

Examiner Feedback Report Summary Spring 2006

Summary Criterion*	Item	SE Mean	SE Mean Rank	Other Org Mean	Other Org Mean Rank	Difference
6	providing and managing support services that meet the needs of students	3.42	1	3.4	5	0.02
6	identifying the needs of students for support services	3.39	2	3.4	4	-0.01
1	ensuring that our learning objectives for students are aligned with our institution's mission, vision, and philosophy	3.3	3	3.46	3	-0.16
9	establishing collaborative relationships with business, industry, and community organizations	3.29	4	3.59	1	-0.3
4	providing our people with the training and development opportunities they need to be successful in their jobs	3.26	5	3.19	15	0.07
1	placing students in courses for which they are appropriately prepared	3.26	6	3.17	17	0.09
3	identifying which groups to serve	3.22	7	3.35	7	-0.13
9	establishing partnerships with vendors, service providers, and contractors	3.18	8	3.37	6	-0.19
1	keeping our students aware of our learning and performance objectives	3.18	9	3.3	8	-0.12
1	designing new academic programs	3.16	10	3.25	11	-0.09
7	collecting, storing, and distributing data and information to those who need it	3.14	11	3.15	21	-0.01
9	building collaborative relationships with other educational organizations, including those that send us students and those that receive our graduates	3.13	12	3.56	2	-0.43
1	collecting and analyzing regularly a set of measures of students' learning -- to assess what our students have actually learned	3.12	13	3.11	22	0.01
1	reaching agreement on our common student learning objectives	3.1	14	3.25	10	-0.15
4	hiring people who share our mission, vision, and philosophy	3.09	15	3.23	12	-0.14
2	aligning our distinctive strategic initiatives with our institutional mission, vision, and philosophy	3.05	16	3.27	9	-0.22
8	reviewing our mission, vision, and philosophy in light of changing priorities and conditions	3.04	17	3.23	13	-0.19
7	establishing a set of key institutional measures for tracking effectiveness in achieving the institution's mission and goals	3.02	18	2.97	28	0.05
8	developing strategies that deal with institutional challenges and opportunities	3	19	3.18	16	-0.18
2	ensuring that our distinctive strategic initiatives complement our student learning goals	2.96	20	3.15	19	-0.19

7	determining and responding to the data needs of our departments and organizational units	2.96	21	2.92	33	0.04
3	listening to the specific needs and requirements of those groups we serve	2.95	22	3.15	20	-0.2
5	creating opportunities for faculty and staff to learn and practice leadership skills	2.95	23	3.04	25	-0.09
1	ensuring that our faculty members have the skills and resources they need to teach well	2.93	24	3.19	14	-0.26
8	translating our strategic objectives into concrete, achievable action plans	2.93	25	3.04	26	-0.11
3	identifying and responding to the changing needs of those groups we serve	2.91	26	3.1	23	-0.19
8	communicating our strategies and action plans throughout the organization	2.84	27	2.93	32	-0.09
7	analyzing performance data and sharing results throughout the institution	2.82	28	2.8	42	0.02
6	providing and managing support services that meet the needs of faculty, staff, and administrators	2.8	29	2.89	34	-0.09
6	identifying the support service needs of faculty, staff, and administrators	2.8	30	2.85	38	-0.05
7	measuring and evaluating how well our data collection, storage, and distribution system works	2.79	31	2.71	46	0.08
4	aligning individual performance assessment and feedback with institutional objectives	2.78	32	2.85	37	-0.07
9	building internal collaborative relationships across different departments and organizational units	2.78	33	2.82	39	-0.04
2	determining what distinctive strategic initiatives to pursue	2.77	34	3.04	24	-0.27
3	measuring the satisfaction of those we serve	2.77	35	3	27	-0.23
6	regularly evaluating how well our student and administrative support services work	2.77	36	2.74	45	0.03
5	making sure that everyone understands and values the mission, goals, and direction of the institution	2.75	37	3.16	18	-0.41
8	evaluating our systems for planning	2.74	38	2.81	40	-0.07
3	systematically collecting and analyzing the complaints we receive in order to improve	2.74	39	2.8	41	-0.06
9	evaluating our systems for building collaborative relationships	2.73	40	2.87	35	-0.14
2	communicating the goals of our distinctive strategic initiatives to our internal and external constituencies	2.71	41	2.93	31	-0.22
5	making certain that leaders communicate a consistent set of values and expectations for ethics, social responsibility, and service	2.7	42	2.95	30	-0.25
2	agreeing on and regularly analyzing a set of measures of our other strategic initiatives	2.7	43	2.85	36	-0.15
1	defining good teaching	2.67	44	2.95	29	-0.28
5	making sure that leaders communicate decisions, strategies, and performance objectives throughout the organization	2.58	45	2.74	44	-0.16

5	ensuring that leaders weigh relevant information and performance results in making decisions	2.54	46	2.75	43	-0.21
4	gathering and analyzing regularly a set of measures of our success in recruiting, hiring, orienting, developing, and retaining good employees	2.49	47	2.5	48	-0.01
4	motivating faculty, staff, and administrators to improve their own performance	2.44	48	2.64	47	-0.2
5	measuring how well our systems for leading and communicating are working	2.37	49	2.43	49	-0.06
4	addressing faculty, staff, and administrator job satisfaction and morale	2.17	50	2.42	50	-0.25

**Criterion 1 - Helping Students Learn*

**Criterion 2 - Accomplishing Other Distinctive Objectives*

**Criterion 3 - Understanding Students' and Other Stakeholders' Needs*

**Criterion 4 - Valuing People*

**Criterion 5 - Leading and Communicating*

**Criterion 6 - Supporting Institutional Operations*

**Criterion 7 - Measuring Effectiveness*

**Criterion 8 - Planning Continuous Improvement*

**Criterion 9 - Building Collaborative Relationships*