

Institutional Effectiveness Survey Results

N and Mean Responses by Year

	Year	N	Mean	Std. Deviation	Std. Error Mean
CLIMATE					
Overall, I am satisfied with the working conditions at Columbia State.	2006	155	4.10	0.927	0.074
	2004	114	3.82	1.099	0.103
	2002	103	4.00	0.840	0.083
I would recommend Columbia State as a place of employment to others.	2006	154	4.12	0.903	0.073
	2004	114	3.89	1.042	0.098
	2002	103	3.95	0.943	0.093
College personnel demonstrate a caring and cooperative attitude toward one another.	2006	155	3.91	0.976	0.078
	2004	114	3.63	1.066	0.100
	2002	103	3.82	0.916	0.090
Personnel of this college work together to achieve goals.	2006	153	3.65	1.054	0.085
	2004	114	3.39	1.118	0.105
	2002	103	3.53	0.988	0.097
RESOURCES					
Facilities are adequate to support the educational program and related activities.	2006	153	3.70	1.077	0.087
	2004	110	3.67	0.910	0.087
	2002	103	3.91	0.793	0.078
Equipment and supplies are adequate to support operational and office activities.	2006	154	3.89	0.919	0.074
	2004	112	3.71	0.963	0.091
	2002	102	3.55	0.961	0.095
Resources are adequate to support the educational program and related activities.	2006	153	3.79	0.991	0.080
	2004	109	3.61	0.999	0.096
	2002	100	3.41	0.986	0.099
There is an adequate number of professional and support staff in the college.	2006	152	3.36	1.247	0.101
	2004	113	3.36	1.111	0.104
	2002	102	3.52	0.962	0.095
ORGANIZATION					
Overall, the administration of the college is effective.	2006	153	3.61	1.113	0.090
	2004	114	3.50	1.162	0.109
	2002	102	3.61	0.946	0.094
I have easy access to information which is necessary to do my job.	2006	155	4.02	0.950	0.076
	2004	114	3.96	0.925	0.087
	2002	103	3.84	0.872	0.086
The administration promotes an organizational culture that recognizes the merit of employees.	2006	149	3.19	1.298	0.106
	2004	110	2.94	1.273	0.121
	2002	95	3.08	1.209	0.124
The administration encourages integrity and mutual respect among employees.	2006	153	3.61	1.225	0.099
	2004	113	3.29	1.280	0.120
	2002	100	3.54	1.086	0.109

Key for Means:
 1=Strongly Disagree
 2=Disagree
 3=Neutral
 4=Agree
 5=Strongly Agree

N: Number of responses

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The administration encourages professional development for employees.	2006	152	3.93	1.086	0.088
	2004	112	3.87	1.212	0.115
	2002	97	3.95	0.928	0.094
PLANNING					
I am familiar with Columbia State's Strategic Goals.	2006	152	3.95	0.852	0.069
	2004	113	3.89	0.828	0.078
	2002	102	3.92	0.817	0.081
I understand my operational unit's purpose and commitments.	2006	155	4.25	0.832	0.067
	2004	112	4.24	0.797	0.075
	2002	102	4.40	0.721	0.071
Columbia State's directions and goals, as outlined in Vision, Mission and Strategic Goals, affect decisions in my operational unit.	2006	144	3.97	0.864	0.072
	2004	110	3.83	0.897	0.086
	2002	98	4.07	0.677	0.068
I participate in the planning activities within my unit.	2006	133	3.88	1.194	0.104
	2004	104	4.04	1.033	0.101
	2002	93	4.15	0.988	0.103
I participate in the budget decisions within my unit.	2006	126	3.33	1.307	0.116
	2004	100	3.51	1.275	0.128
	2002	89	3.70	1.162	0.123
I participate in the evaluation activities within my unit.	2006	134	3.84	1.143	0.099
	2004	105	3.93	1.049	0.102
	2002	91	4.21	0.768	0.080
Overall, I am satisfied with Columbia State's planning processes.	2006	147	3.61	0.940	0.077
	2004	110	3.50	0.926	0.088
	2002	93	3.73	0.809	0.084
ASSESSMENT					
Information from evaluations is used to make improvements in academic services.	2006	126	3.54	1.107	0.099
	2004	94	3.43	1.021	0.105
	2002	91	4.18	0.783	0.082
Information from evaluations is used to make improvements in financial and administrative services.	2006	122	3.14	1.023	0.093
	2004	88	3.15	1.000	0.107
	2002	80	3.53	0.900	0.101
Information from evaluations is used to make improvements in student services.	2006	126	3.00	1.207	0.107
	2004	93	3.17	1.129	0.117
	2002	83	3.53	0.831	0.091
Overall, I am satisfied with Columbia State's operational unit evaluation/review process.	2006	149	3.39	1.031	0.084
	2004	108	3.44	0.931	0.090
	2002	92	3.63	0.874	0.091

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PROFESSIONAL DEVELOPMENT					
I participated in professional development activities last year.	2006	131	3.99	1.127	0.098
	2004	101	4.22	0.867	0.086
	2002	91	4.29	0.820	0.086
My job performance has improved as a result of participation in professional development activities.	2006	133	3.80	1.092	0.095
	2004	103	3.77	1.050	0.103
	2002	91	3.95	0.911	0.096
CAMPUS SERVICES					
I can obtain needed information at off-campus sites.	2006	129	3.96	0.842	0.074
	2004	91	3.96	0.729	0.076
	2002	72	3.88	0.804	0.095
Overall, the services provided during evenings are adequate to meet my needs.	2006	113	3.58	1.033	0.097
	2004	77	3.53	1.046	0.119
	2002	61	3.48	0.887	0.114
Overall, the services provided during weekends are adequate to meet my needs.	2006	88	3.33	1.036	0.110
	2004	65	3.32	1.077	0.134
	2002	55	3.38	0.952	0.128
Overall, the services provided at off-campus sites are adequate to meet my needs.	2006	120	3.73	0.943	0.086
	2004	85	3.62	0.951	0.103
	2002	54	3.48	0.818	0.111
I can obtain needed information during the evening hours.	2006	111	3.49	1.017	0.097
	2004	82	3.43	0.956	0.106
	2002	67	3.24	0.939	0.115
I am adequately trained to provide academic advising.	2006	110	3.40	1.322	0.126
	2004	81	3.63	1.123	0.125
	2002	74	3.91	0.982	0.114
Adequate materials in various formats needed to support the educational program are available from the library.	2006	134	3.96	0.866	0.075
	2004	87	3.93	0.789	0.085
	2002	78	3.96	0.797	0.090
The bookstore is adequate to meet my needs.	2006	145	3.52	1.028	0.085
	2004	100	2.85	1.132	0.113
	2002	97	3.10	1.203	0.122
Mail coming in and going out of the college mailroom is received and distributed in an orderly and timely manner.	2006	148	4.15	0.828	0.068
	2004	107	4.20	0.745	0.072
	2002	97	3.90	0.907	0.092
Routing of calls coming into the college switchboard is timely and efficient.	2006	129	3.87	1.063	0.094
	2004	91	3.81	1.010	0.106
	2002	89	3.81	0.782	0.083

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The computer services available are adequate for my needs.	2006	153	4.38	0.707	0.057
	2004	110	4.25	0.804	0.077
	2002	99	3.92	0.933	0.094
Overall, I am satisfied with the services provided to me by the Office of Human Resources.	2006	151	3.95	1.025	0.083
	2004	111	3.76	1.154	0.110
	2002	97	3.81	1.034	0.105
Operational interruptions in my area due to maintenance problems are minimal.	2006	152	4.18	0.750	0.061
	2004	112	4.11	0.764	0.072
	2002	101	4.03	0.866	0.086
College facilities are comfortable, pleasant and conducive to achieving their objectives.	2006	154	3.77	1.089	0.088
	2004	113	3.88	0.843	0.079
	2002	99	3.68	1.114	0.112
Overall, I am satisfied with services provided me by the office of Facilities Services.	2006	152	3.97	0.935	0.076
	2004	112	4.05	0.909	0.086
	2002	98	3.99	0.925	0.093
Overall, the purchasing process for the college is adequate for my needs.	2006	137	3.93	0.909	0.078
	2004	108	3.75	0.978	0.094
	2002	96	3.60	0.934	0.095
Services provided by the office of Institutional Research and Analysis are adequate for my needs.	2006	126	3.81	0.836	0.075
	2004	98	3.80	0.746	0.075
	2002	80	3.59	0.688	0.077
Overall, I am satisfied with services provided me by the office of Extended Services.	2006	119	3.76	0.929	0.085
	2004	88	3.82	0.917	0.098
	2002	71	3.70	0.782	0.093
CAMPUS SECURITY					
I am aware of the safety procedures established for the college.	2006	151	4.16	0.674	0.055
	2004	111	4.06	0.678	0.064
	2002	99	3.86	0.892	0.090
BUDGETING					
I have sufficient financial information for efficient operation of my unit.	2006	119	3.35	1.169	0.107
	2004	92	3.52	1.074	0.112
	2002	83	3.54	0.991	0.109
I have adequate flexibility to manage my budget.	2006	103	3.40	1.070	0.105
	2004	76	3.41	1.202	0.138
	2002	71	3.42	1.065	0.126