

HCTC

HAZARD COMMUNITY AND TECHNICAL COLLEGE

Design Your Future

OFFICE OF INSTITUTIONAL RESEARCH

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HCTC RECIPROCAL MENTORING PROGRAM SATISFACTION SURVEY

RESULTS SUMMARY – SPRING 2010

May 24, 2010

**HCTC RECIPROCAL MENTORING PROGRAM SATISFACTION SURVEY
RESULTS SUMMARY – SPRING 2010**

In Spring 2010, the 70 employees (46 mentors and 24 mentees) participating in the HCTC Reciprocal Mentoring Program were asked to evaluate the program's components as well as express their level of satisfaction. A copy of the survey instrument is attached to this report. The survey link was sent to mentors/mentees on May 13 and the survey was closed on May 24, 2010.

A total of 22 program participants (or 31.4%) responded to the survey. Please see the attached Survey Results report for the specific totals and percentages. An attached Excel file contains the raw data which includes any barriers to the development of the mentor/mentee relationship, suggestions for improvement, as well as any additional comments. Please see the following summary statement, barriers, suggestions, and summary table. The final page of this document provides the codebook for the raw data.

SUMMARY STATEMENT

Overall, the program participants responding to the survey were satisfied with the HCTC Reciprocal Mentoring Program.

Barriers to Development of Mentor/Mentee Relationship (see raw data file)

Mentor/mentee located at different campus or different department
Time / finding time to meet – need more structured meetings
Scheduling conflicts
Not able to have input about my mentor

Suggestions for Improvement (see raw data file)

Same campus, same department
More time
More events
More social activities
More one-on-one contact
More detailed discussions at beginning to explain process and program goals

HCTC Reciprocal Mentoring Program Evaluation Survey – Spring 2010

SUMMARY TABLE

Survey Item	SATISFIED		DISSATISFIED		USED		NOT USED	
	Number	Percent	Number	Percent	Number	Percent Satisfied	Number	Percent
1. with Mentoring Program Orientation	22	100	0	0.0	22	100.0	0	0.0
2. with Professional Development Workshops	20	90.9	0	0.0	20	100.0	2	9.1
3. with Trainings	21	95.5	0	0.0	21	100.0	1	4.5
4. with Observations	17	72.7	0	0.0	17	100.0	6	27.2
5. with Meetings	20	90.9	0	0.0	20	100.0	2	9.1
6. with Resource Development	15	68.2	0	0.0	15	100.0	7	31.8
7. with Advising	15	68.2	0	0.0	15	100.0	7	31.8
8. with Campus Bus Tour	10	45.5	1	4.5	11	90.9	11	50.0
9. with Luncheons	17	77.3	0	0.0	17	100.0	5	22.7

Survey Item	SATISFIED		DISSATISFIED		USED		Not Applicable	
	Number	Percent	Number	Percent	Number	Percent Satisfied	Number	Percent
10. activities enhanced my professional development	20	91.0	2	9.1	22	90.9	0	0.0
11. policies were clearly explained	22	100.0	0	0.0	22	100.0	0	0.0
12. Orientation provided comprehensive overview of goals/mission	22	100.0	0	0.0	22	100.0	0	0.0
13. mentor/mentee selected was appropriate choice	21	95.4	1	4.5	22	95.4	0	0.0
14. mentor/mentee selected demonstrated commitment toward helping me grow/develop	20	90.9	2	9.0	22	90.9	0	0.0
15. mentor/mentee selected answered questions satisfactorily	22	100.0	0	0.0	22	100.0	0	0.0
16. mentor/mentee selected had positive/caring attitude	22	100.0	0	0.0	22	100.0	0	0.0
17. mentor/mentee selected showed high level of professionalism	22	100.0	0	0.0	22	100.0	0	0.0
18. mentoring relationship was significant part of helping me understand my HCTC role	21	95.4	1	4.5	22	95.4	0	0.0
19. mentor/mentee was available when needed	21	95.4	1	4.5	22	95.4	0	0.0
20. mentor/mentee provided me with valuable teaching resources	13	59.1	0	0.0	13	100.0	9	40.9
21. enjoyed social opportunities with mentor/mentee	21	95.4	1	4.5	22	95.4	0	0.0
22. felt comfortable sharing concerns/problems with mentor/mentee	22	100.0	0	0.0	22	100.0	0	0.0
23. Program Coordinator demonstrated leadership/guidance/support	22	100.0	0	0.0	22	100.0	0	0.0
24. communication with mentor/mentee was frequent enough	21	95.4	1	4.5	22	95.4	0	0.0
25. recommend Program to new faculty/staff	22	100.0	0	0.0	22	100.0	0	0.0

Legend: *Satisfied* = combined total and percentage for *Very Satisfied* and *Satisfied* *Dissatisfied* = total and percentage for *Dissatisfied* and *Very Dissatisfied*

CODEBOOK FOR RAW DATA

Satisfaction Level: Very Satisfied= 1; Satisfied= 2; Dissatisfied = 3; Very Dissatisfied = 4; Not Used = 5

Satisfaction Level: Very Satisfied= 1; Satisfied= 2; Dissatisfied = 3; Very Dissatisfied = 4; Not Applicable = 5