

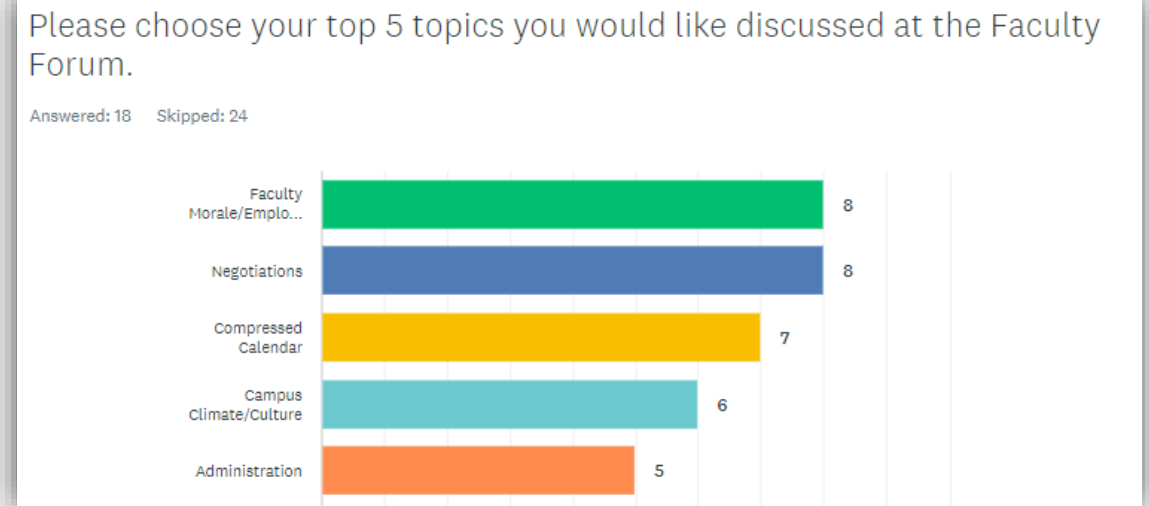
# Faculty Forum

April 6, 2023



# Most Requested Discussion Topics

- Faculty Morale/Employee Engagement
- Negotiations
- Compressed Calendar
- Campus Climate/Culture
- Administration



# Faculty Morale/Engagement



FRI-YAYS TO  
INCREASE  
CONNECTEDNESS



EMPLOYEE  
CLUBS/AFFINITY  
GROUPS



EMPLOYEE  
ENGAGEMENT  
SURVEY



MORE  
OPPORTUNITIES  
FOR DIALOGUE,  
INFORMATION,  
ETC.



HAPPINESS  
INITIATIVE /  
ORANGE FROG  
PROGRAM



EMPLOYEE  
WELLNESS  
PROGRAM



PLAN TO  
CONTINUE TO  
EXPAND AND  
INVEST IN OUR  
EMPLOYEES

## Clubs/Affinity Groups:

- “Desk to 5K” Running Club – Valerie Albano,
- Weight Lifting Club – Robert Olvera
- Dog Club – Brandilyn Davidson
- Table Tennis Club – Ben Chickering
- Book Club – Melissa Rocha
- Walking Club, Los Banos – Daniel Ruiz
- Hiking Club – Mark Lopes
- Board Game Club – Ivan Navarro
- Gardening Club, Los Banos – Jazmin Serrano
- Yoga Club – Karrie Bullock
- Crafting Club – Rachel Gray,
- “What You See Is What You Get” Club – Diane Spork

# Employee Engagement...

## *2022 Survey Report and Summary...*

- Recommended by Academic Senate President/Reviewed at Academic Senate
- Summary report by external consultant: *Provident Partners in Education*
- Climate Survey – Gallup’s 12 Elements of Employee Engagement
- Strong overall employee engagement – 60% to 97% on all responses
- Areas of focus and improvement identified
  - Recognition and praise
  - Professional development
  - Caring about each other, and
  - Materials and resources



Becomes the focus for improvement of morale and engagement for 2023-24

# Employee Engagement...

## *2022 Survey Report and Summary*

- **Demographic data was not required—optional, as always**
- **268 total respondents – One of MC’s stronger survey response rates**
- **Response rate for faculty**
  - 33% among all full-time and part-time/contract employees
  - ~ 43% of the respondents; 39% of the total f/t responded
- **Response rate for classified professionals**
  - ~ 32% of respondents
- **By the numbers, management was the smallest response rate**
  - ~ 14% of the respondents

# Employee Engagement...

## *2022 Survey Report and Summary*

### Recommendations:

1. President's Leadership Academy favorably perceived – let's do more like this both internal and external opportunities
2. Ongoing discussions with staff re: expectations, professional goals, and strategies to achieve their goals.
3. Deans (admin) to provide more recognition and praise of faculty.
4. Faculty leadership awareness of their role, impact, and influence on employee engagement.
5. Improve communications about resource allocation process.
6. Managers find Merced College a great place to work—work to increase satisfaction among staff and faculty.

# MCFA Negotiations

- Tentative Agreement has been reached
- MCFA Team is currently reviewing with goal to get it out to faculty this week
- Reviews by MCFA Negotiation Team with faculty after spring break
- Voting/ratification process in mid-to-late-April
- If ratified, the contract will be considered by the Board in May

# Compressed Calendar

**Recommendation 1: Implement a 16-week condensed academic calendar to provide more flexible course offerings for students. To effectively implement this recommendations, additional research and discussion is necessary:**

- a. Additional Student survey in Fall 2022\*
- b. Student focus groups Fall 2022
- c. Further campus dialogue, particularly in Allied Health, Science, and CTE areas

**Recommendation 2 : Explore flexible work hours and increased and expanded access to services for students:**

- a. Flex schedule options (e.g. a 32-hour on-campus work with 8 hours of remote/flex work)
- b. Allow eligible positions to be performed fully remote
- c. Allow for and prioritize expanded work schedules (evening and weekend hours) for positions
- d. supporting students and faculty

**Recommendation 3: Utilize tools to increase employee effectiveness and communication:**

- a. Teams Project management tools, Navigate, Coursedog, Other

**Recommendation 4: Continue dialogue surrounding Innovative Enrollment and Scheduling**

- a. Integrate innovative enrollment and scheduling into the next 5-Year Educational Master Plan.
- b. Develop an effective implementation plan
- c. Develop a framework for a 16-week condensed calendar implementation including a timeline



# Compressed Calendar

***Thank you to all the faculty, classified professionals, and managers who put in the hard work and dedicated incredible amounts of time on the taskforce!***

## **Factors leading to this decision, among others:**

- The workgroup surveyed Merced College faculty in the spring of 2022 and nearly **83% of full-time faculty indicated their desires to move forward with a 16-week calendar.**
- This has been a discussion/dialogue for more than 20 years at Merced College with workgroups, feasibility studies, and conducting impact analyses—**leading to favorable recommendations to move in this direction.**
- Several studies have found that **a compressed calendar leads to higher student success and completion rates.**
- Condensed calendar has been adopted by many colleges as a response to student request for flexible scheduling/fast-track academic studies w/ shorter semesters.

## **Next Steps**

- Working in consultation with the appropriate groups on next steps.
  - Will include formulating an implementation taskforce to work through the many technical nuances of transitioning to a 16-week calendar
- **The tentative target date for implementation will be the fall 2025 term.**
- Academic Calendar will go to the Board, per BP 4010, with a 2025-26 academic calendar reflecting a 16-week semester for the fall and spring terms.

# Campus Climate/Culture

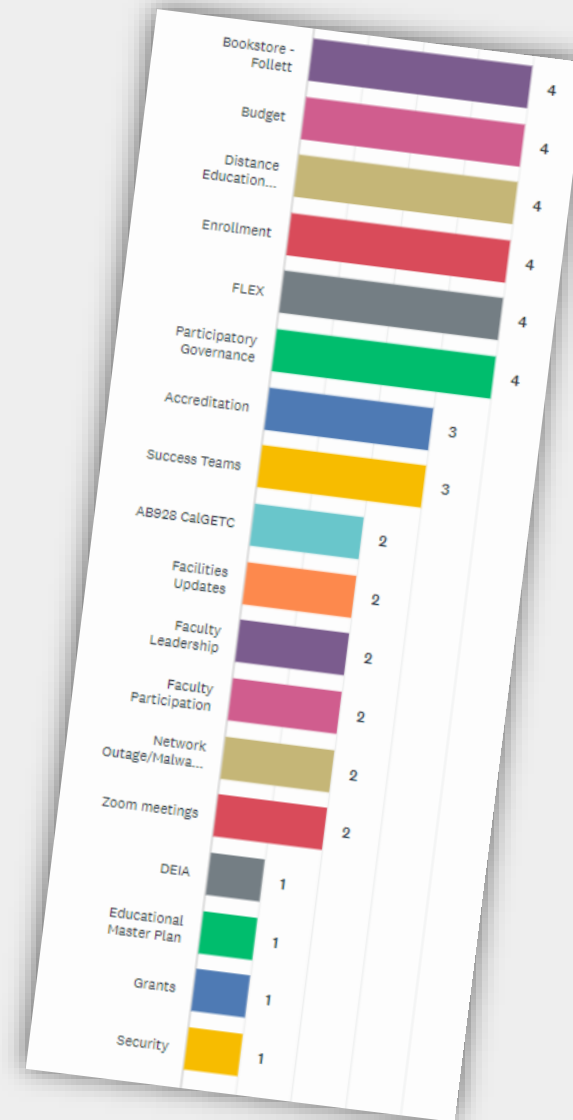
- Employee Engagement survey results becomes focus for improvement
- President's Advisory Council
- Wellbeing and happiness initiatives next year
  - Wellbeing institute
  - Constituency "champions"
  - Deans and faculty leads
- It takes a collective effort and we are all responsible for campus climate and culture!

# Administration

- Your turn...
  - What do you want to discuss?
  - ...Ask?
  - ...Suggest?

# Other Top Requested Topics/Discussion

- Bookstore-Follett
- Budget
- Distance Education Training and Certifications
- Enrollment
- FLEX
- Participatory Governance
- Accreditation
- Success Teams
- AB928 CalGETC
- Facilities Updates
- Faculty Leadership
- Faculty Participation
- Network Outage/Malwa...
- Zoom meetings
- DEIA
- Educational Master Plan
- Grants
- Security



# Q&A / Discussion

