

Timestamp	What factors, events, problems, solutions, hurdles and/or successes describe the culture of camaraderie within the department during your time at LCC?	What ideas do you have or what steps could we take to improve the collegiality and nature of our division culture?
3/2/2012 12:41:00	Conflict/differing opinions are not heard or engaged in a respectful manner in dept. meetings. People should be able to have an idea or opinion, share it, be listened to and not be badgered or attacked to change their opinions. People don't have to agree with each. Announcements can go on too long; be brief and/or e-mail notices. There aren't really topics for meetings. I like it when somebody shares something about teaching.	Topics on the agenda that help us as instructors, in dept. meetings. Food at meetings. Social events: potluck on campus, happy hour - Fridays at 4 type of events. There are so many part timers now; I'd like to hear about how they want or need to be connected. Establish norms of acceptable behavior in dept. meetings.
3/12/2012 7:49:14	My own experience is that there is a certain warmth among colleagues, but also that people are busy doing their own thing for the most part and it is easy to feel isolated from colleagues. Feelings of indifference to one another as a group and the department as a unit Unwillingness to work towards improvements while getting stuck in perfectionism Over-emphasis on short-term benefits versus long-term planning No consequences for positive or negative performance Lack of creativity in problem solving	People who teach in a given discipline could have their offices next to each other, and there could be less of a split between part timers and full timers by creating a healthy middle ground. Why not have an option of teaching 3 or 4 courses per term? Team taught, interdisciplinary courses are another idea..
3/12/2012 10:26:42	My experience has been that the department is a friendly place and the people courteous and collegial. One problem I have observed is that when there are particular problems between or among individuals, the entire department is roped into some kind of training or meeting. This is not the best use of departmental resources and serves to create resentment among those who had no involvement in what seem best characterized as "personality conflicts" or "rude and thoughtless remarks," but are mandated to attend a meeting addressing a supposed "problem in the department." These problems are better settled by bringing the aggrieved parties together for arbitration, counseling or, if necessary, disciplinary action, rather than treating the problem as a department-wide issue.	Set clear criteria for consequences for performance Reward actions that contribute to great good of the department More efficient use of meeting time Encourage more physical contact in communal activities Mount a board in the break room for members to communicate and share ideas
3/12/2012 10:40:01	Jim Salt dominates every department meeting he attends with antagonism and confrontation. Although not only because of the above, nothing of substance has come of department meetings for years. The only time/place that we consistently meet as a department (i.e. department meetings) are filled with bile and unproductive conflict.	I enjoy the department potlucks and socials. Events to discuss pedagogy or where members make very brief presentations or have panel discussions on issues of interdisciplinary interest would help us related more closely in a professional way. These events would ideally be short, so that they can be fit into busy schedules - say, 45-50 minutes during the lunch hour or in the late afternoon - with a brief presentation and time for questions/discussion.
3/12/2012 11:07:26	It is ironic to see a minority of people arguing for more meetings at the same time attendance at meetings plummet. First, I appreciate this effort to improve the social environment via this survey.	Decrease the number of meetings.
3/12/2012 12:00:24	I think that department meetings are often unnecessarily overly contentious due to several reasons. I think the department chair intentionally obfuscates issues and sows contention by not being frank and public about both decisions and processes. Additionally, there are those, myself included, who often speak overly forcefully, due to frustrations with the administration in general and with the department chair on particular issues. Third, this sows some cynicism about the usefulness of the meetings, as well as raises anxiety surrounding department meetings. The cynicism in turn, is destructive because it is disrespectful and dismissive of the hard work and good intentions of other faculty. I hope we can revive regular department meetings with the level of respect and decorum that professional faculty should maintain and get to important issues that really will affect our work and our work environment.	I think they are all useful. I have had the best times with off-campus potlucks and happy hours, where we have more time and an open environment to interact. I think both child friendly and adult venues are appropriate.
3/12/2012 12:14:55	Department meetings have degenerated into a waste of time and a forum for Jim to harangue Ken (and any others who don't agree or validate him).	Reduce meetings to once a term (at most). Treat each other more appropriately (and not because of another godawful training. If you are going to have a training, have it does by someone with expertise and skill).
3/12/2012 13:42:09	There is NOT a culture of comradie in this department at LCC. There may have been one at some time in the past, but not since the divisive behavior of some members of the department during things like the history hires, the ethnic studies position creation, and the dissolution of group decision making that have characterized the tenure of our manager. Not all attempts to "suggest corrections" have been either useful, polite, or appropriate, but a stronger manager who appeared to support our department as a whole might have focused us as a team, rather than as disparate elements. Unit Planning, of course, does nothing to serve those goals either.	Accept that not everyone else shares your worldview, but that does not mean you should vote against things in their area of expertise. Assume they are being professional and acting as discipline experts. Stop unit planning competitively. Make policies clear and in writing, and then apply them to everyone.

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3/12/2012 15:09:41	Is there really any question that the social science department "culture of camaraderie" is characterized by low morale and a lack of respect? 1. The department was put through the ringer a few years ago (accusations, lawyers, meetings) because of an entirely unsubstantiated and untrue accusation leveled against several department members, and we are still feeling the repercussions of that incident. 2. Department members are treated differently with regard to contractual obligations. If that weren't bad enough, it is the poorer-performing employees who get the perks and seem to set the rules for the hard-working employees. 3. Passionate and reasoned discourse between faculty members should be the hallmark of an academic institution, but too often the knee-jerk and offensive comments overheard in the staff lounge marginalize and denigrate other department members' viewpoints and lifestyles. It is difficult to have congenial relationships with colleagues who use offensive and slanderous terminology (racist, sexist, etc.) to describe those whose viewpoints differ from their own. 4. Department and SSAC meetings show a lack of respect for members' time and energy. Rather than venues for legitimate department concerns, they are often just an "excuse to have a meeting" and waste time that could be better spent serving students. Additionally, department meetings are filled with so much contempt and anger that they are practically impossible to endure.	1. We would have a less divisive department culture if the administration would stop trying to divide us. Begin by treating all department members fairly - including reprimanding those few individuals who do not adequately perform their jobs. Although (unfortunately) merit-based pay will never be a reality, can we at least start by holding all employees accountable to the contract? 2. Make department meetings useful or do not have them. Public service announcements from other groups on campus are rarely useful. Spending 17 minutes on an announcement that could have been a 30-second email or a flyer is not useful. The constant bickering between Jim and Ken at the meetings is definitely not useful. (Surely there is a more productive place for the union and administration to deal with their issues than in our department meetings.) 3. If we had a truly student-centered department (or college, for that matter), it would go a long way toward building collegiality because we would have a common goal. Most of us are student-focused, but our meetings do not reflect that. Instead, they are filled with talk of more meetings. Let's spend some time discussing our charges and our professions. After all, our students are why we are here!
3/12/2012 16:19:50	I believe that two of the factors that hurts the camaraderie the most here in the Social Science Dept. is a lack of respectfulness and also accountability among certain members of the faculty. We are suppose to respect diversity, but it seems that only plays out when you agree with the person and what they are saying. And by diversity, I mean political/racial/economic/religious, etc... If you are truly tolerant person, you understand that not everyone will agree with your viewpoint, but by not agreeing that does not make them wrong/misguided/uneducated, fill in the blank, it means they have a different perspective than you do. The other factor is a lack of accountability to hold instructors to a professional standard. There seems to be different rules for different faculty. I don't mean the difference between part-time and full-time faculty. I mean the difference given to those who do not seem to be accountable for their actions, and those who have special privileges. Why are there different contracts for different full-time faculty? Why do I have to hear a full-time faculty member complain that their overworked and stressed out when their teaching load is less than many of the part-timers here at Lane and some of those part-timers also work at other institutions. Why are some full-time faculty members out, not to lunch, but running errands, biking, hiking, etc... when they are contractually suppose to be at Lane. My biggest complaint about the lack of accountability is when it creeps into my personal life and time. It is hard enough trying to explain to a student in my class why they have paid for a class and their instructor is never at their office hours, doesn't ever respond to their e-mails, or they can't seem to make it to most of their classes. But try being out to dinner or, my favorite, in the dentist chair with someone sticking you in the gums, who is obviously upset that the instructor couldn't seem to make it to their child's classes, especially on Fridays. I've had students who know I work at Lane, ask me how certain instructors still have their jobs, when I am out eating with my family. What do I say, especially when I am wondering the same thing myself? Until everyone is held to the same standards and are truly willing to be accountable for their actions and respectful of one another and our students, nothing will change.	
3/13/2012 9:33:06	In this department, I find other faculty to be friendly, helpful, and always willing to offer time and assistance for help with problems.	Hold people accountable and work for everyone to be respectful. I'm not sure if getting together in off campus activities would work, because there already seem to be cliques and people who don't speak to one another. I do believe that if we respect each other as professionals, that would go a long way to a better atmosphere in the department. Just talking to one another would help, but that may mean you have to leave your door open. If I were in charge, the first thing I would do is take down all of the colorful items that block the windows on the doors. Yes, that may mean a student may see you, but guess what, your a teacher and that means you have to interact with your students. More social interactions during gatherings such as potlucks and happy hours could improve camaraderie, and I think a lot of people would like to go to them! It would be a great chance to meet new people in the department in a fun atmosphere.

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3/13/2012 9:39:55	We waste our time in this department. Much of this is brought on by the administration with such meaningless activities such as Unit Planning. We are supposedly enticed by funding opportunities that never materialize. And if we think we should be thankful that our testing lab gets a time card position every now and then, then we apparently believe that we don't automatically deserve to staff this position/activity which provides perhaps the greatest direct student contact for learning and assessment outside of the regular classroom. I have never left a department meeting in recent years believing that my time was well spent. Whether it be arguing union-administration "self governance" issues or "guest speakers" on topics whose entire presentation could be summed up in a brief email to faculty, having meetings for meetings sake is really destructive to the department culture. And yet, I am at a loss to determine a single worthwhile purpose to have a meeting of the department members. Without the power to make any real changes, why fool ourselves. I guess the only time for faculty to meet would be in response to hearing about whatever "new thing" the administration has decided is in our best interests and the students best interests. Some of the department faculty are smart enough to see the "game" and decide not to play. Some faculty not only play the game, but get release time to do so by getting on the "right" committee or "serving" the administration on the current grant, initiative, accreditation team, etc. Other department members decide to focus on the job they were hired to do and teach their students well. Other faculty simply do not perform their jobs well, as evidenced by continual class cancellations and ongoing poor performance reviews by students, for which nothing is ever done to rectify the situation.	I am at a loss to provide a constructive answer to this question. I have turned my professional attention outward, to read about what other educators are doing at other institutions. I have renewed efforts to reconnect with my discipline by applying for sabbatical and professional development/travel funds to escape the confines of LCC. And I'd suggest my department colleagues do the same. My hope is to be re-energized and find new and better things to bring to my classes. I also hope that once I return with this new ideas, that the "usual suspects" will not be able to block these innovations with policy, indifference, or a "sorry, but we can't do that here" attitude.
3/13/2012 9:54:04	In my years here, I have seen us divided mostly by academic discipline, gender, race, and political ideology. We absolutely do not have a "culture of camaraderie" which is unfortunate, because as social scientists and experts in the humanities, we should know better.	Meeting off campus is irrelevant to me. The factors that divide us are socially constructed. Therefore, it is up to us to "un-construct" our divisions. In my time here, many of us have worked hard to act professional toward each other, regardless of whether or not we agree or even like one another. Unfortunately, there are still some in the department who want us to be divided. I believe that it is possible for us to have a united front of professionalism, but can only be achieved with honest effort.
3/13/2012 9:55:48	Meetings are tense. Certain people have their own agenda's and that is all they care about.	Have someone be a referee/umpire that is selected randomly at meetings.
3/13/2012 9:58:05	The committee has used the correct word--culture. And culture is extremely difficult to change! All of us have at least one thing in common with one another. We work in the same department. What I wish I could say is that we work together in the same department. Without meeting to work on issues that concern us all we have each established our own independent way of operating. For example--it would have been appropriate for us to have discussions at department meetings regarding the honors program. Other departments did, as did disciplines, and they worked on what it would look like, how their departments and disciplines would be represented. They had discussions on who would teach. We had nothing. A few instructors were approached and asked to participate and the rest of the department knew nothing. This was a missed opportunity to work together on something really exciting. There are things that we are required to do as a department, most of which we complain about like unit planning, but even a coalition against something can be a good thing! Its called work for a reason, we don't always like it, but we do it anyway. Getting together and discussing things such as the required Disability Training would have alleviated a lot of frustration for many of us. A heads up on the glitches would have been nice and as a department we could decide to accomplish this mandate in a different way. People having various kinds of customized work/teaching schedules/loads is not conducive to morale and collegiality. This includes committee work. If we knew more what each other was doing in regards to teaching, trying new things, it would be easier to offer support and encouragement. And we would all benefit.	If we do not work together I can't see where having socials will bring us together. I am getting to the point where the friends I have in this department are the only ones I care to socialize with. Possibly donating our time as a department in the community for a charitable cause would help us change our culture. We would be working toward a goal helping someone or an organization and in the process build some collegiality amongst ourselves. You work together--you play together.
3/13/2012 10:24:00	From my perspective, colleagues are friendly, helpful and respectful. I really appreciate the support and hard work that the administrative staff does everyday to keep things running smoothly. Sometimes, in the past at the department/division meetings the culture of camaraderie has broken down a bit when someone is singled out and highly criticized or feels that their job opportunities may be compromised or threatened. Other times, at meetings, the discussion becomes focused on small details and side-tracked from discussing main concerns or issues.	More department potlucks and other get-togethers are fun!
3/13/2012 11:02:51	My own morale (and that of many of my colleagues) has declined over the years that I've been here for numerous reason. First, the increasing number of bureaucratic and administrative tasks we are being asked to complete above our teaching load has become overwhelming. Second, as attempts have been made to increase students' success, these have also created an increased workload on all of us. Third, the Unit Planning process, asking us to choose winners and losers among our own ranks is outrageous and (given the fiscal constraints) completely unnecessary and needlessly divisive. I could go on, but, frankly, I don't have the time.	1)Get rid of, or seriously modify the Unit Planning process 2) Reduce the amount of bureaucratic/administrative work 3) Don't pit one discipline against another 4) Stop engaging in projects that are trendy, or try to make the college (or administrators) "look good," but in fact do little to advance education 5) Stop expecting enhanced technology prowess without support for it Again, I could on....

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3/13/2012 11:19:07	The camaraderie was a very good aspect of the Social Science Department many years ago, but I do not think it is part of the department now. Part of the problem may be the struggle for resources within the department, and others may be related to perceptions relative to work loads, shared departmental participation, and some polarizations on many issues.	This is quite a difficult topic, for the participation remains between a small number of staff. Some of the after hour things do seem to be relatively nice social gatherings, but it usually involves the same group of people. meaningful meetings that focus on improving student education. Generate a list of speakers/presentations that faculty are interested in listening to.
3/13/2012 12:00:17	A more respectful environment that isn't dominated by a few folks.	Send announcements out by e-mail. Social events - lunch potlucks, Friday at 4 food at meetings
3/13/2012 12:11:32	We have an anti-meeting culture that has endured way past its time. Meetings are seen as "poison" rather than a way to connect for the sake of the department and ultimately our students. Regular positive interactions which include civility and inclusiveness are sorely needed. Meetings that only dwell to solve unsolvable problems or to relay solutions handed from administration are steeped in distrust and anxiety. It seems as though the SSAC has also entered into the distrust zone by the amount of people who do not come to meetings as well as those who do come. There is no professional responsibility to the department only to individuals and disciplines. We lack an identity to show how truly great we are collectively. Currently are driven by individualism that often pit one against another.	We need an awareness campaign with no hidden agendas to help build trust and a proud identity. Awareness that participation and work/playtime is necessary for it to happen. We need more events to socialize and see each other as humans we care about. Events that allow our department to gather with "little no agenda". Social time with food before/during the meeting. Bowling night, free track meets, local theater, picnics, potlucks, pizza and beer out or byo in the staff room after 4 some Fridays, Send unlikely teams to visit care facilities where some of our disabled cafeteria staff work or hosting an event for them where we all participate. Just do something GOOD together and make it such that everyone knows that we are doing it not only for others but to participate for us as a department Forgiveness is powerful. There seems to be a lot of hurt that could be remedied in a process of forgiveness. It is not that you must like the person but forgiveness may result in attitude changes. Learn to look for the good and sublimate the wrongness. The whole thing is about attitude. We need to hear what we have in common and define the problem or solutions for our collective group.
3/13/2012 12:18:09	As a culture I feel the faculty has a great amount of personal respect for one another. There are some great instructors and really innovative ideas about how to enhance our students' experiences. I think the attempt to remain democratic and consider every instructor's opinion is commendable. We're very supportive of one another, but it feels like it's all from a distance. Unfortunately, there seem to be several, personal agendas and an overall lack of responsibility for opinions. It may be in the best interest of oppositional ideas to remain nameless, but I feel this besieges a coherent level of mutual sociality. Again, without interconnectedness, how are we giving students our greatest strength of interdisciplinary instruction?	Socials are vital. While I don't expect everyone to attend, options should be consistently available. I've yet to interact with any instructor outside of Lane, with the occasional 'hi' at the market. Even a potluck or monthly birthday celebration (maybe a b-day calendar up in SSAC office) would personalize our rather transient interactions. We don't have the privilege of what universities have such as research groups, graduate students or mentorship programs. They tend to inspire a more social setting, but is there a way to incorporate a culture of mentorship or research which will inherently include the need for cross-discipline interaction and collegial celebration? I'm aware of talks, seminars, and other academic activities across campus, but can we rise to the occasion and give SSAC a play in this area as well? The film series is a great way to do this, as is the idea of a SSAC art installation/timeline designated as a grade/extra credit assignment by several instructors. We need to exhibit the strengths of our students' creativity and academic success, which in turn should guide our own.
3/13/2012 14:01:34	I do not think there is a culture of camaraderie in the department. There is a certain level of politeness among the members of the department, but the department lacks any sort of togetherness. There seems to be a scorn for regular meetings which has led to fewer and fewer department meetings and as a result there is nothing to build upon for camaraderie. Department meetings with a lot of negativity - yelling and heated arguments, beyond the scope of a debate or heated discussion. Disrespectful behavior - name calling saying shut up..... tend to make the "department" less cohesive.	A potluck once in a while, such as the one we had at the end of Winter term, is a good idea. I think any of these suggestions are great - but am not sure why few people attend, or how to increase attendance. One thing that might be helpful is to find some type of service project we could do as a department. Sometimes working together for a common cause can build camaraderie i.e Amazon Cleanup - Beach Cleanup - Adopt a part of campus ... Have a Social Science - Student Appreciation Day and hand out candy, pens, pencils (self-serving camaraderie) - smile at people.....
3/13/2012 15:22:58	I think the current unit planning process sets disciplines against each other.	
3/13/2012 16:02:18	The lack of leadership and initiative to address problems in productive and healthy ways. Conflicts that emerge between faculty or between a student and a faculty member seem to be dealt with in the quickest manner possible not the most effective manner possible. The policies that exist to oversee conflicts at the college are not upheld by the department and the informal approach that is used rarely, in my experience, facilitates any lasting positive change. Additionally, being such a large department, we do not feel that we understand let alone appreciate what our colleagues in other disciplines are doing. This fosters an environment where people are divisive and less than generous to one another. Lastly, the mood, tone, and overall experience in department meetings is negative and I rarely leave meetings feeling good about the work that I do or the environment I work in.	At this point a potluck or social is not going to change the culture of our department. I often do not attend such events and do not anticipate attending them in the future. As a department we lack a shared vision and an identity. We need ways to reconnect with the things we have in common. Changing the pattern at department meetings by creating a space to have a few people share some facets of the work they are doing, what they are excited about etc. Creating spaces where we can appreciate one another in authentic ways and feel appreciated.

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3/13/2012 16:43:41	Overall I think that people in this department are collegial. We have a very large department and it is inherently challenging to get everyone to agree when we have such a diverse group. Sometimes meetings can be contentious and I think that is one reason that some people do not attend regularly. Many people who have been here a long time are cynical about the way things are done/not done and the processes that are used, such as Unit Planning. We spend too much time discussing procedures and then trying to change them. If there are issues with individuals, then it would be preferable to approach that individual vs. addressing it in a department meeting, e.g. reminding everyone at Department Meetings that some people are not paying their long distance bills—if you know who they are, then Email them a reminder.	Let's focus on what we do well as a Department—the fact that most students are engaged and learning and happy in classes!!! We serve a huge number of students!!! Create a Department wiki for posting departmental information about division successes. Suggestions for Department meetings: -It says in the Charter that we will use Robert's Rules—we need to just do that! -Set ground rules for Department meetings -Designate someone to help with process checking fwhen people start to argue, grand stand and/or veer off topic. -When discussing issues where there is disagreement, consider using PRES model: Everyone is given a couple of minutes to 1) make their Point—for or opposed to some issue, 2) Give their Reason(s), 3) Give an Example, 4) Briefly Summarize their point. No cross talk/arguing/discussing is allowed initially as people take turns making their point. Instead of spending time at SSAC meetings deciding what to talk about at Department meetings, have a general format like: Announcements-5 minutes—open time for people to make announcements about their division successes/challenges, special events, etc. Old business—20 minutes—revisit unresolved issues from the previous meeting New Business—30 minutes—ideas for new business are generated at the end of each department meeting—people suggest these at the end (5 minutes)
3/13/2012 17:40:18	I already submitted--just adding a comment below...	I already filled out the survey, but I forgot to mention that we could consider having different people facilitate our department meetings.
3/13/2012 22:28:54	What brings people together are shared interests, shared goals, shared problems...My experience here is that we don't share much in this division. Participation at meetings is low, morale is low. We don't work together as a team and there is seemingly no shared vision of our work as educators. I feel actually very happy with the friendliness and respect for diversity and varieties of learning and educating our department encourages. I give respect and I get the same in return, from other faculty and students. I don't know some members on a first name basis but I don't let that derail contacts I have in the department—I will go to any lengths to be respectful to all I meet. I know my students genuinely love me and cherish what I do for them in my classrooms and in their lives. That kind of employment experience must be earned with sincerity and genuine interest in my students' and colleagues' lives. I will continue to do all I can to maintain sincere and humble respect for all our faculty and students, no matter what happens to me.I find it very difficult to articulate in words the tremendous satisfaction I get from watching the vast majority of my students grow into exemplary young scholars and contributors to the civilization in which we live. A long time ago, under other Department Heads, I used to receive unsigned letters with all kinds of demeaning , critical, bigoted and insulting content---but I just held my ground with self respect and mutual respect for all in the department, and it paid off. I received so many faculty colleagues who told me not to give up all my power by succumbng I haven't received any unsigned insulting messages for many many years now from anyone. To this day, I only have some vague ideas about the possible authors of those unsigned letters. Today, I'm much relieved to state no such mail has arrived in my departmental faculty mail boxes for a very long time indeed. Quite honestly, I feel very honored to be working here. I feel lucky to have the job I have in this department, and I'll do anything to maintain respect for my colleagues. I never ever want anyone to have any cause to be hurt by anything I say or do in this department. Most importantly, whether from faculty or our students, for many many years, I feel very lucky that my work is appreciated in this department,even though we have such a huge number of faculty and students. My heart expresses nothing today but respect and joy with all others in our department. If I couldn't find respect for myself inside my own being, how could I possibly find respect and admiration for others in this department?	We should strive for greater participation at department meetings. This may occur if we spend more time talking about teaching and about our research/academic interests. Socials are also nice. I like the lunchtime potlucks on campus because more of us can usually make it.
3/13/2012 23:23:41	As a part time instructor I am often out of the loop, however, sexist and racist jokes and conversations between instructors have had the greatest impact on my attitude.	I don't have any response for this topic, I'm sorry.
3/14/2012 9:43:47		My work hours at my second job preclude attending outside activities as do alcohol consumption, smoking, and food allergies.