

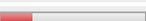
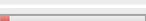
# FY 2019 IECC Employee Satisfaction Survey

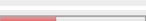
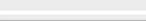
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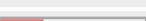
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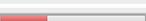
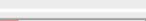
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Total Respondents: 335

Q1. What is your work location?			
Count	Percent		
36	10.75%		District Office
58	17.31%		Frontier Community College
66	19.70%		Lincoln Trail College
79	23.58%		Olney Central College
75	22.39%		Wabash Valley College
21	6.27%		Work Force Development
335	Respondents		

Q2. What is your employee classification?			
Count	Percent		
29	8.66%		Administrative
90	26.87%		Professional/Non-Faculty
50	14.93%		Clerical/Secretary
130	38.81%		Faculty
17	5.07%		Maintenance/Custodial
19	5.67%		Technical
335	Respondents		

Q3. Do you work full or part-time?			
Count	Percent		
235	70.15%		Full time
100	29.85%		Part time
335	Respondents		

Q4. How many years of service have you completed?			
Count	Percent		
100	29.85%		0-3 years
110	32.84%		4-10 years
83	24.78%		11-20 years
42	12.54%		21+ years
335	Respondents		

Q5. Are the benefits you receive appropriate and sufficient? - Medical Benefits

Count	Percent		
60	18.35%		Strongly Agree
125	38.23%		Agree
34	10.40%		Neither agree nor disagree
17	5.20%		Disagree
5	1.53%		Strongly Disagree
86	26.30%		N/A
327	Respondents		

Q6. Are the benefits you receive appropriate and sufficient? - Optional Benefits, i.e. Life Insurance, Vision, Accident, and Critical Illness Insurance

Count	Percent		
70	21.41%		Strongly Agree
136	41.59%		Agree
32	9.79%		Neither agree nor disagree
8	2.45%		Disagree
3	0.92%		Strongly Disagree
78	23.85%		N/A
327	Respondents		

Q7. Are the benefits you receive appropriate and sufficient? - Dental Benefits

Count	Percent		
67	20.49%		Strongly Agree
133	40.67%		Agree
34	10.40%		Neither agree nor disagree
11	3.36%		Disagree
4	1.22%		Strongly Disagree
78	23.85%		N/A
327	Respondents		

Q9. Please rate the Communication levels affecting all employees - My college or worksite does a good job of keeping me informed about changes that affect my work.

Count	Percent		
99	30.28%		Strongly Agree
156	47.71%		Agree
47	14.37%		Neither agree nor disagree
18	5.50%		Disagree
7	2.14%		Strongly Disagree
327	Respondents		

Q10. Please rate the Communication levels affecting all employees - The District does a good job of keeping me informed about changes that affect all employees.

Count	Percent		
93	28.44%		Strongly Agree
175	53.52%		Agree
43	13.15%		Neither agree nor disagree
14	4.28%		Disagree
2	0.61%		Strongly Disagree
327	Respondents		

Q12. Please rate your utilization of the IECC or your College website. - I visit the IECC or my college website on a regular basis to find information.

Count	Percent		
147	44.95%		Strongly Agree
135	41.28%		Agree
34	10.40%		Neither agree nor disagree
7	2.14%		Disagree
4	1.22%		Strongly Disagree
327	Respondents		

Q13. Please rate your utilization of the IECC or your College website. - The website is user-friendly.

Count	Percent		
96	29.36%		Strongly Agree
134	40.98%		Agree
62	18.96%		Neither agree nor disagree
23	7.03%		Disagree
12	3.67%		Strongly Disagree
327	Respondents		

Q15. Please rate your satisfaction with equipment, technology, and training in your work area. - I have the equipment necessary to do my work.

Count	Percent		
90	28.13%		Strongly Agree
173	54.06%		Agree
31	9.69%		Neither agree nor disagree
19	5.94%		Disagree
6	1.88%		Strongly Disagree
1	0.31%		N/A
320	Respondents		

Q16. Please rate your satisfaction with equipment, technology, and training in your work area. - I have the technology necessary to do my work.

Count	Percent		
88	27.50%		Strongly Agree
179	55.94%		Agree
31	9.69%		Neither agree nor disagree
18	5.62%		Disagree
2	0.63%		Strongly Disagree
2	0.63%		N/A
320	Respondents		

Q17. Please rate your satisfaction with equipment, technology, and training in your work area. - There is sufficient training to help me keep up with technological changes in my area.

Count	Percent		
67	20.94%		Strongly Agree
148	46.25%		Agree
79	24.69%		Neither agree nor disagree
21	6.56%		Disagree
3	0.94%		Strongly Disagree
2	0.63%		N/A
320	Respondents		

Q18. Please rate your satisfaction with equipment, technology, and training in your work area. - The IT Help Desk provides professional and courteous technical support in a timely matter.

Count	Percent		
163	50.94%		Strongly Agree
141	44.06%		Agree
11	3.44%		Neither agree nor disagree
2	0.63%		Disagree
1	0.31%		Strongly Disagree
2	0.63%		N/A
320	Respondents		

Q19. Please rate your satisfaction with equipment, technology, and training in your work area. - The IT Help Desk assist me in resolvingmy issue(s) to my satisfaction.

Count	Percent		
169	52.81%		Strongly Agree
132	41.25%		Agree
13	4.06%		Neither agree nor disagree
2	0.63%		Disagree
0	0.00%		Strongly Disagree
4	1.25%		N/A
320	Respondents		

Q21. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - My work load is fair and reasonable.

Count	Percent		
85	26.56%		Strongly Agree
167	52.19%		Agree
49	15.31%		Neither agree nor disagree
15	4.69%		Disagree
4	1.25%		Strongly Disagree
320	Respondents		

Q22. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - My physical environment is suitable for the work I do.

Count	Percent		
99	30.94%		Strongly Agree
168	52.50%		Agree
34	10.63%		Neither agree nor disagree
14	4.37%		Disagree
5	1.56%		Strongly Disagree
320	Respondents		

Q23. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - I am provided the necessary resources to accomplish my work.

Count	Percent		
90	28.13%		Strongly Agree
179	55.94%		Agree
37	11.56%		Neither agree nor disagree
8	2.50%		Disagree
6	1.88%		Strongly Disagree
320	Respondents		

Q24. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - The work is fairly distributed in my department.

Count	Percent		
87	27.19%		Strongly Agree
165	51.56%		Agree
52	16.25%		Neither agree nor disagree
8	2.50%		Disagree
8	2.50%		Strongly Disagree
320	Respondents		

Q25. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - I am empowered to make decisions to get the job done successfully.

Count	Percent		
115	35.94%		Strongly Agree
162	50.63%		Agree
33	10.31%		Neither agree nor disagree
6	1.88%		Disagree
4	1.25%		Strongly Disagree
320	Respondents		

Q26. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - I am reimbursed fairly for travel and other work-related expenses.

Count	Percent		
91	28.44%		Strongly Agree
141	44.06%		Agree
67	20.94%		Neither agree nor disagree
12	3.75%		Disagree
9	2.81%		Strongly Disagree
320	Respondents		

Q27. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - I am fairly compensated for the work I do.

Count	Percent		
73	22.81%		Strongly Agree
137	42.81%		Agree
75	23.44%		Neither agree nor disagree
28	8.75%		Disagree
7	2.19%		Strongly Disagree
320	Respondents		

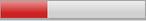
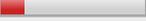
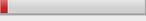
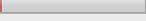
Q28. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - There are opportunities for promotions and advancement at my college and IECC.

Count	Percent		
52	16.25%		Strongly Agree
112	35.00%		Agree
114	35.62%		Neither agree nor disagree
32	10.00%		Disagree
10	3.13%		Strongly Disagree
320	Respondents		

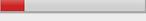
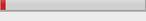
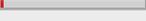
Q29. Please rate your level of satisfaction regarding working conditions in your job, and the evaluation process. - The evaluation process is constructive and encourages me to enhance my job performance.

Count	Percent		
62	19.37%		Strongly Agree
131	40.94%		Agree
93	29.06%		Neither agree nor disagree
23	7.19%		Disagree
11	3.44%		Strongly Disagree
320	Respondents		

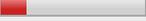
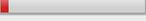
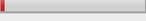
Q31. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - My worksite and IECC fosters a team atmosphere that is both supportive and cooperative.

Count	Percent		
100	32.68%		Stongly Agree
139	45.42%		Agree
51	16.67%		Neither agree nor disagree
14	4.58%		Disagree
2	0.65%		Strongly Disagree
306	Respondents		

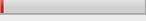
Q32. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - Administration clearly communicates the objectives that they want the colleges and IECC to acheive.

Count	Percent		
90	29.41%		Stongly Agree
149	48.69%		Agree
51	16.67%		Neither agree nor disagree
10	3.27%		Disagree
6	1.96%		Strongly Disagree
306	Respondents		

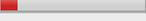
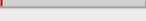
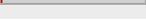
Q33. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - Administration is open to my suggestions, elicits my feedback, and values my opinion.

Count	Percent		
92	30.07%		Stongly Agree
135	44.12%		Agree
54	17.65%		Neither agree nor disagree
17	5.56%		Disagree
8	2.61%		Strongly Disagree
306	Respondents		

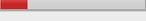
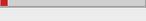
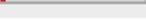
Q34. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - My supervisor is open to my suggestions, elicits my feedback and values my opinion.

Count	Percent		
136	44.88%		Stongly Agree
116	38.28%		Agree
37	12.21%		Neither agree nor disagree
9	2.97%		Disagree
5	1.65%		Strongly Disagree
303	Respondents		

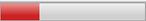
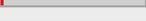
Q35. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - Administration is available to staff/faculty within a reasonable time frame.

Count	Percent		
120	39.47%		Stongly Agree
141	46.38%		Agree
36	11.84%		Neither agree nor disagree
4	1.32%		Disagree
3	0.99%		Strongly Disagree
304	Respondents		

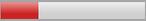
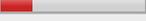
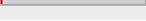
Q36. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - I am recognized for the contributions I make at work.

Count	Percent		
89	29.37%		Stongly Agree
131	43.23%		Agree
57	18.81%		Neither agree nor disagree
15	4.95%		Disagree
11	3.63%		Strongly Disagree
303	Respondents		

Q37. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - The Administration takes reasonable measures to promote environmental protection and conservation of natural resources.

Count	Percent		
81	26.73%		Stongly Agree
141	46.53%		Agree
71	23.43%		Neither agree nor disagree
5	1.65%		Disagree
5	1.65%		Strongly Disagree
303	Respondents		

Q38. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - My worksite and IECC fosters a team atmosphere that is both supportive and cooperative.

Count	Percent		
67	26.48%		Strongly Agree
122	48.22%		Agree
56	22.13%		Neither agree nor disagree
5	1.98%		Disagree
3	1.19%		Strongly Disagree
253	Respondents		

Q39. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - Administration clearly communicates the objectives that they want the colleges and IECC to achieve.

Count	Percent		
62	24.31%		Strongly Agree
131	51.37%		Agree
53	20.78%		Neither agree nor disagree
6	2.35%		Disagree
3	1.18%		Strongly Disagree
255	Respondents		

Q40. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - Administration is open to my suggestions, elicits my feedback, and values my opinion.

Count	Percent		
57	22.44%		Strongly Agree
103	40.55%		Agree
80	31.50%		Neither agree nor disagree
9	3.54%		Disagree
5	1.97%		Strongly Disagree
254	Respondents		

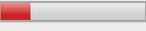
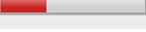
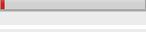
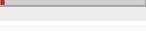
Q41. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - My supervisor is open to my suggestions, elicits my feedback and values my opinion.

Count	Percent		
75	29.41%		Strongly Agree
94	36.86%		Agree
79	30.98%		Neither agree nor disagree
4	1.57%		Disagree
3	1.18%		Strongly Disagree
255	Respondents		

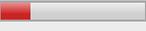
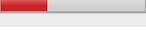
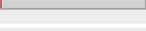
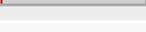
Q42. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - Administration is available to staff/faculty within a reasonable time frame.

Count	Percent		
67	26.59%		Strongly Agree
122	48.41%		Agree
56	22.22%		Neither agree nor disagree
4	1.59%		Disagree
3	1.19%		Strongly Disagree
252	Respondents		

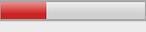
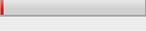
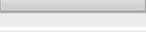
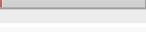
Q43. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - I am recognized for the contributions I make at work.

Count	Percent		
52	20.55%		Strongly Agree
107	42.29%		Agree
81	32.02%		Neither agree nor disagree
6	2.37%		Disagree
7	2.77%		Strongly Disagree
253	Respondents		

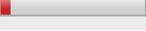
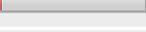
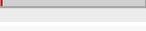
Q44. Please rate your level of satisfaction with your College Administration (1st column set) and District Administration (2nd column set). - The Administration takes reasonable measures to promote environmental protection and conservation of natural resources.

Count	Percent		
53	20.78%		Strongly Agree
115	45.10%		Agree
83	32.55%		Neither agree nor disagree
1	0.39%		Disagree
3	1.18%		Strongly Disagree
255	Respondents		

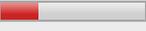
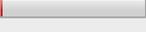
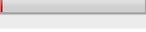
Q47. In my interactions with students, employees and the public, I exhibit IECC's Core Values of Responsibility, Honor/Truth, Fairness, Respect/Self-Respect, and Compassion.

Count	Percent		
208	65.82%		Strongly Agree
100	31.65%		Agree
6	1.90%		Neither agree nor disagree
0	0.00%		Disagree
2	0.63%		Strongly Disagree
316	Respondents		

Q48. Overall, I am satisfied with my employment.

Count	Percent		
130	41.14%		Strongly Agree
161	50.95%		Agree
21	6.65%		Neither agree nor disagree
1	0.32%		Disagree
3	0.95%		Strongly Disagree
316	Respondents		

Q50. I would recommend IECC to a prospective student or employee.

Count	Percent		
225	71.20%		Yes, definitely would
84	26.58%		Yes, probably would
3	0.95%		No, probably wouldn't
4	1.27%		No, definitely wouldn't
316	Respondents		