









# Peru State College

## Strategic Plan Values Survey: Faculty and Staff





### 1 - 1. Which classification do you fall under?

| Response Option    | Weight | Frequency | Percent | Percent Responses   | Means |
|--------------------|--------|-----------|---------|---|-------|
| Administration     | (1)    | 9         | 12.5%   |  |       |
| Full-time Faculty  | (2)    | 25        | 34.72%  |  |       |
| Adjunct Faculty    | (3)    | 3         | 4.17%   |  |       |
| Staff              | (4)    | 35        | 48.61%  |  |       |
|                    |        |           |         | 0 25 50 75 100  |       |
| <b>Return Rate</b> |        |           |         |   |       |
| 72/229 (31.44%)    |        |           |         |   |       |

### 2 - 1. Which of our current values most informs our daily behavior, communication, decision making, and leadership at PSC now? Please select one.






| Response Option    | Weight | Frequency | Percent | Percent Responses  | Means |
|--------------------|--------|-----------|---------|--|-------|
| Engagement         | (1)    | 63        | 88.73%  |  |       |
| Inquiry            | (2)    | 4         | 5.63%   |   |       |
| Discovery          | (3)    | 2         | 2.82%   |   |       |
| Innovation         | (4)    | 2         | 2.82%   |   |       |
|                    |        |           |         | 0 25 50 75 100   |       |
| <b>Return Rate</b> |        |           |         |  |       |
| 71/229 (31%)       |        |           |         |  |       |

### 3 - 2. Which of our current values least informs our daily behavior, communication, decision making, and leadership at PSC now? Please select one.

| Response Option    | Weight | Frequency | Percent | Percent Responses   | Means |
|--------------------|--------|-----------|---------|---|-------|
| Engagement         | (1)    | 2         | 2.86%   |   |       |
| Inquiry            | (2)    | 6         | 8.57%   |  |       |
| Discovery          | (3)    | 22        | 31.43%  |  |       |
| Innovation         | (4)    | 40        | 57.14%  |  |       |
|                    |        |           |         | 0 25 50 75 100  |       |
| <b>Return Rate</b> |        |           |         |   |       |
| 70/229 (30.57%)    |        |           |         |   |       |






### 4 - 3. Please rate our values from one (1) to five (5) with five being the most useful in informing our work and one being the least useful:

#### Engagement

| Response Option    | Weight      | Frequency  | Percent | Percent Responses  | Means  |
|--------------------|-------------|------------|---------|--|--------|
| 5                  | (5)         | 54         | 73.97%  |  | 4.59   |
| 4                  | (4)         | 12         | 16.44%  |   |        |
| 3                  | (3)         | 4          | 5.48%   |   |        |
| 2                  | (2)         | 2          | 2.74%   |   |        |
| 1                  | (1)         | 1          | 1.37%   |   |        |
|                    |             |            |         | 0 25 50 75 100   | Course |
| <b>Return Rate</b> | <b>Mean</b> | <b>STD</b> |         |  |        |
| 73/229 (31.88%)    | 4.59        | 0.83       |         |  |        |

### 4 - 3. Please rate our values from one (1) to five (5) with five being the most useful in informing our work and one being the least useful:

#### Inquiry

| Response Option    | Weight      | Frequency  | Percent | Percent Responses   | Means  |
|--------------------|-------------|------------|---------|---|--------|
| 5                  | (5)         | 23         | 31.51%  |  | 4.03   |
| 4                  | (4)         | 32         | 43.84%  |  |        |
| 3                  | (3)         | 16         | 21.92%  |  |        |
| 2                  | (2)         | 1          | 1.37%   |  |        |
| 1                  | (1)         | 1          | 1.37%   |  |        |
|                    |             |            |         | 0 25 50 75 100  | Course |
| <b>Return Rate</b> | <b>Mean</b> | <b>STD</b> |         |   |        |
| 73/229 (31.88%)    | 4.03        | 0.85       |         |   |        |

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4 - 3. Please rate our values from one (1) to five (5) with five being the most useful in informing our work and one being the least useful:

#### Discovery

| Response Option | Weight | Frequency | Percent | Percent Responses      | Means  |
|-----------------|--------|-----------|---------|------------------------|--------|
| 5               | (5)    | 17        | 23.29%  | <div><div></div></div> | 3.51   |
| 4               | (4)    | 18        | 24.66%  | <div><div></div></div> |        |
| 3               | (3)    | 28        | 38.36%  | <div><div></div></div> |        |
| 2               | (2)    | 5         | 6.85%   | <div><div></div></div> |        |
| 1               | (1)    | 5         | 6.85%   | <div><div></div></div> |        |
|                 |        |           |         | 0 25 50 75 100         | Course |
| Return Rate     | Mean   | STD       |         |                        |        |
| 73/229 (31.88%) | 3.51   | 1.13      |         |                        |        |

4 - 3. Please rate our values from one (1) to five (5) with five being the most useful in informing our work and one being the least useful:

#### Innovation

| Response Option | Weight | Frequency | Percent | Percent Responses      | Means  |
|-----------------|--------|-----------|---------|------------------------|--------|
| 5               | (5)    | 17        | 23.61%  | <div><div></div></div> | 3.40   |
| 4               | (4)    | 21        | 29.17%  | <div><div></div></div> |        |
| 3               | (3)    | 11        | 15.28%  | <div><div></div></div> |        |
| 2               | (2)    | 20        | 27.78%  | <div><div></div></div> |        |
| 1               | (1)    | 3         | 4.17%   | <div><div></div></div> |        |
|                 |        |           |         | 0 25 50 75 100         | Course |
| Return Rate     | Mean   | STD       |         |                        |        |
| 72/229 (31.44%) | 3.40   | 1.24      |         |                        |        |

5 - 4. Do you believe new values need to be included in our next strategic plan to best guide the institution in the future?

| Response Option | Weight | Frequency | Percent | Percent Responses      | Means |
|-----------------|--------|-----------|---------|------------------------|-------|
| YES             | (1)    | 28        | 38.36%  | <div><div></div></div> |       |
| NO              | (2)    | 10        | 13.7%   | <div><div></div></div> |       |
| UNSURE          | (3)    | 35        | 47.95%  | <div><div></div></div> |       |
|                 |        |           |         | 0 25 50 75 100         |       |
| Return Rate     |        |           |         |                        |       |
| 73/229 (31.88%) |        |           |         |                        |       |

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#### 6 - Suggested Value 1: As we look to the future, what values, not included above, would better guide our institution? You may add any number of values or choose to leave this blank.

| Return Rate | 26/229 (11.35%) |
|-------------|-----------------|
|-------------|-----------------|

- Service excellence
- Integrity and Ethical Behavior
- Investing, Empowerment, Accountability, Relationships
- Commitment
- Personal Growth
- Applicability
- Excellence
- See below
- Service
- Student -Centric
- Persistence
- Community
- Diversity
- Affordable
- Inclusive
- Integrity
- service
- Inquiry
- Suggestion: Appreciation of diversity
- Collaborative
- Collaboration
- Virtue
- Diversity
- Connection
- Leadership
- Academic Excellence

#### 7 - Comments for suggested Value 1: (Specific value being commented on in bold)

| Return Rate | 17/229 (7.42%) |
|-------------|----------------|
|-------------|----------------|

- **Service excellence:** I believe that if we considered a focus on service excellence we could find better ways to deliver our services to students and to other people we serve.
- **Personal Growth:** We are committed to the student in a holistic view that includes health, wellness, ethical decision making, and personal responsibility.
- **Applicability:** Discover and innovate, those sound like the type of things a research institution should focus on. There is value there, but I find our best value is in practical and applicable. Network more with the community for organizational influences, work with certification programs to help give students a leg up on their resumes, things of that nature. Stop writing pointless, or limited value, research papers and start focusing on students and how to best assist them. No student has ever benefited from a journal article, only faculty. We are not here to advance our career as academics, we are here to serve our customers, students.
- **Excellence:** While this is within the strategic plan, perhaps it needs to also have more prominence as a value.
- Perhaps consider the classical -- Aristotelian - notion of cardinal virtues: Prudence, Temperance, Justice, and Courage. Higher education appears to have moved away from ethics. May not fit in the strategic plan, but somewhere!
- **See below:** I answered the questions above, but I can't really be certain that I understand their intent, i.e., the specific piece of information or opinion that they are trying to uncover. The questions are so broad and vague as to be essentially meaningless.
- **Service:** Service is an important part of our mission.
- **Student -Centric:** Without students we cannot complete our jobs. We need students to continue to stay open and lights on. Focusing our energy on the "right student, not any student" is the key. Providing the best customer service and trustworthy environment will help with retention. We all have to show we "care and are invested in all students!"
- **Persistence:** This value is reflected in the College's history, but also in our need to inspire our students to persist despite financial and other challenges they may face.
- **Community:** include elements leadership, integrity and accountability, respect, and collaboration across all roles: student, faculty, administration, staff, broader community
- **Inclusive:** We should have a value that acknowledges the growing diversity on our campus, in the state and in the country.
- **Integrity:** Integrity as a daily value would correct about half our institutional problems. Competency would correct the other half.
- **Inquiry:** Reflective practice
- **Suggestion...** : Diversity should be viewed in many ways including diversity of thought, perspective, experience, culture, race, ethnicity, national origin, religion, gender, age, and perhaps more.
- I am not sure what new values need to be included. However, I would hate to see valuable time a resources lost in trying to identify and define a new value at times like these on PSC campus.
- **Connection:** We need to express the need for connection between faculty, staff, students and industry.
- **Leadership:** We severely lack leadership at the cabinet level.

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#### 8 - Suggested Value 2:

**Return Rate** 17/229 (7.42%)

- Collaboration
- Social Responsibility
- More emphasis on Social Responsibility and Community
- Engagement
- Community
- Respect
- Service
- Inclusion
- Personal Growth
- Competency
- compassion
- Discovery
- Suggestion: Servant leadership
- Learning Community
- Futurism
- Integrity
- Educational Opportunity

#### 9 - Comments for suggested Value 2: (Specific value being commented on in bold)

**Return Rate** 10/229 (4.37%)

- **Collaboration:** I believe that we could operate more efficiently if we examined what we do with a new lens of service excellence and collaboration. Adopting a value of collaboration might also help reduce barriers to service excellence and support a stronger campus climate.
- **Engagement:** This is a core value, but students tell me professors are not engaged.
- **Community:** While engagement of our students and/or staff is important, do we need to really develop a more sense of "community," not only on campus, but in our surrounding areas.
- **Respect:** Respectful dialogue is a necessity to a strong democracy.
- **Service:** This follows from engagement, but suggests that we have strong need to serve our communities.
- **Competency:** Competency as a daily value would correct about half our institutional problems. Integrity would correct the other half.
- **Discovery:** Research, planning, collaboration
- **Suggestion: Servant leadership:** This might also be stated as service to others, to community, and/or to society.
- **Futurism:** We need express the College's forward look, it's regional progressiveness.
- **Integrity:** We need this, especially in the athletic department. They are an eyesore on this college.

#### 10 - Suggested Value 3:

**Return Rate** 9/229 (3.93%)

- Collaboration
- Inquiry and Discovery = Creative Expression
- Respect
- Development
- Inquiry, Discovery, and Innovation
- volunteerism
- Suggestion: Personal growth
- Service
- Integrity

#### 11 - Comments for suggested Value 3: (Specific value being commented on in bold)

**Return Rate** 6/229 (2.62%)

- **Collaboration:** I believe that engagement is too vague, and that collaboration is just one piece of it; I feel as though we need to be more specific and split the engagement into separate values
- **Respect:** Respect follows from our cultural enhancement plan.
- **Inquiry, Discovery, and Innovation:** These are good values to have, but they are too broad and that strategic plan has nothing to do with inquiry, discovery, or innovation. We should just have
- **Suggestion: Personal growth:** This would be applicable to the whole campus community including students, faculty, staff, and administration.
- **Service:** Engagement is very good expression for our work with the community - but it is even better for our work between faculty and students. I would like to add service to express that we do both well.
- **Integrity:** This would be a lofty value to shoot for considering everything that has occurred. Could assist in changing the culture for the better.

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12 - Suggested Value 4:

|  |               |
|--|---------------|
| Return Rate  | 3/229 (1.31%) |
| <ul style="list-style-type: none"><li>• Community</li><li>• Learning or Academics or something similar</li><li>• collaboration</li></ul> |               |

13 - Comments for suggested Value 4: (Specific value being commented on in bold)

|   |               |
|---|---------------|
| Return Rate   | 3/229 (1.31%) |
| <ul style="list-style-type: none"><li>• <b>Community</b>: Our students repeatedly say they chose Peru State because of the sense of community. We are also trying to create community through the cultural enhancement plan.</li><li>• <b>Learning or Academics or ...</b> : None of our current values actually imply that the most important value for Peru State COLLEGE should be that everything we do, we do to facilitate student learning.</li><li>• Part of our strategic plan should be determining whether or not the entire cabinet and administration, including Deans, should be removed and replaced with a new leadership team.</li></ul> |               |