



Presented by
Dr. Janet C. Perry
Academic Affairs March 31, 2009

PERSONAL ASSESSMENT OF THE COLLEGE ENVIRONMENT

TODAY'S AGENDA

- ✘ Review the Personal Assessment of the College Environment Results
- ✘ Discussion
 - + Identify the top three of the five areas that need to be addressed
 - + Brainstorm on what the College, AA and individuals could do to address the selected three items
- ✘ Next Steps

BACKGROUND

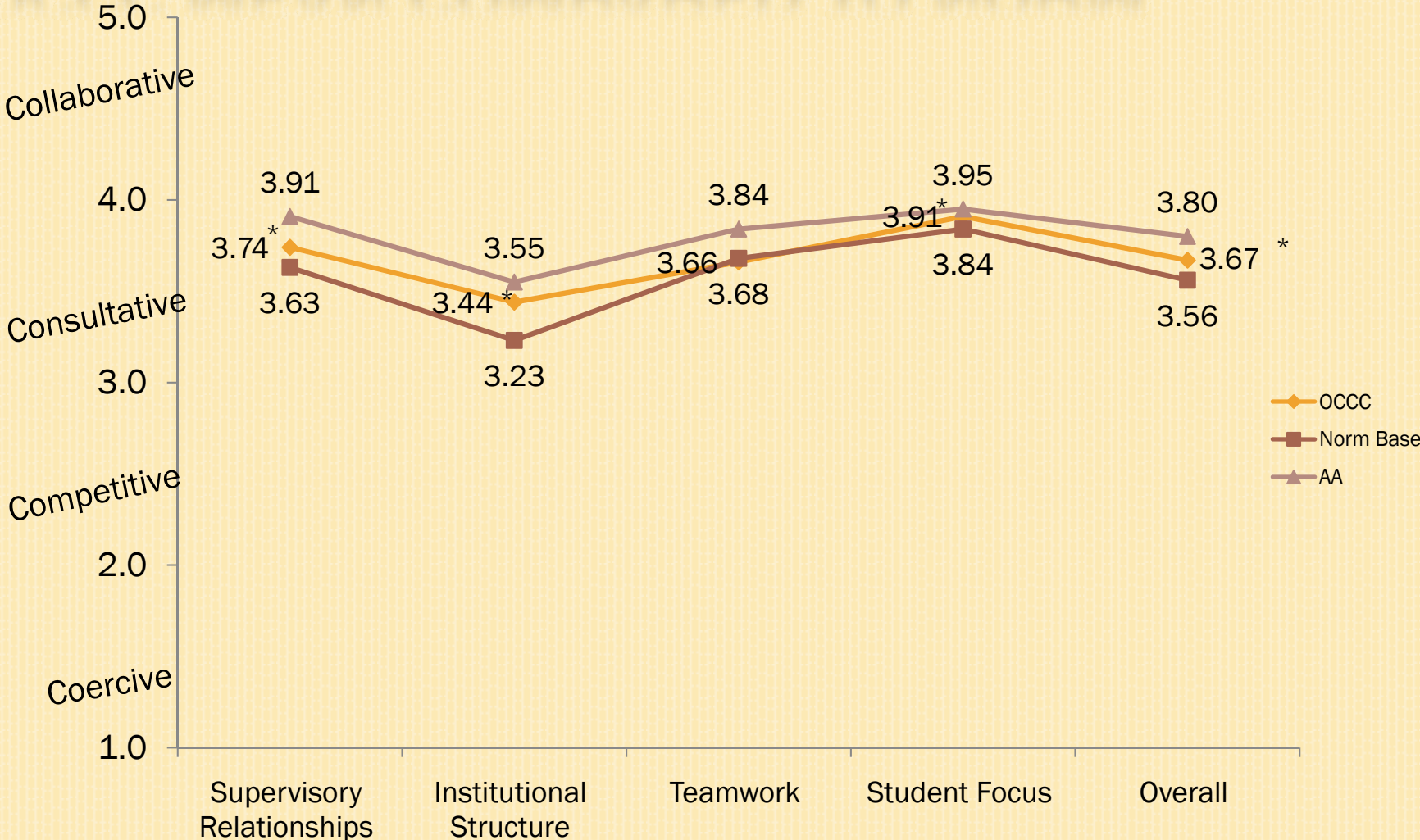
- ✘ Four Systems Model-used to analyze results/in order of preference
 - 4 Collaborative – widely dispersed decision making
 - 3 Consultative – leaders consult with staff
 - 2 Competitive – some decisions made at various levels but generally control is at the top
 - 1 Coercive – top down
- ✘ Four Categories-used to summarize the questions
 - + Supervisory Relationships
 - + Institutional Structure
 - + Teamwork
 - + Student Focus



METHODOLOGY

	Population	Number Returned	Percent of Population	% of Total Respondents
Full-time employees	489	357	73.0%	78.1%
Full-time faculty	147	112	76.2%	24.5%
Full-time Exempt staff	172	141	82.0%	30.9%
Full-time Nonexempt staff (hourly)	170	104	61.2%	22.7%
Part-time employees	448	100	22.3%	21.9%
Part-time faculty	373	85	22.8%	18.6%
Part-time staff	75	15	20.0%	3.3%
Total	937	457	49.5%	100%

OCCC MEAN COMPARED TO NORM



T-tests indicate a significant difference between the OCCC mean and the Norm mean (0.05)

SUPERVISORY RELATIONSHIPS

The Extent to Which:	OCCC Average	Norm Base	AA
My supervisor expresses confidence in my work	4.08	4.03	4.30**
My supervisor is open to the ideas, opinions, and beliefs of everyone	3.96	3.85	4.17**
I am given the opportunity to be creative in my work	3.87	3.93	4.10**
My supervisor seriously considers my ideas	3.79	3.69	3.98**
I receive appropriate feedback for my work	3.73*	3.51	3.96**
I receive timely feedback for my work	3.67*	3.48	3.92**
My supervisor actively seeks my ideas	3.74*	3.62	3.92
My supervisor helps me to improve my work	3.71*	3.59	3.89**
Positive work expectations are communicated to me	3.63*	3.50	3.79
Work outcomes are clarified for me	3.62*	3.44	3.73
I have the opportunity to express my ideas in appropriate forums	3.55	3.49	3.70
Unacceptable behaviors are identified and communicated to me	3.58*	3.44	3.69
Professional development and training opportunities are available	3.63	3.60	3.69
Total	3.74*	3.63	3.91

*T-test results indicate a significant difference between the OCCC mean and the Norm Base mean ($\alpha=0.05$)

**T-test results indicate a significant difference between the OCCC mean and the AA mean ($\alpha=0.05$)

INSTITUTIONAL STRUCTURE

The Extent to Which:	OCCC Average	Norm Base	AA
The actions of this institution reflect its mission	3.98*	3.67	4.05
The institution effectively promotes diversity in the workplace	3.73	3.63	3.88**
Administrative leadership is focused on meeting the needs of students	3.85*	3.48	3.85
I receive adequate information regarding important activities at this institution	3.61*	3.49	3.73
My work is guided by clearly defined administrative processes	3.55*	3.28	3.68
Institution-wide policies guide my work	3.63*	3.47	3.66
This institution has been successful in positively motivating my performance	3.41*	3.24	3.59
This institution is appropriately organized	3.33*	3.00	3.51
Open and ethical communication is practiced at this institution	3.35*	3.09	3.50**
A spirit of cooperation exists at this institution	3.30*	3.12	3.50**
I have the opportunity for advancement within this institution	3.16*	3.02	3.37**
Institutional teams use problem-solving techniques	3.24*	3.09	3.32
I am able to appropriately influence the direction of this institution	3.18*	2.98	3.24
Decisions are made at the appropriate level at this institution	3.16*	2.98	3.21
Information is shared within the institution	3.12*	2.89	3.21
Total	3.44*	3.23	3.55

*T-test results indicate a significant difference between the OCCC mean and the Norm Base mean ($\alpha=0.05$)

**T-test results indicate a significant difference between the OCCC mean and the AA mean ($\alpha=0.05$)

TEAMWORK

The Extent to Which:	OCCC Average	Norm Base	AA
My work team provides an environment for free and open expression of ideas, opinions, and beliefs	3.72	3.74	3.95
There is a spirit of cooperation within my work team	3.65*	3.78	3.87**
There is an opportunity for all ideas to be exchanged within my work team	3.66	3.63	3.85**
A spirit of cooperation exists in my department	3.64	3.71	3.84**
My work team coordinates its efforts with appropriate individuals and teams	3.66	3.63	3.80**
My primary work team uses problem-solving techniques	3.61	3.64	3.73
Total	3.66	3.68	3.84

*T-test results indicate a significant difference between the mean and the Norm Base mean ($\alpha=0.05$)

**T-test results indicate a significant difference between the OCCC mean and the AA mean ($\alpha=0.05$)

STUDENT FOCUS

The Extent to Which:	OCCC Average	Norm Base	AA
I feel my job is relevant to this institution's mission	4.27	4.25	4.38
Student ethnic and cultural diversity are important at this institution	4.02*	3.81	4.14
Faculty meet the needs of students	3.93*	3.83	4.06
This institution prepares students for a career	4.03	3.96	4.06
Students receive an excellent education at this institution	4.06*	3.97	4.05
This institution prepares students for further learning	4.01	3.95	4.02
Students are satisfied with their educational experience at this institution	3.92*	3.81	3.93
Student needs are central to what we do	3.91*	3.63	3.89
Students' competencies are enhanced	3.78	3.73	3.84
Students are assisted with their personal development	3.76*	3.67	3.77
Classified personnel meet the needs of the students	3.66	3.72	3.63
Non-teaching professional personnel meet the needs of the students	3.64*	3.76	3.61
Total	3.91*	3.84	3.95
Overall Total	3.67*	3.56	3.80

*T-test results indicate a significant difference between the mean and the Norm Base mean ($\alpha=0.05$)

WORKSHOP ACTIVITIES

1. Identify the top three areas of the five areas that need to be addressed
2. Brainstorm on what the College, AA and you could do to address the selected three items

Keep in mind

All ideas have potential

Each person should have an equal voice in the group

Each person should have an opportunity to speak

IDENTIFY TOP THREE AREAS OF IMPORTANCE

1. Decisions are made at the appropriate level at this institution
2. Information is shared within the institution
3. I am able to appropriately influence the direction of this institution
4. Institutional teams use problem-solving techniques
5. I have the opportunity for advancement within this institution

NEXT STEPS

- ✘ Janet will pull together the data from today
- ✘ Each division will meet to prioritize the items
- ✘ The deans from each division will meet to establish the final prioritization
- ✘ Based on results and available resources, AA will begin implementation of at least one recommendation a year starting in the Fall of 2009