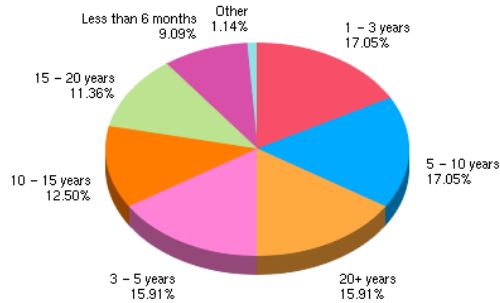


Report: Response Summary Report: Faculty Only

Survey: SSU Training Needs Assessment

Compiled: 01/11/2009

1. How long have you worked at Shawnee State?



STATISTICS	
Choices Selected:	88
Total Responses:	88

SUMMARY		
VALUE	COUNT	PERCENT %
1 - 3 years	15	17.05%
5 - 10 years	15	17.05%
20+ years	14	15.91%
3 - 5 years	14	15.91%
10 - 15 years	11	12.50%
15 - 20 years	10	11.36%
Less than 6 months	8	9.09%
6 months to 1 year	1	1.14%

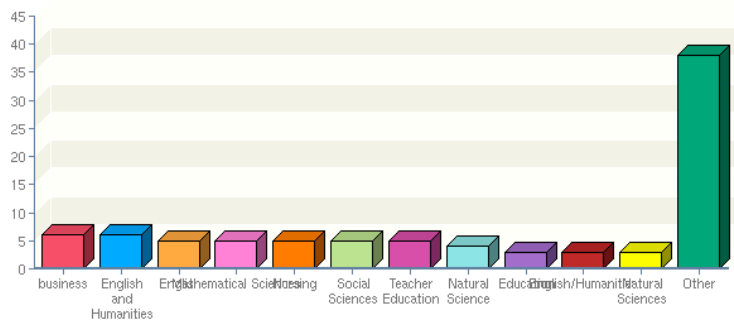
2. What is your primary role at Shawnee State?



STATISTICS	
Choices Selected:	88
Total Responses:	88

SUMMARY		
VALUE	COUNT	PERCENT %
Faculty	88	100.00%

3. Department/Unit:



STATISTICS	
Choices Selected:	88
Total Responses:	88

SUMMARY			
VALUE	COUNT	PERCENT %	
business	6	6.82%	
English and Humanities	6	6.82%	
English	5	5.68%	
Mathematical Sciences	5	5.68%	
Nursing	5	5.68%	
Social Sciences	5	5.68%	
Teacher Education	5	5.68%	
Natural Science	4	4.55%	
Education	3	3.41%	
English/Humanities	3	3.41%	
Natural Sciences	3	3.41%	
Business Administration	2	2.27%	
Dental Hygiene	2	2.27%	
English & Humanities	2	2.27%	
FDPA	2	2.27%	

VALUE	COUNT	PERCENT %
Fine Arts	2	2.27%
Mathematics	2	2.27%
MOT	2	2.27%
respiratory therapy	2	2.27%
Arts/Sports	1	1.14%
Business Admin	1	1.14%
CPS Health Sciences	1	1.14%
DIET	1	1.14%
DIET/CET	1	1.14%
DIET/EM & Environmental	1	1.14%
Eng-Hum	1	1.14%
Engineering Technologies	1	1.14%
Engineering Technology	1	1.14%
Engineery Technology	1	1.14%
Health Science	1	1.14%
Health Sciences/College of Professional Studies	1	1.14%
Humanities/Composition	1	1.14%
Humanities/English	1	1.14%
math	1	1.14%
Occupational Therapy Department	1	1.14%
physical therapist assistant program/health sciences	1	1.14%
social science	1	1.14%
Social Science Dept	1	1.14%

VALUE	COUNT	PERCENT %
Social Sciences/Geography	1	1.14%
Sport Studies / Athletic Training	1	1.14%
Teacher Ed	1	1.14%

Report from www.SurveyGizmo.com

4. Employment Law & Policy ()

ITEM	Strong Need	Moderate Need	Minimal Need	No Need; KSA Met	Not Applicable	Total
Sexual Harassment Prevention	4.5% 4	15.9% 14	50.0% 44	28.4% 25	1.1% 1	88
Americans w/Disabilities Act (ADA)	10.2% 9	25.0% 22	44.3% 39	20.5% 18	-	88
Preventing Discrimination	9.1% 8	27.3% 24	43.2% 38	20.5% 18	-	88
Understanding Affirmative Action	6.8% 6	25.0% 22	47.7% 42	20.5% 18	-	88
Legal Issues in Hiring	3.4% 3	28.4% 25	45.5% 40	14.8% 13	8.0% 7	88
Data Security & Recordkeeping	17.0% 15	37.5% 33	29.5% 26	11.4% 10	4.5% 4	88
Computer and Network Use Policy	6.8% 6	43.2% 38	30.7% 27	18.2% 16	1.1% 1	88
Work Time, Leaves, & Attendance	3.4% 3	30.7% 27	34.1% 30	27.3% 24	4.5% 4	88
Workplace Violence	3.4% 3	18.2% 16	47.7% 42	27.3% 24	3.4% 3	88
Drug Free Workplace	1.1% 1	11.4% 10	50.0% 44	33.0% 29	4.5% 4	88
Ohio Ethics Laws	4.5% 4	38.6% 34	39.8% 35	15.9% 14	1.1% 1	88
Average %:	6.4%	27.4%	42.0%	21.6%	2.6%	

Total Responses: 88

5. Teaching & Learning ()

ITEM	Strong Need	Moderate Need	Minimal Need	No Need; KSA Met	Not Applicable	Total
Understanding the Adult Learner	11.5% 10	41.4% 36	39.1% 34	8.0% 7	-	87
Motivating the Adult Learner	18.4% 16	43.7% 38	29.9% 26	6.9% 6	1.1% 1	87
Student Assessment & Evaluation	17.0% 15	42.0% 37	30.7% 27	9.1% 8	1.1% 1	88
Designing Effective Assessment & Evaluation Tools	21.8% 19	40.2% 35	25.3% 22	10.3% 9	2.3% 2	87
Effective Student Advising	19.3% 17	31.8% 28	35.2% 31	8.0% 7	5.7% 5	88
Learning Styles	13.6% 12	42.0% 37	34.1% 30	8.0% 7	2.3% 2	88
Classroom Communication Techniques	11.4% 10	39.8% 35	35.2% 31	11.4% 10	2.3% 2	88
Cultural & Diversity Considerations	8.0% 7	34.5% 30	40.2% 35	16.1% 14	1.1% 1	87
Technology in the Classroom	20.9% 18	41.9% 36	24.4% 21	10.5% 9	2.3% 2	86
Using the Internet as a Teaching Tool	23.9% 21	39.8% 35	22.7% 20	11.4% 10	2.3% 2	88
Active Learning in the Classroom	25.3% 22	33.3% 29	23.0% 20	16.1% 14	2.3% 2	87
Using Student Learning Portfolios	12.6% 11	33.3% 29	40.2% 35	11.5% 10	2.3% 2	87
Handling Challenging Classroom Situations	17.0% 15	36.4% 32	37.5% 33	6.8% 6	2.3% 2	88

Humor in the Classroom	11.5% 10	34.5% 30	29.9% 26	21.8% 19	2.3% 2	87
Supporting Study Skills	11.6% 10	41.9% 36	32.6% 28	11.6% 10	2.3% 2	86
Developing Research Skills	22.7% 20	36.4% 32	28.4% 25	10.2% 9	2.3% 2	88
Using Learning Resources Effectively	16.5% 14	45.9% 39	25.9% 22	9.4% 8	2.4% 2	85
Developing Instructional Skills	16.1% 14	34.5% 30	36.8% 32	11.5% 10	1.1% 1	87
Teaching Strategies in Lab and Field Experiences	13.8% 12	29.9% 26	32.2% 28	16.1% 14	8.0% 7	87
Developing Student Service	10.2% 9	25.0% 22	39.8% 35	15.9% 14	9.1% 8	88
Learning Communities	6.8% 6	28.4% 25	42.0% 37	17.0% 15	5.7% 5	88
Using OhioLink	10.2% 9	35.2% 31	35.2% 31	18.2% 16	1.1% 1	88
Online Research	14.1% 12	35.3% 30	30.6% 26	17.6% 15	2.4% 2	85
Distance Learning	17.0% 15	35.2% 31	28.4% 25	14.8% 13	4.5% 4	88
Blackboard	14.9% 13	37.9% 33	28.7% 25	17.2% 15	1.1% 1	87
Average %:	15.5%	36.8%	32.3%	12.6%	2.8%	

Total Responses: 88

6. Leadership/Management ()

ITEM	Strong Need	Moderate Need	Minimal Need	No Need; KSA Met	Not Applicable	Total
Motivating Others	8.0% 7	36.8% 32	41.4% 36	11.5% 10	2.3% 2	87
Coaching and Counseling	8.0% 7	25.3% 22	47.1% 41	11.5% 10	8.0% 7	87
Problem Solving	5.9% 5	42.4% 36	32.9% 28	15.3% 13	3.5% 3	85
Delegation Tips and Tactics	8.0% 7	33.3% 29	35.6% 31	19.5% 17	3.4% 3	87
Managing Priorities	6.9% 6	36.8% 32	36.8% 32	17.2% 15	2.3% 2	87
Goal Setting	5.7% 5	33.3% 29	42.5% 37	16.1% 14	2.3% 2	87
Budget Management	7.0% 6	24.4% 21	38.4% 33	14.0% 12	16.3% 14	86
Promoting Productivity	11.5% 10	31.0% 27	37.9% 33	12.6% 11	6.9% 6	87
Progressive Discipline/Corrective Actions	10.5% 9	23.3% 20	39.5% 34	20.9% 18	5.8% 5	86
Average %:	8.0%	31.8%	39.2%	15.4%	5.6%	

Total Responses: 87

7. Communication ()

ITEM	Strong Need	Moderate Need	Minimal Need	No Need; KSA Met	Not Applicable	Total
Effective Presentation Skills	8.0% 7	36.8% 32	36.8% 32	16.1% 14	2.3% 2	87
Clear, Effective Business Writing	6.9% 6	24.1% 21	40.2% 35	19.5% 17	9.2% 8	87
Email Etiquette	4.6% 4	13.8% 12	49.4% 43	29.9% 26	2.3% 2	87
Phone Etiquette	2.3% 2	9.2% 8	48.3% 42	34.5% 30	5.7% 5	87
Average %:	5.5%	21.0%	43.7%	25.0%	4.9%	

Total Responses: 87

8. Organizational Development ()

ITEM	Strong Need	Moderate Need	Minimal Need	No Need; KSA Met	Not Applicable	Total
Customer Service Skills	3.4% 3	12.6% 11	47.1% 41	23.0% 20	13.8% 12	87
Meeting Management	4.6% 4	26.4% 23	37.9% 33	20.7% 18	10.3% 9	87
Project Management	3.5% 3	26.7% 23	38.4% 33	19.8% 17	11.6% 10	86
Maximizing your Resources	8.0% 7	39.1% 34	32.2% 28	16.1% 14	4.6% 4	87
Planning and Organizational Skills	6.9% 6	31.0% 27	42.5% 37	17.2% 15	2.3% 2	87
Time Management	10.6% 9	31.8% 27	38.8% 33	16.5% 14	2.4% 2	85
Active Listening Skills	8.2% 7	22.4% 19	43.5% 37	24.7% 21	1.2% 1	85
Conflict Resolution	11.8% 10	30.6% 26	41.2% 35	14.1% 12	2.4% 2	85
Team Work/Building	9.4% 8	29.4% 25	40.0% 34	16.5% 14	4.7% 4	85
Workplace Diversity	5.9% 5	16.5% 14	48.2% 41	23.5% 20	5.9% 5	85
Average %:	7.2%	26.7%	41.0%	19.2%	5.9%	

Total Responses: 87

9. Computer/Technical Skills ()

ITEM	Strong Need	Moderate Need	Minimal Need	No Need; KSA Met	Not Applicable	Total
University CARS System	24.7% 21	35.3% 30	17.6% 15	10.6% 9	11.8% 10	85
FEITH / Document Imaging	19.3% 16	20.5% 17	31.3% 26	12.0% 10	16.9% 14	83
Electronic Storage & Retrieval	11.6% 10	32.6% 28	30.2% 26	17.4% 15	8.1% 7	86
Windows / Office 2007	16.3% 14	17.4% 15	37.2% 32	25.6% 22	3.5% 3	86
Microsoft Word	10.5% 9	12.8% 11	40.7% 35	33.7% 29	2.3% 2	86
Microsoft Excel	16.7% 14	16.7% 14	38.1% 32	26.2% 22	2.4% 2	84
Microsoft Access	15.3% 13	18.8% 16	35.3% 30	22.4% 19	8.2% 7	85
Microsoft Outlook	4.7% 4	18.8% 16	42.4% 36	30.6% 26	3.5% 3	85
Microsoft PowerPoint	9.3% 8	19.8% 17	41.9% 36	27.9% 24	1.2% 1	86
Microsoft Front Page	12.9% 11	20.0% 17	38.8% 33	21.2% 18	7.1% 6	85
Microsoft Publisher	14.0% 12	24.4% 21	36.0% 31	19.8% 17	5.8% 5	86
Microsoft OneNote	16.3% 14	17.4% 15	34.9% 30	17.4% 15	14.0% 12	86
Creating PDF Files	15.1% 13	30.2% 26	27.9% 24	23.3% 20	3.5% 3	86
Average %:	14.3%	21.9%	34.8%	22.2%	6.8%	

Total Responses: 86

10. Human Resources ()

ITEM	Strong Need	Moderate Need	Minimal Need	No Need; KSA Met	Not Applicable	Total
Steps in the Search Process	9.3% 8	23.3% 20	36.0% 31	18.6% 16	12.8% 11	86
Interview Tips & Techniques	9.3% 8	24.4% 21	34.9% 30	20.9% 18	10.5% 9	86
Reference Checking	9.3% 8	26.7% 23	34.9% 30	16.3% 14	12.8% 11	86
Writing Job Descriptions (JAQ/PIQ)	7.0% 6	19.8% 17	36.0% 31	22.1% 19	15.1% 13	86
Understanding your Health Benefits	11.6% 10	23.3% 20	36.0% 31	16.3% 14	12.8% 11	86
Retirement Options	16.3% 14	31.4% 27	22.1% 19	18.6% 16	11.6% 10	86
Tracking Time, Attendance, & Leaves	5.8% 5	18.6% 16	33.7% 29	25.6% 22	16.3% 14	86
Average %:	9.8%	23.9%	33.4%	19.8%	13.1%	

Total Responses: 86

11. Health & Safety ()

ITEM	Strong Need	Moderate Need	Minimal Need	No Need; KSA Met	Not Applicable	Total
Stress Management	9.3% 8	34.9% 30	37.2% 32	12.8% 11	5.8% 5	86
Introduction to OSHA	-	17.6% 15	52.9% 45	20.0% 17	9.4% 8	85
Blood borne Pathogens	2.3% 2	16.3% 14	45.3% 39	20.9% 18	15.1% 13	86
Workplace Safety and Hazards	1.2% 1	18.6% 16	45.3% 39	24.4% 21	10.5% 9	86
Material Safety Data Sheets	1.2% 1	9.3% 8	47.7% 41	26.7% 23	15.1% 13	86
Average %:	2.8%	19.3%	45.7%	21.0%	11.2%	

Total Responses: 86

12. Obstacles to Training (Please use the arrows to rank in order why you might not regularly attend training)

SUMMARY								
VALUE	1	2	3	4	5	6	7	AVERAGE RANK
Lack of time	50	16	4	5	3	1	1	1.8
Lack of Management /Leadership Support		4	6	5	9	25	31	5.7
Waste of Time	4	10	5	11	14	10	26	4.9
Lack of Training Funds	5	9	24	16	7	14	5	3.9
Lack of training offerings or opportunities	12	23	24	10	7	1	3	2.9
Return on Investment (RIO) considerations	2	8	6	14	22	17	11	4.8
Past Experience with Training	7	10	11	19	18	12	3	4.0

Total Responses: 80