

# Johnson College

## 2021 Assessment Day - Faculty

### 1 - How satisfied are you with the support of the Associate Vice President of Faculty (Barb Byrne)?

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Dissatisfied	(1)	1	5.26%		3.74
Dissatisfied	(2)	0	0.00%		
Somewhat Satisfied	(3)	2	10.53%		
Very Satisfied	(4)	16	84.21%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
19/29 (65.52%)	3.74	0.73			

- Barb is always willing to take time from her day to assist in any way needed - whether it's to be a listening ear or to offer advice . I feel very supported in my role and I know I can turn to Barb with anything !
- Communication could improve
- She never hesitates to assist when asked. She is extremely supportive and, despite having so much on her plate, really takes the time to reach out to everyone.
- Barbara is very helpful when she is needed.
- Barb is very supportive, approachable, and always available to help when needed. I am very happy to have her as the Associate Vice President of faculty.
- Barb has always been very approachable and willing to help with any issues or questions.
- Barb goes over and above to be sure we have what we need and that we have any questions answered.
- Barb has been a life saver for me. I feel I can come to her with anything - job related, personal issues, etc. and her "bed side manner" is just fantastic. She is a perfect blend of calm/relaxed support, but also get-it-done.
- Barb has always been there when I needed her assistance and support. She is great!!!

### 2 - How satisfied are you with the support of the Chief Academic Officer (Kellyn Williams)?

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Dissatisfied	(1)	0	0.00%		3.84
Dissatisfied	(2)	0	0.00%		
Somewhat Satisfied	(3)	3	15.79%		
Very Satisfied	(4)	16	84.21%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
19/29 (65.52%)	3.84	0.37			

- Kellyn is always very approachable and offers assistance with any situation. She has offered guidance and provides timely responses !
- She is always willing to assist with anything. She is a great advocate and I'm happy to have her in my corner.
- Kellyn is very knowledgeable and always seeking out new ways to better our department and the college as a whole. I am very happy with the Chief Academic Officer and the direction she is leading our department/the college.
- In a particular circumstance of a student and her parents that were very unhappy Kellyn was available ASAP as soon as she was aware of the situation and helped to diffuse it. Kellyn also is very approachable and helpful when needed.
- Kellyn is very approachable and is always willing to help when we need it.
- Kellyn has had our backs many times in complicated situations, both on campus and online. We feel her presence and support.
- Kellyn has been 100% supportive She is always there to help move the school forward. She is an expert at her end of things and the school is surely a better place because of her efforts.

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**3 - How satisfied are you with the time you have to be innovative or creative with your classes and/or program?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Dissatisfied	(1)	0	0.00%		3.21
Dissatisfied	(2)	4	21.05%		
Somewhat Satisfied	(3)	7	36.84%		
Very Satisfied	(4)	8	42.11%		
0 25 50 75 100					Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
19/29 (65.52%)	3.21	0.79			

- I feel very lucky to have this job.
- This has been an area of difficulty for me. It is difficult to improve, be innovative, or creative with my courses when I always have a new course or courses each semester.
- As a newer instructor I do not have extra time to focus on innovation or creativity. All work hours are spent on prepping material and that spills over into personal time. Even after having more time as an instructor and gaining experience, I do not feel that the amount of time I am scheduled for the week is sufficient for the amount of work that has to be put into the job.
- I would like more time to be able to dive deeper into more meaningful projects, it seems that some of the content is superficial and is only there because it has to be.
- This is challenging, being a newer faculty member. It is hard to fit everything into my life (work and home balance). I have a lot on my plate, so at this time I am trying to get the basics done and as the years go on, build upon that. I run an online class though, and hopefully those students find it to be creative. They have been able to utilize outside virtual subscriptions to augment their learning, which I think has helped quite a bit. I always wish I had more time (and energy) in the day!
- More time is definitely needed to be able to revitalize course work. Credit loads have been an issue.
- COVID has made me redesign and test all of the labs and classes and learn how to have online classes and at times labs also. I have had just enough time to keep a couple of weeks ahead of the students. I feel this situation has made the classes and labs better than before and the student grades ARE better than before also. Johnson College students should have the absolute best education and I feel my efforts have been out toward that end. Having no time to unwind has mentally fried me and I NEED the up coming summer to take care of my mental self.

**4 - How satisfied are you with the lab equipment (quality, condition, amount)?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Dissatisfied	(1)	0	0.00%		3.53
Dissatisfied	(2)	0	0.00%		
Somewhat Satisfied	(3)	10	52.63%		
Very Satisfied	(4)	8	42.11%		
Not Applicable	(5)	1	5.26%		
0 25 50 75 100					Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
19/29 (65.52%)	3.53	0.61			

- Students need to be more aware of the resources they need to work remotely.
- I am satisfied with the equipment itself, however I am dissatisfied with the training that goes along with it (majority has been self training).
- Overall we have working, well taken care of lab equipment. But the equipment does get handled a lot by students and not always taken care of properly, which leads to it not lasting as long.
- most of the equipment is in good shape, but some replacement is needed to keep things current.

**5 - How satisfied are you with the classroom(s)?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Dissatisfied	(1)	1	5.26%		3.26
Dissatisfied	(2)	0	0.00%		
Somewhat Satisfied	(3)	11	57.89%		
Very Satisfied	(4)	7	36.84%		
0 25 50 75 100					Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
19/29 (65.52%)	3.26	0.73			

- Sometimes, the SmartBoard in HSC 101 doesn't work. The RAD classroom is too small for a large class; I am unable to walk up and down the aisle with everyone's backpacks in the way.
- I am satisfied with the classrooms when they are available to be used.
- We need more room so that the lab can be better arranged.
- I really like the smart boards! It is nice to be able to so easily play educational videos for students.
- Some of the classrooms need to have computer upgrades and better network connections. Smart boards have connection issues in some of the classrooms, but this changes on a daily basis.

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**6 - How satisfied are you with the handling of student complaints?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Dissatisfied	(1)	0	0.00%		3.68
Dissatisfied	(2)	0	0.00%		
Somewhat Satisfied	(3)	8	42.11%		
Very Satisfied	(4)	9	47.37%		
Not Applicable	(5)	2	10.53%		

Response Rate	Mean	STD
19/29 (65.52%)	3.68	0.67

- Situation dependent.
- Overall, we have a good department and the Dept. Chair handles complaints well and stands behind their staff. But I do feel that the students are catered to and just want everything handled to them without them having to do the work. I am not saying that our department contributes to that, but it is a fine line that we walk between doing our jobs and making the students take responsibility for themselves, their work and their behavior. It would be great to find as many ways as we can to make concrete policies that students are not allowed to bend.
- I feel that they are handled fairly, and students (+/- their parents) will be heard, but also as an instructor I know that I am going to be supported by my administration.
- I feel most complaints are handled satisfactorily.
- I selected not applicable because I have not heard any.

**7 - How satisfied are you with the way instructors are evaluated?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very Dissatisfied	(1)	0	0.00%		3.47
Dissatisfied	(2)	0	0.00%		
Somewhat Satisfied	(3)	10	52.63%		
Very Satisfied	(4)	9	47.37%		

Response Rate	Mean	STD
19/29 (65.52%)	3.47	0.51

- I know this is a work in progress.
- I had a lot of questions after this past evaluation in regards to ways/available resources that I can use to improve my performance.
- I personally have not had many opportunities, as a new instructor, to be evaluated. I have had two virtual classes assessed but have not had the chance to be evaluated by my students.
- The evaluation of in person versus online versus the in person class converted to online is a difficult thing to do. The should be a hybrid model for the classes that have a live lab connected to a lecture class that is online. Since the students and teachers have contact that is not online, the online content does get supplemented there, so it is not truly online and does not fit an online evaluation format.

**8 - I feel my voice is heard when it comes to changes affecting my program.**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	1	5.26%		3.42
Disagree	(2)	1	5.26%		
Agree	(3)	6	31.58%		
Strongly Agree	(4)	11	57.89%		

Response Rate	Mean	STD
19/29 (65.52%)	3.42	0.84

- I can say my Dept. Chair/Director is very open to suggestions, fair when making decisions and hears all input that is offered.
- I feel all suggestions are considered, even if they are not implemented
- At this time I feel I can approach any of my supervisors and that my requests/opinions will be taken seriously into consideration. That brings me great job satisfaction.

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**9 - How would you rate the overall morale of faculty?**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Very high	(1)	7	36.84%		1.84
Somewhat high	(2)	8	42.11%		
Low	(3)	4	21.05%		
Very low	(4)	0	0.00%		
				0 25 50 75 100	Question

Response Rate	Mean	STD
19/29 (65.52%)	1.84	0.76

- I think this year in general has been very difficult on everyone, but the energy that is present when faculty are together is great !
- I didn't mark "very high" because I know morale is not the same with the state of things. It really stinks not being able to see everyone.
- I feel this year has taken a toll on everyone, but I think we will definitely bounce back!
- Morale is good overall but it can be brought down when we feel we are doing a great job in our program as instructors but are hindered by admin. policies and get caught in the middle.
- Through no fault of the college, Morale would be higher if we were all able to be on campus in a normal setting.
- I think Covid has been a challenging time for all of us, and we are all hanging in there and will be relieved when it has passed (hoping that is entirely possible). I have a supervisor who is awesome, energetic and passionate, very innovative and always striving to improve our program and our student outcomes... however, I just feel I need to say that I hope those changes are paced out, as too many changes too fast are daunting to both instructors and students alike.
- I think the faculty moral has dropped in the past several months. Things are being done that affect our programs with no input from us and no real conversations prior to implementation.

**10 - When I am frustrated or upset about something at work, I feel I can openly express my feelings without fear of repercussions.**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Always	(1)	12	63.16%		1.79
Sometimes	(2)	2	10.53%		
Rarely	(3)	3	15.79%		
Never	(4)	1	5.26%		
Other	(5)	1	5.26%		
				0 25 50 75 100	Question

Response Rate	Mean	STD
19/29 (65.52%)	1.79	1.23

- I am fortunate to be working in a supportive environment.
- All questions/concerns/issues have always been handled with openness and fairness and never once have I felt that there would be repercussions.
- Other Faculty and Staff are very understanding and always willing to listen and help out.
- We are basically all in the same boat. I do feel that moral has slipped.
- I haven't, so I don't know.

**11 - I feel that my program is treated equally with other programs in the following areas:**

**Curriculum Changes**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		3.39
Disagree	(2)	2	11.11%		
Agree	(3)	7	38.89%		
Strongly Agree	(4)	9	50.00%		
Not Applicable	(0)	0	0.00%		
				0 25 50 75 100	Question

Response Rate	Mean	STD
18/29 (62.07%)	3.39	0.70

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11 - I feel that my program is treated equally with other programs in the following areas:

**Professional Development**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		3.56
Disagree	(2)	0	0.00%		
Agree	(3)	8	44.44%		
Strongly Agree	(4)	10	55.56%		
Not Applicable	(0)	0	0.00%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.56	0.51			

11 - I feel that my program is treated equally with other programs in the following areas:

**Marketing or Recruitment for Enrollment**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		3.19
Disagree	(2)	3	16.67%		
Agree	(3)	7	38.89%		
Strongly Agree	(4)	6	33.33%		
Not Applicable	(0)	2	11.11%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.19	0.75			

11 - I feel that my program is treated equally with other programs in the following areas:

**Internship Availability for Students**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		3.36
Disagree	(2)	0	0.00%		
Agree	(3)	9	50.00%		
Strongly Agree	(4)	5	27.78%		
Not Applicable	(0)	4	22.22%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.36	0.50			

11 - I feel that my program is treated equally with other programs in the following areas:

**Administrative/Clerical Help**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	1	5.56%		3.12
Disagree	(2)	2	11.11%		
Agree	(3)	8	44.44%		
Strongly Agree	(4)	6	33.33%		
Not Applicable	(0)	1	5.56%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.12	0.86			

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11 - I feel that my program is treated equally with other programs in the following areas:

**Policies and Procedures**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		3.33
Disagree	(2)	2	11.11%		
Agree	(3)	8	44.44%		
Strongly Agree	(4)	8	44.44%		
Not Applicable	(0)	0	0.00%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.33	0.69			

11 - I feel that my program is treated equally with other programs in the following areas:

**Equipment Purchases**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		3.44
Disagree	(2)	1	5.56%		
Agree	(3)	7	38.89%		
Strongly Agree	(4)	8	44.44%		
Not Applicable	(0)	2	11.11%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.44	0.63			

11 - I feel that my program is treated equally with other programs in the following areas:

**Budget Allocation**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		3.25
Disagree	(2)	2	11.11%		
Agree	(3)	8	44.44%		
Strongly Agree	(4)	6	33.33%		
Not Applicable	(0)	2	11.11%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.25	0.68			

11 - I feel that my program is treated equally with other programs in the following areas:

**Yearly Evaluations**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		3.47
Disagree	(2)	0	0.00%		
Agree	(3)	9	50.00%		
Strongly Agree	(4)	8	44.44%		
Not Applicable	(0)	1	5.56%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.47	0.51			

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**11 - I feel that my program is treated equally with other programs in the following areas:**

**Acknowledgement of a Job Well Done**

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Strongly Disagree	(1)	0	0.00%		<p>3.22</p>
Disagree	(2)	3	16.67%		
Agree	(3)	8	44.44%		
Strongly Agree	(4)	7	38.89%		
Not Applicable	(0)	0	0.00%		
				0 25 50 75 100	Question
<b>Response Rate</b>	<b>Mean</b>	<b>STD</b>			
18/29 (62.07%)	3.22	0.73			

**12 - Are you going to keep any changes that resulted from responding to the COVID-19 pandemic? Please explain.**

Response Rate	16/29 (55.17%)
<ul style="list-style-type: none"> <li>• This has had me adapt some courses online for education use. Creates more lab time for the students for the fall.</li> <li>• I like the virtual classrooms. I will try to utilize them moving forward.</li> <li>• I am planning to continue using some of the online resources that we had made available to assist in student learning. I feel these have been great resources for our students to use and I enjoy using them as another tool for my lectures !</li> <li>• D2L is a very user friendly format. I will use it as another way to introduce a subject or technique.</li> <li>• Yes, I plan to implement my simulation software into the program. I really feel it will be a benefit to the students. I also plan to incorporate more D2L assignments.</li> <li>• Yes, students should be given the opportunity to work remotely even after the pandemic is over. 1. Students have a great deal of flexibility working remotely and also can work part time and full time jobs in the process which helps with their ability pay for their education.. 2. There are greater possibilities for enrollment opportunities over greater geographical distances. 3. On Line classes transfer more responsibility to the student and make their education a much more responsible effort. 4. On Line classes eliminates the excuses for absenteeism. 5. Students that are serious about their education process can do well on line with the proper support. 6. On Line courses can have an "in person" hybrid lab when needed.</li> <li>• Two theory courses will remain as virtual/hybrid going forward.</li> <li>• Possibly some hybrid courses or at least an option to participate in them.</li> <li>• I would like to keep my lecture material virtual however I am not sure if it is the direction the department would like to take. I have also been using more virtual resources (videos) along with my lecture material to help get the content across. I also started using D2L quizzes vs. written and I plan on continuing that method for quizzes.</li> <li>• As this is my first semester teaching, and starting when Covid-19 procedures have already been put into place, I do not know any different. But I have found that I along with the majority of my students, have preferred and done well with virtual lectures. I would prefer to keep as many of my classes virtual as I can.</li> <li>• I am going to keep all content on D2L... no more hard copies of assignments or quizzes. I am also going to keep using a "Reference" section in the class content for important documents such as formula sheets and other reference materials.</li> <li>• I will continue to offer theory based classes on D2L.</li> <li>• I came in to my position at the height of Covid, so I can't really compare to pre-Covid times at JC. My course will remain hybrid as the class material will be presented asynchronous online, with its co-requisite lab still being in person and hands-on. I feel for our program and for myself, this is perfect. At this time, I do not wish to come back into the classroom for my class presentations, especially because I have put so much time and energy into making my online material.</li> <li>• The enhancement of my D2L information has helped the students get the information they need and many of the evaluations can now be done via D2L, so those changes stay. I will keep using some of the platforms we have been using for communication with the students for out of class times.</li> <li>• Yes, I am going to continue to require students to purchase their own personal PPE, ie. Welding lenses, where previously, they may have been shared</li> <li>• Yes, I plan to keep the recordings and replace them with new ones as needed because the students have been telling me they like that they can view a lecture at any time. All of the new and improved labs will stay. COVID has forced me to look at everything and improve it all. I would like to keep some of the classes on line because many of the students like the flexibility. I would like to bring back some of the in person classes because many students do not like the on line classes. I feel giving them a choice between both on line and in person would make the program better and give students more choices. Many of the students have to work full time jobs and the added flexibility will help them succeed.</li> </ul>	

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### 13 - Now that you have experience teaching your courses online, what are your thoughts about distance education/online learning?

**Response Rate** | 18/29 (62.07%)

- Distance education is a nice tool, when the student is not looking up all the answers.
- Some classes it works well, but others it doesn't.
- Personally, I do not enjoy the distance education. I like being present with my students during lecture and I feel like I get more engagement from my students in person. It's difficult to see just how much they are understanding with the virtual learning
- I think that the OOL should create 2-minute videos (to be put into all course shells) about how to utilize online course elements like discussion boards and dropboxes or add a module to every course shell with quick access to the to help videos that came with D2L.
- It is a valuable tool in certain situations. Technical students have had a very difficult time grasping many of the concepts. They are more comfortable with a hands on approach.
- I don't feel it will work for my particular program because so much of it is hands on, but I would like to continue learning and growing my skills in this area to possibly expand one day.
- It is a much different experience teaching remotely. I feel more isolated from the student and the college, but I do think the advantages outweigh the disadvantages. I also believe keeping a good deal of the classes on line is good for the college as a business and requires less resources. Better training for the student is needed for D2L and for using IT services.
- Our students do NOT thrive in this environment. They came to JC for the hands-on experience and because that is the learning style that works personally for them.
- Always thought distance learning was what the future holds. And now we're there also.
- I enjoy teaching online for lecture material with the opportunity to come onto campus for live labs and exams. I think it is a great option for student's that are self motivated and independent, but I have noticed it can be difficult for student's who are straight out of high school, lack time management skills, or need extra guidance with the college environment.
- I have really enjoyed the virtual environment. I feel that the students have preferred it, especially if they have jobs outside of school. I believe that since the labs have been held in-person that the students are being exposed to the materials that they need to in combination with their lecture classes. I know that not every student has excelled in the virtual environment because of different learning methods and some need that in-person experience to take in the material.
- In my opinion the online format is much more involved than the on-campus class. The interaction between Student and Instructor is naturally lacking in the online format, and both Instructor and Student must make a very concerted effort to maintain communication throughout the semester. The Student must be constantly aware of their grades, but many do not take the onus of responsibility to stay current on assignments and to be cognizant of their current grade. I feel distance education is a valuable addition to the Johnson repertoire, allowing students added flexibility in scheduling, but students should be made aware of the additional responsibilities of online learning before they consider the option.
- I feel that all online classes have to be set up the same way. Students are struggling trying to find assignments that the instructors are posting in various spots of D2L. I have had multiple students who voiced concern that there was no consistency with due dates as well as the locations of assignments, quizzes, or exams. I feel any online class should follow a campus due date policy.
- I think the Hybrid style is just right, long term. Our students are versatile and want flexibility to work, and they are tech savvy. But they come to JC because they don't want to be online 100%. Throughout the rest of their careers, they will need to be able to navigate online courses, for example Continuing Education offerings and possibly further add-on degrees as they also work their "day jobs" +/- raise families. Hybrid at Johnson prepares them for that. I think the hybrid style is also best for most instructors. They/we like the combination of virtual and online instruction. The majority of instructors in my program prefer to be hybrid instead of back on campus 100%. But we also love seeing the students face to face a few times per week.
- Although it can be done, most of the students we interact with need the hands on portions of what we do. I have also found that the students require a bit more direct contact, Live online lectures vs. recordings. They need a platform to ask questions that they are comfortable with which might not be D2L. Although we can "package" a course, it really takes personal interaction to facilitate learning.
- I do enjoy the opportunities it presents for the students, for the facility. I also recognize the fact that I may need some more practice at it.
- I think that online learning can be used to supplement the education the students receive at Johnson, but it should not be the sole method of instruction.
- I think it forces both students and teachers to be at their best. The grades are looking a bit better this semester. I just need more time to engage the students more than I have this semester.

### 14 - Is there anything else you would like to add?

**Response Rate** | 6/29 (20.69%)

- I feel the administration truly did a fantastic job with our re-opening process and did everything they could to give the faculty what they needed to keep the programs running.
- I think this is a major turning point for the college and the changes we have made need to be assessed and acted on.
- Nope!!
- No
- I think when we want to improve our programs we need to also put ourselves in our students' shoes. For example: the uLearn proctoring system is a great idea and I think also very necessary. However, I don't think it's exactly fair to have students and faculty employ it mid to end semester... more ideal timing may have been at the very beginning of a semester. These poor Covid students have had too many changes, many of them outside of our control. I am amazed at how resilient they are proving to be. I think we should be mindful of their perspective and their experience as much as we possibly can. I did not fill out one portion of this survey, because I am not familiar enough with the other programs in the college yet to give fair answers.
- I want to thank the instructors and support staff, and all of the help I received during COVID. Without them this would have been a real tough task! Johnson College is a very supportive environment and that is because of EVERY one that works here. I have been writing like COVID is over, I really hope it ends soon. I did not see anything about our president in the survey...Dr. K. ROCKS too!!