

## FCC Opening Day Spring 2017 (n=265)

### 1. Did you attend any of the Opening Day activities?

AnswerOptions	%	#
Yes	92.0%	243
No	8.0%	21
<i>AnsweredQuestion</i>		<b>264</b>

### 2. Which part of Opening Day did you attend?

AnswerOptions	%	#
General Session Only	38.3%	92
SLO/SUO Breakout Session in Cafeteria Only	2.1%	5
Both the General Session and Breakout Session	59.6%	143
<i>AnsweredQuestion</i>		<b>240</b>

### 3. How would you rate the Opening Day general session overall?

AnswerOptions	Poor=1	Fair=2	Good=3	Excellent=4	Average	#
	12	58	114	43	2.83	227
<i>AnsweredQuestion</i>						<b>227</b>

### 4. How would you rate the President's Opening Remarks?

AnswerOptions	Poor=1	Fair=2	Good=3	Excellent=4	Average	#
	8	33	88	99	3.22	228
<i>AnsweredQuestion</i>						<b>228</b>

### 5. How would you rate the safety presentation by Chief Dyer and Chief Flores

AnswerOptions	Poor=1	Fair=2	Good=3	Excellent=4	Average	#
	19	63	84	60	2.82	226
<i>AnsweredQuestion</i>						<b>226</b>

**6. How would you rate campus updates:**

AnswerOptions	Poor=1	Fair=2	Good=3	Excellent=4	Average	#
Budget Update by Cheryl Sullivan	21	38	116	38	2.80	213
Instructional Update by Don Lopez	4	24	132	54	3.10	214
Technology Update by Harry Zahlis	18	31	118	46	2.90	213
Ram Pantry/Discipline by Sean Henderson	4	34	107	67	3.12	212
Data Report Usage by Lijuan Zhai	8	47	101	55	2.96	211
Accreditation by Cyndie Luna	5	41	111	50	3.00	207
<i>AnsweredQuestion</i>						<b>215</b>

**7. Please provide your comments/suggestions regarding the opening day general session: (see comments)**

**8. What was your overall impression of the SLO/SUO breakout session?**

AnswerOptions	Poor=1	Fair=2	Good=3	Excellent=4	Average	#
	25	43	53	16	2.44	137
<i>AnsweredQuestion</i>						<b>137</b>

**9. Was it easy to find a table for the SLO/SUO breakout session?**

AnswerOptions	%	#
Yes	55.2%	74
No	44.8%	60
<i>AnsweredQuestion</i>		<b>134</b>

**10. The SLO/SUO breakout session activity led to good discussions?**

AnswerOptions	Strongly disagree=1	Disagree=2	Agree=3	Strongly agree=4	Average	#
	10	39	74	14	2.67	137
<i>AnsweredQuestion</i>						<b>137</b>

11. Was the SLO breakout session discussion a good use of your time?

AnswerOptions	%	#
Yes	56.1%	76
No	43.9%	62
<i>AnsweredQuestion</i>		138

12. Please provide any comments and/or suggestions regarding the SLO/SUO breakout session. (see comments)

13. Did you attend the lunch?

AnswerOptions	%	#
Yes	71.2%	161
No	28.8%	65
<i>AnsweredQuestion</i>		226

14. If yes, please provide your feedback regarding the lunch. (see comments)

15. Did you attend 1pm meeting with Dr. Goldsmith?

AnswerOptions	%	#
Yes	35.0%	78
No	65.0%	145
<i>AnsweredQuestion</i>		223

16. If yes, is there anything else you would like to share with Dr. Goldsmith? (see comments)

17. Are you:

AnswerOptions	%	#
an administrator	6.4%	15
a faculty member	72.5%	171
a classified professional	20.8%	49
a student	0.4%	1
<i>AnsweredQuestion</i>		236

18. Your area of work:

<b>AnswerOptions</b>	<b>%</b>	<b>#</b>
Instructional/Learning Support/Library	66.1%	150
Student Services	27.3%	62
Administrative Services	1.3%	3
Other Administrative Offices	5.3%	12
<i>AnsweredQuestion</i>		<b>227</b>

19. What would you like to see covered/addressed in future professional development opportunities? (see comments)

20. What is your one hope for the semester? (see

21. Do you have any additional comments or ideas that you want to share with Dr. Goldsmith? (see cformments)

7. Please provide your comments/suggestions regarding the opening day general session:	
1	The short sessions took longer than anticipated. Perhaps plan more time for the updates.
2	It was too long...
3	Too long!
4	Give one 15 minutes bathroom break during the 4 hour opening!
5	The slideshow of new employees goes on a bit long. It's nice to acknowledge new hires, but I think we could save time by just emailing that around.
6	I wanted to know more specifics about the changes to this year's budget and if there was anything we should be aware of or keep in mind when purchasing. I also wanted to know how to become involved in the Ram Pantry as a volunteer.
7	After talking about social justice and the socioeconomic and cultural makeup of our student body, all morning, it was pretty inappropriate and sickening to have XXX come in asking us to support them by telling OUR students "who have been brainwashed by social media to be anti-police" (which is BS) to support the police and see it from "their pov". I wanted to hear about how he and the force were going to make us all safer on campus, not get a propaganda speech. It was offensive in every way.
8	I thought it was unnecessarily long. Everyone did fine jobs in their presentations, but most of it seemed not needed.
9	Much too long to be effective. Left no room for usual meetings in divisions.
10	More practical information would be better use of time. We listened to a lot of useless information that could've been sent out via email.
11	A 10-15 minute break, please! Faculty don't hold students captive for a 3 hour class. Work the break in. Lots of information to convey, I understand. But, disrespectful, especially to folks who are in the middle of a row and have to 'get out' to the aisle to simply stand, use the restroom.
12	Too many religious related comments by XXX. How many before it becomes indoctrination? Some were subtle like moment of silence rather than prayer. North star reference. Two amens.
13	Condense the convocation to 3 hours. Each Divisions has meetings as well.
14	I thought that this was one of the most informative general sessions that we have had. It would help, however, to have a break after two hours.
15	I feel that the opening day should be more inspirational and motivational. It did seem to have a surface sincerity of the positives. I would encourage buying a high powered motivational speaker that would energize and inspire us for the semester. the information was good, it felt rushed. and could have been given in an email.
16	There's a dilemma built into the opening day general session. On the one hand, it's helpful because it provides general information about a variety of topics of general interest and import to the entire campus. If all of that same information were sent out in an email to all employees, 4/5 of the campus wouldn't read it. On the other hand, it's just plain hard to sit through so much information--information overload, really. If the opening session were a class, I doubt it would be meeting the course's SLOs. Isn't there some way to transcend this dilemma? We should be applying what we know about effective student learning to our own learning, too.
17	Way too long to have people sit without a break. Very uncomfortable in those seats. Tad on the boring side too. People were leaving to go to the bathroom and not coming back.
18	It was WAY too long & needed a built-in bathroom break (instead, people had to miss part of a presentation to duck out to the bathroom). I really liked that it started later than usual past starting times. While I like some data being shared with us, it was too much data to absorb (& keep alert) in a meeting format of that length. I was disappointed & concerned of FPD's desire to tap into the campus cameras & think that's unnecessary (besides, we've been told repeatedly in the past about how great the SCCC response is & how it's best to go through them, that they'll coordinate with FPD, etc. I disagree that FPD needs access to campus security camera & find it invasive of our students' & staff privacy. I was please to see pics of the new hires & that new hires, retirees, and those who've passed away were acknowledged. It was awkward to already have a U.S. flag onstage for the pledge & additionally have the students bring a flag in for the pledge (for a flag already, as mentioned, on display on stage -- although it was a nice opportunity for student participation, I suppose).
19	These sessions are unnecessarily long and waste valuable time. Rather than meet, why not record the information and have the campus access at will. I had to leave a conference to attend this which really helped me with pedagogy. Seriously, this is the 21st century! Get with the technology program and STOP WATING OUR TIME.
20	This became an endurance contest. The session was far too long. I was uncomfortable with the XXX's repeated requests for applause from the audience. This session should not have been a platform for XXXX to pat herself on the back, over and over again. Disturbing! Much of what was said during the morning session could have been provided electronically. Giant waste of time and manpower.
21	XXX was very inspiring. Further, I checked "excellent" on nearly all of the boxes above not blindly, but because I truly believe each of those presentations was useful and very well communicated.
22	Updates in all areas not necessary...limit speeches to those accustomed to the forum.
23	I would have like to hear about the ACCJC circumstances and what efforts are being taken to help students toward completing their goals at FCC.
24	We need to be more CONCISE. I believe that the entire morning session could have been completed in 1/2 the time.
25	Compared to last few years, this was excellent. How about Sam the Ram for a little spirit boost? :)
26	Although all the information is essential, I think there were too many speakers with very important topics that required a 15 minunte break in between. That would have helped with retentention and undivided attention.
27	The general session went way too long without a break. The content was good, but the speaker(s) should have been more aware of audience needs. Imagine if we taught classes that way, lecturing for hours without providing breaks or opportunities for the students to interact with the material?
28	I appreciate XXX's enthusiasm and desire to bring a positive atmosphere however it felt like she was "begging applause" every 5 minutes which got old, it was distracting from the message and felt like a high school PEP rally at times.
29	Most presentation are were boring
30	Many of XXX's remarks were political and wholly inappropriate. Asking faculty to downplay police violence caught on social media is outrageous. Black Lives do matter.
31	Very enthusiastic and motivational
32	Was very long and tedious. It seemed like everything could have been presented in an email or an update on the website. There really wasn't anything new or pressing that was discussed.
33	Very good information!!

34	Too long without a break. Did you really think we enjoyed listening for 3+ hours without a true break? That was just too much information and went way too long!
35	Some of the presentations were too long
36	People should be given time limits to talk (and learn how to speak in front of a crowd). A formal break was needed. The info was useful but too much at one time. Also mix up the speakers.
37	The general session was way too long. Although XXX had good things to say, she could have gotten her message across in a lot less time.
38	it was too long and left little time for updates. Therefore updates were rushed and that is always a very important part of the convocation. XXX could have cut some of her speech back.
39	Good energy and terrific information provided. Just a bit long to sit in small seats with little leg room. Try not to read verbatim from a PowerPoint slide.
40	Really needed more than a 2 minute photo op break
41	Very well organized. XXX shared good information and updates and created a very positive environment. I am impressed with her openness and willingness to listen and talk about issues. Transparency - GREAT!
42	Too much info. in a 3 hour period without a break
43	XXX is an excellent motivator and speaker. However, she did monopolize the conversation which made the session even longer than usual.
44	Excellent Opening Day.
45	Less irrelevant material - more pertinent to instruction. Would have liked to do more SLO stuff.
46	The general session was way too long - especially without a planned break.
47	XXX needed notes or a plan. XXX was good. 4 hours is too long to sit in a meeting.
48	It was difficult to remain focused on the presentations. It may have been the duration of each speaker or the excessive talking by many people in the audience that made it hard to focus.
49	If we will be together for so long in the morning please plan a longer break so that people have time to go to the restroom and not miss anything.
50	XXX spoke very highly of himself, but I didn't feel that he made the audience feel that the efforts being made to improve safety were a team effort. XXX did very well. FCC XXX as always, did very well in motivating us.
51	I appreciate all of the updates. I felt very informed about everything that is happening to and at our school. This is important for us, all of the information shared was important.
52	Need 15 minute break in middle. 3 hours is too long to sit and listen.
53	I like the agenda; it should be the general format.
54	Way too long.
55	Too long! _ I do not remember much of what was said, I went into overload _ No bathroom break _ XXX likes to listen to herself. _ 10 minutes per FCC speaker is enough, 20 minutes for XXX (time allocated to XXX was good). Make it snappy! _ Why the break out session was after lunch? _ a day full of meetings and people talking at us is not an efficient use of faculty time. _ two hours for welcome/updates is plenty of time (be concise and a-propos) +1 hour to 2 hours of break out sessions is enough (before lunch) + divisions/department meetings after lunch  and please no districtwide Convocation Day, these are even more of a waste of time.
56	The seating in OAB is very uncomfortable. We should have had a longer break.
57	Don't ask for applause. We'll give it when warranted. Tell us new things; not things we can prepare an outline for ahead of time.
58	Session was way too long. Very short break. Lunch was good but not enough seating for all to hear the speaker. And then we were put to work for the remainder of the time.
59	XXX Report and XXX reports were too long, information could have been more direct and to the point. Missed the XXX report in the cafeteria because we were in SDR without sound.
60	I thought XXX was inspiring and I appreciated her recognizing our efforts. I had no idea how important accreditation was. It was a wake up call. I want to work in an accredited college! I thought XXX was clear and I think for many of us the light bulb went on. No wonder she's a speech teacher.
61	Being all-inclusive with classified staff and certificated staff in attendance encouraged 'connectivity' within the campus population.
62	Very informative!
63	First of all, it was a bummer that the protein ran out. That was the reason that I came for the food, probably 1/2 of us a pre diabetic and have to eat protein with the sugar. No fruit a problem too. Regarding the presentation - too long a wordy with unnecessary rah rah, often unable to follow, too big of a hug to Fresno PD and dismissive body language to the newbie. Couldn't understand XXX or XXX. XXX's was okay but too much detail. XXX was informative, but rushed. Very disappointed.
64	Too much talking. No engagement. Also, setting the tone with the pledge of allegiance is a far cry from the warm welcome back we once received from the FCC choir.
65	I walked away unsure of why the information presented by XXX and XXX was important. This was further cemented at 2pm when a PD helicopter urged individuals on the ground to seek cover due to an "armed and dangerous" suspect, yet none of the emergency precautions of the campus were utilized. No alarms, no instructions over phones, just people in a building wondering what to do next.

66	I appreciate the enthusiasm, but it was way too long. You have to understand that instructors have A LOT of work that they need to be doing on that day to prepare for classes. It's frustrating to have to sit and do nothing when work is piling up.
67	XXX was great but our XXX presentation was not informative...expecting more specifics from him
68	It was too long. To sit that many hours just listening gave us all a great idea of how our students feel. Some of the speakers droned on. Just keep it simple and to the point.
69	XXX's emphasis on what's good about FCC and her efforts to market us are excellent. Her remarks went on a bit longer than I thought they should or needed to, but other than that, first rate.
70	Too long. Could have gotten to the poker name of things much quicker. Talk about the problems on campus and ask people to write down what they see are issues along with a way to fix each problem they identify.
71	Many thanks and much appreciation to XXX, XXX, all our FCC Admin. Faculty, Staff, Students and our speakers XXX and XXX who worked diligently and made sacrifices to make this the informative and inspiring Opening Day event. It has been challenging through our change and growing pains. We should remember to look at these pains as moments of discovery as to what may need to be adjusted to better serve our students and community at large. Excellence is not a gift given, but a skill perfected. Let us press on to continue our legacy.
72	Its very good to have this opening day. It should incorporate more intuitive sessions as well group sessions, that way it can be an experience rather than a day that's mandatory for faculty and staff.
73	Some good positive energy in the room. Liked the passion from XXX.
74	Breakfast was great. It was a long time to sit , I believe a 10-15 break
75	A bit long
76	Continuation
77	Not sure we need the seemingly endless details packed into a very long morning session. I'd rather start earlier if these things are deemed necessary. I'm not sure all these presentations are necessary--perhaps could be conveyed via concise email messages?
78	XXX seemed defensive about the action plan process. Some of her slides and the way she presented it were confusing.
79	Most of us realize this is mostly for show. I know you think you're providing us with useful information, and some of it is. This is not to put down the hard work of some of the folks. But for the most part it's show by some.
80	Consider blocking off the balcony to fill up the first level and increase engagement amongst the audience.
81	I was relieved to be provided with information related to safety and policing on the campus
82	Great information presented.
83	Interesting and informational topics!
84	Thanks for the burritos! The presentation was slightly off from the agenda. Not a big deal but if you're going to have an agenda, it should match the order of the presentation.  XXX was great but with XXX, it really wasn't so much a safety presentation as it was him telling us his resume. Also, too much of the campus updates. XXX went through his so fast, my head was spinning. Maybe only do 3 or 4?
85	As always lots of talk and few visible results and still no definite direction
86	Being a new staff member as well as new to working in the educational system I felt all presenters provided useful information and updates. Which allowed me to gain knowledge regarding the various departments, current issues and future focus. I am pleased that I work with a team who allowed me the opportunity to sit in on the Convocation.
87	I attended the Student Services meeting with XXX. I appreciate that she is bringing in outside "eyes" for the interim positions. Yes, change is frightening, but FCC needs to shed the layers stifling this institution so we can provide the best possible services for our students. Thank you XXX! Please keep communicating with all levels of staff.
88	too log too much information
89	The general session was too long. All information could have been provided via email.
90	Great energy and vision shown by XXX
91	The morning meeting was very good. Good info. I had a meeting at 1pm so I missed the breakout session.
92	I was not able to stay for the campus updates, but everything else was very informative, relevant, and excellent positive message.
93	not enough seating
94	XXX's presentation was excellent but unfortunately XXX fell short. XXX spoke too much about himself and not enough about improving campus security (extended hours, better response time etc. He did not give a vision for the campus safety or future improvement. Way too much "!"!!!
95	Some of the presentations were just a little long. That is a lot of sitting.
96	It was better than most.
97	There needs to be a break. Way too much sitting and talking.
98	Most folk are NOT good public speakers. Many topics covered people don't need to know the detail. Most should have been in a memo.
99	I think in the future if one wants to point out low enrollment in a particular division, it would be more motivating to the division if we were met one on one with the Office of Instruction to have a all faculty division meeting to brain storm on how we can improve our division. To just list low enrollment classes to all of the campus and not others was very counter productive to improve moral and motivation.
100	I was looking forward to hearing what XXX had learned on her Listening Tour but she only spoke in generalities. I had high hopes that she might actually share some of the issues she felt were urgent and what action she planned to take.
101	Campus updates ran a little long. There were some redundancies in the information.

	Overall, I think convocation was very good.  (If we tout ourselves as excellent we should present such to each other if we expect to be such to students, the public & community.)  There were typos or incorrect dates on some slides/frames; those should have been corrected prior to presentation.
102	The smiley faces were cute in lieu of new employee photos; yet they won't help us recognize the new hires.  XXX was far more dynamic than XXX- who appeared somewhat low-key & underprepared for his first official public appearance to us.  There was a lot of info. to cover & parts of the presentations seemed rushed to meet the time frame on the agenda.  Presentations were close to excellent in all areas; however, didn't quite meet the mark. (Last term was long and I think everyone is still a little tired. That's understandable.) I will say that it was refreshing to have genuine briefs presented rather than long, drawn out verbiage.
103	The presentation in the Auditorium was very well done. It went a bit long but was good!
104	As usual, a rah rah presentation of how great we are. It's absurd. XXX in her presentation mispronounced Max Weber's name-I would expect a little more knowledge at the post secondary level. The presentation by XXX was disturbing. The "warrior" attitude and expressed eagerness to engage in violence was upsetting, as was the XXX's fawning over them and the general admiration expressed by the audience. I think all in all that the morning was a colossal waste of time and resources.
105	Did not attend due another job. I am adjunct faculty.
106	Our XXX is an excellent speaker who motivated and inspired the whole audience greatly by using very positive tone.
107	Session was too long, no real break. XXX is very nice but you can not understand her when she speaks in open forum like that. So sorry.
108	Overall, very good opening day! Just it is a little bit too long. If the agenda is this full, we should have more breaks in between.

## 12. Please provide any comments and/or suggestions regarding the SLO/SUO breakout session.

1	Would prefer to do this with less time constraint.
2	The session deals with very specific departmental issues and should not be brought to general discussion, but to a departmental meeting. It was not the moment to do that. Besides, lunch is for lunch, we had division's and Department's meeting that day...
3	We were already complies with SLO assessment; so we had nothing to work on for the first half.
4	It was difficult to have a good discussion because we were being constantly interrupted by presenter. It would have been better to explain everything and then allow time for discussion. This would help the tables that had all SLO current and did not need as much time.
5	All faculty were not present at the session, so discussion was limited. Faculty are not convinced on how SLOs and assessments help the student succeed. The perception is that teachers perform this task mainly for accreditation purposes.
6	It is hard to stay on task during lunch after hearing so many people talk prior to this. I don't think we needed to hear from XXX.
7	It was a fine idea to do such a session to light a fire under folks, so that was good. Our department knows what we have to do concerning SLOs -- we couldn't do it during the session because our info was in our offices. That said, no SLO session can lead to good discussions because SLOs themselves are an example of busywork. I understand that we have to do them, but the fact that they are forced on us does not help any discussion about them be useful.
8	Terribly unorganized with missing folders.
9	first of all the directions/rules for this have changed so many times. It is totally confusing what we are supposed to be doing. Second we did not have enough time at this event to get even close to doing any actual useful planning or work. Third, if we had knows exactly what we were doing, we could have brought the needed materials to make some progress. As it was we were just floundering without enough time to make any meaningful progress
10	Too large a group to do this; how about by division over the course of the first month back? How about a third option between Yes and No for question 11?
11	Please provide more vegan fare both at the breakfast and at lunch. I liked the provisions of cofee and food throughout the day, but putting cheese on lasagna and calling it vegetarian, is not so for me. It is the American understanding of vegetarian but not by the rest of the world.
12	Very useful session!
13	I am researching the "Outcomes" tab on Canvas to see if we can attach our SLO's there. It would then be possible for each instructor to automatically address SLOs when grading assignments.
14	What made the SLO/SUO session generally good (not excellent but good enough) was that we had a specific task (or set of tasks) that we needed to accomplish. I'm appreciative that time was set aside for us to accomplish it.  Although, it's too bad it there has to be a threat to our accreditation before time is set aside for something beneficial like this.
15	There were initially not enough chairs, so I ended up sitting outside for much of the discussion.
16	Departments were not told to sit together so the dept chair and 5 others grabbed the folder and did the work while 10 others say across the room and other tables having a conversation about nothing related to SLOs. 1/2 the people totally missed out on hearing XXX talk. So disappointing.
17	I and my department would have benefited more if the breakout session was more organized



18	It was not productive; my discipline's better able to have meaningful planning discussions without the chaos of the cafeteria. Also, due to limited table space, not all discipline faculty could always fit at the same table. While we happened to have someone in our group who had our calendar & other SLO information, it would have been good to notify faculty ahead of time to bring those things (vs. only have 1 copy that not everyone could view at the same time, etc.). It was unfair that those who were up-to-date already had to be at that session (& that could've reduced incentive for people to do the work outside of a session like that). One-on-one (discipline faculty group w/ a trainer/guide) would have been more productive on a non-opening day rather than the collective breakout SLO session. It would have been more valuable to have that time free to go to lunch / visit with colleagues rather than have a required afternoon activity; that is an important bonding/discussion opportunity. The breakout time interfered with other normal activities (e.g., exec meetings) that are important. Side note to lunch: There was no non-cheese main course option for those allergic to cheese. The limited lunch time (especially with the opening session running so long) sandwiched between the required afternoon activity meant that those with a cheese allergy had no opportunity to go eat lunch elsewhere (to eat a meal they're not allergic to). I also, in the past, have had to eat lunch elsewhere when sandwiches were served due to mayo allergy. So, scheduling the breakout session to be AFTER (vs. before) lunch meant there wasn't flexibility for individuals to seek lunch elsewhere. Breakout sessions should go back to being BEFORE lunch.
19	Our department had already completed the SLO process, there was also not a table to meet at. I did appreciate the summary sheets of our department's SLOs and the non-compliance sheet.
20	The top down approach isn't effective. XXX's style is the same as before- not good for college.
21	The room was a terrible venue for this activity. I am from a large dept and we could not hear one another or see the materials under discussion. Three or four people worked on the material while the rest of us visited with one another. XXX did a great job but the venue was a problem.
22	XXX had a very difficult job there, but she organized what could have been a chaotic disaster into a step-by-step process that had genuine substance.
23	The venue and atmosphere did not facilitate a meaningful discussion of the area.
24	SLO's already done.
25	YES & NO Our Department had just met with XXX during Finals week last semester... so it was a repeat...
26	This should be for departments that are not in compliance. We had our mapping and SLO's up to date, so our time would have been better spend in our own conference updating.
27	Please don't require attendance at lunch. Many faculty have food restrictions. Many others just need a break between meetings.
28	The session was very well presented with the four goals for the day. We were at different stages so while some groups were ready to move forward, others needed more time to discuss and make decisions as to a timeline to assess SLOs. I think 10-12 minutes per goal would be fine and have those who are ahead to wait patiently, and those who are behind have an understanding of what needs to be done even if more time is required for after the meeting.
29	That task really needed to be done in a computer lab. Without access to our electronic files, we were flailing about!
30	We had completed all our SLO's and waste of time - not well organized presentation
31	Too much variety in needs between different groups resulted in inefficient use of time.
32	Break out session seemed disorganized, not time sensitive and unhelpful.
33	Our department was up to date on everything. So we didn't have anything to do during the session. However we used the time to have a department meeting.
34	For SLO/SUO session: set up video and audio capabilities for staff dining room so that people can here speakers and comments. This was done once before and worked very well.
35	My department was not given paperwork necessary for participation in the session
36	The SLO info is not quantitative. It appears to be more of an activity to check-off a box for accreditation.
37	Well, not sure I would say "yes" but not "no". It got the department talking. However, we had most of the information completed, just not with us--no access to computers.
38	maybe giving participants an idea of what was going to be discussed.
39	Our department's folder of data and information was not available. Also, I think department's were are very different stages in the process with varying amounts of work to do so it was difficult for a session all together because some departments had to wait for others who didn't finish.
40	Folders were not available for our department.
41	The session for Student Services was useful, but some of the information was not clear and a few things were not accurate. People seemed a bit confused and didn't really get a good answer to their questions.
42	more detail and clarity of what was going to be covered at both breakouts on the Agenda
43	Because there was such a need to explain the rather complex processes, there was little time for working with each other on the SLOs!
44	Would rather meet in a quiet environment to talk about SLOs. Very difficult to hear each other. Also, needed a computer to check our mapping calendar that is already completed. Did meet after this session to discuss our future calendar and individuals taking the lead on specific class SLOs.
45	There was some confusion, but the presenters spent their time clarifying what was needed.
46	Not enough tables for all to lunch in the main cafeteria so not all of us could be present for the keynote speaker. The SLO session needed more time --- less time in the general session and more time for these type of productive activities.
47	The department was too large to work as a single group with only 1 sheet of paper. Only a few people could actually work because the rest of us could neither see nor hear anything.
48	The SLO/SUO was a good use of our time, because we needed to make decisions about work we needed to accomplish, and we are doing different things today. I appreciate you setting aside time while we were all together, making this a priority. This was probably the best room on campus, because we needed a table and chairs, although we began working without a table, and waited until a table was vacated by another group. We ate lunch in the SDR. Overall, this was a good session. It was helpful. It is challenging to manage all of us, with our different perspectives and feelings about SLOs. So, I thank you. The discussion needed to happen. Thanks.
49	More people to help XXX
50	The entire session was too confusing. There were no examples on overhead to show what the papers meant and what we needed to do. Too many sheets that seemed to contradict each other. Information from speaker contradicted what we were initially told by speaker. It ended up being a complete waste of time. It was also loooong, when we just left a loooong meeting. We did not have an actual lunch and could not use our time wisely. I was very disappointed--not in the people, but in the organization, the timeliness, and lack of consideration of the audience.

51	Individual rooms would have been better. This was confusing and messy and not a good use of XXX
52	It was chaotic. Folders weren't prepared well. Some were completely missing.
53	Not useful. This could have been done on a smaller scale - by department. Some information not relevant for all.
54	Not enough room to sit at tables. Would have been best to have coordinator meet individually with departments to address specific needs and questions. Leaving our work behind in the folders left us without the opportunity to further discuss in our meetings later in the day. Why are we just now hearing that we had incorrect reporting on SLO's from 2012-2013?
55	I'm not a big fan of SLO's but after the accreditation presentation I realized hey, we gotta do this. So here we are. XXX was clear and made it much more manageable to do this. Our department had a great discussion and I sort of get it now. I'm going to keep an open mind.
56	She also clearly put a great deal of time to put together the materials to make it immediately productive. She is also positive and supportive in her role.
57	A waste of time. You have to figure out another way to hold them accountable. Those of us who've done them are continually punished for those who haven't. It's annoying. It was hard to hear XXX or understand her. It wasn't really clear why we were doing it. Very disappointing.
58	It was a train wreck. There needs to be better guidance and coordination of administrative tasks that faculty are required to do. Much of it should come directly from the deans.
59	It was difficult to establish a timeline for classes without a the rotation pattern established by our department. The venue was also very crowded and loud, which made it difficult to hear our team. Perhaps allowing the departments to do this in their opening day meetings, instead of all together in a crowded room, would be more efficient.
60	We need individual attention for our different departments because we are all in different places. Maybe separating us by division would be better.
61	We're in good shape on SLOs, so didn't need the session, but it was still a good idea since accreditation will kill us on SLOs if we're not on top of them.
62	This is not XXX's fault. My department is sadly very reluctant to work on SLO's. I appreciate that the opportunity to discuss SLO's was giving during the convocation since it emphasized the importance of this responsibility.

#### 14. If yes, please provide your feedback regarding the lunch.

1	Excellent as always
2	It was ok. Caesar dressing is not vegetarian.
3	Lunch is good for meeting with your colleagues but there is no need to push faculty to do more work...
4	Excellent!
5	Good food but no where to sit.
6	Very good
7	Very tasty and I liked the vegetarian option
8	Thank you for the vegetarian option.
9	The lunch was very good. Many thanks to our cafeteria staff who worked diligently to serve the large crowd and our FCC communities dietary needs. Just wish we had more space to seat all our staff in the cafeteria to hear XXX's words of encouragement.
10	I didn't attend because it didn't look very good.
11	Really good.
12	Great
13	Sandwiches would be preferred over lasagna. More vegetables.
14	It was great. Not enough indoor seating however.
15	It was great.
16	I like lasagna.
17	I left for lunch. Duty-free lunch.
18	Much better than cold sandwiches
19	excellent . thanks
20	Food was actually good. Thanks. No speakers in the Staff Dining Room, so about 80 of us have no idea what XXX said to us.
21	Tasty
22	Always good. I'm not picky.
23	It was very generous of FCC, but more seating was needed.
24	More vegan fare at breakfast and lunch
25	Please, bring the sandwiches back... Desserts were great though! ( And I am very thankful for the burritos for breakfast!!!)
26	Lasagna was delicious.
27	Good lunch, the choice of food was good. they always do a great job.
28	Pretty good for Taher. I appreciate that some food was left out for those who came much later.
29	More whole food choices, less refined Carbohydrates, sugars, and GMO's and products with excessive additives healthy eating is not just a vegan or vegetarian way of life, if we mean to be an institution of higher learning perhaps we should apply the knowledge we have to create an environment that promotes a healthier life style, for professors that will in turn give us the nutrients we need to optimize our teaching abilities.
30	Nice to have
31	the lasagna was really good. very nice set up. thk you
32	good
33	I didn't like the lasagna and there was no ranch dressing for the salad.
34	none
35	It was great, thank you for inviting us!
36	fine

37	We missed XXX because we were stuck in the other room unaware he was even talking.
38	Nice to have hot food.
39	I really enjoyed the hot tea being provided. Thank you!
40	great I would love to have a vegan option
41	I have a limited diet, so while I appreciated the lunch, I was unable to eat most of the lunch provided. I cannot have gluten or lactose.
42	Very good!
43	Dessert choices were delicious. I liked the strawberry-kiwi water. Huge problem with main course offering (good that there was an option for vegetarians) -- there was no non-cheese main course option for those allergic to cheese. The limited lunch time (especially with the longer-than-scheduled opening session) sandwiched between the required afternoon activity meant that those with a cheese allergy had no opportunity to go eat lunch elsewhere (to eat a meal they're not allergic to). I also, in the past, have had to eat lunch elsewhere when sandwiches were served due to mayo allergy. While it's nice that lunch is available to those who want what's being served, scheduling the breakout session to be AFTER (vs. before) lunch meant there wasn't flexibility for individuals to seek lunch elsewhere -- whether they would go elsewhere to due allergies, preferences, etc. Breakout sessions should go back to being BEFORE lunch. If the breakout session was optional, that certainly wasn't communicated in advance to faculty (yet would've also potentially meant not all discipline faculty would be there to participate in the work/discussions).
44	It was nice to have a hot lunch. We did not hear the remarks from XXX because we were in the overflow or faculty dining room. There were not enough seats and/or tables in the main room. Also, the acoustics aren't great in the main cafeteria.
45	Ok.
46	needed more tables
47	ok
48	No place to sit. Glasses for drinks are too small, Line for food moves too slowly.
49	I liked the hot lunch rather than sandwiches
50	Pretty good. And thanks for having a vegetarian option!!
51	Very good. Thank you.
52	Awesome!!!! Please do again!
53	There were not enough tables set up in the dining room for faculty to sit. Almost half of us had to use the Staff Dining Room and therefore were unable to hear XXX speak. There was plenty of room to add tables to the dining room area so that more of us could participate in the keynote at lunch.
54	Lunch was a nice treat, but the Key Note speaker was far from a "key Note speaker. Consider more meaningful speakers and urgent content to deliver to faculty/staff. . .While you have a captivated audience.
55	Lunch was delicious but there was not enough seating.
56	Lunch was good.
57	Great! I didn't know lunch would be provided.
58	Decent food; good to meet with the other faculty.
59	Please don't require attendance at lunch. Many faculty have food restrictions. Many others just need a break between back-to-back meetings.
60	The food was a good choice, and so were the drinks and dessert.
61	Delicious!
62	I appreciated having a more substantial lunch offering
63	Good
64	There was not enough room for all faculty to be in one room and people in teachers lounge felt left out of the loop. No well organized. Food was good.
65	Excellent! It was nice to have a hot lunch as apposed to sandwiches
66	Good
67	For lunch session: set up video and audio capabilities for staff dining room so that people can here speakers and comments. This was done once before and worked very well.
68	Lasagna was delicious with the Caesar Salad.
69	Delicious!!! I was also pleased that even though we had more people than expected, we did not run out of food.
70	Good but would have liked to see more veggies.
71	Lunch was very good
72	good
73	OK
74	Wonderful lunch -liked that there were vegetarian options too
75	It was nice of you to provide lunch. However, due to limited space, many in our division sat in the Staff Lounge and completely missed XXX's message. Why wasn't (at least) sound streamed into the staff lounge so we could all hear his message. That was disappointing.
76	Veggie lasagna was excellent!
77	Delicious!
78	The food was great. However, the Cafeteria did not have enough equipment (chairs and tables) to accommodate all attendees.
79	Yummy, thank you!
80	Delicious. XXX and crew do a great job!
81	delicious lasagna, easy meal, not too much food - just right.
82	Salad was the only alternative for Lactose intolerant people.
83	Ok, but seating was a problem, and it seemed rushed since it started later than scheduled
84	Tasty!
85	Great lunch - however, because of lack of room in the cafeteria we were in "over-flow" and missed out on the presentation by XXX. That room needed video equipment and sound.
86	Would rather have had just a salad without the pasta. Although the lasagna was good.
87	Lunch was fine.

88	very nice lunch; did not stay for the speaker
89	I really enjoyed the meal. I appreciated the fact that it was still hot half way through, as I had a student I had to meet with and came late.
90	If we cannot all fit into the cafeteria, then please pipe in the keynote address into the staff lounge area.
91	Not enough seating.
92	There were not enough chairs. The food was good, thanks.
93	great, thank-you
94	my friend could not eat because she has a dairy allergy, but she brought something. LUNCH WAS DELICIOUS!!
95	Needed more seating
96	I had appointments with students.
97	It was ok.
98	none
99	We have several colleagues who cannot eat gluten, dairy, or meat. Yet, there were no alternatives for them, and I felt there should have been options, especially since the kitchen is right there.
100	Set-up was a little confusing. Many people were not aware of the two tables and were lining up for the first table only.
101	Need more lines and more tables
102	I have dietary restrictions...there was very little I could eat.
103	It was good. There weren't enough seats, and the overflow in the staff lounge could not hear XXX.
104	Too much. Duty-free lunch means visiting and catch up time, not listening to yet another speaker.
105	The Taher lunch was excellent as always. Thank you XXX and all her staff!!!!
106	Ok. Couldn't find a seat and could not hear speaker.
107	It was tasty.
108	Great
109	Excellent
110	ok, but healthier food options please. not all of us want to each stouffer's lasagna.
111	Adequate
112	Long line, didn't want to wait
113	Lasagna was a good choice for a cold day like yesterday. The bread and salad were great. The desserts were way sweet? And again, no fruit?
114	The lasagna wasn't bad. I'm just glad we weren't served those crappy sandwiches.
115	More chairs would be appreciated.
116	It was good

**16. If yes, is there anything else you would like to share with Dr. Goldsmith?**

1	Unfortunately, was unable to hear her in the faculty dining room. Her earlier comments regarding the complexity of FCC's organization(s) is truly a problem. Many past presidents have attempted to fix it. Hopefully she will be with us long enough to help us all work together in an organized and efficient manner.
2	I enjoyed XXX remarks around the day, but more at lunch time, on departmental/division issues, was unnecessary.
3	Press On! We are listening and working as you listen and lead. Encourage all our Admin, Faculty, Staff and students to remember that problems and setbacks are opportunities in disguise. When viewed through the right lens, they point to what does not work and signals the strategies and tactics for positive change. I believe our FCC community has what it takes to be great again! Thank you for bringing your listening, storytelling, and belief in our ability to achieve excellence one ripple affect at a time. Thank you!
4	The issue with parking on campus; not enough parking spots. And traffic jams on campus; FCC should have had officers or parking attendants directing the flow of traffic the first two or three weeks of school.
5	Thank you for your efforts to listen and get to know us quickly.
6	While it is good that we are mastering the social media avenues, FCC's reputation will be enhanced by an improvement of its image, which is that "you can't find parking," and the place is dirty. More attention to substance, please, rather than PR stuff.
7	No.
8	I would like to see General counseling, Faculty, and the whole institution support and take DSPS into consideration into any of their plans. Seems like DSPS is just an outsider to the college with minimal support, which in fact is impacted on all levels regarding Equity. I feel it should have the most support to help close equity gaps.
9	You are doing a fabulous job, I am a fan. Because the pursuit of change for the better, has been consistent and continuous.
10	Thank you for communicating
11	For student services areas, more advanced notice would be appreciated so more staff are able to attend and/or offices can be closed with advanced notice to students.
12	I'm sure there is but I can't think of it at this moment.
13	Thank you for all your hard work, I was energized by the events of the day!
14	I appreciated that she took the time to personally communicate with us.
15	Thank you for addressing the Student Services faculty/staff.
16	I appreciate XXX's efforts, but she comes across as phony and over-selling herself. I think she has already identified "her team" and those of us who are marginalized will remain marginalized. I don't expect too much growth and progress from a person who feels she can connect and relate to everyone.
17	I appreciate you.
18	Good to hear the support and encouragement from XXX
19	Counselors are faculty members
20	It is such an honor to have you on board!
21	Thank you!
22	I am so impressed with XXX! Keep up the great work.

23	I know XXX cannot be in two places at once, but it would have been nice to have separate meetings for each division to talk specifically about what we can expect. It was a quite a surprise to most of us in the Library & Student Learning Support Division to learn who our new interim dean was during the opening day convocation. I know everything happened very quickly, and it was difficult to get details about when/where we would meet XXX. With that said, I am optimistic about about the new interim and look forward to meeting him.
24	XXX, thank you for bringing attention to our disconnect in ST AND agreeing to hear our input and take steps to look at an appropriate fix.
25	At the lunch, I was disheartened to see all those plastic plates and utensils being thrown in the trash and not recycled. Please focus on recycling and other environmental initiatives on campus.
26	Appreciate you positive approach and sense of humor
27	XXX did a great job in providing pertinent and valuable information related to FCC. Thank you for the positive energy to start the spring semester.
28	XXX needs to not bring up the negative stuff such as politics or the divisiveness it causes, but to focus more on the positive stuff. As to the positive stuff, less cheerleading and more substance. otherwise, she has some good ideas.
29	Overall, a good opening day. Nice we didn't have to travel to Clovis like in past years...
30	change is good but to fast will work against you
31	Nothing to add. The meeting went well.
32	I really like XXX's approach to the staff. Acknowledging concerns regarding change, yet still supporting the need for review, and revisions to current process'. Improving efficiency is important!! I believe she will be quite successful in her role.
33	One word--obfuscation
34	Yes I am confident that you are good for the college. Regarding the West Fresno campus site: I like that we will have people going to survey the West Fresno residents about what they want for the center and get their input for buy-in. My concern is going door to door in RED shirts. This is a red flag! Red and blue are gang colors and although we are proud of our red FCC color, we must not put our people at risk. We must understand the culture of the neighborhoods, just as if you were to go to a foreign country and not be aware of their culture and values and offend someone. Check with XXX and the police that work with gangs - learn about all of their colors (clothing, head scarfs, etc) and DON'T WEAR ANY OF THOSE COLORS! We have a great white t-shirt with the FCC logo and words that would be perfect.
35	Looking forward to FCC entering a new age with you at the wheel! Thank you XXX
36	Appreciate her style in asking for feedback and making folks feel comfortable
37	I appreciated her candid conversation and her willingness to address student services as a whole.
38	need more notice in the future
39	Organizational structure was discussed at 1pm meeting. I agree that the organizational structure is too flat and not effective. I hope Student Services can add middle management positions that can provide collaborative leadership and reduce the number of direct reports under Monica.
40	I think it would be helpful if XXX knew that many of his topics were already covered earlier in the day.
41	Very short notice, had appointments with students.
42	The organization/hierarchy of each department should be closely researched. Please include adjunct counselors, interns, and student aides assigned to each department. Are student aides doing the work of a classified staff, and not being promoted from a Student Aide I to a Student Aide II after 1-2 years of employment? Increasing work loads should not occur during the classification study. Classified staff completed their studies 3-4 years ago. Changes are no longer being accepted by the PC.
43	By the time some of us left OAB, stood in line to eat (and yes, the seating was terrible), there was no time to enjoy 15 minutes of lunch, let alone the proper amount of time that we should have been given, before we had to get started on the next thing.
44	No
45	I thought she did a good job.
46	I am looking forward to necessary changes within our division; albeit don't know what those changes will be in actuality. We're in a rut and have been for some long while. (We're a bit like a ketchup bottle that needs to be shaken up and renewed.) It is necessary we have some genuine leadership with someone who will expect accountability from the various areas/peoples in our division (from all employee groups). We have a lot of terrific folks here and even the best of us need guidance/mentorship from the division head; an intelligent, impartial and just individual is crucial. A sense of humor would help, too! Thank you for allowing us to give you our thoughts.
47	I really like that XXX brought everyone together and was positive and encouraging; however, I wish we had been informed to the decision regarding are dean BEFORE it was displayed on the big screen for the campus. It also would have been nice to be involved in the selection process, but I understand her position as XXX of the college and the need to make timely decisions. Thank you.
48	I would like to know her ideas for addressing the low morale and disconnect on campus.
49	Continue with a strong focus on student services and leadership
50	The day was too long. Some (mostly all) of the information could have been shared through email. Those not in attendance will not receive any of this information. This kind of setting encourages staff to use a sick day or personal leave day.
51	Thank you for your positive words of assurance and encouragement.
52	Appreciate all the communication we receive via email and the open door practices.
53	Go forward and make changes. Student Services needs to be streamlined and reorganized. Some Supervisors transferred to other departments. Space and location of departments needs to be reconsidered (not enough space, desks for employees, confusing to students). Better signage all over campus! Buildings are showing age, are not well maintained. This is an eyesore and embarrassing. Minor things fixed.
54	I believe she is doing the right thing by bringing in an expert in Student Services to improve the service we give students. I believe that people who stay here a long time need to want to do their jobs in a outstanding fashion or go somewhere else. We need great leadership in all areas of this campus!
55	It would be nice if there was some true, serious attention paid to the real issues confronting F.C.C. and it's students. So far in XXX's tenure I have observed and heard a lot of cheerleader rhetoric and very little true hands on care and concern. Frankly I am quite sick of hearing about how great we are while everything around us in this community is foundering and the campus atmosphere continues to deteriorate.
56	Just please be understanding that our time is really valuable on this day.

**19. What would you like to see covered/addressed in future professional development opportunities?**

1	REALLY liked the open lab for Canvas. Felt it was a great use of my time. Sessions that show teaching tips, ways to organize, new teaching techniques, how to inspire students to learn.
2	Why we can't attract administration from places other than our backyard. How can we convince faculty that they have a wonderful job and should stop complaining.
3	I believe the committee is doing a great job in offering a wide variety of topics. I would have liked to see information over some consequences of the election of Trump for the future college budget.
4	more information on parking!
5	Crucial Conversations by VitalSmarts (vitalsmarts.com) or a book club session on the book Influencer-The New Science of Leading Change by J. Grenny, K. Patterson, et al. We need training on how to better communicate our concerns from bottom to top without repercussions. That is our largest obstacle to success in our work environment.
6	I would like to see accounting opportunities that would educate me to make me a better accounting technician.
7	more information about our student body, like the Design science kids and the international students, veterans, dreamers, etc. who are we teaching? and how have the demographics changed over the years?
8	How to relax.
9	The implication here is that the convocation and break-out session was professional development. I don't think that that is what it was, not that that's a bad thing. I have no suggestions as to what would be covered at any large gathering. It would be nice to have time set aside for department colleagues to get together and discuss issues within our disciplines. Other than that, I would like to make one request. A statement was made that we traditionally have a district wide convocation in the Spring. That is not the case. In my entire career, the district wide convocation has been done twice that I can recall. I found the district wide attempts to do this an utter waste of time. The one great thing about the convocation is that all FCC colleagues gather together to launch a new term -- there's a nice sense of campus comradery. That, I like!
10	Classrooms and offices need some TLC; painting, cleaning, etc.
11	Professional development takes place on Flex day, by and for faculty.
12	I would like to see the time allowed for flexible flex day activities adjusted to include the week prior to flex day. This is an active time for many faculty, especially flex day presenters. Currently, presenters may not use preparation time completed before flex day as part of the mandated hours.
13	Religious freedom vs indoctrination vs separation of church and state in a public school setting.
14	More ideas for Best Practices of teaching.
15	More opportunities for faculty to talk about scholarship opportunities for teaching abroad.
16	As I mentioned above, I believe that we can, through Canvas, attach SLOs. If this is possible, each instructor will be able to assess how well each student met the SLO requirements. I would like to see information available on this process immediately since we must assess SLOs this semester.
17	Self-Care Suicide Prevention Training
18	Talks about actually networking with other departments to create growth, awareness and a sense of pride in the oldest, and best JC in order to become more self-sufficient.
19	Not sure
20	Nothing. The content was fine.
21	spend more time as a department
22	How to use Easy Grade Pro / Canvas-alternatives for grading & attendance.
23	I would prefer that these sessions be offered via webinar and that they be recorded for future access. I would also like faculty and staff to identify the agenda. Administrators are out of touch.
24	Some joint sessions with other two campuses
25	Information about Retirement, Salary advancement, discussion of why lab instructors get paid only 75% of normal instructional pay
26	I'd like to have fully-financed professional conference opportunities in my teaching field
27	Motivating the unmotivated student
28	Professional development should not be from top down, but rather individuals collaborating on best practices in an atmosphere of collegiality.
29	I would like to see covered on how to continue to support our students with special needs. (eg. housing, food, clothing)
30	I would like to see more Classified employees get involved with future professional development seminars; i.e., customer service training.
31	I think it would be awesome to use opening day as a launch for our vision for the year. It would be great to have a motivational speaker. I realize that we have to give updates on a lot of things, but perhaps there is a better way to do that so we can have a motivational speaker who will help us focus on a theme for the year.
32	Faculty-student engagement such as reality pedagogy, critical pedagogy, and other culturally relevant androgogical and pedagogical approaches that foster learning amongst traditional and post-traditional students. Please, please do consider researching this topic.
33	Why XXXs of this campus ignore the work of screening committees, overlook the three candidates forwarded and hire their friends.
34	Having someone from the social or physical sciences provide an overview of new research/teaching topics to get caught up with missed information.
35	I would have been interested in hearing XXX's remarks if he had prepared something for us.
36	The flex day offerings were dismal - we should better
37	More specific sessions targeted at different groups; administrators/teaching faculty/classified etc.
38	How to/informative to do flex day, how travel and conference works, more information
39	teaching techniques for today's students, active learning ideas, presentations from colleagues that have high success and retention rates
40	Loved the update on the Ram Pantry! More on stuff like that, how we are helping our students.
41	Inter-departmental/inter-divisional collaboration
42	More opportunities for staff camaraderie to get to know our campus colleagues.

43	The elephants in the room. We do not think strategic, we simply hire outside consultants instead of asking the people that actually know and live what needs to be done on campus.
44	Improving communication skills throughout campus especially between PIO, the community, and campus PD.
45	Tips and tricks with Canvas
46	continue with training on suo's. How to enhance both counseling and teaching faculty partnerships
47	Too new to really participate in answering this question
48	Pathways information and progress updates.
49	more internal advancement opportunities for Classified Staff.
50	More professional development opportunities for those with intermediate Canvas knowledge
51	something that pertains to professional development
52	new initiatives
53	Enjoy the breakout sessions with my colleagues. Also, would like to see the general session be a bit shorter.
54	It would be nice if this college could come together and discuss the issues that pertain to student success at Fresno City College --- not chase models that other colleges are doing. There is a large disconnect between what counselors, admin, SSSP, Student Equity, etc. think we need to improve student success and what the faculty think are the barriers. People who are not teaching academics in the classroom here at our campus are making important decisions regarding what our students need to succeed. We have been talked to about what ensures student success, but faculty have not been comprehensively asked to brainstorm solutions that could work for Fresno City College. And to note: opening day convocation activities are not technically professional development.
55	Not sure at the moment.
56	continue canvas trainings
57	Stress management, meditation or yoga. At another campus I worked at these were offered during our flex day.
58	more ADA stuff Service Animal information
59	Whatever seems to be important at the time. Updates like the ones we had. I would like to know the District's perspective regarding FCC, insofar as being in 'growth mode.'" Construction and planning updates. Also, what will happen with Committee structure.
60	Get more folks involved in discussing Guided Pathways, how instructional and student services can better collaborate to really make this happen
61	not sure
62	Have something fun for once. There are many ice breakers and fun and friendly competitions between divisions, etc., that we use to bring up the moral and bring us together as we get ready to serve our students. Most of the information given can easily be put in a memo, while the real connection and power of unity is with each other face to face. We are seriously under utilizing our relationship building and relationship forming opportunities.
63	Nothing new, it is fine
64	ACTUAL professional development activities. (I suppose that this question is in regards for Flax Day Friday and not Convocation Day Thursday because on Convocation Day Thursday activities are NOT professional development activities, NOR should they be considered to be.
65	Trainings from Admin. Serv's. on current budget practices/procedures/timelines & realities.
66	Addressing the horrible lack of communication on many parts of the campus especially Counseling and Student Services.
67	Relationship building, dealing with conflict, customer service, character-building activities, and though not related to professional development, I'd like to see more campus-wide discussion of vision, planning, and action. To have these types of discussions within committees leaves out many people, including classified staff, faculty, and students.
68	Professional development is Flex Day, planned and executed by faculty. Opening day should be a welcome back day. Limited speakers and lots of collaboration time in divisions/departments.
69	Discussion with our customer what our students want from their college and classes.
70	Less information, more to the point. Lots of time was wasted.
71	(1) Introduce the deans of instruction each semester. (2) Encourage staff from all levels to exude some friendliness and to remember to 'smile'!
72	I think increased funding should be provided for T & C so that faculty and staff can attend professional development that is specific to their professional needs.
73	more time for us to work as a department and curriculum development
74	Activities that break down the silos. There needs to be more communication, interaction, and collaboration between instructors of different disciplines.
75	continued innovation of services and continued motivation to improve.
76	How about a candid discussion about the personal and financial travails and challenges being experienced by our students?
77	How to use data in a meaningful way. Our IR staff offers so much, I would like to put in use!
78	Just the basics of where we are. When will we hear if we get new instructors. Why it takes so long to get anything done on campus. Why we have so many meetings that accomplish nothing. Why hasn't an area been selected for the new science building. What will happen to the old building.
79	Everything discussed yesterday could have been sent as a mail-all and no reason to have a meeting. If an open mtg like this needs to be done then keep it real short-one hour tops and only cover basic housekeeping things.
80	Improving transfer rate, improving general student success, bridging the equity gaps.

## 20. What is your one hope for the semester?

1	Switching the focus back to education and student success, not money and statistics.
2	To stop being spread too thin and still expect to make miracles happen.
3	Do my job well, complete the creation of the new class I am working in right now. Publish a book.
4	That our program will gain recognition in the community.

5	That we stop throwing each other under the bus because the change is so trying at times. It is not me against them but all of us rowing in the same direction.
6	I hope to improve my job performance and to learn a lot more new things that will allow me to become better at my job (I'm new here). I want to be as good at my job as possible before XXX retires because I don't want anything to fall apart or become neglected when the interim steps in.
7	To become much more knowledgeable about Canvas and to just kill it with my online course, measured by increased retention and success.
8	n/a
9	Permanent Ram Pantry facility.
10	That it doesn't overwhelm me.
11	I'm not really into hope. I will work to help this institution provide a real college education to all who want one.
12	That the morale on this campus improves, XXX seems to want to motivate the campus in the right direction but I think she needs support from the campus community.
13	Stop resenting the move to Canvas!
14	that we make progress with filling all our interim positions and that a really cohesive team is built around XXX so that she can implement new directions, policies and initiatives to lead us into the future.
15	The District takes contract negotiations seriously.
16	Improved communication among faculty in our department.
17	To do a good job of teaching and have as many students as possible experience success.
18	Student Success
19	To find better parking and a cleaner, safer campus
20	I would like to say that I am extremely impressed with the progress that XXX is making. For the first time in 23 years, I believe that faculty/student concerns are not only being heard, but they are being addressed in a timely manner. Go XXX!
21	That we really get students involved for everything including the academic and social aspect of the college.
22	To be available to assist students.
23	Continued improvements in the professional relationships with and between faculty, student support, staff, admin., and especially with the District Office and the Board of Trustees.
24	Whole institution collaboration towards meeting student success. Minimize additional institutional barriers for our students whom are already facing their own barriers. Streamline all departments to be on the same page with the same information. Departmental updates should go out to everyone.
25	That all departments on this campus unify behind the efforts to affect a change in ALL students. Not just the ones that show up to our class on time, but especially the students that don't do what they are supposed too. They are the students that need our help the most.
26	To make till the end
27	That things are consistent regarding information we give to the students.
28	everyone is safe. No major problems.
29	I do not mess up with any policies I am not aware of yet!
30	I would like to see student services move forward in a positive direction and find support in the new leadership and re-energize the staff.
31	That I am never as bored and uncomfortable as I was on opening day. Bad way to start the year.
32	To inspire my students and keep them engaged and working on their goals.
33	The semester will be successful for students & staff.
34	That the XXX and the XXX are no longer being handled by the same person. Both of these very important jobs should be filled. It is not realistic to expect anyone to be able to do both jobs effectively.
35	That our director will improve her communication with the faculty.
36	Just the get through it. This district, school are very conservative and anti-progress. Just because we have a lesbian president doesn't mean that change is afoot. I would hope that more women are seated at the table (and not just white lesbian women).
37	Improve student services
38	That there will be some progress in reaching parity of pay between the lab rate and lecture rate
39	That my students leave in May very glad that they took my particular classes.
40	The opportunity to work with others in order to develop a sense of trust and common objectives and goals.
41	To support our students to have a positive transition in their academic studies.
42	Students will succeed.
43	To get more involved with workshops/events having to do with Latino students.
44	That by the end of the semester, our many departments filled by temporary help will be filled by dedicated, professional manager/leaders. But from some things I've heard about the new president, those hopes are being dashed. Regardless, promoting some of the same ol' people who caused our past problems will only give us more problems.
45	My hope is that I will be able to do my job to the best of my ability without being treated like a 5 year old which includes NOT having the district office accounts payable department question every single requisition and activity that I do. Once they get the paperwork it has already been vetted by 3 or more people on my campus with their signatures as approval (and sometimes by the DO previously due to contracts). I was appalled at how my program was questioned in anger by someone in AP in December. Not because there was anything wrong with what I did or how I did it, but because they simply thought I should have done it differently and they were angry that I chose to do my job the way I did. And to help us out I put the charges on my own credit card!!!! And I wouldn't be so upset if this were the first time I was questioned in this manner. It isn't. I have been questioned this way for years! It is very frustrating.
46	Unity and collaboration to meet the needs of our students no matter the costs, monetary and non-monetary, especially underrated students.
47	No hope.
48	To increase engagement with students.
49	A peaceful one
50	Full classes and smooth sailing.
51	That I can inspire students to succeed at the college level. that is, provide help but convince students how much they can and need to do.
52	I hope to have students engaged in their learning, and as a result have higher retention and success at the end of this semester.



53	I hope my classes fill by Monday.
54	engage students, hope my director acts like a human being.
55	Increase success in my classes
56	Uneventful semester where I am allowed to teach
57	have the best semester and help students
58	that I can help my students meet their goals of transfer
59	Concise/specific planning, timelines, and commitments.
60	Instructors to feel cared for and enthusiastic about their work. I hope they have a fresh and new optimism instead of "here we go again". I would like this so that our students can benefit from great instructors who love their jobs.
61	Improved communication and collaboration across campus
62	To increase the success rate of my students, includes academics, professional and personal goals
63	To settle the number of interim positions throughout the campus.
64	That this campus begins to focus on quality instruction and enrollment. It seems we have forgotten these two important items.
65	To actually see the beginnings of good change in Student Services.
66	To ignite passion with my students and more for myself.
67	Successful students gaining knowledge and growing closer to their goal!
68	Continued and improved student success and engagement.
69	To have a job at the close of the semester
70	To implement skills that I learned in my classroom.
71	To fulfill my personal goals which includes getting caught up with everything.
72	for it to be successful
73	To take what I have learned during Flex Day and incorporate the information into my classes. I also hope to not make any mistakes in Canvas.
74	That it goes by quickly and DJT is impeached!
75	A smooth semester
76	smooth transition to Canvas
77	growth in programs, more open positions, and open communication among counselors and teaching staff as we build stronger relationships for our students.
78	To be a better Instructor than I have ever been before. To grow within my department and campus community.
79	Improved communication, sense of we are all working on one team. Marked progress to made on goals identified across campus.
80	less gossip and more support for administrative offices
81	I hope that we all grow more dedicated to being our BEST selves...the best professional member of FCC's team; which involves a commitment to being a more caring, compassionate, and communicative professional; more concerned about students and fellow professionals, regardless of our position.
82	That my work would impact thousands of students' lives for the better.
83	Success and safety
84	I hope our students have more access to online classes and online offices, as well as a 24-hour computer lab.
85	Students applying themselves by showing a high level of interest.
86	Enhance canvas learning
87	- A Student Success Committee( which goes beyond SSSP, Equity and Basic Skills) is actually formed. - No more silos ( a lot of student success goals are not discussed with faculty) - Hiring competent administrators i.e. people with actual degrees (not Ed.Ds), from actual reputable universities (not online diplomas mills), with actual experience and tracked/documentated success
88	Make a difference in a students life.
89	Optimism and pride in our division again; from our own employees & from other divisions/areas on campus. We're like the Rodney Dangerfield of the campus; not really respected. We used to be and we used to deserve that respect. We have a lot of work to do to earn that respect back.
90	Better communication throughout campus, respect and appreciation of adjuncts especially in Counseling and from Student Services management.
91	That the hard work we do increases student success and that were acknowledged for the differences we make in students' lives.
92	Firm leadership from the Interim VPSS.
93	That students won't be as frustrated with Canvas as we are.
94	That we will continue to hear our customer and serve their needs.
95	Focus on the student
96	Safety improvements! Quicker response time for emergencies. Lights in parking lot working every evening. More security at night for students and staff.
97	Keeping open communication within the departments and divisions and staff.
98	That our many students receive better counseling. There are still so many students with incorrect SEP's, counselors must be more aware of pre-reqs. Also that students receiving services from DSPS are counseled into courses that meet their developmental level and that advisories are considered.
99	More stability on leadership and positive changes.
100	that we remain accredited and safe. I hope XXX lives up to the hype because she's really good at inspiring us.
101	That I can keep a positive attitude in the face of the apathy and mediocrity demonstrated by my students and colleagues.
102	Safer campus.
103	I would like to see the campus come together as a team to better serve students and the community
104	To get through it.
105	To survive the frustration, fear and angst that our students feel and share about their lives and difficulties getting by.
106	Become proficient in Canvas!
107	To make sure students understand all material and be successful in class.
108	To survive.

109	That there is no violence and that the campus hires qualified individuals for the interim positions. All these failed searches makes morale go down.
110	Safe Campus...
111	FCC's organizational structure improves or is set on the way to improvement. Way too many committees, meetings, talk.

**21. Do you have any additional comments or ideas that you want to share with Dr. Goldsmith?**

1	Really happy we have someone with the experience and knowledge to bring us into the next stage. Hope She is bringing cost effectiveness and efficiency to administration, not just focusing on faculty to student ratios and statistics. Question: If devices are NOT allowed in meetings, how are we supposed to be paperless?
2	Don't fall into the same trap as XXX.
3	I like her energetic presence in the college.
4	It seemed we had once less week for Winter Break and I heard this was because Spring Semester would be shorter, but that's not the case. I was just unclear why the winter break was cut a bit shorter.
5	I am a supporter of potential student cadet program who are trained to be the eyes, ears and voices of our police and safety on campus. It is always a safety concern when we have Extreme Registration events with large numbers of potential students. We recruit potential cadets to work as ambassadors/liaisons on each campus, armed with knowledge and training in campus safety and support. It also could develop as a recruitment to for our SCCCD officers.
6	My first suggestion is that we need to have standardized accounting and administrative practices and a clear list of routing procedures (what forms should be sent where). I would also really appreciate it if we could have a chart (or something to that effect) telling me where I can find forms on the intranet, who I can call when I have questions on a particular form, where I should send the form, what the due dates (if applicable) are for each form, etc. I am an accounting technician new hire replacing someone who worked here for 20 years and I have had the hardest time figuring out what my job duties are and how/when to complete them because the predecessor AT vacated the position a month before I began working here without leaving any guidance/directions behind for me (no one could tell me specifically what the AT does and how/when she does it). I have been creating lists of instructions and compiling general information, using my fresh new-hire perspective, so that if something were to happen to me, the department wouldn't suffer when suddenly hiring on another person who is new to the district. I also would recommend that we strongly encourage the campus to come into the 21st century by storing data digitally in order to increase free space in the offices (eliminating the numerous, enormous file cabinets filled with files and binders). I do not think that implementing these changes would be too taxing and I think they would benefit the college for years to come. Most large copiers on campus are equipped with scanners, making the digital data storage idea feasible for most, if not all, departments today (assuming our intranet/networks have the storage capacity). I do not believe it would take Administrative Services and the District Office and other administrative department offices too long to list the forms they need from other people and to provide an example as to how/when they should be completed. If everyone created and maintained their own Word Documents with instructions on how to perform their job duties, we would find less errors occurring among the new hires (such as myself) and I have not found this task to be too difficult or time consuming as I simply work on it whenever I have time and make adjustments only when necessary. The establishment of standardized practices will, however, require multi-department collaboration and will be a process, but it is a necessary undertaking for any organization that is committed to quality and efficiency. Thank you so much for taking the time to read my comments.
7	Yes, and I will do that after I have written a brief description of my idea.
8	We have too much on our plates when we have multiple tasks on top of teaching. At this moment I am chair of a hiring committee, I have my own evaluation, I am evaluating other instructors, I have a huge show to build with new timing challenges, I am writing program review, creating a new festival for our program that requires weekly outreach and this all has to be completed in the same 8 week span( and I'm trying to teach). Sometimes it is too much and I end up stressed, sick and depleted. That doesn't make for a good instructor. We need more support.
9	Not through a survey. If I have some ideas, I'll write up a memo.
10	That departments work together for the betterment of services for students. Most importantly what XXX said "if you do not know the answer, ask someone who does". Don't just assume.
11	Thanks for all you have done so far. We appreciate your energy, enthusiasm and leadership. Please don't lose your spark!! We need it
12	Please extend an invitation to XXX, to be a part of the August agenda. It shows respect for your faculty; Five minutes is all which is needed.
13	Our dean is so over-worked that there is minimal time available for communication with our departments or individual faculty. The tenure evaluation process should be streamlined more so that deans in very large departments are not spending the majority of their time on paperwork. Please consider how changing to a 16 week instructional semester might allow for more time for faculty collaboration and curricular work such as SLO's and program revision.
14	No
15	I was told that we actually had two new Asian databases available to the students, but when I tried to find them with my class, they were not available. When will they be made available?
16	She should keep up with the meet and greets. Its great to see the president of the school out and about in the community.
17	I appreciate your enthusiasm; it comes across as sincere and heartfelt. It contributes to a sense that my work here is meaningful.
18	Please continue to pursue a positive change in our great community of Fresno, with respect to our role in this community, and continue to create an environment where our community, students, faculty, and staff can thrive in and can be motivated to help others thrive in.
19	Glad to have you. Stay strong and make changes
20	When you have worked here for 18-years, is there a way to have one bad evaluation taken off your file after so many year?
21	I'd like to see more subject concentrated professional learning community professional development. For example, a session where fellow instructors share out the top 5 things they do that has been effective in helping their students achieve success in their class.
22	Hope she doesn't leave us. Welcome, be patient with the roll, but don't leave. thk you
23	No, thank you.

24	Stop assuming. Take people as you find them. And don't listen to gossip.
25	Make your remarks short and to the point.
26	Yes
27	Can we work toward gender-neutral bathrooms for gender non-conforming staff and students?
28	Her activism while on campus supplies a much needed component to institutional success. As cheer leader in chief she is bringing much overlooked attention to the school.
29	I don't understand why some administration and staff FCC, District, and State keeps telling everyone to "calm down, things will be OK, I know that you are concerned for the future." I think administration is feeding into this false narrative that XXX is going to march troops onto college campuses and arrest every illegal person on campus. I also don't think it serves our students well to create safe spaces for them. They are going to have to learn how to deal with disappointment and not getting there way, if they are to be productive citizens in our society.
30	You made a good point about taking a 300 page report and making it more concise. May I suggest. Coffee at 7:30, start at 8:00, over at 10:00am (max). Division meetings at 10:30, department meetings at lunch (or after lunch).
31	None at this time.
32	It didn't take long for you to fall into line with the establishment.
33	I know my above comment was not what you were looking for in the way of hope for the semester. So to better answer your question - I have many hopes for the semester. If I can only share one, then I hope that we will heal from the divisions we have among faculty and staff.
34	Whatever hope I had with XXX is quashed by the same ol', same ol' politics, favoritism and power madness.
35	It was not clear if the staff was welcomed to attend. I am part of the A&R department. Also, we were not all able to attend, it makes it hard to determine who can and cannot attend in order for us to keep our doors open.
36	Thanks for verbally supporting the Ram Pantry and bringing in outsiders as interims.
37	No.
38	Keep your sense of humor. I thought your intro showed good control of the facts, a good grasp of the larger picture, and - most importantly - a vision for improving the school by focusing on the students both as they are and as they could be.
39	I really liked the student ambassadors on the opening day, from greeting at the entrance, at the table where some flyers were available, and even entering into the theater. I specially liked the solemn salute to the flag.
40	Thank you for providing breakfast and lunch.
41	The tone of the general session was upbeat and positive. It was good to see such energy.
42	Great job!!! Best Opening Day I have attended so far. And I have been attending the Opening Day ceremonies for over a decade.
43	Thank you for putting the Ram Pantry on your list of priorities. XXX and others have put forth such great efforts to assist with food insecurity on our campus. With everything students have to deal with nowadays, taking away one of the obstacles they face will only help with their success in reaching their academic goals. Thank you
44	The hot breakfast was great--nice way to start the semester. Morning session was long--a short break would be nice...but I know you lose people...hard balance.
45	I'm on board!
46	Action now please. No more obfuscation and more direct answers.
47	I am glad you are here. I have already made a few contacts regarding major fundraising events for the West Fresno campus and Ratcliff upgrade. Will share with you in the near future.
48	It would be lovely if new or nearly new hires had an opportunity to have a guided tour around the campus to familiarize ourselves with the internal components of the buildings prior to classes beginning.
49	There was no communication regarding whether or not our Division was meeting. Also, no communication regarding a chairs meeting and department meetings. Found out in the afternoon that there were no formal meetings scheduled.
50	Future office space and more parking for staff.
51	Thank you for all you are doing. We are very glad you are on board. Great inspiration.
52	I admire your willingness to share your personal challenges and identity with the campus community. I also have a learning disability and am part of the LGBTQ Community. I am happy to have you as a role model and leader.
53	Really appreciate your energy, engagement with the campus and your positive leadership in how you represent the college and the work we are doing.
54	Don't talk so much. Get us in, out, and actually doing stuff. The flag salute was nice.
55	maybe do a survey on how helpful the VP office staff are in Instruction and Ad Serv
56	I want to thank XXX for coming to our school, because we needed her at this time in our school's life. We needed her advocacy, her commitment to FCC, and her fearlessness. We needed her courage. She encourages me to want to remain here at FCC I appreciate all of the updates, including XXX's discipline update, XXX's update, XXX's update, XXX's update, XXX's update, the new XXX update, and most of all, XXX's update. I want to know how we will learn about opportunities to support XXX in having Community Conversations. I am interested in the Southwest Fresno conversations.
57	Thank you for the positive energy!
58	XXX you are a welcomed and refreshing addition to Fresno City College. Please don't leave.
59	I think we should see online classes and distance learning as an incredible asset and resource for our students and campus. In fact, we have all the makings for creating an online college that will enhance what we offer and not take-away or compete. In fact, we will be more competitive in this ever-increasing arena.
60	No, not now
61	Thank you for listening. When you first were hired, I thought you'd have a big learning curve when you came to us. I now think we'll also have a big learning curve. Not a bad thing, all in all. I don't care for change merely for the sake of change. However, we DO need to change to be efficient, effective, competitive and, I think, happy again as a division then as a campus. Am hoping you can stir us from this stupor. We used to laugh a lot and there was fairly good morale. You have an obvious sense of humor and appear to be innovative. Am looking forward to more of it.
62	I would like to see the adjunct counselors receive more respect and appreciation. Administration is totally neglectful of their treatment and concerns.
63	I'm a hard-working person, collaborative, and a good listener. I'm very involved with campus activities and hope that there will be more opportunities to talk to you in the future. Thank you.

64	Faith-based clubs/councils need to stay out of your presentations.
65	I think her presentation was excellent and very informative. We do feel included in the decision processes of upcoming events. Especially accreditation. And appreciate the updates on these important issues which affect our future as a community college. Please give us practical things we can do to contribute to these issues.
66	If the information presented at the convocation is important for us to know, then everyone needs to be there and it should be dispensed in a more direct manner.
67	We are blessed to have XXX who is leading our college with enthusiasm and vision! Thank you, XXX!
68	Thank you XXX!
69	keep us safe. understand how hard our jobs are. keep us inspired. you rock.
70	Keep doing what you are doing. This campus needs change and revitalization.
71	I feel hopeful that we are headed in a positive direction and I really enjoyed what XXX had to share at the Convocation.
72	I think I've said enough here.
73	A full agenda is almost always inevitable, but perhaps a longer break during the morning session is merited. It becomes difficult to focus after hour 2.
74	no.
75	Spend more time on campus so you can get things signed off and done. Get this place running smoothly before trying to bring some high school here. Take care of the issues we face before asking us to do more. Fix our classrooms. Make a decision on if we get new faculty - other campuses are already advertising. Figure out why we can't get decent pools for administrative positions.
76	I hope you stay healthy amidst your flurry of activity.