

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 involvement in the process?	Q10 - Strategic planning involvement - OTHER	Q16 - What activities or support do you feel would help involve your employees in the process?	Q18 - Strategic planning involvement - OTHER
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2	To see something actually progress from all the planning. At this point it appear that all the info goes into a black hole and stays there never to be seen again.	not sure			
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4	Those of us in administrative support positions having more of an actual say in college procedures and planning. Many of us are as educated as our immediate supervisors, but not treated as such.				
5			Former member of Strategic Planning Committee.		
6	I feel I do as much as possible now.				
7	Tangible proof as to why it means anything to how the college actually operates. Some relationship between success and my salary.				
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11	Customer service and communications (internal and external)				
12	More time. I have only been here six months and I am working on familiarizing myself with many different processes.				
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14			departmental plans		
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23	I'm not sure what other registration departments are doing but as a very, very small department of one supervisor, one full-time staff and one part-time staff I often wonder if ALL registration staff coming together would make for a good brain storming group"...more points of view." "	I'm not able to attend the Big Employee Day, but I have been attending the Encore Performance of Employee Day...so maybe during that time, attendees could become more involved in the process...including specifics within the Power Point Presentation.	YES within the Department but only during the employee Performance Review.		
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25	I would get involved if there were a specific workgroup developing the vision and strategies for Yavapai College's developmental education.				
26	If division had a meeting and discussed them.	See previous written response.	5 - Year Equipment Replacement Plan.		
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32	Departmental meetings and/or This would be a great subject for staff dev. day. I think if the staff were more involved then the staff would be more concerned. At this point I don't think staff input means anything therefore staff don't get as involved as they possibly should. Please understand I mean no disrespect but, if what a person thinks or cares about dosen't mean anything then why would a person attempt to get involved. There is no Buy in" so to speak. Less input equals less let down in the future. "	Unless you are a manager or above the attitude I keep hearing is , what I say means nothing so why speak up or try to be involved? Again I mean no disrespect. I am trying to answer this question honestly. While I understand the PLT mat be busy,when was the last time anyone from upper management walked up to the working staff person and ask for an honest opinion? Not sit in a safe office and email a poll. I do not believe active involvement is tolerated unless you happen to be in a special group.	It is dictated what to put on these questionares. I am out of the box" and being honest with this one. "	Straight ,instant answers to simple questions. I do my best with the onfo I have. While I do supervise 5 employees directly on a daily basis, the title was taken away ,(like everyones).	
33	Maybe a meeting to tell me what the strategic plan is and what I can do to get involved				
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35	Ask me for my input on a formal basis				
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38	This is a good question. Maybe putting this in front of me more often in a summary form and in a way that has me feel more connected could draw me in moreso than I am now. But I would not want to see us go overboard in this regard. The college seems to be working" and making nice progress along a desirable path whatever that path may be. Thanks for your work on this. "	See previous comment.			
39				Setting aside time to work on it at a staff meeting as a team.	
40	Job Security knowing I have a position here and I am safe from losing my job Supervisor mentoring	More talk at Staff Dev Day by VPs, HR or others More Newsflashes More of how it relates to me and my job			
41					
42	I think the newsletter will be a good addition. I am very pleased with the process overall and am glad to be part of it.			It has been very helpful to have Tom and dept. attend my leadership meetings. I am aware of him presenting at some of my department's leadership meetings as well.	
43	Activities that would separate me from the endless work that I face everyday!	Again, relieve me of some of my work in order so I may become involved.			
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45	Utilize scenario planning to develop a true, useful strategic plan based on the future of higher education. This process will enable the college to do useful master planning for the future.				

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51	Time to do it.				
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57	A more open planning process. I often hear rumors about the college's direction as it relates to the future rather than being asked to participate in planning. Little transparency at the college. Also, planning appears to be based middle out rather than bottom up or top down.	When a decision about planning the future relates to a program area that administrator ought to be engaged. I understand many things are in flux and concerns about strategic planning can be compromised if confidentiality is not respected, but I wonder if transparence creates a better planning process. On the other hand good luck managing the numerous personalities.	My boss does a great job informing me about what he knows related to our program area. He also holds monthly meetings with his staff.	Monthly staff meetings and the normal review process.	Community forums
58	In the Stragetic Plan dealing with cultural life, it would be helpful to have more resources available so that Campus Activities can do more events for cultural awareness.				
59	Any strategies and activities to promote retention.	I guess I just need to learn more about the straegic plan.			
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61	dance off	Strategic Planning Kegger(planing meeting with beer)			
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65	Supervisors, as required by their supervisors,(as required by the President?) to have at least one mandatory meeting with all of their department members specifically to discuss and brainstorm departmental planning as related to strategic initiatives.		Don't attend Employee Development Day -- is scheduled during a very busy time for Student Services people...		
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67		I would like to see some consistency in the process. It seems as though we change the process every year. This is a complaint that I often hear from others.		Additional SWOT sessions. We did this a couple of years ago with Rick Marcum and felt this was worthwhile but now we don't hear anything about SWOT. Again, there is a perception that we start something and then we start something else.	
68	Visits from the strategic committee	Need direction as to what can be done at the faculty level to meet requirements			
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72	Not sure I want or need to be involved - this seems to be a Management" issue - the division dean treats all things that take place in meetings as if it were privileged information. The communication is, at best, poor.	Replace division dean with someone who actually cares about the job, not just picking up a paycheck. Is writing a book during the regular office hours" really acceptable?"	This is the first time I've been asked my opinion on anything dealing with the strategic plan. Because of my hours, my job seems tied to the execution of ideas, not the formation of them.		
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75	Policies and procedures once established need to be disseminated college wide.				
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82	Being part of a team to review the SWOT plan and to recommend ways to move the department forward toward meeting the goals.			Inviting these part-time employees to staff development day	These are part-time student employees
83		If there is something I need to do for the strategic plan, I assume my Division Assistant Dean will let me know. I have a lot on my plate with keeping up with the semester and classes and committees that unless I have to do some action for the 'strategic plan' I would prefer not to have additional 'activities' slated for me to do. Just tell me what you need from each faculty member, they can do it and then get back to the work of teaching. There seems to be so many non-teaching non-classroom activities.			
84	I am a new faculty so I do not know what I would need to get me involved.	Maybe someone to tell me what the strategic initiative would pertain to me			
85	I don't feel the need to be more involved. Thanks.			Our activities do a good job of involving our employees in the process.	
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88	Getting ideas from other divisions/departments would be helpful.				
89	Planning by divisions district wide				
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91					
92	Strategic planning should be addressed at every Staff Development Day so as to keep the faculty and staff current and aware. Workshops should be offered periodically to help each Yavapai employee envision the big picture" and determine his or her own part in the plan. "				
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94	I like when we have team meetings to discuss.				
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97	More time.				
98	Engaging in this process during staff development time helps to give focused energy to the discussion. Otherwise this is one of those things that's nice to do" but often there is not time to set aside from daily operations to do it. "			Interdepartmental planning sessions as part of Employee Development Day	
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102	Results. The administration is forever singing the song or shared governing, asking the faculty to participate, to provide ideas and insight, to illustrate what is actually going on in the INSTRUCTIONAL venue for which we are the primary source and as many might see it the primary mission(education and instruction) of this institution. And yet to move any plan or information forward, the instructional units of this institution must face one detour, or ring of fire, after the other.		Yes I must include in my performance evaluation and contribute to the department plan activities that support a strategic plan written by those outside the classroom.		
103	Meetings that discuss the plan or initiatives. Distributing memos, handouts, and packets would also be valuable in informing me of the strategic planning initiative.	Meetings that offered discussions and information. Distribute information though informative packets.	I have not been informed of any meetings on the Verde Campus other than the meetings to participate in the Portal.		
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106	There is no time for extra activity involvement. We are short-handed, not allowed to hire replacements to fill positions vacated this and last year, and ERP involvement stresses our already overfilled schedules. Maintenance of our regular workload of tasks and customer service functions would be a goal to strive for and quite an achievement under current stressful circumstances, without the addition of extra strategic planning duties. Someone has to keep the school running, while planners do the planning.	None.	Does Not Apply.		
107	Adequate coverage to attend meetings. College police are always on call, and it is rare to ever be able to attend an entire meeting.				
108		departmental meetins			
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110		not applicable -- new employee (short term)	not applicable -- new employee		
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112					
113		email communication	not at all -- never		
114				Make sure they know the difference between strategic priorities, initiatives, fundraising, etc. and more importantly, the value of such, and that things won't change with leadership changes. Too many have seen these things come and go and believe that they are merely the wims of the latest board or leadership members. Stability would be nice.	More departmental than the college plan. I feel so guilty.
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117	None at this time.				
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119	I am already involved enough.	NA			
120	paid meetings for adjuncts	staff development day activity, adjunct faculty training session			
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123	Are there meetings that can be attended by everyone or just a select few?	Outline with definitions and explanations that I could sit down and read.			
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126	Already very involved.				
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129	More clarity regarding the tie-in between the initiatives and priorities would be helpful. Perhaps a flow chart? (and perhaps showing a connection to the general purposes of community colleges as a whole.) Information meetings such as what you have been doing has been good, I think.		VVC Management Team meetings		
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133	I would like to see SWOT reintroduced at Staff Development Day. I believe departmental SWOT sessions would be helpful as many staff are not aware of this plan.			More direction from the planning committee, IR visitations to staff meetings and breakout sessions through the year to continually remind folks of their roll in strategic planning.	
134	I don't think my supervisor wants my input	People from my department placed into committees where the planning is taking place	I have not had any involvement in the strategic planning process with the exception to reading the occasional e-mail		
135	Not sure	A short recap perhaps.			
136	I think a designate from each area of study should be paid to be a part of planning for present and future offerings in vocational and academic programs. This position should be aware of the local employment conditions as matched by what YC offers. If this is already in place, it seems unfortunate that too many potential students are falling through the cracks and ending up at our doors unable to utilize YC to further thier education and careers.	More information and seperating each issue (even if they are part of the whole) and look at the direction taken and results.			
137	I am totally immersed already!		Member of SPC	I think we are doing a good job of communicating strategic planning to the college community - we've come a long way in the past two years.	During meetings with my staff to discuss their individual performance management plan
138			I have had no exposure to or knowledge of the YC strategic plan thus far.		
139	Since we are a grant program, we can feel a bit isolated from YC and we are not often on campus to take part in campus activities or meetings. Our familiarity with SWOT is usually limited to performance review times and employee day updates.		during performance reviews		

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140				Many employees do not know what a SWOT analysis is and therefore don't really know how to participate in one. Perhaps a training workshop for employees to learn its purpose could help employees participate more effectively.	
141	Return faculty to central position of importance at college.	Not a question of activities, but what is in the plan.			
142	Periodic Newsflash information.				
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145	I need more information on my strengths in these areas.				
146	Fewer students who need instruction would free up valuable time to dedicate to this activity.				
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149	In one week I will be very involved with ceating the department action plan. My answers to above questions will most likely be different then than they are today.				
150	We use it during Performance evaluations. I know that does not answer the question, but it is when I think about it. Also in reviewing YCSA Professional Development funding requests, it is in the questions.				
151	more available time				
152	More available time. Like everything else that falls under other duties as described, the requirement to participate in, and offer my mental attention to, the college's strategic planning detracts from what should be my primary focus - teaching.				
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158	I'm satisfied with the activities I'm currently engaged in				
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163	More sessions during faculty/staff development week.				
164	anything that directly relates to my teaching	unsure of what I am unsure of...really, I need to know how this is APPLICABLE to what I actually do.			
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170			New employee.		
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176	Would be happy to participate in any capacity that is consistent with my key role here: to serve & educate our students, district-wide.		As it relates to my Performance Management Goals for the year.		
177					
178	program evaluation and planning in support of existing and proposed new program development				
179	More committee memberships.				
180					
181	A yearly review/foward look for department goals.				
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183	Part-time faculty benefits and resources				
184	Regular discussion and updates at division meetings, i.e. the 2 min strategic minute.				
185	None				
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191	Newsflash or planned training to remind us about the strategic initiatives and the role we play in accomplishing those goals				
192	I'm on leave this semester, so I'm out of the loop; however, I find it helpful when the language of strategic planning is spoken/written so that it's clear how my department and students are/will be affected by the plan.		On leave.		
193	I only teach one online class at this time, so becoming involved is something I choose not to do at this time. My trust is with the staff here at the college that they will do what is best for the students and still keep faculty under consideration with the decisions.		I chose not to be involved		
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197	I have received excellent support from my Dean and Assistant Dean. Getting more involved in the process at this time is limited by health issues.				
198	At this point I am not sure what the plan is planning, nor am I sure what it would do for me or for my students.				

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199	I think I would have to be given a specific project or asked to participate in a specific event/discussion that could really use my input.	I see the posters on the walls, but I had to go out of actually look at the poster to remember even one of the stratigic iniatitives. Once I reread the iniatitives, I can easily see how each one relates to me and the college but it isn't something that is in the forefront" of my thinking. "	I think the opportunities have probably been there but I guess, I haven't felt like my input was necessary or needed. I think in order to have ownership, I would have to be a part of an event/ discussion that I felt really needed my input.		
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203	I work a full time demanding job outside of teaching four real estate related classes for Yavapai College. The only way I could get more involved is if I worked for you full time. I do not think you can afford me.				
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207	The visit by Tom and Sandra was very helpful at first of semester. Maybe a periodic checking in" with divisions would help. Continuing sharing by Dr. Horton and Dr. Goswami on progress with the initiatives. Examples of how faculty is helping or not helping with the process... "				
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217	Communication is non-existant. In spite of all the retoric, adjunct faculty are not really valued--as long as Adjunct faculty have a negative image they will never be part of the process! That's too bad because some of them have wonderful talents and abilities to share. Alas, they do however, have the wonderful opportunity to work with and enjoy the learning process with terrific students which is this writer's reason for teaching!	It would be nice if the Division Dean would communicate with us on a regular basis relative to what is going on and how we could be more involved in the process.	I have not been involved in any strategic planning--decisions are made and if we are lucky, we are informed about them. For the most part, we are the very last to know about anything until well after the fact.		
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220	I believe my supervisor should query me to determine my opinion of our area of study, and the relevance of the classes we provide.	Email a summary.	I have had no involvements in planning.		
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222		I work different hours; so email is best for me.			
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224					
225	Working sessions on specific aspects of strategic planning as applies to our division.	Have strategic planning documents summarized and handed out to employees	Have not been involved.		
226	Regular attendance at division meetings. Adjuncts are not required to attend.				
227		How it directly affects my department.			
228					
229	Actually being listened to. Though we are asked for our opinions and insights, the tendency of those in higher positions is to politely listen and not to consider that those in supportive positions actually may have great ideas that could benefit the college. Also, some of us have upper division degrees that are not acknowledged or utilized by the college.				
230	Part time and adjunct need pay to be there. How many other experts does the college hire and refuse to pay? Who else is not being paid for their input and expertise? Please feel free to contact me..Mike Cosentino - 928 649 4563 or 928 634 0085	Again, while beneficial staff meetings are rare, these strategic planning meetings sound like the exception. Why would you expect unpaid expert advice? Good meetings take time to plan and structure. And I might remind the college admin that active learning is often more effective. If I ran a class the way nearly every instructional leader" at Yavapai Coleege runs a meeting I would not be a very effective instructor "			
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232			perhaps because I'm just an adjunct instructor, I've not been involved in any planning or strategy meetings.		
233	I never was asked				
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235	something like money, well..exactly like money	I just asked an award winning full time veteran instructor of YC if he/she was aware of a strategic plan. He she was not. He/she is on the Verde Campus upwards of 50 hours a week. Who did you say is handling the promo on this?	What part of no.....		
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237	It would be very difficult -- I teach one course a semester in the evening and with my other full-time job, I don't have much time to get involved at the college. I guess email updates or updates/information put in our mailbox would help.....	See above	See above		
238					
239	We need more time to really think how we contribute. We are so busy with everyday activities that we are just putting out small fires instead of trying to put out the blaze.		Mostly in hallway meetings we talk about the strategic plan. Also when we set up our performance reviews.		
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246	departmental plan is supplied to me, my input starts with the employee performance plan. It would be useful to have a brainstorming session with all of the department involved.				
247	I would feel I was more a part of the Yavapai decision making process.	A greater acknowledgement of adjunct contributions.			
248	following through with suggestions from staff and community. More frequent reports from the Senate and committees regarding ongoing issues.	See prior suggestions			
249					
250	The lack of true and honest communication at Yavapai College is scandalous. The elitism and dapertmental/salary grade stove-piping is an outrage. Only when I see verifyable dedication and buy-in from the self-serving good-old-boy network at the top" of this institution will I believe that there really is an strategic plan. "				
251	meetings				
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253	Communication				
254			I've also used our YC example of strategic planning for academic papers.		

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255	none				
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257	The strategic plan and its initiatives need some wordsmithing to better communicate their scope and create a sense of inclusiveness. Better communication will help to create more enthusiastic support or buy-in from all levels of the college community.				
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262	Knowing why I should care. Not trying to be rude but I keep hearing about a plan" but I do not know what is being planned nor how it effects me. "	Before I would get involved I need to know what it is - and, frankly, to get much involvement from me I would want to be paid. I am an adjunct who teaches a large number of classes - often teaching as much as a full time staff. I am treated well as an adjunct, but there is no career path for me to move up" to full time. If there is a plan to help correct that I am interested. "	How do you explain no involvement? I have not been involved.		
263	Consider a departmental meeting and lay out the plan then listen to the honest feedback given.	Open communication one on one" or at least at department level. "	Same answer to the last two questions.	Honest open talk not a lecture based type of communication.	This is a repeat of a previous question.
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267	Time		Have not had time to be involved.	If I though it would really make a difference from bottom up. It seems that administration at YC mostly works from the top down. Many suggestions that I have recommended over the years were not heeded, although latter proven to be very insightful and visionary.	
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271	I think administration, faculty and staff needs to feel they are backed up, supported by upper level administration. There needs to be a safe" environment in order for people to come forward and make positive changes. My time with Yavapai College (15 yrs) has shown that there is low morale among staff. "	I would like to see many more innovative classes offered by Yavapai College. We live in one of the most resource rich areas in the country which draws people from all over the world. We should be celebrating our natural resources by offering extensive' natural history courses, solar architecture, design, alternative energy classes, etc. We are missing a huge opportunity by not capitalizing on this green movement now sweeping the country.			
272	Biannual staff development meetings for discussion panels to achieve plan comprehension and to effectively develop ideas and formulations.	As a new employee, it would be nice to have a mentor to sit down with to discuss relevant issues which do pertain to my position.	I recently was made a member of the VVC Management & Administrative Support Team which allowed me to attend one meeting so far. Some items on the agenda discussed were areas which I had no prior knowledge of and therefore couldn't offer immediate feedback		
273	As an adjunct, probably nothing short of a stipend to participate.				
274	Email updates	email updates			
275					
276	I think that the full time staff and faculty have more of a vested interest in the process of understanding and contributing to the college's strategic plan and initiatives. But I have participated in any options provided, be they staff meetings, retreat type gatherings, or opportunity to give feedback directly to my program director, and I think it is very important to include everyone in the process. Often, people that are not 'insiders' or long-time participants can have new eyes and ideas!	Just better briefings, I guess. And a clearer flow of information/ideas beyond just our program director. In other words, if we take the time to think about and contribute to the process, it would be more satisfying to know that the information is going to both our program director and to whoever is the key person overall for the college. This might insure info and ideas are not lost in translation.			
277	make it mandatory for dept heads to chair a staff meeting twice a year to specifically discuss the strategic plan and priorities how the departmental goals could work with the plan and priorities.	What is the plan? where do you see it? the yc home page just points to priorities. (see previous comment re dept meetings)	don't do any of the above		

ID	Q19 - Please share any additional comments you have on Yavapai College's strategic planning process.														
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32	PLT members, managers, and supervisors need to get out and talk with their employees so these polls would not be needed.																			
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36																				
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38	Well, again, something seems to be working as it is my perception the college is making progress relative to just a few short years ago. This could be a combination of several factors--and it probably is--one of which may be SP. Thanks for the opportunity to provide this sort of input.																			
39																				
40	Open forums would be great with President and VP' would be great. More of how it relates to each individual and their job.																			
41																				
42	Great process! Great plan!																			
43																				
44																				
45	The college needs to have a plan that will move us forward for the next 20 years																			

ID	Q19 - Please share any additional comments you have on Yavapai College's strategic planning process.																	
46	Having this planning process is excellent. At times though the plans are buried in an excess of words. Ways of simplifying the planning process should not be ignored.																	
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59	I just need more information to understand what strategic planning is all about.																	
60																		
61	1 dance off/beer break per day																	
62	I feel that a lot of effort has gone into getting more people informed and involved in the YC planning process in the last year; kudos to the SPC team!																	
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72	Why do so few determine so much for the rest of us? The existing system locks in only a few opinions - sadly, those opinions are not shared by all.																		
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81																			
82	I believe it is great to have a plan and to move toward meeting its goals.																		
83	Again, it seems that there is a lot of time spent to meetings and programs and discussion of what is best for students that it can often take away valuable time for faculty that are actually working on projects that will have a direct and immediate impact on current students. Instructors teaching lab courses must put in even more classroom time, not counting prep for their students, so work time outside of class is at a premium. Again, tell faculty what to do then quit having meetings about it.																		
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92	It would be very helpful to hear about long range projects and ideas for changes or improvements. A single idea often spawns a number of other positive ideas.																		
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102	An educational institution must have a strategic plan that is focused on education. The strategic plan ought to be driven by the educators, those individual who really are doing the Lord's Work." The educators should not face road blocks or have to contrive their initiatives to move them forward. Strategic Planning should start with the educators not be imposed upon them. "																		
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ID	Q19 - Please share any additional comments you have on Yavapai College's strategic planning process.																		
106	No further comments.																		
107																			
108																			
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113																			
114	It seems like much gets started and then fades away with very little closure. This is not new. It really comes down to time and how much is needed and the end result.																		
115																			
116																			
117																			
118																			
119	none																		
120																			
121																			
122																			
123																			
124																			
125																			
126	An excellent process.																		
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129	I have always had a question about part of the wording in our mission: To provide high quality, convenient and cost-effective... Definition of quality: of or having superior quality: quality paper. Don't we provide quality", which means it is high or superior? I know people use the words high quality all the time, but is this really the proper wording for an educational institution? I will leave that up to the "English" experts. Just a thought...Thanks for allowing me the opportunity to provide input.																			
130																				
131																				
132	I am pleased to see that we actually have a planning process and that it is being utilized AND shared with college staff. Thank you!																			
133																				
134																				
135	none																			
136																				
137	We have made tremendous progress and I appreciate the leadership from Jim Horton, as well as the continued efforts of the IR folks.																			
138																				
139	The strategic plan would make more sense if it could be boiled down" to what it all means to our department since it is so general. "																			

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140	Strategic planning is essential to guide the College in meeting the needs of our constituents. Everyone at every level of the College should participate in the process in some way.																	
141	Nice to have this survey about strategic plan. But until faculty are brought back to central importance in college, plan will be peripheral to what faculty do. This survey and the large amount of publicity it's received are indications that the planning _process_ and completion of goals that involve growth and economics, are more important than strategies to educate. The planning process is driving departmental meetings, but very little relates to what actually happens in the classroom.																	
142																		
143	Plain English, 1, 2, 3 format of the plan, unambiguous sentences with clear meaning to the statements, minimize use of acronyms.																	
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145	It would be good to hear reports on best practices that other departments use.																	
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152	I like having information about the college's strategic plan shared with me (like at employee day) as well as financial report, but I resent being asked to participate in planning. That's what administrators/managers get paid the bigger bucks to do. I know several colleagues who feel same way and will probably not even complete this survey.																	
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174	Would like to see reserved parking for adjunct faculty.																
175																	
176	It's helpful in planning our Performance Management Goals...																
177																	
178	N/A																
179																	
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183																	
184	It's important that every employee be aware of the plan. This would make the Plan a TEAM effort.																
185	My understanding is that the board sets the initiatives, the PLT sets the priorities and then it trickles down to the faculty and staff who work on the departmental plan and then set goals within the performance management tracker. I'm wondering why the faculty senate and association do not have a larger role in the decisions of both the initiatives and the priorities. Many of my faculty feel that they have very little input on the front end.																
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189	There is a large gap between the day-to-day activities of faculty members and the Strategic Planning initiatives that take place in the administrative Stratosphere. Although the departmental plans are obviously something that faculty are involved with, it seems that strategic planning is largely an administrative-driven activity, thus many faculty write it off as not pertaining to their regular duties. Important question: How do you (the administrators) get faculty to see the importance Strategic planning																		
190																			
191	By having the strategic planning identified and the goals included, it makes planning and implementing the goals more easily attained. It's not a hit-and-miss strategy anymore. Thoughtful and determined discourse and inclusion are the key to successful buy-in from the organization as a whole.																		
192	I'm a veteran of the Dailey administration, and I worked diligently and honestly on planning committees only to find our work lost in a black hole or ignored. I'm grateful for the opportunities that we now have to participate and strengthen the institution.																		
193	I appreciate the guidance and consideration retiring Divison Dean, Brett Markman has provided. The TELS department has also been very important and helpful in making my one online class more student user friendly by providing training for making videos and other tools that work in Blackboard. My online class has been enjoyable to teach because of the support and time I have spent using these special tech tools. Teaching an online class is much more time consuming for the compensation adjuncts receive.																		
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199	I guess I have felt that strategic planning is something that happens from the top down. I have been around since 1992 so I have been through several leadership styles. Maybe my perception is erroneous but it is hard to change...																		
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220	I believe the College has done a pretty good job in planning and the College must involve everyone's input in order to be more successful. Understanding the needs of our students and what they need to possess to succeed in their studies requires all of our input.																	
221																		
222																		
223	I teach a 1 credit non-core class once each week. I believe that any input I may want to share would be viewed as insignificant because of my employment status.																	
224																		
225	Not enough information is disseminated at all levels of this institution.																	
226	I feel the process is very important to keep the college on the cutting-edge of post secondary reforms.																	
227																		
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230	Adjunct and part time employees and instrutors are eliminated from the process without compensation. I cannot understand the expectation of involment with out pay. The perception is that the decisions are made by a very small core of supervisors" all located in Prescott who pay less than lip service to staff input. "																	
231																		
232																		
233	I am not aware that adjunct faculty has any input and am not aware that any input would be of the least importance to any person at any level of administration.																	
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ID	Q19 - Please share any additional comments you have on Yavapai College's strategic planning process.														
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257	There should be more specificity regarding each department's contributions to the success of the strategic plan - And it should be recognized by top leadership at the college - know it's a lot to ask, but I would bet a phone call or personalized note from the President to a staff or faculty member who is making a significant contribution to the college's success would be incredibly meaningful and would certainly be passed around the grapevine. While people feel strongly about the institution, the perception														
258															
259	While the strategic planning process is necessary and is a good thing, I feel like so much energy is spent trying to put something together (tons of time wordsmithing) and as a result we end up with a document that can be very hard to interpret and it becomes so technical using terms that may not be understood by the general student population.														
260															
261															
262	What is being planned? How will it effect me? I really do not know.														
263	Produce a flyer and concentrate on the Meat of the matter". A readers diegest version so to speak.														
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