

NOVEMBER 2012 -- FACULTY SURVEY RESULTS

Revised Dec. 3, 2012 12:00

FACULTY SURVEY

Through the shared governance process in 2011-12, a calendar was approved by the Calendar Committee, ratified by the Academic Senate, approved by the Board of Trustees, and submitted to the Chancellor's Office. On August 29, 2012, the Board of Trustees voted to implement a three-term calendar for PCC with Spring Semester beginning on January 7, 2013. Since the Academic Senate has never polled faculty on this decision and never taken a position on this matter, we'd like to survey your opinion on the following two questions:

1. Process
 - a. ____ I oppose the process by which this decision was made.
 - b. ____ I support the process by which this decision was made.
 - c. ____ I have no opinion on the process by which this decision was made.

2. Response Question:

In the space below, please type any additional opinions about these matters that you'd like the Academic Senate Board to know.

RESULTS & COMMENTS

Process	Number of Responses	NO COMMENTS
a:	33	No Comment
a:	33	No Comment
a:	41	No Comment <i>Exception: P. 4 Reads: Students are equally upset by this process</i>
b:	13	No Comment
c:	45	No Comment
Process	Paper #	COMMENTS
b.	1	I would like the FA to bring the offers to the faculty for discussion and _____ plan of action.
a.	2	I oppose the process by which this decision was made, but I support the decision. The decision to change the calendar (and do it) was good and necessary. <u>However</u> , the <u>process</u> by which it was done was terribly flawed. The administration should have dealt with this during the initial calendar decision-making process.
a.	3	I would like to think that the administration is working together with us, the faculty, through the Faculty Association to improve things. The truth is, administration doesn't support shared governance and doesn't respect faculty. This causes the Faculty Association to become mistrustful of administration. Unfortunately, the Academic Senate and the Board of Trustees have become a rubber-stamp for administration. They caved to Administration on almost all things. The board of Trustees can't be trusted. They hide from their own students, running away to hold meetings, making decisions behind closed doors and in closed sessions, calling on law enforcement to enforce their decisions rather than realizing shared governance. There have been a lot of calls for transparency from the FA. I would suggest that the Board of Trustees and the administration do the most hiding. Having said this, I am in favor of the 3 semester calendar. The FA would have been too if our beloved school wasn't led by Vladimir Putin.
a.	4	1. I'm not sure what the purpose of this survey is. What do you plan to do with this? I hope the AS takes a formal position and works with the FA, students and classified to take some definitive action based on the results of this survey. 2. Because Pres. Rocha has and continues to break down shared gov., it makes it more discouraging to believe in the democratic process at this school.

a.	5	Seems like the decision was hastily made. It seemed to come out of nowhere. Probably better communication is needed. It seemed like we started the semester and then were just told the spring semester was starting 1/7.
a.	6	This seemed very rushed through to me and the change did not leave the faculty any time to change plans already set.
a.	7	The question at hand is not the beginning date of the spring semester, but the process (and lack of timely process) to allow all _____ members of the PCC community to authentically give voice to the issue.
b.	8	I support the three-term calendar. Let's move on!
a.	9	Indeed, we faculty were never polled. Shame!
a.	10	Faculty input is <u>valuable</u> .
a.	11	I sincerely hope that the Academic Senate will take a stand on reaffirming shared governance. This is not a corporation where decisions are made from the top-down. A public institution like PCC needs to recognize the importance of shared governance. I want the Academic Senate to be <u>much more</u> assertive in accomplishing this critical task. Education is a precious aspect of our social world, and faculty represent an important part in the process of educating students in discovering the social world they live in. Education is not a business, students and faculty are not commodities. Let's <u>reaffirm shared governance</u> !
a.	12	It was a <u>total crap move</u> by the President. Everyone I know at PCC was deeply angered by this sneaky loop-hole move. It is disrespectful to the faculty as the admin. didn't follow procedure. In addition we have lives & schedules that were already in place based on the original printed 2011-12 calendar. Actions such as this one are shocking, & yet not completely surprising. I fear this event is only a mere introduction to our president's future way of conducting affairs at PCC.
a.	13	No comment
c.	14	This is my first semester here, and I've never taught anywhere that had a winter intersession. The change seems normal to me. It seems to me there are more important issues being ignored in favor of this one issue, and it seems to me that the faculty are being reactionary and not strategic in their dealings with administration.
a.	15	I think this decision was made very quickly and implemented without time for adjustments. It has disrupted many schedules for students expecting to attend Winter Intersession, faculty expecting to teach and making their schedules around those dates, etc. In fairness I will say that it's true that the administration has had this idea on the table of eliminating Winter session for over a year but my understanding is that most faculty and student opinion seemed to oppose the idea of no winter session. I think that's why many students and faculty alike feel that the way the decision was made felt like disregard of our input and therefore shared governance was compromised.
c.	16	None.
a.	17	Make President Rocha and administrators accountable for breaching shared governance process.
c.	18	I'm an adjunct; I'm not contracted to have/hold opinions regarding the affairs of my work environment. I serve at the pleasure of others.
a.	19	I thought the process was incorrect, unwise, unproductive, unconstructive, and <u>inefficient</u> . Management should have taken the time persuade the faculty why the new calendar would benefit all parts of the college community, especially for the students and faculty. Instead management created the present situation of confusion and conflict which only hurts the whole college community. This is the opposite of "servant leadership" which President Rocha boasted of.
a.	20	The Board of Trustees needs to assemble a team of all PCC family: staff, faculty, students, and alumni to raise funds. The Board should work with AS to contact \$1 million plus donors from the list provided President Rocha.
a.	21	Did Trustees vote <u>without</u> consideration of prior suggestions – if so, I oppose.
a.	22	I like the new calendar but think it was <u>_____</u> ed without a proper polling.
a.	23	(1) I am glad to see the A.S. addressing this issue! (2) I am very concerned that the Faculty Union is trying to deal with this – the calendar & shared governance is not in their perview. I feel that

		the union is trying to take over the A.S.!
a.	24	I had signed the contract for spring and without prior notice believed it would begin in late February like every year. I would have lost a big amount of money for flight reservation and managed only to prevent that at the last moment.
a.	25	The process seems to indicate that they have the power to do it. The administration seems to have the power to dictate. If this is the case, then the argument is already lost, no? [What is the point of complaining? We apparently have no power.]
a.	26	The President did this without getting the approval of the faculty.
c.	27	We need a committee to study the calendar change and its pedagogical implications.
b.	28	The intersession is outdated and out of synch with 4 year colleges in Southern California. I won't miss the intersession. Jan. 7 th seems a bit early. Why not start on the 14 th ?
a.	29	Calendars affect us all (fac. And students <u>and</u> staff) <u>so</u> much that there should have been <u>more</u> time and more opportunities to discuss and make <u>any</u> decisions re: them.
a.	30	This one!! !!!
a.	31	I felt that we had been eliminated from the supposed "shared governance" process and our opinions were not considered in the least. Students were also not considered. When we switched over to the winter session calendar, it was said it was because our students needed to be able to transfer. What happened to <u>that</u> concern? I feel bullied and bulldozed. I also feel betrayed by our administrators and our BOT. With the recent "Behavior" of some of our criminal administrators, I would think that our faculty would be Honored & Respected, not Dishonored, as this event revealed.
a.	32	I oppose the process, however I am fine with the ultimate decision.
a.	33	Very strongly!
a.	34	! The academic calendar (original) went through an approval process that included every faction of campus life. It was a <u>fair process</u> that yielded the original winter session-spring-summer-and fall-calendar. This <u>New</u> calendar was railroaded through. <u>Thank you</u> for taking the time to ask my opinion on this matter. I've felt very invisible around here – except now.
a.	35	It sucks!
a.	36	Please oppose this non-transparent process. This is NOT shared governance.
b.	37	As I reviewed the Board report I noticed a tremendous amount of build-up to making this decision. It appears there were a few year's worth of committee conversations with enrollment management and other key stakeholders (including faculty rep's) that provided the foundation for us moving in this direction.
a.	38	Change caused much trouble scheduling clinical rotations for Health Sciences Division. All rotations at hospitals had to be changed/resubmitted.
a.	39	Do not mind the change in schedule.
a.	40	I have worked there since 1986. I don't know any faculty who were happy with the 2 main semesters followed by 2 summer sessions (the way it was back then!). That said, if we see an increase in student success, I support it.
a.	41	The process of shared governance is broken. The administration is imposing its will without faculty consent. This issue (i.e., the calendar) is just one item on a growing list of decisions not reflecting the benefits of the students, the faculty, academic programs at PCC, or any other measure of success. Rather, they reflect the whims of a select group of people attempting to "refound" the college in their own image. I strongly urge the Academic Senate Board to show the moral fiber to represent the best interests of all of the faculty – not just a cabal – in maintaining the integrity of our academic programs and our excellent heritage.
a.	42	I'm not completely comfortable with how this question is framed. I think you're simply letting us know that we were "never surveyed," rather than leading us. So. . . I'll assume that to be true thank you for this . . . I do hope more of this will activate shared governance and transparency. In all the years that I have been at PCC, never have I been embarrassed by any account our institution has made. This is an exception. This is CLEARLY a move made in bad faith and was rushed. I have colleagues and family that work at other colleges in the area and they cannot

		believe this could happen, especially to PCC. If you need to cancel Winter, do so. That is the administrations prerogative, but changing the calendar is messing with lives. We just changed our online management system to Canvas. I have 7 classes now that I need to transfer. It took 100s of hours, between _____ and ___ to get them ready for Fall. I now lost 6 weeks to get ready for Spring. no one has brought this up. It has overloaded my schedule and has had an adverse affect on my Fall classes. We have made two quick decisions that hurt teaching. Again, if you want to cancel winter do so but moving up the spring really has hurt me and I can't now make the changes I was planning. Second, . . . These actions have consequences well beyond the classroom. You can't treat staff or faculty this way. At least they did not change the length of the semester. That would have been disaster. (one note, I am not one of those faculty that hates everything the administrations does. I understand these are tough times. However, these were decisions that could have been made differently.)
a.	43	No Comment Written
a.	44	I believe in shared governance and this just bypassed all of us. Where is Rich McKee when you need him? LOL – (RIP).
c.	45	I have no say in my department, so why should I have a say in the school. I just show up & do the best job I can teaching.
a.	46	Is PCC or is not PCC a republic?
a.	47	This bad decision hurts faculty and students alike, and for the Administration of this college to ram this through under the pretense of better serving students is both dishonest and cynical. The <u>unspoken</u> purpose is to make money and serve the administrators and the <u>expense</u> of students and faculty. The blatant disrespect for PCC's faculty, both full-time and part-time, is once again on display. Shameful.
a.	48	With regard to Academic issues, the Academic Senate appears to be unhelpful, ineffectual, impotent.
a.	49	Last semester, Pres. Rocha brought police to shut down the Academic senate, then gave a speech to his row of underlings. A thoroughly disgusting banana republic spectacle. What did the Senate do? Absolutely nothing. During the many months since, as administration has dismantled shared governance, committed numerous thuggish moves against students, faculty, and staff, our senate has done . . . absolutely nothing. PCC has slid from being "The Jewel of Community Colleges" to become "The Burger King". An embarrassment. What has the Senate done? Nothing. You have no credibility.
a.	50	It sure took the Academic Senate long enough to notice the illegal actions of uncle Rocha. I'm astounded that you just stand by and watch, without doing a blessed thing. A vichy government?
a.	51	This process shows an arrogant disregard of faculty and of shared governance.
b.	52	I like the new calendar.
a.	53	I strongly oppose the process by which this decision was made.
a.	54	There's a general feeling of weary and apathy among faculty and staff. Why spend time working on shared governance issues when our current President does not honor, or even welcome, our efforts?
a.	55	Dr. Rocha & the Board of Trustees are aware that they have violated the process of shared governance.
a.	56	I don't think I see any real "shared" governance anywhere. Decisions are made "on high" and everyone "swallows."
a.	57	Starting classes Jan. 7 instead of the end of February was a huge shock and was not even known for sure until after fall started. Not knowing what would be happening for sure for the rest of the year caused much stress and uncertainty. I have never heard of this before – a drastic calendar change after the school year as already started.
a.	58	The faculty needs to be consulted before these decisions are made.
a.	59	Rocha is making a mockery of shared governance. It is time for us to stand up to this bully.
a.	60	Faculty should be polled first, before a decision like this made.
a.	61	I resent the imposition of a calendar after the process had already established the calendar. It has been unnecessarily disruptive, divisive, and disturbing to conduct college business in such a disrespectful manner – for students, faculty and staff.
b.	62	The Academic Senate handed this issue to the Union over a year ago to negotiate. The Union used its typical tactics of refusing to negotiate and stalling. Our Union could have negotiated something for its members in exchange for the new calendar, which the administration desperately wanted, but they did not. Our Union is an ineffective mess, run by people who prefer to grandstand rather than negotiate.

a.	63	Checked "A" above because the Board's action completely subverted any notion of shared governance. I'm tired of spending time (up to a year or more) and effort in making collegial, shared governance decisions only to have those decisions over-ruled by executive fiat.(?) Why even maintain the illusion when with the realignment and the calendar we've been shown that faculty input is irrelevant? Carnegie Hour, here we come!
a.	64	Respect shared governance.
a.	65	I vehemently! Oppose the process by which this decision was made. I wish the Academic Senate would take a firm stand on the matter. Faculty governance is being trampled and the Senate doesn't seem to be doing anything about it.
a.	66	I believe the decision to change the academic calendar was made without any regard to student success, especially in the area of specialized programs. There are many programs on campus, such as Dental Hygiene, that are accredited by outside agencies that require a specific number of hours for program completion. With the new calendar we are forced to move courses offered during the Winter intersession into the Fall and Spring semesters which add more hours to an already impacted student schedule. Additionally, it forces us to teach skills in a more compact format which we are finding to be detrimental to student skill development and ultimately their success. When a change of this magnitude is being considered I believe the parties involved should look at the impact on all programs on campus and the impact on student success.
a.	67	The main issue at this stage is to know if the two summer semesters will actually be there one year from now.
a.	68	The academic faculty, especially part-time faculty, should have more participation in the process.
c.	69	Deliberately <u>avoid</u> such things whenever possible. For faculty depending on PCC alone for income – obviously a different attitude.
a.	70	I support shared governance 100%.
a.	71	This BOT seems to endorse pretty much anything Dr. Rocha wants and no longer seeks multiple POV's from across the campus. Rocha, Mann & Baum have history so they are not impartial trustees. I am so fatigued and demoralized by the decision reversals, surprise decisions and lip service being paid to transparency, shared governance and student success I wish I was retired already. Oh wait, I'd have no teaching privileges and may lose health benefits and at my age won't find another job in this economic climate. Guess I'm stuck with it all! This has no practical value, I know, but I'm too exhausted to think of anything constructive (not that anyone besides the A.S. would listen anyway).
a.	72	The cancellation of winter was imposed, it was <u>not</u> a process.
a.	73	Imposing a calendar is a violation of our contract! Contract violations of any kind must never be tolerated by faculty. Disregarding the shared governance process – which the current administration has done repeatedly – is a violation of the law. It's time the faculty face the fact that this administration holds no respect for our working conditions (including our wages & benefits), our expertise, our best pedagogical practices, or our collegial culture. The imposition of the 12/13 calendar is just the beginning of an onslaught of changes that will hurt students (particularly students of color) as well as faculty. The Academic Senate has an obligation to represent and to advocate on behalf of faculty and the 25000 students we teach and foster. It is my sincere hope that this body will take a stand on the calendar and all the many issues we are about to face.
a.	74	I agree with the decision. I think it is in the best interests of our students. I oppose the process by which the decision was made.
a.	75	It's not fair taking this decision without teachers' and students' vote. It will affect the process of teaching and learning.
2. Response Question	76	I am not sure how to answer question #1. While I support the gather of ideas/opinions/concerns and identification of potential problems that surface in shared governance – I also realize that our current inclusive process takes too long and seems to encourage polarization more than actually solving problems. PCC is in a period of national financial crisis with a knee jerk president and liberal governor. Not pretty. While I wish the "process" had been more inclusive, I support the 3 semester plan of Fall, Spring and 2 shorter Summer sessions that could be scheduled as

		either intense 8 week sessions or classes split in ½ -- A for 8 weeks and B for 8 weeks equally a full semester.
a.	77	Shared governance was enacted for an important reason. Respect all!!
a.	78	The change in the calendar has hurt part-time faculty the most. Many cannot teach either winter intersession somewhere else or summer here at PCC.
a.	79	Please bring Winter semester back!
a.	80	Recommendation – create a committee to examine the impact of the calendar change.
a.	81	What happened to responsible governance? What happened to shared governance?
a.	82	The A.S. must take a stand! This current administration will destroy PCC if allowed – not a one of them has any real interest in the college and its students. They see us as a step in their ladder to bigger (more well-paid) positions.
a.	83	What is the Senate doing to preserve shared governance and protect our rights under the <u>law</u> ?
a.	84	I feel like our college is just like private company. Employer and employee.
a.	85	Sometimes the voice of the faculty doesn't seem to matter, but I would like to have been given the opportunity to have some input in some of the decisions that effect me.
a.	86	I am shocked that the Academic Senate has not taken a stand against such a grievous violation of shared governance! You, the Academic Senate, are the one body that represents the faculty and our opportunity to be a part of decision making through shared governance. Please stand up for the faculty's rights!
a.	87	I would like to see the Senate move forward the revised shared governance policy and work to maintain collegial ___tations on campus.
a.	88	This is a huge screw up. The "Trimester" isn't the end of the world, but clearly the shared governance at PCC is gone.
c.	89	If there are so few winter classes to begin with, it makes no difference to me if it's cancelled altogether. Please expand Summer!!
No designation	90	I support shared governance and <u>do not</u> approve of the way a three-term calendar for PCC was implemented.
a.	91	This capricious decision has a detrimental impact on my ability to instruct students who need me and prevents me from teaching in Jan., due to a schedule conflict of personal necessity.
c.	92	Although the process is questionable, I do not disagree with the decision to start spring semester January 7 th , and having two summer sessions.
b.	93	I would have preferred Jan. 14 as a start date. . . .
a.	94	There is no respect for college governance. The administration is corrupt.
a.	95	It would have nice to be given the opportunity to provide input.
a.	96	D. I have no problem with a different calendar only process.
a.	97	I do not oppose the implementation of the three term calendar, but the way it was handled was not right, especially implementing the calendar the semester before. Should have given more warning (like implementation vote in January of the previous year).
a.	98	In my opinion this is just another example of the lack of respect to faculty.
a.	99	This survey is pointless! Why not ask us about the calendar?
a.	100	I am surprised by the actions of the Academic Senate. The Senate's role, as I see it, is to represent the faculty in any decision or action taken. It is clear that the hard working faculty has no advocate in front of the Board of Trustees. While the faculty is teaching; somebody else decides what is good or bad for the instructors.
a.	101	2. Response Question: In the space below , please type any additional opinions about these (which?) matters that you'd like the Academic Senate Board to know Type? In 2012? On a paper survey? Seriously A global college for the 21 st century?? I don't have <u>additional</u> opinions. I can only elaborate. I do believe this "process" is dictatorial and the Senate has made a caricature of itself. Dr. Hanvey needs to stop his syrupy emails. Even if the 3-term calendar makes sense, the rollout does not. What's the purpose of this survey on Oct. 31? About a 2-month-old decision? Good Morning <u>Senate</u> !!

a.	102	I am very concerned about the unilateral decisions and the poor faculty morale engendered by same. I also think the district's proposal of \$62/hr sucks (overtime pay). The class cap of 45 for online classes will ensure SLIPSHOD teaching and virtually non-existing grading. Boo!
a.	103	I support 3 semesters only. 4-quarters is not a good choice.
b.	104	I am sorry, but the wording of this survey is not clear. As for the calendar, I <u>support</u> the shared governance process, even though I did not always agree with the result (i.e., a week off between the end of the Spring Semester and the beginning of the Summer intersession). I <u>do not support</u> the process followed by Dr. Rocha to impose a three term calendar. He took advantage of the economic situation to change the calendar <u>after</u> it had already been approved, and the Board of Trustees voted to implement <u>his</u> calendar. That process is unacceptable.
a.	105	The process by which this decision was done only exposes how little support there is for the new calendar among faculty and students. In the long run this new calendar will cause us to lose students to other colleges as well as lower our transfer rates.
a.	106	PCC is a <u>community</u> college, and faculty, adjuncts, staff, and students should be an actively participating body in all "shared" governance processes.
a.	107	The changes to the Academic Calendar were not thought through. As a part-time faculty this change has deep impact on my life, my other teaching positions, and will impact me financially and interfere with other aspects of my life.
a.	108	Are you still pretending we have shared governance! We do not! (just pretend) This is a good example! The administration does what they want then asks us to agree (or we are creating an obstacle to progress) adds to extremely <u>low morale</u> .
c.	109	I like the three-term calendar. It was good before, it is good now.
a.	110	I feel completely disregarded. Since a campus wide committee had put together a calendar that was charged unilaterally. I also feel very rushed because the decision obviously required thought and time, which were apparently lacking. For example to date (Nov. 1!) the 2012-13 calendar online is incorrect and does not accurately reflect spring dates!
a.	111	The BOT and the president completely lack a respect of faculty and students. It disgusts me. I feel disheartened and voiceless. I used to love this school and what it stood for. Now I feel I want to quit. I have zero respect for the president and what he is doing. The BOT has no idea what is the real temperature of this school right now. The faculty are at a loss and being bullied. We need to oust the president and the BOT.
a.	112	--Based on the calendar selected, family vacations were purchased and holiday plans made. --The 2 week break is too short (over Christmas) to recover, grade, develop curriculum specifics, work on shared governance projects and more! --If it was going to happen, I wish it would've been implemented Fall 2013 rather than mid-year. Very poor planning that puts out students at a disadvantage.
a. !	113	These actions show <u>total</u> disregard for the shared governance process – it is stating that the Board does not value the work done by the faculty on this campus. More than anything else, the Board has demonstrated complete alliance with management. I say let them <u>do all</u> work on campus if they are going to discredit what is presented to them and <u>approved</u> by them at free will.
a.	114	This "abrupt" calendar change is very disruptive given that I commit to calendar based events up to a year in advance based on the PCC calendar.
a.	115	Is what they did even legal?
a.	116	The processes that have been completely ignored are abhorrent! I don't understand why PCC (the District) has so little regard for the people, the faculty especially who work here! It is time to take back our college from rogue leaders so that we can save this institution from ruin! Please stand up and have a backbone!!
a.	117	Now there's talk all classes will be 1 hour long and meet 4 or 5 times a week. This will wreak havoc with/or Adjuncts.
c.	118	I support decisions that benefit the students and 3 term seems to work better for them.
a.	119	I have no problems with 3 terms, but would have wanted to start it in fall 2013. Planning for spring is more difficult and rushed now.
a.	120	Too last minute. Also creates a financial burden on all Adjunct, as now we must stretch the 2 semesters paychecks to last into June/July. Seeing as there was very little notice prior to Fall, you know Adjunct/Part-Time do not have the security like tenure folks. We need to be able to plan in order to get to

		Summer. Yet we teach most of the classes.?
a. b.	121	Which process? <u>A</u> or <u>B</u> This is closing barn door after eating the cow!
a.	122	I would like a committee to explore the pedagogical issues associated with this. It doesn't seem like a big deal to me especially if students and faculty are given the time to adjust.
a.	123	I am a part-time faculty at PCC. I think, whoever made this decision, they don't think about part-time employees. Don't forget that we are receiving unemployment for the winter semester. Now, because of this situation we are losing that amount that we depend on. I think this is not fare to most of the part-time faculty at PCC. Thank you,
a.	124	The tendency of the administration and the Board to disregard all input from faculty creates an atmosphere of hostility, disrespect and non-cooperation. It is turning dedicated, talented instructors into depressed zombies.
a.	125	Major decisions like changing the calendar should be discussed by all the parties involved or affected, or by their representatives. To ignore the opinions of many of the parties involved does not lead to an environment that is conducive to teaching, working, or learning.
a.	126	Those of us that were scheduled to teach a course during Winter Intersession should have some rights to teaching a course during the New Summer Session.
a.	127	I oppose the process by which the decision was made even though I don't mind the switch to the new calendar. However I would like to use the lack of shared governance in the bargaining process to strengthen our position on the other items we are bargaining for.
a.	128	Dr. Rocha informed the Division of his plans in a departmental meeting. He said he knew what he wanted to do to shared governance. He complained to us that shared governance was in the way of his plans. Rocha also told us he was going to "drain the swamp". Later he bragged to us how he got people retired and his goal to drain the swamp was done (a success). I do not like our feudalistic and Soviet-style dictatorship. I have received word that my name is on a "Black List" of faculty that Rocha wants to get rid of. Committee's are of no use. Rocha does not use our recommendations.
b.	129	Winter session was too short for students to complete their work.
a.	130	Shared governance is a fundamental part of a vital collegial institution like PCC. However, when major decisions are taken from us, we must assert ourselves for the common goal of all faculty. Our crisis compels us to act responsibly. The elimination of Winter 2013 is a grave disservice to students and a terrible violation of our integrity as an educational institution.
a.	131	Seems to be a hasty process despite the best efforts to explain the rationale behind it. On the ground level so to speak what it did for a block program of 24 connected courses is: <ol style="list-style-type: none"> 1. Change the course sequence. 2. This led to a conflict in corequisites. 3. Also led to a conflict in prerequisites. 4. 34 Internship sites needed to be notified in writing that the schedule changed and their intern would not ____ until May 2013. 5. Some internship sites do not care for the new schedule. 6. 34 contracts need to be updated with internship sites. 7. Outside accreditation agencies needed to be notified. 8. First and Second year students need to register in person due to prereq/coreq issues. 9. Separate add slip for each student needs to be generated. 10. Special permission (in writing & person) was requested to clear prereq's in counseling. 11. Likewise for Registration. 12. Scheduling with PCC was a serious hardship in that it took 4 attempts. 13. Six additional sets of syllabi needed to be prepared during mid-term week when students also needed to see their midterm grades.

		14. Advisory Boards also needed to be notified.. 15. Long term changes to the course sequence need to be processed through the C & I process since prereq's and coreq's are involved.
a.	132	I oppose -- how we faculty conducted ourselves – the process by which this decision was made. I am in support of the new calendar and hope that we go to the Carnegie hour. What I am not happy about is how we faculty have conducted ourselves. There needs to be a clear separation between Academic Senate and the Faculty Union and I think that Union members should not be allowed be Academic Senate Reps and visa versa. Our Academic Senate must not be taken over by the Union. This does not serve us. I think our inability to speak as a united front has put the Administration in a position where they are forced to make decisions without our input. Shame on us!
b.	133	I am happy with the decisions.
a.	134	Am not opposed to their calendar change for the following year , but in the nursing program many problems have arisen. Students have depended on earning income during the winter intersession. Students had had paid for travel out of the country to see family.
a.	135	I did not support the calendar change. I believe changing the calendar disrupted students' lives as well made the campus more disorganized. Students did not get to put input. Faculty and staff could not put in input. We felt we had no choice or voice in this matter.
a.	136	Thanks – in advance – for representing my opinions (taking it into consideration) when an action is planned as follow up with the Board of Trustees.
b.	137	The new calendar will better serve our students.
a.	138	Feels like a due process was not followed correctly.
a.	139	This is causing a lot of stress on out students in the CTE programs.
a.	140	There are only <u>questions</u> , non opinions. 1. Why was calendar approved if there were plans for a different calendar? 2. Why <u>this</u> year to change the calendar instead of next year?
a.	141	This has been horrible for our students. We have a program that has been greatly impacted by this hast decision. We have a very structured program. Now we had to just throw winter classes into fall. Our students are now taking 19 units. They are struggling and not absorbing the crucial information they will need to work in the field after they graduate. This was a HUGE mistake. We needed time to organize our program. No one was thinking of the impact on the students in programs!
a.	142	What is happening to this place? Morale has never been as low as it is right now. Also, if Prop. 30 does not pass, what will we be threatened with next??
a.	143	I am happy to have a job in this economy. So if they say start in January 7 2013. I will be here in January 7, 2013.
a.	144	It is not at all evident that this Board of Trustees nor the President/Superintendent understand nor endeavor to serve the school and not their own selfish self-interests. I'd like the Academic Senate Board to hold a vote of "No Confidence" and further, to take whatever steps necessary to hold these "caretakers" accountable – and if necessary, to take draconian measures to see them removed from office, if they persist in governing unilaterally.
a.	145	The new schedule does not work well for the classes I teach. It does not allow us to complete the work necessary in a timely manner . 16+6 16+6 works very well. 16+16+6(+6)? does not.
a.	146	I strongly oppose the process by which this decision was made.
a.	147	I want PCC to have the similar/same calendar to major universities/community colleges in the LA area.
a.	148	Academic Senate should take a clear public stand on this issue; and the protects of shared governance should be respected!
a.	149	This sucks!! Is it a dictatorship?
a.	150	I oppose/ strongly oppose the process by which this decision was made. <u>MANY</u> students I'm working with the semester are extremely distraught over the canceled winter Intersession! The students have lots of angry

		feelings about this upsetting their plans for courses to take and the goals they “had” for graduating in a time frame they were expecting to experience!
a.	151	I can appreciate at the time the decision was made to start spring semester in January the sense may have been that a decision needed to be made urgently. Given the far reaching impact of a change of this nature there <u>should</u> have been an <u>extraordinary</u> effort to involve as many of the stakeholders as possible (faculty, staff and students) because in the absence of that effort the Board of Trustees <u>at least</u> comes off looking dictatorial, dismissive and out of touch.
a.	152	This decision was not made according to policies established on this campus. If this is allowed it will be the beginning of more such abusive actions. The administration cannot be allowed to do this. Even in emergency situations, procedures and protocol must be honored, or the door will be opened for ongoing problems.
a.	153	Change for the sake of change with no regard for students leaves our calendar misaligned with local high schools and other institutions that feed PCC summer students.
a.	154	a. I slightly oppose the process by which this decision was made, but not the decision itself . I agree with the decision, but I am disappointed that the admin/BOT couldn't have made the decision sooner. Sometimes there isn't time to debate everything. But I think the admin/BOT should have realized sooner (like last spring) that we wouldn't have the \$ for a winter term. And they should have done a better job explaining the situation.
c.	155	Overall, I'd rather we as a school move on and stop being upset about the calendar change. Was it awkward to change the calendar mid-year? Yes, but I don't feel it was a terrible change, just an uncomfortable one. Since it appears nothing can be done about it now, I'd rather we move forward and work on improving our college to benefit <u>students</u> , whatever that may include (like the upcoming discussion of the Carnegie Hour. . .).
a.	156	For those of us with CTE curriculum ___ yrs planning is needed to be able to make adjustments in courses that were taught in winter that have been moved to fall-spring.
a.	157	I find two problems with this way this decision was made. 1) a lot of time was wasted in the shared governance process when a completely separate decision was imposed. The purpose of the shared governance process is to ensure various opinions and <u>implications</u> are discussed and considered before especially major decisions are made. There have been a few instances like this where quick decisions were unilaterally made and then backtracking and confusion resulted (remember spring forward?) The second problem is that the decision-makers don't understand the various implications of these decisions. There are many “Oops” and a lot of confusion because the “no winter” decision as not fully considered and was implemented too fast. The shared governance process does not have to inhibit innovation or change if decisions are based on planning and not reactions that are not thought out. Other colleges are also eliminating winter but for 2014.
a.	158	The shared governance process worked – the calendar went through all the appropriate channels to gain acceptance. What the faculty must remember is that the recommendations of campus committees are just that – <u>recommendations</u> . If the Board receiving information that gives reasonable justification for going against the recommendations of a committee, I believe they should be allowed to go against a committee's recommendations. I believe this was a one-time decision that needed to be made, based on new information presented to the Board. While I do not think the process that lead to the decision was implemented well, I do believe the decision was the correct one to make. I just would have preferred that the administration had consulted with faculty about the implications of such a change, <u>before</u> they made the final decision.
a.	159	I am profoundly disturbed by the lack of shared governance in the college today.
a.	160	It would have been nice to give us warning and start in the fall the new plan. Also the new spring break is too early.
c.	161	Adjunct faculty. I am only working part-time. No dept. need.
a.	162	Faculty should be involved with their schedules.
a.	163	The decision is not as troubling as the process.

a.	164	I believe our rights were violated in changing the unapproved calendar. We were steamrolled by administration and their integrity is in great question.
a.	165	No comment
a.	166	We should investigate the pedagogical issues associated with the calendar change.
c.	167	I am for the new calendar. The folks in FA need get over it and move on. The president and Board have the power to do this. Quit crying.
a.	168	<u>Wrong for the Board of Trustees to Act unilaterally & implement a three term calendar!</u> They should have waited til the next academic calendar to propose and through shared governance to promote a 3 term calendar.
a.	169	I like the calendars, but oppose the <u>process</u> by which the decision was made.
a.	170	I would propose a vote of no-confidence for our president/superintendent who has dismantled years of effective shared governance and created a culture of unilateral administrative decision making.
a.	171	The Academic Senate needs some <u>backbone</u> . We should <u>not</u> allow management and the Board to undermine the shared governance process! Why have the shared governance committees <u>not</u> reconvened this year?
a.	172	There should be no retribution for faculty who had made other ____ plans for this time period and cannot each. No docked salary, no used up sick leave, etc. We've really been jerked around. Part-timers may have lined up work for this 6 week period (as an _____, this prevents part-timers from getting unemployment during winter and delays unemployment til their last class meets at their other colleges in June.)
a.	173	Since there is a process in place, it would seem proper to go by that process. However, it is not entirely clear to me that the decision itself (for a 3-term calendar) is a wrong choice/plan. This has probably been addressed, and I just haven't kept up enough: has the President and/or Board of Trustees addressed why the normal process was superseded? It seems it would be good for faculty to "duke it out" with the President & BOT in language and evidence and tones that clearly establish the right/wrong, advantages/disadvantages. Try to keep public emotional accusations to a minimum? (But this is more of a personal preference.)