Five questions were posed by SRJC to colleagues at four colleges as included below...

1. **Does your college use the VRC to track faculty PD and to also calendar faculty PD events? Who manages the calendar?**
   a. **College of Marin-**Yes to track Faculty PD and calendaring; AA helps with the calendaring.
      i. Reporting is not tied to HR or payroll; faculty PD Coordinator emails faculty about missing FLEX; eventually he reports any missing FLEX hours to VPI.
   b. **De Anza-**Yes to tracking Faculty PD but no to calendaring;
      i. The current faculty PD Coordinator is trying to find another solution to promoting, calendaring, and tracking PD.
   c. **Pasadena-**Yes to tracking Faculty PD but no to calendaring
      i. Email and Senate calendar advertise events
   d. **Fullerton** (Multi-college District)-Only District uses VRC to track for compliance trainings
      i. Calendar is not used consistently
      ii. Faculty PD Coordinator runs New Faculty Seminar, pursues 'external' and grant-funded opportunities for faculty and oversees conference funding. Does not oversee college-specific VRC.
         1. Course Redesign for Equity (CORE)
         2. Race Conscious Certificate program

2. **How has your college addressed privacy concerns related to the Chancellor's Office having access to the PD reported by employees?**
   a. **College of Marin**-Hasn't come up
   b. **De Anza-**Hasn't come up; understands why some faculty would be concerned
   c. **Pasadena**-Hasn't come up; faculty seem to have a somewhat laissez-faire attitude toward VRC; they do not see it supporting a robust faculty professional development culture.
   d. **Fullerton-**Not sure since it is mostly used by District and not the specific college.

3. **How is the VRC managed at your campus? Is there a full-time classified or management position dedicated to this? Can you also clarify how much faculty reassigned time is allotted to facilitating faculty use of VRC?**
    a. **College of Marin**-Faculty Professional Development Coordinator does much of the work; this person has 33.3 R.A.T. and is also responsible for their multiday PDA week each semester.
    b. **De Anza-**No specific person assigned to do this work on a routine bases; they hire a temporary classified person hourly to take event descriptions and workshop sign-ins and add them to the VRC
        i. One full-time faculty professional development coordinator; not clear how much time this person dedicates to managing VRC.
        ii. One full-time classified professional development coordinator; not clear how much time this person dedicates to managing VRC.
    c. **Pasadena**-Not sure; however, does not feel having faculty oversee tracking and calendaring is a great use of faculty expertise.
        i. 50 % R.A.T.--Faculty PD Coordinator has 50 percent release time; most of this time is allotted to planning the equivalent of our PDA days
        ii. 100 % R.A.T.--Split between New Faculty PD Coordinators; they develop and deliver programming for new contract faculty.
        iii. 50 % R.A.T.--Associate Faculty to serve as New Associate Faculty PD Coordinator. This person develops and delivers programming for new associate faculty.
    d. **Fullerton**
        i. Not sure since it is mostly used by District and not the specific college.

4. **Have any of your faculty members experienced any problems with the program?**
    a. **College of Marin**-Yes; VRC is antiquated; not user-friendly
    b. **De Anza**-Yes; not user friendly.
    c. **Pasadena**-Yes; not user friendly.
    d. **Fullerton**-Not applicable

5. **Has there been any hesitation on the part of faculty to use the program or is it well-used? If so, please explain.**
   a. **College of Marin**
      i. Search features are confusing because categories are odd.
      ii. The reporting system is not intuitive. College of Marin created a separate tracking tool; willing to share it with us.
   b. **De Anza**
      i. Faculty members consistently complain about it, ask questions about it, and express discontent about it. It is as clunky as it looks.
      ii. Search features are confusing. Had a hard to finding their own events that they had uploaded into VRC.
   c. **Pasadena**
      i. VRC does not really support a 'culture' of robust faculty PD; it feels mostly like it covers compliance trainings.
   d. **Fullerton**
      i. Uneven usage among the colleges within this District

6. **Additional Input**
   a. **College of Marin**
      i. Mostly good; if we don't have any other tracking and calendaring tool, he suggested we join VRC but be sure to have those involved in overseeing VRC have sufficient R.A.T. to attend VRC Office Hours and ask lots of questions. Steep learning curve.
      ii. Asked about how our FF program might fit in; he felt it could be woven in as a series of recurring events on the calendar
      iii. Three pain points: Adding External Events; Refreshing Dashboard; VRC feels antiquated

AFA Related Research (see last page)

AFA Related Research (three responses received)

From Ohlone College's Faculty PD coordinator: I have NOT integrated LCW PD activities with the VRC. Christina in HR has been exploring how to do that. In the test user activities in which I participated a few years ago, it was clunky and not user friendly. I believe HR's short- to medium-term plan is to load the flex activity records into the VRC for reporting purposes. Since they're the ones responsible for tracking and recording, I defer to them on how they want to do that. I have not been asked to take on additional duties. Based on my limited exposure to the platform when it was implemented, it would add significant time to me and to faculty participants if we were to use the VRC for administering our LCW PD (registration, attendance, etc.)

From Pasadena City College, Mikage Kuroki, Ph.D. Professor and Co-Chair, English Department. Yes, Pasadena City College has been using the Vision Resource Center to track our FLEX activity for several years now. The only issue we've had with the VRC is that the Chancellor's Office controls which professional development categories appear on the VRC; for example, the Chancellor's Office changed/removed some professional development categories previously listed on the VRC even though they qualify as FLEX activity, causing some frustration to faculty. I don't think this is a big issue though.

From Yosemite College. Our district uses the VRC. I don't have a report on any issues related to workload for members or for faculty professional development coordinators, but from a personal standpoint, I find it clunky and annoying. It's as if I have to re-learn it every time I return to it. :/