


























Question#1

- Not a given, since we do have many good parttime faculty. However, when the ratio tips too far, it puts more stress on fulltimers who remain and also causes departments possibly to relax standards in the search for enough parttimers to fill classes.
- There are excellent teachers in all categories, but it is difficult for a chair to evaluate and properly assess a large number of part time faculty Many will cut corners. Many do not see Sinclair as the primary workplace and will as much as tell the students that they are "part time." Full time teachers, both tt and ACF, see Sinclair as their primary workplaces, are more available for student consultation, are more knowledgeable of the curriculum of the department and are more involved in department and division activities. The ratio should be at least 60-40 if not higher than that, and there should be a full time presence in each course in the department. To achieve a 60-40 or even better a 70-30 ratio, the College would do well to hire more ACFs and recall the ones that have served them well and were non-renewed.
- Without the possibility of tenure, promotion, or even a contract from one year to the next, adjunct faculty have little investment in helping to improve the overall quality of instruction outside of their own classrooms. If they have to work at several institutions and teach twice the load to make the same money, then we are losing a valuable resource: their time and commitment. It is a travesty to think how quality will decline in this environment. This, in my opinion, is our single most pressing concern.
- To say that quality will decline simply because of the FT/PT ration is ridiculous.
- While every effort is made to hire quality pt faculty members, not every pt faculty proves to be an effective teacher. Part timers also do not have the commitment to the program the ft teachers will have. I do not feel that instructors should be exclusively PT faculty play a vital role in offering divergent viewpoints and teaching strategies. Also hiring ptimers serves the community by providing teaching experience.
- Many departments have 0, 1, or 2 full-time faculty and the burden of maintaining, updating, converting, and improving courses falls on already heavily loaded faculty. There seems to be no end to what administration expects so few to do for so many!
- We have already seen a decline in student satisfaction at the hands of hastily hired part-time faculty in our department.
- However, a necessary financial move.
- Fri,
Mar 19, 2010
3:24 PM
- Fri,
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1:46 PM
- Fri,
Mar 19, 2010
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Mar 19, 2010
11:09 AM
- Sat,
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- Fri,
Mar 12, 2010
8:32 PM
- Wed,
Mar 10, 2010
5:20


9. The ratio should be looked at department by department, not just overall. I
 PM
 Wed,
 Mar 10, 2010 1:27 PM
 [nd...](#)
- 10 I have not seen anything in writing, but listening to students speak about Part-Time
 . quality makes me feel for them
 PM
 Wed,
 Mar 10, 2010 8:21 AM
 [nd...](#)
- 11 Quality is maintained by FULL TIME TENURE TRACK FACULTY.
 .
 PM
 Tue,
 Mar 9, 2010 3:05 PM
 [nd...](#)
- 12 Why does the Math Department have 26 full-time faculty while the English
 . Department has 21? Unlike most departments on campus, the English Department has
 . the same number of full-time faculty it had 20 years ago, while its enrollment has
 probably doubled.
 PM
 Tue,
 Mar 9, 2010 10:50 AM
 [nd...](#)
- 13 Since most faculty teach overload, the actual ratio is probably closer to 40 FT / 60 PT
 .
 PM
 Mon,
 Mar 8, 2010 10:58 PM
 [nd...](#)
- 14 Some of these part-timers are a disgrace.
 .
 PM
 Mon,
 Mar 8, 2010 9:43 PM
 [nd...](#)
- 15 I realize part-time instructors do a great job in the classroom, but how will the work of
 . committees and initiatives get done without the help of full-time faculty? Will the part-
 . time faculty do everything the full-time faculty do out of the goodness of the hearts?
 PM
 Mon,
 Mar 8, 2010 6:02 PM
 [nd...](#)
- 16 Full time faculty have office hours and a Sinclair phone. They can be contacted easily.
 . Learning outside the classroom is nearly impossible with adjuncts.
 PM
 Mon,
 Mar 8, 2010 4:07 PM
 [nd...](#)
- 17 The English Department is especially challenged! We have lost positions and our
 . enrollment is skyrocketing! HELP!!
 PM
 Mon,
 Mar 8, 2010 3:51 PM
 [nd...](#)
- 18 Yes! The increasing amount of part-time faculty is lowering the standard of education
 . at SINclair. Also, it is impossible to manage the amount of part-time faculty members
 . that we have.
 PM
 Mon,
 Mar 8, 2010
 [nd...](#)

- 19 The issue is quality of the hires and the management of them after they are hired. Being full-time doesn't make you better, and having more part-timers provides a bigger cushion if staff needs to be reduced. 3:05 PM Mon, Mar 8, 2010 1:58 PM 
- 20 It increases workload of chairs, faculty and staff but does not always impact quality. Mon, Mar 8, 2010 1:08 PM 
- 21 I'm tired of hearing student complaints about part-timers. Our small dept. has 2 full time fac. and currently 6 adjunct this quarter and it's hard work to keep track of everybody. I can't imagine what other, larger depts. deal with. Mon, Mar 8, 2010 12:53 PM 
- 22 The Administration is currently addressing this. Mon, Mar 8, 2010 12:01 PM 
- 23 If you hire the right part time people, this does not have to be the case. Mon, Mar 8, 2010 10:46 AM 
- 24 It seems that we have no say in issues like this that affect the quality of education we are supposedly delivering. Mon, Mar 8, 2010 10:03 AM 
- 25 Many full-time faculty have learned to "play the game" after getting tenure. They have no new ideas and are using the same methods and notes (now yellow with age) as they did 15 yrs ago. They are protected by the punchless faculty evaluation system Mon, Mar 8, 2010 9:44 AM 
- 26 I believe that administration is working to get the ratio up over 50% full-time Mon, Mar 8, 2010 9:36 AM 
- 27 However, the Provost and the President have both commented at recent faculty/college-wide meetings that they are committed to increasing the overall number of full-time faculty. I am pleased to hear this and believe we will see an increase in tenure track faculty hires. Mon, Mar 8, 2010 9:15 AM 
- 28 The number of full time has decreased dramatically in the last two years. Keeping large numbers of part time faculty informed has become a full time job--on top of the Mon, Mar 8, 

- full time one that tenur track faculty already have. 2010
9:08 [nd...](#)
AM
Mon,
- 29 Not only that but the quality of some PT is very questionable. With other competing Mar 8,  [nd...](#)
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- 30 Problem is exacerbated by continually growing expectation that FT Faculty complete a Mar 8,  [nd...](#)
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- 31 Cost do need to be considered Mar 8,  [nd...](#)
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Mon,
- 32 If e are hiring the right people, there is no reason we have to sacrifice quality. Mar 8,  [nd...](#)
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Mon,
- 33 some of the part time faculty are more qualified than some of the full time faculty who Mar 8,  [nd...](#)
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7:48
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Mon,
- 34 The lack of more FT faculty than PT faculty is compromising the integrity of Mar 8,
2010
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programs. The ratio seems to be worse in some areas than others.


Question#2

Tenure is a safeguard and must be preserved to reward good service, to safeguard academic freedom and to protect good faculty members from arbitrary dismissal for sake of expediency. Tenure should be able to be achieved in more than one way. Yes, there is the normal procedure in which a person goes through the application-interview process to be appointed to a tenure track position and then achieves the necessary promotions. I am much in favor as well of an ACF after his or her seventh year of continuous service with satisfactory or better APRs and student evaluations to have achieved DE FACTO TENURE at the rank of ACF. This process was upheld by majority vote in


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Perry v. Sinderman (1980) in which Justice William Brennan wrote the majority opinion. Tenure in this way could be attained in much the same way that merit or promotion are attained ~through initial application and hearing before a committee and approval by the dean and the provost. Much is written in AAUP literature although it is not an official policy about CONVERSION of long serving full time non tenure track faculty to tenure track positions. I am entirely in favor of it and would be willing to be brought in as an instructor. It is like in the military where one becomes an officer either by attending a service academy or by attending OCS after the completion of a bachelor degree. For any of this to be realistic, the job description of the ACF needs to be rewritten to allow chairs greater flexibility in using ACF members in areas of their strength and the APR has to include ratings beyond "satisfactory " and "unsatisfactory." which truly measure what special qualities and individual ACF member brings to his daily performance. In short, chairs need to be better at their jobs and administrators at the college must be willing and /or able to innovate.


2. There is no threat of removing it at Sinclair.

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Mar
19,
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 [Fi](#)
[nd...](#)


3. Even though I am tenured, I think it is outdated and not needed. If you do your job, do it well, and get along with others you have nothing to worry about.

Fri,
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 [Fi](#)
[nd...](#)


4. Tenure allows me the comfort to take creative approaches to teaching. Job security makes me more effective as a teacher.

Fri,
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5. With the majority of our employees being "at whim" (employed only as long as administration sees a need, and subject to being released at any time); tenure is the only form of stability we have. Without tenure we are all reduced to "day laborers".

Sat,
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13,
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 [Fi](#)
[nd...](#)

6. Tenure is more

Thu,
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 [Fi](#)
[nd...](#)

7. Tenure is not an effective method to handle the fluctuating workforce needs of today's educational environment. Additionally, tenure makes it difficult to get rid of those professors who aren't performing well once they receive tenure.

Wed,
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 [Fi](#)
[nd...](#)

8. If there is no security then why give loyalty

PM
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9. Yes! This is how we keep quality instructors and keep academic freedom alive!

Mon,
Mar 8,
2010
3:05
PM



10 We are not going to be able to attract and hire new quality, full-time fac. in the future
. w/o tenure.

Mon,
Mar 8,
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12:53
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11 The board of trustees and administration also support this.

Mon,
Mar 8,
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12:01
PM



We define tenure as lifetime employment - that is an absolutely ridiculous notion - and
12 I am tenured. Do your job and do what is expected and quit relying on an outdated
. system to support you.
tenure was probably developed by a bunch of democrats.

Mon,
Mar 8,
2010
10:46
AM



13 Sure it's a concern. Tenure is a free ticket to life long employment.

Mon,
Mar 8,
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9:44
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I strongly agree; however, it would be good to expect tenured faculty to continue to
make active contributions to college-wide committees. It seems far too many tenured
14 faculty who achieve the rank of full professor simply stop contributing. It's important
. for seasoned faculty to continue to work actively as members of college-wide
committees. Their input is vital. It's unsettling to note how many faculty just stop
contributing.

Mon,
Mar 8,
2010
9:15
AM



15 Tenure faculty are critical to maintaining excellence.



Mon,
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9:08
AM











16 Tenure is not provided or important for other professions, so it could be argued that it
. is no longer needed.












Mon,
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8:58
AM




- 17 I'm in favor of tenure being renewed every 5 years. This will give protection to faculty along with motivating us to stay active in all aspects of education. Mon, Mar 8, 2010 8:54 AM  [nd...](#)
- 18 The interpretation of tenure was given by our president 2 years ago. The State of Ohio has not changed the wording in the statute, why this question then? Mon, Mar 8, 2010 8:47 AM  [nd...](#)
- 19 I am tenured, but I think tenure is a horrible process that encourages senior faculty to take it easy.


Question#3


- Academic freedom here is being threatened in courses offered on line. It appears to be the wish of the DIVISION OF DISTANCE LEARNING that one on line section of a course should be the exact same as every other on line section of a course. Such measures do not show proper respect for the expertise of the individual teacher.
1. Those who do not have the expertise in their fields should not be teaching an on line course or for that matter a classroom course. Academic freedom goes beyond that. A faculty member must be protected if he deals with controversial topics in a reasonable and balanced manner. Fri, Mar 19, 2010 2:25 PM  [nd...](#)
2. I do not feel any infringement upon my academic freedom at Sinclair. Fri, Mar 19, 2010 2:03 PM  [nd...](#)
3. And I feel that I have plenty of it! Fri, Mar 19, 2010 1:24 PM  [nd...](#)
4. Academic freedom allows me to meet changes effectively, to tailor my teaching to specific student needs and protects the spirit of scholarship and research. Fri, Mar 19, 2010 11:09 AM  [nd...](#)
5. It depends on an individual faculty member's interpretation of "academic freedom". Many faculty take this way too far! Fri, Mar 19, 2010 11:00 AM  [nd...](#)
6. Academic freedom is a cornerstone of higher education. Sat, Mar 13, 2010 5:40 PM  [nd...](#)
7. This is one of the biggest fears as a tenured faculty member. Fri, Mar 12, 2010 8:32 PM  [nd...](#)
8. With the TAG courses, I wonder if Community Colleges are moving to a franchise mentality; we all offer the same content of gen ed and transfer courses? Thu, Mar 11, 2010 12:30  [nd...](#)


- PM
Thu, Mar 11, 2010 11:13 AM
9. Depends on how you define this. I do not believe it means faculty can do whatever they want in the classroom.  [Fi](#)
[nd...](#)
10. It depends on what you mean by academic freedom. You'd need to clarify.  [Fi](#)
[nd...](#)
5:20 PM
11. I loathe the current trend towards standardization. Yes, more oversight needs to exist for adjuncts, but having everyone on page 121 on say, week 7 is ridiculous and discourages innovation. Distance Learning is particularly bad about this, and makes no effort to disguise the fact that they would rather have cheaper part timers teach these classes. I think they would be thrilled with robots.  [Fi](#)
[nd...](#)
1:27 PM
12. Accademic freedom is not free  [Fi](#)
[nd...](#)
3:05 PM
13. The "master course" pattern in Distance Learning makes us grading machines, not true teachers.  [Fi](#)
[nd...](#)
10:50 AM
14. Should not be a penalty for honest disagreements with Deans or Administrators. We should be able to deliver an excellent learning experience to students without pressure to conform to the Administration's buzz-word of the month.  [Fi](#)
[nd...](#)
4:07 PM
15. Yes! I feel that we as faculty have to battle to keep academic freedom alive. We are the experts in our field. No administrator has the right to dictate to faculty which teaching modalities they must use. This is a very serious issue.  [Fi](#)
[nd...](#)
3:05 PM
16. I'm in contact with the students every day; I'm the one with the degrees in my field; I feel that I'm in the best position to know what is necessary, what works and what doesn't.  [Fi](#)
[nd...](#)
12:53 PM
17. Make sure you have a clear definition of academic freedom. It does not mean faculty do not have to create/abide by a syllabus or offer less office hours then is expected, or many of the other things I hear faculty stating is an issue of academic freedom. It looks ridiculous when people try to use "academic freedom" for anything and everything they don't want to do!  [Fi](#)
[nd...](#)
12:01 PM
18. Although important, it is not and never has been an issue on this campus. No one has ever gotten into significant trouble, been fired, or been sanctioned for having differing opinions in or out of the classroom.  [Fi](#)
[nd...](#)
11:23 AM
19. And I think we have plenty of it.  [Fi](#)
[nd...](#)
10:46 AM


- 20 A lot of crap can be tucked under academic freedom.
 .
- In my experience, I have not observed any indication that academic freedom has
 21 been threatened at Sinclair. I believe faculty are given an amazing degree of latitude
 . in terms of the course content they elect to present and the manner in which they
 conduct their individual classes.
- 22 We have had decisions made in our area as to how to teach without any faculty input
 . into the pros or cons and how best to make it work
- 23 I see a change in the "control" attitude of Chairs. Also, I see a movement to dictate to
 PT Faculty what they should do in class and how they should do it, and I fear that,
 . over time, it will be extended to FT Faculty, as well.
- 24 Students' evaluation was a good idea for faculties getting feedback and should be
 . used solely for this purpose. Our provost should also get an evaluation from all
 faculties for the same reason.
- 25 Depends on the definition of academic freedom. For Sinclair classes that transfer and
 . have multiple sections we need to standardized courses for measuring outcomes. For
 those courses that do not transfer full academic freedom is warranted
- 26 And I feel I have plenty of it.
 .
- 27 But academic freedom does not include teaching "whatever you want" or using your
 . classroom as a soapbox for political or social issues if they are not relevant to the
 course.


Mon,
 Mar 8,  [Fi](#)
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 Mar 8,  [Fi](#)
 2010 [nd...](#)
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Mon,
 Mar 8,  [Fi](#)
 2010 [nd...](#)
 7:35 AM


Question#4

1. A legally binding negotiated contract is essential as a safeguard against arbitrary
 administrative actions which are very common here.
2. Isn't Faculty Senate working on our Handbook?
- If I wanted a contract, I wouldn't have gotten an education - I would have went to the
 3. factory to work. By the way - look where the legally binding contracts have gotten all
 teh people in the factories...
4. Contracts should be between the individual faculty member and the school.


Fri, Mar  [Fi](#)
 19, 2010 [nd...](#)
 2:25 PM

Fri, Mar  [Fi](#)
 19, 2010 [nd...](#)
 2:03 PM


Fri, Mar  [Fi](#)
 19, 2010 [nd...](#)
 1:24 PM

Fri, Mar  [Fi](#)
 19, 2010 [nd...](#)


5. This would be better served by the faculty senate.

12:00
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Fri, Mar
19, 2010  [Fi](#)
11:02 [nd...](#)
AM


6. I would not buy a house, a car, get married, or feel comfortable in any major decision without some rules of mutual obligations by both parties. Why should my life's work be based on trust of an organization that makes it's own rules as their needs arise and priorities change?

Sat, Mar
13, 2010  [Fi](#)
5:40 PM [nd...](#)


7. Get with the real world. Real life doesn't have "legally binding contracts". Look at how the rest of the world operates and be happy you are at Sinclair.

Wed,
Mar 10,  [Fi](#)
2010 [nd...](#)
5:20 PM


8. This is more of an I don't know. I am concerned about getting locked into a bad situation.

Wed,
Mar 10,  [Fi](#)
2010 [nd...](#)
1:27 PM


9. I just feel that Administrartion should do as they say and if they can't just explain in honesty. A parent or teacher has never been able to keep every promise, however we don't lie about why

Wed,
Mar 10,  [Fi](#)
2010 [nd...](#)
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AM


10. Our last agreement was ignored and quality is suffering

Tue,
Mar 9,  [Fi](#)
2010 [nd...](#)
3:05 PM


11. I don't know that we need a contract. I do know that we need an administration that listens to us and respects us.

Tue,
Mar 9,  [Fi](#)
2010 [nd...](#)
10:50
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12. FITs and Senate are a joke.

Mon,
Mar 8,  [Fi](#)
2010 [nd...](#)
9:43 PM


13. Mutual agreement is a good thing.









Mon,
Mar 8,  [Fi](#)
2010 [nd...](#)
4:07 PM

14. as we found out this year when we were promised a 6.5 increase and will have to settle on whatever they change it to

Mon,
Mar 8,  [Fi](#)
2010 [nd...](#)
2:39 PM

15. Union contracts are appropriate in low-skill industries where workers are interchangeable and there is a history of exploitation. This doesn't apply to me, and if it applies to you, you're in the wrong field.









Mon,
Mar 8,  [Fi](#)
2010 [nd...](#)
1:58 PM












- 16 I am satisfied with the faculty handbook. Mon, Mar 8, 2010 12:01 PM  [nd...](#)
- 17 This question can be taken in so many ways. The reason I answer as I do is because although it's important, it is not important enough to destroy our professional lives with a union. Mon, Mar 8, 2010 11:23 AM  [nd...](#)
- 18 We do not need a contract - or a union! Mon, Mar 8, 2010 10:46 AM  [nd...](#)
- 19 I don't think faculty want to be boxed in by a formal contract. The faculty handbook is hardly a contract even though we are told that it is. We have flexibility, room to grow, a great working environment, and a variety of opportunities. What kind of "beef" do the complainers have? Mon, Mar 8, 2010 9:44 AM  [nd...](#)
- 20 I actually feel quite comfortable with the current manner in which contracts are negotiated. I give the FIT's members a great deal of credit for working hard to take care faculty's concerns. I would like them to continue to do so. I believe the administration would treat faculty much less favorably if union/collective bargaining came into the picture. I believe we would experience a complete turnaround in terms of the manner in which the administration views faculty and, as a result, the faculty would, unfortunately, find the union would not be the panacea some many hoped it would be. Mon, Mar 8, 2010 9:15 AM  [nd...](#)
- 21 Currently, there is no room for negotiation. Mon, Mar 8, 2010 8:58 AM  [nd...](#)
- 22 Faculty handbook serves this purpose Mon, Mar 8, 2010 8:54 AM  [nd...](#)
- 23 Moving towards a union is not in the best interest for faculty. This would make an adversarial relationship with the administration and we would receive no respect and have NO flexibility since it is a contract. Think a minute of the longer term impacts instead of the short term only, that is what unionism is, short term thinking. Unionism is Not good for Sinclair. Why is union membership shrinking, because they have outlived their usefulness, they are more about the money not about working conditions. bottom line. Mon, Mar 8, 2010 8:47 AM  [nd...](#)
- 24 We do NOT need a union!

Question#5

The administration at this college has no respect for the ACF as a full time faculty group. To quote one administrator~ "Universities and community colleges always have a group where they can be flexible. ...The ACF is that group here....Therefore, the ACF is the victim." Yes, the ACF is the victim of administrative expediency and whim, and an individual member's years of service and quality of performance can be conveniently brushed aside.












Expediency is not respect.

1. Another administrator answered when asked about recall ~"An ACF is temporary and is on a SINGLE YEAR CONTRACT renewable at the SOLE DISCRETION OF THE COLLEGE and therefore if he or she would be non-renewed, he or she would have to re-apply should another position become open.:
This speaks of the unfairness of the entire process in dealing with the ACF and I can give the administration absolutely no credit for honesty and integrity.
I was also appalled by the insensitivity of President Steve Johnson at the June 26,2009 Town Hall Meeting when he treated the elimination of 17 full time positions including the non renewal of many ACF members as some kind of a joke. It was un-presidential to say the least.
Fri, Mar 19, 2010 2:25 PM  [Fi](#)
[nd...](#)
2. I feel no paranoia but I hear other faculty talk as if they do feel it! They need therapy.
Fri, Mar 19, 2010 2:03 PM  [Fi](#)
[nd...](#)
3. I think the reason some of you do not feel valued and respected, is because you have not earned it! Do your job, do what is expected, and earn it.
Fri, Mar 19, 2010 1:24 PM  [Fi](#)
[nd...](#)
4. My heavy teaching workload along with Q2S and accreditation responsibilities, & an ANGEL "system" that continues to make my life a nightmare, have helped make this my worst quarter ever at SCC. My mental & physical health are suffering and I see no limit in what administration is expecting faculty to do.
Sat, Mar 13, 2010 5:40 PM  [Fi](#)
[nd...](#)
5. It depends. I like the CTL idea and professional dev opportunities. Angel, distance learning, class sizes, space allocation, readiness of students for my courses, are big issues and problem areas that I don't think faculty have enough opportunity to address and redress.
Wed, Mar 10, 2010 1:27 PM  [Fi](#)
[nd...](#)
6. An administration that respected us would not put 32 students in an online composition course ostensibly capped at 25. An administration that respected faculty would not ignore our low morale for the past three years. An administration that respected us would not ignore our concerns about class size, part-time/full-time faculty ratios, and other important issues. A Provost that valued the faculty would meet with the departments that she is trying to micromanage.
Tue, Mar 9, 2010 10:50 AM  [Fi](#)
[nd...](#)
7. My biggest concern in this regard is how Dr. Johnson has removed himself from the faculty and staff. Unless there is a politician at a SCC event, Dr. Johnson is not present. There are many excellent events in which SCC faculty and staff participate - it's a shame that most of the administration is not present.
Mon, Mar 8, 2010 10:58 PM  [Fi](#)
[nd...](#)
8. Sehi and Jain are a blight on this college and should go, because they treat faculty like servants. I'm not sure about the ones above them (Grove, Johnson).
Mon, Mar 8, 2010  [Fi](#)
[nd...](#)

- 9:43 PM
 Mon,
 Mar 8,  [nd...](#)
 2010
9. I'm just a piece of equipment.
 4:07 PM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 10 The negative opinion of faculty is pervasive and based on a very small group of unprofessional faculty.
 3:51 PM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 11 The administration does not care what we as faculty members think. They only care about money. I feel insulted by the way that the administration treats faculty members.
 3:05 PM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 12 We're not even recognized as a 'department' anymore. We have had and continue to have in the top 5 FTE and ave. class size in the division and we still feel invisible.
 12:53 PM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 13 I know of no one who is NOT valued and respected by the administration unless they decide not to do their job. Please do not use such language to pull out personal contempt from persons who have issues with their colleagues, supervisors, deans, or other administrators. It is not very professional.
 11:23 AM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 14 I feel that way because I earned that respect. Maybe more of you should try doing that - it is not automatic and does not come with the job, you earn it.
 10:46 AM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 15 In the past week I have seen both Dr. Grove and Dr. Johnson. They both expressed gratitude for the committee work that I am doing.
 9:36 AM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 16 Absolutely! I believe my work is valued and respected by the administration. I have never questioned this fact.
 9:15 AM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 17 Clearly, our Chair has no respect for us; we are "pawns".
 8:58 AM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 18 ACF's have no real position at SCC. They are little more than substitute teachers.
 8:51 AM
- Mon,
 Mar 8,  [nd...](#)
 2010
- 19 Having worked in industry for 20+ years, I can honestly say that Sinclair is the most open organization I have ever worked for. I certainly feel valued and respected by the administration. What some people fail to recognize is that the respect from administration is NOT automatic - it has to be earned.
 8:21 AM

20 More lip-service and for "public image" than anything else.

Question#6

1. This must include the ACF as full time faculty. To facilitate this, there must be either a place for an ACF rep on the Senate or an ACF committee chaired by an ACF member
Fri, Mar 19, 2010 2:25 PM  [nd...](#)
2. But - I just want to teach. I don't want to run the college.
Fri, Mar 19, 2010 2:03 PM  [nd...](#)
3. I think that this is something that we have right now
Fri, Mar 19, 2010 1:24 PM  [nd...](#)
4. I believe this would be served with a strong faculty senate.
Fri, Mar 19, 2010 11:02 AM  [nd...](#)
5. Although I do NOT feel that those currently on the Faculty Senate represent the faculty as a whole, rather they appear to represent their own concerns and those of a few faculty.
Fri, Mar 19, 2010 11:00 AM  [nd...](#)
6. Administration needs to listen, honor and respond to faculty input on matters of curriculum, staffing, resources, working conditions, benefits, and pay. By neglecting to do so, quality of education at SCC is suffering and the current business model will erode the essence and purpose of a community college.
Sat, Mar 13, 2010 5:40 PM  [nd...](#)
7. I think distance learning in particular needs an overhaul. The dean's of each division should direct and oversee DL courses with DL being a support office.
Wed, Mar 10, 2010 1:27 PM  [nd...](#)
8. Most committees have more administrators than faculty, or have faculty hand picked by administrators. Senate is a joke.
Mon, Mar 8, 2010 9:43 PM  [nd...](#)
9. We know something about how to serve students and the community. Shared governance will make Sinclair better.
Mon, Mar 8, 2010 4:07 PM  [nd...](#)
- 10 Teaching and administration are two separate career fields and skill sets. Dr. Johnson has more sense than to try to teach my class, and I have more sense than to try to run the college.
Mon, Mar 8, 2010 1:58 PM  [nd...](#)
- 11 I think there is an appropriate faculty role in governance of college currently.
Mon, Mar 8, 2010 1:08 PM  [nd...](#)

- 12 ACTUAL participation would be nice; not, "Gee, take the time to give us your opinions/needs/problems just so you feel better, but we've already made our decisions." type of 'participation'.
- 13 Lack of participation in regular faculty senate meetings demonstrates how meaningful faculty governance is!
- 14 The way in which we choose our representatives is ridiculous though! It's a popularity contest. It reminds me of high school. The candidates should decide after much careful thought. They should prepare real speeches, and send their "platforms" out in emails ahead of time. I cannot believe the juvenile manner in which Senate elections are run.
- 15 I think you need to define meaningful participation. Our administration and the Board will always have final say. Seems to me the lack of meaningful participation is as much due to our apathy as anything else. Unionizing is not the way to go. Unionization is inherently counterproductive and confrontational. The current AAUP group is an excellent example of that. Turn your efforts to the positive and away from the negative. All your doing is diverting everyone's attention away from what is important.
- 16 I think we have this with faculty senate - at least if we have strong senators we will have this. We also need to realize that everything cannot go our way all of the time. There is more to Sinclair than faculty.
- 17 Absolutely! This is exactly why I believe the work completed by the FIT's team members is so important!
- 18 Please, no more "other" projects; I have courses to focus on.
- 19 Currently, participation of the faculty in governance is not a reality. The administration usually ignores thoughtful input from the faculty.
- 20 The job of administration is the governance, they provide a means of input by the faculty. That doesn't mean the faculty should always get their way, they shouldn't, there are many issues and influences that the general faculty are unaware of (state politics for example) and without that knowledge may not make the best decision for Sinclair.


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- The faculty member has the expertise in his or her subject and the best methods to be used to engage the student and to assess student performance. Besides, faculty members are educators and approach educational concerns from a subject matter and educational perspective.
1. Administrators are often with their business and marketing backgrounds out of their element here.
Besides, faculty member view the students as learners not as customers in the marketing and corporative sense.
This is a trick question. While faculty should have input for design and delivery,
 2. not all faculty keep up with certain important trends. That is an administrative responsibility.
 3. We do now.
 4. ...guided by college mission


Overall ground rules, training, and support of faculty by administration is needed;
 5. but the primary responsibility for curriculum design and delivery should reside with the subject matter experts, the faculty.
 6. some of this is being driven by the State of Ohio and this does make things a little difficult.


If they are willing and able to do a high quality job of this. Many faculty members
 7. aren't able to develop high quality curriculum, nor deliver it. Therefore, the need to get rid of tenure so we can release underperforming faculty.
 8. There are two sides. Administration and State based outcomes and then there is faculty expertise. They have to work together
 9. We know our subjects best. We know our own style of teaching has to fit our personality and beliefs to be effective.
 - 10 Yes! faculty members are the experts in their respected fields. They should have exclusive control over the curriculum.
 - 11 Otherwise, why are we here ?
 - 12 And they do, in cooperation with the department/program mission, goals and objectives.
 - 13 But administration concerns are also important and should be considered by faculty.
 - 14 We have that now.
 - 15 I believe faculty at Sinclair DO have primary responsibility for curriculum design and delivery. In my experience, this fact has never been challenged. Perhaps there


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Mon, Mar 8, 2010 9:44 AM  [d...](#)

Mon, Mar 8, 2010  [d...](#)

are issues in certain departments on campus; however, I have always felt I had complete autonomy in regard to course curriculum design and content delivery.

16 That does not mean the Chair.

17 We need to work with administration. Left only to faculty we might not see full picture.

18 Distance Learning is subverting this responsibility in the guise of quality assurance. ACFs are being asked to design curriculum. Appointments to "source coordinator" positions are arbitrary.

19 We do, nothing has changed over the years in face to face classrooms.

20 But with the caveat that no SINGLE faculty member gets to decide - it should be collaborative and decided by the department.

9:15 AM [d...](#)

Mon, Mar 8, 2010  [Fin](#)

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8:51 AM [d...](#)

Mon, Mar 8, 2010  [Fin](#)

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Question#8

1. I do not perceive any problems in our conversion process. I have seen many, many opportunities for faculty input.

Fri,
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2:03 [nd...](#)


PM

2. And one that the administration is concerned about as well.

Fri,
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1:24 [nd...](#)


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3. Everyone in our society has to reach further now during these times. we are not different.

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4. My heavy teaching workload along with Q2S and accreditation responsibilities, & an ANGEL "system" that continues to make my life a nightmare, have helped make this my worst quarter ever at SCC. My mental & physical health are suffering and I see no limit in what administration is expecting faculty to do.

Sat,
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5:40 [nd...](#)


PM

5. This could have the largest impact on teaching and student learning, not for the better.

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8:32 [nd...](#)

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6. Just make sure the pay matches what going on currently










Wed,  [Fi](#)

- Mar 10,
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8:21 AM [nd...](#)
- Given that the state mandates that students produce 20 pages in a semester-long English composition course, I am very concerned that we currently have a cap of 27 that is routinely ignored and overrun. We are currently required to teach 4 sections; if that changes to 5 with the conversion, as I expect it will, those teaching 5 sections of comp will be expected to grade 540 pages of student work per course, or 2700 total pages a semester. Even if a third of the class drops, that's still unreasonable--1800 pages in 15 weeks (really less, since you can't grade any papers the first 10 days)? Who can read and comment meaningfully on more than 120 pages a week?
7. Tue,
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10:50 AM [Fi](#)
[nd...](#)
8. I agree that workload is a concern but quarter to semester is only one facet - the FT/PT ratio is a bigger concern
- Mon,
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10:58 PM [Fi](#)
[nd...](#)
9. Everyone has pitched in. It has been a hard year.
- Mon,
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4:07 PM [Fi](#)
[nd...](#)
10. We need to meet the workload expectations of our professional organizations. Currently, we are asked to teach more sections and more students without concern for what is in the best interest of students.
- Mon,
Mar 8,
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3:51 PM [Fi](#)
[nd...](#)
11. How will the q2s affect the full-time/part-time ratio?
- Mon,
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2:44 PM [Fi](#)
[nd...](#)
12. I have had the opportunity to teach in the private sector and to teach here, in essentially the same capacity. I'm paid more here, have better benefits, and an equal or lighter workload.
- Mon,
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1:58 PM [Fi](#)
[nd...](#)
13. It's a part of our job to keep curriculum current. The semester conversion is an isolated event and a good time to truly revamp courses and curriculum that may have become outdated.
- Mon,
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1:08 PM [Fi](#)
[nd...](#)
14. Yes, and it is being addressed by the administration. Keep in mind, this is a mandate by the governor, we don't have a choice but to do the work! And, curriculum design is the responsibility of all faculty; therefore, the additional workload is necessary. It's really a great time to redesign stagnant curriculum.
- Mon,
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12:01 PM [Fi](#)
[nd...](#)
15. Workload is always an issue. However, we are the one's who make this worse. Not administration. Look at the continuing faculty willingness to raise the 22 hour
- Mon,
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12:01 PM [Fi](#)
[nd...](#)

- cap...THAT CAP SHOULD BE LOWERED, but we as faculty don't want to! We voluntarily work an average of 18 hours per quarter...VOLUNTARILY. This is NOT an administrative issue that will be solved by unionization. PLEASE....apply some critical thinking skills...not irrationally and emotionally as your members tend to do. You would quickly begin to realize the problems that do exist are real, but not excessive. They can be easily handled without unionization...a move that will completely destroy the working conditions on this campus.
- 2010 11:23 AM [nd...](#)
- 16 At least for those of us that are working on it. The real issue is those that don't do their share put an unfair burden on those of us that do.
- Mon, Mar 8, 2010 10:46 AM [nd...](#)
- 17 Try working at a smaller college (union or no union) and you will see how good you have it at Sinclair. You are opening a can of worms here.
- Mon, Mar 8, 2010 9:46 AM [nd...](#)
- 18 Faculty who are concerned about workload should try working in the real world. Faculty have it easy at Sinclair. Ask anyone who has come from another college or from the private sector.
- Mon, Mar 8, 2010 9:44 AM [nd...](#)
- 19 I am on a Q2S committee and do not see any indication that workload would increase. We should go from 45 quarter hours load to 30 semester hours load.
- Mon, Mar 8, 2010 9:36 AM [nd...](#)
- I agree; however, curriculum design is one of the requirements for tenure track faculty. This is what we do as content specialists. I believe the semester conversion serves as a wonderful opportunity for ALL faculty to engage actively in the curriculum design process. This is a good thing - especially for faculty who are up for promotion and/or tenure! While I have worked collaboratively with my department faculty colleagues to convert courses in my discipline to a semester format, I have not found the load to be unreasonable and I have not found it to negatively impact my teaching load. It's actually been an amazingly smooth process and not nearly as stressful as I initially feared it might be.
- 20 Mon, Mar 8, 2010 9:15 AM [nd...](#)
- 21 Getting worse. Average is 55 hours per week.
- Mon, Mar 8, 2010 8:58 AM [nd...](#)
- 22 1 semester load hour should equal at least 1.5 quarter load hours.
- Mon, Mar 8, 2010 8:51 AM [nd...](#)
- 23 yeah, let's quivel over 1 hour

Question#9

- Due process is an absolute necessity. It is entirely lacking in regard to the ACF. In more recent years, ACFs were non-renewed in late June and informed that their contracts would expire the following week forcing them to make on-the-spot
1. budgetary decisions.
The only thing even slightly resembling due process for the ACF is for the individual member so affected to meet with appropriate administrators, present a letter to the board and to consult an attorney if desired. Most do not do this, unfortunately.
 2. I am satisfied with Sinclair's committees that are concerned with these areas.
 3. This is also something that we already have and it works well as it is.
 4. It is important but I am not "concerned" that due process is not currently being done.
 5. The current grievance system only serves to identify the grieved individuals as malcontents, and offers no opportunity for fair (due process) resolution.
 6. Due process!
 7. Due process at Sinclair is just like the FIT discussions. NO PROCESS
 8. Personality conflicts, gender, race or religion ought not be factors in decisionmaking.
 9. WE ARE LOSING FULL-TIME POSITIONS! ACFs are not given any commitment to the college -- how then can they commit to Sinclair? How is this in the best interest of students?
- Fri, Mar 19, 2010 2:25 PM  [nd...](#)
- Fri, Mar 19, 2010 2:03 PM  [nd...](#)
- Fri, Mar 19, 2010 1:24 PM  [nd...](#)
- Fri, Mar 19, 2010 12:00 PM  [nd...](#)
- Sat, Mar 13, 2010 5:40 PM  [nd...](#)
- Thu, Mar 11, 2010 12:30 PM  [nd...](#)
- Tue, Mar 9, 2010 3:05 PM  [nd...](#)
- Mon, Mar 8, 2010 4:07 PM  [nd...](#)
- Mon, Mar 8, 2010 3:51 PM  [nd...](#)

- 10 Processes are in place currently to address these issues and are appropriate. PM
Mon, Mar 8, 2010 1:08  [nd...](#)
- 11 And a process is in place. PM
Mon, Mar 8, 2010 12:01  [nd...](#)
- 12 Except that there is redundancy in the applications for promotion, tenure, and merit. I don't understand why so many applications have to be filled out that basically say the same thing. Better use could be made of my time, and I imagine, the Dean could make better use of her time too. PM
Mon, Mar 8, 2010 11:50  [nd...](#)
- 13 Define. AM
Mon, Mar 8, 2010 11:23  [nd...](#)
- 14 It is an important concern, and we already have solid policies and procedures in place to deal with these issues. AM
Mon, Mar 8, 2010 10:46  [nd...](#)
- 15 I have talked to people at other colleges, Edison for example and all of these processes are quite chaotic and many faculty have less of a voice than previously. A third party can make communication even worse. AM
Mon, Mar 8, 2010 9:46  [nd...](#)
- 16 We have plenty of input in these matters now. AM
Mon, Mar 8, 2010 9:44  [nd...](#)
- 17 I think Merit pay should be returned to it's original amount before it was cut. AM
Mon, Mar 8, 2010 9:31  [nd...](#)
- 18 Absolutely! However, I believe due process in regard to faculty appointment, promotion, tenure, merit, and grievance is currently in place at Sinclair. Again, there may be certain departments on campus where problems exist; however, this has not been my experience. I am very pleased with the positive and fair manner in which everything has been handled. This is the wonderful thing about having committees made up of faculty from across all divisions of the college as opposed to allowing individual departments to make decisions regarding promotion, tenure, merit, etc. as universities do. The diversity of disciplines represented on Sinclair's committees gives AM
Mon, Mar 8, 2010 9:15  [nd...](#)

faculty a fair chance.

- 19 Despite what the Faculty Handbook says, the Chair actually decides what the Faculty must do, and has the last word regarding these issues, and is rubber-stamped by the "Committee".

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- 20 There is a lot of cronyism and nepotism at SCC. Adjuncts and ACFs have no standing (especially ACFs). TT faculty are partly responsible for creating this situation!

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[nd...](#)

- 21 There is a process and it has the ability to be challenged if necessary.

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- 22 And I think we already have this in place. Bottom line is if you are working toward the organizations goals and objectives, doing your job and pulling your weight, this is not of much concern. To have it to protect those with tenure that do not want to pull their weight is a waste. We need to get rid of those individuals.

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- 23 Seems like it is more of who you know and not what you do. Seems like merit (especially) is a popularity contest.

Question#10

1. These are most important concerns.....The ACF is paid on a flat salary regardless of years of service and quality of performance generating a feeling of sameness. One ACF is the same as any other ACF. Such a position is absurd. A graduated salary scale would assure and reward growth in that positions. Administrators JUST DON' T GET IT.

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2. The 30-year trend in these areas has been positive. While some aspects could be better, I do not think exhibiting animosity toward our administration will improve them.

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3. Don't we all want to be paid more? The real question is "are we being treated well at Sinclair"? As someone who spent many years in the "real" world, I say we are treated better than I have seen anywhere I have ever worked.

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4. Of course compensation, etc. is of concern (it should be for anyone who has a job). But, again, I am not "concerned" that faculty are currently being underserved in this regard.







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[nd...](#)

5. Agree but we are doing great now during these times. PM
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6. Why should an agreed upon raise of 6.5% (which was identified to bring faculty compensation up to par) be unilaterally reduced? While at the same time, an administration that pays cash for everything and carries no debt (even on long term assets like facilities expansion in other counties) and has millions of dollars in it's "rainy day fund", and hires additional administrators (VP's, Directors, etc.) at an ever increasing rate, and boasts of record enrollments, higher average class size, and highest quality education at the lowest tuition cost in the state; continues to squeeze faculty raises, promotions, benefits, and support. Sat, Mar 13, 2010 5:40 PM  [nd...](#)
7. The quality of the work environment allows for quality instruction. Tue, Mar 9, 2010 3:05 PM  [nd...](#)
8. Why are online literature classes capped at 30 to 35 students when online classes in history, communication, philosophy, modern languages, political science, and philosophy are all capped at 25? Why are art classes capped at 20 students? Why are there such serious inequities from one department to the next? Tue, Mar 9, 2010 10:50 AM  [nd...](#)
9. I appreciate the work of the FIT team and how they continue to provide raises even within tough economic times. Mon, Mar 8, 2010 10:58 PM  [nd...](#)
10. What can faculty do? The ball is in the President's court. Mon, Mar 8, 2010 8:58 PM  [nd...](#)
11. Though other concerns rank above this, an ability to negotiate, as opposed to the current system of begging, might help. Mon, Mar 8, 2010 4:07 PM  [nd...](#)
12. No compensation for Semester Conversion work is unfair. Mon, Mar 8, 2010 3:51 PM  [nd...](#)
13. I think you can take the general apathy of faculty, as evidenced by not attending faculty assembly meetings, that we are generally happy with the working environment at Sinclair. Sure, its not perfect, but I believe a union will make it worse, not better. Mon, Mar 8, 2010 3:14 PM  [nd...](#)

- 14 Yes, the administration can not expect faculty members to take on massive extra work loads and not be compensated. Mon, Mar 8, 2010 3:05 PM 
- 15 That is what FIT is supposed to be working on and so far, i am satisfied with what has been negotiated. Mon, Mar 8, 2010 12:01 PM 
- This is a terribly biased survey in so many ways. It will be interesting to see how you interpret the results. Why don't you simply ask what you want to ask instead of being clandestine about it? You're going to use these questions to support your position of developing a union when in fact these questions can also be answered in the affirmative as a means of keeping the meddlesome hands of a union out of our lives. You only need a one-question survey..."Should we unionize".
- 16 This group is reminiscent of the person who works harder at not working than they would if they actually did their job. With the exception of the group negativity you exude, resulting in self-supporting and self-perpetuating irrationality as to why things are so bad, those persons that make up the AAUP are actually fairly intelligent. Turn that intelligence into something positive, not something negative. Your lack of critical thinking and the employment of fallacies of thinking (<http://onegoodmove.org/fallacy/>) seems to be a mainstay of your actions and words. Mon, Mar 8, 2010 11:23 AM 
- It is the shortsightedness of the UAW and the resulting adversarial relationship between them and management that helped bring down the US automotive industry. (Yes, the greed and shortsightedness of management played an equal part as well!). Don't bring down the school with the introduction of a union for what in the end is nothing more than personal grievances, selfishness, and greed. There are unionized schools to where you can move and teach under the umbrella of your idea of paradise.
- 17 These are important anywhere you work. The real issue is are we being compensated fairly - my response is that as long as everyone gets the same raises, it is not fair. those that sit back and coast should not get the same raise as those who do the heavy lifting. Mon, Mar 8, 2010 10:46 AM 
- 18 I have talked to people at schools with unions and they have less pay and benefits than we currently have at Sinclair. Mon, Mar 8, 2010 9:46 AM 
- 19 Sinclair faculty are doing quite well in these areas. Mon, Mar 8, 2010 9:44 AM 
- 20 I am grateful to the FIT Team for negotiating raises and working with admin cooperatively on faculty behalf. Mon, Mar 8, 2010 

- 21 Absolutely! I believe Sinclair faculty are compensated extremely well for their work and their efforts are, indeed, appreciated. I also believe we are privileged to work for the best community college in the state!
- 22 Again, there is no negotiation on starting salary, whicj impacts the Faculty member throughout his/her employment. Also, the Faculty can exceed all requirements in the Faculty Handbook, and the Chair can still stand in the way of advancement.
- 23 ACF's are severely underpaid. They do much work and not get recognized at all.
- 24 Equal pay for equal work!
- 25 We already have that with our faculty handbook and compensation has been fair. Are you willing to give up 2-3% of your salary for nothing in return. yep unions take up to 2-3% of your salary and you get nothing more than we already have. Oh a binding contract, big deal, if you do your job properly you don't need a contract, that is how professionals work. I hope the Sinclair AAUP publishes the comments so all of Sinclair can see the real truth behind unions.
- 26 And I also feel that I am fairly compensated for the work I do. Yes, I would like to have more, but it is fair.
- 27 this survey seems very biased - how can anyone really disagree with any of these items...might as well ask - sunshine is a nice thing - agree?
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