

2016

January 29, 2016
San Jose City College



[Spring (Jan 29, 2016) Professional Development Day Assessment]

The assessment asked SJCC employees to rate their experience of the event. The data compiled was presented and discussed at the Professional Development Committee meetings, shared with the Vice-President of Academic Affairs and College President, and posted on the website. The comments and suggestions made were considered for the planning of the April 8, 2016 PDD. Other suggestions will be considered in the planning of the Fall 2016 PDD.

Results from January 29, 2016 Professional Development Day

Process: The Lime Survey was conducted from **February 5 to 23, 2016**. Participants received an invitation and two follow up reminders.

Participation: 720 invitations were sent.

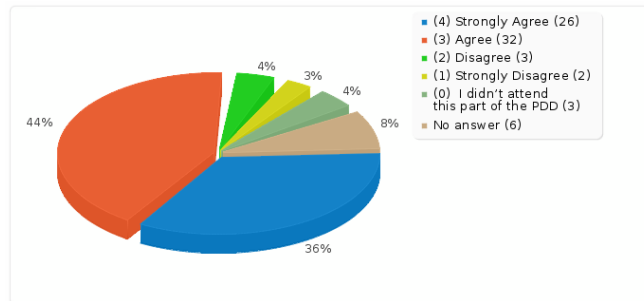
Population: 72 employees completed the survey

The results are as follow:

Question 1: Your role at San Jose City College is

Answer	Percentage
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Adjunct Faculty (A1)	26	36.11%
Classified (A2)	10	13.89%
Confidential (A3)	1	1.39%
Full Time Faculty (A4)	24	33.33%
Managerial (A5)	8	11.11%
No answer	3	4.17%



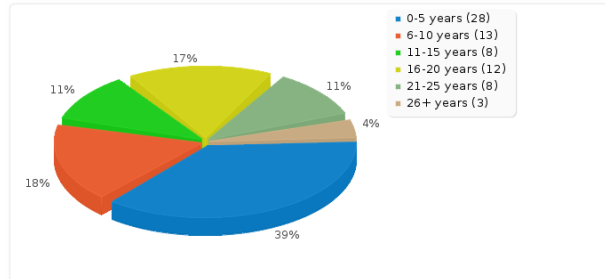
Question 2: Select your years of service at SJCC:

Answer	Count	Percentage
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0-5 years (A1)	28	38.89%
6-10 years (A2)	13	18.06%
11-15 years (A3)	8	11.11%
16-20 years (A4)	12	16.67%
21-25 years (A5)	8	11.11%
26+ years (A6)	3	4.17%

Answer

Percentage



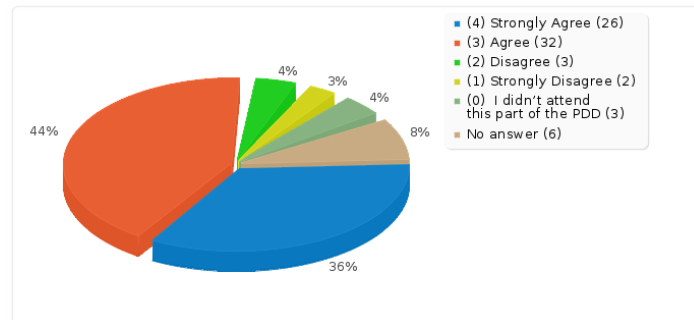
Question 3: The format adopted for the division and department meetings and Classified Senate Workshop in the morning and Working Lunch and afternoon sessions was productive and informative.

Answer

Count

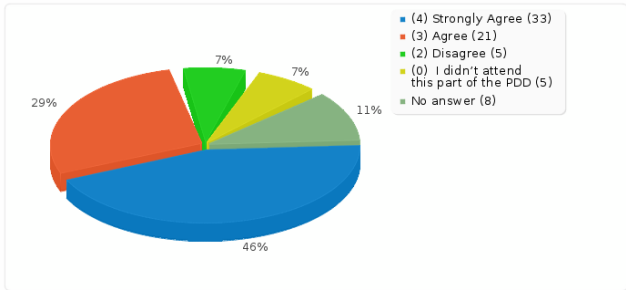
Percentage

(4) Strongly Agree (A1)	26	36.11%
(3) Agree (A2)	32	44.44%
(2) Disagree (A3)	3	4.17%
(1) Strongly Disagree (A4)	2	2.78%
(0) I didn't attend this part of the PDD (A5)	3	4.17%
No answer	6	8.33%



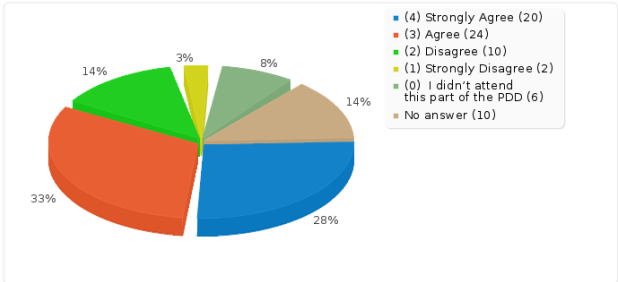
Question 4: My division was well planned and provided the opportunity to exchange information useful to student learning.

Answer	Count	Percentage
(4) Strongly Agree (A1)	33	45.83%
(3) Agree (A2)	21	29.17%
(2) Disagree (A3)	5	6.94%
(1) Strongly Disagree (A4)	0	0.00%
(0) I didn't attend this part of the PDD (A5)	5	6.94%
No answer	8	11.11%



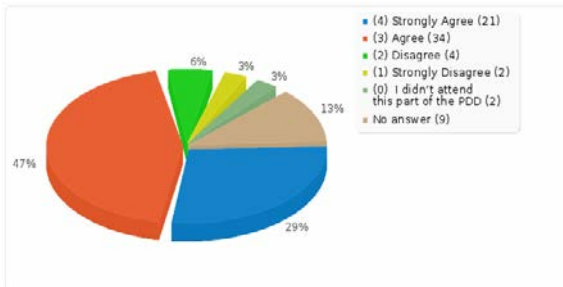
Question 5: My department meeting provided the opportunity to discuss the Fall 2015. SLO assessment results, to plan, the Spring 2016 PSLO and course SLO assessments, to discuss the course SLOs to PSLO mapping, to plan the course outline revision, to discuss the Program Review schedule, and other vital information.

Answer	Count	Percentage
(4) Strongly Agree (A1)	20	27.78%
(3) Agree (A2)	24	33.33%
(2) Disagree (A3)	10	13.89%
(1) Strongly Disagree (A4)	2	2.78%
(0) I didn't attend this part of the PDD (A5)	6	8.33%
No answer	10	13.89%



Question 6: The afternoon session which included the Working Lunch with the Welcome, College-Wide Updates, and Introduction of New Employee was informative.

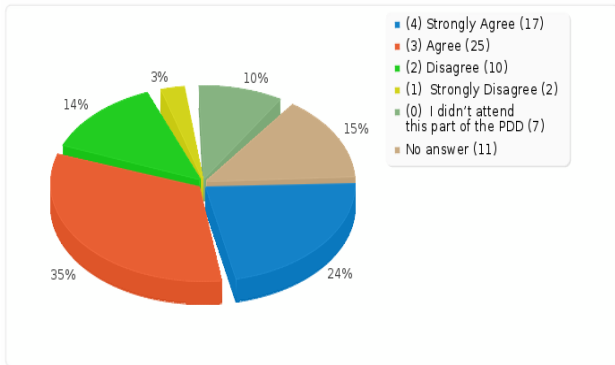
Answer	Count	Percentage
(4) Strongly Agree (A1)	21	29.17%
(3) Agree (A2)	34	47.22%
(2) Disagree (A3)	4	5.56%
(1) Strongly Disagree (A4)	2	2.78%
(0) I didn't attend this part of the PDD (A5)	2	2.78%
No answer	9	12.50%



Question 7: The information presented in the Title IX Session was effective and useful.

Answer	Count	Percentage
(4) Strongly Agree (A1)	17	23.61%
(3) Agree (A2)	25	34.72%
(2) Disagree (A3)	10	13.89%
(1) Strongly Disagree (A4)	2	2.78%
(0) I didn't attend this part of the PDD (A5)	7	9.72%
No answer	11	15.28%

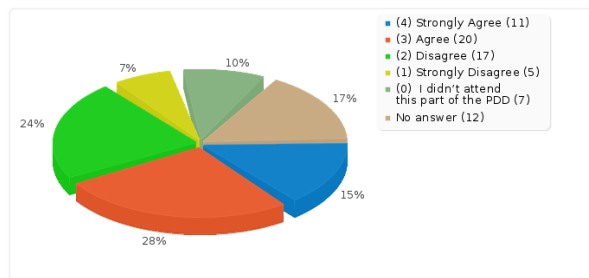
Answer	Count	Percentage
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Question 8: The Title IX Session should be also offered at future Professional Development Days in the same format.

Answer	Count	Percentage
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(4) Strongly Agree (A1)	11	15.28%
(3) Agree (A2)	20	27.78%
(2) Disagree (A3)	17	23.61%
(1) Strongly Disagree (A4)	5	6.94%
(0) I didn't attend this part of the PDD (A5)	7	9.72%
No answer	12	16.67%



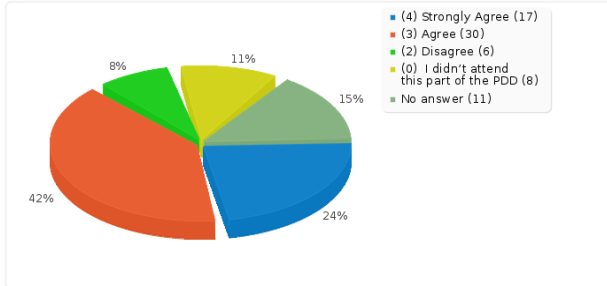
Question 9: I will adopt the information or skills acquired from the Title IX session.

Answer	Count	Percentage
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(4) Strongly Agree (A1)	17	23.61%
(3) Agree (A2)	30	41.67%
(2) Disagree (A3)	6	8.33%
(1) Strongly Disagree (A4)	0	0.00%

Answer	Count	Percentage
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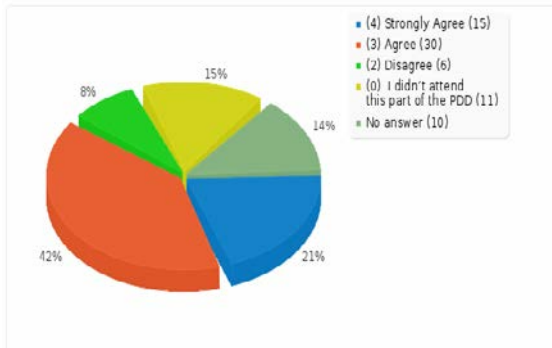
(0) I didn't attend this part of the PDD (A5)	8	11.11%
No answer	11	15.28%



Question 10: The Student Panel Session was informative.

Answer	Count	Percentage
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(4) Strongly Agree (A1)	15	20.83%
(3) Agree (A2)	30	41.67%
(2) Disagree (A3)	6	8.33%
(1) Strongly Disagree (A4)	0	0.00%
(0) I didn't attend this part of the PDD (A5)	11	15.28%
No answer	10	13.89%



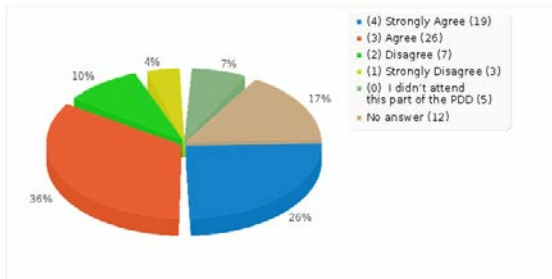
Question 11: There is a need to include more student presentation at future Professional Development Days.

Answer	Count	Percentage
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(4) Strongly Agree (A1)	19	26.39%
(3) Agree (A2)	26	36.11%
(2) Disagree (A3)	7	9.72%

Answer	Count	Percentage
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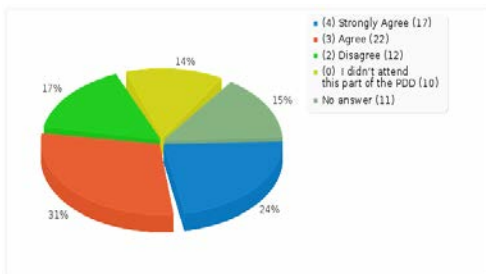
(1) Strongly Disagree (A4)	3	4.17%
(0) I didn't attend this part of the PDD (A5)	5	6.94%
No answer	12	16.67%



Question 12: The information shared by the students during their session contributes and impacts how I perform my job at SICC.

Answer	Count	Percentage
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(4) Strongly Agree (A1)	17	23.61%
(3) Agree (A2)	22	30.56%
(2) Disagree (A3)	12	16.67%
(1) Strongly Disagree (A4)	0	0.00%
(0) I didn't attend this part of the PDD (A5)	10	13.89%
No answer	11	15.28%

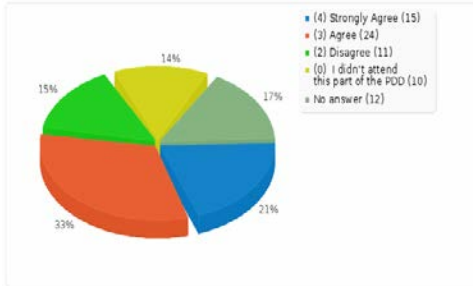


Question 13 : The session about accreditation led to my acquisition of new information regarding this process.

Answer	Count	Percentage
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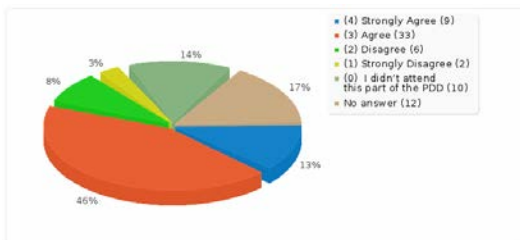
(4) Strongly Agree (A1)	15	20.83%
(3) Agree (A2)	24	33.33%

Answer	Count	Percentage
(2) Disagree (A3)	11	15.28%
(1) Strongly Disagree (A4)	0	0.00%
(0) I didn't attend this part of the PDD (A5)	10	13.89%
No answer	12	16.67%



Question 14: The session about accreditation was carefully planned and the time was used effectively.

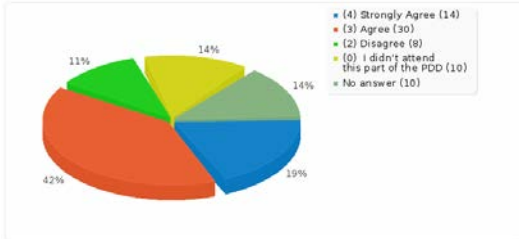
Answer	Count	Percentage
(4) Strongly Agree (A1)	9	12.50%
(3) Agree (A2)	33	45.83%
(2) Disagree (A3)	6	8.33%
(1) Strongly Disagree (A4)	2	2.78%
(0) I didn't attend this part of the PDD (A5)	10	13.89%
No answer	12	16.67%



Question 15: The session about accreditation should be also offered at future Professional Development Days.

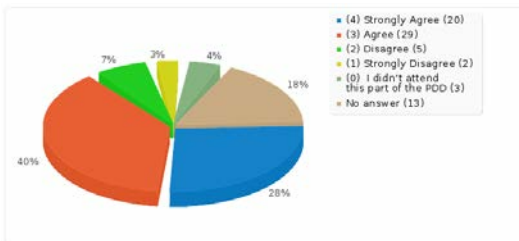
Answer	Count	Percentage
(4) Strongly Agree (A1)	14	19.44%
(3) Agree (A2)	30	41.67%

Answer	Count	Percentage
(2) Disagree (A3)	8	11.11%
(1) Strongly Disagree (A4)	0	0.00%
(0) I didn't attend this part of the PDD (A5)	10	13.89%
No answer	10	13.89%



Question 16: Overall, the Professional Development Day was carefully planned, and the time was used effectively.

Answer	Count	Percentage
(4) Strongly Agree (A1)	20	27.78%
(3) Agree (A2)	29	40.28%
(2) Disagree (A3)	5	6.94%
(1) Strongly Disagree (A4)	2	2.78%
(0) I didn't attend this part of the PDD (A5)	3	4.17%
No answer	13	18.06%

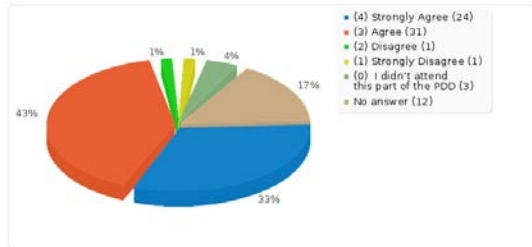


Question 17: Overall the atmosphere during the day was conducive to a collegial professional exchange.

Answer	Count	Percentage
(4) Strongly Agree (A1)	24	33.33%
(3) Agree (A2)	31	43.06%
(2) Disagree (A3)	1	1.39%

Answer	Count	Percentage
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(1) Strongly Disagree (A4)	1	1.39%
(0) I didn't attend this part of the PDD (A5)	3	4.17%
No answer	12	16.67%



Question 18: Please rate your overall satisfaction with the activities provided during this Professional Development Day (January 29th). Please write your comment.

Kudos to the committee members.

I liked the idea of having more interactive workshops & a keynote speaker.

PDD was very helpful. I would like to see more classes for classified.

Good

One of the most interesting and productive PD Days I've attended. I really came away with tangible information I could use.

Since my career at SJCC, I have been unable to attend all day PDD due to my responsibilities and roles. This was one of few PDD I could. I thoroughly enjoyed the day, gained new knowledge and felt refreshed for the semester start. Thank you for the new lunch offer. This was a pleasant surprise!

I was satisfied with PDD; however, I felt that the afternoon sessions dragged on (especially the Title IX talk), and I got antsy. If you didn't pay me I wouldn't come. I seldom gain much that I can use. Management changes so rapidly it's hardly worth knowing them. I would just like to teach my students to be better technicians and not have to deal with the politics.

Fair to good

We need the schedule MUCH earlier. We should already have the schedule for the April PDD. It should run on time. Start at the start time.

I was out sick and did not attend the PDD meeting.

I think the PDD events went by very quickly, so I think that is a good sign that the activities were engaging.

The speeches from the constituency groups could be cut down...they are commercials and say the same thing each time....

The climate of the college is very positive and engaging. I had a conflict with my time as I had another Professional Development day to attend so left after lunch before the next part of the program began.

10 out of 10

It would be constructive if a broader recognition were offered to adjunct faculty with regards to student successes, rather than non-faculty.

My mind went blank at the end of the day. After the 2:00PM session I could no longer pay attention. Please end the day at 2:00PM

Good but need a break between working lunch and accreditation session. Four hours of sitting and trying to be alert and focused by the presentations is asking too much. Who does that these days? We give 10 minute breaks to our students every 2 hours of class.

My satisfaction was met. I think staying on schedule is important to give everybody the adequate time they need to share their piece.

During most of the activities I felt like there were much more pressing things on my To Do list. I recognize there are probably reasons we need to hold these type of activities. For example, I'm assuming that someone can check off a box now saying that all employees have now been Title IX trained. However, most of the people that I looked at were not paying much attention. If we *have* to listen to a powerpoint talk, maybe add clicker questions throughout? And now someone else can check off a box that says that we have all-campus discussions about Accreditation. However, many of the people giving feedback about accreditation were not knowledgeable about the different standards, etc, and therefor would have a hard time giving valuable feedback. At least it was interactive and some people were learning/chatting/discussing and not sleeping. I did like that aspect! Much of the information given by the welcome talks could have been conveyed in a short welcome letter/news brief/, and then we could have spent that time working in smaller groups and feeling more productive. Any reason we can't have small group work and the president/ VP's/Deans go table-to-table giving input and answering questions. Or the President/VP/Deans lead discussions at randomly assigned tables? That would make everyone at each table feel like they need to be at least somewhat invested. I rarely feel professionally developed at our Professional Development Days.

Also, take attendance again after lunch, seriously. Or I'm leaving with everyone else who has realized that they have more important things to do than PDD.

Good

I did not attend. (2 Responses)

It was informative and well organized.

Please dispense with admin talking heads and the condescending/insulting tone. We've been here much longer than these folks and know what's needed to make our workplace better. What do they really know about our students? Faculty are the experts, so let us do some sharing, interacting, and engaging with each other. We are not "empty vessels" needing to sit still and have redundant info poured into us for hours. The Title 9 talk was a good example of that. There were faculty experts on the subject in the audience. Why not let us engage collaboratively? Any why was all this \$\$ spent on a lawyer (who lectured us like we're all in kindergarten) to do the job for the VP, who was hired for this express purpose?

In my opinion, since Dr. Burns is the Title IX "officer" she should have been required to disseminate the information and not waste expensive consulting fees.

An 8. The meetings overlapped. A better lunch.

This was a very good and informative day.

Well done except I couldn't be in two places at the same time; my dept. meeting and the Classified Council meeting were at the same time. I wanted to attend both and chose the dept. one as I needed to know what was going on for the Spring semester.

These PDD are definitely useful, especially for the adjunct instructor who is not on campus during the day.

Very organized and informative.

The atmosphere during the day was great and conducive to a collegial professional exchange. Thank you!

The Title IX stuff was too sugar coated. Glossed over details and gave some misinformation.

It was great to get to meet other faculty. As a new adjunct, I felt very welcomed

The division and department meetings were good.

Overall, it was very good!

I felt I gained the knowledge needed to for professional development.

Bored. Too passive. Too much information and listening.

I love this school

Additional comments regarding the areas below:

Breakfast:

Include during division meeting rather than main gym

Okay

Fair

Better in Divisions

N/A (3 responses)

Great (2 responses)

Adequate

Not that good

Bring back the warm breakfasts!

Poor

Good (3 responses)

Too many carbs

Fruit -healthy foods needed

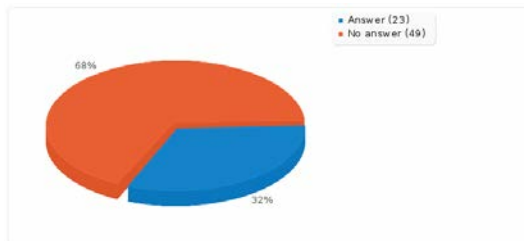
N/A

Delicious

Protein of some form

I would have liked to have some fruit

Good healthy choices



Division and Department Meetings:

Great (4 responses)

Always boring

Good (2 responses)

Action packed

Yes

Needed about 15-20 minutes more time

N/A

Collaborative

Did not have department meetings, and I feel like we should

Not enough time for department meeting

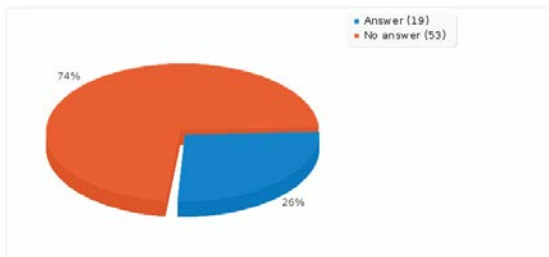
Good information

Excellent--Ingrid does a wonderful job for Business and Service Careers

Excellent

Informative

Nice way to come back and say Hi to everyone in the Division



Classified Senate:

Fair

I wanted to attend classified senate and our division/department meeting. Chose dept. meeting. Request to be fair to classified have it has a workshop and not during their dept meetings. Even though we were given the opportunity to go to the classified senate during dept. meeting it was not fair that we would miss valuable information from our department meeting if we went to the classified meeting.

Was at same time as department meeting

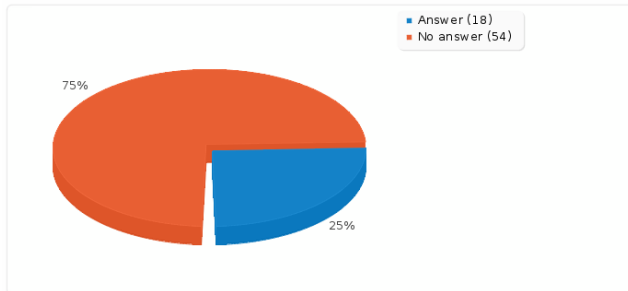
Good

Productive audience

Was held at the same time as my dept. meeting; didn't work for me.

N/A (7 responses)

Did not attend (2 responses)



Working Lunch and Updates:

Lunch was good (4 responses)

Great

Excellent

Great food!

No silverware

Fair.

Heard food ran out.

OK. President's message was good.

Excellent

Great but maybe difference food next time sandwich lunch boxes perhaps

Adequate

Please provide adequate lunches

Overall, well done. Improvement could be had by offering better quality lunch items. I have a gluten free diet and was provided only a plate of salad. Security talk was appropriate.

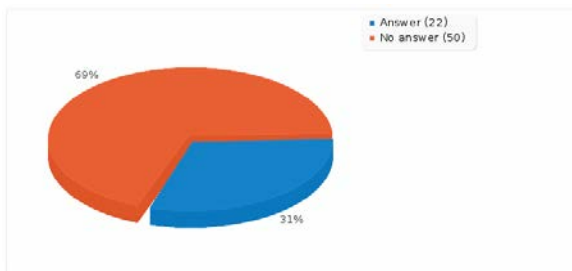
Good job

Excellent

Thank you!

Okay

Good idea--lunch and work; I like it.



Title IX Session:

Excellent

The information was clear; however, confidentiality issues still appeared to be a major concern to the audience. I think also information should include "how to document and keep documentation," "should one be examined, what notes are important to keep", and other practical suggestions for faculty and staff. These issues do arise, and staff are unclear as to how to prepare for the claim.

Needs improvement

Poor--boring--too much information

Ok--racing through the material

N/A (2 responses)

Good information to know and use especially captions on videos used in class

Good (4 responses)

Lots of important information and so short a time

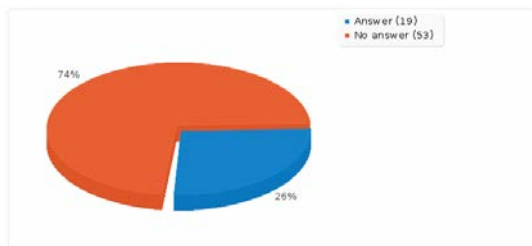
Needed

Poorly done

Excellent

Great.

Too sugar coated, not completely true.



Student Panel Session:

Nice, but a little too warm and fuzzy

Needs improvement

Upbeat, well-planned, inspiring

Excellent and should help inform a marketing program

N/A (2 responses)

Great to hear from students

Fair

Too long and one note. May probably be better if students represented were also diverse in age and length and time of tenure at SJCC. Would be great to have alumni already done with university or already employed.

More time and more focused questions would have been better

Great to hear from students

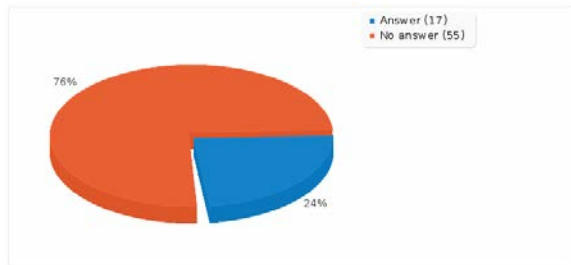
Good (2 responses)

Excellent

Nice

Great!

It was real, from students to students



Accreditation Session:

Great game idea, and great way to get everyone to understand, even a little bit, about accreditation. Could be made even better in the future.

Well done for a dry subject.

A more interesting approach than usual...

Good to get up and have everyone participate in the process

Fair

Not enough time allotted

Needed it

Good (3 responses)

Not something that necessarily relates to me

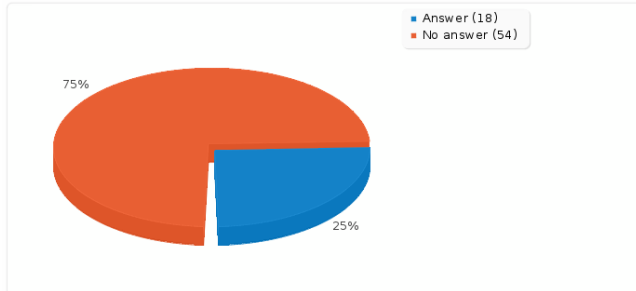
Appropriate

Did not attend

Wonderful

N/A (3 responses)

Everyone had a chance to really think about what we can do to contribute to accreditation.



Please suggest possible topics, activities, or speakers for future Professional Development Day(s).

Full breadth of Title IX topic will be helpful to cover

More motivational speakers on leadership & teamwork.

A way to get more faculty members involved in campus life and committees.

Shawn Achor for a possible speaker. Also, can we do the college-wide announcements in the morning, then shift to division in the afternoon? Especially for Fall PDD, since the gym will get very warm in the afternoon!

The best part of this was a lack of an “inspirational speaker.” There are more important uses of time and money.

Innovation approaches/programs on campus.

Can't think of any the moment.

Resources and our best practices to help students in materials cost for courses. How to help students best succeed at SJCC.

Loved the intro with the meeting someone who you don't know. Would like to see more activities to mingle with faculty in other disciplines.

Continued sessions to provide information to faculty on campus safety issues.

Some of our instructors need help with classroom management and class etiquette, like not talking about their personal life too much. Please provide a workshop for this topic. As a counselor, I have listed too many student complaints about the above.

I enjoyed the music that was being played in the background in the gym before PDD began and while lunch was in session---please continue this.

NOTES:

Dissemination of Results:

The survey results were included in the Professional Development Plan, shared with the Professional Development Committee, and posted on the College website. The committee has ongoing meetings during the fall and spring semesters. They will continue its efforts to increase employee participation in future similar assessments. An upcoming PDD breakout session is planned to extend that dialogue.

2015-16 Professional Development Committee

- Claudia Amador, Office of Vice President of Academic Affairs
- Maria Avalos, Office of Vice President of Student Affairs
- Mary Conroy, Global Studies & Psychology Faculty
- Celia Cruz-Johnson, Faculty/Coordinator
- Charles Heimler, English Faculty (Fall 2015)
- Lamel Harris, Dean
- Heather Jellison, ESL Faculty
- Bunnie Rose, Academic Affairs Office
- William Reyes, Counseling