

**Survey Evidence for NCA Accreditation**  
**~Report for Criterion 2~**

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## **Introduction**

In preparation for the reaccreditation visit from the North Central Association (NCA) Higher Learning Commission in 2012, IUPUI's Office of Information Management and Institutional Research (IMIR) conducted a thorough analysis of all regular internal survey projects. The surveys examined as part of this analysis included the IUPUI Staff Survey, the IUPUI Faculty Survey, the IUPUI Student Satisfaction and Priorities Survey, IUPUI's data from the National Survey of Student Engagement (NSSE), and the Recent Alumni Survey.

Individual items from each of these surveys were compared to the Criteria for Accreditation used by the Higher Learning Commission. The Criteria include: Mission and Integrity (Criterion 1); Preparing for the Future (Criterion 2); Student Learning and Effective Teaching (Criterion 3); Acquisition, Discovery, and Application of Knowledge (Criterion 4); and Engagement and Service (Criterion 5). Each criterion contains at least four Core Components and a series of Examples of Evidence, which describe data that may be used to demonstrate progress on each Core Component.

The following is a report of survey items that may serve as Examples of Evidence for Criterion 2. The report is divided into four sections, one for each core component for which there is survey evidence. Survey items are organized by the Examples of Evidence to which each corresponds. Because of the multitude of different scales, all means have been converted to standardized mean scale scores. The scale is designed to place each mean on the same scale from 0 to 100, with 50 representing a score halfway between the bottom and top range of each scale. A score of 100 would indicate that all respondents selected the most positive response to the question.

For further information, please consult the survey section of the IMIR website at <http://imir.iupui.edu/surveys>.

## **Core Component 2A:**

**The organization realistically prepares for a future shaped by multiple societal and economic trends.**

### **IUPUI Staff Survey**

Example of Evidence	Item Text	Year	Scaled Mean
The organizational environment is supportive of innovation and change.	My supervisor is open to new ways of doing things.	2003	69.75
		2006	71.75
		2009	71.00

**Core Component 2B:**  
**The organization's resource base supports its instructional programs and its plans for maintaining and strengthening their quality in the future.**

**IUPUI Staff Survey**

Example of Evidence	Item Text	Year	Scaled Mean
The organization's resources are adequate for achievement of the educational quality it claims to provide.	I have the appropriate supplies, materials, and equipment to perform my job well.	2003	76.00
		2006	75.75
		2009	77.50
	Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities).	2003	50.00
		2006	53.33
		2009	57.67
	Quality of technology available to staff to get their work done.	2003	66.00
		2006	68.67
		2009	71.00
The organization uses its human resources effectively.	My job is challenging enough for me.	2003	71.25
		2006	72.25
		2009	73.50
	My job makes good use of my skills and abilities.	2003	69.25
		2006	69.50
		2009	71.25
Quality of staff service to the institution.	2003	63.33	
	2006	65.67	
		2009	68.67

## IUPUI Staff Survey

Example of Evidence	Item Text	Year	Scaled Mean
The organization intentionally develops its human resources to meet future changes.	Training and career development opportunities are allocated fairly.	2003	59.25
		2006	61.75
		2009	61.00
	I am satisfied with the kinds of training currently available to me.	2003	61.75
		2006	64.25
		2009	64.00
	My supervisor lets me adjust my schedule so that I can participate in training opportunities.	2003	75.25
		2006	76.50
		2009	77.25
	Overall, the training I have attended for my present job has helped me perform my job better.	2003	70.25
		2006	71.75
		2009	72.25

## IUPUI Staff Survey

Example of Evidence	Item Text	Year	Scaled Mean
The organization intentionally develops its human resources to meet future changes.	Overall, the training I have attended for my present job has contributed to my personal development.	2003	67.00
		2006	68.50
		2009	70.50
	I have training opportunities available to me that are useful for my future career.	2003	64.00
		2006	67.25
		2009	65.00
	My unit evaluates the success of the training and development opportunities being provided to our staff members.	2003	49.25
		2006	49.00
		2009	51.00

## IUPUI Staff Survey

Example of Evidence	Item Text	Year	Scaled Mean
The organization intentionally develops its human resources to meet future changes. (cont.)	My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit).	2003	64.25
		2006	65.25
		2009	67.50
	My last performance evaluation provided me with information I could use to improve my performance.	2003	57.50
		2006	57.50
		2009	59.50
	Individual goals/objectives for improving work are included in staff performance evaluations.	2003	59.00
		2006	59.50
		2009	61.00
	My supervisor provides feedback and coaching to me on a consistent basis.	2003	55.75
		2006	57.25
		2009	59.00
	Fee courtesy benefits.	2003	73.25
		2006	75.50
		2009	73.25
Staff development opportunities in my unit.	2003	58.00	
	2006	61.75	
	2009	63.25	
Staff development opportunities at IUPUI.	2003	64.00	
	2006	68.50	
	2009	68.75	

## IUPUI Faculty Survey

Example of Evidence	Item Text	Year	Scaled Mean
The organization's resources are adequate for achievement of the educational quality it claims to provide.	Technology support for teaching.	2002	71.25
		2005	71.25
		2009	71.75
	Technology support for students taking classes.	2002	70.50
		2005	66.50
		2009	69.75
	Effectiveness of support services for faculty research and scholarship.	2002	N/A
		2005	56.00
		2009	50.00
	Institutional funding resources for research and scholarship development.	2002	N/A
		2005	52.75
		2009	48.00

## IUPUI Faculty Survey

Example of Evidence	Item Text	Year	Scaled Mean
The organization uses its human resources effectively.	The quality of service to the institution in my department/program.	2002	54.25
		2005	55.75
		2009	56.00
The organization intentionally develops its human resources to meet future changes.	Faculty development opportunities through my school.	2002	65.25
		2005	66.75
		2009	58.50
	Faculty development opportunities at IUPUI.	2002	70.75
		2005	65.75
		2009	66.00
Faculty development opportunities for research and scholarship.	2002	N/A	
	2005	57.00	
	2009	51.00	

## **NSSE**

Example of Evidence	Item Text	Year	First-year Students Scaled Mean	Seniors Scaled Mean
Plans for resource development and allocation document an organizational commitment to supporting and strengthening the quality of education it provides.	Institutional Emphasis: providing the support you need to help you succeed academically.	2002	57.67	57.67
		2004	68.33	60.33
		2006	64.33	59.00
		2009	69.67	60.33

## Core Component 2C:

**The organization's ongoing evaluation and assessment process provide reliable evidence of institutional effectiveness that clearly informs strategies for continuous improvement.**

### IUPUI Staff Survey

Example of Evidence	Item Text	Year	Scaled Mean
Periodic reviews of academic and administrative subunits contribute to improvement of the organization.	Written performance evaluations are conducted in my unit.	2003	63.25
		2006	62.00
		2009	61.50
	Oral performance evaluations are conducted in my unit.	2003	58.75
		2006	58.75
		2009	59.00
	I am satisfied with how performance evaluations are conducted in my unit.	2003	53.50
		2006	53.75
		2009	55.00
	My last performance evaluation provided me with information I could use to improve my performance.	2003	57.50
		2006	57.50
		2009	59.50
Individual goals/objectives for improving work are included in staff performance evaluations.	2003	59.00	
	2006	59.50	
	2009	61.00	
My supervisor is open to new ways of doing things.	2003	69.75	
	2006	71.75	
	2009	71.00	

## Core Component 2D:

**All levels of planning align with the organization's mission, thereby enhancing its capacity to fulfill that mission.**

### IUPUI Staff Survey

Example of Evidence	Item Text	Year	Scaled Mean
Implementation of the organization's planning is evident in its operations.	The clarity of objectives and plans for the next few years at IUPUI.	2003	58.75
		2006	57.25
		2009	58.00

### IUPUI Faculty Survey

Example of Evidence	Item Text	Year	Scaled Mean
Implementation of the organization's planning is evident in its operations.	The clarity of objectives/plans for the next few years at IUPUI.	2002	59.75
		2005	N/A
		2009	55.50