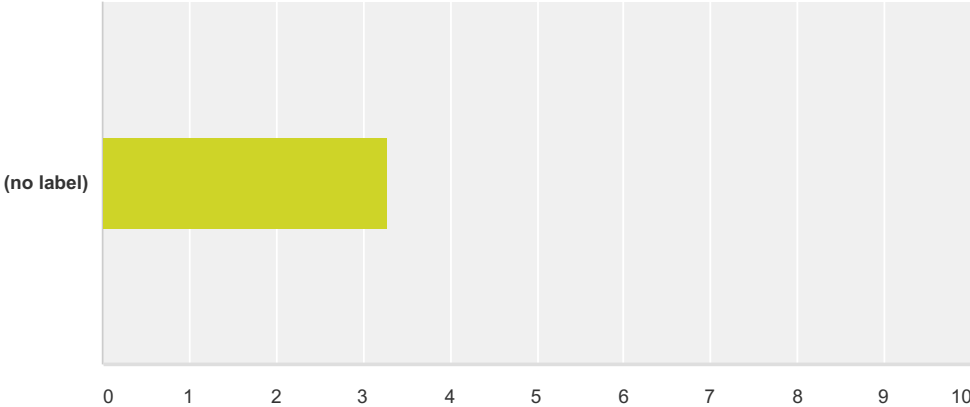


Kirtland Employee Survey - February 2017							Rating Average
1. How satisfied are you that Kirtland is accomplishing its mission?							3.27
2. How satisfied are you with the selection of academic programs offered by Kirtland, at the Certificate and Associate degree level, compared to the other colleges in Northern Michigan?							2.99
3. How satisfied are you with the quality of instructional support services offered to students?							3.25
4. How satisfied are you that Kirtland's online Learning Management System, Canvas, is being used to its maximum potential?							3.17
5. How satisfied are you that the orientation given to Kirtland students, prepares the student for a successful college experience?							3.18
6. How satisfied are you that the student advising process assists students in making good decisions?							3.09
7. How satisfied are you with that your supervisor is accessible to you?							3.63
8. How satisfied are you that you are treated equitably in comparison to other employees?							3.16
9. How satisfied are you that the process employee search teams use when hiring new employees in your area of employment at Kirtland succeed in hiring the best candidate?							3.06
10. How satisfied are you in the support faculty receive for online learning and implementing best practice methods of instruction?							3.24
11. How satisfied are you with the employee evaluation process used to assess your job performance?							2.97
12. How satisfied are you with your total compensation package (wages and benefits) in comparison to other local industries and business establishments?							3.09
13. How satisfied are you with the professional development opportunities provided to you?							3.04
14. How satisfied are you with the options you have to resolve issues or problems?							3.00
15. How satisfied are you that course schedules meet the needs of students?							3.02
16. How satisfied are you that Kirtland places the proper amount of emphasis and support on innovation?							3.17
17. How satisfied are you with the recognition you receive from Kirtland when you perform at a high level in your position?							2.81
18. How satisfied are you with the opportunities for you to provide input or be engaged in the decision making process?							2.92
19. How satisfied are you with the effort you have put forth in the past year to be involved in committees thereby having input in the decision making process?							3.15
20. How satisfied are you with the role you have in developing Kirtland's strategic plan?							2.96
21. How satisfied are you with your ability to recommend a change in the curriculum and/or in college policy or procedure?							2.96
22. How satisfied are you with feeling free to perform your professional job duties within the guidelines of current policy and procedures?							3.38
23. How satisfied are you with the communication of information (direction) from your supervisor?							3.31
24. How satisfied are you with the technology provided that assists you in performance of your job duties?							3.40
25. How satisfied are you with the quality of classrooms and labs available?							3.29
26. How satisfied are you with the measures taken on campus to ensure the safety of employees, students and visitors?							3.41
27. How satisfied are you with the effort to provide you with a good physical work environment?							3.35
28. How satisfied that the proper amount of attention has been given to make improvements in the appearance of Kirtland facilities?							3.19
29. How satisfied are you that when you come to work, you feel like part of a team accomplishing something worthwhile?							3.21
30. How satisfied are you with the progress of Kirtland in addressing the obstacles and overcoming the challenges in the changing world of higher education?							3.16
31. How satisfied are you with the effort Kirtland is making to improve the transferability of courses to four-year colleges and universities?							3.09
32. How satisfied are you with Kirtland's efforts to expand its markets and attract more students?							2.94
33. How satisfied are you that the residents in our tax district have an accurate perception of the benefits that Kirtland provides to the region by providing an excellent educational value for its students?							2.89
34. How satisfied are you with the efforts to provide for the integration of employees across the various locations?							2.89
35. How satisfied are you with the synergy between employees at your primary work location?							3.17
36. How satisfied are you with the collegiality between staff, faculty and administration?							2.91
37. How satisfied are you that you would recommend/encourage your son, daughter, relative or neighbor to enroll at Kirtland for a degree program, continuing education or workforce development?							3.32
38. At which one of the Kirtland Community College locations do you primarily work?							
Answer Options	Kirtland - Gaylord MTEC	Kirtland - Grayling Health Sciences Center	Kirtland - Online	Kirtland - Roscommon	Kirtland - West Branch		
	6	27	6	31	0		
	<i>answered question</i>						70
	<i>skipped question</i>						11

Q1 How satisfied are you that Kirtland is accomplishing its mission?

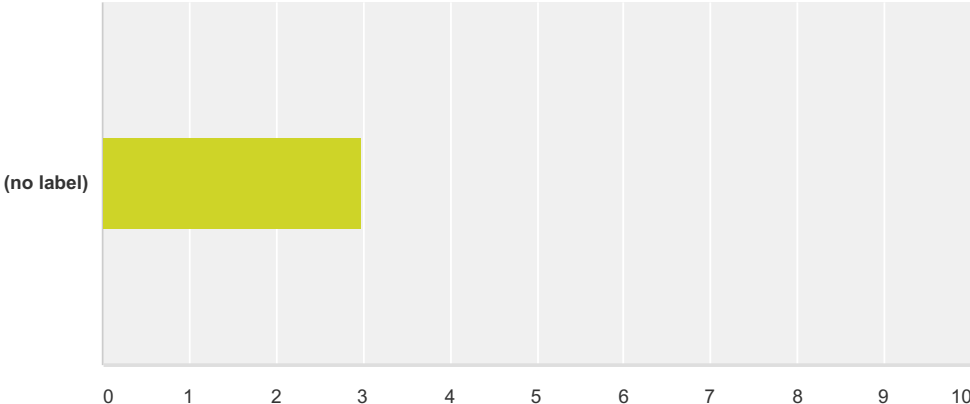
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	3.70% 3	4.94% 4	48.15% 39	38.27% 31	4.94% 4	81	3.27

Q2 How satisfied are you with the selection of academic programs offered by Kirtland, at the Certificate and Associate degree level, compared to the other colleges in Northern Michigan?

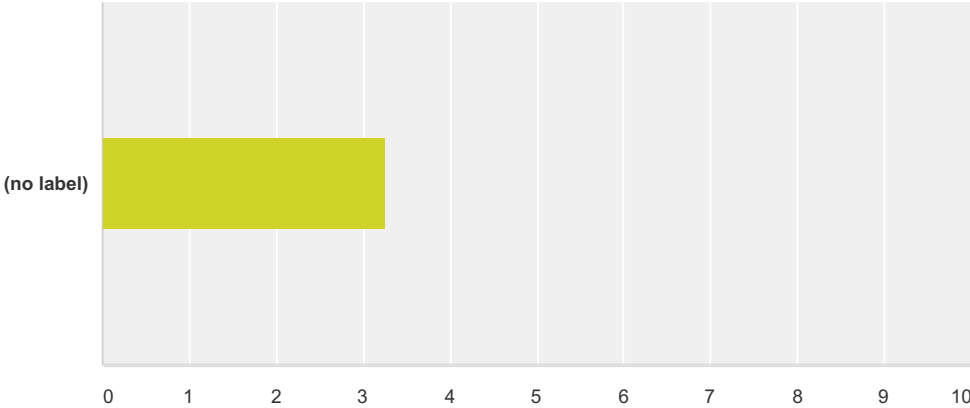
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	6.17% 5	12.35% 10	53.09% 43	23.46% 19	4.94% 4	81	2.99

Q3 How satisfied are you with the quality of instructional support services offered to students?

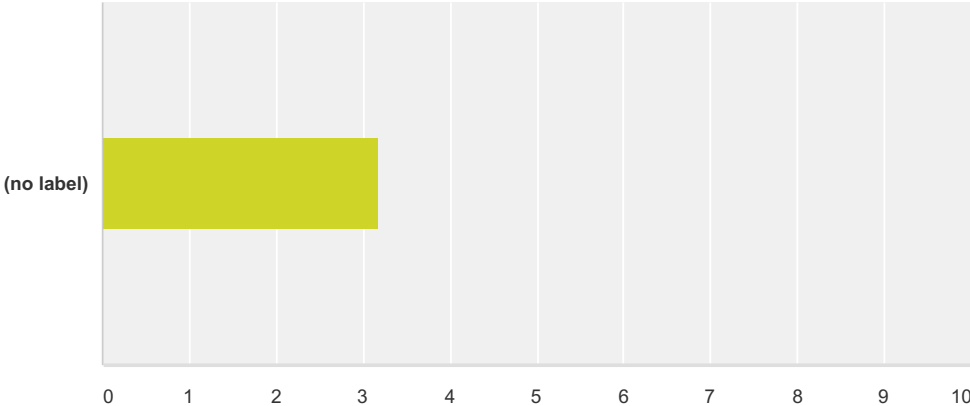
Answered: 80 Skipped: 1



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	2.50% 2	6.25% 5	45.00% 36	32.50% 26	13.75% 11	80	3.25

Q4 How satisfied are you that Kirtland's online Learning Management System, Canvas, is being used to its maximum potential?

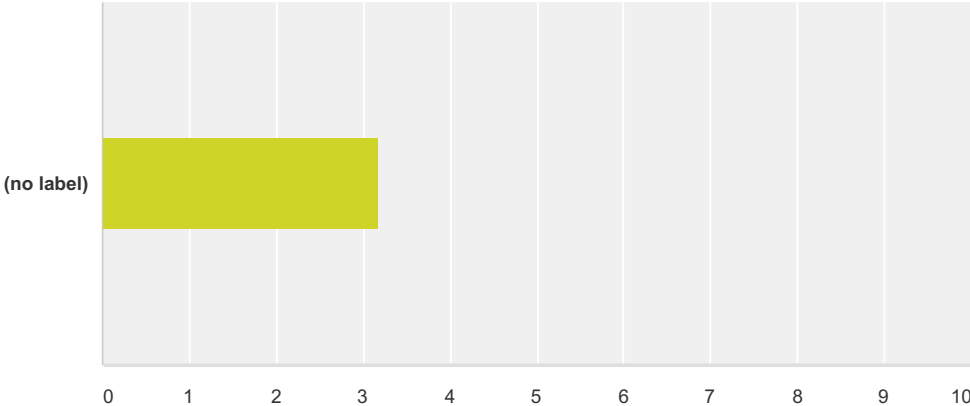
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	0.00% 0	8.64% 7	46.91% 38	22.22% 18	22.22% 18	81	3.17

Q5 How satisfied are you that the orientation given to Kirtland students, prepares the student for a successful college experience?

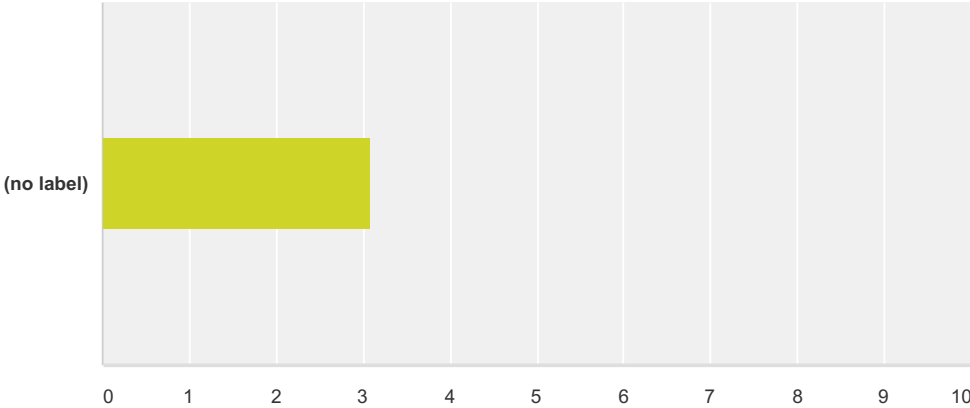
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	1.23% 1	6.17% 5	51.85% 42	23.46% 19	17.28% 14	81	3.18

Q6 How satisfied are you that the student advising process assists students in making good decisions?

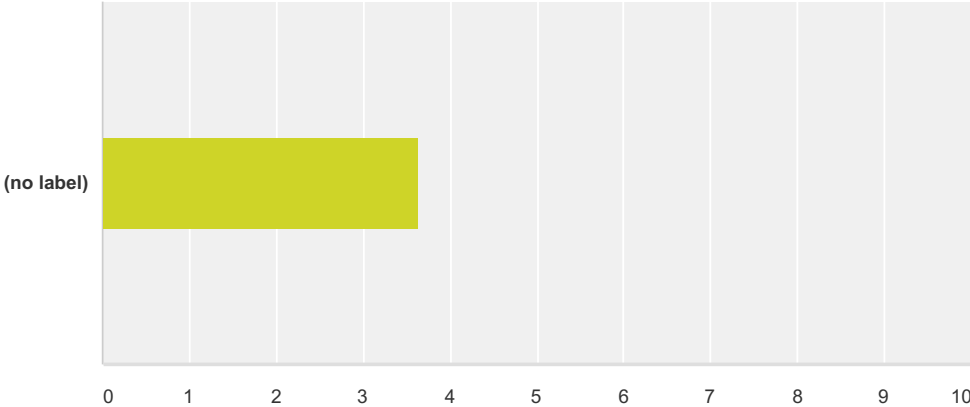
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	1.23% 1	16.05% 13	39.51% 32	25.93% 21	17.28% 14	81	3.09

Q7 How satisfied are you with that your supervisor is accessible to you?

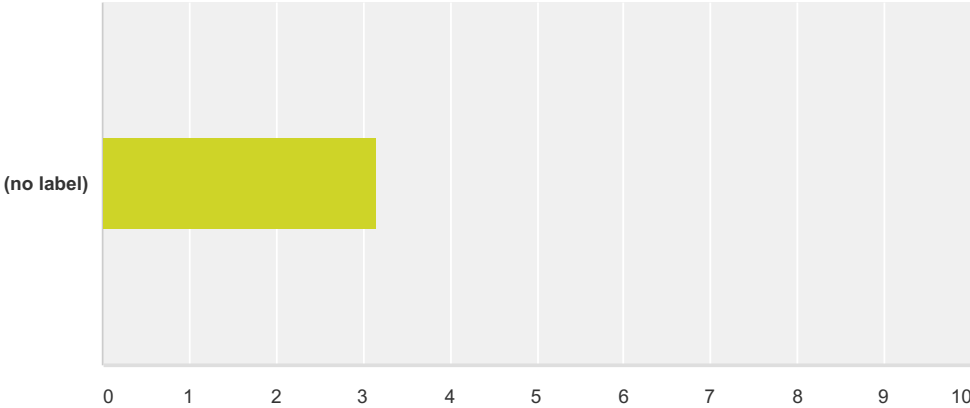
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	1.23% 1	2.47% 2	28.40% 23	66.67% 54	1.23% 1	81	3.63

Q8 How satisfied are you that you are treated equitably in comparison to other employees?

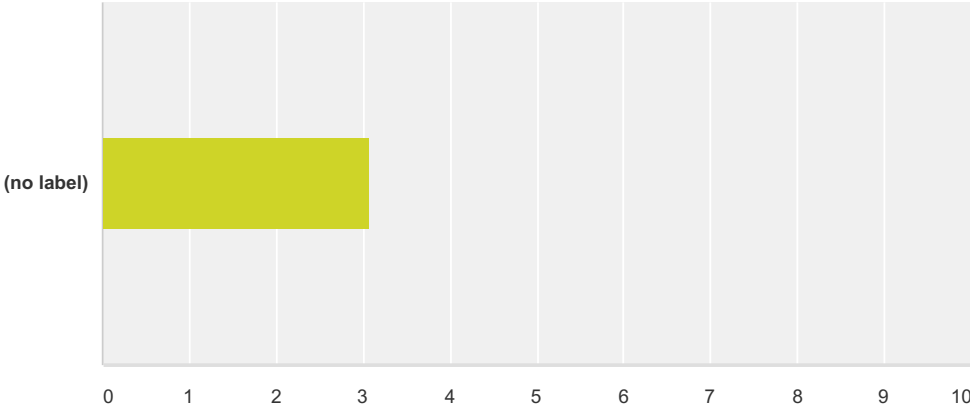
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	7.41% 6	13.58% 11	32.10% 26	44.44% 36	2.47% 2	81	3.16

Q9 How satisfied are you that the process employee search teams use when hiring new employees in your area of employment at Kirtland succeed in hiring the best candidate?

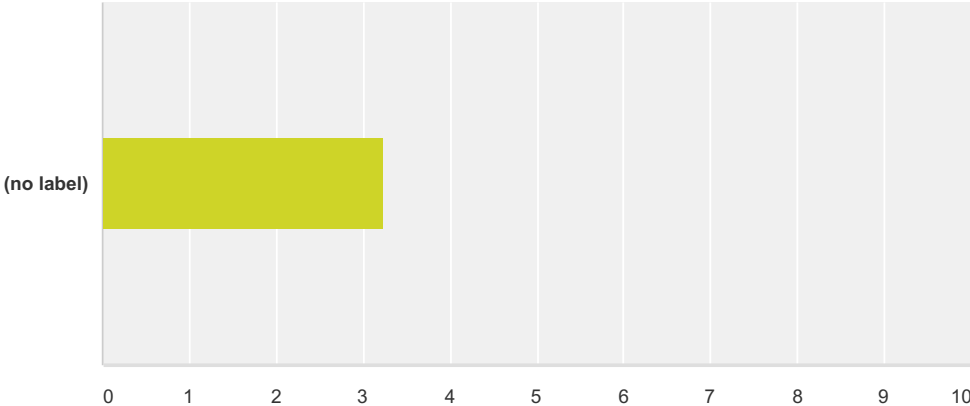
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	6.17% 5	12.35% 10	32.10% 26	29.63% 24	19.75% 16	81	3.06

Q10 How satisfied are you in the support faculty receive for online learning and implementing best practice methods of instruction?

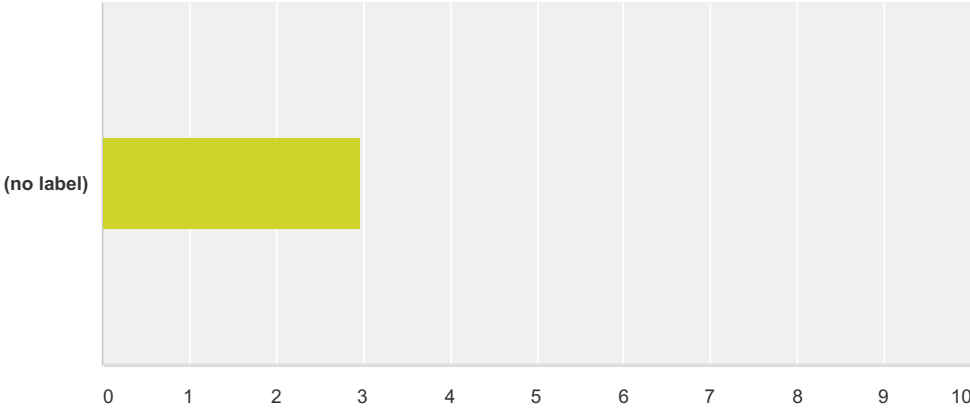
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	1.23% 1	3.70% 3	37.04% 30	20.99% 17	37.04% 30	81	3.24

Q11 How satisfied are you with the employee evaluation process used to assess your job performance?

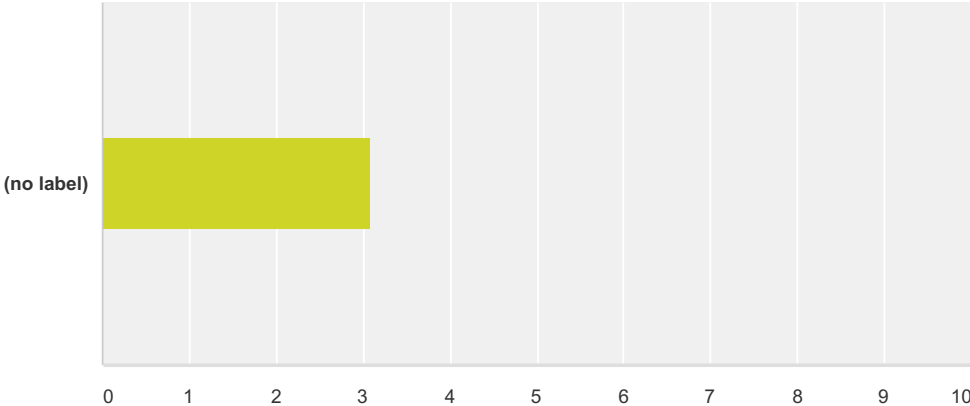
Answered: 80 Skipped: 1



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	3.75% 3	12.50% 10	46.25% 37	17.50% 14	20.00% 16	80	2.97

Q12 How satisfied are you with your total compensation package (wages and benefits) in comparison to other local industries and business establishments?

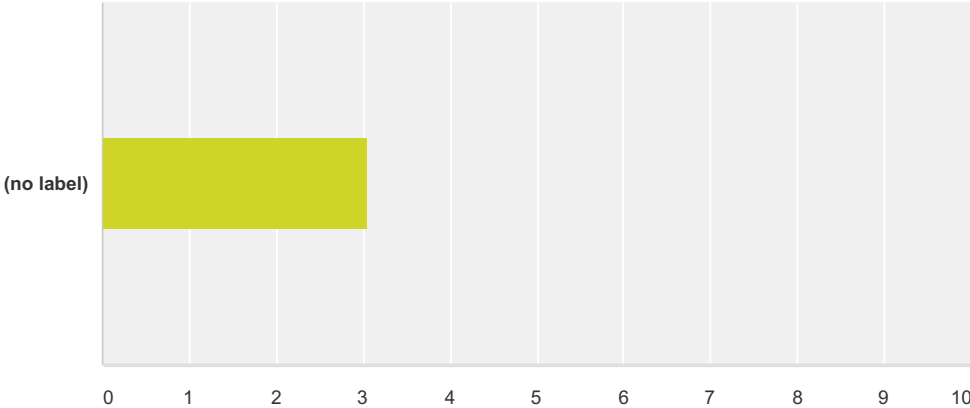
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	4.94% 4	9.88% 8	53.09% 43	28.40% 23	3.70% 3	81	3.09

Q13 How satisfied are you with the professional development opportunities provided to you?

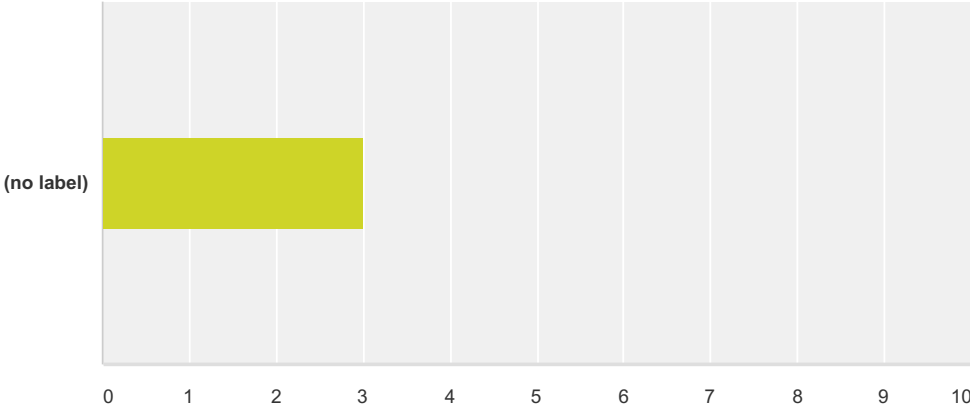
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	2.47% 2	16.05% 13	49.38% 40	24.69% 20	7.41% 6	81	3.04

Q14 How satisfied are you with the options you have to resolve issues or problems?

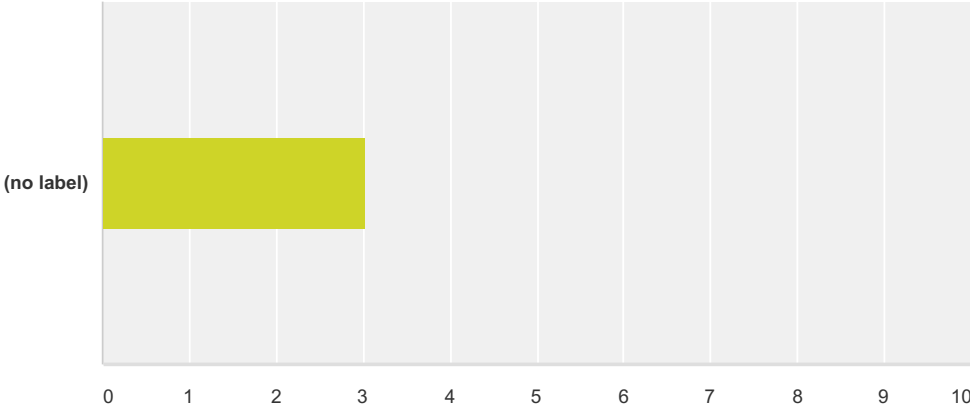
Answered: 80 Skipped: 1



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	6.25% 5	12.50% 10	46.25% 37	25.00% 20	10.00% 8	80	3.00

Q15 How satisfied are you that course schedules meet the needs of students?

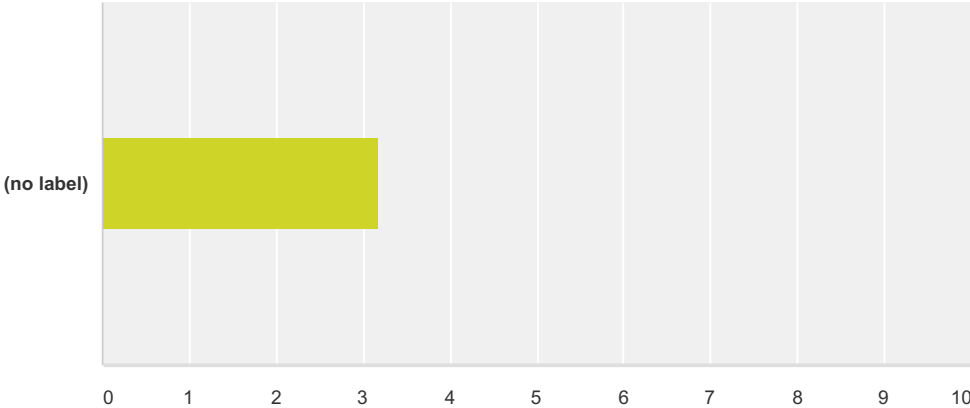
Answered: 80 Skipped: 1



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	3.75% 3	11.25% 9	45.00% 36	20.00% 16	20.00% 16	80	3.02

Q16 How satisfied are you that Kirtland places the proper amount of emphasis and support on innovation?

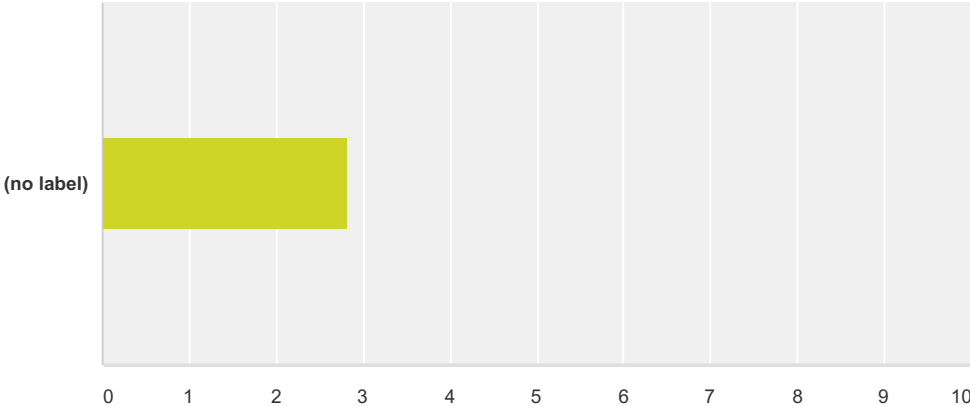
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	3.70% 3	7.41% 6	50.62% 41	30.86% 25	7.41% 6	81	3.17

Q17 How satisfied are you with the recognition you receive from Kirtland when you perform at a high level in your position?

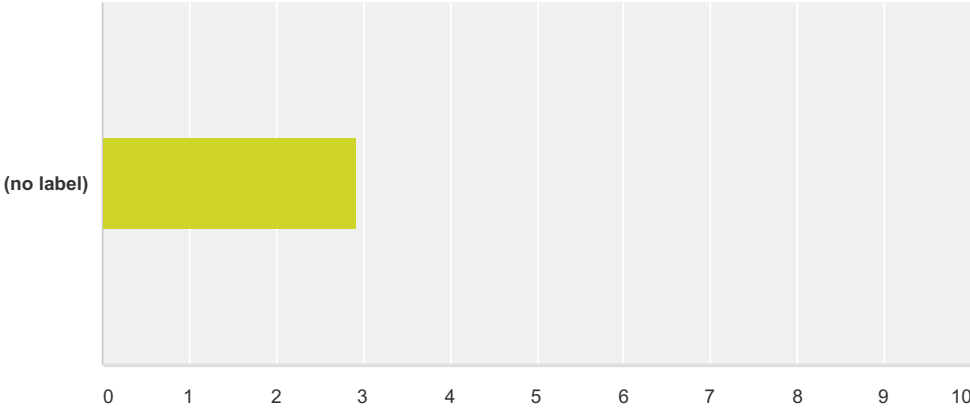
Answered: 79 Skipped: 2



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	8.86% 7	15.19% 12	45.57% 36	16.46% 13	13.92% 11	79	2.81

Q18 How satisfied are you with the opportunities for you to provide input or be engaged in the decision making process?

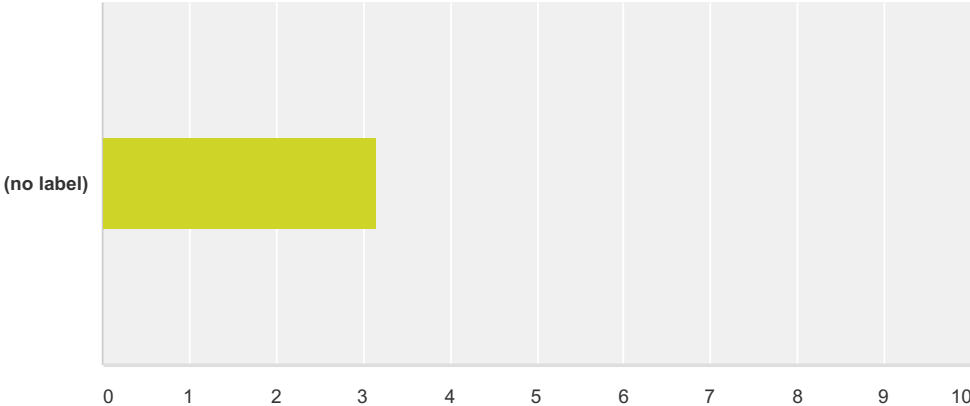
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	6.17% 5	13.58% 11	54.32% 44	18.52% 15	7.41% 6	81	2.92

Q19 How satisfied are you with the effort you have put forth in the past year to be involved in committees thereby having input in the decision making process?

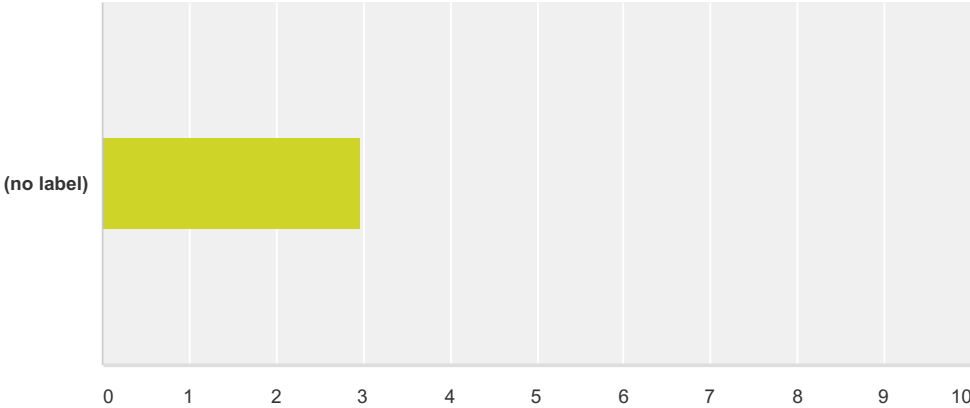
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	0.00% 0	7.41% 6	40.74% 33	17.28% 14	34.57% 28	81	3.15

Q20 How satisfied are you with the role you have in developing Kirtland's strategic plan?

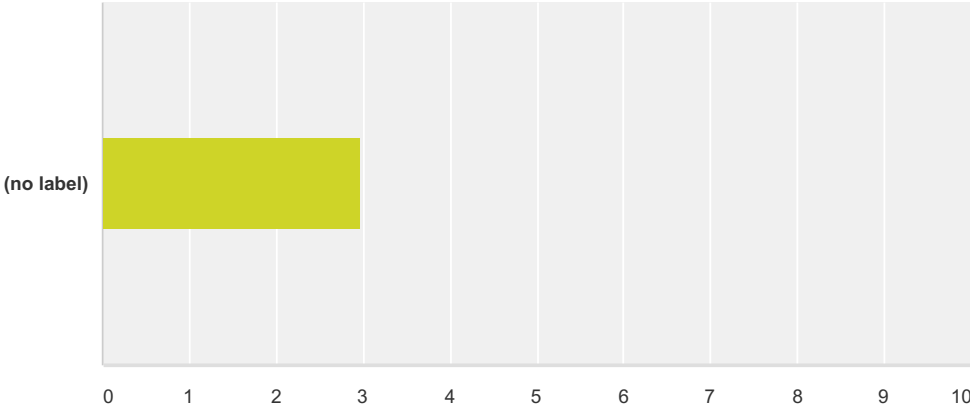
Answered: 80 Skipped: 1



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	3.75% 3	8.75% 7	35.00% 28	13.75% 11	38.75% 31	80	2.96

Q21 How satisfied are you with your ability to recommend a change in the curriculum and/or in college policy or procedure?

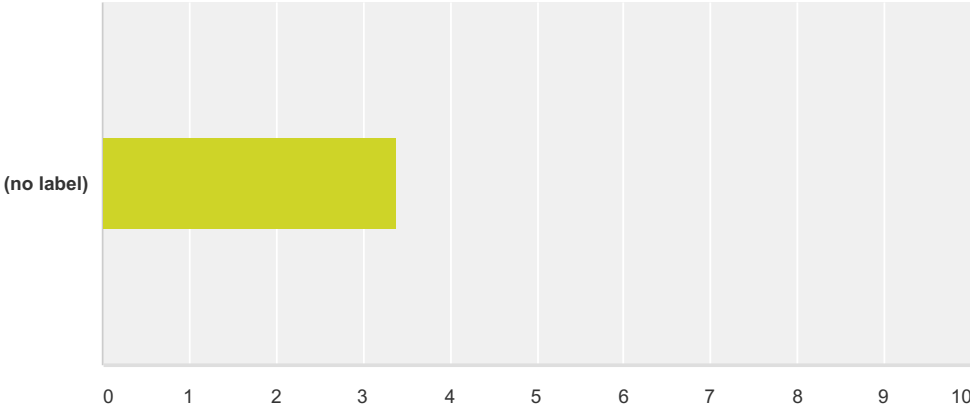
Answered: 79 Skipped: 2



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	7.59% 6	5.06% 4	36.71% 29	17.72% 14	32.91% 26	79	2.96

Q22 How satisfied are you with feeling free to perform your professional job duties within the guidelines of current policy and procedures?

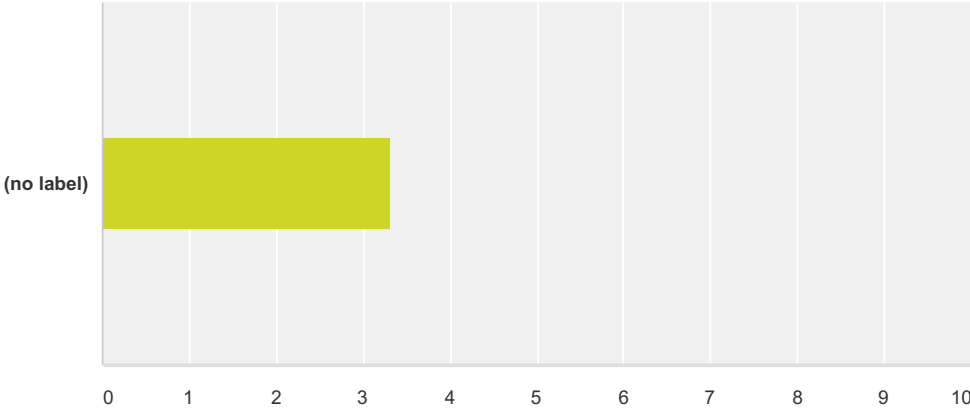
Answered: 78 Skipped: 3



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	1.28% 1	2.56% 2	52.56% 41	43.59% 34	0.00% 0	78	3.38

Q23 How satisfied are you with the communication of information (direction) from your supervisor?

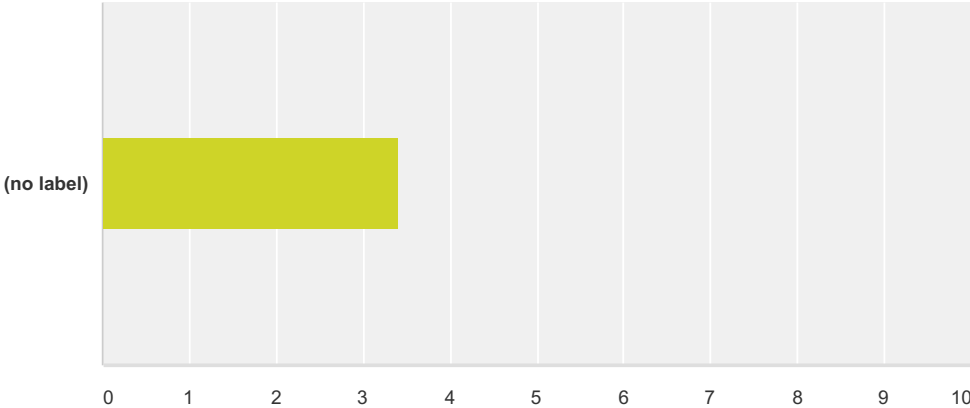
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	4.94% 4	7.41% 6	39.51% 32	48.15% 39	0.00% 0	81	3.31

Q24 How satisfied are you with the technology provided that assists you in performance of your job duties?

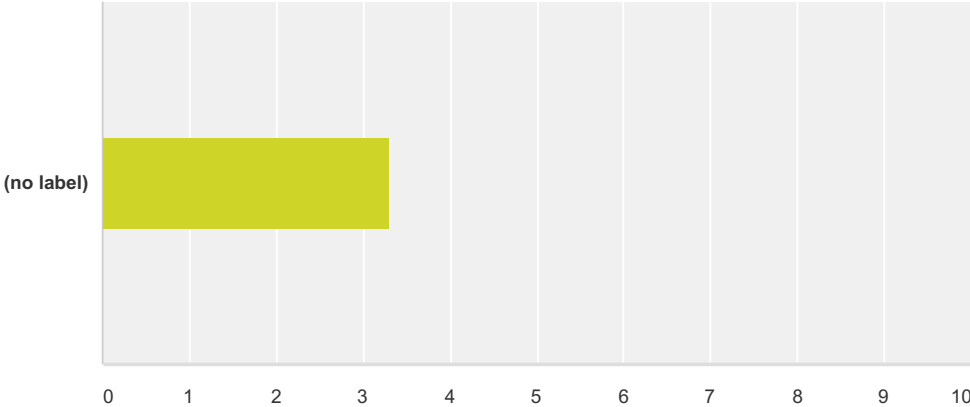
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	2.47% 2	3.70% 3	44.44% 36	48.15% 39	1.23% 1	81	3.40

Q25 How satisfied are you with the quality of classrooms and labs available?

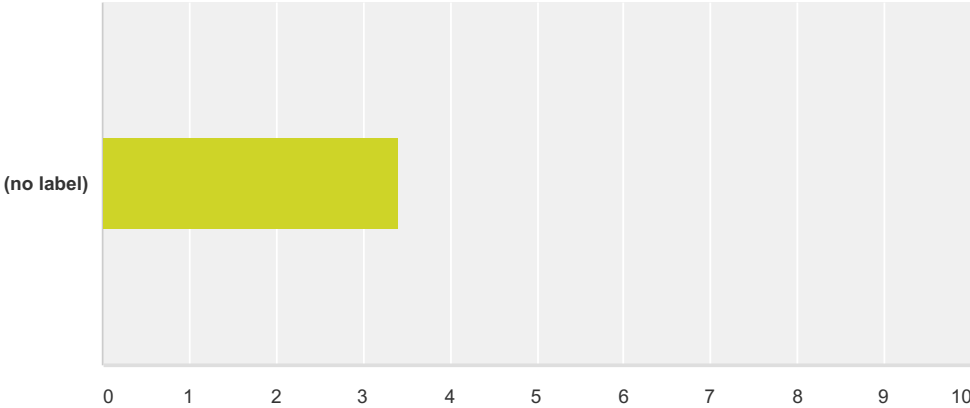
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	2.47% 2	4.94% 4	39.51% 32	33.33% 27	19.75% 16	81	3.29

Q26 How satisfied are you with the measures taken on campus to ensure the safety of employees, students and visitors?

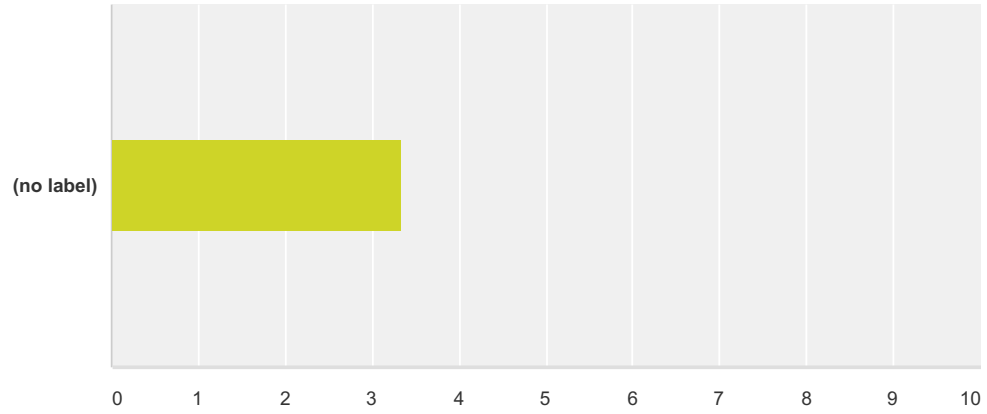
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	0.00% 0	8.64% 7	40.74% 33	48.15% 39	2.47% 2	81	3.41

Q27 How satisfied are you with the effort to provide you with a good physical work environment?

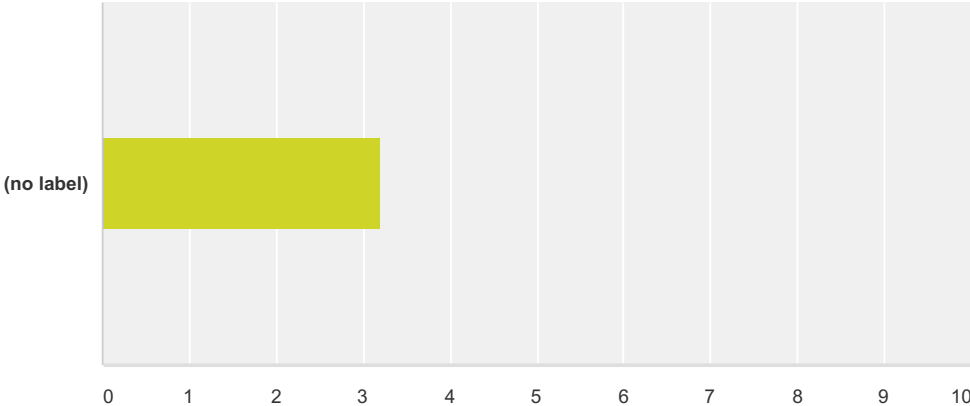
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	1.23% 1	9.88% 8	38.27% 31	45.68% 37	4.94% 4	81	3.35

Q28 How satisfied that the proper amount of attention has been given to make improvements in the appearance of Kirtland facilities?

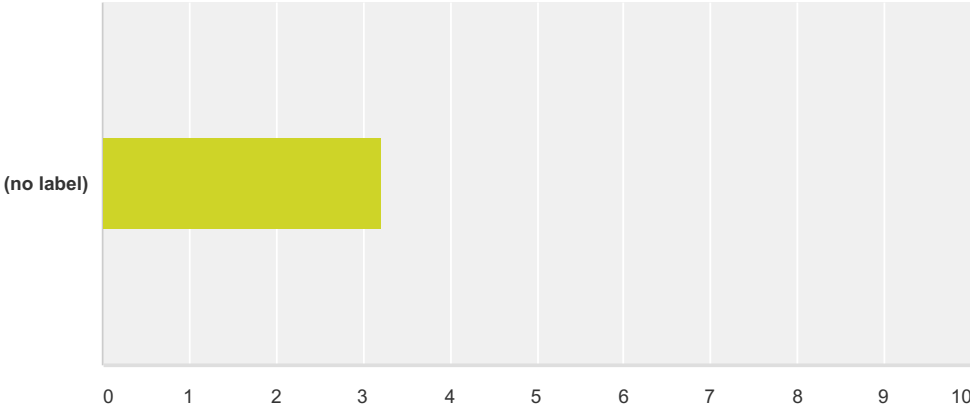
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	2.47% 2	13.58% 11	44.44% 36	37.04% 30	2.47% 2	81	3.19

Q29 How satisfied are you that when you come to work, you feel like part of a team accomplishing something worthwhile?

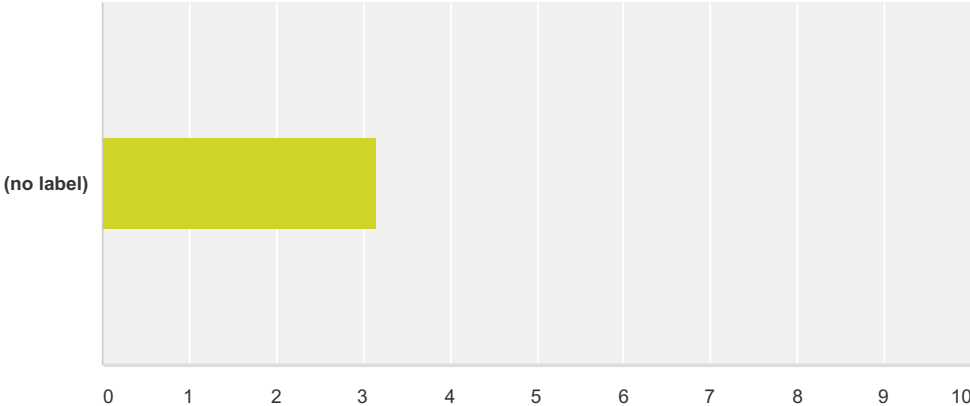
Answered: 80 Skipped: 1



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	6.25% 5	10.00% 8	38.75% 31	42.50% 34	2.50% 2	80	3.21

Q30 How satisfied are you with the progress of Kirtland in addressing the obstacles and overcoming the challenges in the changing world of higher education?

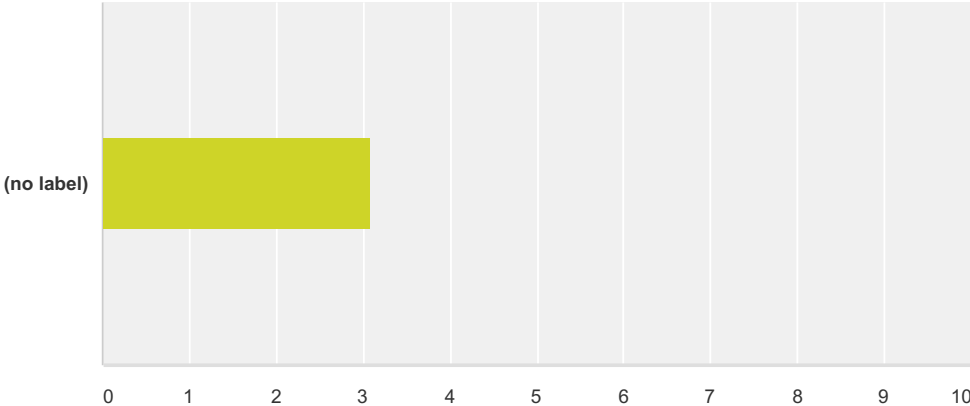
Answered: 79 Skipped: 2



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	3.80% 3	7.59% 6	50.63% 40	30.38% 24	7.59% 6	79	3.16

Q31 How satisfied are you with the effort Kirtland is making to improve the transferability of courses to four-year colleges and universities?

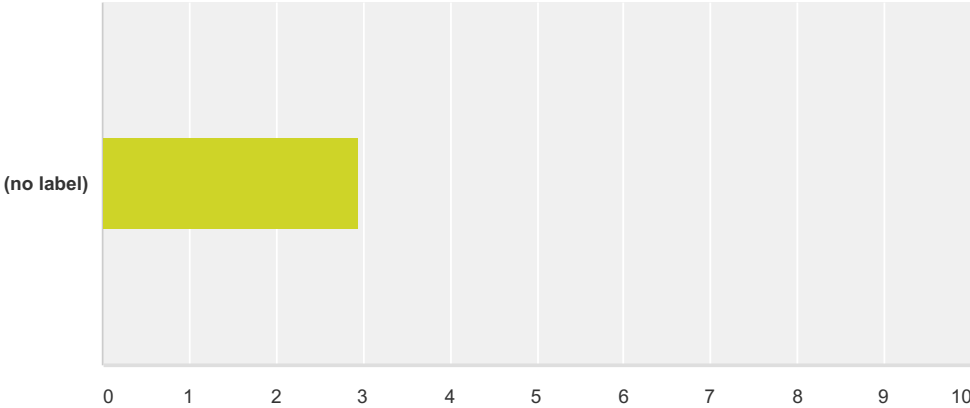
Answered: 80 Skipped: 1



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	6.25% 5	5.00% 4	45.00% 36	25.00% 20	18.75% 15	80	3.09

Q32 How satisfied are you with Kirtland's efforts to expand its markets and attract more students?

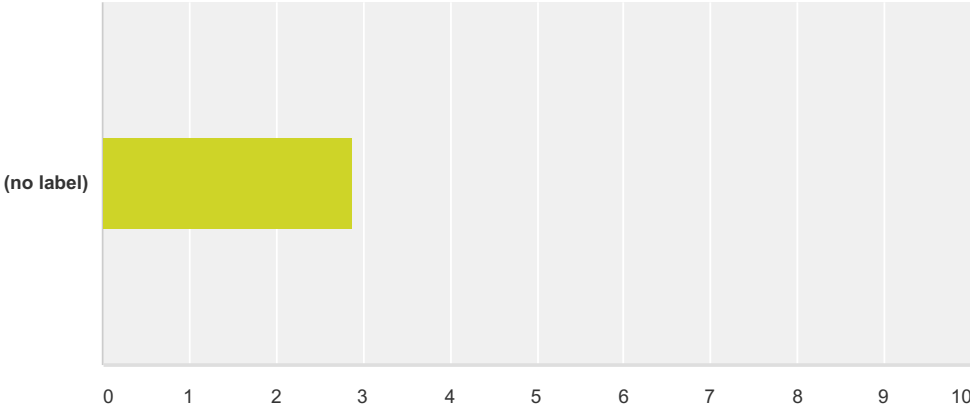
Answered: 79 Skipped: 2



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	2.53% 2	20.25% 16	46.84% 37	20.25% 16	10.13% 8	79	2.94

Q33 How satisfied are you that the residents in our tax district have an accurate perception of the benefits that Kirtland provides to the region by providing an excellent educational value for its students?

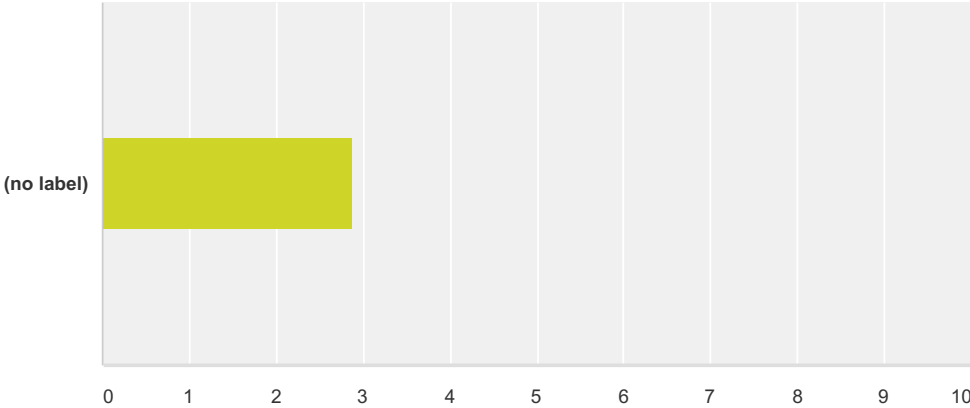
Answered: 80 Skipped: 1



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	2.50% 2	20.00% 16	52.50% 42	15.00% 12	10.00% 8	80	2.89

Q34 How satisfied are you with the efforts to provide for the integration of employees across the various locations?

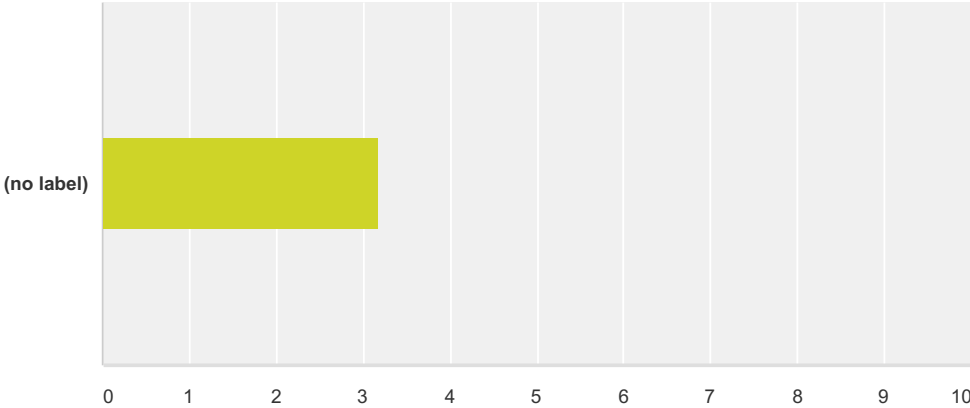
Answered: 78 Skipped: 3



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	2.56% 2	19.23% 15	53.85% 42	14.10% 11	10.26% 8	78	2.89

Q35 How satisfied are you with the synergy between employees at your primary work location?

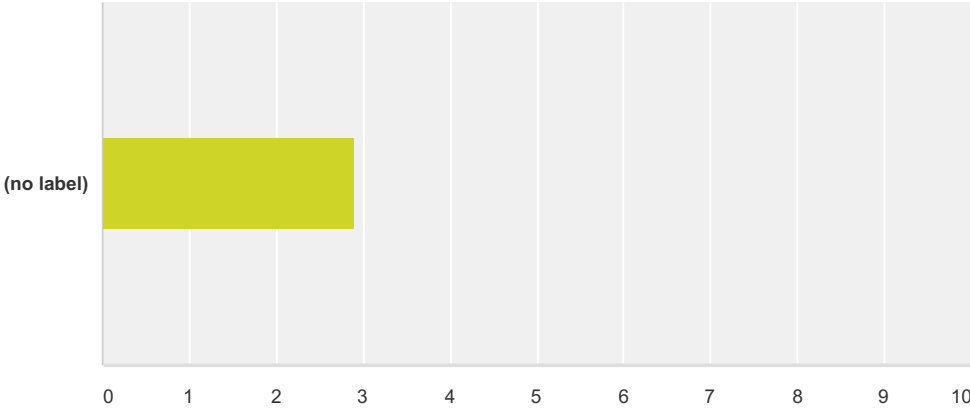
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	3.70% 3	13.58% 11	41.98% 34	37.04% 30	3.70% 3	81	3.17

Q36 How satisfied are you with the collegiality between staff, faculty and administration?

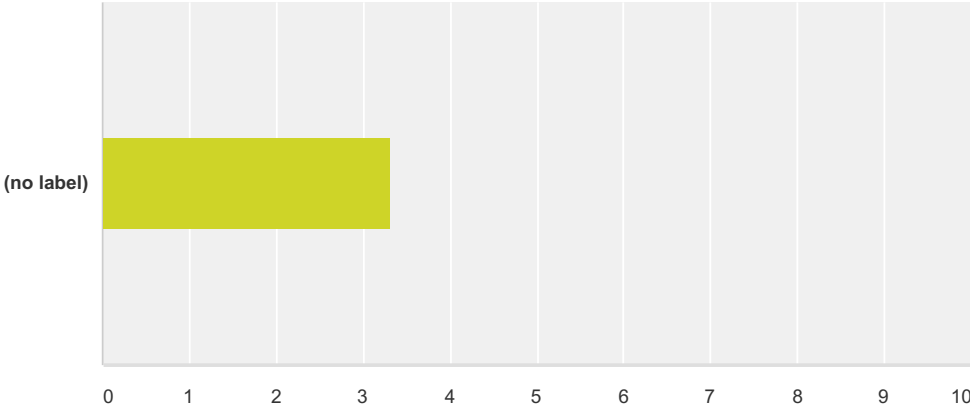
Answered: 79 Skipped: 2



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	3.80% 3	21.52% 17	53.16% 42	20.25% 16	1.27% 1	79	2.91

Q37 How satisfied are you that you would recommend/encourage your son, daughter, relative or neighbor to enroll at Kirtland for a degree program, continuing education or workforce development?

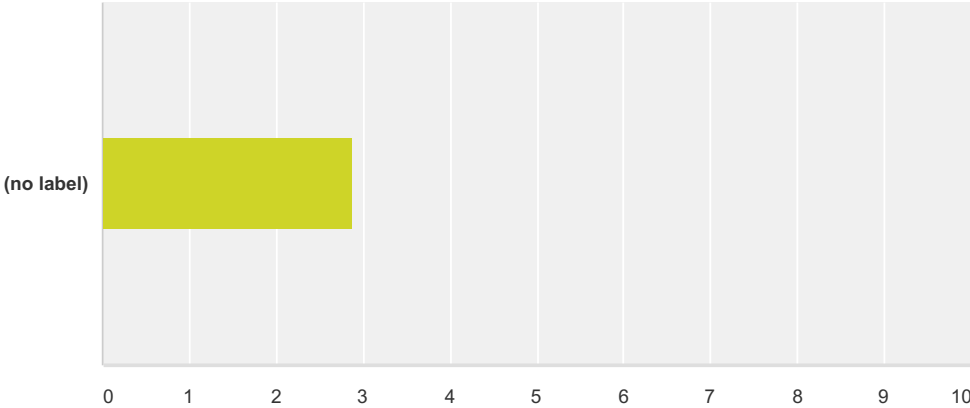
Answered: 81 Skipped: 0



	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	N/A	Total	Weighted Average
(no label)	4.94% 4	6.17% 5	39.51% 32	46.91% 38	2.47% 2	81	3.32

Q38 At which one of the Kirtland Community College locations do you primarily work?

Answered: 70 Skipped: 11



	Kirtland - Gaylord MTEC	Kirtland - Grayling Health Sciences Center	Kirtland - Online	Kirtland - Roscommon	Kirtland - West Branch	Total	Weighted Average
(no label)	8.57% 6	38.57% 27	8.57% 6	44.29% 31	0.00% 0	70	2.89