

The faculty at Valencia Community College voted overwhelmingly to approve the Report of the Institutional Effectiveness (IE) Taskforce on March 15, 2005. The vote was 200 (for) to 7 (against), with 2 abstentions. The original report of the Institutional Effectiveness Taskforce is attached for all interested in reading the entire document. You will recall that we agreed to use the Community College Survey of Student Engagement (CCSSE) tool to somehow measure improvement in institutional effectiveness (student learning) over a period of time. A section of the CCSSE Website article titled “Why Focus on Student Learning?” was partially reproduced in the original task force report. The following paragraph from that article is representative of our belief in and commitment to the relationship that exists between student learning and student engagement:

“The research findings are unequivocal. Student learning and student retention are correlated strongly with student engagement. The more actively engaged students are — with college faculty and staff, with other students, with the subject matter being learned — the more likely they are to persist in their college studies and to achieve at higher levels. This connection has been emphasized in a number of major studies and reports on the undergraduate experience.”

With emphasis on increasing student engagement by providing faculty with training and skills designed to increase faculty-student engagement, we should be able to effect an increase in CCSSE scores that address this area. As noted above, increased student engagement is strongly correlated with increased student learning and retention.

The Community College Survey of Student Engagement is an excellent tool to use to obtain a snapshot view of the state that exists at the time the survey is given. Comparison between schools within a survey year is one of the tool’s best uses. The following section (in bold) was approved by the Faculty Council on 6/21/2007 as the measurement method to be used in order to determine award of IE monies in 2009. **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...

The IE Taskforce has begun to discuss workshops and training designed to increase skills associated with student-faculty interaction. The training will be both targeted and worthwhile and, as such, training will be extended to all Valencia instructional employees. Any workshops offered through Valencia that will count towards Professional Development hours that are also designed/intended to increase skills associated with student-faculty interaction will be so designated.

Answers to FAQs.

- If successful in meeting our goals, the Institutional Effectiveness award will be first distributed in December, 2009.
- The Institutional Effectiveness award will apply to all tenured and tenure track faculty.
- CCSSE scores are reported individually in July and nationally in November.
- Based on current estimates (assuming 325 faculty and 2006-2007 budget), the IE award would amount to approximately \$558.