves to weaken the ability of the college to provide continued interest and accomplishment for the student population.	Apr 25, 2012 7:05 PM
4	Sorry I can't come to more Senate meetings, but a lot of us have to teach until 2:00 or later (or grab lunch, if we get out at 1:30). I hope you'll consider moving the meetings to a slightly later time; you might get better attendance by non-senators, and possibly more people volunteering to be senators.	Apr 25, 2012 3:02 PM
5	My comments about senators presenting all views is made as a general statement to all senators. In the past when I have attended senate meetings, I hear senators speak about their own views instead of the views of their entire dept when it comes to voting on particular issues. Senators, as individuals, should be allowed to present their own views but they should not be voting on critical items that impact all faculty IF THE FACULTY IN DEPT HAVE NOT BEEN ALLOWED TO DO THEIR OWN IN-HOUSE VOTING FIRST. Their voting on critical items should be based on what the dept/div has voted on, not on individual preferences. I am concerned that this is happening.	Apr 25, 2012 1:49 PM
6	At Ventura College, the adjunct faculty is hardly respected at all, especially compared to other colleges.	Apr 23, 2012 9:15 AM
7	As a faculty member I no longer feel valued on this campus.	Apr 19, 2012 9:35 AM
8	Thank you so much for your sincere and generous 'reach-out' to the faculty! It matters! :)	Apr 18, 2012 3:44 PM
9	Thank you for allowing faculty feedback!	Apr 17, 2012 1:34 PM
10	Grazie, Pietro.	Apr 17, 2012 9:34 AM
11	It is sad to see the systematic destruction -- both physical and institutional -- of the college that has meant so much to me -- both personally and professionally - - over more than 30 years.	Apr 17, 2012 9:26 AM
12	Thank you!	Apr 17, 2012 8:30 AM
13	The Peter Principle is alive and well at VC and the district.	Apr 17, 2012 6:52 AM