
IR&P Research Brief

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Hartnell College

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2005 Accreditation Employee Survey Results

In fall 2005, the Hartnell College Accreditation Steering Committee surveyed all permanent employees and part-time faculty. The purpose of this survey was to assess employee perceptions of the degree to which the college is fulfilling the accreditation standards of the Accrediting Commission for Community and Junior Colleges (ACCJC). The results are intended to support the Accreditation Self-Study, as well as provide information that can be used for

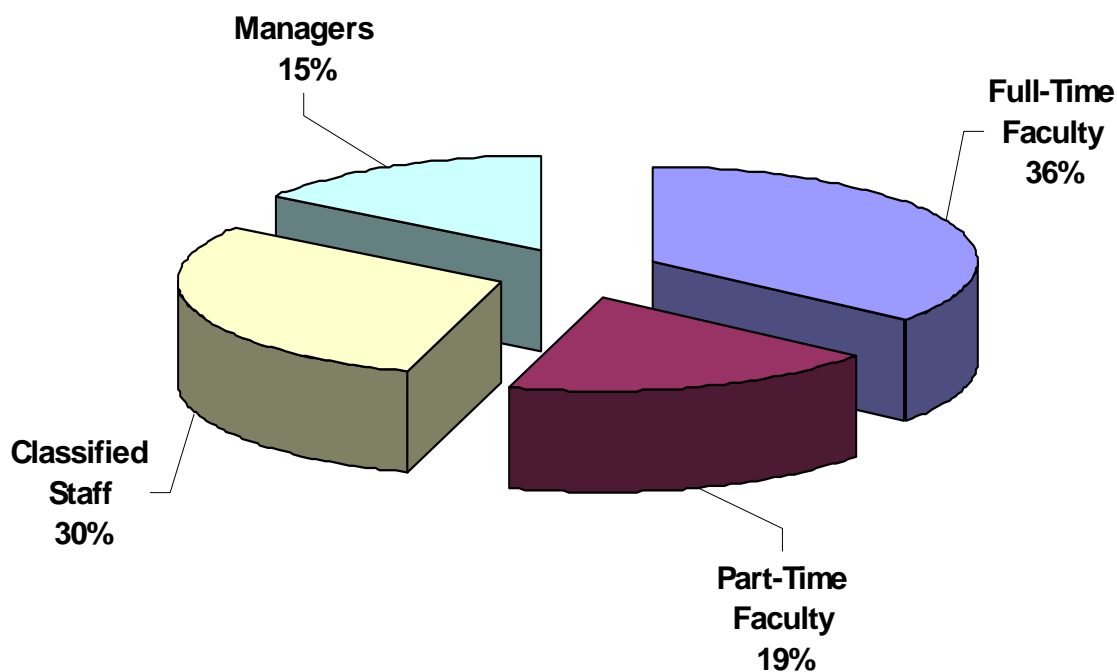
assessing and improving Hartnell College's programs and services.

Who completed the surveys?

Questionnaires were completed by 153 employees (approximately 27% of total regular employees and part-time faculty), including 49 full-time faculty (43% of the total full-time faculty), 26 part-time faculty (10% of the total part-time faculty), 41 classified staff (26% of the total classified staff), and 21 managers (58% of

the total managers). The majority of the survey respondents were: women (66%), permanent employees (76%), not disabled (94%), White (56%), and employed at Hartnell for six or more years (57%). In addition, 88% of the respondents worked on the main campus. Graph 1 shows the distribution of respondents by employee group.

Graph 1
Percent of Respondents by Employee Group



What do the overall survey results show?

Typical (average) responses ranged from “slightly disagree” to “mostly agree” and from “good” to “very good”. The majority of respondents were satisfied with how most aspects of the college are functioning. However, full-time faculty were significantly less satisfied than other employee groups in specific areas, which may reflect faculty discontent related to contract negotiations.

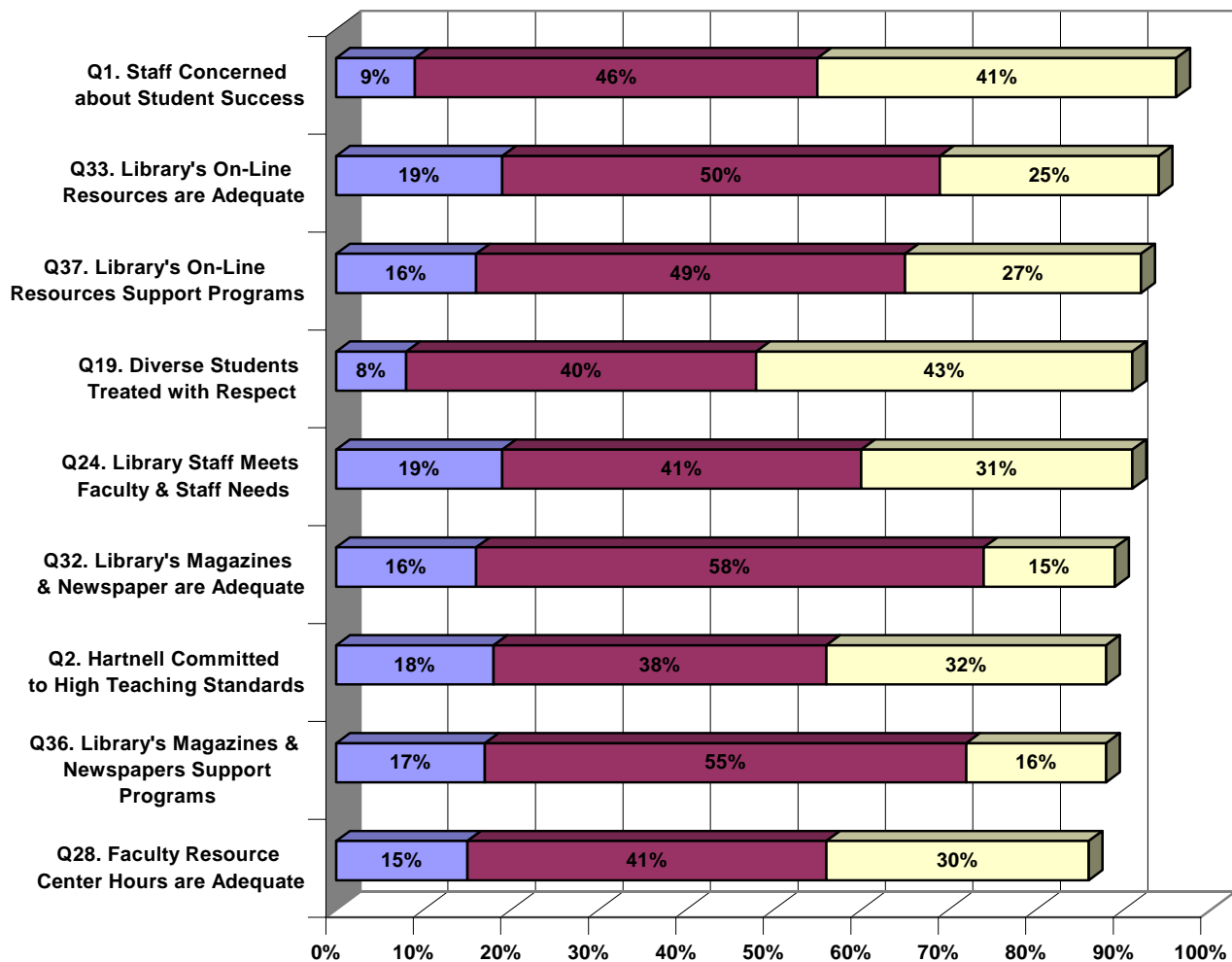
What are Hartnell College’s strengths?

There were nine statements on the survey to which 70% or more of the respondents “mostly agreed” or “strongly agreed,” as shown in Graph 2. Along with other survey data, they show the following areas in which Hartnell is doing well:

1. Employees are concerned about student academic success and committed to high standards of teaching.

2. Student diversity is valued and the college is doing a very good job in promoting it.
3. The library maintains appropriate on-line resources, magazines, newspapers, and professional staff to meet the needs of its patrons.
4. Employees possess many positive attributes, such as being committed, caring, and helpful, to serve students well.

Graph 2. Statements Having Greatest Agreement¹



¹ Seventy percent or more of respondents “mostly agreed” or “strongly agreed”.

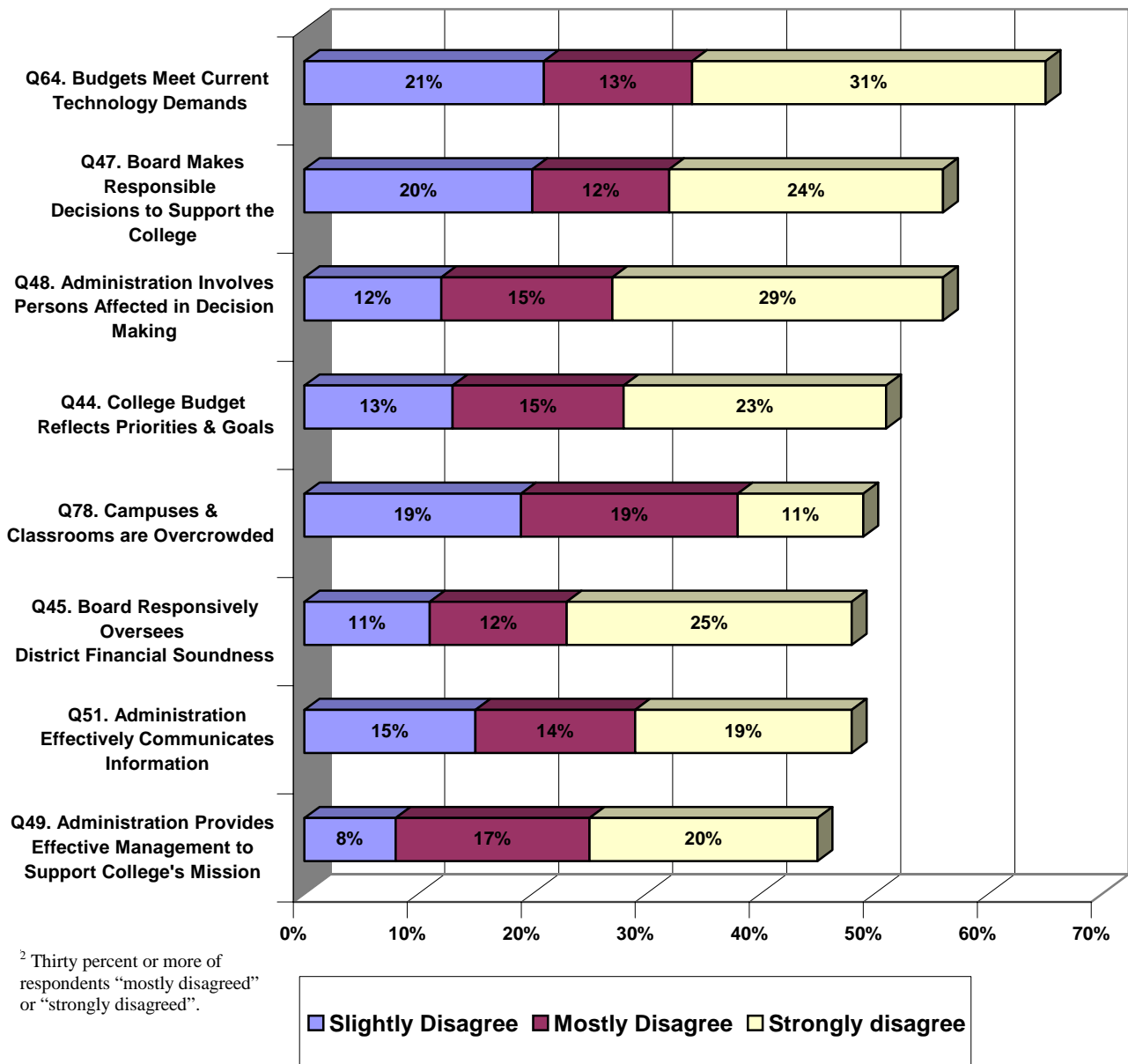


Where does Hartnell College most need to improve?

Graph 3 shows eight survey statements to which 30% or more of the respondents “mostly disagreed” or “strongly disagreed”. These data, along with other survey results, identified the following areas most needing improvement:

1. Revise administrative processes for decision making and communication to increase effectiveness.
2. Allocate resources to better reflect planning goals, priorities, and needs.
3. Board of Trustees decisions are not viewed as adequately promoting the mission and functions of the college.
4. While survey respondents as a whole rated the campus climate for employees as being “good” (2.75 on a 5-point scale), on average (see Graph 4), the majority of full-time faculty rated campus climate as being “fair” or “poor”.

**Graph 3.
Statements Having Greatest Disagreement²**



How do respondents assess campus climate and diversity?

Several questions were asked about campus climate using the scale: “excellent”, “very good”, “good”, “fair”, and “poor”. The average response to each of these questions is:

- 86. Overall, how would you assess the campus climate/environment at Hartnell College for employees? (Average = “good”) (see graph 4)
- 87. How effective is Hartnell College in promoting employee diversity? (Average = “good”)

- 88. Overall, how would you assess the campus climate/environment at Hartnell College for students? (Average = “good”)
- 89. How effective is Hartnell College is promoting student diversity? (Average = “very good”)

Recommendations

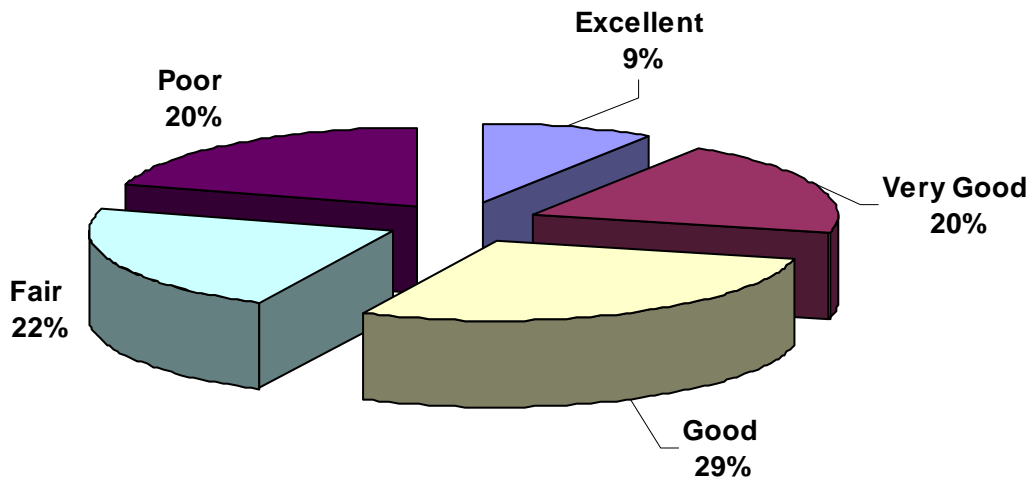
Based upon survey results, the following recommendations are offered for consideration:

- 1. Use these survey results as one source of evidence in assessing the degree to which the college

is fulfilling the accreditation standards. However, the results should be corroborated with other sources of evidence when making final judgments.

- 2. Celebrate areas identified as being strengths.
- 3. For areas showing a need for improvement and/or as being perceived very differently by various employee groups, conduct further study to assess the reasons for the discontent or differences and how improvements might be made.

**Graph 4
Campus Climate for Employees**



Research Brief is a publication of the Institutional Research and Planning Office. More detailed information may be found in the **2005 Accreditation Employee Survey Final Report**, which is available upon request. The report is also available on the web at: <http://www.hartnell.edu/irp/reports.html>