

## Summary

In recent months there have been some questions raised by faculty and students about the lack of built in breaks within our academic calendar (see Retreat Report Goal 1.1.2). These questions resulted in larger conversations about the structure of our academic calendar.

In order to explore these issues, we constructed three brief surveys in order to obtain information on student, faculty, and staff experiences with our current academic calendar. The results of these surveys would hopefully inform the future structure of our academic calendar.

The surveys were administered online via Survey Monkey in January 2020 – February 2020. The student survey was administered to all our graduate students. Our faculty survey was administered to our full-time and part time (adjunct) faculty. A third survey was administered to the staff. The surveys yielded a 53% response rate for students (N=147), a 56% response rate for full time faculty (N=19), a 26% response rate for adjunct faculty (N=26), and a 39% response rate for staff (N=7).

	TOTAL	RESPONSE RATE	
		N	%
Students	279	147	53
Full Time Faculty	16	9	56
Adjunct Faculty	39	10	26
Staff	18	7	39

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# Academic Calendar: Summary Report

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*Student, Faculty,  
and Staff Experience*

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February 14, 2020

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## KEY FINDINGS

### STUDENTS

- Finding 1: Students report wanting a longer time to learn their material.
- Finding 2: Having to complete a SPT while starting a new course is not conducive to student learning.
- Finding 3: Students would favor a built-in break within the schedule with no SPT being done within this break.
- Finding 4: Students reported that they would be able to balance a schedule with taking 2 courses and Field Experience.
- Finding 5: The amount of time to complete their coursework depends on the course taken
- Finding 6: The current academic calendar makes it difficult to grow academically and retain information.

### FACULTY

- Finding 1: Too much material is covered in too short a time within the current schedule
- Finding 2: Having to grade a SPT while starting a new course is not difficult to manage.
- Finding 3: The current calendar does not allow for a real break, making work-life balance difficult.
- Finding 5: The primary benefit of an 11-week schedule would be not having Special Project Time
- Finding 6: Adjunct faculty report that an 11-week format would allow for better quality instruction.
- Finding 7: Full time faculty report that a revised schedule would allow for work-life balance.
- Finding 8: Adjunct faculty would like more time to prepare and teach their courses, while full time faculty report that it really depends on the course being taught.

### STAFF

- Finding 1: Staff report that a calendar change would not negatively impact their jobs.

## Student Experience Survey

The online “Student Experience Survey: Academic Calendar” was launched on January 3, 2020 and concluded on January 20, 2020. The options within the survey were Agree, Disagree, and Neutral. A total of 147 students responded to the survey.

As a framework for our student survey we recounted that our current academic calendar is built around a compressed schedule with courses being completed in five weeks, breaks between courses being one week to ten days long, and special projects that need to be completed in the two weeks following the last class meeting (often overlapping with the next course).

At the time of the survey we proposed a new academic calendar structure with several assumptions:

- Each course would meet one night per week and one full weekend over 11 weeks.
- There would be no SPT.
- Students taking 2 courses per term (Summer, Fall, Winter, Spring) would attend classes 2 nights per week and two full weekends (as opposed to the current 4 days, usually in 4 different weekends).
- Students taking on-line courses already complete 2 posts per week. This would not change as there would be one post due per week (per course) if taking 2 courses in an 11-week timeframe.
- The new schedule would allow for real breaks between terms.

The following will be used to report the data:

- The Neutral Data will not be reported if it did not add any significant information to the question asked. The percentages were recalculated without the Neutral responses.
- Data will not be reported if we did not find a trend or real significance (using 10% threshold in answers)

The questions in the survey will be reported in three main areas:

1. Quality Education
2. Work/Life Balance
3. Program Completion

## Quality Education

Several questions were asking about learning and Special Project Time (SPT). The majority of students (60%, N=71) agreed that the 5-week schedule was not enough time to learn and retain the information being taught. The majority of students (75%, N=101) reported that having to complete a special project (SPT) was found to be difficult to complete while starting a new course within the current structure. These results indicate that students may want a longer time to learn their material and having to complete a SPT while starting a new course is not conducive to student learning.

	AGREE	DISAGREE
Too much material is covered in too short a time, making it hard to retain information.	59.66% 71	40.34% 48
Finishing a special project while starting a new course is very difficult. It makes it hard to concentrate on either task.	75.37% 101	24.63% 33

## Work Life Balance

Several questions were asking about Work/Life balance. The majority of students (58%, N=66) disagreed that the current academic calendar allows for a balance of work, family, school, and time for self. Additionally, (66%, N=74) agreed that the compressed format was not conducive to working adult learners. When asked about a break from academics, students (88%, N=122) agreed that having an SPT did not allow for a real break. In addition, students (84%, N=95) agreed that an 11-week schedule would allow for a break. These results indicate that students may want a built-in break within the schedule with no SPT being done within this break.

	AGREE	DISAGREE
Adler's current academic calendar allows me to balance work, family, school, and time for self.	41.59% 47	58.41% 66
Although supposedly designed to meet the needs of working adults, this compressed format makes balancing work, family, school, and time for self-difficult.	66.67% 74	33.33% 37

Having to complete special projects during the “break” does not allow for a real break.	88.41% 122	11.59% 16
An 11-week schedule with a built-in break would allow for work - life balance.	84.07% 95	15.93% 18

### Program Completion

When asked if students would be able to balance taking their Field Experience work within an 11-week Term, while also taking an additional 2 courses, that majority of students (69%, N=56) agreed that they would be able to balance their schedule.

	AGREE	DISAGREE
I would be able to balance my Field Experience work within an 11-week Term.	69.14% 56	30.86% 25

### Additional Information

There were several questions asked that yielded small differences but would be worth reporting to help us determine changes, if any, to our future academic calendar. Data that was too close to make any conclusions were:

- Ability to schedule 2 days on campus to complete courses (agree: 49%, N= 45; disagree: 51%, N= 47; Neutral: 37%, N=55)
- No problem with current academic calendar (agree: 33%, N= 49; disagree: 34%, N= 50; Neutral: 33%, N=48)
- Schedule allows me to grow and retain information (agree: 34%, N= 50; disagree: 37%, N= 54; Neutral: 29%, N=43)
- Difficult weekend schedule (agree: 34%, N= 50; disagree: 34%, N= 49; Neutral: 32%, N=47)

	AGREE	DISAGREE	NEUTRAL
I would be able to schedule 2 days on campus to complete my courses (if taking two on-campus courses, for 6 credits).	48.91% 45	51.09% 47	37.41% 55

I have no problems with the current academic calendar.	33.33% 49	34.01% 50	32.65% 48
Adler's current academic calendar provides adequate time to perform all my academic work (including my Special Projects) in a way that allows me to grow and retain information.	34.01% 50	36.73% 54	29.25% 43
With four of the nine units being on weekend days, most 5-week courses normally affect two weekends (two Saturdays, two Sundays, or a Saturday and a Sunday on different weekends). This weekend schedule is difficult to manage.	34.25% 50	33.56% 49	32.19% 47

When asked if the current **5 week format is appropriate for the amount of work required**, 36% of students (N=53) reported that they would like more time, 22% of students (N=32) reported that they did not need more time, and 42% of students (N=62) reported that it depended on the course taken. These results indicate that the majority of students reported that the amount of time to complete their coursework depends on the course taken. And, out of the remaining students who answered this question, the majority of them would like more time to complete their work. These results are congruent with the results from the above question, *Adler's current academic calendar provides adequate time to perform all my academic work (including my Special Projects) in a way that allows me to grow and retain information*. These results indicate that students (37%, N=54) disagree that the current academic calendar allows for academic growth and retention.

No - I would like to have more time.	36.05% 53
Yes - I can fit in all required reading and work with no problem.	21.77% 32
Neutral - It depends on the course.	42.18% 62

## Faculty Survey: Academic Calendar

The online “Faculty Survey: Academic Calendar” was launched on January 24, 2020 and concluded on February 14, 2020. The options within the survey were Agree, Disagree, and Neutral. A total of 9 full time faculty and 10 adjunct faculty responded to the survey, for a total of 19 responses.

As a framework for our faculty survey we recounted Adler’s current academic calendar is built around a compressed schedule with courses being completed in five weeks, breaks between courses being one week to ten days long, and special projects that are typically due two weeks following the last class meeting, which overlaps with the start of the next course.

At the time of the survey we proposed a new 11-week term academic calendar structure with several assumptions:

- Some courses still running on a 5.5-week schedule.
- There would be no SPT for the 11-week courses.
- The new schedule would allow for real breaks between terms.
- The completion time for each program would stay the same.

The following will be used to report the data:

- All data will be reported due to the small number of respondents.

The questions in the survey will be reported in two main areas:

- Quality Education
- Work/Life Balance

### Quality Education

Several questions were asking about learning and Special Project Time (SPT). The majority of full-time faculty (56%, N=5) and adjunct faculty (70%, N=7) agreed that too much material is covered in too short a time within the current schedule. The majority of full-time faculty (N=4, 44%) did not agree or disagree that grading special projects while starting another new course was difficult. Out of



the remaining respondents (33%, N=3) did agree that this was difficult. The majority of adjunct faculty (40%, N=4) disagreed that grading special projects was difficult while starting a new course. These results indicate that although faculty would like more time to cover the material being taught, they did not have a difficult time grading SPT project while preparing for their next course.

	FULL TIME FACULTY			ADJUNCT FACULTY		
	AGREE	DISAGREE	NEUTRAL	AGREE	DISAGREE	NEUTRAL
Too much material is covered in too short a time, making it hard to cover the material in depth.	55.56% 5	0.00% 0	44.44% 4	70.00% 7	10.00% 1	20.00% 2
Grading special projects while starting a new course is very difficult.	33.33% 3	22.22% 2	44.44% 4	30.00% 3	40.00% 4	30.00% 3

### Work Life Balance

Several questions were asking about Work/Life balance. The majority of full-time faculty (78%, N=7) and adjunct faculty (80%, N=8) agreed that having to prepare for the next course during the end of the semester and during the “break” does not allow for a real break. Additionally, the majority of full-time faculty (56%, N=5) agreed that the current compressed format makes work-life balance difficult. However, the majority of adjunct faculty (50%, N=5) were neutral about work-life balance within the current schedule. The majority of full-time faculty (44%, N=4) and adjunct faculty (70%, N=7) did not agree or disagree that weekends were tough to manage.

	FULL TIME FACULTY			ADJUNCT FACULTY		
	AGREE	DISAGREE	NEUTRAL	AGREE	DISAGREE	NEUTRAL

Having to prepare for the next course during the end of the semester and during the “break” does not allow for a real break.	77.78% 7	11.11% 1	11.11% 1	80.00% 8	20.00% 2	0.00% 0
This compressed format makes work-life balance difficult.	55.56% 5	22.22% 2	22.22% 2	20.00% 2	30.00% 3	50.00% 5
With four of the nine units being on weekend days, most 5-week courses normally affect two weekends (two Saturdays, two Sundays, or a Saturday and a Sunday on different weekends). This weekend schedule is difficult to manage.	33.33% 3	22.22% 2	44.44% 4	10.00% 1	20.00% 2	70.00% 7

### Additional Information

Faculty were asked to check all that apply when thinking about the benefits of moving to an 11-week schedule. The majority of full-time faculty (44%, N=4) and adjunct faculty (60%, N=6) reported the primary benefit would be not having Special Project Time. The second most chosen answer by full time faculty is that having an 11-week schedule would allow for work-life balance. The second most chosen answer by adjunct faculty is that an 11-week format would allow for better quality instruction.

ANSWER CHOICES	FULL TIME	PART TIME
An 11-week schedule with a built-in break would allow for work- life balance.	33.33% 3	30.00% 3
An 11-week format would allow for better quality instruction.	22.22% 2	60.00% 6
Having no SPT would allow for continuous teaching, grading, and feedback while I still have the student’s attention.	44.44% 4	60.00% 6
There are no benefits. I like the academic calendar the way it is.	22.22%	20.00%

ANSWER CHOICES	FULL TIME	PART TIME
	2	2
I do not have a preference.	11.11% 1	10.00% 1

When asked if the current **5-week format is appropriate for the amount of work required** for preparation, grading, teaching, discussion, etc., 44% (N=4) full-time faculty agreed that it depended on the course being taught. In contrast, 50% of the adjunct faculty (N=5) would like more time.

ANSWER CHOICES	FULL TIME	ADJUNCT
No - I would like to have more time.	33.33% 3	50.00% 5
Yes - I can fit everything in with no problem.	22.22% 2	20.00% 2
Neutral - It depends on the course.	44.44% 4	30.00% 3

## Staff Survey: Academic Calendar

The online “Staff Survey: Academic Calendar” was launched on January 24, 2020 and concluded on February 14, 2020. A total of 7 staff members responded to the survey. Staff were asked one question on the survey and were able to leave comments.

As a framework for our staff survey we recounted Adler’s current academic calendar is built around a compressed schedule with courses being completed in five weeks, breaks between courses being one week to ten days long, and special projects that are typically due two weeks following the last class meeting, which overlaps with the start of the next course.

At the time of the survey we proposed a new 11-week term academic calendar structure with several assumptions:

- Some courses still running on a 5.5-week schedule.
- There would be no SPT for the 11-week courses.
- The new schedule would allow for real breaks between terms.
- The completion time for each program would stay the same.

The following will be used to report the data:

- All data will be reported due to the small number of respondents.

## Job Duties

**Question:** Please consider your job function, operations, financial aid, and efficiency of your job duties. This possible calendar change will make my job....

ANSWER CHOICES	RESPONSES
very much easier.	14.29% 1
easier.	28.57% 2
neither easy nor difficult.	57.14% 4
difficult.	0.00% 0
very difficult.	0.00% 0

Based on the responses from staff members, the majority of staff (57%, N=4) reported that a calendar change would make their job(s) neither easy nor difficult. Of the remaining responses, staff reported that their jobs would be easier. These results indicate that staff either feel that a calendar change would not impact their jobs and/or make it easier.

## Student Comments

- Extended classes would not only allow more time for student processing, but allow time for instructor feedback - it is normal in most current classes to receive no feedback until after the class has ended.
- If Adler switches to an 11 week schedule, I'm hoping it would allow more time to learn the information and self-care. I believe it would be more possible in a 11 week schedule.
- I am curious if Adler Graduate School were to make this change, how would it affect students finishing their degree on time, if at all.
- Please ensure that switching to 11 weeks does not allow for the opportunity to add work to the classes. If so, the benefits of breaks or other differences could be diminished or eliminated.
- I only want to take one class at a time, so maybe there is a way to compromise and extend each class a couple weeks to allow for a more balanced schedule.
- I am able to manage my studies with the current five-week term. I do not want to prolong the duration of my master's program if the eleven-week term implies that. Thanks.
- Brilliant! I am graduation this term, so I have no skin in the game, but I am not working out of the home, nor do I have children at home, but I have difficulty getting the work completed under the current format. I have NO idea how my peers (who are working and have a family) do it! AGS Minnesota just keeps improving, and I am so glad to see it. Thank you for being open to change!
- I am an online student and have had to 'build in' my own breaks between courses. This requires starting SPT's early. To date I have managed but with an internship in the near future I am concerned about balance. I have been able to absorb the information from all my classes but currently the DSM-5 abnormal psych class seems like an EXCESSIVE amount of work to finish each week. The heavy writing involved with online courses and the amount of required reading for this class is hard. Perhaps you guys could have 5 week terms for some classes and 9 weeks for others? Just a thought. I think its cool you asked for our opinion.
- Whats been somewhat difficult for me is the amount of changes being made consecutively for the last year. Im not actually sure what would help as i am still trying to adjust to the last changes. The special projects definitely do take away so much time and are sometimes redundant.
- Currently it's nice to only have to focus on one topic, however it feels like there's never a break in between classes.
- I live farther away from campus so being able to get here more than once a week is very difficulty...I think it would be very hard for people that live farther away to double up on classes
- Currently, I am able to be on campus 1 night a week and still fit in 2 courses per "semester." If it moves to 11 weeks, it would require me to be on campus 2 nights a week if I want to complete 2 courses as I do now, which does not help with work/life balance.

Additionally, as internship supervision class starts for SC, I would have to be on campus 3 nights a week which is unreasonable for my family and children in order to take 2 classes that semester. I do not see how being on campus 2 nights a week for 11 wks is easier for work-life balance than 1 night a week. This change makes me very nervous! I chose Adler because of the ability to get my degree done in less than 3 years. Taking one class at a time, which is what I would have to do, to not be gone for my family, would take me much more time. When I considered the River Falls program for ex. it would have taken me 7 years going just one night a week. Two nights a week is already difficult, but then with SC internship 3 nights a week is over the top for my well being and that of my kids at home. The SPT has not been a big deal. It would be nice to have the SPT due before the next class starts but still okay since the time is flexible and I can often get most of it done with time to have a break. The weekend change would not be better - it would be difficult since if you have a life event where you need to be gone that particular weekend that would be too much to miss. As it stands, missing one weekend day or partial day is not awesome but doable if something arrises. Missing a whole weekend would probably not be acceptable so that is like combining both weekend days we currently meet into 1 weekend which doesn't allow for life things that come up one weekend but not the other.

- I appreciate being a part of this survey. Being that I am at the end of my program, I would not be affected by this change. However, I do feel that the SPT often seems pointless because it seems like a random assignment when the class is technically already over.
- I would highly disagree with the proposed change. We have 2 discussions a week, plus a few assignments. This is not asking too much of students. By changing the format it would take SO LONG to finish a degree and really derail the whole process. I feel that it would really discourage me from attending at Adler.
- Certain courses do overload the work since they're only 5 weeks. That is stressful.
- There are challenges and benefits to the current 5-week schedule and the proposed 11-week schedule. Being in class 2 nights per week and 2 full weekends (with the 11-week schedule) may make it difficult to balance the rest of life with graduate school, particularly for those with children. A benefit is that there is more time for faculty to provide feedback that can be incorporated into coursework (currently, with some faculty I do not receive any feedback until the course is already over and I 1 or 2 weeks into the next term).
- I applied to Adler because of the 5 week format. It is best for me to focus on one course at a time. Yes, it is intense, but I appreciate being immersed in the content rather than pulled between two subjects. I do think the SPT could be revamped or integrated as a project with components throughout the course that build up to the final product. Maybe because I have been a graduate student before, the intensity of the work is what I expected.
- I am 1.5 years into my time at Adler and find myself becoming chronically exhausted. Each cycle of spt's seems harder than the last and there really is no time for self-care, let alone a good work/life balance. I think that this change would be a good one, although I

hope that we would not be exchanging one exhausting schedule for another. Would there be a break between each 11 week term, and for how long?

- I think this would be a positive change from the current format and more in line with other academic institutions I have been a part of during both of my graduate degrees as well as the undergraduate institution where I currently teach.
- I feel as though I need more information before agreeing or disagreeing as to whether or not this change would be genuinely beneficial, such as an example syllabus with this altered schedule for a course and the material. Additionally, I am a student with a bit of a longer commute (about 40-60 minutes depending on traffic), so I hesitate on the proposal of adding an additional day per week to be on campus. Again, as I stated above, more information, particularly visual aids, as to how this new schedule would look would be very beneficial.
- I appreciate Adler's consideration of changing the term from 5 weeks to 11. I do find myself struggling to fit in all the readings and assignments within my very busy life. Within the survey I stayed neutral on many of the questions that I have not experienced yet, but can imagine the complications. Although I see the reasons for extending the term I do understand that this is a graduate level program and sacrifices must be made . Thank you for taking the time to hear our thoughts and concerns.
- I do feel like expanding to an 11-week course may help process the information, and would allow for a better work-life balance.
- I think it would be hard to attend class for a full weekend. Family, social calendar would be difficult.
- I think that an 11 week calendar would allow me to more fully understand and retain the information from each class.
- Being able to know our schedule and calendar farther out would also be helpful.
- Will this change the expected graduation date? For some terms I am scheduled two 5 week courses and one 10/11 week course. If those 5 weeks course become 11 week terms then I'll be taking three classes at the same time rather than two in Fall 1 and two in Fall 2, for example. I really do not want to change my plan or make it longer, but taking 3 classes like my example seem a little much. I would rather keep with the plan I have.
- Doing SPTs while starting another class is way too hard!!!!
- In my opinion, I feel that changing to an 11 week schedule would be a mistake. As it is currently, I only need to come to a class 1x week - and I usually can combine that with an online course that term as well - in addition to having internship. Having to dedicate 2 nights a week for class for that long would place a burden on my family, and would affect things negatively for me. I think the way it could be modified would be to extend the time-frame necessary to complete the SPT's and other projects. Taking away the SPT projects detracts from the educational experience at the graduate level, where students should be expected to write and research at an academic level - which will prepare them for the future - either for further education, or contributions to their respective field. Please do not change to 11 week terms. People will just find it more of a conflict with their homelife and internship evening



commitments and probably skip class, or not be able to make it to class. The way it is now, you do not want to miss one class - and it keeps people focused and committed. 11 weeks is too long.

- I think have 11 week term will allow for more time to get through material. In some courses there was a lot of reading material to get through.
- Right now I feel there is no time to read and retain course materials. Each week I have to decide what I can and can't read and ultimately I end up just skimming over the main course book to understand the material enough to contribute in the online post. Longer terms would lead to more time to actually read, learn, and retain.
- I think this would be a positive change for learning. How would this impact how long it takes to complete the program?
- Adler's current term structure works great for me!
- This lengthened 11 week semester change would only benefit students taking two courses at a time if projects seldom overlapped and were not doubly daunting. For students who do not have to work, or are incredibly efficient students, I do not foresee a problem. For those students who work full-time, or have special educational needs, this doubled up arrangement could pose a problem. I am not certain of how to remedy this possible balancing challenge. I do feel that having extra time to absorb material could be beneficial for many students, as well as beneficial for our instructors to have time to provide timely feedback. If this change allows even for an extra two hours for self-care during the semester, it would be beneficial for me. Question - would the graduation window still be possible within two to three years? (A consideration for those receiving financial aid. Thank you.
- The 5 week format is compressed, but I love being able to focus on one class at a time vs balancing two classes with homework. An 11 week format might be more difficult if assignments are due near the same time for two classes. It would be very difficult as a working adult to attend class 2 nights a week. If the schedule became 11 weeks, I would be more likely to do more classes online. I prefer learning in the classroom vs online. Graduate school balance is never easy, but the five week schedule has made it manageable for me.
- The current schedule is very difficult to maintain with a full time job. 2 posts per week for one class is crazy!!! Thank you for asking for feedback.
- My only real concerns are how will this effect my purposed graduation date and creating a work/Life/School balance during my field experience. I am already having difficulty with this when only taking one class (Abnormal Psychology). for example I have nearly 400 pages to read this week .
- I feel this is going to vary so much from individual to individual, professor to professor and how each person guages "appropriate" self-care time, balancing work, kids, and homework. I worked in a high demanding job and switched jobs to alleviate some of the stress. Obviously, it's not going to always be stress-free but sometimes I found it hard to do reading on my own time and actually learn more outside of class than what is put in the discussion posts.

- The 5 week terms with the 2 week time for SPT work suffices well for an adult with a full time job, has a learning disability, and wants to finish their program in an appropriate amount of time. With taking 2 classes twice a week on campus AND field work/projects, that seems like it would add to our plates, especially when taking internship classes Wednesday nights.
- It was helpful to have shorten classes and less time on campus so i could complete my degree at a more rapid pace and more time at home with my family.
- Largely I am not concerned with changing to an 11-week schedule. Though I am currently close to graduating and would be concerned if it delayed my graduation. Should we extend courses, I would expect them to be combined for a total of fewer classes to be taken. If Adler extended courses by doubling them it would effectively make a 2-year program 4 years, and I would not be interested in attending.
- When completing my masters through a different school, it was set up on an 11 week term. I was very nice to actually have a little break between classes, this way I was able to purchase my books for the next term and have 2 weeks where school wasn't interfering with my family time. I like the idea of being finished with a class in 5 weeks and only focusing on one class at a time, but I end up having to choose between going places with my family or staying on top of my reading.
- There is NO WAY that I would be able to commit to two nights per week on campus. I work full time, have a family and many other important things in life. Having an 11 week course schedule would make me consider switching schools. It would not be feasible for my work life school balance
- This is only my first semester at Adler, hence my several neutral responses. I will say, however, that it was stressed to me that most classes were 5 weeks long, which is not the case at all. I feel very misled in that regard and am quite concerned about the overlap when it gets closer. 5 weeks + 2 weeks of special projects= 7 weeks, not 5 weeks.
- It could help some students do better. The only problems I see right now with the five week course is the material and the SPT. The readings are hard to accomplish given the course. Since the discussions are due on Mondays now its hard to have free time on the weekends. The SPT I usually have a hard time giving myself a week break, but it is possible.
- Having break time in between classes would be extremely beneficial. The current online due dates for a 5 week course is intense, especially with a less than 24 hour turn around to make peer responses on a weekday. I don't have a desk job where posting like this is possible. I think the 11 week schedule would be beneficial as long as it doesn't extend the time it takes to finish the degree program.
- I LOVE that the courses are 5 weeks. It makes me feel like I complete them so quickly and am moving fast. Sometimes the assignments given are a little extreme, like too much for the time frame. Maybe those could be altered in some way. Otherwise, I love Adler and don't want to see any more changes.

- I believe that changing the format to an 11-week schedule would actually make things more difficult for my work-life balance. Having two nights in a week dedicated to classes plus two full weekends is much more than what we currently have and would be more work to balance. I currently work full time, take classes, volunteer at a church and am married and I would prefer to only have one night a week of classes over two. For those that feel they do not get a break in between courses - I feel that for those that are motivated to have a break and prioritize their time, we are able to finish our SPT and still have a break. I finished my last SPT ahead of time because we knew what it was throughout the whole course. I had a full two week break over Christmas. I feel that with my busy schedule others could also do the same, but it is more of a matter of procrastination. I strongly disagree with the 11-week format and hope that Adler will continue using the 5-week format. This allows me to focus on only one course at a time and helps me to balance work and life better. Next year when I have to come on Wednesdays for field experience, I would be coming 3 nights a week and that is not manageable also. Thank you.
- I like the idea of 11 week term but would the course per credit be more. If it's going to be 11 weeks thee credit per course should be 5 or 6 credit per course that would be fair. I have no issue of the 5 week so far. I do what I have to do and the 11 week wouldn't make any diference Thank you
- Have you considered having some of the courses over 11 weeks and then others 5 weeks long - that would allow for both acceleration and reduction of overlapping. I think it would be good to find a balance by rethinking the course design.
- I'm a little concerned about taking two courses at once and balancing the workload with everything else in my life, but I could really use the breaks between terms to recharge.
- I liked doing the SPTs. It really helped and challenged us to think about what we have learned and research what we haven't. I think SPTs played a pretty important role in my learning.
- Those who are suffering from the changes in Adler HAVE/NEED/DESERVE compensation. What we were sold is not not the education/product promised.
- I do agree that the current schedule does not allow for a real break unless you plan ahead accordingly. But I love being able to focus on one class at a time and I also really appreciate only having to be on campus one night a week
- Adler's current schedule is one of the main reasons I chose to attend. The schedule is exactly what I need as a working adult. I would be incredibly upset if the schedule changes, so much so that I would have to consider if it still fit my lifestyle.
- A deciding factor for me to come to Adler was the way the academic calendar is currently set up by focusing on one class at a time every five weeks.
- I'm not sure how one could handle the compressed system and work besides.

- It would be an improvement to get an actual break between terms. I just finished my first term before realizing that there is no real break. Describing it as 5 week terms is misleading, this felt a bit like a bait and switch. I had some stress over the holidays having an assignment hanging over my head while relatives were visiting.
- What would be the alternative to the SPT? I think that is a large deciding factor students should be informed of.
- I like the current format because it allows me to have a full-time job at the same time which helps me afford to come to this school. I do believe that it is a very accelerated format and doesn't allow for a real break, but the flexibility is a huge reason on why I came to this school and something that I have really come to enjoy. If you were able to change to 11-week terms that still allowed for a full-time job at the same time, then I feel like that would work best for me and other students in a similar situation to myself. (also, personal opinion on the format for this survey, I feel there it should be done with a scale of 5 different choices, Strongly Agree - Agree - Neutral - Disagree - Strongly Disagree) to make this a better survey able to convey what the survey takers are more accurately feeling towards the questions)
- This would be a beneficial and needed change; learning new concepts and skills takes time for them to become integrated and a part of long-term memory. Also, not having a break between semesters and the overlapping class does not give me any time to get refreshed and ready for the new semester. I really hope the change to an 11-week semester can happen as soon as possible.
- Moving from a 5 to 11-week schedule would mess my graduation date up; also, I was just able to become acclimated to the program after trying to adhere to it for some time. I disagree with the 11 week "potential new" schedule.
- I agree that the accelerated format of one course in five weeks is a challenge. But I do like being able to focus on one course at a time. It allows me to properly dig into the course material and not feel pulled in several directions at once. The 11 week 2 courses at a time format does hold some appeal - in that we would not have SPT and get an actual break between courses. But I do not know how I would manage two nights per week and two full weekends away from home and work. I suppose that I could choose to take only one course per 11 week term but then it would take me twice as long to complete my degree. I feel that going to this new format proposal is forcing more online courses and that is not the experience I want for my graduate schooling. Part of the reason I chose Adler was because of the 5 week term and only one night per week and the fact that they had on campus courses. There are many online graduate programs and I could have easily chosen one of those but liked the one course at a time accelerated format. Thank you for considering our voices in your decision.
- I like the current schedule and don't want to push out my graduation date by terms twice the current length.
- How long would the breaks be? I like the 2 week break format.
- 11 weeks is better and getting rid of SPT. I think we need to incorporate more Adlerian themes as well. bring back the lifestyle class, and early recollections. this is vital in our workplace. Also hire Adler teachers! people who use Adler that can go indepth! SPT projects are too much in a short time.

- I am pretty neutral overall about this...I expected graduate school to be a challenge when I made the commitment to start it. I am unsure if two days a week on campus would truly allow for a better work/life balance, especially if I also have internship classes to attend, too. Although I do agree that it would be useful for the information to be spread out, I cannot agree that being on campus 2-3 days per week (including internship class) would be make classes less stressful than they are now with the 1-2 days a week (including internship class).
- My only issue with the current format is that grades are generally only returned after the course is completed, so it's generally not possible to take feedback and apply it to the course for which it was given
- Attending graduate school involves time and dedication. The current schedule that Adler is conducive and lengthening the class periods/schedules would not be productive in time management when working full time and leading busy lives.
- I prefer the current schedule since it works well in reducing license processing time if submitted during an "off-semester" calendar. It also allows for taking shorter breaks if necessary - whereas to take a break with the proposed schedule would result in postponing graduation by 3 months and two courses, rather than by 1 course and 5 weeks. For people like me where program duration time is an important component of life planning, the 5 week format has been amazing. I've found that time management is key and there have been courses where I've struggled getting through all the content in a timely manner but those struggles were due to my own choice in taking a full course load while maintaining an 80 hour work week between my full time job and my internship. I could have made adjustments if I had chosen to to lighten that load and it wouldn't have made a difference whether AGS maintained a 5 or 11 week course length.
- I don't want to take 2 classes at one time
- It would be very difficult, if not impossible, to commute to class twice a week. It would also be very difficult to focus on two classes at once. I am not in favor of switching to 11 week courses.
- I honestly do not think the longer class schedule would allow more time because the student would be required to take two courses. In my opinion, it would create more work than taking one class for 5 weeks.
- Although I just graduated, thank you for considering this change.
- An 11 week term would be a huge positive change for Adler. The 5 week term has caused significant distress for me and reduced my ability to learn and retain information. The 5 week term is the one thing preventing me from recommending Adler to others.
- This change would not affect me. I only have left to complete my masters project and field experience hours. In the two years I have been at Adler I can honestly say I did not have a break from course work. There were also multiple terms that I was taking two courses in addition to field experience in order to complete the courses I needed. The current academic calendar has left me feeling burnt out before even getting into the field. I think a change in the academic calendar would be helpful to prevent this in current

and future students. One class that definitely needs more time is the theories class. There is no way to retain information about all the counseling theories in 5 weeks. I feel that I will have to relearn them prior to taking the licensing exam.

### Full Time Faculty Comments

- I only teach online classes and 1-credit classes currently, so many of these questions don't pertain to me. I see the benefit of SOME classes moving to an 11-week format because they are really heavy (504, 534, 541), however, I don't hear many complaints outside these courses. I also know many - a high percentage from my experience - take breaks as needed, as there are no "true" breaks for them, and no "true" breaks for the instructors either, unless they purposely take off a session. This leads to less credits being registered for and less coverage for an entire session for the chairs. I can see both sides of this but am neutral overall.
- It is difficult to answer as I am not clear on how the schedule would look realistically. I can't imagine how this looks in reality. If we moved to an 11 week/ we would need to balance out weekend expectations/ weeknight expectations and responsibilities of instruction. I prefer offering some daytime courses/ some evening and eliminating weekends for on campus. OL weekend postings or Friday night expectations of postings are not ideal.
- I worry about the work-life balance when students are in two courses and attending and completing internship hours. While I agree that "real breaks" are important, student feedback from those in internship indicates that being required on campus for a possible additional day would be problematic. I like the idea of exploring other options. I will obviously support whatever decision is made; I'd just like to discuss multiple solutions.
- This survey has failed to mention the amount of additional work it would take each program to reconfigure most of the syllabi and course content to make this shift. Nor the possible implications on field experiences and the increased frequency that students may need to be on campus.
- This survey is very difficult to answer as we do not have enough clear information on what we are looking at or how these changes would realistically play out for this proposal or possibility.

- To fully implement this change, I hope we give ourselves time to develop a clear plan and approach to make changes. Meaning, not to make these changes in a matter of months and lay it out for staff, students and faculty without enough preparation. I suggest giving staff and students time to adjust and make the changes effective July 1, 2021.
- Even with the 1-week break, it seems that there would be less flexibility or opportunity for breaks from academic duties for full time faculty with this potential model.

### **Adjunct Faculty Comments**

- I do not believe there would be a benefit based on the expectation that we would teach more and not be compensated for it.
- I like SPT for some courses and hope we can keep it some of the time.
- I do not agree with this change. I think it is unreasonable to expect that instructors will put in more face to face instruction time with an 11- week term while there would be no additional compensation. I hope that this change is not made.
- The format of Field Experience supervision classes differ from this format which is why many of my selections are neutral. Students seem to have mixed opinions of this as I know change is hard. I feel that perhaps a longer course may support greater student learning.
- I do think there are a lot of benefits in the current schedule for both students and instructors, as it is time limited and can move through courses more quickly. I do think the opportunities for more and more quality instruction is increased with longer courses though. Although hectic when its going, I assume some like the convenience the current schedule provides.

## Staff Comments

- Extended time may allow us to serve students with less haste. Students may be able to absorb 'assistance' with time to implement changes in a meaningful way.
- I think the most important piece is getting rid of the SPT, which is VERY confusing to explain to incoming students from the admissions side. Additionally, most prospects are used to seeing 11 week schedules, so that's another piece that will be easier to explain. Personally I think it would be easier to manage fewer starts per year as well.
- My work load doesn't change if we go to 11 weeks or stay at 5 but my biggest concern is if we do make a change the change coincides with a new academic year. Changing to 11 weeks in fall and not summer could be problematic this is something that needs to be a part of any further discussions. Also rolling out 11 weeks with the classes that require more than 5 weeks of instruction is also an idea that I would be open to.



## **SURVEYS**

Student Experience Survey: Academic Calendar

Faculty Survey: Academic Calendar

Staff Survey: Academic Calendar