Opening Day Evaluation
Fall 2011

September 26, 2011

Office of Strategy, Planning & Accountability
Minneapolis Community & Technical College
1501 Hennepin Ave
Minneapolis, MN 55403

Prepared by:
Jessica Shryack

Summary

A Fall 2011 Opening Day Evaluation Survey was sent out to the campus community via InsideMCTC on August 18, 2011; the survey was available until the first week in September. One hundred ninety-three employees responded of which 80 (42%) were staff, 87 (45%) were faculty and 26 (14%) were administrators or supervisors. Based on results from the survey, respondents tended to agree or strongly agree that the various components of the event successfully accomplished the goals of: increasing employees' sense of shared community, increasing understanding of the College's student success initiatives, increasing understanding that data is important in decision-making and increasing employees' sense of "change agency." In addition, respondents listed issues of importance for further discussion and identified the most and least useful aspects of the event. Highlights included:

- 66% agreed or strongly agreed that Dr. Verna Price's speech made them more aware of themselves as "campus change agents."
- 65% of respondents agreed or strongly agreed that Opening day increased their sense of shared campus community.
- 63% agreed or strongly agreed that Opening Day increased their understanding of the College's student success initiatives.
- 61% agreed or strongly agreed that Opening Day helped them understand the importance of data in decision-making.
- 56% of respondents stated they were "much more" or "somewhat more" satisfied with the Fall 2011 Opening Day event compared to prior Opening Day events; 17% stated they were "somewhat less" or were "much less" satisfied; the remainder were neither more nor less satisfied.
- Respondents tended to state that the most useful aspect of the event was Dr. Verna Price's presentation on culture change at MCTC.
- Respondents said one of the least useful aspects of the event included the length of the event and a possible over-emphasis on individual employee recognition.
- Respondents stated that important questions the College can raise in FY12 involve understanding how the College can increase success for all students, improve processes to reduce student frustration and evaluating campus initiatives to determine effects on student success.
- Responses to an open-ended survey item suggested that employees were generally satisfied with the quality of the Opening Day event, but wanted it to be both more organized and include optional or part-day attendance.
- Employees had a preference for future Opening day events to be held on Wednesdays in August.

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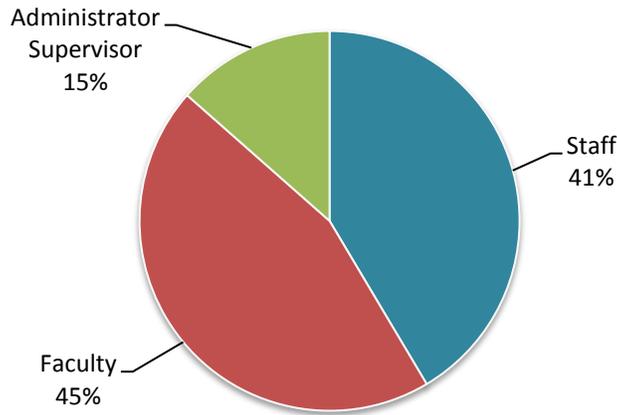Office of Strategy, Planning & Accountability
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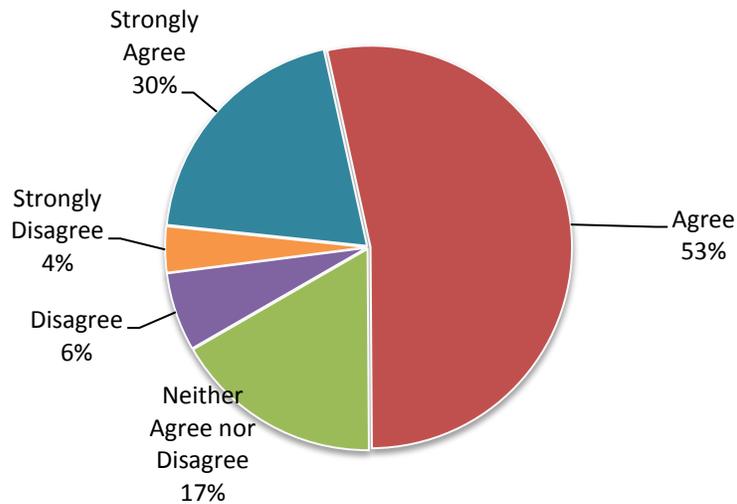
Quantitative Results

The following responses were obtained from 193 MCTC employees in August-September, 2011, based on their experiences at the MCTC Fall 2011 Opening Day event held on August 17, 2011.

Items to which employees responded are listed above each set of results.

Primary Employee Type

Administrator Supervisor 15%

Staff 41%

Faculty 45%

"Participating in Opening Day 2011 has increased my sense of a shared campus community."

Strongly Agree 30%

Strongly Disagree 4%

Agree 53%

Disagree 6%

Neither Agree nor Disagree 17%

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"Participating in Opening Day 2011 has increased my understanding of the College's student success initiatives."

Strongly Agree
20%

Strongly
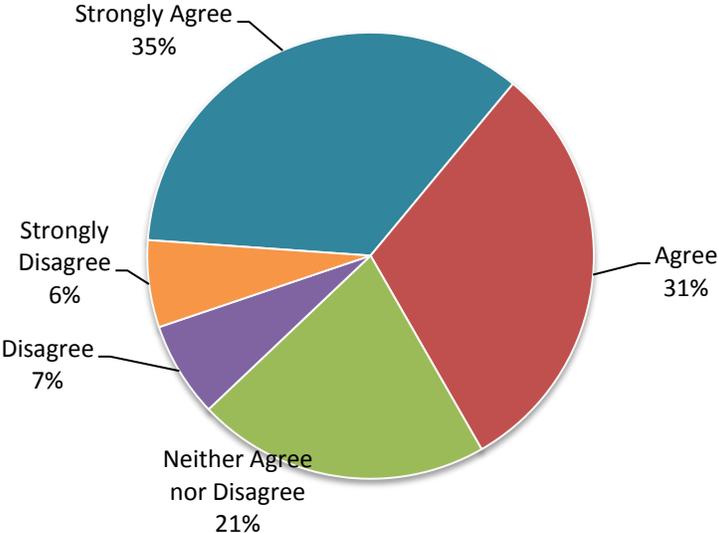Disagree
4%

Disagree
6%

Agree
53%

Neither Agree
nor Disagree
17%
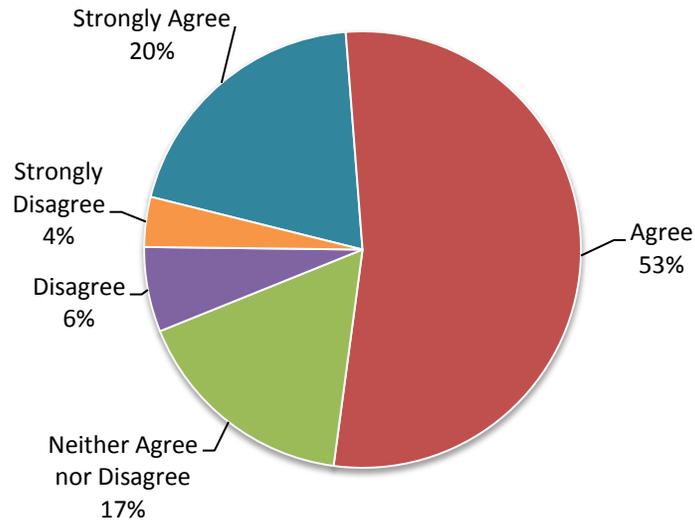
"Participating in Opening Day 2011 has helped me understand the importance of using data in decision-making."

Strongly Agree
13%

Strongly
Disagree
6%

Disagree
9%

Agree
48%

Neither Agree
nor Disagree
24%

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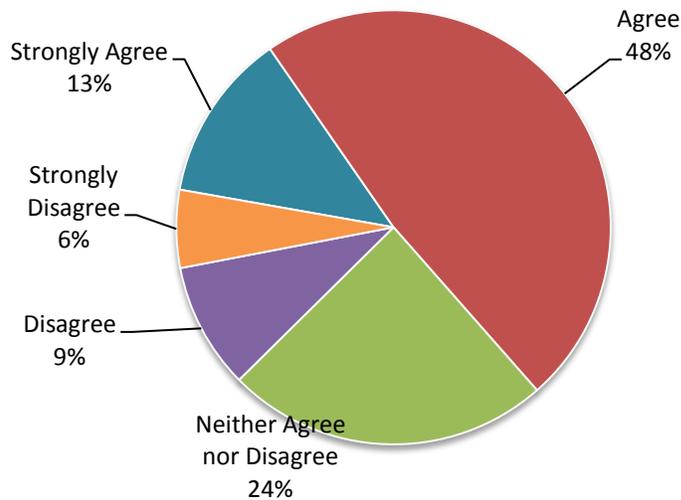
"Dr. Verna Price's presentation made me more aware of my role as a campus change agent."

Strongly Agree 35%
Agree 31%
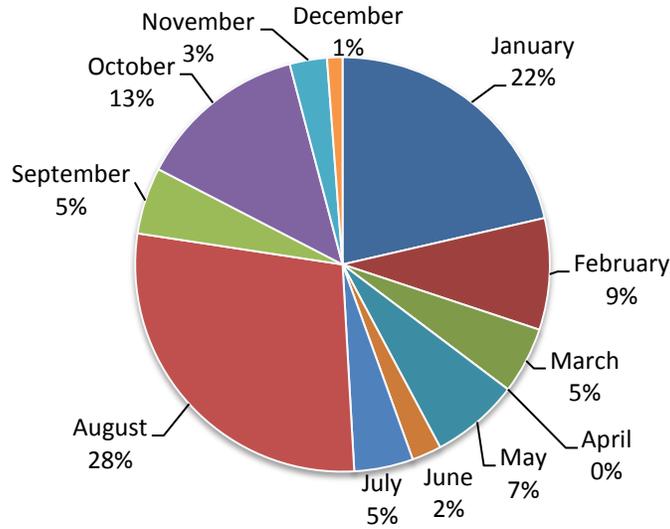Strongly Disagree 6%
Disagree 7%
Neither Agree nor Disagree 21%

"If you have attended at least one Opening Day event in the past, please rate your satisfaction with Opening Day 2011 compared to previous Opening Day(s)."
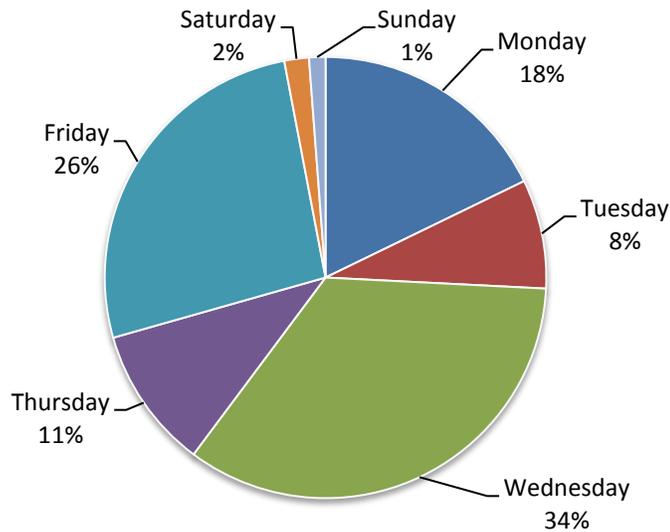

Much More Satisfied 27%
Somewhat More Satisfied 30%
Much Less Satisfied 2%
Less Satisfied 12%
Neither More Nor Less Satisfied 29%

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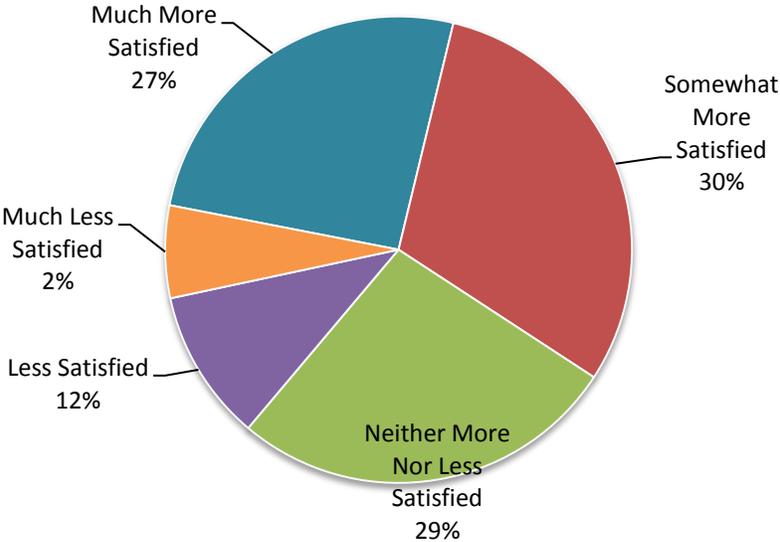
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"Ideally, as we continue the conversation about student success, I would like this kind of event to be held in:_____"

November 3% December 1% January 22%

October 13%

September 5%

August 28%

July 5%

June 2%

May 7%

April 0%

March 5%

February 9%

"Ideally, as we continue the conversation about student success, I would like this kind of event to be held on a:_____"

Saturday 2% Sunday 1% Monday 18%

Friday 26%

Thursday 11%

Wednesday 34%

Tuesday 8%

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Qualitative Results

Themes below were identified through analysis of between 70-150 responses for each item (number of responses varied by item). Themes identified in a preliminary analysis using all responses as the data pool were later validated and refined using a random selection of responses and cross-referencing them with the original analysis. Questions about qualitative analysis can be directed to the report author.

"Briefly describe one component of Opening Day 2011 that was MOST useful to your work at MCTC."

Themes: Usefulness of presentations by Dr. Price, presentation on data and becoming a change agent.
Quotes:
- I would say Dr. Verna Prince's presentation was the most useful since it was the most motivating portion of the day and helped with creating a sense of purpose and honesty for everyone in the room.
- Dr. Verna Price's talk was incredible. Her message of the need for owning our larger problems but also taking personal responsibility were important messages.
- Dr. Price's inspirational speech - taking positive action to help our students.
- Data presented by Vice President.
- I came away from the day with a much deeper understanding of my small part in the colleges effort to increase our grad rate.

"Briefly describe one component of Opening Day 2011 that was LEAST useful to your work at MCTC. "

Themes: Day was too long, too many congratulatory remarks.
Quotes:
- I thought it was a bit too congratulatory in the morning. Next year I think we should have people send in descriptions of accomplishments in advance, put them up on a slide or in a handout and just quickly list them or note them. Too much time was spent on that.
- Way too much time spent applauding! Too long a day! It was more of an endurance record.
- Taking a whole day during this time of the year. Hard to concentrate or really participate with being so busy.
- Frankly, it was just too long. It is difficult to sit for hours and listen to even very excellent speakers when part of you knows the time is ticking down to the beginning of the semester. I think a lot of things could be presented more succinctly leaving more time for practical time in which we can work on issues that directly impact what we will need to be doing in our classes the next week.

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"What is the most important question we can ask ourselves as a college community in the next year?"

Themes: How do we help ALL students succeed, individually and collectively? How do we help avoid student frustration by improving the way we work? Did what we do to improve help students?

Quotes:
- What can we do to help ensure success for ALL students?
- How can we improve services to our most vulnerable students?
- How can we find the most efficient and effective ways to help students meet [students'] goals?
- Are we making things convenient for us or are we working for the students, providing meaningful access and empowering them to be successful?
- How do we get staff, faculty and administration to speak with one voice with regard to policies and procedures, thus reducing frustration and increasing a feeling of good will for the entire campus community?
- Have we implemented any of our ideas and do they appear to be successful?

"If we have missed anything in this survey and you have more thoughts you would like to share, please provide your comments here. "

Themes: Success of the Opening Day event, need for added organization, event should be shorter.

Quotes:
- Great job planning a varied, useful, and inspiring program.
- Great work and effort, I particularly liked the staff and faculty togetherness, this should be a part of our future plans. Thanks to everyone for their contributions, the beginning of a FAMILY that is necessary to drive the student success numbers up - we must start with each of us.
- Thank you to the committee members who planned the day.
- Overall, on opening days we would be more successful if time were built into the scheduled for people to work in offices for at least half the time.