

AQIP Action Project: Professional Development

Status Report

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& Committee

Talking Points

- AQIP Action Project: PD Committee
- Plans for how to accomplish improvement in



PD at Northern

- Online Survey Results
- Trajectories for Improvement

Professional Development Committee

- PD Committee is one of three AQIP Action



Committees, others are Website and Assessment

- Started meeting on March 25, 2015 to present
- Earnest approach to improving campus climate through professional development opportunities



Members of Committee

Patricia Trujillo (c)

Sally E. Martinez

Carmella Sanchez

Cecilia Martinez

Antoinette Jiron

Lori Baca

Julianna Barbee

Bernie Padilla

Brandi Cordova

Tobe Bott-Lyons

Nicole Fresquez

Amy Peña



Plans for Addressing Improvement of Professional Development

- Connected to AQIP Area 4: Valuing People
 - Work plan established by committee:
- Inventory the professional development and training NNMC already provides
- Survey staff and faculty to obtain 1) baseline data, and 2) qualitative data.



- Analyze data to inform decision making in regards to improving PD on campus
- Present recommendations to Executive Team

Initial Steps: Thinking about Climate

- As a committee we did teaming building exercises to establish what we believe is important to PD



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- Thinking along the lines of the new campus wide Student Learning Outcomes
- Methodology: Committee Brainstorm about the words you connect to PD, Grouping by Concept, Code Terms

Main Ideas that Emerged

1. Works for Solution/Resolution
2. Organizational and Office Skills
3. Student/Community/Customer Centered
4. Supportive Culture for Self, Other, Institution



5. Strong Character
6. Being a Team Player
7. Emotional Intelligence



Survey Development

- Carmella Sanchez developed the survey using
- certified benchmark questions

- committee developed our own questions based on trainings we offer, availability of trainings, and trainings people would like to see offered
- Survey vetted by committee and Executive Team
- Distributed online from May 3-19, 2015
- Plans for 2nd Survey – Facilities specific



Survey Results

- 72 respondents out of approximately 200 employees, 36% response rate (valid)
- Respondents had the opportunity to answer quantitative and qualitative questions
- To encourage participation and to promote confidentiality, we did not collect demographic data on this survey

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Survey Results – Broad Analysis

- **Majority of respondents answered that they received little or no training**
- At institution level – 53% replied little or no
- At department/job specific – 54% replied little or no
- 40% replied that training is slightly/not effective/or did not receive training
- 31% of respondents said they disagree/strongly disagree that they are satisfied; 46% neither agree or disagree on satisfaction
- Another way of understanding this is that 77% of respondents do not agree/strongly agree they are satisfied with job training

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Survey Results – Broad Analysis

- **Neutral (midrange) responses represent majority of answers**
- Q4: Satisfied with training? – 46%
- Q6: How helpful was your training? – 54% ■ Q9: Northern dedicated to my PD? – 42% ■ How should we read neutrality?
- Possible indicators of ambivalence
- Apathy



Survey Results – Broad Analysis

- Lack of understanding
- **The good news is...**
- 62% of respondents agree/strongly agree that their supervisor is dedicated to their PD
- 82% feel that their position allows them to participate in PD
- For 18% who responded that their positions do not allow, the most common reasons are:



Survey Results – Broad Analysis

- Workload/No time
- Not enough staff/Only person in department
- **Top 10 PDs respondents have participated in last 2 years:**
 - 1. Title IX Training
 - 2. Active Shooter Training
 - 3. Budget and Procurement
 - 4. Accessibility Resource Center
 - 5. Clery Act – Safety and Security



Survey Results – Broad Analysis

- 6. Blackboard Training
- 7. Equity and Diversity
- 8. FERPA
- 9. Defensive Driving
- 10. Financial Aid and Academics
- **Respondents would suggest the following for New Employee Training:**
 1. Having a New Employee Training
 2. Policies and Procedures



Survey Results – Broad Analysis

3. Banner
4. Introductions/Social/Mixer/Inclusiveness
5. IT/Computer Skills



■ **Top 10 trainings respondents would like offered to improve job skills:**

1. (Tie) Institutional Policy and Procedure/Banner Training (51%)
2. Leadership Skills (46%)
3. Advisement training for faculty (42%)
4. MS Excel (40%)
5. Team Work (37%)
6. Management/Supervisory Skills (34%)
7. Strategic Planning (31%)
8. (Tie) Pedagogy & Instruction/ MS PowerPoint (30%)



9. (Tie) Customer Service/ Employee Evaluations/ FERPA/
Organizational Skills (24%)

10.(Tie) Assessment Development/ Blackboard/ Professional Writing
Skills/ Tenure Track Procedures/ Time Management (22%)

Trajectories

- Carmella I ran out of steam. I will finish this up on Monday. 😊



Thank You

- Photos courtesy of Northern Facebook
- Question or comments?



Carm – Gathered these photos to pepper throughout the presentations when it is complete. They seem to exude PD. 😊

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