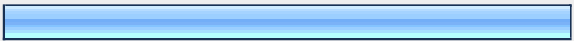
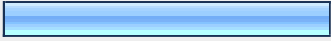



# NEASC 2010 Self-Study Employee Survey

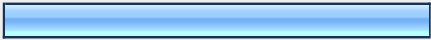
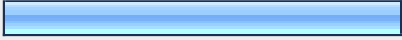



1. I think of Saint Michael's College as a "caring community."			Response Percent	Response Count
Strongly Agree			60.6%	149
Agree			36.6%	90
Undecided			2.0%	5
Disagree			0.8%	2
Strongly Disagree			0.0%	0
			<i>answered question</i>	<b>246</b>
			<i>skipped question</i>	<b>0</b>

2. Saint Michael's College is a welcoming community regardless of one's race, gender, religion or sexual orientation.			Response Percent	Response Count
Strongly Agree			50.0%	123
Agree			39.8%	98
Undecided			7.7%	19
Disagree			2.0%	5
Strongly Disagree			0.4%	1
			<i>answered question</i>	<b>246</b>
			<i>skipped question</i>	<b>0</b>



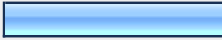


**3. Saint Michael's College expects that members of its community (board of trustees, administration, faculty, staff, and students) will act responsibly and with integrity.**

		Response Percent	Response Count
Strongly Agree		62.6%	154
Agree		35.8%	88
Undecided		1.6%	4
Disagree		0.0%	0
Strongly Disagree		0.0%	0
		<b>answered question</b>	<b>246</b>
		<b>skipped question</b>	<b>0</b>



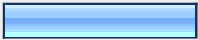


**4. Saint Michael's College is committed to promoting an atmosphere where issues of integrity and fairness can be openly considered.**

		Response Percent	Response Count
Strongly Agree		46.9%	115
Agree		43.7%	107
Undecided		7.3%	18
Disagree		1.6%	4
Strongly Disagree		0.4%	1
		<b>answered question</b>	<b>245</b>
		<b>skipped question</b>	<b>1</b>

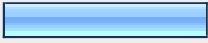
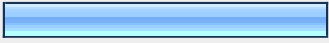

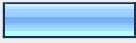

**5. Saint Michael's College must work harder to increase diversity among its faculty.**

		Response Percent	Response Count
Strongly Agree		23.9%	58
<b>Agree</b>		<b>38.7%</b>	<b>94</b>
Undecided		24.3%	59
Disagree		12.3%	30
Strongly Disagree		0.8%	2
		<b>answered question</b>	<b>243</b>
		<b>skipped question</b>	<b>3</b>

**6. Saint Michael's College must work harder to increase diversity among its students.**

		Response Percent	Response Count
Strongly Agree		28.8%	70
<b>Agree</b>		<b>38.3%</b>	<b>93</b>
Undecided		21.0%	51
Disagree		11.1%	27
Strongly Disagree		0.8%	2
		<b>answered question</b>	<b>243</b>
		<b>skipped question</b>	<b>3</b>

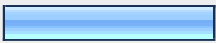
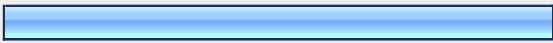
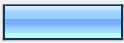

**7. Saint Michael's College must work harder to increase diversity among its staff.**

		Response Percent	Response Count
Strongly Agree		22.1%	54
<b>Agree</b>		<b>35.7%</b>	<b>87</b>
Undecided		27.0%	66
Disagree		14.3%	35
Strongly Disagree		0.8%	2
		<b>answered question</b>	<b>244</b>
		<b>skipped question</b>	<b>2</b>

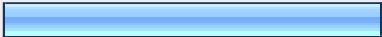
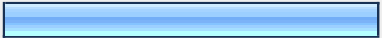

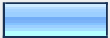

**8. If you would like to comment further on questions 5-7 above please do so here:**

		Response Count
		78
		<b>answered question</b>
		<b>78</b>
		<b>skipped question</b>
		<b>168</b>


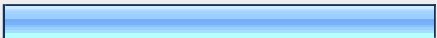



**9. In its literature, website and personal interaction with students, prospective students, and other interested parties, Saint Michael's College makes available information that is complete, accurate, user friendly, and appropriate for making informed decisions about the College.**

		Response Percent	Response Count
Strongly Agree		23.0%	56
<b>Agree</b>		<b>60.5%</b>	<b>147</b>
Undecided		12.8%	31
Disagree		3.7%	9
Strongly Disagree		0.0%	0
		<b>answered question</b>	<b>243</b>
		<b>skipped question</b>	<b>3</b>

**10. Saint Michael's College has provided me with an office space which is sufficient for carrying out my responsibilities.**

		Response Percent	Response Count
Strongly Agree		41.6%	101
Agree		41.2%	100
Undecided		2.1%	5
Disagree		11.1%	27
Strongly Disagree		4.1%	10
		<b>answered question</b>	<b>243</b>
		<b>skipped question</b>	<b>3</b>

**11. The technological resources (computer hardware and software) which Saint Michael's provides helps me to do my job more effectively.**

		Response Percent	Response Count
Strongly Agree		37.6%	92
Agree		47.3%	116
Undecided		6.1%	15
Disagree		8.6%	21
Strongly Disagree		0.4%	1
		<b>answered question</b>	<b>245</b>
		<b>skipped question</b>	<b>1</b>

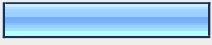
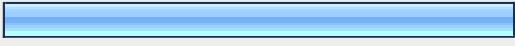
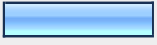


**12. I am familiar with the Mission Statement of Saint Michael's College.**

		Response Percent	Response Count
Strongly Agree		47.3%	113
Agree		46.9%	112
Undecided		2.9%	7
Disagree		2.9%	7
Strongly Disagree		0.0%	0
		<b>answered question</b>	<b>239</b>
		<b>skipped question</b>	<b>7</b>

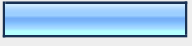
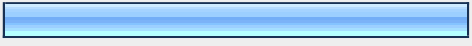
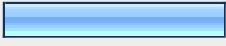


**13. The College's Mission Statement, as I understand it, influences the way I carry out my job.**

		Response Percent	Response Count
Strongly Agree		30.0%	72
Agree		49.2%	118
Undecided		15.0%	36
Disagree		5.0%	12
Strongly Disagree		0.8%	2
		<b>answered question</b>	<b>240</b>
		<b>skipped question</b>	<b>6</b>

**14. The Mission of Saint Michael's gives direction to college activities.**

		Response Percent	Response Count
Strongly Agree		22.3%	54
<b>Agree</b>		<b>56.2%</b>	<b>136</b>
Undecided		16.1%	39
Disagree		4.1%	10
Strongly Disagree		1.2%	3
		<b>answered question</b>	<b>242</b>
		<b>skipped question</b>	<b>4</b>



**15. The Mission of Saint Michael's as I understand it, provides a basis for the assessment and enhancement of the institution's effectiveness.**

		Response Percent	Response Count
Strongly Agree		19.9%	47
<b>Agree</b>		<b>51.3%</b>	<b>121</b>
Undecided		24.2%	57
Disagree		3.8%	9
Strongly Disagree		0.8%	2
		<b>answered question</b>	<b>236</b>
		<b>skipped question</b>	<b>10</b>

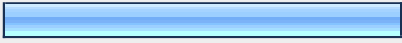
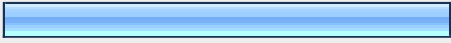



**16. The Mission of Saint Michael's College is widely understood by its:**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Undecided</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Response Count</b>
Governing Board	38.8% (93)	<b>42.1% (101)</b>	17.9% (43)	0.4% (1)	0.8% (2)	240
Administration	39.6% (95)	<b>43.8% (105)</b>	13.8% (33)	2.5% (6)	0.4% (1)	240
Faculty	20.1% (48)	<b>52.3% (125)</b>	23.8% (57)	3.3% (8)	0.4% (1)	239
Staff	15.4% (37)	<b>46.9% (113)</b>	32.0% (77)	5.0% (12)	0.8% (2)	241
Students	5.4% (13)	30.1% (72)	<b>49.4% (118)</b>	13.4% (32)	1.7% (4)	239
	<i>answered question</i>					<b>241</b>
	<i>skipped question</i>					<b>5</b>

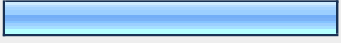
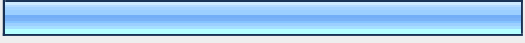


**17. Do you think that the Catholic "Edmundite" tradition of Saint Michael's College influenced your employment experience at the College in ways that would be different than if you worked at a small, residential, secular liberal arts institution?**

		<b>Response Percent</b>	<b>Response Count</b>
<b>Yes</b>		<b>66.8%</b>	<b>161</b>
<b>No</b>		33.2%	80
	If yes, please explain (limit 500 characters)		112
	<i>answered question</i>		<b>241</b>
	<i>skipped question</i>		<b>5</b>

**18. Saint Michael's provides an environment that encourages the intellectual and personal development of its students.**

		Response Percent	Response Count
Strongly Agree		43.9%	107
<b>Agree</b>		<b>49.2%</b>	<b>120</b>
Undecided		4.9%	12
Disagree		1.6%	4
Strongly Disagree		0.4%	1
		<b>answered question</b>	<b>244</b>
		<b>skipped question</b>	<b>2</b>


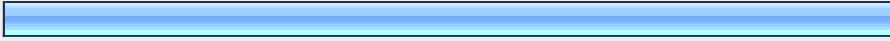
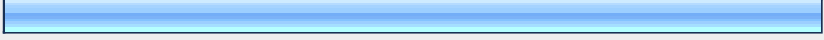
**19. Saint Michael's College provides its students with the resources and services necessary to achieve academic success.**

		Response Percent	Response Count
Strongly Agree		36.6%	89
<b>Agree</b>		<b>57.2%</b>	<b>139</b>
Undecided		5.3%	13
Disagree		0.8%	2
Strongly Disagree		0.0%	0
		<b>answered question</b>	<b>243</b>
		<b>skipped question</b>	<b>3</b>


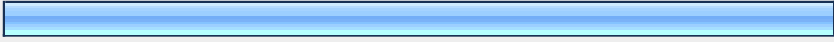
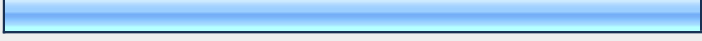
**20. For the following section please indicate for each aspect of life at Saint Michael's College your perception of whether the College has improved or declined since 2005. (If you have not been here since 2005, either skip this question or answer based upon how long you have been here).**

	<b>Improved</b>	<b>Declined</b>	<b>No Change</b>	<b>Unable to Judge</b>	<b>Response Count</b>
Quality of Academic Life	<b>62.6% (134)</b>	2.3% (5)	19.6% (42)	15.4% (33)	214
Quality of Student Life	<b>56.5% (122)</b>	4.6% (10)	17.6% (38)	21.3% (46)	216
The fulfillment of the Mission	28.4% (61)	6.0% (13)	<b>46.0% (99)</b>	19.5% (42)	215
Becoming a more diverse campus community	22.1% (48)	8.8% (19)	<b>53.5% (116)</b>	15.7% (34)	217
The quality of the physical resources	<b>55.6% (119)</b>	8.9% (19)	28.5% (61)	7.0% (15)	214
Effectiveness of the governance structure of the College	29.8% (64)	5.1% (11)	<b>38.1% (82)</b>	27.0% (58)	215
The academic quality of the student body	<b>42.5% (91)</b>	10.7% (23)	29.9% (64)	16.8% (36)	214
The religious-spiritual character of SMC	13.5% (29)	15.3% (33)	<b>50.7% (109)</b>	20.5% (44)	215
Opportunities to Influence your area of work	34.7% (74)	10.8% (23)	<b>43.7% (93)</b>	10.8% (23)	213
Quality of the faculty	<b>52.1% (112)</b>	2.3% (5)	23.7% (51)	21.9% (47)	215
Quality of staff	<b>38.1% (82)</b>	3.3% (7)	37.7% (81)	20.9% (45)	215
Quality of administrators	<b>42.1% (90)</b>	7.0% (15)	29.9% (64)	21.0% (45)	214
Openness/transparency of College Communications	<b>43.4% (92)</b>	9.9% (21)	34.4% (73)	12.3% (26)	212
	<b><i>answered question</i></b>				<b>217</b>
	<b><i>skipped question</i></b>				<b>29</b>

21. One of the objectives of our institutional self-study is to identify the strengths of our College. What do you consider to be our 3 most prominent strengths? (limit 100 characters per strength listed)

		Response Percent	Response Count
1.		100.0%	196
2.		98.0%	192
3.		90.3%	177
<i>answered question</i>			<b>196</b>
<i>skipped question</i>			<b>50</b>

22. What do you consider to be our 3 most prominent weaknesses? (limit 100 characters for each weakness listed)

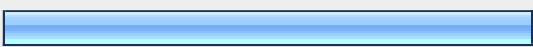
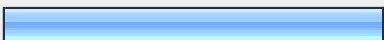
		Response Percent	Response Count
1.		100.0%	183
2.		91.8%	168
3.		77.0%	141
<i>answered question</i>			<b>183</b>
<i>skipped question</i>			<b>63</b>

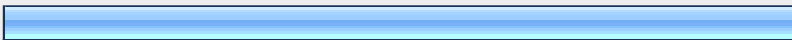
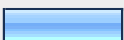
23. What do you see as the single most important challenge that Saint Michael's College will face over the next 10 years? (limit 500 characters)


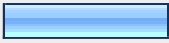



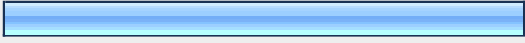

		Response Count
		187
<i>answered question</i>		<b>187</b>
<i>skipped question</i>		<b>59</b>

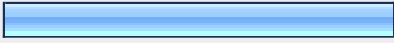


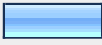

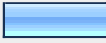
24. Growth and change are hallmarks of a healthy institution. Can you identify one thing that the college might do in the coming years to strengthen our institution. (limit 500 characters)		
		Response Count
		168
<i>answered question</i>		168
<i>skipped question</i>		78

25. How many years have you been at Saint Michael's College? (Please use whole number to answer)		
		Response Count
		219
<i>answered question</i>		219
<i>skipped question</i>		27

26. Gender:			
		Response Percent	Response Count
Female		58.2%	131
Male		41.8%	94
<i>answered question</i>			225
<i>skipped question</i>			21

27. Employment Status:			
		Response Percent	Response Count
Full Time		87.2%	197
Part Time		12.8%	29
<i>answered question</i>			226
<i>skipped question</i>			20

28. Employment Status:			Response Percent	Response Count
Junior faculty (untenured tenure track)			6.7%	15
Senior faculty (tenured)			17.9%	40
Tenured, in phased retirement			0.4%	1
Non-tenure-track full-time faculty			6.7%	15
Part-time or adjunct faculty			4.9%	11
<b>Staff</b>			<b>57.4%</b>	<b>128</b>
Administration			5.8%	13
			<b>answered question</b>	<b>223</b>
			<b>skipped question</b>	<b>23</b>

29. Religious Affiliation:			Response Percent	Response Count
<b>Catholic</b>			<b>42.9%</b>	<b>97</b>
Protestant			11.9%	27
Jewish			1.8%	4
Other			10.6%	24
Unaffiliated			21.7%	49
Prefer not to answer			11.1%	25
			<b>answered question</b>	<b>226</b>
			<b>skipped question</b>	<b>20</b>