

Kirtland Employee Survey - February 2021

n = 91

Q1. How satisfied are you that Kirtland is accomplishing its mission considering the resources the college has available?

82

Q2. How satisfied are you that when you come to work at Kirtland, you feel you are accomplishing something worthwhile?

88

Q3. In comparison with other positions in the community, how satisfied are you with your total compensation package (wages and benefits) from Kirtland?

76

Q4. How satisfied are you that you are provided the resources to grow in your position, including opportunities for professional development, by Kirtland?

78

Q5. How satisfied are you that Kirtland is making a thoughtful effort to provide a safe place to work?

89

Q6. How satisfied are you that Kirtland makes decisions keeping in mind the college mission?

79

Q7. How satisfied are you that you know where the forms are located on the Kirtland website to report a complaint / concern / behavioral referral?

89

Q8. How satisfied are you with the technology provided by Kirtland to assist you in the performance of your job duties?

90

Q9. How satisfied are you with Kirtland's efforts to provide you with a good physical work environment (office space/classroom, furnishings, temperature, noise)?

86

Q10. How satisfied are you with the opportunities provided to you by Kirtland to have input on changes to college processes?

71

Q11. How satisfied are you that the college appreciates the work you do in your position?

71

Q12. In comparison with other jobs you have had, how satisfied are you that you are treated fairly at Kirtland?

78

Q13. How satisfied are you that your fellow Kirtland employees are providing one another with reliable/consistent information?	75
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Q14. How satisfied are you that Kirtland is providing you with employee information/guidance through its employee handbooks and human resources webpage?	79
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Q15. How satisfied are you that your supervisor at Kirtland is accessible to you?	88
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Q16. How satisfied are you that the employee evaluation process helps you to improve your job performance at Kirtland?	71
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Q17. How satisfied are you that the administration is managing the budget and staffing at Kirtland to provide for your well-being and that your workload is manageable?	75
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Q18. How satisfied are you with Kirtland's progress in improving its processes to help our students achieve success?	80
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Q19. Which of the following are immediate-term issues for you with regard to the COVID-19 pandemic? Mark all that apply.

Ability to communicate with friends/peers/students	36.76%
Student readiness for online learning	35.29%
Mental Health	30.88%
Physical Health	22.06%
Accessibility to Internet connectivity to do online	19.12%
Loss of Employment	16.18%
Unbudgeted Financial Costs	13.24%
Technological readiness for shift to online	10.29%
Accessibility of COVID-19 processes/guidelines at Kirtland	4.41%
Food Insecurity	1.47%

Q20. How satisfied are you that Kirtland has provided you with timely updates on COVID-19 procedures/processes/guidelines?

Very satisfied	32.56%
Satisfied	46.51%
Neither satisfied nor dissatisfied	16.28%
Dissatisfied	1.16%
Very dissatisfied	3.49%

Q21. Which has been the most challenging aspects of the COVID-19 pandemic for you? (1 = Most challenging; 8 = Least challenging)

Separation from friends, family and/or co-workers	1st
Having to adapt to taking face-to-face classes to online classes when directed by the MDHHS	2nd
Impact on my schedule/daily routine by switching to online classes or working online	3rd
Lack of technology or internet connectivity to offer online classes or work online	4th
Getting assistance/support from the college when transitioning classes to online instruction or working online	5th
Immediate financial burden	6th
Food insecurity	7th
Loss of housing	8th

Q22. How frequently do you visit the Kirtland COVID-19 website, on Kirtland's home webpage, to get updates from the college about COVID-19 process, procedures, guidelines and Q&A information, etc?

Daily	5.88%
Once a week	49.41%
Once a month	22.35%
Once a semester	14.12%
I did not know about Kirtland's COVID-19 specific webpage	8.24%

Q23. With regard to COVID-19, if you teach face-to-face classes at Kirtland or are a staff member that comes into the office at Kirtland, how safe do you feel on campus?

Very Safe	38.82%
Somewhat Safe	22.35%
Neither Safe Nor Unsafe	9.41%
Somewhat Unsafe	3.53%
Very Unsafe	1.18%
Not Applicable	24.71%

Q24. How strongly do you feel about this statement - In regards to the pandemic, do you feel the college is taking reasonable precautions to prevent the spread of COVID-19 among employees, students, and visitors to campus?

Strongly agree	52.33%
Agree	32.56%
Neither agree nor disagree	10.47%
Disagree	3.49%
Strongly disagree	1.16%

Q28. How satisfied are you that Kirtland understands the external threats (competition, enrollment, funding, regulation, accreditation, equity, assessment, sustainability, facilities) to the college and is addressing them to the best of its ability?

80

Q29. Would you recommend Kirtland to your friends and family?

88

Q30. Which employee group do you belong to at Kirtland?

Instructor

38.5%

Staff

53.9%

Administration

7.7%