

## Q2- What specifically could Lone Star College do to make performing your job easier and more satisfying?

<p>More privacy. In the admissions area, we are in an open area and would really benefit from higher walls. We all have to leave our area to take sensitive calls from students and colleagues. We should not have sensitive data open to anyone that can walk up behind us. As a manager, I have no ability to deal with employee issues unless I book a conference room.</p>
<p>As a system office employee, I personally would like the chance to engage with students more. I find that the only students who reach me are those who have encountered some difficulty or inconvenience at their campus, and feel the need to appeal to a higher power to resolve it. Put simply, I would like more opportunities to meet students where they are at and support them directly, even as a system office employee. I think that a hybrid or even 100% work from home option would assist with retaining employees and improving morale. The toughest times in my current role have been a result of under staffing, and if adding a hybrid option to incentivize candidates helps relieve that, I'd be all for it. I also think that I could take advantage of a hybrid work schedule without a decrease in productivity.</p>
<p>Better communication.</p>
<p>We could adopt a hybrid model (as many companies have done) where employees are in office 2- 3 days a week and work from home the other days.</p>
<p>At the beginning the communication between departments was not there. At the moment, I have enjoyed working along with other departments. As we know we are ALL one Team.</p>
<p>For my specific role, I am not sure what more LSC can do to make it easier. Ideally, my role can be done from home since I do not face any students at all, so that in a way would make it easier. Less commute travel time.</p>
<p>Providing flexible work options as well as standardizing objective performance measures.</p>
<p>Some departments are in need of assistance, they are very short handed and it is affecting other departments as well. Please hire more people to fill vacant positions</p>
<p>Nothing at this time.</p>
<p>A remote or hybrid work policy to allow for more flexibility. This would also allow us to be more competitive with similar institutions and businesses in the local area and attract the best candidates to work at Lone Star. I would also like to see pay for performance and a budget allowed to supervisors to give out meaningful spot bonuses or rewards for employees who have gone above and beyond.</p>
<p>Provide better guidance to the other departments. Analyze internal processes that cross over several departments and ensure those processes are efficient.</p>
<p>hybrid work, more opportunities for internal promotion, cross-dept. networking</p>
<p>Replace PeopleSoft with something more user-friendly. We need better functionality and more IT support, or a system that allows us to support ourselves.</p>

Create a remote work option or go to 4 day work weeks, create merit raises, create growth pathways and opportunities, check in on employees and not just take management's word for it. Have goal posts that don't move and people are held accountable.

na

I would like to make decisions. I would like to create real campaigns and strategies in my role with students as the main focus. To share the results of what can be achieved vs the results of day to day preferences.

Having a hybrid schedule where we are in the office some days and work from home the remainder of the week. Not all positions have direct contact with students, and our positions can be completed working from home.

Offer work from home flexibility.

Provided mentors who can help guide growth and professional development. Also, financial support outside training if needed for professional development to ensure we have what's needed to do our jobs well. Lastly, create a culture of connectedness so that we can better understand how our roles collectively make an impact. We have too many silo departments and programs that people within our college system have no idea that they exist.

In truth, there is nothing that can be done to make my job any easier or more satisfying. I believe I am already impacting people's lives just by being where I am. With that being said, because of where I am, I hear the "word on the block" and the one summarized voice that I hear is if those with the ability to make change would open their eyes and actually see what is going on around them. I would ask that Lone Star College to listen and see what is happening at all the campuses to ensure that your employees are satisfied so that we can continue to impact the future of students and set them on a road to success. I believe that the biggest thing that can be done is to have a team that truly brings all the campuses together. To pave the way to truly have us as ONE Lone Star College.

Allow Working from Home option, more efficient response from computer systems

Probably a common answer but implementing an equitable work from home policy. Once every blue moon my social battery does not recharge over night and I wake up really not wanting to be around anyone - this is sounds so ugly, please believe that I truly enjoy working with all of my colleagues. I don't think anyone would ever guess this as 98% of the time I am a social butterfly. Then, there are other days that I just cannot fathom putting together a business casual outfit, do my hair and make up, and drive to work. These lows are unplanned, sporadic and unwelcome but it all points back to mental health and declines in dopamine. When this happens I usually try to ignore the feelings and go about my day. There have been very rare times where I do have to take a personal day but that's in extreme cases when I believe that even if I go to work I'm not going to be a productive member of society. If there was a work from home policy, I would hope that it would include parameters for mental health days so that on these days I could still work but not feel the need to make insincere small talk with people who I truly do care about. I understand this is a big ask as I already know there are some bad apples that would abuse this.

Continue to move towards eliminating siloed work across LSC.

More options for working from home or hybrid. More flexible work schedule.

Hybrid work from home options
Continuing to let me do the continuing education classes for my position. Maybe make continuing my academic education work more with my work hours.
Lone Star College could implement remote work options for the professional adults that work for them and lead with the expectation and trust that professional adults will continue to be productive no matter where they work.
I feel that the communication can be heavily improved, especially when it comes to announcing changes, whether it's a change in personnel or processes and procedures. There have been many times where the communication has been shared with a limited number of people or within a department and never shared widely. This can make things difficult. In addition to communication, LSC could have better processes and procedures in place for a lot of areas. I feel there are some areas that excel at this and others that are far behind. Information for processes and procedures should also be easily accessible as well as clear and concise. Procurement is an area where I see there is a lot of room for improvement in these regards. Other departments I've noticed could use some improvement with their processes and procedures would include financial aid, advising, finance/budget, facilities. Specific items I see that could be improved would be the procurement repository/contract management, BAI development and submission processes, clearly defining items that require certain levels of approvals like position transfers, reclasses, new positions (FT and PT), clearly defining rules for when a PO packet is required, etc.
Offer flexible work schedules and opportunities to work from home.
I work better when I am working from home, there are fewer distractions and I feel I can get more things done. So I believe having some type of work-from-home policy would be more satisfying and make my job easier to perform.
I know this is being evaluated now, but a flexible work schedule between office and remote would be wonderful. While I chose to commute to work here at LSC, it would be beneficial for even a one day a week that I didn't have to make my 82 mile round trip drive.
I would love to see more interaction from upper management. There are days that I do not see my manager as all the time spent in meetings.
Support me as an administrator so that we don't have to manage out of fear of not having support to hold people accountable. Also - create transparent compensation guidelines for the various roles so it is easier to understand what it takes to qualify as a Director, Ex Dir, AVC, Senior AVC, VC, EVC, etc.
I ENJOY WHAT I DO I AM VERY SATISFIED HERE AND SEE MYSELF WORKING HERE TILL I RETIRE
A flexible schedule including some remote work options would be nice.
more transparency in decision making
Implement some flexible/remote/hybrid work options.
Remote work from home.
Work one day a week from home.

1) In my home department there has been staff shortages, I do feel burnt out. As people are out on leave or resign it adds stress to others, and makes them in turn leave. Employee turnover can be unpredictable but there is a definite trend and I think addressing the reasons why people are leaving could help inform culture changes for the betterment of employees that choose to stay.

2) Within my department there are three analyst I positions, I made a lateral move from my former department because I really wanted to work in my current department, and I love the work itself. However, there is no where for me to go from here. It would be great to have more mid level analyst positions, or to maybe have better career paths. My department does not create opportunities for re-organization or movement. I remain in an entry level role but continue to take on more responsibility.

3) It would be nice to work in a more modern office place sometimes. I spend more time here than at home, so things like an updated gym, food options, and a hybrid remote work option would be awesome.

I believe we need to balance prioritizing our student initiatives and ensuring the well-being of our employees. Many LSC employees hold multiple positions and are still asked to take on additional responsibilities. This has resulted in some employees switching locations to avoid burnout. I think adopting a framework like Start, Stop, or Continue would help address this issue. Below are the questions leaders should pose to their teams: What are we not doing that we might start doing? What have we been doing that we might stop doing? What are we doing correctly, and can we continue doing so?

4 day work week

Work from Home options/solutions would be nice. Also, our procurement processes need to be looked at. It has been a nightmare for a long time.

Develop consistent processes and hold people accountable good and bad. Give people opportunities to prove their capabilities and don't consistently shut things down due to "political reasons". Politics should take care of itself if we're doing great things. For example, why would we not advertise online learning in our service area simply because campus presidents don't want online learning poaching their students? We should want to offer all learning options to all students in our service area. If we don't promote our school in our service area then our competitors will. Leadership should focus on outcomes and not hold grudges against people that offer alternative solutions. Create a culture of trying new approaches and measuring and testing the results. Whatever works the best should be the direction we go regardless of whose idea it was. People are constantly trying to cover up mistakes, take credit, and shift blame. If we don't fail now and then we're not really trying. When the most political "suck up" people get all the attention and promotions then we end up with a fake culture of people that just want to make things look good rather than people that actually want to make things great.

Greater flexibility in working from home.

We are severely overworked (lack of staff - we continually get new projects and new incentives and no new people to handle the responsibilities). There has not been a work-life balance in my job for over five years.

It would be great to see a different type of salary increase process developed. Right now, most of the time you have to leave your current position in order to make more money. When we receive the across the board increases, we all get the same percentage...so my co-worker who does not go above and beyond, receives the same increase that I do. This can make you not want to continue to go above and beyond...except for your drive to excel in everything that you do.

Efficiency and Workflow Challenges: While I understand and appreciate the importance of checks and balances in our procedures, I've noticed instances where the focus on remediation seems to result in additional steps for everyone involved. This has, at times, introduced complexities that could potentially be streamlined without compromising accountability. I believe there's an opportunity for us to reassess our processes and identify areas where efficiency can be improved, ensuring that our commitment to checks and balances is met without unnecessary complications. While appreciating the necessity for checks and balances, I encourage a critical examination of our processes for potential optimization.

Work from Home Flexibility: Regarding the matter of working from home, I'm aware that this is under consideration, and I appreciate the forward-looking approach of our leadership. In my view, introducing more flexibility in work schedules could significantly contribute to employee well-being and productivity. Exploring options like floating work-from-home days, condensed workweeks (e.g., 40 hours from Monday-Thursday), or even allowing employees to work at the campus closest to their homes would not only enhance work-life balance but also contribute to increased job satisfaction and overall productivity. I believe that offering such flexibility aligns with the evolving nature of work environments and can contribute positively to the morale and efficiency of our workforce. It's a step towards creating an inclusive work culture that values the diverse needs and circumstances of our employees.

The technology is somewhat unreliable. It seems that computers freeze on a regular basis.

Please get our {\*\*\*\*\*} include public safety officers in the budget more. We have been passed over twice for a raise, but in the mean time police officers keep getting raises and new equipment. Public safety officers are a large part of the police department. With out us it would be hard to run security for the main campuses and centers. We put our unarmed lives on the line everyday just like the police officers. Public safety officers deserved to be treated better by LSC police department and Lone Star College itself. This is not a rant please understand public safety officers deserve better.

Truly embrace work-life balance and not just throw the buzzwords around. If an employee is excited about the work/company they work for they will be productive no matter if working from the office, home, or in the field.

Remote work. I know this is likely a top answer. As mentioned, I've been with LSC for over 15 years. I've worked very hard to promote and improve myself, including obtaining a MA and technical certificate outside of LSC. My position can be completed fully remotely. I find that I am much more productive when I don't have the distraction of an office space with other people. I don't get sick as often, either, which helps limit the time I have to take off. I will be transparent: I've been applying for jobs outside of LSC. Do I want to leave LSC? No. However, I can make a much better salary and work complete remote in the private sector. I've been waiting around, hoping that remote options would come -- and it seems that the discussion continues to get pushed back. First, I heard Spring 2024. Now, I'm hearing possible Fall 2024. That's just speculation without knowing if a completely remote work option will even be available. Why should I stay when I don't even know if what I desire will be an option? I'd like more transparency about what the real remote policy might look like and an actual date that could be accomplished. With 15+ years of experience with LSC and technical skills in the area I am in, it would take LSC a long time to replace my role if I choose to leave. If they do replace it, it's going to cost even more time and money to train a new person. I know this because my position has a high turnover rate due to employees leaving for better pay and flexible work options. We still have other, unfilled roles in our department. I'm sure that you're already well aware of how dire the situation is, especially for those in OTS. I feel confident to speak for the majority: we are losing the ability to remain patient when remote work would be such an easy transition for us.

Let me work at SOUP closer to my house, or work from home a couple of days a week.
Give raises in small increments to positions also rather than just tenure in order to attract more qualified candidates.
Ironically, a week ago I would have said that moving towards a work from home policy would have been the one thing that would ensure my ability to remain at LSC due to family health issues in caring for a parent. Unfortunately, my parent passed this week and it is not so much of a choice between caring for her and continuing my work for LSC. I still believe this is the one thing that is causing LSC to loose talented staff and keeps us from obtaining new talented staff.
better communication internally
Have better gym hours at UP for employees.
Transitioning from a "management" approach to a "leadership" mindset is crucial, especially in System Office departments where the current framework often masquerades as "leadership" but operates on the deceptive principles of a top-down management style characterized by an authoritarian "my way or the highway" approach. This paradigm is further exacerbated by unrealistic expectations of workaholism, neglecting the importance of maintaining a healthy work life balance.
More realistic timelines, more employees in department, and follow our own rules.
I am truly content with my job and feel appreciative for the opportunity to work with LSC.
I would consider having additional workspace areas the would best accommodate those that work in a cubicle environment. Most time these cubicles are not sound proof and some occasions where meetings/professional developments need to be in a more private setting. Yes, there are conferences room but most times your comfort of your space is best and you have your material there if needed.
Better training and compensation to match inflation. TRS Retirement plan is embarrassing in comparison to other departments.
Providing more skilled people in state gov student areas. Also, assessing those that do not add value and moving to develop or remove them.
Adequate staffing so I can focus on my job rather than filling in for 2-3 other positions that are open.
New carpet and ceiling tiles in Dispatch.
More flexibility to work from home. Having a hybrid working schedule will also aid us in attracting better candidates for open positions. The hybrid us to better compete against other companies.
If the manager I work with was accountable for their actions towards me. The purpose of my work is good, but I struggle with keeping that in mind day-to-day because of an overwhelming amount of negative feedback from my manager on each project I work on.
More staff for the police dept
Actually take the advice we give on operations in account. We work everyday on the front lines and when upper management does not take our advice then we are the ones that look bad.

I love my job as the {\*\*\*\*} and working for Lone Star College. Remote or Hybrid working conditions (maybe 1 day) will make my job more satisfying. I work a minimum of 12 hours a day and also on weekends. By being able to work remote this can save me the time it takes to get ready in the morning and the commute time to and from work. This will allow me at least 3 to 4 hours a day where I can spend at home and begin working immediately at the time I wake up. I can then spend more time with my family on weekends. As a matter of fact, I am completing this survey on Saturday December 2 at 1:00 pm. I've been working since 10:00 a.m. answering emails. I average around 150 to up to 300 emails on a daily basis that I have to act on or delegate to one of my staff members to handle. I don't mind the volume. I can manage it. As I stated before, I love working for Lone Star College and will continue to commit my time to LSC.

Allowing the department more input in developing their annual budget.

Promote a culture where employees can express management concerns without fear of retaliation. Despite the Chancellor's emphasis on a fear-free environment, the reality remains an abuse of power, perpetuated by the belief that a supervisor has unchecked authority. Trust is a two-way street, and if employees lack confidence in leaders, it persists as a problem. Empower staff to operate autonomously with accountability, protecting them from the disruptive and fragile egos of unsupportive leaders. Hold leadership accountable for omitting employees from taking ownership of their work, hindering them from fulfilling their job functions entirely. Address talent loss by tackling issues tied to dishonest, manipulative, and micromanaging practices, notably at ED/VP/AVC/Sr. AVC levels. Insecure leadership and unbearable drive to climb a professional ladder is a common issue within this level causing a great aversion of revealing any perceived weakness or acknowledging superior knowledge in their subordinates. This neuroses personality hinders the inclusion of subject-matter experts and discourages seeking feedback from employees below them. This cyclic anxiety, occasionally malicious, results in significant, system-wide negative impacts, some reaching the board. Staff members are left to rectify the mess they themselves caused. Include all relevant stakeholders in decision-making to ensure informed choices. Too often decisions are made by leadership without consulting business owners and stakeholders possessing valuable information and experience. This dismissive attitude, driven by a need for control, prioritizes personal interests over what's best for students, staff, and the community. This results in decisions based on partial, assumed, or fabricated information, excluding those who truly own the project, neglecting valuable input based on employment levels diminishes its worth and undermines a culture of appreciation for diverse perspectives.. Transparent communication is crucial The absence of and/or timeliness of information-sharing, especially regarding changes in staff (new hires, terminations, reorganizations, etc.), fosters mistrust and isolation among employees. High-level position changes impact more than just the overseeing area, creating confusion and frustration among staff outside of these areas who are left to figure out the situation. Middle management's desire for exclusivity hinders the smooth flow of information, leading to a withholding of details that should be communicated, if they are informed at all. A lack of communication fuels chaos, uneasiness, and speculation among employees, resulting in the sharing and acting upon misinformation. The presence of favoritism in promotion decisions undermines the fairness and equity of the workplace. When promotions are based on personal preferences rather than merit and qualifications, it erodes employee morale and fosters a sense of injustice. This not only diminishes trust among the workforce but also hampers overall team dynamics. This practice fails staff professionally, reducing a productive work environment where promotions are not awarded based on employees' skills, achievements, and contributions, rather favoritism and creates a "why bother" attitude. Human Resources functions mechanically, focusing on procedural tasks rather than actively improving organizational culture or addressing supervisor-related challenges. There's a need for HR to offer guidance and advice proactively, even without formal reporting. The lack of a supportive resources for supervisors and employees results in escalating situations to detrimental levels.

A more responsive and proactive HR approach is necessary for fostering a healthier work environment. Address the urgent need for comprehensive training across finance staff, from AP to Procurement up through and to the CFO level. The alarming absence of communication and consistent processes is astonishing. Untrained, but capable, staff grapple with a lack of knowledgeable and experienced leadership, fostering an environment of cover-ups, confusion and dishonesty. Disorganized management impedes efficiency and undermines effective decision-making within the organization. A possible solution involves reinstating seasoned staff who understand their roles, state laws and regulations, and a thorough overhaul of leadership to bring in experienced, knowledgeable individuals capable of effectively managing the department. The lack of communication and mishandling of operations and budgets in all areas under the (\*\*\*\*\*) persists. This issue extends beyond the (\*\*\*\*\*), implicating the organizational structure and the (\*\*\*\*\*) for the division. The entire division operates on smoke and mirrors by self-imposed experts, exacerbating the problems of neglect and mismanagement within these departments.

Easier? Difficult work doesn't scare us, but no time to do the thought work means we don't get the best from each other. I would appreciate a little flexibility in work space and adequate staffing so we can work reasonable hours as exempt employees.

A set direction and communication from leadership

Allow hybrid remote work for all job positions where applicable, including part-timers.

I would like to see more transparency/accountability in my area. Again, since returning from Covid, the department lacks respect - the positive culture has diminished

Competitive salaries would make the job more satisfying.

a work from home or hybrid option

I believe having a flexible schedule would make work more accessible and more satisfying.

I currently have the responsibility of two full-time roles, {\*\*\*\*\*}, but my title and job description heavily favor the video production role. Digital Signage administration is lower priority due to my assigned workload. My work as a sysadmin can also be frustrating because I do not have the authority to implement policy, though I am asked to create that kind of content. A "best practices" document was created, but that is not the same as a policy with standards that can be enforced. I also do not have any authority over signage purchases. I say this not because I want to be the ultimate authority, but because signage installations exist that are not part of the LSC signage system. To my knowledge I have had the same responsibilities throughout my employment at Lone Star College, though my title has changed. It is one line in my job description that covers training new users, troubleshooting issues, ensuring the system is working for everyone, and testing and implementing new ideas for content and delivery. What could make the video production part of my job more efficient is to have a specific budget for equipment/production that I have some control over. Early involvement in the planning of projects where video production is needed would also help, because that is where decisions are made that affect how it can be produced. Past a certain point, the video can only be made a certain way to meet time, budget and staffing constraints. Performing the sysadmin function of my job is fairly simple at this time because it is not the focus of my day-to-day. I only get to focus on it if something breaks or someone has a question. The system is currently held back by a significant number of old players (circa 2009) that would cost around \$100k to replace, based on the last estimate I was told. What would make either of these functions more satisfying would be receiving recognition for outstanding effort and major wins

the video productions have delivered, or for a digital signage system that has been extremely stable for the last 12 years, minus the 6-12 months it took me to get familiar with the system and stabilize it. Videos are responsible for a fully staffed Police Dept., beating the Fall 2020 enrollment predictions by 6%, and other significant objectives, yet I have to prove myself to every new hire at the head of the {\*\*\*\*}. Compensation commensurate with these responsibilities would create some satisfaction as well. I am currently compensated much less than a Sr. Sysadmin in {\*\*\*\*\*}, and that role has none of the additional responsibilities of a video producer. In my research I found that {\*\*\*\*\*} sysadmins are paid close to the national median for their role. Video producers in the Advertising and Marketing segment have an even higher median wage, according to the Bureau of Labor Statistics. I am short of that by around \$50k, and the work I produce is significantly above the median.

Although the time off we are provided at LSC is tremendous, additional flexible work opportunities, such as occasionally working from home, would make the positions as LSC more competitive and satisfying.

There is nothing I have to mention in response to this question.

Appreciate and value long term employees by promoting based on tenure and experience (promote rather than hire from outside when possible). Provide adequate budgets for departments to perform at the best of their abilities by having resources, training, and staff needed. Don't allow high level leadership to destroy departments because of personal agendas or vendettas.

More opportunity for growth in departments or raises so it doesn't feel like once you're happy in your role that you're just 'stuck' there.

We need to have better systems and procedures but all in all we have a good system going. Supplies and better technology can also be a thing to consider.

My department has changed leadership and I am delighted with the results. I get better communication, specific instructions, feedback, and training. We are on the right track.

Decrease the bureaucracy in which it takes to actually get important work done.

Insure there is better communication between the supervisor and their employees. Supervisors not showing favoritism.

Core hour flexibility and remote work options.

Adopt Chancellor Procedures

Flexible working arrangements, better system-wide college cohesion.

High Level: -More transparency from the leadership regarding goal-achievement and strategic vision (to inspire employees to make a difference) -Clear communication of goals, changes, and responsibilities to understand how we can contribute -Create an effective culture of accountability where everyone is expected to do their job -Building relationships with the community Lower Level: -Flex time policy if working on the weekends or after-hours. -Remote work 1 day a week could help alleviate the transportation expenses (I commute 1 hour one way). But I understand that this is what I signed up for. - Ability to get to know employees at other departments and collaborate -An improved working culture where everyone contributes and supports each other -An opportunity to volunteer to help improve our culture

Give me the authority to enforce best-practice standards and personnel to train, so that I am not limited to what any entry-level camera operator is capable of and can leave a legacy here which is actually sustainable.

More resources. We seem to take on more and more responsibility over the years without any regard as to how overloaded a person is becoming until we burn out. We seriously need to look at our workforce and how understaffed we are to try to help the mental and physical wellness of our employees.

Often time there are system initiatives and, changes that I don't receive communications or directions on making sure the communication are coming through to all.

My job would be more satisfying if I had conversations with my supervisors about how I am doing. 30-60-90-120 day reviews about overall performance and areas of strengths and weaknesses would be helpful to me.

I do wish there were more options to work from home.

I hope that Lone Star College can adopt more flexible working hours and a hybrid working model. This would be particularly beneficial for roles that don't require direct face-to-face interaction with students.

Budgetary consideration for adding new positions as divisions/departments grow as well as funding to provide promotional opportunities to employees.

There should be a designated trainer to help with the SOP and guidelines. When I joined the department, they had experienced personnel to train me, but she was very busy with her workload, so I felt lost and unable to do the task correctly, which caused a delay. I wish there were procedures to base on and the scope of the work to follow. I don't see documentation but word of mouth from each employee based on their preference, which might need clarification or misleading to perform the work incorrectly due to bad habits.

Make sure all security cameras are working properly.

A work from home option. An employee lounge with recreation and food options. I kinda wanted a basketball court near the gym at system office.

It has already begun, but to ensure the leadership is trained for the positions they hold and to ensure that they are held accountable for the items they are responsible for completing. I know life is not fair, but at the same time how can a person in a supporting role be held responsible for ensuring their leadership is completing a task when that person or persons doesn't make decisions or expects their team to always hand hold them

Flexibility with work hours and work from home options.

LSC could provide more training for my position. Also, provide fair and equitable practices for all employees. My job would be easier and more satisfying if leadership was not allowed to openly practice favoritism and bully employees who do not fit into their beliefs or practices.

I believe having a telecommuting policy would be helpful. One or two days a week of working from home would alleviate a lot of stress and allow me to focus on some of the more analytical sides of my job.

<p>treating everyone the same and applying all rules to all. LSC needs more structure when it comes to job expectations, dress code, and consequences.</p>
<p>Clear communication of expectations. A platform for open discussion, questions, and feedback.</p>
<p>Convert my position to Executive Director.</p>
<p>Increase our pay significantly. Many of the other institutions of higher education in our area pay \$10,000-\$20,000 more for similar positions. Over the years I have seen good coworkers and supervisors who worked hard to make LSC a great place for our students and staff leave for other institutions due only to monetary compensation. I think that we as a college system could do better for our employees than that. We should be attempting to retain the best possible employees, but in order to do so we must at least match the compensation they would receive elsewhere.</p>
<p>Make working from home an viable option</p>
<p>LSC could implement WFH at least 2 days per week. Those of us who have a long commute would benefit both financially and mentally from spending less hours getting to work.</p>
<p>Increasing the staff to help with the increase workload in our department. Bring back the the second Analyst I position we lost in 2019 during budget cuts. Adding a new position either as Assistant Director to help the (*****) or Balance Sheet reconciliation manager to have an overview and improve account reconciliation and identify errors soon rather than later. Having two people crossed trained on job duties allowing employees to take time off and still having the job completed. Also the automation of our annual ACFR report at year-end and the automation of account reconciliations.</p>
<p>For the Police Department: longevity pay, incentive pay for Spanish speaking, levels of TCOLE licensing, increased rate for differential pay (night shifters)</p>
<p>The College could offer a hybrid work schedule that allows employees to work from home and in-office.</p>
<p>really look at how many hours leaders/administrators have to put in which is creating burnout. True mental health awareness, skills based training, and increasing the staffing would go along way to help.</p>
<p>If I could attend official professional training on Procuring Goods/Services for Higher Education in my Specialized Area it would help me perform my job easier. I don't think the word-of-mouth of how to do it is sufficient for a professional-level job with great responsibilities. My boss tell me to ask so-&amp;-so how to do it (different specialized area) or do it like so-&amp;-so did it (outdated examples) is frustrating. I don't think it's too much for LSC to send their professional employees to outside training for a specialized responsibility. I have never been denied training before coming to work at LSC. If LSC had Standard Operating Procedures (SOPs), it would make the job easier, but LSC doesn't have any standard procedures.</p>
<p>N/A</p>
<p>nothing at this time</p>
<p>There is a tendency for those making decisions to be inflexible and short-sided when problem solving which often result in solutions that are ineffective for the long-term. Changes to procedures, timelines and policies are sometimes made without fully understanding the ramifications they have on day to day operations. Employees that could contribute historical knowledge and expertise when looking for</p>

solutions are often undervalued or overlooked. Academic aspirations are important but meeting the needs of our students and community partners is more than just what we can offer in the classroom. Developing relationships, building trust, collaborating with community partners to identify and meet future needs are equally important. We are a community college and that encompasses so much more than just our students.

At this time only thing is get a good lunch venue for employees.

Providing more opportunities to earn certifications.

Flexibility and Work-Life Balance. As well as Fair and Comparable Compensation (especially with having both BS and MS degrees).

Honestly, our department just needs more people. We could use one, preferably two more curriculum coordinators to help level out the workload. One more manager would also be good. There are so many things we want to do to help grow and develop our team to better support our faculty/curriculum teams but we are overloaded and don't have enough team members to give each curriculum team enough support. Knowing that my team has the people/time to support their teams would make my job easier and more satisfying.

Fill lost positions. We lost one senior position at the beginning of COVID because someone transferred out of the department. Due strictly to budget, without concern with need or workload, we have never filled that position. In addition, our (\*\*\*\*\*) has only had an incumbent for half of the past 4 years. Now, it is filled with a consultant who is focused only on Operational audit issues and not the day-to-day duties of the position. This means the remaining senior employees have to handle extra workload beyond their assigned duties. Finally, Expertise is no longer valued, but expected and taken for granted. Sure, seek training as long as it is free. And, train others even if they do not have the skillset or available time.

I am perfectly satisfied with my job, however some of the very cumbersome processes make it very difficult at times.

Nothing it has been a great experience working here at Lonesyar.

Everything is hard. The opportunity or momentum is often lost before we take action. Purchasing, payables, HR, etc. There are so many people between the program's needs and delivery. It often feels like the departments that support student success do not have a sense of urgency or requirement to act and support departments that work with students, equipment, and needs every day. Our students suffer because of our processes. You cannot run an equipment-intensive program without the ability to maintain it all. I would appreciate the opportunity to move from good to great! To be able to speak the truth in an industry that I am considered an expert in all around the country. Everywhere but my own employer. I would like to have the opportunity to grow our already successful program. To be trusted and also held accountable.

Hire more staff. 9 times out of ten, our days are stretched thin as we work to maintain front desk as well as our back office work.

I would like to see cabinet members and their associated employees housed in one location instead of scattered around the campus.

More flexible schedule. (I am professional staff who have to be on campus 40 hours per week.)

Provide a clear and transparent career advancement path that would be valuable. Having well-defined promotion criteria, mentoring programs, and opportunities for growth and recognition would motivate employees to strive for excellence and feel valued within the organization.

Promote a healthy work-life-balance and ensure that we have the proper tools and resources needed to implement a work from home approach, where employees can have more flexibility and enhance their productivity by accommodating our different work styles. It will reduce our commute stress and foster a better balance.

My job would be a bit more satisfying if some people did not micromanage their departments/employees. I would also appreciate being celebrated and supported outside of my office.

Update Winship building. It is OLD. Bathrooms (on R & R for 2025-2026) Classroom locks don't work. Air conditioning causes so much condensation it "rains" in some of the classrooms. Need new paint.

Adequately funding staff positions in my department. Not relying on grant funding for ordinary things that should be funded as part of the regular budget.

Become a full time employee

I didn't have any training materials when I came into my role, so I'm making a job aid for the next person to fill my role so they won't be so lost. We need to ensure that employees are provided with materials to help them do their job after being trained so they have it as a reference. I think friendly working relationships will make our jobs more satisfying so we could focus on more colleague connection events that have you meet someone outside of your department. This will make it easier to reach out to other departments when we need to collaborate. Working in the Student Services department can seem a bit unfair sometimes when we are required to work on Super Saturdays/Evening events without getting any flex time back. Other departments aren't required to work on the weekends and special events like the Student Services department is. It would be nice if we could adjust our time for working those Saturdays/events. Being recognized for the work you do would make the job more satisfying. I know there are set education and years of experience required for certain job titles, but if someone is doing the work without receiving the appropriate title due to lacking those qualifications, it's quite unfair. I have seen many people doing more work than what is included in their job description and being held back from advancing because they lack either a degree or years of experience.

Here at {\*\*\*\*\*} campus, it is hard to move up from the position of Academic Advisor, as there are limited positions for us to grow into. We do not have the resources (budget) to do so and that is very discouraging. This is especially the case when I see opportunities at other campuses, in comparison, and they ARE getting the resources. I wish that it really was One LSC, but unfortunately, we are not there, yet.

I hate to be negative, but we need more competent managers and directors. Something has changed in the hiring process these last few years that people are getting hired just because they have high level degree, but they do not have any of the actual experience working in a particular department/field. This has led to many good employees getting burned out and leaving to seek employment else where.

Streamline a lot of our processes, especially for registration.

My building (and many of the buildings on my campus) desperately need renovating. My office suite often smells musty, and the walls have not been painted in nearly twenty years. It is hard to enjoy working in an unpleasant environment.

less but more clearer administrative procedures
So far, I believe I have all the tools that I need. It will just take time to make sure I'm utilizing all that the college has to offer to make my job easier so that it is also easier for the students.
Regulate the temperature in the buildings.
just having the people & training available to help when needed.
getting the help that I need. Alot of work is pushed on one employee and it leads to burn out. Also leadership has double standards. Leadership can take off whenever they want to, but tell their direct reports they cannot. Also, WFH will be very nice.
Consistency of information communicated including updates. A focused software aside from Outlook to communicate throughout campuses with provided training.
Before decisions are made that affect my day to day work, it would be nice to have input into them.
Consult those of us who are in the trenches doing the work before making major changes that deeply affect our jobs negatively, and make our work harder.
Involve faculty in more administrative decisions. Solicit more feedback before making sweeping decisions.
I can't think of anything in particular.
Ability to work from home
I am still new to the LSC employee family. I currently do not have feedback for this questions.
Our department needs to be properly funded so that we can adequately assist students. The college continually reduces our staff yet demands that we meet growing service hours and provide additional services.
I have a very unique situation. Meaning, I have a disabled high schooler at home, a newborn, and a husband who works overnight. This said, there have been many times when leadership has made comments that have made me feel as though my job would be at risk if I am not able to take certain evening assignments, despite my transparency about having no one to take care of my children if I am placed on an evening assignment. Unfortunately, my family dynamic cannot waiver, however, I have heard comments like "Well you really don't have a choice" or "That's a part of your job and if you don't then we can't justify needing you". This makes me feel cornered and quite frankly very uneasy as an employee. My desire is to be an exceptional addition to LSC with an exceptional tenure (hopefully 20+ years), however, comments as such makes me uncertain about my future here. I started at Lonestar in 2018 as a part-timer and transitioned to full-time in April 2023. I am very loyal and committed to Lone Star but I am beginning to feel as though it is not a mutual relationship. To make my job easier, it would be awesome to be able to work more openly with upper management and coordinators to create course offerings that benefit the students but are also in consideration of the instructors, especially those with special circumstances. Creating a general course schedule is great, but having an instructor work 9a-1p and 5p-9p classes that overlap is difficult! 12 hour days are very hard, because in actuality, for me, those days are 15-hour days given the 1.5-hour commute both ways. I believe creating constant mid-day

courses (1p-5p) will increase student interest, but also create more opportunities for course loads to be met at home campuses while allowing adjuncts to have courses as well.

I am a new part time employee, and finding resources available to me has been an experience. It would be great if LSC would offer more hands-on and virtual classes for new employees. For example: Microsoft Outlook, Excel, and professional development classes. It would be a little easier to get acclimated to working here. Also, what resources are available to new part-time employees? Creating a new hire packet/kit would be helpful. Or a new hire luncheon discussing resources for new hires.

Provide more benefits to Part-time staff and similar treatment as the full-time staff.

Maybe somehow allow more for the research component that is essential to an institution of higher education. I understand LSC is more a teaching institution, and I respect that and was aware of that when I applied, but I think that research should be given more importance since it seems to be truly essential to a flourishing intellectual life of the faculty and also the institution. I don't know what that would like practically speaking...maybe reduce the course load by one course, 5 to 4.

Try harder to fulfill its actual educational mission instead of alternative goals imposed on LSC by its most recent chancellors: becoming bigger (both in terms of campuses and enrollment) and more corporate (most significant power at the top; emphasis on hierarchy and the authority of position rather than training or experience; the reflexive dismissal of suggestions/requests from the burger-flippers and order-takers of the institution (that is, faculty and staff). Above all: help me feel again that I work for a college instead of an educational services non-profit focused mainly on enrollment growth and the opening new campuses rather than student success. (Yes, they are contradictory.)

Fewer online classes, smaller class sizes, more tutors and counselors and advisors. More advisors learning of students with full-time employment and who need academic and technological support. Steering those students to more support or fewer online classes. Fewer administrators adding to faculty, advisor, and staff to-do lists. More advisors acknowledging that faculty, advisors, and staff are spread too thin over too many students.

N/A

Making the campus more accessible for the disabled. It may seem like it is, but it's not.

The timing of training is sometimes done at times when instructors are in class. Training should be at multiple times so that all instructors have an opportunity to attend.

I have been an advisor for over 25 years, first part-time and currently full-time. The job responsibilities and requirements have changed dramatically, especially since Covid. From my perspective, and many of my peers, it seems that any new process or procedure that has to do with student enrollment, retention and completion is given to advisors to add to our al-ready heavy work load. We are being asked to do more with much less, less advisors, less support from system office and decisions being made by people who have not done the job or did the job so long ago they do not remember.

I would like to see virtual support groups and student organizations for online students

Either leadership changes or comprehensive training for the current leadership are required. This would contribute to fostering a healthy work environment and ensuring essential transparency. The existing culture is impaired, and to remedy this situation, it is imperative to alter the individuals overseeing our daily activities and introduce someone who inspires us to succeed.

<p>Provide more flexibility in the workload between institutional service and teaching. It would be nice if those of us who pour ourselves into working with students on clubs and competitions and independent research could perhaps teach one less class ... perhaps give the deans a certain amount of class releases to give to those who do more other stuff (with documentation of course, to show what that person is doing instead, and to prevent abuse of the policy).</p>
<p>I would like some improvement in classrooms. For example, installation of a black board to write on for reminders or additional explanations.</p>
<p>Give faculty control of curriculum and instruction and believe them when they express concerns about student success.</p>
<p>At this point, I am quite satisfied with my ability to successfully perform my position.</p>
<p>N/A</p>
<p>More social events where faculty could interact with faculty from different disciplines. Not professional development activities. Once in a while a social gathering would be great.</p>
<p>Giving me more tasks to do or training me for tasks that I don't have knowledge.</p>
<p>The option to work from home some of the time would help tremendously.</p>
<p>Improve work/life balance with a work-from-home or flexible schedule policy</p>
<p>More funding at the campus level.</p>
<p>The number of hours I work each semester is limited by the budget. I currently do not work a full 19 hours. Lone Star College should ensure that all PT employees work 19 hours regardless of the budget. I'm searching for new employment because the hours are so inconsistent.</p>
<p>Better senior management for CE</p>
<p>I have to admit that I would love some flexibility in working some days remotely -- not all, but some. I find it important that we do come to campus regularly, but during COVID, I accomplished so much work at home where I did not have the constant interruptions. I was more confident that the data in my reports was accurate without having to triple check it because of interruptions while working on the report. I was able to focus better, and frankly, it helped to be able to get up and throw a load of clothes in the washer or dryer throughout the day. That made my work/life balance so much easier, because I'm not doing all of that on my weekends. I could actually rest and rejuvenate on the weekends. But I especially loved the time working at home for the ability to focus. I still want to come into the office perhaps three days a week, but having two days/week to work remotely would truly help my productivity.</p>
<p>Better communication between teams, and ways to express policy guidelines and limitations to teams representing a customer from my role's perspective. Another way to say it, if my team is limited on what resources they can attain and allocate it could be reflected at the college level in policy. This is important due to it reducing clashes formed from out of scope requests. And helps there to be clear cut fiscal responsibilities to ensure any money spent, is being done so for the betterment of the organization and it's students. Avoiding purchasing of something akin to a toy, that will never see value to the organization's services, and more often never even see use.</p>

We need better leadership that knows how to communicate effectively. It's very hard to work in an environment where you are not trusted to do your job. Coming to work was a joy for me but now with so much uncertainty, it depressing to come to work. I have a passion for what I do but I feel so unappreciated.

It would be amazing if we could update some buildings on campus. There are a lot of things that could change within the buildings that could help make navigating safer and more convenient - for example, nicer restrooms (and more restrooms) and walkways (for rainy days). I think it would also be great to build communities with other LSC campuses, as it does feel like there is a disconnect sometimes.

Less emphasis on enrollment numbers at the cost of quality, rigorous education would be nice. Also, while I greatly prefer teaching face to face classes over online, the student demand has not yet reached sufficient numbers to go back to teaching only face to face. With that in mind, if faculty does not have a face to face class on a given day, they should not be required to be on campus, especially when they can work more effectively and efficiently from home on those days. Requiring faculty to show to make "face time" is unnecessary and demeaning.

Increasing the number of hours I can work as a part time employee and/or increasing my hourly pay due to my degrees and years of experience vs. having one set pay for everyone who works in the same role as I do.

Nothing, I like everything about my department.

Increasing pay by a bit. A lot of us cant support ourselves with the money we make and the rapidly increasing prices of everyday goods. I'm currently in a tier 3 position {\*\*\*\*} and I make very slightly above average of the average salary in Houston. Similar jobs from school districts and colleges pay more for these positions. I know because I used to work in some of those positions

Easier access to information required to do the job.

Make improvements to old infrastructure that pose an imminent threat to the health of students, faculty, staff, and administrators.

More funds for tutors and departmental resources (resource library for adjuncts, for example)

more time to get those jobs done, I only have 16.5 hours a week to get them done.

I would appreciate a response to my JAT submission of October 4, 2023, by whoever is responsible. I have been an employee of LSC over 27 years. Twenty -five of those years responsible for duties requiring interviewing, hiring, training, and supervising as well as other duties that are (and have been) listed as job duties of Coordinator positions. Throughout that time my counterparts at other campuses have obtained job reclassification to Coordinator with corresponding pay. I have been told by succeeding library directors that my position would be reclassified soon. Then told there was no funding, or the duties I was responsible for were re- assigned to others. Then they would leave, and I was re-assigned those duties, and more. Directors goals and agendas may not include this reclass but I'd like a response.

1. Less micromanaging by managers (deans) over qualified faculty in their curriculum and professionalism.
2. Much, much, much less noise emails from every department that do not immediately address student safety and learning. All other departments should NOT push their noise email.

<p>Let faculty evaluate their deans - we need to give them feedback about what's working nad what are some areas for improvement. So far, there's no official/formal way to provide feedback for them. Also, budgets. I hear from (*****) that "we hace no budget" for whatever it is we ask for. Example: A substitute is needed for a class b/c it will be more than just one day and the students can't just work in "D2L" , but we are told "there is no budget for subs" . We have adjuncts who could sub, but there's no budget for them. Why not?</p>
<p>More appreciation for our work, and understanding that resources (both human and financial) are vital in ensuring folks can be successful.</p>
<p>I would like more conversations with students. Occasionally, the students seem like numbers on a screen. I am guilty of putting them in that box, but I would like an opportunity to listen more closely to their needs and wants.</p>
<p>Provide more advancement opportunities.</p>
<p>Nothing</p>
<p>1- have a unified process: I work in 2 campus and each campus has different process for entering grade,etc... 2- allow adjunct to work more. the limit of hours is extremely frustrating. 3-explain how an adjunct can become part of the online university...</p>
<p>n/a</p>
<p>Support my supervisor in any way she would benefit. She is a treasure.</p>
<p>I want more resources to promote professional growth among faculty and advisors, especially adjunct faculty. Additionally, establishing better lines of communication across my campus and the college can help me be aware of changes, updates, and innovations that can help me and my unit better serve and support our students.</p>
<p>Allow me to choose my own text and digital teaching tools (Achieve, etc.)</p>
<p>Nothing</p>
<p>Better leadership, specifically supervisors. LSC need to create required professional developments for all leaders on how to create a safe space for employees and staff regarding work environment. Micro-managing and micro-aggression emails are not effective. It pushes good employees to look elsewhere.</p>
<p>I really do enjoy my job and I do not have any complaints.</p>
<p>Trainings and support for mid-level employees when it comes to one the job training - supervising, hard conversations, managing from the middle.</p>
<p>At this time, I have no complaints in this area. I work with a wonderful group of people and my director listens and makes the department a very satisfying place to work.</p>
<p>I would like for LSC to carefully examine anyone who is hired into a supervisory position. All supervisors should hire in as a temporary position until there is feedback about their job performance. And that feedback needs to come from anyone that falls under them. Example: VPAD- let deans, managers, DOMs, DOSs, staff assistants ... give feedback before it is made permanent. There is an article in the</p>

December issue of AFT that the chancellor needs to read. It is written by a Math Faculty from Montgomery and he actually talks about this very thing.
Be flexible with how we do the job. People who get job done work better in a flexible environment.
Increase pay. Provide money for maintenance of equipment.
PAY RAISE
Increased support from the entire system. It is semi-divided on some things as individual programs, and together on others.
Have qualified staff teaching our certification program.
More flexible working hours and opportunity to work from home.
More flexibility in schedule! (Ability to work from home occasionally, or alternating schedule, or when family members are sick) More thorough training for new hires. Bigger budget for our department. Job Aides are great but sometimes just having a person help you is a much nicer experience.
Offering flexible or hybrid working conditions and improved pay.
more hours
better manager training to prevent micromanaging -@ training for all departments in order to stick to one process and not have everyone doing things their way. It leads to a lot of inconsistency. -@ Do not hire underqualified managers -@ Create a positive work environment
First and foremost, I want to make it clear that I love my colleagues, students and classes. If LSC was taken over by any large company in the private sector (Amazon, Apple, Home Depot, Starbucks, etc.), most of the management would be dismissed. Our focus should be #1 serving students, #2 being profitable. We MUST streamline the registration process, payment process, purchasing processes and focus on not wasting employees, staff, and administrators work time with procedures that were created in 1975. I CHALLENGE any administrator to simply go through the steps of registering and paying for a class and you will see why I am concerned about the incomprehensible amount of time students and staff waste. Remember my priorities students/profitability. I would be happy to elaborate on the above statements if given the opportunity. (*****)
nothing at this time
Better screen those who are wanting to be in upper management.
I have gone to my direct supervisors as well as (*****) and HR about issues within outreach and everyone not pulling their weight. Complaints about working late or weekends is always an issue. I have more flexibility but refuse to be the only one helping all the way.
I think a bit more transparency on funding models would help everyone realize the budgetary constraints that various parts of the college deal with. That would help illuminate rationale for decision-making, as well as dispel some of the misinformation that often comes about because people are not given full information.

Flexible work options and hours. Campuses have to stay open too late. It is a burden on the managers at the campuses to have to staff until 7:00 p.m. It would be wonderful if we closed at 4:30 or 5:00 but kept Saturday 9:00-1:00.

Need to have a clear focus on education. Accessibility and use of technology in the learning process do not ensure student learning.

Centralizing and optimizing certain processes. We are so large that it is often somewhat difficult to find accurate information or business processes. Or, when they are found, they are not always followed. Our SharePoint has some fantastic tools, but is often bogged down by irrelevant or, more troubling, outdated information.

I think competent good hard working employees end up carrying a lot of dead weight. There is no incentive to try harder (raises, stipends, perks) and few consequences for poor performance. Because of this There seems to be a lot of people coasting until retirement or they find a new job. It is hard to stay motivated when you know you work harder and have nothing to show for it except even more work. Because people know they can count on you. - @a work from home policy. -It is hard working on a campus where we are not one team. Having The Business Office, HR, Facilities and OTS report to System Office makes it very difficult to handle interdepartmental issues. no one has to compromise. Because There is no intermediary to reach common ground. in many of these cases you get all the way to The Chancellor before our structural hierarchy overlaps. It leads to a toxic situation and both sides think they have the high ground, but who even decides?

Foster creativity. Have creativity workshops or guest speakers who inspire. Right now, we don't have that, and it impacts my morale. Trust your instructors to do the work. Acknowledge the years of dedication it took to become an instructor and get to know the important awards. There is such focus on other departments and sometimes instructors are not even mentioned. We worked hard to get where we are at. Acknowledging this sometimes is essential and needed. Can we celebrate the teachers too?

Make tutoring available for all subjects, minimize administrative tasks for faculty, streamline registration process, ensure counselling support / track troubled students.

Honestly, I don't know. I work in a division where any hint that there's a fracture in its much lauded team would set off a witch hunt. I'm paranoid that anything I write will be dissected by my supervisor. I am good at my job, but I'm not even acknowledged in meetings anymore. I don't feel valued.

I would like to see hardworking individuals actually be rewarded and would love it if the system stopped moving people around to cover up failures.

Clear paths of career advancement, i.e. "you are currently here, you need to do x, y, and z, and you could move to here or here" Mentoring of some kind at the campus level so that brand new employees can be brought under the wing of a more seasoned employee with meetings in the first 30, 60, and 90 days

Policy changes to pre-Covid.

Structure the System Office in such a way as to support the campuses. Many people in many positions but it is not always apparent how they impact and/or provide support for campuses and students.

Comunicacion del director con sus subalternos. reuniones por lo menos 2 veces al ano de las inquietudes de los subalternos .

Review and simplify operations to maximize effectiveness in focus areas as one LSC
Having the correct supplies, proper team work, more meetings, and understanding
I'd like to see more support from my campus and system in targeted marketing and promotion of specific programs.
There is no commications in facilities and there is a lot of favoritism and discrimination
Don't like having to do the sexual abuse training every year. Once I've completed it every few years to repeat is okay but not every year.
Better leaders
It would be nice if someone, anyone would listen to our concerns. My current department is desperately understaffed. But yet upper management has declined several candidates after initial interview.
Provide more financial resources for travel or registration expenses to seek discipline-area professional development at virtual or on-site conferences or workshps.
En lo personal que tomaran cartas en la Administracion del Departamento de Facillities ya que no existe la debida comunicacion y la igualdad en el trabajo.
Continue upgrading technology as it relates to what we do.
Honestly, my immediate leadership (Director) is stellar; she goes above and beyond for both our students and her team. Sadly, she is forced to fight on a daily basis for her team to be fairly treated. So, Lone Star College could take a more active role in making certain that campus leadership (presidents, vpss, vpi) are adequately, fairly, equitably performing their duties with respect to employees. Registration, retention, completion numbers are very important, however, if you're not taking care of your employees who's responsibility it is to interact with students on the daily, then as a campus leader you are failing.
In the Spring semester, there is a month and a half gap between paychecks for the adjuncts. This makes it very difficult to manage my budget.
more support from department chair and dean to make improvements department wide, time for implementing changes
I would like more opportunities to cross-train. I'd like to learn about the other functions of the college.
More Pay.
I would love to come to work and not worry that every word, tone, and facial expression made is being taken personally to be used against me and ultimately cast me out because I do not fit the agenda the new LSC Kingwood is becoming. Not to mention having a male authority figure have to have my direct supervisor relay to me that my clothes are inappropriate - WHY ARE YOU LOOKING? But it is fine that other department leaders can come dressed in sweats everyday. I fear every day now that I will be called out again in the middle of the admission's desk, in front of students and parents as well as colleagues because I am concerned for my safety regarding my name. I am tired of the bullying and constant breathing down my back when fellow coworkers of a different nationality do NOT get the same treatment and it is vividly obvious. It would be nice to be able to stick to policy and procedure than have

someone in a leadership position try to threaten and intimidate you into breaking such rules to fit what they are demanding. And when I do not waver then it feels like my job is on the line because, again, I am not fitting the agenda that LSC Kingwood is trying to push. For as long as I have been employed here, I have never had any issues with how I do my job, but all a sudden it feels like stern eyes are on me waiting for that tiny slip up or stance taken against to be the reason I am replaced with someone that can speak Spanish. It is sickening to think I will not be able to move up nor apply to another position because my last name is not of Spanish descent. To watch certain students be singled out under the mere impression they might speak Spanish and others get ignored is disgusting, what happened to everyone has an equal chance? I do not like the pressure at the possibility of getting a meeting because someone who had {\*\*\*\*} personal cell phone number wants to report I was being racist being I did not tell them what they wanted to hear and {\*\*\*\*} of the campus has told them to contact her when they do not get their way. I also do not understand looking at Google reviews when the only people making Google reviews for a COLLEGE are people who are upset they did not get what they thought they should, do not understand the process, and has no where else to express this because they know they are in the wrong and do not care to take it higher. I do NOT like being treated I was in the wrong without have a proper discussion with both parties, it's just automatically assumed I am in the bad one, again, because of the department I am and my skin tone. Others do not get this same treatment and anyone with eyes can see this. It is made obvious and clear to new hires without a word being said to them as they question it on their first week. I would like to go back to being left alone to do my job that I know how to do and not be questioned nor threatened to do by someone who does not know the difference between a FERPA and a parental consent nor someone who has only degrees in BUSINESS and none in EDUCATION.

Either a flex schedule - something in the vein of as long as you get your job done and work your scheduled hours - or a hybrid work from home/office policy. I know work from home policy is tricky because not everyone can do their jobs from home (i.e. facilities), so they would need a policy that was flexible as well.

BE FAIR! This college system has become nothing more than a social club for certain groups. First, it was the elites who wanted to make the college a pristine university that could compete with UT and TAMU. Faculty and many administrators had little clue about how higher education administration works. They seemed to forget that federal, state, and local laws must be followed and applied to decision making. Now, the social club has changed. The current social club -- who just appoints friends, family, and anyone the club can get to do "dirty work" for them is what makes up the current climate at LSC. Mostly, this "club" is anyone who is lacking education and experience, and who hates white people. They are the ones who are getting leadership positions. They are bullying older employees who do not speak Spanish. They are lying to their Presidents. They have an agenda -- to get white people to hate themselves and to get older white people to resign. This is NOT the community serving institution I want educating my future grandchildren. There must be a training for (interim) leadership that makes clear that bullying staff and retaliatory behaviors will not be tolerated. Better yet...stop hiring people who have little education, less experience than most of LSC employees, and who have personal agendas that do not align with the mission of the college. The college needs to be inclusive and fair in all hiring practices. Making room for a cultural group should not be done by abusing and removing another culture or racial group. Currently, many people have been "appointed" -- we have too many incompetent "interims." These interims intentionally appoint other incompetent interims who will be silent and join in on the current culture of "abusing certain team members is OK -- more specifically, if it is done to an older, whiter employee." I am astonished at the lack of professionalism that has taken over the campus where I work. It now resembles a high school gym. Leadership behaves like high school coaches coaching a game of dodgeball, and telling those who are given the ball to deliberately hit the older, more

experienced, and educated players. Why can't all groups make room for each other? Why can't campus leadership be fair to all -- not just their social group? The current group is no better than the elites -- they are even worse because their agendas are not about improving academia. Their agendas are about punishing people who have helped the college survive floods and pandemics, and punishing them simply because they are white, they are highly educated, and they will read, know, and implement law and policy, according to state, federal, and local law and system and campus policies. There is a current culture of rule breaking and secrecy being carried out by many campus interims. Despite tons of money being thrown at recruiting resources, the college is, instead, appointing people to leadership positions. Fair hiring practices are discouraged and loathed by current leaders on our campus. Hopefully, this is remedied before the state and EEOC decide to sanction the college, but what is more concerning is how these failures of inclusion and community servicing are going to affect the future of the system and the future of the communities it (should) serve -- The LSC system is currently only serving segments of the community. As examples, I give this: An interim director at our campus gives nonwhite team members birthday cards and sometimes even parties on their birthday, but white employees do not get cards or parties. I even saw her deliberately schedule the oldest white team member to work late on her birthday. In addition, in student services, new Hispanic males get their education level (when it is a bachelor's or higher) put on their title that is on their office door. White people -- especially females -- do not get to have their education level put on their doors. This leads students to believe that the white, female employees are less educated -- even though many have more education {\*\*\*\*\*} who is behind this practice. {\*\*\*\*\*} on our campus does other things to nurture his social group and bully others, including making a white employee come to campus on her vacation so that he can chastise her for what she did on a personal day (which was simply attending a pro dev activity since he limits pro dev activities of white employees, but employees of color -- in particular, Hispanic -- can be out for weeks and months at a time for pro dev.). The blatant mistreatment is disgusting. Had it been a white supervisor making a non-white work late on her birthday while others of the same race were given gifts and well wishes, someone would be sued. Lone star should be leading the way in including all in the community, in serving all, and showing all how to be fair -- they should not be participating in divisiveness and in nurturing cultural hate and bias, but that is what is happening since untrained people are now occupying so many leadership roles.

Faculty are continually burdened with additional administrative duties without reduction in other areas of our workload. Therefore, the time these duties require can only reduce the amount of time we have for our primary concern, teaching. We sorely need a reduction in one area or the other. If administrative tasks are to continue the same or to expand, there must be a reduction in class size or course load.

I would like to see uniform policies and procedures campus wide set-in place for attendance, along with the proper corrective actions.

In my particular organization, being a male is a detriment. All females are given priority in everything, especially in class assignments and undeserved awards. Supervisor looks out for her BFF's first and the males get the leftovers, if there are any.

Be given 100% flexibility to work from home on our "prep day."

Better pay to be honest. With rising costs, pay has not caught up. I have a degree and I'm living paycheck to paycheck. We tell students the importance of a degree but the college should also show that through the pay of it's employees.

Would there be some way to reevaluate the general scope of lower-level positions? Many lower- level, part- and full-time staff positions are undervalued and underappreciated. There is high turnover in many

divisions. I worked in Student Services prior to my current position, and I can say with the utmost certainty based on my experience in both divisions that the boots-on-the-ground employees are some of the most over-worked people in the college. Compensation for these positions is also in need of reevaluation. Most of the pay ranges for lower-level positions are not livable, and I know there are people that have jobs outside of LSC to make ends meet. I know, personally, that I could not survive on my pay alone, and I was very disappointed that the formula used by Human Resources to determine my worth placed my value so low. The 4% annual raises are generous and appreciated, but in the grand scheme of things, it typically only results in an increase of maybe \$50 per paycheck. To put that into context, that's less than half of what I pay for groceries for my household every week. I really wanted to continue my employment with LSC when I changed positions a couple of years ago, however, and had the motivation to try to prove my worth. My job description is a mile long and many of the additional responsibilities I have seem to just fall under "any and all duties as assigned." I take a lot of pride in my job and work very hard; I am finding that as time goes on, though, work-life balance is difficult to maintain. I love what I do most days and would like to stay with LSC, especially as I am an LSC alumnus, but the responsibilities-to-compensation ratio is unideal. I am facing difficult choices as I examine my future for my own mental and emotional wellbeing and what might be best for my family long-term.

merit-based raises.

Have flex time.

Not sure

I currently work PT and attending ProDev sessions is challenging as I can not complete outside of work and be paid as the budget is limited for 18.5 hours. If I attend a Pro Dev session I am interested in on day off, I am not able to be compensated.

If our highest leadership on campus supported staff members. I want to feel as if my family life matters. My team is understanding that we all have personal lives outside of work, but the highest leadership does not.

LSC could increase the pay scale for the employees. LSC would have a lower turnover if the pay were comparable.

Communication is a big key to better job performance and better morale. A work from home schedule of a sort would save on Time, Money, Travel. Even one or possibly two days a week would be a big benefit.

N/A

Nothing

As a single faculty department, I'm stretched thin! As a 5-course professor that also directs productions, I'm busy constantly. All the curriculum committees, campus committees, and system committees (for workload) can get overwhelming.

Hybrid scheduling, having administrators that support the staff and don't attack them/try making them look incompetent, not having leaders who are bullies, additional staff at the campus, better hours instead of 8-7 M-Th and every Saturday.

Cut out some of the BS. A good example is compiling course outcomes or other attempts to measure student success. No one among the faculty takes this stuff seriously. It's time we were more honest about the degree to which this kind bureaucratic stuff is a big waste of time. All of us have better things to do. So much of Curriculum Day for example is devoted to this activity. It does nothing but breed cynicism.

There could be a plan of growth for staff. Hiring within and giving those who have been working here a chance to grow. Having management that is not hiring their friends. A flexible working schedule (i.e. work from home). Higher salary for jobs.

Be considerate towards employee time. Too much time on low value admin work or new systems "non-contact" hours.

Train managers and directors on how to treat human resources

Hiring more people to help my overworked supervisors so they have more time to check in with us when needed and can respond more quickly to emails.

Administration needs to work collaboratively with faculty and staff. They are disconnected and focus more on politics than helping faculty/staff to be more successful. Not sure current administration at Kingwood are capable as they are not effective leaders. Eliminate employees who are not effective in their roles. Do not be reactive, be proactive. Follow through with faculty and staff, not just give lip service to concerns. Accept constructive criticism instead of just listening to those who agree with you.

Adequately fund and staff my area. Quit rewarding those who perform well with more work and no support, and instead reward them with the resources and staff they need to continue achieving and performing at a high level. I'm all in for jumping into the gap to make things happen when they need to, but if no one sends support or makes a plan to plug the gap long term, eventually, I'm no longer in a gap -- I'm at the bottom of a hole. It's not about pay. It's about resources. Though I'd like to be paid better, paying me more isn't going to magically extend what I'm capable of. My effort here is always 100%, regardless of pay. I need Lone Star to match my investment and help me do my job and do more for our students.

Upward movement is also an uphill climb. Until recently, all the colleges allowed chairs to stay chairs until they so desired. This meant that someone needed to be vocal and fight in order to play a different role than the one that they were employed for. The recent 2-year chair position time limit has elevated this issue. However, there is still very little faculty can do in order to move upwards. Many people moving into higher administrative jobs are staff and admin with little to no experience ever acting as faculty. However, they are making decisions FOR faculty without an in depth knowledge of what it means to be faculty. Highly educated and experienced faculty who have begun their careers by being invested in students should get just an easy a chance to move into higher positions where they can flex their credentials.

Nothing at this time. It's all up to me.

Streamline processes that could be done online. Faculty workload forms, for instance, most of that information is already in the system. It seems tedious that faculty need to go through and re-enter it.

It seems that the processes (like travel processes, contracts, securing a One Card, etc) have become much more bureaucratic, time-consuming and difficult to navigate in the past 4-5 years. It is often hard to carry out projects or ideas that are spontaneous and in the moment. We get bogged down by needing

authorizations, justifications, and various levels of approval. There is little flexibility at times with business processes.
nothing, i am very satisfied with my employeer
Provide position-specific training for each role.
my working conditions as a faculty member are excellent
I would like to have my classes, my hours, my salary
It's been a little difficult being an evening professor to get copies, keys, etc.
Being able to work from home on a regular basis as our schedules, position type, and work responsibilities allow it.
Recognizing that over micromanaging a work area may be counter intuitive to productivity.
mpre work from home consideration. i am more productive and crearive at home
Teaching EDUC 1300 can be challenging and it can be difficult to ensure that all students are successful; Lone Star College could provide more support to adjunct faculty.
I'd be better satisfied if I were better paid.
Everything is fine.
A minor thing that irks me logging into the system is tedious and irritating. As an online instructor, I must repeatedly enter codes, confirm identity, and type my long, complicated email. Some shortcuts for those who login several times a day should be developed.
It would be helpful to understand the structure of administration at the system level so we know who to ask for what if our Dean doesn't know specific answers.
There's an abundance of unilateral decision making. That could change.
Obvious and concerted support of professors.
Over the past decade, LSC's hyper-focus on enrollment numbers per campus, with its daily data and ratios, has had a negative effect on faculty morale. I have classes canceled at the last minute, after literally months of prepping for a new class, reading the books, doing the research, creating the lectures, etc., and just because of some arbitrary number, all my work goes out the door. That sort of management does not respect the work it takes to not just recycle a class from semester to semester and year to year, and it is disheartening. Because of the number of times this has happened to me and some of my colleagues, guess what? We quit offering these new classes to students. When your hard work is so easily disregarded because of some excel spreadsheet, why keep putting in the work?
Be rewarded and given credit for work projects that contribute to the overall mission of the college.
Expect and demand collaboration among all departments to ensure the overall success of students and employees.

less unified across the system. Every campus is different and some of the tools that are mandated by system office are not the solution for all.

PLEASE do not get rid of Summer Fridays off. Maybe start after finals and start back on Fridays in August when it is busy. I truley look forward to the Fridays off and make apptoimnents so I don't have to take off during the school year and it gives me special time to spend with my older kids that come in for visits. PLEASE PLEASE keep the Fridays off! You don't realize how an extra day helps you mentally refresh and take care of your home life (yes, and chores too) to make everyone happier!!!

I really cannot think of anything.

End the constant extra work such as SLO and Core submissions as they do not help my instruction or student learning. Also, allow for substantially shortened annual training videos for those who have successfully completed them year after year after year. . .

Growth opportunities

Get the PTU fixed and operational to provide the actual "hands-on" learning experience

Process Tech could have more student if our equipment are working properly. Need funds, it would be great if we didn't have to spend our own money for events. Most of all the front gate is very hard to let up and down. Sometimes we have to slam it to the ceiling to stay up.

More training with Academic, Dual Credit and Workforce Advising

Have nessary equipment and Testing equipment to troubleshoot issues.

Increase facilities support for maintenance and focus on major grant programs

Be more conscious about prescribing policy to the campuses that the system office does not follow (specifically in terms of direct appointments and new position creations.) Be more reasonable in terms of restrictive campus budget allotments when the system has a plenty of money.

More money

I need support. (budget, decisions, follow-through on decisions, strength in hard times, don't gaslight me, etc.) I need some of that Jocko Willink leadership. I don't always get this support. Since I supervise faculty, the lack of support makes my job exceedingly difficult. At times, it is isolating. At other times, it is nerve-racking. This is a job within an organization. It shouldn't be this difficult. A little better pay would be nice, but support is crucial.

Balancing the challenges of life and home can be challenging sometimes. The strict no work from home policy does not align with the work-life balance motto we standby and also is not keeping up with the current economic state. There are lot of position within LSC that do not directly service students and flexibility with working from home and having a designated flex day would prove to make work easier and more satisfying.

Coach employees to understand they are here to provide a service. That we are each other's customers.

1. Train and empower staff to say yes way more than they say no, to say let me find a way.
2. Let staff have more flexibility in their schedules, so that in turn they become more flexible.

3. Find ways to show them that we are here to work together and that when we do, we can all enjoy our jobs better.
4. Do more assessments of departments with feedback from all areas they service and determine what is needed to bring in a culture of service.

I recommend that we have an position..."Administrator of TRIO Programs" for the whole system. The position would have the primary responsibility of increasing the quality and effectiveness of TRIO programs through out the LSC System. All TRIO programs...SSS, SSI, Upward Bound, TRIO ETS.

When making decisions that affect teams or groups of people, it is always good to ask input from the people actually doing the work and take that input to heart. I don't see a lot of that here.

WORK FROM HOME 1-2 DAYS A WEEK. STUDENT TRAFFIC ON THURSDAYS AND FRIDAYS DOESNT MAKE SENSE FOR US TO BE HERE. I think quality of life and moral would go way up, if we had at least 1--2 days virtual. Also bring back chick-fila chicken biscuits yeah

Creating job descriptions that actually fits the role needed rather than recycling job descriptions that does not fully capture job duties/responsibilities. Trying to incorporate several positions into 1 role carried out by 1 or a few person (s).

For some of the tools and resources provided to campuses (especially those expected to be used), get campus input and pilot with a campus or several campuses before rolling out. It makes LSC look bad and staff frustrated when we run into bugs/issues for these new resources in front of students. Also providing training and communication about the rollouts beforehand instead of post-release.

Practice work equity among all college, divisions, and departments. For example, certain student service offices are required to remain open after early releases or over holidays. As a director for advising, this is increasingly inequitable as I have to schedule staff to work when "LSC is closed" and remain on call for my staff when an issue arises resulting in me not enjoying my holidays with family. If LSC is closed or released early, all employees should be or no employees/offices should be. Additionally, working over winter holidays would be a great opportunity for approved remote work in student services.

Specifically, LSC could give us some resources and show in deed that employees matter. Most of us just want to do our job as best we can but lack of resources makes this difficult.

Allow me/us to work from home.

We are short staffed and only have the time to get the daily tasks done along with some events. I would really love to be able to be able to have time to create more programs for our dual credit students. With House Bill 8 we anticipate more dual credit student enrollments creating a heavier workload. We are working with 1 FT Coordinator for high school students and 1 PT Coordinator for our homeschool population plus myself as {\*\*\*\*\*}.

BETTER COMMUNICATION

So far nothing.

Provide adequate funding and staffing, hold people accountable for their work, award merit raises - stop rewarding low performers - our students deserve better, on our campus, stop celebrating mediocrity, and end the overt discrimination. Its way out of hand.

1. Add a point onto employment application rubrics for individuals who have completed leadership programs within the system, like The Academy, Rising Star, etc.
2. Equitably divide the high school student populations among the various campuses to feed all campuses fairly.
3. Stop opening more centers and building new facilities outside of our existing campuses until we deal with the population issues we have that already exist with some of our campuses and centers.
4. Create 360 feedback surveys for all administrators.
5. Push the board to take us back to shared governance rather than participatory governance.
6. Increase student fee that fund student organizations and stop taking the salary of full-time employees out of this funding. That is student money and should go to the student organizations. The fee hasn't gone up in more than 20 years and some of our programs are struggling with the funds being slashed through the pandemic.
7. Stop cannibalizing the Tomball campus to open other campuses and cutting Tomball campus off from streams of students by taking away our ISDs/High Schools that used to feed our head count. Right now Tomball has a total of 2 high schools left that feed our campus since all the others have been taken away.
8. Stop forcing the online student to go to the online campus. We have all (campuses and instructional faculty) been made to bear the burden to make the pet project of the online campus succeed.
9. Find a way to make campus leadership celebrate innovation and push them to stop playing it safe. Some of them are scared to death to do anything new and we are suffering from stagnation and nepotism because there is a fear of going outside the circle.
10. Actually put students first by including them before and during the development of programs; not just the students in the Honors College or International Scholars, they are a small fraction of our student body and get a disproportionate amount of resources.
11. Help us update the feel of campuses to match what is happening at major universities with more furniture and spaces that reflect modern student (client) expectations. For example, all of the flags in the Commons are deeply faded and largely unrepresentative of the student body we serve.
12. Create a space for innovators, a skunk-tank of sorts, where we can have professors deeply work to develop new ideas about instruction, student experiences, and engagement in the classroom so that we can not only attract students with innovative well-funded programs, but retain them to completion because of the engagement they feel in classrooms.

First, serious thought and consideration has been taken prior to writing these statements. I have worked at LSC for a long time, over decades and at multiple locations. The first president I worked for was (\*\*\*\*\*). Many of us worked for (\*\*\*\*\*). (\*\*\*\*\*) left LSC to lead one of the most successful community colleges in the nation, Valencia College, first winner of the Aspen Prize and many other prestigious awards. I have read his book. What would make all the difference to me is for us to have leaders, through-out our System and at the campuses, that could perform and provide leadership with even 10% of the vision, compassion, and integrity that (\*\*\*\*\*) provided. What I am not saying is that our leaders be exactly like (\*\*\*\*\*) or Valencia College, that is an absurd notion. For example, it would go along way for staff and faculty at LSC not to constantly have to fear retaliation, intimidation, bullying, and a complete lack of integrity and ethics in so many of our leaders. Most recently, we have been told to move on, don't bring up the past, ever! Don't ever bring up the names of (\*\*\*\*\*), (\*\*\*\*\*) , or any other previous leaders ever again! Just do the work you have been told to do, and don't ask about your workload or what your job description says. The ranks of our leaders have been taught and learned so many bad habits and passed these habits along, and the jobs have changed these leaders into leaders that are hardly recognizable. Leaders don't mean what that say, and don't do what they say they are going to do. I am saddened and heartbroken as an alumni and long time employee to have watched this decay occur during the past several decades. It didn't happen overnight, but I fear it is beyond repair. I

also doubt my comments will be listened to, taken seriously or even considered. My guess is that those in leadership will be more concerned with figuring out who could write this, "We have to find out and DEAL with that person."

If there were fewer mandates implemented by the system office.

I have been a one woman show since I began working at Lone Star since 2019. It is very difficult to conduct an engaging orientation when you do not have the assistance that you need. I moved departments in the summer of 2023 and I had hoped that I would be able to have a budget of my own along with some work study students and maybe a part timer. I was unable to hire anyone at all due to lack of funds. As for my budget - I have approximately \$3,000 for the year. In order to create the caring and welcoming environment that these students deserve, I need funding. My department does everything that they can to support me - but short of additional funding and staffing there is not much that can be done. I love my job and I have so many ideas to help foster the environment that Lone Star wants its students to have but I cannot achieve these ideas alone.

My job is good. The only thing I would like is more communication when there are changes in our processes.

I know this may sound corny, but I like the whole system!

I would like to see the college address the following:

- 1) providing work from home options for faculty and stopping treating us like office workers. Ideally, I would like to teach in person 2 days a week and online 2-3 days a week. We need to also consider the needs of our students who do not largely attend in person office hours. Let faculty offer those online and at non-traditional times to help students rather than monitoring our attendance on campus.
- 2) move curriculum team day online and get rid of the presentation at the beginning. This is a busy week for faculty and our time is valuable
- 3) address inequities with LSC online. Why can they work from home while the rest of us can't? Why were we not told that applying to LSC online would be the only way we could get flexibility? Either offer the same options to all faculty or have LSC online faculty commute to a campus of their choice 4 times a week. Alternatively, have another round of applicants to LSC online and be more transparent about workload.
- 4) We need paid maternity leave or the option to work from home
- 5) we need more involvement in imbedded dual credit. Faculty keep raising concerns about the rigor of these courses only to see nothing happen. Why are we allowing barely qualified candidates to teach for us? To allow us to teach more than one class to Adjunct Faculty.

Provide curriculum development and best practices for developing assignments and exams for faculty members who do not have a traditional education background (I.e workforce instructors)

Class scheduling.

Be more upfront with system-wide changes before implementing them. Often decisions are made that will affect those of us with boots on the ground without any input from those it affects the most. And historically, decisions have been made that seemingly were not completely thought through before implementation because of that lack of input.

I think that on the CE side of the college, there is a lack of trust from upper management towards directors and staff below that level. Lack of trust and sometimes respect and too much

micromanagement. I want to believe that I was hired in the first place based on my experience, knowledge, and potential. I want more freedom to make decisions, implement initiatives, be creative, and use my talents, knowledge, and skills to meet college goals. I believe my direct supervisor supports me and trusts me. But I believe his supervisor needs control, which ends up affecting my job and my staff. Specifically, we need upper management to trust and direct but not to control and ignore.

When coming up with something new for us to do, have us involved from the beginning to help form new initiatives, policies, processes, and procedures.

The structure of my department is different. It would be nice to receive pay for the extra job duties being performed.

More communication between departments.

Reduce the micromanaging of those employees who are doing their jobs and meeting their responsibilities and focus such micro-management efforts on those who are not meeting their duties appropriately. Don't punish all for the failure of a few!

Set clearer guidelines on how much of our work should be done on campus versus off-campus, and how much online material we are expected to provide in face-to-face classes. I have felt unreasonable demands placed on me in the past several years that have made me burn out for example, being expected to be on campus four days a week while also keeping a heavy online presence. The same goes for having so many varying length of courses and teaching modes. This semester, for example, I am teaching four different preps in three different modes (face-to-face, online, and hybrid). In addition, I'm teaching in two different locations, and my classes run 16, 12, and 8 weeks long. It's overwhelming. I would like more consistency where possible, or at least fewer demands that I show up four days a week. I am spread so thin that it's hard to concentrate and get my work done.

What I feel that Lone Star College could do SPECIFICALLY to make my job easier and more satisfying is to allow us a bit more creative tools. It seems that the tools that are budgeted for are geared towards enhancing certain education disciplines but I feel that some of the budget should go to the creative budget as well. For us to reach students where they are we need to have access and the ability to learn the new tech and platforms used in digital marketing. I have bought most of the software and equipment I use for mobile marketing and it seems that when we need/ask for items to make our job easier and more productive we are turned away because it is not in the budget but it seems we dedicate money on items the students don't typically pay attention to.

Honestly, the only thing that could make my job more satisfying is work life balance. Having the flexibility to work from home if necessary. Our division is not student facing for the most part and have the flexibility to work remote very effectively.

Work from home policy

It appears to be happening at the system level w/ a chancellor who puts action to words when it comes to employee well-being. I wish this was so at the campus level. Too many are only concerned with their 40 acres (agenda's) under the "I care about students" proclamation. This makes communication and collaboration difficult. AT a campus where we are close in the ivory tower.

Reliable internet in classrooms!! I get emails all the time telling me not to print so much, so I rely on students having digital copies of things, but they can't access them because wifi in the classrooms rarely

works. It's incredibly maddening. Either give us reliable wifi (preference) or let us print what we need to print without the guilt trip.

More resources (financial and human capital)

I need an adequate budget to perform at the level rightfully expected.

Star paying coaches on a full time salary and allowing me to build a staff

Hired better leadership. I believe most employees strive to do a good job. The executive directors and directors create mindless tasks that take away an employees time to complete important tasks. Additional duties as assigned should not be included in any job or job posting. This is a way to break the backs of already overworked employees.

Consistently work transparently with shared governance of all stakeholders. Making decisions without including the people who will be impacted means not all information has been gathered and leads to low morale.

If the end user had input on items utilized in the System. Example, software being used to keep Chemical Inventory. System wide training. Example, with all the changes in purchasing (both how things are done and people) could there be training to update folks. Other training would be System wide schedule building.

Provide a flexible work schedule with work from home options.

We are in a tight spot in the Fine Arts. I know we are small programs (Art, Dance, Drama, and Music), but we shouldn't be less supported, because we are doing amazing work. On a campus with only one full time faculty member for a whole Fine Arts department, I find myself limited in what I can accomplish, since I also serve as Department Chair and Program Coordinator. I would love to see more opportunity for growth in my career and leadership, but being alone in my department hinders my opportunities (i.e. who will actually teach the courses in this program if I take another course release? It's unfair to our students to recruit them to this program and then they only have classes with our adjuncts).

1. The morale is really in the dumps. When I began at LSC over 5 years ago, I thought that it was a place that I could retire from. I thought that I was lucky to have a first academic appointment after PhD be the place that I would stay for my entire career. Sadly, administrative oversight and decisions that impacted faculty decision-making and autonomy began during COVID and continue.
2. Clipboard Deans who check up on faculty to make sure that they are doing their job. For example, in their office 4 days per week, etc. This is absolutely insulting.
3. We need a way to anonymously evaluate our deans and senior admin.
4. The four-day workweek is absurd, especially during the summer. Faculty do not work an office job schedule, so adhering to that, while grading and consulting with students during the evenings and weekends is inconsiderate.
5. Office hours are an outdated concept and do not reflect the type of student body that we have on commuter community college campuses. Office hours should be as needed based on student demand.
6. The opportunity to move to LSC-Online was only given once and should be allowed again. When it was opened, faculty did not know how it would function, etc. Additionally, so much has changed with our on-campus jobs that I would have taken the opportunity if I had known my on-campus position would not look the same.

7. Overloads should return to pre-covid allowances. The restriction of overloads is negatively impacting faculty and students. Faculty at LSC-Online are teaching double overloads which indicates this is not fairly applied or they need more faculty.
8. The online ratio should be dependent on student need to an artificial decision to seemingly drive students to LSC-Online. There should be the ability to allow fac to teach 100% online should the need arise.
9. Quality of Dual credit is a serious concern. HB8 is likely to drive an increased amount of dual credit students, so we need to get this under control now. We have students earning college credit for classes that are at or likely below the high school level.
10. Study abroad- faculty must be compensated fairly for study abroad. The amount of labor that goes into the front end is beyond teaching a course. A course release should be given for the prep work for a study abroad. Additionally, faculty leading a study abroad should be compensated for two classes. We are on the clock for 24/7 for 2-3 weeks in another country with students and still teaching the class on campus or online before and after the trip. For faculty on a 10.5 contract, we also need to teach another class. For faculty on a 9 month contract, they get adjunct pay for this. Unacceptable!
11. We are encouraged to international studies designate our classes. This requires a tremendous amount of labor to get the course approved and then redesign it. I believe that there should be a stipend or a course release to encourage and compensate faculty for improving the LSC course offerings.
12. Faculty senate presidents should be fairly compensated for the workload. I hate to compare positions, but it appears that they labor more than dept chairs and only get course release, not a stipend in addition.

Better training (or training at all in some cases). Better communication about changes to procedures (and communication in general from upper administration). An administration that actually listened to feedback from those who are the most affected by their decision making instead of ignoring what they don't like or don't want to hear.

Specificity on this question is a little difficult for me to answer because we have lots of great people which makes things easy and satisfying for me. However, if I pause and reflect I can settle in on department stability as component which causes me the most anxiety at work. Once our department takes more shape then my job satisfaction will grow.

An increase in salary to cover more than just contact hours. Adjuncts should also be paid for prep time separately.

no suggestions at the moment

feedback

Make the computers work in the classrooms. Students get very frustrated with the fact they don't work half the time and the wifi is so slow.

Equity among staffing allotments, transparency pertaining to budgets at the top levels. Transparency pertaining financial aid, work-study reductions.

clearer, more consistent communication to ALL departments. Often the right hand does not know what the left hand is doing, so to speak.

I wish it were easier to get supplies we need.

Since I don't know what the rest of the questions ask, I will put many comments here: At one time, System Office promoted itself as being there to support the campuses. That time has long passed. Nowhere is that change in mission more apparent than in the Office of Academic Affairs. The Office of Academic Affairs does not seem to care about the cheating that online students can now so easily do. For instance, even though, before the pandemic, online students could be required to complete some assessments in a testing center, after the pandemic and the creation of LSC-Online, that option no longer exists for courses in more than a handful of disciplines. (And it is unrealistic to expect professors to have the time to review all of the frames that Respondus Monitor flags as behavior indicating possible cheating, let alone then confront students that they might be suspicious about.) The urgency of reducing the opportunities for students to cheat and of protecting the academic integrity of this institution is even greater now with the introduction of artificial intelligence. Artificial intelligence has been easily accessible to students for a year now, but I get no sense of urgency from the Office of Academic Affairs. It seems more concerned with spending money for software that will create cookie-cutter syllabi and more easily meet its bureaucratic needs. The Office of Academic Affairs has essentially taken faculty members out of the approval process for dual-credit courses. The faculty workload proposal that was put forward this year is virtually the same one that Dr. Head rejected in its entirety; he even called one part of the proposal "divisive." In addition to oversimplifying workload by considering only contact hours (and not other factors such as the number of students served and grading-intensive assignments), the proposal ignores the fact that about half of our sections are online and are largely divorced from contact hours. So, for example, in courses that include contact hours for labs on campus, some online professors can simply choose labs that are supplied by publishers and that don't require much time on the part of the teacher. The Office of Academic Affairs has slow walked the decision about course caps, giving LSC-Online two years (fall 2022 to fall 2024) in which to exploit faculty by setting course caps at 30 in courses in which course caps have, to my knowledge, been 25 or fewer for 50 years. It also makes LSC-Online's costs unfairly lower than those of the other campuses. Curriculum-team days have become an unbearable list of box checking and bureaucratic "action items." As a result, I will not voluntarily serve on a curriculum team again. LSC-Online (the "campus") continues as an entity even though, to my knowledge, it has not attracted significant numbers of out-of-district and out-of-state students—supposedly its reason for being. It has simply diluted the numbers of online students at the physical campuses and added another group of upper administrators. In addition, the branding of the LSC-Online (the campus) confuses it with LSC-Online, the entity that supports online courses at all campuses.

I believe the work performed above and beyond the job description along with the drive to complete a higher degree could be a stepping stone to promotion. This is overlooked many times.

That staff in management positions are not only managers but also leaders.

For the first time, the Lone Star College Chancellor's Cabinet is beginning to function as a team that is unified around a clear set of expectations. This alone has already made performing my job easier and more satisfying.

We need better testing so students are placed in the correct level of a class.

Make it clear how to try new things. Make it easier to innovate without systems getting in the way. Make it easier to run new classes.

1. Reintroduce shared governance.
2. Provide support for faculty. I feel like I am all alone and innovation is discouraged.
3. Listen to the staff so that they can better support our students and faculty.

4. Encourage a "how can we make this happen?" attitude versus the "no, we can't do it because of {\*\*\*\*}, {\*\*\*\*}, {\*\*\*\*} rules"
5. Make currently useless processes meaningful (for example, the Core and SLO assessment processes do not lead to improved teaching).
6. Provide in-person professional development opportunities, especially with D2I items (besides open labs).
7. Immediately undo some "overcorrections" that were made by the previous administration. (hybrid meeting 50% of the time, 50% online course load)
8. Stop treating online classes as if they are easier to teach. During forums, we say that all modes have their challenges and they are all difficult. However, the actions/rules still treat online as if it is different/easier. Our words and actions need to align.

Provide a better staffing solution for departments that make a difference. The more efficient the department, the better the productivity.

Having work from home options.

At this moment, there is nothing specific that needs to be done or changed for my job.

Would be great to increase the max classes that adjuncts are allowed to teach.

A little more training than was provided.

Allow stakeholders to have input in decisions that affect them. Don't assume that they have nothing to add and or that someone can decide what is best. I see this happen too many times with the deans. As a faculty member, I have forwarded new procedures in which the deans came together and decided what was best for faculty without even having a conversation. There is still fallout over a syllabus decision that was made over a year and half ago. It seems that the deans don't trust the faculty and faculty don't trust the deans.

The technology issues such as wifi access. I can't do my job if the students are unable to access their own computer.

Although Lone Star provides opportunities I find it difficult to be a part of things outside my immediate department and work schedule because I work within a workforce program and have a high workload of 320. I often find it challenging to meet the institutional service and professional development requirements without working during off hours. Not only would I like a more work/home life balance I would also like to participate in opportunities offered by the college. Additionally, I am told budget restraints limit the things we can do which of course I understand but I also feel it inhibits me from performing my job. For example, not having the budget for supplies but still wanting to create an experience for students. I would also be more satisfied if I were recognized for doing a good job. I am committed and think I am doing a good job but I am not told one way or the other how my performance is viewed outside the annual or three year annual review process.

Consistency. We talk about wanting students to have the same experience or get the same information regardless of which person or department they go to. Yet, as a staff member, I have often been told to do a process a certain way by one person/department, only to be reprimanded by another person/department for doing it that way. This has happened to myself, peers, direct reports, even my supervisor. This happens across departments, between SO and campus, and over the many years I have

worked here. Yes, policies and processes change, but they are not effectively communicated and/or implemented, so that there ends up being confusion, wasted time/effort, and low morale.
Hire additional fulltime faculty for our program. It is impossible for me to take time off due to shortage of staff to fill in for me.
I have no complaints about my supervisor who knows I get the job done. One thing about my job is I work at a building, not a campus. We are like the proverbial red headed stepchild. I do not feel part of the campus. I am a stranger when I go there. When events come to our building, it feels like an afterthought - events for students where they don't bring enough supplies or schedule events on days when not as many students are in the building. No one checks to see how much or what day makes the most sense. Communication is not good at Lone Star. Also, system wide emails come out that should have a calendar invite so you don't forget about something coming up you may want to attend.
Hold expectation of learning quality. Move the needle.
As faculty, having the option to work from home and hold virtual office hours for students when we don't have active in-person classes.
It is difficult to get the necessary accesses from iStar. I have worked here for a month, and I still do not have all the access that I need to do my job.
Decentralize..., there is much to be done on the campus and wading through the many layers of approvals can be frustrating.
I would like a bit more flexibility or autonomy. Leadership can sometimes feel more like an order and it is hard to change for the better if we continue doing the same thing.
Not mandate science classes to have research papers
Better working condition for grounds department!
Provide better opportunities for career development and a clear path regarding promotions.
I would love a 4 day work week all the time and the possibility of working remotely several days a week. Also, higher pay would make it much more satisfying.
Quicker response to requests for support. Meaningful attention to expressed faculty needs.
Better Pay.
N/a
Get my department a second laptop!
Would like to have the opportunity to have work at home options, as a lot of my work can be done from home and my area makes it rather hard to focus on work due to the loud sounds. Also opportunities for getting a higher salary , or potential to move up without leaving your department, for example if your a level one or two have the opportunity to go higher to a three or four like for assistants, specialist, coordinators.

<p>The internal processes are cumbersome and sometimes challenging to navigate. The college is so large that it sometimes makes completing a simple task difficult. In my current position, our programs don't quite fit or have the best support because we do not quite fit into the campus model. We should have the opportunity to evaluate Deans and Upper Administration. I hope to see the college, continue to assess current education trends and adjust to them, such as online education and work from home.</p>
<p>Allow again Adjunct Professors to sponsor student clubs.</p>
<p>Create a standard contract for hiring outside artists for the performing arts. Each year in the theatre department we hire such artists as choreographers, music directors, designers, stage managers and the like. A performer agreement doesn't fit what they do as they are employed for 60-90 days depending on the production rehearsal schedule. We have to go through the process of creating a contract exception because none meet the requirement of carrying the large liability insurance the agreement for outside contractors require. Since we do this every year, does not that no longer make it an exception? In any case, our current process is arduous and creates much anxiety amongst our staff. And each year we have to explain to administration what we are doing and why they don't carry a huge liability insurance policy.</p>
<p>Hire more staff to support and help, so that one person is not required to do so much.</p>
<p>Support in doing routine tasks. Ex: if you want my syllabus to contain certain elements, send them to me, but stop "grading" my syllabus and demanding I do it a certain way because office staff cannot interpret my way of stating the same thing.</p>
<p>Make sure that all of the computer labs have fully functioning computers that are up to date and speedy. We have had great difficulty this year with the computers, even the teacher computer taking 15-20 minutes to get loaded up and working. When there is a teacher in the room directly before me, I cannot get in and have time to be fully ready when students arrive.</p>
<p>I am a tutor. If professors will award credit to students who participate in tutoring, then, more students might participate.</p>
<p>Review the salary of the tutors so that we can find more students willing to work at LSC.</p>
<p>1) The option of hybrid/remote work - there are days where it is not needed for me to be in the office and having the option to work from home would be nice. 2) Communication - there is miscommunication on our campus regarding policies and sometimes it feels that "rules" are made up based on the person and convenience of the item at hand.</p>
<p>minimize "red tape"</p>
<p>I am an advisor, i think the main aspect that i would like to see improved is Istar, Lonestar Webpage, payment system (Nelnet) and having a list of contact information for all the advisors that work at Lonestar CE/CR i think those improvements would make my job as an advisor easier</p>
<p>Improving staff morale—better pay, hybrid schedules, etc</p>
<p>Improve the process for R&amp;R projects. It takes much too long. Easier process to promote existing employees to open positions within their department.</p>
<p>N/A</p>

Make sure that we have the support and tools to help our students succeed.
A secure, transparent budget.
I've been with the college 6+ years as part-time support staff. Hearing that my 6 years of service is only counted as 3 is disheartening. It's like being told that someone else's time is more valuable than mine, purely based on available employment opportunities. I can't think of any other institution, or company for that matter, that follows the same business practice. 6 years of part time, is still 6 years of my life. And even with 3 technical years of experience, I can't move up from my position. Full time staff get cert reimbursement, part timers have to pay out of pocket. That in it's own creates a barrier preventing the lower end from moving up. Basic industry certs equate close to an entire paycheck. Not to mention advancement opportunities. In our department, you have to wait until someone quits/retires/passes on to advance. There's no incentive for working harder or improved performance. We're down to 5 part time staff, and no coverage on one of our weekdays. We had 9 pre-covid, and never bounced back. None of the part time staff from our office have been moved up to full time in 4-5+ years, not for lack of trying. We're limited to 19.5 hours per week, much lower than market equivalent, as well as lower than other departments are allowed to work. Most of us stay because we love our job and our work environment. But without room to grow, the pros can only outweigh the cons so much.
Conflict resolution / de-escalation training.
More work-from-home options. Maternity leave. Less focus on enrollment and more focus on quality.
More autonomy for faculty. We are so big that many of our processes are inefficient. Trusting faculty to be professional and do the right thing could go a long way towards fixing that.
N/a
I feel like we are always recreating the wheel. I have been an employee for 17 years - when we get new management, old ideas are thrown out and new ones come aboard. Often times the new ideas are not so new. I also feel that sometimes decisions are made high up and the implications for the decisions are not really understood. The idea sounds great but how it affects staff and students isn't so great. It would be great to have representatives from all areas when decisions are made. I work in advising and we are rarely asked about our experiences or opinions. We have our finger on the pulse of students. We live and breathe students every day.
Pay me more. That probably sounds terrible or greedy, but first year teachers - straight out of college - starting in local public school districts make more than I do, and I have 8 years of teaching experience and a master's degree. I LOVE my job and that is why I'm here, but it is a little discouraging to make less than someone just starting out without the same level of education that I have.
As a faculty advisor, it is sometimes too much to have to learn and follow new sets of rules from semester to semester. Student life is a vital part of the college, and if there were a way to streamline the hoops that we need to jump through it would be a huge benefit.
Start initiatives like in class tutor for MATH classes. That means assign one particular tutor for a MATH class.
n/a

The workload for department chairs is overwhelming. My department is understaffed. We need more resources to better serve our students. Money is always a shortage and I feel like the budget decisions are being made by people that do not understand what is needed on the ground level.

The need to be recognized and be associated with the accomplishments does not fit me. I am an introvert and do not talk much about myself or my classes. It would be nice to be appreciated and recognized for my service even if I am only part time.

Intentionally left blank

Everything is good so nothing comes to mind.

I would like Lone Star College to commit more to making sure students are not cheating on their exams. There is currently a large amount of cheating for online exams, and I am concerned this will undermine the value of the credentials we award.

Honestly, I would greatly appreciate a flexible, hybrid work schedule. By this, I mean not having to sit in my office 8 hours a day just to let someone know I am working. I sincerely am extremely fast and very good at what I do, so much of my day is spent sitting at my desk doing very little. My supervisor knows and understands this about me as we have worked together for a few years. They know I take frequent breaks and can lay out my projects in a way that takes advantage of my speed without stacking things so I burn out easily. My supervisor is probably one of the main reasons I have stayed here despite the constant leadership turnover around us in the department. But things have gotten better under new leadership recently. Really what makes my job less satisfying is being as skilled as I am, having to stick to an outdated 40-hour work week for the benefit of others who produce less efficiently. I take breaks often, but always in my office in case someone needs to find me. And they rarely do need to find me as my position can be done completely remotely, but I have been hinted that sitting my butt in the chair is important so people think we are being productive, as opposed to actually measuring our output and quality of work. I do not wish to be completely remote, as I love the people on my team, but one or two days in the office is enough for me. We use Slack to great advantage and I can communicate with anyone who needs me instantly, so getting rid of the antiquated idea of keeping my butt in the chair all day really would go a VERY LONG way to making me more satisfied with my job.

Improve orientation and guidance for new Adjunct Faculty.

It would be easier to perform my job/I would prefer to have a probationary period implemented at LSC. It is quite difficult to terminate employees here and I believe a probationary period (60-90 days) would help with that. I also think we should have an easier process to remove Adjuncts from the classroom and potentially terminate them when the Adjunct is impeding a student's success. It would also be nice to have a remote work policy and/or flexible scheduling options.

Surveys like these that afford us an opportunity to share our ideas.

More autonomy i.e. at a manager level, reducing levels of approvals to complete various tasks

Job descriptions and levels are different across campuses. Ex. some have specialist while others have advisors doing the same job. This creates disparity among staff and frustration with the job situation even if the environment is good. It also makes it hard to keep good staff.

nothing

<p>Right now, I have all the tools I need to perform my job. Improved communication between departments would be nice.</p>
<p>Currently, I can not come up with anything that would make my job easier or more satisfying. I greatly enjoy what I do and the students that I serve.</p>
<p>Bring back shared governance: far too much power has been centralized by administration, particularly at the system office. "One college" is exactly the wrong direction to be going. Let a thousand flowers bloom!</p>
<p>Lone star could be more accommodating to the needs of faculty. I would be much more successful at my job if there wasn't so much red tape on all processes. Financially my students suffer every semester due to budget cuts and no classroom budget.</p>
<p>I would like to have students set up appointments instead of just hanging around waiting for someone to come.</p>
<p>Allow me to draw on my significant experiences to contribute to strategic planning.</p>
<p>There is significant gaps in understanding between various job roles. My position is regularly receiving new responsibilities that I have not been trained in, as administrative roles reduce their work load. Staff is commonly treated as 'less than' by faculty and I often feel more like a tool for faculty convenience than an appreciated member of the team.</p>
<p>update chemistry laboratories to consistent and current technology. Its embarrassing to see how backwards the labs have become</p>
<p>As an advocate for work, life, balance, I believe having time to work from home a couple of days during the week would be satisfying. It helps to eliminate the stress of an everyday commute which can be challenging based on where your live and the traffic. So, the balance would be parents could actually be at home already and not have to worry about afterschool care. This could help lift financial burdens off some parents that work at the college. Being right there at home once your work day is over to care for your family. Dinner, helping with homework all could be something the parent and child could look forward too. It also increases productivity, it gives employees something to look forward to, even though its a work day, the incentive is the employee does not have to commute and quality time with family.</p>
<p>Rules and regulations for teaching/syllabus/policies are just getting more and more. It is very frustrating.</p>
<p>1. Onboarding training 2. Provide better training in areas required to do your job effectively, .e.g.iSTAR: procurement, purchasing, budget management, supervising, know who to contact (there is no list of important contacts). job aids are not up to date.</p>
<p>The college and college system are not very nimble or flexible. Problems take forever to resolve, particularly if they involve money or if you don't know the right person to speak with initially. The rigidity of processes is very frustrating.</p>
<p>Be more intentional about training the end-users in procurement procedures, contracts, etc.</p>

I would hope in the future for more technical support, especially for my online-only classes. I would hope that there would be paid and organized training for online-only teachers (even if only via zoom?). Right now I feel like I have to teach myself the technology.

Staffing issues; We service a large campus with only three full time staff members, with myself being the only one classified as a professional level.

Having worked elsewhere, the experience I have had at Lone Star is unequaled. I do not feel my time is wasted and I am empowered and encouraged to be my best with coworkers who do the same. I suppose with any institution there are avenues for improvement, but things are truly good for me here (LSC-Montgomery) and I would change nothing of note.

Thanksgiving break follow school district schedule.

Better vetting of professional development/employee training to ensure all time spent away from job duties is being used efficiently. I have attended multiple trainings this semester (safety officer, first aid, Akademos, etc.) and while these sessions have been helpful overall, there were frequently times that the information was irrelevant to my job or anecdotal and unrelated to the session's topic. I would estimate I've lost 5-10 hours of time in total that I could've been lesson planning, grading, etc. directly related to what I've been hired to do.

No comment at this time.

Stop making it harder to do my job with barriers to getting things done.

Less red tape. There are soooo many meetings and forms. And more forms. And none of them are easy to find. And by the time you find the correct one, it has been changed and now you need to use a different form. And then there will be another long and pointless meeting. Lonestar is masterful at wasting my time and keeping me from doing my real job, which is educating students. These days it feels like education is not a priority. Everyone here is a number, our mission here is to check boxes and fill out forms.

HR to keep track of years of service whether at district level or campus level or both. 20+ year employee but never received any recognition.

I believe Lone Star is trying to make our jobs easier and more satisfying

Well, since it is impossible for organizations to step backwards without opening itself up to litigation (ie "...well you knew better because you changed your policy to Y and then changed back to X..."), there isn't much I can think of that would make it better now.

Throughout my 17+ years at Lone Star College, I've witnessed ongoing efforts to enhance communication across campuses and the system office. These improvements prove invaluable for those on the frontline, facilitating better assistance for students and their needs.

Nothing

1) I would respectively like to ask for higher pay. As part time staff we only make \$13 an hour. I feel we should be making at least \$15+. Our job is complicated and has a long learning curve. I feel like our responsibilities don't match our pay rate. The majority of us working are single mom's or single women.

Because of our low pay rate, we have chronic turnover in our department, which makes our jobs difficult because we are always short staffed.

2) Get simple things solved quickly. Often simple requests that would make our job easier, just grind to a halt. We need a shredder in our department. (The Testing Center) We have been requesting one for months, to no avail. We need a simple hook in the women's staff restrooms in the Maverick Student Center. There are no hooks. We have no place to hang purses, bags, etc. We have to set them in the sink--this isn't a clean option.

3) We need to have admissions at Lone Star Montgomery have a contact telephone number so that students can reach an advisor. Students get so frustrated with being passed around when calling here, especially students that are out of town and have no way of getting their questions answered. Our department ends up explaining the processes to them, because they can't get through to admissions, because admissions has no phone number. They are directed to chat, but the chat is frustrating for them too, as the chat is not always available. It gives students a bad experience right at the beginning of their time at Lone Star. Other colleges have advisors that are always available by phone. This is a huge gap in providing good customer for our students.

4) We need students to get consistent answers from Advising and Financial Aid counselors here at LS Montgomery. I know these counselors work very hard, but we get students who have just been to advising or financial aid and they get a different answer depending on which counselor they talk to. Students miss deadlines, they have their financial aid revoked, they get signed up for the wrong classes, they're given incorrect information about transferring on to another college to get their 4 year degree, etc. Students deserve to have better trained admissions and financial aid counselors and to always get consistent answers, no matter who they talk to.

I would like to spend more time with the students and those working closely with them. Perhaps, as I continue to strive for this, I will find ways to work more efficiently so that I can spend more time with students.

We need some kind of work from home policy. Even as a person with chronic illness, I could not get an accommodation to work from home on days when I felt too bad to be in the office, but could have still gotten work done. The two most recent roles I held here were very conducive to working from home, at least some days, and the fact that this is not offered at all is so outdated.

Explore hybrid work arrangements and work-from-home options.

As a part-time employee I'd love to work more hours (I typically work about 10-15)

1. A pay raise - the adjunct pay is abominable. I basically earn the same now with 20 years experience as I did as a grad student. I teach English composition, so my grading load is considerably more than other academic subjects. Now, there is also the advent of AI to navigate as well as a significant percentage of academically underprepared students post-pandemic and a mental health crisis among young people.

Treat Adjunct and full-time faculty the same. Adjunct faculty sometimes feel like second class citizens on campus.

Fix the traffic congestion on College Park, though I know that is not realistic.

I want to teach more classes

n/a

I can only speak for my division--they do everything to make our jobs as easy as possible.

Do not know of anything
Look at the METRICS of GPA that are so readily available. Students who DO WRITE as a requirement DO BETTER in classes because READERS and WRITERS are leaning to APPLY the course material all other exams are showing the ability to memorize and recall information = not APPLY that information. Writing tutors are more than editors, or "checkers" because we DO help students find their VOICE and their ability to create & support an informed ARGUMENT in their writing. And we ENJOY doing it.
OGAC states that we are not allowed to use vacation days either before or after college holidays. They call them "black out" days.
A clearer way to submit grades. This is the factor that is most likely to make me throw up my hands and say it's not worth the effort.
None that I can think of at this time. It is very satisfying to work here.
Reasonable wages. Improvement has happened over the years; thank you for what has been done. More could be done.
I appreciate that LSC is using this survey tool as an opportunity to seek advice and input from its faculty and staff. I enjoy what I do, and LSC affords many opportunities to learn and grow.
An opportunity for work from home.
Better communication from chair, faculty and dean with staff
Training at least 2 employees per department to have knowledge of iStar and procurement methods would be really helpful.
Part time advisors need a good hourly pay raise. Buckee's pays more per hour than we make with Master degrees.
To ensure that changes in our duties are communicated from the people who make the decisions to the people who actually preform the task.
I have what I need to perform my job. There are times when I want to stay home with my sick husband, so working from home would be a plus for me on an as needed basis. It was nice during COVID to do my job, but still be at the house with him.
As an adjunct, I would like to have my own office space where I could keep my teaching materials and personal items, even if I had to share an office.
My job would be easier if the financial aid department was easier for students to navigate. Many LSC students are stuck when it comes to FA because they call and get different answers from FA and then they go in person and get another answer. The process is frustrating for them and for me as well because there is very little I can do to assist and financial aid is very tight lipped and doesn't want to share information. If their processes were more straightforward and funding was posted at the beginning of the semester instead of halfway through.
As an adjunct faculty, I have had my journey to learn modern educational methods. These were not presented to me before taking Adjunct Certification Program "Level 1. There are many things I have

learned from this course. The program really provides support and encouragement for adjunct faculty members.
More full time opportunities. More support personnel at Conroe Center, like financial aid, TRAC, etc.
Stop favoring a low producing program over mine.
I am still not sure where to find shared documents like ones my predecessor may have generated, or departmental information.
Quedamos pocos como trabajadora de custodial.. deberÃ-a de ver mÃ-ais oportunidades para estudio.. no. Os tomen de menos
Hire a second full time advisor at our Center.
I really can't think of anything that would make my job easier or more satisfying.
actually invest in the programs. The college is starting to feel like a corporation just worried about profits
process for turning in grades seems tedious
Refine some of their software. Provide instructor with a second monitor in class room.
Having managers that are truly passionate about growing their employees. I have had way too many managers that try to use fear tactics or threats to force me to do what they want. There are leaders who are very unethical who continue to get credit for the work of their employees. As a mother of young children, I constantly have to pick if I want to be a mother or an employee. I have yet to have a boss that truly understands when I want to show up for my children. If I have to leave to care or pick up one of my children it always is addressed negatively by leadership. We need to do better for mothers overall from maternity leave to not having retaliation for taking time off for their families. The exempt employee terms as far as leaders saying since you are exempt you can work over 40 hours and we are not required to get compensation time needs to be addressed. There are way too many leaders that tell exempt employees that since they are exempt, they are required to work as much as they are told and not required to get that time back. It would be nice when you report racial discrimination that it is actually taken seriously. We are required to take trainings to acknowledge that it is bad but when its actually reported nothing is done. During covid it worked better for most working mothers that I know to have the work life balance by remoting in at least two days a week. Having clear rules and transparency has been such a barrier as I have worked at Lonestar. I came from another college where you were cross trained so you could more effectively help students. Here no one wants to share what they know and are very territorial about their departments. You constantly have to send students to other departments and give them the run around because there is not cross training within the college and a lack of transparency.
N/A
Communication across campuses and programs are notoriously bad. Websites and sharepoint/ job aid are sometimes not up to date. So the institution could do better by finding a way to streamline communication. For example if someone is promoted or leaves you need to have some sort of update system wide especially if that person was the point of contact for a specific process etc. The institution could also do more about equity in terms of division of labor. For example if you are the only male

(typically unmarried/hetero) or one of a few in a department you are expected to move furniture, assemble office equipment and/or attend events at night, stay late on early release days, or stay behind to clean up events or work on weekends because it is assumed you don't have childcare responsibilities etc. Which in a practical sense I understand but it can get taxing overtime, especially if you don't make an effort as management to divide the labor among the team in other ways. So you are expected to do your job but even more (because you are a man I guess) although the pay is less or the same. You are also not given the same grace in terms of a sick day or mental health day etc. Lastly it would be great if we had some mechanism for measuring performance and having a tangible gain (for example increase in pay band or stipend or extra days etc.). Doing your job at a high level out of pure passion and gaining more degrees wanes overtime, and promotes burnout when you see that you could also do the bare minimum for the same result. So the institution could do better with recognition or evaluations with tangible gains. My job would be easier also if I could offer some sort of honest critique of management otherwise how can we improve or address shortcomings. Not malicious, but anonymous and structured. Something like a 360/spidergap questionnaire feedback tool would be useful for departments to use.

Admin seems so busy going to meetings, that it's often difficult to get them to pay attention to employees.

Hire more full-time faculty and use fewer adjuncts.

Better management in some areas.

Nothing comes to mind

In the short time I have been with LSC, I can say that I have the resources I need to assist me in my job.

Create a leadership hierarchy that makes sense. The division structure and disciplines in each division don't work. Also having a Dean who isn't close to the fields of study they represent doesn't work.

Lone Star College could dedicated more funding to student services. Our department is so essential in making sure our students are enrolled and advised correctly. There are days when the work is far more than can be completed in a normal 8 hour day and people put in extra hours left and right to make it work. They never put in for the comp time because they know it's not in the budget but they want the students to be successful. The long hours wear on the employees but they want students to be serviced.

shorten routine processes (e.g. travel approvals, reconciliations, etc. those are so time consuming)

I'm a system office employee even though I am at a campus. There is a lot of uncertainty right now, but the chancellor is addressing it directly.

I would like the option to work a few days at home and a few in the office.

Honestly, I would appreciate more food options at the lunch area and perhaps a coffee machine in the break room.

Streamlining processes would go along way! Everything from holds on student accounts to the purchasing process could be reviewed to find better ways to not make things so complicated to accomplish. Sometimes it seems like the need to have data takes over the ability to accomplish something such as purchasing supplies! I personally never turn in an expense report for mileage when I

am driving to work-related events or picking up supplies for work events. The hassle of the paperwork and my time is too great for a \$10.56 reimbursement.

Create more training opportunities and time flexibilities to do so.

TO RECOGNIZE ME THE SAME WITH THE APPROPRIATE COMPENSATION. EXAMPLE LEADPERSON (CUSTODIAL) WAS MAKING THOUSANDS OF DOLLARS MORE AND SHE WAS NEVER HERE HAD LESS RESPONSIBILITY ON A DAILY BASIS. I WAS ALSO TOLD BY MANAGEMENT THAT IS WHY THEY GOT RID OF HER IS BC SHE WAS MAKING THAT SALARY. THAT WAS NOT THE CASE. SHE LEFT ON HER TERMS. I WAS TOLD TO PUT IN A RESUME AND MAYBE WE CAN GET YOU MORE COMPENSATION. THE LEADPERSON (CUSTODIAL) HAD A GED WAS NEVER ASKED TO DO THAT. WAS NEVER ASK FOR A RESUME. JUST ONE EXAMPLE OF MANY. QUESTION 1) VERY SATISFIED WITH PEOPLE I WORK WITH. I LIKE MY JOB BUT I DO NOT LIKE BEING DISRESPECTED WHEN YOU HIRE & PROMOTE PEOPLE THAT HAVE LESS EXPERIENCE, LESS TIME OF SERVICE AND LESS DAILY OPERATIONAL FUNCTIONS THAT ARE CRITICAL

Increase compensation for my position to make it more commensurate with pay received for a comparable position in the private sector.

Please do not do software updates so close to the beginning of a semester. Please pay more as well.

train my manager how to be a manager. I have 2 managers I report to and I feel at times they game up on me. I have worked a total of 26 years at the college, but I feel like I don't measure up regardless how hard I'm trying.

A full time build crew would be nice.

Finding the funding to provide more staff support across the various departments and simplifying some of the processes/paperwork. Many areas are short-handed which affects those left to do all the work and has a domino effect on coworkers waiting on info to do their job. So those who are here are spread too thin, doing more than their job, bogged down with cumbersome procedures, which in turn delays everything and results in burn out, illness and feeling overwhelmed rather than creative and excited about working. In addition,if we are suppose to be One College, I'd like more opportunities to get to know my counterparts at other campuses.

Be like it was when we started. Communication is not good.

Improve the hiring process. Often the twice a month recruitment date jeopardizes new hires' financial situation. The raises should be given to all regardless of their start date.

Have an on campus bookstore. You need to think beyond just the bottom line. It provides a way for students to get used books, peruse other books of courses and a place to promote school culture. The digital only will eventually lock the students into higher prices. Also, by any metric digital reading and books is worse for students. Bring back the real bookstore please.

Specifically we could use more employees for all that we do. It is really difficult to be trying to provide all the services that we do on an everyday basis with only 6 full time employees.

Improve and innovate procedures and processes Revise and update job aids (outdated and confusing) Digitize all forms related to business processes (should not be paper/manual in 2023) Eliminate 'gotcha' culture Hold senior administration accountable for their actions Allow a reasonable work from home

policy as other higher ed institutions do - some internal-facing positions really don't require office presence
Allow for remote work or flexible schedules.
Increase pay
LSC could hire enough people to fill departments accordingly so that all walk ins, phone calls, emails, and chats from students/community are addressed promptly and correctly.
The professional development funds continues to decrease for faculty. At one time faculty were allocated up to \$1,250 per year. Now that amount is up to \$750 per year. With inflation the amount should be \$1,500 per year (otherwise faculty have to spend their own money to fully fund a professional development activity, or choose not to go).
Explore the possibility of flexible work arrangements or remote work options, to enhance work- life balance and job satisfaction.
More consistency between divisions with regards to faculty responsibilities
I'm satisfied.
Allow adjunct professors to log in hours spent of their personal time outside of classroom time on grading assignments are prepping for lessons.
I love what I do, and LSC is truly a great place to work! If we could increase our professional development funds to at least \$1000, it would greatly help with opportunities to present at conferences (and glean from other brilliant faculty across our globe). I had attended and presented at ICTCM (International Conference on Technology in Collegiate Mathematics) for many years and was actually scheduled to present when COVID arrived on the scene. It is this conference where I am able to discover additional technologies to enhance the experience of our students.
Build on adding more evening face to face classes.
I am confused when I am paid differently during the summer semester than the spring semester when I have the same number of students and the same number of classes.
Can't think of anything.
1. Flexible work option 2. Develop a comprehensive training program for supervisors.
I would love the opportunity to have a hybrid job schedule. Meaning some work can be done from home and some from the office.
I feel like the culture needs improvement. Specifically, full time and part time staff are treated differently. I feel like the part time staff are just as important, if not more in some instances. Also, in our office, there is a difference between the "leadership" of the department and the regular staff. The leadership tends to not fully understand the details of some tasks and make crucial decisions missing important information. Also, outside our department, the organization as a whole has had huge changes over the last couple years. The Chancellor and {*****} have spoken specifically and directly to us about this and i'm more hopeful at this time than I have been over the past few years.

You already have removed the salary cap. Thank you, as I have been going backwards with the cost of living for years and not added to TRS. Therefore retirement keeps getting pushed farther away. -Would like to be able to work from home a few days a week. There are less distractions and I can get more done. Also saves on gas and time without the commute. (But I tended to work longer hours when we were working from home.) - Would like to be able to work from home when I have to wait for repair and maintenance technicians. I had to take vacation days to wait around for the the plumber and the HVAC tech. I was just sitting there when I could have been working and lost days of vacation. However, higher up people would be on Webex with us and would say hold on while I go let in the repairman. - It would be great if it was shared with the lower level employees why some decisions are made. It would help us in doing our job. - Close the whole week of Thanksgiving. There are many employees whose children are out of public school that week and it would make it easier on all who are travelling or cooking for a crowd. - Should be able to take lunch when it works for us instead of signing up for a specific lunch hour. When you are assisting a student, teacher or staff you do not want to say "sorry I have to take my lunch break or I loose it" so we just get lunch cut short or loose it. The people who take lunch after you cannot leave until we return. - Cubicles are difficult to work in. They are distracting and do not provide privacy when a student is scared to talk when they can be heard through out the office suite. - Several years ago an outside company reviewed and reassessed job titles, descriptions and salaries. There were problems across the system with this. In one of the sessions after we had submitted our input, the company representative met with many of us across the system and asked questions. Someone spoke up that her supervisor had reviewed what she submitted and told her make changes. To remove things that she actually did and had a major role in Then hands were raised that many others had the same thing done to them. Some of us then had our job titles lowered and salary cap lowered. For example managers were changed to coordinators even though we did the same job as managers. - Need better job training. Coworkers do most of training. I enjoy helping my coworkers but I do not know everything they need to know as they have a different job than me. -Remove the 1, 2, 3 ratings on the ePerformance. I have no problem with my ratings but others who are outstanding employees and mentor others have stated that they received low ratings because they question or have other ideas or do not get along with their supervisor. - When someone retires, it would be helpful if the job was posted and the filled in time for that extremely knowledgeable subject matter expertise employee to train the incoming employee.

More information of available classes.

The ability to sometimes do work remote as a part timer if my boss allows it. Now if i can not make it to work I have to just miss out on hours and pay even though alot of the work I do can be done at home, I just know we are not allowed so my boss could never grant approval to do that. That makes it harder to save up so I can eventually move out of a toxic situation because instead of being able to complete the work when I am sick or unable to come to campus I have to just miss hours. I don't know if part timers can ever build PTO or sick days because that would also be really helpful. Also maybe having more accommodations during Ramadan where workers could possibly do work later in the evening after they break their fast or allowing the ability to work from home so that way it could be a bit later. I think that would help so people who are fasting can accomplish better work than what would be produced while being hungry, thirsty, and tired.

This is a good question. I think the biggest issue I would like to see is more funding for Professional Development activities. When I first started in 2009, faculty received \$2,500 for professional development funding, then after a few years it was dropped to \$2,000, and then it was dropped to \$1600, then \$1500, then \$1200, and now it is \$750. So there has been a consistent decline in the resources faculty have to use for conference, presentations, and professional development. At this point, the money I receive can only pay for 50% of my travel to the national conference in my

profession. So, I would suggest that we reverse this decline, and put more funding into the faculty resources for professional development.
Not much.
Higher pay
Help my classes make
I don't have any major complaints. I like working here and I feel supported. I will say that it feels like it takes a long time to implement new changes to our standard practices.
The rule that faculty can only teach 50% of their load online is a bit rigid. I prefer teaching face to face but, especially in the summer, a bit more flexibility would make it easier to build a teaching load. Updating the "four day on campus" rule, perhaps to something more like "available to students a minimum of four days a week in person or remotely" would be helpful with scheduling as well.
More time to be able to perform my job
I love the flexibility of my job and duties and would love to be able to work at home on projects .
The department I work in feels stretched in that we do not have enough staff to do many of the things that would be beneficial to the college and community. I would also like to see more accountability for those who are not working at a high level and bringing down the team.
Flexibility in work schedule. work from home options, different times of day, etc
Some of the Technology having to do with Istar is not very intuitive.
The administration structure on my campus seems to operate to discourage innovation, prevent taking chances, and reward conformity and compliance. Encouraging and hiring administrators who are leaders, rather than micro-managers, would be a good start to changing the dysfunctional campus culture that has grown here at CyFair for the last couple of years.
As a part time employee, my pathways to advancement and influence are not clear to me. When I have inquired about this with leadership, I have not gotten the clarity I was seeking. I am impressed by the number of leadership cohorts and professional development opportunities offered, but each time I have attempted to apply (on the day the application is released), the cohort has already been full. This leaves me wondering if leadership cohorts are selected on a first-come basis, which excludes folks who are not able to take the time to apply immediately because we have previously scheduled appointments with students for the duration of the day.
Allow more remote work, offer pay increases based on merits or your yearly performance evaluations.
Allowing employees to work from home 1 day a week. This would allow for better work and life balance.
I would be more satisfied overall if somehow favoritism, biases and office politics could be reduced. I know this is almost an impossible tasks since human nature plays a lot into this but oftentimes there are positive things happening (promotions, etc.) for an elite few only. My job would be easier with more FT support staff instead of the high dependence on PT workers that are hard to find and retain.

I would be more satisfied with my job if the pay was higher or if I could work more hours on occasion as a part-time employee.
Support the Library here on the campus. We do bring in the future students for the college. People do like to see the connection to the college when they come to the Library. They are proud to send their children to lone star first before attending 4 year colleges.
Those that do not pull their weight is frustrating. This is in all levels of the college but I wish there was a more corporate way of dealing with quiet quitting support staff, faculty that seem like they hate students, and admin that are not innovative.
Regular training to keep staff updated on the latest industry trends and technologies.
Provide adequate funding and separate emergency services from the external partner, Harris County ESD 9/Cy-Fair FD
In my particular role, I would like more communication between departments as it is very divided and siloed at my campus. I also feel that administration needs to be reminded that those that work under them are people too and though I understand that they are busy, they should make time to check in on their employees. It makes such a difference with the employee morale. As someone that has worked at multiple campuses in the system, I have never experienced a member of an LSC leadership team that can't occasionally take a few minutes out of their day to say hello and check in. Outside of that, I would like the option to work remotely at least twice a week.
Recognize that the bread and butter of the college are the adjuncts. Without them all those inflated administrative salaries are pointless. Decrease administrative perks and salaries and significantly raise adjunct pay. Increase the number of classes an adjunct can teach in a semester. Allow adjuncts access to unused office space to increase their ability to meet with and help students.
From what I have experienced in the past and what I have observed this semester, it seems like the needs of the students overshadow the needs of the faculty. I believe faculty should feel supported and respected and safe, just as much as students should feel supported and respected and safe at Lone Star College.
Allow working from home. Could be twice a week, or biweekly, or even every so often.
Continue the current support level that allows us to do our jobs
<ol style="list-style-type: none"> <li>1. Some kind of flexibility in the summer with childcare options for employees</li> <li>2. More money or more hours to make it possible to complete more work. Right now it's a scramble and a stretch within my part time hours.</li> </ol>
Let me have some flexibility in off-peak times to flex my schedule or work from other locations so I don't have to drive in Houston traffic as much. I end up on campus many evenings and some weekends to support our students and faculty.
working remotely 2 days out of the week.
Monitor workloads to prevent burnout and avoid overwhelming advisors. Provide career growth paths and mentorship. Ensure salaries are fair and reflect workload and performance.

Not only increase the pay to an actual living wage but to provide training opportunities. Not just what could benefit us in the current job but to possibly help us grow and move on to a better job. LSC has the amazing ability to keep people where they are instead of helping them.

Better access, or understanding of general processes and procedures would help me do my job better. It seems that only system office employees know anything about procedures. Campus Deans and VP's don't fully understand many procedures and it creates frustration and a lack of confidence in leadership.

Hybrid remote work option

increase pay

Specifically, i think certain personal should not be in management positions.

If the copier rooms were stocked daily that would be very helpful! I frequently have copier struggles due to no supplies.

I wish there was more flexibility, including being able to work remotely sometimes.

Post ALL 'open' positions and not know or be informed until receiving an email sharing the newly hired person's name.

1. We need more flexibility. If I late for 30min I can stay after 5pm 30min and complete my work.
2. If would be great to have an opportunity to work 4 days a week. We already work in summer 4 days a week, and everyone loves it. Also productively is way better when we have enough rest and can spend more time with our families.
3. Department meetings should be all online, so we don't have to be in the office to participate in them.
4. It would be great if we can be paid for Saturday work. Right now, we have a day off for working on a Saturday. But a lot of us straggling financially and really would like to have more money for the extra work then a day off.
5. Limit the number of Saturdays the full-time staff needs to work or remove them at all ( in Spring everyone have to work 5 Saturdays). It would give opportunity for the staff to spend more time with their families and have a good rest before the busy week. (A lot of universities have part-times staff working late nights and Saturdays).
6. Every week we have to work a one late night until 7pm. Usually late nights are not busy.( maybe 5-0students) Question: why do we need the full time staff to work late nights? We need full - time staff during the daytime when we busy. Again our part-time staff can help us with late nights.

An official LSC training program for the Division Operations Specialist (DOS) job.

Hire {\*\*\*\*\*} who listen to faculty.

It would help if policies and procedures were in place to define roles and expectations. There is a significant missing set of procedures that leaves our system liable should someone make a mistake or something go unfinished and it makes me worry for the health of our college. It is incredible frustrating for me to work with employees who are third party contractors who do not have the same investment in student success or LSC's goals.

When employees are discriminated against, more support from supervisors. Unfortunately, we still have no protection for latina women at LSC. This was an issue with my previous supervisor. I did not report it

to HR because my previous supervisor said the following: "you will be chastised" if I reported it. For this reason, I never reported.
Hire experienced program directors, who in return hire a more experienced and qualified staff. Increase pay for skills instructors who operate under extreme conditions and are responsible for the students safety and wellbeing.
Eliminate the bureaucracy around decision making. It takes days, weeks sometimes for decisions to be made or for paperwork to be complete. Everyone has to check with someone else and they are hesitant to make a decision.
Fewer emails about things. Several emails about staff development or tech information could be consolidated into weekly communication, rather than daily.
Pay for some of the items I use to complete my job. Home computer WiFi fees Some kind of benefit for adjuncts
More trainings
I think there should be equitable growth opportunities internally. There are silos and people like me who do not like to toot their own horn get left behind. I have felt in a rut for the past ten years. I want someone to hear me and other silent voices.
I really cannot think of a thing.
I don't know that there is much more that could be done to make performing my job easier. I am given the tools/equipment necessary, as well as the freedom, as mentioned before, to create my classes. I find the most satisfaction from my students and their reactions to the material I'm teaching.
More support for adjuncts; more peer interaction
MORE FACULTY COLLABORATION
Have a decent cafeteria so we don't have to leave campus for lunch. Luby's is awful.
My position requires a bachelors degree. I am close to retiring and I still do not make what a 1st year teacher makes.
At this time, I have nothing notable.
We are starting to have more communication from the top which I appreciate. A few job responsibilities and processes have been a bit vague.
Currently, I am very satisfied.
As a part time employee it would be beneficial to receive some benefits, such as the ability to accrue paid time off, and holiday paid time. I also feel that more formal one on one training for new employees will be awesome. I also would like to be able to have the opportunity attend any advancement training that interest me as they become available.
It's great !

1. Improve Wifi connectivity in classrooms and labs. This would help with student engagement.
2. Install smart white boards in classrooms.
3. To overcome a sense of isolation and disconnection from campus life. Despite very approachable colleagues and my love of teaching, I have experienced (during this first semester as full time faculty) some loneliness.
4. Better compensation: I invest many hours every week and weekends to ensuring I provide my students with excellent learning opportunities.

Upgrading our facilities to not only get up to speed in the market, but to accommodate our growing fine arts programs.

I need a second monitor and would love to have a standing desk as this would greatly improve my quality of life since our jobs are so sedentary.

Add services and subjects to the Cypress Center campus. VA, Financial Aid, Counseling. Upper-level math, more sciences, more general education options. No more one-class, one-subject situations. Make it easier for a student to build a schedule solely at Cypress Center. I am tired of having to send my students to CyFair to complete their schedule.

I raised this with the {\*\*\*\*\*} Cy-Fair College. I teach at Cypress Center, but I am not under the History Department Chair at Cy-Fair College. An administrator, an English professor, at the Cy-Fair campus, acts as my department chair. When I have asked just to meet the Cy-Fair history department chair, I have received no response. It has been my experience that adjuncts teaching at satellite campuses are under the department chair at the main campus. It leaves one the feeling of being left out of department going-ons. Also, LSC might centralize the adjunct applicant pool, i. e. a district, rather than campus, pool, which would allow allocation of adjuncts were most needed. I experienced it in HCC, wherein adjuncts were under a district-wide chair. Adjuncts were still asked for preferences in regard to campuses.

1. Reopen the business office at the cypress center. Students have to drive to a non-home campus to conduct business that can not be done on line.
2. Have a more forward thinking and proactive (\*\*\*\*\*) who is more focused on supporting the workforce programs and the equipment needs at the center, ie the fork lift issue. I cannot function with out a running forklift. I have been trained by LSC and have been using that lift since 2013 and now suddenly we are getting gaslighted and stoned walled by the {\*\*\*\*\*} at Cy-fair.
3. Over the winter break they plan to rekey the center as they did the main campus, that turned out to be a goat rodeo at first. Not a conversation has been had as to what access I need to run the 6 workforce programs at the center.

N/A

Lonestar has done above and beyond already and I appreciate Lonestar with ever good intention, but more comfortable seating can be preferred .but if not I completely understand .Lonestar is the Best

I'm quite new, so I don't have any feedback on this just yet. So far, so good!

I would like to be paid more. As an adjunct, I don't get paid a lot which means I have to work another job sometimes two so I can cover all of my bills. Having to work another job means I don't have the time to devote to my students at Lone Star.

I would like Lone Star to invest in more technology and better systems across the system. Processes such as grade changes, etc. could be electronic. There are many things we do that are student facing

that are quite archaic. It would be nice if the students had a degree navigator, they could access that would aid them in navigating their degree plan and having the opportunity to register with ease. I see we are making strides to go this way with the annual course schedule. Finally, it would be nice if departments we're so siloed, in that there was a training for the entire life cycle of a student from inquiry to graduation.

Technical training on the tools we utilize as technicians.

At the moment, I cannot think of anything else.

You might want to establish an ongoing training on Employment Laws-

Increase pay.

For my job as a technical instructor... the opportunity for more technical training.

Reviewing and potentially improving the compensation and benefits package for adjunct faculty, including health insurance, retirement benefits, and pay rates, can increase job satisfaction and attract high-quality educators. Also Inviting adjunct faculty to participate more actively in departmental meetings and decision-making processes can enhance their sense of belonging and investment in the institution's future. By addressing these areas, Lone Star College can create an even more supportive and productive environment for adjunct faculty, ultimately benefiting the entire academic community.

I love working here, but from time to time in the past- positions have been left open putting more work on the people who remained behind. I have seen DOMS and Managers leave and others take on more than their normal workload to keep programs like professional development (as an example) alive.

Extend time for iStar log out!!!! We need more help! I am a top producer but we still cannot handle the work load

As the main caregiver for my family (and child with a disability), having the flexibility to work from home would make my life and my work much more satisfying.

Consider a work-from-home policy for at least 1-2 days. Also, consider making the summer schedule that allows Fridays off persist into the entire year.

Take curriculum team committee proposals into consideration and stop comparing disciplines when it comes to course caps and sizes.

Assessing everyone's work flow and job responsibilities.

I am currently in a shared office space. though I appreciate the experience and comraderie, it can sometimes cause issues when appointments and virtual meetings are happening and we are on a call at the same time. I believe that lone star has the resources to rectify the problem. I also have colleagues that are placed with a coworker that makes excessive personal calls and it disrupted her work. there are also several colleagues in my dept. that are together in a large shared room. they dont take a lot of meetings, but they do sometimes make calls and people walk in the room and its loud. I believe that lone star has the resources to rectify this issue. most colleagues are able to deal with the situation, but there are a few instances where it causes some extreme distress.

Better workstation set up; More collaboration within team; Written processes and procedures; Maternity leave; WFH flexibility; staggered hours- some people work well early in the day, others later. There is always something to work on whether it's a project or email that doesn't require working at a specific time of day.

Give us the opportunity to work from home, even at least hybrid, and more team building so it doesn't seem like I work with people that I barely know.

Especially in online science and math classes, monitoring and recording during tests need to become mandatory. Suspicious cheating videos need to be verified independently and communicated to students with consequences.

I work in an online only job, which I feel could be performed as a work from home position or even a hybrid position, but am not afforded that opportunity.

Lowering class caps and hiring more full-time faculty.

allow work from home- or hybrid 2-3 days a week or toll payment assistance

My work is very satisfying. I do not think it should be easier- as anything of value requires work and commitment. Some of our processes seem unnecessarily complicated, but I do not think anything at LSC is 'too hard.'

On a very personal level, I would love to move from part time to full time, honestly that would be the one thing that would make my job better.

I would like more flexibility with remote work. I'm not asking for fully remote work but more of a hybrid schedule, where I could work from home a few days a week, if I choose to. I understand that this isn't possible with all positions but for those that can be offered as hybrid should be.

If we had an actual process for new hires that was well-established, that would be great. When I started at this job, I was given an online training to do, and then that was pretty much it. There is a lack of support to get you ready to work independently. Many other companies even post an outline of this process in their job description saying something such as "By month one, you will be able to ", "By month three, you will " and so forth, and it is clear that they are providing you with a lot of support to help you reach those milestones.

I am completely satisfied with my job. The only suggestion I have is to lower class caps. I've seen class caps continue to increase over the years as a way for admin to increase contact hours. For those of us who have "full" classes, our workload has significantly increased.

There should be actual guides created for each position to assist support staff with their duties and responsibilities. And this can also assure that others are not doing more or less than someone with the same title.

Happy to see LSC is open to advices

1. Maintain academic freedom, or enhance it.
2. Have fewer Administrators with SIX-FIGURE SALARIES, and pass on the benefits to FACULTY, who are the reasons why students come to LSC.

I am very satisfied, currently
The hiring process is so slow!! It seems that some units within our campus can post, interview, and hire replacement or new positions on a much faster pace than others. Also, staff that were here when the OL campus opened should be considered founding members. It really bothers me that we were left out.
By training constantly I know I have the opportunity of advancement.
Sometimes things feel very political and there is this unwritten rule that you should only communicate with others across the college who are on the same level. If I have a question and cannot reach out to my AVC, I have to go to my manager, who then talks to their director, who then passes it on to the executive director who finally talks with the AVC
Everything that Lone Star College has done for me is excellent.
Access to more education on purchasing, procurement, and contract processes to ensure that we don't make any mistakes in the buying process. Access to information to help us provide information to HUB in our service area on how to become approved vendors for LSCS. Keeping our taxpayer money local and in the community that we serve.
Merit raises. Full work from home equipment including ergonomic hardware.
Continue to allow me to do my best work without micromanaging my every move.
Lone Star desperately needs an immersive new hire orientation and onboarding process. The college could model it after hospital onboarding. I have been here for nearly 2 decades, and the hiring process is still clunky and time consuming for new hires and management.
If I had the flexibility to work from home on a regular basis, it would greatly contribute to achieving the sought-after work-life balance. The ability to work remotely, especially during situations like having sick children at home, would significantly enhance my effectiveness. Being able to address work responsibilities from home when needed would eliminate the challenge of catching up upon my return to the office, ultimately improving overall work efficiency and satisfaction
giving the option to work hybrid
Make the rules work the same for everyone, and call people out when they are not following them.
A little less of the outside-of-the-classroom work.
COVID was difficult. Immensely so. And the outgoing administration with its projections and utterly contemptible communication did little to remedy the dread that era entailed. To that end, a culture of fear is deeply entrenched at LSC. Perhaps not at other campuses, but it is still very much alive and well at University Park. (*****) ouster was a day of celebration for most of us, but his influence and bully byzantine "culture" is still felt today. UP, and LSC at large, desperately needs some form of supervisory reviews and audits. Many in positions of leadership are toxic holdovers from (*****) administration. Favoritism is rampant. Some employees are protected while others are horribly overworked (sometimes working far beyond the threshold of their job descriptions) to accommodate the chosen few. Going to HR to address concerns is a quick ticket into unemployment; the retaliatory risks are very real. Additionally, there are employees at UP who come and go as they please, are often absent for long tracts of time (days, weeks, months)...and never submit time off. This theft amounts into hundreds of

hours not accounted for, effectively defrauding LSC, and putting undue strain and burnout on subordinates. Such gross misconduct would not go unnoticed were it not for complicit superiors who are aware of and willfully ignore such gross malfeasance while demanding total compliance of others. Double standards are very much the law of the land at UP. All in all, LSC can be a great place to work, but without channels or mechanisms to address problematic employees and supervisors, most of us keep our heads down and hope that something will change. Address that, and maybe we can begin to shape a culture worthy of what we aspire to be.

Training opportunities and for people to be treated with respect.

Better flexibility - including flexible hours and being able to work from home on occasion. I have a family and young children. I have to take a day off just to take them to and from their schools when my partner is out of town for work. Equity - there are multiple titles for my position, and even though we are doing the same work, we are treated very differently. Conflict resolution - I left a previous position at LSC for a different campus because of one employee. Even after working with my supervisor, nothing was done about this person that was causing problems for the entire department. There were no further mechanisms to make that relationship better, so I left.

Make it easier to transition into preferred role by providing training and mentoring.

More syllabus training.

I am currently serving as a Career Advisor in our Career and Transfer Office. We need a better assessment for career services. The assessment in Career Star isn't thorough and the results aren't realistic. The assessment only measure interests, so while the suggested careers and industries might be relevant, the suggested jobs are often high level, such as managers and directors, which a recent graduate wouldn't have a chance to get into those roles. Furthermore, it would be better if the assessment should included questions on values and personality, to get a better idea of what the student might be like. Furthermore, it would be nice to include Career Services in New Student Orientation and require an assessment as part of the new student checklist. LSC should do more to address student concerns on their path forward by integrating career services early in the enrollment process.

Get rid of all of the red tape.

Allow me to work from home again, I was super productive during Covid.

Communication from other departments could be better

There is no accountability to ensure your job is being completed without pushing the responsibility off on others.

Lone Star could seek feedback from all stakeholders before making decisions regarding student services. This includes the students.

continue to link duties / positions to the greater good and increase pay

Stop with TAP. I've been through HETI, and an entire PhD in education. I think I've got enough training to do my job. In spite of this every semester I have to take time out of my teaching and service to go through some PD. It would be different if it was anything new, but it's the same information that has

been offered 100 times in other forms. So explain to my students why I didn't have time to grade their quizzes because I had a mandatory reflection paper to write that evening in order to keep my job.

I believe having an option to build a reasonable "work-from-home" schedule tailored to our department would be the only thing missing currently. Our team is fully staffed and has the personnel to develop a rotating schedule that would allow for a fully staffed on-campus office and for individuals to be able to work remotely 1-2 days per week as well. I think all the individuals on my team really value a work/life balance, and we all put in so much effort towards reaching our goals and fulfilling our duties regardless of where we are working from, that having the flexibility of a remote work option would be greatly appreciated.

At present, I can not live on just Lone Star salary. I love my work but need a salary that will allow me to pay bills. This would make my work more satisfying.

Sometimes students get dropped due to new payment or FA rules. we are caught off guard.

Better communication

More funding specifically for curriculum development,

Stay focused on student education and actual skills acquisition

Hold employees accountable for actions. There is so much poor planning around and I feel my department, Facilities, has to pickup after a number of poor planning. Our primary job is to make sure the buildings are running properly and safely. Too often our department has to jump at the last minute to fix a problem a contractor failed to do or complete a last minute setup. Even after creating procedures we are not allowed to hold people accountable for poor planning.

Pay their adjuncts a livable wage so that I can afford to focus more time and effort on developing better instruction for students.

Allow a reasonable work remotely option when needed.

It feels like there are a lot of policies that are out of touch with the realities of various position/job requirements.

being able to use the assessment center to proctor tests for online students in order to cut down on the cheating that has been rampant.

Hire employees with the correct attitude, this will help in accomplishing the "One LSC" culture belief.

Teaching an overload can help us make "Ends Meet"

LSC does give me the tools to be succesful in my job

I think we should look more closely at our hiring practices. Instead of hiring an instructional leader for a dean, we hired a toxic boss who is playing favorites and has been shown to be untrustworthy.

The ability to work a full nineteen hours per week.

Reduce the steps of administrative processes and remove some of the red tape. Run operations more like an efficient business.

Get students in person. I don't care if you discount in person classes or do 9 in person credits get 3 free the next semester! but I NEED full in person classes. Enough online.
work and meet with other departments
All better access to technological services (IT) as they are rarely available via telephone and the chat feature isn't really functional.
More connection/communication between faculty & staff. Make the process of advising a club on campus less of an absolutely horrible experience! Not just asking but listening to faculty to see not just what they want, but what students want. We interact with them more than anyone else and it seems like things are put in place that may seem very helpful for students but actually are not for our population. Advising is just awful.
More flexibility. More opportunities for meeting other professionals and exchanging information, strategies and ways of being
-a hybrid work solution including work from home/remote work. I'm intentionally including remote work. If my kids are sick and I can work from home to be with them while they are sick asleep, why couldn't I do the same for an elderly parent who doesn't live in Houston?
Encourage employees to meet their workload requirements or risk being put on a PIP.
The college could add a flexible work schedule or a work from home policy where we could possibly work from home 1-2 days per week.
LSC could make sure that students have an opportunity to participate in events happening in the evenings.
My job certainly isn't perfect and there are always little things that are frustrating, however, that's true for any job. As a part-time math tutor, I cannot think of anything that would make my job "easier." The good things about my job certainly outweigh any negatives.
I feel that as of now, everything is fine.
Nothing at this time.
treat my discipline with the same support and concern as the other disciplines. Every other area of my campus has been upgraded since I started at LSCS, except my teaching station.
I would like a full-time position. It is extremely hard to live on an adjunct salary even when working for multiple institutions. I have very much appreciated the raises in pay to help me remain financially stable.
Quicker announcements with expectations for big events to allow more time to develop a process and plan so that execution is effective and not rushed.
It is helpful to know goals and initiatives to strengthen our future and how we can adapt to changing education.
Departmental leaders could do a better job of advocating for employees when they wish to apply for positions within Lonestar. Our current model does not work well for cross-location collaboration. Especially if you have great employees that are qualified to fill full-time positions at other locations.

<p>I have been in my current position for 18 years. Something that would help someone new coming in is face-to-face training. We used to have this, but it has been replaced with UPK's. The videos are good for general information and also to reference back to, but nothing takes the place of a personal training session.</p>
<p>My position requires detail and information, I provide that and do not always get enough information to understand just what I am doing and why, I am overlooked in communications until I send the right questions to get the full response.</p>
<p>Make those who do the work a part of decisions that directly affect them and their work, before the decision is made and not afterward. Ex.) The new CRM platform. Ex.) Food options on campus Ex.) The new online bookstore</p>
<p>There are times I have responsibility without authority, and that is a hard place to live. I would like either to have the responsibility removed or the authority granted. Sometimes, because we are in an educational institution, degrees trump experience, and that can be very frustrating for people who are in the trenches, doing the work.</p>
<p>Communication between different divisions/departments seems to be lacking. I feel that information shared creates a better working relationship between parties.</p>
<p>I think a hybrid work schedule would be a great way to make productivity higher.</p>
<ol style="list-style-type: none"> <li>1. Hire support staff who are actually good at their jobs instead of hiring based on personality and "cultural fit."</li> <li>2. Make CE the same price as credit again. CE students are the most joy to teach, but enrollment has significantly dropped since the price hike (it now costs \$200 more to take an art class CE than it does to take it credit)</li> </ol>
<p>It's not the job that is difficult, sometimes it's the people. Unfortunately, there isn't much to do about that.</p>
<p>Less paperwork in the purchasing/business office side, streamlined processes, easier to access and updated job aids, clear paths to shared documents, enhanced iStar applications (pay the extra to have reliable functionality), &amp; equality for staff.</p>
<p>better pay, more opportunities to collaborate with my colleagues</p>
<p>Pay More</p>
<p>more get togethers for their adjuncts please! Considering you have a large adjunct community, more events that highlights your adjunct team would be appreciated. I know adjuncts are welcomed to all events, but if events are better timed and more frequent, then higher turnout would result.</p>
<p>continue with the pay increases</p>
<p>I'm not sure if this is a "thing", but employee parking that is convenient would be nice.</p>
<p>It's great!</p>
<p>Cut down on administrative bloat and performative measures and programs enacted by admin.</p>

More concise communication. We learn about objectives/initiatives from System Office that we are expected to implement immediately, rather than asking for direct feedback from the beginning. It would be nice if the communication were provided at the beginning rather than the end of the process. Therefore, the people these decisions affect would be informed and prepared beforehand.

Always remember that there are remote adjunct faculty employees that are doing their best to remain engaged with the overall environment, but that their regular day job many/most times prohibits them from attending meetings in-person. After COVID, there have been many meetings that have only been scheduled in-person that I was really happy to be involved in during COVID when most meetings were either remote or included a remote option. I would attend in-person if I could, but there have been many meetings lately that were only scheduled in-person and I could not attend being adjunct and remote supporting my primary professional job.

My biggest need was learning the D2L system for class management. Perhaps an introductory class or video. I was finally able to access the online videos and they were very helpful.

Honestly, financial incentives for certain benchmarks.

It would be good if the advising staff were more familiar with which courses could be used as substitutes or equivalents for others.

As a Division Operations Specialist I feel the need for improved communication, especially when it comes to decisions that significantly impact our work. While I've noticed some progress in communication, there have been instances where important decisions, like the recent switch to a two-year build, were not communicated to me directly. I only found out through informal channels, which was surprising. As someone responsible for building classes, it's crucial for me to be informed promptly about decisions that affect my role. I'm requesting that relevant stakeholders be included in meetings where such decisions are made. This would help us stay informed and contribute more effectively to the changes. I'm willing to attend more meetings if it means staying in the loop and avoiding surprises. Clear communication from leadership would greatly improve job satisfaction and teamwork.

I am currently satisfied with my job, but it would be much easier if there were more systematic and consistent processes and communications in place. This would allow for transparency and ensure that employees were on the same page and students knew what to expect.

keep me more informed about things that are going on.

Flexibility in the work. If it can be done remotely, such as teaching online, then we should be trusted to do our job. Working remotely actually allows us to be available evenings and weekends when most of our online students have questions.

Nothing It is the best work environment I've been in my career

I couldn't think of anything at the moment.

I had wished to come on as full time faculty but took a position elsewhere due to the salary difference. I think adjunct pay is good but Full time faculty pay needs a boost in order to remain competitive. I made more as a high school teacher than I would have made as a full time professor at Lone Star.

I feel like everyone says this, but flexibility with the percentage of online and face to face teaching would make my job more satisfying.

Lone Star College is my best teacher, a crucial tool of persuasion. I learn daily from my chair, dean, colleagues, and students. Thank you so much for all of them.

If people could fill out the surveys after their tickets were closed, that would be wonderful.

I do not get much support from staff when it comes to labs. I teach a course with labs and when I reach out about issues, I receive vague, conflicting information on how to fix issues.

It would be more satisfying if I could teach more than two classes as an adjunct.

Ensure that Faculty has the latest equipment and devices.

More instructions as to what is expected consistently

Two issues interfere with me performing my job and having more satisfaction with my job are: - A culture has been developed where if you are a good, hardworking dedicated professional, those attributes are taken advantage of by decisions made by upper management. Additional responsibilities, increased workloads, and sometimes additional responsibilities at other campuses are piled onto the employee's current workload. Good employees are made to feel like they have no choice but to take all extra work with no compensation or increased hours. -The second issue is specifically {\*\*\*\*\*}. She is unprofessional, makes flippant/uneducated decisions, and treats people in a bully-type demeanor. Her poorly made decisions/edicts are made with no thought of the effects, additional workload, or detrimental effects on programs and people. She has surrounded herself with people who will not say no to her or tell her that her poor decisions will not work and treats people poorly whom she perceives as not acquiescing to her.

LSC should provide full time opportunities to adjuncts. Have been working at LSC for more than 5 years and never obtained any promotion opportunity.

My current position is very satisfying. However, I am working on strengthening my leadership skills that will hopefully help guide my future steps here at LSC.

I'd like to see remote work options soon. In addition to our improving our culture and quality of life, our talent pools are suffering. I also don't think we always have the money or staff we need to get our work done. It can feel like we are expected to perform too many jobs, and work outside our areas of expertise, instead of hiring people or properly funding new initiative. It can also feel like there are new initiatives popping up without there being a full plan about how to execute, and therefore no real plan about how to pay for it or meet the needs of those performing the work.

ChatGPT I'm looking forward to the outcomes of the Work from Home committee's efforts, with the hope that it will bring about increased flexibility for remote work. I believe that consistent high performance should be directly tied to salary raises. It doesn't seem fair that all employees receive an annual increase without recognizing the exceptional contributions of top performers to the college.

Reevaluate the current pay structure for LSC Interpreters. The standard of compensation does not match industry standards and pays vendor contracted interpreters more than its own employees. As a supervisor and hiring manager, I cannot in good faith recruit and those that do apply are typically shocked and unhappy with our standard of compensation as compared to what they receive through our vendors.

I drive almost an hour to come to work and an hour to go back home each day. . . to basically come in and sit at my desk and do the same thing I could have done at home. I don't attend meetings and when I do they are virtual. I hardly even see anyone unless I am going to the restroom. My position at most companies is a remote position but LSC is so behind the times that I have to drive in to do analyst work. My tasks are also very easy to track whether they are being done or not. Being able to work from home would give me more time to focus on work and the students and staff I support. Not to mention it saves me time, and money. LSC trusts me work from home when it is convenient for them (i.e. running/monitoring processes after hours or on weekends or holidays, working from home during Covid, etc.) so why not all the time?

Repairing/replacing training equipment so each system works as intended without "go arounds" and "make do".

I believe if everyone was held at the same level of accountability, it would make some daily performances of jobs smoother and more enjoyable.

Offer more job/position specific training. Offer career paths.

I would appreciate it if our management understand that we are professionals. At times, because of comments made, that does not come across very well. For example, "how would we know that you will actually WORK if you are allowed to work remotely?". Most of us are very mature, experienced professionals with many, many accomplishments proving our professionalism.

More work space

It would be great if the position were hybrid. Then I would be able to apply for full-time opportunities and stay in my department.

I would love an option to work from home remotely - either full or part time. I have also worked various departments at multiple LSC campuses and I wish there were policies that upheld a more unified operation across campuses. It's hard to give general information to students knowing that info is not good at all campuses or subject to being completely different at other campuses. We think "One LSC" but it often doesn't feel like we uphold that value.

Hybrid or fully remote work options.

I am at UP and I would love for there to be a staff/faulty area similar to the student area for us to have lunch, work in a different space, or just take a break.

Willingness to work with OTS on technology-based decisions, like the ERP system. If this is the case, it's not something seen at the sysadmin level. OTS is not the decision-maker but can co-create value by assisting with navigating true cost of cloud-based services, etc.

Being that I'm in construction, I would think a few days or maybe even a week of a systems/processes seminar would be very helpful as it would cast away any doubt as to how LSC wants construction administration handled.

I believe that if we could share more and more-often the organization's direction and quantify how my endeavors contribute to these goals. I also believe that if we had more community and student service activities where the employees could participate would help us to see how we all contribute to make a difference.

Make the work environment less hostile from the {\*\*\*\*\*}. The morale in the department continues to fall as people continue to be more fearful for their jobs and getting called out publicly by senior leadership.

The perception of fairness in the workplace - there are tenured personnel who have decided they have been working at LSC for years and earning elevated salaries that they now do minimal work because they believe they are entitled and there is no formal write ups on file. In addition LSC is know as a workplace where few are terminated for incompetence or poor work performance. The common practice is usually hope the employee transfers to another department or HR will transfer employee to another department willing to babysit the problem employee.

schedule flexibility for exempt employees, work from home

Havign more promotional opportunities from staff to administration. I have been here for 16 years and in my current job for more than 10 years and cannot get promoted. I have received exceeds expectations ratings nearly every year we have been doing evaluations and have taken advantage of multiple professional development opportunities

I am not able to voice this to my AVC, due to fear of repercussions it may bring. I believe Scholarship Universe needs to be discontinued immediately. This program is difficult to maneuver through, the reports that are in this program are completely useless to myself and the campus advisors. The only administration that raves about this system has not used it, they are only going with the highlights that Ellucian promotes about it. At this time, campus advisors are having to award scholarships in both Scholarship Universe and Peoplesoft which is double the work. There are several other reasons this program needs to be discontinued that I would love to discuss. We need to go back to the original scholarship process that was in place because it worked. The outrageous amount of money that was spent on Scholarship Universe and Campus Communicator was not money well spent and could have gone to more important things our college and employees needed.

I am new to Lone Star, and yet I feel somewhat directionless. It's not that I don't have the tools to do my job, and it's not that I do not like my job - it's more like I don't know what advancement opportunities are available. I don't know what I'm working towards in my personal development and advancement. Additionally, I don't feel like I've been indoctrinated in the Lone Star way. I've heard this term many times, and I have no idea what it means.

To enable employees to work a flexible work schedule to work remote.

As a part-time employee I would like to have more challenges to my work load.

Clear expectations about how each one of us or our roles will create value for the organization. We are also an organization that is not open to change in general. Need to introduce fit-for- purpose KPI across the organization.

Create a work fair and equal work environment free of harassment, bullying, and toxic-free

Some ideas in no particular order and was able to come up with at the moment: Flexible working to allow working from home. Improved communications. If information is intended to be sent to entire groups/departments, do not rely on sending to management level and expect them to disseminate to their staff in a timely manner. Improve notifications on when people are hired and what area they are in. Some do this some don't. Improve notifications on when people leave the college (resigned/terminated). This allow for a better chance for people to prepare in case they have been

working on a project with someone who ends up leaving and don't find out until weeks later. When leaving, don't need details on why they left beyond either good terms or bad terms. Any future workspace assignments/changes to get employee feedback on decision making. example: Replacing offices for large amount of short/small cubicles. Having half the floor have smaller cubes then the other half. Having most of the cubes end up being unoccupied, some of which have been empty for over a year. Note: Compaq did the layout for the buildings at UP to allow for everyone to have an office.

remote or hybrid capabilities

To make my job easier, I feel that LSC can provide more equitable and fair practices across the system.

I often don't feel valued as an individual or employee that brings unique experience and perspective to the team. Although that seems to be changing slowly, leadership showing actual appreciation for employees would be nice.

As an employee of LSC for less than a year, I don't have any suggestions about this area.

Opportunities for skill-building workshops, training sessions, or access to relevant conferences could greatly contribute to staying current in the field and enhancing job satisfaction.

A Hybrid working schedule will allow better efficiency and effectiveness in areas and allow balance with work/life. A higher paying salary would definitely be more satisfying due to the type of work and the higher knowledge-base needed in the department. Holding Managers accountable in areas would also be very satisfying as many times particular managers "pass the buck" on and never revisit the duty at hand.

More practical training or guidance from HR for dealing with employee conduct/ behavioral issues would be appreciated. When I seek advice on dealing with a particular employee, being told that ultimately you are the supervisor doesn't provide actionable steps I can take to help improve this employees conduct. And they do not appreciate more respond well to "I am the supervisor, and you will do as requested" type of leadership. I need practical steps, other than warning and write ups, to implement with this employee to improve both their and my working relationship and time at work. Stress is kind of the nature of our office as there are many processes and items to keep track of, however, stress caused by interacting with a particular employee I don't believe is normal. There has to be something more I can do with this employee other than writing them up for missed deadlines or for behaving in a way that alienates them from the rest of the staff. I would also like to petition for a more flexible work schedule for my staff. Studies have shown the ability to work from home or to have the option of flex scheduling improve employee satisfaction and engagement. I am aware that scheduling of this nature would require more work for managers to ensure their department has the appropriate coverage, however, staff would appreciate the effort. My staff more than proved they could successfully work from home during COVID, even if we don't get work from home ability, I hope we are allowed flexible scheduling for FT staff. We prove we can complete all work items during the summer schedule, and this would be no different.

LSC is LSC's problem, OGC has injected themselves into all facets of operations and grinded progress to a near halt with no repercussions for such actions. I personally have over 15 years of higher education experience and have never seen such a slow, buracratic cumbersome system to operate. the fact that LSC can say the procurement process takes 6 months or more from start to finish makes this organization a laughing stock of higher education. In previous work experience with other higher ed. institutions I was able to issue a PO in 2-3 days if needed and still follow all STATE procurement rules.

The fact that all contracts are reviewed by OGC is also a joke. The previous higher ed institution I worked at had 1, yes 1 GENERAL COUNSEL lawyer, and they were there to assist if needed. They never looked at a contract unless asked and they were able to respond in less than a day in most cases. We have an entire staff and some contracts have taken several months if not longer. LSC needs to get out of their own way and revert back to the basics of procurement rules and reduce the role of OGC across the board. But with the new chancellor coming from this department I see that very unlikely and therefore will be looking to leave LSC asap.

Nothing at this time .

Establish more structure in order to make work together easier.

Provide specific department committed executive level leadership that will provide clearly defined and scheduled strategic\tactical goals and direction and communicate said direction and progress clearly, concisely, and in a timely predictable manner to avoid information vacuums.

Work from home. I do not touch any physical computer hardware. Meetings can all be done over Webex. I drive into work to sit at my desk, do my job, and then leave. My entire job can be done 100% from home without the additional gas expenses and wear on my vehicle.

I believe that Lone Star College as a whole, could hold business process learning sessions throughout the year, so that we as groups that support the different departments within LSC, are able to better understand the business processes that we are supporting. As an example, I may be asked to make a change to specific report or process, however, I am not always provided the background or history, that would provide the information required to make more informed decisions on the requested changes.

For my specific area, we are under staff, and adding more staff will make the job easier.

Having the necessary access to perform my duties would absolutely make performing my job easier. Unfortunately, it has been a constant experience for me to have access denied and/or removed in PeopleSoft and various federal and state reporting systems that brings productivity to an abrupt halt! Lastly, to work under leadership that does not understand the job duties and responsibilities is tragic.

Allow some innovative opportunities, fair supervision, and to know that my employer values my work and leadership skills that will allow me and the college be successful.

Increase the speed of the lower environments in Peoplesoft Campus Solutions (test and STG). Create opportunities to network with other departments.

Since Mario became Chancellor, many obstacles created by {\*\*\*\*\*} have been removed for me specifically. Thank you so much! The {\*\*\*\*\*} did not like to delegate authority, which contributed to major bottlenecks in obtaining approvals and signatures. That said, I suggest providing more support to RDA and/or giving them some authority. Many of LSC's grant programs are not meeting their goals. Currently, there seem to be no internal consequences for grant directors/managers who fail to be in compliance or perform. Our department's guidance is viewed as a suggestion and our warning and advice often are ignored. Additionally, I have seen a lack of professionalism from several program directors/managers when submitting reports and correspondence to funders. Several Annual Performance Reports submitted to RDA for signature routing have had major issues such as grammatical errors. I even saw one report with a screenshot of an email with data versus creating an Excel spreadsheet. The Campus Presidents and VCs approve these documents, but some are clearly not reviewing them.

Certain procedures are not clear and seem to be constantly changing.

Remote work options. I was an advisor and an adjunct EDCU 1300 teacher during pandemic, which are primary student facing roles. During pandemic, I learned better ways to connect with students. I am currently in a role, where my student contact is minimum. On Mondays, I work from a different location than my primary office. This seems similar to being able to work remotely since the technology is there.

More flexibility and freedom would help make my job easier. While we have the opportunity to take plenty of time off, sometimes it would be easier to work from home. Additionally, if I were empowered to make decisions more, I would have a little more freedom to get things done.

I'm a resident of Conroe, TX, and I work at the University Park campus. This is a 40-45 minute drive each way, although I do it only twice weekly. Still, there's no doubt in my mind I could do my job just as effectively while working from home..

To make my performing my job easier would be allowing me to be able to work a schedule that suits my needs and allows me to still assist customers. My type of work is not always able to be done between 8am & 5pm, and requires me to work outside of those times. Therefore, if I could start my day earlier and be allowed to adjust my schedule that would be easier and more satisfying because I need to be able to work when others are not, so I have less interruptions to work on things like queries & code.

1) an option to work from home 1 day a week OR  
2) an option to work 4 10-hour days OR  
3) an option to work from home 2 days a week Also would like to have more consistency on processes from campus to campus. Stop hiring so much overhead in admin at the top instead of more 'worker bees.' Stop letting employees who are not performing stay on - just terminate them in a timely fashion instead of moving them around to another location.

I feel comfortable in performing my job and feel the items that I need to do my job are provided for me. What would make my job more satisfying is making a livable wage. I have obtained two degrees ,working on a third degree, and have obtained two certificates through Lone Star, but only make 34,000 a year.

Consistency in practices for process. Better collaboration between departments that work together.

nothing!

Allow work from home time, recognize when certain employees (departments) are understaffed and are constantly trying to keep their heads above water. Find a way to get some relief to these people!

I think the dissatisfaction I have in my role comes from the level or responsibility and workload in relation to the salary. I am only a coordinator but I have more areas of responsibility or more on my plate than most managers that I have interacted with across the system.

I am earnestly seeking a transformation towards a more collaborative and innovative atmosphere within our workplace—a space where the resonance of my voice is not only acknowledged but valued, where my ideas are given the consideration they deserve, and where my efforts are duly recognized. Despite my extensive experience, illustrated by walls adorned with plaques, certificates, and trophies earned across both government and corporate environments, there has been a notable absence of any acknowledgment or appreciation from Lone Star College. The absence of a culture that actively fosters motivation and acknowledgment is disheartening. I firmly believe that even a simple email expressing

appreciation possesses the transformative power to significantly elevate commitment and double the effort. Unfortunately, such gestures appear not to be a priority within our division, further emphasizing the need for a cultural shift. I propose that leaders play a more active role in nominating individuals for excellence awards, celebrating their achievements on professional platforms like LinkedIn, or even acknowledging their successes with a brief line of praise in routine correspondence. This not only serves to boost morale but also contributes to a more positive and conducive working environment. The current void in effective leadership at the department level is resulting in the loss of many valuable talents. The repetitive cycle of complete reset with each leadership change lacks sustainability and diminishes the extensive resources invested in previous initiatives at the department level. When you can't grow unless your boss (who keeps changing) remembers to grow you makes you stuck between a rock and a hard place. Speaking up and advocating for myself has regrettably resulted in retaliation, thereby creating a more challenging work environment. Instances of ridicule regarding my cultural background only exacerbate the issue. It is imperative that we cultivate leaders who instill a culture of trust, discourage micromanagement, and align seamlessly with the organizational culture. This paradigm shift is necessary to prevent the undermining of prior accomplishments due to personal biases. In addition, establishing a clear pathway for professional growth and implementing robust succession planning measures would be instrumental in retaining knowledge within the organization, hence, fostering learning institution that will never fail. It is my sincere hope that these considerations will contribute to the development of a workplace that is not only seen and nurtured but also motivated for sustained success. A better conflict resolution strategy where employees concerns about micro aggressions and disrespect can be properly addressed without fear of retaliation is so much needed.

When working on special projects outside regular hours - allowing people to work from alternate LSC locations - near home.

I will be submitting for an additional personnel to support the OneLSC work. Personnel.

I work in an open floor with cubicles it is extremely difficult to work because I'm crammed so tightly with others, too noisy, lighting bothers my eyesight, and I can't control lighting to adjust to my needs. I have to deal with smells of people eating as well. Terrible work environment, stressful and when coworkers get sick we all get sick. It's just a bad situation and our managers do not care since they have individual personal offices with doors so they can protect themselves and are not subject to the same work environment. Management never asked us before deciding to remodel the floor and make use all work in open cubicles.

I feel we don't have a overall sense of where the college is headed and "that" knowledge is kept at a level above most workers and not shared. That issue lends itself to "floundering" in our job as there is no clear vision. I think management has a "knowledge is power" mentality and need to share the knowledge to the lower levels. There is a disconnect between management and lower levels. Management has a problem when they say "don't associate with them as they are lower level employees". Just being honest.

Job aides. It takes time to understand the routing options available via PeopleSoft, time that could be invested in serving LSC students more efficiently and effectively.

We need more work options from home. I am struggling to feed my family with my current wage. {\*\*\*\*}. Insurance costs are very high and I could use a raise. I think either lowering insurance premiums or issuing raises would help a lot.

LSC could offer a hybrid work schedule. I would also appreciate merit raises and/or bonuses, as well as more defined career paths for upward mobility. Currently, LSC hires by position rather than by employee, which makes it difficult to hire the appropriate talent when applicants don't 100% match the job description. It also makes it difficult to advance within the organization when you have to wait for someone to leave a position before you can see any promotion or reward for excellent service.

Reorganizing my department. I do not think our division leadership is effective.

Enhancing transparency. Currently, employees frequently receive notifications about significant changes only at the time of implementation, lacking any opportunity for prior input or feedback. This approach contradicts the fundamental principles of teamwork and a sense of family within the organization. It's important to foster an environment where open communication and collaboration are valued, ensuring that employees feel included and heard in decisions that affect them. PLEASE READ THIS.

At least a partial work from home schedule, it would be nice to save time, money and reduce stress from a 45 minute to one hour commute each way on the toll road.

The training would need to provide for new update.

Some departments have a closed-off mindset and that creates/fosters a toxic environment. Sometimes a refusal to change or work together makes it difficult for the students. We need to be better about eliminating barriers because that is the way it has always been done or there are too many steps days to get support for an idea.

Establish Clear Communication Channels: Foster clear, open communication channels between departments and teams. Clarity in communication helps understand the organizational goals and facilitates smoother collaboration between departments. Promote Work-Life Balance: Acknowledge the importance of work-life balance and implement policies that support the well-being of staff. This includes flexible work schedules, feasible remote work options, and initiatives promoting a healthy work-life balance. Regularly Seek Feedback: Establish a feedback loop where staff can provide input on processes, tools, and overall work satisfaction. This continuous feedback mechanism helps identify areas for improvement and ensures that the team's concerns are addressed promptly.

More oversight on supervisors. I feel like my supervisor gets away with not adhering to the rules others adhere to because they are not being questioned or managed by their own supervisor. It is a morale issue for me.

In certain circumstances, it would be helpful to be able to work from home.

Provide options for your workday: remote work, 4-day workweeks, 9-hour days with Fridays off every other week, etc. While not everyone can work remotely, give those who can some flexibility. The potential for easy internal promotion. Giving employees a voice which the new chancellor is doing will create a way for employees to speak up.

From a technology perspective, it would be nice to have some additional training in PowerShell where teams come together & learn together. Iron sharpens iron.

They have made it easier with more flexibility/

Allow work from home option, as needed on temporary basis.

Establish clear expectations and avoid assigning supervisors who are incapable of leading.
Make my coworkers and bosses show up on time
Lone Star College is my second family. I moved to TX in 2008 and started at the college in 2012. I am happy with everything here. The only request I will make is that our cost of living have gone up so much but my pay did not. Being single mother sometimes it make hard to cover the bills and balance life with kids.
More support in doing our jobs (ex: more opportunity to learn/train, more opportunity to attend conferences/events, more support from our leadership teams, more interaction/connection between SO/Campuses/CE, return the extra/different positions we had in our department that got taken away when we did not have anyone apply for them (still desperately needed), hire more people/get more people to apply to open positions, have more opportunities to connect with co- workers/feel appreciated instead of keeping everyone separated/pushed down.
This is something that has improved within my area here recently, but a greater understanding of flexibility with work hours would be welcome. This goes beyond a formal, "remote work" policy. Just flexibility and understanding that if you have to drop your kid off/pick them up or run an errand during the day, its ok to work through lunch to make up the difference. Or if you have someone coming to fix the dishwasher and you can work from home, that it's ok to do so without it being an act of congress. At the end of the day the focus should be on whether the work is getting done and the QUALITY of the work, rather than where you are when you do that work and how much time you spent at your desk.
Increase staff
Cultivate and retain top-tier talent by evaluating avenues like salary increases and enriching employee benefits. Emphasize fostering a work-life balance within the organizational culture.
A work schedule that is more flexible for staff/administrators. Most of my job functions could be completed from home, and even if it was one day, it would save me time and energy on commuting, get my son to daycare, etc.
Work from home options - 4 day on campus, 1 day off campus or even work half day on 5th day
I would like to see options for LSC employees daycare centers, discount rate for a daycare center or summer camps at all locations for the children who are in elementary who cannot stay at home by themselves during the summer. Other details specifically for work is making sure all buildings are up to date with regulations. Making sure every office has all the necessary items to fully function on a daily basis. Also make sure all areas are comfortable with HVAC. There are areas where it's too cold and some too hot. It should be comfortable all around.
Work from home option Less evening and weekend hours Compensation for speaking Spanish to assist customers
Offer more levels for staff promotions at the campus level such as Advisor I, II, III, IV, Coordinator I, II, III, IV, etc. Implementing this tiered system of staff promotions with multiple levels is a strategic and fair approach to recognizing and rewarding the contributions of loyal employees. This not only helps in providing clear career progression but also ensures that employees are appropriately compensated for their dedication and expertise. It also can contribute to a positive work culture, employee satisfaction,

and the retention of valuable talent. Regularly review and update the system to ensure it aligns with the organization's goals and evolving workforce needs.
I work in Accreditation at {****}. It would be great to hear from the top, how important accreditation is and the benefit to each school. Oftentimes, Accreditation is looked at in the negative instead of the positive.
I can be effective working from home as a faculty member on days that I don't have classes. Having a policy that addresses working remotely that allow for more flexibility would be helpful.
Provide a way to advance upward
Offer employees the opportunity to participate in the additional 30 minutes added to lunch hour for fitness. Some campuses offer this program and it's beneficial to living a healthier life style while at work.
nothing
Let me know about the future, such as classes to be taught, sooner than this last semester.
While I understand the need for process, procedures and policy but our systems are becoming more bureaucratic which makes it harder to be efficient and it is becoming more challenging for external entities to partner with us.
<ol style="list-style-type: none"> <li>1. Seek employee feedback, and take it into consideration (have employees at ALL levels on committees that make college decisions). That will assist with creating a culture of inclusion.</li> <li>2. Provide opportunities for LSCS Employees to advance in the career.</li> <li>3. Require High level Admin to attend professional Development that would include High level Admin &amp; Staff. Staff have many choices in Professional Development however Managers, Directors, and Deans-need regular options as well. If they attend PD that include staff (not just High level Admin, they might receive staff opinions better). Their training should include how to manage a team, many times Higher level Admin are put in a position to supervise with minimum skillset because of the Degree however there is always room for growth in managing.</li> </ol>
Help me get into my locked classroom and then not give me a hard time when I'm locked out though no fault of mine. Have dry-erase markers and erasers available.
Streamline syllabus
Additional Professional development for career advancement
I am very satisfied performing my job at this time
Eliminate the process of requesting to activate badge access to classroom. Once we are officially assigned to a class, consider automatically activating our badge respectively/simultaneously. (This has been a past experience for several years, not as of the last 2-3 semesters). Otherwise, all is well. Keep doing what you do!
I think LSC needs to hold those areas (departments, individuals) who have negatively impacted the operations of the campuses/system accountable for their actions especially when it has become a pattern.

<p>I adore my supervisor and her leadership, because of our great work relationship, I have never had an issue of doing more and learning more--however, recently, I requested an evaluation on my duties and would like to be reclassified for all the new responsibilities; but the {****} denied the change. In some ways, it has made me realize that although my responsibilities have change, my superiors make me feel unappreciated of my role. I now have little desire to go above and beyond like I did before.</p>
<p>Leadership (at least over (****)) needs to change. Their way of leading is simply not the best.</p>
<p>I'm adjunct and am very happy with job; I just would like to be offered more classes in calendar year.</p>
<p>Better communication with their employees within their department</p>
<p>Better benefits and more hours for part timers.</p>
<p>swifter communication on the weekends to ensure the communication between registration admin and library services admin work together.</p>
<p>offer more classes weekly</p>
<p>I enjoy working at lone star college. I feel like my hard work is noticed and appreciated, but I wish OTS would get more hours than 18 a week. Increasing our hours would greatly benefit our staff and allow us to work on more projects.</p>
<p>I think the thing that may make it easier allowing a work-from-home option if needed, what would make my job more satisfying is giving credit where it's due, and receiving more encouragement from leadership at all levels.</p>
<p>Review the starting pay for Academic Advisor positions. Equal distribution of work loads across departments. Not everything should fall on Academic Advisors. Look into AI for: Live Chat and Phone Tree.</p>
<p>Provide access to more resources for academic research</p>
<p>A Pay Raise.</p>
<p>I would love to see one work from home day per week.</p>
<p>I've been an adjunct for 21 years and while I do know that I am a valued member of the LSC team, adjuncts do not get recognized for their years of service. It would be nice if we could be included in the service recognition list in the Spring along with the full-timers.</p>
<p>Flexible work options</p>
<p>I enjoy the trainings, and team activities</p>
<p>There are three things that I believe are hard for the college to agree upon, but I think are logical steps in the right direction. 1. There should be no limit/percentage of online vs FTF courses per semester. Every semester is different and the student's needs are different. If online courses are filling up but FTF are not, then I should teach what courses have been made. 2. There should not be a course overload cap. If we are only allowed to teach one or two overloads per semester then many of us will/do seek adjunct positions elsewhere. If the demand is there, wouldn't you want us to stay at LSC and continue to teach our students? 3. The debate of in office vs at home. If my teaching schedule is MW, then it makes</p>

<p>sense to come MW. TTH then could be used to work at home and grade without distractions. Personally, my at-home set up is quiet with a standing up, walking pad triple monitors and a private bedroom and kitchen. On campus, it is not even close. I get double if not triple the amount of work done by staying at home where I am comfortable and where it is quiet instead of commuting. Logically, I want to drive to campus when I have a purpose like class or meeting, but if I am only going to campus to be present because of a rule that can be changed, it is a waste of time, gas, and energy. That commuting time can then be repurposed into work, family or our personal wellbeing to help our mental health. For many of us, time is wasted in the office and we go home at the end of the day to then work and grade for hours. It is a horrible cycle.</p>
<p>More online lunch time classes.</p>
<p>I'm very happy with my job, and the support I get from Lone Star and my fellow coworkers.</p>
<p>Assisting with communication at a campus level and system level. The more communication the more informed you are to assist.</p>
<p>Contact adjunct teachers before removing them from a class with enough students.</p>
<p>I can't think of anything</p>
<p>Lone Star College would greatly benefit from celebrating our students more before graduation. Implementing programs that provide markers/milestones of achievement to assist with retention, completion, and job placement upon graduation. I also believe that a strong Faculty / Adjunct Mentoring program should be instituted across all locations to ensure that our first-time faculty and adjunct experience is established beyond the great work that is done in the New Faculty Institute. Cross-collaboration and greater transparency among all departments for student and faculty success.</p>
<p>N/A</p>
<p>Offer more in person 16 week classes and fewer 8 week and online classes. 8 weeks and online is not ideal for student learning in some disciplines. Our college tends to set deadlines earlier than the system deadlines. This adds unnecessary stress.</p>
<p>The college could make promotional opportunities more accessible. It seems like to be promoted, you have to be a favorite of whoever is in charge, or interview with a candidate pool that includes internal and external candidates. I've been doing a great job, but there is very little promotional opportunity for me because of how things are structured.</p>
<p>The ability to work from home one day a week.</p>
<p>I don't think there is anything more that LSC could do to make doing my job any easier.</p>
<p>Assign courses as soon as the schedule is completed to compete with the other LSC campuses. The students are choosing the instructors by ratings more than the course time and campus.</p>
<p>Allow part time staff more than 18 hours a week and higher pay.</p>
<p>You could always pay the faculty and staff more money.</p>
<p>Lone Star College already exceeds my expectations.</p>

They already do a lot so I'm not sure what else there is as of right now.

Lone Star is the most accommodating employer I have ever worked for.

To have additional work schedule modalities.