SET 11: EMPLOYEE ENGAGEMENT SURVEY 2019 PROFILE SUMMARY

Profile Summary – Employee Engagement Survey 2019

Summary Observations

- **Areas of Strengths**
    - Broad support for and validation of the mission and the evaluation of the mission through goals, objectives, and outcomes.
    - An organizational ethos that provides opportunities for campus community to bring forth ideas and provide feedback through shared governance.
    - College fosters academic freedom, a high level of integrity for the teaching and learning process, and high-quality student support services.
    - College personnel are committed to issues of equity and diversity and the majority have experienced LMC as an environment of inclusion.
    - LMC provides an environment in which a significant majority have participated in professional development activities that enhance personal and professional skills and foster cross-campus collaborations.
    - Exterior spaces are clean and welcoming.
    - Library resources are recognized as adequately serving the College.
- **Areas for Improvement**
    - Effectiveness and the communication of program review results and activities, which is a theme also noted in the *Closing the Loop* reports for the prior EMP and Strategic Plan.
    - Effectiveness of the resource allocation process.
    - Enhancing the effectiveness of information, coaching, and training and support in areas related to curriculum.
    - Enhancing and consistently maintaining physical spaces in all locations.
    - Improving technology resources to better ensure sufficiency and/or adequacy, and accessibility.

Re Mission Statement

Survey results reflect broad validation of the mission and accomplishment of the mission through program review goals, strategic plans goals, etc… For instances, 90% Agree or Strongly Agree that:

- …mission statement accurately reflects the college's educational purposes, its intended student population, the types of degrees offered and its commitment to student learning and achievement; and,
- ….LMC evaluates accomplishment of its mission through Program Review goals, Strategic Plan Goals, objectives, student learning outcomes, and student achievement.

Re the Effectiveness and Communication of Planning and Program Review

Survey results reflect less agreement regarding the process, its effectiveness, and the communication of results and activities. This is also validated by written comments and aligns with findings from the EMP and Strategic Plan *Closing the Loop* reports.

Re SGC

Survey results show a high level (90%+) agreement that members of the campus community have an opportunity to bring forth their ideas, suggestions, and feedback through the shared governance committee structure and process. (ACCJC Standard IVA2)

Survey responses indicate less agreement regarding the effectiveness of the resource allocation process, as seen in responses to all five RAP related questions. This observation is also validated through a significant number of written comments on this topic.

Teaching and Learning

Survey results show a high level (90%+) agreement that the College fosters academic freedom, a high level of integrity for the teaching and learning process, and high-quality student support services.

While 80+ of survey respondents agree that the College provides "effective and adequate information, coaching, and training" and support in areas related to curriculum development, this area is notably "lower" in terms of agreement, which is also validated in comments.

Diversity and Equity

Highest level of agreement (closest to 90% threshold agreement) were in two areas: College personnel are committed to issues of equity and diversity; and, department/program/unit actively engages in addressing issues related to equity and achievement of equitable outcomes when completing Program/Unit Review and Planning processes. Notably, a very low number of respondents reported experiencing discrimination based upon their status (e.g., age, race, ethnicity, gender, sexual orientation, family status, religion, national origin, disability status, political perspectives).

Professional Development

90% agreed that that had "participated in professional development activities that have enhanced my personal and professional skills" and that LMC's professional development opportunities "increase my engagement and collaboration with colleagues across campus."

Physical Resources

While 90%+ agreed that "exterior space is clean and welcoming (i.e. grounds, landscaping, etc.)," for the majority of questions in this section of the survey, under 80% of respondents agreed that physical spaces were adequate, maintained on a regular basis, safe, etc…

Technology

While 90%+ agreed that library resources are adequate. (i.e., books, DVDs, computers, etc.), for many questions in this section of the survey, under 80% of respondents agreed that technology resources were sufficient, accessible, or adequate.