



Survey Key: ZS82030

This is an anonymous survey.

The number of people who took this survey by 9/20/2008 8:59:35 AM is: 160

Tenured & Tenure-track Faculty Professional Development

Please indicate yes or no to the following two questions. A place for your comments is at the bottom of the survey. This survey is anonymous. Note: your response allows us to estimate the cost of this program, which will be paid out to Full-time Tenured & Tenure-track Faculty members in August of 2009.

1. Do you intend to participate in the Full-time Tenured & Tenure-track Faculty Professional Development program?

[123] Yes

[36] No

2. Have you obtained approval of your Professional Development plan from your Dean?

[57] Yes

[99] No

3. Please send us any of your comments or concerns via this text box below.

[I have even completed most of my hours.]

[I have not yet received approval since I have not submitted all my work. I do not foresee any problems.]

[I still need to learn how to input the activities in Atlas.]

[The time is not worth the pay one is to receive. I am very busy with Faculty Senate, serving on several faculty ILP's, serving on numerous committees, and teaching overloads every term. How does one have time to do more?]

[I haven't made a decision yet because I'm still somewhat confused as to what qualifies.]

[It seems complicated.]

[I haven't gotten the official approval, but she knows I'm doing it. I just figured out how to log all the hours I've taken already...hope it's not too late.]

[From what I have seen, the professional development plan is inadequate, undefined, and possibly unfunded. This, along with our 2% raise does not breed dedication or loyalty.]

[Since we didn't know if there would be any monies available for this year, will they be combining PD from 08/09 and the next year 09/10?]

[none yet!]

[I submitted the plan last week and intend to meet with my Dean in the near future.]

[My "no" is not definitive. I just have no current plans to participate.]

[I have not bothered documenting anything because I don't believe we will ever see the money.]

[I have already completed 75% of my PD plan. I like how there are more choices now for PD activities such as the faculty/student engagement workshops.]

[Approval was for last year's plan. I didn't make a new plan for this year, but am still unsure if last year's plan will be used.]

[None right now]

[Please don't take away or cut these programs. They are SOOOOO helpful.]

[undecided as to participation; considering early retirement]

[Prefer stipends for workshops and extra work]

[I would like to participate in Faculty Development; however, I have taken most of the workshops offered during my 12 years as a full time faculty member. This includes technology offerings. Are you going to offer anything new?]

[But I will]

[I was prepared to submit my completed plan this past summer and was told the program was on 'hold'; therefore, I did not submit the required paperwork! Are those who acted on the plan and completed their plans, receiving compensation for finishing it the first DUE date.]

[I got approval and did all of this work last year before the computer program was set up for this. I am, however, still willing to take some courses this year even though I am not required to do so to earn my incentive.]

[I am year 1 tenure-track and will fill out the form. I just haven't sat down to figure out the process yet.]

[I do not believe merit pay systems of any kind develop comradery among faculty--instead merit pay systems have historically deteriorated collegiality and alienate otherwise productive faculty. Additionally, no funds are likewise withheld from administrative salaries that they then have to re-earn by doing more than their assigned tasks. The research into this in college environments is clear and undisputed and has been reported to this administration several times already. This is a bad idea...]

[It is not efficient to work this hard to earn hours and the stipend; it is easier just to teach an additional class. And, it pays more!]

[You are asking for a large amount of work for a very small payout. We can teach one overload and get the same amount of pay without the inconvenience and documentation. I have enough total hours, but there aren't enough hours in the variety of categories to qualify. In short: you're giving us a lot of hoops to jump through without much compensation.]

[This is my first month at Valencia, so I do not have a question yet:)]

[Is the development program part of the TLA seminars?]

[Although I enjoy activities that enhance my practice, and I am always grateful to be paid for participating in these types of activities, this whole process seems unnecessarily complicated and limiting. The fact that you have to have workshops to help people understand it only proves that. If the intention was to make it very difficult for people to receive a type of "bonus" pay, you have succeeded. Once the deadlines for the first year past, I hope you will check to see how many people either do not complete the projects they considered or simply do not complete the paperwork for credit, because they became too discouraged by this process.]

[This is on the list of things that I fully intend to do, but haven't gotten to yet. I think it a great idea, and it will be a tremendous addition to the way we do things here. It will take a little time to get into the psyche of everyone.]

[Plan to attend presentation on Oct. 2nd.]

[I did back when this first came out but now my Dean can't find it and we have been asked to start over with our Director. I plan to attend the information sessions and submit my plan to my Director in December]

[I have completed the needed 50 hours for the first pay in 09.]

[I just started so I have not put forth my professional development plan yet]

[I plan to participate, but not this year.]

[I have a meeting set up with my Dean for next week to go over my PD plan and receive approval.]

[Just started tenure track and still learning about this process.]

[I had submitted my plan last year. With the change of Deans I am not sure how active my plan is and would like to know my present status. Thank you.]

[By approval do you mean they have approved the PDP online? If so, I've sent but waiting on approval there. Have been paper approved during review process.]

[Hopeful that meeting times don't interfere with classes.]

[I participate in the Professional Development program as tenure-track faculty requirement as well as for my own learning.]

[the dean IS the obstacle]

[I hate this kind of bureaucracy. I do not think faculty should get extra pay as incentive for PD. I think faculty should get PD regardless of the pay involved. This stupid plan will become politicized and argued over I guarantee it. The tenure process is another overly complicated process that is a silly paper chase even though Valencia likes to pretend it isn't.]

[My dean told me that this program has not yet been implemented and that there were no pd points available yet??? I am very concerned about this!]

[I have just started the TLA process and am concerned about having enough time.]

[I keep forgetting what I said I wanted to do, so I just keep doing more, vaguely hoping I'll hit the bull's eye. The curse of the right brain! Okay, I have a file with my info somewhere. I like the whole concept of the P.D. program, frankly. I like doing new things... making new money... wrestling with new problems... doing the impossible. I just wish I had a personal assistant.]

[I've always thought this program is hooey. We're going to get paid for doing things that we should be doing during our campus hours anyway. I'll never take part, as I wouldn't be able to look myself in the mirror.]

[I have not submitted all 50 hours for approval, but have discussed a general plan with my dean.]

[I have obtained partial approval from the Dean. All of the activities have been met and my plan should be finalized soon.]

[I didn't know I needed approval. I thought by taking courses I was participating in it??]

[I am still working on completing my plan to submit to my dean.]

[None. I think Pat and Allison did a good job explaining it to me and I am working on completing my hours.]

[Wasn't aware that Dean approval was a requirement.]

[approval last year but not submitted online yet]

[It is easier to teach another course than to try to get all of the little pieces parts of an FPD program. Also, you need to expand the categories. Some of us have expended many hours on projects (for no pay) and cannot get any prof. dev. credit due to the narrowness of your guidelines. Pedagogy is a broad category, but not how your team has defined it. Not everything that leads to great teaching and learning is an "action based research project", or the research is subjective and can't be quantified.]

End of Survey