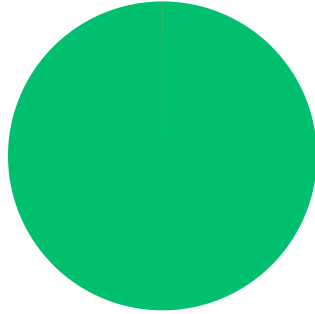


### Q1 Are you faculty, staff, or administration?

Answered: 88 Skipped: 0

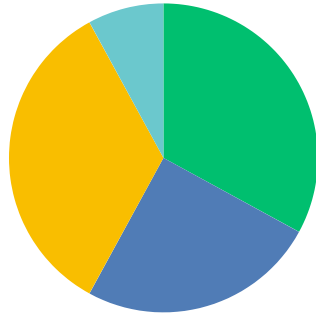


■ Faculty
 ■ Staff
 ■ Administra...

	FACULTY	STAFF	ADMINISTRATION	TOTAL
Q1: Faculty	100.00% 88	0.00% 0	0.00% 0	100.00% 88
Total Respondents	88	0	0	88

## Q2 Length of time of employment with TVCC

Answered: 88 Skipped: 0

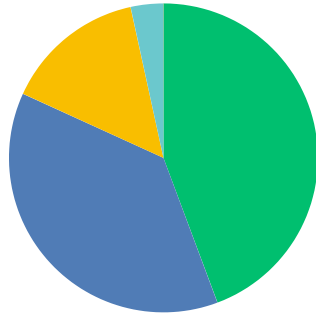


■ Under 5 ye... 
 ■ 5-10 Years 
 ■ 11-25 Years 
 ■ More than ...

	UNDER 5 YEARS	5-10 YEARS	11-25 YEARS	MORE THAN 25 YEARS	TOTAL
Q1: Faculty	32.95% 29	25.00% 22	34.09% 30	7.95% 7	100.00% 88
Total Respondents	29	22	30	7	88

### Q3 I am proud to work for TVCC.

Answered: 88 Skipped: 0

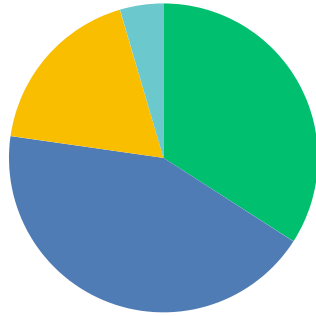


■ Always   
 ■ Usually   
 ■ Sometimes   
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	44.32% 39	37.50% 33	14.77% 13	3.41% 3	0.00% 0	100.00% 88
Total Respondents	39	33	13	3	0	88

Q4 I have a good work/life balance at TVCC.

Answered: 88 Skipped: 0

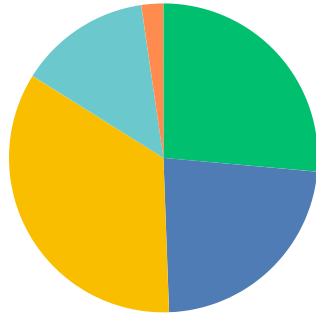


■ Always    
 ■ Usually    
 ■ Sometimes    
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	34.09% 30	43.18% 38	18.18% 16	4.55% 4	0.00% 0	100.00% 88
Total Respondents	30	38	16	4	0	88

Q5 I feel valued for the work that I do at TVCC.

Answered: 87 Skipped: 1

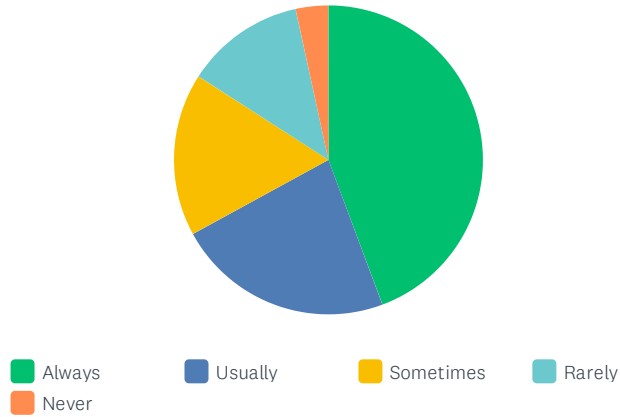


■ Always    
 ■ Usually    
 ■ Sometimes    
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	26.44% 23	22.99% 20	34.48% 30	13.79% 12	2.30% 2	100.00% 87
Total Respondents	23	20	30	12	2	87

Q6 I feel my direct supervisor provides recognition for what I do.

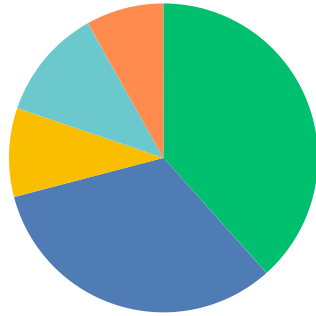
Answered: 88 Skipped: 0



	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	44.32% 39	22.73% 20	17.05% 15	12.50% 11	3.41% 3	100.00% 88
Total Respondents	39	20	15	11	3	88

Q7 I understand my career/promotion path with TVCC.

Answered: 86 Skipped: 2

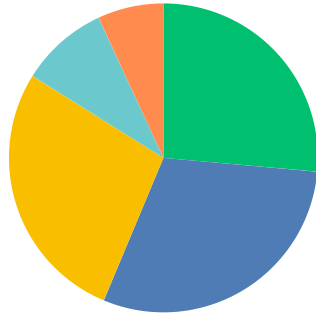


■ Always   
 ■ Usually   
 ■ Sometimes   
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	38.37% 33	32.56% 28	9.30% 8	11.63% 10	8.14% 7	100.00% 86
Total Respondents	33	28	8	10	7	86

Q8 I believe I will be able to reach my full potential working for TVCC.

Answered: 87 Skipped: 1



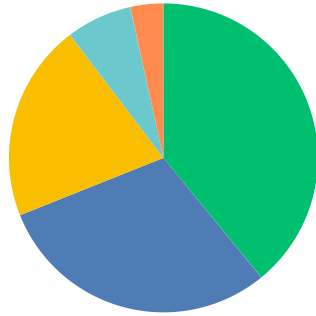
■ Always    
 ■ Usually    
 ■ Sometimes    
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	26.44% 23	29.89% 26	27.59% 24	9.20% 8	6.90% 6	100.00% 87
Total Respondents	23	26	24	8	6	87



Q9 I would recommend someone I know for a position with TVCC.

Answered: 87 Skipped: 1

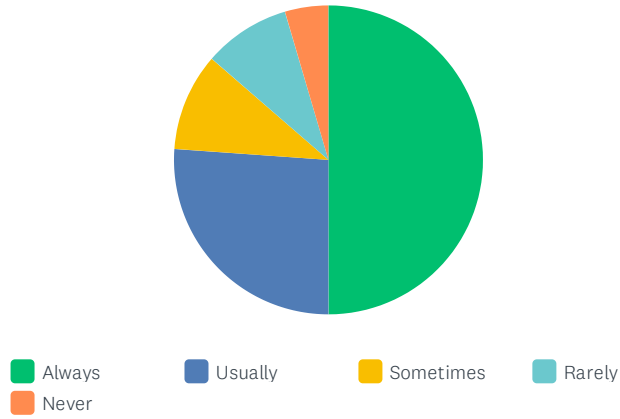


■ Always    
 ■ Usually    
 ■ Sometimes    
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	39.08% 34	29.89% 26	20.69% 18	6.90% 6	3.45% 3	100.00% 87
Total Respondents	34	26	18	6	3	87

Q10 I can provide feedback to my direct supervisor, and it is taken seriously.

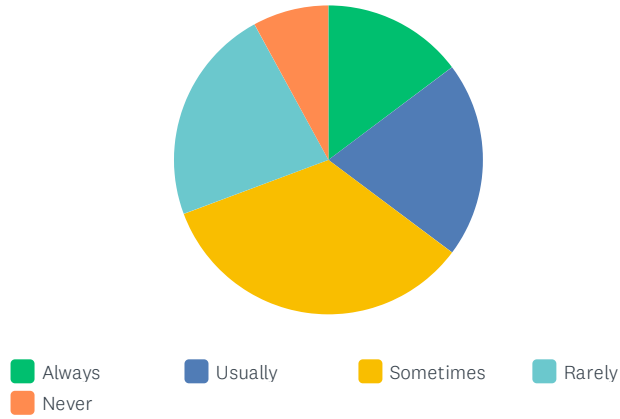
Answered: 88 Skipped: 0



	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	50.00% 44	26.14% 23	10.23% 9	9.09% 8	4.55% 4	100.00% 88
Total Respondents	44	23	9	8	4	88

Q11 I believe senior leaders are transparent, and communication is effective.

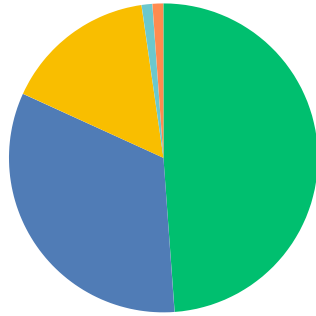
Answered: 88 Skipped: 0



	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	14.77% 13	20.45% 18	34.09% 30	22.73% 20	7.95% 7	100.00% 88
Total Respondents	13	18	30	20	7	88

Q12 I can see myself working at TVCC one year from now.

Answered: 88 Skipped: 0

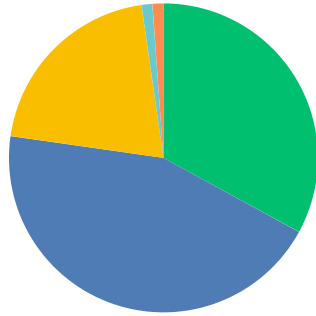


■ Always   
 ■ Usually   
 ■ Sometimes   
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	48.86% 43	32.95% 29	15.91% 14	1.14% 1	1.14% 1	100.00% 88
Total Respondents	43	29	14	1	1	88

Q13 I believe my co-workers respect each other.

Answered: 88 Skipped: 0

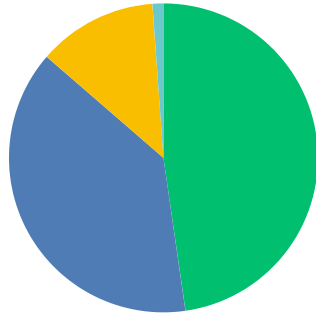


■ Always   
 ■ Usually   
 ■ Sometimes   
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	32.95% 29	44.32% 39	20.45% 18	1.14% 1	1.14% 1	100.00% 88
Total Respondents	29	39	18	1	1	88

### Q14 I feel safe at work

Answered: 88 Skipped: 0

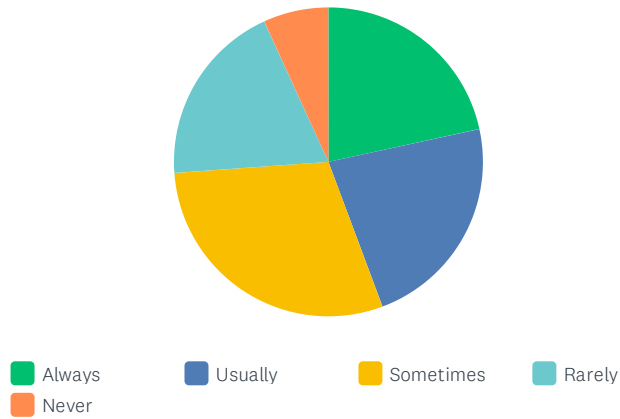


■ Always   
 ■ Usually   
 ■ Sometimes   
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	47.73% 42	38.64% 34	12.50% 11	1.14% 1	0.00% 0	100.00% 88
Total Respondents	42	34	11	1	0	88

Q15 I believe the leadership (President/VP's/AVP's) leads and promotes a positive work culture.

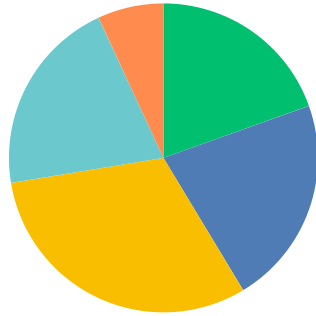
Answered: 88 Skipped: 0



	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	21.59% 19	22.73% 20	29.55% 26	19.32% 17	6.82% 6	100.00% 88
Total Respondents	19	20	26	17	6	88

Q16 I believe that the current leadership has communicated a motivating vision for TVCC.

Answered: 87 Skipped: 1



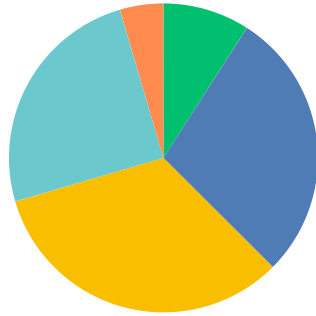
■ Always    
 ■ Usually    
 ■ Sometimes    
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	19.54% 17	21.84% 19	31.03% 27	20.69% 18	6.90% 6	100.00% 87
Total Respondents	17	19	27	18	6	87



### Q17 Do you know and understand the strategic goals of the college?

Answered: 88 Skipped: 0

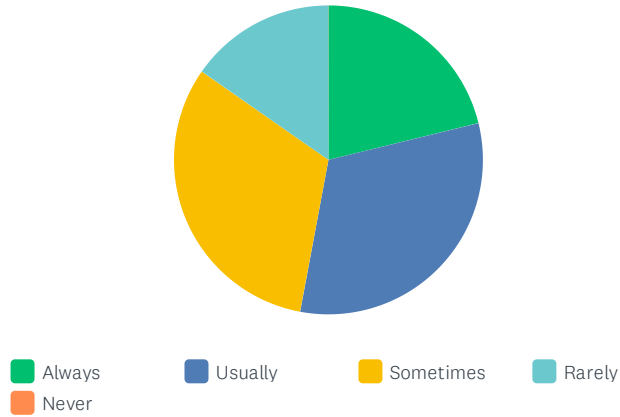


■ A great deal   
 ■ A lot   
 ■ A moderat...   
 ■ A little  
■ None at all

	A GREAT DEAL	A LOT	A MODERATE AMOUNT	A LITTLE	NONE AT ALL	TOTAL
Q1: Faculty	9.09% 8	28.41% 25	32.95% 29	25.00% 22	4.55% 4	100.00% 88
Total Respondents	8	25	29	22	4	88

Q18 The college's values, mission, and ethics are followed by senior leadership.

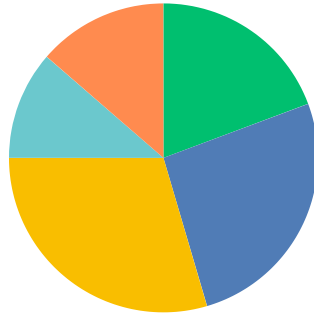
Answered: 85 Skipped: 3



	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	21.18% 18	31.76% 27	31.76% 27	15.29% 13	0.00% 0	100.00% 85
Total Respondents	18	27	27	13	0	85

Q19 I feel I can voice my opinion without fear of retaliation or retribution.

Answered: 88 Skipped: 0

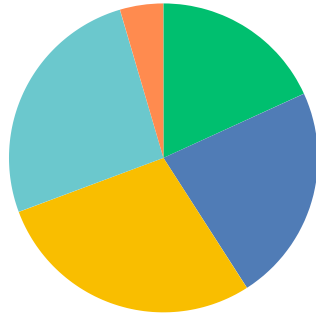


■ Always    
 ■ Usually    
 ■ Sometimes    
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	19.32% 17	26.14% 23	29.55% 26	11.36% 10	13.64% 12	100.00% 88
Total Respondents	17	23	26	10	12	88

Q20 I believe employee treatment is fair and consistent.

Answered: 88 Skipped: 0

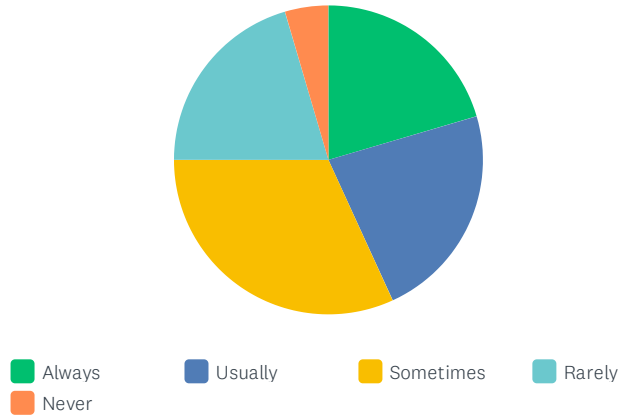


■ Always    
 ■ Usually    
 ■ Sometimes    
 ■ Rarely  
■ Never

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	18.18% 16	22.73% 20	28.41% 25	26.14% 23	4.55% 4	100.00% 88
Total Respondents	16	20	25	23	4	88

Q21 I believe that employee policies are administered equally across departments.

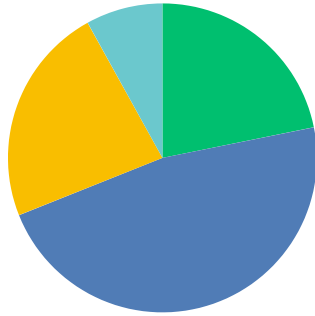
Answered: 88 Skipped: 0



	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL
Q1: Faculty	20.45% 18	22.73% 20	31.82% 28	20.45% 18	4.55% 4	100.00% 88
Total Respondents	18	20	28	18	4	88

Q22 I think hiring practices are fair and consistent.

Answered: 87 Skipped: 1

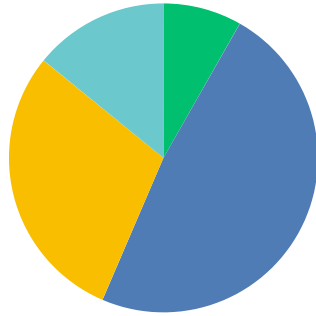


■ Strongly ag... 
 ■ Agree 
 ■ Disagree 
 ■ Strongly dis...

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q1: Faculty	21.84% 19	47.13% 41	22.99% 20	8.05% 7	100.00% 87
Total Respondents	19	41	20	7	87

Q23 I feel the salary scales across departments are fair and competitive.

Answered: 85 Skipped: 3

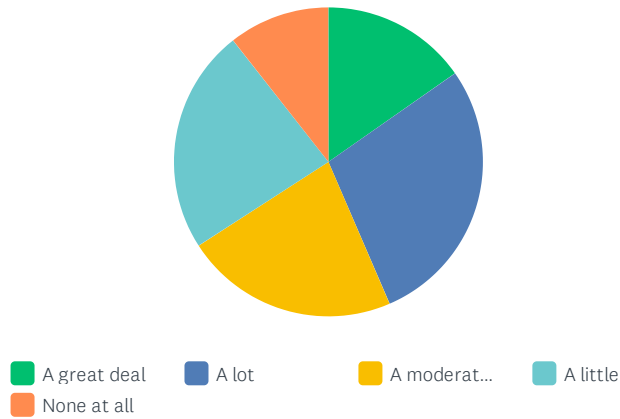


■ Strongly ag... 
 ■ Agree 
 ■ Disagree 
 ■ Strongly dis...

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q1: Faculty	8.24% 7	48.24% 41	29.41% 25	14.12% 12	100.00% 85
Total Respondents	7	41	25	12	85

## Q24 Day-to-day decisions at TVCC demonstrate that quality and improvement are top priorities.

Answered: 85 Skipped: 3



	A GREAT DEAL	A LOT	A MODERATE AMOUNT	A LITTLE	NONE AT ALL	TOTAL
Q1: Faculty	15.29% 13	28.24% 24	22.35% 19	23.53% 20	10.59% 9	100.00% 85
Total Respondents	13	24	19	20	9	85



Q25 Tell us 3 words to describe the current culture at TVCC.

Answered: 72 Skipped: 16

	1.	2.	3.	TOTAL
Q1: Faculty	100.00% 72	97.22% 70	91.67% 66	288.89% 208
Total Respondents	72	70	66	72

Q26 What suggestions do you have for building a greater sense of institutional community?

Answered: 59 Skipped: 29

	WHAT SUGGESTIONS DO YOU HAVE FOR BUILDING A GREATER SENSE OF INSTITUTIONAL COMMUNITY?	TOTAL
Q1: Faculty		100.00% 59
Total Respondents	59	59

Q27 Tell us one thing that we are doing great at TVCC:

Answered: 63 Skipped: 25

	TELL US ONE THING THAT WE ARE DOING GREAT AT TVCC:	TOTAL
Q1: Faculty		100.00% 63
Total Respondents	63	63

Q28 Tell us one thing that we are not doing great at TVCC:

Answered: 63 Skipped: 25

	TELL US ONE THING THAT WE ARE NOT DOING GREAT AT TVCC:	TOTAL
Q1: Faculty		100.00% 63
Total Respondents	63	100.00% 63