



AUO Survey Results

September 17, 2012

President's Cabinet

Overview

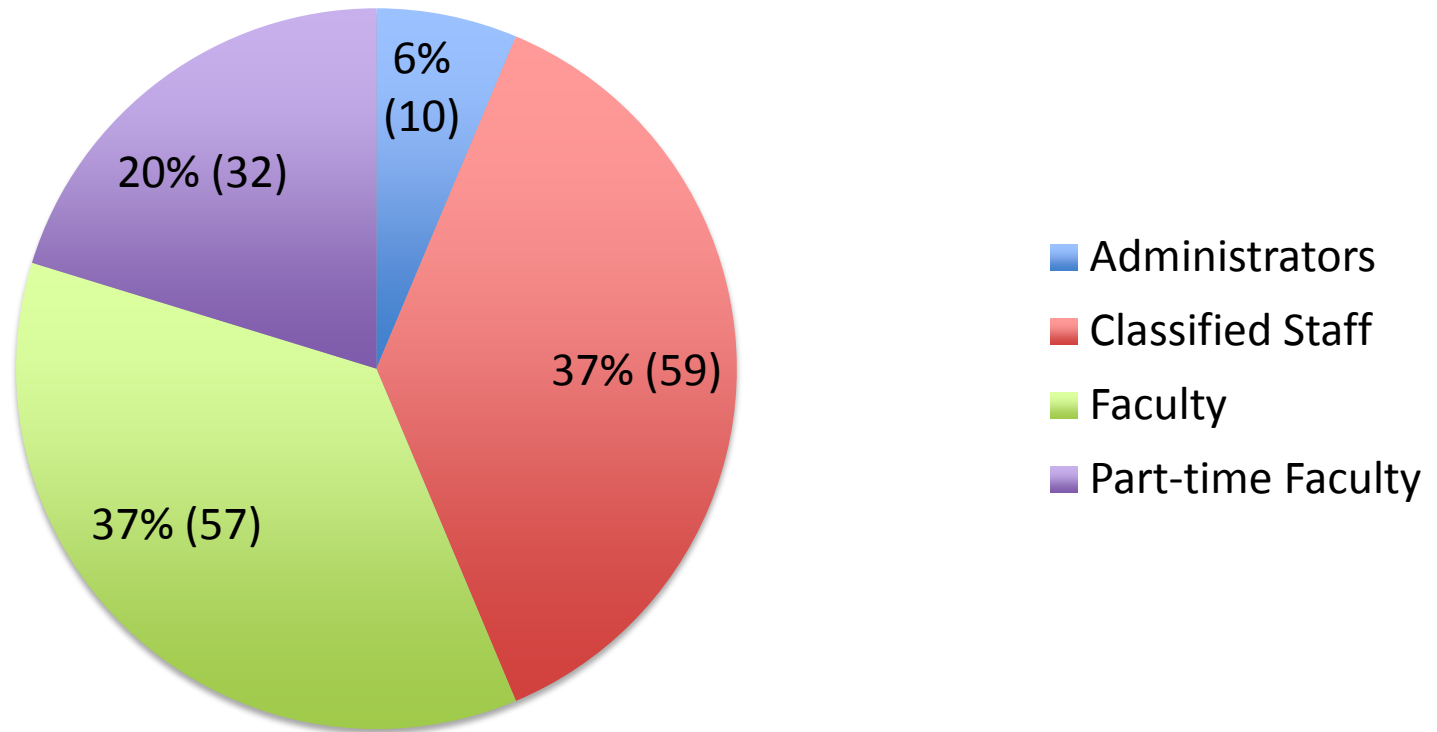
- Evaluation of administrative unit outcomes (AUOs) in Spring 2012
- Survey open to all Foothill employees
- 158 respondents
- Survey results reported by job classification; how many within a group strongly agree or agree with statement.
- Most statements are satisfaction indicators.





Survey Respondents

Respondents by Job Classification



Office of the President

Statement	Admin	Classified	Faculty	PT Faculty
The college supports the institutional mission by undergoing a clearly defined process of evaluation, planning, implementation and reevaluation.	90% N=9	86% N=37	63% N=29	85% N=17
Students gain skills and abilities through high-quality instructional programs, student support services, and library and learning support services...	100% N=10	89% N=40	78% N=35	85% N=17
Students can access learning opportunities with the support of strategically deployed human, physical, technological, and financial resources.	100% N=10	85% N=38	75% N=33	90% N=18
Faculty, staff, students and administrators collaborate in the design of governance roles...	90% N=9	65% N=29	51% N=23	65% N=13

Strongly Agree and Agree responses only.





Office of the President

- “Evaluation process is taken seriously here.”
- “We need to engage more faculty and staff in the process, not just the same 10-15 members. This will make it more transparent.”
- “To the best of our ability, given the financial crisis. Some services have been limited and therefore access is limited, due to limited finances.”



Educational Resources

Statement	Admin	Classified	Faculty	PT Faculty
College receives and understands accurate, timely financial data.	78% N=7	81% N=34	73% N=29	62% N=10
College renovations and new constructions come in on time and within budget.	89% N=8	64% N=22	53% N=22	64% N=9
Students are provided with a variety of courses needed to complete their basic skills, career prep and transfer requirements.	100% N=10	78% N=35	74% N=32	79% N=15

Strongly Agree and Agree responses only.

- Fewer classified and faculty respondents were in agreement that college renovations and new constructions come in on time and within budget.



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Educational Resources

- “There are too many variables [re: financial data]. Our numbers change, but not necessarily due to inefficiency on our part.”
- “Administrators have made statements about programs with little or no [financial] data, and little or no input from actual staff involved.”
- “While construction projects, by nature, run over time, management of projects often fades as the deadline passes. End users are often not consulted or kept in the loop.”
- “I hear complaints about classes being offered in an on-line format only.”



Instruction

Course level SLOs are accessed from:	Admin	Classified	Faculty	PT Faculty
Printed college catalog	10% N=1	15% N=9	7% N=4	9% N=3
Online college catalog	20% N=2	20% N=12	30% N=17	22% N=7
Course outlines	40% N=4	24% N=14	37% N=21	31% N=10
Office of I&IR website	70% N=7	29% N=17	32% N=18	19% N=6
Quick links menu on foothill.edu	20% N=2	19% N=11	12% N=7	19% N=6

Percentages reflect how many respondents within each job classification selected each option. Columns do not add up to 100% because respondents can select multiple options.

- “These are hard to find - and I think it's confusing for students (and faculty!) to know what the difference is between a CL-SLO and a Course Objective.”
- “I was not able to access any SLOs when I attempted to find them.”





Instruction

Statement	Admin	Classified	Faculty	PT Faculty
Students develop knowledge and gain skills related to the four core competencies.	100% N=10	95% N=35	80% N=33	100% N=16
In accordance with Title V and the Ed Code, students have access to an approved curriculum...	100% N=9	82% N=32	69% N=28	56% N=9
Faculty and instructional deans are aware of the evaluation and tenure process and receive adequate training in the process.	80% N=6	63% N=24	78% N=33	47% N=7
Office works effectively with faculty and instructional deans to increase student success...	50% N=5	47% N=17	39% N=15	50% N=7

Strongly Agree and Agree responses only.



Instruction

- “I think students gain skills in communication, computation and critical thinking, but I have to wonder about ‘community.’”
- “Are we communicating these expectations [about ILOs] to the student?”
- “There isn't enough workforce curriculum for folks who just want entry level jobs.”
- Other comments mention lack of career center, writing center.



Instruction

- “More training and assistance [with tenure and evaluation] would be beneficial. Many faculty can be improving how they serve students with guidance and evaluation.”
- “The non-credit area is not in sync with the office of instruction.”



Marketing & Communications

Statement	Admin	Classified	Faculty	PT Faculty
Students, faculty and staff have access to timely information through multiple channels and are informed about college programs, services, news, events and governance activities.	88% N=8	88% N=35	71% N=30	89% N=16
The college website is easy to navigate when looking for information about college services.	55% N=5	67% N=26	45% N=19	67% N=12

Strongly Agree and Agree responses only.

- Less than half of the faculty respondents agreed that the college website was easy to navigate.



Marketing & Communications

- “This is my first year at Foothill and I find it challenging to learn about campus events, programs, services, etc.”
- “Most of the channels are email - -not a multiplicity of venues. ”
- “Access exists, but broadcasting the most important information so that it stands out is still lacking; i.e. limits to repeatability. ”
- “The website has improved, but it is not easy.”



Workforce Development

Statement	Admin	Classified	Faculty	PT Faculty
The college disseminates information about high growth, high employment industry sectors that is easily accessible by students, faculty and staff.	0% N=0	16% N=16	8% N=8	6% N=6
The college provides the tools to keep the college competitive in any grant funding process.	22% N=2	28% N=11	19% N=8	21% N=4

Strongly Agree and Agree responses only. Don't Know/Unsure is a response option.

- Only a minority of respondents agreed with that the workforce AUOs are being met.
- At least one third to half of the respondents selected Unsure as their response for both statements.



Workforce Development

- “Information regarding high-growth industry sectors needs to be visible.”
- “The District Grants Office is a big help with grant applications. Not sure about Foothill.”
- Most comments indicated a lack of awareness regarding workforce and grant related information.



Student Services

Statement	Admin	Classified	Faculty	PT Faculty
Student services deans and directors receive support, guidance and advocacy for their programs and services.	66% N=6	46% N=18	43% N=18	31% N=5
Student services are easy to access and navigate for all students.	66% N=6	59% N=23	26% N=11	26% N=5
Student services faculty and staff are encouraged to place priority on addressing student needs and concerns.	78% N=7	77% N=30	53% N=22	37% N=7

Strongly Agree and Agree responses only. Don't Know/Unsure is a response option.

- Less than half of the part-time faculty respondents agree with that the student services AUOs are being met.
- Only a quarter of faculty respondents agree that students services are easy to access and navigate.





Student Services

- “There need to be more mentoring programs that include staff that work in the area. Deans and directors can learn a lot of the nuts and bolts from them.”
- “This has been a challenging year for Student Services, but there are competent staff in these areas. Abrupt changes and relocating of services during this time of uncertainty breeds suspicion. Administrators should be wary and take that into account.”
- “Some areas seem understaffed. Students should be surveyed.”



Middlefield Campus

Statement	Admin	Classified	Faculty	PT Faculty
I feel comfortable referring Middlefield campus students to Middlefield student services, rather than directing them to the Foothill main campus.	89% N=8	46% N=18	36% N=15	22% N=4
Middlefield student services faculty and staff are encouraged to place priority on addressing student needs and concerns.	88% N=8	43% N=17	29% N=12	27% N=5
Middlefield campus staff and managers are responsive to faculty instructional needs, providing support to enhance classroom learning.	66% N=6	37% N=14	31% N=13	32% N=6

Strongly Agree and Agree responses only. Don't Know/Unsure is a response option.

- Only a majority of administrators agree that the Middlefield AUOs are being met.



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Middlefield Campus

- “The staff in the main office are always ready to help people but the counselors don't seem all that useful with their limited access/hours.”
- “Middlefield has strong counseling, financial aid and admissions support. Other services are not as strong such as health, psych or testing.”
- “What services are available at Middlefield are not necessarily well known by rest of Foothill.”



Summary of AUO Survey

- More faculty respondents seem less likely to agree that AUOs are being met.
- Part-time faculty appear less likely to agree that AUOs are being met in Instruction and Student Services AUOs.
- Administrators seem more likely than staff and faculty to agree that outcomes related to governance, renovations/construction and the Middlefield campus are being met.



Next Steps

- More faculty respondents seem less likely to agree that AUOs are being met.
- Part-time faculty appear less likely to agree that AUOs are being met in Instruction and Student Services AUOs.
- Administrators seem more likely than staff and faculty to agree that outcomes related to governance, renovations/construction and the Middlefield campus are being met.

