

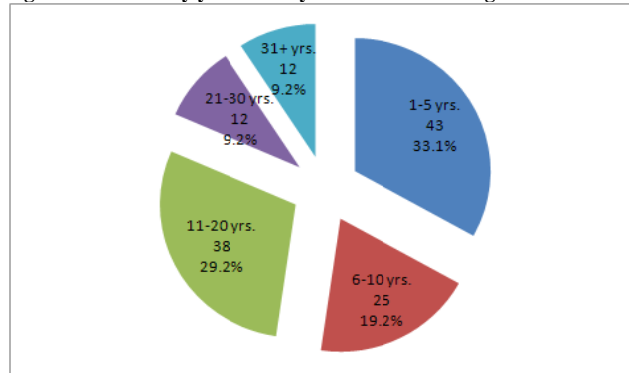
Professional Development Survey April 2009

A survey was created by the Professional Development Committee of Governance. Data were collected online and via paper survey. A total of 131 surveys were analyzed.

Below are some quick takes:

1. The sample
 - a. Approximately 3 out of 4 surveys were submitted via paper (71.0%, n = 93).
 - b. Approximately half of the respondents were faculty (49.2%, n = 63). A total of 29.7% (n = 38) were administrators and 21.1% were support staff (n = 27).
 - c. A majority of respondents reported Lincroft was their primary location (91.8%, n = 112).
 - d. The numbers of years employed at the college are provided in the figure below.

Figure 1: How many years have you been at the college?



2. Respondents were given a list of 19 professional development activities. They were asked first to identify the importance of each activity on a scale of 1 "least" to 5 "most." They were then asked to identify how satisfied they were with the availability each activity - again on a scale of 1 "least" to 5 "most."

a. Importance

- i. The range of importance for the activities was 2.75 (below "average") to 4.14 ("above average").
- ii. The activities deemed most important by respondents were:

	Avg. Imp.
Participating in conferences	4.1
Attending in-house technology workshops	4.0

- iii. The activities deemed least important by respondents were:

	Avg. Imp.
Participating in international programs	2.8
Taking credit course(s) at BCC	2.9
Conducting scholarly research	2.9

b. Satisfaction with availability (satisfaction).

i. The range of satisfaction for the activities was 3.1 (below “average”) to 4.2 (“above average”).

ii. Respondents were most satisfied with availability of the following activities:

	Avg. Sat.
Taking credit course(s) at BCC	4.2
Participating in Governance	4.0

iii. Respondents were least satisfied with the availability of the following activities:

	Avg. Sat.
Participating in career mentoring	3.1
Visiting other educational institutions	3.1

c. Importance v. Satisfaction

i. It is helpful to look at importance as it relates to satisfaction. This provides a picture of activities that are high in importance but low in satisfaction showing areas that could be targeted for improvement (see table below).

	Avg. Imp.	Avg. Sat.	Sat. - Imp.
Participating in conferences	4.1	3.4	-0.8
Attending in-house workshops other than technology	3.9	3.4	-0.5
Visiting other educational institutions	3.4	3.1	-0.3

ii. “Attending in-house technology workshops” was ranked 2nd in importance and 3rd in satisfaction.

	Avg. Imp.	Avg. Sat.	Sat. - Imp.
Attending in-house technology workshops	4.0	4.0	0.0

d. Open-ended items

i. These items are presented below. Note - comments are presented exactly as they are entered.



Professional Development Survey
February 2009

The Professional Development Committee is surveying employees to identify professional development needs. To that end, we are asking you to complete the following 2 page survey. Please submit your responses by April 7, 2009. All results will be tabulated and shared.

Completed (estimated):

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid paper	93	71.0	71.0	71.0
online	38	29.0	29.0	29.0
Total	131	100.0	100.0	

Please identify your constituency:

	Frequency	Percent	Valid Percent	Cumulative Percent
Support staff	27	20.6	21.1	21.1
Faculty	63	48.1	49.2	70.3
Administration and exempt	38	29.0	29.7	100.0
Total	128	97.7	100.0	
[select one] - missing	3	2.3		

How many years have you been at the college?

	Frequency	Percent	Valid Percent	Cumulative Percent
1-5	43	32.8	33.1	33.1
6-10	25	19.1	19.2	52.3
11-20	38	29.0	29.2	81.5
21-30	12	9.2	9.2	90.8
31+	12	9.2	9.2	100.0
Total	130	99.2	99.9	
0 [select one] - missing	1	0.8		

LOCATION Where is your primary location?

	Frequency	Percent	Valid Percent	Cumulative Percent
Lincroft	112	85.5	91.8	91.8
N.Mon.	2	1.5	1.6	93.4
W.Mon.	6	4.6	4.9	98.4
E.Mon.	1	0.8	0.8	99.2
Wall	1	0.8	0.8	100.0
Total	122	93.1	99.9	
0 [select one] - missing	9	6.9		

	How important to you is each activity? (Importance)									How satisfied are you with the availability of these opportunities? (Satisfied)								
	Least to < average		Average				> Average to Most			Least to < average		Average				> Average to Most		
	No.	%		No.	%	No.	%	Tot.		No.	%		No.	%	No.	%	Tot.	
Participating in conferences	10	8.1		19	15.3		95	76.6	124	23	21.9		32	30.5		50	47.6	105
Conducting scholarly research	31	32.3		31	32.3		34	35.4	96	17	25.8		21	31.8		28	42.4	66
Developing curriculum	15	16.5		16	17.6		60	65.9	91	11	16.2		18	26.5		39	57.4	68
Taking non-credit course(s)	40	32.5		30	24.4		53	43.1	123	13	13.4		27	27.8		57	58.8	97
Taking credit course(s) at BCC	45	38.8		31	26.7		40	34.5	116	6	6.7		17	19.1		66	74.2	89
Taking credit courses at other institutions	28	23.5		19	16.0		72	60.5	119	14	15.4		20	22.0		57	62.6	91
Taking courses toward certificates	29	25.4		20	17.5		65	57.0	114	12	14.3		27	32.1		45	53.6	84
Participating in electronic events, e.g., instructional Webinar, satellite seminar, video conferencing, online meetings	20	17.1		31	26.5		66	56.4	117	12	12.5		32	33.3		52	54.2	96
Visiting other educational institutions	23	20.5		34	30.4		55	49.1	112	25	30.1		31	37.3		27	32.5	83
Attending in-house technology workshops	9	7.4		24	19.8		88	72.7	121	11	10.5		22	21.0		72	68.6	105
Attending in-house workshops other than technology	14	11.2		27	21.6		84	67.2	125	26	25.5		26	25.5		50	49.0	102
Participating in Governance	29	23.8		22	18.0		71	58.2	122	9	8.8		20	19.6		73	71.6	102
Attending leadership programs	34	28.6		26	21.8		59	49.6	119	17	18.7		25	27.5		49	53.8	91
Participating in new employee/adjunct mentoring	16	14.5		27	24.5		67	60.9	110	13	14.1		24	26.1		55	59.8	92

	How important to you is each activity? (Importance)									How satisfied are you with the availability of these opportunities? (Satisfied)								
	Least to < average		Average				> Average to Most			Least to < average		Average				> Average to Most		
	No.	%	No.	%	No.	%	Tot.	No.	%	No.	%	No.	%	Tot.				
Participating in career mentoring	30	26.8	30	26.8	52	46.4	112	26	30.2	28	32.6	32	37.2	86				
Taking a sabbatical/educational leave	31	30.1	20	19.4	52	50.5	103	17	23.3	24	32.9	32	43.8	73				
Participating in service to the community	17	13.9	27	22.1	78	63.9	122	20	20.8	25	26.0	51	53.1	96				
Participating in professional organizations	16	13.2	22	18.2	83	68.6	121	16	15.7	31	30.4	55	53.9	102				

ITEM	Avg. Importance	Avg. Satisfied
Participating in conferences	4.14	3.38
Conducting scholarly research	2.95	3.21
Developing curriculum	3.86	3.66
Taking non-credit course(s)	3.11	3.73
Taking credit course(s) at BCC	2.93	4.18
Taking credit courses at other institutions	3.66	3.84
Taking courses toward certificates	3.54	3.62
Participating in electronic events, e.g., instructional Webinar, satellite seminar, video conferencing, online meetings	3.69	3.68
Visiting other educational institutions	3.42	3.10
Attending in-house technology workshops	3.99	3.95
Attending in-house workshops other than technology	3.86	3.40
Participating in Governance	3.56	4.05
Attending leadership programs	3.32	3.51
Participating in new employee/adjunct mentoring	3.72	3.75
Participating in career mentoring	3.24	3.12
Taking a sabbatical/educational leave	3.40	3.32
Participating in service to the community	3.71	3.54
Participating in professional organizations	3.87	3.55
Participating in international programs	2.75	3.41

Other (please specify)
Cultural Competency training.
Frequency of sabbaticals is too long - should be every 4 years.
Governance is no longer a participatory body. The Administration decides what it wants/needs, and then, forces it through Governance. If the correct results aren't obtained the first year, the Committee is publicly criticized and the same charge is given
I participated in the STARS program here at Brookdale last year and I was really looking forward to continuing onto SuperSTARS this year but it has yet to be offered. I would really like to participate and hope that the program will be available soon.
I would be interested in programs presented regarding Student Services at other community colleges/ child care
I would like to see a mandatory program (much like the online program we had on sexual harassment) on confronting verbal abuse in the workplace. The clg should have a zero tolerance approach to this problem, which we have where I work, AND according to my reading, is considerably more prevalent than sexual harassment, it leads to reduced productivity and is very destructive
I'm an adjunct and I work during the day, so when day-time programs are made available through Brookdale, I have no opportunity to participate. I realize there's not much that can be done about this, but I still feel that I'm missing out. Thanks.
Need tech workshops on things like computer maintenance--many topics like this seem to fall through the cracks, not covered by HR, OIT or TLC. There are optys for conferences but with new method of funding I was unable to go--dept. \$ used up by the time
Networking Events, Employee Rewards and Recognition
Planning staff workshops and professional development events.
Supervisory training EXPLANATION: The lack of supervisory experience prevents employees from advancing to management positions. With supervisory training, this impediment would be mitigated.
Systematic R&D for major college priorities like "Greening."
The new structure of applying for professional development funding has limited the opportunity to attend conferences.
Tuition coverage for advanced degree cohorts for doctoral programs and reimbursement for 4 classes 12 credits for other programs.

What professional development needs do you personally have/expect to have in the next 12 months?
<ul style="list-style-type: none"> \$ for conferences Always - continued technology training Some way to work on curric. development
<ul style="list-style-type: none"> Ability to attend a national conference
<ul style="list-style-type: none"> Additional Training Programs
<ul style="list-style-type: none"> attend conferences, research, speaking at conferences, visiting other institutions, technology workshops,
<ul style="list-style-type: none"> Attend conferences. Possible stay overnight.
<ul style="list-style-type: none"> Attending an annual informational conference
<ul style="list-style-type: none"> Attending state wide/national conferences.
<ul style="list-style-type: none"> Better knowlege of Microsoft 2007
<ul style="list-style-type: none"> Completing in-house technologoy courses; taking non-credit courses; beginning a program towards a Masters and taking classes through Brookdale for that.
<ul style="list-style-type: none"> Conference - and in house opps.
<ul style="list-style-type: none"> Conference Attendance
<ul style="list-style-type: none"> Conference attendance Curriculum development In-house workshops New employee mentoring
<ul style="list-style-type: none"> Conferences and curriculum development
<ul style="list-style-type: none"> Continue taking courses toward Ed.D.
<ul style="list-style-type: none"> Continue to participate in a doctoral program Mater new technology Anticipate needs for changing student population Understanding budget and financing
<ul style="list-style-type: none"> -Credit courses towards a certificate -Conferences -Webinars
<ul style="list-style-type: none"> Doctoral classes at Univ of Penn
<ul style="list-style-type: none"> -Funding for attendance at biological themed conferences. -Flexible times/dates for ANGEL and online training.
<ul style="list-style-type: none"> Hope to be accepted to spend a week in Concord, Mass. exploring Transcendentalism. Would love to attend a conference focused on my own writing.
<ul style="list-style-type: none"> I am President of the International Forensics Association. I preside over our annual business meeting held each November at the National Communication Association Convention. At the convention, I also attend and/or participate in panel discussions to keep abreast of current trends in communication education and pedagogical advances. I will appeal to PDC to provide funds for travel to the conference. In addition, I host the IFA tournament each year. Typically, my hotel expenses are covered by the organization, however I do need support for flight expenses.
<ul style="list-style-type: none"> I will be attending the leadership Brookdale course, and I am looking forward to this experience.
<ul style="list-style-type: none"> I will complete a M.A. in Educational Technology in May 2009
<ul style="list-style-type: none"> I will continue to take computer classes to keep current with the changes with the in house system. I will also start cking into retirement information for the future.
<ul style="list-style-type: none"> I would like the opportunity to further my education.
<ul style="list-style-type: none"> i would like to attend a League of Innovation conference.
<ul style="list-style-type: none"> I would like to attend the national conference of the American Mathematics Association of Two Year Colleges, and the statewide conferences of MATYC-NJ.
<ul style="list-style-type: none"> I would like to take some credit courses at another institution; attend annual library conferences; take part in webinars
<ul style="list-style-type: none"> In my work area I need to complete 20 hours of professional devlopment yearly to maintain our staff credentials to run the day care center.
<ul style="list-style-type: none"> just an opportunity to grow academically and personally
<ul style="list-style-type: none"> Keeping up on all the new Outlook
<ul style="list-style-type: none"> Keeping up with the ever changing educational technology
<ul style="list-style-type: none"> Learn new software programs, or learn more about using the ones we have now
<ul style="list-style-type: none"> Learn new software versions
<ul style="list-style-type: none"> Learn Outlook 2007 including the calendar feature. Imagenow 6.1.2. upgrade training on new features/workflow option (annual conf. in April each yr. but too much \$).
<ul style="list-style-type: none"> Meeting our overseas CCIS partners. Attending conferences on global education.
<ul style="list-style-type: none"> Microsoft Office
<ul style="list-style-type: none"> More in-depth work w/ website development

What professional development needs do you personally have/expect to have in the next 12 months?
<ul style="list-style-type: none"> • More upgrading of computer skills
<ul style="list-style-type: none"> • My needs are to belong to State professional associations and be able to attend conferences. Also, the need to attend Electronic Access Conference. To be able to attend regional and National Conferences would be a plus as well.
<ul style="list-style-type: none"> • Need morre training in Counseling; like to participate in more roundtable discussions in English for sharing ideas
<ul style="list-style-type: none"> • Not certain
<ul style="list-style-type: none"> • Online certification for teaching, seminars and conferences for continuing education and to stasy updated in the field.
<ul style="list-style-type: none"> • Outlook Email and Calendar and all of Office 2007 as well as site builder.
<ul style="list-style-type: none"> • preparation of SLOs, framing performance evaluation goals
<ul style="list-style-type: none"> • Professional Educator Conference for American Association for Respiratory Care. This conference also includes updated training in mechanical ventilation which will assist with curriculum and training for students. In addition, there is opportunities to meet with members of our accrediting agency to help with our program outcomes.
<ul style="list-style-type: none"> • Strategic Planning
<ul style="list-style-type: none"> • Technology
<ul style="list-style-type: none"> • technology - podcasting, advanced powerpoint, effective use of classroom technology
<ul style="list-style-type: none"> • Technology training
<ul style="list-style-type: none"> • TLC-based. They do a great job. I just have to make time to go to offerings. Again, cut back on Governance.
<ul style="list-style-type: none"> • Tuition reimbursement Conference attendance On-campus or institutional seminars and conferences
<ul style="list-style-type: none"> • TYCA Conference, Curriculum Development and Departmental Initiatives
<ul style="list-style-type: none"> • Would like to explore more doctoral programs.

What college-wide themes for Professional Development Committee funding would you like to see for next year?
<ul style="list-style-type: none"> • Academic Rigor, Adjunct Inclusion and issues concerning dealing with student conduct.
<ul style="list-style-type: none"> • Any and all
<ul style="list-style-type: none"> • As mentioned earlier, I would like to see something in regard to other student services that other community colleges provide.
<ul style="list-style-type: none"> • assessment, working with ESL students, disability students - legal issues, types of disabilities and how we can best strategize to meet their learning needs
<ul style="list-style-type: none"> • Classroom excellence
<ul style="list-style-type: none"> • Communication (understanding differences in each other - use understanding to better communicate - work together team building
<ul style="list-style-type: none"> • Continued opportunities for upgrading computer skills Support for attending professional conferences
<ul style="list-style-type: none"> • Cultural Competency. Monmouth County is becoming part of the world and there is a need to learn how to communicate with and serve a diverse population.
<ul style="list-style-type: none"> • Customer service skills. Getting along with co-workers.
<ul style="list-style-type: none"> • -Diversity -Student engagement
<ul style="list-style-type: none"> • Emergency management
<ul style="list-style-type: none"> • Expanding distance education/on-line learning opportunities/curriculum for students. Leadership training
<ul style="list-style-type: none"> • global and international focus, teaching methodologies and student centeredness, videoconferencing and technology, empowerment and leadership, self actualization and personal improvement,
<ul style="list-style-type: none"> • Having the staff to become more friendly to learning the current technology available to them
<ul style="list-style-type: none"> • I am interested in taking face to face courses on online. Increased educational programs focused on creating online content and teaching online would be helpful.
<ul style="list-style-type: none"> • I would like to see the continuation of Adminstrators Prof Dev day! I think there should be mandatory manager training when supervising staff. I belive there should be cross training in areas of student development so we can all work together better.

What college-wide themes for Professional Development Committee funding would you like to see for next year?
<ul style="list-style-type: none"> I would rather focus on Department issues. College wide themes: I'm trying to think here but I never can get beyond department needs. I believe that we serve the college better by working in our areas of expertise. Can we do anything to improve preparedness? (High School) How about rotating Dept themes? Like one year English, then Science, History, etc.
<ul style="list-style-type: none"> -I would rather have the support to focus on department/discipline themes.
<ul style="list-style-type: none"> I would rather see department-based themes. It is difficult to select college-based themes that are of interest to everyone.
<ul style="list-style-type: none"> Leadership is challenging/changing environment Supervisory skills for front line supervisors
<ul style="list-style-type: none"> Learning Communities Development for faculty, administration and staff. Student Development Training for all constituent groups institutionally.
<ul style="list-style-type: none"> Make the paperwork process so that it makes sense
<ul style="list-style-type: none"> more conferences offered
<ul style="list-style-type: none"> N/A
<ul style="list-style-type: none"> not fond of college-wide themes
<ul style="list-style-type: none"> not sure
<ul style="list-style-type: none"> Outcomes Assessment
<ul style="list-style-type: none"> Process Improvement, Team Building and Problem Solving. We can look at the way we do things as a College and find more efficient way of completing the same task. That might save us operational expenses.
<ul style="list-style-type: none"> see comment
<ul style="list-style-type: none"> Send employees to a conference who have never gone to one before; preferably, send a group that works together to something so that we all have an opportunity for growth and comradary
<ul style="list-style-type: none"> simple steps to obtain - - at this point I have no idea where to begin if I wanted to
<ul style="list-style-type: none"> Support for content-specific development
<ul style="list-style-type: none"> Teaching techniques in different subject areas.
<ul style="list-style-type: none"> Team Building, Health & Wellness Activities
<ul style="list-style-type: none"> Technology
<ul style="list-style-type: none"> Technology based conferences that improve student services such as those in Registrars office, including admissions & registration.
<ul style="list-style-type: none"> technology, diversity
<ul style="list-style-type: none"> TECHNOLOGY, TECHNOLOGY, TECHNOLOGY!!! Diversity for continued support of initiatives
<ul style="list-style-type: none"> Web 2.0 Initiatives. Introduction to Web 2.0
<ul style="list-style-type: none"> Why do we need a theme? Not sure I understand the question.

How could in-house technology programs better serve you?
<ul style="list-style-type: none"> Although Friday is a popular day for offerings, Wednesday is better for those of us who have a heavy teaching load on Friday.
<ul style="list-style-type: none"> Anything that the TLC has done has been outstanding. I would only use them.
<ul style="list-style-type: none"> -Better flexibility in training offerings.
<ul style="list-style-type: none"> developing interactive programs for students, developing interactive testing on-line
<ul style="list-style-type: none"> help in assisting students learn to stay on leading edge of technology
<ul style="list-style-type: none"> Help us develop our own page on Brookdales site. At present the little information that is there is lost and does not begin to meet the needs for advertisement purposes or student information.
<ul style="list-style-type: none"> I am new, so I have not had many chances to attend.
<ul style="list-style-type: none"> I have received excellent support from both the TLC and on a one on one basis with Dave Bove when I have a problem.
<ul style="list-style-type: none"> I look forward to making the shift to Outlook, and I will participate in workshops to master that new technology.
<ul style="list-style-type: none"> I think the TLC does a great job!
<ul style="list-style-type: none"> I think there needs to be plenty of training in areas of change and it needs to be provided before we transition. Such as the new telephone system and now Outlook email.
<ul style="list-style-type: none"> I would like to see more than just Microsoft Office being offered.
<ul style="list-style-type: none"> Implementation of what is available.
<ul style="list-style-type: none"> It is always helpful to brush up on technology skills to keep up with ongoing changes within the

How could in-house technology programs better serve you?
office.
<ul style="list-style-type: none"> • Keeping up with the rapid advances in the technology fields
<ul style="list-style-type: none"> • learning how to really utilize microsoft 2007 in my work.
<ul style="list-style-type: none"> • Make it easier for us to teach ourselves--for ex. Microsoft has interactive tutorials for Office programs on its website. Classes on things like computer maintenance.
<ul style="list-style-type: none"> • Microsoft Word 07 class or tutorial online
<ul style="list-style-type: none"> • More accessible, easier to schedule when in house...perhaps webinars that support current governance charges, or items on matrix, that all can attend. If someone applies for PDC funds, perhaps pay for recorded webinars @ that conference so others can attend?
<ul style="list-style-type: none"> • More classes in order to accomodate work schedules.
<ul style="list-style-type: none"> • More efficient in job
<ul style="list-style-type: none"> • More in house departmental/division opportunities to share teaching strategies, technological uses (effective) and curriculum development
<ul style="list-style-type: none"> • more online classes
<ul style="list-style-type: none"> • -Multiple delivery methods including self-study on time -Mixed faculty/staff/administrator training for introductory, generic, basic training. -Upper-level sessions on specific roles
<ul style="list-style-type: none"> • Offer more time options for training programs.
<ul style="list-style-type: none"> • -Offered at different times to accomodate a variety of schedules -Online webinars that we can do from desk?
<ul style="list-style-type: none"> • On-line Self-paced Options
<ul style="list-style-type: none"> • Technology programs are sufficient as they are.
<ul style="list-style-type: none"> • The in-house (TLC) programs are growing nicely, and the support is wonderful. However, The IT (SunGard) support needs a major overall. There needs to be ready access to computer loaners if a repair is needed, and new faculty should not have to wait, months - year(s) to be given a computer if we are to compete technologically with our competitors. I have also heard of faculty members who have had there laptops stolen, and they did not receive a replacement for a year or more. Who does that hurt? Do we not have insurance? Many of our students are on the cutting edge of new technologies, and we need be there at the same time. This initiative must include adjunct faculty as well. There should also be regular training on software updates. The faculty meetings would be a great place to offer these sessions, both in the monthly meetings as well as in the beginning and end of the school year. This is not the case. Even the new phones were a one-shot learn seminar. What if you missed it? Where are the manuals for later reference? How do you use the directory, store numbers? These kinds on issues would go away with more focused support in all areas as we continue exponential growth in all areas.
<ul style="list-style-type: none"> • The TLC does a phenomenal job of presenting programs, providing examples of technology use, and being available to help us implement technology in our department.
<ul style="list-style-type: none"> • The TLC is doing a great job. Quite frankly, my tec needs have been met through the TLC.
<ul style="list-style-type: none"> • The TLC is wonderful and has been one of the most positive changes that we have had in the last decade.
<ul style="list-style-type: none"> • There are never any Mac-based programs offered at the College
<ul style="list-style-type: none"> • They are fine.
<ul style="list-style-type: none"> • they are here, simple to work into a busy schedule.
<ul style="list-style-type: none"> • they could improve the resources found on the BCC web by putting our center on the Web to promote business.
<ul style="list-style-type: none"> • TLC is wonderful and is very supportive; they offer many programs at different times; so I am content.
<ul style="list-style-type: none"> • TLC is wonderful. The only way to make it better is to clone Maria and Dan.
<ul style="list-style-type: none"> • To become more proficient in any new programs as they become available @ BCC i.e., WORD 2007 OUTLOOK 2007, etc. and other technology programs to enhance job
<ul style="list-style-type: none"> • Very helpful and supportive as they are- TLC staff are excellent
<ul style="list-style-type: none"> • We need a better "in house" computer system 1st
<ul style="list-style-type: none"> • Well, it would be nice if my email worked. It didnt for months. Now I get small emails - large ones (Inside Track) do not come through. I mistakenly turned down a computer a few years ago(to save the college money) - When I needed one, I was told there was no money.
<ul style="list-style-type: none"> • Would like some "refresher" workshops for programs not often used.

What additional professional development should be offered to adjunct faculty?
<ul style="list-style-type: none"> All program available at TLC and classroom management for some.
<ul style="list-style-type: none"> any and all!
<ul style="list-style-type: none"> Anything that would help them be more efficient at what they do.
<ul style="list-style-type: none"> Assessment Workshops
<ul style="list-style-type: none"> Clear info about expectations of the adjunct, and guidance for new adjuncts re: goals needing to be met for the College dept. they are teaching for.
<ul style="list-style-type: none"> Formalized mentoring process in each department.
<ul style="list-style-type: none"> I think it would be great if adjuncts were able to have the same opportunities as faculty.
<ul style="list-style-type: none"> in-services to help them understand the new wave of students we are getting. We get stuck in doing things same old same old - need to be fresh and exciting
<ul style="list-style-type: none"> Learning microsoft 2007 and e-mailing, using the new phone system.
<ul style="list-style-type: none"> learning styles, fundamental education classes since many adjuncts are professional experts and not educators.
<ul style="list-style-type: none"> mentoring, teaching methodology, exam development,
<ul style="list-style-type: none"> N/A
<ul style="list-style-type: none"> N/A
<ul style="list-style-type: none"> N/A
<ul style="list-style-type: none"> N/A
<ul style="list-style-type: none"> N/A
<ul style="list-style-type: none"> not sure
<ul style="list-style-type: none"> Not sure
<ul style="list-style-type: none"> pay them to attend professional development.... they are paid so little to teach dont make them train on their own time.... I think most of them need training in basic teaching skills.... and then, also, use of technology in the classroom
<ul style="list-style-type: none"> See above
<ul style="list-style-type: none"> Share governance w/ adjuncts reporting of activities
<ul style="list-style-type: none"> Small workshops in utilizing the Smart Classrooms. PPT training for anyone who is using it in class.
<ul style="list-style-type: none"> Technology Teaching Strategies
<ul style="list-style-type: none"> Thats a great question. Though this may sound corny I think there should be some annual social "Adjunct Appreciation" event, even if its low-key.
<ul style="list-style-type: none"> There should be a faculty fellow assigned to ten adjuncts. This person should be able to help the adjunct faculty understand how curriculum is developed at B.D., and how to build their teaching resume. Additionally, adjuncts should have better access to
<ul style="list-style-type: none"> They need more info. on working with students with disabilities.
<ul style="list-style-type: none"> they need more information on students with disabilities
<ul style="list-style-type: none"> They should be able to sit in classes taught by experienced teachers. It is not a common practice now.
<ul style="list-style-type: none"> They should be eligible for many of the off campus activities that are available to full time faculty.
<ul style="list-style-type: none"> TLC should reach out to adjuncts
<ul style="list-style-type: none"> -Training in ANGEL, but adjunct faculty need to be compensated for time.
<ul style="list-style-type: none"> Updated info. on how to get things done in the BCC system!
<ul style="list-style-type: none"> We should be able to pay adjuncts for engaging in P.D.
<ul style="list-style-type: none"> what is offered has been sufficient
<ul style="list-style-type: none"> With the increasing number of adjuncts, it is vitally important that they be fully-trained and have access to all professional development activities. They need to feel part of Brookdale (have keys, email, phone - immediately) learn phone system, email, ANGEL - Higher pay, rewards, etc.
<ul style="list-style-type: none"> Workshops on computers, TEC rooms and Smart rooms
<ul style="list-style-type: none"> Would like to see more adjuncts involved in teaching circles.
Do you have other recommendations or comments for professional development improvement?
<ul style="list-style-type: none"> a "how to" process sheet
<ul style="list-style-type: none"> Additional leadership development opportunities besides just "Leadership Brookdale."

Do you have other recommendations or comments for professional development improvement?
<ul style="list-style-type: none"> Allow for multiple requests from faculty who attend/participate in more than one program a year.. as you near the end of the budget year... if funds are still available.
<ul style="list-style-type: none"> Anything that promotes a clearer understanding of how to work better together. In my case, it would be a workshop (I could give) informing folks what they can do to insure getting a better publication (or other communications vehicle) from my dept., Design Production
<ul style="list-style-type: none"> As i mentioned earlier a Process Improvement initiative might help the personal development and
<ul style="list-style-type: none"> Career counseling would help new hires.
<ul style="list-style-type: none"> Faculty mtgs. could be used for training - i.e -web development site Simplify application process.
<ul style="list-style-type: none"> for support staff - encouragement from department heads to participate - support in handling work load and time spent away from desk when attending professional development programs.
<ul style="list-style-type: none"> Fully fund conferences for admins b/c departments cant pay balance, so cant go. Perhaps, fully fund smaller amt. of people & rotate each year so all can benefit? Thinking out loud right now (smiley face).
<ul style="list-style-type: none"> Guidelines for reimbursement should be available online.
<ul style="list-style-type: none"> I have 20 years experience in delivering professional development programs to staff and would be happy to demonstrate/discuss the topics of my expertise.
<ul style="list-style-type: none"> I recommend that more sabbatical opportunities be offered to Faculty.
<ul style="list-style-type: none"> I still find the approval/reimbursement process for seminars confusing and difficult to navigate. I wish it could be simpler to understand.
<ul style="list-style-type: none"> I think that BCC goes to great strides in providing professional development opportunities. Would like to see more variety of technology.
<ul style="list-style-type: none"> I think the college should approve up to 12 credits per year for administrators to take classes. I think the language of the contract needs to be changed. I think the college is doing its employees a disservice and since the precedent has been set for the past few years it should be continued.
<ul style="list-style-type: none"> Make the process for applying a bit more known to departments, especially those that may not be able to fully participate in Governance forums.
<ul style="list-style-type: none"> more in-house grants for faculty and staff to conduct research, scholarships to attend domestic and international conferences, and more grants for development of academic pedagogies / androgogies
<ul style="list-style-type: none"> More opportunities for administrators, please!
<ul style="list-style-type: none"> no
<ul style="list-style-type: none"> no
<ul style="list-style-type: none"> No, but keep asking.
<ul style="list-style-type: none"> None at this time.
<ul style="list-style-type: none"> On-going (monthly) series of programs that provide basic management skills for Administrators. Focus on leadership in meetings and collegial settings.
<ul style="list-style-type: none"> Re-think the funding.
<ul style="list-style-type: none"> See above
<ul style="list-style-type: none"> Thanks for doing a good job as a committee. It is an important committee.
<ul style="list-style-type: none"> To succeed in getting more funding. More staff training
<ul style="list-style-type: none"> We need more teaching circles.
<ul style="list-style-type: none"> Yes - the new system is too restrictive, doesnt meet everyones needs, and is unmanagable paper-work wise
<ul style="list-style-type: none"> Yes, Make the deadlines more flexible and allow for support staff to participate in conferences, online trainings, and job-related certification programs by helping to deffer out-of-pocket costs to the employee. The current model does not equally represent the support staff.
<ul style="list-style-type: none"> Yes, the new system is restrictive. Funding process seems a little unclear.