



NATIONAL INITIATIVE FOR LEADERSHIP
& INSTITUTIONAL EFFECTIVENESS

706 Hillsborough Street | Raleigh, NC 27603

Barton County Community College

Great Bend, Kansas

PACE Qualitative Report

PACE Climate Survey for Community Colleges

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NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

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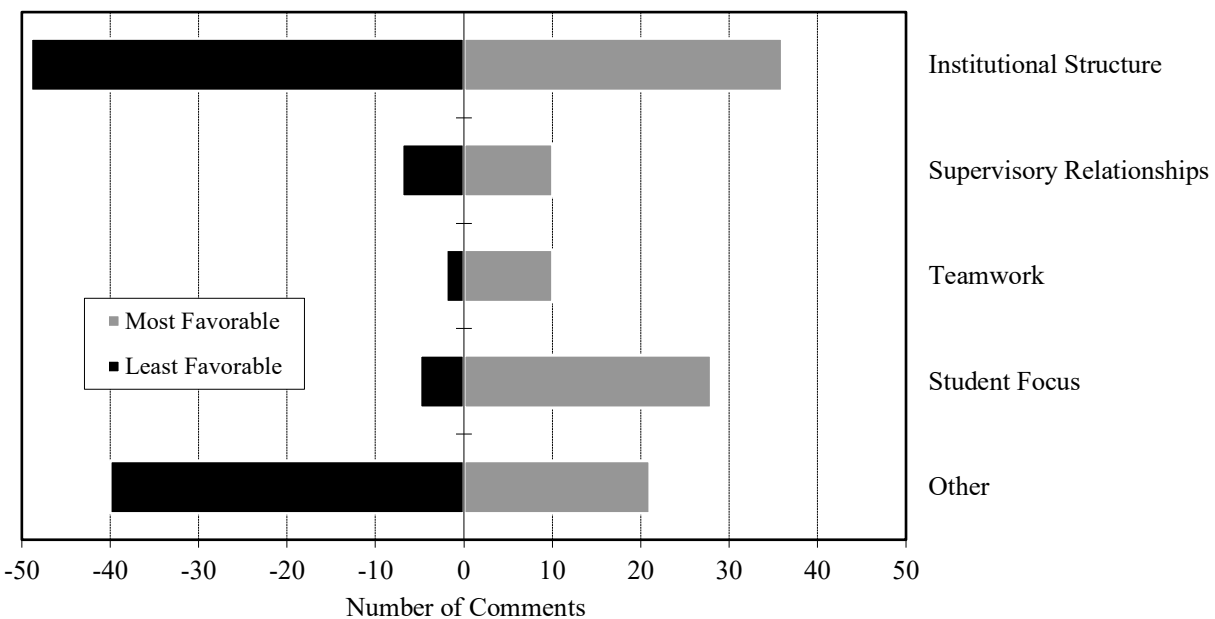
Qualitative Analysis

Respondents were given an opportunity to submit comments about areas of the institution they found most favorable and least favorable. Of the 248 Barton County Community College (BCCC) employees who completed the PACE Climate Survey for Community Colleges (PACE), 117 respondents (47.2%) provided open-ended comments. In analyzing the qualitative data there is a degree of researcher interpretation in categorizing the individual comments. However, reliability is ensured by coding all responses back to the PACE climate factors.

Figure 1 provides a summary of the open-ended responses. This summary is based on Herzberg's (1982) two-factor model of motivation. NILIE has modified the model to represent the PACE factors by classifying the comments into the most appropriate PACE climate factors. This approach illustrates how each factor contributes to the satisfaction or dissatisfaction of the respondents. Please note that when asked for opinions, it is common for respondents to write a greater number of negative comments than positive comments.

The greatest number of comments fell within the Institutional Structure climate factor. Please refer to Tables 1-10 for comments categorized by climate factor and the total number of responses provided by employees. Please note that comments are quoted exactly as written except in instances where the confidentiality of the respondent is compromised. Any edits for confidentiality are indicated by [].

Figure 1. Barton County Community College Comment Response Rates



Note: Adapted from Herzberg, F. (1982). *The managerial choice: To be efficient and to be human* (2nd ed.). Salt Lake City, UT: Olympus Publishing Company

Table 1.

Institutional Structure Favorable Responses

(n=36)

Barton has many motivating/motivated instructors and deans, which leads to an atmosphere of cooperation and innovation.

BCC is very intentional in how they communicate the mission and expectations in regards to students. BCC provides a variety of communications to ensure specific information is shared to students and employees. I appreciate having a supervisor that allows me to do my job and asks for my input when relevant.

Being online only has a different perspective. That is not a bad thing. Many instructors on different campuses have the same perspective.

collaboration

Communication, professional development and transparency.

Everyone I have worked with here at Barton have been friendly, helpful and willing to assist however they can. Working here is like working with a huge family, not only here at Fort Riley, but all of the campus locations. I have gotten to know many people at each of the locations through committees, phone/e-mail conversations, campus visits, etc. and I hope to continue making more connections.

Excellent leadership.

From what i have experienced since coming here, there is a lot of positivity in the leaders of the establishment. When you start your job you are invited to meet the board and leaders. You also get to have a meeting with your team leaders and are told about what we are about and for, then you can give feedback on what your feelings are since starting your position and ask questions. Overall it is a positive place to work and being able to see students make their goals and move on to their next goal and dream is very positive as the students are the reason we are here. Their development and graduation is essential to the College and what is needed to keep students coming to Barton. Word of mouth goes far when looking for a place to go to school. During COVID they started the online classes and have continued them so students can have more ways to learn then just Face 2 Face. It gives the student's opportunity to attend other ways where as maybe they couldn't have otherwise and still make their goals to get where they want to be in life. And then to see their beaming faces when they complete is the best part altogether!

Great environment to work in. Always someone available when you or the students need help.

I admire BCC's ongoing commitment to finding personnel that are highly qualified in their area of instruction and/or their area of the BCC team. The college does an excellent job of promoting the importance of each individual effort to the overall mission of our institution.

I believe that Barton does a great job of being innovative in meeting the needs of the workforce.

Table 1. Continued

I believe the College administration, faculty, and staff strive to make Barton a top-notch institution for student learning. We are very lucky to have thi wonderful institution in Barton County.

I believe we have the best Barton team there is in higher education. Barton employees to have a mentality of loyalty and being “Barton Proud”. I know there is always room to grow and for improvement, but I believe that as an institution we communicate, collaborate, and implement in areas that are needed now and for future innovation. I think we have the amazing opportunity to work with the college’s vision and meets students every day to enhance their current education but also lead them to a brighter future that they choose through their discipline, effort, and opportunities. Through COVID, I think Barton has made leaps and bounds of improvement for the betterment of the college and the students and this chaos will actually be a competitive advantage for us in the future.

I enjoy most of my coworkers. I enjoy my job overall. The benefits are wonderful.

I feel our program and I as an individual employee is supported by administration.

I have been here only one month and feel most favorable due to all the help and information I have received with my new fellow employees.

I have found that there is great support between campuses in my department. The faculty, both adjunct and full time, appreciate the skills and talents that each person brings to the department. The Fine Arts Faculty concert was a great example of this.

I have had to pick up the slack of some instructors who do not follow through on projects and my workload has increased. However, the instructors who do not fulfill their duties are not reprimanded nor are they removed from certain duties. Therefore, other instructors must constantly fill-in or pick up more duties so that projects and activities continue.

I have taught for [5+] years and I feel very welcomed and very appreciated.

I like working with the people in my department. I like that Barton tries to provide a lot of different access to the arts and the sciences.

I love that adjunct faculty are made to feel as important as full time faculty. Administrators know us by name and I really feel like a part of the college family at Barton.

I love the innovative spirit of Barton’s leadership and the flexibility that is extended to employees. When comparing to other KS CC’s and other similar institutions, I believe we operate much more as a team than our peer institutions.

Table 1. Continued

I want to first specify I have worked here for [15+] years but the survey did not let me put that in. Working at Fort Riley showed me the diversity of this institution. That is adjusting to situation that is not similar to traditional students. Working with Active Duty and their family members was a whole different world versus on campus. Implementing our online program in [year redacted] and seeing it grow is also I see over the years as favorable. I was there at it's inception and saw it grow into what it is now. Working in [department redacted] now, I see how much we do to qualify for funds for school. Many students don't know anything about FA and the fact that our staff is so well versed in their field, it makes it easier. I work for a great institution.

In my view the direct support given to faculty is generally exceptional.

Inn doing my job the department is very helpful and provides great communication.

Leadership is willing to hear ideas and concerns from others. There is sense of community among all campuses.

most favorable is the communications between senior leadership and employees

Overall Barton is a great place with some areas needing improvement

positive environment, administration provides support and good management roles

The administration and faculty are very supportive.

The administration is always available when I need assistance and are always happy to help.

The college is always working on new and innovative things.

The college leadership has really performed an excellent job of communicating and leading during COVID.

The environment is warm and welcoming.

The institution - the administration - has done a credible job dealing with the Pandemic.

Communication has been open, frequent, and transparent. I don't believe they could have done more to address folks' concerns, to help employees and students know how to be healthy and the college's expectations for doing so, and to keep people safe.

We have the technical assets needed to be productive.

Table 2.

Student Focus Favorable Responses

(n=28)

Barton is an excellent institution for general education credits for transfer students and I am less familiar with, but believe that our career education programs also provide a very solid foundation for a technical career.

Barton is supportive of all students.

Barton works well with High School students. I feel they have their best interest in mind and try their best to offer classes that they need.

BCC is truly student-focused and employs some amazing instructors who also have student success as their focus.

caring and committed to students and serving the community

Connecting with students and seeing them grow in their skills. Peer support.

Everyone believes they have the best interest of the students at heart.

I am impressed with how Barton, on all levels, continuously seeks to assess its performance in meeting educational needs.

I am most appreciative of the support Barton Community College gives to incarcerated individuals. Knowing that one day almost all inmates will return to our communities, Barton believes our communities will be better off if the inmates return not only “rehabilitated”, but educated and certified to be productive, working members of society.

I believe that Barton wants to help students and support students. I believe Barton has a number of enthusiastic staff and faculty members eager to work in this role. Most recently, I have been very proud of Barton’s handling of COVID 19. Administration worked diligently to put together a plan of action and has multiple back-up plans in place. Administration has also communicated those plans very well. It has given me a tremendous sense of job security and renewed my commitment to the institution.

I believe that BCC is focused on student learning and has excellent teacher leaders involved in most aspects of planning.

I believe the College and its employees do an excellent job of putting students first. The College also does a great job of supporting employees through their compensation, benefits and professional development practices.

I can see that Barton really cares about the students and giving them the best education possible. All students are treated fairly and equally with respect.

I find most favorable about our institution the ability to help students reach their academic goals and help them better themselves.

I have enjoyed my time with Barton. I like the direction we have gone with our online learning to make it accessible and rigorous for students.

Table 2. Continued

I'm proud to say the majority of Barton students benefit from their education here. I enjoy interacting with my fellow employees and for the most part, feel we all want to help students succeed at Barton.

Instructors appear eager and caring for their students and their education.

Our instructors are dedicated to their mission, providing the best education possible to their students.

Student Services have gone above and beyond to help our students esp in this pandemic that we are facing. They are making sure the students who have to be quarantined are well taken care of - meals are taken to the dorms, nurse visits, activities to keep the students occupied so that they don't get bored.

Student support team support

Students are able to get individual help. They are not just numbers in a lecture hall. The faculty I am familiar with go above and beyond to help students succeed.

The desire to provide a quality education for all students-

The institution prepares students for the workforce.

The learning resource center is very open to the needs of the students

The things I find favorable at Barton is the drive to help students, and make a difference. Before Barton I had never heard of an LSEC [Leader Skills Enhancement Course] program or something similar. I think it is a great step in the right direction for students that want to get ahead, not only academically or professionally but in their day to day life. Barton shows their tremendous honest support to the troops, by collaborating their Fort Riley Campus that makes a great difference.

They make sure the student's are always taken care of.

This institution focuses greatly on the student's needs of their education. We strive to educate and steer each student towards their goals and beyond.

Very student focused.

Table 3.

Supervisory Relationships Favorable Responses

(n=10)

I am allowed to perform my duties as I see to be professionally appropriate.

I enjoy how in my location at Fort Leavenworth we are very diverse we have students and staff of all races. My director and I work together really well communicating constantly even when I work from home. She is sure to get back to me as soon as she can even with a busy schedule. She is constantly asking for my input and gives me freedom to create facebook post and helps me improve them whenever I can.

I like my boss. I enjoy teaching for Barton.

I really like how I am allowed to be creative. I don't have someone looking over my shoulder all of the time. At the same time, I do feel like I have support around me. If I need help, I have my colleagues and supervisors very willing to assist me.

I really like working with my direct supervisor. This person is very open to new ideas and communicating with all faculty in the department. All the others I work with also have worked in a hospital setting so they understand the importance of material needing to be educated and what needs to change to make students more successful. My direct supervisor is great at helping out adjunct faculty.

My boss is caring, passionate, and supportive. Due to COVID-19 I have not been able to work with her as closely as I would like to.

The best thing about working at Barton CC has been my supervisor, who has provided support and encouragement to me as I acclimate to this faculty position.

Think of every positive trait that could be associated with a leader and you will describe be describing my supervisor.

Very understanding and compassionate, willing to help you understand your job and do it efficiently and provide the necessary tools to do so

We are great at meeting students where they are, whether they've been out of school for 20 years or are new high school grads. We offer flexible class sessions that are excellent for parents and military members. We offer tons of online and Zoom classes, which were always great options, but are even more in-demand during COVID times.

Table 4.

Teamwork Favorable Responses

(n=10)

Everyone works together as a team. All departments I have worked with all work together and that always makes for a better work environment.

Excellent support services. Adjunct faculty are able to use all services that full time faculty use, and collaborate equally with colleagues.

Faculty are very supportive and create a pleasant, cooperative work atmosphere.

I appreciate that adjunct faculty are part of the team and are made to feel valued here at this institution.

I really like the sense of teamwork in our department. We have a department where everyone helps others to meet the goals of students. We share ideas, thoughts, suggestions and people are open to feedback.

In general, the atmosphere on campus is one of cooperation, support and team work. Faculty and staff are supportive of each other and will do whatever they can to see that all members succeed regardless of their position or duties. The mission of the college is foremost in all actions and decisions and that makes for a cohesive and pleasant work environment.

My work environment is very team based and positive! My supervisor allows all my team members to add their opinions and suggestions during meetings.

Professional and supportive colleagues

Teamwork, transparency

The sense that we are all working as a team. Professionalism of faculty and staff. Faculty support

Table 5.

Other Favorable Responses

(n=21)

Academic Programs

My institution provides a diverse palette of technical programs

Our Fine Arts Department has been great. The Gallery, Music, and Dance programs have brought outstanding talent to Barton.

Supports the Arts

Community Engagement

I think that Barton's contribution to all the communities it serves has been positive and life changing over the years and I am proud to have been a part of that.

It is good for the Barton county area.

Diversity

Student Diversity

Uncategorized

Barton employees are like family.

cafeteria

I have been working consistently as an adjunct.

I love the people I work with.

It's here.

N/A

N/A

N/A

NA

na

NA

Not Applicable

RSVP/Volunteers in Action is an entity of Barton Community College, Admin Asst.

Staying politically neutral

support

Table 6.

Institutional Structure Unfavorable Responses

(n=49)

A raise at some point would be nice. It's been almost 2 years, and I have not heard anything. A small cost of living raise would be good enough.

A stronger focus on the sciences would be preferable

Accountability of those not pulling their weight. Administration making decisions without seeking input from those affected by the decision (s)

administration

Administration's ability to run the institution successfully and openly. Providing opportunities to main campus (over other other campuses/formats).

As an instructor with over 20 years experience teaching in my field, it's disappointing and frustrating to have decisions made that directly affect me without asking for my input.

At Barton there are individuals that can do and say what they want while others are reprimanded for behaviors. College is unfair in the expectations on some and not on others.

Being adjunct faculty is hard. Not much time is given to get a course prepared or access to the resources to do it. Only being given a few weeks to do everything while having computer downtimes is hard. Also, not being paid for redeveloping a course when new and even though the contract states you will be compensated and then not being compensated for the 50 plus hours you put in is not a good thing to do even when asking for a full review of a course. New faculty does not know a "redeveloped" shell has to be requested. Just that a shell is needed to make their class. With the training needed for canvas and learning how to work it and building the class while following guidelines appropriate amount of time needs to be given. Your adjunct or out there working in the subjects they are teaching which makes them highly valuable to students and their success.

communication between athletics and Student Services, specifically advisement has always been strained and is not improving.

Communication between departments could be much better. We need to be better staffed in some areas and physical updates need to be made to facilities like the pink bathrooms at the GB campus. It feels stale in all of the buildings (1970'ish and it is almost 2021!) We need better wi-fi at the GB campus, in the dorms, and access points across campus. We could use more indoor practice facilities for sports, too. Would it be possible to get rid of the cubicles in the Kirkman and update it with offices for security purposes since those offices deal with personal information such as finances, social security numbers, and HR items? It would be great to update the bookstore and turn it into a coffee shop since students are using fewer books. Make it a nice area to study and grab a bite to eat and drink between classes.

Communication within the department is not equal with all team members. There is unfairness going on in multiple departments that i have seen so far.

Table 6. Continued

Complete information about policies and/or practices are often assumed of adjunct faculty when, in fact, they haven't been informed of processes.

Distrust of administration that employees are putting in their hours.

Due to COVID-19 I had to teach online at my house. I've never even been to the building at Ft. Leavenworth which makes me feel isolated.

employee benefits

I believe workload expectations aren't comparable in all areas of the College. Some employees are overworked and others have time on their hands.

I do not understand how to read the pay for part-time compensation

I feel as an institution we have a lot of committees. I know there is work to be done, but man there are a lot of meetings. I sometimes think I can't get any work done because of sooooo many meetings.

I feel that there is a lack of opportunity to advance in the workforce at this institution. All of the desirable jobs are filled or require at least a Masters degree and it is just not feasible. This institution offers course work grants but it is a small percentage of what people have to pay going back to school. Additionally, the grants are only received upon completion of the courses with a C or higher. This means that individuals such as myself who can't afford to go to graduate school will not have the opportunity to advance to a desirable position at this institution.

I feel the day to day happening of the College are often lost in communication. Employees change positions, come in and leave. We often don't know about it for several months. It can be difficult to accomplish basic tasks each day like transfer a phone call when you have no idea someone has moved on.

I feel the training for online course building is lacking and the options to improve these courses is minimal.

I find least favorable about our institution the minimal communication with salary positions to employees about items that could be useful for day to day situations.

I had applied for a full time position about [number redacted] years ago. I was offered the job, but was very disappointed in the financial package that was offered to me. I would have taken about a \$6000 cut in pay to accept the position at Barton.

I think that some of the department structures do not align with who they immediately report to.

I think there could be more conversation with individuals who will be impacted when a decision is made to change the way certain procedures are done.

I wish there was a way to have a more cohesive feel between divisions (i.e. Workforce/Technical and Academics).

I would like to see more cooperation between campuses, and more opportunities for faculty to get together and "do what they do". I also believe that sometimes the adjunct faculty feels disconnected from their colleagues that are full-time or are located at other campuses.

Table 6. Continued

Innovation of programs and student services is very lacking. The institution as a whole demonstrates apathy towards the primary function of the school. Inefficiency, unwillingness to delegate, lack of trust, and outdated and failed leadership techniques plague the college in many areas and divisions.

Most areas are underpaid and understaffed.

No accountability among employees & it is known, so certain individuals know what they can get away with so they do. Nothing done about unacceptable behavior or laziness. Everyone gets the same raises, whether they deserve it or not, no reward for working hard.

No room for promotion in my location and low pay

Not a lot of room for career advancement; not a huge number of ethnically/culturally diverse instructors.

On occasion, there have been issues with communication which resulted in less than optimal opportunities for students and BCC personnel.

On the matter of personal support, I think there is room for improvement. New faculty could be oriented to the administrative processes in a more focused way and provide individualized attention.

Procedures and processes are often not clearly defined until there is a problem. Most of the training employees get is second hand and often that is not correct information. There should be more written procedures for employees to refer to when they are starting or to refer when in doubt. There seems to be limited recognition that specific employees positions work increase and pay doesn't reflect. Posted job openings show the range of pay are posted without regards to current employees wages. That kind of information is talked about causing discontent along the work attitudes and enthusiasm to diminish. Recent email about requisitions process change is the perfect example. Many people had been doing the same process for years and no issues communicated. The covid expense process was clearly communicated back in the summer to process the expenses and the recent email indicting that shouldn't have been happening. If communicated the process just simply wasn't working and needed revised, would've been a better approach. Community members repeat their knowledge of the BCC employee discontent and environment they share those opinions to prospective students and employees.

Provide professional development opportunities for staff employees as it relates to their jobs, i.e.. banner training for new employees to ensure they are properly trained. How the data entered relates to the different administrative functions throughout the college.

some management

Sometimes information is not disseminated across all campuses as it should be. For example, course updates, degree program updates, Coordinator/POC updates, etc.

The administration often makes decisions that relate to my position with no real understanding of what the professional expectations of my position entail.

Table 6. Continued

The workplace is too hierarchical, with little room for advancement or decision-making by team members. There is also an atmosphere of distrust, which was very apparent during the remote-work time period from March-May. This is not a place that simply hires good people and trusts them to do excellent work- monitoring is viewed as an effective management technique. And although this college is built on instruction, full-time instructors are not prioritized in the budget- all of the Fort Riley and Fort Leavenworth instructors are now part-time and not eligible for benefits. This decision has had a negative effect on students, since their instructors experienced a huge loss of morale, along with their huge loss in pay/benefits, and many instructors left for full-time positions elsewhere.

There is not a lot of opportunity for advancement.

This Administration is more about money and numbers than many other things. IE if starting a program then expect to fully fund it and don't expect it to completely fund itself. If Administration wants input come to the source first and don't rely on underinformed supervisors. The instructor probably knows more than you do about their area.

This is not an academic institution. It is a vocational one.

Too inclusive on committees, etc. Too ungainly to be effective. Sometimes overreaction to a problem.

Treatment/respect for faculty

VP of Instruction looks down on individuals in the work place. Dir. of HR looks down on individuals who come from poor backgrounds and who are much less educated (custodians). What you do for one, you do for all - not Dir. of HR. Very judgmental. Investigates only one side of things and not all sides. If she doesn't like an individual, the less help she gives them. One HR [staff member], says the other HR [staff member]'s nose is so brown it's a wonder it is not permanently stained because she schmoozes the Dir. of HR.

when cut backs were given during Covid-it felt like it was all faculty. Should have looked at administrative assistants as many of them need restructured because they have light work loads due to change in administrators or lack of functionality. Why would we get rid of faculty that are bringing in students and not look further into assistants....

Table 7.

Student Focus Unfavorable Responses

(n=5)

I appreciate the opportunity to share my expertise with students who also appear to value the information

I don't see us actively looking to hire Latino staff at all levels even though they are a reasonably significant portion of our local population. Our Hispanic students could benefit from instructors and administrators who share their unique beliefs, values, and perspectives.

I worry that we focus on the "cheap" and some materials that are aligned with student learning and are excellent online tools will not be allowed in the future due to cost. Instructors can teach without a textbook or an inferior one (some free) but to lose valuable online virtual learning is a problem.

Sometimes feel that enrollment numbers are more important than student success at the top level.

The least favorable aspect to working at Barton CC has been the low numbers of students, which is likely to be a direct result of the current health crisis.

Table 8.

Supervisory Relationships Unfavorable Responses

(n=7)

Having more regular, motivating communication from direct supervisors would be inspiring. Having access to meetings with other adjuncts specifically in my field would be beneficial. For BARTonline, there is a sense of “every instructor for his/herself,” which, in general is fine especially for those who are self-motivated, but an opportunity for collaboration is being missed, I feel.

I do not always feel supported by my supervisor. There have been many times I have asked for clarification on areas I can improve and have gotten no response.

I don't always feel that I am getting feedback on my job performance from my boss. My team lets me know but not him.

In my department, poor employee performance is normal and tolerated. If you are a male, you are far more likely to get away with something than if you are a female. The younger males are allowed to come in late, take extended lunch breaks, leave early, etc. If you are a young male, you are allowed to tell the supervisor/head of the department that you simply choose not to do a job and it will be passed to someone else. The head of the department speaks down to employees. Cuts them off. Shushes them. Treats them like children. It's embarrassing and makes employees like me much less likely to speak up, even when I think I have a good/productive solution to a problem. Employees who see the toleration of poor employee behavior tend to try harder and do less. I am a self-started and strive to do my best regardless, but that's not everyone's personality and it's a detriment to our institution as a whole. Some people are not supervisor material and I feel that the college is constantly putting people in supervisor roles with far too little training/experience.

My supervisor is not interested in anything I have to say. The only interaction I can get from him is terse and dismissive.

Office cooperation and morale can be low and the supervisor does little to address the issues causing problems.

There seems to be a lot of little cliques here at Barton and a lot of employees are not friendly. I see supervisors picking on certain team members and then favoring another. Supervisors are not meant to be friends with their staff, they are meant to be leaders who treat their staff equally and with the same respect. They are ineffective in their job performance when they become friends with members of their staff. They need to keep their relationships at the office strictly business, and not favor one employee over the other. I can see it in several departments. Also some departments don't "get along" with other departments. I feel a tense atmosphere at work that I have never felt any place else I have ever worked. People are acting like high schoolers with little cliques. It is not a favorable environment. This institution needs to be better than that. I am not impressed at all with the workplace climate here.

Table 9.

Teamwork Unfavorable Responses

(n=2)

communication and cooperation between departments is not clear - processes as to who does what and how it should be done are not clear

tough year to interact personally with students or other employees

Table 10.

Other Unfavorable Responses

(n=40)

Community Engagement

Could do more interactive events with the surrounding communities. Sports, curriculums, clubs, informative events, arts, etc.

Diversity

1 An instructor who was a person of color was berated weekly (loudly) by their supervisor. I found this to be offensive and unprofessional. I considered it racial bias as other instructors were not subjected to such action. 2 In another situation, an individual has caused at least four female instructors and staff resignation, appearing to be misogynistic behavior. I have personally observed racist behavior in this individual, and others describe this person as untrustworthy. Despite the ongoing grievances, leadership promoted this person. To turn a blind eye to this behavior reveals that the administration supports this behavior in its staff.

Diversity of campus staff is lacking, but campus is more diverse than the public, so effort is being made. Campus goals and current projects could be more transparent.

Diversity. We make an effort but it is limited.

Ethnic Diversity

I am concerned with the current trend that is in our society today regarding diversity, race, ethnicity and sexual orientation that the college is not doing enough to see this diversity, to work toward an understanding of bias and professional development about how to work through the known or unknown bias and related issues. We have a DEI team but it is not educated in this area since it is strictly volunteer based. It is not diverse as a team to see the perspective through a diversity lens. I see a liability if the college does not acknowledging the need for diversity education within faculty and staff. Again, there is always room for improvement. Thanks,

I don't believe Barton does a very good job of hiring minorities but yet our students represent many ethnicities. Also, Barton does not promote from within for positions but would rather hire from the area communities.

I hate how so many colleges, including Barton, push diversity. I don't care about anyone's race. I want to treat everyone as an individual. Barton needs to quit focusing on race. I don't like how our president and vice-president sent out emails pushing black lives matter and white privilege. That is terrible. And stop pushing transgenderism. There are only two genders. You're making the next generation of Americans very confused and unhappy.

I have concerns about the Diversity & Inclusion Committee and the items listed in the survey. I don't know how included students feel, but in today's climate, our team feels a little inactive for all there is to be doing right now.

Table 10. Continued

I stated dissatisfied on issues of racial diversity regarding employment. I understand that on the Great Bend campus/are there is not a lot of diversity in the area. The administration and staff will consist primarily of caucasians. I do however feel the Fort Riley staff for a period of time did show a lot of racial diversity in its administration staff. However I have never seen it on the faculty staff. I don't believe this is intention - I believe it based on the pool of persons that apply to work for our institution. I would love to see more ethnic diversity within my organization. But I am realistic in the fact that demographically that may not be possible. I will state, however, that my President and immediate supervisor have made it very comfortable for me to work for this organization as a minority. My supervisor is very open and understanding to the racial climate and I appreciate my institution being one that is trying to promote racial harmony and diversity

I think the college would be stronger if there were more opportunities with activities to engage in what equity means, on both the student and employoee levels.

On diversity, ethnic/racial, we are a primary "white" institution and our area of employment is primarily white. It's difficult for this institution to be diverse. It seems certain leadership person is distracted possibly by something not related to the college for the past year. This distraction is clouding their judgment to make the best decisions for bcc.

Racial/Ethnic diversity is a glaring weakness in the faculty and staff at Barton. There are no concerted efforts to attract and retain diverse faculty and staff, and I believe that is a detriment to the highly diverse student population - particularly on Barton's campus. It is an effort that needs focused attention. I also believe there is a need to develop student support through the instructional arm of the institution, and rethink the methods of reaching students via student support - support providers are inadequately funded as is support programming. Peer-tutors are not acceptable as the only option for developmental and at-risk students. I also think we need to better collect and analyze our own data. We have a tremendous amount of data from IR, how are we using it?

There is almost no diversity except in student population.

There is no racial or gender diversity in administration (no female presidents ever - only white men). All current administrators are white. All head coaches are currently men, only one of which is a different race other than white. No female head coaches in over 10 years. Very little racial diversity among employees at Barton.

We are an incredibly homogenous and old faculty. When I was hired, my boss' boss made the joke that I was a diversity hire because I was one of two [gender redacted] in my building. Some of that is almost definitely because of location, and I don't know how many people of different backgrounds apply for jobs, but we can't make the claim that we are a diverse institution.

Technology

As an employee, the one thing I would like to see different is to have an individual for each department that would be the lead for our Banner software system. Employees are spending too much time testing and checking for patches and upgrades in the Banner system which interrupts their daily job duties.

Table 10. Continued

The necessary intrusion of technology and the constant learning curve it requires of everyone. It seems we change processes far too often, and they are not always for the good. Sometimes this is frustrating because of the time it involves and takes away from the job at hand.

We fail to utilize or use properly the technical assets we have.

Uncategorized

Honestly, I am very happy with the college.

I am very pleased and have no complaints

I don't have any topic areas that I have found least favorable.

I Don't have any unfavorable comments at this time.

I honestly have not found anything I dislike about the institution.

I honestly think the college is doing a fantastic job and I cannot think of anything to answer here.

N/A

N/A

N/A

N/A

N/A

NA

NA

na

NA

NA

none

Not Applicable

So far I see no issues with how the institution is ran. I there is always some type of way we can do our best to improve, and so far we have been able to improve the small imperfections presented to us.

There is nothing that I can come up with right now. May be that my online class does not always have a student for me to teach that 8 weeks span.

There isn't much that I'm least favorable, of what I do for Barton Community College.
