

Minnesota
STATE COLLEGES
& UNIVERSITIES



















Minnesota State Colleges and Universities















2005



















Staff Development Survey Results



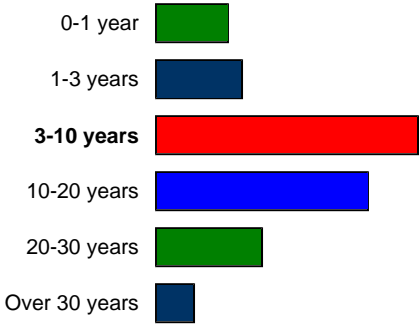






May 2005

What is your gender?	<table border="1"> <thead> <tr> <th>Gender</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>69.67%</td> <td>2042</td> </tr> <tr> <td>Male</td> <td>30.33%</td> <td>889</td> </tr> <tr> <td>Total</td> <td></td> <td>2931</td> </tr> </tbody> </table>	Gender	Percentage	Count	Female	69.67%	2042	Male	30.33%	889	Total		2931															
Gender	Percentage	Count																										
Female	69.67%	2042																										
Male	30.33%	889																										
Total		2931																										
What is your age?	<table border="1"> <thead> <tr> <th>Age Group</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Under 21 years old</td> <td>0.03%</td> <td>1</td> </tr> <tr> <td>21-30 years old</td> <td>10.71%</td> <td>319</td> </tr> <tr> <td>31-40 years old</td> <td>18.40%</td> <td>548</td> </tr> <tr> <td>41-50 years old</td> <td>33.50%</td> <td>998</td> </tr> <tr> <td>51-60 years old</td> <td>31.42%</td> <td>936</td> </tr> <tr> <td>61 or older</td> <td>4.87%</td> <td>145</td> </tr> <tr> <td>Total</td> <td></td> <td>2979</td> </tr> </tbody> </table>	Age Group	Percentage	Count	Under 21 years old	0.03%	1	21-30 years old	10.71%	319	31-40 years old	18.40%	548	41-50 years old	33.50%	998	51-60 years old	31.42%	936	61 or older	4.87%	145	Total		2979			
Age Group	Percentage	Count																										
Under 21 years old	0.03%	1																										
21-30 years old	10.71%	319																										
31-40 years old	18.40%	548																										
41-50 years old	33.50%	998																										
51-60 years old	31.42%	936																										
61 or older	4.87%	145																										
Total		2979																										
What is your ethnicity?	<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>African American</td> <td>1.75%</td> <td>52</td> </tr> <tr> <td>American Indian</td> <td>0.74%</td> <td>22</td> </tr> <tr> <td>Asian-American/Asian Pacific-American</td> <td>1.75%</td> <td>52</td> </tr> <tr> <td>Caucasian/Non-Hispanic</td> <td>90.16%</td> <td>2686</td> </tr> <tr> <td>Chicano/Latino</td> <td>0.87%</td> <td>26</td> </tr> <tr> <td>Multi-Racial</td> <td>0.91%</td> <td>27</td> </tr> <tr> <td>Other</td> <td>1.68%</td> <td>50</td> </tr> <tr> <td>Total</td> <td></td> <td>2979</td> </tr> </tbody> </table>	Ethnicity	Percentage	Count	African American	1.75%	52	American Indian	0.74%	22	Asian-American/Asian Pacific-American	1.75%	52	Caucasian/Non-Hispanic	90.16%	2686	Chicano/Latino	0.87%	26	Multi-Racial	0.91%	27	Other	1.68%	50	Total		2979
Ethnicity	Percentage	Count																										
African American	1.75%	52																										
American Indian	0.74%	22																										
Asian-American/Asian Pacific-American	1.75%	52																										
Caucasian/Non-Hispanic	90.16%	2686																										
Chicano/Latino	0.87%	26																										
Multi-Racial	0.91%	27																										
Other	1.68%	50																										
Total		2979																										
Where do you work?	<table border="1"> <thead> <tr> <th>Work Location</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Alexandria Technical College</td> <td>1.75%</td> <td>52</td> </tr> <tr> <td>Anoka-Ramsey Community College, Cambridge/Coon</td> <td>1.85%</td> <td>55</td> </tr> </tbody> </table>	Work Location	Percentage	Count	Alexandria Technical College	1.75%	52	Anoka-Ramsey Community College, Cambridge/Coon	1.85%	55																		
Work Location	Percentage	Count																										
Alexandria Technical College	1.75%	52																										
Anoka-Ramsey Community College, Cambridge/Coon	1.85%	55																										

Rapids Campus			
Anoka Technical College		1.01%	30
Bemidji State University		3.36%	100
Central Lakes College, Brainerd Campus		1.61%	48
Central Lakes College, Staples Campus		0.54%	16
Century College		3.99%	119
Dakota County Technical College		2.65%	79
Fond du Lac Tribal and Community College		1.07%	32
Hennepin Technical College, Brooklyn Park Campus		1.78%	53
Hennepin Technical College, Eden Prairie Campus		1.21%	36
Hibbing Community College		1.04%	31
Inver Hills Community College		2.69%	80
Itasca Community College		0.40%	12
Lake Superior College		1.98%	59
Mesabi Range Community and Technical College, Eveleth Campus		0.23%	7
Mesabi Range Community and Technical College, Virginia Campus		0.60%	18
Metropolitan State University		3.79%	113
Minneapolis Community and Technical College		5.07%	151
Minnesota State College Southeast Technical, Red Wing Campus		0.74%	22

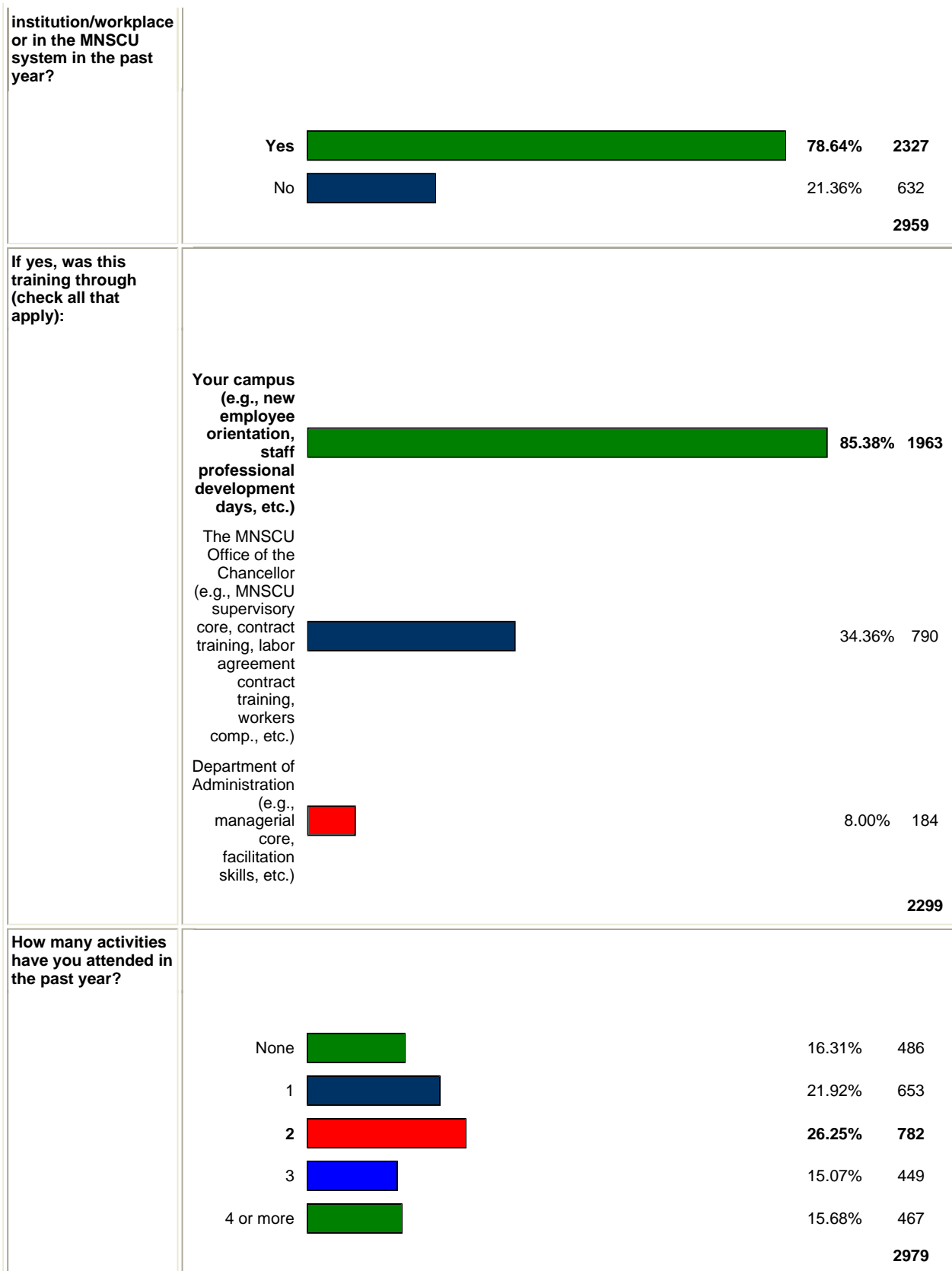
Minnesota State College Southeast Technical, Winona Campus		1.04%	31
Minnesota State Community and Technical College, Detroit Lakes Campus		0.74%	22
Minnesota State Community and Technical College, Fergus Falls Campus		0.94%	28
Minnesota State Community and Technical College, Moorhead Campus		1.04%	31
Minnesota State Community and Technical College, Wadena Campus		0.57%	17
Minnesota State University, Mankato		10.24%	305
Minnesota State University, Moorhead		4.06%	121
Minnesota West Community and Technical College, Canby Campus		0.47%	14
Minnesota West Community and Technical College, Granite Falls Campus		0.40%	12
Minnesota West Community and Technical College, Jackson Campus		0.27%	8
Minnesota West Community and Technical College, Pipestone Campus		0.23%	7
Minnesota West Community and Technical College, Worthington Campus		0.64%	19
Normandale Community College		3.29%	98
North Hennepin			

Community College		1.91%	57
Northland Community and Technical College, East Grand Forks Campus		0.64%	19
Northland Community and Technical College, Thief River Falls Campus		1.21%	36
Northwest Technical College		0.57%	17
Office of The Chancellor		5.34%	159
Pine Technical College		0.44%	13
Rainy River Community College		0.20%	6
Ridgewater College, Hutchinson Campus		0.70%	21
Ridgewater College, Willmar Campus		1.81%	54
Riverland Community College, Albert Lea Campus		0.54%	16
Riverland Community College, Austin Campus		1.75%	52
Rochester Community and Technical College		2.05%	61
St. Cloud State University		7.22%	215
St. Cloud Technical College		0.91%	27
Saint Paul College		0.91%	27
South Central Technical College, Faribault Campus		0.27%	8
South Central Technical College, Mankato Campus		1.51%	45
Southwest Minnesota State University		2.52%	75

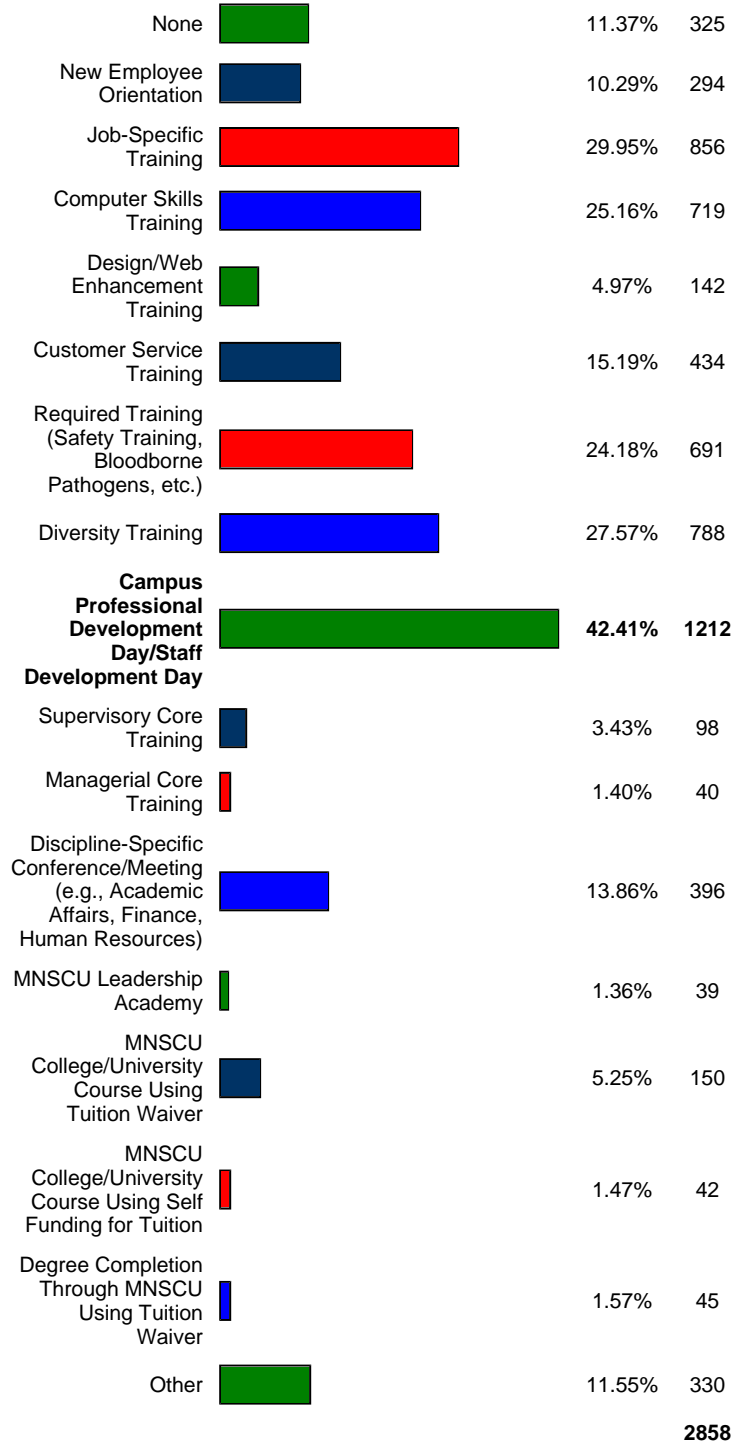
	<p>Vermilion Community College </p> <p>Winona State University </p>	<p>0.34% 10</p> <p>5.17% 154</p> <p>2979</p>
<p>How many years have you been employed by Minnesota State Colleges and Universities or one of its predecessors?</p>		<p>0-1 year  9.23% 275</p> <p>1-3 years  11.11% 331</p> <p>3-10 years  32.90% 980</p> <p>10-20 years  26.65% 794</p> <p>20-30 years  13.60% 405</p> <p>Over 30 years  5.00% 149</p> <p>2979</p>

© 2002 - 2005 surveysbydesign.com

<p>What area do you work in?</p>	<table border="1"> <thead> <tr> <th>Area</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Academic Affairs</td> <td>11.31%</td> <td>337</td> </tr> <tr> <td>Customized Training/Continuing Education</td> <td>5.57%</td> <td>166</td> </tr> <tr> <td>Development/Advancement/Foundation</td> <td>2.58%</td> <td>77</td> </tr> <tr> <td>Facilities/Building Services</td> <td>6.71%</td> <td>200</td> </tr> <tr> <td>Finance/Business Office</td> <td>9.06%</td> <td>270</td> </tr> <tr> <td>General Administrative Services</td> <td>5.51%</td> <td>164</td> </tr> <tr> <td>Human Resources</td> <td>4.10%</td> <td>122</td> </tr> <tr> <td>Information Technology</td> <td>11.08%</td> <td>330</td> </tr> <tr> <td>Marketing/Public Relations/Communications</td> <td>2.18%</td> <td>65</td> </tr> <tr> <td>President's Office/Chancellor's Office</td> <td>1.91%</td> <td>57</td> </tr> <tr> <td>Student Affairs/Student Services/Student Life</td> <td>22.89%</td> <td>682</td> </tr> <tr> <td>Other</td> <td>15.47%</td> <td>461</td> </tr> <tr> <td></td> <td></td> <td>2979</td> </tr> </tbody> </table>	Area	Percentage	Count	Academic Affairs	11.31%	337	Customized Training/Continuing Education	5.57%	166	Development/Advancement/Foundation	2.58%	77	Facilities/Building Services	6.71%	200	Finance/Business Office	9.06%	270	General Administrative Services	5.51%	164	Human Resources	4.10%	122	Information Technology	11.08%	330	Marketing/Public Relations/Communications	2.18%	65	President's Office/Chancellor's Office	1.91%	57	Student Affairs/Student Services/Student Life	22.89%	682	Other	15.47%	461			2979
Area	Percentage	Count																																									
Academic Affairs	11.31%	337																																									
Customized Training/Continuing Education	5.57%	166																																									
Development/Advancement/Foundation	2.58%	77																																									
Facilities/Building Services	6.71%	200																																									
Finance/Business Office	9.06%	270																																									
General Administrative Services	5.51%	164																																									
Human Resources	4.10%	122																																									
Information Technology	11.08%	330																																									
Marketing/Public Relations/Communications	2.18%	65																																									
President's Office/Chancellor's Office	1.91%	57																																									
Student Affairs/Student Services/Student Life	22.89%	682																																									
Other	15.47%	461																																									
		2979																																									
<p>What bargaining agreement or plan are you covered by?</p>	<table border="1"> <thead> <tr> <th>Agreement/Plan</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>AFSCME</td> <td>44.88%</td> <td>1337</td> </tr> <tr> <td>MAPE</td> <td>22.59%</td> <td>673</td> </tr> <tr> <td>MMA</td> <td>7.28%</td> <td>217</td> </tr> <tr> <td>MSUAASF</td> <td>9.40%</td> <td>280</td> </tr> <tr> <td>MNA</td> <td>0.23%</td> <td>7</td> </tr> <tr> <td>MGEC</td> <td>0.00%</td> <td>0</td> </tr> <tr> <td>Commissioner's Plan</td> <td>4.60%</td> <td>137</td> </tr> <tr> <td>Classified Managerial Plan</td> <td>0.57%</td> <td>17</td> </tr> <tr> <td>Administrator's Plan</td> <td>9.06%</td> <td>270</td> </tr> <tr> <td></td> <td></td> <td>2979</td> </tr> </tbody> </table>	Agreement/Plan	Percentage	Count	AFSCME	44.88%	1337	MAPE	22.59%	673	MMA	7.28%	217	MSUAASF	9.40%	280	MNA	0.23%	7	MGEC	0.00%	0	Commissioner's Plan	4.60%	137	Classified Managerial Plan	0.57%	17	Administrator's Plan	9.06%	270			2979									
Agreement/Plan	Percentage	Count																																									
AFSCME	44.88%	1337																																									
MAPE	22.59%	673																																									
MMA	7.28%	217																																									
MSUAASF	9.40%	280																																									
MNA	0.23%	7																																									
MGEC	0.00%	0																																									
Commissioner's Plan	4.60%	137																																									
Classified Managerial Plan	0.57%	17																																									
Administrator's Plan	9.06%	270																																									
		2979																																									
<p>Have you attended any professional/staff development or training activities at your</p>																																											

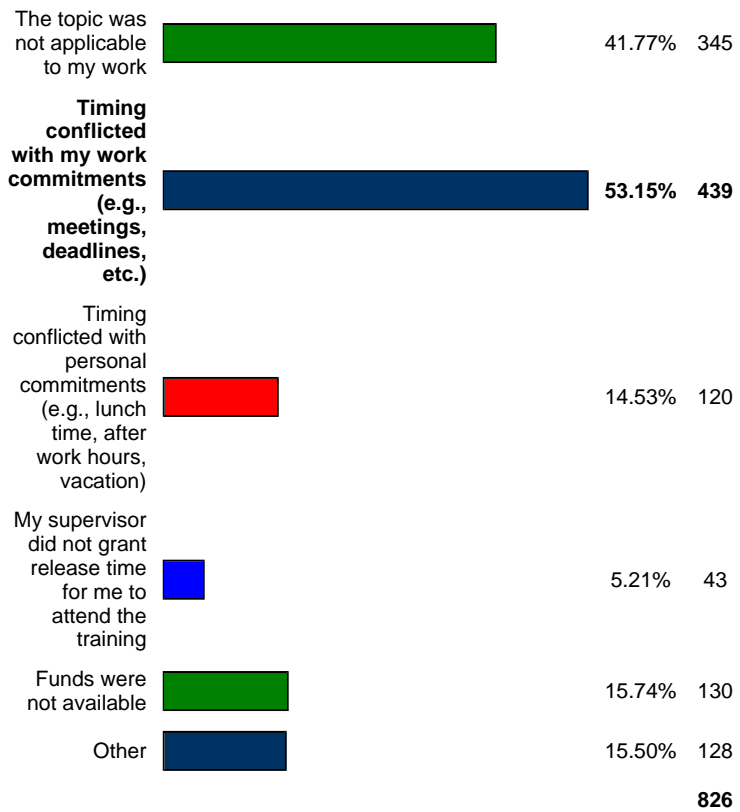


What type(s) of training or professional/staff development activities have you attended in the past year through your institution, the MNSCU system, or the state? (Check all that apply)

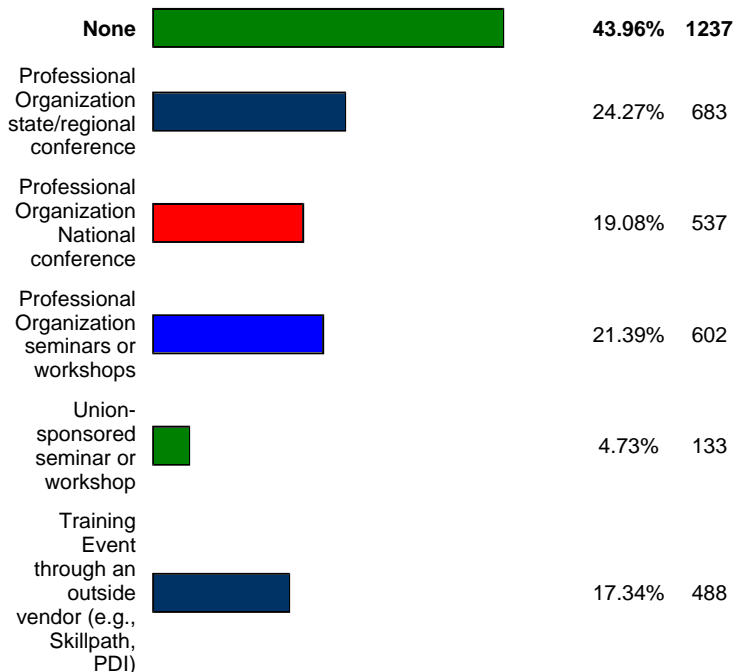











If you did not attend training offered on

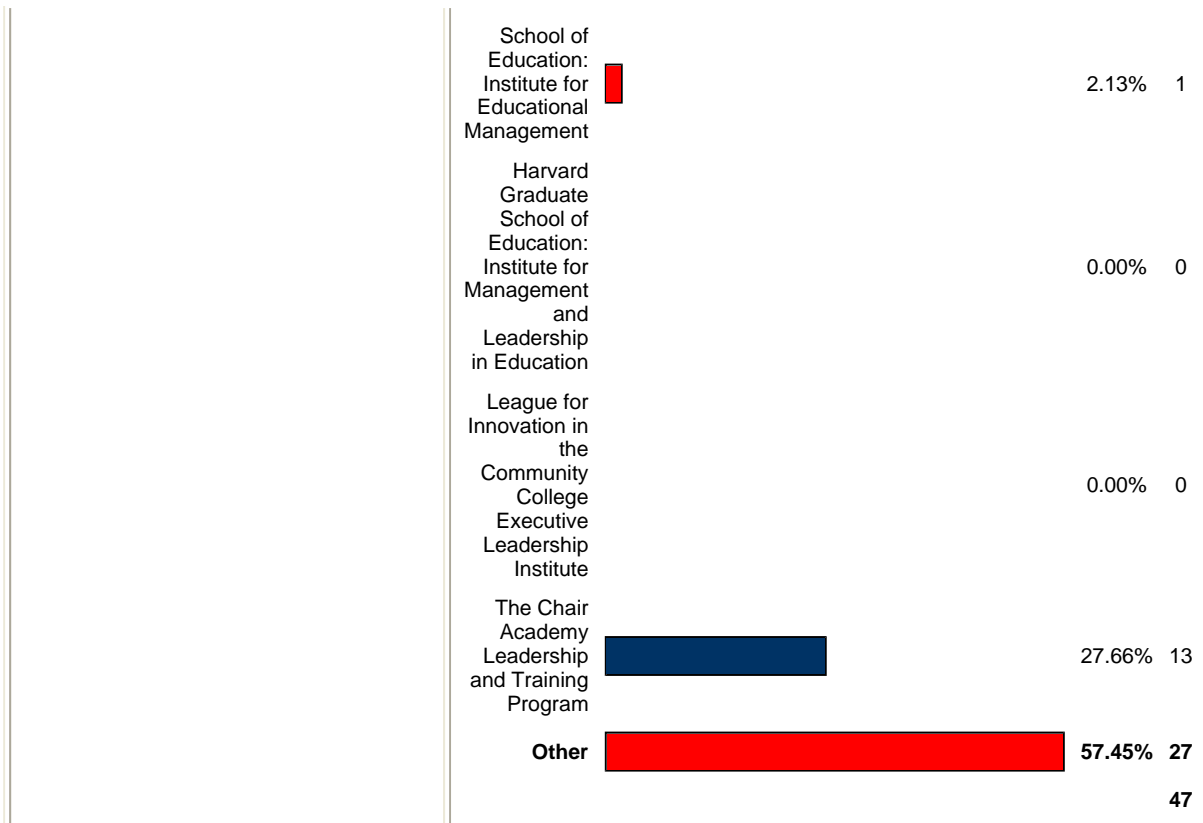
your campus or within the MNSCU system, what were the reasons? (Check all that apply)



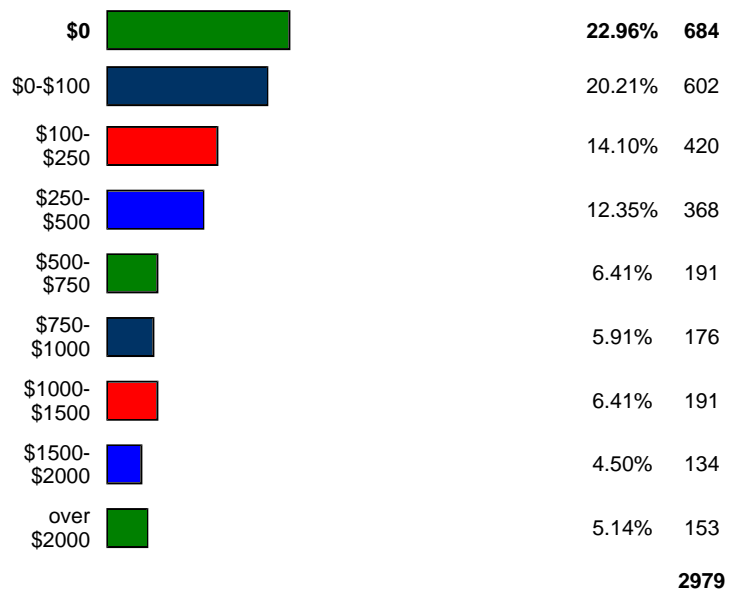
What type of training or professional development activities have you attended in the past year outside of MNSCU? (Check all that apply)



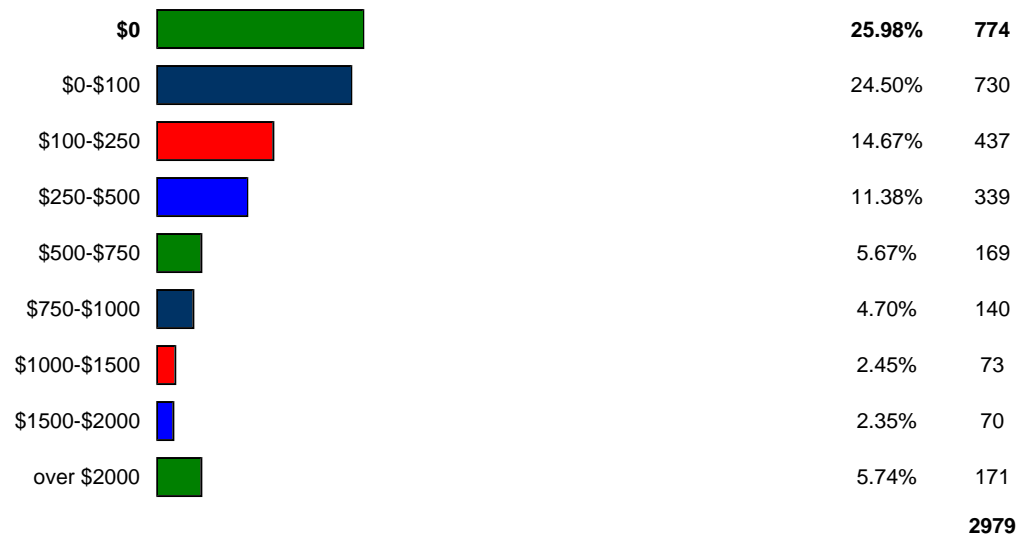
	College course through an institution outside of MNSCU		4.90%	138
	Degree completion through another higher education system		2.77%	78
	Leadership Development (e.g., Harvard Management Program, Chair Academy, ACE Fellow, etc.)		3.06%	86
	Other		4.90%	138
				2814
Please specify which of the following external programs you have attended in the last year: (Check all that apply)				
	AACC Future Leaders Institute		4.26%	2
	American Council on Education (ACE) Fellows Program		6.38%	3
	HERS Bryn Mawr Summer Institute for Women in Higher Education		0.00%	0
	Bush Fellowship		2.13%	1
	Community College Leadership Development Institute (CCLDI) Leadership Academy		2.13%	1
	Harvard Graduate School of Education: Management Development Program		2.13%	1
	Harvard Graduate			



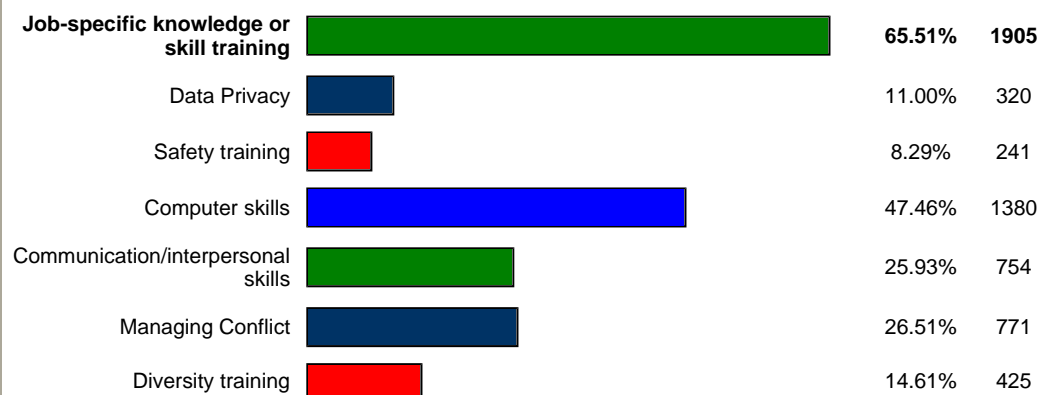
In your estimation, how much money has your department/unit invested in your professional/career development in the last year? (Include conference registrations, course/workshop fees, professional memberships, trade publications, books, travel, etc.)

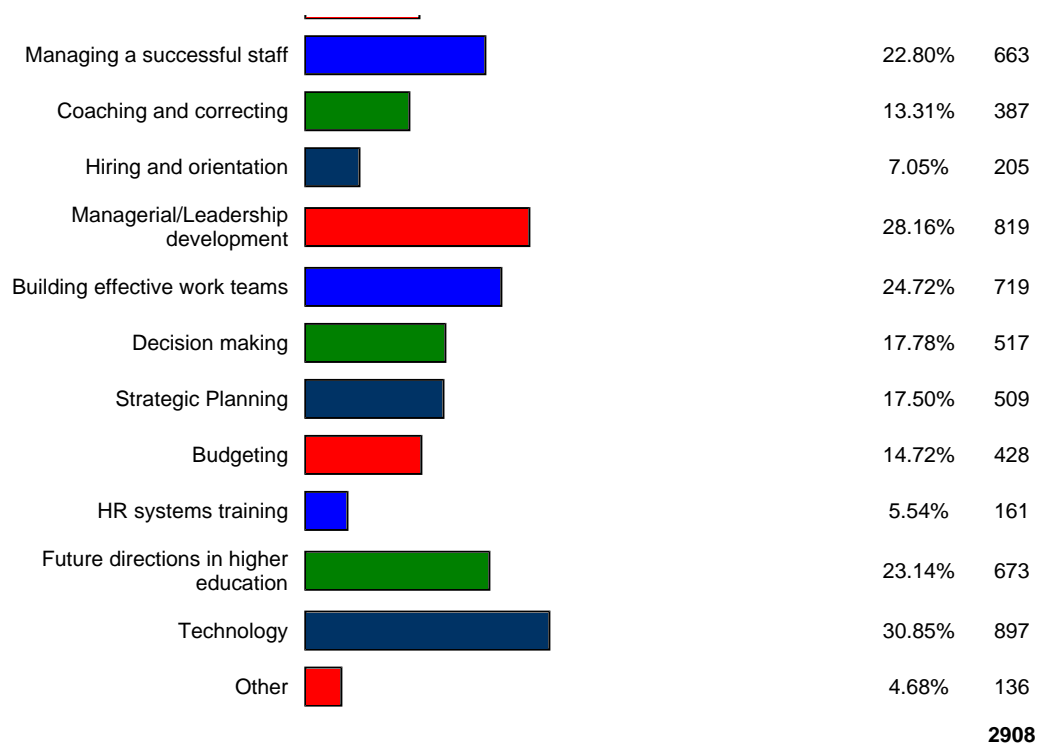


In your estimation, how much money have you personally invested in your own professional/career development in the last year? (Include conference registrations, course/workshop fees, professional memberships, trade publications, books, travel, etc.)

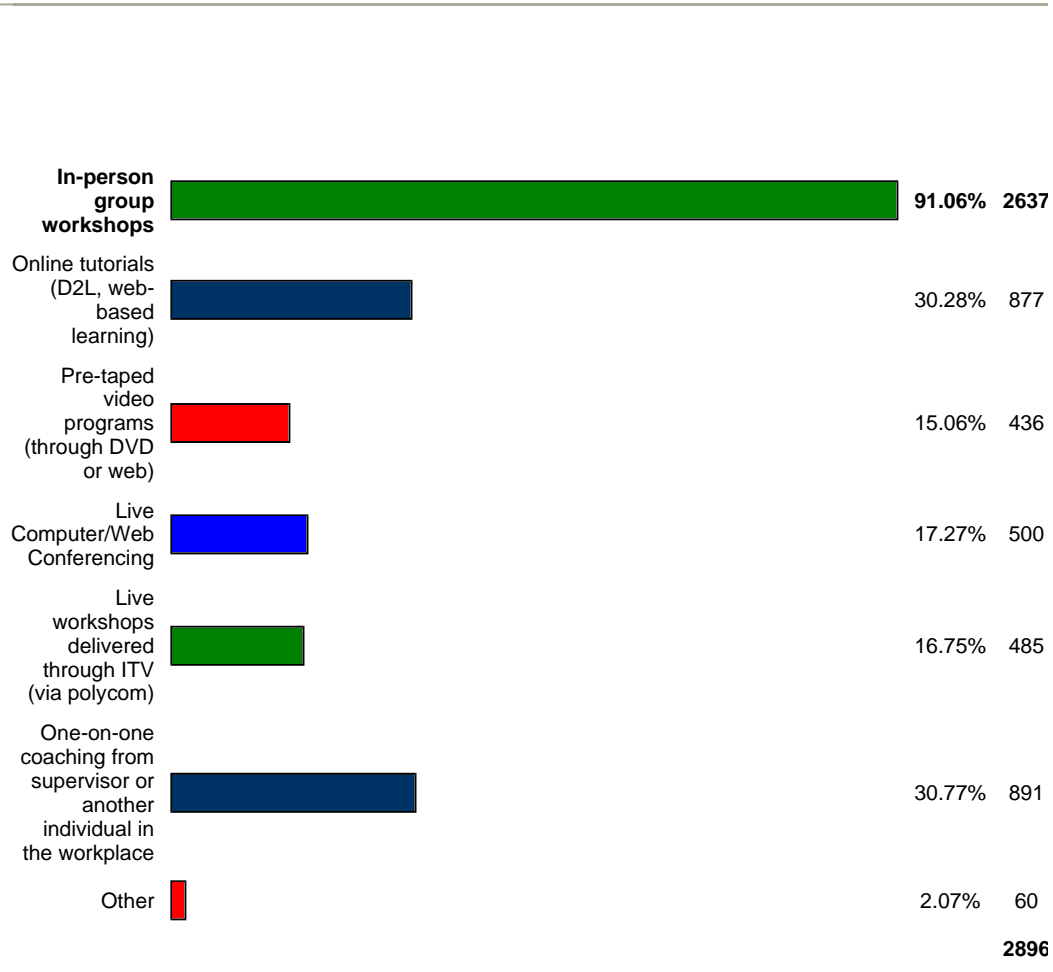


If you were to register for a training program tomorrow to fill your professional/career development needs, which of the following would you choose? (Check all that apply)






































**How do you prefer to receive training?
(Check all that apply)**

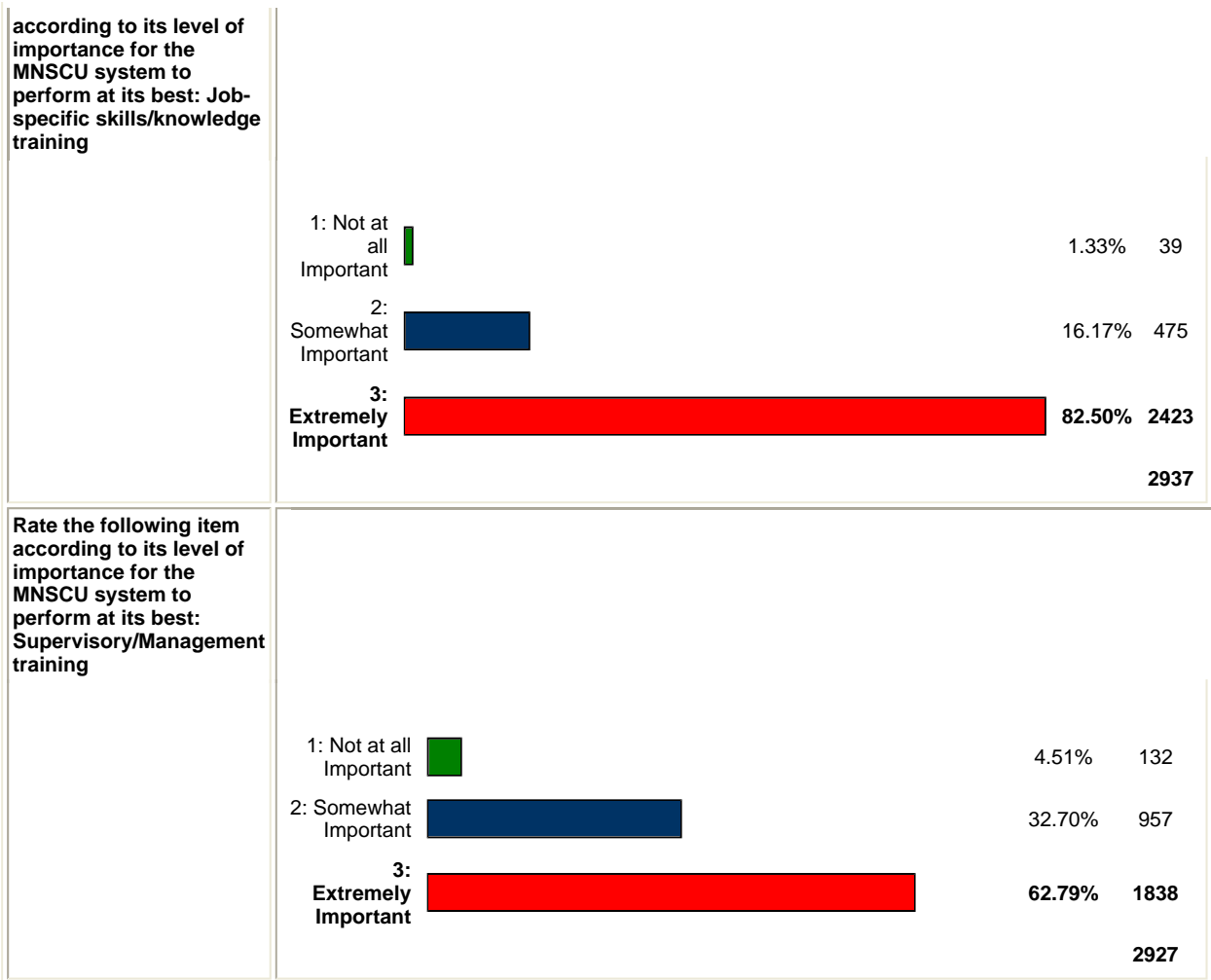


Rate the following item according to

its level of importance for you to support your professional development and perform at your best: Individual coaching/mentoring	1: Not at all Important		12.62%	373
	2: Somewhat Important		50.34%	1488
	3: Extremely Important		37.04%	1095
				2956
Rate the following item according to its level of importance for you to support your professional development and perform at your best: Job-specific skills/knowledge training	1: Not at all Important		1.18%	35
	2: Somewhat Important		19.81%	586
	3: Extremely Important		79.01%	2337
				2958

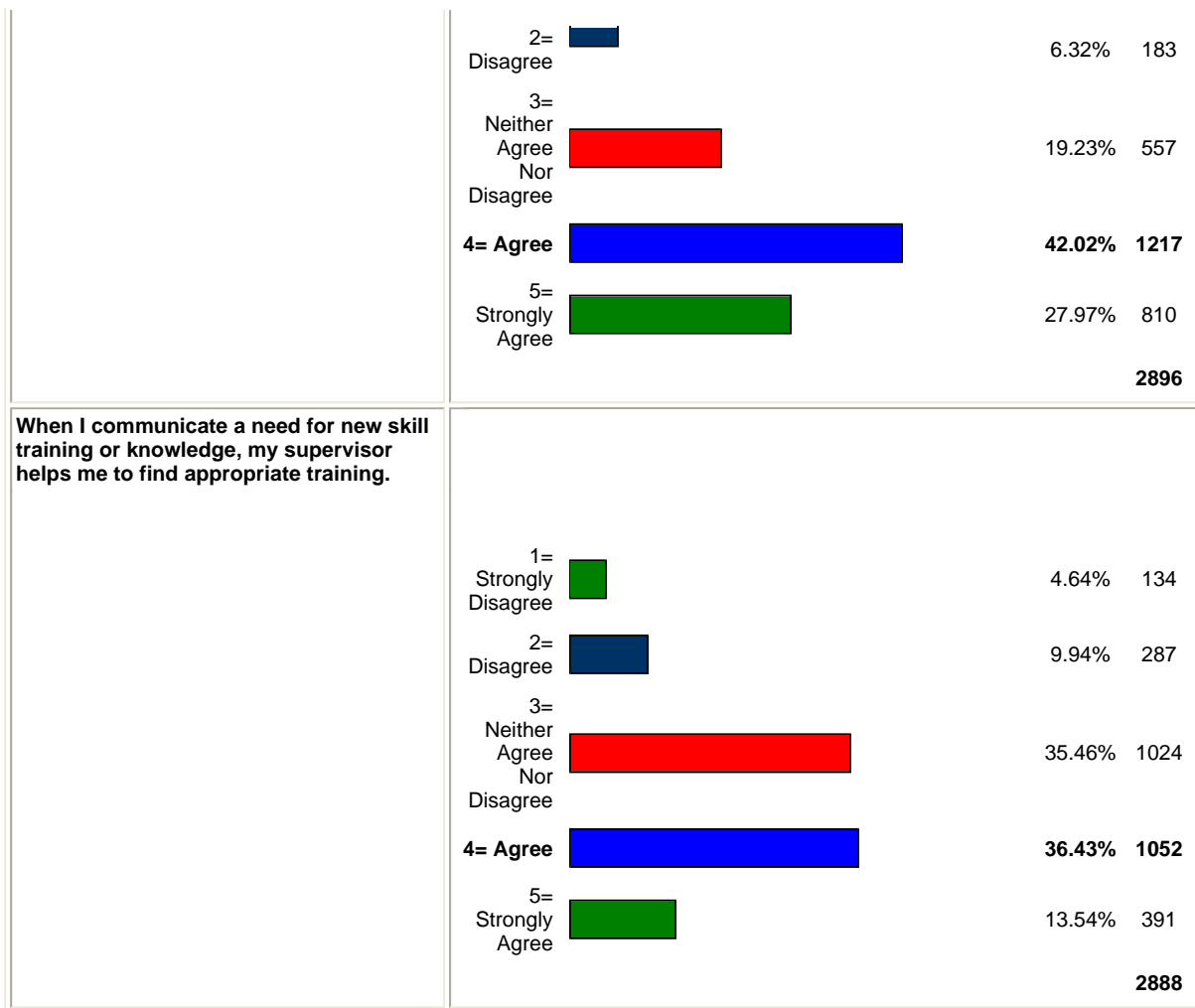
© 2002 - 2005 surveysbydesign.com

<p>Rate the following item according to its level of importance for you to support your professional development and perform at your best: Supervisory/Management training</p>	<table border="0"> <tr> <td>1: Not at all Important</td> <td></td> <td>16.82%</td> <td>495</td> </tr> <tr> <td>2: Somewhat Important</td> <td></td> <td>53.08%</td> <td>1562</td> </tr> <tr> <td>3: Extremely Important</td> <td></td> <td>30.11%</td> <td>886</td> </tr> <tr> <td colspan="3"></td> <td>2943</td> </tr> </table>	1: Not at all Important		16.82%	495	2: Somewhat Important		53.08%	1562	3: Extremely Important		30.11%	886				2943
1: Not at all Important		16.82%	495														
2: Somewhat Important		53.08%	1562														
3: Extremely Important		30.11%	886														
			2943														
<p>Rate the following item according to its level of importance for you to support your professional development and perform at your best: Leadership opportunities (e.g., challenging assignments, institution-wide or system-wide committee service, mobility assignments, etc.)</p>	<table border="0"> <tr> <td>1: Not at all Important</td> <td></td> <td>11.65%</td> <td>343</td> </tr> <tr> <td>2: Somewhat Important</td> <td></td> <td>46.55%</td> <td>1371</td> </tr> <tr> <td>3: Extremely Important</td> <td></td> <td>41.80%</td> <td>1231</td> </tr> <tr> <td colspan="3"></td> <td>2945</td> </tr> </table>	1: Not at all Important		11.65%	343	2: Somewhat Important		46.55%	1371	3: Extremely Important		41.80%	1231				2945
1: Not at all Important		11.65%	343														
2: Somewhat Important		46.55%	1371														
3: Extremely Important		41.80%	1231														
			2945														
<p>Rate the following item according to its level of importance for the MNSCU system to perform at its best: Individual coaching/mentoring</p>	<table border="0"> <tr> <td>1: Not at all Important</td> <td></td> <td>6.36%</td> <td>187</td> </tr> <tr> <td>2: Somewhat Important</td> <td></td> <td>48.23%</td> <td>1418</td> </tr> <tr> <td>3: Extremely Important</td> <td></td> <td>45.41%</td> <td>1335</td> </tr> <tr> <td colspan="3"></td> <td>2940</td> </tr> </table>	1: Not at all Important		6.36%	187	2: Somewhat Important		48.23%	1418	3: Extremely Important		45.41%	1335				2940
1: Not at all Important		6.36%	187														
2: Somewhat Important		48.23%	1418														
3: Extremely Important		45.41%	1335														
			2940														
<p>Rate the following item</p>																	


























































© 2002 - 2005 surveysbydesign.com

<p>Rate the following item according to its level of importance for the MNSCU system to perform at its best: Leadership opportunities (e.g., challenging assignments, institution-wide or system-wide committee service, mobility assignments, etc.)</p>	<table border="1"> <thead> <tr> <th>Rating</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1: Not at all Important</td> <td>4.06%</td> <td>119</td> </tr> <tr> <td>2: Somewhat Important</td> <td>38.57%</td> <td>1130</td> </tr> <tr> <td>3: Extremely Important</td> <td>57.37%</td> <td>1681</td> </tr> <tr> <td>Total</td> <td></td> <td>2930</td> </tr> </tbody> </table>	Rating	Percentage	Count	1: Not at all Important	4.06%	119	2: Somewhat Important	38.57%	1130	3: Extremely Important	57.37%	1681	Total		2930						
Rating	Percentage	Count																				
1: Not at all Important	4.06%	119																				
2: Somewhat Important	38.57%	1130																				
3: Extremely Important	57.37%	1681																				
Total		2930																				
<p>I have an individual development plan that I have discussed with my immediate supervisor.</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>35.22%</td> <td>984</td> </tr> <tr> <td>No</td> <td>64.78%</td> <td>1810</td> </tr> <tr> <td>Total</td> <td></td> <td>2794</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	35.22%	984	No	64.78%	1810	Total		2794									
Response	Percentage	Count																				
Yes	35.22%	984																				
No	64.78%	1810																				
Total		2794																				
<p>If yes, please indicate your level of agreement with the following: My professional development is closely related to my individual development plan.</p>	<table border="1"> <thead> <tr> <th>Rating</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>2.74%</td> <td>37</td> </tr> <tr> <td>2= Disagree</td> <td>5.10%</td> <td>69</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td>20.71%</td> <td>280</td> </tr> <tr> <td>4= Agree</td> <td>53.40%</td> <td>722</td> </tr> <tr> <td>5= Strongly Agree</td> <td>18.05%</td> <td>244</td> </tr> <tr> <td>Total</td> <td></td> <td>1352</td> </tr> </tbody> </table>	Rating	Percentage	Count	1= Strongly Disagree	2.74%	37	2= Disagree	5.10%	69	3= Neither Agree Nor Disagree	20.71%	280	4= Agree	53.40%	722	5= Strongly Agree	18.05%	244	Total		1352
Rating	Percentage	Count																				
1= Strongly Disagree	2.74%	37																				
2= Disagree	5.10%	69																				
3= Neither Agree Nor Disagree	20.71%	280																				
4= Agree	53.40%	722																				
5= Strongly Agree	18.05%	244																				
Total		1352																				
<p>My supervisor encourages staff development opportunities.</p>	<table border="1"> <thead> <tr> <th>Rating</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>4.45%</td> <td>129</td> </tr> </tbody> </table>	Rating	Percentage	Count	1= Strongly Disagree	4.45%	129															
Rating	Percentage	Count																				
1= Strongly Disagree	4.45%	129																				

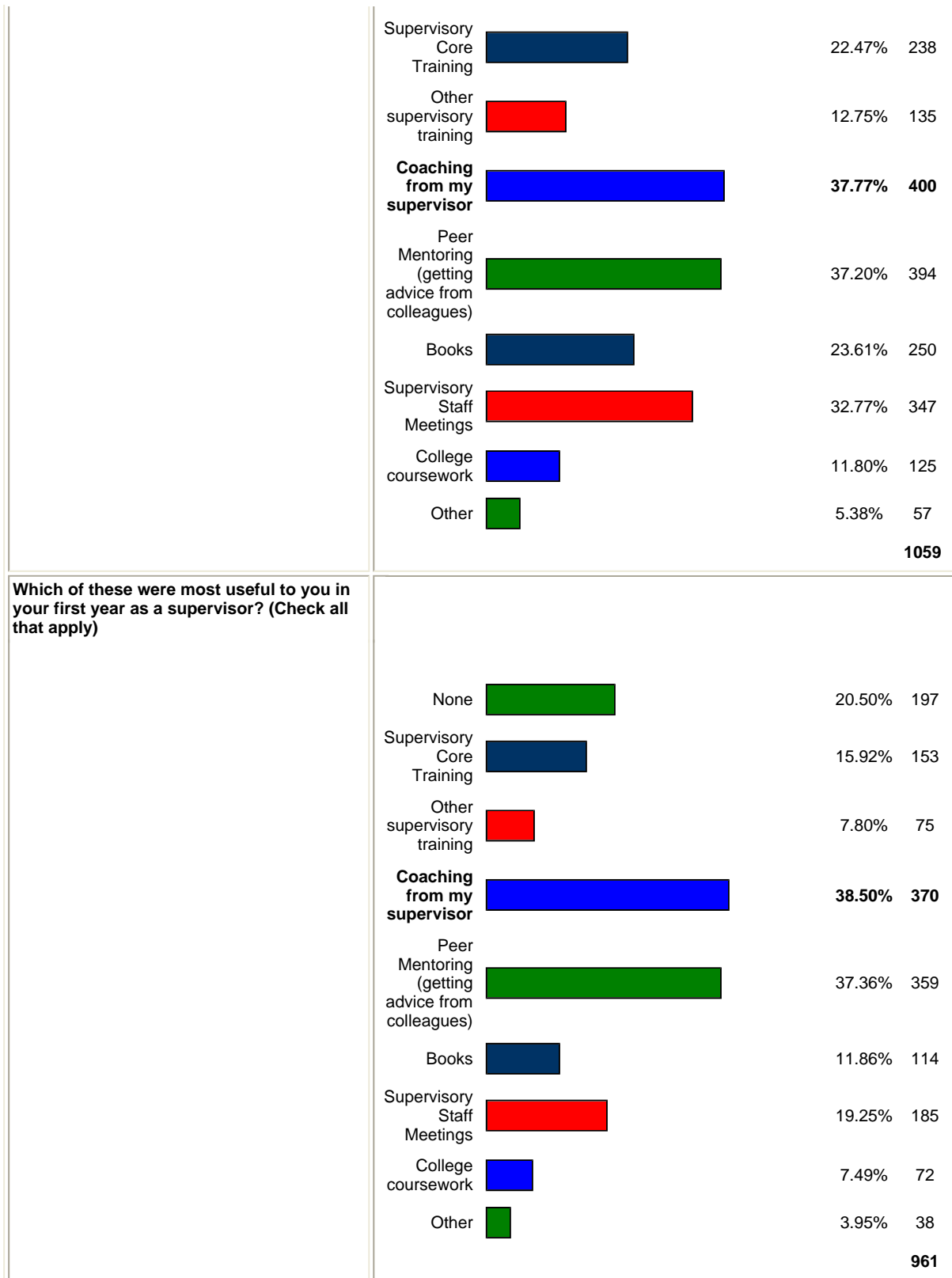


© 2002 - 2005 surveysbydesign.com






<p>My performance is reviewed annually by my supervisor.</p>	<table> <tbody> <tr> <td>1= Strongly Disagree</td> <td></td> <td>6.34%</td> <td>183</td> </tr> <tr> <td>2= Disagree</td> <td></td> <td>10.26%</td> <td>296</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td></td> <td>12.69%</td> <td>366</td> </tr> <tr> <td>4= Agree</td> <td></td> <td>44.44%</td> <td>1282</td> </tr> <tr> <td>5= Strongly Agree</td> <td></td> <td>26.27%</td> <td>758</td> </tr> <tr> <td colspan="3"></td> <td>2885</td> </tr> </tbody> </table>	1= Strongly Disagree		6.34%	183	2= Disagree		10.26%	296	3= Neither Agree Nor Disagree		12.69%	366	4= Agree		44.44%	1282	5= Strongly Agree		26.27%	758				2885
1= Strongly Disagree		6.34%	183																						
2= Disagree		10.26%	296																						
3= Neither Agree Nor Disagree		12.69%	366																						
4= Agree		44.44%	1282																						
5= Strongly Agree		26.27%	758																						
			2885																						
<p>I have a current job description with clear performance expectations.</p>	<table> <tbody> <tr> <td>1= Strongly Disagree</td> <td></td> <td>6.26%</td> <td>181</td> </tr> <tr> <td>2= Disagree</td> <td></td> <td>11.52%</td> <td>333</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td></td> <td>14.05%</td> <td>406</td> </tr> <tr> <td>4= Agree</td> <td></td> <td>49.24%</td> <td>1423</td> </tr> <tr> <td>5= Strongly Agree</td> <td></td> <td>18.93%</td> <td>547</td> </tr> <tr> <td colspan="3"></td> <td>2890</td> </tr> </tbody> </table>	1= Strongly Disagree		6.26%	181	2= Disagree		11.52%	333	3= Neither Agree Nor Disagree		14.05%	406	4= Agree		49.24%	1423	5= Strongly Agree		18.93%	547				2890
1= Strongly Disagree		6.26%	181																						
2= Disagree		11.52%	333																						
3= Neither Agree Nor Disagree		14.05%	406																						
4= Agree		49.24%	1423																						
5= Strongly Agree		18.93%	547																						
			2890																						
<p>My institution/workplace has a clear policy on use of professional development funds.</p>	<table> <tbody> <tr> <td>1= Strongly Disagree</td> <td></td> <td>5.55%</td> <td>160</td> </tr> <tr> <td>2= Disagree</td> <td></td> <td>12.87%</td> <td>371</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td></td> <td>30.01%</td> <td>865</td> </tr> <tr> <td>4= Agree</td> <td></td> <td>40.08%</td> <td>1155</td> </tr> <tr> <td>5= Strongly Agree</td> <td></td> <td>11.49%</td> <td>331</td> </tr> </tbody> </table>	1= Strongly Disagree		5.55%	160	2= Disagree		12.87%	371	3= Neither Agree Nor Disagree		30.01%	865	4= Agree		40.08%	1155	5= Strongly Agree		11.49%	331				
1= Strongly Disagree		5.55%	160																						
2= Disagree		12.87%	371																						
3= Neither Agree Nor Disagree		30.01%	865																						
4= Agree		40.08%	1155																						
5= Strongly Agree		11.49%	331																						

	Agree		2882
My institution/workplace has a clear process for sponsoring individuals for professional development opportunities.			
	1= Strongly Disagree		6.52% 188
	2= Disagree		16.26% 469
	3= Neither Agree Nor Disagree		33.32% 961
	4= Agree		35.02% 1010
	5= Strongly Agree		8.88% 256
			2884
My institution/workplace encourages staff development opportunities.			
	1= Strongly Disagree		4.29% 124
	2= Disagree		9.86% 285
	3= Neither Agree Nor Disagree		21.73% 628
	4= Agree		47.61% 1376
	5= Strongly Agree		16.51% 477
			2890

<p>My institution/workplace hosts staff development or professional development days.</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>3.81%</td> <td>110</td> </tr> <tr> <td>2= Disagree</td> <td>9.79%</td> <td>283</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td>17.85%</td> <td>516</td> </tr> <tr> <td>4= Agree</td> <td>50.90%</td> <td>1471</td> </tr> <tr> <td>5= Strongly Agree</td> <td>17.65%</td> <td>510</td> </tr> <tr> <td>Total</td> <td></td> <td>2890</td> </tr> </tbody> </table>	Response	Percentage	Count	1= Strongly Disagree	3.81%	110	2= Disagree	9.79%	283	3= Neither Agree Nor Disagree	17.85%	516	4= Agree	50.90%	1471	5= Strongly Agree	17.65%	510	Total		2890
Response	Percentage	Count																				
1= Strongly Disagree	3.81%	110																				
2= Disagree	9.79%	283																				
3= Neither Agree Nor Disagree	17.85%	516																				
4= Agree	50.90%	1471																				
5= Strongly Agree	17.65%	510																				
Total		2890																				
<p>There is adequate attention given to staff development planning at my institution/workplace.</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>7.66%</td> <td>222</td> </tr> <tr> <td>2= Disagree</td> <td>24.26%</td> <td>703</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td>29.43%</td> <td>853</td> </tr> <tr> <td>4= Agree</td> <td>31.68%</td> <td>918</td> </tr> <tr> <td>5= Strongly Agree</td> <td>6.97%</td> <td>202</td> </tr> <tr> <td>Total</td> <td></td> <td>2898</td> </tr> </tbody> </table>	Response	Percentage	Count	1= Strongly Disagree	7.66%	222	2= Disagree	24.26%	703	3= Neither Agree Nor Disagree	29.43%	853	4= Agree	31.68%	918	5= Strongly Agree	6.97%	202	Total		2898
Response	Percentage	Count																				
1= Strongly Disagree	7.66%	222																				
2= Disagree	24.26%	703																				
3= Neither Agree Nor Disagree	29.43%	853																				
4= Agree	31.68%	918																				
5= Strongly Agree	6.97%	202																				
Total		2898																				
<p>Do you currently supervise or manage others?</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>36.96%</td> <td>1074</td> </tr> <tr> <td>No</td> <td>63.04%</td> <td>1832</td> </tr> <tr> <td>Total</td> <td></td> <td>2906</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	36.96%	1074	No	63.04%	1832	Total		2906									
Response	Percentage	Count																				
Yes	36.96%	1074																				
No	63.04%	1832																				
Total		2906																				
<p>During your first year as a supervisor within the MNSCU system, which of the following activities did you participate in? (Check all that apply)</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>None</td> <td>25.78%</td> <td>273</td> </tr> </tbody> </table>	Response	Percentage	Count	None	25.78%	273															
Response	Percentage	Count																				
None	25.78%	273																				

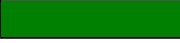












<p>Are you likely to participate in supervisory development activities on an annual basis?</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>59.00%</td> <td>626</td> </tr> <tr> <td>No</td> <td>41.00%</td> <td>435</td> </tr> <tr> <td>Total</td> <td></td> <td>1061</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	59.00%	626	No	41.00%	435	Total		1061									
Response	Percentage	Count																				
Yes	59.00%	626																				
No	41.00%	435																				
Total		1061																				
<p>My immediate supervisor encourages me to participate in regular supervisory/managerial development activities.</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>50.81%</td> <td>531</td> </tr> <tr> <td>No</td> <td>49.19%</td> <td>514</td> </tr> <tr> <td>Total</td> <td></td> <td>1045</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	50.81%	531	No	49.19%	514	Total		1045									
Response	Percentage	Count																				
Yes	50.81%	531																				
No	49.19%	514																				
Total		1045																				
<p>In my annual performance review, I am rated on my supervisory/managerial effectiveness (how I get work done through others).</p>	<table border="1"> <thead> <tr> <th>Rating</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>4.62%</td> <td>49</td> </tr> <tr> <td>2= Disagree</td> <td>10.37%</td> <td>110</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td>27.71%</td> <td>294</td> </tr> <tr> <td>4= Agree</td> <td>42.79%</td> <td>454</td> </tr> <tr> <td>5= Strongly Agree</td> <td>14.51%</td> <td>154</td> </tr> <tr> <td>Total</td> <td></td> <td>1061</td> </tr> </tbody> </table>	Rating	Percentage	Count	1= Strongly Disagree	4.62%	49	2= Disagree	10.37%	110	3= Neither Agree Nor Disagree	27.71%	294	4= Agree	42.79%	454	5= Strongly Agree	14.51%	154	Total		1061
Rating	Percentage	Count																				
1= Strongly Disagree	4.62%	49																				
2= Disagree	10.37%	110																				
3= Neither Agree Nor Disagree	27.71%	294																				
4= Agree	42.79%	454																				
5= Strongly Agree	14.51%	154																				
Total		1061																				
<p>I conduct annual performance reviews with my staff.</p>	<table border="1"> <thead> <tr> <th>Rating</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>3.10%</td> <td>33</td> </tr> <tr> <td>2= Disagree</td> <td>9.68%</td> <td>103</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td>21.15%</td> <td>225</td> </tr> <tr> <td>4= Agree</td> <td>41.26%</td> <td>439</td> </tr> <tr> <td>5= Strongly Agree</td> <td>24.81%</td> <td>264</td> </tr> </tbody> </table>	Rating	Percentage	Count	1= Strongly Disagree	3.10%	33	2= Disagree	9.68%	103	3= Neither Agree Nor Disagree	21.15%	225	4= Agree	41.26%	439	5= Strongly Agree	24.81%	264			
Rating	Percentage	Count																				
1= Strongly Disagree	3.10%	33																				
2= Disagree	9.68%	103																				
3= Neither Agree Nor Disagree	21.15%	225																				
4= Agree	41.26%	439																				
5= Strongly Agree	24.81%	264																				

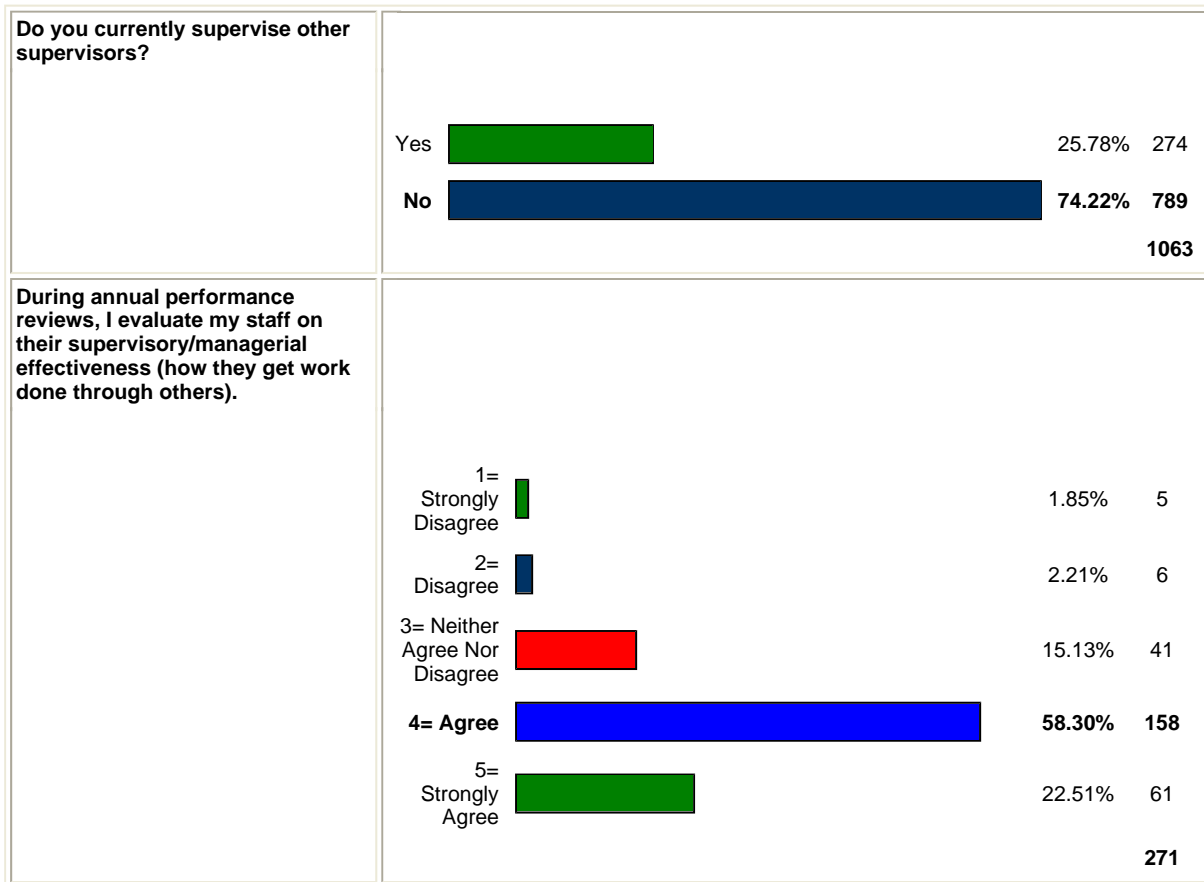
	Agree		1064
I sponsor and/or promote staff development activities at my institution/workplace.			
1= Strongly Disagree		2.54%	27
2= Disagree		7.24%	77
3= Neither Agree Nor Disagree		23.59%	251
4= Agree		44.17%	470
5= Strongly Agree		22.46%	239
			1064

© 2002 - 2005 surveysbydesign.com

<p>I provide release time for my staff to attend staff development activities (e.g., workshops, courses, conferences, etc.).</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>1.89%</td> <td>20</td> </tr> <tr> <td>2= Disagree</td> <td>2.65%</td> <td>28</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td>20.25%</td> <td>214</td> </tr> <tr> <td>4= Agree</td> <td>44.28%</td> <td>468</td> </tr> <tr> <td>5= Strongly Agree</td> <td>30.94%</td> <td>327</td> </tr> <tr> <td>Total</td> <td></td> <td>1057</td> </tr> </tbody> </table>	Response	Percentage	Count	1= Strongly Disagree	1.89%	20	2= Disagree	2.65%	28	3= Neither Agree Nor Disagree	20.25%	214	4= Agree	44.28%	468	5= Strongly Agree	30.94%	327	Total		1057
Response	Percentage	Count																				
1= Strongly Disagree	1.89%	20																				
2= Disagree	2.65%	28																				
3= Neither Agree Nor Disagree	20.25%	214																				
4= Agree	44.28%	468																				
5= Strongly Agree	30.94%	327																				
Total		1057																				
<p>I encourage staff to create their own professional development plans.</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>1.80%</td> <td>19</td> </tr> <tr> <td>2= Disagree</td> <td>5.49%</td> <td>58</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td>30.40%</td> <td>321</td> </tr> <tr> <td>4= Agree</td> <td>42.14%</td> <td>445</td> </tr> <tr> <td>5= Strongly Agree</td> <td>20.17%</td> <td>213</td> </tr> <tr> <td>Total</td> <td></td> <td>1056</td> </tr> </tbody> </table>	Response	Percentage	Count	1= Strongly Disagree	1.80%	19	2= Disagree	5.49%	58	3= Neither Agree Nor Disagree	30.40%	321	4= Agree	42.14%	445	5= Strongly Agree	20.17%	213	Total		1056
Response	Percentage	Count																				
1= Strongly Disagree	1.80%	19																				
2= Disagree	5.49%	58																				
3= Neither Agree Nor Disagree	30.40%	321																				
4= Agree	42.14%	445																				
5= Strongly Agree	20.17%	213																				
Total		1056																				
<p>I actively encourage staff to enhance their development by taking on challenging on assignments.</p>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>1= Strongly Disagree</td> <td>1.13%</td> <td>12</td> </tr> <tr> <td>2= Disagree</td> <td>1.89%</td> <td>20</td> </tr> <tr> <td>3= Neither Agree Nor Disagree</td> <td>20.68%</td> <td>219</td> </tr> <tr> <td>4= Agree</td> <td>53.26%</td> <td>564</td> </tr> </tbody> </table>	Response	Percentage	Count	1= Strongly Disagree	1.13%	12	2= Disagree	1.89%	20	3= Neither Agree Nor Disagree	20.68%	219	4= Agree	53.26%	564						
Response	Percentage	Count																				
1= Strongly Disagree	1.13%	12																				
2= Disagree	1.89%	20																				
3= Neither Agree Nor Disagree	20.68%	219																				
4= Agree	53.26%	564																				

	<p>5= Strongly Agree </p> <p>23.04% 244</p> <p>1059</p>
I actively nominate individuals for institution or system committee assignments.	<p>1= Strongly Disagree </p> <p>2.38% 25</p> <p>2= Disagree </p> <p>13.05% 137</p> <p>3= Neither Agree Nor Disagree </p> <p>41.24% 433</p> <p>4= Agree </p> <p>32.48% 341</p> <p>5= Strongly Agree </p> <p>10.86% 114</p> <p>1050</p>
I support my staff pursuing other job opportunities within the institution or within the MNSCU system that may meet their development needs.	<p>1= Strongly Disagree </p> <p>1.42% 15</p> <p>2= Disagree </p> <p>3.79% 40</p> <p>3= Neither Agree Nor Disagree </p> <p>30.49% 322</p> <p>4= Agree </p> <p>46.69% 493</p> <p>5= Strongly Agree </p> <p>17.61% 186</p> <p>1056</p>

© 2002 - 2005 surveysbydesign.com



© 2002 - 2005 surveysbydesign.com