

NEW MEXICO JUNIOR COLLEGE

BOARD WORKSESSION

NOVEMBER 19, 2009

12:00 NOON

MORAN MULTI-PURPOSE

Report of strategic plan meetings and discussion of
campus priorities for 2010-2015 NMJC Strategic Plan



NEW MEXICO Junior College

TO: Dr. Steve McCleery, President
FROM: Larry Sanderson, Director of Institutional Effectiveness
DATE: November 5, 2009
RE: Summary Results of Faculty/Staff Online Planning Survey

Following is a summary report of the response received from our online planning survey. I believe that we had a good response from NMJC faculty and staff members. These summary results represent a compilation of the open-ended response offered to the questions. I recognize that the general grouping of responses is arbitrary and open to interpretation. My goal is creating this grouping is to offer some sense of the patterns of concerns and comments that folks offered. Within these groups, such as Leadership, you might find comments that reflect a positive view of a certain aspect of leadership and comments that offer criticism or suggestions. The general classification of "Leadership" is intended to simply observe that some number of respondents felt that leadership issues are important.

In order to hear the full voice of those responding it is important to read their verbatim replies. Thus, I am also attaching to this report a copy of the unedited responses so that you and others have the full benefit of the time and thought our colleagues put into this survey.

Response Group

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid C. Professional staff member.	46	38.7	38.7	38.7
A. Full-time faculty member.	45	37.8	37.8	76.5
D. Support staff member.	14	11.8	11.8	88.2
B. Part-time faculty member.	13	10.9	10.9	99.2
	1	.8	.8	100.0
Total	119	100.0	100.0	

NMJC Strengths

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Faculty and Staff	32	26.9	26.9	26.9
	Student Learning/Support	24	20.2	20.2	47.1
	Low Cost	21	17.6	17.6	64.7
	Leadership	15	12.6	12.6	77.3
	Positive Culture	13	10.9	10.9	88.2
	Community Engagement	8	6.7	6.7	95.0
	Miscellaneous	5	4.2	4.2	99.2
	No Response	1	.8	.8	100.0
	Total	119	100.0	100.0	

NMJC Weaknesses

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Communication	26	21.8	21.8	21.8
	Learning/Engagement	23	19.3	19.3	41.2
	Resist Change/Leadership	20	16.8	16.8	58.0
	Miscellaneous	14	11.8	11.8	69.7
	Funding	12	10.1	10.1	79.8
	No Response	12	10.1	10.1	89.9
	Student Recruiting	9	7.6	7.6	97.5
	Rural Location	3	2.5	2.5	100.0
	Total	119	100.0	100.0	

NMJC Opportunities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Program Enhancement	27	22.7	22.7	22.7
	Course Delivery	26	21.8	21.8	44.5
	Miscellaneous	20	16.8	16.8	61.3
	Communications/Marketing	15	12.6	12.6	73.9
	Student Support	8	6.7	6.7	80.7
	No Response	7	5.9	5.9	86.6
	Leadership	6	5.0	5.0	91.6
	Instruction	5	4.2	4.2	95.8
	Workforce Training	3	2.5	2.5	98.3
	Athletics	2	1.7	1.7	100.0
	Total	119	100.0	100.0	

Threats to NMJC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Funding	44	37.0	37.0	37.0
	Economy	22	18.5	18.5	55.5
	Complacency	14	11.8	11.8	67.2
	Leadership Issues	11	9.2	9.2	76.5
	Miscellaneous	11	9.2	9.2	85.7
	Employee Turnover	8	6.7	6.7	92.4
	Competition	3	2.5	2.5	95.0
	No Response	3	2.5	2.5	97.5
	Student Engagement	3	2.5	2.5	100.0
	Total	119	100.0	100.0	

NMJC Should...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Responsive/Change	31	26.1	26.1	26.1
	Students and Learning	29	24.4	24.4	50.4
	Miscellaneous	15	12.6	12.6	63.0
	Staff/Faculty Relations	12	10.1	10.1	73.1
	Stay the Course	12	10.1	10.1	83.2
	Communicate (& Mktg.)	9	7.6	7.6	90.8
	No Response	6	5.0	5.0	95.8
	Focus	3	2.5	2.5	98.3
	Raise tuition	2	1.7	1.7	100.0
	Total	119	100.0	100.0	

The final question on our survey asked for final comments or observations. I offer these comments without any attempt to create groupings or consolidation.

Final Open Comments - Unedited

- 1 All of us have room for improvement, but this is the best place to work!
- 2 Communication is so important; I do not think that NMJC as a whole is communicating to the best of its ability. Can we not bring back the newsletter? Maybe deliver it in e-format instead of hard copies? I know that these surveys are all a matter of opinion, but I really do hope that my analysis is considered even in the slightest way.
- 3 Don't cut programs or faculty!
- 4 Don't let SWOT be our only tool for improving the organization. Eighty-five percent of our problems exist within the system (Deming, 2000); we really need to understand the hidden factory within NMJC and manage it for maximum organizational effectiveness and customer satisfaction.
- 5 Faculty need to always be available for the students
- 6 Focus on the educational aspects; extracurricular activities are great, but the education is more important.

- 7 For example -- the paralegal program is failing due to management and the lack of communication with the legal community.
- 8 I absolutely adore NMJC and working here. It is the best place in the world to me, to get an education and to work! Some people complain about pay, but personally, I get time with my family and I couldn't ask for a better raise than that! So thank you!
- 9 I am proud to have completed school here and have come back to teach. This college holds a very special place in my heart and always will.
- 10 I don't think dual credit courses should be free. It does NMJC no good if dual credit improves our enrollment, but we get no tuition dollars from it.
- 11 I have an appreciation for the college administration to balance our budget and still maintain faculty & staff (no layoffs).
- 12 I love NMJC. Great place to work. I think we are way beyond most other Junior Colleges in almost every area.
- 13 I love working at NMJC and believe it is the best two year institution in the southwest.
- 14 I may not understand all the ramifications, but I am concerned about the long-term financial agreement the college is planning on establishing with the city for a recreation center - can the college or the city really afford this?
- 15 I think NMJC is a top notch college with an administration that is very open minded.
- 16 I think this survey is a great step towards gearing the college to unite and work as one to accomplish anything that comes its way.
- 17 I think we need to add several new sport teams which brings in students and adds to campus atmosphere. It helps fill dorms and classrooms, and would round out our athletic program.
- 18 I would like to see our Continuing education department advertised and computer short courses re-implemented. There is an entire elderly community not being served. Cosmetology and nursing could assist in the nursing homes. We need to recruit athletes from our local area to insure the community support. NMJC was build by the county, for the county, with Permian Basin oilfield money, to insure our local people, young and old, a great place to be educated.
- 19 It is sad that NMJC is just like any other place anymore: It's not what you know it's who you know.
- 20 Just a suggestion for there to be someone to be designated to contact new instructors during, and after their first year. This person could find out what needs and questions this new instructor may have and try to assist them.
- 21 NA
- 22 NMJC is a great place to work and go to school people always think the grass is greener elsewhere we just need to educate them on how "green" our grass "turff" is.
- 23 NMJC is a great place to work. It has so many things to offer those pursuing their education. I am happy to be here and hope that NMJC is happy to have me.
- 24 NMJC is a wonderful college with great opportunities that need to be stressed, but we also need to keep abreast of change.
- 25 NMJC is doing a great job of staying on top of the planning part but what about the implementation of it? Are we really focusing on what's best for our students?
- 26 NMJC is truly a great place to work and I believe we offer the best education possible for minimum cost. We need to continue to build on the trust the community has in the organization.

- 27 NMJC should install wind turbines to produce electricity for the campus. This could not only save a significant amount on utility bills but could also be a potential source of income if there is excess capacity that could be sold back to the electric company.

[Unedited replies attached]

NMJC Strategic Planning Survey 2009

What do you think are the most important strengths of NMJC as a college?		
		Response Count
		118
		<i>answered question</i> 118
		<i>skipped question</i> 1

Response Text		
1	It's personnel, especially it's administration. "Outside" revenues and the ability to plan far enough ahead to avoid catastrophic impacts. Location.	Oct 20, 2009 1:02 PM
2	The faculty, staff, and administration. We have great people, and that is a tremendous boon to our students.	Oct 20, 2009 1:03 PM
3	Its ability to provide a quality education at an affordable price.	Oct 20, 2009 1:50 PM
4	Very strong professional staff and a dedicated faculty.	Oct 20, 2009 1:51 PM
5	Affordable educational opportunities. Location in southeastern NM. Wide variety of educational offerings (courses, programs, face-to-face, on-line) to meet the learning needs of the community. Growth despite financial woes.	Oct 20, 2009 2:44 PM
6	I believe the most important strengths lie within its people, their caring attitude toward students, their integrity, and a strong faculty.	Oct 20, 2009 2:48 PM
7	President, Faculty, and staff (People) Facilities Location of the College Mill levy support by the citizen of the County	Oct 20, 2009 2:51 PM
8	Location, Location, Location.... We are small, friendly, and easy to get around.	Oct 20, 2009 2:53 PM
9	We truly care about our students and most of them know it. We are small enough to give personal guidance.	Oct 20, 2009 2:56 PM
10	In my opinion, the fact that the administration and school board attempt to offer programs they see fit the needs of the community and programs that fit within the financial goals of the college is the most important strength as a college.	Oct 20, 2009 3:11 PM
11	President McCleery is a good leader. The staff at NMJC are innovative. The administrators think ahead. Very friendly atmosphere for students and community. Registrar's and counseling offices are friendly and helpful. Beautiful campus - staff does a great job. Low tuition cost. Relatively good morale.	Oct 20, 2009 3:32 PM
12	our professors, part time and full time professionals, affordable cost of tuition, community and family oriented college.	Oct 20, 2009 3:32 PM
13	Small class sizes, low tuition, and ability to more quickly adapt to changing needs of students.	Oct 20, 2009 4:26 PM
14	Affordability - diversity of available programs.	Oct 20, 2009 4:36 PM
15	The students and the caring attitude of this institution.	Oct 20, 2009 4:48 PM
16	Student/teacher ratio	Oct 20, 2009 4:58 PM

Response Text		
17	offering a wide variety of classes and opportunities for our students to advance in their education, current job skills, or prepare for a different career path at reasonable rates	Oct 20, 2009 5:27 PM
18	affordability and great product for the price	Oct 20, 2009 5:28 PM
19	good faculty and low faculty to student ratios	Oct 20, 2009 6:43 PM
20	Flexibility to meet students needs. We are a small college and students are not lost in a huge crowd.	Oct 20, 2009 7:42 PM
21	forward thinking, strong leadership, saving for a "rainy" day	Oct 20, 2009 8:13 PM
22	financial strength inexpensive tuition community involvement	Oct 20, 2009 8:28 PM
23	People; strong, engaged, approachable leadership; conservative financial management; diversity of course offerings; residential option for students; sports	Oct 20, 2009 8:50 PM
24	Ability to respond (relatively) quickly to changes or demands in the environment; stable & visionary leadership; reputation in the community; individual attention; small class sizes; overall friendliness;	Oct 20, 2009 11:53 PM
25	Affordability, diverse offerings, diverse funding sources, good leadership, supportive community, Master plan, and Strategic plan, and support from the NMJC Board to stay focussed on the Master and Strategic Plan.	Oct 21, 2009 12:29 PM
26	Student/Instructor ratios	Oct 21, 2009 2:16 PM
27	Low tuition rates, friendly people, students can stay at home or in the apartments or dorms and obtain their associates degrees.	Oct 21, 2009 2:26 PM
28	flexibility in schedule community participation visability	Oct 21, 2009 2:26 PM
29	The students, faculty, and support staff.	Oct 21, 2009 2:32 PM
30	personal great bunch of people but bad moral because of pay	Oct 21, 2009 2:37 PM
31	Leadership, community responsibility, personnel	Oct 21, 2009 2:44 PM
32	Training & Outreach Great President Facilities	Oct 21, 2009 2:47 PM
33	I think that most people feel a loyalty to NMJC so they show their pride for a college as a whole. There is also a spirit of helpfulness and sharing that can't be matched.	Oct 21, 2009 2:59 PM
34	Availability, affordability, and accessability to community. Plus, excellence in instruction.	Oct 21, 2009 3:02 PM
35	Low cost tuition, many online courses, good variety of course options.	Oct 21, 2009 3:31 PM
36	The institution does a good job of trying to meet the needs of the community and has done a good job with relationship building.	Oct 21, 2009 3:33 PM
37	We provide 2 year degree at a low and reasonable low price. Our students are able to save money by starting their education here. We have developed a good relationship with the community.	Oct 21, 2009 3:40 PM

Response Text		
38	<ol style="list-style-type: none"> 1. Small pupil to teacher ratio 2. Wide range of course offerings 3. Rigorous content of courses 4. Well maintained facilities 5. Beautiful and clean landscape 6. Maintenance of current technology for both students and faculty/staff. 7. AAS degrees and certificates which provide for students to earn good wages and be self-sufficient 8. Great people to work with 9. Connection of the college to the community and its constituents 10. Support of the college by the state legislators 11. Health insurance benefits 12. Free courses for self, spouse, and children 13. Free courses for senior citizens 14. Sound fiscal management by the President and Vice-President 15. Strong governing board which has no individual personal agendas to be met, but is willing to listen and support recommendations from the people who work here. 16. The wide variety of social opportunities such as sporting events, plays, musical presentations, events at the Western Heritage Museum 17. The Cowboy Hall of Fame and the Western Heritage Museum - a place important to all of Lea County and a chronicle of the pioneers. This juxtaposition between the history and the new exhibits is great. This facility is a great source of pride to us all (I don't work there, either.). 18. The opportunity it affords to all age groups - a great beginning or a chance to start over 19. The student housing has really improved and strengthened the potential for more traditional student activities, etc. as well as demonstrate the college's planning and forward thinking. Great opportunities for student life for both students who live in the county and those that come from distant areas. 20. Athletic teams - provide motivation and opportunity for many students, is a unique characteristic for us as a community college, and is a great rallying point for the community. 21. The Training and Outreach facility is wonderful and the work they do there is a great drawing card to serve the community as well as to call attention to the potential that is here. 22. Distance learning, including online course offerings and ITV courses are terrific opportunities for students who could not otherwise participate in traditional face to face classes (or who choose not to). Now we can reach students who would never set foot on our campus otherwise. 23. The CDL program is super and even though things have slowed down right now, it seems destined to pick up again in the future. This is an important program that can help to ensure the safety of truck drivers on the highways and to fill a need by the industry. 24. The chance to be responsive to our community and to help students access opportunities for making their lives better. 25. Financial aid opportunities for students. 26. Great marketing and PR department (I don't work there either, I just appreciate them). 27. Super physical plant director, Charlie Carroll. We should all have attitudes like his!!! 28. Dual Credit opportunities for students. 	Oct 21, 2009 4:15 PM
39	community backing, county wide	Oct 21, 2009 4:22 PM
40	Small classes. The personal connection between the instructor and student	Oct 21, 2009 4:25 PM
41	The community feel to it. I have worked for corporations and it does not feel that way. The corporations I worked for were more stuffy and cold. I believe this school thrives and how close people are and how well they work together. Students see that and they feel it...Our cost is a huge strength. Having affordable education is a big reason why students attend NMJC.	Oct 21, 2009 4:32 PM
42	flexibility in providing educational opportunities for the community.	Oct 21, 2009 4:46 PM

Response Text		
43	The opportunities that are afforded to all students and employees.	Oct 21, 2009 4:48 PM
44	1) Intimate class sizes for traditional classroom instruction; 2) Overall size (student population and size of faculty and staff) of the College is conducive to much "one-on-one" interactions; 3) Addressing community and service area curricular offering and training needs through a variety of delivery platforms (ITV, traditional, online);	Oct 21, 2009 4:58 PM
45	Service to students, teamwork, leadership	Oct 21, 2009 5:15 PM
46	That we work together as a team.	Oct 21, 2009 6:31 PM
47	- The college as a whole is always concerned with the student body's welfare. It is apparent that this is of utmost concern at all times. -Most faculty and staff seem to strive to go above and beyond the call of duty to better serve those around them. -Some leadership does well at constantly communicating departmental as well as college goals to their staff.	Oct 21, 2009 6:40 PM
48	The diverse curriculum.	Oct 21, 2009 7:21 PM
49	The low cost education is the primary strength. Another strength is the dedication of the employees. The administration is responsive to the needs of the community.	Oct 21, 2009 7:41 PM
50	1. Solid offering of transferable academic courses 2. Significant amount of courses available on-line 3. Many student services available 4. Reasonable costs for tuition and fees	Oct 21, 2009 7:56 PM
51	Campus, faculty, and online classes	Oct 21, 2009 9:51 PM
52	Affordable cost. Labor force training opportunities.	Oct 21, 2009 9:56 PM
53	Willingness of staff to ensure students succeed. Great experience with Curriculum Committee. Appreciated their input and help in developing new programs and certifications.	Oct 21, 2009 10:36 PM
54	diversity of students	Oct 21, 2009 10:58 PM
55	The length of time in existence, the facility and the former art department	Oct 21, 2009 10:58 PM
56	Diverse subject areas as a comprehensive community college.	Oct 21, 2009 11:22 PM
57	The people.	Oct 21, 2009 11:49 PM
58	variety of classes offered	Oct 22, 2009 2:56 AM
59	Providing financially available college classes	Oct 22, 2009 2:11 PM
60	The cost	Oct 22, 2009 3:07 PM
61	Good leadership.	Oct 22, 2009 4:22 PM
62	Excellence with a low cost tuition	Oct 22, 2009 4:31 PM
63	community centered good leadership Core Values	Oct 22, 2009 4:58 PM
64	Highly educated and professional faculty, high level of professionalism, high level of synergy	Oct 22, 2009 7:01 PM
65	It is affordable for local students and helps those that need it and really want to go to college.	Oct 22, 2009 8:20 PM
66	Our concern for the students' welfare. Our continuously striving to do better for the school and community.	Oct 22, 2009 9:37 PM
67	The community it serves, the support it receives, and the faculty, and small class size.	Oct 23, 2009 12:25 AM
68	Hard-working faculty and staff who are mutually respectful, enthusiastic, competent and have the students' best interests at heart.	Oct 23, 2009 12:37 AM
69	cost and accessibility	Oct 23, 2009 1:45 AM
70	Its faculty and staff	Oct 23, 2009 2:31 PM

Response Text		
71	Wonderful administration, always trying to improve student life.	Oct 23, 2009 3:14 PM
72	Helpful faculty. NMJC has instructors that care and are trying to get students into a career or on a path that they will love and work hard in. Also, it is great for College faculty and staff have the opportunities to take free classes.	Oct 23, 2009 6:00 PM
73	Caring people	Oct 23, 2009 7:15 PM
74	cost; funding diversity; caring/competent faculty and staff ; community support	Oct 23, 2009 7:43 PM
75	1 - commitment to the community at large 2 - ongoing intent and commitment to grow as an institution	Oct 23, 2009 9:03 PM
76	The most important strengths of NMJC are the members of the faculty and the administration. Also, financially it is very affordable compared to other colleges and universities. The small class sizes also afford lots of one on one attention for the students.	Oct 26, 2009 12:48 AM
77	The people that work here, the facilities	Oct 26, 2009 5:45 PM
78	Focus on technical training & job placement	Oct 26, 2009 5:54 PM
79	The student/teacher ratio	Oct 26, 2009 10:21 PM
80	Small classrooms and students get the attention they need.	Oct 27, 2009 5:12 PM
81	The affordable education NMJC offers	Oct 27, 2009 5:19 PM
82	faculty and staff, quality of instruction	Oct 27, 2009 5:35 PM
83	The people of NMJC are one of its most important strengths. Affordability is also a strength of NMJC, followed by compassionate leadership set by Dr. McCleery.	Oct 27, 2009 6:18 PM
84	The quality of its instructors and staff, aslo the diversity of its student body	Oct 27, 2009 6:23 PM
85	affordable tuition, opportunities and/or second chances for non-traditional students, and many qualified teachers	Oct 27, 2009 6:41 PM
86	GM ASEP and Ford ASSET programs	Oct 27, 2009 7:38 PM
87	ease of attendance	Oct 27, 2009 8:00 PM
88	The staff and faculty	Oct 27, 2009 8:16 PM
89	Quality employees and low cost for students. Our online program is also getting stronger. Caring faculty and staff.	Oct 27, 2009 8:24 PM
90	Certainly New Mexico Junior College offers a great education for such an affordable cost.	Oct 27, 2009 10:37 PM
91	Faculty availability	Oct 27, 2009 10:45 PM
92	Affordability, local access	Oct 27, 2009 11:24 PM
93	Their continuous efforts to meet the needs of the students.	Oct 28, 2009 3:04 PM
94	Faculty experience NMJC campus is beautiful Community support	Oct 28, 2009 3:47 PM
95	1. NMJC's administration has an ethical approach. NMJC does have strong, devoted teachers who desire the best for the college.	Oct 28, 2009 4:37 PM
96	Community ties and variety of classes offered to train, educate and inform the citizens of Lea county.	Oct 28, 2009 9:31 PM
97	Community and Student Commitment	Oct 28, 2009 10:32 PM
98	variety of curricular offerings; low costs to students; nice facilities; good athletic program; dual credit program; online courses; support services; well-informed administration & staff; caring faculty; small classes.	Oct 28, 2009 10:34 PM
99	Small enough to still be personally involved with students.	Oct 28, 2009 10:36 PM
100	Personable relationships.	Oct 28, 2009 10:44 PM
101	Strong people-oriented administration, reasonable tuition, strong legislative support	Oct 28, 2009 10:45 PM
102	Caring people, small classes, beautiful and functional campus.	Oct 28, 2009 10:50 PM

Response Text		
103	An additional source of funding not related to state funds. A large ratio of full-time to part-time faculty. They are available for college governance activities (whether they participate or not), sponsorship of student activities (may or may not participate), they are a stable workforce for mentoring and on-hand to teach any time the college needs dictate.	Oct 28, 2009 10:52 PM
104	President with vision and people skills. Location, campus and overall health of the institution.	Oct 28, 2009 11:03 PM
105	quality education cost faculty and staff	Oct 28, 2009 11:11 PM
106	Quality of the faculty	Oct 29, 2009 12:39 AM
107	The people who work here.	Oct 29, 2009 2:45 PM
108	Student friendly. Great community ties--including with our Board. Small class sizes. Affordable. Our faculty & staff are great to work with. Also, our campus is clean, safe, and on the brink of being improved structurally and technologically.	Oct 29, 2009 3:03 PM
109	We continue to be an affordable college for students. The college also has the ability to quickly change teaching priorities and offer new classes and programs quickly.	Oct 29, 2009 3:50 PM
110	Affordability, quality of instruction and personal attention via small class size	Oct 29, 2009 4:16 PM
111	President Dr. McCleery, professors, staff	Oct 29, 2009 9:17 PM
112	Encouraging students to stay in college. Making it fun to come to college is great as well.	Oct 30, 2009 3:45 PM
113	Supportive Administration Good facilities Small classes One on one attention Learning lab Testing center Athletic program	Oct 30, 2009 3:56 PM
114	The faculty and staff. Without them, the college would not be able to function as a whole.	Oct 30, 2009 4:22 PM
115	"Most" of the folks that work here are indeed thinking about serving students, staff and the community. "Most" are good workers and will do what it takes whenever it takes. Tapping into this type of staff we as a team can do great things.	Oct 30, 2009 7:03 PM
116	Good faculty, staff, and administration--friendly, qualified, caring; affordable	Oct 30, 2009 8:21 PM
117	Community Involvement	Oct 30, 2009 9:02 PM
118	The great staff & faculty of course!	Oct 30, 2009 9:25 PM

NMJC Strategic Planning Survey 2009

What do you think are NMJC's weaknesses?		Response Count
		114
answered question		114
skipped question		5

Response Text		
1	Location, the unsettled economy combined with the volatile petroleum industry makes it hard to adjust to needs/markets for students. Higher than desired attrition of leaders in the next few years. Leadership training is good but need to take advantage of hiring opportunities as they arise (in assistant/supportive roles) BEFORE the leadership retires.	Oct 20, 2009 1:02 PM
2	Failure to prepare students with remedial needs to take regular credit courses. We find far too many of our students are coming to our classes without the necessary skills to succeed. We have the remedial courses they need, but they are not required to take them before they enter content courses. Then they fail the content courses and we lose them as students, and they lose the chance to better themselves. The other major weakness is the emphasis placed on sports. This is a two-year school, and we ought not squander our meager resources on athletic programs; programs filled with sub-par students. We could easily fill our dorms with a policy similar to that of Minot State University, wherein those students who live on campus, regardless of where they come from, are given in-state tuition.	Oct 20, 2009 1:03 PM
3	Its inability to communicate campus wide.	Oct 20, 2009 1:50 PM
4	Too reliant upon oil and gas revenues.	Oct 20, 2009 1:51 PM
5	Need a full-time grant writer that will focus on all areas of growth for the college.	Oct 20, 2009 2:44 PM
6	Cohesiveness among departments.	Oct 20, 2009 2:48 PM
7	Lack of focus on the student's needs Marketing of the College outside of the County	Oct 20, 2009 2:51 PM
8	We are recruiting athletes from everywhere except the permian basin, and losing our local support. We spend more on grounds and external beauty than inside our old buildings and paying the people that maintain them, and thus moral is down within. The CDL training facility is not advertised enough to be productive.	Oct 20, 2009 2:53 PM
9	I feel the communication between areas on this campus is lacking and also communication between areas and administration. I also feel policies are not being followed from the top down. i.e. Inventory transfers, employee manual, every department on this campus has different rules.	Oct 20, 2009 2:56 PM
10	I think that NMJC's weakness is that it does not aggressively seek to inform the community about the successes of students who transfer to other colleges after having attending NMJC. Also families are not made aware of the significant savings of attending NMJC.	Oct 20, 2009 3:11 PM
11	Faculty have too much authority - they decide when they teach, what they teach, and how many they teach. The gym is dirty, the equipment is not taken care of, and there is no supervision of use - not a very good recruiting tool.	Oct 20, 2009 3:32 PM
12	professors thinking that their class is the only class that the student has.	Oct 20, 2009 3:32 PM

Response Text		
13	Technology which limits our courses (lack of band width and server space). Offering generic associate degrees.	Oct 20, 2009 4:26 PM
14	Lack of communication between departments of policy and procedures or even just simple guidelines of how things work. Also, sub-standard basic customer service from a potential students perspective - both a 1st time student or an older potential student. Nothing complex, just a simple greeting upon walking up to a Dept. vs. wondering and wandering without receiving any direction.	Oct 20, 2009 4:36 PM
15	Paper work needs to be streamlined utilizing our technology.	Oct 20, 2009 4:48 PM
16	too slow to act...like just now getting a oil field training center. too much red tape that has to be addressed for such new projects.	Oct 20, 2009 5:27 PM
17	No clear policies, directions, concerning students who use various types of financial aid. Students have to go through a maze of departments before understanding the process. We need a step A through Z process for each type of financial aid.	Oct 20, 2009 5:28 PM
18	laboratory facilities for science classes dedicated computer lab for science	Oct 20, 2009 6:43 PM
19	We need a steady, qualified group of tutors. Even if they are not students. I want to know that if a student goes in for help academically they are very likely to find time with a person who can help.	Oct 20, 2009 7:42 PM
20	calling meetings or organizing committees when decisions have already been made	Oct 20, 2009 8:13 PM
21	too slow to change from old academic models	Oct 20, 2009 8:28 PM
22	Communication disconnects--the left hand doesn't know what the right hand is doing; people, nice as they are, are too territorial	Oct 20, 2009 8:50 PM
23	Resistance to change and lack of vision and possibilities among the ranks; some faculty's reluctance to teach at times that are convenient for students; some faculty and staff's unwillingness to help recruit or go beyond job description;	Oct 20, 2009 11:53 PM
24	Lack of diverse teaching faculty, declining revenues, lack of growth in career and technical training, and failure to be more involved in the community.	Oct 21, 2009 12:29 PM
25	Possibly re-think joining in with the fitness center at this time. With the economy as it currently is and the possibility of employees losing jobs, it is difficult to think helping to fund such a facility. This may not be the time to build such a facility in Hobbs. Too many people without jobs.	Oct 21, 2009 2:26 PM
26	student motivation/retention	Oct 21, 2009 2:26 PM
27	Lack of a student orientation. We did a horrible job of preparing students for Blackboard. Recruitment efforts are also a bit lacking. We can do better.	Oct 21, 2009 2:32 PM
28	salaries	Oct 21, 2009 2:37 PM
29	Trying to please everyone and keeping employees who are not productive that should be replaced	Oct 21, 2009 2:44 PM
30	Poor communication from the top down. It is not good when you read about important school decisions in the newspaper first. Too many committees. Things take WAY to long to process here. PR & Marketing do not "market" effectively.	Oct 21, 2009 2:47 PM
31	There's not a lot of support between departments on campus. Yes, I know not everyone enjoys going to the same thing but it seems that very few people will take the time to support someone else's event anywhere on campus.	Oct 21, 2009 2:59 PM
32	Limited numbers of faculty. Pay structure.	Oct 21, 2009 3:02 PM
33	Student retainment. There are many classes where by the 6th or 7th week of class about 1/2 the class or better has dropped.	Oct 21, 2009 3:31 PM
34	Establishing effective partnerships.	Oct 21, 2009 3:33 PM
35	We are located in a low populated rural area.	Oct 21, 2009 3:40 PM

Response Text		
36	<p>1. As always, the financial constraints imposed by funding issues at the state level.</p> <p>2. Low enrollment which might cause upper level courses to be cancelled, which prevents students from completing their degrees.</p> <p>3. The enrollment/purge process is convenient to the college but not so much to the students.</p> <p>4. Students and sometimes faculty are not encouraged to follow a chain of command when they circumvent procedures to talk to the top of the chain without anyone responsible for that area being in the loop.</p> <p>5. No day care for students/faculty/staff. This is a constant issue.</p>	Oct 21, 2009 4:15 PM
37	no faculty evaluation of deans and VP's and Pres.	Oct 21, 2009 4:22 PM
38	Resistance to change	Oct 21, 2009 4:25 PM
39	Keeping people on staff that don't care about students hurts this institution dearly. I believe that most people do care about students but there are a few that are just not nice people and it shows when they deal with students and other employees.	Oct 21, 2009 4:32 PM
40	leadership in certain areas; not enforcing its policies, allowing those without a minimum of a masters degree to teach.	Oct 21, 2009 4:46 PM
41	I'm not sure.	Oct 21, 2009 4:48 PM
42	<p>1) For professional staff employment, there is little or no opportunity for advancement. Given the history of how upper administration uses the same faculty/staff to serve on search committees for VP positions, no one has even had the opportunity to interview, except "outsiders." Consequently, there has been no opportunity to advance. There has been a real sense that there is no interest for any staff member to advance within the organization.</p> <p>2) There appears to be a real disconnect regarding communication -- especially between administration and the instructional sector. Oftentimes, there is no discussion of plans and those of us who work with faculty and staff. We often find out about the plan when it is thrust onto us with little or no warning. There needs to be more listening and considering, versus mandating. On the other hand, if there needs to be a mandate, call it what it is and don't give a false impression that faculty and staff really have input.</p> <p>3) Doing something different, every time a new, upcoming enrollment period rolls around. I doubt if the community knows what to look for anymore -- a newspaper insert? radio/channel 19 advertising?, both? neither, and instead look for advertising only on the website? NMJC needs to establish a regular, expected means of getting the word out and then use "add on" approaches. However, there is no "tradition" and this confuses people.</p> <p>4) There needs to be one reporting VP for all instructional programming, rather than having distance education as a separate entity where all of the other divisions simply have to see if they can involve their full-time faculty or not. Full-time faculty who are not already trained to teach online see little or no incentive for doing so, since it has been stated that "there are no guarantees" that they will have the opportunity to teach. This has really contributed to lowering faculty morale. If their morale is lowered further than what it is already (given the uncertainty of the economic climate), there may be a lot of attrition starting up.</p>	Oct 21, 2009 4:58 PM
43	Student retention, behind other schools in technology	Oct 21, 2009 5:15 PM
44	Too quick to do improvements on buildings when it is not yet necessary, and the money could be saved for the state.	Oct 21, 2009 6:31 PM
45	<p>-Some staff have lost sight of what 'teamwork' means.</p> <p>-Sharing knowledge that could help someone be successful at their job is not a common practice sometimes.</p> <p>-When something is wrong, the appropriate people don't speak up or take no action to correct the issue at hand.</p>	Oct 21, 2009 6:40 PM
46	Lack of scholarships.	Oct 21, 2009 7:21 PM
47	No graphic arts classes. Not enough computer technology classes. We used to offer more art classes than we do now. I think that we need to expand those offerings.	Oct 21, 2009 7:41 PM

Response Text		
48	<p>1. Lack of communication between departments, divisions, and committees. Decisions are made without notifying all faculty and staff. Much information is relevant to others outside a specific sphere, yet that information may only be learned by hearsay or reading the catalog months after something has been planned or put into place.</p> <p>2. Career and technical division needs to be beefed up. We need to offer more career and technical certificates/degrees that are in demand. Students need to be able to realistically complete a certificate or degree in one to two years.</p> <p>3. Retention of students is low</p> <p>4. Lack of a full-time job placement office to aggressively seek out job opportunities for certificate/degree graduates.</p>	Oct 21, 2009 7:56 PM
49	Need a few more programs such as the culinary arts, auto refinishing/detailing, massage therapy, real estate, bookkeeping	Oct 21, 2009 9:56 PM
50	Effectiveness of process linkage within groups and between departments. Outputs from one process group and department do not effectively meet the needs of downstream process inputs. Lack of active process owners to manage the metrics that are important to NMJC's bottom line. Effective management of processes will reduce operating cost from 25% to 40%.	Oct 21, 2009 10:36 PM
51	communication	Oct 21, 2009 10:58 PM
52	Lack of vision in keeping up with the rest of the State. Recruiting only for sports programs. diminished and lack of art programs.	Oct 21, 2009 10:58 PM
53	Need to keep adding programs and need to be proactive with the changing economy.	Oct 21, 2009 11:22 PM
54	Administration	Oct 21, 2009 11:49 PM
55	can't think of any	Oct 22, 2009 2:56 AM
56	Not enough support to employees	Oct 22, 2009 2:11 PM
57	Lack of up to date equipment/ technology	Oct 22, 2009 3:07 PM
58	Customer service. More contact with student's who are struggling with their education.	Oct 22, 2009 4:22 PM
59	I believe we can work harder to make new students and interested people more informed and comfortable. I witnessed an older woman with two children in tow frustrated because she didn't know where to go or even start the process to enroll in school. I went to her and greeted her and pointed her to the counseling desk sign in. Maybe a start here sign?	Oct 22, 2009 4:31 PM
60	Fiscal Trying to do to much	Oct 22, 2009 4:58 PM
61	low level of "brand" recognition, underestimated and under valued for its academic programs	Oct 22, 2009 7:01 PM
62	Lack of evaluations for Admin. staff done by those under them to make them more accountable.	Oct 22, 2009 8:20 PM
63	Sometimes it seems like we do not always see the "big picture" in education.	Oct 22, 2009 9:37 PM
64	The fact that it is located in a rural location.	Oct 23, 2009 12:25 AM
65	Students who sign up for courses but cannot read or write at a college entry level. These students are unintentionally setting themselves up to fail.	Oct 23, 2009 12:37 AM
66	we sacrifice academics for the sake of student count.	Oct 23, 2009 1:45 AM
67	Negativity is often used to get people to participate instead of something positive. For example people who are inappropriately dressed should be told so--passing huge rules that end by deans displaying appropriate footwear is ridiculous. The new "dress code" is ridiculous! I shouldn't even be writing about this! Other issues fall into this same category.	Oct 23, 2009 2:31 PM
68	Faculty communication with each other and with students. Faculty not properly relating with students.	Oct 23, 2009 3:14 PM

Response Text		
69	I believe that the weakness of NMJC is to continue to think that we are good enough. We all need to think how we can better ourselves. We need to listen to the students and other faculty we they have complaints about other students and faculty and ideas on how to better NMJC. NMJC needs to have friendly staff including the people in the bookstore, counseling office, registrar people, and financial aid offices. I have seen these people treat students as if they are wasting the staff personnel's time, while the student is trying to enrolled in school. These people like the secretaries are the first line to the students then the instructors. IF we have a negative image first, then they will never make it to the classrooms.	Oct 23, 2009 6:00 PM
70	Distance learning not working closely with existing faculty.	Oct 23, 2009 7:15 PM
71	communication; lack of coordination - offices, efforts, on line & classroom classes; lack of input from all involved or expertise area in a decision area	Oct 23, 2009 7:43 PM
72	limited development of new degree program opportunities, particularly in the allied health occupations	Oct 23, 2009 9:03 PM
73	I don't know of any weaknesses.	Oct 26, 2009 12:48 AM
74	communication	Oct 26, 2009 5:45 PM
75	On-campus housing	Oct 26, 2009 5:54 PM
76	More activities with student involvement	Oct 26, 2009 10:21 PM
77	none	Oct 27, 2009 5:12 PM
78	It's lack of involvement in community activities	Oct 27, 2009 5:19 PM
79	lack of interaction among faculty members outside of our areas, some inconsistencies in policies (i.e. dropping students after "x" number of absences or leaving them on rolls), budget concerns, not following pre-requisite requirements for 200-level courses	Oct 27, 2009 5:35 PM
80	Communication	Oct 27, 2009 6:18 PM
81	Without doubt, the present lack of a substantial library	Oct 27, 2009 6:23 PM
82	lack of consistency between departments and teachers, more attention given to faculty difficulties than to faculty strengths, and inconsistent advising of students	Oct 27, 2009 6:41 PM
83	Too much emphasis on athletics	Oct 27, 2009 7:38 PM
84	can't think of any	Oct 27, 2009 8:00 PM
85	the need to keep in touch with the students	Oct 27, 2009 8:16 PM
86	We need to do away with the "open door" policy of letting just anyone take a college level class. We need to find another money stream other than oil.	Oct 27, 2009 8:24 PM
87	I think we do a poor job of marketing NMJC outside of Lea County. Now that we offer online degrees I think we should take out a full page ad in the Wall Street Journal advertising our affordable education.	Oct 27, 2009 10:37 PM
88	Student placement. Students are placed into courses they are not prepared for. We need to improve student screening students are placed in the correct courses at the start. This may reduce the numbers failing or withdrawing.	Oct 27, 2009 10:45 PM
89	Low salaries for faculty	Oct 27, 2009 11:24 PM
90	N/A	Oct 28, 2009 3:04 PM
91	Aging infrastructure Fragmented communication	Oct 28, 2009 3:47 PM
92	2. Absenteeism has become a real problem at the college. I can think of four people in one division, within a year, who have not been present for 1/3 or more of a semester. Not only does this hurt morale, but it also sends a detrimental message to students: it's o.k. not to show up for one's job and NMJC is not concerned about the quality of teaching. Increasingly, some faculty have four day weeks. This is unfair. I also don't think faculty should be able to have cyber hours as office hours. I do not understand how an educational institution, which should also be operating as a business, can allow people not to be present at the workplace.	Oct 28, 2009 4:37 PM

Response Text		
93	I don't know what that would be.	Oct 28, 2009 9:31 PM
94	Responding quickly to changing needs Promoting the instituion and its programs	Oct 28, 2009 10:32 PM
95	bookstore; on-campus activities; not enough night classes; website; marketing of programs	Oct 28, 2009 10:34 PM
96	Each department needs to take seriously the desire for "excellence".	Oct 28, 2009 10:36 PM
97	Communication between departments.	Oct 28, 2009 10:44 PM
98	A somewhat "spoiled" faculty, we seem to be trying to "catch up" to technology rather than staying in the front, too much emphasis on "pleasing students" and subsequently, not holding students academically accountable as they should/could be.	Oct 28, 2009 10:45 PM
99	Campus communication/collaboration could probably be better.	Oct 28, 2009 10:50 PM
100	Lack of adequate support for web-site maintenance and development. Insular mind-set of some employees and supporters of college.	Oct 28, 2009 10:52 PM
101	some of the facilities need to be updated and image of the college in the community can improve	Oct 28, 2009 11:03 PM
102	Communication	Oct 28, 2009 11:11 PM
103	retention-we are not doing what it takes to retain students. attempts are poor at best!	Oct 29, 2009 12:39 AM
104	Communication and sharing of ideas	Oct 29, 2009 2:45 PM
105	I'm reluctant to say this, but I'm still dumbfounded by our lack of communication across campus. And it's not just between departments--it's even our own students who don't know about events. There has to be way, for example, to clean up our home page of our Website. Dr. McCleery stresses the importance of us telling our stories and celebrating our successes, yet, we are not exactly doing that.	Oct 29, 2009 3:03 PM
106	The economy continues to be a problem for any institution. We are limited in the ability to offer only lower level college level courses. Another weakness deals with the difficulty in filling certain positions due to the size and salary that we can afford to pay.	Oct 29, 2009 3:50 PM
107	Rural location and lack of activities for students in the dorm	Oct 29, 2009 4:16 PM
108	Too many people work at NMJC from the same family. I think this causes alot of problems.	Oct 29, 2009 9:17 PM
109	I think the cost of textbooks is what holds alot of individuals to delay coming to college. Other than that i dont feel there are any weaknesses.	Oct 30, 2009 3:45 PM
110	Funding A few faculty	Oct 30, 2009 3:56 PM
111	Unfortunately, I feel the weaknesses are the unprepared students and lack of funding for appropriate supplies. 1. Students coming from highschool are seriously unprepared in basic math, reading, and English. I know what the tests say but honestly, when they can't change a fraction to a decimal, this hinders the way things are taught. 2. There are so many things that programs still need to update to teach students the latest with technology. However, this isn't the JC's fault...government issues play a huge role in this.	Oct 30, 2009 4:22 PM
112	1) We are very weak in communication. This is talked about daily by folks at the bottom and by folks at the top and the results of this poor communication are seen daily. 2) Management is based on the "the buddy system". We don't put our best people forward. 3) Administration is at a personal level not a professional level.	Oct 30, 2009 7:03 PM
113	Not attracting many h.s. graduates that have high gpa's and skills; they leave town. Appears that we have a reputation among h.s. students that we are geared more to those that are unable to "make it" in out-of-town universities. Not true, but seems to be the perception among too many h.s. students.	Oct 30, 2009 8:21 PM

Response Text

114

moving all classes into itv & online. NMJC will still need to have "live" classes.

Oct 30, 2009 9:25 PM

NMJC Strategic Planning Survey 2009

Over the next 3-5 years what do you think are the greatest opportunities for NMJC to improve?		Response Count
		114
answered question		114
skipped question		5

Response Text		
1	Location, being able to tie into the burgeoning new industries being developed in the area. On-line classes and even weekend courses, short courses of 8 hours/day for a week or so. Help the museum become a "show place" where Southeastern NM can demonstrate to the folks in Albuquerque and Santa Fe that we are worthy of acceptance and reveal the significant history we do have that ties us to the northern part of the State and not just to "Little Texas". This is likewise important to the various communities served as it can/will attract many visitors for the first time into the area/campus.	Oct 20, 2009 1:02 PM
2	We need to expand our potential student base by recruiting overseas...not just for the sports teams. As stated above, if we were to grant in-state tuition to those who choose to live on campus we could guarantee ourselves a substantial international student population. I think we should also pursue the creation of extension campuses overseas where we can tap into dual credit situations in nations where this sort of opportunity does not currently exist.	Oct 20, 2009 1:03 PM
3	Find someway to communicate activities, programs, and events to all. Perhaps a campus newspaper.	Oct 20, 2009 1:50 PM
4	The opportunity to develop new programs in Equine Science and other areas.	Oct 20, 2009 1:51 PM
5	Continued growth in academic offerings specific to community needs & requests.	Oct 20, 2009 2:44 PM
6	With the economy being in a slump, this is the time for NMJC to step up and offer new job training for displaced workers, as well as harnessing training in wind energy.	Oct 20, 2009 2:48 PM
7	Rethink the programs that are offered, are they beneficial for students, do the programs make financial sense. Workforce Training Continue to develop the energy program Oil field training Continue to work with LES for training opportunities Grow the Foundation Develop the equine program	Oct 20, 2009 2:51 PM
8	Online college classes are a must. Nursing needs a more modern facility as well as cosmetology, as these programs are the most productive for on campus instruction. Our solar energy training facility is an excellent idea, as it will promote on campus training. ADVERTISE outside the county.	Oct 20, 2009 2:53 PM
9	With the budget cuts and needing to conserve and be EXCELLENT stewards of tax dollars. This college needs to come together and save one another, we need to express to our campus each dollar you save may be someone's job. We need to work together and make it through these tough times and we will come out stronger. I think if we work on the internal of this institution it will show externally.	Oct 20, 2009 2:56 PM

Response Text		
10	Because of the economic situation that many families are facing, it is my opinion that more students will be looking at NMJC because of the lower costs of attendance. Advertising the success stories of NMJC students and the cost of attendance should be as aggressive as the budget allows.	Oct 20, 2009 3:11 PM
11	We are competetive with tuition, but need to offer (and specifically need to market nationally) more completely on-line degrees. Students and their demands are changing. Deans and faculty need to get on board with that.	Oct 20, 2009 3:32 PM
12	open up more classes in the upcoming technology fields that will help the students develop and get a job in the solar or wind energy fields.	Oct 20, 2009 3:32 PM
13	Being able to offer online degrees.	Oct 20, 2009 4:26 PM
14	Spell check (opportunities)! Spread the word about our program beyond Lea County. Utilize in-house expertise and word-of-mouth vs. blind advertising. A phone call is cheaper than an out of town trip.	Oct 20, 2009 4:36 PM
15	Continue to provide formats for traditional academics and formats to train locally.	Oct 20, 2009 4:48 PM
16	Expansion/ Equine Center More degree plans	Oct 20, 2009 4:58 PM
17	I think we are being aggressive in all areas to stay abreast of industry and educational demands. I say keep doing what we are doing and keep seeking educational opportunities as they arise.	Oct 20, 2009 5:28 PM
18	laboratory facilities for science classes dedicated computer lab for science	Oct 20, 2009 6:43 PM
19	continue to consider new programs, build student body from local base	Oct 20, 2009 8:13 PM
20	online education	Oct 20, 2009 8:28 PM
21	Distance education; Scheduling of courses	Oct 20, 2009 8:50 PM
22	Expanded online opportunities, expanded career & technology programs (especially in the medical field), training & outreach programs in conjunction with alternative energies;	Oct 20, 2009 11:53 PM
23	Adding programs that have a national interest and demand for trained workers. Increasing the enrollment for WEB based education and workforce training. Filling the current campus housing and building more campus housing opportunities.	Oct 21, 2009 12:29 PM
24	Add more degree plans; more online degrees.	Oct 21, 2009 2:16 PM
25	Need to look into solar power to include windmills, look to double our on-line education, as people retire, possibly look at combining divisions.	Oct 21, 2009 2:26 PM
26	transition to new leadership; retiring administrators	Oct 21, 2009 2:26 PM
27	Advancment in new technologies and teaching strategies, including wireless internet all over campus. I'm also pleased that we are a partner in the new recreation center.	Oct 21, 2009 2:32 PM
28	wind turbines and solar energy	Oct 21, 2009 2:37 PM
29	To partner with others (LRH) to lower the cost of utilities by using wind and solar power therefore money can be spend on educational opportunities and maybe salaries. Money up front but a benefit over the long term.	Oct 21, 2009 2:44 PM
30	Fresh ideas and leadership to rise up in key positions. Training & Outreach being a premier training facility in the SW United States.	Oct 21, 2009 2:47 PM
31	We can adapt to the new technologies that are being presented every day. I know most new technology costs an arm and take support for setting it up and maintaining it, but there's many different kinds of technology to take advantage of. Students don't learn in the same ways they used to and we have to adapt.	Oct 21, 2009 2:59 PM
32	Take advantage of economic downturn to recruit and retain more students.	Oct 21, 2009 3:02 PM
33	More night classes, Saturday classes, and online classes. The night and Saturday classes would bring in many adults who need to work other times.	Oct 21, 2009 3:31 PM

Response Text		
34	Taking advantage of opportunities to differentiate the institution from others. Equestrian Center, Energy Technology expansion, and more student apartments.	Oct 21, 2009 3:33 PM
35	We should look into green technology two year degrees. Focus on improving the Nursing and automotive programs.	Oct 21, 2009 3:40 PM
36	1. Athletics 2. New facilities, i.e. Equine Center 3. Provide day-care for students/faculty/staff and reasonable cost and on campus or adjacent to campus. This could be a benefit much like free courses, etc. that could motivate people to work and go to school here.	Oct 21, 2009 4:15 PM
37	Be flexible to the changing economy in this county.	Oct 21, 2009 4:22 PM
38	Online, workforce training	Oct 21, 2009 4:25 PM
39	Improving the existing campus is important. I think all of the renovation that is going on will be extremely helpful in the recruitment and retention of students. I love the thought of getting bigger but I think getting better at what we do is even more important and that will lead to more students...I also think that adding new sports teams would add to the college. I know that sports teams cost money but I believe that it would not only add more students but it would create more exposure for NMJC.	Oct 21, 2009 4:32 PM
40	meet the needs of the community in more online courses and workplace training.	Oct 21, 2009 4:46 PM
41	To learn how to continue to grow as an institution despite our inequitable state government.	Oct 21, 2009 4:48 PM
42	1) Continuing development on programs and offerings that are data driven and expressly requested by students and constituents, and driven by industry and business. 2) Improved strategies of true assessment, not just talking about doing it....but really doing it to improve.	Oct 21, 2009 4:58 PM
43	Go to campus wide email system as a method to contact students rather than paper letters, EFT deposits for student refund checks, website reform, a push for students to use self service banner and check their NMJC emails	Oct 21, 2009 5:15 PM
44	With the economy being weaker, it is likely that we will see more students come.	Oct 21, 2009 6:31 PM
45	-People in general need to take more steps to create a better working/learning atmosphere. -We all need to be good examples for each other. -Really, and truly have in mind that all that we do is for the better of the college and the students who attend.	Oct 21, 2009 6:40 PM
46	Expanding departmenta to include more classes to enrich students and the community.	Oct 21, 2009 7:21 PM
47	One of the major additions to the college has been the Western Heritage Museum. This facility is one of the most impressive buildings in Hobbs. The programs offered are diverse, but should be expanded. The Museum is also a good tourist attraction. If the Museum was expanded, it could host better traveling exhibits, provide more educational activities, and serve as the cultural headquarters for all of Lea County. I also believe that NMJC needs to offer media classes - television, film production - because the state has experienced significant growth in the film industry. The 4 year colleges are taking advantage of this industry, and NMJC could also have a program that would prepare students who would like to participate in the film industry.	Oct 21, 2009 7:41 PM

Response Text		
48	<p>1. Creating (e.g., another health care program) or modifying some existing career programs (e.g., the construction trades, especially electrical) to make students truly career ready.</p> <p>2. Building a UNIFIED retention program--one that is strongly supported by ALL areas of the college. Continual training for all of us in order to sharpen our awareness and our skills to positively impact students</p> <p>3. Create several levels of English as a Second Language courses in the credit division. There is a large pool of potential students for ESL credit classes but "one class fits all" does not work well for many of them in terms of ability level and time commitment.</p>	Oct 21, 2009 7:56 PM
49	Online classes	Oct 21, 2009 9:51 PM
50	Increased training opportunities in the energy fields.	Oct 21, 2009 9:56 PM
51	Don't wait! Identify and agree on all of the organization's processes, identify a process owner for each process, create a detailed SIPOC for each process, perform a PFMEA on all process steps in the SIPOC, evaluate risks found in the PFMEA. Survey the entire organization (the 'Post-it' exercise). Create a PARETO of the hundreds of Post-its collected in all departemenst to determine significant issues and systemic problems. With the PARETO and SIPOC develop a plan to increase organizational effectiveness based on findings from our employees.	Oct 21, 2009 10:36 PM
52	technology	Oct 21, 2009 10:58 PM
53	To partner with ALL of New Mexico's Universities to offer higher degrees through distance ed. Offering a site coordinator to facilitate all the different schools providing an incentive to the universities to offer programs here.	Oct 21, 2009 10:58 PM
54	Work more with implementing Nuclear Tech program and training with NEF and Isotopes.	Oct 21, 2009 11:22 PM
55	Getting our Technology stabilized, we've grown a lot, we've broken a lot of new ground, now refine.	Oct 21, 2009 11:49 PM
56	no comment	Oct 22, 2009 2:56 AM
57	Continue to support the community by staying affordable to all ethnic groups	Oct 22, 2009 2:11 PM
58	To keep moving forward and up date as we can	Oct 22, 2009 3:07 PM
59	More involvement in the community and surrounding areas. To be more proactive with student's in their education.	Oct 22, 2009 4:22 PM
60	With the economy I believe we have a great potential to grow our attendance if we continue to adapt for our students' needs	Oct 22, 2009 4:31 PM
61	Online Technological	Oct 22, 2009 4:58 PM
62	Online degree variety, increased in clas selection	Oct 22, 2009 7:01 PM
63	More careful screening of Freshmen students who need to improve reading and computer skills, so they don't fail beginning classes.	Oct 22, 2009 8:20 PM
64	If we can focus on the emphasis being our concern for the students' development educationally--then we are meeting and exceeding our goals as an educational institution. Our technology can be our major step forward.	Oct 22, 2009 9:37 PM
65	Online class offerings	Oct 23, 2009 12:25 AM
66	Continued efforts to place and sequence students along the best path for success.	Oct 23, 2009 12:37 AM
67	modernize and expand course offerings to meet specific needs.	Oct 23, 2009 1:45 AM
68	With the economy in a slump, we should really be impressing upon people that they and their children can receive a quality education at NMJC. We're the best!	Oct 23, 2009 2:31 PM
69	NMJC has the greatest opprtunity to improve in the area of local community involmnet. As the community grows, so should the College's activity in it and reputation.	Oct 23, 2009 3:14 PM

Response Text		
70	The greatest opportunities for NMJC to improve would be to offer more degree plans or complete certificate plans for students to finish and they are out working in a field they love and make good money.	Oct 23, 2009 6:00 PM
71	Student enrolment	Oct 23, 2009 7:15 PM
72	outcomes assessmnet/completion/success vs enrollment figures (how many in a class at the end,etc.); faculty led discussions/plans on teaching today's and tomorrows students (what is working,etc.); retention as a campus wide effort vs one man in an office; quality assessment; coordination or merger between on line and academic departments	Oct 23, 2009 7:43 PM
73	expand recruitment geographically both for residential and online student enrollments; think about out-of-state applicant pools for more than just athletics. Capitalize on the affordability of NMJC (it's affordable here-it's incredibly affordable for states and metropolitan areas beyond this geographic area)	Oct 23, 2009 9:03 PM
74	Having the opportunity for students to take classes through four year universities such as ENMU, UNM and possible TT would be great opportunities for the students at NMJC. With all the technology capabilities all of this is possible.	Oct 26, 2009 12:48 AM
75	becoming a bonded campus, working closer with the county schools	Oct 26, 2009 5:45 PM
76	Expand renewable energy curricula & increase renewable energy industry support	Oct 26, 2009 5:54 PM
77	Expand to accommodate more students and staff	Oct 26, 2009 10:21 PM
78	none	Oct 27, 2009 5:12 PM
79	More career based courses. Many students are going to enter the workforce after completing their associates so they need to have a career prep course (learning how to do resumes, how to interview, job searching..etc)	Oct 27, 2009 5:19 PM
80	emphasis on recruiting students from out of district, continue to develop energy technology programs, build a strong alternative teacher licensure program (CSW is not prepared to run this program, regardless of what they say)	Oct 27, 2009 5:35 PM
81	The greatest oppotunities for NMJC to improve are to offer more internet classes, evening and weekend classes, community outreach, and continue to expand course offerings.	Oct 27, 2009 6:18 PM
82	In the area of technology and learning, not only on-line courses, but mainly in the use of electromics as a major learning tool, as in the paperless class	Oct 27, 2009 6:23 PM
83	see #2	Oct 27, 2009 6:41 PM
84	Draw enrollment from surrounding area.	Oct 27, 2009 7:38 PM
85	more and more kids are wanting to stay close to home	Oct 27, 2009 8:00 PM
86	We need to establish and enforce pre-requisites for college courses. Too many students are taking classes they are not qualified to take. Expand offerings in hotel and restaurant management, tourism. Aggressively advertise our online courses.	Oct 27, 2009 8:24 PM
87	NMJC needs to do a better job of marketing our affordable education.	Oct 27, 2009 10:37 PM
88	Faculty/ Administration relations.	Oct 27, 2009 10:45 PM
89	To offer classes that will accomodate the working person's schedule.	Oct 27, 2009 11:24 PM
90	I think it would have to be the Access to our students and the people we serve in the community.	Oct 28, 2009 3:04 PM
91	Expanding on-line offerings	Oct 28, 2009 3:47 PM
92	3. To attract students, it would be good to establish a program which draws students from all over the country. A really large nursing program would enhance our standing. Also, if we had some sort of energy program (alternative energy sources, etc.) whereby a student could earn a certificate that would help him/her in the workplace, we might attract more students. Given the wind energy that we have here, it seems that we could install at least one large turbine to generate our power. Students in an energy program could learn and be responsible for making a system like this work.	Oct 28, 2009 4:37 PM

Response Text		
93	Training and re-training the local workforce. New directions in energy training.	Oct 28, 2009 9:31 PM
94	distance education; training & outreach; nursing programs; technical programs; equine center	Oct 28, 2009 10:34 PM
95	Assessment and evolvment should play a huge role in the future of the college. I think some people are truly looking for ways to address the needs of today's students and adjusting accordingly. We must broaden our approach but keep the "community" feel at the same time.	Oct 28, 2009 10:36 PM
96	Organization of networking between all departments.	Oct 28, 2009 10:44 PM
97	workforce training and distance education more than anything else.	Oct 28, 2009 10:45 PM
98	Retention, veteran enrollment, collaboration.	Oct 28, 2009 10:50 PM
99	Expand linkages to regional and national peer organizations. Systematize departmental assessments. Institute professional development/continuing education plan and calendar of resources for employees	Oct 28, 2009 10:52 PM
100	new programs and attracting new students from other areas of New Mexico to come and live on campus...helping to improve enrollment	Oct 28, 2009 11:03 PM
101	online students reach the large group of under educated people	Oct 28, 2009 11:11 PM
102	turn focus to quality of education not quantity	Oct 29, 2009 12:39 AM
103	Quit building and get back to putting money into education itself	Oct 29, 2009 2:45 PM
104	In my mind, there are several programs that we should be bringing into NMJC to meet the needs of students now. For example, why do we not offer radiography, culinary arts, HVAC technology (we live in New Mexico for crying out loud), radio broadcasting, or even dental hygiene. I feel like what we offer right now is not enough for the community & I personally DO feel these are reasonable opportunities. In turn, we should maintain our distance learning program.	Oct 29, 2009 3:03 PM
105	NMJC needs to continue with student housing occupancy. One of the quickest ways for the institution to grow deals with affordable on campus housing. Solar and wind energy programs should be a priority for the college. We need to continue stronger with the on line instruction programs.	Oct 29, 2009 3:50 PM
106	I would like to see more school to work programs. Some students just don't get into "traditional" classes	Oct 29, 2009 4:16 PM
107	adding new programs.	Oct 29, 2009 9:17 PM
108	BUDGET!! hopefully this will improve instead of get worse. I know with the economy being the way it is it will be hard. I give a high five to all the instructores here. They are doing a wonderful job, and do not think anything needs improving.	Oct 30, 2009 3:45 PM
109	Online classes New facilities Expanded programs	Oct 30, 2009 3:56 PM
110	I would really like to see certain programs expand. Honestly, I would like for the nursing program to have their own building so we can properly and adequately teach the number of students we have and not have to toggle classrooms, etc. This would also allow the pre-nursing program to be moved back to the main campus and allow the downtown campus to be utilized for more classes that are general ed, or even others.	Oct 30, 2009 4:22 PM
111	Give the college back to the people and away from the Administrators.	Oct 30, 2009 7:03 PM
112	Support our face-to-face classes, so we don't lose them to internet. At the same time, continue to build on-line classes so our program is a model in the state for providing excellence in on-line learning.	Oct 30, 2009 8:21 PM
113	Students are able to afford a community college before enrolling in a University saving money for basic courses.	Oct 30, 2009 9:02 PM

114

Growth in athletic programs: soccer, volleyball, etc.

Oct 30, 2009 9:25 PM

NMJC Strategic Planning Survey 2009

What do you think its the single greatest threat to NMJC as an effective organization over the next 3-5 years?		Response Count
		117
	<i>answered question</i>	117
	<i>skipped question</i>	2

Response Text		
1	Lack of State funding/support and/or the downfall of the petroleum income. Already mentioned, the administration's need to be replacing themselves but this also holds true with faculty and staff. Very fortunate thusfar but need to be cognizant of trying to seek and retain the best.	Oct 20, 2009 1:02 PM
2	The government in Santa Fe is the greatest single threat, but there isn't much we can do about that. I think the single greatest threat that we have any control over is our failure to attract the best and brightest that Lea County and the surrounding area has to offer as students. Having taught ITV courses, I have found that there are a number of students in the area with fantastic potential, but these students are not choosing to attend our school. We need courses and standards of academic excellence that will attract these students: honors program, more robust curriculum, international opportunities, and internship programs.	Oct 20, 2009 1:03 PM
3	Its failure to reach out to people of color in leadership roles.	Oct 20, 2009 1:50 PM
4	The decreasing level of state funding and a gradual impending loss of oil and gas revenues.	Oct 20, 2009 1:51 PM
5	the financial limits imposed by the state	Oct 20, 2009 2:44 PM
6	The fact that we have so many people in key positions who will be retiring in the next 5-10 years. This will leave a huge gap which will be hard to fill. New people will come in, but we will lose a lot of the cohesiveness we have, especially in upper management.	Oct 20, 2009 2:48 PM
7	Retirements The State's financial problems	Oct 20, 2009 2:51 PM
8	Moral. We build buildings and increase utilities and pay top dollar for turf, but the employees don't receive cost of living raises.	Oct 20, 2009 2:53 PM
9	ourselves	Oct 20, 2009 2:56 PM
10	I believe that the single greatest threat to NMJC over the next 3-5 years is the State of NM's financial situation. It is my hope that the college will continue to meet the academic needs of students while facing the substantial reduction in funding from the state.	Oct 20, 2009 3:11 PM
11	Obviously, the economy. It goes without saying that there are programs that will need to be audited to see if they are still feasible. Sadly, with those cost cuts, staff will be dismissed. I worry that the talented individuals will be laid off while others that aren't interested in performing well will be kept.	Oct 20, 2009 3:32 PM
12	not having the courses that students need to graduate or transfer to other colleges	Oct 20, 2009 3:32 PM
13	Continued budget cuts from the state.	Oct 20, 2009 4:26 PM
14	Low pay for highly skilled staff/instructors will eventually lower our standard of instruction/certifications.	Oct 20, 2009 4:36 PM
15	Budget restraints.	Oct 20, 2009 4:48 PM

Response Text		
16	Economy	Oct 20, 2009 4:58 PM
17	budget cuts	Oct 20, 2009 5:27 PM
18	Lack of funding from the state level.	Oct 20, 2009 5:28 PM
19	budgetary issues lack of salary increases or incentives to retain key faculty	Oct 20, 2009 6:43 PM
20	Funding decreases because of economic issues.	Oct 20, 2009 7:42 PM
21	myopic leadership	Oct 20, 2009 8:13 PM
22	continued economic difficulties with state funding	Oct 20, 2009 8:28 PM
23	(Mis)Management of the State budget; national economy; both of the first two thoughts complicated by mass exodus of key administrative personnel	Oct 20, 2009 8:50 PM
24	Not evolving to meet real-life education/training needs in a way that considers such variables as market demand, program content, delivery methods, scheduling, convenience, and student interest.	Oct 20, 2009 11:53 PM
25	Finance issues and competition from other great insitutions.	Oct 21, 2009 12:29 PM
26	economy	Oct 21, 2009 2:16 PM
27	Oil and Gas revenue will definitely have an effect on education nationwide, not just NMJC. With the economy in its current situation, we need to definitely look at ways to cut back. Employees and the community need to remember that we are not alone in making cutbacks and that we can come through the economic depression if we all work together.	Oct 21, 2009 2:26 PM
28	transition to new leadership; retiring administrators	Oct 21, 2009 2:26 PM
29	Funding issues already seem to be the largest threat.	Oct 21, 2009 2:32 PM
30	budget cuts from the state	Oct 21, 2009 2:37 PM
31	The legislature and the decline in oil and gas revenues	Oct 21, 2009 2:44 PM
32	An unwillingness to change and realize that conventional academia is on its way out and recognizing that "unconventional" divisions such as training and outreach are vital to the success of an institution.	Oct 21, 2009 2:47 PM
33	Too many people are closed-minded. For any institution to succeed and evolve we have to keep an open mind to changes, to new ways of presenting information, to utilizing different features like the Museum on campus, and to find new ways to reach the students. If we stay closed-minded then the department and ultimately the institution will become static and not a place to nurture life-long learners.	Oct 21, 2009 2:59 PM
34	Budgetary deficits which will influence the numbers and capability of faculty.	Oct 21, 2009 3:02 PM
35	Acquiring and retaining new qualified staff and instructors.	Oct 21, 2009 3:31 PM
36	Succession is key leadership positions.	Oct 21, 2009 3:33 PM
37	The local economy	Oct 21, 2009 3:40 PM
38	1. Reductions in Funding	Oct 21, 2009 4:15 PM
39	The state of N.M. and the governor and senate.	Oct 21, 2009 4:22 PM
40	resistance to change	Oct 21, 2009 4:25 PM
41	I think that spreading ourselves too thin is not advantageous at this point. I love the thought of growing but I think that we also have to continually make what we have better. I think we have done that in many ways over the last few years with the renovation of the dorms and the new apartments as well as the library renovation and the construction of the Ben Alexander Building. If we attempt to set off in too many different directions, at the same time, I don't think this will make us a stronger organization.	Oct 21, 2009 4:32 PM
42	budget woes	Oct 21, 2009 4:46 PM
43	Our economy and our state government.	Oct 21, 2009 4:48 PM
44	1) Internal deterioration of morale that leads to feelings of defeat, which in turn will lead to increased attrition.	Oct 21, 2009 4:58 PM

Response Text		
45	Student retention and enrollment	Oct 21, 2009 5:15 PM
46	The economy. The state keeps requiring that we give more and more funds back, and that hurts us.	Oct 21, 2009 6:31 PM
47	Leadership really needs to stress teamwork, cohesiveness, unity, loyalty, solidarity...etc..... etc.	Oct 21, 2009 6:40 PM
48	Rising tuition.	Oct 21, 2009 7:21 PM
49	New Mexico's budget shortage is the biggest threat. If there isn't a significant rebound in oil prices, and in legislation that keeps New Mexico's Oil & Gas industries competitive with Texas (primarily) and other states, our state revenues will continue to suffer. We also need to continue to partner with the Lea County schools to provide concurrent enrollment credit courses for high school students.	Oct 21, 2009 7:41 PM
50	Doing the same old thing the same old way; being satisfied with the status quo.	Oct 21, 2009 7:56 PM
51	Funding	Oct 21, 2009 9:51 PM
52	Limited financial aid for those that aren't in the lowest income bracket.	Oct 21, 2009 9:56 PM
53	Not managing the value add processes that benefit the stake holders, NMJC staff, and students. Processes are an organization's competitive advantage; how well you manage them will determine how long we stay in business.	Oct 21, 2009 10:36 PM
54	budget	Oct 21, 2009 10:58 PM
55	A conservative approach to education -- Education should open the window of the world for all its students to step through.	Oct 21, 2009 10:58 PM
56	Decline in Oil and Gas and state budget cuts.	Oct 21, 2009 11:22 PM
57	Recession. Oil. Trade and Cap	Oct 21, 2009 11:49 PM
58	Hobbs' slow oil field job market	Oct 22, 2009 2:56 AM
59	Not enough support to employees. Discouragment is running high...no employees no work can be done.	Oct 22, 2009 2:11 PM
60	Other schools that may be more advanced	Oct 22, 2009 3:07 PM
61	Economy.	Oct 22, 2009 4:22 PM
62	I believe (and have experienced it myself) That we are our worst enemy. There are some of us that need to remember that we all are here for the students and the mentality of its not my Job or Department is the wrong way to grow.	Oct 22, 2009 4:31 PM
63	Fiscal Restraints	Oct 22, 2009 4:58 PM
64	The greatest threat over the next 3-5 years would be failure to expand class selection and degree selection. Limited expansion in the curriculum could threaten the prosperity of NMJC in compasison with other surrounding area colleges. Other possible threats would be UTBP, and USW.	Oct 22, 2009 7:01 PM
65	Making cut backs because of financial situations in the state budget.	Oct 22, 2009 8:20 PM
66	If we do not recognize our potential for trying to do too many items at once--and actually not have the personnel trained to continue with the forward progressive movement at that time.	Oct 22, 2009 9:37 PM
67	The economy, educational cuts, loss of faculty, and small student enrollment.	Oct 23, 2009 12:25 AM
68	The single greatest threat would be to stop the self-examination process. As long as we ask questions, examine our methods and strive for improvement we will do well.	Oct 23, 2009 12:37 AM

Response Text		
69	<p>The increasing amount of time that is spent completing "ritual" assessment processes where the faculty is required to spend time trying to decipher nebulous and confusing instructions, in order to complete Byzantine assessment forms, that cannot be standardized or simplified, in order to achieve the ultimate goal of simplifying and standardizing the classes we teach.</p> <p>If our observers cannot empirically state the right way to teach a class, then how can they determine that the class is wrong, or that it needs improvement?</p> <p>The current assessment program has no end; no ultimate goal, and as such it implies that the classes are so bad that they can be, and so and will need infinite improvement.</p> <p>Yet, no-one in authority can identify that improvement, or even provide some pre-developed "answers" to the questions that would save hundreds of work-hours across the campus that could be better spent working on classes and working with students.</p> <p>This ever-expanding load will not improve the classes, it will develop into a standardized, bi-annual "creative writing" requirement that will consume more and more teaching time to the point where the academic goal and the students will have to step aside to make room for the creative assessment of classes that will not be able to provide the proper level of instruction to the students.</p> <p>We are a college, yet we seem to be intent upon serving the assessment, rather than serving the people who come here to learn.</p> <p>College is about the diversity of expertise in each discipline, not standardization. College should never be fall to the level of perfect equality and standardization between classes. That is not what a college education is about. It does not properly prepare students who move on to Universities. It minimizes the individual abilities of the professors: The standardized curriculum tends to be mundane and not up to college standards.</p>	Oct 23, 2009 1:45 AM
70	Lack of raises and funding	Oct 23, 2009 2:31 PM
71	Lack of funding. This will likely result in less well kept facilities, and unhappier people.	Oct 23, 2009 3:14 PM
72	Budget, without a high budget we can not get things that the students need to help their learning environment.	Oct 23, 2009 6:00 PM
73	Economy	Oct 23, 2009 7:15 PM
74	funding and good choices of how to spend whatever we receive that is tied to more students, better services, greater learning results (production vs looking clean); the way we have always done it; isolation from the broader community of colleges and no one better than someone from here or from within; hiring people not totally based on the needed skill sets	Oct 23, 2009 7:43 PM
75	budget limitations impacting growth	Oct 23, 2009 9:03 PM
76	The greatest threat to NMJC is the financial status of the state of New Mexico. Without the state's money it will be impossible for NMJC to continue all of its great programs.	Oct 26, 2009 12:48 AM
77	budget/economy	Oct 26, 2009 5:45 PM
78	Any move to become a 4-yr higher education institution	Oct 26, 2009 5:54 PM
79	Influx of students in this area	Oct 26, 2009 10:21 PM
80	none	Oct 27, 2009 5:12 PM
81	That more and more will enter the workforce after high school as oppose to attending college. Due to the Lea county oil industry.	Oct 27, 2009 5:19 PM
82	finances, obviously; cutting staff and salaries as a solution to budget woes	Oct 27, 2009 5:35 PM
83	The greatest threat to NMJC is competion from other schools' online classes.	Oct 27, 2009 6:18 PM
84	in some ways, employee absenteeism, which sends a message to students that it is okay to be absent, and which results in low academic standards	Oct 27, 2009 6:23 PM
85	Leadership begins well at the top, but by the time it gets down to the faculty and staff it is often not effective. Middle management issues.	Oct 27, 2009 6:41 PM

Response Text		
86	Lack of funding!	Oct 27, 2009 7:38 PM
87	funding	Oct 27, 2009 8:00 PM
88	the budget	Oct 27, 2009 8:16 PM
89	With the worsening economy, we need to be aggressive in finding new revenue streams for the college and lessen our dependence on oil revenue.	Oct 27, 2009 8:24 PM
90	I am concerned that we might be loosing several quality employees that are such positive team players.	Oct 27, 2009 10:37 PM
91	Administration undermining faculty	Oct 27, 2009 10:45 PM
92	The economy.	Oct 27, 2009 11:24 PM
93	The other programs that are offered in this area that are similar to ours but more accessible.	Oct 28, 2009 3:04 PM
94	Financial constraints	Oct 28, 2009 3:47 PM
95	4. Mediocrity. I believe that we need to re-energize the campus to avoid becoming a second rate school. Faculty needs to be more dedicated to teaching. At the same time, it is difficult to be really motivated when many faculty do not bother showing up for class.	Oct 28, 2009 4:37 PM
96	Being stuck in the mold of a "traditional Junior College".	Oct 28, 2009 9:31 PM
97	State Budget Mismanagement	Oct 28, 2009 10:32 PM
98	budget constraints/cuts	Oct 28, 2009 10:34 PM
99	Apathy! We as employees need to understand our future is only as secure as our commitment to NMJC.	Oct 28, 2009 10:36 PM
100	Advertising student events to the students. Losing students due to lack of student activities. Also, the approachability of Financial aid and the Counseling office to aid students.	Oct 28, 2009 10:44 PM
101	Financial considerations and the potential loss of personnel.	Oct 28, 2009 10:45 PM
102	The economy of the State of NM.	Oct 28, 2009 10:50 PM
103	Insular thinking. Funding instability and the lack of adequate funds for growth	Oct 28, 2009 10:52 PM
104	economy and change in leadership	Oct 28, 2009 11:03 PM
105	Economy	Oct 28, 2009 11:11 PM
106	putting quantity of students over quality of education	Oct 29, 2009 12:39 AM
107	Definitely, turnover of employees, turnover rate is much too high	Oct 29, 2009 2:45 PM
108	This is my honest opinion. I am returning back to the idea that we are simply not telling our stories. We don't even tell our campus our stories so that we can brag about, for instance, our cross country team. I know that example has nothing to do with academics, but it has everything to do with NMJC pride. I hate looking at Midland College and OC's Websites thinking "why can't we tell our stories that quickly and effectively."	Oct 29, 2009 3:03 PM
109	I feel that the single greatest threat to the college will always be our complacency in not changing our programs and instruction towards the changes in society and what our students expect. We can't not change and stay with the changes in society and stay abreast of what the student population expect us to provide.	Oct 29, 2009 3:50 PM
110	Budget woes which lead to the loss of good people	Oct 29, 2009 4:16 PM
111	Not enough money	Oct 29, 2009 9:17 PM
112	Tuition going up.	Oct 30, 2009 3:45 PM
113	State legislature reducing funding Dr. McCleery retiring	Oct 30, 2009 3:56 PM
114	Governmental funding! We are seeing less and less money from the government, yet they push education. We must increase enrollment but how can we truly be effective if budget cuts keep causing us to decrease needed supplies and faculty. In order to truly be effective in teaching, we must have a decent amount of government funding to help us reach our goals.	Oct 30, 2009 4:22 PM

Response Text		
115	The economy.	Oct 30, 2009 7:03 PM
116	Budget down sizing	Oct 30, 2009 9:02 PM
117	A generation of great leaders (faculty&staff) will retire. A mentoring program should be started for the next generation to take the reins.	Oct 30, 2009 9:25 PM

NMJC Strategic Planning Survey 2009

Please complete the following sentence: "NMJC needs to..."		Response Count
		113
<i>answered question</i>		113
<i>skipped question</i>		6

Response Text		
1	Continue to work diligently to adjust to the changes within the region and adapt to the students needs and ways/vehicles/times of and for learning. Be vigilant and keep looking ahead re funding the vital/necessary programs.	Oct 20, 2009 1:02 PM
2	...keep doing what we do well, but get off our butts and make the changes that we know we need to improve the learning environment for our students.	Oct 20, 2009 1:03 PM
3	make the college more appealing to all citizens of Lea county.	Oct 20, 2009 1:50 PM
4	Take actions to protect the security and financial stability of the college for future students.	Oct 20, 2009 1:51 PM
5	meet the learning needs of the local community first and foremost.	Oct 20, 2009 2:44 PM
6	continue to reach out to the community and help in any way possible. We need to have a strong involvement in the community so that our voice can be heard.	Oct 20, 2009 2:48 PM
7	NMJC needs to work on the marketing plan and strategies. NMJC needs to push on growing the foundation.NMJC needs to review each program for need and financial stability	Oct 20, 2009 2:51 PM
8	NMJC needs to implement a merit raise system based on evaluations. As it is, a lazy worker gets the same raise a hard worker does. There is no motivation to do better.	Oct 20, 2009 2:53 PM
9	stand united.	Oct 20, 2009 2:56 PM
10	I beleive that because so many students graduating from high school are looking to leave Hobbs to attend college instead of seeing NMJC as a valid option, NMJC needs to regularly advertise the tremendous opportunities that are available for students, the successes of past NMJC students, as well as the financial benefits of attending NMJC. It may start families thinking about NMJC early in the students' high school years.	Oct 20, 2009 3:11 PM
11	educate students and offer the community what is needed to succeed.	Oct 20, 2009 3:32 PM
12	concentrate on it's objectives and not spread itself too thin.	Oct 20, 2009 3:32 PM
13	award degrees in specific areas whenever possible (i.e. business administration, criminal justice, computer information systems, early childhood education). Our degrees will be more marketable (especially to online students) if the diploma and the transcript clearly state the area in which the degree was awarded.	Oct 20, 2009 4:26 PM
14	continue to maintain a high standard for our staff and faculty and focus on the big picture vs. trivial points i.e. flip-flops!	Oct 20, 2009 4:36 PM
15	understand the importance of our students and what they mean to this institution.	Oct 20, 2009 4:48 PM
16	Build an equine program	Oct 20, 2009 4:58 PM
17	Have regular departmental meetings with Dean so everyone is on the same page	Oct 20, 2009 5:28 PM
18	raise tuition	Oct 20, 2009 6:43 PM

Response Text		
19	be prepared to make due with what we have right now.	Oct 20, 2009 7:42 PM
20	continue to reach out to the community.	Oct 20, 2009 8:13 PM
21	continue its strategic planning (like this) to ensure success as in the past	Oct 20, 2009 8:28 PM
22	be in a position to be more flexible in meeting demands of the customer, and do it more quickly	Oct 20, 2009 8:50 PM
23	. . . continue striving to perfect what we have and do today, while envisioning and preparing for education in tomorrow's world.	Oct 20, 2009 11:53 PM
24	Be creative, entrepreneurial, and focussed on working the Board approved Master an StartegicPlan. Be connected at the State level.	Oct 21, 2009 12:29 PM
25	be innovative	Oct 21, 2009 2:16 PM
26	continue to promote success through learning, whether it is face-to-face or distance learning.	Oct 21, 2009 2:26 PM
27	find additional sources for funding	Oct 21, 2009 2:26 PM
28	complete an efficiency study. We seem to have a rather large administration for a school of our size. We've done salary studies, but, as far as I know, we have never undertaken a full efficiency study.	Oct 21, 2009 2:32 PM
29	take better care of their employees salary wise and bring them out of poverty level pay	Oct 21, 2009 2:37 PM
30	Keep looking to the future because we are the best in Lea County.	Oct 21, 2009 2:44 PM
31	be the first option for students in the region."	Oct 21, 2009 2:47 PM
32	Figure out what the students' needs/wants are.	Oct 21, 2009 2:59 PM
33	Retain and build student body, and get BlackBoard fixed.	Oct 21, 2009 3:02 PM
34	start putting out feelers for qualified staff through Head Hunters or Monster Jobs because many of the baby boomers will be retiring and courses with newer technology that are needed to stimulate economy will need qualified instructors.	Oct 21, 2009 3:31 PM
35	groom leaders from within to be a part of the succession plan so the institution does not lose the momentum it has generated under the leadership of Dr. Steve McCleery.	Oct 21, 2009 3:33 PM
36	keep up with new technologies and implement them in the classroom.	Oct 21, 2009 3:40 PM
37	continue to be the "keeper of the flame", so to speak for members of our community who seek to better their lives through earning a relevant education.	Oct 21, 2009 4:15 PM
38	continue to stand and represent the conservative nature of the county and southeastern N.M. and not become to liberal because of pressure from Santa Fe.	Oct 21, 2009 4:22 PM
39	do more studies like this and follow up on them.	Oct 21, 2009 4:25 PM
40	continue to take care of students like we have done so well for so many years.	Oct 21, 2009 4:32 PM
41	not partner with the city on the recreation center. One day the paper says they will spend over a million dollars towards that, plus yearly upkeep, the next day the paper talks of the budget cuts NMJC faces.	Oct 21, 2009 4:46 PM
42	continue to grow and widen the scope of education.	Oct 21, 2009 4:48 PM
43	1) ...encourage those individuals who demonstrate a lack of commitment to their jobs, to go elsewhere." 2) ...represent itself, based upon its strengths and keep this message consistent and repetative."	Oct 21, 2009 4:58 PM
44	continue to put students first; utilize technology to better serve students	Oct 21, 2009 5:15 PM
45	keep working together as a team.	Oct 21, 2009 6:31 PM
46	work from the bottom up so as to create a more stable base for it's upward climb towards success.	Oct 21, 2009 6:40 PM
47	have more classes to educate the workforce of Hobbs and surrounding communties.	Oct 21, 2009 7:21 PM

Response Text		
48	continue its pursuit of innovative approaches to education. It also needs to be the at the center of cultural activities in the community.	Oct 21, 2009 7:41 PM
49	get the right people on the bus and get the bus moving.	Oct 21, 2009 7:56 PM
50	survey high school seniors and re-entry students on what certificate/training programs would motivate them to enroll at NMJC.	Oct 21, 2009 9:56 PM
51	Listen to the customers both internal and external then develop an action plan to improve process linkage effectiveness to meet the needs of NMJC employees and students.	Oct 21, 2009 10:36 PM
52	Be more aware of the needs of each department and of the students each department serves.	Oct 21, 2009 10:58 PM
53	Develop the community it wants to serve and offer programs of study tailored to that community	Oct 21, 2009 10:58 PM
54	be responsive to the students and community it serves.	Oct 21, 2009 11:22 PM
55	Stay on track, believe in ourselves, we are the best buy and best at what we do, stay strong and keep on doing it.	Oct 21, 2009 11:49 PM
56	stay strong to employees, continue to support community.	Oct 22, 2009 2:11 PM
57	Stay ahead	Oct 22, 2009 3:07 PM
58	Be the best we can be !!	Oct 22, 2009 4:22 PM
59	Adapt to better serve its new and current students	Oct 22, 2009 4:31 PM
60	Raise Tuition	Oct 22, 2009 4:58 PM
61	COMBINE sick and personal days, with possible limits on one or both. 2 days a semester is not enough for most people, so it sets folks up to lie. If you are never sick then you feel ripped off, esp if you have kids, you need more personal days.	Oct 22, 2009 6:17 PM
62	continue on the path of excellence offering a high quality education with the benefits of small college bonuses such as low faculty to student ratios and quality instruction.	Oct 22, 2009 7:01 PM
63	focus on meeting the needs of the community and maintaining their support.	Oct 22, 2009 8:20 PM
64	remember what our values are--in the mission and vision that we have taken to heart.	Oct 22, 2009 9:37 PM
65	continue to grow and serve the community.	Oct 23, 2009 12:25 AM
66	...continue addressing the issue of online cheating and overall quality of online service delivery."	Oct 23, 2009 12:37 AM
67	Remember that is is an institution of igher learning, and a resource to serve students, and not the board, or the state, or any other powerful group.	Oct 23, 2009 1:45 AM
68	We seem to forget that our student population is constantly changing. We need to keep emphasizing areas ALL of the time, instead of letting them slide under the belief that we have "already done that." Discover more vocational programs to add to our curriculum. Look at Odessa and Roswell's huge vocational programs. We need to continue to encourage students to attend four year colleges. Many students are totally unaware of the opportunities for pursuing other degrees on our campus through such areas as ENMU ITV classrooms.	Oct 23, 2009 2:31 PM
69	reach out to students more effectively.	Oct 23, 2009 3:14 PM
70	"NMJC needs to..." not have most of the campus blocked off for remodeling. I understand have some of it, but ALL THE WAY OUT TO THE PARKING LOT! That is a bit much. Did you know the workers are parking their personal cars right next to where they are working. Why is it they cannot park out in the parking lot like the rest of us? If they didn't have room to park in the construction area then they wouldn't need to take up so much room. Another thought is I think that the nursing should have their own building just like the automotives and Welding share one. Cosmetology should have a building too. Sometimes they stink and it would be nice for the math/ science, music/ drama departments not to have to smell their fumes.	Oct 23, 2009 6:00 PM

Response Text		
71	make student feel that the education get here is quality.	Oct 23, 2009 7:15 PM
72	use its potential to the fullest. We should identify and fix things big and small versus waiting or working on it or deciding who should do it. Every one should own or co-own the college or at least their part.	Oct 23, 2009 7:43 PM
73	continue with its vision and constantly be aware of the changes in our world and prepare accordingly to bring educational opportunities to its students that will make their lives better.	Oct 26, 2009 12:48 AM
74	educate people in the oppurtunities that we offer and let them know that we have as much to offer as any out of town school.	Oct 26, 2009 5:45 PM
75	continue to focus on developing the workforce to support the regional job market.	Oct 26, 2009 5:54 PM
76	stay committed to itself and serve as our mission statement says it will do	Oct 26, 2009 10:21 PM
77	continue doing what we are doing.	Oct 27, 2009 5:12 PM
78	Offer more job skill training courses, allow more travel for trainings and seminars, and encourage team work. It would not be a bad idea to rotate employees every now and then.	Oct 27, 2009 5:19 PM
79	continue to place as much emphasis on its academic programs as it is placing on its trade programs - with college costs rising, there is a great opportunity to afford local students a solid 2 years of college education before going away to high-tuition 4-year college	Oct 27, 2009 5:35 PM
80	NMJC needs to communicate better. It is embarrassing to find out more about what is happening on campus from the newspaper than from working here. For example we should all be told when the tuition rates are going up. That sort of information is important to all of us, and informing us all should be made a priority.	Oct 27, 2009 6:18 PM
81	be emphatic on maintaining and increasing its level of academic standards	Oct 27, 2009 6:23 PM
82	lead the faculty and staff to have a better work ethic.	Oct 27, 2009 6:41 PM
83	Protect its employees	Oct 27, 2009 7:38 PM
84	do more advertising and "days" for prospective students	Oct 27, 2009 8:00 PM
85	Keep up the good job	Oct 27, 2009 8:16 PM
86	considering raising tuition, even just a little, to offset some of the financial difficulties we currently face.	Oct 27, 2009 8:24 PM
87	NMJC needs to focus on building a Nursing Program that is second to none.	Oct 27, 2009 10:37 PM
88	value faculty more.	Oct 27, 2009 11:24 PM
89	make a constant effort to market all programs to different platforms.	Oct 28, 2009 3:04 PM
90	pat their employees on the back more often. This is a simple managerial technique that can be very effective. I understand that administrative folks have a lot on their plate, however, I miss seeing the president and vice-president faces in my department.	Oct 28, 2009 3:47 PM
91	5. NMJC needs to re-energize itself.	Oct 28, 2009 4:37 PM
92	Engage Lea county businesses, government and schools to position itself as the "place to go" for higher education, skills based training and continuting education.	Oct 28, 2009 9:31 PM
93	NMJC Needs to market itself effectively	Oct 28, 2009 10:32 PM
94	continue to offer quality education at a low cost for the most people.	Oct 28, 2009 10:34 PM
95	keep on looking for ways to meet the needs of the students and community. Assessment is especially necessary in these times of limited funding. Every penny needs to count.	Oct 28, 2009 10:36 PM
96	Do more activities for the students making the atmosphere more college like. IE: Concerts, clubs and organization, homecoming events, dances, documentaries, speakers, and career expos.	Oct 28, 2009 10:44 PM
97	continue establishing productive working partnerships with as much industry as possible.	Oct 28, 2009 10:45 PM
98	Outreach and maybe look more closely at providing childcare facilities.	Oct 28, 2009 10:50 PM

Response Text		
99	Offer more classes during evening hours. As well as at times other than mornings, weekends, afternoons.	Oct 28, 2009 10:52 PM
100	get a better sense of urgency	Oct 28, 2009 11:03 PM
101	continue to work hard to deliver a high quality education and be flexible to fulfill our student needs	Oct 28, 2009 11:11 PM
102	streamline employees to use its resources to the optimum We are secretary and administration heavy again!!!!	Oct 29, 2009 12:39 AM
103	Put the 3 million into Del norte Center and forget the partnership with the city on the new recreation center, which I've been told has no therapy pool for the citizens and students @ nmjc. I know I put quit building above, but since we are getting ready for the joint venture, lets just take care of our needs as an institution serving our citizens as a college.	Oct 29, 2009 2:45 PM
104	remain strong even through these seemingly tough times. Our community is our best friend and we should always show them that we care about the services that we provide for them.	Oct 29, 2009 3:03 PM
105	Stay focused on what we are and what we need to be.	Oct 29, 2009 3:50 PM
106	continue to be the shining star of southeast New Mexico	Oct 29, 2009 4:16 PM
107	continue in the same direction. Success through learning	Oct 29, 2009 9:17 PM
108	pat themselves on the back. The campus is looking awesome. Keep it up!!	Oct 30, 2009 3:45 PM
109	increase faculty compensation to attract better teachers.	Oct 30, 2009 3:56 PM
110	Give the nursing program their own building. This will help us increase enrollment and utilize the downtown building in a better, more effective general education way.	Oct 30, 2009 4:22 PM
111	NMJC needs to make administrators practice what they preach.	Oct 30, 2009 7:03 PM
112	Cater more to students with children by offering a daycare faciliie on site or nearby the campus.	Oct 30, 2009 9:02 PM
113	Offer a child day care for students. Provide better education on the "how to transfer to 4 year schools." Lower prices on the books(suggested by student)	Oct 30, 2009 9:25 PM

NMJC Strategic Planning Survey 2009

Finally, do you have any other comments, suggestions or observations you wish to be included in the SWOT analysis?		Response Count
		53
answered question		53
skipped question		66

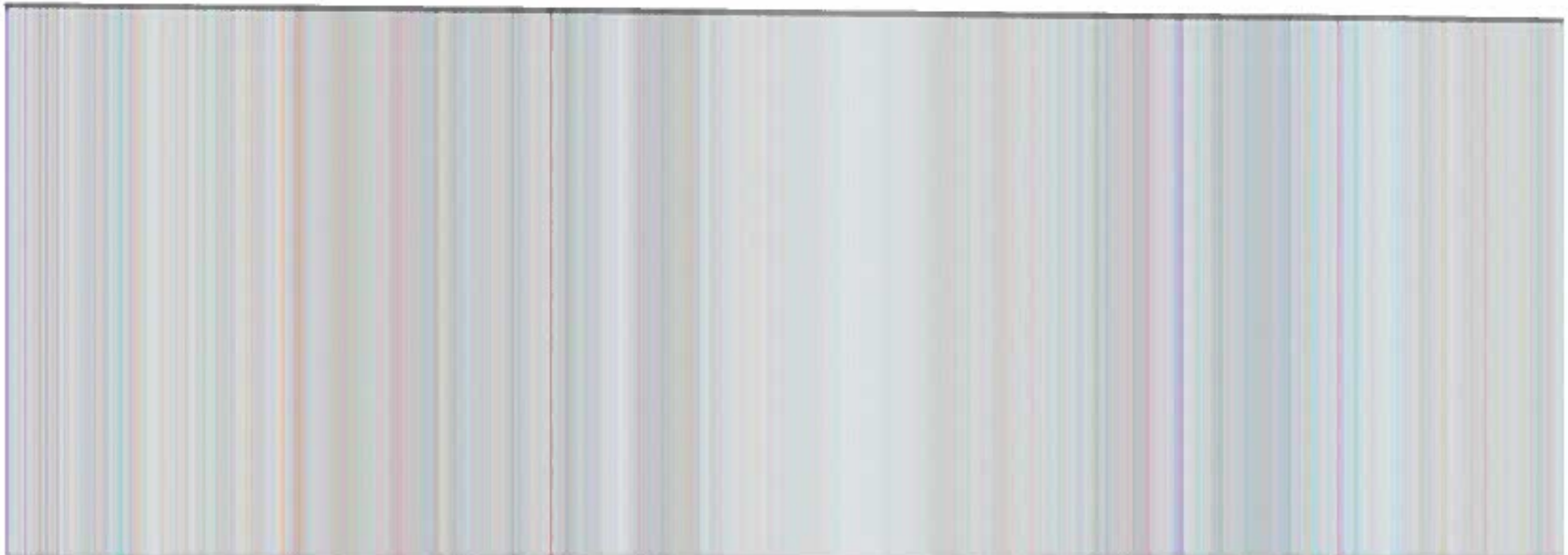
Response Text		
1	Wish the very ultimate best for this organization as it plays a most vital role in the success of the region and the future of the communities served.	Oct 20, 2009 1:02 PM
2	I have an appreciation for the college administration to balance our budget and still maintain faculty & staff (no layoffs).	Oct 20, 2009 2:44 PM
3	NMJC is truly a great place to work and I believe we offer the best education possible for minimum cost. We need to continue to build on the trust the community has in the organization.	Oct 20, 2009 2:48 PM
4	The energy program has a great potential there needs to be a long range plan and partnerships developed to move this program forward.	Oct 20, 2009 2:51 PM
5	I would like to see our Continuing education department advertised and computer short courses re-implemented. There is an entire elderly community not being served. Cosmotology and nursing could assist in the nursing homes. We need to recruit athletes from our local area to insure the community support. NMJC was build by the county, for the county, with Permian Basin oilfield money, to insure our local people, young and old, a great place to be educated.	Oct 20, 2009 2:53 PM
6	NONE	Oct 20, 2009 3:11 PM
7	Reorganizing so that there can be nepotism.	Oct 20, 2009 3:32 PM
8	we are family and communi9ty oriented, we need to be able to encourage all students to at least try NMJC before transferring to colleges of higher learning. We have a great campus with a great group of professionals, everyone needs to know this.	Oct 20, 2009 3:32 PM
9	NMJC should install wind turbines to produce electricity for the campus. This could not only save a significant amount on utility bills but could also be a potential source of income if there is excess capacity that could be sold back to the electric company.	Oct 20, 2009 4:26 PM
10	Orientation (specific, informative) should be provided to new staff and students alike.	Oct 20, 2009 4:36 PM
11	NA	Oct 20, 2009 4:48 PM
12	There should be more collaboration between the Dean and the different departments. Some decisions are made by the Dean that adversely effect departmental effeciency and no input is sought from the department.	Oct 20, 2009 5:28 PM
13	Save as many positions as possible without letting people go. It is never pleasant to see a co-worker(s) leave due to economic crunches.	Oct 21, 2009 2:26 PM
14	Try to get everyone involved. Hold meetings in other places besides the college for input.	Oct 21, 2009 2:44 PM

Response Text		
15	NMJC is doing a great job of staying on top of the planning part but what about the implementation of it? Are we really focusing on what's best for our students?	Oct 21, 2009 2:59 PM
16	no	Oct 21, 2009 3:02 PM
17	Remodeling and modernizing many of the older buildings on campus would draw more students. Tuition fees are still low and could be raised some and a required application and application fee to attend NMJC could be instituted. I was surprised when I started taking courses here that there was not an application fee.	Oct 21, 2009 3:31 PM
18	I am proud to have completed school here and have come back to teach. This college holds a very special place in my heart and always will.	Oct 21, 2009 4:22 PM
19	Focus on the educational aspects; extracurricular activities are great, but the education is more important.	Oct 21, 2009 4:46 PM
20	None.	Oct 21, 2009 4:48 PM
21	I think this survey is a great step towards gearing the college to unite and work as one to accomplish anything that comes its way.	Oct 21, 2009 6:40 PM
22	No.	Oct 21, 2009 7:21 PM
23	Don't let SWOT be our only tool for improving the organization. Eighty-five percent of our problems exist within the system (Deming, 2000); we really need to understand the hidden factory within NMJC and manage it for maximum organizational effectiveness and customer satisfaction.	Oct 21, 2009 10:36 PM
24	For example -- the paralegal program is failing due to management and the lack of communication with the legal community.	Oct 21, 2009 10:58 PM
25	Don't cut programs or faculty!	Oct 21, 2009 11:22 PM
26	Some administrators get so involved in where they want to go and what they want to do, they don't listen to their colleagues and those who report to them and have to put the plans into action. I also think a quality library of hard copy books and resources and resource expertise is a big part of academia, I'm very worried about losing that.	Oct 21, 2009 11:49 PM
27	no	Oct 22, 2009 2:56 AM
28	the grounds could be better maintained to increase the excellence of our appearance as a good school.	Oct 22, 2009 6:17 PM
29	Just a suggestion for there to be someone to be designated to contact new instructors during, and after their first year. This person could find out what needs and questions this new instructor may have and try to assist them.	Oct 22, 2009 8:20 PM
30	Overall, I do believe that we have a great organization that is devoted to higher education. We just need to remember that we are an educational family.	Oct 22, 2009 9:37 PM
31	The van loaned to the nursing department for it's recent trip desperately needs running boards it is extremely high and some faculty members are older, it was a hazard that is easily fixed.	Oct 23, 2009 12:25 AM
32	Stop blaming the faculty and staff for every problem we face. Why does the faculty, just about the lowest level of employees in the academic food chain here, get criticized for every budget, enrollment, personnel and political issue that comes along? It would be nice if the President, the Vice-presidents, and the Deans stopped treating the faculty as if they were all lazy and overpaid for what they do, and accept the administrative burdens, and let the faculty focus on teaching.	Oct 23, 2009 1:45 AM
33	NMJC is a wonderful college with great opportunities that need to be stressed, but we also need to keep abreast of change.	Oct 23, 2009 2:31 PM
34	I love NMJC. Great place to work. I think we are way beyond most other Junior Colleges in almost every area.	Oct 23, 2009 3:14 PM
35	None, I think I covered it.	Oct 23, 2009 6:00 PM
36	None	Oct 23, 2009 9:03 PM
37	I think NMJC is a top notch college with an administration that is very open minded.	Oct 26, 2009 12:48 AM

Response Text		
38	NMJC is a great place to work and go to school people always think the grass is greener elsewhere we just need to educate them on how "green" our grass "turff" is.	Oct 26, 2009 5:45 PM
39	NMJC is a great place to work. It has so many things to offer those pursuing their education. I am happy to be here and hope that NMJC is happy to have me.	Oct 27, 2009 5:19 PM
40	I may not understand all the ramifications, but I am concerned about the long-term financial agreement the college is planning on establishing with the city for a recreation center - can the college or the city really afford this?	Oct 27, 2009 5:35 PM
41	Yes, along with advancement in technology, comes advanced methods of cheating. We need to send a message that cheating is wrong.	Oct 27, 2009 6:23 PM
42	No	Oct 27, 2009 6:41 PM
43	Faculty need to always be available for the students	Oct 27, 2009 8:16 PM
44	I don't think dual credit courses should be free. It does NMJC no good if dual credit improves our enrollment, but we get no tuition dollars from it.	Oct 27, 2009 8:24 PM
45	We work for the best employer in the whole world...This doesn't just happen...It takes focused caring individuals that speak with their hearts...	Oct 27, 2009 10:37 PM
46	NO	Oct 28, 2009 10:52 PM
47	I think we need to add several new sport teams which brings in students and adds to campus atmosphere. It helps fill dorms and classrooms, and would round out our athletic program.	Oct 29, 2009 2:45 PM
48	Communication is so important; I do not think that NMJC as a whole is communicating to the best of its ability. Can we not bring back the newsletter? Maybe deliver it in e-format instead of hard copies? I know that these surveys are all a matter of opinion, but I really do hope that my analysis is considered even in the slightest way.	Oct 29, 2009 3:03 PM
49	All of us have room for improvement, but this is the best place to work!	Oct 29, 2009 4:16 PM
50	none other than keep up the good work.	Oct 30, 2009 3:45 PM
51	I love working at NMJC and believe it is the best two year institution in the southwest.	Oct 30, 2009 3:56 PM
52	I absolutely adore NMJC and working here. It is the best place in the world to me, to get an education and to work! Some people complain about pay, but personally, I get time with my family and I couldn't ask for a better raise than that! So thank you!	Oct 30, 2009 4:22 PM
53	It is sad that NMJC is just like any other place anymore: It's not what you know it's who you know.	Oct 30, 2009 7:03 PM

NMJC Strategic Planning Survey 2009

Please indicate your status with the college.			Response Percent	Response Count
A. Full-time faculty member.	<input type="checkbox"/>		38.1%	45
B. Part-time faculty member.	<input type="checkbox"/>		11.0%	13
C. Professional staff member.	<input type="checkbox"/>		39.0%	46
D. Support staff member.	<input type="checkbox"/>		11.9%	14
		<i>answered question</i>		118
		<i>skipped question</i>		1





NEW MEXICO
Junior College

TO: NMJC Board Members and Dr. Steve McCleery, President
FROM: Larry Sanderson, Director of Institutional Effectiveness
DATE: November 12, 2009
RE: Comments on Strategic Planning Information

Thank you all for your engagement and support of the NMJC strategic planning process. As we have discussed in past meetings, your work in setting campus priorities as part of the planning effort is one of the most important responsibilities of the board. I have confidence that the information we have gathered and your own participation in the meetings will serve you well as you begin your deliberations.

As part of this particular package you are receiving two reports:

1. A copy of all faculty and staff responses to our online planning survey. Although the document includes a summary of responses, you will find each and every reply – unedited – included in your report. We feel that it is very important for you to hear the clear, thoughtful voices of everyone who is participating in this process.
2. A copy of the comments received from the various stakeholder groups who came to campus and met with you and the senior staff. These reports, on legal paper, show you the comments as received, sorted by the relevant group and noted with their priority “votes.” All comments are included.

I will have additional information and an updated report for you during the planning meeting on the 19th. In the meantime, I would also offer the following information for your consideration.

Throughout our process of gathering information we have been able to identify five critical “environmental” issues that exist for NMJC. These issues will affect virtually everything we do over the next 3-5 years and should be taken into consideration as you develop your list of campus priorities:

- NMJC, and other colleges, will be pressed for greater accountability and efficiency by state and federal agencies.
- State funding will be reduced and will be unpredictable for the foreseeable future.
- NMJC’s student body and the local population will be changing over the next 5-10 years.

- During the next five years, NMJC will go through our process for reaccreditation (a once every ten year event).
- Over the next five years it is highly likely that NMJC will undergo significant changes in the executive ranks (due to retirement and relocation).

On the 19th I will have an additional briefing prepared for you and will also be available to answer questions you may have about the information you are reviewing. Please feel free to contact me prior to the meeting if there is any special information you would like me to bring for you and your fellow board members.

Finally, for your information, following is a list of the groups who have been engaged thus far in the process of information gathering –

- NMJC Faculty, Professional Staff, and Support Staff
- NMJC Students
- Individual meetings with department and division heads
- Community groups including:
 - Area legislators
 - School district superintendents and staff
 - Economic development leaders
 - Business leaders
 - Local elected officials from the county and cities
- Key staff from the New Mexico Legislature and State Government
- Representatives of the NM Higher Education Department

Thank you in advance for your thoughtful consideration of this information and for your work to craft the direction of our work as we move forward.



Group (Chamber leaders)	Group (Legislators)	Group (Ec. Devel. Leaders)	Group (Local Elected Officials)	Group (K-12 Leaders)
Strengths	Strengths	Strengths	Strengths	Strengths
3 Affordability	2 Dual credit	5 Leadership	2 Meeting community needs	1 Student friendly
1 Training and Outreach facility	1 Graduation rate	Grounds and condition of campus	1 Affordability	1 Alternative delivery (LCDEC)
1 Flexibility (big ears)	1 Engagement with economic development	4 Engagement with economic development (training, etc.)	1 Internships	Proximity
Dual credit	People	Affordability	People	Connection/Engagement with schools
Community partners	Increasing role in community (e.g. workforce training)	Partnerships with 4 year institutions	Meeting program needs	Pro-active
Reputation (e.g. for working with businesses)	Partnership with corrections	NIMJC does it well	Connection to 4 year institutions	Cost of attending (affordability)
Positive staff and faculty	Legislative communications	Nursing program	Inclusive	
Class size		Balance of athletics and other activities	Meeting original vision	
Location (smalltown, safe)			Oil field training	
			Location	
			Facilities	
			Community engagement/good corporate citizen	
			Scholarships	
			Foundation	

Group (Chamber leaders)	Group (Legislators)	Group (Ec. Devel. Leaders)	Group (Local Elected Officials)	Group (K-12 Leaders)
Weaknesses	Weaknesses	Weaknesses	Weaknesses	Weaknesses
3 Connecting to Hispanic students/language barriers	Graduation rate	1 Weak promotion (transferability, horn tooting)	2 Message of access not getting out	2 NMJC is a "secret" to students
1 Communications/marketing	Funding	1 Meeting diversity of students	1 Alumni connection	2 Negative perception among top 20% of students
1 High school students (especially Hispanic) don't know about dual credit opportunities		Negative perception (Hobbs High North)	Limits on ability to conduct research	Recruiting/visibility
1 Depending on others to carry message (e.g. high school counselors)		Faculty/Staff community engagement	Too broad - lack of focus	Lack of awareness of career and technology program
Funding		Attract and retain faculty	Utilize community facilities	
Organizations don't know what we can do			Communicate scholarships and internship opportunities	
Customer service (e.g. bookstore)			Silent success stories	
Recruiting staff				
Availability of need based dollars				

Group (Chamber leaders)	Group (Legislators)	Group (Ec. Devel. Leaders)	Group (Local Elected Officials)	Group (K-12 Leaders)
Opportunities	Opportunities	Opportunities	Opportunities	Opportunities
3 Communicate/marketing	3 Interactive science and math facility for kids	3 Tuition increase	3 High School drop out rate	2 Web communications (and mutual linking)
3 Communicate opportunities to high school students	2 Oil and gas training	3 Communication (who we are and what we do)	2 Connect to kids early	2 Connect on remediation
2 Stronger connection to high school counselors, parents, and students	1 Graduation rate	1 Connection with 4-year institutions	1 Changing culture and diversity of region	1 Promote career and technology education opportunities
Professional development programs (e.g. law enforcement)	Educate stakeholders and community about dual credit	1 External funding (grants)	1 Communicate success	1 Communications/public relations
Support economic development activity	Relations with 4 year organizations and communicate results	1 Testing for required professional exams	1 Incorporate NMJC into the city limits of Hobbs	1 Expand dual credit
Fund raising	Partner with corrections facility for alternative delivery of courses	1 Recruitment activities before senior year	Use technology to communicate with students	1 Expand online/alternative delivery
Recruiting staff	1 Attract and retain faculty	1 Strengthen nursing program	Communicate opportunity and access	1 Stronger connections between K-12/college staff
Attract outside meetings	1 Strengthen nursing program	Tourism/hospitality	Leverage housing to recruit	Extra curricular activities
Respond to diversity	Marketing of affordable online courses	Marketing of affordable online courses	Promote internships	Afternoon delivery
Marketing GED opportunities	Work study/practical intern experience	Support medical community	Promote scholarships	Text books
	Continuing professional education (CPA, etc.)		Alumni connections (awards, communications)	Recruit outside our region
	Diversity of students		Promote affordability	Promote affordability
				Options for new certificate programs

Group (Chamber leaders)	Group (Legislators)	Group (Ec. Devel. Leaders)	Group (Local Elected Officials)	Group (K-12 Leaders)
Threats	Threats	Threats	Threats	Threats
3 Negative perception of area	1 Legislative direction on dual credit	3 Funding at state level (dogfight)	1 High school drop out rate	1 Changes in dual credit rules
1 Funding	Funding (operating and capital outlay)	Online competition	Lack of focus	Funding
Recruiting staff			Competition	Cost of text books
Threat to affordability			Lea County has to take care of itself	Pervasive technology challenges skills (e.g. writing)
Drop out/stop out				
Competition (e.g. online)				

Group (Chamber leaders)	Group (Legislators)	Group (Ec. Devel. Leaders)	Group (Local Elected Officials)	Group (K-12 Leaders)
NMJC Should...	NMJC Should...	NMJC Should...	NMJC Should...	NMJC Should...
2 Promote online classes/marketing	1 Develop an interactive math/science lab for kids	2 Communicate/Marketing	5 Re-define priorities and focus (beprepared to back away from low productivity activities)	3 Partner with schools to develop strong remediation efforts
2 Communicate/advocate with local leaders	1 Communicate	1 Realize the world is our marketplace	5 Communicate/market	Standards
1 Actively recruit local students	Have a larger place in the lottery scholarship	1 Focus on energy-based programs Change "Junior"	1 Listen annually (in a formal way) Continue nuclear program (and energy related training)	Recruit Honors program
		Oil field training	Focus on 4 year connectivity	Communicate/promote
		Be accountable (and report results) Focus on limited # of activities and strive for excellence	Focus on businesses and understanding their needs	Capitalize on energy education
		Engage with economic development		



NEW MEXICO Junior College

TO: NMJC Board and President Steve McCleery
FROM: Larry Sanderson, Director of Institutional Effectiveness
DATE: November 19, 2009
RE: Strategic Planning Activities

Please find attached several pages of information related to the information gathering process for your strategic planning discussions. In addition, I would like to include here the words from NMJC's Mission and Vision. As you engage in dialogue with your colleagues I encourage you to keep these words in mind. They have served us well and serve as an excellent foundation for our planning efforts.

NMJC Mission

New Mexico Junior College, as a comprehensive community college, promotes success through learning.

NMJC Vision

New Mexico Junior College's mission will be achieved by building a culture that values and promotes excellence, effectiveness, responsiveness, access, and community involvement.

We strongly urge you to maintain these statements intact. They provide clear direction and a sense of continuity in our planning and operations.

Thank you for your support of NMJC and for your engagement in this important process.

Ranking of Priorities from SWOT Stakeholder Meetings

Dots	Topic	Category	General Concept Focus
5	Re-define priorities and focus (be prepared to back away from low productivity activities)	Should	Focus
5	Communicate/market	Should	Communicate
5	Leadership	Strengths	Leadership
4	Engagement with economic development (training, etc.)	Strengths	Economic development
3	Partner with schools to develop strong remediation efforts	Should	K-12 partner
3	Negative perception of area	Threat	Region
3	Funding at state level (dogfight)	Threat	Funding
3	Communicate/marketing	Opportunities	Communicate
3	Communicate opportunities to high school students	Opportunities	Communicate
3	Interactive science and math facility for kids	Opportunities	Math and science
3	Tuition increase	Opportunities	Tuition
3	Communication (who we are and what we do)	Opportunities	Communicate
3	High School drop out rate	Opportunities	K-12 partner
3	Connecting to Hispanic students/language barriers	Weaknesses	Diversity
3	Affordability	Strengths	Tuition
2	Promote online classes/marketing	Should	Marketing
2	Communicate/advocate with local leaders	Should	Communicate
2	Communicate/Marketing	Should	Communicate
2	Stronger connection to high school counselors, parents, and students	Opportunities	K-12 partner
2	Oil and gas training	Opportunities	Workforce training
2	Connect to kids early	Opportunities	K-12 partner
2	Web communications (and mutual linking)	Opportunities	Communicate
2	Connect on remediation	Opportunities	K-12 partner
2	Message of access not getting out	Weaknesses	Communicate
2	NMJC is a "secret" to students	Weaknesses	Communicate
2	Negative perception among top 20% of students	Weaknesses	K-12 partner
2	Dual credit	Strengths	K-12 partner

2 Meeting community needs	Strengths	Community connection
1 Actively recruit local students	Should	K-12 partner
1 Develop an interactive math/science lab for kids	Should	Math and science
1 Communicate	Should	Communicate
1 Realize the world is our marketplace	Should	Marketing
1 Focus on energy-based programs	Should	Workforce training
1 Listen annually (in a formal way)	Should	Communicate
1 Funding	Threat	Funding
1 Legislative direction on dual credit	Threat	Dual credit
1 High school drop out rate	Threat	Drop out rate
1 Changes in dual credit rules	Threat	Dual credit
1 Graduation rate	Opportunities	Drop out rate
1 Connection with 4-year institutions	Opportunities	4 year partner
1 External funding (grants)	Opportunities	Funding
1 Testing for required professional exams	Opportunities	Testing
1 Recruitment activities before senior year	Opportunities	K-12 partner
1 Attract and retain faculty	Opportunities	Faculty
1 Strengthen nursing program	Opportunities	Nursing program
1 Changing culture and diversity of region	Opportunities	Diversity
1 Communicate success	Opportunities	Communicate
1 Incorporate NMJC into the city limits of Hobbs	Opportunities	City limits
1 Promote career and technology education opportunities	Opportunities	Workforce training
1 Communications/public relations	Opportunities	Communicate
1 Expand dual credit	Opportunities	Dual credit
1 Expand online/alternative delivery	Opportunities	Alternative delivery
1 Stronger connections between K-12/college staff	Opportunities	K-12 partner
1 Communications/marketing	Weaknesses	Communicate
1 High school students (especially Hispanic) don't know about dual credit opportunities	Weaknesses	Diversity
1 Depending on others to carry message (e.g. high school counselors)	Weaknesses	Communicate
1 Weak promotion (transferability, horn tooting)	Weaknesses	Communicate

2

1 Meeting diversity of students	Weaknesses	Diversity
1 Alumni connection	Weaknesses	Alumni
1 Training and Outreach facility	Strengths	Workforce training
1 Flexibility (big ears)	Strengths	Flexible
1 Graduation rate	Strengths	Graduation rate
1 Engagement with economic development	Strengths	Economic development
1 Affordability	Strengths	Tuition
1 Internships	Strengths	Internships
1 Student friendly	Strengths	Student Friendly
1 Alternative delivery (LCDEC)	Strengths	Alternative delivery

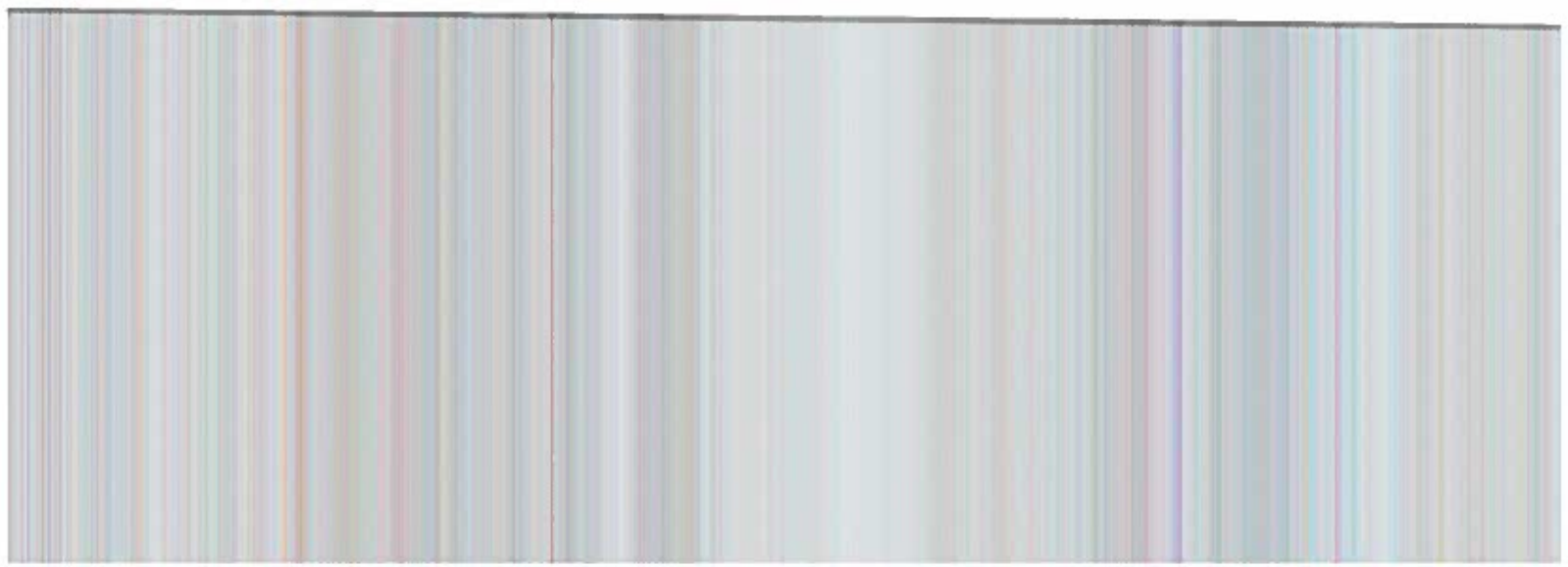
Items Receiving no "Dot" votes

Have a larger place in the lottery scholarship	Should
Change "Junior"	Should
Oil field training	Should
Be accountable (and report results)	Should
Focus on limited # of activities and strive for excellence	Should
Engage with economic development	Should
Continue nuclear program (and energy related training)	Should
Focus on 4 year connectivity	Should
Focus on businesses and understanding their needs	Should
Standards	Should
Recruit	Should
Honors program	Should
Communicate/promote	Should
Capitalize on energy education	Should
Recruiting staff	Threat
Threat to affordability	Threat
Drop out/stop out	Threat
Competition (e.g. online)	Threat
Funding (operating and capital outlay)	Threat
Online competition	Threat
Lack of focus	Threat
Competition	Threat
Lea County has to take care of itself	Threat
Funding	Threat
Cost of text books	Threat

Pervasive technology challenges skills (e.g. writing)	Threat
Professional development programs (e.g. law enforcement)	Opportunities
Support economic development activity	Opportunities
Fund raising	Opportunities
Recruiting staff	Opportunities
Attract outside meetings	Opportunities
Respond to diversity	Opportunities
Marketing GED opportunities	Opportunities
Educate stakeholders and community about dual credit	Opportunities
Relations with 4 year organizations and communicate results	Opportunities
Partner with corrections facility for alternative delivery of courses	Opportunities
Tourism/hospitality	Opportunities
Marketing of affordable online courses	Opportunities
Work study/practical intern experience	Opportunities
Support medical community	Opportunities
Continuing professional education (CPA, etc.)	Opportunities
Diversity of students	Opportunities
Use technology to communicate with students	Opportunities
Communicate opportunity and access	Opportunities
Leverage housing to recruit	Opportunities
Promote internships	Opportunities
Promote scholarships	Opportunities
Alumni connections (awards, communications)	Opportunities
Extra curricular activities	Opportunities
Afternoon delivery	Opportunities
Text books	Opportunities
Recruit outside our region	Opportunities
Promote affordability	Opportunities
Options for new certificate programs	Opportunities
Funding	Weaknesses
Organizations don't know what we can do	Weaknesses

Customer service (e.g. bookstore)	Weaknesses
Recruiting staff	Weaknesses
Availability of need based dollars	Weaknesses
Graduation rate	Weaknesses
Funding	Weaknesses
Negative perception (Hobbs High North)	Weaknesses
Faculty/Staff community engagement	Weaknesses
Attract and retain faculty	Weaknesses
Limits on ability to conduct research	Weaknesses
Too broad - lack of focus	Weaknesses
Utilize community facilities	Weaknesses
Communicate scholarships and internship opportunities	Weaknesses
Silent success stories	Weaknesses
Recruiting/visibility	Weaknesses
Lack of awareness of career and technology program	Weaknesses
Dual credit	Strengths
Community partners	Strengths
Reputation (e.g. for working with businesses)	Strengths
Positive staff and faculty	Strengths
Class size	Strengths
Location (smalltown, safe)	Strengths
People	Strengths
Increasing role in community (e.g. workforce training)	Strengths
Partnership with corrections	Strengths
Legislative communications	Strengths
Grounds and condition of campus	Strengths
Affordability	Strengths
Partnerships with 4 year institutions	Strengths
NMJC does it well	Strengths
Nursing program	Strengths
Balance of athletics and other activities	Strengths
People	Strengths
Meeting program needs	Strengths
Connection to 4 year institutions	Strengths
Inclusive	Strengths

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Meeting original vision	Strengths
Oil field training	Strengths
Location	Strengths
Facilities	Strengths
Community engagement/good corporate citizen	Strengths
Scholarships	Strengths
Foundation	Strengths
Proximity	Strengths
Connection/Engagement with schools	Strengths
Pro-active	Strengths
Cost of attending (affordability)	Strengths

Ranking of Priorities from Faculty/Staff Online Survey

37.0% Funding	Threats
26.9% Faculty and Staff	Strength
26.1% Responsive/Change	NMJC Should
24.4% Students and Learning	NMJC Should
22.7% Program Enhancement	Opportunities
21.8% Communication	Weaknesses
21.8% Course Delivery	Opportunities
20.2% Student Learning and Support	Strength
19.3% Learning/Engagement	Weaknesses
18.5% Economy	Threats
17.6% Low Cost	Strength
16.8% Resistance to Change/Leadership	Weaknesses
16.8% Miscellaneous	Opportunities
12.6% Leadership	Strength
12.6% Communication	Opportunities
12.6% Miscellaneous	NMJC Should
11.8% Miscellaneous	Weaknesses
11.8% Complacency	Threats
10.2% Positive Culture	Strength
10.1% Funding	Weaknesses
10.1% Staff/Faculty Relations	NMJC Should
10.1% Stay the course	NMJC Should
9.2% Leadership Issues	Threats
9.2% Miscellaneous	Threats
7.6% Student Recruitment	Weaknesses
7.6% Communicate	NMJC Should
6.7% Community Engagement	Strength
6.7% Student Support	Opportunities
6.7% Employee Turnover	Threats
5.0% Leadership	Opportunities
4.2% Miscellaneous	Strength
4.2% Instruction	Opportunities
2.5% Rural Location	Weaknesses
2.5% Workforce Training	Opportunities
2.5% Competition	Threats
2.5% Student Engagement	Threats
2.5% Focus	NMJC Should
1.7% Athletics	Opportunities
1.7% Raise Tuition	NMJC Should

Sorting of Stakeholder Priorities by Concept

1 Connection with 4-year institutions	Opportunities	4 year partner
1 Expand online/alternative delivery	Opportunities	Alternative delivery
1 Alternative delivery (LCDEC)	Strengths	Alternative delivery
1 Alumni connection	Weaknesses	Alumni
1 Incorporate NMJC into the city limits of Hobbs	Opportunities	City limits

5 Communicate/market	Should	Communicate
3 Communicate/marketing	Opportunities	Communicate
3 Communicate opportunities to high school students	Opportunities	Communicate
3 Communication (who we are and what we do)	Opportunities	Communicate
2 Communicate/advocate with local leaders	Should	Communicate
2 Communicate/Marketing	Should	Communicate
2 Web communications (and mutual linking)	Opportunities	Communicate
2 Message of access not getting out	Weaknesses	Communicate
2 NMJC is a "secret" to students	Weaknesses	Communicate
1 Communicate	Should	Communicate
1 Listen annually (in a formal way)	Should	Communicate
1 Communicate success	Opportunities	Communicate
1 Communications/public relations	Opportunities	Communicate
1 Communications/marketing	Weaknesses	Communicate
1 Depending on others to carry message (e.g. high school counselors)	Weaknesses	Communicate
1 Weak promotion (transferability, horn tooting)	Weaknesses	Communicate

26.5%

2 Meeting community needs	Strengths	Community connection
3 Connecting to Hispanic students/language barriers	Weaknesses	Diversity
1 Changing culture and diversity of region	Opportunities	Diversity
1 High school students (especially Hispanic) don't know about dual credit opportunities	Weaknesses	Diversity
1 Meeting diversity of students	Weaknesses	Diversity
1 High school drop out rate	Threat	Drop out rate
1 Graduation rate	Opportunities	Drop out rate

5.1%

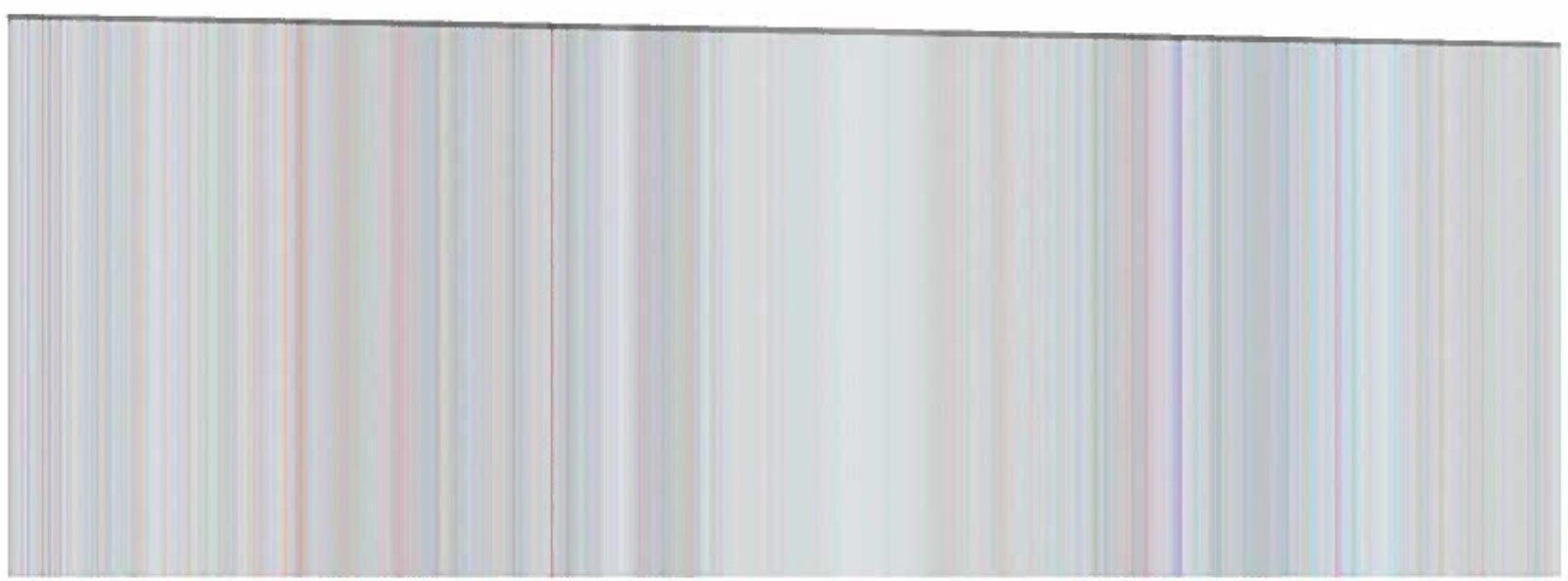
8

1 Legislative direction on dual credit	Threat	Dual credit	
1 Changes in dual credit rules	Threat	Dual credit	
1 Expand dual credit	Opportunities	Dual credit	
4 Engagement with economic development (training, etc.)	Strengths	Economic development	
1 Engagement with economic development	Strengths	Economic development	
1 Attract and retain faculty	Opportunities	Faculty	
1 Flexibility (big ears)	Strengths	Flexible	
5 Re-define priorities and focus (beprepared to back away from low productivity activities)	Should	Focus	
3 Funding at state level (dogfight)	Threat	Funding	
1 Funding	Threat	Funding	
1 External funding (grants)	Opportunities	Funding	
1 Graduation rate	Strengths	Graduation rate	
1 Internships	Strengths	Internships	
3 Partner with schools to develop strong remediation efforts	Should	K-12 partner	
3 High School drop out rate	Opportunities	K-12 partner	
2 Stronger connection to high school counselors, parents, and students	Opportunities	K-12 partner	
2 Connect to kids early	Opportunities	K-12 partner	
2 Connect on remediation	Opportunities	K-12 partner	16.2%
2 Negative perception among top 20% of students	Weaknesses	K-12 partner	
2 Dual credit	Strengths	K-12 partner	
1 Actively recruit local students	Should	K-12 partner	
1 Recruitment activities before senior year	Opportunities	K-12 partner	
1 Stronger connections between K-12/college staff	Opportunities	K-12 partner	
5 Leadership	Strengths	Leadership	
2 Promote online classes/marketing	Should	Marketing	
1 Realize the world is our marketplace	Should	Marketing	
3 Interactive science and math facility for kids	Opportunities	Math and science	
1 Develop an interactive math/science lab for kids	Should	Math and science	
1 Strengthen nursing program	Opportunities	Nursing program	
3 Negative perception of area	Threat	Region	
1 Student friendly	Strengths	Student Friendly	

1 Testing for required professional exams	Opportunities	Testing	
3 Tuition increase	Opportunities	Tuition	6.0%
3 Affordability	Strengths	Tuition	
1 Affordability	Strengths	Tuition	
2 Oil and gas training	Opportunities	Workforce training	
1 Focus on energy-based programs	Should	Workforce training	
1 Promote career and technology education opportunities	Opportunities	Workforce training	
1 Training and Outreach facility	Strengths	Workforce training	

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NMJC Strategic Planning Survey 2009 (open survey)

1. What do you think are the most important strengths of NMJC as a college?		Response Count
		53
	<i>answered question</i>	53
	<i>skipped question</i>	3

2. What do you think are NMJC's weaknesses?		Response Count
		52
	<i>answered question</i>	52
	<i>skipped question</i>	4

3. Over the next 3-5 years what do you think are the greatest opportunities for NMJC to improve?		Response Count
		53
	<i>answered question</i>	53
	<i>skipped question</i>	3

4. What do you think its the single greatest threat to NMJC as an effective organization over the next 3-5 years?		Response Count
		51
	<i>answered question</i>	51
	<i>skipped question</i>	5

5. Please complete the following sentence: "NMJC needs to..."		Response Count
		52
	<i>answered question</i>	52
	<i>skipped question</i>	4

6. Please indicate your status with the college.		Response Percent	Response Count
A. Full-time student.	<input type="checkbox"/>	67.9%	38
B. Part-time student.	<input type="checkbox"/>	14.3%	8
C. Community member.	<input type="checkbox"/>	8.9%	5
D. Other.	<input type="checkbox"/>	8.9%	5
	<i>answered question</i>		56
	<i>skipped question</i>		0

7. Finally, do you have any other comments, suggestions or observations you wish to be included in the SWOT analysis?		Response Count
		39
	<i>answered question</i>	39
	<i>skipped question</i>	17

NMJC Strategic Planning Survey 2009 (open survey)

What do you think are the most important strengths of NMJC as a college?		Response Count
		53
	<i>answered question</i>	53
	<i>skipped question</i>	3

Response Text		
1	SMALLER CLASSES AND MORE ONE ON ONE INSTRUCTION	Nov 11, 2009 8:02 PM
2	Affordability of classes.	Nov 11, 2009 8:02 PM
3	NMJC is an awesome school, great teachers and other staff members, easy access to the help students need, and a great variety of degree plans.	Nov 11, 2009 8:17 PM
4	great student worker jobs, good atmosphere, great teachers, good classrooms.	Nov 11, 2009 9:14 PM
5	Faculty willingness to help their students.	Nov 11, 2009 9:44 PM
6	The flexible schedule and classes available.	Nov 12, 2009 12:05 AM
7	that most professors really care about the students and want them to succeed. Mr. Sam Nichols is an excellent example of this.	Nov 12, 2009 1:13 AM
8	I think that one of the strenghts of NMJC are the affordability and the variety of courses available.	Nov 12, 2009 1:28 AM
9	THE PROFESSORS AND THE STAFF AND FACULTY!	Nov 12, 2009 4:54 AM
10	It is part of each community in Lea County. It is accomodating to the needs of small schools; Tatum.	Nov 12, 2009 3:35 PM
11	People's kindness. I am an international student, and while still in my country, I prepared everything by myself for the admission, and there were more than 10 colleges I was interested in, so I sent my questions to all of them, and only NMJC answered all my questions with detailed information, and greatly took care of me , such as processing my application promptly and smoothly that I was impressed immensely; therefore, I can be a student in NMJC. Without the kindness and enthusiasm of the staff at NMJC, I can not become a student in NMJC.	Nov 12, 2009 4:05 PM
12	low cost/ professors that are dedicated to their students' success	Nov 12, 2009 4:06 PM
13	Focus of mission Leadership Community Relationships	Nov 12, 2009 4:31 PM
14	The individual attention we recieve from the professors. We have the luxury of not being in a lecture of 400 people, so the professors actually know who I am, and take the time and effort to help me succeed.	Nov 12, 2009 6:40 PM
15	Art classes! They are amazing! Since here in Hobbs, it is quite hard to find such solid and substantial classes in fine art, I am really grateful to NMJC!	Nov 12, 2009 9:10 PM
16	The major strength of NMJC includes specific faculty that are experts in their respective disciplines such as Richard Steinhaus, Dallas Hulsey, and Stephen Townsend. These exceptional professors teach a variety of classes in multiple disciplines and work tirelessly to assist their students. They offer unique classes through a variety of course delivery methods that promote critical thinking. NMJC needs more professors like them.	Nov 12, 2009 9:24 PM

Response Text		
17	The most important strengths of NMJC as a college are several faculty and staff. NMJC has many knowledgeable, dependable, and caring employees. A primary strength of NMJC includes two staff members at Pannell Library. Ms. Koger is one of the kindest people on campus. She assists NMJC students with library materials, intralibrary loan requests, and is always available to answer questions. I feel that I can always ask her questions when I am unsure about my research assignments. She is a hard worker and an exceptional librarian. She is truly an asset to NMJC. Ms. West has also been a tremendous help to me. She has graciously assisted me with my interlibrary loan requests. These staff members are clearly beneficial to NMJC.	Nov 12, 2009 10:31 PM
18	THE MOST IMPORTANT STRENGTHS I BELEIVE HAD TO BE THE TEACHERS I BELEIVE THAT THEY HAVE TO KNO THEIR MATERIAL AS MUCH AS POSSIBLE AND GIVE THE STUDENTS A GOOD EXAMPLE AND ALWAYS PUT THEM FIRST ITS NOT JUST BECAUSE! SOME KIDS REALLY NEED A GOOD TEACHER IN SCHOOL BECAUSE THERES NO ONE AT HOME TO HELP THEM OUT.	Nov 13, 2009 1:24 AM
19	Affordable tuition with tranferable course	Nov 13, 2009 2:24 AM
20	cost, friendliness, helpfulness, facilities	Nov 13, 2009 3:53 AM
21	The primary strength of NMJC is the dedicated faculty and staff as well as student service programs such as the free tutoring program. The Learning Resource Center is an excellent student service area in which students can receive computer assistance, walk-in tutoring services, and individual supplemental instruction in a variety of subjects. It is one of the few locations on the NMJC campus that has both a welcoming environment and an exceptional staff.	Nov 13, 2009 5:12 PM
22	great faculty and low student to faculty ratios	Nov 13, 2009 5:17 PM
23	The people and the campus	Nov 14, 2009 8:45 AM
24	Very welcoming, friendly people.	Nov 14, 2009 6:36 PM
25	A great asset to the community and area for classes that are reasonably priced. A wide variety of opportunities.	Nov 15, 2009 1:44 AM
26	The Professors and staff.	Nov 15, 2009 5:19 AM
27	The Professors. They take time out of their day to improve students grades. Organization is key for students with busy schedules.	Nov 15, 2009 11:12 PM
28	the women are great	Nov 16, 2009 4:40 PM
29	Their English department, the time available for students to speak with teachers are both strengths.	Nov 16, 2009 4:41 PM
30	Professors	Nov 16, 2009 4:43 PM
31	Professors	Nov 16, 2009 4:43 PM
32	The professors are great	Nov 16, 2009 4:45 PM
33	The NMJC strengths are they have good profsors and the SSS and also the Baseball team.	Nov 16, 2009 4:45 PM
34	good professor	Nov 16, 2009 4:46 PM
35	the professors	Nov 16, 2009 4:47 PM
36	The athletics and learning.	Nov 16, 2009 5:05 PM
37	very good teaching falculty and athletic school	Nov 16, 2009 5:05 PM
38	some strengths would be that there is a huge variety of teachers that are willing to help you out with anything.	Nov 16, 2009 5:06 PM
39	Affordability	Nov 16, 2009 5:07 PM
40	It is convient and its conviet to the people who live in Hobbs.	Nov 16, 2009 5:07 PM
41	A variety of core subjects and great counselors help prepare students to go off to a university.	Nov 16, 2009 5:07 PM
42	The staff and how they try to help the students learn and be successful	Nov 16, 2009 5:14 PM

Response Text		
43	the instructors	Nov 16, 2009 5:14 PM
44	activites	Nov 16, 2009 5:18 PM
45	There are programs that offer tutoring to people who need it but not nearly enough	Nov 16, 2009 5:18 PM
46	That it has almost every basic thing for every career	Nov 16, 2009 5:18 PM
47	The teachers are good.	Nov 16, 2009 5:19 PM
48	Small Classroom Size Personable Professors Affordable Housing and Tuition	Nov 16, 2009 10:15 PM
49	The great people and great campus.	Nov 17, 2009 5:04 AM
50	The great people and great campus.	Nov 17, 2009 5:04 AM
51	That they have good teachers, they have good classes and all there other stuff..	Nov 18, 2009 1:54 AM
52	The most important strengths of NMJC would be the great professors they have to teach the courses.	Nov 18, 2009 2:05 AM
53	Low Tuition	Nov 18, 2009 4:18 AM

NMJC Strategic Planning Survey 2009 (open survey)

What do you think are NMJC's weaknesses?		Response Count
		52
<i>answered question</i>		52
<i>skipped question</i>		4

Response Text		
1	ONE CLASS ONE TIME - NEED MORE FLEXIBILITY IN SCHEDULING	Nov 11, 2009 8:02 PM
2	not providing enough online courses	Nov 11, 2009 8:02 PM
3	i don't think there are any weaknesses.	Nov 11, 2009 8:17 PM
4	not sympathetic to financial aid student workers who dont do so well in one of the semesters. In class rooms, during the summertime it is freezing, during the winter time, it is warmer outside than it is in the class rooms. What do you want us to become popcicles? We cant concentrate when we are trying not to freeze our butts off. And the courses are becoming increasingly expensive over each semester. Now it will cost me \$700 for five courses, when in the beginning when I started out here would only cost me \$500 dollars MAX.	Nov 11, 2009 9:14 PM
5	none	Nov 11, 2009 9:44 PM
6	Not all classes are available to work with students who also have to work full time while attending.	Nov 12, 2009 12:05 AM
7	the nursing program, not so much the program but whatever drove it into the ground. The students are VERY negative and walk all over the teachers. The teachers allow chaos in the classrooms which is disruptive to the students that are there to learn, not make friends and gossip. The teachers need to take back control of their classrooms and encourage the good students not the bad one's.	Nov 12, 2009 1:13 AM
8	That some of the staff are rude and helpless to some of the question a student may have.	Nov 12, 2009 1:28 AM
9	NOTHING REALLY.....	Nov 12, 2009 4:54 AM
10	The intended new technology was installed too hastily and is a problem almost daily.	Nov 12, 2009 3:35 PM
11	I must say nothing! Food in cafeteria is delicious, the faculty teaches us with great passion and whenever I ask questions, they are willing to answer me. Student center is very reliable place and essential to me. Facilities are cleanly maintained, such a beautiful place to me. I feel safe, dorm is clean with wonderful facilities. People are amazingly nice.	Nov 12, 2009 4:05 PM
12	tends to feel like a commuter school -	Nov 12, 2009 4:06 PM
13	Economic challenges outside of NMJC's control Lack of nearby 4 year university	Nov 12, 2009 4:31 PM
14	It feels very apathetic, both on the student side and some on the faculty. No one seems excited to be here.	Nov 12, 2009 6:40 PM
15	Sometimes, even though I really want to take some art classes, such as a painting class, there are too few people to open the classes; therefore, these classes have to be canceled. It is so sad.	Nov 12, 2009 9:10 PM

Response Text		
16	NMJC's weaknesses include a lack of communication, consistently absent faculty, poor recruiting practices, overemphasis on technology in the classroom, and the failure of certain faculty in addressing the specific needs of the non-traditional student population.	Nov 12, 2009 9:24 PM
17	NMJC's weaknesses consist primarily of a lack of student assistance from faculty.	Nov 12, 2009 10:31 PM
18	NMJC'S WEAKNESSES HAS TO BE THE COUNSELOR THE RED HEADED ONE ONE IMPORTANT THING THERE IS TO LET THEM SHOW YOU EXACTLY WHAT YOU NEED AND SHE IS JUST SOO RUDE AND DOESNT LET YOU TALK!	Nov 13, 2009 1:24 AM
19	it doesn't give all courses online (at least it should give most of it	Nov 13, 2009 2:24 AM
20	lack of some programs, cost of textbooks, push towards on line classes only	Nov 13, 2009 3:53 AM
21	Poor communication is a major weakness as well as certain employees that fail to address student concerns. Many students complain consistently about course delivery technology such as blackboard and their instructor's indifference regarding their struggles. NMJC needs to assess which faculty are excellent instructors and which faculty are complete failures in the classroom. In many instances, students receive assistance from student service supervisors rather than their own professors. Instructors need to effectively train their students on how to use computer technology in an understanding and respectful manner. Students become easily frustrated when their instructors fail to provide assistance. They will often transfer to another institution due in large part to a lack of faculty involvement.	Nov 13, 2009 5:12 PM
22	sometimes I think academic standards are different for different profs	Nov 13, 2009 5:17 PM
23	The student resident activites	Nov 14, 2009 8:45 AM
24	room temps are too hot..or too cold.	Nov 14, 2009 6:36 PM
25	Keeping quality educators that have to work long hours for pay that does not necessarily provide for their families. Too bad that cut backs in the economy will take even a bigger chunk of that.	Nov 15, 2009 1:44 AM
26	The Students and ability to engage because our K thru 12 system has taught them, they are owed.	Nov 15, 2009 5:19 AM
27	None.	Nov 15, 2009 11:12 PM
28	we need more women	Nov 16, 2009 4:40 PM
29	The quality of the cafeteria food is sometime pretty poor.	Nov 16, 2009 4:41 PM
30	size	Nov 16, 2009 4:43 PM
31	dont quiet know	Nov 16, 2009 4:43 PM
32	there is no pool, and a bigger student center	Nov 16, 2009 4:45 PM
33	Their weaknesses are they they need to push students more.	Nov 16, 2009 4:45 PM
34	theres no pool and need better cafetirea food	Nov 16, 2009 4:46 PM
35	no pool and not a big game room for entertainment	Nov 16, 2009 4:47 PM
36	not having a full library.	Nov 16, 2009 5:05 PM
37	not enough students	Nov 16, 2009 5:05 PM
38	it has nonse	Nov 16, 2009 5:06 PM
39	Probably transportation from surrounding cities.	Nov 16, 2009 5:07 PM
40	we do not have a real libray.	Nov 16, 2009 5:07 PM
41	Could have more major specific subjects	Nov 16, 2009 5:07 PM
42	Nothing just need to bring in more people to help this students learn	Nov 16, 2009 5:14 PM
43	not enough degree programs	Nov 16, 2009 5:14 PM
44	not sure	Nov 16, 2009 5:18 PM
45	The Counseling program because they give bad advice on what classes to take.	Nov 16, 2009 5:18 PM
46	that it doesnt have the whole carrer	Nov 16, 2009 5:18 PM

Response Text		
47	Some of the supervisors like the pool room guy or the activity supervisor is very rude and also the counselors can be more helpfull instead of rude.	Nov 16, 2009 5:19 PM
48	The cafeteria!	Nov 16, 2009 6:48 PM
49	Staffing problems	Nov 16, 2009 10:15 PM
50	Blackboard	Nov 18, 2009 1:54 AM
51	The weakness upon NMJC would be not offering enough classes based on Academic sports.	Nov 18, 2009 2:05 AM
52	Marketing the college	Nov 18, 2009 4:18 AM

NMJC Strategic Planning Survey 2009 (open survey)

Over the next 3-5 years what do you think are the greatest opportunities for NMJC to improve?		Response Count
		53
	<i>answered question</i>	53
	<i>skipped question</i>	3

Response Text		
1	KEEP CLASSES SMALL AND GIVE MORE FLEXIBILITY FOR CLASS TIMES	Nov 11, 2009 8:02 PM
2	Continue to provide online classes	Nov 11, 2009 8:02 PM
3	More classes available online and for summer classes.	Nov 11, 2009 8:17 PM
4	Become more sympathetic to student workers who dont to well in a semester, because we do our job better than most. Lower the course costs, we arent made of money here. We are just college kids trying to make it.	Nov 11, 2009 9:14 PM
5	offer classes at more than just one time of the day for multiple semesters	Nov 11, 2009 9:44 PM
6	Offer a wider variety of evening classes and look into offering other areas of allied health such as becoming a scrub or surgical tech.	Nov 12, 2009 12:05 AM
7	nursing program to regain control and expand. Ms. Thompson is wonderful and I think she has alot to offer NMJC, the students and teachers in the nursing program. I think she is doing a wonderful job, especially with the way some of the students act.	Nov 12, 2009 1:13 AM
8	One of the great opportunities is the scholarships and the financial aid office that are they to asses and to help.	Nov 12, 2009 1:28 AM
9	THE WAY THEY HELP THE STUDENTS AND MAKE IT FEEL LIKE HOME AND THE COLLEGE LIFE...	Nov 12, 2009 4:54 AM
10	Expand to offer more classes with occupational benefits such as your nursing program; what about certified occupational therapy assistant or speech therapy?	Nov 12, 2009 3:35 PM
11	Students' enthusiasm. If we are willing to study hard and with passion, for NMJC, that will be the greatest opportunity.	Nov 12, 2009 4:05 PM
12	attract more students outside of Lea County. Focus more attention on "campus life" -	Nov 12, 2009 4:06 PM
13	Building self sufficiency Creating distant relationships with NM's Flagships schools	Nov 12, 2009 4:31 PM
14	A stronger music program.	Nov 12, 2009 6:40 PM
15	To open classes regardless of there are only a few people in classes, for students are truly eager to learn the subjects they choose.	Nov 12, 2009 9:10 PM
16	NMJC's greatest opportunities to improve would be through retaining current dependable faculty members or hiring additional qualified, reliable, and personable faculty.	Nov 12, 2009 9:24 PM
17	NMJC's greatest opportunities to improve reside primarily in the areas of live instruction. NMJC has placed far too great an emphasis on technology and has left many older students without the option of traditional classes.	Nov 12, 2009 10:31 PM
18	TO HELP ME GET STARTED IN MY CAREER SO I CAN BE THE BEST!	Nov 13, 2009 1:24 AM
19	work on the distance education program	Nov 13, 2009 2:24 AM

Response Text		
20	add programs that people currently have to leave Hoobs to train for, funding issues, keeping tuition and fees low, maintain and improve quality of instruction and services	Nov 13, 2009 3:53 AM
21	One of the greatest opportunities for NMJC to improve includes eliminating overpaid and ineffective faculty and staff with poor attendance. In addition, NMJC needs to discover which employees truly work and which ones just pick-up a paycheck. There are certain employees that have an extremely demanding work load which often results in substantial amounts of overtime while others fail to even perform their basic job duties.	Nov 13, 2009 5:12 PM
22	improve online courses	Nov 13, 2009 5:17 PM
23	student resident activities, online degrees	Nov 14, 2009 8:45 AM
24	not sure	Nov 14, 2009 6:36 PM
25	NMJC has looked toward the future for what is needed in the area. Offering quality programs that no one else is really providing in areas that look towards the future. Computer based classes in the area of art, architecture, repair and programing could meet a new world head on.	Nov 15, 2009 1:44 AM
26	Classroom. Less internet. Raise tuition. NMJC was once known for its integrity of instruction via classroom and have weakened in the eyes of business because of their focus on internet classes. You need to focus more on the actual, physical classroom.	Nov 15, 2009 5:19 AM
27	To reach out to the world, and tell them how great NMJC really is. It's not just a Junior College, it's a place to meet new people and stride to be the best.	Nov 15, 2009 11:12 PM
28	better looking cheer leaders	Nov 16, 2009 4:40 PM
29	Expanding the history department and music department would benefit the college indefinitely.	Nov 16, 2009 4:41 PM
30	Leadership	Nov 16, 2009 4:43 PM
31	leadership	Nov 16, 2009 4:43 PM
32	A bigger game room and a pool	Nov 16, 2009 4:45 PM
33	They will improve their students of at least 50% to graduate.	Nov 16, 2009 4:45 PM
34	to get a pool and better caffe food and get a boys track team	Nov 16, 2009 4:46 PM
35	bigger campus	Nov 16, 2009 4:47 PM
36	welding program	Nov 16, 2009 5:05 PM
37	making their campus bigger and gettin more students	Nov 16, 2009 5:05 PM
38	the library will give the greatest oppurtunities to improve	Nov 16, 2009 5:06 PM
39	The Library	Nov 16, 2009 5:07 PM
40	it will become a more popular school to go to.	Nov 16, 2009 5:07 PM
41	They're doing a good job right now..maybe add a couple more subjects.	Nov 16, 2009 5:07 PM
42	more learning and more education	Nov 16, 2009 5:14 PM
43	nothing	Nov 16, 2009 5:18 PM
44	Getting students to realize how important making good grades throughout the semester instead of just rushing to barely pass.	Nov 16, 2009 5:18 PM
45	to become a bigger junior college	Nov 16, 2009 5:18 PM
46	The people be more nice especially the counselors.	Nov 16, 2009 5:19 PM
47	More washer and dryers and a printer available	Nov 16, 2009 6:48 PM
48	Student Life Recruitment Expanding Online Classes even further More Associates Degrees More Transferable classes to four-year institutions like Texas Tech. More Clubs and activities for students to be involved in.	Nov 16, 2009 10:15 PM

Response Text		
49	On Campus student activities.	Nov 17, 2009 5:04 AM
50	On Campus student activities.	Nov 17, 2009 5:04 AM
51	I think that they jus need to improve on blackboard	Nov 18, 2009 1:54 AM
52	More for the students to share and do on campus to get to know more of their fellow classmates.	Nov 18, 2009 2:05 AM
53	Online classes	Nov 18, 2009 4:18 AM

NMJC Strategic Planning Survey 2009 (open survey)

What do you think its the single greatest threat to NMJC as an effective organization over the next 3-5 years?		Response Count
		51
	<i>answered question</i>	51
	<i>skipped question</i>	5

Response Text		
1	NOTHING	Nov 11, 2009 8:02 PM
2	less attendance, poor employee and student awareness	Nov 11, 2009 8:02 PM
3	none.	Nov 11, 2009 8:17 PM
4	Too many layoffs, budget cuts, causing a negative impact on financial aid recipients. this would downsize the college, especially since classes are getting more expensive, especially since they are the same dang classes that went for much less a year ago.	Nov 11, 2009 9:14 PM
5	none	Nov 11, 2009 9:44 PM
6	Bigger colleges offering online degrees for the same areas of study with quicker finishing dates.	Nov 12, 2009 12:05 AM
7	the nursing program failing because of students that want to cause problems rather than learn	Nov 12, 2009 1:13 AM
8	I think that they need to have professors are not out of state and that are with in reach of students.	Nov 12, 2009 1:28 AM
9	NA	Nov 12, 2009 4:54 AM
10	The use of too much technology. Some days the professor seems almost unnecessary. I hope it does not become ineffective because it is not personal or caring.	Nov 12, 2009 3:35 PM
11	Students' enthusiasm. Because NMJC as school including faculty and the staff is perfect. Threat depends on only us, students, the passion how much we want to learn.	Nov 12, 2009 4:05 PM
12	I can't imagine a threat. We are so pleased with our son's experience and EDUCATION thus far.	Nov 12, 2009 4:06 PM
13	Losing quality students to other 2+2 programs Economic ups and downs preventing steady progress forward	Nov 12, 2009 4:31 PM
14	he greatest threat would be students unwillingness to get involved and care for the college around them.	Nov 12, 2009 6:40 PM
15	If there are only a few people, the classes do not open; I think it is really sad. I earned money for tuition and fixed my schedule to meet the classes, then I found that the classes are not going to open...I am really disappointed.	Nov 12, 2009 9:10 PM
16	The greatest threat to NMJC as an effective organization is a lack of student retention.	Nov 12, 2009 9:24 PM
17	The primary threat to NMJC is low enrollment numbers.	Nov 12, 2009 10:31 PM
18	STUDENTS NOT WANTING TO GO BECAUSE OF THE NON GOOD STAFF!	Nov 13, 2009 1:24 AM
19	*skip	Nov 13, 2009 2:24 AM
20	funding and what is important	Nov 13, 2009 3:53 AM

Response Text		
21	The single greatest threat to NMJC as an effective organization is a lack of enrollment as well as specific faculty that cannot teach and in turn fail to retain the students. The students are well aware of which faculty fit into this category. NMJC should discover what the students already know.	Nov 13, 2009 5:12 PM
22	money and budget (I hear)	Nov 13, 2009 5:17 PM
23	alcohol policy, lack of recycling	Nov 14, 2009 8:45 AM
24	not sure	Nov 14, 2009 6:36 PM
25	Weakness in instruction because of internet. Actual classroom is the way to go. No ability to know students are learning when on internet. I see student's spouses doing their test consistently..as well as their homework.	Nov 15, 2009 5:19 AM
26	The popularity of student courses.	Nov 15, 2009 11:12 PM
27	cheerleading	Nov 16, 2009 4:40 PM
28	The college might turn into a party school rather than a serious institution.	Nov 16, 2009 4:41 PM
29	small	Nov 16, 2009 4:43 PM
30	class	Nov 16, 2009 4:43 PM
31	more scholarships	Nov 16, 2009 4:45 PM
32	The expensive books.	Nov 16, 2009 4:45 PM
33	oweing to much money	Nov 16, 2009 4:46 PM
34	more scholarships	Nov 16, 2009 4:47 PM
35	i dont	Nov 16, 2009 5:05 PM
36	i dont think they have a threat	Nov 16, 2009 5:05 PM
37	the improvement on the library	Nov 16, 2009 5:06 PM
38	Keeping the expenses to an affordable budget.	Nov 16, 2009 5:07 PM
39	peopl will think its a small junior college	Nov 16, 2009 5:07 PM
40	I don't see one	Nov 16, 2009 5:07 PM
41	they should put more security and test to make sure people dont chance anything and make this school safe	Nov 16, 2009 5:14 PM
42	the economy	Nov 16, 2009 5:14 PM
43	not sure	Nov 16, 2009 5:18 PM
44	Sports over shadowing the actual classes.	Nov 16, 2009 5:18 PM
45	that it has the correctional close to it.	Nov 16, 2009 5:18 PM
46	nothing	Nov 16, 2009 5:19 PM
47	more activities	Nov 16, 2009 6:48 PM
48	Not changing and evolving to recruit and meet the next generation of student's needs and desires.	Nov 16, 2009 10:15 PM
49	money	Nov 18, 2009 1:54 AM
50	That the students will transfer to a bigger college cause not all the courses are offered here.	Nov 18, 2009 2:05 AM
51	economy	Nov 18, 2009 4:18 AM

NMJC Strategic Planning Survey 2009 (open survey)

Please complete the following sentence: "NMJC needs to..."		Response Count
		52
<i>answered question</i>		52
<i>skipped question</i>		4

Response Text		
1	NMJC NEEDS TO	Nov 11, 2009 8:02 PM
2	continue to provide communication from professors to students and support staff.	Nov 11, 2009 8:02 PM
3	have more classes available online and for summer sessions.	Nov 11, 2009 8:17 PM
4	Lower class costs, be more sympathetic to financial aid recipients, and act like they want our education to come from this college.	Nov 11, 2009 9:14 PM
5	take into mind that most students have to work full time while attending and need classes offered that allow this them to get their education while providing for their current needs.	Nov 12, 2009 12:05 AM
6	NMJC needs to get Ms. Thompson all the help she needs to get her arms around the beast that she inherited, she is a good woman, as are all the teachers that have been beaten into the ground by disrespectful and disruptive students. The nursing program has a really bad reputation. A lot of the freshman this year that are passing don't want to come back because of the one's that are causing so much drama and stress. It really has a negative effect even down to the people doing pre-req's. They hear the rumors too.	Nov 12, 2009 1:13 AM
7	NMJC needs more online classes.	Nov 12, 2009 1:28 AM
8	FIX THE LIGHTING IN THE APARTMENTS....BETTER	Nov 12, 2009 4:54 AM
9	Speak up for itself.	Nov 12, 2009 3:35 PM
10	NMJC needs to have passionate, enthusiastic students, for the faculty already has that passion and enthusiasm.	Nov 12, 2009 4:05 PM
11	Possibly, do more to "recruit" students from outside Lea County. The affordability and on campus facilities are so attractive.	Nov 12, 2009 4:06 PM
12	Figure out more ways to take local students and move them to 4-year schools after 2 years at NMJC	Nov 12, 2009 4:31 PM
13	Work on the problems in the testing center. If a student decides s/he only wants twenty minutes to take a test that is their decision and should not be denied that.	Nov 12, 2009 6:40 PM
14	NMJC need to understand students' need that I already mentioned in Q. 2, 3, 4. I sincerely want to take classes, so I hope that NMJC open the classes regardless of a number of students that the classes need.	Nov 12, 2009 9:10 PM
15	NMJC needs to listen to their employees and students. The institution needs to assess which professors have a substantial number of students enrolled in their classes and are able to retain those students through effective instruction. The college could make this assessment by paying closer attention to enrollment numbers and end of semester student evaluations.	Nov 12, 2009 9:24 PM
16	NMJC needs to address student concerns regarding technology and unprofessional faculty and staff.	Nov 12, 2009 10:31 PM

Response Text		
17	NMJC NEEDS TO MAKE SURE THEIR TEACHERS THERE ARE MAKING THE RIGHT CHOICES TO TEACHING THE KIDS THE BEST!	Nov 13, 2009 1:24 AM
18	work hard on quality of courses it gives....NMJC should look on the tranferability strength of every courseses it offer	Nov 13, 2009 2:24 AM
19	Make the testing center a "warmer" environment. With painted walls and different lights.	Nov 13, 2009 2:49 AM
20	strive for quality - a degree and/or classes that had top quality value and learning and a staff and/or teaching/learning strategies that helped students reach higher than they thought they could - top quality graduates and/or completors	Nov 13, 2009 3:53 AM
21	NMJC needs to ask for additional feedback from students. NMJC also needs to ask for similar feedback from its employees.	Nov 13, 2009 5:12 PM
22	NMJC needs to improve or upgrade the use of techonology in their classes and make college more like college and less like high school	Nov 13, 2009 5:17 PM
23	add more student resident activities	Nov 14, 2009 8:45 AM
24	change to 4 day weeks	Nov 14, 2009 6:36 PM
25	get back to basics. Focus more on classroom and less on internet. You have focused too much on internet expansion and not enough on your physical community expansion. They have continually weakened themselves with focus on increasing needs of money thru weakening their standards. This could be seen with their status of not having number limits in nursing. Focus on keeping your instructors you have, raising tuition, and making the students responsible. Your instructors are your future, not your students. Life has taught many the greed to expand and not focus on present...brings about distruction. You have good staff...take care of them...raise your tuition.	Nov 15, 2009 5:19 AM
26	Have activities in the dorm courtyard.	Nov 15, 2009 11:12 PM
27	help people that are broke more	Nov 16, 2009 4:40 PM
28	hire me as a teacher.	Nov 16, 2009 4:41 PM
29	Keep up the good work	Nov 16, 2009 4:43 PM
30	NMJC needs to inprove their gameroom	Nov 16, 2009 4:43 PM
31	NMJC needs to have more activities for the students.	Nov 16, 2009 4:45 PM
32	succes through learning.	Nov 16, 2009 4:45 PM
33	get a pool get a boys track team and give the special ed better help	Nov 16, 2009 4:46 PM
34	have more activites for students	Nov 16, 2009 4:47 PM
35	always stay the same.	Nov 16, 2009 5:05 PM
36	get a bigger campus	Nov 16, 2009 5:05 PM
37	keep its rich tradition in having great teachers as the years come	Nov 16, 2009 5:06 PM
38	Make jobs more availiable to those who are full time off campus students.	Nov 16, 2009 5:07 PM
39	have more dances and events	Nov 16, 2009 5:07 PM
40	keep doing what it's doing	Nov 16, 2009 5:07 PM
41	build it up so more kids can come and say that this is the greatest college in new mexico	Nov 16, 2009 5:14 PM
42	build a bigger school	Nov 16, 2009 5:18 PM
43	NMJC needs to get figure out which teachers are actually helping the students and not just here to have students fail.	Nov 16, 2009 5:18 PM
44	become larger	Nov 16, 2009 5:18 PM
45	get more out their so more people attend this college and get nicer people to work with the students or future students.	Nov 16, 2009 5:19 PM
46	NMJC needs to have more activities	Nov 16, 2009 6:48 PM

Response Text		
47	Be more aggressive with its recruitment tactics. Expand its target recruitment area. Hire more charismatic recruiters. Hire more Student life staff who are passionate about their jobs and students.	Nov 16, 2009 10:15 PM
48	Have longer hours at the game room and snack bar. This would create student worker jobs, and also give the On Campus Students somewhere to hang out instead of just in their rooms. I see this as being a great place to meet people and hang out. I, as a student sometimes have a hard time meeting new people not involved in my sport. I can see this happening to many others. I think that we should know our fellow athletes and members of our community. I see it as a benefit to the school and the students. Money would probably be made in this suggestion. I bet there would be enough from the extra sales to cover the student worker costs. Student workers could even sell dry goods at the snack bar. It could be a culinary arts class offered by Great Western Dining Service. The possibilities are endless. I see nothing but good coming from it.	Nov 17, 2009 5:04 AM
49	Have longer hours at the game room and snack bar. This would create student worker jobs, and also give the On Campus Students somewhere to hang out instead of just in their rooms. I see this as being a great place to meet people and hang out. I, as a student sometimes have a hard time meeting new people not involved in my sport. I can see this happening to many others. I think that we should know our fellow athletes and members of our community. I see it as a benefit to the school and the students. Money would probably be made in this suggestion. I bet there would be enough from the extra sales to cover the student worker costs. Student workers could even sell dry goods at the snack bar. It could be a culinary arts class offered by Great Western Dining Service. The possibilities are endless. I see nothing but good coming from it.	Nov 17, 2009 5:04 AM
50	improve on money wise and the blackboard because people pay for there classes and most on the time up cant even log on to blackboard	Nov 18, 2009 1:54 AM
51	NMJC needs to maybe add more extra classes that can be offered of interest.	Nov 18, 2009 2:05 AM
52	build on strengths and work on weaknesses	Nov 18, 2009 4:18 AM

NMJC Strategic Planning Survey 2009 (open survey)

Finally, do you have any other comments, suggestions or observations you wish to be included in the SWOT analysis?		Response Count
		39
	<i>answered question</i>	39
	<i>skipped question</i>	17

Response Text		
1	na	Nov 11, 2009 8:02 PM
2	Please heed our comments, we need a more sympathetic college, who understands where we are coming from. Some people come to this college to get the same education but for a reasonable price, instead we get our eyes gouged, and there are no cash payment plans. Our economy we need to be more understanding with the stresses and the jobs student workers have may be the only lifeline support we have. Myself included. If I fail one class they kick me out of my job, and what you dont realize is that this job means having a house, dinner on the table, and even payment for my education.	Nov 11, 2009 9:14 PM
3	No I just want to thank the instructors in the nursing program. They have a tough job to do and they do it well. The teachers that are there working toward their Master's are fabulous, specifically Ms. Kelli McCall, Ms. Candida Smedley, Ms. Donnie Hayes and our newest addition Ms. Cheryl Lang. They are going to make a difference in the program going forward, I hope that noone gets discouraged. They are like a breath of fresh air, they have really good teaching styles, interaction skills, and are just over all friendly. It is kind of obvious the one's that have been there for awhile. Again, Ms. thompson is doing an incredible job!!!	Nov 12, 2009 1:13 AM
4	I really enjoy being a student here but sometimes the staff in the counselors office are unwilling ro help with questions.	Nov 12, 2009 1:28 AM
5	WELL SOME OF MY ROOMMATES WERE TALKING AND I STAY IN THE CARROLL LEAVELL APT. AND WE SUGGESTED THAT THE WALLS NEED TO BE PAINTED A DIFFERENT COLOR. TO GIVE IT A HOME-LIKE FEEL!	Nov 12, 2009 4:54 AM
6	The campus is pretty, well kept, and buildings are clean; hats off to the staff.	Nov 12, 2009 3:35 PM
7	I just want to say people working at NMJC that thank you very really for welcoming me to NMJC. People at NMJC are now my family in America; I do not need to miss my family in my country.	Nov 12, 2009 4:05 PM
8	My son is an out of state student. Because of the affordability of NMJC, he is able to live on campus and take a full class load for not much more than tuition alone at a Colorado school. Its been a great semester- get the word out!	Nov 12, 2009 4:06 PM
9	NMJC may also be challenged by its past success. Meaning, NMJC needs to recognize humbly how good it has been in difficult situations and acknowledge that steps backwards may be easier than steps forward.	Nov 12, 2009 4:31 PM
10	I wish we had a stronger music program.	Nov 12, 2009 6:40 PM
11	I'd seriously like you to understand how much I want to learn at NMJC.	Nov 12, 2009 9:10 PM

Response Text		
12	NMJC should place greater emphasis on student needs. NMJC faculty members typically have office hours in the morning but they should be available in the afternoon to address student concerns. There are too many faculty teaching classes with less than six students. Additionally, faculty members utilizing technology such as blackboard for their classes need to adequately train their students on how to use it. The main suggestion I have for NMJC would be to effectively determine which faculty and staff do or do not adequately perform their duties.	Nov 12, 2009 9:24 PM
13	NMJC really should address the needs of its complex student population. NMJC must serve the Lea County community by providing excellent instruction to students in extensive age categories. I believe that NMJC should focus on increasing the availability of traditional classes and reduce its use of technology in the classroom. Many older students are uncomfortable using computer technology and in turn drop out of college. Students should not lose the opportunity to receive an advanced education solely because they did not grow-up with technology. Courses should be designed for both young and old. NMJC seems to have lost sight of the students that it serves.	Nov 12, 2009 10:31 PM
14	JUST MAKE SURE YOU HEAR THE KIDS THAT ATTEND THE NMJC BECAUSE THATS THE MOST IMPORTANT THING!! WE ARE THE ONES WHO ARE PAYING TO GET THE BEST LEARNING MATERIAL WE NEED FOR OUR FUTURE IN LIFE!	Nov 13, 2009 1:24 AM
15	i know NMJC is on the UP!! and i am proud of that!!! We all have to aim high and work our part for this good end!	Nov 13, 2009 2:24 AM
16	Paint the apartments colors other than white. (school colors maybe)	Nov 13, 2009 2:49 AM
17	Students at NMJC are very diverse. NMJC needs to address the needs of its students through both direct faculty and staff involvement. Many NMJC employees realize that the students come first. NMJC's success will be largely determined by how well the students are treated by the employees of the institution and how efficient the faculty are in the classroom.	Nov 13, 2009 5:12 PM
18	I think that the snack bar and game room should stay open much later so the students have a communal place to hang out later on at night. I see this as being a very important part of student life. I as a student have no where to hang out with other students in a community envornment later on at night. Like after 8pm the only option is in my room. I think that sthe school should also work on recycling. We need to get with the times. My room has already started to recycle I think it is something that needs to happen. We only have so much stuff on our planet to use. I think NMJC should work towards being a Green Campus. It would help out in many ways.	Nov 14, 2009 8:45 AM
19	nope	Nov 14, 2009 6:36 PM
20	Grow and go	Nov 15, 2009 1:44 AM
21	Keep your professors, raise your tuition, don't focus as much on needs of students, and make them responsible. We are downgrading our society by adhering to needs, and not preparing them for the world. We are cheating them out of being responsible. We are doing them no favors. As a businessperson, we are gettin less and less qualified people in the community, and it scares me. They come into the jobs with the expectation that they are owed. WOW!!! What are we doing to our kids.	Nov 15, 2009 5:19 AM
22	Ms. Koger, and Mr. Journigan are by far the best Professors at NMJC.	Nov 15, 2009 11:12 PM
23	i love this school but im broke and get like zero help	Nov 16, 2009 4:40 PM
24	People are strange when you're a stranger... Faces come out in the rain.. when you're strange.	Nov 16, 2009 4:41 PM
25	they need to upgrade their gameroom	Nov 16, 2009 4:43 PM
26	None	Nov 16, 2009 4:45 PM
27	no im good	Nov 16, 2009 4:47 PM
28	game room may need to expand.	Nov 16, 2009 5:05 PM

Response Text		
29	no	Nov 16, 2009 5:05 PM
30	no	Nov 16, 2009 5:07 PM
31	No...	Nov 16, 2009 5:14 PM
32	no	Nov 16, 2009 5:18 PM
33	There needs to be more opportunity to receive help with the classes we are taking.	Nov 16, 2009 5:18 PM
34	no	Nov 16, 2009 5:19 PM
35	I have been going to and around NMJC for the last 4 years since 2006. In that time span I have not seen any new student life activities. Every year we do the same events at almost the exact same time every year. There is no change. Also when I first started attending NMJC I would go into the game room to play pool with a few of my friends. We were always singled out it seems and were not treated as though we "fit in" to whatever group it was that was supposed to be in the game room. After a few days of this I along with my friends quit going into the game room, and I have not been back since. Also we have played the same intramural games every year in almost the exact same order. There is simply no change and nothing new about the Student Life events. A lot of people I know drive to Lubbock or Midland on the weekends to do things because the college doesn't offer any new or exciting activities. From what I can see and what I have heard from other students on campus these are just a few of the things that desperately need to change if NMJC wishes to grow and succeed in the next five years. The key to making NMJC succeed is by creating the optimal staff for students. Students must love the staff they interact with or they will go somewhere else and if our goal as an institution is to provide success through learning then we must hire and place staff who love college students and are truly interested in helping students and making their college years some of the most amazing years of their lives. It does not take much, just passion and a desire to go above and beyond to help students learn and have fun doing it. I would love to sit down and talk about other thoughts and ideas if you would like. My name is JD Small and my cell number is 575-318-1279 thank you for the opportunity to express comments and concerns.	Nov 16, 2009 10:15 PM
36	I also think that the school should implement a recycling system of sorts. My room mates and myself have already collected cans from our fellow students and are working towards expanding. We would be pleased to see this sweep across the whole campus. If you need to contact me my name is William "Teddy" Stovin. I can be contacted at william_stovin@hotmail.com or at 780 542 1638. Thank You.	Nov 17, 2009 5:04 AM
37	I also think that the school should implement a recycling system of sorts. My room mates and myself have already collected cans from our fellow students and are working towards expanding. We would be pleased to see this sweep across the whole campus. If you need to contact me my name is William "Teddy" Stovin. I can be contacted at william_stovin@hotmail.com or at 780 542 1638. Thank You.	Nov 17, 2009 5:04 AM
38	no i think that thats the only thing that i have to say thank you for asking.	Nov 18, 2009 1:54 AM
39	no	Nov 18, 2009 4:18 AM