

| Kirtland Employee Survey - February 2025 (N=77 respondents)                                                                                                                                                                                                               | 2025<br>Average<br>N = 77 | 2024<br>Average<br>N = 91 | Purple >1%<br>Blue < -1%<br>Difference |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|----------------------------------------|
| Q1. How satisfied are you that Kirtland is accomplishing its mission [To provide innovative educational opportunities to enhance student lives and build stronger communities] considering the resources the college has available?                                       | 84.8                      | 81.8                      | 3.0                                    |
| Q2. How satisfied are you that when you come to work at Kirtland, you feel you are accomplishing something worthwhile?                                                                                                                                                    | 86.5                      | 87.7                      | -1.2                                   |
| Q3. In comparison with other positions in the community, how satisfied are you with your total compensation package (wages and benefits) from Kirtland?                                                                                                                   | 70.6                      | 71.9                      | -1.3                                   |
| Q4. How comfortable are you with your understanding of the benefits (time off, health care options, health saving account options, retirement options, employee assistance program, etc.) offered by Kirtland to employees?                                               | 82.8                      | 82.2                      | 0.6                                    |
| Q5. How satisfied are you that you are provided the resources to grow in your position, including opportunities for professional development, by Kirtland?                                                                                                                | 72.2                      | 72.5                      | -0.3                                   |
| Q6. How satisfied are you that Kirtland is making a thoughtful effort to provide a safe place to work?                                                                                                                                                                    | 90.6                      | 89.0                      | 1.6                                    |
| Q7. How satisfied are you that Kirtland makes decisions by keeping in mind the college's mission?                                                                                                                                                                         | 80.9                      | 77.0                      | 3.9                                    |
| Q8. How satisfied are you that you know where the forms are located on the Kirtland website to report a complaint / concern / behavioral referral?                                                                                                                        | 90.0                      | 90.1                      | -0.1                                   |
| Q9. How satisfied are you with Kirtland's efforts to provide you with a good physical work environment (office space/classroom, furnishings, temperature, noise)?                                                                                                         | 83.8                      | 84.5                      | -0.7                                   |
| Q10. How satisfied are you with Kirtland's efforts to provide you with the technology to accomplish your job / teach when working on campus?                                                                                                                              | 90.4                      | 90.4                      | 0.0                                    |
| Q11. How satisfied are you with Kirtland's efforts to provide you with the technology to accomplish your job?                                                                                                                                                             | 89.3                      | 90.1                      | -0.8                                   |
| Q12. How satisfied are you with the opportunities provided to you by Kirtland to have input on changes to processes in your department?                                                                                                                                   | 81.3                      | 78.3                      | 3.0                                    |
| Q13. How satisfied are you that the college appreciates the work you do in your position?                                                                                                                                                                                 | 75.4                      | 75.6                      | -0.2                                   |
| Q14. Thinking of how you answered the question, "How satisfied are you that the college appreciates the work you do in your position?" - what suggestion(s) would you have for Kirtland to improve your feeling of being appreciated for the work you do for the College? |                           |                           |                                        |
| Q15. In comparison with other jobs you have had, how satisfied are you that Kirtland treats its employees fairly?                                                                                                                                                         | 82.3                      | 78.4                      | 3.9                                    |
| Q16. How satisfied are you that your fellow Kirtland employees are providing one another with reliable/consistent information?                                                                                                                                            | 73.9                      | 75.0                      | -1.1                                   |

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|----------------------------------------|
| Q17. How satisfied are you that Kirtland is providing you with employee information/guidance through its employee handbooks and human resources webpage?                                                                                                  | 82.9                      | 82.7                      | 0.2                                    |
| Q18. How satisfied are you that your supervisor at Kirtland is accessible to you?                                                                                                                                                                         | 90.4                      | 87.7                      | 2.7                                    |
| Q19. How satisfied are you that the employee evaluation process helps you to improve your job performance at Kirtland?                                                                                                                                    | 63.5                      | 66.5                      | -3.0                                   |
| Q20. How satisfied are you that the evaluation process is uniformly administered to all employees?                                                                                                                                                        | 56.2                      | 65.9                      | -9.7                                   |
| Q21. 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?                                                                                   | 70.8                      | 72.6                      | -1.8                                   |
| Q22. 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? | 82.7                      | 81.8                      | 0.9                                    |
| Q23. How satisfied are you with Kirtland's progress in improving its processes to help our students achieve success?                                                                                                                                      | 84.7                      | 82.7                      | 2.0                                    |
| Q24. How satisfied are you that Kirtland has hired the correct number of employees to accomplish its mission?                                                                                                                                             | 65.3                      | 70.3                      | -5.0                                   |
| Q25. How satisfied are you with your current work-life balance?                                                                                                                                                                                           | 79.6                      | 78.9                      | 0.7                                    |
| Q26. Would you recommend Kirtland to your friends and family?                                                                                                                                                                                             | 87.1                      | 87.8                      | -0.7                                   |
| Q27. What are the things you like most about working for Kirtland?                                                                                                                                                                                        |                           |                           |                                        |
| Q28. What should Kirtland be doing more of?                                                                                                                                                                                                               |                           |                           |                                        |
| Q29. What should Kirtland be doing less of?                                                                                                                                                                                                               |                           |                           |                                        |
| Q30. Which employee group do you belong to at Kirtland?                                                                                                                                                                                                   | Skipped = 8               |                           |                                        |
| Instructor / Faculty                                                                                                                                                                                                                                      | 30.43%                    | 30.38%                    |                                        |
| Staff                                                                                                                                                                                                                                                     | 63.77%                    | 60.76%                    |                                        |
| Administration                                                                                                                                                                                                                                            | 5.80%                     | 8.86%                     |                                        |
| Q31. How many years have you worked at Kirtland?                                                                                                                                                                                                          | Skipped = 6               |                           |                                        |
| Less than 2 years                                                                                                                                                                                                                                         | 9.86%                     | 16.25%                    |                                        |
| 2 to 5 years                                                                                                                                                                                                                                              | 30.99%                    | 26.25%                    |                                        |
| More than 5 years                                                                                                                                                                                                                                         | 59.15%                    | 57.50%                    |                                        |
| Q32. What is your employment category at Kirtland?                                                                                                                                                                                                        | Skipped = 8               |                           |                                        |
| Full-time - Kirtland or Edustaff                                                                                                                                                                                                                          | 75.36%                    | 76.62%                    |                                        |
| Part-time - Kirtland employee                                                                                                                                                                                                                             | 14.49%                    | 12.99%                    |                                        |
| Part-time - Edustaff employee                                                                                                                                                                                                                             | 10.15%                    | 10.39%                    |                                        |