



All Faculty

Professional Development Needs Assessment - Faculty - Spring 2021
 April 14, 2021

n=77, approximately 53% response rate for full-time faculty (56 of 106) and 7% of part-time faculty (21 of 303)

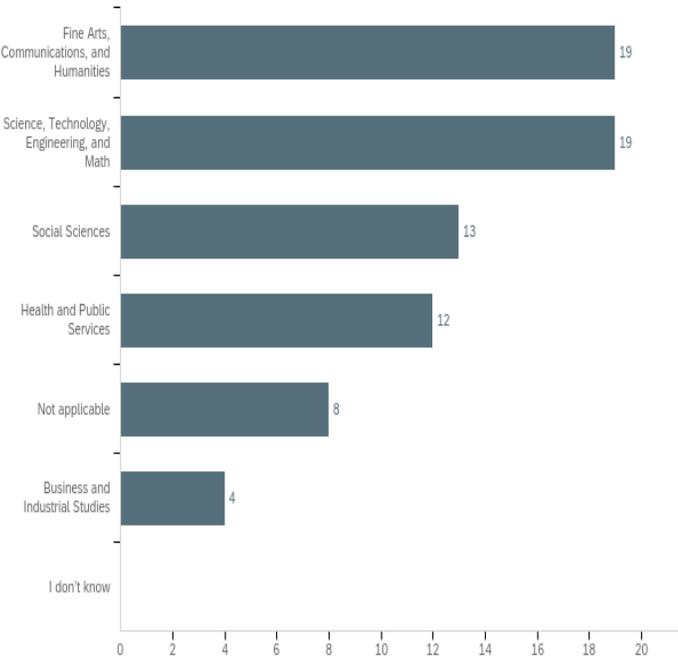
What is your gender?

- 32 male
- 42 female
- 3 Other/prefer not to answer

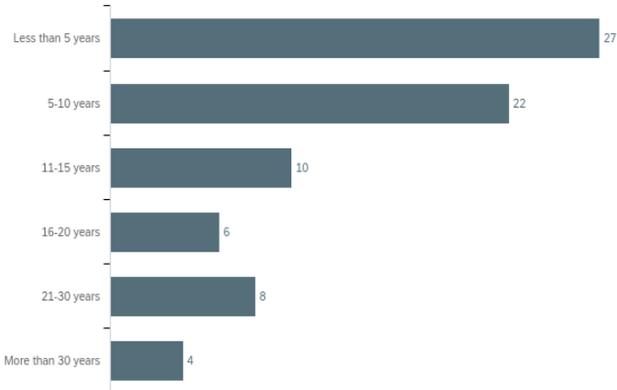
What is your area?

- Academic Affairs-46
- Student Services-14
- Other-16

What is your Guided Pathways Division?



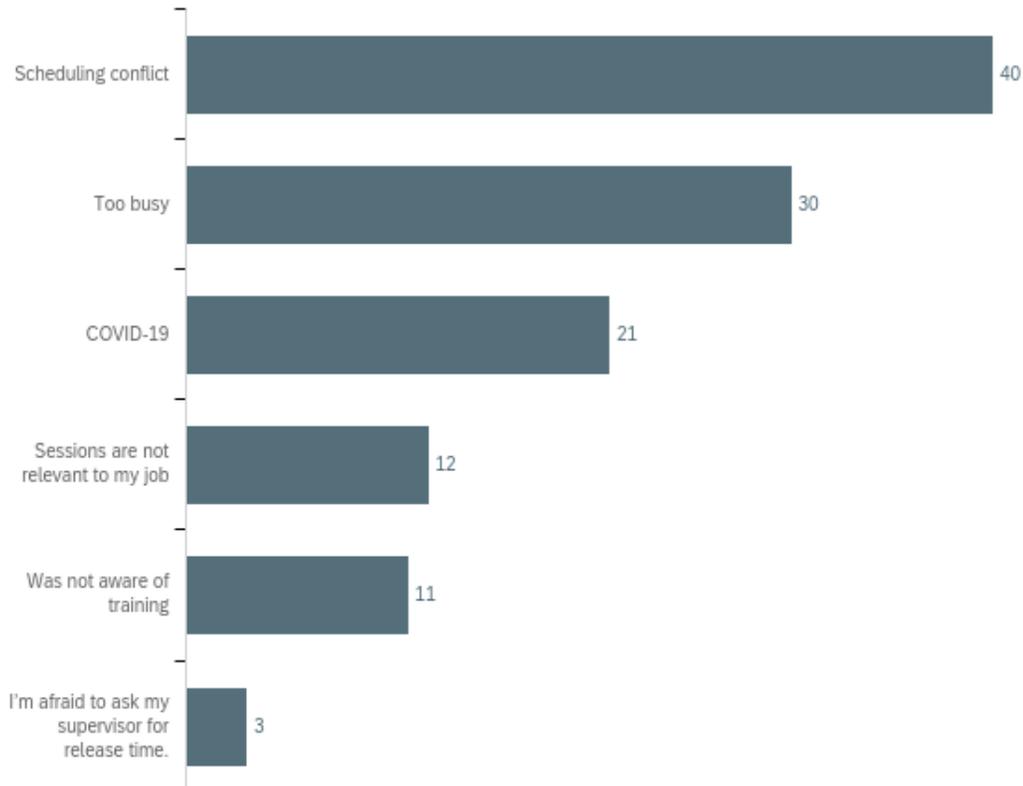
How long have you worked at Compton College?



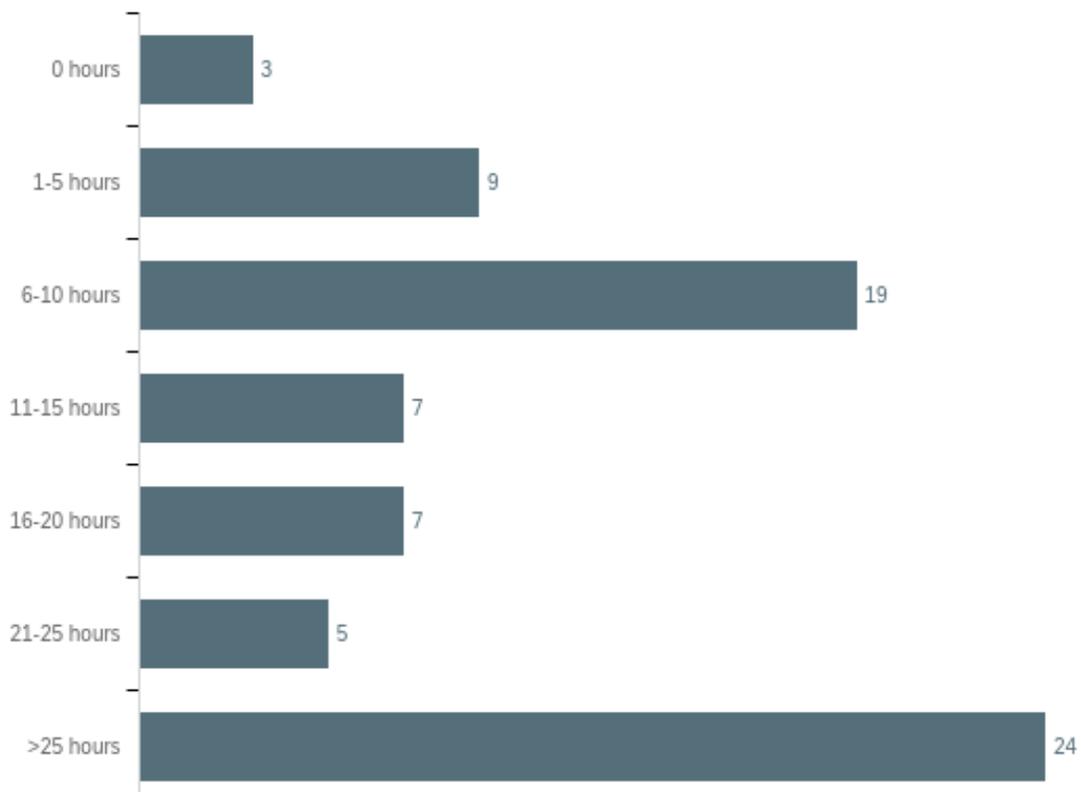
What is your ethnicity?

Answer	%	Count
Black/African American	35.14%	26
White	17.57%	13
Asian	6.76%	5
Pacific Islander/Native Hawaiian	0.00%	0
Native American/Alaska Native	0.00%	0
Latinx	20.27%	15
Two or more ethnicities	4.05%	3
Other	4.05%	3
Do not wish to answer	12.16%	9

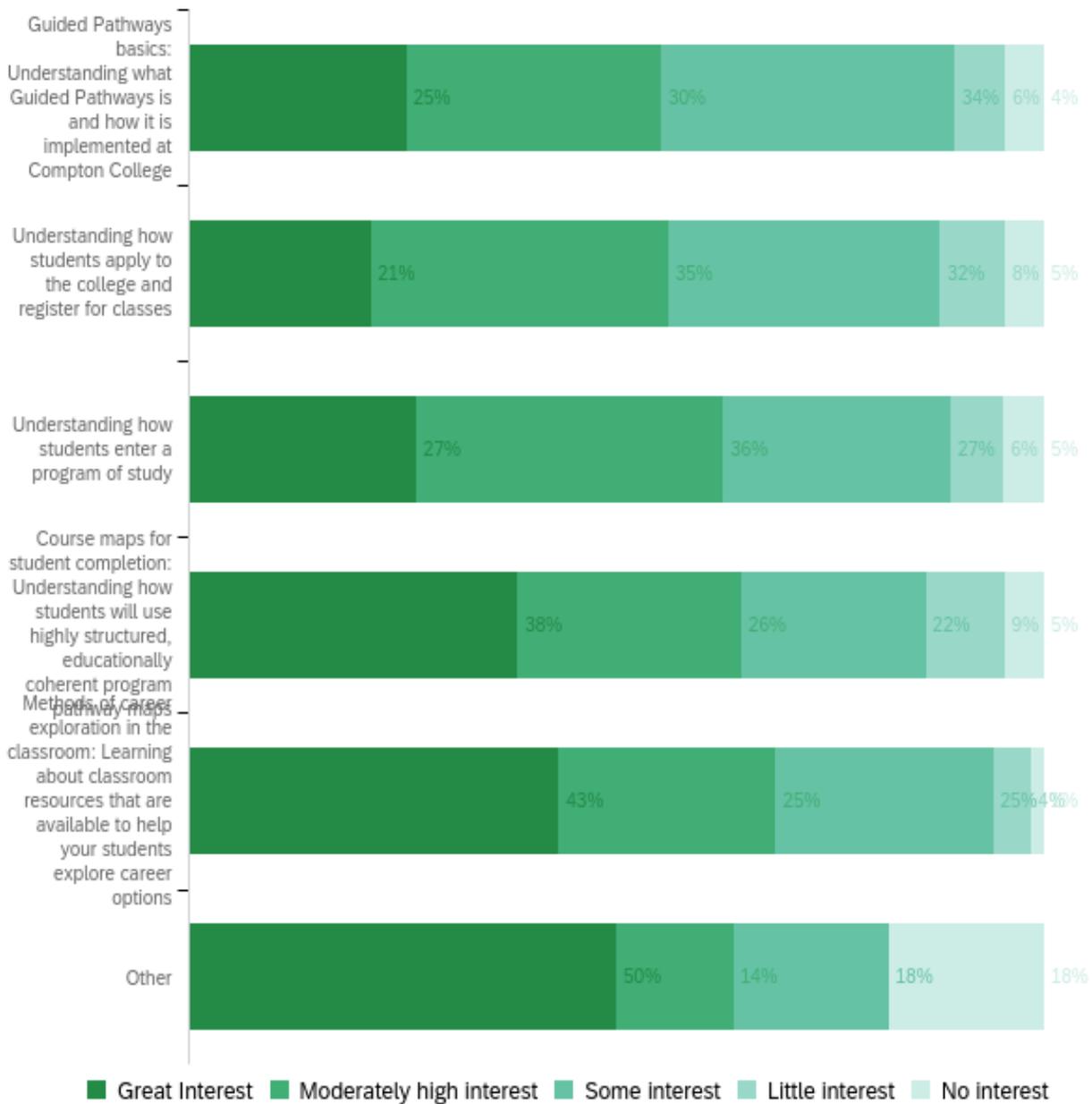
In 2020-2021, what kept you from participating in professional development activities?



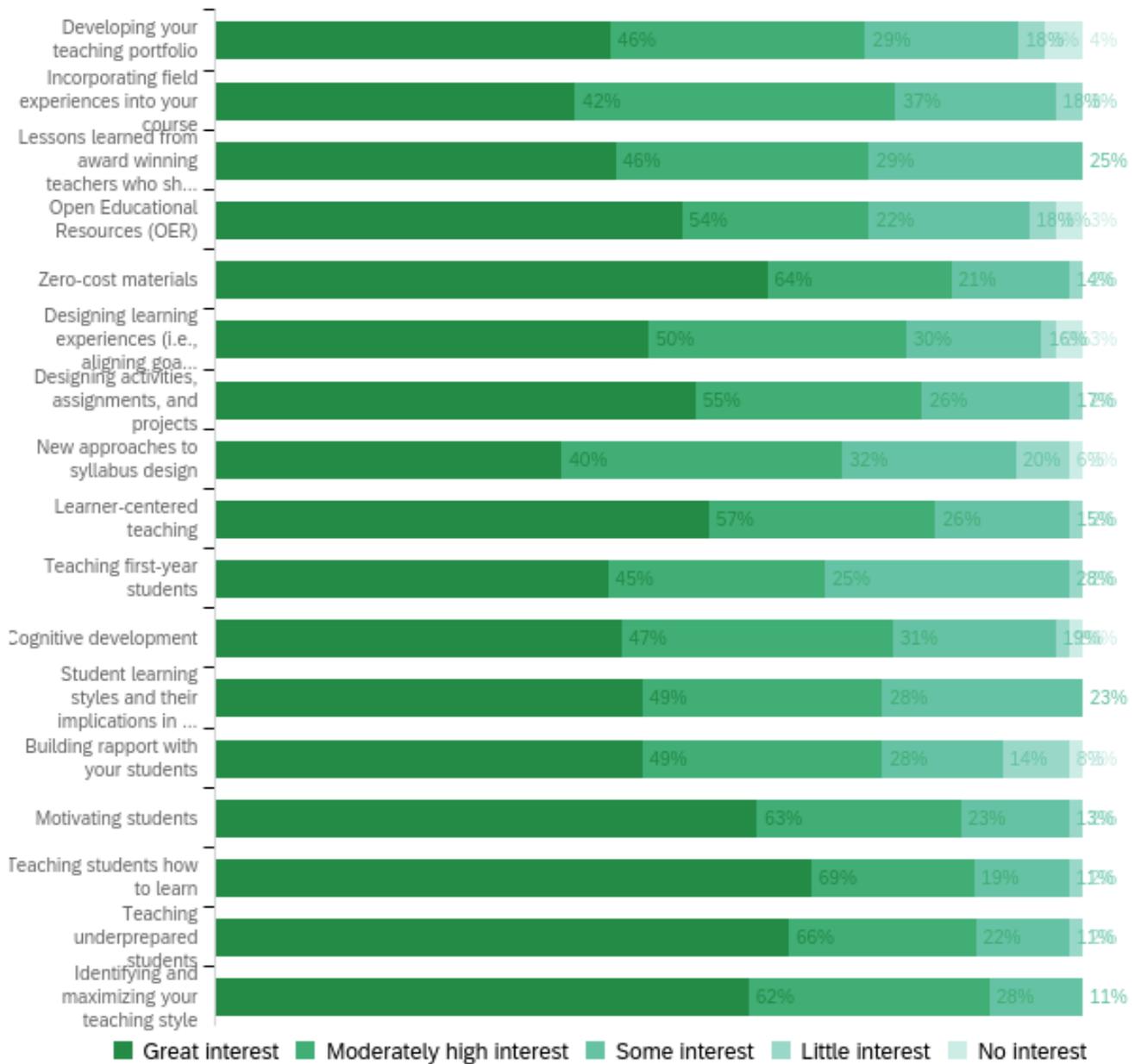
How many professional development hours did you attend in the last year (2020-2021)?



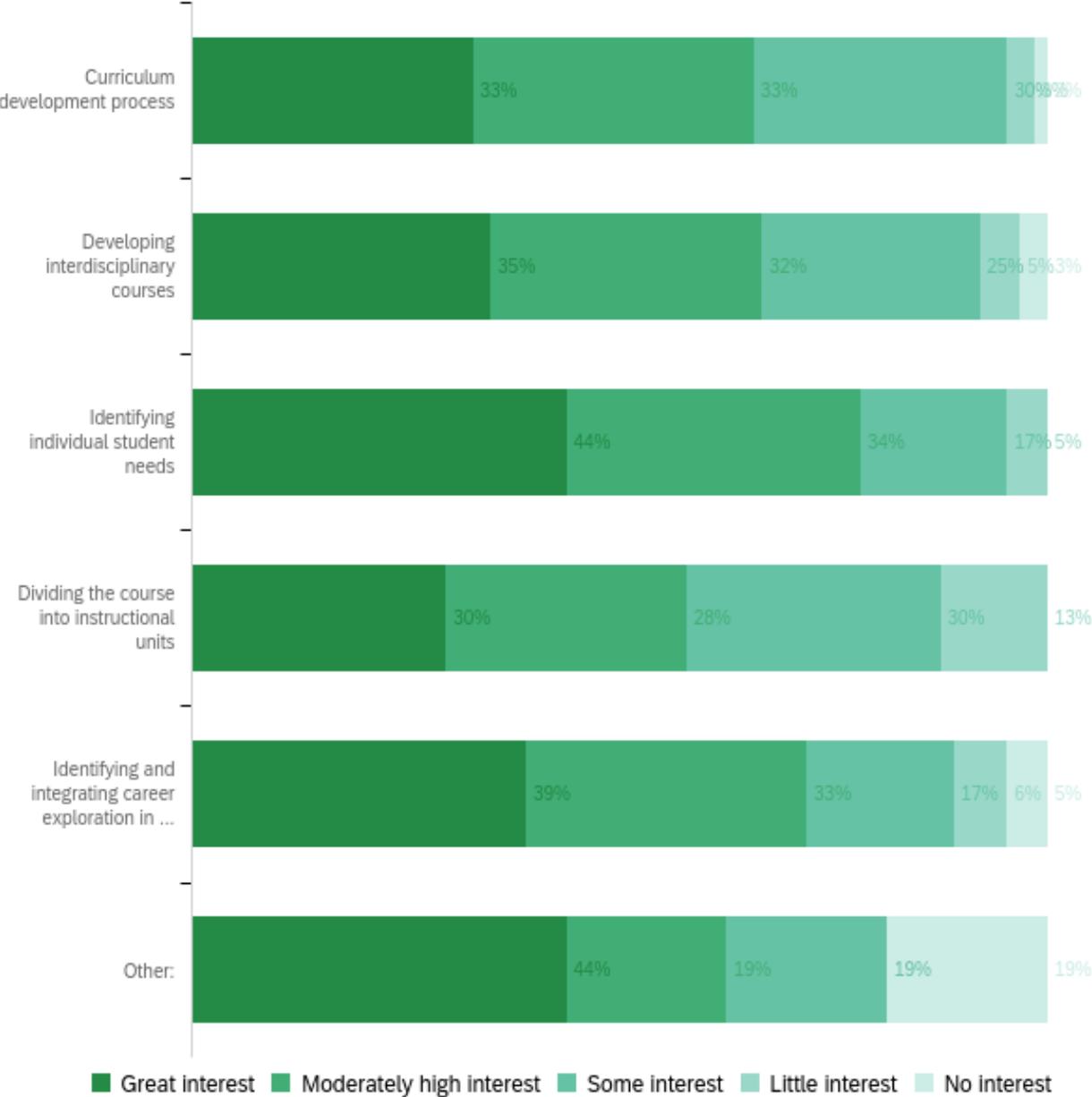
Please rate your level of interest in the professional development topics to implement Guided Pathways:



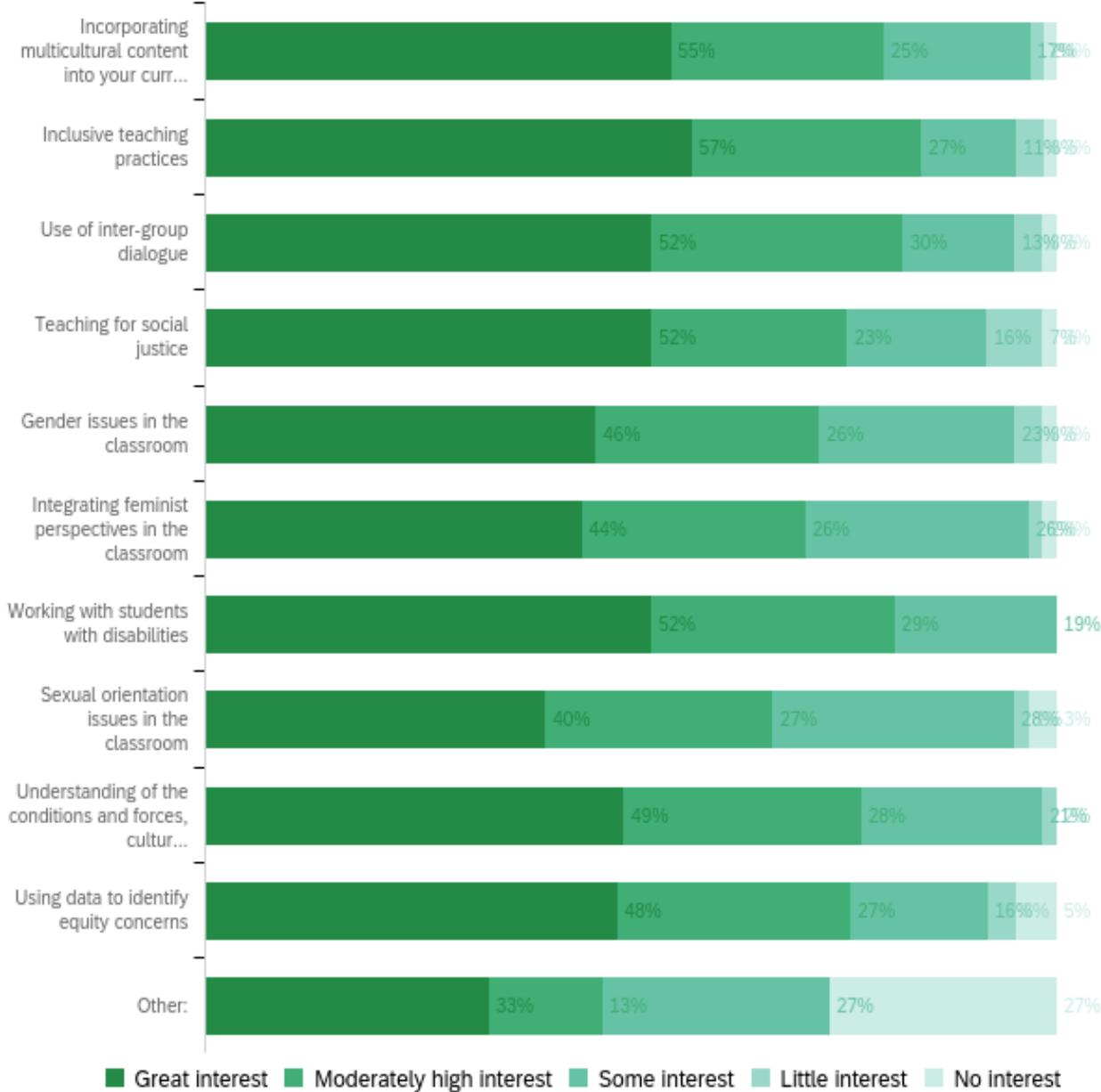
Please rate your level of interest in the professional development topics to enhance your teaching:



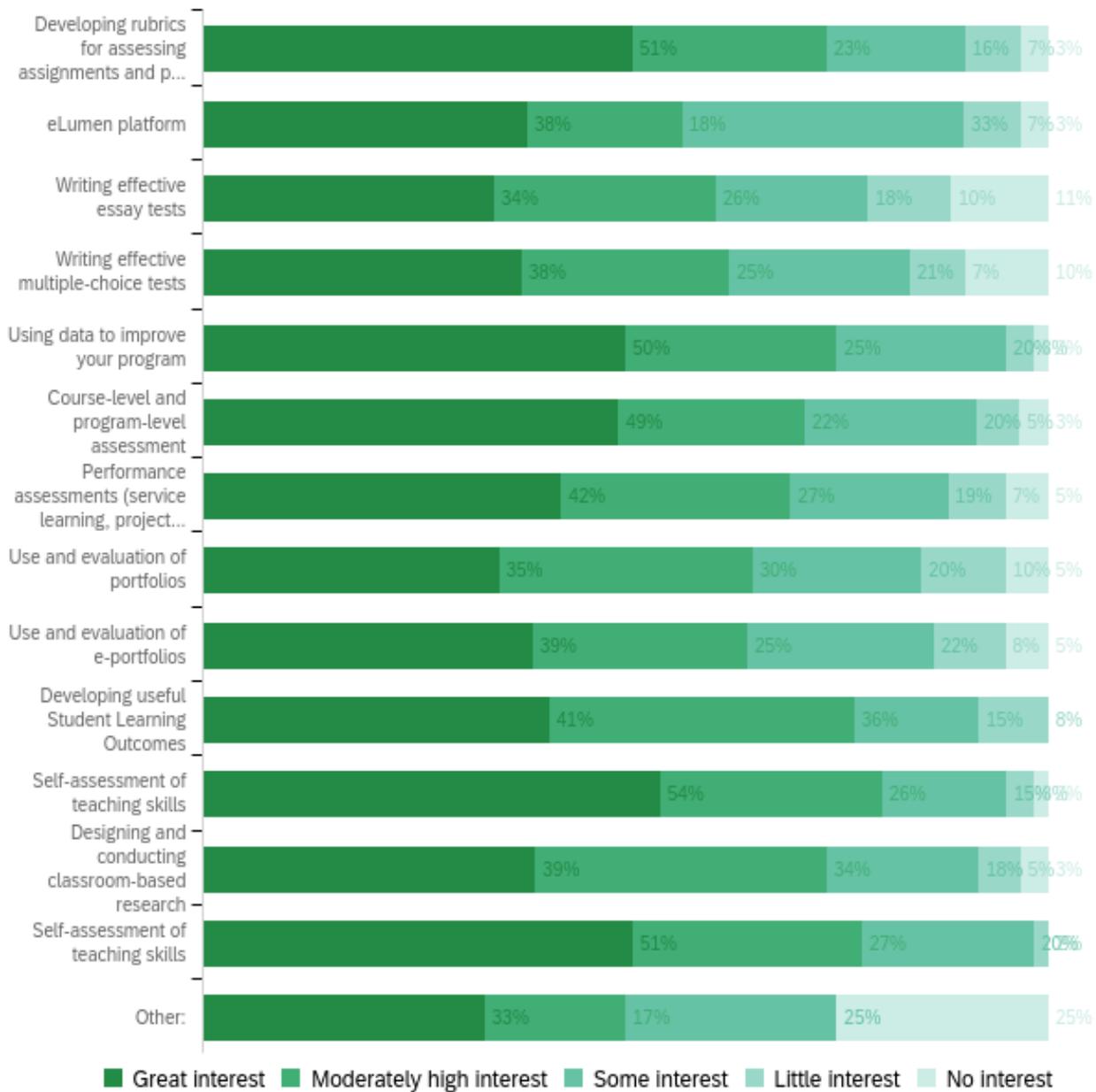
Please rate your level of interest in the professional development topics to engage in curriculum development:



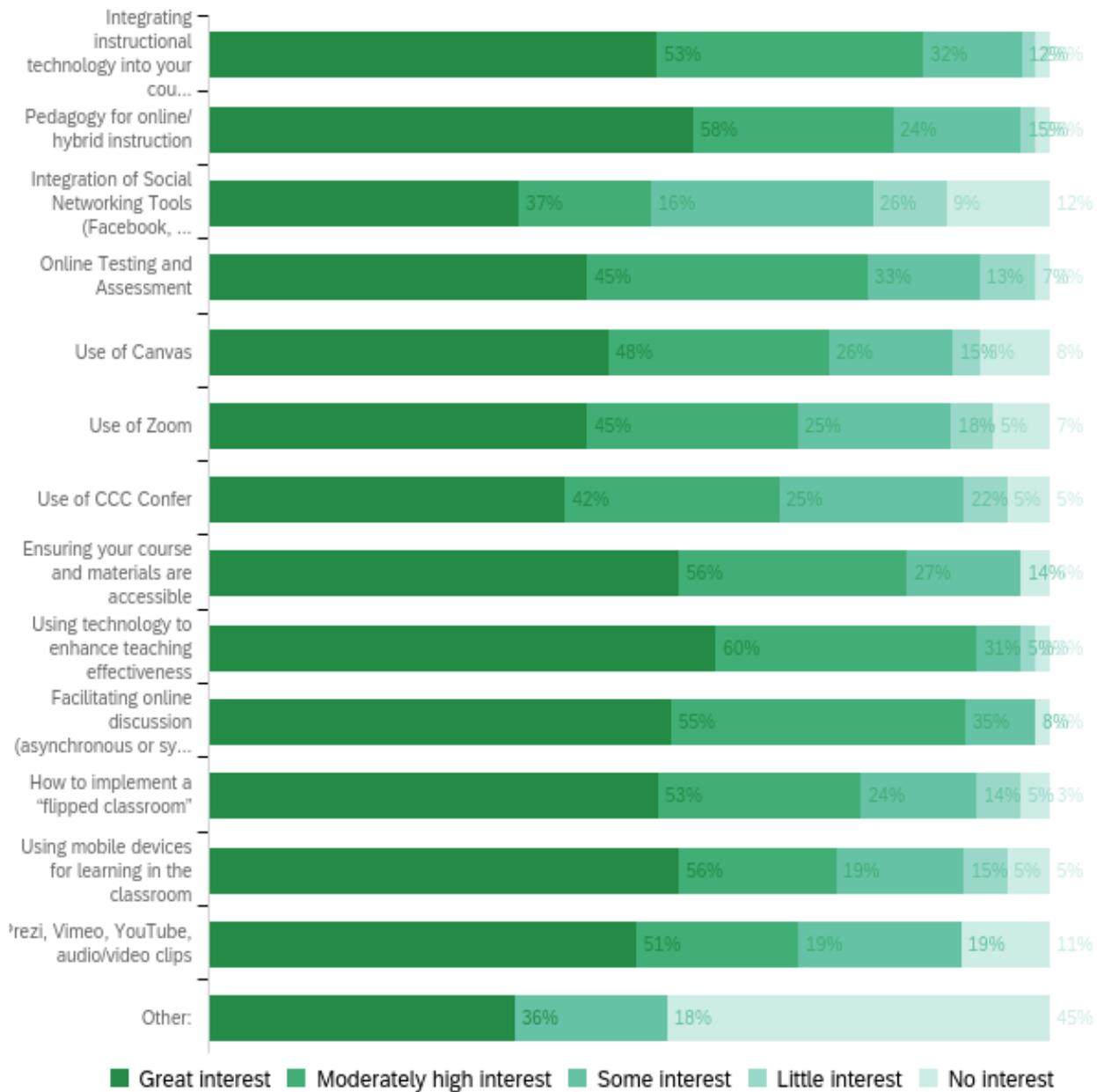
Please rate your level of interest in the professional development topics to enhance diversity and inclusion in your classroom:



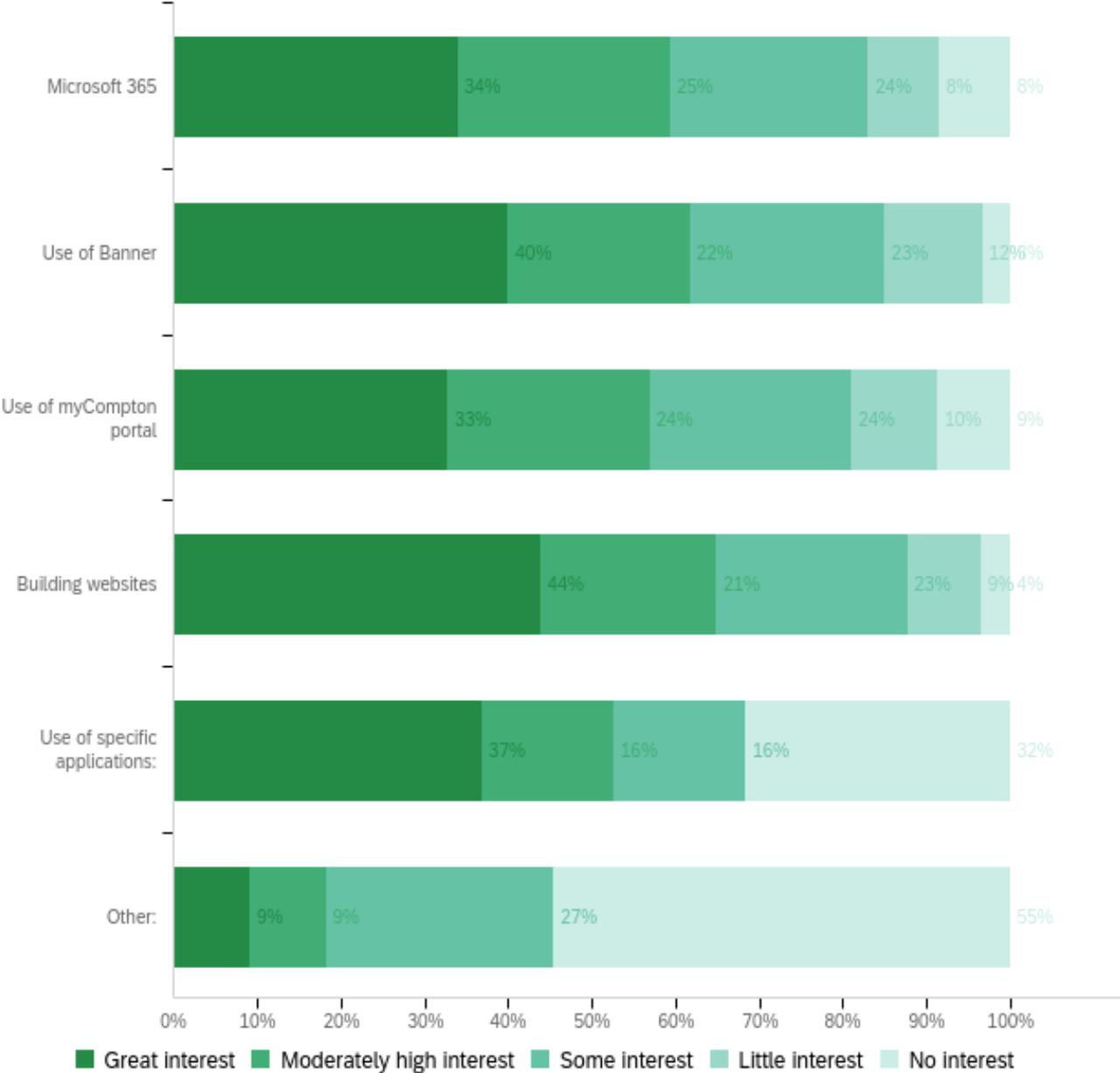
Please rate your level of interest in the professional development topics to improve assessment:



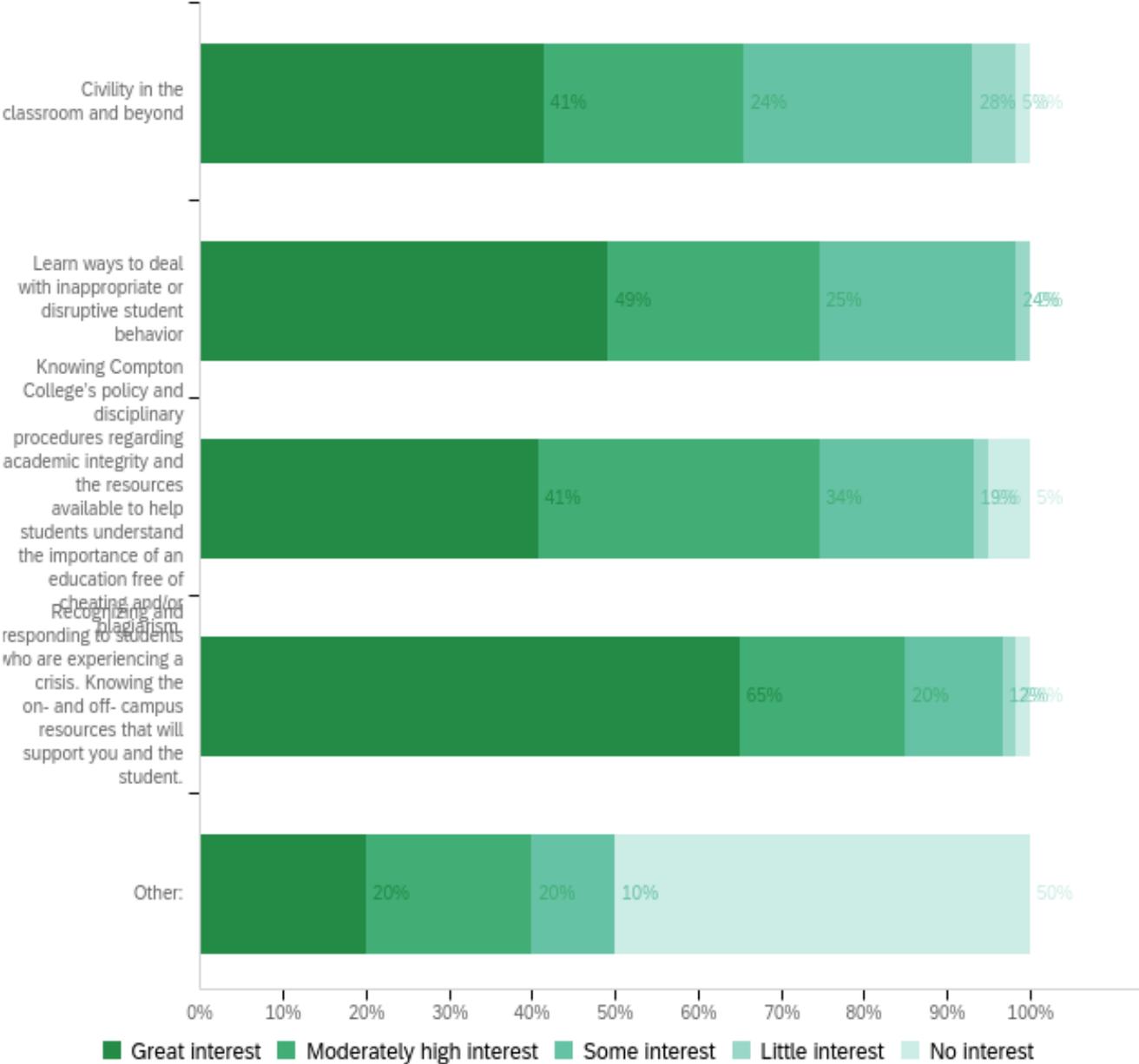
Please rate your level of interest in the professional development topics to improve your use of technology:



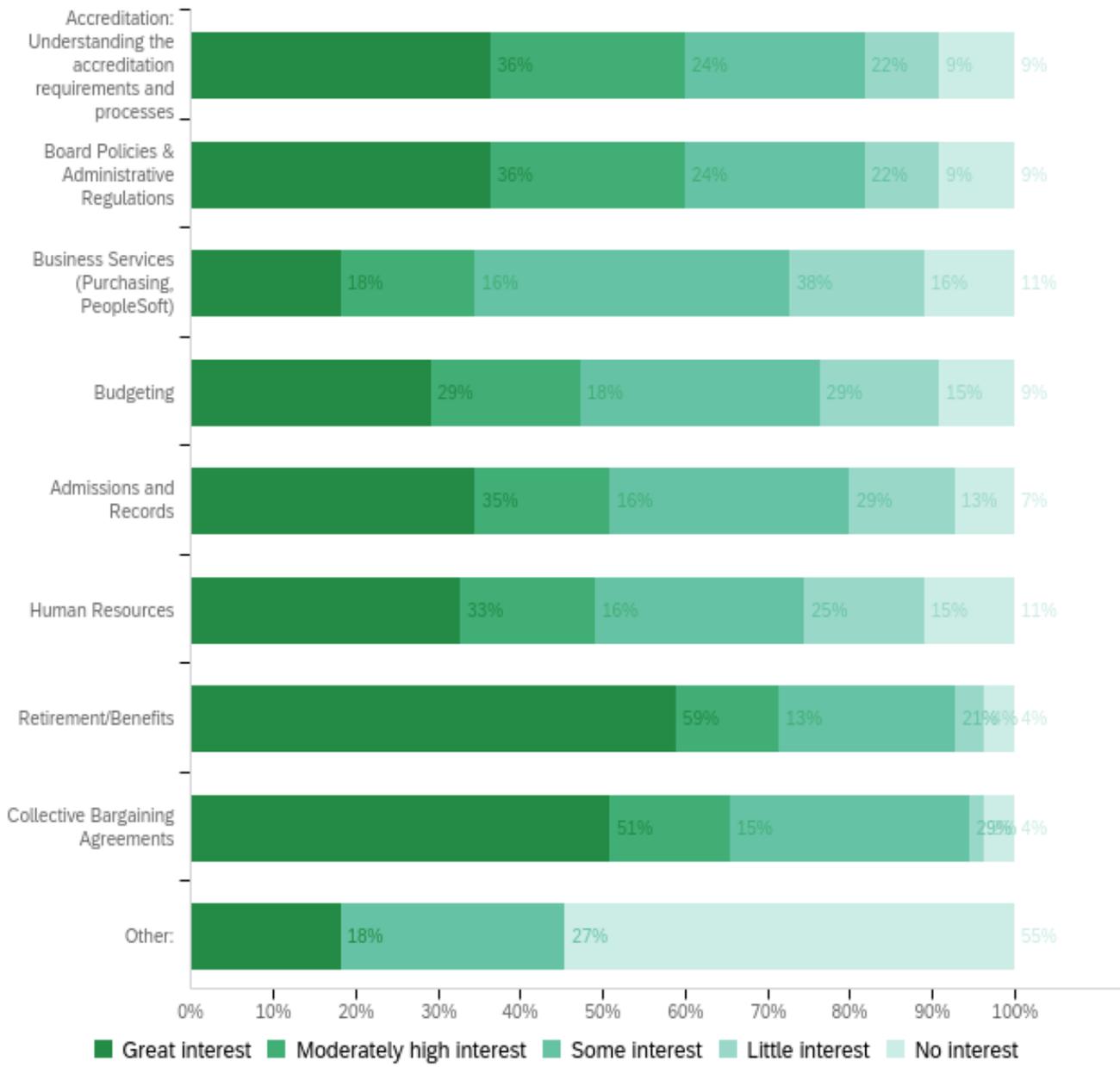
Please rate your level of interest in the professional development topics to improve your general use of technology:



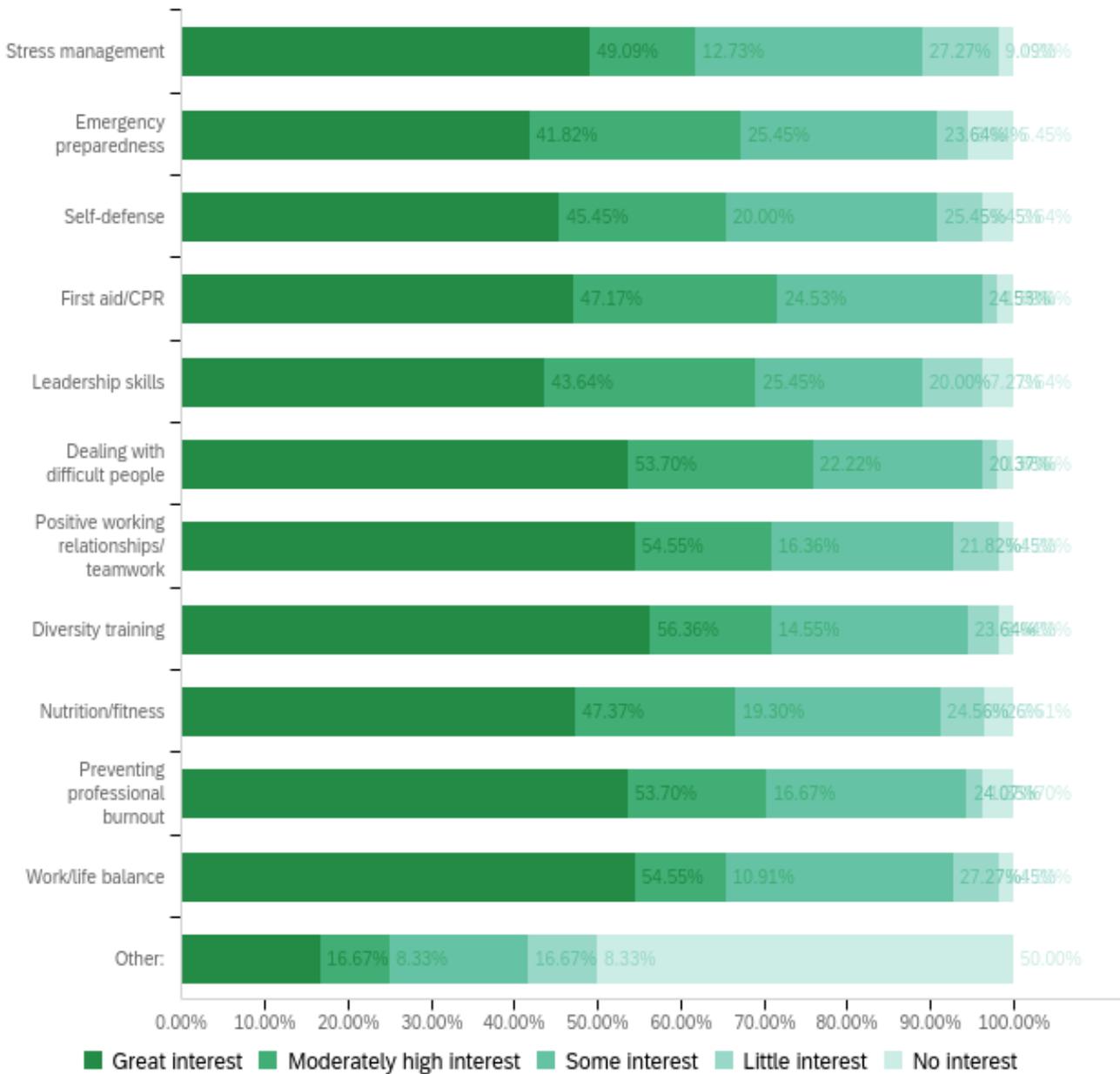
Please rate your level of interest in the professional development topics to improve your classroom management:



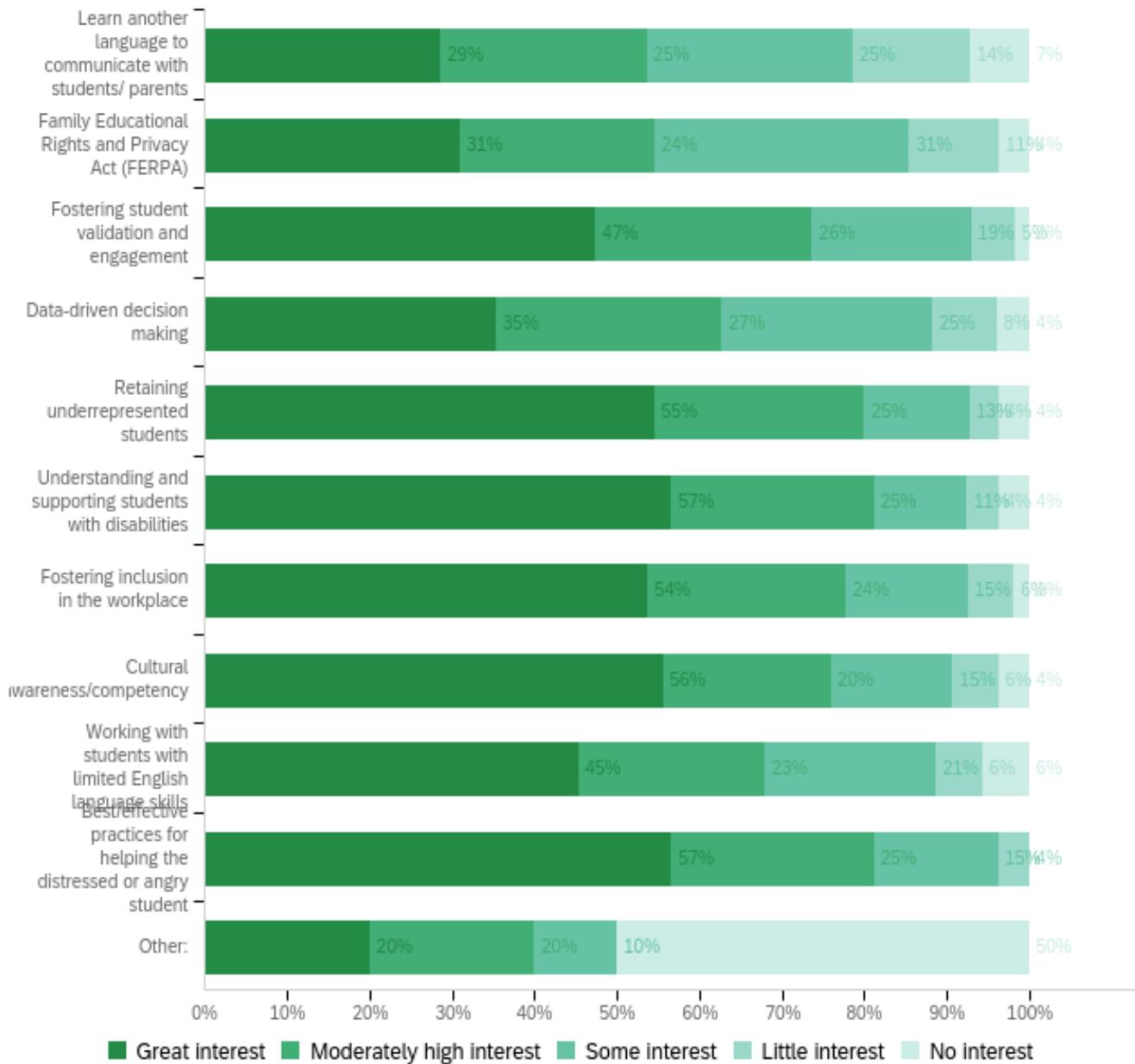
Please rate your level of interest in the professional development topics to increase your understanding of Compton College policy or procedures:



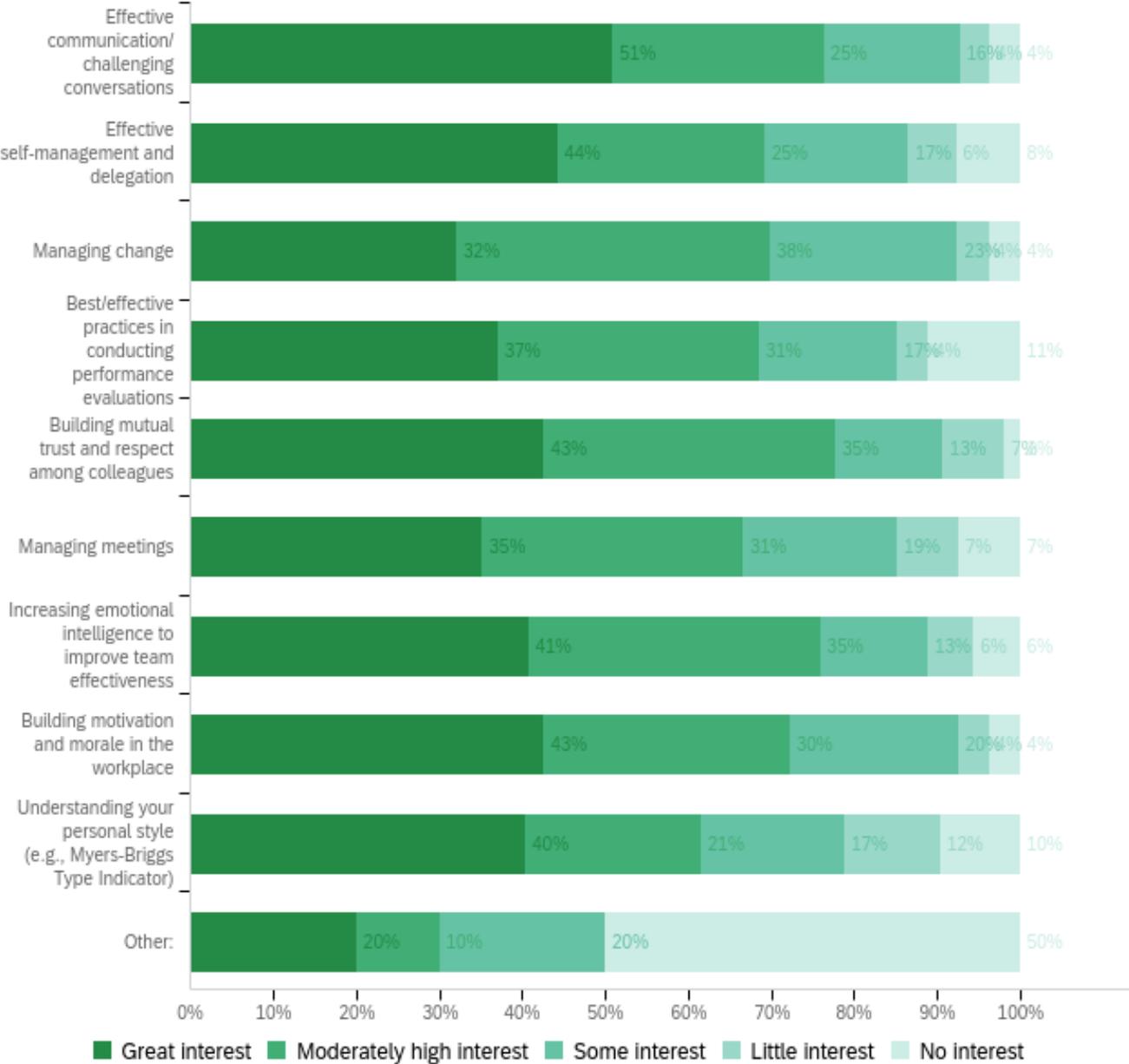
Please rate your level of interest in the professional development topics related to improving your health and wellness:



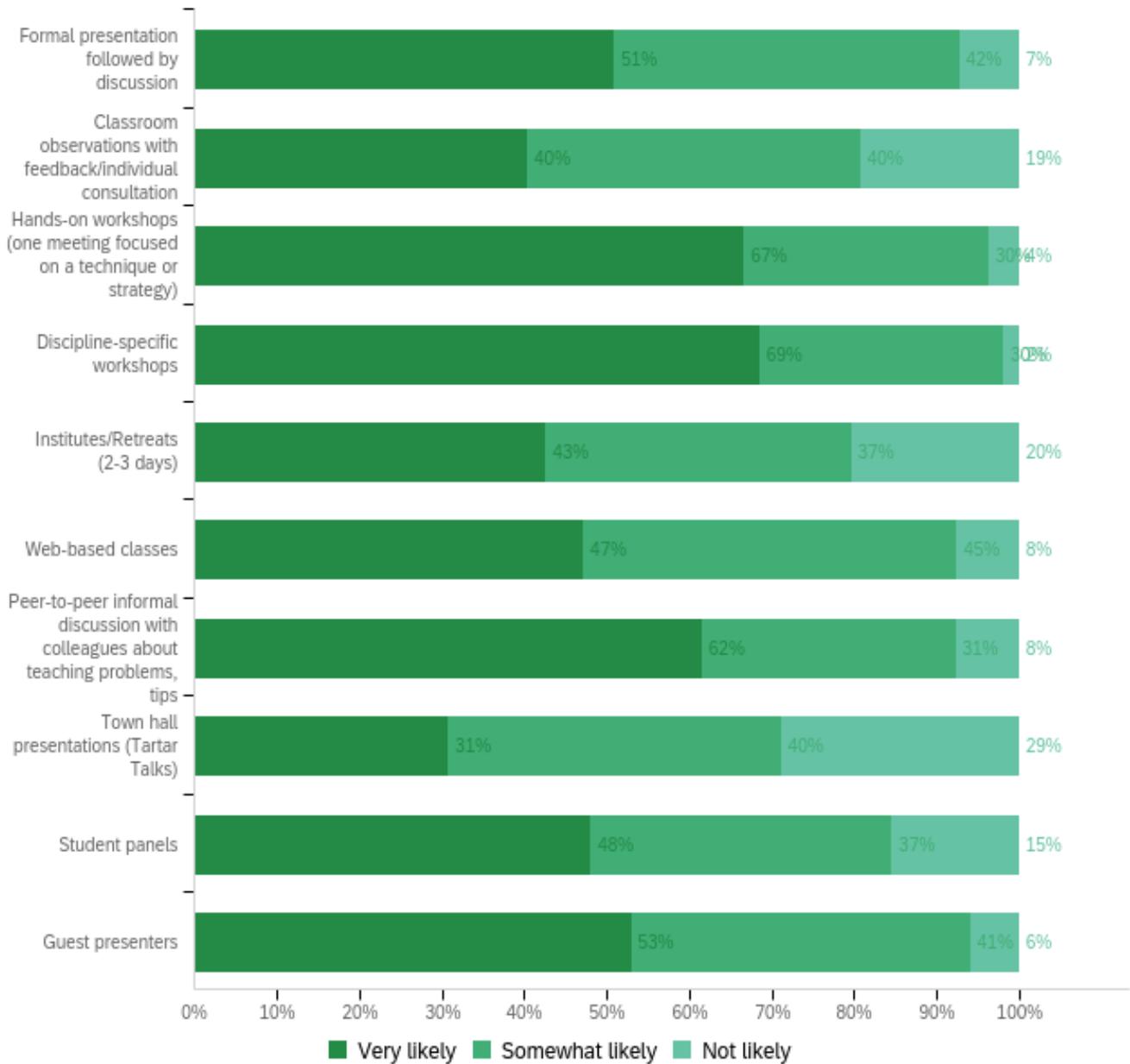
Please rate your level of interest in the professional development topics to enhance your work?



Please rate your level of interest in the professional development topics to enhance your leadership skills:



In which of the following types of activities would you be most likely to participate?



Rank the types of trainings you prefer:

Field	Mean
1-2 hour segments	1.42
Brown bag lunches	2.52
Half day	2.61
Full day	3.67
Other	4.79

What days do you prefer for trainings:

Answer	%	Count
Friday	29.69%	38
Monday	15.63%	20
Wednesday	15.63%	20
Tuesday	14.84%	19
Thursday	14.84%	19
Saturday	7.03%	9
Sunday	2.34%	3

What do you need to enhance your career?

communication & decision-making capabilities

So far so good. No further enhancement is needed.

More support for my program long term

Continued financial support for professional development in my discipline.

More training in the field of Counseling

More discipline specific pedagogy workshops. More on accessibility.

PD

As a pt instructor being involved in scheduling

Being informed of changes affecting departments and their roles on campus. Having workshops or retreats by departments for all

Everyone to share the workload!

More support from the department.

Another degree

I need for teaching to be front and center at Compton College rather than a secondary or even tertiary concern.

More information on faculty-administration relationships. Establishing boundaries between them, working together collaboratively, establishing trust.

Proper effective training in curriculum/curriculum, SLOs, and managing division data.

More training on the whole process of the Conferzoom

Best practices by expert teachers in my discipline

I need more training on leadership skills and developing those skills in others, to learn how to manage multiple projects at one time, training on how to write grants, hands-on workshops for developing and refining course materials, and knowledge about how the different departments on campus work together when a faculty member would like to create a new program for students.

Time

Support in the form of TIME - training and development all take time and mental energy. Faculty need real release time to engage in these practices

Mentoring Relationships, Faculty Mentor Program, Ability to Travel to Off-campus events during the 10-month contract, Department Support, First-Gen Professional Workshops, Career Development

Professional development/Trainings that is directly related to Counseling.

Stamina

Understanding students

Stability

More time to be able to put new ideas into practice. Going to training and learning new ideas is great, but I don't have the time to build/design new ideas and put them into my courses.

Writing for research opportunities

Support

Training on latest smart classroom technology

Monthly Counseling Trainings that offer best practices from guest speakers and updates about current semester info (counseling theories, COVID changes, transfer info, fin aid info, transfer requirements and articulations, graduation, invite A&R/Fin Aid/Bursars Office/SRC/Nursing/Non-Credit/Tech Ed to speak about updates/changes/processes we should know about etc.)

What support or learning opportunity would help you do your job better?

communications & being heard

So far so good.

Dedicated tutors help

We need administrative assistants for our programs.

Workshops on accessibility and OER.

PD

Having specific workshops for each department and having different learning conferences that enhances knowledge and skills

Leadership and Administration to admit there is a problem and discuss it, even if it is uncomfortable for management.

Having the resources such as microscopes with pointers, working equipment and more models in classrooms.

Financial

Fewer, shorter administrative meetings.

Mediation training.

I would like to see chairs and deans not put all the work on the people who are already working hard. Having training for management to learn how to hold people accountable for the work they have to do will support me to do my job better.

Need the how-to-tools

First, hands-on training for developing and refining course materials and learning a better way to stay organized as a faculty member.

Secretarial help

Release time for faculty development.

Faculty Mentor Program, Opportunities to attend workshops as a department

More trainings and conference attendance.

Perks

Allowing more time during training to actually create/design new ideas for implementation.

Management

Team work

Technical and financial support

Cooperation of everyone working together

Monthly Counseling Trainings that offer best practices from guest speakers and updates about current semester info (counseling theories, COVID changes, transfer info, fin aid info, transfer requirements and articulations, graduation, invite A&R/Fin Aid/Bursars Office/SRC/Nursing/Non-Credit/Tech Ed to speak about updates/changes/processes we should know about etc.)

Is there anything else we should know to help build a robust, useful professional development offering?

mindful meditation sessions

So far so good.

I didn't save flex hours done in 2020-2021. Flex reporter is not in use any more and there is nothing in its place where faculty can know how much flex hours done and plan future activities. This is a big problem.

I'd like the process of getting credit for outside PD activities to be easier.

Continue to survey and do not assume we are not participating.

Have them run by our faculty. Make more community of practice type pd opportunities with defined groups that meet multiple times. Make them more specific to division/ department because activities get watered down and too general when everyone is invited.

People attending more than the required PD should be compensated appropriately

Include adjuncts and send direct messages to them so that they can feel the inclusion push.

Focus on faculty needs in the classroom.

Please add more training on being collegial. There are a lot of issues on disrespect in meetings from colleagues and also behaviors that are borderline bullying and harassment. Training management to not look the other way when these incidents happen.

The Vision Resource Center is great! I would appreciate having more time to work within the VRC and learn more about what it has to offer in terms of content. If some of these trainings are already offered through the VRC, I'd be willing to complete the trainings there, but I'd appreciate being pushed or encouraged to complete them by being given a deadline with consequences. Also, it would be nice if someone took the guesswork out of it for me and created playlists in the VRC that I could use to train in a particular area or topic on my own.

Listen to what faculty are requesting

Guest speakers.

Stay in contact and communicate. Lately contacting anyone has been very difficult, and sometimes pointless. And I end up having to fix the problem and pay for it with my own money.

n/a - PD at Compton is really robust and useful

Include adjuncts for things like committee assignments and mentoring

Short and interactive

Monthly Counseling Trainings that offer best practices from guest speakers and updates about current semester info (counseling theories, COVID changes, transfer info, fin aid info, transfer requirements and articulations, graduation, invite A&R/Fin Aid/Bursars Office/SRC/Nursing/Non-Credit/Tech Ed to speak about updates/changes/processes we should know about etc.)