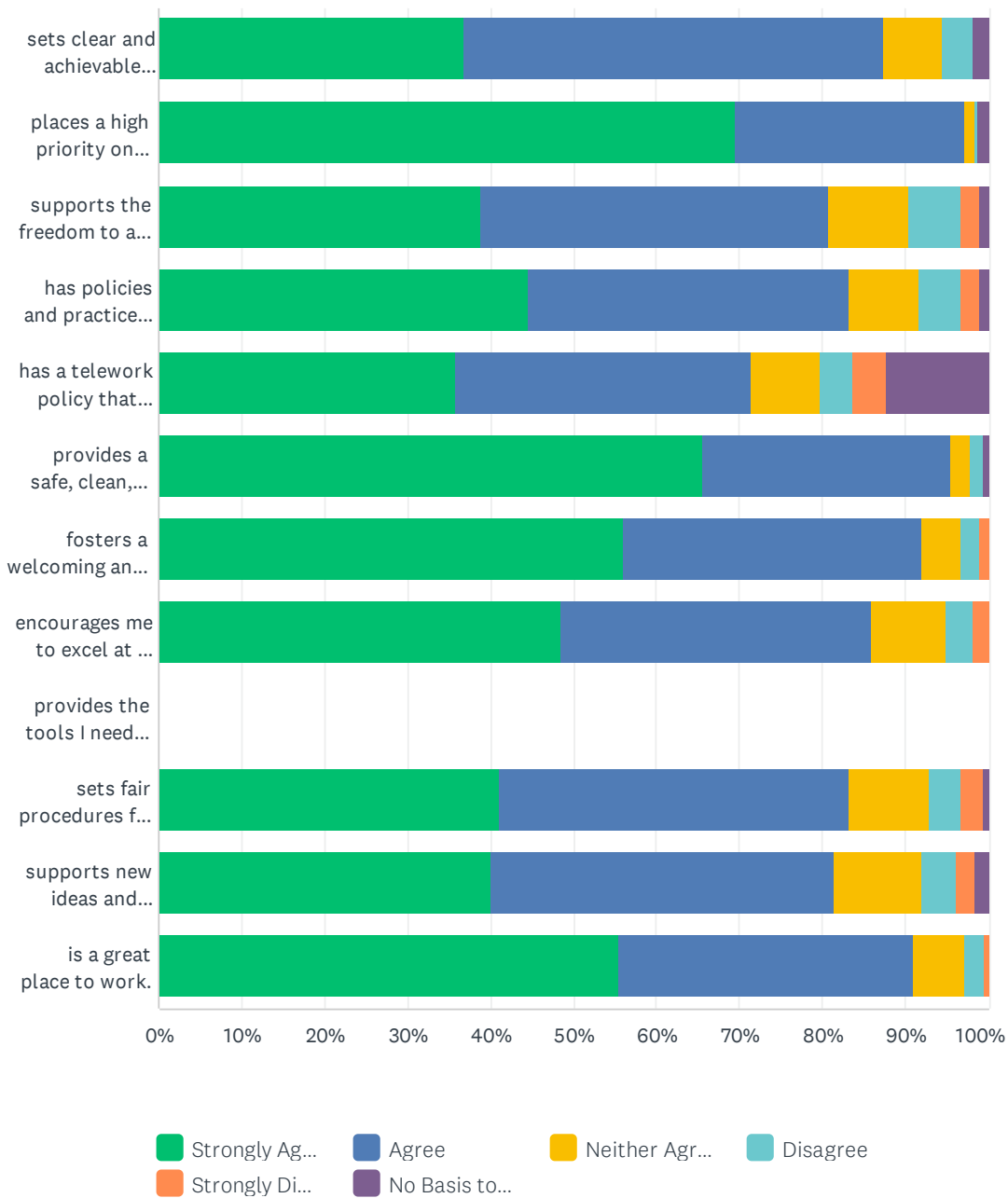


Q1 Carroll Community College...

Answered: 312 Skipped: 1



Employee Satisfaction Survey 2023

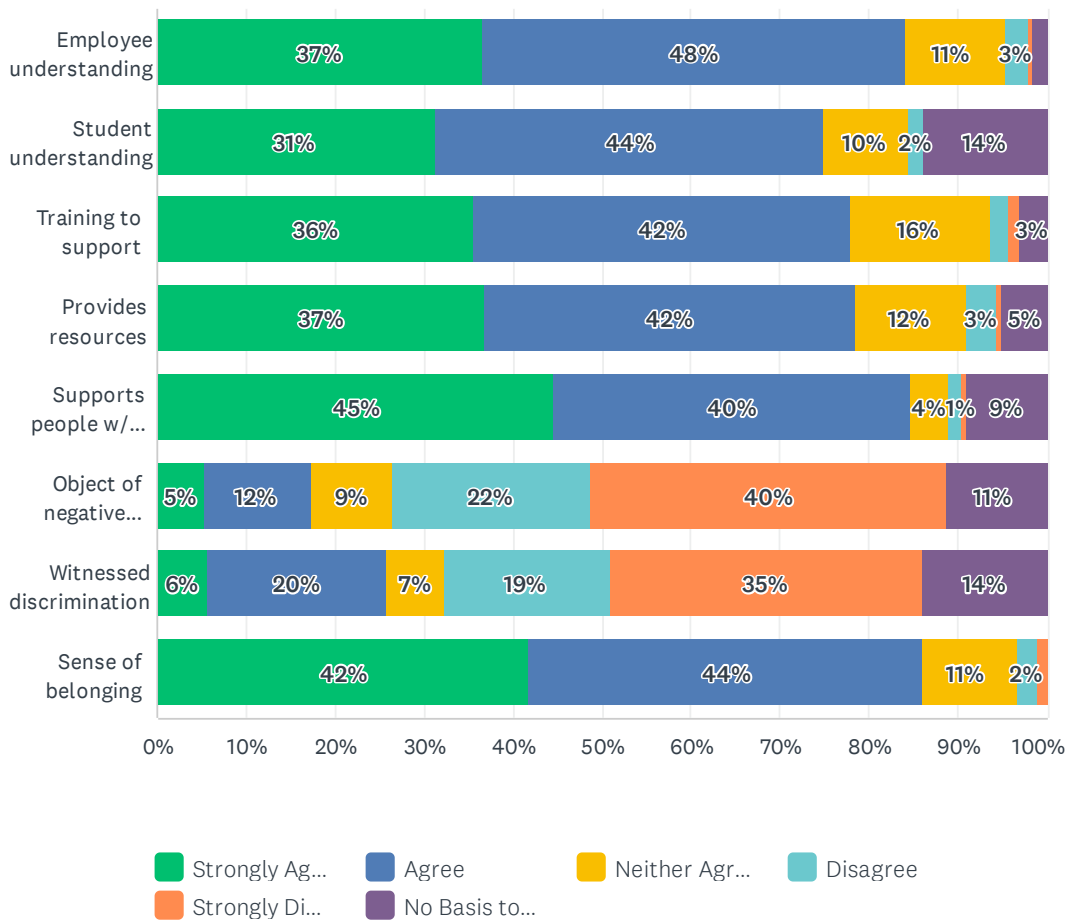
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NO BASIS TO JUDGE	TOTAL	WEIGHTED AVERAGE
sets clear and achievable goals.	36.77% 114	50.65% 157	7.10% 22	3.55% 11	0.00% 0	1.94% 6	310	4.23
places a high priority on student success.	69.45% 216	27.65% 86	1.29% 4	0.32% 1	0.00% 0	1.29% 4	311	4.68
supports the freedom to ask questions and provide feedback.	38.91% 121	41.80% 130	9.65% 30	6.43% 20	2.25% 7	0.96% 3	311	4.10
has policies and practices that give me the flexibility to manage my work and personal life.	44.52% 138	38.71% 120	8.39% 26	5.16% 16	2.26% 7	0.97% 3	310	4.19
has a telework policy that supports effective college operations.	35.81% 111	35.48% 110	8.39% 26	3.87% 12	4.19% 13	12.26% 38	310	4.08
provides a safe, clean, and comfortable work and learning environment.	65.59% 204	29.90% 93	2.25% 7	1.61% 5	0.00% 0	0.64% 2	311	4.61
fosters a welcoming and inclusive working and learning environment.	56.13% 174	35.81% 111	4.84% 15	2.26% 7	0.97% 3	0.00% 0	310	4.44
encourages me to excel at my job.	48.55% 151	37.30% 116	9.00% 28	3.22% 10	1.93% 6	0.00% 0	311	4.27
provides the tools I need to perform my job effectively.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
sets fair procedures for and expectations of employees.	41.16% 128	42.12% 131	9.65% 30	3.86% 12	2.57% 8	0.64% 2	311	4.16
supports new ideas and creative problem-solving.	40.00% 124	41.29% 128	10.65% 33	4.19% 13	2.26% 7	1.61% 5	310	4.14
is a great place to work.	55.52% 171	35.39% 109	6.17% 19	2.60% 8	0.32% 1	0.00% 0	308	4.43

Q2 Kudos or Suggestions: College Climate

Answered: 74 Skipped: 239

Q3 2021 Employee Satisfaction Survey: Diversity, Equity, and Inclusion

Answered: 301 Skipped: 12



Employee Satisfaction Survey 2023

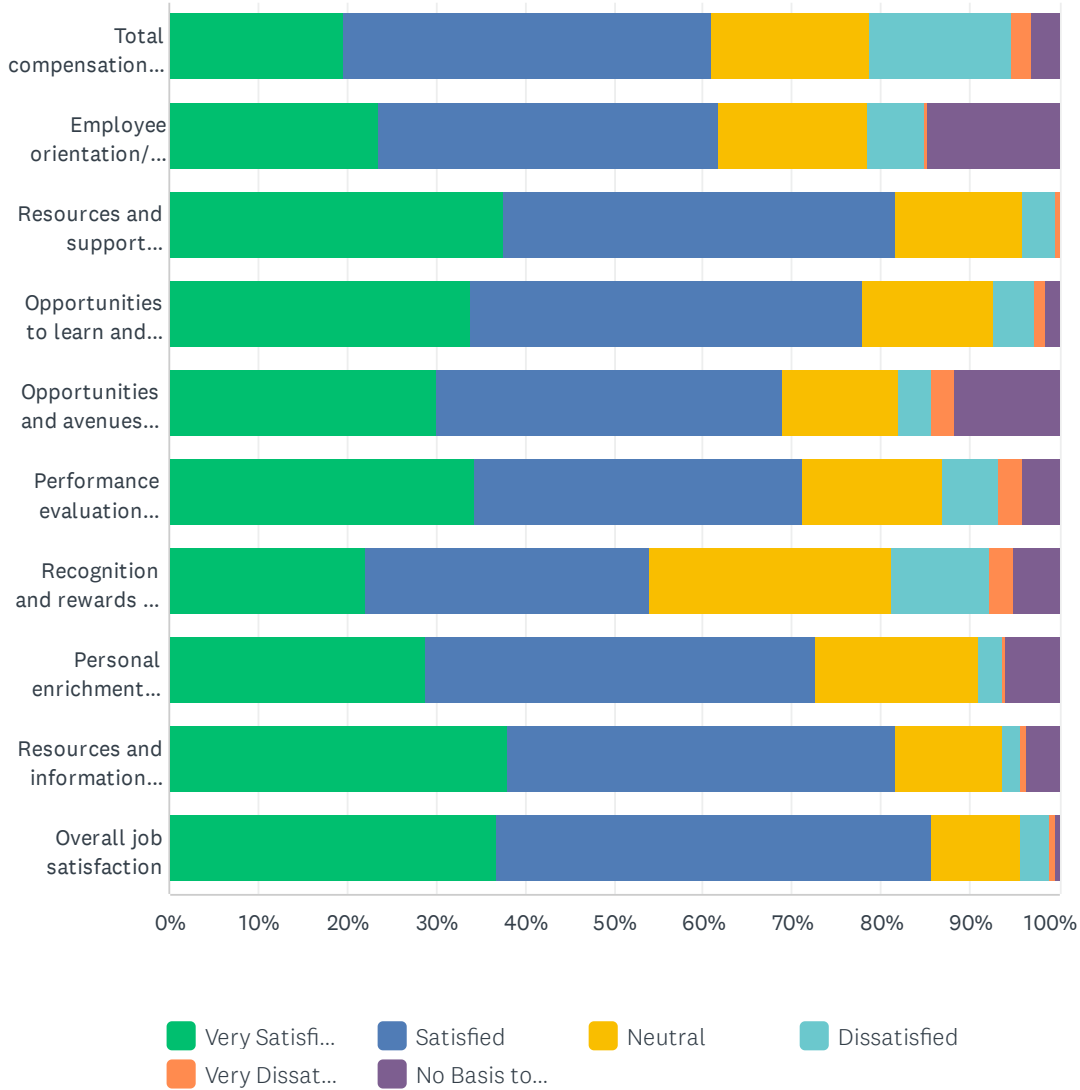
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NO BASIS TO JUDGE	TOTAL	WEIGHTED AVERAGE
Employee understanding	37% 110	48% 143	11% 34	3% 8	0% 1	2% 5	301	4.19
Student understanding	31% 94	44% 131	10% 29	2% 5	0% 0	14% 42	301	4.21
Training to support	36% 107	42% 127	16% 47	2% 6	1% 4	3% 9	300	4.12
Provides resources	37% 110	42% 125	12% 37	3% 10	1% 2	5% 15	299	4.17
Supports people w/ disabilities	45% 134	40% 120	4% 13	1% 4	1% 2	9% 27	300	4.39
Object of negative stereotypes	5% 16	12% 36	9% 27	22% 67	40% 120	11% 34	300	2.10
Witnessed discrimination	6% 17	20% 60	7% 20	19% 56	35% 105	14% 42	300	2.33
Sense of belonging	42% 125	44% 133	11% 32	2% 7	1% 3	0% 0	300	4.23

Q4 Kudos or Suggestions: Diversity, Equity, and Inclusion

Answered: 52 Skipped: 261

Q5 Thinking about your own job and department, please rate your current level of satisfaction on each item. If you are not familiar with an item, select “No Basis to Judge.”

Answered: 300 Skipped: 13

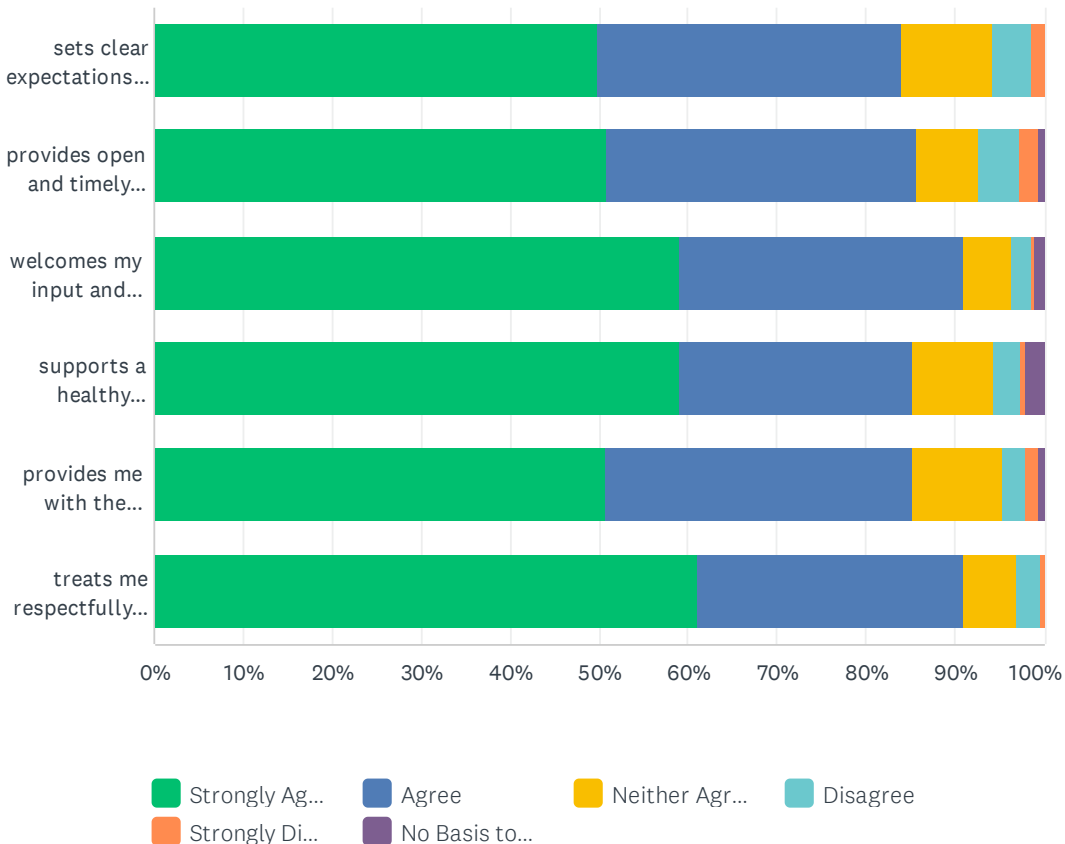


Employee Satisfaction Survey 2023

	VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	VERY DISSATISFIED	NO BASIS TO JUDGE	TOTAL	WEIGHT AVERAGE
Total compensation (Salary, leave package, and healthcare benefits)	19.67% 59	41.33% 124	17.67% 53	16.00% 48	2.33% 7	3.00% 9	300	3
Employee orientation/onboarding	23.49% 70	38.26% 114	16.78% 50	6.38% 19	0.34% 1	14.77% 44	298	3
Resources and support provided for me to perform my job effectively	37.67% 113	44.00% 132	14.33% 43	3.67% 11	0.33% 1	0.00% 0	300	4
Opportunities to learn and develop my job/career related skills	34.00% 102	44.00% 132	14.67% 44	4.67% 14	1.33% 4	1.33% 4	300	4
Opportunities and avenues available to participate in college governance	30.00% 90	39.00% 117	13.00% 39	3.67% 11	2.67% 8	11.67% 35	300	4
Performance evaluation process provides necessary feedback to understand my work effectiveness and how to improve	34.45% 103	36.79% 110	15.72% 47	6.35% 19	2.68% 8	4.01% 12	299	3
Recognition and rewards for doing a good job	22.15% 66	31.88% 95	27.18% 81	11.07% 33	2.68% 8	5.03% 15	298	3
Personal enrichment opportunities through college-sponsored learning and cultural experiences	28.76% 86	43.81% 131	18.39% 55	2.68% 8	0.33% 1	6.02% 18	299	4
Resources and information provided to protect my health and wellbeing	38.13% 114	43.48% 130	12.04% 36	2.01% 6	0.67% 2	3.68% 11	299	4
Overall job satisfaction	36.79% 110	48.83% 146	10.03% 30	3.34% 10	0.67% 2	0.33% 1	299	4

Q6 Thinking about your supervisor, please rate your agreement level with the following statements. If you are not familiar with an item, select “No Basis to Judge.” My supervisor...

Answered: 300 Skipped: 13



Employee Satisfaction Survey 2023

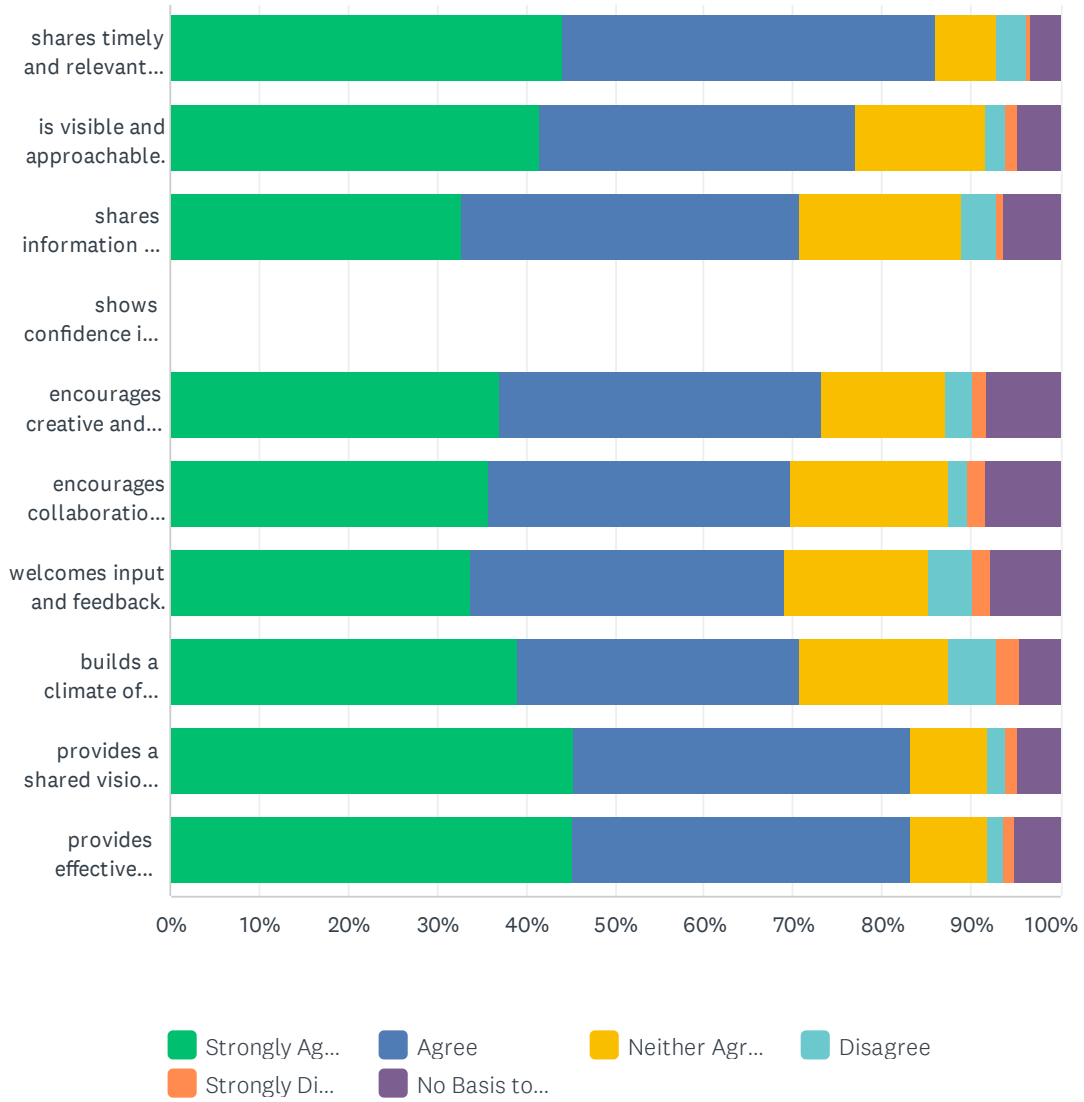
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NO BASIS TO JUDGE	TOTAL	WEIGHT AVERAGE
sets clear expectations for my work performance and the direction of our department.	50.00% 150	34.00% 102	10.33% 31	4.33% 13	1.33% 4	0.00% 0	300	
provides open and timely communication about the decisions and needs of the department/College.	51.00% 153	34.67% 104	7.00% 21	4.67% 14	2.00% 6	0.67% 2	300	
welcomes my input and suggestions in departmental procedures and decisions.	59.00% 177	32.00% 96	5.33% 16	2.33% 7	0.33% 1	1.00% 3	300	
supports a healthy work/life balance.	59.00% 177	26.33% 79	9.00% 27	3.00% 9	0.67% 2	2.00% 6	300	
provides me with the feedback I need to understand my work effectiveness and how I can improve.	50.67% 152	34.67% 104	10.00% 30	2.67% 8	1.33% 4	0.67% 2	300	
treats me respectfully, provides encouragement, and motivates me to excel.	61.20% 183	29.77% 89	6.02% 18	2.68% 8	0.33% 1	0.00% 0	299	

Q7 Kudos or Suggestions: Job Satisfaction

Answered: 60 Skipped: 253

Q8 The Executive Team (President, Provost, and Vice Presidents)...

Answered: 297 Skipped: 16



Employee Satisfaction Survey 2023

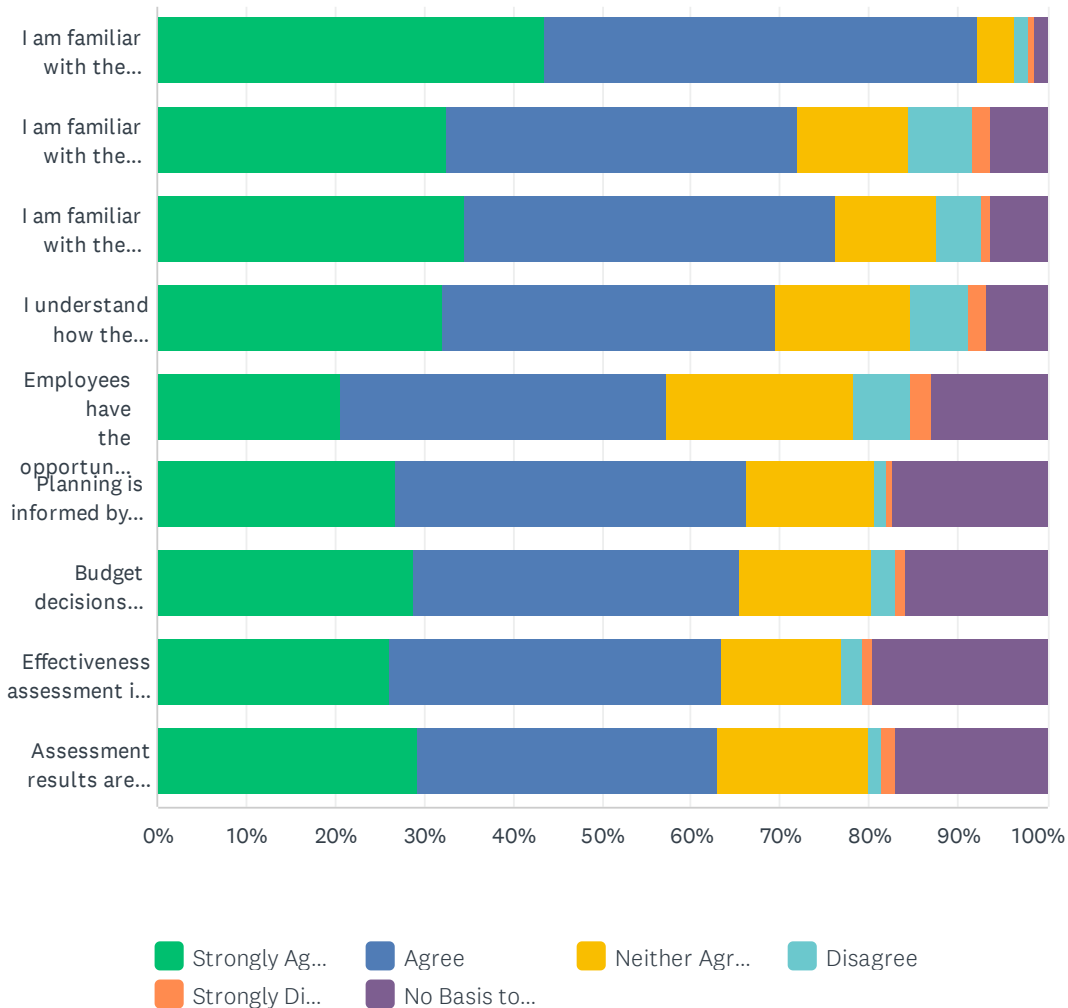
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NO BASIS TO JUDGE	TOTAL	WEIGHTED AVERAGE
shares timely and relevant communication with the campus community.	44.11% 131	42.09% 125	6.73% 20	3.37% 10	0.34% 1	3.37% 10	297	4.31
is visible and approachable.	41.41% 123	35.69% 106	14.48% 43	2.36% 7	1.35% 4	4.71% 14	297	4.19
shares information I need to do my job.	32.66% 97	38.05% 113	18.18% 54	4.04% 12	0.67% 2	6.40% 19	297	4.05
shows confidence in employees to do excellent work.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
encourages creative and innovative thinking.	36.95% 109	36.27% 107	13.90% 41	3.05% 9	1.69% 5	8.14% 24	295	4.13
encourages collaboration between coworkers/departments.	35.69% 106	34.01% 101	17.85% 53	2.02% 6	2.02% 6	8.42% 25	297	4.08
welcomes input and feedback.	33.67% 100	35.35% 105	16.16% 48	5.05% 15	2.02% 6	7.74% 23	297	4.01
builds a climate of trust and openness.	38.98% 115	31.86% 94	16.61% 49	5.42% 16	2.71% 8	4.41% 13	295	4.04
provides a shared vision and clear direction for the future.	45.45% 135	37.71% 112	8.75% 26	2.02% 6	1.35% 4	4.71% 14	297	4.30
provides effective institutional leadership.	45.12% 134	38.05% 113	8.75% 26	1.68% 5	1.35% 4	5.05% 15	297	4.30

Q9 Kudos or Suggestions: College Leadership

Answered: 42 Skipped: 271

Q10 Please indicate your level of agreement with each statement. If you are not familiar with an item, select “No Basis to Judge.”

Answered: 296 Skipped: 17



Employee Satisfaction Survey 2023

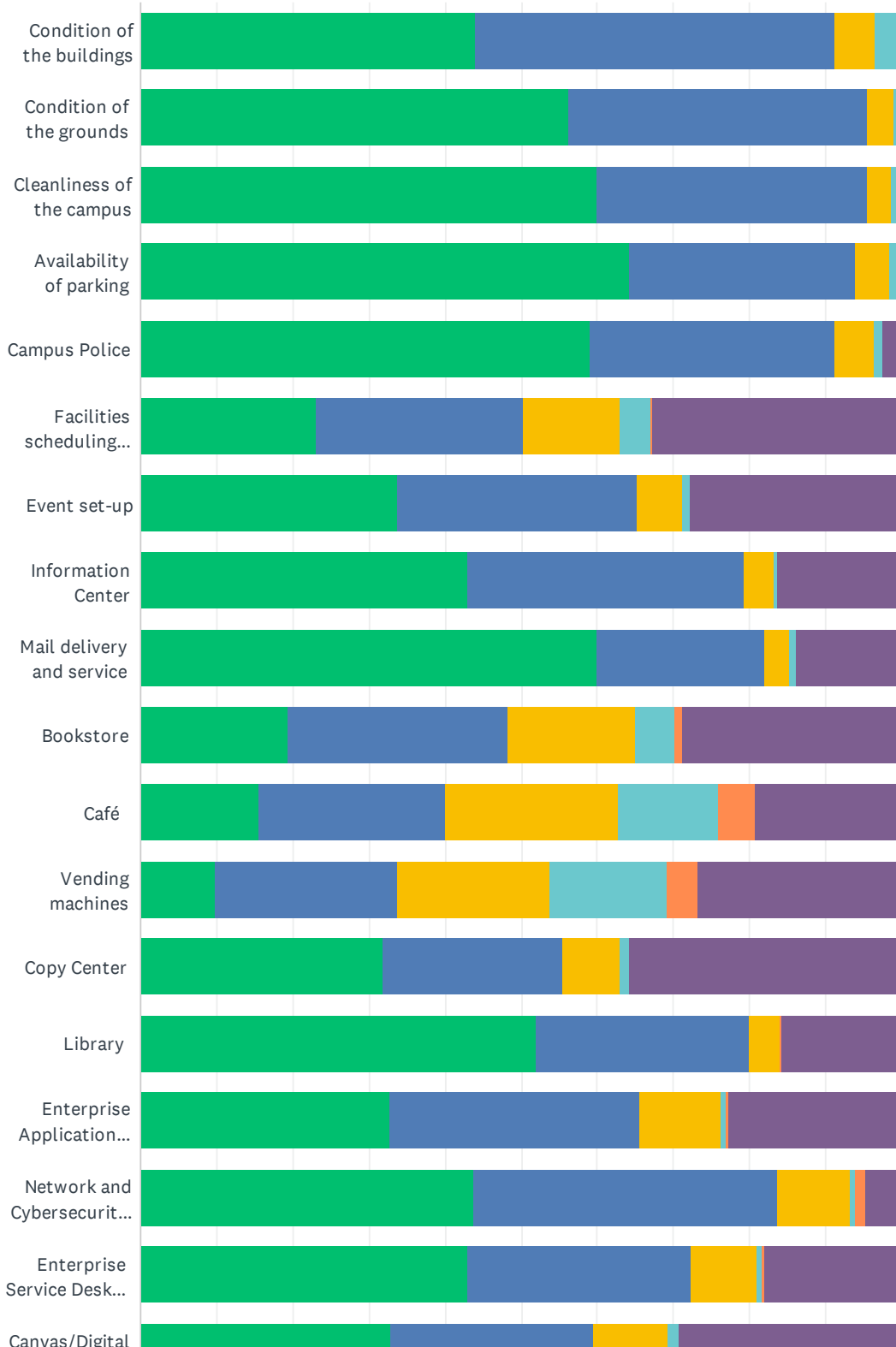
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NO BASIS TO JUDGE	TOTAL	WEIGHTED AVERAGE
I am familiar with the College's mission.	43.58% 129	48.65% 144	4.05% 12	1.69% 5	0.68% 2	1.35% 4	296	4.35
I am familiar with the priorities in Compass 2025, the College's strategic plan.	32.43% 96	39.53% 117	12.50% 37	7.09% 21	2.03% 6	6.42% 19	296	4.00
I am familiar with the College's governance structure.	34.46% 102	41.89% 124	11.15% 33	5.07% 15	1.01% 3	6.42% 19	296	4.11
I understand how the President's Annual Strategic Initiatives connect to my unit's role at the College.	32.20% 95	37.29% 110	15.25% 45	6.44% 19	2.03% 6	6.78% 20	295	3.98
Employees have the opportunity to participate in planning.	20.68% 61	36.61% 108	21.02% 62	6.44% 19	2.37% 7	12.88% 38	295	3.77
Planning is informed by data.	26.87% 79	39.46% 116	14.29% 42	1.36% 4	0.68% 2	17.35% 51	294	4.09
Budget decisions reflect the College's planning priorities.	28.81% 85	36.61% 108	14.92% 44	2.71% 8	1.02% 3	15.93% 47	295	4.06
Effectiveness assessment is conducted throughout the College.	26.10% 77	37.29% 110	13.56% 40	2.37% 7	1.02% 3	19.66% 58	295	4.06
Assessment results are used for improvement.	29.15% 86	33.90% 100	16.95% 50	1.36% 4	1.69% 5	16.95% 50	295	4.05

Q11 Kudos or Suggestions: Planning and Institutional Effectiveness Assessment

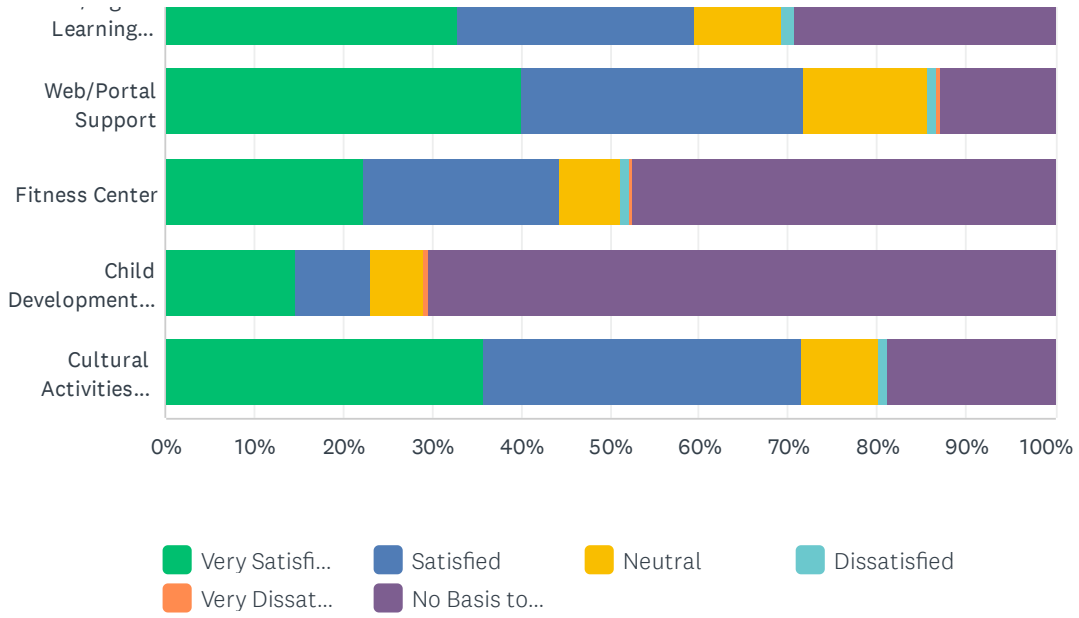
Answered: 15 Skipped: 298

Q12 Please indicate your level of satisfaction with each service below. If you have not had any experience with an area, please select "No Basis to Judge."

Answered: 295 Skipped: 18



Employee Satisfaction Survey 2023



Employee Satisfaction Survey 2023

	VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	VERY DISSATISFIED	NO BASIS TO JUDGE	TOTAL	WEIGHT AVERAGE
Condition of the buildings	43.88% 129	47.28% 139	5.44% 16	2.72% 8	0.34% 1	0.34% 1	294	
Condition of the grounds	56.16% 164	39.38% 115	3.42% 10	1.03% 3	0.00% 0	0.00% 0	292	
Cleanliness of the campus	59.86% 176	35.71% 105	3.06% 9	1.02% 3	0.00% 0	0.34% 1	294	
Availability of parking	64.29% 189	29.59% 87	4.42% 13	1.02% 3	0.34% 1	0.34% 1	294	
Campus Police	59.18% 174	31.97% 94	5.10% 15	1.36% 4	0.00% 0	2.38% 7	294	
Facilities scheduling program (25Live)	23.13% 68	27.21% 80	12.59% 37	4.08% 12	0.34% 1	32.65% 96	294	
Event set-up	33.67% 99	31.63% 93	5.78% 17	1.02% 3	0.00% 0	27.89% 82	294	
Information Center	42.86% 126	36.39% 107	4.08% 12	0.34% 1	0.00% 0	16.33% 48	294	
Mail delivery and service	59.86% 176	22.11% 65	3.40% 10	0.68% 2	0.00% 0	13.95% 41	294	
Bookstore	19.39% 57	28.91% 85	16.67% 49	5.10% 15	1.02% 3	28.91% 85	294	
Café	15.59% 46	24.41% 72	22.71% 67	13.22% 39	4.75% 14	19.32% 57	295	
Vending machines	9.86% 29	23.81% 70	20.07% 59	15.31% 45	4.08% 12	26.87% 79	294	
Copy Center	31.97% 94	23.47% 69	7.48% 22	1.36% 4	0.00% 0	35.71% 105	294	
Library	51.88% 152	27.99% 82	4.10% 12	0.00% 0	0.34% 1	15.70% 46	293	
Enterprise Application Support (Colleague, Self-Service, Business Objects, etc.)	32.65% 96	32.99% 97	10.54% 31	0.68% 2	0.34% 1	22.79% 67	294	
Network and Cybersecurity Support (Microsoft 365, OneDrive, E-mail, etc.)	43.84% 128	39.73% 116	9.59% 28	0.68% 2	1.37% 4	4.79% 14	292	
Enterprise Service Desk Support (Classroom/Lab/Office)	42.86% 126	29.59% 87	8.50% 25	0.68% 2	0.34% 1	18.03% 53	294	
Canvas/Digital Learning Support	32.99% 97	26.53% 78	9.86% 29	1.36% 4	0.00% 0	29.25% 86	294	
Web/Portal Support	40.14% 118	31.63% 93	13.95% 41	1.02% 3	0.34% 1	12.93% 38	294	
Fitness Center	22.37% 66	22.03% 65	6.78% 20	1.02% 3	0.34% 1	47.46% 140	295	
Child Development	14.68%	8.53%	5.80%	0.00%	0.68%	70.31%		

Employee Satisfaction Survey 2023

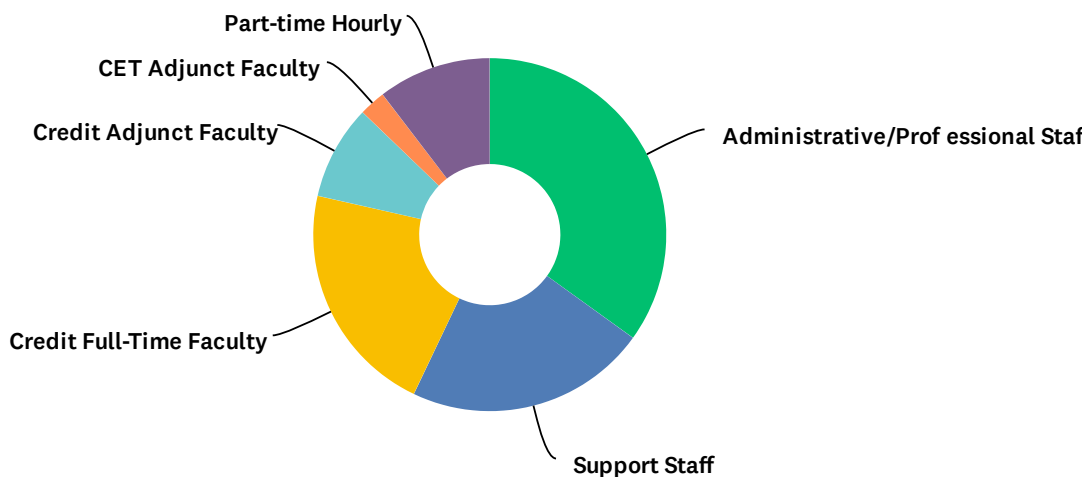
Center	43	25	17	0	2	206	293
Cultural Activities (theatre productions, art exhibits, guest speakers)	35.84% 105	35.84% 105	8.53% 25	1.02% 3	0.00% 0	18.77% 55	293

Q13 Kudos or Suggestions: Campus Services

Answered: 41 Skipped: 272

Q14 Please indicate your primary job classification:

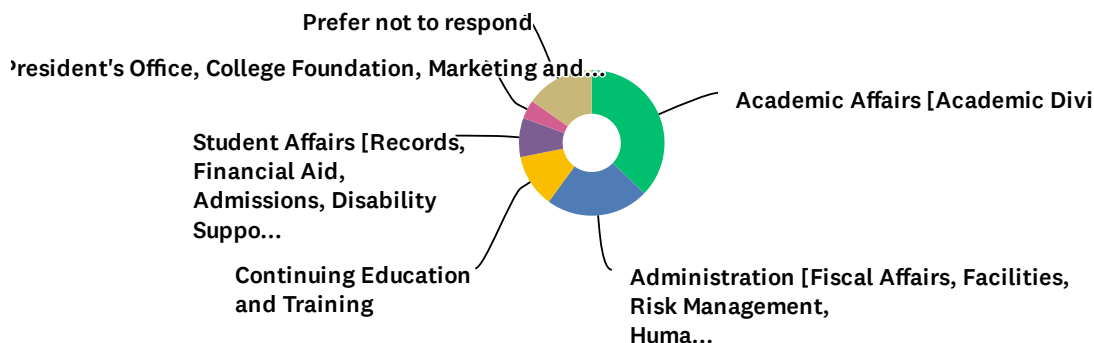
Answered: 289 Skipped: 24



ANSWER CHOICES	RESPONSES	
Administrative/Professional Staff	34.95%	101
Support Staff	22.15%	64
Credit Full-Time Faculty	21.45%	62
Credit Adjunct Faculty	8.65%	25
CET Adjunct Faculty	2.42%	7
Part-time Hourly	10.38%	30
TOTAL		289

Q15 Please select the Division you primarily work in...

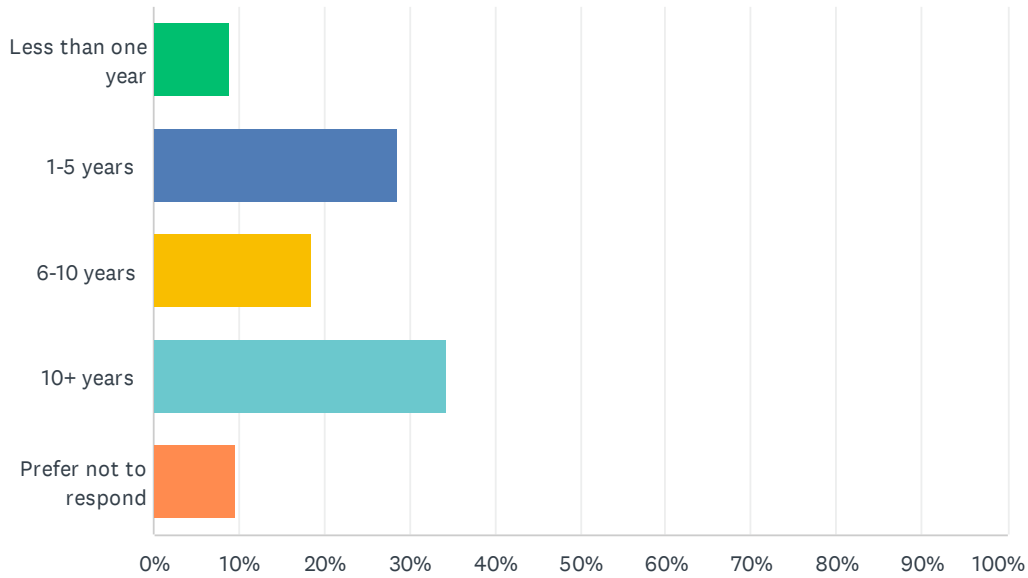
Answered: 288 Skipped: 25



ANSWER CHOICES	RESPONSES	
Academic Affairs [Academic Divisions, Library, Academic Services, Digital Learning and Media, Child Development Center]	37.15%	107
Administration [Fiscal Affairs, Facilities, Risk Management, Human Resources, Technology Services, Campus Police, Environmental Services]	22.92%	66
Continuing Education and Training	11.81%	34
President's Office and College Foundation	0.00%	0
PMA [Marketing and Creative Services, Institutional Research]	0.00%	0
Student Affairs [Records, Financial Aid, Admissions, Disability Support Services, Career Development, Student Engagement, Advising]	8.68%	25
President's Office, College Foundation, Marketing and Creative Services, Institutional Effectiveness	4.17%	12
Prefer not to respond	15.28%	44
TOTAL		288

Q16 How many years have you worked at Carroll?

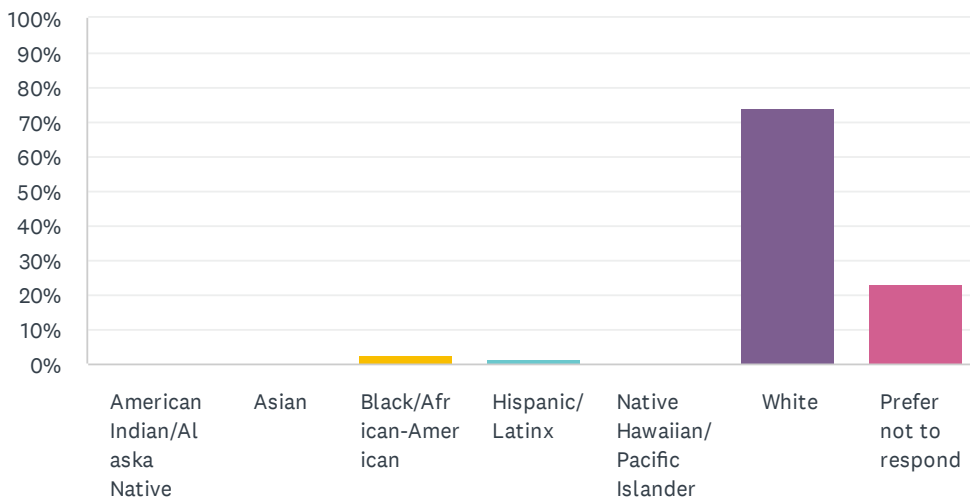
Answered: 291 Skipped: 22



ANSWER CHOICES	RESPONSES	
Less than one year	8.93%	26
1-5 years	28.52%	83
6-10 years	18.56%	54
10+ years	34.36%	100
Prefer not to respond	9.62%	28
TOTAL		291

Q17 OPTIONAL: What is your racial/ethnic identity? Check all that apply:

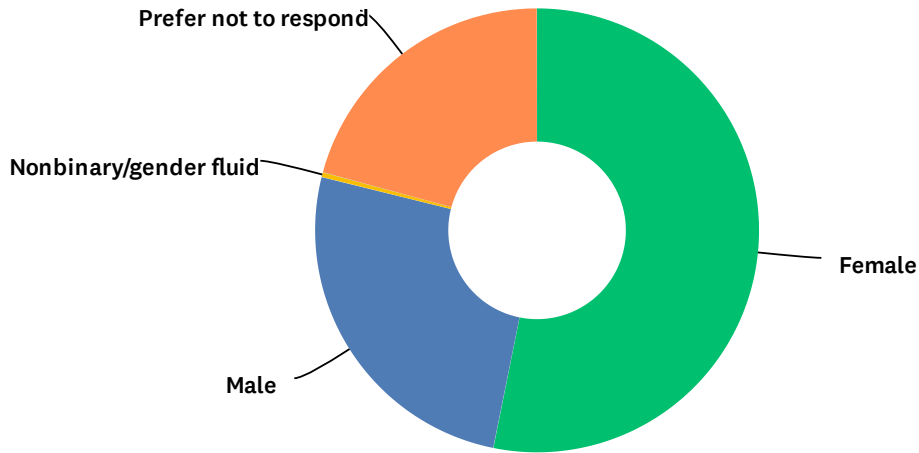
Answered: 281 Skipped: 32



ANSWER CHOICES	RESPONSES	
American Indian/Alaska Native	0.00%	0
Asian	0.36%	1
Black/African-American	2.49%	7
Hispanic/Latinx	1.78%	5
Native Hawaiian/Pacific Islander	0.36%	1
White	74.02%	208
Prefer not to respond	23.13%	65
Total Respondents: 281		

Q18 OPTIONAL: What is your gender?

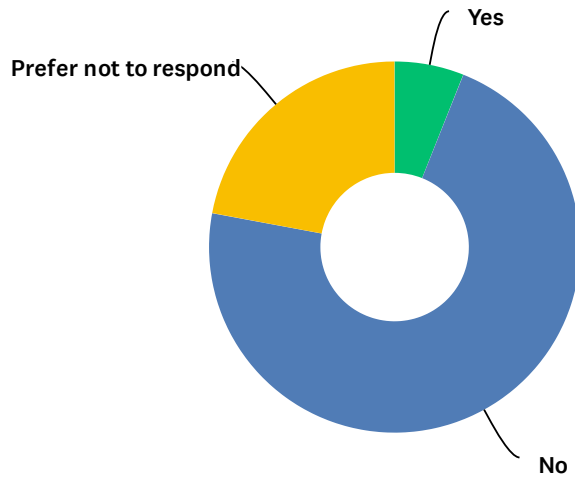
Answered: 284 Skipped: 29



ANSWER CHOICES	RESPONSES	
Female	53.17%	151
Male	25.70%	73
Nonbinary/gender fluid	0.35%	1
Transgender	0.00%	0
Prefer not to respond	20.77%	59
TOTAL		284

Q19 OPTIONAL: Do you identify as a sexual minority or gender nonconforming (including but not limited to: gay, lesbian, bisexual, queer, transgender, gender nonbinary, etc.)?

Answered: 281 Skipped: 32



ANSWER CHOICES	RESPONSES	
Yes	6.05%	17
No	71.89%	202
Prefer not to respond	22.06%	62
TOTAL		281

Q20 Thank you for taking the time to provide your feedback to assist with college planning and improvement. If you have any final comments, please include them below:

Answered: 33 Skipped: 280

Q21 How much do you agree or disagree with each of the following statements? If you are not familiar with an item, select "No Basis to Judge."

Answered: 0 Skipped: 313

 No matching responses.

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NO BASIS TO JUDGE	TOTAL	WEIGHTED AVERAGE
I received timely and appropriate communication regarding College decisions and operational changes relating to COVID-19.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I have felt comfortable telling my supervisor and/or College leadership about my needs in performing my job during COVID-19.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I was provided adequate resources to successfully conduct my job responsibilities remotely.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The college is making effective and responsible decisions in its response to the Pandemic.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q22 Kudos or Suggestions: COVID-19 Response

Answered: 0 Skipped: 313