

**PCCFA Faculty Survey Comments**

**Survey #3**

"Rocha and the Board are destroying the good at PCC. The non-administrators need to come together to fight, resist, and not comply with the moves that are knee-jerk and idiotic. We do not seem strong enough to fight the Administration yet."

**Survey #7**

"What's happening on campus is disgusting. Our college has been taken over by a thug who bullies faculty and staff, who mismanages major construction projects (U-Bldg fiasco), and who orders campus police to assault students and faculty. We need to get rid of this guy!"

**Survey #8**

"Alignment/Realignment is being discussed without full inclusion."

**Survey #9**

"Many of our best faculty, those who are not partaking in the power grab, are quietly looking for other jobs. The faculty at PCC will be fundamentally changed if something is not done this year to change the climate on campus. Thank you for your efforts. I would like to see the results of this survey publicized."

**Survey #11**

"All of these actions are great, and I will participate in any/all of them! The only reason share governance is broken is

that ADMINISTRATION refuses to honor the process. Shared governance works until the point of administrators making decisions. Then it breaks down. Thus, the administration is the problem."

### **Survey #22**

"Walk-outs, strikes, picket protests do not garner sympathy from the public and ultimately are not constructive. I support action--especially in regards to legal challenges of Brown Act violations."

### **Survey #25**

"The actions of the PCC President have been disgusting. But I do not support the approach taken by some PCCFA (Board) members as a group or privately. I feel that encouraging students to show up to Board meetings or take a prominent role in PCCFA meetings, like the one in August, has been counterproductive and has hurt the faculty position. The PCCFA has had a role in the breakdown in shared governance. I did not sign the petition circulated by the "progressive" faculty, which was a political ploy. I do not trust the PCC Board/President. I don't trust the Academic Senate Leadership, I do not trust the FA Leadership. I will not participate in any faculty job action until a more responsible and responsive position is taken by academic/faculty leaders."

### **Survey #30**

"It's very sad. When people cannot be heard, they withdraw into their jobs and disappear from campus when class is over. Collegiality takes a hit in the shins."

### **Survey #31**

"A true survey provides the opportunity to let opinions be shared. All this paper does is provide the option to agree with a predetermined set of opinions. Where do I mark if I am in favor of working together for the benefit of our students? What if I agree with canceling winter? BTW, how are negotiations going?"

### **Survey #32**

"Our time should be wasted on committees if our recommendations have no actual bearing on policy. If this is to be a dictatorship, don't insult our intelligence by busying us with committees to decide on this or that."

### **Survey #35**

- "1) Whatever is deemed illegal, pursue immediately.
- 2) Whatever is counter to negotiated policy pursue immediately.
- 3) Do not threaten, just do it.
- 4) For every problem, create a solution."

### **Survey #37**

"The students come to PCC for the quality of instruction and delivered by the staff. They do this to either gain meaningful employment or transfer to a 4 year college. To reduce contact time without students is counterproductive and to change calendars and reduce the ability of a student to complete required classes twice a year is the same. A walkout or sickout should only be a last resort. Shared governance is what brought us the 4 session plan and only shared governance should change it. Shared governance is a part of accreditation which we have never passed on accreditation, we are being guided away from this vital concept. The administration is out of contact and out of control!"

### **Survey #40**

"I don't think any of these actions would make the situation any better. It'll only create more uncertainties. I feel strongly that the union needs to move forward and come up with the strategies to cope with our new schedule/calendar."

### **Survey #45**

"I am personally upset with the admin's poor decision to change the calendar so late in the day. But I am also upset with our union representation. While this survey is a move in the right direction, where is the choice for faculty who support what admin has done? This survey is biased towards those who disagree w/ admin. It will not be a truly representative survey. And I will not support any action that robs me of a day of instruction w/ my students!"

#### **Survey #47**

"There is one other avenue to pursue. We should make our case that the administration (and the Board) are ignoring shared governance during the next accreditation process. Hopefully the accreditation team will at least make a recommendation that this be rectified."

#### **Survey #52**

"We should pursue the legality/illegality of this."

#### **Survey #53**

"It would help if a list of possible repercussions to each of these actions is listed on your Faculty Assoc. website respective to adjunct part timers. We already fear speaking out against the most menial or mundane concerns that we are all mute in order to keep our jobs or not face being 'scheduled off' the calendar whenever we may rub someone the wrong way."

#### **Survey #54**

"Really need a new board, then we can get rid of the president."

#### **Survey #55**

"Pursue violation against AB 1725 through legal means."

#### **Survey #56**

"Another aspect of this is the difficulties changing the calendar causes for those of us P/T who teach at several schools. Calendars don't match. Can't continue Spring session at one school, start summer session at another, for example."

#### **Survey #58**

"I'm not sure what good any of this will do, as our administration has repeatedly proven that it will lie to us, ignore us, and cram policies down our throats. I love PCC, and I can't believe that things have gotten so shitty so fast. More often than not now, as I'm walking to work, I'm thinking 'what fresh hell awaits me?' I'm tired of feeling so demoralized."

#### **Survey #63**

"I appreciate this survey!"

#### **Survey #67**

"This is the worst condition that I have seen that PCC has been in. The morale is at an all-time low, there is no trust, nor respect. There is no respect for tenured faculty who worked so hard in building the reputation of the college. Now it's being destroyed by a crooked dictator. He should be forced to leave PCC."

#### **Survey #68**

"I'd love to see a document with an overview of Shared Governance at PCC. What committees currently model shared governance? What do faculty want shared governance to look like at PCC? As someone relatively new to PCC, I feel that I need more context to guide my thoughts on what actions are appropriate and promising."

#### **Survey #74**

"We have a management crisis on this campus. The board fails to recognize their fiduciary (sic) duty to the tax payers. The managers are not prepared for their positions. The new accreditation (sic) is already in jeopardy."

### **Survey #76**

"I vote no confidence for the PCCFA President! Get over it & move on! A trimester is not a problem."

### **Survey #78**

"This survey is so one-sided. It presumes that I am unhappy about the administration changing the calendar, which I am not. I would like the FA to accept that we will be starting Spring on January 7th and use this change to negotiate for some improvements to our contract. Let's use this change to our advantage rather than bitch about it."

### **Survey #79**

"I support the New Calendar. I support healthy dialogue. I do not support "finger wagging" or the FA's "tone." My students come first, why not spend some time & energy on improving teaching + learning instead of complaining about the calendar + the president."

### **Survey #80**

"Our president is dishonest, this should be made public."

### **Survey #81**

"It seems the faculty + students are being bullied. There should be discussion about how much \$ this really saves and who is being hurt. We are a quality institution because of faculty + students. Not admin."

### **Survey #87**

"Rocha stated to Kinesiology Div. that shared governance was keeping him from doing what 'he' wanted to do. Rocha has made his own instructor/coach hires when AS told him that no hire was recommended. Rocha has driven me to seek work at a different community college. Therefore, I am not here in the afternoons and evenings to support the above actions. I hope you will review Rocha's actions and learn why this Board hired him to come in here to change everything. Is this not being done to us because Rocha wants to move up to a Chancellor position? What is Rocha doing to Summer I and Summer II?"

### **Survey #93**

"I don't believe it is worth pursuing the issue of Winter Cancellation even though it wasn't handled ethically. We should drop it and concentrate on the future and its problems/challenges."

### **Survey #94**

"Let's fight back now!! File suit against the Board for Brown Act violations."

### **Survey #125**

"I will support any legal, ethical & moral action that will contribute to an end to this present administration and/or its tactics. However, a word of caution, I have been at this institution over 35 years. I have served for 5 years as a union rep on this campus. We are not dealing administrators or educators here. We are dealing with a CEO & business associates. These people will not be swayed by pickets and editorials. On the contrary, this just feeds their power hungry gigantic egos. Like all business men, they are only influenced by money. Votes and pickets have been used here on campus in the past to no avail. The BOT obviously knows of our discontent. They don't care. A job action is the only thing that will work and knowing this administration, the faculty needs to be prepared for retaliation."

### **Survey #126**

"I am sick of all the changes taking place. They are too numerous and too unilateral. Rocha is running all of us, faculty, and students, into the ground. Classified are not fans either. He needs to get the boot before it's too late. BOT should be replaced as well. They are in Rocha's back pocket and vice-versa."

### **Survey #127**

"This is all so unfair, disruptive to student success & illegal. It shows students that there is no justice in this country & what they are working for is useless because it can all get washed away in a second."

### **Survey #128**

"My students (advanced level) have told me the UC's will NOT accept ANY "Summer Session" courses because the UC's cut-off consideration for transfer credit deadline is the end of Spring semester (whatever the Spring dates are those spring term ending dates always determine their 'cut off;' for admissions). Therefore, the "Winter Intersession" allows students to transfer those units & get transfer and admissions credit, but if students are counting on the first summer session to help them with units for transfer & required courses--they won't have that available to them when the new calendar structure is in place! That is what students are telling me."

### **Survey #132**

"The campus atmosphere is at an all-time low. Students are angry + underserved. Academic freedom is quickly being eliminated. The relevance of our mission is undermined & I question the benefit of a community college education for students. Sadly, I am considering leaving the college after 23 years of service."

### **Survey #133**



- "Vote of no confidence is overdue. Best if the other campus unions will do the same.
- The FA needs to hire PR/Legal professionals--need to get support from public.
- Strike-type actions will make things worse for students & turn public opinion against us."

#### **Survey #134**

"I do not support any action that further jeopardizes student programs--no walk-outs, sick-ins, etc."

#### **Survey #135**

"- None of the above!  
- Negotiate a reasonable compromise!"

#### **Survey #136**

"it is great to write and create a timeline with historical facts, but I am afraid that all of the above actions will only stonewall any viable negotiations."

#### **Survey #137**

"How about you, FA---same. You got elected on the base of .6% monthly charge--yet right away you went to the old 1%. The election was not valid!"

#### **Survey #139**

"I really believe that the pursue of further negotiations is necessary. I don't think we should strike or have student walk-outs since that time is better spent educating our students. This process should not involve students, student walk-outs, or preventing faculty from teaching their courses."

#### **Survey #140**

"I wish I could commit to more but there is so little attention paid to adjunct issues that I have little solidarity with preserving other people's access to intersession classes or change to an admin structure that has actively excluded me. When FTers talk in front of me about how I don't deserve health benefits because I have no commitment to the college, then I indeed have no commitment--and certainly not to them. This is the first survey I've received from you in 12 years of employment, I believe. Frankly, I'm fine with change. That means my summer starts sooner."

#### **Survey #141**

"No confidence in leadership of the college. It is as bad as Paulette Perfumo."

#### **Survey #142**

"The morale on the campus is horrible + we are ashamed to be associated with PCC--too much spending on unnecessary things. Why do we as faculty need to go to C & I to change things if it takes a year, where the administrators can change anything anytime? (Bad - Bad)."

#### **Survey #143**

- "Not all programs are treated equally.
- President has been rude to our Division members
- CEC campus and programs treated as second-class
- Need a president who truly cares and not just provides lip service
- 'In hope & heart.'"

#### **Survey #144**

"Thank you for pursuing these unacceptable conditions."

#### **Survey #145**

"Shared gov is important, but it's not a good reason to stall negotiations. We can address the district's negligence later, but get the contract finalized. However, you need the campus' feedback to gauge majority opinion to direct your negotiations. For example, if it was discovered that--despite the shared governance issue--the majority of faculty were still in favor of the new calendar, what would be the FA's response? We need a comprehensive survey to ascertain this. This survey is inflammatory and pointless."

#### **Survey #146**

"How about negotiate in a professional manner, in good faith."

#### **Survey #147**

"I think the problem of the intersession is overstated. Pursue a more civil and less hostile conversation with administration. Advocate change through democratic means."

#### **Survey #148**

"No action that will have a negative impact on students. No faculty flu. No walk-out of classes. No withholding of grades."

#### **Survey #149**

"Faculty Flu & Walk-out/Strike hurt students -- not in favor."

Very disappointed in BOT and our President. When Dr. Rocha said "shared gov. process is broken," I agree. Dr. Rocha broke the system. Changing the calendar in the middle of the year is so disruptive for everyone. I remain stunned and mystified. FAQs on this matter posted on the website do not make sense.

The atmosphere here is somewhat toxic. Some great programs are managing to proceed but this chaos is dragging us down. Reflects poorly on our 'crown jewel.' "

### **Survey #150**

"Get term limits for Board of Trustees. Five (5) to ten (10) year terms and no more."

### **Survey #152**

"Morale on campus is hideous -- very depressive. Make Rocha accountable for his misdeeds!"

### **Survey #153**

"CEC is the unwanted ugly stepchild. Fire Rocha! Morale? What is that? Does depression count?"

### **Survey #154**

"It has become the circus of the absurd! Need leadership (President who cares. Needs to spend less time "tweeting" and more time 'meeting.' "

### **Survey #155**

"My stomach turns from the tone of this form! This ain't no survey! I'd love to recall the union reps, and have new people, who actually do positive work replace them. Surely, the administration has been at fault too, but this stubborn, vitriolic non-sense needs to end! I'm ashamed that I'm an FA member."

### **Survey #156**

"This is not a transparent campus as they could like all to believe. Decisions are already made + decided by one (the president)."

### **Survey #162**

"Stop using students for faculty purposes. They have very legitimate grievances, worse than those of the faculty, but should not be used as a way of supporting faculty issues. Noisy protests are counter-productive."

They aggravate the Board and make the President seem like he is more reasonable than the faculty. Figure out a way to make him blow up in public and embarrass himself. It shouldn't be too tough."

### **Survey #163**

"I am aprt-time faculty but I teach at several schools. They all shared a similar academic calendar. With PCC's change I will be impacted financially and academically. It will have a negative impact on my life and work. It is not easy to juggle multiple schools just to make a living. This makes it even more difficult."

### **Survey #164**

"While I'm not a huge fan of our president or how he's handled things, I would never support a strike or a walk-out because what matters most is my students and my classes. I feel like I never have enough time with my students so there's no way I'd sacrifice a day for 'political' unrest. Also, I applaud PCC for increasing its reserves because when Prop 30 doesn't pass (which I'm sorry, I don't believe it will) and the state cuts our funding even more, I still want to get paid--that's what the reserves are for."

### **Survey #168**

"I completely agree, the shared governance process was subverted and the situation is also made worse because faculty and staff were encouraged to spend time in discussing & planning (reorganization, calendar) when it appears there was no intention to follow these ideas & decisions approved by vote. Wasting time, money, & good will is not productive. However, I don't agree that the measures listed above would be helpful or productive at this time."

### **Survey #174**

"Why do administrators love multi-million dollar computer programs nobody on the faculty asked for?"

**Survey #176**

"Thank you!"

**Survey #180**

"I am dismayed by lack of negotiation on the part of the union. Belligerent behavior and encouraging students to show up to protest is not serving us. Winter intersession is a done deal so move on!"

**Survey #202**

"We shall pursue a majority vote of no confidence on the current PCC president and remove him from office.

PCC needs new leadership in administration."

**Survey #203**

"I would like to use their violation of Shared Governance as a negotiation tactic. Since they failed to let us give our input, they should give us what we want in terms of allowing us to count the summer trimester as one of our semesters for a full-load and for letting us have more overload."

**Survey #204**

"PCC needs to remain solvent. I support the President."

**Survey #206**

"Please negotiate and end the combative tone that serves the interests of no one."

**Survey #207**

"By the time the issues have reached the Board, it is too late. Action needs to be taken earlier in the process."

### **Survey #208**

“The President is a Egotistic Asshole—Remove the current President and work with a new one.”

### **Survey #211**

“I’m pleased that my union is not just assuming the fetal position.”

### **Survey #213**

“I think this survey is biased. I think the President does not believe in shared governance but it’s hard to participate in shared governance in a crazy hostile environment.”

### **Survey #215**

“Would suggest sending the violated issues to the Accreditation Commission. [Barbara] Beno has taken on San Francisco on governance issues—all the newspapers on the issue—maybe that’s what we need. S.F. has 90,000 students. I don’t think she can shut them down but the threat has really shaken them up.”

### **Survey #216**

“Google has many bad reviews of PCC! I’ll do whatever we decide.

We can picket the homes of the BOT. I think escalating actions + making a public plan of escalation is important, but we need to have a clear goal—I don’t see that here.

We want to shared governance restores so that we have what?

In order to generate public support, we need a definable goal the public understands + supports—more classes—no wasteful increases for administration.”

### **Survey #218**

“I would like to see the FA make the loss of Winter 2013 a concession to preserve overtime, overload in Fall, Summer and Spring terms.”

**Survey #219**

“Some of the more aggressive actions would be necessary if shared governance continues to be ignored. The first 3 violations listed on the 1<sup>st</sup> page seem related enough to count as 1. I say 3 strikes + he’s out.”

**Survey #220**

“I will not participate in any protest against the administration. The administration is trying to put students first, which I encourage the FA to do as well. Without students, there can be no faculty. Without faculty there can be no Faculty Association.

Thank you for trying to determine the faculty’s positions on something, but I really would prefer to be asked about the current negotiations and whether I think the FA should accept the proposals from the administration. While I know you don’t care to hear my opinion on the matter, I think that the administration is being reasonable and generous in its negotiations, and I really wish you would stop fighting about the damn calendar and sign a contract that puts students success front and center.”

**Survey #222**

“Effective Dec ’12 or soon, I plan to leave PCC. I am someone who needs an ethical leadership. I am adjunct faculty. Dr. Kossler, Dr. Scott & Dr. Sugimoto had a respectful decorum and I miss that element at PCC.”