



**FRANCIS MARION UNIVERSITY**  
**OFFICE OF HUMAN RESOURCES**  
**IE DEPARTMENTAL ASSESSMENT PLAN**

**ASSESSMENT PLAN PERIOD:** July 1, 2018- June 30, 2019

**Human Resources Office Mission Statement.** Assist faculty and staff in the selection of diverse and highly competent personnel. Provide easily accessible and understandable information concerning compensation, benefits, and policies and procedures. Serve as a neutral party to consider adverse issues which arise in the work environment.

Goal	Desired Outcome	Assessment Methods and Procedures	Results	Planned Improvements Based on Assessment Results/Action Items
<p>1. FM faculty and staff will be engaged and highly satisfied with their positions</p>	<p>Faculty and staff will express personal satisfaction on confidential surveys</p>	<p>% Satisfaction on Great Colleges to Work for Survey sponsored by the <i>Chronicle of Higher Education</i> and administered and tabulated by Modern Think Inc</p> <p><b>°3-year Baseline (2016-2018):</b>            Job Satisfaction/Support            83% 84% 87% (Mean = 84.7%)</p> <p>Professional Development            86% 85% 87% (Mean = 86.0%)</p> <p><b>°Benchmark:</b> 2019 Mean of Honor Roll Institutions in Great Colleges to Work for Survey            Job Satisfaction/Support = 81%            Professional Development = 80%</p> <p><b>°Target:</b> Exceed 3-year FM average            Job Satisfaction/Support = 84.7%            Professional Development = 86.0%</p>	<p>2019 FMU Mean on the Great Colleges to Work for Survey</p> <p><b>Results for the measures:</b></p> <p>Job Satisfaction/Support = 82%  <b>Exceeded Benchmark</b>  <b>Did Not Meet Target</b></p> <p>Professional Development = 87%  <b>Exceeded Benchmark</b>  <b>Exceeded Target</b></p>	<p>Continue current practices for both measures.</p> <p>Talk with supervisors and Faculty Executive Committee to determine if they are aware of any problems.            Continue current practices.</p>

Goal	Desired Outcome	Assessment Methods and Procedures	Results	Planned Improvements Based on Assessment Results/Action Items
2. Faculty and staff will be highly satisfied with the administrative practices of the University	Faculty and staff will express satisfaction on confidential surveys on measures which indicate satisfaction with administrative practices	<p>% Satisfaction on Great Colleges to Work for Survey sponsored by the <i>Chronicle of Higher Education</i> and administered and tabulated by Modern Think Inc</p> <p><b>3-year Baseline (2018-2018):</b></p> <p>a.) Compensation/Benefits, Work/Life Balance 82% 79% 80% (mean = 80.3%)</p> <p>b.) Policies, Resources, &amp; Efficiency 83% 82% 84% (mean = 83.0%)</p> <p>c.) Faculty, Administration, and Staff Relations 84% 89% 89% (mean = 87.3%)</p> <p>d.) Communication 74% 77% 79% (mean = 76.7%)</p> <p>e.) Fairness 77% 75% 80% (mean = 77.3%)</p> <p>f.) Respect &amp; Appreciation 85% 84% 85% (mean = 84.7%)</p>	<p>2019 FMU Mean on the Great Colleges to Work for Survey</p> <p>a.) Compensation/Benefits, Work/Life Balance = 83% <b>Exceeded Benchmark</b> <b>Exceeded Target</b></p> <p>b.) Policies, Resources, &amp; Efficiency = 82% <b>Exceeded Benchmark</b> <b>Target Not Met</b></p> <p>c.) Faculty, Administration, and Staff Relations = 84% <b>Exceeded Benchmark</b> <b>Target Not Met</b></p> <p>d.) Communication = 74% <b>Exceeded Benchmark</b> <b>Target Not Met</b></p> <p>e.) Fairness = 77% <b>Exceeded Benchmark</b> <b>Exceeded Target</b></p> <p>f.) Respect &amp; Appreciation = 84% <b>Exceeded Benchmark</b> <b>Target Not Met</b></p>	<p>Continue current practices with emphasis on monitoring the perceived satisfaction level of faculty and staff during individual interactions.</p> <p>Identify barriers to communication by discussing the issue with faculty and staff.</p>

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		<p><b>*Benchmark:</b> 2019 Mean of Honor Roll Institutions in Great Colleges to Work for Survey</p> <ul style="list-style-type: none"> <li>a.) Compensation/Benefits, Work/Life Balance = 79%</li> <li>b.) Policies, Resources, &amp; Efficiency = 72%</li> <li>c.) Faculty, Administration, and Staff Relations = 76%</li> <li>d.) Communication = 70%</li> <li>e.) Fairness = 71%</li> <li>f.) Respect &amp; Appreciation = 77%</li> </ul> <p><b>*Target:</b> Exceed 3-year FM average</p> <ul style="list-style-type: none"> <li>a.) Compensaton/Benefits, Work/Life Balance = 80.3%</li> <li>b.) Policies, Resources, &amp; Efficiency = 83.0%</li> <li>c.) Faculty, Administration, and Staff Relations = 87.3%</li> <li>d.) Communication = 76.7%</li> <li>e.) Fairness = 77.3%</li> <li>f.) Respect &amp; Appreciation = 84.7%</li> </ul>		

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3.) Any report of Title IX infractions by faculty, staff, or students will be dealt with in a timely manner.	A person can be seen on the same day that a report is made to the Title IX Coordinator.	Amount of time elapsed between receiving a report and making contact, directly--phone or indirectly--voice mail or e-mail, with an individual.	Phone calls have been made to individuals immediately upon receipt of a report. Meetings have occurred within the same day unless the individual could not schedule it.	Continue current practice.
4.) Ensure that faculty, staff and students are well-informed on issues concerning Title IX	Faculty, Staff, and Students are aware of the means by which to file a Title IX report	Number of venues by which the information is presented	<ol style="list-style-type: none"> <li>1. <a href="http://www.fmarion.edu/safe">www.fmarion.edu/safe</a></li> <li>2. Posters in all bathroom stalls on the main campus and in downtown buildings</li> <li>3. Hold training sessions for: new faculty; RAs; responsible employees; Orientation Leaders; Athletic Coaches</li> <li>4. Participate in Campus Police training sessions</li> </ol>	Continue to provide Title IX training