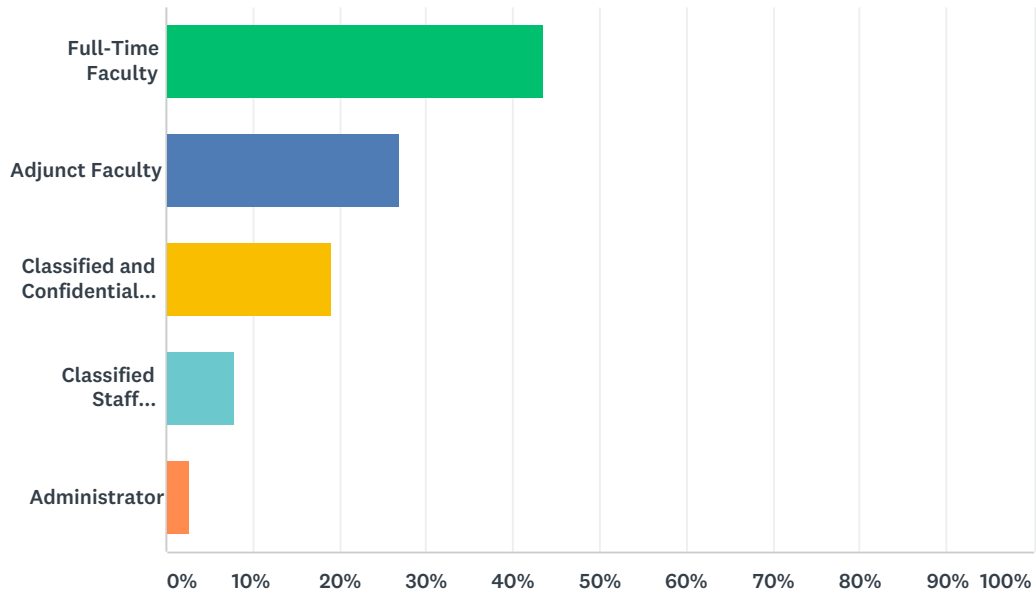


Q1 Please indicate your PRIMARY employment classification:

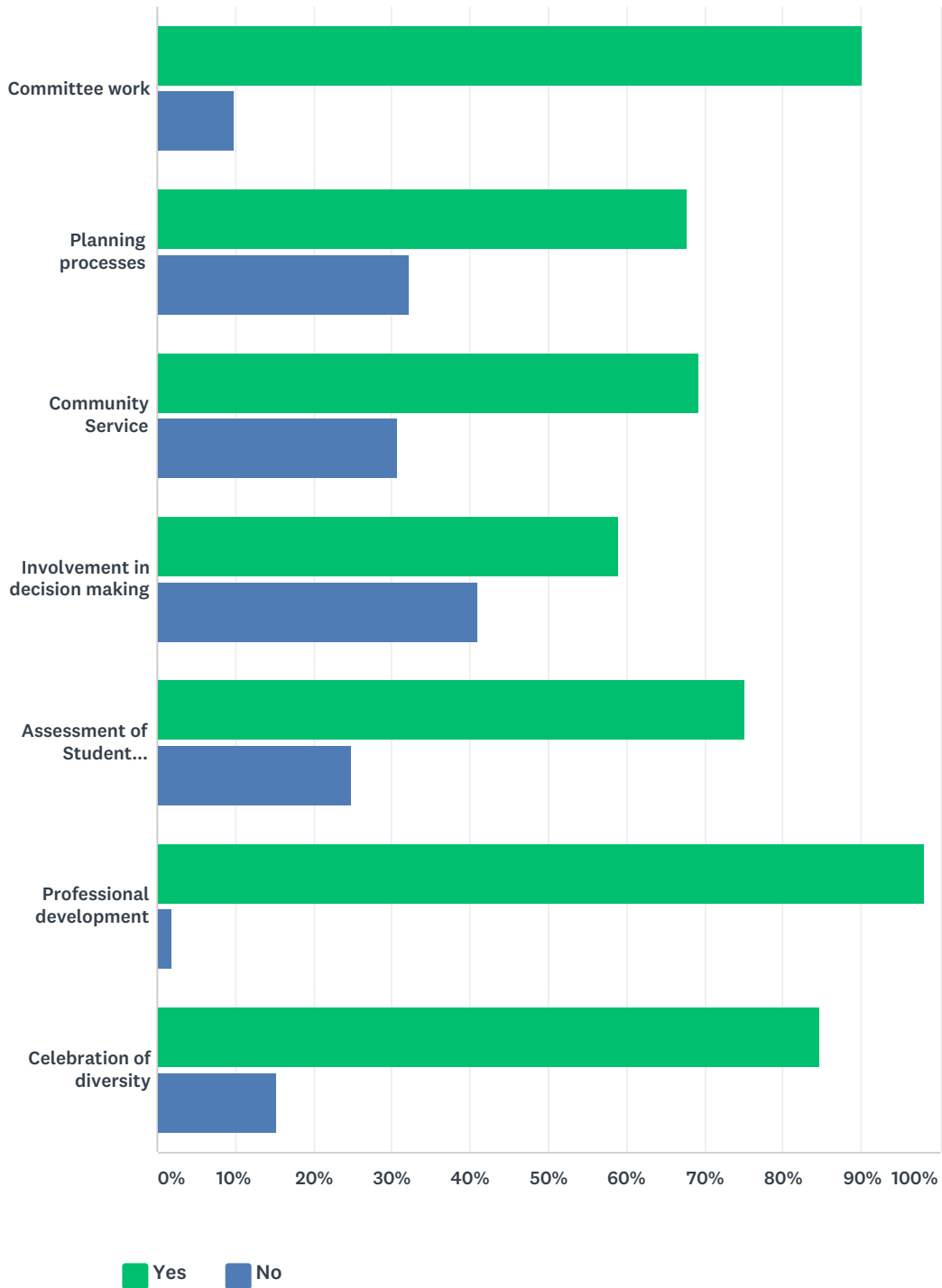
Answered: 264 Skipped: 1



ANSWER CHOICES	RESPONSES	
Full-Time Faculty	43.56%	115
Adjunct Faculty	26.89%	71
Classified and Confidential Staff (Full-Time)	18.94%	50
Classified Staff (Part-Time)	7.95%	21
Administrator	2.65%	7
TOTAL		264

Q2 I am aware of opportunities to engage in the following:

Answered: 264 Skipped: 1



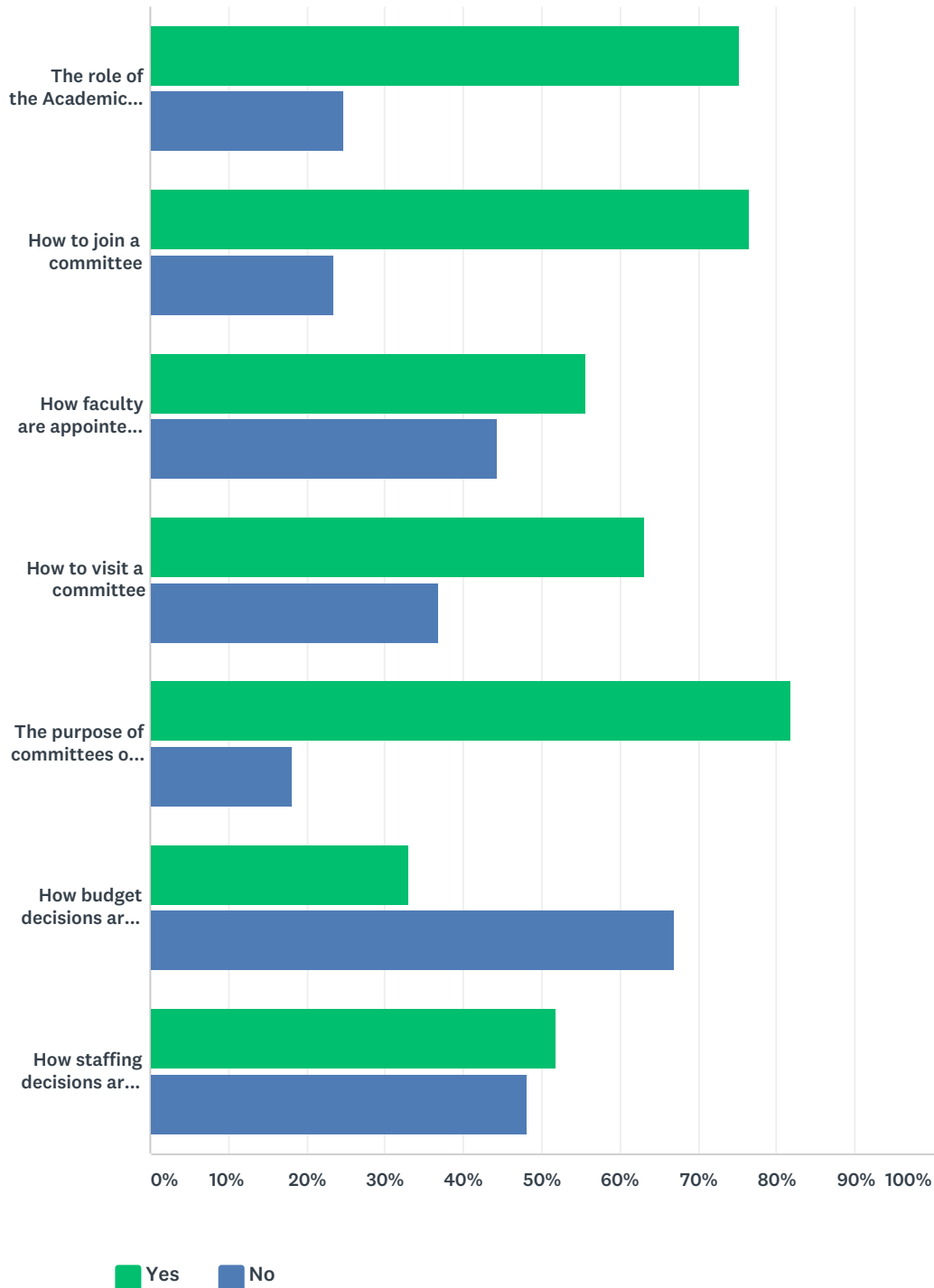
	YES	NO	TOTAL	WEIGHTED AVERAGE
Committee work	90.11% 237	9.89% 26	263	1.10
Planning processes	67.68% 178	32.32% 85	263	1.32

Community Service	69.35%	30.65%		
	181	80	261	1.31
Involvement in decision making	59.07%	40.93%		
	153	106	259	1.41
Assessment of Student Learning Outcomes (faculty) / Administrative Unit Outcomes (classified/confidential staff)	75.19%	24.81%		
	197	65	262	1.25
Professional development	98.11%	1.89%		
	259	5	264	1.02
Celebration of diversity	84.67%	15.33%		
	221	40	261	1.15

#	OTHER (PLEASE SPECIFY):	DATE
1	Outreach Club Advisor	8/30/2019 2:22 AM
2	Limited interaction with other departments. Lack of opportunity for growth, responsibilities serve administrator's interests and not the department.	8/28/2019 11:34 PM
3	Not sure how we could celebrate diversity on this campus when there is little diversity in faculty and admin ranks. We must do better.	8/28/2019 3:00 PM
4	I am not aware of any opportunities to provide feedback my direct supervisor or other administrators I work closely with. I have become accustomed to, at other places I have worked, to be offered the opportunity on a consistent (bi-yearly or once a year at least) bases to provide feedback to the people I work with who are above me on the org chart.	6/6/2019 1:42 AM
5	If I responded yes, am I aware of all opportunities in this area? Maybe not. Maybe my focus of contributing to the campus is focused on a few areas rather than all areas which I why I responded no to some.	5/29/2019 2:12 AM
6	While these opportunities are available to all, the reality is that adjunct faculty are often treated as outsiders to the decision making process. Additionally, without compensation for our time, we are less likely to participate. (Example: I am working 18 lecture hours right now out of 5 campus locations.)	5/28/2019 11:13 AM
7	The diversity celebration is a joke. It's one sided and punitive.	5/28/2019 9:47 AM
8	The professional development available at COC is AMAZING as compared to other institutions. COC should truly be proud that we offer so much to faculty and that so much is offered to adjuncts. COC definitely wants to teach faculty HOW to teach effectively and to meet the needs of our students.	5/28/2019 9:33 AM

Q3 I am aware of the following:

Answered: 265 Skipped: 0



	YES	NO	TOTAL	WEIGHTED AVERAGE
The role of the Academic Senate (faculty) /Classified Senate (classified/confidential staff)	75.38% 199	24.62% 65	264	1.25
How to join a committee	76.60% 203	23.40% 62	265	1.23

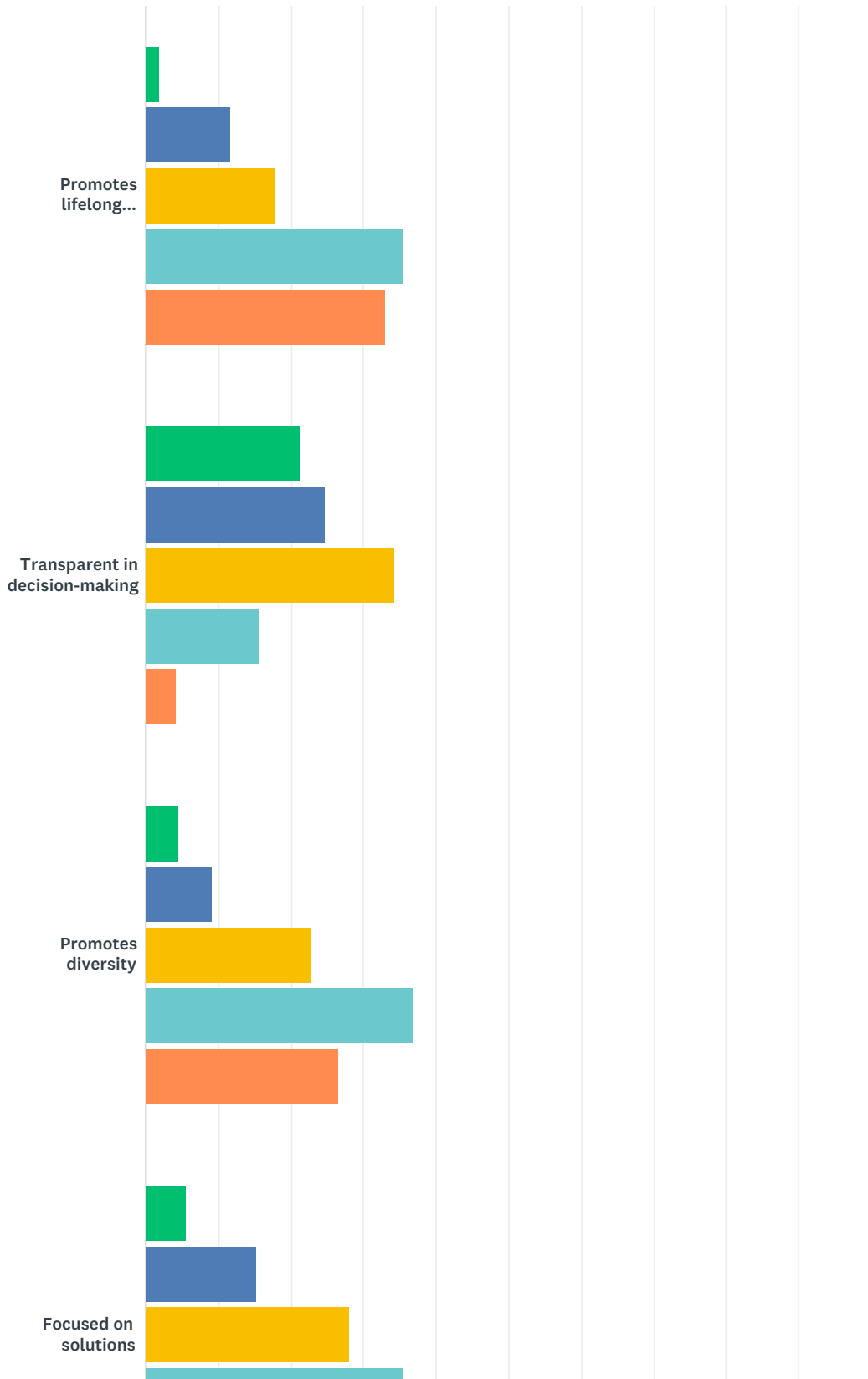
How faculty are appointed to committees (faculty only)	55.56% 130	44.44% 104	234	1.44
How to visit a committee	63.26% 167	36.74% 97	264	1.37
The purpose of committees on campus	81.82% 216	18.18% 48	264	1.18
How budget decisions are made	32.95% 87	67.05% 177	264	1.67
How staffing decisions are made	51.89% 137	48.11% 127	264	1.48

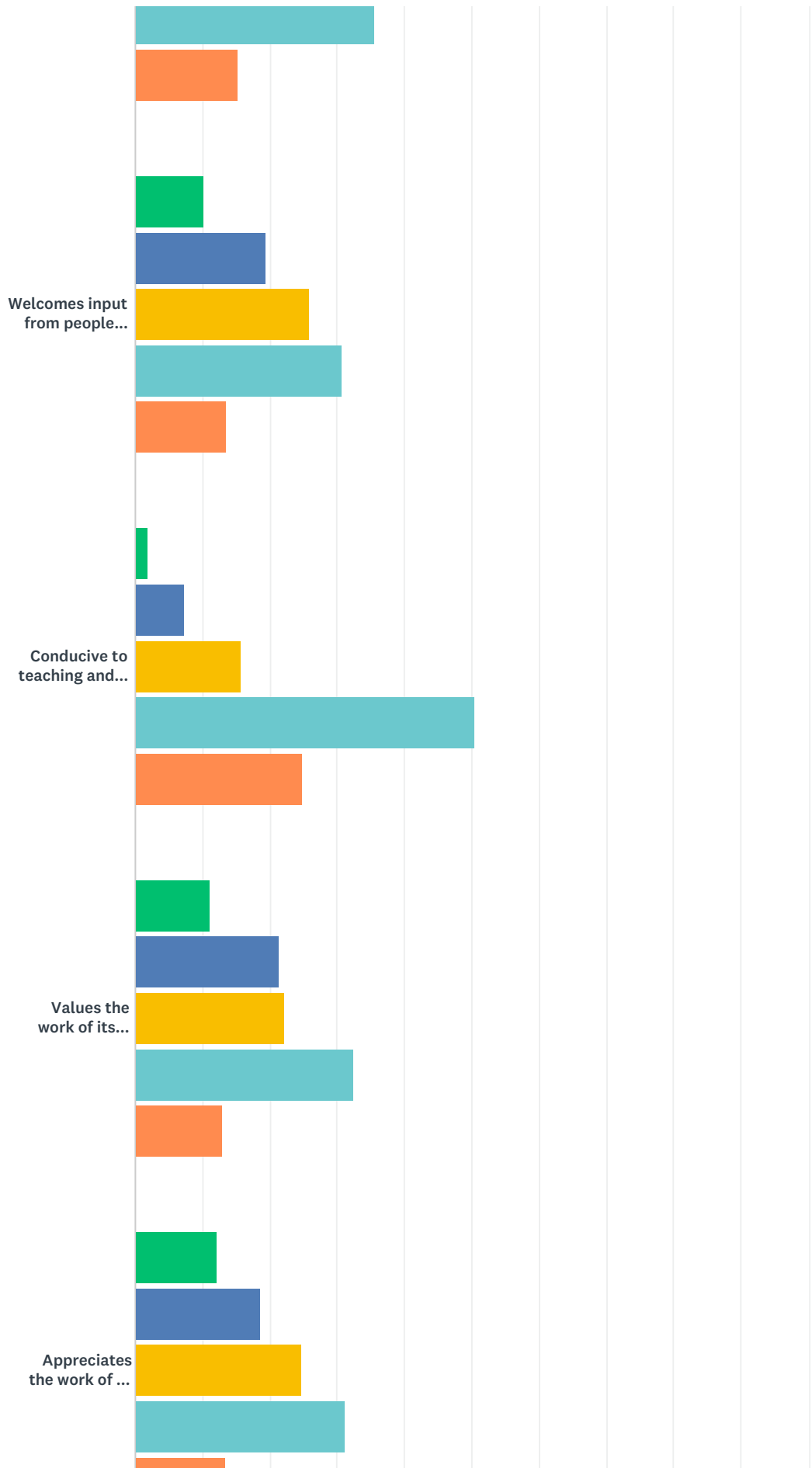
#	OTHER (PLEASE SPECIFY):	DATE
1	Staffing decisions made on connections rather than skills and abilities. Leaves highly qualified and skilled people without opportunities.	8/28/2019 11:34 PM
2	I am broadly aware of how staffing is done, but not how or why certain staffing decisions are taken. For instance, as cinema suffered greatly due to a faculty death after years of only having one person full-timer in the department, it seems unreasonable not to immediately hire the first-choice candidate, who would have started a.s.a.p. When this sort of thing occurs and other hiring or budgetary decisions are made that favor other departments and programs instead, it makes COC's processes appear to be a bit of an arbitrary black-box, so to speak.	8/28/2019 3:28 PM
3	To be fair a lot of my unfamiliarity to any of the above is because I haven't asked. For example, if I were to ask my supervisor about any of the above, I could easily get any answers to help with my quest for additional information or would be pointed to the correct person to ask about it. My unfamiliarity is more out of not having time to dig into information on the above.	5/29/2019 2:48 AM
4	I am aware of how budget decisions and staffing decisions are procedurally made; however, I do not believe these procedures are always followed.	5/29/2019 2:32 AM
5	If I responded yes, then I think I am aware of the items in #3, but just how well do I understand if I am not serving in a lead role or serving on a particular committee.	5/29/2019 2:12 AM
6	note: I am aware of the formal processes for all of the above; not always sure how well those processes are implemented.	5/29/2019 1:37 AM
7	It's not always clear how budgetary considerations are taken into account or how they are balanced with other concerns. This is more of a general observation rather than a department-specific one.	5/28/2019 3:50 PM
8	How staffing decisions are made, who makes them, what are the reasons and requirements for decisions, etc.. are all inscrutable. Nor do I know if their is any appeal process; it all feels arbitrary and inequitable.	5/28/2019 11:29 AM
9	While there are "standards," it does not seem these standards are being used with effect. In other words, things look better on paper than in reality. Example: I have tried to make my voice heard recently regarding concerns of safety and integrity. I have since felt more like I was being "monitored" than heard. If we are not going to be taken seriously, why would adjunct faculty risk speaking out? I've completely LOVED this position from day 1. But, recently, I have found myself wondering quite regularly if it is time to move on.. That saddens me. It should concern the college that truly passionate instructors could be pressured enough to feel this way. I gather, from talking to others, that I am not alone in this new, unfortunate, feeling.	5/28/2019 11:13 AM
10	Budget decisions are also a joke, as they are not transparent, in addition to them being secretive in nature.	5/28/2019 9:47 AM

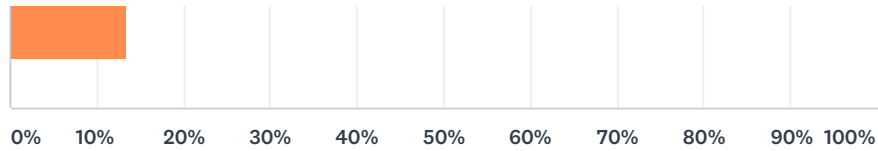
11	<p>While I understand how staffing decision are made, I'm not sure that the greater faculty, esp adjuncts understand. Even FT faculty seem to struggle understanding why it is that a specific "under staffed" department might remain with an "open" faculty position and not get this filled when new monies are released/hiring is done. While departments might want more faculty, sometimes there are other factors that weigh heavily upon the need to staff other areas - due to demand of a particular certificate, program or otherwise. Sometimes there are "big picture" issues taking place that influence hiring. That's not to say that politics might not be involved. But, I honestly don't think that it is mostly political vs mostly based on push and pull factors that are based on data and a needs assessment of some kind. Perhaps if faculty were better educated about the decision making process when it comes to faculty hiring, there might be less angst when departments don't get the faculty positions they want.</p>	5/28/2019 9:33 AM
12	<p>So I put "no" for budget and staffing decisions. I did this because even though I know how they are made, I would say that the decisions and reasons for those decisions are often not revealed to faculty (or at last to this faculty member). So for example, I know of the staffing process, but how a discussion might be evaluated to come to a decision on staffing is often not transparent at all. The request goes in the box on one side and comes out the other side with a yes or a no.</p>	5/28/2019 8:06 AM

Q4 The college works to provide an environment that has the following attributes:

Answered: 264 Skipped: 1







■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Promotes lifelong learning	1.89% 5	11.74% 31	17.80% 47	35.61% 94	32.95% 87	264	3.86
Transparent in decision-making	21.29% 56	24.71% 65	34.22% 90	15.59% 41	4.18% 11	263	2.57
Promotes diversity	4.56% 12	9.13% 24	22.81% 60	36.88% 97	26.62% 70	263	3.72
Focused on solutions	5.75% 15	15.33% 40	27.97% 73	35.63% 93	15.33% 40	261	3.39
Welcomes input from people with diverse viewpoints	10.27% 27	19.39% 51	25.86% 68	30.80% 81	13.69% 36	263	3.18
Conducive to teaching and learning	1.91% 5	7.25% 19	15.65% 41	50.38% 132	24.81% 65	262	3.89
Values the work of its employees	11.07% 29	21.37% 56	22.14% 58	32.44% 85	12.98% 34	262	3.15
Appreciates the work of its employees	12.17% 32	18.63% 49	24.71% 65	31.18% 82	13.31% 35	263	3.15

#	OTHER (PLEASE SPECIFY):	DATE
1	Values Work of Faculty outside of Faculty Contract that Supports Student Skills and Success (i.e., Club and Team Projects)	8/30/2019 2:22 AM
2	the statement "The college works to . . ." may be true, but I disagree or strongly disagree that the deired result is achieved.	8/29/2019 3:07 AM
3	adjuncts are not paid fairly	8/29/2019 2:02 AM
4	Not everyone's work is appreciated. We see certain employees receive disproportionate raises while others who work and contribute just as much, or more, get nothing.	8/29/2019 12:16 AM
5	Contributions of others in helping to achieve "her" successes are rarely acknowledged. Employee appreciation is superficial and disingenuous. True appreciation is achieved only with mutual respect. At this educational institution, instruction is neither respected nor valued.	8/29/2019 12:02 AM
6	Little opportunity for growth, no transfer opportunities, isolated within department, micromanaged.	8/28/2019 11:34 PM
7	We likely do a good job promoting lifelong learning locally, but as this has been removed from the community college mission, our focus is more on completion than on this value. However, I think the emphasis on non-credit may actually benefit this to some degree.	8/28/2019 3:28 PM
8	The college does a great job at how much professional development it offers. However, it would be nice to see more variety especially when it comes to difference skill levels. Many of the sessions that are offered are things that were under "minimum qualification" for my position, meaning, I already had to be proficient in them to even be considered for the job. I would love to see higher level skill sessions offered.	6/6/2019 1:42 AM
9	Better and more consistent leadership is needed.	5/30/2019 7:59 AM
10	There needs to be more diverse (minority) faculty at COC so our minority students see themselves reflected in the classroom.	5/30/2019 1:16 AM

11	Transparency and valuing of the work of employees should be much higher for this college to function even better on behalf of the good of the students and employees.	5/29/2019 2:42 AM
12	While I feel valued and appreciated by staff and faculty, as an adjunct, my paycheck does not reflect this. If a full-time member in my Department teaches 8 classes in a year, they make at least 59k. If I teach 8 classes in a year, I make less than half that (about 27k). I understand that full time professors have additional responsibilities on the campus, and I respect all the hard work they put in. I also understand that this is an issue all across the nation and not just at COC. That being said, I wanted to offer my honesty on the topic of feeling valued. COC is an amazing school and I LOVE working here, but I also wish they would do more to balance the systemic inequality between adjuncts and full-timers.	5/29/2019 2:36 AM
13	The move to direct students onto educational paths and to discourage community members who are not degree/transfer oriented seems at odds with the philosophy of lifelong learning. Community Colleges should be places of exploration and resources for learners who want the rigors of a college class for personal enrichment just as much as they are for traditional students.	5/29/2019 1:15 AM
14	As said above, I feel like I am monitored when I speak up, like I am somehow a "trouble-maker waiting to happen." I care more than words can say about the quality of my work and the success of my students. Anyone who looks at my work should be able to tell that right away. But, in caring, I feel I MUST be allowed to actually produce results in a SAFE and SUPPORTIVE work environment. When I arrived at COC 5 years ago, I felt that this was literally one of the best places I have ever had the pleasure to work. Now, I am feeling isolated and judged for trying to shed light on the struggles many faculty are facing with our newer legislative changes, the move to absorb more students that are underprepared (academically, behaviorally, AND emotionally), and the lack of administration to acknowledge that our jobs are LITERALLY becoming more and more dangerous every term. As we move farther from an "educational" model and closer to a "customer service" model, we are expected to do more. Example: We are expected to be counselors, remedial education experts, classroom "police," and more. I signed up to teach. And, I do that very well. I have adjusted to accommodate students that need additional support. In fact, I am producing some great results. However, it never seems to be enough. We are absorbing too many students who are ill prepared and we are NOT providing adequate and effective support for them. There are ways to accomplish this. I have been thinking about them for a while now. But, it seems all decisions are made by "committees" that send the info up the chain of command to the person who really decides what will happen. Wasting time and energy has never been something I enjoy. We need solutions now. Our issues are increasing ever single term. And, while we take time to slowly adjust, the bulk of the REAL adjustments falls on the instructors. I have never, in the entire time I have worked at COC, felt so disrespected and attacked as I have this single term (Spring 2019). Instructors need better support, or you will lose the good ones.	5/28/2019 11:13 AM
15	This school doesn't care about its employees, nor their students. They make decisions based on financial impact only. They view students as ATM machines and their part time staff and adjunct instructors as peons that can be taken advantage of. Decisions that effect the safety of the school are again, politically and financially motivated only. They ask for input from employees, but they already have a decision made, regardless of the input.	5/28/2019 9:47 AM
16	Re: Values the work of it's employees and Appreciates the work of employees: As an adjunct who has been teaching for over a decade at COC, neither my department, the AFT union or COC as an institution has EVER recognized my tenure. Not once, have adjuncts been recognized publicly for our years of service. No certificate. No pin. Not even a shout out. This is so dismissive and hurtful. And, it makes me not want to invest my time in committees, club advisorship and other opportunities to engage. When I engage, I feel this is valued b/c I have a lot to say and give any position I've undertaken 100% of my effort. But, from an institutional point of view, I feel that COC as a whole wants adjuncts to participate simply so that they can say that they include adjuncts. It's like showcasing a woman or a person of color and then trying to dismiss claims of discrimination. The institution could care less about adjuncts except as a cost saving mechanism to stretch the budget. I marked neutral in the "promotes diversity" b/c while I think that certain departments proffer activities and events that promote diversity, I don't feel that the college has invested nearly enough time, effort or money into this. There have been many trainings, but they're not mandatory. The SAME people go to them... Likewise, while watching movies and attending a lecture or two about diversity is informative, there does not seem to be a institutional effort to engage students in conversation or experience of diversity. Given that our student body is as diverse as it is, it seems that openly talking about race and other areas of diversity is worth more effort. Instead of leading the way, the school leaves it to individual instructors, clubs and departments to engage with students. I really wish that we'd embrace this subject to a greater degree.	5/28/2019 9:33 AM

17	The community college system has become a business not a place of higher learning...it's hard to gear up to get involved when Sacramento has other ideas	5/28/2019 8:37 AM
18	I feel you have to belong to a specific group of people to be appreciated or valued. There is a lot of bullying going on that nobody can talk about without some kind of retaliation.	5/28/2019 8:36 AM
19	Obviously there is a lack of transparency, where decisions are often made without or with as little input from faculty as possible. Then a decision is revealed that the faculty (usually department chairs) must act on IMMEDIATELY. Whether its a budget request, where money is available but must be spent today or change to sections where finding a room for a class needs to be done right away but no resources are given to accomplish the task. As for valuing of work, well the latest round of contract negotiations proves how valued faculty feels from administration and BOT. I think a lot of lip service is given to valuing employees, but when it comes to compensation and decision making, faculty is often overlooked.	5/28/2019 8:06 AM
20	CoC may promote "Life Long Learning" but the State is doing everything it can to screw over any student not in the Degree Mill churning out transfer students for Sallie Mae and the Banks.	5/28/2019 7:59 AM
21	I believe that SOME groups (administration) are recognized. Classified have classified appreciation week. Other groups are ignored/marginalized.	5/28/2019 7:58 AM
22	Hahaha	5/28/2019 7:56 AM
23	The college is suffering from a change a culture and leadership. Faculty are tired, burnt out, and fell very much unappreciated.	5/28/2019 7:34 AM
24	I responded about the college as an institution. The faculty, in general, do a good job of this.	5/28/2019 7:28 AM

Q5 Please indicate any barriers you've experienced regarding getting involved in planning and decision-making processes at College of the Canyons.

Answered: 108 Skipped: 157

#	RESPONSES	DATE
1	I have not experienced any such barriers.	9/5/2019 6:38 PM
2	None	9/2/2019 3:00 AM
3	Conflict and drama.	8/31/2019 7:19 AM
4	None	8/31/2019 1:59 AM
5	As an adjunct, I work at multiple colleges and this creates additional constraints on my time.	8/31/2019 1:56 AM
6	Hubs of collaboration feel as though they encourage participation and collective input, but on multiple occasions I've witnessed that input and participation snubbed, ignored or openly attacked if not within the vein or parallel to predetermined trajectory by groups (prior to collaborative meetings)	8/30/2019 9:55 AM
7	Meetings will occur with staff, faculty, and admin to discuss a decision, but a different decision will be made "off line" based on admin. goals/agenda.	8/30/2019 3:29 AM
8	Planning/Committee Meeting time and Teaching time conflicts	8/30/2019 2:22 AM
9	I have concerns about the culture of the college - the college is is very 'top-down' in terms of its decision-making style. I'd like to see more truly collaborative processes.	8/29/2019 5:51 AM
10	Lack of knowledge and time to get involved in any committees	8/29/2019 5:22 AM
11	Logistics and communication with departments	8/29/2019 4:58 AM
12	I have not encountered any barriers in getting involved in planning and decision-making processes, especially in my department.	8/29/2019 3:56 AM
13	Custodian-Dissensions are made by my boss	8/29/2019 3:21 AM
14	None	8/29/2019 3:20 AM
15	adjunct faculty are not encouraged or compensated in great measure.	8/29/2019 3:07 AM
16	None.	8/29/2019 2:49 AM
17	FT staff aren't always able to leave their job to attend meetings.	8/29/2019 2:42 AM
18	N/A	8/29/2019 2:35 AM
19	Lack of staff. It makes it very difficult to get involved.	8/29/2019 1:59 AM
20	none	8/29/2019 1:20 AM
21	None. If you have time and the desire to serve, there are many opportunities available.	8/29/2019 1:17 AM
22	n/a	8/29/2019 12:57 AM
23	too many forms in fiscal, for faculty to go on a field trip without students, to get flex Why do so many things have to be passed by the BOT, such as faculty going on a trip and not requesting any reimbursement? The BOT level is way too cumbersome.	8/29/2019 12:54 AM
24	All the meetings and trainings are conducted during the week and before 4pm thus making it impossible for me to participate, more importantly in trainings, since I work there only on evenings and busy at my other work up until 4pm.	8/29/2019 12:42 AM
25	As an adjunct, we don't get paid for most of it, and at what we get paid, we can't afford to be working for free.	8/29/2019 12:35 AM

26	It is unclear to me how decisions are made. Decisions are made and faculty are TOLD--this is what you will do.	8/29/2019 12:23 AM
27	This institution "plans," spends tremendous resources on planning, yet disregards these plans when decisions are made. Simply, this college operates in an ego-system, not an ecosystem.	8/29/2019 12:02 AM
28	Little opportunity for growth, no transfer opportunities, isolated within department, micromanaged.	8/28/2019 11:34 PM
29	Frequently, meetings overlap my teaching schedule (I teach 4 full days) and 8am/early morning Friday meetings are difficult to make.	8/28/2019 3:37 PM
30	Faculty should have a much greater role in deciding how to implement technology in the classroom and their work space.	8/28/2019 3:28 PM
31	I've seen many committee decisions and recommendations overturned/ignored.	8/28/2019 3:16 PM
32	Sometimes it feels like decisions are made and finalized before faculty input is requested.	8/28/2019 3:13 PM
33	I haven't experienced barriers at Department, school and Committee levels. I haven't participated in other planning and decision-making processes.	8/28/2019 2:55 PM
34	left off committee that I applied and was approved for. on parking committee but parking decisions were made without member input	8/28/2019 2:47 PM
35	I've requested to be involved with particular committees and have not been invited. I was on a FIG and then not asked to return. Most decisions are not transparent.	8/28/2019 2:46 PM
36	There is a top-down culture at the college. There is a lack of transparency as to the decision making process.	8/28/2019 2:45 PM
37	I love that Dr. Gribbons had thoughtful conversations with us about our concerns regarding safety. Now that he is leaving our college, I hope this continues. That being said, for all of the outreach regarding campus safety and armed officers, it seems that we all shared our thoughts but that the decision was already made - it was a waste of time, in my opinion. Not transparent and did not listen to what we said.	7/31/2019 6:02 AM
38	I have volunteered for important committees/hiring committees, and am never selected.	7/25/2019 1:21 AM
39	Retaliation	7/14/2019 12:51 PM
40	None	6/12/2019 5:39 AM
41	None	6/12/2019 2:33 AM
42	None	6/11/2019 5:36 AM
43	unaware of opportunities for adjuncts	6/7/2019 7:02 AM
44	Getting involved in a process that is simply for the sake of appearance of inclusion is simply wasted time. Too many decisions at COC are made behind closed doors by a few in "executive cabinet," without a legitimate process for decision-making.	6/7/2019 1:24 AM
45	Lack of communication and/or collaboration within our department	6/6/2019 2:05 PM
46	The "dog-eat-dog" culture of the administration here. There isn't an eloquent way to say it other than people are mean to each other. All too often civility is thrown out the window because of ego here. It is disheartening at best and at worst creates a very hostile place to work.	6/6/2019 1:42 AM
47	lack of transparency specifically in the budget development process, including lack of information for why budget requests are 7777 or 9999 or how forced costs requests are not seen in PAC-B since they were either 7777 or 9999 without conversation	6/6/2019 12:49 AM
48	Adjuncts are only compensated to serve on a handful of committees	6/3/2019 3:57 PM
49	The main barrier is that there are so many different committees, work groups, and other decision-making groups. It's hard to keep track of everything that's going on and stay involved with the projects/goals I'm most interested in.	6/3/2019 3:14 AM
50	I would say that often, or primarily I hear that a plan or decision involving my area *has* been made and am perhaps given a "why." But I don't generally have much input before that point. Or if input has been requested, very often the "why" offered after the fact makes clear that the input offered was mischaracterized or not understood by those who speak on our behalf.	5/31/2019 5:35 AM

51	The meetings seem endless and nothing really changes. Budgets are value systems. What are we spending our money on? So, the barrier to getting involved is that there are too many meetings to be involved in and if you make the time, and try to contribute or express other ideas, nothing changes anyway ... so why bother.	5/30/2019 7:59 AM
52	Last minutes email about a meeting.	5/30/2019 5:39 AM
53	The barriers to innovation are generated by ridiculous state regulations not by COC.	5/30/2019 3:12 AM
54	Decisions are solicited and then disregarded.	5/29/2019 8:47 AM
55	The college if good about sending emails about getting involved, but sometimes things get buried. would be great to see meeting or events in a central location.	5/29/2019 7:02 AM
56	Lack of information/insight into the process	5/29/2019 4:12 AM
57	Dean was a control freak	5/29/2019 4:08 AM
58	Threatening and coercive students using the complaint process to get better grades.	5/29/2019 3:53 AM
59	None.	5/29/2019 2:48 AM
60	NA	5/29/2019 2:42 AM
61	I am not sure what committees exist on campus or how to become part of one, if I wanted.	5/29/2019 2:36 AM
62	Lack of supervisor support.	5/29/2019 2:32 AM
63	There are only so many hours in a day and week and only so many projects I can take on in any semester. Just because there is an open space on my calendar doesn't mean that I don't have grading or prep to do for my classes. Just as students need to set aside 2 hours outside of class per hour inside class, faculty need so set aside time for their classes. Often I will say yes to something when really I should be spending time grading during that time of day which will help me give timely feedback when I next meet with my class.	5/29/2019 2:12 AM
64	Asked to be on a hiring committee for a dean of my division several years back and wasn't even acknowledged.	5/29/2019 1:52 AM
65	NA	5/29/2019 1:22 AM
66	The committees are not posted anywhere with meeting times and dates. There are hardly any updated agendas/minutes on the Intranet. It is hard to know what work needs to be done and how it can be accomplished.	5/29/2019 12:57 AM
67	Meeting time conflicts. When I have been able to attend, my voice is either not heard or silenced.	5/28/2019 11:13 PM
68	There is typically a lack of transparency concerning how money is utilized at the school. For instance, there is no real accounting--or widespread dissemination--of data concerning money earned from filming on campus; faculty are told that they're concerns about money are exorbitant, yet the same money is readily available for other things, including projects and salaries in other areas.	5/28/2019 3:50 PM
69	After meetings where decisions were to be made, various colleagues made a point to tell others with some level of authority over me that I was not fully respectful of them so that this was brought to my attention despite my only comments in meetings being about the facts of a given situation. This served to make me much quieter at meetings and to withdraw from various committees.	5/28/2019 3:06 PM
70	As mentioned above, I feel like speaking out only gets you "noticed," not heard. And, by noticed, I mean as a potential trouble maker instead of a truly caring professional that wants to see our system adjust well to the current challenges we face. I am totally in IF I am supported. I am totally out if I am going to be treated like my voice is a nuisance.	5/28/2019 11:13 AM
71	Very busy with work load. Can complete in the 4ohour work week but not a lot of extra time for committees.	5/28/2019 11:07 AM
72	Not enough time in a day	5/28/2019 10:39 AM
73	None	5/28/2019 10:00 AM
74	N/A	5/28/2019 9:52 AM
75	The administration is not concerned with anyone's input or opinions. They simply do what they want.	5/28/2019 9:47 AM

76	Adjuncts are not paid to be part of any of these processes. In my department, we are not even invited to department meetings, where planning and decisions are made. We have no input.	5/28/2019 9:47 AM
77	I have not experienced any barriers as of yet.	5/28/2019 9:35 AM
78	Well. I hate to say it but pay is a barrier. This isn't to say that I want/need to be paid to get involved. I actually prefer to be involved and enjoy getting to know others and working as a team with colleagues. What I mean is that b/c my pay is relatively low at COC as compared to other institutions, I now work at three different colleges. Sadly, after teaching at COC for over a decade and taking advantage of salary advancing professional development whenever I could, I still make less at COC than I do at a college I was just hired to teach at. In fact, I make \$350 less per course! I, personally, do not WANT to teach at three colleges. I would prefer to be more engaged at COC. I LOVE COC! But, in trying to make ends meet, and working at three colleges to do so, I am left with no time to give to COC for unpaid work. Another barrier is logistical. Most committee meetings take place in the 2-5 hour. I realize that this is when classes are light. But, this is right when kids get out of school. I am willing to go to a committee w/o being paid. But, I am not willing to engage when it means that I need to pay for childcare or beg favors from everyone I know to pick up my kids after school. Many adjuncts face similar barriers with this time frame. If we could squeeze a committed in between classes, that is workable. But teaching in the morning and then sticking around in Santa Clarita for many hours to wait for a committee meeting is tough. Most will split.	5/28/2019 9:33 AM
79	None. I feel COC offers plenty of various opportunities to all employee classifications to get involved in planning and decision-making processes.	5/28/2019 9:33 AM
80	Others thinking they understand my position better than I.	5/28/2019 9:24 AM
81	N/A	5/28/2019 8:51 AM
82	My voice was not heard	5/28/2019 8:49 AM
83	I don't get treated as if I am "Equal" to full time faculty within my discipline.	5/28/2019 8:48 AM
84	Sometimes when asked for input it seems as if it's just lip service. Decisions have been made and the district just wants to be able to show they asked, but they have no intention of that information actually be utilized in the decision or process.	5/28/2019 8:44 AM
85	I have not yet been invited to participate in planning and/or decision making processes at College of the Canyons.	5/28/2019 8:40 AM
86	Administrators make the decisions in disregard for faculty opinion.	5/28/2019 8:40 AM
87	Lack of time	5/28/2019 8:37 AM
88	Because I am part-time it is hard to attend or participate.	5/28/2019 8:36 AM
89	So overwhelmed with my regular job that I have no "extra" time for anything else.	5/28/2019 8:30 AM
90	Release time to attend event. Fear of discipline and reprisal.	5/28/2019 8:26 AM
91	Decisions may be discussed in a committee, but the final outcome will be a different decision based on closed-door discussions.	5/28/2019 8:26 AM
92	In my experience, input from adjunct faculty is "encouraged", but never taken seriously or actually put into practice.	5/28/2019 8:25 AM
93	Too few educational opportunities for new employees regarding complex issues such as budgeting and planning. An very entry-level seminar on college budgeting and planning, with plenty of time and opportunity for questions, would be helpful. If one of these has been held and I missed it (which is possible), please disregard.	5/28/2019 8:24 AM
94	nothing in my direct experience	5/28/2019 8:23 AM
95	As an adjunct more value is placed on seniority instead of who is the better teacher/instructor.	5/28/2019 8:07 AM
96	Biggest barrier is time. I think that in some ways all of the busy work of teaching and running departments is dumped on faculty with the idea that they will be so busy, they won;t have the chance to give input on the big picture concepts.	5/28/2019 8:06 AM
97	Try and important alot in my department people around that are supervisors dont want you to tell them how to do there job that they dont do	5/28/2019 7:56 AM

98	Made up "policy" that has NOT been issued by our board of directors is "enforced" as a way to slow down or deny a request in an informal manner. I've also noticed a double standard where administrators will verbally deny something where when asked for the same approval via email, it is approved; and vice-versa.	5/28/2019 7:51 AM
99	none	5/28/2019 7:44 AM
100	Despite my historical and current perspectives, I have either been uninvited, ignored, or bullied.	5/28/2019 7:39 AM
101	Not knowing if classified staff can attend.	5/28/2019 7:37 AM
102	Too many college administrators with hidden agendas ... makes it soo difficult to find solutions in a timely manner.	5/28/2019 7:34 AM
103	Would be helpful for decision makers that review annual Program Review to provide a little commentary why things might not have been approved (ie not feasible... any why, college does not have funding, etc).	5/28/2019 7:34 AM
104	I do not know all the committees available to me and how to join them.	5/28/2019 7:29 AM
105	The fact that I need to eat and am not paid enough to also do committee work.	5/28/2019 7:28 AM
106	I have never gone past my committee work on curriculum and CASL (and other smaller committees) and have not had any issues with them.	5/28/2019 7:28 AM
107	Our District's Administrators are not transparent. There's a lot of spin-doctoring going on (and example would be the Administrators' first attempt at developing a Total Compensation model for their salaries and benefits)	5/28/2019 7:26 AM
108	Regular administrative procedures are often bypassed arbitrarily.	5/28/2019 7:24 AM

Q6 Please provide any additional comments or suggestions you may have regarding opportunities to get involved in planning and decision-making processes at College of the Canyons.

Answered: 62 Skipped: 203

#	RESPONSES	DATE
1	It would be nice and important if College of the Canyons recognized the existence of its adjunct faculty in the "Faculty" section of the College of the Canyons catalog, an important official record of the college. Hard to see the adjunct faculty as important members of the community if they don't even appear as members of the faculty in the public catalog (or other formal records). I have taught every semester at COC for thirteen years and there is no record in the official college catalog of my existence during the more than a decade of employment and service. All of this to say, it is hard to promote getting adjunct faculty involved in planning and decision-making if you don't even recognize their existence in the official public college catalog.	9/9/2019 5:49 AM
2	NA	9/5/2019 6:38 PM
3	None	8/31/2019 1:59 AM
4	Rules and Policies sometimes seem to squelch new ideas and approaches to planning and decisions. Rules and Policies sometimes do not seem to have anything to do with serving the students. It sometimes seems that rules and policies are being written for the sake of having rules and policies.	8/30/2019 2:22 AM
5	There is such an overwhelming amount of communication. I'd like to be more versed in it all, but I haven't the time to read everything. It would be helpful to have things in one place -- like a campus newsletter -- that layer it all out weekly.	8/29/2019 3:02 PM
6	It would be nice to have an annual email (maybe during flex week before the start of the school year) that lets everyone know (especially for new COC employees) how a person can contribute to the growth of the college. Whether it's to join a committee or letting staff know what opportunities are available to them so they can pick something they may be passionate or interested in.	8/29/2019 3:56 AM
7	NA	8/29/2019 3:21 AM
8	None at this time	8/29/2019 3:20 AM
9	the adjunct faculty union, AFT Local 6262 is a particularly hostile barrier to adjunct's inclusion in the success of the college.	8/29/2019 3:07 AM
10	N/A	8/29/2019 2:35 AM
11	Hiring more adjuncts instead of letting adjuncts teach more than 10 units makes no sense.	8/29/2019 1:24 AM
12	none	8/29/2019 1:20 AM
13	n/a	8/29/2019 12:57 AM
14	I often feel disrespected as a faculty member. The attitude that faculty "do not work" is insulting. Just because admin do not see me doesn't mean I'm not working. Some of us are at CCC, some of us teach online from home. We teach, we attend meetings, we go home, and then work AFTER 5pm. To assume faculty don't care because we don't attend holiday parties or Halloween parties is ignorant and short sided. These events are scheduled when faculty are in the classroom. Events fostering campus engagement and community are scheduled when we are in the classroom and then snide remarks are made that faculty don't care.	8/29/2019 12:23 AM
15	More awareness, opportunities, less micro management from directors, transfer opportunities to grow and be able to support college wholeheartedly. Thank you.	8/28/2019 11:34 PM
16	Fewer meetings in the middle of the day/have some meetings between 4:30-6pm	8/28/2019 3:37 PM
17	all my input is ignored by my supervisor	8/28/2019 2:47 PM
18	Find the value in all of us, not just the "new" faculty. Long time faculty have value too.	8/28/2019 2:46 PM

19	The fear of retaliation is as strong as ever. It is sad. Leading through fear is not okay. Many faculty do not get involved or share their opinions as a result. We need to take serious look at the staffing process. Academic staffing is a rigorous process and even though many of us have been through this for years and been on the list, our positions do not get filled. Frustrating, but even more frustrating is that administration positions are created and funded regularly, with no committee or discussion about the necessity. This is unacceptable and there should be a process for these positions to be created and staffed. Too top heavy now. We need to focus on what is best for students - and aligning our budget with that in mind, rather than inflated salaries and made up positions. Thank you COCFA for offering this survey again!	7/31/2019 6:02 AM
20	We are told there are opportunities. We go to meetings. We give continual input. Typically, all input is ignored.	7/25/2019 1:21 AM
21	Diverse opinions and loyalty can co-exist.	7/14/2019 12:51 PM
22	We are always informed regarding opportunities to get involved in planning and decision-making processes at COC.	6/12/2019 2:33 AM
23	There should be more accessible information on how and where to get involved.	6/7/2019 7:02 AM
24	Genuine decision-making processes are not on paper only, but in practice as well. What value do processes have in "guides" or "fact books" when in reality those processes are thrown out the window by those behind the closed doors making the decisions?	6/7/2019 1:24 AM
25	there needs to be an overhaul to the budget development process including creating clarity of roles and responsibilities at each step/level of the budget development. there needs to be better transparency of how a budget requests moves through the process. we do not have a handbook or written procedures for budget development. so it can change at a whim without consultation.	6/6/2019 12:49 AM
26	Adjuncts need to be competitively compensated to provide the non-instructional academic labor the institution needs	6/3/2019 3:57 PM
27	It would be nice to have a more even distribution of work among the faculty. Help the people who always do everything feel comfortable saying "no" to projects that they want to say no to. Encourage those who are less involved to step up.	6/3/2019 3:14 AM
28	COC is a big institution, so of course hierarchy and levels of authority are necessary to keep things organized. But the stratification doesn't feel dynamic or responsive at times. Plans offered are presented more as drumbeats with tons of repetition and parroting rather than as requests for dialog or or feedback. Kind of like the waiter who asks "how delicious is everything" multiple times, but doesn't fill your water glass. If there was a way to break through some of that, I think it would be beneficial and lead to more participation.	5/31/2019 5:35 AM
29	Although plans have to remain flexible, we all need to be focused on the same goal(s). We need better leadership for that to happen. For example, we have committed to guided pathways but financial and human resources needed to move the college to that goal seem to be elusive regardless of the planning process. Everything we do is added on to what we're already doing. Nothing is ever removed from the plate. It just isn't possible to operate that way forever. We need better focus, better leadership, and better decision making. Each decision we make, especially financial ones, should move us closer to our goal of converting the entire institution to a guided pathways one. Or, it should move the needle to assisting students complete their goals. The problem is that we have too many "ors" which leaves us without a clear focus and without the ability to move together to improve success, access, and equity for students.	5/30/2019 7:59 AM
30	I have been asked to be apart of several committees at the college.	5/30/2019 1:16 AM
31	The academic senate seems to have changed a great deal in recent years. Very top down structure	5/29/2019 8:47 AM
32	Adjunct staff tend to work full time positions outside of teaching, limiting their available hours during business hours.	5/29/2019 4:12 AM
33	With learning information about visiting a committee or to find out more on any of the opportunities or even to be more aware of the above, it would be nice to have a centralized point to go to in order to get answers, should individuals want to seek for more knowledge.	5/29/2019 2:48 AM
34	There appear to be procedures in place for each Department and many faculty to assist with planning and decision-making, but often it appears that the actual procedures aren't followed in the end and often there's little transparency as to how decisions are made regarding budgeting.	5/29/2019 2:42 AM

35	Do we already have a spreadsheet online? We probably do. Personally, I would like to meet and discuss with a group of people who know me in my role at the college to set goals of what one or two areas I may want to pursue the following academic year. What if there were six of us who met and we all shared ideas on what each of us would do?	5/29/2019 2:12 AM
36	More often than not, there tends to be important direct line staff (i.e. classified staff) whose voices tends to be ignored in regards to decision-making processes regarding the design of new buildings. Considering those will be the staff typically working in those buildings, I think their opinion should be valued a lot more. This would ensure that the space and design of the buildings were efficient and fully utilized.	5/29/2019 1:59 AM
37	NA	5/29/2019 1:22 AM
38	Post the committee meeting days/times somewhere on the website or intranet. Include contact person for the agenda/distribution list. List the types of people allowed to serve on those committees.	5/29/2019 12:57 AM
39	It is clear to me that decisions are made at the top level and disseminated down the change. Even when we are asked for our ideas/opinions they aren't valued unless they support the top decisions. I do believe that some decisions have to be made that I may not like, but decisions that involve and affect my work in the classroom should be considered especially when I am not in the minority. We have incredibly dedicated and intelligent employees at COC who's main goal is to serve our students. I know that this is a shared belief as I have spoken with many employees. When our ideas are dismissed it creates a culture of apathy. When our ideas are valued and considered, it affords opportunities for agency and collaboration. We need transparency and to de-silo so we can truly serve students holistically. One way is to have shared meetings that involve all employee groups. Another is to take time to really understand the work that we all do in our individual silos so we can work together collectively.	5/28/2019 11:13 PM
40	IAC is very good. It would be better not to have to think about a year-long schedule if the schedule will need to be changed significantly at a later date due to funding formula changes or other factors.	5/28/2019 3:50 PM
41	If someone is interested in lending his or her expertise to creating change, allow them to have a forum to try to create that change. This is still the best place I have worked outside of my own company so far. But, the feeling of love I have had for this job for the past 5 years is quickly being replaced by a feeling of being "stuck." If I cannot do my job, which is to TEACH my students to think beyond the textbook, I will not stay. And, I do want to stay. The current focus is on the student. The focus for support needs to shift to equally support the STAFF. Student success IS our focus as instructors. COC has some of the best instructors I have had the pleasure of working with. If you take away the ability for us to do our jobs because we need to make students "happy" to keep them enrolled, you will destroy the integrity of this college faster than you may think. Right here, at COC, students have told me that their instructors have used video to teach them lessons in class. I was told by at least 2 students this term that they passed a pre-req class (that they needed to be in my class), but that they did not really know the material because their previous teacher showed them videos to teach them. Passing kids through classes is the model our legislative body and administrators are creating right now. I want no part of it. If ANYONE honestly wants to maintain the integrity of our learning environment, I will help as much as I can. But, it has been my experience that talk is the only thing on the agenda.. I hope this comes across with the spirit of commitment to academic excellence that founds my words. But, even if my feedback is not welcomed, I am glad to stand up and give it. We need to stand together to help an entire generation of students that have issues beyond anything we have seen to this point. And, in my opinion, we are NOT doing it the right way right now. What makes me say this? I use a results-oriented model. If things get better, do more of that. If things stay the same or get worse, find better solutions, and don't wait to find them.	5/28/2019 11:13 AM
42	I love working at COC! GO Cougars!	5/28/2019 10:00 AM
43	N/A	5/28/2019 9:52 AM
44	Have all departments allow adjunct to attend department meetings. Ask them to seek input as well.	5/28/2019 9:47 AM
45	I believe faculty are allowed a number of flex time hours for professional development and/or these types of activities. It would be nice to know what the equivalent is for classified staff. I have participated in some activities, but I don't participate more because I don't want to feel like I'm abusing this privilege as some of the activities take place during my work hours.	5/28/2019 9:33 AM
46	I have no clue about budget. Could we have flex to educate us about dept budget? college budget? Thanks.	5/28/2019 8:49 AM

47	BOT needs to pay attention to details, to faculty and staff stories, and be transparent in their decision making. The BOT is responsible for the oversight and running of the college, not the administration.	5/28/2019 8:44 AM
48	It would be helpful to define what "Planning and Decision-Making" is. Does that mean the Chancellors "Open Office" hours? Or sitting down with you boss going over the next years budget? Or helping hire someone? How do you define this? People talk, and people complain. I'm new, but I've heard lots of complains. If you want a true assessment of "climate" at COC, (at least for the staff), the word is, it's not good.	5/28/2019 8:40 AM
49	Decrease responsibility and pay of administrators.	5/28/2019 8:40 AM
50	The problem with being a part of anything is the few people who control everything. Does it really matter what we think? It seems like a certain group of people make all the decisions and even though they may seem interested in your opinion or suggestion they are just going through the motions.	5/28/2019 8:36 AM
51	The voice of the Classified Professionals on this campus is said to be heard, but is it really. I feel that the district at times is just going through the motions and not really taking into account the voice of the Classified you do the work for this college.	5/28/2019 8:26 AM
52	Transparency and communication needs to improve.	5/28/2019 8:26 AM
53	Opportunities to get involved in planning and decision-making processes should be advertised and encouraged more to all faculty.	5/28/2019 8:25 AM
54	So all is not negative at the college. If you tow the line, it is actually a very good place to work. However, the biggest problems that faculty face are a lack of transparency when it comes to the administration and governance. In addition it seems there is a lack of communication between faculty and administration and BOT.	5/28/2019 8:06 AM
55	It is nice that there is so much email promoting opportunities to get involved in campus.	5/28/2019 7:59 AM
56	I would like to see less discrimination among technology users on our campus. The process that an employee experiences when they request an Apple device vs. a Windows devices is vastly different. Apple users are always discouraged from purchasing "an expensive" device and strongly persuaded to make due with a windows device. The reality is, the cost is the same. The device an employee is most comfortable with should be accepted with open arms and it should be I.T.'s responsibility to ensure the platform's are equally available; regardless of classification. Administrators on this campus are not met with the same scrutiny that other staff/faculty are.	5/28/2019 7:51 AM
57	I believe that leadership in these processes needs to be rotated and shared by individuals with open and diverse perspectives. I feel like it's easy to get tunnel vision when you are working on the same thing and it's important to get fresh leadership.	5/28/2019 7:39 AM
58	Leaving meetings open to all staff, not just the informative meetings, but the decision making meetings that affect staff and their everyday work.	5/28/2019 7:37 AM
59	The culture of COC has changed from a "can do" flat "we can't" it's so sad. We seemed to have lost the spirit of entrepreneurship that used to cultivate excitement and passion of faculty champions to do great things. Most faculty are very disappointed with the lack of leadership at COC.	5/28/2019 7:34 AM
60	The course assignment process has become way to time consuming, confusing and labor intensive.	5/28/2019 7:30 AM
61	Transparency is important. Improved communication from the upper administration would be very beneficial.	5/28/2019 7:28 AM
62	We need better leadership and leadership who have participated in violating the law should be terminated.	5/28/2019 7:24 AM