

Kirtland Employee Survey - March 2022 (N = 96 respondents)

Average

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?

82.3

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

87.6

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

75.8

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?

77.3

Q5. For the summer of 2023, do you think the College should continue to offer the option of flexible summer schedules to employees? Percent answered "Yes".

84.0

Q6. How satisfied are you that you are provided the resources to grow in your position, including opportunities for professional development, by Kirtland?

75.7

Q7. How satisfied are you that Kirtland is making a thoughtful effort to provide a safe place to work?

89.0

Q8. How satisfied are you that Kirtland makes decisions keeping in mind the college mission?

78.8

Q9. How satisfied are you that you know where the forms are located on the Kirtland website to report a complaint / concern / behavioral referral?

88.1

Q10. How satisfied are you with Kirtland's efforts to provide you with a good physical work environment (office space/classroom, furnishings, temperature, noise)?

84.3

Q11. How satisfied are you with Kirtland's efforts to provide you with the technology to accomplish your job / teach when working on campus?

91.3

Q12. How satisfied are you with Kirtland's efforts to provide you with the technology to accomplish your job / teach when working remotely?

84.9

Q13. How satisfied are you with the opportunities provided to you by Kirtland to have input on changes to processes in your department?

76.1

Q14. How satisfied are you that the college appreciates the work you do in your position?

71.5

Q15. 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? See separate summary PDF for responses.

Q16. In comparison with other jobs you have had, how satisfied are you that Kirtland treats its employees fairly?

78.6

Q17. How satisfied are you that your fellow Kirtland employees are providing one another with reliable/consistent information?

73.1

Q18. How satisfied are you that Kirtland is providing you with employee information/guidance through its employee handbooks and human resources webpage?	81.0
Q19. How satisfied are you that your supervisor at Kirtland is accessible to you?	87.2
Q20. How satisfied are you that the employee evaluation process helps you to improve your job performance at Kirtland?	68.5
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?	70.6
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?	76.2
Q23. How satisfied are you with Kirtland's progress in improving its processes to help our students achieve success?	80.6
Q24. Kirtland made available to College employees, starting in 2021, an Employee Assistance Program [POL 5.405 Employee Assistance Program]; how well do you feel this program is meeting your needs?	70.7
Q25. Would you recommend Kirtland to your friends and family?	86.1
Q26. How satisfied are you that Kirtland has provided you with timely updates on COVID-19 procedures/processes/guidelines?	
Very satisfied	41%
Satisfied	37%
Neither satisfied nor dissatisfied	13%
Dissatisfied	7%
Very dissatisfied	2%
Q27. 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	4%
Once a week	33%
Once a month	37%
Once a semester	24%
I did not know about Kirtland's COVID-19 specific webpage	2%
Q28. 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	56%
Somewhat Safe	19%
Neither Safe Nor Unsafe	6%
Somewhat Unsafe	1%
Very Unsafe	0%
Not Applicable	18%

Q29. Thinking of how you answered the question, "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?" - what makes you feel unsafe? (mark all that apply)

Concerns about cleanliness	1%
Individuals not following the current protocols	15%
Individuals not being vaccinated	34%
Individuals not reporting infections	36%
Individuals not "staying home" when they are sick	49%
Individuals not wearing face masks	7%
Individuals not social distancing	10%
Other (please specify)	40%

Q30. 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	47%
Agree	35%
Neither agree nor disagree	15%
Disagree	2%
Strongly disagree	1%

Q31. What are the things you like most about working for Kirtland?

See separate summary PDF for responses.

Q32. What should Kirtland be doing more of?

See separate summary PDF for responses.

Q33. What should Kirtland be doing less of?

See separate summary PDF for responses.

Q34. Which employee group do you belong to at Kirtland?

Instructor / Faculty	33%
Staff	57%
Administration	10%

Q35. How many years have you work

Less than 2 years	22%
2 to 5 years	22%
More than 5 years	57%

Q36. What is your employment type at Kirtland?

Full-time	78%
Part-time - Kirtland employee	11%
Part-time - Edustaff employee	11%