



LACCNAH

Dear Mr./Dear Ms EMPLOYEE SURVEY (as private and confidential)

LAC College of Nursing and AH
1237 N. Mission Road,
Los Angeles, CA 90033.

Course Evaluation Results

This email contains evaluation results for EMPLOYEE SURVEY / EMPLOYEE SURVEY / College Effectiveness Evaluations

The question categories are listed first, followed by the individual question values, consisting of the following topics:

- Employee Survey 2015-2016 - EMPLOYEE SATISFACTION

The remainder of the reports include:

Line Profiles

Comments

Detailed Analysis

Your Class Climate Administrator

EMPLOYEE SURVEY

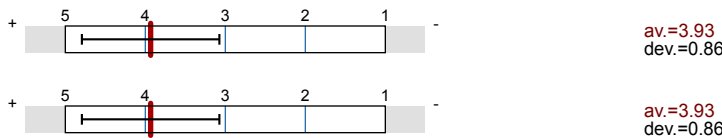
2015-2016
 EMPLOYEE SURVEY ()
 No. of responses = 40



Overall indicators

Global Index

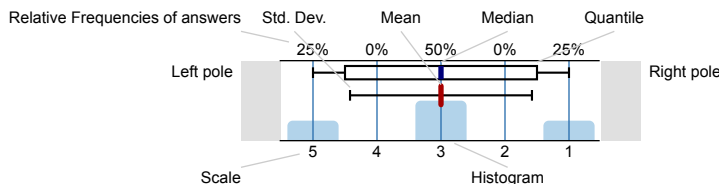
1. Employee Survey 2015-2016 - EMPLOYEE SATISFACTION ($\alpha = 0.92$)



Survey Results

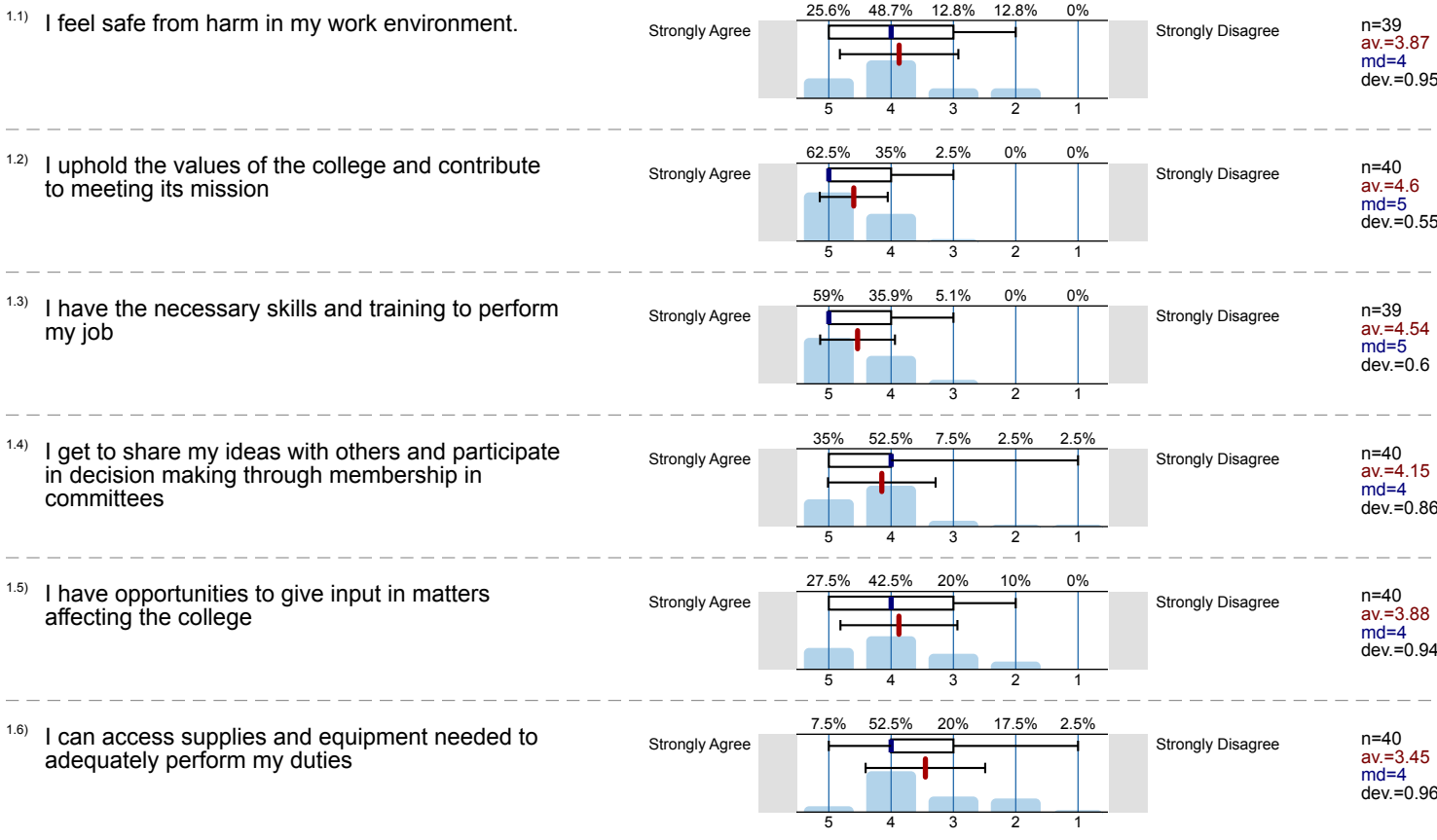
Legend

Question text

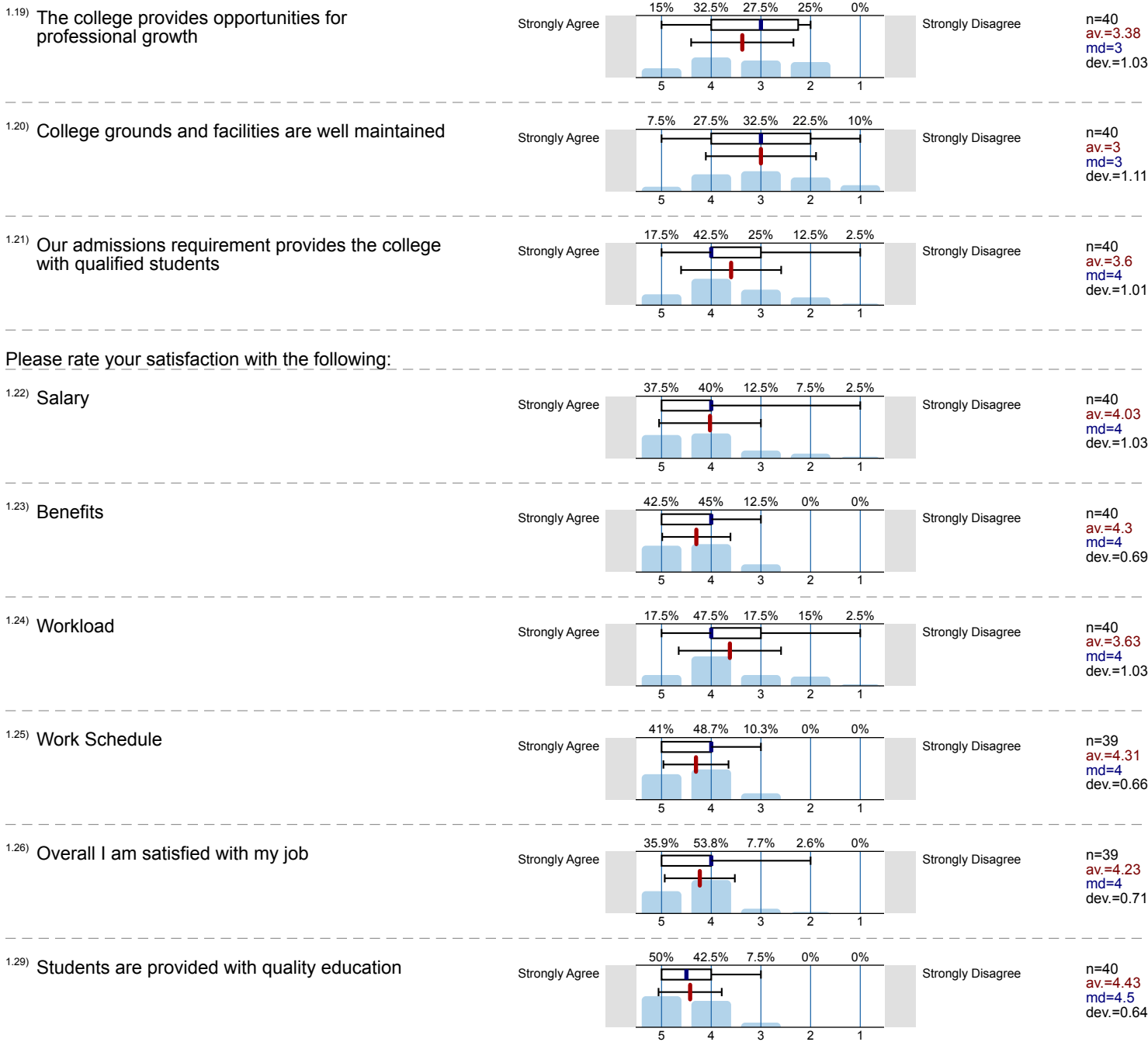


n=No. of responses
 av.=Mean
 md=Median
 dev.=Std. Dev.
 ab.=Abstention

1. Employee Survey 2015-2016 - EMPLOYEE SATISFACTION

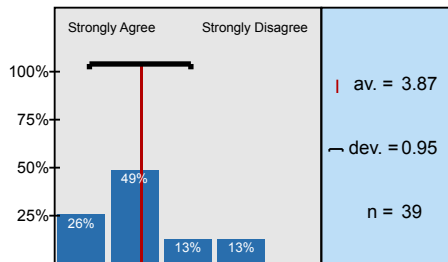


1.7) Availability of classrooms is adequate to meet my needs		Strongly Disagree	n=40 av.=3.25 md=3 dev.=1.1
1.8) Technology hardware, software, and training met my needs.		Strongly Disagree	n=40 av.=3.43 md=4 dev.=1.03
1.9) I was able to attain >75% of my annual goals		Strongly Disagree	n=40 av.=4.15 md=4 dev.=0.58
1.10) Peer review assisted in improving my teaching effectiveness		Strongly Disagree	n=37 av.=3.73 md=4 dev.=0.73
1.11) My peers have current knowledge in the materials they teach		Strongly Disagree	n=38 av.=4.13 md=4 dev.=0.66
1.12) My assignment is in alignment with my qualifications, ability, and interest		Strongly Disagree	n=40 av.=4.33 md=4 dev.=0.66
1.13) My job performance has been fairly evaluated within the last 12 months		Strongly Disagree	n=40 av.=4.35 md=4 dev.=0.66
1.14) My supervisor keeps me updated regarding changes that will impact my assignments and responsibilities		Strongly Disagree	n=40 av.=4.18 md=4 dev.=0.93
1.15) My supervisor gives me constructive feedback regarding my work		Strongly Disagree	n=40 av.=4.2 md=4 dev.=0.85
1.16) My immediate supervisor has good leadership qualities		Strongly Disagree	n=40 av.=3.95 md=4 dev.=1.18
1.17) The college has sufficient number of qualified employees		Strongly Disagree	n=39 av.=3.46 md=4 dev.=1.02
1.18) Team work is encouraged and practiced within my division and between divisions		Strongly Disagree	n=40 av.=3.7 md=4 dev.=1.04

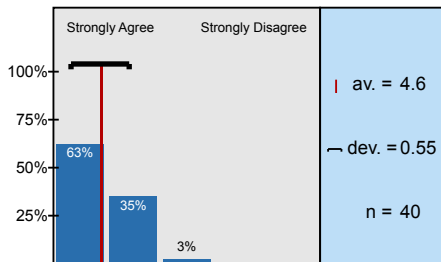


Histogram for scaled questions

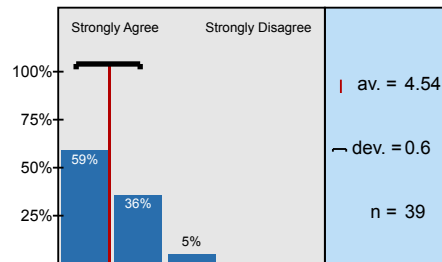
I feel safe from harm in my work environment.



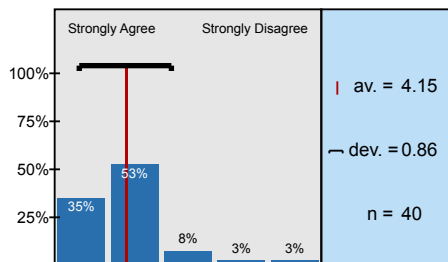
I uphold the values of the college and contribute to meeting its mission



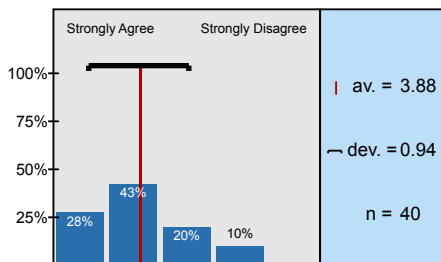
I have the necessary skills and training to perform my job



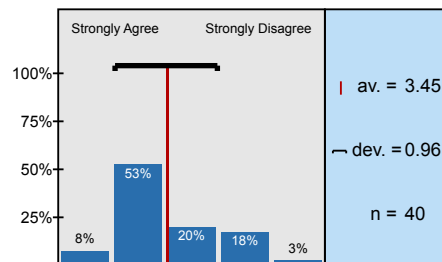
I get to share my ideas with others and participate in decision making through membership in committees



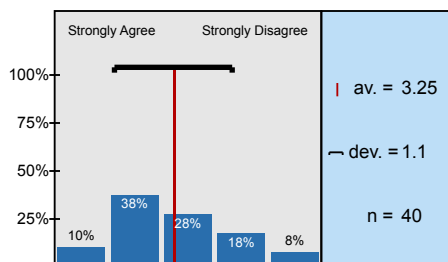
I have opportunities to give input in matters affecting the college



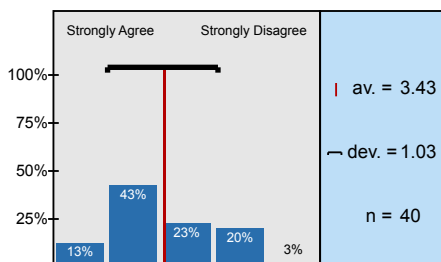
I can access supplies and equipment needed to adequately perform my duties



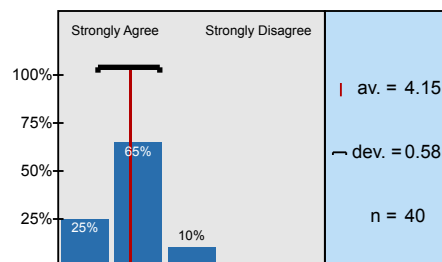
Availability of classrooms is adequate to meet my needs



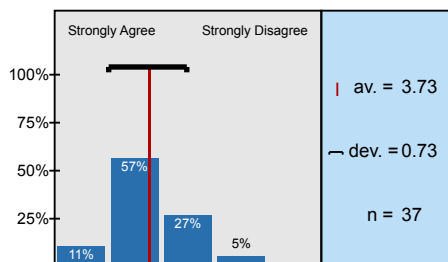
Technology hardware, software, and training met my needs.



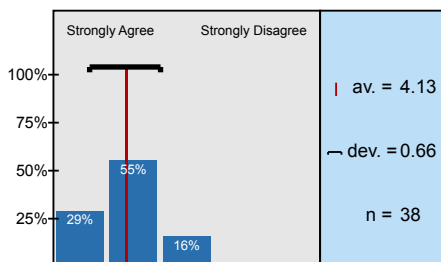
I was able to attain >75% of my annual goals



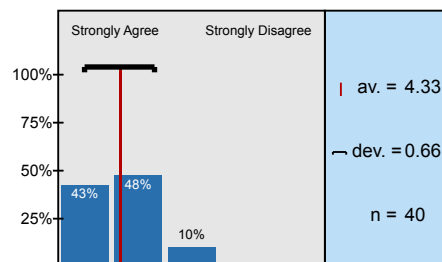
Peer review assisted in improving my teaching effectiveness



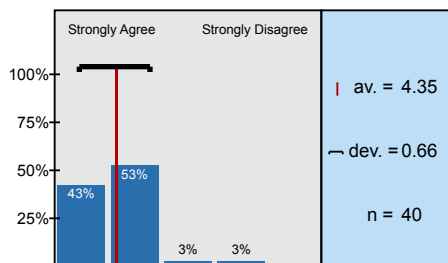
My peers have current knowledge in the materials they teach



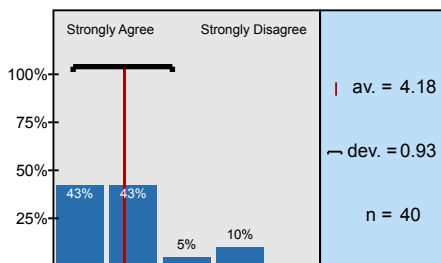
My assignment is in alignment with my qualifications, ability, and interest



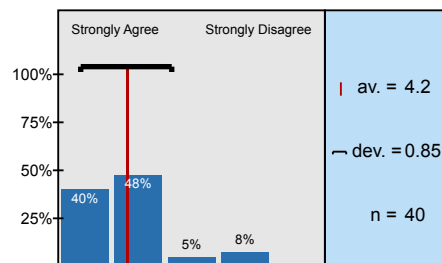
My job performance has been fairly evaluated within the last 12 months



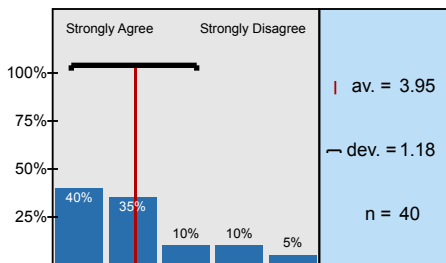
My supervisor keeps me updated regarding changes that will impact my assignments and responsibilities



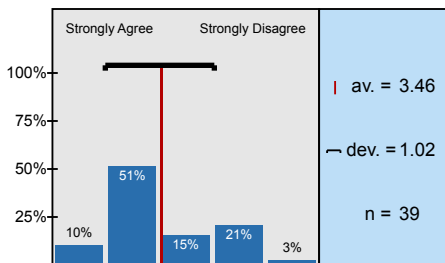
My supervisor gives me constructive feedback regarding my work



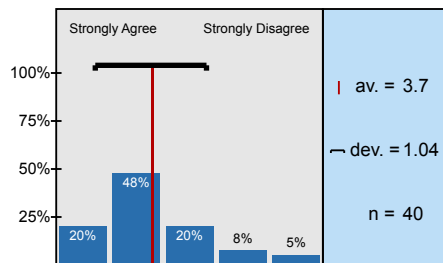
My immediate supervisor has good leadership qualities



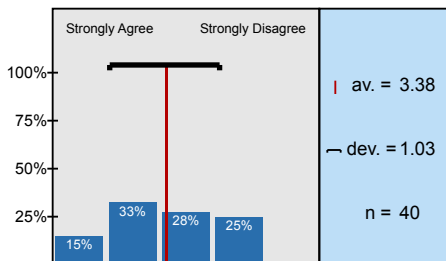
The college has sufficient number of qualified employees



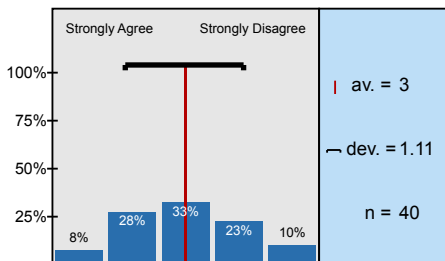
Team work is encouraged and practiced within my division and between divisions



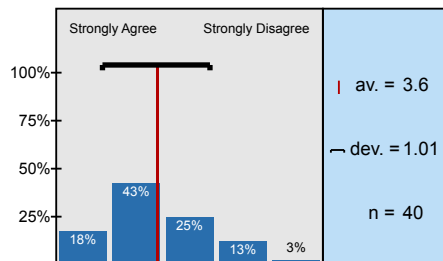
The college provides opportunities for professional growth



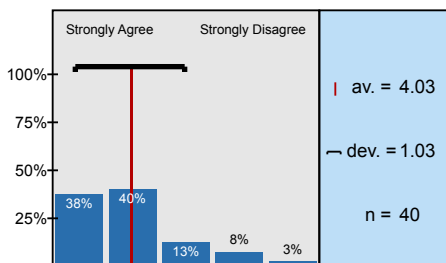
College grounds and facilities are well maintained



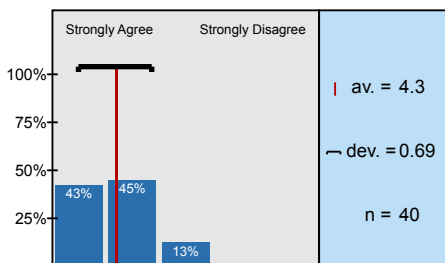
Our admissions requirement provides the college with qualified students



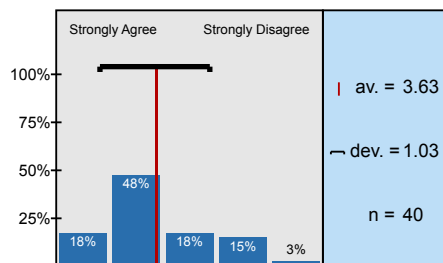
Salary



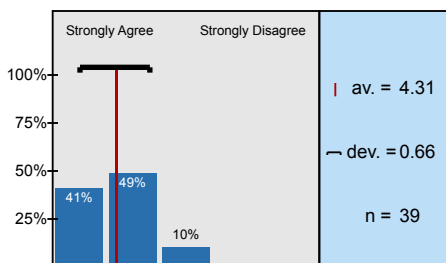
Benefits



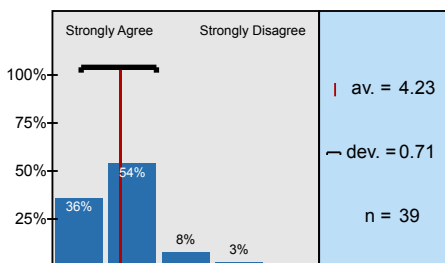
Workload



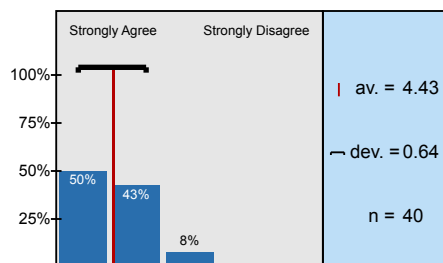
Work Schedule



Overall I am satisfied with my job



Students are provided with quality education



Profile

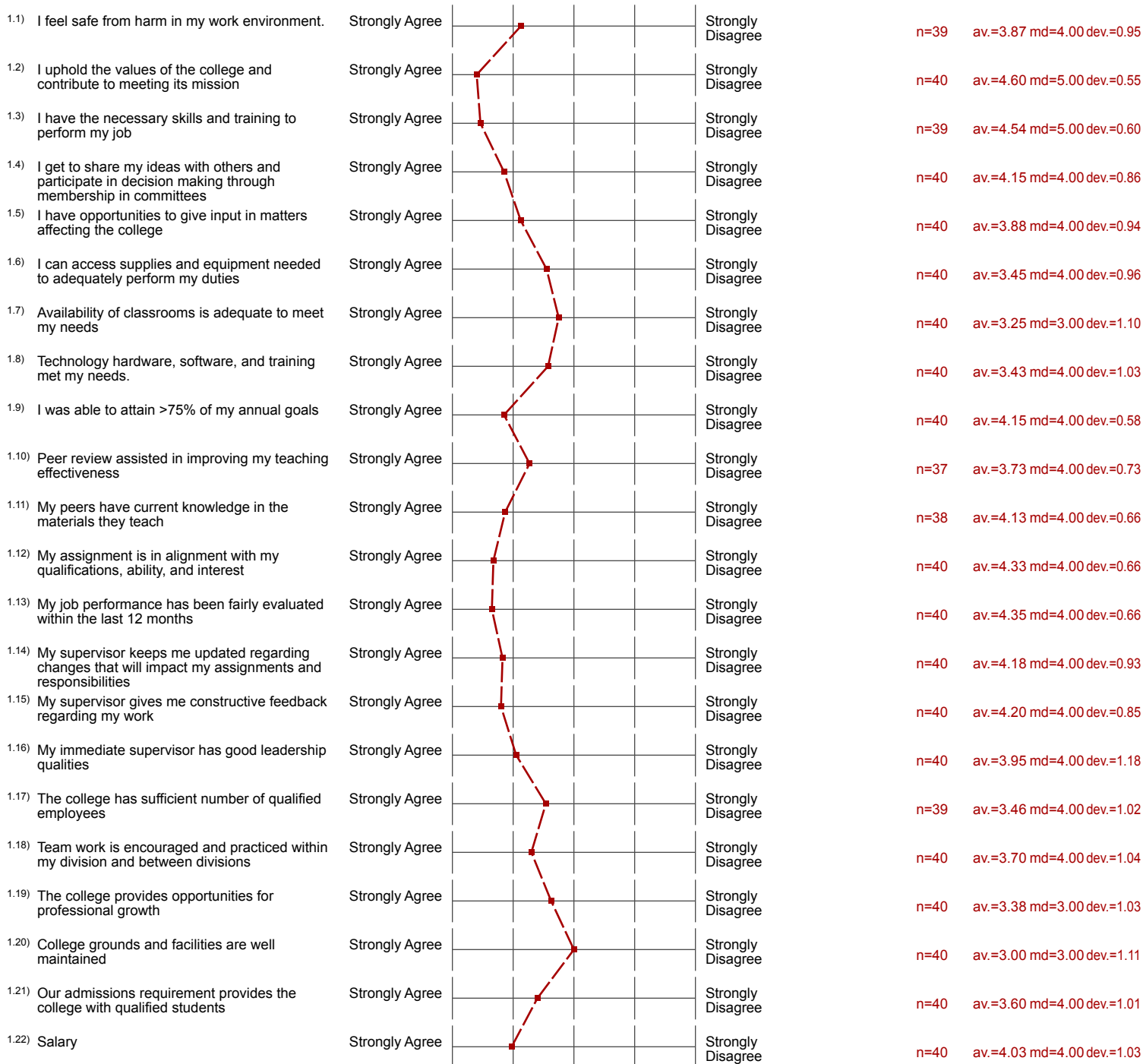
Subunit: College Effectiveness Evaluations

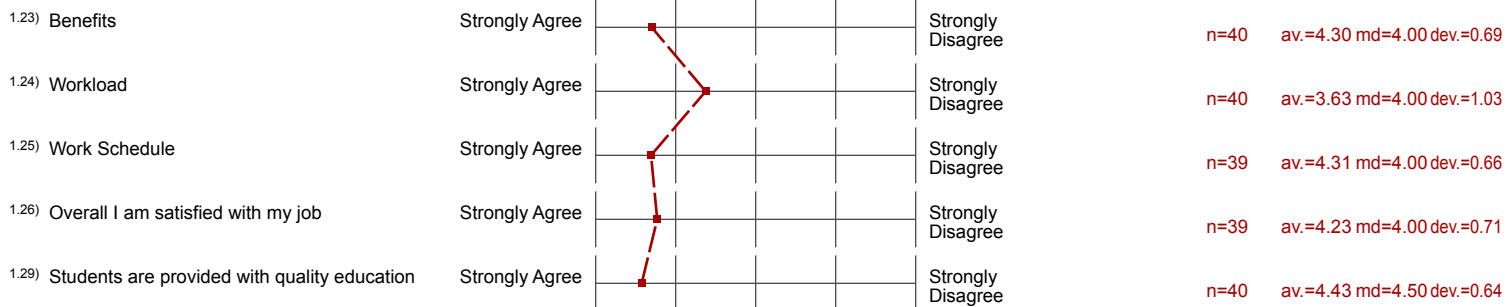
Name of the instructor: EMPLOYEE SURVEY

Name of the course: EMPLOYEE SURVEY
(Name of the survey)

Values used in the profile line: Mean

1. Employee Survey 2015-2016 - EMPLOYEE SATISFACTION





Profile

Subunit: College Effectiveness Evaluations
Name of the instructor: EMPLOYEE SURVEY
Name of the course: EMPLOYEE SURVEY
(Name of the survey)

1. Employee Survey 2015-2016 - EMPLOYEE SATISFACTION



av.=3.93

dev.=0.86

Comments Report

1. Employee Survey 2015-2016 - EMPLOYEE SATISFACTION

1.27) Any recommendations for hardware, software or training? Please specify.

- N/A
- Computer training in programs like Excel, Word - would be beneficial.
- Faculty development classes should focus on how to be a better lecturer, educator and evaluator of nurses skills. Specific considerations when lecturing and teaching millennial generation is a challenge. How can evaluate/write up students better? HR likes particular wording or progression would like to hear from them about this.
- For both divisions the instructors should be able to put the syllabi and class content online and the students for EDCOS and the SON print their own like in so many other colleges. Also, if a student wants to print the syllabi and/or class handouts here at the college they pay a fee just like at other colleges. This will save paper and money.
We need computer simulation software for critical care scenarios that are available to both divisions.
- Need access to software training
- Need to be able to update our software first and then discuss the training needs.
- Please update all employee computers when software updates become available. Thank you for hiring Visna. He is very helpful, as is Mimie.
- Replace the white boards with magnet white boards
- Still not enough LCDs. We keep being promised that they will be mounted in each room. Many times links to youtube do not work. It is ridiculous that we have to pick up our AV equipment the day or days before we lecture. The library should be open before lecture time and just have us pick up that day.
- Technology i.e. Blackboard; CANVAS; Simulation equipment video camera, audio/visual equipment.
- Updated computers, laptops, Ipads, big screen TV, computers with good sound system, lapel mic
- Upgrades of software, outlook, ORCHID is constant but upgrade training was never offered. Training on how to use Office (Excel, Word, etc).
Training classes on how to evaluate students, how to write test questions, new teaching methodologies, etc.
- We can all recommend (and hopeful) to be within the technological benchmark of other colleges, yet without adequate financial support by DHS to the College, it takes a very long time to get upgrade with computer software more so with equipment.
- We need functional, dependable printers and photo copy machines.
- We need updated technology in the classrooms

1.28) Additional comments

- Administration may listen to feedback during a meeting, but will do exactly what they want to do anyway. That's why many people don't share their opinions/recommendations. They fall on deaf ears. It's futile.
- Books, supplies (dry erase markers, pencils, paperclips, scantrons) are not readily available for the staff. Laptops are outdated (CD/DVD not working). Paper and ink cartridges are always short and not well stocked in the resource rooms and we must wait for the one staff to be working that day in order to obtain those supplies. Copier made terrible/illegible copies with ink smears.
The classroom dry erase boards are dirty and cleaners are not available and instructors must scrub it like a stained toilet bowl to get it out. Power point slides remotes with laser pointers should be available for guest speakers.
- I think funds should be made available to faculty to attend outside/off campus nurse educator conferences. I think Cisco phones should be provided to faculty for use when they are on the clinical floors. I also think there should be a badge in system for getting into the clean utility room on the clinical floor. Outside speakers for faculty development would be nice.
- It is a demoralizing place to work. Decisions are made without transparent rationales.
- Safety much better now that Tower hall doors are secured. But students wandering in halls, popping their heads into every open office looking for their instructor is not acceptable.
- Supplies keep getting low....but I know that is a countywide issue....what can we do? I refuse to pay for my own copies of handouts. If it comes to that....I will tell students to go to school administration to get more paper.
Posting our lectures is another silly thing we do. Not all instructors do it, we have these short windows to submit our lectures. But yet we

have to rush to get them posted? I wont be doing that anylonger when not all teachers submit them. Students still do not pre-read and study.

- Supporting the professional growth of faculty, I hope, will come up in a higher priority.
- Thanks to Viesna for being so willing to help with computer questions and being willing to come check out problems when they arise.
- The College needs to promote current employees. Employees must make the difficult decision to leave the department in order to reach goals such as Promotions and job opportunities. Example: No Library Assistant II or III are available or any items higher than Senior Typist Clerc. Head Clerks or ISTC are needed in the department

- This is a great place to work, everyone is kind, approachable and friendly. The environment is conducive to learning.
- We could use an item for a simulation coordinator
- we need basic equipment, such as a photocopier to work on a daily basis. We need basic supplies, such as paper, folders, markers, etc.

1.30) How can we make our students more successful?

- Adequate legible copies available, temperature should be conducive to learning, and the foul smell should be taken care of. Supplies for the instructors. Increase OES staffing.
- Better simulation in terms of being able to film and record them during simulation, ventilation unit in the skills lab for use in skills and theory, updated medication carts and a WOW to use in skills in combination with practicing med passing and for the student that is less computer literate, supply fund for simulation materials, simulation technician. Picmonics educational program subscription would be nice. A IV arm that bleeds and a urinary task trainer would be nice. Updated videos
- EDCOS needs access to larger classrooms on days that accomodate the nurses schedule. It limits the months that we can provide classes to the staff.
- Figure out a way to stop the cheating
- First, efficient selection of student applicants is a key; then, a supportive learning environment within the course expectations should help students be successful in the program.
- I believe it would greatly enhance the students experience if a Simulation Lab coordinator could be hired/designated and a counselor to be available on campus once a week or every other week.
- Instructors need to stop helping them to cheat!! Avoid favoritism! Follow the policies
- Interactions should focus on learning and not belittling the student even when the student has not met the standards.
- Provide more tutoring sessions. Have more than one simulation mannequin.
- Smaller clinical groups, a better way of screening candidates. A better applicant pool. I feel we had a higher caliber of student >5 years ago. Some students are still very good, but it seems like we are not attracting the high caliber students like we did in the past. Now, we are known for being a good school, but too tough and too "mean" Some instructors need to look at what a reasonable expectation is for a new RN not an expectation for an experienced RN. Most instructors are doing the best they can daily to enhance student success. Administration needs to deal with the instructors who have a "pattern of behavior" - poor evals, etc and stop asking us to "police our peers". That obviously does not work, this is a discipline issue.
- Stop faculty bullying of our students and emphasizing to us all the importance of customer satisfaction. We have to be reminded again that the students are our "customers".
- Students should have a Counselor. The college needs to have a permanent Counselor who could provide emotional support to students who face difficult life issues as well as academically.
- Success workshops have been excellent in assisting students.
- Teaching them a lot experience skills.
- We need access to faster technology that puts us closer to the student. ie. CANVAS; Blackboard; Voice mail
- We need to find a way to make them more accountable for their learning. We keep getting told that we should not "lecture" but actually, students DO NOT LIKE modules or QA sessions, they say it and they write it on evals. Tutoring is a joke as they only want to know whats on the test and if you don't tell them, they put it on our evals.

1.31) What would you like to see changed?

- When a problem is identified, I would like to see management actually address the problem and not to pretend that there is no problem

because they don't want to do anything about it.

- Everything mentioned above.
- Hiring process for bringing in new employees. Time frame is too long.
- I would like to see a more attractive setting in the patio area. I always feel like I am eating in a parking lot.
- I would like to see demeaning comments made at faculty members during Faculty Org meetings stop. I would like to see all committee assignments be handled by asking faculty for input of where their interest are. Overall I feel the faculty and administration are doing a great job.
- I would like to see old curriculum plan changed to get students more successfully
- I would like to see telecommuting which is the community standard for college faculty
- Leadership, Teamwork, be positive, good customer service to the students. Coordinators need to be the role models for the faculty.
- Leadership.
- Less meetings, recruitment of new instructors, a provost
- Management with transformational leadership quality (other than the professional credentials); not simply a hand me down to the next person in line due to tenureship.
- Some committees get off track as to what is at hand. There is alot of disrespect towards each other, I see coordinators who belittle their staff and others in meetings. I see a low morale among faculty.
- Student who reach to 3rd and 4rd semester should graduate ant not be failed after 3rd Semester.
- The ability to promote.
More ability to flex time when needed. (i.e. if there is a special program and we need to stay over, we would be able to come in later the next day or be able to leave early as long as our assignments are completed)
- The need for a more stable structure in our administration and making sure faculty and staff are given opportunity to advance in the organization eg. promotion.

Administration need to do something for problems that are ongoing eg. complaints of students about faculty and their learning experience. Faculty and staff needs to understand that there is consequences of their action especially if it is affecting student learning.
- There is favoritism, (It doesn't matter what is said during the meetings) It is so obvious and disturbing. I would like to see open communication, a respectful work environment, and strong leadership.
- integrity among all faculty
- more transparency, stop the gossip, better leadership skills from senior nursing instructor and management, proper counseling for instructors that are having a challenging time with their students