

## WOW! Faculty and Staff Development System End-of-Term Feedback Survey Results

At the end of the spring semester, a Feedback Survey was distributed to all 453 fulltime employees. Of the 453 surveys distributed, **179** were returned, a response rate of **40%**.

**Question one:** If you did not participate in any of the Fall **WOW!** Development activities, indicate below the reason(s):

This table explores the reasons given for nonparticipation by those 46 individuals who reported participating in no activities. As may be seen in this table, they were aware of **WOW!**, they knew that it was designed for them (evidence of the effectiveness of the Crew’s marketing efforts), and their lack of participation was not because of lack of encouragement by their supervisors. Lack of time and timing were the main reasons given for nonparticipation

### Summary of Reasons for Nonparticipation by Employee Group

Reason Indicated	Faculty	Professional	Classified	Totals
a. No convenient time	6	5	2	13
b. Unaware <b>WOW!</b> was for the respondent	---	---	1	1
c. Not encouraged	3	---	---	3
d. No activities interested	3	---	---	3
e. No time for <b>WOW!</b>	5	4	7	16
More than 1 reason	1	1	8	10
Totals:	18	10	18	46

**Question two:** In how many **WOW!** activities did you participate during the Fall?

The table below analyzes responses by members of each employee group in terms of participation level (the number of activities in which the respondent participated). Of the 179 respondents, 46 reported participating in no activities. However, **133 (74%)** of the respondents reported participating in at least one activity. This means that **56%** of the 259 registered **WOW!** participants completed and returned the survey.

### Summary of Self-Reported Participation by Employee Group

Sessions Attended	Faculty		Professional		Classified		Totals	
	Number	Percent*	Number	Percent *	Number	Percent *	Number	Percent *
<b>0</b>	18	30	10	19	18	27	46	26
<b>1-3</b>	24	40	26	50	36	54	86	48
<b>4-6</b>	13	22	15	29	12	18	40	22
<b>&gt;6</b>	5	8	1	2	1	1	7	4
<b>Total # who participated</b>	60		52		67		179	
<b>Total number of employees</b>	<b>121</b>		<b>205</b>		<b>127</b>		<b>453</b>	

\* the percentage reported in this column refers to the percent of respondents within the employee group who indicated a particular level of participation.

**Question three:** If you participated in one or more **WOW!** activities this year, describe below how you have applied or plan to apply what you learned.

This table summarizes responses by the 133 respondents who indicated participation in one or more activities. As may be seen in this question, in response to that question **100** of the **133** employees (**75%** of them) who reported participating in one or more activities were able to specify an application of knowledge gained.

### Summary of Responses to Open-Ended Question # 3\*

	Faculty	Professional	Classified	Totals
<b>Reported Specific examples</b>	29	30	41	100
<b>No Response</b>	13	12	8	33
<b>Totals</b>	42	42	49	133

\*[It asked those reporting participating in one or more activities to provide examples of ways that the person had applied, or planned to apply, what was learned in **WOW!** activities.]

**Question four:** In what way(s) did your job performance improve as a result of participating in activities that focused on computer-related skills?

In response to this question, **51** of the **133** respondents (**38%** of them) reported specific ways in which their computer-related performance had improved.

### Summary of Responses to Open-Ended Question #4\*

	Faculty	Professional	Classified	Totals
<b>Reported examples</b>	13	14	24	51
<b>Reported "N/A"</b>	5	10	10	25
<b>No Response</b>	24	18	15	57
<b>Totals</b>	42	42	49	133

\*[It asked for ways performance had improved after participating in computer-related activities.]

There is a major problem with this question. The way it is worded implies that the respondent had participated in such activities. Interpreting the responses is, therefore, made ambiguous. No response could mean that the respondent had not been in such an activity; it could also mean that the person had been in the activity, but that nothing was learned that resulted in improved job performance.

**Question five** asked for suggestions for additional **WOW!** activities. Responses to this question were quite varied. If there was a common theme, it was that respondents seemed to want more of the same kinds of activities, just offered at varied times so as to mesh better with their schedules.