

2014

## VCC Day Survey

CUPE 4627 Members

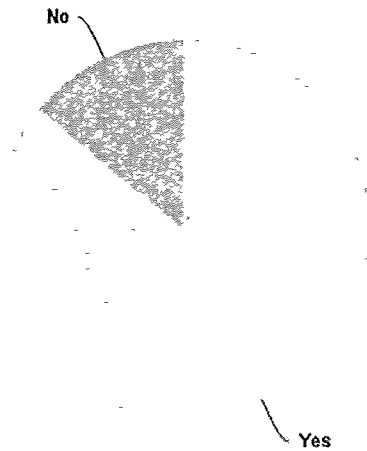
# [VCC DAY 2014 / CUPE 4627]

On October 24, 2014 VCC held its annual day for employees. Here are the reflections of CUPE 4627 members on this day and the activities. An important use of resources and human capital was expended on VCC Day 2014.

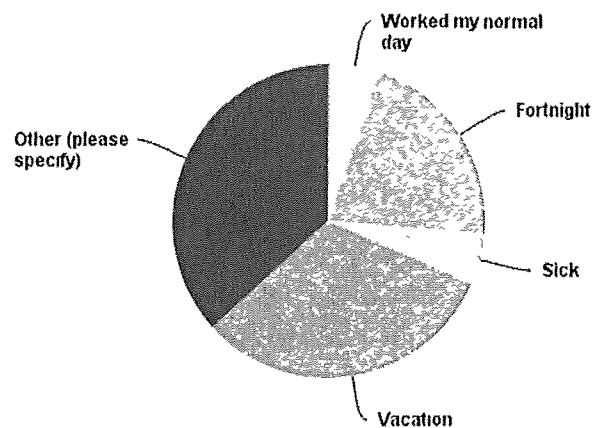
## VCC Day 2014 / CUPE 4627

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Q1 Did you attend VCC Day on October 24, 2014

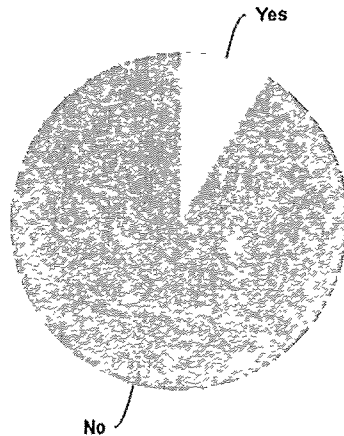


Q2 If you did not attend VCC Day October 24, 2014 why not?



- Worked my normal day. The ESL Division will be having their VCC Day altogether on Dec 17 in the new building Open Space area to have a final goodbye for the instructors that have been laid off. I will not be attending; I am on holiday that day.
- Didn't have to because ESL will be closing.

### Q3 Were you an organizer for VCC Day?



### Q4: As an organizer how did the College assist you in making this event successful?

- Included me in the design process but also encouraged me to include input from all staff members in my department into the design of the day. This input was integrated into the design, as time permitted.
- Provided us with money to buy lunch
- Provided guidance and tools to help plan and implement
- My director was involved and took the lead in organizing
- Well, there were several of us, and the end of things that I handled didn't require much preparation from the College at large. We reserved spaces and equipment that were already in our area. The fee that covered lunches was much appreciated.
- They sent us a VCC Day Toolkit that had ideas and suggestions for the day.
- Granted our room request and were very helpful setting up the room and providing the flipcharts that morning.
- The challenge questions took care of the 'working' part of VCC Day but we really, we did it all on our own. The package of suggestions was nice but it was a little late and may be useful for next year.

## VCC Day 2014 / CUPE 4627

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**Q5 If you were to be an organizer for VCC Day 2015 how better can the College assist you in making VCC Day more successful?**

- Motivated employees ahead, appreciate their attendance. Workshops according to the needs in our department.
- Begin planning process earlier to accommodate as much input as possible. Inclusive processes require more time to allow all voices to be heard.
- Give us more money so that we can buy lunch and have money to pay for a speaker
- I feel that the college should be responsible for organizing the day. What they did was cheap and lazy.
- Don't know as everything went well for our group.
- Allow us to have alcohol as part of the afternoon event. We knew what to do to serve alcohol properly (liquor license, serve it right certificate, purchase from liquor store) but the college would not allow it. And yet all other VCC Days it was offered. Also, more time would have made it better. The committee did a great job given our time constraints.

**Q7 On VCC Day what was done right?**

- We had lunch provided
- Organizing the departments we are part to come together and come up with our Mission and Vision
- The food was great
- Better than usual.
- Agenda, PowerPoint, BC-LM Outlook Department staff activities (included some instructors for a short time). coffee, snacks, lunch, social event
- The motivational speaker we heard lecture was great, and the sandwiches we had for lunch were very nice. Thanks!
- Presentation of objectives and goals.
- I think that this year's format was appropriate because it gave consideration to VCC's current situation and respect to various needs of individual departments. I also supported that ALL departments participated in the VCC Day activities.
- Drawing our department together and focusing on team development
- The President's challenge questions were answered...
- Letting departments plan their own events
- Food was fantastic. The chance to share frustrations with others and know that we aren't the only ones experiencing them.
- The team had an opportunity to discuss about the challenges we face, but as well as things that we are doing well on.
- Accomplished the goals for the day. Facilitated a sense of teamwork and comradery among participants. Adapted as needed in the moment to respect and honour the needs of the group for further reflection and deliberation when requested.
- It was a fun day. I was able to spend time with co workers
- fun time spent with co-workers and colleagues
- Great to see other colleagues in our department and update one another on our projects.
- The staff organized afternoon events: social, interactive, relaxed. And lunch.

## VCC Day 2014 / CUPE 4627

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- Interesting idea to group us this way.
- For Enrollment Services, everyone who attended was part of the discussion, everyone had a chance to voice their opinion, it was fun and the group worked well together.
- We did everything on our unit's planned itinerary and it went smoothly and enjoyably.
- I don't know about the rest of the college, but our department had a very productive and successful VCC day.
- Left it up to the different depts. to do their own thing.
- First one I attended, so nothing to compare it to.
- We met initially for coffee time, having an opportunity to greet each other and enjoy each other's company. Afterwards we broke up into small groups and systemically worked through the questions. After the next break, all the groups converged into one large group, and worked through the answers of the small groups. There were enough breaks to off- set the working time, I felt, and the day was well-balanced.
- Provided lunch and opportunity to catch up with colleagues
- Our team had the right balance of team-building and planning activities
- we work, and play together as a department
- I enjoyed the presentation by Bob Aiken and the group/team building.
- Presenter was well prepared with handouts and audience participation.
- Given the financial situation VCC finds itself in...that a heap of \$ was not spent on the day.
- Cross department activities that allowed me to meet people from other areas of the college
- Good Organization for the departments to get together for a tour of the new facility on Annacis Island.
- I was with my peers and we focused on how we as a group could serve VCC students better, which is what a professional day should be about
- Having internal discussions about changes within the own department and plans and actions in the future
- The team meetings to answer the questions from Dr. Nunoda were a good idea because teamwork is better than alone.
- Group (team) discussion, tour, lunch
- Our whole area got together
- Good lunch & over by 3 o'clock
- It was good opportunity to get together to share thoughts and discuss what we can improve.
- Team bldg for each dept
- Ability to get to know other SS employees.
- ? not sure...lunch was alright
- relaxing afternoon and catered lunch
- I preferred this year's layout more than the VCC days in past, with each department doing their own thing vs. everyone coming together, and struggling to get to sessions they might like.
- Agenda of day provided ahead of time. Held in a well-lit, comfortable room. Good catering (from snacks, drinks, and lunch).
- Facilitator was great. Brian's presentation was relaxed and humorous getting everyone to open up and be productive. Lunch off campus was nice touch. I think we accomplished a number of things that wouldn't/couldn't have been done without this time together.

## VCC Day 2014 / CUPE 4627

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- I think the autonomy was appreciated. It allowed our department to figure out what we needed to do for the day to come together for practical, constructive discussion and to help alleviate some of the stress we've been feeling in this uncertain climate.
- Do fun activities together as a departmental group was a good idea.
- we had a leadership workshop and it was decent
- Work related topics
- I really enjoyed having so much time to spend with people in my department and share our responses to the challenge questions. It was very insightful to see that even though we work in different areas we all prioritized the same strengths about our areas. Also to hear what everyone thought were challenges. I also was much more impressed with the lunch option we managed than the standard VCC Day lunch.
- each department scheduled their own day
- We had a meeting in the morning and it was great to get an understanding of the common goal of my department. The afternoon event was fun as well!
- From the feedback I received, staff members are now excited and are looking forward to improving our processes.
- As an organizer, we wanted to mood to be relaxed. Given the morale of the college, we wanted it to be a stress free and fun day but realizing that there was 'work' to be done. I think we accomplished that by doing the 'work' in the morning and the 'fun' in the afternoon. Also, the food that was chosen was great - lots of good feedback.
- Each department free to plan for activities and lunch for the day
- my department didn't do anything
- Giving the departments the autonomy to choose the activity and a small funding to spend time together over a meal.
- Dividing the day up such that individual schools/areas worked together worked well for us. Because of this format, I was able to meet other members of the school of access and hear about what other departments in our school do. I think this was more effective for me that the college-wide format that VCC day normally takes on.
- It was very well organized. Thanks to organizers.
- The department head actually planned an event in the last hour of the day to go out and do something social (trip to Canada Place to see IMAX film)
- Our day had an agenda and was informative. It was nice to get together in a group.
- The day was spent on exploring issues facing the Department.
- I don't think it should have happened. If we can't afford a formal VCC Day every year, then it should happen every 2 years. All this arrangement did was disrupt class delivery and create a situation with very little accountability.
- It ended on time. I learned a little about some of the programs in my school. Lunch was good.
- The idea of it, team building, seemed like a relevant topic.
- Nothing - there really wasn't anything done!
- Team activities were organized, and productive.
- Really enjoyed the team-building exercise our department planned.
- The day went smoothly
- Making the day more department focus was very good decision.

## VCC Day 2014 / CUPE 4627

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- Our whole department voted on what our event will be. Everybody had an input.
- Amazing team building opportunity that took (most of) our team out of our comfort zone. I thought what was planned for us was brilliant!
- So many things! I really loved the opportunity to work with my own team and take a moment to review our strengths and finally have time to strategize ways to do better in the future. I also loved the chance to choose our own catering and to make it our own day. It was so rewarding. It was the best VCC day yet.
- We had given enough time to plan with our group.

### **Q8 For VCC Day 2015 (50th Anniversary) what can be done better?**

- More team building, less touchy feely how am I feeling about this and that and the other thing.
- We should have a big party! Employee appreciation.
- To not have it be a work type day. It should be a day of fun and meeting other departments.
- I think celebrating the employees and showing more appreciation for the dedication and hard work would have been appreciated instead of having to work more.
- A party like the 40th Anniversary.
- Host at Playhouse, more selection and more 'fun' activities, entertainment
- Having to find a security guard in order to exit the Downtown Campus was quite unpleasant. I suggest stationing keyholder at all main entrances for the duration.
- It might be good to celebrate the 50th anniversary with everyone together as a whole using part of the day and also to be given a clear task to do as a school and/or department if appropriate. The VCC Day event may end with the celebration early afternoon (instead of late afternoon) so that departments could still spend some time to carry on their everyday departmental tasks if they wish. It is appropriate to pass on directions/information down the hierarchy (dean – department leader– members of a department), but it may also be helpful that such information is shared with all employees directly by email and posting it on myVCC so that everyone is informed and is encouraged to have the same expectation of the day.
- Team development exercises in afternoon workshops Ours was 'Plane Crash survivors'
- Would be better if every department celebrate VCC day as a whole. Something unique and exciting...
- I would like the college to be more open about its plans for the future...
- There should have been something fun to do as a way to meet and bond. Most of us don't take coffee breaks and eat lunch at our desks. We never get to meet anyone outside of our department. As someone who has been here a very long time I miss the days when everyone actually took breaks or lunch and went to the cafeteria. We always shared things that were going wrong and offered ideas as to how to make things better. The VCC community knew each other. Unfortunately, those days are long gone and VCC day would have been a way to do some bonding.
- To create a more relaxed environment instead of rushing through various tasks.
- Split the day between professional development/ departmental planning goals and team building / fostering positive, fun and 'get-to-know-you' opportunities. (increase awareness and comradery among colleagues who may not already know each other)
- Go back to doing previous VCC Day where we actually don't have to think about our job but just having fun and meet other VCC employees.
- mandatory attendance for staff
- I really liked this VCC Day and liked that it was department specific and organized by fellow CUPE members.

## VCC Day 2014 / CUPE 4627

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- I would recommend we do the same as this year so that each department can work/plan for any changes that may come their way.
- Not sure. Would have appreciated an opportunity to interact more with colleagues in other departments possibly.
- More unity throughout the college.
- Have a main speaker during the morning session. Let the outside world know that the college will be closed that day. Have a variety of workshops in the afternoon. Provide us with a good lunch not a bagged lunch. Get the culinary students to provide the lunch. Show off their talents to the VCC community.
- In the past, when we have met for the am session at the Queen Elizabeth Theatre after the initial coffee time at the DTN campus, it has always been an invigorating and enjoyable morning. I have liked the format of having small afternoon sessions, and then a wine and cheese party afterwards. Actually, I can't think of any improvements to the college-wide VCC Day that we've had in the past, other than incorporating our 50- year milestone.
- Whatever the President decides to do, it must be cost-saving!
- Some cross-department activities for at least part of the day. Otherwise units end up working in silos.
- no idea - leave it to the organizer but solicit suggestions from staff
- The whole campus involved and each department could participate by planning some part of event.
- Not split up groups by departments.
- More Fun activities rather than doing procedure manual for the department
- To know where we are heading
- Make VCC day an entire College event, as opposed to department specific.
- Return to workshops idea, I missed some of them this time.
- More time spent on communication with administration
- Make it feel like a 50th Anniversary instead of a fact finding objective
- Better facilitator, if we do similar gatherings; would prefer to have the whole-College gathering as in years past
- Guest speaker, I liked the speech from VCC day 2013.
- Team bldg in a more fun way
- All VCC employees together.
- A more typical VCC Day that includes fun! A choice of workshops, a chance to meet people you don't usually see.
- The whole community should intermingle.
- Engage the staff in the planning of their departments VCC Day activities.
- That's a very general, wide open question. I hope that some of what we have discussed this year will have started to be implemented and that we can see some future for VCC that doesn't include becoming part of BCIT. More communication between all areas of the college and transparency in what is planned.
- For the big anniversary, it would be nice if at least part of the day was spent all together. Perhaps we could alternate years like this one with years like last year.
- 2015 should be about celebrating the college's accomplishments. It should be fun and not feel like a work day.
- Maybe the first half of the day more serious. But the second half more relax would have been nicer.
- the entire college to get together like in previous years
- Not sure what VCC day is meant to be. Was it to celebrate working at VCC or was it meant to solve the college's financial problems and try to improve our procedures?



## VCC Day 2014 / CUPE 4627

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- Some departments finished their VCC day much earlier than others (1:30) and convened off campus under the pretext of continuing VCC Day but really it's just an excuse to go to a bar. It would be great if somehow there were accountability so everyone who participates in VCC Day and gets paid for it is there for the same amount of time. I think having everyone gather together for at least 40 minutes to have an address from the president, and both the cupe presidents is a great way to build a stronger sense of college community
- not sure - depends on outcome of 2014
- We're talking about a team building exercise next year.
- Hard to say...I assume 2015 will have a totally different Vibe than 2014...which it should due to being 50yrs Anniversary.
- Allow for alcohol
- Mandatory participation
- Spend it building the future together in the large group, with admin, CUPE and VCCFA together
- Alternating a smaller school-wider format with a college wide format could work well. In this case, having 2015 VCC day as a college wide event would be good.
- To avoid useless workshops and politicians as speakers.
- Stop ramming propaganda down our throats that we have to 'ride the tides of change' 'tighten our belts' and 'commit to doing more'. For once let's have a day that says 'thank you' to all the staff that live in constant threat of losing our positions/being bumped or have more and more work piled on us without any recognition or reward. It should be a day where we focus on topics/activities like stress management (massage, self-care, meditation). Enough of the long winded empty speeches that amount to nothing.
- Plan a celebration like the 40th.
- A little bit of fun stuff thrown in the mix would be appreciated.
- More workshops that are job related for support staff.
- Make it the same (equitable) for all departments. Some went out and had fun, some had to do SWOT. The president could have showed up and said hi.
- Back to the old format. The day is about fun and bonding with staff.
- A more engaging activity for the group. Perhaps something that celebrates the employees as opposed to feeling like a punishment particularly when compared to what other departments were doing.
- *Bring the college community together - the 40th anniversary party was really fun, much better than a day of meaningless workshops mostly aimed at faculty, and/or a corporate keynote address.*
- Celebration recognition of the Anniversary. Special event attended by all.
- The whole thing at the queen e theatre and lunch and to enhance the accomplishment of 50 years
- I did miss the chance to get together as a whole college, but also enjoyed having the time to do a department activity. Wished it wasn't done on a Friday (fortnight), PD day or CUPE bargaining day as we didn't have full team participation.
- Make it in one campus so both departmental and VCC wide activities can be made.
- do the same
- do not make it on a PD day (members of our team with school aged children couldn't make it) - don't make it on a bargaining day (members of our team on the CUPE exec weren't able to make it either)
- I think next time it would be great if all of VCC could meet together for the first hour to hear from the President and the executive team. I would like to be able to match the faces to the names. To hear about upcoming

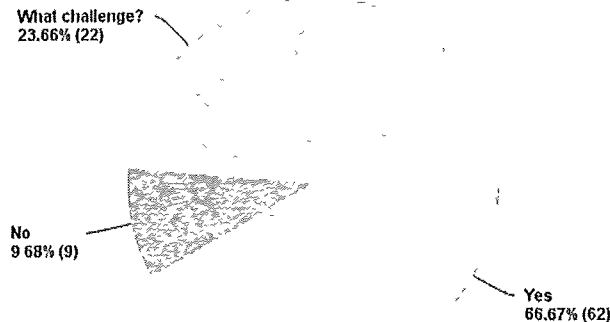
## VCC Day 2014 / CUPE 4627

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challenges and plans. At the very least, it would be great to have the executives come around during the day to check-in and just chat for a minute with the groups.

- It would be nice to get the entire College members to be in one place instead of individual department.

### Q9 Did you accept Dr. Nunoda's challenge?



### Q10 How did your team feel about the challenge questions? What do you expect VCC to do with your answers?

- I have no idea what the challenge was.
- To move this College into a new future that will be more stable financially and forward thinking.
- It was fine. Mission statements to be showcased?
- Good relevant questions. Communicate and share with VCC members
- I don't believe my group was informed of the challenge.
- Some people in the department commented that answering those questions was a repetition of what they did at their staff meetings in the past and that VCC Day this year was just like having a departmental meeting all day. I wasn't clear if VCC had any specific ideas on what to do with our answers. Our department brainstormed and made a list of our ideas and submitted to the dean of school of access one idea that we thought was the most important for us, but we did not make any action plans. I would appreciate it if VCC could share with us why the college wanted us to discuss those challenge questions again, the purpose of each question, how the college is going to use the answers gathered, and what the next steps for the college are, and what the next steps for employees are to carry on the college's next step.
- Our activities focused on team building and personal support to manage daily demands
- We answered more than 3 things in each question. We are hoping that VCC would be able to prioritize the needs of each department accordingly. It's going to be a tough job.
- We thought they were more of the same old questions that have been asked of us before...
- Challenges were good. I don't expect anything to happen with them. I doubt we will have more support and only continue to have more things dumped on us.
- The questions are thought provoking. To improve on certain areas based on everybody's feedback.
- Glad to have opportunity to offer input into the direction the college is going. Appreciate the opportunity to have existing strengths be formally recognized and integrated into future planning. Liked the solution-focused emphasis. I prefer to frame it as what I hope rather than what I expect: I hope these standards (positive approach, focus on strengths, including input from all levels) are maintained and built into all processes moving

## VCC Day 2014 / CUPE 4627

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forward. I believe this sort of approach can help bridge differences and provide a framework for moving forward in a way that makes everyone feel good about the direction. That's the kind of place where I want to work!

- "really - again?!" and wondering if our ideas will actually be incorporated this time
- If it's about the Mission and Vision statement, I and I believe most members of our team feel that we've been through it before. Just because the upper management is an ever-changing "musical chairs", the long-time employees at VCC get to go through some new Administrator's vision and then that Administrator leave, and then we go through the next new Administrator's vision.
- Scared. Such pressure to find fiscal savings. I don't really expect admin to do much with our answers except read them.
- I don't know what the questions were and if I did I expect they would go nowhere.
- The questions were fair. I think Dr. Nunoda what to know what we know about our areas and would like to hear from the employees that work in each area. I expect our Administrator will compile all of the information and present it to Dr. Nunoda within the next couple of weeks.
- From my perspective, OK, I guess. I assume there will be a report and some recognition of the contributions of the various departments. As a result, hopefully, some tangible support will be forthcoming in critical areas but I'm not holding my breath.
- Everyone was very forthcoming with the questions. Hopefully VCC will implement any feedback that requires action.
- In my small group, we tackled the challenge questions with vigor, and came up with some feasible answers. What will happen to these answers will remain to be seen.
- I certainly felt like attending a school/work on VCC day. We were in lecture pretty much all day!
- The questions led to some interesting and engaging conversation. Whether or not VCC does anything with the answers, doing the exercise helped our unit plan for the next 3 years, which is something we often are not able to find time for.
- I expect that we do the challenge as a dept.
- Hopefully the upper management will get their act together, as I heard quite a few mistakes that they've done and ignored for years, until the ramifications of their decisions came back and impacted the college negatively.
- Sorry to that last question our department felt that they wanted to do something different, although I would prefer to have stayed for the other activities. I found it interesting to hear what our department came up with. I hope that they would take a look at and perhaps implement some of the ideas. What do we do with the answers (do we submit them to someone)
- Dr. Nunoda's questions were never brought up.
- We worked on the answers together. It was an opportunity to focus on a new 'mission statement' for this year.
- Things we've already brought up as a department. Not much done with the answers.
- Implement ...
- We were positive and engaged. We were also hopeful that our work would not be filed away as it has been in the past.
- A very positive response received from team members. To give them a serious consideration and put them into the action.
- The team liked the questions and provided constructive answers, which hopefully will lead some to be implemented.

## VCC Day 2014 / CUPE 4627

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- We felt that we needed more time to give more answers but in general was ok. I expect that our answers help Dr. Nunoda to make VCC the option No. 1
- They are relevant, I expect the department and administration will take actions to address these answers
- Can't answer for all but the challenge question reaffirms us at vcc lack a lot. 2nd question hopefully act upon them! Probably just sit on them. skeptical, questioned the value of doing it all again
- Nothing ever seems to materialize out of discussions on VCC Day's
- VCC will take action and implement the plans.
- Our team discussed what we need to improve or change to provide better services to students. I hope to see that VCC approves some of our suggestions.
- It made you reflect and think. I expect VCC to hear what we say and make actions.
- We expect the College to look at our feedback and see how it fits with the direction the College is going
- I hope it actually gets used to help VCC move forward. Unlike in the past when the information gathered is never actually used for anything it seems.
- We all participated. It seemed a re-hash of previous SWOT exercises with some predictable responses. Our strengths are our people, our caring and challenges are proper funding, equipment, IT, etc. I hope that the department leaders will dialogue with potential partners to resolve challenges with internal departments, e.g. instructors, student union, students, marketing and IT, because these are cost-free collaboration. With revenue ideas, I hope they are explored and studied for recommendation or not.
- They were the same old questions asked in a different manner and I don't honestly expect VCC to do anything with them as that is the past track record.
- Challenges have been ongoing for many years. VCC need to seriously listen and address issues.
- We have a great number of long-time employees so there was obviously some skepticism as we have been through this process multiple times throughout the years with no follow-through, but I think with Brian's positive approach most thought we had a chance that our ideas could be implemented. I hope that we are not just doing make-work projects that will be put on the shelf again. I have a glimmer of hope and I sensed that most people did.
- Some members of my sub-department resented being made to monetize our jobs -- we happen to provide a service for the college, and charging for that service makes little sense -- but most of us understood the spirit with which the question was intended. I don't think that it's clear who precisely is supposed to do anything with the answers. The president will have them submitted to him, but for what purpose? Was he soliciting suggestions for what he could do? Was it a brainstorming opportunity for projects for us to take on ourselves? Neither? Both? We split the question-answering work into two phases -- one for sub-departments to consider their answers, and then we compiled them into a whole, and the differing possible approaches showed in the answers -- every group aimed their response somewhere different.
- We felt good about presenting our strengths and weaknesses, but we did not feel it was for our department to respond to ways that we could generate money for the college. The library is an essential service, not a money maker. I don't expect them to do much with our answers.
- Lots of criticism as to why us trying to figure it out. I felt that it should not have been focused on our department to try to generate revenue. I proposed Ideas, but it does not relate to our department. What does VCC normally do with the answers? It is a serious question.
- We really disliked question 3 in that it focused on revenue generation as linked to opportunities. I think revenue generation ideas should be separate from those kinds of questions. I also feel like in the 4 years that I have been

## VCC Day 2014 / CUPE 4627

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here I have had to answer these kinds of questions (or SWOT analyses) at least 3 times. But very rarely do I see any action coming out of these activities so it makes me feel less invested in discussing them. It would be great if each department committed to at least one new action as a result of these discussions. Another great idea would be if someone collated all the answers and posted it in a forum online so everyone could see what other departments had to say.

- contributions from all team = not really sure, hope the answers will benefit on VCC's operations
- work collaboratively to accomplish them
- For the most part we had already answered these questions and put forth effort to find solutions and recommend improvements to our processes in previous meetings. I expect VCC to support our efforts towards continuous improvement while we strive to provide the best student experience.
- For this day and age.....Not very productive questions.
- We took the challenge questions very seriously and put a lot of effort into the answers both in our smaller groups and then in the larger group with valuable discussion. We expect the college to take action/implement/address them.
- Summarize for Executives to consider
- Sort of feels like we have done them before with nothing ever coming back. Not sure what VCC will actually do with them.
- Our team did discuss some of the questions, but we weren't sure about the "revenue generating opportunities" part. We understand the fiscal realities the college is facing, but a focus on revenue generation over education quality might erode this quality. We are a public institution, not a corporation.
- The question about revenue was challenging. I think that library should not focus on profit. I expect VCC to provide feedback on our suggestions.
- We never covered it. The dean just blathered on about what we could do better and didn't give us nearly enough time to actually get together in groups and provide meaningful feedback. Same stuff we did last year...i.e. listening to her unrealistic proposals of what more we can do without addressing that we are already overloaded (some of us doing the work of two people since the CUPE position was never replaced).
- We responded with our group opinions. Hope something is done with the information; it's not just stored away to collect dust.
- The challenge questions were dealt at a Department level - micro level. I am hoping that the answers will be collated and suggestions implemented.
- These are a repeat of questions that have been repeatedly asked in SWOTS and Department Renewals that have not been acted upon by the administration.
- Very little discussion on the challenge questions. I don't expect VCC to do anything with the suggestions. How often have we done this exercise? All our suggestions for improvement are dependent on the budget and there is no money so I am expecting nothing will change.
- It's fair to ask the questions, but the same questions get asked over and over, and nothing is ever done with the answers to those questions.
- Nothing. Nothing happened the last time we were asked these questions.
- We met them head on and we feel VCC will try to help us move forward with our ideas.
- Was nice to have the leadership see that the issue are from the bottom and not the middle in the department

## VCC Day 2014 / CUPE 4627

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- We will be completing the challenge questions at a separate team meeting as not everyone was able to participate on Friday.
- We had a very good discussion. Would like to get some kind of feedback from the college in a department level, not only a general one.
- Questions were a waste of time because we know VCC will not do anything with our answers, as normal.
- We haven't completed them yet, as we wanted our entire team to be included in the discussion. Truthfully, I don't know what I expect VCC to do with the answers. I feel like a lot of the time we are asked for our opinion on matters - our opinion isn't actually taken into consideration.
- At first we felt like we have done this before - many times. But then we just dove in and decided to leave our cynicism at the door. We went into the exercise wholeheartedly and tried our best. We made the assumptions that: Our feedback would be compiled into a report that would be carefully read by the executive team and that our ideas and suggestions would be carefully considered and a few of them chosen for action. We assumed that in the future we would hear some sort of reckoning - groups suggested x, y and z and we were able to implement two of the ideas etc.
- We answer the questions to the best of our knowledge. I expect VCC will listen to our answer and put some into practice.

### Q11 Any suggestions for VCC Day 2015?

- An awesome dynamic presentation like we had in 2013 and workshops again. I really didn't enjoy this VCC day.
- Cancel it. We have a big enough hole
- A fun celebration of 50 years. Similar to our 40th anniversary celebration but during the day.
- Please do not have this style every year. Some entertainment, guest speaker would be appreciated for all the hard work we put into this college.
- Same as this year.
- Host at Playhouse, more selection and more 'fun' activities, entertainment
- A greater gathering, instead of being split up into groups like this year.
- Activities could be something that would help us develop collaboration and built horizontal connections among departments within VCC. For example, topics may be something like discussing and finding ways to share instructional methods and resources, discussing and finding ways that all employees could do to maximize benefits and even more improve efficiency of various ancillary services, sharing experiences in serving different types of students, and finding ways for departments to work together to even more improve enrolment/transition processes and student services, finding out how each department's enrolment plan contributes the college's budget. So the focus would be to find ways that multiple departments across the college work together to improve our services from every aspect of what VCC does.
- Include all Casual and On call staff, at least strongly encourage attendance. Pay them
- 50th would mean big celebration with lots of fun learning :)
- VCC Day has always been held to bring everyone together, to learn from other departments and get a chance to meet different people; I don't think that was accomplished here. and I would have had a difficult decision as what to do that day if I hadn't been on vacation, as although I support a number of departments, I'm not sure if I would have been able to attend any of their planning sessions.

## VCC Day 2014 / CUPE 4627

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- I would like the first part of the day to be an update on the status and future plans of VCC and the rest of the day be about team building within the departments via games and entertainment
- More advanced planning. Do something fun.
- Encourage across college awareness and team building - so we can all get to know better what we all do and who we all are.
- With so many new faces it would be nice to have booths set up with each department and network (first couple of hours only) Then go for lunch with your own department.
- Bring back the old VCC Days! Where we actually get to have fun and not have to sit in a room the whole day trying to come up with a Mission and Vision statement. The members of our team know that we do a great job serving VCC and its students and I feel I don't need to have a Mission and Vision statement to tell me otherwise. We do a great job because we love our jobs!
- Would like to have it like it was before, where we got to see everyone from the college as a whole. We got to pick workshops that interest us (IE: candy making workshop, tour of DTN, yoga, reflexology, how to improve your memory, etc.)
- games, and celebration afterwards
- No motivational speakers please. Instead of hiring someone to talk at us, perhaps we could do something as a department instead.
- Don't be patronizing, have more fun, clearly outline goals.
- Not at this time.
- See 4. Not sure what but it would be great to have the whole college be able to participate together. Considering it's the 50th anniversary, it would be good to recognize some long-serving employees of the college perhaps. Visioning for the future?
- In light of the recent challenge the college has faced, it would be nice if it was something fun and uplifting that involved the whole college.
- I mention some ideas above
- Team building exercises. Workshops to choose from.
- At the Queen E. Theatre, there should be entertainment incorporating our 50-year anniversary, including speeches and reflections.
- Honestly, I don't have any. I suppose whatever the President decides to do for us. Isn't it?
- Some cross-department activities for at least part of the day. Otherwise units end up working in silos.
- More interesting workshop... for staff something that is fun like cooking, make up, flower arrangement, etc.
- Have upper management, HR and anyone else in charge to stop living in the past and get with the times. Be more organized and stop procrastinating and take ownership of their mistakes and make them right.
- Yes breakfast that is cooked by students Some exercise breakouts (like dance) Workshops (for professional development)
- Party on.
- All or nothing. Get parts of the college together that usually aren't working together to look at the big picture. Maybe do a job swap. Pair an instructor up with an administrator to see what happens in the classroom and vice versa.
- Wait and see. Change being the only constant.
- Get a good educational guest speaker



## VCC Day 2014 / CUPE 4627

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- More department team building.
- Fun, Fun, Fun
- I would like to see a follow up on how my department has adhered to the work done on VCC day 2014.
- should be at one campus everything was all over the place, departments did their own thing and our department was not involved thanks
- To celebrate the 50th Anniversary in the way the VCC community deserves-with a pride and dignity.
- Have all vcc employees in one session.
- Add some workshops and repeat the team meetings to discuss the improvements of VCC and add more ideas.
- Have more versatile/fun activities,
- First off, use the answers from the questions and solve some our issues. I hope you think my somewhat negative comments reflect how I feel here. Good employees seem to vanish!!
- FUN!!
- Go back to old format or design something else. VCC day, to me, seemed like a usual department meeting.
- Team bldg outside VCC where we can reflect and have a stress-free, more fun day.
- Have Dr. Nunoda visit each area.
- Nope
- Go back to the more typical VCC Day. Make it fun and give us a chance to access a variety of workshops.
- It should be a celebration of our legacy to date and our future legacies for the next generations to come. A big party for all the community and stakeholders. Let's include students.
- Don't have it, put the funds together and have a celebration like the 40th anniversary.
- Not sure at this moment in time. I'll be thinking about it though.
- For the big anniversary, it would be nice if at least part of the day was spent all together. Perhaps we could alternate years like this one with years like last year.
- I would have attended if it was more "community" oriented. One of the nice things about the VCC Days of years gone by is the ability to interact with other employees, get a different perspective on what's going on in the community.
- Food from outside sources (I think most of us are tired of the VCC food offerings for these events - and they charge too much). No cheesy entertainment.
- Liked previous VCC Day where staff could sign up for workshop and activities.
- see above
- Yes, we are a community college, let's involve the community on our special day and celebrate our VCC day in the park open to public. Let the public fill out forms on what they think can help build revenue for VCC. Get more support from the community.
- If VCC is really committed to VCC day, it needs to be held on a Tuesday, Wednesday or Thursday when there is no fortnight schedule in conflict. Even if it's only a half day rather than a whole day and I think there should be much more pressure for everyone to participate.
- not at this time
- I think our department got a lot out of what we did this year and would like to see something similar again.
- Later with suggestions

## VCC Day 2014 / CUPE 4627

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- I did miss the keynote speaker as part of the morning session and the togetherness of the whole college but I think being with your own department for the afternoon was a real team builder and nice to get to know people in my area that I normally wouldn't have a lot of contact with.
- No spending cap on lunch for department having more than 25 ppl. To be fair, it should be a flat rate per person no matter how many ppl in a department.
- Bring it back to be done together as a large family
- I would like the opportunity to work in small groups on specific problems. The best thing the college can do is provide more opportunities for employees to provide feedback, as long as the college actually listens to us.
- I would like to see more students involved in celebrating the 50th anniversary.
- Give us the day off or work on pleasurable activities where we can bond and actually talk to each other (as opposed to spending every day buried in silent work). Perhaps massages, manicure/pedicures/facials, a social event (go to a show, movie, play, do a team building exercises (scavenger hunt), appreciation lunch, have
- A celebration like VCC's 40th anniversary.
- This is a perfect opportunity to showcase the good programs we have at VCC. A good marketing blitz. In the local media will attract a lot more applicants.
- wasted time
- -Banner training -Intermediate/Advanced Excel training -For administrators: Effective methods of consultation of stake holders (before decisions get made).
- I enjoy VCC day. It is nice to meet and greet with other faculty and staff from different department. To be able to faces to names that we work with through email or phone calls.
- The president should be visible.
- Cancel it and save money.
- Have departments tour each other's departments. Get to know each other and what we do in a fun way. Mauve a passport format that requires visiting the various departments. Inspiring activities.
- Special party celebration -themes and special guest speakers.
- making sure the president is involved for sure instead of not being in the building this year
- Stop having them on Fridays. The only disappointing thing this year was that not all team members were able to participate. Would hope we have a college-wide portion next year - perhaps splitting the day as college-wide in the morning and departments in the afternoon.
- Return to the original format where everyone gets together. My dept did a field trip that had nothing to do with my job, so I took a vacation day.
- Not have one. Focus the next 720 plus days on fixing the huge damage that has been done over the last 48 plus/minus months.
- If the direction is to do more department level activity, the managers should encourage employees to come and make it a little harder to get a one day off. If the managers will care, the employees will care.
- leave it the same
- I like the idea of doing something as a team, but then adding an element of college 'togetherness'. That was the piece that was missing. When the college is in a state where everyone is worried/concerned about what's going on, dividing departments up doesn't instill a ton of confidence.
- Do the same thing as this year except have a common coming-together part at the very beginning or the very end of the day.