

Strategic Planning

Survey FINAL DRAFT

Hampshire College

November 8, 2013

Introduction

Hampshire College is engaged in a strategic planning process to define the College's priorities and goals for the coming 3 to 5 years. This survey is one way in which we are collecting the ideas, opinions, and recommendations of students, faculty, staff, and members of the Board of Trustees. Most of the questions are open-ended and allow for short answers written in your own style and from your own perspective. Many of the questions include reference to particular concerns or topics that have arisen in strategic planning discussions with members of the Hampshire community.

Completing the survey requires thoughtful reflection, but should take no more than about 25 minutes. We appreciate your taking the time to participate and adding your voice to this important process. You will also have the opportunity to enter a lottery for an iPad Air after completing the survey.

Your answers to the questions asked in this survey are strictly confidential. The survey is being administered by our consultants, Keeling & Associates, LLC; they, and not Hampshire College or anyone at the College, will receive and have access to your individual responses to the survey questions. The survey report will contain aggregated data only, without any identification of individual respondents or responses.

As you think about the questions, please take a "whole community" perspective—that is, what's best for Hampshire as a whole, rather than what's best for any specific category or group of individuals in the community. The timeframe for the

strategic plan is 3-5 years, beginning in Fall 2014; please keep that in mind as you complete the survey.

Survey Questions

1. Please list what you think the three highest priorities, or most important goals, for Hampshire College should be over the next 3 to 5 years. *These priorities or goals may be aspirations to achieve, opportunities to pursue, challenges to address, or problems to solve, and may concern academic programs, educational and pedagogical models, the College community and culture, resources, etc.* [Open-field comment (3 open field boxes)]
2. Are there other important topics, concerns, or issues that you feel must also be addressed somehow in the planning process? *If so, please list as many as three.* [Open-field comment (3 open field boxes)]
3. In your view, what qualities or characteristics of Hampshire (e.g., academic programs, educational and pedagogical models, distinctive features of the College community and culture, etc.)—should *not* change in the next 3-5 years? *Please list up to three.* [Open-field comment (3 open field boxes)]
4. Please complete this sentence: What I would most like to see emerge from this strategic planning process is _____ . [Open-field comment (1 open field box)]
5. In a time of constrained resources, Hampshire, like other colleges, must make difficult decisions about how best to use its funds.
 - a. Please choose up to 3 of the following areas that you would prioritize for investing additional resources. The list is drawn from suggestions made by students, faculty, and staff during planning discussions.
 - Financial aid
 - Improving the condition of current buildings, classrooms and laboratories, studios and performance spaces, residence halls, and/or grounds
 - Construction of new buildings, classrooms and laboratories, studios and performance spaces, and/or residence halls
 - Increase in number of regular faculty
 - Faculty compensation
 - Staff compensation

- Support for faculty research, scholarship, or artistic creation
 - Educational technologies
 - Student educational opportunities abroad
 - Faculty professional development, including travel and conferences
 - Student support services, including counseling and mental health care
 - Other: (please specify) _____
- b. Now assume that the College has a significant windfall and has \$10-20,000,000 in new resources. Please name the one area you'd suggest should have highest priority for use of these additional resources. [Open-field comment (1 open field box)]
6. To what extent do you think Hampshire graduates are adequately prepared to succeed after college? [Scale: 1 = Not at all prepared, 5 = Very prepared]
- a. [If 1 or 2] What should Hampshire do to better prepare graduates to succeed after college? [open field, two boxes]
7. The availability of quality classroom, laboratory, living, and community spaces has been a common theme in strategic discussions. Please briefly name what you think are the one or two most important space challenges to solve during the next 3-5 years. [Open field, two boxes]
8. Hampshire's history and legacy emphasize educational innovation and experimentation.
- a. What one or two ideas do you have for innovations or experiments that Hampshire might undertake in the next 3-5 years? [Open field comments, two boxes]
9. If you were to plan a communications strategy for Hampshire that would most convincingly articulate the College's unique value to potential students, faculty or staff, what would you emphasize? Please list up to three points. [Open-field question, 3 boxes]
10. Many planning discussions have included expressions of concern about enrollment, the size and composition of the entering class, admissions standards, and the negative effects of larger classes. Do you share these concerns? [Yes/No/Not sure]
- a. [If Yes] Please briefly note your most important concern here. [open field comment, one box]

11. Following is a draft version of the mission statement that came out of the last strategic planning process. The outcome of the current strategic planning process may possibly include a condensed or refined mission statement. Please read it and respond to the questions below:

Hampshire College educates/prepares/teaches students to meet the world's challenges by questioning assumptions, challenging traditional barriers, and crafting highly creative solutions to complicated problems. The College's distinctive educational philosophy and teaching methods prepare our students for graduate education and an extensive array of careers. Hampshire's pedagogy is student-centered, inquiry-driven, deeply interdisciplinary and intellectually rigorous. A Hampshire education is grounded in real-world concerns, informed by students' participation in community-engaged learning and immersion in multiple cultural perspectives. Extensive faculty guidance and analysis of all student work lead to constructive, critical feedback unparalleled among the nation's undergraduate programs. Every student, in partnership with faculty advisors, develops a unique course of study guided by the broad questions and subjects each will explore. This process is facilitated through the structure of interdisciplinary schools, rather than traditional academic departments. Linkages across all fields and disciplines are actively encouraged. Students receive detailed narrative evaluations of their work, rather than grades, and they reflect on their experience by writing self-evaluations and retrospective essays. This system fosters a pursuit of excellence by encouraging students to individually extend their limits, eliminate barriers, and embrace intellectual risks. The final year extends this growth through a single, advanced research or creative project guided by faculty mentors. Their work is supported and augmented by Hampshire's involvement in the Five College Consortium, which facilitates Hampshire students' ability to take classes and participate in intellectual offerings at all five member institutions.

- a. To what extent do you think this statement accurately reflects the mission of the College today? [Scale: 1= Not at all accurate, 5 = Completely accurate]
- b. [If 1 or 2] Please explain the reason for your rating. [Open-field comment]
- c. What one element of this statement do you think is most critical and should be retained or adapted in future versions of the College's mission statement? [open field, one box]

12. The previous strategic planning process also defined a set of core values to incorporate into all of the College's practices. These core values include:

- Creativity and experimentation in scholarship and pedagogy

- Self-directed learning
- Critical thinking
- Inclusiveness and diverse perspectives
- Transparency
- Engagement with one's community and the wider world
- Active democracy
- Social justice
- Sustainability
- Entrepreneurship
- A caring community
- Respectful dialogue and debate

a. Please rate each value according to how important you think it continues to be to Hampshire. [Scale: 1 = Very important, 5 = Not important at all]

b. Would you add any other values to this list? If so, please list up to two additional values here. [open field, two boxes]

13. If you have any other comments about Hampshire's strategy for the future, please write them here. [Open-field comment]

Demographic and Enrollment Information

14. What is your primary status on campus? Please mark all that apply. [Check boxes]

- Faculty member (skip to 15)
- Faculty-Staff associate (skip to 16)
- Staff/Administrator (skip to 17)
- Student (skip to 18)
- Trustee

15. If Faculty member:

a. In which School are you a member of the faculty? Please mark all that apply. [check boxes]

- School of Natural Science
- School for Interdisciplinary Arts
- School of Humanities, Arts and Cultural Studies
- School of Critical Social Inquiry

- School of Cognitive Science

b. How long have you been a part of the faculty at Hampshire?

- Less than one year
- 1 to 5 years
- 6 to 10 years
- More than 10 years

c. Are you currently:

- Full-time
- Part-time
- Visiting
- Other (Please specify: _____)

16. If Faculty-Staff associate:

a. In which School are you a member of the faculty? Please mark all that apply.

[check boxes]

- School of Natural Science
- School for Interdisciplinary Arts
- School of Humanities, Arts and Cultural Studies
- School of Critical Social Inquiry
- School of Cognitive Science

b. How long have you been at Hampshire?

- Less than one year
- 1 to 5 years
- 6 to 10 years
- More than 10 years

17. If Staff/Administrator:

a. How long have you been a member of the staff or an administrator at Hampshire?

- Less than one year
- 1 to 5 years
- 6 to 10 years
- More than 10 years

18. If Student:

- a. What is your current Division?
 - Div I
 - Div II
 - Div III
- b. Are you a transfer student? [Y/N]
- c. Where do you currently reside?
 - i. On campus
 - ii. Off campus

19. What is your gender identity? Please mark all that apply.

- a. Man
- b. Woman
- c. Transgender
- d. Other (please specify) _____
- e. Do not wish to respond

20. What is your race/ethnicity? (Please mark all that apply)

- a. African
- b. African-American/Black (not Latino(a)/not Hispanic)
- c. Alaskan Native (please specify corporation) _____
- d. Asian (please specify) _____
- e. Asian American
- f. Southeast Asian (please specify) _____
- g. South Asian (please specify) _____
- h. Caribbean/West Indian (please specify) _____
- i. Caucasian/White (not Latino(a)/not Hispanic)
- j. Latino(a)/Hispanic (please specify) _____
- k. Latin American (please specify) _____
- l. Middle Eastern (please specify) _____
- m. Native American Indian (please specify your Tribal affiliations) _____
- n. Pacific Islander/Hawaiian Native
- o. Biracial
- p. Multiracial

- q. Other (please specify) _____
- r. Do not wish to respond

21. Which term best describes your sexual orientation?

- a. Asexual
- b. Bisexual
- c. Gay
- d. Heterosexual
- e. Lesbian
- f. Queer
- g. Questioning
- h. Pansexual
- i. Other (Please specify) _____
- j. Do not wish to respond

Thank you for participating in this survey project. We appreciate your time and value your contributions.

Lottery to Win an iPad Air

Participation in the prize lottery is entirely optional

To participate in the prize lottery, just enter your full name and email address here. NOTE that this identifying information will not be connected to your survey responses in any way. The only purpose of asking for this information is to notify you if you win one of the prizes in the lottery. You will not receive any other emails as a result of submitting this information.

First Name: [open field]

Last Name: [open field]

Email Address: [open field]