



Presented by
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March 23, 2009

PERSONAL ASSESSMENT OF THE COLLEGE ENVIRONMENT – SURVEY RESULTS

ORIGINATION

Personal Assessment of the College Environment

- + Created by Dr. George Baker at North Carolina State University
- + Developed in 1987
- + 47 colleges and 1 university completed the survey

METHODOLOGY

- ✖ Administered at OCCC online in October 2008
 - + Part-time and full-time faculty and staff
 - + An option was provided to complete a paper copy
 - + Three-week window for completion

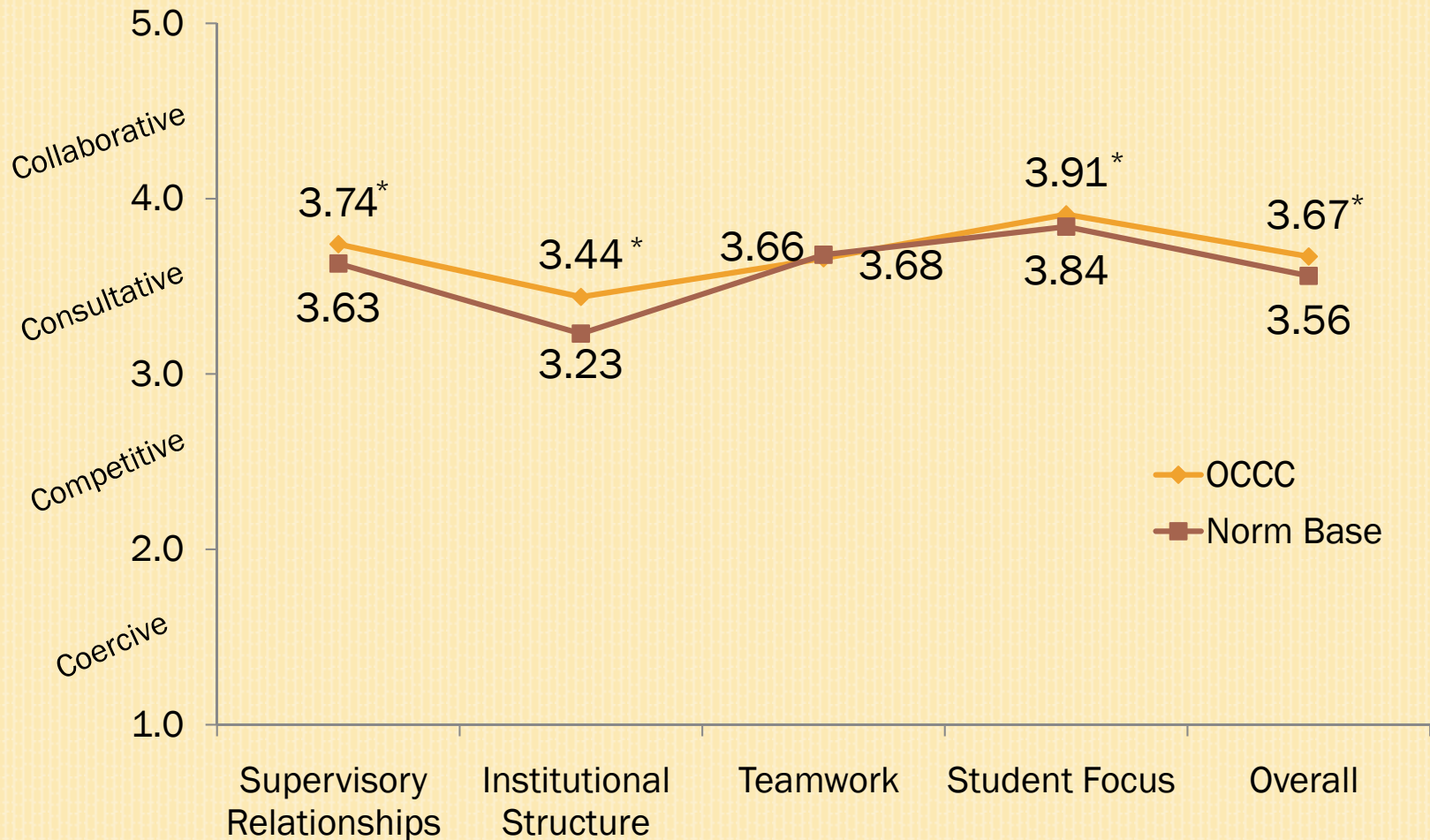
BACKGROUND

- ✖ Four Systems Model-used to analyze results/in order of preference
 4. Collaborative – widely dispersed decision making
 3. Consultative – leaders consult with staff
 2. Competitive – some decisions made at various levels but generally control is at the top
 1. Coercive – top down
- ✖ Four Categories-used to summarize the questions
 - + Supervisory Relationships – feedback, expectations
 - + Institutional Structure – organized, information
 - + Teamwork – spirit of cooperation, problem solving
 - + Student Focus – prepares students for careers, assistance

RESULTS

- ✖ 78% were full-time employees
 - + 76% of the full-time faculty responded
 - + 82% of the full-time salaried employees responded
 - + 61% of the full-time hourly employees responded
- ✖ 22% were part-time employees

OCCC MEAN COMPARED TO NORM



* T-tests indicate a significant difference between the OCCC mean and the Norm base mean (0.05)

TOP/BOTTOM FIVE RESPONSES

Top Five

- ✗ My job is relevant to the mission
- ✗ My supervisor expresses confidence in my work
- ✗ Students receive an excellent education*
- ✗ OCCC prepares students for a career
- ✗ Student ethnic & cultural diversity are important*

Bottom Five

- ✗ Information is shared*
- ✗ Decisions are made at the appropriate level*
- ✗ I have an opportunity for advancement*
- ✗ I am able to influence the direction of the institution*
- ✗ Institutional teams use problem-solving techniques*

* Statistically significantly greater at the .05 level.



POSITIVE/NEGATIVE STATISTICAL SIGNIFICANCE

27 of the 46 items were
positive

2 of the 46 items were
negative

NEXT STEPS

The following workshops were held or will be held to review the results and make recommendations:

- + President's Advisory Committee
- + Management
- + Enrollment and Student Services
- + Academic Affairs