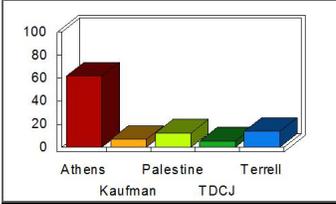


Trinity Valley Community College

Employee Satisfaction Survey

Fall 2014 Complete Results

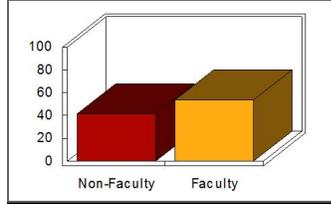
Which campus do you work at?



Response	Percent
Athens	61.70
Kaufman	6.91
Palestine	12.23
TDCJ	5.32
Terrell	13.83

Mean: 2.03

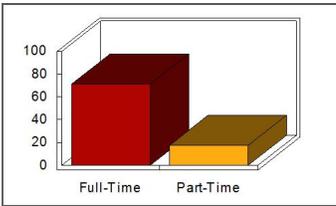
What type of employee are you? (optional)



Response	Percent
Non-Faculty	41.49
Faculty	53.72

Mean: 1.56

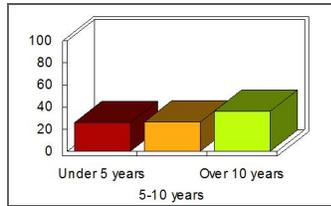
What is your employment status? (optional)



Response	Percent
Full-Time	71.28
Part-Time	17.55

Mean: 1.20

How long have you worked at TVCC? (optional)



Response	Percent
Under 5 years	26.06
5-10 years	26.60
Over 10 years	36.17

Mean: 2.11

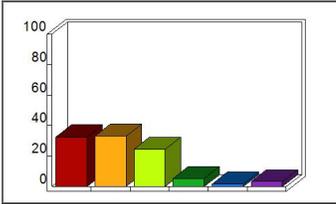
Trinity Valley Community College

Employee Satisfaction Survey

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Immediate Supervisor

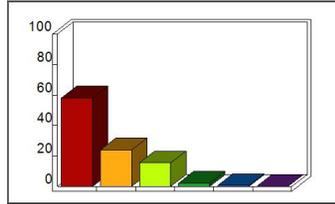
1. I am satisfied with the training provided for my current position.



Mean: 3.80

Response	Percent
Always	32.45
Very Often	32.98
Sometimes	24.47
Rarely	5.32
Never	1.60
Not Applicable	3.19

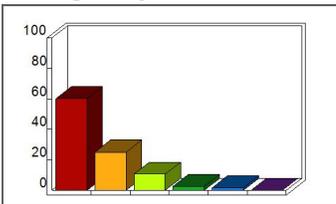
2. I understand what is required of me in my position.



Mean: 4.37

Response	Percent
Always	57.98
Very Often	23.94
Sometimes	15.43
Rarely	2.13
Never	0.53
Not Applicable	0.00

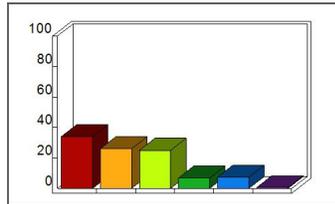
3. I feel I will be able to work for TVCC as long as I do a good job.



Mean: 4.39

Response	Percent
Always	60.11
Very Often	25.00
Sometimes	10.64
Rarely	2.66
Never	1.60
Not Applicable	0.00

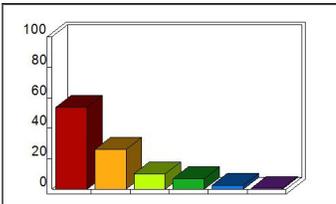
4. I feel I can voice my opinion without fear.



Mean: 3.71

Response	Percent
Always	34.04
Very Often	26.06
Sometimes	25.00
Rarely	6.91
Never	7.45
Not Applicable	0.53

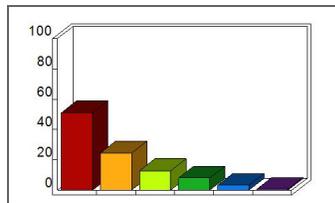
5. I have confidence in my supervisor.



Mean: 4.20

Response	Percent
Always	53.72
Very Often	26.06
Sometimes	10.11
Rarely	6.91
Never	2.66
Not Applicable	0.53

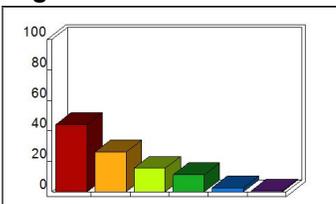
6. My supervisor provides clear goals for me to work toward.



Mean: 4.11

Response	Percent
Always	51.06
Very Often	24.47
Sometimes	12.77
Rarely	7.98
Never	3.19
Not Applicable	0.53

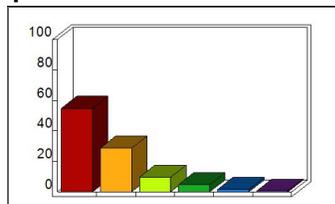
7. I get helpful feedback from my supervisor on a regular basis.



Mean: 3.96

Response	Percent
Always	44.15
Very Often	26.06
Sometimes	15.43
Rarely	11.17
Never	2.66
Not Applicable	0.53

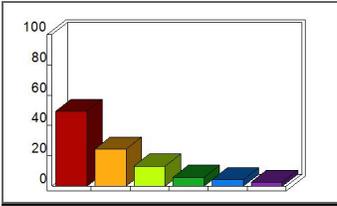
8. My supervisor has a sincere interest in my performance.



Mean: 4.29

Response	Percent
Always	54.79
Very Often	28.72
Sometimes	9.57
Rarely	4.79
Never	1.60
Not Applicable	0.53

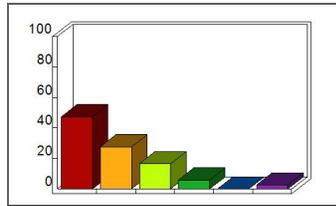
9. My supervisor deals with all employees fairly.



Mean: 4.01

Response	Percent
Always	49.47
Very Often	24.47
Sometimes	13.30
Rarely	5.85
Never	4.26
Not Applicable	2.66

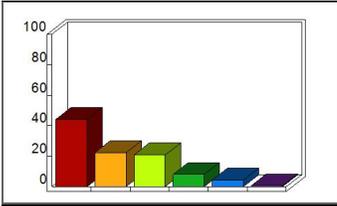
10. The employees in my department work well as a team.



Mean: 4.09

Response	Percent
Always	47.34
Very Often	27.66
Sometimes	16.49
Rarely	5.85
Never	0.00
Not Applicable	2.66

11. I feel that communication is good in my department.



Mean: 3.93

Response	Percent
Always	44.15
Very Often	22.34
Sometimes	20.74
Rarely	7.98
Never	4.26
Not Applicable	0.53

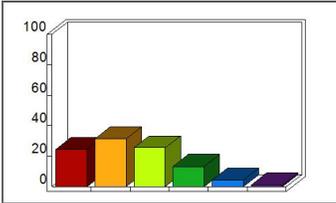
Trinity Valley Community College

Employee Satisfaction Survey

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Administration

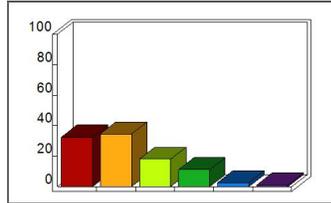
1. When I do very good work, it is recognized.



Mean: 3.55

Response	Percent
Always	24.47
Very Often	31.38
Sometimes	25.53
Rarely	13.30
Never	4.26
Not Applicable	1.06

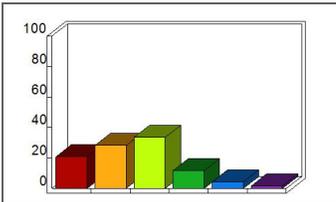
2. I feel respected and valued.



Mean: 3.80

Response	Percent
Always	32.45
Very Often	34.57
Sometimes	18.09
Rarely	11.17
Never	2.66
Not Applicable	1.06

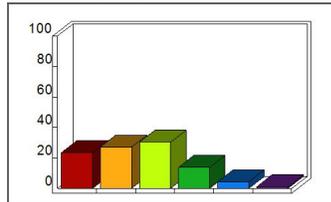
3. Employee suggestions are used to improve our institution.



Mean: 3.45

Response	Percent
Always	20.74
Very Often	28.19
Sometimes	33.51
Rarely	11.70
Never	4.26
Not Applicable	1.60

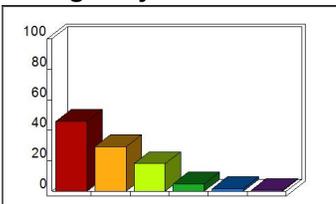
4. TVCC is concerned with the long term welfare of the employees.



Mean: 3.48

Response	Percent
Always	23.40
Very Often	27.13
Sometimes	30.32
Rarely	13.83
Never	4.26
Not Applicable	1.06

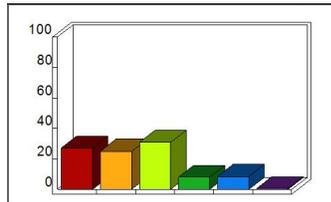
5. I feel I will be able to work for TVCC as long as I do a good job.



Mean: 4.11

Response	Percent
Always	45.74
Very Often	29.26
Sometimes	18.09
Rarely	4.79
Never	1.60
Not Applicable	0.53

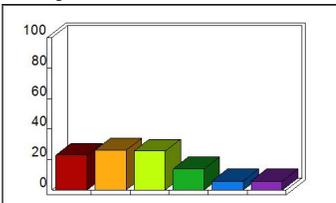
6. I feel I can voice my opinion without fear.



Mean: 3.53

Response	Percent
Always	27.13
Very Often	25.00
Sometimes	30.85
Rarely	7.98
Never	8.51
Not Applicable	0.53

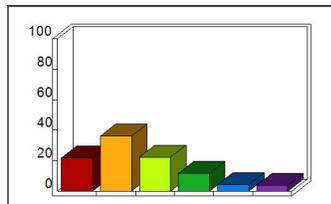
7. Upper management deals with all employees fairly.



Mean: 3.29

Response	Percent
Always	22.87
Very Often	26.06
Sometimes	25.53
Rarely	13.83
Never	5.85
Not Applicable	5.85

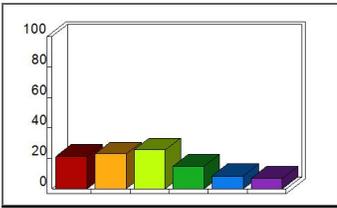
8. TVCC overall deals with employees fairly.



Mean: 3.48

Response	Percent
Always	21.81
Very Often	36.17
Sometimes	22.34
Rarely	11.70
Never	4.26
Not Applicable	3.72

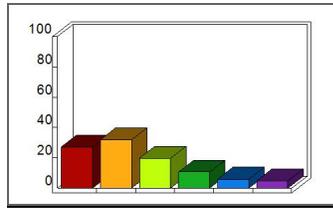
9. Employee policies are administered the same in all departments.



Mean: 3.13

Response	Percent
Always	21.28
Very Often	22.87
Sometimes	25.53
Rarely	14.89
Never	8.51
Not Applicable	6.91

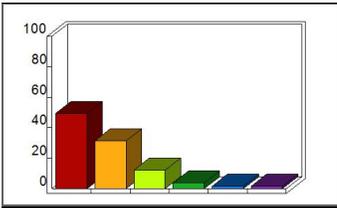
10. I feel hiring practices are fair.



Mean: 3.49

Response	Percent
Always	27.13
Very Often	31.91
Sometimes	19.68
Rarely	10.64
Never	5.85
Not Applicable	4.79

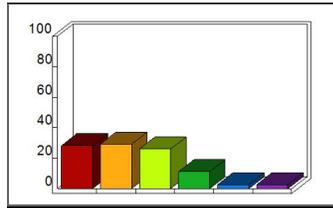
11. I feel that I am adequately notified of open positions.



Mean: 4.19

Response	Percent
Always	49.47
Very Often	31.38
Sometimes	12.23
Rarely	3.72
Never	1.60
Not Applicable	1.60

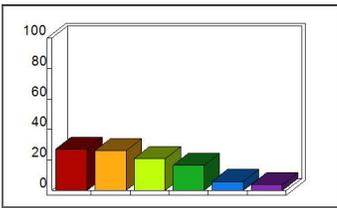
12. I feel that open positions are competitively filled.



Mean: 3.61

Response	Percent
Always	28.19
Very Often	29.26
Sometimes	26.06
Rarely	11.17
Never	2.66
Not Applicable	2.66

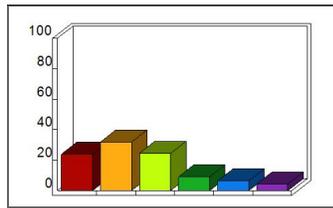
13. I feel that I have opportunities for growth at TVCC.



Mean: 3.41

Response	Percent
Always	27.13
Very Often	26.06
Sometimes	20.74
Rarely	16.49
Never	5.85
Not Applicable	3.72

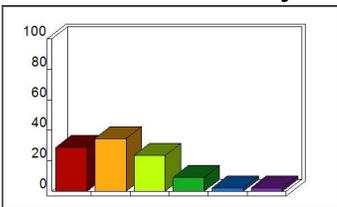
14. I understand TVCC's quality enhancement plan.



Mean: 3.45

Response	Percent
Always	23.94
Very Often	31.91
Sometimes	24.47
Rarely	9.04
Never	6.38
Not Applicable	4.26

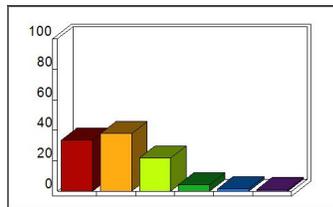
15. I feel the mission, purpose and values of TVCC are well understood by most faculty and staff.



Mean: 3.72

Response	Percent
Always	28.72
Very Often	34.57
Sometimes	23.40
Rarely	9.04
Never	2.13
Not Applicable	2.13

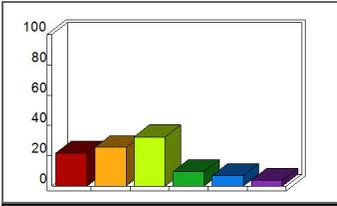
16. TVCC's goals and objectives are consistent with its mission and values.



Mean: 3.94

Response	Percent
Always	33.51
Very Often	37.77
Sometimes	21.81
Rarely	4.26
Never	1.60
Not Applicable	1.06

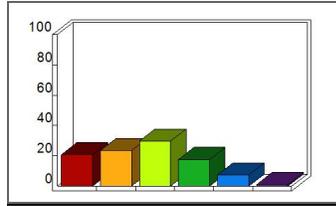
17. I understand TVCC's Strategic Planning Process.



Mean: 3.35

Response	Percent
Always	21.81
Very Often	25.53
Sometimes	32.45
Rarely	9.57
Never	6.91
Not Applicable	3.72

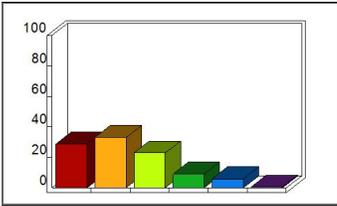
18. There is adequate college wide communication.



Mean: 3.29

Response	Percent
Always	20.74
Very Often	23.40
Sometimes	29.79
Rarely	17.55
Never	7.45
Not Applicable	1.06

19. I have confidence in the leadership of the college.



Mean: 3.68

Response	Percent
Always	28.72
Very Often	32.98
Sometimes	22.87
Rarely	9.04
Never	5.85
Not Applicable	0.53

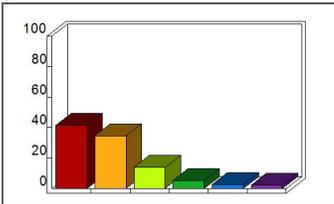
Trinity Valley Community College

Employee Satisfaction Survey

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Human Resources

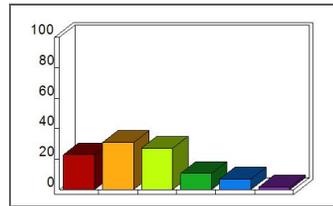
1. I feel I will be able to work for TVCC as long as I do a good job.



Mean: 4.01

Response	Percent
Always	41.49
Very Often	34.57
Sometimes	13.83
Rarely	5.32
Never	2.66
Not Applicable	2.13

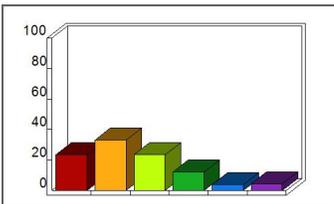
2. I feel I can voice my opinion without fear.



Mean: 3.47

Response	Percent
Always	22.87
Very Often	30.85
Sometimes	27.13
Rarely	10.64
Never	6.91
Not Applicable	1.60

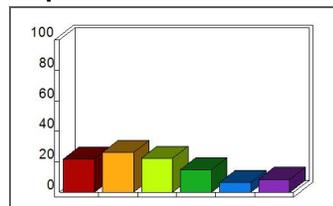
3. TVCC overall deals with employees fairly.



Mean: 3.47

Response	Percent
Always	23.40
Very Often	32.98
Sometimes	23.40
Rarely	12.23
Never	3.72
Not Applicable	4.26

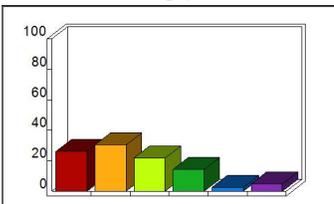
4. Employee policies are administered the same in all departments.



Mean: 3.16

Response	Percent
Always	21.81
Very Often	26.06
Sometimes	22.34
Rarely	14.89
Never	6.38
Not Applicable	8.51

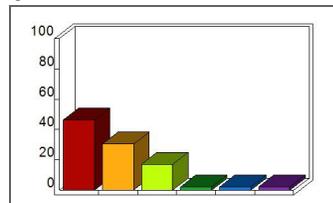
5. I feel hiring practices are fair.



Mean: 3.48

Response	Percent
Always	26.06
Very Often	30.32
Sometimes	21.81
Rarely	14.36
Never	2.66
Not Applicable	4.79

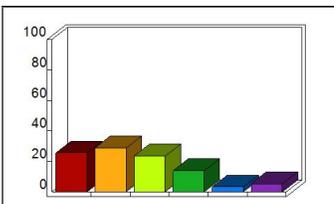
6. I feel that I am adequately notified of open positions.



Mean: 4.10

Response	Percent
Always	46.28
Very Often	30.32
Sometimes	17.02
Rarely	2.13
Never	2.13
Not Applicable	2.13

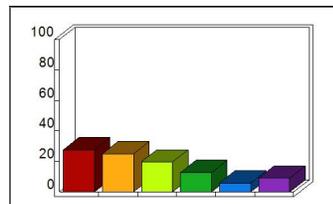
7. I feel that open positions are competitively filled.



Mean: 3.44

Response	Percent
Always	25.53
Very Often	28.72
Sometimes	23.40
Rarely	13.83
Never	3.19
Not Applicable	5.32

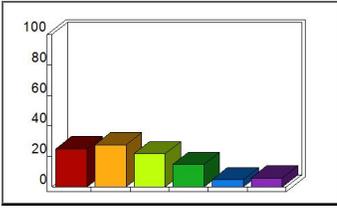
8. I feel I have opportunities for new or open positions within TVCC.



Mean: 3.29

Response	Percent
Always	27.66
Very Often	25.00
Sometimes	19.68
Rarely	12.77
Never	5.85
Not Applicable	9.04

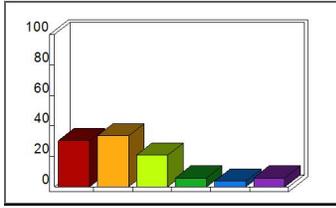
9. I feel that I have opportunities for growth at TVCC.



Mean: 3.36

Response	Percent
Always	25.00
Very Often	27.66
Sometimes	21.81
Rarely	14.89
Never	4.79
Not Applicable	5.85

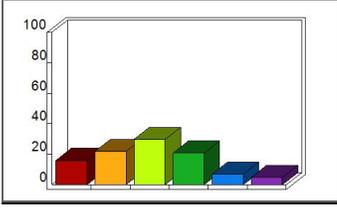
10. TVCC offers benefits that compare well with other institutions or employers.



Mean: 3.63

Response	Percent
Always	30.32
Very Often	33.51
Sometimes	20.74
Rarely	5.85
Never	3.72
Not Applicable	5.85

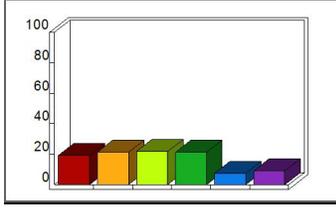
11. TVCC offers salary structure that compares well with other institutions or employers.



Mean: 3.05

Response	Percent
Always	15.96
Very Often	21.81
Sometimes	29.79
Rarely	20.74
Never	6.91
Not Applicable	4.79

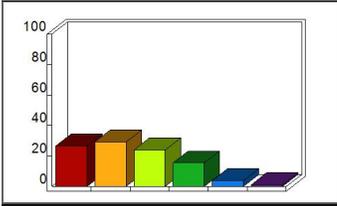
12. TVCC maintains comparable salary structures across various departments.



Mean: 2.96

Response	Percent
Always	19.15
Very Often	21.28
Sometimes	21.81
Rarely	21.28
Never	7.45
Not Applicable	9.04

13. TVCC does a good job of communicating with employees.



Mean: 3.56

Response	Percent
Always	26.60
Very Often	29.26
Sometimes	23.94
Rarely	15.43
Never	3.72
Not Applicable	1.06

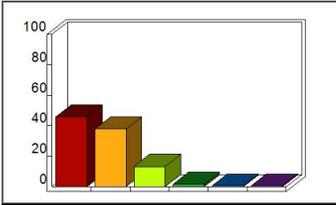
Trinity Valley Community College

Employee Satisfaction Survey

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Other

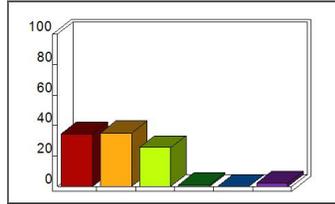
1. I get a sense of accomplishment from my work.



Mean: 4.26

Response	Percent
Always	45.74
Very Often	37.77
Sometimes	13.30
Rarely	1.60
Never	0.53
Not Applicable	0.53

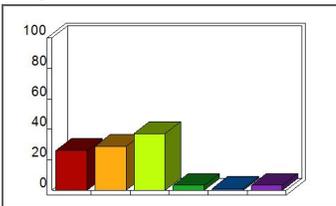
2. I feel other departments are committed to helping students.



Mean: 3.98

Response	Percent
Always	34.57
Very Often	35.11
Sometimes	25.53
Rarely	1.06
Never	0.00
Not Applicable	2.13

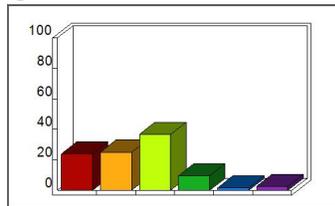
3. There is good cooperation between departments.



Mean: 3.66

Response	Percent
Always	26.06
Very Often	28.72
Sometimes	37.23
Rarely	3.19
Never	1.06
Not Applicable	3.19

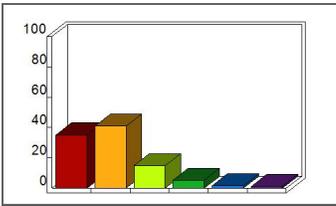
4. I feel communications between departments is good.



Mean: 3.52

Response	Percent
Always	23.94
Very Often	25.00
Sometimes	36.70
Rarely	9.57
Never	1.60
Not Applicable	2.66

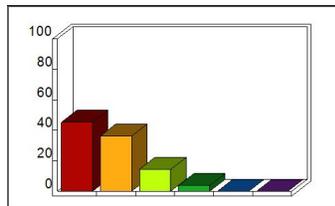
5. I feel TVCC provides a safe working environment.



Mean: 4.01

Response	Percent
Always	35.11
Very Often	40.96
Sometimes	14.89
Rarely	5.32
Never	1.60
Not Applicable	1.06

6. Overall, I am satisfied with my job.



Mean: 4.24

Response	Percent
Always	45.21
Very Often	36.17
Sometimes	14.36
Rarely	3.72
Never	0.00
Not Applicable	0.00