

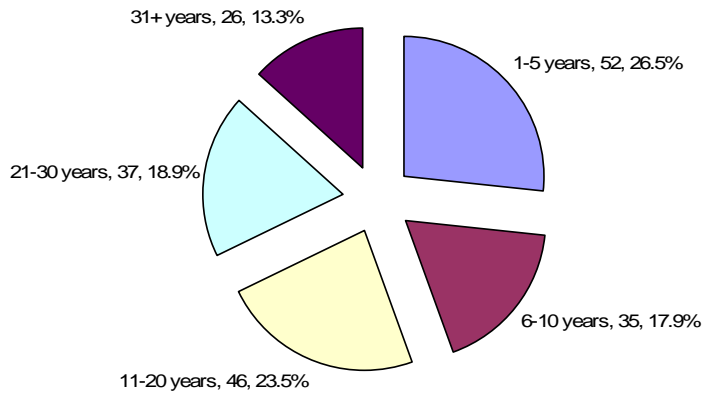
## Professional Development Survey August 2008

A survey was created by the Professional Development Committee of Governance with input from Planning, Assessment & Research. Data were collected online and via paper survey. A total of 206 surveys were analyzed.

Below are some quick takes:

1. The sample
  - a. Almost 3 out of 4 surveys were submitted online (71.4%, n = 147).
  - b. Half of the respondents were faculty (50.2%, n = 102). A total of 27.6% (n = 56) were administrators and 22.2% were support staff (n = 45).
  - c. A majority of respondents primarily worked in Lincroft (95.3%, n = 183).
  - d. The numbers of years employed at the college are provided in the figure below.

**Figure 1: Number of years employed at Brookdale**



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 3.0 ("average") to 4.2 ("above average").
- ii. The activities deemed most important by respondents were:

	Avg. Imp.
Participating in conferences	4.2
Attending in-house technology workshops	4.1
Participating in professional organizations	4.1

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

	Avg. Imp.
Taking courses toward certificates	3.0
Taking non-credit course(s)	3.1
Taking credit course(s) at BCC	3.1

- b. Satisfaction with availability (satisfaction).
  - i. The range of satisfaction for the activities was 3.1 (“average”) to 4.3 (“above average”).
  - ii. Respondents were most satisfied with availability of the following activities:

	Avg. Sat.
Participating in Governance	4.3
Taking credit course(s) at BCC	4.2
Taking credit courses at other institutions	3.9

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

	Avg. Sat.
Conducting scholarly research	3.1
Participating in career mentoring	3.1
Visiting other educational institutions	3.4

- 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	4.2	3.5	-0.7
Attending in-house workshops other than technology	4.0	3.4	-0.6
Developing curriculum	4.1	3.5	-0.6

- ii. While “career mentoring” was 10<sup>th</sup> of the 19 activities listed (in the middle in terms of importance), it was among the lowest in satisfaction.

	Avg. Imp.	Avg. Sat.	Sat. - Imp.
Participating in career mentoring	3.8	3.1	-0.7

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



Professional Development Survey  
April 2008

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 30, 2008. All results will be tabulated and shared.

Completed:

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid paper	59	28.6	28.6	27.9
online	147	71.4	71.4	100.0
Total	206	100.0	100.0	

Please identify your constituency:

	Frequency	Percent	Valid Percent	Cumulative Percent
Support staff	45	21.8	22.2	22.2
Faculty	102	49.5	50.2	72.4
Administration and exempt	56	27.2	27.6	100.0
Total	203	98.5	100.0	
[select one] - missing	3	1.5		
	206	100.0		

How many years have you been at the college?

	Frequency	Percent	Valid Percent	Cumulative Percent
1-5	52	25.2	26.5	26.5
6-10	35	17.0	17.9	44.4
11-20	46	22.3	23.5	67.9
21-30	37	18.0	18.9	86.7
31+	26	12.6	13.3	100.0
Total	196	95.1	100.0	
0 [select one] - missing	10	4.9		
	206	100.0		

LOCATION Where is your primary location?

	Frequency	Percent	Valid Percent	Cumulative Percent
Lincroft	183	88.8	95.3	95.3
N.Mon.	2	1.0	1.0	96.4
W.Mon.	3	1.5	1.6	97.9
E.Mon.	1	.5	.5	98.4
Long Branch	2	1.0	1.0	99.5
Wall	1	.5	.5	100.0
Total	192	93.2	100.0	
0 [select one] - missing	14	6.8		
	206	100.0		

	How important to you is each activity? (Importance)								How satisfied are you with the available activities? (Satisfied)			
	Least to < average		Average		> Average to Most		Tot.	Least to < average		Average		
	No.	%	No.	%	No.	%		No.	%	No.	%	
Participating in conferences	15	7.7	24	12.3	156	80.0	195	33	19.3	42	24.6	
Conducting scholarly research	40	25.5	43	27.4	74	47.1	157	36	30.3	36	30.3	
Developing curriculum	16	11.0	22	15.1	108	74.0	146	25	20.3	30	24.4	
Taking non-credit course(s)	62	33.2	46	24.6	79	42.2	187	17	12.1	31	22.1	
Taking credit course(s) at BCC	68	38.9	31	17.7	76	43.4	175	13	9.9	20	15.3	

	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			Tot.	Least to < average		> Average to Most				Tot.	
	No.	%	No.	%	No.	%	No.	%	No.		%	No.	%	No.	%			
Taking credit courses at other institutions	40	22.1	25	13.8	116	64.1	181			16	12.3	28	21.5	86	66.2	130		
Taking courses toward certificates	65	38.9	35	21.0	67	40.1	167			21	19.1	32	29.1	57	51.8	110		
Participating in electronic events, e.g., instructional Webinar, satellite seminar, video conferencing, online meetings	41	21.8	59	31.4	88	46.8	188			20	13.6	42	28.6	85	57.8	147		
Visiting other educational institutions	34	18.3	47	25.3	105	56.5	186			33	23.4	39	27.7	69	48.9	141		
Attending in-house technology workshops	16	8.0	32	16.0	152	76.0	200			25	14.7	37	21.8	108	63.5	170		
Attending in-house workshops other than technology	17	8.9	37	19.4	137	71.7	191			35	23.2	40	26.5	76	50.3	151		
Participating in Governance	35	18.4	28	14.7	127	66.8	190			12	7.6	19	12.1	126	80.3	157		
Attending leadership programs	34	18.4	42	22.7	109	58.9	185			21	14.5	41	28.3	83	57.2	145		
Participating in new employee/adjunct mentoring	27	15.0	29	16.1	124	68.9	180			25	17.1	23	15.8	98	67.1	146		
Participating in career mentoring	20	19.8	16	15.8	65	64.4	101			27	32.9	22	26.8	33	40.2	82		
Taking a sabbatical/educational leave	26	14.6	22	12.4	130	73.0	178			27	20.5	27	20.5	78	59.1	132		
Participating in service to the community	19	9.9	33	17.3	139	72.8	191			27	17.6	35	22.9	91	59.5	153		
Participating in professional organizations	21	10.8	23	11.8	151	77.4	195			18	11.5	40	25.5	99	63.1	157		

	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		Tot.	Least to < average		Average		> Average to Most		Tot.		
	No.	%	No.	%	No.	%		No.	%	No.	%					
Participating in international programs	56	32.4	36	20.8	81	46.8	173	31	24.6	33	26.2	62	49.2	126		

ITEM	Avg. Importance	Avg. Satisfied
Participating in conferences	4.2	3.5
Conducting scholarly research	3.3	3.1
Developing curriculum	4.1	3.5
Taking non-credit course(s)	3.1	3.8
Taking credit course(s) at BCC	3.1	4.1
Taking credit courses at other institutions	3.7	3.9
Taking courses toward certificates	3.0	3.5
Participating in electronic events, e.g., instructional Webinar, satellite seminar, video conferencing, online meetings	3.4	3.7
Visiting other educational institutions	3.5	3.4
Attending in-house technology workshops	4.1	3.9
Attending in-house workshops other than technology	4.0	3.4
Participating in Governance	3.8	4.3
Attending leadership programs	3.6	3.7
Participating in new employee/adjunct mentoring	3.9	3.8
Participating in career mentoring	3.8	3.1
Taking a sabbatical/educational leave	4.0	3.7
Participating in service to the community	4.0	3.7
Participating in professional organizations	4.1	3.8
Participating in international programs	3.2	3.4

**Other (please specify)**

Developing curriculum can/should be part of Professional Development for my department.

Funds for professional membership.

I am aware of no program or event that is offered in the evening. That means no adjunct such as myself can attend. I realize that full-time staff app

I think all of these are available at Brookdale and would be supported by my Dept. Div. Chairs. However, what no one ever seems to address is that man

I think this letter has nothing to do with me. I'm in the mail center.

International educational experiences, travel, internships, fellowships, so that we can provide more resources for globally-inclined faculty, staff, an

Membership in professional organizations. We need better funding to support prof. conference attendance.

Non-credit courses, credit courses at BCC, credit courses at other institutions and courses toward certificates - important, but I don't have time.

participating in international educational experiences

professional development dealing with educating students in various disciplines

Robert's Rules of Order.

Support & recognition for contributions to the profession. released time for professional time for professional work instead of being buried with work

**TEACHING**

Web training

Writing academic/scholarly articles, etc. for journals

What professional development needs do you personally have/expect to have in the next 12 months?	No.
Response	
- Attend conference - Read latest ideas, methods, strategies - Integrate new ideas/methods into job	1
- Curriculum development - Conferences - Technology workshops - Electronic events - In-house non-tech. workshops - Governance - Mentor program - Community service	1
- Curriculum development for short term study abroad programs semester course development. - Conference planning, attendance presentation	1
- To have practical experience in the real world so I relate this experience to the students how and what they have to acquire (in knowledge & skills) to work in the real world.	1
- Using assessment findings to improve curriculum. - Finding out about potential grants, and learning to write grants - Student learning outcomes - Always need prof. development related to teaching with technology.	1
- Workshops in TLC - Conferences on clinical content areas - Dept. Chair workshops	1
- Attendance at the major, national professional conference for Academic Librarians (Spring 2009 Seattle, WA)	1
1) Areas in Counseling as related to students and the student development commission. 2) Continued enrollment & support in the Rowan University EdD Educational Leadership program.	1
1. Travel to conferences 2. TLC Tech Training	1
2 graduate courses in Public Policy at RU Newark	1
3 conferences NOHS League of Innovation MACHS	1
40 credits of CPE for CPA certification	1
A conference or seminar on the unique marketing techniques associated with county colleges	1
-A sabbatical-to do research, explore & read new publications to enhance teaching in disciplines of history & English studies!	1
Administrative excellence, workshop and/or conference on how to be more efficient on the job	1
Allowing out of state travel.	1
AMATYC, ongoing mentor relationship	1
Angel changes	1
Angel training	1
Any Professional development program that can help employees grow in their profession, learn new skills to keep them current with today's market and become strong candidates to be more employable at BCC and get promoted.	1
Anything that has to do with personal/professional growth.	1
Attend present @ national conference. Have time for good webinars (fr. text publishers)	1
Attend a conference in Seattle, WA (Am. Assoc. of College Research Libs.) Perhaps present (a poster session)	1
Attend conference or workshop on Student Engagement. Ongoing technology enhancements to my online course.	1
Attend conferences to stay abreast of compliance issues for international students and safety, curriculum, management issues for study abroad.	1
Attend conferences to stay current on statewide transfer discussions across the sectors.	1
attended professional organization meetings and conferences`	1
Attending AMATYC in DC in Nov.	1
Attending Assessment-related conferences.	1
Attending Best Practices @ OCC next wk.	1
Attending conferences and workshops related to non-credit courses. Technical training - enhance skills in Entrinsik Informer and Site Builder.	1
Attending conferences Angel classes	1
Attending conferences Completing PhD. work	1
Attending conferences.	1
Attending multiple conferences directly related to my teaching. Additional tech. training (camtasia) to continue to enhance my angel course supplements	1
Attending national conferences to keep up to date in Aux. Svs. services for students.	1
Attending professional conference, and workshops are very important.	1
Besides conferences and workshops that come up, how does one really know this?	1
Biennial conference in Seattle	1
CEU's for maintaining licensure for my profession (Resp. Care). Continued technology in computer software application.	1

What professional development needs do you personally have/expect to have in the next 12 months?	No.
Response	
Conf. travel; Curr. Dev; Sabbatical	1
Conference attendance Professional publications (authoring articles) Conference presentation Professional memberships	1
Conference presenter; published article.	1
Conferences	1
conferences - doctoral course work - training on new editions of state of the art software.	1
Conferences Curric. Development	1
Conferences on clinical nursing care.	1
Continue Professional Courses and Conferences	1
Continue to need tech. training.	1
Continued growth in technology.	1
Continued participation in professional organizations and continued enrollment at Monmouth pursuing a LPC license.	1
Continuing Education in nursing for professional licensure updating of evidenced based practice to support classroom activities are always my personal professional goals.	1
Continuing education on commonly used programs at Brookdale.	1
Continuing graduate studies	1
-Courses at Drew University -Online conferences -NADE Conference	1
CPE courses Pursuing my Masters	1
Curriculum Development Community Interaction Establish Research Projects for Students Plan for Sabbatical TLC Training Conferences	1
Don't know at this time.	1
Every service the TLC provides.	1
Getting up to speed with Angel	1
Go to AMATY Conference in Washington, DC	1
Grad courses Conferences (Tech.) Prof. orgs.	1
Health Information Technology is rapidly changing nursing. Need continued information support. Continue to need information on working with students with disabilities.	1
I am currently enrolled in the Rowan Ed.D. Program and have been very satisfied with the college's level of support. This program is dominating my professional development time.	1
I am looking for support to develop on-line coursework and travel to conferences.	1
I expect to have a need for instruction in the Access program as well as PPT and advanced Excel.	1
I need to learn more about PowerPoint programs in the classroom.	1
I will be attending a 2-day Facilities Mgt. Seminar for CEO's. Member of NJ Building & Grounds Assoc. Member of APPA	1
I will be on sabbatical Winter 2009. Horray! I succeeded in my third attempt to have the opportunity to engage in this form of advanced study.	1
I will expect to complete an M.A., in Educational Technology I will start either an MCSA, MCSE, or CISCO Networking program	1
I will need to get command of Angel	1
I would like a website planner course opportunity. More computer classes available.	1
I would like the opportunity to have more pedagogically relevant professional development sessions. We never have a chance to work as a department for purpose of looking at curriculum.	1
I would like to attend more conferences. If possible, I would like to present at least one paper. I am interested in participating in more activities that will have a direct effect on my dept. and students. College-wide activities have	1
I would like to attend seminars to keep up with new technologies in microbiology, biotechnology.	1
I would like to be able to use the funds to attend conferences to improve my skills and collaborate with other officers and union members from other colleges.	1
I would like to continue in my role in a more permanent capacity. I would like to be able to network with other administrators to share ideas. I would like to interface with other departments to determine their obstacles when teaching t	1
I would like to have the opportunity to further my professional development by being able to participate in Governance.	1
I would like to participate in more professional meetings abroad. I'm asked often, but can't go due to financial constraints.	1
I would like to see more opportunities developed at the Communiiversity for Masters programs in the area of	1

What professional development needs do you personally have/expect to have in the next 12 months?	
Response	No.
Psychology, Counseling in Higher Education, as I plan on starting this degree in the next 12 months at Monmouth University. But pre I would like to take ACCT 105 Quickbooks, BUSI 116, Money Mgmt & Pers Finance, & HESC 125 Stren. Everyday living. But, the first 2, especially, are only offered once a year during the day in Spring. Im tying to work out the logistics.	1
I'm currently enrolled in Rowan's Ed.D program	1
I'm still new, so I'm focusing on improving at the departmental/teaching level now.	1
I'm uncertain at this time.	1
Leadership	1
Leadership Brookdale SPHR certificate	1
Learning a second language.	1
Learning Angel - 7.2; Introduce Podcasting into curriculum	1
Learning Angel 7.2	1
Learning how to work with the Angel program	1
Maintaining CEU requirements for licensure.	1
Maybe attending a conference or two	1
More training for the department on campus.	1
Need to get required CEU's for Nursing license	1
Need to keep up with current technologies and those on the horizon.	1
None	2
Office 2007	1
Office 2007 Angel	1
Office 2007 Angel update Technology conferences	1
Office 2007 Teaching - pedagogy	1
Office 2007 training	1
Ongoing technology concerns. Retention efforts with high risk students.	1
Opp. to work as an adjunct	1
Our department (testing services) is unique. We are not required to learn advance secretarial/office assistant activities. We must constantly update ourselves with new procedures to administer exams whether they are pencil/paper versions	1
Outlook training	1
Participate in conferences Take additional courses	1
Participation in national athletic organizations. Meetings/conferences.	1
possibly workshops to develop better skills in: word access outlook	1
Possibly workshops to develop better skills in: word, access and outlook	1
Problem students (see below) Campus security (see below)	1
Prof. conferences & taking credit courses at another institution.	1
Professional networking Cadd etc...	1
Professional conference travel and support Curriculum development: training	1
Programs related to other community colleges and Monmouth County and New Jersey.	1
Software update training	1
Software/web software training Angel	1
Supervisory training/development is continuous. Leader as Coach - motivational	1
Support for conducting research, such financial and/or leave.	1
Take advantage of more Angel training which is currently available in order to implement Angel features in my classes.	1
Taking additional math courses so I can better serve students from all areas of math.	1
Taking comp 129 in the fall	1
teaching handicapped students, retention of students	1
Teaching/Learning How to actually be better teachers (how students learn). How to create better tests/learning tools.	1

What professional development needs do you personally have/expect to have in the next 12 months?	
Response	No.
Team building Visioning better ways to help students Conferences in field/profession	1
Technical support--computer workshops	1
Technology	2
Technology Teambuilding/interpersonal communications for staff	1
Technology - Angel	1
Technology Website Development Outlook	1
Technology classes	1
Technology courses - basic inhouse training for screens needed. Training that is understandable.	1
Technology development and assistance	1
Technology Training-Angel, Access	1
Technology, Interpersonal	1
Technology/Computers	1
Technology: Angel; Distance learning in languages; international/ global issues across the curriculum	1
The professional development needs I expect to have in the next 12 months are stronger organizational skills than I have today, taking a sign language course.	1
There are at least three conferences at which I'd like to present or attend in the next 12 months.	1
Time to do archival research. Technology upgrades. Compiling a tenure packet. Conference attendance/presentations. Scholarly publications.	1
Time to read and go to conferences	1
To finish my MLIS, which requires participation in conferences & other training	1
To pursue graduate study	1
training in Angel	1
Training to teach online courses Training to support reading & writing weaknesses in students	1
Training. The trainer is sustainability, energy conservation, energy efficiency...	1
Tuition reimbursement Conference	1
Tuition reimbursement Conference attendance Workshops - Technology other Mentoring Governance participation/webinars	1
Tuition reimbursement Conferences Technology workshops Association memberships	1
Tuition reimbursement; conferences for development and organization and memberships.	1
Whatever BCC offers.....and I qualify.	1
With the department's approval, I'd like to be cross-trained so I can teach other levels of math.	1
Within the next year, I imagine I will need to work on presentation and public speaking skills, as I expect to be running more workshops, along with possibly presenting again at regional/national conferences.	1
Working with all levels of staff, managers and staff members, in managing change.	1
Would like to have the opportunity to attend conferences. Presently attendance at conferences is encouraged only for administrators and faculty.	1

What do you consider to be priority subjects for professional development that have application across campus or within employee groups?	
Response	No.
- Communication (esp. email, presentation skills) - Civility - Efficient use of technology - Understanding BCC processes departments	1
*Student assessment strategies *Retention strategies *Helping students with disabilities	1
- Connections between adjuncts and full-time faculty - Addressing issues relating to academic integrity - Assessment projects related to the effectiveness of the institution rather than micro	1
- Increase curriculum development funding - Increase funding for conferences - Increase release time for faculty	1
- Sustainability - Learning outcomes	1
- Seminars that address strategies to engage our student population	1
"How to deal with difficult people" "How to fill out evaluation forms"	1
*email *Brookdale site	1
1) Helping students with special needs or behavioral problems. 2) Appreciative inquiry for employees.	1
1. Support for academic efforts - conf. presentations 2. Curriculum development	1
1. Technology 2. Discipline specific conferences	1
A clear application process. The application should go to one entity. It should not be up to the attendee to presenter to run around the college to try to get funding in bits and pieces.	1
A key issue is always communication - across campus within.	1
All hands training in recycling. All hands training in safety and security.	1
Allow us to teach and let administrators perform bureaucratic work.	1
Anything discipline related, assessment related, or related to technology	1
Appreciation of diversity access across the board	1
Assessment Accountability Green initiative community	1
Assessment Civil Leadership	1
Assessment Discipline specific	1
Assessment-related topics.	1
Basic knowledge of student enrollment trends.	1
Bring faculty together across disciplines to share ideas of best teaching practices/exchange of ideas.	1
Bringing facilitators on campus offering a variety of Intercultural workshops. Traveling to conferences still means a sizable personal expenditure.	1
Budget Technology	1
Campus safety Diversity training	1
Can't think of priority subjects because that will depend upon disciplinary and administrative affiliations.	1
Changling demographics of students	1
Civic and constitutional history Ethics in higher education (all levels)	1
Classroom safety - what do we do if there is a shooter, a person with a knife, etc. in the hallway or in the room? Also, how do we deal with students who come through the open door as psych c	1
Communication skills Resolving issues with team approach ****Managers/supervisors being trained to be fair, not people against each other, build morale instead	1
Communication skills, conflict resolution, strategic planning, assessment, curriculum development that fosters an inter-connected holistic experience for students. I believe learning community	1
Conference, workshop, and training related with field are important.	1
Continue technology workshops Web-site Angel	1
Continuing Education	1
Contracts	1
Create a process of assessment followed by PD, followed by further assessment for all BCC PSA employees.	1
Crisis intervention	1
Crisis Intervention Classroom Management Team - Morale Building	1
Crisis intervention programs for professionals now counseling faculty and staff.	1
Cultural competency. Cross cultural communication.	1
Curriculum Development - across campus Subject-specific conferences Make obtaining funds easier Grant application workshop on campus with specifics for disciplines	1
Customer service	1

What do you consider to be priority subjects for professional development that have application across campus or within employee groups?	
Response	No.
Customer service seminars. Computer classes related to each divisions usage. I would like to see some kind of stress releasing classes offered across campus.	1
Customer service, and technical.	1
Customer Service, Dealing with Difficult People, Supervisory Training, Leadership Development, Diversity Training, Community Service projects.	1
Datatell Training; Reg - App Procedures	1
Dealing with students with special needs. Dealing with emergencies, i.e., Virginia Tech.	1
Developmental scholarship	1
Diversity Communication Creating a civil environment Greening the campus	1
Diversity training Career mentoring	1
Diversity, ethics, technology	1
Diversity, technology training,	1
Diversity/Inclusion - Cultural Competency	1
Don't know. this question is very confusing.	1
E-mail etiquette. Customer Service.	1
Ethics, technology and Leadership	1
Ever-changing technology.	1
Faculty needs more opportunities to talk with one another re: teaching strategies, ideas	1
Growth within your dept. Enhance your work place-knowledge, insight.	1
Having guest visitors - lectures in applied issues in disciplines across campus.	1
How to cope with incompetent managers. How to cope with team-players that don't cooperate as a team in the dept.	1
How to get an upgrad, using Brookdale's current system. More programs geared to all - PSA and faculty and administrators together.	1
How to mentor adjuncts.	1
I believe strongly that faculty and staff should be encouraged and assisted in the development of an international awareness. Faculty should be mentored, if necessary, in internationalizing the	1
I think it is essential for faculty to attend conferences related to pedagogy in our fields.	1
I think that by meeting with the other departments I could help them deal with the ESL students that they have in their courses	1
I would like to see more teaching circles and meeting times throughout the college concerning any topic that concerns being in the classroom.	1
Important subject will be to dealing with our diverse population of students (specifically, students with needs for special accommodations). Another topic to address is confrontational problems	1
Increasing funding for attending conferences, at least when presenting. #350 doesn't cover much, especially when transportation is required.	1
Interacting with the public Telephone courtesy responsibility to an employee's job (no goofing-off)	1
Inter-department training for new employees i.e., purchasing procedures.	1
international educational experiences, travel, internships, fellowships, so that we can provide more resources for globally-inclined faculty, staff, and administrators. There needs to be support	1
Lack of professional standards...although it may seem trite I have had several community members comment on the appearance of faculty and others in the work place. Especially in the summer.	1
Leadership development Running meetings Emergency management	1
Leadership Diversity	1
Learn new PC programs. Vista Microsoft 2007.	1
Learning disabilities	1
mathematics, reading skills	1
Mentoring	2
mentoring students and colleagues, working with LD students, responding to troubled students	1
Mentorship	1
N/A	2
New employee training (especially regardng forms procedures in filling out same.)	1
no answer.	1
Offering support for any activity that will enable the employee to feel that they are able to develop in their	1

What do you consider to be priority subjects for professional development that have application across campus or within employee groups?	
Response	No.
general area of work.	
Office 2007	3
Office 2007 New technology how it impacts us (iPods, etc...) Organizational workshops tools (Outlook, etc...)	1
-Ongoing pedagogical research & development for teaching professionals across disciplines -Hearing from professionals who've published or are leaders in their educational fields or disciplines	1
Peer mentoring Chair training	1
Priority subjects for professional development that have application across campus or within employee groups are all language courses, because we are a diverse group of students that are attendi	1
Quantitative and qualitative research methods	1
Recognition of outstanding colleagues Improving skills/capabilities of faculty and staff to develop professionally and creatively. We all need to get recharged regularly.	1
Robert's Rules of Order for Governance!	1
same	1
Same as above	1
see above answer	1
See above answer	1
Sharing of our expertise with members from other departments.	1
-simple, brief information sharing so we know what's happening on campus that affects us	1
Stars Superstars Champions Leadership Brookdale	1
Supervisory skills for anyone who supervises. Management and organizational skills.	1
Supervisory Training should be mandatory of all supervisors! Upward feedback opportunities in a anonymous format should also be offered. Training in Colleague (Datatel database). Leadership trai	1
Supervisory, managerial organizational skills.	1
Sustainability Diversity Leadership Curriculum Development Technology (Training - New things to Adapt)	1
Teaching initiative Professional activities beyond BCC	1
Teaching with technology Teaching - active learning Teaching circles	1
Teaching/Learning	1
Teaching/Tutoring the student of today. Dealing with and in groups and emotional intelligence.	1
-team building & interoffice communication	1
Team Building skills would be helpful. Not designed for departmental working relationships, but across the college.	1
Team building, stress management, Diversity training	1
Tech. in the classroom	1
Tech. training.	1
Technology - Green Campus	1
Technology Angel	1
Technology application	1
Technology classes Management of personnel issues for administrators.	1
Technology initiatives, Teaching-Learning-principles or interests.	1
Technology issues	1
Technology specific to math teaching. conferences in math ed.	1
Technology, technology, technology	1
The need to have full tuition reimbursement for the individual institution, including fees	1
To go to conferences to keep updated on services learning to benefit students.	1
Training in new technology Participation in campus-wide activities/programs	1
Training to deal with difficult students Training in megatrends that affect employment & therefore student needs	1
Using data in planning - Safety and Security Understanding PAR reports - Data Management	1
Using technology in the classroom.	1
Website development for administrators for more than one level of knowledge.	1
What?	1

What do you consider to be priority subjects for professional development that have application across campus or within employee groups?	
Response	No.
With the global nature of our culture and economy, I would like to see Brookdale become a center for international education. Brookdale could be for two-year colleges what St. Olaf College in M	1

How could in-house technology programs better serve you?	
Response	No.
- Center on real projects the learner needs to undertake - Provide scheduled updates (let us know of changes also schedule programs to deal with them.)	1
- Offer more workshops, more often. - Utilize website as an informative resource for students and faculty. Much more user friendly intuitive.	1
- That will save time; make it easily accessible.	1
- Yes	1
*More Web Topics *More Date/Times (Night?)	1
?	1
Absolutely need to be state of the art in job position since I work exclusively on PC based appointment system that is online and work heavily on phones.	1
Absolutely need to be state of the art in job position since Ii work exclusively on PC basedd appointment system that is online and work heavily on phones	1
Accessibility	1
Address new forms of technology how to integrate them into our work. Extend TLC to administrators & staff. More information on timeline for computer upgrades (hardware sof	1
Advanced scheduling of activities for planning purposes	1
Any enhancement of skills and abilities is always a plus!	1
Be more reliable.	1
Beter selection and more frequent	1
Better equipment would best help.	1
Continue to offer repeat as necessary core technology courses Angel, Site Builder, new applications.	1
Continue to stay on the cutting edge. Having experts like Dan Greenwood and Maria Breger in the TLC is a tremendous resource in this regard.	1
Currently they serve me very satisfactorily.	1
Doing reports.	1
Double screen so that student can view career development and planning information during interview sessions.	1
Expanded web training will engage the entire community in web use.	1
Focus on our discipline.	1
Hands on Webinar etc.	1
Have a tech. person assigned to make at least an annual visit to each department to solicit employee's questions on how to use their computers and software more effectively.	1
Have these programs count towards something ... possibly upgrades	1
Have workshops - several times a semester, at times faculty can attend (on weekdays or even Friday/Saturday.)	1
Having more advanced notice	1
Having the understanding of the technology programs that BCC has, I think that we can better aid the students ie, the library database, ANGEL, etc.	1
Help me to do my job better	1
Hold more video conferences on campus.	1
Hold one at HEC to reach more people	1
I am running out of in-house technology programs to take. I would like to see a course on Eudora.	1
I am very satisfied with the current support from the Teaching & Learning Center	1
I am very satisfied with TLC	1
I believe that the current technology management is not efficient. Our email is not efficient, faculty does not have a very easy access to building a website, and we are NOT	1
I think Norah Kerr-McCurry does an outstanding job now.	1
I think the TLC is doing a find job..(no complaints or suggestions for better service)	1
I think TLC is doing an outstanding job but am concerned about how long this can be sustained if they are not given additional staff and support.	1

Response	No.
How could in-house technology programs better serve you?	
I would like to have a basic excel class	1
I would like to see more short-term programs available in May, June and July as well as during the January break.	1
I would like to stay current with Angel and advanced computer software	1
Improve my job performance	1
Improving the delivering of instruction.	1
In house technology programs could serve me better by having someone come to the HEC's to instruct workshops for us. Most of the time we can't get to campus due to lack of co	1
Increase funds to TLC to increase resources available to faculty.	1
Increase productivity Reduce stress Enhance communication	1
In-house technology programs relevant to professional development are very good. In many ways we are ahead of our comparable institutions.	1
It is at times difficult to get from a regional BCC location to Lincroft to attend a program. So, I suppose, if there were a way to broadcast certain technology programs to HE	1
It would make your job run more efficiently. I would save time.	1
It's fine.	1
It's hard because we no longer have college hour other than Tues. Thurs., which are jammed with other meetings. I wish we had college hour still.	1
Keep current on technology in use at BCC	1
Keep it all working!	1
Learning more computer programs would help me to assist students better.	1
Make them web-based.	1
Makes people more competent with technology.	1
Microsoft Outlook for scheduling meetings.	1
More	1
More advertisement.	1
More advertising of availability.	1
More availability at different times.	1
more convenient times and the programs should be held at the extension sites rather than the main campus sometimes	1
More during college hour.	1
More flexibility to attend since it's on-campus.	1
More flexibility/webinars	1
More forward announcements to assist in better planning of scheduling of all staff members participation.	1
More FREQUENT programs	1
More hands on Angel workshops Help with my faculty web page Finding time to do both	1
More often and defined by level.	1
More on-line training	1
More programs in TLC	1
more short small groups	1
More training for Technology	1
More training on how the software programs are intended to be used would provide a more unified approach to sharing information.	1
More webinars as many PSA members are unable to attend these programs as we're serving students throughout the day.	1
More workshops more frequently	1
N/A	2
Need workshops on using microsoft tools.	1
No	1
-Offer courses with the exchange of released time or allow faculty REDUCED load to take such programs (as incentive for further prof. development in this area)	1
Office 2007 prior to installation.	1
Okay as is. - A concern about professional development - not to dilute prof. dev. so much so that it is difficult to determine among proposals. - Most importantly is to pr	1

How could in-house technology programs better serve you?	
Response	No.
P/D is adequate	1
Perhaps 'drop-in' tech lessons? Everyone's so overscheduled...	1
Perhaps recording some sessions to provide a battery of training to new faculty and employees.	1
Portable Laptop availability for students on request.	1
Prepare better presentation use technology as teaching tool	1
Put me on same page with every other member of Brookdale Community	1
Schedule at non-peak student periods (not at beginning of semesters, etc.)	1
Scheduling Angel workshops - have online Angel training.	1
Show best practices of technology use; new technology use.	1
Special classes for specific departments and isolated times.	1
Technology makes job functions more efficient and less costly in both time and money.	1
Technology needs to have a follow-up component. Skills learned in one three hour session are lost if not followed up with exercises and practice.	1
Technology programs currently offered seems more suited for secretarial or office work. My work environment requires basic computer literacy skills. Perhaps you could ask man	1
Telephone etiquette as well as use of current telephone system. More introductory classes throughout the year in the TLC	1
The in-house technology programs at Brookdale are excellent. I wish I had more time to take advantage of them.	1
The only issue for me is finding time to take advantage of present opportunities.	1
The TLC is one of the best things to happen at BCC!	1
-The TLC is terrific in its current state	1
The TLC offers an outstanding array of programs. College needs a commitment to bringing MACS and providing instruction.	1
The training for technology is top-notch. However, I would like to see mentor/apprentice opportunities in connection to technology. I learn best by seeing what others are do	1
There are many great programs. It would be helpful to offer a session on basic computer maintenance.	1
Cleaning up files by deleting e-mail attachments and defragging hard-dri	1
They are excellent the way they are set up.	1
They are really quite excellent. The TLC responds to individual as well as group or department needs. They are doing a wonderful job of keeping us up to date.	1
They are well - organized now	1
They could be offered more than once a semester They can be better advertised They can/should be required for all, Adjuncts, Staff, Faculty and Admin that use installed tech.	1
They do a good job now, however, I am an "illiterate" in every respect. I need to be able to "confess" this & get help.	1
They do a great job in TLC.	1
They should be scheduled for college hours or between semesters--those of us who have to be available for students can't go to sessions other times.	1
They're great	1
They're great - I have trouble with scheduling to attend.	1
Time savings Not having to travel	1
TLC is already an awesome resource. Continue to have flexibility in offerings.	1
TLC is great! They always respond to our needs. they help us get anything accomplished that we need to.	1
TLC is meeting all my needs, every time.	1
TLC provides lots of programs but college could buy MACs	1
TLC training to utilize technology for information sharing or discussions when a meeting time is not available.	1
To design a blended HUDV 107. Online appts. for Advisotrac would ease the appointment process for students & free up area assts.	1
To keep me up on the latest technology.	1
To understand the history of tech and learn the basics	1
Training for camtasia pod casting.	1
Training on systems just before & just after they are installed or upgraded	1
Use of technology in support of stated needs. Closer discussion collaborating with both TLC and OIT and action with money to follow.	1

How could in-house technology programs better serve you?	
Response	No.
Very good now	1
Visit the large departments (Math, English) & host in-house workshops	1
We have a large staff. We could be an entire class if someone could come to us to do the training.	1
Web seminars Podcasts	1
We're offering a good variety now.	1
Word 2007	3
Working with HR- has been very beneficial	1
Would like to see classes that extend over a period of time on a particular software, as opposed to one or two day workshops. For example, MS Access. Would prefer to take this	1
Yes	1

What additional professional development should be offered to adjunct faculty?	
Response	No.
- Classroom Management Techniques Crisis Intervention Protocol education. - Disabilities Awareness - especially for faculty @ HEC's.	1
- Introduction of Student Development principles - Adjunct mentoring in every department - Comprehensive support via print number of "people" resources	1
- Pay them for attending PD in-house - Technology - Brookdale processes	1
-Ongoing seminars on classroom management strategies: student-teacher interactions, problem-solving, curriculum planning, time mgt., lesson planning, enhancing social dynamics & diversity sensitivity in chosen setting.	1
-Teacher training	1
*Creative teaching strategies *Safety & college resources & how to access on evenings & weekends	1
"How To Teach" college students.	1
"Pay" for online teaching workshops. We should pay adjuncts for completing the 6-week workshop.	1
"Where is my mailbox?" Who to contact with problems and questions MENTORING	1
1. Lesson planning!!! - Clear goals/objectives related to syllabus. - How to effectively teach them - Homework that reinforces concepts 2. Classroom management - student behavior	1
A program similar to new employees that explains basic finance functions (travel reimbursement, payroll functions, etc...)	1
Additional and more extensive mentoring that requires mandatory attendance	1
Adjunct can use an orientation in WebAdvisor and Colleague. I think it would be a good idea to have a faculty mentors assigned to new adjuncts.	1
Adjuncts need to be aware of the TLCs support role with technology.	1
Adjuncts should be trained on how to use installed tech Adjuncts should be provided with correct contact info.	1
Advocacy for students	1
All that are offered to the full time faculty.	1
Angel	1
ANGEL training - paid	1
Angel training has been helpful. Any other technology training.	1
Any additions would be welcome, but the low adjunct pay is the biggest issue among adjunct faculty and full-timers teaching adjunct sections. There should be more support for departmental efforts in adjunct faculty development.	1
Anything available to departments FT faculty.	1
As much as possible.	1
Assessment-related training.	1
Assessment	1
Attending meetings, trainings, and workshops.	1
Better training on Advisortrac appointment system (to enter and monitor schedules and appointments) from home or work. Better training in Image now transcript applications and viewing.	1
Better training on Advisortrac appointment system (to enter and monitor schedules and appts.) from home or work. Better training on Image now transcript applicationa and viewing.	1
Classroom management	1
Dealing with student crisis & students with disabilities.	1

What additional professional development should be offered to adjunct faculty?	No.
Response	No.
Discipline specific activities.	1
Do they have mentors? Mentors need not be faculty members.	1
Do we have an adjunct handbook? Classroom management w/diversity strategies component.	1
Don't know what is offered to them now!	1
Don't know.	1
Evaluating students	1
Everything that is available to full-timers. Of course, this would cost a fortune.	1
Free tuition for credit & non-credit courses on a space-available basis.	1
Have classes for technology training on campus.	1
help them with course shells so that new students are not in courses where there needs are not met.	1
How to access resources through the Bankier Library web site Also, how to use the database NoodleTools for "works cited" needs	1
How to be a better teacher of your subject. How to create fair/effective tests/learning tools.	1
How to deal with a crisis in the classroom.	1
I am concerned that our adjuncts may not provide sufficient work for students and as a consequence may give too many "A" grades.	1
I know it's hard because they don't get paid a lot, but sessions preparing them for specific classes would be helpful.	1
I think the most important professional development for adjuncts is discipline specific, and should be handled by the departments, although obviously they need a once or twice yearly reminder of college policies, and also could u	1
I think these will be based availability of funds	1
I would like to see adjuncts invited to all campus wide educational offerings, particularly speakers, technology initiatives, etc...	1
In house faculty mentoring PD 2x yr	1
In service 1/2 days on a wide variety of needed topics-teaching to technology to specific BCC issues.	1
Increased support in technology and classroom management.	1
Lots! Technology training (esp. Angel) is essential. But these initiations must be compensated ...we are already the worst paying college (for adjuncts) so we need to make it worth their valuable time to come in for training.	1
Mission of college, History & mission of community colleges. Information about basic skills. Information about interpreting the SORs how to improve services of the library. Core competencies.	1
Much of the same in-house training as regular faculty receive.	1
n/a	1
NA	1
no answer.	1
No opinion.	1
None	1
Not aware of what is offered adjunct.	1
Not being an adjunct, I don't feel comfortable speaking for them.	1
Not sure what is presently offered, but support for collaboration between full adjunct faculty would help develop consistency in course offerings a helpful complement to individual mentoring.	1
Office 2007	1
Often needs to be discipline specific Teaching strategies How to handle difficult situations in the classroom	1
Discipline specific use of technology	1
Partial payment for attending conferences based on application/award.	1
Payment to adjuncts for training eg. Angel training which is required for on-line teaching.	1
Pedagogical strategies Student evaluation	1
Pedagogy, classroom management	1
Perhaps career counseling/job placement?	1
Perhaps, later in the day tech offerings. Most of our adjuncts work and are not available for training M-F 9-5.	1
Make some offerings available in the evening.	1
Pre-hiring workshops so they could understand curriculum prior to teaching	1
Pretty much anything that can help them with their work here - attend conferences, technology, mentoring, team teaching.	1

What additional professional development should be offered to adjunct faculty?	
Response	No.
Programs that include adjunct faculty. Perhaps seek out their expertise & provide greater answers for their growth.	1
Programs to foster integration of adjuncts with the departments they serve.	1
Recorded sessions on safety, security, etc...	1
Same as to ft faculty	1
Scheduled workshops on teaching.	1
See above (classroom safety) & PowerPoint usage.	1
Sessions to increase awareness of overall existing BCC service and procedures to better assist them to assist in student learning.	1
Social skills-culturally-communication. This is a constant learning sphere.	1
Student evaluation	1
Student risk assessment.	1
Sufficient information provided to Adjunct faculty about the role of TLC in instruction in this college.	1
Teach everyone to develop their own website, and make it accessible enough so that it is available to students as soon as it is created.	1
Tech. training! Money for curriculum development in disciplines where needed.	1
Technology and classes on subjects within their discipline.	1
Technology Brookdale updates	1
Technology handbook (online) Tour of campus Importance of proper handling of technological equipment.	1
Technology Student Services	1
Technology training. I have found many adjuncts still unfamiliar with web advisor and using powerpoint. If ITV classes continue or expand, instructors need training on how to engage students at all sites.	1
The same development activities that are offered to full time and staff.	1
They should be integrated into departments and be invited to as much of the activities that are for full-time faculty as possible. For instance, President Burnham's talks that open each semester, graduation, department and divisi	1
They should be offered everything full time faculty is offered & they need to be PAID for professional development	1
They won't come. they're not paid enough to be expected to attend.	1
use of power point, use of computer systems	1
Web Advisor procedures Classes for those with accents difficult to understand	1
What is offered now? At the least, library research workshops--and explanations for tools like Turn-It-In and NoodleTools--could be offered.	1
What is the group singled out? Do we not offer PD training to them? Isn't this one Brookdale?	1
Whatever we can afford, example: Angel training.	1
Workshops by counselor, etc. on behavior mental health issues	1
workshops on specific topics that apply to the discipline and teaching	1
Workshops where we can (1) hear from experienced instructors and (2) share ideas with other adjuncts would be wonderful. I'm sure we all struggle with similar issues, and exchanging ideas would help a lot.	1
Yearly review of course and course materials. Sample class of course. Website tutorials about academic services for adjunct faculty and students.	1
Mentoring	2
N/A	10

Do you have other recommendations or comments for professional development improvement?	
Response	No.
- Development offering of short term study programs is prof. development. - Focus on international opportunities as global education increasing in demand.	1
...retain the ability to receive PD funds for conferences	1
A coherent professional-development plan needs to be established and implemented.	1
Additional Funding. In no other profession are employees responsible for funding their own professional development. Funding for conferences should be covered COMPLETELY.	1
As stated above-I would like to see some advancement here in stress reduction classes ie. yoga, tai chi, dance, meditation, etc.	1

Do you have other recommendations or comments for professional development improvement?	No.
Response	
As the development of international programs matches one of the key Matrix priorities, it is vital that professional development earmark funds for this e.g., financial support for study abroad, especially short-term faculty led study abroad trips and the	1
Assign a set # of PD hours for each employee annually and then make sure they receive those hours.	1
BCC should encourage the entire staff to upgrade educational attainment. It is good for the whole.	1
Better advertisement of availability of funds.	1
Better website links or FAQs page I find it difficult to find prof. development monies.	1
Clearer understanding of budget for PD. Expand opportunities for administrators.	1
Continue to support the outstanding colleague/adjunct awards!!!	1
Coordinate efforts better with HR initiatives.	1
Cross training opportunities for people that need more training in their jobs but no one to train i.e., counselors get training on transferability.	1
Department retreats to build morale & goals.	1
Expand A&E Prof. Dev. Day	1
-Far too many adjuncts in some departments putting undue strain on chairs & colleagues to mentor & help in mgt. instruction at Lincroft & HEC's- -Offer some seminars to adjuncts (free) to help -arrange for more speakers for full-time faculty programs.	1
Funding from Prof. Development to department/divisions that wish to provide their adjuncts with these opportunities.	1
Funding should be increased as it costs quite a bit to attend workshops and conferences than the BCC stipend.	1
Grant application workshops (with specifics for disciplines) Easier to obtain funding for conferences/workshops.	1
Have team building programs for departments.	1
I am very grateful for the financial support PDC has provided to attend conferences! Thanks for your service to college.	1
I believe it is important to remember when running programs/sessions that in many departments there are two shift staffs. Most supervisors want to allow all of their staff to attend professional development activities. It is hard when those activities are	1
I believe using technology to enhance all courses should be easier than it is!	1
I feel that this committee is responsible for assisting and guiding professional development on campus and that HR should have a stronger role in PD programming and mandatory training. I feel that Kelli Sanders has done a tremendous job taking over Admin	1
I think Professional Development has supported the college community very well and hope you will continue to do so. I myself have participated in most offerings.	1
I think the idea of having the Professional Development Committee fund strictly college-wide and constituency-wide themes and priorities is excellent. Hopefully more money will be made available for these professional development activities by the Preside	1
I truly don't believe that new adjunct faculty know about all of the resources that BCC offers, so if they were aware of the resources, I'm sure that will also help in their development.	1
I was turned down in a request for funds for a 2 day retreat for Learning Assistants. It would have cost less than \$1,000 for 2 days for 12 people. The purpose of the retreat was to address something Maggie asked us to address. This is terrible sends	1
I wish there were more opportunities for support staff to attend other than technology courses on campus.	1
I would like to see college sponsored programs for mental and physical well being. Yoga and mediation classes, weight reduction programs, stress management classes. Studies show healthy employees take off less time and are more productive.	1
I would like to see established partnership/opportunity to teach abroad, such as previous program in Ecuador.	1
If the college gets a new phone system, train employees on it.	1
Implement more in house training or online prof. dev. programs.	1
In my judgment, for the first 3 or 4 years I have to concentrate on being the best teacher I can be. I find it to be all consuming. I have little time for other activities.	1
In the future, please devise survey instruments that make sense and ask real questions that are understandable and relevant.	1
Increase funding.	1
Increase professional development budget monies to allow for more training.	1
Just a thank you for all that your committee does to improve/advance p.d. at Brookdale!	1
Just keep it going.	1
Keep money available for off-campus workshops!	1
Keep up the good work!	1

Do you have other recommendations or comments for professional development improvement?	
Response	No.
Let's have directors and various administrators identify what's needed by their staff members (time management, organizational skills, etc...)	1
Look for opps. which help employees grow personally and professionally. Then offer the opportunity to us.	1
Maybe - a letter of recognition after training or workshop - or some credit for it (motivational.)	1
More classes, workshops, seminars, etc... offered on campus for faculty development in the style of Continuing Education/Community Education classes.	1
More funding; \$350 is not nearly enough.	1
More fundings.	1
more funds should be available	1
More in-house PD opportunities; more follow-up, refresher workshops.	1
MORE MONEY for covering fees & expenses	1
More money.	2
More opportunity for department specific professional development.	1
More resources Money	1
N/A Thank you.	1
Need to increase allocation for faculty \$350/year is not enough to pay for even one conference.	1
No	3
NO	1
No!	1
no.	1
None	3
None as of yet.	1
Not at this time.	1
Once again, we focus on everything except the core of what we are - TEACHERS. I learn from other faculty only in 2 minute conversations in the hall.	1
Online form More information on website Tie ins with Diversity More money in budget (when possible)	1
Implement our PDC recommendations!	1
Other than publicizing it's availability, no.	1
Outreach early & often to increase employee awareness of how they can use the funding for development.	1
Some groups don't use the PD funds because they don't know how or when.	1
P.D. should be offered at times other than college hours	1
Please offer some computer literacy classes in the summer. Many of us work in service units and have to be on campus.	1
Produce an attractive brochure representing opps. and procedures and philosophy	1
Professional development is key to maintaining a highly competent and effective workforce. This is more important because we are in the business of "student"-services, rather than "customer"-services. What ever mechanism is developed to support these acti	1
Providing knowledge of available conferences workshops that are internal.	1
Same as 3	1
Seminars that are uplifting, that increase morale.	1
Some of the classes need to be held on Fridays. Culinary classes run Mon-Thurs. The only day for professional development is Friday or Summer	1
Staff members who have been at College over 8-10 years seem to be in a void area for training or programs like STARS, etc.	1
Team building	1
Thank you for all of your hard work!	1
That HR personnel go pro-active in seeking out and assisting employees whose positions involve substantially more, and more involved/complex, duties than those for which they were hired.	1
The college should financially support administrators to attend some of the national conferences like AACROA, MSACROA and others that support the Registrar's office. It seems that in recent years especially, that these conferences are not supported any lo	1
The PD comm. is doing a great job	1
There is a need for more money to participate or present at conferences. The financial caps should also be raised.	1
To secure more funding from the college to benefit more people.	1

Do you have other recommendations or comments for professional development improvement?	
Response	No.
We need seminars that "uplift" the spirits. Something like what was recently offered to the support staff, i.e., how to identify different personalities in the work environment and mix well.	1