

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2014 Respondents

Section 1: Campus Culture and Policies

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
This institution promotes excellent employee-student relationships	4.62	.73	175	3.16	1.11	176	1.46
This institution treats students as its top priority	4.73	.64	175	3.01	1.18	176	1.72
This institution does a good job of meeting the needs of students	4.69	.62	175	2.98	1.06	176	1.71
The mission, purpose, and values of this institution are well understood by most employees	4.25	.81	175	3.06	1.07	175	1.19
Most employees are generally supportive of the mission, purpose, and values of this institution	4.29	.74	173	3.11	1.04	175	1.18
The goals and objectives of this institution are consistent with its mission and values	4.34	.78	174	3.03	1.12	174	1.31
This institution involves its employees in planning for the future	4.46	.80	174	2.42	1.24	176	2.04
This institution plans carefully	4.50	.75	174	2.47	1.13	176	2.03
The leadership of this institution has a clear sense of purpose	4.54	.78	171	2.68	1.25	174	1.86
This institution does a good job of meeting the needs of its faculty	4.40	.81	174	2.72	1.18	174	1.68
This institution does a good job of meeting the needs of staff	4.42	.78	172	2.54	1.19	173	1.88
This institution does a good job of meeting the needs of administrators	4.02	.92	172	3.72	1.12	170	0.30
This institution makes sufficient budgetary resources available to achieve important objectives	4.34	.77	174	3.23	1.07	175	1.11
This institution makes sufficient staff resources available to achieve important objectives	4.23	.78	171	2.89	1.06	175	1.34
There are effective lines of communication between departments	4.52	.68	168	2.34	1.04	171	2.18
Administrators share information regularly with faculty and staff	4.56	.68	168	2.32	1.22	171	2.24
There is good communication between the faculty and the administration at this institution	4.53	.70	166	2.39	1.18	167	2.14
There is good communication between staff and the administration at this institution	4.50	.69	165	2.23	1.10	167	2.27
Faculty take pride in their work	4.63	.57	167	3.77	1.01	170	0.86
Staff take pride in their work	4.60	.57	166	3.73	.96	168	0.87
Administrators take pride in their work	4.50	.79	165	3.15	1.25	168	1.35
There is a spirit of teamwork and cooperation at this institution	4.60	.61	168	2.31	1.21	170	2.29
The reputation of this institution continues to improve	4.49	.73	168	2.66	1.30	170	1.83
This institution is well-respected in the community	4.52	.69	168	2.91	1.20	170	1.61
Efforts to improve quality are paying off at this institution	4.48	.65	168	2.78	1.23	170	1.70
Employee suggestions are used to improve our institution	4.41	.67	164	2.22	1.19	166	2.19
This institution consistently follows clear processes for selecting new employees	4.42	.75	165	2.68	1.25	166	1.74
This institution consistently follows clear processes for orienting and training new employees	4.32	.75	167	2.83	1.21	169	1.49
This institution consistently follows clear processes for recognizing employee achievements	4.20	.78	167	2.68	1.12	168	1.52
This institution has written procedures that clearly define who is responsible for each operation and service	4.32	.76	167	2.58	1.13	168	1.74
I am fearful about speaking my mind at LCCC	4.25	.99	162	2.46	1.36	169	1.79
I am more knowledgeable about LCCC's goals and strategies than one year ago	4.14	.83	166	3.09	1.34	170	1.05
I would be afraid to file a complaint or grievance	4.16	1.00	164	2.50	1.41	167	1.66
Open and ethical communication is practiced	4.51	.68	166	2.34	1.24	170	2.17
Change is managed well at LCCC	4.46	.65	165	2.14	1.16	169	2.32

Section 2: Institutional Goals

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2014 Respondents

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
[A] Increase the enrollment of new students	4.13	0.79	170
[B] Retain more of its current students to graduation	4.65	0.56	170
[C] Improve the academic ability of entering student classes	4.21	0.79	169
[D] Recruit students from new geographic markets	3.04	1.20	170
[E] Increase the diversity of racial and ethnic groups represented among the student body	3.26	0.98	170
[F] Develop new academic programs	3.41	0.95	169
[G] Improve the quality of existing academic programs	4.53	0.68	170
[H] Improve the appearance of campus buildings and grounds	3.59	1.00	169
[I] Improve employee morale	4.65	0.72	170
[J] Increase the number of students earning high-value credentials	4.10	0.92	170
[K] Strengthen relationships and connections with key community partners	4.05	0.82	170
[L] Build the organizational capacity to thrive in the future	4.22	0.80	170
[M] Some other goal	3.08	1.33	92

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
[A] Increase the enrollment of new students	14	8.2%
[B] Retain more of its current students to graduation	60	35.3%
[C] Improve the academic ability of entering student classes	7	4.1%
[D] Recruit students from new geographic markets	0	0.0%
[E] Increase the diversity of racial and ethnic groups represented among the student body	0	0.0%
[F] Develop new academic programs	1	0.6%
[G] Improve the quality of existing academic programs	22	12.9%
[H] Improve the appearance of campus buildings and grounds	1	0.6%
[I] Improve employee morale	54	31.8%
[J] Increase the number of students earning high-value credentials	4	2.4%
[K] Strengthen relationships and connections with key community partners	1	0.6%
[L] Build the organizational capacity to thrive in the future	4	2.4%
[M] Some other goal	2	1.2%
All responses	170	100.0%

(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Count	Percent
[A] Increase the enrollment of new students	26	15.3%
[B] Retain more of its current students to graduation	35	20.6%
[C] Improve the academic ability of entering student classes	13	7.6%
[D] Recruit students from new geographic markets	1	0.6%
[E] Increase the diversity of racial and ethnic groups represented among the student body	0	0.0%
[F] Develop new academic programs	5	2.9%
[G] Improve the quality of existing academic programs	39	22.9%
[H] Improve the appearance of campus buildings and grounds	5	2.9%
[I] Improve employee morale	27	15.9%
[J] Increase the number of students earning high-value credentials	9	5.3%
[K] Strengthen relationships and connections with key community partners	1	0.6%
[L] Build the organizational capacity to thrive in the future	7	4.1%

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[M] Some other goal	2	1.2%
All responses	170	100.0%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Count	Percent
[A] Increase the enrollment of new students	19	11.2%
[B] Retain more of its current students to graduation	26	15.3%
[C] Improve the academic ability of entering student classes	14	8.2%
[D] Recruit students from new geographic markets	3	1.8%
[E] Increase the diversity of racial and ethnic groups represented among the student body	1	0.6%
[F] Develop new academic programs	13	7.6%
[G] Improve the quality of existing academic programs	31	18.2%
[H] Improve the appearance of campus buildings and grounds	11	6.5%
[I] Improve employee morale	23	13.5%
[J] Increase the number of students earning high-value credentials	9	5.3%
[K] Strengthen relationships and connections with key community partners	4	2.4%
[L] Build the organizational capacity to thrive in the future	13	7.6%
[M] Some other goal	3	1.8%
All responses	170	100.0%

TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL	TOTAL PERCENT
[A] Increase the enrollment of new students	14	26	19	59	11.6%
[B] Retain more of its current students to graduation	60	35	26	121	23.7%
[C] Improve the academic ability of entering student classes	7	13	14	34	6.7%
[D] Recruit students from new geographic markets	0	1	3	4	0.8%
[E] Increase the diversity of racial and ethnic groups represented among the student body	0	0	1	1	0.2%
[F] Develop new academic programs	1	5	13	19	3.7%
[G] Improve the quality of existing academic programs	22	39	31	92	18.0%
[H] Improve the appearance of campus buildings and grounds	1	5	11	17	3.3%
[I] Improve employee morale	54	27	23	104	20.4%
[J] Increase the number of students earning high-value credentials	4	9	9	22	4.3%
[K] Strengthen relationships and connections with key community partners	1	1	4	6	1.2%
[L] Build the organizational capacity to thrive in the future	4	7	13	24	4.7%
[M] Some other goal	2	2	3	7	1.4%
All responses	170	170	170	510	100.0%

Section 3: Involvement in planning and decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Mean	Standard Deviation	Valid Respondents
How involved are: Faculty	2.50	1.11	167
How involved are: Deans or directors of administrative units	3.64	0.99	166
How involved are: Deans or chairs of academic units	3.38	1.00	167
How involved are: Senior administrators (VP, Provost level or above)	4.06	0.86	167
How involved are: Students	2.18	0.88	166

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How involved are: Trustees	3.33	1.01	165
How involved are: Alumni	2.46	0.85	161
How involved are: Classified Staff	2.13	0.83	162
How involved are: Professional Staff	2.29	0.94	163

Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
It is easy for me to get information at this institution	4.44	.61	162	2.80	1.17	165	1.64
I learn about important campus events in a timely manner	4.12	.75	160	3.03	1.16	165	1.09
I am empowered to resolve problems quickly	4.41	.61	161	2.81	1.22	165	1.60
I am comfortable answering student questions about institutional policies and procedures	4.13	.74	161	2.87	1.14	165	1.26
I have the information I need to do my job well	4.56	.60	160	3.01	1.16	164	1.55
My job responsibilities are communicated clearly to me	4.52	.63	157	3.18	1.19	165	1.34
My supervisor pays attention to what I have to say	4.61	.56	159	3.32	1.47	165	1.29
My supervisor helps me improve my job performance	4.43	.70	159	3.21	1.41	165	1.22
My department or work unit has written, up-to-date objectives	4.28	.73	158	3.16	1.31	164	1.12
My department meets as a team to plan and coordinate work	4.33	.70	157	3.42	1.32	165	0.91
My department has the budget needed to do its job well	4.47	.59	158	3.39	1.17	163	1.08
My department has the staff needed to do its job well	4.53	.63	158	3.02	1.26	164	1.51
I am paid fairly for the work I do	4.51	.64	158	3.14	1.25	162	1.37
The employee benefits available to me are valuable	4.47	.63	159	4.20	.89	164	0.27
I have adequate opportunities for advancement	4.18	.86	159	2.69	1.28	165	1.49
I have adequate opportunities for training to improve my skills	4.34	.69	158	3.09	1.21	165	1.25
I have adequate opportunities for professional development	4.32	.66	159	3.18	1.28	165	1.14
The type of work I do on most days is personally rewarding	4.48	.64	159	3.91	1.02	165	0.57
The work I do is appreciated by my supervisor	4.33	.75	159	3.39	1.39	165	0.94
The work I do is valuable to the institution	4.50	.64	159	3.61	1.26	165	0.89
I am proud to work at this institution	4.45	.69	159	3.48	1.36	165	0.97
I am fearful about my job at LCCC	4.10	1.10	156	2.77	1.40	162	1.33
I am treated with respect by my coworkers	4.41	.69	158	3.78	1.08	165	0.63
I have sufficient information about my insurance and retirement benefits	4.25	.74	159	4.16	.88	165	0.09
I feel free from discrimination at LCCC	4.41	.69	158	3.79	1.16	164	0.62
I feel free from harassment at LCCC	4.42	.69	159	3.60	1.27	164	0.82
The climate in my department is good for part-time employees	4.21	.80	155	3.27	1.18	157	0.94

Overall satisfaction

Rate your overall satisfaction with your employment here so far:	3.33	1.17	163
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Section 5: Demographics

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
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<i>How long have you worked at this institution?</i>	Count	Percent
Less than 1 year	10	6.2%
1 to 5 years	48	29.6%
6 to 10 years	53	32.7%
11 to 20 years	38	23.5%
More than 20 years	13	8.0%
All responses	162	100.0%

<i>Is your position:</i>	Count	Percent
Full-time	155	96.9%
Part-time	5	3.1%
All responses	160	100.0%

<i>Is your position:</i>	Count	Percent
Faculty	62	38.8%
Staff	85	53.1%
Administrator	13	8.1%
All responses	160	100.0%

<i>If you answered "Staff" on Q24, is your position:</i>	Count	Percent
Classified Staff	41	48.2%
Professional Staff	44	51.8%
All responses	85	100.0%

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Spring 2016 Respondents

Section 1: Campus Culture and Policies

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
This institution promotes excellent employee-student relationships	4.62	.64	293	3.48	1.01	289	1.14
This institution treats students as its top priority	4.76	.51	293	3.18	1.18	289	1.58
This institution does a good job of meeting the needs of students	4.67	.53	290	3.23	1.06	287	1.45
The mission, purpose, and values of this institution are well understood by most employees	4.26	.76	291	3.19	1.08	289	1.06
Most employees are generally supportive of the mission, purpose, and values of this institution	4.36	.68	290	3.30	1.02	289	1.05
The goals and objectives of this institution are consistent with its mission and values	4.40	.67	291	3.15	1.16	289	1.25
This institution involves its employees in planning for the future	4.44	.73	290	2.68	1.23	288	1.76
This institution plans carefully	4.53	.62	290	2.67	1.20	287	1.86
The leadership of this institution has a clear sense of purpose	4.63	.61	291	2.94	1.27	289	1.68
This institution does a good job of meeting the needs of its faculty	4.44	.75	284	2.69	1.26	284	1.75
This institution does a good job of meeting the needs of staff	4.53	.62	275	2.79	1.14	271	1.74
This institution does a good job of meeting the needs of administrators	4.12	.85	271	3.68	.97	269	0.44
This institution makes sufficient budgetary resources available to achieve important objectives	4.49	.64	273	3.32	1.18	272	1.17
This institution makes sufficient staff resources available to achieve important objectives	4.39	.66	273	3.02	1.13	270	1.37
There are effective lines of communication between departments	4.58	.66	277	2.54	1.15	276	2.04
Administrators share information regularly with faculty and staff	4.56	.67	277	2.71	1.27	276	1.85
There is good communication between the faculty and the administration at this institution	4.51	.74	269	2.63	1.23	267	1.89
There is good communication between staff and the administration at this institution	4.48	.69	269	2.70	1.21	267	1.78
Faculty take pride in their work	4.64	.63	271	3.82	1.05	271	0.82
Staff take pride in their work	4.65	.60	272	3.90	.97	268	0.74
Administrators take pride in their work	4.52	.73	267	3.54	1.17	268	0.98
There is a spirit of teamwork and cooperation at this institution	4.59	.60	269	2.63	1.11	268	1.96
The reputation of this institution continues to improve	4.56	.61	268	2.99	1.26	268	1.56
This institution is well-respected in the community	4.59	.62	264	3.11	1.20	263	1.47
Efforts to improve quality are paying off at this institution	4.54	.56	266	2.96	1.25	266	1.58
Employee suggestions are used to improve our institution	4.42	.70	265	2.54	1.24	265	1.88
This institution consistently follows clear processes for selecting new employees	4.43	.69	265	3.13	1.28	265	1.30
This institution consistently follows clear processes for orienting and training new employees	4.43	.68	263	3.03	1.17	265	1.40
This institution consistently follows clear processes for recognizing employee achievements	4.25	.85	265	2.83	1.20	266	1.42
This institution has written procedures that clearly define who is responsible for each operation and service	4.36	.78	267	2.82	1.18	266	1.54
LCCC employees practice open and ethical communication	4.56	.62	266	2.95	1.18	263	1.61
LCCC manages change well	4.46	.63	264	2.59	1.19	263	1.87
I am more knowledgeable about LCCC's goals and strategies than one year ago	4.13	.84	264	3.35	1.20	262	0.79
I recognize my responsibility in making LCCC a great place to work	4.56	.66	265	4.06	1.01	265	0.50

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Spring 2016 Respondents

Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
[A] Increase the enrollment of new students	4.39	0.75	269
[B] Retain more of its current students to graduation	4.58	0.67	269
[C] Improve the academic ability of entering student classes	4.23	0.83	266
[D] Recruit students from new geographic markets	3.42	1.09	267
[E] Increase the diversity of racial and ethnic groups represented among the student body	3.49	1.14	268
[F] Develop new academic programs	3.60	1.01	268
[G] Improve the quality of existing academic programs	4.51	0.63	268
[H] Improve the appearance of campus buildings and grounds	3.64	1.02	268
[I] Improve employee morale	4.61	0.72	269
[J] Some other goal	4.04	0.93	267
[K] Strengthen relationships and connections with key community partners	4.10	0.86	266
[L] Build the organizational capacity to thrive in the future	4.20	0.85	266
[M] Some other goal	3.18	1.43	188

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
[A] Increase the enrollment of new students	34	12.6%
[B] Retain more of its current students to graduation	63	23.3%
[C] Improve the academic ability of entering student classes	10	3.7%
[D] Recruit students from new geographic markets	2	0.7%
[E] Increase the diversity of racial and ethnic groups represented among the student body	4	1.5%
[F] Develop new academic programs	5	1.9%
[G] Improve the quality of existing academic programs	36	13.3%
[H] Improve the appearance of campus buildings and grounds	5	1.9%
[I] Improve employee morale	84	31.1%
[J] Some other goal	9	3.3%
[K] Strengthen relationships and connections with key community partners	3	1.1%
[L] Build the organizational capacity to thrive in the future	9	3.3%
[M] Some other goal	6	2.2%
All responses	270	100.0%

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(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Count	Percent
[A] Increase the enrollment of new students	47	17.4%
[B] Retain more of its current students to graduation	55	20.4%
[C] Improve the academic ability of entering student classes	20	7.4%
[D] Recruit students from new geographic markets	5	1.9%
[E] Increase the diversity of racial and ethnic groups represented among the student body	4	1.5%
[F] Develop new academic programs	9	3.3%
[G] Improve the quality of existing academic programs	34	12.6%
[H] Improve the appearance of campus buildings and grounds	6	2.2%
[I] Improve employee morale	46	17.0%
[J] Some other goal	11	4.1%
[K] Strengthen relationships and connections with key community partners	10	3.7%
[L] Build the organizational capacity to thrive in the future	14	5.2%
[M] Some other goal	9	3.3%
All responses	270	100.0%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Count	Percent
[A] Increase the enrollment of new students	44	16.3%
[B] Retain more of its current students to graduation	40	14.8%
[C] Improve the academic ability of entering student classes	19	7.0%
[D] Recruit students from new geographic markets	5	1.9%
[E] Increase the diversity of racial and ethnic groups represented among the student body	5	1.9%
[F] Develop new academic programs	18	5.9%
[G] Improve the quality of existing academic programs	39	14.4%
[H] Improve the appearance of campus buildings and grounds	7	2.6%
[I] Improve employee morale	35	13.0%
[J] Some other goal	13	4.8%
[K] Strengthen relationships and connections with key community partners	14	5.2%
[L] Build the organizational capacity to thrive in the future	24	8.9%
[M] Some other goal	9	3.3%
All responses	270	100.0%

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TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL	TOTAL PERCENT
[A] Increase the enrollment of new students	34	47	44	125	15.4%
[B] Retain more of its current students to graduation	63	55	40	158	19.5%
[C] Improve the academic ability of entering student classes	10	20	19	49	6.0%
[D] Recruit students from new geographic markets	2	5	5	12	1.5%
[E] Increase the diversity of racial and ethnic groups represented among the student body	4	4	5	13	1.6%
[F] Develop new academic programs	5	9	16	30	3.7%
[G] Improve the quality of existing academic programs	36	34	39	109	13.5%
[H] Improve the appearance of campus buildings and grounds	5	6	7	18	2.2%
[I] Improve employee morale	84	46	35	165	20.4%
[J] Some other goal	9	11	13	33	4.1%
[K] Strengthen relationships and connections with key community partners	3	10	14	27	3.3%
[L] Build the organizational capacity to thrive in the future	9	14	24	47	5.8%
[M] Some other goal	6	9	9	24	3.0%
All responses	270	270	270	810	100.0%

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Section 3: Involvement in planning and decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Mean	Standard Deviation	Valid Respondents
How involved are: Faculty	2.48	1.13	261
How involved are: Staff	2.13	0.89	260
How involved are: Deans or directors of administrative units	3.50	0.96	262
How involved are: Deans or chairs of academic units	3.37	0.95	262
How involved are: Senior administrators (VP, Provost level or above)	4.02	0.87	262
How involved are: Students	2.23	0.87	262
How involved are: Trustees	3.43	1.00	254
How involved are: Alumni	2.55	1.00	251
How Involved are: Classified Staff	2.29	0.91	255
How involved are: Professional Staff	2.41	0.96	254

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Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
It is easy for me to get information at this institution	4.48	0.63	267	2.99	1.23	266	1.49
I learn about important campus events in a timely manner	4.15	0.78	266	3.11	1.17	265	1.04
I am empowered to resolve problems quickly	4.47	0.61	267	3.11	1.25	266	1.36
I am comfortable answering student questions about institutional policies and procedures	4.15	0.88	265	3.24	1.11	264	0.91
I have the information I need to do my job well	4.62	0.53	265	3.36	1.22	264	1.26
My job responsibilities are communicated clearly to me	4.59	0.54	266	3.36	1.29	266	1.23
My supervisor pays attention to what I have to say	4.62	0.57	263	3.55	1.49	263	1.07
My supervisor helps me improve my job performance	4.52	0.58	265	3.42	1.45	263	1.10
My department or work unit has written, up-to-date objectives	4.22	0.85	263	3.38	1.29	263	0.84
My department meets as a team to plan and coordinate work	4.40	0.75	264	3.62	1.36	265	0.78
My department has the budget needed to do its job well	4.55	0.55	265	3.33	1.21	264	1.22
My department has the staff needed to do its job well	4.58	0.57	264	3.02	1.28	264	1.56
I am paid fairly for the work I do	4.63	0.63	265	2.78	1.35	265	1.84
The employee benefits available to me are valuable	4.64	0.61	263	3.97	1.14	261	0.67
I have adequate opportunities for advancement	4.34	0.78	262	2.68	1.29	262	1.66
I have adequate opportunities for training to improve my skills	4.46	0.65	264	3.36	1.27	264	1.10
I have adequate opportunities for professional development	4.42	0.69	264	3.36	1.29	260	1.06
The type of work I do on most days is personally rewarding	4.68	0.54	265	3.88	1.11	264	0.80
The work I do is appreciated by my supervisor	4.43	0.64	266	3.55	1.34	265	0.87
The work I do is valuable to the institution	4.53	0.58	265	3.63	1.20	263	0.89
I am proud to work at this institution	4.50	0.63	265	3.71	1.27	264	0.79
I feel secure about my job at LCCC	4.59	0.61	266	3.29	1.33	264	1.30
I am treated with respect by my coworkers	4.56	0.62	264	3.88	1.11	262	0.68
I have sufficient information about my insurance and retirement benefits	4.34	0.74	258	4.07	1.06	258	0.26
I feel free from discrimination at LCCC	4.52	0.68	261	3.97	1.24	259	0.56
I feel free from harassment at LCCC	4.54	0.64	261	3.94	1.24	262	0.60
I am comfortable speaking my mind at LCCC	4.48	0.61	258	2.97	1.34	258	1.51
I would feel secure in filing a complaint or grievance if necessary	4.43	0.71	263	3.04	1.43	263	1.38
LCCC effectively manages compliance with external requirements, such as Title IX, accreditation, and safety guidelines	4.37	0.73	262	3.72	1.14	259	0.66
My Supervisor collaborated with me in developing Performance Objectives for this rating period	4.22	0.76	259	3.14	1.39	257	1.08
My Supervisor clearly articulated Performance Objectives for this rating period	4.26	0.74	258	3.17	1.37	256	0.56

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Spring 2016 Respondents

Overall satisfaction

Rate your overall satisfaction with your employment here so far:	3.38	1.19	266
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Section 5: Demographics

<i>How long have you worked at this institution?</i>	Count	Percent
Less than 1 year	37	14.0%
1 to 5 years	102	38.5%
6 to 10 years	65	24.5%
11 to 20 years	46	17.4%
More than 20 years	15	5.7%
All responses	265	100.0%

<i>Is your position:</i>	Count	Percent
Faculty	101	38.1%
Staff	139	52.5%
Administrator	25	9.4%
All responses	265	100.0%

<i>Is your position:</i>	Count	Percent
Full-time	222	83.5%
Part-time	44	16.5%
All responses	266	100.0%

<i>If you answered "Staff" is your position:</i>	Count	Percent
Classified Staff	65	47.4%
Professional Staff	72	52.6%
All responses	137	100.0%

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2017 Respondents

Section 1: Campus Culture and Policies

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
This institution promotes excellent employee-student relationships	4.51	.67	219	3.44	.90	218	1.07
This institution treats students as its top priority	4.69	.59	217	3.29	1.07	218	1.39
This institution does a good job of meeting the needs of students	4.64	.58	216	3.36	.96	217	1.28
The mission, purpose, and values of this institution are well understood by most employees	4.19	.77	218	3.46	.94	218	0.72
Most employees are generally supportive of the mission, purpose, and values of this institution	4.29	.72	219	3.40	.89	218	0.89
The goals and objectives of this institution are consistent with its mission and values	4.35	.74	218	3.39	1.03	218	0.96
This institution involves its employees in planning for the future	4.37	.69	219	2.91	1.18	219	1.46
This institution plans carefully	4.47	.67	219	2.78	1.09	219	1.69
The leadership of this institution has a clear sense of purpose	4.55	.61	218	3.04	1.18	218	1.51
This institution does a good job of meeting the needs of its faculty	4.35	.79	218	2.94	1.11	218	1.41
This institution does a good job of meeting the needs of staff	4.41	.69	210	3.05	1.02	207	1.37
This institution does a good job of meeting the needs of administrators	4.11	.75	209	3.68	.93	206	0.42
This institution makes sufficient budgetary resources available to achieve important objectives	4.41	.64	210	3.15	1.09	209	1.26
This institution makes sufficient staff resources available to achieve important objectives	4.36	.62	206	3.00	1.07	204	1.36
There are effective lines of communication between departments	4.44	.69	208	2.63	1.14	208	1.81
Administrators share information regularly with faculty and staff	4.49	.64	208	2.90	1.12	208	1.59
There is good communication between the faculty and the administration at this institution	4.43	.68	210	2.82	1.05	209	1.61
There is good communication between staff and the administration at this institution	4.44	.63	208	2.92	.99	205	1.53
Faculty take pride in their work	4.61	.53	209	3.68	1.05	210	0.94
Staff take pride in their work	4.58	.52	208	3.92	.87	207	0.66
Administrators take pride in their work	4.53	.62	205	3.72	.99	206	0.80
There is a spirit of teamwork and cooperation at this institution	4.49	.61	207	2.81	1.10	208	1.68
The reputation of this institution continues to improve	4.46	.64	204	3.17	1.16	206	1.30
This institution is well-respected in the community	4.51	.61	202	3.33	1.10	202	1.18
Efforts to improve quality are paying off at this institution	4.48	.62	204	3.15	1.10	205	1.33
Employee suggestions are used to improve our institution	4.31	.67	204	2.67	1.10	204	1.65
This institution consistently follows clear processes for selecting new employees	4.29	.65	204	3.28	1.12	205	1.01
This institution consistently follows clear processes for orienting and training new employees	4.25	.70	205	3.01	1.15	207	1.24
This institution consistently follows clear processes for recognizing employee achievements	4.10	.81	205	3.01	1.12	206	1.09
This institution has written procedures that clearly define who is responsible for each operation and service	4.28	.70	205	3.00	1.09	207	1.27
LCCC employees practice open and ethical communication	4.52	.58	205	3.16	1.00	206	1.36
LCCC manages change well	4.45	.62	201	2.71	1.09	205	1.74
I am more knowledgeable about LCCC's goals and strategies than one year ago	4.04	.79	203	3.61	1.06	204	0.43
I recognize my responsibility in making LCCC a great place to work	4.50	.62	205	4.15	.82	208	0.35
I am knowledgeable about LCCC's process to develop policies and procedures	4.11	.76	205	3.42	1.03	206	0.69
I participate in LCCC's process to develop policies and procedures	3.88	.97	201	3.32	1.09	203	0.57
LCCC's process to develop policies and procedures is effective	4.12	.78	201	2.91	1.12	205	1.21

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2017 Respondents

Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
[A] Increase the enrollment of new students	4.58	0.62	207
[B] Retain more of its current students to graduation	4.68	0.55	208
[C] Improve the academic ability of entering student classes	4.17	0.85	207
[D] Recruit students from new geographic markets	3.56	1.06	208
[E] Increase the diversity of racial and ethnic groups represented among the student body	3.51	1.05	207
[F] Develop new academic programs	3.59	1.00	208
[G] Improve the quality of existing academic programs	4.47	0.64	208
[H] Improve the appearance of campus buildings and grounds	3.50	1.04	208
[I] Improve employee morale	4.62	0.72	208
[J] Increase the number of students earning high-value credentials (Strategic Plan Goal 1)	4.21	0.88	208
[K] Strengthen relationships and connections with key community partners (Strategic Plan Goal 2)	4.13	0.87	208
[L] Build the organizational capacity to thrive in the future by establishing a climate of trust, an effective and efficient workforce, and a culture of continuous improvement (Strategic Plan Goal 3)	4.47	0.77	208
[M] Some other goal	2.95	1.36	132

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
[A] Increase the enrollment of new students	45	21.7%
[B] Retain more of its current students to graduation	50	24.2%
[C] Improve the academic ability of entering student classes	8	3.9%
[D] Recruit students from new geographic markets	0	0.0%
[E] Increase the diversity of racial and ethnic groups represented among the student body	1	0.5%
[F] Develop new academic programs	4	1.9%
[G] Improve the quality of existing academic programs	15	7.2%
[H] Improve the appearance of campus buildings and grounds	3	1.4%
[I] Improve employee morale	41	19.8%
[J] Increase the number of students earning high-value credentials (Strategic Plan Goal 1)	8	3.9%
[K] Strengthen relationships and connections with key community partners (Strategic Plan Goal 2)	1	0.5%
[L] Build the organizational capacity to thrive in the future by establishing a climate of trust, an effective and efficient workforce, and a culture of continuous improvement (Strategic Plan Goal 3)	27	13.0%
[M] Some other goal	4	1.9%
All responses	207	100.0%

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2017 Respondents

(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Count	Percent
[A] Increase the enrollment of new students	41	19.9%
[B] Retain more of its current students to graduation	51	24.8%
[C] Improve the academic ability of entering student classes	6	2.9%
[D] Recruit students from new geographic markets	2	1.0%
[E] Increase the diversity of racial and ethnic groups represented among the student body	1	0.5%
[F] Develop new academic programs	6	2.9%
[G] Improve the quality of existing academic programs	26	12.6%
[H] Improve the appearance of campus buildings and grounds	6	2.9%
[I] Improve employee morale	28	13.6%
[J] Increase the number of students earning high-value credentials (Strategic Plan Goal 1)	17	8.3%
[K] Strengthen relationships and connections with key community partners (Strategic Plan Goal 2)	7	3.4%
[L] Build the organizational capacity to thrive in the future by establishing a climate of trust, an effective and efficient workforce, and a culture of continuous improvement (Strategic Plan Goal 3)	13	6.3%
[M] Some other goal	2	1.0%
All responses	206	100.0%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Count	Percent
[A] Increase the enrollment of new students	29	14.1%
[B] Retain more of its current students to graduation	29	14.1%
[C] Improve the academic ability of entering student classes	10	4.9%
[D] Recruit students from new geographic markets	8	3.9%
[E] Increase the diversity of racial and ethnic groups represented among the student body	6	2.9%
[F] Develop new academic programs	12	5.8%
[G] Improve the quality of existing academic programs	24	11.7%
[H] Improve the appearance of campus buildings and grounds	3	1.5%
[I] Improve employee morale	26	12.6%
[J] Increase the number of students earning high-value credentials (Strategic Plan Goal 1)	20	9.7%
[K] Strengthen relationships and connections with key community partners (Strategic Plan Goal 2)	14	6.8%
[L] Build the organizational capacity to thrive in the future by establishing a climate of trust, an effective and efficient workforce, and a culture of continuous improvement (Strategic Plan Goal 3)	23	11.2%
[M] Some other goal	2	1.0%
All responses	206	100.0%

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2017 Respondents

TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL	TOTAL PERCENT
[A] Increase the enrollment of new students	45	41	29	115	18.6%
[B] Retain more of its current students to graduation	50	51	29	130	21.0%
[C] Improve the academic ability of entering student classes	8	6	10	24	3.9%
[D] Recruit students from new geographic markets	0	2	8	10	1.6%
[E] Increase the diversity of racial and ethnic groups represented among the student body	1	1	6	8	1.3%
[F] Develop new academic programs	4	6	12	22	3.6%
[G] Improve the quality of existing academic programs	15	26	24	65	10.5%
[H] Improve the appearance of campus buildings and grounds	3	6	3	12	1.9%
[I] Improve employee morale	41	28	26	95	15.3%
[J] Increase the number of students earning high-value credentials (Strategic Plan Goal 1)	8	17	20	45	7.3%
[K] Strengthen relationships and connections with key community partners (Strategic Plan Goal 2)	1	7	14	22	3.6%
[L] Build the organizational capacity to thrive in the future by establishing a climate of trust, an effective and efficient workforce, and a culture of continuous improvement (Strategic Plan Goal 3)	27	13	23	63	10.2%
[M] Some other goal	4	2	2	8	1.3%
All responses	207	206	206	619	100.0%

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2017 Respondents

Section 3: Involvement in planning and decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Mean	Standard Deviation	Valid Respondents
How involved are: Faculty	2.62	1.09	204
How involved are: Staff	2.34	0.87	204
How involved are: Deans or directors of administrative units	3.44	0.89	201
How involved are: Deans or chairs of academic units	3.36	0.86	204
How involved are: Senior administrators (VP, Provost level or above)	3.88	0.85	202
How involved are: Students	2.32	0.85	203
How involved are: Trustees	3.26	0.91	200
How involved are: Alumni	2.55	0.89	197
How involved are: Classified Staff	2.39	0.87	199
How involved are: Professional Staff	2.50	0.82	200

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2017 Respondents

Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
It is easy for me to get information at this institution	4.42	0.59	203	3.21	1.05	204	1.21
I learn about important campus events in a timely manner	4.03	0.77	203	3.44	1.04	205	0.59
I am empowered to resolve problems quickly	4.43	0.65	203	3.31	1.12	205	1.12
I am comfortable answering student questions about institutional policies and procedures	4.09	0.83	201	3.38	0.98	202	0.71
I have the information I need to do my job well	4.59	0.56	202	3.63	1.07	205	0.95
My job responsibilities are communicated clearly to me	4.57	0.55	202	3.66	1.13	205	0.92
My supervisor pays attention to what I have to say	4.61	0.56	202	3.93	1.24	205	0.68
My supervisor helps me improve my job performance	4.47	0.66	203	3.80	1.26	203	0.67
My department or work unit has written, up-to-date objectives	4.22	0.75	202	3.68	1.11	204	0.54
My department meets as a team to plan and coordinate work	4.34	0.76	202	3.93	1.13	204	0.41
My department has the budget needed to do its job well	4.50	0.62	201	3.14	1.11	203	1.36
My department has the staff needed to do its job well	4.55	0.57	199	2.93	1.23	201	1.62
I am paid fairly for the work I do	4.59	0.63	201	2.76	1.31	202	1.82
The employee benefits available to me are valuable	4.61	0.59	198	4.03	1.08	198	0.59
I have adequate opportunities for advancement	4.18	0.89	201	2.85	1.25	202	1.33
I have adequate opportunities for training to improve my skills	4.33	0.68	199	3.20	1.22	200	1.13
I have adequate opportunities for professional development	4.31	0.70	200	3.20	1.23	201	1.11
The type of work I do on most days is personally rewarding	4.62	0.56	200	4.07	0.95	203	0.55
The work I do is appreciated by my supervisor	4.45	0.68	200	3.84	1.24	203	0.60
The work I do is valuable to the institution	4.61	0.55	197	3.89	1.14	203	0.73
I am proud to work at this institution	4.56	0.60	200	4.02	1.06	203	0.54
I feel secure about my job at LCCC	4.55	0.62	200	3.24	1.19	202	1.31
I am treated with respect by my coworkers	4.54	0.57	200	3.94	1.01	202	0.60
I have sufficient information about my insurance and retirement benefits	4.37	0.63	198	4.16	0.88	200	0.21
I feel free from discrimination at LCCC	4.53	0.63	200	4.21	0.91	202	0.32
I feel free from harassment at LCCC	4.55	0.62	200	4.17	0.96	202	0.37
I am comfortable speaking my mind at LCCC	4.42	0.66	200	3.25	1.23	202	1.17
I would feel secure in filing a complaint or grievance if necessary	4.42	0.66	199	3.18	1.25	201	1.24
LCCC effectively manages compliance with external requirements, such as Title IX, accreditation, and safety guidelines	4.39	0.70	197	3.69	1.08	194	0.71
My Supervisor collaborated with me in developing Performance Objectives for this rating period	4.30	0.67	197	3.73	1.19	198	0.58
My Supervisor clearly articulated Performance Objectives for this rating period	4.28	0.69	197	3.66	1.23	198	0.62

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Fall 2017 Respondents

Overall satisfaction

Rate your overall satisfaction with your employment here so far:	3.66	0.96	207
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Section 5: Demographics

How long have you worked at this institution?

	Count	Percent
Less than 1 year	20	9.9%
1 to 5 years	80	39.6%
6 to 10 years	48	23.8%
11 to 20 years	39	19.3%
More than 20 years	15	7.4%
All responses	202	100.0%

Is your position:

	Count	Percent
Faculty	79	39.5%
Staff	106	53.0%
Administrator	15	7.5%
All responses	200	100.0%

Is your position:

	Count	Percent
Full-time	177	88.1%
Part-time	24	11.9%
All responses	201	100.0%

If you are Staff, is your position:

	Count	Percent
Classified Staff	44	42.3%
Professional Staff	60	57.7%
All responses	104	100.0%

LCCC Employee Experience Survey



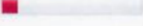

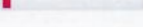
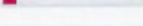
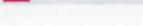
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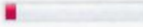
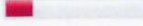
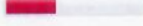
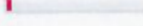
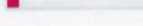

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Total Respondents: 264

Q1. Division/Department

Count	Percent		
119	45.08%		Academic Affairs
19	7.20%		Albany County Campus
29	10.98%		Administration & Finance
7	2.65%		Human Resources
15	5.68%		Institutional Advancement
25	9.47%		Institutional Effectiveness
50	18.94%		Student Services
264	Respondents		






Q2. Classification

Count	Percent		
20	7.58%		Administrator
51	19.32%		Classified
94	35.61%		Faculty Instructional
9	3.41%		Faculty Managerial
22	8.33%		Managerial
68	25.76%		Professional
264	Respondents		

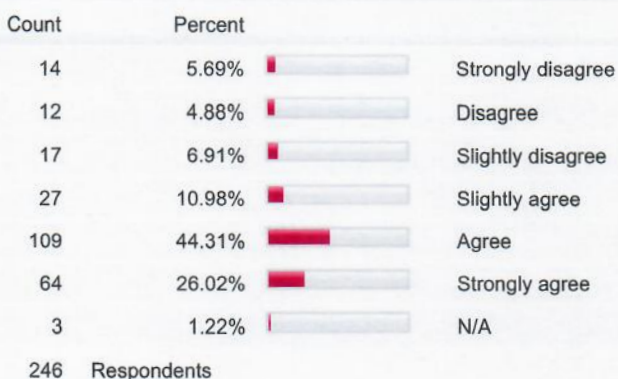
Q3. Status

Count	Percent		
205	77.65%		Exempt (salaried)
59	22.35%		Non-Exempt (hourly)
264	Respondents		

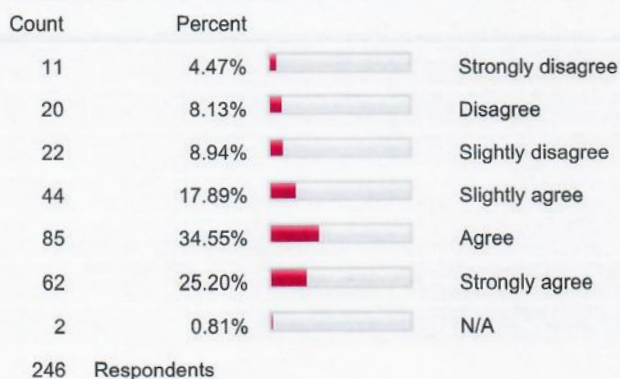
Q4. Longevity

Count	Percent		
29	10.98%		< 1 year
60	22.73%		1-3 years
38	14.39%		3-5 years
50	18.94%		5-10 years
87	32.95%		> 10 years
264	Respondents		

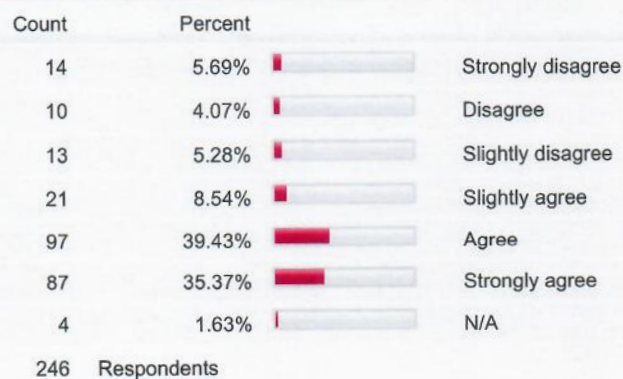
Q5. Clear Direction - Knowing what we stand for, where we are headed, and your role in helping to get us there. - My performance expectations are clearly defined.



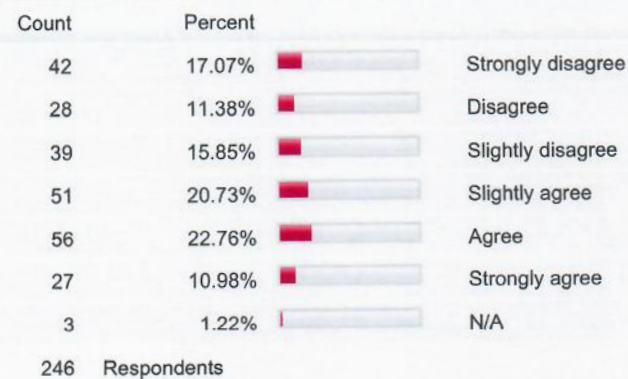
Q6. Clear Direction - Knowing what we stand for, where we are headed, and your role in helping to get us there. - I am provided clear explanation of the reasons behind what I am asked to do.



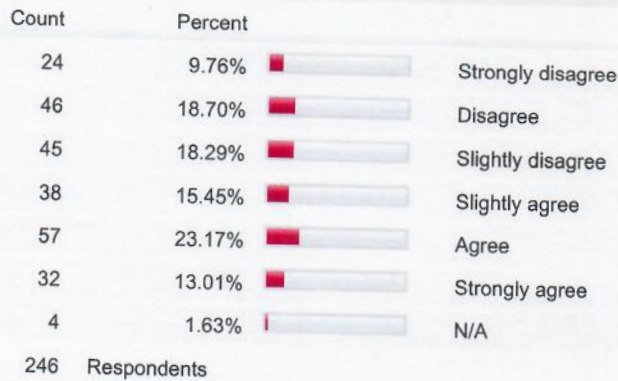
Q7. Clear Direction - Knowing what we stand for, where we are headed, and your role in helping to get us there. - It is clear to me how my performance contributes to our overall success.



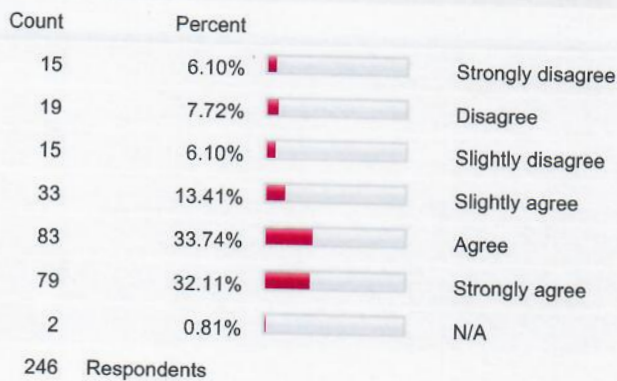
Q8. Clear Direction - Knowing what we stand for, where we are headed, and your role in helping to get us there. - At LCCC, communication is both truthful and complete.



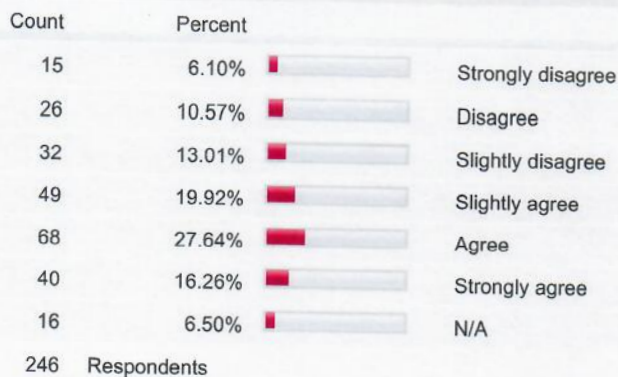
Q9. Clear Direction - Knowing what we stand for, where we are headed, and your role in helping to get us there. - Changes that affect me are promptly communicated.



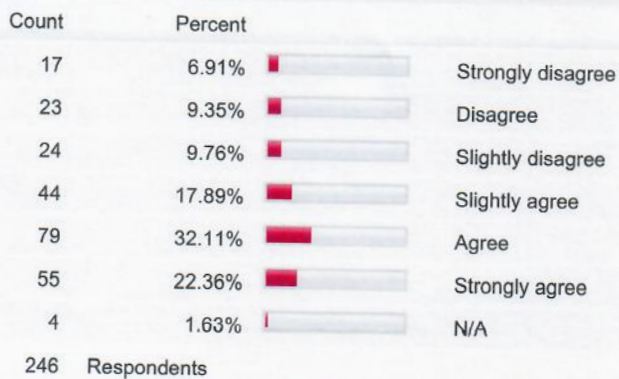
Q10. Preparation - Being prepared to perform and to achieve expected results. - I am encouraged to develop skills that I need in order to accomplish what is expected of me.



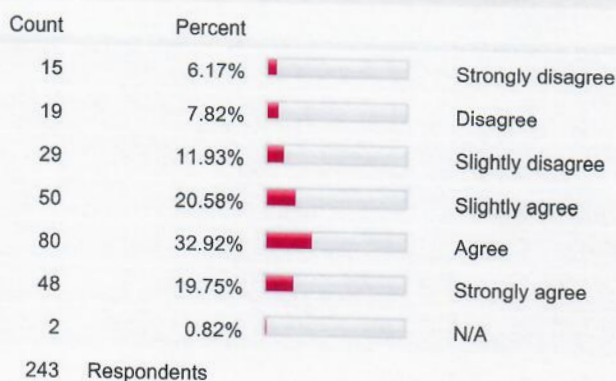
Q11. Preparation - Being prepared to perform and to achieve expected results. - I am provided an opportunity to practice new skills before I am held accountable.



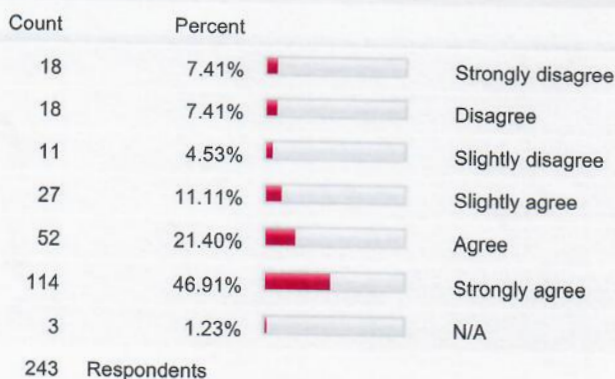
Q12. Preparation - Being prepared to perform and to achieve expected results. - I am provided helpful feedback on how well I perform my job responsibilities.



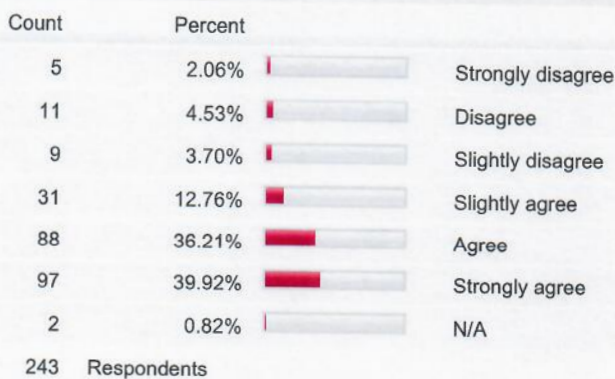
Q13. Ongoing Support - Giving you the support you need to perform and improve when necessary. - I am given the resources I need in order to be successful.



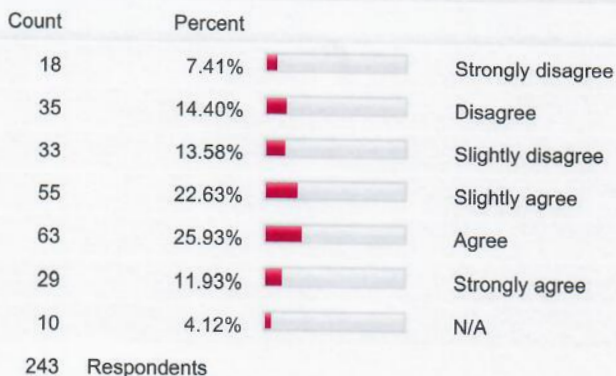
Q14. Ongoing Support - Giving you the support you need to perform and improve when necessary. - My supervisor is someone I can count on to give me sound professional advice.



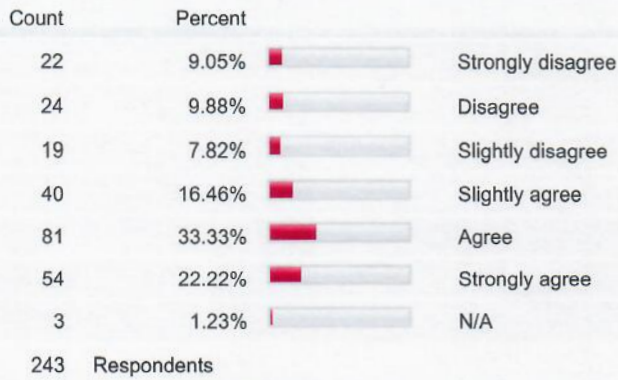
Q15. Ongoing Support - Giving you the support you need to perform and improve when necessary. - My coworkers support each other and each other's work.



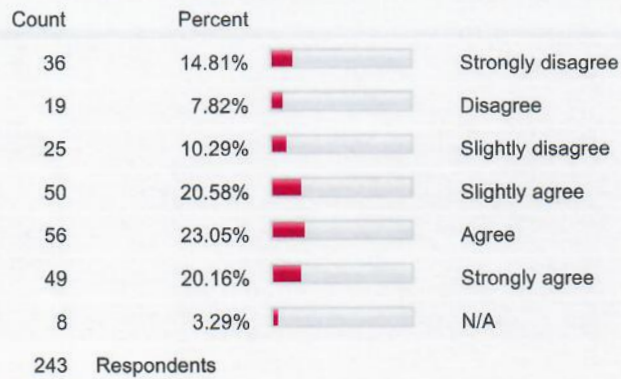
Q16. Ongoing Support - Giving you the support you need to perform and improve when necessary. - Action is taken on conditions or obstacles that detract from my success.



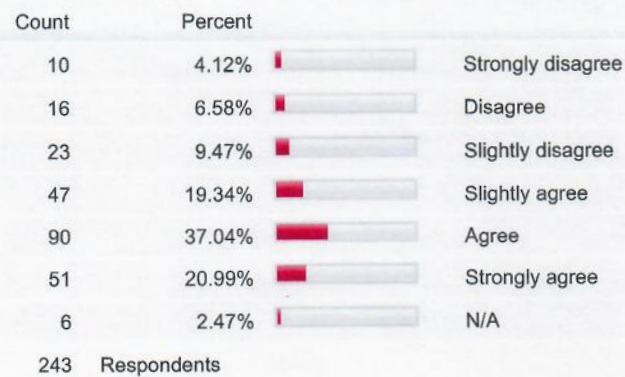
Q17. Sense of Community (Belonging) - Letting you know that you count and make a difference. - I am encouraged to speak up on anything of concern to me.



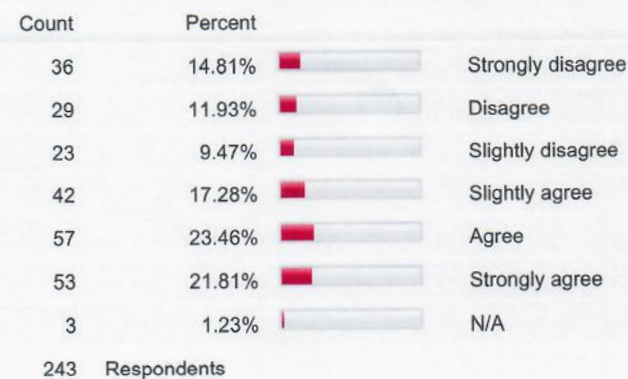
Q18. Sense of Community (Belonging) - Letting you know that you count and make a difference. - My achievements are recognized and celebrated.



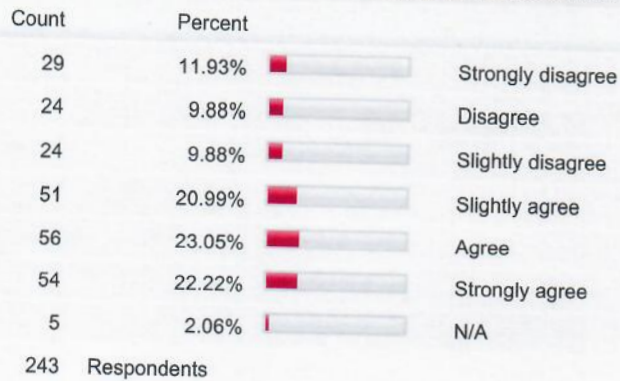
Q19. Sense of Community (Belonging) - Letting you know that you count and make a difference. - I am included in the celebration of the achievements of others.



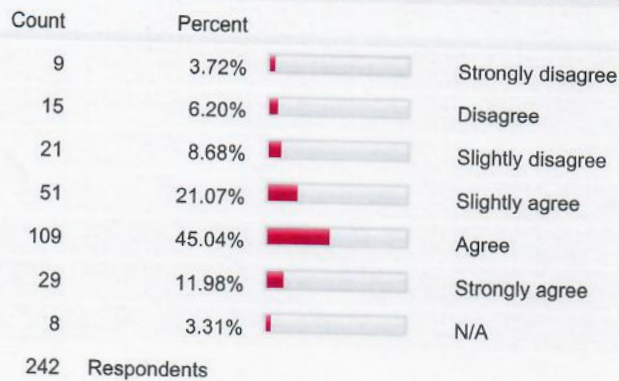
Q20. Sense of Community (Belonging) - Letting you know that you count and make a difference. - I am shown through word and action that I count.



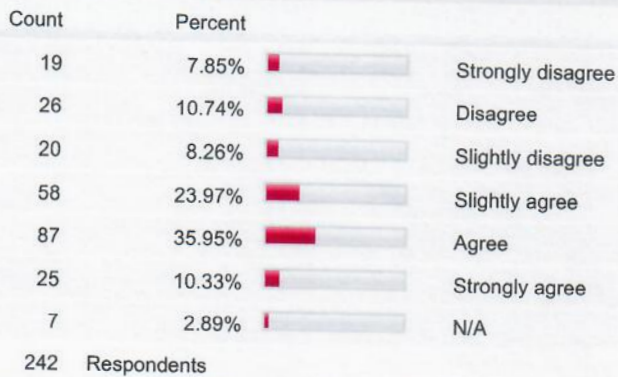
Q21. Sense of Community (Belonging) - Letting you know that you count and make a difference. - I am given meaningful and timely praise.



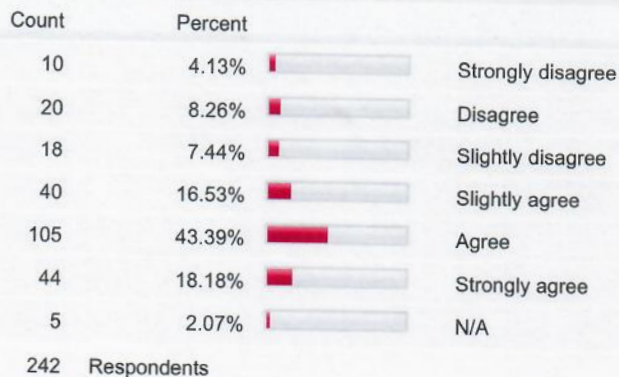
Q22. Stewardship - Understanding and abiding by our Vision, Mission, and Values. - People on our campus genuinely believe in Our Mission.



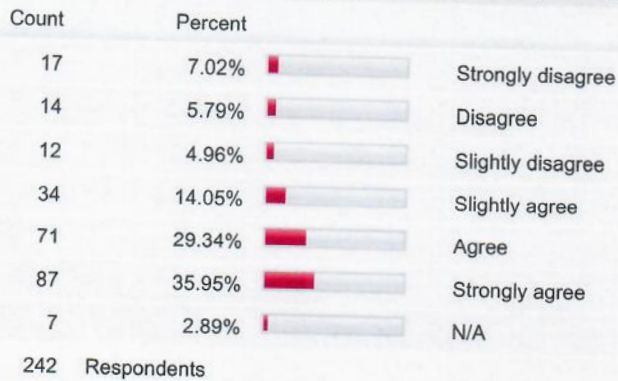
Q23. Stewardship - Understanding and abiding by our Vision, Mission, and Values. - We use Our Mission as a guide when making decisions.



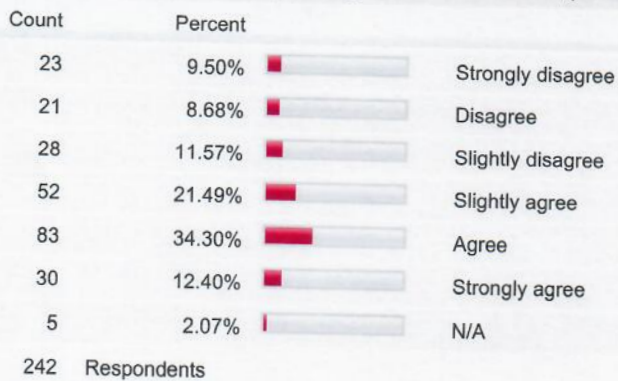
Q24. Stewardship - Understanding and abiding by our Vision, Mission, and Values. - I have been provided a detailed explanation of the meaning and importance of Our Core and Aspirational Values.



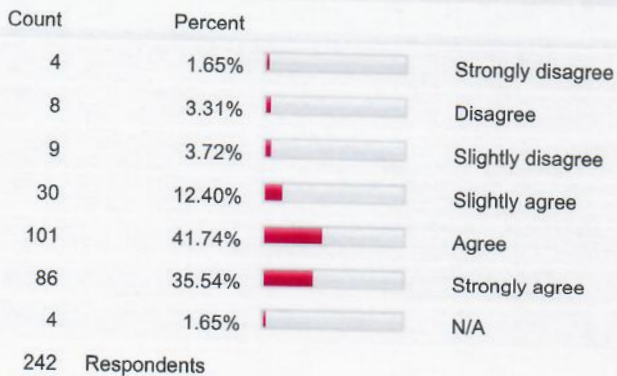
Q25. Stewardship - Understanding and abiding by our Vision, Mission, and Values. - My supervisor serves as a role model for Our Values.



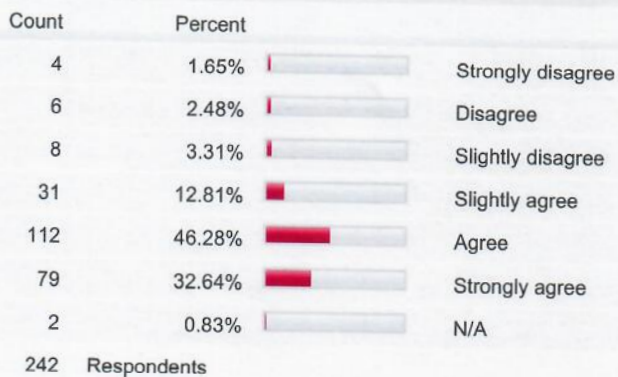
Q26. Citizenship - Taking active self-responsibility for one's own attitude, performance, and results. - At LCCC, we emphasize "we" over "me."



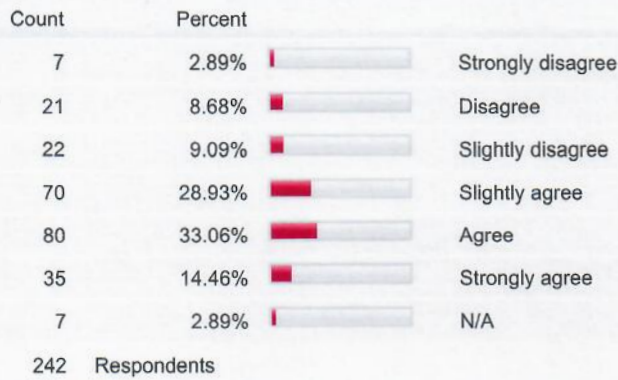
Q27. Citizenship - Taking active self-responsibility for one's own attitude, performance, and results. - My coworkers readily offer to pitch in to help others.



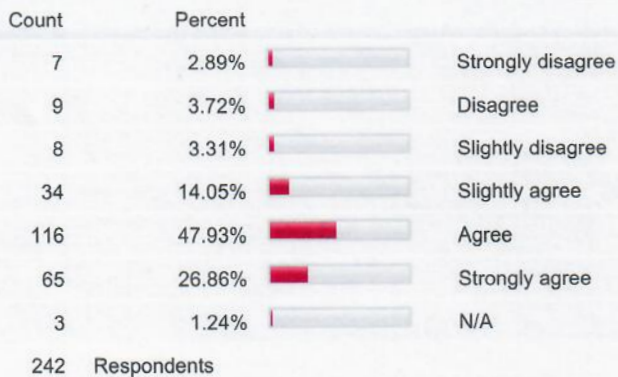
Q28. Citizenship - Taking active self-responsibility for one's own attitude, performance, and results. - My coworkers can be counted on to offer solutions when others have a problem.



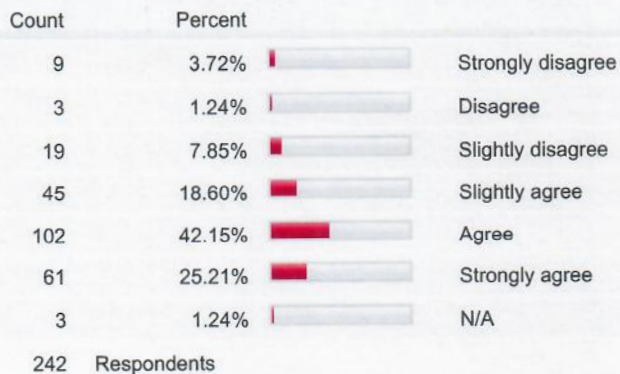
Q29. Citizenship - Taking active self-responsibility for one's own attitude, performance, and results. - My coworkers enthusiastically support a decision once it has been made.



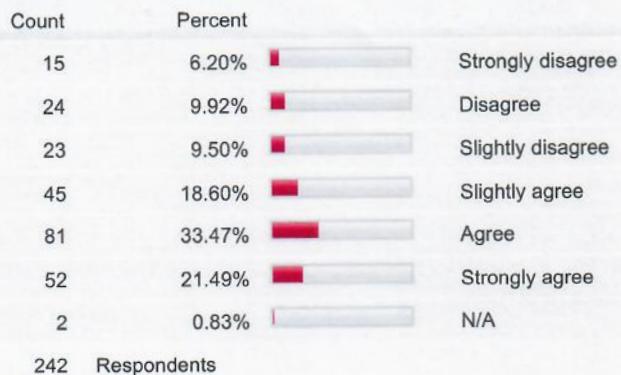
Q30. Passion - Showing a high sense of urgency to get things done; displaying energy and passion in one's role. - My coworkers consistently give their best effort.



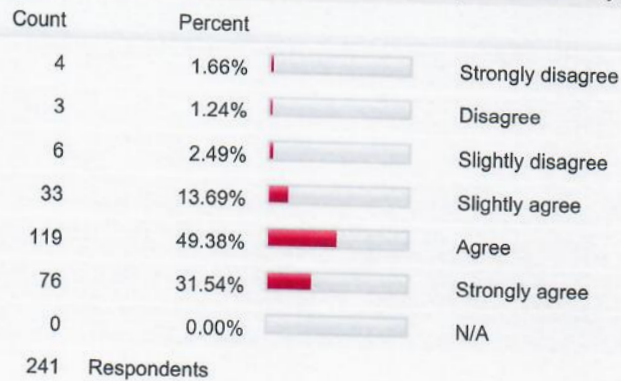
Q31. Passion - Showing a high sense of urgency to get things done; displaying energy and passion in one's role. - My coworkers demonstrate a high sense of urgency to get things done.



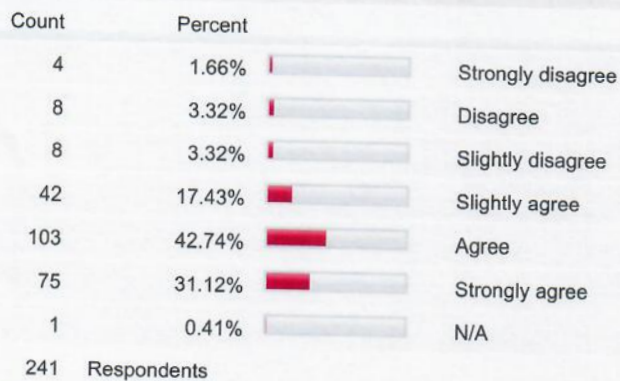
Q32. Passion - Showing a high sense of urgency to get things done; displaying energy and passion in one's role. - At LCCC, we strive for excellence in everything that we do.



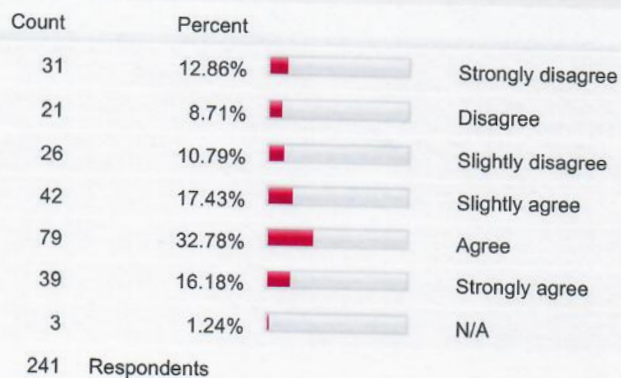
Q33. Positive Spirit - Making work fun and being the kind of person others enjoy working alongside. - People at LCCC are friendly.



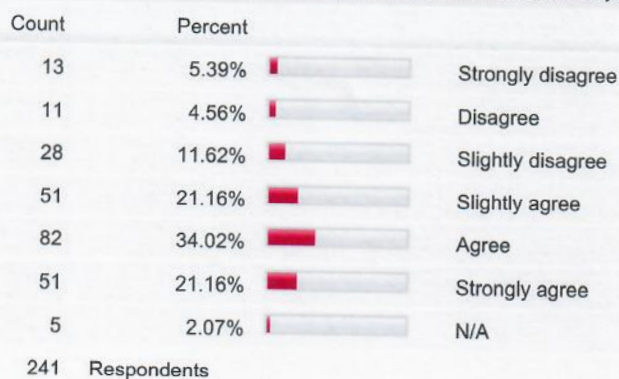
Q34. Positive Spirit - Making work fun and being the kind of person others enjoy working alongside. - My coworkers consistently demonstrate a "can-do" attitude.







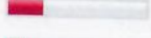
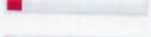

Q35. Positive Spirit - Making work fun and being the kind of person others enjoy working alongside. - Our campus leaders set a positive example for all to follow.






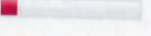



Q36. Positive Spirit - Making work fun and being the kind of person others enjoy working alongside. - LCCC is a fun place to work.








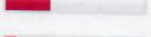
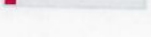
Q37. General Work Items - Compared to what I could earn elsewhere, my pay is fair.

Count	Percent		
44	18.26%		Strongly disagree
45	18.67%		Disagree
30	12.45%		Slightly disagree
34	14.11%		Slightly agree
61	25.31%		Agree
25	10.37%		Strongly agree
2	0.83%		N/A
241	Respondents		




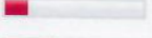



Q38. General Work Items - There is a strong relationship between my performance and my pay.

Count	Percent		
65	26.97%		Strongly disagree
46	19.09%		Disagree
38	15.77%		Slightly disagree
28	11.62%		Slightly agree
37	15.35%		Agree
19	7.88%		Strongly agree
8	3.32%		N/A
241	Respondents		

Q39. General Work Items - Our benefits program meets my needs.

Count	Percent		
5	2.07%		Strongly disagree
10	4.15%		Disagree
8	3.32%		Slightly disagree
23	9.54%		Slightly agree
98	40.66%		Agree
78	32.37%		Strongly agree
19	7.88%		N/A
241	Respondents		

Q40. General Work Items - Working at LCCC allows me to adequately balance my work life with my personal life.

Count	Percent		
22	9.13%		Strongly disagree
13	5.39%		Disagree
23	9.54%		Slightly disagree
40	16.60%		Slightly agree
88	36.51%		Agree
51	21.16%		Strongly agree
4	1.66%		N/A
241	Respondents		

Q41. General Work Items - I can perform my job without fear of sexual harassment or intimidation.

Count	Percent		
8	3.32%		Strongly disagree
8	3.32%		Disagree
14	5.81%		Slightly disagree
8	3.32%		Slightly agree
67	27.80%		Agree
135	56.02%		Strongly agree
1	0.41%		N/A
241	Respondents		

Q42. General Work Items - People here can get ahead regardless of race, age, gender, sexual orientation, religion, or national origin.

Count	Percent		
14	5.81%		Strongly disagree
12	4.98%		Disagree
15	6.22%		Slightly disagree
19	7.88%		Slightly agree
83	34.44%		Agree
89	36.93%		Strongly agree
9	3.73%		N/A
241	Respondents		



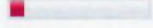



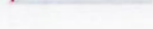
Q43. General Work Items - I believe I have a bright future at LCCC.

Count	Percent		
22	9.13%		Strongly disagree
25	10.37%		Disagree
19	7.88%		Slightly disagree
41	17.01%		Slightly agree
76	31.54%		Agree
50	20.75%		Strongly agree
8	3.32%		N/A
241	Respondents		


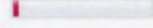



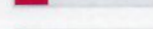
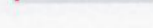
Q44. General Work Items - LCCC provides a safe work environment.

Count	Percent		
3	1.24%		Strongly disagree
6	2.49%		Disagree
8	3.32%		Slightly disagree
23	9.54%		Slightly agree
96	39.83%		Agree
102	42.32%		Strongly agree
3	1.24%		N/A
241	Respondents		




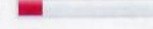

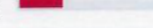

Q45. Overall Satisfaction - I would recommend LCCC to my friends and family as a great place to work.

Count	Percent		
14	5.88%		Strongly disagree
16	6.72%		Disagree
24	10.08%		Slightly disagree
42	17.65%		Slightly agree
85	35.71%		Agree
53	22.27%		Strongly agree
4	1.68%		N/A
238	Respondents		




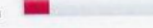



Q46. Overall Satisfaction - I would recommend LCCC to my friends and family as a great place to be a student.

Count	Percent		
8	3.36%		Strongly disagree
9	3.78%		Disagree
13	5.46%		Slightly disagree
40	16.81%		Slightly agree
105	44.12%		Agree
57	23.95%		Strongly agree
6	2.52%		N/A
238	Respondents		

Q47. Overall Satisfaction - I am proud to be an employee at LCCC.

Count	Percent		
4	1.68%		Strongly disagree
7	2.94%		Disagree
17	7.14%		Slightly disagree
41	17.23%		Slightly agree
92	38.66%		Agree
74	31.09%		Strongly agree
3	1.26%		N/A
238	Respondents		

Q48. Overall Satisfaction - Overall, I am very satisfied with my employment at LCCC.

Count	Percent		
10	4.20%		Strongly disagree
21	8.82%		Disagree
15	6.30%		Slightly disagree
43	18.07%		Slightly agree
92	38.66%		Agree
55	23.11%		Strongly agree
2	0.84%		N/A
238	Respondents		