



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 2017-2018 - EMPLOYEE SATISFACTION

The remainder of the reports include:

Line Profiles

Comments

Detailed Analysis

Your Class Climate Administrator

EMPLOYEE SURVEY

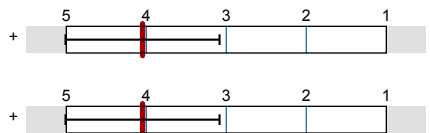
Spring 2018
EMPLOYEE SURVEY ()
No. of responses = 47



Overall indicators

Global Index

1. Employee Survey 2017-2018 - EMPLOYEE SATISFACTION ($\alpha = 0.94$)



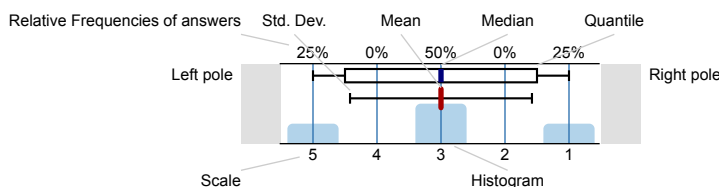
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av.=4.05
dev.=0.96

Survey Results

Legend

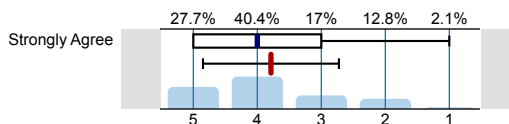
Question text



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

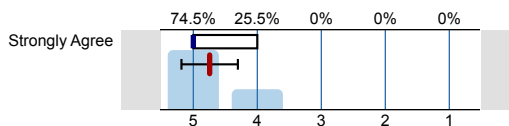
1. Employee Survey 2017-2018 - EMPLOYEE SATISFACTION

1.1) I feel safe from harm in my work environment



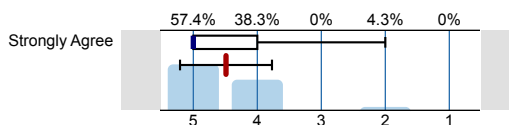
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1.2) I uphold the values of the College and contribute to meeting its mission



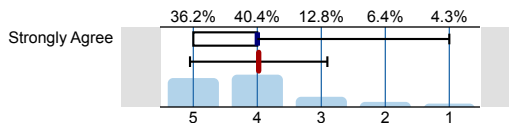
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1.3) I have the necessary skills and training to perform my job



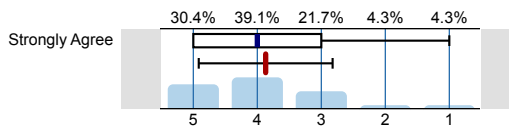
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1.4) I get to share my ideas with others and participate in decision making through membership in committees



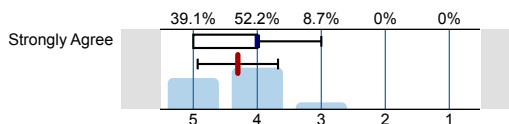
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1.5) I have opportunities to give input in matters affecting the college

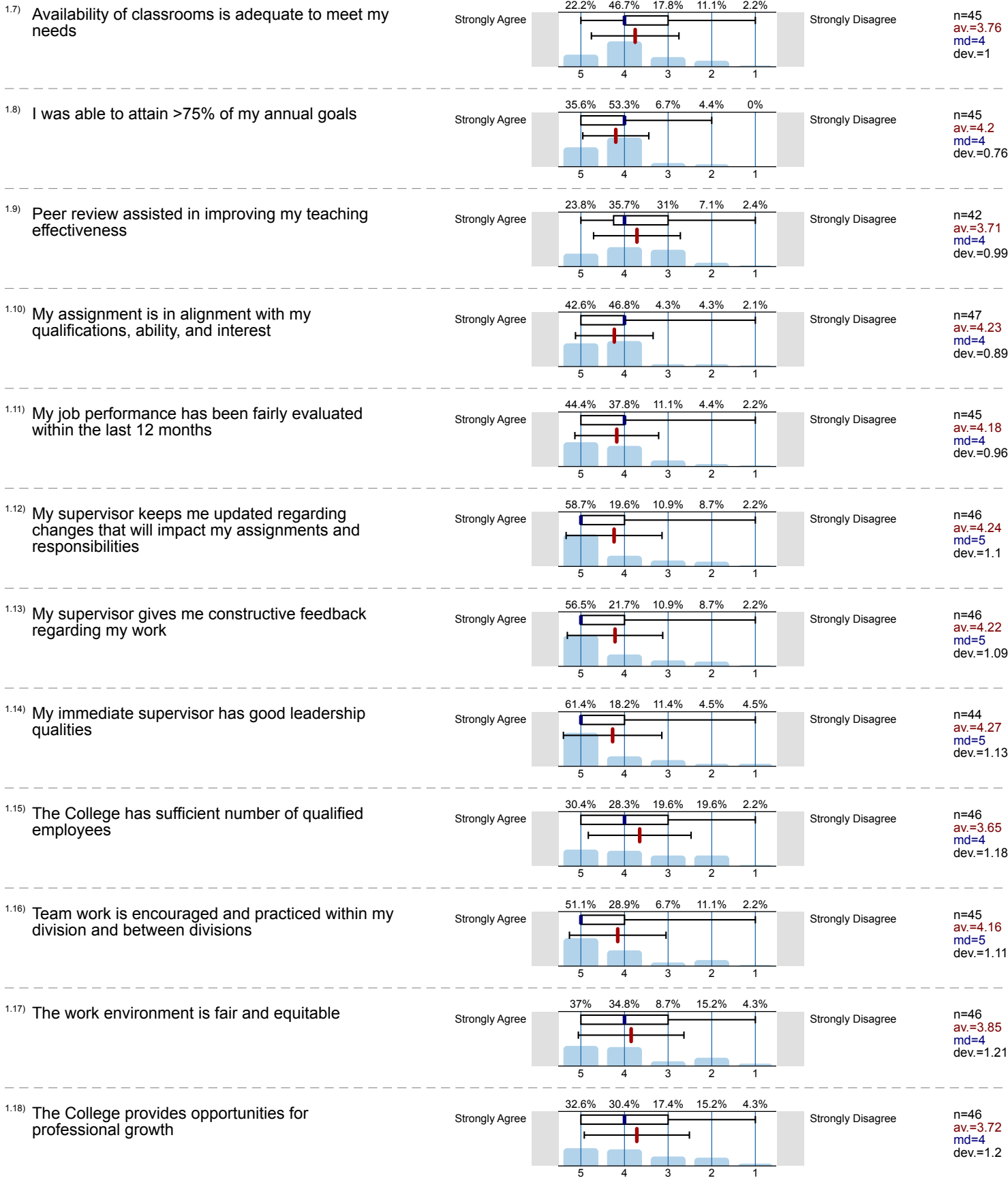


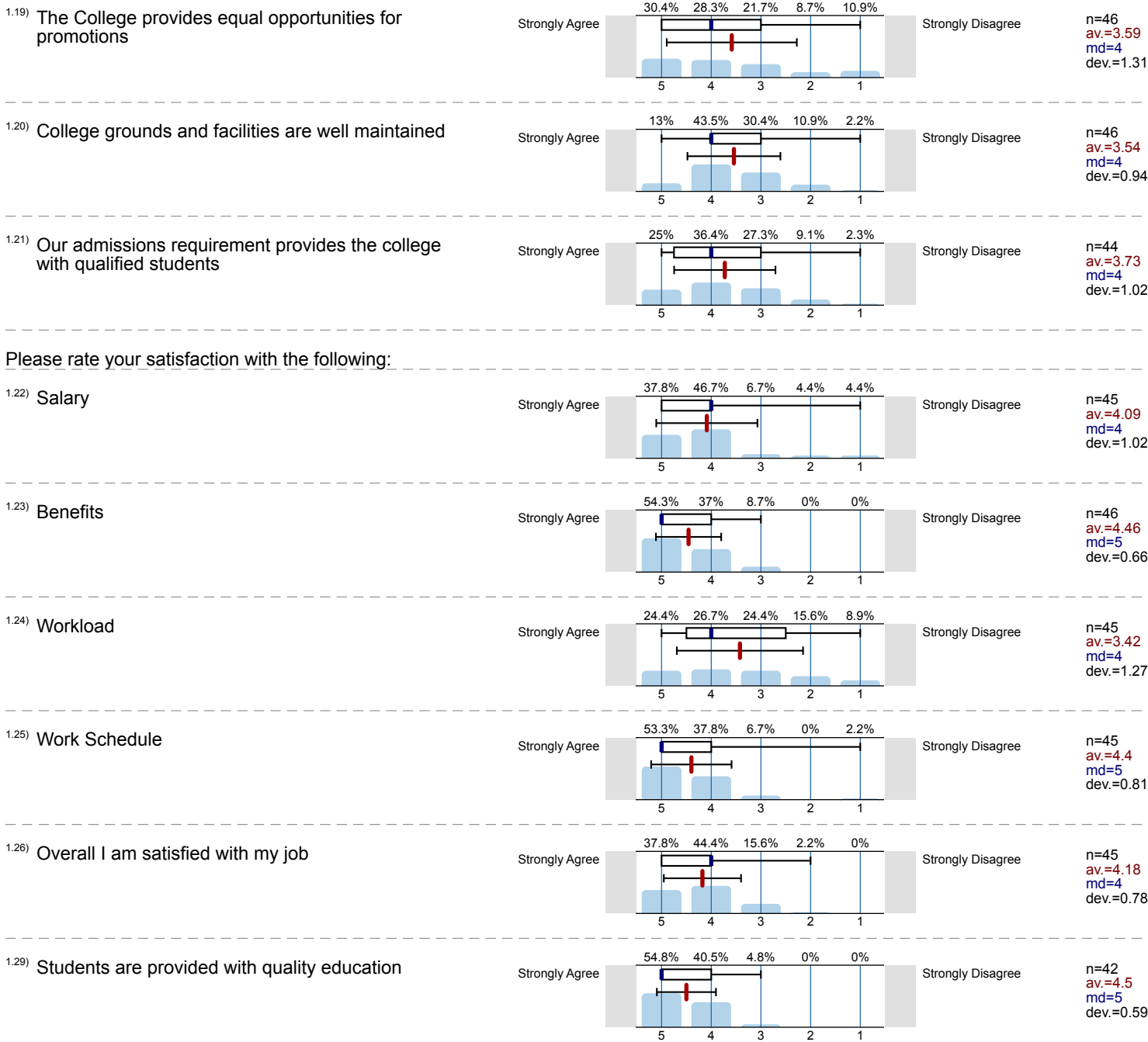
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1.6) I can access supplies and equipment needed to adequately perform my duties



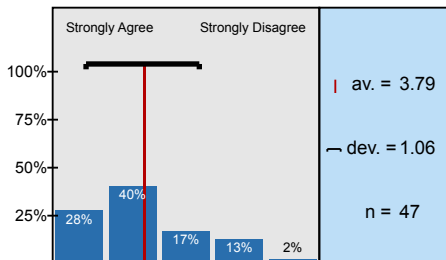
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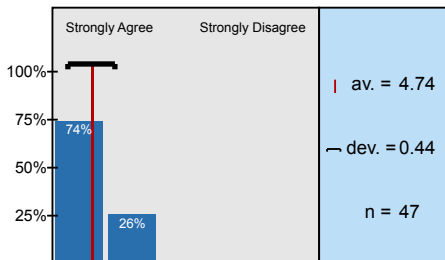


Histogram for scaled questions

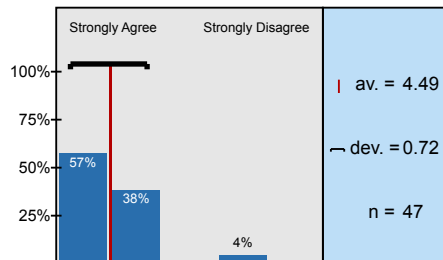
I feel safe from harm in my work environment



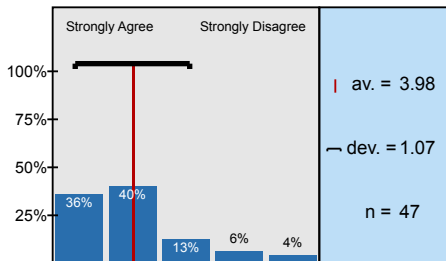
I uphold the values of the College and contribute to meeting its mission



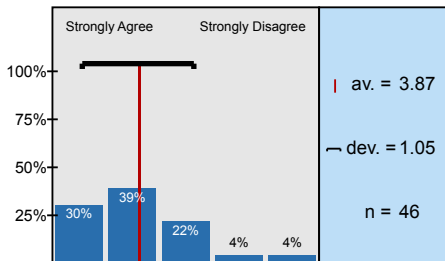
I have the necessary skills and training to perform my job



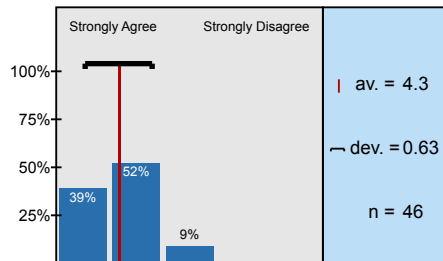
I get to share my ideas with others and participate in decision making through membership in committees



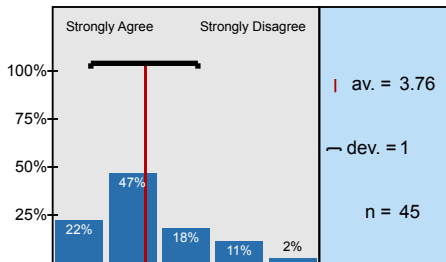
I have opportunities to give input in matters affecting the college



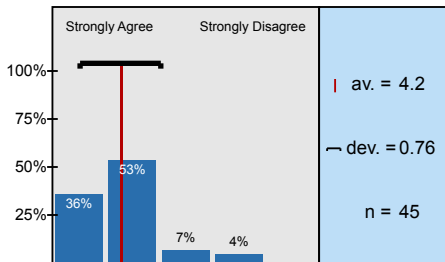
I can access supplies and equipment needed to adequately perform my duties



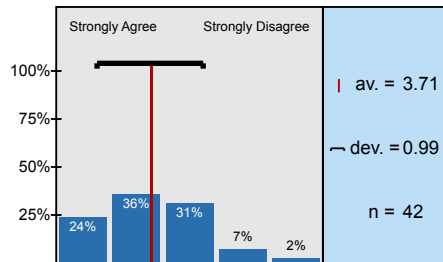
Availability of classrooms is adequate to meet my needs



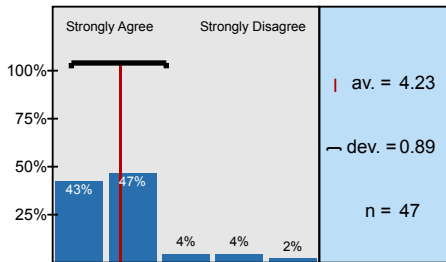
I was able to attain >75% of my annual goals



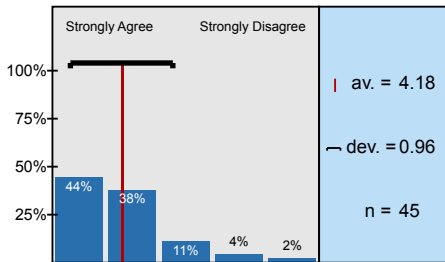
Peer review assisted in improving my teaching effectiveness



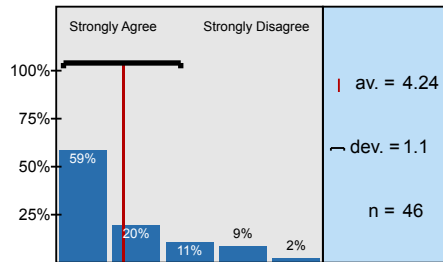
My assignment is in alignment with my qualifications, ability, and interest



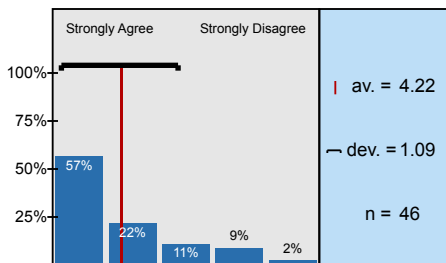
My job performance has been fairly evaluated within the last 12 months



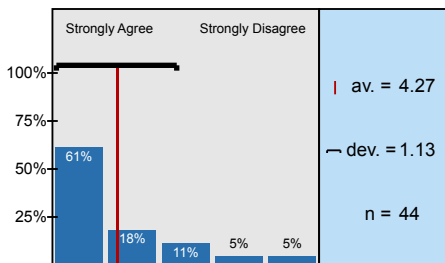
My supervisor keeps me updated regarding changes that will impact my assignments and responsibilities



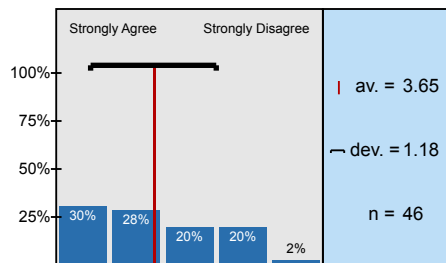
My supervisor gives me constructive feedback regarding my work



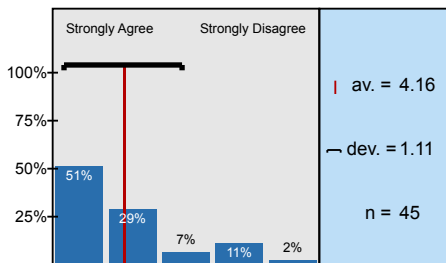
My immediate supervisor has good leadership qualities



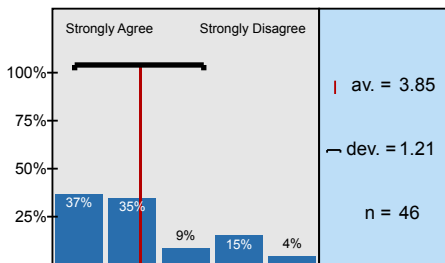
The College has sufficient number of qualified employees



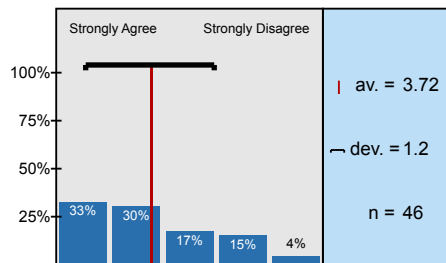
Team work is encouraged and practiced within my division and between divisions



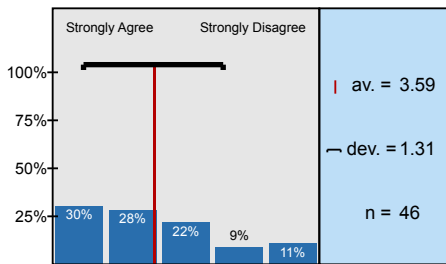
The work environment is fair and equitable



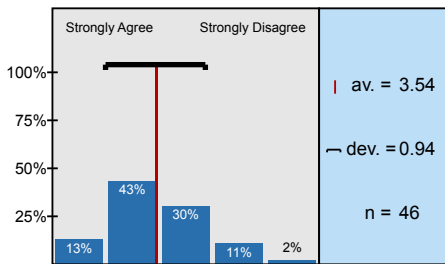
The College provides opportunities for professional growth



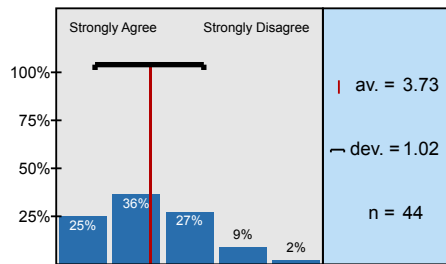
The College provides equal opportunities for promotions



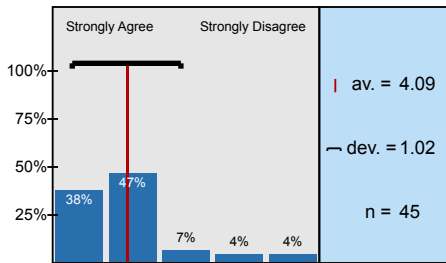
College grounds and facilities are well maintained



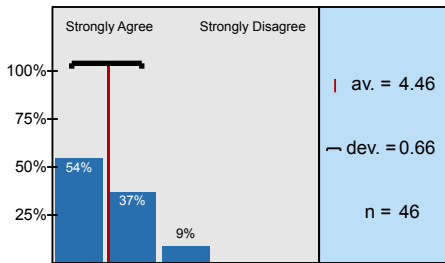
Our admissions requirement provides the college with qualified students



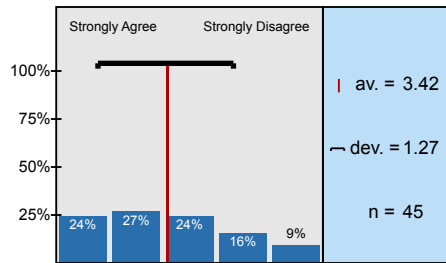
Salary



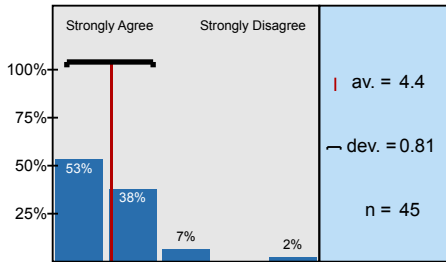
Benefits



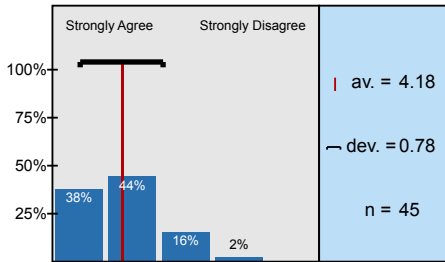
Workload



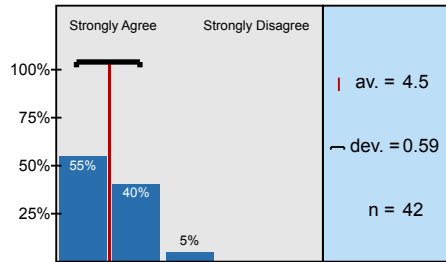
Work Schedule



Overall I am satisfied with my job



Students are provided with quality education



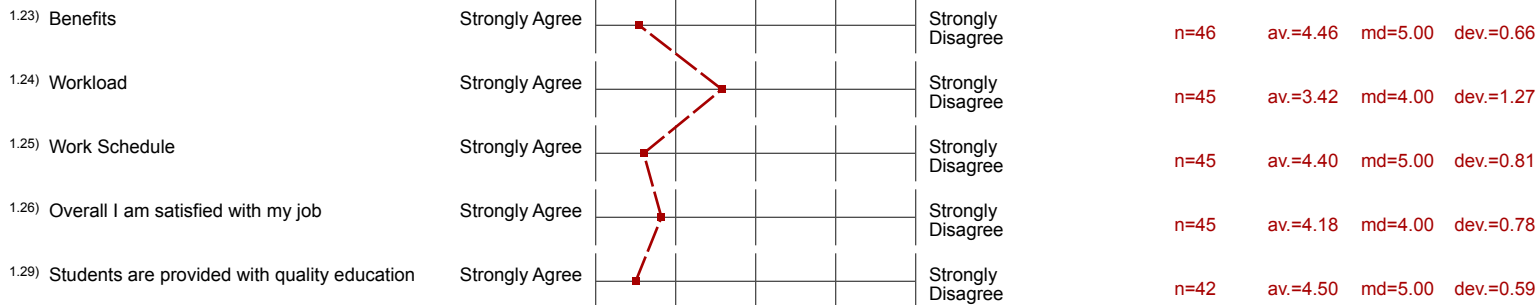
Profile

Subunit: College Effectiveness Evaluations
 Responsible for modules: EMPLOYEE SURVEY
 Name of the course: EMPLOYEE SURVEY
 (Name of the survey)

Values used in the profile line: Mean

1. Employee Survey 2017-2018 - EMPLOYEE SATISFACTION





Profile Line for Indicators

Subunit: College Effectiveness Evaluations
Responsible for modules: EMPLOYEE SURVEY
Name of the course: EMPLOYEE SURVEY
(Name of the survey)

1. Employee Survey 2017-2018 - EMPLOYEE SATISFACTION



av.=4.05

dev.=0.96

Comments Report

1. Employee Survey 2017-2018 - EMPLOYEE SATISFACTION

1.27) Provide recommendations to enhance professional growth and development. Please specify.

- I think the college should be provided with a budget to allow nursing instructors to attend seminars and/or bring in outside experts.
It would be nice if all instructors should be provided with financial assistance to pursue higher degrees
It would be nice if County provided support from manage for those instructors who are pursuing higher degrees
I think instructors should be respectful of one another and not make damaging, snide or petty remarks in meetings or to students
It would be nice if all instructors or at least one instructor from each semester receive training in simulation
- I would like to see more seminars on evaluating student in clinical, how to make our lectures more interesting i.e. technology. Not just PPT.
- Increased opportunity to attend conferences and workshops.
- It is my opinion that the School of nursing should recognize those instructors that have obtained their terminal degrees by way of a pay increases due to the limited numbers of promotional positions that are available in this way instructors with terminal degrees are acknowledged for their professional socialization. This could also encourage other instructors to obtain their terminal degree.
- It would be helpful to have a dedicated IT person that is available on Mondays when we need support most, as opposed to a back up person.
Please hire a dedicated Simulation lab coordinator. All conferences focus on simulation being vital and completely different from having a great clinical site. We need more support as faculty in assistance to set it up and obtain supplies. 99% of simulation feedback from students is glowing and negative marks are noted on course evaluations when we don't make time for it.
- It would be nice to have coverage on clinical days so that we may go to conferences. So many of the DHS seminars are held on a Tues or Wed and we cannot go because all instructors in a semester have their own student workload. I hear a plan is to have coordinators not take students....this would be great, because then problem solved!! (hehehe)
- More updates and information on the accreditation process, especially WASC.
- Need a mentroship and leadership development program for the faculty who are interested in.
- Provide financial resources to allow for assistance with conferences that encourage professional growth and development
- Provide more mentoring to faculty.
- Scholarships do advanced degrees
- Should be attending classes we are teaching to keep abreast and updated on technology and teaching tools.
- Support faculty on conference attendance, presentations, and research development.
- We can provide more in-house Geriatric CEs.
- Workload is excessive and takes away from time counseling students and personal quality of life. Excessive meetings and minute taking/ writing contributes to this dilemma and compounds the problem of chronically needing to take large amounts of paperwork home most nights and weekends during sessions.
- more work shops on effective teaching and student interaction
more on student/faculty civility
More on purpose and use of our educational resources to meet SLOs
- public restrooms in admin. building need to be washed more often.

1.28) Additional comments

- Assignments should be fair. Not all staff holding the same title/positions have the same amount of responsibilities. Please compare assignments Senior Nursing Instructors for the CON, and Senior Nursing Instructors for DHS/Allied Health, and Senior Nursing Instructors for EDCOS. The Senior Instructors of DHS/Allied Health and EDCOS have the same pay but responsibilities are not equal.
- Grateful for all the changes. The College is heading the right direction.
- I appreciate all the hard work everyone puts in to the College to make it a better learning institution.
- I think that a good orientation to new positions is lacking. Just because some of us have been at the school for years, if we either promote or switch assignments/semesters, there is not a good orientation. Coordinators/supervisor take it for granted that we should know the job. Just my opinion...

I do believe though that ever since Ms. Branchick has been our provost, we now have had opportunities to advance and promote within the college. This is fantastic, because in the past, the ability to move up at the school was nearly impossible. I'm so glad that Vivian believes in advancing us, so these in-house positions she has created were absolutely wonderful! Exactly what the school needs...and what we need to feel valued. I love that she sees us as "more than"....something that was missing here.

- I would like to see the school of nursing host a nursing seminar
- Looks like some employees are being targeted and not treated fairly.
- Thank you for all of the positive changes that have been made and continue to be made. Thank you for making our campus safer.
- The College grounds have greatly improved. I appreciate Vivian's commitment to enhance our campus appearance.
- The college is headed in a positive direction for students, staff, and faculty, and I look forward to being a part of the changes.
- There are days that telecommuting should be an option. Researching topics, prepare new lectures, creating lesson plans, generating reports, conferencing, and grading papers are all activities that could be done from home without needing to be physically present on campus.
Although great strides have been made to improve classrooms/computer labs/lobby etc., we need a beautification of the courtyard area. Need shade, trees, grass. A pleasant area for students, faculty and guests to meet, eat, study, or relax. This is the first area visitors see and it does not make a great 1st impression.
- We should have a safe ratio of students to instructor in the clinical setting to provide to provide students with a high quality, safe education.
- office and classrooms reach below 60 degrees F. it is very uncomfortable and challenging to work efficiently in those working conditions.

1.30) How can we make our students more successful?

- Add interviews to the admission process
- Allow for an open dialogue where they feel safe with instructors. Having our instructors uphold the objectives, but respectfully so they are supported and don't repeat bullying behavior later in their careers.
- As faculty we need to be more patient with students and remember that we cannot create highly skilled nurses...we just want them to be competent, but some faculty feel angry when a student truly cannot do a skill perfectly. We need to be more understanding and not show our emotions to them. I hear faculty say they are not hear to nurture them but to teach them.....some kind nurturing is ok though I think.
- Ask 4th semester students
- Be fair and hold them to the standards and expectations
- Continuing to keep abreast of the latest trends in nursing.
Be able to provide more interactive activities (SIMS Lab) where students can practice more real life scenarios often.
- Ensure that faculty is staying updated on their lecture content and putting enough time into lecture preparation. Perhaps the importance of this is not emphasized in any meetings or communication.
- I think we need to look at the paperwork and assignments. What is necessary.
- It is my belief that our students can be more successful or we could decrease the attrition rate by providing tutoring services for students that deemed weak.
- It would be nice if clinical tutoring could be provided to students who are struggling in the clinical center
It would be nice if the simulator center could be larger and the manikins consistently worked
It would be nice to be able to use ORCHID in practice training for medication administration and medications provided to do so students can practice live
Students could benefit from a tutor for theory
Students could also benefit from assistance in dealing with personal issues that arise that impact their ability to function in the clinical and classroom setting
- Mentoring and support of them learning in their styles. Identify what is their weakness and seek ways to help them understand the concepts.
- More online resources.
Available tutoring to meet student needs
Survey students to see what they feel will help them to be more successful.
- Provide free review classes prior to board exam.
- Provide guidance counselor for student availability
- Review current clinical/course student requirements to streamline, up-date, and/or remove excessive tasks to focus on clinical thinking.

- Student: instructor ratio
- We need an on site counselor that would be available for students needing emotional support. Many students would benefit from a safe and private counsel to help with the stress of balancing nursing school and their personal life. We also a number of students that are dealing with more serious traumatic events and having a counselor conveniently located on campus would greatly benefit them.
- We need to be more supportive of students.
- We start with better selection of students being admitted in the program. Tools and criteria for student selection need to be revised/ improved.
Before we can help our students to be successful, faculty has to be supported; not simply heard, but sincerely listened to. Morale has to be lifted up.
- by being kind to them.

1.31) What would you like to see changed?

- An improvement in certain reputation of certain semesters. I think that with faculty changes to be made (which should have happened many years ago) will help with this. I'd like to see students stop sharing test questions from semester to semester. Graduates say they each will memorize test questions then write them down to pass around to other semesters. Not sure what we can do about this. So many physical changes have been done, I'm so happy with.

Ok, so the biggest thing or change we need is better morale. Some faculty are literally depressed with changes around here, they are so unhappy. It's so unfortunate. They bring us down. And when some people try to be chipper and look forward to changes.....others make fun of them and say they just kissing ass. I feel like this is High School sometimes. Geez. Well I guess someone will always be unhappy with forward thinkers or change for the good. Not sure how to fix this.
Thanks for allowing me to vent.....hehehe!
- Changes that I believe would enhance the Los Angeles County College of Nursing Program would involve curriculum changes. It is my belief that small revisions to the current curriculum that is consistent with the leveling of the student would enhance the students mastering theoretical and clinical principles that are taught throughout the program.
- Faculty identified as non-supportive to students are provided guidance on how to provide a learner- centered environment. They need to be told that a supportive environment is what expected of them.
- Fair pay and assignments.
- I am going to be blunt, if faculty/ coordinators are not happy here please move on. I would like to see significant passion for nursing education and students.
- I like the direction the college is headed, and welcome the future changes.
- I think instructors need to be more respectful towards one another
I would like to see the school of nursing develop their own financial resources
Grant writers to assist in obtaining additional funding for the school
- I would like to see bullying, intimidation, rudeness and disrespect for others completely gone from the college faculty rather than being spread around to infect/affect all other semester faculty and students.
- I'm a little worried about the facility going in across the street and all of the homeless just down the street from us. Concerned about safety. Although I don't know what can be done about that.
- Please allow for parking at all sites we are providing clinical. Please have computer/board set up for lecture in all classrooms, especially 105 and 130.
- Selection and promotion done fairly. Better support, guidance, and mentoring from the administration. Provide opportunities and support for professional growth.
- The hiring of our students - higher percentage and MUCH faster process. They should have extra points for the two years they have spent training here at the County facilities.
- Too many meetings!!!!
- We had issues with previous Administrations, and I believe that change for the better is good no matter how difficult it is for others. But for some reasons, in general, faculty are not any happier or satisfied with the working environment/atmosphere.
Poor communication and not seeing the value of individuals were issues before. Now, I am not seeing it any better.
- Would like to have hot water in the ladies rest room in Admin Bldg. Have never had hot water since we moved in.
- see above
- understating of job duties.