

Addendum #1 (Approved by Faculty Council June 21, 2007)

Report of the Institutional Effectiveness Taskforce
A Subgroup of the Faculty Compensation Taskforce

The Institutional Effectiveness Taskforce recommends that we use the entire CCSSE Student-Faculty Interaction section as a tool for measuring institutional effectiveness at Valencia Community College. CCSSE results from the 2007 survey will constitute the base year. Results from the same section on the 2009 CCSSE will provide the basis for comparison. We propose that Valencia students will increase their mean response on four of the six statements posed in the Faculty-Student Interaction section of the 2009 CCSSE survey as compared to the national average in order for faculty to receive the Institutional Effectiveness component of the faculty compensation package. Many other groups could have been used for comparison; however, it is felt that the “national average” would provide the most stable platform. There are six statements in the Student-Faculty Interaction section of the CCSSE survey. The six statements in this section are as follows:

- Used email to communicate with an instructor
- Discussed grades or assignments with an instructor
- Talked about career plans with an instructor or advisor
- Discussed ideas from your readings or classes with instructors outside of class
- Received prompt feedback (written or oral) from instructors on your performance
- Worked with instructors on activities other than coursework

The CCSSE tool uses a four-point scale to measure responses to statements posed to students. Students answer Never, Sometimes, Often, or Very often in response to these statements. Frequencies of responses to statements are converted into mean responses to those statements for all Valencia students. Responses are weighted as follows: 1=Never, 2=Sometimes, 3=Often and 4=Very often. If, for example, the Valencia mean for statement #2 is 2.59 and the National mean for the same statement is 2.39, Valencia students answered more positively by .20 as compared to the National average. In the following survey year, Valencia students will need to answer positively by a margin of greater than .20 to be successful in increasing student’s positive responses as compared to the national average. Another theoretical example using a CCSSE statement for which Valencia students answered less positively than the national average, yet still realized an increase compared to the national average might be as follows. Valencia students’ mean score for statement #6 is 1.37 while the National average is 2.00. Two years later Valencia students’ mean answer for the same question dropped to 1.35 and the National average mean response dropped to 1.85. Still, Valencia increased compared to the national average by .13 even though both means dropped.

Statements used in the Student-Faculty Interaction section of CCSSE have remained stable for the last five years or more. There are no current plans for change, but, in the event a statement changes so that a comparison is not possible, that statement will not be used. In the event that

one statement changes, then we propose that Valencia students will increase their mean response on three of the five common statements posed in the Student-Faculty Interaction section of the 2009 CCSSE survey when compared to the National average in order for faculty to receive the IE component of the faculty compensation package. In the unlikely event that two questions change, then we will use three out of four...