

Strategic Planning Perception Survey 2008-09

COMMENTS

ID	Q6 What activities or support do you feel would get you more involved in the process?	Q8 If unsure or confused, what activities would you like to see to ensure your understanding of the process?	Q10 Other or No responses	Q16 What activities or support do you feel would help involve your employees in the process?	Q18 Yes or No explanations	Q19 Please share any additional comments you have on Yavapai College's strategic planning process.
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4		A restatement of the strategic plan				
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8	Whatever can make me understand how and why it affects my day-to-day job. It seems somewhat esoteric, and not really in tune to what I do on a daily basis. Kind of like what mid-level managers do to look busy.					I really don't think you've brought it down to our level. The seven Initiatives are kind-of vague no-brainers, and I wonder why so much is put into them. OF COURSE we want excellence in ed. They all are general to the extreme. Would HR hire non-qualified workers? Would the college NOT plan long-range? And what exactly does 'increase cultural awareness' mean anyway? Let's get specific. Let's increase staff salaries by 5% a year... Let's have a certified 'green' campus in three years. Let's get real.
9						
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11						
12	Once we begin reviewing our accreditation, I will be very involved.					Thank you for making so many resources available to us. My job is to keep the faculty informed and I always know where to find this information for them.
13						
14	Topics relevant to staff.					
15	Continue to have Newsflashes from the President that list the current updates to the plan.					
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20			I am a member of the SPC; I conducted strategic planning informational sessions and trained others to do the same.			I perceive the strategic planning process at YC getting better every year. This year, more SPC members conducted the strategic planning informational sessions (rather than just Tom Hughes and Sandra Jackson), and that seemed to have broadened the receptivity to the topic. We are always looking for more/better/different ways to educate the college community in the YC strategic planning process so that everyone knows there is a strategic planning process at YC and there are several ways to provide input.
21	Has to do with being part-time.		Part-time employee is not considered.			
22	Having a clue what it is all about.	A web page that explains what it is, what to expect from it, and what input is being requested from me.	As a part timer I do not go to many meetings, so I might be missing a lot.			
23						
24						
25				Updates at department meetings.		I would like to hear more about our strategic plan during Employee Day.
26						
27	Hands on technology mini workshops or tutorials pertinent to areas in the plan. Knowledge=connection		on the department level only, addressing job action plan completion during mid year employee review			important to all of us how current finances effect the strategic plan
28	Ask staff for their input on department goals and how we can help achieve the college strategic goals.					Not easy to see tie between asset allocations and stragetic plan at times.
29						
30	None.					
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32	Where does this fit as part of my job description.		Department Meetings			
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35						
36	Already very involved.			Division Faculty have input on Departmental Strategic Plan.		
37						
38						
39		Internal Customer Service				The internal Customer service lacks throughout this college District Wide. There are not enough student directed forums.
40	I believe I receive excellent support for my work in the area of research and professional growth. The fruits of this work then wrap around to my teaching. All of this keeps me involved in the planning process. I hope the college will continue to be able to support Faculty in this roundabout way.					I highly value SP and appreciate the College's dedication to this process. The positive results are showing. Thank you.
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42	More planning or staff retreats					
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45				None noted	I'm not supervisor but I can't get out of this survey.	
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56						
57	There just never seems to be enough time...					
58	I'm not sure. Perhaps to see some retention statistics for the whole College so we could compare ABE statistics to it. I'd like to see a College definition of customer service. Perhaps it's there, and I've not stumbled across it.			Making it easy for them. Connect it to food.	Aligning Performance Review Goals with Dept Plan/Strategic Plan	I really liked it when it when the plan was easily accessible by a link on the first page. I don't think our website is very user friendly, and I've had trouble finding it since it has not had a home page link.
59	I feel Tom Schumacher does a great job of communicating with me about planning.			Weekly meetings, Performance reviews and adjustments in job responsibilities.		There is room for improvement in communication by some departments that provide services to academic programs. Note that I said some. The allowance for feedback on issues that directly effecting departments or campuses regarding potential changes will feel more like they are happening with people rather than to people.
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61						
62	weekly blog from the President Horton	more accessible info...I teach odd hours...				
63						
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66	I'm not sure.	A brief and informal explanation by the division dean would be nice.	Maybe because I am new.			Awareness is good.
67	To be kept informed as to what is happening.					
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72	I'm very involved already and the process is very meaningful.		I volunteered to be an SP trainer/spokesperson and have performed that training with other college departments other than my own.	I think it is currently a very thorough process.	Twice a year I have meetings for the entire district wide staff and at those meetings, SP is an agenda topic.	Thank you for providing this survey and all the work YC does towards effective Strategic Planning.
73	I will not be teaching next fall, so my involvement is not to be expected.	N/A	taught only one online class--was on campus very infrequent.			Continue on the progressive movement that was began with Dr. Horton.
74						
75						
76	Being involved in meetings and having a mentor who understands strategic planning.					There are not enough of us informed and able to give input.
77	Greater faculty support within the department would further help to identify structural and space needs that are most important for future buildings and rooms.	Quarterly meetings within our department for discussions relating to the plan would be beneficial.	Met with Facilities Management to discuss wnants and needs.			Very excited to be a part of the growing process and would like to see architects and facilities work together in producing sound comprehensive functional buildings and utility support.
78						
79	More time or personnel to free up some time; our division is growing so fast that we're completely underwater with just keeping things afloat.					
80	Not sure. Have to find out what the plan does.		no			
81						
82	At my level at the college, my input is really not asked for, nor does it seem welcome when it is given.					The college makes a visible effort to include all employees in the planning process. However, those who really make the decisions do so without considering the input of the majority of staff.
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84		A short video overview! 10 min max.				
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86		More training to better understand what it is about.	We do not go to Employee Development Day activities due to work so we are not able to get the benefit of this training. We do not have staff meetings due to work.			I would love to be able to learn more and be more involved but is hard when we are unable to go to any activities or discuss it is staff meetings when we do not have staff meetings do to not having the time to do so.
87	Other than doing my job, I am not sure how to get more involved. How do people get involved in the process?	If I search for 'strategic plan' on our Web site, I do not find any useful information. I do not ever remember hearing about a strategic plan in any memorable or clear way. It seemed like jargon and positive thoughts.	I think that the strategic plan influenced my own job objectives. But I have not been involved in the planning process.			I think it would be nice if I knew what it was. The whole thing is unclear. I get the feeling people like saying 'strategic planning' more than they like actually saying what they mean. Even when I have heard people talk about strategic planning, I leave not knowing exactly what they are talking about. It all sounds like jargon intended to have ideas sound very grand and lofty but vague and out of touch with the people who are supposed to be fulfilling the plan.
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89						
90	More discussion of strategic planning in adjunct faculty training.	Emails with updates on strategic planning.				
91						Since the original link was removed from the Yavapai College homepage, navigation is not very easy. The strategic planning webpage is buried on the YC website. If we want more people to view the strategic planning webpage, a link or some easier form of navigation is needed.
92						
93	I joined the YC staff 6 months ago so I can see some of the effect of the SP that is already in place.	As a part time employee I would like to receive the emails that all full time staff receive.				From what I have seen or heard of the process , it is exactly what we need to move the organization forward in a very thoughtful and well planned manner.

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96	Having the respective VP's communicate their goals with the people that report directly to them, so each department is aware of the initiative's they are working on for the year.			Staff meetings dedicated to strategic plan, having HR or IR representative facilitate a session and the importance. I have done this in the past and it has worked out well.		
97						
98	I'll get more involved when the college maximizes foreign language enrollments at satellite campuses by offering intermediate level classes (SPA 201,231, etc). We do well bringing in novice level students, but do little to retain enrollments of our better students.	Something in writing: a brochure,perhaps.				
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102						
103	If there is a specific need for more involvement, I would gladly help.					
104	Strategic planning that fully incorporates all four Strategic Initiatives, spcificly Long Range Financial Planning. If projects and programs were develeped with accurate business plans that reflected true program costs,(cost per FTSE included) everyone would be more inclined to offer suggestions and support.		Facilities Planning and programming	Something showing hte success of all previous planning and it's value.		
105	I am very involved in planning the move of the Jewelry lab on the Verde Campus. My participation in this project has been voluntary. If you want further involvement from me, make it worth my while.					

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106						
107	It would be helpful to have a clear statement of the PROBLEM that is being addressed and WHY it is a problem. I'd also like to know the GOAL we are trying to reach and HOW that goal was decided upon. Example: Only 4% of the re-entry age women who enroll part-time finish a degree or certificate in 5 years. This is a problem because re-entry women make up 43% of our students.					
108	First, finding the Strategic Initiatives was difficult. If they are supposed to be known and understood by faculty and staff, they should be on the 'Faculty and Staff' webpage. Second, when I found the 08-09 initiatives, there is only one that explains WHY we are doing this. The information that I want may be somewhere else, but I want to know why and to have a brief statement backing it up. For example: how was it decided that the number of students transferring to universities is unacceptable?	I would like to know how what we do in senate or on committees or at Division meetings relates back to the Strategic Initiatives.				My day-to-day activities with students keep me quite busy, and I don't think that it has ever been communicated to me explicitly that the Strategic Planning process requires my input or participation. If the WHY and HOW were more clear to me, I'd be glad to participate more fully and energetically
109						
110						
111						
112	Paid time to be involved would help. Mandatory meetings.	simple, bulleted list of main plan concepts or priorities can be disseminated by email perhaps specific, smaller part of plan I could offer assistance with				I typed in strategic plan to the YC search engine and did not find the main YC plan easily. Where is it?
113						

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114	Explain more about it and how we can support planning.	Simply explain it and get us involved	There really has been little information that it even exist.			
115						
116	I do not know what my part is.	A brief explanation of the plan and goals.				
117	More knowledge of trends of enrollment, trends of the college in history. More education on Strategic Planning overall. How do we plan for something without knowing the results in history?					
118						
119	Not sure.		First semester here.			
120						
121	Inclusion in more of the meetings. Because of the nature of my employment (part-time) I am not included in most of the current on-going meetings. I have assignments and am included in some of the meetings when these items are addressed.		I get to offer input on occasion - and am notified of on-going projects via e-mail or in staff meetings - especially if I am to be involved, which is at the minimum level.			I like the idea of planning - setting goals. I am disappointed that many of the departmental ideas/goals have reached a stumbling block because of lack of money. Like everyone else, I am frustrated that so many things we are capable of accomplishing are sidelined over and over due to funding.
122						
123	At the department level I feel I have adequate input via conversations with the Deans.			We are implementing a more aggressive involvement of the FT faculty and staff with planning.		
124	I think the annual visits from RA keeps the interest up...but at this time the only name I can remember is Sandra T-J.					
125	A strategic planning presentation at a Division Dean or Instructional Council meeting.			Continue presentations at division faculty meetings.		
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129		Post information on the website. If it's already there, I don't know how to find it.				
130						
131	Being full-time, but that isn't in the cards.					
132						
133	I don't feel that the HEPR Department cares to involve the adjuncts in their decision-making process.	I feel the swimming pool is being turned into a swim-for-profit deal. To eliminate the current classes by making it over \$300 to take a class and swim outside class time is ridiculous.	I wish someone in pool management would have consulted the swimmers who have supported this place (with our tax dollars and by signing up for a class or two in the pool each semester) about the 100% increase in fees!			
134						
135	I am one of a 4-person department, so am very involved in the departmental plan which is based on the division plan and college strategic plan. My supervisor and division dean refer to the departmental, division and college plans often. I am as involved as one can be in the process.					PLEASE increase the text size on the survey. Thank you.
136						
137	Interim surveys, planning cycles.					I liked the personal presentations this year at faculty meetings. I would like to have a listing of those projects, programs, or decisions based on planning efforts. Perhaps mention in the presentations more about the broad scope of planning vs. the specific scope of the initiatives and priorities, and how they tie to one another; it can be confusing.

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138						
139						I think it is effective but could be done/arranged better with communication across different departments.
140						
141						
142	Doing more than aligning department goals with YC strategic plan					
143	More e-mails with updates outlined. Newsletters with important facts and photos of artifacts proving what has been accomplished--e-mailing these would be great.	Someone needs to explain it more--like a summary with important facts would be critical to better filling out this survey!				I'm not aware of enough info to make a logical or intelligent comment. . . .
144						
145	Compensation					
146						
147						
148		I have never seen it.	I have not been asked			
149	Faculty need an awareness of what elements of strategic planning are the most important, and how things specifically connect to their duties as instructors. Otherwise, they go through the process somewhat blindly without making bigger connections.					The forums with Dr. Horton(or others) need to be scheduled at a time when faculty can attend. I would suggest the early afternoon or on a Friday. You could also ewbcast the forums so that others can watch from a distance, yes?
150						
151						
152	We are already active in our Division meetings					
153		I like reading things by email. Just an email once in awhile would help.				
154						
155						

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156	It's very difficult to say. I work very hard at what I do, preparing for classes, teaching, dealing with the students outside of the classroom, and then grading the work. However, I've many things off-site, not as an adjunct instructor, that keeps me busy making a living. Many times it's difficult to juggle all the tasks and to keep heads-up on the processes outside the classroom.					
157	Solititing ideas and goals from the divisions/departments would put YC's strategic goals more in line with our mission of the college: educating students.	Departmental input into the goal setting process.	This survey only...			Environmental scanning should have input from faculty as well - these are the folks who should be closest to emerging trends and what our competition is doing.
158	We have regular division meetings. Perhaps having this as a regular agenda item, much like we have committee reports. This would keep the college's strategic plan/initiatives always before us.					At a division meeting this week we discussed strategic planning as it related to the goals we have for a division.
159	Those involved with instruction.					
160	with my part time status, I'm not able to participate in staff meetings much due to picking up my school children in the afternoon. All meetings are usually held in the mid afternoon time range.	someone taking the time to fill me in.	I'm part time. It's not brought up to me at all.		I'm not a supervisor	
161	i don't really understand this question	I'd like to see a summary of the strategic plan in NON-ACADEMIC language.	this is the first time anyone has asked me anything.			I really haven't heard much about strategic planning at all.
162						
163	having a part in the implimentation of the plan					

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164	It's hard as an Adjunct who also works to have the extra time, the staff and faculty I work with have been terrific at helping me!					
165						
166	It has been my observation that decisions are made from the top down, with little input from lesser players, such as myself, an adjunct faculty person with 6 years at the college. For ex, I think that when I have completed teaching a fundamental math class, students look for signing up for someone they already know and are comfortable with the learning/teaching style. Those considerations are not made so that I teach from the same pool of those whom I recently worked. There's more, but not allowed.	I would like to see the Verde Campus have greater autonomy. Often classes are freezing or hot, since Prescott, 40 mi away is setting the temp. Ron, the landscape maintenance man is fabulous but the strip the one approaches as entering campus looks like a junk dumping area, weed-ridden. I personally want to feel valued as a quality instructor; instead, I have been told to 'take it or leave it' without regard to compressed scheduling of courses for travel reasons, and being a presence on campus for student				Forcing students to take on-line classes when many are barely making ends meet and do not have a computer, is discriminatory. The role of community college should address the needs of ALL its constituents, not just the technologically saavy ones.
167			Through Faculty Senate			
168						
169		Maybe a required class or meeting that presents these ideas.	I distributed and returned a survey.			
170						
171	Taking Yavapai College Rec Program to bigger customer base create \$\$\$ flow	Looking at how in Off season of school rec programs can generate \$\$				
172						

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173	I try to incorporate the strategic plan into my performance management yearly goals, so I guess I do work on adding my little bit to the strategic plan year by year. But often I find that I don't really believe in strategic plans. For example, I just went to a webinar that spoke about learning styles, part of our strategic plan. The webinar basically told us that there is very little evidence to support the need to adapt instruction delivery to meet students' learning styles. So why focus on them then?	Maybe someone could highlight what the strategic plan is or bring it up more frequently. If it's on the YC website I've never seen it, but the website, in my opinion is extremely hard to use in that vital information like this is hard to find.	Performance management plan overview. In a regular division meeting at the beginning of the academic year where our Div. Dean told us we need to add a performance management goal that reflects the College's strategic plan.			
174						
175						
176	I'm not sure. I guide my students on a need to know basis.					I think everyone involved is doing a great job! This is a big important improvement and I feel we are proceeding successfully. I tell my students to be patient with any snags but there haven't been many. Keep up the good work!
177	Compensation for my time.					
178						
179						
180			I have not invited to participate			
181						
182	I'm sure I have seen the poster and heard it referred to, but in the day-to-day I never think of it. Maybe I need to put the poster in my work area so I am reminded...	It isn't that I'm unsure, I just don't know it.	IT has been referred to.			
183			no			
184	I real show of support for the needs of my department.					Department specific needs are not addressed!
185						
186						

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187	just need to be informed of meeting times and have my presence requested by my supervisor.	email updates would probably work best.	have had no involvement.			I feel that the direction this college should continue moving in would be entry level employment as it pertains to such occupations as medical, paralegal, business, computer, accounting, C-TEC and agri-business fields. Offer levels of education where a 2 year degree would open opportunities for students who are either just entering the workforce, or are dealing with a career shift due to economic realities.
188						
189	The Physical Education Department is continually asking for our input and they hold meetings regularly. I work three jobs and I'm a student. I'm busy like everyone else!					
190						
191						
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193						
194	A list of specific applications for the strategic initiatives.					
195						
196						Honestly, I don't know anything about it as I am not able to attend the daytime or faculty meetings. Online websites, emails, or Newsflashes would be a great way to get the information out in a quick, efficient, and financially frugal way.
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201	some activities on faculty/staff development day involving both staff and faculty working together.					

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202			One of the strategic planning person talking at our meetings.			
203	Better communication within divisions and across disciplines			More initiatives aimed at students and instruction rather than business or administrative policies		
204						
205	More discussion of the College's strategic plan (by departmental supervisors) and how our direct staff is playing a part in them. Also, more updates on how other departments are meeting the initiatives would be helpful.					
206	regular ducksoups giving various info at differant times					
207	a retreat or meeting dedicated to strategic planning for our department would be useful. Staff meetings generally have too many topics that need addressing.					
208	More information such as a newsletter from the President's office with updates on planning. Especially when it comes to what facilites is doing to the various campuses.					
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211	I don't really want to be involved in this to any great extent - only where it directly affects my department. This may sound selfish, but I am elderly, part-time and already involved in many projects outside the college. I do stay involved in the functioning of the Music Department, and contribute my thoughts and abilities on an ongoing basis here.	See my answer to the previous question.				At the upper levels, any and all strategic planning should be transparent and available, as should their consequent actions, so we don't get sabotaged on many levels, as happened with the previous administration.
212						
213						
214						
215	Continuing to have exposure throughout the campus with our program					
216			Conferences, study			
217	Direct needs rather than a very broad spectrum.			Updates in meetings.		
218						
219						
220	Performance management plan outlines goals for each faculty addressing the strategic priorities for the current year. The Division plan also outlines overall goals to support the strategic priorities			Division meeting Divsion retreat Mid year and edn of year performance management meetings		
221		How about a quartely newsflash update?				
222						I think it would be helpful if Dr. Horton would attend one of our division meetings a year and explain his plans for the college.

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223				More information for me as a fairly new supervisor.		As someone who has been with YC less than one year I don't have a lot of knowledge of the strategic plan, though I have seen the NewsFlash emails and the President's forums. It would have been nice as a new employee to receive information right away on the strategic plan.
224						
225	I don't think I want to be involved with this. I'm busy enough.	Again, I see no relevance to my position and feel it would consume more of my already swamped time.				
226		Policies and procedures	understanding that participation is important from staff and Faculty, to help students succeed			Somehow staff and Faculty are not concerned about this they are concerned about other personal issues, and for the sake of students we have to be all on same page.
227						
228	I suspect I have nothing to do with strategic planning.	Maybe I need to be refreshed if there are activities that affect me.				
229						
230						
231	Specific questions on specific office needs/directions that would make me 'brain storming'.	I am not involved, and do not see how I can impact the process, other than do the best I can, with what I know how to do and what I am asked to do.				
232	A greater sense that input/action was needed or valued.					
233		Have a short Blackboard class to inform employees about the YC strategic plan.	Relatively new hire: start date was in January of 2009.			

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234						
235						
236	Less segregation of part time from full time staff; the separating of one person, group, or thing from others, or the dividing of people or things into separate groups kept apart from each other. Part time staff are kept from most activities as well as professional growth opportunities.		N/A			N/A
237	There is a section of the faculty performance appraisal that is tied to the college's strategic initiative goals. This involves faculty in the process of moving the organization forward in strategic initiatives. Perhaps this can be pointed out in the performance appraisal discussion between the faculty member and the dean.					I find the posters are very helpful and I have referred to them in class. They tie in with many different topics. Where I taught at another community college, we had large, colorful flags around the campus quad. Each flag had a single key word from our strategic plan (ie. The word 'Inclusiveness' would be on a red flag. The word 'academic excellence' would be on a yellow flag, etc). It was very visible and it was a great reminder of our purpose. FYI
238						
239	Several months ago, a presentation was made explaining the strategic plan. The presenter solicited our suggestions and feedback. I sent an email suggesting that the strategic initiatives should be listed in the order of importance:Excellence in Education,Develop Our Human Resources,Vibrant Social and Cultural Life Support Economic Stability,Long Range Financial Planning,Long Range Facilities Planning Improve Technology Infra. Her response we just add the new ones to the end completely ignoring the point.					To continue my previous comment: Do not ask for feedback is you do not intend to give respectful, thoughtful responses. There is a reason for listing the initiatives in order of importance with the items that support the initiatives listed at the end. If you just 'add the new ones to the bottom of the list' it looks like you don't really set priorities. People may not articulate this, but they do perceive it when they see the list.

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240	It is hard to say, because meetings etc take time (and time is money.) I guess that targeted input requests (by email) might help. E.g. 'What does our part time staff think about...?' or 'What does the part time library staff think about...?' the specific questions could be culled from the regularly scheduled staff meetings which part-time staff members do not attend.	A weekly (or monthly) email highlighting one or another of the most timely aspects of the plan might jog my awareness of what is going on to improve the function of YC				The overall educational, cultural and social impact of YC is undeniable - but my small part in the picture does not really give me the significant perspective.
241						
242	A dedicated time at employee day for campus' depts. or adhoc people to work on SP issues.			If the employees could see a direct relation between what they are doing and the strategic plan, of if the employee knew that it would positively affect their bottom line or their department. If my direct reports knew that they would get more resources as a result of their input, then they would be more interested in being involved.		
243						
244	Be clear about what exactly I have to do in my class with students to support the goals of 'strategic planning'.	A clear explanation of what I need to do in my classroom for my students.				
245		Do not know about it.				
246						

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247	Informational meetings with Q/A time	What is the YC Strategic Plan? What are the goals? When surfing the YC site, almost nothing can be found to help an employee understand--a link would be of great help. Maybe emailing an update summary version to all employees on a regular basis would help, since part-time employees often do not attend functions which full-time employees are required/more able to attend.	Unable to attend Employee Development Day last year, I missed the majority of info given at that time. I hear about it only in relation to my supervisors' involvement.			Will look forward to hearing more about the Strategic Plan in future as ways are implemented to inform YC employees better.
248						
249						I am new, but from what I have seen, the College is very focused on its strategic planning process. I have been given access to plenty of information on it, and I have even been able to participate by giving my input to my immediate superiors. Even this small amount of involvement is significant to me. Many of the jobs I have had didn't even allow this level of participation.
250	more hours in the day		I serve on the Strategic Planning Committee.	I need to do a better job of pointing out how their daily lives/jobs are impacted by this process and how they can affect change with their input.		We have come along way in the past three years - look forward to the future.
251						
252			Updates during managers meetings			
253	serving on a committee					none at this time

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254	More online opportunities like this one					It's important that the internal YC community understand the importance of our open forums because they help drive the board's end goals through our policy governance structure. I'm not sure that many understand that these ends are driven not just by administrative goals, but by our stakeholders including business leaders and plain old tax payers. I also wish we could get more students involved in these forums, we don't hear much from them in these forums, we need to do a better job of inviting them.
255						
256	we already do our own SWOT analysis for the LC, for SSS, for Student Affairs, sometimes for our campus...each different - then they inform our input into the overall plans, and back into our individual goals/objectives/tasks...so I think we're on top of it.	Understand the plan, though there are parts of it that don't directly relate to my job or my division.				I appreciate, especially in these uncertain times, the honesty and candidness of the president and management team - it is reassuring, even when the news isn't great, that they are willing to share what they do know. My personal concern, because of the economic uncertainty, is whether or not we can continue to offer so many different programs and opportunities to such a wide range of people, with such a high level of service - I think we excel at it, but it will be hard to do unless finances improve.
257	curently involved via discussions that lead toward evaluations/performance review.					

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258		Maybe, a written statement of the straegic plan.				AS an Adjunct faculty member I have not been involved in strategy or strategic planning . However I would like to compliment Russ Roberts and Laura Moore, as they are always available for support when challenges occur. Also I would like to compliment all support staff, such as Mike and Sean in the library and Thatcher Borman in the TELS dept as well as the folks in the audio visual help department. Whenever assistance is needed they are there with a can do approach. So THANKYOU VERY MUCH !!!!!
259						
260						
261	Have no clue, not asked my opinion on anything.		Have not a clue what is being talked about in this survey.			
262						
263						
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266						
267		Currently my schedule at the college consists of night and weekend hours. I also work another job and therefore am unable to attending meetings. More email would be nice for those people who cannot attend day time or evening meetings.				

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268	I have just been with the College about 8 weeks. I'm now going to be off for the summer, so I am sure I will get more involved next fall. I am unable to say at this time what activities would get me more involved, as I'm not clear on the process or it's intent, yet!		Very new to the College staff.			
269						
270	I feel very involved.					
271			nope			
272	Make it required as a Staff Development Day activity.			Ask them to give their suggestions in writing.		I feel it helps all of use plan for the future and growth of the college. This is very important to have a vision of where we are going as a community asset.
273	email updates regarding the plan and its impact on adjunct faculty	during adjunct meeting a brief overview could be helpful	Adjuncts are not required to attend faculty meetings. I usually skim the department emails. If there is specific information for adjuncts it would be helpful if it was labeled as such like the emails that went out regarding this survey.			
274						
275						
276						
277						
278	Addressing them directly in division meetings					
279	soliciting my help via email					
280						

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281	My department does not want my input. My only involvement has been to fill out these surveys.	When supervisor talks about Strategic Plan, we just get a very general overview and then are told that the department is doing a good job.	None what-so-ever			
282						
283			what strategic plan			
284	Current involvement seems adequate.					It's helpful for staff and for the college that all its employees know where the institution is heading, how its goals are being met, and to have appropriate opportunities for questions and input.
285						
286	I don't know enough about the plan to know what type of support you would need		As I said if I don't know about your needs I can't serve			
287						
288						
289						
290		E-mail newsletter or some other form of written communication.				
291						
292						
293	Find a way for FT faculty to find time to assist in the process of developing the Division Plan. It is like pulling teeth to receive input in the development of the academic piece of the plan.			Have a small committee responsible to gather info and develop the plan for the next year. Committee could write an end of yr report on the Division Plan.		
294						
295						
296	Email contact about plan and ability to give feedback.	Email info to faculty.	Don't remember getting info.			

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297	I am involved in that I carry out the strategic plan by volunteering at the college for events and also in the community.	I think it should be discussed more in an employee orientation. Objectives for how the faculty can meet the plan needs would be nice.				
298						
299				I think it's important to keep awareness up about our strategic priorities and initiatives. Tools like the posters on campus are good. I also think more should be done with direct communications that are locally focused (campus- or department- or function-based) to help us all maintain awareness of where we stand in our local offices in the attainment of our local and global priorities. Perhaps a template could be devised for supervisors to send periodic progress reports to staff on their local progress?		I believe it's important to staff to have a local focus on strategic planning and progress toward our goals. District-wide progress reports are good, but they're at a high level, and many employees feel they don't directly affect them.
300						
301	Continued strategic planning at the institutional level, not only at a departmental level so that the relationship between the goals of the college and those of the department are clear. That is, how does our puzzle piece and all the other puzzle pieces work together to create the big picture.	Please continue to address this issue to keep us all informed and not confused.				Please continue to include us in this process.

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302						
303						
304						
305	information i dont know what the colleges strategic plan is or what it intails	tell me what it is what does it relate to?	I have not been involve in planning			
306		I have never seen the strategic plan.	I have neot been that involved in any activities other than teaching...this is not anyone's fault but my own.			
307	Seeing signs of consideration/application of ideas contributed.					
308	Regular SWOT discussions at campus level.					Ensuring the planning process regularly seeks input from college community on specific goals or revisions to the plan.
309			Have not been involved.			
310						
311						
312	At this time I am working five jobs and simply cannot take on additional obligations.					Thank you to all involved for all that you do!
313	Communication in any form & opportunity to express concerns or feedback.	Staff meetings for P/T employees with our administration possibly once per semester, or on a as needed basis.	I attended a meeting with Dr. Horton & other administration employees - and, via reading our YC paper that goes out in mail to our residences.			Parking dilemma continues to be an issue for me especially during first few weeks of the semester, as I work P/T from 10:15 a.m. - 2:15 p.m. Also, if in future any possibility of giving p/t employees a decrease in tuition would be great!
314						
315						