



Truckee Meadows
Community College
2009 Campus Climate Report

Truckee Meadows Community College 2009 Campus Climate Report

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Executive Summary

Introduction

This 2009 Truckee Meadows Campus Climate Report is presented in a format similar to the 2004 report in order to allow for trending the data across multiple years. The previous 2004 report also referenced a similar study conducted in 2002. The 2002 study is referenced when data was available within the 2004 report and when the data is applicable to current results. The following steps through an overview and highlights of each of the four research sections.

Communication and Direction

Goals, direction, and progress towards the educational and service missions suffered double-digit losses in positive responses when compared to the 2004 results. The other areas within Communication and Direction that have regressed are “an atmosphere encouraging open expression of ideas” and “effective communication between faculty and administration.”

Major Highlights:

- Communication within reporting lines is on an upward trend across the three surveys as now 55% agree that they get suggestions about how to improve work from who they report while 62% agree that work expectations are clearly articulated by their supervisor.
- 97% of employees are committed to the success of the institution.
- Information Technology continues to be seen as a useful tool by 90% of employees.
- In general, this section solicited more positive response from faculty and more neutral response from staff.

Attitudes and Practices

Attitudes and Practices within the college experienced only slight fluctuations. Positive progress towards diversity, evaluation processes, campus safety, and a sensitive social climate/working environment was made in comparison to the 2004 results. Opinions regarding collaboration, resources for effective work, training, and mentoring declined slightly.

Major Highlights:

- 87% of respondents feel safe on campus. This result has risen 11% since 2004.
- Processes identified for peer evaluations and student evaluations have seen an increase in employees who agree that the processes are effective. These increases are 6% and 4% respectively over the 2004 results.
- Between two-thirds and three-quarters of respondents believe that TMCC provides a social climate sensitive to diversity, gender equality, and sexual orientation.
- Approximately half of the questions in this section elicited similar response from both faculty and staff.
- The additional half of the questions had more negative response among participants who identified themselves as staff members.

Governance and Leadership

Questions are intended to reveal attitudes and opinions on shared governance, faculty senate, classified council, the president, and the president's cabinet. Of the 18 questions in this section, three of them have been asked for the third time and the remaining 15 were asked for the second time. Results are presented to begin the establishment of trends over time.

Major Highlights:

- Opinions on the president and president's cabinet experienced large declines in positive responses since the 2004 survey. Much of the shift in responses was from positive to neutral and can likely be attributed to the newness of the president.
- In general, staff held more positive opinions about the president.
- When asked about the president's cabinet, staff were much more positive (11-18%) about the cabinet's performance.

Conditions of Employment

Opinions on contractual obligations and employment conditions are revealed by the six questions within this section. Understanding of contractual obligations has risen while satisfaction with employment conditions, including advancement opportunities and professional recognition, has fallen slightly.

Major Highlights:

- More than 90% of the participants have a clear understanding of contractual obligations as they relate to code of conduct, ethics, and conflict of interest.
- Two-thirds of respondents are satisfied with the conditions of employment at TMCC.
- Slightly more than half feel that they are provided with opportunities for professional recognition.
- Staff responded more negatively regarding advancement criteria and recognition opportunities.
- Staff also indicated a more positive outlook in the face of budgetary constraints.

Methodology

Interact Communications was provided a list of 413 employees from Truckee Meadows Community College. Employees were notified by email that the survey was available online and given a unique user number to use when accessing the survey. The user number was provided to keep survey responses secure and confidential.

The survey was conducted over the Internet at a secure website built by Interact Communications and hosted at www.interactresearch.org/TMCC/. The web survey was live from April 13, 2009 through May 26, 2009.

After the initial two weeks of web availability, employees who had not responded were mailed a hardcopy of the survey and asked to complete it on paper and return in a postage paid envelope to Interact Communications. The hardcopy version of the survey was mailed from Interact Communications on April 28, 2009. There were 21 employees who chose to complete the survey in hardcopy form.

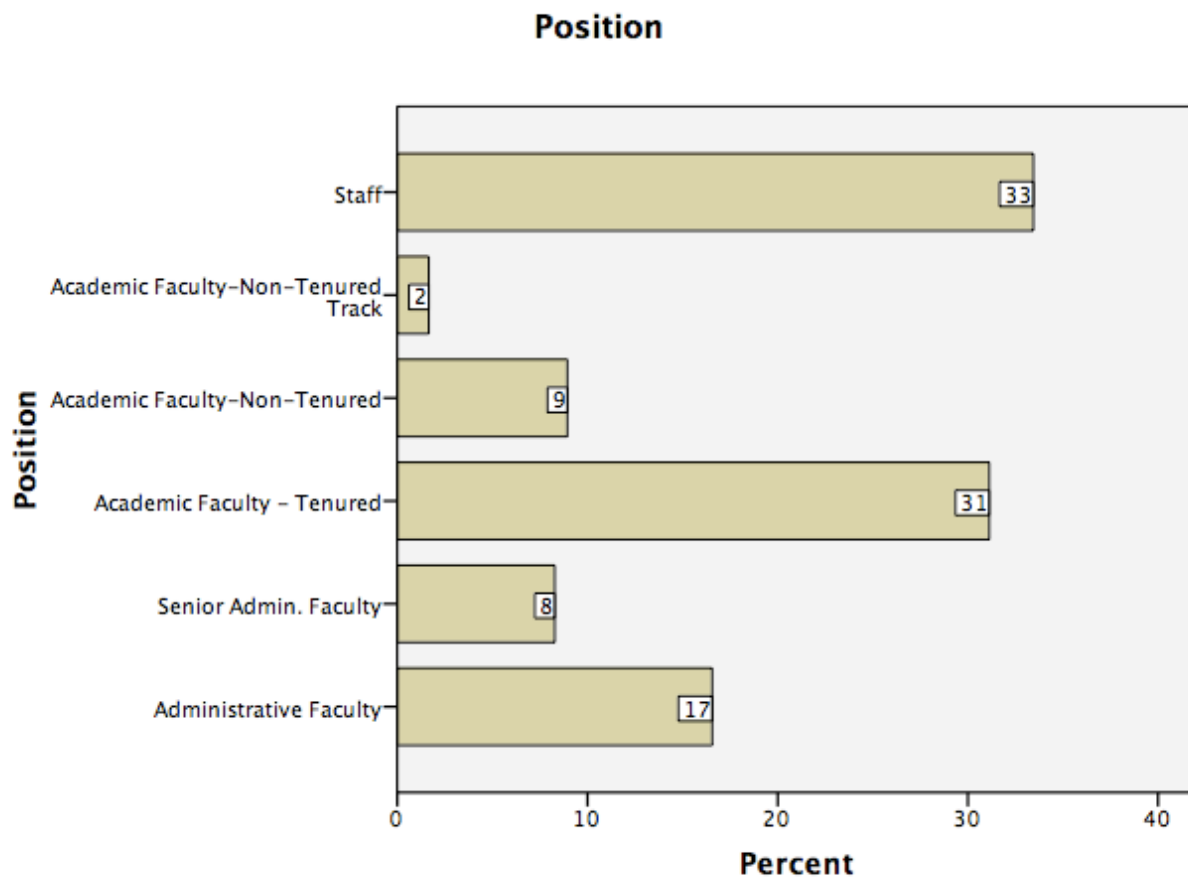
The last day for data collection via both web and mail was the close of business on May 26, 2009.

A total of 314 employees accessed the survey online with 18 accessing it but providing no response resulting in 296 complete online surveys.

Online and hard copy completes combine for an overall total number of completes of 317 and represents a survey completion rate by TMCC employees of 76.76%.

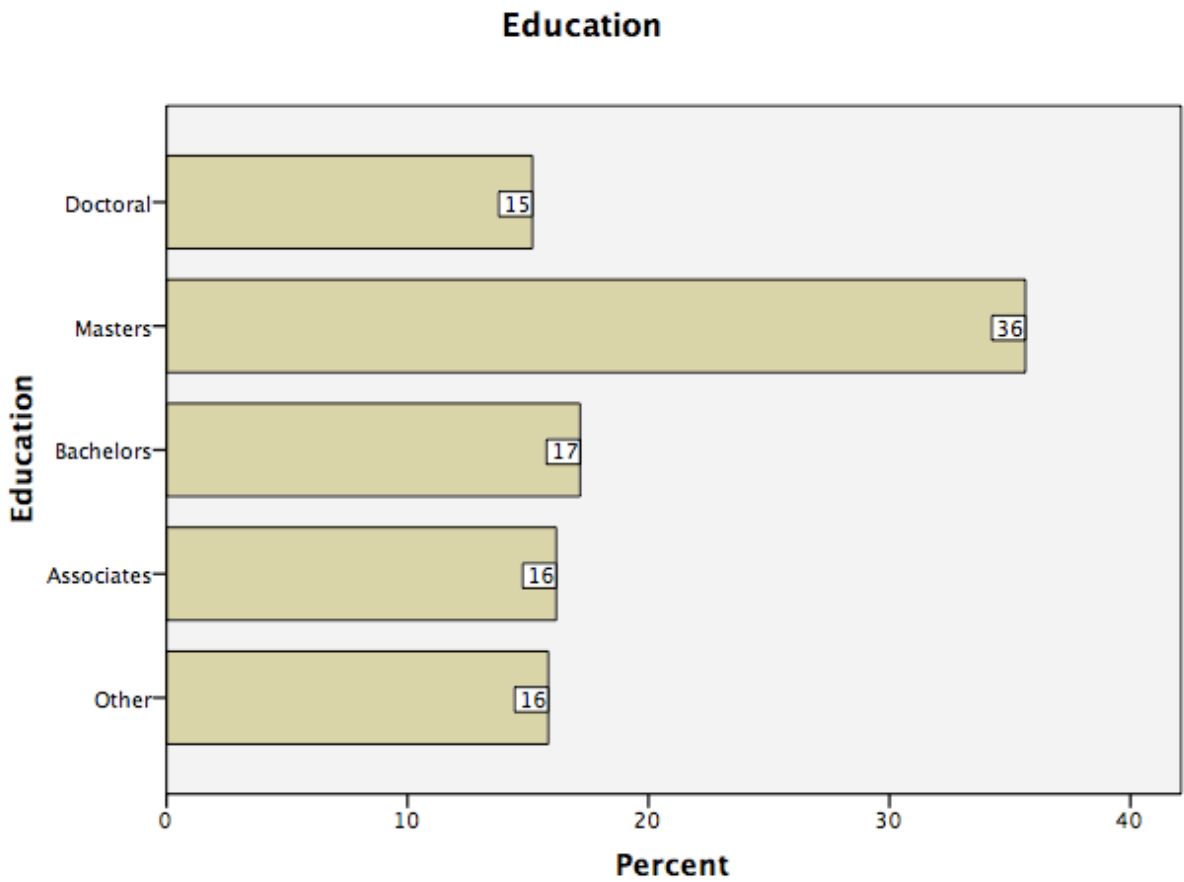
Characteristics of the Sample

Current Position:



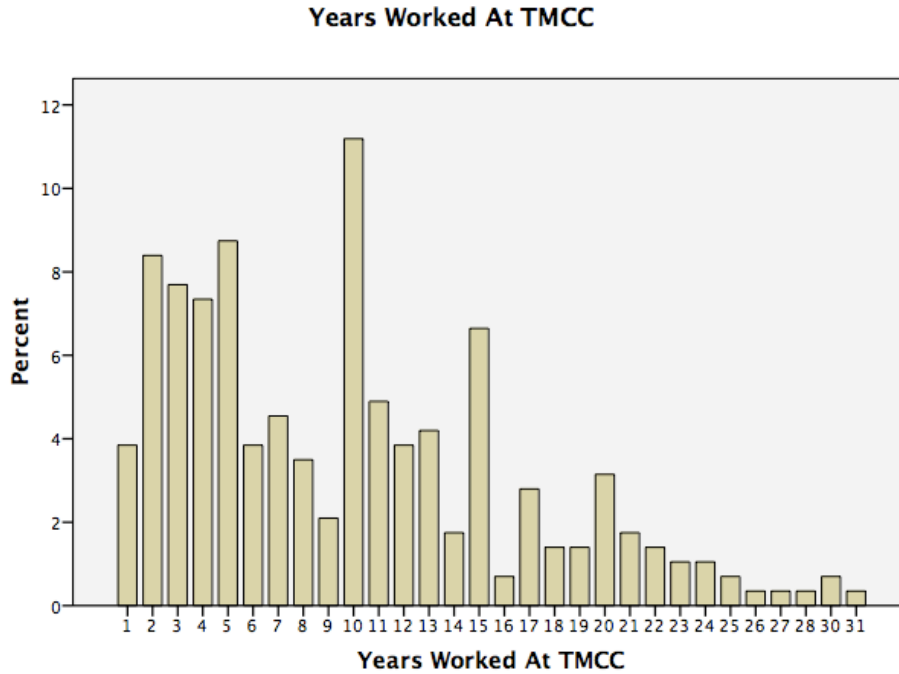
- The largest percentage of responses came from Staff (33%).
- The second largest position represented was Tenured Academic Faculty (31%).
- Administrative Faculty comprised 17% of respondents.
- 9% identified themselves as Academic Faculty-Non Tenured.
- Senior Administrative Faculty accounted for 8% of the sample.
- The smallest population of employees who took the survey was Academic Faculty – Non Tenured Track with 2%.

Highest Degree:



- Slightly more than one-third of employees who participated indicated a master's degree as the highest level of education obtained.
- The remainder of the sample was split across the remaining education levels, Associates, Bachelors, Doctoral, and Other.

Years Worked at TMCC:

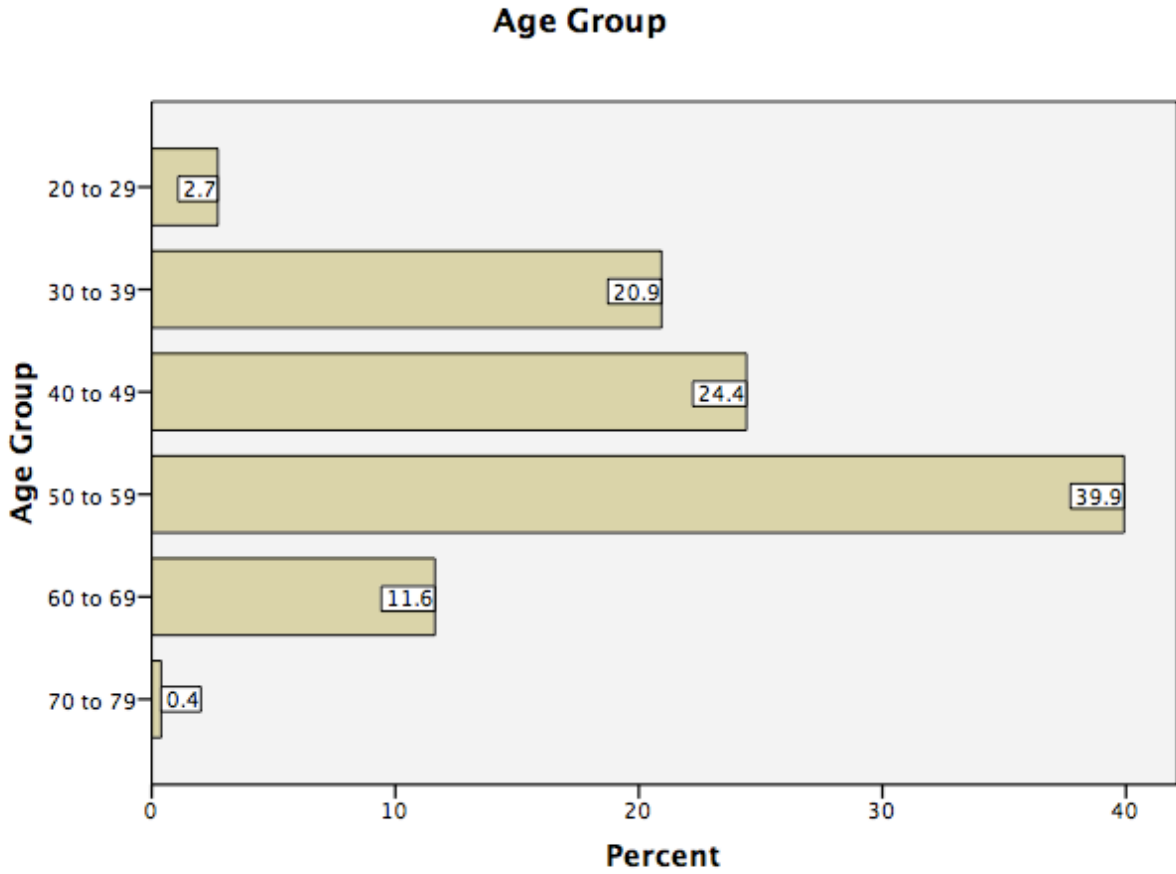


- The survey shows that respondents have worked at TMCC for as little as a year or less to as many as 31 years.
- The mean was 9.77 years
- The median was 9.5 years.
- The mode was 10 years.
- As can be seen in the table below, roughly a quarter of respondents have worked at TMCC between 0-4 years.
- 22% have worked at TMCC 5 – 9 years.
- 26% have been with the college between 10 – 14 years.
- 25% have been at TMCC for 15 – 31 years.

| Years Worked at TMCC | | | |
|----------------------|---------------|-----------|---------|
| 2004 Percent | Years at TMCC | Frequency | Percent |
| 24% | 0 – 4 | 78 | 27% |
| 28% | 5 – 9 | 65 | 22% |
| 22% | 10 – 14 | 74 | 26% |
| 26% | 15 – 31 | 72 | 25% |

(See Frequency Tables for additional information)

Age:

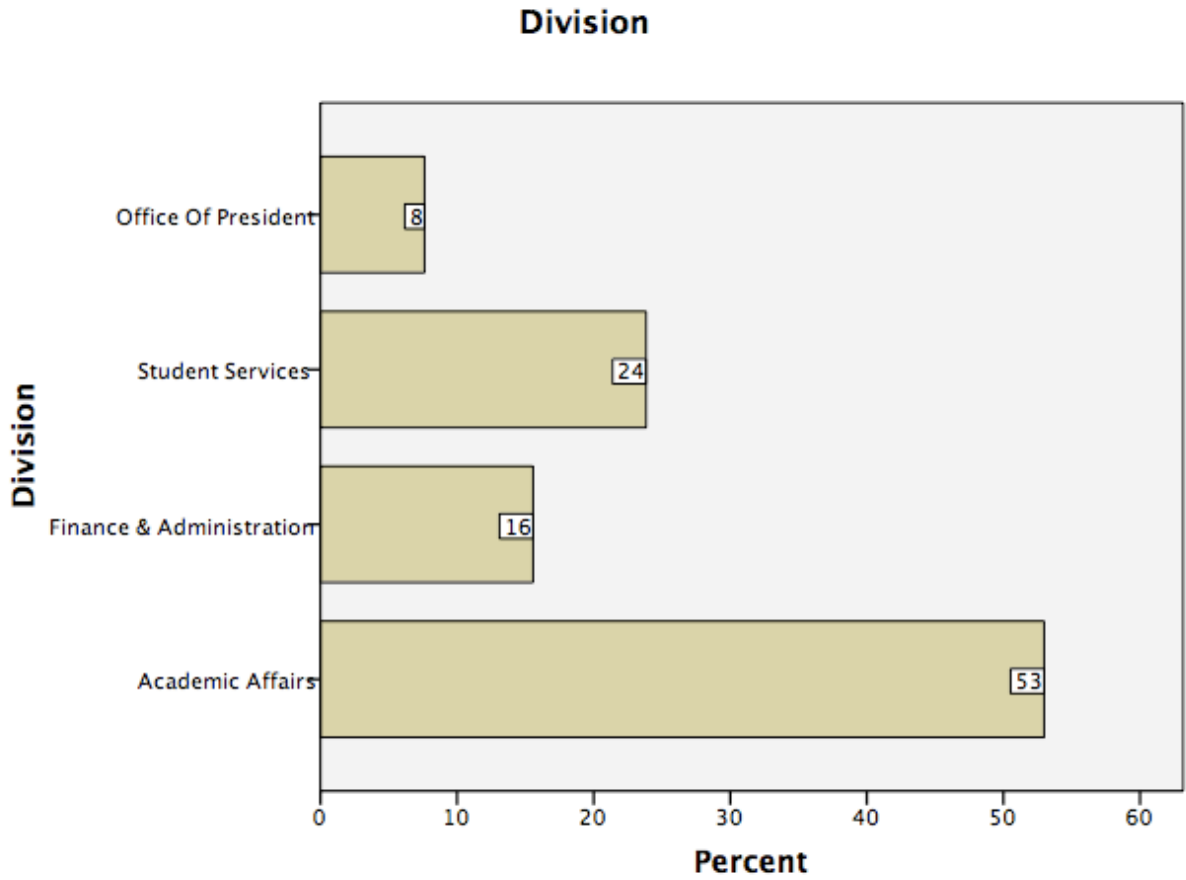


- The survey showed that the respondents ranged in age from 22 to 76.
- The mean age is 47.88.
- The median age is 50.
- The mode is 53. (See Frequency Table for additional information)
- The mode at the time of the last study (5 years ago) was 48.

Gender of Respondents:

- 41% of respondents were male.
- 59% of respondents were female.

Division:



- Slightly more than half of the employees are in the division of Academic Affairs.
- Nearly one-quarter are employees in the Student Services division.
- The remaining one-quarter is split between Finance & Administration with 16% and the Office of the President with 8%.

Survey Results

Participants were asked a variety of questions to capture their attitudes and opinions on the working conditions as an employee at Truckee Meadows Community College. The questions were split into four categories including Communication and Direction, Attitudes and Practices, Governance and Leadership, and Employment Conditions and Expectations. Within these categories, employees were asked to respond on a 5 point Likert scale. Employees could select from responses ranging from 1 (strongly agree) to 5 (strongly disagree) with an additional option to select "not applicable." At the end of each of the four main sections, participants were offered space to fill in any additional comments related to the section. There was a final category titled "Background Information" where employees provided personal demographic information that was summarized under the Characteristics of the Sample.

This is the third time this survey instrument has been used to capture employee opinions and attitudes at TMCC. Some additional questions have been added to the end of the survey but many of the first 53 questions can be tracked across the three times the survey was administered.

Communication and Direction

The questions in this section (Q1 – Q14) were designed to assess such variables as knowledge of, and institutional commitment to, the educational and service missions of TMCC. In addition, communication issues were assessed. The 14 questions in this section are the same as those in the 2002 and 2004 surveys. The following table shows the difference in the total responses between the 2002, 2004, and 2009 survey.

Differences in Communication and Direction Issues

| Survey Item | %Agree 02 | %Agree 04 | %Agree 09 | Difference (04 to 09) |
|---|--------------|--------------|--------------|--------------------------|
| Q1. Familiar with educational mission | 89 | 89 | 90 | 1 |
| Q2. Familiar with service mission | 77 | 80 | 79 | -1 |
| Q3. TMCC has well defined goals for the future | 39 | 73 | 53 | -20 |
| Q4. TMCC's's making progress meeting educational mission | 63 | 80 | 58 | -22 |
| Q5. TMCC's making progress meeting service mission | 61 | 70 | 52 | -18 |
| Q6. TMCC has shared sense of direction | 30 | 55 | 36 | -19 |
| Q7. TMCC's committed to assessing effectiveness of educational mission | 51 | 74 | 68 | -6 |
| Q8. TMCC's committed to assessing effectiveness of service mission | 43 | 65 | 57 | -8 |
| Q9. I am committed to institution's progress and success | 97 | 94 | 97 | 3 |
| Q10. TMCC's atmosphere encourages open expression of ideas | 48 | 60 | 51 | -9 |
| Q11. Communication is effective between faculty and administration | 27 | 41 | 27 | -14 |
| Q12. I get ideas how to improve my work from the person(s) to whom I report | 44 | 51 | 55 | 4 |
| Q13. My supervisor clearly articulates what is expected of me | 47 | 57 | 62 | 5 |
| Q14. Information technology is a useful tool for communicating at TMCC | 91 | 90 | 90 | 0 |

Overall, faculty tended to respond with more opinion and staff was more likely to respond with neutrality (faculty more positive on Q1-5, 7-9, 12 and 13; negative on Q6 and Q11). Q10 and Q11 responses were evenly split among faculty and staff.

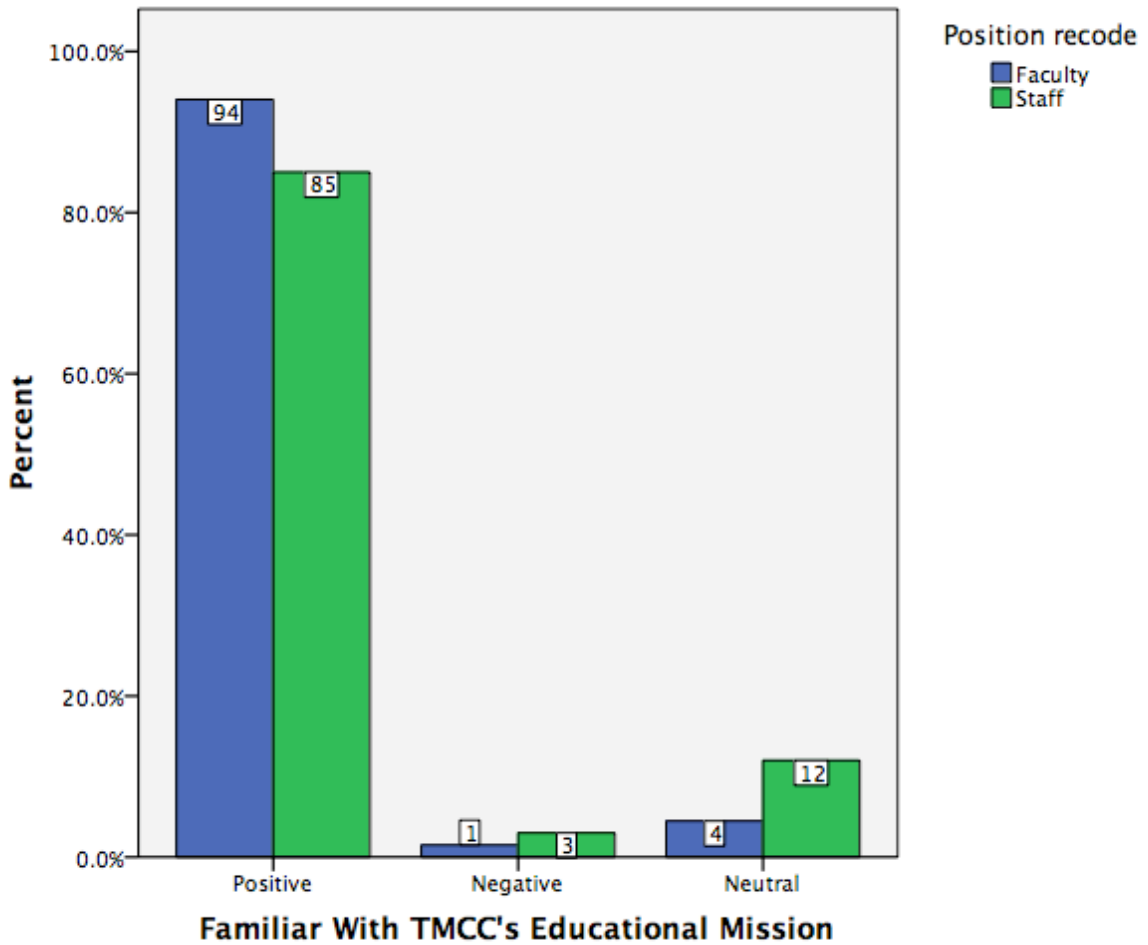
TMCC has experienced a decrease in agreement across Communication and Direction issues. Most notably, the college's goals and progress towards educational and service missions are at risk. However, 97% agree that they are committed to the institution's progress and success. Additionally, communication between faculty and administration has seen a decline back to levels experienced in 2002.

Areas where positive responses increased include work expectations as articulated by supervisors and work improvement suggestions within job reporting lines.

Each of the 14 questions is presented on the following pages broken out by faculty and staff responses. Any time descriptions of responses include all respondents/employees; those numbers are listed in the table above and included in the Frequency Tables at the end of this report.

Question 1

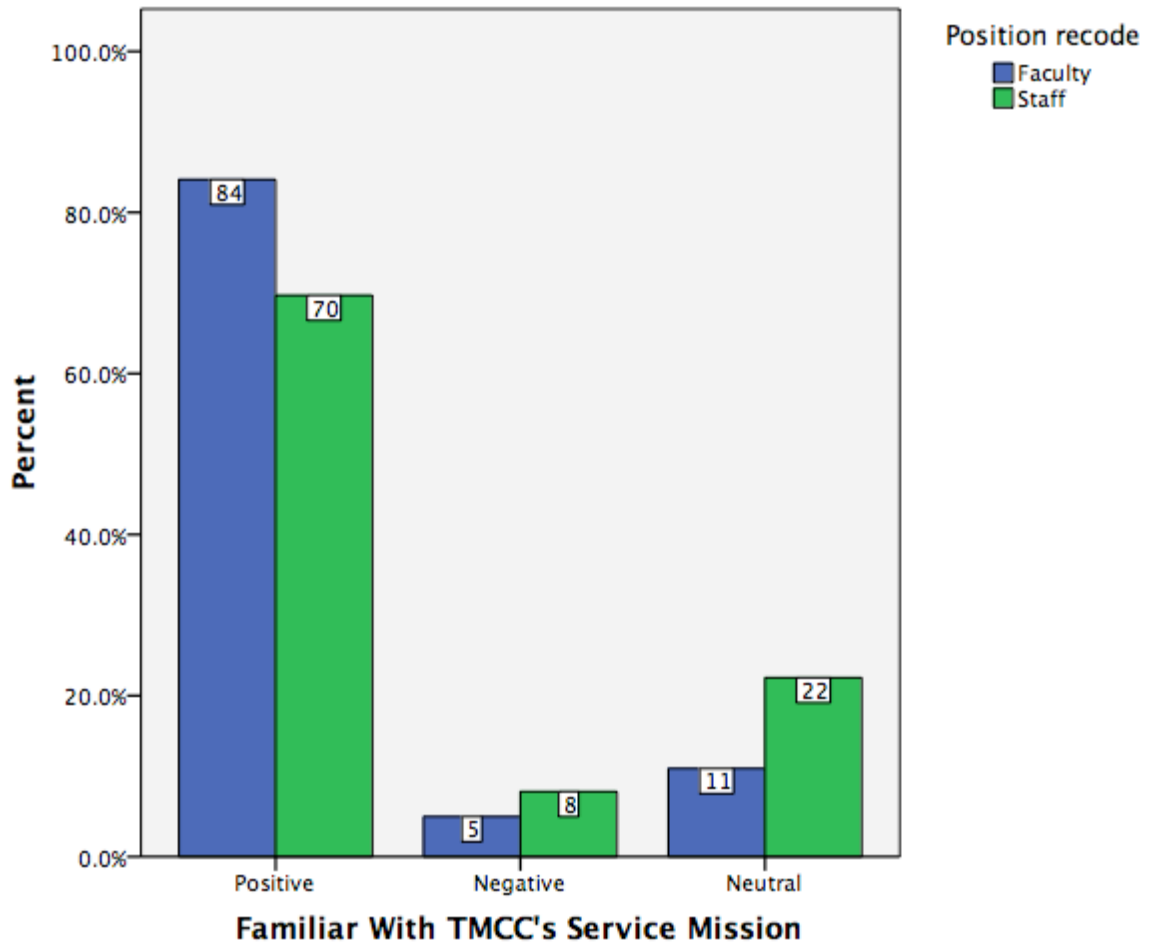
I am familiar with TMCC's educational mission.



- 90% of all respondents agreed that they were familiar with TMCC's educational mission.
- Overall familiarity with educational mission is up with a 1% change with staff from neutral to positive from the 2004 results.
- 94% of faculty and 85% of the staff are familiar with the educational mission.
- Staff remains more likely to be neutral about the educational mission (13%) versus faculty with 4%.

Question 2

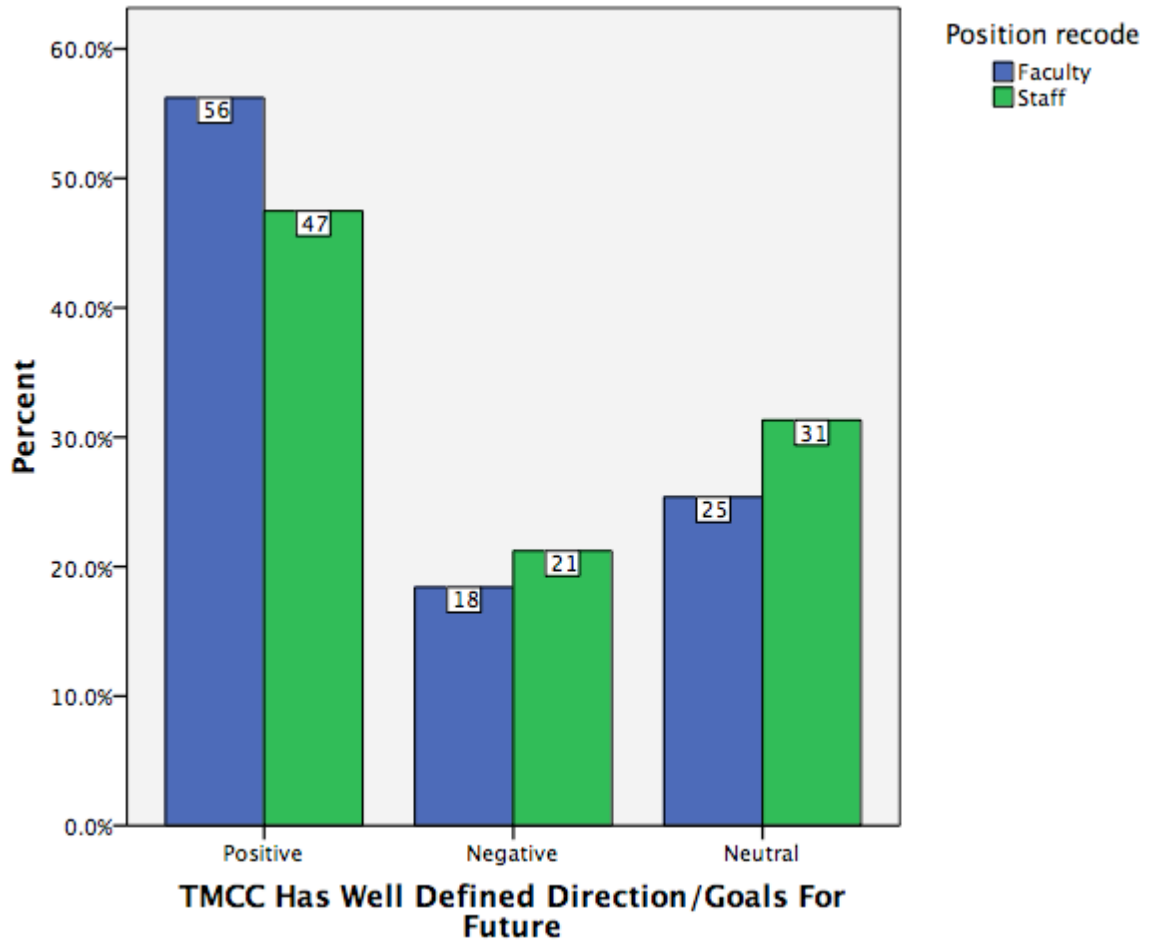
I am familiar with TMCC's service mission.



- Of all respondents, 79% agree that they are familiar with TMCC's service mission.
- Faculty, again are more likely (84%) than staff (70%) to be familiar with the service mission.
- Staff was more likely to feel either neutral (22%) or negative (8%).
- There was a migration from negative to neutral since the 2004 study regarding familiarity with the service mission.

Question 3

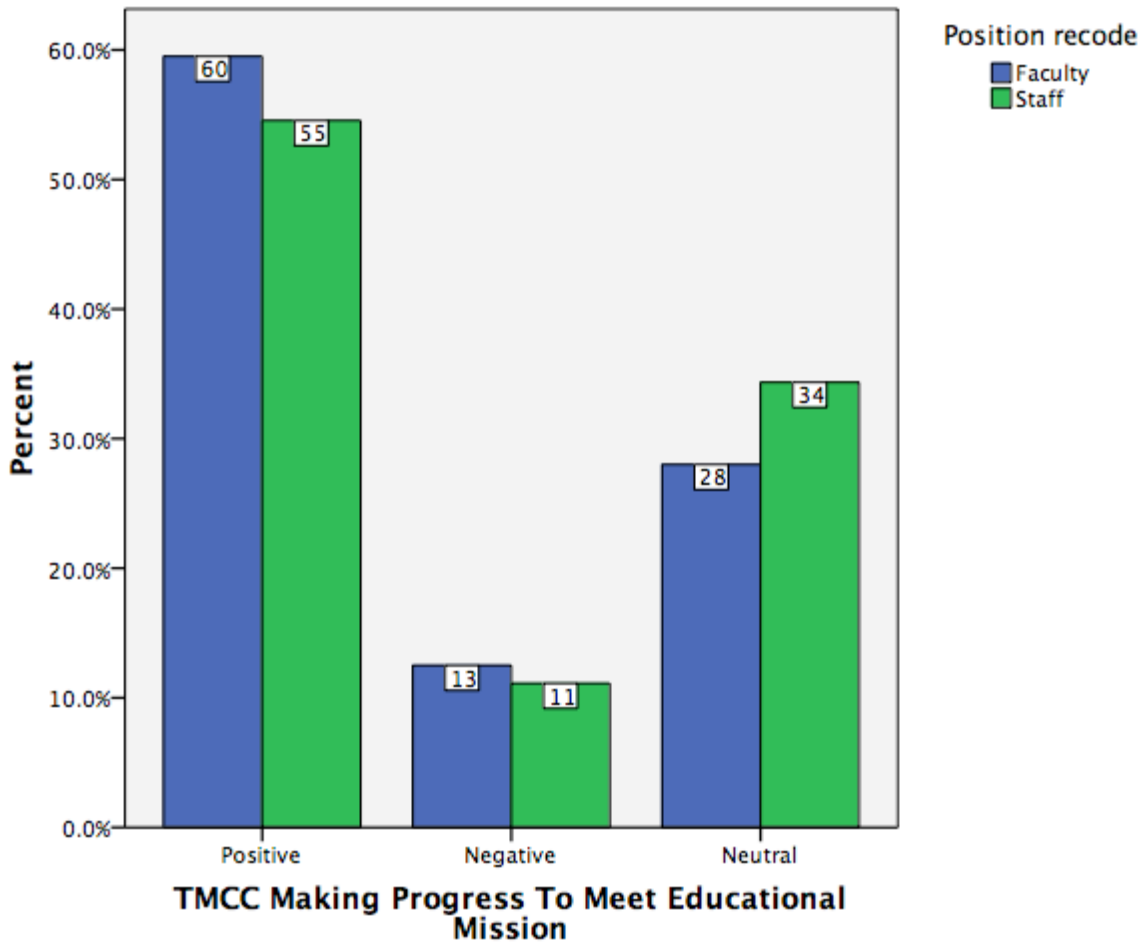
TMCC has well defined direction and goals for the future.



- Across all respondents, positive feelings of defined direction and future goals were down 20% from 2004 to 53%.
- Faculty, however, were still more likely to feel positive about the future direction of TMCC.
- Nearly one-third of the staff and one-quarter of the faculty were neutral regarding a well-defined direction at TMCC.

Question 4

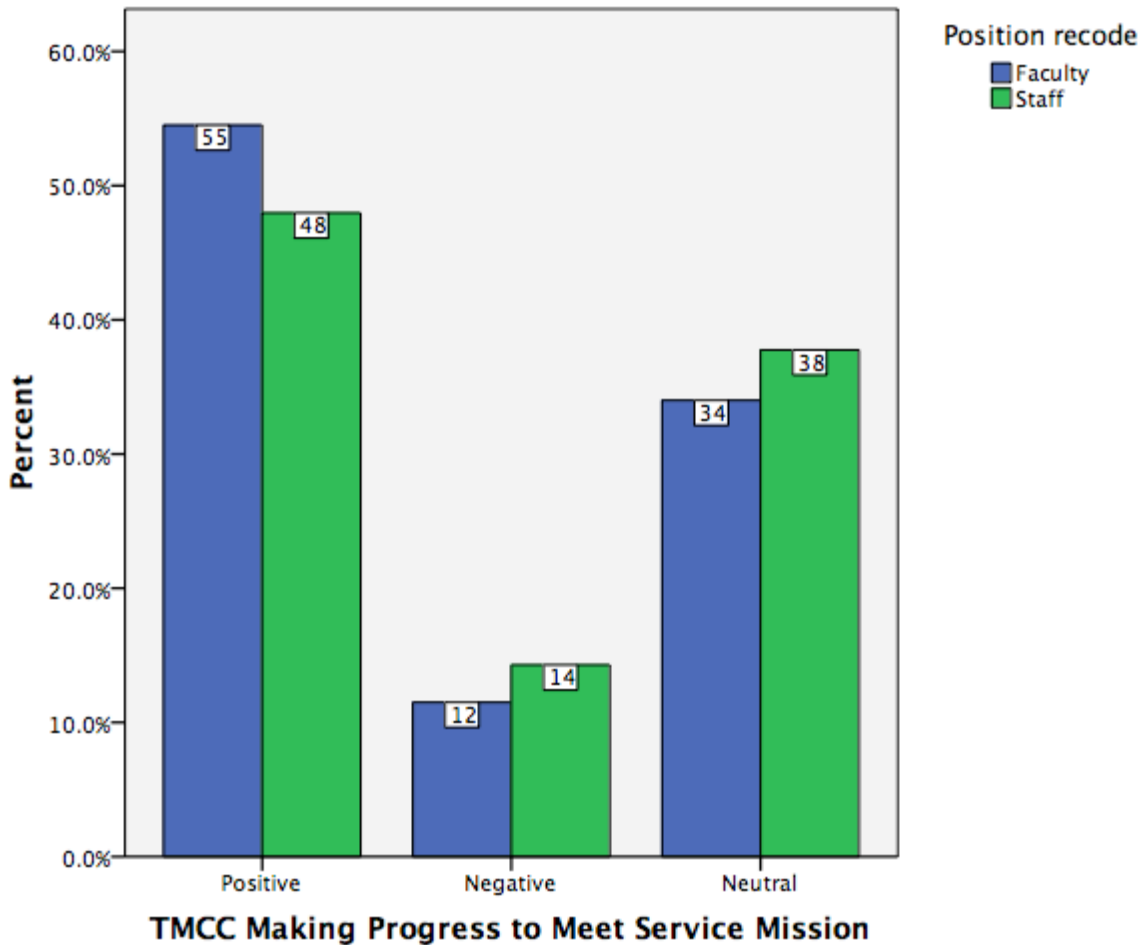
TMCC is making progress to meet its educational mission.



- Across all respondents, 58% feel that TMCC is making progress towards the educational mission. This percentage fell 22% from 2004 and is down 5% from 2002.
- Faculty was slightly more likely (60%) than staff (55%) to agree that progress is being made.
- Slightly more than one-third of the staff felt neutral about the progress toward the educational mission while only 28% of faculty felt neutral.
- 13% of the faculty and 11% of the staff responded negatively.

Question 5

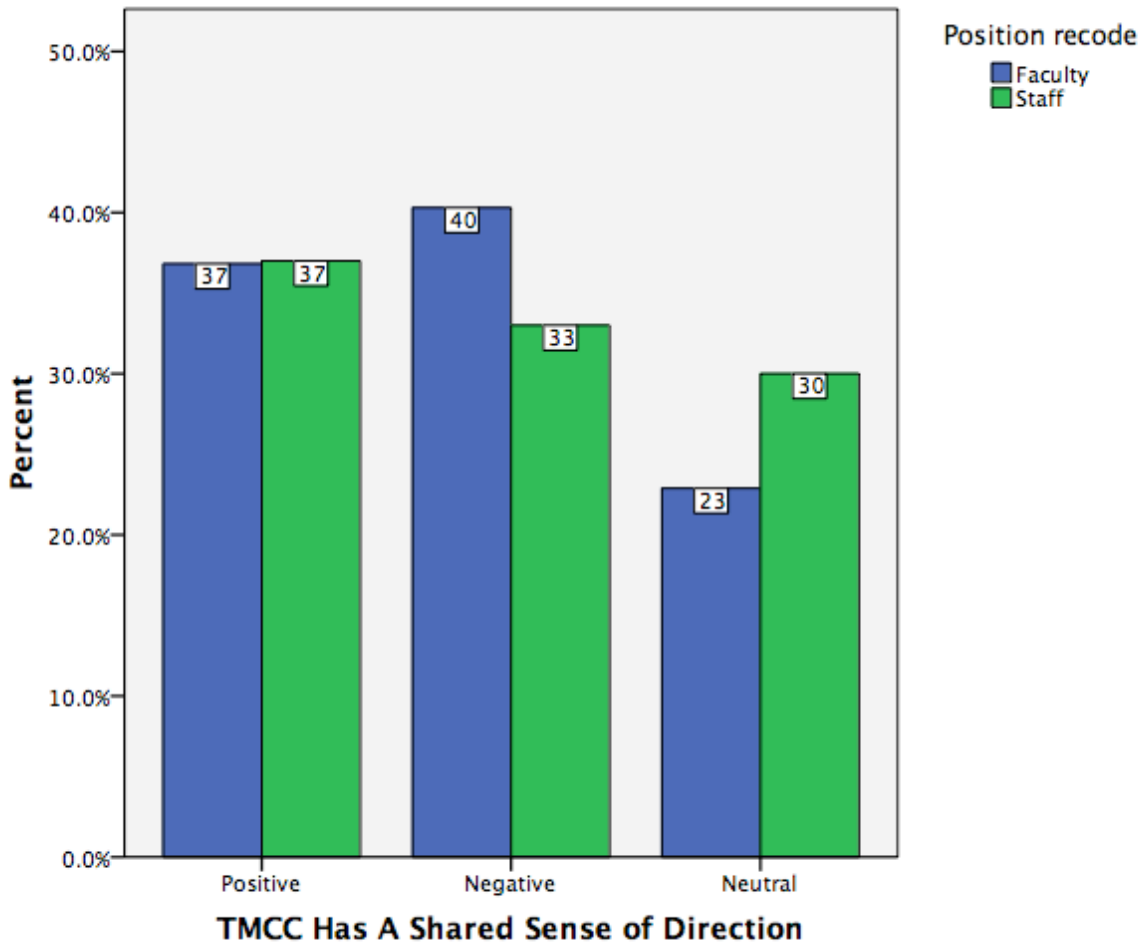
TMCC is making progress to meet its service mission.



- 52% of all respondents indicated that they agree TMCC is making progress to meet the service mission. This question experienced an overall drop of 18% over the 2004 study.
- Faculty is slightly more likely (55%) than staff (48%) to agree that progress is being made toward the service mission.
- The general shift in opinion moved approximately 20% from positive to neutral when compared to 2004 results.
- 14% of staff and 12% of faculty were negative regarding the progress towards service mission.

Question 6

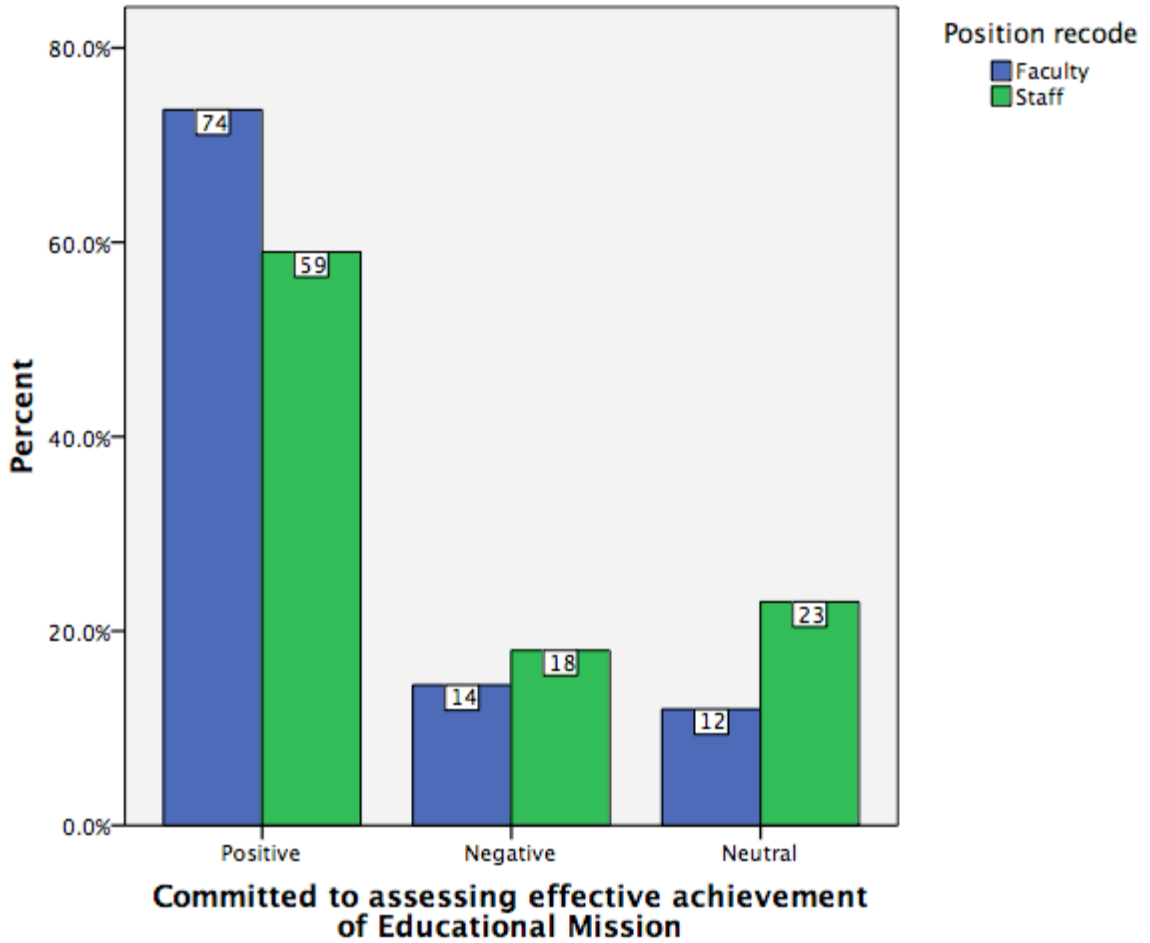
TMCC has a shared sense of direction.



- Overall, 37% of respondents indicated that they agree TMCC has a shared sense of direction. This question experienced a sharp decline in positivity over the 2004 results as 55% agreed in 2004.
- More faculty felt negative (40%) about this issue than positive (37%).
- 30% of staff and 23% of faculty were neutral about a shared sense of direction at TMCC.

Question 7

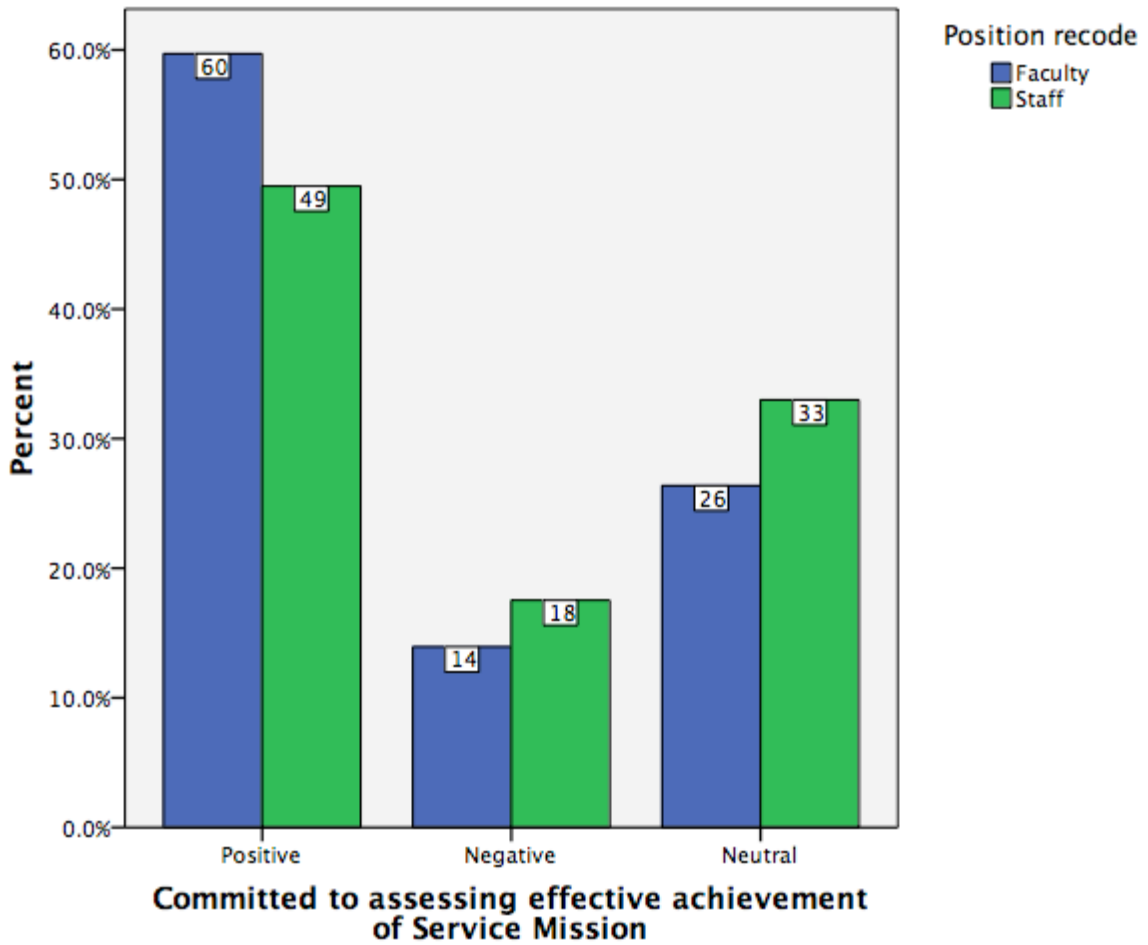
TMCC is committed to assessing its effectiveness at achieving its educational mission.



- Slightly more than two-thirds of all respondents agreed that TMCC is committed to assessing effectiveness at achieving the educational mission.
- Faculty (74%) was more likely than staff (59%) to agree.
- Staff (23%) was twice as likely as faculty (12%) to be neutral on the issue of assessing effectiveness at achieving the educational mission.
- 18% of staff and 14% of faculty responded negatively.

Question 8

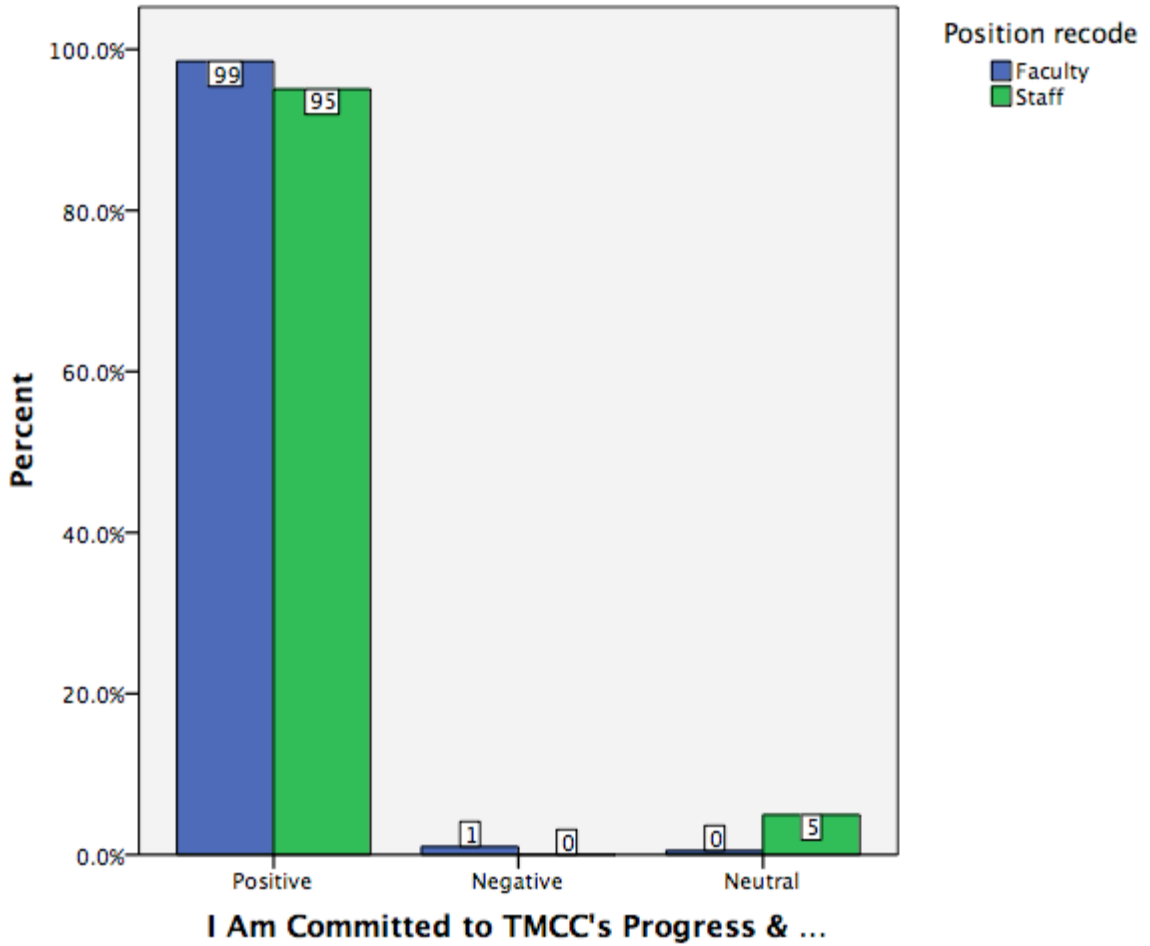
TMCC is committed to assessing its effectiveness at achieving its service mission.



- 57% of survey respondents felt positive that TMCC is committed to assessing effectiveness of the service mission. This result slipped slightly (-8%) from the 2004 result of 65%.
- 60% of faculty responded positively compared with 49% of the staff.
- 33% of staff and 26% of faculty responded that they were neutral on the issue.
- 18% of staff and 14% of faculty responded negatively.

Question 9

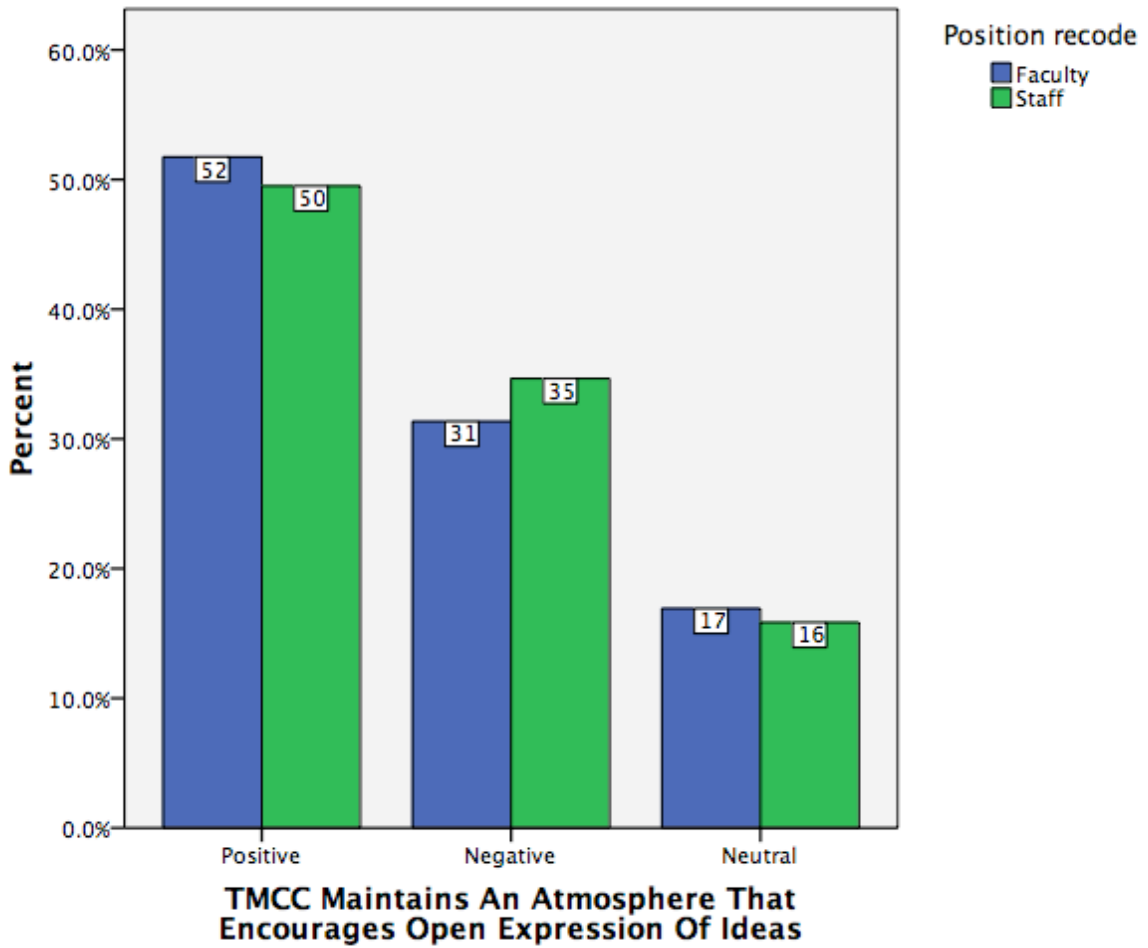
I am committed to TMCC's progress and success.



- Overall, 97% are committed to the institution's progress and success.
- 99% of faculty and 95% of staff responded positively regarding progress and success as an institution.
- 5% of staff responded that they were neutral.
- Only 1% of faculty responded negatively.

Question 10

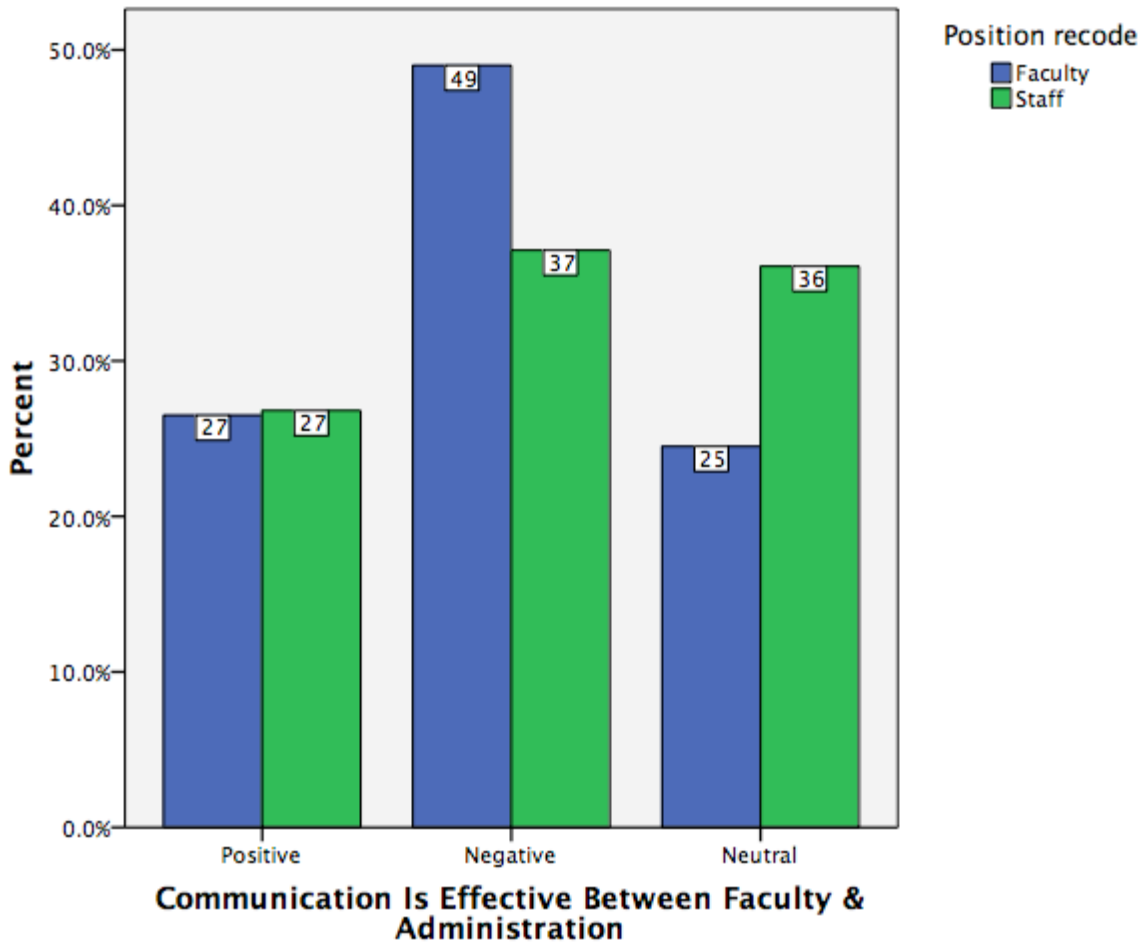
TMCC maintains an atmosphere that encourages the open expression of ideas.



- 51% of all respondents agreed that TMCC maintains an atmosphere that encourages open expression of ideas. This result dropped slightly (9%) from 2004 results.
- There has been a shift of opinions since 2004 when 68% of faculty was positive versus 52% in the 2009 results.
- Approximately one-third of all respondents held negative feelings on this issue.
- 17% of faculty and 16% of staff reported that they are neutral about the encouragement of an atmosphere that fosters open expression of ideas.

Question 11

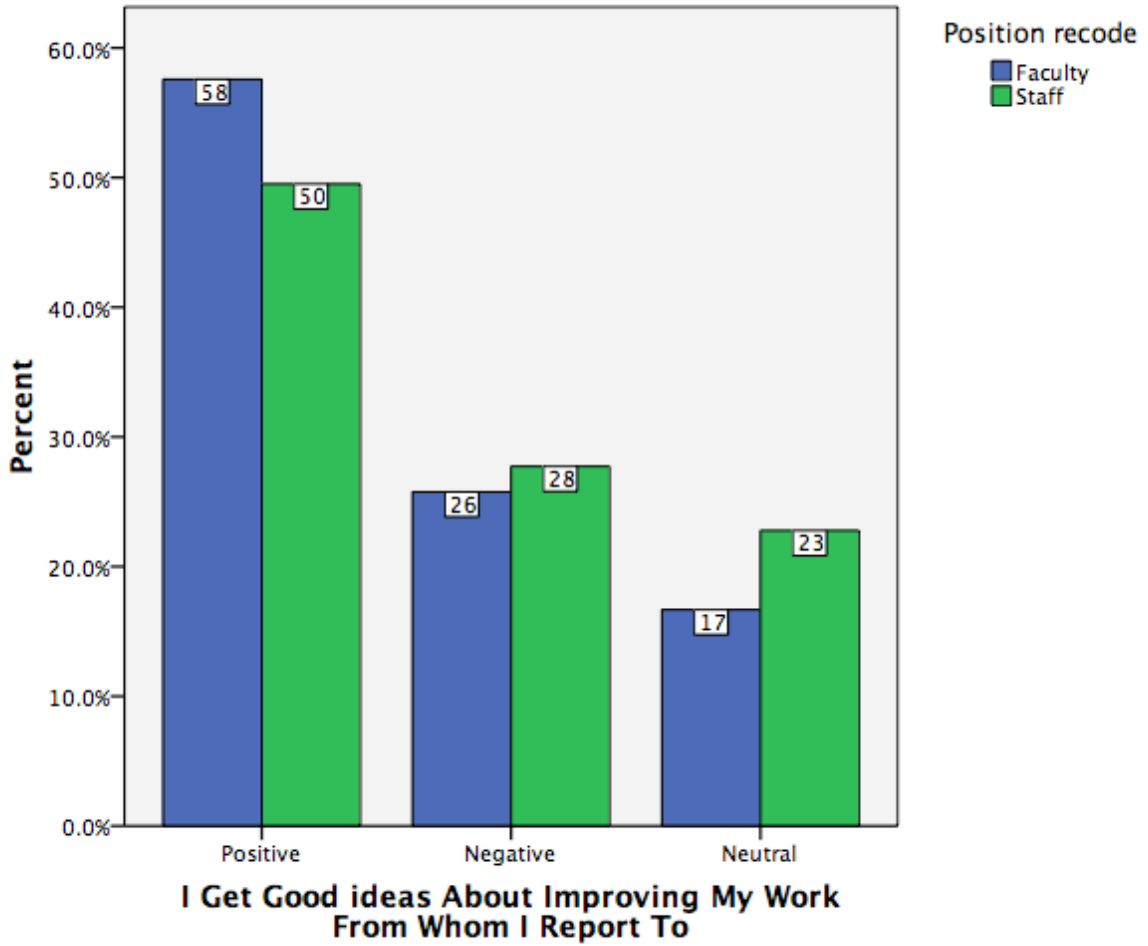
Communication is effective between faculty and administration at TMCC.



- Slightly more than one-quarter of all respondents feel that communication is effective between faculty and administration. This result is down 14% from the 2004 survey.
- Faculty responded more negatively as 49% disagree, compared to 37% of staff, that communication is effective between faculty and administration.
- 36% of staff reported they were neutral in regards to communication between faculty and administration.
- A greater percentage of staff was negative or neutral on this issue.

Question 12

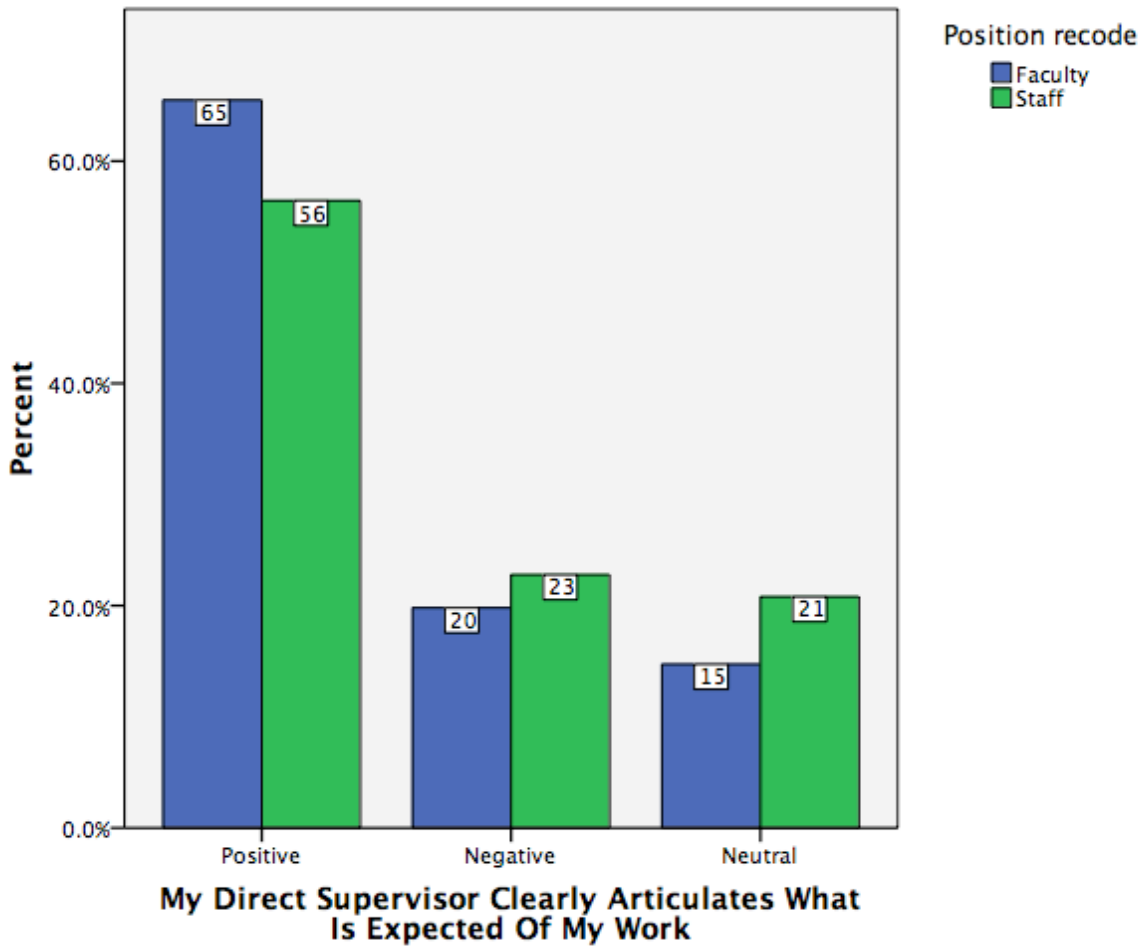
I get good ideas about how to improve my work from the person(s) to whom I report.



- Overall, 55% of respondents agree that they get good ideas within their reporting lines. This result is up 4% over 2004 and up 11% from the first time it was asked in 2002.
- 58% of faculty and 50% of staff were positive on the issue.
- Slightly more than one-quarter of both faculty and staff reported negative feelings on getting good ideas for work improvement from the people to whom they report.

Question 13

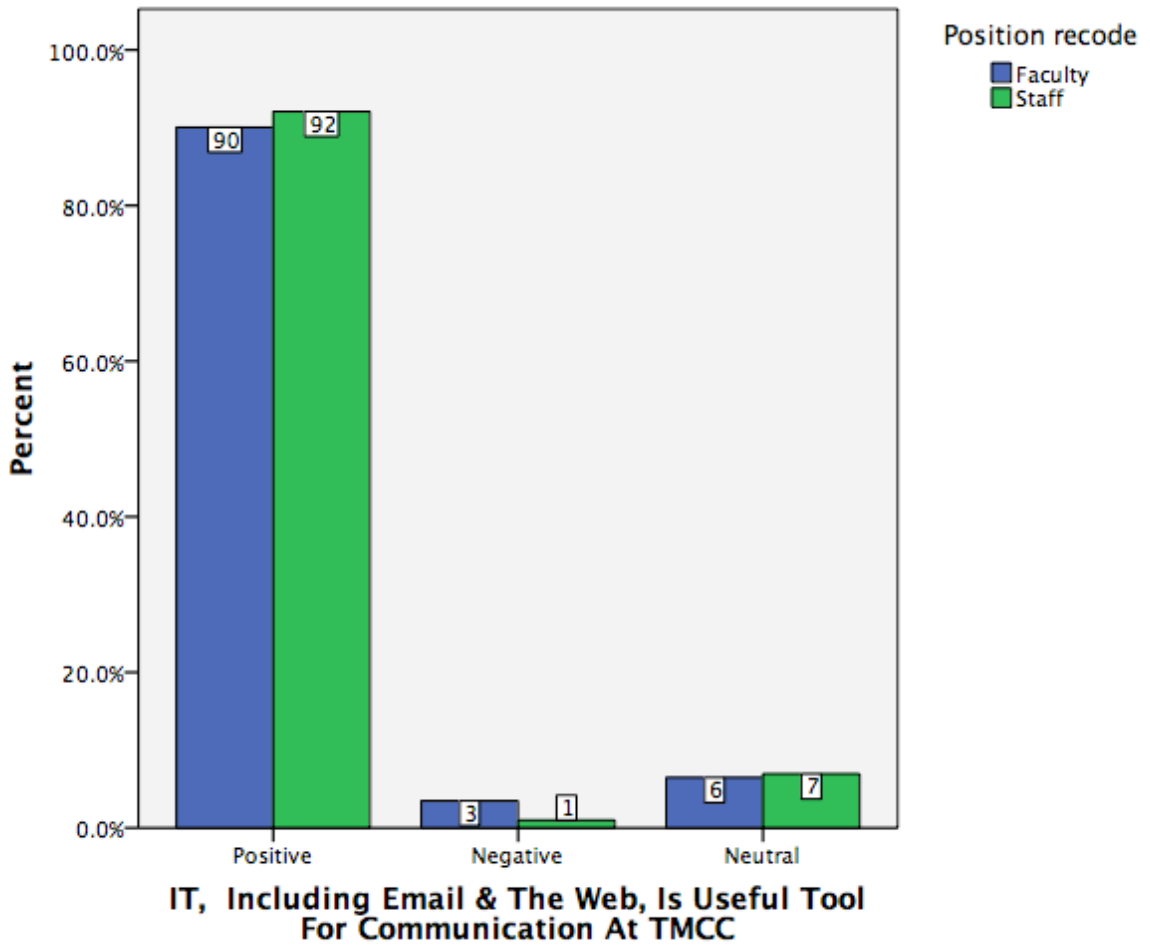
My direct supervisor clearly articulates what is expected of my work.



- 62% of all respondents agree that their supervisor clearly articulates work expectations. This result is up 5% from 2004 and 15% from the original 2002 survey.
- Both faculty and staff positive responses increased by 10% within their population.
- 23% of staff and 20% of faculty responded negatively reporting that they do not have clear work expectations from supervisors.
- 21% of staff and 15% of faculty were neutral on this issue.

Question 14

Information technology, including email and the World Wide Web, is a useful tool for communication at TMCC.



- More than 90% of faculty and staff consistently respond that information technology and the web are useful communication tools.
- Negative responses have declined from the 2004 survey thus those who are not positive are more neutral to technology over past respondents being more negative.

Attitudes and Practices

The questions in this section were designed to assess such variables as diversity on the campus, the evaluation processes and the working environment. In addition communication issues were assessed. All of the 15 questions (Q15-Q29) in this section are the same as those in the 2002 survey. The following table shows the difference in the total responses between the 2002, 2004, and 2009 survey.

Differences in Attitudes and Practices

| Survey Item | %Agree 02 | %Agree 04 | %Agree 09 | Difference 04 to 09 |
|--|--------------|--------------|--------------|------------------------|
| Q15. TMCC promotes respect for diversity. | 79 | 80 | 82 | 2 |
| Q16. Working environment supports collaboration & shared responsibilities between employees. | 48 | 57 | 51 | -6 |
| Q17. Adequate training is available to improve job knowledge and skills | 64 | 62 | 56 | -6 |
| Q18. Adequate mentoring is available to help advancement within TMCC | 42 | 42 | 41 | -1 |
| Q19. Is an effective process in place for evaluation by immediate supervisor? | 53 | 62 | 62 | 0 |
| Q20. Is an effective process in place for evaluation appointing authority? | 31 | 41 | 43 | 2 |
| Q21. Is an effective process in place for evaluation by students? | 60 | 50 | 54 | 4 |
| Q22. Is an effective process in place for evaluation by peers/colleagues? | 25 | 35 | 41 | 6 |
| Q23. I feel my knowledge and skills are underutilized. | 51 | 41 | 45 | 4 |
| Q24. I have necessary tools/equipment to work effectively. | 69 | 73 | 69 | -4 |
| Q25. Opinions are considered when decisions made that affect my work | 54 | 53 | 49 | -4 |
| Q26. TMCC provides social climate sensitive to diversity. | 72 | 74 | 74 | 0 |
| Q27. TMCC provides social climate sensitive to gender equality. | 65 | 68 | 71 | 3 |
| Q28. TMCC provides social climate sensitive to sexual orientation. | 55 | 60 | 67 | 7 |
| Q29. I feel safe on campus. | 83 | 76 | 87 | 11 |

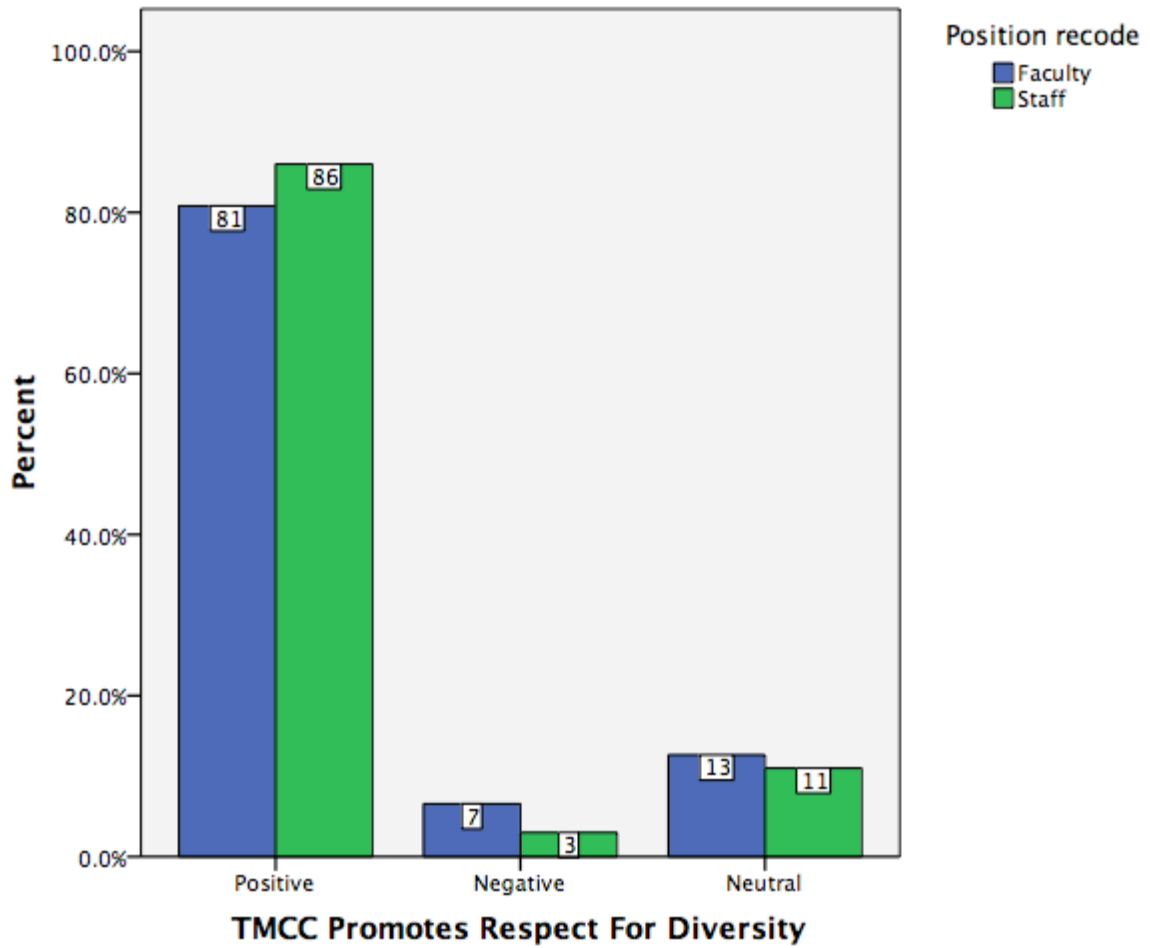
Many of the results on attitudes and practices varied only slightly from the data collected in the 2002 and 2004 surveys. The biggest increases were seen in campus safety and climate sensitivity to sexual orientation. In addition more respondents in this survey feel that the peer evaluation process is gaining efficacy.

Of the attitudes and practices experiencing the largest decline in positive response, at 6% each, were the sense that the environment supports collaboration and shared responsibilities and that adequate training is available to improve job skills.

Overall, staff provided more negatively toned responses with regard to collaboration among employees, adequate mentoring, underutilization of their skills, and consideration of their opinions. (Q16, 18, 23, 25)

Question 15

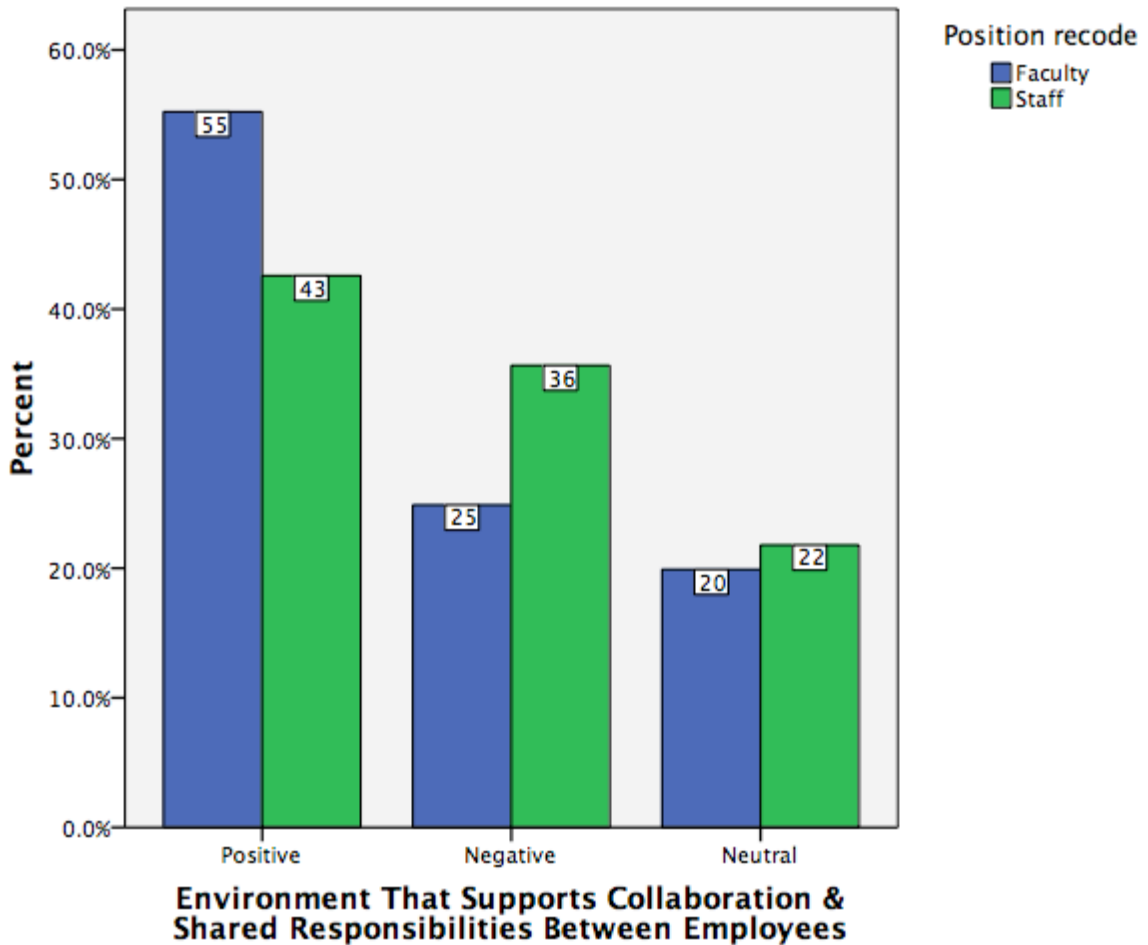
TMCC promotes respect for diversity.



- Overall, 82% of respondents agreed that TMCC promotes respect for diversity. This result is a slight increase (2%) over the 2004 result.
- 81% of faculty and 86% of staff responded positively to the statement.
- 7% of faculty and 3% of staff disagreed that TMCC promotes respect for diversity.
- 13% of faculty and 11% of staff were neutral regarding respect for diversity at TMCC.

Question 16

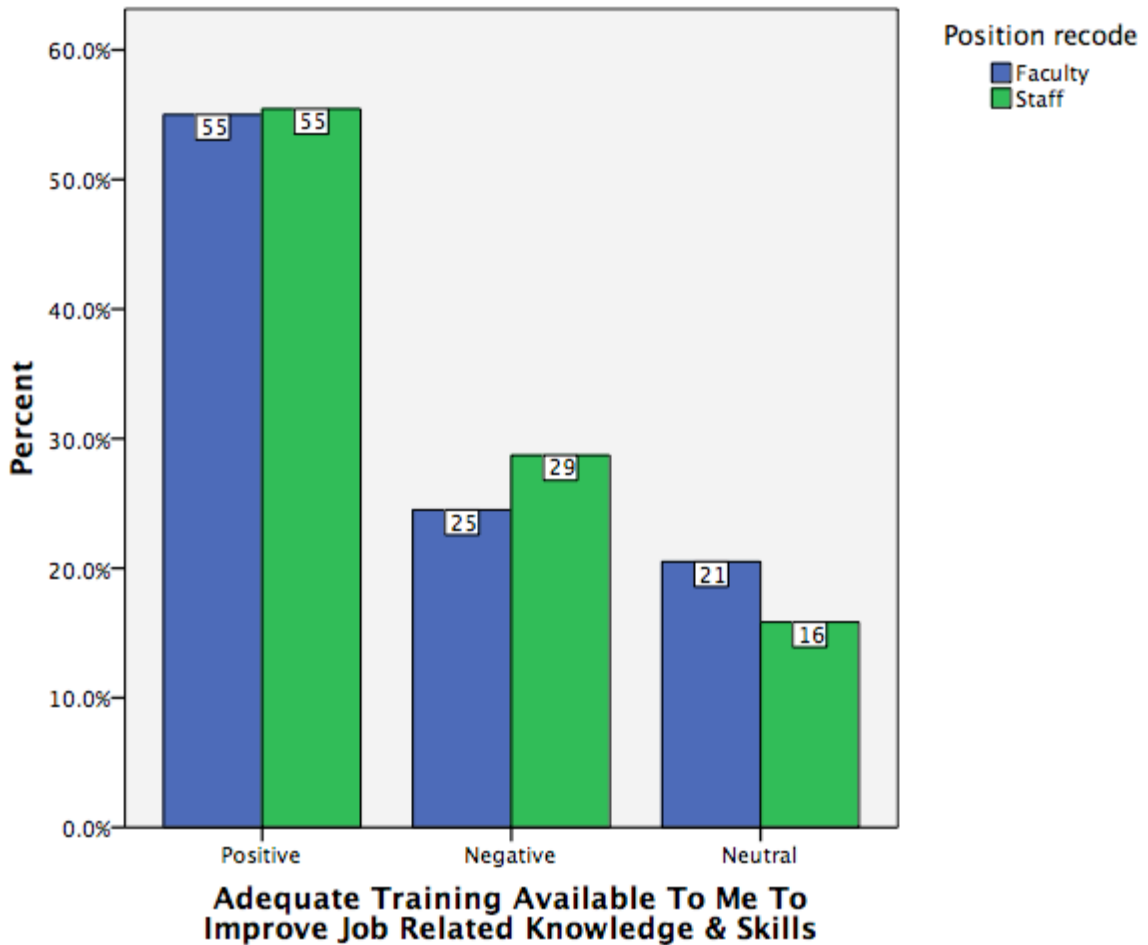
There is a working environment that supports collaboration and shared responsibilities between employees.



- Overall, 51% of respondents agree that there is an environment that supports collaboration and shared responsibilities between employees. This result is down slightly (6%) from the 2004 results.
- However, the responses from faculty and staff vary quite a bit. 55% of faculty responded positively while only 43% of staff felt that the environment supports collaboration and shared responsibilities.
- Additionally, slightly more than one-third of staff responded negatively to this statement while one-quarter of faculty provided a negative response.
- Similar amounts of staff (22%) and faculty (20%) were neutral about this question.

Question 17

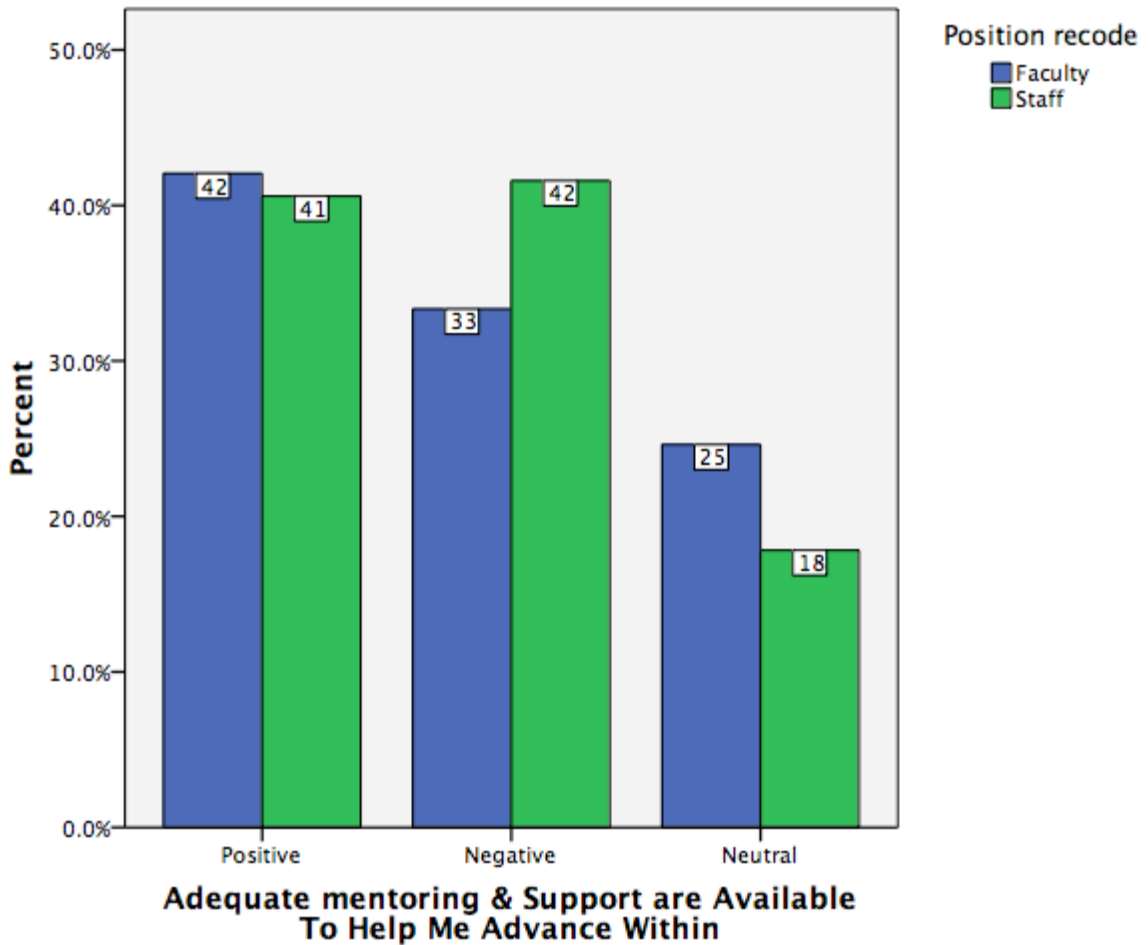
Adequate training is available to me to improve my job related knowledge and skills.



- Slightly more than half of the survey respondents agreed that there is adequate training available for them to improve job related skills. The overall positivity for this result is down 6% from the 2004 survey and faculty and staff hold the same opinion.
- The opinions on this statement have gradually declined since the first survey in 2002. Faculty and staff are indicating that adequate training is declining.
- Staff has more negative feelings (29%) than faculty (25%) in regards to job related skills training being readily available.
- Faculty was more neutral (21%) than staff (16%) on this issue.

Question 18

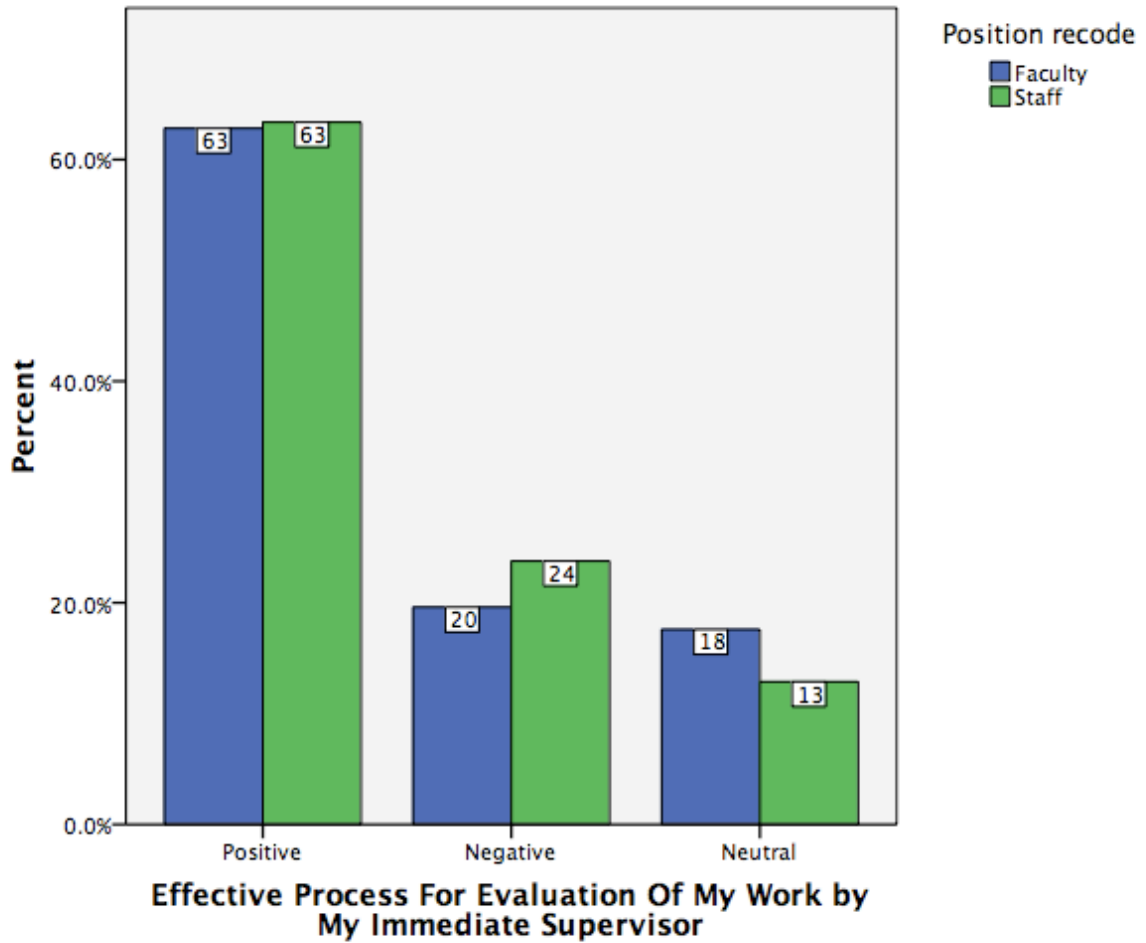
Adequate mentoring and support are available to help me advance within TMCC.



- The responses regarding mentoring available for job advancement at TMCC have remained stable between 41% and 42%. The overall response for 2009 was 41%.
- Faculty and staff responses regarding mentoring are much more balanced when compared to 2004 as 42% of faculty and 41% of staff responded positively.
- However, more staff members (42%) felt negatively about the opportunities for mentoring than felt positive (41%).
- One-third of faculty disagreed that there was adequate mentoring and support to help with advancement within the organization.
- 25% of faculty and 18% of staff were neutral.

Question 19

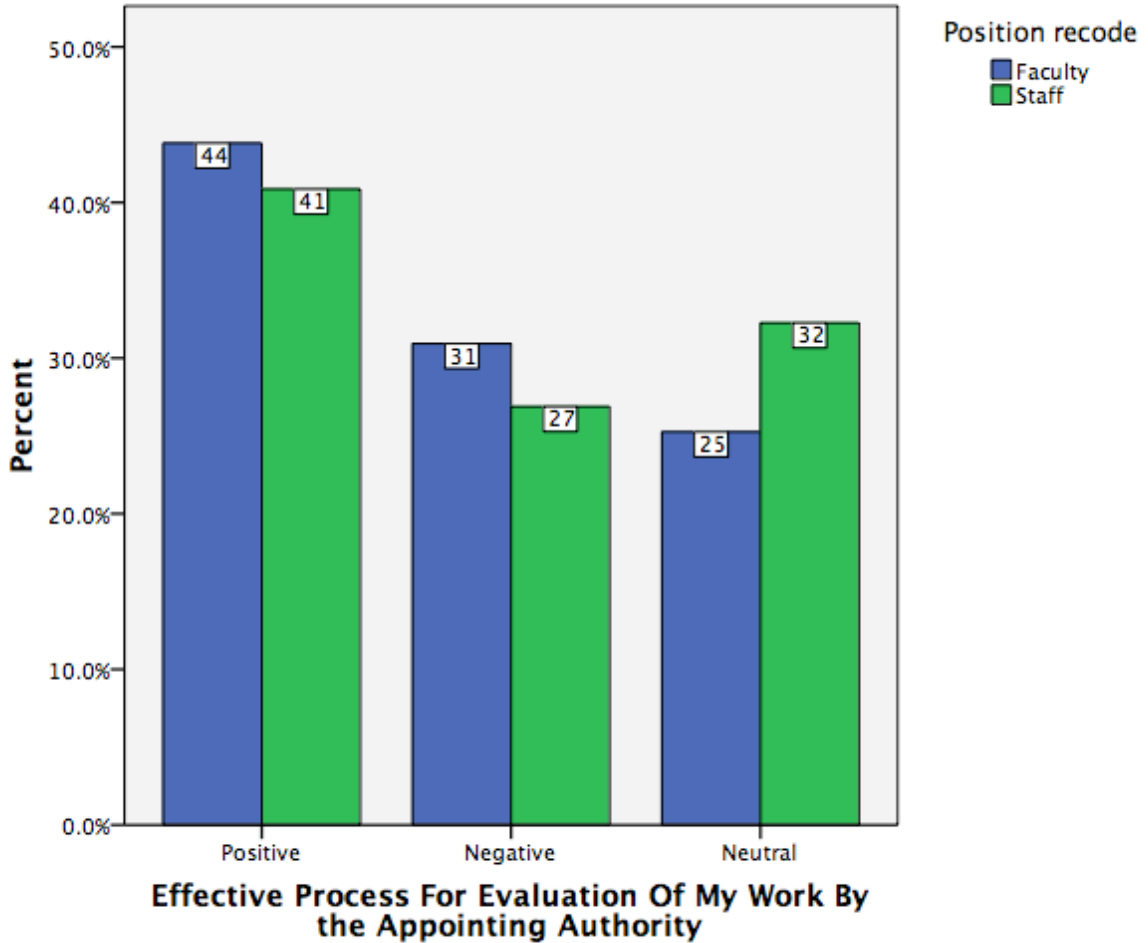
There is an effective process in place for the evaluation of my work by my immediate supervisor.



- Overall 62% of respondents felt that there is an effective process in place for the evaluation of work by the immediate supervisor.
- Faculty and staff opinions were fairly similar across all responses for this question.
- Results for this question remained similar to the 2004 results.

Question 20

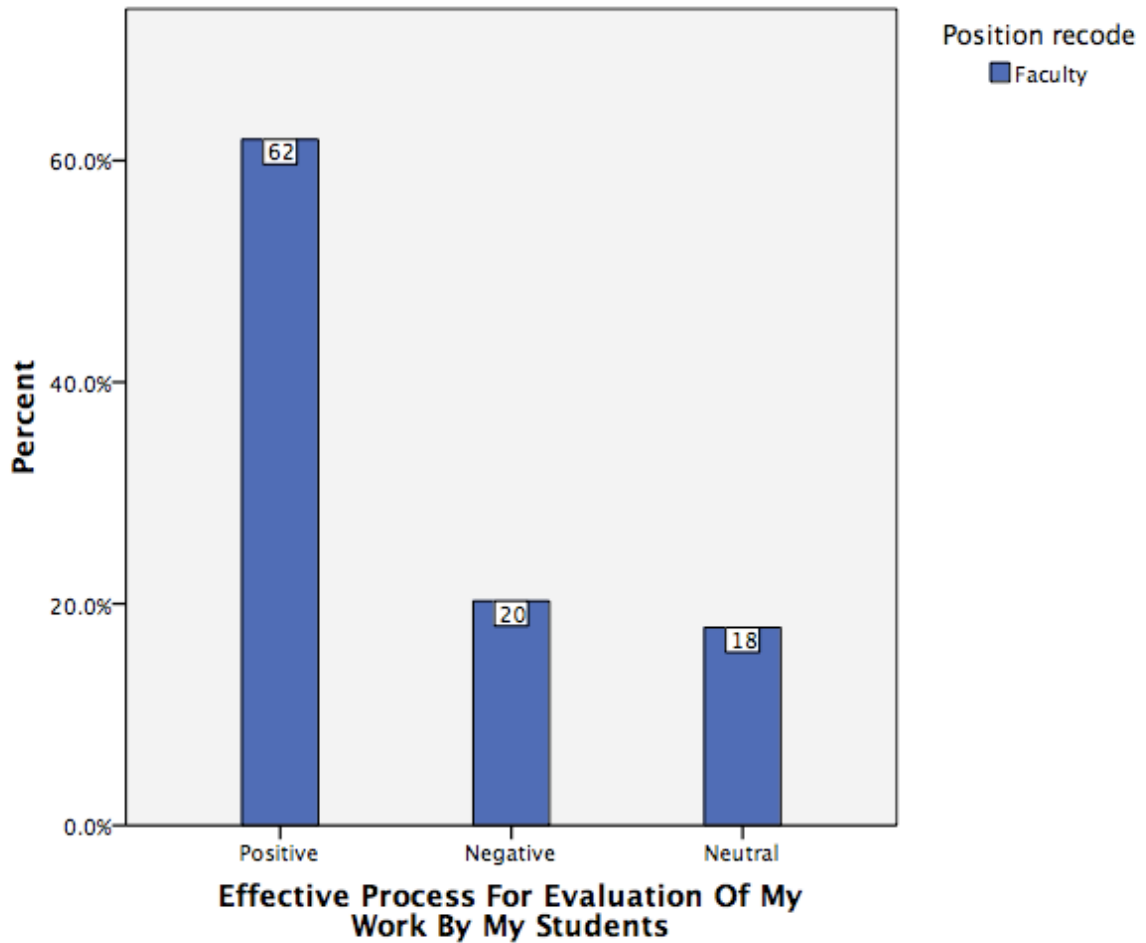
There is an effective process in place for the evaluation of my work by the appointing authority. (i.e., president, vice president)



- Overall 43% agree that there is an effective process for the evaluation of work by the appointing authority. This is a gradual increase (2%) over the 2004 results.
- Faculty (31%) was slightly more negative than staff (27%)
- Nearly one-third of the staff was neutral and one-quarter of the faculty held the same view.

Question 21

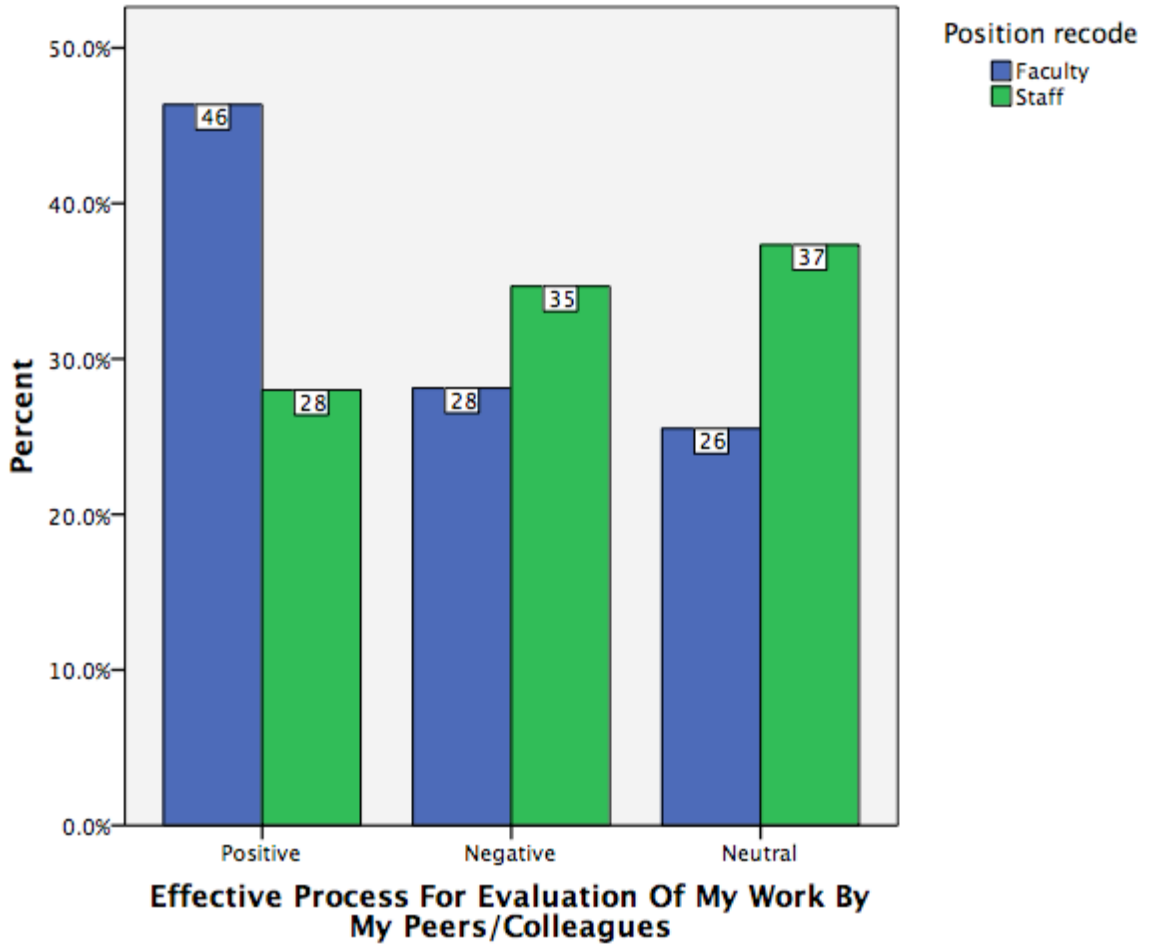
There is an effective process in place for the evaluation of my work by my students.



- As in past years, only responses of faculty are included in this graph.
- 62% of faculty feels there is an effective process for student evaluations.
- 20% of faculty responded negatively indicating that they believe the student evaluation process to be ineffective.
- 18% of faculty responded that they were neutral. There has been a slight shift from positive to neutral for faculty since the 2004 results.

Question 22

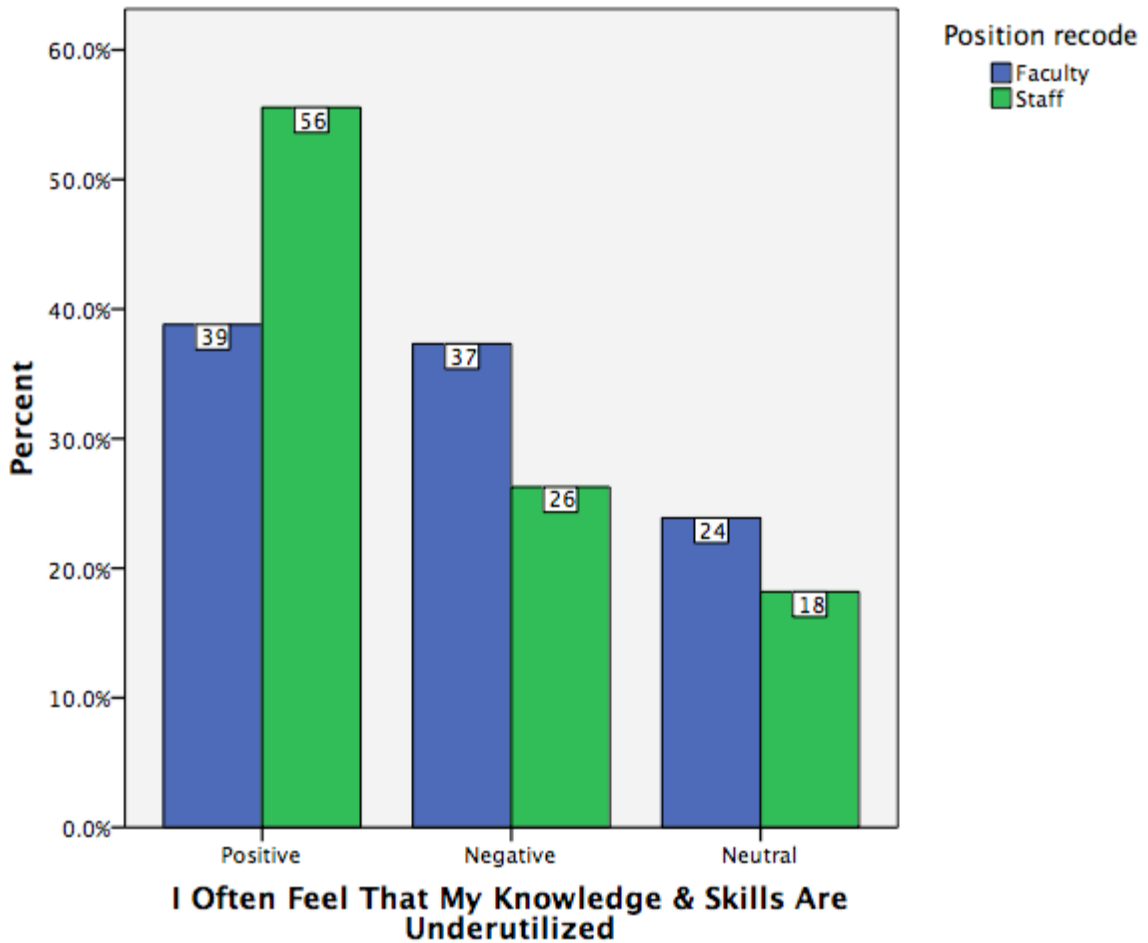
There is an effective process in place for the evaluation of my work by my peers/colleagues.



- Overall, 41% of respondents felt there was an effective process in place for the evaluation of work by peers/colleagues.
- Faculty more strongly held this opinion with 46% compared to 28% of staff.
- In fact, staff is more strongly neutral (37%) or negative (35%) about the peer evaluation process than they are positive.

Question 23

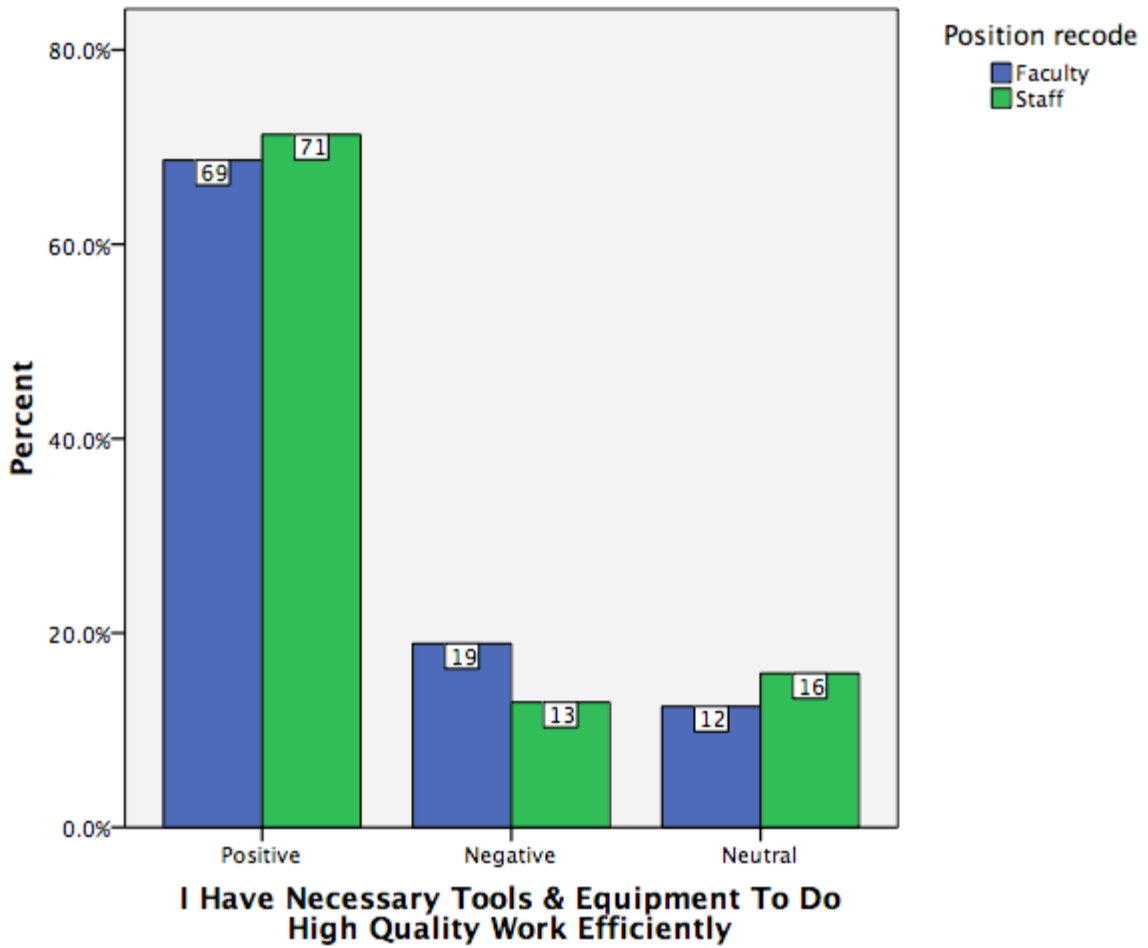
I often feel that my knowledge and skills are underutilized.



- Overall, 45% of respondents felt as though their skills were underutilized. This is up slightly (4%) from the 2004 results.
- Staff is more likely to feel their skills are underutilized. This represents a shift happening within the staff as only 44% reported feeling underutilized in the 2004 survey.
- 37% of the faculty disagreed with the statement while 26% of staff disagreed.
- 24% of faculty and 18% of staff were neutral on the issue.

Question 24

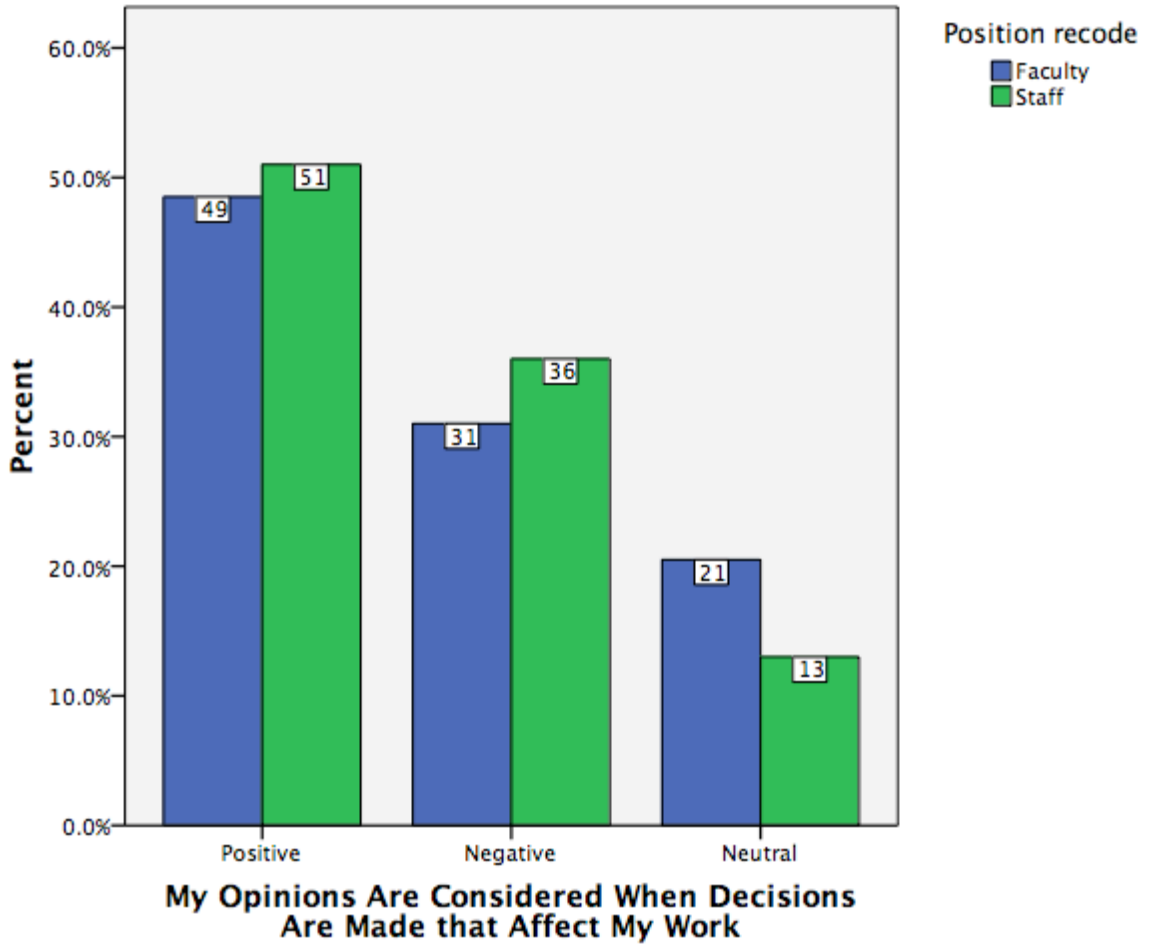
I have the necessary tools and equipment to do high quality work efficiently.



- Across the survey 69% felt they were equipped with necessary tools to do high quality work.
- Faculty (69%) and staff (71%) had similar positive responses.
- Faculty (19%) was slightly more likely than staff (13%) to respond negatively.
- 12% of faculty and 16% of staff were neutral.

Question 25

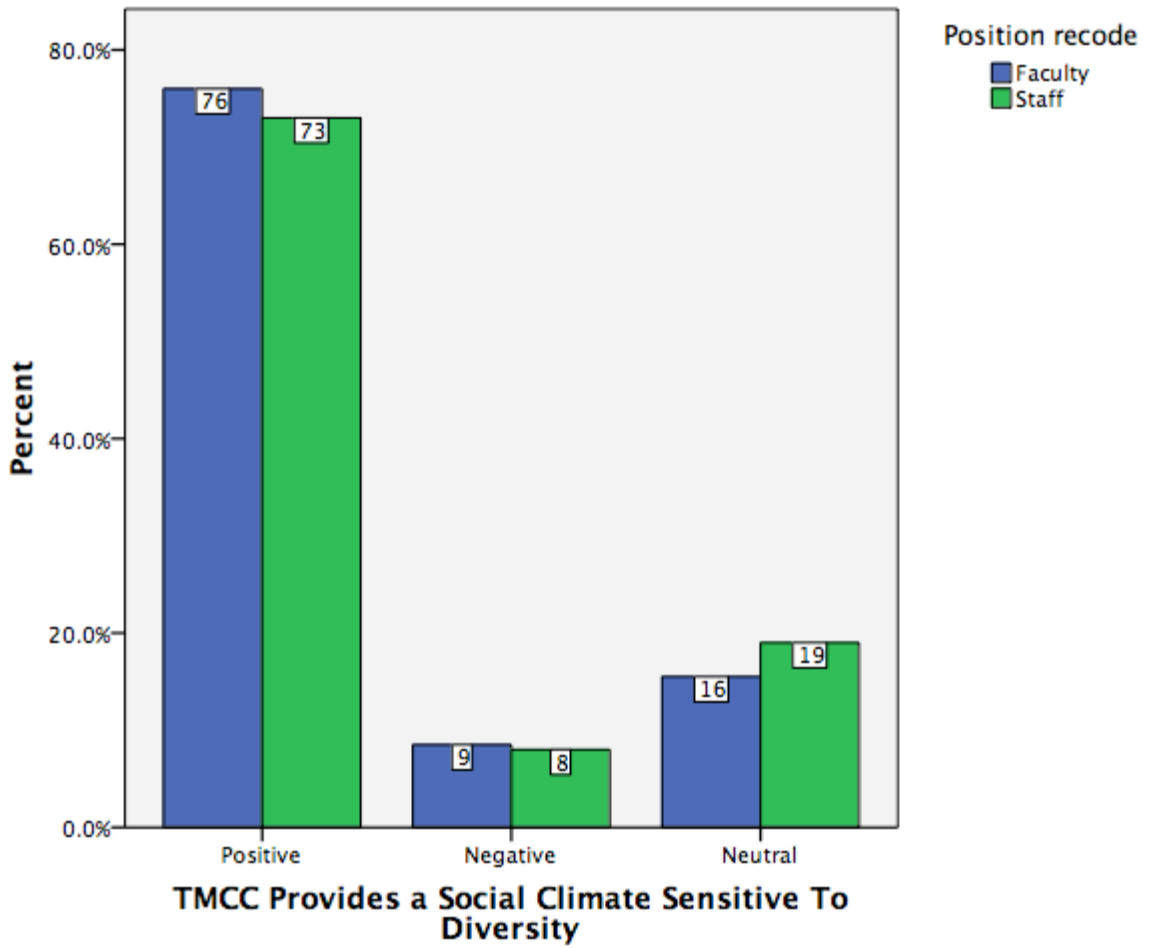
My opinions are considered when decisions are made that affect my work.



- Overall, 49% of respondents agree that their opinion is considered when decisions are made that affect their work.
- Slightly more staff (36%) responded negatively than faculty (31%) disagreeing that their opinions are considered.
- 21% of faculty and 13% of staff were neutral about the statement.

Question 26

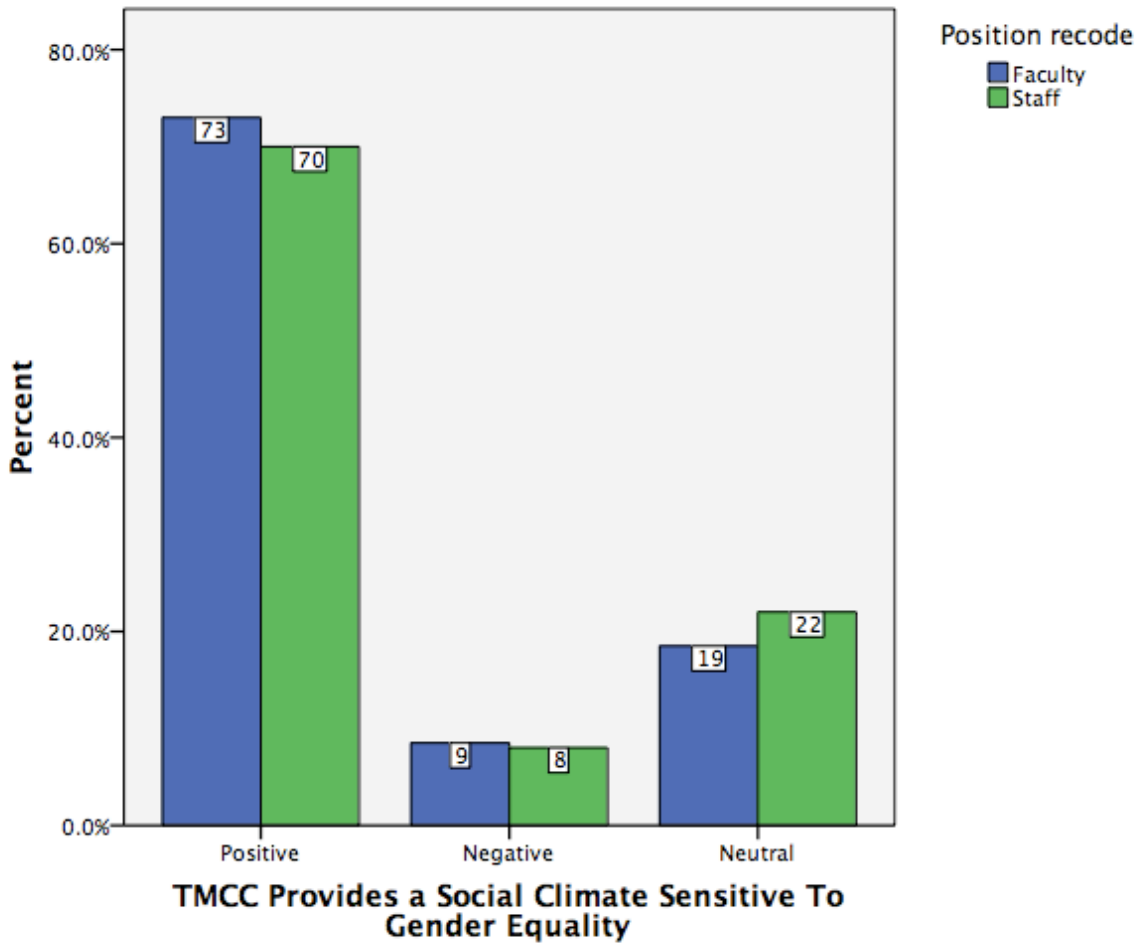
TMCC provides a social climate that is sensitive to diversity.



- Across all respondents, 74% believe that TMCC provides a social climate sensitive to diversity.
- The opinions are similarly held across both faculty and staff as 9% of faculty and 8% of staff responded negatively while 16% of faculty and 19% of staff were neutral.

Question 27

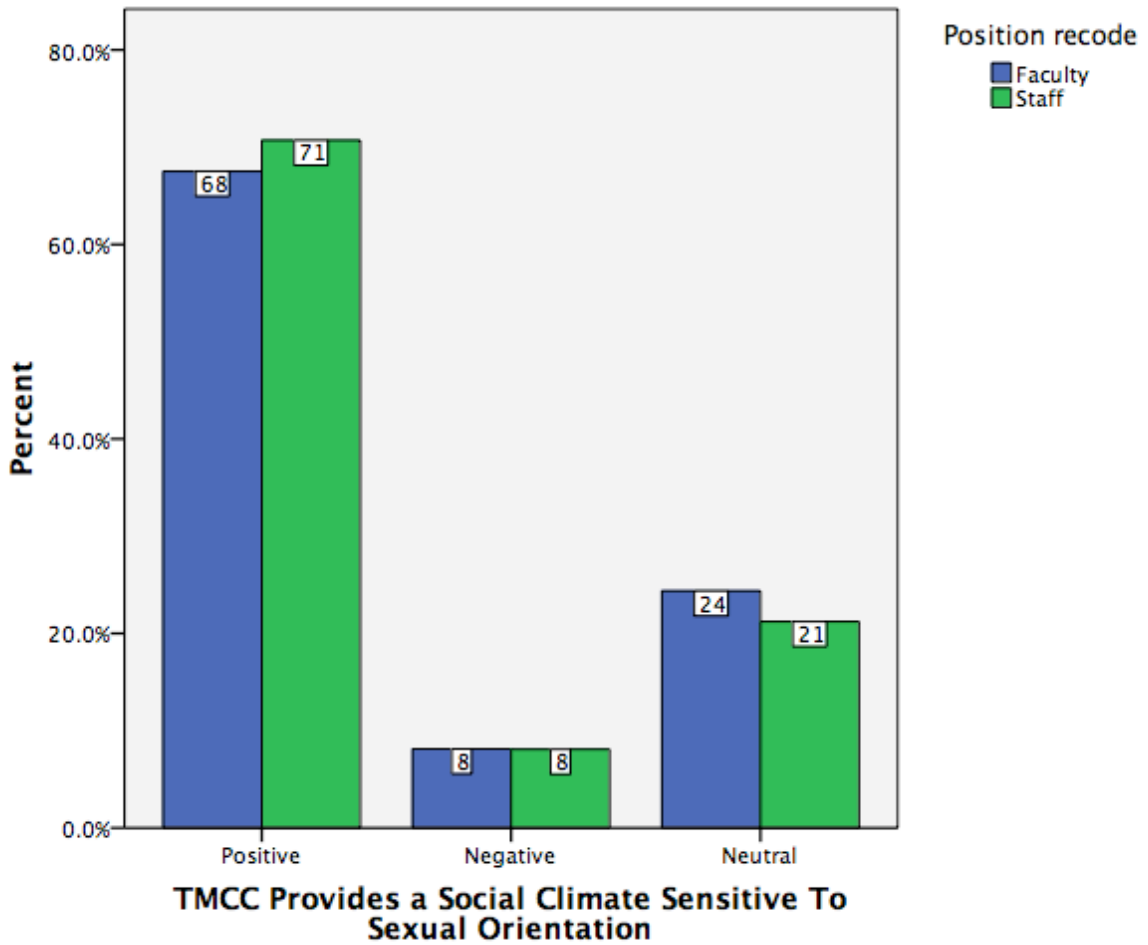
TMCC provides a social climate that is sensitive to gender equality.



- Across all respondents, 71% feel that TMCC provides a social climate sensitive to gender equality. Overall gender equality responses have increased positively since the 2002 survey.
- 9% of faculty disagreed while 8% of staff disagreed.
- 19% of faculty and 22% of staff were neutral.

Question 28

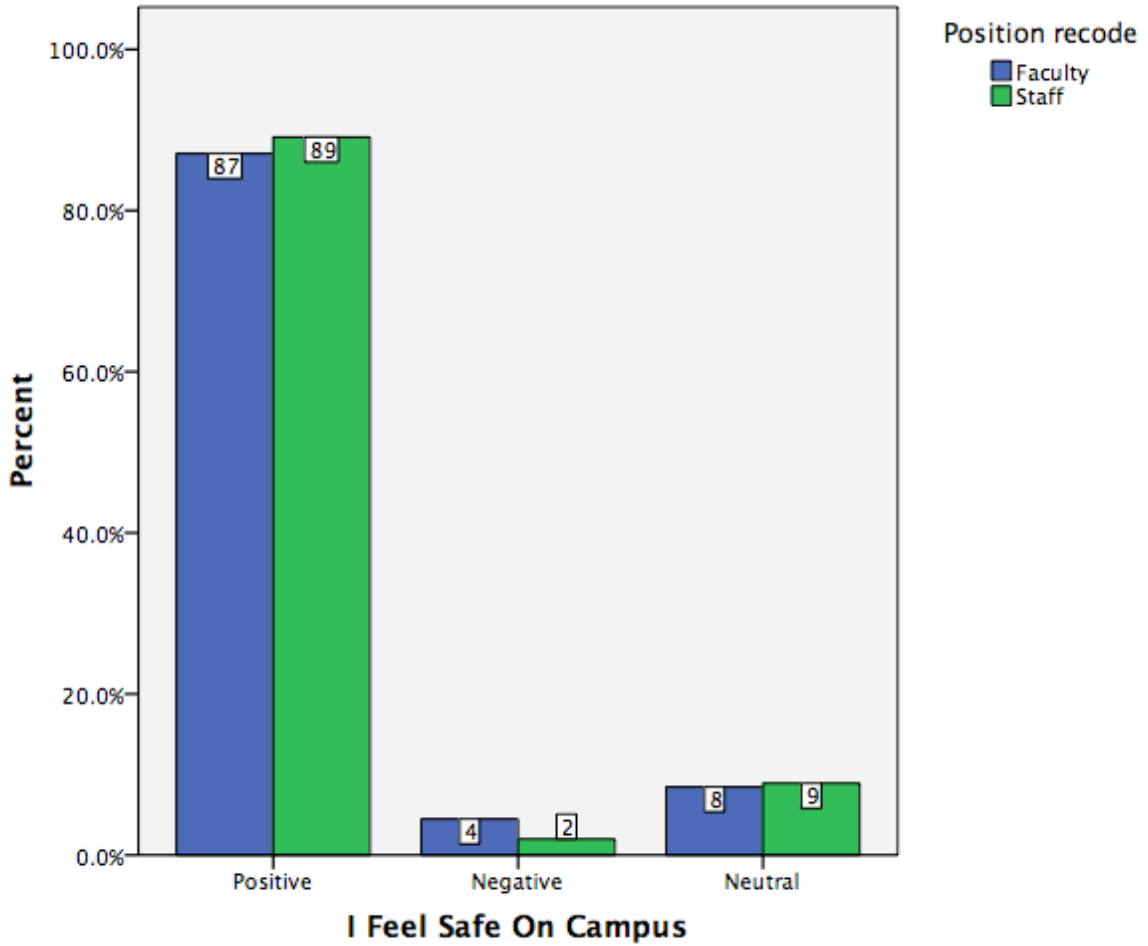
TMCC provides a social climate that is sensitive to sexual orientation.



- More than two-thirds of both faculty and staff responded positively that TMCC provides a social climate sensitive to sexual orientation.
- Faculty and staff attitudes are similar as 8% of both are negative on the issue. The percentage of those who responded negatively is up slightly from the 2004 results.
- 24% of faculty and 21% of staff are neutral.

Question 29

I feel safe on campus.



- Across all respondents, 87% said they feel safe on campus. Positive feelings on campus safety have risen 11% since the 2004 survey.
- Faculty and staff generally have similar responses with regard to feeling safe on campus.
- 87% of faculty and 89% of staff feel safe.
- 4% of faculty and 2% of staff do not feel safe.
- 8% of faculty and 9% of staff remained neutral on the issue.

Governance and Leadership

This section includes 18 questions (Q30-Q47) designed to gauge opinions and attitudes at play regarding governance and leadership with specific subsets to capture independent opinions on TMCC’s faculty senate and classified council, as well as the president, and the president’s cabinet. The “overall” section has six questions while each of the four subsections have three questions per section.

Overall

This subsection includes six questions (Q30-Q35) designed to gauge broad opinions and attitudes at play regarding governance and leadership about and among all employment positions at TMCC.

Differences in Overall Governance and Leadership

| Survey Item | % Agree 2002 | % Agree 2004 | % Agree 2009 | Difference 04 to 09 |
|---|--------------------|--------------------|--------------------|------------------------|
| Q30. Have opportunities to be involved in policy development. | N/A | 54 | 53 | -1 |
| Q31. Have opportunities to be involved in budget preparation. | N/A | 32 | 34 | 2 |
| Q32. Input sought in decision-making processes that affect my work. | N/A | 55 | 51 | -4 |
| Q33. Faculty given opportunity to provide input into planning process. | 56 | 66 | 59 | -8 |
| Q34. Classified staff given opportunity to provide input into planning process. | N/A | 34 | 36 | 2 |
| Q35. Administration is supportive of shared governance. | N/A | 51 | 43 | -8 |

More than half of respondents continue to believe that their input is sought in decision-making that affects their work and that they have opportunities to be involved in policy development. Again, more than half think that faculty are given the opportunity to provide input in the planning process while only 36% indicated that classified staff has the same opportunity. These results mirror those of the 2004 survey.

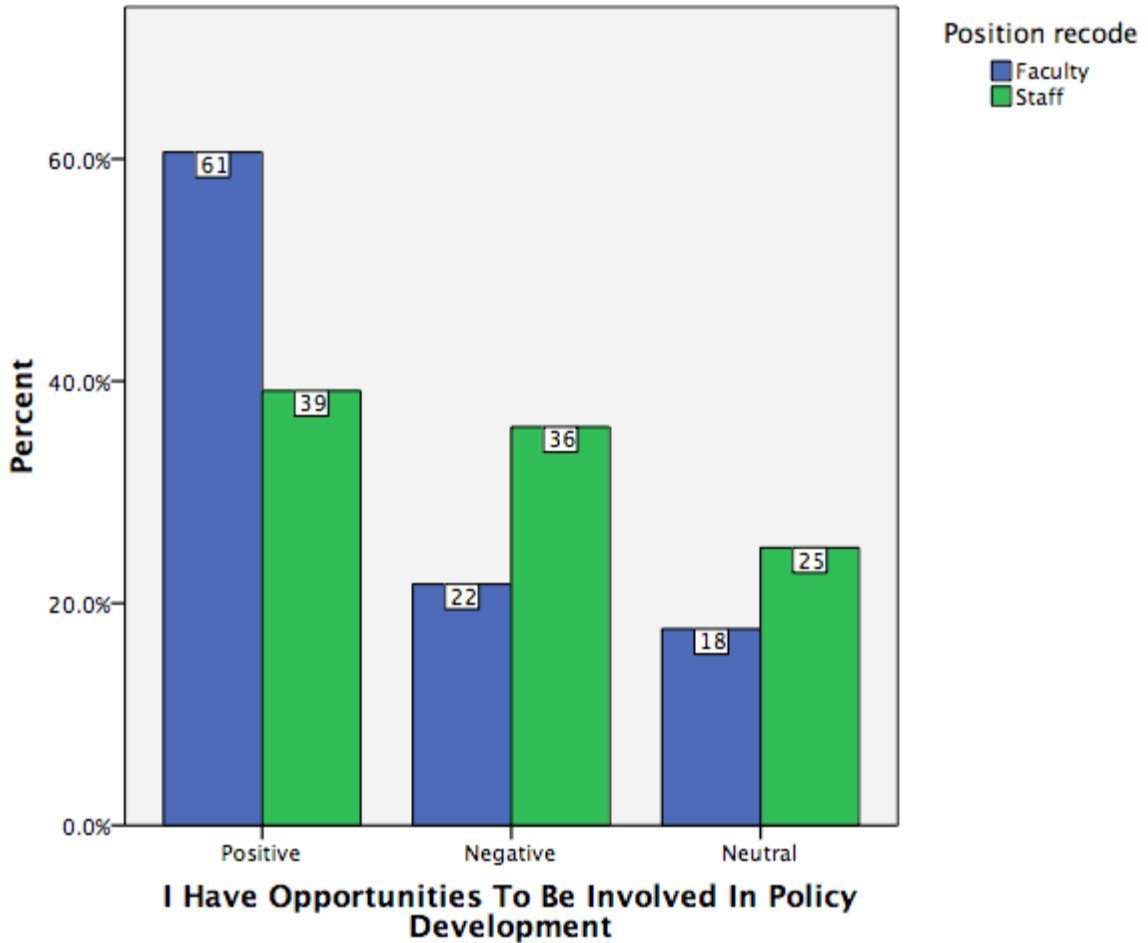
Items experiencing the greatest negative decline from the 2004 results include that “faculty are given opportunities to provide input into the planning process” and “administration is supportive of shared governance” which both experienced an 8% decline. Additionally, participation in governance committees has declined within both faculty and staff as is discussed in the individual faculty and staff subsections.

Only one-third of respondents continue to agree that they have opportunities to be involved in budget preparations.

Staff had a tendency to be more negative than faculty (with the exception of Q33 about faculty they were more neutral and Q35 similarly opinioned) on overall governance and leadership inquiries.

Question 30

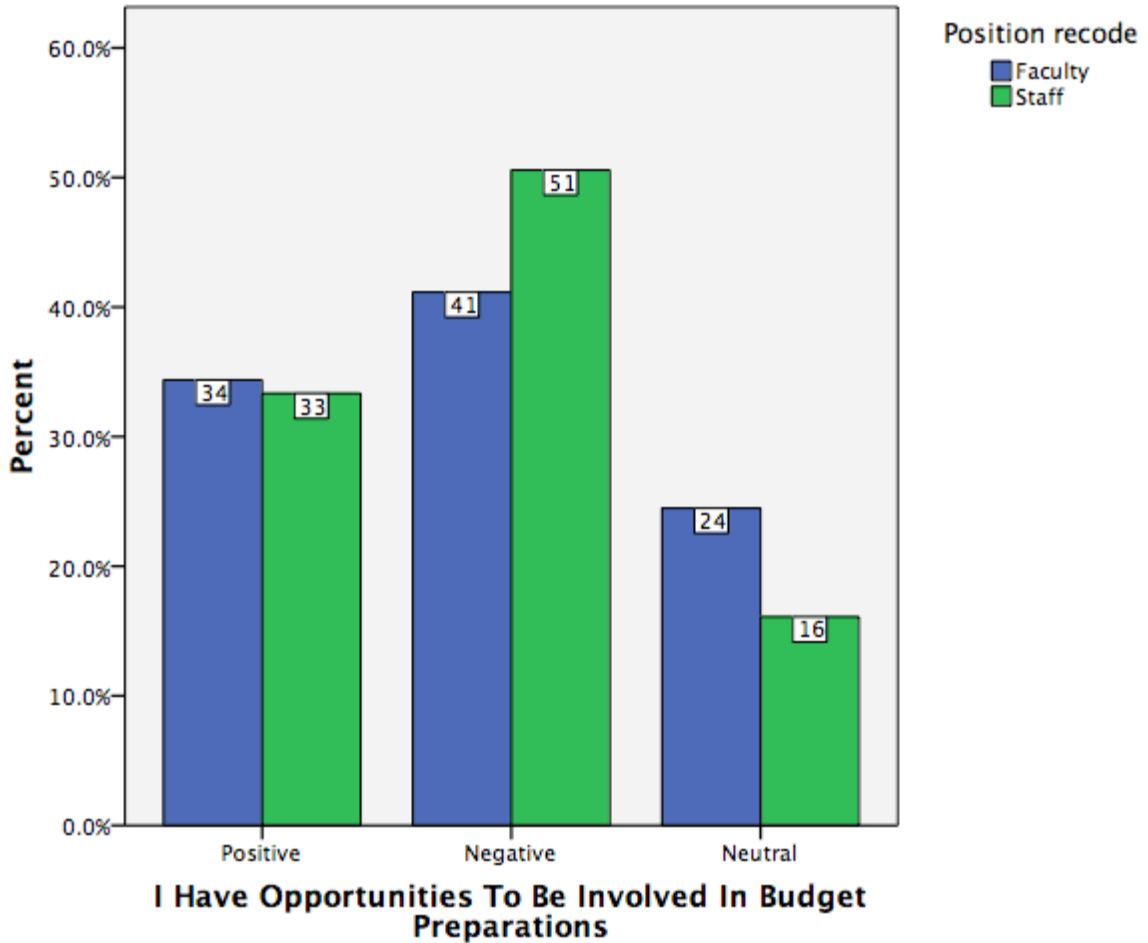
I have opportunities to be involved in policy development.



- Across all respondents, 53% indicated that they have opportunities to be involved in policy development.
- Faculty are more likely to feel included in policy development as 61% of faculty responded positively when compared to 39% of staff.
- Slightly more than one-third of staff does not feel as though they have policy development involvement opportunities while one-quarter remained neutral.
- 22% of faculty was negative on the issue while 18% were neutral.

Question 31

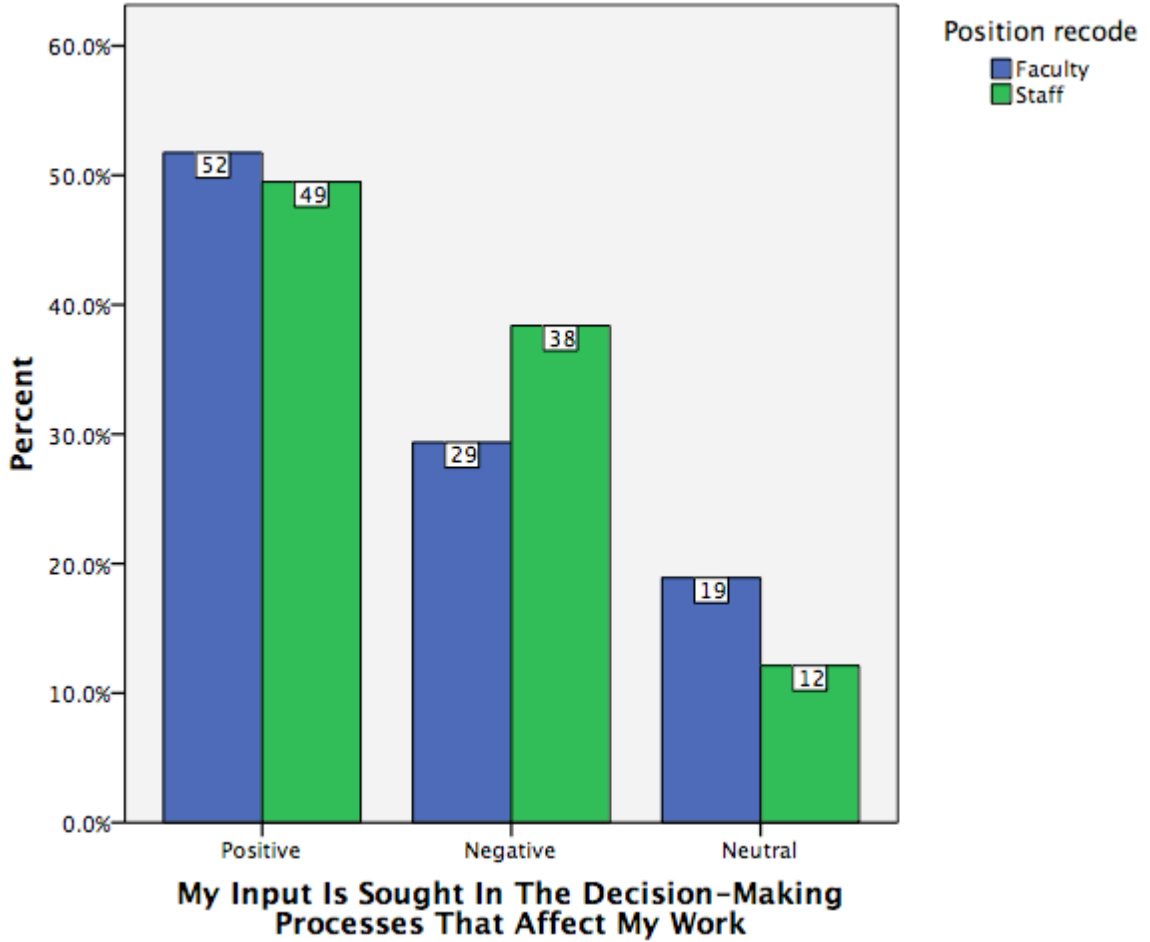
I have opportunities to be involved in budget preparations.



- Approximately one-third of both faculty and staff say they have opportunity to be involved in budget preparations. Results indicate that faculty participation opportunities may be waning as staff opportunities grew slightly.
- More than half of the staff (51%) does not feel as though they have an opportunity to be involved in budget preparations while 41% of faculty do not feel involved. Negative responses are the most prevalent.
- Budget involvement remains the single lowest overall positive response among the governance and leadership questions.
- 24% of faculty and 16% of staff were neutral on budget involvement opportunities.

Question 32

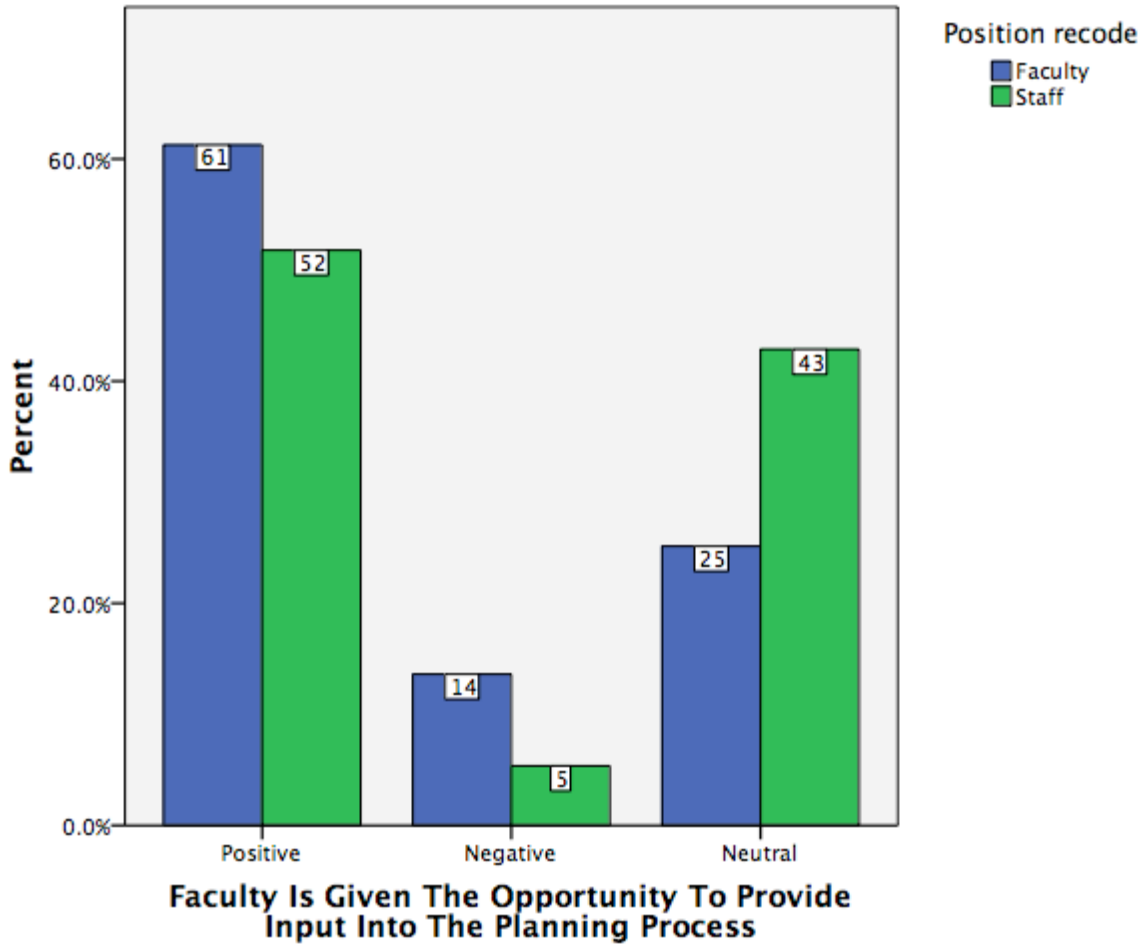
My input is sought in the decision-making processes that affect my work.



- Overall survey responses indicate that approximately half agree that their input is sought in decision-making processes that affect their work. Faculty and staff responses were similar on the issue.
- Staff (38%) was slightly more likely than faculty (29%) to feel negative on the issue.
- 19% of faculty and 12% of staff remained neutral.

Question 33

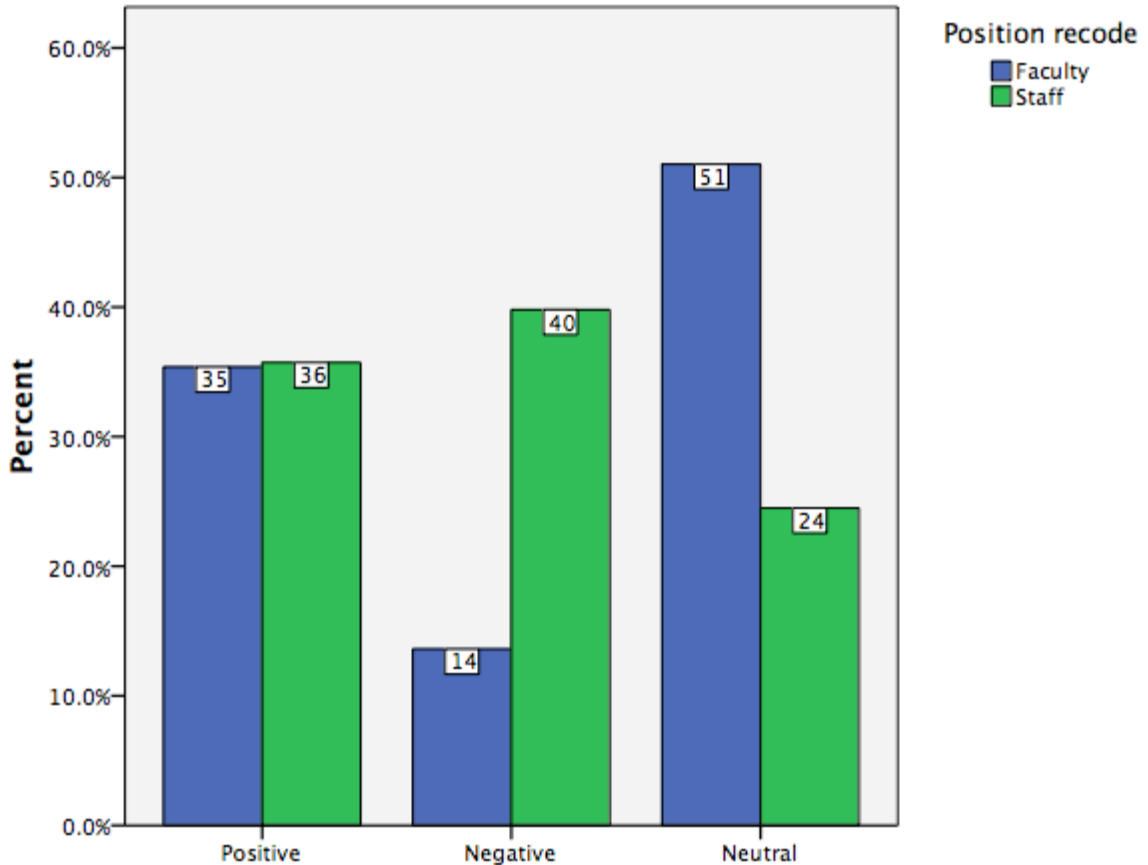
Faculty is given the opportunity to provide input into the planning process.



- Overall 59% of respondents felt that faculty is given the opportunity to provide input into the planning process. This result increased 4% from the 2004 results.
- Staff was more likely to remain neutral about the statement, as 43% of staff was neutral when compared to one-quarter of faculty.
- 14% of faculty disagree that they have opportunities to provide input in the planning process, as did 5% of the staff.

Question 34

Classified Staff is given opportunity to provide input into the planning process.

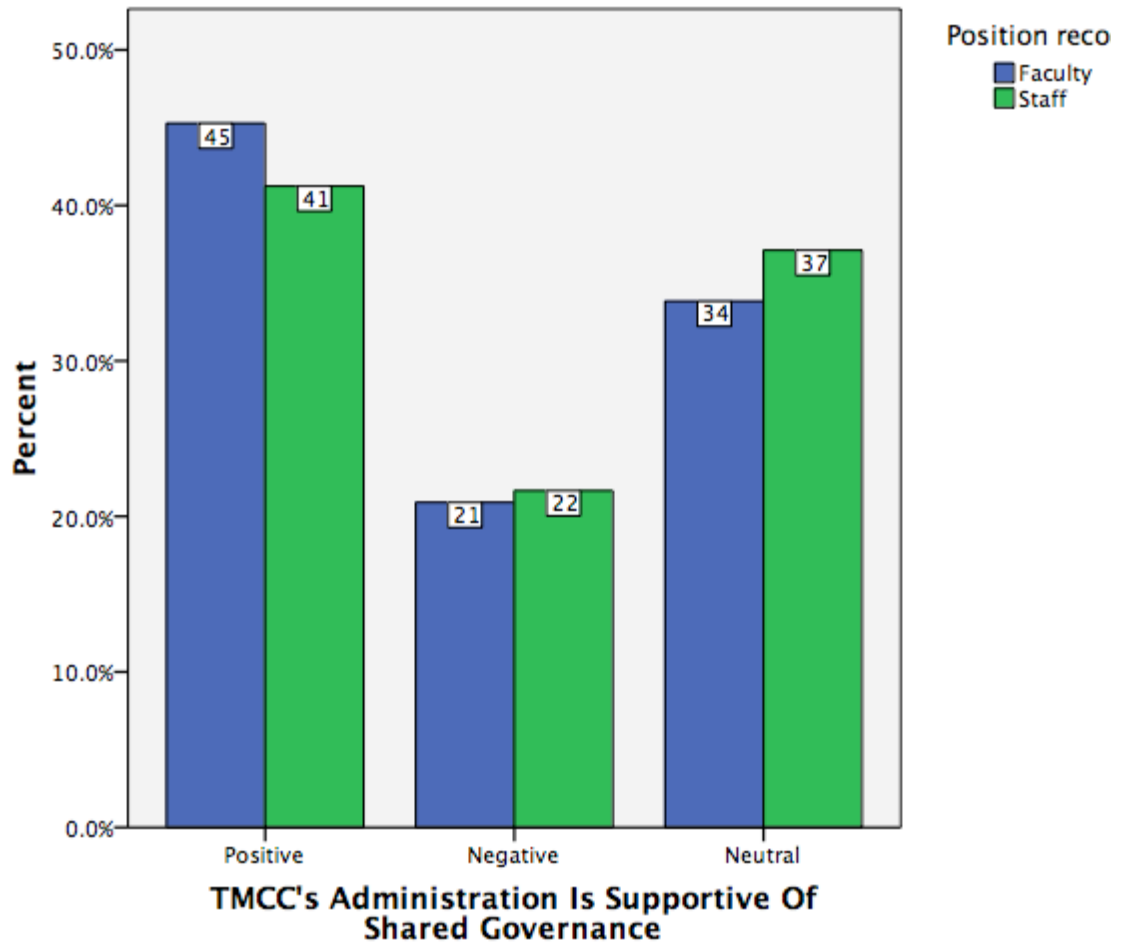


Classified Staff Is Given The Opportunity To Provide Input Into The Planning Process

- Slightly more than one-third of all respondents agree that classified staff is given an opportunity to provide input into the planning process. This overall result has remained similar to the 2004 result.
- However, staff was more likely to be more negative than positive on the issue as 40% disagreed that they were given an opportunity to provide input into the planning process. Only 14% of faculty disagreed.
- 51% of faculty was neutral, which was the most frequent response among faculty.
- 24% of staff was neutral on the issue.

Question 35

TMCC's administration is supportive of shared governance.



- Overall, 43% agreed that the administration is supportive of shared governance. Positive feelings of shared governance decreased 8% from the 2004 results.
- Faculty and staff had similar responses across all opinions as 45% of faculty and 41% of staff agree that administration is supportive while 21% of faculty and 22% of staff disagree. 34% of faculty and 37% of staff remained neutral on the issue.
- Faculty and staff attitudes have shifted slightly as the 2004 results revealed significant differences between faculty and staff attitudes for this statement. Faculty opinions have shifted from positive to neutral and staff opinions have shifted from neutral to positive although the overall results have declined.

TMCC's Faculty Senate

(Only the responses of faculty are included in this section)

Differences in Faculty Senate Items

| Survey Item | % Agree 2002 | % Agree 2004 | % Agree 2009 | Difference 04 to 09 |
|---|-----------------|-----------------|-----------------|------------------------|
| Q36. Faculty Senate represents my interests and concerns. | 49 | 54 | 40 | -14 |
| Q37. Faculty Senate empowers faculty to participate in decision-making process. | N/A | 65 | 43 | -22 |
| Q38. I effectively participate in Faculty Senate committees. | 69 | 65 | 52 | -13 |

| Survey Item | % Agree | % Disagree | % Neutral |
|---|---------|------------|-----------|
| Q36. Faculty Senate represents my interests and concerns. | 40 | 29 | 31 |
| Q37. Faculty Senate empowers faculty to participate in decision-making process. | 43 | 25 | 32 |
| Q38. I effectively participate in Faculty Senate committees. | 52 | 17 | 31 |

Q36:

- 40% of faculty respondents agree that the faculty senate represents their interests and concerns. This response declined drastically and fell to levels even below the 2002 data, where 49 percent of the faculty felt the same.
- An almost equal percent of faculty disagreed (29%) and remained neutral (31%) on this issue. This is a shift from 22% and 23% in 2004.

Q37:

- 43% of the faculty responded positively to the statement "The faculty senate empowers faculty to participate in the decision making process".
- Slightly more of the remaining responses were neutral (32%) than negative (25%).

Q38:

- 52% of the faculty respondents also reported that they effectively participate in faculty senate committees.
- This is down 13% from the 2004 data where 65% percent of the faculty reported that they participate in committees. Since 2002 this participation has continued to decline.
- 17% of the faculty responded negatively to this statement, and 31% remained neutral.
- Participation in faculty senate committees has experienced a decline since the 2004 study as positive responses dropped 13% and negative responses rose 7%.

TMCC's Classified Council

(Only the responses of staff are included in this section)

Differences in Classified Council Items

| Survey Item | % Agree 2004 | % Agree 2009 | Difference 04 to 09 |
|---|-----------------|-----------------|------------------------|
| Q39. The Classified Council represents my interests and concerns. | 55 | 53 | -2 |
| Q40. The Classified Council empowers staff to participate in decision-making process. | 41 | 50 | 9 |
| Q41. I effectively participate in Classified Council committees. | 47 | 32 | -15 |

| Survey Item | % Agree | % Disagree | % Neutral |
|---|---------|------------|-----------|
| Q39. The Classified Council represents my interests and concerns. | 53 | 15 | 32 |
| Q40. The Classified Council empowers staff to participate in decision-making process. | 50 | 17 | 33 |
| Q41. I effectively participate in Classified Council committees. | 32 | 28 | 40 |

Q39:

- More than half (53%) of the classified staff respondents reported that the classified council represents their interests and concerns.
- Twice as many staff had neutral feelings (32%) on this issue over those (15%) who disagreed.

Q40:

- When asked to respond to the statement "The classified council empowers staff to participate in the decision-making process", half agreed with the statement.
- One-third was neutral and 17% disagreed.

Q41:

- Slightly less than one-third of the staff stated that they effectively participate in the classified council committees.
- The most frequent response was neutral regarding participation in classified council committees, which was felt by 40%.
- 28% disagreed that they participated in classified council committees.
- Participation in classified council committees has experienced a decline since the 2004 study as positive responses declined 15% and negative responses increased 9%.

TMCC's President

Participants were asked the following questions (Q42-Q44) and the questions are identical in concept to the questions in the following section (Q45-47). This allows for the opportunity to identify if there is a correlation between opinions of the president and the president's cabinet.

Differences in President Results

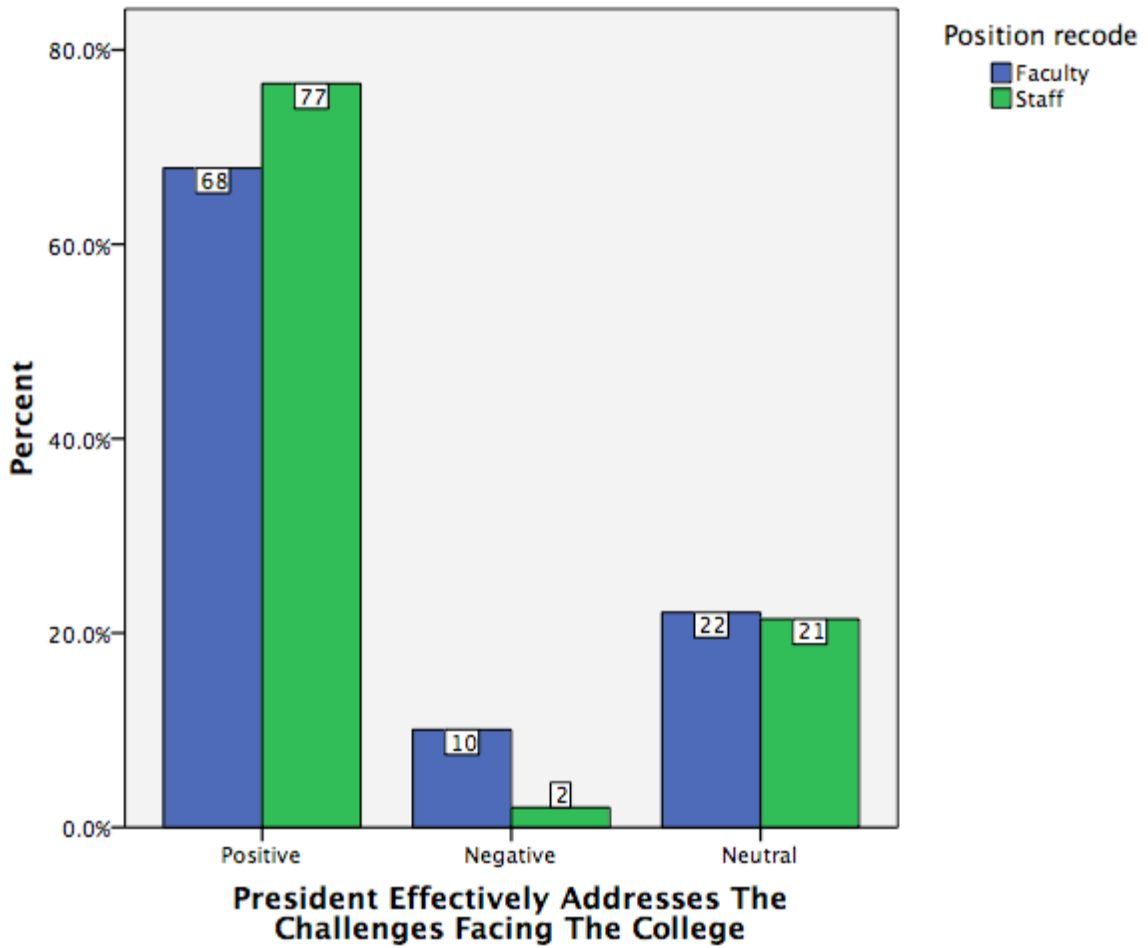
| Survey Item | % Agree 2004 | % Agree 2009 | Difference 04 to 09 |
|---|-----------------|-----------------|------------------------|
| Q42. TMCC's President effectively addresses the challenges facing the college. | 77 | 70 | -7 |
| Q43. TMCC's President empowers faculty and staff to participate in decision-making. | 59 | 53 | -6 |
| Q44. TMCC's President provides effective leadership for TMCC | 73 | 59 | -14 |

| Survey Item | % Agree | % Disagree | % Neutral |
|---|---------|------------|-----------|
| Q42. TMCC's President effectively addresses the challenges facing the college. | 70 | 8 | 22 |
| Q43. TMCC's President empowers faculty and staff to participate in decision-making. | 53 | 15 | 32 |
| Q44. TMCC's President provides effective leadership for TMCC | 59 | 9 | 32 |

- Overall, opinion about the presidential performance has declined since the 2004 results.
- However, at the time the survey was conducted, the president had been at the college for less than one year. Most of the shift in responses between 2004 and 2009 moved from positive to neutral, as 2004 neutral responses for Q42-Q44 were 14%, 23%, and 16% respectively.
- Staff was more positive about the president than faculty on the addressing challenges and effective leadership measures.

Question 42

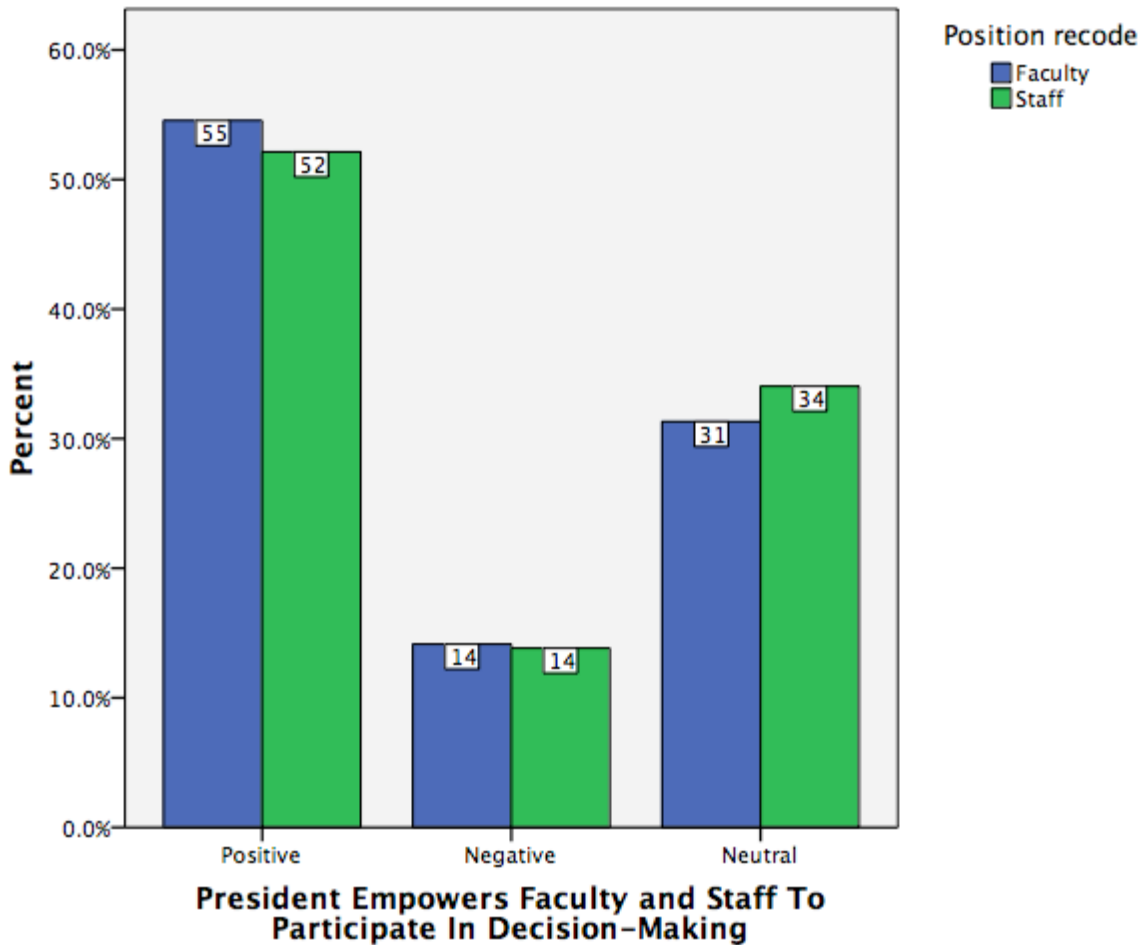
TMCC President effectively addresses the challenges facing the college.



- 77% of staff and 68% of faculty agree that the president effectively addresses the challenges facing the college.
- Faculty is more likely to be negative on this issue as 10% disagreed and 2% of staff disagreed.
- Slightly less than one-quarter of both faculty (22%) and staff (21%) remained neutral.

Question 43

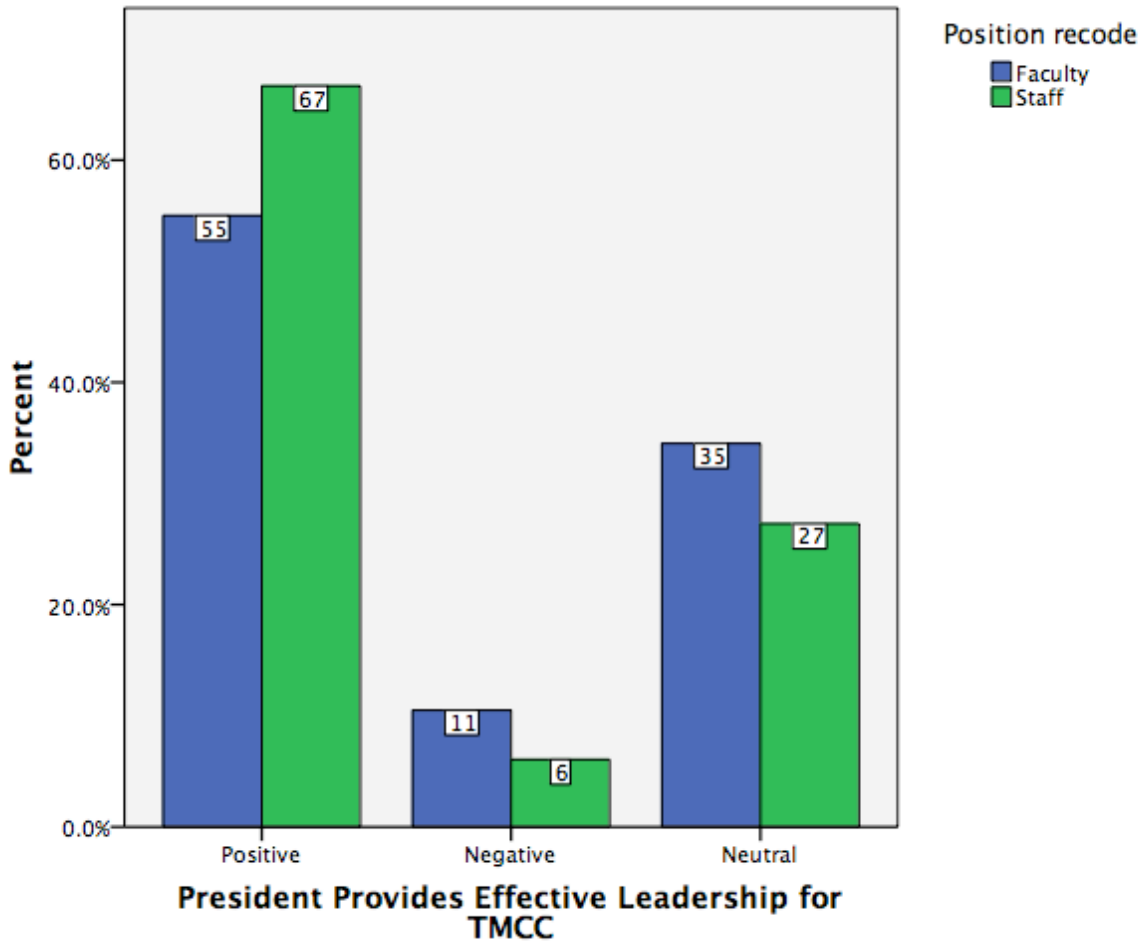
TMCC President empowers faculty and staff to participate in decision-making.



- Slightly more than half of respondents agree that the president empowers faculty and staff to participate in decision-making. Faculty and staff held similar opinions.
- A large shift in opinion occurred for faculty as currently 55% were positive and 31% neutral compared with 2004 results showing 63% positive and 21% neutral. This result is again likely due to the newness of presidential leadership.
- 14% of both faculty and staff disagreed that there is presidential empowerment to participate in decision-making.

Question 44

TMCC President provides effective leadership for TMCC.



- Two-thirds of staff and slightly more than half of faculty agree that the president provides effective leadership. The staff result is identical to the 2004 results while faculty support declined more than 23%.
- The faculty shift is most explained with a 20% rise in neutral responses (from 15% in 2004 to 35% today) and it is likely that faculty is withholding judgment until the president has been in her position for a greater length of time.
- 11% of faculty and 6% of the staff disagreed that the president provides effective leadership for TMCC.

TMCC's President's Cabinet

Participants were asked questions (Q45-47) in this section to gather opinions about the performance of the president's cabinet. This is a helpful measure as it allows employees to provide opinions about the cabinet independent of opinions about the president. The questions in this section are identical to the questions in the President section and a direct comparison is made at the bottom of the page.

Differences in President's Cabinet Results

| Survey Item | % Agree 2004 | % Agree 2009 | Difference 04 to 09 |
|---|-----------------|-----------------|------------------------|
| Q45. TMCC's President's Cabinet effectively addresses the challenges facing the college. | 55 | 39 | -16 |
| Q46. TMCC's President's Cabinet empowers faculty and staff to participate in decision-making. | 41 | 26 | -15 |
| Q47. TMCC's President's Cabinet provides effective leadership for TMCC. | 50 | 34 | -16 |

| Survey Item | % Agree | % Disagree | % Neutral |
|---|---------|------------|-----------|
| Q45. TMCC's President's Cabinet effectively addresses the challenges facing the college. | 39 | 14 | 47 |
| Q46. TMCC's President's Cabinet empowers faculty and staff to participate in decision-making. | 26 | 27 | 47 |
| Q47. TMCC's President's Cabinet provides effective leadership for TMCC. | 34 | 19 | 46 |

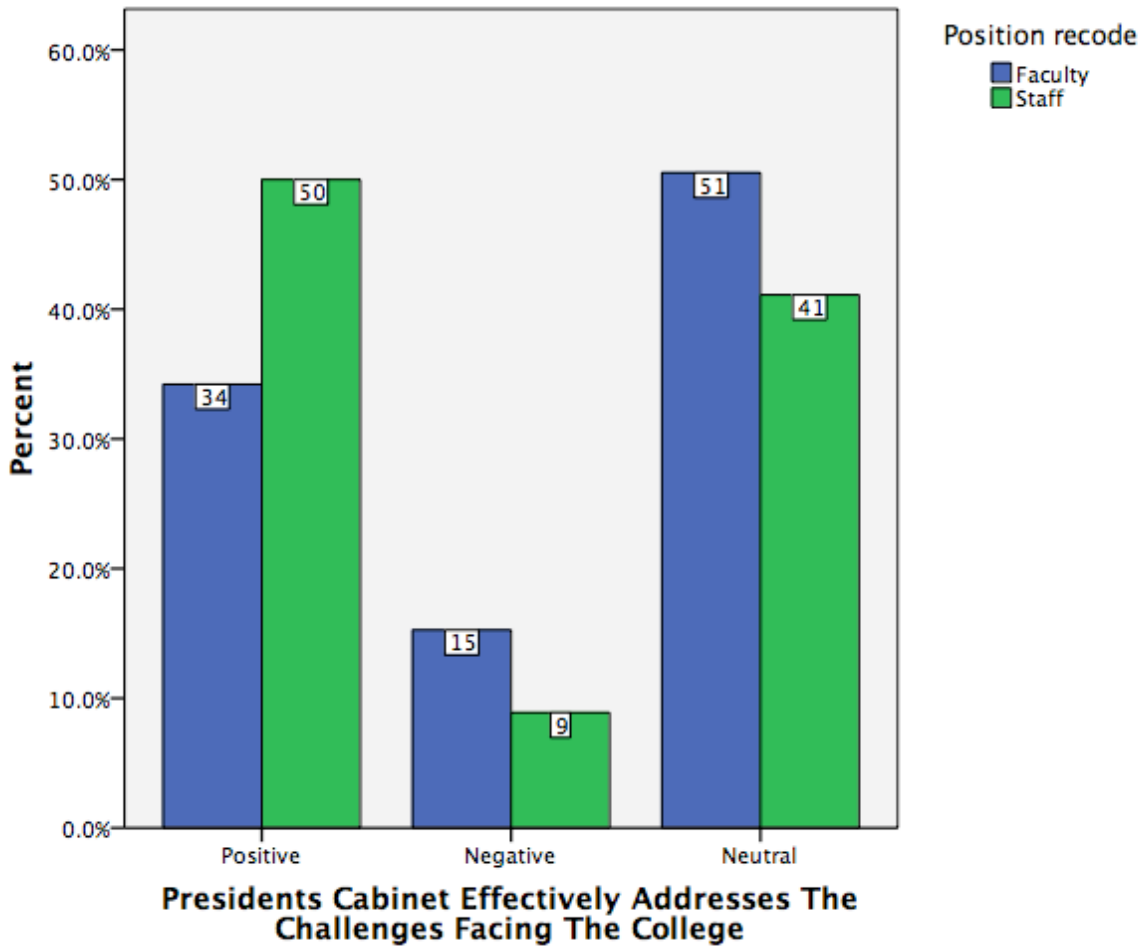
- The president's cabinet has experienced a significant decline in positive response from the 2004 study as results across the three president's cabinet measures suffered a 15% to 16% decline in positive responses.
- However, it is again likely that employees are slow to respond positively or negatively given the short amount of time the president had been in office prior to the survey.
 - This assumption is validated by the nearly 20% increase in neutral responses across all questions. 2004 results returned neutral responses for Q45-Q47 of 26%, 29%, and 28% respectively versus 47%, 47%, and 46%.
- Longitudinal results may indicate lack of transparency of the work of the cabinet.
- 39% of all respondents agreed that the president's cabinet effectively addresses the challenges facing the college and provides effective leadership for TMCC.
- 26% of respondents felt positively that "TMCC's President's Cabinet empowers faculty and staff to participate in decision making."
- Nearly half remained neutral on all three issues relating to the president's cabinet.
- Across all cabinet questions, staff was considerably more positive than faculty (11-18%).

Differences between President and Cabinet Results (2009)

| Survey Item | % Agree about President | % Agree about Cabinet |
|--|-------------------------------|-----------------------------|
| Q42/45. TMCC's President/Cabinet effectively addresses the challenges facing the college. | 70 | 39 |
| Q43/46. TMCC's President/Cabinet empowers faculty and staff to participate in decision-making. | 53 | 26 |
| Q44/47. TMCC's President/Cabinet provides effective leadership for TMCC. | 59 | 34 |

Question 45

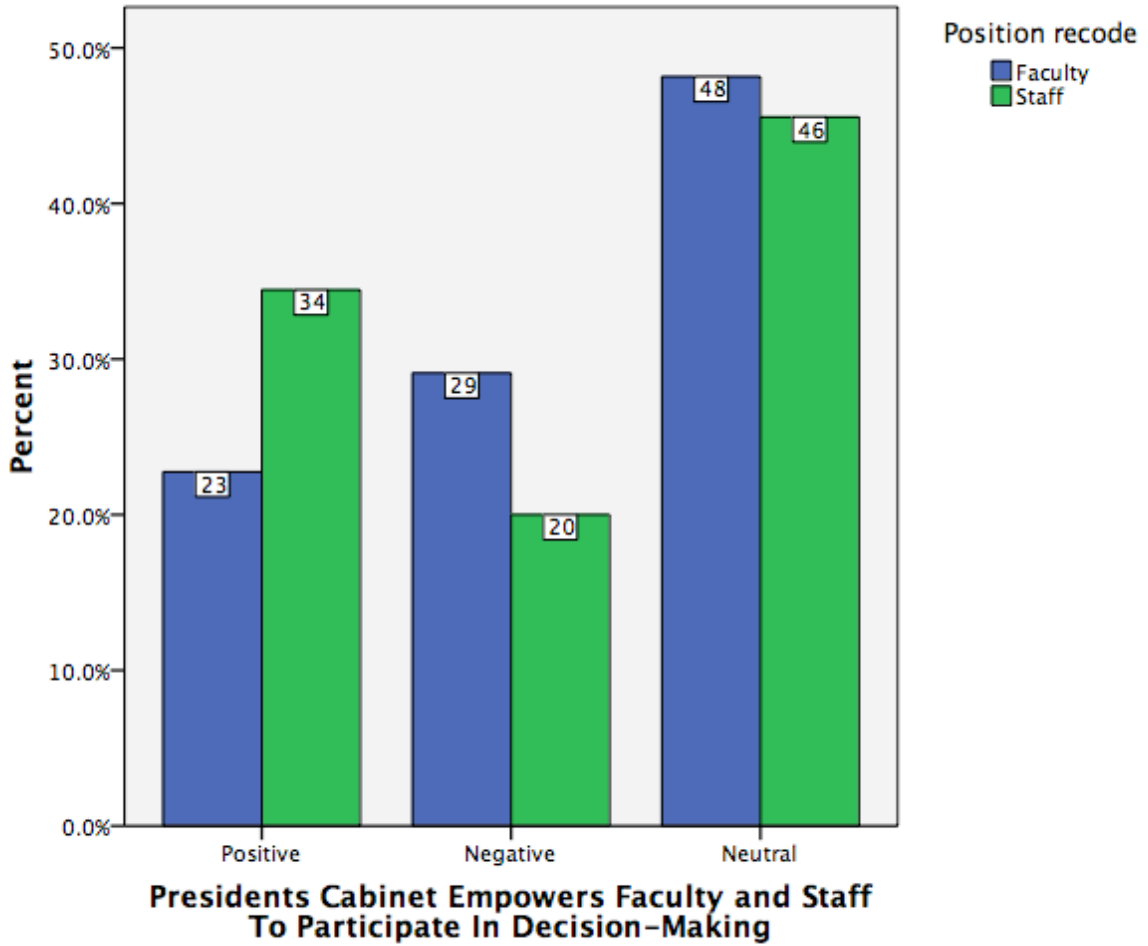
The President's Cabinet effectively addresses the challenges facing the college.



- Staff (50%) is more likely than faculty (34%) to agree that the president's cabinet effectively addresses the challenges facing the college.
- The most common response from faculty (51%) was that they are neutral about the efficacy of the president's cabinet at this time.
- 41% of the staff was neutral.
- Faculty (15%) was slightly more likely to disagree than staff (9%) that the president's cabinet is effectively addressing challenges facing the college.

Question 46

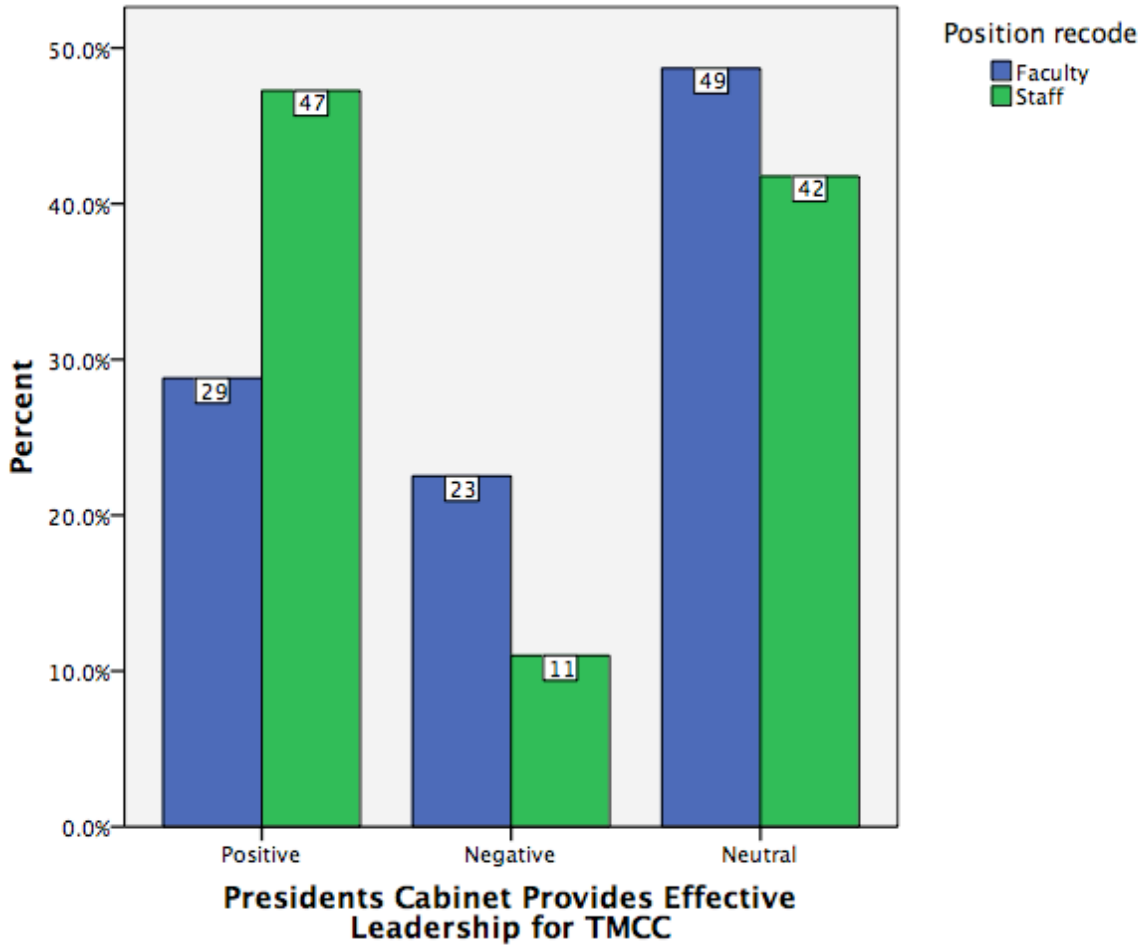
The President's Cabinet empowers faculty and staff to participate in decision-making.



- Overall, staff felt more positively about the efforts of the president's cabinet than faculty.
- Nearly half of the staff (46%) was neutral and one-third of staff felt that the president's cabinet empowers faculty and staff to participate in decision-making.
- The largest percent of faculty (48%) was neutral and 29% disagreed that the president's cabinet empowers faculty and staff to participate in decision-making.

Question 47

The President's Cabinet provides effective leadership for TMCC.



- Overall, staff felt more positive about the ability of the president's cabinet to provide effective leadership for TMCC than faculty.
- Nearly half (47%) of staff and 29% of faculty felt that the president's cabinet provides effective leadership. Positive responses were most common among staff.
- Neutral responses were provided by nearly half (49%) of faculty and 42% of staff. Neutral responses were the most common among faculty.
- Faculty (23%) was twice as likely to provide a negative response than staff (11%).

Conditions of Employment

The objective of this section is to identify knowledge and opinions regarding contractual obligations and employment satisfaction. Positive responses are recorded across all survey years where available for Q48-Q53 and the change between 2004 and 2009 results is tabulated. Question 54 addresses attitudes on length of employment. Three additional questions were added to the end of the 2009 survey and the questions look to address thoughts and attitudes on budgetary concerns.

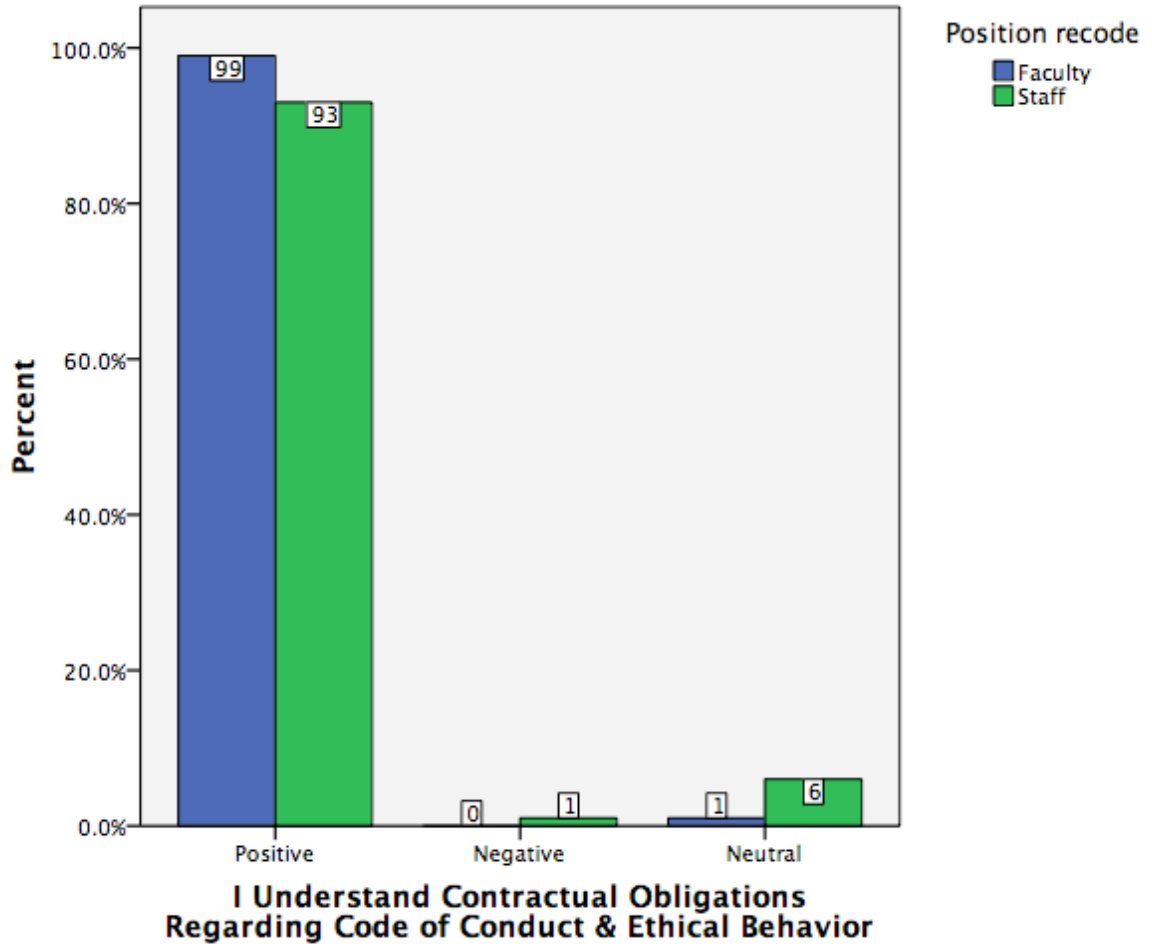
Differences in Conditions of Employment

| Survey Item | %Agree 02 | %Agree 04 | %Agree 09 | Difference 04 to 09 |
|---|--------------|--------------|--------------|------------------------|
| Q48. I understand contractual obligations regarding code of conduct and ethical behavior. | N/A | 94 | 97 | 3 |
| Q49. I understand contractual obligation of conflict of interest. | N/A | 80 | 90 | 10 |
| Q50. I am satisfied with the conditions of my employment. | 71 | 73 | 67 | -6 |
| Q51. There are opportunities for advancement in my field at TMCC. | 35 | 37 | 30 | -7 |
| Q52. I am satisfied with the criteria for advancement at TMCC. | 34 | 41 | 32 | -9 |
| Q53. I am provided with opportunities for professional recognition. | 47 | 54 | 52 | -2 |

- The percentage of individuals who understand contractual obligations for both ethics and conflict of interest continue to climb and are both 90% or greater.
- The remainder of the questions in this section trend a slight overall decline in positive response. The greatest decline came in satisfaction of the criteria for advancement at TMCC.
- Responses on employment condition satisfaction, advancement criteria, and advancement opportunities all fell below original survey results collected in 2002.
- Staff, in general, was slightly to moderately more negative regarding issues related to advancement and professional recognition opportunities.

Question 48

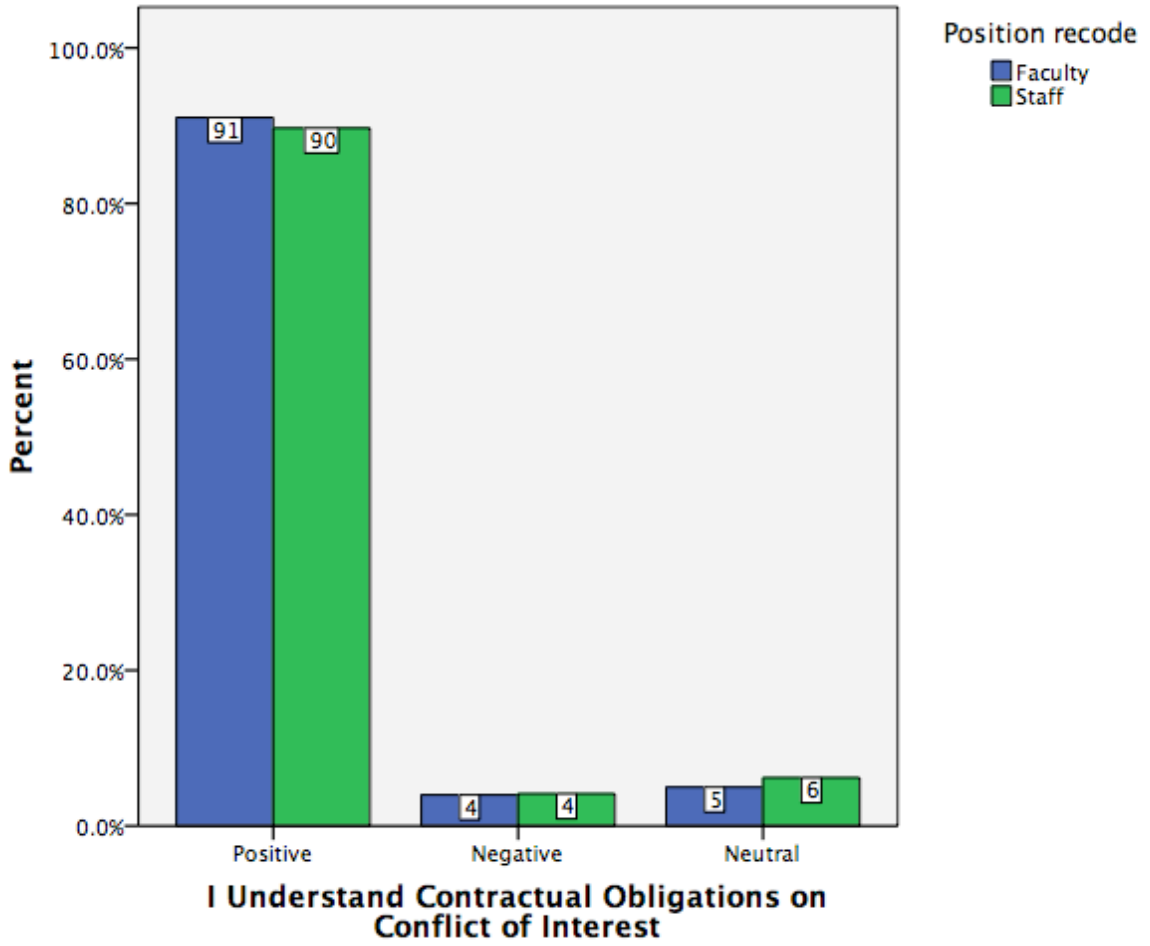
I understand contractual obligations regarding code of conduct and ethical behavior.



- 99% of faculty and 93% of staff understand the contractual obligations regarding code of conduct and ethical behavior.
- 6% of staff and 1% of faculty were neutral on this question.
- 1% of staff responded negatively.

Question 49

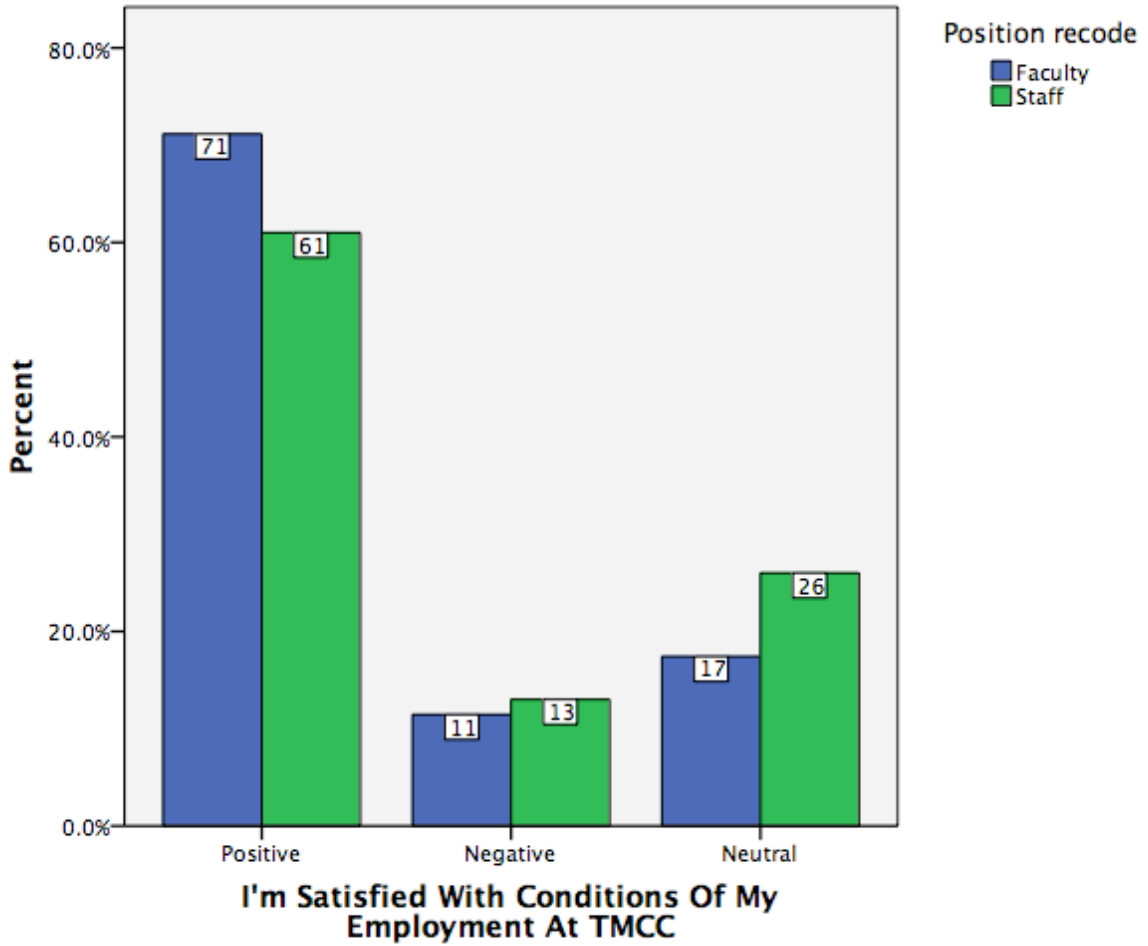
I understand contractual obligation of conflict of interest.



- More than 90% of both faculty and staff understand contractual obligations on conflict of interest.
- 4% of faculty and staff do not understand contractual obligations of conflict of interest.
- 6% of staff and 5% of faculty were neutral regarding understanding of contractual obligations on conflict of interest.

Question 50

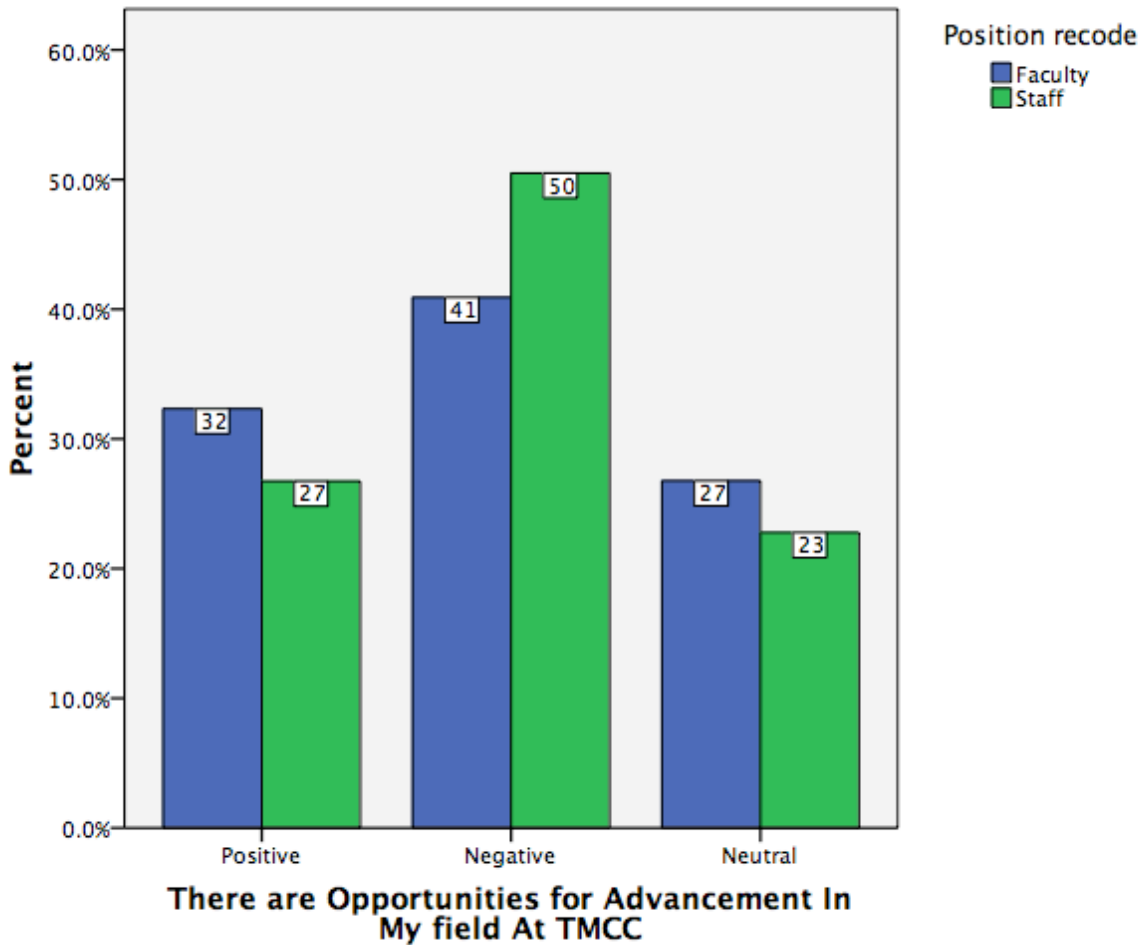
I am satisfied with the conditions of my employment.



- Across all respondents, two-thirds are satisfied with conditions of employment at TMCC.
- Faculty (71%) is more satisfied with conditions of employment than staff (61%).
- 11% of faculty and 13% of staff responded negatively.
- 17% of faculty and slightly more than one-quarter (26%) of staff were neutral.

Question 51

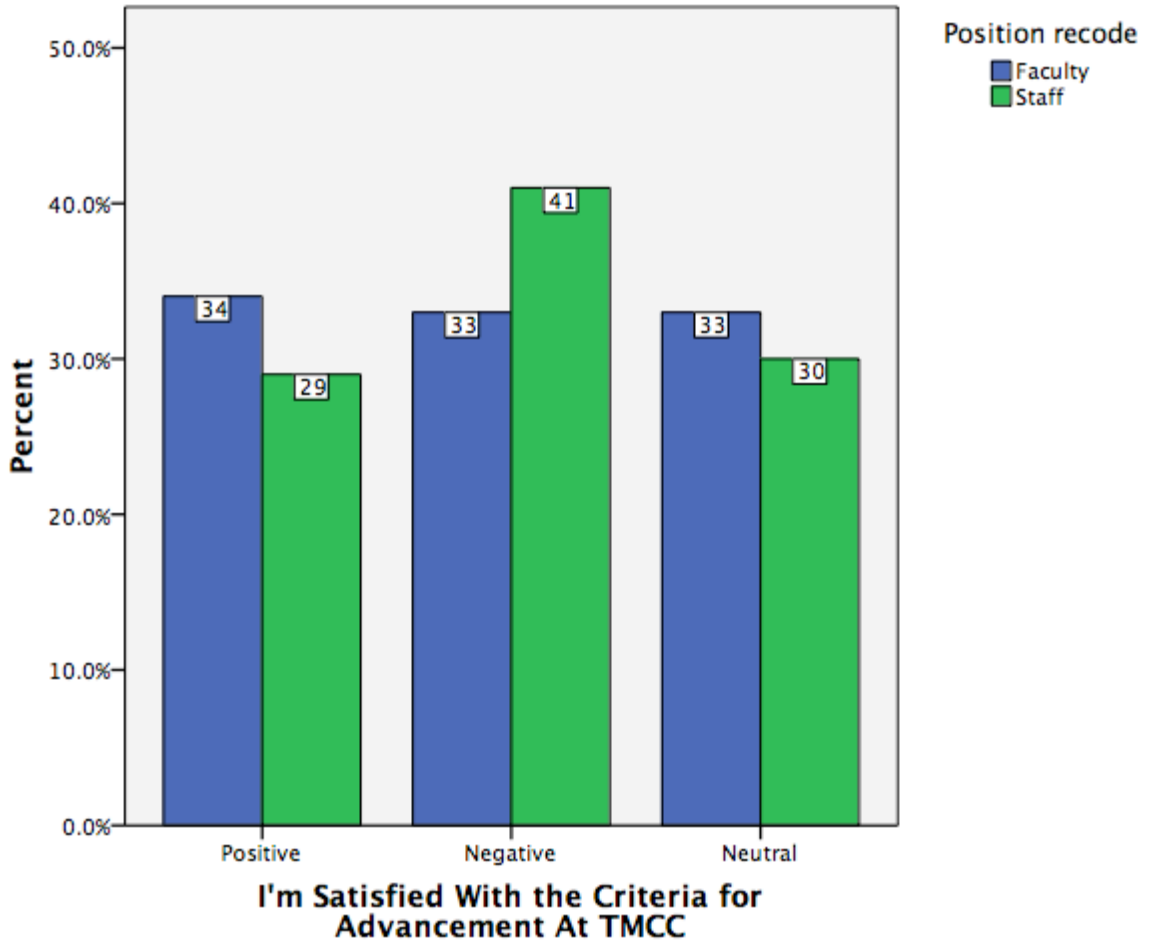
There are opportunities for advancement in my field at TMCC.



- Overall, 30% of respondents agree “There are opportunities for advancement in my field at TMCC.” Faculty (32%) was slightly more likely than staff (27%) to agree.
- Both faculty and staff more frequently disagreed that opportunities for advancement within TMCC exist with staff (50%) more likely to disagree than faculty (41%).
- Approximately one-quarter of both faculty (27%) and staff (23%) remained neutral on the issue.
- A comparison of 2004 and 2009 results indicates that faculty are now more negative about the availability of advancement opportunities (32% in 2004 and 41% in 2009) and staff are still more negative than positive but slightly less negative (61% in 2004 and 50% in 2009)

Question 52

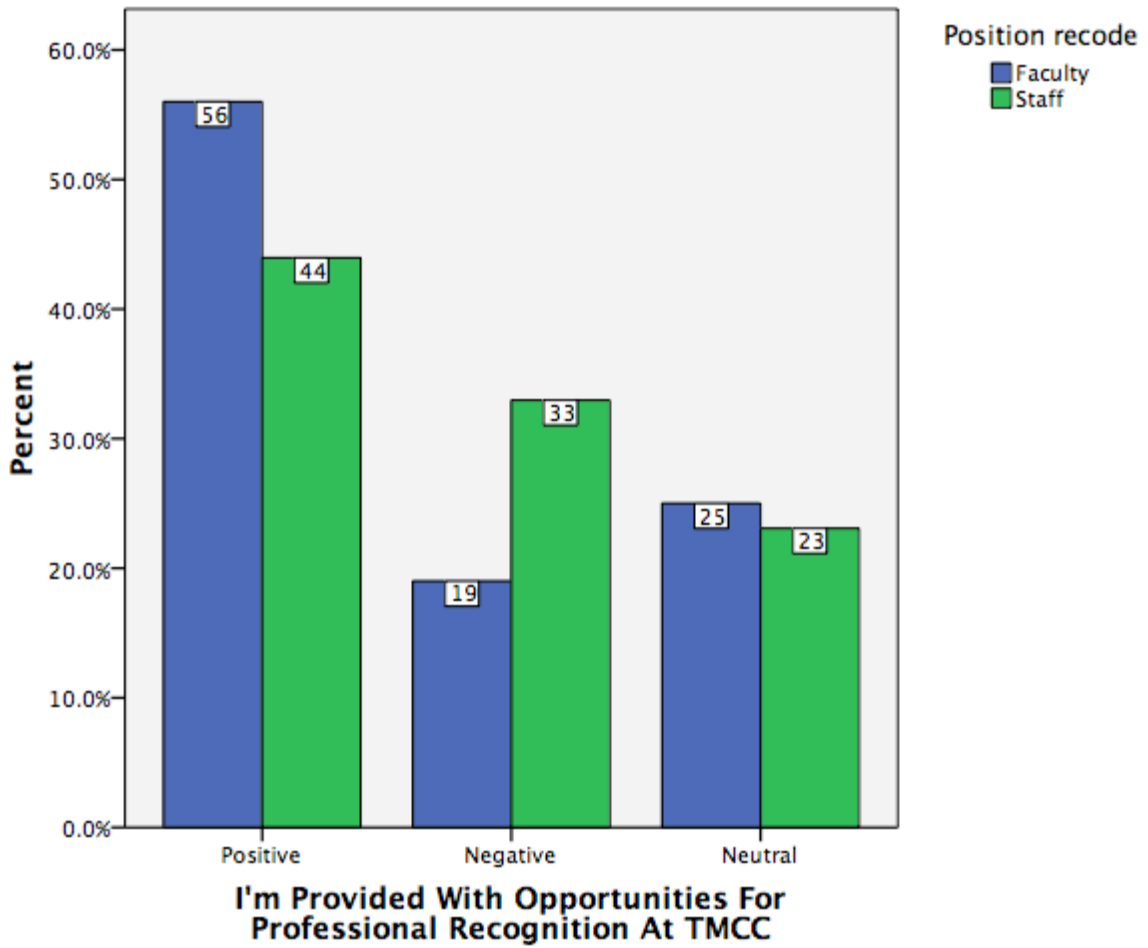
I am satisfied with the criteria for advancement at TMCC.



- Overall, only one-third of respondents are satisfied with TMCC advancement criteria.
- Faculty opinions are evenly split across all responses at 33% positive, negative, and neutral. This is a shift from 2004 when nearly half were satisfied with advancement criteria.
- Staff continues to be more likely to respond that they are not satisfied with advancement criteria but dissatisfaction has dropped slightly (47% in 2004 to 41% in 2009).
- The responses in Question 52 may be limited by opinions discovered in Question 51, as neither faculty nor staff is overly satisfied with opportunities for advancement.

Question 53

I am provided with opportunities for professional recognition.

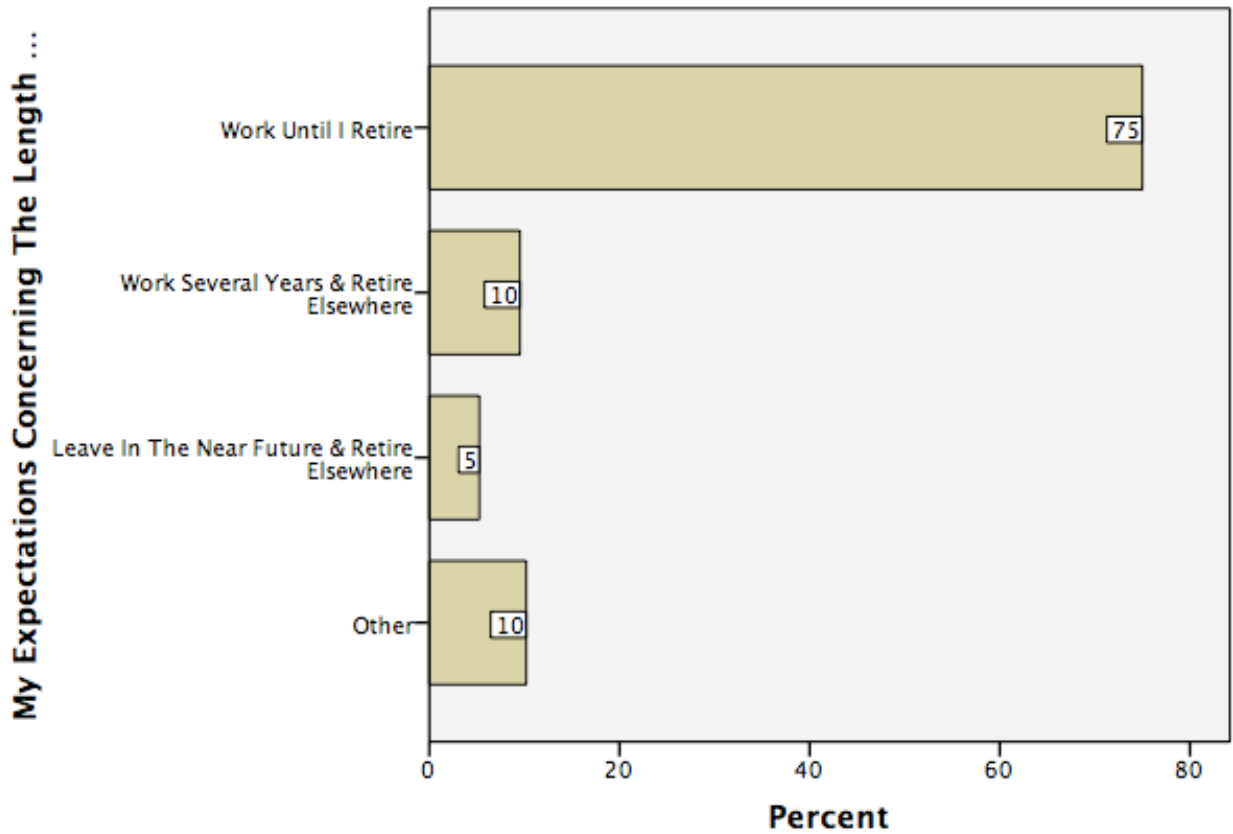


- Slightly more than half (52%) of respondents agree that TMCC provides opportunities for professional recognition.
- Faculty (56%) is more likely than staff (44%) to feel recognition is provided. Staff positive responses declined 7% since the 2004 study.
- 19% of faculty and 33% of staff responded negatively.
- Approximately one-quarter of both faculty (25%) and staff (23%) remained neutral.

Question 54

My expectations concerning the length of my affiliation at TMCC are to:

My Expectations Concerning The Length Of My Affiliation Are To:



- Three-quarters of respondents indicated they plan to work at TMCC until they retire.
- 10% currently plan to stay several years at TMCC and then move elsewhere to retire.
- 10% reported they have "other" plans.
- 5% plan to leave in the near future and retire elsewhere.

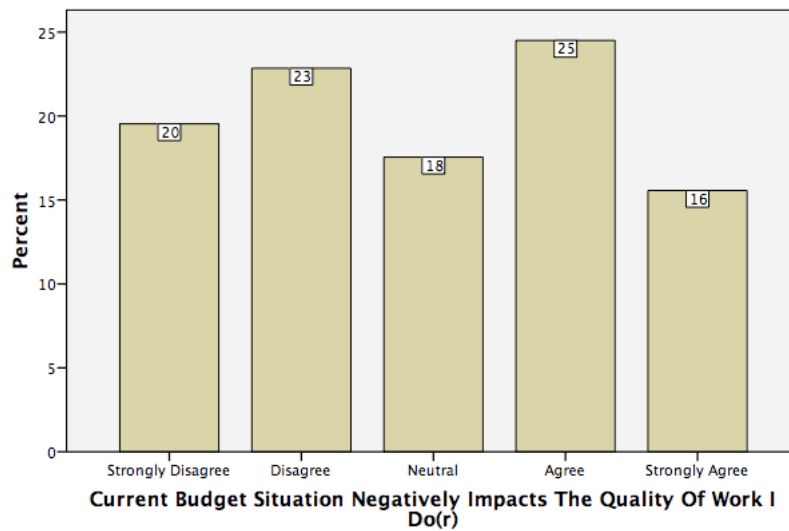
Budget Effects

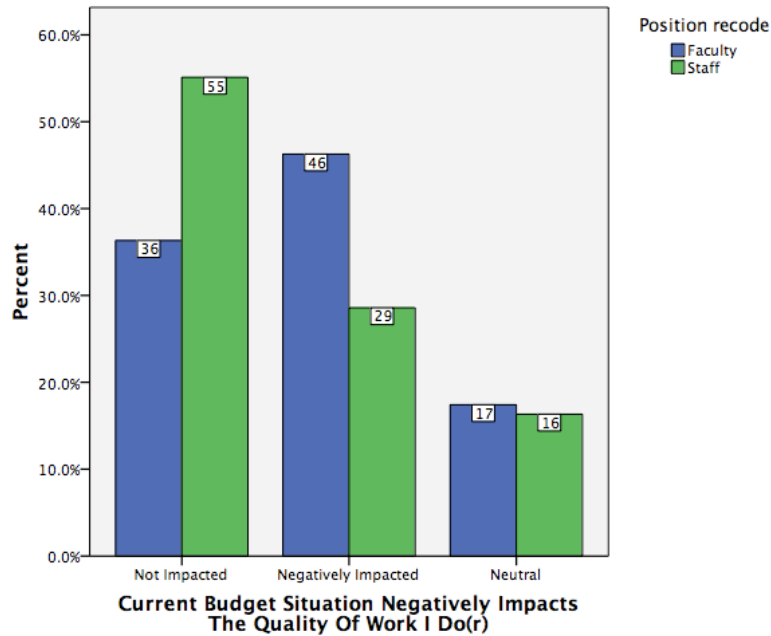
The 2009 study included some additional questions to gauge employee attitudes due to the current United States economy conditions. Q55 through Q57 were designed to capture these attitudes. The (r) designates that they are “reversals” or worded negatively. Respondents still replied on a one to five scale indicating how much they agreed with the statement with one being “strongly agree” and five “strongly disagree.” Two graphs are presented for each question. One graph shows overall responses and another displays results broken out by faculty and staff in a similar format to the 2004 study.

Question 55

The current budget situation negatively impacts the quality of work I do (r):

Current Budget Situation Negatively Impacts The Quality Of Work I Do(r)



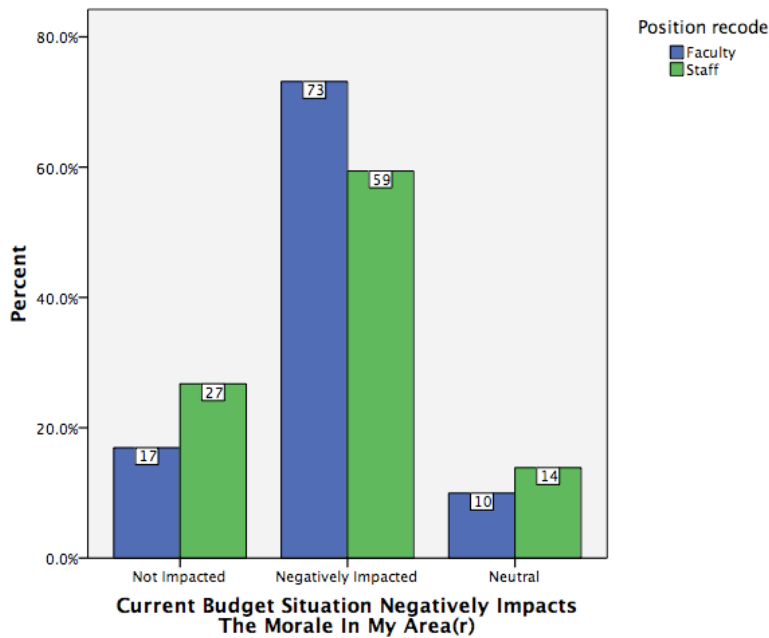
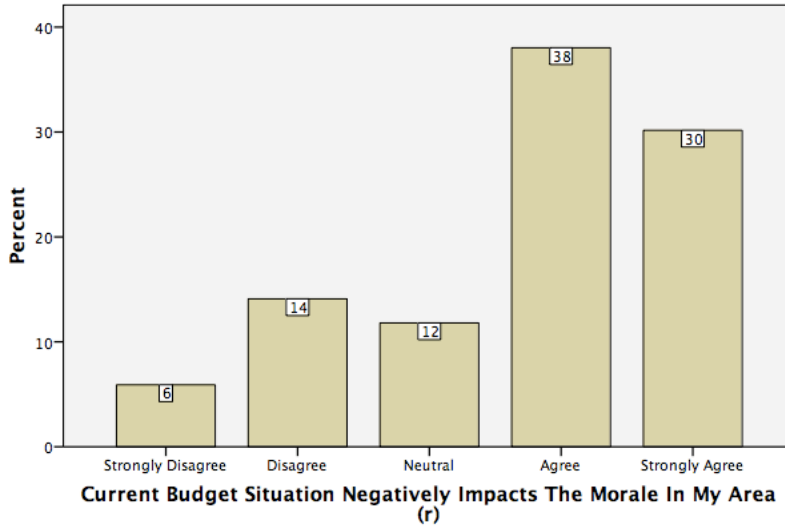


- Overall, 43% disagree or strongly disagree that the current budget situation negatively impacts the work they do.
- Approximately 41% agree or strongly agree that the budget situation negatively impacts the work they do.
- 18% were neutral about budget impacts on their quality of work.
- Staff more frequently (55%) responded that budget does not negatively impact quality of work while only slightly more than one-third of faculty felt the same.
- Faculty more frequently (46%) indicated that the budget situation does have an negative impact on quality of work while slightly less than one-third of staff felt the same.

Question 56

The current budget situation negatively impacts the morale in my area (r):

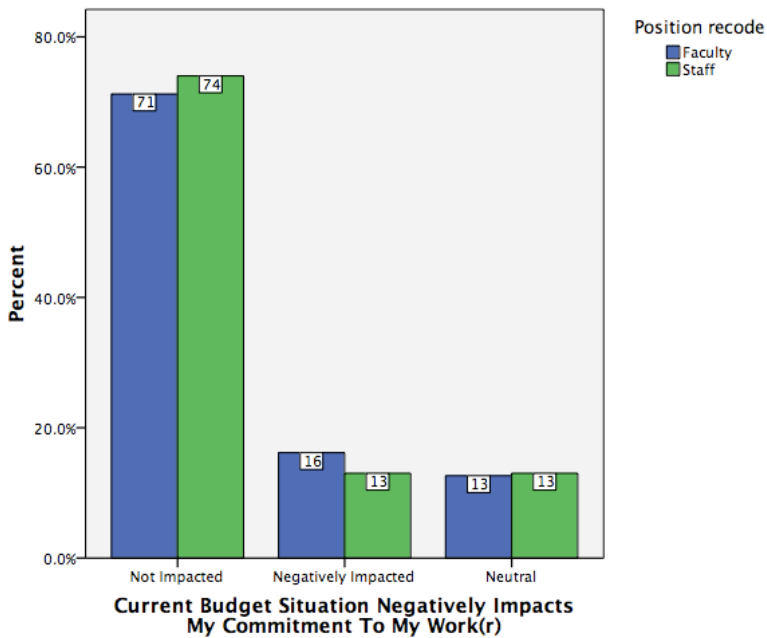
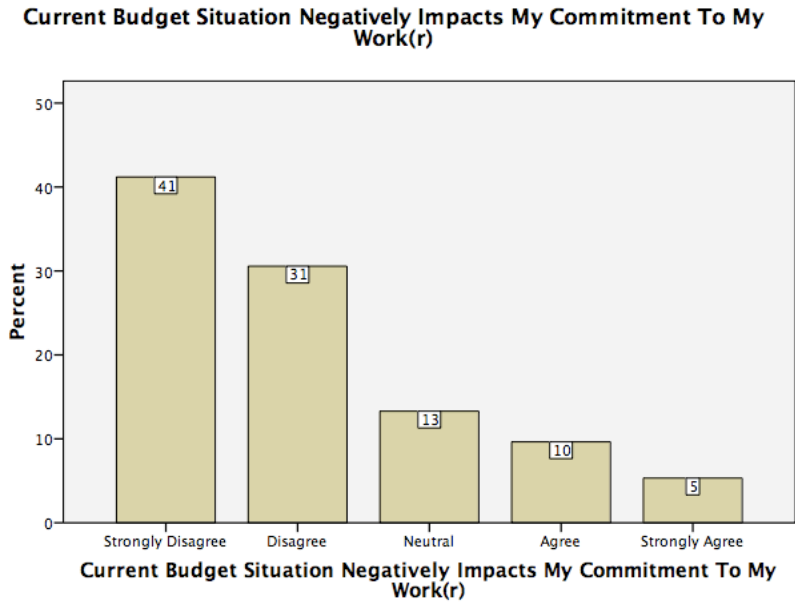
Current Budget Situation Negatively Impacts The Morale In My Area(r)



- Slightly more than 68% agree or strongly agree that the current budget situation negatively impacts morale in their work area.
- 20% disagree or strongly disagree that morale is impacted by the budget situation.
- Approximately 12% remained neutral on the issue.
- 73% of faculty responded that the current budget negatively impacts morale while 59% of staff felt the same.

Question 57

The current budget situation negatively impacts my commitment to my work (r):



- Nearly 15% agree or strongly agree that the current budget situation negatively impacts commitment to work.
- Nearly three-quarters of respondents agree or strongly agree that the commitment to their work is not being negatively impacted by the current budget situation.
- Strongly disagree was the most frequent response (41%).
- Faculty and staff hold similar opinions on this measure.

Survey Instrument

Page 1 of 4 - Communication and Direction

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|---|----------------|-------|---------|----------|-------------------|----------------|
| 1. I am familiar with TMCC's educational mission. | 1 | 2 | 3 | 4 | 5 | 9 |
| 2. I am familiar with TMCC's service mission. | 1 | 2 | 3 | 4 | 5 | 9 |
| 3. TMCC has well defined direction and goals for the future | 1 | 2 | 3 | 4 | 5 | 9 |
| 4. TMCC is making progress to meet its educational mission. | 1 | 2 | 3 | 4 | 5 | 9 |
| 5. TMCC is making progress to meet its service mission. | 1 | 2 | 3 | 4 | 5 | 9 |
| 6. TMCC has a shared sense of direction. | 1 | 2 | 3 | 4 | 5 | 9 |
| 7. TMCC is committed to assessing its effectiveness at achieving its educational mission. | 1 | 2 | 3 | 4 | 5 | 9 |
| 8. TMCC is committed to assessing its effectiveness at achieving its service mission. | 1 | 2 | 3 | 4 | 5 | 9 |
| 9. I am committed to TMCC's progress and success. | 1 | 2 | 3 | 4 | 5 | 9 |
| 10. TMCC maintains an atmosphere that encourages the open expression of ideas. | 1 | 2 | 3 | 4 | 5 | 9 |
| 11. Communication is effective between faculty and administration at TMCC. | 1 | 2 | 3 | 4 | 5 | 9 |
| 12. I get good ideas about how to improve my work from the person(s) to whom I report. | 1 | 2 | 3 | 4 | 5 | 9 |
| 13. My direct supervisor clearly articulates what is expected of my work. | 1 | 2 | 3 | 4 | 5 | 9 |
| 14. Information technology, including email and the World Wide Web, is a useful tool for communication at TMCC. | 1 | 2 | 3 | 4 | 5 | 9 |
| 15. Please enter any additional comments you may have here about TMCC's communication and direction here: | Open-ended | | | | | |

Page 2 of 4 - Attitudes and Practices

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|---|----------------|-------|---------|----------|-------------------|----------------|
| 16. TMCC promotes respect for diversity. | 1 | 2 | 3 | 4 | 5 | 9 |
| 17. There is a working environment that supports collaboration and shared responsibilities between employees. | 1 | 2 | 3 | 4 | 5 | 9 |
| 18. Adequate training is available to me to improve my job related knowledge and skills. | 1 | 2 | 3 | 4 | 5 | 9 |
| 19. Adequate mentoring and support are available to help me advance within TMCC. | 1 | 2 | 3 | 4 | 5 | 9 |
| 20. There is an effective process in place for the evaluation of my work by my immediate supervisor. | 1 | 2 | 3 | 4 | 5 | 9 |
| 21. There is an effective process in place for the evaluation of my work by the appointing authority. (eg. president, vice president) | 1 | 2 | 3 | 4 | 5 | 9 |
| 22. There is an effective process in place for the evaluation of my work by my students. | 1 | 2 | 3 | 4 | 5 | 9 |
| 23. There is an effective process in place for the evaluation of my work by my peers/colleagues. | 1 | 2 | 3 | 4 | 5 | 9 |
| 24. I often feel that my knowledge and skills are underutilized. | 1 | 2 | 3 | 4 | 5 | 9 |
| 25. I have the necessary tools and equipment to do high quality work efficiently. | 1 | 2 | 3 | 4 | 5 | 9 |
| 26. My opinions are considered when decisions are made that affect my work. | 1 | 2 | 3 | 4 | 5 | 9 |
| 27. TMCC provides a social climate that is sensitive to diversity. | 1 | 2 | 3 | 4 | 5 | 9 |

| | | | | | | |
|---|------------|---|---|---|---|---|
| 28. TMCC provides a social climate that is sensitive to gender equality. | 1 | 2 | 3 | 4 | 5 | 9 |
| 29. TMCC provides a social climate that is sensitive to sexual orientation. | 1 | 2 | 3 | 4 | 5 | 9 |
| 30. I feel safe on campus. | 1 | 2 | 3 | 4 | 5 | 9 |
| 31. Please enter any additional comments you may have here about TMCC's attitudes and practices here: | Open-ended | | | | | |

Page 3 of 4 - Governance and Leadership

Overall

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|---|----------------|-------|---------|----------|-------------------|----------------|
| 32. I have opportunities to be involved in policy development. | 1 | 2 | 3 | 4 | 5 | 9 |
| 33. I have opportunities to be involved in budget preparations. | 1 | 2 | 3 | 4 | 5 | 9 |
| 34. My input is sought in the decision-making processes that affect my work. | 1 | 2 | 3 | 4 | 5 | 9 |
| 35. Faculty is given the opportunity to provide input into the planning process. | 1 | 2 | 3 | 4 | 5 | 9 |
| 36. Classified Staff is given opportunity to provide input into the planning process. | 1 | 2 | 3 | 4 | 5 | 9 |
| 37. TMCC's administration is supportive of shared governance. | 1 | 2 | 3 | 4 | 5 | 9 |

TMCC's Faculty Senate

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|--|----------------|-------|---------|----------|-------------------|----------------|
| 38. The Faculty Senate represents my interests and concerns. | 1 | 2 | 3 | 4 | 5 | 9 |
| 39. The Faculty Senate empowers faculty to participate in the decision-making process. | 1 | 2 | 3 | 4 | 5 | 9 |
| 40. I effectively participate in the Faculty Senate Committees. | 1 | 2 | 3 | 4 | 5 | 9 |

TMCC's Classified Council

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|--|----------------|-------|---------|----------|-------------------|----------------|
| 41. The Classified Council represents my interests and concerns. | 1 | 2 | 3 | 4 | 5 | 9 |
| 42. The Classified Council empowers staff to participate in the decision-making process. | 1 | 2 | 3 | 4 | 5 | 9 |
| 43. I effectively participate in the Classified Council Committees. | 1 | 2 | 3 | 4 | 5 | 9 |

TMCC's President

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|--|----------------|-------|---------|----------|-------------------|----------------|
| 44. TMCC President effectively addresses the challenges facing the college. | 1 | 2 | 3 | 4 | 5 | 9 |
| 45. TMCC President empowers faculty and staff to participate in decision-making. | 1 | 2 | 3 | 4 | 5 | 9 |
| 46. TMCC President provides effective leadership for TMCC. | 1 | 2 | 3 | 4 | 5 | 9 |

TMCC's President's Cabinet

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|---|----------------|-------|---------|----------|-------------------|----------------|
| 47. The President's Cabinet effectively addresses the challenges facing the college. | 1 | 2 | 3 | 4 | 5 | 9 |
| 48. The President's Cabinet empowers faculty and staff to participate in decision-making. | 1 | 2 | 3 | 4 | 5 | 9 |
| 49. The President's Cabinet provides effective leadership for TMCC. | 1 | 2 | 3 | 4 | 5 | 9 |
| 50. Please enter any comments you may have about TMCC's governance and leadership here: | Open-ended | | | | | |

Page 4 of 4 - Employment Conditions and Expectations

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Not Applicable |
|---|----------------|-------|---------|----------|-------------------|----------------|
| 51. I understand my contractual obligations regarding code of conduct and ethical behavior. | 1 | 2 | 3 | 4 | 5 | 9 |
| 52. I understand my contractual obligations on conflict of interest. | 1 | 2 | 3 | 4 | 5 | 9 |
| 53. I am satisfied with the conditions of my employment at TMCC. | 1 | 2 | 3 | 4 | 5 | 9 |
| 54. There are opportunities for advancement in my field at TMCC. | 1 | 2 | 3 | 4 | 5 | 9 |
| 55. I am satisfied with the criteria for advancement at TMCC. | 1 | 2 | 3 | 4 | 5 | 9 |
| 56. I am provided with opportunities for professional recognition at | 1 | 2 | 3 | 4 | 5 | 9 |

TMCC.

57. My expectations concerning the length of my affiliation with this institutional are to:
1. Work until I retire
 2. Work several years and retire elsewhere
 3. Leave in the near future and retire elsewhere
 4. Other
 5. If other, please specify: (open-ended)
58. The current budget situation negatively impacts the quality of work I do. 1 2 3 4 5 9
59. The current budget situation negatively impacts the morale in my area. 1 2 3 4 5 9
60. The current budget situation negatively impacts my commitment to my work. 1 2 3 4 5 9

Background Information

61. Which of the following best describes your current position?
1. Senior Administrative Faculty (director level and above)
 2. Administrative Faculty
 3. Academic Faculty-Tenured
 4. Academic Faculty-Non-tenured
 5. Academic Faculty-Non-tenured track
 6. Staff
62. Which of the following best describes your current division?
1. Academic Affairs
 2. Finance and Administration
 3. Student Services
 4. Office of the President
63. What is your race/ethnic background? (You may choose more than one)
1. American Indian/Alaska Native
 2. Asian/Pacific Islander
 3. Black/African American
 4. White/Caucasian
 5. Hispanic/Latino
 6. Other
64. Please indicate the highest degree you know hold
1. Associates
 2. Bachelors
 3. Masters
 4. Doctoral
 5. Other
65. How many years have you worked at TMCC?
(open-ended)
66. Please indicate your age.
(open-ended)
67. Are you male female?
1. Male
 2. Female

Frequency Tables

Familiar With TMCC's Educational Mission

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 119 | 35.6 | 37.7 | 37.7 |
| | Agree | 165 | 49.4 | 52.2 | 89.9 |
| | Neutral | 26 | 7.8 | 8.2 | 98.1 |
| | Disagree | 5 | 1.5 | 1.6 | 99.7 |
| | Strongly Disagree | 1 | .3 | .3 | 100.0 |
| | Total | 316 | 94.6 | 100.0 | |
| Missing | Not Applicable | 2 | .6 | | |
| | System | 16 | 4.8 | | |
| | Total | 18 | 5.4 | | |
| Total | | 334 | 100.0 | | |

Familiar With TMCC's Service Mission

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 97 | 29.0 | 30.8 | 30.8 |
| | Agree | 153 | 45.8 | 48.6 | 79.4 |
| | Neutral | 47 | 14.1 | 14.9 | 94.3 |
| | Disagree | 14 | 4.2 | 4.4 | 98.7 |
| | Strongly Disagree | 4 | 1.2 | 1.3 | 100.0 |
| | Total | 315 | 94.3 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 16 | 4.8 | | |
| | Total | 19 | 5.7 | | |
| Total | | 334 | 100.0 | | |

TMCC Has Well Defined Direction/Goals For Future

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 31 | 9.3 | 9.8 | 9.8 |
| | Agree | 135 | 40.4 | 42.9 | 52.7 |
| | Neutral | 89 | 26.6 | 28.3 | 81.0 |
| | Disagree | 40 | 12.0 | 12.7 | 93.7 |
| | Strongly Disagree | 20 | 6.0 | 6.3 | 100.0 |
| | Total | 315 | 94.3 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 16 | 4.8 | | |
| | Total | 19 | 5.7 | | |
| Total | | 334 | 100.0 | | |

TMCC Making Progress To Meet Educational Mission

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 34 | 10.2 | 10.8 | 10.8 |
| | Agree | 147 | 44.0 | 46.8 | 57.6 |
| | Neutral | 95 | 28.4 | 30.3 | 87.9 |
| | Disagree | 31 | 9.3 | 9.9 | 97.8 |
| | Strongly Disagree | 7 | 2.1 | 2.2 | 100.0 |
| | Total | 314 | 94.0 | 100.0 | |
| Missing | Not Applicable | 4 | 1.2 | | |
| | System | 16 | 4.8 | | |
| | Total | 20 | 6.0 | | |
| Total | | 334 | 100.0 | | |

TMCC Making Progress to Meet Service Mission

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 29 | 8.7 | 9.3 | 9.3 |
| | Agree | 135 | 40.4 | 43.1 | 52.4 |
| | Neutral | 110 | 32.9 | 35.1 | 87.5 |
| | Disagree | 29 | 8.7 | 9.3 | 96.8 |
| | Strongly Disagree | 10 | 3.0 | 3.2 | 100.0 |
| | Total | 313 | 93.7 | 100.0 | |
| Missing | Not Applicable | 5 | 1.5 | | |
| | System | 16 | 4.8 | | |
| | Total | 21 | 6.3 | | |
| Total | | 334 | 100.0 | | |

TMCC Has A Shared Sense of Direction

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 17 | 5.1 | 5.4 | 5.4 |
| | Agree | 98 | 29.3 | 31.0 | 36.4 |
| | Neutral | 82 | 24.6 | 25.9 | 62.3 |
| | Disagree | 91 | 27.2 | 28.8 | 91.1 |
| | Strongly Disagree | 28 | 8.4 | 8.9 | 100.0 |
| | Total | 316 | 94.6 | 100.0 | |
| Missing | Not Applicable | 2 | .6 | | |
| | System | 16 | 4.8 | | |
| | Total | 18 | 5.4 | | |
| Total | | 334 | 100.0 | | |

Committed to assessing effective achievement of Educational Mission

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 51 | 15.3 | 16.1 | 16.1 |
| | Agree | 165 | 49.4 | 52.2 | 68.4 |
| | Neutral | 52 | 15.6 | 16.5 | 84.8 |
| | Disagree | 39 | 11.7 | 12.3 | 97.2 |
| | Strongly Disagree | 9 | 2.7 | 2.8 | 100.0 |
| | Total | 316 | 94.6 | 100.0 | |
| Missing | Not Applicable | 2 | .6 | | |
| | System | 16 | 4.8 | | |
| | Total | 18 | 5.4 | | |
| Total | | 334 | 100.0 | | |

Committed to assessing effective achievement of Service Mission

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 38 | 11.4 | 12.1 | 12.1 |
| | Agree | 141 | 42.2 | 45.0 | 57.2 |
| | Neutral | 88 | 26.3 | 28.1 | 85.3 |
| | Disagree | 33 | 9.9 | 10.5 | 95.8 |
| | Strongly Disagree | 13 | 3.9 | 4.2 | 100.0 |
| | Total | 313 | 93.7 | 100.0 | |
| Missing | Not Applicable | 5 | 1.5 | | |
| | System | 16 | 4.8 | | |
| | Total | 21 | 6.3 | | |
| Total | | 334 | 100.0 | | |

I Am Committed to TMCC's Progress & Success

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 219 | 65.6 | 69.1 | 69.1 |
| | Agree | 89 | 26.6 | 28.1 | 97.2 |
| | Neutral | 7 | 2.1 | 2.2 | 99.4 |
| | Disagree | 1 | .3 | .3 | 99.7 |
| | Strongly Disagree | 1 | .3 | .3 | 100.0 |
| | Total | 317 | 94.9 | 100.0 | |
| Missing | Not Applicable | 1 | .3 | | |
| | System | 16 | 4.8 | | |
| | Total | 17 | 5.1 | | |
| Total | | 334 | 100.0 | | |

TMCC Maintains An Atmosphere That Encourages Open Expression Of Ideas

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 42 | 12.6 | 13.2 | 13.2 |
| | Agree | 119 | 35.6 | 37.5 | 50.8 |
| | Neutral | 54 | 16.2 | 17.0 | 67.8 |
| | Disagree | 60 | 18.0 | 18.9 | 86.8 |
| | Strongly Disagree | 42 | 12.6 | 13.2 | 100.0 |
| | Total | 317 | 94.9 | 100.0 | |
| Missing | Not Applicable | 1 | .3 | | |
| | System | 16 | 4.8 | | |
| | Total | 17 | 5.1 | | |
| Total | | 334 | 100.0 | | |

Communication Is Effective Between Faculty & Administration

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 17 | 5.1 | 5.4 | 5.4 |
| | Agree | 67 | 20.1 | 21.5 | 26.9 |
| | Neutral | 88 | 26.3 | 28.2 | 55.1 |
| | Disagree | 80 | 24.0 | 25.6 | 80.8 |
| | Strongly Disagree | 60 | 18.0 | 19.2 | 100.0 |
| | Total | 312 | 93.4 | 100.0 | |
| Missing | Not Applicable | 6 | 1.8 | | |
| | System | 16 | 4.8 | | |
| | Total | 22 | 6.6 | | |
| Total | | 334 | 100.0 | | |

I Get Good ideas About Improving My Work From Whom I Report To

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 60 | 18.0 | 19.1 | 19.1 |
| | Agree | 112 | 33.5 | 35.7 | 54.8 |
| | Neutral | 62 | 18.6 | 19.7 | 74.5 |
| | Disagree | 46 | 13.8 | 14.6 | 89.2 |
| | Strongly Disagree | 34 | 10.2 | 10.8 | 100.0 |
| | Total | 314 | 94.0 | 100.0 | |
| Missing | Not Applicable | 4 | 1.2 | | |
| | System | 16 | 4.8 | | |
| | Total | 20 | 6.0 | | |
| Total | | 334 | 100.0 | | |

My Direct Supervisor Clearly Articulates What Is Expected Of My Work

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 88 | 26.3 | 28.1 | 28.1 |
| | Agree | 107 | 32.0 | 34.2 | 62.3 |
| | Neutral | 54 | 16.2 | 17.3 | 79.6 |
| | Disagree | 30 | 9.0 | 9.6 | 89.1 |
| | Strongly Disagree | 34 | 10.2 | 10.9 | 100.0 |
| | Total | 313 | 93.7 | 100.0 | |
| Missing | Not Applicable | 5 | 1.5 | | |
| | System | 16 | 4.8 | | |
| | Total | 21 | 6.3 | | |
| Total | | 334 | 100.0 | | |

IT, Including Email & The Web, Is Useful Tool For Communication At TMCC

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 168 | 50.3 | 53.0 | 53.0 |
| | Agree | 118 | 35.3 | 37.2 | 90.2 |
| | Neutral | 21 | 6.3 | 6.6 | 96.8 |
| | Disagree | 7 | 2.1 | 2.2 | 99.1 |
| | Strongly Disagree | 3 | .9 | .9 | 100.0 |
| | Total | 317 | 94.9 | 100.0 | |
| Missing | Not Applicable | 1 | .3 | | |
| | System | 16 | 4.8 | | |
| | Total | 17 | 5.1 | | |
| Total | | 334 | 100.0 | | |

TMCC Promotes Respect For Diversity

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 96 | 28.7 | 30.8 | 30.8 |
| | Agree | 160 | 47.9 | 51.3 | 82.1 |
| | Neutral | 38 | 11.4 | 12.2 | 94.2 |
| | Disagree | 15 | 4.5 | 4.8 | 99.0 |
| | Strongly Disagree | 3 | .9 | 1.0 | 100.0 |
| | Total | 312 | 93.4 | 100.0 | |
| Missing | Not Applicable | 5 | 1.5 | | |
| | System | 17 | 5.1 | | |
| | Total | 22 | 6.6 | | |
| Total | | 334 | 100.0 | | |

Environment That Supports Collaboration & Shared Responsibilities Between Employees

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 33 | 9.9 | 10.4 | 10.4 |
| | Agree | 128 | 38.3 | 40.5 | 50.9 |
| | Neutral | 65 | 19.5 | 20.6 | 71.5 |
| | Disagree | 60 | 18.0 | 19.0 | 90.5 |
| | Strongly Disagree | 30 | 9.0 | 9.5 | 100.0 |
| | Total | 316 | 94.6 | 100.0 | |
| Missing | Not Applicable | 1 | .3 | | |
| | System | 17 | 5.1 | | |
| | Total | 18 | 5.4 | | |
| Total | | 334 | 100.0 | | |

Adequate Training Available To Me To Improve Job Related Knowledge & Skills

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 54 | 16.2 | 17.1 | 17.1 |
| | Agree | 121 | 36.2 | 38.4 | 55.6 |
| | Neutral | 60 | 18.0 | 19.0 | 74.6 |
| | Disagree | 52 | 15.6 | 16.5 | 91.1 |
| | Strongly Disagree | 28 | 8.4 | 8.9 | 100.0 |
| | Total | 315 | 94.3 | 100.0 | |
| Missing | Not Applicable | 2 | .6 | | |
| | System | 17 | 5.1 | | |
| | Total | 19 | 5.7 | | |
| Total | | 334 | 100.0 | | |

Adequate mentoring & Support are Available To Help Me Advance Within

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 33 | 9.9 | 10.6 | 10.6 |
| | Agree | 95 | 28.4 | 30.6 | 41.3 |
| | Neutral | 69 | 20.7 | 22.3 | 63.5 |
| | Disagree | 79 | 23.7 | 25.5 | 89.0 |
| | Strongly Disagree | 34 | 10.2 | 11.0 | 100.0 |
| | Total | 310 | 92.8 | 100.0 | |
| Missing | Not Applicable | 7 | 2.1 | | |
| | System | 17 | 5.1 | | |
| | Total | 24 | 7.2 | | |
| Total | | 334 | 100.0 | | |

Effective Process For Evaluation Of My Work & My Immediate Supervisor

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 58 | 17.4 | 18.5 | 18.5 |
| | Agree | 137 | 41.0 | 43.6 | 62.1 |
| | Neutral | 55 | 16.5 | 17.5 | 79.6 |
| | Disagree | 38 | 11.4 | 12.1 | 91.7 |
| | Strongly Disagree | 26 | 7.8 | 8.3 | 100.0 |
| | Total | 314 | 94.0 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 17 | 5.1 | | |
| | Total | 20 | 6.0 | | |
| Total | | 334 | 100.0 | | |

Effective Process For Evaluation Of My Work By the Appointing Authority

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 32 | 9.6 | 10.6 | 10.6 |
| | Agree | 96 | 28.7 | 31.9 | 42.5 |
| | Neutral | 85 | 25.4 | 28.2 | 70.8 |
| | Disagree | 56 | 16.8 | 18.6 | 89.4 |
| | Strongly Disagree | 32 | 9.6 | 10.6 | 100.0 |
| | Total | 301 | 90.1 | 100.0 | |
| Missing | Not Applicable | 16 | 4.8 | | |
| | System | 17 | 5.1 | | |
| | Total | 33 | 9.9 | | |
| Total | | 334 | 100.0 | | |

Effective Process For Evaluation Of My Work By My Students

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 31 | 9.3 | 13.6 | 13.6 |
| | Agree | 93 | 27.8 | 40.8 | 54.4 |
| | Neutral | 58 | 17.4 | 25.4 | 79.8 |
| | Disagree | 30 | 9.0 | 13.2 | 93.0 |
| | Strongly Disagree | 16 | 4.8 | 7.0 | 100.0 |
| | Total | 228 | 68.3 | 100.0 | |
| Missing | Not Applicable | 89 | 26.6 | | |
| | System | 17 | 5.1 | | |
| | Total | 106 | 31.7 | | |
| Total | | 334 | 100.0 | | |

Effective Process For Evaluation Of My Work By My Peers/Colleagues

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 18 | 5.4 | 6.5 | 6.5 |
| | Agree | 96 | 28.7 | 34.4 | 40.9 |
| | Neutral | 82 | 24.6 | 29.4 | 70.3 |
| | Disagree | 57 | 17.1 | 20.4 | 90.7 |
| | Strongly Disagree | 26 | 7.8 | 9.3 | 100.0 |
| | Total | 279 | 83.5 | 100.0 | |
| Missing | Not Applicable | 38 | 11.4 | | |
| | System | 17 | 5.1 | | |
| | Total | 55 | 16.5 | | |
| Total | | 334 | 100.0 | | |

I Often Feel That My Knowledge & Skills Are Underutilized

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 57 | 17.1 | 18.2 | 18.2 |
| | Agree | 85 | 25.4 | 27.1 | 45.2 |
| | Neutral | 68 | 20.4 | 21.7 | 66.9 |
| | Disagree | 73 | 21.9 | 23.2 | 90.1 |
| | Strongly Disagree | 31 | 9.3 | 9.9 | 100.0 |
| | Total | 314 | 94.0 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 17 | 5.1 | | |
| | Total | 20 | 6.0 | | |
| Total | | 334 | 100.0 | | |

I Have Necessary Tools & Equipment To Do High Quality Work Efficiently

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 68 | 20.4 | 21.5 | 21.5 |
| | Agree | 151 | 45.2 | 47.8 | 69.3 |
| | Neutral | 42 | 12.6 | 13.3 | 82.6 |
| | Disagree | 41 | 12.3 | 13.0 | 95.6 |
| | Strongly Disagree | 14 | 4.2 | 4.4 | 100.0 |
| | Total | 316 | 94.6 | 100.0 | |
| Missing | Not Applicable | 1 | .3 | | |
| | System | 17 | 5.1 | | |
| | Total | 18 | 5.4 | | |
| Total | | 334 | 100.0 | | |

My Opinions Are Considered When Decisions Are Made that Affect My Work

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 29 | 8.7 | 9.2 | 9.2 |
| | Agree | 124 | 37.1 | 39.5 | 48.7 |
| | Neutral | 58 | 17.4 | 18.5 | 67.2 |
| | Disagree | 59 | 17.7 | 18.8 | 86.0 |
| | Strongly Disagree | 44 | 13.2 | 14.0 | 100.0 |
| | Total | 314 | 94.0 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 17 | 5.1 | | |
| | Total | 20 | 6.0 | | |
| Total | | 334 | 100.0 | | |

TMCC Provides a Social Climate Sensitive To Diversity

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 75 | 22.5 | 23.9 | 23.9 |
| | Agree | 157 | 47.0 | 50.0 | 73.9 |
| | Neutral | 55 | 16.5 | 17.5 | 91.4 |
| | Disagree | 16 | 4.8 | 5.1 | 96.5 |
| | Strongly Disagree | 11 | 3.3 | 3.5 | 100.0 |
| | Total | 314 | 94.0 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 17 | 5.1 | | |
| | Total | 20 | 6.0 | | |
| Total | | 334 | 100.0 | | |

TMCC Provides a Social Climate Sensitive To Gender Quality

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 74 | 22.2 | 23.6 | 23.6 |
| | Agree | 150 | 44.9 | 47.8 | 71.3 |
| | Neutral | 64 | 19.2 | 20.4 | 91.7 |
| | Disagree | 19 | 5.7 | 6.1 | 97.8 |
| | Strongly Disagree | 7 | 2.1 | 2.2 | 100.0 |
| | Total | 314 | 94.0 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 17 | 5.1 | | |
| | Total | 20 | 6.0 | | |
| Total | | 334 | 100.0 | | |

TMCC Provides a Social Climate Sensitive To Sexual Orientation

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 60 | 18.0 | 19.4 | 19.4 |
| | Agree | 149 | 44.6 | 48.1 | 67.4 |
| | Neutral | 76 | 22.8 | 24.5 | 91.9 |
| | Disagree | 19 | 5.7 | 6.1 | 98.1 |
| | Strongly Disagree | 6 | 1.8 | 1.9 | 100.0 |
| | Total | 310 | 92.8 | 100.0 | |
| Missing | Not Applicable | 7 | 2.1 | | |
| | System | 17 | 5.1 | | |
| | Total | 24 | 7.2 | | |
| Total | | 334 | 100.0 | | |

I Feel Safe On Campus

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 91 | 27.2 | 28.8 | 28.8 |
| | Agree | 185 | 55.4 | 58.5 | 87.3 |
| | Neutral | 29 | 8.7 | 9.2 | 96.5 |
| | Disagree | 9 | 2.7 | 2.8 | 99.4 |
| | Strongly Disagree | 2 | .6 | .6 | 100.0 |
| | Total | 316 | 94.6 | 100.0 | |
| Missing | Not Applicable | 1 | .3 | | |
| | System | 17 | 5.1 | | |
| | Total | 18 | 5.4 | | |
| Total | | 334 | 100.0 | | |

I Have Opportunities To Be Involved In Policy Development

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 25 | 7.5 | 8.3 | 8.3 |
| | Agree | 135 | 40.4 | 44.9 | 53.2 |
| | Neutral | 62 | 18.6 | 20.6 | 73.8 |
| | Disagree | 51 | 15.3 | 16.9 | 90.7 |
| | Strongly Disagree | 28 | 8.4 | 9.3 | 100.0 |
| | Total | 301 | 90.1 | 100.0 | |
| Missing | Not Applicable | 13 | 3.9 | | |
| | System | 20 | 6.0 | | |
| | Total | 33 | 9.9 | | |
| Total | | 334 | 100.0 | | |

I Have Opportunities To Be Involved In Budget Preparations

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 21 | 6.3 | 7.2 | 7.2 |
| | Agree | 78 | 23.4 | 26.9 | 34.1 |
| | Neutral | 65 | 19.5 | 22.4 | 56.6 |
| | Disagree | 94 | 28.1 | 32.4 | 89.0 |
| | Strongly Disagree | 32 | 9.6 | 11.0 | 100.0 |
| | Total | 290 | 86.8 | 100.0 | |
| Missing | Not Applicable | 24 | 7.2 | | |
| | System | 20 | 6.0 | | |
| | Total | 44 | 13.2 | | |
| Total | | 334 | 100.0 | | |

My Input Is Sought In The Decision-Making Processes That Affect My Work

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 27 | 8.1 | 8.7 | 8.7 |
| | Agree | 130 | 38.9 | 41.9 | 50.6 |
| | Neutral | 53 | 15.9 | 17.1 | 67.7 |
| | Disagree | 60 | 18.0 | 19.4 | 87.1 |
| | Strongly Disagree | 40 | 12.0 | 12.9 | 100.0 |
| | Total | 310 | 92.8 | 100.0 | |
| Missing | Not Applicable | 4 | 1.2 | | |
| | System | 20 | 6.0 | | |
| | Total | 24 | 7.2 | | |
| Total | | 334 | 100.0 | | |

Faculty Is Given The Opportunity To Provide Input Into The Planning Process

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 16 | 4.8 | 6.3 | 6.3 |
| | Agree | 135 | 40.4 | 52.9 | 59.2 |
| | Neutral | 74 | 22.2 | 29.0 | 88.2 |
| | Disagree | 23 | 6.9 | 9.0 | 97.3 |
| | Strongly Disagree | 7 | 2.1 | 2.7 | 100.0 |
| | Total | 255 | 76.3 | 100.0 | |
| Missing | Not Applicable | 59 | 17.7 | | |
| | System | 20 | 6.0 | | |
| | Total | 79 | 23.7 | | |
| Total | | 334 | 100.0 | | |

Classified Staff Is Given The Opportunity To Provide Input Into The Planning Process

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 10 | 3.0 | 3.9 | 3.9 |
| | Agree | 82 | 24.6 | 32.2 | 36.1 |
| | Neutral | 102 | 30.5 | 40.0 | 76.1 |
| | Disagree | 37 | 11.1 | 14.5 | 90.6 |
| | Strongly Disagree | 24 | 7.2 | 9.4 | 100.0 |
| | Total | 255 | 76.3 | 100.0 | |
| Missing | Not Applicable | 59 | 17.7 | | |
| | System | 20 | 6.0 | | |
| | Total | 79 | 23.7 | | |
| Total | | 334 | 100.0 | | |

TMCC's Administration Is Supportive Of Shared Governance

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 21 | 6.3 | 6.8 | 6.8 |
| | Agree | 113 | 33.8 | 36.6 | 43.4 |
| | Neutral | 111 | 33.2 | 35.9 | 79.3 |
| | Disagree | 37 | 11.1 | 12.0 | 91.3 |
| | Strongly Disagree | 27 | 8.1 | 8.7 | 100.0 |
| | Total | 309 | 92.5 | 100.0 | |
| Missing | Not Applicable | 5 | 1.5 | | |
| | System | 20 | 6.0 | | |
| | Total | 25 | 7.5 | | |
| Total | | 334 | 100.0 | | |

Faculty Senate Represents My Interests & Concerns

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 15 | 4.5 | 6.8 | 6.8 |
| | Agree | 69 | 20.7 | 31.2 | 38.0 |
| | Neutral | 84 | 25.1 | 38.0 | 76.0 |
| | Disagree | 28 | 8.4 | 12.7 | 88.7 |
| | Strongly Disagree | 25 | 7.5 | 11.3 | 100.0 |
| | Total | 221 | 66.2 | 100.0 | |
| Missing | Not Applicable | 93 | 27.8 | | |
| | System | 20 | 6.0 | | |
| | Total | 113 | 33.8 | | |
| Total | | 334 | 100.0 | | |

Faculty Senate Empowers Faculty To Participate In The Decision-Making Process

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 18 | 5.4 | 7.9 | 7.9 |
| | Agree | 77 | 23.1 | 33.9 | 41.9 |
| | Neutral | 86 | 25.7 | 37.9 | 79.7 |
| | Disagree | 27 | 8.1 | 11.9 | 91.6 |
| | Strongly Disagree | 19 | 5.7 | 8.4 | 100.0 |
| | Total | 227 | 68.0 | 100.0 | |
| Missing | Not Applicable | 87 | 26.0 | | |
| | System | 20 | 6.0 | | |
| | Total | 107 | 32.0 | | |
| Total | | 334 | 100.0 | | |

I Effectively Participate In The Faculty Senate Committees

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 29 | 8.7 | 14.5 | 14.5 |
| | Agree | 61 | 18.3 | 30.5 | 45.0 |
| | Neutral | 73 | 21.9 | 36.5 | 81.5 |
| | Disagree | 24 | 7.2 | 12.0 | 93.5 |
| | Strongly Disagree | 13 | 3.9 | 6.5 | 100.0 |
| | Total | 200 | 59.9 | 100.0 | |
| Missing | Not Applicable | 114 | 34.1 | | |
| | System | 20 | 6.0 | | |
| | Total | 134 | 40.1 | | |
| Total | | 334 | 100.0 | | |

Classified Council Represents My Interests & Concerns

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 12 | 3.6 | 7.7 | 7.7 |
| | Agree | 48 | 14.4 | 30.8 | 38.5 |
| | Neutral | 77 | 23.1 | 49.4 | 87.8 |
| | Disagree | 11 | 3.3 | 7.1 | 94.9 |
| | Strongly Disagree | 8 | 2.4 | 5.1 | 100.0 |
| | Total | 156 | 46.7 | 100.0 | |
| Missing | Not Applicable | 158 | 47.3 | | |
| | System | 20 | 6.0 | | |
| | Total | 178 | 53.3 | | |
| Total | | 334 | 100.0 | | |

Classified Council Empowers Staff To Participate In The Decision-Making Process

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 13 | 3.9 | 7.7 | 7.7 |
| | Agree | 55 | 16.5 | 32.5 | 40.2 |
| | Neutral | 77 | 23.1 | 45.6 | 85.8 |
| | Disagree | 13 | 3.9 | 7.7 | 93.5 |
| | Strongly Disagree | 11 | 3.3 | 6.5 | 100.0 |
| | Total | 169 | 50.6 | 100.0 | |
| Missing | Not Applicable | 145 | 43.4 | | |
| | System | 20 | 6.0 | | |
| | Total | 165 | 49.4 | | |
| Total | | 334 | 100.0 | | |

I Effectively Participate In The Classified Council Committees

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 8 | 2.4 | 5.6 | 5.6 |
| | Agree | 28 | 8.4 | 19.6 | 25.2 |
| | Neutral | 74 | 22.2 | 51.7 | 76.9 |
| | Disagree | 26 | 7.8 | 18.2 | 95.1 |
| | Strongly Disagree | 7 | 2.1 | 4.9 | 100.0 |
| | Total | 143 | 42.8 | 100.0 | |
| Missing | Not Applicable | 171 | 51.2 | | |
| | System | 20 | 6.0 | | |
| | Total | 191 | 57.2 | | |
| Total | | 334 | 100.0 | | |

President Effectively Addresses The Challenges Facing The College

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 58 | 17.4 | 18.9 | 18.9 |
| | Agree | 158 | 47.3 | 51.5 | 70.4 |
| | Neutral | 68 | 20.4 | 22.1 | 92.5 |
| | Disagree | 15 | 4.5 | 4.9 | 97.4 |
| | Strongly Disagree | 8 | 2.4 | 2.6 | 100.0 |
| | Total | 307 | 91.9 | 100.0 | |
| Missing | Not Applicable | 7 | 2.1 | | |
| | System | 20 | 6.0 | | |
| | Total | 27 | 8.1 | | |
| Total | | 334 | 100.0 | | |

President Empowers Faculty and Staff To Participate In Decision-Making

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 46 | 13.8 | 15.2 | 15.2 |
| | Agree | 115 | 34.4 | 38.1 | 53.3 |
| | Neutral | 99 | 29.6 | 32.8 | 86.1 |
| | Disagree | 27 | 8.1 | 8.9 | 95.0 |
| | Strongly Disagree | 15 | 4.5 | 5.0 | 100.0 |
| | Total | 302 | 90.4 | 100.0 | |
| Missing | Not Applicable | 12 | 3.6 | | |
| | System | 20 | 6.0 | | |
| | Total | 32 | 9.6 | | |
| Total | | 334 | 100.0 | | |

President Provides Effective Leadership for TMCC

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 55 | 16.5 | 17.8 | 17.8 |
| | Agree | 127 | 38.0 | 41.1 | 58.9 |
| | Neutral | 99 | 29.6 | 32.0 | 90.9 |
| | Disagree | 16 | 4.8 | 5.2 | 96.1 |
| | Strongly Disagree | 12 | 3.6 | 3.9 | 100.0 |
| | Total | 309 | 92.5 | 100.0 | |
| Missing | Not Applicable | 5 | 1.5 | | |
| | System | 20 | 6.0 | | |
| | Total | 25 | 7.5 | | |
| Total | | 334 | 100.0 | | |

Presidents Cabinet Effectively Addresses The Challenges Facing The College

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 17 | 5.1 | 5.9 | 5.9 |
| | Agree | 95 | 28.4 | 32.9 | 38.8 |
| | Neutral | 137 | 41.0 | 47.4 | 86.2 |
| | Disagree | 28 | 8.4 | 9.7 | 95.8 |
| | Strongly Disagree | 12 | 3.6 | 4.2 | 100.0 |
| | Total | 289 | 86.5 | 100.0 | |
| Missing | Not Applicable | 25 | 7.5 | | |
| | System | 20 | 6.0 | | |
| | Total | 45 | 13.5 | | |
| Total | | 334 | 100.0 | | |

Presidents Cabinet Empowers Faculty and Staff To Participate In Decision-Making

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 11 | 3.3 | 3.8 | 3.8 |
| | Agree | 65 | 19.5 | 22.6 | 26.4 |
| | Neutral | 135 | 40.4 | 46.9 | 73.3 |
| | Disagree | 55 | 16.5 | 19.1 | 92.4 |
| | Strongly Disagree | 22 | 6.6 | 7.6 | 100.0 |
| | Total | 288 | 86.2 | 100.0 | |
| Missing | Not Applicable | 26 | 7.8 | | |
| | System | 20 | 6.0 | | |
| | Total | 46 | 13.8 | | |
| Total | | 334 | 100.0 | | |

Presidents Cabinet Provides Effective Leadership for TMCC

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 18 | 5.4 | 6.2 | 6.2 |
| | Agree | 82 | 24.6 | 28.2 | 34.4 |
| | Neutral | 135 | 40.4 | 46.4 | 80.8 |
| | Disagree | 38 | 11.4 | 13.1 | 93.8 |
| | Strongly Disagree | 18 | 5.4 | 6.2 | 100.0 |
| | Total | 291 | 87.1 | 100.0 | |
| Missing | Not Applicable | 23 | 6.9 | | |
| | System | 20 | 6.0 | | |
| | Total | 43 | 12.9 | | |
| Total | | 334 | 100.0 | | |

I Understand Contractual Obligations Regarding Code of Conduct & Ethical Behavior

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|----------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 168 | 50.3 | 55.3 | 55.3 |
| | Agree | 126 | 37.7 | 41.4 | 96.7 |
| | Neutral | 9 | 2.7 | 3.0 | 99.7 |
| | Disagree | 1 | .3 | .3 | 100.0 |
| | Total | 304 | 91.0 | 100.0 | |
| Missing | Not Applicable | 1 | .3 | | |
| | System | 29 | 8.7 | | |
| | Total | 30 | 9.0 | | |
| Total | | 334 | 100.0 | | |

I Understand Contractual Obligations on Conflict of Interest

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 138 | 41.3 | 45.8 | 45.8 |
| | Agree | 134 | 40.1 | 44.5 | 90.4 |
| | Neutral | 17 | 5.1 | 5.6 | 96.0 |
| | Disagree | 11 | 3.3 | 3.7 | 99.7 |
| | Strongly Disagree | 1 | .3 | .3 | 100.0 |
| | Total | 301 | 90.1 | 100.0 | |
| Missing | Not Applicable | 4 | 1.2 | | |
| | System | 29 | 8.7 | | |
| | Total | 33 | 9.9 | | |
| Total | | 334 | 100.0 | | |

I'm Satisfied With Conditions Of My Employment At TMCC

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 73 | 21.9 | 24.0 | 24.0 |
| | Agree | 132 | 39.5 | 43.4 | 67.4 |
| | Neutral | 62 | 18.6 | 20.4 | 87.8 |
| | Disagree | 27 | 8.1 | 8.9 | 96.7 |
| | Strongly Disagree | 10 | 3.0 | 3.3 | 100.0 |
| | Total | 304 | 91.0 | 100.0 | |
| Missing | Not Applicable | 1 | .3 | | |
| | System | 29 | 8.7 | | |
| | Total | 30 | 9.0 | | |
| Total | | 334 | 100.0 | | |

There are Opportunities for Advancement In My field At TMCC

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 32 | 9.6 | 10.6 | 10.6 |
| | Agree | 60 | 18.0 | 19.9 | 30.5 |
| | Neutral | 77 | 23.1 | 25.5 | 56.0 |
| | Disagree | 87 | 26.0 | 28.8 | 84.8 |
| | Strongly Disagree | 46 | 13.8 | 15.2 | 100.0 |
| | Total | 302 | 90.4 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 29 | 8.7 | | |
| | Total | 32 | 9.6 | | |
| Total | | 334 | 100.0 | | |

I'm Satisfied With the Criteria for Advancement At TMCC

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 26 | 7.8 | 8.8 | 8.8 |
| | Agree | 70 | 21.0 | 23.6 | 32.3 |
| | Neutral | 95 | 28.4 | 32.0 | 64.3 |
| | Disagree | 65 | 19.5 | 21.9 | 86.2 |
| | Strongly Disagree | 41 | 12.3 | 13.8 | 100.0 |
| | Total | 297 | 88.9 | 100.0 | |
| Missing | Not Applicable | 8 | 2.4 | | |
| | System | 29 | 8.7 | | |
| | Total | 37 | 11.1 | | |
| Total | | 334 | 100.0 | | |

I'm Provided With Opportunities For Professional Recognition At TMCC

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 45 | 13.5 | 15.3 | 15.3 |
| | Agree | 108 | 32.3 | 36.7 | 52.0 |
| | Neutral | 73 | 21.9 | 24.8 | 76.9 |
| | Disagree | 45 | 13.5 | 15.3 | 92.2 |
| | Strongly Disagree | 23 | 6.9 | 7.8 | 100.0 |
| | Total | 294 | 88.0 | 100.0 | |
| Missing | Not Applicable | 11 | 3.3 | | |
| | System | 29 | 8.7 | | |
| | Total | 40 | 12.0 | | |
| Total | | 334 | 100.0 | | |

My Expectations Concerning The Length Of My Affiliation Are To:

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|---|-----------|---------|---------------|--------------------|
| Valid | Work until I retire | 228 | 68.3 | 75.0 | 75.0 |
| | Work several years & retire elsewhere | 29 | 8.7 | 9.5 | 84.5 |
| | Leave in the near future & retire elsewhere | 16 | 4.8 | 5.3 | 89.8 |
| | Other | 31 | 9.3 | 10.2 | 100.0 |
| | Total | 304 | 91.0 | 100.0 | |
| Missing | System | 30 | 9.0 | | |
| Total | | 334 | 100.0 | | |

Current Budget Situation Negatively Impacts The Quality Of Work I Do(r)

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 47 | 14.1 | 15.6 | 15.6 |
| | Agree | 74 | 22.2 | 24.5 | 40.1 |
| | Neutral | 53 | 15.9 | 17.5 | 57.6 |
| | Disagree | 69 | 20.7 | 22.8 | 80.5 |
| | Strongly Disagree | 59 | 17.7 | 19.5 | 100.0 |
| | Total | 302 | 90.4 | 100.0 | |
| Missing | Not Applicable | 3 | .9 | | |
| | System | 29 | 8.7 | | |
| | Total | 32 | 9.6 | | |
| Total | | 334 | 100.0 | | |

Current Budget Situation Negatively Impacts The Morale In My Area(r)

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 92 | 27.5 | 30.2 | 30.2 |
| | Agree | 116 | 34.7 | 38.0 | 68.2 |
| | Neutral | 36 | 10.8 | 11.8 | 80.0 |
| | Disagree | 43 | 12.9 | 14.1 | 94.1 |
| | Strongly Disagree | 18 | 5.4 | 5.9 | 100.0 |
| | Total | 305 | 91.3 | 100.0 | |
| Missing | System | 29 | 8.7 | | |
| Total | | 334 | 100.0 | | |

Current Budget Situation Negatively Impacts My Commitment To My Work(r)

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly Agree | 16 | 4.8 | 5.3 | 5.3 |
| | Agree | 29 | 8.7 | 9.6 | 15.0 |
| | Neutral | 40 | 12.0 | 13.3 | 28.2 |
| | Disagree | 92 | 27.5 | 30.6 | 58.8 |
| | Strongly Disagree | 124 | 37.1 | 41.2 | 100.0 |
| | Total | 301 | 90.1 | 100.0 | |
| Missing | Not Applicable | 4 | 1.2 | | |
| | System | 29 | 8.7 | | |
| | Total | 33 | 9.9 | | |
| Total | | 334 | 100.0 | | |

Position

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------------------------|-----------|---------|---------------|--------------------|
| Valid | Senior Admin. Faculty | 25 | 7.5 | 8.3 | 8.3 |
| | Administrative Faculty | 50 | 15.0 | 16.6 | 24.8 |
| | Academic Faculty - Tenured | 94 | 28.1 | 31.1 | 56.0 |
| | Academic Faculty - Non-tenured | 27 | 8.1 | 8.9 | 64.9 |
| | Academic Faculty - Non-tenure track | 5 | 1.5 | 1.7 | 66.6 |
| | Staff | 101 | 30.2 | 33.4 | 100.0 |
| | Total | 302 | 90.4 | 100.0 | |
| Missing | System | 32 | 9.6 | | |
| Total | | 334 | 100.0 | | |

Division

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Academic Affairs | 160 | 47.9 | 53.0 | 53.0 |
| | Finance and Administration | 47 | 14.1 | 15.6 | 68.5 |
| | Student Services | 72 | 21.6 | 23.8 | 92.4 |
| | Office of the President | 23 | 6.9 | 7.6 | 100.0 |
| | Total | 302 | 90.4 | 100.0 | |
| Missing | System | 32 | 9.6 | | |
| Total | | 334 | 100.0 | | |

Race-American Indian/Alaska Native

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 13 | 3.9 | 3.9 | 3.9 |
| | No | 321 | 96.1 | 96.1 | 100.0 |
| | Total | 334 | 100.0 | 100.0 | |

Asian/Pacific Islander

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 5 | 1.5 | 1.5 | 1.5 |
| | No | 329 | 98.5 | 98.5 | 100.0 |
| | Total | 334 | 100.0 | 100.0 | |

Black/African American

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 3 | .9 | .9 | .9 |
| | No | 331 | 99.1 | 99.1 | 100.0 |
| | Total | 334 | 100.0 | 100.0 | |

White/Caucasian

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 246 | 73.7 | 73.7 | 73.7 |
| | No | 88 | 26.3 | 26.3 | 100.0 |
| | Total | 334 | 100.0 | 100.0 | |

Hispanic/Latino

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 20 | 6.0 | 6.0 | 6.0 |
| | No | 314 | 94.0 | 94.0 | 100.0 |
| | Total | 334 | 100.0 | 100.0 | |

Other - Race

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | Yes | 29 | 8.7 | 8.7 | 8.7 |
| | No | 305 | 91.3 | 91.3 | 100.0 |
| | Total | 334 | 100.0 | 100.0 | |

Education

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|------------|-----------|---------|---------------|--------------------|
| Valid | Associates | 49 | 14.7 | 16.2 | 16.2 |
| | Bachelors | 52 | 15.6 | 17.2 | 33.3 |
| | Masters | 108 | 32.3 | 35.6 | 69.0 |
| | Doctoral | 46 | 13.8 | 15.2 | 84.2 |
| | Other | 48 | 14.4 | 15.8 | 100.0 |
| | Total | 303 | 90.7 | 100.0 | |
| Missing | System | 31 | 9.3 | | |
| Total | | 334 | 100.0 | | |

Years Worked At TMCC

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | 1 | 11 | 3.3 | 3.8 | 3.8 |
| | 2 | 24 | 7.2 | 8.4 | 12.2 |
| | 3 | 22 | 6.6 | 7.7 | 19.9 |
| | 4 | 21 | 6.3 | 7.3 | 27.3 |
| | 5 | 25 | 7.5 | 8.7 | 36.0 |
| | 6 | 11 | 3.3 | 3.8 | 39.9 |
| | 7 | 13 | 3.9 | 4.5 | 44.4 |
| | 8 | 10 | 3.0 | 3.5 | 47.9 |
| | 9 | 6 | 1.8 | 2.1 | 50.0 |
| | 10 | 32 | 9.6 | 11.2 | 61.2 |
| | 11 | 14 | 4.2 | 4.9 | 66.1 |
| | 12 | 11 | 3.3 | 3.8 | 69.9 |
| | 13 | 12 | 3.6 | 4.2 | 74.1 |
| | 14 | 5 | 1.5 | 1.7 | 75.9 |
| | 15 | 19 | 5.7 | 6.6 | 82.5 |
| | 16 | 2 | .6 | .7 | 83.2 |
| | 17 | 8 | 2.4 | 2.8 | 86.0 |
| | 18 | 4 | 1.2 | 1.4 | 87.4 |
| | 19 | 4 | 1.2 | 1.4 | 88.8 |
| | 20 | 9 | 2.7 | 3.1 | 92.0 |
| | 21 | 5 | 1.5 | 1.7 | 93.7 |
| | 22 | 4 | 1.2 | 1.4 | 95.1 |
| | 23 | 3 | .9 | 1.0 | 96.2 |
| | 24 | 3 | .9 | 1.0 | 97.2 |
| | 25 | 2 | .6 | .7 | 97.9 |
| | 26 | 1 | .3 | .3 | 98.3 |
| | 27 | 1 | .3 | .3 | 98.6 |
| | 28 | 1 | .3 | .3 | 99.0 |
| | 30 | 2 | .6 | .7 | 99.7 |
| | 31 | 1 | .3 | .3 | 100.0 |
| | Total | 286 | 85.6 | 100.0 | |
| Missing | System | 48 | 14.4 | | |
| Total | | 334 | 100.0 | | |

Age

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 22 | 1 | .3 | .4 | .4 |
| | 23 | 1 | .3 | .4 | .8 |
| | 27 | 2 | .6 | .8 | 1.6 |
| | 28 | 3 | .9 | 1.2 | 2.7 |
| | 30 | 6 | 1.8 | 2.3 | 5.0 |
| | 31 | 4 | 1.2 | 1.6 | 6.6 |
| | 32 | 7 | 2.1 | 2.7 | 9.3 |
| | 33 | 4 | 1.2 | 1.6 | 10.9 |
| | 34 | 5 | 1.5 | 1.9 | 12.8 |
| | 35 | 4 | 1.2 | 1.6 | 14.3 |
| | 36 | 6 | 1.8 | 2.3 | 16.7 |
| | 37 | 8 | 2.4 | 3.1 | 19.8 |
| | 38 | 4 | 1.2 | 1.6 | 21.3 |
| | 39 | 6 | 1.8 | 2.3 | 23.6 |
| | 40 | 10 | 3.0 | 3.9 | 27.5 |
| | 41 | 2 | .6 | .8 | 28.3 |
| | 42 | 8 | 2.4 | 3.1 | 31.4 |
| | 43 | 3 | .9 | 1.2 | 32.6 |
| | 44 | 7 | 2.1 | 2.7 | 35.3 |
| | 45 | 6 | 1.8 | 2.3 | 37.6 |
| | 46 | 8 | 2.4 | 3.1 | 40.7 |
| | 47 | 5 | 1.5 | 1.9 | 42.6 |
| | 48 | 10 | 3.0 | 3.9 | 46.5 |
| | 49 | 4 | 1.2 | 1.6 | 48.1 |

Age table continued on next page.

Age

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| 50 | 14 | 4.2 | 5.4 | 53.5 |
| 51 | 9 | 2.7 | 3.5 | 57.0 |
| 52 | 9 | 2.7 | 3.5 | 60.5 |
| 53 | 16 | 4.8 | 6.2 | 66.7 |
| 54 | 12 | 3.6 | 4.7 | 71.3 |
| 55 | 14 | 4.2 | 5.4 | 76.7 |
| 56 | 4 | 1.2 | 1.6 | 78.3 |
| 57 | 11 | 3.3 | 4.3 | 82.6 |
| 58 | 6 | 1.8 | 2.3 | 84.9 |
| 59 | 8 | 2.4 | 3.1 | 88.0 |
| 60 | 9 | 2.7 | 3.5 | 91.5 |
| 61 | 5 | 1.5 | 1.9 | 93.4 |
| 62 | 6 | 1.8 | 2.3 | 95.7 |
| 63 | 4 | 1.2 | 1.6 | 97.3 |
| 64 | 4 | 1.2 | 1.6 | 98.8 |
| 66 | 2 | .6 | .8 | 99.6 |
| 76 | 1 | .3 | .4 | 100.0 |
| Total | 258 | 77.2 | 100.0 | |
| Missing System | 76 | 22.8 | | |
| Total | 334 | 100.0 | | |

Gender

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid Male | 125 | 37.4 | 41.3 | 41.3 |
| Female | 178 | 53.3 | 58.7 | 100.0 |
| Total | 303 | 90.7 | 100.0 | |
| Missing 99 | 31 | 9.3 | | |
| Total | 334 | 100.0 | | |

Crosstabs

Crosstab

| | | | Familiar With TMCC's Educational Mission | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 189 | 3 | 9 | 201 |
| | | % within Position recode | 94.0% | 1.5% | 4.5% | 100.0% |
| | | % within Familiar With TMCC's Educational Mission | 69.0% | 50.0% | 42.9% | 66.8% |
| | | % of Total | 62.8% | 1.0% | 3.0% | 66.8% |
| Total | Staff | Count | 85 | 3 | 12 | 100 |
| | | % within Position recode | 85.0% | 3.0% | 12.0% | 100.0% |
| | | % within Familiar With TMCC's Educational Mission | 31.0% | 50.0% | 57.1% | 33.2% |
| | | % of Total | 28.2% | 1.0% | 4.0% | 33.2% |
| Total | | Count | 274 | 6 | 21 | 301 |
| | | % within Position recode | 91.0% | 2.0% | 7.0% | 100.0% |
| | | % within Familiar With TMCC's Educational Mission | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 91.0% | 2.0% | 7.0% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 6.776 | 2 | .034 |
| Likelihood Ratio | 6.355 | 2 | .042 |
| Linear-by-Linear Association | 6.665 | 1 | .010 |
| N of Valid Cases | 301 | | |

Position recode * Familiar With TMCC's Service Mission

Crosstab

| | | | Familiar With TMCC's Service Mission | | | Total |
|-----------------|---------|---|--------------------------------------|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 169 | 10 | 22 | 201 |
| | | % within Position recode | 84.1% | 5.0% | 10.9% | 100.0% |
| | | % within Familiar With TMCC's Service Mission | 71.0% | 55.6% | 50.0% | 67.0% |
| | | % of Total | 56.3% | 3.3% | 7.3% | 67.0% |
| Total | Staff | Count | 69 | 8 | 22 | 99 |
| | | % within Position recode | 69.7% | 8.1% | 22.2% | 100.0% |
| | | % within Familiar With TMCC's Service Mission | 29.0% | 44.4% | 50.0% | 33.0% |
| | | % of Total | 23.0% | 2.7% | 7.3% | 33.0% |
| Total | Total | Count | 238 | 18 | 44 | 300 |
| | | % within Position recode | 79.3% | 6.0% | 14.7% | 100.0% |
| | | % within Familiar With TMCC's Service Mission | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 79.3% | 6.0% | 14.7% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 8.547 | 2 | .014 |
| Likelihood Ratio | 8.191 | 2 | .017 |
| Linear-by-Linear Association | 8.341 | 1 | .004 |
| N of Valid Cases | 300 | | |

Position recode * TMCC Has Well Defined Direction/Goals For Future

Crosstab

| | | | TMCC Has Well Defined Direction/Goals For Future | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 113 | 37 | 51 | 201 |
| | | % within Position recode | 56.2% | 18.4% | 25.4% | 100.0% |
| | | % within TMCC Has Well Defined Direction/Goals For Future | 70.6% | 63.8% | 62.2% | 67.0% |
| | | % of Total | 37.7% | 12.3% | 17.0% | 67.0% |
| Total | Staff | Count | 47 | 21 | 31 | 99 |
| | | % within Position recode | 47.5% | 21.2% | 31.3% | 100.0% |
| | | % within TMCC Has Well Defined Direction/Goals For Future | 29.4% | 36.2% | 37.8% | 33.0% |
| | | % of Total | 15.7% | 7.0% | 10.3% | 33.0% |
| Total | | Count | 160 | 58 | 82 | 300 |
| | | % within Position recode | 53.3% | 19.3% | 27.3% | 100.0% |
| | | % within TMCC Has Well Defined Direction/Goals For Future | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 53.3% | 19.3% | 27.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.077 | 2 | .354 |
| Likelihood Ratio | 2.073 | 2 | .355 |
| Linear-by-Linear Association | 1.929 | 1 | .165 |
| N of Valid Cases | 300 | | |

Position recode * TMCC Making Progress To Meet Educational Mission

Crosstab

| | | | TMCC Making Progress To Meet Educational Mission | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 119 | 25 | 56 | 200 |
| | | % within Position recode | 59.5% | 12.5% | 28.0% | 100.0% |
| | | % within TMCC Making Progress To Meet Educational Mission | 68.8% | 69.4% | 62.2% | 66.9% |
| | | % of Total | 39.8% | 8.4% | 18.7% | 66.9% |
| Total | Staff | Count | 54 | 11 | 34 | 99 |
| | | % within Position recode | 54.5% | 11.1% | 34.3% | 100.0% |
| | | % within TMCC Making Progress To Meet Educational Mission | 31.2% | 30.6% | 37.8% | 33.1% |
| | | % of Total | 18.1% | 3.7% | 11.4% | 33.1% |
| Total | Total | Count | 173 | 36 | 90 | 299 |
| | | % within Position recode | 57.9% | 12.0% | 30.1% | 100.0% |
| | | % within TMCC Making Progress To Meet Educational Mission | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 57.9% | 12.0% | 30.1% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.272 | 2 | .529 |
| Likelihood Ratio | 1.258 | 2 | .533 |
| Linear-by-Linear Association | 1.050 | 1 | .306 |
| N of Valid Cases | 299 | | |

Position recode * TMCC Making Progress to Meet Service Mission

Crosstab

| | | | TMCC Making Progress to Meet Service Mission | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 109 | 23 | 68 | 200 |
| | | % within Position recode | 54.5% | 11.5% | 34.0% | 100.0% |
| | | % within TMCC Making Progress to Meet Service Mission | 69.9% | 62.2% | 64.8% | 67.1% |
| | | % of Total | 36.6% | 7.7% | 22.8% | 67.1% |
| Total | Staff | Count | 47 | 14 | 37 | 98 |
| | | % within Position recode | 48.0% | 14.3% | 37.8% | 100.0% |
| | | % within TMCC Making Progress to Meet Service Mission | 30.1% | 37.8% | 35.2% | 32.9% |
| | | % of Total | 15.8% | 4.7% | 12.4% | 32.9% |
| Total | Total | Count | 156 | 37 | 105 | 298 |
| | | % within Position recode | 52.3% | 12.4% | 35.2% | 100.0% |
| | | % within TMCC Making Progress to Meet Service Mission | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 52.3% | 12.4% | 35.2% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.212 | 2 | .546 |
| Likelihood Ratio | 1.207 | 2 | .547 |
| Linear-by-Linear Association | .821 | 1 | .365 |
| N of Valid Cases | 298 | | |

Position recode * TMCC Has A Shared Sense of Direction

Crosstab

| | | | TMCC Has A Shared Sense of Direction | | | Total |
|-----------------|---------|---|--------------------------------------|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 74 | 81 | 46 | 201 |
| | | % within Position recode | 36.8% | 40.3% | 22.9% | 100.0% |
| | | % within TMCC Has A Shared Sense of Direction | 66.7% | 71.1% | 60.5% | 66.8% |
| | | % of Total | 24.6% | 26.9% | 15.3% | 66.8% |
| Total | Staff | Count | 37 | 33 | 30 | 100 |
| | | % within Position recode | 37.0% | 33.0% | 30.0% | 100.0% |
| | | % within TMCC Has A Shared Sense of Direction | 33.3% | 28.9% | 39.5% | 33.2% |
| | | % of Total | 12.3% | 11.0% | 10.0% | 33.2% |
| Total | Total | Count | 111 | 114 | 76 | 301 |
| | | % within Position recode | 36.9% | 37.9% | 25.2% | 100.0% |
| | | % within TMCC Has A Shared Sense of Direction | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 36.9% | 37.9% | 25.2% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.278 | 2 | .320 |
| Likelihood Ratio | 2.264 | 2 | .322 |
| Linear-by-Linear Association | .526 | 1 | .468 |
| N of Valid Cases | 301 | | |

Position recode * Committed to assessing effective achievement of Educational Mission

Crosstab

| | | | Committed to assessing effective achievement of Educational Mission | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 148 | 29 | 24 | 201 |
| | | % within Position recode | 73.6% | 14.4% | 11.9% | 100.0% |
| | | % within Committed to assessing effective achievement of Educational Mission | 71.5% | 61.7% | 51.1% | 66.8% |
| | | % of Total | 49.2% | 9.6% | 8.0% | 66.8% |
| Total | Staff | Count | 59 | 18 | 23 | 100 |
| | | % within Position recode | 59.0% | 18.0% | 23.0% | 100.0% |
| | | % within Committed to assessing effective achievement of Educational Mission | 28.5% | 38.3% | 48.9% | 33.2% |
| | | % of Total | 19.6% | 6.0% | 7.6% | 33.2% |
| Total | Total | Count | 207 | 47 | 47 | 301 |
| | | % within Position recode | 68.8% | 15.6% | 15.6% | 100.0% |
| | | % within Committed to assessing effective achievement of Educational Mission | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 68.8% | 15.6% | 15.6% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 7.856 | 2 | .020 |
| Likelihood Ratio | 7.605 | 2 | .022 |
| Linear-by-Linear Association | 7.827 | 1 | .005 |
| N of Valid Cases | 301 | | |

Position recode * Committed to assessing effective achievement of Service Mission

Crosstab

| | | | Committed to assessing effective achievement of Service Mission | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 120 | 28 | 53 | 201 |
| | | % within Position recode | 59.7% | 13.9% | 26.4% | 100.0% |
| | | % within Committed to assessing effective achievement of Service Mission | 71.4% | 62.2% | 62.4% | 67.4% |
| | | % of Total | 40.3% | 9.4% | 17.8% | 67.4% |
| Total | Staff | Count | 48 | 17 | 32 | 97 |
| | | % within Position recode | 49.5% | 17.5% | 33.0% | 100.0% |
| | | % within Committed to assessing effective achievement of Service Mission | 28.6% | 37.8% | 37.6% | 32.6% |
| | | % of Total | 16.1% | 5.7% | 10.7% | 32.6% |
| Total | Total | Count | 168 | 45 | 85 | 298 |
| | | % within Position recode | 56.4% | 15.1% | 28.5% | 100.0% |
| | | % within Committed to assessing effective achievement of Service Mission | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 56.4% | 15.1% | 28.5% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.777 | 2 | .249 |
| Likelihood Ratio | 2.767 | 2 | .251 |
| Linear-by-Linear Association | 2.397 | 1 | .122 |
| N of Valid Cases | 298 | | |

Position recode * I Am Committed to TMCC's Progress & Success

Crosstab

| | | | I Am Committed to TMCC's Progress & Success | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 198 | 2 | 1 | 201 |
| | | % within Position recode | 98.5% | 1.0% | .5% | 100.0% |
| | | % within I Am Committed to TMCC's Progress & Success | 67.3% | 100.0% | 16.7% | 66.6% |
| | | % of Total | 65.6% | .7% | .3% | 66.6% |
| Total | Staff | Count | 96 | 0 | 5 | 101 |
| | | % within Position recode | 95.0% | .0% | 5.0% | 100.0% |
| | | % within I Am Committed to TMCC's Progress & Success | 32.7% | .0% | 83.3% | 33.4% |
| | | % of Total | 31.8% | .0% | 1.7% | 33.4% |
| Total | Total | Count | 294 | 2 | 6 | 302 |
| | | % within Position recode | 97.4% | .7% | 2.0% | 100.0% |
| | | % within I Am Committed to TMCC's Progress & Success | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 97.4% | .7% | 2.0% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 7.797 | 2 | .020 |
| Likelihood Ratio | 8.072 | 2 | .018 |
| Linear-by-Linear Association | 4.995 | 1 | .025 |
| N of Valid Cases | 302 | | |

Position recode * TMCC Maintains An Atmosphere That Encourages Open Expression Of Ideas

Crosstab

| | | | TMCC Maintains An Atmosphere That Encourages Open Expression Of Ideas | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 104 | 63 | 34 | 201 |
| | | % within Position recode | 51.7% | 31.3% | 16.9% | 100.0% |
| | | % within TMCC Maintains An Atmosphere That Encourages Open Expression Of Ideas | 67.5% | 64.3% | 68.0% | 66.6% |
| | | % of Total | 34.4% | 20.9% | 11.3% | 66.6% |
| Total | Staff | Count | 50 | 35 | 16 | 101 |
| | | % within Position recode | 49.5% | 34.7% | 15.8% | 100.0% |
| | | % within TMCC Maintains An Atmosphere That Encourages Open Expression Of Ideas | 32.5% | 35.7% | 32.0% | 33.4% |
| | | % of Total | 16.6% | 11.6% | 5.3% | 33.4% |
| Total | Total | Count | 154 | 98 | 50 | 302 |
| | | % within Position recode | 51.0% | 32.5% | 16.6% | 100.0% |
| | | % within TMCC Maintains An Atmosphere That Encourages Open Expression Of Ideas | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 51.0% | 32.5% | 16.6% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | .340 | 2 | .844 |
| Likelihood Ratio | .338 | 2 | .845 |
| Linear-by-Linear Association | .016 | 1 | .899 |
| N of Valid Cases | 302 | | |

Position recode * Communication Is Effective Between Faculty & Administration

Crosstab

| | | | Communication Is Effective Between Faculty & Administration | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 53 | 98 | 49 | 200 |
| | | % within Position recode | 26.5% | 49.0% | 24.5% | 100.0% |
| | | % within Communication Is Effective Between Faculty & Administration | 67.1% | 73.1% | 58.3% | 67.3% |
| | | % of Total | 17.8% | 33.0% | 16.5% | 67.3% |
| Total | Staff | Count | 26 | 36 | 35 | 97 |
| | | % within Position recode | 26.8% | 37.1% | 36.1% | 100.0% |
| | | % within Communication Is Effective Between Faculty & Administration | 32.9% | 26.9% | 41.7% | 32.7% |
| | | % of Total | 8.8% | 12.1% | 11.8% | 32.7% |
| Total | Total | Count | 79 | 134 | 84 | 297 |
| | | % within Position recode | 26.6% | 45.1% | 28.3% | 100.0% |
| | | % within Communication Is Effective Between Faculty & Administration | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 26.6% | 45.1% | 28.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 5.146 | 2 | .076 |
| Likelihood Ratio | 5.097 | 2 | .078 |
| Linear-by-Linear Association | 1.510 | 1 | .219 |
| N of Valid Cases | 297 | | |

Position recode * I Get Good ideas About Improving My Work From Whom I Report To

Crosstab

| | | | I Get Good ideas About Improving My Work From Whom I Report To | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 114 | 51 | 33 | 198 |
| | | % within Position recode | 57.6% | 25.8% | 16.7% | 100.0% |
| | | % within I Get Good ideas About Improving My Work From Whom I Report To | 69.5% | 64.6% | 58.9% | 66.2% |
| | | % of Total | 38.1% | 17.1% | 11.0% | 66.2% |
| Total | Staff | Count | 50 | 28 | 23 | 101 |
| | | % within Position recode | 49.5% | 27.7% | 22.8% | 100.0% |
| | | % within I Get Good ideas About Improving My Work From Whom I Report To | 30.5% | 35.4% | 41.1% | 33.8% |
| | | % of Total | 16.7% | 9.4% | 7.7% | 33.8% |
| Total | Total | Count | 164 | 79 | 56 | 299 |
| | | % within Position recode | 54.8% | 26.4% | 18.7% | 100.0% |
| | | % within I Get Good ideas About Improving My Work From Whom I Report To | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 54.8% | 26.4% | 18.7% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.223 | 2 | .329 |
| Likelihood Ratio | 2.196 | 2 | .333 |
| Linear-by-Linear Association | 2.213 | 1 | .137 |
| N of Valid Cases | 299 | | |

Position recode * My Direct Supervisor Clearly Articulates What Is Expected Of My Work

Crosstab

| | | | My Direct Supervisor Clearly Articulates What Is Expected Of My Work | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 129 | 39 | 29 | 197 |
| | | % within Position recode | 65.5% | 19.8% | 14.7% | 100.0% |
| | | % within My Direct Supervisor Clearly Articulates What Is Expected Of My Work | 69.4% | 62.9% | 58.0% | 66.1% |
| | | % of Total | 43.3% | 13.1% | 9.7% | 66.1% |
| | | | | | | |
| Total | Staff | Count | 57 | 23 | 21 | 101 |
| | | % within Position recode | 56.4% | 22.8% | 20.8% | 100.0% |
| | | % within My Direct Supervisor Clearly Articulates What Is Expected Of My Work | 30.6% | 37.1% | 42.0% | 33.9% |
| | | % of Total | 19.1% | 7.7% | 7.0% | 33.9% |
| | | | | | | |
| Total | | Count | 186 | 62 | 50 | 298 |
| | | % within Position recode | 62.4% | 20.8% | 16.8% | 100.0% |
| | | % within My Direct Supervisor Clearly Articulates What Is Expected Of My Work | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 62.4% | 20.8% | 16.8% | 100.0% |
| | | | | | | |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.626 | 2 | .269 |
| Likelihood Ratio | 2.589 | 2 | .274 |
| Linear-by-Linear Association | 2.606 | 1 | .106 |
| N of Valid Cases | 298 | | |

Position recode * IT, Including Email & The Web, Is Useful Tool For Communication At TMCC

Crosstab

| | | | IT, Including Email & The Web, Is Useful Tool For Communication At TMCC | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 181 | 7 | 13 | 201 |
| | | % within Position recode | 90.0% | 3.5% | 6.5% | 100.0% |
| | | % within IT, Including Email & The Web, Is Useful Tool For Communication At TMCC | 66.1% | 87.5% | 65.0% | 66.6% |
| | | % of Total | 59.9% | 2.3% | 4.3% | 66.6% |
| Total | Staff | Count | 93 | 1 | 7 | 101 |
| | | % within Position recode | 92.1% | 1.0% | 6.9% | 100.0% |
| | | % within IT, Including Email & The Web, Is Useful Tool For Communication At TMCC | 33.9% | 12.5% | 35.0% | 33.4% |
| | | % of Total | 30.8% | .3% | 2.3% | 33.4% |
| Total | Total | Count | 274 | 8 | 20 | 302 |
| | | % within Position recode | 90.7% | 2.6% | 6.6% | 100.0% |
| | | % within IT, Including Email & The Web, Is Useful Tool For Communication At TMCC | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 90.7% | 2.6% | 6.6% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.629 | 2 | .443 |
| Likelihood Ratio | 1.914 | 2 | .384 |
| Linear-by-Linear Association | .062 | 1 | .804 |
| N of Valid Cases | 302 | | |

Position recode * TMCC Promotes Respect For Diversity

Crosstab

| | | | TMCC Promotes Respect For Diversity | | | Total |
|-----------------|---------|--|-------------------------------------|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 160 | 13 | 25 | 198 |
| | | % within Position recode | 80.8% | 6.6% | 12.6% | 100.0% |
| | | % within TMCC Promotes Respect For Diversity | 65.0% | 81.3% | 69.4% | 66.4% |
| | | % of Total | 53.7% | 4.4% | 8.4% | 66.4% |
| Total | Staff | Count | 86 | 3 | 11 | 100 |
| | | % within Position recode | 86.0% | 3.0% | 11.0% | 100.0% |
| | | % within TMCC Promotes Respect For Diversity | 35.0% | 18.8% | 30.6% | 33.6% |
| | | % of Total | 28.9% | 1.0% | 3.7% | 33.6% |
| Total | Total | Count | 246 | 16 | 36 | 298 |
| | | % within Position recode | 82.6% | 5.4% | 12.1% | 100.0% |
| | | % within TMCC Promotes Respect For Diversity | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 82.6% | 5.4% | 12.1% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.936 | 2 | .380 |
| Likelihood Ratio | 2.102 | 2 | .350 |
| Linear-by-Linear Association | .685 | 1 | .408 |
| N of Valid Cases | 298 | | |

Position recode * Environment That Supports Collaboration & Shared Responsibilities Between Employees

Crosstab

| | | | Environment That Supports Collaboration & Shared Responsibilities Between Employees | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 111 | 50 | 40 | 201 |
| | | % within Position recode | 55.2% | 24.9% | 19.9% | 100.0% |
| | | % within Environment That Supports Collaboration & Shared Responsibilities Between Employees | 72.1% | 58.1% | 64.5% | 66.6% |
| | | % of Total | 36.8% | 16.6% | 13.2% | 66.6% |
| Staff | | Count | 43 | 36 | 22 | 101 |
| | | % within Position recode | 42.6% | 35.6% | 21.8% | 100.0% |
| | | % within Environment That Supports Collaboration & Shared Responsibilities Between Employees | 27.9% | 41.9% | 35.5% | 33.4% |
| | | % of Total | 14.2% | 11.9% | 7.3% | 33.4% |
| Total | | Count | 154 | 86 | 62 | 302 |
| | | % within Position recode | 51.0% | 28.5% | 20.5% | 100.0% |
| | | % within Environment That Supports Collaboration & Shared Responsibilities Between Employees | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 51.0% | 28.5% | 20.5% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 4.962 | 2 | .084 |
| Likelihood Ratio | 4.932 | 2 | .085 |
| Linear-by-Linear Association | 2.273 | 1 | .132 |
| N of Valid Cases | 302 | | |

Position recode * Adequate Training Available To Me To Improve Job Related Knowledge & Skills

Crosstab

| | | | Adequate Training Available To Me To Improve Job Related Knowledge & Skills | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 110 | 49 | 41 | 200 |
| | | % within Position recode | 55.0% | 24.5% | 20.5% | 100.0% |
| | | % within Adequate Training Available To Me To Improve Job Related Knowledge & Skills | 66.3% | 62.8% | 71.9% | 66.4% |
| | | % of Total | 36.5% | 16.3% | 13.6% | 66.4% |
| | | | | | | |
| Total | Staff | Count | 56 | 29 | 16 | 101 |
| | | % within Position recode | 55.4% | 28.7% | 15.8% | 100.0% |
| | | % within Adequate Training Available To Me To Improve Job Related Knowledge & Skills | 33.7% | 37.2% | 28.1% | 33.6% |
| | | % of Total | 18.6% | 9.6% | 5.3% | 33.6% |
| | | | | | | |
| Total | | Count | 166 | 78 | 57 | 301 |
| | | % within Position recode | 55.1% | 25.9% | 18.9% | 100.0% |
| | | % within Adequate Training Available To Me To Improve Job Related Knowledge & Skills | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 55.1% | 25.9% | 18.9% | 100.0% |
| | | | | | | |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.231 | 2 | .540 |
| Likelihood Ratio | 1.247 | 2 | .536 |
| Linear-by-Linear Association | .286 | 1 | .593 |
| N of Valid Cases | 301 | | |

Position recode * Adequate mentoring & Support are Available To Help Me Advance Within

Crosstab

| | | | Adequate mentoring & Support are Available To Help Me Advance Within | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 82 | 65 | 48 | 195 |
| | | % within Position recode | 42.1% | 33.3% | 24.6% | 100.0% |
| | | % within Adequate mentoring & Support are Available To Help Me Advance Within | 66.7% | 60.7% | 72.7% | 65.9% |
| | | % of Total | 27.7% | 22.0% | 16.2% | 65.9% |
| Total | Staff | Count | 41 | 42 | 18 | 101 |
| | | % within Position recode | 40.6% | 41.6% | 17.8% | 100.0% |
| | | % within Adequate mentoring & Support are Available To Help Me Advance Within | 33.3% | 39.3% | 27.3% | 34.1% |
| | | % of Total | 13.9% | 14.2% | 6.1% | 34.1% |
| Total | | Count | 123 | 107 | 66 | 296 |
| | | % within Position recode | 41.6% | 36.1% | 22.3% | 100.0% |
| | | % within Adequate mentoring & Support are Available To Help Me Advance Within | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 41.6% | 36.1% | 22.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.664 | 2 | .264 |
| Likelihood Ratio | 2.690 | 2 | .261 |
| Linear-by-Linear Association | .314 | 1 | .575 |
| N of Valid Cases | 296 | | |

Position recode * Effective Process For Evaluation Of My Work & My Immediate Supervisor

Crosstab

| | | | Effective Process For Evaluation Of My Work & My Immediate Supervisor | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 125 | 39 | 35 | 199 |
| | | % within Position recode | 62.8% | 19.6% | 17.6% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work & My Immediate Supervisor | 66.1% | 61.9% | 72.9% | 66.3% |
| | | % of Total | 41.7% | 13.0% | 11.7% | 66.3% |
| Total | Staff | Count | 64 | 24 | 13 | 101 |
| | | % within Position recode | 63.4% | 23.8% | 12.9% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work & My Immediate Supervisor | 33.9% | 38.1% | 27.1% | 33.7% |
| | | % of Total | 21.3% | 8.0% | 4.3% | 33.7% |
| Total | Total | Count | 189 | 63 | 48 | 300 |
| | | % within Position recode | 63.0% | 21.0% | 16.0% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work & My Immediate Supervisor | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 63.0% | 21.0% | 16.0% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.488 | 2 | .475 |
| Likelihood Ratio | 1.512 | 2 | .470 |
| Linear-by-Linear Association | .326 | 1 | .568 |
| N of Valid Cases | 300 | | |

Position recode * Effective Process For Evaluation Of My Work By the Appointing Authority

Crosstab

| | | | Effective Process For Evaluation Of My Work By the Appointing Authority | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 85 | 60 | 49 | 194 |
| | | % within Position recode | 43.8% | 30.9% | 25.3% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By the Appointing Authority | 69.1% | 70.6% | 62.0% | 67.6% |
| | | % of Total | 29.6% | 20.9% | 17.1% | 67.6% |
| Total | Staff | Count | 38 | 25 | 30 | 93 |
| | | % within Position recode | 40.9% | 26.9% | 32.3% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By the Appointing Authority | 30.9% | 29.4% | 38.0% | 32.4% |
| | | % of Total | 13.2% | 8.7% | 10.5% | 32.4% |
| Total | Total | Count | 123 | 85 | 79 | 287 |
| | | % within Position recode | 42.9% | 29.6% | 27.5% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By the Appointing Authority | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 42.9% | 29.6% | 27.5% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.595 | 2 | .451 |
| Likelihood Ratio | 1.572 | 2 | .456 |
| Linear-by-Linear Association | .912 | 1 | .339 |
| N of Valid Cases | 287 | | |

Position recode * Effective Process For Evaluation Of My Work By My Students

Crosstab

| | | | Effective Process For Evaluation Of My Work By My Students | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 104 | 34 | 30 | 168 |
| | | % within Position recode | 61.9% | 20.2% | 17.9% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By My Students | 88.1% | 75.6% | 57.7% | 78.1% |
| | | % of Total | 48.4% | 15.8% | 14.0% | 78.1% |
| Total | Staff | Count | 14 | 11 | 22 | 47 |
| | | % within Position recode | 29.8% | 23.4% | 46.8% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By My Students | 11.9% | 24.4% | 42.3% | 21.9% |
| | | % of Total | 6.5% | 5.1% | 10.2% | 21.9% |
| Total | Total | Count | 118 | 45 | 52 | 215 |
| | | % within Position recode | 54.9% | 20.9% | 24.2% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By My Students | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 54.9% | 20.9% | 24.2% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 19.806 | 2 | .000 |
| Likelihood Ratio | 18.949 | 2 | .000 |
| Linear-by-Linear Association | 19.574 | 1 | .000 |
| N of Valid Cases | 215 | | |

Position recode * Effective Process For Evaluation Of My Work By My Peers/Colleagues

Crosstab

| | | | Effective Process For Evaluation Of My Work By My Peers/Colleagues | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 89 | 54 | 49 | 192 |
| | | % within Position recode | 46.4% | 28.1% | 25.5% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By My Peers/Colleagues | 80.9% | 67.5% | 63.6% | 71.9% |
| | | % of Total | 33.3% | 20.2% | 18.4% | 71.9% |
| Total | Staff | Count | 21 | 26 | 28 | 75 |
| | | % within Position recode | 28.0% | 34.7% | 37.3% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By My Peers/Colleagues | 19.1% | 32.5% | 36.4% | 28.1% |
| | | % of Total | 7.9% | 9.7% | 10.5% | 28.1% |
| Total | Total | Count | 110 | 80 | 77 | 267 |
| | | % within Position recode | 41.2% | 30.0% | 28.8% | 100.0% |
| | | % within Effective Process For Evaluation Of My Work By My Peers/Colleagues | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 41.2% | 30.0% | 28.8% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 7.790 | 2 | .020 |
| Likelihood Ratio | 7.994 | 2 | .018 |
| Linear-by-Linear Association | 7.137 | 1 | .008 |
| N of Valid Cases | 267 | | |

Position recode * I Often Feel That My Knowledge & Skills Are Underutilized

Crosstab

| | | | I Often Feel That My Knowledge & Skills Are Underutilized | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 78 | 75 | 48 | 201 |
| | | % within Position recode | 38.8% | 37.3% | 23.9% | 100.0% |
| | | % within I Often Feel That My Knowledge & Skills Are Underutilized | 58.6% | 74.3% | 72.7% | 67.0% |
| | | % of Total | 26.0% | 25.0% | 16.0% | 67.0% |
| Total | Staff | Count | 55 | 26 | 18 | 99 |
| | | % within Position recode | 55.6% | 26.3% | 18.2% | 100.0% |
| | | % within I Often Feel That My Knowledge & Skills Are Underutilized | 41.4% | 25.7% | 27.3% | 33.0% |
| | | % of Total | 18.3% | 8.7% | 6.0% | 33.0% |
| Total | Total | Count | 133 | 101 | 66 | 300 |
| | | % within Position recode | 44.3% | 33.7% | 22.0% | 100.0% |
| | | % within I Often Feel That My Knowledge & Skills Are Underutilized | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 44.3% | 33.7% | 22.0% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 7.583 | 2 | .023 |
| Likelihood Ratio | 7.572 | 2 | .023 |
| Linear-by-Linear Association | 5.431 | 1 | .020 |
| N of Valid Cases | 300 | | |

Position recode * I Have Necessary Tools & Equipment To Do High Quality Work Efficiently

Crosstab

| | | | I Have Necessary Tools & Equipment To Do High Quality Work Efficiently | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 138 | 38 | 25 | 201 |
| | | % within Position recode | 68.7% | 18.9% | 12.4% | 100.0% |
| | | % within I Have Necessary Tools & Equipment To Do High Quality Work Efficiently | 65.7% | 74.5% | 61.0% | 66.6% |
| | | % of Total | 45.7% | 12.6% | 8.3% | 66.6% |
| Total | Staff | Count | 72 | 13 | 16 | 101 |
| | | % within Position recode | 71.3% | 12.9% | 15.8% | 100.0% |
| | | % within I Have Necessary Tools & Equipment To Do High Quality Work Efficiently | 34.3% | 25.5% | 39.0% | 33.4% |
| | | % of Total | 23.8% | 4.3% | 5.3% | 33.4% |
| Total | | Count | 210 | 51 | 41 | 302 |
| | | % within Position recode | 69.5% | 16.9% | 13.6% | 100.0% |
| | | % within I Have Necessary Tools & Equipment To Do High Quality Work Efficiently | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 69.5% | 16.9% | 13.6% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.090 | 2 | .352 |
| Likelihood Ratio | 2.145 | 2 | .342 |
| Linear-by-Linear Association | .008 | 1 | .930 |
| N of Valid Cases | 302 | | |

Position recode * My Opinions Are Considered When Decisions Are Made that Affect My Work

Crosstab

| | | | My Opinions Are Considered When Decisions Are Made that Affect My Work | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 97 | 62 | 41 | 200 |
| | | % within Position recode | 48.5% | 31.0% | 20.5% | 100.0% |
| | | % within My Opinions Are Considered When Decisions Are Made that Affect My Work | 65.5% | 63.3% | 75.9% | 66.7% |
| | | % of Total | 32.3% | 20.7% | 13.7% | 66.7% |
| Total | Staff | Count | 51 | 36 | 13 | 100 |
| | | % within Position recode | 51.0% | 36.0% | 13.0% | 100.0% |
| | | % within My Opinions Are Considered When Decisions Are Made that Affect My Work | 34.5% | 36.7% | 24.1% | 33.3% |
| | | % of Total | 17.0% | 12.0% | 4.3% | 33.3% |
| Total | Total | Count | 148 | 98 | 54 | 300 |
| | | % within Position recode | 49.3% | 32.7% | 18.0% | 100.0% |
| | | % within My Opinions Are Considered When Decisions Are Made that Affect My Work | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 49.3% | 32.7% | 18.0% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.678 | 2 | .262 |
| Likelihood Ratio | 2.790 | 2 | .248 |
| Linear-by-Linear Association | 1.155 | 1 | .282 |
| N of Valid Cases | 300 | | |

Position recode * TMCC Provides a Social Climate Sensitive To Diversity

Crosstab

| | | | TMCC Provides a Social Climate Sensitive To Diversity | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 152 | 17 | 31 | 200 |
| | | % within Position recode | 76.0% | 8.5% | 15.5% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Diversity | 67.6% | 68.0% | 62.0% | 66.7% |
| | | % of Total | 50.7% | 5.7% | 10.3% | 66.7% |
| Total | Staff | Count | 73 | 8 | 19 | 100 |
| | | % within Position recode | 73.0% | 8.0% | 19.0% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Diversity | 32.4% | 32.0% | 38.0% | 33.3% |
| | | % of Total | 24.3% | 2.7% | 6.3% | 33.3% |
| Total | Total | Count | 225 | 25 | 50 | 300 |
| | | % within Position recode | 75.0% | 8.3% | 16.7% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Diversity | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 75.0% | 8.3% | 16.7% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | .590 | 2 | .745 |
| Likelihood Ratio | .580 | 2 | .748 |
| Linear-by-Linear Association | .487 | 1 | .485 |
| N of Valid Cases | 300 | | |

Position recode * TMCC Provides a Social Climate Sensitive To Gender Quality

Crosstab

| | | | TMCC Provides a Social Climate Sensitive To Gender Quality | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 146 | 17 | 37 | 200 |
| | | % within Position recode | 73.0% | 8.5% | 18.5% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Gender Quality | 67.6% | 68.0% | 62.7% | 66.7% |
| | | % of Total | 48.7% | 5.7% | 12.3% | 66.7% |
| | Staff | Count | 70 | 8 | 22 | 100 |
| | | % within Position recode | 70.0% | 8.0% | 22.0% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Gender Quality | 32.4% | 32.0% | 37.3% | 33.3% |
| | | % of Total | 23.3% | 2.7% | 7.3% | 33.3% |
| Total | | Count | 216 | 25 | 59 | 300 |
| | | % within Position recode | 72.0% | 8.3% | 19.7% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Gender Quality | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 72.0% | 8.3% | 19.7% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | .519 | 2 | .772 |
| Likelihood Ratio | .512 | 2 | .774 |
| Linear-by-Linear Association | .437 | 1 | .509 |
| N of Valid Cases | 300 | | |

Crosstab

| | | | TMCC Provides a Social Climate Sensitive To Sexual Orientation | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 133 | 16 | 48 | 197 |
| | | % within Position recode | 67.5% | 8.1% | 24.4% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Sexual Orientation | 65.5% | 66.7% | 69.6% | 66.6% |
| | | % of Total | 44.9% | 5.4% | 16.2% | 66.6% |
| Total | Staff | Count | 70 | 8 | 21 | 99 |
| | | % within Position recode | 70.7% | 8.1% | 21.2% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Sexual Orientation | 34.5% | 33.3% | 30.4% | 33.4% |
| | | % of Total | 23.6% | 2.7% | 7.1% | 33.4% |
| Total | Total | Count | 203 | 24 | 69 | 296 |
| | | % within Position recode | 68.6% | 8.1% | 23.3% | 100.0% |
| | | % within TMCC Provides a Social Climate Sensitive To Sexual Orientation | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 68.6% | 8.1% | 23.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | .379 | 2 | .827 |
| Likelihood Ratio | .383 | 2 | .826 |
| Linear-by-Linear Association | .371 | 1 | .543 |
| N of Valid Cases | 296 | | |

Position recode * I Feel Safe On Campus

Crosstab

| | | | I Feel Safe On Campus | | | Total |
|-----------------|---------|--------------------------------|-----------------------|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 175 | 9 | 17 | 201 |
| | | % within Position recode | 87.1% | 4.5% | 8.5% | 100.0% |
| | | % within I Feel Safe On Campus | 66.0% | 81.8% | 65.4% | 66.6% |
| | | % of Total | 57.9% | 3.0% | 5.6% | 66.6% |
| Total | Staff | Count | 90 | 2 | 9 | 101 |
| | | % within Position recode | 89.1% | 2.0% | 8.9% | 100.0% |
| | | % within I Feel Safe On Campus | 34.0% | 18.2% | 34.6% | 33.4% |
| | | % of Total | 29.8% | .7% | 3.0% | 33.4% |
| Total | Total | Count | 265 | 11 | 26 | 302 |
| | | % within Position recode | 87.7% | 3.6% | 8.6% | 100.0% |
| | | % within I Feel Safe On Campus | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 87.7% | 3.6% | 8.6% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.199 | 2 | .549 |
| Likelihood Ratio | 1.326 | 2 | .515 |
| Linear-by-Linear Association | .050 | 1 | .823 |
| N of Valid Cases | 302 | | |

Position recode * I Have Opportunities To Be Involved In Policy Development

Crosstab

| | | | I Have Opportunities To Be Involved In Policy Development | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 120 | 43 | 35 | 198 |
| | | % within Position recode | 60.6% | 21.7% | 17.7% | 100.0% |
| | | % within I Have Opportunities To Be Involved In Policy Development | 76.9% | 56.6% | 60.3% | 68.3% |
| | | % of Total | 41.4% | 14.8% | 12.1% | 68.3% |
| | Staff | Count | 36 | 33 | 23 | 92 |
| | | % within Position recode | 39.1% | 35.9% | 25.0% | 100.0% |
| | | % within I Have Opportunities To Be Involved In Policy Development | 23.1% | 43.4% | 39.7% | 31.7% |
| | | % of Total | 12.4% | 11.4% | 7.9% | 31.7% |
| Total | | Count | 156 | 76 | 58 | 290 |
| | | % within Position recode | 53.8% | 26.2% | 20.0% | 100.0% |
| | | % within I Have Opportunities To Be Involved In Policy Development | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 53.8% | 26.2% | 20.0% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 11.870 | 2 | .003 |
| Likelihood Ratio | 11.881 | 2 | .003 |
| Linear-by-Linear Association | 8.324 | 1 | .004 |
| N of Valid Cases | 290 | | |

Position recode * I Have Opportunities To Be Involved In Budget Preparations

Crosstab

| | | | I Have Opportunities To Be Involved In Budget Preparations | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 66 | 79 | 47 | 192 |
| | | % within Position recode | 34.4% | 41.1% | 24.5% | 100.0% |
| | | % within I Have Opportunities To Be Involved In Budget Preparations | 69.5% | 64.2% | 77.0% | 68.8% |
| | | % of Total | 23.7% | 28.3% | 16.8% | 68.8% |
| Total | Staff | Count | 29 | 44 | 14 | 87 |
| | | % within Position recode | 33.3% | 50.6% | 16.1% | 100.0% |
| | | % within I Have Opportunities To Be Involved In Budget Preparations | 30.5% | 35.8% | 23.0% | 31.2% |
| | | % of Total | 10.4% | 15.8% | 5.0% | 31.2% |
| Total | Total | Count | 95 | 123 | 61 | 279 |
| | | % within Position recode | 34.1% | 44.1% | 21.9% | 100.0% |
| | | % within I Have Opportunities To Be Involved In Budget Preparations | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 34.1% | 44.1% | 21.9% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 3.153 | 2 | .207 |
| Likelihood Ratio | 3.236 | 2 | .198 |
| Linear-by-Linear Association | .591 | 1 | .442 |
| N of Valid Cases | 279 | | |

Position recode * My Input Is Sought In The Decision-Making Processes That Affect My Work

Crosstab

| | | | My Input Is Sought In The Decision-Making Processes That Affect My Work | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 104 | 59 | 38 | 201 |
| | | % within Position recode | 51.7% | 29.4% | 18.9% | 100.0% |
| | | % within My Input Is Sought In The Decision-Making Processes That Affect My Work | 68.0% | 60.8% | 76.0% | 67.0% |
| | | % of Total | 34.7% | 19.7% | 12.7% | 67.0% |
| Total | Staff | Count | 49 | 38 | 12 | 99 |
| | | % within Position recode | 49.5% | 38.4% | 12.1% | 100.0% |
| | | % within My Input Is Sought In The Decision-Making Processes That Affect My Work | 32.0% | 39.2% | 24.0% | 33.0% |
| | | % of Total | 16.3% | 12.7% | 4.0% | 33.0% |
| Total | Total | Count | 153 | 97 | 50 | 300 |
| | | % within Position recode | 51.0% | 32.3% | 16.7% | 100.0% |
| | | % within My Input Is Sought In The Decision-Making Processes That Affect My Work | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 51.0% | 32.3% | 16.7% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 3.570 | 2 | .168 |
| Likelihood Ratio | 3.629 | 2 | .163 |
| Linear-by-Linear Association | .244 | 1 | .622 |
| N of Valid Cases | 300 | | |

Position recode * Faculty Is Given The Opportunity To Provide Input Into The Planning Process

Crosstab

| | | | Faculty Is Given The Opportunity To Provide Input Into The Planning Process | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 117 | 26 | 48 | 191 |
| | | % within Position recode | 61.3% | 13.6% | 25.1% | 100.0% |
| | | % within Faculty Is Given The Opportunity To Provide Input Into The Planning Process | 80.1% | 89.7% | 66.7% | 77.3% |
| | | % of Total | 47.4% | 10.5% | 19.4% | 77.3% |
| Staff | Staff | Count | 29 | 3 | 24 | 56 |
| | | % within Position recode | 51.8% | 5.4% | 42.9% | 100.0% |
| | | % within Faculty Is Given The Opportunity To Provide Input Into The Planning Process | 19.9% | 10.3% | 33.3% | 22.7% |
| | | % of Total | 11.7% | 1.2% | 9.7% | 22.7% |
| Total | Total | Count | 146 | 29 | 72 | 247 |
| | | % within Position recode | 59.1% | 11.7% | 29.1% | 100.0% |
| | | % within Faculty Is Given The Opportunity To Provide Input Into The Planning Process | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 59.1% | 11.7% | 29.1% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 7.839 | 2 | .020 |
| Likelihood Ratio | 7.920 | 2 | .019 |
| Linear-by-Linear Association | 4.024 | 1 | .045 |
| N of Valid Cases | 247 | | |

Position recode * Classified Staff Is Given The Opportunity To Provide Input Into The Planning Process

Crosstab

| | | | Classified Staff Is Given The Opportunity To Provide Input Into The Planning Process | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 52 | 20 | 75 | 147 |
| | | % within Position recode | 35.4% | 13.6% | 51.0% | 100.0% |
| | | % within Classified Staff Is Given The Opportunity To Provide Input Into The Planning Process | 59.8% | 33.9% | 75.8% | 60.0% |
| | | % of Total | 21.2% | 8.2% | 30.6% | 60.0% |
| | | | | | | |
| Total | Staff | Count | 35 | 39 | 24 | 98 |
| | | % within Position recode | 35.7% | 39.8% | 24.5% | 100.0% |
| | | % within Classified Staff Is Given The Opportunity To Provide Input Into The Planning Process | 40.2% | 66.1% | 24.2% | 40.0% |
| | | % of Total | 14.3% | 15.9% | 9.8% | 40.0% |
| | | | | | | |
| Total | Total | Count | 87 | 59 | 99 | 245 |
| | | % within Position recode | 35.5% | 24.1% | 40.4% | 100.0% |
| | | % within Classified Staff Is Given The Opportunity To Provide Input Into The Planning Process | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 35.5% | 24.1% | 40.4% | 100.0% |
| | | | | | | |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 26.993 | 2 | .000 |
| Likelihood Ratio | 27.285 | 2 | .000 |
| Linear-by-Linear Association | 5.587 | 1 | .018 |
| N of Valid Cases | 245 | | |

Position recode * TMCC's Administration Is Supportive Of Shared Governance

Crosstab

| | | | TMCC's Administration Is Supportive Of Shared Governance | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 91 | 42 | 68 | 201 |
| | | % within Position recode | 45.3% | 20.9% | 33.8% | 100.0% |
| | | % within TMCC's Administration Is Supportive Of Shared Governance | 69.5% | 66.7% | 65.4% | 67.4% |
| | | % of Total | 30.5% | 14.1% | 22.8% | 67.4% |
| Total | Staff | Count | 40 | 21 | 36 | 97 |
| | | % within Position recode | 41.2% | 21.6% | 37.1% | 100.0% |
| | | % within TMCC's Administration Is Supportive Of Shared Governance | 30.5% | 33.3% | 34.6% | 32.6% |
| | | % of Total | 13.4% | 7.0% | 12.1% | 32.6% |
| Total | Total | Count | 131 | 63 | 104 | 298 |
| | | % within Position recode | 44.0% | 21.1% | 34.9% | 100.0% |
| | | % within TMCC's Administration Is Supportive Of Shared Governance | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 44.0% | 21.1% | 34.9% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | .462 | 2 | .794 |
| Likelihood Ratio | .463 | 2 | .793 |
| Linear-by-Linear Association | .448 | 1 | .503 |
| N of Valid Cases | 298 | | |

Position recode * Faculty Senate Represents My Interests & Concerns

Crosstab

| | | | Faculty Senate Represents My Interests & Concerns | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 72 | 51 | 55 | 178 |
| | | % within Position recode | 40.4% | 28.7% | 30.9% | 100.0% |
| | | % within Faculty Senate Represents My Interests & Concerns | 88.9% | 96.2% | 68.8% | 83.2% |
| | | % of Total | 33.6% | 23.8% | 25.7% | 83.2% |
| Total | Staff | Count | 9 | 2 | 25 | 36 |
| | | % within Position recode | 25.0% | 5.6% | 69.4% | 100.0% |
| | | % within Faculty Senate Represents My Interests & Concerns | 11.1% | 3.8% | 31.3% | 16.8% |
| | | % of Total | 4.2% | .9% | 11.7% | 16.8% |
| Total | Total | Count | 81 | 53 | 80 | 214 |
| | | % within Position recode | 37.9% | 24.8% | 37.4% | 100.0% |
| | | % within Faculty Senate Represents My Interests & Concerns | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 37.9% | 24.8% | 37.4% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 20.239 | 2 | .000 |
| Likelihood Ratio | 20.993 | 2 | .000 |
| Linear-by-Linear Association | 11.550 | 1 | .001 |
| N of Valid Cases | 214 | | |

Position recode * Faculty Senate Empowers Faculty To Participate In The Decision-Making Process

Crosstab

| | | | Faculty Senate Empowers Faculty To Participate In The Decision-Making Process | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 78 | 46 | 58 | 182 |
| | | % within Position recode | 42.9% | 25.3% | 31.9% | 100.0% |
| | | % within Faculty Senate | 84.8% | 100.0% | 70.7% | 82.7% |
| | | Empowers Faculty To Participate In The Decision-Making Process | | | | |
| | | % of Total | 35.5% | 20.9% | 26.4% | 82.7% |
| Total | Staff | Count | 14 | 0 | 24 | 38 |
| | | % within Position recode | 36.8% | .0% | 63.2% | 100.0% |
| | | % within Faculty Senate | 15.2% | .0% | 29.3% | 17.3% |
| | | Empowers Faculty To Participate In The Decision-Making Process | | | | |
| | | % of Total | 6.4% | .0% | 10.9% | 17.3% |
| Total | Total | Count | 92 | 46 | 82 | 220 |
| | | % within Position recode | 41.8% | 20.9% | 37.3% | 100.0% |
| | | % within Faculty Senate | 100.0% | 100.0% | 100.0% | 100.0% |
| | | Empowers Faculty To Participate In The Decision-Making Process | | | | |
| | | % of Total | 41.8% | 20.9% | 37.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 18.134 | 2 | .000 |
| Likelihood Ratio | 24.868 | 2 | .000 |
| Linear-by-Linear Association | 5.521 | 1 | .019 |
| N of Valid Cases | 220 | | |

Position recode * I Effectively Participate In The Faculty Senate Committees

Crosstab

| | | | I Effectively Participate In The Faculty Senate Committees | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 85 | 28 | 51 | 164 |
| | | % within Position recode | 51.8% | 17.1% | 31.1% | 100.0% |
| | | % within I Effectively Participate In The Faculty Senate Committees | 97.7% | 77.8% | 72.9% | 85.0% |
| | | % of Total | 44.0% | 14.5% | 26.4% | 85.0% |
| Staff | Staff | Count | 2 | 8 | 19 | 29 |
| | | % within Position recode | 6.9% | 27.6% | 65.5% | 100.0% |
| | | % within I Effectively Participate In The Faculty Senate Committees | 2.3% | 22.2% | 27.1% | 15.0% |
| | | % of Total | 1.0% | 4.1% | 9.8% | 15.0% |
| Total | Total | Count | 87 | 36 | 70 | 193 |
| | | % within Position recode | 45.1% | 18.7% | 36.3% | 100.0% |
| | | % within I Effectively Participate In The Faculty Senate Committees | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 45.1% | 18.7% | 36.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 20.546 | 2 | .000 |
| Likelihood Ratio | 24.301 | 2 | .000 |
| Linear-by-Linear Association | 19.159 | 1 | .000 |
| N of Valid Cases | 193 | | |

Crosstab

| | | | Classified Council Represents My Interests & Concerns | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 10 | 4 | 42 | 56 |
| | | % within Position recode | 17.9% | 7.1% | 75.0% | 100.0% |
| | | % within Classified Council Represents My Interests & Concerns | 16.9% | 22.2% | 58.3% | 37.6% |
| | | % of Total | 6.7% | 2.7% | 28.2% | 37.6% |
| | Staff | Count | 49 | 14 | 30 | 93 |
| | | % within Position recode | 52.7% | 15.1% | 32.3% | 100.0% |
| | | % within Classified Council Represents My Interests & Concerns | 83.1% | 77.8% | 41.7% | 62.4% |
| | | % of Total | 32.9% | 9.4% | 20.1% | 62.4% |
| Total | | Count | 59 | 18 | 72 | 149 |
| | | % within Position recode | 39.6% | 12.1% | 48.3% | 100.0% |
| | | % within Classified Council Represents My Interests & Concerns | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 39.6% | 12.1% | 48.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 25.734 | 2 | .000 |
| Likelihood Ratio | 26.701 | 2 | .000 |
| Linear-by-Linear Association | 23.970 | 1 | .000 |
| N of Valid Cases | 149 | | |

Position recode * Classified Council Empowers Staff To Participate In The Decision-Making Process

Crosstab

| | | | Classified Council Empowers Staff To Participate In The Decision-Making Process | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 20 | 5 | 43 | 68 |
| | | % within Position recode | 29.4% | 7.4% | 63.2% | 100.0% |
| | | % within Classified Council Empowers Staff To Participate In The Decision-Making Process | 29.9% | 23.8% | 58.1% | 42.0% |
| | | % of Total | 12.3% | 3.1% | 26.5% | 42.0% |
| | | Staff | Count | 47 | 16 | 31 |
| | | % within Position recode | 50.0% | 17.0% | 33.0% | 100.0% |
| | | % within Classified Council Empowers Staff To Participate In The Decision-Making Process | 70.1% | 76.2% | 41.9% | 58.0% |
| | | % of Total | 29.0% | 9.9% | 19.1% | 58.0% |
| Total | | Count | 67 | 21 | 74 | 162 |
| | | % within Position recode | 41.4% | 13.0% | 45.7% | 100.0% |
| | | % within Classified Council Empowers Staff To Participate In The Decision-Making Process | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 41.4% | 13.0% | 45.7% | 100.0% |
| | | | | | | |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 14.797 | 2 | .001 |
| Likelihood Ratio | 15.019 | 2 | .001 |
| Linear-by-Linear Association | 11.672 | 1 | .001 |
| N of Valid Cases | 162 | | |

Position recode * I Effectively Participate In The Classified Council Committees

Crosstab

| | | | I Effectively Participate In The Classified Council Committees | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 6 | 7 | 36 | 49 |
| | | % within Position recode | 12.2% | 14.3% | 73.5% | 100.0% |
| | | % within I Effectively Participate In The Classified Council Committees | 17.6% | 21.9% | 50.7% | 35.8% |
| | | % of Total | 4.4% | 5.1% | 26.3% | 35.8% |
| Total | Staff | Count | 28 | 25 | 35 | 88 |
| | | % within Position recode | 31.8% | 28.4% | 39.8% | 100.0% |
| | | % within I Effectively Participate In The Classified Council Committees | 82.4% | 78.1% | 49.3% | 64.2% |
| | | % of Total | 20.4% | 18.2% | 25.5% | 64.2% |
| Total | Total | Count | 34 | 32 | 71 | 137 |
| | | % within Position recode | 24.8% | 23.4% | 51.8% | 100.0% |
| | | % within I Effectively Participate In The Classified Council Committees | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 24.8% | 23.4% | 51.8% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 14.443 | 2 | .001 |
| Likelihood Ratio | 14.944 | 2 | .001 |
| Linear-by-Linear Association | 12.785 | 1 | .000 |
| N of Valid Cases | 137 | | |

Position recode * President Effectively Addresses The Challenges Facing The College

Crosstab

| | | | President Effectively Addresses The Challenges Facing The College | | | Total |
|-----------------|--|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 135 | 20 | 44 | 199 |
| | | % within Position recode | 67.8% | 10.1% | 22.1% | 100.0% |
| | | % within President Effectively Addresses The Challenges Facing The College | 64.3% | 90.9% | 67.7% | 67.0% |
| | | % of Total | 45.5% | 6.7% | 14.8% | 67.0% |
| | Staff | Count | 75 | 2 | 21 | 98 |
| | | % within Position recode | 76.5% | 2.0% | 21.4% | 100.0% |
| | | % within President Effectively Addresses The Challenges Facing The College | 35.7% | 9.1% | 32.3% | 33.0% |
| | | % of Total | 25.3% | .7% | 7.1% | 33.0% |
| Total | Count | 210 | 22 | 65 | 297 | |
| | % within Position recode | 70.7% | 7.4% | 21.9% | 100.0% | |
| | % within President Effectively Addresses The Challenges Facing The College | 100.0% | 100.0% | 100.0% | 100.0% | |
| | % of Total | 70.7% | 7.4% | 21.9% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 6.402 | 2 | .041 |
| Likelihood Ratio | 7.754 | 2 | .021 |
| Linear-by-Linear Association | .836 | 1 | .360 |
| N of Valid Cases | 297 | | |

Position recode * President Empowers Faculty and Staff To Participate In Decision-Making

Crosstab

| | | | President Empowers Faculty and Staff To Participate In Decision-Making | | | Total |
|-----------------|---|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 108 | 28 | 62 | 198 |
| | | % within Position recode | 54.5% | 14.1% | 31.3% | 100.0% |
| | | % within President Empowers Faculty and Staff To Participate In Decision-Making | 68.8% | 68.3% | 66.0% | 67.8% |
| | | % of Total | 37.0% | 9.6% | 21.2% | 67.8% |
| | Staff | Count | 49 | 13 | 32 | 94 |
| | | % within Position recode | 52.1% | 13.8% | 34.0% | 100.0% |
| | | % within President Empowers Faculty and Staff To Participate In Decision-Making | 31.2% | 31.7% | 34.0% | 32.2% |
| | | % of Total | 16.8% | 4.5% | 11.0% | 32.2% |
| Total | Count | 157 | 41 | 94 | 292 | |
| | % within Position recode | 53.8% | 14.0% | 32.2% | 100.0% | |
| | % within President Empowers Faculty and Staff To Participate In Decision-Making | 100.0% | 100.0% | 100.0% | 100.0% | |
| | % of Total | 53.8% | 14.0% | 32.2% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | .221 | 2 | .895 |
| Likelihood Ratio | .220 | 2 | .896 |
| Linear-by-Linear Association | .207 | 1 | .649 |
| N of Valid Cases | 292 | | |

Crosstab

| | | | President Provides Effective Leadership for TMCC | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 110 | 21 | 69 | 200 |
| | | % within Position recode | 55.0% | 10.5% | 34.5% | 100.0% |
| | | % within President Provides Effective Leadership for TMCC | 62.5% | 77.8% | 71.9% | 66.9% |
| | | % of Total | 36.8% | 7.0% | 23.1% | 66.9% |
| Total | Staff | Count | 66 | 6 | 27 | 99 |
| | | % within Position recode | 66.7% | 6.1% | 27.3% | 100.0% |
| | | % within President Provides Effective Leadership for TMCC | 37.5% | 22.2% | 28.1% | 33.1% |
| | | % of Total | 22.1% | 2.0% | 9.0% | 33.1% |
| Total | Total | Count | 176 | 27 | 96 | 299 |
| | | % within Position recode | 58.9% | 9.0% | 32.1% | 100.0% |
| | | % within President Provides Effective Leadership for TMCC | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 58.9% | 9.0% | 32.1% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 4.054 | 2 | .132 |
| Likelihood Ratio | 4.157 | 2 | .125 |
| Linear-by-Linear Association | 2.811 | 1 | .094 |
| N of Valid Cases | 299 | | |

Position recode * Presidents Cabinet Effectively Addresses The Challenges Facing The College

Crosstab

| | | | Presidents Cabinet Effectively Addresses The Challenges Facing The College | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 65 | 29 | 96 | 190 |
| | | % within Position recode | 34.2% | 15.3% | 50.5% | 100.0% |
| | | % within Presidents Cabinet Effectively Addresses The Challenges Facing The College | 59.1% | 78.4% | 72.2% | 67.9% |
| | | % of Total | 23.2% | 10.4% | 34.3% | 67.9% |
| Total | Staff | Count | 45 | 8 | 37 | 90 |
| | | % within Position recode | 50.0% | 8.9% | 41.1% | 100.0% |
| | | % within Presidents Cabinet Effectively Addresses The Challenges Facing The College | 40.9% | 21.6% | 27.8% | 32.1% |
| | | % of Total | 16.1% | 2.9% | 13.2% | 32.1% |
| Total | Total | Count | 110 | 37 | 133 | 280 |
| | | % within Position recode | 39.3% | 13.2% | 47.5% | 100.0% |
| | | % within Presidents Cabinet Effectively Addresses The Challenges Facing The College | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 39.3% | 13.2% | 47.5% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 6.893 | 2 | .032 |
| Likelihood Ratio | 6.908 | 2 | .032 |
| Linear-by-Linear Association | 4.489 | 1 | .034 |
| N of Valid Cases | 280 | | |

Position recode * Presidents Cabinet Empowers Faculty and Staff To Participate In Decision-Making

Crosstab

| | | | Presidents Cabinet Empowers Faculty and Staff To Participate In Decision-Making | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 43 | 55 | 91 | 189 |
| | | % within Position recode | 22.8% | 29.1% | 48.1% | 100.0% |
| | | % within Presidents Cabinet Empowers Faculty and Staff To Participate In Decision-Making | 58.1% | 75.3% | 68.9% | 67.7% |
| | | % of Total | 15.4% | 19.7% | 32.6% | 67.7% |
| | | | | | | |
| Total | Staff | Count | 31 | 18 | 41 | 90 |
| | | % within Position recode | 34.4% | 20.0% | 45.6% | 100.0% |
| | | % within Presidents Cabinet Empowers Faculty and Staff To Participate In Decision-Making | 41.9% | 24.7% | 31.1% | 32.3% |
| | | % of Total | 11.1% | 6.5% | 14.7% | 32.3% |
| | | | | | | |
| Total | | Count | 74 | 73 | 132 | 279 |
| | | % within Position recode | 26.5% | 26.2% | 47.3% | 100.0% |
| | | % within Presidents Cabinet Empowers Faculty and Staff To Participate In Decision-Making | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 26.5% | 26.2% | 47.3% | 100.0% |
| | | | | | | |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 5.159 | 2 | .076 |
| Likelihood Ratio | 5.121 | 2 | .077 |
| Linear-by-Linear Association | 1.784 | 1 | .182 |
| N of Valid Cases | 279 | | |

Position recode * Presidents Cabinet Provides Effective Leadership for TMCC

Crosstab

| | | | Presidents Cabinet Provides Effective Leadership for TMCC | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 55 | 43 | 93 | 191 |
| | | % within Position recode | 28.8% | 22.5% | 48.7% | 100.0% |
| | | % within Presidents Cabinet Provides Effective Leadership for TMCC | 56.1% | 81.1% | 71.0% | 67.7% |
| | | % of Total | 19.5% | 15.2% | 33.0% | 67.7% |
| | | | | | | |
| Total | Staff | Count | 43 | 10 | 38 | 91 |
| | | % within Position recode | 47.3% | 11.0% | 41.8% | 100.0% |
| | | % within Presidents Cabinet Provides Effective Leadership for TMCC | 43.9% | 18.9% | 29.0% | 32.3% |
| | | % of Total | 15.2% | 3.5% | 13.5% | 32.3% |
| | | | | | | |
| Total | | Count | 98 | 53 | 131 | 282 |
| | | % within Position recode | 34.8% | 18.8% | 46.5% | 100.0% |
| | | % within Presidents Cabinet Provides Effective Leadership for TMCC | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 34.8% | 18.8% | 46.5% | 100.0% |
| | | | | | | |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 11.035 | 2 | .004 |
| Likelihood Ratio | 11.189 | 2 | .004 |
| Linear-by-Linear Association | 4.959 | 1 | .026 |
| N of Valid Cases | 282 | | |

Position recode * I Understand Contractual Obligations Regarding Code of Conduct & Ethical Behavior

Crosstab

| | | | I Understand Contractual Obligations Regarding Code of Conduct & Ethical Behavior | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 199 | 0 | 2 | 201 |
| | | % within Position recode | 99.0% | .0% | 1.0% | 100.0% |
| | | % within I Understand Contractual Obligations Regarding Code of Conduct & Ethical Behavior | 68.2% | .0% | 25.0% | 66.8% |
| | | % of Total | 66.1% | .0% | .7% | 66.8% |
| Total | Staff | Count | 93 | 1 | 6 | 100 |
| | | % within Position recode | 93.0% | 1.0% | 6.0% | 100.0% |
| | | % within I Understand Contractual Obligations Regarding Code of Conduct & Ethical Behavior | 31.8% | 100.0% | 75.0% | 33.2% |
| | | % of Total | 30.9% | .3% | 2.0% | 33.2% |
| Total | Total | Count | 292 | 1 | 8 | 301 |
| | | % within Position recode | 97.0% | .3% | 2.7% | 100.0% |
| | | % within I Understand Contractual Obligations Regarding Code of Conduct & Ethical Behavior | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 97.0% | .3% | 2.7% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 8.552 | 2 | .014 |
| Likelihood Ratio | 8.295 | 2 | .016 |
| Linear-by-Linear Association | 7.579 | 1 | .006 |
| N of Valid Cases | 301 | | |

Crosstab

| | | | I Understand Contractual Obligations on Conflict of Interest | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 183 | 8 | 10 | 201 |
| | | % within Position recode | 91.0% | 4.0% | 5.0% | 100.0% |
| | | % within I Understand Contractual Obligations on Conflict of Interest | 67.8% | 66.7% | 62.5% | 67.4% |
| | | % of Total | 61.4% | 2.7% | 3.4% | 67.4% |
| Total | Staff | Count | 87 | 4 | 6 | 97 |
| | | % within Position recode | 89.7% | 4.1% | 6.2% | 100.0% |
| | | % within I Understand Contractual Obligations on Conflict of Interest | 32.2% | 33.3% | 37.5% | 32.6% |
| | | % of Total | 29.2% | 1.3% | 2.0% | 32.6% |
| Total | Total | Count | 270 | 12 | 16 | 298 |
| | | % within Position recode | 90.6% | 4.0% | 5.4% | 100.0% |
| | | % within I Understand Contractual Obligations on Conflict of Interest | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 90.6% | 4.0% | 5.4% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | .195 | 2 | .907 |
| Likelihood Ratio | .191 | 2 | .909 |
| Linear-by-Linear Association | .184 | 1 | .668 |
| N of Valid Cases | 298 | | |

Position recode * I'm Satisfied With Conditions Of My Employment At TMCC

Crosstab

| | | | I'm Satisfied With Conditions Of My Employment At TMCC | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 143 | 23 | 35 | 201 |
| | | % within Position recode | 71.1% | 11.4% | 17.4% | 100.0% |
| | | % within I'm Satisfied With Conditions Of My Employment At TMCC | 70.1% | 63.9% | 57.4% | 66.8% |
| | | % of Total | 47.5% | 7.6% | 11.6% | 66.8% |
| Total | Staff | Count | 61 | 13 | 26 | 100 |
| | | % within Position recode | 61.0% | 13.0% | 26.0% | 100.0% |
| | | % within I'm Satisfied With Conditions Of My Employment At TMCC | 29.9% | 36.1% | 42.6% | 33.2% |
| | | % of Total | 20.3% | 4.3% | 8.6% | 33.2% |
| Total | Total | Count | 204 | 36 | 61 | 301 |
| | | % within Position recode | 67.8% | 12.0% | 20.3% | 100.0% |
| | | % within I'm Satisfied With Conditions Of My Employment At TMCC | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 67.8% | 12.0% | 20.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 3.579 | 2 | .167 |
| Likelihood Ratio | 3.502 | 2 | .174 |
| Linear-by-Linear Association | 3.567 | 1 | .059 |
| N of Valid Cases | 301 | | |

Position recode * There are Opportunities for Advancement In My field At TMCC

Crosstab

| | | | There are Opportunities for Advancement In My field At TMCC | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 64 | 81 | 53 | 198 |
| | | % within Position recode | 32.3% | 40.9% | 26.8% | 100.0% |
| | | % within There are Opportunities for Advancement In My field At TMCC | 70.3% | 61.4% | 69.7% | 66.2% |
| | | % of Total | 21.4% | 27.1% | 17.7% | 66.2% |
| Total | Staff | Count | 27 | 51 | 23 | 101 |
| | | % within Position recode | 26.7% | 50.5% | 22.8% | 100.0% |
| | | % within There are Opportunities for Advancement In My field At TMCC | 29.7% | 38.6% | 30.3% | 33.8% |
| | | % of Total | 9.0% | 17.1% | 7.7% | 33.8% |
| Total | Total | Count | 91 | 132 | 76 | 299 |
| | | % within Position recode | 30.4% | 44.1% | 25.4% | 100.0% |
| | | % within There are Opportunities for Advancement In My field At TMCC | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 30.4% | 44.1% | 25.4% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 2.499 | 2 | .287 |
| Likelihood Ratio | 2.492 | 2 | .288 |
| Linear-by-Linear Association | .031 | 1 | .861 |
| N of Valid Cases | 299 | | |

Position recode * I'm Satisfied With the Criteria for Advancement At TMCC

Crosstab

| | | | I'm Satisfied With the Criteria for Advancement At TMCC | | | Total |
|-----------------|---------|--|---|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 66 | 64 | 64 | 194 |
| | | % within Position recode | 34.0% | 33.0% | 33.0% | 100.0% |
| | | % within I'm Satisfied With the Criteria for Advancement At TMCC | 69.5% | 61.0% | 68.1% | 66.0% |
| | | % of Total | 22.4% | 21.8% | 21.8% | 66.0% |
| Total | Staff | Count | 29 | 41 | 30 | 100 |
| | | % within Position recode | 29.0% | 41.0% | 30.0% | 100.0% |
| | | % within I'm Satisfied With the Criteria for Advancement At TMCC | 30.5% | 39.0% | 31.9% | 34.0% |
| | | % of Total | 9.9% | 13.9% | 10.2% | 34.0% |
| Total | Total | Count | 95 | 105 | 94 | 294 |
| | | % within Position recode | 32.3% | 35.7% | 32.0% | 100.0% |
| | | % within I'm Satisfied With the Criteria for Advancement At TMCC | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 32.3% | 35.7% | 32.0% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 1.885 | 2 | .390 |
| Likelihood Ratio | 1.871 | 2 | .392 |
| Linear-by-Linear Association | .042 | 1 | .837 |
| N of Valid Cases | 294 | | |

Position recode * I'm Provided With Opportunities For Professional Recognition At TMCC

Crosstab

| | | | I'm Provided With Opportunities For Professional Recognition At TMCC | | | Total |
|-----------------|---------|---|--|----------|---------|--------|
| | | | Positive | Negative | Neutral | |
| Position recode | Faculty | Count | 112 | 38 | 50 | 200 |
| | | % within Position recode | 56.0% | 19.0% | 25.0% | 100.0% |
| | | % within I'm Provided With Opportunities For Professional Recognition At TMCC | 73.7% | 55.9% | 70.4% | 68.7% |
| | | % of Total | 38.5% | 13.1% | 17.2% | 68.7% |
| Total | Staff | Count | 40 | 30 | 21 | 91 |
| | | % within Position recode | 44.0% | 33.0% | 23.1% | 100.0% |
| | | % within I'm Provided With Opportunities For Professional Recognition At TMCC | 26.3% | 44.1% | 29.6% | 31.3% |
| | | % of Total | 13.7% | 10.3% | 7.2% | 31.3% |
| Total | Total | Count | 152 | 68 | 71 | 291 |
| | | % within Position recode | 52.2% | 23.4% | 24.4% | 100.0% |
| | | % within I'm Provided With Opportunities For Professional Recognition At TMCC | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 52.2% | 23.4% | 24.4% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 7.053 | 2 | .029 |
| Likelihood Ratio | 6.812 | 2 | .033 |
| Linear-by-Linear Association | .927 | 1 | .336 |
| N of Valid Cases | 291 | | |

Position recode * Current Budget Situation Negatively Impacts The Quality Of Work I Do(r)

Crosstab

| | | | Current Budget Situation Negatively Impacts The Quality Of Work I Do(r) | | | Total |
|-----------------|---------|--|---|---------------------|---------|--------|
| | | | Not Impacted | Negatively Impacted | Neutral | |
| Position recode | Faculty | Count | 73 | 93 | 35 | 201 |
| | | % within Position recode | 36.3% | 46.3% | 17.4% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts The Quality Of Work I Do(r) | 57.5% | 76.9% | 68.6% | 67.2% |
| | | % of Total | 24.4% | 31.1% | 11.7% | 67.2% |
| | Staff | Count | 54 | 28 | 16 | 98 |
| | | % within Position recode | 55.1% | 28.6% | 16.3% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts The Quality Of Work I Do(r) | 42.5% | 23.1% | 31.4% | 32.8% |
| | | % of Total | 18.1% | 9.4% | 5.4% | 32.8% |
| Total | | Count | 127 | 121 | 51 | 299 |
| | | % within Position recode | 42.5% | 40.5% | 17.1% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts The Quality Of Work I Do(r) | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 42.5% | 40.5% | 17.1% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|--------|----|-----------------------|
| Pearson Chi-Square | 10.617 | 2 | .005 |
| Likelihood Ratio | 10.714 | 2 | .005 |
| Linear-by-Linear Association | 4.885 | 1 | .027 |
| N of Valid Cases | 299 | | |

Position recode * Current Budget Situation Negatively Impacts The Morale In My Area(r)

Crosstab

| | | | Current Budget Situation Negatively Impacts The Morale In My Area(r) | | | Total |
|-----------------|---------|---|--|---------------------|---------|--------|
| | | | Not Impacted | Negatively Impacted | Neutral | |
| Position recode | Faculty | Count | 34 | 147 | 20 | 201 |
| | | % within Position recode | 16.9% | 73.1% | 10.0% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts The Morale In My Area(r) | 55.7% | 71.0% | 58.8% | 66.6% |
| | | % of Total | 11.3% | 48.7% | 6.6% | 66.6% |
| Total | Staff | Count | 27 | 60 | 14 | 101 |
| | | % within Position recode | 26.7% | 59.4% | 13.9% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts The Morale In My Area(r) | 44.3% | 29.0% | 41.2% | 33.4% |
| | | % of Total | 8.9% | 19.9% | 4.6% | 33.4% |
| Total | Total | Count | 61 | 207 | 34 | 302 |
| | | % within Position recode | 20.2% | 68.5% | 11.3% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts The Morale In My Area(r) | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 20.2% | 68.5% | 11.3% | 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | 5.969 | 2 | .051 |
| Likelihood Ratio | 5.849 | 2 | .054 |
| Linear-by-Linear Association | .762 | 1 | .383 |
| N of Valid Cases | 302 | | |

Position recode * Current Budget Situation Negatively Impacts My Commitment To My Work(r)

Crosstab

| | | | Current Budget Situation Negatively Impacts My Commitment To My Work(r) | | | Total |
|-----------------|---------|--|---|---------------------|---------|--------|
| | | | Not Impacted | Negatively Impacted | Neutral | |
| Position recode | Faculty | Count | 141 | 32 | 25 | 198 |
| | | % within Position recode | 71.2% | 16.2% | 12.6% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts My Commitment To My Work(r) | 65.6% | 71.1% | 65.8% | 66.4% |
| | | % of Total | 47.3% | 10.7% | 8.4% | 66.4% |
| | | | | | | |
| | Staff | Count | 74 | 13 | 13 | 100 |
| | | % within Position recode | 74.0% | 13.0% | 13.0% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts My Commitment To My Work(r) | 34.4% | 28.9% | 34.2% | 33.6% |
| | | % of Total | 24.8% | 4.4% | 4.4% | 33.6% |
| | | | | | | |
| Total | | Count | 215 | 45 | 38 | 298 |
| | | % within Position recode | 72.1% | 15.1% | 12.8% | 100.0% |
| | | % within Current Budget Situation Negatively Impacts My Commitment To My Work(r) | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 72.1% | 15.1% | 12.8% | 100.0% |
| | | | | | | |

Chi-Square Tests

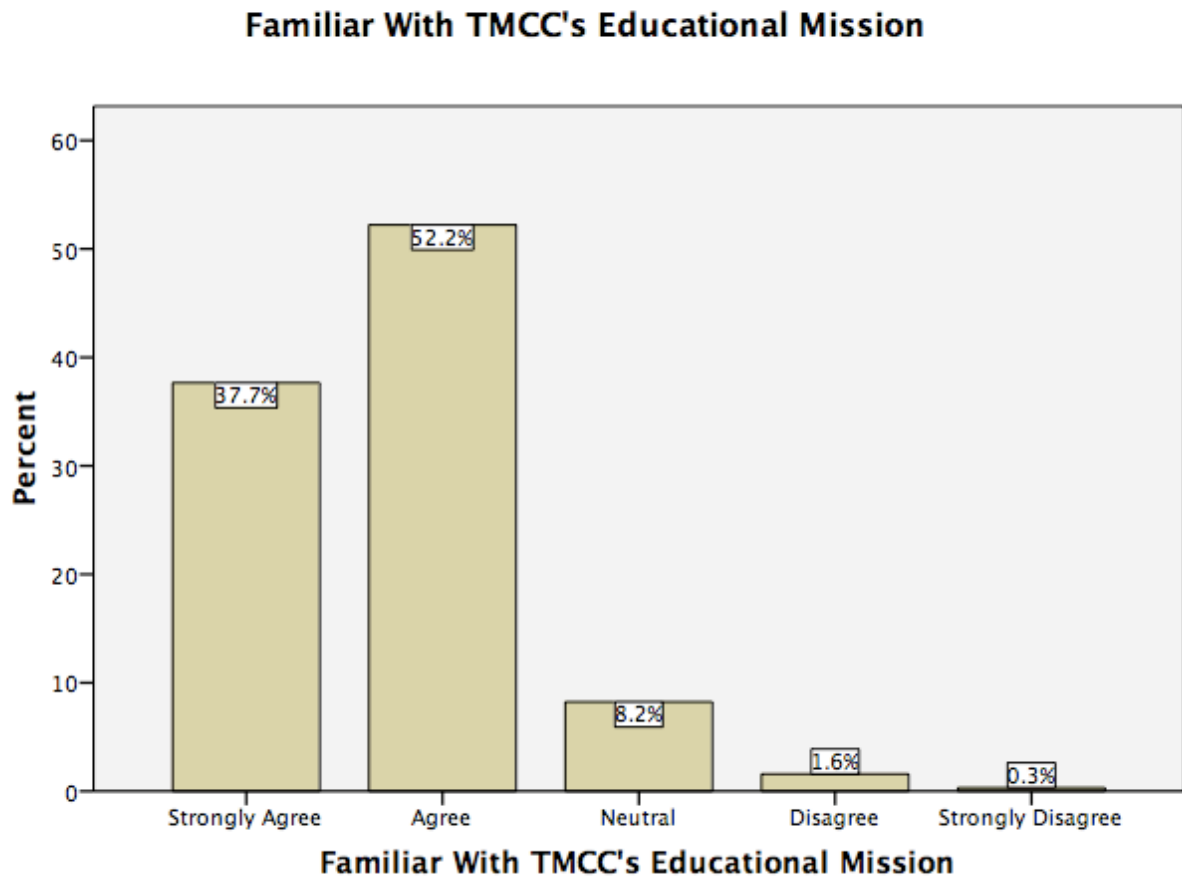
| | Value | df | Asymp. Sig. (2-sided) |
|------------------------------|-------|----|-----------------------|
| Pearson Chi-Square | .519 | 2 | .772 |
| Likelihood Ratio | .530 | 2 | .767 |
| Linear-by-Linear Association | .078 | 1 | .780 |
| N of Valid Cases | 298 | | |

Aggregate Results

Communication and Direction

Question 1

I am familiar with TMCC's educational mission.

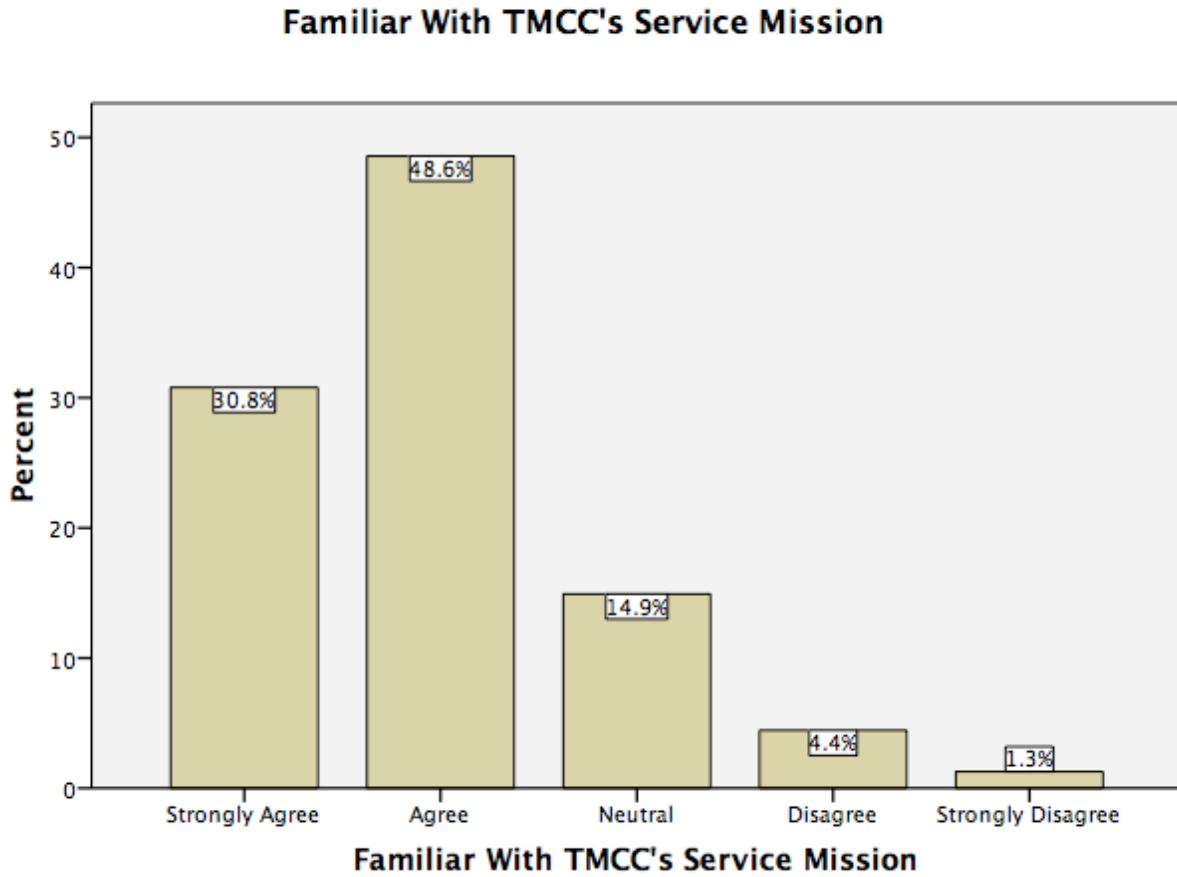


Observations

- 89.9% of employees “agree” or “strongly agree” that they are familiar with TMCC's educational mission.
- The most frequent answer was “agree” as with more than half selecting that response.
- Less than 2% of employees “disagree” that they are familiar with the educational mission.

Question 2

I am familiar with TMCC's service mission.

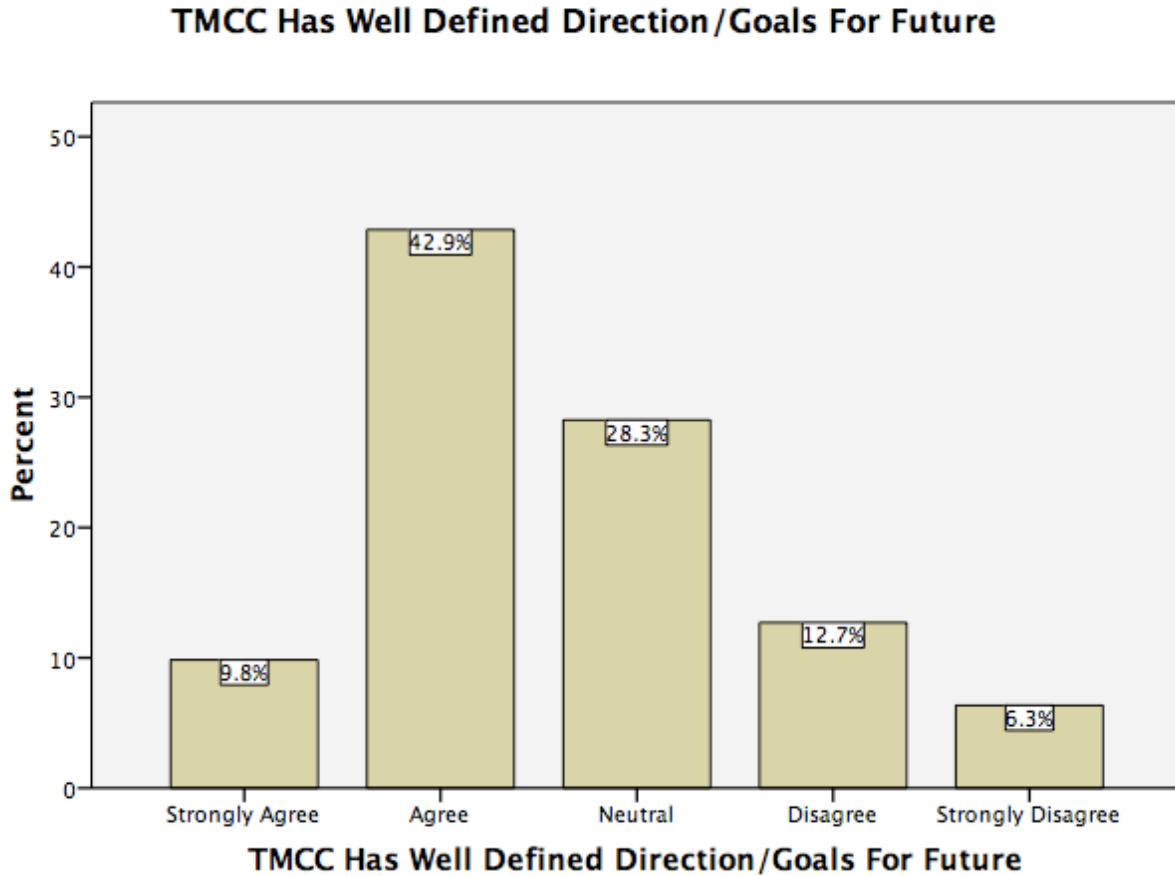


Observations

- 79.4% of employees “agree” or “strongly agree” that they are familiar with TMCC’s service mission.
- The most frequent response was “agree” with 48.6%.
- Nearly 6% indicated that they are not familiar with TMCC’s service mission and responded “disagree” or “strongly disagree.”

Question 3

TMCC has well defined direction and goals for the future.

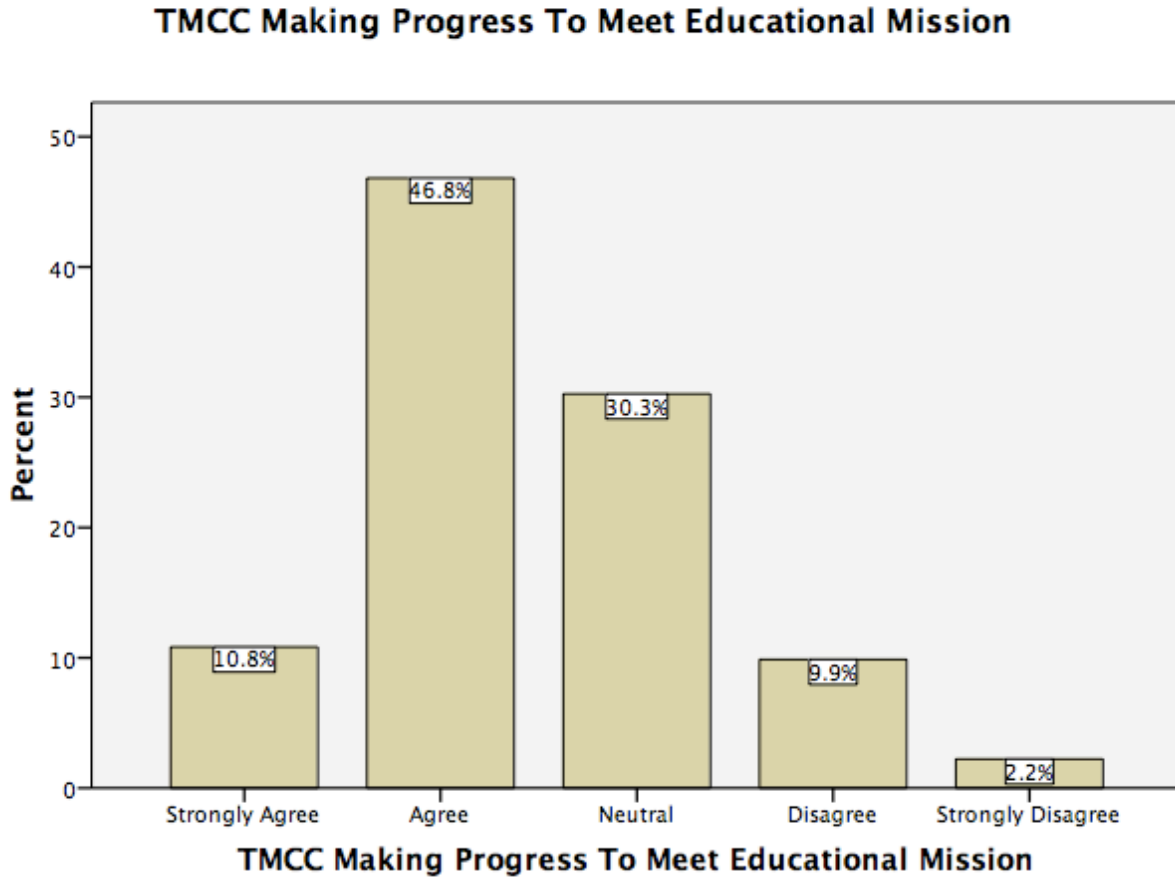


Observations

- Slightly more than half of the employees “agree” or “strongly agree” that TMCC has well defined goals and direction for the future of the institution.
- The most frequent response was “agree” with 42.9%.
- However, nearly one in five “disagree” or “strongly disagree” indicating that they do not believe that TMCC has well defined goals and direction for the future.
- Slightly more than one-quarter were “neutral” as to whether TMCC has well defined direction/goals for the future.

Question 4

TMCC is making progress to meet its educational mission.

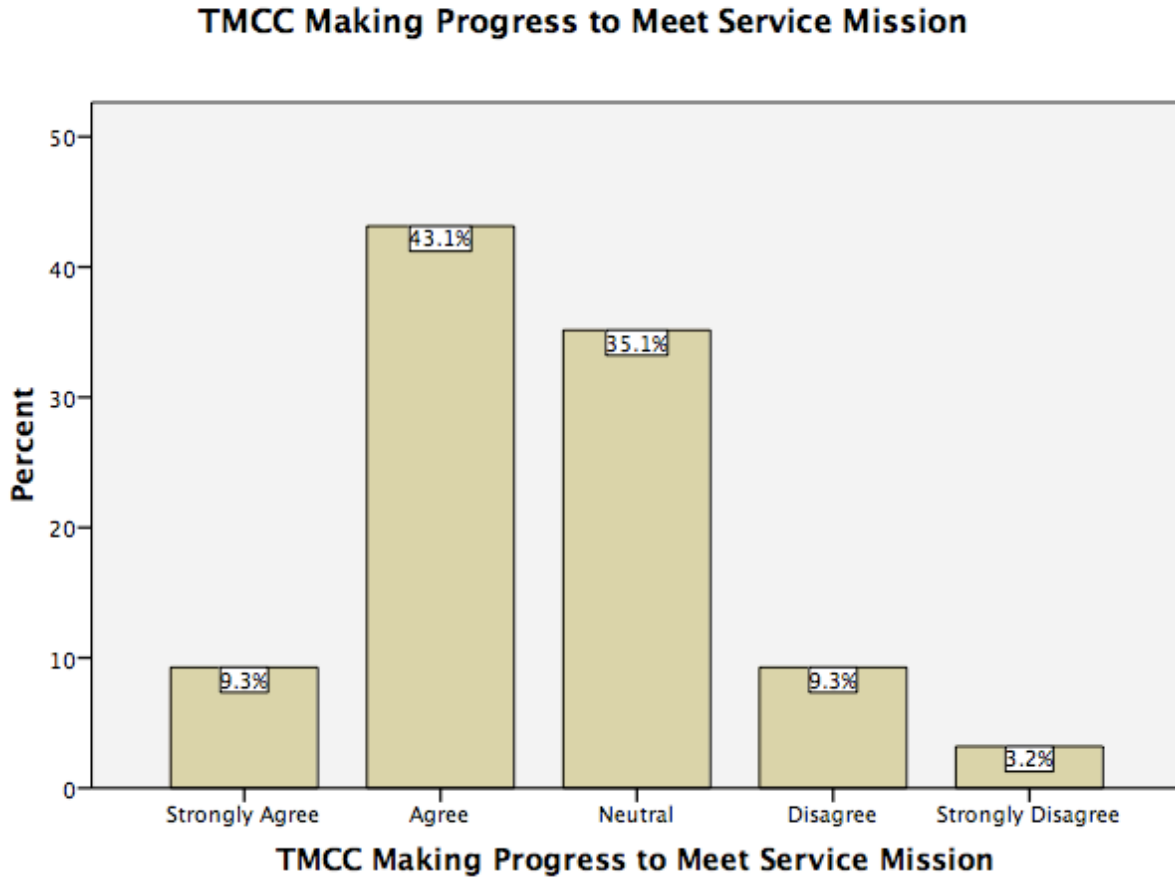


Observations

- Nearly three in five responded “agree” or “strongly agree” that TMCC is making progress to meet the educational mission.
- The most frequent response was “agree” with 46.8%.
- However, slightly less than one-third responded that they were “neutral” regarding TMCC’s progress towards educational mission.
- Slightly more than 12% “disagree” or “strongly disagree” that TMCC is making progress to meet the educational mission.

Question 5

TMCC is making progress to meet its service mission.

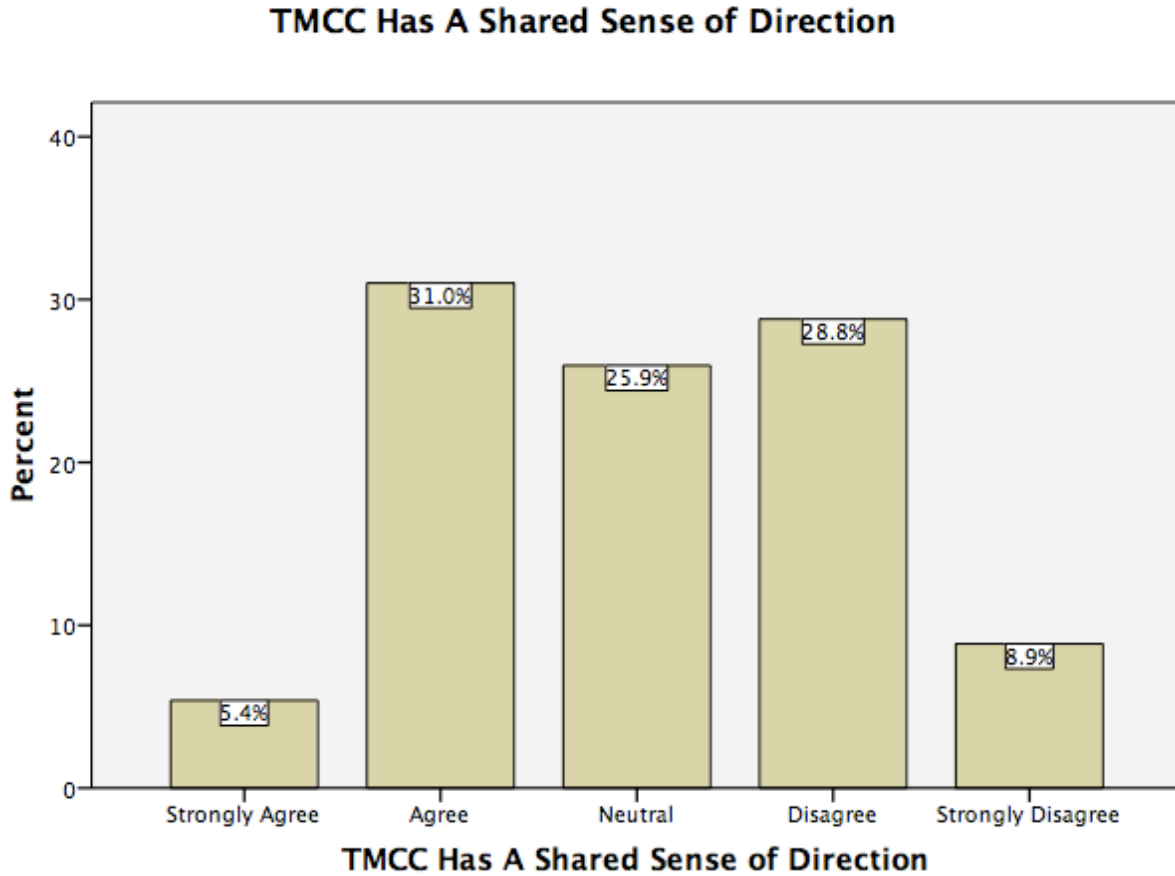


Observations

- Slightly more than half of employees “agree” or “strongly agree” that TMCC is making progress towards its service mission.
- The most common response was “agree” with 43.1%.
- However, slightly more than one-third feels “neutral” that TMCC is making progress towards the service mission.
- 12.5% “disagree” or “strongly disagree” that TMCC is making progress to meet the service mission.

Question 6

TMCC has a shared sense of direction.

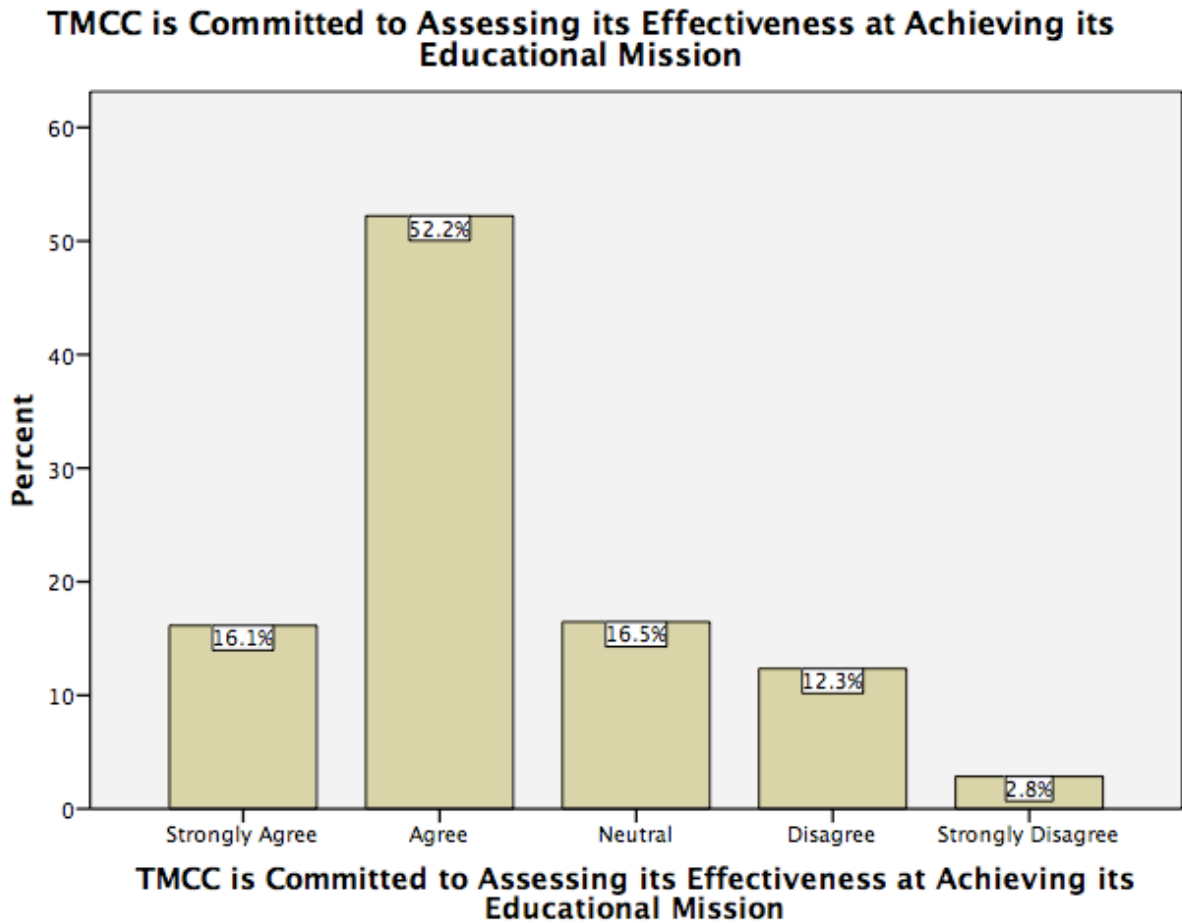


Observations

- 36.4% “agree” or “strongly agree” that TMCC has a shared sense of direction.
- However, 37.7% “disagree” or “strongly disagree” that TMCC has a shared sense of direction.
- Slightly more than one-quarter is “neutral” in regards to TMCC having a shared sense of direction.
- The most common response was “agree” with 31.0% closely followed by the second most common response of “disagree” with 28.8%.

Question 7

TMCC is committed to assessing its effectiveness at achieving its educational mission.

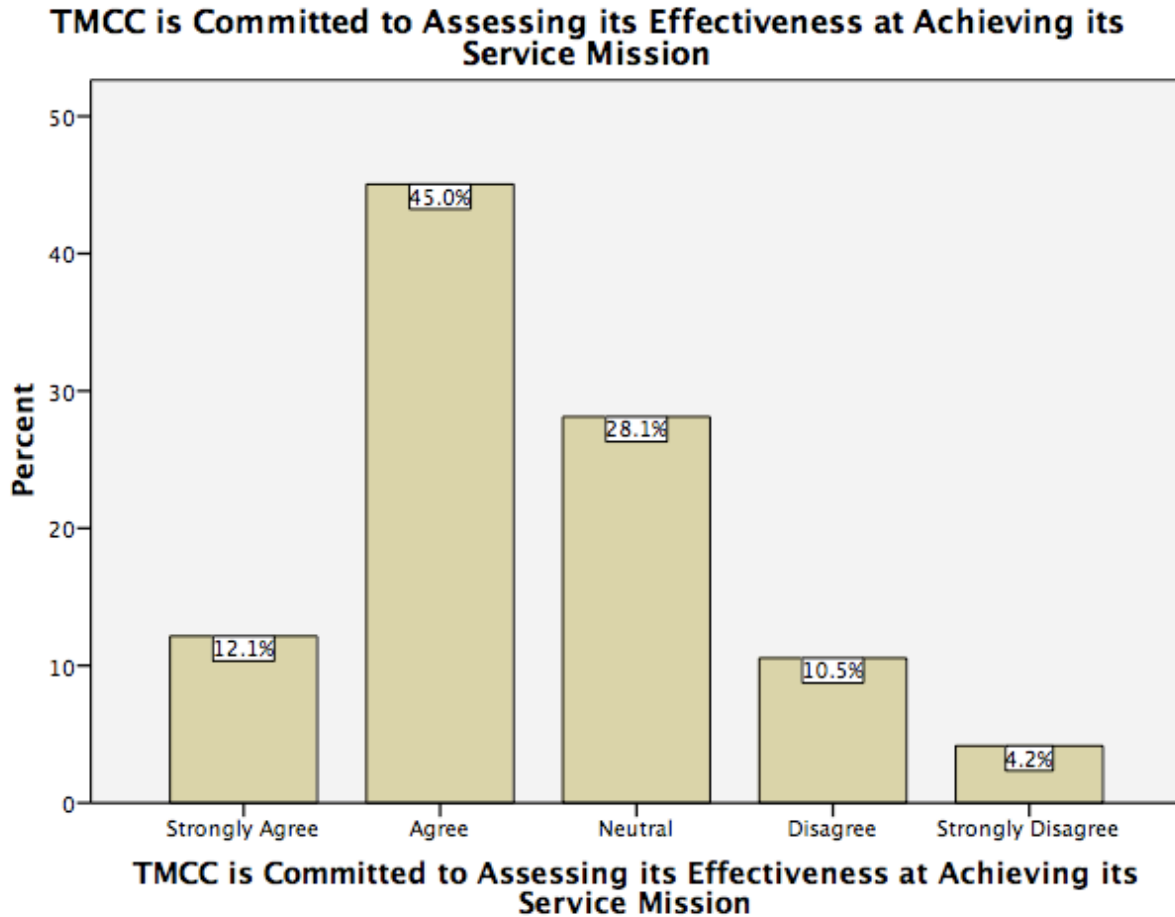


Observations

- Slightly more than two-thirds of employees “agree” or “strongly agree” that TMCC has made a commitment to assess progress on educational mission.
- The most frequent response was “agree” with 52.2%.
- 15.1% “disagree” or “strongly disagree” that TMCC is committed to assessing effective achievement of the educational mission.

Question 8

TMCC is committed to assessing its effectiveness at achieving its service mission.

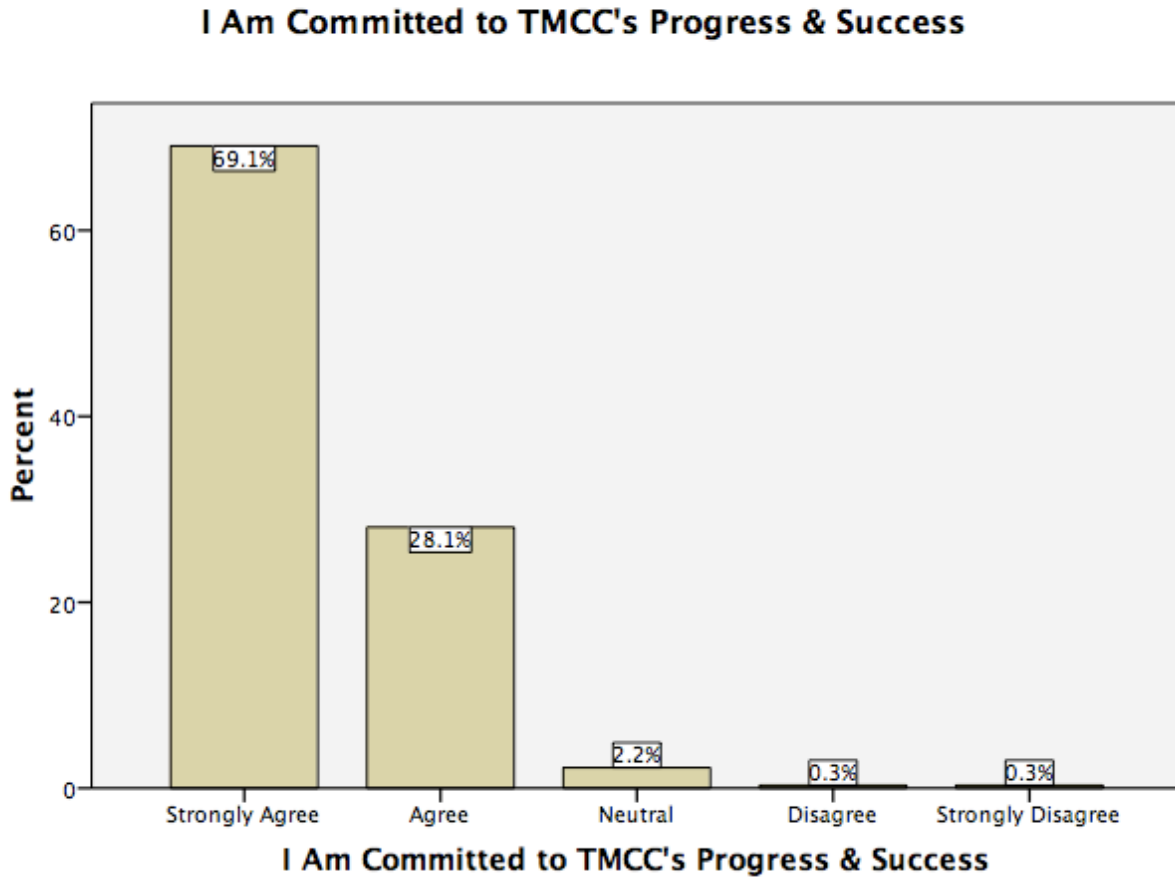


Observations

- Slightly less than three in five “agree” or “strongly agree” that TMCC has made a commitment to assess progress on service mission.
- The most frequent response was “agree” with 45.0%.
- Slightly more than one-quarter of employees said they were “neutral” about TMCC’s commitment to assessment of service mission effectiveness.
- Nearly 15% “disagree” or “strongly disagree” that TMCC is committed to assessing effective achievement of the service mission.

Question 9

I am committed to TMCC's progress and success.



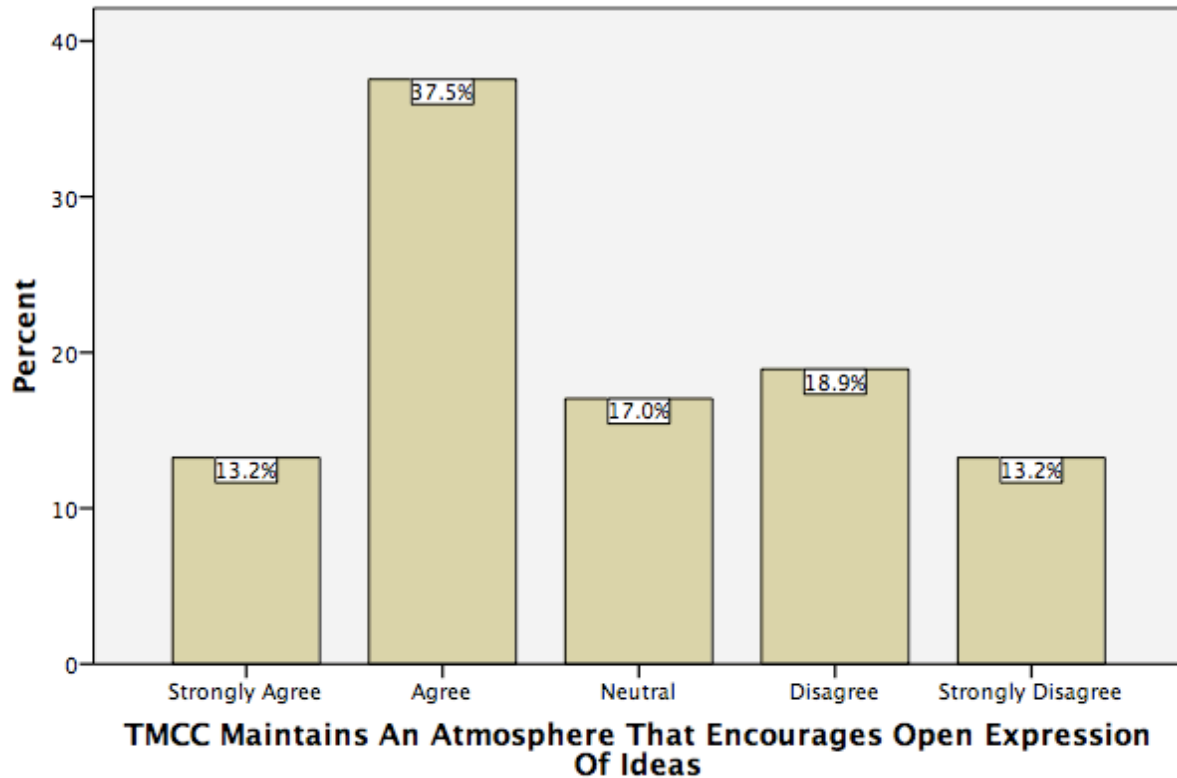
Observations

- 97.2% “agree” or “strongly agree” that they are committed to TMCC’s progress and success.
- The most common answer was “strongly agree” with 69.1%.
- Less than 5% were neutral or disagreed about being committed to TMCC’s progress and success.

Question 10

TMCC maintains an atmosphere that encourages the open expression of ideas.

TMCC Maintains An Atmosphere That Encourages Open Expression Of Ideas

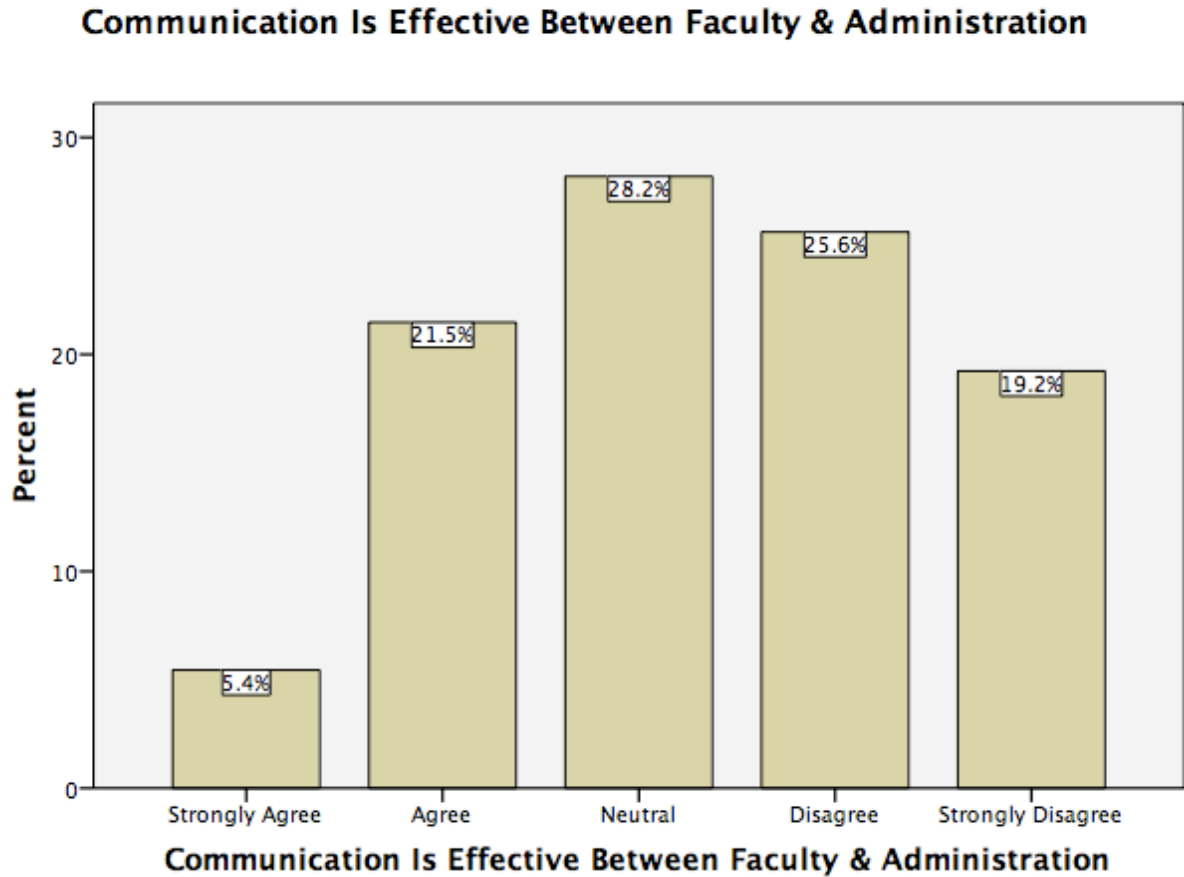


Observations

- Slightly more than half “agree” or “strongly agree” that TMCC fosters an atmosphere that encourages open expression of ideas.
- The most frequent response was “agree” with 37.5%.
- Approximately one-third “disagree” or “strongly disagree” that TMCC maintains an atmosphere that encourages open expression of ideas.

Question 11

Communication is effective between faculty and administration at TMCC.



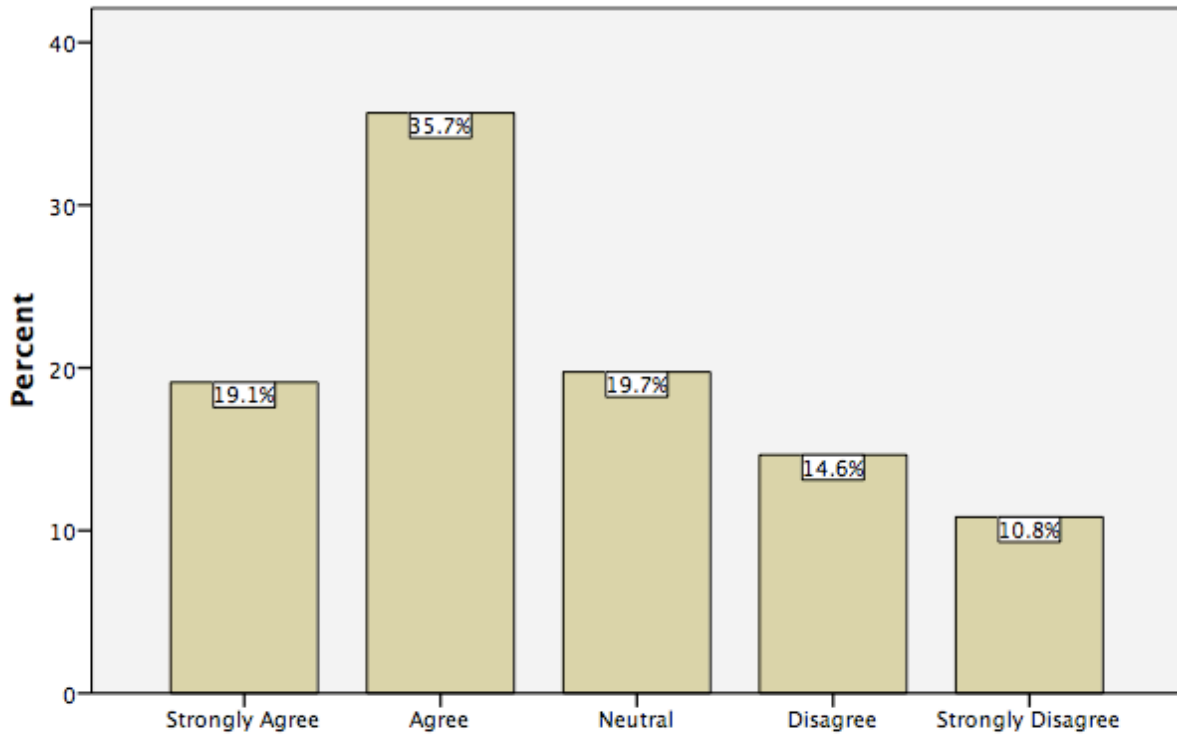
Observations

- The most common response (28.2%) was that employees felt “neutral” about the effectiveness of communication between faculty and administration.
- The second most common response (25.6%) was that employees “disagree” that communication is effective between faculty and administration.
- Slightly more than one-quarter “agree” or “strongly agree” that effective communication exists between faculty and administration.

Question 12

I get good ideas about how to improve my work from the person(s) to whom I report.

I Get Good ideas About Improving My Work From Whom I Report To



I Get Good ideas About Improving My Work From Whom I Report To

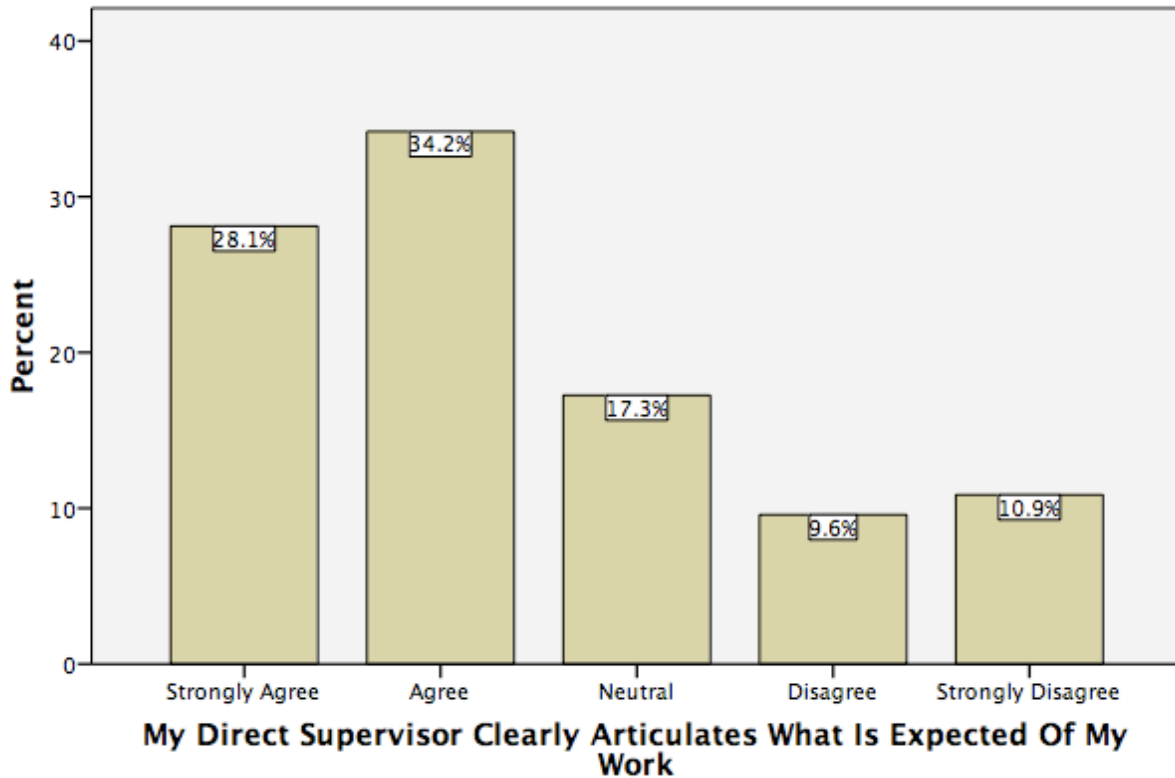
Observations

- Slightly more than half of employees “agree” or “strongly agree” that they receive work improvement ideas from someone they report to.
- The most frequent response was “agree” with 35.7%.
- One-quarter “disagree” or “strongly disagree” that they receive good improvement suggestions.

Question 13

My direct supervisor clearly articulates what is expected of my work.

My Direct Supervisor Clearly Articulates What Is Expected Of My Work



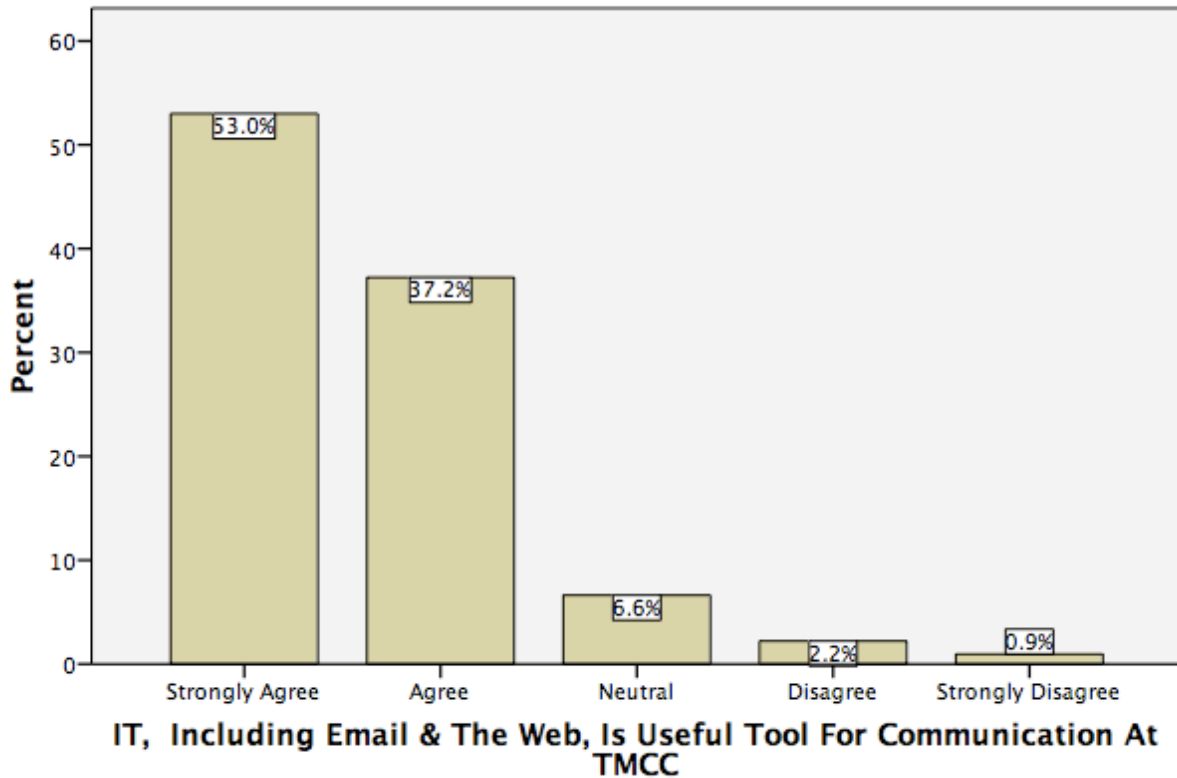
Observations

- Slightly more than three in five “agree” or “strongly agree” that their direct supervisor articulates work expectations.
- The most common response was “agree” with slightly more than one-third of employees.
- One in five “disagree” or “strongly disagree” that the supervisor clearly articulates work expectations.

Question 14

Information technology, including email and the World Wide Web, is a useful tool for communication at TMCC.

IT, Including Email & The Web, Is Useful Tool For Communication At TMCC



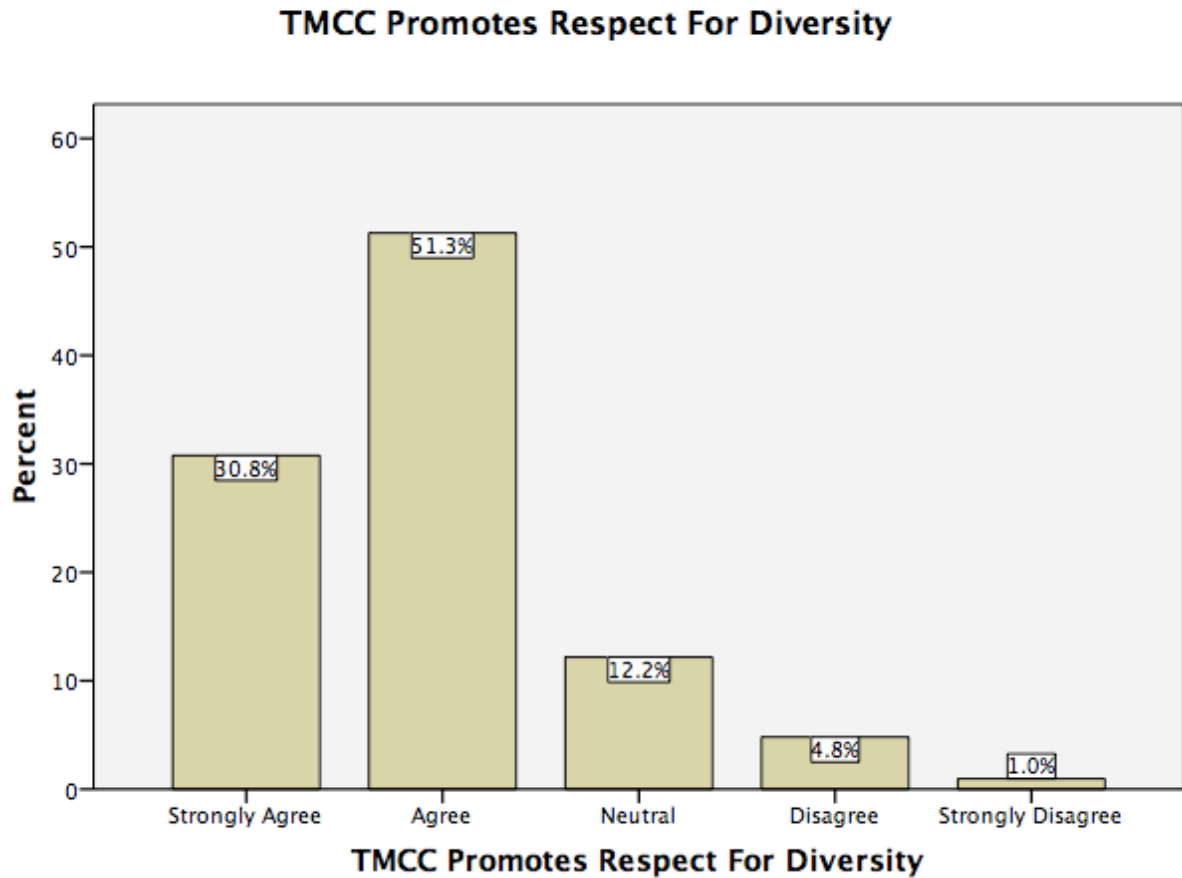
Observations

- 90.2% of employees “agree” or “strongly agree” that email and the web are useful communication tools at TMCC.
- The most frequent response was “strongly agree” with 53.0%.
- 3.1% “disagree” or “strongly disagree” that email and the web are useful communication tools.

Attitudes and Practices

Question 15

TMCC promotes respect for diversity.

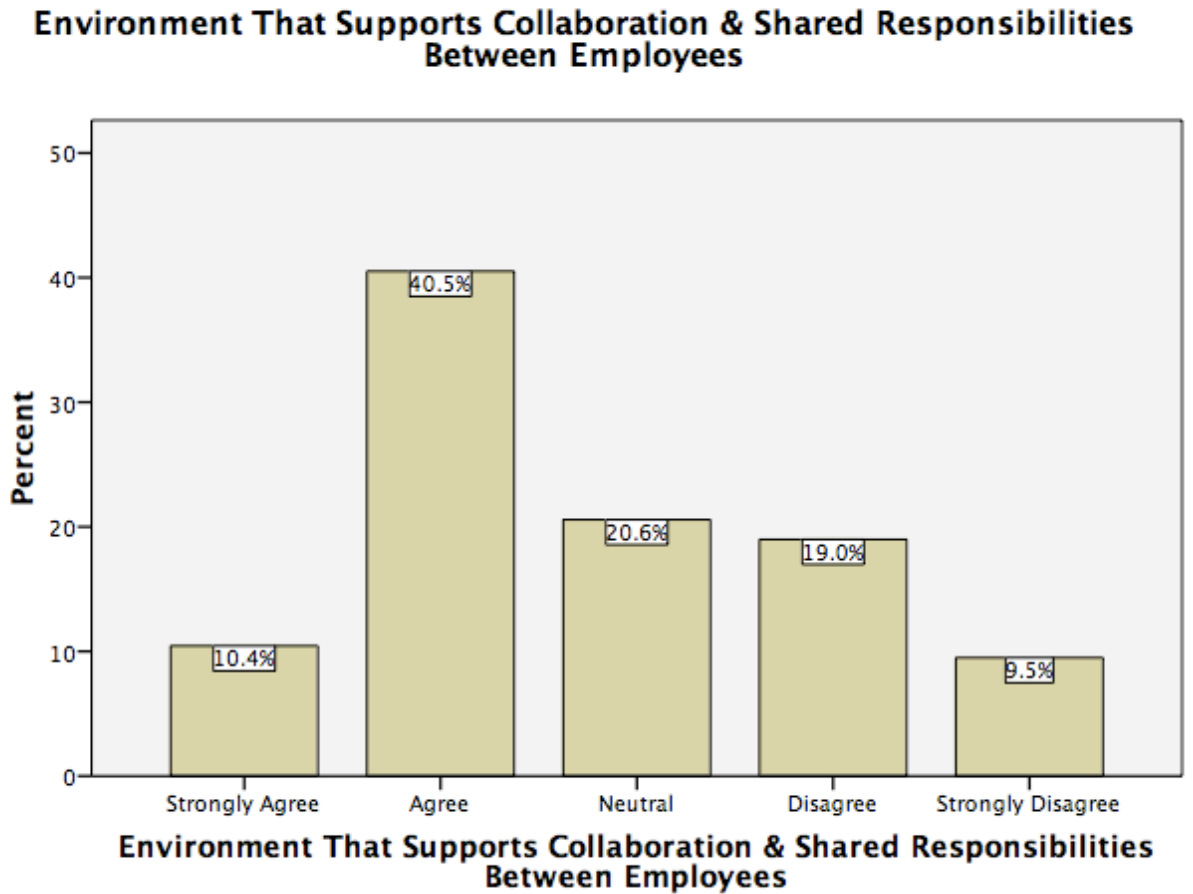


Observations

- More than four out of five “agree” or “strongly agree” that TMCC promotes respect for diversity.
- The most frequent response was “agree” with 51.3%.
- 5.8% of employees “disagree” or “strongly disagree” that TMCC promotes respect for diversity.

Question 16

There is a working environment that supports collaboration and shared responsibilities between employees.



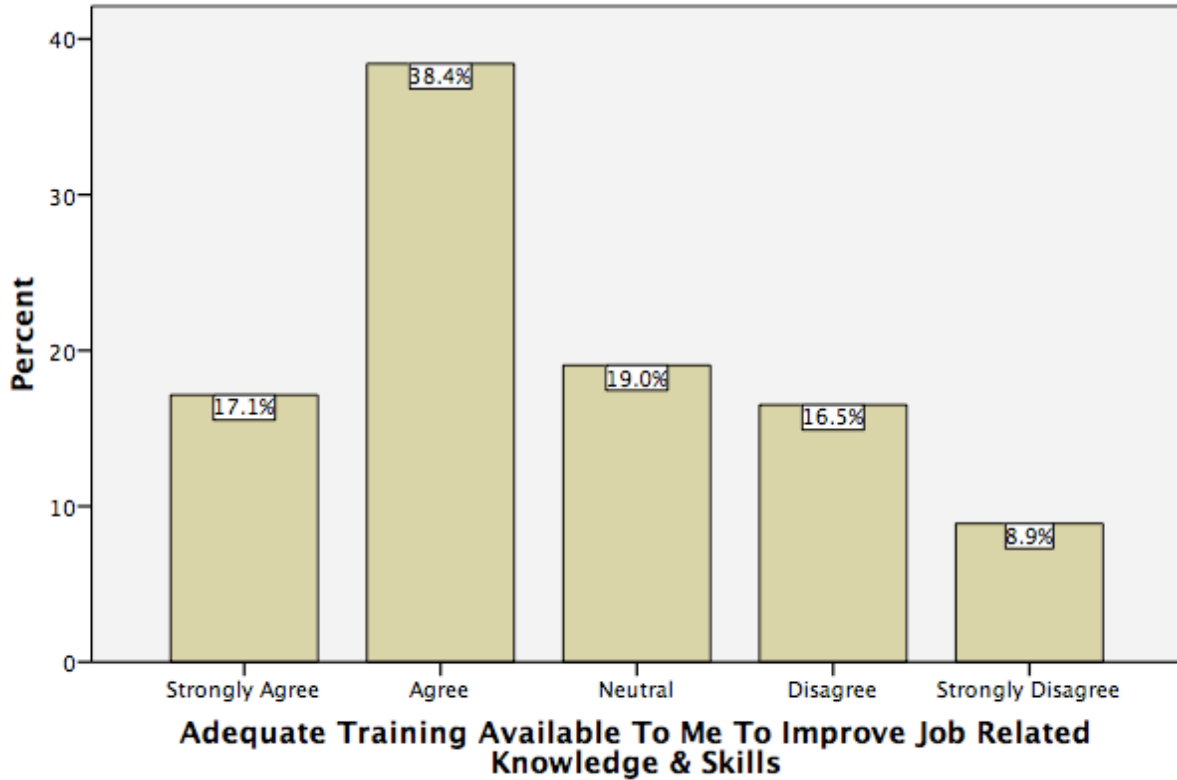
Observations

- Slightly more than half “agree” or “strongly agree” that the environment at TMCC supports collaboration and shared responsibilities.
- The most common answer was “agree” with 40.5%.
- One in five indicate they are “neutral” that there is an environment of collaboration and shared responsibility.
- 28.5% “disagree” or “strongly disagree” that TMCC supports an environment of collaboration and shared responsibilities.

Question 17

Adequate training is available to me to improve my job related knowledge and skills.

Adequate Training Available To Me To Improve Job Related Knowledge & Skills

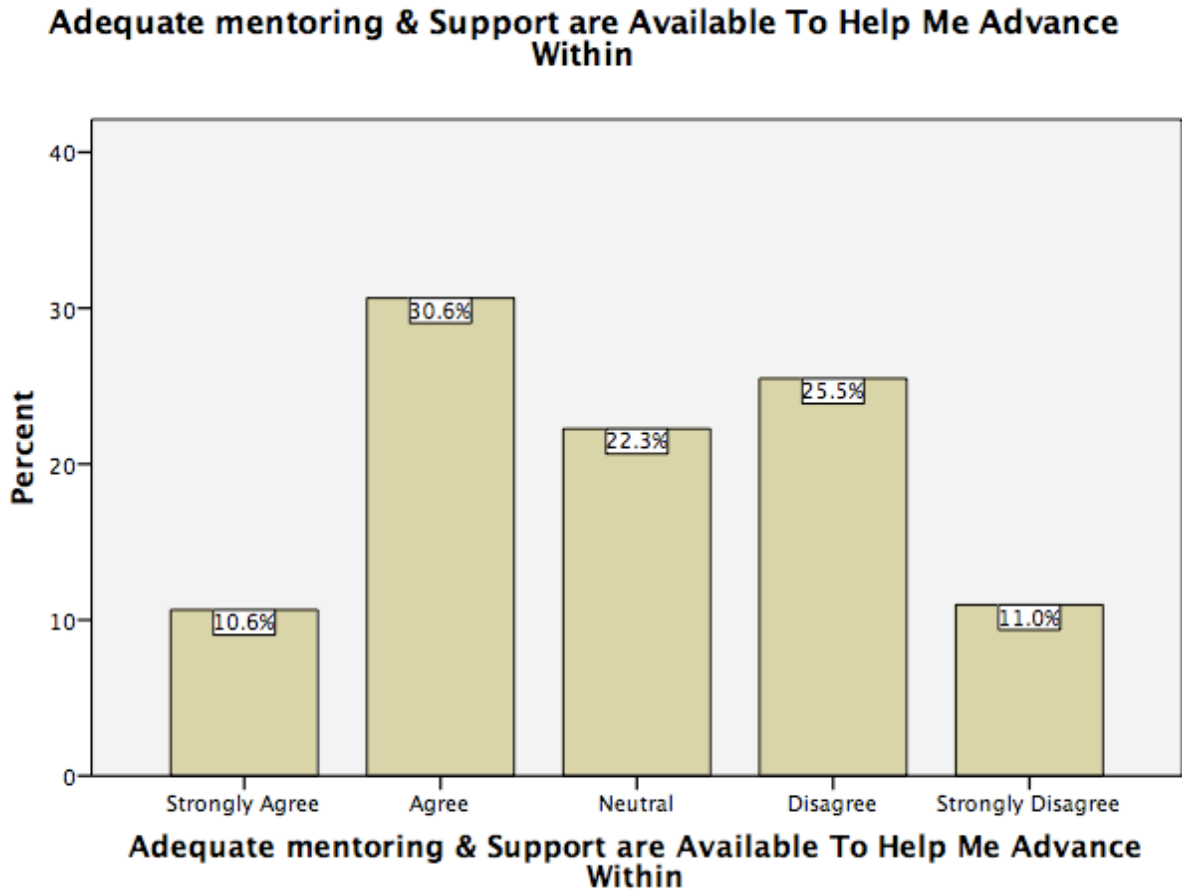


Observations

- Slightly more than half of employees “agree” or “strongly agree” that adequate training is available for improvement of job skills and knowledge.
- The most frequent response was “agree” by nearly two in five.
- Approximately one in five are “neutral” about the availability of training to improve job skills and knowledge.
- One-quarter of employees “disagree” or “strongly disagree” that adequate training is available to them.

Question 18

Adequate mentoring and support are available to help me advance within TMCC.



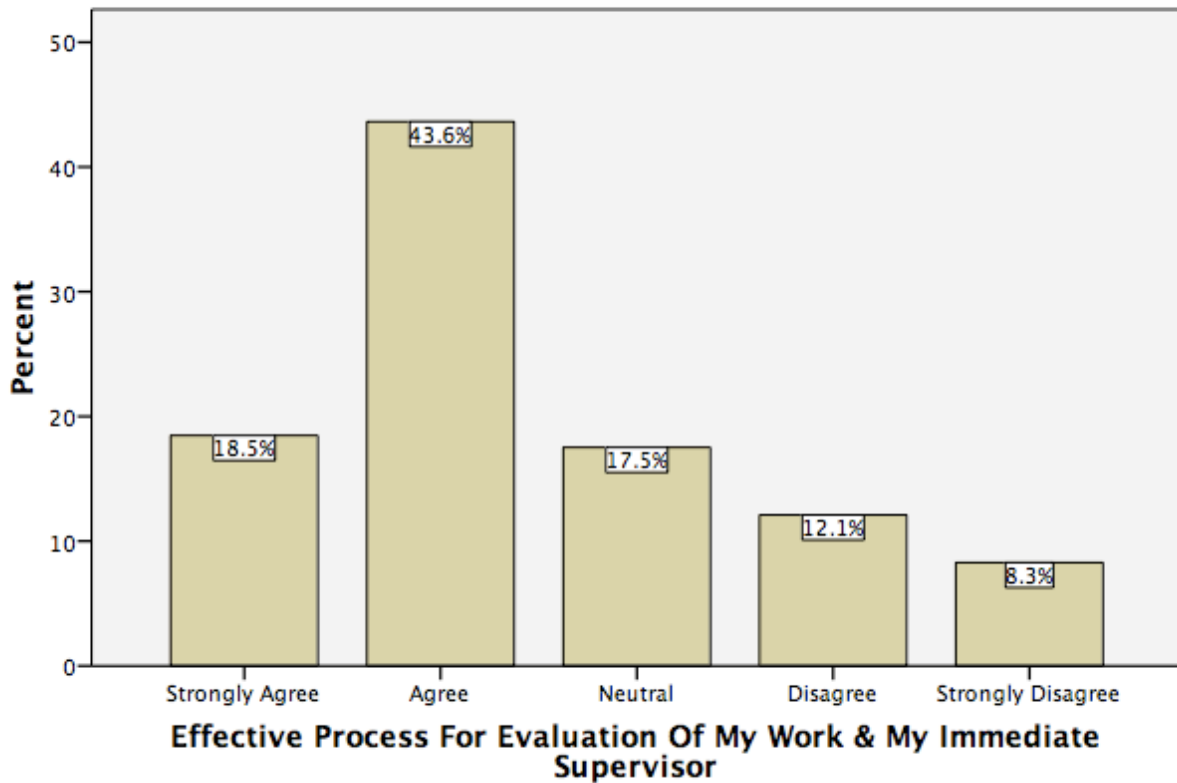
Observations

- Slightly more than two in five “agree” or “strongly agree” that adequate mentoring and support are available.
- However, 36.5% “disagree” or “strongly disagree” that TMCC provides adequate mentoring and support.
- The most common response was “agree” with 30.6%.
- The second most common response was “disagree” with 25.5%.

Question 19

There is an effective process in place for the evaluation of my work by my immediate supervisor.

Effective Process For Evaluation Of My Work & My Immediate Supervisor

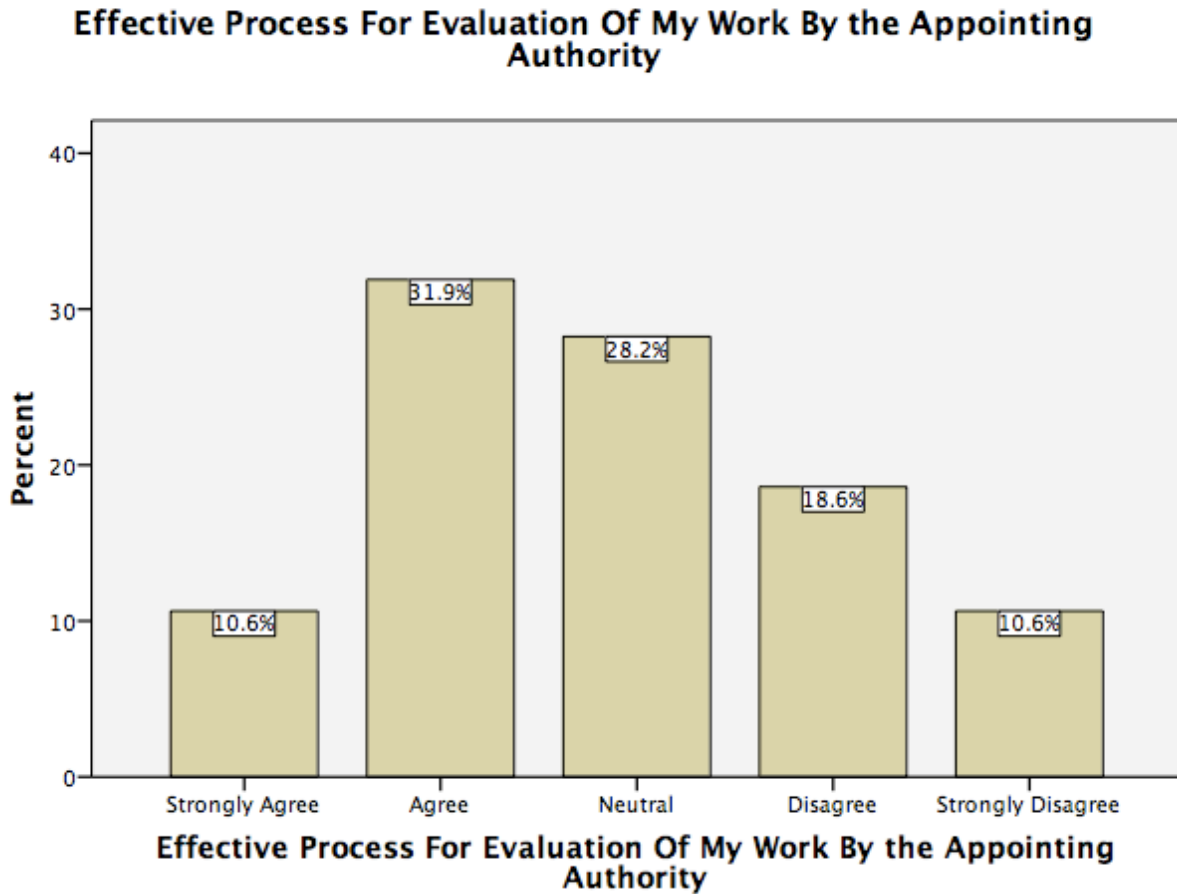


Observations

- Nearly two-thirds “agree” or “strongly agree” that there is an effective process in place for evaluation of individual work and of their immediate supervisor.
- The most common response was “agree” with 43.6%.
- One in five “disagree” or “strongly disagree” that the process for evaluation of work and of their immediate supervisor is effective.

Question 20

There is an effective process in place for the evaluation of my work by the appointing authority. (i.e., president, vice president)

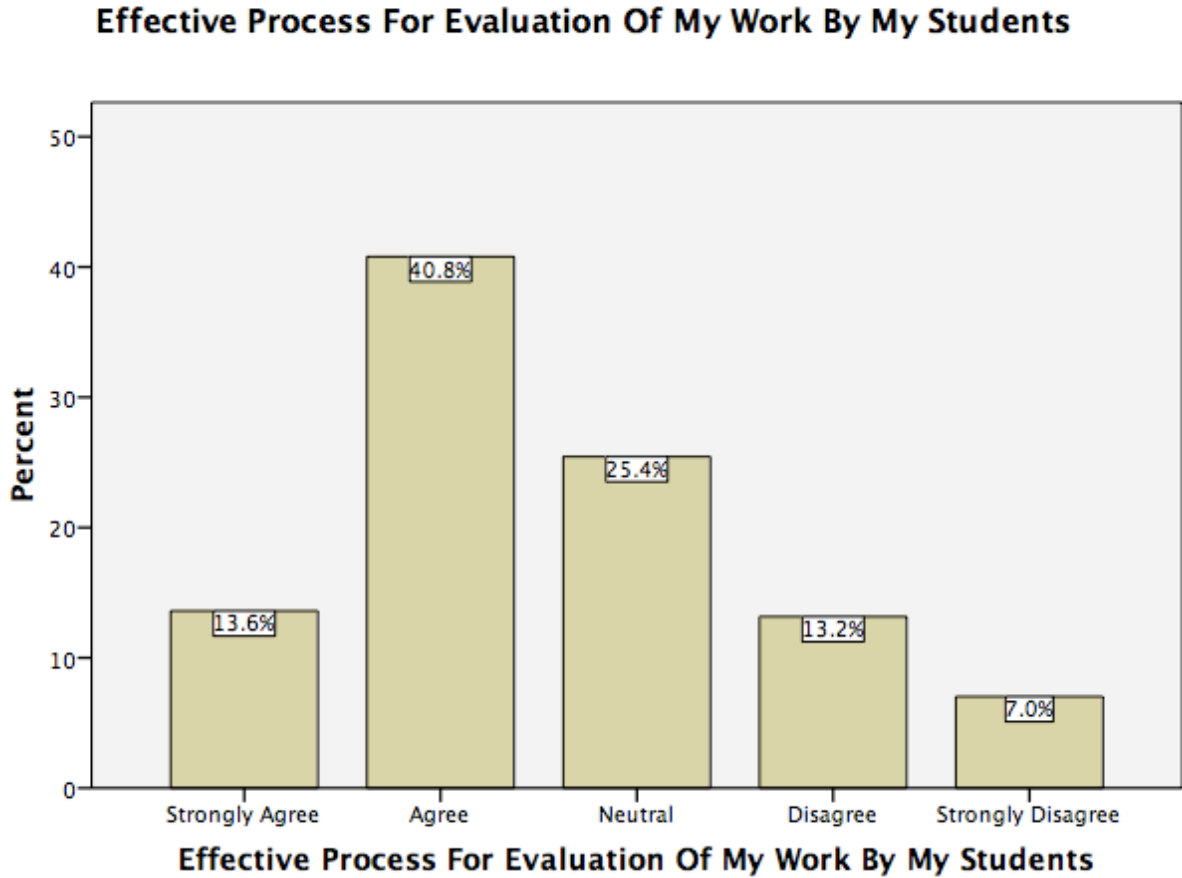


Observations

- Two in five “agree” or “strongly agree” that there is an effective process in place for the evaluation of work by the appointing authority.
- The most common response was “agree” with 31.9%.
- The second most common response was “neutral” with 28.2%.
- 29.2% “disagree” or “strongly disagree” that the process for evaluation of work by the appointing authority is effective.

Question 21

There is an effective process in place for the evaluation of my work by my students.



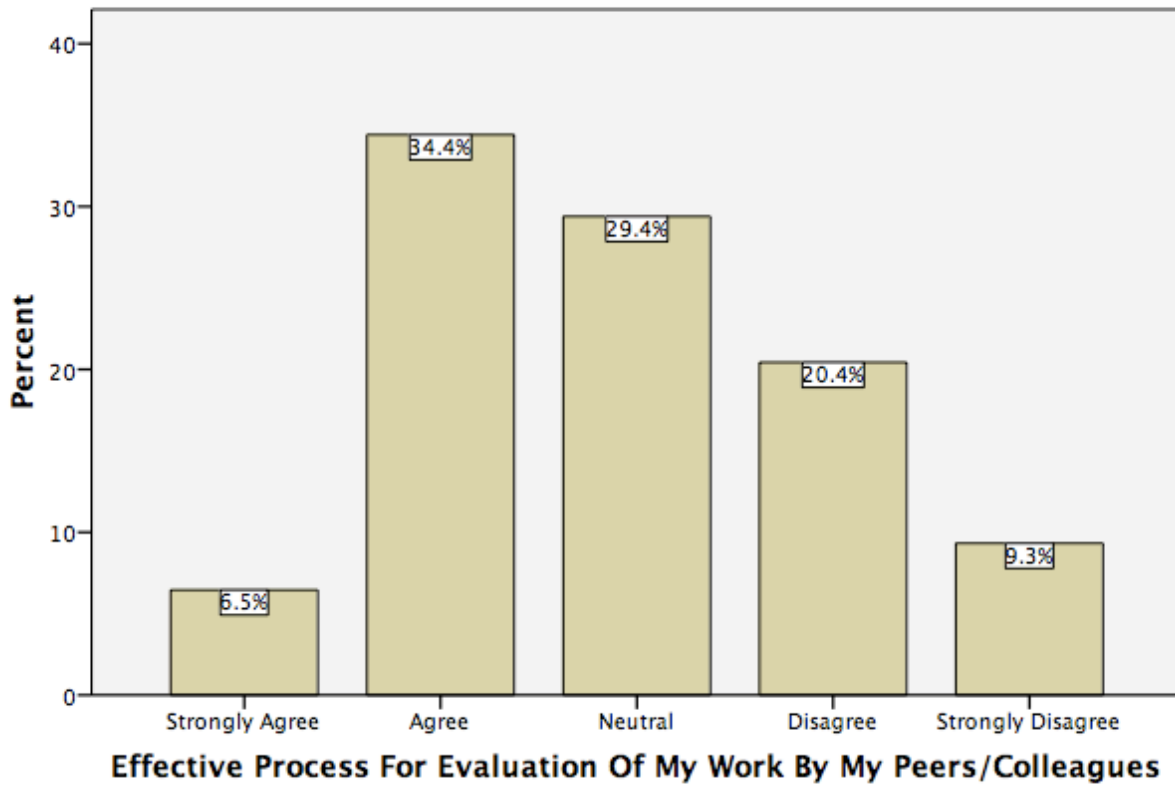
Observations

- Slightly more than half “agree” or “strongly agree” that the process for student evaluations is effective.
- The most frequent response was “agree” with 40.8%.
- One-quarter of employees are ambivalent about the effectiveness of the process for evaluation by students and responded “neutral.”
- One in five “disagree” or “strongly disagree” that there is an effective process for evaluation by students.

Question 22

There is an effective process in place for the evaluation of my work by my peers/colleagues.

Effective Process For Evaluation Of My Work By My Peers/Colleagues

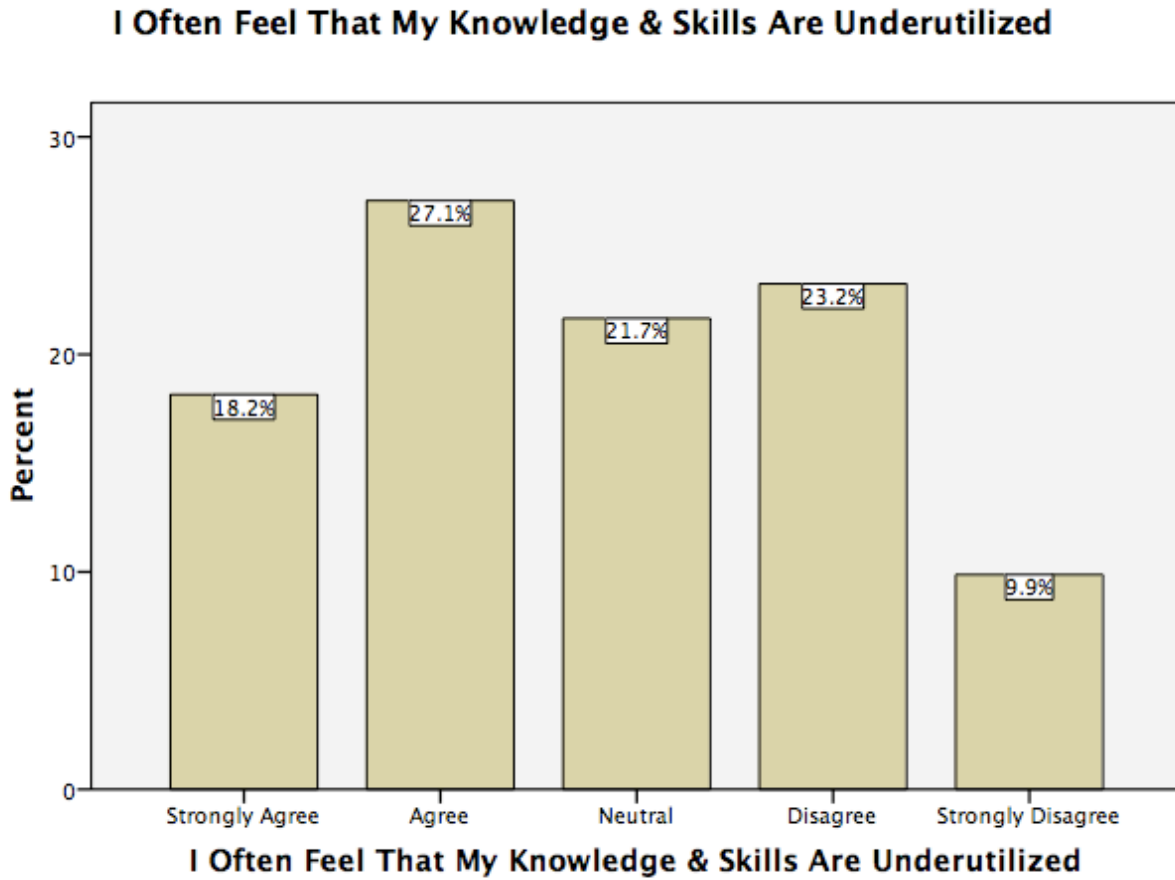


Observations

- Two in five “agree” or “strongly agree” that the process for peer evaluation is effective.
- The most common response was “agree” with 34.4%.
- However, 29.4% are ambivalent and responded “neutral” in regards to their feelings about the process for peer and colleague evaluation.
- 29.7% of employees “disagree” or “strongly disagree” that the peer evaluation process is effective.

Question 23

I often feel that my knowledge and skills are underutilized.

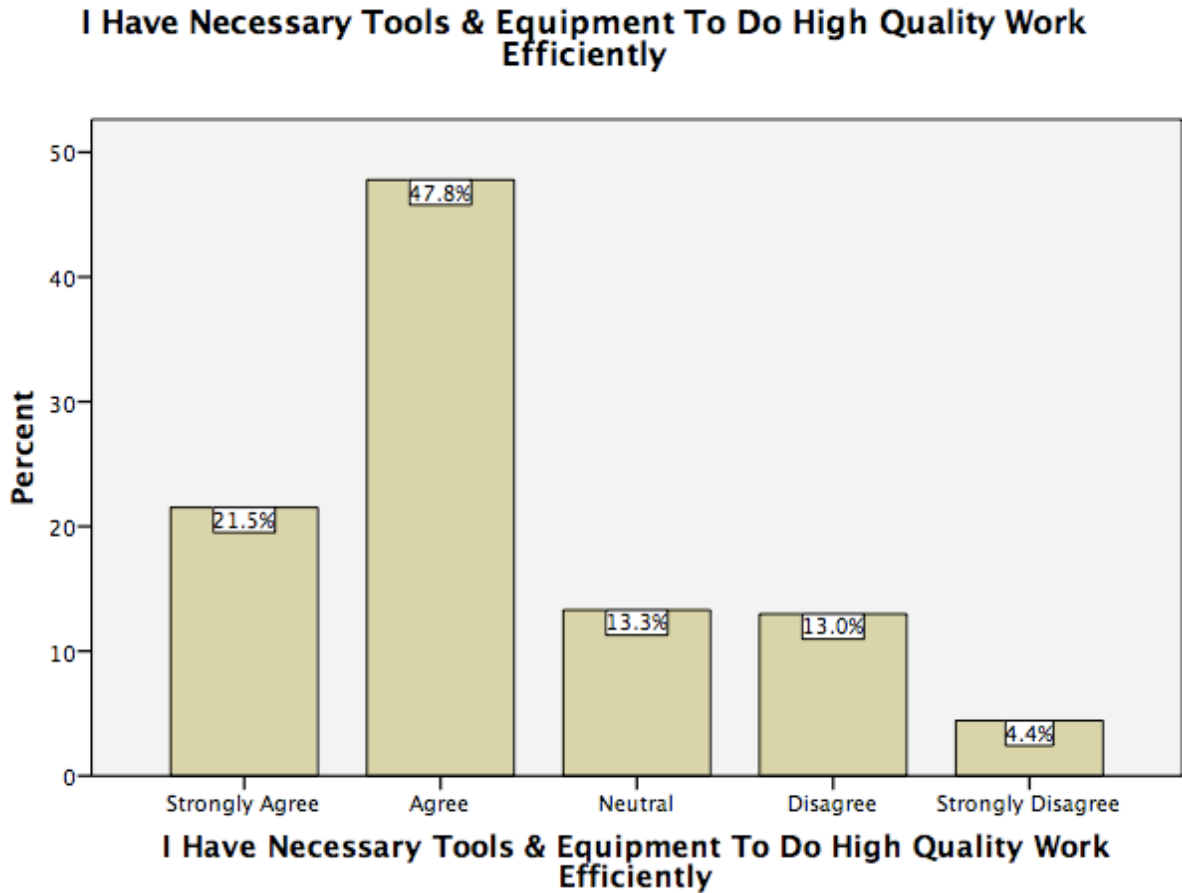


Observations

- Slightly more than two in five “agree” or “strongly agree” that they feel knowledge and skills are underutilized.
- The most common response was “agree” with 27.1%.
- One-third “disagree” or “strongly disagree” that knowledge and skills are underutilized.
- An additional one in five are ambivalent about the utilization of their knowledge and skills.

Question 24

I have the necessary tools and equipment to do high quality work efficiently.



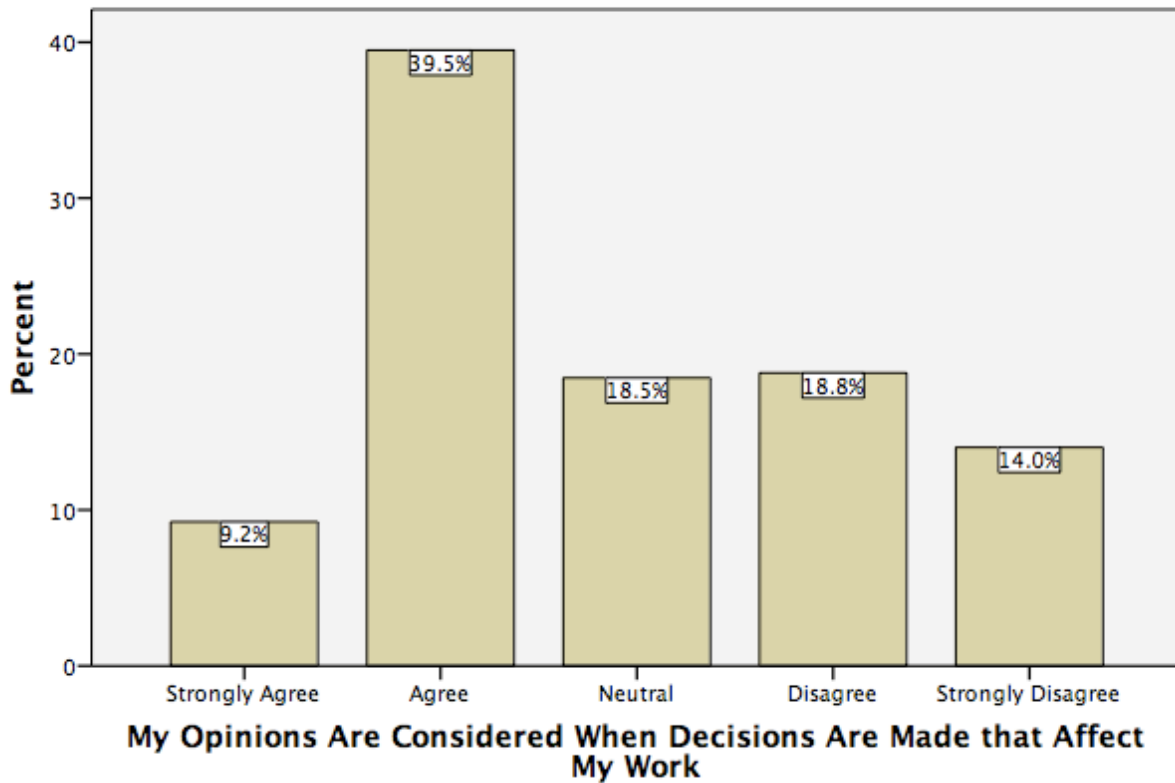
Observations

- More than two-thirds “agree” or “strongly agree” that they are provided with the necessary tools and equipment to perform high quality work.
- The most frequent response was “agree” with 47.8%.
- Less than one in five “disagree” or “strongly disagree” that they have the necessary tools and equipment to do high quality work efficiently.

Question 25

My opinions are considered when decisions are made that affect my work.

My Opinions Are Considered When Decisions Are Made that Affect My Work



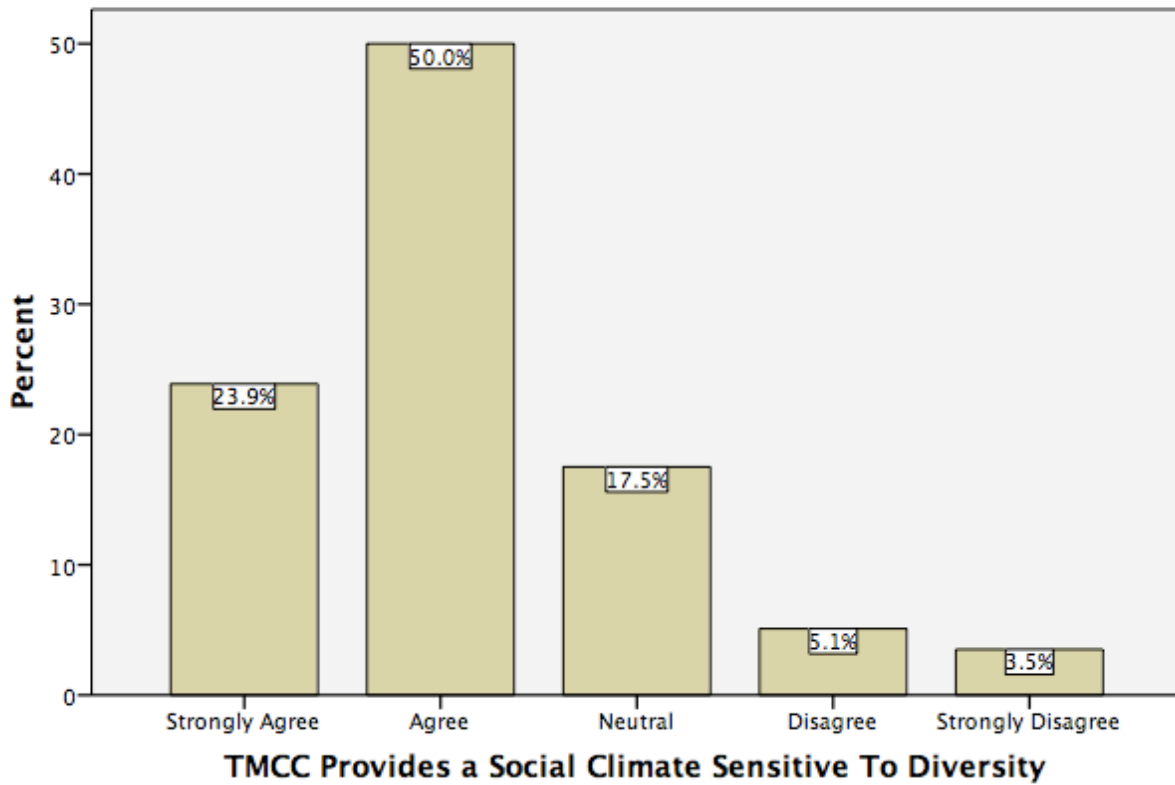
Observations

- Nearly half of employees “agree” or “strongly agree” that opinions are considered when decisions are made that will have an effect on their work.
- The most frequent response was “agree” with 39.5%.
- However, nearly one-third “disagree” or “strongly disagree” that their opinion is considered.

Question 26

TMCC provides a social climate that is sensitive to diversity.

TMCC Provides a Social Climate Sensitive To Diversity

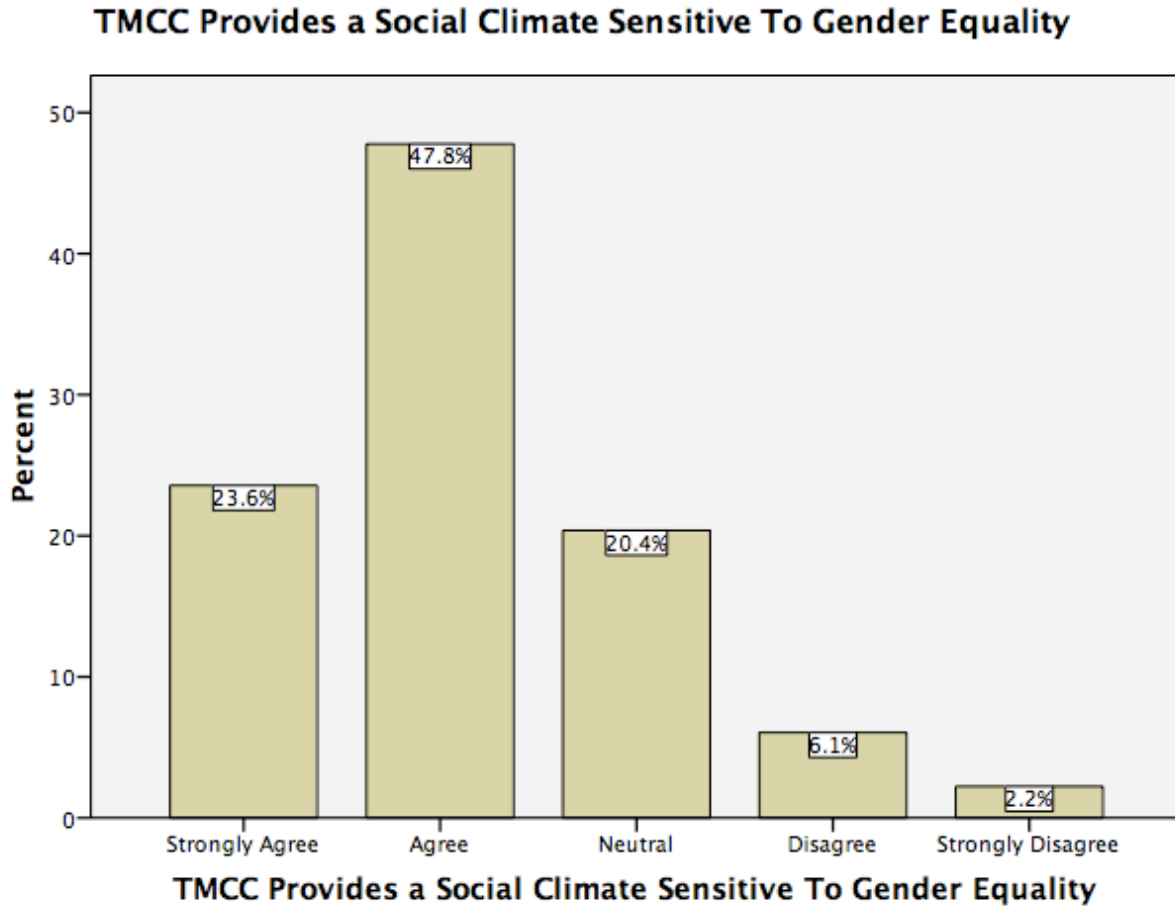


Observations

- Nearly three-quarters of employees “agree” or “strongly agree” that TMCC provides a social climate sensitive to diversity.
- The most frequent response was “agree” given by half of employees.
- Less than 10% “disagree” or “strongly disagree” that TMCC provides a social climate sensitive to diversity.

Question 27

TMCC provides a social climate that is sensitive to gender equality.



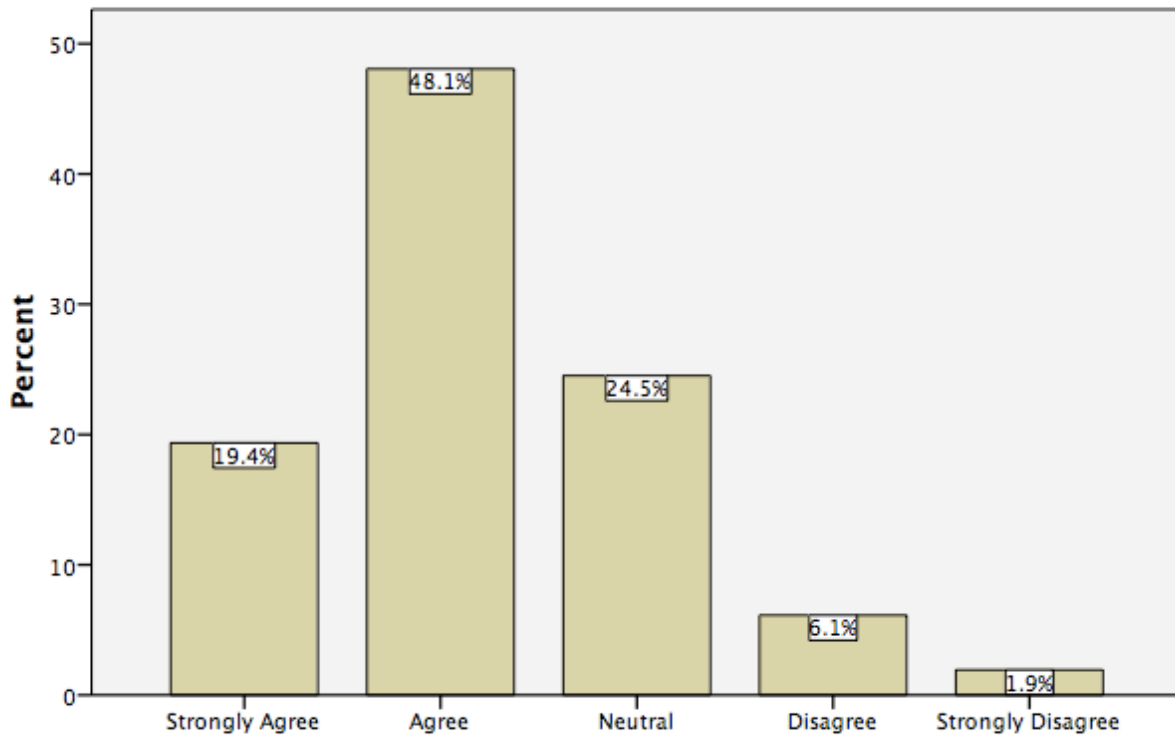
Observations

- Nearly three-quarters “agree” or “strongly agree” that TMCC provides a social climate sensitive to gender equality.
- The most common response was “agree” with 47.8%.
- One in five are ambivalent regarding TMCC’s social climate and its sensitivity to gender equity.
- Less than 10% “disagree” or “strongly disagree” that the social climate at TMCC is sensitive to gender equality.

Question 28

TMCC provides a social climate that is sensitive to sexual orientation.

TMCC Provides a Social Climate Sensitive To Sexual Orientation



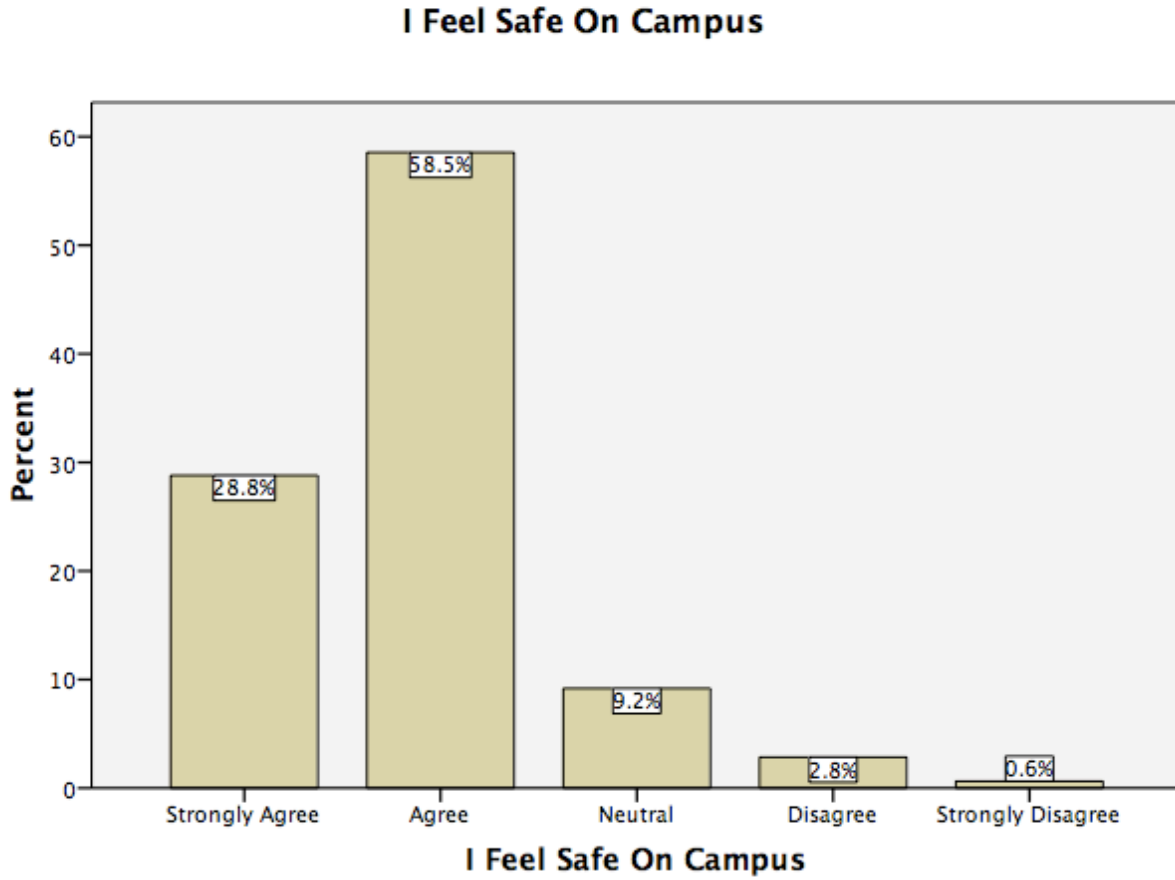
TMCC Provides a Social Climate Sensitive To Sexual Orientation

Observations

- Slightly more than two-thirds of employees “agree” or “strongly agree” that TMCC has a social climate that is sensitive to sexual orientation.
- The most frequent response was “agree” with 48.1%.
- Nearly one-quarter responded “neutral” with regard to TMCC having a climate sensitive to sexual orientation.
- 8.0% “disagree” or “strongly disagree” that TMCC provides a social climate sensitive to sexual orientation.

Question 29

I feel safe on campus.



Observations

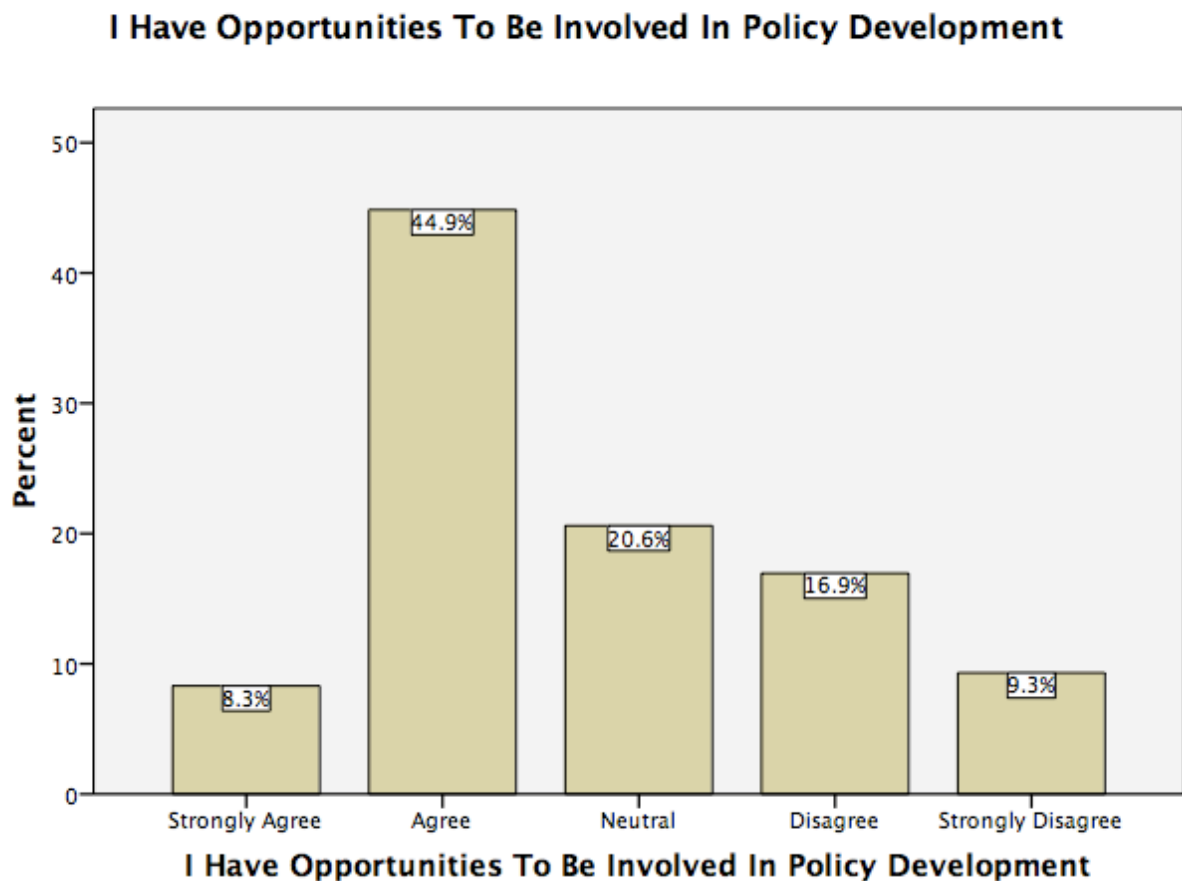
- 87.3% of employees “agree” or “strongly agree” that they feel safe on campus.
- The most common answer was “agree” with 58.5%.
- However, 9.2% are “neutral” about feeling safe on campus and 3.4% “disagree” or “strongly disagree” that they feel safe on campus.

Governance and Leadership

Overall

Question 30

I have opportunities to be involved in policy development.



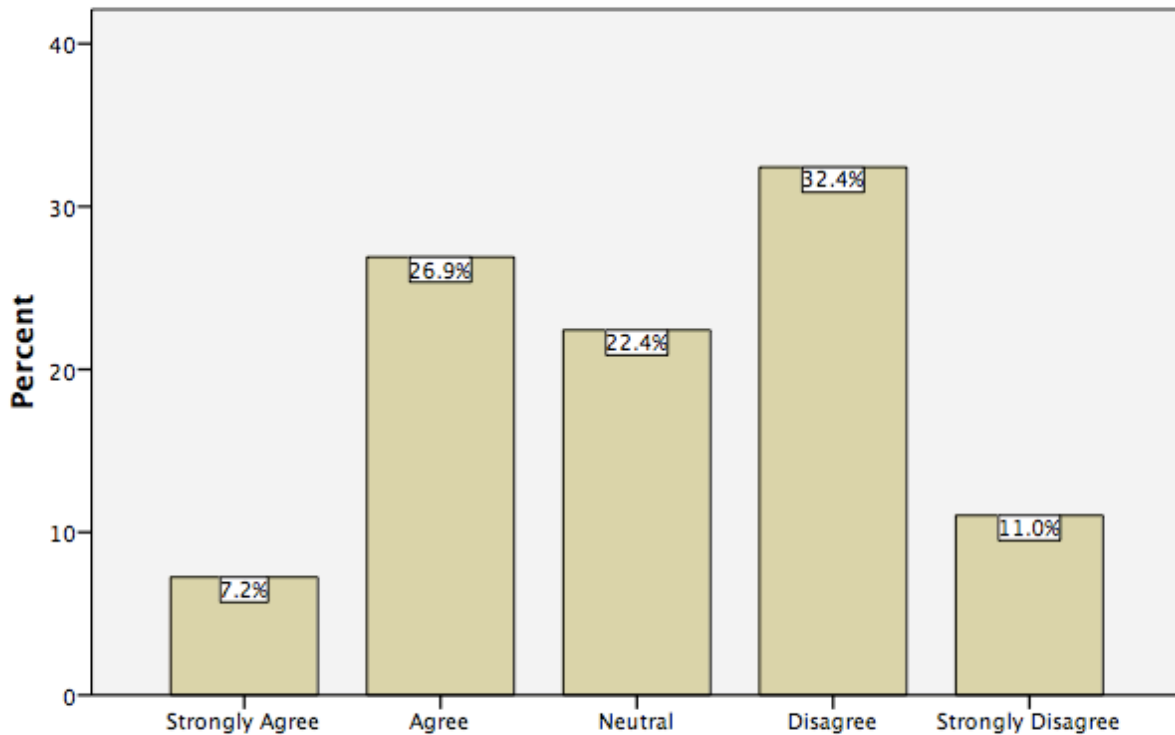
Observations

- Slightly more than half “agree” or “strongly agree” that they have opportunities to be involved in policy development.
- The most common response was “agree” with 44.9%.
- One in five were “neutral” about having opportunities to be involved in policy development.
- One-quarter “disagree” or “strongly disagree” that they have opportunities to be involved in policy development.

Question 31

I have opportunities to be involved in budget preparations.

I Have Opportunities To Be Involved In Budget Preparations



I Have Opportunities To Be Involved In Budget Preparations

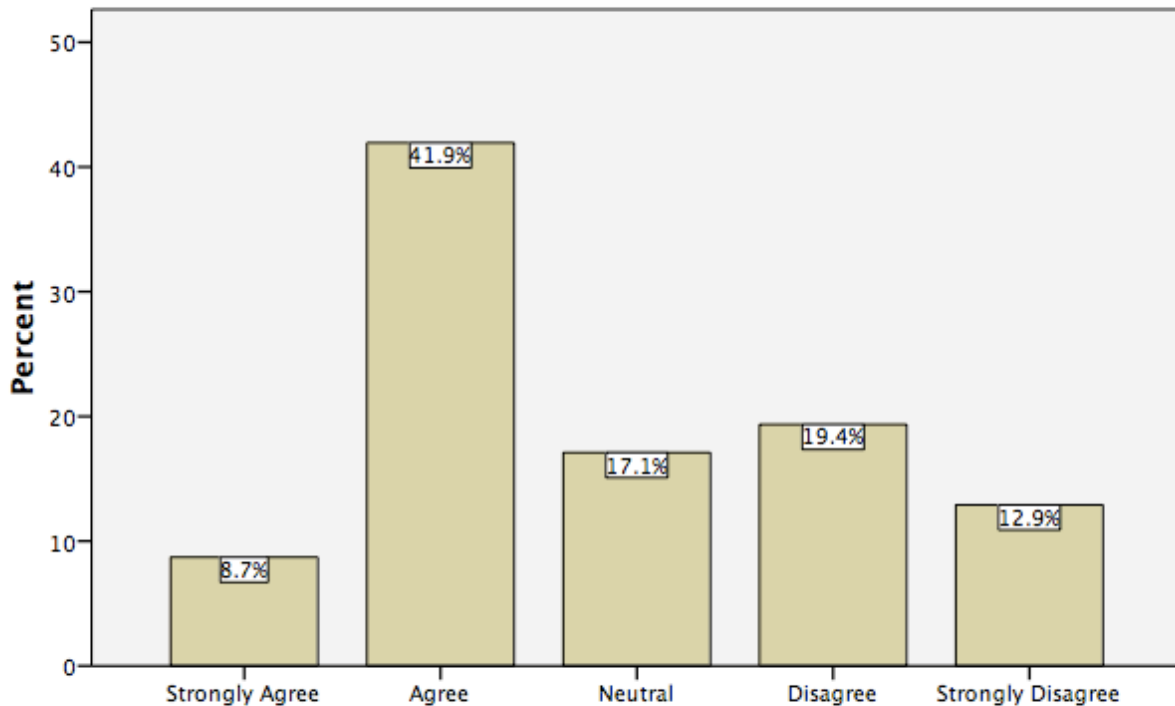
Observations

- One-third “agree” or “strongly agree” that they have opportunities to be involved in budget preparations.
- More than two in five “disagree” or “strongly disagree” that they have opportunities to be involved in budget preparations.
- The most frequent response was “disagree” with 32.4%.

Question 32

My input is sought in the decision-making processes that affect my work.

My Input Is Sought In The Decision-Making Processes That Affect My Work



My Input Is Sought In The Decision-Making Processes That Affect My Work

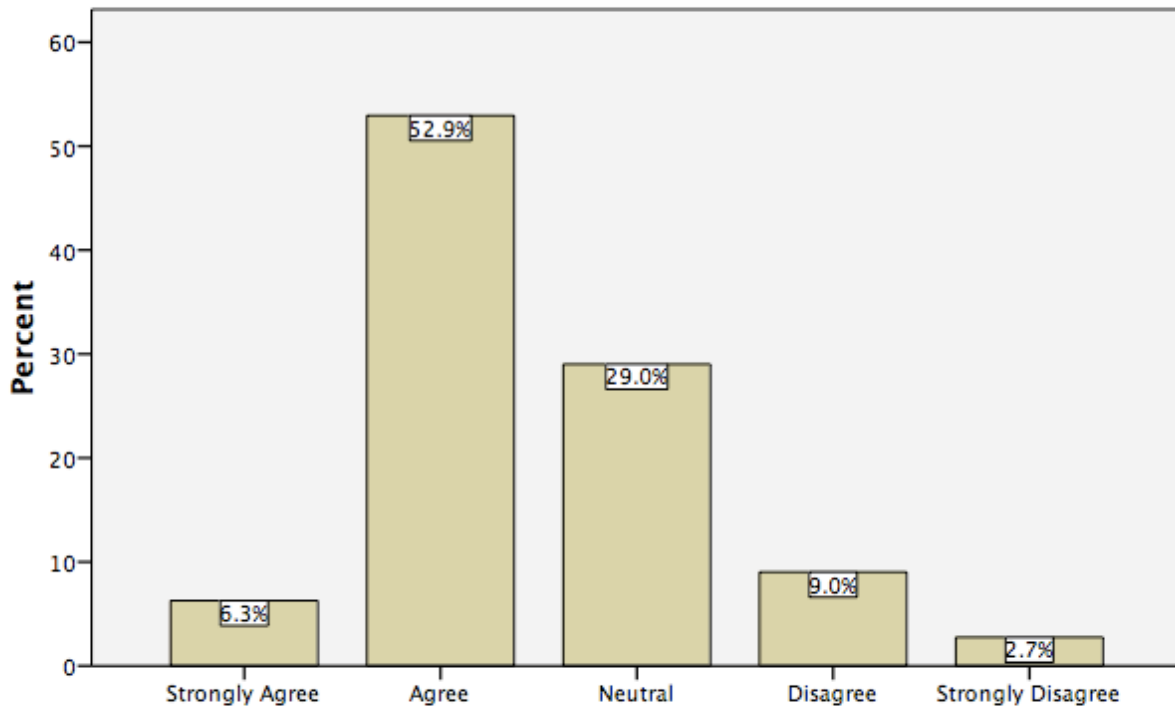
Observations

- Half of employees “agree” or “strongly agree” that they have a voice in the decision-making process that affects their work.
- The most frequent response was “agree” with 41.9%.
- Nearly one-third “disagree” or “strongly disagree” that their input is sought for decisions affecting their work.

Question 33

Faculty is given the opportunity to provide input into the planning process.

Faculty Is Given The Opportunity To Provide Input Into The Planning Process



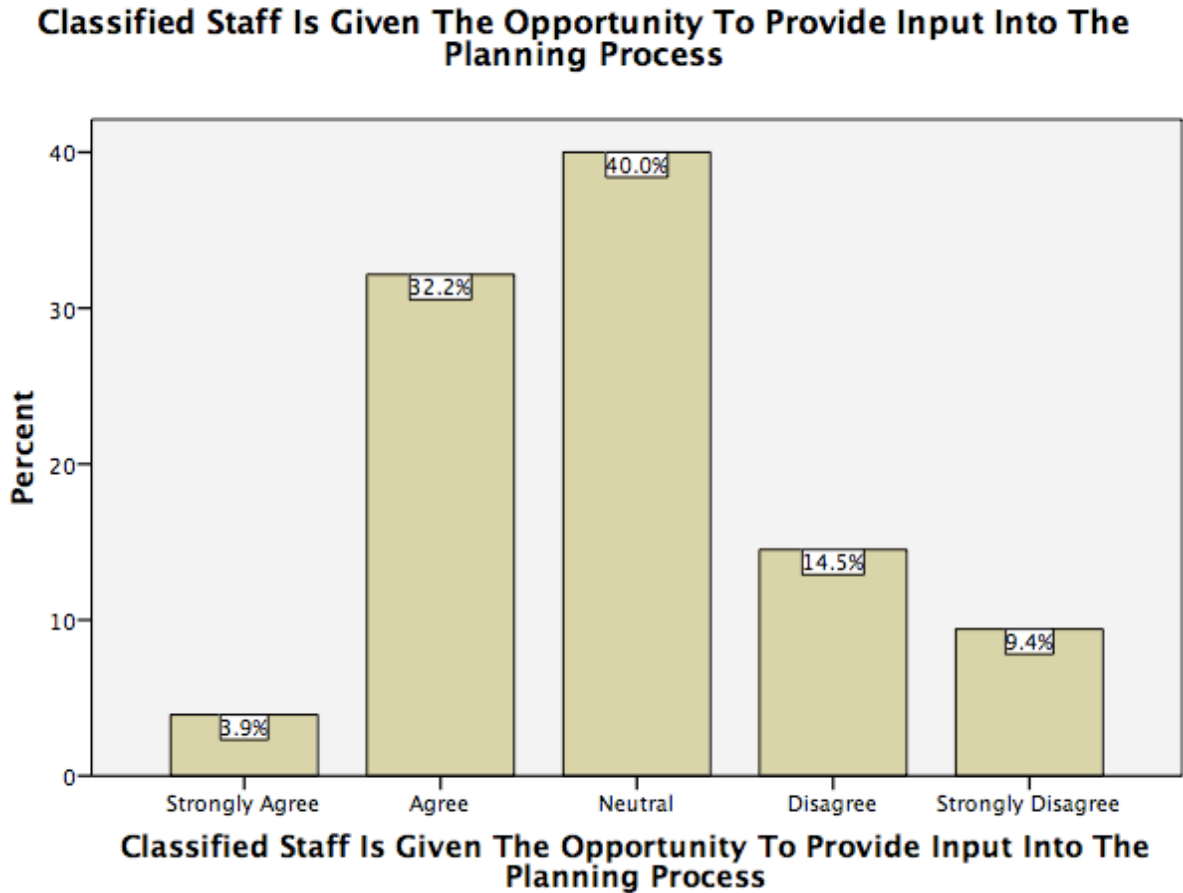
Faculty Is Given The Opportunity To Provide Input Into The Planning Process

Observations

- Nearly three in five “agree” or “strongly agree” that faculty is given an opportunity to provide input in the planning process.
- The most common response was “agree” with 52.9%.
- Nearly one in three responded that they were “neutral” in regard to whether the faculty has an opportunity to provide input in the planning process.
- 11.7% “disagree” or “strongly disagree” that faculty is given the opportunity to provide input in the planning process.

Question 34

Classified Staff is given opportunity to provide input into the planning process.

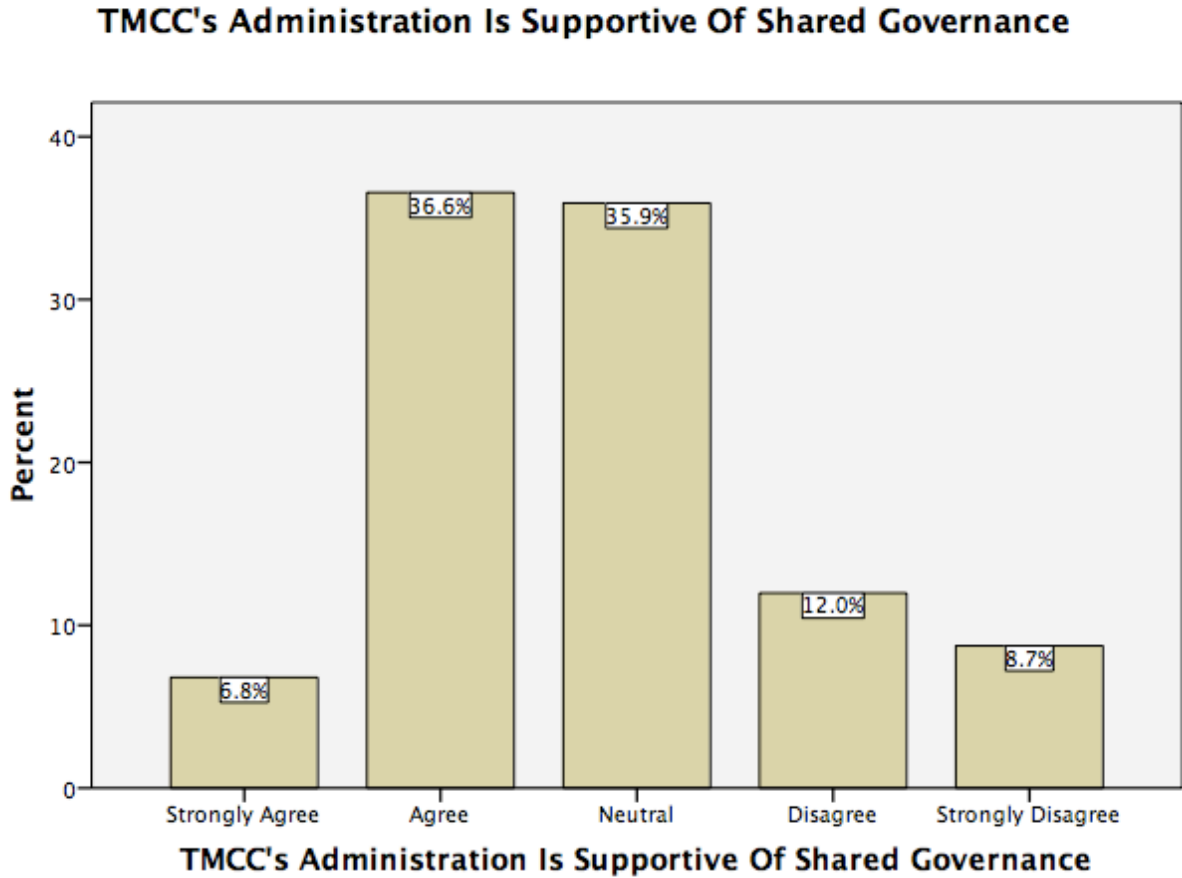


Observations

- Slightly more than one-third “agree” or “strongly agree” that the classified staff is given an opportunity to provide input in the planning process.
- Two in five are “neutral” that classified staff is included in the planning process. “Neutral” was also the most common response.
- Nearly one-quarter “disagree” or “strongly disagree” that classified staff is given the opportunity to provide input into the planning process.

Question 35

TMCC's administration is supportive of shared governance.



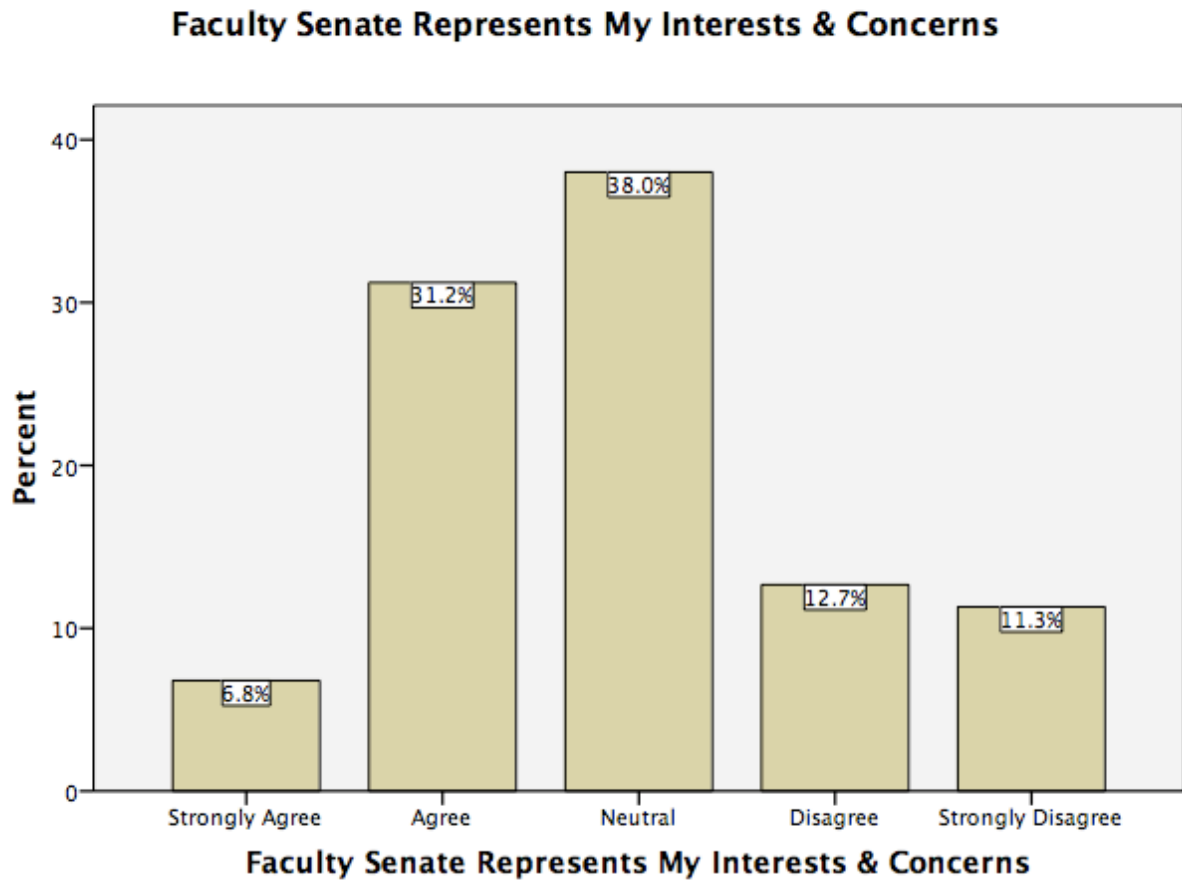
Observations

- 43.4% “agree” or “strongly agree” that TMCC administration is supportive of shared governance.
- The most frequent response was “agree” with 36.6%.
- The next most frequent response was “neutral” following closely at 35.9%.
- One in five “disagree” or “strongly disagree” that TMCC administration is supportive of shared governance.

TMCC's Faculty Senate

Question 36

Faculty Senate represents my interests and concerns.



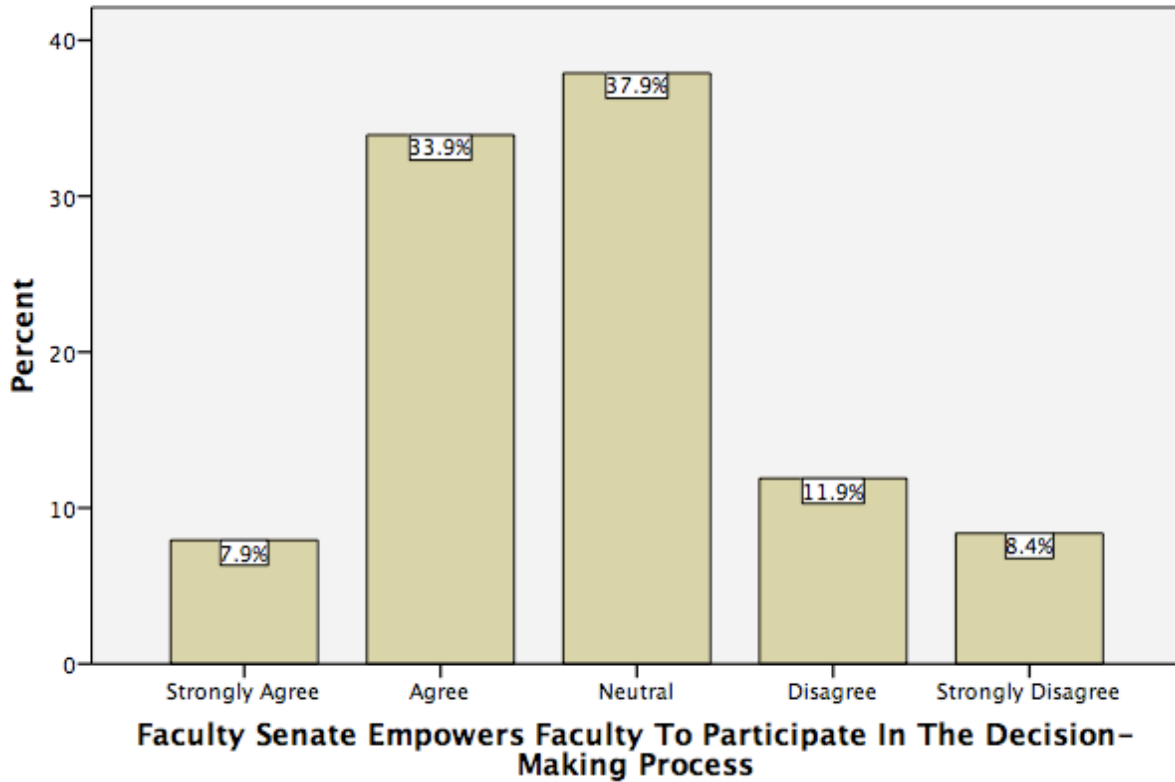
Observations

- Nearly two in five “agree” or “strongly agree” that the faculty senate represents employee interests and concerns.
- The most frequent response was that employees were “neutral” regarding the representation that faculty senate provides for their interests and concerns.
- 24.0% “disagree” or “strongly disagree” that the faculty senate represents interests and concerns.

Question 37

Faculty Senate empowers faculty to participate in decision-making process.

Faculty Senate Empowers Faculty To Participate In The Decision-Making Process

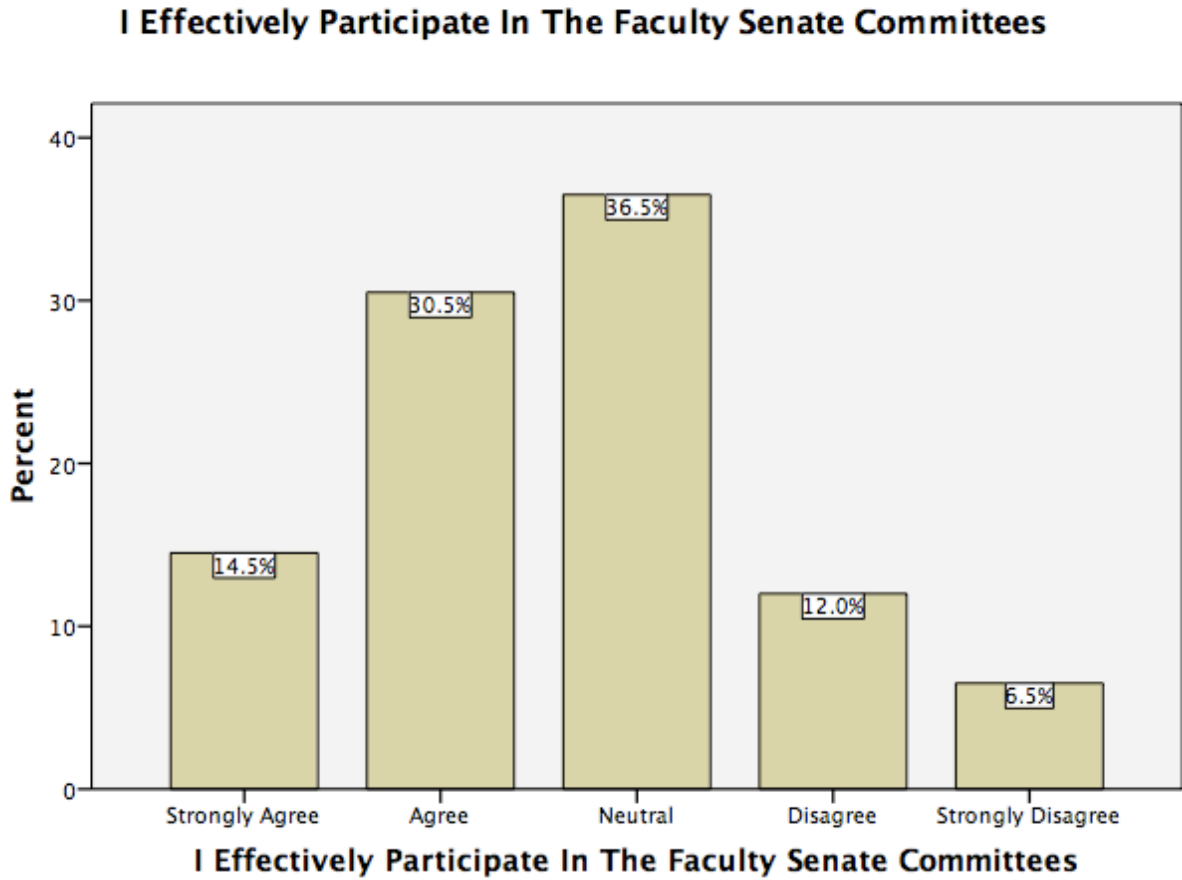


Observations

- Two in five “agree” or “strongly agree” that faculty senate empowers faculty to participate in the decision-making process.
- The most frequent response was that employees were “neutral” with 37.9%.
- One in five “disagree” or “strongly disagree” that the faculty senate empowers faculty to participate in the decision-making process.

Question 38

I effectively participate in Faculty Senate committees.



Observations

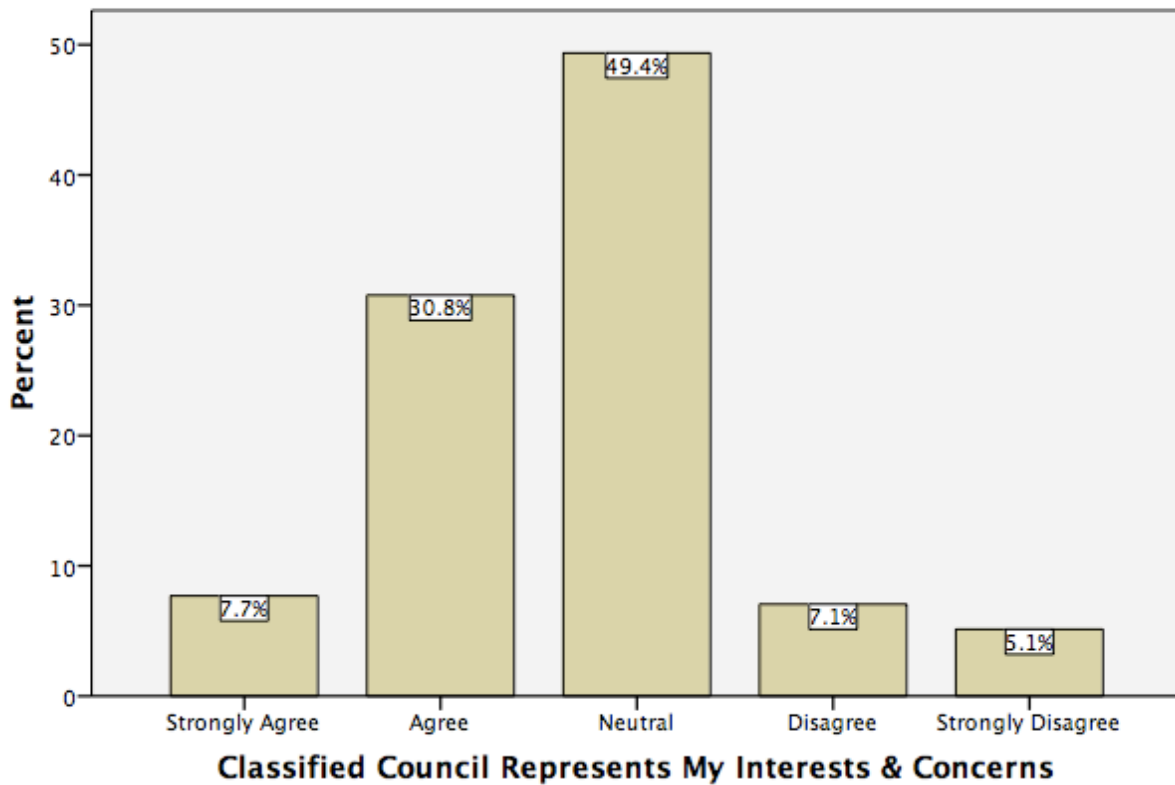
- 45.0% “agree” or “strongly agree” that they effectively participate in faculty senate committees.
- The most common response was that employees are “neutral” about effective participation in faculty senate committees.
- 18.5% “disagree” or “strongly disagree” that they effectively participate in faculty senate committees.

TMCC's Classified Council

Question 39

The Classified Council represents my interests and concerns.

Classified Council Represents My Interests & Concerns

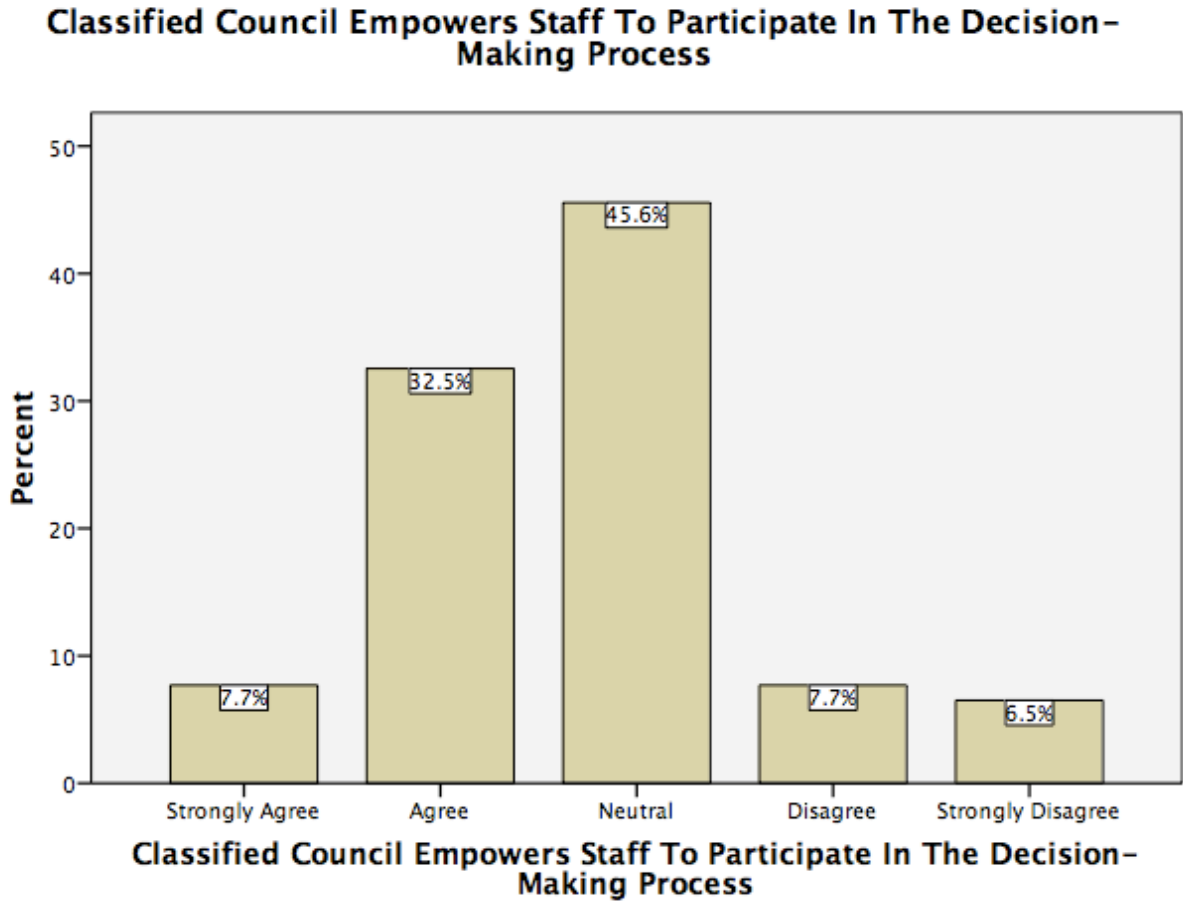


Observations

- 38.5% “agree” or “strongly agree” that classified council represents interests and concerns.
- The most frequent response was “neutral” with 49.4% being ambivalent about representation at classified council.
- 12.2% “disagree” or “strongly disagree” that the classified council represents interests and concerns.

Question 40

The Classified Council empowers staff to participate in decision-making process.



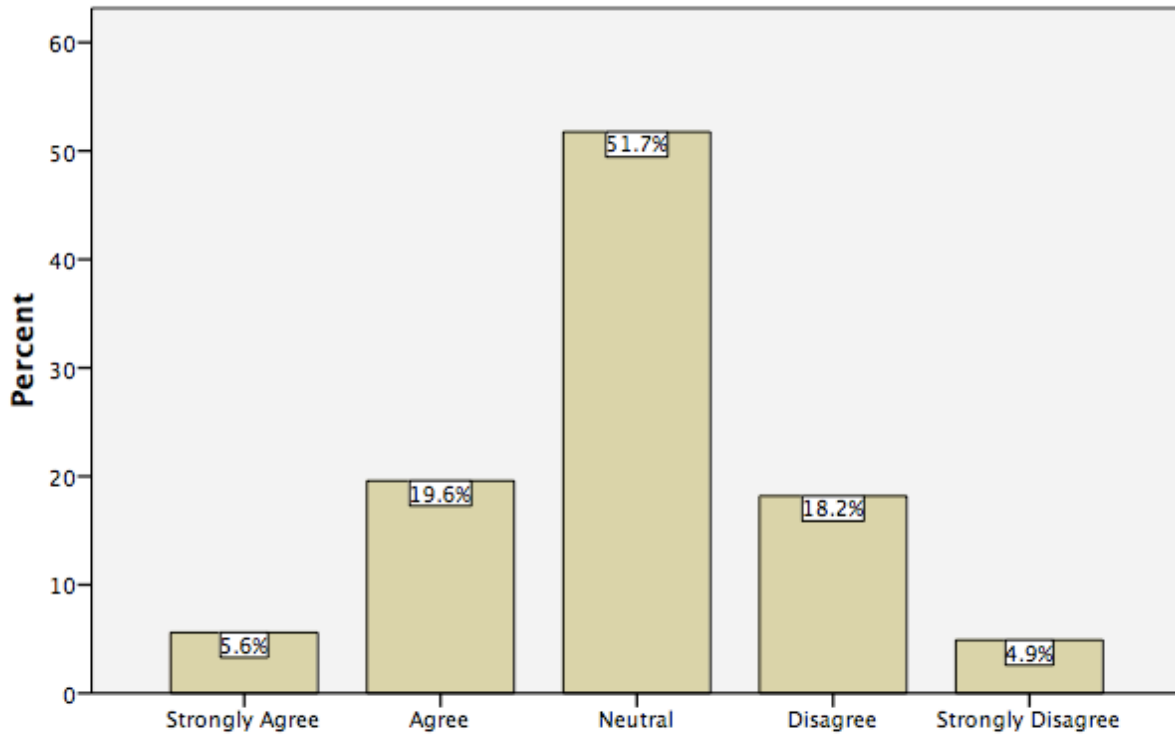
Observations

- Two in five “agree” or “strongly agree” that Classified Council empowers staff to participate in the decision-making process.
- Slightly more than two in five (45.6%) remained neutral on the issue. “Neutral” was the most frequent response.
- 14.2% “disagree” or “strongly disagree” that Classified Council empowers staff to participate.

Question 41

I effectively participate in Classified Council committees.

I Effectively Participate In The Classified Council Committees



I Effectively Participate In The Classified Council Committees

Observations

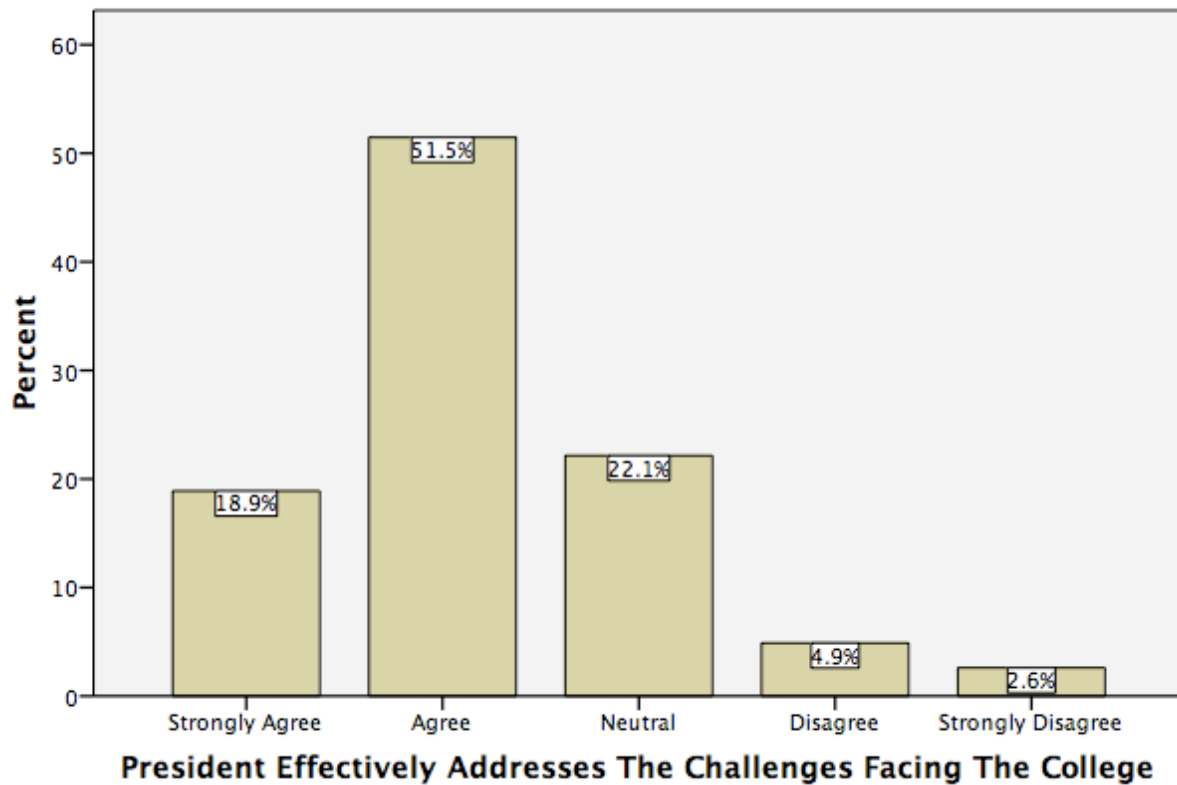
- Approximately one-quarter responded that they participate in Classified Council committees.
- More than half remained neutral regarding participation in Classified Council committees.
- Slightly more than one in five “disagree” or “strongly disagree” that they participate in Classified Council committees.

TMCC's President

Question 42

TMCC President effectively addresses the challenges facing the college.

President Effectively Addresses The Challenges Facing The College

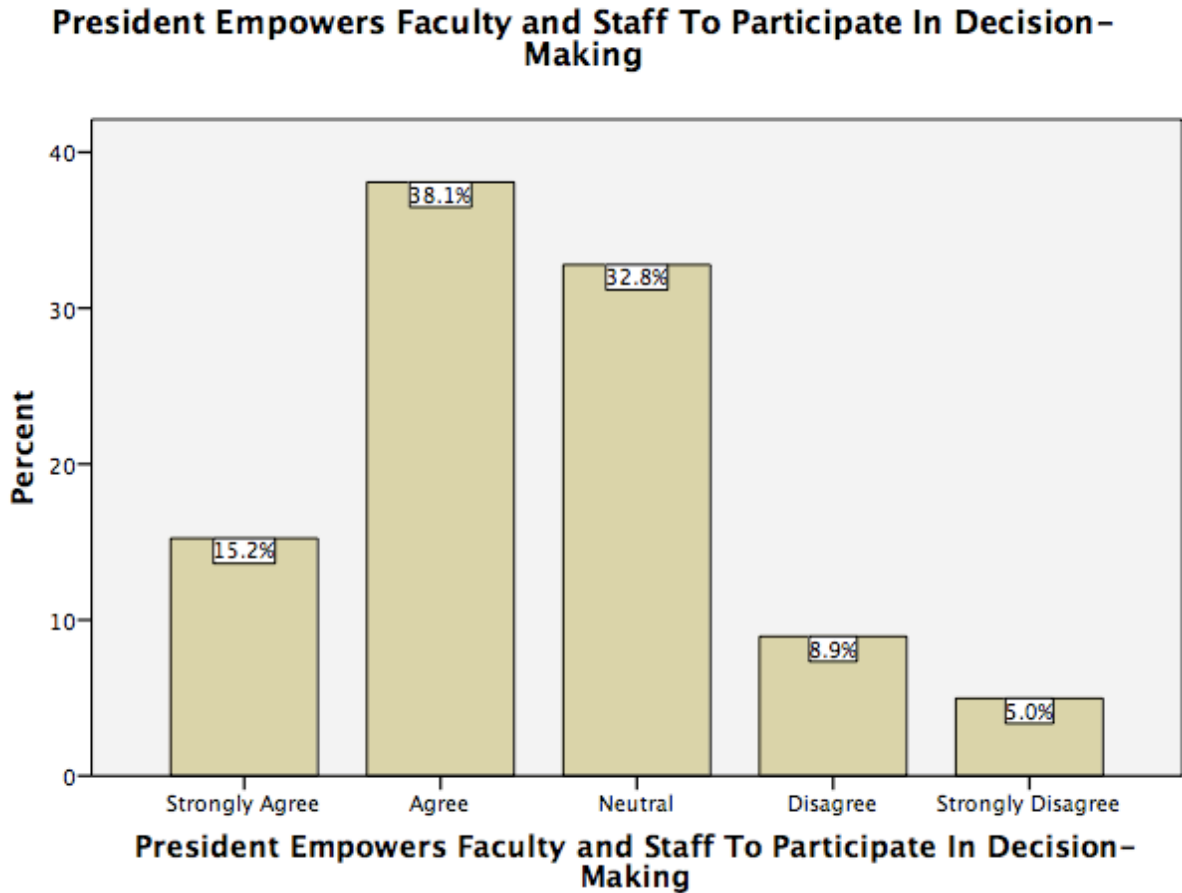


Observations

- Slightly more than two-thirds “agree” or “strongly agree” that the president effectively addresses challenges facing the college.
- The most frequent response was “agree” by slightly more than half.
- 7.5% “disagree” or “strongly disagree” that the president effectively addresses college challenges.

Question 43

TMCC President empowers faculty and staff to participate in decision-making.

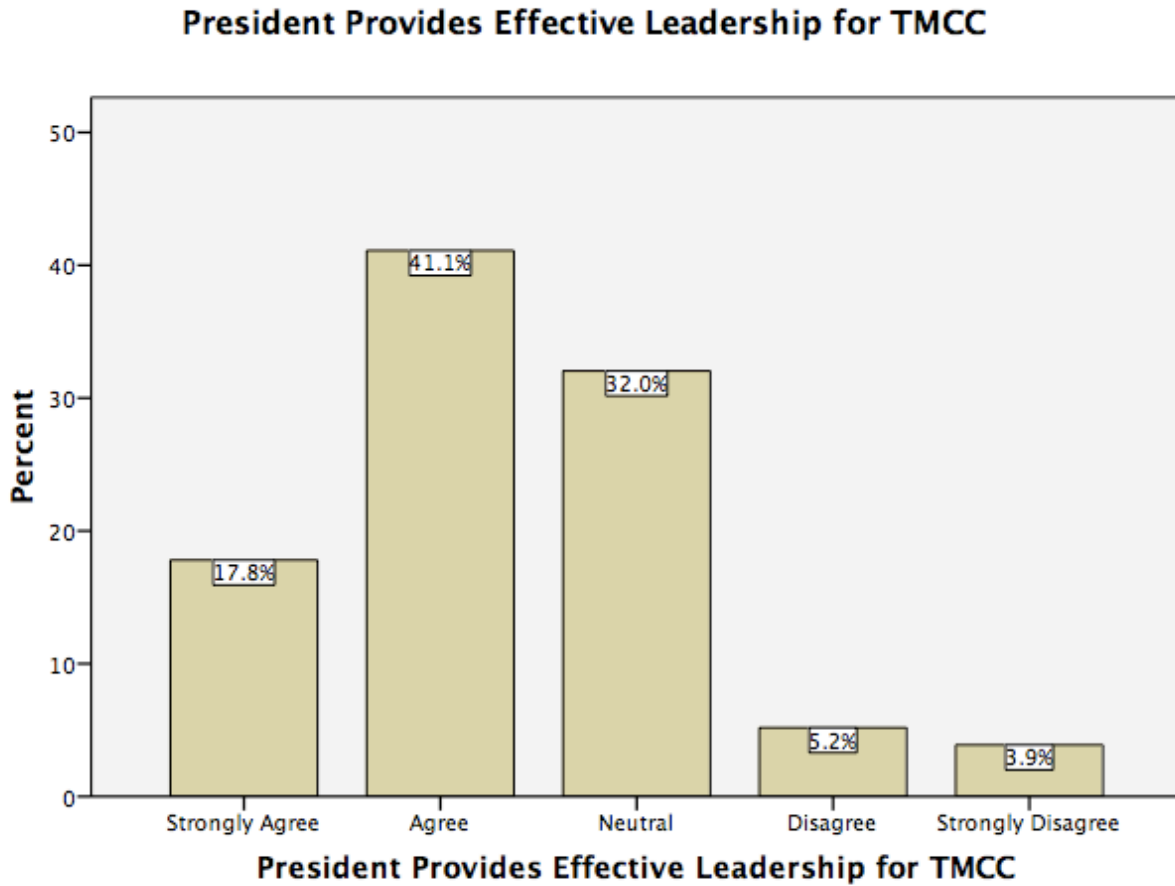


Observations

- Slightly more than half “agree” or “strongly agree” that the president empowers faculty and staff to participate in decision-making.
- The most frequent response was “agree” with 38.1%.
- Nearly one-third remained neutral on the issue.
- 13.9% “disagree” or “strongly disagree” that the president empowers faculty and staff to participate in decision-making.

Question 44

TMCC President provides effective leadership for TMCC.



Observations

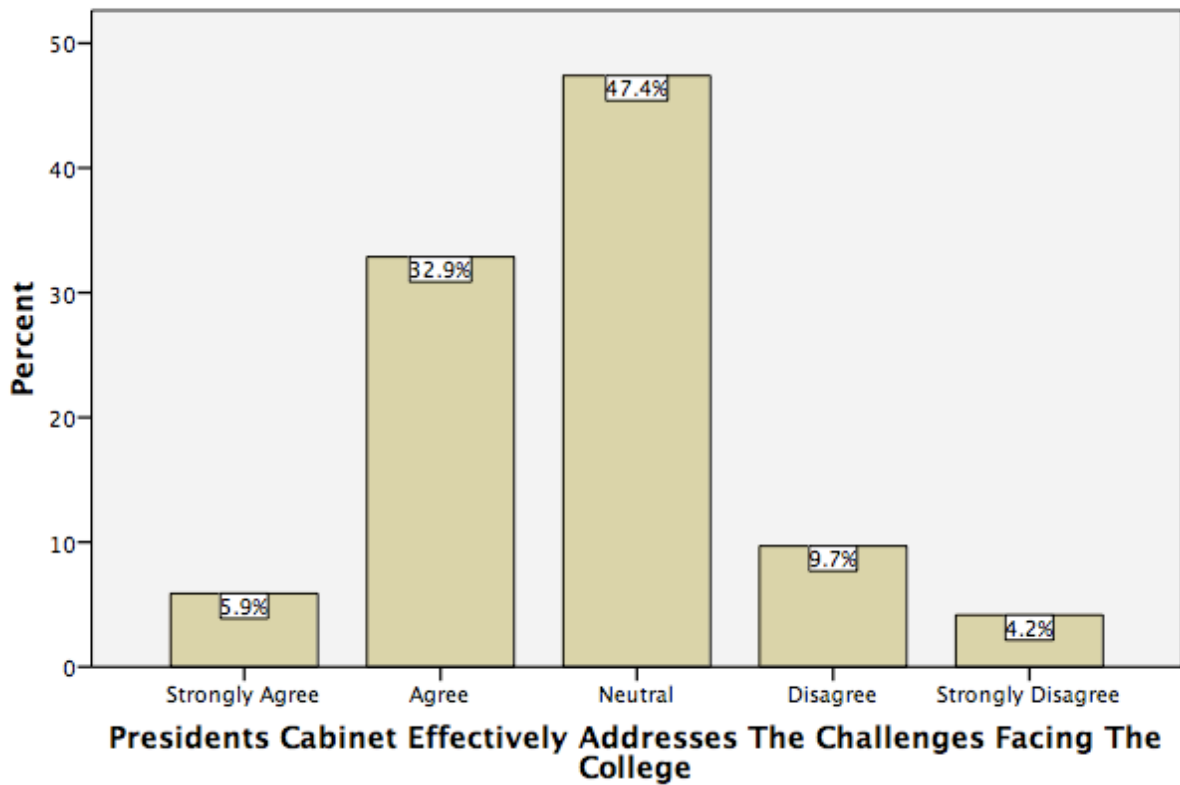
- 58.9% “agree” or “strongly agree” that the president provides effective leadership for TMCC.
- Slightly less than one-third remained neutral.
- 9.1% responded that the “disagree” or “strongly disagree” that the president provides effective leadership.

TMCC's President's Cabinet

Question 45

The President's Cabinet effectively addresses the challenges facing the college.

Presidents Cabinet Effectively Addresses The Challenges Facing The College

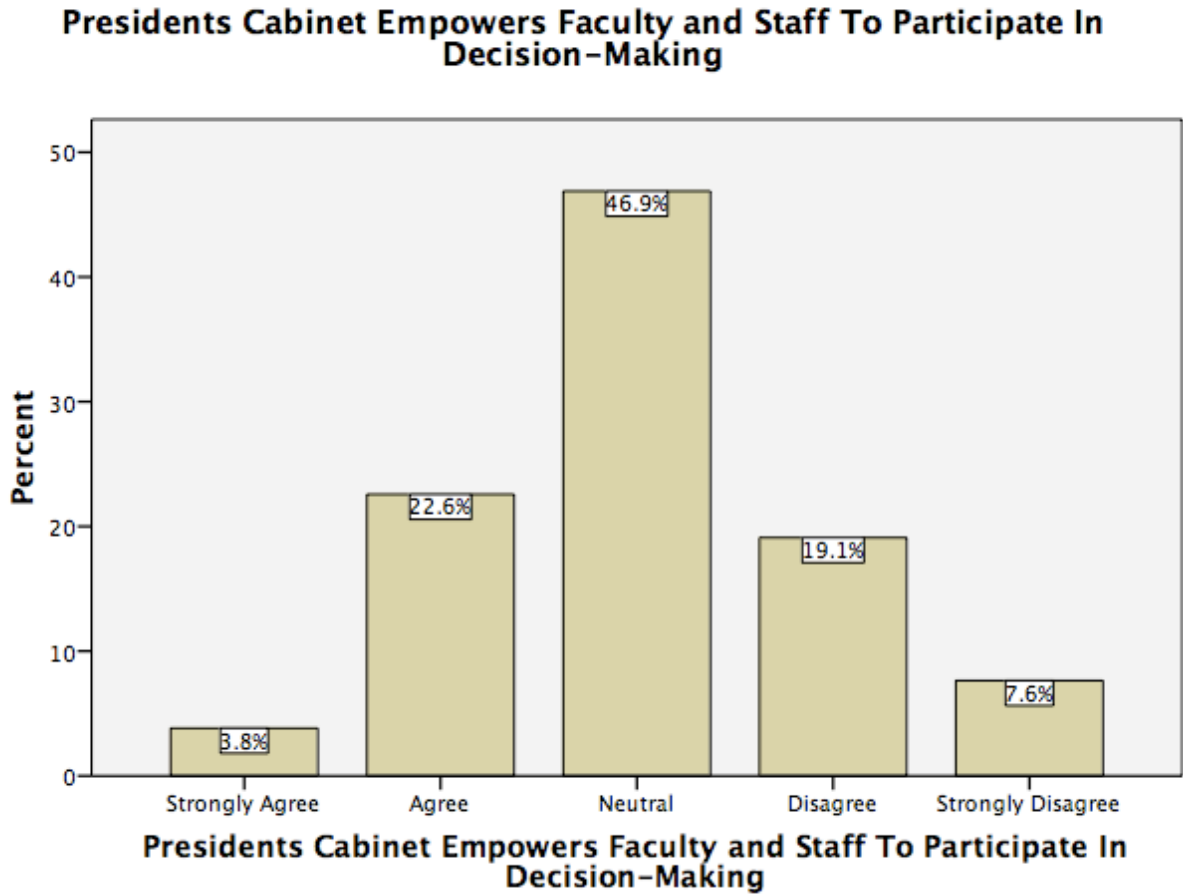


Observations

- 38.8% of participants "agree" or "strongly agree" that the cabinet effectively addresses challenges facing TMCC.
- Respondents were most commonly "neutral" on the subject of the cabinet effectively addressing challenges faced by the college.
- 13.9% "disagree" or "strongly disagree" that the cabinet effectively addresses the challenges facing the college.

Question 46

The President's Cabinet empowers faculty and staff to participate in decision-making.



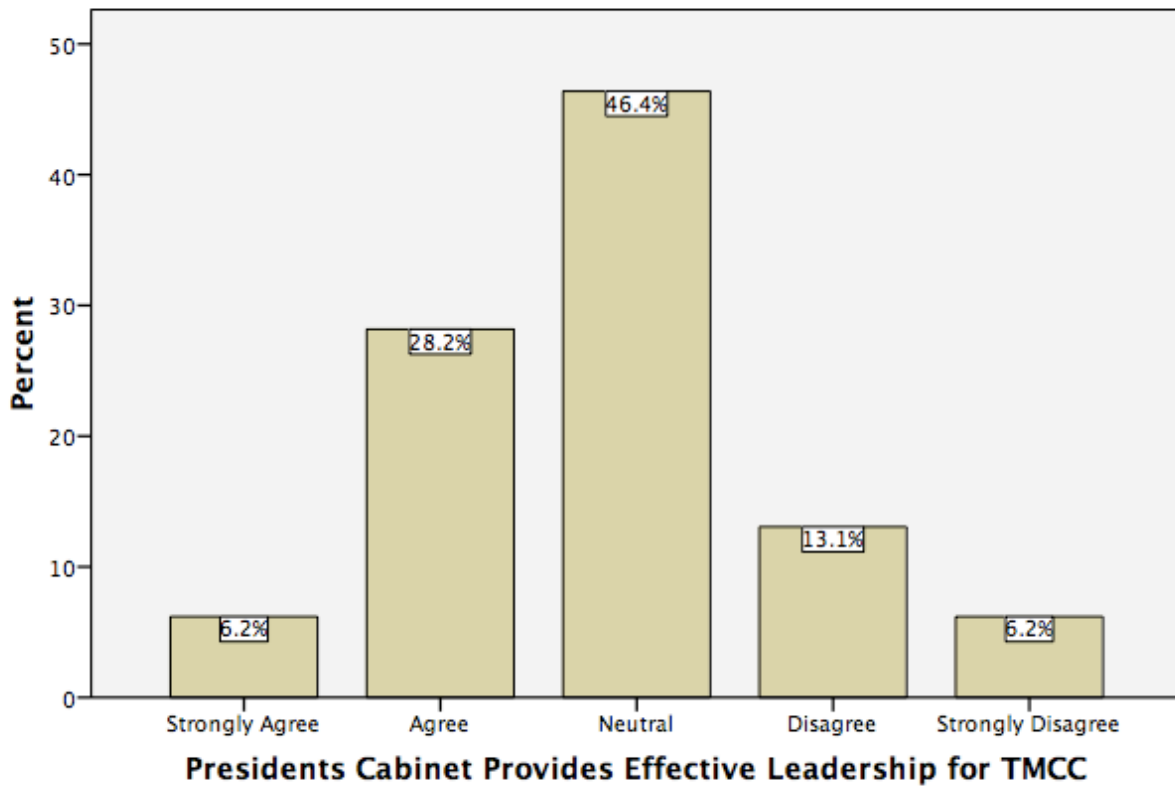
Observations

- Slightly more than one-quarter “agree” or “strongly agree” that the cabinet empowers faculty and staff to participate in decision-making.
- The most common response was “neutral” with 46.9%.
- 26.7% “disagree” or “strongly disagree” that the cabinet empowers faculty and staff to participate in decision-making.

Question 47

The President's Cabinet provides effective leadership for TMCC.

Presidents Cabinet Provides Effective Leadership for TMCC



Observations

- Slightly more than one-third “agree” or “strongly agree” that the cabinet provides TMCC with effective leadership.
- Nearly half of respondents were “neutral” about effective leadership from TMCC cabinet.
- 19.3% “disagree” or “strongly disagree” that the cabinet provides effective leadership for TMCC.

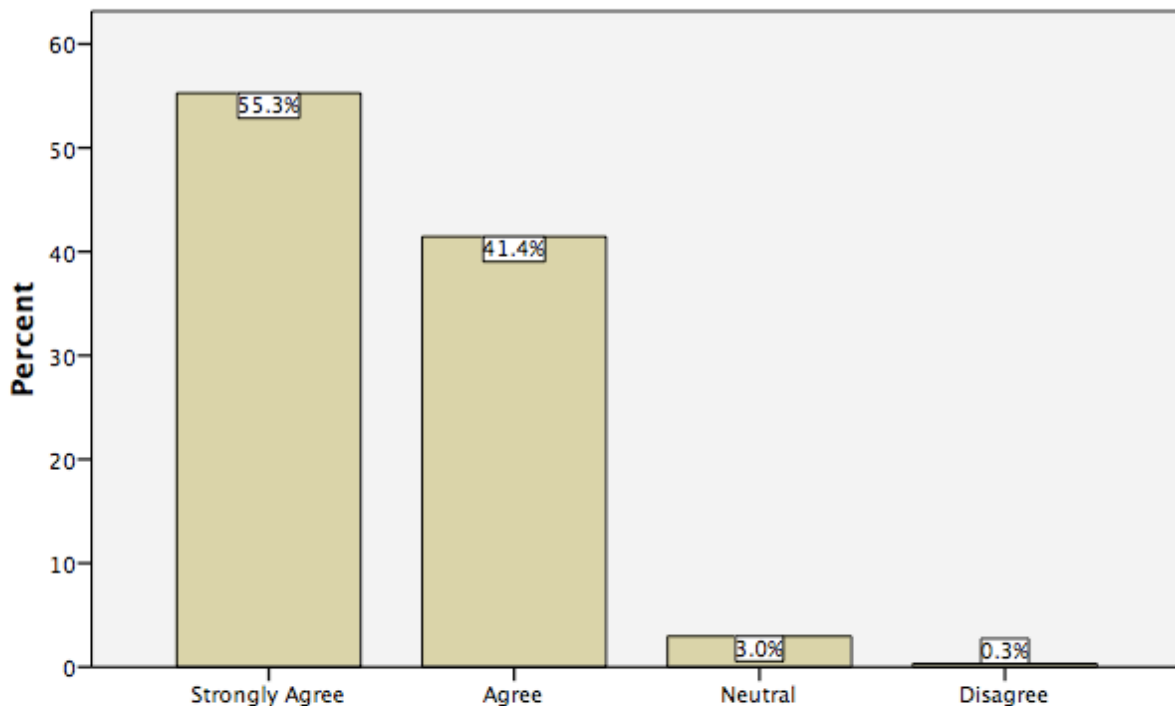
Conditions of Employment

Conditions and Expectations

Question 48

I understand contractual obligations regarding code of conduct and ethical behavior.

I Understand Contractual Obligations Regarding Code of Conduct & Ethical Behavior



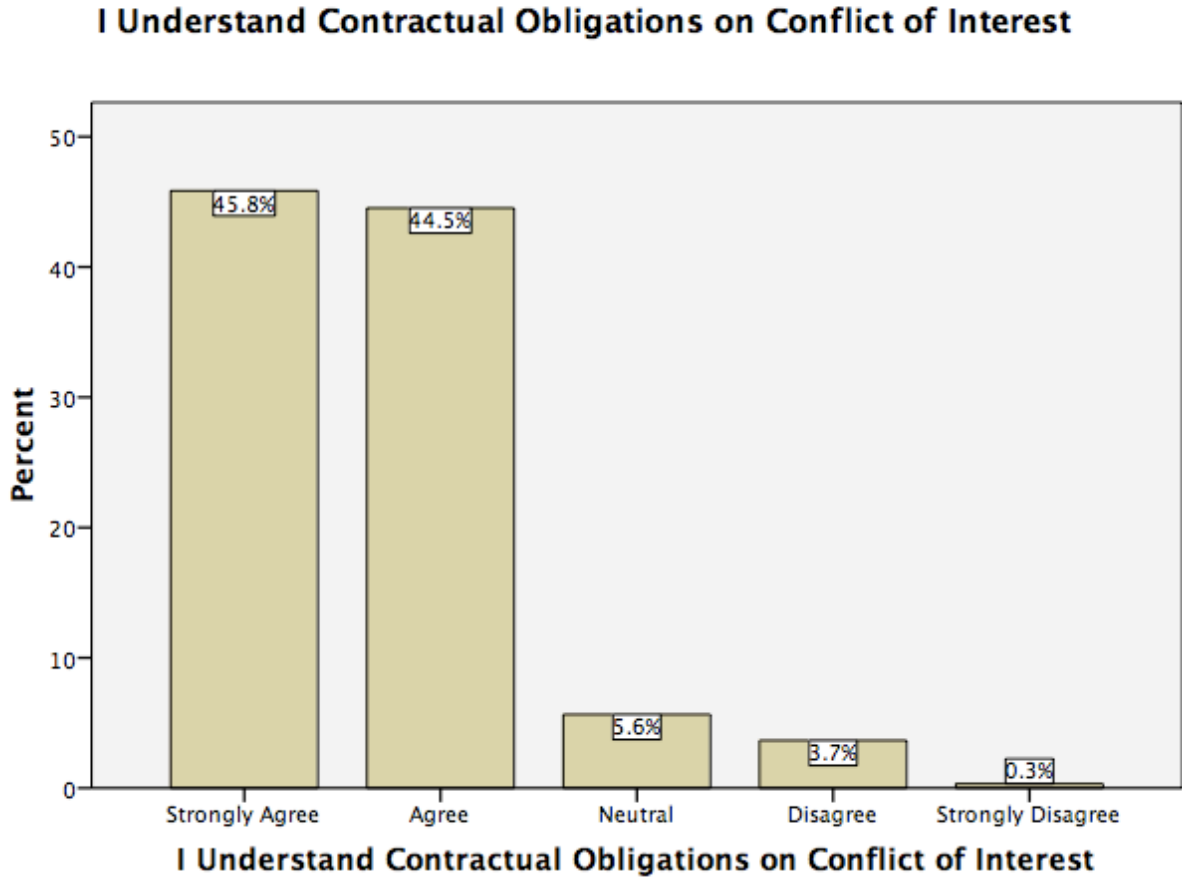
I Understand Contractual Obligations Regarding Code of Conduct & Ethical Behavior

Observations

- 96.7% “agree” or “strongly agree” that contractual obligations regarding code of conduct and ethical behavior are understood.
- The most common answer was “strongly agree” with 55.3%.
- Less than 1% “disagree” when asked about understanding contractual obligations regarding code of conduct and ethical behavior.
- 3% of respondents were “neutral” on the issue.

Question 49

I understand contractual obligation of conflict of interest.



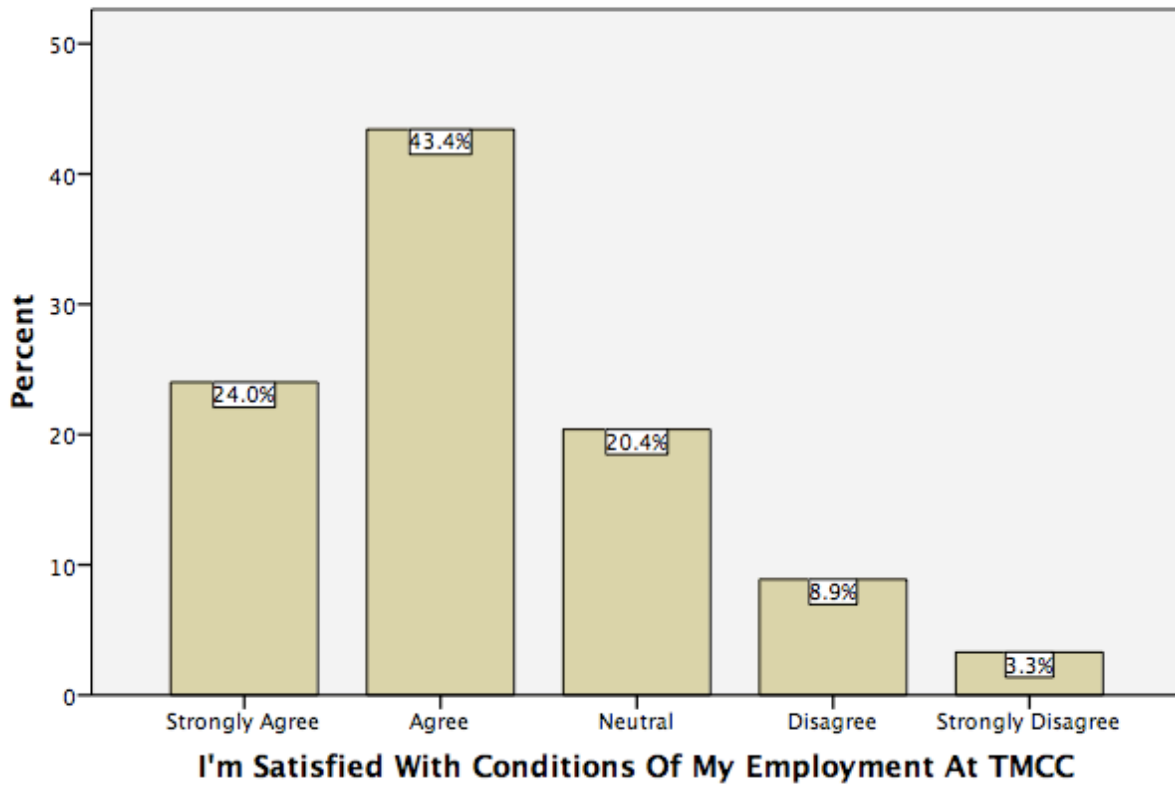
Observations

- 90.3% “agree” or “strongly agree” that they understand contractual obligations on conflict of interest.
- The results are bimodal the most common answers were “strongly agree” and “agree” with nearly 45% each.
- Less than 10% were neutral or disagreed with the statement “I understand contractual obligations on conflict of interest.”

Question 50

I am satisfied with the conditions of my employment.

I'm Satisfied With Conditions Of My Employment At TMCC

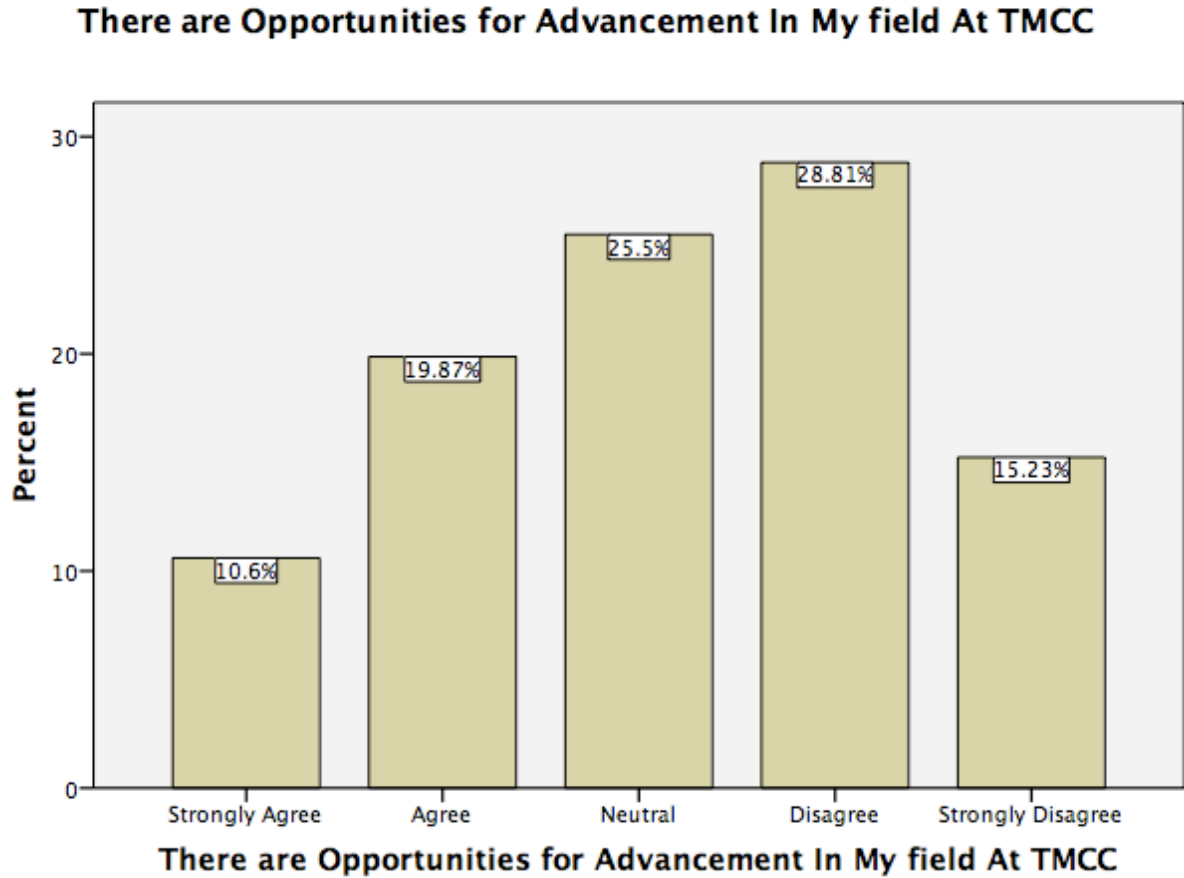


Observations

- Slightly more than two-thirds “agree” or “strongly agree” that they are satisfied with their conditions of employment at TMCC.
- The most frequent response was “agree” with 43.4%.
- 12.2% “disagree” or “strongly disagree” that they are satisfied with conditions of employment.
- One in five have a neutral opinion on the subject of satisfaction with conditions of employment.

Question 51

There are opportunities for advancement in my field at TMCC.

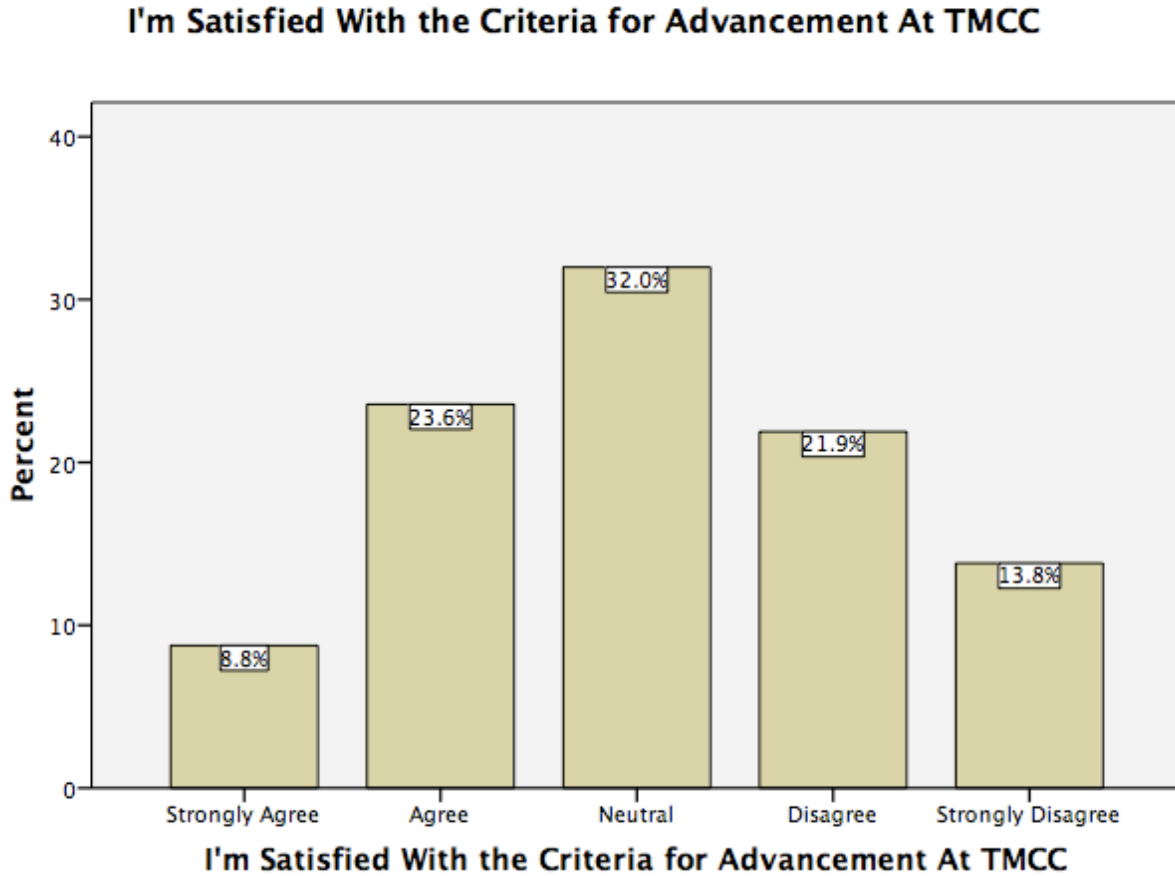


Observations

- Slightly less than one-third “agree” or “strongly agree” that there are opportunities for advancement in their field at TMCC.
- 44.0% “disagree” or “strongly disagree” that there are opportunities for advancement in their field at TMCC.
- The most frequent response was “disagree” with 28.8%.
- Approximately one-quarter remained neutral on the issue of available advancement opportunities.

Question 52

I am satisfied with the criteria for advancement at TMCC.



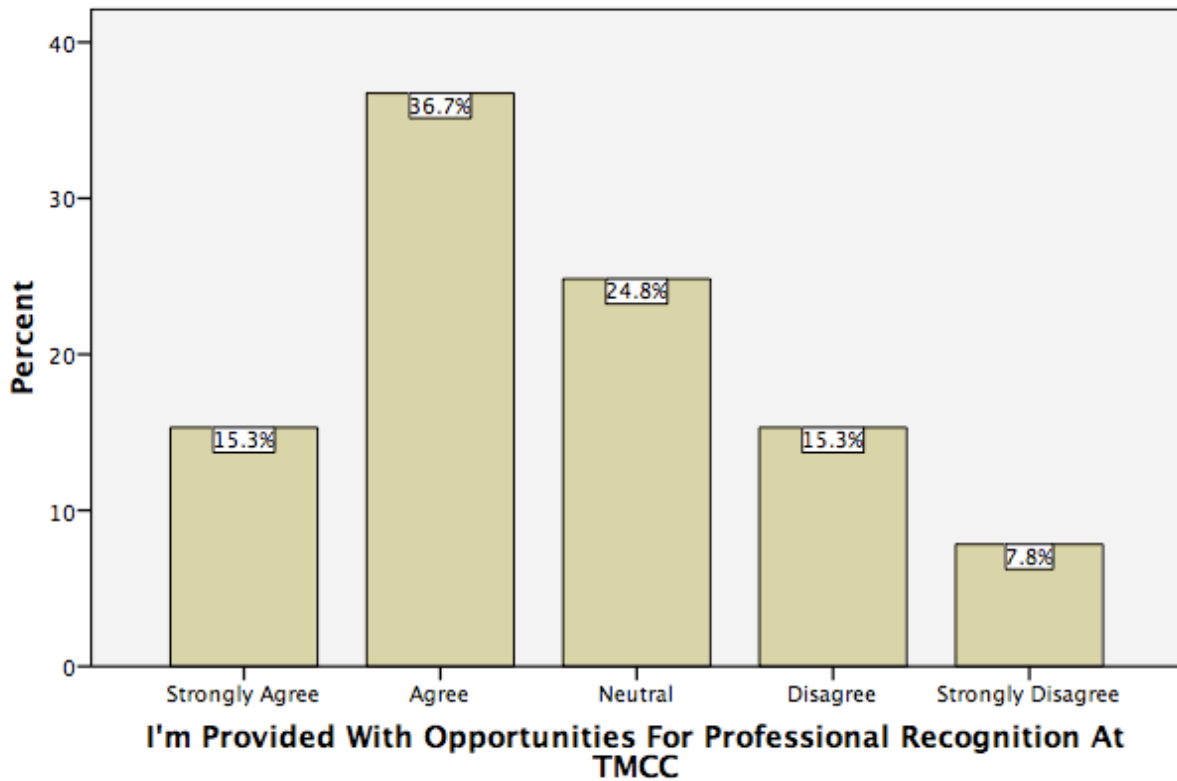
Observations

- Nearly one-third "agree" or "strongly agree" that they are satisfied with the criteria for advancement at TMCC.
- Slightly more than one-third "disagree" or "strongly disagree" that they are satisfied with the criteria for advancement at TMCC.
- An additional one-third was neutral on the issue and "neutral" was the most frequent response.

Question 53

I am provided with opportunities for professional recognition.

I'm Provided With Opportunities For Professional Recognition At TMCC



Observations

- Slightly more than half “agree “ or “strongly agree” that they are provided with opportunities for professional recognition at TMCC.
- The most frequent response was “agree” with 36.7%.
- 23.1% “disagree” or “strongly disagree” that there are opportunities for professional recognition at TMCC.
- One-quarter remained neutral on the issue.



Truckee Meadows CC
2009 Campus Climate Report
Qualitative Data Analysis

Truckee Meadows Community College 2009 Campus Climate Report Qualitative Data Analysis

Original Report Prepared by: Anne Saylor and Pamela Cox-Otto, Ph.D.

August 2009

Qualitative Analysis Prepared by: Mark Mastej

November 2009

Executive Summary

This 2009 Truckee Meadows Campus Climate Report was presented previously in a format similar to the 2004 report in order to allow for trending of the data across multiple years. The previous 2004 report also referenced a similar study conducted in 2002. The 2002 study was referenced when data was available within the 2004 report and when the data is applicable to current results.

This analysis is a supplement to the 2009 report, specifically concerned with addressing the issues brought to light by four of the open-ended questions in the survey. What follows is a summary of the categories and responses, with the individual comments removed to protect the anonymity of both the respondents and those mentioned directly in the comments. Also included is an analysis of the trends of responses to identify key issues that may need to be addressed.

Overall, relatively few of the people taking the survey responded to the open-ended questions (% of total respondents for: Q15 & Q31 18% each, Q50 21%, Q57 10%). However, of those comments, many were vitriolic in nature, expressing deep-seated sense of dissatisfaction. Though many of the comments were negative or even inflammatory, they should be put into perspective. Relatively few people answered the open-ended questions compared to the entire number of completed surveys.

Care must be taken not to overlook these concerns, but also not to overemphasize or dwell on them. The goal should be to identify the issues brought to light by the comments, strive to reduce the incidences of negativity in the future, and work to increase the positive feedback by making proactive changes as soon as possible.

Open Ended Comments

Respondents were offered the opportunity to openly respond with any additional comments or thoughts at the end of the first three survey sections as well as provide comments regarding the length of intended affiliation with TMCC. This qualitative data has been analyzed and the responses have been categorized within each grouping by related themes. The data is also grouped as positive, negative, and neutral (or uncertain). Unfortunately, in many cases the comments are negative in nature. When put into perspective, though, these comments are useful to identify areas of concern that need to be addressed by TMCC. They also provide more of an opportunity for participants to vent about some issues that may be more deep-seated and concerning to them. These feelings may create more problems in the future if they are not listened to now and addressed while something can still be done to fix them.

Therefore, the intention of this analysis is not to list the exact comments, but categorize the comments for intent so they can be put into perspective. The actual comments are taken into consideration when crafting our recommendations, though due to our concern for the anonymity of the respondents (and the anonymity of those that are mentioned directly in the comments) they have not been included in this analysis. From this perspective of looking at the patterns of the intent of the comments, general issues may be confronted and discussed without being clouded by personal issues. This method of analysis allows TMCC to more readily identify issues of concern that then may be used to strengthen and improve the quality of the institution by dealing with them more directly.

Analysis of the rest of the survey is not detailed here. Data from our previous report on campus climate has been included to assist in the summary and analysis of the qualitative data where necessary.

Four of the open-ended questions on the survey are summarized in this analysis:

- Question 15 concerns issues of communication and direction
- Question 31 lists responses dealing with attitudes and practices
- Question 50 deals with comments about leadership and governance
- Question 57 had some intriguing responses dealing with their personal estimates of how long they intended to stay at TMCC, and what factors were affecting their decision.

Q15) Please enter any additional comments you may have here about TMCC's communication and direction here:

Out of the 317 people that completed the survey, 58 responded to this question (around 18% of the total number of respondents). Negative comments made up two-thirds (67%) of the open-ended answers related to the respondents' opinions about TMCC's direction and communication. Almost a quarter (24%) of the responses were neutral or uncertain. These neutral and uncertain comments seem to be divided by a balance of positive and negative feelings instead of ambivalence. Less than one tenth (9%) of the responses were more positive, though even some of the positive responses were contingent on changes being made for the future.

The theme of the comments seemed to indicate a climate of fear and hostility for the individuals that responded. It seems like those people are concerned with the stability of their jobs, hostility towards new hires from the outside, and lack of advancement opportunities for existing employees. The underlying issues driving this fear include lack of positive communication between different positions on the staff (administration vs. faculty vs. support staff), feelings of being micromanaged by administration and supervisors, resistance to overall changes being made in the institution, and lack of sensitivity by employees that have worked at the institution longer than others and towards students.

- Most of the comments (57%) referred to the direction of TMCC, with 19 out of the 33 comments being negative and 10 being neutral
- 22% of the responses were directed towards student services in particular, with 12 of the 13 of those comments being negative
- 10% were directly related to issues with direct supervisors, and none were positive
- 10% were about assessment and evaluation concerns, with none of the comments being positive
- Of the 5 total positive comments, 4 were specifically impressed with recent changes made to the institution and expressed their hopes for the future

| |
|---|
| Q15) Please enter any additional comments you may have here about TMCC's communication and direction here: |
| <i>Note: negative, neutral, or uncertain comments in italics</i> |
| 82% No comment (259) |
| 12% Total negative comments (39) |
| 4% Total neutral or uncertain comments (14) |
| 2% Total positive comments (5) |
| Sample comment themes (and the number of responses categorized in that theme): |
| <i>Negative comments:</i> |
| <i>I don't like the direction that TMCC is going (19)</i> |
| <i>Student services does not communicate effectively (12)</i> |
| <i>My direct supervisor does not communicate effectively with me (4)</i> |
| <i>I have serious concerns about assessment and evaluation of my position (4)</i> |
| <i>Neutral or uncertain comments:</i> |
| <i>I am confused about the direction that TMCC is going (10)</i> |
| <i>I am unsure about my direct supervisor's communication with me (2)</i> |
| <i>I have questions about the process or results of the assessment and evaluation of my position (2)</i> |
| <i>Positive comments:</i> |
| <i>I like the direction that TMCC is going (4)</i> |
| <i>Student services communicates effectively (1)</i> |

Q31) Please enter any additional comments you may have here about TMCC's attitudes and practices here:

Out of the 317 people that completed the survey, 59 responded to this question (around 19% of the total number of respondents). Negative comments made up roughly five out of six (83%) of the open-ended answers related to the respondents' opinions about TMCC's attitudes and practices. Almost an eighth (12%) of the responses were neutral or uncertain. These neutral and uncertain comments seem to be divided by a balance of positive and negative feelings instead of ambivalence.

The theme of the comments seemed to reinforce the issues brought out in the responses to question 15. Discrimination/diversity was the most mentioned issue, though the variety of the experiences of those that witnessed or felt affected by it were not consistent. Types of discrimination/diversity issues mentioned were: age, gender, race, reverse race, lack of access to professional development, unfair career advancement opportunities, and over-emphasis of diversity (or "political correctness").

- 22% of the responses mentioned issues relating to diversity at TMCC, with 11 negative comments, 1 neutral, and 1 positive
- 17% of the responses were directed towards the evaluation process, with 8 of the 10 of those comments being negative
- 14% were directly related to issues with safety and security, 7 out of the 8 were negative
- 12% were about departmental concerns, with 1 of the 8 comments being positive
- Other less frequently mentioned (10% or less) comments noted issues about leadership, classified staff issues, resources and supplies, and a few general comments, 17 out of those 22 comments were negative

| |
|---|
| Q31) Please enter any additional comments you may have here about TMCC's attitudes and practices here: |
| <i>Note: negative, neutral, or uncertain comments in italics</i> |
| 82% No comment (258) |
| 15% Total negative comments (49) |
| 2% Total neutral or uncertain comments (7) |
| 1% Total positive comments (3) |
| Sample comment themes (and the number of responses categorized in that theme): |
| <i>Negative comments:</i> |
| <i>I think we have serious problems with diversity, as some employees and students are being discriminated against (11)</i> |
| <i>I don't think evaluations are done consistently or fairly (8)</i> |
| <i>I have serious concerns about safety and security on campus (7)</i> |
| <i>Departmental issues, such as lack of teamwork or leadership, are a problem (6)</i> |
| <i>Classified staff are not treated well or listened to (6)</i> |
| <i>I have concerns about the accountability and effectiveness of our leadership (5)</i> |
| <i>We don't have enough personnel, resources or supplies to do our job effectively (5)</i> |
| <i>There is a lot that we need to improve (1)</i> |
| <i>Neutral or uncertain comments:</i> |
| <i>We have good processes for evaluations, but they are utilized as effectively as they could be (2)</i> |
| <i>I don't have a specific comment (2)</i> |
| <i>I don't have a comment about departments other than my own (1)</i> |
| <i>I think that TMCC respects diversity, but should be careful of excluding others by overcompensating (1)</i> |
| <i>I am new, and I have not been effectively trained on all of the systems yet, but I love my job (1)</i> |
| <i>Positive comments:</i> |
| <i>I feel safe and secure on campus (1)</i> |
| <i>I think that the new president is doing good things to address problems (1)</i> |
| <i>I think that TMCC is very diverse (1)</i> |

Q50) Please enter any comments you may have about TMCC's governance and leadership here:

Out of the 317 people that completed the survey, 68 responded to this question (around 21% of the total number of respondents). Negative comments made up roughly two-thirds (67%) of the open-ended answers related to the respondents' opinions about TMCC's governance and leadership. Almost a quarter (24%) of the responses were neutral or uncertain. These neutral and uncertain comments seem to be divided by a balance of positive and negative feelings in some cases, and in others it was a lack of knowledge about the individual leadership area. Around 9% of the responses were more positive.

The theme of the comments seemed to be mainly concerned with the feeling that opinions of those outside of leadership roles had their opinions listened to, but ignored, or they have been kept from information about the decision-making process. Repeated comments stated that shared governance was being paid "lip service", that it was an illusion, or that decisions appeared to have been made even before input from those outside of leadership roles were consulted. The various forms of governance at TMCC seem to be not fully trusted by many of those answering this question.

- The largest number of responses for this question were the 21 that mentioned issues relating to not being listened to or not having a voice in new policies implemented at TMCC, with 19 negative comments, 2 neutral, and 0 positive
- 20 of the responses were directed towards the President's Cabinet, with 14 of those comments being negative and 6 being neutral
- 11 were directly related to the President: 5 negative, 2 neutral, and 4 positive
- 11 were about governance in general, with 5 comments negative and 4 neutral
- The least frequently mentioned comments noted issues about the Faculty Senate: 3 out of those 5 comments were negative, and none were positive

| |
|---|
| Q50) Please enter any comments you may have about TMCC's governance and leadership here: |
| <i>Note: negative, neutral, or uncertain comments in italics</i> |
| 79% No comment (249) |
| 14% Total negative comments (46) |
| 5% Total neutral or uncertain comments (16) |
| 2% Total positive comments (6) |
| Sample comment themes (and the number of responses categorized in that theme): |
| <i>Negative comments:</i> |
| <i>I am not being listened to and have no voice in new policy changes (19)</i> |
| <i>The President's Cabinet is not effective (14)</i> |
| <i>The President is not doing what is necessary (5)</i> |
| <i>Leadership in general is lacking here (5)</i> |
| <i>The Faculty Senate is not effective (3)</i> |
| <i>Neutral or uncertain comments:</i> |
| <i>I am not sure if the President's Cabinet is doing what is necessary or not (6)</i> |
| <i>Leadership in general has its good points and its bad points (4)</i> |
| <i>I am not always listened to, but sometimes I am consulted about new policy (2)</i> |
| <i>The Faculty Senate could be more effective, but it does some good (2)</i> |
| <i>Its too soon to tell if the new President is effective or not (2)</i> |
| <i>Positive Comments:</i> |
| <i>I think that the President is an effective leader (4)</i> |
| <i>Overall leadership at TMCC is effective (2)</i> |

Q57) My expectations concerning the length of my affiliation with this institutional are to:

- 1) Work until I retire**
- 2) Work several years and retire elsewhere**
- 3) Leave in the near future and retire elsewhere**
- 4) Other**
- 5) If other, please specify:**

Out of the 317 people that completed the survey, 30 responded to this question with “4) Other”, and explained their answer by answering “5) If other, please specify:” (around 9% of the total number of respondents). Negative comments made up 30% of the open-ended answers related to the respondents’ opinions about how long they would stay at TMCC. Almost two-thirds (63%) of the responses were neutral or uncertain. These neutral and uncertain comments seem to reflect uncertain feelings towards the future. Two of the responses were positive, implying that the respondents were willing to work at TMCC as long as possible.

The theme of the comments seemed to be that there is a lot of uncertainty in the future for almost all of the people responding to this question. The climate and conditions of employment seem to be the most important factor in their uncertain or negative opinions. They seem to be concerned and frustrated about continuing uncertainty and issues with their jobs at TMCC.

- The largest percentage of responses for this question were the 14 out of 30 that talked about the climate and conditions of employment at TMCC: 6 negative comments, 7 neutral, and 1 positive
- The other 12 neutral or uncertain responses seemed to reflect uncertainties in either their outlook on their personal lives or just not knowing which direction they are headed towards

| |
|--|
| Q57) My expectations concerning the length of my affiliation with this institutional are to: ... 5) If other, please specify: |
| <i>Note: negative, neutral, or uncertain comments in italics</i> |
| 90% No comment (287) |
| 6% Total neutral or uncertain comments (19) |
| 3% Total negative comments (9) |
| 1% Total positive comments (2) |
| Sample comment themes (and the number of responses categorized in that theme): |
| Neutral or uncertain comments: |
| <i>I have no idea how long I will stay (9)</i> |
| <i>It depends on how much things change and if I am content with things like workload, or advancement opportunities (7)</i> |
| <i>I might move if I was offered better advancement somewhere else or if I wanted to live in a different area (3)</i> |
| Negative comments: |
| <i>I don't like the climate on campus or the conditions of my employment at TMCC (6)</i> |
| <i>I am currently looking to leave for a different job (2)</i> |
| <i>I am waiting to be bought out (1)</i> |
| Positive comments: |
| <i>I will stay at TMCC as long as they want me (1)</i> |
| <i>I will stay at TMCC for the rest of my life (1)</i> |