

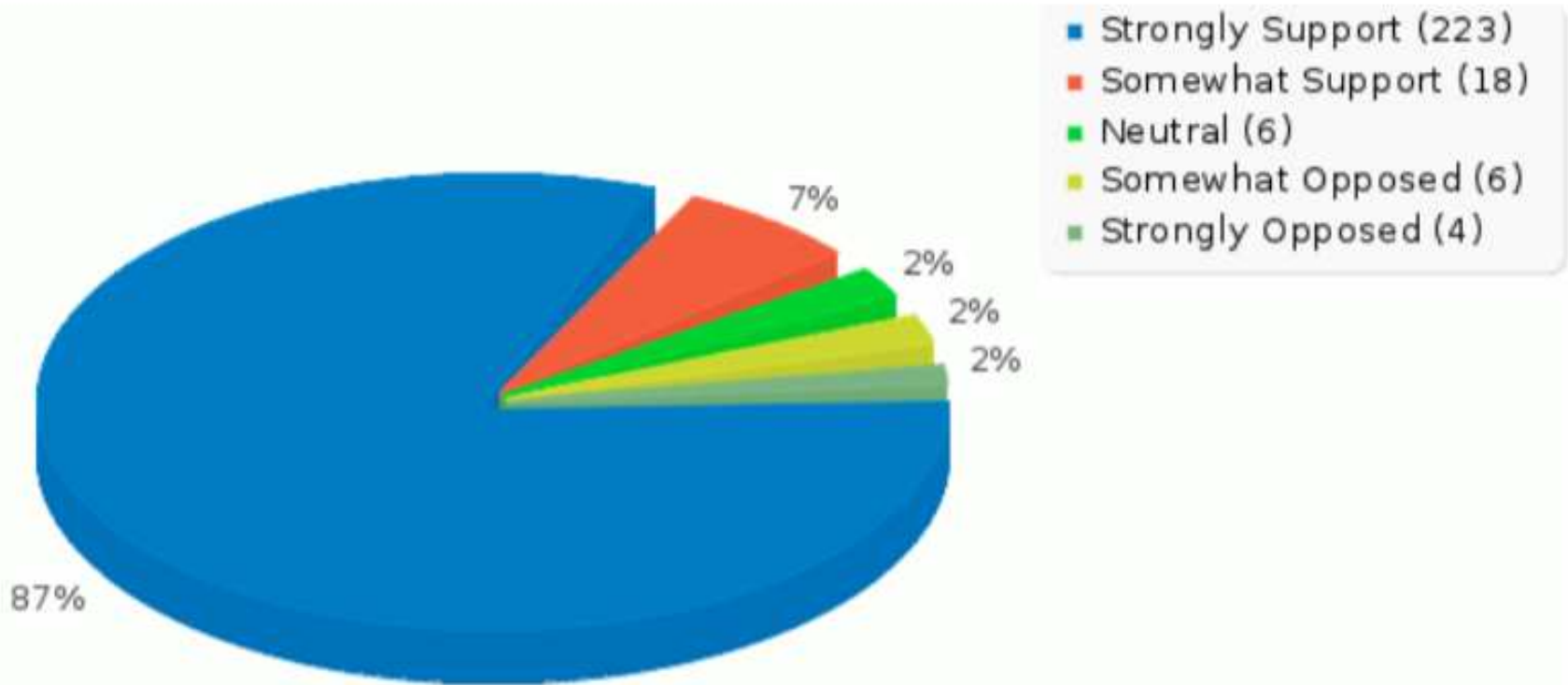
PCCEA Survey of Faculty Summary

2015

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Priorities

PCCEA does not anticipate any funding for compensation increases this year due to the College's current state of financial challenges. However, if monies become available, we plan to advocate for a Cost of Living Adjustment (COLA) as set by the Federal Government to maintain the value of our salary. Would you support this action?

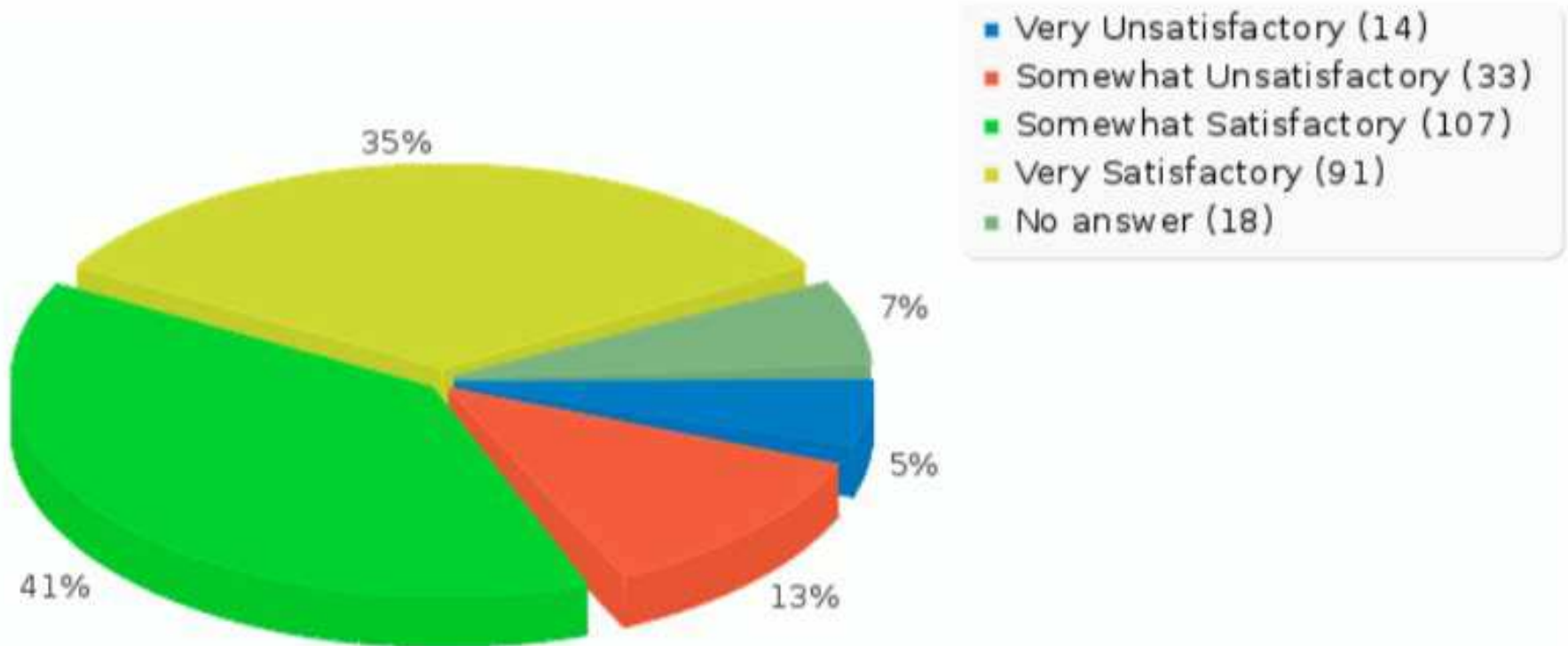


30 comments Most frequent: support for COLA (20)



Benefits – Medical Insurance

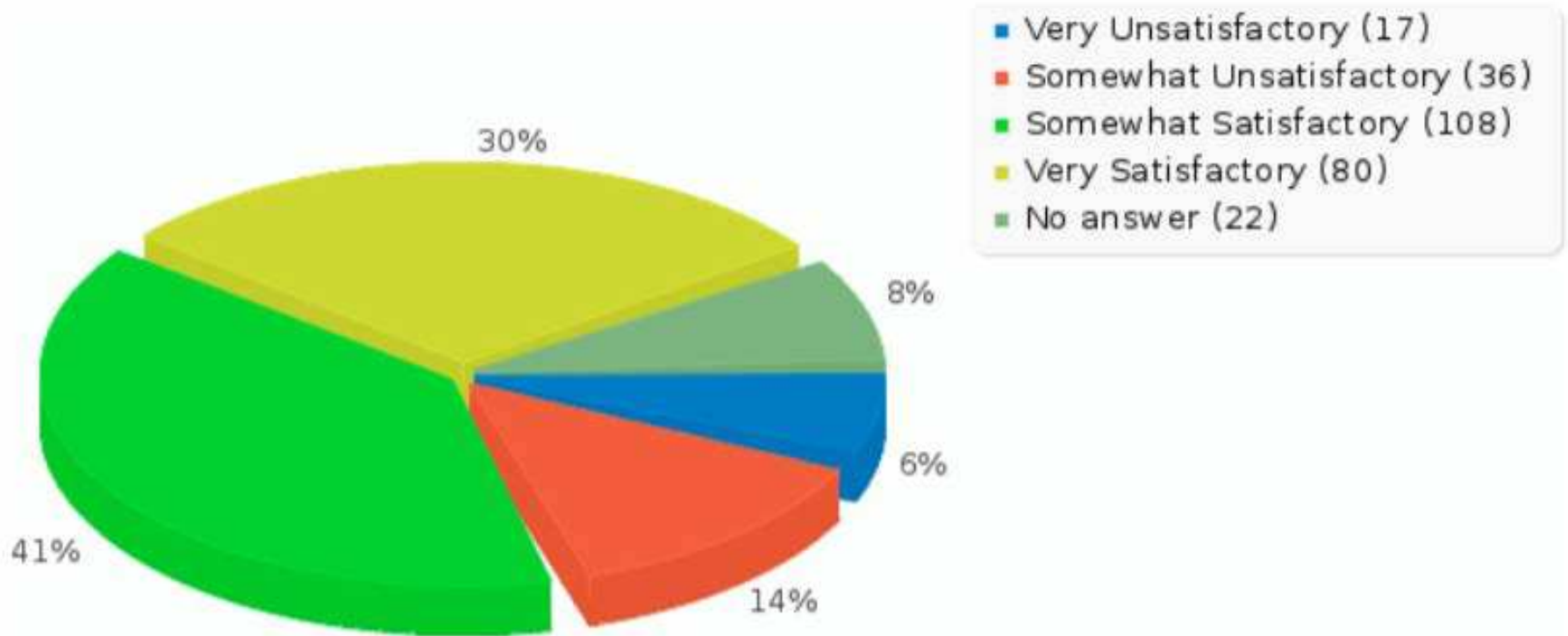
Please indicate your level of satisfaction with regard to the following aspects of compensation.



Results & Comments (96) sent to PCCEA Representatives on the Benefits Committee

Benefits – Dental Insurance

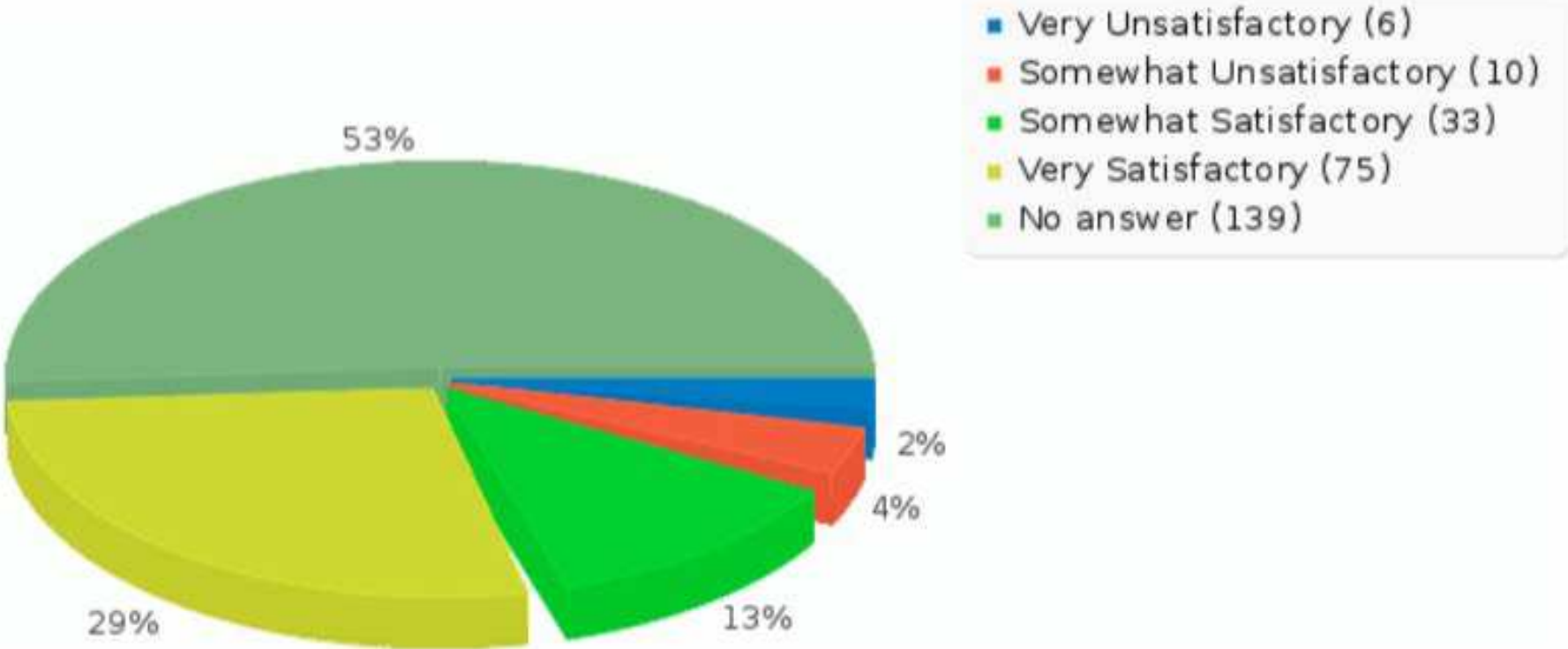
Please indicate your level of satisfaction with regard to the following aspects of compensation.



Results & Comments (96) sent to PCCEA Representatives on the Benefits Committee

Benefits – Flexible Spending Account

Please indicate your level of satisfaction with regard to the following aspects of compensation.

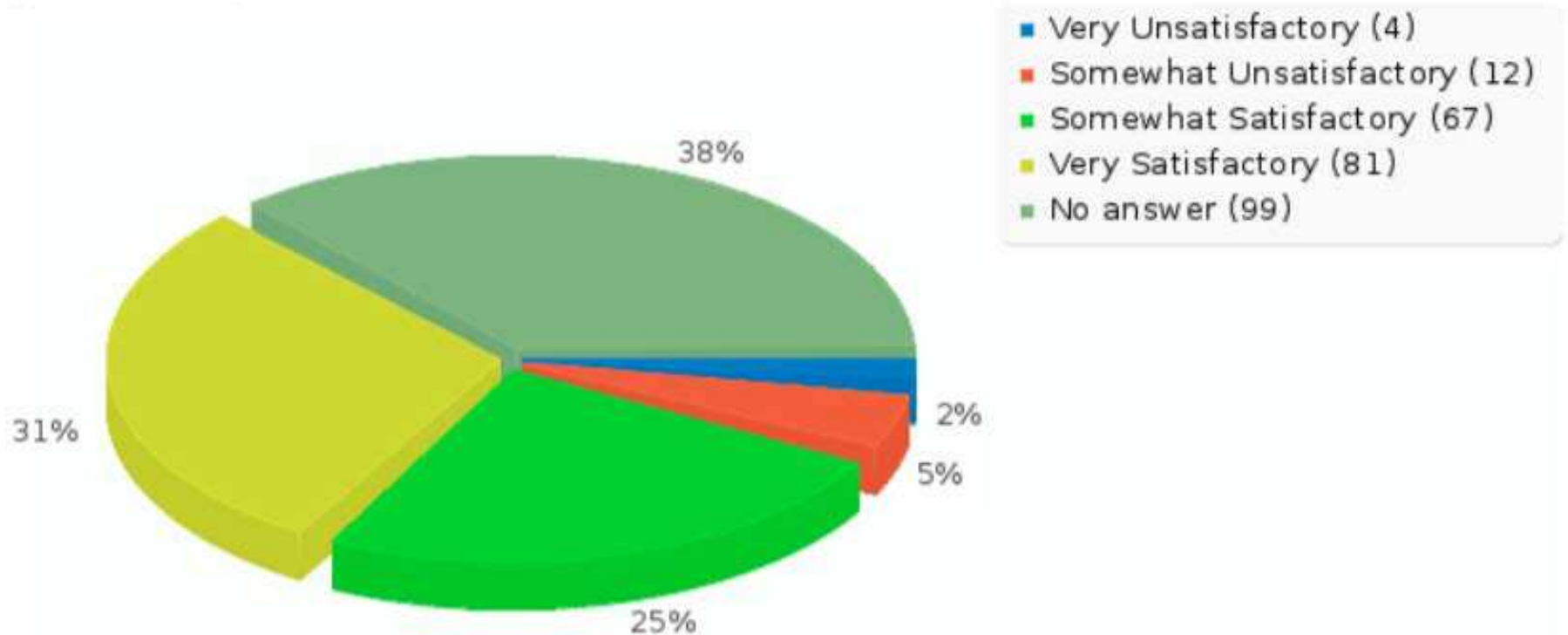


Results & Comments (96) sent to PCCEA Representatives on the Benefits Committee



Benefits – Life Insurance

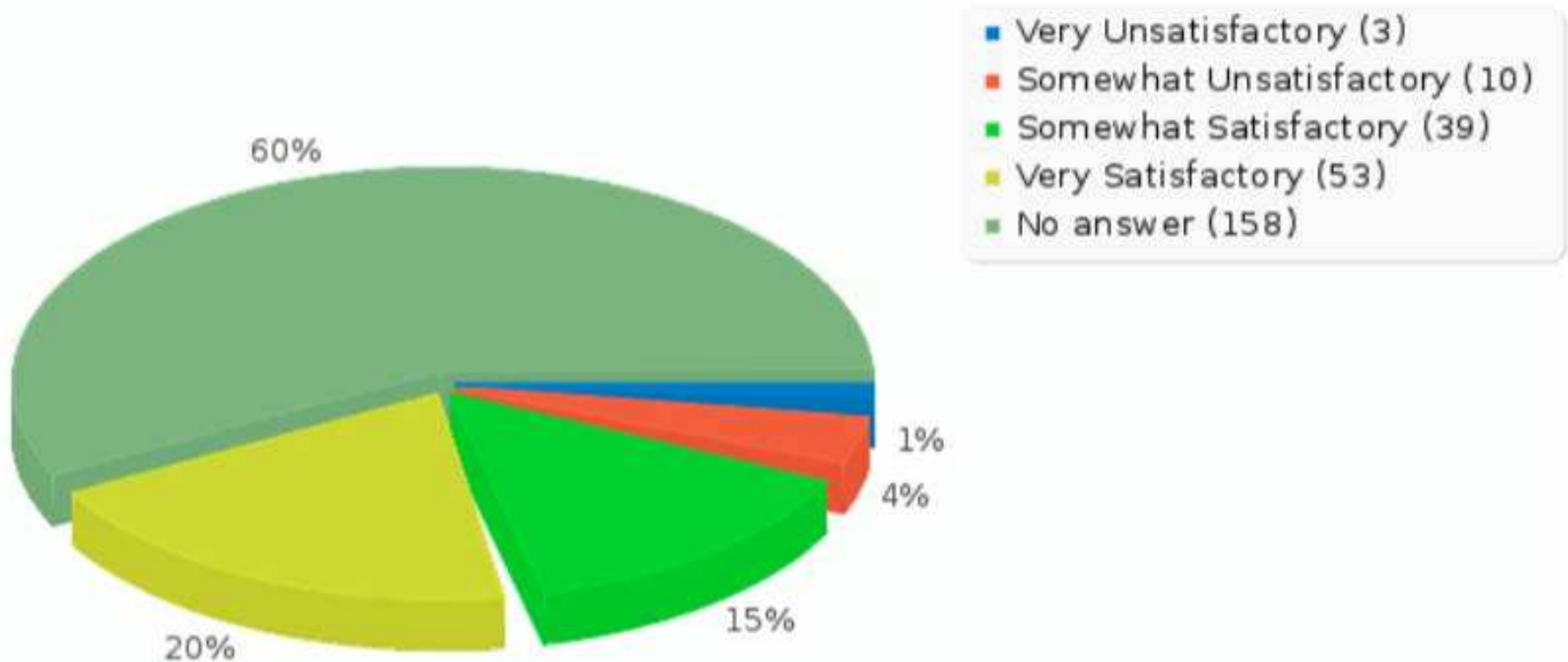
Please indicate your level of satisfaction with regard to the following aspects of compensation.



Results & Comments (96) sent to PCCEA Representatives on the Benefits Committee

Benefits – Health Savings Account

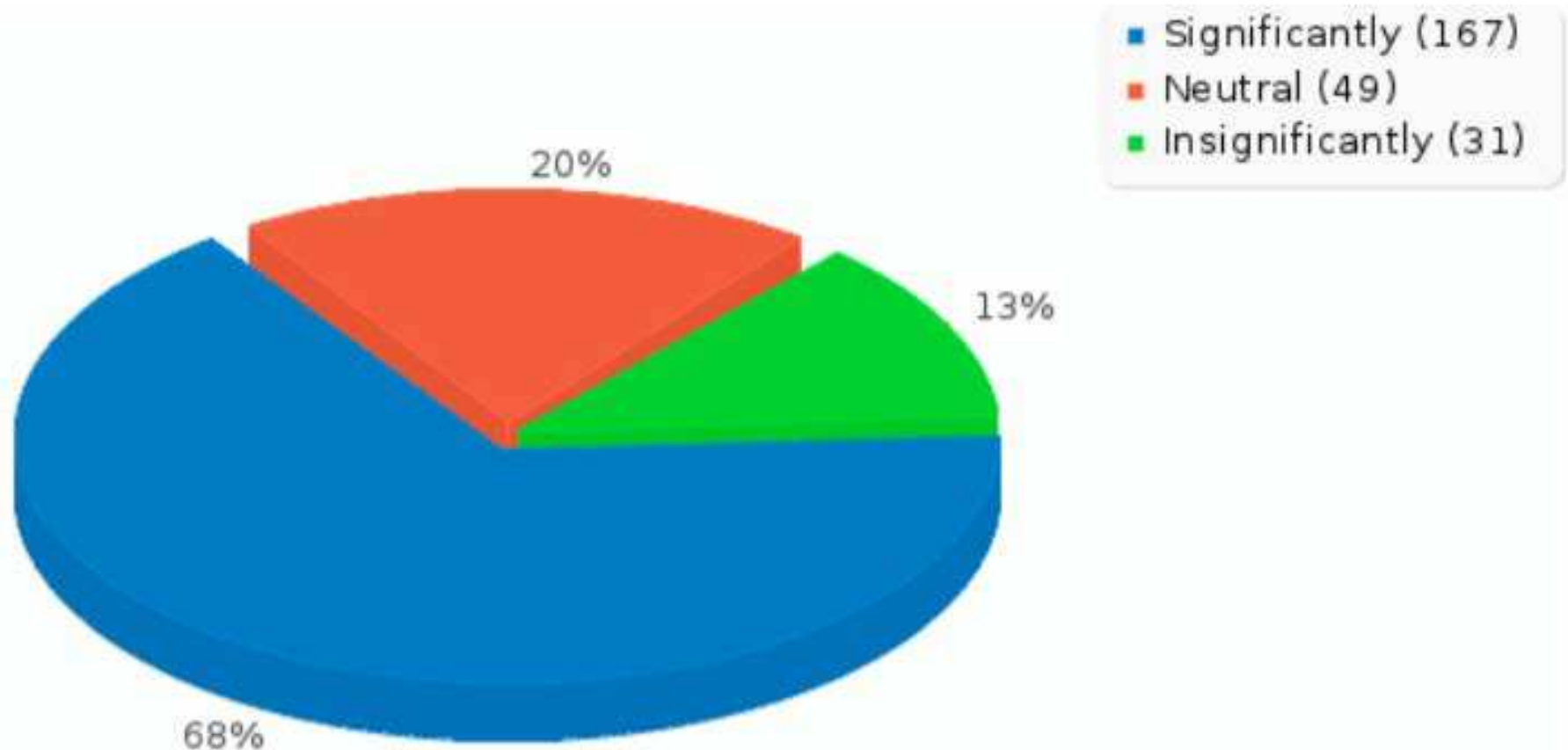
Please indicate your level of satisfaction with regard to the following aspects of compensation.



Results & Comments (96) sent to PCCEA Representatives on the Benefits Committee

Additional Duties

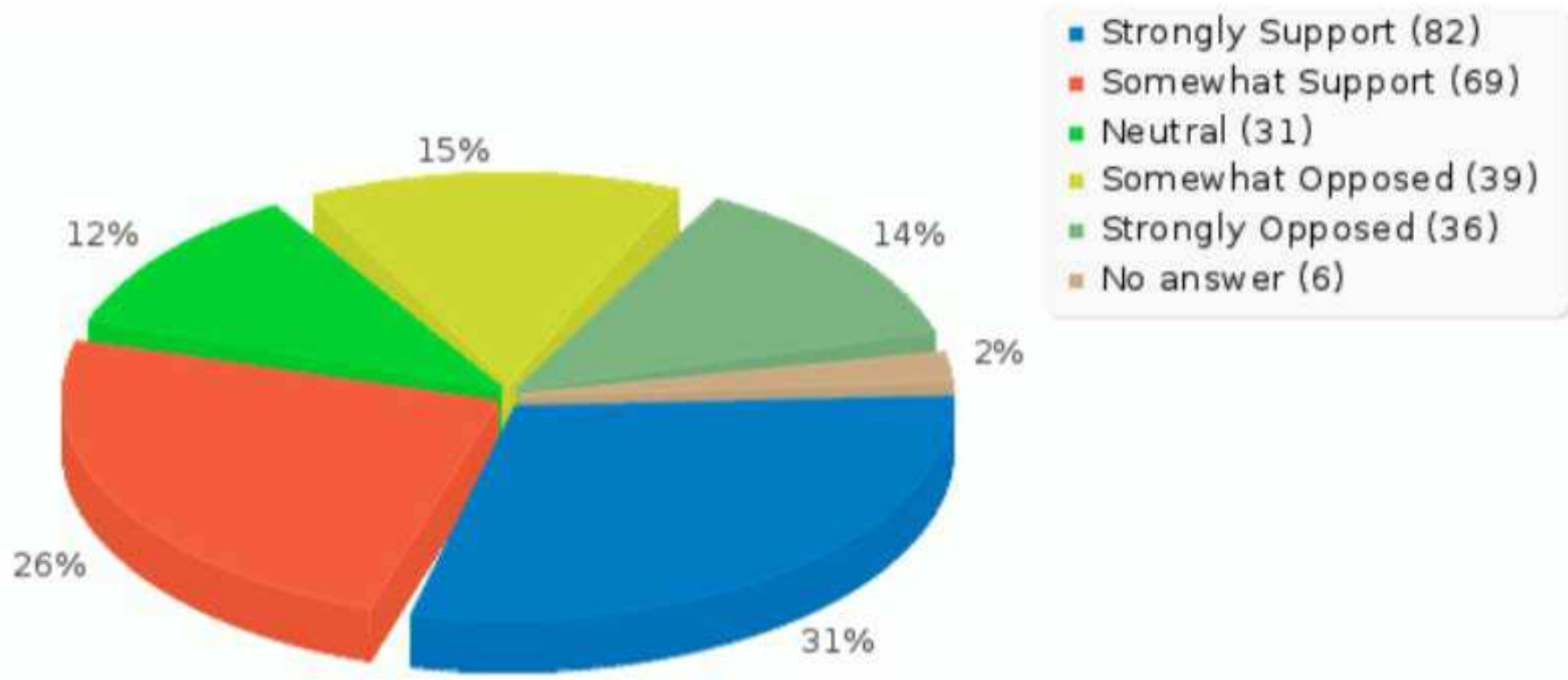
Over the past year, faculty have been required to take on additional duties such as, attendance tracking, syllabus template, student learning outcome reporting requirements. How significantly have these tasks impacted your time?



120 comments Most frequent: Time consuming (21); Less time for students (19)

Additional Duties: Attendance Tracking

How do you feel about the following policies & practices?

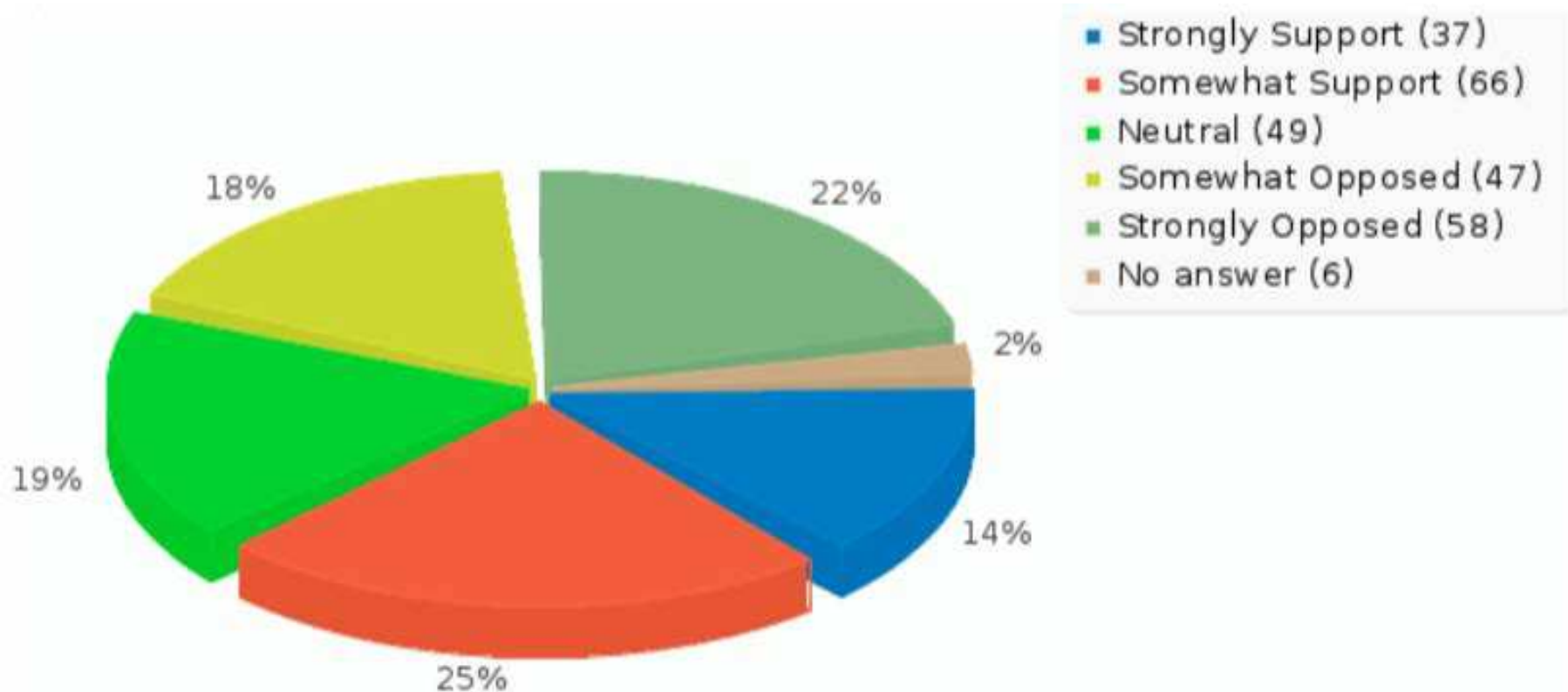


15 comments Most frequent: Concerns about emails to students (11)



Additional Duties: Syllabus Template

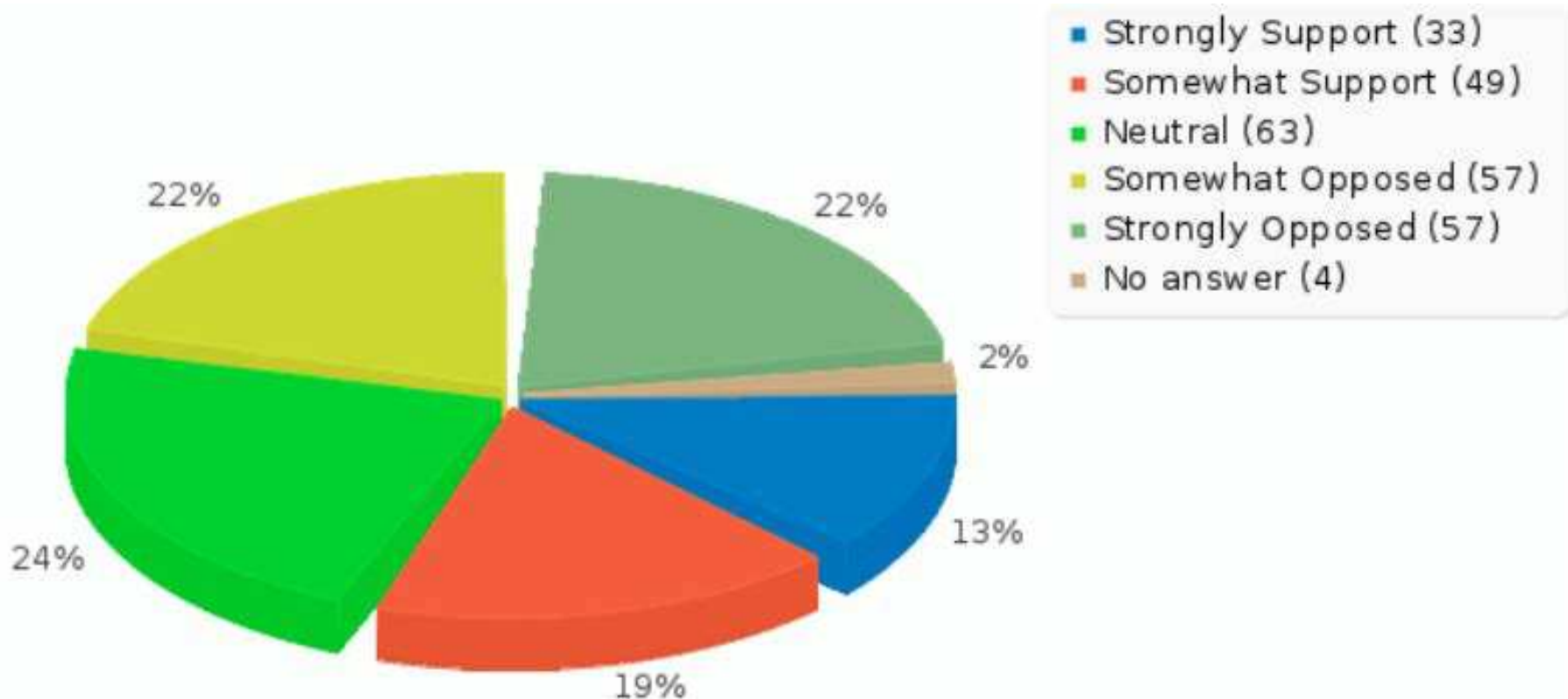
How do you feel about the following policies & practices?



19 comments Most frequent: General concerns (11)

Additional Duties: SLO Reporting

How do you feel about the following policies & practices?

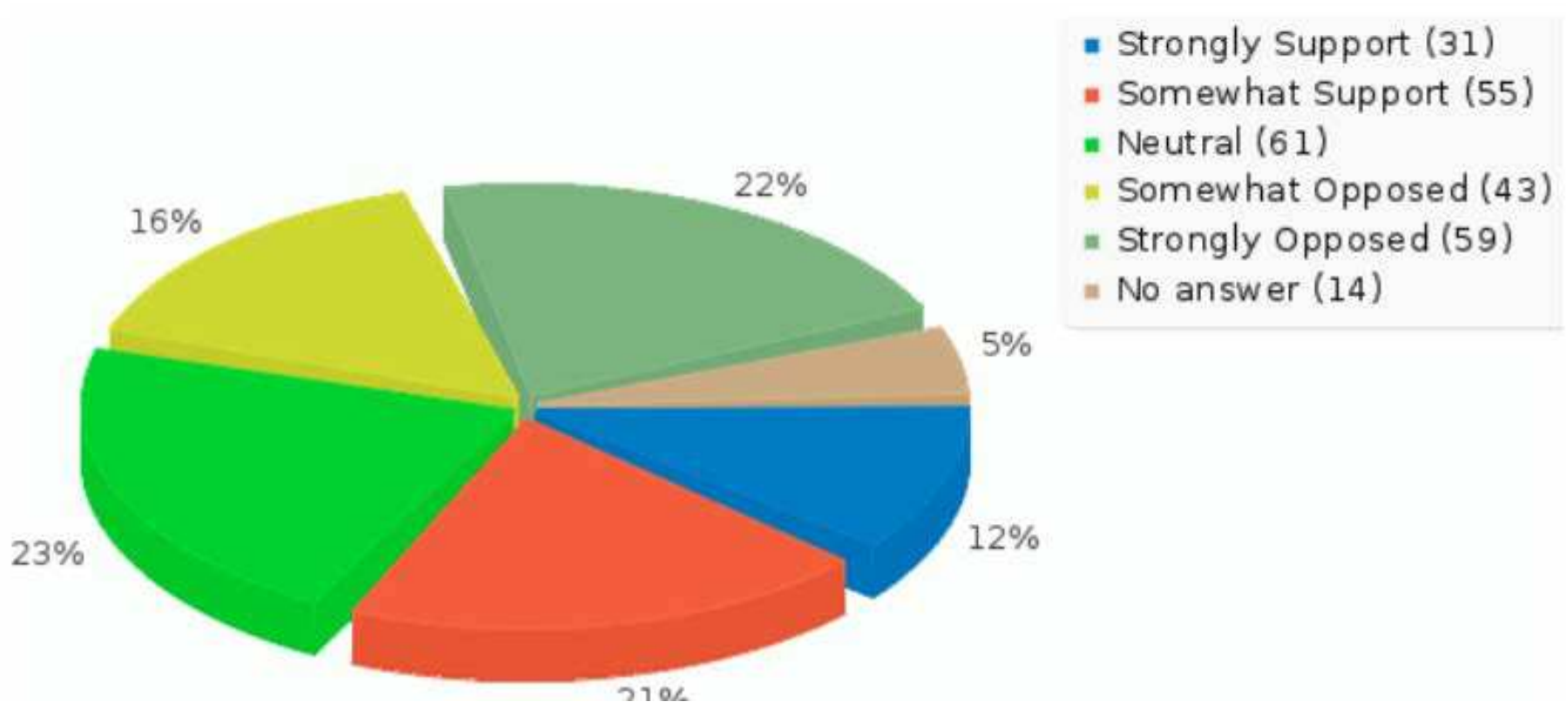


21 comments Most frequent: Too time-consuming (11)



Additional Duties: Faculty Evaluations

How do you feel about the following policies & practices?



15 comments Most frequent: Concerns of disrespect, lack of trust (5)

Additional Duties: Recommendations

What improvement would you recommend to any of the duties listed above?

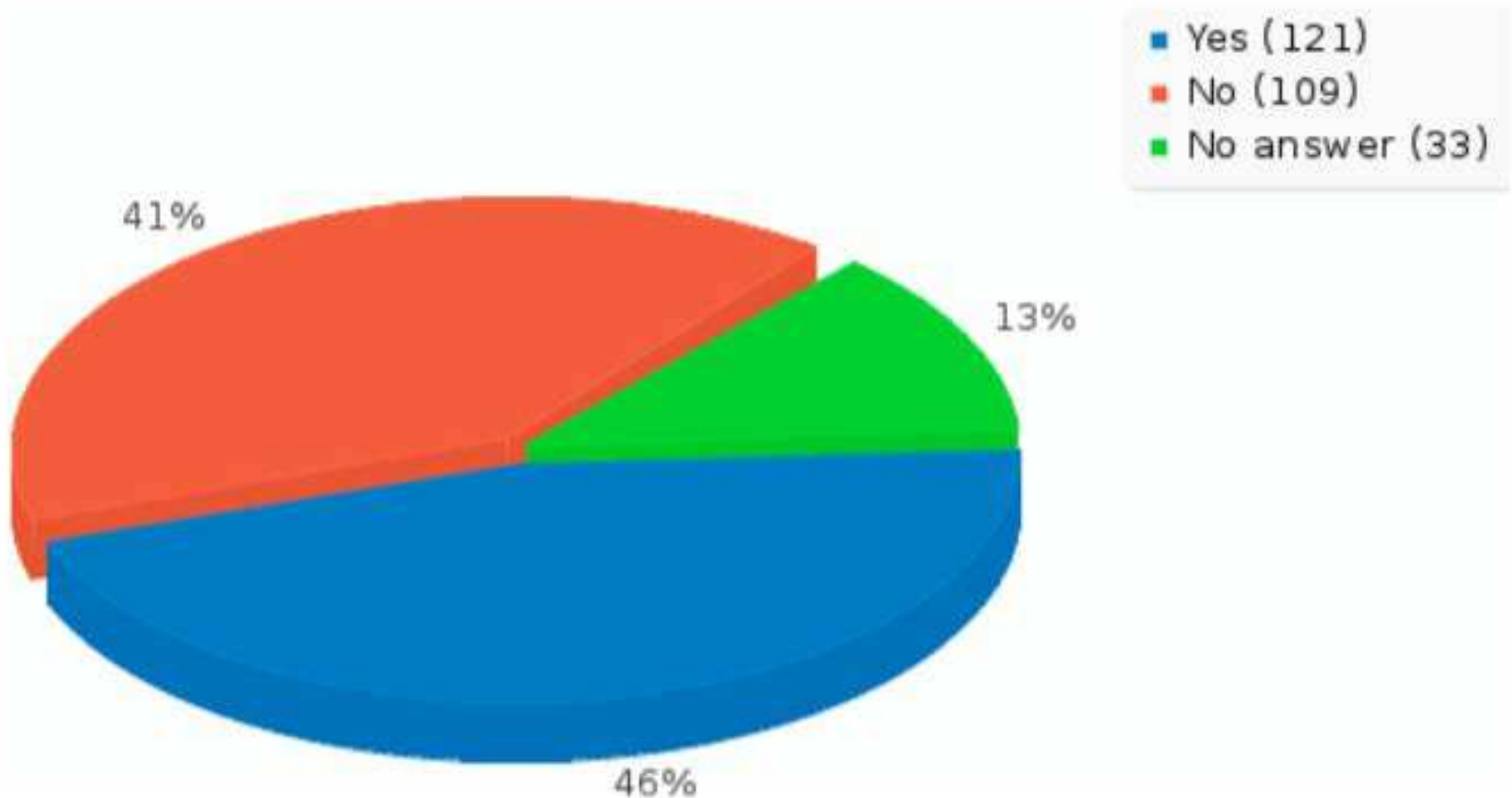
147 comments

Most Frequent

- General: Cumbersome, inefficient, poorly planned (7)
- Attendance Tracking:
 - New system needed, especially for non-traditional (16)
- Syllabus
 - Change to a checklist (22)
- SLO Reporting
 - Data not valid in current form (16)
- Faculty Evaluations
 - No observation, especially by deans who are not qualified (9)
 - Should not have been done over the summer, more faculty should have been involved (8)

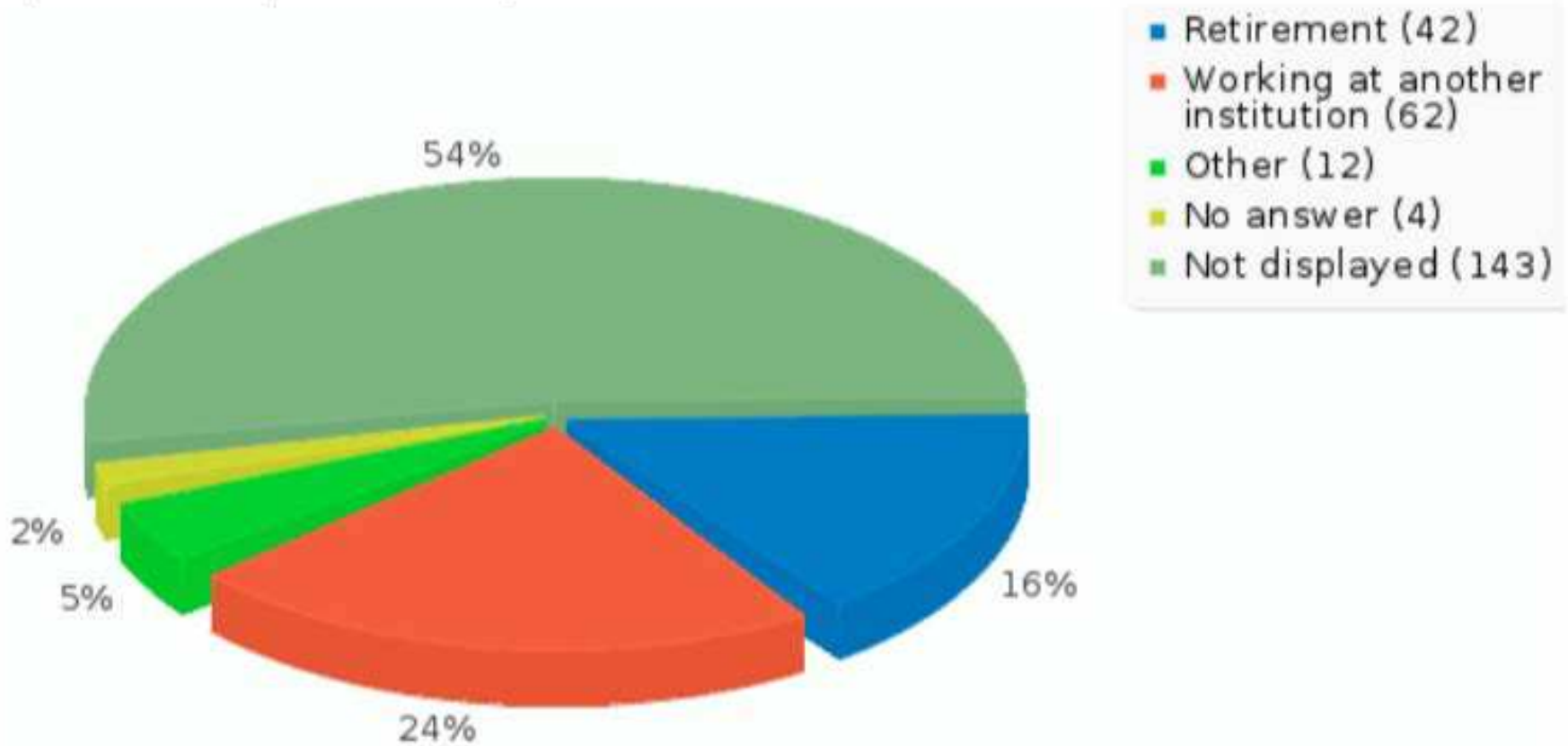
Separations

Have you been considering leaving the College?



Separations - Reasoning

If yes: What are you considering?



Separations - Conditions

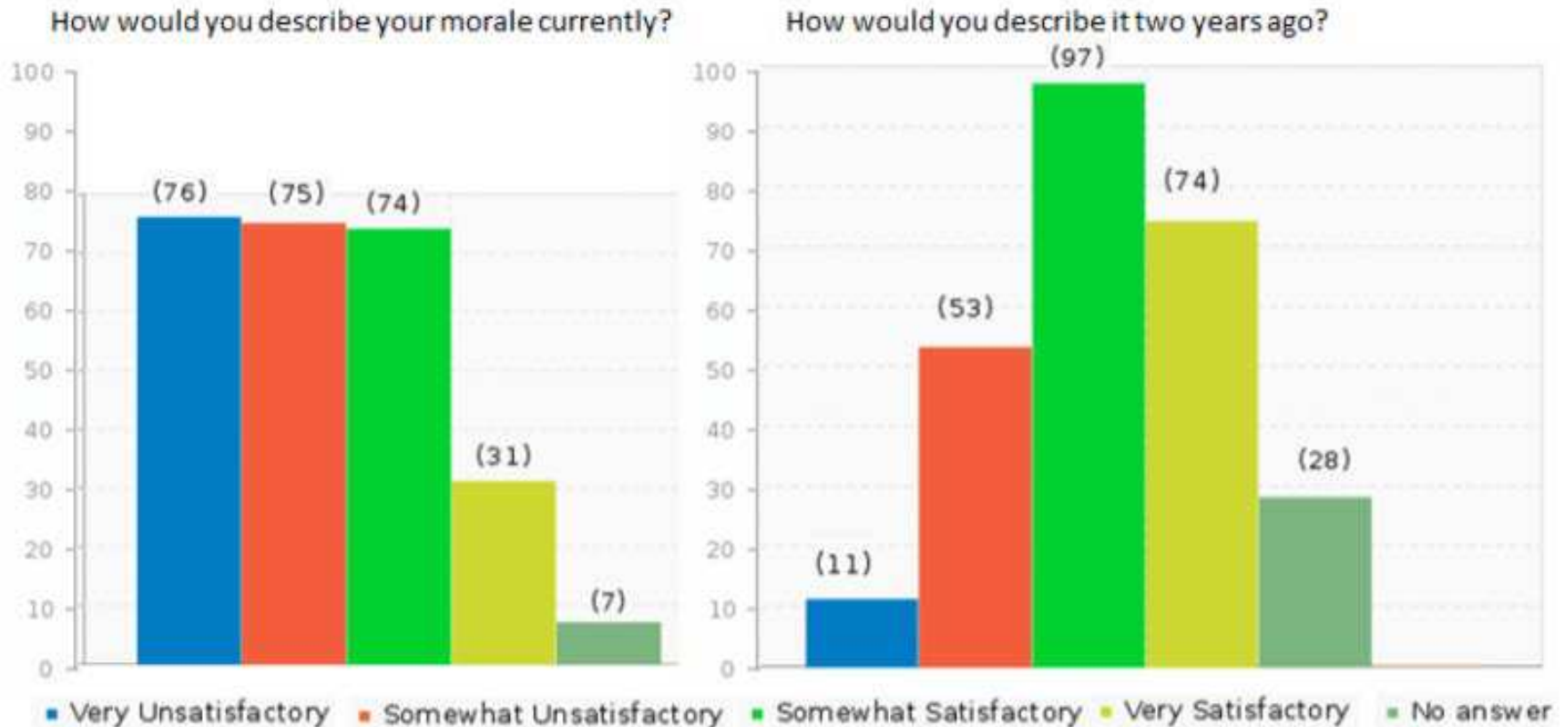
What condition(s) have led you to this consideration?

105 comments (15 no answer)

Most Frequent

- Increasing workload that is not directly related to teaching (31)
- Do not feel valued as an employee, not treated fairly (24)
- General administration concerns (23)
- Too many changes in too short of a timeframe (18)
- Distrust, low morale, fear (17)

Morale



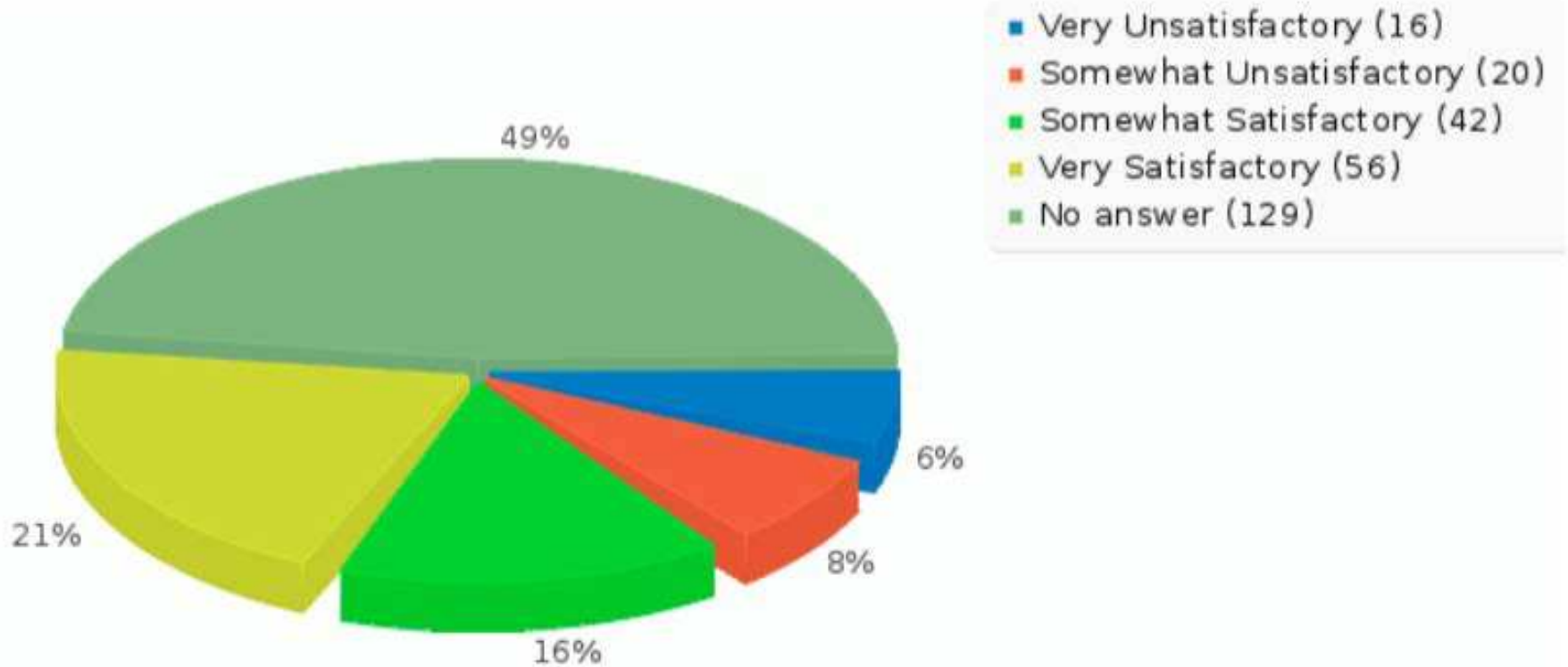
To what factors do you attribute your morale staying the same or changing (for better or worse)?

What do you think could impact your morale, for good or ill?

191 Comments Most frequent: Criticism of administration leadership (36); Poor decision-making practices (24); Additional administrative duties (21)

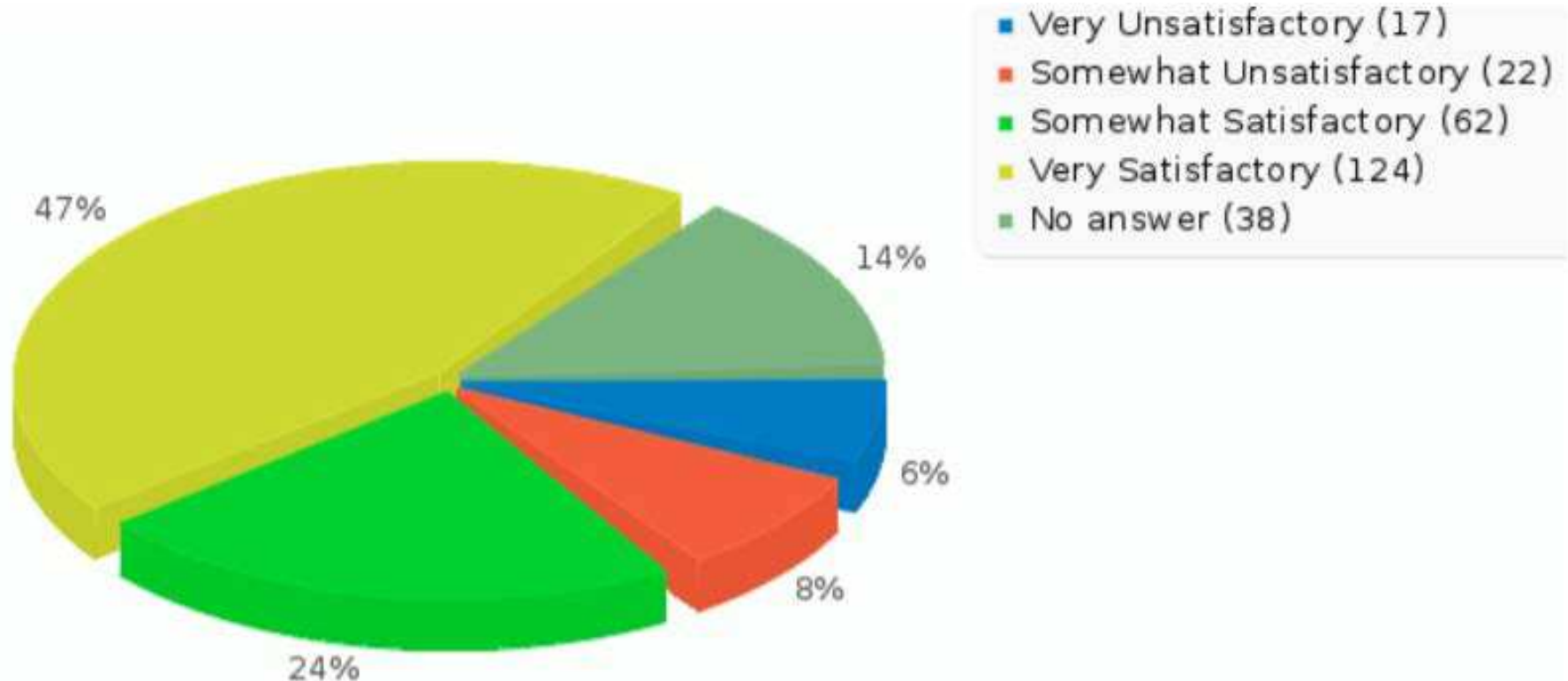
Working Conditions – Sabbatical

Please indicate your level of satisfaction with the following miscellaneous items related to working conditions.



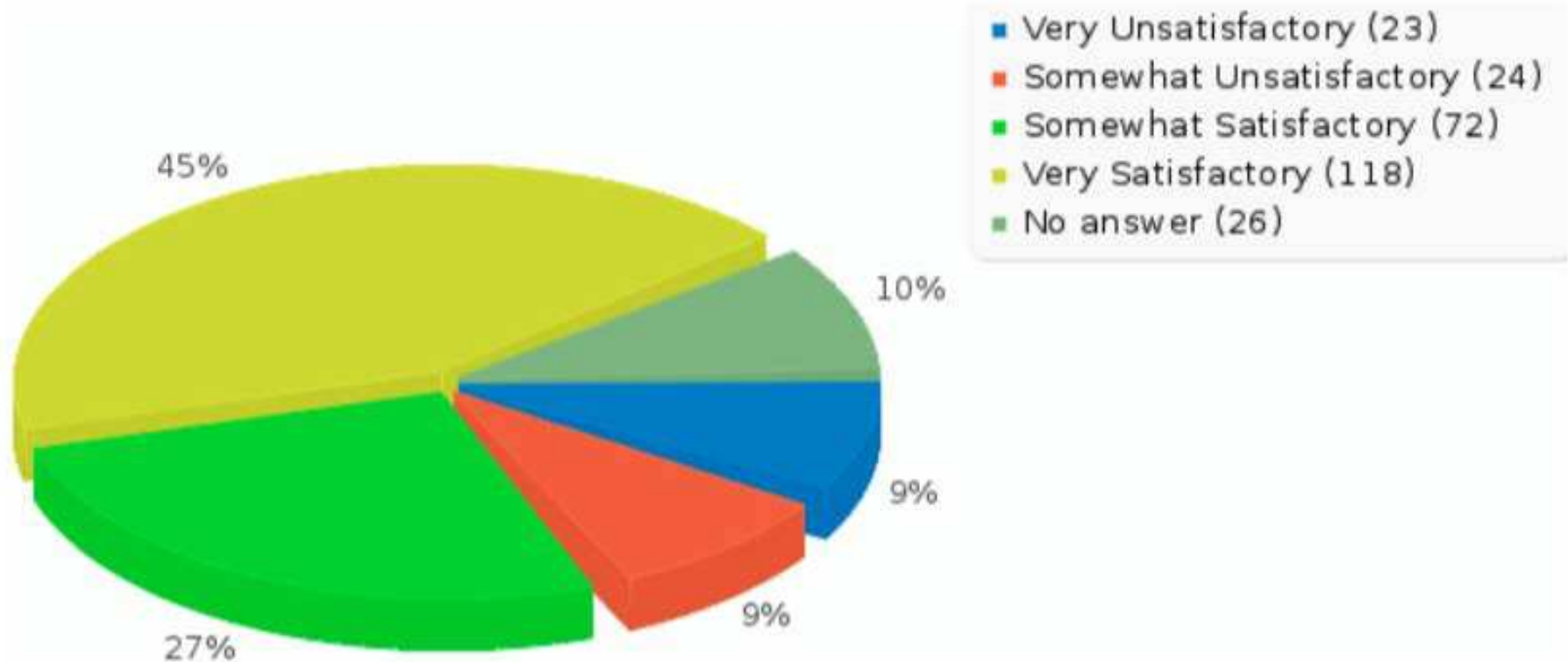
Working Conditions – Professional Development Funds

Please indicate your level of satisfaction with the following miscellaneous items related to working conditions.



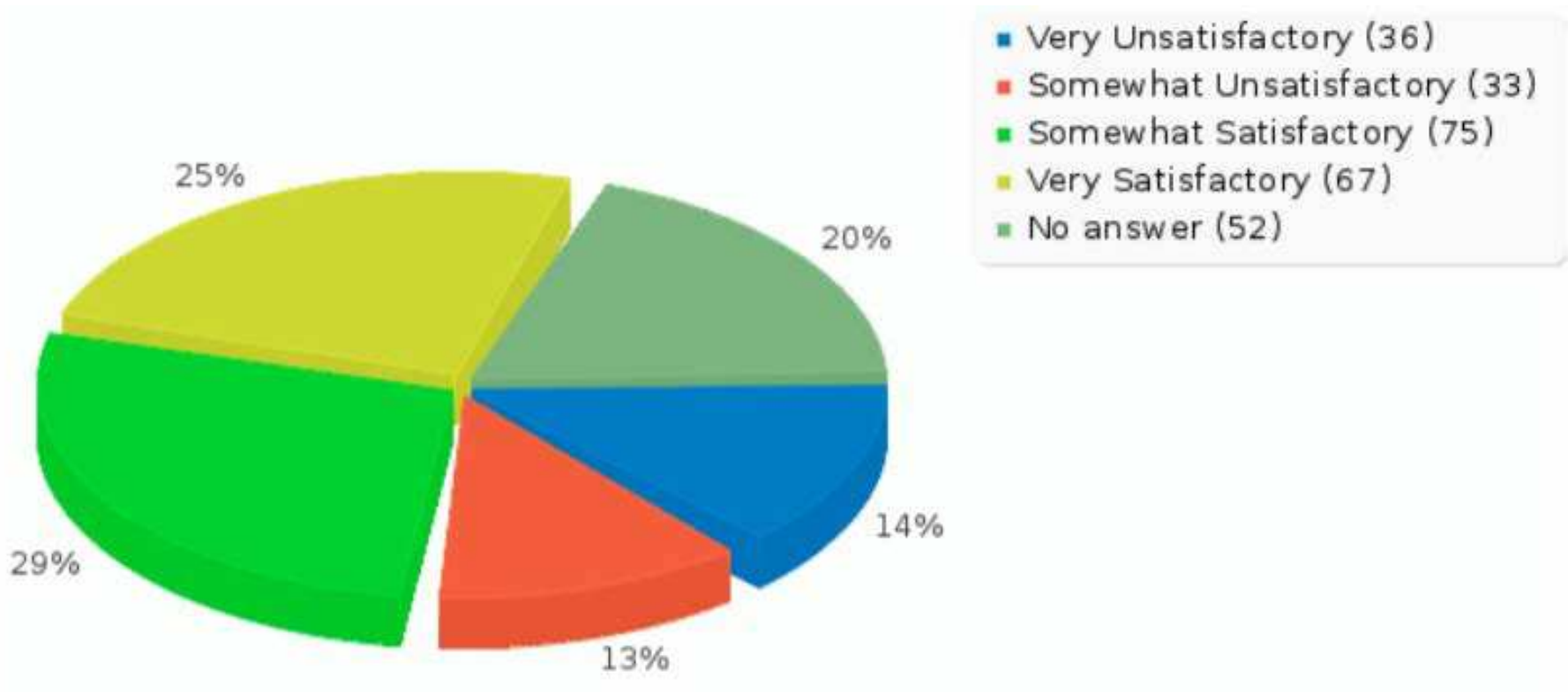
Working Conditions – Direct Supervisor’s knowledge of policy

Please indicate your level of satisfaction with the following miscellaneous items related to working conditions.



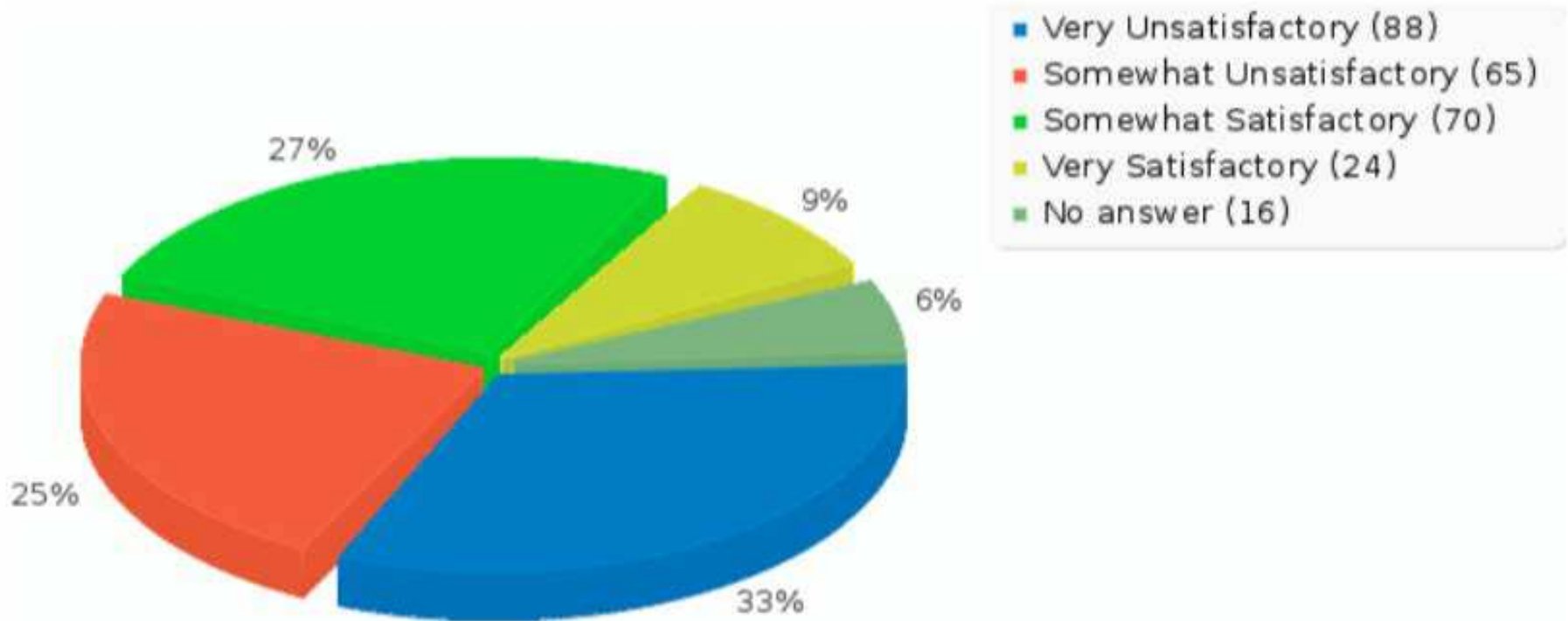
Working Conditions – Other supervising administrator's knowledge of policy

Please indicate your level of satisfaction with the following miscellaneous items related to working conditions.



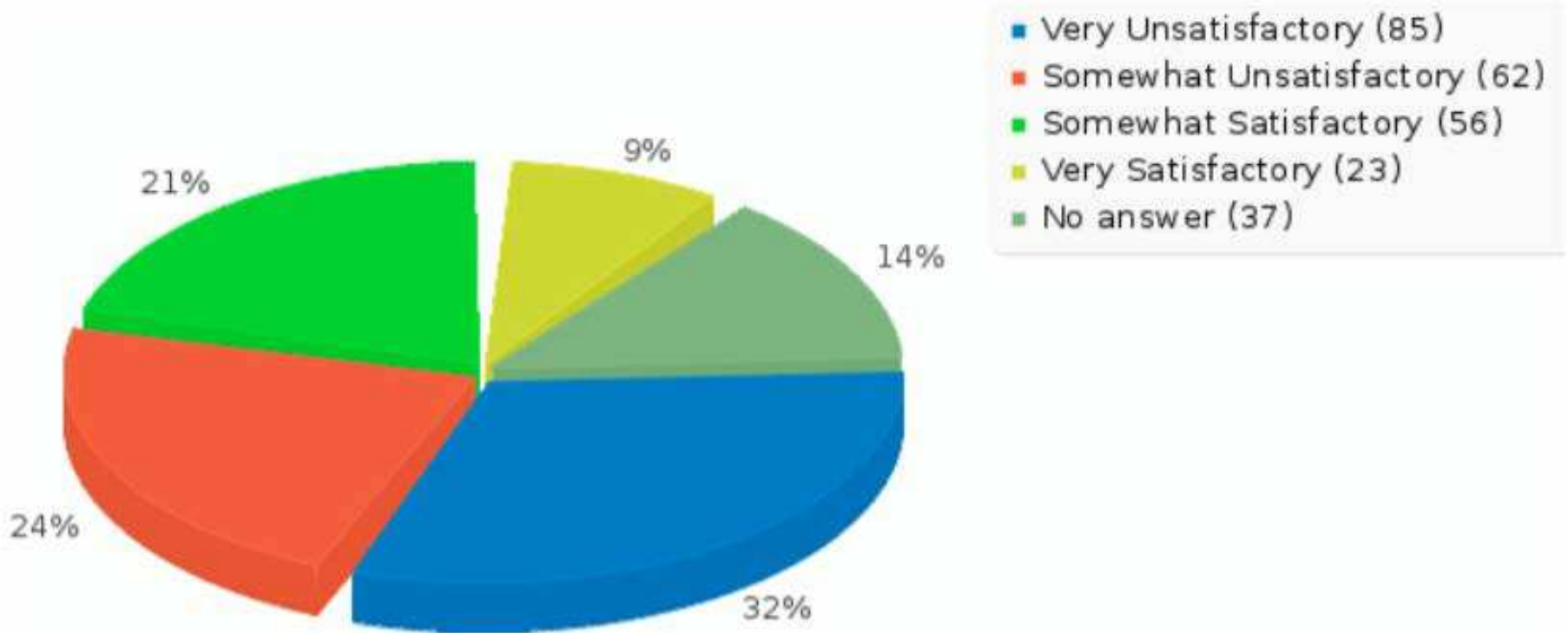
Working Conditions – Faculty input into College-wide decisions

Please indicate your level of satisfaction with the following miscellaneous items related to working conditions.



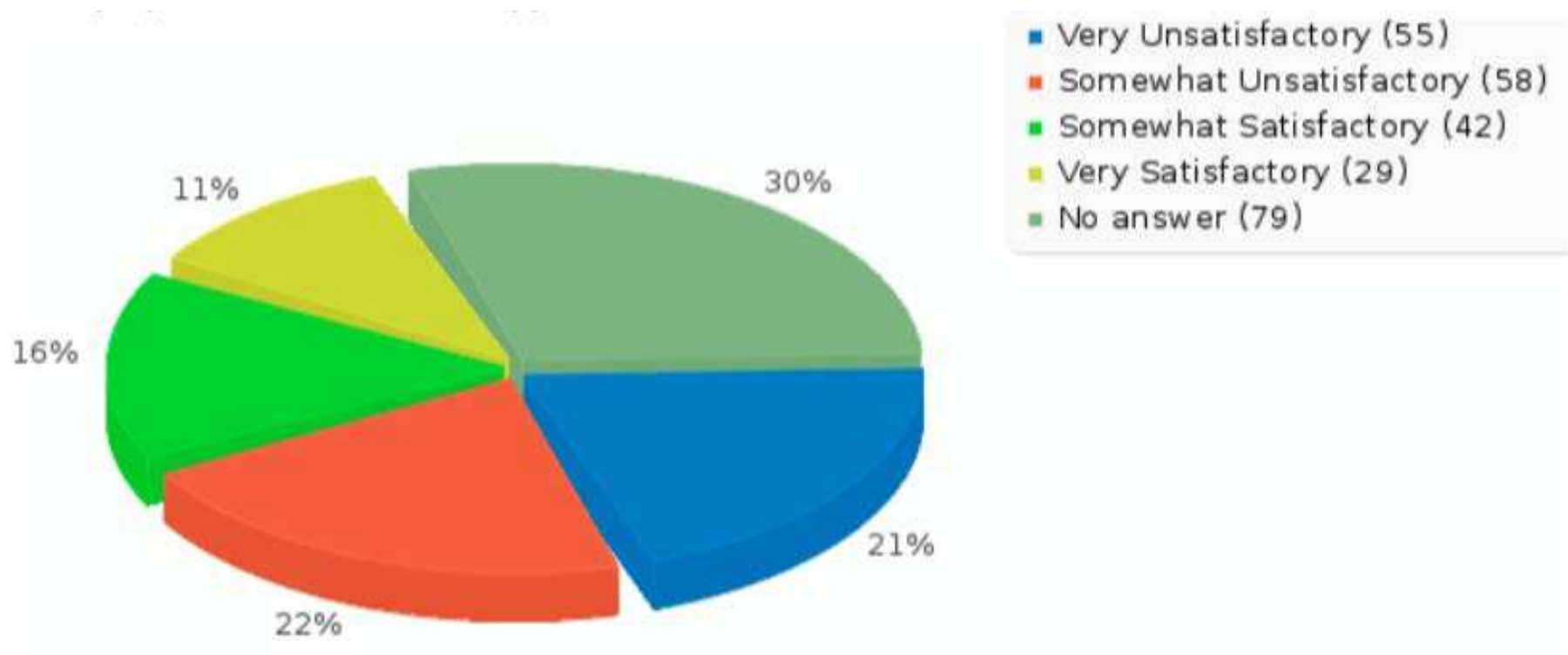
Working Conditions – Faculty input into evaluation of administrators

Please indicate your level of satisfaction with the following miscellaneous items related to working conditions.



Working Conditions – Faculty input into evaluation of support staff

Please indicate your level of satisfaction with the following miscellaneous items related to working conditions.



Working Conditions - Comments

From those items regarding WORKING CONDITIONS with which you expressed dissatisfaction, please choose your primary areas of dissatisfaction, indicate why you are dissatisfied and what changes you would like to see.

131 comments

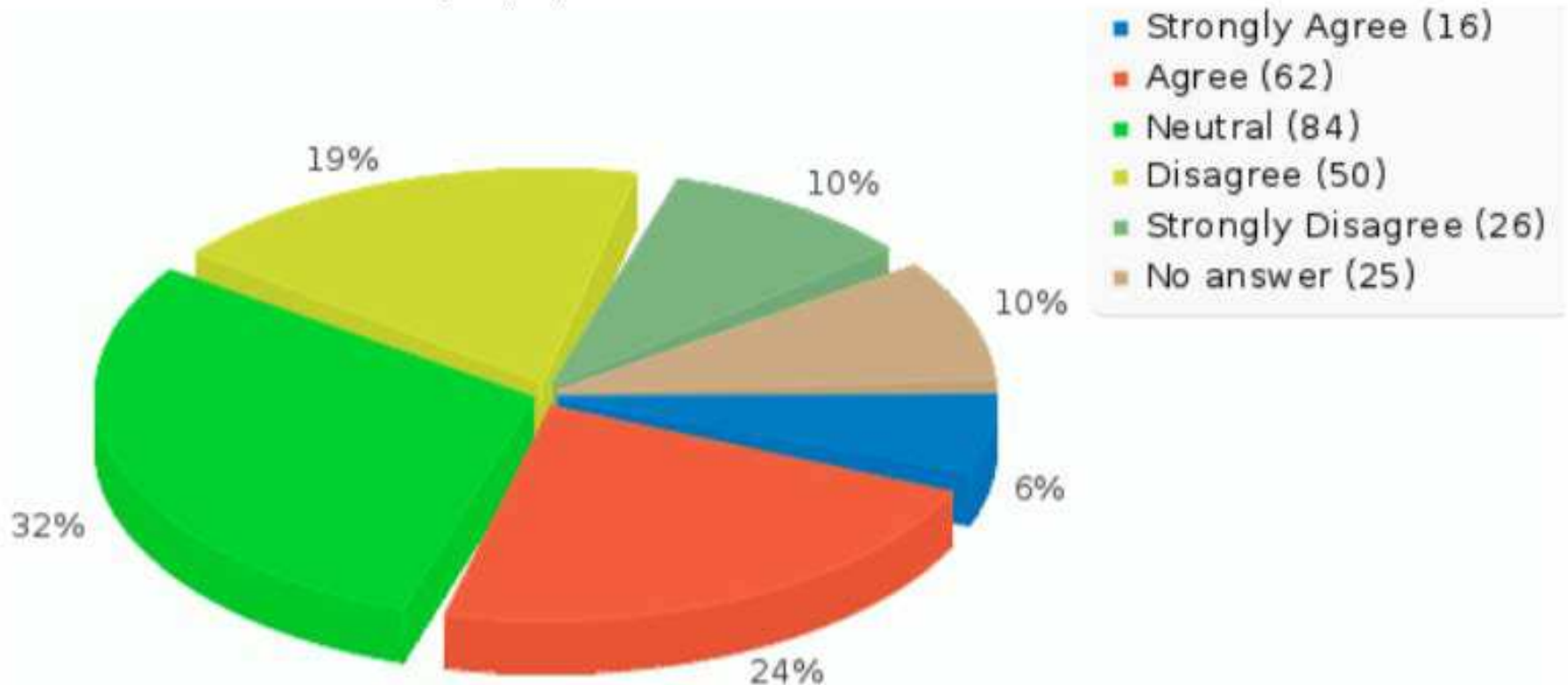
Most Frequent

- Lack of faculty input in decisions and evaluation of administration and staff
- Feeling overworked; additional administrative duties

H.L.C. - Preparedness

Please rate your level of confidence regarding the upcoming HLC visit.

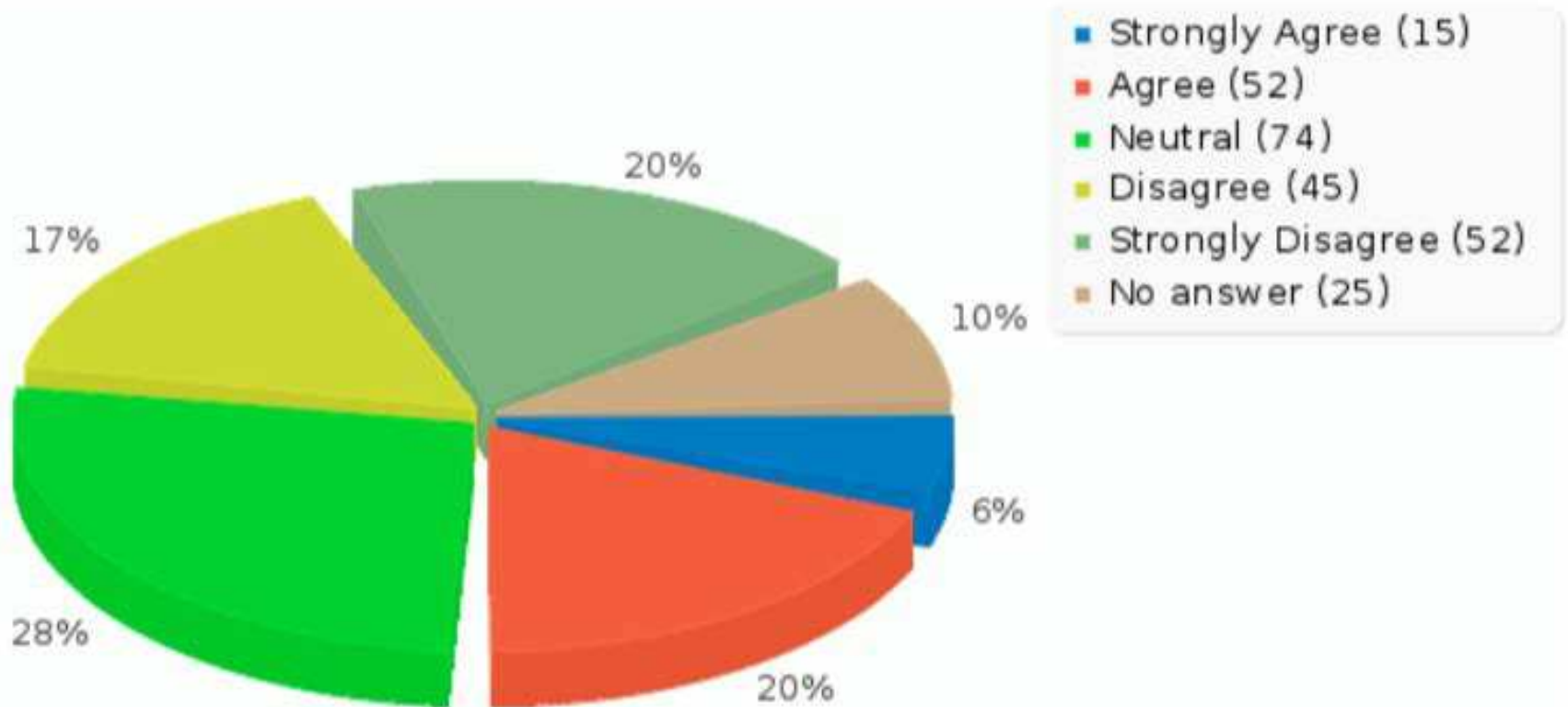
I am satisfied with the College's preparedness as an institution.



H.L.C. - Direction

Please rate your level of confidence regarding the upcoming HLC visit.

I am satisfied with the direction the Administration has taken our collective responses across areas in this regard.



H.L.C. - Comments

What do you think the College MUST do before HLC comes back out (i.e. what is most salient for our follow up)?

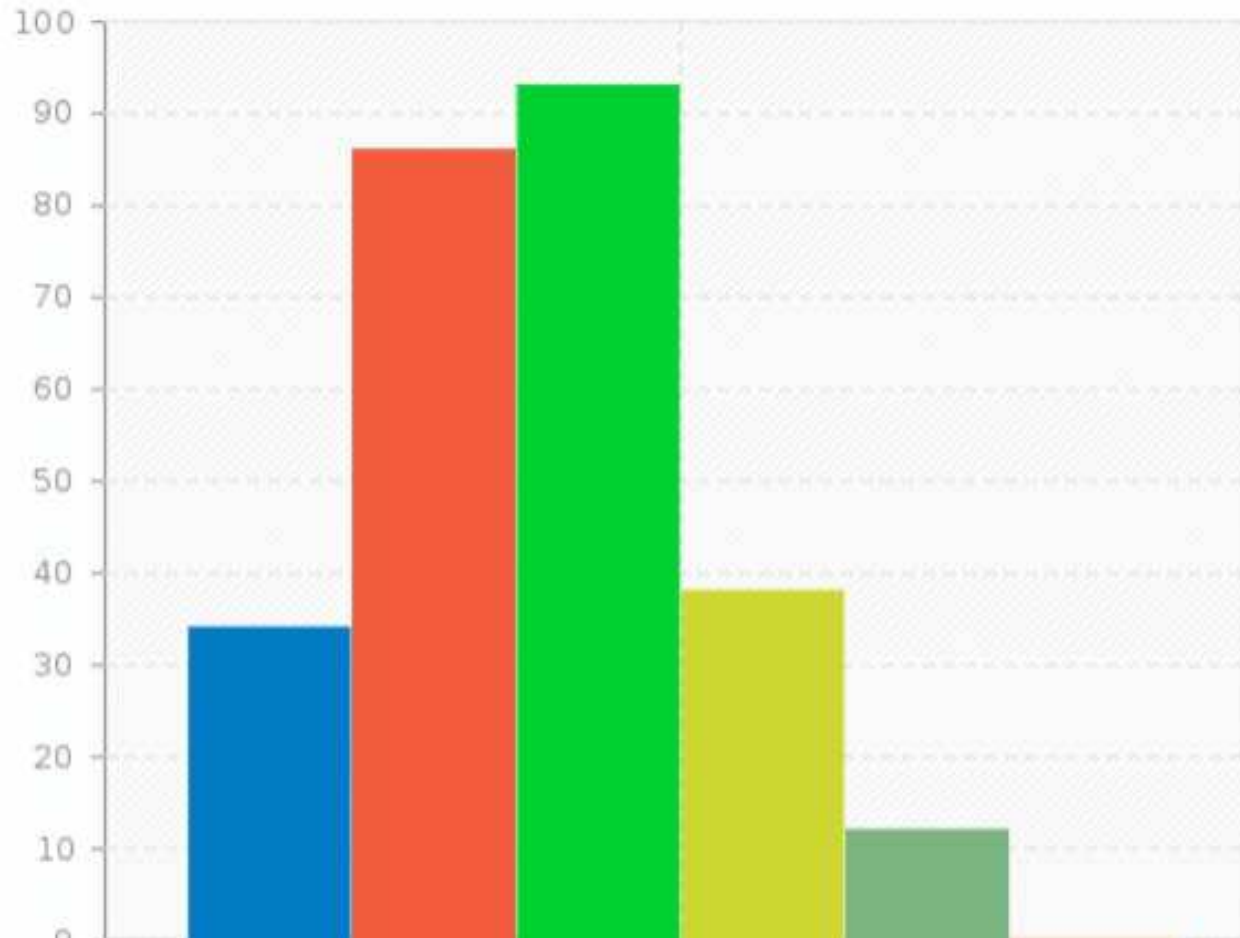
126 comments

Most Frequent :

- Concerns regarding perception of blaming faculty for HLC issues
- Support for faculty and administration to work together – a need to rebuild trust and a desire to increase faculty involvement
- Skepticism about using HLC to make unilateral changes
- Confidence in Pima's efforts to address HLC issues

Decisions – Revamping SLOs

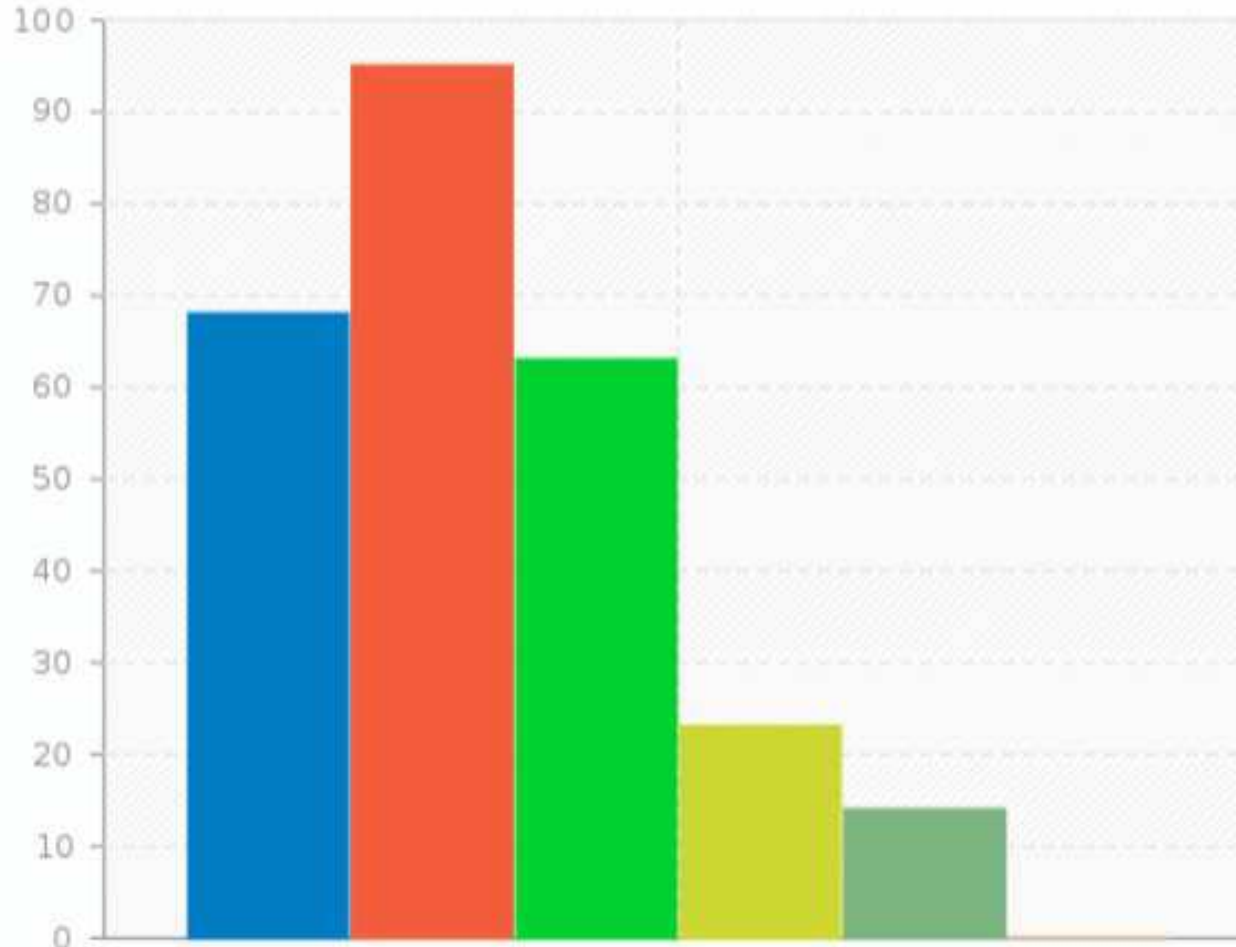
For each decision listed below, please select the statement that best describes your opinion.



- I understand the rationale for and agree with the leadership's decision. (34)
- I understand the rationale for the leadership's decision and think it needs some improvement. (86)
- I understand the rationale for the leadership's decision, and think it does not appropriately address the issue it was meant to resolve. (93)
- I do not understand the leadership's decision and need more information to better understand the "big picture." (38)
- No answer (12)
- Not displayed (0)

Decisions – Implementing Attendance Tracker

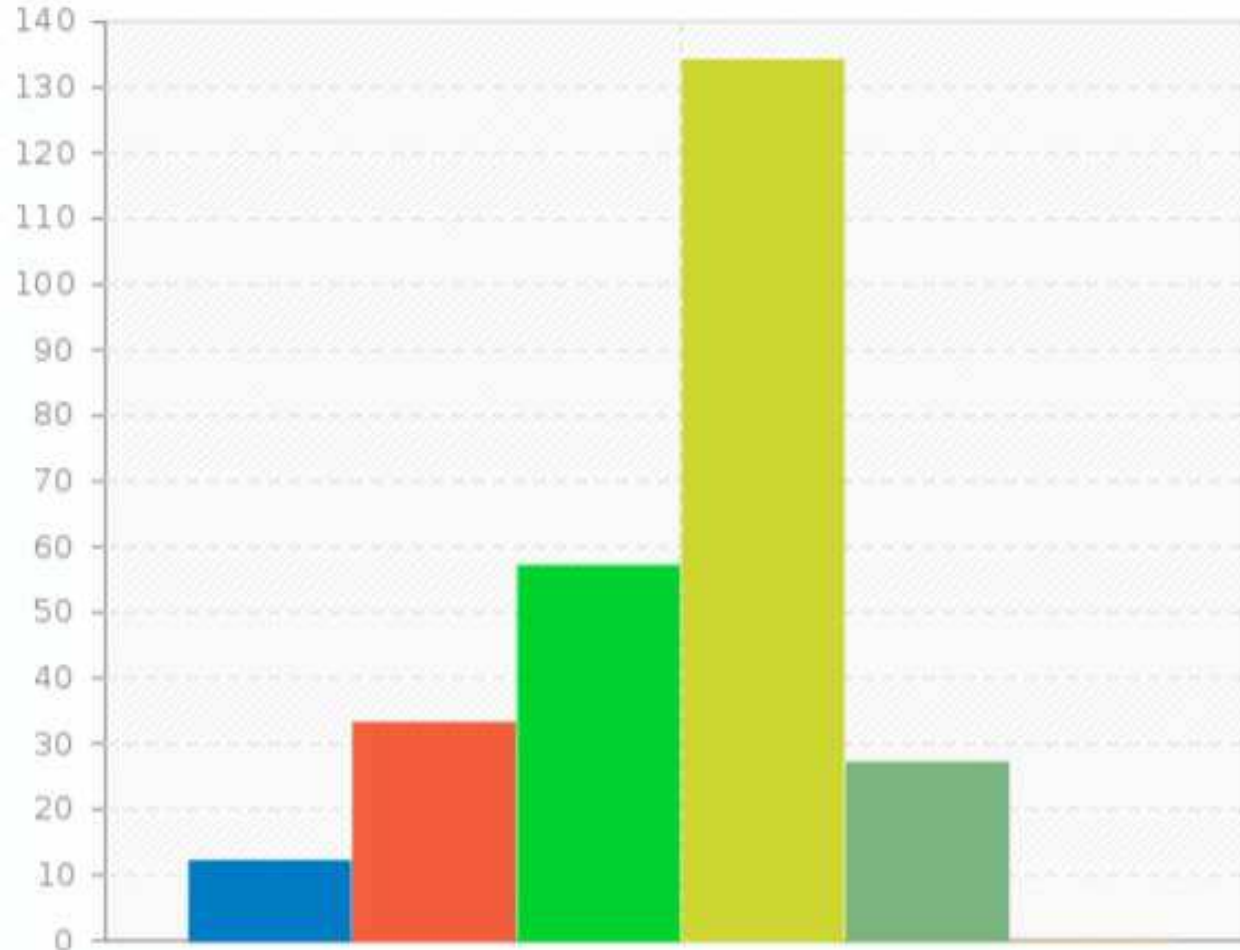
For each decision listed below, please select the statement that best describes your opinion.



- I understand the rationale for and agree with the leadership's decision. (68)
- I understand the rationale for the leadership's decision and think it needs some improvement. (95)
- I understand the rationale for the leadership's decision, and think it does not appropriately address the issue it was meant to resolve. (63)
- I do not understand the leadership's decision and need more information to better understand the "big picture." (23)
- No answer (14)
- Not displayed (0)

Decisions – Hiring additional administrators

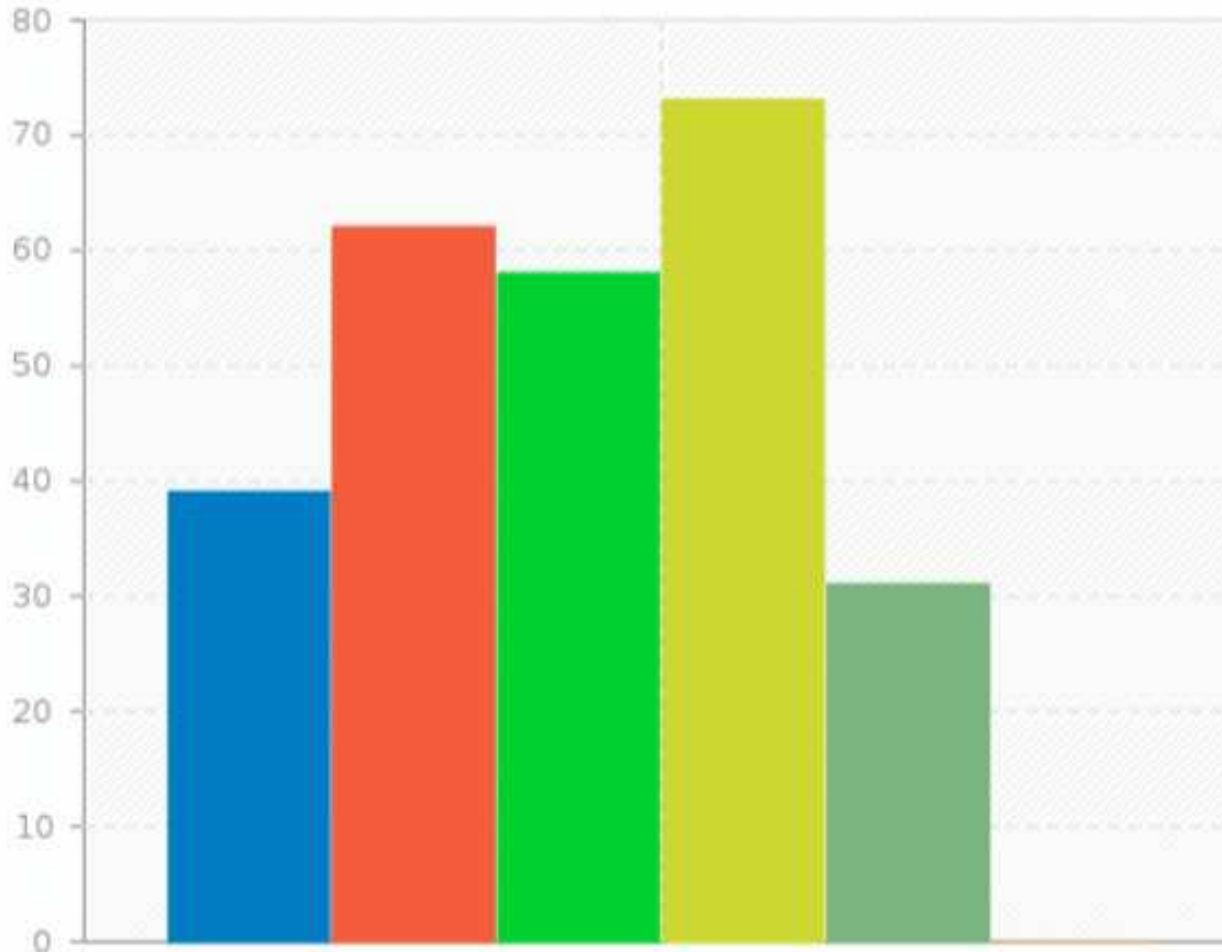
For each decision listed below, please select the statement that best describes your opinion.



- I understand the rationale for and agree with the leadership's decision. (12)
- I understand the rationale for the leadership's decision and think it needs some improvement. (33)
- I understand the rationale for the leadership's decision, and think it does not appropriately address the issue it was meant to resolve. (57)
- I do not understand the leadership's decision and need more information to better understand the "big picture." (134)
- No answer (27)
- Not displayed (0)

Decisions – Expanding international education

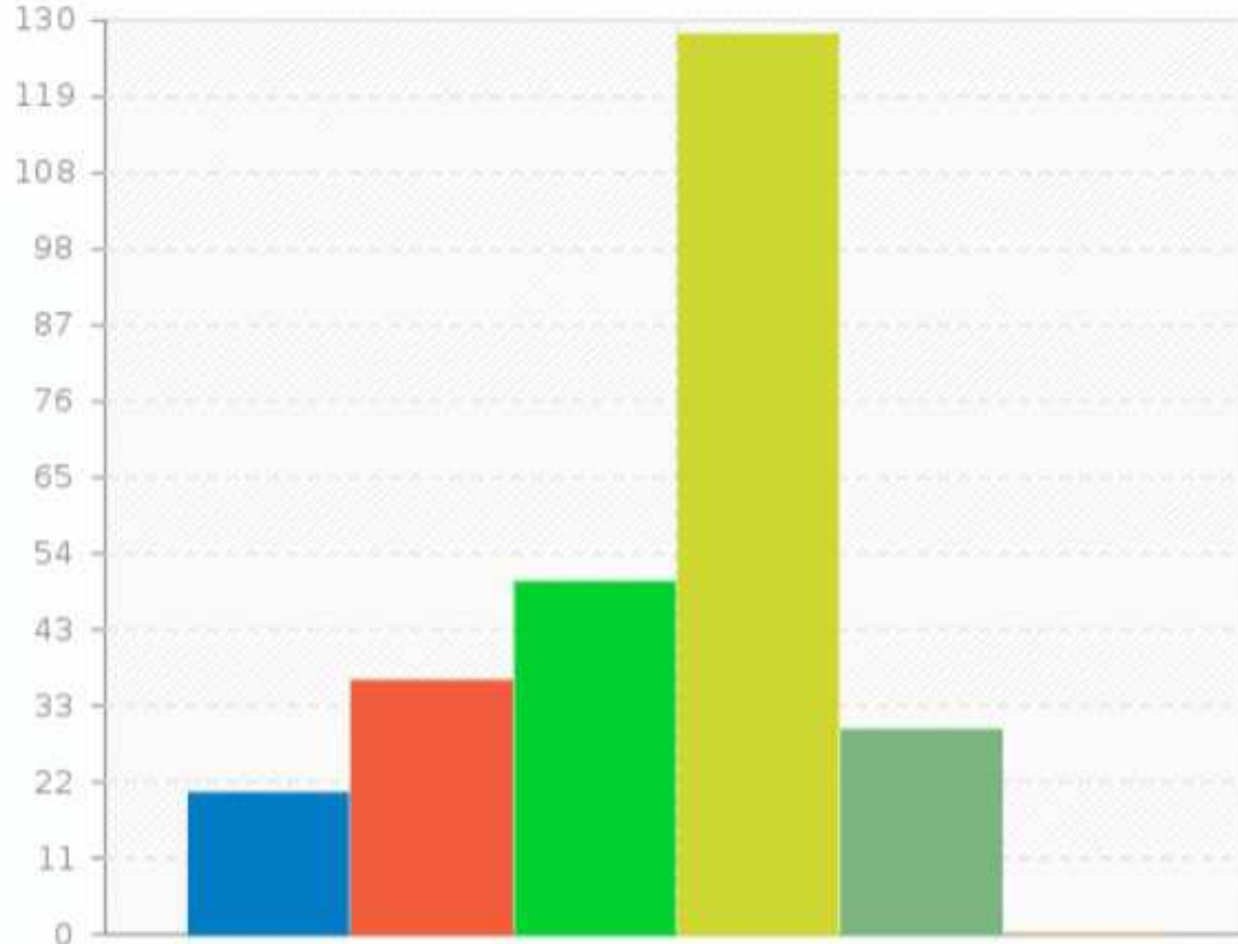
For each decision listed below, please select the statement that best describes your opinion.



- I understand the rationale for and agree with the leadership's decision. (39)
- I understand the rationale for the leadership's decision and think it needs some improvement. (62)
- I understand the rationale for the leadership's decision, and think it does not appropriately address the issue it was meant to resolve. (58)
- I do not understand the leadership's decision and need more information to better understand the "big picture." (73)
- No answer (31)
- Not displayed (0)

Decisions – Removing the old Step progression

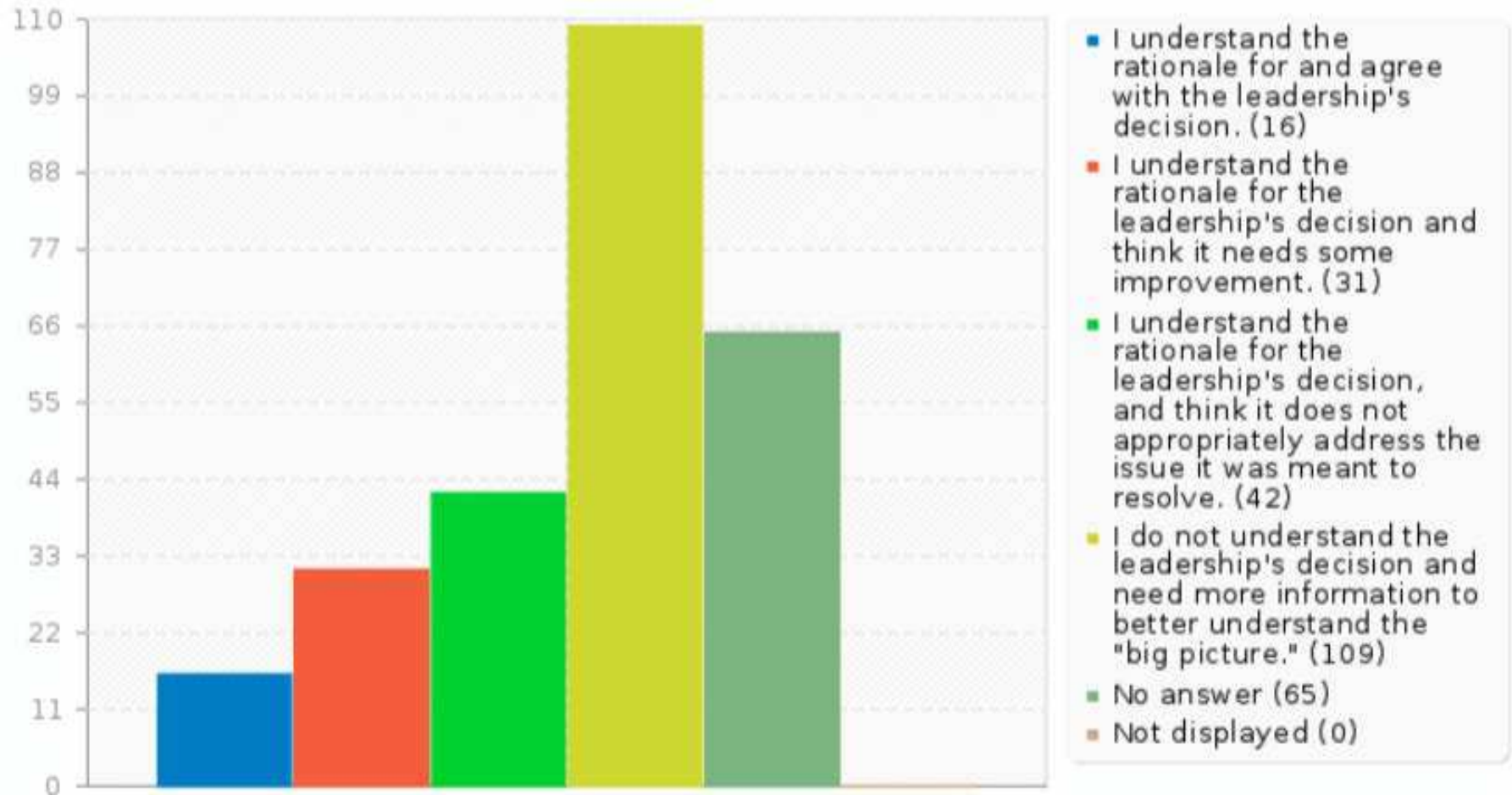
For each decision listed below, please select the statement that best describes your opinion.



- I understand the rationale for and agree with the leadership's decision. (20)
- I understand the rationale for the leadership's decision and think it needs some improvement. (36)
- I understand the rationale for the leadership's decision, and think it does not appropriately address the issue it was meant to resolve. (50)
- I do not understand the leadership's decision and need more information to better understand the "big picture." (128)
- No answer (29)
- Not displayed (0)

Decisions – Revising Meet and Confer

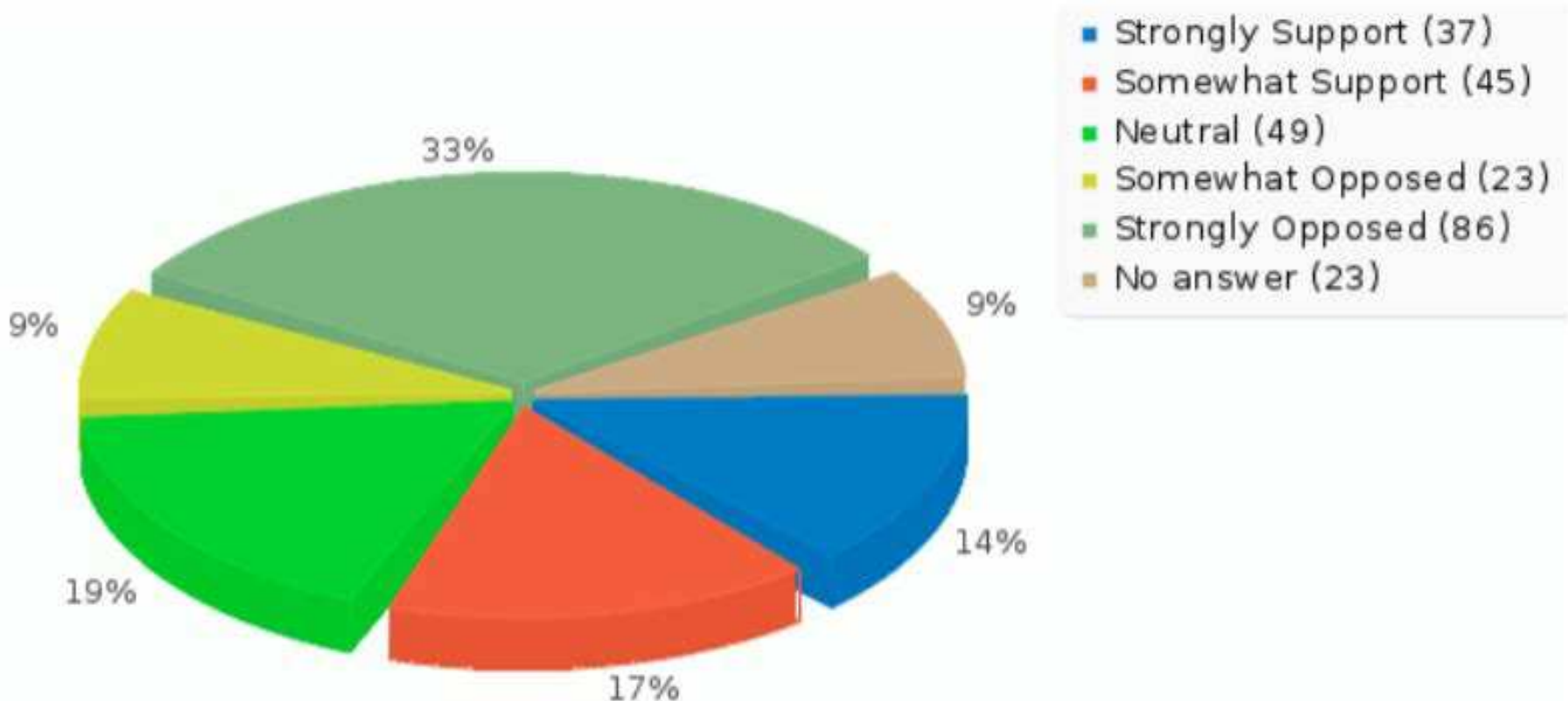
For each decision listed below, please select the statement that best describes your opinion.



Bonuses and Merit Pay – Bonus Pay

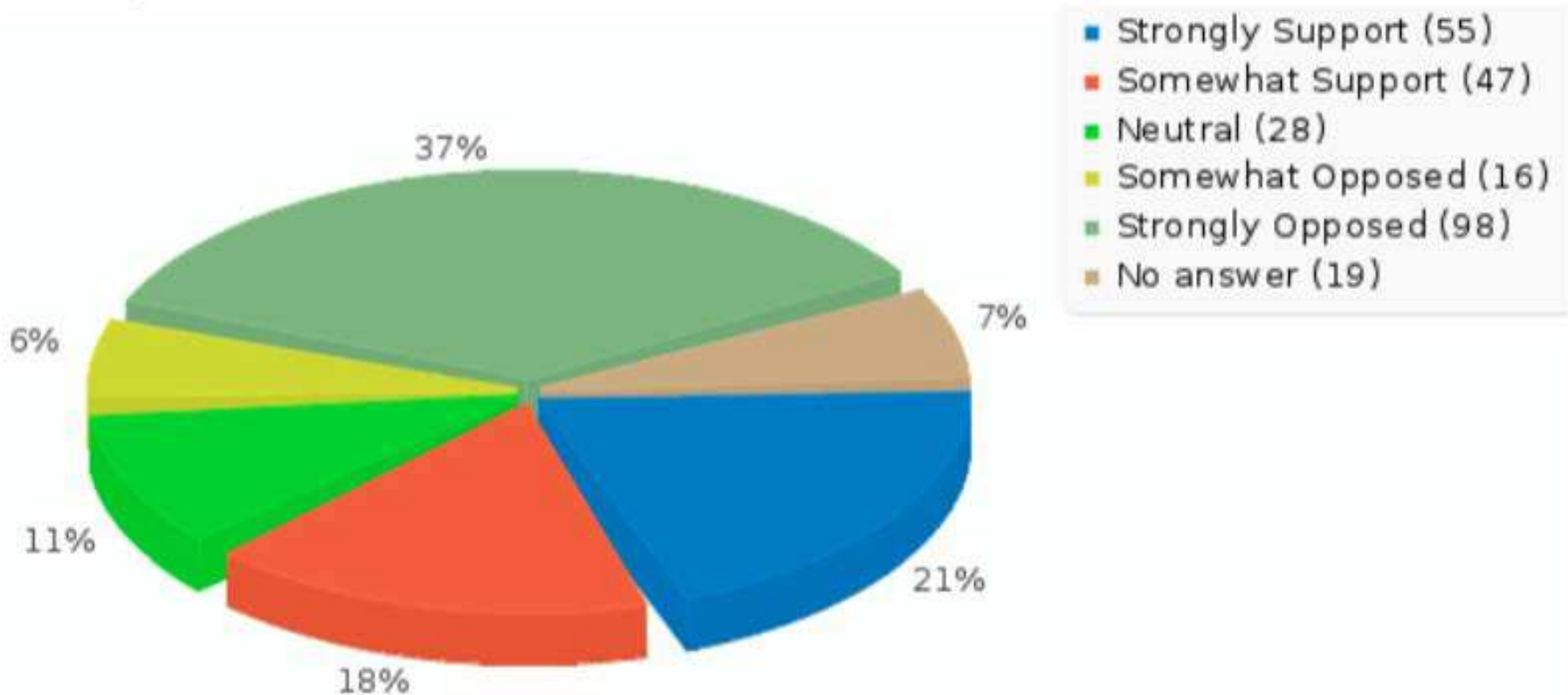
Bonuses. Bonuses are typically awarded for exceptional performance in industry and are typically one-time awards that do not affect base pay.

What is your level of support for the pay scheme defined above?



Bonuses and Merit Pay – Merit Pay

Merit Pay. Merit pay is typically an increase in base salary that results from an evaluation of performance. NOTE: According to the U.S. Department of Labor: “Merit pay, also known as pay-for-performance, is defined as a raise in pay based on a set of criteria set by the employer.” What is your level of support for the pay scheme defined above?



Bonus and Merit Pay – Comments

Please feel free to elaborate on your answer to BONUSES and MERIT PAY.

118 comments

76 negative

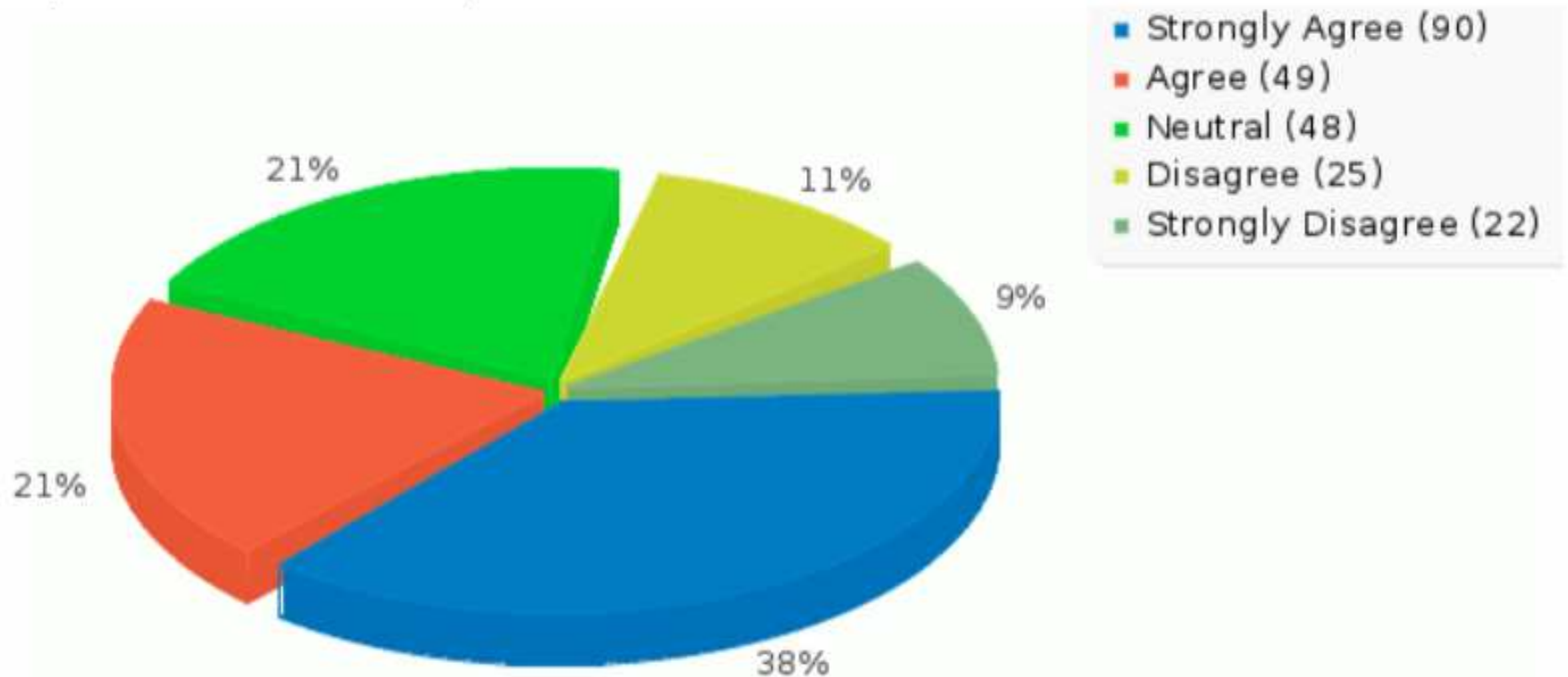
16 positive

Most Frequent

- Concerns about fair implementation, favoritism, lack of objectivity (34)
- Concerns about divisiveness, competitiveness, reduction in collaboration and collegiality (20)

Overload

Please indicate your level of agreement with the following statement: Regular access to overload is important for me to financially make ends meet.

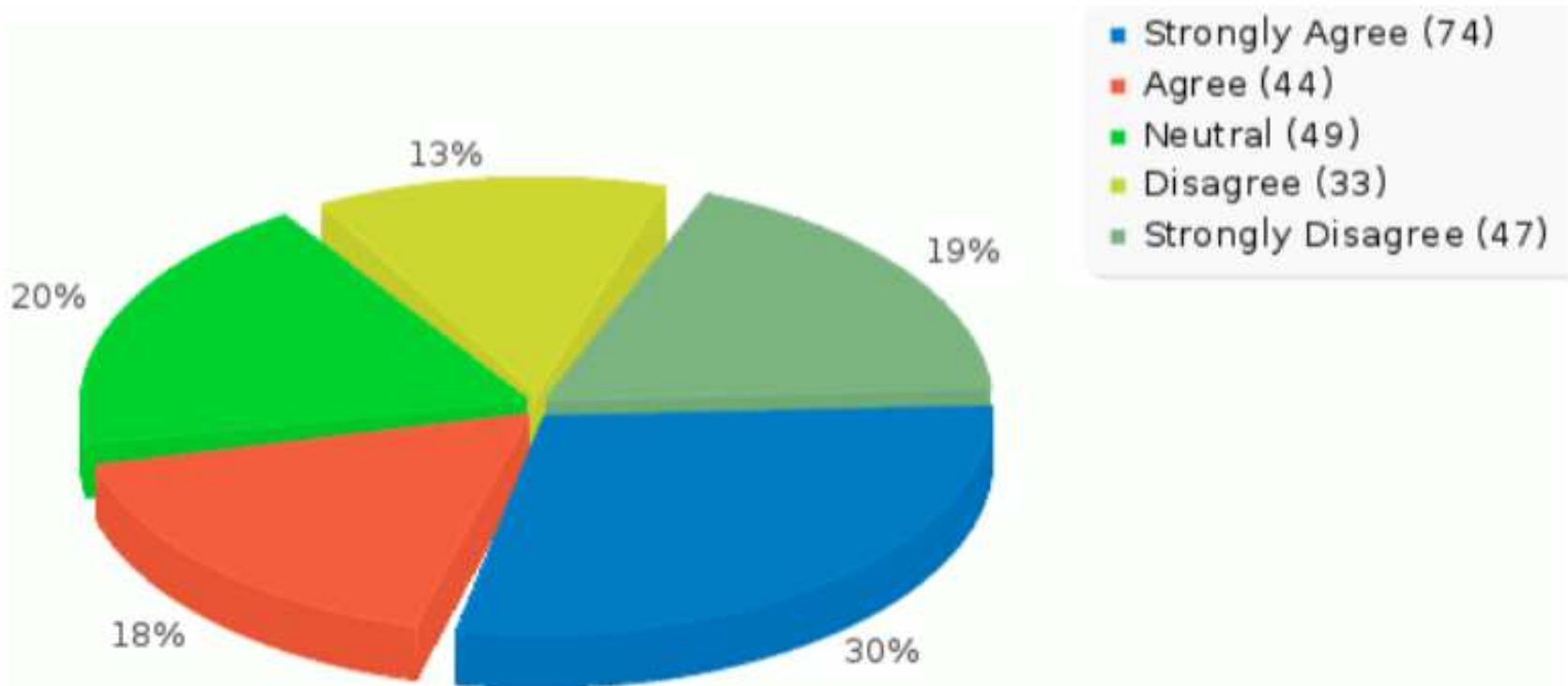


57 comments Most frequent: support (29)



Confidence

Please indicate your level of agreement with the following statement: Faculty leadership should conduct a formal Vote of Confidence on the Chancellor.

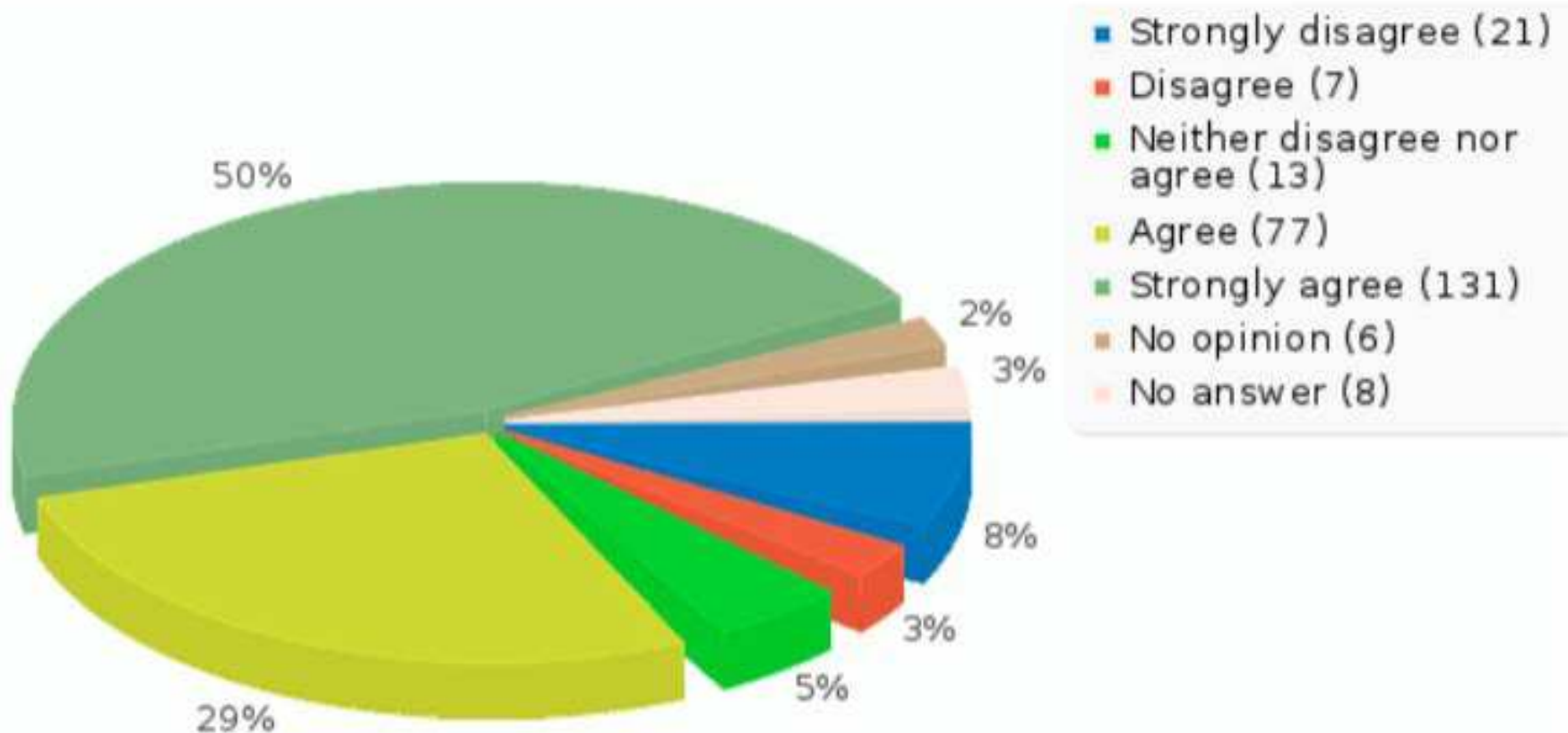


94 comments Most frequent concerns: low morale, lack of accountability, lack of trust. Most frequent suggestions: support Chancellor, meet with faculty.

PCCEA – Informs Faculty

PCCEA is committed to making sure that all faculty voices are heard. Please give us your feedback on how good a job you think we are doing in the following areas. If you have no opinion, please select that choice.

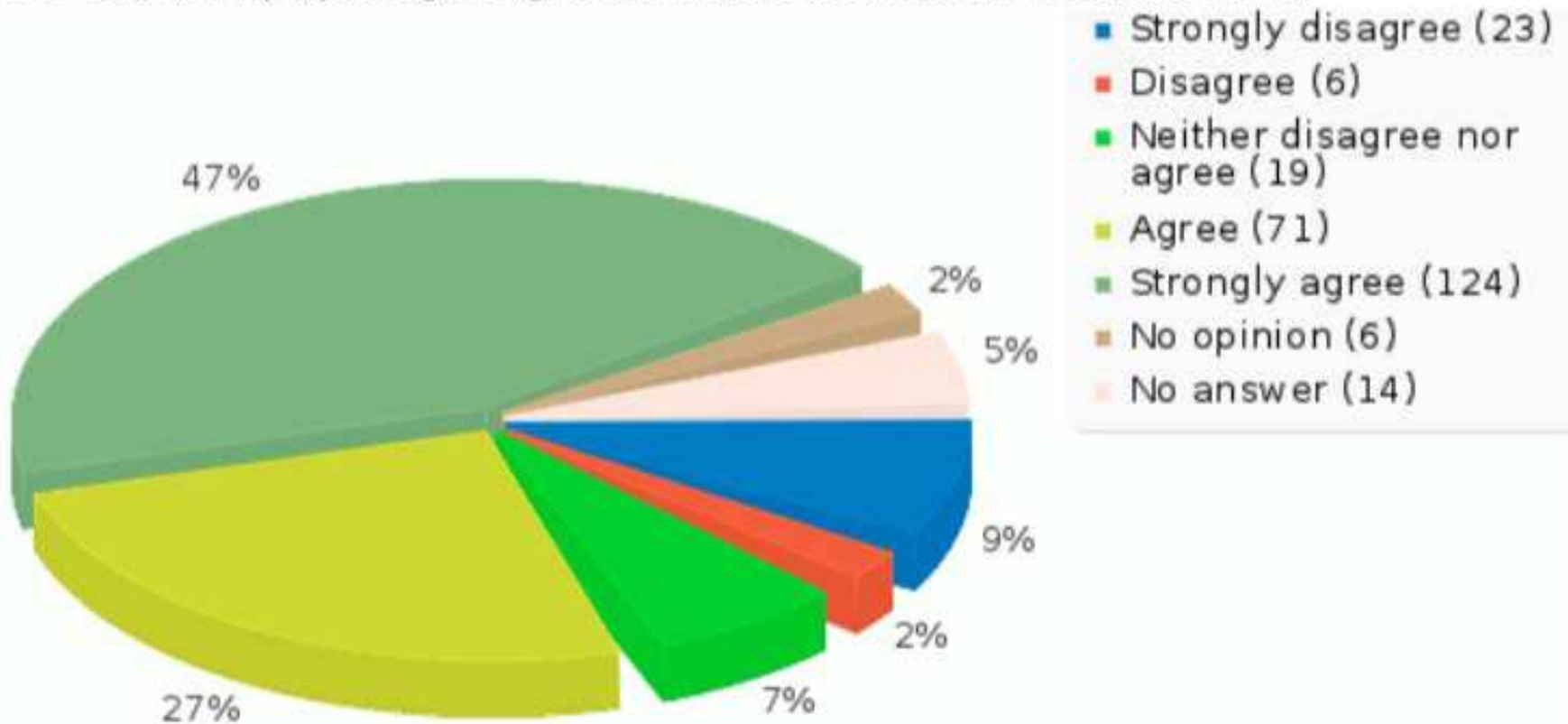
PCCEA keeps me informed about issues related to compensation and working conditions



PCCEA – Input for Meet and Confer

PCCEA is committed to making sure that all faculty voices are heard. Please give us your feedback on how good a job you think we are doing in the following areas. If you have no opinion, please select that choice.

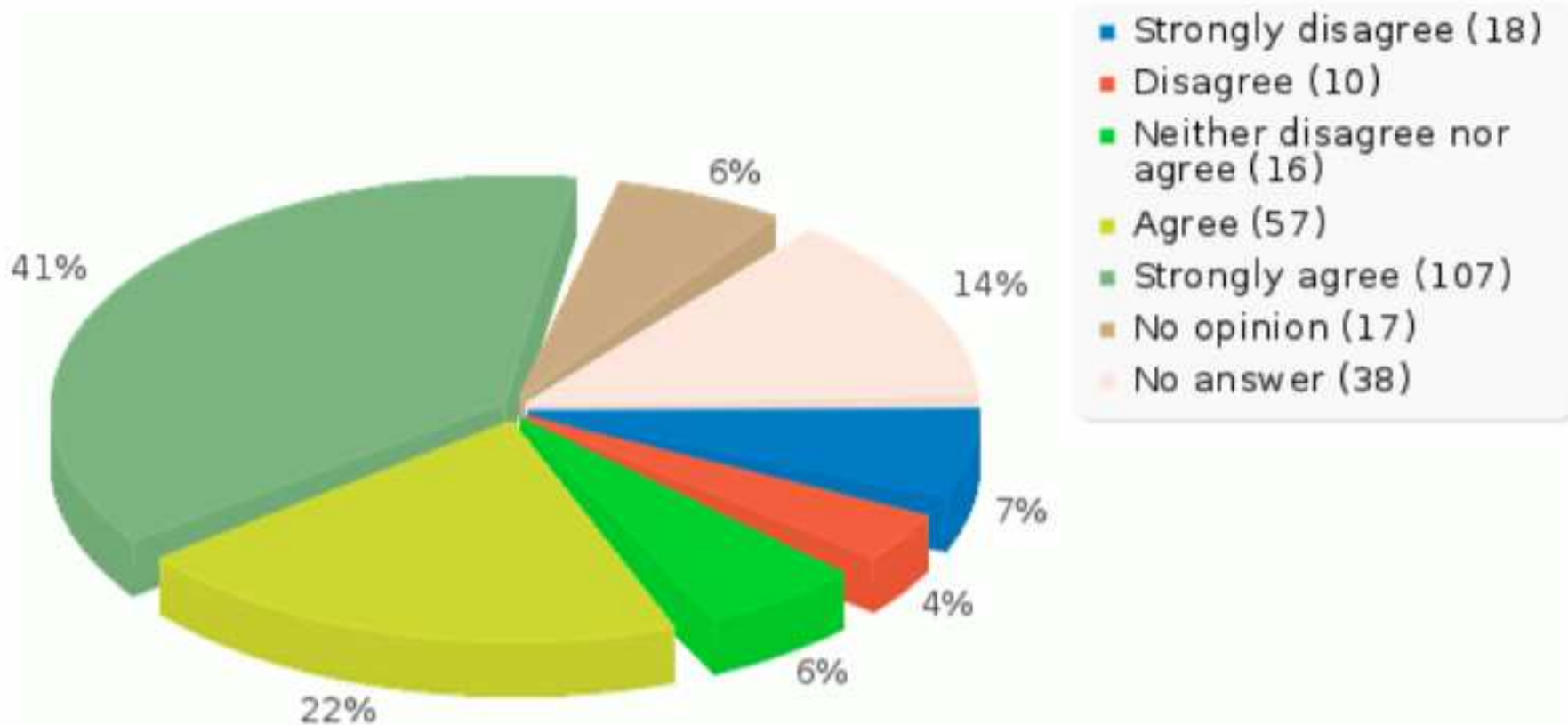
PCCEA asks for my input regarding issues that are addressed in Meet and Confer



PCCEA – Policy Assistance

PCCEA is committed to making sure that all faculty voices are heard. Please give us your feedback on how good a job you think we are doing in the following areas. If you have no opinion, please select that choice.

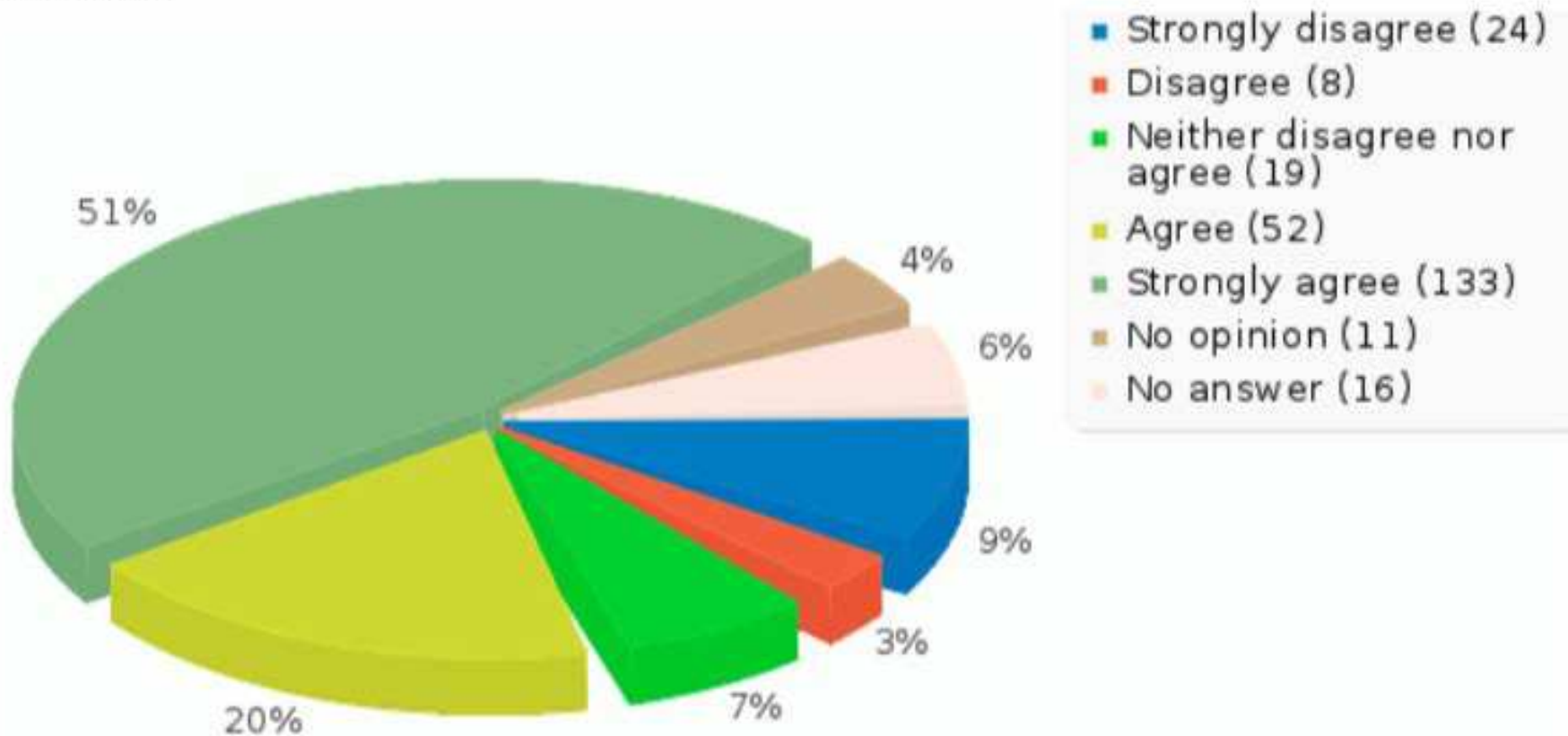
PCCEA has provided policy interpretation, guidance and/or representation when I asked for it



PCCEA – Support as Representatives

PCCEA is committed to making sure that all faculty voices are heard. Please give us your feedback on how good a job you think we are doing in the following areas. If you have no opinion, please select that choice.

I support having PCCEA as the faculty representative group for compensation and working conditions.



PCCEA – Comments

Please share your comments with PCCEA Leadership.

80 comments

47 positive

15 negative

10 mixed or neutral

Most Frequent

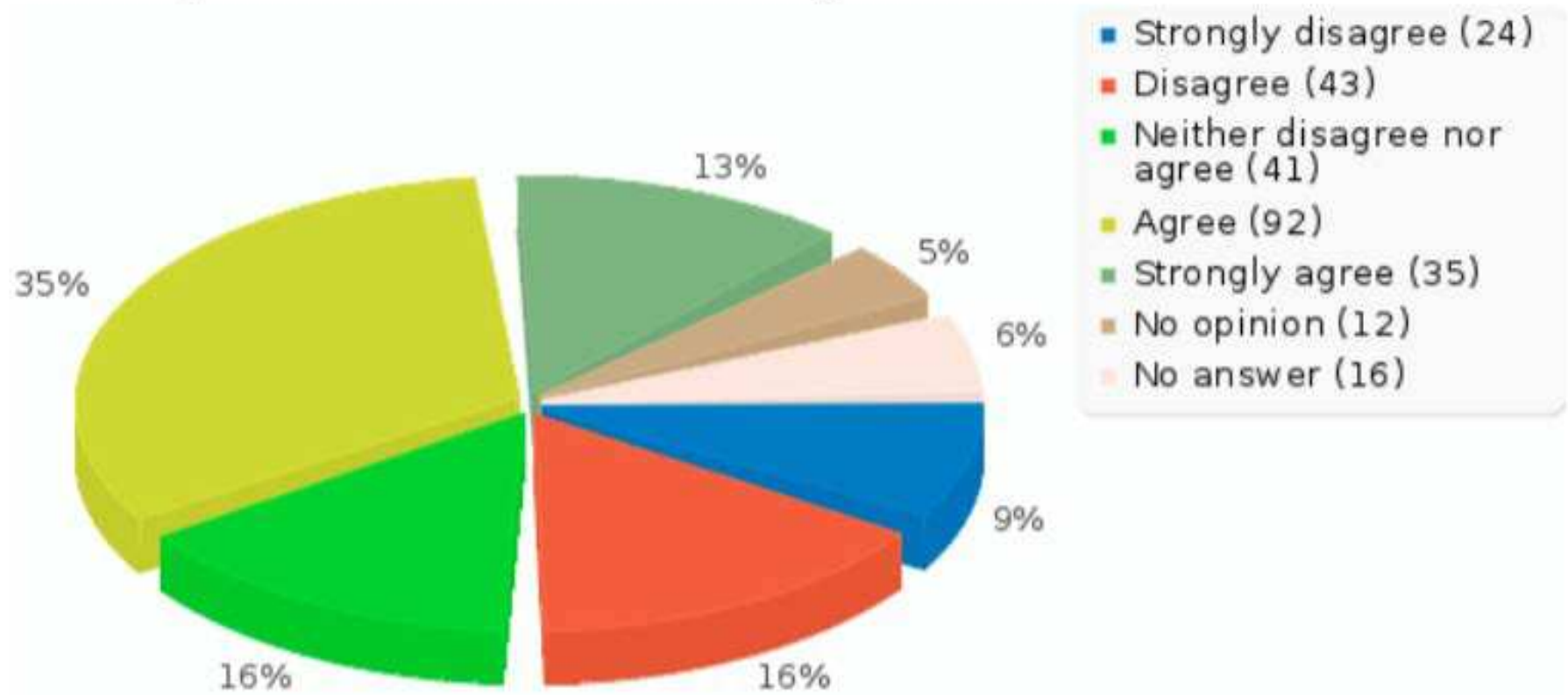
- Appreciation for PCCEA's work on behalf of faculty (31)
- PCCEA should fight harder for faculty (4)



Senate – Informs Faculty

Senate is committed to making sure that all faculty voices are heard. Please give us your feedback on how good a job you think they are doing in the following areas. If you have no opinion, please select that choice.

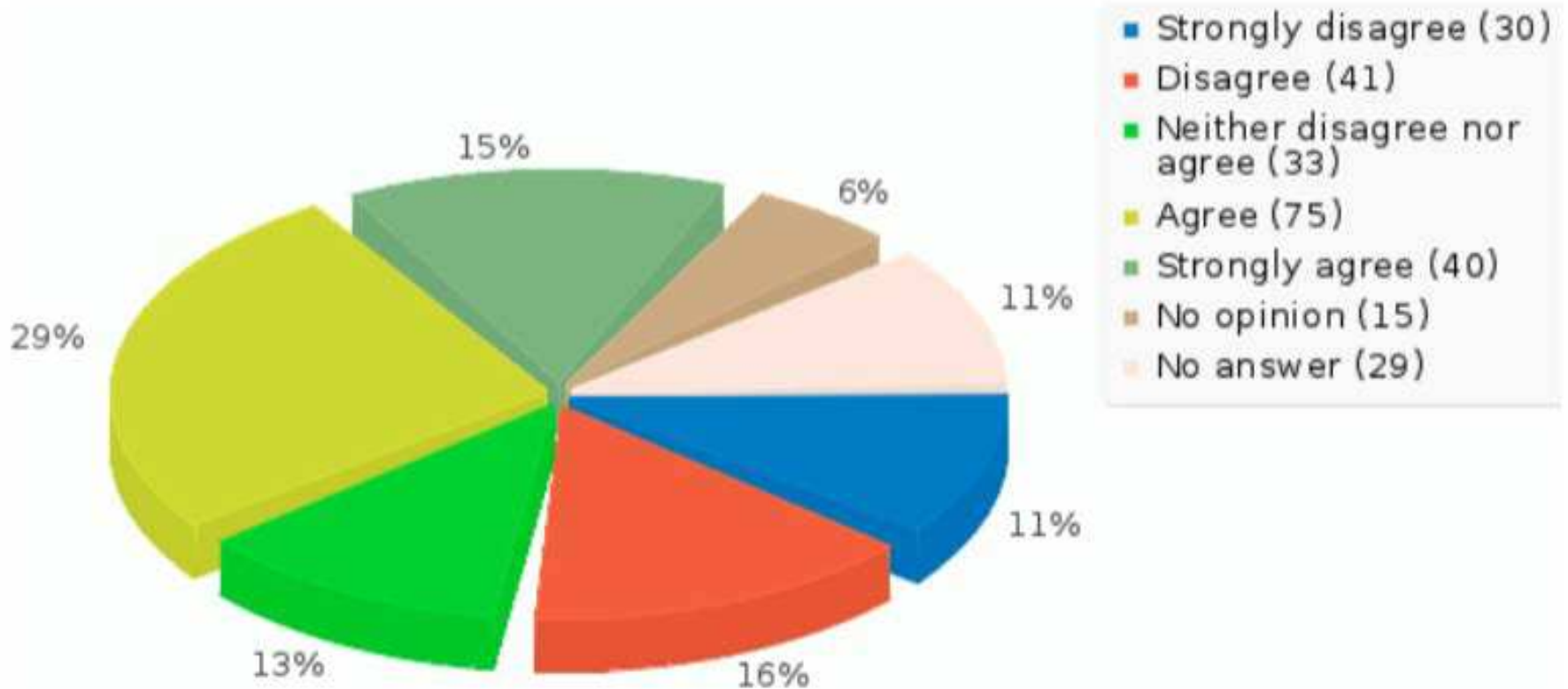
Senate keeps me informed about issues related to governance.



Senate – Input for Issues

Senate is committed to making sure that all faculty voices are heard. Please give us your feedback on how good a job you think they are doing in the following areas. If you have no opinion, please select that choice.

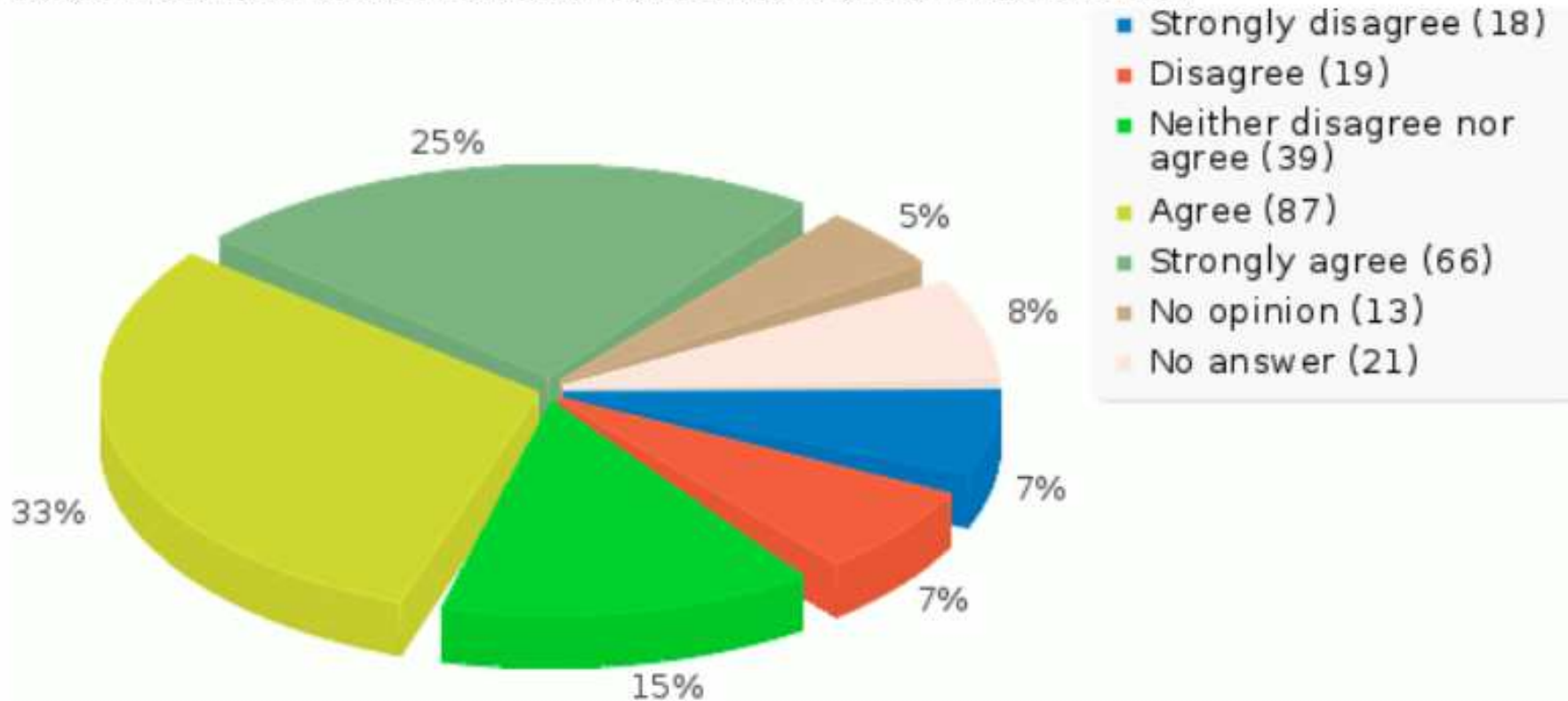
My Senator asks for my input regarding issues that are addressed in Faculty Senate



Senate – Support as Representatives

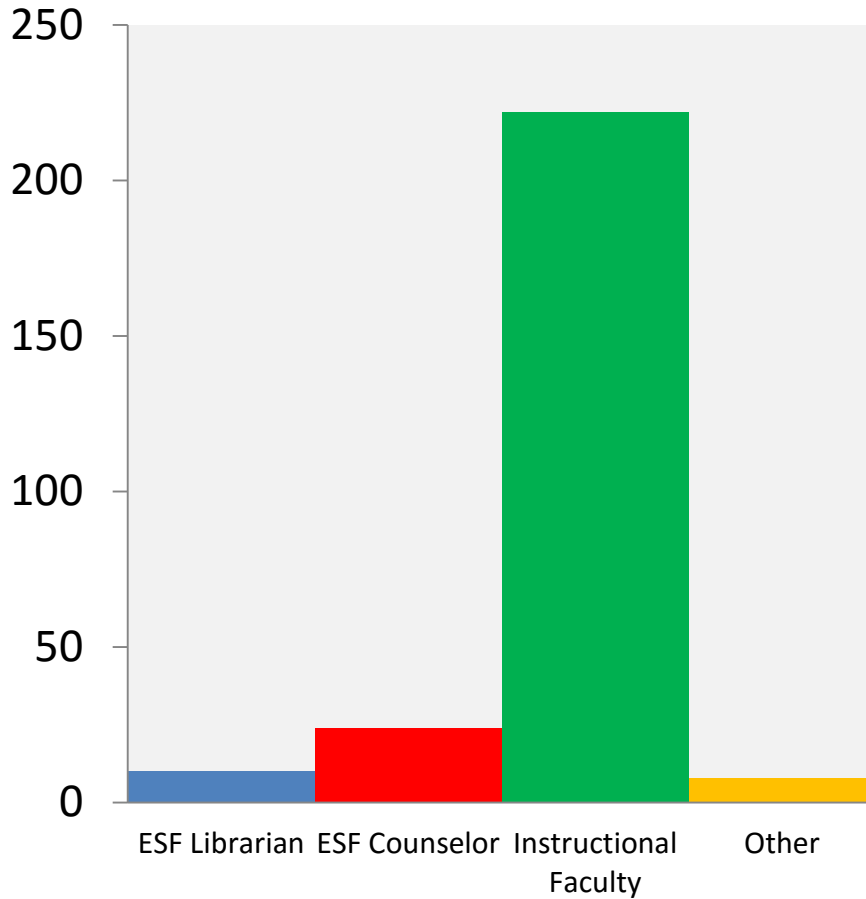
Senate is committed to making sure that all faculty voices are heard. Please give us your feedback on how good a job you think they are doing in the following areas. If you have no opinion, please select that choice.

I support Faculty Senate as the faculty representative group for governance.

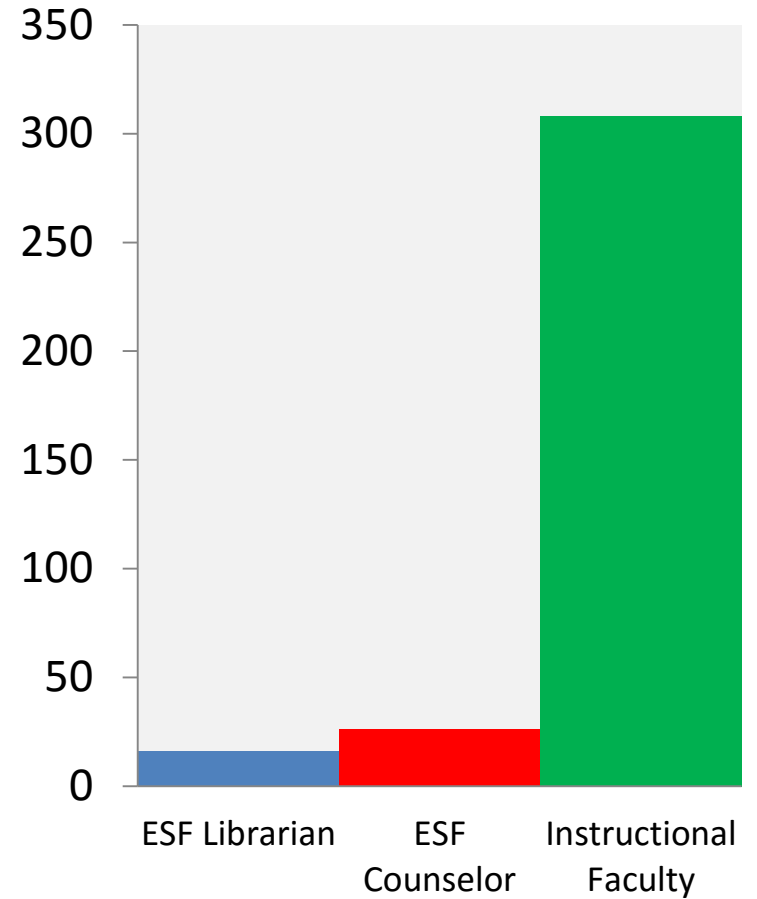


Faculty Type

Survey Participants

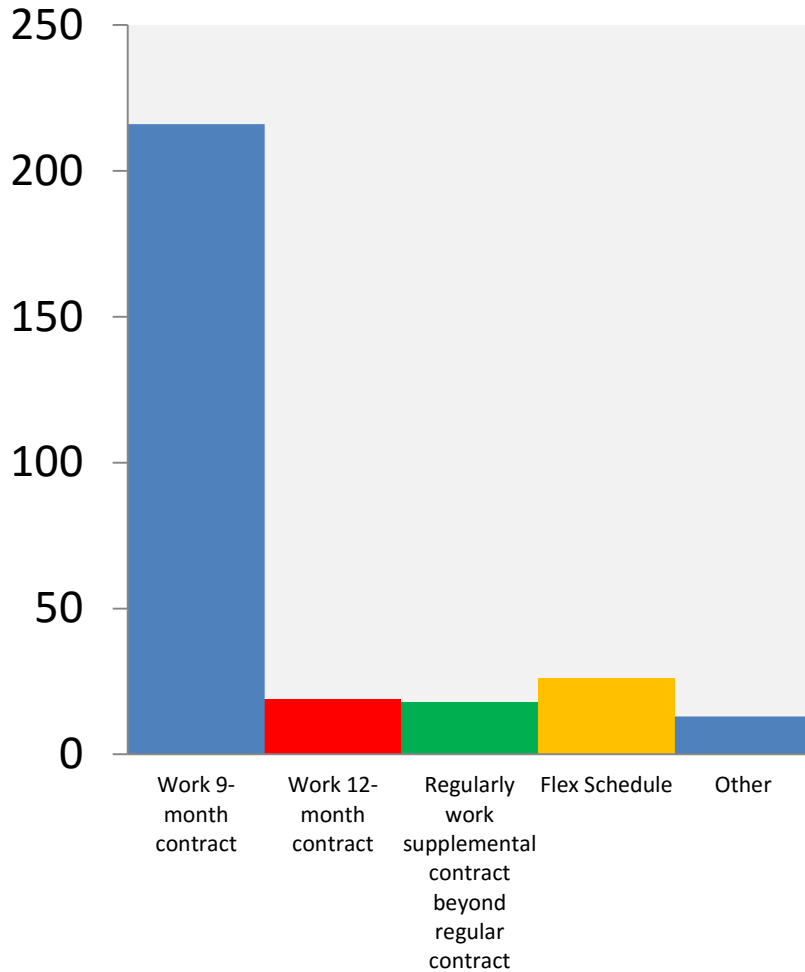


College Wide



Contract Type

Survey Participants

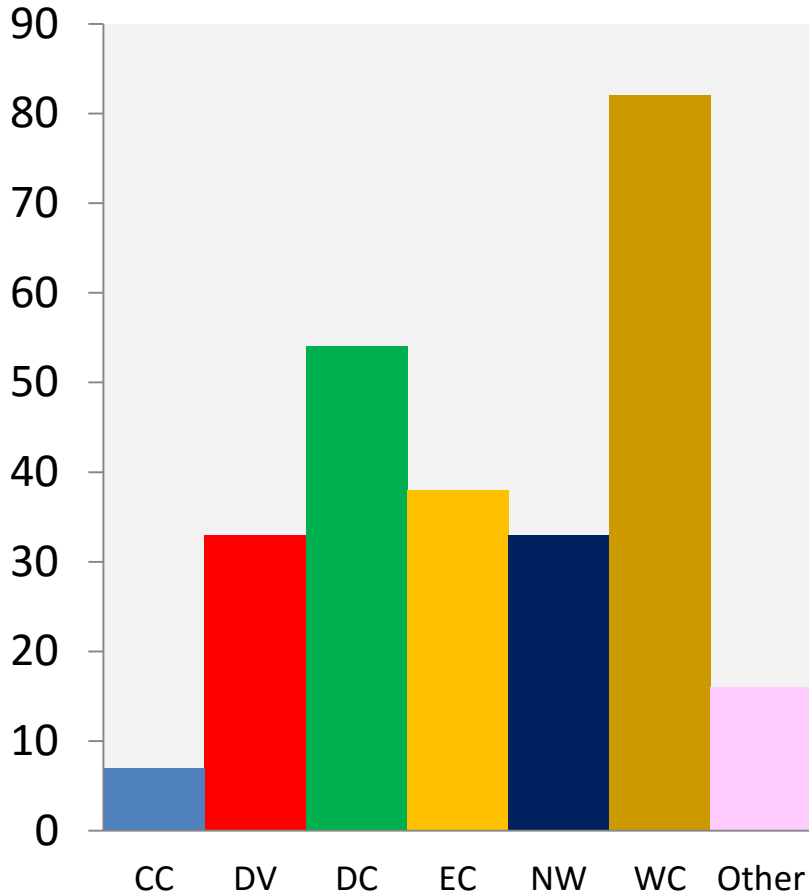


College Wide

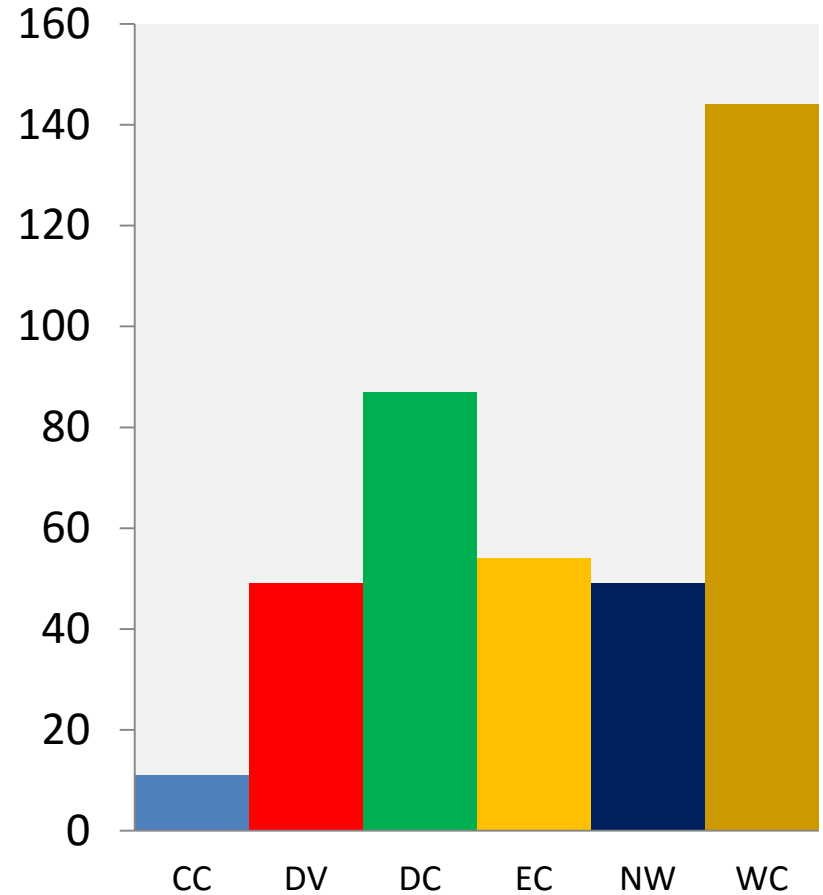


Campus

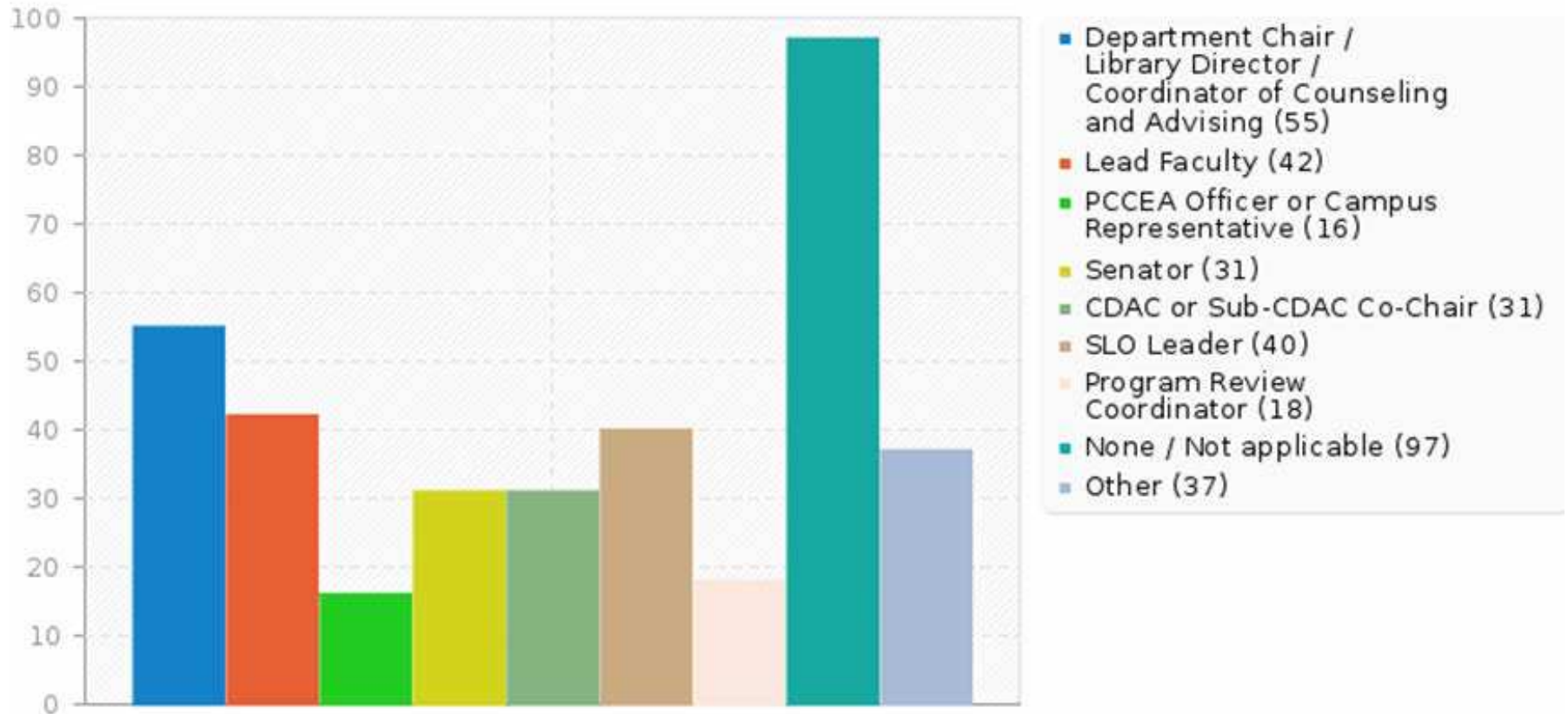
Survey Participants



College Wide



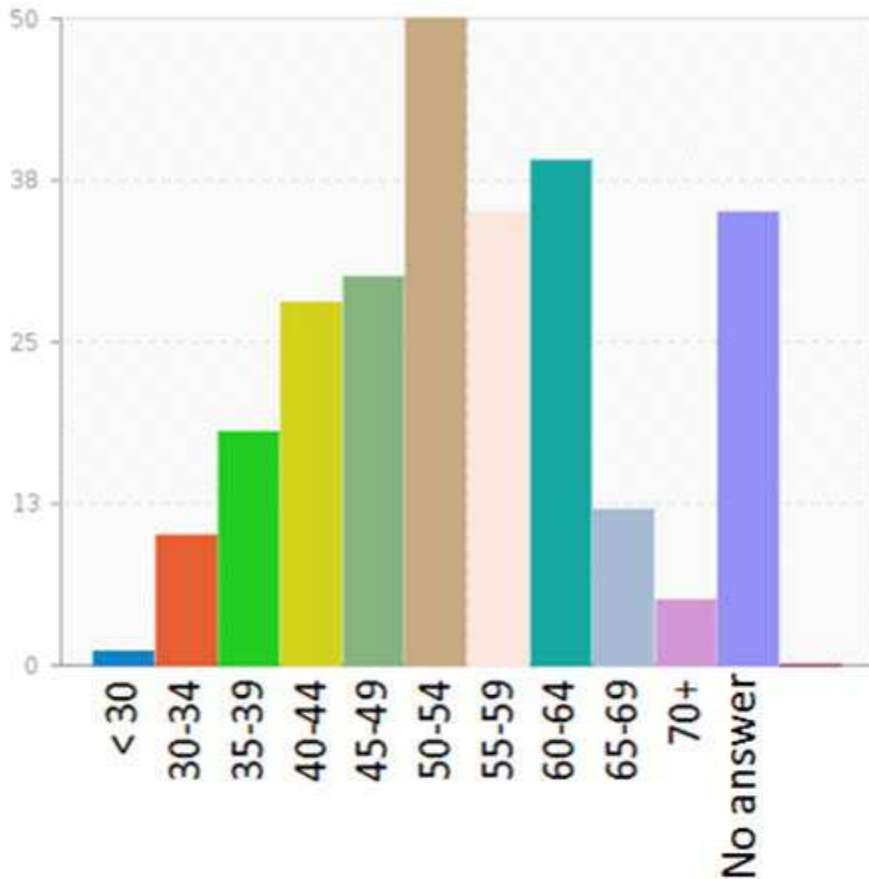
Leadership Roles



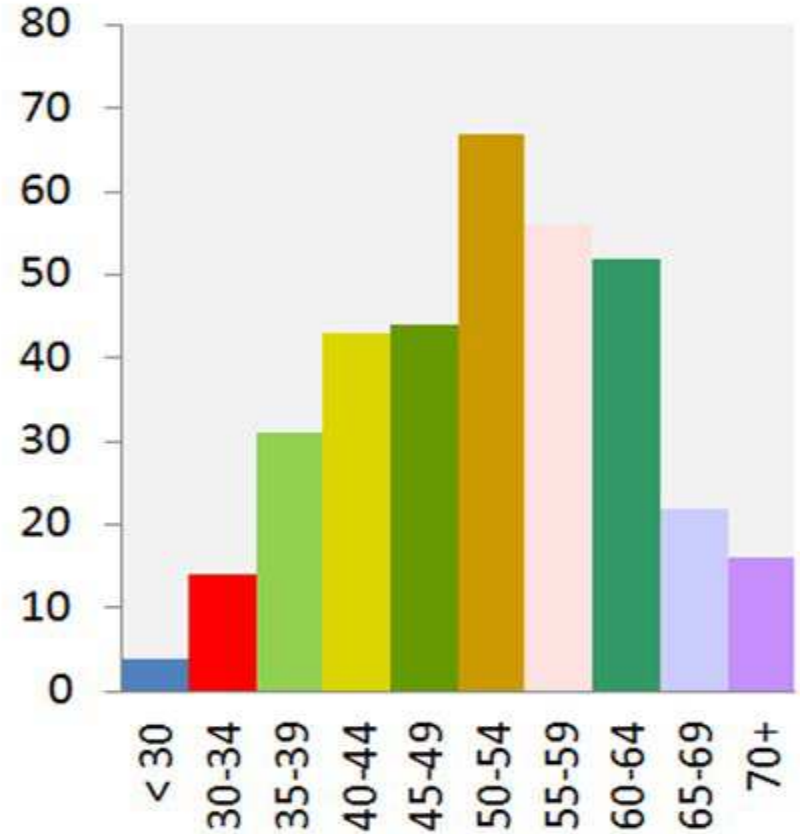
Age

What will your age be as of December 31, 2015?

Survey Participants



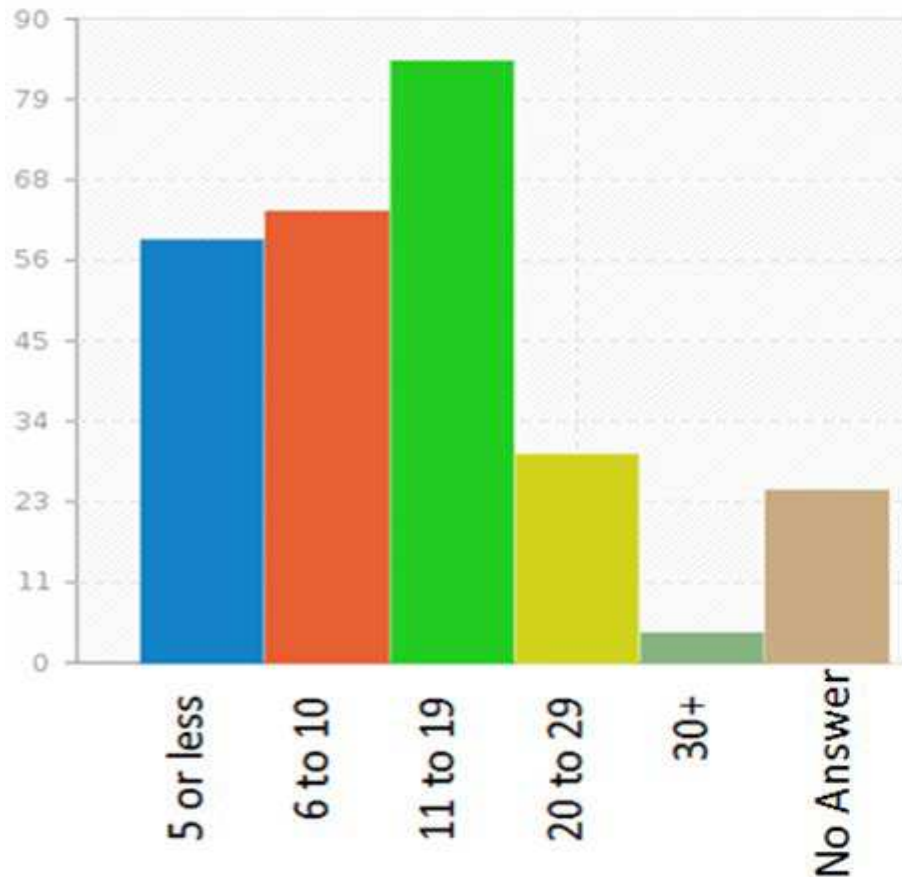
College Wide



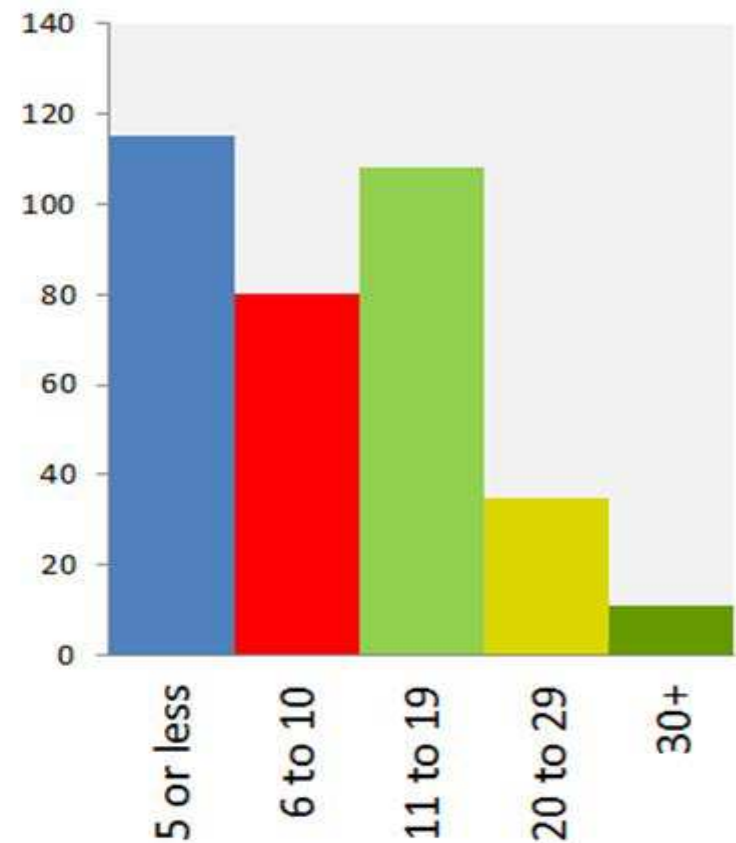
Seniority

Including this year, how many years have you been a full-time faculty member at Pima Community College?

Survey Participants

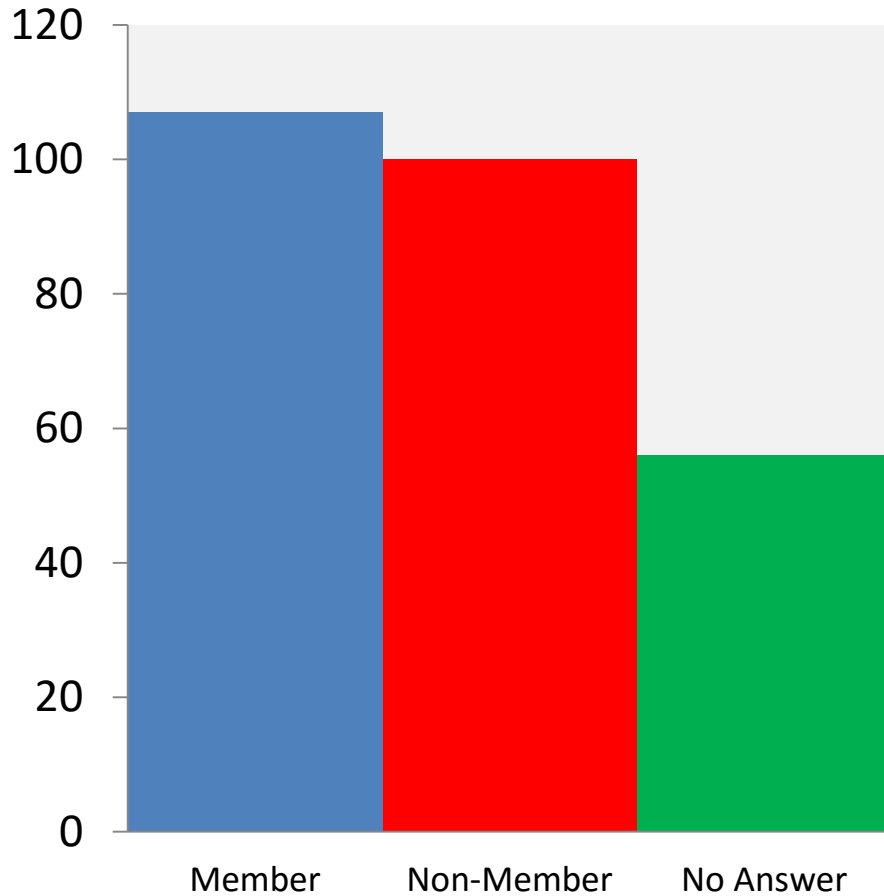


District-Wide



PCCEA Membership

Survey Participants



College Wide

