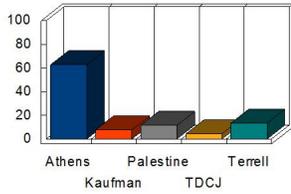


# Trinity Valley Community College

## Employee Satisfaction Survey

### Fall 2015 Complete Results

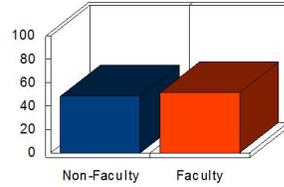
#### Which campus do you work at?



Response	Percent
Athens	62.80
Kaufman	7.73
Palestine	11.59
TDCJ	4.35
Terrell	13.53

Mean: 1.98

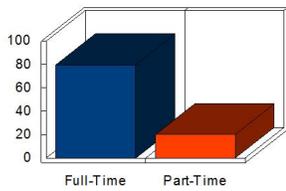
#### What type of employee are you? (optional)



Response	Percent
Non-Faculty	48.48
Faculty	51.52

Mean: 1.52

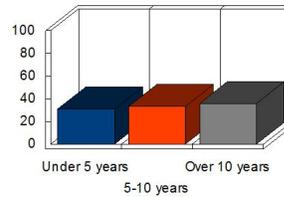
#### What is your employment status? (optional)



Response	Percent
Full-Time	79.89
Part-Time	20.11

Mean: 1.20

#### How long have you worked at TVCC? (optional)



Response	Percent
Under 5 years	30.98
5-10 years	33.15
Over 10 years	35.87

Mean: 2.05

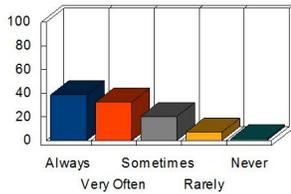
# Trinity Valley Community College

## Employee Satisfaction Survey

### Fall 2015 Complete Results

#### Immediate Supervisor

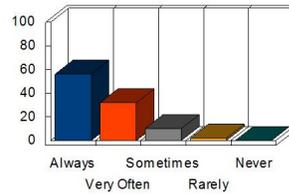
**1. I am satisfied with the training provided for my current position.**



Mean: 4.00

Response	Percent
Always	38.50
Very Often	32.50
Sometimes	20.50
Rarely	7.00
Never	1.50
<i>Not Applicable</i>	

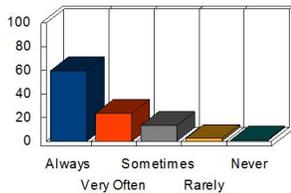
**2. I understand what is required of me in my position.**



Mean: 4.42

Response	Percent
Always	56.04
Very Often	31.88
Sometimes	10.14
Rarely	1.93
Never	0.00
<i>Not Applicable</i>	

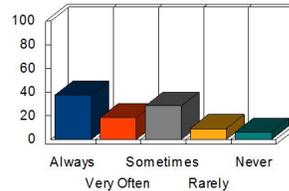
**3. I feel I will be able to work for TVCC as long as I do a good job.**



Mean: 4.39

Response	Percent
Always	59.71
Very Often	23.79
Sometimes	13.11
Rarely	2.43
Never	0.97
<i>Not Applicable</i>	

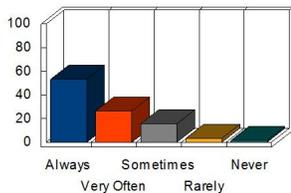
**4. I feel I can voice my opinion without fear.**



Mean: 3.72

Response	Percent
Always	37.56
Very Often	18.54
Sometimes	28.29
Rarely	9.27
Never	6.34
<i>Not Applicable</i>	

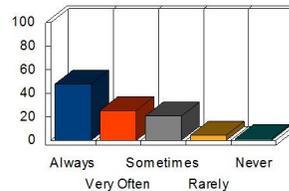
**5. I have confidence in my supervisor.**



Mean: 4.26

Response	Percent
Always	53.17
Very Often	26.34
Sometimes	15.61
Rarely	3.41
Never	1.46
<i>Not Applicable</i>	

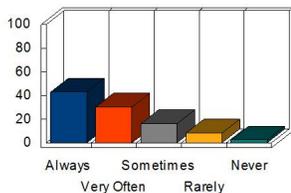
**6. My supervisor provides clear goals for me to work toward.**



Mean: 4.14

Response	Percent
Always	48.04
Very Often	25.49
Sometimes	20.59
Rarely	4.41
Never	1.47
<i>Not Applicable</i>	

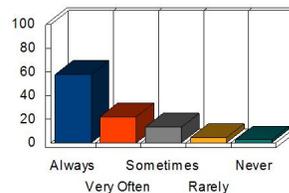
**7. I get helpful feedback from my supervisor on a regular basis.**



Mean: 4.03

Response	Percent
Always	42.93
Very Often	30.24
Sometimes	16.10
Rarely	8.29
Never	2.44
<i>Not Applicable</i>	

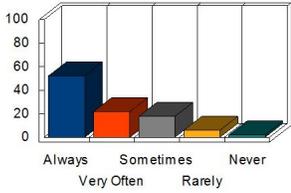
**8. My supervisor has a sincere interest in my performance.**



Mean: 4.28

Response	Percent
Always	57.84
Very Often	22.06
Sometimes	13.24
Rarely	4.41
Never	2.45
<i>Not Applicable</i>	

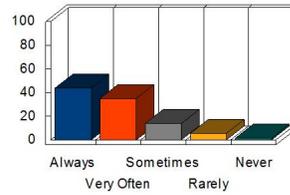
**9. My supervisor deals with all employees fairly.**



Mean: 4.16

Response	Percent
Always	52.28
Very Often	21.83
Sometimes	17.77
Rarely	6.09
Never	2.03
<i>Not Applicable</i>	

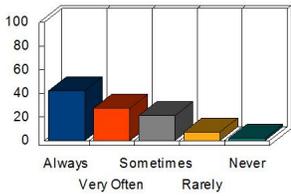
**10. The employees in my department work well as a team.**



Mean: 4.15

Response	Percent
Always	44.00
Very Often	35.00
Sometimes	14.00
Rarely	5.50
Never	1.50
<i>Not Applicable</i>	

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



Mean: 4.00

Response	Percent
Always	42.16
Very Often	27.45
Sometimes	21.08
Rarely	7.35
Never	1.96
<i>Not Applicable</i>	

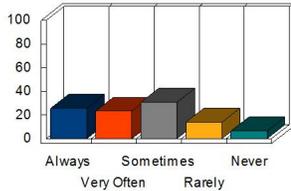
# Trinity Valley Community College

## Employee Satisfaction Survey

### Fall 2015 Complete Results

#### Administration

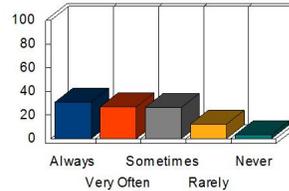
#### 1. When I do very good work, it is recognized.



Mean: 3.48

Response	Percent
Always	25.74
Very Often	23.27
Sometimes	30.69
Rarely	13.86
Never	6.44
<i>Not Applicable</i>	

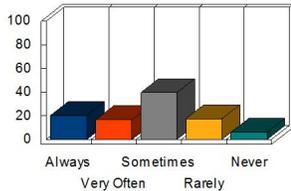
#### 2. I feel respected and valued.



Mean: 3.70

Response	Percent
Always	30.88
Very Often	26.96
Sometimes	26.47
Rarely	12.25
Never	3.43
<i>Not Applicable</i>	

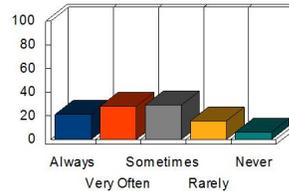
#### 3. Employee suggestions are used to improve our institution.



Mean: 3.28

Response	Percent
Always	20.50
Very Often	16.50
Sometimes	39.50
Rarely	17.50
Never	6.00
<i>Not Applicable</i>	

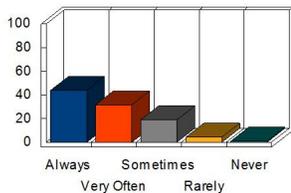
#### 4. TVCC is concerned with the long term welfare of the employees.



Mean: 3.43

Response	Percent
Always	21.11
Very Often	28.14
Sometimes	29.15
Rarely	15.58
Never	6.03
<i>Not Applicable</i>	

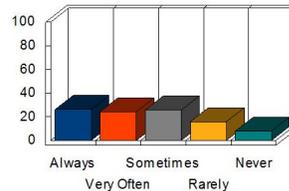
#### 5. I feel I will be able to work for TVCC as long as I do a good job.



Mean: 4.13

Response	Percent
Always	43.90
Very Often	31.71
Sometimes	19.02
Rarely	4.39
Never	0.98
<i>Not Applicable</i>	

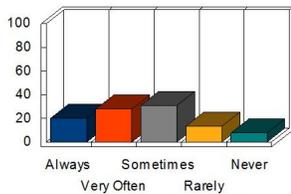
#### 6. I feel I can voice my opinion without fear.



Mean: 3.45

Response	Percent
Always	26.24
Very Often	24.26
Sometimes	25.74
Rarely	15.84
Never	7.92
<i>Not Applicable</i>	

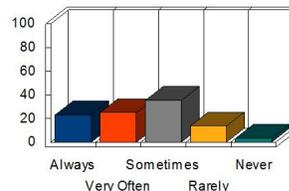
#### 7. Upper management deals with all employees fairly.



Mean: 3.39

Response	Percent
Always	20.10
Very Often	27.84
Sometimes	30.93
Rarely	13.40
Never	7.73
<i>Not Applicable</i>	

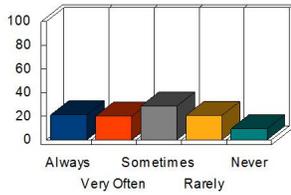
#### 8. TVCC overall deals with employees fairly.



Mean: 3.51

Response	Percent
Always	22.96
Very Often	25.00
Sometimes	35.20
Rarely	13.78
Never	3.06
<i>Not Applicable</i>	

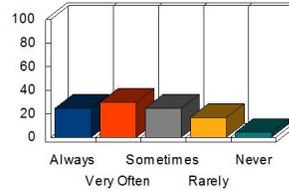
**9. Employee policies are administered the same in all departments.**



Mean: 3.23

Response	Percent
Always	21.23
Very Often	20.11
Sometimes	28.49
Rarely	20.67
Never	9.50
<i>Not Applicable</i>	

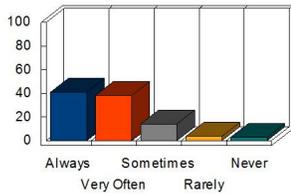
**10. I feel hiring practices are fair.**



Mean: 3.54

Response	Percent
Always	24.62
Very Often	29.74
Sometimes	24.62
Rarely	16.92
Never	4.10
<i>Not Applicable</i>	

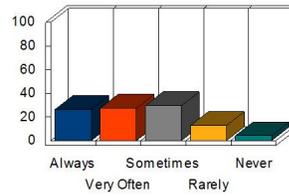
**11. I feel that I am adequately notified of open positions.**



Mean: 4.11

Response	Percent
Always	40.91
Very Often	38.38
Sometimes	14.14
Rarely	3.54
Never	3.03
<i>Not Applicable</i>	

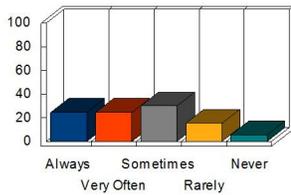
**12. I feel that open positions are competitively filled.**



Mean: 3.59

Response	Percent
Always	26.32
Very Often	27.37
Sometimes	29.47
Rarely	12.63
Never	4.21
<i>Not Applicable</i>	

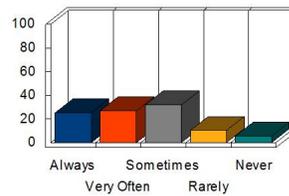
**13. I feel that I have opportunities for growth at TVCC.**



Mean: 3.47

Response	Percent
Always	24.49
Very Often	24.49
Sometimes	30.10
Rarely	15.31
Never	5.61
<i>Not Applicable</i>	

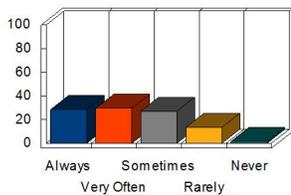
**14. I understand TVCC's quality enhancement plan.**



Mean: 3.56

Response	Percent
Always	25.26
Very Often	26.80
Sometimes	31.96
Rarely	10.31
Never	5.67
<i>Not Applicable</i>	

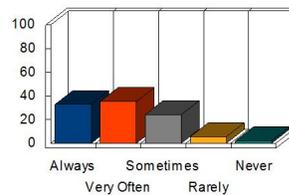
**15. I feel the mission, purpose and values of TVCC are well understood by most faculty and staff.**



Mean: 3.70

Response	Percent
Always	28.50
Very Often	29.50
Sometimes	27.00
Rarely	13.50
Never	1.50
<i>Not Applicable</i>	

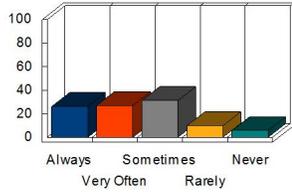
**16. TVCC's goals and objectives are consistent with its mission and values.**



Mean: 3.91

Response	Percent
Always	32.83
Very Often	35.35
Sometimes	24.24
Rarely	5.56
Never	2.02
<i>Not Applicable</i>	

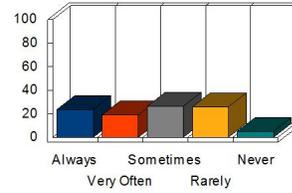
**17. I understand TVCC's Strategic Planning Process.**



Mean: 3.58

Response	Percent
Always	26.04
Very Often	27.08
Sometimes	31.25
Rarely	9.90
Never	5.73
<i>Not Applicable</i>	

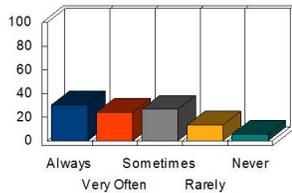
**18. There is adequate college wide communication.**



Mean: 3.31

Response	Percent
Always	23.88
Very Often	18.91
Sometimes	26.37
Rarely	25.87
Never	4.98
<i>Not Applicable</i>	

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



Mean: 3.61

Response	Percent
Always	30.54
Very Often	24.14
Sometimes	26.60
Rarely	13.30
Never	5.42
<i>Not Applicable</i>	

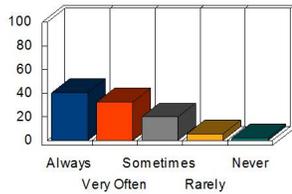
# Trinity Valley Community College

## Employee Satisfaction Survey

### Fall 2015 Complete Results

#### Human Resources

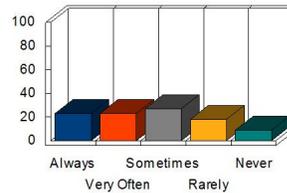
**1. I feel I will be able to work for TVCC as long as I do a good job.**



Mean: 4.03

Response	Percent
Always	40.30
Very Often	32.34
Sometimes	19.90
Rarely	5.47
Never	1.99
<i>Not Applicable</i>	

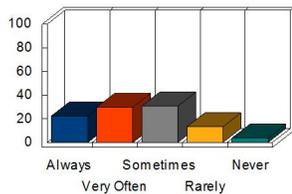
**2. I feel I can voice my opinion without fear.**



Mean: 3.33

Response	Percent
Always	23.00
Very Often	23.00
Sometimes	27.00
Rarely	18.00
Never	9.00
<i>Not Applicable</i>	

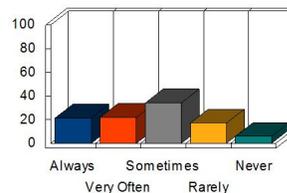
**3. TVCC overall deals with employees fairly.**



Mean: 3.54

Response	Percent
Always	22.56
Very Often	29.74
Sometimes	30.77
Rarely	13.33
Never	3.59
<i>Not Applicable</i>	

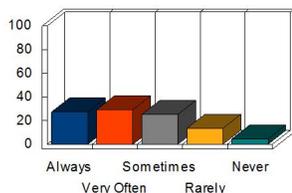
**4. Employee policies are administered the same in all departments.**



Mean: 3.36

Response	Percent
Always	21.28
Very Often	21.81
Sometimes	34.04
Rarely	17.02
Never	5.85
<i>Not Applicable</i>	

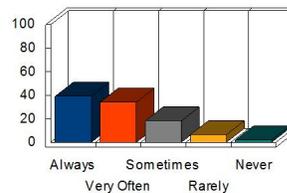
**5. I feel hiring practices are fair.**



Mean: 3.61

Response	Percent
Always	27.32
Very Often	29.38
Sometimes	25.26
Rarely	13.40
Never	4.64
<i>Not Applicable</i>	

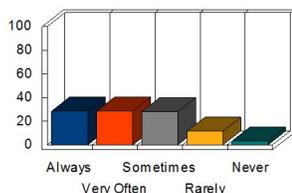
**6. I feel that I am adequately notified of open positions.**



Mean: 4.02

Response	Percent
Always	39.09
Very Often	34.01
Sometimes	18.27
Rarely	6.60
Never	2.03
<i>Not Applicable</i>	

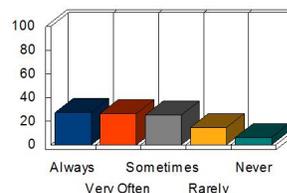
**7. I feel that open positions are competitively filled.**



Mean: 3.68

Response	Percent
Always	28.65
Very Often	28.65
Sometimes	28.13
Rarely	11.46
Never	3.13
<i>Not Applicable</i>	

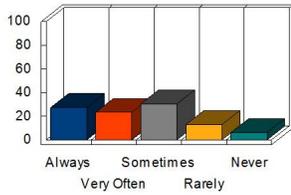
**8. I feel I have opportunities for new or open positions within TVCC.**



Mean: 3.54

Response	Percent
Always	27.37
Very Often	26.32
Sometimes	25.26
Rarely	14.74
Never	6.32
<i>Not Applicable</i>	

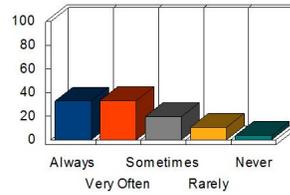
**9. I feel that I have opportunities for growth at TVCC.**



Mean: 3.53

Response	Percent
Always	27.32
Very Often	23.20
Sometimes	30.41
Rarely	12.89
Never	6.19
<i>Not Applicable</i>	

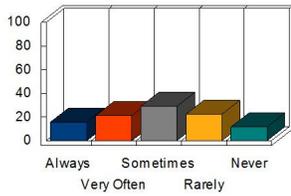
**10. TVCC offers benefits that compare well with other institutions or employers.**



Mean: 3.81

Response	Percent
Always	32.80
Very Often	33.33
Sometimes	19.58
Rarely	10.58
Never	3.70
<i>Not Applicable</i>	

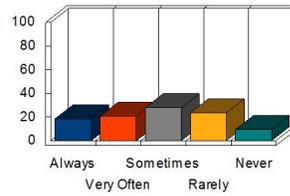
**11. TVCC offers salary structure that compares well with other institutions or employers.**



Mean: 3.07

Response	Percent
Always	15.87
Very Often	21.16
Sometimes	29.10
Rarely	22.22
Never	11.64
<i>Not Applicable</i>	

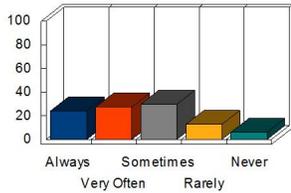
**12. TVCC maintains comparable salary structures across various departments.**



Mean: 3.15

Response	Percent
Always	18.44
Very Often	20.67
Sometimes	27.93
Rarely	23.46
Never	9.50
<i>Not Applicable</i>	

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



Mean: 3.51

Response	Percent
Always	24.24
Very Often	27.27
Sometimes	29.80
Rarely	12.63
Never	6.06
<i>Not Applicable</i>	

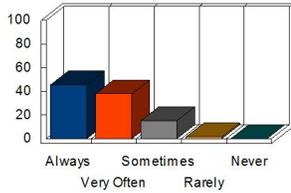
# Trinity Valley Community College

## Employee Satisfaction Survey

### Fall 2015 Complete Results

#### Other

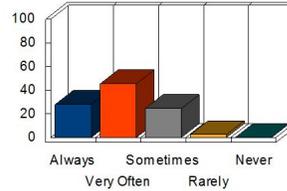
#### 1. I get a sense of accomplishment from my work.



Mean: 4.28

Response	Percent
Always	45.63
Very Often	37.86
Sometimes	15.05
Rarely	1.46
Never	0.00
<i>Not Applicable</i>	

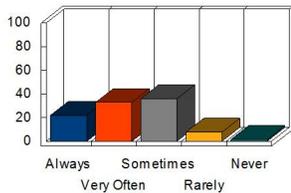
#### 2. I feel other departments are committed to helping students.



Mean: 3.99

Response	Percent
Always	27.86
Very Often	45.27
Sometimes	24.38
Rarely	2.49
Never	0.00
<i>Not Applicable</i>	

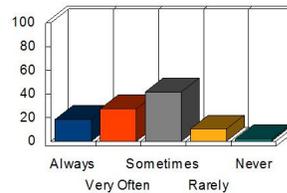
#### 3. There is good cooperation between departments.



Mean: 3.66

Response	Percent
Always	22.05
Very Often	32.82
Sometimes	35.90
Rarely	7.69
Never	1.54
<i>Not Applicable</i>	

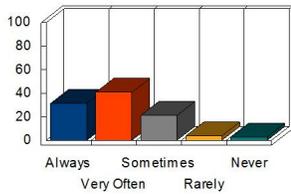
#### 4. I feel communications between departments is good.



Mean: 3.50

Response	Percent
Always	18.56
Very Often	27.32
Sometimes	41.75
Rarely	10.31
Never	2.06
<i>Not Applicable</i>	

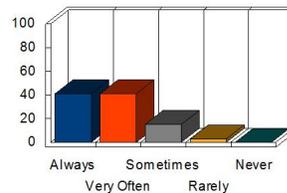
#### 5. I feel TVCC provides a safe working environment.



Mean: 3.94

Response	Percent
Always	31.37
Very Often	40.69
Sometimes	21.08
Rarely	3.92
Never	2.94
<i>Not Applicable</i>	

#### 6. Overall, I am satisfied with my job.



Mean: 4.20

Response	Percent
Always	40.98
Very Often	40.98
Sometimes	15.12
Rarely	2.93
Never	0.00
<i>Not Applicable</i>	