

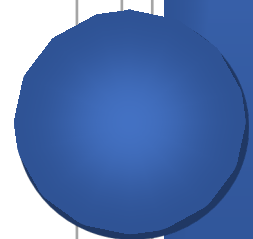
# **INSTITUTIONAL EFFECTIVENESS & PLANNING SURVEY**

***2018-19***

**Survey Results and Analysis**

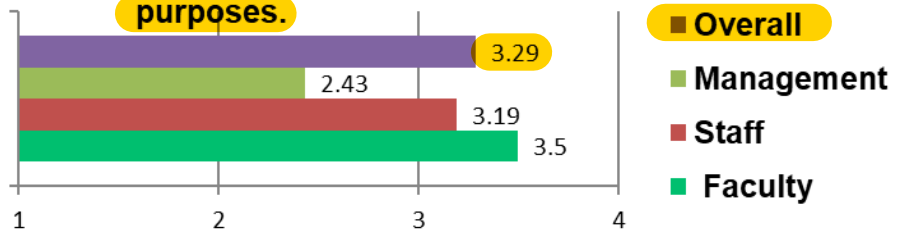
**Office of Institutional Effectiveness**

**7/17/2019**



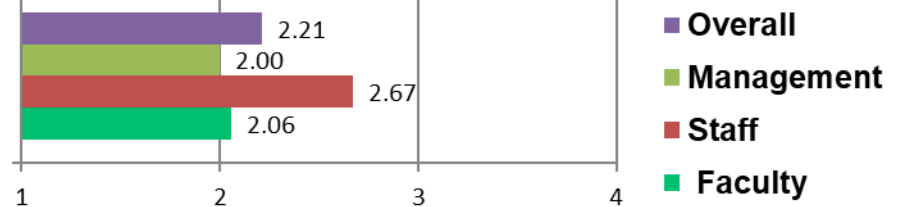
**There is a sufficient number of administrators to provide effective leadership and services that support the institution's mission and purposes.**

Weighted Average (1=Strongly Disagree, 4=Strongly Agree)



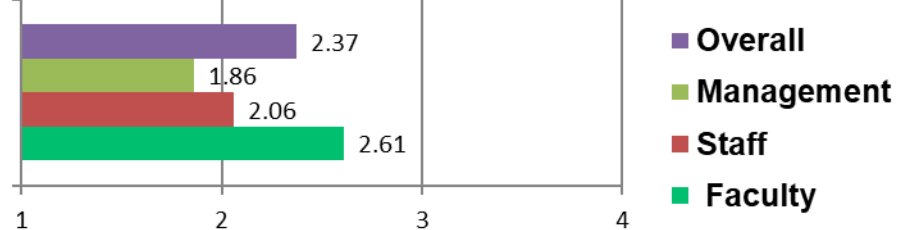
**There is a sufficient number of full-time faculty to assure fulfillment of responsibilities essential to the quality of educational programs and services that support the institutional mission and purposes**

Weighted Average (1=Strongly Disagree, 4=Strongly Agree)



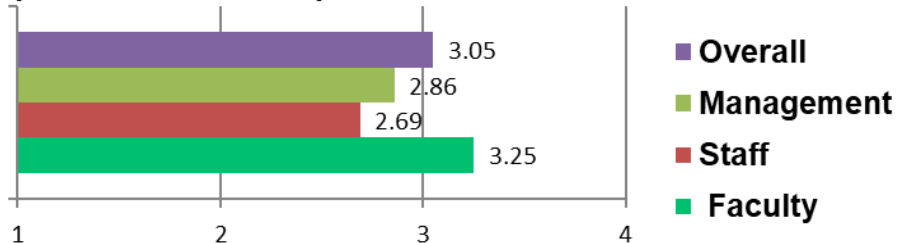
**There is a sufficient number of staff to support effective educational, technological, physical, and administrative operations of the institution.**

Weighted Average (1=Strongly Disagree, 4=Strongly Agree)



**Norco College provides appropriate opportunities for my continued professional development.**

Weighted Average (1=Strongly Disagree, 4=Strongly Agree)



The first three statements focus on awareness of policies, alignment of service or classes with student needs and qualifications of new employees. The weighted average ratings across employee group ratings are all relatively high, with one exception. In the rating of newly-hired employees being highly qualified, staff ratings were noticeably lower. Faculty and management average agreement ratings were 3.57 and 3.29, respectively, whereas the staff rating was 2.87. The next three items in the chart rated sufficiency in numbers of administrators, faculty and staff at the college. The highest agreement that sufficient numbers existed was for administrators with an overall weighted average at 3.29. However, overall weighted average for sufficient numbers of faculty and staff were at 2.14 and 2.37, respectively. These numbers indicate respondents had more ratings toward disagreement that there are sufficient number of these employee groups, and that the college should consider this issue. The last statement in the above table addresses opportunities for professional development. According to the weighted averages, there is solid agreement that professional development opportunities are provided to faculty (3.25). However, management and staff had a noticeable gap in comparison to faculty on perceived professional development opportunities with weighted averages at 2.86 and 2.69, respectively. For management, this represents a considerable drop from the previous year (3.67).

Overall, human resources processes are largely perceived to be positive by the three employee groups. However, two issues of concern emerge from these items: there are not sufficient numbers of faculty and staff, and professional development opportunities should be improved and/or made more visible for staff and management.

The next four questions assess aspects of campus climate at Norco College and they are in the table below.

Table 11. Campus Climate.

