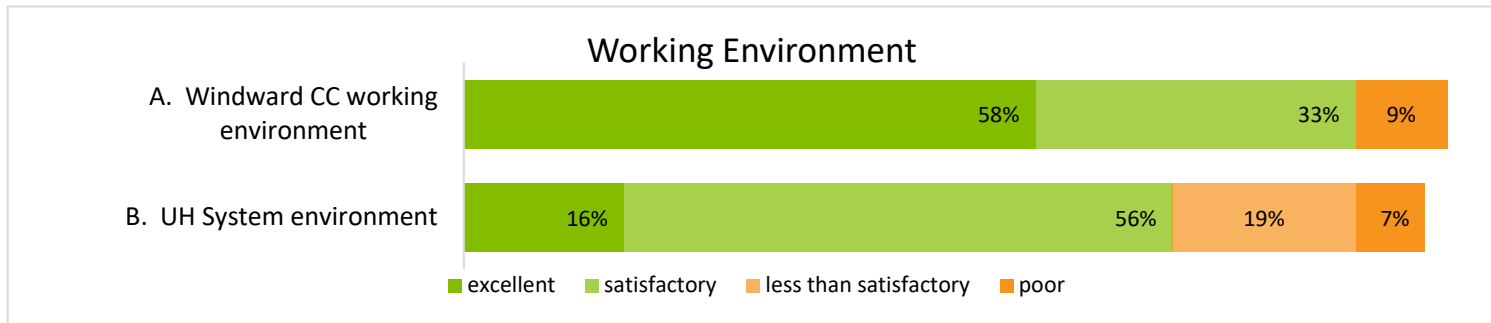


The 2023 Windward CC Institutional Survey was distributed by the IEC to all faculty and staff in Spring 2023. The following pages are the survey results.

According to the WCC Institutional Survey distributed to the campus community in Spring 2023, 91% of respondents indicated that WCC is an excellent or satisfactory place to work.

	Excellent		Satisfactory		Less than Satisfactory		Poor		Skipped		Total		
A. WCC working environment	58%	25	33%	14	0%	0	9%	4	0%	0	0%	0	43
B. UH System environment	16%	7	56%	24	19%	8	7%	3	2%	1	0%	0	43

****18 skipped this question**



61 WCC faculty, staff, and administrators responded to the WCC Institutional Survey distributed to the campus in Spring 2023.

61% of respondents noted that they were faculty or lecturers, the largest group of identified respondents were from the academic affairs

Faculty Rank	%	Count
Instructor or Assistant Professor	28%	17
Associate Professor or Professor	0%	11
Lecturer	24%	9
Assistant Professor	0%	0
Professor	0%	0

****24 skipped this question**

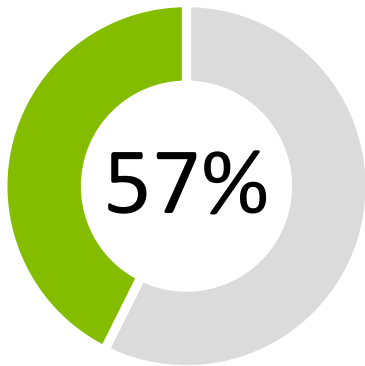
Unit	%	Count
Academic and Instructional Support	44%	20
Academic Affairs (Departments)	38%	17
Student Affairs	13%	6
OCCE	4%	2
Natural Sciences	0%	0
Social Science	0%	0
Other (please specify)	0%	0

****16 skipped this question**

Semesters at WCC	%	Count
1	0%	0
2	13%	2
3	0%	0
4	0%	0
more than 4	88%	14

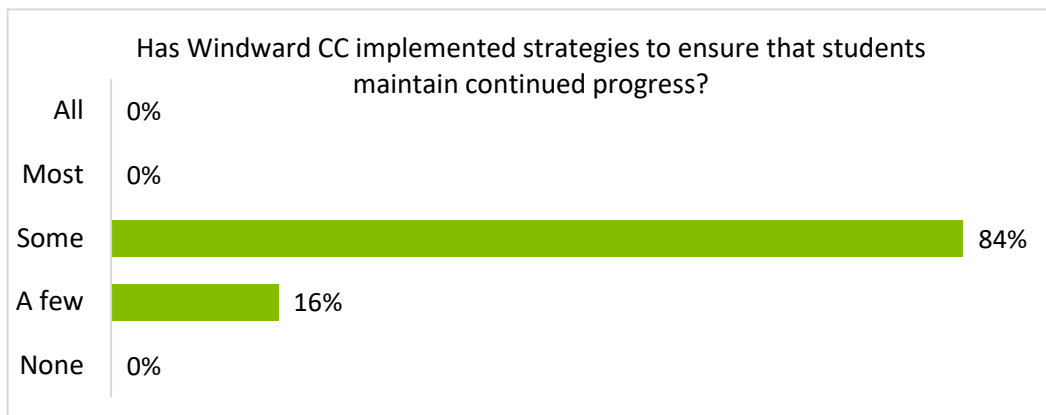
****45 skipped this question**

Strategic Plan, Progress Strategies, and Pathways

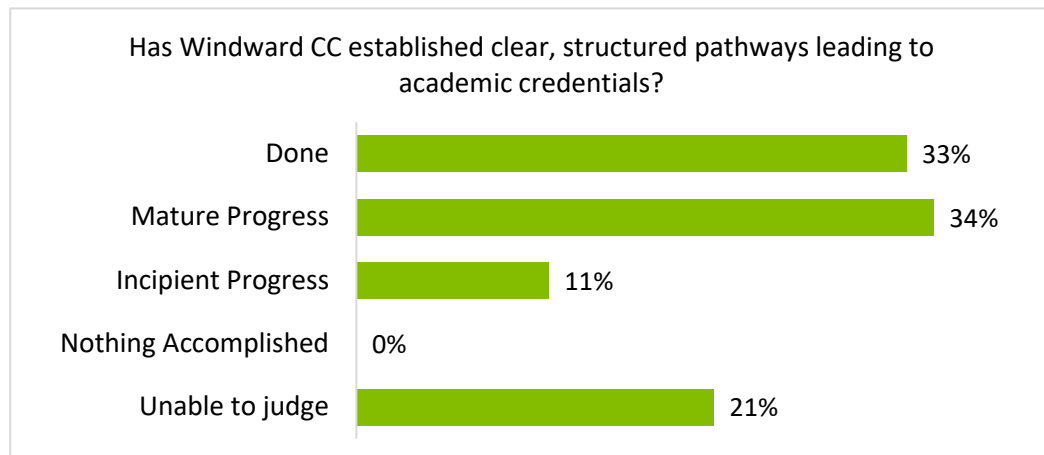


Are familiar with the current Windward CC Strategic Plan Outcomes for the Hawaiian Graduation Initiative

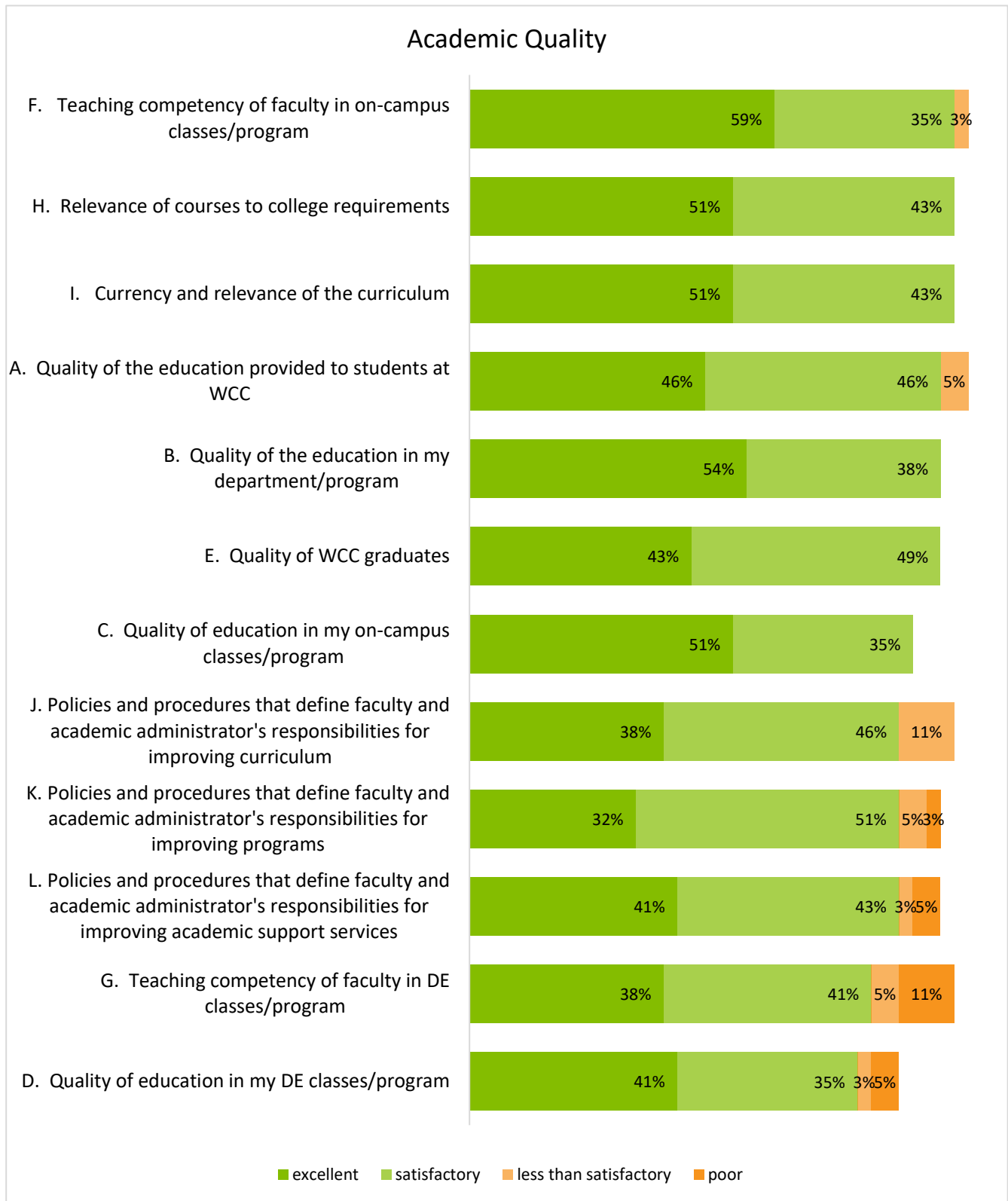
84% feel that WCC has implemented "some" strategies to ensure that students maintain continued progress.



67% feel that WCC is done with or has made mature progress in establishing clear, structured pathways leading to academic credentials.



Academic Quality ordered by excellent and satisfactory responses.



***24 skipped this section**

Comments:

admin and faculty should be separated
All the students who went through the pandemic hate online learning. They take DE classes because they are forced to (and then fail them.) We need more face to face classes again...
Online educ. /technologies generally does NOT work!!!!

Faculty Involvement ordered by excellent and satisfactory responses



***25 skipped this section**

Comments:

There's good shared governance between WCC faculty and administration, but the same can't be said between WCC and the UH System. The System dictates whatever they want and forces us to go along with their decisions under a mockery of "shared governance". For example, the system decides we need a new LMS and then "allows" us to have a say in which LMS we "want" without giving us the option to keep our current LMS.

Leadership ordered by excellent and satisfactory responses

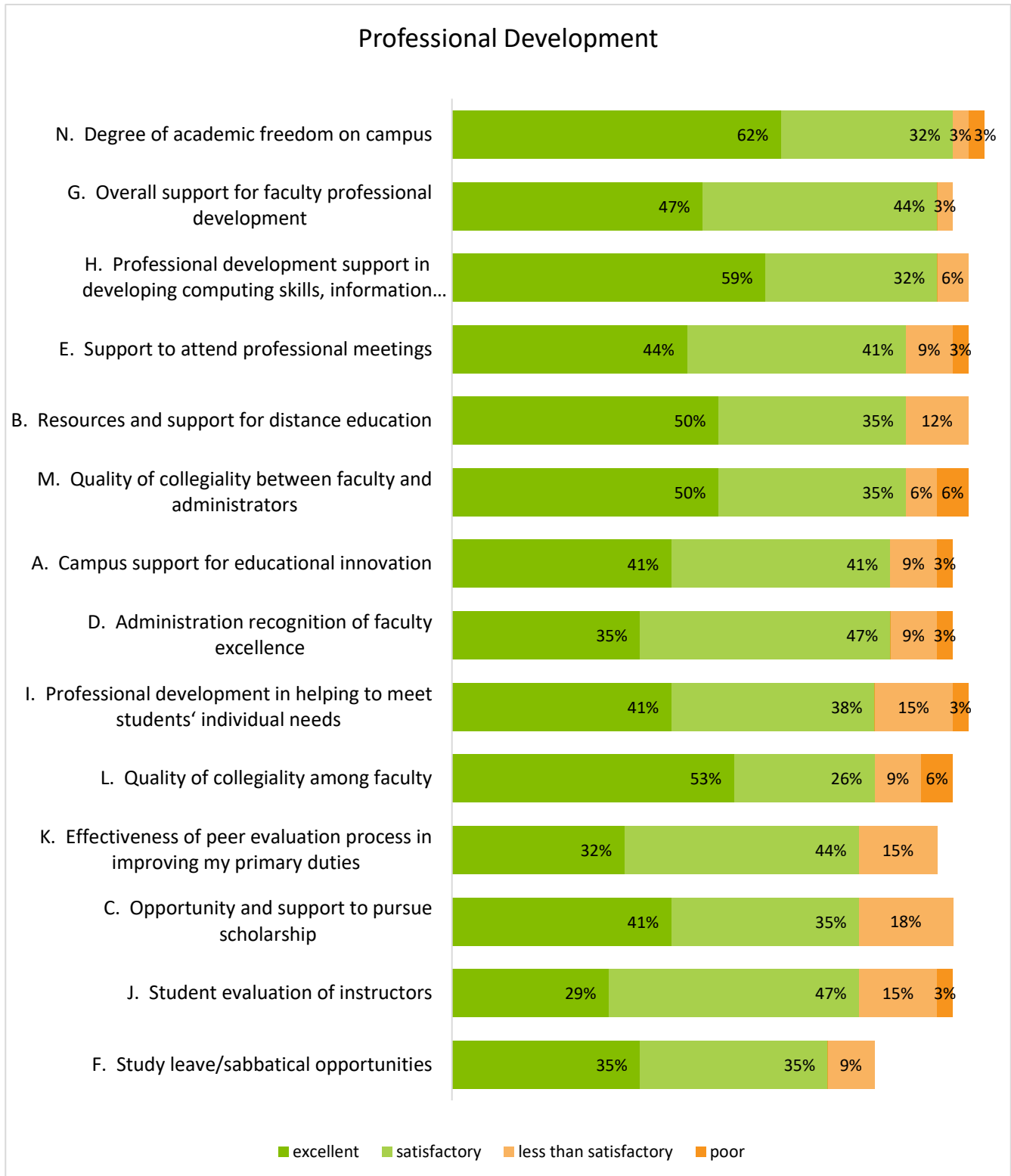


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Comments:

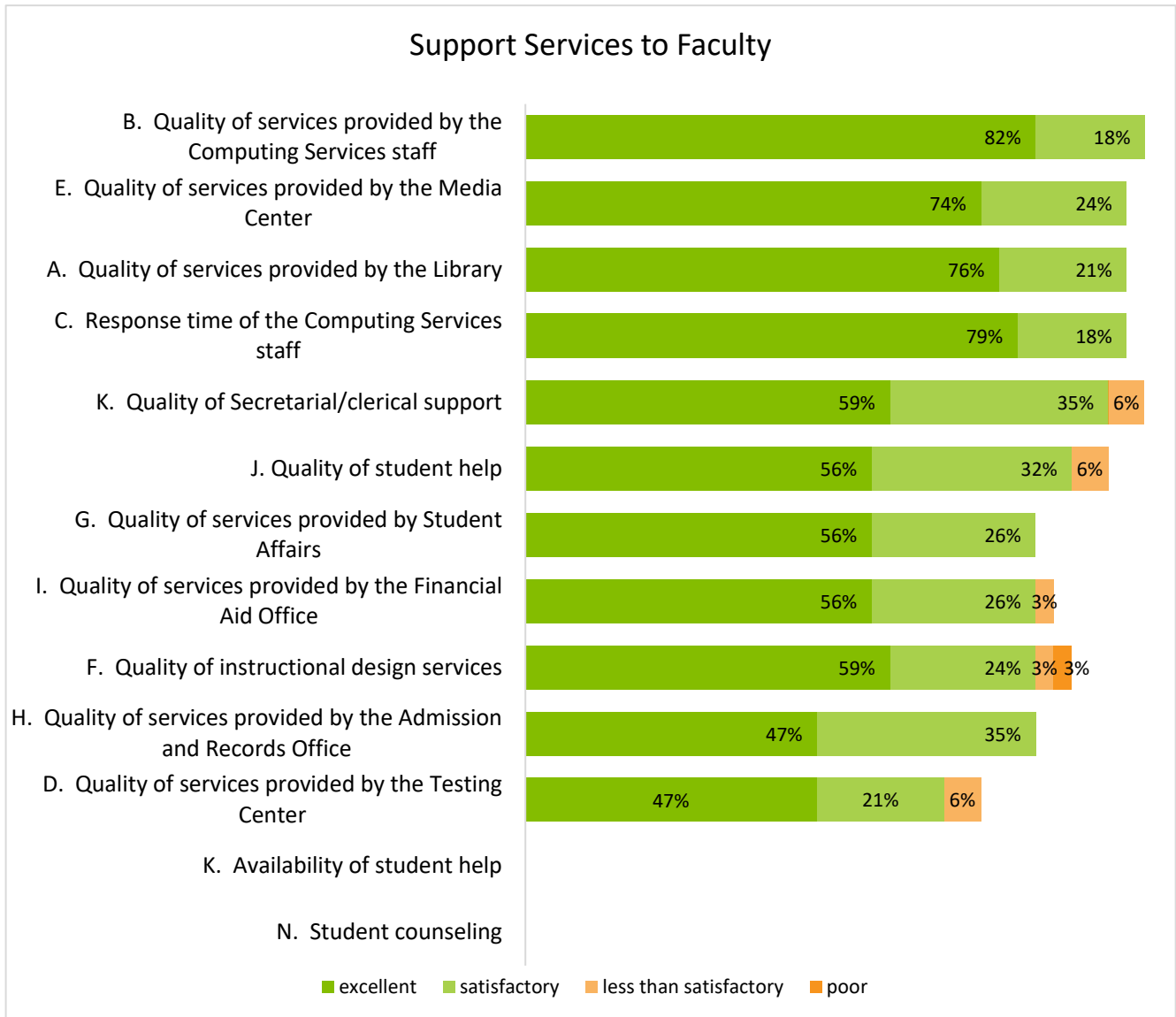
There are opportunities to evaluate college governance, but nothing happens after the evaluation
OIR, OPPE, & Admin vacancies & long-term reliance on interim appointments is negatively impacting institutional effectiveness

Professional Development Climate ordered by excellent and satisfactory responses



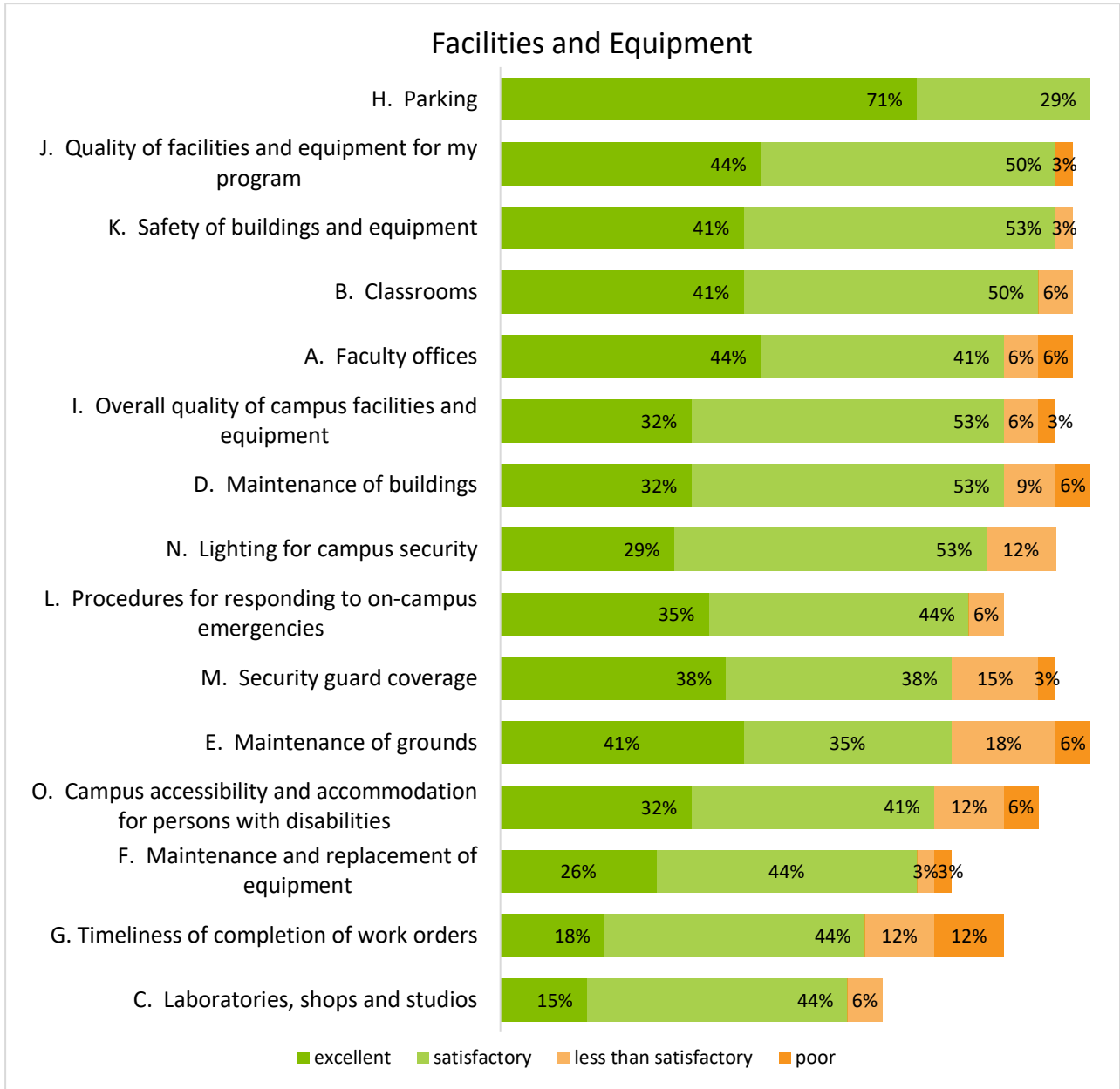
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Support Services to Faculty ordered by excellent and satisfactory responses



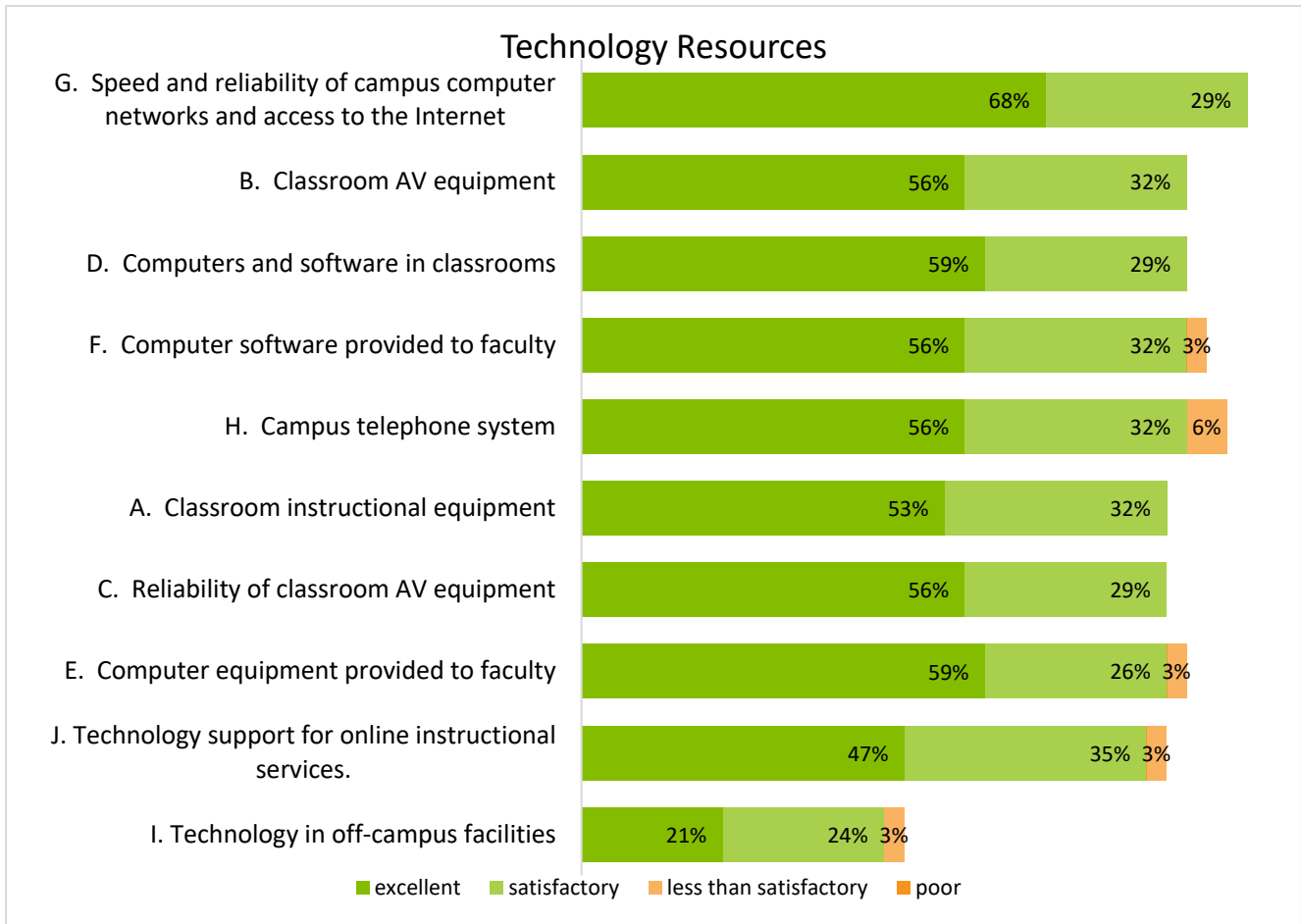
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Facilities and Equipment ordered by excellent and satisfactory responses



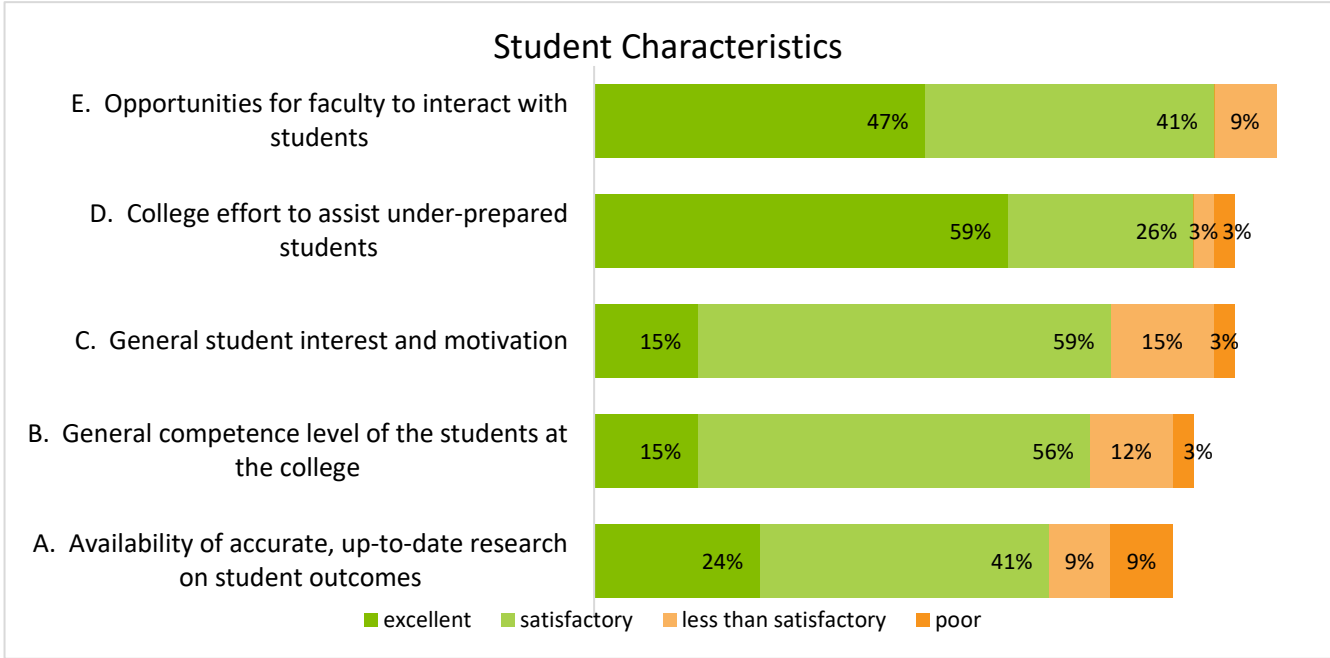
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Technology Resources ordered by excellent and satisfactory responses



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Student Characteristics ordered by excellent and satisfactory responses

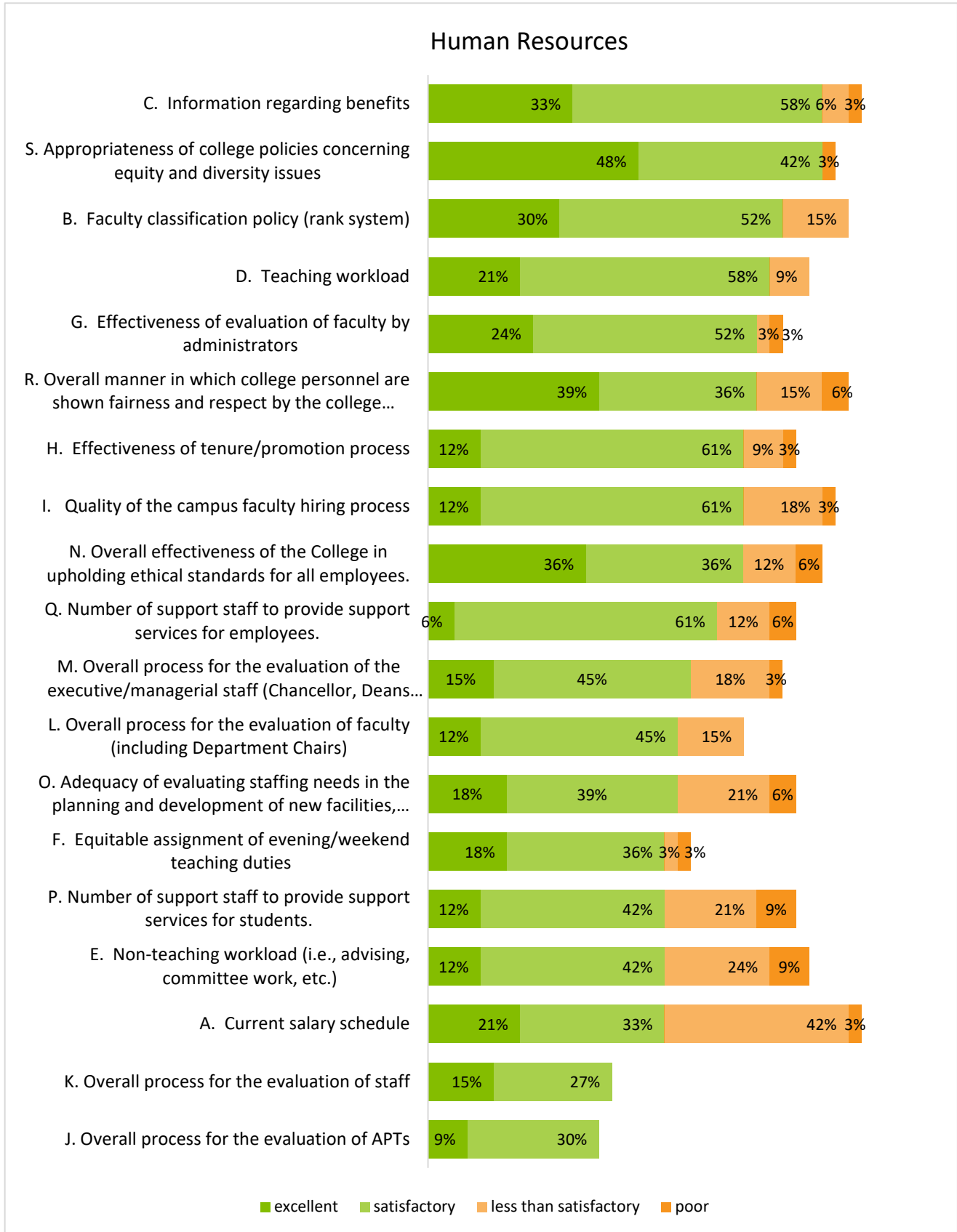


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Comment:

IR is understaffed & availability of data on website/intranet could be more even

Human Resources and Personnel Policies ordered by excellent and satisfactory responses



***28 skipped this section**

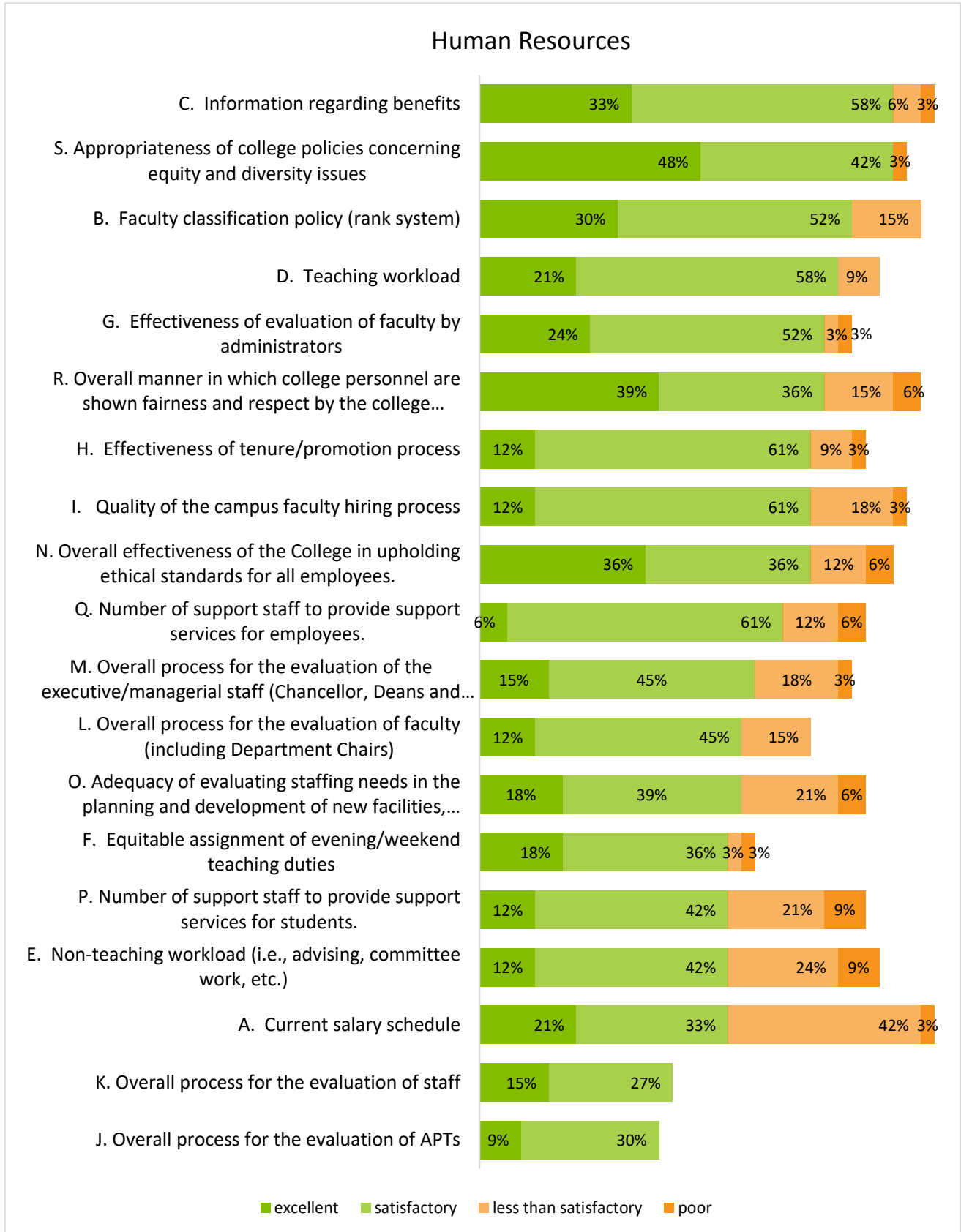
Comment:

one member of a TPRC stated that the admin suggested that it was okay to never meet (through zoom or face to face) and they individually wrote feedback for the person applying and one person compiled the information. This is highly unethical.

I feel like my non-teaching workload is more than most faculty from other campuses. I'm on several committees and serve as multiple chairs which takes a significant amount of time away from my primary duties and even time that might be better spent with family.

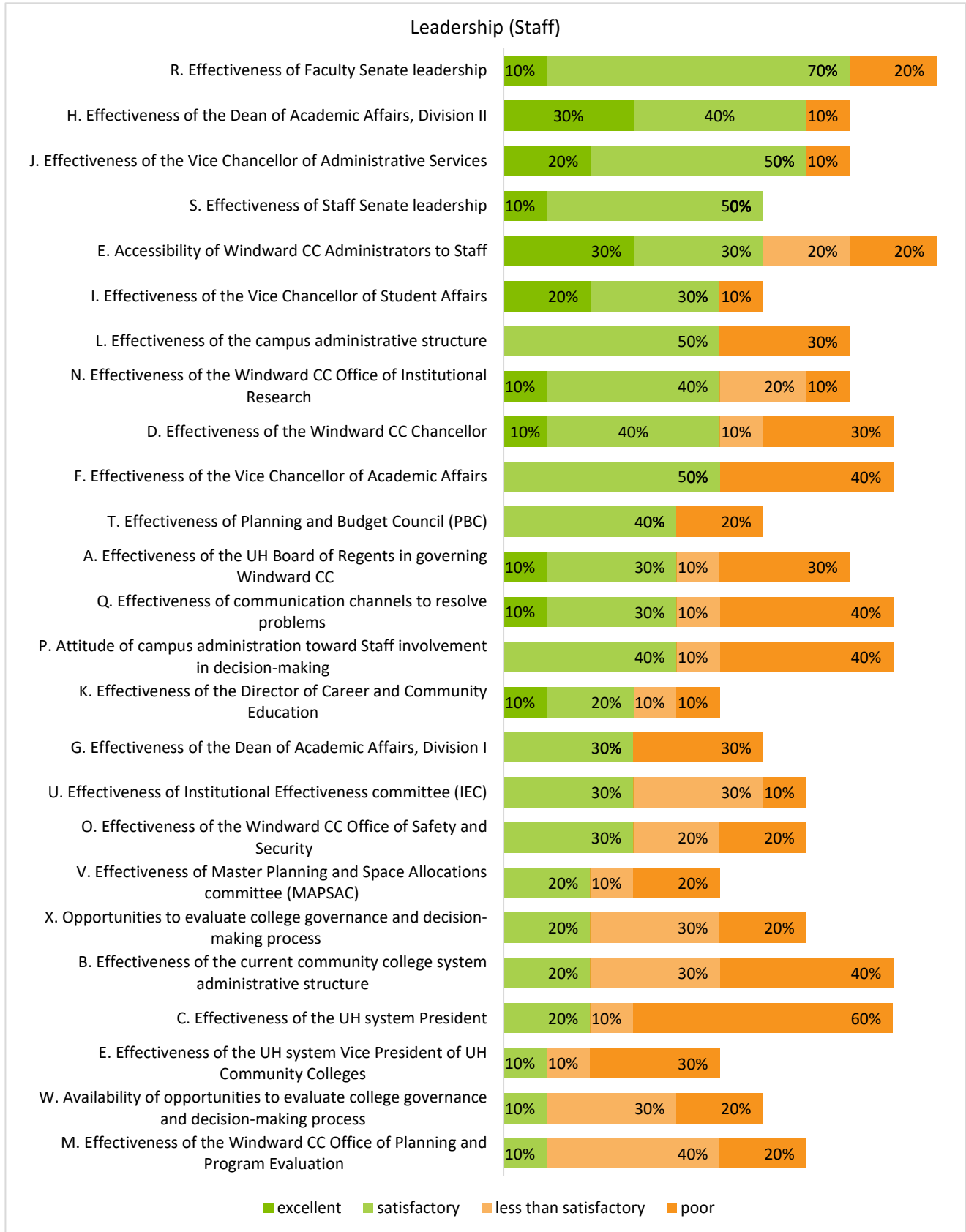
Rankism hurts morale, productivity, and retention

Staff Involvement in Campus Decision-making ordered by excellent and satisfactory responses



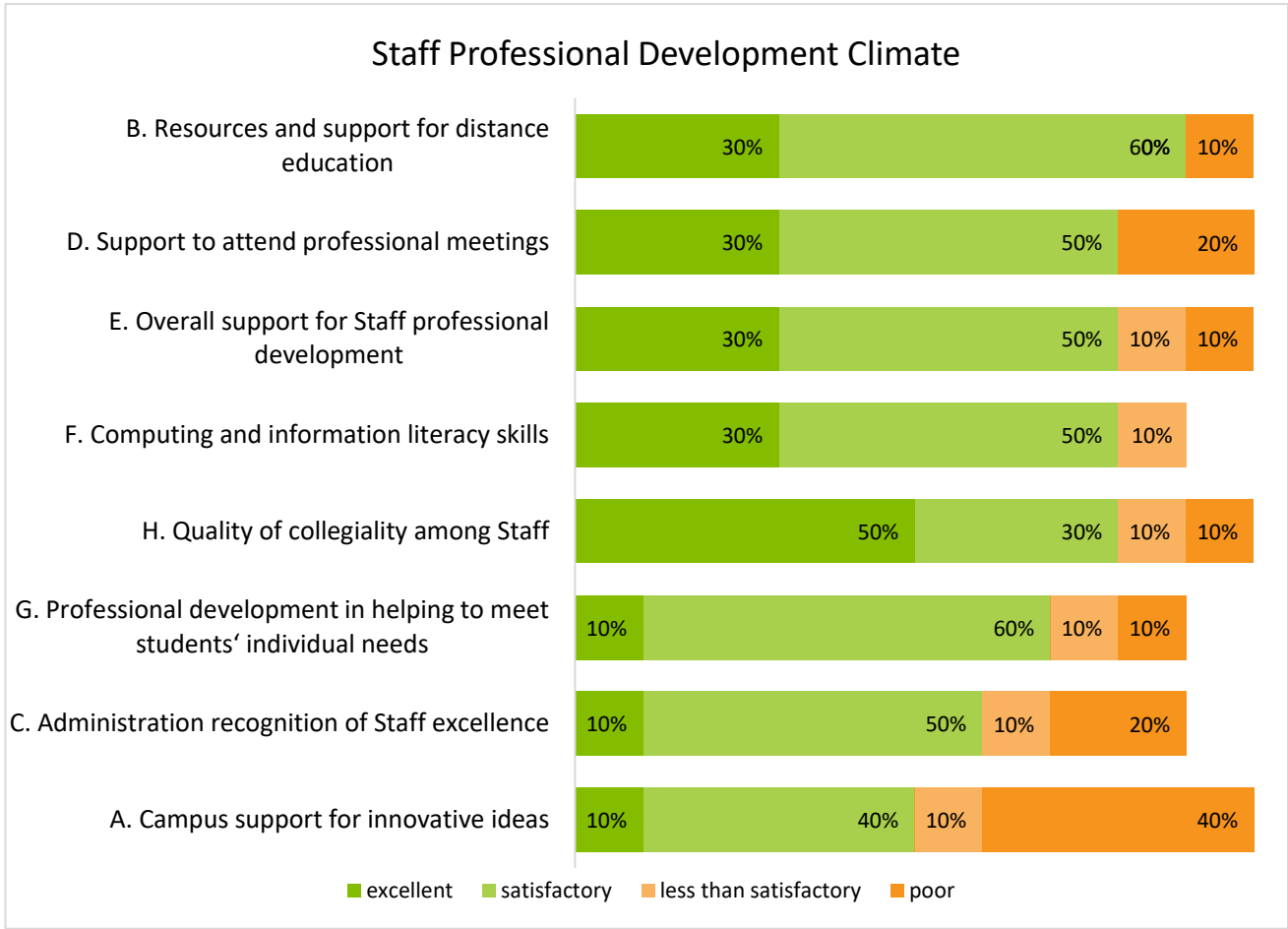
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Staff Perspectives on Leadership ordered by excellent and satisfactory responses



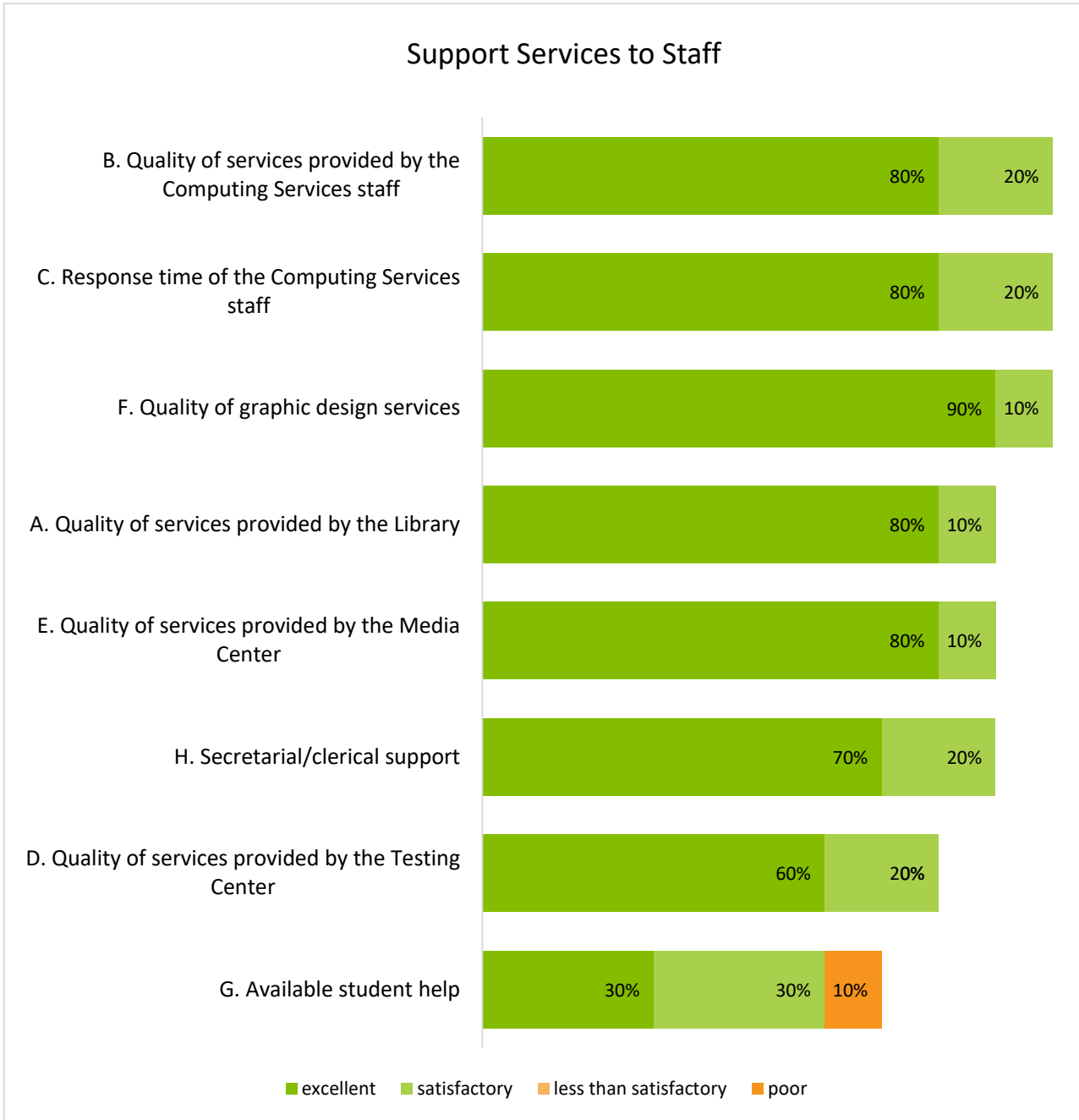
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Staff Professional Development Climate ordered by excellent and satisfactory responses



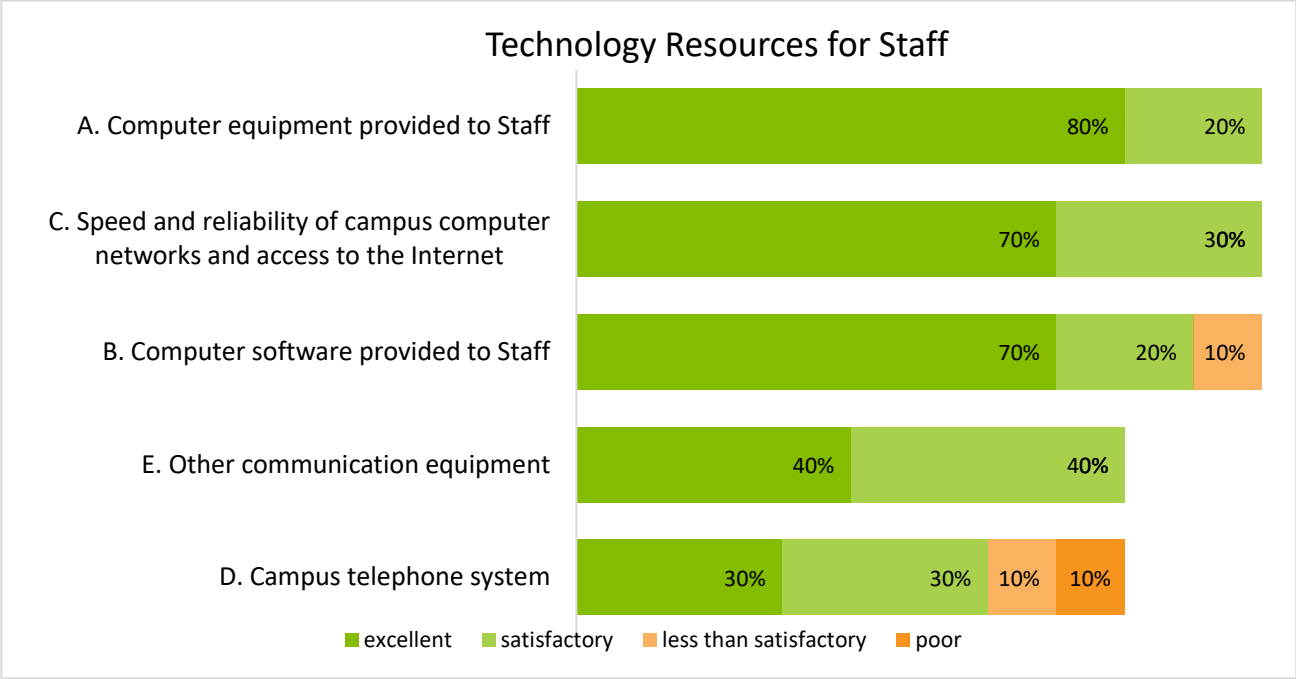
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Support Services to Staff ordered by excellent and satisfactory responses



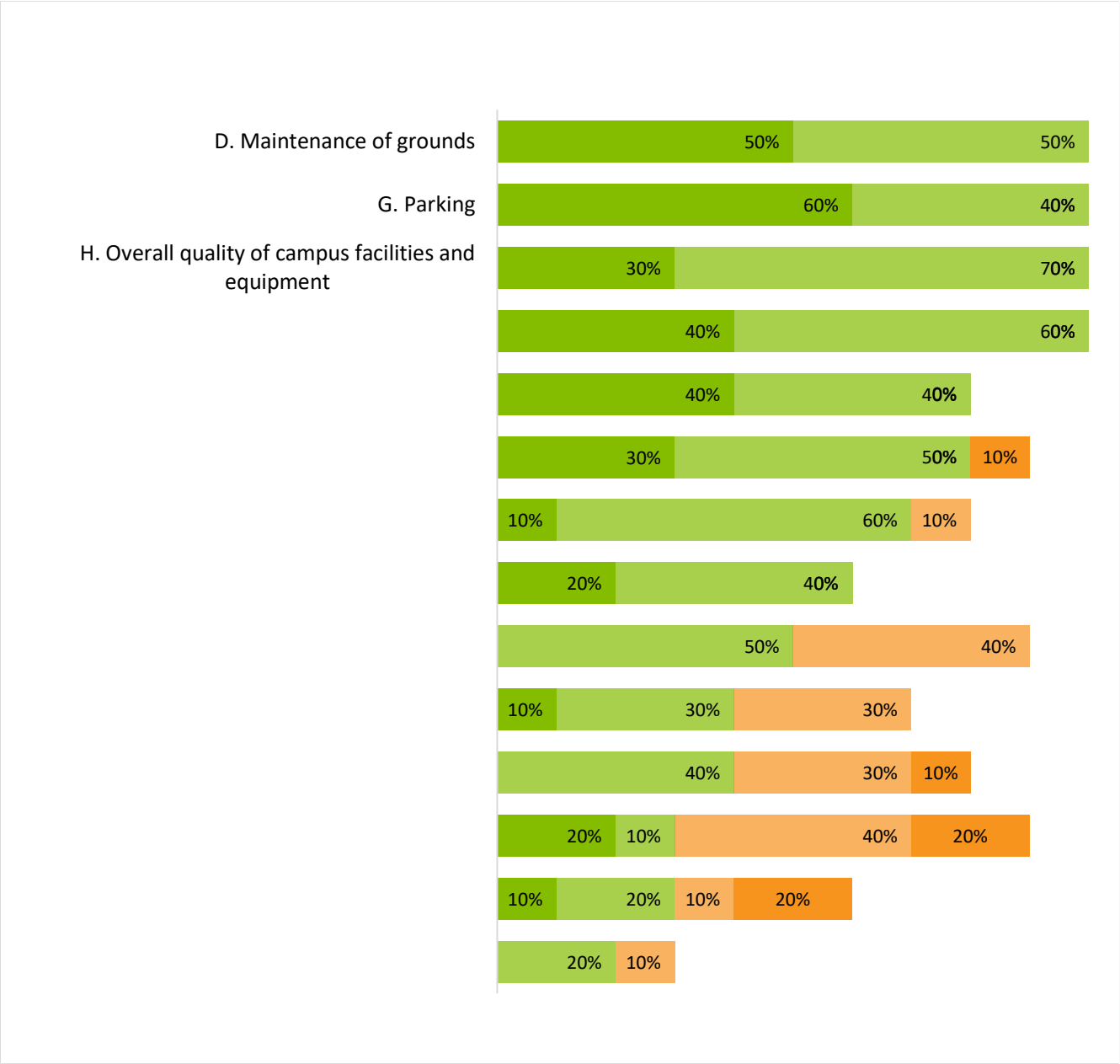
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Technology Resources for Staff ordered by excellent and satisfactory responses



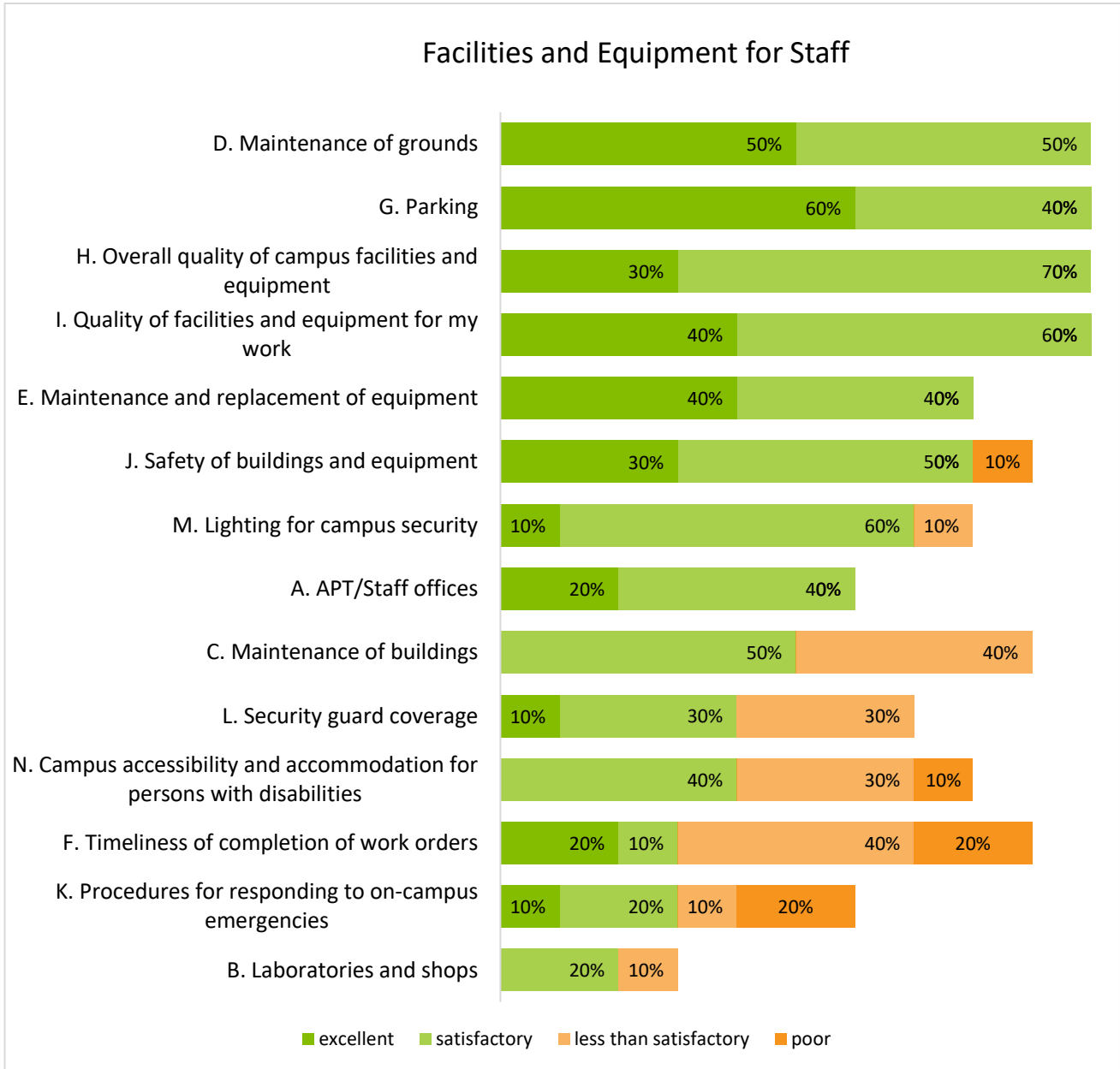
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Facilities and Equipment for Staff ordered by excellent and satisfactory responses



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Human Resources and Personnel Policies for Staff ordered by excellent and satisfactory responses



****51 skipped this section***

Comment:

We need to improve the efficiency of the hiring process. Perhaps the VCAS and HR can come up with a sample timeline for how long each step should take (process outcome).

Additional Comments and Suggestions:

<p>fairness and equity is an issue at this campus. Junior faculty are allowed to contribute minimally or nothing and they still get tenure.</p>
<p>The UH system gen-ed redesign process has been a nightmare for many in the CC system. Many of us feel like the process is a sham and that changes are being dictated to us from above. While a part of the process, many from the CC system feel like our students' needs are being sidelined throughout this process.</p>
<p>Change in admin</p>
<p>Windward generally does pretty well. The System on the other hand is heavy-hand and a barrier to our campus functioning as well as it could, given the high level of commitment and talent we have on campus.</p>
<p>It is not good for the college or morale of the college with having a musical chair process with administrators leaving and there are long delays in rehiring for the positions.</p>
<p>Admin needs to listen to fac/staff instead of telling us to figure out the issues. They need to provide clear goals and scaffold hope you reach those goals. Tired of them handing off their work to us and making excuses</p>
<p>I wish the hiring process didn't take so long. Sometimes being part of both the UHCC system and the UH System makes it extra challenging to get the positions and funds we need. We're doing amazing things at WCC, but it feels like we're always defending ourselves to those who have the power to give & take positions and fund programs. More power should be given to the chancellor to make decisions that benefit our campus and community.</p>
<p>WCC is a supportive campus to its students, faculty, and staff. However, the very nature of WCC being a smaller campus means that WCC faculty and staff wear many different hats and juggle an enormous amount of responsibilities because we don't have the personnel and resources compared to our bigger sister campuses (i.e., Manoa, Kapi'olani, etc.). Many of our faculty and staff are stretched too thinly and are doing the work of two full-time positions (and more), in addition to doing committee work, and service to the UH System and community. This responsibility overload will lead to burnout and not being able to meet and/or sustain expected performance of primary duties. We need to hire more permanent, G-funded personnel to maintain effective programs already in place and really be intentional and realistic about the workload when writing the primary duties for such positions. Grant-funded programs/initiatives are effective to a certain extent, but if they are not institutionalized (which they often aren't), then our campus is left with either: 1) no program/initiative anymore, or 2) a program/initiative that has no personnel to continue and sustain it, so other personnel need to absorb these responsibilities on their already full plate. WCC may need to re-examine the duties of existing positions and streamline them to enable the college to function more efficiently and better serve our students.</p>
<p>Excise online/remote labs & teaching practices!!!!!!</p>