

GBC Faculty and Staff Satisfaction Survey Report:

Summary of 2007 Survey Results, Actions Taken Since Then, and Recommendations for Follow-up

Introduction to 2007 Faculty/Staff Satisfaction Survey

In 2007, all GBC faculty and staff were asked to respond to 49 statements and indicate how strongly they agreed or disagreed with them (0-no opinion, 1-strongly disagree, 2-disagree, 3-agree, 4-strongly agree). In addition, they were asked other questions about their sex, ethnic background, primary work location, highest level of education, and primary position at the college.

For analysis purposes, “no opinion” responses were tossed out and the remaining were averaged to produce a score between 1 and 4 with the highest scores representing the strongest agreement. Scores (and detail) were reported overall and for each group based on primary position at the college as indicated in the survey: Over All (n=168), Administrator/Manager (n=35), Classified Staff (n=41), Full-time Faculty (n=58), Part-time Faculty (n=22), and Other (n=12).

Summary of Results – Strongest Agreements and Disagreements

All but part-time faculty strongly agreed they had access to a computer for their working needs and for part-time faculty, this was their highest scoring question. None of the groups disagreed strongly, on average, with any of the statements in the survey as indicated by scores falling between 1.0 and 1.5. In general, full-time faculty responded to more statements in disagreement than the other groups -- six statements averaged below 2.50 and three of those pertained to the evaluation process. The questions, average scores, and number of responses for each group can be found on the Institutional Research and Effectiveness archived website -- http://www.gbcnv.edu/IR_old/surveyReports.htm -- at the GBC Faculty/Staff Survey – Fall 2007 link.

Strongest Agreements (3.50-4.0)

- I have access to a computer for needs such as word processing, test banks, Internet access, and email (Overall, Admin/Manager, Staff, FT Faculty, Other)

Disagreements (1.50-2.50)

- The institution possesses financial resources to sufficiently support its programs (Overall, Admin/Manager, FT Faculty, Other)
- The process used by this institution to evaluate its faculty contributes to better teaching (FT Faculty)
- The process used by this institution to evaluate the members of its staff contributes to improvements in the delivery of services to students (FT Faculty)

- The faculty and staff at this institution are made aware of the criteria by which they will be measured prior to their evaluations (FT Faculty)
- The space provided to my department is adequate to meet its unit goals (Admin/Manager, Other)
- The reports distributed by the Institutional Research Office are useful with regard to the measurement of progress toward my department (FT Faculty)
- Generally, Great Basin College employee morale is good (FT Faculty)
- This college has an established process for recruiting or identifying viable candidates for full and part-time staff positions (Other)

Actions Taken as a Result of the Survey Indicators

1. A comprehensive faculty evaluation system was developed via the Faculty Senate Evaluation Committee in concert with a professional consultant. After administrative review, it was fully implemented in 2009-2010 and now the Evaluation Committee reviews it, recommends improvements to Faculty Senate for a vote, and implements changes.
2. GBC created the position and hired a full-time, permanent Director of Institutional Research and Effectiveness in 2007.

Actions Taken Since Survey Administration

3. The High Technology Center building was completed in 2008 and freed-up space for multiple departments, classrooms, meeting rooms, and the Academic Success Center.
4. The standing Faculty Senate Personnel Committee continues to refine the recruiting and hiring process. Whenever possible, the chair (and sometimes a member) of each search committee is a member of the Personnel Committee.
5. A comprehensive and transparent strategic planning website was developed in 2008 where every department and program at GBC outlines a mission, goals, objectives, and action plans.
6. Due to external factors, GBC has withstood four years of budget cuts resulting in a 14% reduction in its operating budget from 2007-08 to 2011-12.

Recommendations

Conduct a follow-up faculty and staff survey asking many of the same questions in order to track any changes in satisfaction over time and to evaluate satisfaction with the actions taken since the last survey.