













1. What is your occupational group?

| | | Response Percent | Response Count |
|-------------------|--|---------------------|-------------------|
| Faculty |  | 100.0% | 496 |
| answered question | | | 496 |
| skipped question | | | 1 |

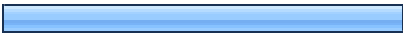

2. What is the highest level of education you have attained?









| | | 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 |  | 1.0% | 5 |
| Associates Degree |  | 5.7% | 28 |
| Bachelor's Degree |  | 14.1% | 69 |
| Master's Degree |  | 65.2% | 319 |
| Doctorate |  | 13.9% | 68 |
| answered question | | | 489 |
| skipped question | | | 8 |

3. What is your age group?

















| | | Response Percent | Response Count |
|----------------------|---|---------------------|-------------------|
| Under 30 years |  | 2.3% | 11 |
| 30 - 39 years |  | 17.9% | 87 |
| 40 - 49 years |  | 31.4% | 153 |
| 50 - 59 years |  | 34.5% | 168 |
| 60 - 69 years |  | 13.3% | 65 |
| 70 + years |  | 0.6% | 3 |
| answered question | | | 487 |
| skipped question | | | 10 |

4. What is your gender?


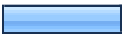






| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Female |  | 60.7% | 292 |
| Male |  | 39.3% | 189 |
| answered question | | | 481 |
| skipped question | | | 16 |

| 5. What is your ethnicity? | | | |
|-------------------------------------|--|------------------|----------------|
| | | Response Percent | Response Count |
| American Indian or Alaskan Native |  | 0.4% | 2 |
| Asian |  | 1.4% | 7 |
| Black or African American |  | 1.2% | 6 |
| Hispanic or Latino |  | 4.1% | 20 |
| Native Hawaiian or Pacific Islander | | 0.0% | 0 |
| White |  | 83.5% | 406 |
| Two or more races |  | 3.9% | 19 |
| Other |  | 2.7% | 13 |
| Other (please specify) |  | 2.7% | 13 |
| answered question | | | 486 |
| skipped question | | | 11 |









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 |  | 6.3% | 31 |
| Colorado Community College System |  | 0.4% | 2 |
| Colorado Northwestern Community College |  | 2.6% | 13 |
| Community College of Aurora |  | 4.6% | 23 |
| Community College of Denver |  | 22.0% | 109 |
| Front Range Community College - Westminster |  | 9.9% | 49 |
| Front Range Community College - Boulder/Longmont |  | 2.2% | 11 |
| Front Range Community College - Larimer |  | 9.3% | 46 |
| Lamar Community College |  | 1.6% | 8 |
| Morgan Community College |  | 2.6% | 13 |
| Northeastern Junior College |  | 4.0% | 20 |
| Otero Junior College |  | 4.4% | 22 |
| Pikes Peak Community College |  | 13.7% | 68 |
| Pueblo Community College |  | 6.0% | 30 |
| Red Rocks Community College |  | 7.7% | 38 |
| Trinidad State Junior College |  | 2.6% | 13 |
| answered question | | | 496 |
| skipped question | | | 1 |



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

| | | Response Percent | Response Count |
|-------------------|---|--------------------------|-------------------|
| Less than 2 years |  | 12.5% | 62 |
| 2-4 years |  | 17.3% | 86 |
| 5-9 years |  | 30.8% | 153 |
| 10-14 years |  | 18.3% | 91 |
| 15-19 years |  | 12.1% | 60 |
| 20-24 years |  | 5.8% | 29 |
| 25-29 years |  | 2.4% | 12 |
| 30 + years |  | 0.6% | 3 |
| | | answered question | 496 |
| | | skipped question | 1 |





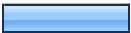





8. If you have worked for more than one college or the system office within the Colorado Community College System, how many total years have you worked in Colorado community colleges?

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Less than 2 years |  | 12.1% | 35 |
| 2-4 years |  | 16.2% | 47 |
| 5-9 years |  | 26.9% | 78 |
| 10-14 years |  | 21.0% | 61 |
| 15-19 years |  | 11.4% | 33 |
| 20-24 years |  | 9.3% | 27 |
| 25-29 years |  | 2.8% | 8 |
| 30 + years |  | 0.3% | 1 |
| answered question | | | 290 |
| skipped question | | | 207 |







9. Please indicate in which Discipline you teach.

| | | Response Percent | Response Count |
|--------------------------------|---|---------------------|-------------------|
| Career and Technical Education |  | 46.2% | 221 |
| General Education |  | 53.8% | 257 |
| answered question | | | 478 |
| skipped question | | | 19 |




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

| | | Response Percent | Response Count |
|----------------------------|--|---------------------|-------------------|
| \$20,000 - \$29,999 |  | 9.1% | 45 |
| \$30,000 - \$34,999 |  | 6.0% | 30 |
| \$35,000 - \$39,999 |  | 17.1% | 85 |
| \$40,000 - \$44,999 |  | 24.2% | 120 |
| \$45,000 - \$49,999 |  | 18.5% | 92 |
| \$50,000 - \$54,999 |  | 14.5% | 72 |
| \$55,000 - \$59,999 |  | 5.0% | 25 |
| \$60,000 - \$64,999 |  | 3.6% | 18 |
| \$65,000 - \$69,999 |  | 0.6% | 3 |
| \$70,000 or over |  | 1.2% | 6 |
| answered question | | | 496 |
| skipped question | | | 1 |




11. What is your current contract term?

| | | Response Percent | Response Count |
|---------------------------------------|--|---------------------|-------------------|
| Less than 9 Month |  | 3.0% | 15 |
| 9 Month Standard Academic Year |  | 68.8% | 341 |
| 10 Month |  | 4.2% | 21 |
| 11 Month |  | 1.8% | 9 |
| 12 Month |  | 17.9% | 89 |
| Other (please specify) |  | 4.2% | 21 |
| answered question | | | 496 |
| skipped question | | | 1 |


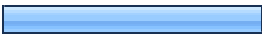


12. The work I do is meaningful to me.

| | | Response Percent | Response Count |
|-----------------------|--|---------------------|-------------------|
| Strongly Agree |  | 77.6% | 378 |
| Agree |  | 22.0% | 107 |
| Disagree |  | 0.4% | 2 |
| Strongly Disagree | | 0.0% | 0 |
| Unknown | | 0.0% | 0 |
| answered question | | | 487 |
| skipped question | | | 10 |





13. Overall, I like the work I do.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 62.7% | 304 |
| Agree |  | 36.3% | 176 |
| Disagree |  | 1.0% | 5 |
| Strongly Disagree | | 0.0% | 0 |
| Unknown | | 0.0% | 0 |
| answered question | | | 485 |
| skipped question | | | 12 |





14. My work is sufficiently challenging for me.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 59.2% | 286 |
| Agree |  | 38.9% | 188 |
| Disagree |  | 1.2% | 6 |
| Strongly Disagree |  | 0.6% | 3 |
| Unknown | | 0.0% | 0 |
| answered question | | | 483 |
| skipped question | | | 14 |

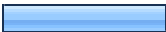



15. Doing my job well gives me a sense of personal satisfaction and accomplishment.

| | | Response Percent | Response Count |
|-------------------|--|---------------------|-------------------|
| Strongly Agree |  | 72.0% | 350 |
| Agree |  | 27.0% | 131 |
| Disagree |  | 0.8% | 4 |
| Strongly Disagree |  | 0.2% | 1 |
| Unknown | | 0.0% | 0 |
| answered question | | | 486 |
| skipped question | | | 11 |



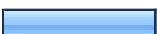


16. My workload is reasonable.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 14.6% | 71 |
| Agree |  | 42.9% | 208 |
| Disagree |  | 27.4% | 133 |
| Strongly Disagree |  | 15.1% | 73 |
| Unknown | | 0.0% | 0 |
| answered question | | | 485 |
| skipped question | | | 12 |





17. My job duties and priorities are clear.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 24.6% | 119 |
| Agree |  | 54.1% | 262 |
| Disagree |  | 18.0% | 87 |
| Strongly Disagree |  | 3.3% | 16 |
| Unknown | | 0.0% | 0 |
| answered question | | | 484 |
| skipped question | | | 13 |





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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 17.2% | 82 |
| Agree |  | 52.1% | 249 |
| Disagree |  | 22.8% | 109 |
| Strongly Disagree |  | 6.9% | 33 |
| Unknown |  | 1.0% | 5 |
| answered question | | | 478 |
| skipped question | | | 19 |





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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 13.8% | 67 |
| Agree |  | 55.8% | 270 |
| Disagree |  | 23.8% | 115 |
| Strongly Disagree |  | 6.6% | 32 |
| Unknown | | 0.0% | 0 |
| answered question | | | 484 |
| skipped question | | | 13 |






20. I feel motivated to do a good job.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 49.6% | 238 |
| Agree |  | 40.6% | 195 |
| Disagree |  | 7.1% | 34 |
| Strongly Disagree |  | 2.7% | 13 |
| Unknown | | 0.0% | 0 |
| answered question | | | 480 |
| skipped question | | | 17 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 13.0% | 62 |
| Agree |  | 39.5% | 189 |
| Disagree |  | 32.4% | 155 |
| Strongly Disagree |  | 15.1% | 72 |
| Unknown | | 0.0% | 0 |
| answered question | | | 478 |
| skipped question | | | 19 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 20.5% | 99 |
| Agree |  | 58.5% | 282 |
| Disagree |  | 15.4% | 74 |
| Strongly Disagree |  | 3.5% | 17 |
| Unknown |  | 2.1% | 10 |
| answered question | | | 482 |
| skipped question | | | 15 |


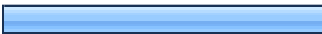



23. I work in an environment that supports team work.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 27.2% | 130 |
| Agree |  | 43.9% | 210 |
| Disagree |  | 20.3% | 97 |
| Strongly Disagree |  | 7.5% | 36 |
| Unknown |  | 1.0% | 5 |
| answered question | | | 478 |
| skipped question | | | 19 |






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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 8.0% | 38 |
| Agree |  | 36.6% | 174 |
| Disagree |  | 39.2% | 186 |
| Strongly Disagree |  | 14.5% | 69 |
| Unknown |  | 1.7% | 8 |
| answered question | | | 475 |
| skipped question | | | 22 |


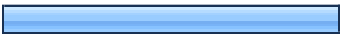



25. In my work unit, we have the right people to do the work.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 22.4% | 108 |
| Agree |  | 48.3% | 233 |
| Disagree |  | 21.8% | 105 |
| Strongly Disagree |  | 5.4% | 26 |
| Unknown |  | 2.1% | 10 |
| answered question | | | 482 |
| skipped question | | | 15 |






26. Duties are distributed fairly in my work unit.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 15.8% | 75 |
| Agree |  | 48.0% | 228 |
| Disagree |  | 27.6% | 131 |
| Strongly Disagree |  | 7.2% | 34 |
| Unknown |  | 1.5% | 7 |
| answered question | | | 475 |
| skipped question | | | 22 |






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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 32.4% | 156 |
| Agree |  | 50.6% | 244 |
| Disagree |  | 12.9% | 62 |
| Strongly Disagree |  | 2.9% | 14 |
| Unknown |  | 1.2% | 6 |
| answered question | | | 482 |
| skipped question | | | 15 |






28. I enjoy working with my colleagues.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 46.5% | 225 |
| Agree |  | 46.7% | 226 |
| Disagree |  | 4.1% | 20 |
| Strongly Disagree |  | 0.8% | 4 |
| Unknown |  | 1.9% | 9 |
| answered question | | | 484 |
| skipped question | | | 13 |






29. I respect my supervisor.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 48.2% | 232 |
| Agree |  | 34.7% | 167 |
| Disagree |  | 11.6% | 56 |
| Strongly Disagree |  | 4.8% | 23 |
| Unknown |  | 0.6% | 3 |
| answered question | | | 481 |
| skipped question | | | 16 |


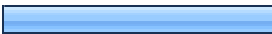



30. My supervisor treats people fairly.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 44.4% | 212 |
| Agree |  | 34.7% | 166 |
| Disagree |  | 11.9% | 57 |
| Strongly Disagree |  | 6.9% | 33 |
| Unknown |  | 2.1% | 10 |
| answered question | | | 478 |
| skipped question | | | 19 |

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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 45.4% | 219 |
| Agree |  | 37.6% | 181 |
| Disagree |  | 10.2% | 49 |
| Strongly Disagree |  | 5.2% | 25 |
| Unknown |  | 1.7% | 8 |
| answered question | | | 482 |
| skipped question | | | 15 |






32. My most recent performance evaluation was fair.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 43.5% | 210 |
| Agree |  | 40.8% | 197 |
| Disagree |  | 6.8% | 33 |
| Strongly Disagree |  | 2.9% | 14 |
| Unknown |  | 6.0% | 29 |
| answered question | | | 483 |
| skipped question | | | 14 |






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

| | Response Count |
|-------------------|----------------|
| | 114 |
| answered question | 114 |
| skipped question | 383 |






34. My teaching load is reasonable.

| | | Response Percent | Response Count |
|-------------------|---|------------------|----------------|
| Strongly Agree |  | 18.2% | 85 |
| Agree |  | 57.9% | 271 |
| Disagree |  | 19.2% | 90 |
| Strongly Disagree |  | 3.8% | 18 |
| Unknown |  | 0.9% | 4 |
| | answered question | | 468 |
| | skipped question | | 29 |







35. Teaching loads are equitably distributed among faculty.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 14.3% | 67 |
| Agree |  | 49.1% | 231 |
| Disagree |  | 26.6% | 125 |
| Strongly Disagree |  | 5.3% | 25 |
| Unknown |  | 4.7% | 22 |
| answered question | | | 470 |
| skipped question | | | 27 |






36. How many credit hours did you teach in the 2009-2010 Academic Year? (include Fall and Spring and exclude overloads and summer assignments.)

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| 0-18 hours |  | 32.2% | 149 |
| 19-24 hours |  | 17.1% | 79 |
| 25-30 |  | 29.6% | 137 |
| 31-35 |  | 11.0% | 51 |
| 36 or more hours |  | 10.2% | 47 |
| answered question | | | 463 |
| skipped question | | | 34 |





37. How many total credit hours did you teach in 2009-2010? (include fall, spring, summer and overloads)

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| 0-18 hours |  | 22.0% | 102 |
| 19-24 hours |  | 12.5% | 58 |
| 25-30 |  | 16.8% | 78 |
| 31-35 |  | 15.3% | 71 |
| 36-40 |  | 17.9% | 83 |
| 41 or more hours |  | 15.3% | 71 |
| answered question | | | 463 |
| skipped question | | | 34 |





38. How many total hours of release credit hours did you have in 2009-2010? (included Fall, Spring and Summer)

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| 1-3 hours |  | 50.8% | 166 |
| 4-6 hours |  | 21.4% | 70 |
| 7-10 hours |  | 10.1% | 33 |
| 10-14 hours |  | 7.3% | 24 |
| 15 or more hours |  | 10.4% | 34 |
| answered question | | | 327 |
| skipped question | | | 170 |

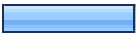



39. On average, how many hours per week do you spend on classroom teaching?

| | | Response Percent | Response Count |
|--------------------|---|---------------------|-------------------|
| 5-9 hours |  | 18.4% | 85 |
| 10-14 hours |  | 27.1% | 125 |
| 15-20 hours |  | 32.5% | 150 |
| More than 20 hours |  | 22.1% | 102 |
| answered question | | | 462 |
| skipped question | | | 35 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| 1-4 hours |  | 10.3% | 48 |
| 5-9 hours |  | 33.5% | 156 |
| 10-14 hours |  | 29.6% | 138 |
| 15 or more hours |  | 26.6% | 124 |
| answered question | | | 466 |
| skipped question | | | 31 |





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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| 1-4 hours |  | 19.3% | 90 |
| 5-9 hours |  | 39.5% | 184 |
| 10-14 hours |  | 25.1% | 117 |
| 15 or more hours |  | 16.1% | 75 |
| answered question | | | 466 |
| skipped question | | | 31 |





42. My student advising responsibilities are reasonable.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 14.0% | 65 |
| Agree |  | 66.2% | 308 |
| Disagree |  | 8.6% | 40 |
| Strongly Disagree |  | 3.0% | 14 |
| Unknown |  | 8.2% | 38 |
| answered question | | | 465 |
| skipped question | | | 32 |






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 |  | 30.2% | 139 |
| 4-6 hours |  | 36.2% | 167 |
| 7-9 hours |  | 14.1% | 65 |
| 10 or more hours |  | 19.5% | 90 |
| answered question | | | 461 |
| skipped question | | | 36 |






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 |  | 83.3% | 350 |
| 4-6 hours |  | 9.5% | 40 |
| 7-9 hours |  | 2.6% | 11 |
| 10 or more hours |  | 4.5% | 19 |
| answered question | | | 420 |
| skipped question | | | 77 |






45. My administrative responsibilities are reasonable.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 10.2% | 48 |
| Agree |  | 56.1% | 263 |
| Disagree |  | 21.5% | 101 |
| Strongly Disagree |  | 6.4% | 30 |
| Unknown |  | 5.8% | 27 |
| answered question | | | 469 |
| skipped question | | | 28 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| 1-3 hours |  | 60.8% | 282 |
| 4-6 hours |  | 18.3% | 85 |
| 7-9 hours |  | 4.5% | 21 |
| 10 or more hours |  | 1.7% | 8 |
| None |  | 14.7% | 68 |
| answered question | | | 464 |
| skipped question | | | 33 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| 1-3 hours |  | 45.9% | 212 |
| 4-6 hours |  | 17.7% | 82 |
| 7-9 hours |  | 4.3% | 20 |
| 10 or more hours |  | 6.5% | 30 |
| None |  | 25.5% | 118 |
| answered question | | | 462 |
| skipped question | | | 35 |



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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 9.9% | 46 |
| Agree |  | 28.5% | 133 |
| Disagree |  | 26.6% | 124 |
| Strongly Disagree |  | 27.8% | 130 |
| Unknown |  | 7.3% | 34 |
| answered question | | | 467 |
| skipped question | | | 30 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 8.5% | 40 |
| Agree |  | 40.4% | 189 |
| Disagree |  | 27.6% | 129 |
| Strongly Disagree |  | 14.7% | 69 |
| Unknown |  | 8.8% | 41 |
| answered question | | | 468 |
| skipped question | | | 29 |





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

| | | Response Percent | Response Count |
|-------------------|--|---------------------|-------------------|
| Yes |  | 12.0% | 56 |
| No |  | 88.0% | 410 |
| answered question | | | 466 |
| skipped question | | | 31 |






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

| | | Response Percent | Response Count |
|-------------------------------------|---|---------------------|-------------------|
| Another community college |  | 25.5% | 14 |
| Four year college/university |  | 47.3% | 26 |
| Research university |  | 3.6% | 2 |
| Private college/university |  | 21.8% | 12 |
| Other (please specify) |  | 16.4% | 9 |
| answered question | | | 55 |
| skipped question | | | 442 |






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

| | | Response Percent | Response Count |
|-------------------|--|---------------------|-------------------|
| 1-3 hours |  | 74.7% | 342 |
| 4-6 hours |  | 8.5% | 39 |
| 7-9 hours | | 0.0% | 0 |
| 10 or more hours |  | 0.4% | 2 |
| None |  | 16.4% | 75 |
| answered question | | | 458 |
| skipped question | | | 39 |

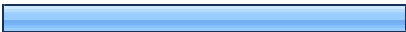




53. On average, how many hours per week do you spend on duties as a discipline chair/lead/coordinator?

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| 1-3 hours |  | 15.8% | 72 |
| 4-6 hours |  | 14.9% | 68 |
| 7-9 hours |  | 8.6% | 39 |
| 10 or more hours |  | 21.7% | 99 |
| None |  | 39.0% | 178 |
| answered question | | | 456 |
| skipped question | | | 41 |






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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 51.3% | 238 |
| Agree |  | 43.8% | 203 |
| Disagree |  | 4.1% | 19 |
| Strongly Disagree |  | 0.6% | 3 |
| Unknown |  | 0.2% | 1 |
| answered question | | | 464 |
| skipped question | | | 33 |


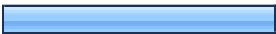



55. I am satisfied with the level of independence that I have in how I teach my classes.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 61.1% | 283 |
| Agree |  | 33.5% | 155 |
| Disagree |  | 3.7% | 17 |
| Strongly Disagree |  | 1.5% | 7 |
| Unknown |  | 0.2% | 1 |
| answered question | | | 463 |
| skipped question | | | 34 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 17.9% | 83 |
| Agree |  | 41.9% | 194 |
| Disagree |  | 25.3% | 117 |
| Strongly Disagree |  | 8.0% | 37 |
| Unknown |  | 6.9% | 32 |
| answered question | | | 463 |
| skipped question | | | 34 |


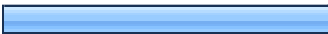



57. I get the support I need from my Dean.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 37.1% | 172 |
| Agree |  | 41.3% | 191 |
| Disagree |  | 9.1% | 42 |
| Strongly Disagree |  | 7.8% | 36 |
| Unknown |  | 4.8% | 22 |
| answered question | | | 463 |
| skipped question | | | 34 |






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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 46.7% | 213 |
| Agree |  | 33.3% | 152 |
| Disagree |  | 9.2% | 42 |
| Strongly Disagree |  | 3.1% | 14 |
| Unknown |  | 7.7% | 35 |
| answered question | | | 456 |
| skipped question | | | 41 |

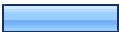




59. My college values academic excellence.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 32.1% | 149 |
| Agree |  | 49.4% | 229 |
| Disagree |  | 11.6% | 54 |
| Strongly Disagree |  | 4.3% | 20 |
| Unknown |  | 2.6% | 12 |
| answered question | | | 464 |
| skipped question | | | 33 |






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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 37.8% | 173 |
| Agree |  | 46.5% | 213 |
| Disagree |  | 10.7% | 49 |
| Strongly Disagree |  | 3.1% | 14 |
| Unknown |  | 2.0% | 9 |
| answered question | | | 458 |
| skipped question | | | 39 |


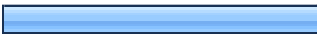



61. At my college, two-way communication between faculty and administrators is good.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 16.9% | 78 |
| Agree |  | 42.5% | 196 |
| Disagree |  | 23.9% | 110 |
| Strongly Disagree |  | 14.1% | 65 |
| Unknown |  | 2.6% | 12 |
| answered question | | | 461 |
| skipped question | | | 36 |






62. At my college, faculty respect one another.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 27.4% | 126 |
| Agree |  | 61.1% | 281 |
| Disagree |  | 8.0% | 37 |
| Strongly Disagree |  | 1.1% | 5 |
| Unknown |  | 2.4% | 11 |
| answered question | | | 460 |
| skipped question | | | 37 |

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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 35.0% | 160 |
| Agree |  | 47.5% | 217 |
| Disagree |  | 12.0% | 55 |
| Strongly Disagree |  | 5.0% | 23 |
| Unknown |  | 0.4% | 2 |
| answered question | | | 457 |
| skipped question | | | 40 |

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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 29.5% | 135 |
| Agree |  | 50.0% | 229 |
| Disagree |  | 9.8% | 45 |
| Strongly Disagree |  | 3.5% | 16 |
| Unknown |  | 7.2% | 33 |
| answered question | | | 458 |
| skipped question | | | 39 |






| 65. How effective is your college in providing the following for faculty? | | | | | | |
|---|----------------|--------------------|--------------------|---------------|-----------|----------------|
| | Very Effective | Effective | Somewhat Effective | Not Effective | Unknown | Response Count |
| Orientations | 13.0% (60) | 42.2% (195) | 28.8% (133) | 12.3% (57) | 3.7% (17) | 462 |
| Mentoring | 10.6% (49) | 31.8% (147) | 33.5% (155) | 19.0% (88) | 5.0% (23) | 462 |
| Professional Development | 18.6% (86) | 35.1% (162) | 30.3% (140) | 15.4% (71) | 0.6% (3) | 462 |
| Administrative Support | 19.9% (92) | 37.7% (174) | 27.7% (128) | 14.3% (66) | 0.4% (2) | 462 |
| Classroom Technology | 27.4% (127) | 43.6% (202) | 20.1% (93) | 8.4% (39) | 0.4% (2) | 463 |
| Office Technology | 17.9% (83) | 44.1% (204) | 26.3% (122) | 9.7% (45) | 1.9% (9) | 463 |
| answered question | | | | | | 463 |
| skipped question | | | | | | 34 |

| 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 | Response Count |
| Pay | 6.0% (27) | 20.3% (92) | 26.9% (122) | 46.8% (212) | 453 |
| Academic Environment | 53.4% (242) | 33.3% (151) | 7.7% (35) | 5.5% (25) | 453 |
| Benefits | 11.9% (53) | 31.3% (140) | 29.1% (130) | 27.7% (124) | 447 |
| Student Success | 67.6% (301) | 29.4% (131) | 2.7% (12) | 0.2% (1) | 445 |
| Committment to Education | 71.1% (322) | 24.1% (109) | 3.3% (15) | 1.5% (7) | 453 |
| Other (please specify) | | | | | 50 |
| answered question | | | | | 460 |
| skipped question | | | | | 37 |






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 |
|-------------------|----------------|
| | 93 |
| answered question | 93 |
| skipped question | 404 |






68. I understand how pay rates are determined.

| | | Response Percent | Response Count |
|-------------------|---|------------------|----------------|
| Strongly Agree |  | 6.3% | 29 |
| Agree |  | 37.6% | 172 |
| Disagree |  | 34.4% | 157 |
| Strongly Disagree |  | 16.4% | 75 |
| Unknown |  | 5.3% | 24 |
| | answered question | | 457 |
| | skipped question | | 40 |


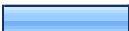



69. I understand how job titles are assigned.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 7.9% | 36 |
| Agree |  | 48.2% | 220 |
| Disagree |  | 30.0% | 137 |
| Strongly Disagree |  | 9.9% | 45 |
| Unknown |  | 3.9% | 18 |
| answered question | | | 456 |
| skipped question | | | 41 |






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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 2.9% | 13 |
| Agree |  | 28.2% | 128 |
| Disagree |  | 35.0% | 159 |
| Strongly Disagree |  | 23.6% | 107 |
| Unknown |  | 10.4% | 47 |
| answered question | | | 454 |
| skipped question | | | 43 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 1.8% | 8 |
| Agree |  | 18.5% | 84 |
| Disagree |  | 39.2% | 178 |
| Strongly Disagree |  | 39.0% | 177 |
| Unknown |  | 1.5% | 7 |
| answered question | | | 454 |
| skipped question | | | 43 |






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 |  | 4.6% | 21 |
| Agree |  | 33.3% | 151 |
| Disagree |  | 24.3% | 110 |
| Strongly Disagree |  | 24.3% | 110 |
| Unknown |  | 13.5% | 61 |
| answered question | | | 453 |
| skipped question | | | 44 |

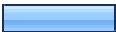




73. My salary reflects my performance and contribution to the college.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 0.9% | 4 |
| Agree |  | 18.3% | 83 |
| Disagree |  | 38.5% | 175 |
| Strongly Disagree |  | 40.1% | 182 |
| Unknown |  | 2.2% | 10 |
| answered question | | | 454 |
| skipped question | | | 43 |






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 |  | 1.3% | 6 |
| Agree |  | 15.6% | 71 |
| Disagree |  | 34.1% | 155 |
| Strongly Disagree |  | 41.8% | 190 |
| Unknown |  | 7.3% | 33 |
| answered question | | | 455 |
| skipped question | | | 42 |

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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 16.8% | 76 |
| Agree |  | 55.2% | 250 |
| Disagree |  | 18.8% | 85 |
| Strongly Disagree |  | 5.5% | 25 |
| Unknown |  | 3.8% | 17 |
| answered question | | | 453 |
| skipped question | | | 44 |






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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 3.3% | 15 |
| Agree |  | 34.7% | 157 |
| Disagree |  | 46.7% | 211 |
| Strongly Disagree |  | 12.6% | 57 |
| Unknown |  | 2.7% | 12 |
| answered question | | | 452 |
| skipped question | | | 45 |





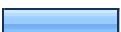
77. Please include any additional comments that you feel are relevant to the questions asked in section 6 of this survey above.

| | Response Count |
|-------------------|----------------|
| | 121 |
| answered question | 121 |
| skipped question | 376 |






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 |  | 10.1% | 46 |
| Agree |  | 42.3% | 192 |
| Disagree |  | 17.8% | 81 |
| Strongly Disagree |  | 9.9% | 45 |
| Unknown |  | 19.8% | 90 |
| | | answered question | 454 |
| | | skipped question | 43 |






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 |  | 14.3% | 65 |
| Agree |  | 55.1% | 250 |
| Disagree |  | 8.8% | 40 |
| Strongly Disagree |  | 4.6% | 21 |
| Unknown |  | 17.2% | 78 |
| answered question | | | 454 |
| skipped question | | | 43 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 13.4% | 61 |
| Agree |  | 53.1% | 241 |
| Disagree |  | 11.2% | 51 |
| Strongly Disagree |  | 7.7% | 35 |
| Unknown |  | 14.5% | 66 |
| answered question | | | 454 |
| skipped question | | | 43 |




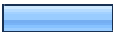

81. Our retirement benefits give me confidence that I will have enough money when I retire to maintain my current standard of living.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 4.0% | 18 |
| Agree |  | 26.3% | 119 |
| Disagree |  | 36.2% | 164 |
| Strongly Disagree |  | 20.8% | 94 |
| Unknown |  | 12.8% | 58 |
| answered question | | | 453 |
| skipped question | | | 44 |

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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 4.6% | 21 |
| Agree |  | 41.0% | 186 |
| Disagree |  | 31.3% | 142 |
| Strongly Disagree |  | 13.4% | 61 |
| Unknown |  | 9.7% | 44 |
| answered question | | | 454 |
| skipped question | | | 43 |


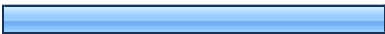



83. The culture and policies of the college support a healthy work/life balance.

| | | Response Percent | Response Count |
|-------------------|---|--------------------------|-------------------|
| Strongly Agree |  | 7.3% | 33 |
| Agree |  | 44.0% | 199 |
| Disagree |  | 28.8% | 130 |
| Strongly Disagree |  | 16.2% | 73 |
| Unknown |  | 3.8% | 17 |
| | | answered question | 452 |
| | | skipped question | 45 |



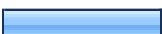


84. Please include any additional comments that you feel are relevant to the questions asked in section 7 of this survey above.

| | Response Count |
|--------------------------|-------------------|
| | 60 |
| answered question | 60 |
| skipped question | 437 |


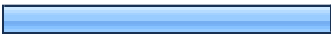



85. I feel like I know what is going on at the college.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 8.2% | 37 |
| Agree |  | 57.8% | 262 |
| Disagree |  | 25.2% | 114 |
| Strongly Disagree |  | 7.9% | 36 |
| Unknown |  | 0.9% | 4 |
| answered question | | | 453 |
| skipped question | | | 44 |






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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 9.1% | 41 |
| Agree |  | 60.3% | 273 |
| Disagree |  | 23.6% | 107 |
| Strongly Disagree |  | 6.4% | 29 |
| Unknown |  | 0.7% | 3 |
| answered question | | | 453 |
| skipped question | | | 44 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 12.6% | 57 |
| Agree |  | 49.4% | 223 |
| Disagree |  | 24.4% | 110 |
| Strongly Disagree |  | 11.1% | 50 |
| Unknown |  | 2.4% | 11 |
| answered question | | | 451 |
| skipped question | | | 46 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 29.1% | 132 |
| Agree |  | 51.4% | 233 |
| Disagree |  | 11.9% | 54 |
| Strongly Disagree |  | 6.4% | 29 |
| Unknown |  | 1.1% | 5 |
| answered question | | | 453 |
| skipped question | | | 44 |






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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 30.2% | 137 |
| Agree |  | 49.4% | 224 |
| Disagree |  | 14.1% | 64 |
| Strongly Disagree |  | 5.3% | 24 |
| Unknown |  | 0.9% | 4 |
| answered question | | | 453 |
| skipped question | | | 44 |




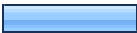

90. My opinion at work seems to count.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 22.2% | 100 |
| Agree |  | 43.6% | 196 |
| Disagree |  | 20.7% | 93 |
| Strongly Disagree |  | 11.3% | 51 |
| Unknown |  | 2.2% | 10 |
| answered question | | | 450 |
| skipped question | | | 47 |

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 |  | 22.2% | 100 |
| Agree |  | 48.3% | 218 |
| Disagree |  | 15.5% | 70 |
| Strongly Disagree |  | 9.5% | 43 |
| Unknown |  | 4.4% | 20 |
| answered question | | | 451 |
| skipped question | | | 46 |






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 |  | 6.7% | 30 |
| Agree |  | 28.4% | 128 |
| Disagree |  | 29.1% | 131 |
| Strongly Disagree |  | 19.8% | 89 |
| Unknown |  | 16.0% | 72 |
| Other (please specify) | | | 48 |
| answered question | | | 450 |
| skipped question | | | 47 |






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

| | Response Count |
|-------------------|----------------|
| | 78 |
| answered question | 78 |
| skipped question | 419 |


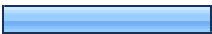



94. I feel I have good job security at my college.

| | | Response Percent | Response Count |
|-------------------|---|------------------|----------------|
| Strongly Agree |  | 14.2% | 64 |
| Agree |  | 53.2% | 240 |
| Disagree |  | 19.1% | 86 |
| Strongly Disagree |  | 8.2% | 37 |
| Unknown |  | 5.3% | 24 |
| | answered question | | 451 |
| | skipped question | | 46 |






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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 6.6% | 30 |
| Agree |  | 36.1% | 163 |
| Disagree |  | 32.5% | 147 |
| Strongly Disagree |  | 15.7% | 71 |
| Unknown |  | 9.1% | 41 |
| answered question | | | 452 |
| skipped question | | | 45 |






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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 5.1% | 23 |
| Agree |  | 31.4% | 142 |
| Disagree |  | 24.1% | 109 |
| Strongly Disagree |  | 15.5% | 70 |
| Unknown |  | 23.9% | 108 |
| answered question | | | 452 |
| skipped question | | | 45 |





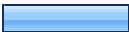
97. I am optimistic about my future opportunities at the college.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 6.7% | 30 |
| Agree |  | 45.9% | 207 |
| Disagree |  | 23.9% | 108 |
| Strongly Disagree |  | 13.3% | 60 |
| Unknown |  | 10.2% | 46 |
| answered question | | | 451 |
| skipped question | | | 46 |

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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 4.0% | 18 |
| Agree |  | 32.4% | 146 |
| Disagree |  | 28.9% | 130 |
| Strongly Disagree |  | 15.8% | 71 |
| Unknown |  | 18.9% | 85 |
| answered question | | | 450 |
| skipped question | | | 47 |






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 |  | 5.6% | 25 |
| Agree |  | 31.9% | 143 |
| Disagree |  | 27.0% | 121 |
| Strongly Disagree |  | 17.0% | 76 |
| Unknown |  | 18.5% | 83 |
| answered question | | | 448 |
| skipped question | | | 49 |






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

| | Response Count |
|-------------------|-------------------|
| | 64 |
| answered question | 64 |
| skipped question | 433 |






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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 13.6% | 61 |
| Agree |  | 50.8% | 227 |
| Disagree |  | 23.0% | 103 |
| Strongly Disagree |  | 9.2% | 41 |
| Unknown |  | 3.4% | 15 |
| answered question | | | 447 |
| skipped question | | | 50 |






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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 22.3% | 100 |
| Agree |  | 63.8% | 286 |
| Disagree |  | 9.4% | 42 |
| Strongly Disagree |  | 2.5% | 11 |
| Unknown |  | 2.0% | 9 |
| answered question | | | 448 |
| skipped question | | | 49 |

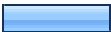




103. I believe that the college is achieving its mission, vision and goals.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 12.4% | 55 |
| Agree |  | 58.1% | 258 |
| Disagree |  | 17.3% | 77 |
| Strongly Disagree |  | 3.4% | 15 |
| Unknown |  | 8.8% | 39 |
| answered question | | | 444 |
| skipped question | | | 53 |






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 |  | 20.6% | 92 |
| Agree |  | 63.1% | 282 |
| Disagree |  | 8.5% | 38 |
| Strongly Disagree |  | 3.1% | 14 |
| Unknown |  | 4.7% | 21 |
| answered question | | | 447 |
| skipped question | | | 50 |


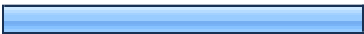



105. I have trust and confidence in the leadership of the college.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 16.0% | 71 |
| Agree |  | 43.1% | 192 |
| Disagree |  | 21.8% | 97 |
| Strongly Disagree |  | 14.6% | 65 |
| Unknown |  | 4.5% | 20 |
| answered question | | | 445 |
| skipped question | | | 52 |



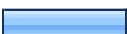


106. My college is headed in the right direction.

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| Strongly Agree |  | 14.9% | 66 |
| Agree |  | 49.9% | 221 |
| Disagree |  | 17.4% | 77 |
| Strongly Disagree |  | 8.8% | 39 |
| Unknown |  | 9.0% | 40 |
| answered question | | | 443 |
| skipped question | | | 54 |






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

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 32.0% | 141 |
| Agree |  | 54.6% | 241 |
| Disagree |  | 7.9% | 35 |
| Strongly Disagree |  | 4.1% | 18 |
| Unknown |  | 1.4% | 6 |
| answered question | | | 441 |
| skipped question | | | 56 |


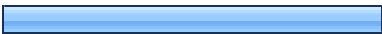



108. I feel that the college cares about its employees.

| | | Response Percent | Response Count |
|--------------------------|---|-----------------------------|---------------------------|
| Strongly Agree |  | 13.9% | 62 |
| Agree |  | 50.6% | 225 |
| Disagree |  | 18.4% | 82 |
| Strongly Disagree |  | 12.1% | 54 |
| Unknown |  | 4.9% | 22 |
| answered question | | | 445 |
| skipped question | | | 52 |






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

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 12.1% | 54 |
| Agree |  | 47.2% | 210 |
| Disagree |  | 21.1% | 94 |
| Strongly Disagree |  | 11.2% | 50 |
| Unknown |  | 8.3% | 37 |
| answered question | | | 445 |
| skipped question | | | 52 |


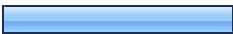



110. My college has a good reputation in the community.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 25.9% | 115 |
| Agree |  | 57.4% | 255 |
| Disagree |  | 8.3% | 37 |
| Strongly Disagree |  | 2.7% | 12 |
| Unknown |  | 5.6% | 25 |
| answered question | | | 444 |
| skipped question | | | 53 |





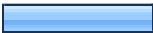



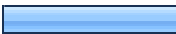
111. I plan to work for my college for the next ____ years.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| 1-2 years |  | 15.5% | 66 |
| 3-4 years |  | 14.1% | 60 |
| 5-6 years |  | 17.3% | 74 |
| 7-8 years |  | 5.9% | 25 |
| 9 + years |  | 47.3% | 202 |
| answered question | | | 427 |
| skipped question | | | 70 |






112. I rarely think about quitting.

| | | Response Percent | Response Count |
|-------------------|---|---------------------|-------------------|
| Strongly Agree |  | 28.4% | 125 |
| Agree |  | 34.5% | 152 |
| Disagree |  | 23.4% | 103 |
| Strongly Disagree |  | 12.5% | 55 |
| Unknown |  | 1.1% | 5 |
| answered question | | | 440 |
| skipped question | | | 57 |

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






| | | Response Percent | Response Count |
|---------------------------------|---|---------------------|-------------------|
| Pay & Benefits |  | 68.3% | 97 |
| Working Conditions |  | 29.6% | 42 |
| Conflict with Supervisor |  | 16.2% | 23 |
| Conflict with Co-workers |  | 4.9% | 7 |
| Dissatisfaction with Job Duties |  | 22.5% | 32 |
| Lack of Advancement |  | 25.4% | 36 |
| Career Change |  | 11.3% | 16 |
| Moving or Relocation |  | 2.8% | 4 |
| Other (please specify) |  | 26.1% | 37 |
| answered question | | | 142 |
| skipped question | | | 355 |

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

| | | Response Percent | Response Count |
|--------------------------|---|---------------------|-------------------|
| 1-2 years |  | 6.1% | 25 |
| 3-4 years |  | 8.7% | 36 |
| 5-6 years |  | 12.3% | 51 |
| 7-8 years |  | 5.3% | 22 |
| 9 + years |  | 67.6% | 279 |
| answered question | | | 413 |
| skipped question | | | 84 |

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 | Response Count |
|------------------------------------|-----------------------|--------------------|---------------------------|----------------------|-----------------------|
| Job Security | 58.8% (260) | 36.4% (161) | 3.6% (16) | 1.1% (5) | 442 |
| Opinions/Suggestions are Valued | 54.0% (239) | 40.4% (179) | 5.2% (23) | 0.5% (2) | 443 |
| Pay | 47.7% (212) | 40.3% (179) | 9.9% (44) | 2.0% (9) | 444 |
| Benefits | 33.3% (148) | 44.6% (198) | 16.9% (75) | 5.2% (23) | 444 |
| Employee Recognition | 33.8% (149) | 32.2% (142) | 27.0% (119) | 7.0% (31) | 441 |
| Working Conditions | 63.4% (279) | 33.9% (149) | 2.7% (12) | 0.0% (0) | 440 |
| Training/Professional Development | 36.6% (162) | 46.0% (204) | 15.8% (70) | 1.6% (7) | 443 |
| Career Advancement Opportunities | 27.7% (123) | 39.2% (174) | 23.9% (106) | 9.2% (41) | 444 |
| Leadership/Supervision | 47.8% (211) | 36.5% (161) | 13.6% (60) | 2.0% (9) | 441 |
| Ability to Perform Meaningful Work | 92.3% (408) | 7.5% (33) | 0.2% (1) | 0.0% (0) | 442 |
| Relationships with Coworkers | 58.5% (258) | 35.1% (155) | 6.1% (27) | 0.2% (1) | 441 |
| answered question | | | | | 445 |
| skipped question | | | | | 52 |

| 116. Overall, how satisfied are you with your current employment situation? | | | |
|---|---|------------------|----------------|
| | | Response Percent | Response Count |
| Extremely Satisfied |  | 12.1% | 54 |
| Very Satisfied |  | 29.9% | 133 |
| Satisfied |  | 33.7% | 150 |
| Somewhat Dissatisfied |  | 17.5% | 78 |
| Extremely Dissatisfied |  | 6.7% | 30 |
| answered question | | | 445 |
| skipped question | | | 52 |

| 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 |
|---|--|----------------|
| | | 77 |
| answered question | | 77 |
| skipped question | | 420 |