



**ANTELOPE VALLEY COLLEGE**

**FACULTY PROFESSIONAL DEVELOPMENT COMMITTEE**

**AGENDA**

**September 10, 2014**

**2:00 p.m. – 3:30 p.m.**

**A140**

To conform to the open meeting act, the public may attend open sessions

1. CALL TO ORDER AND ROLL CALL
2. OPENING COMMENTS FROM THE CHAIR
3. OPEN COMMENTS FROM THE PUBLIC
4. APPROVAL OF MINUTES
  - a. May 14, 2014 Faculty Professional Development (FPD) Committee Meeting Minutes (attachment)
5. INFORMATIONAL ITEMS
  - a. Welcome and Introductions
  - b. Ground Rules and Duties (attachment)
6. DISCUSSION ITEMS
  - a. New FPD Online Plan/Contract Reporting System – Greg Krynen
  - b. New FPD Reporting System: FPD Committee Role, Deans Role – Dr. Bonnie Suderman (attachment)
  - c. 2014-2015 FPD Committee Goals (attachment)
  - d. 2013-2014 FPD Survey (attachment)
7. ADJOURNMENT

**NON-DISCRIMINATION POLICY**

Antelope Valley College prohibits discrimination and harassment based on sex, gender, race, color, religion, national origin or ancestry, age, disability, marital status, sexual orientation, cancer-related medical condition, or genetic predisposition. Upon request, we will consider reasonable accommodation to permit individuals with protected disabilities to (1) complete the employment or admission process, (b) perform essential job functions, (c) enjoy benefits and privileges of similarly-situated individuals without disabilities, and (d) participate in instruction, programs, services, activities, or events.



## ANTELOPE VALLEY COLLEGE

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#### AGENDA

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#### 1. CALL TO ORDER AND ROLL CALL

The Faculty Professional Development (FPD) Committee meeting of September 10, 2014 was called to order at 2:04 p.m. by Dr. Irit Gat, Chair.

#### 2. OPENING COMMENTS FROM THE CHAIR

- Dr. Irit Gat welcomed members to the first meeting of the academic year. She thanked Mr. Mark Hoffer and Ms. Nancy Masters for their assistance with the creation of the 2014-2015 FPD Handbook, which due to technical glitches did not reflect Mr. Hoffer's input. Dr. Gat reported the 2015-2016 FPD Handbook will be an online resource only. Individuals who would like a hardcopy will be able to print one from the online calendar. She noted the decision to produce the resource online will save time and money, allow for easy revision, eliminate confusion with an outdated hard copy, and help the environment.
- Dr. Gat reported receiving an email from the Chancellor regarding Assembly Bill No. 2558 – part of the Student Success initiative, has advanced to the governor's desk. If signed the recommendations and mandates will begin in 2015.

#### 3. OPEN COMMENTS FROM THE PUBLIC

Ms. Kathryn Mitchell brought the following to the committee's attention:

- President Knudson has said incorrect statements and misrepresented what the FPD Committee formerly did. President Knudson stated the former FPD Committee docked pay, a reason management of the FPD plans/contracts was moving to the Deans. Ms. Mitchell explained the committee reported missing hours to the Vice President of Academic Affairs, who in turn made the request for the pay to be docked, not the committee. Ms. Mitchell clarified the committee never did anything outside of the committee job description.
- Ms. Mitchell stated under the Chancellor's guidelines the plans/contracts must be reviewed by peers. The Deans as administrators are not peers, and therefore are not to review plans/contracts.
- Ms. Mitchell noted the Chancellor's guidelines state there should be adequate support, equipment and supplies to accomplish the necessary requirement of the program, and since the Senate Coordinator had moved to the President's office, can no longer support the committee. She explained the FPD program is entitled to clerical support.

4. APPROVAL OF MINUTES

- a. May 14, 2014 Faculty Professional Development (FPD) Committee Meeting Minutes (attachment)

*A motion was made and seconded to approve minutes of the May 14, 2014 Faculty Professional Development Committee meeting.*

*Motion carried with two (2) abstentions.*

5. INFORMATIONAL ITEMS

- a. Welcome and Introductions

Dr. Gat welcomed members and led self-introductions.

- b. Ground Rules and Duties (attachment)

Dr. Gat reviewed and led discussion of FPD Committee Ground Rules and Duties – see attachment. Mr. Mark Hoffer will send his recommendations for language to Dr. Gat for publication on the website.

6. DISCUSSION ITEMS

- a. New FPD Online Plan/Contract Reporting System – Greg Krynen

Dr. Gat led discussion regarding the new online FPD reporting system. She encouraged members to thank President Knudson, Greg Krynen, Stephen Burns, Rick Shaw and Dr. Ed Beyer for their hard work and contributions in development of the new program.

- b. New FPD Reporting System: FPD Committee Role, Deans Role – Dr. Bonnie Suderman (attachment)

Dr. Bonnie Suderman addressed members to explain the reason management of FPD plans/contracts has moved to the Deans, and also responded to Ms. Kathryn Mitchell's comments. Dr. Suderman explained per the California Education Code, any assignment of work must be given by an administrator, not by faculty (peers). It is against the Education Code for faculty to assign work to other faculty. By having plans/contracts reviewed and approved by the Deans, the district maintains compliance, as the FPD work gets paid or sick time is docked. Faculty professional development activity is managed by Deans or administrators across community colleges throughout the state. The district has been out of compliance in allowing faculty to approve the plans and contracts.

Dr. Suderman explained the Administrative Assistants in each area were given training for the new FPD reporting process, for a general knowledge to assist faculty that may walk in with questions. The Deans had a more in-depth training of the Faculty Professional Development program, including standards and the new online reporting process. Deans will also be trained on gray areas within the standards.

Dr. Suderman reported Ms. Masters has and will continue to provide assistance with flex questions. It was noted Ms. Masters remains the Senate Coordinator and provides 100% support to the Academic Senate. Her title has not changed – only room assignment. Her support to the FPD Committee has not changed. Dr. Suderman and Dr. Gat explained committee members can also serve as liaisons to provide assistance with FPD questions.

Members discussed the peer review guidelines as outlined by the Chancellor. Dr. Suderman reiterated the plans/contracts are an assignment of work and are legal contracts tied to pay. As such, the work must be reviewed and approved by an administrator. Dr. Suderman distinguished guidelines as strong suggestions that when contrary to Title 5 and the Education Code, will always be superseded.

Members wondered, if the language of Title 5 and the Education Code had not recently changed, why the issue was being addressed now, and if FPD program practices had truly been out of compliance through numerous Accreditation cycles, or if Administration was simply interpreting Title 5 and Education Code in a new way.

Members considered whether overworked Deans will place the duty of reviewing and approving contracts on their administrative assistants. Mr. Greg Krynen informed the committee the assistants do not have access to the online systems, and Deans will not share login rights nor transfer duties.

Dr. Gat addressed Ms. Mitchell's comments, and reported she spoke with Ms. Leslie Carr, Director of Professional Development for College of the Canyons, and also sought direction from LeBaron Woodyard, Dean, California Community Colleges (CCC), Chancellor's office. Dr. Gat explained the Chancellor's Guidelines are simply guidelines – not mandates and are not Title 5. Colleges are given expressive flexibility within the said guidelines.

Dr. Tom O'Neil reported he has approved several plans/contracts without issue. He added Dr. Les Uhazy has approved dozens of plans/contracts without issue.

Mr. Greg Krynen reported 178 contracts have been approved, with 200 more in working/saved status before the September 15 deadline. Mr. Krynen stated outside of 20 faculty members who made errors, the new program is running smoothly. He noted Dr. Louis Lucero communicated great appreciation for the new reporting system, the ease of function, and for the FPD Handbook that is 100% ADA compliant, adding '*Great for a new program.*'

Members addressed the concern that, while the Deans are reviewing plans and contracts electronically, there needs to be a link between the electronic reporting system and the hard copy attendance of sign-in sheets. Additional clerical support for the committee was suggested.

Members voiced concern the reporting system happened at the tail end of a semester and during summer without the committee weighing in. It was noted President Knudson addressed the Senate in May 2014 regarding changes during summer, to include streamlining the reporting system. Dr. Suderman explained an urgency to bring the district into compliance in the reporting structure, happened during summer.

Members addressed a concern of the reduction of the committee's duties. Dr. Gat stated to the contrary, the time formerly spent reviewing plans and contracts, can now be redirected to building the program. Dr. Suderman complimented the committee on such an inspirational and outstanding program, but noted the tremendous time and effort necessary to produce the program in a high level of expertise. She explained when the President identified non-compliance, correction came quickly during summer, and management of FPD contracts was moved to the Deans. Instead of burdening Deans with paper products, the President elected to work with Greg Krynen and Dr. Gat to create a system online.

It was noted streamlining the reporting and other FPD processes has been discussed about in numerous meetings, and was discussion in Senate meetings in May 2014.

Members identified the need for better communication. Members readdressed the spring 2014 survey seeking faculty opinion regarding professional development obligations. Some suggested town hall meetings as discussed last year.

Members expressed frustration in the quality, funding and opportunities in the FPD program that have diminished compared to several years ago. Dr. Suderman will ask President Knudson about possible funding. Dr. Gat noted Assembly Bill 2558 is on the Governor's desk, and if signed, will release funds to support professional development.

Dr. Gat will meet with President Knudson to discuss the aforementioned concerns.

c. 2014-2015 FPD Committee Goals (attachment)

Dr. Gat reviewed and led discussion regarding 2014-2014 FPD Committee Goals – see attachment. She encouraged members to contribute to the list. Dr. Gat shared Dr. Beyer's suggestion to focus on a few goals to bring to fruition within a year or two, separate from ongoing goals.

Dr. Gat raised the issue of simplifying the FPD program and process. Even though the standards have been used for many years, there is a perception among some faculty that they are confusing and that the handbook is confusing, resulting in numerous emails and calls to the Chair and Senate Office. Dr. Gat pointed out that some faculty members do not take the time to look at the handbook. Dr. Gat noted that streamlining the program will not diminish it, but simplification of the process is advisable and will make the program more efficient. It was suggested that the committee approach the standard structure from a philosophical standpoint to determine the point of each standard.

Dr. Gat suggested faculty have more of a voice in where they want professional development. Many faculty feel professional development is a burden when it should be a joy. She wishes to first address the four (4) standards.

It was suggested a town hall meeting might be premature, and consideration of a task force was suggested to compare what types of professional development programs and obligations are in place on other campuses.

Dr. Gat was approached by Dr. Suderman regarding the spring 2014 survey regarding the FPD obligation. Dr. Gat will invite Dr. Ed Beyer and Dr. Susan Lowry to participate in that discussion.

- Dr. Gat led discussion regarding gray areas within the standards, and has identified an ongoing list to identify these areas.

d. 2013-2014 FPD Survey (attachment)

7. ADJOURNMENT

The Faculty Professional Development Committee meeting of September 9, 2014 was adjourned at 3:32 p.m. by Dr. Irit Gat, Chair.

<b>MEMBERS PRESENT</b>		
Dr. Irit Gat	Dr. Magdalena Caproiu	Jackie Lott
Dr. Bonnie Suderman	Jack Halliday	Dr. Tom O'Neil
Leslie Baker	Mark Hoffer	Melanie Parker
Dr. Liette Bohler	Darcel Jarrett-Bowles	LaDonna Trimble
Rona Brynin	Greg Krynen	
<b>MEMBERS ABSENT</b>		
Ty Mettler		
<b>GUESTS</b>		
Kathryn Mitchell		

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*Approved: October 8, 2014 Faculty Professional Development Committee Meeting*

## Faculty Professional Development Committee

### Duties of FPD Committee Members

1. Attend bi-monthly committee meetings:
  - no cell phones
  - if you miss more than two meetings – please provide a substitute to attend
  - no “side” conversations
  - speak one at a time and “agree to disagree” in a professional manner
2. Recognize and understand State regulations in regards to faculty professional development (Title 5 and Chancellor’s office guidelines)
3. Survey faculty annually to determine more critical needs and interests in regards to professional development.
4. Develop a series of presentations to address those needs and interests.
  - a. Request presentation proposals from faculty and staff.
  - b. Approve/develop presentations for FPD program each academic year.
5. Help Deans review and approve faculty plans and contracts as needed.
6. Evaluate annually the effectiveness of the program and participant accountability.
  - a. Address concerns and suggestions noted from evaluations.
7. Report to constituents, if applicable.
  - \* take informational updates to your divisions via meetings and e-mails
8. Assist FPD Committee Chair in the tasks necessary for implementation of the flexible calendar program.

Updated 06/14

## 2014 - 2015 FPD GOALS

### Priorities 2014-2015

1. Simplify the FPD program: combining Standards to simplify process.

Example:

- a. Leave St 1 (faculty academy and salary advancement) -  
Combine standard 2 and 3 and 4
2. Educate Deans on the current standards and communicate our committee as advising on plans/goals for this year. (?) to be determined- Bonnie Suderman
3. Discuss and review “grey” areas such as what if meet during summer (off clock hours – eg, hiring committee, work on new textbooks/meetings, etc – mostly Standard 3 “problematic” areas historical issues)

### ONGOING....

4. Continue to work on increasing feedback during year on programs – see survey monkey posted- ***let faculty know at your division meetings.***

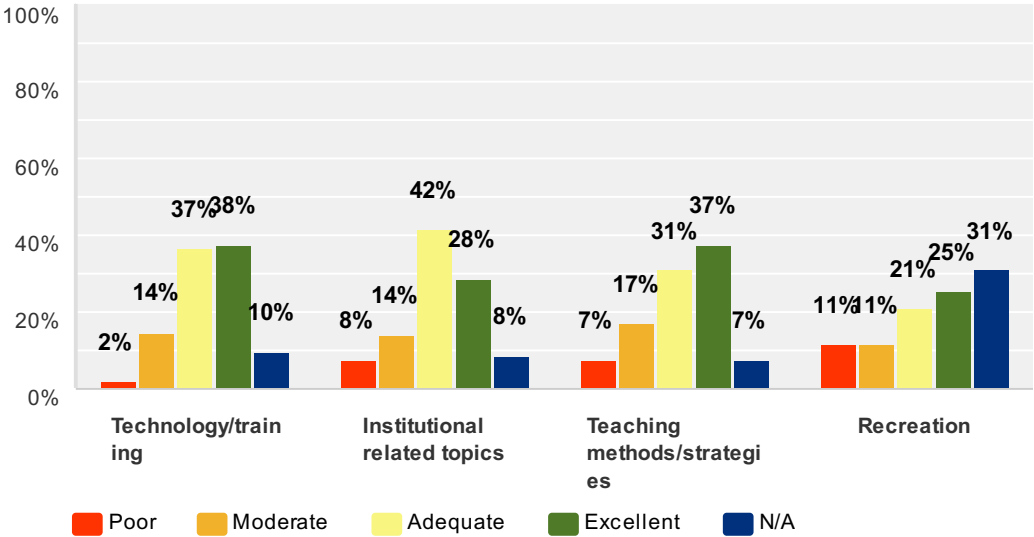
**\*subcommittee to check with Meeta Goal for updates on occasion and report to full committee**

5. Develop more FPD opportunities.
6. Monitor Chancellors office for upcoming changes currently being reviewed
7. ? Updated FAQ page (possibly wait 1 more year for additional changes??)



**Q1 Please rate the overall quality of presentations based on subject:**

Answered: 107 Skipped: 2



	Poor	Moderate	Adequate	Excellent	N/A	Total
Technology/training	2% 2	14% 15	37% 38	38% 39	10% 10	104
Institutional related topics	8% 8	14% 15	42% 44	28% 30	8% 9	106
Teaching methods/strategies	7% 8	17% 18	31% 33	37% 40	7% 8	107
Recreation	11% 12	11% 12	21% 22	25% 27	31% 33	106

**Q2 How have FPD (Faculty Professional Development) presentations benefited you in personal or professional growth?**

Answered: 77 Skipped: 32

#	Responses	Date
1	Expanding my horizons. Giving me the training to use new technology (and recognizing that it does take time to learn new programs). A better understanding of what is happening all across the campus. Exposure to new and different ideas. Getting out of the classroom/office and interacting with other faculty.	5/18/2014 12:05 PM
2	Learned to make lectures more engaging.	5/17/2014 11:53 PM
3	Technical training has helped me better present material to my students	5/14/2014 9:20 AM
4	I am able to teach my classes with much more ease and regularity learning from FPD	5/13/2014 12:55 PM
5	The technical training is excellent but all other activities were of very little benefit to me.	5/12/2014 10:10 AM
6	For the most part, I attend presentations outside my field. However, many standard 2-4 flex events offer insights that can be applied either directly or indirectly to my field with just a little alternative thinking. Standard 1 presentations have helped me understand AVC's policies and procedures better.	5/11/2014 11:38 PM
7	I am so grateful I was able to attend all of the classes I selected. They helped not only meet new people at AVC I was also able to apply everything I learned right away in my class.	5/11/2014 4:03 PM
8	Yes. Broadened my knowledge which improves my class presentations.	5/8/2014 8:29 AM
9	Kept me up with things at AVC	5/8/2014 8:01 AM
10	The presentations have helped to further understand and implement new ideas, which I have utilized in my teachings.	5/8/2014 7:00 AM
11	An excellent way to interact with other faculty from other disciplines.	5/8/2014 5:48 AM
12	I'm sure it has	5/8/2014 5:46 AM
13	Presentations by teaching colleagues that cross discipline areas are the most inspiring to me as a teacher and artist.	5/7/2014 9:53 PM
14	Raised my blood pressure and lowered my I.Q.	5/7/2014 9:31 PM
15	Sharing ideas and attending other teachers' presentation benefit me a lot.	5/7/2014 8:25 PM
16	Not that helpful	5/7/2014 7:41 PM
17	Some of the technology/training presentations have helped in developing or strengthening teaching methods. The standard 2 "recreation" presentations are very enjoyable and a good venue to meet and collaborate with faculty from other disciplines. I enjoy the standard 2 presentations that are unrelated to my discipline so I can broaden by scope of interests.	5/7/2014 7:37 PM
18	They generally do not help improve my teaching skills.	5/7/2014 6:55 PM
19	Insight to how other instructors approach various medias in the classroom and how they incorporate them in their studies.	5/7/2014 5:19 PM

## Faculty Professional Development Spring 2014

20	I enjoy the opportunity to grow in this field. Each of the Flex events I have attended have helped me to broaden my perspective, and grow in my abilities for teaching.	5/7/2014 4:44 PM
21	I was able to attend presentations on topics that I know little about. I was also able to be a presenter and share my knowledge with others.	5/7/2014 4:35 PM
22	Gave me ideas to try out in the classroom.	5/7/2014 4:25 PM
23	Yes.	5/7/2014 3:22 PM
24	Yes, they have helped me stay informed about what is going on at AVC and given me the opportunity for professional growth.	5/7/2014 3:14 PM
25	In the past I would attend the more humanities based presentations like Shakespeare, or film, or something like that. However, most of them are scheduled in the evening or on Friday, and because I live far from campus, I don't like driving the distance to attend a 3 hour event, nor do I want to drive home late at night. However, I did enjoy them very much. Now, I mostly attend Welcome Back Days because they are more hours for one trip. They are useful except when people go on and on about information that is not interesting or very useful.	5/7/2014 2:48 PM
26	I have learned more about the Basic Skills classes that are offered at AVC.	5/7/2014 2:46 PM
27	Greg's workshops have added to my skills with online classes; many of the workshops have added to my knowledge base and opened my eyes to new things	5/7/2014 2:38 PM
28	Those presentations which focused on teaching, learning, syllabus development, and hands on training (such as EGP), during previous semesters, were excellent and quite helpful. However, presentations like these are few and far between. I honestly could not find a single presentation which I wanted to attend during the evening in the Spring 2014 semester.	5/7/2014 2:36 PM
29	They allow me to connect disparate ideas and concepts that I wouldn't normally be exposed to. They also enable me to connect with colleagues in other disciplines and learn from them.	5/7/2014 12:35 PM
30	Even as an instructor, I consider myself a life-long learner. I am always looking for things that will expand my thinking.	5/7/2014 11:51 AM
31	Very little, mostly SLOs, etc. Need to revise the entire program.	5/7/2014 11:28 AM
32	I mostly benefit from the technology training from Greg Krynen. The rest does not really benefit me. CCC conferred is best.	5/7/2014 11:22 AM
33	Yes.	5/7/2014 11:19 AM
34	Academic programs have helped me.	5/7/2014 11:15 AM
35	It's nice to have a chance to share ideas with other instructors from other curriculums	5/7/2014 11:14 AM
36	I'm keeping abreast of information and policies related to our campus and for serving our students correctly.	5/7/2014 11:12 AM
37	They haven't. The occasional online tech training is helpful. Otherwise, I would rather spend the time with my students.	5/7/2014 11:03 AM
38	None at all	5/7/2014 10:58 AM
39	They have not	5/7/2014 10:52 AM
40	Department meetings keep me informed of upcoming events.	5/7/2014 10:43 AM
41	I always learn so much...I should say that I get excited about many wonderful things that I COULD do. I try to implement one thing from each session. Most of the times this strategy works for me.	5/7/2014 10:29 AM
42	Taught me about Blackboard, institution related matters, and allowed me to connect with colleagues.	5/7/2014 10:25 AM

## Faculty Professional Development Spring 2014

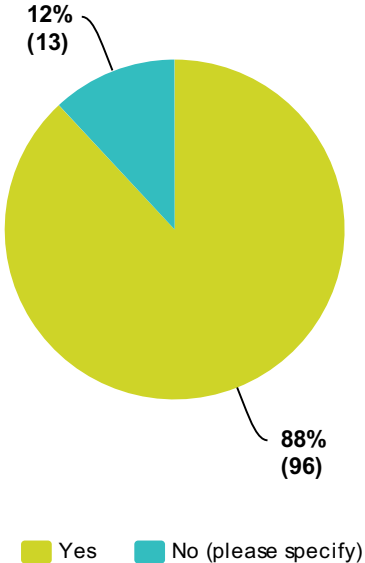
43	Because of the schedule, I am limited in what I can attend. As someone who has completed FPD obligations for 5 years, the topics offered are mostly redundant. There are very few - about 10% - offerings that are truly enjoyable. Overall, I am not happy with the FPD requirement. I feel that for some of us, conferences provide more personal and professional growth and, therefore, should be used to satisfy at the very least Standard 2 instead of being relegated to a lower standard.	5/7/2014 10:24 AM
44	Generally well, I felt we were totally blindsided by the emergency training and I ended up taking in excess of 21 hours of flex for my 10 flex requirement. Way out of line and I felt very unprofessionally handled.	5/7/2014 10:24 AM
45	They have usually not benefitted me. I have to take standard 1 credits and those do not generally fit with my discipline.	5/7/2014 10:19 AM
46	New teaching techniques, techniques for student interaction including cultural enrichment and student retention values and techniques. Technology training and professional growth. We need to be able to start going off campus again now that the economy has improved. AVC needs to provide transportation or entry fees or both.	5/7/2014 10:00 AM
47	I find them to be inconvenient busy work. Sometimes they are relevant, but many times they are exercises in bureaucratic consumption of time.	5/7/2014 9:58 AM
48	Really? They haven't.	5/7/2014 9:58 AM
49	The greatest benefit was obtained from the community outreach activities that were not Standard 1 events. The Emergency Training and the Welcome Back activities were not at all helpful.	5/7/2014 9:55 AM
50	There are way too many on the same subjects-about student learning, SLO's, critical thinking, etc. I think it would help morale a great deal if we could return to sharing our fields and expertise, not to mention field trips, which have almost completely vanished.	5/7/2014 9:54 AM
51	Not at all	5/7/2014 9:51 AM
52	Expanded my horizons	5/7/2014 9:35 AM
53	The Standard 2 offerings are usually pretty good--most of the Standard 1 are incredibly boring. Offerings on critical thinking like Santi Taffarelli's have been good, Charles Hood gives good presentations.	5/7/2014 9:34 AM
54	When useful, they have improved my teaching in myriad ways from classroom management to discipline to teaching methods. Of course, sometimes the requirement becomes onerous and robs me of valuable time I could use to improve my courses. This is particularly the case when events are required but have little relevance.	5/7/2014 9:26 AM
55	As an adjunct I am not always able to attend conferences, seminars, etc. As a result, FPD allows me to gain the knowledge of others who have. It also keeps me up to date on s/w and technology, as well as new concepts related to education. Thank you, a great program!	5/7/2014 9:23 AM
56	It provides an invaluable opportunity to interact with other members of this community, without this, we would become isolated groups which never, or hardly ever, interact with each other.	5/7/2014 9:20 AM
57	Not particularly.	5/7/2014 9:18 AM
58	They have informed me in how to better fulfill the growing responsibilities (e.g., SLOs, Program Review, Curricunet) that I have as a faculty member.	5/7/2014 9:18 AM
59	Expanded knowledge in some technological devices	5/7/2014 9:17 AM
60	Not at all.	5/7/2014 9:16 AM
61	Keeps me connected to other faculty, the institution, and enriches my knowledge of current issues.	5/7/2014 9:15 AM
62	Increased awareness of campus programs and activities and provided some insights and ideas for teaching.	4/28/2014 7:36 AM

## Faculty Professional Development Spring 2014

63	I recently tool the NIMS, SEMS, and ICS Training module. It was very technical but gave me good overview of the importance of being prepared and the changes that have been made so that agencies work together.	4/20/2014 4:44 PM
64	We use MyAVC, Blackboard to put up syllabus, powerpoint, items for classes, so many of the classes benefit what we do in the ADN program. Personally a lot of the course help to build skills and perspectives.	4/17/2014 1:10 PM
65	Several presentations have given me ideas that I can incorporate in my own classroom	4/17/2014 12:24 PM
66	Very Little. Most of the presentations have little to do with my classes.	4/16/2014 2:16 PM
67	Most of the FPD activities have no direct relation to my teaching or instructional responsibilities. I see FPD obligations as a complete waste of my time. I only attend because I'm told I have to go. If it were up to me, I would only go to Welcome Back Day.	4/15/2014 8:45 PM
68	Some allow me to get to know other faculty or at least match a face and name. All have been informative but not all have been beneficial professionally.	4/14/2014 8:21 PM
69	It has not.	4/14/2014 2:36 PM
70	Faculty Professional Development presentations provided me with knowledge to improve my teaching, and time to collaborate with my peers on subject matters.	4/14/2014 1:11 PM
71	As instructors, we are life-long learners, so the majority of FPD presentations benefit all of us on some level. However, the presentations that focus on teaching methods/strategies help me the most in my professional life to help me remain current and become a better instructor.	4/14/2014 12:53 PM
72	They have been very informative, information that can be applied later.	4/14/2014 12:13 PM
73	Professional conferences in my particular content area are the most beneficial to me.	4/14/2014 12:10 PM
74	Very, very little. Learning about shipwrecks did NOTHING to professionally develop my personal or professional acumen.	4/14/2014 11:47 AM
75	Some have broadened my knowledge of the subject matter while others have taught me usefual strategies for the classroom.	4/14/2014 11:12 AM
76	As an adjunct, since I am not on campus as often as others, I often miss out on training, etc. FPD allows me to keep up on current technology, information, etc.	4/14/2014 10:48 AM
77	They haven't... it's just hoops to jump through and paper work. I thoroughly enjoy AVSOMC, but I would probably attend a few concerts each year aside from FPD.	4/14/2014 10:45 AM

### Q3 Were you able to meet your Standard I and Standard II needs based on the offerings available?

Answered: 109 Skipped: 0



Answer Choices	Responses
Yes	88% 96
No (please specify)	12% 13
<b>Total</b>	<b>109</b>

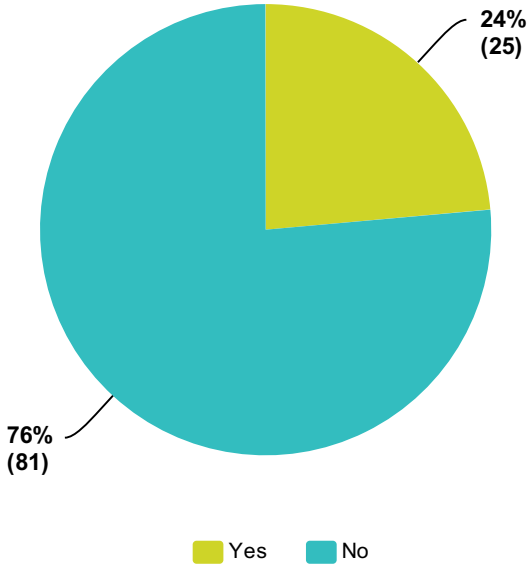
#	No (please specify)	Date
1	Barely. Since I have another job, the standard 1 offerings are limited or always full. On line would be useful.	5/7/2014 5:19 PM
2	The offerings I chose to attend were cancelled. The other offerings, which were held in the evening, were of very little interest to me. I am unable to attend the presentations during the day, and that seems to be the time period when the most interesting and helpful presentations are held.	5/7/2014 2:36 PM
3	Basic Skills Forums are excellent.	5/7/2014 11:15 AM
4	Perhaps if we knew what those standard mean to to the instructor and not to the institution.	5/7/2014 10:58 AM

## Faculty Professional Development Spring 2014

5	I met them with a semester of excess.	5/7/2014 10:24 AM
6	I had to use the emergency training course.	5/7/2014 10:19 AM
7	So often they get cancelled and moved. It really makes it hard to go to ones worth attending	5/7/2014 9:51 AM
8	Times that these programs were offered always conflicted with my teaching schedule	5/7/2014 9:41 AM
9	I am not always available at the time they are offered, would appreciate evening events to start at 5:30pm, starting the class at 7pm until 10pm is a very long day. Would prefer 5-8pm instead.	5/7/2014 9:23 AM
10	Standard 1 yes, Standard 2 no, covered by overage	5/7/2014 9:17 AM
11	No comment.	5/7/2014 9:16 AM
12	Required emergency training	4/20/2014 10:47 PM
13	No, the cancellations are ridiculous. An event I had in my FPD plan got cancelled last week 45 minutes before the event was supposed to start. Now what am I supposed to do?? I think any presenter who cancels an event, should be penalized and lose FPD hours... and never be allowed to present again! They must have a back-up plan.	4/14/2014 10:45 AM

### Q4 Would you be interested in FPD events at the Palmdale Center?

Answered: 106 Skipped: 3

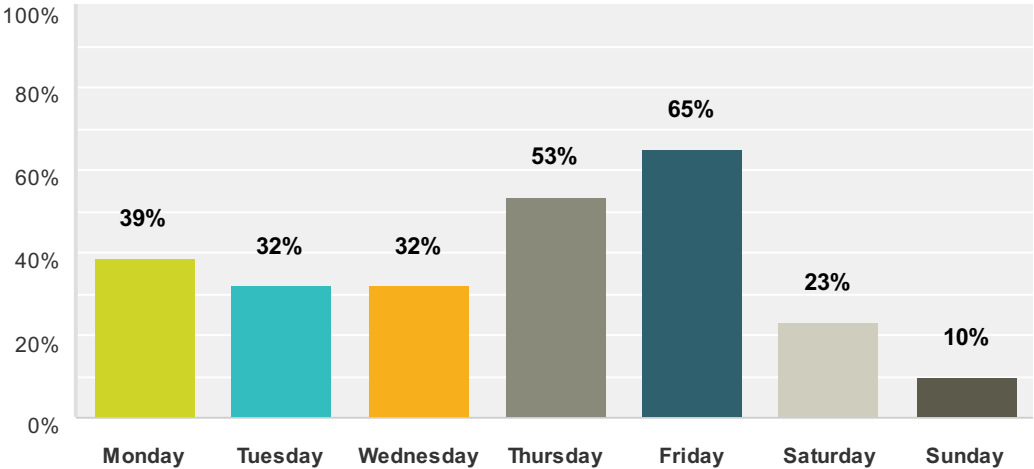


Answer Choices	Responses	
Yes	24%	25
No	76%	81
<b>Total</b>		<b>106</b>



### Q5 What days would best suit your schedule for attending FPD events?

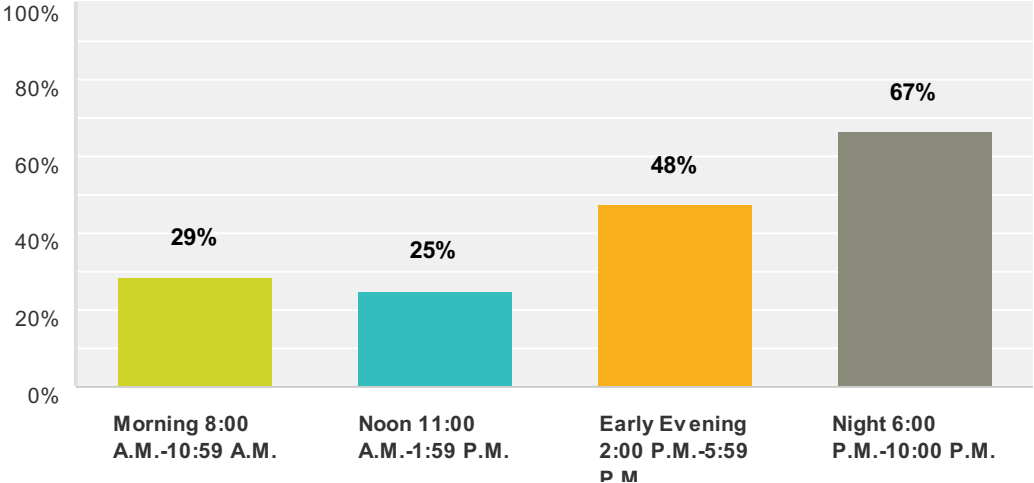
Answered: 103 Skipped: 6



Answer Choices	Responses	
Monday	39%	40
Tuesday	32%	33
Wednesday	32%	33
Thursday	53%	55
Friday	65%	67
Saturday	23%	24
Sunday	10%	10
<b>Total Respondents: 103</b>		

**Q6 What time frames would best suit your schedule for attending FPD events?**

Answered: 105 Skipped: 4



Answer Choices	Responses	Count
Moming 8:00 A.M.-10:59 A.M.	29%	30
Noon 11:00 A.M.-1:59 P.M.	25%	26
Early Evening 2:00 P.M.-5:59 P.M.	48%	50
Night 6:00 P.M.-10:00 P.M.	67%	70
<b>Total Respondents: 105</b>		

## Q7 What improvements would you suggest to the FPD program?

Answered: 66 Skipped: 43

#	Responses	Date
1	Fewer events on Friday nights -	5/18/2014 12:05 PM
2	To please have everything Online or Dashboard without having paper work to be sent to the Senate.	5/17/2014 11:53 PM
3	Restore off-campus trips/experiences.	5/15/2014 9:32 PM
4	I can't think of any	5/14/2014 9:20 AM
5	None	5/13/2014 12:55 PM
6	None I think they are doing a fantastic job!	5/11/2014 4:03 PM
7	None.	5/8/2014 8:29 AM
8	None	5/8/2014 8:01 AM
9	Too many hours. Please consider replacing some of the hours back into the classroom, say, for two days dedicated only to final exams, safety drills, administrative surveys, etc. Also, the committee is much too rigid and paranoid about giving people credit for a lot of the extra work being done for the good of the students and school that goes unrecognized in terms of pay and contract responsibilities. Not all of us are trying to scam the system, yet we're treated like we're trying to get away with something when we try to get Flex compensation for extra work we're doing that goes beyond our classroom and contract responsibilities.	5/8/2014 5:48 AM
10	Presentations by students about how they make attending school possible.	5/7/2014 9:53 PM
11	"Standard One" on student retention. I've been saying & writing this for years!	5/7/2014 9:31 PM
12	Get rid of it and add more instructional time.	5/7/2014 8:31 PM
13	Thank you so much!	5/7/2014 8:25 PM
14	More evening slots	5/7/2014 7:41 PM
15	Keep the number of hours the same.	5/7/2014 7:37 PM
16	The main problem I have seen is that many teachers have other full-time jobs and it takes them a bit of coordination to attend the FLEX activities. However, I have noticed that many of these events are cancelled which makes is very frustrating because the individual made the arrangements to attend but the event is cancelled and the employee was put out 2 times. There needs to be a better effort to follow through with the FLEX activities.	5/7/2014 6:55 PM
17	More offering not during the daytime teaching hours.	5/7/2014 5:19 PM
18	I would like to have (I know this is different from the above listed answers) several Fridays where I could attend several Flex events in a row. I like being at the college, but I have a hard time convincing myself to drive to the college for a 1 hour event.	5/7/2014 4:44 PM
19	Maybe being a little more specific with the information	5/7/2014 4:25 PM

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20	The new online proposal form could be better designed for ease of completion.	5/7/2014 3:22 PM
21	N/A	5/7/2014 3:14 PM
22	Schedule them back to back so that people who live far away can come to campus and get a significant amount of hours in one drive up. For example, 9 a.m. - 12 p.m. and 1 p.m. to 4 p.m. on Friday is 6 hours. That's better than 3 hours on a Thursday night. I have never come to a Friday night event, even though there are some interesting events. I would never drive up to the AV to do that.	5/7/2014 2:48 PM
23	it's great as it is, I love it, lots of variety. Perhaps have more workshops available over winter break when we have more time to attend. Also Fridays as many of us don't teach on Fridays.	5/7/2014 2:38 PM
24	Offer practical sessions which focus on engaging students in the learning process during late evening classes, motivating students to actively participate in class discussions, and suggestions for learner-centered teaching strategies and course management techniques which are creative and which can be applied in a variety of courses, Thank you.	5/7/2014 2:36 PM
25	Allow carry-over from spring to fall, specifically this latest required 7 hour online training! I had already completed my FPD obligations when that was sprung on me. I feel manipulated and coerced. Bah!	5/7/2014 12:35 PM
26	Allow some of the Standard 2, to be part of Standard 1.	5/7/2014 11:51 AM
27	Offer more technical training sessions through CCC conferred and on-campus, at the same time.	5/7/2014 11:22 AM
28	None. Program is great as is.	5/7/2014 11:19 AM
29	Less teaching methods and institutional programs.	5/7/2014 11:15 AM
30	I understand why we have them, however, as previously stated, I would rather spend the extra time with my students. I do not find any of the activities beneficial to my person growth or to my abilities as a professor.	5/7/2014 11:03 AM
31	Make it useful for the instructor	5/7/2014 10:58 AM
32	more professional events in area of study.	5/7/2014 10:43 AM
33	There are more sessions available that I would like to attend but time is always a consideration. I think our FPD is good.	5/7/2014 10:29 AM
34	Scheduling - There are too many Friday night options. For those of us that live out of town, these are not feasible options. I'd hoped for there to be a reduction in FPD even if that means an increase in the semester. While the FPD options are interesting, to say that they had an impact on my professional growth or abilities is a stretch.	5/7/2014 10:24 AM
35	When presented with last minute required flex activities provisions should be made to accommodate adjunct employees who do actually have other involvements and responsibilities it does put a few of us in difficult positions .	5/7/2014 10:24 AM
36	For adjuncts who generally travel great distances to get to AVC I'd suggest using office hours since they don't get paid for them to be used as standard 1 time.	5/7/2014 10:19 AM
37	Less required hours	5/7/2014 10:12 AM
38	We need faculty interaction, we have a rich faculty and need to be able to provide AVC transportation or entry fees or both. Lets get back to the FPD of old, not just push button training on computers. Just sayin!	5/7/2014 10:00 AM
39	I would go back to teaching more and having less FLEX required. I would like to see subject specific FLEX presentations. I would like to see guidelines and forms more accessible and easier to find on the web page.	5/7/2014 9:58 AM
40	Get rid of it. It has become a joke.	5/7/2014 9:58 AM

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41	Make coursework to expand instructors knowledge a Standard 1 activity. For example, I don't see why taking a Molecular Biology class at UC would not be considered Standard 1, while a presentation on the administrations responsibilities during an emergency is.	5/7/2014 9:55 AM
42	We definitely need to return to field trips to museums, parks, historical and cultural sites, even to experience different ethnic foods and culture at festivals and unique restaurants. As for distance education, I think it would do those who teach those classes to meet and discuss what works best and exchange ideas, not to mention training on programs through McGraw-Hill and similar ones offered by publishers that are in Blackboard.	5/7/2014 9:54 AM
43	Get rid of it. It has no value in improving my teaching.	5/7/2014 9:51 AM
44	The use of "standards" is overly complicated and should be abandoned. Just make the time spent on all events equal (e.g., 2 hrs of Blackboard training is equivalent to 2 hrs of extra committee time). Also reduce the number of hours needed, and increase amount classroom time	5/7/2014 9:41 AM
45	None	5/7/2014 9:35 AM
46	Have less FPD and get us another week of teaching time.	5/7/2014 9:34 AM
47	Allow adjuncts to carry over surplus hours from spring to fall.	5/7/2014 9:26 AM
48	Offer more classes to allow the greatest amount of learning opportunities.	5/7/2014 9:23 AM
49	Bring high caliber speakers, even if they have to be paid. I hope there is a sufficient budget that is used to improve the quality of teaching.	5/7/2014 9:20 AM
50	Have the option to work the hours rather than attend these flex events.	5/7/2014 9:18 AM
51	Each of us needs better collaboration with others throughout the CCC system specific to the work going on in our individual departments so that we can learn from each other's successes (and failures).	5/7/2014 9:18 AM
52	No comment.	5/7/2014 9:16 AM
53	Wider range of days and times available, especially to meet needs of those who commute...I expect most people who drive distances would prefer to get hours completed while in town and not have to drive to campus on another day.	5/7/2014 9:15 AM
54	As I have voted, I would prefer reducing the FPD program in favor of one more week of instruction each semester.	4/28/2014 7:36 AM
55	None	4/20/2014 4:44 PM
56	It would be better to have more of the offerings in the afternoon. Has anyone thought about offering a self study program or 2 to complete the obligation? Offer some of the computer classes twice or three times so that varying schedules can be met. Offer more basic navigational classes for our computer systems. Offer more power point classes.	4/17/2014 1:10 PM
57	I would rather have the extra week and do away with flex.	4/16/2014 2:16 PM
58	Get rid of FPD altogether and give us back extra time in the classroom. We could have mandatory in-service days built into the calendar to work on SLOs and other divisional work. Why waste our time with meaningless activities just to get out of two weeks of teaching? I would rather spend my time teaching my students than listening to someone talk about a subject I don't care about, that I'm only attending to get my hours done.	4/15/2014 8:45 PM
59	Professional conferences related to our discipline should be Standard 1. Writing program review reports should be Standard 1. Make Welcome Back day in Aug optional just like Welcome Back day in Jan.	4/14/2014 8:21 PM
60	Realign the parameters for defining what meets standard 1 versus standard 2. There are not enough standard 1 offerings.	4/14/2014 2:36 PM
61	More focus on teaching methodology and information on current issues on State and National levels.	4/14/2014 12:53 PM

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62	None, pleased with how they are run.	4/14/2014 12:13 PM
63	More actual teaching methods, techniques, and technologies would be the most beneficial for faculty. Also, time and interaction connecting with faculty in our specific disciplines at other CCCs should be encouraged.	4/14/2014 12:10 PM
64	Reduce the number of hours required and perhaps condense the whole period of concentration into a few weeks as is done at some colleges.	4/14/2014 11:12 AM
65	I would like to see more events offered. Also, as an adjunct, I would like to see more events offered where I can log in and attend from home. Greg's (IT Depart) FPD classes always allow me to do that. I would very much like it if all FPD classes offered you that option to attend. Thank you.	4/14/2014 10:48 AM
66	I can't stand FPD. Just put us all in a EFFECTIVE and PRODUCTIVE required seminar for 2-3 days each school year and make all of this go away. If I have to see one more e-mail about an event being cancelled or changed, if I have to rearrange my schedule again and unnecessarily arrange and pay for a babysitter, if I have to attend one more dull and ineffective politically slanted event, I am absolutely going to scream.	4/14/2014 10:45 AM