STATE CENTER
COMMUNITY COLLEGE DISTRICT

# PROFESSIONAL DEVELOPMENT
# YEAR END REPORT
# 2022-2023

Embracing Diversity

# Office of EEO/Diversity and Professional Development

The SCCCD office of EEO/Diversity & Professional Development offered numerous workshops, trainings, and orientations on-line and in-person this year.  This included the annual Classified Professionals Mega Conference, Management Development Academy, and the Leadership State Center cohort.  Below is an outline of the professional development opportunities that were offered, the number and type of participants, and summaries of participant feedback.

## Compliance & Safety Training

The EEO/Diversity & Professional Development Office continued the assignment, recording, and tracking of new hire and compliance training in 2022/23. The Environmental Health and Safety Office continues to provide specialized training as needed. The following online training modules were assigned as required or requested to District employees, including all new hires. More than 1,000 individuals* were assigned some or all of these modules this year:

- Injury and Illness Prevention Plans
- GHS Hazard Communication
- Office Ergonomics
- FERPA – Higher Ed
- Mandated Reporter Training (CA AB 1432)
- Heat Illness Prevention Training
- Portable Fire Extinguishers
- Bloodborne Pathogens
- Cart Operator Safety Training
- Sexual Harassment Prevention for Supervisors (CA AB 1825/1661)
- Sexual Harassment and Discrimination- California Employees (SB1343)
- Cal/OSHA COVID-19 Employee Training
- SCCCD COVID-19 Information and Prevention Guidelines
- Cybersecurity

The District updated the SCCCD COVID-19 Information and Prevention Guidelines in response to the COVID-19 pandemic. This training discussed facts about COVID-19, prevention strategies, employer and employee responsibilities, and available benefit or leave options. *Individuals – could include employees, volunteers, student workers, students

## Human Resources Workshops

Human Resources presented multiple workshops throughout the year that were open to all employees. A total of 417 employees, consisting of classified staff, classified management, academic management, and full-time and part-time faculty, participated in these workshops.

**Topics included:**

- Affinity Groups Panel Discussion (HR/PC Workshop)
- Application, Equivalency, & Interview
- Benefits Bridge
- Bystander Intervention (HR/PC Workshop)
- Cultural Humility
- EEO Training for Search Committees
- Financial Resource Planning
- Intergenerational Communication
- Leaves
- NeoEd Perform – Managers
- NeoEd Perform – Staff
- People Admin
- PERS
- Planning for Retirement
- Serious Business of Humor
- Strategic Tips and Tricks – Effectively managing resources & providing excellent service
- STRS
- Title IX

With consideration to our Justice, Equity, Diversity and Inclusivity (JEDI) efforts, a training on Intergenerational Communication was added. New to the professional development catalog this year was our training to roll out the new benefits software, Benefits Bridge and the Serious Business of Humor, using humor to increase productivity and resiliency as a business strategy.

A Reasonable Accommodation Request training was added specifically for Managers. Other trainings that previously existed were revised to keep the content fresh and to maintain current information such as EEO training for faculty search committees.

Feedback from the HR workshops was positive, with participants either agreeing or strongly agreeing that the information was useful. Some of the feedback included:

- "It is a tough subject to cover, but it is important. I thought they did a great job presenting." (Title IX)
- "Not knowing what exactly to expect because I haven't attended any retirement sessions with the district. This session was very informative. The power point slides forwarded to us will be put to good use." (Planning for Retirement)
- "This presentation was well-organized and the presenter was very knowledgeable." (STRS)

In addition to the EEO Training for Selection Committees session offered as an HR Workshop, the EEO/Diversity & Professional Development Office also conducted "on-demand" EEO sessions for search committees as well as online EEO training. Throughout the year, 383 committee members were trained in EEO and Implicit Bias.

## Personnel Commission Workshops

The EEO/Diversity & Professional Development Office partnered with the Personnel Commission to present multiple workshops open to employees and the general public. A total of approximately 56 individuals, including the general public attended the workshops. Topics included:

- Assessment & Interviewing Strategies (2x)
- Reclassification Process – Lunch & Learn (2x)
- Resume & Application Preparation (2x)

Feedback from these sessions was positive with participants either agreeing or strongly agreeing that the information was useful. Some of the feedback included:

- "The materials presented were great. However, I did feel as if some materials presented was a bit too fast and can be highlighted a bit more at a slower pace – i.e. the Men Vs. Women's resumes. Otherwise, presentation was great!" (Resume & Application Preparation)
- "It gave me great ideas on how to conduct myself during oral boards and interviews. I had also forgotten about all the practice tests and trainings that are available to us." (Assessment & Interviewing Strategies)

## Management Development Academy

The Management Development Academy provided 6 training sessions open to all supervisory and management employees in the following topics:

- FRISK
- Working Out of Class & Reclass
- CBA's
- Safety
- Budget Development & Management
- Purchasing & Contracts

The sessions were voluntary and participation averaged 13 district managers in each workshop. Evaluations from the Academy reflected that attendees agreed or strongly agreed that the sessions were beneficial to their professional development as managers. The sessions continued to provide networking opportunities for district managers to discuss relevant issues, meet with other leaders informally, and provide support to each other.

Feedback from the sessions identified the following opportunities for improvement:

- "More FRISK training for other managers and leadership trainings." (FRISK)

## District-wide Managers' Meeting/Training

District-wide Managers' Meetings are mandatory and provided by the Chancellor's Office. Each meeting averaged 110 employees and included a message from the Chancellor, student speakers, District updates (budget, bond, and IS projects) and training sessions coordinated by the Professional Development Office. The training topics for 2022/23 were:

- Free Speech Rights on College Campuses by Eileen O'Hare-Anderson, LCW
- 10+1 by Dr. Regina Stanback-Stroud, RSS Consulting
- State Center 2035 – Strategic Planning by Gensler
- Budget and Negotiations updates by Wil Schofield, Interim VC of Finance & Julianna Mosier, VC of HR
- Coaching for Effective Leadership by the College Presidents
- Campus Topics (case studies) by the College Presidents
- Preferred Name Updates by Kirsten Corey, General Counsel & Don Lopez, Interim Chief Technology Officer
- Beyond the Binary: Sexual Orientation & Gender Diverse Identities by Shannon Solis, Dean of Students & Jennifer Cruz, LGBTQ+ Resource Manager, Fresno EOC

Each meeting was structured to encourage networking, collaboration and dialogue across the campuses and the district office.
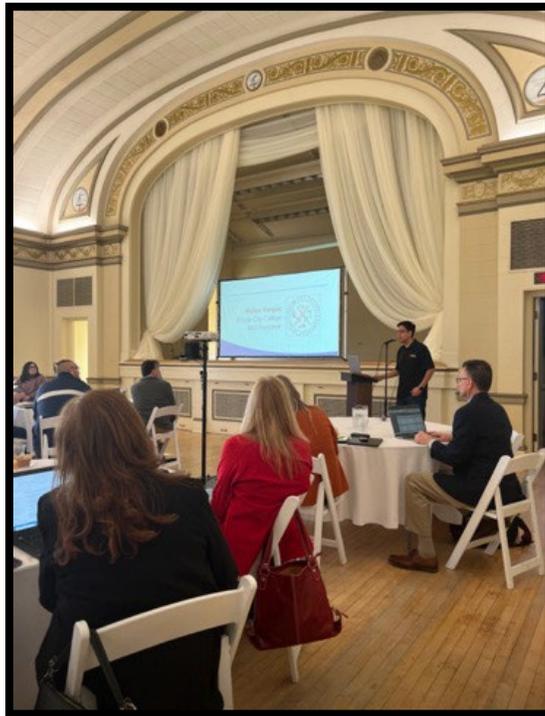


The Professional Development Office received feedback suggesting the following topics be included in future District-wide Manager's Meetings:

- "Hiring to find equity minded administrators, faculty, and staff who can serve our student population. Having productive but difficult conversations as leaders. "

- "Honestly some more team-building style activities to help all the new managers get to know some of the more longstanding ones would be nice. Or having the managers do a personality inventory like the ones the presidents mentioned, or strengths finder, something like that I think would be valuable to building more of a sense of community among some of us. "
- "Can we do the same discussion of common challenges and barriers, but focus them on policy and practices issues that hamper campus work on behalf of students. "

Feedback from the District-wide management meetings indicated that most participants either agreed or strongly agreed that the information presented was useful.

## Classified Professionals

### Leadership State Center

Traditionally, Leadership State Center has been a cohort facilitated by Classified Professionals, for the development of Classified Professionals. The 2022-23 Leadership Class was the first class to incorporate the principles of GP PLACE (Guided Pathways) with Leadership State Center for a new way of looking at Leadership and incorporating the principles of Guided Pathways. The text used by the class was "Switch" by Chip and Dan Heath. The participants were tasked with developing and presenting proposals to advance GP at their campuses. Some of the proposals included:

- Directory of services (Nameless directory listing services for easier access)
- Developing a strategic districtwide work culture (Culture Club to encourage districtwide collaboration rather than separated by campus)
- Professional Development strand for students for work readiness (similar to a Pinterest page with easily accessible tips and tricks)
- Meeting your fellow Classified employees (passport program)



There were 19 total graduates from the 2022-23 Leadership State Center class, the 21st inaugural Leadership State Center cohort.

## Classified Mega Conference

The 22nd annual Classified Mega Conference was held in person at Fresno State Resnick Student Union. This year's theme was "Camp Classified" and 297 classified professionals attended.



Workshop topics included:

- Ensuring Happy Trails (Managing Difficult Situations)
- Fired Up for More Learning (Educational Panel)
- Grow Your Camp (Speed Networking)
- S'more Stress Management Ingredients (Stress Management)
- Trail Signs (Basic Sign Language)
- Watch Out for Bears (Stop the Bleed)
- Packing Your Benefits Backpack (Maximizing Employee Benefits)
- Feathering Your Nest (Financial/Wellness Planning)
- Blazing the Trail to Special Event Mountain (Event Planning/Coordination)
- Living with Butterflies (Presentation and Confidence Skills)
- Ask a Ranger – Q&A with Camp Finance (Finance Panel)
- Time to Explore: Digging Deeper on Equity and Anti-Racism (Racial Equity)

The Classified Professionals Steering Committee honored 3 District employees for achievement recognition, welcomed 117 new employees, and recognized 48 employees that received job promotions. 16 employees were nominated for Classified Professional of the Year, with Caryss Johnson, Senior Program Specialist – Student Services from CCC winning the annual award.

Overall, feedback on the event was positive with most participants reporting "excellent" or "very good" as their rating. Some of the specific comments were:

- "Great venue. Fun experience. The presentations were great. Enjoyed the atmosphere. "
- "Thank you for the opportunity to socialize and network as well as learn and get away from the office. Looking forward to next year. "
- "First time in-person for me. Loved it. "

Feedback to consider for future Mega Conference's included:

- "Less time between sessions would be good. "
- "Lunch might have benefited from a few more details such as when exactly the keynotes were happening. "
- "Include session descriptions on registration. "

## Other Professional Development Strands

### Information Systems

Each year, the District IS Department offers several professional development opportunities. Topics in 2022/23 included:

- Teams 100
- Teams 200
- Cybersecurity
- Report Manager
- OHC

189 individuals participated in these sessions.  Overall feedback was positive.

Human Resources will continue to partner with the technology departments to continue support for these trainings in the upcoming year.

### Environmental Health & Safety, Operations and Public Safety

The Environmental Health & Safety Office provided specialized trainings to 257 participants throughout the year on the topics listed below:

- Fire Extinguisher
- Power Industrial Trucks (Forklifts)
- Incident Command System
- General Building Safety
- Safety Handling Equipment
- Emergency Response and Contingency Planning
- Facilities Inspection
- Heat Illness Prevention Program
- Wildfire Smoke Protection
- Emergency Procedures
- AED/CPR/First Aid

The SCCCD Police Department staff have gained new certifications which has grown their offerings in the past year and in 2023-2024, SCCCD Police Department will add a new course titled Rape Aggression Defense (RAD) 12-hour course. SCCCD Police Department also offered trainings throughout the district to approximately 160 people including:

- Stryker Chair (8 trainings offered across FCC, CCC, Fulton DO and Herndon Campus)
- Emergency Training: Stryker Chair, Stop the Bleed, Active Shooter (2 trainings at DO Fulton)
- Coffee with a Cop (once a month, property crime prevention tips)
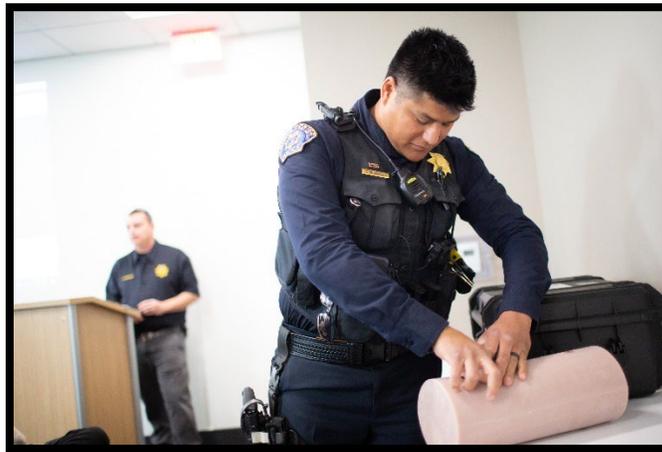


## Liebert, Cassidy, Whitmore (LCW) Trainings

The EEO/Diversity & Professional Development Office continued its partnership with Liebert, Cassidy, Whitmore (LCW) as part of our participation in the consortium to provide ten training sessions via video-conference, in-person instructor, and webinar to a total of 105 registered participants. More employees may have actually attended since staff was able to access webinars from their telecommuting location without registering or signing in. The topics were:

- Allegations and Reports of Sexual Misconduct
- An Employment Relations Primer
- Frequently Used Ed Code & Title 5 Sections
- HR Academy I
- HR Academy II
- Managing Performance Through Evaluation
- Managing the Marginal Employee
- Office Hours (2x)
- Workplace Bullying

## New Employee Orientation

The Professional Development Office coordinated and conducted four New Employee Orientation (NEO) sessions on July 28, 2022, September 1, 2022, March 9, 2023, and March 30, 2023. There was a total of 158 new faculty and classified employees in attendance. New employees had an opportunity to network, meet various department heads and receive valuable information on specific district processes, procedures and benefits. The all-day training is infused with equity with morning presentations by campus

equity coordinators, a midday EEO presentation and a presentation on Guided Pathways in the afternoon. Participants also had dedicated time to meet with their respective campus Presidents and with their Union Representatives.

## Districtwide EEO Committee

The Districtwide EEO Committee is dedicated to ensuring equal employment opportunities and for sharing information about the equal employment policies and plans in our District. This year, the EEO Committee hosted a Film Festival with each campus and the District Office hosting a film screening and discussion.



The EEO Committee also approved training to be used at onboarding for all new hires as of January 1, 2023. The training, "I Don't See Color, I Just See People: Becoming Culturally Competent", was developed by the California Community Colleges Chancellor's Office and resides on the Vision Resource Center. https://visionresourcecenter.cccco.edu

## Finance

The District Office Finance department hosted several trainings this year with a total of 228 who attended. The Finance Department also contributed to trainings such as Management Development Academy and Classified Leadership and are developing new training content for the upcoming fiscal year. The following were the trainings that were offered:

- SCIP (2x)
- Budget
- Travel & Conference

Feedback from these sessions was positive with participants either agreeing or strongly agreeing that the information was useful. Some of the feedback included:

- "Appreciative that things were presented slowly & clearly!" (T&C)
- "The information provided was very helpful." (SCIP)
- "It was different and better than what I thought. It was just the right amount of information." (Budget)

## Training Systems

The Office of Professional Development utilizes several software systems to record and track training. ASCIP offers a variety of compliance training and transitioned from the BRIT to the DOCEBO learning management software (LMS) in the summer of 2022. This required a great deal of coordination with ASCIP, HR and Information Systems staff to ensure that data was accurately recorded and transitioned to the new system. Care was also taken to catalog and match training in the BRIT system to the new DOCEBO system.

The California Community College State Chancellor's Office (CCCCO) provides a free LMS system in the Vision Resource Center (VRC) called Cornerstone. VRC allows the District and campuses to create learning communities, it allows managers to assign and track training to their staff, and it allows us to share content systemwide, such as new EEO data collection training.

## Goals

In the coming fiscal year, the Office of Professional Development intends to continue to use the VRC as our primary LMS which allows us to host a catalog of training content, schedule, send notices, collect data and post recorded content.

In the future, the Office of Professional Development also has plans to collect more robust data on attendees such as demographics information to gauge interest and usage, and feedback on how training was retained and utilized. This office also intends to refine the survey process to collect more meaningful feedback, increase participation, conduct a needs survey and develop new training content to reflect the needs of our District.

The EEO/Diversity & Professional Development Office remains committed to providing exceptional learning opportunities as needs are recognized throughout the District and to support the vision, mission and core values of SCCCD, the District strategic plan and the standards for accreditation.

## Guiding Principles

### SCCCD Vision

Empowering through educational excellence.

### SCCCD Mission

State Center Community College District is committed to empowering our colleges in their efforts to promote exemplary educational opportunities and to provide safe, inclusive, and supportive learning environments leading to student success and global competitiveness, which will transform our region.

### SCCCD Core Values

STEWARDSHIP: We are committed to the enhancement, preservation, conservation, and effective utilization of our resources.

COLLABORATION: We are committed to fostering a spirit of teamwork internally with our students, faculty, classified professionals and administrators while expanding our external partnerships with education, industry, and our community.

INTEGRITY: We are accountable and transparent. We adhere to the highest professional standards.

INNOVATION: We are committed to an educational environment promoting actions and processes that create new methods, ideas, or products. INCLUSIVITY We are intentional in creating an environment that cultivates, embraces, and celebrates diversity.

### ACCJC Accreditation Standards

*Current: 2014 Accreditation Standard 3.A.14*

The institution plans for and provides all personnel with appropriate opportunities for continued professional development, consistent with the institutional mission and based on evolving pedagogy, technology, and learning needs. The institution systematically evaluates professional development programs and uses the results of these evaluations as the basis for improvement.

*Future: 2024 Accreditation Standard 3.2*

The institution supports its employees with professional learning opportunities aligned with the mission and institutional goals. These opportunities are regularly evaluated for overall effectiveness in promoting equitable student success and in meeting institutional and employee needs.

## Sample Survey Questions

### Training Evaluations

*Current*:

| | | | | | | |
|---|---|---|---|---|---|---|
| **The presenter's material was valuable to me** | Strongly disagree | Disagree | Neither disagree nor agree | Agree | Strongly agree | I don't remember/no comment |
| **The presenter encouraged and addressed questions effectively** | Strongly disagree | Disagree | Neither disagree nor agree | Agree | Strongly agree | I don't remember/no comment |
| **The presenter explained topics clearly and concisely** | Strongly disagree | Disagree | Neither disagree nor agree | Agree | Strongly agree | I don't remember/no comment |
| **The presenter's communication style kept me focused and interested** | Strongly disagree | Disagree | Neither disagree nor agree | Agree | Strongly agree | I don't remember/no comment |
| Can you describe how successful the course outcome was compared to your expectations? | | | | | | |
| Do you feel that your knowledge or skills have improved by taking the course? If so, how? If not, why? | | | | | | |
| What other topics would you like to see HR present in future workshops? | | | | | | |
| Do you have another other comments/suggestions? | | | | | | |

*Proposed:*

| |
|---|
| What part of the lesson struck you as most effective or memorable? (What was said or done and how did it make you feel?) |
| If you were teaching, what would you do differently and why? |
| What would you do the same? |
| What other topics would you like to see HR present in future workshops? |

### Sample Follow-Up Survey, 6 months after Professional Development Event (new)

| | | | | | |
|---|---|---|---|---|---|
| What is one thing that your learned in [WORKSHOP NAME] that has stuck with you? | | | | | |
| What is one thing from [WORKSHOP NAME] that you have implemented from the training? | | | | | |
| How has your work improved from [WORKSHOP NAME]? | | | | | |
| Did colleagues observe any of your new skills and discuss them with you? | | | | | |
| **My manager supported me in applying what I learned in this training.** | Strongly disagree | Disagree | Neither disagree nor agree | Agree | Strongly agree |

| I would now like more training on: |
|---|

## Needs Assessment

*Managers – Annually (February)*

| | | | | | |
|---|---|---|---|---|---|
| **In the last academic year, how often were there professional development opportunities specifically geared towards Managers?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **In the last academic year, how often did you participate in professional development events?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **I felt supported by my supervisor in continuous learning and attending professional development events.** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I felt supported by my supervisor to spend time attending professional development events.** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I can find learning opportunities that align with my schedule/availability** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I can find learning opportunities that were of interest to me** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I know where to find learning opportunities** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I generally found the presenters to be high-quality presenters who could hold my attention** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I generally found the learning content to be high-quality content that I could use to** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

| | | | | | |
|---|---|---|---|---|---|
| **improve my effectiveness at work** | | | | | |
| | | | | | |
| **There are learning opportunities for managers to incorporate Diversity, Equity, Inclusivity and Accessibility (DEIA) into their duties** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **In the last academic year, how often did you participate in DEIA-related learning events?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **I am confident in my understanding of DEIA efforts and my ability to support them in my role** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **DEIA trainings have been safe spaces for me to share and grow my understanding of the topic and concepts** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| | | | | | |
| **The modality I prefer is** (may select more than one) | One-time in-person session | One-time remote (ex: Zoom) session | Webinar series connected by topic | Multi-day in-person training | Asynchronous/self-paced/pre-recorded session(s) |
| **I am most often available on the following days** (may select more than one) | Monday | Tuesday | Wednesday | Thursday | Friday |
| **I am most often available at the following time of day** (may select more than one) | Mornings (8am-11am) | | Midday (11am-1pm) | | Afternoon (1pm-5pm) |
| **I am most interested in the following topic(s):** (please write in as many as you'd like EX: Communication, career growth, leadership, DEIA topics, student-centered strategies, role-specific training, wellness, customer service, technology/computer skills, processes/forms) | | | | | |
| **I prefer training off-site:** (yes/no) | | | | | |
| **I recommend the following off-site location: (form fill, optional)** | | | | | |
| **What promising practices (equity, budget, performance management) would you be willing to share with others?** (form fill) | | | | | |

| **I highly recommend the following trainer/speaker/keynote:** (optional) | | | | | |
|---|---|---|---|---|---|
| **Job Area** | Student Services (Outreach, A&R, Financial Aid, Student Activities, etc.) | Business Services (Business Office, Finance, HR, Payroll, etc.) | Maintenance & Operations (Police, Building Services, Grounds Services, Construction Services, etc.) | Information Technology | Instructional Support (Curriculum, Institutional Effectiveness, etc.) |
| **Campus** | FCC | RC | CCC | MC/OAK | DO |
| **Other comments/feedback** | | | | | |

*Classified – Annually (March)*

| | | | | | |
|---|---|---|---|---|---|
| **In the last academic year, how often were there professional development opportunities specifically geared towards Classified Professionals?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **In the last academic year, how often did you participate in professional development events?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **I felt supported by my supervisor in continuous learning and attending professional development events.** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I felt supported by my supervisor to spend time attending professional development events.** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I can find professional development events that align with my schedule/availability** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I can find professional development events** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

| **that are of interest to me** | | | | | |
|---|---|---|---|---|---|
| **I know where to find professional development opportunities** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I generally found the presenters to be high-quality presenters who could hold my attention** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I generally found the learning content to be high-quality content that I could use to improve my effectiveness at work** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| | | | | | |
| **There are learning opportunities for classified professionals to incorporate <u>Diversity, Equity, Inclusivity and Accessibility (DEIA)</u> into their duties** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **In the last academic year, how often did you participate in DEIA-related learning events?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **I am confident in my understanding of DEIA efforts and my ability to support them in my role** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **DEIA trainings have been safe spaces for me to share and grow my understanding of the topic and concepts** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| | | | | | |
| **The modality I prefer is** (may select more than one) | One-time in-person session | One-time remote (ex: Zoom) session | Webinar series connected by topic | Multi-day in-person training | Asynchronous/self-paced/pre-recorded session(s) |

| **I am most often available on the following days** (may select more than one) | Monday | Tuesday | Wednesday | Thursday | Friday |
|---|---|---|---|---|---|
| **I am most often available at the following time of day** (may select more than one) | Mornings (8am-11am) | | Midday (11am-1pm) | | Afternoon (1pm-5pm) |
| **I am most interested in the following topic(s):** (please write in as many as you'd like EX: Communication, career growth, leadership, DEIA topics, student-centered strategies, role-specific training, wellness, customer service, technology/computer skills, processes/forms, curriculum, etc. | | | | | |
| **I highly recommend the following trainer/speaker/keynote:** (optional) | | | | | |
| **Job Area** | Student Services (Outreach, A&R, Financial Aid, Student Activities, etc.) | Business Services (Business Office, Finance, HR, Payroll, etc.) | Maintenance & Operations (Police, Building Services, Grounds Services, Construction Services, etc.) | Information Technology | Instructional Support (Curriculum, Institutional Effectiveness, etc.) |
| **Campus** | FCC | RC | CCC | MC/OAK | DO |
| **Other comments/feedback** | | | | | |

*Full-time Faculty – Annually (April)*

| **In the last academic year, how often were there professional development opportunities specifically geared towards Faculty?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
|---|---|---|---|---|---|
| **In the last academic year, how often were there professional development opportunities specifically geared towards your discipline?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |

| In the last academic year, how often did you participate in professional development events? | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
|---|---|---|---|---|---|
| I felt supported by my supervisor in continuous learning and attending professional development events. | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| I can find professional development events that align with my schedule/availability | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| I can find professional development events that are of interest to me | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| I know where to find professional development opportunities | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| I generally found the presenters to be high-quality presenters who could hold my attention | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| I generally found the learning content to be high-quality content that I could use to improve my effectiveness at work | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| | | | | | |
| There are learning opportunities for faculty to incorporate **Diversity, Equity, Inclusivity and** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

| **Accessibility (DEIA) into their duties** | | | | | |
|---|---|---|---|---|---|
| **In the last academic year, how often did you participate in DEIA-related learning events?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **I am confident in my understanding of DEIA efforts and my ability to support them in my role** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **DEIA trainings have been safe spaces for me to share and grow my understanding of the topic and concepts** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| | | | | | |
| **The modality I prefer is** (may select more than one) | One-time in-person session | One-time remote (ex: Zoom) session | Webinar series connected by topic | Multi-day in-person training | Asynchronous/self-paced/pre-recorded session(s) |
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| **I am most often available at the following time of day** (may select more than one) | Mornings (8am-11am) | | Midday (11am-1pm) | | Afternoon (1pm-5pm) |

| **I am most interested in the following topic(s):** (please write in as many as you'd like EX: Communication, career growth, leadership, DEIA topics, student-centered strategies, role-specific training, wellness, customer service, technology/computer skills, processes/forms, curriculum, etc. |
|---|
| **I highly recommend the following trainer/speaker/keynote:** (optional) |

| **Job Area** | <ul><li>STEM</li><li>Social Sciences</li><li>Fine, Performing, Communication, Arts</li><li>CTE</li><li>Business Education</li><li>Counseling</li><li>Library/Tutorial</li></ul> |
|---|---|

| | o    Other (fill-in) | | | |
|---|---|---|---|---|
| **Campus** | FCC | RC | CCC | MC |
| **Other comments/feedback** | | | | |

*Part-time Faculty – Annually (April)*

| | | | | | |
|---|---|---|---|---|---|
| **In the last academic year, how often were there professional development opportunities specifically geared towards Faculty?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **In the last academic year, how often were there professional development opportunities specifically geared towards ADJUNCT Faculty?** | | | | | |
| **In the last academic year, how often were there professional development opportunities specifically geared towards your discipline?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **In the last academic year, how often did you participate in professional development events?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **I felt supported by my supervisor in continuous learning and attending professional development events.** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I can find professional** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

| | | | | | |
|---|---|---|---|---|---|
| **development events that align with my schedule/availability** | | | | | |
| **I can find professional development events that are of interest to me** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I know where to find professional development opportunities** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I generally found the presenters to be high-quality presenters who could hold my attention** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **I generally found the learning content to be high-quality content that I could use to improve my effectiveness at work** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| | | | | | |
| **There are learning opportunities for adjunct faculty to incorporate <u>Diversity, Equity, Inclusivity and Accessibility (DEIA)</u> into their duties** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **In the last academic year, how often did you participate in DEIA-related learning events?** | Never | Rarely (1) | Occasionally (2-3) | Often (4-6) | Very frequently (6+) |
| **I am confident in my understanding of DEIA efforts and my ability to support them in my role** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| **DEIA trainings have been safe spaces for me to share and** | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

| grow my understanding of the topic and concepts | | | | | |
|---|---|---|---|---|---|
| | | | | | |
| **The modality I prefer is** (may select more than one) | One-time in-person session | One-time remote (ex: Zoom) session | Webinar series connected by topic | Multi-day in-person training | Asynchronous/self-paced/pre-recorded session(s) |
| **I am most often available on the following days** (may select more than one) | Monday | Tuesday | Wednesday | Thursday | Friday |
| **I am most often available at the following time of day** (may select more than one) | Mornings (8am-11am) | | Midday (11am-1pm) | | Afternoon (1pm-5pm) |
| **I am most interested in the following topic(s):** (please write in as many as you'd like EX: Communication, career growth, leadership, DEIA topics, student-centered strategies, role-specific training, wellness, customer service, technology/computer skills, processes/forms, curriculum, etc. | | | | | |
| **I highly recommend the following trainer/speaker/keynote:** (optional) | | | | | |
| **Job Area** | o   STEM<br>o   Social Sciences<br>o   Fine, Performing, Communication, Arts<br>o   CTE<br>o   Business Education<br>o   Counseling<br>o   Library/Tutorial<br>o   Other (fill-in) | | | | |
| **Campus** | FCC | RC | CCC | MC | |
| **Other comments/feedback** | | | | | |