

Top 5 Selected Questions/Topics/Issues for
The Faculty/Staff Survey

GROUP A
1. What role would you like to play in the accreditation process ?
2. What is the one thing you like about working at CoM ?
3. If there was one change you could make at CoM, what would it be?
4. What additional professional development/training do you desire?
5. What are the barriers that reduce your effectiveness in serving students ? What enables you to do your job effectively?
GROUP B
1. Accreditation standards
2. Barriers to get the job done well
3. Clear roles and responsibilities
4. Clearly written and understood policies and procedures
5. Do you feel fully utilized ?
6. Do you feel we are a customer service organization ?
GROUP C
1. Systems/Communication : How to improve/support?
2. What is staff/employee's greatest frustration ? How to improve?
3. What do we need to improve performance in our individual departments?
4. Systems integration to accomplish communication
GROUP D
1. Collegiality and Communication
2. What are (we) doing here? Why are you here ?
3. Vision of/for the College (What should be done better?)

Individuals' Questions/Topics/Issues for
The Faculty/Staff Survey

GROUP A

1. What one thing would **make your job easier**?
2. What additional **training** do you desire?
3. What is the one thing you **like most** about CoM?

4. Opportunity for **personal growth and professional development**
5. **Empowerment:**
 - perceived support
 - trust: instructional long-term trust vs. personal trust
 - competency
6. **Competitive salary and benefits**
7. **Safety**
8. (Functional?) **technology** (related to their work)
9. **Responsiveness** – quality of service; internal ___?
10. **Outcome assessment** – planning (*undecipherable handwriting here*)
11. **Critical issue**
12. ___?___ - roles

13. What role do you want to play in the next **accreditation** round?
14. What do you believe is **the most important service** that CoM offers?
15. What **changes** do you believe would make CoM a better place to work?
16. **What attracted** you to work at CoM?
17. **Why** do you **continue** to work at CoM?
18. If only **one change** is made at CoM over the next year, what would you like to see happen?

19. **Quality of service** to our internal customers
20. Degree of awareness regarding **outcomes assessment and accreditation** issues including planning
21. **Critical issues** facing the College

GROUP B

1. Questions required to answer **accreditation** standards
2. Questions tied to **Strategic Plan** – direct links to each b___d area to measure concerns (or lack of concerns).
3. One of these areas (in #2) is tied to **technology**, and I think this is important – How well is funding for it and staffing serving instructional and other needs.
4. **Facilities: health and safety** on campus

Individuals' Questions/Topics/Issues for
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5. Are there clearly written <u> ?</u> or understood procedures at the College?
6. What is the largest barrier you face in your work? 7. If you could get anything at work, what would it be? 8. Do you feel safe ? 9. Do you feel fully utilized ? 10. Do you feel respected ?
11. Does the College satisfy student needs from faculty/staff perspective? 12. Are roles/responsibilities of departments clearly defined and is there accountability for meeting them? 13. Do we have a “ customer service ” attitude? 14. What is our enrollment management plan ? 15. Need a real review and reallocation of resources .
GROUP C
1. How can your work be better supported ? 2. What systems, protocol, etc. challenges you the most? 3. What situations need addressing in your department or in the CoM system? 4. List the greatest frustrations and your recommendations for improvement.
5. Does CoM promote diversity ? 6. Should CoM redefine its mission ? 7. Are you satisfied with the various support services within the College? 8. How secure is our campus?
9. How effective is department to department communication ? 10. Does individual employee perceive that their input is considered ? 11. Is feedback regarding above (#2) making its way back to employee ? 12. How do we increase staff to student communication ? 13. Staff/employee satisfaction with input in College operations
14. Planning – we need to come up with coherent plans . 15. Vision – understanding of how all units work together . We are not in silos. For example, staff needs based on changes due to technology and changing work environment. 16. Expectations – lack of respect for each other is still a cultural trait at CoM. 17. Be able to prioritize work and projects .

Individuals' Questions/Topics/Issues for
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GROUP D

1. **Classroom Condition**
 2. How the **Counseling Department** works with students and faculty
 3. How we **treat each other**
 4. Do you feel **part of a bigger goal**?
 5. What's the #1 thing that **needs to be improved**?
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6. To what degree do you believe your **colleagues understand and value your work** at the College?
 7. Compared with other community colleges, how good a job do you think CoM does of **servicing student needs**? Please comment:
 8. To what degree do you believe your **supervisor understands and values your work**?
 9. Are you satisfied with the amount of **collaboration and sharing of ideas** that you have with colleagues?
 10. What **one change** in how CoM operates would most support excellence in our performance?
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11. **Services by M&O** (Maintenance and Operations)
 12. **Maintenance** of buildings and grounds
 13. **Adequate facilities** for teaching?
 14. Response of and timing of **priority requests**
 15. Suggestions for **improvement**