

Hartnell College

2002 Flex Day Survey Report

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Prepared by:
Institutional Research and Planning Office

March 2002



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Director

Hartnell College

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Prepared by:
Institutional Research and Planning Office

Christopher Myers, Director
Andrea Preppernau, Institutional Research Analyst
Krista Hanni, Institutional Research Technician
Stephanie Betancourt, Institutional Research Assistant
Leda Polio, Student Assistant

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Table of Contents

Introduction	1
Method	1
Flex Day Survey Results	1
Should the District Pursue a Bond Election?	1
New Programs the College Should Focus on Developing over the Next Three to Five Years	3
Top Challenges Facing the District in the Next Three to Five Years and Their Solutions	5
What the College Should do to Support the College’s Mission	7
Summary and Conclusions	8

Hartnell College 2002 Flex Day Survey Report

Introduction

Prior to spring semester 2002, President Edward Valeau surveyed faculty and others participating in Flex Day activities. The purpose of the survey was to gather ideas from the faculty about key issues facing Hartnell College. This information, in turn, will be used to improve college planning.

Method

President Valeau developed a short, open-ended survey, which he asked faculty and others attending the Flex Day session in January 2002 to complete. Responses provided by 105 participants were categorized and the results displayed in tables and graphs showing the number and percentage of responses to each question.

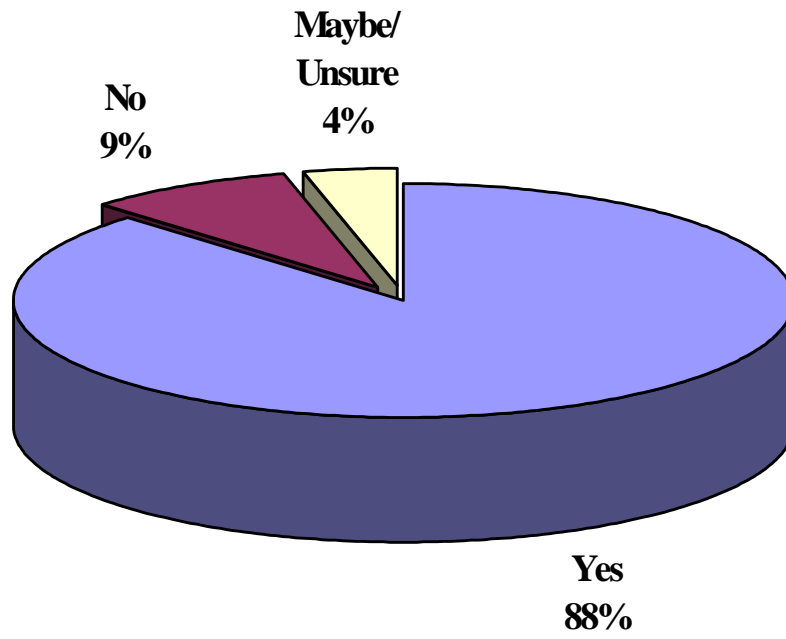
Survey Results

Bond Election. Graph 1 and Table 1 depict the responses to the question: “Should the district pursue a bond election in November 2002 to enhance and build needed facilities to accommodate new and modernized programs and student services?” The vast majority of respondents (88%) indicated that Hartnell College should pursue a bond election.

Table 1. Should the District Pursue a Bond Election in November 2002 to Enhance and Build Needed Facilities to Accommodate New and Modernized Programs and Student Services?		
Response	N	%
Yes	92	88%
No	9	9%
Maybe/Unsure	4	4%

Note: Percentages may not sum to 100% due to rounding or because there are multiple responses to some questions.

Graph 1. Should the District Pursue a Bond Election?



New Programs. Responses to the statement: “List three new programs you believe the college should focus on developing in the next 3-5 years” are summarized in Graph 2 and Table 2. They show that the largest number of respondents believe that Hartnell College should focus on distance education (29% of respondents), technology (23%), health services (23%), and multicultural education (19%) in the next 3-5 years. In addition, 96% of the respondents listed other programs that did not fall within one of the major summary categories.

Graph 2. New Programs the College Should Focus on Developing in the Next Three to Five Years

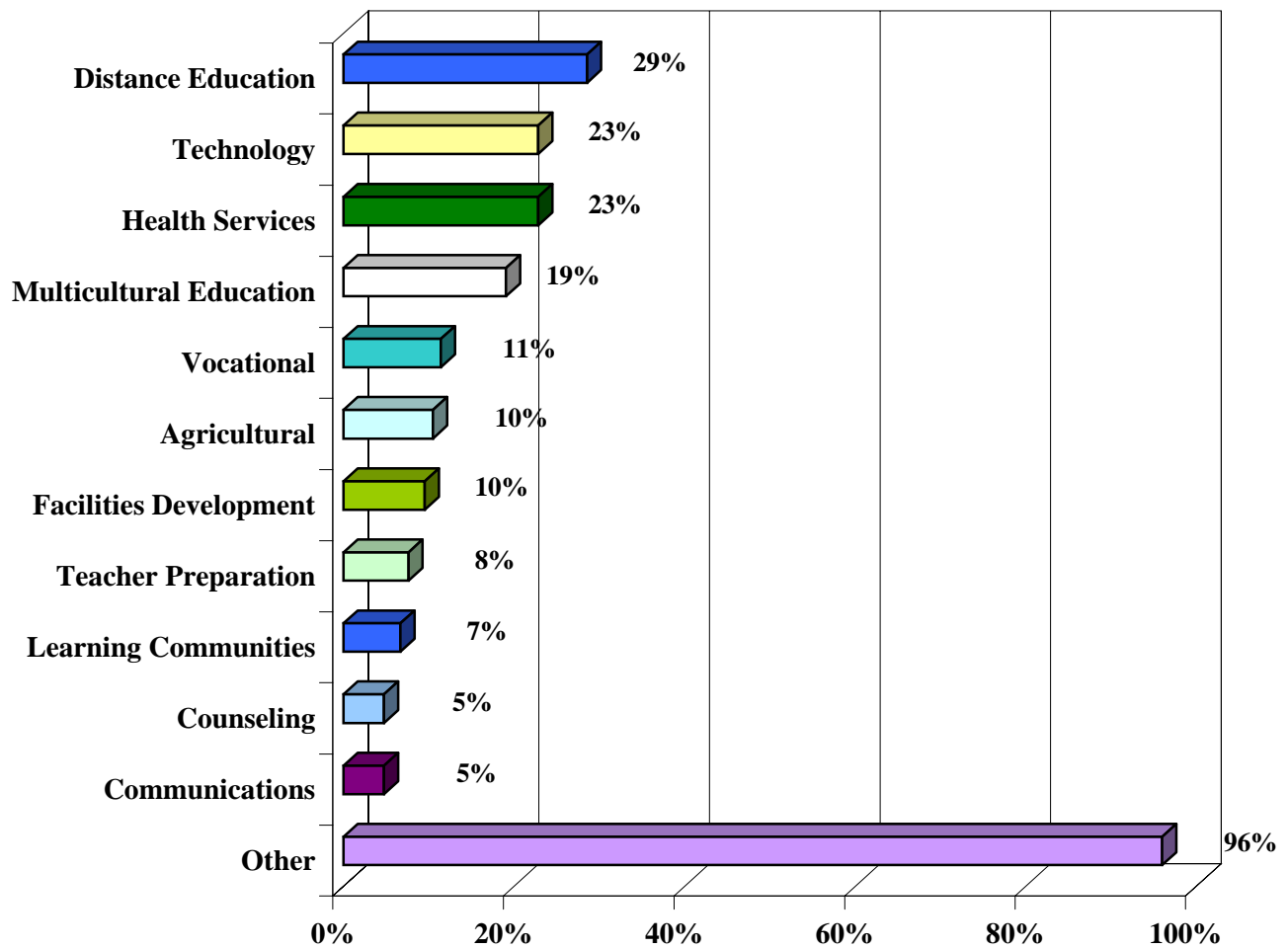


Table 2. New Programs the College Should Focus on Developing in the Next Three to Five Years

New Programs or Program Development	N	%
Distance Education: Distance education; on-line instruction.	30	29%
Technology: Technology; e-commerce; webmaster certification; networking.	24	23%
Health Services: Dental hygiene; physical assistant program; physicians assistant program; nursing program expansion; health information technology.	24	23%
Multicultural Education: Citizenship program; interdisciplinary studies; ethnic/diversity studies; English language outreach; Spanish for Spanish speakers.	20	19%
Vocational: Industrial mechanics; machine technology; expansion of occupational education; electronics.	12	11%
Agricultural: Agriculture; viticulture.	11	10%
Facilities Development: Build library; east campus development; develop all facilities; physical education facilities improvement.	10	10%
Teacher Preparation: Teacher certificate; elementary school program; science teacher program.	8	8%
Learning Communities	7	7%
Counseling: Student personal issues; counseling in criminal justice.	5	5%
Communications: Journalism; newspaper organization; magazine writing.	5	5%
Other	101	96%

Note: Percentages may not sum to 100% due to rounding or because there are multiple responses to some questions.

Challenges and Solutions. Graph 3 and Table 3 categorize responses to the statements: “List the top three challenges facing the district in the next 3-5 years” and “Identify at least one solution for each of the challenges listed.” The challenge most often mentioned by respondents was funding (47% of respondents). Solutions to this challenge included having a successful bond election, grant writing, increasing student fees, increasing number of students and efficiency, and seeking partnership support from industry. The second most often specified challenge (two-fifths of the respondents) was meeting diverse needs of students, which could be addressed through faculty training, providing more student support, and modifying the curriculum.

Faculty recruitment and retention was the challenge stated by more than one-third of the respondents, who indicated that it could be addressed through increasing salaries, increasing incentives, and decreasing barriers. In addition, 35% of the respondents indicated that Hartnell needs to address improving and developing facilities, which could be accomplished by having a successful bond election and implementing the facility plan.

Graph 3. Top Challenges Facing the District in the Next Three to Five Years

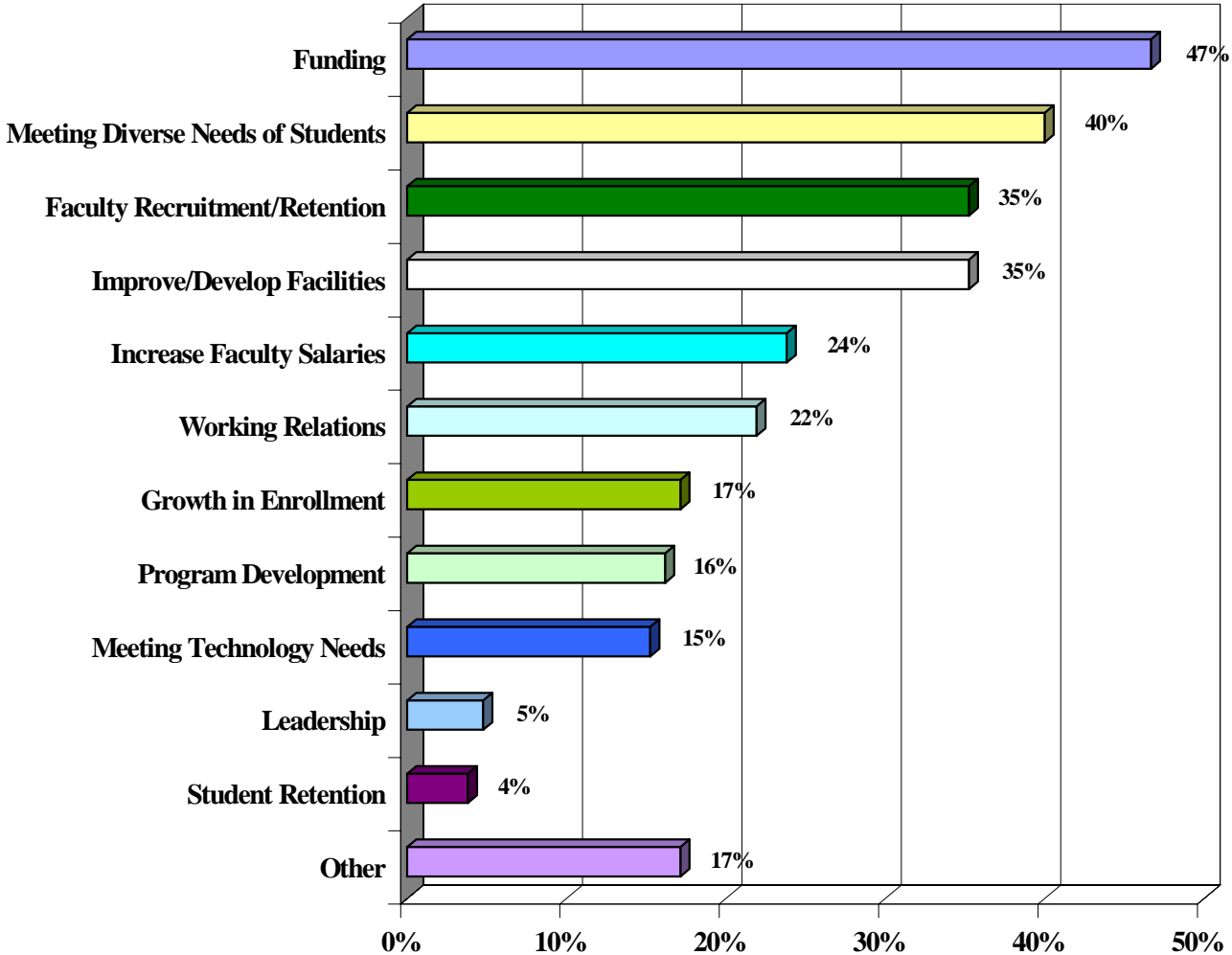


Table 3. Top Challenges Facing the District in the Next Three to Five Years and Their Solutions

Challenge	N	%	Solutions
Funding: financial stability; tight budget; funding for facilities.	49	47%	Successful bond; more grant writing; increase fees; increase FTE and class size efficiency; conservative spending; improve retention; seek partnership support from industry.
Meeting Diverse Needs of Students: understaffed to serve Spanish-speaking population; teaching of multicultural students; meeting/raising standards for preparedness for math, science, writing, and four-year universities; address underprivileged students' needs.	42	40%	Hire/train faculty to handle multicultural clientele; enhance student preparation, e.g. entrance/exit testing, partnerships with high schools for students, study skill development, tutoring; improve curriculum to integrate our students' cultural and linguistic realities.
Faculty Recruitment/Retention: Attract and keep good teachers; improve faculty diversity; training for faculty.	37	35%	Increase salaries; increase involvement in programs for younger faculty by enhancing incentives and decreasing barriers; advertise; improve recruiting; add incentives.
Improve/Develop Facilities: Expansion; facility improvements, including library; increase parking space utilization.	37	35%	Successful bond; research accessing more space; budget review; build library; continue with facility plan.
Increase Faculty Salaries: fair and equitable pay for our district; pay scale in upper quartile for state to match cost of living in area.	25	24%	Successful bond issue; elevate priority of salaries/benefits in budget planning; commitment from administration to challenge.
Working Relations: Improve working conditions for faculty; improve faculty morale; faculty/administration conflictual relationships.	23	22%	Involve faculty and staff in developing solutions; encourage supportive communication; improve listening to faculty's views; more support of faculty; more departmental leadership.
Growth in Enrollment: Increased student enrollment.	18	17%	Successful bond to provide money to build and convert spaces; hire additional faculty; extend school day; more distance education classes.
Program Development: updating curriculum; transfer rate to four year colleges; program review.	17	16%	Curriculum development; open-minded leadership; more grants; support faculty interactions with high schools, implementation of curriculum revision; improving transfer and work placement.
Meeting Technology Needs and Developments: more complex majors in computer science and multimedia; online course development; reliable computer services; technology upgrades.	16	15%	Update skills, equipment; address infrastructure needs with a plan; partnership with industry; keep abreast of trends and student needs.
Leadership: board leadership; management leadership.	5	5%	Top down cooperation; attract board members with knowledge and commitment to serve.
Student Retention: Enhancing retention of non-transferring students; increase retention.	4	4%	Faculty education; tighten up financial aid policies.
Other	18	17%	

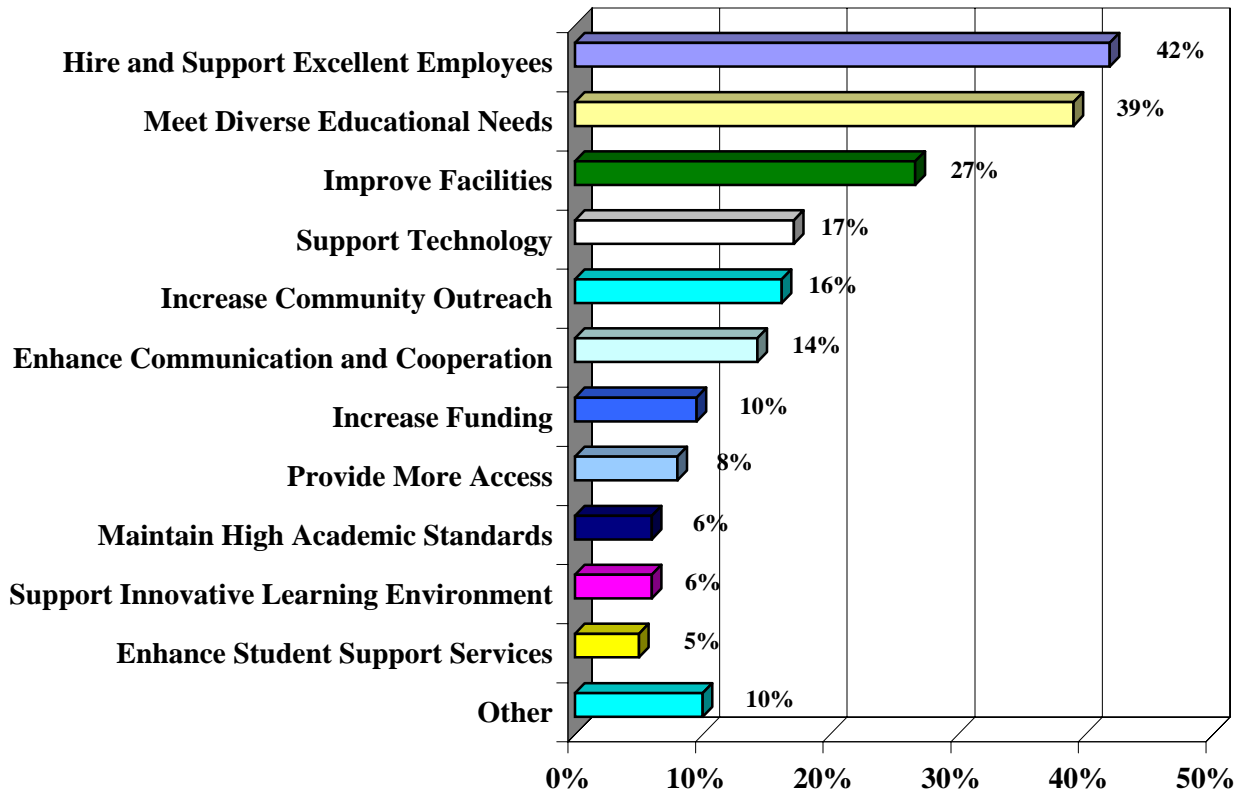
Note: Percentages may not sum to 100% due to rounding or because there are multiple responses to some questions.

Supporting the Mission. A summary of faculty responses to the statement: “List three things the college should continue to do in support of the college’s mission” may be found in Graph 4 and Table 4. The most frequent responses included hiring and supporting excellent employees (42% of respondents), meeting diverse educational needs (39%), and improving facilities (27%).

Table 4. What the College Should do to Support the College's Mission		
How to Support the College Mission	N	%
Hire and Support Excellent Employees: Competitive salaries; conference travel support; expand full time faculty; hire diverse/excellent instructors; enhance opportunities for professional growth.	44	42%
Meet Diverse Educational Needs: multicultural faculty; meaningful program review; prepare students for work and transfer; support a strong diverse program.	41	39%
Improve Facilities: renew/renovate campus; build the library; make repairs.	28	27%
Support Technology: continue to expand use of online classes; continue technology support; develop smart classrooms; maintain and upgrade computer hardware/software.	18	17%
Increase Community Outreach: seek community involvement; put traveling Hartnell programs in elementary schools; sell to community.	17	16%
Enhance Communication and Cooperation: more management walking around classes and faculty offices; clear and open communication; keep and practice shared governance.	15	14%
Increase Funding: write more grants; funding support of visual and performing arts; access external funding.	10	10%
Provide More Access: south county growth; course offerings off campus; alternate class offerings.	8	8%
Maintain High Academic Standards: support a strong academic program; maintain existing programs at top level.	6	6%
Support Innovative Learning Environment: encourage innovative programs; promote new ideas/equipment.	6	6%
Enhance Student Support Services: continue to encourage cohesion among and support for student support services.	5	5%
Other	10	10%

Note: Percentages may not sum to 100% due to rounding or because there are multiple responses to some questions.

Graph 4 . What the College Should do to Support the College's Mission



Summary and Conclusions

There were several themes that emerged from responses to the Flex Day survey. First, respondents recognized the importance of meeting the needs of Hartnell College’s diverse and multicultural student body. Second, respondents emphasized that Hartnell needs to hire, support, and retain excellent faculty and other employees. Third, there is a need to develop new facilities and improve existing facilities. Lastly, resources are needed to support the initiatives listed above, and a successful bond election would provide some of these needed resources.

