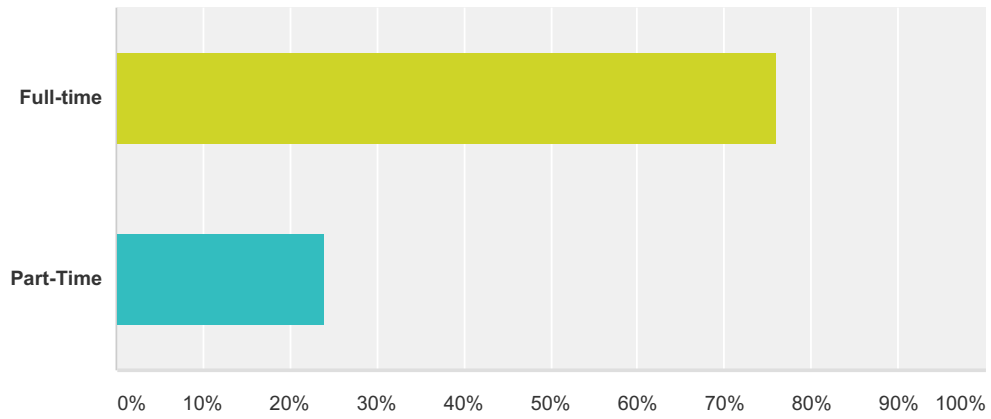


Q1 Are you:

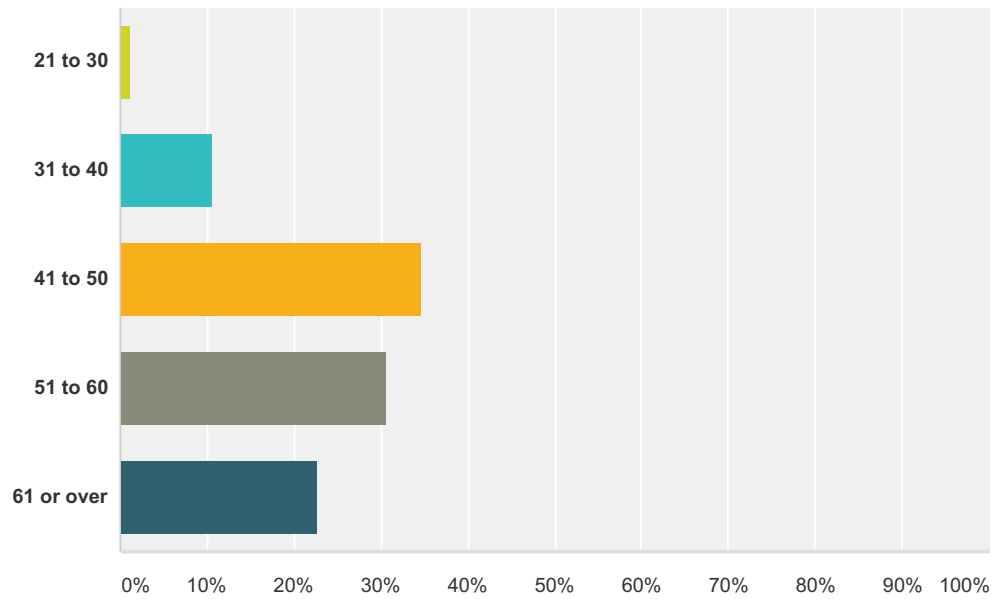
Answered: 75 Skipped: 1



Answer Choices	Responses	
Full-time	76.00%	57
Part-Time	24.00%	18
Total		75

Q2 What is your age?

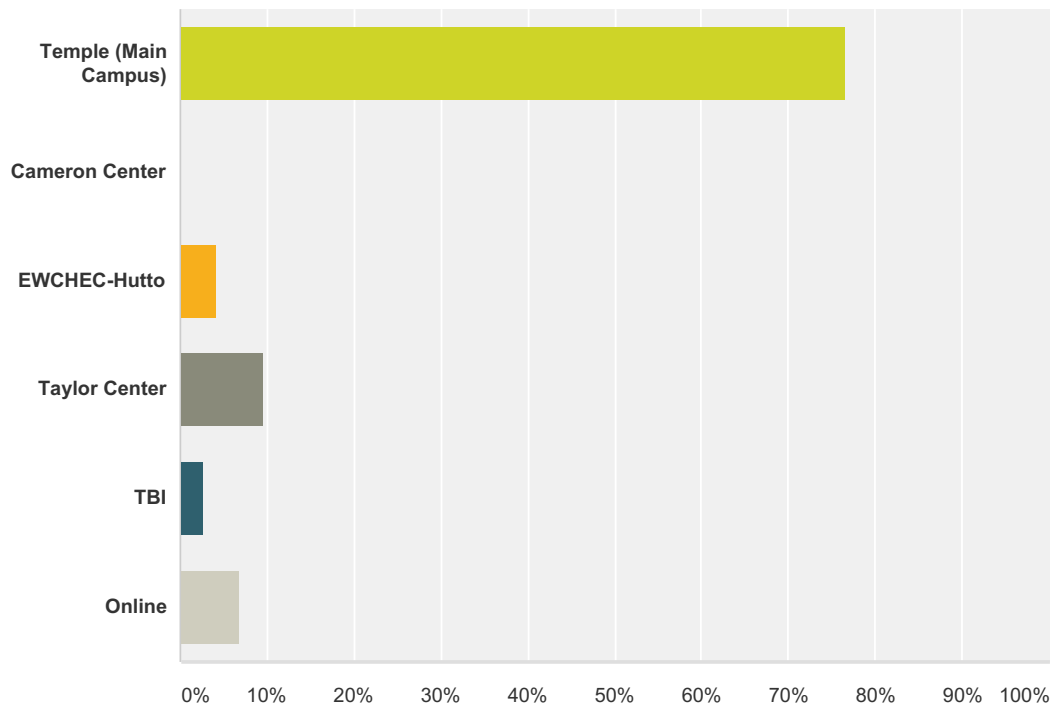
Answered: 75 Skipped: 1



Answer Choices	Responses
21 to 30	1.33% 1
31 to 40	10.67% 8
41 to 50	34.67% 26
51 to 60	30.67% 23
61 or over	22.67% 17
Total	75

Q3 Where do you teach the majority of your classes?

Answered: 73 Skipped: 3

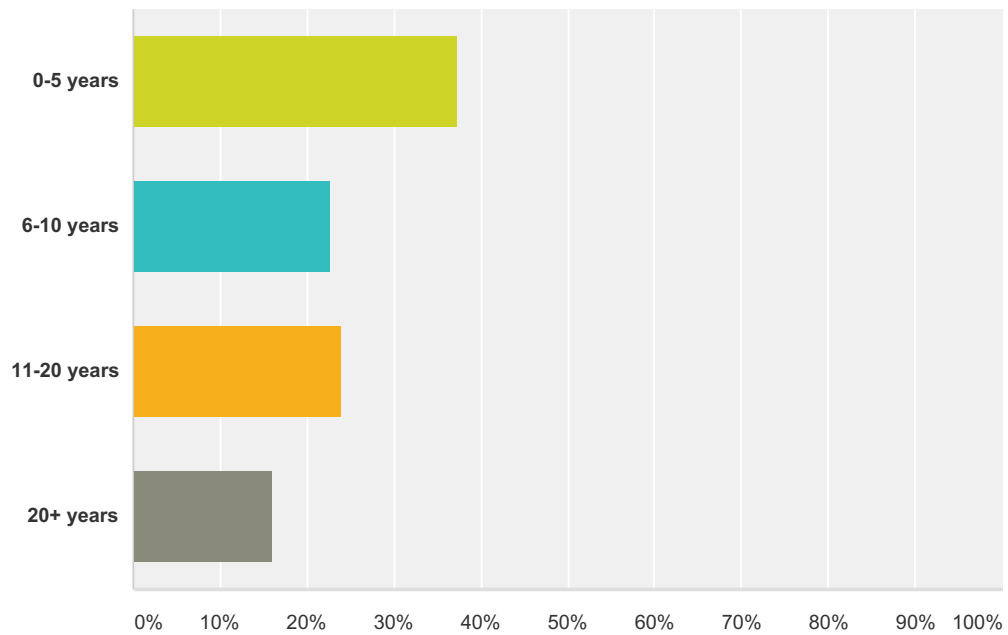


Answer Choices	Responses
Temple (Main Campus)	76.71% 56
Cameron Center	0.00% 0
EWCHEC-Hutto	4.11% 3
Taylor Center	9.59% 7
TBI	2.74% 2
Online	6.85% 5
Total	73

#	Other (please specify)	Date
1	Several campuses.	4/1/2015 8:55 AM
2	and Main Campus	3/20/2015 1:12 PM
3	I am on 5 different campuses.	3/13/2015 4:36 PM

Q4 How many years of service do you have?

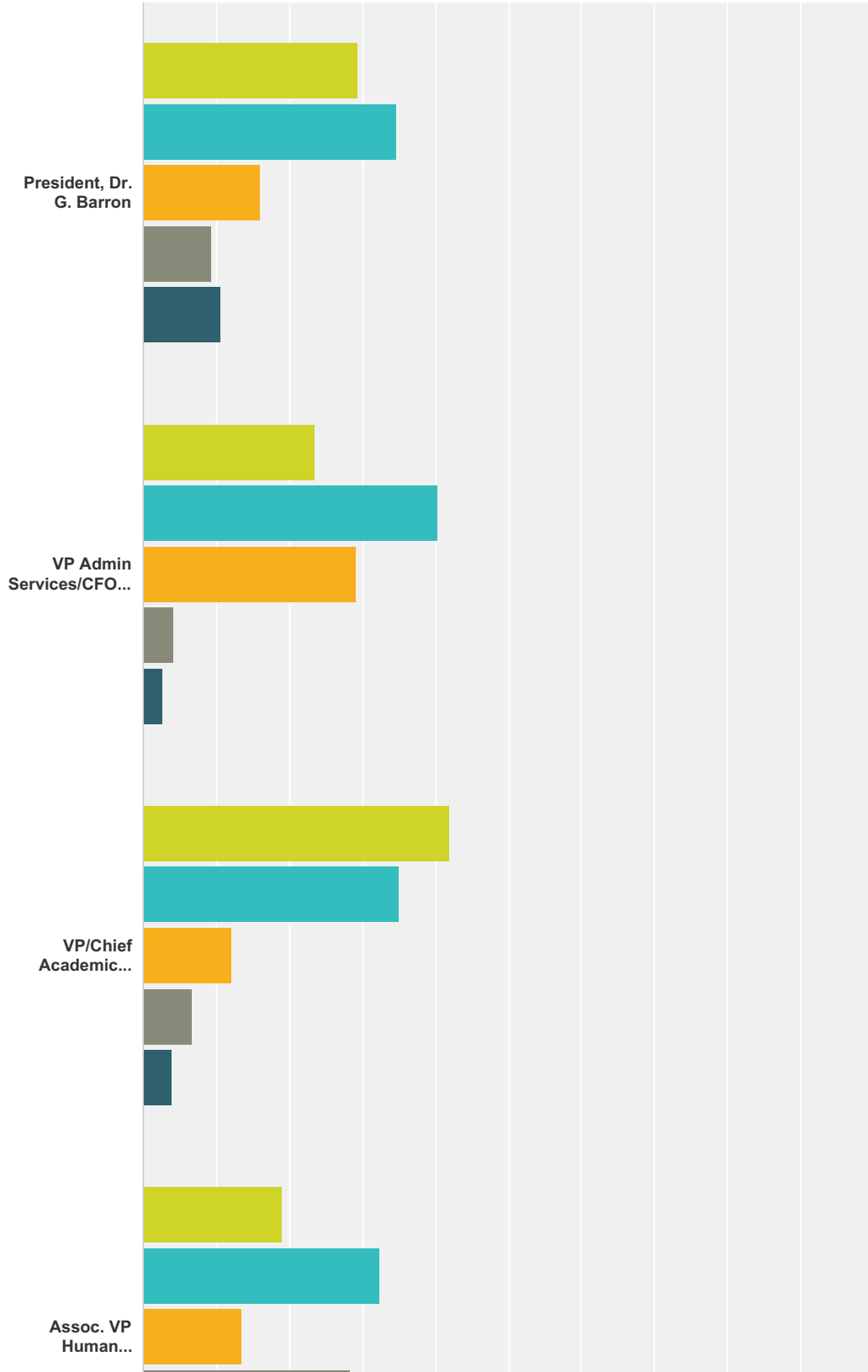
Answered: 75 Skipped: 1



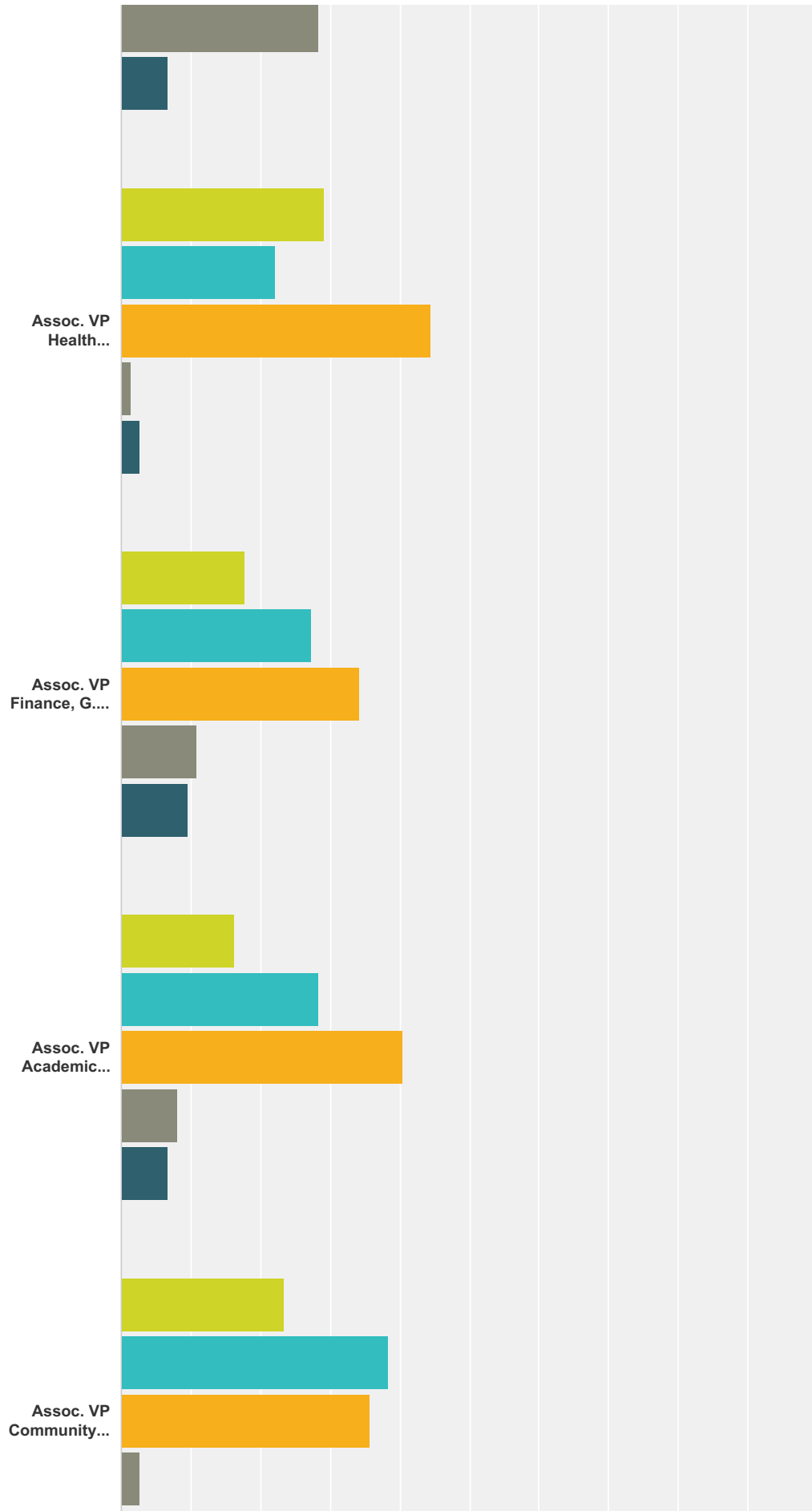
Answer Choices	Responses	
0-5 years	37.33%	28
6-10 years	22.67%	17
11-20 years	24.00%	18
20+ years	16.00%	12
Total		75

Q5 I have confidence in the administrative decisions and actions of the Executive Team.

Answered: 75 Skipped: 1



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0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Strongly Agree
 ■ Agree
 ■ No Opinion
 ■ Disagree
 ■ Strongly Disagree

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	Total
President, Dr. G. Barron	29.33% 22	34.67% 26	16.00% 12	9.33% 7	10.67% 8	75
VP Admin Services/CFO, Dr. V. Miller	23.61% 17	40.28% 29	29.17% 21	4.17% 3	2.78% 2	72
VP/Chief Academic Officer, Dr. M. Smith	41.89% 31	35.14% 26	12.16% 9	6.76% 5	4.05% 3	74
Assoc. VP Human Resources, Dr. R. Baca	18.92% 14	32.43% 24	13.51% 10	28.38% 21	6.76% 5	74
Assoc. VP Health Professions, Dr. L. Ogburn-Russell	29.17% 21	22.22% 16	44.44% 32	1.39% 1	2.78% 2	72
Assoc. VP Finance, G. Jackson	17.81% 13	27.40% 20	34.25% 25	10.96% 8	9.59% 7	73
Assoc. VP Academic Outreach, Dr. D. Spencer	16.22% 12	28.38% 21	40.54% 30	8.11% 6	6.76% 5	74
Assoc. VP Community Initiatives, Dr. J. Roberts	23.29% 17	38.36% 28	35.62% 26	2.74% 2	0.00% 0	73

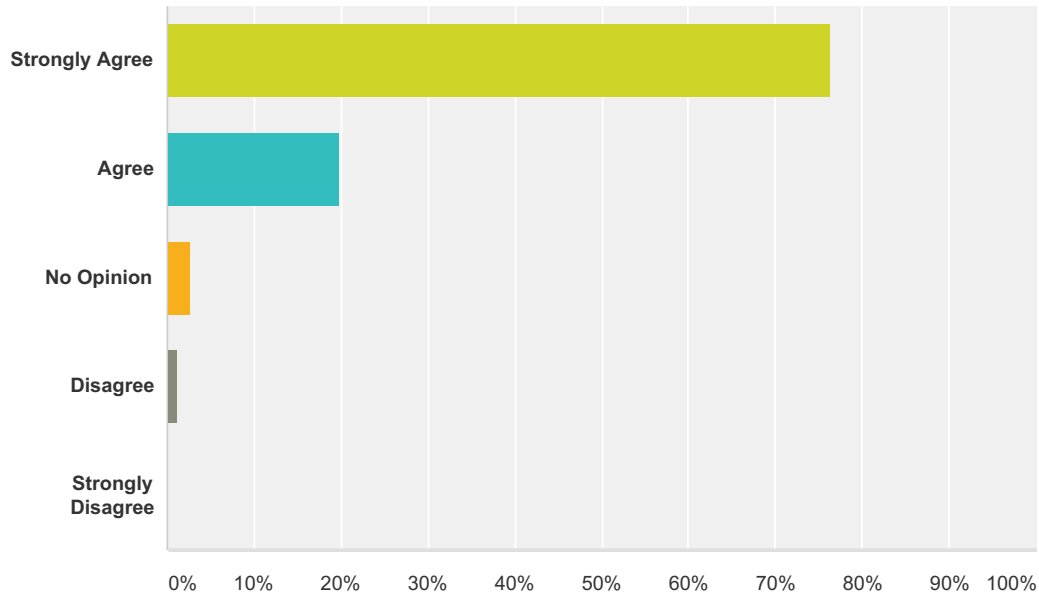
#	Comment	Date
1	I feel as if I am never heard. I speak at department meetings; I speak at Faculty Council meetings; and I attend Administration Q&A sessions. Nevertheless, I feel no one listens.	4/5/2015 6:30 PM
2	Dr. Barron is a very friendly administrator, and I like her personally.	4/1/2015 12:55 PM
3	I have not worked at TC long enough to form an informed opinion of the upper administration.	4/1/2015 8:55 AM
4	The Executive Team seems to see Temple College as an extension of the local school district. This place feels like a big high school rather than an institute of higher learning. Admin seems hidebound to outdated policies, micromanages insignificant issues while failing to address real issues, and is preoccupied with developmental classes.	3/30/2015 10:11 PM
5	Dr. Smith and Dr. Miller are extremely accessible, open to comments, and very helpful when we are having problems. Dr. Barron does not seem interested in who we are, the issues we face, or communicating with us. She attempted to communicate with us one semester and had numerous meetings but she has since stopped getting to know us or meeting with us.	3/24/2015 10:58 AM
6	Where are the other people who attend the Executive Cabinet (or report directly to Dr. Barron)? 1. Robbin Ray (but why is she on the executive cabinet if she is simply a center director?) 2. Erin Spencer (this position has gone way down since Susan Howe retired). 3. Rebecca Richter (does a good job with reports, etc. She has experience and does a good job).	3/23/2015 5:46 PM
7	Dr. Roberts does his job very well! Even though others are part of the Executive Team, Erin Spencer is a direct report to Dr. Barron and should be listed here. Her position at TC needs to be strongly reconsidered. Mr. Jackson and Dr. Spencer have not done an adequate job. Rebecca Richter has done an adequate job and is trying to make some head-way on inquiries and reports.	3/23/2015 5:45 PM

Faculty Council Questionnaire - Spring 2014

8	We seem to have increased the number of administrators even though the student population seems to be level or declining somewhat. More and more clerks in Admissions, more levels of administration - how many do we really need?	3/20/2015 1:12 PM
9	Never ever EVER buy a 10-yr-old used computer server to serve the entire college! Would you want to be using 10-yr-old computers at your desk?	3/18/2015 12:18 PM
10	At least two of these people need to go.	3/14/2015 11:18 PM
11	I am not familiar with the team's decision making.	3/14/2015 11:15 AM
12	Dr. Barron should get around campus.....	3/13/2015 2:51 PM
13	I do not feel that I have been here long enough to form these opinions.	3/13/2015 12:57 PM
14	Sadly, Dr. Barron is best known for being completely out of touch with college employees and making brash decisions in a knee-jerk manner. She has very little presence on campus and is feared more than respected. I affirm that, for the most part, the very low morale on campus is a direct result of her leadership style. I do not think it is her intention to present herself this way, and I believe she has been a great asset in adjustin to state mandates policy changes. However, morale is simply too low and the college is not what it once was. We hope, upon her departure, that it will be a warm, happy place again. Gary Jackson is known for being the worst communicator on campus. Getting a reply from him on simple matters can take weeks. It is widely known that Dr. Smith runs the college, and there is a great deal of uncertainty among faculty as to who will keep things afloat. I personally believe Dr. Barron to be a savvy, well-intentioned leader who simply is not getting the job done and is destroying morale.	3/13/2015 12:45 PM

Q6 Because Temple College was 36th out of 50 according to the 2014-15 TCCTA total salary survey, I believe the Board needs to consider a raise next year.

Answered: 76 Skipped: 0



Answer Choices	Responses	
Strongly Agree	76.32%	58
Agree	19.74%	15
No Opinion	2.63%	2
Disagree	1.32%	1
Strongly Disagree	0.00%	0
Total		76

#	If you agree, what is your suggestion to the Board (percentage increase)?	Date
1	Stop with the percent increase. 3% of a faculty's salary does not equal 3% of a staff member's salary. I suggest a absolute raise that brings us to at least the median for the state.	4/5/2015 6:30 PM
2	At least 5%	4/1/2015 12:55 PM
3	I do not have a certain percentage in mind but a fair raise would be appreciated.	4/1/2015 8:55 AM
4	Many full-time faculty with graduate degrees are making less than teachers at local public schools. In addition, the admin office needs to realize that the average numbers are less important than comparing field specific salaries. We've got to pay enough to be able to recruit and retain quality faculty members. Reality dictates that in order to be able to do that you're going to have to pay some fields (math and science) more than other fields (history, music, English). Furthermore, with regards to the technical fields, we are not just competing against other junior colleges. We're recruiting against four year schools, government agencies, and the private sector.	3/30/2015 10:11 PM
5	This, I feel, would help keep talented faculty at TC.	3/29/2015 6:28 PM

Faculty Council Questionnaire - Spring 2014

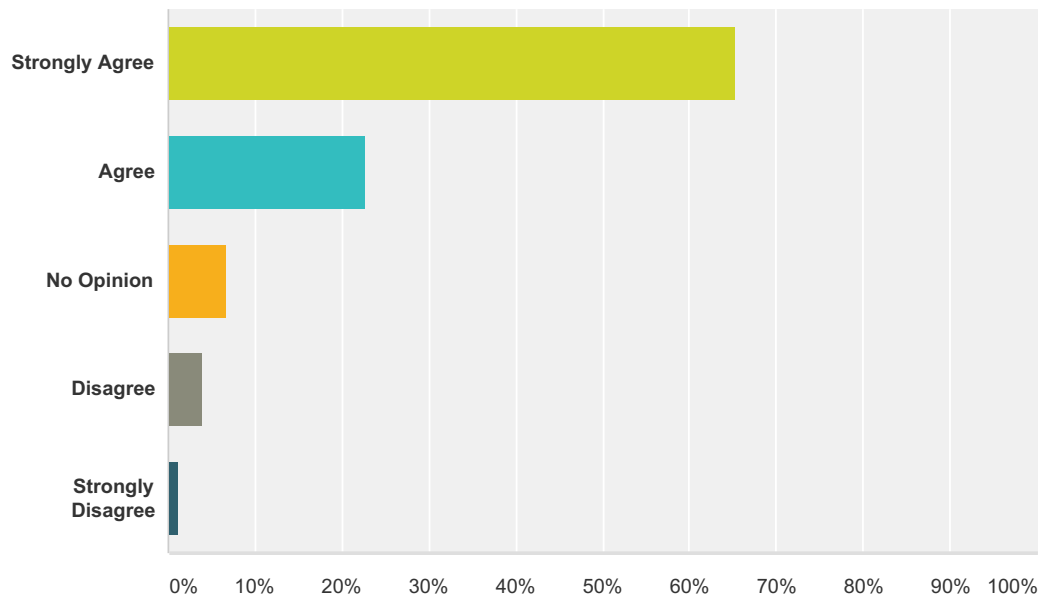
6	3-5%	3/25/2015 4:00 PM
7	We all know that financial times are challenging for the College, but keeping good faculty is should also be a prime concern. Small incremental increases are most often offset by increases in deductions like rising health care insurance costs.	3/25/2015 3:03 PM
8	4%	3/25/2015 8:05 AM
9	It is extremely difficult to recruit and hire new faculty members when they have better paying options. We use to strive to stay in the top half. Why have we decided that is no longer important?	3/24/2015 10:58 AM
10	100% for me. I don't care about the rest.	3/24/2015 10:44 AM
11	Provided they don't take it back by requiring that we pay a portion of our insurance.	3/23/2015 6:33 PM
12	However, keep in mind, you have to have money to give raises. The State of Texas has significantly impacted this.	3/23/2015 5:46 PM
13	Less than 15 years ago, TC was ranked in the top 15. That is a darn shame for our TC Board of Trustees to not care about the people at the forefront on education - the faculty! Please seriously provide the funds for a raise!!!	3/23/2015 5:45 PM
14	5%	3/23/2015 10:49 AM
15	At least 2 % and consider an increase to the Dept. Head stipend. It has not been increased in many years.	3/23/2015 10:09 AM
16	10-12%. This is based on my 10 year employment and the fact I haven't had a raise in about 8 years. Also, Temple College salaries need to be more competitive with Austin salaries.	3/22/2015 2:49 PM
17	Above the inflation rate by at least 1% considering there has not been a raise even at the inflation rate for the last several years. It appears that the Board can buy new software that doesn't seem to be necessary but can't seem to afford to give decent raises.	3/20/2015 1:12 PM
18	More information needed to comment appropriately.	3/18/2015 12:02 PM
19	The board needs to look at inflation over the past 10 years and at the very least give us a raise that keeps pace.	3/17/2015 2:16 PM
20	After all of the "Nigliazzos" (What is now called a Bond Issue behind the backs of the admin), why do we rate so low? Most of us (behind the admin's back feel like we are supposed to behave as though we are lucky to have our jobs; despite our years of service and our consistently high ratings from students).	3/16/2015 6:35 PM
21	Pay should be considered being so close to Austin area workforce and work issues. Recruiting and retention is very competitive with Austin area.	3/15/2015 4:05 PM
22	Taking care of your employees should be a priority of management.	3/14/2015 11:18 PM
23	As much as possible. I make far greater income from other community colleges.	3/14/2015 11:15 AM
24	5% minimum. Our salaries over the last few years have not kept up with inflation, to the point where I am considering getting a second job in order to keep up with my family's expenses.	3/14/2015 1:00 AM
25	5%	3/13/2015 10:17 PM
26	This should also include raises for adjuncts . Adjuncts save the college lots of money cause they do not receive the salary and benefits of a full timer.We should pay them more per hour in order to keep them here with us.	3/13/2015 3:56 PM
27	5%	3/13/2015 1:36 PM
28	It may be time to expand tax base.	3/13/2015 1:34 PM
29	Adjunct pay definitely needs an increase. I am adjunct at CTC as well as TC, and CTC pays \$600 per semester for teaching one contact hour per week of individual music lessons, whereas for the same thing at TC the pay is \$480	3/13/2015 1:20 PM
30	Keep in line or ahead of competitor schools (for faculty). I know of multiple people who jeep an eye on ACC's salaries. If not a raise, then qy least keeping in line with other incentives (benefits, etc) and requirements (office hours)	3/13/2015 1:05 PM
31	at least 5%	3/13/2015 12:59 PM
32	At a minimum all of the salaries throughout the College should be adjusted so that we are at least 25 out of 50.	3/13/2015 12:58 PM

Faculty Council Questionnaire - Spring 2014

33	This is exactly why so many of us teach at other institutions such as ACC. I understand we have a very limited tax base, but we are grossly underpaid.	3/13/2015 12:45 PM
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Q7 Campus computing technology for faculty needs to be upgraded.

Answered: 75 Skipped: 1



Answer Choices	Responses	
Strongly Agree	65.33%	49
Agree	22.67%	17
No Opinion	6.67%	5
Disagree	4.00%	3
Strongly Disagree	1.33%	1
Total		75

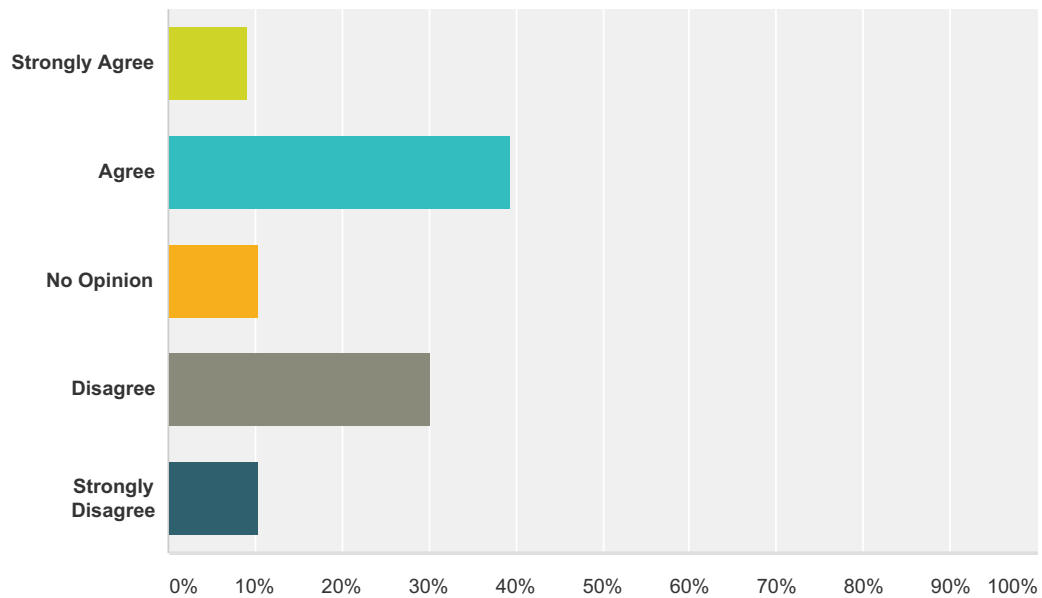
#	Comment	Date
1	I must check three different sources for email. Why?	4/5/2015 6:30 PM
2	At the beginning of the semester, the printers were down for weeks, just when the students needed them.	4/1/2015 12:55 PM
3	I do not have a problem with the technology on campus. I do have a problem with numerous problems with the website, email, and D2L.	4/1/2015 8:55 AM
4	Our IT infrastructure is two decades behind where it should be.	3/30/2015 10:11 PM
5	1. This is especially true for the Taylor Center. We have one "true" smart classroom. (The other two smart classrooms are a combination classroom/computer lab.) Each classroom should have a computer console like the Hutto Center. 2. At Taylor, faculty often have trouble with Wi-Fi TC Secure access. For some reason, it works great on some days and on others, we cannot connect to TC Secure. IT has been out to our campus to look into and fix the problem, but it just seems like an on-going issue. Perhaps a re-evaluation of Wi-Fi access points/more access points need to be made. 3. On another note, I have been at campuses where faculty received an upgrade to their laptops after three years. I understand the cost concerns for this, but if we want to be competitive and keep up with our students, the faculty members need to have access to the technology as well.	3/29/2015 6:28 PM
6	This probably applies across the board. Computing on campus is fraught with problems.	3/25/2015 3:03 PM

Faculty Council Questionnaire - Spring 2014

7	It is extremely difficult to do our job when we lose communications options with our students. This is a technology driven generation and losing communication for good (emails were never recovered when the system went down multiple times), creates a distrust between our consumers and the organization.	3/24/2015 10:58 AM
8	Email does not work consistently. Emails are not received. The quarantine filter mechanism in place lets phishing emails through yet traps my emails of faxes to myself. TC Secure wireless connections are sporadic. I cannot do my job properly with the equipment that we have currently. Smart classroom equipment needs updating.	3/23/2015 6:33 PM
9	(Major Issue) Where do I begin with IT on this campus? The leadership (AVP for Finance and Technology) is non-existent. There is a culture of "getting things done only when they want to get it done without anybody else's priority in mind". We need to clean house and start over. For an institution this size, our computing expertise is a joke. We should not have the issues we have for as long as we have had them. Somebody needs to know what this institution needs regarding infrastructure and software, and we don't have that person. (Minor Issue) We need more Smart Classrooms.	3/23/2015 5:46 PM
10	Funds to keep the technology up-to-date has been lagging behind. Instead of using the funds for all the bells & whistles for the campus, PLEASE get us updated equipment and keep it updated. Our ability to do our jobs has been crippled this year with the website being down more times than I can count as well as our email. Sometimes our email gets recovered, but there have been at least two instances where my received emails were not recovered. Smartroom technology needs to be looked at again and increase the number of smart rooms each building has.	3/23/2015 5:45 PM
11	The infrastructure seems to be outdated and over extended. There have been multiple failures of the network for the last year and there appears to be no money for that but appears to be money for more administrators and more software to add to a system that can't seem to handle the current load.	3/20/2015 1:12 PM
12	Having faster and more reliable internet connection both hardwired and wireless is a must. Also making sure that faculty get computer upgrades on some schedule not when it becomes a problem.	3/18/2015 4:15 PM
13	The recent change to a new server has been fraught with problems, some of which are still not solved. There is no excuse for this. Someone made a bad decision.	3/18/2015 11:27 AM
14	Classroom technology in my building is woefully inadequate.	3/17/2015 2:16 PM
15	Our students don't know how to do ANYTHING without technology. It's sad.	3/16/2015 6:35 PM
16	Upgrades in computing technology would be extremely helpful and would certainly provide important, updated tools for faculty to continue doing their job better without being hampered by as many restrictions or difficulties that non-updated computing technology often causes.	3/15/2015 6:46 PM
17	Windows xp is still being used in some Taylor computers.	3/15/2015 4:05 PM
18	Whether we have the latest and greatest isn't the issue. The problem seems to be that they don't have a handle on what we currently use. The shift from one email system to another-- totally botched job there. What a mess, both for students and faculty!	3/14/2015 1:00 AM
19	The issues this semester have been unacceptable for student learning and faculty use. The fact that it took one week for students/community/faculty to be informed formally that faculty email was not in working order was unacceptable. One week after the original email crash, students were finally informed via D2L. This should have instantly been a part of the announcement system of D2L or on the college website.	3/13/2015 4:36 PM
20	I think our servers are getting ready to die. There does not seem to be a program for keeping any of the computers either in the classroom or in offices updated.	3/13/2015 3:46 PM
21	Most faculty do not utilize the current technology.....	3/13/2015 2:51 PM
22	We are really behind, particularly at the Taylor center	3/13/2015 1:05 PM
23	Everyone should be using Office 2013	3/13/2015 12:59 PM
24	I do not understand how there can still be rooms on campus that are not set up for technology. At the same time, if instructors are not asking for these changes or feel that we have enough smartrooms, it becomes a mute point.	3/13/2015 12:57 PM
25	There have been numerous failures of our infrastructure that has resulted in issues communicating with students, the students not being able to access content, and the faculty not being able to perform their jobs.	3/13/2015 12:40 PM
26	The email problems we have had are unacceptable. A college campus cannot fulfill its mission with unreliable email service. This problem gets in the way of effective pedagogy.	3/13/2015 12:26 PM

Q8 I am satisfied with the current Help Desk system for resolving problems.

Answered: 76 Skipped: 0



Answer Choices	Responses
Strongly Agree	9.21% 7
Agree	39.47% 30
No Opinion	10.53% 8
Disagree	30.26% 23
Strongly Disagree	10.53% 8
Total	76

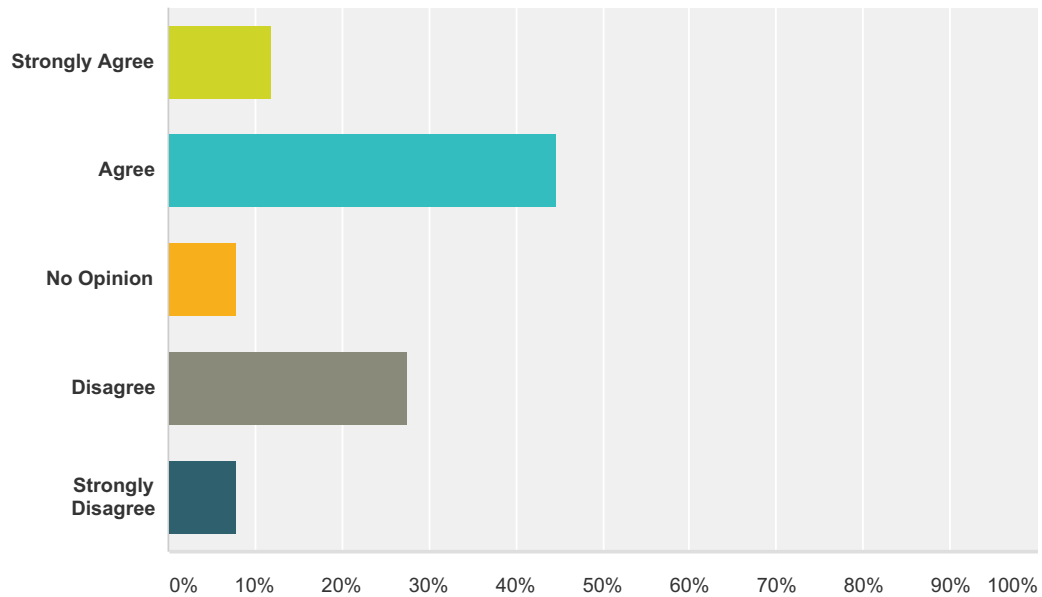
#	Comment	Date
1	For the most part, I am pleased that there is a new ticketing system. We needed a tracking/progress system, and this change has helped. On the other hand, the response time for closing a ticket could be better.	3/29/2015 6:28 PM
2	Still a bit to convoluted. Main issue is that we get no feedback from techs who come to fix a problem. We also don't know when they might be coming. Would help if scheduling could be a little more precise.	3/25/2015 3:03 PM
3	Due to the increase in web based and web enhanced classes, I believe Help Desk support should be available on the weekends.	3/25/2015 8:05 AM
4	They take in the information but it is extremely difficult to find out the status of different requests.	3/24/2015 10:58 AM
5	Help Desk doesn't resolve problems. They just make out tickets and put you on the "list". I used to call and get information and assistance from the lady who answered. Now, I don't think she's allowed to help--not sure.	3/23/2015 6:33 PM
6	It has taken months for some projects to be attended to, and it has affected instruction (NOT ACCEPTABLE).	3/23/2015 5:46 PM
7	If we are providing online, web-enhanced programs we need 24/7 tech support. I had a student that was having difficulty over spring break accessing tegrity and there was no one to help her. This happens more than most people realize.	3/23/2015 5:21 PM

Faculty Council Questionnaire - Spring 2014

8	We do not get feedback from them regarding when they are going to address a problem.	3/23/2015 10:09 AM
9	I have not been upgraded to the new webmail system	3/20/2015 4:20 PM
10	The Help Desk submits the request adequately, but there seems to be a problem with follow through and keeping us informed on the progress of a submitted problem.	3/20/2015 1:12 PM
11	I find it very frustrating. While I can see if my problem has been opened knowing how soon it will be addressed is still a problem. Update of computers in a timely manner is still lacking. Allowing computers to update at will is not a good plan as they can shut down in the middle of a quiz or exam which the student may or may not be able to get back into.	3/18/2015 4:15 PM
12	The fact that we've had 2 months of server and email problems is unacceptable. No adequate explanation has been given. In fact some well founded rumors have been circulating regarding the purchase of a used server which, if true, someone should have lost their job over.	3/17/2015 2:16 PM
13	This has been one of the more frustrating aspects of my time here at Temple College. Help Desk staff is extremely helpful in answering questions, but computer repairs has been an issue in my experience. For example, I am still being told that my TC-issued laptop has been "assigned to a technician" after having dropped it off with the Help Desk in November 2014 for log-in issues. It is now March 2015. Perhaps this is simply an oddity with my Help Desk request, but more efficient assistance in resolving computer problems that require us to hand over out computer systems would be very helpful.	3/15/2015 6:46 PM
14	Equipment in one of my classrooms didn't work. I was there when an IT guy came and confirmed it wasn't working. The work order was closed out without a repair being made. For the rest of the semester, I had to work around the problems caused by that broken piece of equipment.	3/14/2015 1:00 AM
15	IT work requests take forever to resolve.	3/13/2015 4:36 PM
16	Help desk is way understaffed and they do a great job in answering the number of calls they do in such a timely manner. Hire another person to help Mary and Laura....they are way over worked!	3/13/2015 2:51 PM
17	I know they have had a lot of changes in that area and we need to give them some time to improve.	3/13/2015 12:59 PM
18	They have always replied to my requests with favorable results.	3/13/2015 12:57 PM
19	I have a work order that has been in progress for several months. The issue does have a direct impact on student outcomes.	3/13/2015 12:40 PM

Q9 My perception is that student access to computers and technology at my teaching site is adequate.

Answered: 76 Skipped: 0



Answer Choices	Responses	
Strongly Agree	11.84%	9
Agree	44.74%	34
No Opinion	7.89%	6
Disagree	27.63%	21
Strongly Disagree	7.89%	6
Total		76

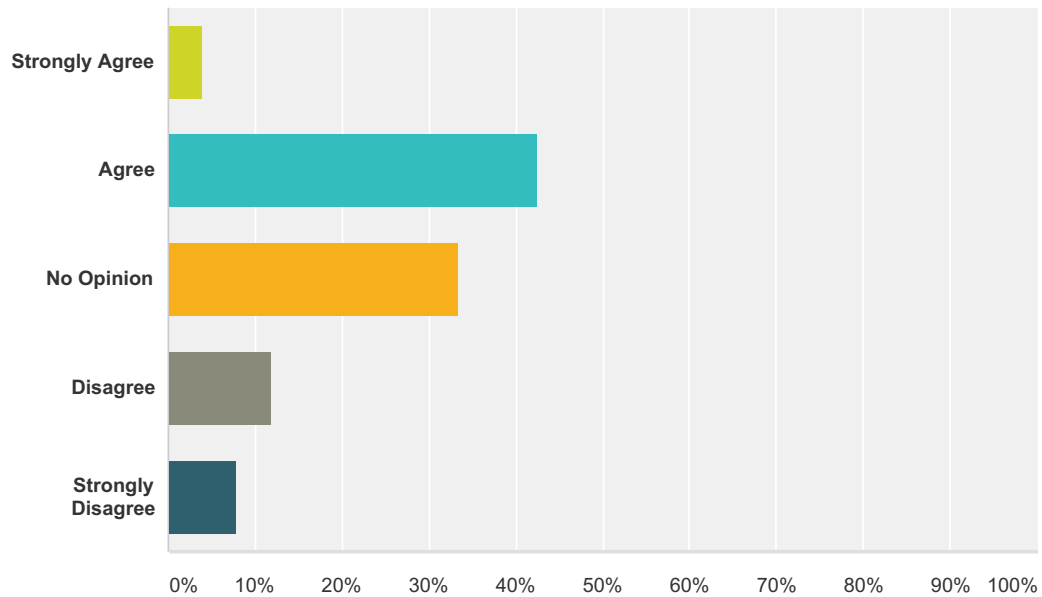
#	Comment	Date
1	Once they were fixed and when they do work, they are adequate.	4/1/2015 12:55 PM
2	Although students do have two computer labs at my teaching site, those computer labs also serve as classrooms. That said, there are many times that students are unable to use the computers because the lab/classroom is reserved. Also, at the beginning of this spring semester, we had several days where we were without Internet access. This is unacceptable.	3/29/2015 6:28 PM
3	Using D2L for testing is a nightmare. Way too many crashes in the middle of a test or other problems.	3/25/2015 3:03 PM
4	Access is adequate, the quality of the machines is lacking.	3/25/2015 8:05 AM
5	It has become difficult to reserve a computer lab for class time. Better proximity needs to be considered when establishing computer labs.	3/23/2015 5:45 PM
6	How often are computers in the labs updated or even upgraded?	3/20/2015 1:12 PM
7	As long as the computers are working.	3/18/2015 4:15 PM

Faculty Council Questionnaire - Spring 2014

8	Upgrades are needed badly.	3/18/2015 12:02 PM
9	Again, classroom computers and equipment is non existent or obsolete.	3/17/2015 2:16 PM
10	If anything, there's too much of it. My students don't know how to read.	3/16/2015 6:35 PM
11	I have been trying to get on our new web3 system for a full year, but I have still had no success in getting an IT person to transition my computer. Students have had difficulty printing on main campus.	3/13/2015 4:36 PM
12	In comparison to other college campuses.....we are above average on number of computers available to students.	3/13/2015 2:51 PM
13	I often hear students voice frustration over the availability of printing and working computers on campus. This semester, in particular, has been horrendous with regard to technology. It is difficult for me to hold my online students accountable when I can't be sure their email is functioning.	3/13/2015 12:45 PM
14	When it works	3/13/2015 12:40 PM
15	Students report printer problems frequently at the Taylor campus. The Taylor campus has had 3 network outages this semester alone.	3/13/2015 12:26 PM

Q10 I am satisfied with the mechanism for creating, revising, and adopting policies at the College.

Answered: 75 Skipped: 1



Answer Choices	Responses
Strongly Agree	4.00% 3
Agree	42.67% 32
No Opinion	33.33% 25
Disagree	12.00% 9
Strongly Disagree	8.00% 6
Total	75

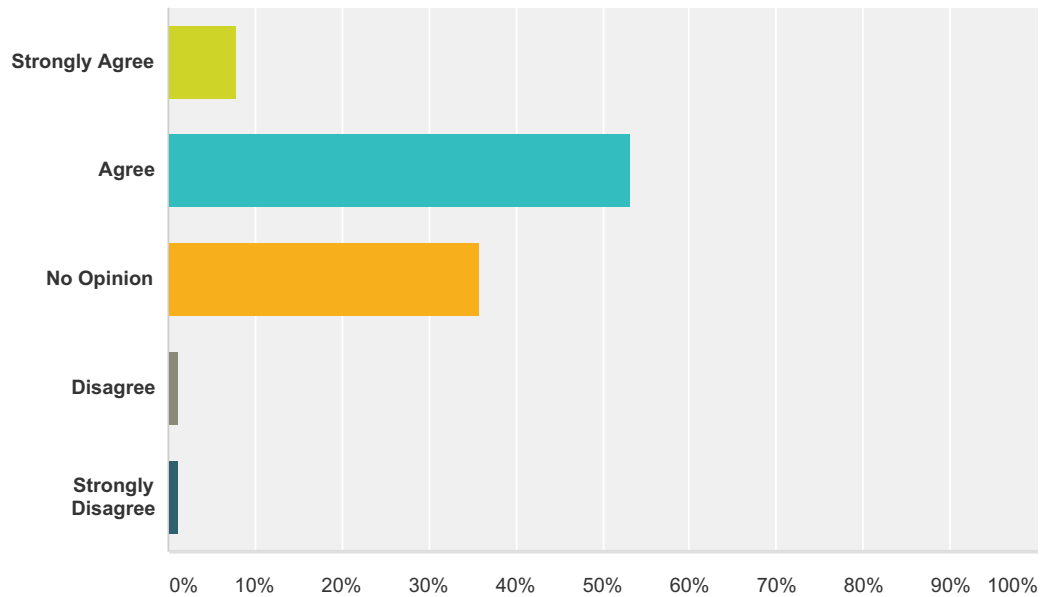
#	Comment	Date
1	I liked the process when the meetings were held on Fridays, and I could attend. This year, I do not even know when the meetings are if they are having them. This may be because the e-mail situation is so horrid.	4/5/2015 6:30 PM
2	The "Powers That Be" are making all the decisions, with little respect to faculty's input.	4/1/2015 12:55 PM
3	There is really no forum for providing input to the admin office on issues that arise. The faculty council is a joke. It serves no real function other than to perpetuate itself. It has no authority and represents only a fraction of the faculty. The faculty council should be disbanded in lieu of a faculty senate with representatives from each department. The current faculty council is essentially a club.	3/30/2015 10:11 PM
4	Faculty tends to not be asked opinions/comments on some changes here at the college that directly effect them. Some examples are technology and media relations (expectations and protocols are very confusing).	3/25/2015 4:00 PM
5	We are allowed to comment on the policies but never receive feedback or corrections. There are many times they are implemented without the corrections or improvements needed.	3/24/2015 10:58 AM
6	I don't think that we have too much control on whether something is adopted.	3/23/2015 6:33 PM

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7	We have begun reviewing policies (such that all policies are reviewed in a 3-year cycle) with a Policy Review Committee. It would be nice if more people had input on policy creation (not just review after it has been created). I realize this is generally an executive task, but input prior to the creation would be appreciated.	3/23/2015 5:46 PM
8	With a committee in place, no communication is provided to employees as to the proceedings of their meetings. The only time we hear about any policies revisions is when they get posted for 30-day comment period.	3/23/2015 5:45 PM
9	I do not yet feel familiar enough with this procedure to have an opinion.	3/19/2015 1:20 PM
10	Virtually every policy has been changed, with the exception of the dress code policy. By the time the faculty and staff hear about the proposed changes, there has already been a new policy drafted.	3/18/2015 11:27 AM
11	Every time a problem arises which the administration can't deal with the revise policies. This is no way to run a college.	3/17/2015 2:16 PM
12	The admin is going to do what it wants to do, anyway. We have had no say in policy for most of the time I've been here. The college cares nothing for academics, academic freedom, or free speech. We are advised of changes; the changes go through. I find it ironic--and laughable--that the only issue that almost completely galvanized the college faculty was that of a "dress code."	3/16/2015 6:35 PM
13	I think the administration handles these policy processes very well.	3/15/2015 6:46 PM
14	The mechanism, yes. The people in charge can't write clearly.	3/14/2015 11:18 PM
15	I have no opinion, because my department and division regularly violate those policies without consequence or recourse. What does it matter what policies are adopted, if there's no enforcement college-wide.	3/14/2015 1:00 AM
16	Creating, revising, and adopting is not the problem.....Following the policies is.....	3/13/2015 2:51 PM
17	I am still learning about this process and it seems a little overwhelming right now.	3/13/2015 12:57 PM

Q11 I am satisfied with the regularity of meetings and communications from Faculty Council.

Answered: 75 Skipped: 1



Answer Choices	Responses
Strongly Agree	8.00% 6
Agree	53.33% 40
No Opinion	36.00% 27
Disagree	1.33% 1
Strongly Disagree	1.33% 1
Total	75

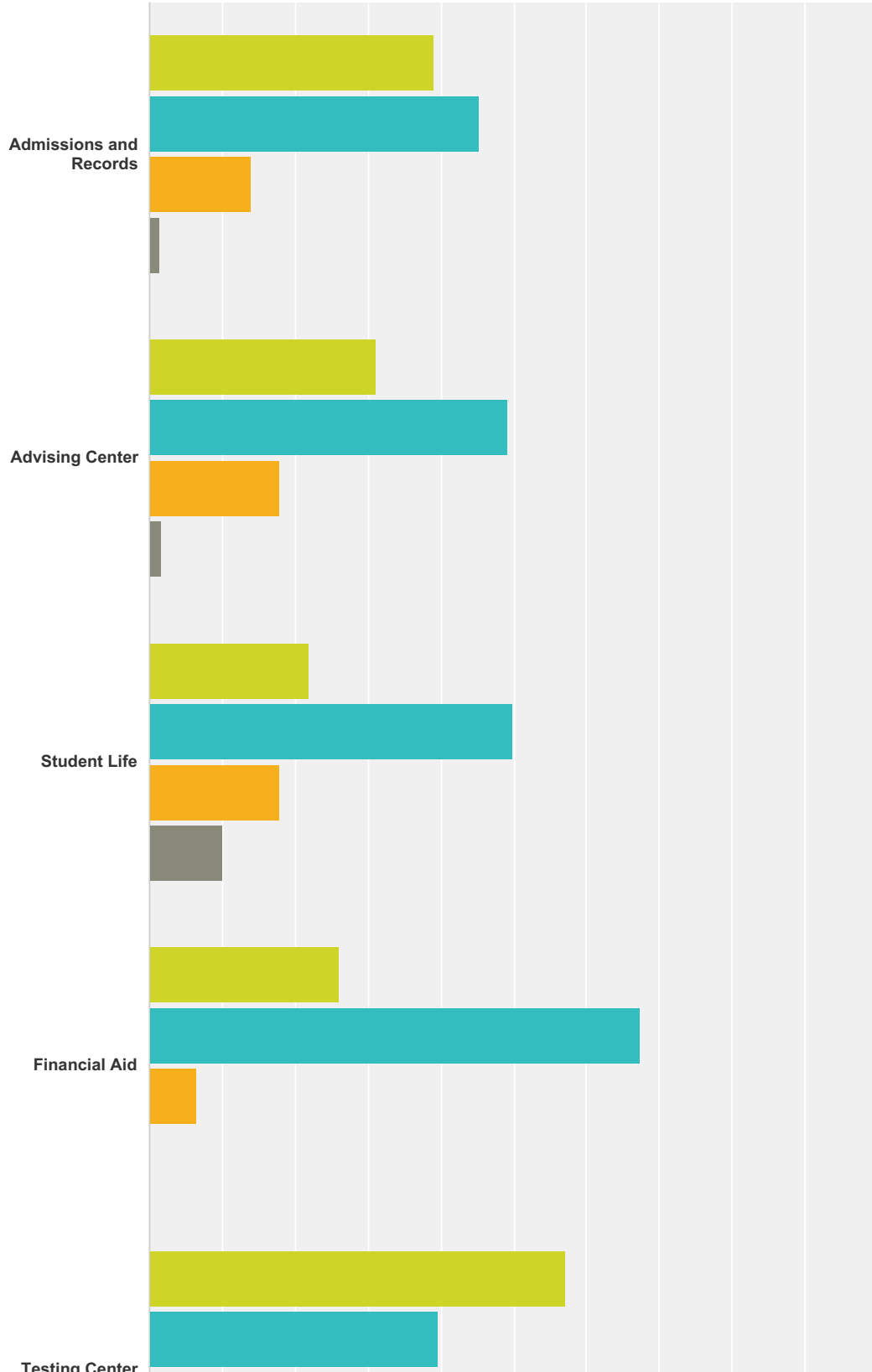
#	Comment	Date
1	I just wish the Faculty Council would focus on something other than title changes like proposing a competitive salary schedule and helping to improve the technological issues.	4/5/2015 6:30 PM
2	Seems better that last couple of years.	3/25/2015 3:03 PM
3	Faculty council is an utter waste of time and resources. The faculty council is impotent to change any policy or condition of work, big or small, and serves only as a social club for a few long-time faculty members.	3/24/2015 10:44 AM
4	They always meet when I cannot. In an effort to keep from hurting feelings, they have spent way too much time on faculty titles while other, more important issues are ignored--e.g. technology, email, wireless connectivity, salaries, reimbursement for unused personal days, sick leave pool...	3/23/2015 6:33 PM
5	The President of FC has done a good job in getting as many people involved with being able to meet on campus and from a distance. Maybe a webex for the meeting may be a way for anyone off campus to be able to participate.	3/23/2015 5:45 PM

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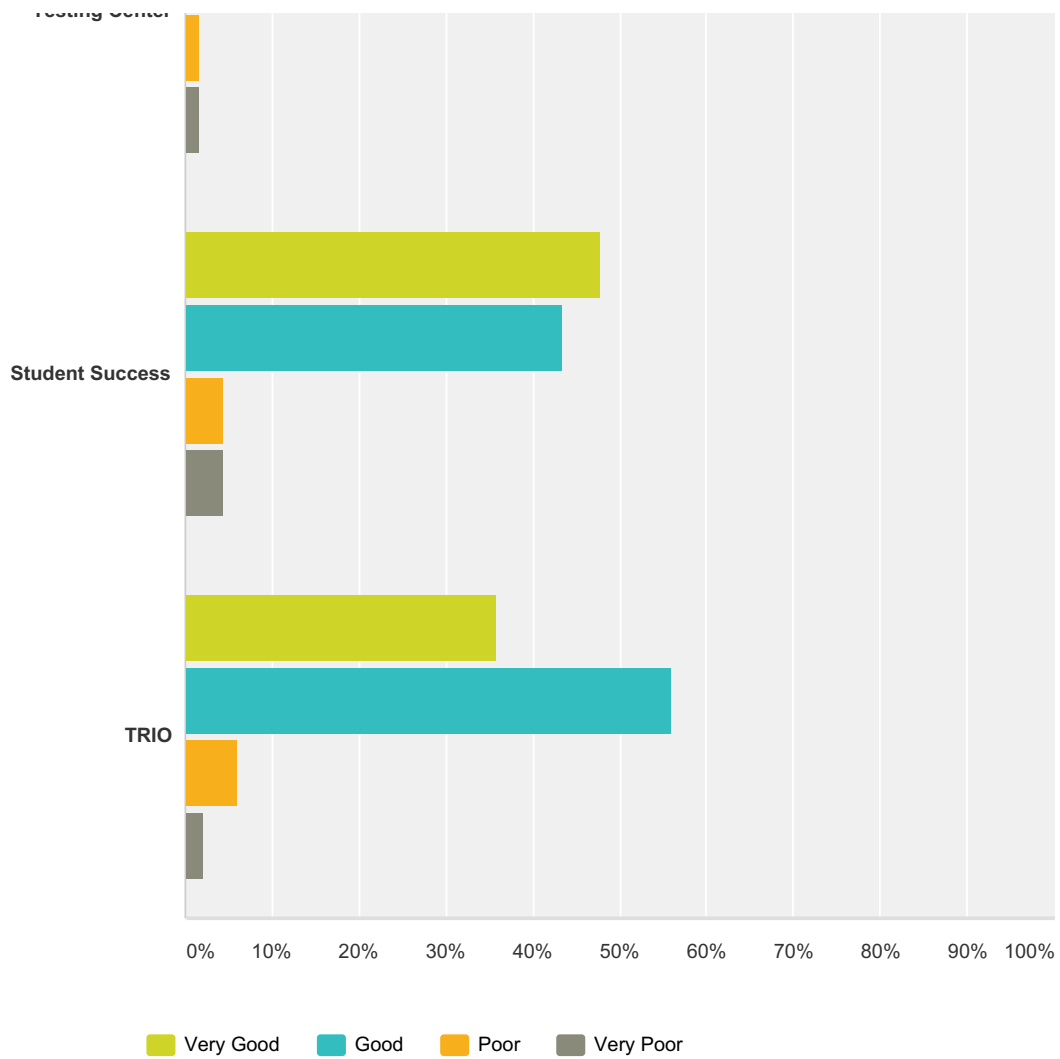
6	Faculty apathy is the only problem with the council. This may largely be created by the fact that faculty are overworked. Most teach single or double overloads because their pay is too low to make ends meet without doing so. This coupled with the ever increasing paperwork related to co-board and SACS issues leaves faculty tired and burned out.	3/17/2015 2:16 PM
7	If the faculty council had any real clout, I'd care. The faculty council can say what it wants; the business people who run the college will do what they want. I am disappointed that even the President of the college brags about the business accomplishments of the board, but never mentions their academic accomplishments.	3/16/2015 6:35 PM
8	Faculty Council is just a hand puppet for the administration, so what it says and does is meaningless to me. Maybe if it kicked out administrators from its membership and grew a pair, it would be worth paying attention to.	3/14/2015 1:00 AM
9	Would it be possible to hold the meetings at varying times?	3/13/2015 1:36 PM

Q12 Please rate the following Student and Enrollment Services areas with which you have had direct experience.

Answered: 71 Skipped: 5



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	Very Good	Good	Poor	Very Poor	Total
Admissions and Records	39.06% 25	45.31% 29	14.06% 9	1.56% 1	64
Advising Center	31.15% 19	49.18% 30	18.03% 11	1.64% 1	61
Student Life	22.00% 11	50.00% 25	18.00% 9	10.00% 5	50
Financial Aid	26.09% 12	67.39% 31	6.52% 3	0.00% 0	46
Testing Center	57.14% 36	39.68% 25	1.59% 1	1.59% 1	63
Student Success	47.83% 22	43.48% 20	4.35% 2	4.35% 2	46
TRIO	36.00% 18	56.00% 28	6.00% 3	2.00% 1	50

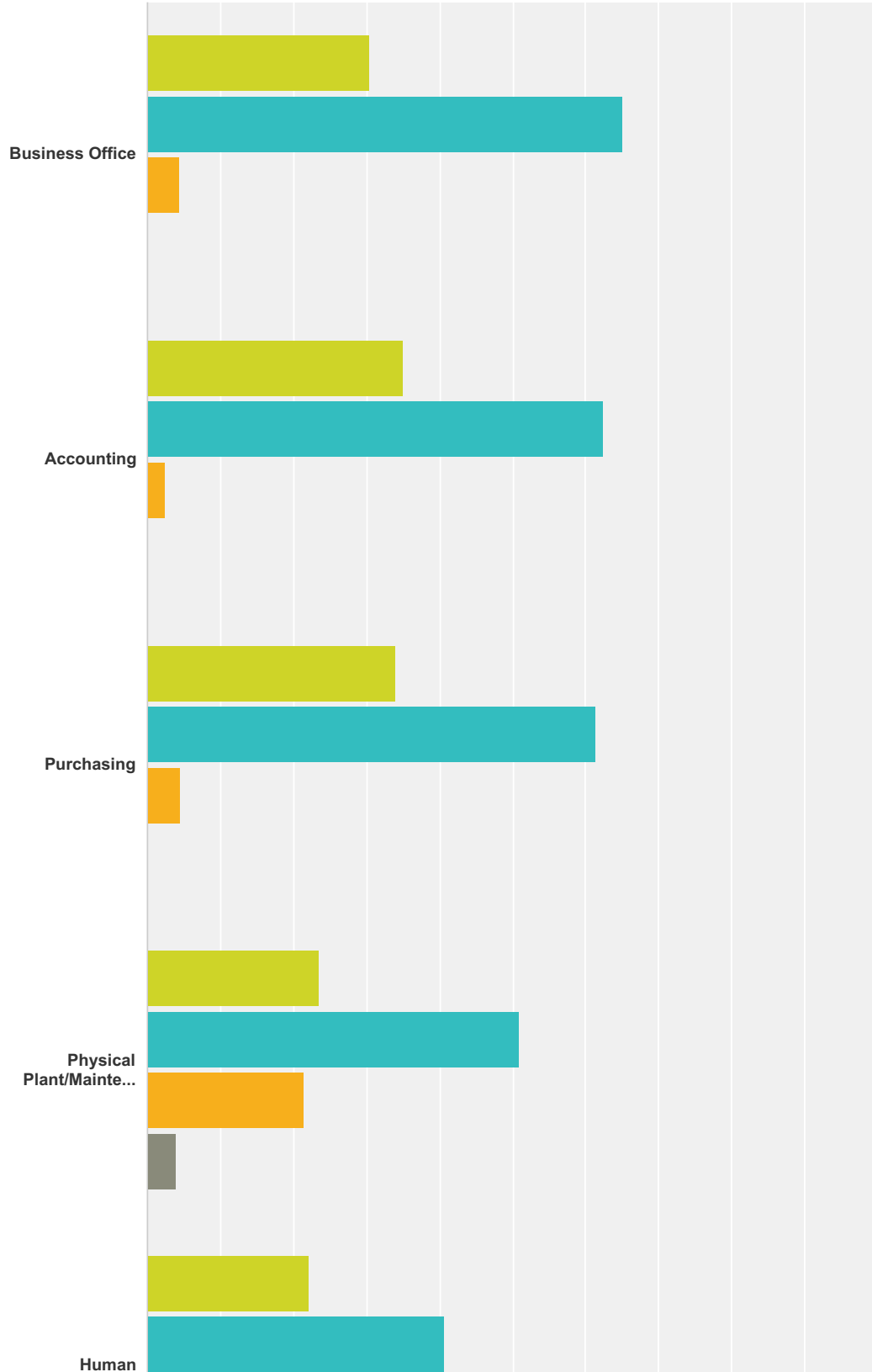
#	Comment	Date
1	For some of these areas, I have had no experience but there is no neutral option.	4/1/2015 8:55 AM

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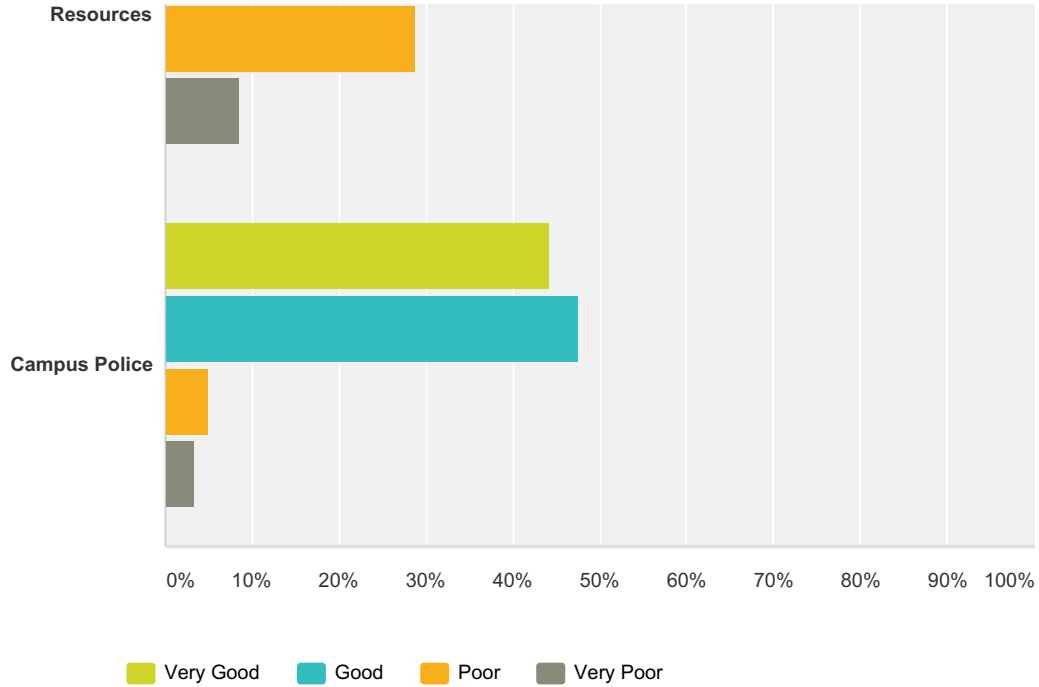
2	Student life is abysmal here. You can't even buy lunch on campus. We should be working to keep students on campus as much as possible. We should want them eating on campus, studying on campus, hanging out on campus, and making friends on campus. We should want them living close to campus and we should be working hard to foster a sense of community within the students. We should be working to encourage retail development near campus for students. We don't really do any of that.	3/30/2015 10:11 PM
3	Advising, Those who get Steve Boykin is great. Those who don't are in the dark.	3/25/2015 5:33 PM
4	Need to know schedule for Spring Fling at the beginning of the semester for planning purposes. Difficult to change things in the middle of the semester. A&R still needs help with customer service out front.	3/25/2015 3:03 PM
5	Trio has been shoved in with everyone else in student success. Students had the new center. They feel cramped and unwelcomed in that area. They are also telling other students to avoid the area because it is so unwelcoming.	3/24/2015 10:58 AM
6	Students are advised into classes for which they are not prepared. Prerequisite checking is the responsibility of Admissions and Records. They refuse to do it. The Testing Center has always managed to keep academic integrity in tact. They communicate well and serve the needs of our students. However, TC needs to increase personnel to handle the increased traffic.	3/23/2015 6:33 PM
7	Student Success and TRIO are not part of the SES division. Admissions and Records continues to be held in LOW esteem on this campus - it is a cultural problem that has existed for YEARS. Amy Flinn did a whole lot to improve the Advising Center - too bad she had to retire. Let's hope what she has built will stay in place.	3/23/2015 5:46 PM
8	I did not realize that Student Success and TRIO were under Student & Enrollment Services. Student Success is a division and TRIO is a department in the Student Success division. Disability Coordinator & VA Coordinator are doing a decent job. Admissions & Records could do a better job with working out the dates for each semester as well as communicating with division secretaries regarding timelines.	3/23/2015 5:45 PM
9	Hopefully, there will be changes with new leadership in Advising.	3/20/2015 1:12 PM
10	Amy Flynn will be missed. Too bad she along with other good people has chosen to retire.	3/17/2015 2:16 PM
11	I have problems connecting with Paula Talley. I cannot get her to respond to e-mails.	3/17/2015 11:05 AM
12	There was not a "no opinion" choice.	3/16/2015 6:35 PM
13	Students routinely sign up for individual music lessons then apparently are not advised to contact their instructors (or are not told they must check their TC email account to see messages from their instructors) to set up individual lesson times for the semester.	3/13/2015 1:20 PM
14	What meaningful contribution does student life make to our campus of our students? There is so much possibility in that position. However, it desperately needs new leadership.	3/13/2015 12:45 PM

**Q13 Please rate the following
Administrative Services areas with which
you have had direct experience.**

Answered: 69 Skipped: 7



Faculty Council Questionnaire - Spring 2014



	Very Good	Good	Poor	Very Poor	Total
Business Office	30.43% 14	65.22% 30	4.35% 2	0.00% 0	46
Accounting	35.00% 14	62.50% 25	2.50% 1	0.00% 0	40
Purchasing	34.09% 15	61.36% 27	4.55% 2	0.00% 0	44
Physical Plant/Maintenance	23.53% 12	50.98% 26	21.57% 11	3.92% 2	51
Human Resources	22.03% 13	40.68% 24	28.81% 17	8.47% 5	59
Campus Police	44.26% 27	47.54% 29	4.92% 3	3.28% 2	61

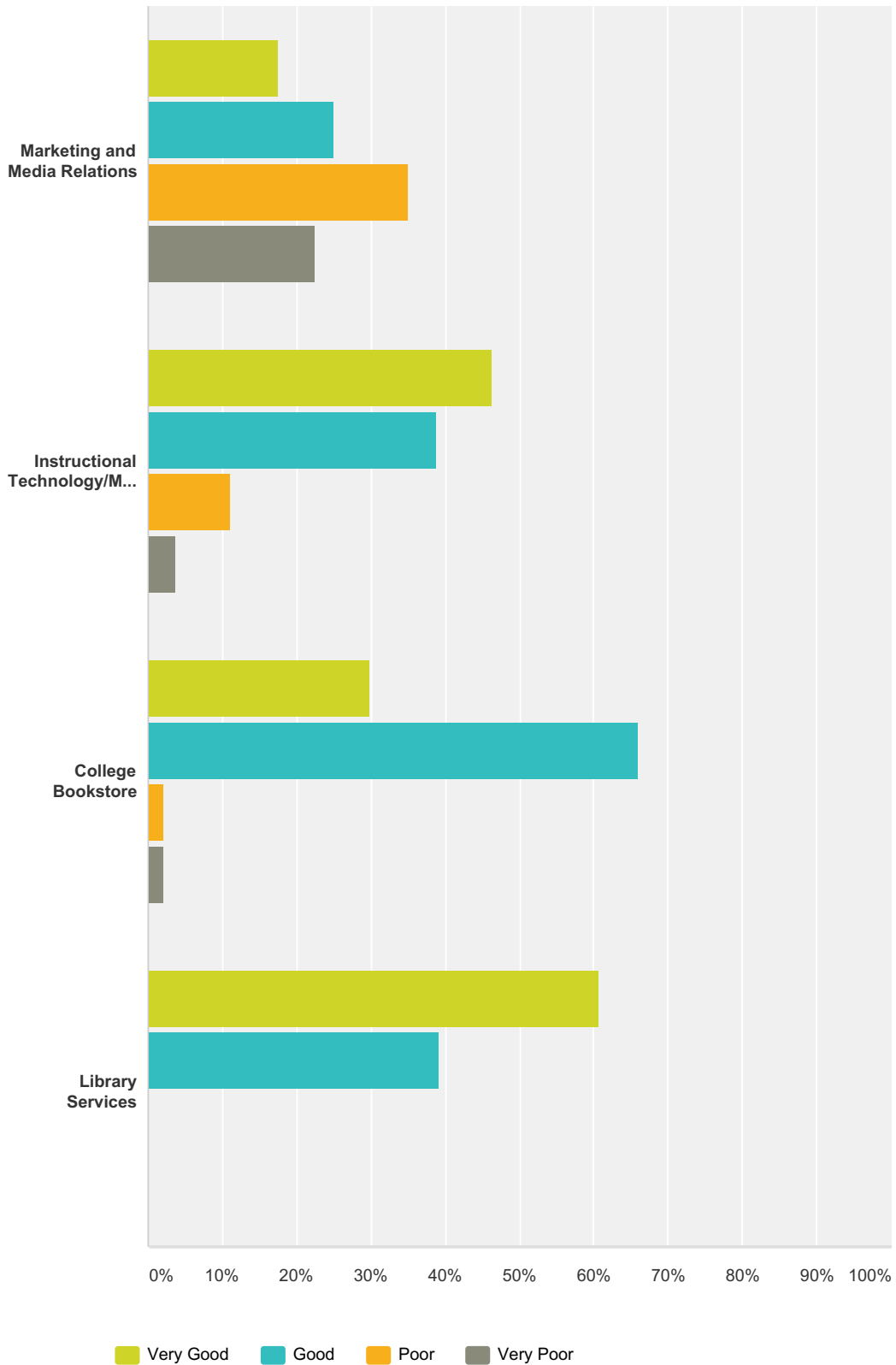
#	Comment	Date
1	The janitorial service leaves much to be desired! Boards are not wiped, floors need to be vacuumed, stairs need to be cleaned, and desks need to be sanitized in the AC. The offices in the Administrative Building need a thorough cleaning and the garbage should be emptied daily. The carpets should be vacuumed at least twice a week. AND the clocks need to be changed the Monday after Daylight Savings Time begins, not weeks later!	4/1/2015 12:55 PM
2	Custodial services are severely lacking. I spent a few years doing custodial work as an undergrad and I know bad custodial work when I see it. Student desks and tables should be wiped down ever day. Carpet should be vacuumed EVERY DAY and shampooed once every six months. Trash cans should be emptied EVERY DAY. Tile floors need to be mopped daily and buffed weekly. Our buildings are grimy. The campus police seem to be gearing up to invade Belton or something. There is no need for police force of the current size. Unless there is some super secret government lab hidden somewhere on campus there is no need for a 24/7 police presence. What are they protecting us against? Is someone going to break in and steal our ten year old computers? Having one full time officer on campus during the day seems reasonable. Anything else is overkill. How much are we paying these guys to write parking tickets? Couldn't we just hire a student worker to hand out parking tickets. Couldn't we just have the Temple PD send a patrol car past campus a few times every night and cease paying these guys to ride around in their golf carts all night chasing squirrels?	3/30/2015 10:11 PM

Faculty Council Questionnaire - Spring 2014

3	Accounting/purchasing: the process(especially purchasing) and paper trail is antiquated and could be handled so much easier electronically. Also the checks being cut "one a week on Thursdays" is an issue with conferences and travel when leaving on a Thursday. HR: Mr. Baca seems to be just a "figure head" in the department and his answers to specific questions change each time he's asked. Others in the department seem to be more knowledgeable than he is, and he runs the department.	3/25/2015 4:00 PM
4	Lisa Keil is extremely helpful and supportive if there are any grant issues or accounting issues I am having. Monica Lefner and Randy Baca always keep me informed and help me figure the correct benefits and salary calculations for Perkins.	3/24/2015 10:58 AM
5	When the gentlemen are allowed to do their jobs, they do them well. When their hands are tied by their bosses, they still do their best.	3/23/2015 6:33 PM
6	I have not had any unresolved issues.	3/23/2015 5:45 PM
7	Why do we have so many people in Human Resources when everything is so 'automated'?	3/20/2015 1:12 PM
8	The campus police are always visible and ready to help. They do a GREAT job.	3/17/2015 11:05 AM

Q14 Please rate the following areas with which you have had direct experience.

Answered: 66 Skipped: 10



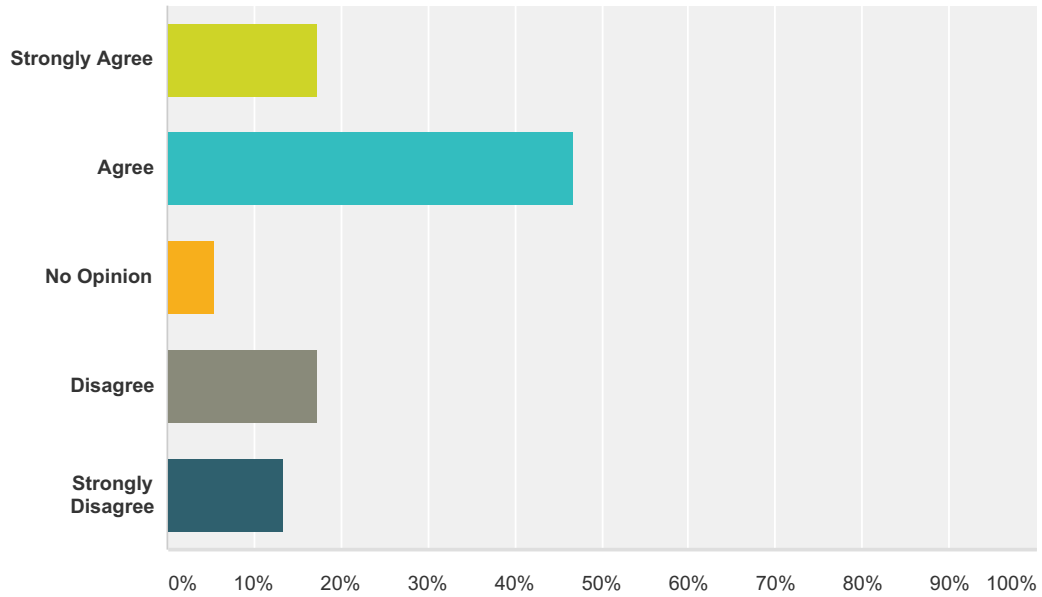
Faculty Council Questionnaire - Spring 2014

	Very Good	Good	Poor	Very Poor	Total
Marketing and Media Relations	17.50% 7	25.00% 10	35.00% 14	22.50% 9	40
Instructional Technology/Media Center	46.30% 25	38.89% 21	11.11% 6	3.70% 2	54
College Bookstore	29.79% 14	65.96% 31	2.13% 1	2.13% 1	47
Library Services	60.78% 31	39.22% 20	0.00% 0	0.00% 0	51

#	Comment	Date
1	Marketing and Media Relations - lacking follow through on requests and continually having to check to see if requests have been taken care of. "My computer/emails don't come through" is not a reply or an excuse for things not being completed. If her email doesn't work, then Temple College needs to fix it! By all means, she is in charge of "Media Relations". I have heard that excuse for things not getting done for 2 semesters now and I can't believe that our IT department cannot figure out the problem. Sorry for the rant, but it's very irritating when we get emails asking if we have any "news or requests" and it either never gets done, or is done incorrectly.	3/25/2015 4:00 PM
2	Erin Spencer is extremely difficult to keep on task when we need things done.	3/24/2015 10:58 AM
3	Marketing and Media relations has gone way down since Susan Howe retired. Marketing does not seem to take place - when will we ever get the marketing we need to fill up the Hutto Center (and we have BOTH a center director and a Director of Marketing and Media Relations to work on this)?	3/23/2015 5:46 PM
4	Marketing and Media Relations needs a workshop on marketing and media relations! The person in charge is not always friendly nor accommodating. Media has gone through some rough patches and hopefully will have an addition to their staff soon. The Bookstore is always very pleasant to work with.	3/23/2015 5:45 PM
5	Our web page should not have been instituted without a great deal more testing. It is a disaster to navigate, slow and although it is 'flashy' it is not very functional. Especially, when visitors to the site are told that their browser is not supported. Rather than giving access, our site goes nowhere. Other schools that give that message, allow users to access the site but some features do not display with full functionality. It is very possible that we will lose visitors that can't see anything as they do have other choices such as ACC or MCC. Perhaps it was a mistake to take away a functioning web site before having a functioning alternative. NOTE: there are errors in titles, departments, personnel - any plans to 'fix' that? Interestingly, HP, Dell, IBM, and Microsoft all allow access to their site even if an "unsupported browser" is used.	3/20/2015 1:12 PM
6	Never ever EVER buy a 10-yr-old used computer server to serve the entire college! Would you want to be using 10-yr-old computers at your desk?	3/18/2015 12:18 PM

Q15 Overall, my morale at TC is good.

Answered: 75 Skipped: 1



Answer Choices	Responses	
Strongly Agree	17.33%	13
Agree	46.67%	35
No Opinion	5.33%	4
Disagree	17.33%	13
Strongly Disagree	13.33%	10
Total		75

#	Comment	Date
1	Based on what I've seen and heard from the faculty in general, morale is not good.	3/30/2015 10:11 PM
2	It used to be very, very high. Much has changed as we have grown and people have retired. I miss the old days.	3/23/2015 5:46 PM
3	It is really sad when decisions get made that those who are affected by the changes are not informed of them. For instance, our website got changed in January 2015. It appears beta testing was not done since so many errors were found at the website. As of the taking of this survey, the division of Student Success does not have a webpage, when they did on our previous website. Technology has been neglected for as long as it can be delayed. It is really sad that departments on this campus are reactive and not pro-active! We are an educational institution. Work like one, please!	3/23/2015 5:45 PM
4	Morale is at a very low point as faculty are often not treated as professionals, but are often treated with disrespect and as incompetents. There are often repercussions for protesting what appear to be unfair scheduling such as faculty traveling to 5 different locations and several hundred miles a week with no concession on time. Faculty often feel unheard - committees are formed but the recommendations are ignored especially in hiring decisions. There are often problems with software in classrooms, in computer labs (especially the Academic Center), we have more and more requirements and procedures and less control or say in our courses or schedules. The process often seems to be based on personal prejudice rather than efficient use of instructional resources.	3/20/2015 1:12 PM

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5	At present, I am concerned about scheduling and its impact on my ability to teach effectively. Driving to more than two campuses in a single day makes my day less productive and makes me less focused as an instructor. In addition, I am concerned about the lack of privacy to confer with students on potentially sensitive issues and inadequate storage space in my assigned office space.	3/19/2015 1:20 PM
6	I love teaching. I try not to get involved in the political end of the college.	3/18/2015 11:27 AM
7	I am developing a deep sense of resentment regarding Temple College after having given the majority of my career to TC. Many others have expressed similar sentiments. We don't get the administrative support needed to succeed from the executive level. There is a deep sense of mistrust from above evidenced by the micromanagement from the president. Anyone in a position to retire seems to be doing so. The board has no idea about how deep the malaise is and seems to lack an interest in the problem. Since the flow of information they receive comes from the president, they will not become aware unless they actually talk to some of the faculty.	3/17/2015 2:16 PM
8	I believe Faculty Title Change issues have impacted morale, and if the proposed changes are implemented morale could be destroyed in the non-academic departments. The Administration brought us together through hard times, and asked us to do more for less. Not providing an avenue for all Instructors to obtain the title of Professor is demotivating. It is almost like getting a demotion. There will be a division in the college because of the status that the titles bring. I believe that there should not be a change. If there is a change it should have an option for non advance degrees to reach the advanced title through years of service/achievement.	3/16/2015 2:37 AM
9	I'm underpaid while demands on me are increasing. I feel like my expertise and experience are not valued. I'm being micro-managed and over-supervised; soon everything we do in our department will be dictated to us. I've been teaching for over a decade; I resent the loss of freedom to teach my subject matter as I believe is best. Why did you hire me if not for my skills and knowledge of my subject matter?!? After all these years, haven't I proven I know my job? Stop telling me how to do my job! I'm a salaried employee, but I'm treated like a wage slave--- I expect any day now to find a time clock on the wall that I'll have to punch when I come in and go out. The beginning of the semester is just one long list of checklist items-- God forbid you are late by a day handing in a copy of syllabus that they already have access to through D2L. They're all over you like white on rice. Policies regarding sick leave (charging us a full day of sick leave, even if the day we are missing is not a day that we normally work a full day) may be legally correct but it certainly isn't morally right. When the Temple Foundation asks for donations, I just laugh-- I've given plenty to the school through the sick leave that is taken from me through dishonest (but legal) practices. I have watched other good professors being hounded out of their jobs or let go by denying them tenure, and I know it is only matter of time before I'm next. If a better job came along tomorrow, I'd walk away without a second thought. Sad-- because when I came here over ten years ago, I thought this was the greatest job ever. How far things have fallen!	3/14/2015 1:00 AM
10	Our division morale is very low. We fear making any suggestions or adding any feedback whatsoever. We are evaluated based on minor things like candy a student has hidden under the desk rather than whether quality teaching is taking place. Fear runs rampant in the division. I do not feel as if I am valued as an employee. I feel like I am a resource to be used.	3/13/2015 4:36 PM
11	I feel more should be done for adjuncts.	3/13/2015 3:56 PM
12	Most faculty on this campus have a very low moral.....	3/13/2015 2:51 PM
13	It is hard to have good morale when people are paranoid about losing their jobs or not getting tenure. Also, it seems the administration (department and division included) prioritizes the administration and does not support the faculty	3/13/2015 1:05 PM
14	Morale is at an all time low. The environment on campus is one of fear and constant disappointment that administration (Dr. Barron) is so greatly out of touch with her employees and doesn't seem to be willing to make real, meaningful effort.	3/13/2015 12:45 PM

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Q16 Please suggest questions for a future survey.

Answered: 4 Skipped: 72

#	Responses	Date
1	Temple College should abandon the external custodial contracts in favor of TC personnel who will clean consistently and thoroughly without stealing.	3/23/2015 6:33 PM
2	I would like to see issues of scheduling and office space addressed.	3/19/2015 1:20 PM
3	Support from immediate supervisor? support from division supervisor? budget adequate per survey participants department?	3/15/2015 4:05 PM
4	Why are we concerned with distance ed. when Temple College was created to serve Temple residents. We are offering our classes to students who are not living in our service area. Possible question: Are you satisfied with Temple College serving students who are not living in our service area?	3/13/2015 3:56 PM