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 2013-2014 / EMPLOYEE SURVEY / College Effectiveness Evaluations

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

- EMPLOYEE SATISFACTION

The remainder of the reports include:
Line Profiles
Comments
Detailed Analysis

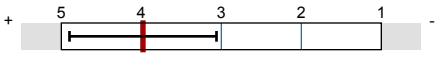
Your Class Climate Administrator

EMPLOYEE SURVEY

Spring 2014
Employee Survey 2013-2014 (Employee Survey)
No. of responses = 47

Overall indicators

Global Index



av.=3.98
dev.=0.92

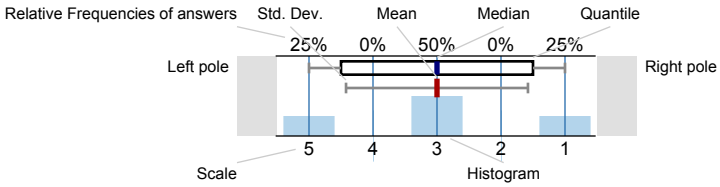
1. EMPLOYEE SATISFACTION (α = 0.93)

av.=3.98
dev.=0.92

Survey Results

Legend

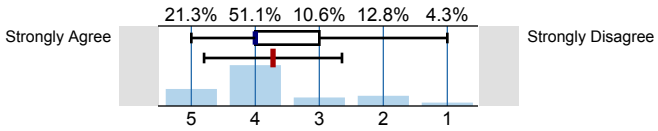
Question text



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

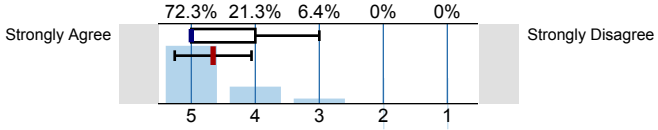
1. EMPLOYEE SATISFACTION

1.1) I feel safe from harm in my work environment.



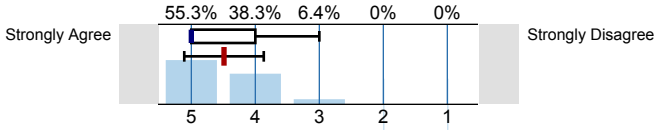
n=47
av.=3.72
md=4
dev.=1.08

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



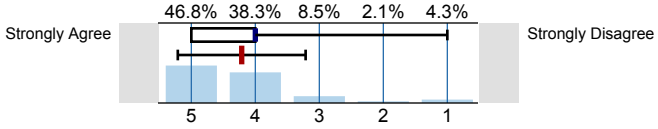
n=47
av.=4.66
md=5
dev.=0.6

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



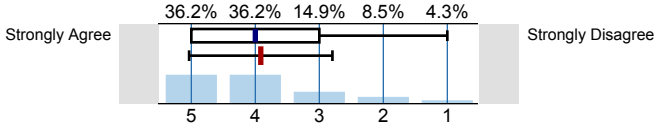
n=47
av.=4.49
md=5
dev.=0.62

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



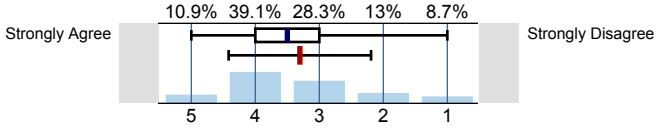
n=47
av.=4.21
md=4
dev.=1

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



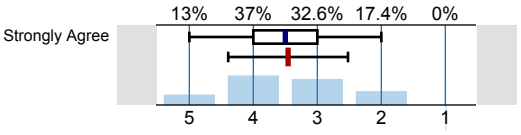
n=47
av.=3.91
md=4
dev.=1.12

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



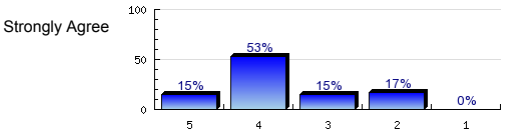
n=46
av.=3.3
md=3.5
dev.=1.11

1.7) Availability of classrooms is adequate to meet my needs



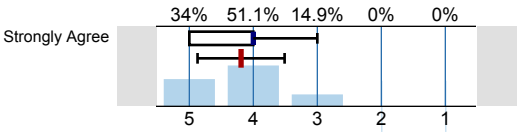
n=46
av.=3.46
md=3.5
dev.=0.94

1.8) Technology hardware, software, and training met my needs.



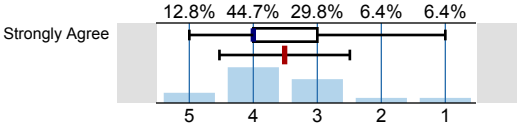
n=47
av.=3.66
md=4
dev.=0.94

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



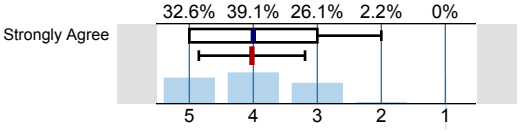
n=47
av.=4.19
md=4
dev.=0.68

1.10) Peer review assisted in improving my teaching effectiveness



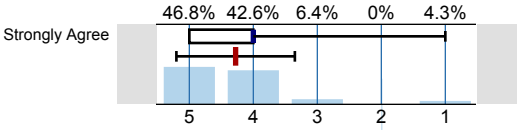
n=47
av.=3.51
md=4
dev.=1.02

1.11) My peers have current knowledge in the materials they teach



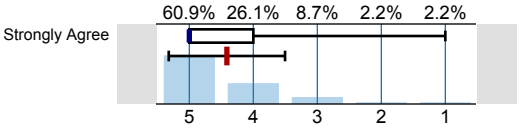
n=46
av.=4.02
md=4
dev.=0.83

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



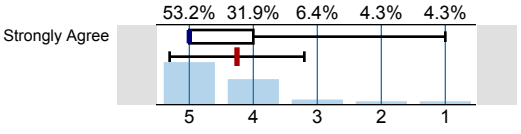
n=47
av.=4.28
md=4
dev.=0.93

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



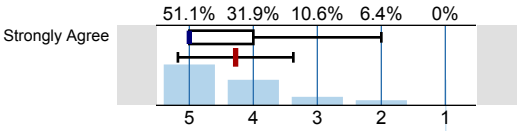
n=46
av.=4.41
md=5
dev.=0.91

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



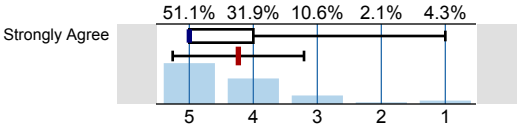
n=47
av.=4.26
md=5
dev.=1.05

1.15) My supervisor gives me constructive feedback regarding my work



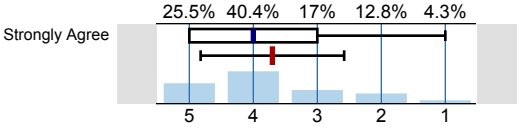
n=47
av.=4.28
md=5
dev.=0.9

1.16) My immediate supervisor has good leadership qualities



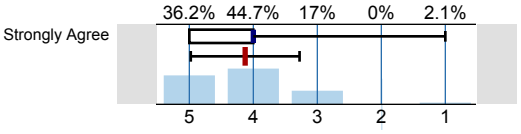
n=47
av.=4.23
md=5
dev.=1.03

1.17) The college has sufficient number of qualified employees



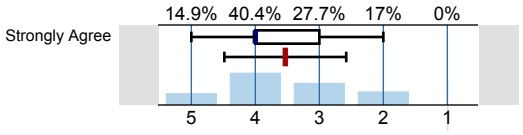
n=47
av.=3.7
md=4
dev.=1.12

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



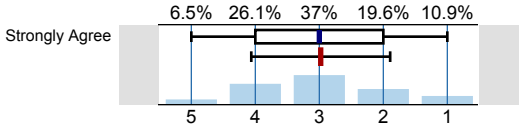
n=47
av.=4.13
md=4
dev.=0.85

1.19) The college provides opportunities for professional growth



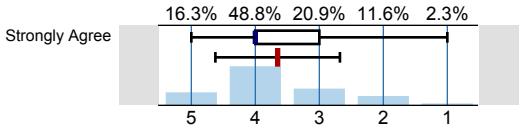
n=47
av.=3.53
md=4
dev.=0.95

1.20) College grounds and facilities are well maintained



n=46
av.=2.98
md=3
dev.=1.09

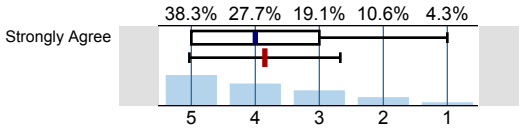
1.21) Our admissions requirement provides the college with qualified students



n=43
av.=3.65
md=4
dev.=0.97

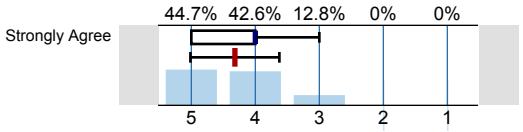
Please rate your satisfaction with the following:

1.22) Salary



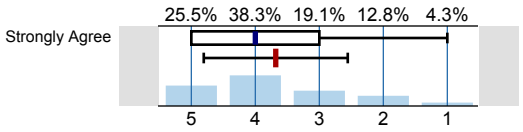
n=47
av.=3.85
md=4
dev.=1.18

1.23) Benefits



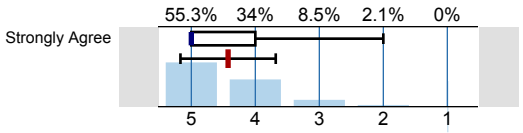
n=47
av.=4.32
md=4
dev.=0.69

1.24) Workload



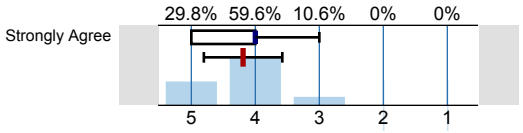
n=47
av.=3.68
md=4
dev.=1.12

1.25) Work Schedule



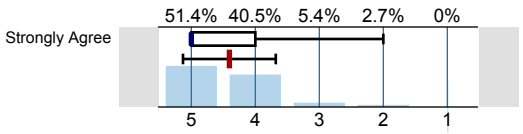
n=47
av.=4.43
md=5
dev.=0.74

1.26) Overall I am satisfied with my job



n=47
av.=4.19
md=4
dev.=0.61

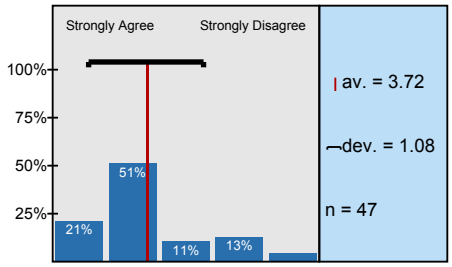
1.29) Students are provided with quality education



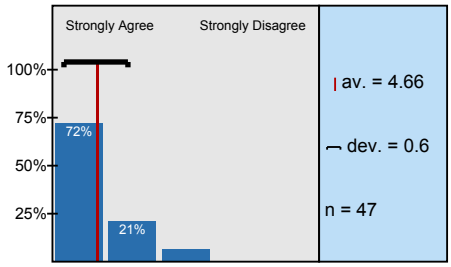
n=37
av.=4.41
md=5
dev.=0.72

Histogram for scaled questions

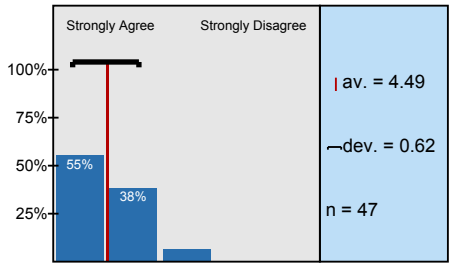
I feel safe from harm in my work environment.



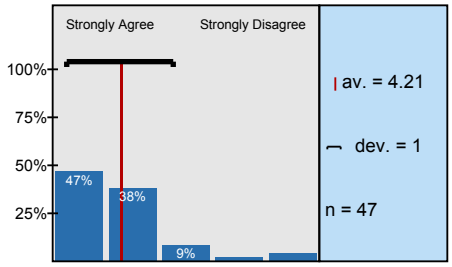
I uphold the values of the college and contribute to meeting its mission



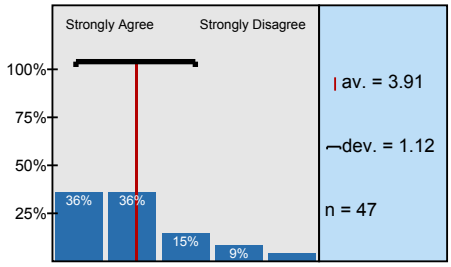
I have the necessary skills and training to perform my job



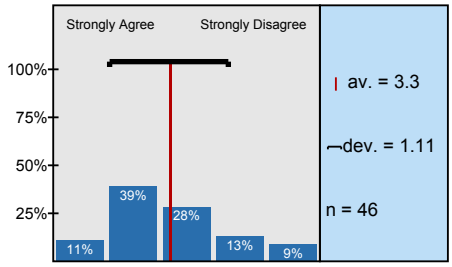
I get to share my ideas with others and participate in decision making through membership in committees



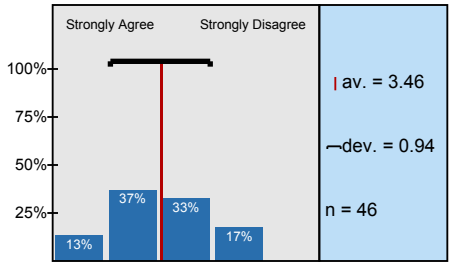
I have opportunities to give input in matters affecting the college



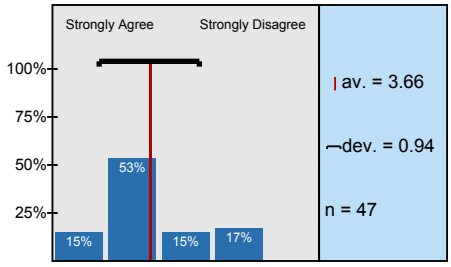
I can access supplies and equipment needed to adequately perform my duties



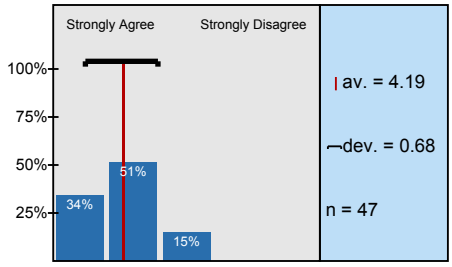
Availability of classrooms is adequate to meet my needs



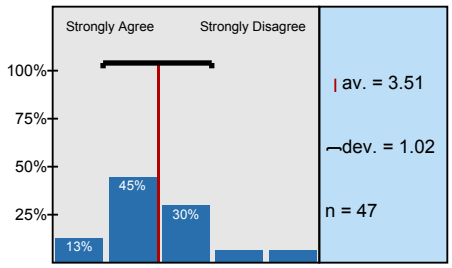
Technology hardware, software, and training met my needs.



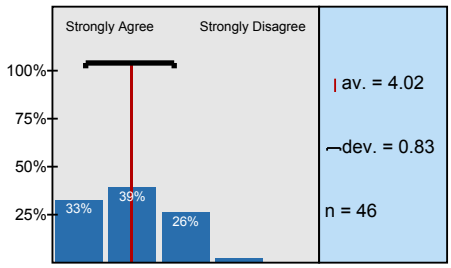
I was able to attain >75% of my annual goals



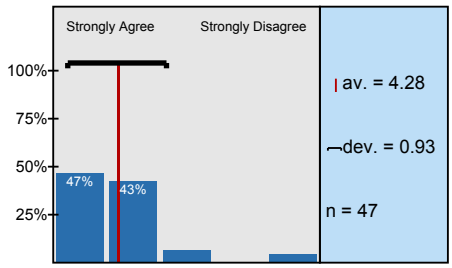
Peer review assisted in improving my teaching effectiveness



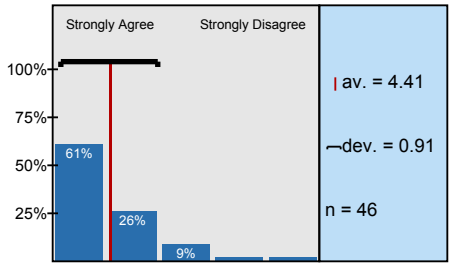
My peers have current knowledge in the materials they teach



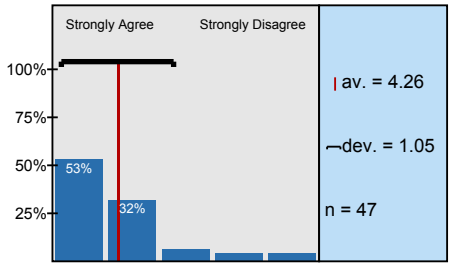
My assignment is in alignment with my qualifications, ability, and interest



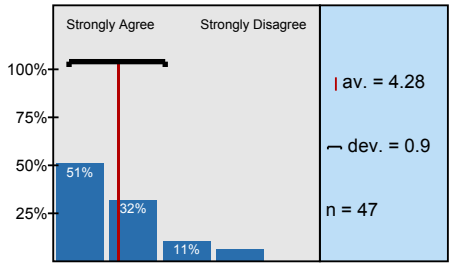
My job performance has been fairly evaluated within the last 12 months



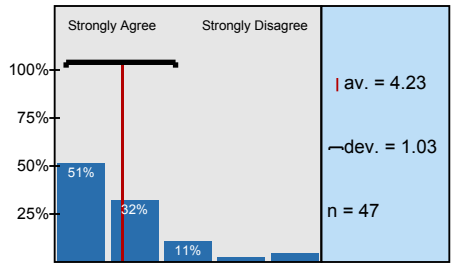
My supervisor keeps me updated regarding changes that will impact my assignments and responsibilities



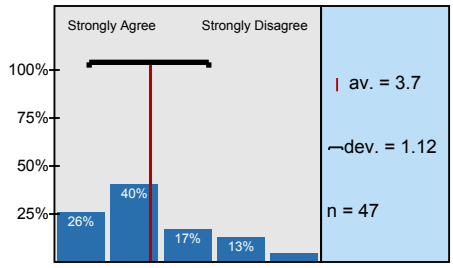
My supervisor gives me constructive feedback regarding my work



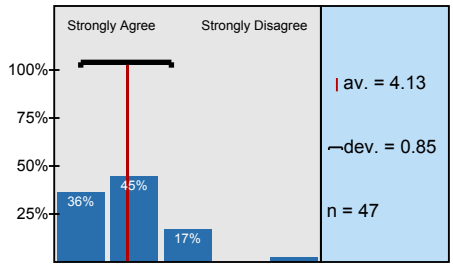
My immediate supervisor has good leadership qualities



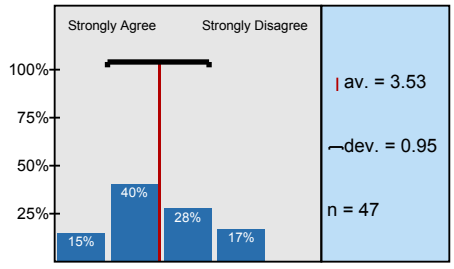
The college has sufficient number of qualified employees



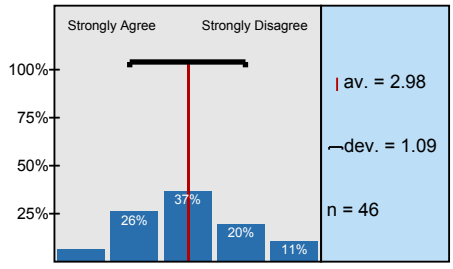
Team work is encouraged and practiced within my division and between divisions



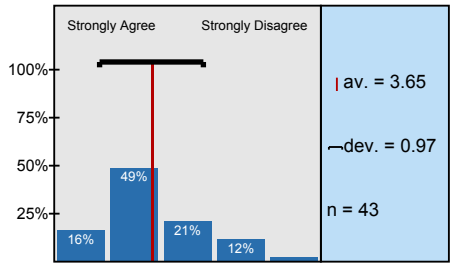
The college provides opportunities for professional growth



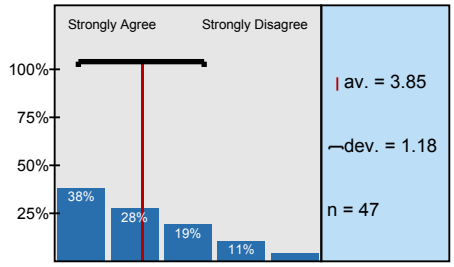
College grounds and facilities are well maintained



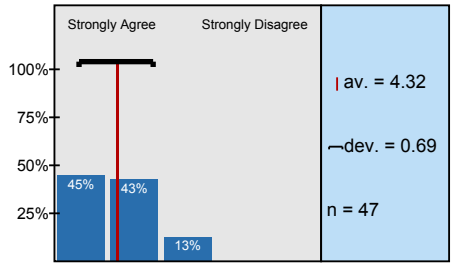
Our admissions requirement provides the college with qualified students



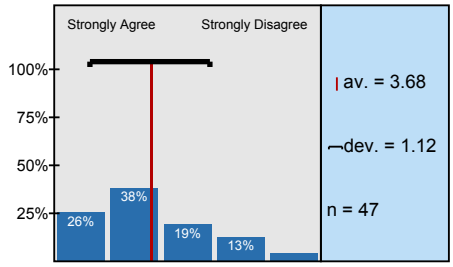
Salary



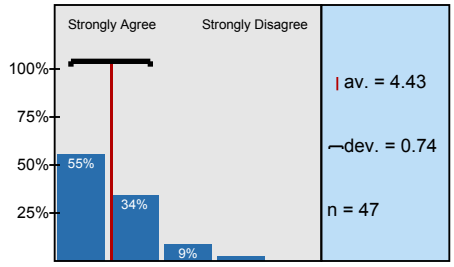
Benefits



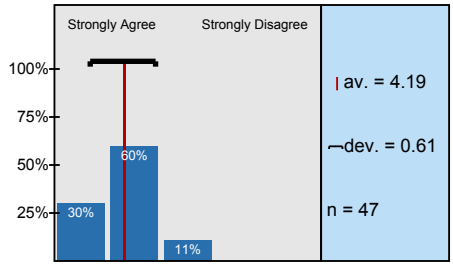
Workload



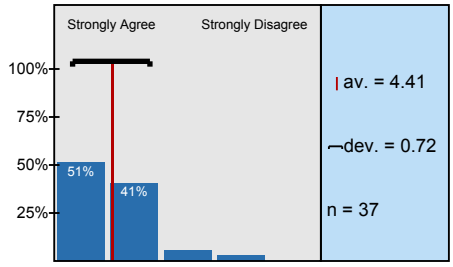
Work Schedule



Overall I am satisfied with my job

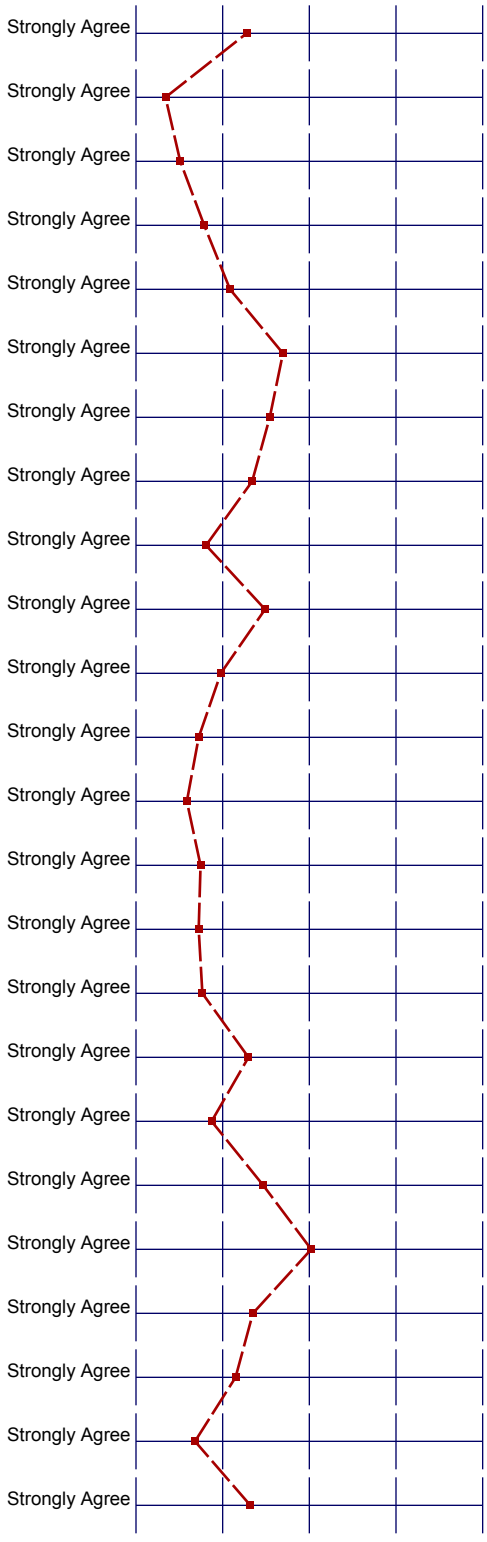


Students are provided with quality education



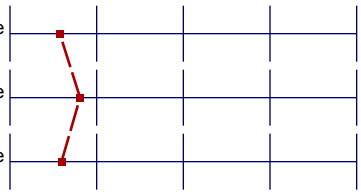
Profile

Subunit: College Effectiveness Evaluations
Name of the instructor: EMPLOYEE SURVEY
Name of the course: (Name of the survey) Employee Survey 2013-2014



1.1)	I feel safe from harm in my work environment.	Strongly Agree	Strongly Disagree	n=47 av.=3.72
1.2)	I uphold the values of the college and contribute to meeting its mission	Strongly Agree	Strongly Disagree	n=47 av.=4.66
1.3)	I have the necessary skills and training to perform my job	Strongly Agree	Strongly Disagree	n=47 av.=4.49
1.4)	I get to share my ideas with others and participate in decision making through membership in committees	Strongly Agree	Strongly Disagree	n=47 av.=4.21
1.5)	I have opportunities to give input in matters affecting the college	Strongly Agree	Strongly Disagree	n=47 av.=3.91
1.6)	I can access supplies and equipment needed to adequately perform my duties	Strongly Agree	Strongly Disagree	n=46 av.=3.3
1.7)	Availability of classrooms is adequate to meet my needs	Strongly Agree	Strongly Disagree	n=46 av.=3.46
1.8)	Technology hardware, software, and training met my needs.	Strongly Agree	Strongly Disagree	n=47 av.=3.66
1.9)	I was able to attain >75% of my annual goals	Strongly Agree	Strongly Disagree	n=47 av.=4.19
1.10)	Peer review assisted in improving my teaching effectiveness	Strongly Agree	Strongly Disagree	n=47 av.=3.51
1.11)	My peers have current knowledge in the materials they teach	Strongly Agree	Strongly Disagree	n=46 av.=4.02
1.12)	My assignment is in alignment with my qualifications, ability, and interest	Strongly Agree	Strongly Disagree	n=47 av.=4.28
1.13)	My job performance has been fairly evaluated within the last 12 months	Strongly Agree	Strongly Disagree	n=46 av.=4.41
1.14)	My supervisor keeps me updated regarding changes that will impact my assignments and responsibilities	Strongly Agree	Strongly Disagree	n=47 av.=4.26
1.15)	My supervisor gives me constructive feedback regarding my work	Strongly Agree	Strongly Disagree	n=47 av.=4.28
1.16)	My immediate supervisor has good leadership qualities	Strongly Agree	Strongly Disagree	n=47 av.=4.23
1.17)	The college has sufficient number of qualified employees	Strongly Agree	Strongly Disagree	n=47 av.=3.7
1.18)	Team work is encouraged and practiced within my division and between divisions	Strongly Agree	Strongly Disagree	n=47 av.=4.13
1.19)	The college provides opportunities for professional growth	Strongly Agree	Strongly Disagree	n=47 av.=3.53
1.20)	College grounds and facilities are well maintained	Strongly Agree	Strongly Disagree	n=46 av.=2.98
1.21)	Our admissions requirement provides the college with qualified students	Strongly Agree	Strongly Disagree	n=43 av.=3.65
1.22)	Salary	Strongly Agree	Strongly Disagree	n=47 av.=3.85
1.23)	Benefits	Strongly Agree	Strongly Disagree	n=47 av.=4.32
1.24)	Workload	Strongly Agree	Strongly Disagree	n=47 av.=3.68

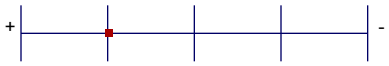
1.25) Work Schedule	Strongly Agree	Strongly Disagree	n=47 av.=4.43
1.26) Overall I am satisfied with my job	Strongly Agree	Strongly Disagree	n=47 av.=4.19
1.29) Students are provided with quality education	Strongly Agree	Strongly Disagree	n=37 av.=4.41



Profile

Subunit:	College Effectiveness Evaluations
Name of the instructor:	EMPLOYEE SURVEY
Name of the course: (Name of the survey)	Employee Survey 2013-2014

1. EMPLOYEE SATISFACTION



av.=3.98

Comments Report

1. EMPLOYEE SATISFACTION

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

- I did'nt think I would, but I actually like being able to have my handouts available for students to print out themselves. I know we are waiting for Visna, Lorraine and Mimmie to have access to upload the handouts themselves, but it needs to be done soon so we can be more consistent with having students print them out.
  Having the 2 rooms computer ready has been a great project and I thank all those who made it happen.
- All faculty and staff need access to MS Word training and to Excel if indicated
- Class given on more indepth use of MSWord and PP.
- Excel Training if possible.
- I would appreciate a scanner that works. I have many items that need to be scanned and I have to rely on someone else to scan for me. I was told one was on order but that was months ago.
- I would appreciate if we can have the computer classes re-instituded to incorporate the updates with Current programs i.e WINDOWS 8. I would also appreciate if we implement CANVAS, or Blackboard as a means to enhance our communication with the students. Lastly, I would like to see the development of the Simulation lab.
- It is hard for me to evaluate the admission requirements for the SON students since I do not work with them.
- It would be nice to have computer set-up and Wi-fi in all the classrooms we use. It would be nice to have a faculty member who can do animation. When working in the clinical area it would be nice to have keyless access to the med room, clean and dirty utility rooms and not waste time trying to find someone with a key or disturbing a nurse when she is pulling medications. It would also be nice to have a fund available for faculty to attend conferences and bring national speakers to the school or be allowed the opporutnity to host a conference to raise funds for the school. It would also be nice if the Meti-man scenarios could be expanded beyond GI and DKA. It would also be nice to have a fund to purchase supplies for Meti-man-change body parts, make sweat, blood, etc.
- LCD monitors mount in the main classrooms or purchase enough of them.
- LCD's mounted in most used classrooms.
- LCDs mounted in classrooms.
- No recommendations for hardware, software or training. That are perfect!.
- Please allow us to access the library at 0630 to set up computer and LCD before 0700 lectures. I am sure some arrangements can be made.
- There are a lot of mandatory classes but not enough time to complete them.
  We need county issued flash drives that work. Also, as instructors 4 GBs is not enough to be able to save quality lecture that have pictures and videos, all necessary to address a variety of learners (visual, auditory, etc.)
- Training for up to date educational educational tools is not available.
- purchase of new LCD equipment

1.28) Additional comments

- 1. Need more computers and LCD projectors.
  2. College looks third world... needs plants, etc to exterior
  3. poor heating/air.. either too hot or too cold
- Better working phone systems; improve plumbing (stopped up basins in employee bathroom; foul smelling in basement area; provide adequate paper for printers and copier (faculty has to buy own paper)
- Great job and getting better all the time. Faculty and staff have a very active voice and contribute to ongoing improvements within the constraints of the system. Interesting work; fun, caring, smart people; good hours; product we can be proud of.
- Have more instructors involved in the evaluation of lectures, handouts and materials. More involvement across semesters. Further evaluation or repetitive materials taught across all semesters and within a semester.
- Need a fair work load and fair work assignments for the faculty. Need strong and fair leadership. Do not change policies for convenience!!
- On going issues with temperature control in classrooms. Although there has been effort in trying to address these issues, they continue.

- So thankful we have functioning computers now, having computers in our busy classrooms are very helpful too (105, 122). Let's just keep trying to improve with the limitations we have! Thanks
- The extreme heat/cold and smell in the basement make it difficult and uncomfortable to work in (even though I know that CON admin is doing everything possible to fix this.
  The shortage of paper at times is frustrating
- We need better simulation manikins that both departments can use.

1.30) How can we make our students more successful?

- We need to be more patient with students and be available to them, but when we are, they take advantage. I try to make myself available, but then they are calling/texting me at night or weekends, which my family does not appreciate.
  I think we really are doing what we can to facilitate success, but it is up to the student, and today's student wants everything easy.
- Address recurrent student suggestions and feedback regarding instructors, courses and assignments at an administrative level.
- Continue to thoughtfully assess all possible factors contributing to success and failure and plan and pilot improvements accordingly
- Enhance a supportive environment for the student to grow and thrive, not to inculcate fear.
- Give to the students more special experiences.No changed
- I believe that each student has to be graded fairly according to their abilities and made aware of the areas that they require improvement it as opposed to being allowed to matriculate to the next semester. I believe that students are done a great injustice when they are passed when they are not meeting the minimal expectation.
- I really think we are doing above and beyond to make our students successful in my semester.
- I think there is way to much content and the content should be looked or the content restructed. I think pharmacology should be incorporated within the med surg lecture as opposed to 3 courses at 1 unit each providing three opportunites to fail. I also think that the role course should be restructured and should be more of a seminar style allowing for greater student interaction, updated videos and study aides. I also think that there would be other ways of assesssing students learning other than test in each of the semesters.
- I think we do need a better screening process. Some of our students are in need of mental health help. Nursing school is very difficult and as stressors increase, coping mechanisms decrease. These students are easily identified. As nurses and providers of health care it is hard to see students struggle with their own health issues. We need to admit the best candidates in a timely manner so they don't choose other programs and get our repuatation back to being one of the best schools out there. Its ok to be tough, but we need to be reasonable too.
- Improve the negative attitude of some faculty
- Increase hours of service in Library and skills lab.
- It starts in Admission. Pick students that are interested in the profession, not just letter grades.
- More instructors to be able to provide smaller clinical groups for SON and EDCOS.
  Better simulation manikins
  Ability to non expired manikin cleaning supplies
  Ability to get supplies to be able to use all manikins to fullest capability.
  More classrooms
- Provide a fair and supportive evaluation environment. Allow students to record all lectures with a signed disclaimer it can only be used in the semester recorded and in the SON. I do believe that some instructors do not want their lectures recorded as it may at times provide evidence of unclear or erroneous information provided to students. I've sat in classes and have experienced unclear and erroneous info given out.
- Some of the instructors have a personal vendetta against students. The students complain of the instructors talking down to them and embarrassing them in the clinical area. I believe some of the nursing instructors have lost their passion for teaching.
- They could have classrooms where the temperature is regulated to a comfortable level. Presently, they have to wear many layers of cloathing including gloves and hats in order to stay warm. This does not make for an ideal learning environment.
- We can make our students more successful if we remember our mission which is to provide a learner-centered environment. Too bad that even though our graduates feel ready to be a nurse they would comment that there was not much support in their last semester.
- When elauating students in their clinical courses it is imperative that the instructor ensure that the students have met their clinical objectives consistently/ independently (Not just one or two times with the assistance of the instructors.
- room temp! students cannot learn while wrapped in blankets to stay warm

1.31) What would you like to see changed?

- I would like to stop seeing so many negative comments from students on the Program Review Eval. Administration has to take the lead in breaking up some of the semesters who have instructors who really are NOT student-friendly. If this is not done, then we will keep on getting bad comments. I've heard very negative comments from instructors who are tired of their semester, but yet do not want to move to another semester. They should not be given this choice.
  I would love to see an improvement in the sewage and airconditioning/heater system. Currently, the classes in Admin Bldg are super hot and our offices in the basement are very cold.
  It seems that Administration has the attitude that faculty needs to be kept busy at all times. I don't appreciate the little comments I hear from Admin about this. I think we all have a full workload - more than other schools. A thank you every now and then would be nice.
  We really need to get a tutor. When students know that the tutor is the one who is writing the exam, then they want to know what is on the test and what should they concentrate on, and what should they not read. They can't ask this of an outside tutor who has no access to exams (as most schools have). Tutoring is quickly becoming frustrating.

- 1. Mentor for new instructors.
  2. Face Lift to campus grounds-It's being painted but does not improve overall appearance of exterior - Maybe Alumnai may be approached for committee work?

- A supportive environment in which students feel empowered to express their views and needs in a professional manner. Fear of retaliation removed. Students be taught how to provide constructive, not destructive, critism; and taught the difference between personal preference in receiving lectures/materials vs. shortcomigns of a lectures/materials. How offering solutions allows instructors to consider alternate methods not thought of prior.

- Administration to take action on some faculty that create a culture of bullying. I believe we are all professionnals and very competent in what we do and I am glad to be a part of this team. However, there are still a few of us who uses bullying tactics against the students. It has to stop to improve the morale of the College and enhance student learning.

- Courtyard

- Faculty who have been known by administration to have ongoing problems interacting with students and who have had problems with grammar/spelling/clarity in item writing need to be addressed directly by administration on an individual basis instead of addressing these issues with the entire faculty.

- Good leadership, fair assignments, fair workload, stop favoritism, LCD monitor mount in the main classroom, better library hours that meet the needs of the students and faculty, healthy environment, no more foul smelling.

- I would like to see a more secure atmosphere. I would also like to see the outside area made more desirable. I would like to see hot water in the ladies restroom.

- I would like to see faculty able to telecommute.
  I would like to see us follow the policies we work so hard on instead of select individuals not following the policies as written.

- I would like to see more instructors honsetly grade students in both departments so that they just pass students so they won't have deal with grievances, and or law suit problems.
  I would like to see the same concern for the instructors dealing problem students that we see for students that are not doing well.
  Also, if the EDCOS instructors have to help with WASC and writing reports then the SON instructors should have to help with things like DHS Competencies since they are affected by competencies as well.

- I would like to see where the student is given a standard competency at the beginning of the semester, and at the end of the semester. I would also like to increase the use of simulation in an effort to enhance student performance. I

- If the student evaluations are unsatisfactory regarding a particular instructor, there should be some action taken by the school towards that instructor. The students drop out of the term due to some of the instructor behaviors. They are afraid to say anything. This should change!

- No change

- Our image in the outside community that we are "condescending" and not supportive to students.

- Pharmacology incoporated into the med-surg lecture
  Longer lab and library hours
  Instructors lecturing in their area of expertise
  Quiet time for instructors where they aren't disturbed to work on lectures, write test questions, develope case studies, etc.
  The ability to access the computer from home and to work from home

- Qualified and available tutors.
  Adequate library staff to allow for coverage during all working hours.
  Temperature in classrooms.
  Recurrent poor evaluations and student feedback for faculty addressed.

- The college need to create a platform for students to voice their compliants so as to not use the course eval. Any course eval that states "we" shouold be automated disregarded. As each student have their own survey and should be able to evaluate the course according to their own experience, not the hearsay of other students. Comments on course evaluations should be limited to no more than 300 characters.
- We need more large classrooms
- We need to deal with our problems rather than pretending we don't have any. We need honest dialogue between semesters and staff. If some faculty do not wish to change and students are suffering then they need to be disciplined. These evaluations can not go on any longer. It is destroying our reputation and faculty morale.
- edcos removed from the college