



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 responses offered to the questions. I recognize that the general grouping of responses is arbitrary and open to interpretation. My goal in 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 alway think the grass is greener elsewhere we just need to educate them on how "green" our grass "turfff" 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 belief 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 finacial 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 traning, 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 then 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 exsisting 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 atheltics	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...goverment 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		
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114	moving all classes into itv & online. NMJC will still need to have "live" classes.	Oct 30, 2009 9:25 PM
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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
<i>answered question</i>		114
<i>skipped question</i>		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 competitive 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	Advancement 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 departments 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 involvment. 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 electornics 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

Response Text		
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114	Growth in athletic programs: soccer, volleyball, etc.	Oct 30, 2009 9:25 PM
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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 competition 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 losing 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
		answered question
		113
		skipped question
		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 facility 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

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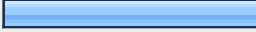

Finally, do you have any other comments, suggestions or observations you wish to be included in the SWOT analysis?		
		Response Count
		53
<i>answered question</i>		53
<i>skipped question</i>		66

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

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