



**THOMPSON
RIVERS
UNIVERSITY**

Integrated
Planning &
Effectiveness

Winter 2025 Course Evaluation

Administration and
Results



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Summary

Thompson Rivers University (TRU) administered 'every course, every time' on campus course evaluations in winter 2025. This was the twentieth full implementation, with 1,482 courses included to be evaluated.¹ Evaluations were administered in class for all courses during the last three weeks of classes (or equivalent).

The majority of Kamloops and Williams Lake evaluations took place between March 17th and April 4th, and School of Trades and Technology (Trades) evaluations took place during the months of January, February, March, and April (Figure 1).

Figure 1. Course evaluation summary

Total		Kamloops	Williams Lake	Trades
2	Campuses			
9	Faculties and Schools	8	4	1
575 ²	Faculty Members	500	34	47
1,482	Courses	1,335	55	92
35,173	Student Course Enrolment	33,562	572	1,039
1,402 ³	Surveys	1,284	54	64
9,405 ⁴	Student Headcount	8,356	208	861
92%	Survey Participation Rate	95%	69%	66%
16,481	Total Responses	15,817	250	414
50% ⁵	Response Rate	49%	60%	62%

Participation Rate: The percentage of surveys administered out of all prepared surveys. The reasons for not participating may or may not be known.

Response Rate: The number of valid* responses received for each participating survey as a percentage of the total course enrolments (not the attendance in class that day). *one response per enrolled student received. See Response Validation

¹ Summer semester courses are evaluated using the same course evaluation administration process as both winter and fall courses. Due to a smaller number of courses a report on the administration and results is not produced.

² Some instructors had course evaluations on more than one campus.

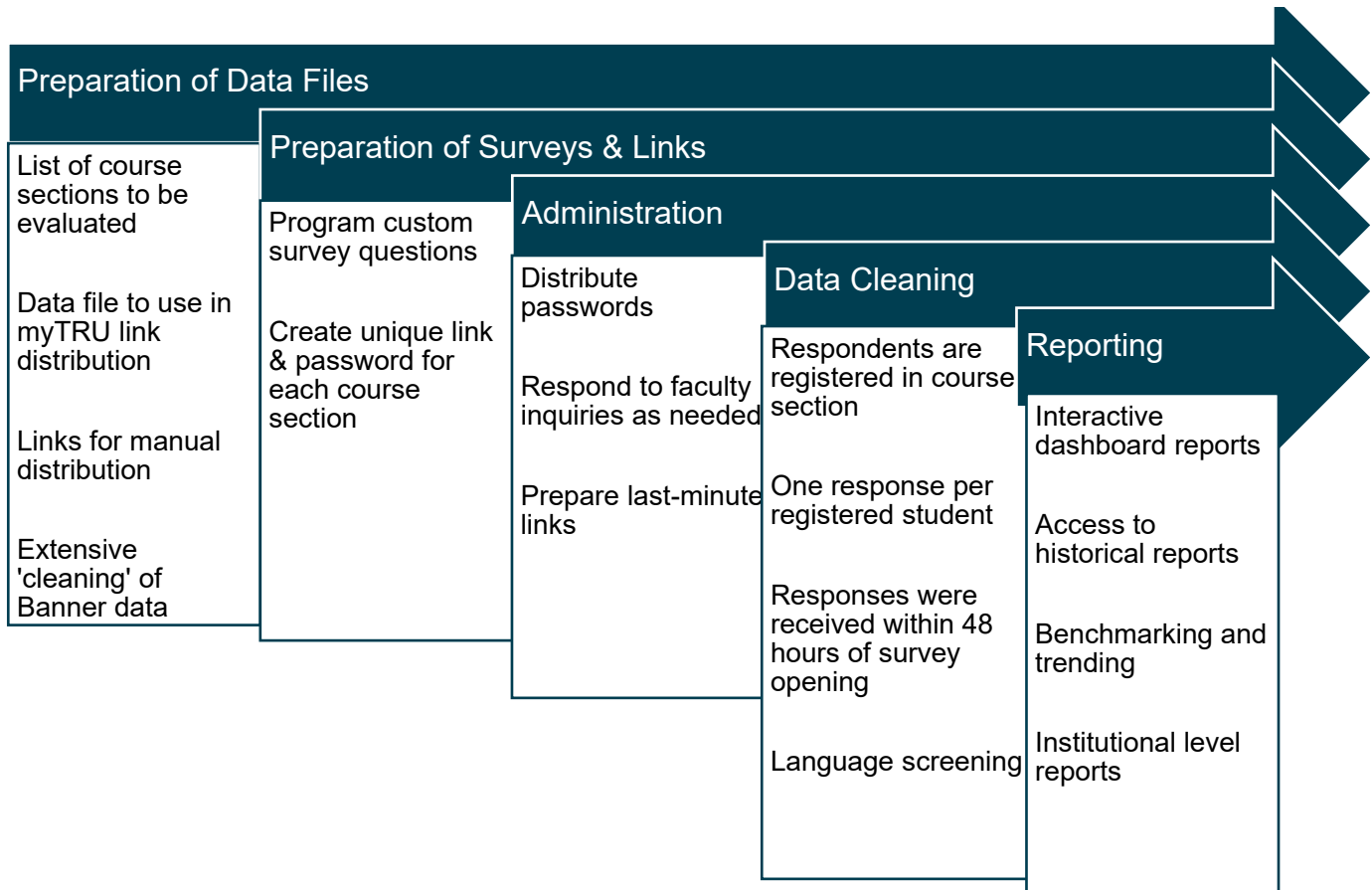
³ Some courses were set up as a combined evaluation, therefore the total number of surveys is less than the total number of included courses.

⁴ Total headcount differs from the sum of campus headcounts due to dual enrolments.

⁵ Includes only surveys that were opened.

Technical administration of the evaluations was carried out by Integrated Planning and Effectiveness (IPE). The technical administration included: preparation of data files, surveys and links; technical administration of the survey; data cleaning; reporting; and providing technical assistance on an ad hoc basis (Figure 2).

Figure 2. Technical administration process



Preparation

Inclusion

There were 1,482 courses identified for inclusion in course evaluations, and 1,402 surveys were prepared (Figure 3). This involved 575 individual faculty members from each of the nine faculties and schools (including Williams Lake campus). Along with classroom-based, primary sections, this administration also included all Nursing practice and laboratory practice sections, as well as all Faculty of Science laboratories (Figure 3).

Figure 3. Faculty, Courses, Surveys, and Student Course Enrolments by Division - Institutional, Winter 2025

		Bob Gaglardi School of Business and Economics	Faculty of Adventure, Culinary Arts and Tourism	Faculty of Arts	Faculty of Education and Social Work	Faculty of Law	Faculty of Science	Faculty of Student Development	School of Nursing	School of Trades and Technology	Total
Faculty Members	#	81	29	96	87	35	143	8	62	47	575
	%	14%	5%	17%	15%	6%	25%	1%	11%	8%	100%
Courses	#	246	60	266	196	55	415	19	133	92	1,482
	%	17%	4%	18%	13%	4%	28%	1%	9%	6%	100%
Surveys	#	237	59	262	185	55	389	18	133	64	1,402
	%	17%	4%	19%	13%	4%	28%	1%	9%	5%	100%
Enrolment	#	7,487	1,048	7,656	3,013	2,046	10,503	187	2,194	1,039	35,173
	%	21%	3%	22%	9%	6%	30%	1%	6%	3%	100%

Considerations for Administration

Several considerations guided the inclusion and administration process. In addition to following guiding documents, centralizing course evaluations included incorporating existing processes of some academic areas while introducing a completely new process in other areas. Specifically:

- [Student Course Evaluations - Principles and Procedures](#) approved by the Teaching and Learning Committee (last updated October 9th, 2024)
- Memorandum of Settlement between TRU and TRUFA (July 21st, 2015)
- Custom surveys: Law, Science, English as a Second Language, Education and Skills Training Program, Nursing (covering both practice and lab components), Nurse Practitioner (theory, lab, and clinical components), and Biological Sciences labs.

- Student confidentiality – course evaluations with less than 5 responses cannot be viewed, as is consistent with the practice of BCStats and current interpretation of the BC Statistics Act (BC Ministry of Citizens' Services)

Figure 4. Criteria for Inclusion or Exclusion

Criteria for Inclusion
-Lecture or combined section type
-Primary section
-Nursing practice or lab practice section type
-Science lab section type
-Co-op work
-Course ending within, or attached to, winter 2025
-Campus Kamloops and Williams Lake
-Trades and Technology courses
Criteria for Exclusion
-Seminar, lab (excluding Science labs), field, practicum, thesis, directed studies, exchange, or PLAR section types
-Non-graded support sections
-Courses not ending in, or attached to, winter 2025
-Open Learning courses
-Course section numbers designating BC Campus
-Continuing education courses

After proposed course inclusion lists were prepared based on the standard criteria for evaluation (see Figure 4 for criteria for inclusion or exclusion), IPE sent a list of courses to each dean's office in Kamloops (and the Williams Lake campus coordinator) on February 3rd, with a request for response by February 14th.

After the list of courses was finalized, a notification email was sent from IPE on February 24th to each faculty member included in the administration. The email detailed which of the individual's courses were included, and briefly explained the evaluation process (including contact information for IPE and the Centre for Excellence in Learning and Teaching (CELT) and a link to the [FAQ web page](#)).

To accommodate continuous-entry Trades courses, course lists and surveys were prepared each month in anticipation of the following month. The lists were sent directly to the Trades chairs. Data validation and reporting was completed in March 2025 for evaluations that took place in January and February, and in May 2025 for evaluations that took place in March and April.

Administration

Distribution of Survey Links

As detailed under the box to the right, *Survey Response Data Integrity: Implementation*, most course survey links were made available to students through their myTRU portals. This protocol was chosen in response to a specific request from the TRU Students' Union (TRUSU). IPE prepared a data file containing the survey link and course detail (faculty name, CRN, etc.), which was then posted to the Student Course Evaluation myTRU channel by an IPE software analyst. The channel was populated with data from the survey link file according to each students' current course registrations.

IPE provided the main Kamloops file of survey links and course detail to the IPE software analyst for posting to student myTRU portals on March 10th; after this deadline, changes to the course lists were accommodated manually and links were provided directly to faculty members.

IPE supported the manual distribution of several course evaluations due to any of the following reasons:

- requests for changes submitted after the deadline,
- course sections running outside of the regular schedule,
- course sections where there was a mismatch between the section students were registered in and were taught in,
- students not registered in the course section,
- continuous entry course sections, or
- faculty requesting the survey link.

In total, 89% of all survey links were distributed via myTRU:

- 1,249 links distributed via myTRU (95% Kamloops, 68% Williams Lake),
- 152 links distributed by email directly to faculty members (5% Kamloops, 32% Williams Lake, 100% Trades).

Distribution of Passwords

As detailed under *Survey Response Data Integrity: Implementation*, each course survey link was assigned a unique password. The passwords were randomly generated using the Many Tools online password generator and were programmed into each survey. The passwords were individually distributed to faculty members using their official TRU email addresses. Each faculty member received one email with password per course section. Most passwords were emailed to faculty members on March 12th.

Survey Response Data Integrity: Implementation

Ensuring the highest possible survey participation rates was balanced with the need to ensure the highest possible integrity of survey data. To this end, the following protocols were followed for all surveys (see exclusions below):

Students were required to sign in to their secure myTRU accounts in order to access the survey links.

Survey links were made available to students with a current registration in the course section.

Each survey was protected with a unique password.

The password was provided to the faculty member just prior to the survey administration period; in most case (89%), faculty members were not provided with the link to the actual survey.

Faculty members were provided with a direct phone number to contact IPE for technical questions during the evaluation period.

Exceptions to the above protocols were rare and included course sections that required evaluation before the myTRU implementation, course sections that were included after the IPE deadlines, or a few rare instances of technical difficulty.

Kamloops Timeline

Faculty members chose the date that they opened their course evaluation survey during the last three weeks (or equivalent) of their classes. Surveys were opened when the faculty member chose to provide the unique password to students. In Kamloops, most surveys were opened toward the end of the three-week period, with 72% opened in the two last weeks (Figure 5). Twenty-four percent (24%) of the surveys were opened during the first week. Figure 6 shows that 13% of surveys were opened on a Friday, with the majority of the responses received between Monday and Thursday.

Figure 5. Kamloops surveys opened by week – Winter 2025

	# of Surveys Opened	% of Surveys Opened	# of Responses Received	% of Responses Received
Early (before March 17th)	50	4%	523	3%
Week 1 (March 17th - 23rd)	286	24%	4,029	25%
Week 2 (March 24th - 30th)	356	29%	4,963	31%
Week 3 (March 31st onward)	518	43%	6,302	40%
Total	1,210	100%	15,817	100%

Figure 6. Kamloops surveys opened by weekday – Winter 2025

	# of Surveys Opened	% of Surveys Opened	# of Responses Received	% of Responses Received
Sunday	6	0%	12	0%
Monday	250	21%	3,659	23%
Tuesday	282	23%	3,766	24%
Wednesday	269	22%	3,293	21%
Thursday	234	19%	3,000	19%
Friday	162	13%	2,074	13%
Saturday	7	1%	13	0%
Total	1,210	100%	15,817	100%

Data Cleaning

Survey Response Data Validation

To ensure the highest possible quality of response data and to encourage buy-in from all stakeholders, each individual survey response underwent several validity checks. Primarily:

1. The student was registered in the course.
2. The student submitted a single response.
3. The response was received within 48 hours of the survey opening.

For a more detailed process see the Responses Validation Process chart in **Appendix B – Response Validation Process**.

Student TID

After students gain entry to the survey with the unique course password, the survey instrument requires them to provide their TID. IPE programmed a validation mask that required the student to enter a 9-character ID (starting with “T”) before they could proceed with the survey.

Please provide your TID

This information will be used only to track survey completion and will not be shared with your instructor.
(example: T12345678)

Please use your 9-character TID

T

TID error message

The student TID is used to check that the respondent is enrolled in the course section for which they have completed a survey. This check is redundant to the requirement that most students access the survey through myTRU. It is also used to check for duplicate responses.

Duplicate Responses

Responses were determined to be duplicates if they had the same student TID in a course section. The first completed response was retained.

48 Hour Response Window

The exact time stamp (hours, minutes) of the first valid response to a given course section survey determined the opening of the 48-hour response window. The time stamp on each subsequent submission for that course section was compared to the first-time stamp; responses that were received more than 48 hours (2,880 minutes) after the first time stamp were considered invalid.

In 2024, the Senate’s Teaching and Learning Committee (TLC) completed its scheduled review of the *Student Course Evaluation* –

Survey Response Data Integrity: Validation

Ensuring that only registered students in each course completed the survey is a top priority. To guarantee the reliability of response data:

Students were required to provide their TID before completing the survey.

Each individual response TID was compared with the registrations for that course; only responses from registered students were validated.

In the case of mismatches between respondent TID and course registration, the records were checked manually prior to deletion.

Only the first completed response for each student in each course was retained; duplicate responses were manually examined and deleted.

Only responses received within 48 hours of the survey opening (the first password-protected response was received) were retained; overdue responses were manually examined and deleted.

Where possible, invalid student TIDs were automatically repaired by changing the letter ‘o’ to ‘0’ and by adding ‘T’ and preceding ‘0’.*

Where specifically advised, obsolete ‘9-IDs’ were manually corrected.

* Due to the large volume of responses, these corrections were accomplished with an automatic script.

Principles and Procedures and approved an extended response window of 169 hours to be implemented in Winter 2025. This change was communicated to faculty following its presentation to Senate in February 2025. However, due to a prior arbitration ruling, implementation requires mutual agreement between TRU and TRUFA. As discussions were still underway, the 48-hour response window remained in effect for Winter 2025, resulting in a higher number of responses falling outside the valid timeframe.

All School of Nursing practice courses and Cooperative Education courses were excluded from this validity check and will continue to be moving forward.

Duration of Survey Responses

Most surveys were completed within the duration of an hour, with 92% of surveys completed within 10 minutes or less, reflecting no change from Winter 2024. The duration completion time was calculated in minutes, from the time each respondent opened their survey to when they submitted it (Figure 7).

Figure 7. Survey duration completion time - Institutional

	Winter 2023	Winter 2024	Winter 2025
10 minutes or less	91%	92%	92%
11 to 20 minutes	6%	5%	5%
21 to 30 minutes	1%	1%	1%
1 hour +	2%	2%	2%

Custom survey instruments were used to evaluate the following section types: Law, Science, English as a Second Language, Education and Skills Training Program, Nursing (theory, practice, and lab practice), and Biological Sciences labs. New for Winter 2025, Nurse Practitioner sections, including clinical, theory, and lab, were also evaluated using custom instruments. The duration completion times for each questionnaire are available in **Appendix C – Custom Survey Instrument: Completion Time**.

Time to Submit after Survey Open

Overall, 33% of surveys had responses submitted after the 48-hour window (late responses), which is an increase of 7% from winter 2024 (26%) and an increase of 4% when compared to winter 2023 (29%). Of the 421 surveys that had responses submitted after 48 hours, 52% had one late response, 33% had two or three late responses, and 14% of surveys had four or more late responses (Figure 9).

Figure 8. Surveys with responses submitted after the 48-hour window

	Winter 2023			Winter 2024			Winter 2025		
	Kamloops	Williams Lake	Trades & Technology	Kamloops	Williams Lake	Trades & Technology	Kamloops	Williams Lake	Trades & Technology
# of surveys that received responses outside of the 48-hour window	354	8	11	340	6	4	400	10	11
% of surveys that received responses outside of the 48-hour window	29%	20%	22%	27%	14%	8%	33%	27%	26%
# of responses over 48-hour window	764	14	18	717	6	6	965	15	26
% of responses over 48-hour window	5%	5%	3%	4%	2%	1%	6%	5%	5%

Figure 9. Surveys with late responses - Institutional, Winter 2025

	1 late response	2 or 3 late responses	4 or more late responses	Grand Total
# of surveys that received responses outside of the 48-hour window	221	141	59	421
% of surveys that received responses outside of the 48-hour window	52%	33%	14%	100%
# of responses over 48-hour window	221	327	458	1,006
% of Responses over 48-hour window	22%	33%	46%	100%

Language Screening

Starting in fall 2018, open ended responses were screened electronically for the presence of harassing or defamatory language. Student comments that were identified to contain any of the 467 predetermined harassing or defamatory words were flagged and provided to CELT for review to determine if the comment should be removed. Comments that were considered defamatory based on protected characteristics contained within the [BC Human Rights Code](#) were removed from the final reports. There were no harassing or defamatory student comments identified to be removed from winter 2025 responses.

Data Cleaning Summary

A total of 18,229 responses were received during winter 2025 course evaluations which is a decrease of 4% from winter 2024 (18,917 responses). Of those responses, 554 (3%) were from students who were not enrolled in the course that they evaluated, 188 (1%) were duplicate student responses, and 1,006 (6%) were received after 48 hours of the survey opening—representing a 2% increase from Winter 2024 (4%). The remaining total number of valid student responses was 16,481.

Figure 10. Response validation summary by campus – Winter 2025

	Total Responses (not cleaned)	# of Not Registered	Not Registered Percent	# of Duplicate TID	Duplicate TID Percent	# of Over 48-hour Window Responses	% of Over 48-hour Window Responses	Responses Received
Kamloops	17,458	506	2.9%	170	1.0%	965	6%	15,817
Williams Lake	279	11	3.9%	3	1.1%	15	5%	250
Trades & Technology	492	37	7.5%	15	3.0%	26	5%	414
Total	18,229	554	3.0%	188	1.0%	1,006	6%	16,481

Reporting

Overall, 92% (1,293) of the prepared surveys were administered in winter 2025 (Figure 11).

Figure 11. Survey participation rates – Winter 2023, Winter 2024, Winter 2025

		Winter 2023	Winter 2024	Winter 2025
Kamloops	Surveys Administered	93%	92%	95%
	Surveys Not Administered	7%	8%	5%
Williams Lake	Surveys Administered	83%	84%	69%
	Surveys Not Administered	17%	16%	31%
Trades & Technology	Surveys Administered	80%	79%	66%
	Surveys Not Administered	20%	21%	34%
Total Surveys Prepared		100%	100%	100%

It is important to note that these participation rates measure participation in the survey administration only (not response rates). Participation rates varied by faculty and school, ranging from 98% participation in the Bob Gaglardi School of Business and Economics, to 35% participation in the Faculty of Student Development (Figure 12). The participation rates for winter 2025 course evaluation administration across most faculties and schools have remained on par with winter 2023 and winter 2024 results. However, a significant decrease in participation this year is observed in the School of Trades and Technology (13% decrease compared to winter 2024).

For participation rates by department, see **Appendix A – Participation and Response Rates by Department**.

Figure 12. Survey participation rate by division - Institutional

		Surveys Administered	Surveys Not Administered
Bob Gaglardi School of Business and Economics	Winter 2023	98%	3%
	Winter 2024	98%	2%
	Winter 2025	97%	3%
Faculty of Adventure, Culinary Arts and Tourism	Winter 2023	77%	23%
	Winter 2024	91%	9%
	Winter 2025	93%	7%
Faculty of Arts	Winter 2023	95%	5%
	Winter 2024	96%	4%
	Winter 2025	97%	3%
Faculty of Education and Social Work	Winter 2023	95%	5%
	Winter 2024	88%	12%
	Winter 2025	91%	9%
Faculty of Law	Winter 2023	90%	10%
	Winter 2024	86%	14%
	Winter 2025	84%	16%
Faculty of Science	Winter 2023	93%	7%
	Winter 2024	90%	10%
	Winter 2025	94%	6%
Faculty of Student Development	Winter 2023	45%	55%
	Winter 2024	39%	61%
	Winter 2025	39%	61%
School of Nursing	Winter 2023	90%	10%
	Winter 2024	93%	7%
	Winter 2025	95%	5%
School of Trades and Technology	Winter 2023	80%	20%
	Winter 2024	79%	21%
	Winter 2025	66%	34%

Response Rates

The average institutional response rate (of participating surveys) was 50%, consistent with both winter 2024 and winter 2023. Aggregate response rates ranged from 84% in School of Nursing in Williams Lake and 40% in the Faculty of Law in Kamloops (Figure 14).

Figure 13. Historical response rates – Winter 2023, Winter 2024, Winter 2025

	Winter 2023		Winter 2024		Winter 2025	
	Responses Received	Response Rate	Responses Received	Response Rate	Responses Received	Response Rate
Kamloops	15,455	48%	16,713	50%	15,817	49%
Williams Lake	284	69%	233	57%	250	60%
Trades & Technology	468	62%	509	65%	414	62%
Total	16,207	49%	17,455	50%	16,481	50%

Figure 14. Response rates by division – Winter 2025

		Surveys #	Responses Received	Response Rate
Kamloops	Bob Gaglardi School of Business and Economics	229	3,225	44%
	Faculty of Adventure, Culinary Arts and Tourism	55	527	53%
	Faculty of Arts	250	3,476	47%
	Faculty of Education and Social Work	157	1,740	65%
	Faculty of Law	46	692	39%
	Faculty of Science	359	4,940	50%
	Faculty of Student Development	7	54	35%
	School of Nursing	111	1,163	59%
Williams Lake	Faculty of Arts	3	23	64%
	Faculty of Education and Social Work	11	58	41%
	Faculty of Science	8	44	49%
	School of Nursing	15	125	84%
Trades & Technology	School of Trades and Technology	42	414	62%
Total		1,293	16,481	50%

Course Evaluation Reports

As directed by Senate, IPE produced the following aggregated course evaluation reports made available on the CELT Student Course Evaluations website or by request to IPE:

1. Institutional report (all responses, four Senate questions only)
2. Faculty and School reports (all responses, all numeric questions)
3. Department reports (all responses, all numeric questions)

In addition to the above aggregate reports, faculty and chairs were given access to interactive dashboard reports.

Dashboard Reports

The faculty and chair reports offer enhanced reporting capabilities through interactive dashboards, such as secure access through the TRU Employee portal, access to all historical responses since the start of online course evaluations (winter 2016), ability to aggregate and filter data, view trends over time and set institutional, divisional, or departmental benchmarks. Starting in May 2019, chairs and faculty were able to download and pdf their own course evaluation reports.

Distribution

IPE published the course evaluation dashboard reports to faculty and chairs on May 2nd, 2025. Faculty were required to have submitted final grades before they were able to access their course evaluation results. The deadline for grade submission for regular semester courses was May 6th, 2025. As of May 9th, 2025, after the second grades check took place, all evaluated courses had 76% or greater of their final grades in Banner.

Appendix A – Participation and Response Rates by Department

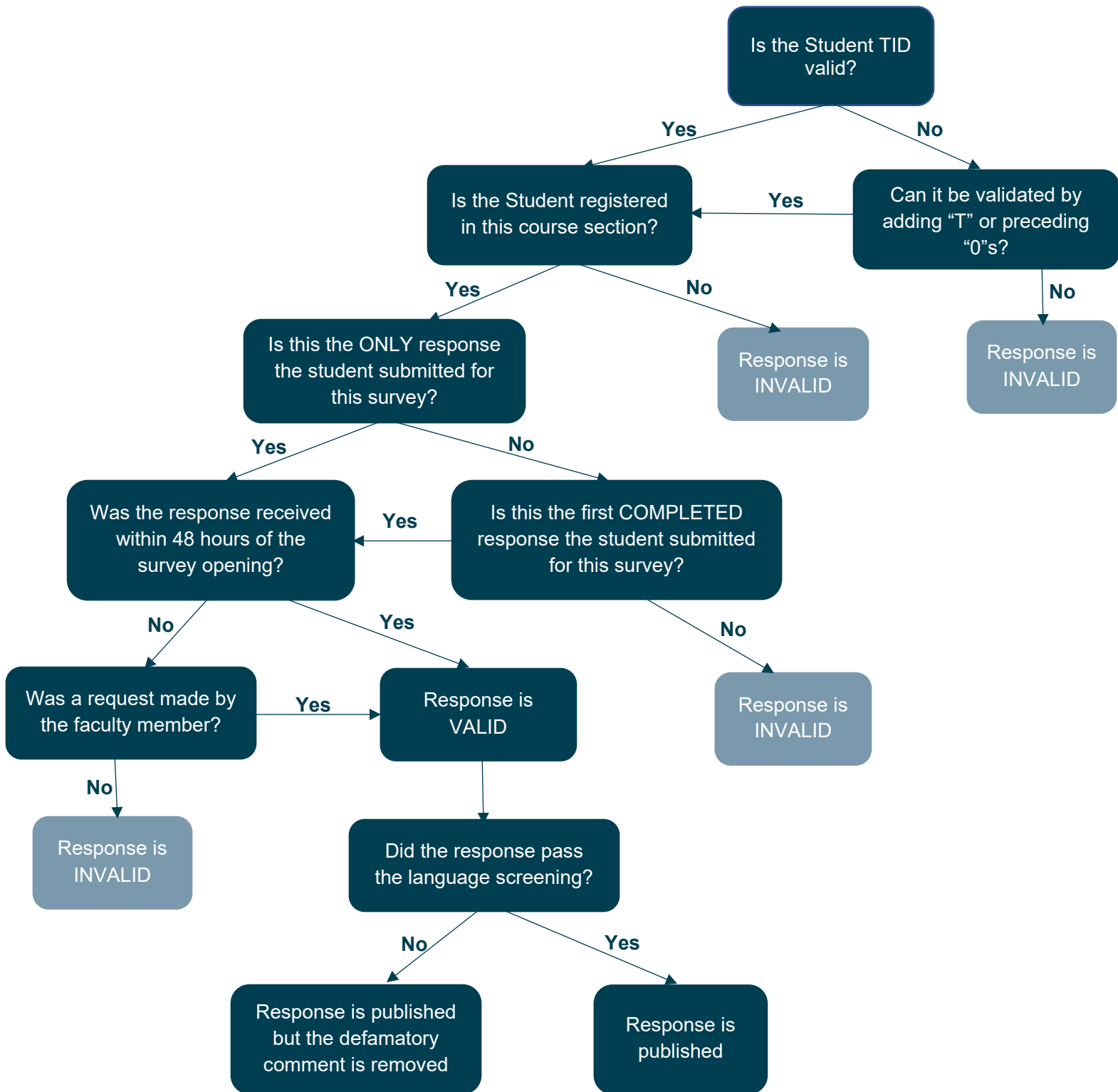
Participation Rates by Department

Division	Department	Surveys Administered		Surveys Not Administered		Total Surveys Prepared	
		#	%	#	%	#	%
Bob Gaglardi School of Business and Economics	Economics	49	92%	4	8%	53	100%
	Accounting, Finance, and Law	57	97%	2	3%	59	100%
	Human Enterprise and Innovation	44	98%	1	2%	45	100%
	Management, Intl Bus, Info, Supply Chain	50	98%	1	2%	51	100%
	Marketing	29	100%			29	100%
Faculty of Adventure, Culinary Arts and Tourism	Adventure Studies	8	73%	3	27%	11	100%
	Tourism Management	33	97%	1	3%	34	100%
	Culinary Arts and Retail Meat	14	100%			14	100%
Faculty of Arts	Psychology	34	100%			34	100%
	Communication and Visual Arts	68	99%	1	1%	69	100%
	Environment, Culture, and Society	49	100%			49	100%
	Interdisciplinary Studies	1	100%			1	100%
	Literatures, Languages, and Performing Arts	68	92%	6	8%	74	100%
	Philosophy, History, and Politics	33	94%	2	6%	35	100%
Faculty of Education and Social Work	Social Work and Human Service	41	87%	6	13%	47	100%
	Education	71	95%	4	5%	75	100%
	English Language Learning and Teaching	22	96%	1	4%	23	100%
	University and Employment Prep	34	85%	6	15%	40	100%
Faculty of Law	Law	46	84%	9	16%	55	100%
Faculty of Science	Computing Science	47	98%	1	2%	48	100%
	Mathematics and Statistics	52	100%			52	100%
	Agricultural Related	20	67%	10	33%	30	100%
	Biological Sciences	59	100%			59	100%
	Physical Sciences	81	98%	2	2%	83	100%
	Natural Resource Sciences	36	86%	6	14%	42	100%
	Allied Health	29	94%	2	6%	31	100%
	Architectural and Engineering Technology	10	100%			10	100%
	Engineering	33	97%	1	3%	34	100%
Faculty of Student Development	Career and Experiential Learning	6	35%	11	65%	17	100%
	Counselling Acad Sup and Assess	1	100%			1	100%
School of Nursing	Nursing	103	96%	4	4%	107	100%
	Health Care Assistant	23	88%	3	12%	26	100%
School of Trades and Technology	Construction Trades	21	54%	18	46%	39	100%
	Mechanical and Welding Trades	21	84%	4	16%	25	100%
Total		1,293	92%	109	8%	1,402	100%

Response Rates by Department

Division	Department	Surveys #	Responses Received	Response Rate
Bob Gaglardi School of Business and Economics	Accounting, Finance, and Law	57	947	48%
	Economics	49	690	46%
	Human Enterprise and Innovation	44	483	34%
	Management, Intl Bus, Info, Supply Chain	50	648	43%
	Marketing	29	457	49%
Faculty of Adventure, Culinary Arts and Tourism	Adventure Studies	8	115	61%
	Culinary Arts and Retail Meat	14	71	62%
	Tourism Management	33	341	49%
Faculty of Arts	Communication and Visual Arts	68	836	48%
	Environment, Culture, and Society	49	811	51%
	Interdisciplinary Studies	1	1	33%
	Literatures, Languages, and Performing Arts	68	858	48%
	Philosophy, History, and Politics	33	427	39%
	Psychology	34	566	48%
Faculty of Education and Social Work	Education	71	935	66%
	English Language Learning and Teaching	22	231	72%
	Social Work and Human Service	41	416	57%
	University and Employment Prep	34	216	58%
Faculty of Law	Law	46	692	39%
Faculty of Science	Agricultural Related	20	450	94%
	Allied Health	29	678	52%
	Architectural and Engineering Technology	10	134	52%
	Biological Sciences	59	848	49%
	Computing Science	47	647	42%
	Engineering	33	203	33%
	Mathematics and Statistics	52	626	41%
	Natural Resource Sciences	36	455	49%
	Physical Sciences	81	943	57%
Faculty of Student Development	Career and Experiential Learning	6	43	34%
	Counselling Acad Sup and Assess	1	11	39%
School of Nursing	Health Care Assistant	23	281	77%
	Nursing	103	1,007	57%
School of Trades and Technology	Construction Trades	21	185	55%
	Mechanical and Welding Trades	21	229	69%
Total		1,293	16,481	50%

Appendix B – Response Validation Process



Appendix C – Custom Survey Instrument: Completion Time

		Winter 2023	Winter 2024	Winter 2025
Biology Lab	10 minutes or less	91%	85%	87%
	11 to 20 minutes	7%	8%	7%
	21 to 30 minutes	0%	2%	1%
	1 hour +	2%	5%	4%
Education and Skills Training Program (ESTR)	10 minutes or less	97%	100%	88%
	11 to 20 minutes			10%
	21 to 30 minutes	3%		3%
English as a Second/Additional Language (ESAL)	10 minutes or less	85%	78%	84%
	11 to 20 minutes	11%	14%	10%
	21 to 30 minutes	1%	3%	1%
	1 hour +	2%	5%	5%
General	10 minutes or less	93%	94%	94%
	11 to 20 minutes	4%	4%	3%
	21 to 30 minutes	1%	1%	1%
	1 hour +	2%	2%	2%
Law	10 minutes or less	87%	89%	88%
	11 to 20 minutes	9%	6%	7%
	21 to 30 minutes	1%	2%	1%
	1 hour +	4%	3%	5%
Nurse Practitioner Clinical	10 minutes or less			33%
	11 to 20 minutes			67%
Nurse Practitioner Lab	10 minutes or less			100%
Nurse Practitioner Theory	10 minutes or less			50%
	11 to 20 minutes			50%
Nursing Lab Practice	10 minutes or less	89%	85%	95%
	11 to 20 minutes	6%	5%	4%
	21 to 30 minutes	2%	3%	1%
	1 hour +	3%	7%	1%
Nursing Practice	10 minutes or less	77%	82%	80%
	11 to 20 minutes	14%	12%	14%
	21 to 30 minutes	3%	2%	1%
	1 hour +	6%	4%	5%
Science	10 minutes or less	87%	90%	88%
	11 to 20 minutes	9%	7%	8%
	21 to 30 minutes	1%	1%	1%
	1 hour +	2%	3%	3%