

TMCC Campus Climate Survey 2017 Results

Total Number of Employees: 1449

Total Number of Responses: 367

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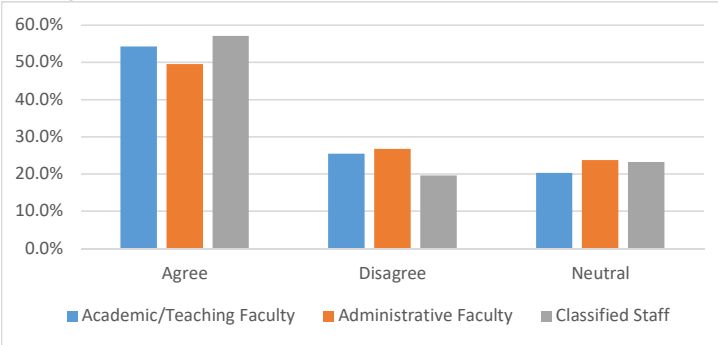
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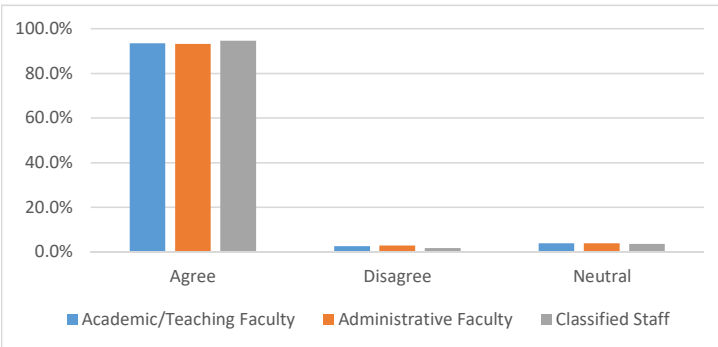
Q1. The following are statements regarding the flow of communication and overall sense of direction at TMCC. Please indicate the extent to which you agree or disagree.

The organizational culture at TMCC is constructive



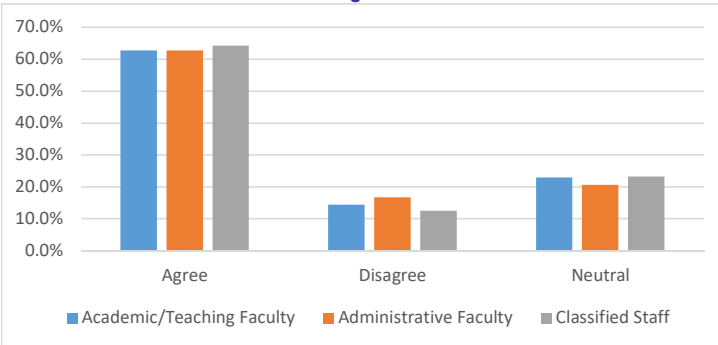
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 54.2% | 25.5% | 20.3% |
| Administrative Faculty | 49.5% | 26.7% | 23.8% |
| Classified Staff | 57.1% | 19.6% | 23.2% |
| Total | 53.2% | 24.8% | 21.9% |

I am familiar with TMCC's mission



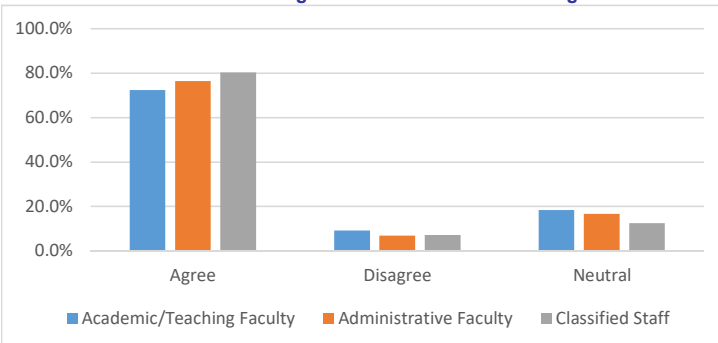
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 93.5% | 2.6% | 3.9% |
| Administrative Faculty | 93.1% | 2.9% | 3.9% |
| Classified Staff | 94.6% | 1.8% | 3.6% |
| Total | 93.6% | 2.6% | 3.9% |

TMCC has well-defined direction and goals for the future



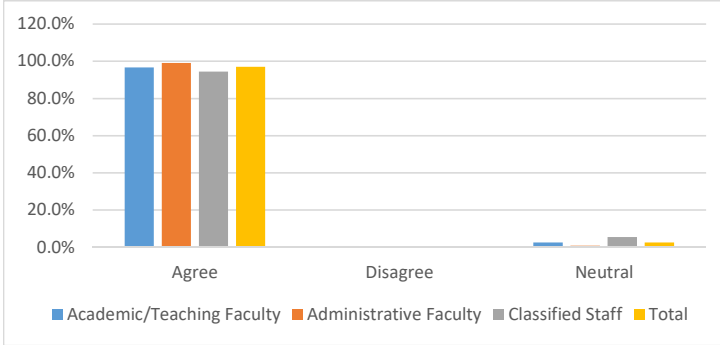
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 62.7% | 14.4% | 22.9% |
| Administrative Faculty | 62.7% | 16.7% | 20.6% |
| Classified Staff | 64.3% | 12.5% | 23.2% |
| Total | 63.0% | 14.8% | 22.2% |

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



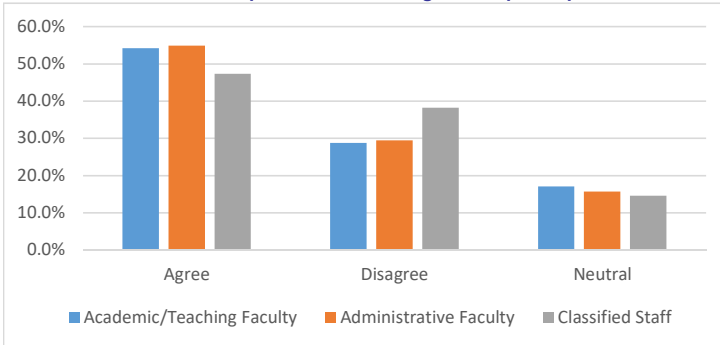
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 72.4% | 9.2% | 18.4% |
| Administrative Faculty | 76.5% | 6.9% | 16.7% |
| Classified Staff | 80.4% | 7.1% | 12.5% |
| Total | 75.2% | 8.1% | 16.8% |

I am committed to TMCCs progress and success



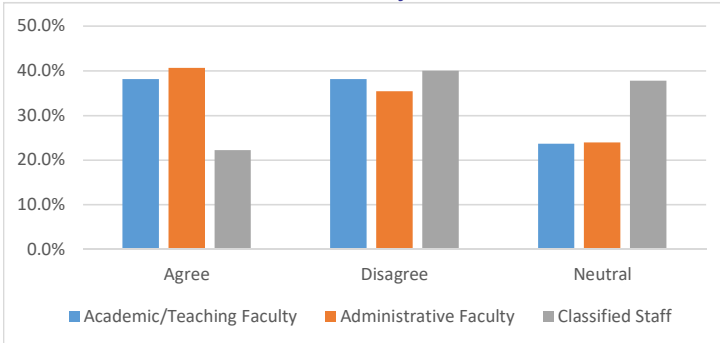
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 96.7% | 0.7% | 2.6% |
| Administrative Faculty | 99.0% | | 1.0% |
| Classified Staff | 94.5% | | 5.5% |
| Total | 97.1% | 0.3% | 2.6% |

TMCC maintains an atmosphere that encourages the open expression of ideas



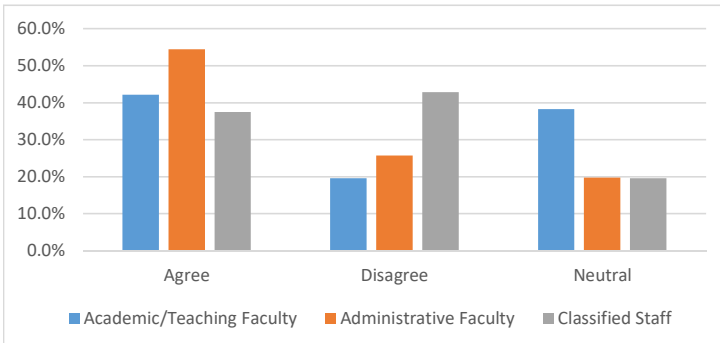
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 54.2% | 28.8% | 17.0% |
| Administrative Faculty | 54.9% | 29.4% | 15.7% |
| Classified Staff | 47.3% | 38.2% | 14.5% |
| Total | 53.2% | 30.6% | 16.1% |

Communication is effective between faculty and administration at TMCC



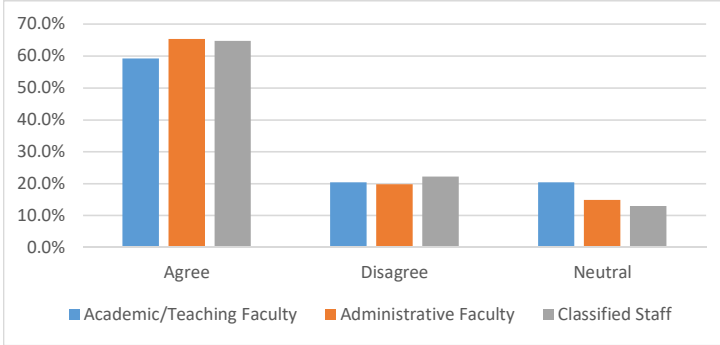
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 38.2% | 38.2% | 23.7% |
| Administrative Faculty | 40.6% | 35.4% | 24.0% |
| Classified Staff | 22.2% | 40.0% | 37.8% |
| Total | 36.5% | 37.5% | 25.9% |

Communication is effective between staff and administration at TMCC



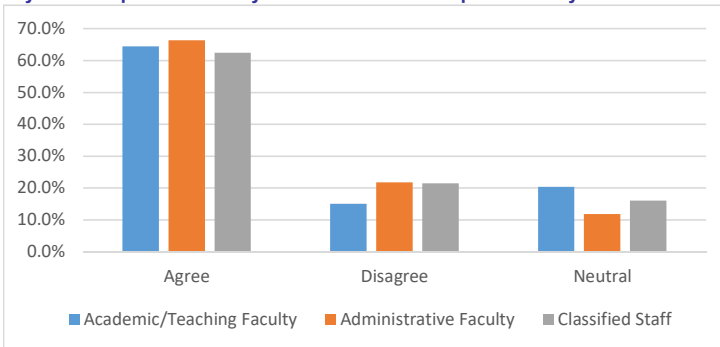
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 42.2% | 19.5% | 38.3% |
| Administrative Faculty | 54.5% | 25.7% | 19.8% |
| Classified Staff | 37.5% | 42.9% | 19.6% |
| Total | 45.6% | 26.3% | 28.1% |

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



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 59.2% | 20.4% | 20.4% |
| Administrative Faculty | 65.3% | 19.8% | 14.9% |
| Classified Staff | 64.8% | 22.2% | 13.0% |
| Total | 62.2% | 20.5% | 17.3% |

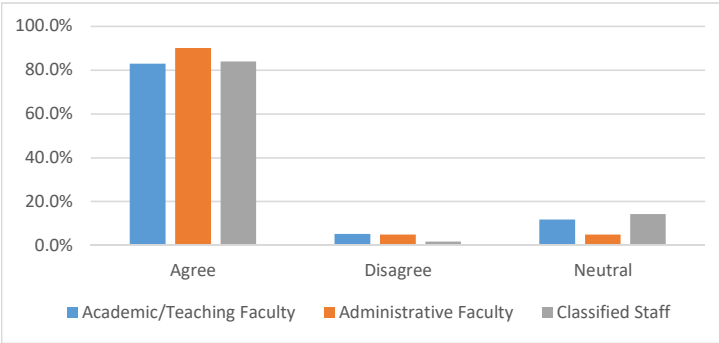
My direct supervisor clearly articulates what is expected of my work



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 64.5% | 15.1% | 20.4% |
| Administrative Faculty | 66.3% | 21.8% | 11.9% |
| Classified Staff | 62.5% | 21.4% | 16.1% |
| Total | 64.7% | 18.4% | 16.8% |

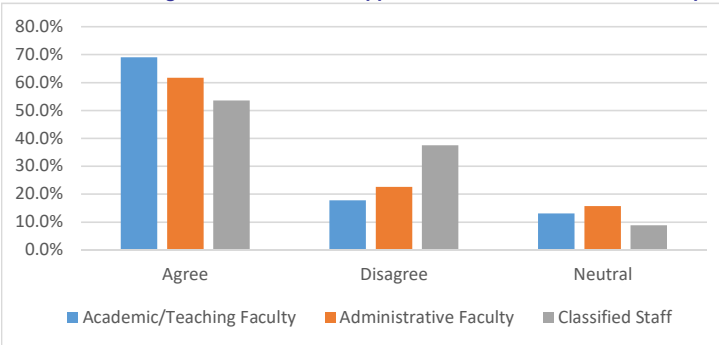
Q2. The following are statements pertaining to attitudes and practices at TMCC. Please indicate the extent to which you agree or disagree with each of the following.

TMCC promotes respect for diversity



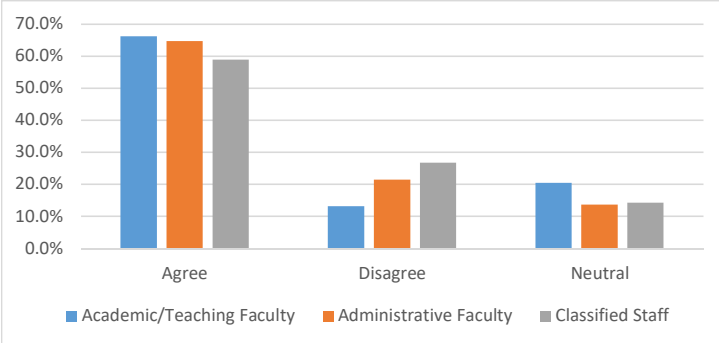
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 83.0% | 5.2% | 11.8% |
| Administrative Faculty | 90.2% | 4.9% | 4.9% |
| Classified Staff | 83.9% | 1.8% | 14.3% |
| Total | 85.5% | 4.5% | 10.0% |

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



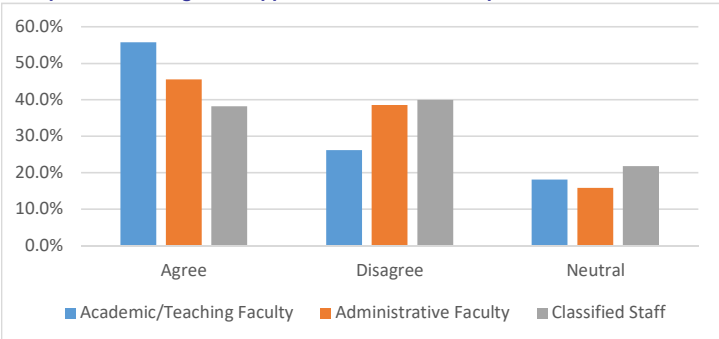
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 69.1% | 17.8% | 13.2% |
| Administrative Faculty | 61.8% | 22.5% | 15.7% |
| Classified Staff | 53.6% | 37.5% | 8.9% |
| Total | 63.9% | 22.9% | 13.2% |

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



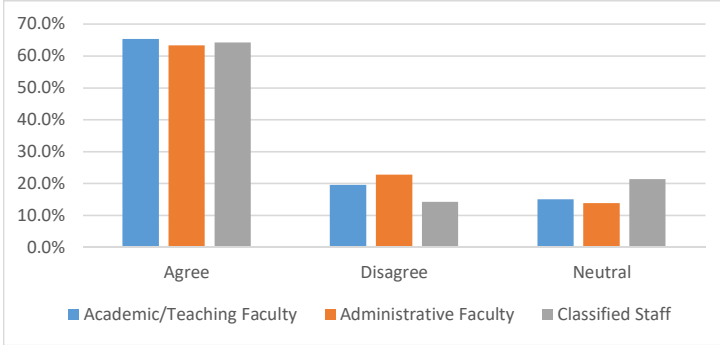
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 66.2% | 13.2% | 20.5% |
| Administrative Faculty | 64.7% | 21.6% | 13.7% |
| Classified Staff | 58.9% | 26.8% | 14.3% |
| Total | 64.4% | 18.4% | 17.2% |

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



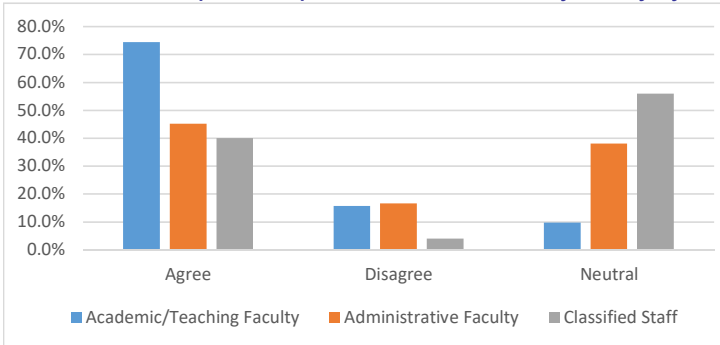
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 55.7% | 26.2% | 18.1% |
| Administrative Faculty | 45.5% | 38.6% | 15.8% |
| Classified Staff | 38.2% | 40.0% | 21.8% |
| Total | 49.2% | 32.8% | 18.0% |

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



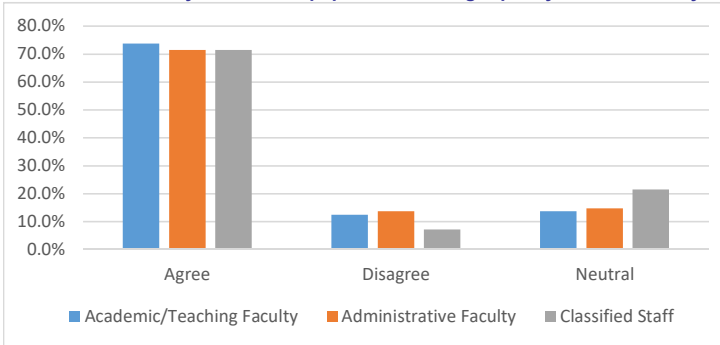
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 65.4% | 19.6% | 15.0% |
| Administrative Faculty | 63.4% | 22.8% | 13.9% |
| Classified Staff | 64.3% | 14.3% | 21.4% |
| Total | 64.5% | 19.7% | 15.8% |

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



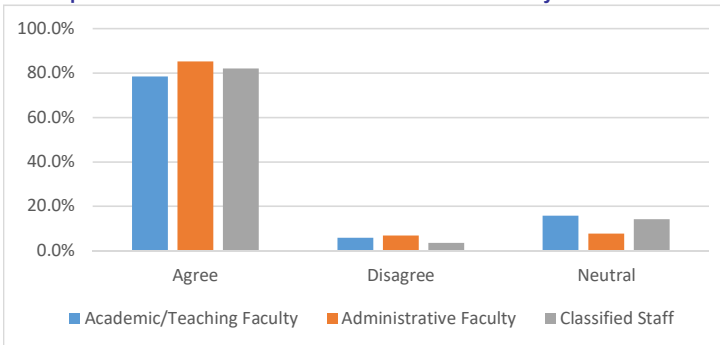
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 74.5% | 15.7% | 9.8% |
| Administrative Faculty | 45.2% | 16.7% | 38.1% |
| Classified Staff | 40.0% | 4.0% | 56.0% |
| Total | 65.0% | 14.5% | 20.5% |

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



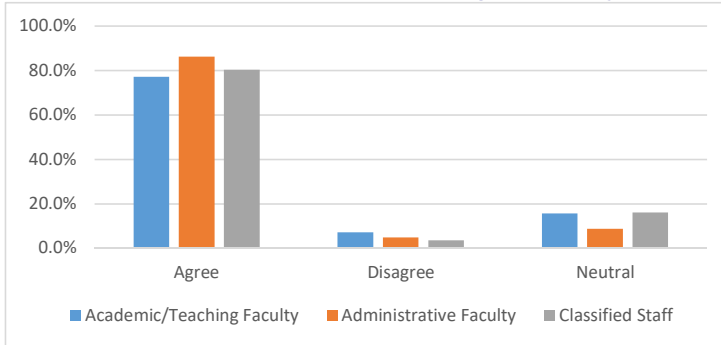
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 73.9% | 12.4% | 13.7% |
| Administrative Faculty | 71.6% | 13.7% | 14.7% |
| Classified Staff | 71.4% | 7.1% | 21.4% |
| Total | 72.7% | 11.9% | 15.4% |

TMCC provides a social climate that is sensitive to diversity



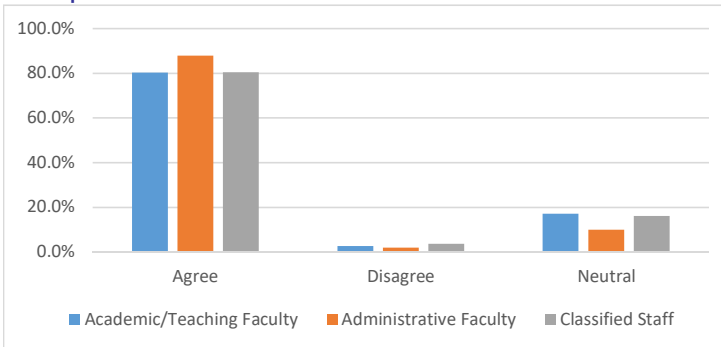
| | Agree | Disagree | Neutral |
|---------------------------|--------------|-------------|--------------|
| Academic/Teaching Faculty | 81.4% | 5.8% | 12.9% |
| Administrative Faculty | 85.3% | 6.9% | 7.8% |
| Classified Staff | 82.1% | 3.6% | 14.3% |
| Total | 81.4% | 5.8% | 12.9% |

TMCC provides a social climate that is sensitive to gender equality



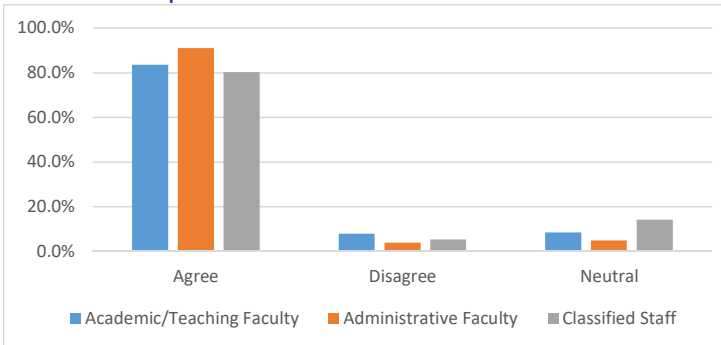
| | Agree | Disagree | Neutral |
|---------------------------|--------------|-------------|--------------|
| Academic/Teaching Faculty | 77.1% | 7.2% | 15.7% |
| Administrative Faculty | 86.3% | 4.9% | 8.8% |
| Classified Staff | 80.4% | 3.6% | 16.1% |
| Total | 80.7% | 5.8% | 13.5% |

TMCC provides a social climate that is sensitive to sexual orientation



| | Agree | Disagree | Neutral |
|---------------------------|--------------|-------------|--------------|
| Academic/Teaching Faculty | 80.3% | 2.6% | 17.1% |
| Administrative Faculty | 88.0% | 2.0% | 10.0% |
| Classified Staff | 80.4% | 3.6% | 16.1% |
| Total | 82.8% | 2.6% | 14.6% |

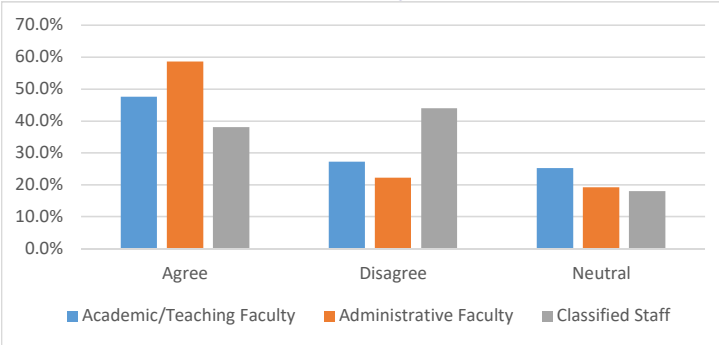
I feel safe on campus



| | Agree | Disagree | Neutral |
|---------------------------|--------------|-------------|-------------|
| Academic/Teaching Faculty | 83.6% | 7.9% | 8.6% |
| Administrative Faculty | 91.2% | 3.9% | 4.9% |
| Classified Staff | 80.4% | 5.4% | 14.3% |
| Total | 85.5% | 6.1% | 8.4% |

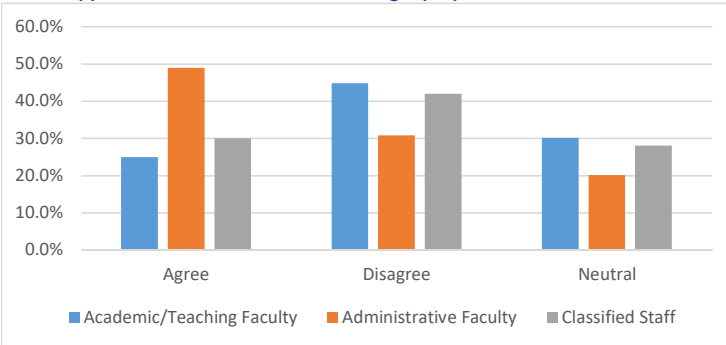
Q3. Overall (general statements). Please indicate the extent to which you agree or disagree.

I have opportunities to be involved in policy development



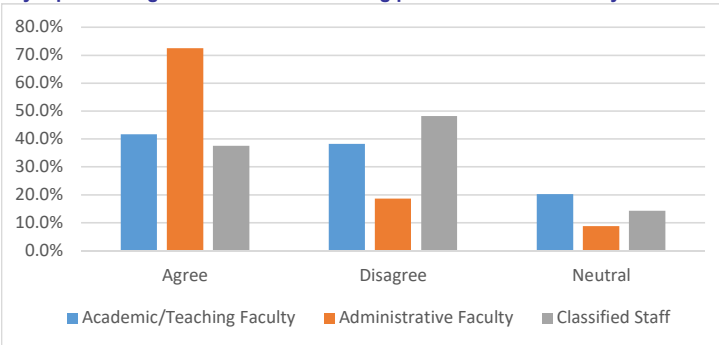
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 47.6% | 27.2% | 25.2% |
| Administrative Faculty | 58.6% | 22.2% | 19.2% |
| Classified Staff | 38.0% | 44.0% | 18.0% |
| Total | 49.7% | 28.4% | 22.0% |

I have opportunities to be involved in budget preparations



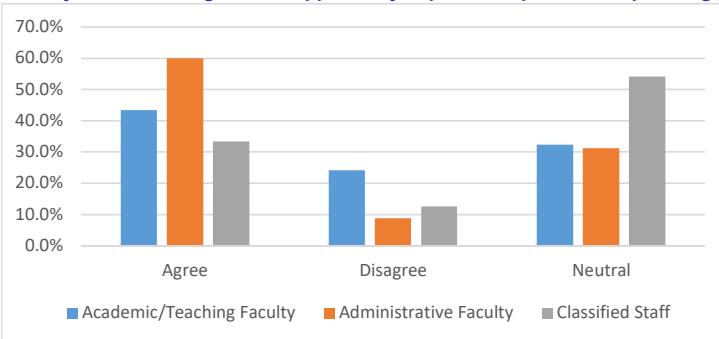
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 25.0% | 44.9% | 30.1% |
| Administrative Faculty | 48.9% | 30.9% | 20.2% |
| Classified Staff | 30.0% | 42.0% | 28.0% |
| Total | 33.9% | 39.6% | 26.4% |

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



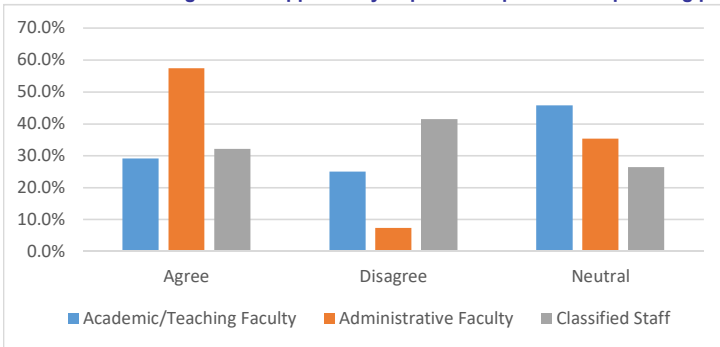
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 41.6% | 38.3% | 20.1% |
| Administrative Faculty | 72.5% | 18.6% | 8.8% |
| Classified Staff | 37.5% | 48.2% | 14.3% |
| Total | 51.1% | 33.6% | 15.3% |

Faculty members are given the opportunity to provide input into the planning process



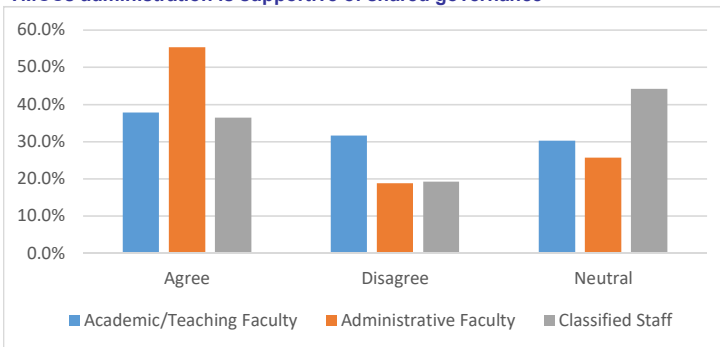
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 43.4% | 24.1% | 32.4% |
| Administrative Faculty | 60.0% | 8.8% | 31.3% |
| Classified Staff | 33.3% | 12.5% | 54.2% |
| Total | 47.8% | 18.1% | 34.1% |

Classified staff are given the opportunity to provide input into the planning process



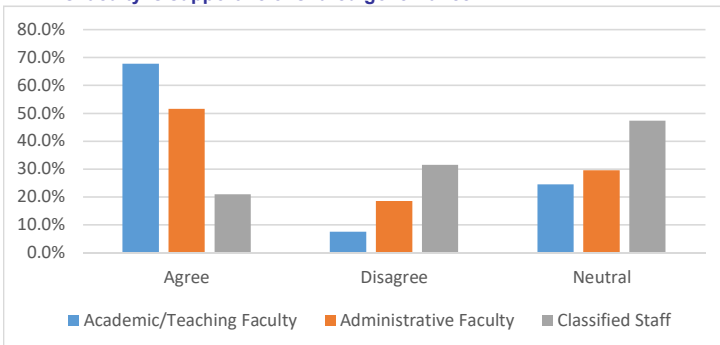
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 29.2% | 25.0% | 45.8% |
| Administrative Faculty | 57.4% | 7.4% | 35.3% |
| Classified Staff | 32.1% | 41.5% | 26.4% |
| Total | 38.7% | 23.5% | 37.8% |

TMCCs administration is supportive of shared governance



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 37.9% | 31.7% | 30.3% |
| Administrative Faculty | 55.4% | 18.8% | 25.7% |
| Classified Staff | 36.5% | 19.2% | 44.2% |
| Total | 43.6% | 25.2% | 31.2% |

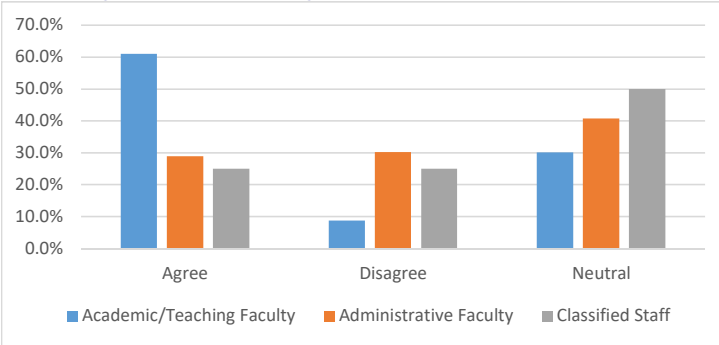
TMCCs faculty is supportive of shared governance



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 67.8% | 7.5% | 24.7% |
| Administrative Faculty | 51.6% | 18.7% | 29.7% |
| Classified Staff | 21.1% | 31.6% | 47.4% |
| Total | 56.0% | 14.5% | 29.5% |

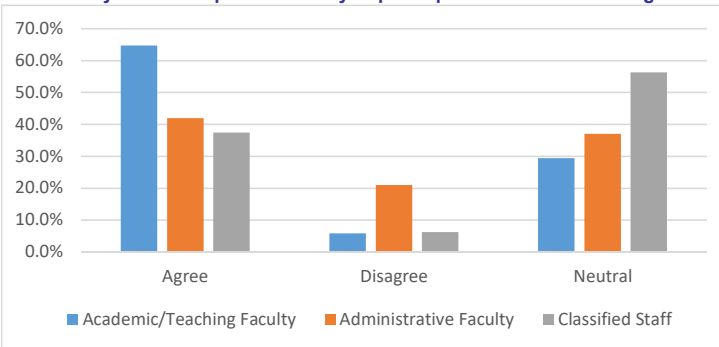
Q4. TMCC's Faculty Senate. Please indicate the extent to which you agree or disagree.

The Faculty Senate represents my interests and concerns



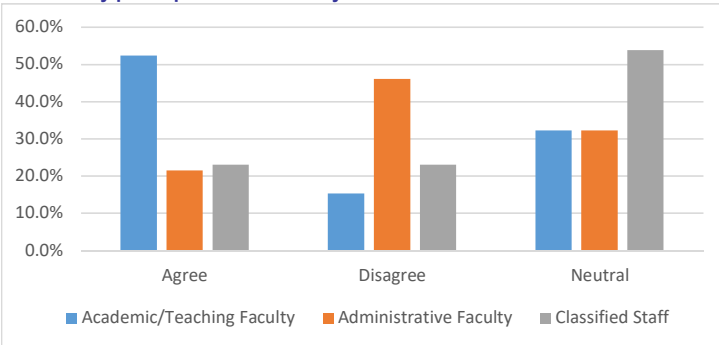
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 61.0% | 8.8% | 30.1% |
| Administrative Faculty | 28.9% | 30.3% | 40.8% |
| Classified Staff | 25.0% | 25.0% | 50.0% |
| Total | 47.8% | 17.1% | 35.1% |

The Faculty Senate empowers faculty to participate in decision-making



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 64.7% | 5.9% | 29.4% |
| Administrative Faculty | 42.0% | 21.0% | 37.0% |
| Classified Staff | 37.5% | 6.3% | 56.3% |
| Total | 54.9% | 11.2% | 33.9% |

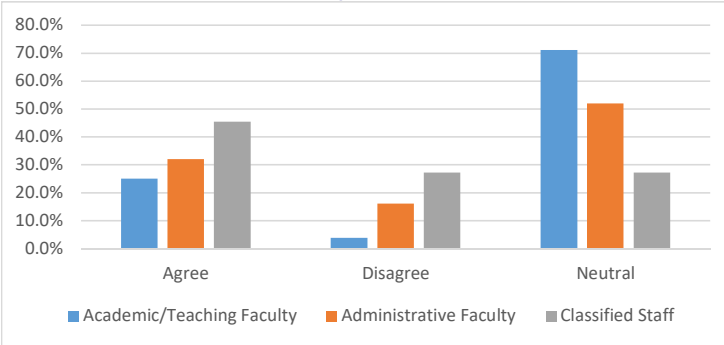
I effectively participate in the Faculty Senate committees



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 52.4% | 15.3% | 32.3% |
| Administrative Faculty | 21.5% | 46.2% | 32.3% |
| Classified Staff | 23.1% | 23.1% | 53.8% |
| Total | 40.6% | 25.7% | 33.7% |

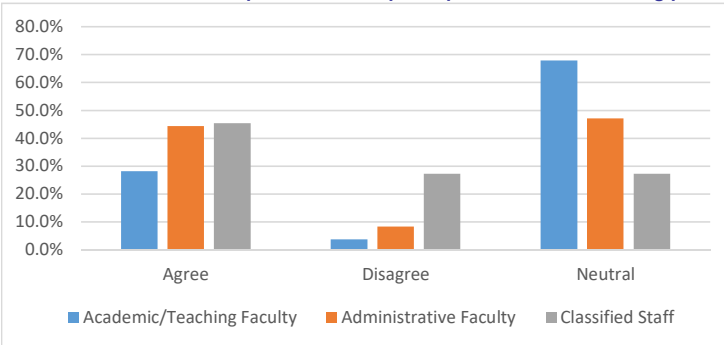
Q5. TMCC's Classified Council. Please indicate the extent to which you agree or disagree.

The Classified Council represents my interests and concerns



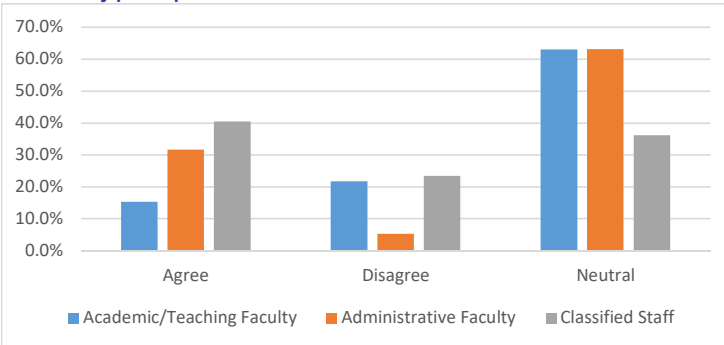
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 25.0% | 3.8% | 71.2% |
| Administrative Faculty | 32.0% | 16.0% | 52.0% |
| Classified Staff | 45.5% | 27.3% | 27.3% |
| Total | 34.8% | 15.9% | 49.2% |

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



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 28.3% | 3.8% | 67.9% |
| Administrative Faculty | 44.4% | 8.3% | 47.2% |
| Classified Staff | 45.5% | 27.3% | 27.3% |
| Total | 38.9% | 13.9% | 47.2% |

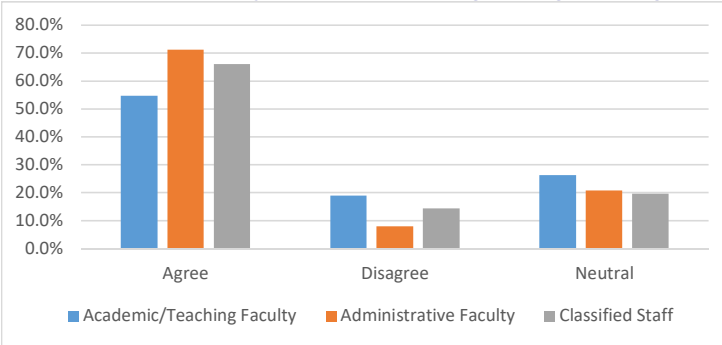
I effectively participate in the Classified Council committees



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 15.2% | 21.7% | 63.0% |
| Administrative Faculty | 31.6% | 5.3% | 63.2% |
| Classified Staff | 40.4% | 23.4% | 36.2% |
| Total | 28.6% | 19.6% | 51.8% |

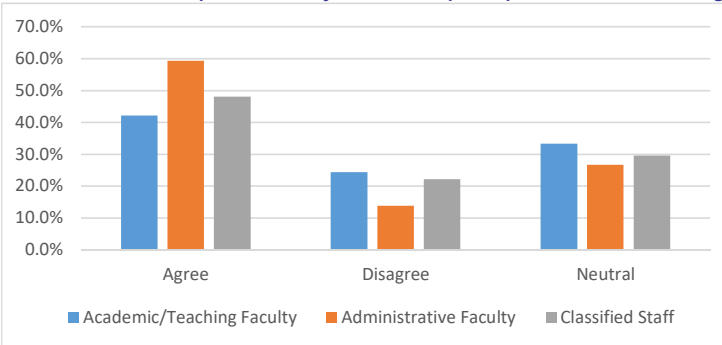
Q6. TMCC's President. Please indicate the extent to which you agree or disagree.

TMCCs President effectively addresses the challenges facing the College



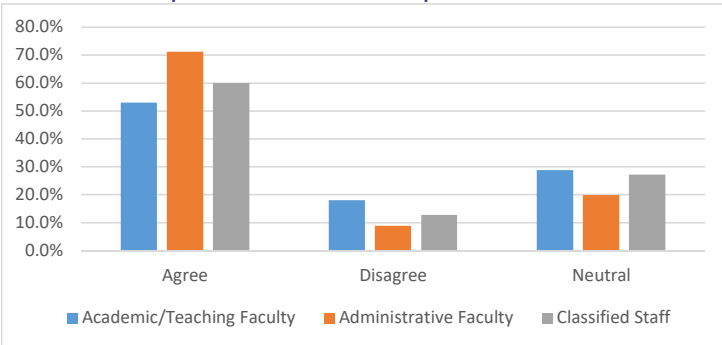
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 54.7% | 18.9% | 26.4% |
| Administrative Faculty | 71.3% | 7.9% | 20.8% |
| Classified Staff | 66.1% | 14.3% | 19.6% |
| Total | 62.3% | 14.4% | 23.3% |

TMCCs President empowers faculty and staff to participate in decision-making



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 42.2% | 24.5% | 33.3% |
| Administrative Faculty | 59.4% | 13.9% | 26.7% |
| Classified Staff | 48.1% | 22.2% | 29.6% |
| Total | 49.0% | 20.5% | 30.5% |

TMCCs President provides effective leadership for TMCC

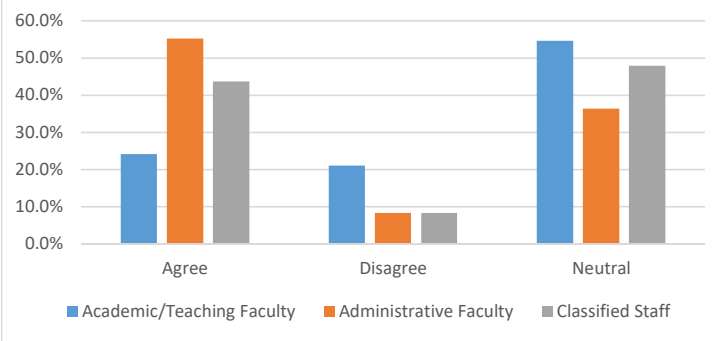


| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 53.0% | 18.1% | 28.9% |
| Administrative Faculty | 71.3% | 8.9% | 19.8% |
| Classified Staff | 60.0% | 12.7% | 27.3% |
| Total | 60.3% | 14.1% | 25.6% |

Q7. TMCC's President's Cabinet. Please indicate the extent to which you agree or disagree.

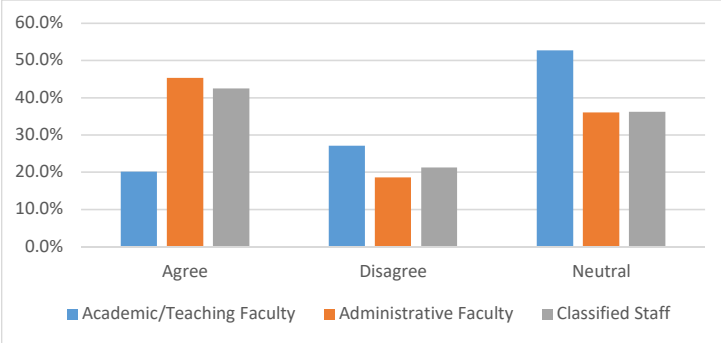
TMCC's President's Cabinet is authorized under TMCC's Bylaws for the purpose of coordinating efforts and generating recommendations on matters of institutional mission and College policy. The Cabinet membership is made up of representatives from all constituent groups of the College: faculty, students, classified and administration.

The Presidents Cabinet effectively addresses the challenges facing the College



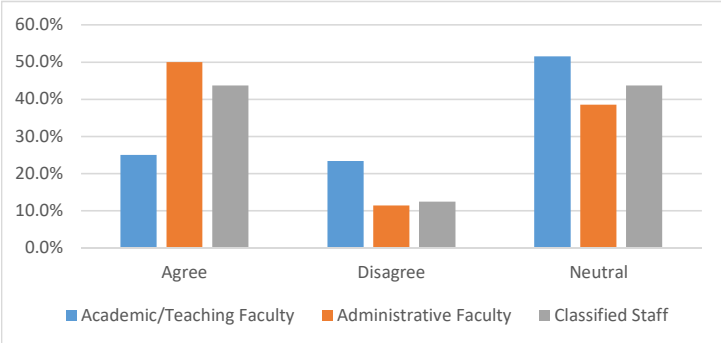
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 24.2% | 21.1% | 54.7% |
| Administrative Faculty | 55.2% | 8.3% | 36.5% |
| Classified Staff | 43.8% | 8.3% | 47.9% |
| Total | 38.6% | 14.3% | 47.1% |

The Presidents Cabinet empowers faculty and staff to participate in decision-making



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 20.2% | 27.1% | 52.7% |
| Administrative Faculty | 45.4% | 18.6% | 36.1% |
| Classified Staff | 42.6% | 21.3% | 36.2% |
| Total | 33.0% | 23.1% | 44.0% |

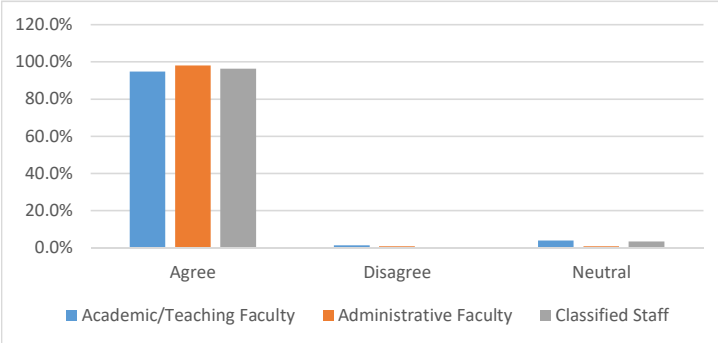
The Presidents Cabinet provides effective leadership for TMCC



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 25.0% | 23.4% | 51.6% |
| Administrative Faculty | 50.0% | 11.5% | 38.5% |
| Classified Staff | 43.8% | 12.5% | 43.8% |
| Total | 37.1% | 17.3% | 45.6% |

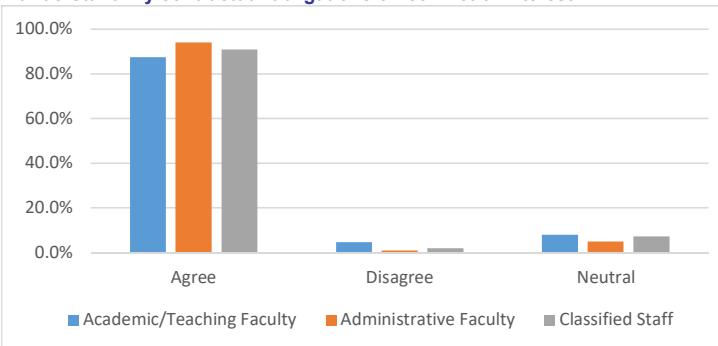
Q9. The next set of questions concerns your overall satisfaction with the conditions of your employment at TMCC and your future plans. Please indicate the extent to which you agree or disagree with each of the following.

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



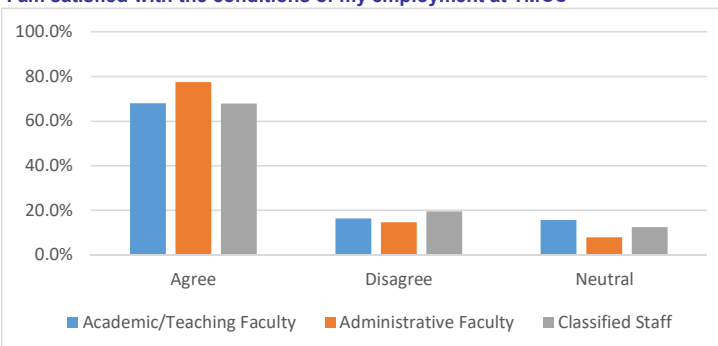
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 94.8% | 1.3% | 3.9% |
| Administrative Faculty | 98.0% | 1.0% | 1.0% |
| Classified Staff | 96.4% | 1.0% | 2.9% |

I understand my contractual obligations on conflict of interest



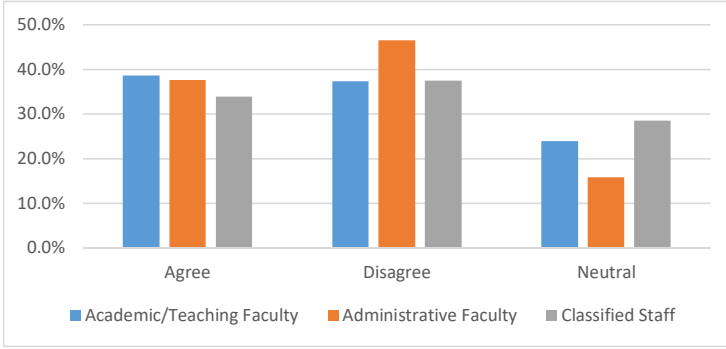
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 87.5% | 4.6% | 7.9% |
| Administrative Faculty | 94.1% | 1.0% | 4.9% |
| Classified Staff | 90.9% | 1.8% | 7.3% |
| Total | 90.3% | 2.9% | 6.8% |

I am satisfied with the conditions of my employment at TMCC



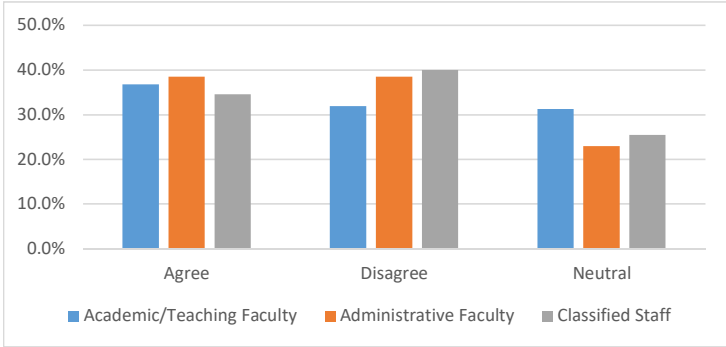
| | Agree | Disagree | Neutral |
|---------------------------|-------|----------|---------|
| Academic/Teaching Faculty | 68.0% | 16.3% | 15.7% |
| Administrative Faculty | 77.5% | 14.7% | 7.8% |
| Classified Staff | 67.9% | 19.6% | 12.5% |
| Total | 71.1% | 16.4% | 12.5% |

There are opportunities for advancement in my field at TMCC



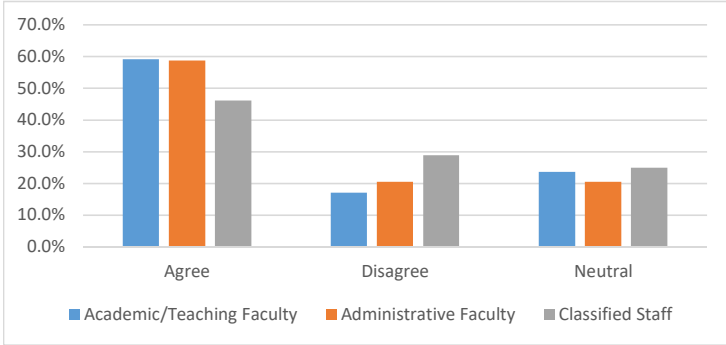
| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 38.7% | 37.3% | 24.0% |
| Administrative Faculty | 37.6% | 46.5% | 15.8% |
| Classified Staff | 33.9% | 37.5% | 28.6% |
| Total | 37.5% | 40.4% | 22.1% |

I am satisfied with the criteria for advancement at TMCC



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 36.8% | 31.9% | 31.3% |
| Administrative Faculty | 38.5% | 38.5% | 22.9% |
| Classified Staff | 34.5% | 40.0% | 25.5% |
| Total | 36.9% | 35.6% | 27.5% |

I am provided with opportunities for professional recognition at TMCC



| | Agree | Disagree | Neutral |
|---------------------------|--------------|--------------|--------------|
| Academic/Teaching Faculty | 59.2% | 17.1% | 23.7% |
| Administrative Faculty | 58.8% | 20.6% | 20.6% |
| Classified Staff | 46.2% | 28.8% | 25.0% |
| Total | 56.9% | 20.3% | 22.9% |

Q10. My expectations concerning the length of my affiliation with TMCC are to:

| | Percent |
|---|---------|
| Leave in the near future & retire elsewhere | 7.1 |
| Work several years & retire elsewhere | 9.3 |
| Work until I retire | 69.5 |
| Other | 14.1 |
| Total | 100.0 |

Q12. Which of the following best describes your current position:

| | Percent |
|---------------------------|---------|
| Academic/Teaching Faculty | 49.2 |
| Administrative Faculty | 32.8 |
| Classified Staff | 18.0 |
| Total | 100.0 |

Q13. What is your current employment status?

| | Percent |
|-----------|---------|
| Full-time | 81.4 |
| Part-time | 18.6 |
| Total | 100.0 |

Q14. How many years have you worked at TMCC?

| | Percent |
|--------------------|---------|
| 5 to 10 years | 21.9 |
| Fewer than 5 years | 34.7 |
| More than 10 years | 43.4 |
| Total | 100.0 |

Q15. What is your race / ethnic background?

| | Percent |
|---------------------------------|---------|
| American Indian / Alaska Native | 1.0 |
| Asian / Pacific Islander | 1.3 |
| Black / African American | 0.3 |
| Hispanic / Latino | 7.7 |
| Two or more races | 1.3 |
| White / Caucasian | 61.7 |
| Prefer not to disclose | 26.7 |
| Total | 100.0 |

Q16. I gender identify as:

| | Percent |
|------------------------|---------|
| Man | 27.0 |
| Non-Binary | 0.6 |
| Prefer not to disclose | 20.6 |
| Woman | 51.8 |
| Total | 100.0 |