

Fall 2004

Employee Recognition Event

Office of Institutional Effectiveness

Palm Beach Community College

October, 2004



***Palm Beach Community College
Fall 2004 Employee Recognition Event***

President

Dennis P. Gallon, Ph.D.

District Board of Trustees

David H. Talley, Chairperson

James L. Watt, Esq., Vice Chairperson

Susan K. Baumel, Esq.

Larry L. Pelton

Carolyn L. Williams

Yuri Konnikov, Student Trustee

Vice President of Academic Affairs

Sharon A. Sass, Ph.D.

Dean of Curriculum Assessment and Research

Ginger L. Pedersen, Ph.D.

Human Resources

Ellen Grace, Director, Ph.D.

Danielle Olson, Manager, Human Resources Programs

The Office of Institutional Effectiveness

Seymour Samuels, Ed.D., Director

Jennifer D. Campbell, Ph.D, Senior Research Analyst

Jeffrey M. Nowak, Research Analyst II

David Edmonds, Research Analyst I

Sandra Livingston, Administrative Assistant

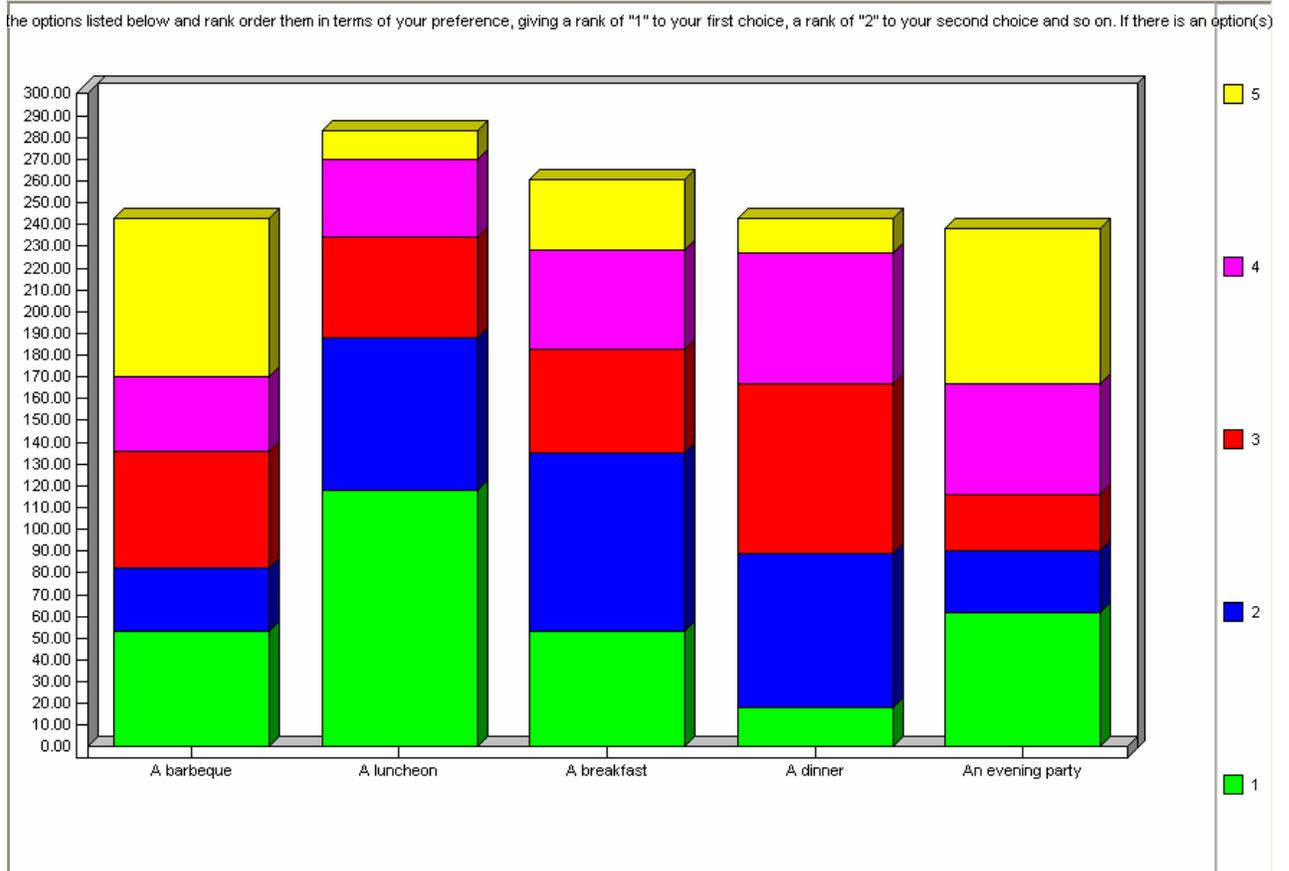
Prepared by:

Jennifer D. Campbell

*Palm Beach Community College
Office of Institutional Effectiveness
4200 Congress Avenue
Lake Worth, Florida 33461*

Total number of respondents = 332
Responses submitted between Oct. 15 and Oct. 28.

What type of college employee recognition event would you like?
Rank-order the events in terms of preference, giving a rank of “1” to your first choice, “2” to your second choice and so on. If there is an option(s) you would not attend at all, don’t rank it—just leave it blank.



Type of Event	% First Choice	% Second Choice	% Third Choice	% Fourth Choice	% Fifth Choice	Would Not Attend
Barbeque	16.0	8.7	16.3	10.2	22.0	26.8
Luncheon	35.5	21.1	13.9	10.8	3.9	14.8
Breakfast	16.0	24.7	14.5	13.6	9.9	21.4
Dinner	5.4	21.4	23.2	18.1	4.8	26.8
Evening Party	18.7	8.4	7.8	15.4	21.4	28.3

Row percentages add to 100%

Verbatim Responses: If there is another option you would like to suggest, please describe it below.

- A fundraising running/walking race with food after.
- How about making this part of Development Day festivities?
- We had an Eissey Campus picnic that I attended and enjoyed! I would attend another one. Perhaps you could have smaller events on each campus. I would attend an interesting event at the Eissey or Duncan Theaters.
- An "olympics" with everything from Pictionary and ping-pong to volleyball and basketball.
- The BBQ food wasn't that good that could be why the turn out year after year resulted in less people attending. A theme spot such as the Zoo or waterpark. More events for kids to do.
- This may show up later in the survey, but most people don't attend the barbecue because it's too expensive. It seems especially odd that it is labeled as an employee "appreciation" event, yet we have to pay in order to attend. If the college truly appreciates us, we should not have to pay for something like this.
- An afternoon party with finger foods and raffles (that you don't have to buy- your name just gets put into the basket)
- A cruise
- Work week only! Should be Free! We work hard for our money!
- If you are looking for high attendance, I suggest a day-time meeting on campus for no charge. Many of the people I know resent having to pay for a party. The before-the-term meetings and ac dev days take up enough of our time and our going to a self-paid party for our recognition is nearly a slap in the face.
- A banquet seems like a nice idea for awards.
- A Sunday brunch
- You could have an afternoon tea. Serve dessert's.
- palm beach princess evening cruise
- An open house during a work day with a chance to meet upper level management and to learn about other departments
- I live too far from Lake Worth to comfortably attend this event. John Jenkins family day at the Eissey Campus last year was wonderful and well-attended.
- one reason the BBQ I believe was not well attended is that
- Breakfast is option 4
- Bowling. Christmas/Holiday party.
- Gift certificates in place of the engraved plaques. Give employees something they can really use. A pen taht costs \$1.99 per gross loses its meaning.
- A staff night on a cruise to nowhere evening trip
- nice dinner or lunch somewhere "indoors"
- Afternoon refreshments on a campus by campus basis

- It really depends on what kind of function we're interested in. If spouses or family are to be included, the times are more important - if it's just an awards ceremony with food, that's different than an opportunity to meet colleagues' family and socialize.

- Semi-formal holiday party, like some of the bigger companies put on. It would be nice to see people socially, away from work, and not just at some activity that is part of the workday.

- Adult Cruise

- Cruise

- a low-fat ice cream party

- A theater party at the Duncan

- If you want to show appreciation to your adjuncts, pay them more.

- None. I believe the barbeque last year needed to be better advertised.

Many students I spoke with would have wanted to come.

- An end-of-the-year (or term) party, perhaps tied to graduation? This might promote attendance at our spectacularly poorly-timed graduations as well.

- bowling

- At SFCC, a recognition event is held once every 6 months and it is eagerly anticipated as food and humor are always involved. Usually a short intro by the President, then an MC who is funny officiates, introducing the honorees and explaining what they are being recognized for. It takes no more than 30-40 minutes, is a stand-up affair with LOTS of finger foods and punch. It is usually held at 3 pm on a Wednesday and is eagerly anticipated. (In fact, if a person from a particular department is being honored, the entire dept usually happily goes. Everyone knows the time and place and duration, so people can plan their work schedules around it.) Perhaps we could do something of the same sort.

- A real recognition program/ceremony for individuals and/or teams who have made concrete, significant contributions to achieving the college's overall mission and areas of focus.

- My # 1 is only if it is during the week.

- gift card from a local store

- I would like to see the event happen on a day other than Saturday - whatever the event is.

- Fish Fry

-

- Additional money and recognition in the Perspectives

- Each campus have their own function. Driving 40 minutes through traffic and construction (to get to LW) is not a welcoming thought for a supposedly fun event.

- Perhaps a nice meal together at a time when we are already together. I remember having breakfast together to kick off the new school year...

- Luncheon at convocation or Development day.

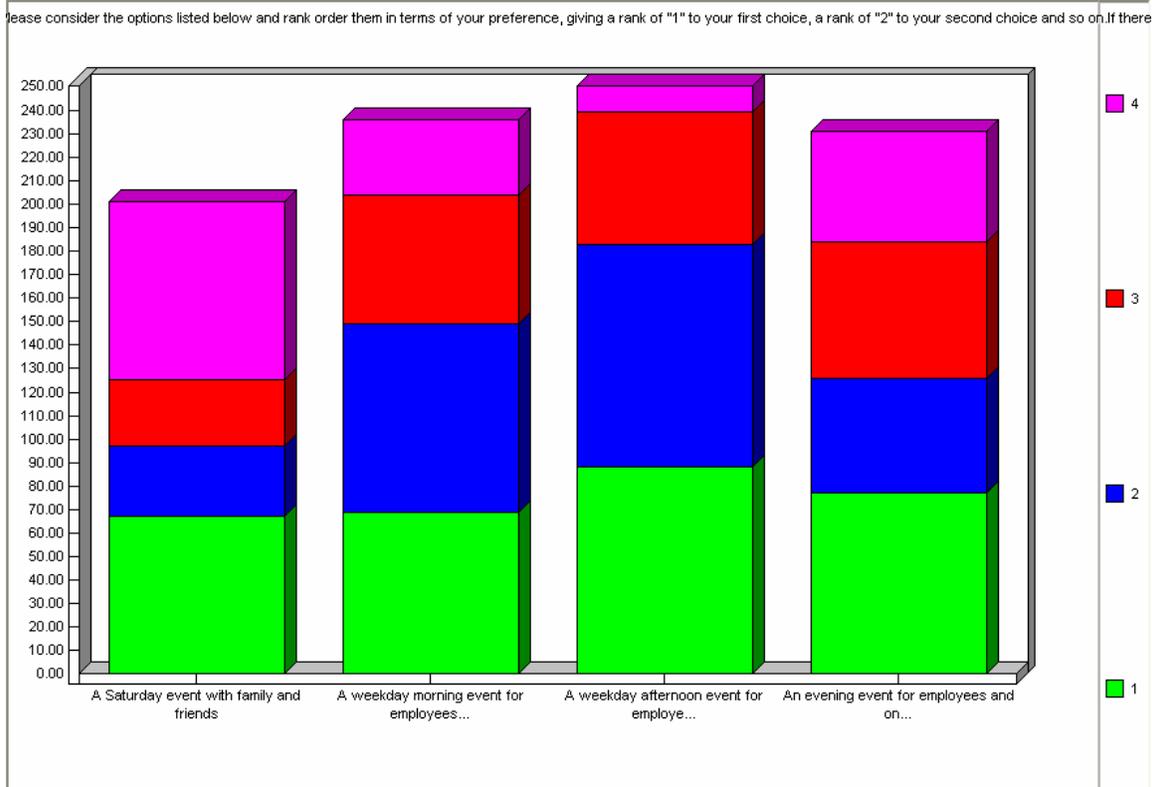
- Depends on whether it would be during working hours and if there is a cost to attend

- n/a

- Possibly a plaqu to hang in their office?
- Christmas Party
- Development Day--having some kind of recognition
- A competitive softball game or volleyball game with each campus fielding a team.
 - a holiday party
 - I would just say that either a breakfast or dinner recognition program is always a great way to recognize employees.
 - Anything that didn't cost money.
 - Have the function at the North Campus in Palm Beach Gardens
 - Use all college meeting or campus meetings.
 - The Administrative Assistants used to attend a luncheon in conjunction with Florida Atlantic University that was held at the Boca Country Club on Congress Avenue
 - Administrative Assistant Seminar sponsored by FAU held at the Boca Raton Country Club.
 - bonus
 - A gathering at student activities just to play and meet each other.
 - If you could combine it with the holiday celebration you'd probably get better attendance.
 - I think it would be great if employees could be recognized by setting a room for them to stop by and have breakfast or lunch on campus. We have so many dedicated employees who are unable to attend weekend events.
 - Perhaps an event like a luncheon to honor our frontline counter staff.

Sample Answering: 62 responses

Last year's BBQ event was held on a Saturday, allowing employees to invite family and friends. Please rank order the options, giving a rank of “1” to your first choice, a rank of “2” to your second choice and so on. If there is an option you would not attend at all, don't rank it--just leave that option blank.



Type of Event	% First Choice	% Second Choice	% Third Choice	% Fourth Choice	Would Not Attend
Saturday with family and friends	20.2	9.0	8.4	22.9	39.5
Weekday morning: Employees only	20.8	24.1	16.6	9.6	28.9
Weekday afternoon Employees only:	26.5	28.6	16.9	3.3	24.7
Evening with one guest	23.2	14.8	17.5	14.2	30.4

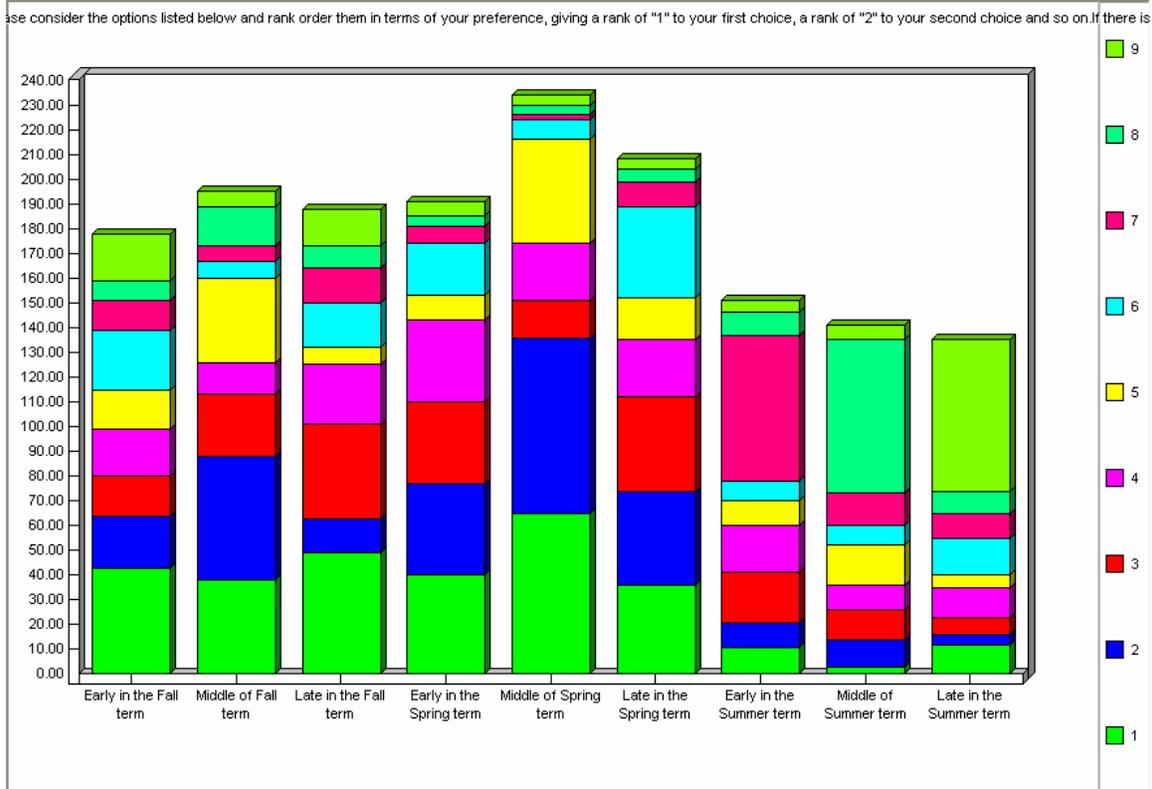
Row percentages add to 100%

Verbatim Responses: If you have any other suggestions regarding time and guest options, please write them here.

- Consider having two. One event for just the employees only a chance to meet one another and mingle during a weekday. Then a Saturday BBQ to invite family and schedule more family activities.
 - At our on campus area!
 - I won't support any event that takes more time away from classes and consider social events held by and employer in poor taste as my social time is mine and not for more employer-employee interaction.
 - See previous suggestion
 - One reason I did not attend is that I bought tickets at the Duncan for a family show that was going on at the same time as the BBQ. The theater tickets were bought months ahead, I don't think you can plan more than one family event at the same campus on the same day and time. Plus, I think there was also something else planned on central campus that day. Also by the weekend the BBQ was planned it is getting really hot during mid-day, if planning mid-day events outside events before the heats up.
 - A gift certificate to a GOOD local restaurant.
 - Leave the kids at home. Not a weekday event, because that would be centered around the workday. I think we need something away from the office.
 - cruise family and friends
 - How about on a Sunday, because some people work on Saturday.
 - Events offered during the workweek tend to exclude those who cannot stop working ot attend them! Classes must be tuaght, phones must be answered, students advised, etc.
 - 7:00 - 10:00
 - Saturdays are not good for employee get-togethers.
 - I think it should be on a Friday around 6:30p.m.
 - Nursing faculty are away from campus so much and so busy we would probably miss anything in the daytime.
 - Something for employee only on Saturday/Sunday like brunch
 - have an area recognition for the semester
 - I am never able to attend anything on a Friday night or Saturday which is why I have not been able to attend the BarBQues. What ever food is offered, I also only eat vegetarian.
 - Consider including a silent auction and/or prizes based upon raffle ticket sales.
 - The event should not be during class hours, since those in class can not attend.
 - Sunday event with family and friends

Sample Answering: 20 responses

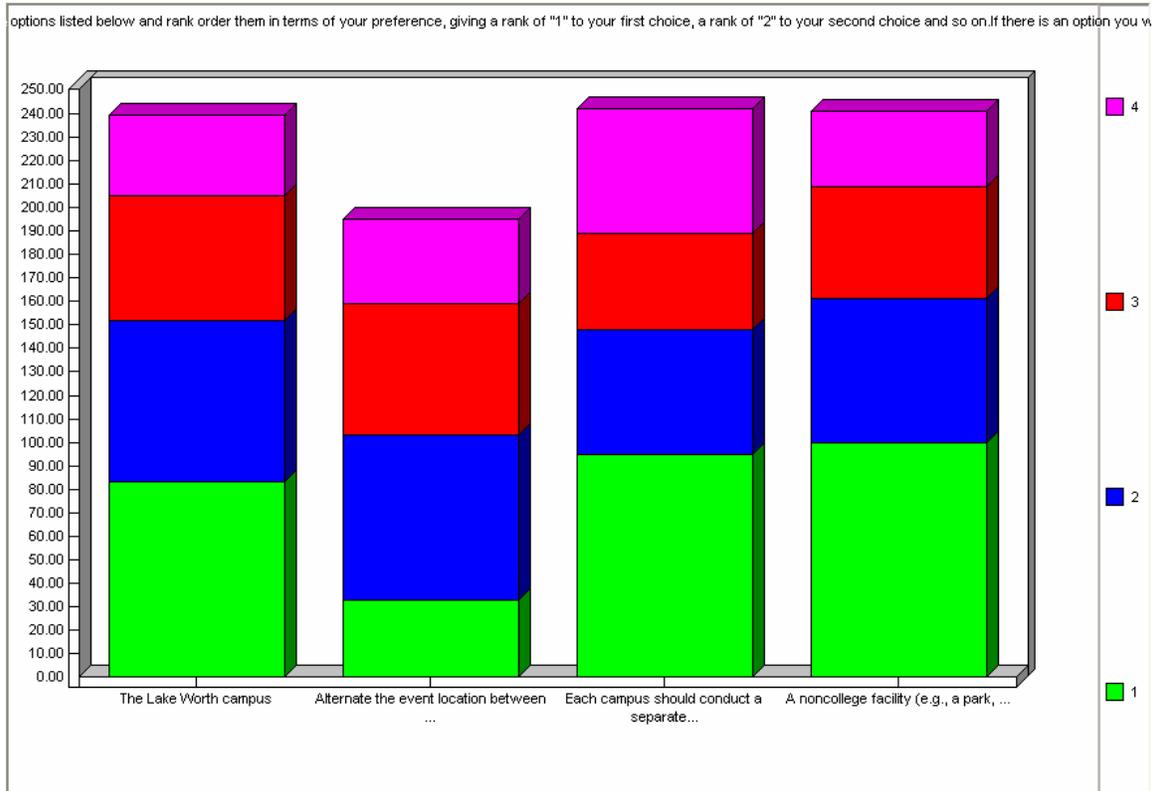
Last year's event was held near the end of Spring Term. What time of year do you prefer? Please rank order the options, giving a rank of "1" to your first choice, a rank of "2" to your second choice and so on. If there is an option you would not attend at all, don't rank it--just leave that option blank.



Option	1	2	3	4	5	6	7	8	9	Would not Attend
Early Fall	13.0	6.3	4.8	5.7	4.8	7.2	3.6	2.4	5.7	46.4
Middle Fall	11.4	15.1	7.5	3.9	10.2	2.1	1.8	4.8	1.8	41.3
Late Fall	14.6	4.2	11.4	7.2	2.1	5.4	4.2	2.7	4.5	43.4
Early Spring	12.0	11.1	9.9	9.3	3.0	6.3	2.1	1.2	1.8	42.5
Middle Spring	20.0	21.4	4.5	6.9	12.7	2.4	.6	1.2	1.2	29.5
Late Spring	10.8	11.4	11.4	6.9	5.1	11.1	3.0	1.5	1.2	37.3
Early Summer	3.3	3.0	6.0	5.7	3.0	2.4	17.8	2.7	1.5	54.5
Middle Summer	.9	3.3	3.6	3.0	4.8	2.4	3.9	18.7	1.8	57.5
Late Summer	3.6	1.2	2.1	3.6	1.5	4.5	3.0	2.7	18.4	59.3

Row percentages add to 100%

What do you think would be a good location for the event? Please rank order the options, giving a rank of “1” to your first choice, a rank of “2” to your second choice and so on. If there is an option you would not attend at all, don't rank it--just leave that option blank



Location	% First Choice	% Second Choice	% Third Choice	% Fourth Choice	Would Not Attend
Lake Worth Campus	25.0	20.8	16.0	10.2	28.0
Alternate between the four campuses	9.9	21.2	16.9	10.8	41.3
Each campus have a separate event	28.6	16.0	12.3	16.0	27.1
A non-college facility	30.1	18.4	14.5	9.6	27.4

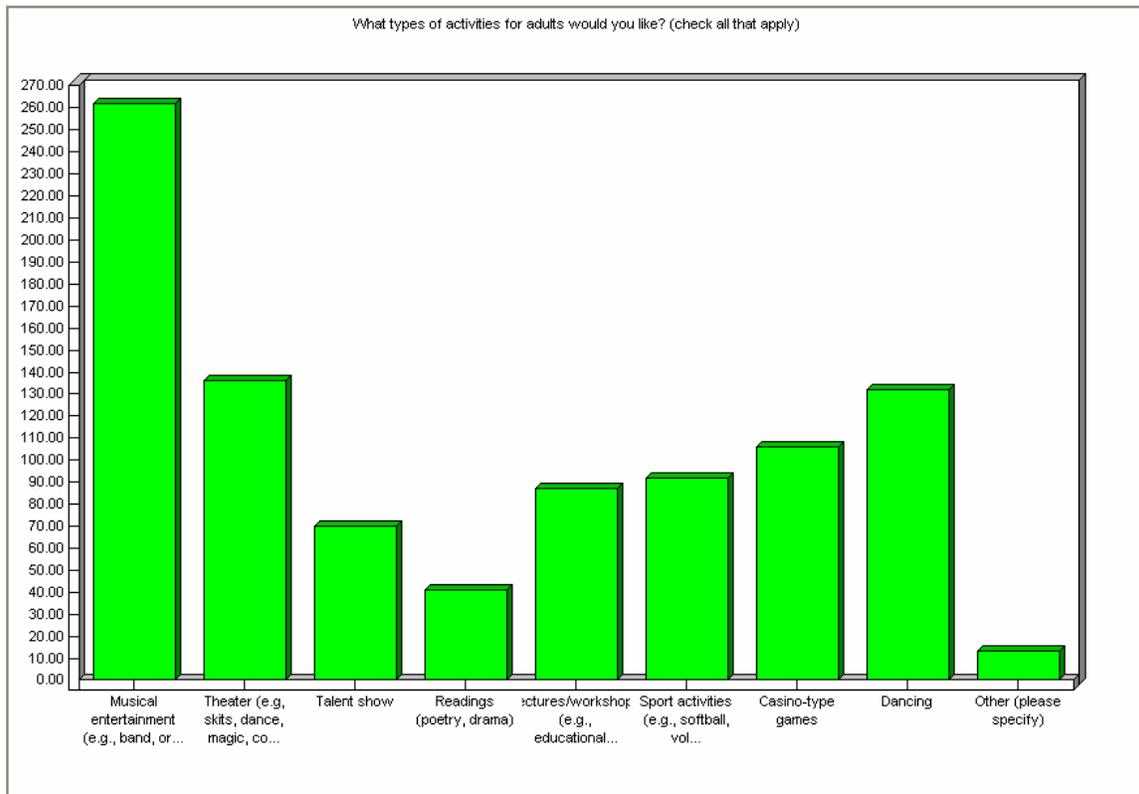
Row percentages add to 100%

Verbatim Responses: If you have other suggestions for the location of the event, please write them here.

- PBCC Theater (Eissey or Duncan);roller skating
- Zoo or a park, hotel would be good for an evening event.
- Okeeheelee Park or John Prince Park are good locations
- I doubt many people would go out to Belle Glade
- Unless attendance is mandatory, I will not attend.
- johnathan dickinson,bahamas
- Maybe a trip to an Amusement Park during the summer for employees and their families.
- Some middle ground.
- lake worth campus needs to hold their own, we are not familiar with the other faculty-->a nice hotel for dinner would be acceptable
- Duncan and/or Eissey Theaters
- In a fine dining restaturant
- Thanks for asking
- Parks are always nice.
- Pay the Hospitality Management Program to provive the food. The Food services Vendor is garbage. Presidents Dining Room is the best location.
- Consider of our ocean front parks

Sample Answering: 15 responses

What types of activities for adults would you like? (check all that apply)



Choice	Count	Percent
Musical entertainment	262	78.9
Theater	136	41.0
Talent show	70	21.1
Readings	41	12.3
Lectures/workshops	87	26.2
Sport activities	92	27.7
Casino-type games	106	31.9
Dancing	132	39.8
Other (please specify)	13	3.9

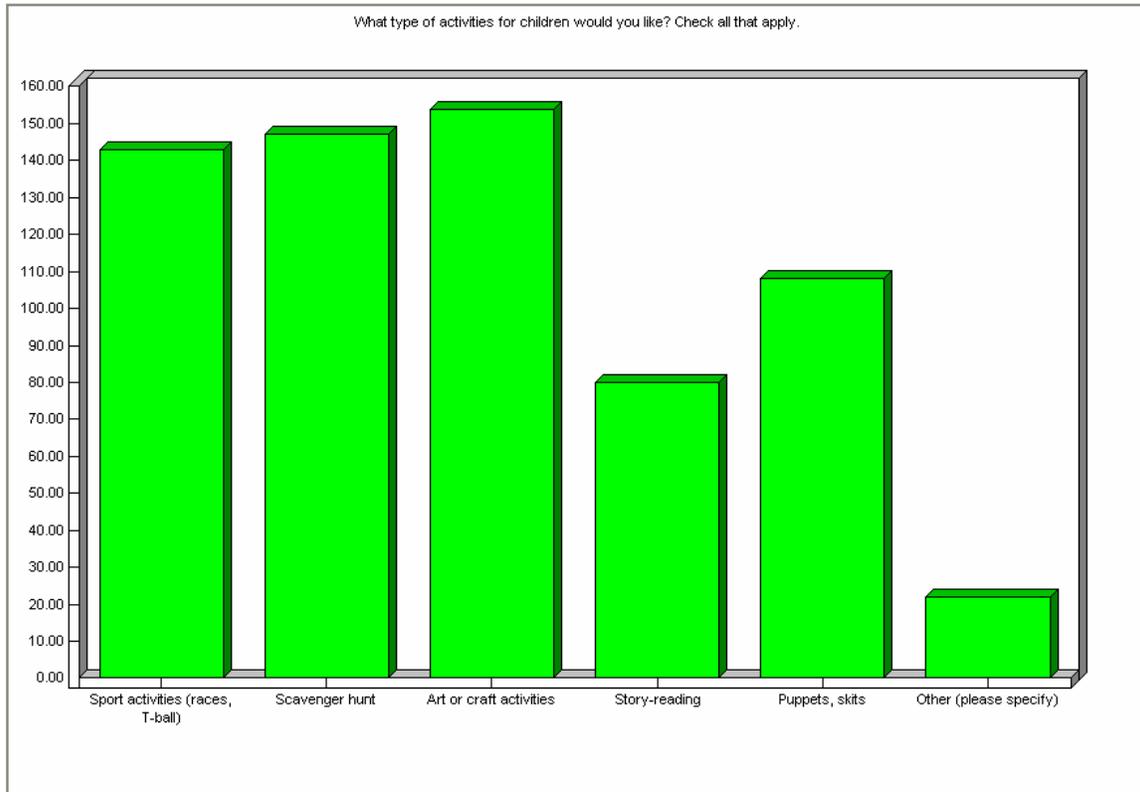
Percentages do not add to 100% due to multiple choices.

Verbatim Other Responses: What types of activities for adults would you like?

- food!
- quality plays
- Dinner/drinks, mingling
- Faculty/administration softball game. We'll woop you.
- An ceremony that formally recognized and awards both faculty AND staff for significant contributions in achieving the college's goals
- Scavenger hunt
- ice skating
- Group of music students Jazz Trio no singers though. Ask David Gible to get a group to play.
- raffles
- holiday party
- dinner
- brain ball
- Outdoor activities, such as beach parties (bonfires?), nature walks, etc.

Sample Answering: 13 responses

What type of activities for children would you like? Check all that apply. -



Choice	Count	Percent
Sport activities	143	43.1
Scavenger hunt	147	44.3
Art or craft activities	154	46.4
Story-reading	80	24.1
Puppets, skits	108	32.5
Other (please specify)	22	6.6

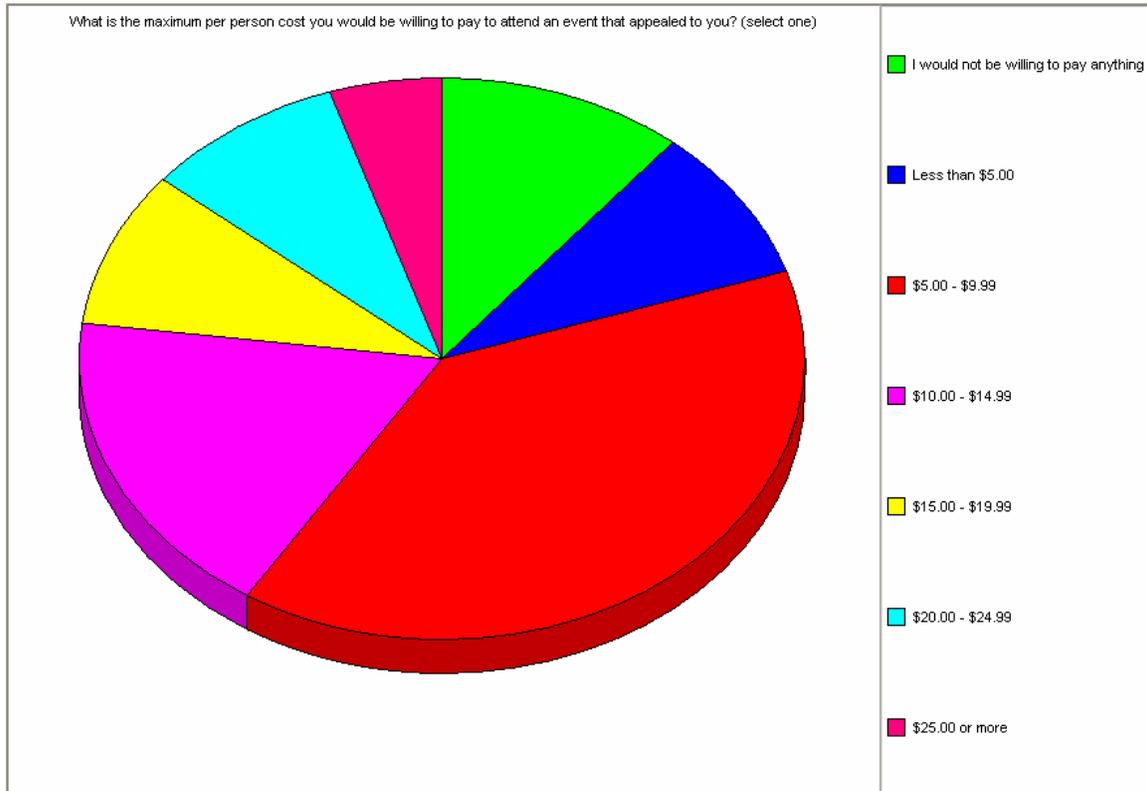
Percentages do not add to 100% due to multiple choices.

Verbatim Other Responses: What type of activities for children would you like? Check all that apply.

- Face painting
- No Children
- face paint
- none
- No children at the event
- just mingle
- DJ
- Our resident magician (Dr. Gallon, isn't it - Cy?) is always appreciated.
- None. Leave the kids at home.
- None
- Children's Theatre
- theatre workshop for employees children
- no children
- participatory musical activities
- love children but I only have 1 adult
- Have an adults only party and then another with kids present
- Eat and talk
- Bounce House
- Getting reduced rates at a water park
- Magic Show

Sample Answering: 20 responses

What is the maximum per person cost you would be willing to pay to attend an event that appealed to you?



Choice	Count	Percent
I would not be willing to pay anything	34	10.2
Less than \$5.00	28	8.4
\$5.00 - \$9.99	126	38.0
\$10.00 - \$14.99	58	17.5
\$15.00 - \$19.99	30	9.0
\$20.00 - \$24.99	29	8.7
\$25.00 or more	17	5.1
Not answered	10	3.2

Verbatim Responses: If you have any other comments regarding the annual event sponsored by the Employee Recognition Committee, please give them here.

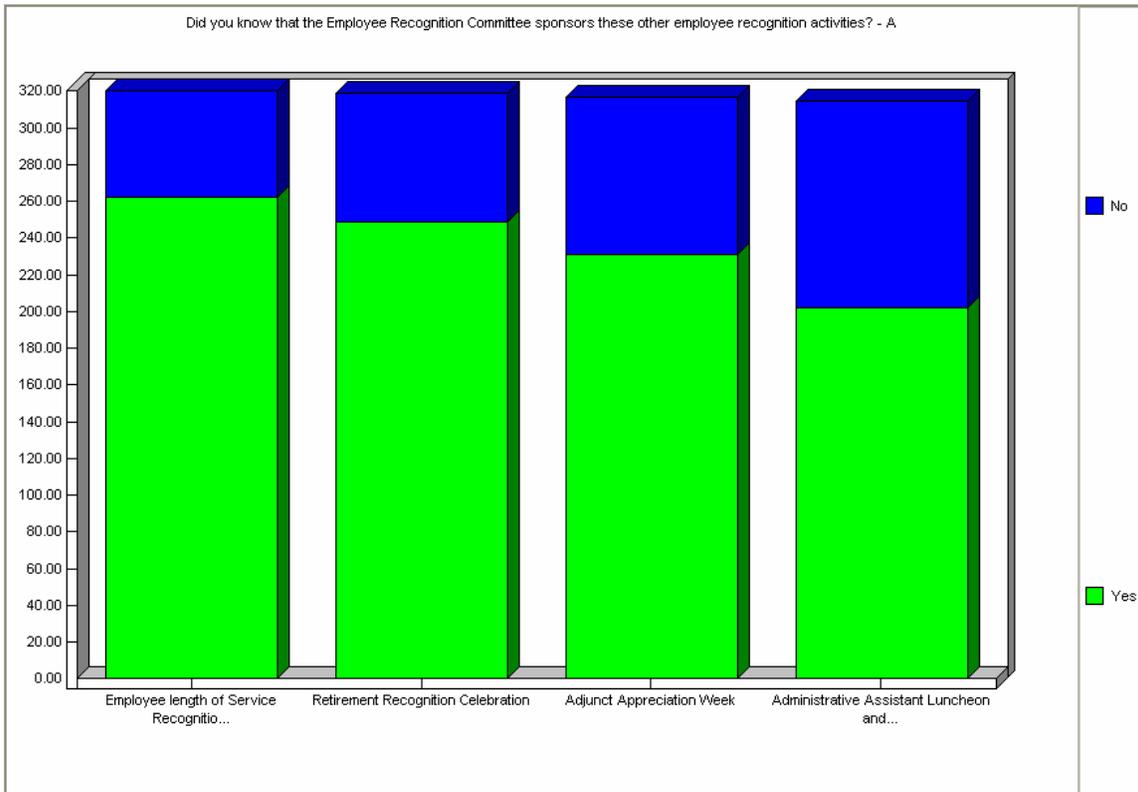
- I would like to see a formal or semi-formal event.
 - I did not attend the BBQ last year because the events for adults are always the same (DJ, Dr. Samuels). Varying the activities might bring the people back.
 - Maybe making this a luncheon event during Development Day, or something like that, would help draw more interest and participation.
 - I think the Eissey Campus picnic was well attended and enjoyed by all.
 - I think that employees shouldn't have to pay to attend an event in their honor
 - Guests should pay!
 - I think it should be free and every location should have their own. Most people don't want to drive an hour.
 - Do not take time away from classes. Do not charge for any event. Do not use a social event to have speakers. Keep any presentation to a distinct minimum.
 - If you are looking for a band to play at function, my husband has a rock and roll band.
 - Well like I stated earlier that An amusement park or water park would be great during the summer for the employees and their family... Or a one-day cruise on the Palm Beach Princess or any other ship/boat...I'm not sure if this is being onesided because I am younger than most of my coworkers and majority of them wouldn't want to do this but it's just a suggestion who knows? Nowadays more older people are participating in things that only younger people would do before...it's up for grabs.
 - Why not hold the event on Development Day? Then everyone can attend during the lunch break. Awards can be given then also.
 - annual event to recognize the faculty-->then the college should pay and the faculty "should not" be charged to attend
 - Events that are more than once a year might be nice . . . but it would be great to have a really nice yearly event (like a holiday evening party, or at some other time).
 - The BBQ was a nice try -- it really was. It just doesn't appeal to me, as a single person with no kids. There is no reason for me to go, no real activities for adults, nothing to hold my interest. I'd much rather have an adult event, like a holiday party, even if we have to pay for it. We used to have that holiday luncheon on the last day before winter break, but that got shot down. Regardless, it was still part of the workday. Workday events lead to workday discussions. What I'm talking about is some kind of evening event off-campus, not part of the workday. An event to look forward to.
 - Two reasons I didn't attend last year: I was out of town or busy, as I am many weekends. It seemed the event was aimed at families with kids.
 - I have not attended.

- The annual picnic seems to be geared towards families with young children. It is also in the middle of the day on a Saturday. I would rather do something later / cooler in the day.
- It should be glamorous.
- I think it would be really cool to have a powerpoint presentation with visual materials from the past. The time periods would be 5 years, 10 years, 15 years, and 20 plus years. This could be shown just prior to awarding employees with their years of employment awards. Everyone would enjoy seeing pictures from the past. I know College Marketing has a ton of this stuff, so does the 60th year committee Toni Wolfe headed.
- N/A
- I think it should be an adult evening party for employees and their significant others. The date should not conflict with religious holidays.
- This is a nice event - but it's often held on a weekend I personally cannot attend due to other commitments. Perhaps people on each campus could do more to publicize and encourage people to attend this event. Maybe a little inter-campus competition???
- Nothing on a weekend, please.
- To me the Barbecue is not an actual recognition activity in comparison with those listed below and what I think an employee recognition program should accomplish. I would like to see us focus more on recognizing performance and contributions, rather than length of service or the fact that someone belongs to a particular classification (adjunct, admin. asst.). To my knowledge, the only personnel who receive any type of formal recognition for excellence in performance and contributions are the faculty and, in truth, there are many others who are instrumental in countless diverse ways in making this an institution of excellence - from the groundskeepers and security guards, student support services, noncredit personnel, etcetera. There are many yet unsung heroes and heroines in our midst without whom PBCC would not be the same special place.
- Weekends are valuable personal time and i do not favor weekend events.
- I WOULD LOVE TO HAVE A HOLIDAY DINNER AT A NICE LOCATION
- If this is a "college recognition" event, shouldn't the college pay for employees? Employees should pay for family or guests they bring.
- Should be limited to employees only. I would not attend any event that included children
- Sorry I didn't make the last gathering.
- If it is considered an "employee recognition" event, there should be no cost to attend. If there is, or needs to be, a cost to attend, than simply call it a social function.
- department recognition event
- I think a luncheon at our own campus in the afternoon would be a nice break from the routine. We could get some fresh air, listen to music, and/or watch a skit. Having the event at our own campus enables the staff to get to know each other better.

- The late Spring and summer activities held outside are too hot. The temperature is prohibitive for outdoor activities in those months.
- Muvico Tickets (Premier Theatre) or host a Day at the Theatre?
- Thank you for all of your work on behalf of employees!!!!!!!!!!
- Continue to give out the certificates for years of service, 5, 10, etc., I proudly frame mine in my office .
- Have it somewhere people really want to go like a water park, Boomers, or the zoo and make it really reasonable for families.
- I don't think that employees should have to pay to participate in employee recognition events.
- I believe that employee recognition day should have the importance as professional development day.
- I had been to one of the annual events some time ago. I do not like going to parks when its hot out and there are bugs. And Im not too fond of BBQs either. Thats just me.
- The picnic last year was very nice (it was my first). It is always difficult to get everyone to participate no matter when such an event is scheduled!

Sample Answering: 41 responses

Did you know that the Employee Recognition Committee sponsors these other employee recognition activities?



Response	Yes	No	No Answer
Employee Length of Service Recognition/Gift	78.9	17.5	3.6
Retirement Recognition Celebration	75.0	21.1	3.9
Adjunct Appreciation Week	69.6	25.9	4.5
Administrative Assistant Luncheon & Workshop	60.8	34.0	5.1

Row percentages add to 100%

Verbatim Responses: Do you have suggestions for additional ways that PBCC might recognize its employees? Please give them here.

- Merit raises
 - give monetary prizes
 - prime parking spot, free lunch from the cafeteria, put the employees name on the electronic sign out front,
 - How about some holiday parties?
 - Reward them with time off. Reward them with PBCC items from the bookstore.
- Bonuses? Raises? Did somebody else say that? ;-)
- Employees usually enjoy a luncheon.
- There is probably only one event of five where most employees are recognized. That would probably be the Employee BBQ. This is the only event of the five, that the employees pay to be recognized. It needs to be publicized more - with more hype!
- Little perks in gift certificates from movie places, restaurants throughout the year not just on that one day event.
- I like the idea of having an employee luncheon near the winter break.
- You probably don't want to hear this, but I'd really like to see the administration take faculty suggestions seriously when it has to do with the faculty area of expertise. That would go a long way toward my feeling more appreciated.
- Gift certificates instead of pins or plaques
- Employee awards for customer service
- it would be nice to be able to flash our employee ids in surrounding restaurants and get a discount. then i could feel appreciated everyday. or even if discounts only apply to lunch time during the week, that would be good too.
- day off with pay
- I definitely suggest the gift program be discontinued as the choices are not of my liking. Considering that the gifts cost, how about an American Express gift check or some such monetary gift? Taking my wife out dinner periodically is a gift we are likely to remember.
- I'm sure funds are limited but it would be a good idea to give "nice" gifts to show appreciation. It should be looked at as an opportunity for college marketing and relations. If gifts were given which promote PBCC like nice collared T-shirts, classy coffee mugs, things that can be worn or used in public it would give the college more visibility in the community. You now have a walking billboard. What a great form of advertisement. The added bonus is that the gift is given to a PBCC advocate, someone who is vested in the college. Their form of advertisement opens the door for the general public to ask about PBCC. The best form of advertisement is word of mouth. As I have said, I know funding is limited but perhaps this needs to be looked at from the perspective of advertisement and divert some of those funds for this purpose.
- Tutor Appreciation Week

- Please keep the Administrative Asst. luncheon and workshop. The day is so enjoyable to all who attend. The food is delicious, and having a door prize for everyone is extraordinary!
- Gift certificates to retail stores or restaurants etc.
- Show genuine appreciation for the adjuncts, not cosmetic spin. They are second class citizens, but the college would not survive without (exploiting) them. Treat them like actual employees of the college.
- Employee of the month One year anniversary for those employees who have been here a year
- Gift certificates. Pens get thrown into drawers. A NICE watch is also nice.
- designated parking space, photo portraits, and certificates for top employees?
- For no special reason, profile one staff member & one faculty member in each issue of Perspectives. People can submit their own story or someone can nominate them for a feature story. A way to get to know someone "just because". i.e. Jane Hardell owns many birds (one is a beautiful Macaw, she also has 2 retired greyhounds, 2 other mutts), she hand stitches quilts & sells them on eBay. Basically 'know your PBCC neighbor' type stories.
- Monetary: bonus or salary increase Improved on-site office/support facilities for adjuncts ie office space with all inclusive technologies (fax/zerox/pc)
- A Boss' Day email would be nice.
- A day off with pay.
- What about full time faculty and non-administrative staff?
- I don't think employee recognition is the #1 key to improving morale. It's one thing, but there are others, too. Things that just generally make PBCC an enjoyable place to work. Whatever happened to the fun committee, if there ever was such a thing? "We will have fun" is a strategy, but I don't think anyone really means it. I can't be specific, but this place has changed in the time I've been here. I just don't look forward to coming to work anymore.
- I work here part time and always feel left out during the length of service recognition ceremony. I have worked here for five years and was a work study student for a year before that. If it is at all possible money wise it might be an option to honor part time employees.
- None
- I think it would be great if employees had a way to recognize the work of colleagues. I previously worked somewhere where we could give recognition magnets that could be displayed on filing cabinets or any metal area. At the end of each quarter, those names were also entered in a cash prize drawing. This all went through HR so they were also aware of employees who were excelling in the eyes of their co-workers.
- Annual recognition for "perfect" attendance.
- 1. Recognize employee accomplishments (degrees, awards, publications) 2. Employee of the month
- I think it would be lovely if each professor received a flower in gratitude for teaching, with a thank you note attached to it. There could be a drawing, and the teacher who wins would receive a grand bouquet.

- I think it would be cool to have a list of 25 people recognized each year who have contributed to the College in unique and valued ways. These do not necessarily need to be faculty. The Japanese do something similar each year. They select 100 people, usually those with unique experiences that need to be passed onto another generation. The unique talents of these people could be shared through workshops or mentorships. They could be awarded something visual like a ring, or medal along with a small amount of cash, say \$100. they could be called the "VIP of PBCC" award. They could be identified by their divisions or departments through essay by their colleagues.

- N/A
- Employee of the Month type recognition
- Employees who increase institutional effectiveness.
- Unless the college can find a way to really show it's appreciation for adjunct faculty, don't bother. The college wide attempt last year was almost insulting - buy a cup of coffee and get a free pastry for instance. Give the adjuncts something that really says "We appreciate you and your hard work". (Don't forget, they all lost income because of the hurricanes.)
- There is nothing here to recognize the part-time employee. They are completely left out of the mix and feel that way. Who could blame them. The full timers get paid sick and personal day. Just being full time is recognition enough. Then full timers get more perks.
- Compliment people on a job well-done. Officially and publicly. For example, the grounds and maintenance staffs did an amazing job following the hurricanes, working long hours in difficult conditions. Have they been officially commended? Many people here do their jobs exceptionally well and would appreciate praise and recognition for that. Best of all, this is usually free!
- A simple bunch of flowers is always appreciated by women...they need not be elaborate nor expensive, and how about a nice pen set for a man? They are NOT "dorky"!!!! It's only the pocket protectors that are still dorky.
- A bonus or salary increase could be given to one employee in every department as a way to recognize a year of outstanding work.
- See #11
- How about student services employees appreciation? We never get recognized!
- "Rookie of the Year"
- Incentives for length of Service should include an nice gift in addition to the certificate and or plaque. Perhaps a gift certificate for a dinner, a massage, and or attendance to the theater.
- A WAY TO NOMINATE A CO-WORKER THAT GOES BEYOND THE CALL OF DUTY
- Somehow give faculty more time:.)
- I, have in the past, enjoyed your gatherings. But I have no suggestions at this time.
- Have appreciation days throughout the year to cover all types of employees.

- Picture and provide a short bio about an employee every month in Perspectives.
- Breakfast or lunch at convocation or development day might be the best way to reach an all campus group.
- Merit Raises
- Use the business section of the PB Post to recognize the accomplishments of staff. Include photos. We are one of the largest "businesses" in PB County and we rarely have anything there. We need to use this free source to recognize the many hard-working people at PBCC.
- Pay them accordingly. Pay them by the amount and type of work they do!
- Employee of the Month - Culminating with Employee of the Year in different areas such as Customer Service, Community Relations, Marketing of services or programs, etc., in order to reflect the wide range of services PBCC employees provide and allow for multiple individuals to be recognized. Maybe even seek nominations by areas, e.g., Student Services, Facilities, etc.
- Regular pay increases and periodically say "thank You".
- Remember to include the PSAV employees
- recognize exceptional employees with a mention in the Perspective (outstanding customer service, etc.)
- merit raises & promotions!
- Recognize retirees more than just once a year (after I'm gone). You will have more retirees participate and the program will be shorter. Most faculty were hired after July 1 and don't come back a year after they have retired to be announced. I'm assuming the celebration is the announcement at the spring term development day.
- Event for Bosses Day, retreats, etc.
- The provosts could also pole their campuses at a campus meeting or other gathering to get more input.
- Sizeable, tangible rewards
- I think adjuncts are treated lowest on the totem poll. I am a fifth year adjunct and we are sort of being taken for granted. We do not know for example if we are being offered teaching positions from one session to the next even if we are long time adjuncts. How can that be rectified? Is there a category of adjuncts that can be vested with certain non financial, non pay or benefits related rights, such as guaranteed early notice of future teaching assignments? This just shows some type of "early notice" recognition to PBCC adjuncts who teach regularly. Many adjuncts teach at other colleges or have other work related schedules, We need to know our PBCC schedule so we can work out our other activities or related obligations. If after four years of teaching I still do not know forthcoming assignments, is there a way that adjuncts who have taught after 4 years or 5 years be vested with certain "notice" time tables or deadlines so that because of our prior services to the college, we have earned the right to notice of our forthcoming teaching assignments? Adjuncts develop loyalties to PBCC, but when we do not know for a fact if we do or do not have a forthcoming teaching assignment, that

treatment tends to undermine out built in bias in favor of the college. Jonathan D. Schuman, Adjunct POS 1001, POS 1041

- a nice useful gift like a clock, something for their desk or workstation, even something to use at home if they do not have workstation like those who work w/facilities. I think a gift that is multifunctional and has a use in addition to a framed certificate is nice

- 1. Gift certificates to theatre/music events at PBCC, or for items from the book store, free lunch in the cafeteria, special parking space in a shady place, day off on birthday. OTHER EVENT IDEAS; Family bowling night at Carters, Boca Raton or mini-golf outing at Boomers, Boca.

- Why don't you recognize employees that work part time? You have some part time employees that have worked at the college over ten (10) years.

- One major program each year to recognize "specific" employee contributions to the College is important, even when someone is recognition for both the "over and beyond" and small daily activities of one's job. One other suggestion may be to actually recognize a particular group or department that has done an exceptional job in their area. Thank you for the opportunity to provide our input.

- Send a letter to the employee.

- Learning Specialists recognition.

- Dinner cert.

- Have a luncheon or a night gathering for employees from 5 years and up.

- Nominating employees for their outstanding performances

- I've noticed that when good food and good times are on any campus, for whatever reason, employees tend to like it.

- I really appreciated the massage last year for adjunct instructors; however, the location was in the library and I did not feel comfortable receiving a massage in front of others.

- It would be great if we could sponsor an appreciation luncheon for our adjuncts in coordination with appreciation week!

- Salary adjustment; provide more teaching supplies to instructors; improve adjunct facilities by providing nicer accommodations and having all resources available in one area ie: fax, copier, scantron etc.

Sample Answering: 81 responses