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PERSONAL ASSESSMENT OF THE COLLEGE ENVIRONMENT – SURVEY RESULTS

BACKGROUND

* National Initiative for Leadership & Institutional Effectiveness (NILIE) – North Carolina State University

* Four Systems Model-used to analyze results/in order of preference
  + Collaborative – widely dispersed decision making
  + Consultative – leaders consult with staff
  + Competitive – some decisions made at various levels but generally control is at the top
  + Coercive – top down

BACKGROUND

* Four Categories-used to summarize the questions
  + Supervisory Relationships
  + Institutional Structure
  + Teamwork
  + Student Focus
* 1 to 5 point scale > "to what extent"
  + 1 = low
  + 5 = high

METHODOLOGY

✖ Administered online October 2008 (3 paper copies)

✖ Response rate: 73% full-time employees

	Population	Number Returned	Percent of Population	% of Total
Full-time employees	**489**	**357**	**73.0%**	**78.1%**
Full-time faculty	147	112	76.2%	24.5%
Full-time Exempt staff	172	141	82.0%	30.9%
Full-time Nonexempt staff	170	104	61.2%	22.7%
Part-time employees	**448**	**100**	**22.3%**	**21.9%**
Part-time faculty	373	85	22.8%	18.6%
Part-time staff	75	15	20.0%	3.3%
Total	**937**	**457**	**49.5%**	**100%**

OCCC MEAN COMPARED TO NORM
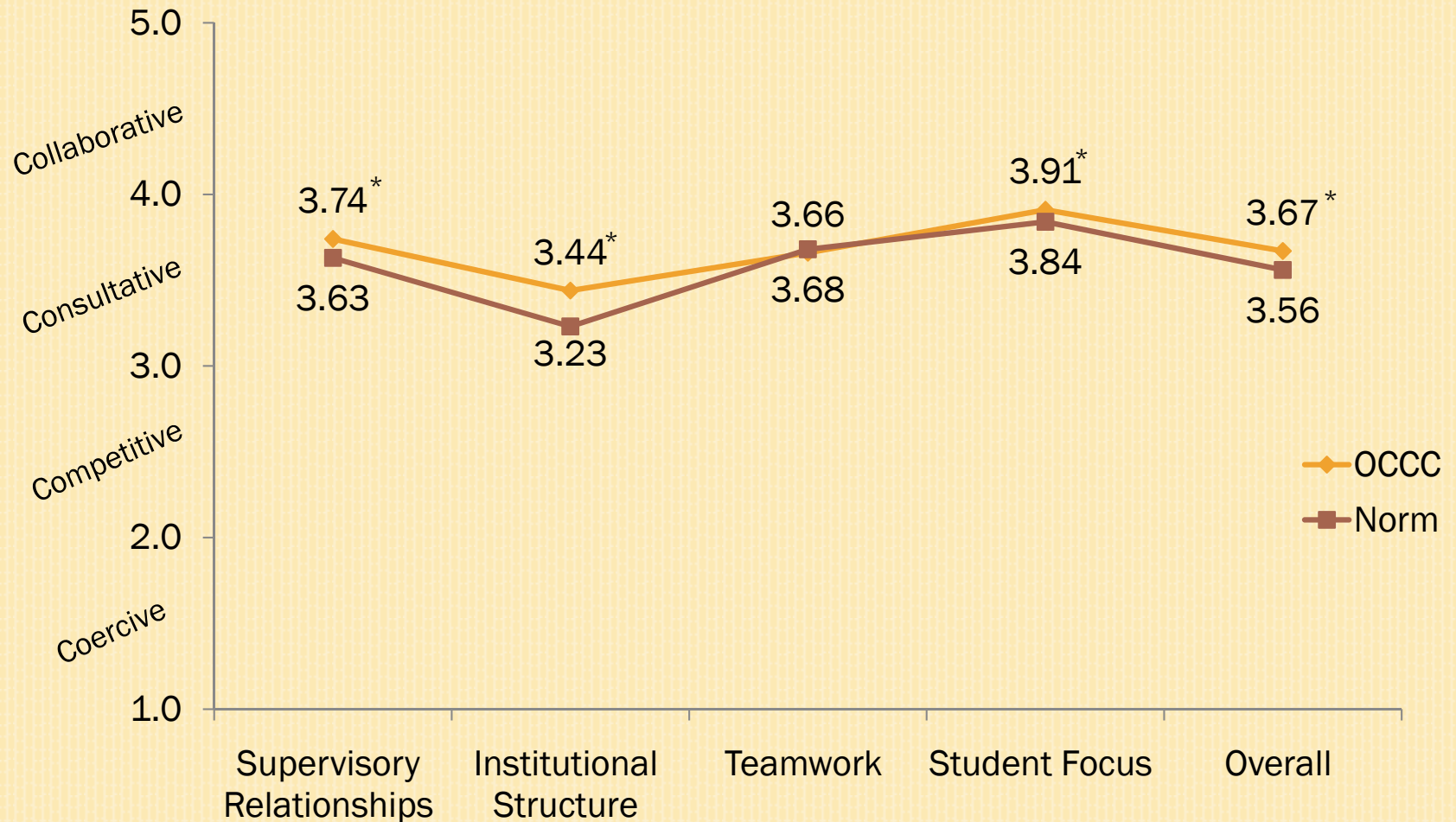
T-tests indicate a significant difference between the OCCC mean and the Norm mean (0.05)

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

POSITIVE/NEGATIVE STATISTICAL SIGNIFICANCE

27 of the 46 items were positive

2 of the 46 items were negative

ADDITIONAL QUESTIONS

- Hiring practices - most important method OCCC could implement to promote diversity

- Emails from supervisors - most effective form of communication

- 90% - would recommend OCCC as a place of employment

ADDITIONAL QUESTIONS

- 4.22 Recommend enrolling at OCCC
- 3.86 Tools and technology are available
- 3.67 OCCC's atmosphere promotes academic learning outside of class time
- 3.66 OCCC faculty and staff promote students taking responsibility for their education
- 3.64 Routinely use tools or processes to evaluate the effectiveness of my work/class
- 3.61 Students consider themselves a part of the college community
- 3.49 Believe OCCC implements effective cost saving measures
- 3.48 Professional growth activities have assisted me in learning how to become more effective in my job
- 3.44 WOW sessions are informative and valuable
- 3.42 Informed of the Achieving the Dream activities

1-5 scale representing "to what extent" 1 was the lowest and 5 the highest

Next Steps