



**Educational
Policy
Institute**

ASI Seattle Colleges Staff and Faculty Survey

Introduction

In 2017, Seattle Colleges established the Achieving System Integration (ASI) process to focus on improving Seattle Colleges' efficiency, effectiveness, and competitiveness as a system. Part of the ASI process is reviewing our progress in order to inform our next steps. The Educational Policy Institute (EPI) was hired through a competitive process to conduct the ASI review.

This survey is designed to give you an opportunity to provide feedback and suggestions on current progress and accomplishments as well as identify possible areas for consideration during ASI Phase II. We are asking that you please take the time to complete this brief questionnaire in order to inform future decision-making by the district. The survey should take no longer than 10 minutes. The survey is open for one week and will close on September 27.

The content of this survey is strictly confidential No names or other identifiable information will be provided to Seattle Colleges. If you are interested in sharing additional confidential information with the EPI research team, you may do so by contacting me directly at wswail@educationalpolicy.org. We will also be conducting a listening tour at each of the colleges September 30 and October 1.

Thank you again for taking the time to complete this important survey.

Dr. Watson Scott Swail
President and Senior Research Scientist
Educational Policy Institute



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Background Information

1. I work at:

- North Seattle College
- Seattle Central College
- South Seattle College
- Seattle Colleges District Office

2. My status is:

- Classified
- Exempt – Administrative, Executive (e.g., chancellor, presidents, vice chancellors, vice presidents)
- Exempt – Administrative, Management (e.g., directors, deans, division/department chairs, administrative assistants)
- Exempt - Professional Staff AFT-SPS (e.g., managers, specialists, coordinators)
- Full-Time Faculty (teaching and non-teaching)
- Part-Time Faculty (teaching and non-teaching)
- Student Worker
- Other (please specify)

3. My division is:

- Administrative
- Instruction
- Student Services
- Other (please specify)

4. My primary role is in:

- Academic, instruction
- Admissions
- Advancement, development
- Advising, counseling
- Communications, marketing
- Continuing education
- Diversity, equity, inclusion
- e-Learning
- Facilities
- Finance, accounting
- Financial aid
- HR
- Information technology
- Institutional research
- Library
- Professional/technical programs
- Registrar
- Web services
- Other (please specify)

5. I have worked at Seattle Colleges for:

- 1-2 years
- 3-5 years
- 6-10 years
- 11-20 years
- Over 20 years

6. What is your gender?

- Male
- Female
- Transgender, male-to-female
- Transgender, female-to-male
- Genderqueer or gender nonconforming
- Other

7. What sex were you assigned at birth?

- Male
- Female

8. My race (Check all that apply)

- White
- Black or African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Other Pacific Islander
- Other

9. My ethnicity:

- Hispanic or Latino
- NOT Hispanic or Latino



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Questions About Seattle Colleges and ASI

10. What do you see as the greatest strengths of Seattle Colleges?

11. What are the most concerning challenges facing Seattle Colleges?

12. To what extent do you agree with the following statements:

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I am knowledgeable about ASI.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The student experiences of Seattle Colleges programs and services have improved since ASI started.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
North Seattle, Seattle Central, South Seattle, and the District Office are working better together now than when ASI started.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any details or information about your responses above.

The following questions are about the ASI Phase I activities. They are described as follows:

1. **Commencement Ceremony** (commencement planning, implementation, communications)
2. **Common Areas of Study** (limited set of academic and career topics students choose to plan their educational experience)
3. **Corporate Training** (customized instruction at company worksites or online)
4. **Equity, Diversity, and Inclusion** (planning, staffing, programming, instruction, research, community engagement)
5. **Foundation Integration** (consolidation and coordination of the district and colleges foundations)
6. **HR Integration** (hiring, onboarding, performance, professional development)
7. **Information Technology** (IT Help/Support, phone, applications, WiFi, security, desktop support)
8. **Seattle Pathways** (ensuring students select an academic/career path, stay on a path, and learn; vision, areas of study, advising structures, placement, technology)
9. **Seattle Promise** (a partnership with the City to provide tuition and student service supports for high school graduates)
10. **Starfish Success Solutions** (student success technology platform to facilitate student advising, retention, and communications)
11. **Website Integration** (website platform, structure, content)

13. For the following Phase I areas, please rate your satisfaction with **progress to date**.

	Not satisfied	Slightly satisfied	Moderately satisfied	Very satisfied	Extremely satisfied	I Don't Know
Commencement Ceremony	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Common Areas of Study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity, Diversity and Inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Foundation Integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HR Integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seattle Pathways	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seattle Promise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Starfish Success Solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Website Integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any details or information about your responses above.

14. What parts of the ASI do you think are helpful for the colleges as well as faculty, staff, and students?

15. What parts of the ASI, if any, concern you?



There is currently a discussion of what should come next for ASI. The following is a list that has been developed for consideration for the Phase II portion of ASI. They are described as follows:

1. **Communication** (internal and external communications, strategy, messaging, stakeholder/audience analysis)
2. **One Single Accreditation** (Integrating the three colleges for one singular accreditation)
3. **Continuing Education** (skill development, personal interest, job training)
4. **Distance Learning** (online learning, e-learning)
5. **Grants** (grant proposal writing, grant management)
6. **Institutional Research and Planning** (strategic planning, research, accreditation, data governance and use)
7. **International Programs** (structures and programs to serve international students)
8. **Recruitment and Marketing** (outreach to prospective students, advertising)

16. Please rate whether you think these possible areas should be considered for Phase II ASI activities.

	Definitely not	Probably Not	Possibly	Probably	Definitely	I Don't Know
Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
One Single Accreditation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuing Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional Research and Planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment and Marketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any details or information about your responses above.

17. Please rate these issues in their degree of importance:

	Not important	Slightly Important	Moderately important	Important	Very important	I Don't Know
Improving our financial sustainability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Differentiating the three colleges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reducing program redundancy between the three colleges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing efficiency from an organizational/operational point of view	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrating the three colleges and academic programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reducing administrative redundancy and duplication across campuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improving student retention and success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reducing the cost to students and families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating System-Wide Key Performance Indicators (KPIs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any details or information about your responses above OR other thoughts about possible future options.

Thank you for taking the time to complete this important survey for Seattle Colleges. If you have any questions please contact us at info@educationalpolicy.org.