

**Northeast Iowa Community College
College Wide Assessment Plan
DRAFT
College Environment and Diversity**

Vision 7 Category: College Environment and Diversity

Strategic Goal 1: Focus on strong internal communications and opportunities for shared governance of the college.

Objective	Action Plan	Data Source/Tool	Timeframe for Data Collection	Baseline	Target	Group/Person Responsible for Collecting Data	Group/Person Who Receives the Data for Analysis and use
Assess employee satisfaction and engagement in and with NICC work environment	Collect and evaluate existing available survey instruments	To be determined	October 2009 (Re-administered every three years)	None at this time	75% of NICC employees who responded to survey expressed satisfaction with engagement in and with NICC work environment- (first year) growth once baseline established	Institutional Research Office (Lor Miller) Human Resources Office (Julie Huiskamp)	College Environment and Diversity Sub-committee Cabinet College Senate HEA & SSA Leadership Quality Council

Strategic Goal 2: Provide relevant opportunities for personal and professional development.

Objective	Action Plan	Data Source/Tool	Timeframe for Data Collection	Baseline	Target	Group/Person Responsible for Collecting Data	Group/Person Who Receives the Data for Analysis and use
Increase and enhance opportunities for leadership development for NICC staff and faculty	Design and develop NEW opportunities for NICC employees to increase personal and professional growth, as well as, enhance any existing opportunities available.	Individual Program Evaluation Data- Departmental Evaluations of Completed Leadership Programs HR Statistics on Tuition Exempt Courses (Newly Developed Employee Satisfaction Survey)	Individual Program Data-FY10 ESES- October 2009 HR Statistics on Tuition Exempt Course- FY10	None at this time	To be determined	Instructors/program sponsors for all College-sponsored staff development programming Institutional Research Office (Lor Miller) Human Resources Office (Julie Huiskamp)	College Environment and Diversity Sub-committee Cabinet Faculty Development Committees Instructors/ Program Sponsors Quality faculty Plan Committee

Strategic Goal 3: Expand diversity efforts across the college and throughout the district.

Objective	Action Plan	Data Source/Tool	Timeframe for Data Collection	Baseline	Target	Group/Person Responsible for Collecting Data	Group/Person Who Receives the Data for Analysis and use
Provide opportunities that broaden the awareness and understanding of issues related to a diverse and inclusive educational environment.	Create opportunities for NICC students, staff and faculty to engage in learning structures that further understanding about issues related to a diverse world and encourage individual ownership of the biases within the educational environment at NICC and beyond.	CCSSEE Employee Satisfaction/Engagement Survey (ESES)	November 2009 (And every year following survey administration)	None at this time	To be determined	Student Services Office (Linda Peterson/Chris Woodson) Institutional Research Office (Lor Miller) Human Resources Office (Julie Huiskamp)	College Environment and Diversity Subcommittee Cabinet Campus Diversity Councils College Senate Quality Council iMPACT Team PTK