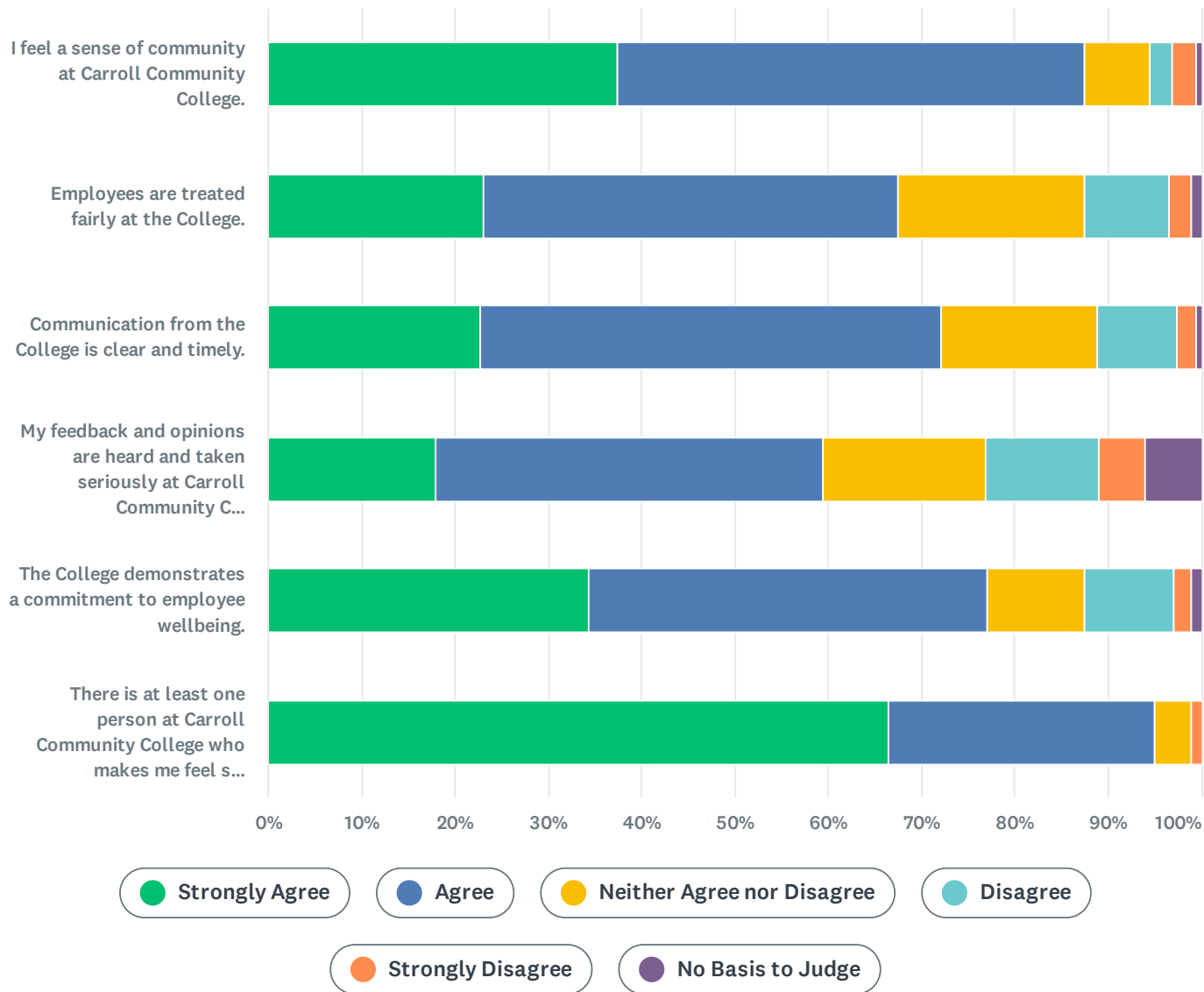


Q1 201 responses

College Climate & Culture:



	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge	Total
I feel a sense of community at Carroll Community College.	37.50% 75	50.00% 100	7.00% 14	2.50% 5	2.50% 5	0.50% 1	200
Employees are treated fairly at the College.	23.00% 46	44.50% 89	20.00% 40	9.00% 18	2.50% 5	1.00% 2	200

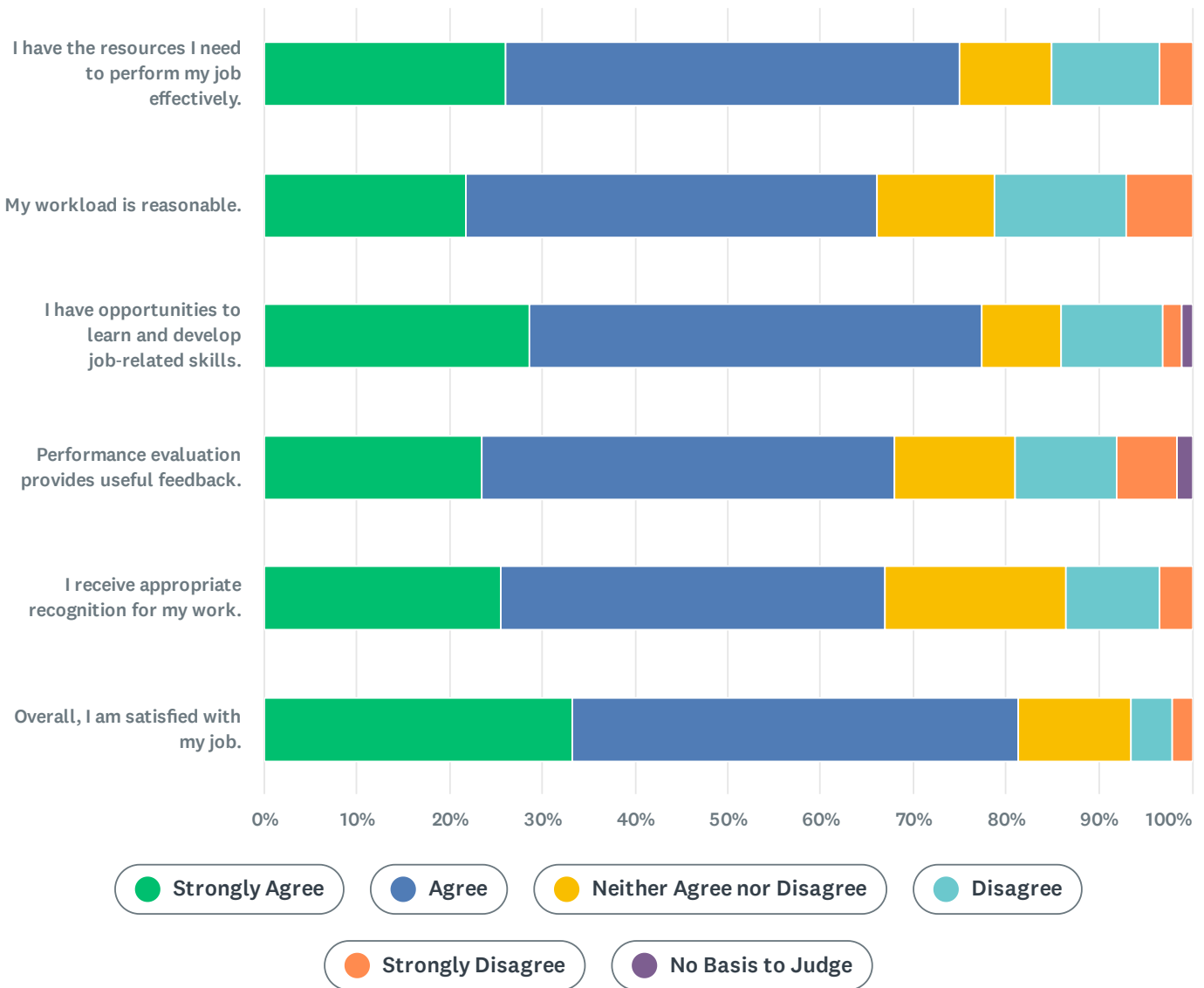
1199

2026 Employee Satisfaction Survey

	 Strongly Agree	 Agree	 Neither Agree nor Disagree	 Disagree	 Strongly Disagree	 No Basis to Judge	Total
Communication from the College is clear and timely.	22.73% 45	49.49% 98	16.67% 33	8.59% 17	2.02% 4	0.51% 1	198
My feedback and opinions are heard and taken seriously at Carroll Community College.	18.00% 36	41.50% 83	17.50% 35	12.00% 24	5.00% 10	6.00% 12	200
The College demonstrates a commitment to employee wellbeing.	34.33% 69	42.79% 86	10.45% 21	9.45% 19	1.99% 4	1.00% 2	201
There is at least one person at Carroll Community College who makes me feel supported.	66.50% 133	28.50% 57	4.00% 8	0% 0	1.00% 2	0% 0	200
							1199

Q2 200 responses

Job Resources & Support:



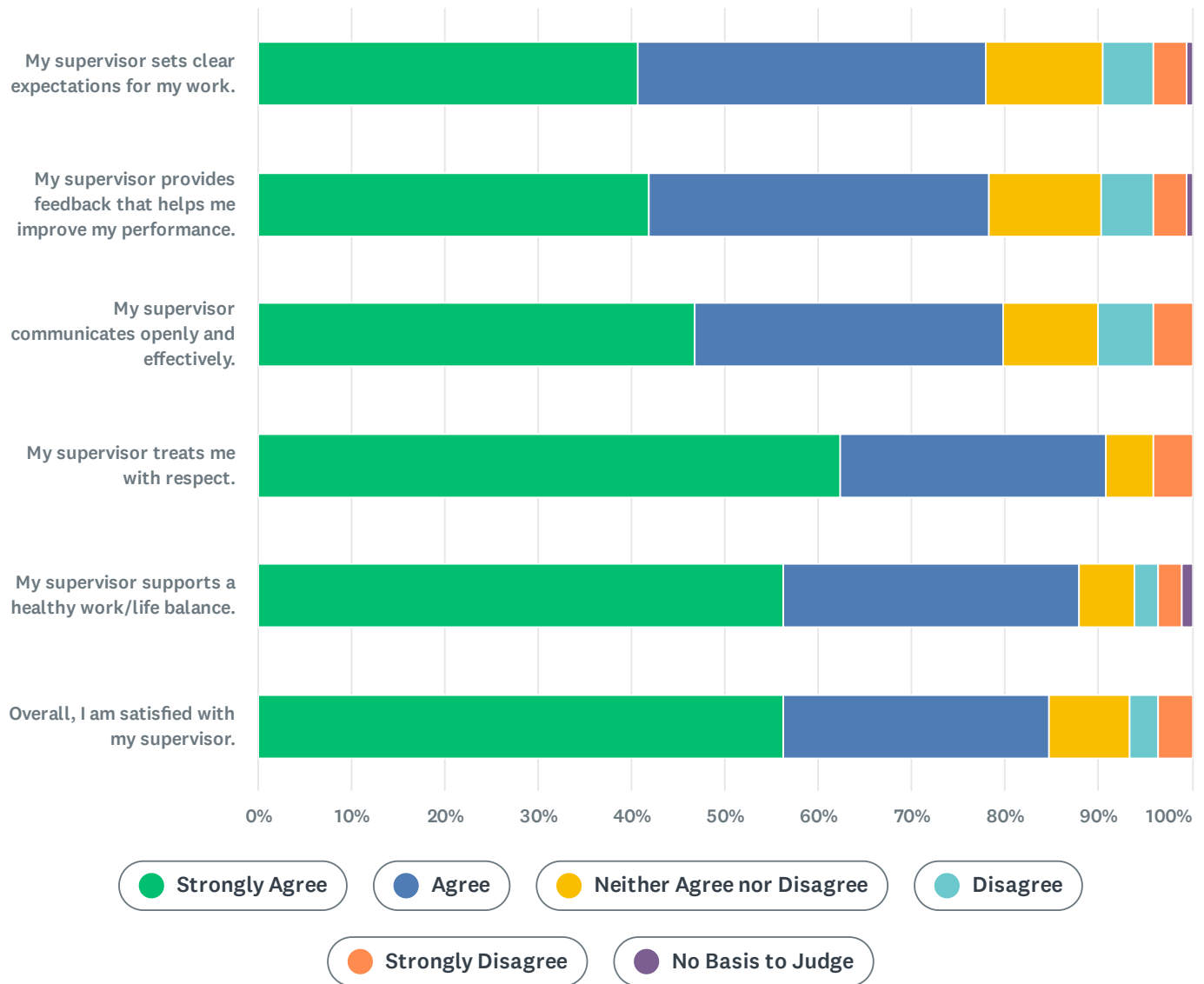
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge	Total
I have the resources I need to perform my job effectively.	26.00% 52	49.00% 98	10.00% 20	11.50% 23	3.50% 7	0% 0	200

2026 Employee Satisfaction Survey

	 Strongly Agree	 Agree	 Neither Agree nor Disagree	 Disagree	 Strongly Disagree	 No Basis to Judge	Total
My workload is reasonable.	21.72% 43	44.44% 88	12.63% 25	14.14% 28	7.07% 14	0% 0	198
I have opportunities to learn and develop job-related skills.	28.64% 57	48.74% 97	8.54% 17	11.06% 22	2.01% 4	1.01% 2	199
Performance evaluation provides useful feedback.	23.50% 47	44.50% 89	13.00% 26	11.00% 22	6.50% 13	1.50% 3	200
I receive appropriate recognition for my work.	25.50% 51	41.50% 83	19.50% 39	10.00% 20	3.50% 7	0% 0	200
Overall, I am satisfied with my job.	33.17% 66	48.24% 96	12.06% 24	4.52% 9	2.01% 4	0% 0	199
							1196

Q3 199 responses

Supervisor Effectiveness:



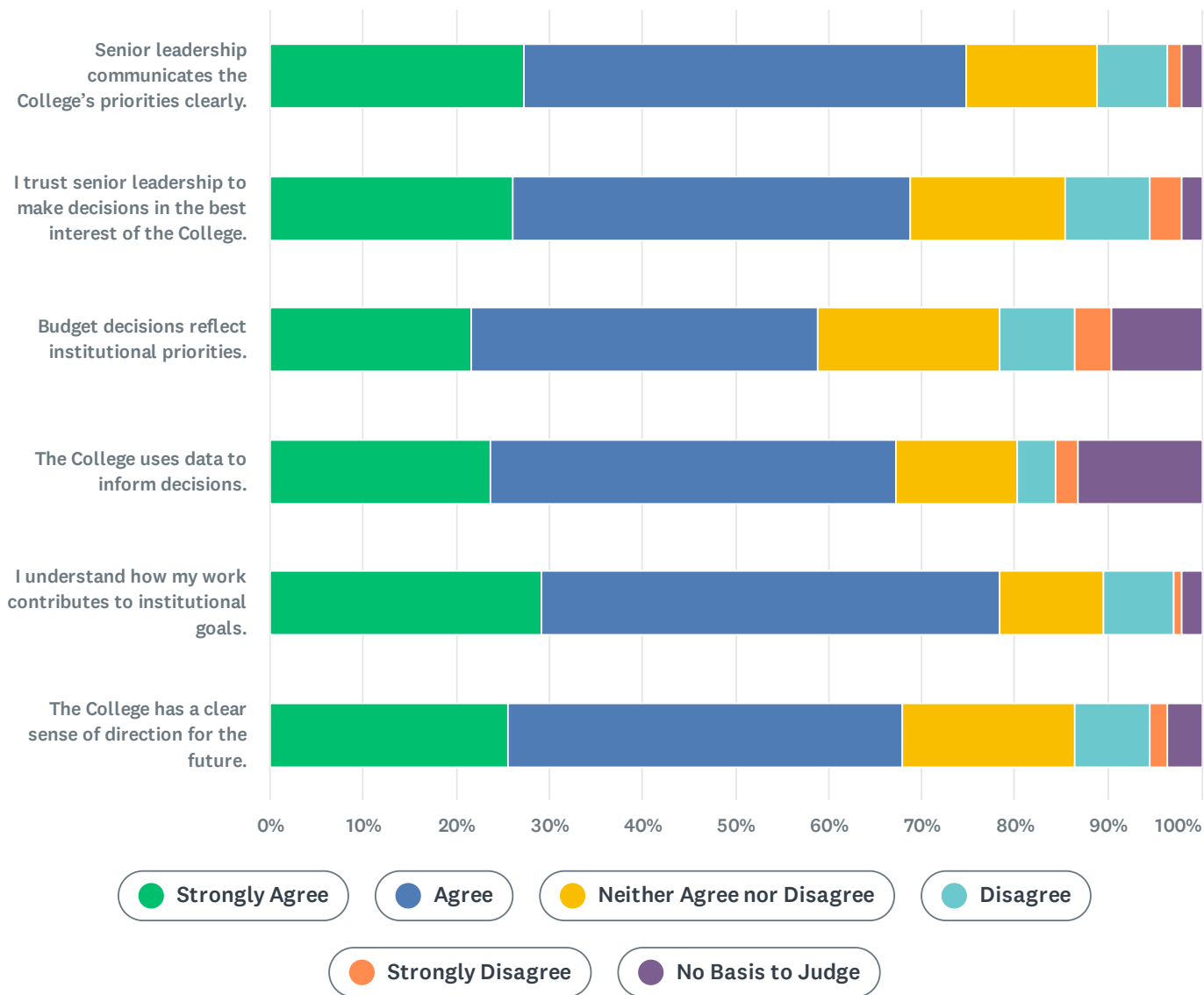
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge	Total
My supervisor sets clear expectations for my work.	40.70% 81	37.19% 74	12.56% 25	5.53% 11	3.52% 7	0.50% 1	199

2026 Employee Satisfaction Survey

	 Strongly Agree	 Agree	 Neither Agree nor Disagree	 Disagree	 Strongly Disagree	 No Basis to Judge	Total
My supervisor provides feedback that helps me improve my performance.	41.92% 83	36.36% 72	12.12% 24	5.56% 11	3.54% 7	0.51% 1	198
My supervisor communicates openly and effectively.	46.73% 93	33.17% 66	10.05% 20	6.03% 12	4.02% 8	0% 0	199
My supervisor treats me with respect.	62.44% 123	28.43% 56	5.08% 10	0% 0	4.06% 8	0% 0	197
My supervisor supports a healthy work/life balance.	56.28% 112	31.66% 63	6.03% 12	2.51% 5	2.51% 5	1.01% 2	199
Overall, I am satisfied with my supervisor.	56.35% 111	28.43% 56	8.63% 17	3.05% 6	3.55% 7	0% 0	197
							1189

Q4 199 responses

Leadership & Institutional Direction:



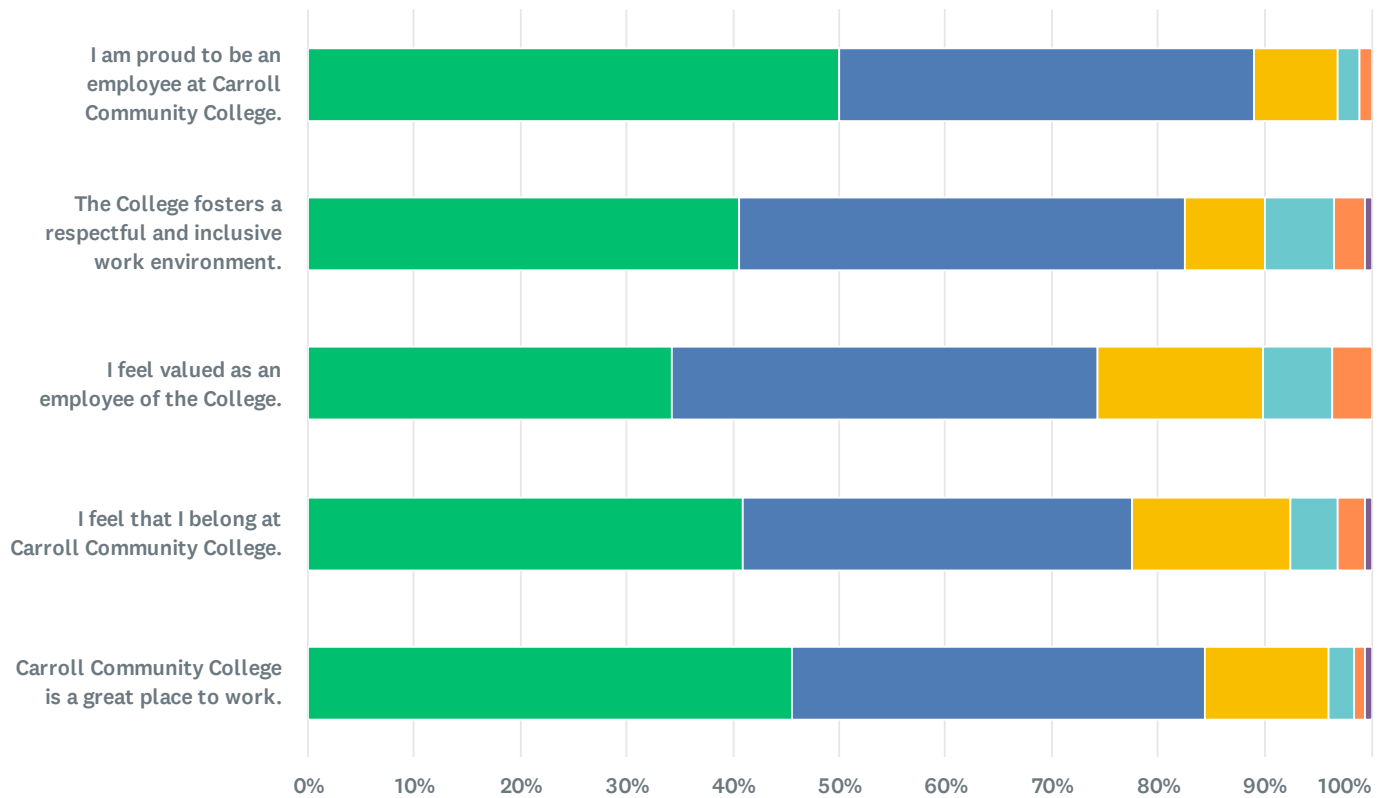
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge	Total
Senior leadership communicates the College's priorities clearly.	27.27% 54	47.47% 94	14.14% 28	7.58% 15	1.52% 3	2.02% 4	198

2026 Employee Satisfaction Survey

	 Strongly Agree	 Agree	 Neither Agree nor Disagree	 Disagree	 Strongly Disagree	 No Basis to Judge	Total
I trust senior leadership to make decisions in the best interest of the College.	26.13% 52	42.71% 85	16.58% 33	9.05% 18	3.52% 7	2.01% 4	199
Budget decisions reflect institutional priorities.	21.61% 43	37.19% 74	19.60% 39	8.04% 16	4.02% 8	9.55% 19	199
The College uses data to inform decisions.	23.74% 47	43.43% 86	13.13% 26	4.04% 8	2.53% 5	13.13% 26	198
I understand how my work contributes to institutional goals.	29.15% 58	49.25% 98	11.06% 22	7.54% 15	1.01% 2	2.01% 4	199
The College has a clear sense of direction for the future.	25.63% 51	42.21% 84	18.59% 37	8.04% 16	2.01% 4	3.52% 7	199
							1192

Q5 200 responses

Overall Experience & Engagement:



Strongly Agree

Agree

Neither Agree nor Disagree

Disagree

Strongly Disagree

No Basis to Judge

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge	Total
I am proud to be an employee at Carroll Community College.	50.00% 100	39.00% 78	8.00% 16	2.00% 4	1.00% 2	0% 0	200
The College fosters a respectful and inclusive work environment.	40.50% 81	42.00% 84	7.50% 15	6.50% 13	3.00% 6	0.50% 1	200
I feel valued as an employee of the College.	34.17% 68	40.20% 80	15.58% 31	6.53% 13	3.52% 7	0% 0	199

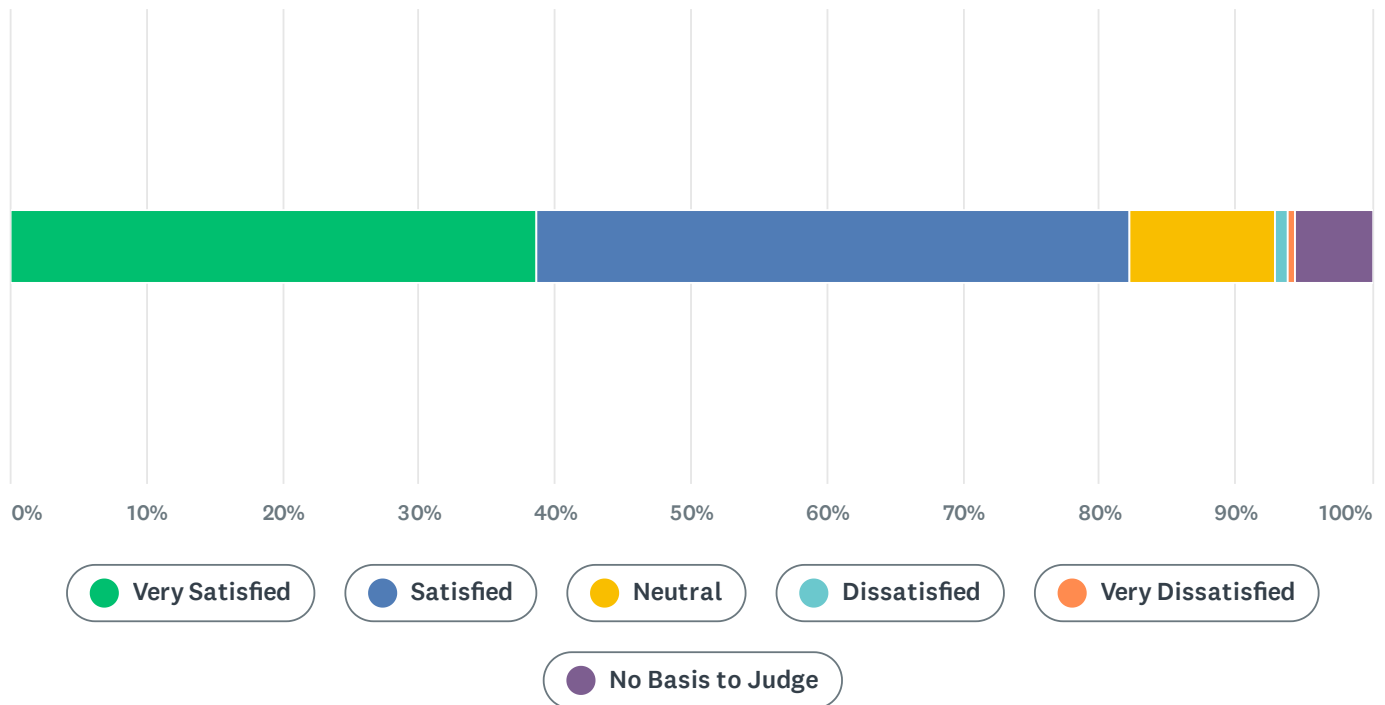
999

2026 Employee Satisfaction Survey

	 Strongly Agree	 Agree	 Neither Agree nor Disagree	 Disagree	 Strongly Disagree	 No Basis to Judge	Total
I feel that I belong at Carroll Community College.	41.00% 82	36.50% 73	15.00% 30	4.50% 9	2.50% 5	0.50% 1	200
Carroll Community College is a great place to work.	45.50% 91	39.00% 78	11.50% 23	2.50% 5	1.00% 2	0.50% 1	200
							999

Q6 197 responses

Campus & Community Services (for example: information center, facilities scheduling, event set-up, campus police, library, copy center, fitness center, child development center)



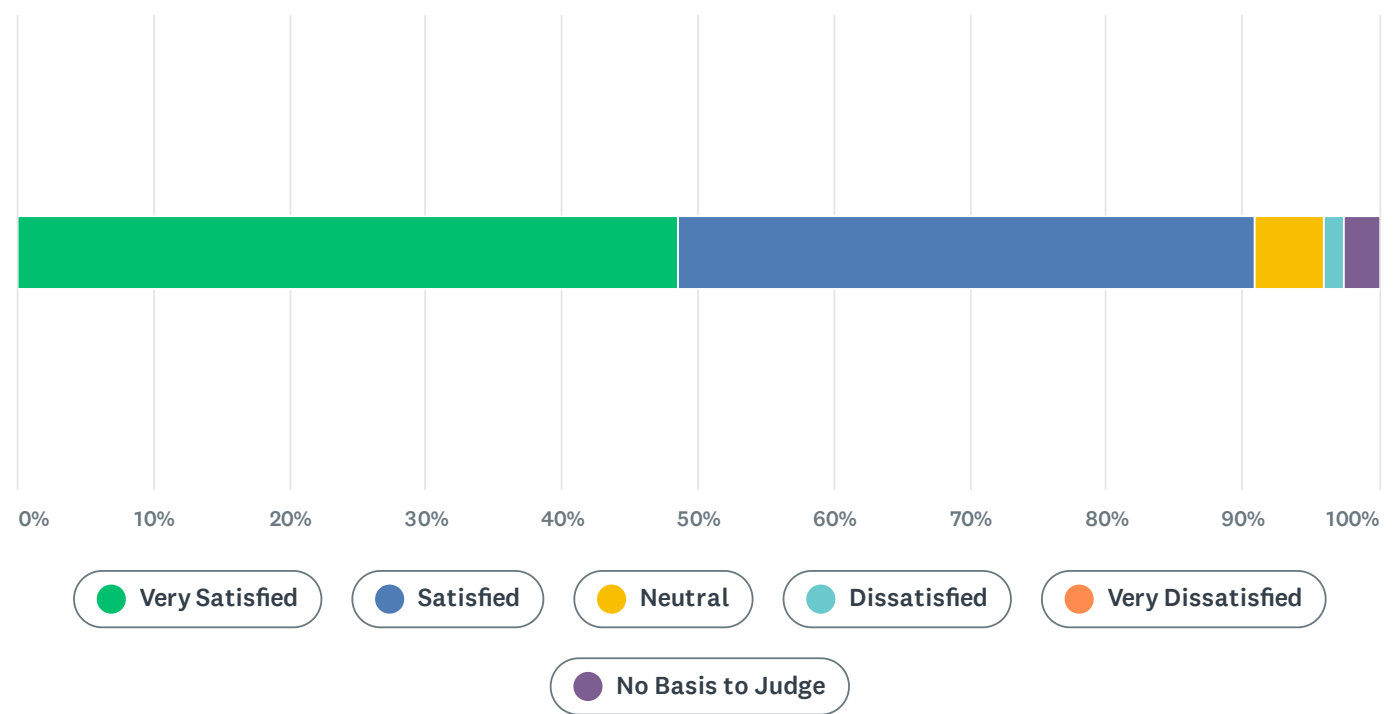
	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis to Judge	Total
(no label)	38.58% 76	43.65% 86	10.66% 21	1.02% 2	0.51% 1	5.58% 11	197
							197

Q7 Please help us understand why you chose that ranking for Campus & Community Services and suggestions for improvement.

Answered: 10 Skipped: 191

Q8 198 responses

Facilities & Grounds (for example: condition of buildings & grounds, parking, cleanliness of campus)



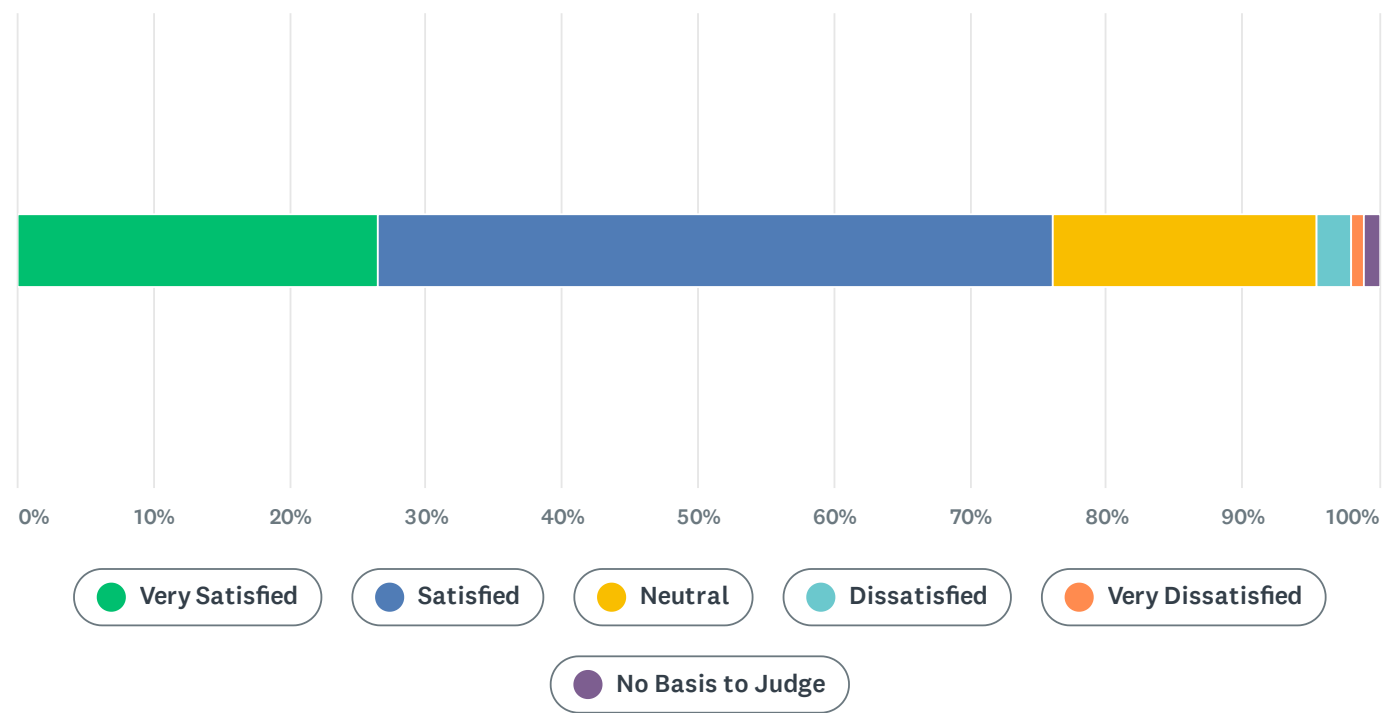
	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis to Judge	Total
(no label)	48.48% 96	42.42% 84	5.05% 10	1.52% 3	0% 0	2.53% 5	198
							198

Q9 Please help us understand why you chose that ranking for Facilities & Grounds and suggestions for improvement.

Answered: 7 Skipped: 194

Q10 196 responses

IT & Digital Services (for example: network, website/portal, support, Canvas)



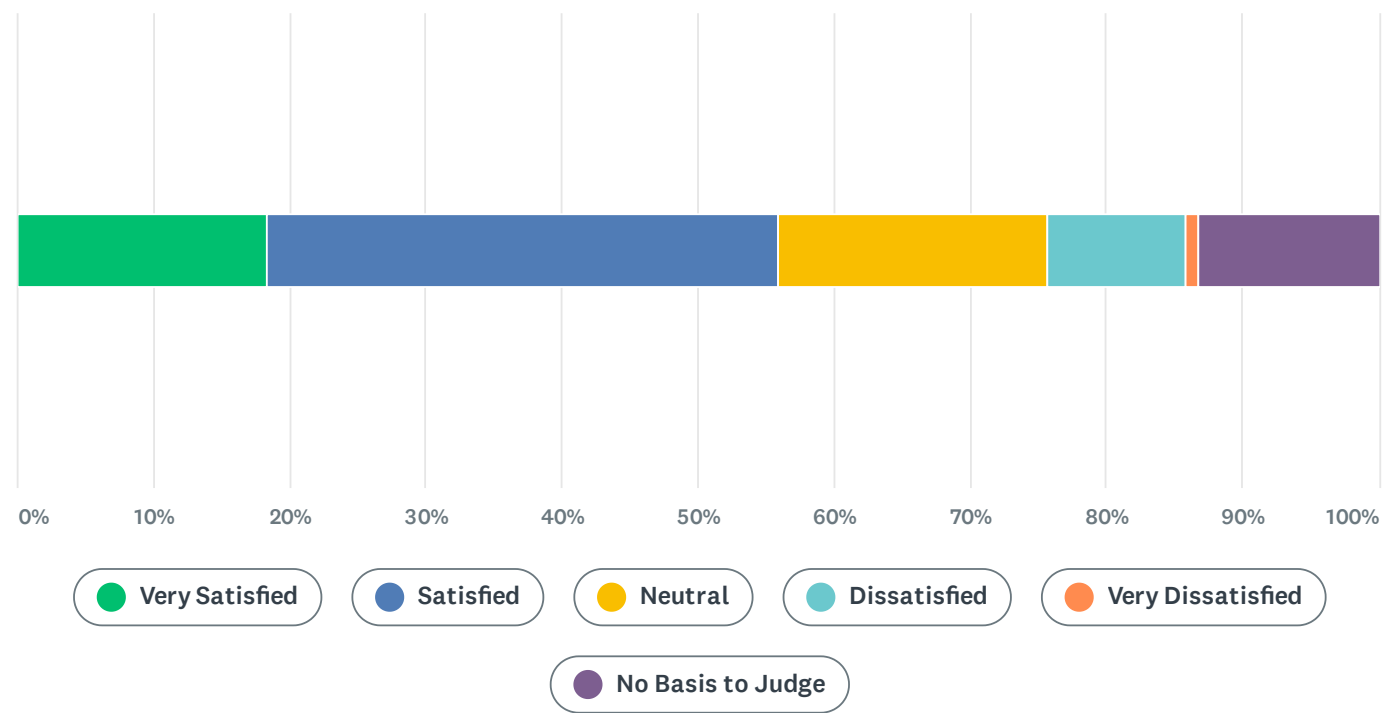
	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis to Judge	Total
(no label)	26.53% 52	49.49% 97	19.39% 38	2.55% 5	1.02% 2	1.02% 2	196
							196

Q11 Please help us understand why you chose that ranking for IT & Digital Services and suggestions for improvement.

Answered: 27 Skipped: 174

Q12 197 responses

Food & Retail (for example: café, vending machines, bookstore)



	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	No Basis to Judge	Total
(no label)	18.27% 36	37.56% 74	19.80% 39	10.15% 20	1.02% 2	13.20% 26	197
							197

Q13 Please help us understand why you chose that ranking for Food & Retail and suggestions for improvement.

Answered: 41 Skipped: 160

Q14 What do you feel are Carroll Community College's strengths?

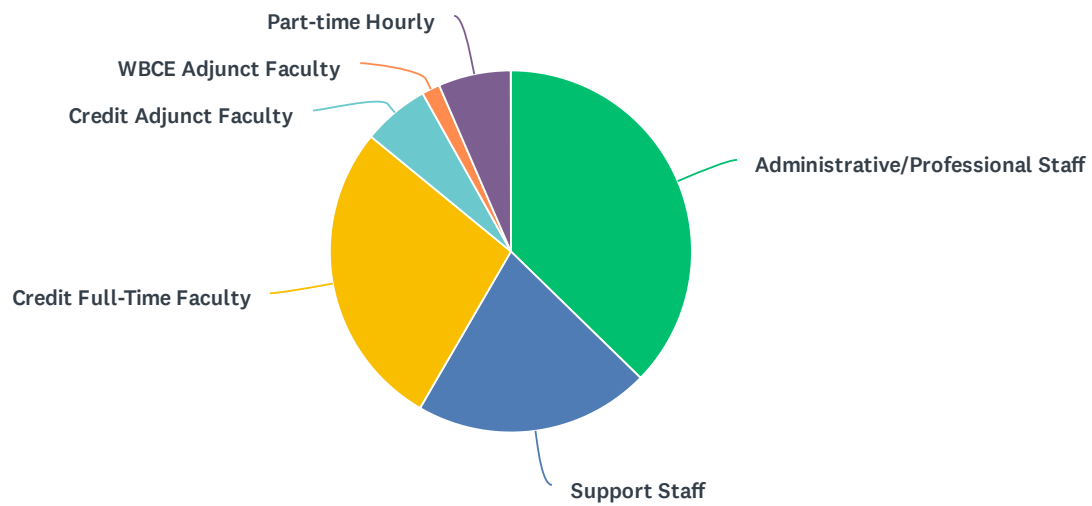
Answered: 121 Skipped: 80

Q15 Do you have any suggestions for areas of improvement?

Answered: 105 Skipped: 96

Q16 185 responses

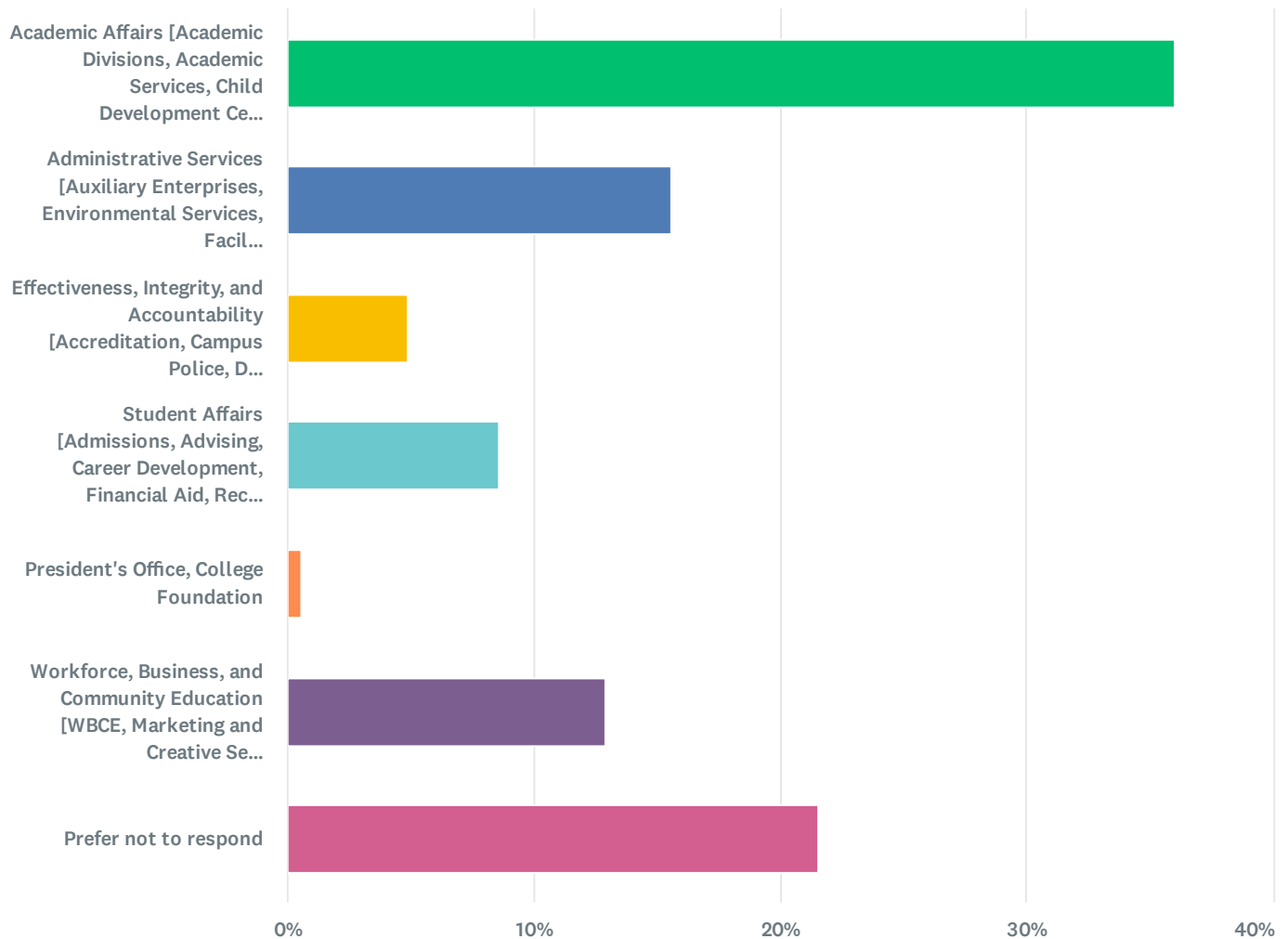
Please indicate your primary job classification:



Answer Choices	Percentage	Responses
● Administrative/Professional Staff	37.30%	69
● Support Staff	21.08%	39
● Credit Full-Time Faculty	27.57%	51
● Credit Adjunct Faculty	5.95%	11
● WBCE Adjunct Faculty	1.62%	3
● Part-time Hourly	6.49%	12
Total		185

Q17 186 responses

Please select the Division you primarily work in...



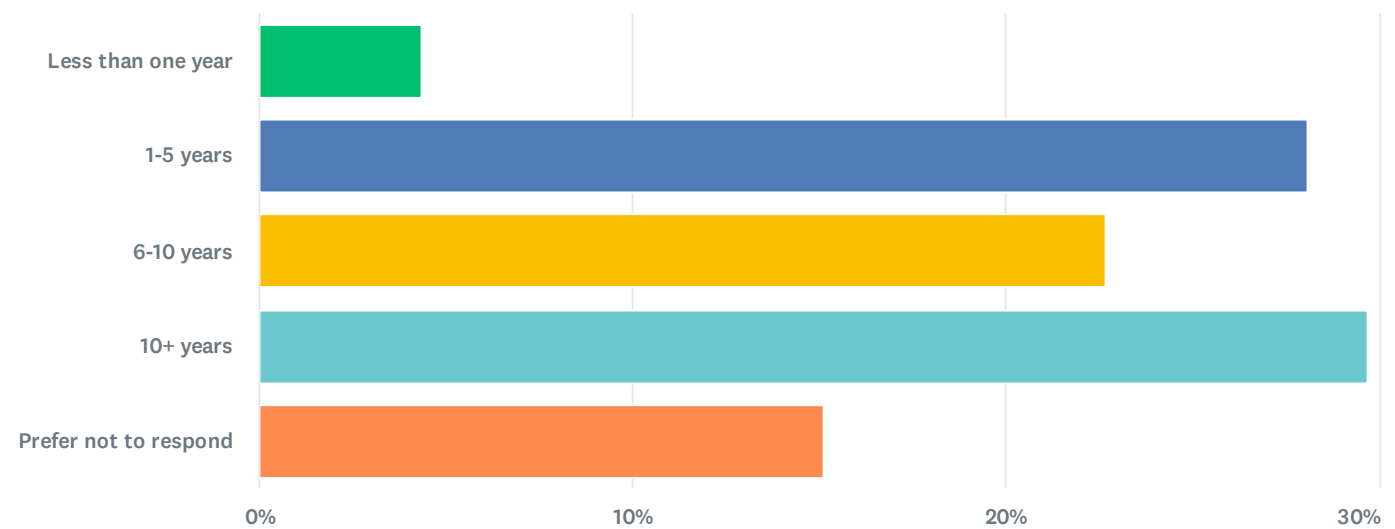
Answer Choices	Percentage	Responses
 Academic Affairs [Academic Divisions, Academic Services, Child Development Center, Library]	36.02%	67
 Administrative Services [Auxiliary Enterprises, Environmental Services, Facilities Management, Fiscal Affairs, Human Resources, Information Technology, and Risk Management]	15.59%	29
 Effectiveness, Integrity, and Accountability [Accreditation, Campus Police, Digital Learning and Media, Disability Support Services, Institutional Effectiveness, Institutional Integrity and Compliance, Student Care and Integrity]	4.84%	9
Total		186

2026 Employee Satisfaction Survey

Answer Choices	Percentage	Responses
 Student Affairs [Admissions, Advising, Career Development, Financial Aid, Records, Student Engagement]	8.60%	16
 President's Office, College Foundation	0.54%	1
 Workforce, Business, and Community Education [WBCE, Marketing and Creative Services]	12.90%	24
 Prefer not to respond	21.51%	40
Total		186

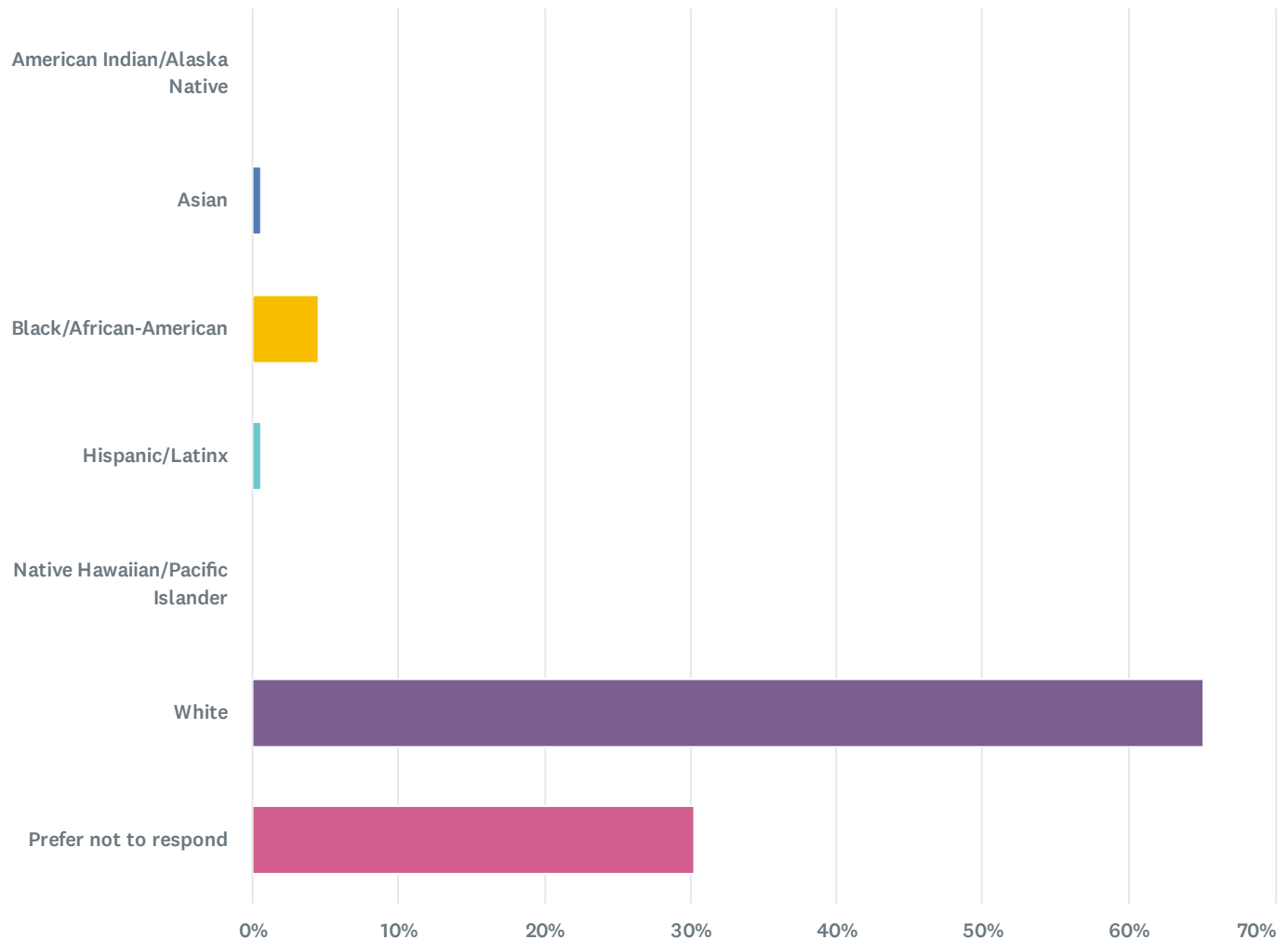
Q18 185 responses

How many years have you worked at Carroll?



Answer Choices	Percentage	Responses
Less than one year	4.32%	8
1-5 years	28.11%	52
6-10 years	22.70%	42
10+ years	29.73%	55
Prefer not to respond	15.14%	28
Total		185

Q19 175 responses

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

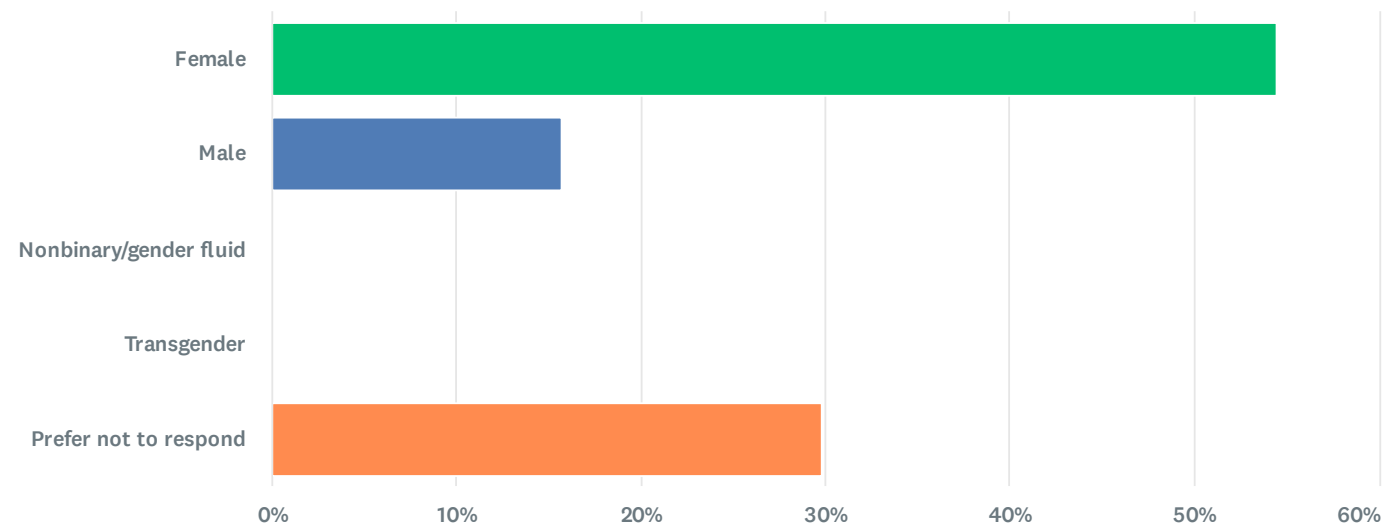
Answer Choices	Percentage	Responses
● American Indian/Alaska Native	0%	0
● Asian	0.57%	1
● Black/African-American	4.57%	8
● Hispanic/Latinx	0.57%	1
● Native Hawaiian/Pacific Islander	0%	0
● White	65.14%	114
Total		177

2026 Employee Satisfaction Survey

Answer Choices	Percentage	Responses
 Prefer not to respond	30.29%	53
Total		177

Q20 178 responses

OPTIONAL: What is your gender?



Answer Choices	Percentage	Responses
Female	54.49%	97
Male	15.73%	28
Nonbinary/gender fluid	0%	0
Transgender	0%	0
Prefer not to respond	29.78%	53
Total		178