

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

1. Comments regarding General Climate at SBVC (150 characters max.):
My department chair and my division dean make decisions without telling the rest of the department.
The parking lots feel a bit unsafe, particularly in the evening or night. I do notice a lot of "hovering" cars.
Morale is low on campus due to the fact that District tends to make decisions without consultation with faculty and staff at Valley. As for safety, there have been many occasions when leaving on campus that there are homeless community members, not students, "charging" their phones and leaving their "goods" while they use the restroom.
Nursing and Allied Health rarely meet, we have our faculty meetings as our designated sections, psych tech, pharm tech and nursing. It would be beneficial if we met at least once or twice a semester to discuss possibilities for students that can be accomplished together. At minimum for the faculty to join together as one. .
In the nursing department our director. Carol Wells has caused division among the faculty, by not being honest, displaying hostility, anger and yelling at certain faculty members. Coming to work has become a stressful and Unpleasant experience . The one joy I have is my interaction with the nursing students and that is the only reason. I am there.
There has been an increase in the frequency of students bullying and harassing faculty with no support for these faculty from managers or Office of Student Life. Campus police, however, always step up to protect us.
I think the morale on campus has improved in the last few years. In my department and in my division there is excellent collaboration. I do feel safe on campus.
Safety is a subjective matter. In today's environment, just teaching in a classroom seems to be a risk; one disgruntled student in my class or another class, or someone from outside, can change everything in an instant.
With 1a) it really depends on the area the faculty are in. In some areas the morale is very low.
I cannot say I completely feel safe. We have no panic buttons in the classroom. If a student was to display threatening behavior all I can do is use my phone or the phone in the classroom to call the police. Which would further escalate a situation. There needs to be panic button that only the instructor knows about. In the times we live in and the amount of school shootings this would be something to consider.
There is concern in our department (Math) that the new Dean is not communicating with our division or following collegial process. We have only had 1 division meeting this year. All of the rest of the meetings were turned into Professional Development. There is an extreme lack of communication at this time, and we are not being consulted regarding decisions that involve our department and/or division.
Campus landscaping is abject,colorless,lacking variety,and good design!
I teach evening classes also. There is not any support from security to make me feel safe after the class is over.
There is a definite separation between tenured and adjunct.
Carol Wells has created a very hostile toxic work environment with the nursing department
2. Comments regarding Shared Governance at SBVC (150 characters max.):

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

<p>Academic senate has performed very poorly this year. Minimal communication only about meetings, but no info on committee assignments yet (late April), no interest in enforcing committee participation in general, etc. The leadership seems to be coasting.</p>
<p>My dean (Business/Math/Computer Tech) has stated that she thinks our department is inactive. As a result she sidesteps our opinions. I hear that our department is involved in various programs via people who are not even in my division, yet our department is listed as supportive. She does not value faculty input. She is making decisions for our department that should be faculty-led (e.g. AB 705/multiple measures decisions). This is both frustrating and disheartening.</p>
<p>It doesn't matter what opinion faculty has, "Senior Administrators" are just going to do what is best for the budget and/or follow what Crafton is doing.</p>
<p>I am a new full time faculty and still learning some of the role of academic senate and administration. As I get more involved on campus in with all that goes on I will make a more informed comment.</p>
<p>,b</p>
<p>It is insulting and disheartening that College Council completely ignores the Program Review process that ALL departments are required to follow and bumps requests up to the front of the line that have NOT gone through the rigorous Prog. Rev. process. Taking years to reach the top of Prog. Rev. only to have to start all over the next year due to Col Council's unfair decisions. Why bother with Prog. Review?</p>
<p>I think that SBVC faculty have a voice in shared governance, but I am concerned that the administration is not organized, and having interim positions for so long, especially the VPI position for so long, hurts the overall campus climate related to shared governance. How can the administration be responsive to the needs of faculty, when long-term decisions are postponed and administrators do not fight for Program needs? Short-term support is available, but a long-term consistently implemented plan is lacking at SBVC due to unstable administrative staffing. Why should it take so long to hire a permanent VPI? There is no reason that new full-time faculty positions have not been hired for 2 years. Every year, we go through an extensive program review process where we voice our concerns, and every year few needs are met. Although we have a voice, the program needs are not met. I do believe the administrators on campus are committed to shared governance, but I do not always think SBVC administrators follow through to communicate program needs to the district or fight for program needs at the District. Strong programs at SBVC are due to faculty dedication and commitment to students, not because of support from administration or shared governance. As faculty work very hard in their individual programs, it seems as though administrators require more accountability, but give less support.</p>
<p>The district allows and supports and condones the injustice of paying adjuncts poverty wages, thus allowing adjuncts with the same education and experience as tenured faculty to suffer disparities and live below the poverty line in many cases.</p>
<p>There are a couple of issues. The 1st issue is that faculty do have the opportunity to be part of the processes but a there are a few that do not attend their meetings and therefore do not contribute. The 2nd issue is my manager's go- to response is no or can't but after informing her of the how-to she then changes course. It's not a good leadership skill.</p>
<p>I am not aware of opportunities to provide feedback or having my opinions sought after. If there is some collaboration between admin and faculty and staff I may just be unaware.</p>

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

The chair of the English Department and the dean of the Humanities Division are very open and welcoming toward the faculty; plus, they ask for and take seriously the views and ideas of the faculty.

As an Adjunct, I am sorry that much of the governance items are not available to me for appreciation, but I am satisfied with the overall atmosphere.

3. Comments regarding Human Resources, Personnel Practices, and Professional Development at SBVC (150 characters):

Our division (Business/Math/Computer Tech) NEEDS an evaluation of our dean. Now that she is permanent she is acting in her own benefit and not ours.

Let's talk about HR and their continuous re-orgs. Staff keep getting raises, but can't figure out how to answer their phones/emails. Then when you finally do talk to them, they are very condescending and have no clue what actually goes on in our campus community. (Aside from Deneatrice and Janet).

When a position closes in March or April, and applicants hear nothing until interviews are scheduled the following OCTOBER, then something is seriously not right in fairness or in considering the time and interest that applicants have in working for our District. Applicants should be kept posted along the way as to whether they should remain waiting or not to receive some kind of notification. This would be merely extending a professional courtesy for the time they took in applying to SBCCD.

New hires have been employed as full time faculty in the nursing department with no hiring committee. Most recently a person was hired who was unsure of what her masters degree was in?? And in order to teach nursing a faculty must be approved by the board of registered nursing to teach a specific discipline, The director failed to have this new hire approved and she was teaching in the classroom for 8 months having no approval!

I think the Human Resource practices have improved very much in the last few years. Professional Development has been consistently good at SBVC.

It is not fair in the evaluation process that so many non-teaching staff, who understand so little about the teaching process and often have little life experience coming from human resources, have so much say in the hiring process. The hiring should be left to the instructors, and chairwoman, and dean of the respective departments, not inexperienced HR managers.

There are still inconsistencies in the District's hiring practices. The District is also not flying interim positions even though it is supposed to do so according to code regarding recruitment.

We have the opportunity to participate in management evaluations for administrators, but nothing is done about the bad reviews that they receive. I know every faculty member reviewed our Athletic Director negatively and nothing was done to make him change and work harder for our school.

HR representative for our campus are responsive and give good customer services but are often unavailable due to meetings and hiring committees. During those times it is very hard to reach someone at the district who can help with a concern.

The VPI hiring process was a sham and a disgrace.

The formal evaluations that I received from the Dean of the Humanities Division are very helpful and encouraging.

Hiring is strongly weighted against whites, males, Christians, heterosexuals.

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

Performance evaluations are totally helpful and are done well.
Carol wells hires faculty who are not qualified to teach in the classroom or at the clinical hospital site

4. Use this space to write your comments regarding Student Learning at SBVC (150 characters):
e) assumes this is a component of every class
Most of these questions don't address the learning areas in the class I teach.
For best results, students need to make an emotional connection with either their professors, counselors, support staff, and with one another. It seems that stronger efforts could be made to help students feel that this campus is THEIRS, for it would not be here without them.
There needs to be a box to check "N/A" here. I would have no idea about most of these questions.
There are a variety of students in my classes. Some students gain tremendous skill and accomplish so much during each semester. In our discipline, students complete much group and creative work and gain many skills. Students are using the computer more and more each semester and most students are fairly skilled at researching on the internet. Since our discipline's subject are does not require mathematics, I am not sure how students gain skills in this area. Writing skills seem to improve over the semester with student practice.
Math is not a subject I teach so I am unaware of answer k

5. Comments regarding Diversity and Inclusiveness at SBVC (150 characters):
g) this is uneven, some admin do great, some could not care less
"I LOVE MY JOB!" How many faculty & staff would be willing to wear an attractive pin with this statement? By the treatment that many students receive from various offices, not ALL employees would dare wear one, unfortunately.
I am saddened at how much bullying is done towards nursing students. They are threatened, forced to have schedule s changed at the last minute and made to sit in class for two weeks unregistered. They are repeatedly. Threatened with their. "Standing in the program".
I do believe that our campus is very strong in the area of diversity and inclusiveness!
I don't have a lot of information in this area and so cannot answer with certainty.
Most resources seem to be directed towards AB540 students and their needs.
There have been many changes made by Institutional administrators that have hurt our students tremendously. An example would be the new rule put in that wed will not evaluate transcripts for transfer students until they have completed 12 units at SBVC. I had a student who was put in the sam English class she already passed at her previous college decide to transfer due to our lack of help and working with our students. Very poor decisions being made that our hurting our students. Administration needs to communicate more with Students and Faculty before making life changing decisions that will hurt our students
Some office provide an environment fostering intellectual, ethical, and personal development and good customer services for all faculty, staff, and students and others do not. Most offices do not answer their phones but let it go to voice mail, then they rarely get back to you even if you are an internal customer.

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

<p>b) what is included in our ethics statement? I have observed gross behavior by male faculty toward female students. It has gotten to the point where I need to strategically get to my office to avoid encounters with this faculty member. f) much improvement is needed in this area.</p>
<p>I have always received very friendly, professional, courteous customer service every time I needed assistance from campus offices (the Arts and Humanities Division Office, the technical support/computer department,, DSPS, records and admissions, business services, etc.).</p>
<p>"Diversity" (racial? economic?) is tangential to education and needs to be de-emphasized.</p>
<p>Diversity is apparent throughout the campus.</p>
<p>Nursing students are treated unjustly and threatened with their standing in the program if they cannot pay for extra Elsevier products</p>
<p>Additional content that might improve outcomes would include academic orientations to new and returning students in the following areas: Discovering self-motivation, Time management, Diversity on college campuses, Mastering self-management, and Student success.</p>
<p>6. Comments regarding Facilities and Technology at SBVC (150 characters):</p>
<p>More classrooms need to be set up with computers. Flexible rooms where desks can be folded down are best, as they can accommodate many classroom situations, both with and without computers.</p>
<p>My classroom is really dirty, especially the floor. I've almost slipped a few times while teaching.</p>
<p>1. What's up with the foliage near the HLS building. Half the time I am afraid some rabid animal is going to come crawling out of the overgrown bushes. 2. Why does KVCR have so much reserved parking? They are rude, and confrontational when you even go near their parking.</p>
<p>The area in front of HLS building needs to be landscaped,.This is the only area for nursing/psych tech students to sit and study, it should look nice. Also, there is not enough storage space. Not enough efforts are made to recycle (in my opinion).</p>
<p>The Liberal Arts Building looks neglected compared to the others. It needs restoration and a good paint job. Also, more containers for recycled materials are needed throughout campus including inside classrooms. When parties take place, bottles, cans, and plastics seem to go into regular trash cans. Student restrooms need to be kept cleaner and visited more often, especially around Student Services.</p>
<p>In the North Hall building our current custodians do a good job and keep our facility clean. The grounds have improved since much of the construction is over an it has been landscaped. The signage is better, but it could still be improved. There could be more recycling bins which are clearly marked. I do feel safe on campus. I think there has been more police patrol in the last few years. The only problem that I can see in this area is the parking. The parking is inadequate for students and faculty.</p>
<p>Need much more education on recycling. More opportunities for choices on how to dispose of materials. Car pool parking permits to support students who carpool. I addressed campus safety earlier. It is a difficult situation, and staff put themselves at the risk of society in terms of what happens on campuses and schools today.</p>
<p>Faculty are not able to find adequate parking close to classrooms unless they arrive extremely early in the morning - prior to 7:00 a.m. On days when I have a later start time, I have difficulty finding convenient parking.</p>

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

<p>The floors are always dirty- no one seems to sweep or mop. As well, some seats in PS are broken or very rickety.</p>
<p>Location and number of signs navigating to/from buildings and services is minimal and outdated, and is not very attractive or eye-catching. Signs need to be updated, larger, and more visible from many different angles.</p>
<p>Trash is emptied, floors are sometimes cleaned, and bathrooms are cleaned for the most part. More in depth cleaning is rare. Sometimes the floors are dirty for several days. The windows in our building are very dirty. There are frequently cob webs hanging from the bottom of chairs and in corners and behind doors.</p>
<p>b) for the most part. d) these buildings are NOT attractive. f) in some areas grounds are maintained, mainly the lawns. One morning I observed a coach having her team pulling weeds. They didn't seem to mind, but really? h) the lighting in NH 3rd floor is horrible. It's dark and although I feel safe from personal threat, the lighting is what is most unsafe.</p>
<p>On Monday, 05/07/18, I called the SBCCD tech dept. @ 909-384-4357 in order to request some assistance. The man with whom I spoke was incredibly dismissive, and abrupt with me. He told me that all he could do would be submit a work order for me. When I asked him for the contact info of the tech dept. on campus at SBVC, he rudely barked at me that unless I had the specific name of someone on campus, he could not help me. Again, I calmly asked him for the phone number of the on campus tech dept., and he angrily repeated that there was nothing he could do for me. He simply refused to help me. Rather than continuing to deal with this individual's obstinate attitude, I called the SBVC operator who transferred me to the on campus tech dept. Within ten minutes, two immensely helpful and gracious young gentlemen went to my classroom and reconnected the computer to the projector.</p>
<p>I love the SBVC campus. Also, I have always received excellent, prompt, and courteous assistance when I contacted campus technology support.</p>
<p>As a staff, I find myself waiting 10 to 15 minutes to find parking space. Parking around Business building is not enough for staff.</p>
<p>Campus lacks parking for faculty and staff. as an adjunct when your rushing from a f/t job to teach an evening class or traveling from campus to campus it is challenging to find a designated parking spot.</p>
<p>I believe there should be more signs that help students an visitors navigate through the campus more easily.</p>

<p>7. Comments regarding Planning and Student Services Programs at SBVC (150 characters):</p>
<p>Counseling needs A LOT of help when it comes to helping students. Most of the time they tell students wrong information, like we no longer offer a Culinary program, or you are interested in Child Development, so take this POLICE course. Students in my class all laugh when it comes to discussing their interactions with counselors.</p>
<p>While steps have been made in this area, not ALL students are aware of all the support services that are available. A more personalized effort needs to be made in this area and even to the families of our students.</p>
<p>I think student services at SBVC are good. It is difficult for students to see counselors at the very beginning of the semester because the counselors are tremendously busy with new students, but after the first few weeks, I don't think it is difficult to see a counselor.</p>

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

<p>Students seem to get conflicting information between counseling and faculty. There are so many programs I am unsure how Counselors can know all of the particulars about each program. Seems that there should be regular meetings between counselors and staff. They both have the students best interest at heart, but there seems to be some communication gaps that if filled would provide more consistency with the information the students receive.</p>
<p>From my observations, SBVC is very concerned about students' needs and works hard to meet the needs of students. For example, I have seen the English Department and the Humanities Division work to offer more class sections when class sections are full and students on the waitlist need to enroll. I have not seen other local community colleges do this for their students.</p>
<p>Not aware of this aspect of SBVC.</p>
<p>I believe the students are well served. But we need to ask them to find out.</p>
<p>I tip my hat to my colleagues as they prepare each semester to offer each student a well rounded academic journey using the latest pedagogy practices, counseling techniques, administrative support, and a variety of Student Support Services.</p>

<p>8. Comments regarding Budget and Financial Planning at SBVC (150 characters):</p>
<p>Budgetary decisions are linked on how we can save money, so we can support Crafton.</p>
<p>No set budget, for example, is given to support international students who are far from their home and studying here on F-1/F-2 Visas. Yet, the revenue they generate is high due to the minimum 12 units that each must carry and pay top dollar for. Other community colleges host events that acknowledge their presence on campus and help to make them feel "at home" while they are studying here.</p>
<p>Yes, through Program Review, there is a process to make budgetary decisions and the budget needs are linked to department plans and needs. Unfortunately, the SBVC Administration or District does not hire enough needed faculty based on the data or the institution mission. I think the campus saves money by not hiring needed full-time permanent positions for many programs. I do not like the way some administrators need to do 2 jobs, and are unavailable to faculty. The college should not try to save funds like this. I don't know about the budget for management policies.</p>
<p>I have never been consulted about financial management policies and never been informed when they have been changed. It is all kept as a secret at the district and us usually find out when there is a problem.</p>
<p>I would hope so for all a-d.</p>
<p>Sorry that I cannot comment on budgetary processes as I am not familiar with what is going on.</p>

<p>9. Comments regarding District and Campus Communication at SBVC (150 characters):</p>
<p>a) uneven, so information sent out in timely way, some barely the day before</p>
<p>I don't think we get the full picture at departmental meetings because there are things happening that are never discussed. Furthermore, we don't meet frequently enough.</p>
<p>Example of poor communication: when did the policy change on having Campus Police open up classrooms? How long did it take for the Campus to send something out on the Interim VPI?</p>
<p>Nursing department meetings are often not a source of information for me. Agenda s are not provided before meetings and meeting minutes are usually delayed and unprepared. Meeting tend to be scheduled every Monday with little relevant subjects to discuss. The meetings are not</p>

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

conducted in proper format with no call to order or closure. The environment is typically hostile and tense
Some staff at the district are very helpful and quick about responding. I am very thankful to them! Some are not. It really depends on the person.
The district should send all relevant job postings to adjuncts in their respective disciplines when the jobs become open and consider employment based on performance and current status at the college when the district decides on interview and hiring.
Faculty members are always notified about upcoming English Department meetings, and are always encouraged to attend. I always learn a great deal of information at the English Department meetings, especially regarding how the department will respond to legislative changes. I regularly receive useful information via email, and this is how I stay informed about the campus.
I wish there were Department meetings minutes distributed to Adjunct Faculty so that we know more about what's going on.

10. Comments regarding Planning and Instructional Programs at SBVC (150 characters):
Vocational Education curriculum. That was a rush based off of District's needs, not our students.
The SBVC College is very good. All staff and faculty work so hard for the students and I think most administrators do too. I think the district has grown too big and is not effective at working for the colleges to support the students and programs. There are many high paying positions which could be used to hire more full-time faculty to meet the needs of programs and students. I am hopeful that we will soon have a permanent VPI at SBVC.
When the district pays adjuncts so poorly, how can it consider that it is setting goals and priorities effectively?
The Humanities Division Office provides excellent leadership and is always supportive, helpful. Also, the library is excellent, and it serves well the needs of the students as well as faculty. The library staff is very helpful to me and to students every time I visit the library.
Seems to be OK with this.
Content most used that contribute and support the planning and success of our academic programs include but are not limited to the following: Ø Assessment Ø Success Strategies Ø Academic Excellence and Research Methods

13. Please Add Any Additional Comments Here (320 character max):
staff ID badges with our picture would help all of know who are the students and who are the staff
I'm very dissatisfied with the way my division dean treats my department. She badmouths us in front of people who are not even in our division. It is unprofessional and discouraging that her opinion of former colleagues is that low. She was faculty 3 semesters ago, and since becoming permanent in January, she is a very different person. It does not make for a collaborative environment in which to work.
To ask us our position status, part or full time, and to ask number of years is to render our participation no longer anonymous.
San Bernardino Valley College is a treasure for this community and possesses some of the most outstanding instructional & counseling faculty. We need to continue doing a better job of making direct contact with the surrounding communities and making them aware of the many educational opportunities that are readily available at SBVC. The availability of offerings of English as a Second

2017-2018
FACULTY CAMPUS CLIMATE SURVEY
COMMENTS

<p>Language courses, however, needs to be addressed. Evening sections are needed to be offered, as there are countless inquiries from hard-working individuals who will simply never be able to attend the daytime classes that are offered at SBVC.</p>
<p>I am hopeful that the bookstore will be better after the new changes. It has been difficult to get enough books for students for the last few years. The school will now have a new program which I hope will help faculty and students!</p>
<p>Overall, love working for the district. It is highly unfortunate and wrong, however, that pay and compensation is so heavily skewed to the minority of tenured faculty compared to the majority of instructors who toil with substandard wages, benefits, retirement, and compensation.</p>
<p>When attending conferences or needing reimbursement there is always an issue. Someone drops the ball, but as an employee we are the ones that suffer. The district should make an effort to resolve the issue and not at the employees expense. Too much time is spent figuring out who made the mistake. That needs to happen, but that is not my concern or problem. When I attend a conference, training or workshop and submit my paperwork I want to receive my reimbursement in a timely fashion. If there are kinks in the system that is for the district to work out without burdening the employee.</p>
<p>There have been many improvements in the past few years with Shared Governance and Communication with the campus and district. This issue with our new Dean Stephanie Briggs is an isolated issue of lack of communication and what seems like a lack of caring for faculty input. Also, there has been a great improvement to student services in the last few years.</p>
<p>Since some sections of this survey covered a broad range of territory so I could not adequately respond. It would have been helpful to have questions regarding the department level. Overall, I cannot rate the entire college divisions and departments fairly. There are areas where operations run smoothly and areas where they do not. I still feel improvement in communication is needed and that there are a few "select" individuals involved in the decision making. That is not to say they are doing a poor job, but it would be better to be more inclusive. Collegial consultation is not always followed thereby making it seem as though one voice doesn't make a difference which leads to indifference and lack of engagement. And that shows up as faculty coming only to teach their classes, wanting only on-line schedules and minimal committee work. Who wants to be on a campus where your concerns are ignored?</p>
<p>I'm grateful to have the opportunity to provide my opinion. Not all community colleges ask for faculty opinion, but SBVC is different in that it actually asks for faculty opinion in this survey. The college is caring and supportive of its faculty, and dedicated to the education of its students. Overall, I think SBVC is a marvelous college in many ways, especially the people at the college (faculty, staff, administrators) and the concern they have for students, and I am happy to be a part of SBVC, particularly the English Department and the Arts and Humanities Division.</p>
<p>I am part time so I am not aware of many of the moving parts of the college. It is clear that the State requires us to have myriad offices which generate nothing other than reports, especially in the areas which concern "diversity." The elimination of about half of the administration would free up a lot of money for student programs. This will not happen until California has a functional government.</p>
<p>I think SBVC presents a wholesome environment for Adjunct Faculty. The College could do better in salary scale for Adjuncts, to catch up with the surrounding Colleges, but more so to reflect its standing as one of the best colleges around.</p>