










1. What is your occupational group?

		Response Percent	Response Count
Faculty		100.0%	47
answered question			47
skipped question			0



2. What is the highest level of education you have attained?

		Response Percent	Response Count
Some High School		0.0%	0
High School Diploma or G.E.D.		0.0%	0
Apprenticeship or Training in a Skilled Trade		0.0%	0
Some College		0.0%	0
Associates Degree		0.0%	0
Bachelor's Degree		8.5%	4
Master's Degree		72.3%	34
Doctorate		19.1%	9
answered question			47
skipped question			0








3. What is your age group?

		Response Percent	Response Count
Under 30 years		2.1%	1
30 - 39 years		17.0%	8
40 - 49 years		40.4%	19
50 - 59 years		34.0%	16
60 - 69 years		6.4%	3
70 + years		0.0%	0
		answered question	47
		skipped question	0

4. What is your gender?

		Response Percent	Response Count
Female		59.6%	28
Male		40.4%	19
		answered question	47
		skipped question	0









5. What is your ethnicity?

		Response Percent	Response Count
American Indian or Alaskan Native		0.0%	0
Asian		2.2%	1
Black or African American		2.2%	1
Hispanic or Latino		2.2%	1
Native Hawaiian or Pacific Islander		0.0%	0
White		80.4%	37
Two or more races		8.7%	4
Other		2.2%	1
Other (please specify)		2.2%	1
answered question			46
skipped question			1



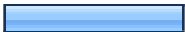





6. At which institution do you work? (If more than one, please list your primary place of employment.)

		Response Percent	Response Count
Arapahoe Community College		0.0%	0
Colorado Community College System		0.0%	0
Colorado Northwestern Community College		0.0%	0
Community College of Aurora		0.0%	0
Community College of Denver		100.0%	47
Front Range Community College - Westminster		0.0%	0
Front Range Community College - Boulder/Longmont		0.0%	0
Front Range Community College - Larimer		0.0%	0
Lamar Community College		0.0%	0
Morgan Community College		0.0%	0
Northeastern Junior College		0.0%	0
Otero Junior College		0.0%	0
Pikes Peak Community College		0.0%	0
Pueblo Community College		0.0%	0
Red Rocks Community College		0.0%	0
Trinidad State Junior College		0.0%	0
answered question			47
skipped question			0



7. How long have you worked at the institution you checked in question #6 above?

		Response Percent	Response Count
Less than 2 years		8.5%	4
2-4 years		21.3%	10
5-9 years		27.7%	13
10-14 years		21.3%	10
15-19 years		10.6%	5
20-24 years		4.3%	2
25-29 years		4.3%	2
30 + years		2.1%	1
answered question			47
skipped question			0








8. If you have worked for more than one college or the system office within the Colorado Community College System, how many total years have you worked in Colorado community colleges?

		Response Percent	Response Count
Less than 2 years		10.0%	3
2-4 years		10.0%	3
5-9 years		26.7%	8
10-14 years		20.0%	6
15-19 years		16.7%	5
20-24 years		10.0%	3
25-29 years		3.3%	1
30 + years		3.3%	1
answered question			30
skipped question			17







9. Please indicate in which Discipline you teach.

		Response Percent	Response Count
Career and Technical Education		34.8%	16
General Education		65.2%	30
answered question			46
skipped question			1




10. What is your current base (contract) salary?

		Response Percent	Response Count
\$20,000 - \$29,999		2.1%	1
\$30,000 - \$34,999		0.0%	0
\$35,000 - \$39,999		10.6%	5
\$40,000 - \$44,999		40.4%	19
\$45,000 - \$49,999		17.0%	8
\$50,000 - \$54,999		21.3%	10
\$55,000 - \$59,999		4.3%	2
\$60,000 - \$64,999		4.3%	2
\$65,000 - \$69,999		0.0%	0
\$70,000 or over		0.0%	0
answered question			47
skipped question			0





11. What is your current contract term?

		Response Percent	Response Count
Less than 9 Month		2.1%	1
9 Month Standard Academic Year		68.1%	32
10 Month		12.8%	6
11 Month		2.1%	1
12 Month		10.6%	5
Other (please specify)		4.3%	2
answered question			47
skipped question			0





12. The work I do is meaningful to me.

		Response Percent	Response Count
Strongly Agree		76.6%	36
Agree		21.3%	10
Disagree		2.1%	1
Strongly Disagree		0.0%	0
Unknown		0.0%	0
answered question			47
skipped question			0





13. Overall, I like the work I do.

		Response Percent	Response Count
Strongly Agree		76.6%	36
Agree		19.1%	9
Disagree		0.0%	0
Strongly Disagree		2.1%	1
Unknown		2.1%	1
answered question			47
skipped question			0


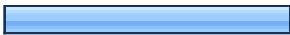


14. My work is sufficiently challenging for me.

		Response Percent	Response Count
Strongly Agree		63.8%	30
Agree		31.9%	15
Disagree		0.0%	0
Strongly Disagree		2.1%	1
Unknown		2.1%	1
answered question			47
skipped question			0





15. Doing my job well gives me a sense of personal satisfaction and accomplishment.

		Response Percent	Response Count
Strongly Agree		78.7%	37
Agree		17.0%	8
Disagree		2.1%	1
Strongly Disagree		2.1%	1
Unknown		0.0%	0
answered question			47
skipped question			0





16. My workload is reasonable.

		Response Percent	Response Count
Strongly Agree		14.9%	7
Agree		42.6%	20
Disagree		23.4%	11
Strongly Disagree		19.1%	9
Unknown		0.0%	0
answered question			47
skipped question			0





17. My job duties and priorities are clear.

		Response Percent	Response Count
Strongly Agree		34.0%	16
Agree		40.4%	19
Disagree		12.8%	6
Strongly Disagree		12.8%	6
Unknown		0.0%	0
answered question			47
skipped question			0






18. My college gives me the training I need to do my job well.

		Response Percent	Response Count
Strongly Agree		15.2%	7
Agree		45.7%	21
Disagree		26.1%	12
Strongly Disagree		13.0%	6
Unknown		0.0%	0
answered question			46
skipped question			1





19. I have the tools and resources I need to do my job well.

		Response Percent	Response Count
Strongly Agree		13.3%	6
Agree		44.4%	20
Disagree		26.7%	12
Strongly Disagree		15.6%	7
Unknown		0.0%	0
answered question			45
skipped question			2






20. I feel motivated to do a good job.

		Response Percent	Response Count
Strongly Agree		44.4%	20
Agree		26.7%	12
Disagree		13.3%	6
Strongly Disagree		13.3%	6
Unknown		2.2%	1
answered question			45
skipped question			2






21. I seldom feel 'burnt out' by my job.

		Response Percent	Response Count
Strongly Agree		19.1%	9
Agree		34.0%	16
Disagree		21.3%	10
Strongly Disagree		25.5%	12
Unknown		0.0%	0
answered question			47
skipped question			0


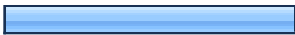


22. I feel that my coworkers are motivated to do a good job.

		Response Percent	Response Count
Strongly Agree		12.8%	6
Agree		53.2%	25
Disagree		23.4%	11
Strongly Disagree		8.5%	4
Unknown		2.1%	1
answered question			47
skipped question			0





23. I work in an environment that supports team work.

		Response Percent	Response Count
Strongly Agree		25.5%	12
Agree		29.8%	14
Disagree		29.8%	14
Strongly Disagree		12.8%	6
Unknown		2.1%	1
answered question			47
skipped question			0


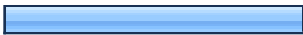



24. In my work unit, we have enough people to get the work done.

		Response Percent	Response Count
Strongly Agree		17.4%	8
Agree		43.5%	20
Disagree		23.9%	11
Strongly Disagree		15.2%	7
Unknown		0.0%	0
answered question			46
skipped question			1






25. In my work unit, we have the right people to do the work.

		Response Percent	Response Count
Strongly Agree		19.1%	9
Agree		46.8%	22
Disagree		14.9%	7
Strongly Disagree		19.1%	9
Unknown		0.0%	0
answered question			47
skipped question			0






26. Duties are distributed fairly in my work unit.

		Response Percent	Response Count
Strongly Agree		17.0%	8
Agree		44.7%	21
Disagree		23.4%	11
Strongly Disagree		12.8%	6
Unknown		2.1%	1
answered question			47
skipped question			0





27. People in my work unit cooperate with one another.

		Response Percent	Response Count
Strongly Agree		25.5%	12
Agree		44.7%	21
Disagree		19.1%	9
Strongly Disagree		8.5%	4
Unknown		2.1%	1
answered question			47
skipped question			0


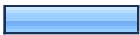



28. I enjoy working with my colleagues.

		Response Percent	Response Count
Strongly Agree		39.1%	18
Agree		43.5%	20
Disagree		10.9%	5
Strongly Disagree		2.2%	1
Unknown		4.3%	2
answered question			46
skipped question			1





29. I respect my supervisor.

		Response Percent	Response Count
Strongly Agree		50.0%	22
Agree		22.7%	10
Disagree		13.6%	6
Strongly Disagree		13.6%	6
Unknown		0.0%	0
answered question			44
skipped question			3


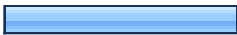



30. My supervisor treats people fairly.

		Response Percent	Response Count
Strongly Agree		47.8%	22
Agree		19.6%	9
Disagree		10.9%	5
Strongly Disagree		19.6%	9
Unknown		2.2%	1
answered question			46
skipped question			1

31. My supervisor shows respect to his/her staff.

		Response Percent	Response Count
Strongly Agree		47.8%	22
Agree		26.1%	12
Disagree		8.7%	4
Strongly Disagree		17.4%	8
Unknown		0.0%	0
answered question			46
skipped question			1





32. My most recent performance evaluation was fair.

		Response Percent	Response Count
Strongly Agree		37.0%	17
Agree		34.8%	16
Disagree		10.9%	5
Strongly Disagree		13.0%	6
Unknown		4.3%	2
answered question			46
skipped question			1






33. Please include any additional comments that you feel are relevant to the questions asked in section 3 of this survey above.

	Response Count
	16
answered question	16
skipped question	31






34. My teaching load is reasonable.

		Response Percent	Response Count
Strongly Agree		21.7%	10
Agree		50.0%	23
Disagree		15.2%	7
Strongly Disagree		13.0%	6
Unknown		0.0%	0
	answered question		46
	skipped question		1

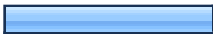





35. Teaching loads are equitably distributed among faculty.

		Response Percent	Response Count
Strongly Agree		17.4%	8
Agree		39.1%	18
Disagree		28.3%	13
Strongly Disagree		8.7%	4
Unknown		6.5%	3
answered question			46
skipped question			1






36. How many credit hours did you teach in the 2011-2012 Academic Year? (include Fall and Spring and exclude overloads and summer assignments.)

		Response Percent	Response Count
0-18 hours		41.3%	19
19-24 hours		19.6%	9
25-30 hours		28.3%	13
31-35 hours		4.3%	2
36 or more hours		6.5%	3
answered question			46
skipped question			1





37. How many total credit hours did you teach in 2011 - 2012? (include fall, spring, summer and overloads)

		Response Percent	Response Count
0-18 hours		31.1%	14
19-24 hours		15.6%	7
25-30 hours		17.8%	8
31-35 hours		13.3%	6
36-40 hours		15.6%	7
41 or more hours		6.7%	3
answered question			45
skipped question			2





38. How many total hours of release credit hours did you have in 2011-2012? (included Fall, Spring and Summer)

		Response Percent	Response Count
1-3 hours		34.3%	12
4-6 hours		20.0%	7
7-10 hours		14.3%	5
10-14 hours		11.4%	4
15 or more hours		20.0%	7
answered question			35
skipped question			12



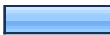

39. On average, how many hours per week do you spend on classroom teaching?

		Response Percent	Response Count
5-9 hours		33.3%	15
10-14 hours		28.9%	13
15-20 hours		22.2%	10
More than 20 hours		15.6%	7
answered question			45
skipped question			2






40. On average, how many hours per week do you spend on instructional preparation/planning?

		Response Percent	Response Count
1-4 hours		11.4%	5
5-9 hours		31.8%	14
10-14 hours		29.5%	13
15 or more hours		27.3%	12
answered question			44
skipped question			3

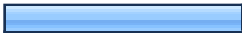



41. On average, how many hours per week do you spend on student grading/assessment?

		Response Percent	Response Count
1-4 hours		24.4%	11
5-9 hours		28.9%	13
10-14 hours		15.6%	7
15 or more hours		31.1%	14
answered question			45
skipped question			2





42. My student advising responsibilities are reasonable.

		Response Percent	Response Count
Strongly Agree		11.4%	5
Agree		72.7%	32
Disagree		2.3%	1
Strongly Disagree		4.5%	2
Unknown		9.1%	4
answered question			44
skipped question			3



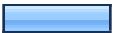


43. On average, how many hours per week do you spend outside of the classroom on student advising/counseling/office hours?

		Response Percent	Response Count
1-3 hours		35.6%	16
4-6 hours		28.9%	13
7-9 hours		15.6%	7
10 or more hours		20.0%	9
answered question			45
skipped question			2





44. On average, how many hours per week do you spend outside of the classroom working with student activities/clubs?

		Response Percent	Response Count
1-3 hours		77.8%	35
4-6 hours		11.1%	5
7-9 hours		6.7%	3
10 or more hours		4.4%	2
answered question			45
skipped question			2

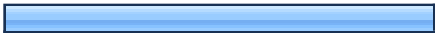




45. My administrative responsibilities are reasonable.

		Response Percent	Response Count
Strongly Agree		11.4%	5
Agree		59.1%	26
Disagree		15.9%	7
Strongly Disagree		9.1%	4
Unknown		4.5%	2
answered question			44
skipped question			3






46. On average, how many hours per week do you spend on committee work?

		Response Percent	Response Count
1-3 hours		55.8%	24
4-6 hours		30.2%	13
7-9 hours		2.3%	1
10 or more hours		11.6%	5
None		0.0%	0
answered question			43
skipped question			4





47. On average, how many hours per week do you spend supervising/mentoring adjunct faculty?

		Response Percent	Response Count
1-3 hours		64.4%	29
4-6 hours		22.2%	10
7-9 hours		4.4%	2
10 or more hours		2.2%	1
None		6.7%	3
answered question			45
skipped question			2



48. The full-time/part-time faculty ratio in my academic area is appropriate.

		Response Percent	Response Count
Strongly Agree		10.9%	5
Agree		34.8%	16
Disagree		26.1%	12
Strongly Disagree		23.9%	11
Unknown		4.3%	2
answered question			46
skipped question			1



49. My college provides adequate training and support for part-time, adjunct faculty.

		Response Percent	Response Count
Strongly Agree		10.9%	5
Agree		47.8%	22
Disagree		23.9%	11
Strongly Disagree		17.4%	8
Unknown		0.0%	0
answered question			46
skipped question			1






50. Are you currently employed at another institution as an adjunct faculty member?

		Response Percent	Response Count
Yes		20.0%	9
No		80.0%	36
answered question			45
skipped question			2





51. If yes to question #49 above, please indicate where you are also employed.

		Response Percent	Response Count
Another community college		25.0%	2
Four year college/university		75.0%	6
Research university		0.0%	0
Private college/university		0.0%	0
Other (please specify)		0.0%	0
answered question			8
skipped question			39





52. On average, how many hours per week do you spend on department meetings?

		Response Percent	Response Count
1-3 hours		77.3%	34
4-6 hours		9.1%	4
7-9 hours		2.3%	1
10 or more hours		2.3%	1
None		9.1%	4
answered question			44
skipped question			3





53. On average, how many hours per week do you spend on duties as a discipline chair/lead/coordinator?

		Response Percent	Response Count
1-3 hours		11.4%	5
4-6 hours		0.0%	0
7-9 hours		4.5%	2
10 or more hours		40.9%	18
None		43.2%	19
answered question			44
skipped question			3


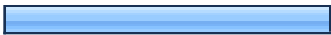



54. I am satisfied with the types of courses I am assigned to teach.

		Response Percent	Response Count
Strongly Agree		40.9%	18
Agree		52.3%	23
Disagree		2.3%	1
Strongly Disagree		4.5%	2
Unknown		0.0%	0
answered question			44
skipped question			3






55. I am satisfied with the level of independence that I have in how I teach my classes.

		Response Percent	Response Count
Strongly Agree		51.1%	23
Agree		33.3%	15
Disagree		11.1%	5
Strongly Disagree		4.4%	2
Unknown		0.0%	0
answered question			45
skipped question			2






56. There is an equitable distribution of resources among faculty in my college.

		Response Percent	Response Count
Strongly Agree		6.7%	3
Agree		48.9%	22
Disagree		26.7%	12
Strongly Disagree		11.1%	5
Unknown		6.7%	3
answered question			45
skipped question			2





57. I get the support I need from my Dean.

		Response Percent	Response Count
Strongly Agree		42.2%	19
Agree		26.7%	12
Disagree		13.3%	6
Strongly Disagree		15.6%	7
Unknown		2.2%	1
answered question			45
skipped question			2


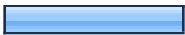


58. I get the support I need from my Department Chair.

		Response Percent	Response Count
Strongly Agree		41.5%	17
Agree		24.4%	10
Disagree		12.2%	5
Strongly Disagree		9.8%	4
Unknown		12.2%	5
answered question			41
skipped question			6





59. My college values academic excellence.

		Response Percent	Response Count
Strongly Agree		26.7%	12
Agree		42.2%	19
Disagree		17.8%	8
Strongly Disagree		13.3%	6
Unknown		0.0%	0
answered question			45
skipped question			2


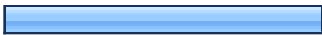


60. Students and student success are a top priority at my college.

		Response Percent	Response Count
Strongly Agree		40.0%	18
Agree		26.7%	12
Disagree		17.8%	8
Strongly Disagree		15.6%	7
Unknown		0.0%	0
answered question			45
skipped question			2






61. At my college, two-way communication between faculty and administrators is good.

		Response Percent	Response Count
Strongly Agree		13.3%	6
Agree		31.1%	14
Disagree		33.3%	15
Strongly Disagree		22.2%	10
Unknown		0.0%	0
answered question			45
skipped question			2






62. At my college, faculty respect one another.

		Response Percent	Response Count
Strongly Agree		31.8%	14
Agree		47.7%	21
Disagree		13.6%	6
Strongly Disagree		6.8%	3
Unknown		0.0%	0
answered question			44
skipped question			3

63. I have a voice in decision making within my department.

		Response Percent	Response Count
Strongly Agree		40.0%	18
Agree		33.3%	15
Disagree		13.3%	6
Strongly Disagree		11.1%	5
Unknown		2.2%	1
answered question			45
skipped question			2

64. I have opportunity to participate in search and selection processes for new faculty.

		Response Percent	Response Count
Strongly Agree		31.1%	14
Agree		42.2%	19
Disagree		13.3%	6
Strongly Disagree		8.9%	4
Unknown		4.4%	2
answered question			45
skipped question			2

65. How effective is your college in providing the following for faculty?

	Very Effective	Effective	Somewhat Effective	Not Effective	Unknown	Rating Count
Orientations	9.1% (4)	43.2% (19)	36.4% (16)	11.4% (5)	0.0% (0)	44
Mentoring	6.8% (3)	34.1% (15)	36.4% (16)	20.5% (9)	2.3% (1)	44
Professional Development	22.7% (10)	29.5% (13)	38.6% (17)	9.1% (4)	0.0% (0)	44
Administrative Support	20.5% (9)	22.7% (10)	31.8% (14)	25.0% (11)	0.0% (0)	44
Classroom Technology	9.1% (4)	40.9% (18)	31.8% (14)	18.2% (8)	0.0% (0)	44
Office Technology	2.3% (1)	43.2% (19)	27.3% (12)	27.3% (12)	0.0% (0)	44
answered question						44
skipped question						3





66. Which of the following factors were most influential in motivating you to be in the teaching profession?

	Very Influential	Influential	Somewhat Influential	Not Influential	Rating Count
Pay	6.8% (3)	13.6% (6)	31.8% (14)	47.7% (21)	44
Academic Environment	68.2% (30)	18.2% (8)	9.1% (4)	4.5% (2)	44
Benefits	13.6% (6)	29.5% (13)	34.1% (15)	22.7% (10)	44
Student Success	79.1% (34)	18.6% (8)	2.3% (1)	0.0% (0)	43
Committment to Education	86.4% (38)	9.1% (4)	4.5% (2)	0.0% (0)	44
Other (please specify)					4
answered question					44
skipped question					3



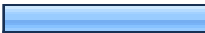

67. Please include any additional comments that you feel are relevant to the questions asked in sections 4 and 5 of this survey above.

	Response Count
	12
answered question	12
skipped question	35



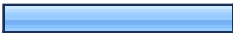


68. I understand how pay rates are determined.

		Response Percent	Response Count
Strongly Agree		13.6%	6
Agree		31.8%	14
Disagree		34.1%	15
Strongly Disagree		20.5%	9
Unknown		0.0%	0
		answered question	44
		skipped question	3






69. I understand how job titles are assigned.

		Response Percent	Response Count
Strongly Agree		11.6%	5
Agree		46.5%	20
Disagree		30.2%	13
Strongly Disagree		11.6%	5
Unknown		0.0%	0
answered question			43
skipped question			4


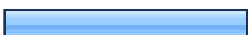
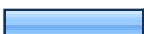


70. I believe that our college/system pay policies are administered fairly.

		Response Percent	Response Count
Strongly Agree		6.8%	3
Agree		20.5%	9
Disagree		34.1%	15
Strongly Disagree		31.8%	14
Unknown		6.8%	3
answered question			44
skipped question			3






71. I am appropriately paid for the work I do at my college.

		Response Percent	Response Count
Strongly Agree		4.5%	2
Agree		20.5%	9
Disagree		34.1%	15
Strongly Disagree		38.6%	17
Unknown		2.3%	1
answered question			44
skipped question			3

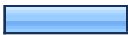
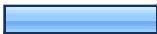


72. I am appropriately paid compared with others doing similar work, with similar levels of education and experience at my college.

		Response Percent	Response Count
Strongly Agree		6.8%	3
Agree		36.4%	16
Disagree		20.5%	9
Strongly Disagree		31.8%	14
Unknown		4.5%	2
answered question			44
skipped question			3






73. My salary reflects my performance and contribution to the college.

		Response Percent	Response Count
Strongly Agree		6.8%	3
Agree		20.5%	9
Disagree		31.8%	14
Strongly Disagree		38.6%	17
Unknown		2.3%	1
answered question			44
skipped question			3


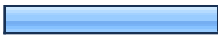



74. I believe that my salary is competitive compared to other employers in the area where I could perform similar work.

		Response Percent	Response Count
Strongly Agree		0.0%	0
Agree		18.2%	8
Disagree		22.7%	10
Strongly Disagree		54.5%	24
Unknown		4.5%	2
answered question			44
skipped question			3

75. I believe that pay increases should be based primarily on performance.

		Response Percent	Response Count
Strongly Agree		15.9%	7
Agree		40.9%	18
Disagree		29.5%	13
Strongly Disagree		6.8%	3
Unknown		6.8%	3
answered question			44
skipped question			3






76. I believe that pay increases should be based primarily on length of service.

		Response Percent	Response Count
Strongly Agree		9.1%	4
Agree		31.8%	14
Disagree		45.5%	20
Strongly Disagree		6.8%	3
Unknown		6.8%	3
answered question			44
skipped question			3





77. Please include any additional comments that you feel are relevant to the questions asked in section 6 of this survey above.

	Response Count
	11
answered question	11
skipped question	36






78. I believe our health benefits (medical, dental, vision) compare well with those offered by other employers in the area.

		Response Percent	Response Count
Strongly Agree		18.2%	8
Agree		54.5%	24
Disagree		4.5%	2
Strongly Disagree		11.4%	5
Unknown		11.4%	5
	answered question		44
	skipped question		3






79. I believe our leave policies (vacation, sick leave, etc.) compare well with those offered by other employers in the area.

		Response Percent	Response Count
Strongly Agree		20.5%	9
Agree		50.0%	22
Disagree		13.6%	6
Strongly Disagree		0.0%	0
Unknown		15.9%	7
answered question			44
skipped question			3






80. I believe our retirement benefits compare well with those offered by other employers in the area.

		Response Percent	Response Count
Strongly Agree		27.3%	12
Agree		40.9%	18
Disagree		9.1%	4
Strongly Disagree		2.3%	1
Unknown		20.5%	9
answered question			44
skipped question			3






81. Our retirement benefits give me confidence that I will have enough money when I retire to maintain my current standard of living.

		Response Percent	Response Count
Strongly Agree		13.6%	6
Agree		20.5%	9
Disagree		34.1%	15
Strongly Disagree		25.0%	11
Unknown		6.8%	3
answered question			44
skipped question			3

82. The amount of money that I must contribute toward the cost of my benefits is reasonable.

		Response Percent	Response Count
Strongly Agree		9.3%	4
Agree		44.2%	19
Disagree		18.6%	8
Strongly Disagree		18.6%	8
Unknown		9.3%	4
answered question			43
skipped question			4






83. The culture and policies of the college support a healthy work/life balance.

		Response Percent	Response Count
Strongly Agree		9.1%	4
Agree		38.6%	17
Disagree		20.5%	9
Strongly Disagree		29.5%	13
Unknown		2.3%	1
answered question			44
skipped question			3



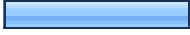


84. Please include any additional comments that you feel are relevant to the questions asked in section 7 of this survey above.

	Response Count
	6
answered question	6
skipped question	41






85. I feel like I know what is going on at the college.

		Response Percent	Response Count
Strongly Agree		6.8%	3
Agree		52.3%	23
Disagree		22.7%	10
Strongly Disagree		15.9%	7
Unknown		2.3%	1
answered question			44
skipped question			3



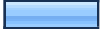


86. I know generally who is responsible for doing what in my college.

		Response Percent	Response Count
Strongly Agree		4.5%	2
Agree		52.3%	23
Disagree		27.3%	12
Strongly Disagree		13.6%	6
Unknown		2.3%	1
answered question			44
skipped question			3






87. I get the kind of information that I need from senior management.

		Response Percent	Response Count
Strongly Agree		6.8%	3
Agree		50.0%	22
Disagree		15.9%	7
Strongly Disagree		25.0%	11
Unknown		2.3%	1
answered question			44
skipped question			3






88. My supervisor keeps me informed about issues that affect me.

		Response Percent	Response Count
Strongly Agree		22.7%	10
Agree		45.5%	20
Disagree		13.6%	6
Strongly Disagree		13.6%	6
Unknown		4.5%	2
answered question			44
skipped question			3

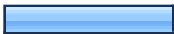




89. I feel encouraged to find new and better ways of doing my job and improving processes.

		Response Percent	Response Count
Strongly Agree		37.2%	16
Agree		27.9%	12
Disagree		11.6%	5
Strongly Disagree		18.6%	8
Unknown		4.7%	2
answered question			43
skipped question			4



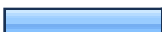


90. My opinion at work seems to count.

		Response Percent	Response Count
Strongly Agree		25.0%	11
Agree		31.8%	14
Disagree		18.2%	8
Strongly Disagree		22.7%	10
Unknown		2.3%	1
answered question			44
skipped question			3

91. The feedback I received during my most recent performance evaluation was meaningful and has helped me to improve my work.

		Response Percent	Response Count
Strongly Agree		25.0%	11
Agree		34.1%	15
Disagree		13.6%	6
Strongly Disagree		18.2%	8
Unknown		9.1%	4
answered question			44
skipped question			3






92. I am satisfied that my college's faculty performance evaluation system and pay-for-performance process is fairly applied.

		Response Percent	Response Count
Strongly Agree		9.3%	4
Agree		27.9%	12
Disagree		23.3%	10
Strongly Disagree		27.9%	12
Unknown		11.6%	5
Other (please specify)			0
answered question			43
skipped question			4






93. Please include any additional comments that you feel are relevant to the questions asked in section 8 of this survey above.

	Response Count
	10
answered question	10
skipped question	37






94. I feel I have good job security at my college.

		Response Percent	Response Count
Strongly Agree		13.6%	6
Agree		43.2%	19
Disagree		22.7%	10
Strongly Disagree		18.2%	8
Unknown		2.3%	1
	answered question		44
	skipped question		3






95. I feel I have good career advancement opportunities at my college.

		Response Percent	Response Count
Strongly Agree		6.8%	3
Agree		38.6%	17
Disagree		22.7%	10
Strongly Disagree		25.0%	11
Unknown		6.8%	3
answered question			44
skipped question			3






96. Promotions in my department and college are determined based upon merit.

		Response Percent	Response Count
Strongly Agree		2.3%	1
Agree		31.8%	14
Disagree		11.4%	5
Strongly Disagree		25.0%	11
Unknown		29.5%	13
answered question			44
skipped question			3






97. I am optimistic about my future opportunities at the college.

		Response Percent	Response Count
Strongly Agree		6.8%	3
Agree		45.5%	20
Disagree		18.2%	8
Strongly Disagree		20.5%	9
Unknown		9.1%	4
answered question			44
skipped question			3

98. The college does a good job of developing employees for job opportunities and advancement in the organization.

		Response Percent	Response Count
Strongly Agree		4.5%	2
Agree		29.5%	13
Disagree		25.0%	11
Strongly Disagree		25.0%	11
Unknown		15.9%	7
answered question			44
skipped question			3






99. At my college, employees that work hard and do a good job will have opportunities for promotions and advancement.

		Response Percent	Response Count
Strongly Agree		4.5%	2
Agree		27.3%	12
Disagree		15.9%	7
Strongly Disagree		27.3%	12
Unknown		25.0%	11
answered question			44
skipped question			3



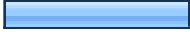


100. Please include any additional comments that you feel are relevant to the questions asked in section 9 of this survey above.

	Response Count
	7
answered question	7
skipped question	40



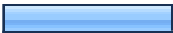


101. Overall, I believe that my college is a well-run organization.

		Response Percent	Response Count
Strongly Agree		6.8%	3
Agree		43.2%	19
Disagree		20.5%	9
Strongly Disagree		27.3%	12
Unknown		2.3%	1
answered question			44
skipped question			3






102. I know the mission, vision and goals that have been set by my college.

		Response Percent	Response Count
Strongly Agree		18.2%	8
Agree		34.1%	15
Disagree		27.3%	12
Strongly Disagree		11.4%	5
Unknown		9.1%	4
answered question			44
skipped question			3






103. I believe that the college is achieving its mission, vision and goals.

		Response Percent	Response Count
Strongly Agree		11.4%	5
Agree		31.8%	14
Disagree		25.0%	11
Strongly Disagree		20.5%	9
Unknown		11.4%	5
answered question			44
skipped question			3




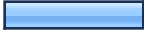

104. I understand how to do my part in helping the college to achieve its mission, vision and goals.

		Response Percent	Response Count
Strongly Agree		23.3%	10
Agree		34.9%	15
Disagree		20.9%	9
Strongly Disagree		9.3%	4
Unknown		11.6%	5
answered question			43
skipped question			4






105. I have trust and confidence in the leadership of the college.

		Response Percent	Response Count
Strongly Agree		9.1%	4
Agree		34.1%	15
Disagree		20.5%	9
Strongly Disagree		31.8%	14
Unknown		4.5%	2
answered question			44
skipped question			3






106. My college is headed in the right direction.

		Response Percent	Response Count
Strongly Agree		9.1%	4
Agree		43.2%	19
Disagree		18.2%	8
Strongly Disagree		20.5%	9
Unknown		9.1%	4
answered question			44
skipped question			3






107. I am proud to tell others that I work for this college.

		Response Percent	Response Count
Strongly Agree		22.7%	10
Agree		47.7%	21
Disagree		9.1%	4
Strongly Disagree		15.9%	7
Unknown		4.5%	2
answered question			44
skipped question			3






108. I feel that the college cares about its employees.

		Response Percent	Response Count
Strongly Agree		11.4%	5
Agree		45.5%	20
Disagree		13.6%	6
Strongly Disagree		27.3%	12
Unknown		2.3%	1
answered question			44
skipped question			3






109. Employees at this college are treated well and fairly.

		Response Percent	Response Count
Strongly Agree		4.5%	2
Agree		52.3%	23
Disagree		11.4%	5
Strongly Disagree		27.3%	12
Unknown		4.5%	2
answered question			44
skipped question			3



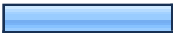


110. My college has a good reputation in the community.

		Response Percent	Response Count
Strongly Agree		14.0%	6
Agree		41.9%	18
Disagree		20.9%	9
Strongly Disagree		7.0%	3
Unknown		16.3%	7
answered question			43
skipped question			4

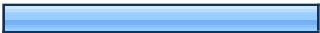






111. I plan to work for my college for the next ____ years.

		Response Percent	Response Count
1-2 years		9.8%	4
3-4 years		12.2%	5
5-6 years		7.3%	3
7-8 years		14.6%	6
9 + years		56.1%	23
answered question			41
skipped question			6






112. I rarely think about quitting.

		Response Percent	Response Count
Strongly Agree		29.5%	13
Agree		29.5%	13
Disagree		25.0%	11
Strongly Disagree		13.6%	6
Unknown		2.3%	1
answered question			44
skipped question			3

113. If you are planning to leave your current employment, please indicate the reason(s) why.

		Response Percent	Response Count
Pay & Benefits		47.1%	8
Working Conditions		29.4%	5
Conflict with Supervisor		23.5%	4
Conflict with Co-workers		0.0%	0
Dissatisfaction with Job Duties		11.8%	2
Lack of Advancement		29.4%	5
Career Change		17.6%	3
Moving or Relocation		0.0%	0
Other (please specify)		41.2%	7
answered question			17
skipped question			30






114. I am eligible for and plan to retire in the next ____ years.

		Response Percent	Response Count
1-2 years		10.0%	4
3-4 years		5.0%	2
5-6 years		5.0%	2
7-8 years		7.5%	3
9 + years		72.5%	29
answered question			40
skipped question			7

115. Please rate the following factors in terms of their importance to you as they contribute to your personal job satisfaction.

	Very Important	Important	Somewhat Important	Not Important	Rating Count
Job Security	73.8% (31)	26.2% (11)	0.0% (0)	0.0% (0)	42
Opinions/Suggestions are Valued	59.5% (25)	28.6% (12)	11.9% (5)	0.0% (0)	42
Pay	50.0% (21)	38.1% (16)	11.9% (5)	0.0% (0)	42
Benefits	45.2% (19)	42.9% (18)	9.5% (4)	2.4% (1)	42
Employee Recognition	45.2% (19)	26.2% (11)	23.8% (10)	4.8% (2)	42
Working Conditions	58.5% (24)	41.5% (17)	0.0% (0)	0.0% (0)	41
Training/Professional Development	35.7% (15)	52.4% (22)	11.9% (5)	0.0% (0)	42
Career Advancement Opportunities	46.3% (19)	24.4% (10)	22.0% (9)	7.3% (3)	41
Leadership/Supervision	69.0% (29)	21.4% (9)	9.5% (4)	0.0% (0)	42
Ability to Perform Meaningful Work	90.5% (38)	9.5% (4)	0.0% (0)	0.0% (0)	42
Relationships with Coworkers	53.7% (22)	41.5% (17)	4.9% (2)	0.0% (0)	41
answered question					42
skipped question					5

116. Overall, how satisfied are you with your current employment situation?

		Response Percent	Response Count
Extremely Satisfied		11.9%	5
Very Satisfied		38.1%	16
Satisfied		19.0%	8
Somewhat Dissatisfied		11.9%	5
Extremely Dissatisfied		19.0%	8
answered question			42
skipped question			5

117. Please include any additional comments that you feel are relevant to the questions asked in sections 11 and 12 of this survey above.

	Response Count
	10
answered question	10
skipped question	37