

# MV Climate Survey 2017



# Why do we do it?

- To make decisions and improvements that will benefit the institution as a whole
- Example:
  - On the last survey, there were complaints about the Center configuration in Academics
  - Survey response led to the Academic Redesign in 2016

# Data and Decisions

<i>Does having perfect data result in perfect decisions?</i>	<i>“Perfect” data</i>	<i>“Imperfect” data</i>
<b>“Good” decision</b> (We make a change, and the results are what we intended)		Is this possible?
<b>“Bad” decision</b> (We make a change, and the results are not what we intended)	Is this possible?	



# What Did We Do?

- Survey sent to 754 Employees
  - 436 full-time
  - 318 part-time
- Sent Email
  - PDF attached to Email for those who wanted a paper copy
  - Paper copies for those offices who can't access email

# Online: Your secret is safe with me...and everyone else....

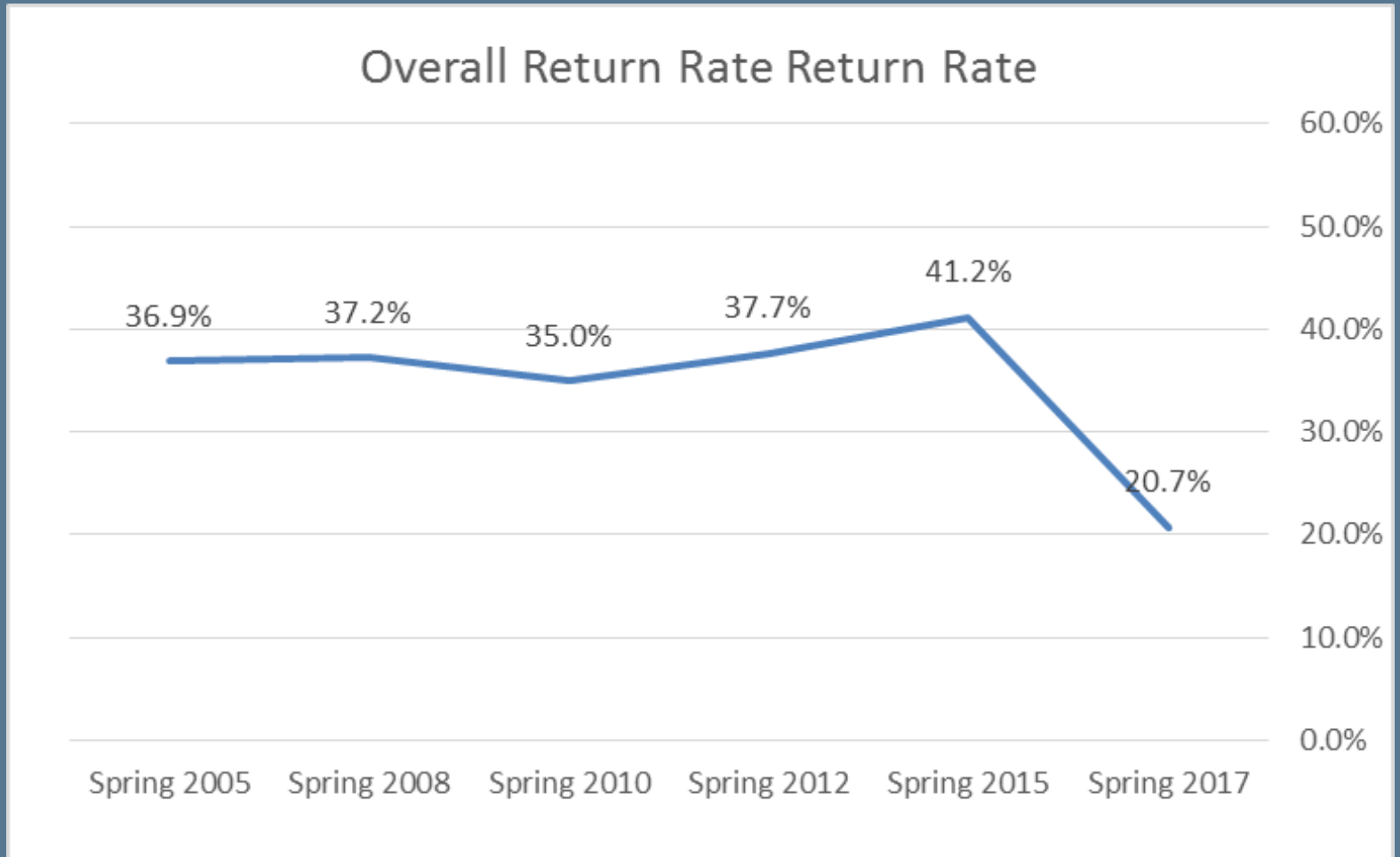
RespondentID	CollectorID	IP Address	Email Address	First Name	LastName	Custom Data
5340340243	96618262	208.125.58.214				
5330225195	96618262	209.217.193.206				
5325183411	96618262	208.125.58.214				
5324064544	96618262	208.125.58.214				
5323509936	96618262	208.125.58.214				
5322874368	96618262	74.79.59.171				
5321615119	96618262	74.78.217.134				
5321189726	96618262	208.125.58.214				
5320924268	96618262	208.125.58.214				
5319883374	96618262	208.125.58.214				
5319552860	96618262	74.79.59.88				
5318832133	96618262	74.79.79.126				
5318613701	96618262	208.125.58.214				
5318529457	96618262	208.125.58.214				
5318471897	96618262	208.125.58.214				
5318345732	96618262	208.125.58.214				



# Handout Mechanics

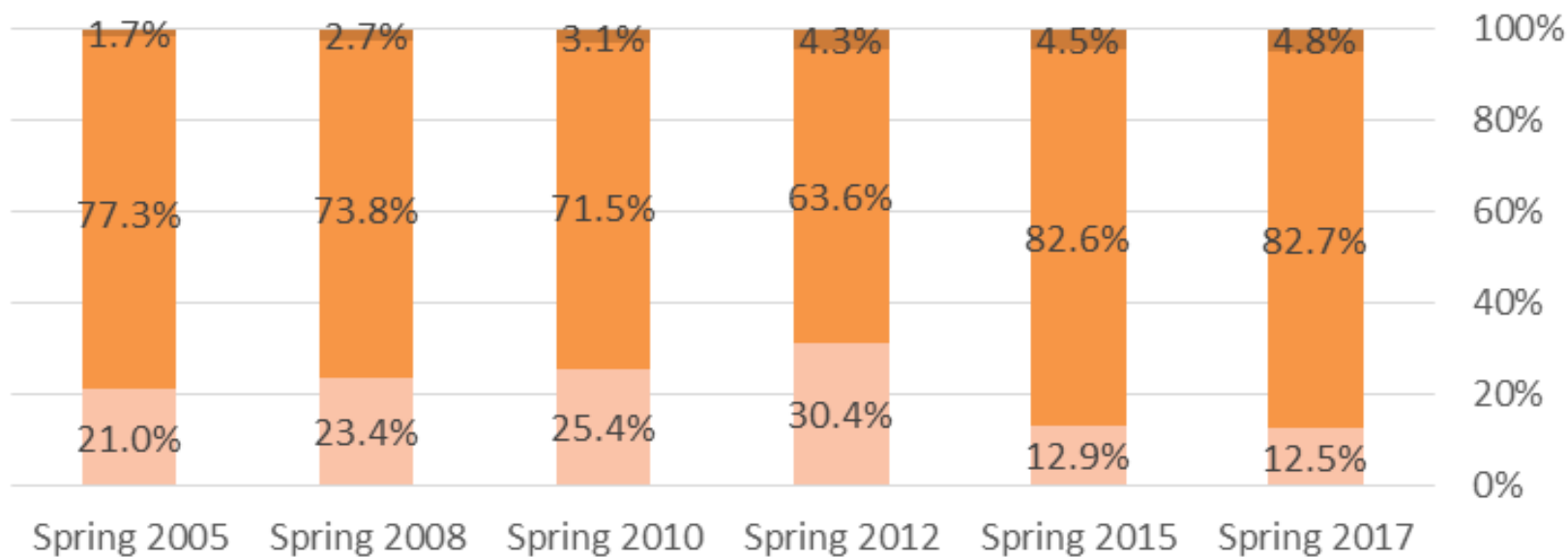
- Formatting:
  - Shaded = lowest value
  - Box = highest value
- Doing the math
  - Strongly agree (or Very satisfied)=5, Agree (Satisfied)=4, etc. Mean values are calculated from that
  - DK and BLANK are not part of the mean

# What was the return rate?



# Return Rates by FT/PT Employees

## Return Rates by FT/PT Employees

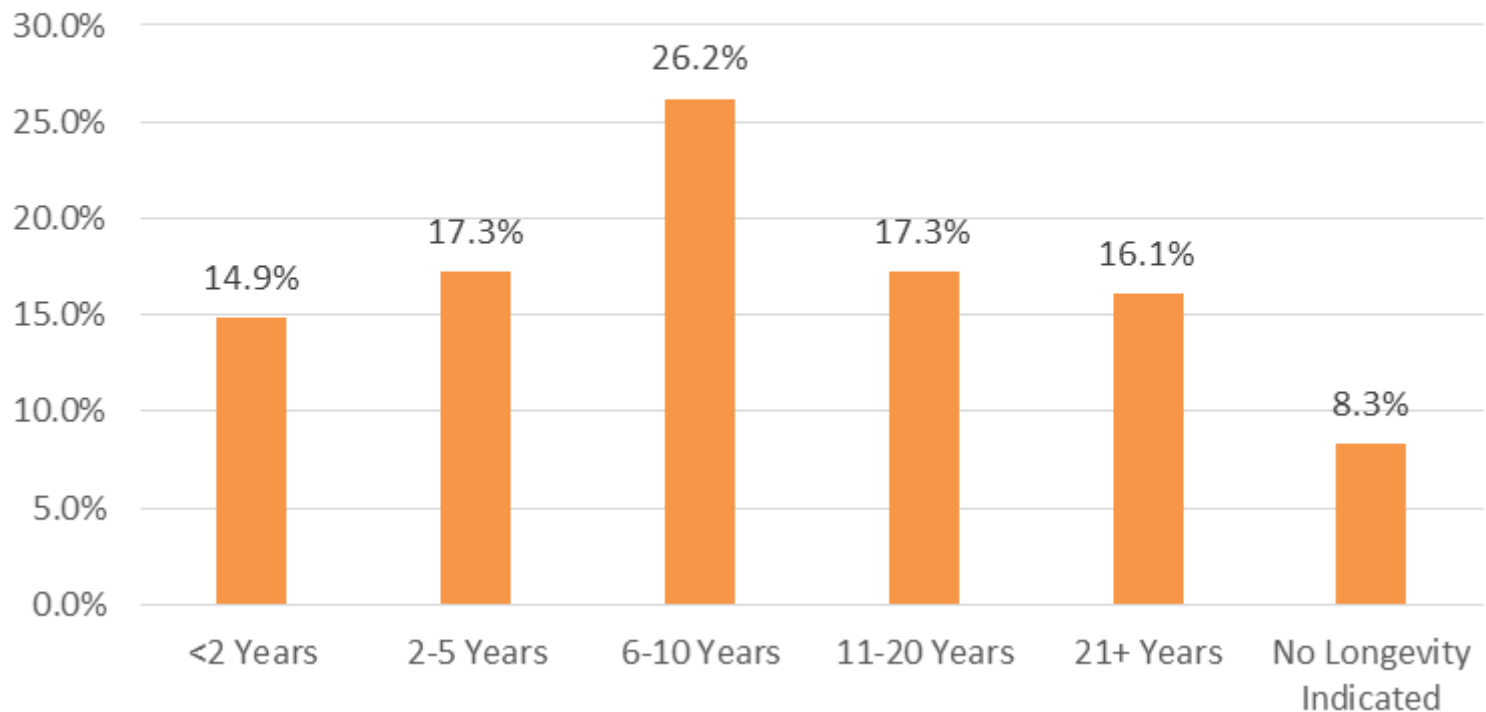


- Return Rate by Full-time/Part-time Status No Indication of Status
- Return Rate by Full-time/Part-time Status Full-Time
- Return Rate by Full-time/Part-time Status Part Time



# Return Rates by Institutional Longevity

% of Total Response by Institutional Longevity-  
2017



# Ascribing Meaning....

		Don't Know
A19	An effective grievance procedure	58

- We rarely have grievances (positive interpretation)
- People don't know we have a grievance policy (negative interpretation)
- People know we have a grievance policy, and they have grievances, but they choose not to pursue them. (unclear interpretation-why?)

# We Don't see the Same Things

C7--The Academic Redes ↓↑	AMVA	Excluded	PA	UPSEU	(blank)	Grand Total
Don't Know	3	3	16	10	11	43
Neutral	4	2	19	8	5	38
Agree	4	6	11	9	2	32
Disagree	2	1	10	2	3	18
Strongly Disagree	1		11	1	4	17
Strongly Agree		7	2	3	1	13
(blank)				1	6	7
Grand Total	14	19	69	34	32	168

(The Academic Redesign Addresses Student Needs)

# We Don't see the Same Things

Count of Web_Paper	For full-tir					
C7--The Academic Redesign	AMVA	Excluded	PA	UPSEU	(blank)	Grand Total
Don't Know	21.4%	15.8%	23.2%	29.4%	34.4%	25.6%
Neutral	28.6%	10.5%	27.5%	23.5%	15.6%	22.6%
Agree	28.6%	31.6%	15.9%	26.5%	6.3%	19.0%
Disagree	14.3%	5.3%	14.5%	5.9%	9.4%	10.7%
Strongly Disagree	7.1%	0.0%	15.9%	2.9%	12.5%	10.1%
Strongly Agree	0.0%	36.8%	2.9%	8.8%	3.1%	7.7%
(blank)	0.0%	0.0%	0.0%	2.9%	18.8%	4.2%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(The Academic Redesign Addresses Student Needs)

# Part A – Top 5

Mean	Question	Question #
4.09	A good working relationship with my supervisor	A16
4.04	A safe campus environment	A21
3.95	A focus on students is what we do	A1
3.93	A climate that embraces diversity	A24
3.71	A culture of assessment	A29
3.71	A well-known mission statement	A2

# Part A- Bottom 5

Mean	Question	Question #
2.91	An effective hiring procedure	A18
2.90	Effective succession planning	A30
2.84	Fair distribution of work among faculty/staff	A25
2.83	Effective communication	A8
2.76	Improved institutional climate since the last survey (2015)	A31

# Part B- Top 5

Mean	Question	Question #
4.17	Technical support	B33
4.13	My relationship with my immediate supervisor	B3
4.11	The extent to which my supervisor expresses confidence in my work	B4
4.01	My job	B21
3.93	The extent to which my supervisor provides timely feedback regarding my work	B5

# Part B- Bottom 5

Mean	Question	Question #
3.03	The college's collective ability to respond to change	B14
3.07	The extent to which open and ethical communication is practiced at this institution	B8
2.94	The extent to which this institution is appropriately organized	B12
2.47	The relationship between management and unions	B16
2.45	The level of cooperation between management and unions	B15



# Part C

Mean	Question	Question #
3.90	I am happy working at MVCC	C2
3.26	The Academic Redesign was effectively communicated to me	C3
3.15	The Academic Redesign is effective as it pertains to my area	C6
3.15	The Academic Redesign was effectively communicated to the college	C5
3.08	The Academic Redesign has positioned the college for the future	C8
3.07	The Academic Redesign has had a postive effect on my attitude	C4
3.05	The Academic Redesign addresses student needs	C7
2.96	Issues that are being raised are being dealt with	C1

# Survey Comments

- Comments are historically not distributed
  - the Cabinet reviews the comments
- 27 comments
  - 7 topics with 4 or more comments
- Mix of positive and negative



Questions? Comments?

# Suggestions?

- Marie Miknavich
  - Payne Hall 331
  - [mmiknavich@mvcc.edu](mailto:mmiknavich@mvcc.edu)
- Norayne Rosero
  - Payne Hall 381
  - [nrosero@mvcc.edu](mailto:nrosero@mvcc.edu)