Trinity Valley Community College
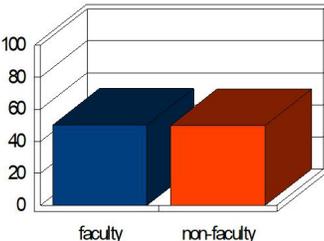
Employee Satisfaction Survey

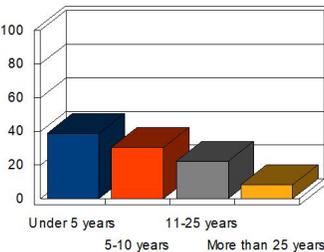**Fall 2018**

Are you faculty or non-faculty?   Mean: 1.50

Response	Value	Frequency	Percent	Graph
faculty	1.00	151	50.17	
non-faculty	2.00	150	49.83	
Total Valid		301	100.00	
Total		301	100.00	

Length of time of employment with TVCC   Mean: 2.00

Response	Value	Frequency	Percent	Graph
Under 5 years	1.00	117	38.87	
5-10 years	2.00	92	30.56	
11-25 years	3.00	67	22.26	
More than 25 years	4.00	25	8.31	
Total Valid		301	100.00	
Total		301	100.00	

I am proud to work for TVCC   Mean: 4.42

Response	Value	Frequency	Percent	Graph
Always	5.00	181	60.13	
Very often	4.00	75	24.92	
Sometimes	3.00	38	12.62	
Rarely	2.00	5	1.66	
Never	1.00	1	0.33	
Not Applicable	0.00	1	0.33	
Total Valid		301	100.00	
Total		301	100.00	
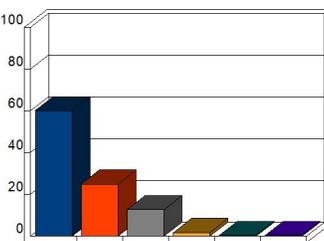
I have a good work-life balance at TVCC   Mean: 4.14

Response	Value	Frequency	Percent	Graph
Always	5.00	143	47.51	
Very often	4.00	89	29.57	
Sometimes	3.00	47	15.61	
Rarely	2.00	14	4.65	
Never	1.00	3	1.00	
Not Applicable	0.00	4	1.33	
Total Valid		300	99.67	
Invalid Response		1	0.33	
Total		301	100.00	
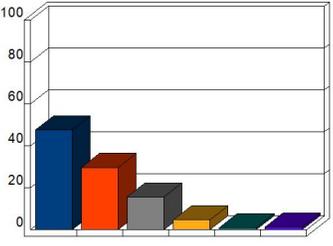
I feel valued for the work that I do at TVCC   Mean: 3.82

Response	Value	Frequency	Percent	Graph
Always	5.00	108	35.88	
Very often	4.00	86	28.57	
Sometimes	3.00	60	19.93	
Rarely	2.00	32	10.63	
Never	1.00	10	3.32	
Not Applicable	0.00	2	0.66	
Total Valid		298	99.00	
Invalid Response		3	1.00	
Total		301	100.00	
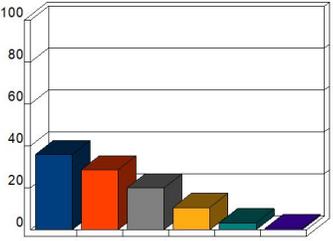
I feel my manager/supervisor provides recognition for what I do   Mean: 3.97
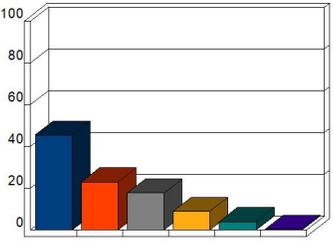
Response	Value	Frequency	Percent	Graph
Always	5.00	137	45.51	
Very often	4.00	69	22.92	
Sometimes	3.00	53	17.61	
Rarely	2.00	27	8.97	
Never	1.00	12	3.99	
Not Applicable	0.00	1	0.33	
Total Valid		299	99.34	
Invalid Response		2	0.66	
Total		301	100.00	

I understand my career/promotion path with TVCC   Mean: 3.55

Response	Value	Frequency	Percent	Graph
Always	5.00	126	41.86	
Very often	4.00	71	23.59	
Sometimes	3.00	27	8.97	
Rarely	2.00	21	6.98	
Never	1.00	24	7.97	
Not Applicable	0.00	30	9.97	
Total Valid		299	99.34	
Invalid Response		2	0.66	
Total		301	100.00	

I believe I will be able to reach my full potential working for TVCC   Mean: 3.56

Response	Value	Frequency	Percent	Graph
Always	5.00	105	34.88	
Very often	4.00	80	26.58	
Sometimes	3.00	48	15.95	
Rarely	2.00	31	10.30	
Never	1.00	21	6.98	
Not Applicable	0.00	16	5.32	
Total Valid		301	100.00	
Total		301	100.00	

I would refer someone I know for a position with TVCC   Mean: 4.10

Response	Value	Frequency	Percent	Graph
Always	5.00	144	47.84	
Very often	4.00	75	24.92	
Sometimes	3.00	54	17.94	
Rarely	2.00	18	5.98	
Never	1.00	8	2.66	
Not Applicable	0.00	0	0.00	
Total Valid		299	99.34	
Invalid Response		2	0.66	
Total		301	100.00	

I can provide feedback to supervisors and it is taken seriously   Mean: 3.86

Response	Value	Frequency	Percent	Graph
Always	5.00	134	44.52	
Very often	4.00	64	21.26	
Sometimes	3.00	52	17.28	
Rarely	2.00	32	10.63	
Never	1.00	13	4.32	
Not Applicable	0.00	5	1.66	
Total Valid		300	99.67	
Invalid Response		1	0.33	
Total		301	100.00	

I believe management is transparent and communication is effective at TVCC   Mean: 3.45

Response	Value	Frequency	Percent	Graph
Always	5.00	86	28.57	
Very often	4.00	64	21.26	
Sometimes	3.00	77	25.58	
Rarely	2.00	50	16.61	
Never	1.00	22	7.31	
Not Applicable	0.00	2	0.66	
Total Valid		301	100.00	
Total		301	100.00	

I can see myself working at TVCC one year from now   Mean: 4.44

Response	Value	Frequency	Percent	Graph
Always	5.00	190	63.12	
Very often	4.00	67	22.26	
Sometimes	3.00	31	10.30	
Rarely	2.00	9	2.99	
Never	1.00	2	0.66	
Not Applicable	0.00	1	0.33	
Total Valid		300	99.67	
Invalid Response		1	0.33	
Total		301	100.00	

I believe my co-workers respect each other   Mean: 3.93

Response	Value	Frequency	Percent	Graph
Always	5.00	117	38.87	
Very often	4.00	94	31.23	
Sometimes	3.00	59	19.60	
Rarely	2.00	17	5.65	
Never	1.00	6	1.99	
Not Applicable	0.00	7	2.33	
Total Valid		300	99.67	
Invalid Response		1	0.33	
Total		301	100.00	
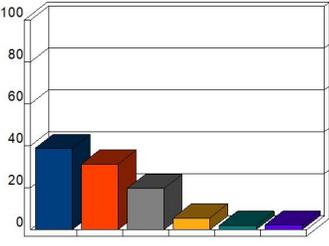
I feel safe at work   Mean: 4.31

Response	Value	Frequency	Percent	Graph
Always	5.00	164	54.49	
Very often	4.00	92	30.56	
Sometimes	3.00	29	9.63	
Rarely	2.00	6	1.99	
Never	1.00	1	0.33	
Not Applicable	0.00	7	2.33	
Total Valid		299	99.34	
Invalid Response		2	0.66	
Total		301	100.00	
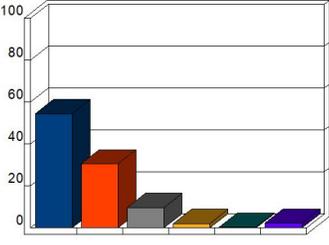
I believe the leadership (president, vice presidents, provosts) lead with a positive work culture   Mean: 3.99
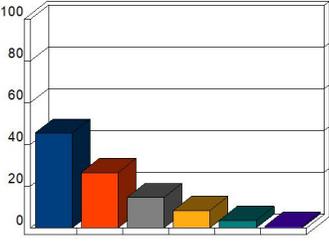
Response	Value	Frequency	Percent	Graph
Always	5.00	137	45.51	
Very often	4.00	80	26.58	
Sometimes	3.00	44	14.62	
Rarely	2.00	25	8.31	
Never	1.00	11	3.65	
Not Applicable	0.00	3	1.00	
Total Valid		300	99.67	
Invalid Response		1	0.33	
Total		301	100.00	

I believe that the current leadership has communicated a vision for TVCC that is motivating   Mean: 3.92

Response	Value	Frequency	Percent	Graph
Always	5.00	130	43.19	
Very often	4.00	75	24.92	
Sometimes	3.00	53	17.61	
Rarely	2.00	27	8.97	
Never	1.00	12	3.99	
Not Applicable	0.00	3	1.00	
Total Valid		300	99.67	
Invalid Response		1	0.33	
Total		301	100.00	

Do you understand the strategic goals of the college   Mean: 3.88

| Response	Value	Frequency	Percent	Graph
Always	5.00	111	36.88	
Very often	4.00	98	32.56	
Sometimes	3.00	61	20.27	
Rarely	2.00	12	3.99	
Never	1.00	15	4.98	
Not Applicable	0.00	4	1.33	
Total Valid		301	100.00	
Total		301	100.00	

The values, mission and ethics of the college are followed by senior leadership of the college   Mean: 3.98

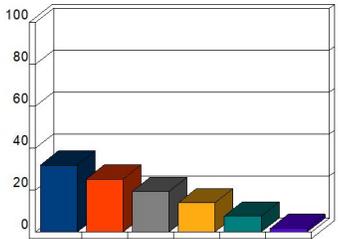| Response	Value	Frequency	Percent	Graph
Always	5.00	132	43.85	
Very often	4.00	77	25.58	
Sometimes	3.00	57	18.94	
Rarely	2.00	18	5.98	
Never	1.00	10	3.32	
Not Applicable	0.00	4	1.33	
Total Valid		298	99.00	
Invalid Response		3	1.00	
Total		301	100.00	

I feel I can voice my opinion without fear of retaliation or retribution   Mean: 3.53
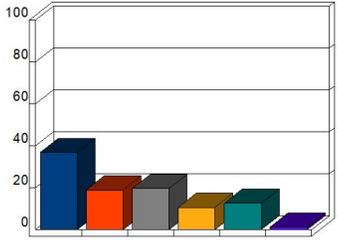
Response	Value	Frequency	Percent	Graph
Always	5.00	111	36.88	
Very often	4.00	57	18.94	
Sometimes	3.00	59	19.60	
Rarely	2.00	32	10.63	
Never	1.00	38	12.62	
Not Applicable	0.00	4	1.33	
Total Valid		301	100.00	
Total		301	100.00	

I believe employee treatment is fair and consistent   Mean: 3.55

Response	Value	Frequency	Percent	Graph
Always	5.00	96	31.89	
Very often	4.00	76	25.25	
Sometimes	3.00	58	19.27	
Rarely	2.00	42	13.95	
Never	1.00	23	7.64	
Not Applicable	0.00	5	1.66	
Total Valid		300	99.67	
Invalid Response		1	0.33	
Total		301	100.00	

I think employee policies are administered equally across departments   Mean: 3.38

Response	Value	Frequency	Percent	Graph
Always	5.00	84	27.91	
Very often	4.00	71	23.59	
Sometimes	3.00	68	22.59	
Rarely	2.00	41	13.62	
Never	1.00	24	7.97	
Not Applicable	0.00	12	3.99	
Total Valid		300	99.67	
Invalid Response		1	0.33	
Total		301	100.00	
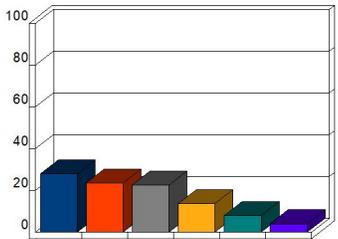
I think hiring practices are fair and consistent   Mean: 3.52

Response	Value	Frequency	Percent	Graph
Always	5.00	95	31.56	
Very often	4.00	76	25.25	
Sometimes	3.00	66	21.93	
Rarely	2.00	27	8.97	
Never	1.00	19	6.31	
Not Applicable	0.00	15	4.98	
Total Valid		298	99.00	
Invalid Response		3	1.00	
Total		301	100.00	

I feel the salary scales across departments is fair and competitive   Mean: 2.98

Response	Value	Frequency	Percent	Graph
Always	5.00	54	17.94	
Very often	4.00	66	21.93	
Sometimes	3.00	71	23.59	
Rarely	2.00	47	15.61	
Never	1.00	33	10.96	
Not Applicable	0.00	22	7.31	
Total Valid		293	97.34	
Invalid Response		8	2.66	
Total		301	100.00	

Day-to-day decisions at TVCC demonstrate that quality and improvement are top priorities   Mean: 3.60

Response	Value	Frequency	Percent	Graph
Always	5.00	91	30.23	
Very often	4.00	79	26.25	
Sometimes	3.00	73	24.25	
Rarely	2.00	35	11.63	
Never	1.00	14	4.65	
Not Applicable	0.00	6	1.99	
Total Valid		298	99.00	
Invalid Response		3	1.00	
Total		301	100.00	