

## APPENDIX C: Complete Constellation Results

**TABLE 7a: Importance Means for All AQIP Constellation Statements**  
(listed in order of most to least important)

|     | Statement:(What is held in highest value/importance?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
| 43. | Technology is up-to-date and well-supported.  | 7.67 | 1.54    | 96.49         | 0.61         |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.48 | 1.56    | 96.49         | 0.61         |
| 80. | Enrollment processes effectively recruit and admit students.  | 7.31 | 1.93    | 95.32         | 3.68         |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 7.23 | 1.83    | 98.25         | 2.38         |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 7.23 | 1.73    | 96.49         | 0.61         |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 7.22 | 1.71    | 95.32         | 1.23         |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 7.16 | 1.97    | 95.91         | 3.66         |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 7.15 | 1.69    | 98.25         | 1.19         |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 7.15 | 1.78    | 96.49         | 1.21         |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 7.13 | 1.9     | 96.49         | 1.21         |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.                           | 7.13 | 1.87    | 96.49         | 0.61         |
| 77. | It is easy for those we serve to get their questions answered.  | 7.07 | 1.88    | 95.91         | 2.44         |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 7.06 | 1.82    | 98.83         | 1.77         |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.                              | 7.06 | 1.84    | 97.66         | 1.8          |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 7.05 | 1.94    | 97.66         | 2.4          |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 7.05 | 1.64    | 95.91         | 1.22         |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 7.05 | 1.75    | 96.49         | 1.21         |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.                                | 7.04 | 1.98    | 95.91         | 3.66         |
| 70. | Students have good access to faculty outside of scheduled classes.  | 7.02 | 2.08    | 94.74         | 4.32         |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.   | 7.01 | 2.06    | 95.91         | 4.27         |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 7.01 | 1.89    | 95.91         | 1.22         |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.  | 7    | 2.16    | 95.91         | 4.88         |
| 35. | Seward County CC's core values stress the centrality of learning.   | 6.99 | 1.93    | 95.91         | 3.05         |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 6.94 | 1.9     | 98.83         | 2.37         |
| 22. | Seward County CC measures how effectively it serves its students.   | 6.93 | 1.86    | 96.49         | 1.82         |

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|     | <b>Statement:(What is held in highest value/importance?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|--|-------------|----------------|----------------------|---------------------|
| 83. | Departments work effectively as teams.   | 6.87        | 2.12           | 94.74                | 2.47                |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.                               | 6.87        | 1.88           | 95.91                | 2.44                |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires. | 6.87        | 2.01           | 95.91                | 1.22                |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.                        | 6.86        | 1.83           | 97.66                | 2.4                 |
| 42. | Support services harmonize with SCCC's focus on education and learning.  | 6.86        | 1.96           | 95.91                | 3.05                |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.   | 6.83        | 2.02           | 94.74                | 3.7                 |
| 21. | Seward County CC responds rapidly to the changing needs of students.   | 6.82        | 1.96           | 96.49                | 1.82                |
| 14. | Seward County CC identifies specific targets for improving student learning.   | 6.82        | 1.71           | 97.66                | 1.2                 |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.           | 6.8         | 2.08           | 95.91                | 2.44                |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                               | 6.79        | 2.04           | 95.32                | 1.84                |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.                | 6.79        | 1.93           | 98.83                | 2.96                |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.                                      | 6.75        | 1.78           | 95.91                | 1.83                |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                    | 6.75        | 1.89           | 98.83                | 2.96                |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.   | 6.74        | 1.8            | 95.91                | 2.44                |
| 82. | Planning processes improve SCCC's effectiveness.   | 6.74        | 2.03           | 95.32                | 3.68                |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.                                       | 6.73        | 1.69           | 96.49                | 1.21                |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.                               | 6.72        | 1.93           | 96.49                | 1.21                |
| 44. | Budgeting processes ensure resources are effectively allocated.  | 6.7         | 2.49           | 95.91                | 7.93                |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.  | 6.68        | 2.04           | 96.49                | 3.03                |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.              | 6.68        | 2.16           | 95.91                | 3.66                |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                            | 6.67        | 1.95           | 95.32                | 1.23                |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.                              | 6.66        | 1.96           | 95.91                | 1.22                |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.  | 6.64        | 2.08           | 95.91                | 4.88                |
| 81. | Evaluations of SCCC are known and focus on improvement.  | 6.63        | 2.26           | 95.91                | 5.49                |
| 54. | Faculty and staff know the key measures of SCCC's success.   | 6.63        | 1.93           | 95.91                | 2.44                |
| 55. | Departments set specific targets for the goals they want to achieve.   | 6.62        | 2.12           | 95.91                | 4.27                |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.         | 6.62        | 1.94           | 95.91                | 3.05                |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.                 | 6.62        | 1.99           | 96.49                | 0.61                |

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|     | <b>Statement:(What is held in highest value/importance?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 23. | Measured student satisfaction with SCCC improves steadily.  | 6.6         | 2.14           | 95.91                | 4.27                |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 6.6         | 2.1            | 95.91                | 4.27                |
| 57. | Departments set specific targets for improving their work.  | 6.6         | 2.09           | 95.91                | 4.27                |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.   | 6.59        | 1.92           | 95.32                | 1.23                |
| 69. | The faculty and staff feel they are in a partnership with administrators.   | 6.56        | 2.12           | 95.32                | 2.45                |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.                     | 6.54        | 2.21           | 95.91                | 4.88                |
| 11. | Processes are in place to determine which new educational offerings to develop.   | 6.52        | 2.31           | 98.25                | 5.36                |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.               | 6.51        | 2.01           | 97.66                | 2.4                 |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.                        | 6.5         | 2.18           | 97.66                | 2.99                |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                 | 6.5         | 2.01           | 95.32                | 3.68                |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                       | 6.5         | 2.18           | 95.91                | 4.27                |
| 39. | Organizational and committee structures support good decision-making.   | 6.49        | 2.14           | 96.49                | 3.64                |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.  | 6.49        | 2.21           | 95.91                | 3.05                |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 6.43        | 1.97           | 97.08                | 1.81                |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 6.4         | 2.38           | 95.91                | 6.1                 |
| 59. | Seward County CC has processes to ensure it is innovative and agile.  | 6.36        | 2.41           | 95.32                | 6.75                |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 6.35        | 1.98           | 97.66                | 2.99                |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                      | 6.33        | 2.12           | 95.32                | 3.68                |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                     | 6.28        | 2.4            | 95.91                | 7.32                |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.                  | 6.27        | 2.2            | 96.49                | 5.45                |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                   | 6.22        | 2.16           | 95.91                | 3.05                |
| 24. | Seward County CC maintains strong relationships with former students.   | 6.2         | 2.26           | 95.91                | 3.66                |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.    | 6.19        | 2.08           | 97.08                | 3.01                |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.   | 6.17        | 2.3            | 96.49                | 6.06                |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 6.16        | 2.23           | 94.74                | 6.17                |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 6.14        | 2.34           | 96.49                | 5.45                |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 5.84        | 3.09           | 94.74                | 17.28               |

**TABLE 7b: Importance Means by Staff Type**  
(Listed in order of most to least important)

|     | Statement:(What is held in highest value/importance?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | Administrator   |      |         |               |              |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 8.33 | 0.87    | 100           | 0            |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 8.22 | 0.83    | 100           | 0            |
| 43. | Technology is up-to-date and well-supported.  | 8.22 | 0.83    | 100           | 0            |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 8    | 1.22    | 100           | 0            |
| 77. | It is easy for those we serve to get their questions answered.  | 8    | 1       | 100           | 0            |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 8    | 0.87    | 100           | 0            |
| 69. | The faculty and staff feel they are in a partnership with administrators.   | 7.89 | 1.17    | 100           | 0            |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.                           | 7.89 | 1.36    | 100           | 0            |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 7.89 | 0.78    | 100           | 0            |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 7.89 | 1.17    | 100           | 0            |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 7.78 | 1.09    | 100           | 0            |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.                              | 7.67 | 1.12    | 100           | 0            |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 7.67 | 1.12    | 100           | 0            |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.  | 7.67 | 1.32    | 100           | 0            |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.                            | 7.67 | 0.87    | 100           | 0            |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 7.67 | 1       | 100           | 0            |
| 70. | Students have good access to faculty outside of scheduled classes.  | 7.63 | 1.06    | 88.89         | 0            |
| 82. | Planning processes improve SCCC's effectiveness.  | 7.55 | 0.88    | 100           | 0            |
| 79. | Communication occurs effectively up, down, and across different units of the organization.  | 7.55 | 1.42    | 100           | 0            |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.   | 7.55 | 1.01    | 100           | 0            |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 7.55 | 1.24    | 100           | 0            |
| 57. | Departments set specific targets for improving their work.  | 7.55 | 1.01    | 100           | 0            |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.   | 7.55 | 1.01    | 100           | 0            |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.   | 7.55 | 0.88    | 100           | 0            |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 7.55 | 0.73    | 100           | 0            |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 7.55 | 0.73    | 100           | 0            |

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|     | <b>Statement:(What is held in highest value/importance?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones. | 7.55        | 1.24           | 100                  | 0                   |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.              | 7.55        | 1.33           | 100                  | 0                   |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 7.5         | 0.93           | 88.89                | 0                   |
| 83. | Departments work effectively as teams.  | 7.5         | 1.07           | 88.89                | 0                   |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.  | 7.44        | 1.67           | 100                  | 0                   |
| 80. | Enrollment processes effectively recruit and admit students.  | 7.44        | 1.13           | 100                  | 0                   |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.                                     | 7.44        | 0.88           | 100                  | 0                   |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.  | 7.44        | 1.01           | 100                  | 0                   |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.                            | 7.44        | 1.42           | 100                  | 0                   |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 7.44        | 1.33           | 100                  | 0                   |
| 22. | Seward County CC measures how effectively it serves its students.   | 7.33        | 1              | 100                  | 0                   |
| 35. | Seward County CC's core values stress the centrality of learning.   | 7.33        | 1              | 100                  | 0                   |
| 39. | Organizational and committee structures support good decision-making.   | 7.33        | 0.87           | 100                  | 0                   |
| 21. | Seward County CC responds rapidly to the changing needs of students.  | 7.33        | 1.5            | 100                  | 0                   |
| 11. | Processes are in place to determine which new educational offerings to develop.                                       | 7.33        | 1.58           | 100                  | 0                   |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.     | 7.33        | 0.71           | 100                  | 0                   |
| 24. | Seward County CC maintains strong relationships with former students.   | 7.25        | 1.49           | 88.89                | 0                   |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 7.25        | 1.03           | 88.89                | 0                   |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 7.22        | 1.09           | 100                  | 0                   |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                       | 7.22        | 1.2            | 100                  | 0                   |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 7.22        | 1.2            | 100                  | 0                   |
| 42. | Support services harmonize with SCCC's focus on education and learning.   | 7.22        | 1.09           | 100                  | 0                   |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.                           | 7.22        | 0.97           | 100                  | 0                   |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.                               | 7.22        | 1.48           | 100                  | 0                   |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.          | 7.11        | 1.27           | 100                  | 0                   |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.                                    | 7.11        | 1.17           | 100                  | 0                   |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.       | 7.11        | 1.54           | 100                  | 0                   |
| 19. | The results of SCCC's non-educational work strengthen the overall   | 7.11        | 1.45           | 100                  | 0                   |

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|     | Statement:(What is held in highest value/importance?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | institution.  |      |         |               |              |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                                       | 7.11 | 0.93    | 100           | 0            |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.                      | 7.11 | 1.54    | 100           | 0            |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                 | 7.11 | 0.93    | 100           | 0            |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                       | 7    | 1.41    | 100           | 0            |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 7    | 1.32    | 100           | 0            |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                   | 7    | 1.12    | 100           | 0            |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.                    | 7    | 0.87    | 100           | 0            |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 7    | 1.8     | 100           | 0            |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                      | 7    | 1.22    | 100           | 0            |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.  | 7    | 1.12    | 100           | 0            |
| 81. | Evaluations of SCCC are known and focus on improvement.   | 7    | 1.22    | 100           | 0            |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 7    | 1       | 100           | 0            |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 7    | 1.12    | 100           | 0            |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                               | 7    | 1.12    | 100           | 0            |
| 55. | Departments set specific targets for the goals they want to achieve.  | 6.89 | 1.54    | 100           | 0            |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.                           | 6.89 | 1.17    | 100           | 0            |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 6.89 | 1.27    | 100           | 0            |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 6.88 | 1.25    | 88.89         | 0            |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 6.78 | 1.71    | 100           | 0            |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.    | 6.78 | 1.48    | 100           | 0            |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.  | 6.78 | 0.97    | 100           | 0            |
| 59. | Seward County CC has processes to ensure it is innovative and agile.  | 6.78 | 1.2     | 100           | 0            |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.   | 6.78 | 1.71    | 100           | 0            |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.                  | 6.78 | 1.3     | 100           | 0            |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.   | 6.55 | 1.33    | 100           | 0            |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 6.11 | 2.76    | 100           | 11.11        |
|     |   |      |         |               |              |
|     |   |      |         |               |              |

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|     | Statement:(What is held in highest value/importance?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | Faculty   |      |         |               |              |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.61 | 1.34    | 96.55         | 0            |
| 70. | Students have good access to faculty outside of scheduled classes.  | 7.54 | 1.4     | 94.83         | 0            |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 7.49 | 1.35    | 94.83         | 0            |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 7.38 | 1.41    | 98.28         | 0            |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 7.34 | 1.6     | 96.55         | 0            |
| 43. | Technology is up-to-date and well-supported.  | 7.34 | 1.75    | 96.55         | 0            |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 7.31 | 1.7     | 94.83         | 0            |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.  | 7.31 | 1.51    | 94.83         | 0            |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.                           | 7.27 | 1.69    | 96.55         | 0            |
| 80. | Enrollment processes effectively recruit and admit students.  | 7.25 | 1.54    | 94.83         | 0            |
| 77. | It is easy for those we serve to get their questions answered.  | 7.2  | 1.46    | 94.83         | 0            |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 7.2  | 1.5     | 94.83         | 0            |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 7.16 | 1.48    | 98.28         | 0            |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 7.14 | 1.59    | 98.28         | 0            |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 7.13 | 1.86    | 96.55         | 0            |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.                              | 7.12 | 1.62    | 98.28         | 0            |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 7.11 | 1.47    | 94.83         | 0            |
| 22. | Seward County CC measures how effectively it serves its students.   | 7.11 | 1.48    | 96.55         | 0            |
| 35. | Seward County CC's core values stress the centrality of learning.   | 7.09 | 1.76    | 94.83         | 1.82         |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.                                | 7.09 | 1.68    | 94.83         | 1.82         |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.  | 7.07 | 1.41    | 94.83         | 0            |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 7.04 | 1.38    | 98.28         | 0            |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 7.04 | 1.61    | 96.55         | 0            |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 7.02 | 1.81    | 96.55         | 0            |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 7.02 | 1.52    | 98.28         | 0            |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 7.02 | 1.74    | 94.83         | 0            |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.   | 7    | 1.78    | 94.83         | 1.82         |
| 21. | Seward County CC responds rapidly to the changing needs of students.  | 7    | 1.55    | 96.55         | 0            |

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|     | <b>Statement:(What is held in highest value/importance?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.      | 6.93        | 1.89           | 94.83                | 1.82                |
| 55. | Departments set specific targets for the goals they want to achieve.  | 6.91        | 1.61           | 94.83                | 0                   |
| 83. | Departments work effectively as teams.  | 6.89        | 2.14           | 94.83                | 1.82                |
| 82. | Planning processes improve SCCC's effectiveness.  | 6.89        | 1.49           | 94.83                | 0                   |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.                                    | 6.89        | 1.65           | 98.28                | 0                   |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 6.89        | 1.44           | 98.28                | 0                   |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.             | 6.89        | 1.48           | 98.28                | 0                   |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.        | 6.88        | 1.71           | 96.55                | 0                   |
| 42. | Support services harmonize with SCCC's focus on education and learning.   | 6.84        | 1.8            | 94.83                | 1.82                |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.                          | 6.84        | 1.73           | 94.83                | 1.82                |
| 57. | Departments set specific targets for improving their work.  | 6.84        | 1.72           | 94.83                | 0                   |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 6.84        | 1.63           | 94.83                | 0                   |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.                                   | 6.82        | 1.43           | 94.83                | 0                   |
| 81. | Evaluations of SCCC are known and focus on improvement.   | 6.82        | 1.91           | 94.83                | 1.82                |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                            | 6.82        | 1.9            | 94.83                | 1.82                |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.                            | 6.8         | 1.88           | 96.55                | 0                   |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.                            | 6.8         | 1.6            | 94.83                | 0                   |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                 | 6.77        | 1.55           | 98.28                | 0                   |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 6.76        | 2.18           | 94.83                | 3.64                |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.                                     | 6.73        | 1.43           | 94.83                | 0                   |
| 11. | Processes are in place to determine which new educational offerings to develop.                                       | 6.72        | 1.99           | 98.28                | 1.75                |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.       | 6.71        | 1.66           | 94.83                | 0                   |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 6.71        | 1.85           | 96.55                | 1.79                |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.           | 6.69        | 1.77           | 94.83                | 0                   |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.                                    | 6.63        | 1.48           | 96.55                | 0                   |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 6.63        | 1.69           | 96.55                | 0                   |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones. | 6.63        | 1.89           | 98.28                | 1.75                |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.                               | 6.62        | 1.66           | 94.83                | 0                   |
| 74. | Seward County CC supports civic, social, and/or environmental   | 6.6         | 1.9            | 94.83                | 1.82                |

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|     | Statement:(What is held in highest value/importance?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | issues in the area it serves.   |      |         |               |              |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.            | 6.59 | 2.15    | 96.55         | 0            |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.                        | 6.53 | 1.99    | 98.28         | 1.75         |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                 | 6.47 | 1.91    | 94.83         | 1.82         |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.  | 6.42 | 2.23    | 94.83         | 1.82         |
| 39. | Organizational and committee structures support good decision-making.   | 6.39 | 1.96    | 96.55         | 1.79         |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.   | 6.39 | 1.92    | 96.55         | 1.79         |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                                       | 6.37 | 1.83    | 93.1          | 0            |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.                            | 6.34 | 1.95    | 96.55         | 0            |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 6.33 | 1.82    | 94.83         | 1.82         |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 6.27 | 1.78    | 96.55         | 0            |
| 59. | Seward County CC has processes to ensure it is innovative and agile.  | 6.27 | 2.05    | 94.83         | 3.64         |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.                  | 6.25 | 1.95    | 96.55         | 3.57         |
| 69. | The faculty and staff feel they are in a partnership with administrators.   | 6.24 | 2.06    | 93.1          | 1.85         |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 6.2  | 2.5     | 94.83         | 7.27         |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                      | 6.2  | 1.98    | 94.83         | 1.82         |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 6.16 | 2.69    | 94.83         | 10.91        |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 6.16 | 1.79    | 98.28         | 1.75         |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 6.13 | 2.06    | 96.55         | 3.57         |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                       | 6.13 | 2.34    | 94.83         | 5.45         |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                     | 6.13 | 2.29    | 94.83         | 5.45         |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.    | 6.11 | 1.74    | 96.55         | 0            |
| 24. | Seward County CC maintains strong relationships with former students.   | 6    | 2.37    | 96.55         | 1.79         |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                   | 5.66 | 2.38    | 96.55         | 5.36         |
|     |   |      |         |               |              |
|     |   |      |         |               |              |
|     | Hourly Staff  |      |         |               |              |
| 43. | Technology is up-to-date and well-supported.  | 7.76 | 1.56    | 97.92         | 2.13         |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before            | 7.4  | 1.73    | 97.92         | 2.13         |

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|     | Statement:(What is held in highest value/importance?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | awarding them credentials.  |      |         |               |              |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.         | 7.34 | 1.71    | 97.92         | 2.13         |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.                               | 7.3  | 1.77    | 97.92         | 2.13         |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.                                   | 7.25 | 1.85    | 97.92         | 2.13         |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.    | 7.21 | 1.83    | 97.92         | 2.13         |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.21 | 1.85    | 97.92         | 2.13         |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.                 | 7.17 | 2.02    | 97.92         | 4.25         |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.                         | 7.14 | 1.86    | 100           | 2.08         |
| 80. | Enrollment processes effectively recruit and admit students.  | 7.13 | 2.47    | 97.92         | 8.51         |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 7.07 | 2.18    | 95.83         | 4.35         |
| 83. | Departments work effectively as teams.  | 7.06 | 2.09    | 97.92         | 2.13         |
| 35. | Seward County CC's core values stress the centrality of learning.   | 7.06 | 2.02    | 97.92         | 4.25         |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 7.02 | 1.88    | 97.92         | 2.13         |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 7    | 2.13    | 100           | 4.17         |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.                 | 7    | 2.07    | 100           | 4.17         |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                             | 6.98 | 1.84    | 97.92         | 2.13         |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.                                 | 6.96 | 1.91    | 97.92         | 2.13         |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 6.96 | 1.78    | 97.92         | 2.13         |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.                                    | 6.96 | 2.32    | 97.92         | 6.38         |
| 22. | Seward County CC measures how effectively it serves its students.   | 6.94 | 2.13    | 97.92         | 2.13         |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.      | 6.94 | 1.7     | 97.92         | 2.13         |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.      | 6.91 | 2.27    | 97.92         | 6.38         |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 6.91 | 1.84    | 97.92         | 2.13         |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values. | 6.89 | 2.14    | 97.92         | 2.13         |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.                                | 6.87 | 2.17    | 97.92         | 4.25         |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                     | 6.85 | 2.07    | 100           | 4.17         |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.                                      | 6.81 | 2.08    | 97.92         | 2.13         |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.                               | 6.81 | 2.03    | 97.92         | 2.13         |
| 77. | It is easy for those we serve to get their questions answered.  | 6.79 | 2.26    | 97.92         | 6.38         |

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|     | <b>Statement:(What is held in highest value/importance?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|--|-------------|----------------|----------------------|---------------------|
| 79. | Communication occurs effectively up, down, and across different units of the organization.                               | 6.78        | 2.02           | 95.83                | 2.17                |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.                                 | 6.76        | 2.53           | 97.92                | 8.51                |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.                                  | 6.74        | 2.07           | 95.83                | 4.35                |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.           | 6.74        | 2.38           | 95.83                | 4.35                |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.   | 6.72        | 2.35           | 97.92                | 6.38                |
| 21. | Seward County CC responds rapidly to the changing needs of students.   | 6.72        | 2.15           | 97.92                | 2.13                |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.                                       | 6.7         | 1.75           | 97.92                | 2.13                |
| 42. | Support services harmonize with SCCC's focus on education and learning.  | 6.7         | 2.48           | 97.92                | 8.51                |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.     | 6.66        | 2.38           | 97.92                | 6.38                |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.                 | 6.66        | 1.84           | 97.92                | 0                   |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                        | 6.64        | 2.04           | 97.92                | 2.13                |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                            | 6.64        | 2.16           | 97.92                | 2.13                |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.                                       | 6.62        | 2.21           | 97.92                | 4.25                |
| 69. | The faculty and staff feel they are in a partnership with administrators.  | 6.62        | 2              | 97.92                | 2.13                |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.                                      | 6.62        | 2.14           | 97.92                | 4.25                |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires. | 6.61        | 2.36           | 95.83                | 4.35                |
| 81. | Evaluations of SCCC are known and focus on improvement.  | 6.59        | 2.46           | 97.92                | 8.51                |
| 82. | Planning processes improve SCCC's effectiveness.   | 6.59        | 2.39           | 97.92                | 6.38                |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.  | 6.57        | 2.53           | 97.92                | 8.51                |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.                        | 6.57        | 2.05           | 97.92                | 4.25                |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.    | 6.55        | 2.14           | 97.92                | 4.25                |
| 23. | Measured student satisfaction with SCCC improves steadily.   | 6.53        | 2.57           | 97.92                | 8.51                |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.   | 6.51        | 1.85           | 97.92                | 4.25                |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.              | 6.49        | 2.61           | 97.92                | 8.51                |
| 55. | Departments set specific targets for the goals they want to achieve.   | 6.47        | 2.39           | 97.92                | 8.51                |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.   | 6.47        | 1.95           | 97.92                | 2.13                |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.  | 6.45        | 2.29           | 97.92                | 6.38                |
| 70. | Students have good access to faculty outside of scheduled classes.   | 6.43        | 2.71           | 95.83                | 10.87               |

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|     | <b>Statement:(What is held in highest value/importance?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.    | 6.42        | 2.29           | 97.92                | 6.38                |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 6.42        | 1.96           | 97.92                | 4.25                |
| 39. | Organizational and committee structures support good decision-making.   | 6.4         | 2.28           | 97.92                | 4.25                |
| 57. | Departments set specific targets for improving their work.  | 6.4         | 2.27           | 97.92                | 6.38                |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.  | 6.36        | 2.1            | 97.92                | 4.25                |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                 | 6.34        | 2.3            | 97.92                | 6.38                |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                     | 6.34        | 2.7            | 97.92                | 10.64               |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 6.32        | 2.25           | 97.92                | 6.38                |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 6.28        | 3.09           | 97.92                | 14.89               |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.                    | 6.28        | 2.23           | 97.92                | 6.38                |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.                        | 6.25        | 2.57           | 97.92                | 6.38                |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 6.25        | 2.56           | 97.92                | 8.51                |
| 11. | Processes are in place to determine which new educational offerings to develop.   | 6.23        | 2.63           | 97.92                | 10.64               |
| 59. | Seward County CC has processes to ensure it is innovative and agile.  | 6.23        | 2.92           | 97.92                | 12.77               |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.                     | 6.23        | 2.68           | 97.92                | 10.64               |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.                  | 6.21        | 2.4            | 97.92                | 6.38                |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                      | 6.19        | 2.56           | 97.92                | 8.51                |
| 24. | Seward County CC maintains strong relationships with former students.   | 6.17        | 2.29           | 97.92                | 6.38                |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 5.96        | 2.75           | 97.92                | 8.51                |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.   | 5.94        | 2.68           | 97.92                | 10.64               |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 5.89        | 2.56           | 97.92                | 10.64               |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 5.13        | 3.49           | 97.92                | 27.66               |
|     |   |             |                |                      |                     |
|     |   |             |                |                      |                     |
|     | <b>Part-time faculty/staff</b>  |             |                |                      |                     |
| 43. | Technology is up-to-date and well-supported.  | 7.81        | 1.33           | 94.12                | 0                   |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.75        | 1.18           | 94.12                | 0                   |
| 55. | Departments set specific targets for the goals they want to achieve.  | 7.63        | 1.15           | 94.12                | 0                   |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 7.63        | 1.54           | 94.12                | 0                   |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.           | 7.63        | 1.26           | 94.12                | 0                   |

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|     | <b>Statement:(What is held in highest value/importance?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 7.5         | 2.22           | 94.12                | 6.25                |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.                            | 7.44        | 1.03           | 94.12                | 0                   |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 7.31        | 1.45           | 94.12                | 0                   |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 7.31        | 1.78           | 94.12                | 0                   |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 7.31        | 1.08           | 94.12                | 0                   |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 7.31        | 2.18           | 94.12                | 6.25                |
| 80. | Enrollment processes effectively recruit and admit students.  | 7.31        | 2.21           | 94.12                | 6.25                |
| 83. | Departments work effectively as teams.  | 7.31        | 1.7            | 94.12                | 0                   |
| 77. | It is easy for those we serve to get their questions answered.  | 7.25        | 2.24           | 94.12                | 6.25                |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 7.25        | 1.69           | 94.12                | 0                   |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 7.19        | 1.56           | 94.12                | 0                   |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 7.19        | 2.31           | 94.12                | 6.25                |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.  | 7.19        | 2.2            | 94.12                | 6.25                |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.  | 7.19        | 1.52           | 94.12                | 0                   |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 7.13        | 2.33           | 94.12                | 6.25                |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.                                    | 7.13        | 1.26           | 94.12                | 0                   |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.                                | 7.13        | 2.22           | 94.12                | 6.25                |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 7.07        | 2.43           | 88.23                | 6.67                |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 7.06        | 2.11           | 94.12                | 6.25                |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 7.06        | 1.65           | 94.12                | 0                   |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 7.06        | 2.35           | 94.12                | 6.25                |
| 69. | The faculty and staff feel they are in a partnership with administrators.   | 7.06        | 2.32           | 94.12                | 6.25                |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 7.06        | 2.35           | 94.12                | 6.25                |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 7.06        | 2.23           | 94.12                | 6.25                |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.   | 7.06        | 2.46           | 94.12                | 6.25                |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.                                      | 7           | 2.48           | 94.12                | 6.25                |
| 22. | Seward County CC measures how effectively it serves its students.   | 7           | 2.1            | 94.12                | 6.25                |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.   | 7           | 2.37           | 94.12                | 6.25                |

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|     | <b>Statement:(What is held in highest value/importance?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|--|-------------|----------------|----------------------|---------------------|
| 49. | Departments can show their contribution to meeting SCCC's overall goals.   | 7           | 2.19           | 94.12                | 6.25                |
| 82. | Planning processes improve SCCC's effectiveness.   | 7           | 2.28           | 94.12                | 6.25                |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                             | 7           | 2.48           | 94.12                | 6.25                |
| 42. | Support services harmonize with SCCC's focus on education and learning.  | 6.94        | 1.73           | 94.12                | 0                   |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.                           | 6.94        | 2.21           | 94.12                | 6.25                |
| 14. | Seward County CC identifies specific targets for improving student learning.   | 6.94        | 1.34           | 94.12                | 0                   |
| 35. | Seward County CC's core values stress the centrality of learning.  | 6.94        | 2.26           | 94.12                | 6.25                |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.    | 6.93        | 2.31           | 88.23                | 6.67                |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.              | 6.88        | 2.06           | 94.12                | 6.25                |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.               | 6.88        | 2.33           | 94.12                | 6.25                |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                  | 6.88        | 2.19           | 94.12                | 6.25                |
| 11. | Processes are in place to determine which new educational offerings to develop.  | 6.88        | 2.31           | 94.12                | 6.25                |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.                                    | 6.88        | 2.31           | 94.12                | 6.25                |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                         | 6.88        | 2.28           | 94.12                | 6.25                |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.                                | 6.88        | 1.82           | 94.12                | 0                   |
| 70. | Students have good access to faculty outside of scheduled classes.   | 6.81        | 2.9            | 94.12                | 12.5                |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.                                     | 6.81        | 2.48           | 94.12                | 6.25                |
| 59. | Seward County CC has processes to ensure it is innovative and agile.   | 6.73        | 2.96           | 88.23                | 13.33               |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.                               | 6.69        | 2.98           | 94.12                | 12.5                |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.           | 6.69        | 2.39           | 94.12                | 6.25                |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll. | 6.69        | 2.57           | 94.12                | 6.25                |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.   | 6.69        | 2.8            | 94.12                | 12.5                |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.              | 6.69        | 2.8            | 94.12                | 12.5                |
| 57. | Departments set specific targets for improving their work.   | 6.63        | 2.68           | 94.12                | 12.5                |
| 21. | Seward County CC responds rapidly to the changing needs of students.   | 6.63        | 2.45           | 94.12                | 6.25                |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.        | 6.63        | 2.87           | 94.12                | 12.5                |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.                            | 6.56        | 2.13           | 94.12                | 0                   |
| 61. | Seward County CC measures its progress in accomplishing  | 6.56        | 2.8            | 94.12                | 12.5                |

Constellation Appendices

|     | Statement:(What is held in highest value/importance?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | institutional strategies.   |      |         |               |              |
| 81. | Evaluations of SCCC are known and focus on improvement.   | 6.5  | 2.88    | 94.12         | 12.5         |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 6.5  | 2.19    | 94.12         | 6.25         |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 6.44 | 2.83    | 94.12         | 12.5         |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                   | 6.44 | 2.16    | 94.12         | 6.25         |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.               | 6.44 | 1.71    | 94.12         | 0            |
| 39. | Organizational and committee structures support good decision-making.   | 6.38 | 2.78    | 94.12         | 12.5         |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 6.38 | 2.83    | 94.12         | 12.5         |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.   | 6.38 | 2.8     | 94.12         | 12.5         |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                     | 6.38 | 2.87    | 94.12         | 12.5         |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 6.38 | 2.78    | 94.12         | 12.5         |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                       | 6.31 | 2.82    | 94.12         | 12.5         |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 6.19 | 2.88    | 94.12         | 12.5         |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 6.13 | 2.75    | 94.12         | 12.5         |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.                  | 6    | 2.71    | 94.12         | 12.5         |
| 24. | Seward County CC maintains strong relationships with former students.   | 5.94 | 2.93    | 94.12         | 12.5         |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 5.69 | 2.91    | 94.12         | 12.5         |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.    | 5.69 | 2.5     | 94.12         | 6.25         |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 5.67 | 3.68    | 88.23         | 26.67        |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 5.6  | 3.11    | 88.23         | 20           |
|     |   |      |         |               |              |
|     |   |      |         |               |              |
|     | Professional staff  |      |         |               |              |
| 43. | Technology is up-to-date and well-supported.  | 7.81 | 1.4     | 94.12         | 0            |
| 80. | Enrollment processes effectively recruit and admit students.  | 7.48 | 1.82    | 91.18         | 3.23         |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 7.38 | 1.58    | 94.12         | 0            |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.25 | 1.74    | 94.12         | 0            |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 7.16 | 1.74    | 94.12         | 0            |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.            | 7    | 1.81    | 94.12         | 0            |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 6.97 | 2.1     | 94.12         | 3.13         |

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|     | <b>Statement:(What is held in highest value/importance?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 44. | Budgeting processes ensure resources are effectively allocated.   | 6.88        | 2.27           | 94.12                | 6.25                |
| 70. | Students have good access to faculty outside of scheduled classes.  | 6.88        | 1.66           | 94.12                | 0                   |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.                                | 6.88        | 2.03           | 94.12                | 3.13                |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 6.84        | 1.61           | 94.12                | 0                   |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.                              | 6.82        | 2.08           | 97.06                | 3.03                |
| 42. | Support services harmonize with SCCC's focus on education and learning.   | 6.81        | 1.8            | 94.12                | 0                   |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 6.78        | 1.6            | 94.12                | 0                   |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.   | 6.78        | 1.86           | 94.12                | 0                   |
| 77. | It is easy for those we serve to get their questions answered.  | 6.75        | 1.93           | 94.12                | 0                   |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 6.75        | 1.74           | 94.12                | 0                   |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 6.74        | 2.12           | 100                  | 2.94                |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 6.72        | 1.8            | 94.12                | 0                   |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.                           | 6.72        | 2.16           | 94.12                | 0                   |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 6.72        | 2.13           | 94.12                | 0                   |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.  | 6.69        | 1.75           | 94.12                | 0                   |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 6.59        | 2.51           | 100                  | 5.88                |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.  | 6.59        | 2.33           | 94.12                | 6.25                |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.   | 6.59        | 2.42           | 94.12                | 6.25                |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 6.56        | 2.38           | 94.12                | 6.25                |
| 35. | Seward County CC's core values stress the centrality of learning.   | 6.56        | 2.12           | 94.12                | 3.13                |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 6.53        | 2.29           | 94.12                | 3.13                |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.  | 6.53        | 2.14           | 94.12                | 0                   |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 6.53        | 2.15           | 100                  | 2.94                |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.   | 6.53        | 1.7            | 94.12                | 0                   |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.                                      | 6.5         | 2.26           | 94.12                | 3.13                |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.  | 6.47        | 2.26           | 94.12                | 0                   |
| 22. | Seward County CC measures how effectively it serves its students.   | 6.44        | 2.2            | 94.12                | 3.13                |
| 4.  | Seward County CC uses student assessment results to improve   | 6.44        | 2.3            | 100                  | 5.88                |

Constellation Appendices

|     | <b>Statement:(What is held in highest value/importance?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
|     | teaching and learning.  |             |                |                      |                     |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 6.44        | 2.39           | 100                  | 5.88                |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.                         | 6.41        | 2.3            | 94.12                | 3.13                |
| 21. | Seward County CC responds rapidly to the changing needs of students.  | 6.41        | 2.25           | 94.12                | 3.13                |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.                                   | 6.39        | 2.33           | 97.06                | 6.06                |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 6.39        | 1.95           | 97.06                | 0                   |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 6.39        | 2.13           | 97.06                | 0                   |
| 39. | Organizational and committee structures support good decision-making.   | 6.38        | 2.27           | 94.12                | 3.13                |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.   | 6.38        | 2.15           | 94.12                | 0                   |
| 59. | Seward County CC has processes to ensure it is innovative and agile.  | 6.38        | 2.34           | 94.12                | 3.13                |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                 | 6.34        | 1.93           | 94.12                | 3.13                |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 6.34        | 2.24           | 94.12                | 3.13                |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                       | 6.31        | 2.15           | 94.12                | 3.13                |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 6.31        | 2.04           | 94.12                | 3.13                |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 6.31        | 2.22           | 94.12                | 3.13                |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.  | 6.28        | 2.25           | 94.12                | 3.13                |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.                     | 6.28        | 2.19           | 94.12                | 3.13                |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                               | 6.26        | 2.25           | 100                  | 5.88                |
| 24. | Seward County CC maintains strong relationships with former students.   | 6.25        | 1.88           | 94.12                | 0                   |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.                  | 6.25        | 2.46           | 94.12                | 6.25                |
| 82. | Planning processes improve SCCC's effectiveness.  | 6.25        | 2.41           | 94.12                | 6.25                |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.   | 6.25        | 2.2            | 94.12                | 6.25                |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 6.25        | 2.06           | 94.12                | 3.13                |
| 79. | Communication occurs effectively up, down, and across different units of the organization.  | 6.22        | 2.25           | 94.12                | 0                   |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 6.22        | 2.24           | 94.12                | 3.13                |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.                        | 6.21        | 1.98           | 97.06                | 0                   |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                      | 6.19        | 1.89           | 91.18                | 0                   |
| 81. | Evaluations of SCCC are known and focus on improvement.   | 6.19        | 2.56           | 94.12                | 6.25                |
| 67. | Seward County CC creates and builds relationships with external   | 6.16        | 2.27           | 94.12                | 3.13                |

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|     | Statement:(What is held in highest value/importance?)  | Mean | Std Dev | Response Rate | % Don't Know |
|-----|--|------|---------|---------------|--------------|
|     | organizations that provide services to our students.   |      |         |               |              |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.                 | 6.16 | 1.97    | 94.12         | 3.13         |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                  | 6.16 | 2.34    | 94.12         | 6.25         |
| 14. | Seward County CC identifies specific targets for improving student learning.   | 6.15 | 2.24    | 97.06         | 3.03         |
| 69. | The faculty and staff feel they are in a partnership with administrators.  | 6.13 | 2.39    | 94.12         | 3.13         |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.   | 6.13 | 2.87    | 91.18         | 12.9         |
| 57. | Departments set specific targets for improving their work.   | 6.09 | 2.36    | 94.12         | 6.25         |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.                        | 6.09 | 2.44    | 100           | 5.88         |
| 46. | Support services are regularly evaluated to identify improvement opportunities.  | 6.06 | 2.11    | 94.12         | 3.13         |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.  | 6.06 | 2.18    | 94.12         | 0            |
| 83. | Departments work effectively as teams.   | 6.06 | 2.49    | 94.12         | 6.25         |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.   | 6    | 2.53    | 94.12         | 3.13         |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                | 6    | 2.02    | 94.12         | 0            |
| 11. | Processes are in place to determine which new educational offerings to develop.  | 5.97 | 2.54    | 100           | 5.88         |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.            | 5.85 | 2.29    | 97.06         | 3.03         |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.  | 5.84 | 2.42    | 94.12         | 6.25         |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students. | 5.82 | 2.27    | 97.06         | 3.03         |
| 55. | Departments set specific targets for the goals they want to achieve.   | 5.78 | 2.73    | 94.12         | 9.38         |
|     |  |      |         |               |              |
|     |  |      |         |               |              |
|     | Trustee  |      |         |               |              |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.                     | 8.8  | 0.45    | 100           | 0            |
| 8.  | Seward County CC intentionally promotes excellence in teaching.  | 8.8  | 0.45    | 100           | 0            |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.   | 8.4  | 0.89    | 100           | 0            |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.  | 8.4  | 0.55    | 100           | 0            |
| 80. | Enrollment processes effectively recruit and admit students.   | 8.4  | 0.89    | 100           | 0            |
| 69. | The faculty and staff feel they are in a partnership with administrators.  | 8.4  | 0.89    | 100           | 0            |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.                        | 8.4  | 0.89    | 100           | 0            |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                | 8.25 | 0.96    | 80            | 0            |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.         | 8.2  | 0.84    | 100           | 0            |
| 41. | Appropriate maintenance ensures that both facilities and equipment   | 8.2  | 1.09    | 100           | 0            |

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|     | Statement:(What is held in highest value/importance?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | can be used effectively.  |      |         |               |              |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 8.2  | 0.84    | 100           | 0            |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.  | 8.2  | 0.84    | 100           | 0            |
| 77. | It is easy for those we serve to get their questions answered.  | 8.2  | 1.09    | 100           | 0            |
| 79. | Communication occurs effectively up, down, and across different units of the organization.  | 8.2  | 1.09    | 100           | 0            |
| 43. | Technology is up-to-date and well-supported.  | 8.2  | 1.09    | 100           | 0            |
| 11. | Processes are in place to determine which new educational offerings to develop.   | 8    | 0.71    | 100           | 0            |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 8    | 0.71    | 100           | 0            |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 8    | 1       | 100           | 0            |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.   | 8    | 0       | 100           | 0            |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 8    | 1       | 100           | 0            |
| 21. | Seward County CC responds rapidly to the changing needs of students.  | 8    | 1       | 100           | 0            |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.                                     | 8    | 1       | 100           | 0            |
| 42. | Support services harmonize with SCCC's focus on education and learning.   | 8    | 1       | 100           | 0            |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 8    | 1.22    | 100           | 0            |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 8    | 1       | 100           | 0            |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 8    | 0.71    | 100           | 0            |
| 39. | Organizational and committee structures support good decision-making.   | 8    | 0.71    | 100           | 0            |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 8    | 0.71    | 100           | 0            |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.   | 7.8  | 1.3     | 100           | 0            |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.                    | 7.8  | 0.84    | 100           | 0            |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.  | 7.8  | 1.3     | 100           | 0            |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 7.8  | 1.09    | 100           | 0            |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 7.8  | 1.3     | 100           | 0            |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.8  | 1.3     | 100           | 0            |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.                                | 7.8  | 2.17    | 100           | 0            |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 7.8  | 1.3     | 100           | 0            |

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|     | <b>Statement:(What is held in highest value/importance?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 83. | Departments work effectively as teams.  | 7.75        | 0.96           | 80                   | 0                   |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.   | 7.6         | 1.67           | 100                  | 0                   |
| 24. | Seward County CC maintains strong relationships with former students.   | 7.6         | 1.14           | 100                  | 0                   |
| 81. | Evaluations of SCCC are known and focus on improvement.   | 7.6         | 0.89           | 100                  | 0                   |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 7.6         | 1.52           | 100                  | 0                   |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 7.6         | 1.67           | 100                  | 0                   |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.  | 7.6         | 0.89           | 100                  | 0                   |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.               | 7.6         | 1.14           | 100                  | 0                   |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                                       | 7.4         | 1.52           | 100                  | 0                   |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.           | 7.4         | 1.14           | 100                  | 0                   |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 7.4         | 2.07           | 100                  | 0                   |
| 35. | Seward County CC's core values stress the centrality of learning.   | 7.4         | 2.07           | 100                  | 0                   |
| 70. | Students have good access to faculty outside of scheduled classes.  | 7.4         | 1.14           | 100                  | 0                   |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.                      | 7.4         | 2.07           | 100                  | 0                   |
| 57. | Departments set specific targets for improving their work.  | 7.4         | 1.14           | 100                  | 0                   |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.                         | 7.4         | 0.89           | 100                  | 0                   |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 7.4         | 1.52           | 100                  | 0                   |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.  | 7.4         | 1.14           | 100                  | 0                   |
| 82. | Planning processes improve SCCC's effectiveness.  | 7.25        | 1.26           | 80                   | 0                   |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 7.2         | 3.49           | 100                  | 0                   |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 7.2         | 0.45           | 100                  | 0                   |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 7.2         | 1.3            | 100                  | 0                   |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.                    | 7.2         | 2.05           | 100                  | 0                   |
| 22. | Seward County CC measures how effectively it serves its students.   | 7.2         | 0.84           | 100                  | 0                   |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 7.2         | 1.64           | 100                  | 0                   |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 7.2         | 1.79           | 100                  | 0                   |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 7.2         | 1.92           | 100                  | 0                   |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                       | 7           | 2.34           | 100                  | 0                   |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                 | 7           | 1.22           | 100                  | 0                   |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 7           | 1.87           | 100                  | 0                   |

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|     | <b>Statement:(What is held in highest value/importance?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|--|-------------|----------------|----------------------|---------------------|
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.     | 7           | 1              | 100                  | 0                   |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.                                | 7           | 2.45           | 100                  | 0                   |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                         | 7           | 0.71           | 100                  | 0                   |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.                            | 7           | 2.12           | 100                  | 0                   |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.   | 7           | 1.22           | 100                  | 0                   |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.                                    | 6.8         | 1.64           | 100                  | 0                   |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.  | 6.8         | 1.09           | 100                  | 0                   |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.   | 6.8         | 2.39           | 100                  | 0                   |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.   | 6.75        | 1.26           | 80                   | 0                   |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.                                     | 6.6         | 1.52           | 100                  | 0                   |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll. | 6.6         | 1.14           | 100                  | 0                   |
| 59. | Seward County CC has processes to ensure it is innovative and agile.   | 6.6         | 1.52           | 100                  | 0                   |
| 55. | Departments set specific targets for the goals they want to achieve.   | 6.4         | 1.82           | 100                  | 0                   |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                        | 6.2         | 1.3            | 100                  | 0                   |

**TABLE 8a: Performance Means for All AQIP Constellation Statements**  
(listed in order of done most well to done least well)

|     | Statement:(What is done well and not so well?)  | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 6.93 | 1.69    | 96.49         | 1.21         |
| 43. | Technology is up-to-date and well-supported.  | 6.76 | 1.92    | 96.49         | 0.61         |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 6.63 | 1.74    | 95.32         | 1.23         |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 6.61 | 1.96    | 96.49         | 1.21         |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 6.35 | 1.91    | 98.83         | 2.37         |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 6.32 | 1.95    | 95.91         | 1.83         |
| 70. | Students have good access to faculty outside of scheduled classes.  | 6.29 | 2.34    | 94.15         | 4.97         |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 6.26 | 2.06    | 96.49         | 1.21         |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 6.24 | 1.93    | 95.91         | 4.27         |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 6.24 | 1.72    | 95.32         | 1.23         |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 6.23 | 1.93    | 98.25         | 2.38         |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 6.23 | 1.75    | 98.25         | 1.79         |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 6.21 | 1.78    | 97.66         | 2.4          |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 6.21 | 1.89    | 95.91         | 1.22         |
| 42. | Support services harmonize with SCCC's focus on education and learning.   | 6.21 | 1.89    | 95.91         | 3.66         |
| 35. | Seward County CC's core values stress the centrality of learning.   | 6.21 | 1.94    | 96.49         | 3.64         |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.                           | 6.15 | 1.97    | 96.49         | 1.21         |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 6.13 | 1.63    | 97.08         | 1.2          |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 6.13 | 1.94    | 94.74         | 3.7          |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 6.12 | 2.08    | 95.32         | 1.23         |
| 80. | Enrollment processes effectively recruit and admit students.  | 6.12 | 2.02    | 95.91         | 3.66         |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 6.11 | 1.96    | 98.25         | 2.38         |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.  | 6.11 | 1.84    | 95.32         | 2.45         |
| 22. | Seward County CC measures how effectively it serves its students.   | 6.11 | 1.82    | 96.49         | 1.82         |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.                               | 6.11 | 1.84    | 97.66         | 2.4          |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.   | 6.1  | 1.91    | 95.91         | 1.83         |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 6.08 | 1.87    | 98.83         | 3.55         |

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|     | <b>Statement:(What is done well and not so well?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 6.08        | 1.82           | 97.66                | 1.8                 |
| 77. | It is easy for those we serve to get their questions answered.  | 6.08        | 1.97           | 95.91                | 3.05                |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.   | 6.06        | 1.96           | 95.32                | 2.45                |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.                           | 6.04        | 1.95           | 95.91                | 3.66                |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 6.02        | 1.91           | 95.32                | 2.45                |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                               | 6           | 1.85           | 98.83                | 2.96                |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.                | 5.96        | 2.07           | 95.91                | 3.66                |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.                           | 5.96        | 2.04           | 98.83                | 3.55                |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.              | 5.95        | 2.1            | 97.66                | 2.99                |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.                         | 5.91        | 2.2            | 95.91                | 3.66                |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.  | 5.87        | 1.69           | 96.49                | 1.82                |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 5.86        | 1.94           | 97.66                | 3.59                |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 5.84        | 2.06           | 96.49                | 3.03                |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.            | 5.84        | 2.17           | 95.91                | 1.22                |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 5.84        | 2.4            | 95.91                | 7.93                |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                       | 5.83        | 2.1            | 95.32                | 3.68                |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 5.83        | 1.97           | 95.91                | 4.88                |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.                      | 5.81        | 1.94           | 96.49                | 2.42                |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.  | 5.81        | 2.04           | 96.49                | 1.21                |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                     | 5.78        | 2.38           | 94.74                | 8.64                |
| 82. | Planning processes improve SCCC's effectiveness.  | 5.78        | 1.86           | 95.32                | 3.68                |
| 57. | Departments set specific targets for improving their work.  | 5.78        | 2.06           | 95.32                | 4.29                |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 5.78        | 1.89           | 95.91                | 3.05                |
| 55. | Departments set specific targets for the goals they want to achieve.  | 5.76        | 2.18           | 95.32                | 6.13                |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.   | 5.74        | 2.05           | 95.91                | 5.49                |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 5.73        | 2.08           | 95.91                | 5.49                |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 5.69        | 2.27           | 95.32                | 6.13                |
| 39. | Organizational and committee structures support good decision-making.   | 5.67        | 2.07           | 96.49                | 3.64                |

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|     | <b>Statement:(What is done well and not so well?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|--|-------------|----------------|----------------------|---------------------|
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.  | 5.66        | 2              | 95.91                | 1.22                |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                                    | 5.66        | 2.06           | 95.32                | 1.23                |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.                     | 5.65        | 2.2            | 97.08                | 3.61                |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.   | 5.64        | 2.23           | 95.91                | 4.88                |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.                         | 5.63        | 2.04           | 95.91                | 1.22                |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.              | 5.63        | 1.99           | 94.74                | 3.7                 |
| 21. | Seward County CC responds rapidly to the changing needs of students.   | 5.61        | 1.96           | 96.49                | 1.82                |
| 81. | Evaluations of SCCC are known and focus on improvement.  | 5.61        | 2.2            | 94.15                | 5.59                |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.                  | 5.58        | 2.27           | 94.74                | 6.17                |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.                 | 5.55        | 1.94           | 94.15                | 3.1                 |
| 83. | Departments work effectively as teams.   | 5.54        | 2.22           | 94.15                | 2.48                |
| 69. | The faculty and staff feel they are in a partnership with administrators.  | 5.52        | 2.21           | 92.98                | 1.89                |
| 59. | Seward County CC has processes to ensure it is innovative and agile.   | 5.46        | 2.32           | 94.74                | 7.41                |
| 11. | Processes are in place to determine which new educational offerings to develop.  | 5.42        | 2.4            | 98.25                | 7.14                |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.   | 5.4         | 2.14           | 95.91                | 3.66                |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.   | 5.38        | 2.87           | 94.74                | 16.67               |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students. | 5.38        | 1.87           | 97.66                | 2.99                |
| 25. | Seward County CC makes improvements based on the complaints it receives.   | 5.37        | 2.28           | 95.91                | 7.32                |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.               | 5.35        | 2.28           | 96.49                | 7.88                |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.  | 5.34        | 2.22           | 95.91                | 7.32                |
| 46. | Support services are regularly evaluated to identify improvement opportunities.  | 5.31        | 2.2            | 94.74                | 7.41                |
| 24. | Seward County CC maintains strong relationships with former students.  | 5.26        | 2.37           | 95.91                | 3.66                |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                | 5.24        | 2.09           | 95.91                | 3.66                |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                   | 5.15        | 2.07           | 95.32                | 3.68                |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                                       | 5.1         | 2.23           | 95.32                | 1.84                |

**TABLE 8b: Performance Means by Staff Type**  
(Listed in order of done most well to done least well)

|     | Statement:(What is done well and not so well?)  | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | Administrator   |      |         |               |              |
| 43. | Technology is up-to-date and well-supported.  | 8.11 | 1.05    | 100           | 0            |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 7.67 | 1.12    | 100           | 0            |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.44 | 1.51    | 100           | 0            |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 7.44 | 1.13    | 100           | 0            |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 7.44 | 1.67    | 100           | 0            |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 7.44 | 1.24    | 100           | 0            |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 7.22 | 0.97    | 100           | 0            |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.   | 7.22 | 1.09    | 100           | 0            |
| 69. | The faculty and staff feel they are in a partnership with administrators.   | 7.11 | 1.69    | 100           | 0            |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 7    | 1.73    | 100           | 0            |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.                            | 7    | 1.41    | 100           | 0            |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 7    | 1       | 100           | 0            |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.                               | 7    | 1       | 100           | 0            |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 7    | 1.87    | 100           | 0            |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.                           | 7    | 2.06    | 100           | 0            |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 7    | 0.87    | 100           | 0            |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.  | 6.89 | 1.83    | 100           | 0            |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 6.89 | 1.17    | 100           | 0            |
| 77. | It is easy for those we serve to get their questions answered.  | 6.89 | 1.69    | 100           | 0            |
| 42. | Support services harmonize with SCCC's focus on education and learning.   | 6.89 | 1.05    | 100           | 0            |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 6.89 | 1.69    | 100           | 0            |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 6.78 | 0.97    | 100           | 0            |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                                 | 6.78 | 1.39    | 100           | 0            |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.   | 6.78 | 1.48    | 100           | 0            |
| 76. | Seward County CC's basic education or developmental offerings   | 6.78 | 1.64    | 100           | 0            |

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|     | Statement:(What is done well and not so well?)  | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | effectively prepare students for courses and programs.  |      |         |               |              |
| 35. | Seward County CC's core values stress the centrality of learning.   | 6.67 | 1.73    | 100           | 0            |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.   | 6.67 | 1.32    | 100           | 0            |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 6.67 | 0.71    | 100           | 0            |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.              | 6.67 | 1.12    | 100           | 0            |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.                           | 6.67 | 1.5     | 100           | 0            |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 6.67 | 1       | 100           | 0            |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 6.55 | 1.51    | 100           | 0            |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                                       | 6.55 | 1.24    | 100           | 0            |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.   | 6.55 | 1.59    | 100           | 0            |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 6.55 | 2.07    | 100           | 0            |
| 39. | Organizational and committee structures support good decision-making.   | 6.55 | 1.59    | 100           | 0            |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 6.55 | 1.24    | 100           | 0            |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 6.5  | 1.77    | 88.89         | 0            |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 6.5  | 1.41    | 88.89         | 0            |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.  | 6.44 | 1.59    | 100           | 0            |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                       | 6.44 | 1.13    | 100           | 0            |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.                           | 6.44 | 1.59    | 100           | 0            |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 6.44 | 1.51    | 100           | 0            |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 6.44 | 1.33    | 100           | 0            |
| 80. | Enrollment processes effectively recruit and admit students.  | 6.44 | 1.74    | 100           | 0            |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 6.44 | 1.24    | 100           | 0            |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.                                   | 6.44 | 1.67    | 100           | 0            |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                      | 6.33 | 1.8     | 100           | 0            |
| 22. | Seward County CC measures how effectively it serves its students.   | 6.33 | 1.32    | 100           | 0            |
| 57. | Departments set specific targets for improving their work.  | 6.33 | 1.66    | 100           | 0            |
| 82. | Planning processes improve SCCC's effectiveness.  | 6.22 | 1.2     | 100           | 0            |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                               | 6.22 | 0.83    | 100           | 0            |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.  | 6.22 | 1.92    | 100           | 0            |

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|     | Statement:(What is done well and not so well?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|--|------|---------|---------------|--------------|
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                  | 6.22 | 1.39    | 100           | 0            |
| 46. | Support services are regularly evaluated to identify improvement opportunities.  | 6.22 | 2.05    | 100           | 0            |
| 70. | Students have good access to faculty outside of scheduled classes.   | 6.13 | 1.73    | 88.89         | 0            |
| 83. | Departments work effectively as teams.   | 6.13 | 1.46    | 88.89         | 0            |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.                                     | 6.11 | 1.69    | 100           | 0            |
| 11. | Processes are in place to determine which new educational offerings to develop.  | 6    | 2.06    | 100           | 0            |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                                       | 5.89 | 2.15    | 100           | 0            |
| 55. | Departments set specific targets for the goals they want to achieve.   | 5.89 | 1.62    | 100           | 0            |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.   | 5.78 | 1.48    | 100           | 0            |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                | 5.78 | 2.11    | 100           | 0            |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students. | 5.78 | 1.64    | 100           | 0            |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.  | 5.67 | 1.32    | 100           | 0            |
| 59. | Seward County CC has processes to ensure it is innovative and agile.   | 5.67 | 1.73    | 100           | 0            |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.                 | 5.67 | 1.5     | 100           | 0            |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.                  | 5.67 | 2.4     | 100           | 0            |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.                     | 5.67 | 1.8     | 100           | 0            |
| 21. | Seward County CC responds rapidly to the changing needs of students.   | 5.67 | 2.4     | 100           | 0            |
| 25. | Seward County CC makes improvements based on the complaints it receives.   | 5.55 | 2.35    | 100           | 11.11        |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.                   | 5.55 | 1.67    | 100           | 0            |
| 81. | Evaluations of SCCC are known and focus on improvement.  | 5.55 | 1.42    | 100           | 0            |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.   | 5.55 | 2.13    | 100           | 0            |
| 24. | Seward County CC maintains strong relationships with former students.  | 5.5  | 2.62    | 88.89         | 0            |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.   | 5.44 | 1.24    | 100           | 0            |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.  | 5.33 | 2.4     | 100           | 0            |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.   | 5.33 | 2.69    | 100           | 11.11        |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.               | 5    | 2.24    | 100           | 11.11        |
| 54. | Faculty and staff know the key measures of SCCC's success.   | 4.33 | 2.12    | 100           | 11.11        |
|     |  |      |         |               |              |
|     |  |      |         |               |              |

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|     | Statement:(What is done well and not so well?)  | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | Faculty   |      |         |               |              |
| 70. | Students have good access to faculty outside of scheduled classes.  | 7.18 | 1.48    | 93.1          | 0            |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 6.86 | 1.74    | 96.55         | 0            |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 6.55 | 1.66    | 96.55         | 0            |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 6.53 | 1.33    | 94.83         | 0            |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 6.53 | 1.72    | 94.83         | 0            |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.  | 6.49 | 1.49    | 94.83         | 0            |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 6.49 | 1.31    | 98.28         | 0            |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 6.35 | 1.49    | 98.28         | 0            |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 6.33 | 1.81    | 98.28         | 0            |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 6.31 | 1.51    | 94.83         | 0            |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 6.31 | 1.41    | 94.83         | 0            |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 6.3  | 1.64    | 98.28         | 0            |
| 35. | Seward County CC's core values stress the centrality of learning.   | 6.27 | 1.76    | 96.55         | 1.79         |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 6.26 | 1.43    | 98.28         | 0            |
| 22. | Seward County CC measures how effectively it serves its students.   | 6.23 | 1.55    | 96.55         | 0            |
| 55. | Departments set specific targets for the goals they want to achieve.  | 6.22 | 1.58    | 94.83         | 0            |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 6.21 | 2.02    | 96.55         | 0            |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.                               | 6.16 | 1.84    | 98.28         | 1.75         |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.   | 6.14 | 1.61    | 94.83         | 0            |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 6.14 | 1.92    | 96.55         | 0            |
| 77. | It is easy for those we serve to get their questions answered.  | 6.13 | 1.66    | 94.83         | 0            |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.   | 6.09 | 1.71    | 94.83         | 1.82         |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 6.07 | 1.77    | 96.55         | 0            |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.                           | 6.07 | 2.02    | 96.55         | 1.79         |
| 43. | Technology is up-to-date and well-supported.  | 6.07 | 2.08    | 96.55         | 0            |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.                              | 6.05 | 2.04    | 98.28         | 0            |
| 57. | Departments set specific targets for improving their work.  | 6.05 | 1.52    | 94.83         | 0            |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.   | 6.04 | 1.64    | 98.28         | 0            |

Constellation Appendices

|     | <b>Statement:(What is done well and not so well?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|--|-------------|----------------|----------------------|---------------------|
| 54. | Faculty and staff know the key measures of SCCC's success.   | 6.02        | 1.43           | 94.83                | 0                   |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.   | 6.02        | 1.63           | 98.28                | 0                   |
| 23. | Measured student satisfaction with SCCC improves steadily.   | 6           | 1.46           | 96.55                | 1.79                |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.                                       | 5.98        | 1.48           | 98.28                | 0                   |
| 42. | Support services harmonize with SCCC's focus on education and learning.  | 5.98        | 1.64           | 94.83                | 1.82                |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.                              | 5.95        | 1.83           | 94.83                | 1.82                |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                    | 5.93        | 1.66           | 98.28                | 0                   |
| 8.  | Seward County CC intentionally promotes excellence in teaching.  | 5.93        | 1.85           | 98.28                | 0                   |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.                                | 5.93        | 1.97           | 94.83                | 0                   |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.                               | 5.91        | 1.89           | 96.55                | 0                   |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.                             | 5.91        | 1.71           | 94.83                | 1.82                |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.                               | 5.84        | 1.56           | 94.83                | 0                   |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.  | 5.84        | 1.59           | 96.55                | 0                   |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.           | 5.84        | 1.75           | 96.55                | 0                   |
| 82. | Planning processes improve SCCC's effectiveness.   | 5.82        | 1.4            | 94.83                | 0                   |
| 80. | Enrollment processes effectively recruit and admit students.   | 5.8         | 1.79           | 94.83                | 0                   |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.                                 | 5.8         | 1.87           | 94.83                | 0                   |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.              | 5.8         | 1.69           | 94.83                | 0                   |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.             | 5.79        | 1.89           | 98.28                | 1.75                |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.          | 5.78        | 1.77           | 94.83                | 0                   |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.         | 5.78        | 1.9            | 94.83                | 1.82                |
| 21. | Seward County CC responds rapidly to the changing needs of students.   | 5.77        | 1.63           | 96.55                | 0                   |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires. | 5.73        | 2.31           | 96.55                | 0                   |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.                                       | 5.73        | 1.24           | 96.55                | 0                   |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.  | 5.73        | 1.42           | 94.83                | 0                   |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                          | 5.71        | 2.17           | 94.83                | 5.45                |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.                                  | 5.71        | 1.83           | 94.83                | 0                   |
| 17. | Seward County CC's non-educational activities and objectives   | 5.68        | 1.73           | 98.28                | 1.75                |

Constellation Appendices

|     | Statement:(What is done well and not so well?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|--|------|---------|---------------|--------------|
|     | harmonize or fit with its fundamental mission, vision, and philosophy.   |      |         |               |              |
| 81. | Evaluations of SCCC are known and focus on improvement.  | 5.67 | 1.94    | 93.1          | 1.85         |
| 44. | Budgeting processes ensure resources are effectively allocated.  | 5.62 | 2.1     | 94.83         | 3.64         |
| 39. | Organizational and committee structures support good decision-making.  | 5.55 | 1.8     | 96.55         | 1.79         |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.   | 5.53 | 2.53    | 94.83         | 10.91        |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                                    | 5.53 | 1.8     | 94.83         | 0            |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.              | 5.51 | 1.75    | 94.83         | 1.82         |
| 59. | Seward County CC has processes to ensure it is innovative and agile.   | 5.51 | 1.92    | 94.83         | 3.64         |
| 11. | Processes are in place to determine which new educational offerings to develop.  | 5.51 | 2.05    | 98.28         | 1.75         |
| 83. | Departments work effectively as teams.   | 5.45 | 2.14    | 94.83         | 1.82         |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.             | 5.44 | 2.02    | 94.83         | 1.82         |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                    | 5.42 | 2.33    | 94.83         | 5.45         |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.                         | 5.39 | 1.99    | 96.55         | 1.79         |
| 25. | Seward County CC makes improvements based on the complaints it receives.   | 5.38 | 1.92    | 96.55         | 3.57         |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students. | 5.37 | 1.61    | 98.28         | 0            |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.  | 5.36 | 1.84    | 96.55         | 3.57         |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.   | 5.33 | 2.04    | 94.83         | 1.82         |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.               | 5.32 | 2.04    | 96.55         | 5.36         |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.             | 5.31 | 2.32    | 94.83         | 7.27         |
| 24. | Seward County CC maintains strong relationships with former students.  | 5.23 | 2.29    | 96.55         | 1.79         |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                                       | 5.18 | 2.05    | 94.83         | 1.82         |
| 46. | Support services are regularly evaluated to identify improvement opportunities.  | 5.16 | 1.98    | 94.83         | 5.45         |
| 69. | The faculty and staff feel they are in a partnership with administrators.  | 5.15 | 2.06    | 91.38         | 0            |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                   | 5.07 | 1.82    | 94.83         | 1.82         |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                | 4.71 | 2.2     | 96.55         | 5.36         |
|     |  |      |         |               |              |
|     |  |      |         |               |              |
|     | Hourly Staff   |      |         |               |              |
| 43. | Technology is up-to-date and well-supported.   | 6.83 | 1.87    | 97.92         | 2.13         |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                | 6.67 | 1.76    | 95.83         | 2.17         |

Constellation Appendices

|     | <b>Statement:(What is done well and not so well?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 6.51        | 1.82           | 97.92                | 2.13                |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 6.51        | 1.89           | 97.92                | 2.13                |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 6.42        | 1.72           | 97.92                | 2.13                |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 6.34        | 1.82           | 97.92                | 2.13                |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.   | 6.31        | 2.01           | 100                  | 4.17                |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 6.21        | 2.02           | 97.92                | 4.25                |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.   | 6.14        | 2.25           | 100                  | 6.25                |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.   | 6.13        | 1.9            | 100                  | 4.17                |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 6.13        | 1.62           | 97.92                | 2.13                |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.   | 6.13        | 1.93           | 97.92                | 2.13                |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.                                | 6.11        | 2.1            | 97.92                | 6.38                |
| 80. | Enrollment processes effectively recruit and admit students.  | 6.11        | 2.32           | 97.92                | 8.51                |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 6.11        | 2.17           | 97.92                | 6.38                |
| 22. | Seward County CC measures how effectively it serves its students.   | 6.08        | 2.07           | 97.92                | 2.13                |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.                              | 6.08        | 2.02           | 97.92                | 4.25                |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 6.08        | 2.15           | 97.92                | 6.38                |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.   | 6.04        | 1.73           | 97.92                | 2.13                |
| 35. | Seward County CC's core values stress the centrality of learning.   | 6.02        | 2.07           | 97.92                | 6.38                |
| 42. | Support services harmonize with SCCC's focus on education and learning.   | 6           | 2.25           | 97.92                | 8.51                |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 6           | 1.94           | 97.92                | 2.13                |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 5.98        | 1.88           | 97.92                | 2.13                |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 5.98        | 1.93           | 97.92                | 2.13                |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 5.94        | 1.89           | 97.92                | 4.25                |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 5.94        | 2.31           | 97.92                | 4.25                |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 5.94        | 2.21           | 100                  | 8.33                |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 5.94        | 1.77           | 97.92                | 2.13                |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.   | 5.91        | 1.86           | 97.92                | 4.25                |
| 15. | Seward County CC maintains a climate that encourages students to  | 5.89        | 1.96           | 97.92                | 4.25                |

Constellation Appendices

|     | <b>Statement:(What is done well and not so well?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
|     | express their ideas, even unusual or unpopular ones.  |             |                |                      |                     |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.   | 5.87        | 2.21           | 97.92                | 4.25                |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 5.87        | 2.17           | 97.92                | 6.38                |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.  | 5.85        | 1.78           | 97.92                | 2.13                |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 5.83        | 2.06           | 97.92                | 6.38                |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.                      | 5.79        | 2.04           | 97.92                | 4.25                |
| 77. | It is easy for those we serve to get their questions answered.  | 5.74        | 2.41           | 97.92                | 8.51                |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.                         | 5.72        | 2.5            | 97.92                | 8.51                |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.  | 5.72        | 1.91           | 97.92                | 4.25                |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 5.7         | 2.16           | 97.92                | 2.13                |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.   | 5.7         | 2.07           | 97.92                | 4.25                |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 5.68        | 2.12           | 97.92                | 2.13                |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.           | 5.66        | 2.06           | 97.92                | 2.13                |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                     | 5.62        | 2.69           | 97.92                | 12.77               |
| 82. | Planning processes improve SCCC's effectiveness.  | 5.62        | 2.04           | 97.92                | 6.38                |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 5.62        | 2.53           | 97.92                | 10.64               |
| 24. | Seward County CC maintains strong relationships with former students.   | 5.62        | 2.32           | 97.92                | 6.38                |
| 21. | Seward County CC responds rapidly to the changing needs of students.  | 5.62        | 2.14           | 97.92                | 2.13                |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.  | 5.57        | 2.38           | 97.92                | 8.51                |
| 39. | Organizational and committee structures support good decision-making.   | 5.55        | 2.21           | 97.92                | 4.25                |
| 70. | Students have good access to faculty outside of scheduled classes.  | 5.53        | 2.73           | 97.92                | 10.64               |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 5.53        | 2.03           | 97.92                | 6.38                |
| 81. | Evaluations of SCCC are known and focus on improvement.   | 5.49        | 2.28           | 97.92                | 8.51                |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.   | 5.47        | 2.42           | 97.92                | 10.64               |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.  | 5.4         | 2.24           | 97.92                | 6.38                |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.                            | 5.38        | 1.74           | 97.92                | 0                   |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.    | 5.36        | 1.87           | 97.92                | 6.38                |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.                                       | 5.36        | 2.26           | 97.92                | 2.13                |
| 37. | Leaders empower faculty and staff by clearly delegating areas of  | 5.36        | 2.35           | 97.92                | 6.38                |

Constellation Appendices

|     | Statement:(What is done well and not so well?)  | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | authority.  |      |         |               |              |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.  | 5.35 | 2.22    | 95.83         | 4.35         |
| 55. | Departments set specific targets for the goals they want to achieve.  | 5.34 | 2.53    | 97.92         | 12.77        |
| 57. | Departments set specific targets for improving their work.  | 5.34 | 2.29    | 97.92         | 8.51         |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                         | 5.34 | 2.17    | 97.92         | 4.25         |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.                                | 5.32 | 2.24    | 97.92         | 4.25         |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.       | 5.3  | 2.25    | 97.92         | 6.38         |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.        | 5.28 | 2.26    | 97.92         | 8.51         |
| 83. | Departments work effectively as teams.  | 5.28 | 2.38    | 95.83         | 2.17         |
| 11. | Processes are in place to determine which new educational offerings to develop.   | 5.28 | 2.83    | 97.92         | 17.02        |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 5.28 | 2.77    | 97.92         | 14.89        |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.              | 5.25 | 2.73    | 97.92         | 8.51         |
| 69. | The faculty and staff feel they are in a partnership with administrators.   | 5.22 | 2.16    | 93.75         | 2.22         |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.           | 5.21 | 2.65    | 97.92         | 12.77        |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.          | 5.19 | 2.11    | 97.92         | 6.38         |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.                              | 5.17 | 2.5     | 97.92         | 12.77        |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 5.15 | 2.57    | 97.92         | 8.51         |
| 59. | Seward County CC has processes to ensure it is innovative and agile.  | 5.11 | 2.77    | 97.92         | 14.89        |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 5    | 2.36    | 97.92         | 10.64        |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.   | 4.98 | 2.57    | 97.92         | 12.77        |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                            | 4.94 | 2.4     | 97.92         | 8.51         |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                                | 4.85 | 2.31    | 97.92         | 2.13         |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 4.76 | 3.13    | 95.83         | 26.09        |
|     |   |      |         |               |              |
|     |   |      |         |               |              |
|     | <b>Part-time faculty/staff</b>  |      |         |               |              |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.56 | 0.96    | 94.12         | 0            |
| 43. | Technology is up-to-date and well-supported.  | 7.19 | 1.47    | 94.12         | 0            |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values. | 6.81 | 1.52    | 94.12         | 0            |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.                                      | 6.81 | 1.8     | 94.12         | 0            |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.                         | 6.69 | 1.49    | 94.12         | 0            |

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|     | <b>Statement:(What is done well and not so well?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|--|-------------|----------------|----------------------|---------------------|
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.                                       | 6.69        | 1.3            | 94.12                | 0                   |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.                               | 6.69        | 1.45           | 94.12                | 0                   |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.     | 6.67        | 2.16           | 88.23                | 6.67                |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.                              | 6.63        | 1.89           | 94.12                | 0                   |
| 8.  | Seward County CC intentionally promotes excellence in teaching.  | 6.63        | 1.63           | 94.12                | 0                   |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires. | 6.56        | 1.82           | 94.12                | 0                   |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.                        | 6.56        | 2.1            | 94.12                | 6.25                |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.  | 6.56        | 2.22           | 94.12                | 6.25                |
| 83. | Departments work effectively as teams.   | 6.56        | 2.19           | 94.12                | 0                   |
| 70. | Students have good access to faculty outside of scheduled classes.   | 6.5         | 2.78           | 94.12                | 12.5                |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.           | 6.5         | 2.39           | 94.12                | 6.25                |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.   | 6.44        | 2.16           | 94.12                | 6.25                |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.                                | 6.44        | 2.31           | 94.12                | 6.25                |
| 54. | Faculty and staff know the key measures of SCCC's success.   | 6.44        | 1.71           | 94.12                | 0                   |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.     | 6.44        | 2.34           | 94.12                | 6.25                |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.                                  | 6.38        | 2.09           | 94.12                | 0                   |
| 42. | Support services harmonize with SCCC's focus on education and learning.  | 6.38        | 1.41           | 94.12                | 0                   |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.         | 6.31        | 1.2            | 94.12                | 0                   |
| 35. | Seward County CC's core values stress the centrality of learning.  | 6.31        | 2.21           | 94.12                | 6.25                |
| 14. | Seward County CC identifies specific targets for improving student learning.   | 6.25        | 1.48           | 94.12                | 0                   |
| 80. | Enrollment processes effectively recruit and admit students.   | 6.25        | 2.44           | 94.12                | 6.25                |
| 82. | Planning processes improve SCCC's effectiveness.   | 6.25        | 2.24           | 94.12                | 6.25                |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.        | 6.25        | 2.38           | 94.12                | 6.25                |
| 55. | Departments set specific targets for the goals they want to achieve.   | 6.25        | 2.24           | 94.12                | 6.25                |
| 34. | Leaders communicate a clear vision for SCCC's future.  | 6.25        | 2.41           | 94.12                | 6.25                |
| 57. | Departments set specific targets for improving their work.   | 6.25        | 2.65           | 94.12                | 12.5                |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.  | 6.19        | 2.51           | 94.12                | 6.25                |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.   | 6.19        | 2.71           | 94.12                | 12.5                |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.                                       | 6.19        | 2.26           | 94.12                | 6.25                |
| 63. | Seward County CC encourages its faculty and staff to collaborate with  | 6.19        | 2.56           | 94.12                | 6.25                |

Constellation Appendices

|     | <b>Statement:(What is done well and not so well?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
|     | others on new projects.   |             |                |                      |                     |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.   | 6.19        | 2.04           | 94.12                | 6.25                |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.   | 6.19        | 2.81           | 94.12                | 12.5                |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.   | 6.19        | 2.66           | 94.12                | 12.5                |
| 69. | The faculty and staff feel they are in a partnership with administrators.   | 6.13        | 2.28           | 94.12                | 6.25                |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.  | 6.13        | 2.39           | 94.12                | 6.25                |
| 77. | It is easy for those we serve to get their questions answered.  | 6.13        | 2.16           | 94.12                | 6.25                |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.                                     | 6.13        | 2.9            | 94.12                | 12.5                |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.   | 6.06        | 2.11           | 94.12                | 6.25                |
| 11. | Processes are in place to determine which new educational offerings to develop.   | 6.06        | 2.32           | 94.12                | 6.25                |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.   | 6.06        | 2.41           | 94.12                | 6.25                |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.   | 6.06        | 3.17           | 94.12                | 18.75               |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.                               | 6.06        | 1.57           | 94.12                | 0                   |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.   | 6.06        | 2.54           | 94.12                | 6.25                |
| 22. | Seward County CC measures how effectively it serves its students.   | 6           | 1.9            | 94.12                | 6.25                |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                                 | 6           | 2.3            | 88.23                | 6.67                |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 6           | 2.19           | 94.12                | 6.25                |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.   | 6           | 2.73           | 94.12                | 12.5                |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 5.94        | 2.67           | 94.12                | 12.5                |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.   | 5.94        | 2.54           | 94.12                | 6.25                |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 5.94        | 2.62           | 94.12                | 12.5                |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 5.94        | 2.62           | 94.12                | 12.5                |
| 59. | Seward County CC has processes to ensure it is innovative and agile.  | 5.93        | 2.76           | 88.23                | 13.33               |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 5.88        | 2              | 94.12                | 6.25                |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 5.88        | 1.89           | 94.12                | 6.25                |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.  | 5.81        | 2.4            | 94.12                | 6.25                |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 5.81        | 1.94           | 94.12                | 6.25                |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 5.81        | 2.59           | 94.12                | 12.5                |

Constellation Appendices

|     | <b>Statement:(What is done well and not so well?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                | 5.81        | 2.88           | 94.12                | 12.5                |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.   | 5.81        | 2.71           | 94.12                | 12.5                |
| 39. | Organizational and committee structures support good decision-making.   | 5.81        | 2.74           | 94.12                | 12.5                |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 5.81        | 2.61           | 94.12                | 12.5                |
| 81. | Evaluations of SCCC are known and focus on improvement.   | 5.75        | 2.79           | 94.12                | 12.5                |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.  | 5.75        | 3.02           | 94.12                | 12.5                |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                      | 5.75        | 2.38           | 94.12                | 6.25                |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 5.75        | 3.55           | 94.12                | 25                  |
| 21. | Seward County CC responds rapidly to the changing needs of students.  | 5.75        | 2.27           | 94.12                | 6.25                |
| 79. | Communication occurs effectively up, down, and across different units of the organization.  | 5.69        | 2.52           | 94.12                | 6.25                |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                                   | 5.56        | 2.16           | 94.12                | 6.25                |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.                            | 5.56        | 2.5            | 94.12                | 6.25                |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.              | 5.56        | 2.16           | 94.12                | 6.25                |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.                  | 5.31        | 2.6            | 94.12                | 12.5                |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.    | 5.31        | 2.21           | 94.12                | 6.25                |
| 24. | Seward County CC maintains strong relationships with former students.   | 5.19        | 2.95           | 94.12                | 12.5                |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 5.07        | 2.91           | 88.23                | 20                  |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 4.94        | 2.35           | 94.12                | 12.5                |
|     |   |             |                |                      |                     |
|     |   |             |                |                      |                     |
|     | <b>Professional staff</b>   |             |                |                      |                     |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.   | 7.19        | 2.12           | 94.12                | 3.13                |
| 43. | Technology is up-to-date and well-supported.  | 7.09        | 1.82           | 94.12                | 0                   |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.09        | 1.71           | 94.12                | 3.13                |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                   | 6.59        | 1.62           | 94.12                | 0                   |
| 80. | Enrollment processes effectively recruit and admit students.  | 6.56        | 1.88           | 94.12                | 3.13                |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.   | 6.44        | 2.21           | 94.12                | 0                   |
| 42. | Support services harmonize with SCCC's focus on education and learning.   | 6.41        | 2.09           | 94.12                | 3.13                |
| 30. | Seward County CC's hiring processes make certain the people it  | 6.34        | 1.86           | 94.12                | 0                   |

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|     | Statement:(What is done well and not so well?)  | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | employs possess necessary credentials, skills, and values.  |      |         |               |              |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.  | 6.31 | 2.21    | 94.12         | 3.13         |
| 44. | Budgeting processes ensure resources are effectively allocated.   | 6.25 | 2.27    | 94.12         | 6.25         |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.   | 6.25 | 1.85    | 94.12         | 0            |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.   | 6.16 | 1.97    | 94.12         | 0            |
| 77. | It is easy for those we serve to get their questions answered.  | 6.16 | 1.78    | 94.12         | 0            |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 6.13 | 1.66    | 94.12         | 0            |
| 35. | Seward County CC's core values stress the centrality of learning.   | 6.06 | 2.14    | 94.12         | 3.13         |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 6.06 | 1.82    | 97.06         | 0            |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.                | 6.03 | 2.12    | 94.12         | 3.13         |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.               | 6    | 1.97    | 97.06         | 3.03         |
| 34. | Leaders communicate a clear vision for SCCC's future.   | 5.97 | 2.19    | 94.12         | 3.13         |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.   | 5.97 | 2.1     | 91.18         | 3.23         |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                | 5.94 | 1.9     | 94.12         | 0            |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.            | 5.91 | 2.1     | 94.12         | 0            |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.                         | 5.91 | 2.43    | 94.12         | 3.13         |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.  | 5.91 | 1.94    | 94.12         | 3.13         |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.                                   | 5.88 | 2.14    | 100           | 2.94         |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.                            | 5.88 | 2.27    | 94.12         | 0            |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 5.84 | 2.19    | 94.12         | 3.13         |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy. | 5.82 | 1.98    | 97.06         | 0            |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.  | 5.81 | 2.92    | 91.18         | 12.9         |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 5.78 | 2.01    | 94.12         | 3.13         |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 5.78 | 2.04    | 94.12         | 3.13         |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.                           | 5.78 | 2.27    | 94.12         | 3.13         |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                     | 5.77 | 2.2     | 91.18         | 6.45         |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 5.76 | 1.97    | 100           | 2.94         |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 5.75 | 2.27    | 94.12         | 6.25         |

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|     | <b>Statement:(What is done well and not so well?)</b>   | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|---|-------------|----------------|----------------------|---------------------|
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.   | 5.75        | 2.05           | 94.12                | 0                   |
| 22. | Seward County CC measures how effectively it serves its students.   | 5.75        | 2.05           | 94.12                | 3.13                |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.  | 5.75        | 2.23           | 94.12                | 0                   |
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.   | 5.74        | 2.23           | 100                  | 5.88                |
| 46. | Support services are regularly evaluated to identify improvement opportunities.   | 5.72        | 2              | 94.12                | 3.13                |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.  | 5.72        | 2.07           | 94.12                | 3.13                |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.                                 | 5.69        | 1.96           | 94.12                | 3.13                |
| 25. | Seward County CC makes improvements based on the complaints it receives.  | 5.68        | 2.52           | 91.18                | 9.68                |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 5.67        | 2.27           | 97.06                | 6.06                |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.                                | 5.66        | 2.29           | 94.12                | 3.13                |
| 70. | Students have good access to faculty outside of scheduled classes.  | 5.64        | 2.44           | 91.18                | 3.23                |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.  | 5.62        | 2.17           | 100                  | 5.88                |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 5.62        | 2.47           | 100                  | 5.88                |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.  | 5.61        | 1.82           | 97.06                | 0                   |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.   | 5.59        | 2.04           | 94.12                | 0                   |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 5.59        | 2.21           | 94.12                | 3.13                |
| 8.  | Seward County CC intentionally promotes excellence in teaching.   | 5.59        | 2.32           | 100                  | 5.88                |
| 23. | Measured student satisfaction with SCCC improves steadily.  | 5.59        | 2.03           | 94.12                | 3.13                |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.   | 5.59        | 1.68           | 94.12                | 0                   |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 5.53        | 2.08           | 94.12                | 3.13                |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.   | 5.53        | 2.21           | 94.12                | 6.25                |
| 13. | Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.                              | 5.51        | 2.5            | 97.06                | 6.06                |
| 69. | The faculty and staff feel they are in a partnership with administrators.   | 5.5         | 2.41           | 94.12                | 3.13                |
| 59. | Seward County CC has processes to ensure it is innovative and agile.  | 5.5         | 2.34           | 94.12                | 3.13                |
| 82. | Planning processes improve SCCC's effectiveness.  | 5.5         | 2.29           | 94.12                | 6.25                |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.  | 5.47        | 2.24           | 94.12                | 6.25                |
| 39. | Organizational and committee structures support good decision-making.   | 5.47        | 2.09           | 94.12                | 3.13                |
| 57. | Departments set specific targets for improving their work.  | 5.47        | 2.31           | 94.12                | 3.13                |
| 20. | Seward County CC carefully defines and analyzes the unique needs  | 5.44        | 2.05           | 94.12                | 3.13                |

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|     | Statement:(What is done well and not so well?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|--|------|---------|---------------|--------------|
|     | of different groups of people it might serve.  |      |         |               |              |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.                  | 5.42 | 2.23    | 91.18         | 6.45         |
| 81. | Evaluations of SCCC are known and focus on improvement.  | 5.42 | 2.45    | 91.18         | 6.45         |
| 83. | Departments work effectively as teams.   | 5.38 | 2.32    | 94.12         | 6.25         |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.               | 5.38 | 2.69    | 94.12         | 9.38         |
| 55. | Departments set specific targets for the goals they want to achieve.   | 5.25 | 2.55    | 94.12         | 9.38         |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.  | 5.25 | 2.09    | 94.12         | 0            |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.  | 5.25 | 2.31    | 94.12         | 6.25         |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.                        | 5.21 | 2.41    | 100           | 5.88         |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.                 | 5.19 | 2.13    | 91.18         | 3.23         |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students. | 5.18 | 2.24    | 97.06         | 3.03         |
| 24. | Seward County CC maintains strong relationships with former students.  | 5.16 | 2.26    | 94.12         | 0            |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.   | 5.13 | 2.41    | 94.12         | 3.13         |
| 21. | Seward County CC responds rapidly to the changing needs of students.   | 5    | 1.95    | 94.12         | 3.13         |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                                   | 4.88 | 1.91    | 94.12         | 0            |
| 11. | Processes are in place to determine which new educational offerings to develop.  | 4.76 | 2.4     | 100           | 5.88         |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                                       | 4.63 | 2.32    | 94.12         | 0            |
|     |  |      |         |               |              |
|     |  |      |         |               |              |
|     | Trustee  |      |         |               |              |
| 41. | Appropriate maintenance ensures that both facilities and equipment can be used effectively.                                      | 8.4  | 0.89    | 100           | 0            |
| 33. | Faculty and staff are recognized for their contributions and accomplishments.  | 8.25 | 0.96    | 80            | 0            |
| 34. | Leaders communicate a clear vision for SCCC's future.  | 8.25 | 0.5     | 80            | 0            |
| 4.  | Seward County CC uses student assessment results to improve teaching and learning.   | 8.2  | 0.45    | 100           | 0            |
| 44. | Budgeting processes ensure resources are effectively allocated.  | 8    | 0.71    | 100           | 0            |
| 69. | The faculty and staff feel they are in a partnership with administrators.  | 8    | 0.82    | 80            | 0            |
| 8.  | Seward County CC intentionally promotes excellence in teaching.  | 8    | 0.71    | 100           | 0            |
| 40. | Leaders ensure that faculty and staff have the resources they need to do their work.   | 7.8  | 1.3     | 100           | 0            |
| 6.  | When making institutional decisions, administrators consider the impact on students and learning.                                | 7.8  | 1.09    | 100           | 0            |
| 43. | Technology is up-to-date and well-supported.   | 7.8  | 1.3     | 100           | 0            |
| 42. | Support services harmonize with SCCC's focus on education and  | 7.8  | 1.3     | 100           | 0            |

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|     | Statement:(What is done well and not so well?)  | Mean | Std Dev | Response Rate | % Don't Know |
|-----|---|------|---------|---------------|--------------|
|     | learning.   |      |         |               |              |
| 10. | Faculty and staff have a shared understanding of SCCC's educational goals for students.   | 7.6  | 1.67    | 100           | 0            |
| 32. | Seward County CC trusts faculty and staff to do their work effectively.   | 7.6  | 1.14    | 100           | 0            |
| 48. | Seward County CC ensures that students have easy access to the people and services they require to be successful.                                   | 7.6  | 1.14    | 100           | 0            |
| 9.  | Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials. | 7.6  | 1.14    | 100           | 0            |
| 63. | Seward County CC encourages its faculty and staff to collaborate with others on new projects.   | 7.5  | 1.29    | 80            | 0            |
| 31. | Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.  | 7.5  | 1.29    | 80            | 0            |
| 60. | Seward County CC allocates resources effectively in support of its plans and future goals.  | 7.5  | 1       | 80            | 0            |
| 12. | Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.   | 7.4  | 1.95    | 100           | 0            |
| 17. | Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy.                 | 7.4  | 1.14    | 100           | 0            |
| 39. | Organizational and committee structures support good decision-making.   | 7.4  | 1.14    | 100           | 0            |
| 52. | Seward County CC regularly assesses whether students achieve program and course goals.  | 7.4  | 0.89    | 100           | 0            |
| 37. | Leaders empower faculty and staff by clearly delegating areas of authority.   | 7.4  | 1.14    | 100           | 0            |
| 81. | Evaluations of SCCC are known and focus on improvement.   | 7.25 | 1.71    | 80            | 0            |
| 38. | Seward County CC analyzes the effectiveness of its decision-making processes.   | 7.25 | 0.5     | 80            | 0            |
| 53. | Faculty and staff have access to the data and information that they need to improve the quality of the work they do.                                | 7.2  | 1.3     | 100           | 0            |
| 61. | Seward County CC measures its progress in accomplishing institutional strategies.   | 7.2  | 1.3     | 100           | 0            |
| 47. | Student needs are identified regularly so that appropriate support services can be provided.  | 7.2  | 1.3     | 100           | 0            |
| 70. | Students have good access to faculty outside of scheduled classes.  | 7.2  | 1.48    | 100           | 0            |
| 35. | Seward County CC's core values stress the centrality of learning.   | 7.2  | 0.84    | 100           | 0            |
| 14. | Seward County CC identifies specific targets for improving student learning.  | 7.2  | 0.84    | 100           | 0            |
| 22. | Seward County CC measures how effectively it serves its students.   | 7.2  | 0.84    | 100           | 0            |
| 54. | Faculty and staff know the key measures of SCCC's success.  | 7.2  | 1.3     | 100           | 0            |
| 7.  | Seward County CC clearly communicates its learning expectations to both current and prospective students.   | 7    | 1       | 100           | 0            |
| 21. | Seward County CC responds rapidly to the changing needs of students.  | 7    | 1.58    | 100           | 0            |
| 26. | Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.                                  | 7    | 1       | 100           | 0            |
| 50. | Seward County CC regularly measures its progress toward achieving its goals.  | 7    | 0.82    | 80            | 0            |
| 19. | The results of SCCC's non-educational work strengthen the overall institution.  | 7    | 1.87    | 100           | 0            |

Constellation Appendices

|     | <b>Statement:(What is done well and not so well?)</b>  | <b>Mean</b> | <b>Std Dev</b> | <b>Response Rate</b> | <b>% Don't Know</b> |
|-----|--|-------------|----------------|----------------------|---------------------|
| 5.  | Student services departments provide programs and services that complement SCCC's academic curricula.                            | 7           | 1              | 100                  | 0                   |
| 11. | Processes are in place to determine which new educational offerings to develop.  | 7           | 1.73           | 100                  | 0                   |
| 30. | Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.        | 6.8         | 1.79           | 100                  | 0                   |
| 76. | Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.             | 6.8         | 1.3            | 100                  | 0                   |
| 77. | It is easy for those we serve to get their questions answered.   | 6.8         | 1.79           | 100                  | 0                   |
| 15. | Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.            | 6.8         | 1.92           | 100                  | 0                   |
| 45. | Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.              | 6.75        | 0.96           | 80                   | 0                   |
| 18. | Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.                     | 6.75        | 2.63           | 80                   | 0                   |
| 66. | Seward County CC's key partnerships with other institutions and organizations are well-known.                                    | 6.75        | 1.5            | 80                   | 0                   |
| 58. | Seward County CC compares its own performance with that of other higher education institutions.                                  | 6.75        | 0.96           | 80                   | 0                   |
| 67. | Seward County CC creates and builds relationships with external organizations that provide services to our students.             | 6.75        | 1.5            | 80                   | 0                   |
| 16. | People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students. | 6.6         | 1.52           | 100                  | 0                   |
| 68. | Seward County CC meaningfully involves its faculty and staff in institutional work.  | 6.6         | 1.67           | 100                  | 0                   |
| 74. | Seward County CC supports civic, social, and/or environmental issues in the area it serves.                                      | 6.6         | 0.89           | 100                  | 0                   |
| 56. | Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.                        | 6.6         | 1.67           | 100                  | 0                   |
| 62. | Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.   | 6.6         | 0.89           | 100                  | 0                   |
| 28. | Seward County CC makes certain that faculty and staff get the training and professional development their work requires.         | 6.6         | 1.95           | 100                  | 0                   |
| 25. | Seward County CC makes improvements based on the complaints it receives.   | 6.6         | 1.52           | 100                  | 0                   |
| 65. | Seward County CC builds effective relationships among faculty, staff, and administrators.  | 6.5         | 1.29           | 80                   | 0                   |
| 49. | Departments can show their contribution to meeting SCCC's overall goals.   | 6.5         | 2.08           | 80                   | 0                   |
| 57. | Departments set specific targets for improving their work.   | 6.5         | 1.29           | 80                   | 0                   |
| 79. | Communication occurs effectively up, down, and across different units of the organization.                                       | 6.5         | 1.29           | 80                   | 0                   |
| 82. | Planning processes improve SCCC's effectiveness.   | 6.5         | 1.29           | 80                   | 0                   |
| 46. | Support services are regularly evaluated to identify improvement opportunities.  | 6.5         | 1.91           | 80                   | 0                   |
| 20. | Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.                   | 6.4         | 1.14           | 100                  | 0                   |
| 36. | A clear understanding of SCCC's priorities guides faculty and staff in their work.   | 6.4         | 2.41           | 100                  | 0                   |
| 13. | Seward County CC has processes to ensure that students are   | 6.4         | 2.19           | 100                  | 0                   |

Constellation Appendices

|     | Statement:(What is done well and not so well?)   | Mean | Std Dev | Response Rate | % Don't Know |
|-----|--|------|---------|---------------|--------------|
|     | prepared for the programs and courses in which they enroll.  |      |         |               |              |
| 55. | Departments set specific targets for the goals they want to achieve.   | 6.25 | 1.5     | 80            | 0            |
| 59. | Seward County CC has processes to ensure it is innovative and agile.   | 6.25 | 0.96    | 80            | 0            |
| 29. | Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.                       | 6.2  | 1.92    | 100           | 0            |
| 23. | Measured student satisfaction with SCCC improves steadily.   | 6.2  | 1.64    | 100           | 0            |
| 64. | Seward County CC builds relationships with the institutions and organizations from which its students come.      | 6.2  | 3.03    | 100           | 0            |
| 27. | Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.                | 6    | 1.63    | 80            | 0            |
| 72. | Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.  | 6    | 1.41    | 80            | 0            |
| 51. | The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively. | 6    | 1.73    | 60            | 0            |
| 73. | Seward County CC provides cultural enrichment activities for the communities it serves.                          | 5.8  | 1.64    | 100           | 0            |
| 80. | Enrollment processes effectively recruit and admit students.   | 5.8  | 1.48    | 100           | 0            |
| 78. | Seward County CC has effective processes to determine the training needs of faculty and staff.                   | 5.75 | 0.96    | 80            | 0            |
| 83. | Departments work effectively as teams.   | 5.75 | 1.71    | 80            | 0            |
| 75. | Seward County CC solicits gifts to defray annual operating expenses.   | 5.6  | 1.82    | 100           | 0            |
| 71. | Advising processes work effectively to get students in appropriate courses and programs.                         | 5.4  | 2.7     | 100           | 0            |
| 24. | Seward County CC maintains strong relationships with former students.  | 2.8  | 1.48    | 100           | 0            |