

Miramar College Adjunct Check-in & Miramar 2.0 Transition Survey

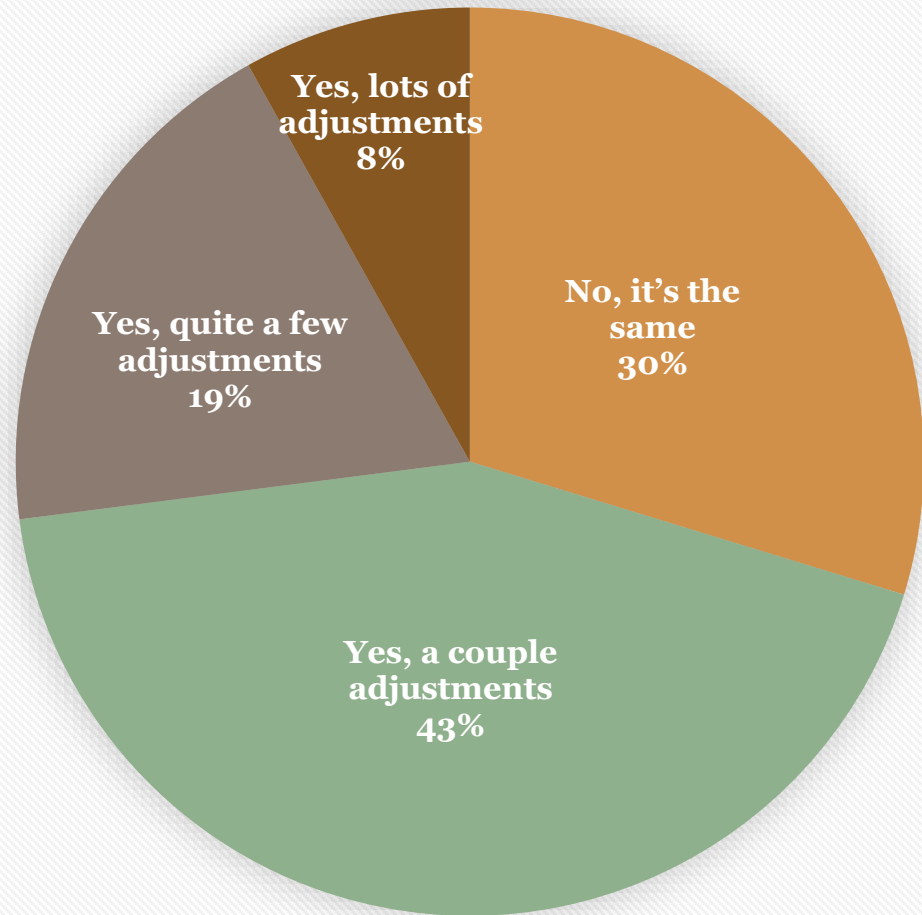
Spring 2023



SAN DIEGO MIRAMAR COLLEGE
OFFICE OF PLANNING, RESEARCH, AND INSTITUTIONAL
EFFECTIVENESS

In returning to campus and post-covid teaching, have you made any adjustments or adaptations to your teaching?

Total Response: 37



If yes, please explain.

Total Response: 20

- 18 referenced **flexibility and additional resources**
 - ❖ Recorded lectures
 - ❖ Flexible deadlines
 - ❖ Excused absences
 - ❖ Adjusted teaching style
 - ❖ Utilizing Canvas (resources, information, assignments)

- 2 discussed **mental health** (referrals to counseling)

- 2 mentioned **COVID protocols** (social distancing, masks, hand sanitizer)

Were these changes initiated by you or required by your department?

Total Response: 21

- 17 said their changes were initiated by **themselves only**
- 1 said their changes were initiated by their **department only**
- 2 said their changes were initiated by **both**
- 1 said their changes were initiated by the **counseling department**

Were you paid for the additional time it took to make these changes?

Total Response: 22

- 3 respondents answered **Yes**
 - ❖ 2 added that they were paid less than desirable
- 19 respondents answered **No**

**Is there any way
administration
could help to
streamline or
alleviate some of
the additional
workload?**

Total Response: 23

- 5 were **unsure**
- 7 answered **No**
- 6 mentioned **compensation** (pay increase, additional pay for additional work)
- 4 mentioned receiving more **support** (supplies, guidance, in-class presentation about resources, closed captions for videos)
- 2 mentioned more **communication** (with adjuncts, within department)

How well do you feel you are doing at adapting to the needs of our student population and teaching post-covid?

Total Response: 33

- 32 survey participants provided a measurable response:
 - ❖ 19 felt **well adapted**
 - ❖ 9 felt **neutral or unchanged**
 - ❖ 4 felt **challenged**
- 8 participants provided notes on **what is going well**:
 - ❖ Positive student feedback, good test scores, preparation in meeting needs
- 7 participants provided notes on lowered **student accountability**:
 - ❖ Weaker academic/study skills, lower attendance, expecting exceptions for deadlines/assignments
- 4 participants mentioned how having **online/hybrid options** has been or would be helpful for students.
- 2 other responses include feeling limited in work hours and feeling overwhelmed.

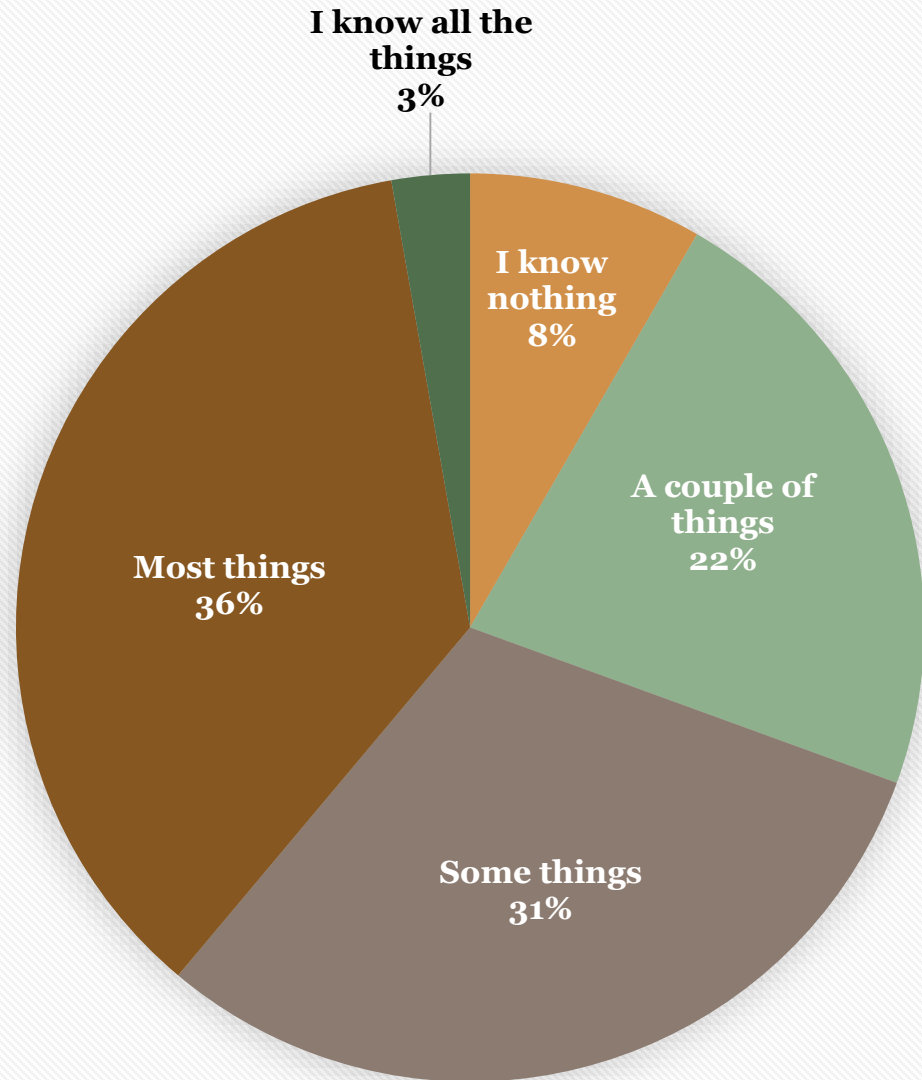
Is there anything you wish the administration and others would provide you to help you during this transition and return to campus post-covid?

Total Response: 17

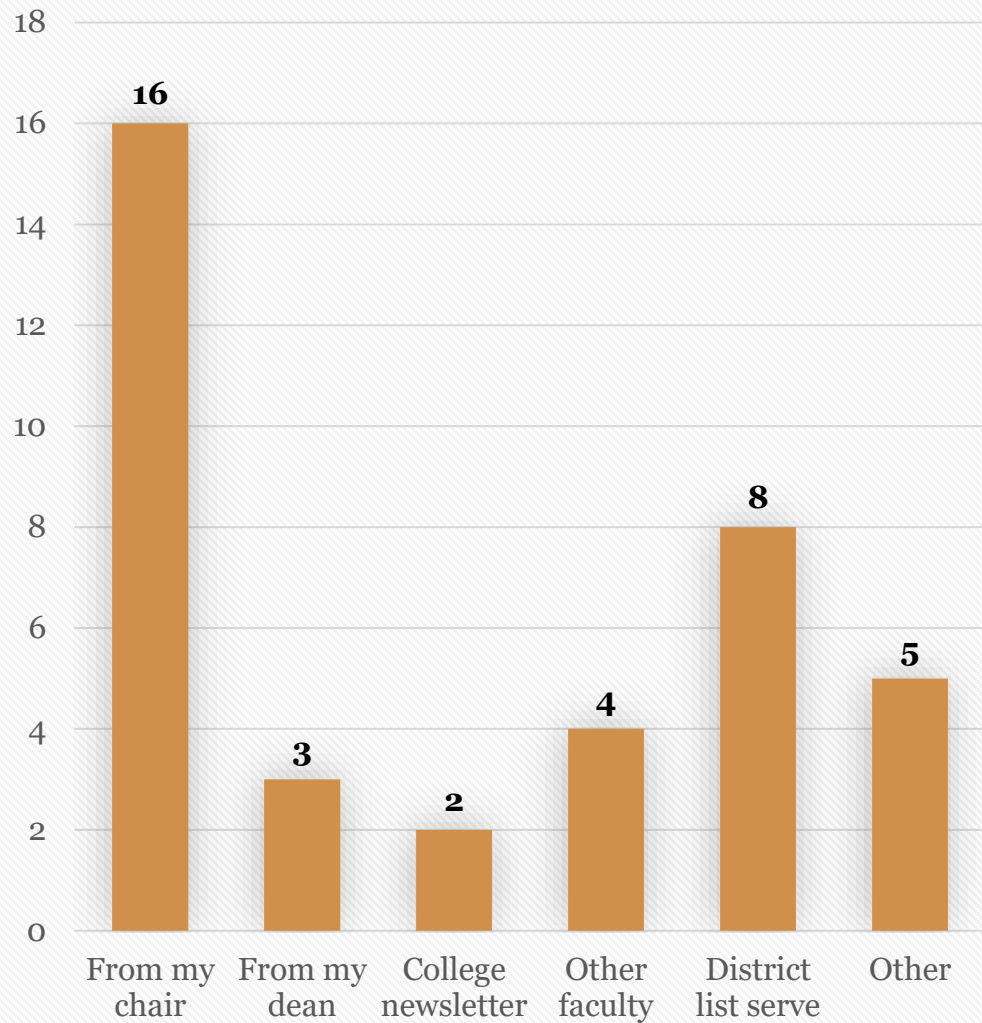
- 6 mentioned a need for more **guidance and support:**
 - ❖ Workshops, recorded meetings, check-ins, guidance in handling specific questions, quicker access to keys/codes
- 3 would like more **online teaching options**
- 3 would like to receive **more paid time:**
 - ❖ For prep time, grading, course improvement, office hours
- 2 want to ensure students are **enrolled at the proper level:**
 - ❖ Keep prerequisites, use placement exams
- 2 want the **process to add students** to be simplified
- 3 other responses included integration with counseling services, meeting student needs to stay on campus, needing a break from covid-related sudden shifts

How well informed do you feel you are about policy changes, events, and initiatives happening at Miramar?

Total Response: 36



What is the primary way you receive information about important things happening at Miramar?



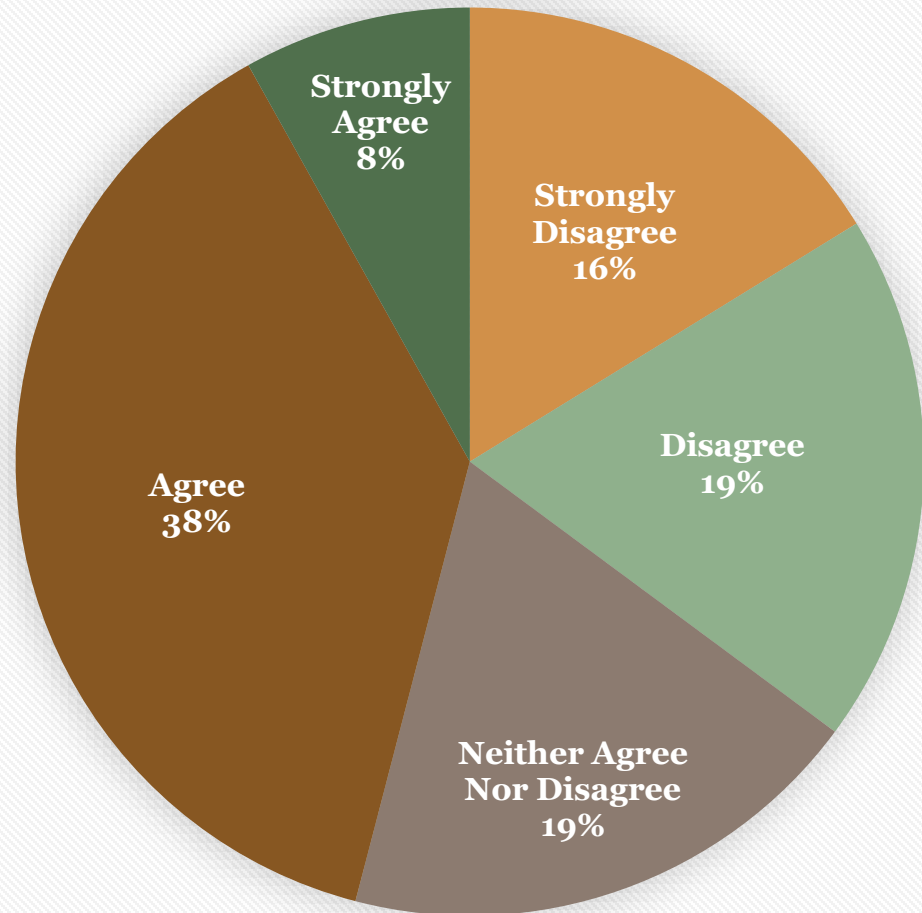
How do you think the college, committees, or departments, can improve their communication with adjuncts?

Total Response: 24

- 17 mentioned **improving communication and access:**
 - ❖ Provide general updates
 - ❖ Online option for meetings or record meetings
 - ❖ Personalized communication (check-ins, adjunct specific newsletter/meetings)
 - ❖ Email/Canvas
 - ❖ Reminders, less rescheduling, set importance
- 10 would like **consolidated communication:**
 - ❖ fewer mass emails
 - ❖ daily/weekly announcements
- 3 other responses mentioned genuinely embracing diversity, mentoring, and pay for time in meetings

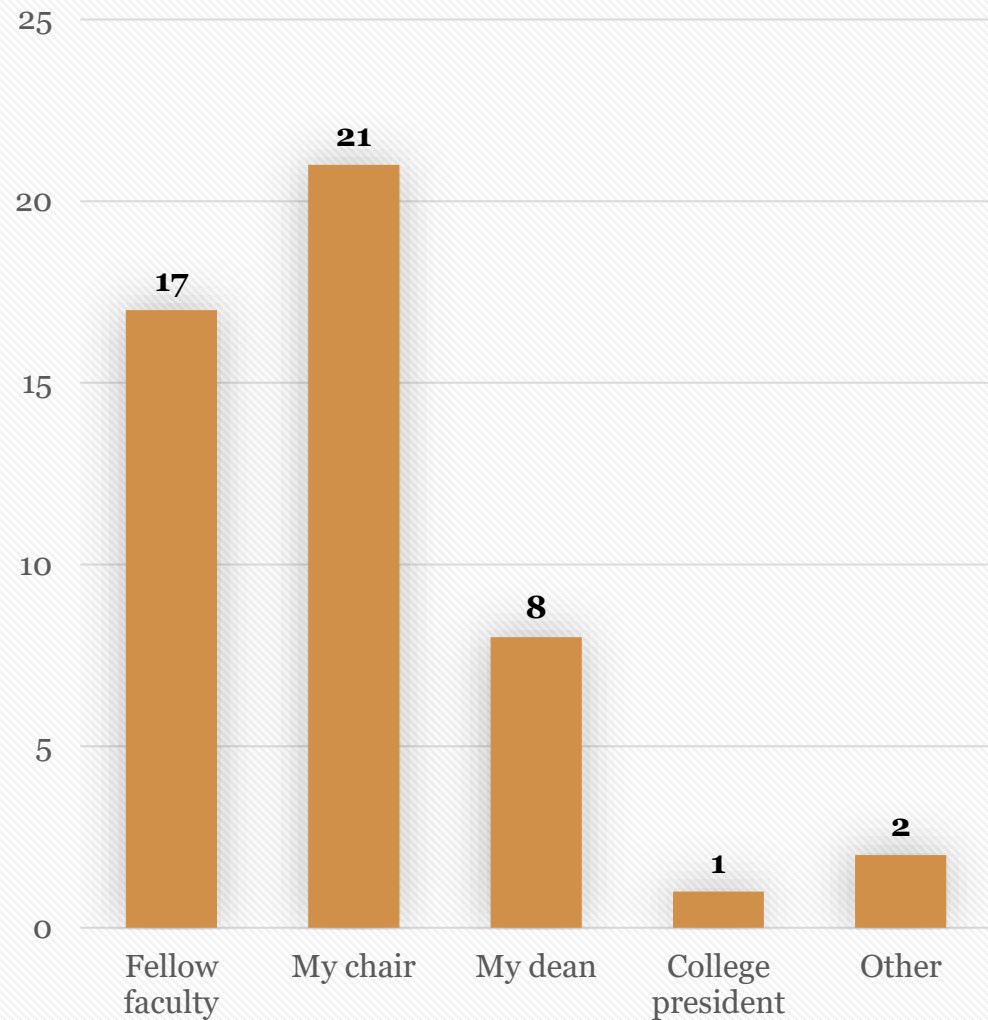
I feel my opinion on issues at Miramar matters.

Total Response: 37



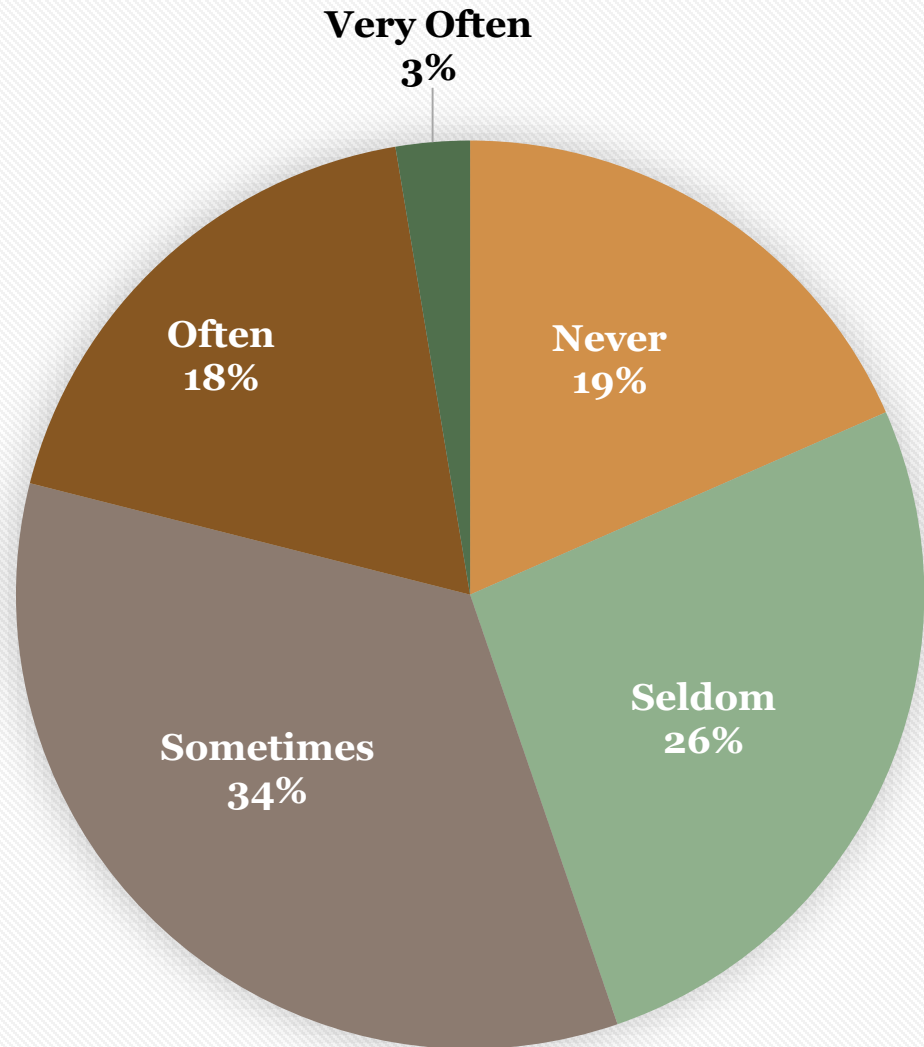
(If participants selected
“Agree” or “Strongly
Agree” in Q11)

Who do you
communicate
your opinions to?



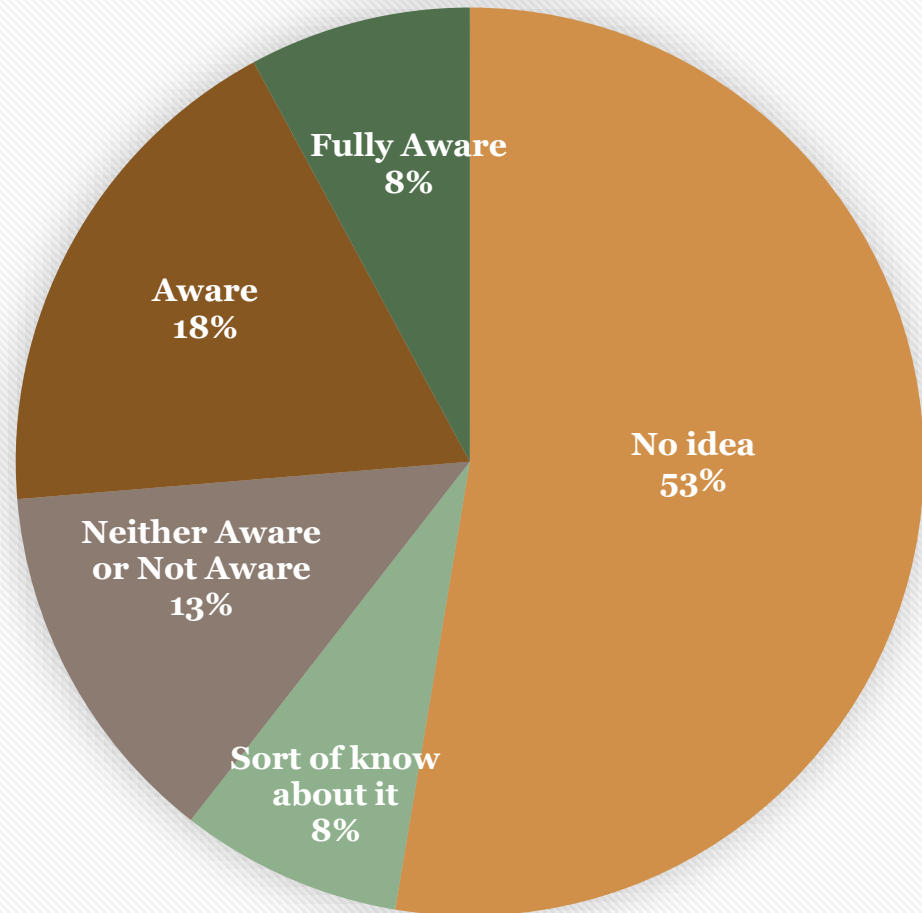
How frequently do you get asked for your opinion or feedback on issues at Miramar?

Total Response: 38



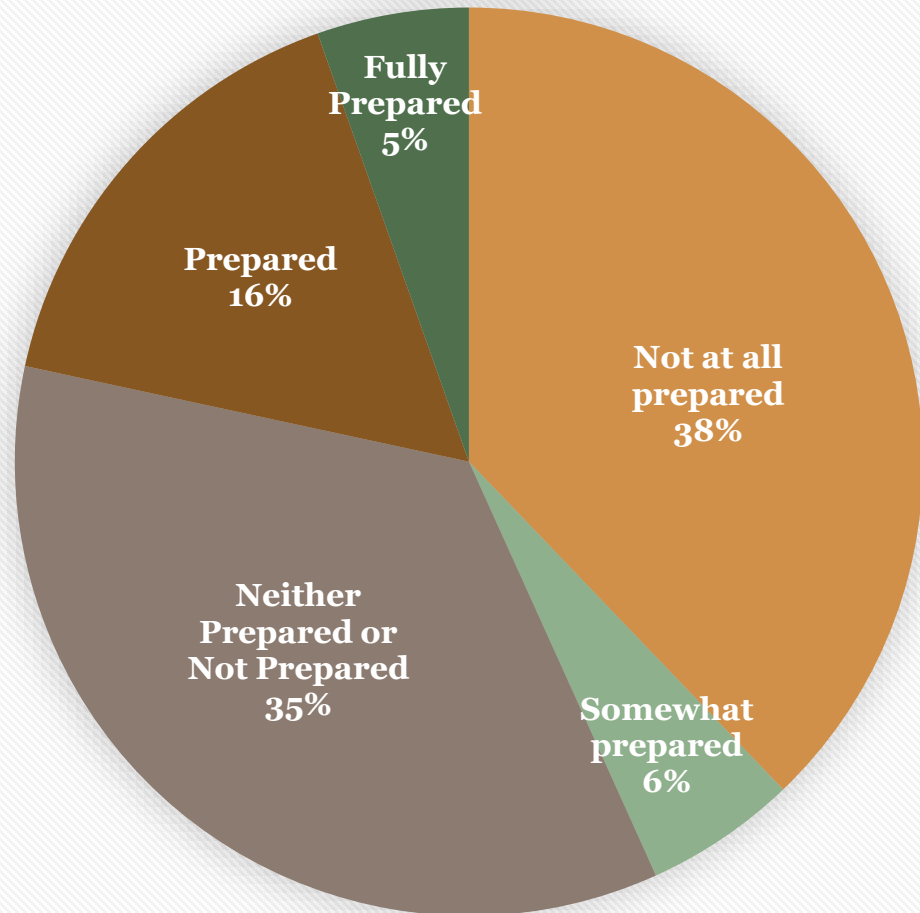
How aware are you of the administrations roll out of Miramar 2.0?

Total Response: 38



How prepared do you feel you are to meet the new expectations of the administration's Miramar 2.0 initiative?

Total Response: 37



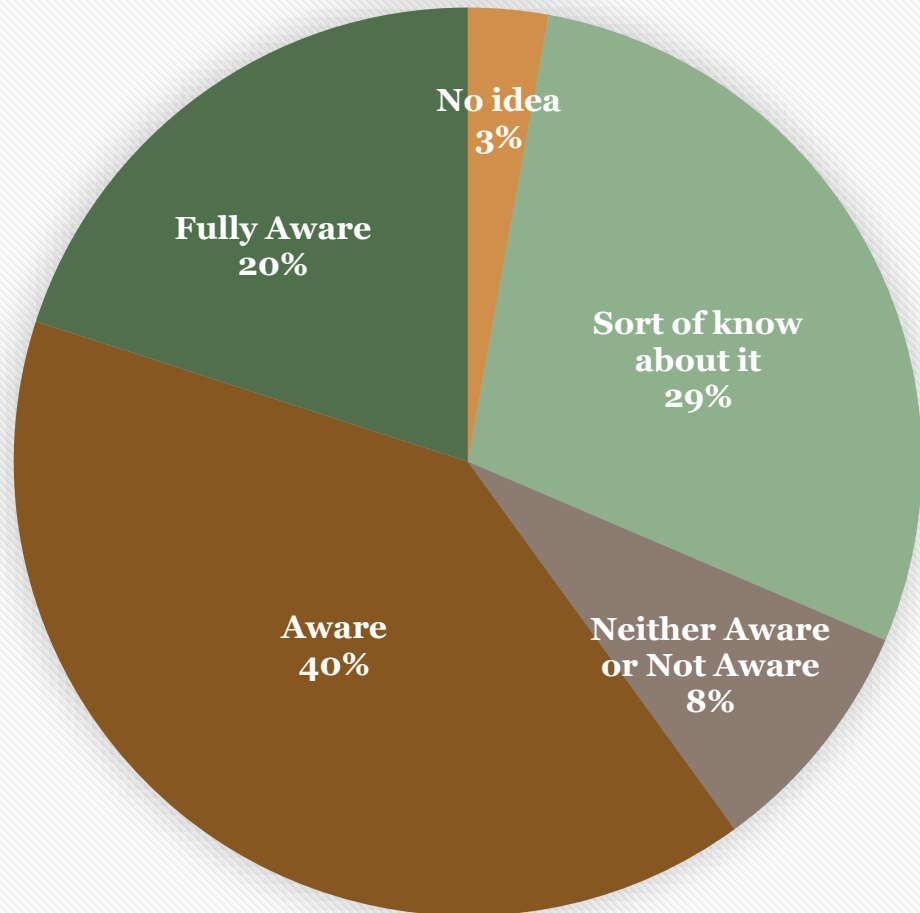
Is there anything you wish the administration would provide you to help you during this transition to Miramar 2.0?

Total Response: 21

- 11 have **never heard of Miramar 2.0**
- 5 would like to see improved **information and communication** to prepare for the transition
- 2 mentioned **compensation** through better wages and paid for time attending workshops/events
- 3 other responses mentioned a Flex activity, guidance in addressing specific concerns, and providing online/hybrid options.

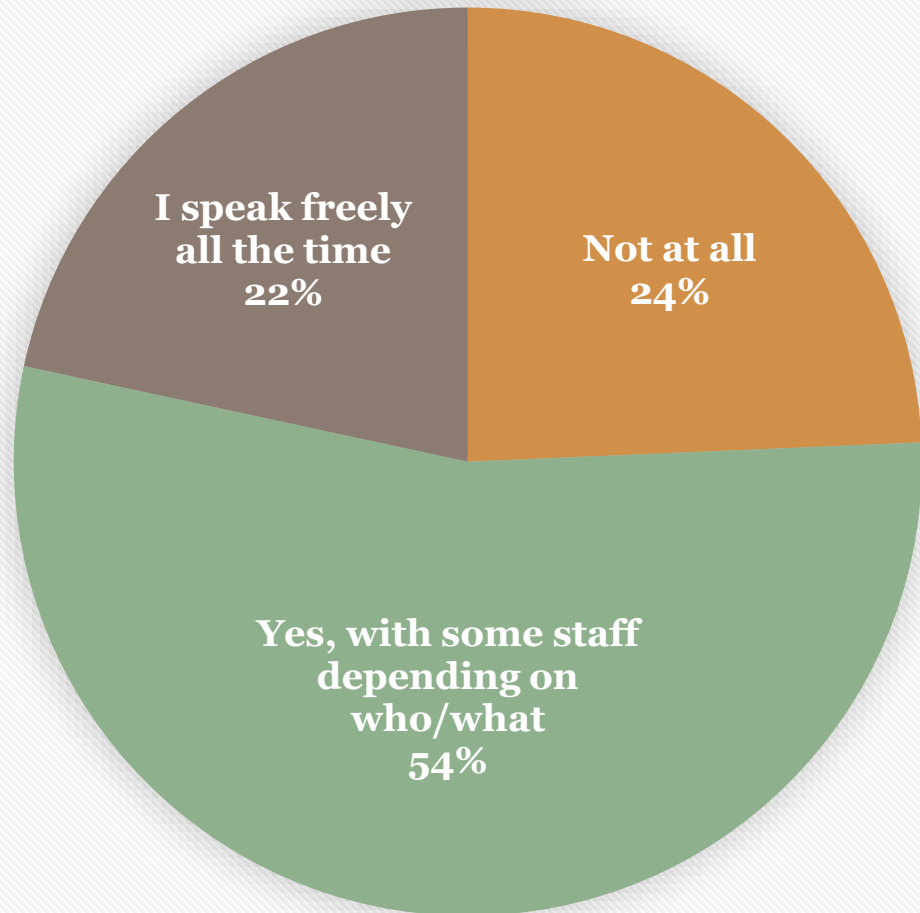
How aware are you of the new Academic Career Pathways i.e., Guided Pathways program?

Total Response: 35



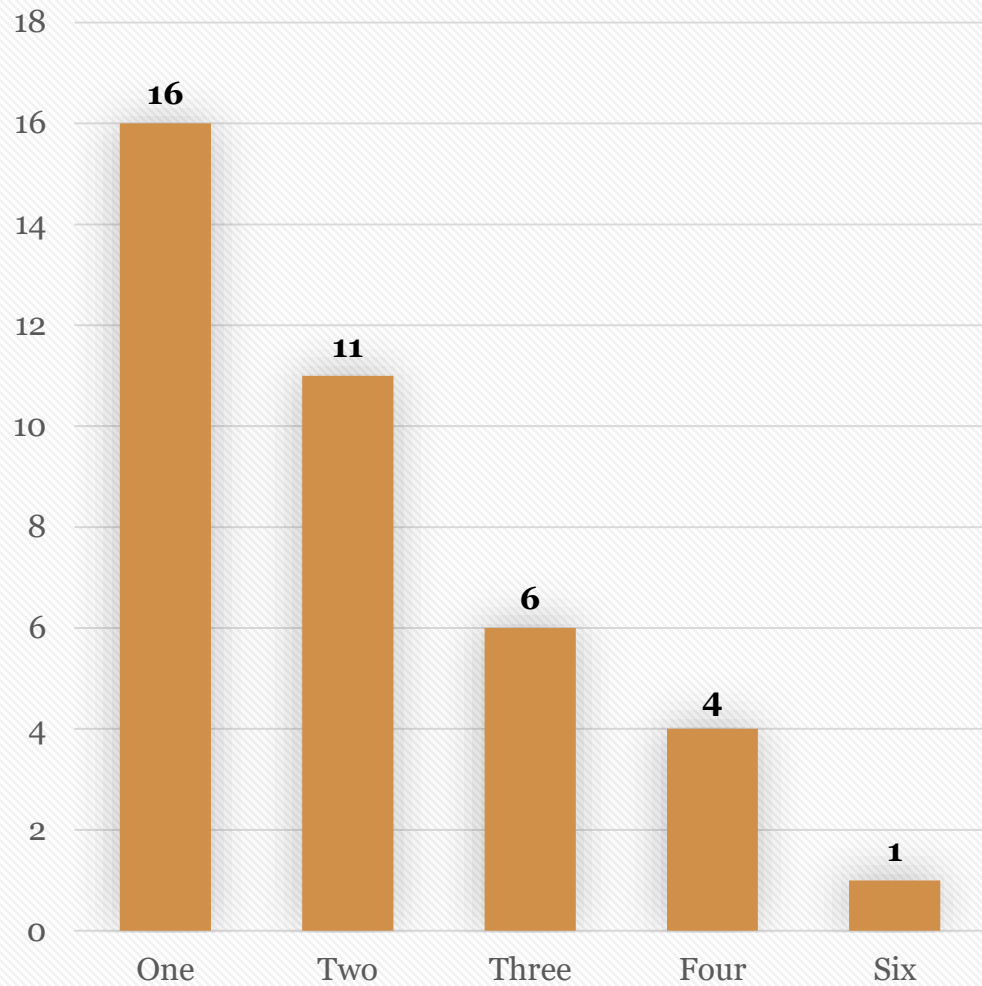
In general, when speaking with administration and contract staff do you feel free to speak your mind and share your ideas?

Total Response: 37



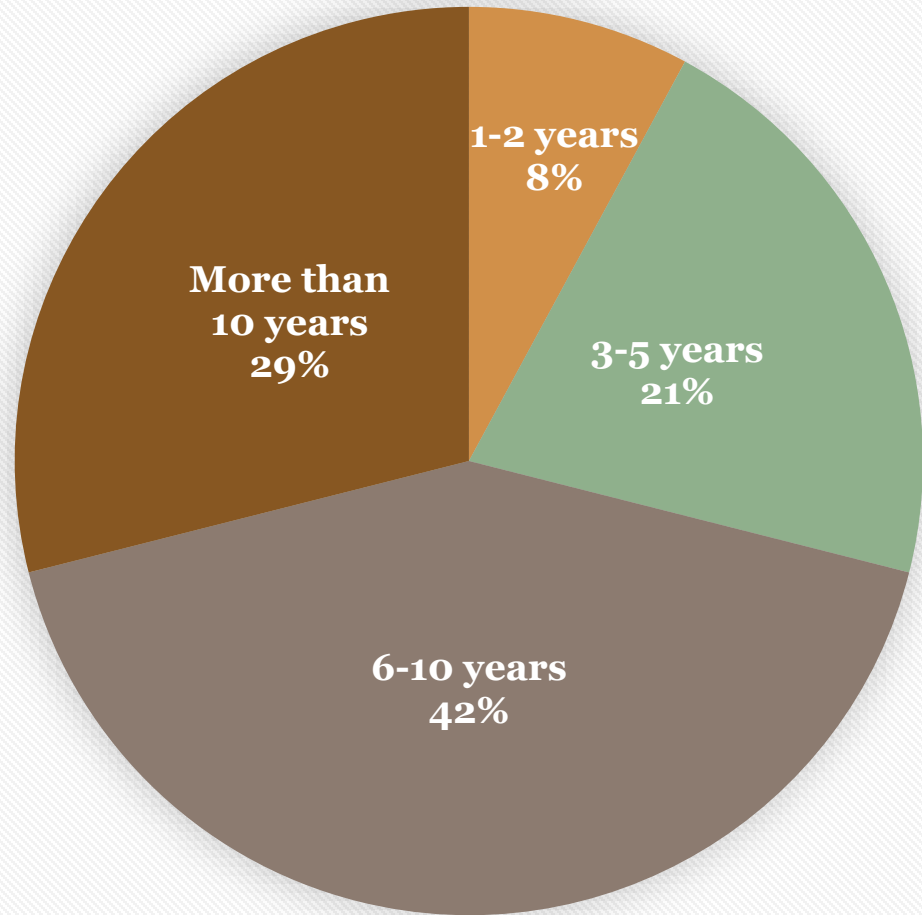
How many college campuses do you work at including Miramar?

Total Response: 38



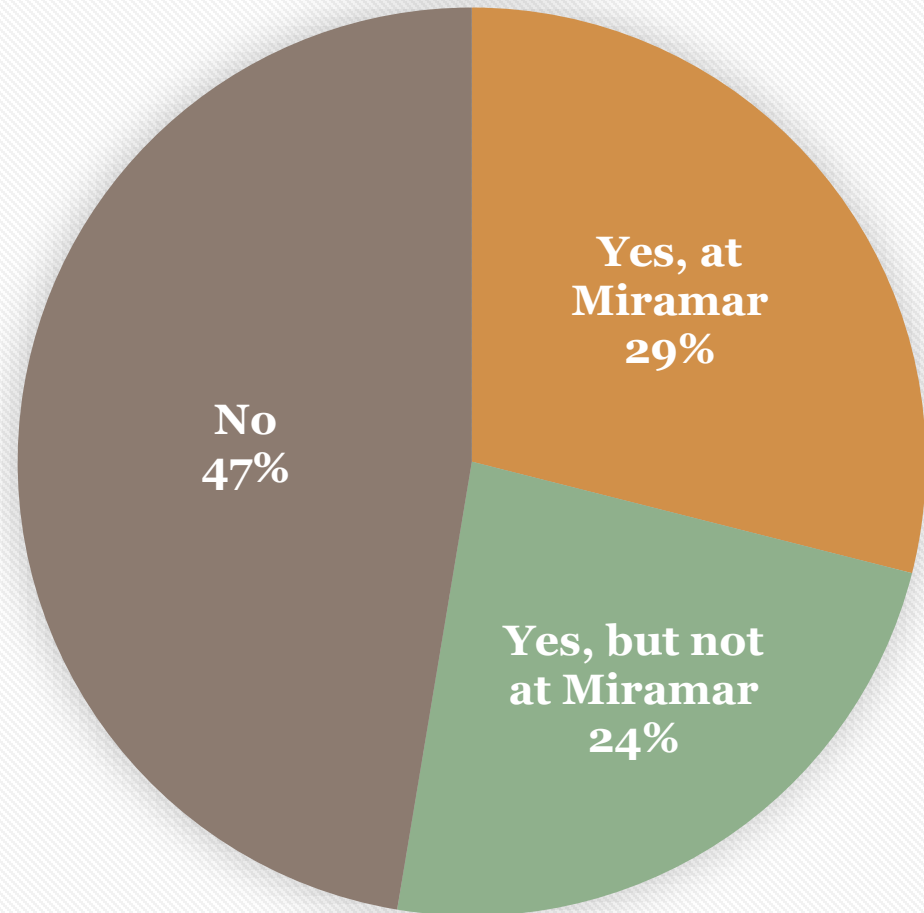
How long have you worked as a college adjunct?

Total Response: 38



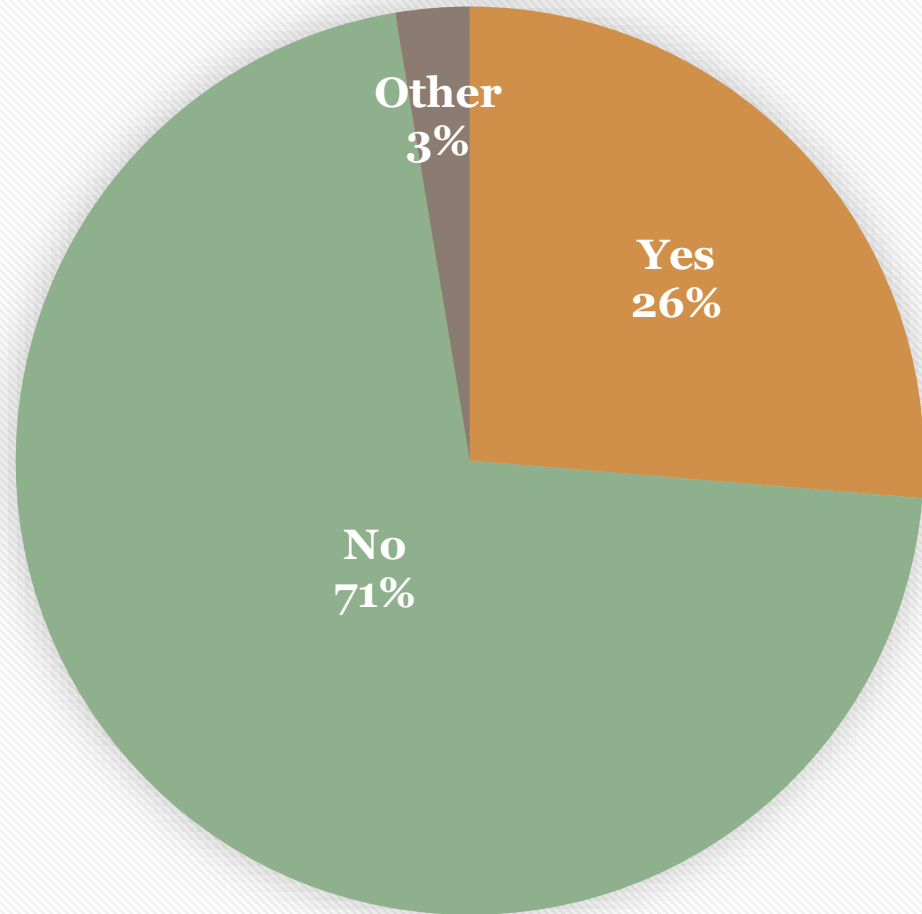
Have you ever served on a college committee?

Total Response: 38



**Are you involved
in any campus
initiatives, clubs,
or extracurricular
activities?**

Total Response: 38



If no, what prevents you from being involved?

Total Response: 23

- 19 referenced **schedule conflicts/time** (personal life, other jobs, not enough time)
- 4 held **negative feelings** (felt unwelcomed, targeted, passed over by less qualified candidates, nepotism)
- 3 mentioned that additional time is **not compensated**
- 1 answered that they are **not on campus**

Any additional comments/suggestions on how Miramar can better support adjunct faculty?

Total Response: 16

- 6 mentioned improved **communication**:
 - ❖ with student services
 - ❖ with union
 - ❖ through surveys
 - ❖ Online
- 5 mentioned **compensation**:
 - ❖ for committee participation
 - ❖ for presentations
 - ❖ for extra work
 - ❖ equal pay rates as full-time faculty
- 3 would like more **work opportunities**:
 - ❖ Full-time
 - ❖ More classes (especially after losing a section)
- 3 mentioned **community** improvements:
 - ❖ Genuine equity and safe spaces
 - ❖ Social events for adjuncts
 - ❖ Opportunities for extracurricular involvement

Senate Meeting Feedback

Action Items

- Adjunct newsletter
- Canvas training central
- Bi-annual wellness survey
- Other options for compensation
 - ❖ Besides flex time
- Record meetings
- Explore cross-department collaboration
 - ❖ Training and preparation