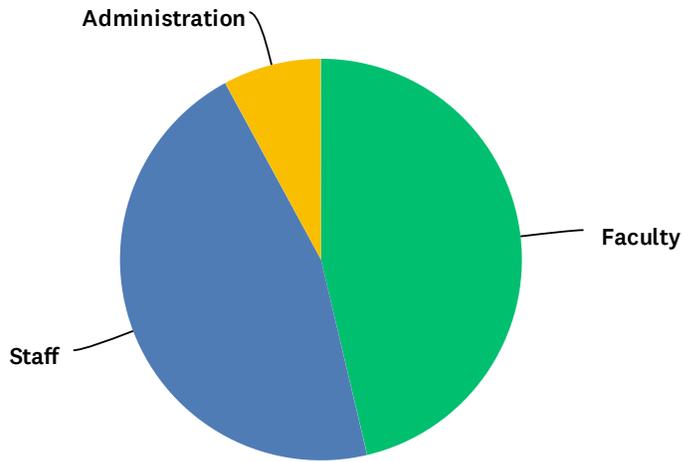


Q1 Are you faculty, staff, or administration?

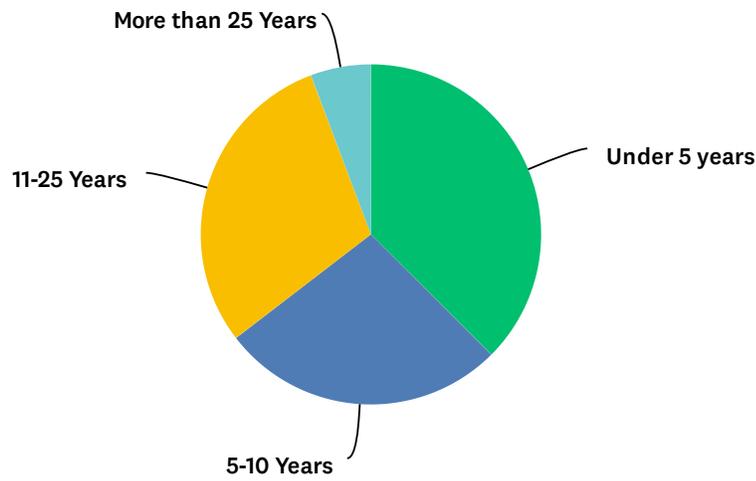
Answered: 190 Skipped: 2



ANSWER CHOICES	RESPONSES	
Faculty	46.32%	88
Staff	45.79%	87
Administration	7.89%	15
TOTAL		190

Q2 Length of time of employment with TVCC

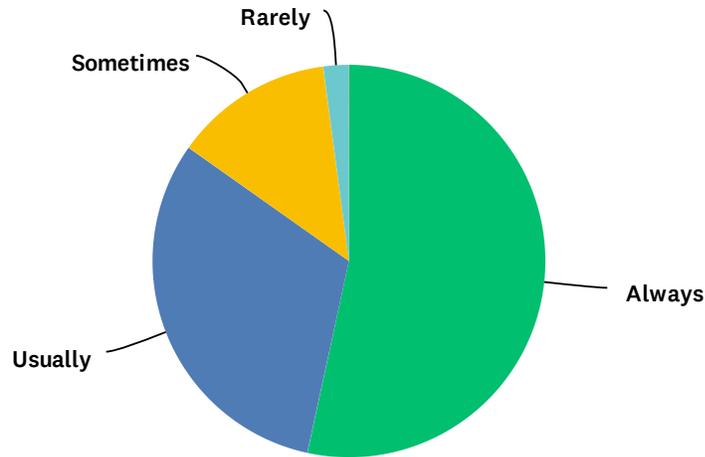
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 5 years	37.50% 72
5-10 Years	27.08% 52
11-25 Years	29.69% 57
More than 25 Years	5.73% 11
TOTAL	192

Q3 I am proud to work for TVCC.

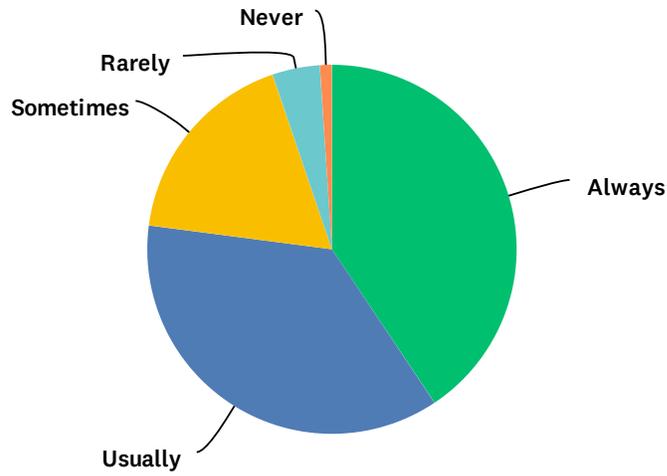
Answered: 191 Skipped: 1



ANSWER CHOICES	RESPONSES
Always	53.40% 102
Usually	31.41% 60
Sometimes	13.09% 25
Rarely	2.09% 4
Never	0.00% 0
TOTAL	191

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

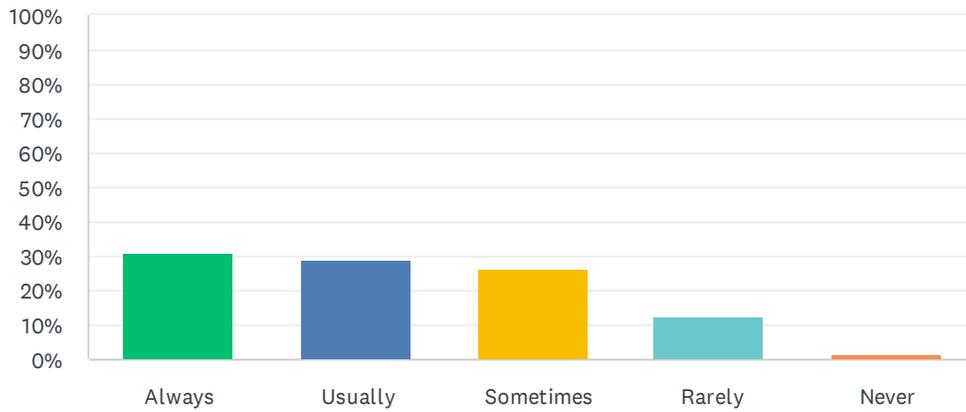
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	40.63%	78
Usually	36.46%	70
Sometimes	17.71%	34
Rarely	4.17%	8
Never	1.04%	2
TOTAL		192

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

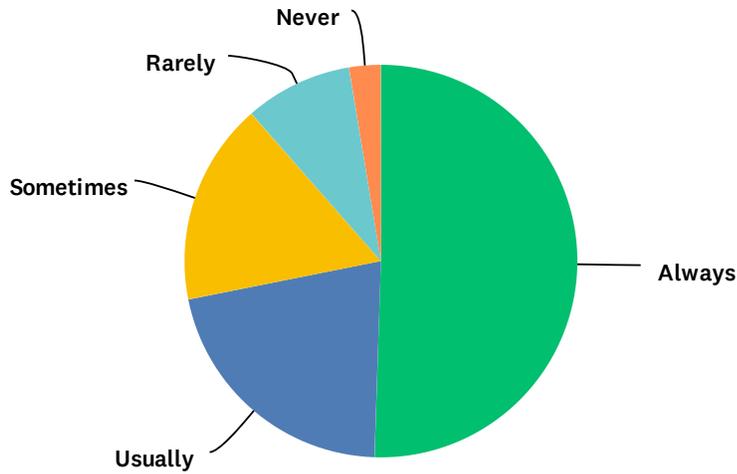
Answered: 191 Skipped: 1



ANSWER CHOICES	RESPONSES	
Always	30.89%	59
Usually	28.80%	55
Sometimes	26.18%	50
Rarely	12.57%	24
Never	1.57%	3
TOTAL		191

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

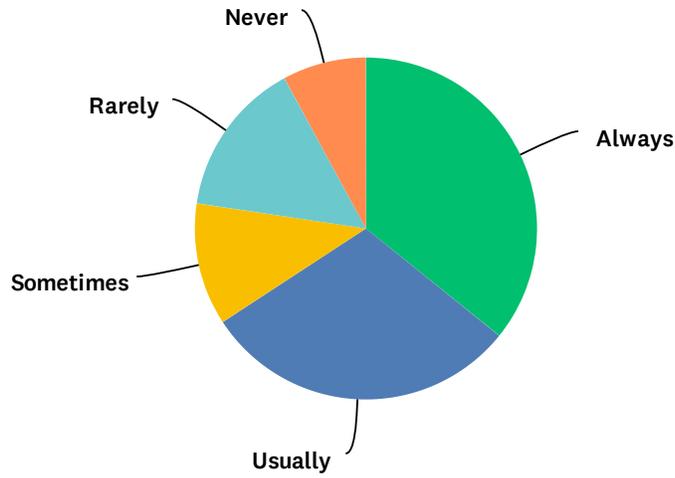
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	50.52%	97
Usually	21.35%	41
Sometimes	16.67%	32
Rarely	8.85%	17
Never	2.60%	5
TOTAL		192

Q7 I understand my career/promotion path with TVCC.

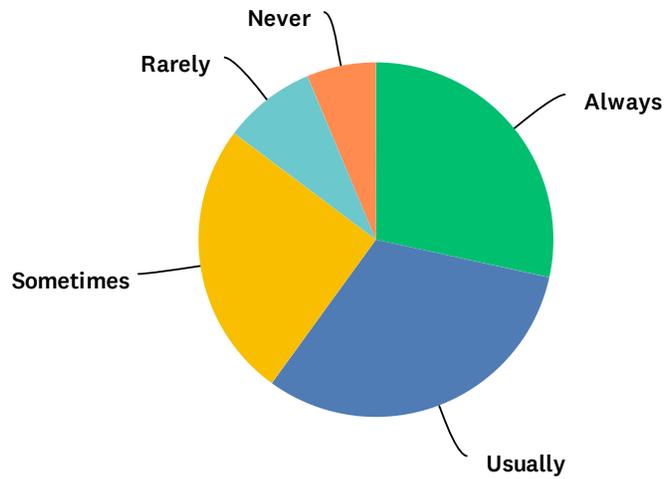
Answered: 190 Skipped: 2



ANSWER CHOICES	RESPONSES	
Always	35.79%	68
Usually	30.00%	57
Sometimes	11.58%	22
Rarely	14.74%	28
Never	7.89%	15
TOTAL		190

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

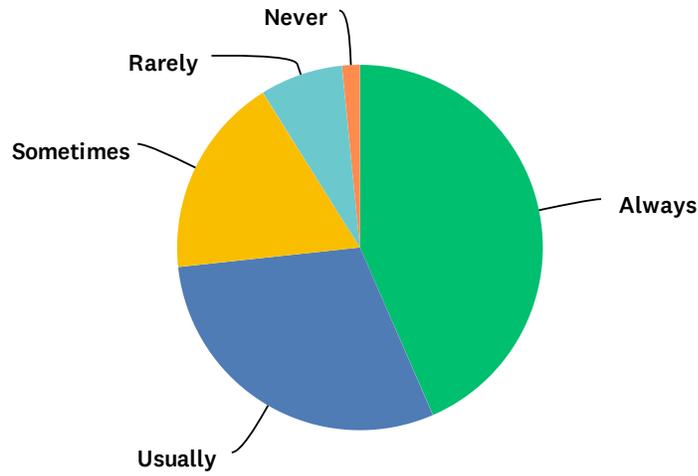
Answered: 190 Skipped: 2



ANSWER CHOICES	RESPONSES	
Always	28.42%	54
Usually	31.58%	60
Sometimes	25.26%	48
Rarely	8.42%	16
Never	6.32%	12
TOTAL		190

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

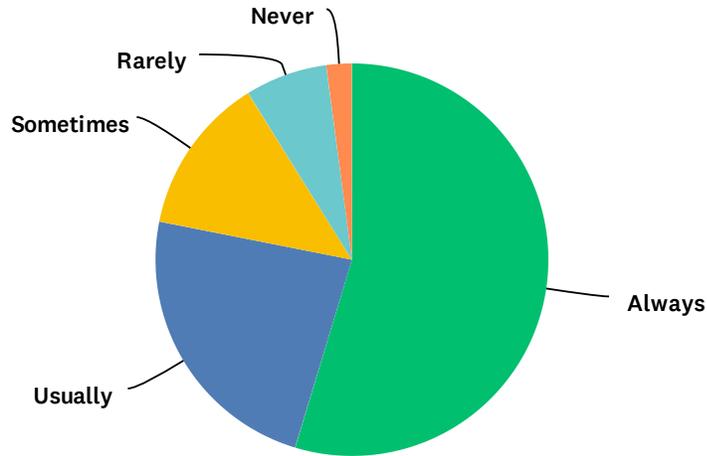
Answered: 191 Skipped: 1



ANSWER CHOICES	RESPONSES	
Always	43.46%	83
Usually	29.84%	57
Sometimes	17.80%	34
Rarely	7.33%	14
Never	1.57%	3
TOTAL		191

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

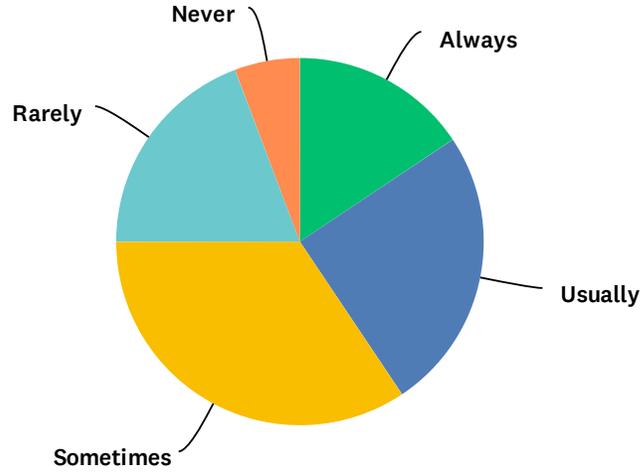
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	54.69%	105
Usually	23.44%	45
Sometimes	13.02%	25
Rarely	6.77%	13
Never	2.08%	4
TOTAL		192

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

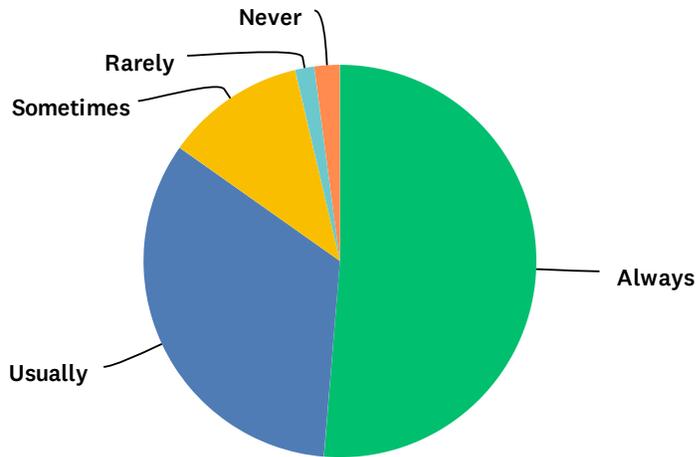
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	15.63%	30
Usually	25.00%	48
Sometimes	34.38%	66
Rarely	19.27%	37
Never	5.73%	11
TOTAL		192

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

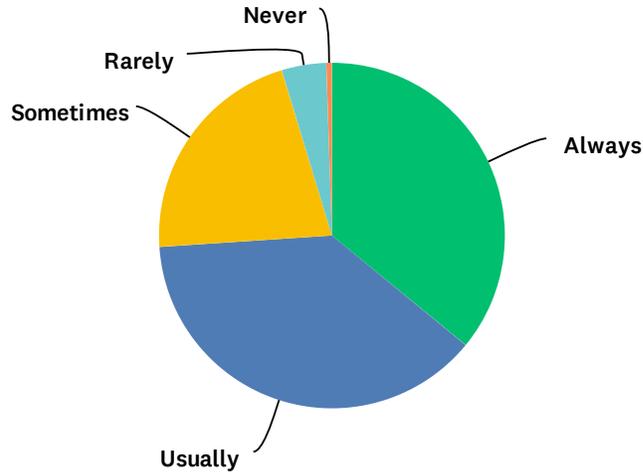
Answered: 191 Skipped: 1



ANSWER CHOICES	RESPONSES	
Always	51.31%	98
Usually	33.51%	64
Sometimes	11.52%	22
Rarely	1.57%	3
Never	2.09%	4
TOTAL		191

Q13 I believe my co-workers respect each other.

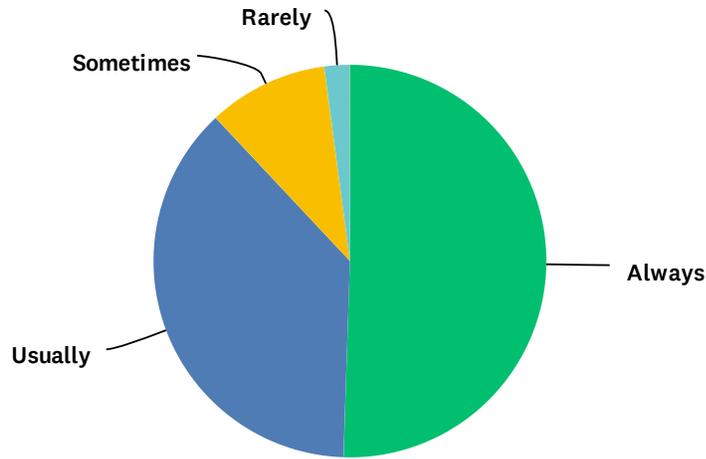
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	35.94%	69
Usually	38.02%	73
Sometimes	21.35%	41
Rarely	4.17%	8
Never	0.52%	1
TOTAL		192

Q14 I feel safe at work

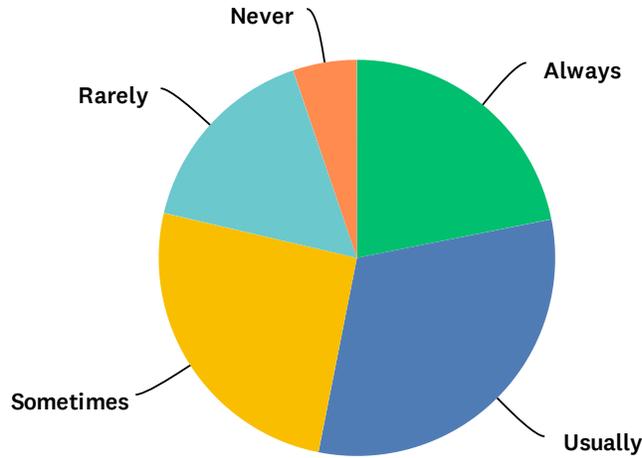
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	50.52%	97
Usually	37.50%	72
Sometimes	9.90%	19
Rarely	2.08%	4
Never	0.00%	0
TOTAL		192

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

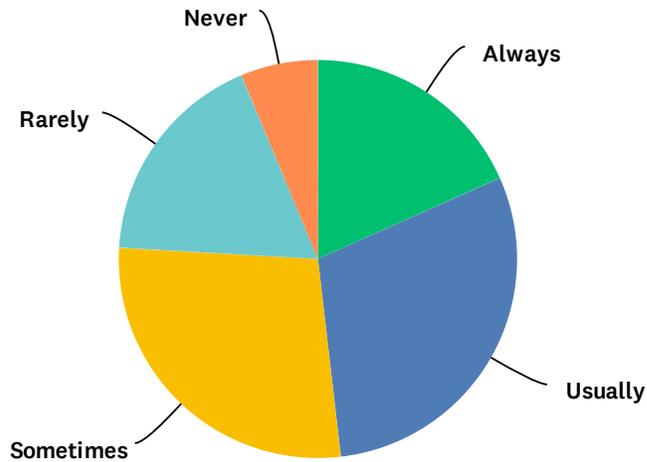
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	21.88%	42
Usually	31.25%	60
Sometimes	25.52%	49
Rarely	16.15%	31
Never	5.21%	10
TOTAL		192

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

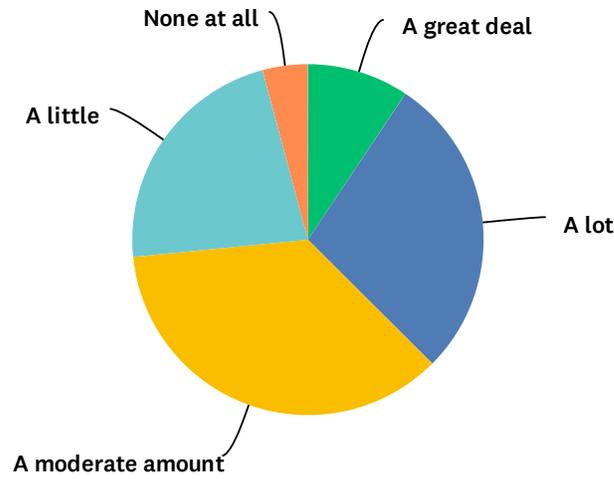
Answered: 191 Skipped: 1



ANSWER CHOICES	RESPONSES	
Always	18.32%	35
Usually	29.84%	57
Sometimes	27.75%	53
Rarely	17.80%	34
Never	6.28%	12
TOTAL		191

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

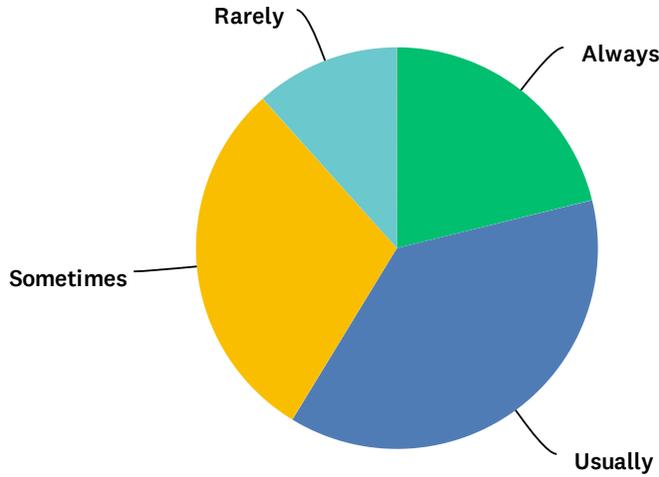
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
A great deal	9.38%	18
A lot	28.13%	54
A moderate amount	35.94%	69
A little	22.40%	43
None at all	4.17%	8
TOTAL		192

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

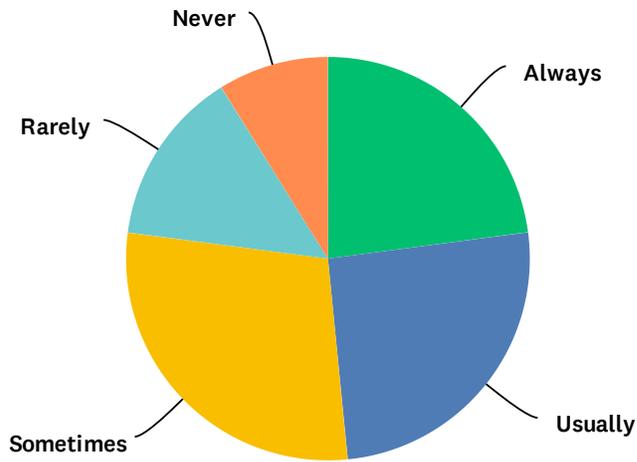
Answered: 189 Skipped: 3



ANSWER CHOICES	RESPONSES	
Always	21.16%	40
Usually	37.57%	71
Sometimes	29.63%	56
Rarely	11.64%	22
Never	0.00%	0
TOTAL		189

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

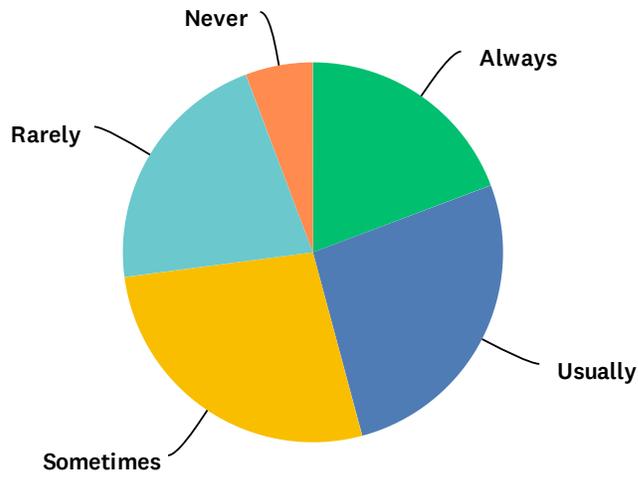
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	22.92%	44
Usually	25.52%	49
Sometimes	28.65%	55
Rarely	14.06%	27
Never	8.85%	17
TOTAL		192

Q20 I believe employee treatment is fair and consistent.

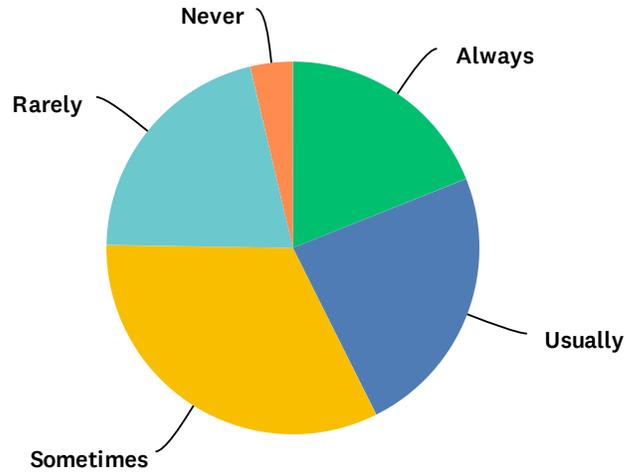
Answered: 192 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	19.27%	37
Usually	26.56%	51
Sometimes	27.08%	52
Rarely	21.35%	41
Never	5.73%	11
TOTAL		192

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

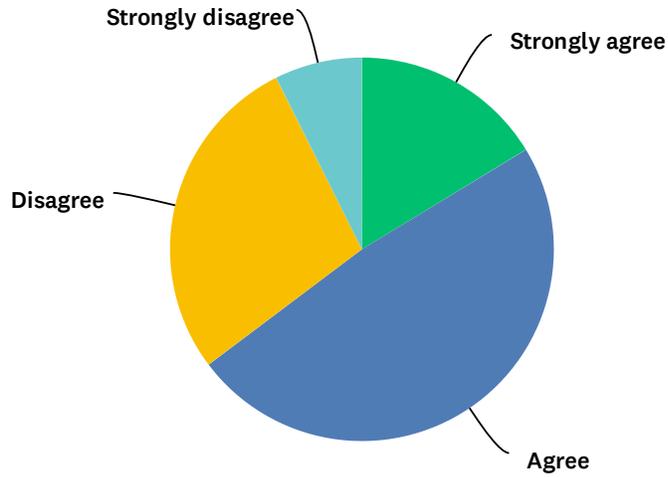
Answered: 190 Skipped: 2



ANSWER CHOICES	RESPONSES	
Always	18.95%	36
Usually	23.68%	45
Sometimes	32.63%	62
Rarely	21.05%	40
Never	3.68%	7
TOTAL		190

Q22 I think hiring practices are fair and consistent.

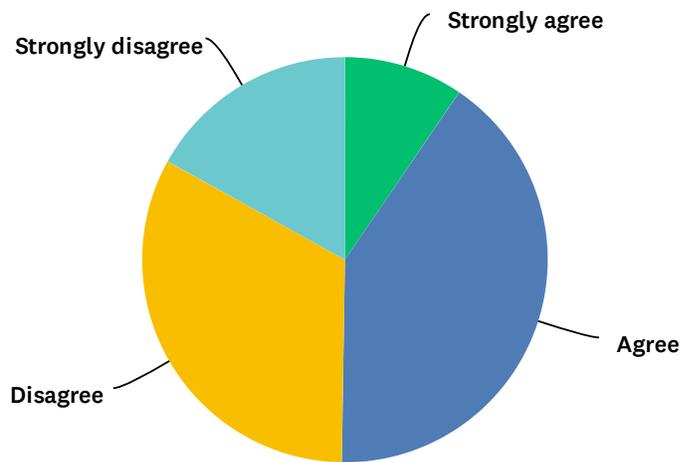
Answered: 190 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	16.32%	31
Agree	48.42%	92
Disagree	27.89%	53
Strongly disagree	7.37%	14
TOTAL		190

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

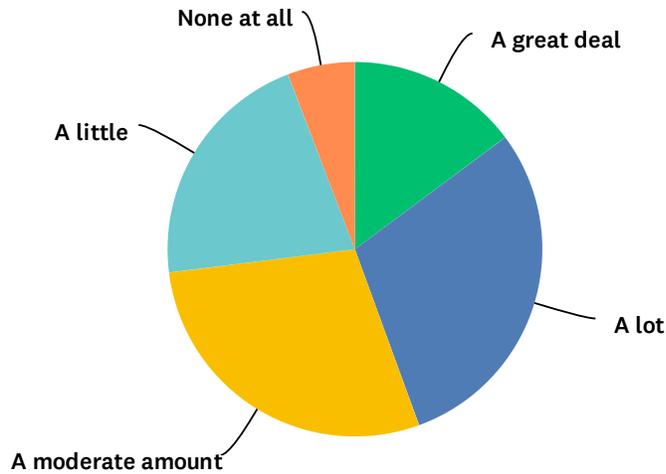
Answered: 189 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	9.52%	18
Agree	40.74%	77
Disagree	32.80%	62
Strongly disagree	16.93%	32
TOTAL		189

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

Answered: 189 Skipped: 3



ANSWER CHOICES	RESPONSES	
A great deal	14.81%	28
A lot	29.63%	56
A moderate amount	28.57%	54
A little	21.16%	40
None at all	5.82%	11
TOTAL		189

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

Answered: 157 Skipped: 35

ANSWER CHOICES	RESPONSES	
1.	100.00%	157
2.	95.54%	150
3.	92.36%	145

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

Answered: 137 Skipped: 55

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

Answered: 145 Skipped: 47

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

Answered: 145 Skipped: 47