

Kingsborough Community College

Faculty and Staff Survey Committee  
Recommendation Report

Spring 2023

Prepared by:

## Overview

The 2022 Faculty and Staff Satisfaction Survey addressed six important domains of experience at Kingsborough. Respondents were also asked to provide additional comments throughout the survey. A diverse committee of 11 faculty and staff members convened to thoroughly review respondent feedback and suggest recommendations to remediate the most pertinent issues. The full list of Committee members is given in Appendix A.

Committee members were broken out into small groups and assigned one of the four topics below. Each topic was addressed in the survey by a quantitative question (or questions) on the survey, as well as an open-ended question. The committee members received a summary of the quantitative items as well as written comments for their section. The groups were asked to review the comments, identify the common themes, and then provide suggestions of areas for improvement or next steps for the issues, themes, and commonalities they identified.

As a next step, survey results were presented to the College community in March of 2023. Faculty and staff were given an overview of the quantitative results from the survey, which had been previously shared via email, and were then given an overview of the common themes identified by the committee. They were then asked to provide additional feedback and suggestions on how the College could best address the themes.

The themes and feedback was then reviewed by the Office of Institutional Effectiveness and combined into one list of themes and recommendations, which is provided in the section below.



1. Host open discussions of the LMS (as a College or by department) where faculty can express what they feel is working, what they don't understand, and gather some best practices of other faculty members.
  2. Incorporating use of the LMS into discussions of pedagogical best practices (e.g., in KCTL workshops and FIGs)
- c. *Enhance communication between faculty and advisement through Starfish and other methods of communication*
- i. Though issues with Starfish were a very common theme in the open-ended responses, it is an important tool in ensuring that faculty have the ability to connect students to necessary resources. In service of furthering the use of Starfish among faculty, Advisement can develop a "greatest hits" tour to explain how to use the system so that it is a benefit rather than a hindrance and help increase buy-in.
  - ii. Inform advisors to be aware of students' schedules so as not to schedule advising appointments when the student is in class.
  - iii. Hold seminars or open forums for faculty and advisement to discuss best practices and how to best work together to meet the needs of students.
- d.

## APPENDIX A: List of Committee Members

1. Richard Fruscione, Associate Professor and Chairperson for the Department of Allied Health, Mental Health and Human Services
2. Jason Leggett, *Assistant Professor, History, Philosophy & Political Science*
3. Helen Margaret-Nasser, Director of SU&IC/Student Publications/Holocaust Center
4. Cynthia Olvina, Administrative Specialist, Academic Affairs
5. Hallory Paul, Communications Specialist, Office of Communications & Marketing
6. Melisa Jn Pierre, Lecturer, Communications & Performing Arts
7. Peter Santiago, Associate Director/Counselor, Access-Ability Services
8. Malcolm Smith, *Senior College Laboratory Technician, Communications and Performing Arts*
9. Loretta Brancaccio-Taras, Director, Center for e-Learning and Professor, Dept. Biological Sciences
10. Christine Vaz, *Assistant Professor, Nursing*
11. David Zilberman, Lecturer, Biological Sciences