MSJC Flex Survey 2010
Results Overview

Date: 5/24/2010 12:10 PM PST
Responses: Completes
Filter: No filter applied

1. On which campus do you primarily work?

<table>
<thead>
<tr>
<th>Campus</th>
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<tbody>
<tr>
<td>San Jacinto</td>
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<td>34%</td>
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<tr>
<td>Menifee</td>
<td>78</td>
<td>57%</td>
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<td>Temecula</td>
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<td>9%</td>
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<tr>
<td>Banning/Beaumont</td>
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<td>1%</td>
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2. What position do you hold at MSJC?

<table>
<thead>
<tr>
<th>Position</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Full-Time Faculty</td>
<td>61</td>
<td>44%</td>
</tr>
<tr>
<td>Part-Time Faculty</td>
<td>77</td>
<td>56%</td>
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3. Rate your level of satisfaction with how MSJC is presently supporting your professional development needs.

<table>
<thead>
<tr>
<th>Level</th>
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</thead>
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<tr>
<td>Very Satisfied</td>
<td>23</td>
<td>17%</td>
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<tr>
<td>Satisfied</td>
<td>92</td>
<td>67%</td>
</tr>
<tr>
<td>Not Satisfied</td>
<td>22</td>
<td>16%</td>
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</table>

4. Is MSJC providing enough professional development activities?

<table>
<thead>
<tr>
<th>Answer</th>
<th>Count</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>78</td>
<td>58%</td>
</tr>
<tr>
<td>No</td>
<td>56</td>
<td>42%</td>
</tr>
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5. This question applies only to part-time faculty. If you are full-time please skip to question #7. Are you able to attend some of the MSJC Flex activities?

<table>
<thead>
<tr>
<th>Answer</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
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<tr>
<td>No</td>
<td>12</td>
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9. Have you ever visited the MSJC Flex website?

<table>
<thead>
<tr>
<th>Answer</th>
<th>Count</th>
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</thead>
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<td>73%</td>
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<tr>
<td>No - if &quot;No&quot; skip to question #12.</td>
<td>38</td>
<td>28%</td>
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<tr>
<td></td>
<td>Does the MSJC Flex website provide useful information for submitting forms for approval?</td>
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<tr>
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<tr>
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<table>
<thead>
<tr>
<th></th>
<th>Does the MSJC Flex website provide useful information for submitting forms for compensation?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td></td>
<td>77</td>
</tr>
<tr>
<td>No</td>
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</tbody>
</table>

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6. If you answered "No" to question 5, what suggestions do you have to make flex activities more readily available?

# Response

Self development projects need a broader. For example, if you read a book and go to a meeting that has nothing to do with your field, you get credit. If you read an intense group of sources directly related to your field, it is not approved.

It might be helpful to have more flex activities in the evening or on weekends.

I answered yes, but I no longer attend them because unlike full time faculty, I don't get paid for 8 hours or 16 hours worth of attendance. I get paid for two hours and sometimes 3. The problem is, I don't get 8-16 hours worth of valuable information. At least if I were compensated then I wouldn't feel so bad about some of the long and drawn out sessions. There was one session where only two of us showed up. I had no idea what the speaker was droning on about. It had nothing to do with anything I (or the other guy) teach. Wow.

When I am unable to attend it usually has to do with getting the info with too short of notice to plan or it is not an activity that would help me.

CPR; overview of things to do in an emergency; counselors presenting on how to identify and refer for emotional distress; we have excellent tech/online development opportunities, but some practical life-saving stuff could, well, save a life!

COMMENT TO QUESTION #4: (had space to write here) Yes enough development activities are offered at MSJC compared to other colleges BUT I would be very happy to see some events about curriculum and subject standards / as well as measures (assessments) of retention and learning. Thanks!

They often interfere with my other full-time job. Even when they do not - with two jobs already, I am often unwilling to sacrifice more precious time with my family unless these activities are very focused on my needs.

In the past, I attended workshops informing us about demographics, gang activity, information pertaining to our current crop of students (millenials) and their way of relating to the world, etc. I'd like to see more of those kinds of offerings, wherein we can learn about how our area is changing, growing, and our students developing.

On line.

As counseling faculty, we are needed to counsel during the peak times which is the primary time for FLEX. I suggest offering a mid-semester day or two of activities that would allow counselors to participate when it is not our peak time. It's not the activity, it's the time frame when it's offered.

none

Evenings and weekends

Even though I did not answer no - what about adding flex activites to college hour?

I live an hour away and work another full time job so it's really just about my schedule.

Make them available to distance instructors

I teach at two colleges and they both have their Flex week at the same time.

flex activities and professional development offered in the evenings or weekends would be great!

It would be nice to have more flex activities in the evening and on weekends, or even online flex activities.

More evening options - I work full-time during the day.

I think many part-time faculty (like me) do not understand what flex is (like me) and would benefit from more promotion of what it means as well as benefits of attending

Time conflicts, and travel distance.
22. None. This is just my own problem.
23. Some evening activities.
7. From your experiences, what was the most important professional development workshop or presentation that you have ever attended? Briefly describe the activity & what made it the most important.

# Response
1. The activities of the MSJC Technology Academy each year have been terrific.
2. 2004 California Great Teacher's Seminar. This was great because of the sheer amount of useful knowledge I came away with.
3. @MSJCAcademy
4. Teaching and Learning Academy: Workshop on teaching and learning techniques.
   I have attended workshops at conferences called, "Dealing with Difficult People in the Workplace" and "Communicating with Today's Students". I have never seen workshops like this at MSJC but feel they would be helpful.
5. ANYTHING TO DO WITH EDUCATION TECHNOLOGY.... SOFTWARE, HARDWARE, TRAINING, ETC.
6. Online Training with Pat James
7. Still waiting
8. How to workshops -
9. @MSJC tech academy. I was beginning to teach online, and I took Pat's Online Teaching class. It was giant help.
10. Online teaching methods and technology
11. The technology academy has been very helpful. Such activities on blackboard and other workshops have been great.
12. Anything to do with software. Powerpoint, Excel, etc.
14. The best I've found are off campus workshops in my field that the college can help regarding fees and travel expenses.
15. I believe we should have activities where more faculty can interact with each other; this should improve moral.
16. The Teaching and Learning Academy which featured Vincent Tinto, lecturing on best practices for teaching basic skills students.
17. the learning academies are always good... hard to single out a single activity.
18. A very helpful workshop about financial aid & enrollment services. It provided a lot of info that I didn't have about what students have to do to maintain within the system.
19. Most of the important professional development activities are geared towards discipline specific information. Listening to colleagues in my field or related fields discuss their discoveries and views and being able to incorporate those data into my classroom teaching.
20. The Blackboard 9 was a bit helpful. I appreciated that one. There was so much info shoved into a two hour class though - it was impossible to remember half of what we learned by the time the semester started.
21. Creative teaching. It dealt with different ways to teach while involving the students as opposed to only lecture.
22. Academy
Updates for Blackboard as students really enjoy being able to retrieve information from here; so being up-to-date and informed is essential.

please have Pat James teach more computer workshops; she does not assume any prior knowledge!

Blackboard Online training with @One...I was able to directly use the information that was taught to me.

The class was written directly to my needs.

The ones that provide ways to more efficiently and effectively teach through technology.

CPR training (it was years ago) and Academy presentations (more recent) -- both because they were helpful.

The blackboard presentations late last semester and in January 2010 were important since the format was changing.

LOVE all of Micah Orloff's presentation and his are by far the most productive, BEST and most efficient use of my time.

I attended a workshop for teachers of physics at UCR. It was a wonderful opportunity to share ideas and develop new curriculum materials with colleagues.

It was a week-long teaching academy with a facilitator named Charles Miller (I think). We learned about setting agendas and making lessons, and we videotaped ourselves and offered critiques of each other. It was invaluable to me as a new teacher.

I enjoy attending the academies and the key note speakers' presentations.

Online Teaching Academy- Pat prepared me for the online teaching environment.

The @MSJC academy has been the most important and inspiring development workshop for me. In particular the invited speaker was outstanding and stimulated a lot of productive conversation between the faculty that attended the academy.

I can't think of one.

Presentation by Vincent Tinto, his presentation addressed effective teaching approaches in working with students. He also provided research and theory to support practice effectiveness.

No commitment.

initial orientation

PowerPoint - introduced to new applications.

Sorry, no professional development stands out as the most important I ever attended.

The orientation that I attended when I first started. Without that I would have been really lost.

Walking through the convoluted curriculum committee hoops. It seems to change frequently and not always interpreted the same way by those who are the head of the committee.

The academy classes--they were practical and immediately applicable.

MSJC Academy 2009 and 2010

Intersession flex programs over four days at MVC two years ago. It gave me a wonderful opportunity to see my colleagues' expertise.

MSJC Academy. I learned how to work with technology and incorporate it into my online courses.

MSJC Technology Academy was a great learning experience and taught me the skills that I need to become better informed of the technology that is out there.

CPR/First Aid Training

The 5 hour hike at Santa Rosa Plateau was an active way to discuss campus events and share teaching styles as well as get to know faculty in other departments. All this happened in the context of a natural environment which brought out an openness different than sitting in a campus space for flex activities. History, chemistry, the arts, and educational theory was discussed as we walked along trails.

For me, because I'm not technologically inclined, without Del Helms and others teaching me about Blackboard I'd be sunk now that we are doing more and more on BB, even in face-to-face classes. Also, Dr. Kraft's presentation on millenials has helped me to create assignments that my students seem to react quite positively to. I don't believe we should bend over backwards for them, but we do need to remain in touch with their inclination to be techno-based, group-oriented, etc.
A History Dept. meeting / online teaching workshop. Far more important than the actual training provided, was the opportunity to meet & interact with other instructors in my field. This activity was the first time I've felt like I wasn't entirely isolated in my work.

The one on the new Black Board.

I enjoyed the Saturday seminar held back in November 2009; I believe the name was Teaching and Learning.

The faculty orientation at the beginning of each semester: Very helpful with getting to know "Blackboard." @MSJC Academy - the Blackboard training classes saved me hundreds of hours of trying to figure it all out by myself.

I hardly attend any FLEX workshop because of schedule and interpreter available

Microsoft Certification Workshop. The workshop was the most important because it was relevant to what I teach and I received a certification that makes me competitive in my field.

I want activities and teaching ideas that I can take back and implement in my classrooms right away.

I particularly enjoy those activities that incorporate new skills using Blackboard and how this technology can be used to broaden and enhance student learning

This workshops are very informative.

Teaching workshop with a demonstration of the techniques. Also, I worked with a teaching resource center and we had weekly meetings wherein we discussed relevant topics. These discussion still inform my philosophy and practice of teaching.

Online Teaching Conference

Teaching and Learning Academy; activity on design of syllabus

The MSJC Academy offerings had choices and a variety of helpful workshops.

Nursing student orientation

I have only had the opportunity to attend 3, but with that, each workshop has had a unique blend of experiences that have allowed for my professional growth as a new teacher.

on site - that's a tough one - there have several really good ones over my years year. I really like the academies we do - both tech and teaching learning - they are great.

Blackboard 9 training

A presentation by the Statewide Academic Senate President. We do not get enough information from other community colleges or about shared governance.

Blackboard classes at the academy

Hands-on teaching workshops that focus on pedagogy or activities. There are very few of these and to preserve flex we should probably offer more.

The Intro to the new Blackboard!

Blackboard

MSJC ACADEMY

Learning Blackboard made it easier to be prepared for the first day of class.

Learning Microsoft office applications

Team Building Events

The visit by the "Chair Academy" more than 10 years ago was a wonderful opportunity to learn leadership skills.

BlackBoard updates

tech academy

In January (the week before spring semester classes began), I attended the MSJC Academy, where I learned a great deal about online classes and other subjects. The information and guidance I received during the online teaching workshop were incredibly helpful to my teaching. Another FLEX activity I attended was offered last May, when I went with a group of faculty members on a trip to the Norton Simon Museum. I greatly enjoyed visiting the museum and also learned a great deal. The van
transportation that was provided also made the trip very enjoyable because I did not have to drive. A third FLEX activity that I enjoyed was the nature hikes that are periodically offered.

I've only attended the @MSJC Academy and have enjoyed them very much. The session I think was most important was Pat James' class about online teaching. She had great tips and ideas for bringing online teaching to life.

83 none - since i teach from a distance, not able to attend
85 the Learning academies.
86 Availability seminar - insuring that materials are available to all students despite any limitations the student may have
87 A national professional mathematics teachers conference where I got a lot of ideas for how to improve my teaching.
88 Blackboard--learned new things I could use as I teach online.
89 The online learning with Pat James!
90 Micha Orioff Blackboard
91 Blackboard training
92 Blackboard updates and online teaching because I am scheduled to teach my first online class in fall/2010.
93 Introduction to Blackboard
94 You offered a workshop in Hemet. sorry, can't remember the name of the workshop. Great speakers. Conveniently located.
95 Gosh, there have been so many good activities. I greatly enjoy being able to learn from other instructors about their class activities, presentations, and resources. The activity about how to apply for and interview for a college position was very eye-opening. Also, the activity for creating curriculum for online was great.
96 Because I teach English, the Book of the Month activity has been very beneficial. It gives me a chance to "try out" new books that I might teach and also to see how others in my field approach teaching literature.
97 Blackboard because it was relevant to me as a new faculty member.
98 Practical, specific computer program classes and anything by Micha Orioff!
99 Del Helms on-line course development "course."
100 New employee. have yet to attend a flex event.
101 MSJC Academy-Blackboard Training
102 I mainly attend blackboard since they have continually upgraded. If they would slow down, I would have an opportunity to do some upgrading of the materials I use in class, but most of my time is spent on trying to keep up with changes in blackboard.
103 The oncourse training presented a full day of activities to use in our classrooms. I thought that was very helpful to learn to engage the students, as many faculty prefer to use powerpoint presentations, which generally does not engage students.
104 not applicable
105 Education development seminar
106 Tech academy, several years ago I was just starting At MSJC, I attended the Bb workshop presented by Del Helm. I easily understood everything. I immediately started used BB 4 o 5 I think it was. I can't say the same for BB9 specially the grade center is terrible unfriendly and the IT people don't explain it well either
107 Online Academies.
8. What type of flex activities would you like to have offered in the 2010-2011 academic year?

Response
1. More things on "how to be a better teacher" everything from use of technology to classroom strategies.
2. More non-traditional activities; experiential stuff.
3. Grant writing
4. Critical thinking teaching method Microsoft 2007 Access Team building activities or workshops Faculty research presentations
5. Workshops discussed above- "Dealing with Difficult People in the Workplace" and "Communicating with Today's Students"
6. Authentic assessment strategies
7. MORE COMPUTER TRAINING, MORE MINI-ACADEMIES
8. PRESENTATION FROM MY UNION critical thinking in the classroom retaining academic integrity within a basic skills classroom discipline specific workshops academic freedom of today!?
9. discipline level opportunities
10. Use of Blackboard to enhance teaching methods
11. More in the way of technology. Improving our teaching skills.
12. ?
13. Online teaching courses.
14. Presidential updates and planning are helpful. I liked the discussion of oversight regarding the police department. I think an updated facilities issues discussion would be helpful.
15. field trip the Federal Reserve in Los Angeles
16. More teaching and learning academies, faculty "brown-bag" meetings in which we exchange best practices, mistakes, triumphs in informal settings. Have organized SLO workshops per disciplines so that associate and full-time faculty can get together to do more SLOs.
17. Developing SLOs and an SLO cyclcal coverage plan of courses.
18. Teaching methods to reach students who lack motivation.
19. An increase in the Faculty Forum type events that relate to actual useful topics and not simply more educational info.
   Since part-timers are inconsequential to the college, I don't know that it matters what we'd like. This really isn't a good survey. Whoever designed it really needs to retool it for effective responses and usable data.
20. Training in online communication with students.
21. Activities offered during college hour
22. Different levels of Blackboard training: introductory, intermediate, advanced, etc.
23. something has to be done to allow p-t faculty to have other than volunteer office hours. the students in my many years of teaching suffer directly as a result of this policy
24. More opportunities to expand online teaching skills - as well as, state of the art technology and strategies for face-to-face teaching.
25. Activities for part-time faculty that educates those of us who are not full-time professional educators regarding teaching tools to more effectively and efficiently teach students that full-time professional educators know about because education is their full-time profession and career.
I would like a workshop on how to deal with aggressive students with behavioral problems. I am also interested in how to retain DSPS students.

CPR; overview of things to do in an emergency; counselors presenting on how to identify and refer for emotional distress;

Same as before.

More with the Math Department as a whole.

see comment under 5

If you have anything for people who teach the physical sciences, please let me know.

I wish we teachers had more time to talk in groups about what goes on in the classroom--how we handle cell phones, beligerent students, workloads.

Standardization of Basic Skills classrooms. Presentation by our Union Academic Freedom/Freedom of Speech

I think that there should be more of a focus on pedagogical practice. Our main goal as an institution is to educate our students but we rarely share best practices or discuss the most current education research.

An activity on the changing student and how we can adjust to it as teachers.

I would like to see a workshop on how to develop my own website.

I want flex abolished. I hate it and always have. Professional development is my responsibility and my business, that's incorporated in the definition of "professionalism." I want those classroom instructional days back.

FlexHike, OnLineTeaching, Subject Matter Areas of Interest (by various instructors)

I love the Amnesty International movies and also any health/exercise related activities. I would actually like to see demonstrations of lectures in my field (math) and even examples of online courses.

No wish list at this time.

I like the Amnesty Int film fest, and would like more things like that. I also would like to see more museum and university seminars and lectures put on the pre-approved list. Some of these events are listed months in advance so, for example, lectures at the Natural History Museum or Museum of Man in San Diego might be pre-approved events.

The pre-semester workshops are great.

Techniques used my others that add to their teaching, retention, grading, etc.

The schools disaster plan and what role each teacher is playing. Blackboard updates are great. Teaching techniques. Sio workshops. CPR first aid Best teaching practices

I love a one hour refresher taught by an english faculty member on the latest in APA/MLA guidelines.

Activities related to the specific discipline taught related to methods and approaches to effective instruction.

The same as cited above.

Book clubs, outdoor events (such as hikes), theatrical events

More technology classes like Powerpoint as well as some more Wellness Hikes.

I would like to see "intra" department workshops so we can learn from each other and provide more consistency in our classes.

I would like to offer a workshop entitled "campus public art" to discuss and make decisions about what might help the campus appear more lively without cluttering with arbitrary decision making or convoluted process. Some enhancements to the learning environment are not as measurable as others... this may be one of those, but valuable none the less.

An independent 3 hour workshop dealing with aspects of Blackboard 9 which I believe were more glossed over in the workshop I attended; specifically the grading center, testing on line and safesassign.

I love absolutely everything about teaching -- with one glaring exception: assessment. I suspect the reason I hate it so much is that I'm really bad at it. But then, I've obviously never been taught how to do it (or anything else relating to pedagogy, for that matter). Thus, I would most like to have flex activities in the field of education; activities that provide 'teacher training' so to speak.

Technical how to's.
I am always looking for ways to improve instruction. In addition, just staying informed on the campus. How best to help a student select a major, complete financial aid, select classes for their major. I understand there are departments for all this, however in addition to knowing where to refer the student be able to assist as well. Often time the students will not make time to schedule an appointment.

Ongoing monthly computer applications training and/or Blackboard training courses

Deaf, Deaf and Deaf World

More technology training to keep up with our students.

Any workshops that earn a certificate of some sort. Emerging Technology workshops are relevant to my discipline, so I am always interested in those.

Motivating students, helping student be better prepared for college, helping students read better.

Blackboard - and online environmental changes

Faculty to faculty mentorships (peering through open doors). Faculty and student seminars/lectures.

Movies, book club in eves or weekends

None, specifically.

more about how to make things accessible quickly How to streamline posting and updating blackboard- it seems so tedious

Powerpoint workshop/training - I've taught myself how to use it at a very basic level.

Shared governance

Teaching workshops and faculty roundtables where teaching strategies and best practices.

Workshops on how to use new software tools available to instructors.

The BSI book club idea Ted talked about.

I would like to see more workshops on How to better serve students with disabilities (Reading, writing, comprehension); students with primary language in Spanish (they have difficulties understanding the lectures and assignments).

More info on applications as listed above

Department and college based team building events.

I would like us all to share best teaching practices.

Online teaching tech

student success

MSJC Academy Workshops, nature hikes, visits to museums

CCCconfer, Blackboard, dynamic teaching

any activities that include counselors.

Perhaps monthly discussions of faculty on topics related to instruction. They could be panel-led.

Camtasia

more workshops and opportunities to meet with other instructors to learn what they are doing in their courses (how they use new technology, etc)

Standards of curriculum / keeping the standards of the course. Reason: Intermittently students DEMAND grades they did not earn.

Teaching second language strategies and methodologies.

Blackboard use updates and insider tips to help me navigate the system more successfully.

More on Blackboard and online courses

My activities geared toward the sciences.

It would be good to have some sharing with other like-discipline instructors about assignments, exams, activities, etc.
I'd like some more "how best to use programs we have to be more organized" (i.e., keeping email inbox from getting so cluttered, etc). Some of the tech academy workshops (applications with Word/Excel, etc) might be helpful throughout the semester.

Anything by Micah Orloff!

Online Teaching workshops

No suggestions as of yet.

designed self study which would help me upgrade my book or lectures.

1. More on course activities 2. provide opportunities for faculty (not just those faculty from the learning center) to teach each other

Something on class administration requirements

More on current education technology

More BB9 Grade center use
12. Please, describe any recommendations to improve our current Flex process or procedures.

# Response

I like the current flexibility that the program provides, but having said that I think that some of the suggestions of the Academic Senate, "committee on committees" in regards to "community service" activities might help our institution with community recognition and fiscal support in the future. I typically have way more FLEX hours than necessary because I believe that part of my job as a faculty member is to share my expertise with my community. I do not know if most people realize that these kind of activities count as FLEX.

Automate the process so that forms are not lost and faculty get paid in a timely manner.

Please automate the system. Digital signatures.

No comments

PAY STIPENDS TO PROFESSORS ON CAMPUS TO TRAIN THE REST OF US HOW TO IMPROVE OUR TEACHING, IN THEIR AREAS OF EXPERTISE (COMMUNICATION, MULTIMEDIA, CROSS-CURRICULAR LEARNING ACTIVITIES).

Submit of paperwork and timeliness of reimbursement

On the website, can you provide a list of all regular FLEX activities that have occurred? That would help to simplify the FLEX contract submission.

More up to date schedules

A list or calendar of events or workshops we can attend for flex credit.

I support an automated master contract submission process.

It will be great to have a listing of all planned activities at the beginning of the semester.

I think it is generally fine - the committee is responsive to suggestion for new events that can be "FLEX approved" and allows me to easily use various non-college activities such as academic conferences for FLEX.

I would like to see a calendar in advance with the flex activities and the due date for the flex contract.

I would like to be paid for more flex activities. I do way above and beyond what I'm actually paid for and I would like to see a higher limit. It seems silly to act like you shouldn't do more than a few hours of professional development.

N/A

16. Explain how many hours you are eligible for depending on how many classes you teach.

17. Instead of manually filling out flex form, have it on the internet to transmit directly to HR.

18. all the different signatures required, when some of the titles listed may be unknown, result in a great circular motion required to be compensated

For example, having just told me about the MSJC Flex website that I was unaware of until now. Do not assume that part-time faculty knows anything that full-time people know because they are on the MSJC campus full-time and education is their full-time profession and career. Improvement will occur by eliminating such assumptions.

19. Please continue the follow-up notification that lets me know that the paperwork was received and is being processed - maybe you can include which paycheck I could expect it on and how many hours I have left to use.

20. Sometimes for par time faculty the paperwork (FLEX) takes forever to process. Other times the forms are not available at the events. Overall all is well, these are just minor things that can be improved.

21. Have better and more progressive workshops. Discipline specific workshops, etc.
Eliminate flex entirely.

No Comment at this time

More Pre-approved events. Also, this semester we were given the contact info to find out how many flex hours we had available. That was nice and useful, but it would be even better to have everyone start the semester out with that knowledge (without them having to ask) so they can start to make plans early on if they want to.

Offer MORE!!!! We have plenty of talent here we can draw from and learn from each other! We can also get an occasional guess speaker.

I wish this survey had a listing of potential areas I could select from to indicate interest (of course I haven't gotten to the end so maybe it's coming!) Things like: Increasing student retention; integrating associate faculty; applying for grants; diff. between Acad senate and Fac Assoc; what's new with the Foundation; an unbiased MSJC history; the usual tech stuff like Canvas, the new Bb, podcasts etc; the limits around incorporating Bb into f2f classes; research papers; student discipline; plagiarism; coordinating & advising student clubs/organizations; curriculum how to's; what's the current list of services avail to students; campus safety/police concerns; reminders about the changes in today's students and most effective ways to reach them...etc etc etc!

Increase the number of hours devoted to flex program and have the sessions scheduled during the weekend after the semester has started in order to facilitate attendance.

Please continue to work as hard for us as you do.

I think it is good.

At other colleges where I've taught, the policy for flex credit included faculty research in her/his individual discipline. I have not seen that supported as much at MSJC, but perhaps it is and I'm not aware of it.

While I realize the committee needs time to complete Flex submissions for full-time faculty, it seems extremely unfair that all the extra stuff I do in the spring after the very early deadline, doesn't count at all towards anything, including the faculty selection committees, etc. That is just wrong.

Might benefit from increased exposure (doing a better job of getting the word out, perhaps). Also, from my limited understanding, it seems like most flex activities offered dealt primarily with computer skills (blackboard / online teaching). That is, the only flex activity I've ever encountered was the MSJC Academy (with one exception - an online teaching workshop). So, I might suggest a greater variety works well.

I think the process has greatly improved lately. Keep up the good work.

ELECTRONIC FORMS!

Expand the amount of flex time hours for part-time faculty - especially since, MSJC places such an importance on using Part-time faculty...why limit payment to part-timers

none

I would like to have the Flex process computerized. I would like more content workshops and fewer computer training workshops during the Flex days and at other times as well.

None

I would like to see more professional development days set aside.

Originally, Flex was targeted more towards gaining development outside one's current field. Flex should be more "flexible".

As a part time instructor, how do we know how much flex time is available for us?

Allow us to turn in the contracts later in the semester. I always miss things because I have to turn it in so early

You need to revisit the Title 5 regulations governing FLEX as in my opinion you have been too strict in your interpretation of what Flex can be.

Allow time to schedule activity. Many times I only have a day or two to plan...if I could schedule given a calendar over a month would be handy.

Make the FLEX forms more readily available. Maybe leave a stack on the front counter in the Instruction Office and a few in the room where the faculty mailboxes are.
Newsletter about upcoming events on a monthly, bi-monthly or quarterly basis. I was not aware of the Flex website. Information about that would be helpful as well. I have to admit at times I get completely bombarded with college emails and cannot read it all. Also, the MSJC website is not intuitive and it is difficult to find what you are looking for (off topic, sorry).

Have some activities ‘two’ weeks before school starts.

It would be great if I could turn the form into the office in the evening and they could get a signature from my dept chair.

I like the email-spam notes about the activities

I think that the Web page need to have pictures of the people on charge of the activities and the referees.

I sometimes find the schedule of Flex events difficult to follow. It is not always clear, for courses that are offered on multiple days, if attending on multiple days is required, recommended, or optional.

Offer more night and weekend opportunities.

I think that I need to visit the flex web site before I offer any recommendations to the process.

I’m not sure how to complete the forms when the activities I have put on there do not happen before the deadline. Do we mark the form “already completed” (it clearly hasn’t been)? (I forget the other option, but it makes it sound like we aren’t sure if we will do the activity.) I don’t have the form handy, but I remember not knowing what to do. Perhaps there should be a “I will complete before end of June” (or whatever the end date is) kind of box to check.

Sometimes the information is a year old on the web site.

The forms are confusing in regard to whether you should submit the forms for the session or the entire conference for compensation. A master on-line list that is checked off by the FLEX instructor when one attends would be much less complicated.

No suggestions as of yet.

Since I was tenured previously and am now retired and teaching as an adjunct, I appreciate anything that is sent to me because most Adjunct feel left out of the college mainstream…..spending time changing to a new book or dealing with publishers is impossible and I would like some flex time to do this.

None at this time

OK as is.

Would it be nice if process were faster so we can get compensation faster too.
13. This question applies only to full-time faculty. Do the faculty development days meet your needs, why or why not?

# Response
1. No. I think Pat James has done a terrific job with the Tech Academies. They should be a model of how to do useful faculty development.
2. Yes, but there could be more, different ones.
3. Yes
4. Yes. It is convenient to have the activities offered at school. Also the college has very talented faculty that is able to share many interesting projects.
5. Sometimes, I would like to see more workshops that collaborate student services and instruction.
   THE ANNUAL DAY IN FALL IS GREAT. WOULD LIKE ONE IN THE SPRING AS WELL. THE OPTIONAL DAYS ARE NOT USEFUL, AS THEY ARE COUPLE DAYS BEFORE SCHOOL BEGINS AND WE'RE ALL TOO BUSY TO ATTEND. MAYBE MORE COLLEGE HOUR ACTIVITIES!!!!
6. No. most of them distribute information more conveniently delivered in writing. The need to gather is especially difficult for those faculty with vision or hearing impairments.
7. Yes, for the most part all of the activities are relevant and important. Perhaps more opportunities for networking could be incorporated.
8. no. hours flex offered are while I’m teaching
9. I think so.
10. Do not offer sessions that pertain to my teaching needs or when I’m available.
11. Yes for the most part.
12. Yes
13. Yes
14. Somewhat. I find many that are scheduled are not information I need. I do like the @MSJC presentations
   They vary greatly from year to year, so the answer is sometimes. Experienced expert-speakers are desirable, workshops or groups in which faculty mingle and share ideas and experiences regarding teaching practices are valuable. Workshops that teach new technologies are valuable. I think we should be offered focused opportunities to enable us to grow professionally for FLEX.
15. Yes. There's a good array of instructional, theoretical, and practical activities.
   I may be a nerd, but I like to have at least one day/year in which we can see all the faculty at once. That is important to me. Sometimes the other activities are simply necessities (getting caught up on college issues).
16. They are rather lean and are geared mainly towards pedagogy stuff, rather than academic material or college information.
17. I would like presentations that focus on understanding the current student population and strategies to deal with the challenges.
18. I never come to additional flex days because I do outside activities specific to my field.
19. We need less general information, e.g. budget, regulations and more activities to accomplish needed tasks e.g. assessment or slos.
20. Yes.
21. The development days do bring together the full time faculty which I think is important but as I explained in #8 I think there should be more of a pedagogical emphasis during these development days.
No, these days are classified as peak time for counselors and we are unable to attend.

No. My only need is to have more days in the classroom with my students, not to perform some useless task in order to earn a merit badge, as if to help a little old lady cross the street when in fact she has no desire to cross.

Yes, I am able to fulfill my contractual requirement.

No not enough hours to meet the contract needs. I like to have classes in general area where I work!

Because I focus on Academy classes, yes. Otherwise no.

Yes. See answer cited in question #7.

I would like to see June being scheduled again for workshops. August, before we come back, just isn’t a viable time, especially for those who teach summer school and need those two weeks to just veg or go on vacation or otherwise rejuvenate their minds and bodies. But June, on the other hand, would be a time when I’m sure many would be able to attend.

See answer above.

Nope, I have classes to teach and I have difficult to find interpreters for workshops.

Generally, yes.

Yes.

Yes. There are good, practical workshops and the time of the days is not in conflict with other activities.

Yes - I prefer them because they don’t conflict with the class schedule.

I was better when we had more to choose from. Also, some departments have a more difficult time participating. It is discouraged rather than encouraged. I would like to see all departments supported in their ability to attend flex activities.

Yes. They are pretty good and focused on teaching and/or important college-wide information.

They are better, however, most of the information could be in the emails.

Sometimes they sound good but when I attend it is a waste of time. The latest BlackBoard training was a waste because the instructor was not knowledgable.

It is my third year as of now .... yes.

The recent ones have been well executed.

Some yes, some no. Not all topics are relevant to what I need (but that would be true for everyone... you have to provide a variety to meet a variety of needs)

I’d like to see more time spent with practical applications -- with the upcoming assessments, for example, I’d like to have time for faculty from both campuses to meet to discuss assessments, SLOS, curriculum revision/writing needs, etc. It is so hard to get people from both campuses together to have these kinds of meetings which are crucial to planning.

Yes