

Category Response

- stop stop doing reports manually
- stop supporting other roles that are not part of your primary duty
- stop inaccessibility to dept for purchase procard "access" that is not necessarily granted
- stop putting students/staff in difficult situations when it isn't their responsibility
- stop revers, opposite, information backtracking
- stop grandstanding virtual signalling
- being active on social media because we don't get any students using our services that way. takes a lot of time
- stop & resources to make flyers that gets 0 engagement
- stop use active division to email students
- stop Stop having too many levels to through thru to communicate students' needs and have them helped.
- stop Directing students to use eprintit.
- stop Charging overdue fees for late material and placing students on registration hold.
- stop We need to stop criticizing students for his or her skin color or for being fat.
- Stop believing that because we bring professional to talk - how to be better - but at the ground level it is not
- stop happening.
- stop Not understanding that we all are doing our best as human beings.
- Stop having the blind lead the blind. Staff sometimes feel inadequate because we don't know about the new or
- stop changes to services/resources/processes to inform our colleagues or students appropriately..
- stop getting rid of process that require supervisors that are not really needed
- stop creating policies that negatively impact students or remove helpful ones
- stop parking fees
- stop requiring students to be full time students in order to get campus jobs
- stop Making is hard for change to happen
- stop Having to send multiple emails, reminders to HR -- to meet deadlines
- stop Stop putting all District eggs in one human basket!!!!
- stop stop having to do labor with distributions, because HR have not processed items on time
- stop stop having to send long email threads ,Äúnegotiating,Äù with HR to do pending data entry
- stop HR should assume their responsibility as experts rather than data entry clerks
- stop stop having to tell new/transferred employees they have to wait x months to get keys.
- stop Skipping lunches and breaks
- stop passive faculty memeber should stop assuming that tutors will do the teaching for them

stop seeing students that dont fall in our population to serve (e.g., transfer, ISP, 2nd Year students)
stop overworking ourselves
stop stop overworking ourselves
stop need more staffing (overworked, need more budget)
stop overworking
stop on campus required work times in not always required
stop using personal cellphones for work; using personal tools
stop overwork our staff
stop new tutors have to pay for tutor-training classes
stop discount movie passes (they no longer in demand)
stop supervisors contacting over the weekend or off hours
stop direct students to wrong departments for help
stop delaying communications/ scheduling esp for annual or quarter trainings we can anticipate
stop Overworking ourselves
stop New tutors
stop Direct students to wrong depts
stop Skipping lunch
stop Stop overworking
stop Direct students to wrong department
stop Stop over working ourselves
stop Overwork
stop Faculty needs to stop acting as if tutors are their cheap TAs
stop neglecting in actually making tuition affordable or free
stop not increasing pay even more (cost of living is still very high)
stop eliminating the campus convenience store; the convenience store needs to come back
stop Under staffing
stop Lunch time
stop Work hours

stop Faculty should stop assuming that tutors will do the teaching for them, most especially regarding DSS tutors
stop Not allowing DSS tutors to be listed as full-time staff
stop Stop overworking

stop Usage of personal devices to contact students
stop Work and communicate during off hours
stop Log data into DSS database for state auditor
stop Repeat forms
stop Abolish repeat forms!
stop 4 hour meetings with no documented outcomes
stop Help students determine AB540 status
stop Stop coming into the office on Fridays! (work from home instead)
stop Allow part time students to work on campus
stop Requiring employees to work in-person on days when their job functions can be complete remotely
stop Student allows work even if they reach 180 units
stop In person work on Fridays
stop Stop requiring social security numbers for access to resources or programs
stop Not allow part-time students working
stop Not allow students employment if they reach 180 units
stop Stop preventing part time students from working on campus.
stop Increase the unit limit for employment, some students are doing a double major
stop Staff College Commissions
stop Understaffing departments
stop Not sharing resources across district (i.e. funding allocating staffing when it makes sense)
stop Stop the silos "I band, I sound" -Drumline

stop Stop having to compete for vacant faculty & staff positions among depts, divisions, and areas of the campus
stop Slow committee work. Have people be in only one committee (i.e. faculty hiring)
stop Blaming the District. Take accountability.
stop Operating under broken processes because it's always been done that way
stop Passive
stop Begging for positions, for food, for grants, for faculty addition work
stop the budget monitoring a mystery
stop Stop negative comparisons between institutions
stop Running student employees through the financial aid office
stop Student employee guidelines should not be determined by federal workstudy guidelines

stop Stop requiring middle-managers/supervisors to approve their vision rather than trusting them to implement what is best for their area

stop Stop absorbing additional work when an employee leaves

stop Upper management requesting new ideas, projects, etc. to execute on a whim. When it is not planned and in the timeline, it does not need to be prioritized.

stop Stop nepotism and cronyism in highering

stop Stop having committees to higher people, too many people on one committee

stop Assessment - SLO at De Anza

stop Large portion of Opening Day

stop Keep shifting college course offerings to more on campus classes

stop Requiring calculus for every CIS degree... huge impact on diversity

stop Allowing faculty to drive teaching modalities, instead of students

stop Have counselors report to one division and trained under Counseling Division

stop STOP having Counselors report to all different areas - Have counselors report to one division and trained under Counseling Division

stop Expectations of over commitments form faculty & staff that does not directly affect/benefit/support students success

stop STOP taking final exams online

stop Lack of resources for developing online exams with equity in mind.

stop The college should stop quarterly teaching mode to semester teaching mode

stop The number of students in a classroom should decrease from 60 to 30 for effective teaching

stop The length of classes should be longer, not 50 min especially for science classes.

stop There should be not classes everyday, instead 2 or 3 per week

stop make my class easy because of enrollment concerns

stop having to teach in-person classes

stop large classes (more attention for more equity)

stop stop having all morning & afternoon classes that meet 5 days/week

stop census reporting

stop attend training

stop adopting book in online bookstore

stop treat students (college students) like elementary school kids!

stop 3 days of opening day ceremonies

stop everyday class, hybrid is better option

stop takes very long time for college to complete projects

stop no teaching everyday 2 - 3 classes per week

stop no quarter mode; quarter --> semester

stop individual department scheduling; move to centralized scheduling so departments talk to each other

stop stop evaluating all program equally -- differences in small departments, Core disciplines vs. GE

stop stop focusing on "butts in seats"

stop stop the minimum of 20 students cap

stop stop highlighting certain majors (ex: engineering) and let students learn about other possible majors

stop Faculty, counselors, etc. paying external costs, whether financial or energetic.

stop Faculty / instructor dropping students. (Students should drop the class themselves instead of relying on instructors to drop students).

stop Telling us we need to make our courses accessible but not providing proper support (eg no-one to caption lectures properly or convert files)

stop Making employees responsible for identifying times when we are under payed or under reimbursed on extremely limited access to financial information.

stop Allowing for obstructions or barriers to creativity and problem solving.

stop paying less for summer classes

stop saying that shared governance is transparent when it is not

stop ignoring or not consulting expert faculty when building new facilities and doing construction

stop on-campus only meetings; allow ZOOM

stop Teacher revision of syllabus and objectives - this needs to live in the Canvas shell

stop stop paying part-time faculty less than full-time faculty

stop Can the process for shared governance include deliberation and conversation with senior administrators when shared governance recommendations aren't followed?

stop Seriously think- does this need to be a meeting or can it be an email?

stop Stop the quarter system

stop Stop excluding counselors in agendas and planning activities

stop Stop changing the rules for periodical submissions like Program Review and SLO

stop Stop mixing in politics that have nothing to do with curriculum/education

stop Stop having SO MANY MEETINGS

stop Stop gatekeeping with sharing knowledge and accessing funds to support students

stop More people should have a pro card for programming instead of consistently using personal funds first and getting reimbursed

stop Stop cancelling a class with just 15 students

stop Paying out of Quarter system is ineffective. Students are still in school in late June when most of their friends have been done since May. The reverse is true for Fall

stop If we claim to be an equity focused school, we need to move to a semester system. 12 weeks is not enough time to comprehensively teach students. 12 weeks is rushed. If a student finds themselves having a problem, we often can, "address the issue and equitable fix it within 12 weeks."

stop Paying out of pocket for program expenses! We need pro cards for all departments!

stop Change full time academic load from 12 units to 9 units

stop curriculum approval process. stop what we're doing now and go for a complete revamp

stop stop charging for tuition

stop gatekeepers for use of elumen

stop get messaged about success rates of student demographic groups, without guidance to improve

stop some issues we talk about too much and we can become numb to hearing it. stop talking. more action!

stop sending students around and about

stop stop being territorial and working in silos!

stop duplication of work. boost meaningful collaboration

stop stop the paramilitary leadership structure. empower deans with more budget discretion

stop too many meetings

stop stop being problem focused and be more solution focused

stop stop having opening day so early

stop stop being problem focused without a solution in mind

stop the institution keeps saying the buzzword - enrollment. If you are really concerned, stop canceling classes!

stop we need to stop burnout. faculty are taxed with being attentive, conscientious teachers. It's hard also to serve on committees, serve as a social worker, to "do more with less"

stop Stop asking us to do more with less, this is how many faculty are burning out.

stop We need more general counselors. Hiring counselors all across campus has created a disconnect.

stop Stop complaining and start changes one change at a time

stop Stop early cancellations: allow enrollment throughout week 1 (many students want to add during week1)

stop Stop controlling or staging advertising images

stop Requiring 20 students per class - lower to 10 to 15 (classes with more than 20 pay for those with less)
stop Cancelling course
Do not drop students for non-payment in winter quarter. It's the holidays and they don't get paid till the end of the month
stop Eliminate waitlists
stop Winter cancellation / most students add the classes once the new year starts while classes get cancelled 3 weeks before the quarter begins
stop Eliminate Affinity Groups
stop Providing key positions to the same people
stop Not advertising when temporary positions are needed to entire faculty
stop De Anza and Foothill College should publish schedule at the same time
stop Why 17 approved steps? Concurrent?

stop Having students who have prof with basic math or ready in class end up taking basic math in business class
stop Sending students around and about
stop Get messaged about success rates of student demographic groups without guidance to improve
stop Blow up curriculum process (start over)

stop Some issues are talked about too much and we can become numb to hearing it. Stop talking. MORE ACTION
stop Stop charging for tuition
stop Gatekeepers for use of eLumen
stop I don't like unnecessary meetings, FA meetings were most authentic meetings I will miss them

Recurring Themes

Overworked

student employment, allo part-time, don't require SSN

Shared governance transparency

Too many meetings

HR issues

Make Fridays a virtual work day

No lunch breaks

Cancelling classes

Quarter System - move to semester

Overdue fees, registration holds, parking fees

Contacting staff on weekends

Mistreatment of tutors - expecting them to fix all the problems rather than teachers

Using personal devices for work, e.g. cell phone

Decentralized counseling

Large class sizes

Gatekeepers for eLumen

Scheduling at the division level and driven by faculty

Too many meetings

Revise curriculum process