

Seward County Community College Comments from Constellation December 2005

NOTE THAT SURVEY QUESTIONS BEGIN WITH #4 (questions 1-3 on the survey were the demographics questions. #4 was the first question that asked for a ranking).

A TABLE THAT LISTS AND NUMBERS ALL STATEMENTS ON THE SURVEY IS AT THE END OF THIS DOCUMENT.

Comments provided to Survey Statements

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4	I am not a part of the assessment with the institution, so it is hard to answer section two of this question. I know that it is an important issue and those involved are working hard to improve teaching and learning with the results.
	Our assessment process and culture has evolved over the past 10 years. It is probably time to reevaluate how we use the campus wide committee structure. We have folks that are very talented and passionate about the institutional assessment program. Perhaps we should make the leadership positions (faculty) more permanent and a part of the faculty contract load.
	I put satisfactory on the second portion of this question due to the fact that our formal assessment of the institution is in the testing stage using artifacts and scoring rubrics. I believe that we will be in the Outstanding category within the next 2 years.
	I see mixed results with this....some faculty stress assessment seemingly only in their specific subject area....a few seem to realize the overall importance. This is a personal observation. Overall - institution wide performance is borderline satisfactory, but I also believe this is still an improvement over the lack of basic skills that was so prevalent a few semesters ago.
	There are 2 areas in this topic that I would like to address. One: I think we have done an outstanding job in our department in revising our exams to better prepare students for the state board exams that they take. Our passage rate has gone from 85% 4 years ago to 100% for the past 2 years and I believe this is directly attributable, at least in part, to intense scrutiny and revision of our exam process. Two: Students are given the opportunity to evaluate the course and instructors, which in of itself is good, but they are allowed to do it anonymously. We spend 2 years trying to teach students that they must accept responsibility for their actions and behaviors and learn to bring about change in a positive manner. By allowing them to do their evaluations anonymously, we effectively negate all that work. They can say anything they want to say without having to accept responsibility for it. What they say may or may not be true. There is no way to verify it.
	It depends on the instructors; some are excellent and some are average.
	Many instructors have recognized the need to close the feedback loop and actually apply assessment findings and data to attempt to improve their teaching. Others are coming to understand the value of assessment. Still others by choice or by oversight have not yet come aboard. The Assessment Committee needs to continue to encourage faculty involvement in all stages of the assessment process.
5	Again, I see lots of activity, but not such stellar results. Many of the student tutors apparently are not well qualified to tutor in the area of composition, and this is one of the skill areas in which many students need help. Learning how to develop good study habits is a critical skill and I do not see a concentrated effort to teach study habits. I see lots of staff trying to justify their jobs instead of taking the initiative to help at risk students; even to the point of requiring an "application" be completed to determine the level of need and help required. What am I missing here?
	We have several pilot projects going and developmental ed needs revamped so we are not at a point where our services are meeting the needs of an 87% first generation and at-risk student population.
	I do not have access to enough information to give a qualified answer to this question.
	There's not nearly as many activities now as there used to be and most activities don't interest a majority of the students.
6	When classes are cancelled because of low enrollments, when fees are raised for various classes, when class schedules are allowed that don't "fit" the daytime schedules of most classes (50 minute classes MWF and 80 minutes classes TR) I questions that the impact on all students is being considered.
7	Faculty expect students to be college students when they enter the classroom. That is not the case with our current student population. We have to communicate expectations constantly and consistently through publication and action. It is not a visible piece of any strategic plan/institutional goal/etc.
	That we communicate clearly that we expect a high level of academic excellence and honor that is very important, and

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	probably we do project that in most cases. Whether or not we actually provide the assistance in programs and in time to students is the real issue, is it not?
	I do not have access to enough information to give a qualified answer to this question.
8	We do have a number of faculty who have received one or more awards for teaching excellence through NISOD. This indicates a fairly high and respected level of excellence in teaching. Additionally, we do have in place programs to assist faculty in earning higher and/or additional degrees in their teaching field.
	I feel that the only things promoted here are the Student Living Center and athletics.
	We provide the lip service but not the recognition nor in the evaluation process. The problem is, we haven't, as an institution, defined what excellence means. Support for excellence as been taken advantage of by a few. We are improving support campus wide.
9	We make sure they have the course work. The assessment process is not able at this time to determine what knowledge and skills they actually leave the institution with.
	The allied health programs do a great job of this.
	The athletes are highly acclaimed although many say they are just passed on. Why do the other departments not get recognition????
10	I believe the college does a good job of interacting faculty with staff, especially at the all-staff meetings, however, I think we could improve
	I am not sure that I can agree with this statement. I've had students who seemed to feel that class requirements (attendance, completed work, passing exams, etc.) did not necessarily apply to them -- students who were here on scholarship.
	We have an understanding of institutional outcomes. We are in a state of flux with regard to goals. Faculty have identified educational goals, but we have not, as an institution, put together holistic education goals for students and a plan for reaching those goals.
11	I do not have access to enough information to give a qualified answer to this question.
	There are a great number of students wanting to take more virtual college courses in the Education field, but the college is refusing to offer them.
	It seems like new programs are developed when someone has an idea to create one. I'm not sure there is a process to determine new programs.
	I'm not aware of how the college approaches this issue.
12	The current program review system does not accurately reflect the value of allied health programs because we are not allowed to add the revenue of the general education requirements in the formula.
13	Students can enroll in many courses that they are not prepared for because they are not blocked/prevented with the compass/ASSET scores. EXA. even though they can not enroll in gen psych because of their compass score, they could still enroll in a history course that they are not prepared for.
	How can students get an A in English and other courses who can't write a sentence?
	Through waivers, students are routinely able to take class that they are not prepared for. This not only affects them, it also affects other students in the class they take.
	Our placement process has too many holes. We should reevaluate the cost of the waiver system to students and to the effectiveness of teaching. We don't think about the impact of unprepared students on those that are prepared when we use teaching pedagogies that involve team and group work. Both 21st Century workplace skills that we should be addressing in our teaching. If students make the choice to "waiver", perhaps there should be only one section open to them.
	Frankly, when I was attending classes, I felt cheated because I worked hard and other students didn't and turned in very sloppy classwork, yet they still got passing grades. I felt like I had made the extra effort for nothing. Even students who barely showed up for class passed.
	We have placement testing, but still some students who are in developmental classes are allowed to be enrolled in classes that require a skill level they do not have if that class doesn't fit into the math/reading/writing assessment area.
	The placement process is effective, but the waiver option allows too many developmental students to enter academic

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	classes. More and more students are attempting to succeed in classes for which they are woefully unprepared.
14	The new advisement procedures and training, along with other improvements resulting from Title III, have admirably increased both the attention paid to this area and the efforts being made.
	I've been really impressed with the efforts to secure grants aimed at increasing student success and retention at this institution.
15	Sometimes a little too much freedom of speech is given to some students, at least from the articles they write, it would have been better to have been silent. Some really inane topics are covered by the newspaper, and a lot of newsworthy items get second rated.
16	What objectives are we talking about here?
	I am only an adjunct faculty member, and I really don't know about how objectives are communicated other than those communicated to me.
17	The Athletic Department seems to be an entity of its own at times. Many coaches do not attend meetings or follow recommendations for course placements.
18	I do not have access to enough information to give a qualified answer to this question.
	Although feedback is gathered, it doesn't seem that the majority is always heard; usually one or two people make the decisions regardless of how anyone feels.
	The allied health programs do this on a yearly basis, I don't know what the rest of the college does.
	I am unaware of how they approach this issue.
	SCCC does very little for community involvement. Very little is done for the community free of charge.
19	What is "non-educational" work?
	I am not sure what you mean by non-educational work.
20	I do not have access to enough information to give a qualified answer to this question.
	I do know we offer a Gas Institute that is important to the community and are working to be more effective in working with our Hispanic population.
	The phrase "defines and analyzes" is not evident in our operation.
	I don't know.
	Rapidly changing student demographics call for much more communication and cooperation among the ESL, Developmental, and Gen Ed Programs.
21	We are trying. There are operational changes we could make to improve the reaction speed and results across campus. It might involve a person being solely responsible for that aspect.
22	There is some improvement efforts in this direction, but overall we still have much to overcome.
23	I do not have access to enough information to give a qualified answer to this question.
24	Alumni groups of students other than athletes would be great. There are some great students who have gone on to do more than play ball.
	Alumni associations could be much stronger
	I know there is an effort to maintain relationships with former students, but I'm not aware that this has happened yet. It is difficult to track students with privacy laws, and if the student doesn't make an effort to stay in contact, it is hard.
25	Complaints not shared so an informed decision can not be made
	I do not have access to enough information to give a qualified answer to this question.
26	I do not have access to enough information to give a qualified answer to this question.
	Unknown
	I am not aware of any processes like this, but that doesn't mean we don't have them.
27	I'm not sure who processes feedback or what is done with the information once it's received.

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	I am not sure how they approach this issue.
28	SCCC should have a process where every few years an instructor should be given release time to develop course content and research new methods.
	We provide opportunities but do not make sure they "get" the training.
	Some certain lower ranking staff don't get those opportunities
	I feel that faculty have an advantage here. Staff do not have near the opportunities for professional development as the faculty does.
	It depends whether you are professional staff or hourly staff. I have been here over two years and still haven't received all of the training that I am supposed to have for my position.
	Training has increased some for supervisors. Would like to see this expanded. Plus more formal training for those using Banner, etc.
	Not everyone gets the opportunity here.
	I do not have access to enough information to give a qualified answer to this question.
	Professional development opportunities have decreased for staff, while not decreasing as much for faculty, mostly due to budget cutting.
29	Evaluations are not used as concrete feedback because most individuals look at them as a negative and not constructive. Need to change how evaluations are perceived.
	The head of the Sciences department, is very good at giving balanced evaluations and suggesting things to strengthen faculty performance.
	Evaluations are done regularly. Those that are done by the supervisors are ok. The ones by students are anonymous and as previously mentioned in question #1, do not mean anything. Why do you think newspapers refuse to publish anonymous letters? They don't anything. You need to learn to take responsibility for what you say and write. Students should be here to learn and should be learning how to bring about positive changes. This is one of the most important lessons one can learn in life.
	Some administrators do an excellent job, but this does not happen straight across the board for all staff.
	Once again, as an adjunct faculty member, I don't see much in the way of feedback or information on evaluation. I would not be rehired if my work was unsatisfactory, and I imagine most adjunct faculty feel this way.
	I don't agree with annual evaluations versus a daily evaluation of performance
30	Sometimes with adjunct instructors, it seems to be any warm body to teach the class; we could certainly do better by adding full-time instructors in some cases.
	The location of the college -- in a somewhat isolated, rural area -- makes hiring of faculty and staff somewhat difficult. Once people are here and understand the college's drive for perfection, the types of goals in place, and the almost impeccable facilities, it's easier to get them to buy into the idea. However, I wouldn't want to be in charge of locating and convincing people to transplant to southwest Kansas.
	The difficulties involved with attracting qualified candidates from outside continue to effect some hiring processes.
	The salary issue is on-going. Evidence shows we are underpaid according to other colleges so why can't something be done about it. The salary scale limits many professionals who would make excellent teachers.
	I do question the process of having someone lined up already prior to advertising. I'm not sure how ethical all of the hirings have been because of this. Sometimes it seems if you know certain people you have a distinct advantage.
	Because we are in such a remote location, we sometimes have to settle for people who are less qualified than we would like. We need to acknowledge this fact and address it with more attractive salaries and benefits.
31	I feel that we do a great job of listening and acting on ways to improve. We value the feedback that we get and if it needs improved the college is very progressive toward the betterment of improvement.
	Not always do they follow the recommendations of those sought out.
	Committees have been formed to evaluate salary scales and then the committee chair let the committee go dead. Why can't

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	the ball be picked back up and something be done?
	However, majority views are sometimes ignored and decisions are made by individuals
33	It would be nice if there was financial recognition; particularly when someone takes on extra duties or responsibilities.
	Certain programs receive a lot of attention and PR, while other programs receive very little attention despite significant academic achievements.
	Faculty more so than staff.
	There are a few strategies in place, ie NISOD for faculty. However, there are small ways of expressing gratitude to those doing a good job that aren't done. How about just a note from a dean or the president? Some programs/departments seem to receive all the recognition while others perform just a well but seem to be over looked.
	No one responsible and no process in place for recognition. Particularly across disciplines and work areas.
	Some lower ranking positions don't get credit for the work they do
34	I don't see a clear vision for the future. Just trying to react to what is going on now.
	Sometimes not all decisions are communicated. On the other hand, the "listening end" doesn't seem to pay attention if they think it doesn't apply to them. So it's a 2-way problem. Not sure how you can get everyone to pay attention to all things.
	This is just Dr. Dunn's second year so he is just now beginning to share his vision for the college. I believe the first year was very important for him in evaluating where the college stands so that he could develop this vision.
	I know the President of SCCC has urgently stressed proper and sufficient communication; however, I feel that not all of the Administration shares in his vigor and importance of communication. I don't really feel that some of the Administration communicates to all of their respective employees as much as they could.
35	Athletes seem to get more attention than students who achieve academically
	I'm not sure what this means. We have good outreach programs and some on-line courses. I believe we strive for excellence on campus as well as in the communities we serve (and beyond with the Internet courses).
	Sometimes feel there's too much emphasis on the non-learning (bricks and mortar).
36	Sometimes things aren't so "clear".
37	I do not have access to enough information to give a qualified answer to this question.
	I feel like too much has been delegated to me and I don't have enough time to prepare for teaching on top of program coordinator duties.
	there is currently no morning supervisor for the custodial staff
	Authority is not easy to come by and generally ruled over by higher ranking personnel
38	I'm not sure of how this is done at SCCC.
	I have no way of knowing this.
	I do not have access to enough information to give a qualified answer to this question.
39	Currently the developmental instruction area is its own entity and does not confer with math and English instructors about the curriculum it should be developing.
	Committees seem to have a purpose with goals since Dr Dunn has been president.
40	Non-educational staff have a definite disadvantage
41	We have the best maintenance department I've seen, and I don't even work for them, but they deserve more praise
	Maintenance is adequate.
	The Epworth Allied Health Education Center has very poor heating/cooling. The classrooms are rarely comfortable due to either being too hot or too cold. The basement classroom has large columns which obstruct the learning process.
	The equipment may be functional but it is really ridiculous that the maintenance staff can dictate that they will not take care of the shrubs and flowers. If it is not in their job description, change it. The beautification of the campus is very important and should not be left for the faculty. They are here to teach and put the students at the top of the list. Faculty work many many

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	hours for little pay and they are not here in the summer months to maintain and care for the few flowers and shrubs. They need year around care. The shrubs outside/behind the gym were repulsive last spring. Why do we only want to beef everything up before graduation. Pride of the campus should shine all year.
	We need to improve energy conservation in various buildings, particularly the Shank Humanities Building. Doors to not properly close in the winter or summer, and heating and cooling the outdoors are not very energy efficient. This problem needs to be addressed as soon as possible.
42	I do not have access to enough information to give a qualified answer to this question.
43	Faculty are encouraged to adopt new methodologies such as on-line classes, but are provided no in-house technical support.
	Student technology is up to date but several faculty offices are on computers that are old and will not support the software the instructors need for classes. Faculty computers need updated.
	While it is nice that students have the latest and best computers available in their labs, those computers are not used all day, every day. Instructors have to take the hand-me-downs that are no longer good enough for the occasional student use and have to make do with them as they try to use them every day, all day, to do their work on. I find this quite ironic and quite frustrating.
	I believe our technology is as up to date as our budget allows. Our tech staff do a good job at making recommendations they feel is necessary. An answering system for phones is really needed though.
	Some divisions aren't deemed important enough to upgrade
	Currently the IT department does not support distance education software. There appears to be a lack of interest or insufficient personnel to handle this. If SCCC is going to stay competitive, it will be necessary for faculty to be supported with course designers, 24/7 student help, etc.
44	I do not have access to enough information to give a qualified answer to this question.
	I assume this is true. My program requires no extra budget so I don't know.
45	I do not have access to enough information to give a qualified answer to this question.
	I feel that some of the administration does not support all of their areas. There seem to be some neglected areas that are just ignored or left to function on their own until there is a problem. Then the administrator gets involved at this point.
	Again, some lesser important non-educational departments have fewer advantages
46	I do not have access to enough information to give a qualified answer to this question.
47	I do not have access to enough information to give a qualified answer to this question.
	This is especially being done with the first year seminar courses as well as with the continuing education, etc, through the Title III grant.
	Special needs students are identified, but faculty often do not have the expertise to know exactly how to help these students. We can give them extra time to take tests, for instance, but it is usually a futile measure. We often cannot find a signer for a deaf student, so the instructor has to try to talk slowly enough for the student to understand, This creates a hardship for other students.
48	We have improved this greatly in the past several years.
50	I am not sure about this.
51	The enrollment data seems to be questionable due to inconsistencies of input and output.
	Our student data manager, with Title III, is excellent at providing data that is both understandable and beneficial. BTW, she was very effective with this as part of our information technology group before she switched to Title III.
52	Allied Health programs do a great job with this.
53	there is currently no morning custodial supervisor
	It depends on who you are and what department you work with
	Is time made available and recognition provided for improvement?
54	Here again, I believe there are a lot of staff who do their jobs but do not really try to understand what all SCCC is trying to

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	achieve in meeting the needs of students, community and the area population. They have tunnel vision of what SCCC is about.
55	I can't speak for all departments, but the department I'm in does set goals.
	I have no idea so I don't want to answer this question.
57	Again, I am not sure about specific departments.
	Some departments have higher standards than others, so it is difficult to answer this with all departments lumped together. I'm trying to consider this as an overall, but better departments shine, while some of the complacent departments would dull this answer.
58	I do not have access to enough information to give a qualified answer to this question.
59	I do not have access to enough information to give a qualified answer to this question.
	I don't know.
60	You need to allocate resources for improved salaries or you will not have adequate faculty.
61	I do not have access to enough information to give a qualified answer to this question.
62	We have a lot of new staff that may not be familiar with our Strategic Long Range Plan, a some faculty and staff who have been here who may not have been involved with the planning process.
	As previously stated, we are in process on this one.
63	Encouragement, yes. Providing the environment for it to happen, no.
	Again, the amount of collaboration that is possible is limited by the time constraints of a normal course load as SCCC. An instructor teaching 15 hours a semester has very little time to do anything else.
	SCCC and FHSU will not collaborate to bring more Education courses to campus through the virtual college.
	Not all departments and individual members of those departments are encouraged to participate with those matters
	We may be encouraged to work on new projects, but are not compensated for extra work.
64	Unknown
65	In a small way I feel a bit... them & us, as to faculty and administration. However, I don't fault administration for that because I hadn't really thought much about it until asked this question and haven't shared my feelings about it with administration.
68	I think there are some faculty that are very involved, but others that do not. It seems like the same people are involved on committees, while others do not participate.
69	All of the Administrators make even Part-Time staff feel as they are one of the important people on campus.
	This is extremely important and I feel I have that partnership within my own staff/administrator environment, but I see other areas that are hurting because of lack of communication between the staff and administration.
	There's a definite division there
	I'm not sure how the institution values this and have previously expressed my comments about this issue.
70	I do not have access to enough information to give a qualified answer to this question.
	Here at the Adult Learning Center the answer is Outstanding. However I am not sure what the case is on the main campus.
71	This is currently being modified for the better using Title III funds.
	It is too easy for students to take a class they are not prepared for, and some advisors take advantage of the waiver process. It should be harder for students to take a class they are not ready for than it is now.
	I do not have access to enough information to give a qualified answer to this question.
	This is something we are working on. This Spring will be the first time we've put an advisor's hold on second semester freshmen registration. We are hoping that will bring the students back to the advisor after their first encounter early in the first semester to have more input.
72	I'm not really sure how important this is to the institution but it is very important to me personally. I enjoy having the students tour local labs and regularly encourage them to explore the community and how it relates practically to didactic instruction.

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	I think if student response were more favorable, more student learning opportunities, such as speakers on campus, would be initiated. However, the cost of bringing such events which play to very, very small crowds makes it discouraging to organizers. If, however, this question relates to such things as EduKan online courses or computer lab facilities, Seward County does a good job.
	I do not have access to enough information to give a qualified answer to this question.
73	We need to be doing much more. We need to involve more faculty members to ensure their importance for our culture of Liberal
74	Seward County does over and beyond in this category.
75	If this question refers to scholarships as part of the annual operating expenses, then this is important to the institution and a highly satisfactory job is being accomplished. However, I see the college as fiscally stable without depending on gifts to be able to operate.
	The college does not solicit gifts, but some of the student organizations and the Development Foundation do.
	I don't know whether you consider the development foundation's trust a fund for operating expenses. It does provide scholarships which could be connected to operating expenses. The development foundation is very successful and well-managed.
	Unknown
76	I do not have access to enough information to give a qualified answer to this question.
	I think the college does a good job but having students take advantage of those opportunities are the challenge.
	ABE is okay. Developmental Ed program needs lots of work. Are they using research based intervention strategies? How are students learning to become "college students"?
77	Not enough people are available at the times that we need. We need to ensure that ALL students have availability at all hours.
79	Communication has to be a two-way process. I think sometimes a designated communicator is not chosen and everyone thinks someone else did the job. Also, messages may be conveyed, but the message does not "take root" on the receiving end.
	Email is an effective communication tool, but often I don't get questions answered back
	We have asked for several years to be leaders in the community to stop smoking on campus. Why do we allow it? We never hear back from our suggestions.
	Sometimes okay, a lot of times not so good in my department.
80	I do not have access to enough information to give a qualified answer to this question.
	SCCC effectively recruits athletes for their programs but doesn't seem to entice those with superior academic records.
	Allied Health needs assistance with recruiting. The program coordinators should not have to spend as much time as they do with this duty.
81	Sharing results and data is not an organized process.
83	Again, here at the Adult Learning Center I believe we work effectively as a team. However I do not know how it is on the main campus.
	Every department works for itself. They do not like to work with others.

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Comments in response to end questions

No.	Question/Response(s)
84.	How would you describe your current level of enthusiasm and/or reservation for improving the institution through the use of systematic quality improvement? Why?
	I would like to see an enhancement in communication, across the board. I think that once we get communication "fixed" then the other processes will fall into place.
	I am very interested in improving our institution. We have great plans on paper, but I don't believe quality improvement plans are carried out.
	I like the idea of improvement, yet I am concerned that this will just turn into more paperwork that doesn't really change anything.
	Slightly higher than average enthusiasm for improvement. Financial rewards for participation are desirable because the faculty pay is so bad.
	No response
	It is a great idea to get a feel across campus about how everyone is doing. However, each department is different and it may not give an accurate feed back.
	It is a good idea providing everyone participates.
	I consider myself very enthusiastic about improving the institution because any and all improvements will lead to better enrollment numbers. I love working for this institution and would dearly love to see it grow; I will do anything I can to see that vision.
	Very enthusiastic because of the determination and dedication of the administration.
	I think it is good for each department to get together and work on areas of improvement also to encourage each other so the support areas can strengthen.
	Very enthused. Always looking for improvements in not only my department but others.
	Not quite sure of how to answer this, but I would rate my level as medium to high.
	I feel that the level of enthusiasm is down quite a bit this year as a result of another year of decreased enrollment. No one seems to know why our enrollment is down so we all feel a certain amount of guilt over it as though it is our own fault. This lowers morale. Another reason that enthusiasm is down is that employees don't get enough positive feedback. I can only assume that I'm doing a satisfactory job for the college because I don't get reprimanded. However, morale would pick up immensely if we were ever given any sort of motivation for a job well done.
	OKAY
	good the school can change because of its leadership
	I'm enthusiastic. We can become more proactive.
	I think a systematic quality improvement is great. This gives us a chance to continuing look at improving instead of letting a problem build to be fixed later. It's easier to maintain a house as it ages than it would be to rebuild fallen walls.
	Moderate. I have questions about how the institution plans on making these improvements. Is it going to be more of the same old thing, or are they actually going to get on with it and get it done.
	Enthusiastic. Particularly if organizational processes, procedures, workloads, and outcomes are prioritized and utilized to stop the "add on" effect that occurs when changes are needed. It's too easy to identify what we need to do and then not reciprocate with what do we need to stop doing.
	The leaders of the college are always striving to improve the benefits of the college. We always try new programs that would benefit the students. The reason being the students are the college.
	My level of enthusiasm is very high for improving the institution through the use of systematic quality improvement. Because it will help us as a community college get and keep future students coming to SCCC.
	My current level of enthusiasm for improving the institution is high.

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	My enthusiasm is low. They do a lot of talking, but nothing has really got me excited to do anything.
	N/A
	Very high enthusiasm--this process should be much more beneficial, effective, and appropriate for our college.
	I am very enthusiastic about improvement. SCCC personnel get excited about this and work together. All staff have always been encouraged to make improvements, rewarded for this.
	Just so so.
	very high, as I'm developing new course offerings and soliciting students for those new courses
	I'm very receptive to trying AQIP as an alternative to the site visit format of reaccreditation.
	SCCC is very interested and enthusiastic for improving this institution to benefit the students for their educational success.
	It's very good.
	I feel the current system with AQIP will be more effective than prior accreditation plans. I am extremely enthusiastic over the improvements the institution seems to consistently make to stay ahead of the curve in facilities, programs, and student services. It makes me proud that SCCC displays a proactive rather than reactive attitude toward systematic quality improvement. The college is also very serious in the area of student assessment and student advising within the system, both areas which I feel, in the long run, will offer improvement among faculty and an increase in student satisfaction with their experience at SCCC.
	I am excited, no matter how good an organization is there is always room for improvement. I think with better defined goals and a plan for success them we will be more likely to achieve our goals.
	I have not reservations for working here at sccc. They are always trying to improve on many things.
	I feel like it is needed to survive.
	Great! So we may improve in areas were the College has some challenges. FYI the book Question Behind the Question is an excellent place to start.
	I'm not sure what systematic quality improvement is.
	It's okay. Could work harder at it.
	SCCC is always looking for ways to improve in all areas. My enthusiasm when I can see the benefits for improving student learning is at a high level.
	Current level of enthusiasm is extremely high. It is always great to see improvement in quality, whether that be instruction, community service or in the physical plant.
	Good
	Depending on how this survey is used, I don't feel that this is an efficient way to improve the college. I have reservations about my opinions being taken seriously. These types of surveys tend to be proof for accreditation processes and have no effect on what changes are made at this college.
	I am unsure what the term systematic quality improvement means.
	Enthusiasm is good at SCCC. Employee's try daily to improve to make any changes to make things better.
	Positive-- I think this will be a good tool to provide quick feedback and then assess improvements.
	I'm committed to SCCC in helping make it the best two-year institution in the country.
	I am very thrilled when our student achieve well. It keeps my enthusiasm rolling. Quality improvement is necessary however it is so hard to maintain my head above water with all of the necessities and time spent with students it is hard to find time to dedicate to working with committees and really get in to a lot of their extra duties to evaluate the system.
	I have worked for Seward County Community College for over fifteen years, and five years before that as an adjunct. I can hardly wait to come to work every morning. I really love my job and find the academic environment challenging and mind expanding.
	I would promote a systematic quality improvement plan as long as it is not restrictive and it not handled solely by administration. All levels of employees need to be involved to promote ownership in such a process.
	My enthusiasm for improving the institution through the use of systematic quality improvement is quite high, because the

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	atmosphere of cooperation is great.
	Very good because we are always striving for the better of the school and the students.
	Good, I believe that Seward County Community College is a good place to work.
	I am confident in the decision-making body at SCCC and their choice in how to improve the institution as they elicit faculty input and truly are concerned with the success of the student, which in turn, is the success of the institution.
	good
	unsure
	I think the attempt to explore news ways of evaluations for improvement is worthwhile and desirable. This would allow a different perspective of the performance of the institution.
	I am excited about our current goals to improve our college here at SCCC. It is vital for us as an institution and for the future of everyone.
	I love working at sccc! But I do think more training would make my job easier.
	As a part time instructor, I really enjoy getting to see former students again at the college level. Teaching psychology in the evenings and during the summer sessions allows me to pursue the usage of my Master's degree in Guidance and Counseling. I have found that my students have a high degree of enthusiasm for their studies and I am proud to see many of them actively employed in our community. Improvement always begins with the letter !!
	Not very enthused. I don't think this builds teamwork or relationships between faculty and staff.
	I am only a 1-nite a week adjunct so have little information on which to base answers to most questions. I am impressed with SCCC on many levels. Systematic quality improvement is critical to the effectiveness of any organization. Colleges are particularly difficult to "manage", develop goals, direct available resources--without the whole things disintegrating into a socio-political squabble. Systematic strategic planning with quality improvement as a central goal is particularly needful for the hydra that is a college.
	I am not opposed to improving the institution through systematic quality improvement and think it is a good idea.
	Although I do not get personally excited about having to go through systematic quality improvement in order to improve SCCC, I feel that it is ESSENTIAL. However, I would really just like to teach my students.
	The constant and continuous nature of a systematic approach seems to be logical and an improvement over past evaluative processes. My enthusiasm level is certainly higher than previously.
	unsure
	Think the "want to" is there, but the "follow up" isn't
	Huh?
	I don't think there really is a "systematic" process for quality improvement. If there was, a computer could do it. Quality improvement is a dynamic thing that should be addressed where it is needed.
	I am highly enthusiastic about using systematic quality improvement. That is the best way to go in terms of keeping up with necessary changes and addressing issues as they come up. I have also been a part of other institutions that did this and it is effective.
	I am very excited about this process, because it will allow us to evaluate what our needs are.
	I am excited about moving toward a process where all faculty and staff have a voice in SCCC quality improvement. I believe the systematic quality improvement process will help SCCC employees "see" measurable improvements and the reason/need for change.
	I think it would be a valuable asset; as long as outcomes where actually applicable.
	n/a
	It is very high because this process will be on going and up to date.
	I an neither for nor against it, I do not have much knowledge regarding it to have a good opinion.
	There's opportunity for input, but there could be more feedback, so a system for improvement may help facilitate that.

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	I think the enthusiasm is there but the communication is not.
	Enthusiasm very high. This appears to be an excellent improvement program for the institution.
	I think that the institution is top notch and is continually striving for academic excellence. Systematic quality improvement will ensure that the institution meets the needs of the community it serves well into the future.
	Excellent
	I am very enthused.
	I am very enthusiastic about quality improvement, because there is always room for improvement.
	Good. To make things better for the students.
	I think it is very positive because it allows the institution to see how it is working through the eyes of the faculty and staff.
	There must be improvement in quality of our programs is we are to survive. How enthusiastic I am varies from day to day, partly because I am not very tolerant of the egotism of some of my colleagues.
	I think it's an awesome concept. We need to always be improving for the oommunity/students we serve. We can not become stagnant or our institution will fall along the wayside.
	If this survey is an indication of what is meant by systematic quality improvement, then I am very enthusiastic. There were many questions in this survey that I don't believe have ever been put before me as a faculty member and I really appreciated the opportunity to comment on my answers.
	I feel that enthusiasm is what it takes. Our quality improvement plan needs to have everyone involved. I am excited about our future and know that we need to do more to recruit and maintain our students. We will be a Hispanic serving institution very soon and that is what excites me about our future.
	I am highly enthusiastic about this process. It seems much more efficient than the self-study process.
	High. people
	After being here just a short time, I feel the department in which I work is already working hard at quality improvement.
	The systematic approach would assure that we do look at ourselves on a regular basis, but I think it's also important to look at all areas, not just the ones contained in this process. We must always be honest about looking at our performance so that we remain current and vital.
	What process?
	I am enthusiastic about it because I believe it is important to continue to improve our ability teach our students and prepare them for their future.
	Good because some improvement can always help, for now or later resources.
	My enthusiasm level is very low as the area I work in is probably considered to be the least important, is treated such, and is funded such. The work that my area is supposed to do is important and could be greatly improved by more manpower, better equipment, and more recognition of the function that my area is responsible for.
	I feel the division that I work in does a very good job of assessing teacher effectiveness and promotes teaching improvement. We have many opportunities to improve our teaching skills.
	I am very enthusiastic. I think this is what we need. This is controlled by us, not an outside agency.
	I don't know much about the systematic quality improvement, but i am very enthused when an institution is always wanting to be better.
	I have some reservations. Not sure exactly what is included in your definition of systematic quality improvement - could be any number of things.
	Good if it is cost effective.
	I would be very happy to help with anything that would make improvements to the system.
	Quality improvement is essential for us to move forward with specific strategic planning and implementation of goals. The time is right to start this process with numerous changes in our college - administrative and student demographics - which require us to adjust to those changes and meet the student needs

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	very high
	It seems we continue to improve quality at the institution currently. I think systematic quality improvement would be great. It would allow us to monitor progress & make changes as we move forward.
	I am an enthusiastic employee of SCCC and feel that this institution will improve each year because it has a very close-knit family oriented group of people that work here.
	Constantly on the lookout for new innovative ideas that might be implemented at our facility that would enhance the opportunities for our students and surrounding community. I find administration, faculty, staff, and students all enthusiastic about where they work and what they can potentially accomplish. ESL and adult continuing education challenges are sound and on track. Athletics are important but academic standards are sound.
	Very excited! It is important to strive to improve education and services offered to students at all levels.
	Very high The system in place at SCCC is very effective in placing students at the level they should be.
	High level of enthusiasm. The more we can improve the better we can compete for students.
	Middle of the road. I very strongly believe that systematic measurable quality improvement is key to long term success. My observation is that we tend to not add a measurable component and in my tenure we have tended to drift toward comfort zones as opposed to setting firm long term goals to achieve.
	I think that evaluation of courses and services are a good thing. I believe that the institution itself should try harder to help faculty and staff understand their respective position in blanket goals. I feel that we as partners are sometimes kept in the blind as to the workings and processes that we should be involved in.
	satisfied
	I am for any type of improvement in our institution of any kind and any means.
	I have always been enthusiastic about working for SCCC and about my responsibilities here. But, after several years, I have realized that the full potential of my department will never be reached because of restrictions and lack of training opportunities. We are non-educational and do not receive as much attention or resources as educational departments, although without the non-educational departments, the whole college would suffer tremendously by that lack.
	Neutral. I lean more to individual accountability.
	I have a high level of enthusiasm for improving the college. I would like to see that students are receiving a high quality level of education.
	SCCC is an all around great institution for everyone involved
	Not sure I really understand the whole process.
	I would describe the current level of enthusiasm as high because we all can participate in the improving process of SCCC.
	I think it's time for a change and I believe this new program will be a very effective way of moving the college forward.
	All schools need systematic quality improvement, and because I also teach in a high school, I am enthusiastic about providing my students with the information they need to successfully pass all assessments.
	I feel that I'm pretty enthusiastic when it comes to improving the institution.
	I would highly want to improve our institution. Improving ourselves will help the students and community we want to serve.
	Define systematic quality improvement.
	Would love to see improvement in some areas.
	Highly enthusiastic. SCCC is a highly respected community college and it is important to do all that can be done to keep it that way.
	.I have a high level of enthusiasm for improving the institution through systematic quality improvement. We need checks and balances.
	cautiously enthusiastic
	Process is good. Non-limiting factors provide for true data to be collected without the worries of damnation.
	I have a high level of enthusiasm for improving SCCC. I enjoy my job and like to work.

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	Very enthusiastic.
	Great enthusiasm. I believe that the institution will be able to have more current feedback on the areas that need improvement.
	I feel that in order to be in education, one must be passionate about students and their success. This is why I'm in education, but am often frustrated by others who don't share in this enthusiasm. Some people are more worried about how much more work it will require of them rather than how it might help a student. If there is anything I can do to help with the success of a student, count me in.
85.	Overall, how would you describe your professional satisfaction at SCCC?
	It is okay, it is not what I thought it would be.
	I do not believe professionalism is emphasized across this campus. I am supported by the administration professionally, but I do not believe professionalism is emphasized or expected of faculty.
	I am satisfied that I am doing the best I can with the resources I have available to me.
	Very satisfied professionally. Would like to take home a decent pay check for fulfillment.
	Good
	I love it here it is a great place to work.
	I am extremely happy to be here. Administrators are very approachable. The experience has been great.
	Professionally I can't imagine working any place else! I receive support from the administration when it comes to any type of professional development. Our employees get along well--no matter what "category" you are in--administration, faculty, staff, students; it feels like "family" working here.
	I am very satisfied with the programs, facilities, and support of both the school administration and my department leaders.
	I really enjoy working here and the people that work here also.
	Satisfied, but sometimes unhappy about the pay.
	Generally, I would my time with SCCC as a satisfactory experience
	Actually, I'm fairly depressed. I have so much work to get done that I don't see how I can ever accomplish it. I am very goal oriented and I like to finish a task. Right now I have so many reports and projects to complete that it is frustrating. I feel that my time in the classroom with students is being compromised by all of the other projects that have to be done.
	FAIR
	excellent and growing
	For the most part satisfied, but at times would prefer more administration involvement.
	My professional satisfaction at SCCC is excellent! My administrator is awesome and is open to new challenges and opportunities for the institution, our office and for us as individuals. SCCC has definitely had it's challenges with the loss of a president, counselor, student and former employee the past several years, but the losses were handled tastefully and professionally. I wouldn't want to work anywhere else in this community.
	I am quite satisfied professionally at SCCC.
	It has been the best personal and professional growth experience of my life.
	I am satisfied with the overall of the college. Some things I would change in certain areas but for the most part, the college is run in a professional manner. SCCC President is on top of everything at the college, as should be.
	I would describe my professional satisfaction at SCCC as the best situation that I have been associated with at the Community college level.
	I enjoy working for SCCC. I feel SCCC treats employees fairly and professionally.
	I am satisfied with my work and work environment.
	im good
	Outstanding

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	Very satisfied.
	Good we try to do the right things for the students.
	I enjoy working at SCCC very much. I would like to see more courses developed further in the humanities, specifically in the arts.
	I am highly satisfied.
	I truly love and enjoy SCCC and everything that it stands for as an institution of education.
	It's very good.
	I am extremely satisfied from a professional standpoint with SCCC. The department I am in is one that strives for innovation and improvement in most areas. The college promotes involvement in professional organizations, supports travel to professional seminars and meetings, and provides in-service speakers on topics which I have found helpful. It sounds corny, but there truly is a family atmosphere in place on this campus, as well as a sense of pride in what we are doing.
	SCCC has opened many doors for me professionally. I have been given great opportunities to advance my skills here.
	I like working here at the sccc. It has been my home for the last 20 some years. I have always been treated fairly.
	I feel good about it
	Excellent, supervisor allows time for workshops and other venues to increase our growth and knowledge.
	Good.
	Very Good
	Very good.
	My professional satisfaction at SCCC is high because I stay involved in the processes already established to improve student learning. Sometimes, I feel we need someone to contact those who are sliding by and make them get involved.
	I cannot dream of being anywhere else but here.
	Good
	I am definitely satisfied with my current position and the department that I work in. Professionally, I wish that departments would have less of a "me" attitude and more of a team attitude.
	I am very satisfied within my teaching department here at SCCC.
	SCCC is a great place to work, very professional.
	In general, satisfied. Frustrated about developmental or ESL students who I don't think are being well-served.
	SCCC is a top notch college with successful people making important decisions for the college. I feel proud to be a part of the the success and development of Seward County Community College
	I love the department and staff I work with. I often become discouraged by the number of hours in entails and the low salary I receive. The staff and the joy of teaching the students make it so that I stick it out another year
	As noted above, I am very satisfied with the professional environment of the college.
	For the most part my professional goals have been achieved at SCCC. The one area that I struggled with was the implementation of an entire program to the online format without IT assistance.
	My professional satisfaction at SCCC is strengthened by observing the quality of achievement of former students and graduates of SCCC.
	I feel that the atmosphere at SCCC contributes to being able to be effective in the area in which you work.
	very good
	GOOD! .
	very well
	Extremely satisfied
	My satisfaction is very high. The institution expect professional performance from us and we have the ability to decide how best

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	to deliver that level of performance.
	I am proud to be part of this faculty!
	I'm very happy with the way SCCC tries to help us work together.
	I am honored to get to share my knowledge of human nature and psychology with my students each semester. I feel we have a superior learning center in many areas of curriculum.
	I think there is a lack of communication between faculty and staff. Besides campus wide emails I would know nothing that goes on around our college.
	Excellent. School seems to know what it is doing. Students I have had seem serious and well prepared. That makes teaching a pleasure.
	I am a fairly new employee and have been satisfied here at SCCC so far.
	My professional satisfaction at SCCC is quite high. This satisfaction is generated primarily by my students and friendships with a few other faculty members, whom I consider to be extraordinary teachers.
	My professional satisfaction at SCCC is high. As always, there are things that could be better, but overall by satisfaction level is high.
	extremely satisfied
	Okay
	Good, But the pay scale could use improvement.
	My professional satisfaction at SCCC is high. In balance, there are many more pluses and reasons to be a part of this institution, than frustrations. And actually the frustrations are challenges and opportunities.
	I can not imagine working at any other institution. SCCC is always trying to improve and the work environment is great.
	At times frustrating, because I am not clear about what is expected of me. But as a whole, I find my job challenging and rewarding, and look forward to coming to work.
	As a part-time teacher, it has taken me several semesters to even feel like I was a part of the college. I guess I have just felt like I was someone needed to fill in a gap; but not really a part of the big picture. Overall, I have enjoyed my time in the classroom. I really like the student body we have and the administration are very nice people.
	n/a
	It is very high!
	I am very satisfied at SCCC.
	Well I started working here on June 1st of this year and so far I have had alot of support and made several new friendships among all the faculty/staff. I enjoy working here and feel that I have learned so much in the four months that I have been here.
	It's a nice place to work, good people with which to work. I would invite more professional development for staff in settings that are more job specific, although the in-house development activities are well planned and executed.
	The communication could be better.
	Very satisfied.
	Seward County is always striving for improvement. SCCC is always looking for the better opportunity for the student and the faculty members.
	Very satisfying and challenging.
	Wonderful
	Communication needs to be improved.
	Very satisfied.
	Good. Except, instructors at this level are not paid what they are worth! Some High School teachers make more than we are paid here. Equality of pay across the board needs to happen for the ones who started at the same time, when they are doing the same work. There are people with Associates degrees earning more than some with Masters Degrees!!!

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	I thoroughly enjoy SCCC. It is a professional and enjoyable atmosphere with a very friendly and experienced staff.
	Very satisfied.
	Some days, I feel quite satisfied and contented with what I see as my role as a faculty member; other days because of the mounting demands on faculty that have more to do with justification of programs, services, etc, than with teaching, I am not at all satisfied.
	Love it!
	I am satisfied with my position here. However, sometimes I think my expertise is not valued and I believe I have more to offer than what is asked of me.
	I am very satisfied. We are able to express our feelings and able to implement ideas that we feel are important. The aspect I like best is that we are NOT micro-managed.
	I am very happy here; however, I am frustrated by the low levels of achievement demonstrated by incoming freshmen and think that the institution has suffered as a result of dual-credit agreements with high schools. Our classes do not have the high level students as role models that were such an asset during my early years at SCCC.
	High
	It is a great place to work and I get lot of support from the department and my supervisor.
	I believe that SCCC has a professional feel about it, but I strongly resent that the salaries have such ceilings placed on them. It is a struggle at times to continue the work I love so much in a workplace I enjoy when I know that I could make much more money at another job, which I wouldn't enjoy nearly as much. I feel that my choice is between enjoying my work now and doing with much, much less when I retire, or working everyday at a job I don't enjoy so that I can have more when I retire. It's a tough decision, and there are days when I feel that I am not appreciated. There are also days I feel like I'm not paid enough to do some of the work I do. It is a tough pill to swallow especially knowing that some salaries are exorbitant for the quality and type of work done by the people holding those jobs.
	Great place to work-needs help!
	I am very satisfied with my job at SCCC. I enjoy the subjects that I teach and the individuals that I work with.
	My professional satisfaction would be great because i am given a certain area of work and feel like I am achieving what is needed.
	My job satisfaction is low, but it is hard to take pride in your job when your job is not considered important.
	I am satisfied that SCCC is a good place to teach with the exception of salary. The facilities and amenities are excellent.
	I am very satisfied.
	I have been very satisfied.
	Frustrated.
	Good, but underpaid.
	I have enjoyed working for SCCC for many years and hope to continue to work and help make a difference.
	High - relatively new to the college but am very pleased with the environment, communication, structure, and commitment from the community and the employees
	very good
	very good
	It is a good institution of learning
	good
	very satisfied
	I am very satisfied with SCCC and with the goals that they have set out to achieve.
	It is an exciting institution to be associated with because it helps people at every level, has visionary ideas, and is highly regarded in the community. Professional staff and support staff show a great deal of pride and ownership in the college. SCCC is up to date , clean, well maintained environment to work at on a daily basis.

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	I am very satisfied to be associated with SCCC.
	Excellent. Having the opportunity to communicate with students is very rewarding.
	Professional satisfaction is very good. I am able to provide a professional day's work and provided with the opportunities for improvement.
	I am satisfied at SCCC. The administration is accessible and I have always felt I was heard on issues. All areas from administrators to faculty and support personnel seem to be interested in seeing us succeed. An example would be the support both financially and verbal for my Masters degree. I had board members, division chairs, faculty and the building maintenance personnel that all encouraged me.
	I would say that on a scale from one to ten I am sitting at a eight and one-half. I think that there are many positive aspect to the College and those make my job easier. I know that there are many things in the works that will improve my over all satisfaction. I do believe however that this College sometime worries about the wrong things.
	Very Satisfied
	I am very satisfied.
	Well, unfortunately, and I hate to admit this, but I am a bit disillusioned because our original purpose has been stripped down to a bare nothing and it doesn't seem that we can accomplish the necessary tasks we need to take care of in our daily activities.
	High
	I feel satisfied in my level of professionalism at the college.
	I would be close to top notch
	FRUSTRATED
	I would say that I am satisfied.
	I have been here for over 25 years and I still believe the college is a very integral part of the community. Our biggest challenge is working with and understanding our culturally changing environment.
	I've enjoyed my teaching at the college.
	Overall, I am fairly satisfied with the majority of things happening here at SCCC.
	I am very professionally satisfied at SCCC. Support for professional growth is highly encouraged in our department.
	I love working here--best job I ever had
	I enjoy working at SCCC. I feel guilty because I don't give like I feel I am expected for Development Foundation and United Way, but I cannot afford it on the salary that I make. I wish we could make the kind of salary that even Garden City Community College makes. No one seems to do anything about it. They talk about it, form a committee and that's the last you hear. I'm here because I want to be, but certainly not because I can afford to be. I wish we could get more support with putting things on line. I would love to do it, but there is absolutely know time and no technical support to help a person do it. The money is certainly not enticing to do it. Don't get me wrong, I love my job...but this is the only opportunity I have had to vent. In addition, we always used to be able to leave for the semester when our grades were in. The past few years, we now must stay til the last day. This was one of the few perks we had for the low pay...but now it is like "we'll teach you people"...and I am being punished.
	Very satisfied.
	Not having experienced college level teaching before, I am enjoying my experience with the students at the college level but find the cooperation and feeling of comraderie with the faculty to be lacking at this level. I am in the building often enough to see the lack.
	I don't get the training that I need and others don't get the training they need also.
	I am well satisfied .
	good to outstanding
	average
	My personal professional satisfaction is very high, but I would like to see the rest of the staffs' professionalism raised.

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	Very satisfied. Faculty are well supported at this institution. Sometimes they do wear too many hats, however. This sometimes will cause them to lose time with students outside of class.
	I am very pleased with SCCC.
	Again, I am often frustrated by other co-workers who don't have students as their first priority. Sometimes when working with these people, I find it challenging, but typically I am very satisfied with my work.
	I am very satisfied.
86.	What are 1-3 examples of processes, areas, programs, etc., at SCCC that have established an improvement cycle?
	Title III grant (professional development activities) and Student Support Services grant (services to students)
	student services; human resources-hiring/evaluations
	1. I do a course evaluation for every course that I teach. 2. Assessment reports per course and program level. 3. Evaluation for staff
	student assessment
	No response
	Improving student learning, Athletics
	Offering the MLT program online has greatly improved enrollment, community awareness and outreach.
	Student Services Support Grant; Title 3 Grant; Partnership with Kansas State University, Accreditation by the Association of Collegiate Business Schools and Programs; recently had a charter for Kappa Beta Delta international added for business students.
	1. Programs for non-English speaking students. 2. Affiliation programs with 4 year universities.
	1. students can have a say so and the faculty is willing to listen and help
	Program reviews.
	I can't answer this because of my part-time position, I'm not always aware of some of these programs.
	ASSESSMENT
	none
	1) Student Assessment 2) Program reviews
	I know that our computer labs have a rotation replacement cycle. College vehicles are also on a rotation replacement cycle. Our retention and advisement has really been focused on with the Title III Grant funding.
	Learning outcomes.
	1. Program Review 2. Assessment 3. Institutional goals
	1. We now have a counselor on board after quite an absence. 2. We have some new programs this year.
	I think the area of getting the students and faculty more involved and aware of the student activities here have improved tremendously.
	Outreach instruction has established an improvement cycle.
	I honestly don't know.
	N/A
	Assessment, program review, and advisement
	Athletics and the strong faculty we have at SCCC.
	More arts courses have been offered, and administrative support for those offerings has been good, although student interest has been lack luster.
	Assessment.

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	We have an Academic Achievement Center with tutors that are available to all students to help them in their learning process and be successful in their classes. We also have a testing center that enables students to be placed in the proper classes according to their level of ability so they will be successful. We have a new Student Services Support program that will help many needy students of all areas.
	The Colvin Center
	Only three examples are somewhat limiting, however... (1) Allied Health: This program is extremely progressive. Advancements in national testing, improvements in teaching facilities and online services, and requirements for a level of professionalism among the students (plus placement success) seems to ride a constant improvement cycle. (2) Journalism: This program is one that has increased in number of participants and success and has brought many national, state and regional awards to Seward County Community College. (3) Business: A new two-plus-two program which allows students to stay in place yet complete a four-year degree with Kansas State is an improvement aimed directly at assisting students. The business department also recently started a local affiliation with a national business organization as an enhancement for students.
	Academic Advising, faculty evaluations
	Sccc is always adding new classes and making them where students can come day or night. Sccc has work shops for staff to improve on the skills.
	I am too new to know on this
	Student assessment, professional development, and technology.
	1. Getting students in the correct core classes according to asset testing. 2. MLT offers online teaching.
	Writing Assessment
	1. Assessment of student performance 2. Staff development 3. Physical plant.
	Student Services, Concurrent Enrollment, and Bridge Partnership.
	Student Services has definitely improved and grown over the last two years with the addition of the SSS Project and Title III. They are looking to improve the education of minority students.
	I am unsure of any.
	Student Services, Counselors,
	On the course level, many courses are really doing a great job of self-assessment. Our programs still need to close the feedback loop. Institutional goals are established and kept track of somewhat.
	Advising, admissions recruiting, overall college marketing
	Assessment committee and their ongoing process
	I think our Title 3 programming and our work with marginal students have really proven to be a major enhancement to our campus. I also think that we are beginning to take advising seriously and are finding some effective strategies in how to accomplish that daunting task.
	The process of assessment of student learning is the one that comes to mind. We have made tremendous strides in improving this process and providing information in an attempt to create such an atmosphere.
	The annual evaluation of faculty and staff, the comparison of before and after asset scores of students, and the evaluation of administrators are examples of how SCCC has established an improvement cycle.
	student services, on-line courses and academic achievement labs.
	Janitorial seminars for custodians. I'm a custodian at the college so I really don't know much about the programs or systems that they use. I am grateful that they have programs which allow me to take classes, and that they pay for my tuition to take those classes.
	Advising, student retention, and student learning.
	PE
	unsure
	Program Review Instructional Assessment Writing Assessment

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	The Academic Achievement Center is constantly striving to help their students so that they may be success in college and in the business world.
	N/A
	I was very impressed with the program that assists our migrant students to better prepare themselves in reading and writing the English language. My students who took Developmental Writing IV last semester had improved a lot in their reading comprehension and their ability to write the English language more correctly.
	Title III
	No idea; only come 1 nite per week.
	I am not sure as I am a new employee.
	Since I am part-time, I am not greatly involved in improvement processes. I just attend the annual training session, carry out the requisite evaluations and pay careful attention to improvements I can make in my own class.
	Assessment, Advisement (in progress)
	unsure
	Have no idea
	1) Establishment of institutional goals. 2) Development of annual Program Improvement plan here at the Adult Learning Center.
	1. Advising workshops 2. Assessment workshops 3. Free Tutoring center for the students
	1) Having obtained several grants that focus on student support services the college demonstrates the need for improvement in this area.
	I am not aware of any.
	n/a
	1. Advisement 2. Student Retention 3. Communication
	I do not know. I have only been here a few months.
	1. Evaluations of teachers in the classroom by their Division Chair; Student evaluations of the actual course itself; Welcome Day at the beginning of the year to help students understand more of the expectations, rules and regulations of the college.
	Most programs have regular program reviews which are more or less an in-house assessment tool. SCCC also has long term strategic planning which involves the community as well as those on campus.
	Cosmetology, Nursing, Computers
	Program review; allied health programs.

	Title III, SSS Grant
	The improvement in course, program and institutional assessment.
	Title 3 and its Bridge Program.
	Business Division in their quest for continued accreditation with the Association of Collegiate Business Schools and Programs; Nursing programs and Medical Laboratory Technology program in the Allied Health Division in their quest for continued accreditation with their accrediting agencies.
	As to having an established cycle, I am only aware of the periodic evaluations of various programs within all academic departments and the periodic evaluation of individual faculty members. Both of these reviews/evaluations can lead to improvement
	The assessment process has improved over the last 2-3 years as it has become more understandable and we are starting to see how it serves both our students as well as us as faculty. When you can see that your students are learning or not learning whatever the case may be, you then truly gain an understanding of your purpose as an instructor.
	1. Institutional/program & course assessment. 2. Faculty development
	Title III grant, Student Support Services,

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	Most general education classes are assessing students now with improvement goals in mind.
	NA
	Our assessment committee is working hard to improve student learning.
	yearly evaluations, program reviews, North Central
	Athletics
	Assessment committees work to improve our students all around education.
	One example would be the technology offered here at SCCC, it's accessible for anyone and the ACC lab for students who need more help if not attained by professors.
	I am not aware of any.
	Assessment in programs. Assessment in classes.
	wellness center, First year seminar classes, advising.
	Review of program exams has improved state board pass rate.
	1. Student services 2. Facilities 3. Assessment 4. Athletics
	Our Banner system has made an improvement in the records keeping department.
	Assessment team; advising team; administrative team
	sss grant, title III,
	not sure
	Recently the cosmetology program has grown to the point of adding more room & handling more students.
	Title III, IT department, student services
	Expanded student services; internet access in dorms; on campus living; development of outstanding allied health programs; cosmetology program; agriculture judging program; opportunities for students to interact with administrators; outstanding college newspaper; online enrollment.
	on-line Medical Terminology, Edukan courses
	The programs in the Dev. Ed. is gaining in numbers and improvement every year.
	Title III, Student Support Services, Colvin Learning center
	Not sure I can answer this one
	Assessment of student performance is probably the top of the heap right now.
	Title III Grant, SSS Grant, The Challenge Course
	Offering on line courses from our universities.
	Over the years, I would say that the most improvements have come with admissions (even though the economy affects it greatly at times), informational technology, and security (mostly because it is one of the newest areas), but to pinpoint just a few is an injustice as I feel all the instructors lead their students through their courses of study with a caring and concern that is unlike any other place I have been. SCCC is very student oriented and I am still proud to be an employee of this institution.
	Faculty/Staff Monthly Meetings. Internet/email of information and information technology.
	Surveys of classes and self appraisals.
	N/A
	Title III's advisor training. Advisors have done a terrible job in the past getting students on track to graduate or transfer. This should be a higher priority.
	The Student Support Services grant that we received that helps all kinds of people to further their education. The assessment of students and faculty on campus.
	We constantly review all of our programs and our departments to make sure they are doing what they need to be doing and over the years have made changes where needed. One of the main things we need to do is to make sure we have the

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	personnel to assist us in strengthening our institution.
	I don't know of specific areas designated to an improvement cycle, but the college is constantly working to incorporate community and state programs into the curriculum.
	the way that students are more informed about what's going on here at the college.
	Student surveys, Self-appraisals, Bridge program.
	Allied health--must have periodic evaluations by accrediting agencies
	Student assessment. Faculty evaluation. This survey, to give us a way of talking without feeling their might be "ramifications" or "labeling us as complainers".
	The ACBSP accreditation process for the vocational division.
	Agriculture; athletics;
	The Business Division has expanded their programs and they have also developed an articulation agreement with a four year university to assist students with their transfer of courses.
	Library, MLT, B & G
	Math, Science, department is improving technologies and facilities. Admissions is gaining on marketing efforts that are catchy to the target student's. Equipment rotations of computer labs and exercise equipment.
	SCCC has a mentor/mentoree program that is nice.
	Student Services and Advising practices
	Assessment, student retention
	Although areas, such as CQI and Marketing committees, have looked at ways to improve and promote change, it is VERY slow coming.

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Table of Statements/Questions on Constellation Survey for Your Institution

	Statement:(What is done well and not so well?)
4.	Seward County CC uses student assessment results to improve teaching and learning.
5.	Student services departments provide programs and services that complement SCCC's academic curricula.
6.	When making institutional decisions, administrators consider the impact on students and learning.
7.	Seward County CC clearly communicates its learning expectations to both current and prospective students.
8.	Seward County CC intentionally promotes excellence in teaching.
9.	Seward County CC makes certain that students acquire the knowledge and skills required by their academic programs before awarding them credentials.
10.	Faculty and staff have a shared understanding of SCCC's educational goals for students.
11.	Processes are in place to determine which new educational offerings to develop.
12.	Seward County CC regularly evaluates the effectiveness and relevance of its courses and programs.
13.	Seward County CC has processes to ensure that students are prepared for the programs and courses in which they enroll.
14.	Seward County CC identifies specific targets for improving student learning.
15.	Seward County CC maintains a climate that encourages students to express their ideas, even unusual or unpopular ones.
16.	People working here understand the significance of SCCC's objectives that are <i>not</i> directly related to educating students.
17.	Seward County CC's non-educational activities and objectives harmonize or fit with its fundamental mission, vision, and philosophy.
18.	Seward County CC regularly solicits feedback to improve offerings and services to the communities it serves.
19.	The results of SCCC's non-educational work strengthen the overall institution.
20.	Seward County CC carefully defines and analyzes the unique needs of different groups of people it might serve.
21.	Seward County CC responds rapidly to the changing needs of students.
22.	Seward County CC measures how effectively it serves its students.
23.	Measured student satisfaction with SCCC improves steadily.
24.	Seward County CC maintains strong relationships with former students.
25.	Seward County CC makes improvements based on the complaints it receives.
26.	Seward County CC has effective processes to use the feedback it gets from its students and its other stakeholders.
27.	Seward County CC regularly evaluates the effectiveness of human resource and personnel processes.
28.	Seward County CC makes certain that faculty and staff get the training and professional development their work requires.
29.	Evaluations regularly provide faculty and staff with concrete feedback on ways to improve.
30.	Seward County CC's hiring processes make certain the people it employs possess necessary credentials, skills, and values.
31.	Seward County CC seeks out the views of faculty and staff on ways to improve operations and performance.
32.	Seward County CC trusts faculty and staff to do their work effectively.
33.	Faculty and staff are recognized for their contributions and accomplishments.
34.	Leaders communicate a clear vision for SCCC's future.
35.	Seward County CC's core values stress the centrality of learning.
36.	A clear understanding of SCCC's priorities guides faculty and staff in their work.
37.	Leaders empower faculty and staff by clearly delegating areas of authority.
38.	Seward County CC analyzes the effectiveness of its decision-making processes.
39.	Organizational and committee structures support good decision-making.

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	Statement:(What is done well and not so well?)
40.	Leaders ensure that faculty and staff have the resources they need to do their work.
41.	Appropriate maintenance ensures that both facilities and equipment can be used effectively.
42.	Support services harmonize with SCCC's focus on education and learning.
43.	Technology is up-to-date and well-supported.
44.	Budgeting processes ensure resources are effectively allocated.
45.	Seward County CC effectively identifies the support service needs of its faculty and staff, units, and departments.
46.	Support services are regularly evaluated to identify improvement opportunities.
47.	Student needs are identified regularly so that appropriate support services can be provided.
48.	Seward County CC ensures that students have easy access to the people and services they require to be successful.
49.	Departments can show their contribution to meeting SCCC's overall goals.
50.	Seward County CC regularly measures its progress toward achieving its goals.
51.	The processes for gathering and analyzing data serve the needs of faculty and staff and departments effectively.
52.	Seward County CC regularly assesses whether students achieve program and course goals.
53.	Faculty and staff have access to the data and information that they need to improve the quality of the work they do.
54.	Faculty and staff know the key measures of SCCC's success.
55.	Departments set specific targets for the goals they want to achieve.
56.	Seward County CC has well-understood strategies to ensure it will continue to be effective in the future.
57.	Departments set specific targets for improving their work.
58.	Seward County CC compares its own performance with that of other higher education institutions.
59.	Seward County CC has processes to ensure it is innovative and agile.
60.	Seward County CC allocates resources effectively in support of its plans and future goals.
61.	Seward County CC measures its progress in accomplishing institutional strategies.
62.	Faculty and staff share a vision of what SCCC will be like in the next 5-10 years.
63.	Seward County CC encourages its faculty and staff to collaborate with others on new projects.
64.	Seward County CC builds relationships with the institutions and organizations from which its students come.
65.	Seward County CC builds effective relationships among faculty, staff, and administrators.
66.	Seward County CC's key partnerships with other institutions and organizations are well-known.
67.	Seward County CC creates and builds relationships with external organizations that provide services to our students.
68.	Seward County CC meaningfully involves its faculty and staff in institutional work.
69.	The faculty and staff feel they are in a partnership with administrators.
70.	Students have good access to faculty outside of scheduled classes.
71.	Advising processes work effectively to get students in appropriate courses and programs.
72.	Seward County CC is serious about creating student learning opportunities outside of formal classroom settings.
73.	Seward County CC provides cultural enrichment activities for the communities it serves.
74.	Seward County CC supports civic, social, and/or environmental issues in the area it serves.
75.	Seward County CC solicits gifts to defray annual operating expenses.
76.	Seward County CC's basic education or developmental offerings effectively prepare students for courses and programs.
77.	It is easy for those we serve to get their questions answered.
78.	Seward County CC has effective processes to determine the training needs of faculty and staff.

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	Statement:(What is done well and not so well?)
79.	Communication occurs effectively up, down, and across different units of the organization.
80.	Enrollment processes effectively recruit and admit students.
81.	Evaluations of SCCC are known and focus on improvement.
82.	Planning processes improve SCCC's effectiveness.
83.	Departments work effectively as teams.