

YC Belonging Survey

Q1 Please rate the following

Answered: 292 Skipped: 0

A spirit of cooperation exists in my department							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	49.47% 47	34.74% 33	4.21% 4	5.26% 5 D	6.32% 6 D	32.53% 95	4.09
Q8: Administrator (Dean and Above) (B)	80.00% 8	10.00% 1	0.00% 0	10.00% 1	0.00% 0	3.42% 10	4.60
Q8: Director/Manager (C)	61.90% 13	28.57% 6	4.76% 1	4.76% 1	0.00% 0	7.19% 21	4.48
Q8: Staff (D)	54.88% 90	37.20% 61	7.32% 12	0.00% 0 A	0.61% 1 A	56.16% 164	4.45
I tell others great things about working at YC							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	40.21% 39	46.39% 45	7.22% 7	3.09% 3	3.09% 3	33.22% 97	4.14
Q8: Administrator (Dean and Above) (B)	40.00% 4	40.00% 4	10.00% 1	10.00% 1	0.00% 0	3.42% 10	4.10
Q8: Director/Manager (C)	76.19% 16	14.29% 3	4.76% 1	4.76% 1	0.00% 0	7.19% 21	4.62
Q8: Staff (D)	51.22% 84	41.46% 68	4.27% 7	1.83% 3	1.22% 2	56.16% 164	4.38
For the most part, I am inspired to do my best work everyday							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	60.42% 58	33.33% 32	5.21% 5	1.04% 1	0.00% 0	32.88% 96	4.53
Q8: Administrator (Dean and Above) (B)	50.00% 5	50.00% 5	0.00% 0	0.00% 0	0.00% 0	3.42% 10	4.50
Q8: Director/Manager (C)	80.95% 17	9.52% 2	4.76% 1	4.76% 1	0.00% 0	7.19% 21	4.67
Q8: Staff (D)	56.71% 93	39.63% 65	3.05% 5	0.61% 1	0.00% 0	56.16% 164	4.52
I am able to achieve work/life balance in my job							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	43.75% 42	37.50% 36	14.58% 14	4.17% 4	0.00% 0	32.88% 96	4.21
Q8: Administrator (Dean and Above) (B)	20.00% 2	70.00% 7	0.00% 0	10.00% 1	0.00% 0	3.42% 10	4.00
Q8: Director/Manager (C)	38.10% 8	57.14% 12	0.00% 0	4.76% 1	0.00% 0	7.19% 21	4.29
Q8: Staff (D)	38.04% 62	45.40% 74	11.66% 19	3.68% 6	1.23% 2	55.82% 163	4.14

YC Belonging Survey

I am helped and supported when I experience challenges in my professional life							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	38.14% 37	46.39% 45	6.19% 6	3.09% 3	6.19% 6 D	33.22% 97	4.01
Q8: Administrator (Dean and Above) (B)	40.00% 4	50.00% 5	10.00% 1	0.00% 0	0.00% 0	3.42% 10	4.30
Q8: Director/Manager (C)	61.90% 13	28.57% 6	4.76% 1	4.76% 1	0.00% 0	7.19% 21	4.48
Q8: Staff (D)	47.24% 77	42.33% 69	7.36% 12	1.84% 3	1.23% 2 A	55.82% 163	4.31
My supervisor cares about my well-being							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	51.55% 50 D	28.87% 28	1.03% 1	6.19% 6 D	12.37% 12 D	33.22% 97	3.89
Q8: Administrator (Dean and Above) (B)	70.00% 7	20.00% 2	10.00% 1	0.00% 0	0.00% 0	3.42% 10	4.60
Q8: Director/Manager (C)	71.43% 15	23.81% 5	4.76% 1	0.00% 0	0.00% 0	7.19% 21	4.67
Q8: Staff (D)	67.07% 110 A	27.44% 45	4.88% 8	0.61% 1 A	0.00% 0 A	56.16% 164	4.61
My supervisor encourages me to be honest and authentic at work							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	54.64% 53	24.74% 24	5.15% 5	3.09% 3	12.37% 12 D	33.22% 97	3.94
Q8: Administrator (Dean and Above) (B)	70.00% 7	20.00% 2	0.00% 0	10.00% 1	0.00% 0	3.42% 10	4.50
Q8: Director/Manager (C)	71.43% 15	23.81% 5	4.76% 1	0.00% 0	0.00% 0	7.19% 21	4.67
Q8: Staff (D)	62.80% 103	32.32% 53	1.22% 2	1.22% 2	2.44% 4 A	56.16% 164	4.49
Policies are applied fairly across the organization							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	28.87% 28	39.18% 38 D	11.34% 11	9.28% 9	11.34% 11 D	33.22% 97	3.54
Q8: Administrator (Dean and Above) (B)	20.00% 2	60.00% 6	0.00% 0	20.00% 2	0.00% 0	3.42% 10	3.80
Q8: Director/Manager (C)	33.33% 7	38.10% 8	19.05% 4	9.52% 2	0.00% 0	7.19% 21	3.95
Q8: Staff (D)	25.93% 42	53.09% 86 A	13.58% 22	5.56% 9	1.85% 3 A	55.48% 162	3.94

YC Belonging Survey

I am encouraged to express differences of opinion openly							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	30.93% 30	32.99% 32	17.53% 17	10.31% 10 D	8.25% 8	33.22% 97	3.60
Q8: Administrator (Dean and Above) (B)	10.00% 1	70.00% 7	0.00% 0	10.00% 1	10.00% 1	3.42% 10	3.50
Q8: Director/Manager (C)	42.86% 9	33.33% 7	14.29% 3	9.52% 2	0.00% 0	7.19% 21	4.10
Q8: Staff (D)	31.90% 52	43.56% 71	18.40% 30	3.07% 5 A	3.07% 5	55.82% 163	3.95
My supervisor/chair is open to the ideas, opinions, and beliefs of everyone							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	50.52% 49	27.84% 27	3.09% 3	5.15% 5	13.40% 13 D	33.22% 97	3.84
Q8: Administrator (Dean and Above) (B)	50.00% 5	30.00% 3	0.00% 0	10.00% 1	10.00% 1	3.42% 10	3.90
Q8: Director/Manager (C)	71.43% 15	19.05% 4	4.76% 1	4.76% 1	0.00% 0	7.19% 21	4.57
Q8: Staff (D)	53.05% 87	35.98% 59	6.71% 11	1.83% 3	2.44% 4 A	56.16% 164	4.33
My supervisor creates a motivating and inclusive environment							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	46.39% 45	30.93% 30	4.12% 4	7.22% 7 D	11.34% 11 D	33.22% 97	3.82
Q8: Administrator (Dean and Above) (B)	50.00% 5	40.00% 4	0.00% 0	10.00% 1	0.00% 0	3.42% 10	4.30
Q8: Director/Manager (C)	61.90% 13	28.57% 6	9.52% 2	0.00% 0	0.00% 0	7.19% 21	4.52
Q8: Staff (D)	50.61% 83	40.24% 66	7.32% 12	1.83% 3 A	0.00% 0 A	56.16% 164	4.40
My work team provides an environment for free and open expression of ideas, opinions and beliefs							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	42.27% 41	31.96% 31	10.31% 10	4.12% 4	11.34% 11 D	33.22% 97	3.78
Q8: Administrator (Dean and Above) (B)	60.00% 6	40.00% 4	0.00% 0	0.00% 0	0.00% 0	3.42% 10	4.60
Q8: Director/Manager (C)	66.67% 14	28.57% 6	4.76% 1	0.00% 0	0.00% 0	7.19% 21	4.62
Q8: Staff (D)	48.47% 79	39.26% 64	7.98% 13	1.84% 3	2.45% 4 A	55.82% 163	4.27

YC Belonging Survey

I feel connected with other employees at YC							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	25.77% 25	31.96% 31 D	21.65% 21	11.34% 11 D	9.28% 9 D	33.22% 97	3.44
Q8: Administrator (Dean and Above) (B)	40.00% 4	50.00% 5	0.00% 0	10.00% 1	0.00% 0	3.42% 10	4.20
Q8: Director/Manager (C)	61.90% 13	19.05% 4	14.29% 3	4.76% 1	0.00% 0	7.19% 21	4.38
Q8: Staff (D)	34.76% 57	45.73% 75 A	16.46% 27	2.44% 4 A	0.61% 1 A	56.16% 164	4.11
When I work remotely, I feel connected to my colleagues							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	23.71% 23	29.90% 29	22.68% 22	13.40% 13 D	10.31% 10 D	33.22% 97	3.33
Q8: Administrator (Dean and Above) (B)	10.00% 1	30.00% 3	30.00% 3	20.00% 2	10.00% 1	3.42% 10	3.00
Q8: Director/Manager (C)	23.81% 5	47.62% 10	14.29% 3	0.00% 0	14.29% 3	7.19% 21	3.52
Q8: Staff (D)	22.09% 36	38.04% 62	13.50% 22	3.68% 6 A	22.70% 37 A	55.82% 163	3.10

YC Belonging Survey

Q2 Please rate the following

Answered: 292 Skipped: 0

I am proud to work at YC							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	57.29% 55	36.46% 35	2.08% 2	2.08% 2	2.08% 2	32.88% 96	4.43
Q8: Administrator (Dean and Above) (B)	70.00% 7	30.00% 3	0.00% 0	0.00% 0	0.00% 0	3.42% 10	4.70
Q8: Director/Manager (C)	76.19% 16	14.29% 3	4.76% 1	4.76% 1	0.00% 0	7.19% 21	4.62
Q8: Staff (D)	65.24% 107	31.10% 51	3.66% 6	0.00% 0	0.00% 0	56.16% 164	4.62
My leader helps me understand how my work is important to the organization							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	35.05% 34	40.21% 39	12.37% 12	7.22% 7 D	5.15% 5	33.22% 97	3.88
Q8: Administrator (Dean and Above) (B)	50.00% 5	30.00% 3	10.00% 1	10.00% 1	0.00% 0	3.42% 10	4.20
Q8: Director/Manager (C)	66.67% 14	19.05% 4	9.52% 2	4.76% 1	0.00% 0	7.19% 21	4.48
Q8: Staff (D)	46.01% 75	46.01% 75	6.13% 10	0.61% 1 A	1.23% 2	55.82% 163	4.34
I believe administrative processes are clearly defined							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	18.56% 18	43.30% 42	24.74% 24	9.28% 9	4.12% 4 D	33.22% 97	3.59
Q8: Administrator (Dean and Above) (B)	10.00% 1	50.00% 5	20.00% 2	10.00% 1	10.00% 1	3.42% 10	3.30
Q8: Director/Manager (C)	15.00% 3	55.00% 11	20.00% 4	10.00% 2	0.00% 0	6.85% 20	3.75
Q8: Staff (D)	18.29% 30	53.05% 87	23.78% 39	4.88% 8	0.00% 0 A	56.16% 164	3.85
The systems and processes at the college support my getting work done effectively							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	22.92% 22	36.46% 35 D	23.96% 23	12.50% 12	4.17% 4 D	32.88% 96	3.57
Q8: Administrator (Dean and Above) (B)	10.00% 1	50.00% 5	20.00% 2	20.00% 2	0.00% 0	3.42% 10	3.50
Q8: Director/Manager (C)	9.52% 2	57.14% 12	19.05% 4	14.29% 3	0.00% 0	7.19% 21	3.62
Q8: Staff (D)	19.63% 32	55.83% 91 A	17.18% 28	6.75% 11	0.61% 1 A	55.82% 163	3.87

YC Belonging Survey

My supervisor cares about my professional development							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	45.36% 44	30.93% 30	11.34% 11	3.09% 3	9.28% 9 D	33.22% 97	3.91
Q8: Administrator (Dean and Above) (B)	60.00% 6	30.00% 3	0.00% 0	10.00% 1	0.00% 0	3.42% 10	4.40
Q8: Director/Manager (C)	71.43% 15	23.81% 5	4.76% 1	0.00% 0	0.00% 0	7.19% 21	4.67
Q8: Staff (D)	56.10% 92	37.20% 61	6.10% 10	0.61% 1	0.00% 0 A	56.16% 164	4.49
Adequate professional development and training opportunities are available							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	39.18% 38	39.18% 38	12.37% 12	2.06% 2	7.22% 7	33.22% 97	3.94
Q8: Administrator (Dean and Above) (B)	70.00% 7	20.00% 2	10.00% 1	0.00% 0	0.00% 0	3.42% 10	4.60
Q8: Director/Manager (C)	57.14% 12	33.33% 7	9.52% 2	0.00% 0	0.00% 0	7.19% 21	4.48
Q8: Staff (D)	40.24% 66	45.73% 75	9.76% 16	1.83% 3	2.44% 4	56.16% 164	4.17
I receive adequate recognition for my efforts at work							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	32.99% 32	36.08% 35	10.31% 10	14.43% 14 D	6.19% 6 D	33.22% 97	3.69
Q8: Administrator (Dean and Above) (B)	60.00% 6	30.00% 3	10.00% 1	0.00% 0	0.00% 0	3.42% 10	4.50
Q8: Director/Manager (C)	42.86% 9	47.62% 10	9.52% 2	0.00% 0	0.00% 0	7.19% 21	4.33
Q8: Staff (D)	37.20% 61	47.56% 78	10.37% 17	4.88% 8 A	0.00% 0 A	56.16% 164	4.17
My supervisor works with me to establish meaningful work goals							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	37.11% 36	32.99% 32 D	9.28% 9	9.28% 9 D	11.34% 11 D	33.22% 97	3.64
Q8: Administrator (Dean and Above) (B)	60.00% 6	30.00% 3	10.00% 1	0.00% 0	0.00% 0	3.42% 10	4.50
Q8: Director/Manager (C)	57.14% 12	38.10% 8	4.76% 1	0.00% 0	0.00% 0	7.19% 21	4.52
Q8: Staff (D)	43.29% 71	46.34% 76 A	7.32% 12	1.22% 2 A	1.83% 3 A	56.16% 164	4.26

YC Belonging Survey

My supervisor provides adequate coaching and feedback							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	38.54% 37	37.50% 36	10.42% 10	7.29% 7 D	6.25% 6 D	32.88% 96	3.89
Q8: Administrator (Dean and Above) (B)	60.00% 6	30.00% 3	10.00% 1	0.00% 0	0.00% 0	3.42% 10	4.50
Q8: Director/Manager (C)	52.38% 11	42.86% 9	4.76% 1	0.00% 0	0.00% 0	7.19% 21	4.48
Q8: Staff (D)	50.00% 82	37.80% 62	9.76% 16	1.83% 3 A	0.61% 1 A	56.16% 164	4.34
I understand the role of participatory governance in the college							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	21.65% 21	35.05% 34	21.65% 21	10.31% 10 D	11.34% 11 D	33.22% 97	3.34
Q8: Administrator (Dean and Above) (B)	40.00% 4	40.00% 4	10.00% 1	0.00% 0	10.00% 1	3.42% 10	3.90
Q8: Director/Manager (C)	28.57% 6	57.14% 12	4.76% 1	9.52% 2	0.00% 0	7.19% 21	4.05
Q8: Staff (D)	26.99% 44	46.63% 76	23.31% 38	2.45% 4 A	0.61% 1 A	55.82% 163	3.96
I have confidence in the leadership in this organization							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	28.87% 28	40.21% 39	16.49% 16	11.34% 11	3.09% 3	33.22% 97	3.77
Q8: Administrator (Dean and Above) (B)	40.00% 4	40.00% 4	10.00% 1	10.00% 1	0.00% 0	3.42% 10	4.10
Q8: Director/Manager (C)	60.00% 12	20.00% 4	5.00% 1	15.00% 3	0.00% 0	6.85% 20	4.25
Q8: Staff (D)	31.10% 51	50.61% 83	11.59% 19	6.10% 10	0.61% 1	56.16% 164	4.05
My workload is realistic and manageable							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	36.08% 35	44.33% 43	13.40% 13	3.09% 3	3.09% 3 D	33.22% 97	4.04
Q8: Administrator (Dean and Above) (B)	20.00% 2	40.00% 4	40.00% 4	0.00% 0	0.00% 0	3.42% 10	3.80
Q8: Director/Manager (C)	28.57% 6	42.86% 9	19.05% 4	9.52% 2	0.00% 0	7.19% 21	3.90
Q8: Staff (D)	31.71% 52	53.05% 87	9.15% 15	6.10% 10	0.00% 0 A	56.16% 164	4.10

YC Belonging Survey

I see clear alignment between the college goals and my job							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	37.11% 36	40.21% 39	14.43% 14	4.12% 4	4.12% 4	33.22% 97	3.98
Q8: Administrator (Dean and Above) (B)	60.00% 6	40.00% 4	0.00% 0	0.00% 0	0.00% 0	3.42% 10	4.60
Q8: Director/Manager (C)	57.14% 12	38.10% 8	0.00% 0	4.76% 1	0.00% 0	7.19% 21	4.48
Q8: Staff (D)	36.59% 60	46.95% 77	12.20% 20	3.05% 5	1.22% 2	56.16% 164	4.13
I see myself being at YC five years from now							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	49.48% 48	23.71% 23 D	11.34% 11	8.25% 8 D	7.22% 7	33.22% 97	3.93
Q8: Administrator (Dean and Above) (B)	40.00% 4	30.00% 3	0.00% 0	30.00% 3	0.00% 0	3.42% 10	3.80
Q8: Director/Manager (C)	52.38% 11	23.81% 5	9.52% 2	9.52% 2	4.76% 1	7.19% 21	4.05
Q8: Staff (D)	41.46% 68	35.37% 58 A	12.80% 21	2.44% 4 A	7.93% 13	56.16% 164	3.92
I would recommend YC to a friend seeking employment							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Q8: Faculty (A)	49.48% 48	38.14% 37	5.15% 5	3.09% 3	4.12% 4 D	33.22% 97	4.22
Q8: Administrator (Dean and Above) (B)	70.00% 7	20.00% 2	10.00% 1	0.00% 0	0.00% 0	3.42% 10	4.60
Q8: Director/Manager (C)	66.67% 14	23.81% 5	4.76% 1	4.76% 1	0.00% 0	7.19% 21	4.52
Q8: Staff (D)	59.51% 97	33.74% 55	4.29% 7	1.84% 3	0.61% 1 A	55.82% 163	4.49

YC Belonging Survey

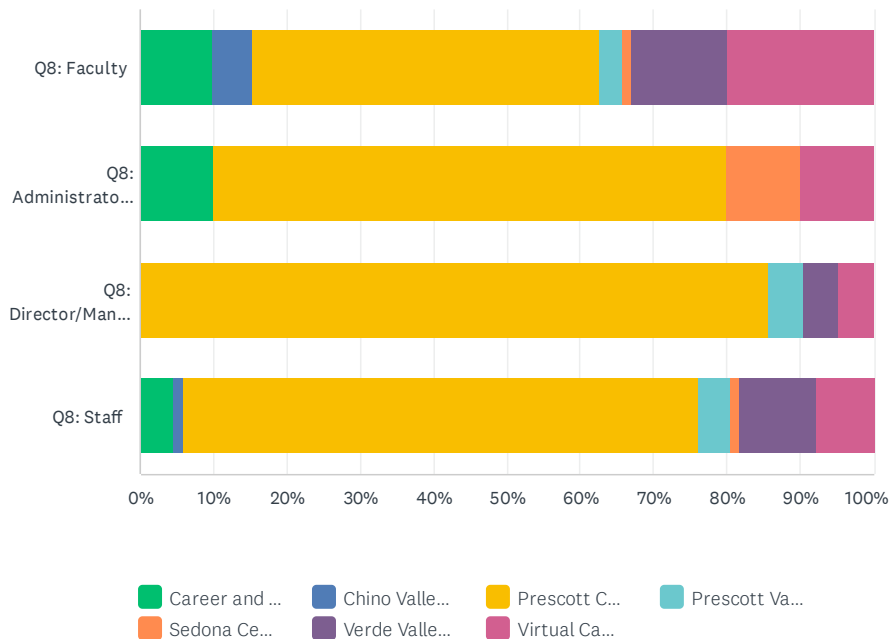
Q6 Please select your current Administrative reporting structure: (select one)

Answered: 254 Skipped: 38

	Q8: FACULTY (A)	Q8: ADMINISTRATOR (DEAN AND ABOVE) (B)	Q8: DIRECTOR/MANAGER (C)	Q8: STAFF (D)	TOTAL
Associate VP for Enrollment Management (Diana Dowling)	0.00% 0	0.00% 0	22.22% 4	77.78% 14	7.09% 18
Associate VP for Student Affairs (Tania Sheldahl)	0.00% 0	0.00% 0	0.00% 0	100.00% 16	6.30% 16
Athletics (Brad Clifford)	20.00% 1	0.00% 0	0.00% 0	80.00% 4	1.97% 5
Community Relations (Rodney Jenkins)	0.00% 0	20.00% 2	10.00% 1	70.00% 7	3.94% 10
Dean of Instructional Support (Stacey Hilton)	0.00% 0	0.00% 0	20.00% 1	80.00% 4	1.97% 5
Division of Lifelong Learning (Linda Shook)	25.00% 1	0.00% 0	0.00% 0	75.00% 3	1.57% 4
Human Resources (Dr. Emily Weinacker)	0.00% 0	0.00% 0	16.67% 1	83.33% 5	2.36% 6
Office of the President (Dr. Lisa Rhine)	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.39% 1
School of English, Humanities, and Social Sciences (Verde Valley Dean)	100.00% 12	0.00% 0	0.00% 0	0.00% 0	4.72% 12
School of Professional Programs and Visual Arts (Joani Fisher)	27.27% 3	0.00% 0	9.09% 1	63.64% 7	4.33% 11
School of Business and Computer Science (Joani Fisher)	66.67% 6	0.00% 0	11.11% 1	22.22% 2	3.54% 9
School of Career and Technical Education (John Morgan)	70.00% 14	0.00% 0	0.00% 0	30.00% 6	7.87% 20
School of Health and Wellness (Scott Farnsworth)	70.59% 12	0.00% 0	0.00% 0	29.41% 5	6.69% 17
School of Science and Engineering (Scott Farnsworth)	90.00% 9	0.00% 0	0.00% 0	10.00% 1	3.94% 10
Sedona/Verde Valley (Verde Valley Dean)	50.00% 2	0.00% 0	0.00% 0	50.00% 2	1.57% 4
VP for Academic Affairs (Dr. Diane Ryan)	27.27% 3	36.36% 4	18.18% 2	18.18% 2	4.33% 11
VP for Finance and Administration (Dr. Clint Ewell)	0.00% 0	3.45% 1	24.14% 7	72.41% 21	11.42% 29
Yavapai College Foundation (Mary Talosi)	50.00% 1	0.00% 0	0.00% 0	50.00% 1	0.79% 2
Regional Economic Development Center (Richard Hernandez)	0.00% 0	0.00% 0	16.67% 1	83.33% 5	2.36% 6
Choose Not to Answer	32.76% 19	3.45% 2	1.72% 1	62.07% 36	22.83% 58
Total Respondents	83	9	20	142	254

Q7 What is your main work location?

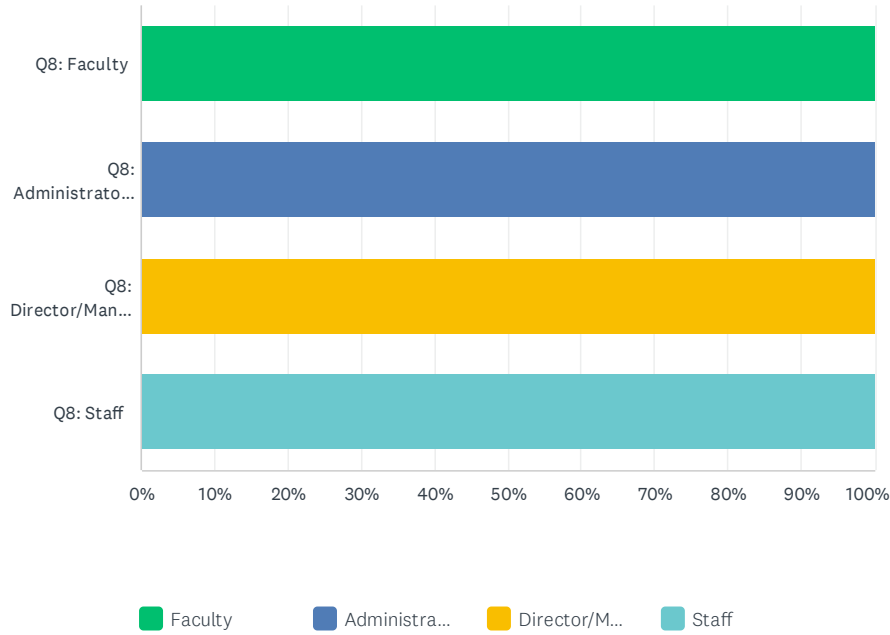
Answered: 276 Skipped: 16



	CAREER AND TECHNICAL EDUCATION CENTER	CHINO VALLEY CENTER	PRESCOTT CAMPUS	PRESCOTT VALLEY CENTER	SEDONA CENTER	VERDE VALLEY CAMPUS	VIRTUAL CAMPUS	TOTAL
Q8: Faculty (A)	9.89% 9	5.49% 5	47.25% 43 D	3.30% 3	1.10% 1	13.19% 12	19.78% 18 D	32.97% 91
Q8: Administrator (Dean and Above) (B)	10.00% 1	0.00% 0	70.00% 7	0.00% 0	10.00% 1	0.00% 0	10.00% 1	3.62% 10
Q8: Director/Manager (C)	0.00% 0	0.00% 0	85.71% 18	4.76% 1	0.00% 0	4.76% 1	4.76% 1	7.61% 21
Q8: Staff (D)	4.55% 7	1.30% 2	70.13% 108 A	4.55% 7	1.30% 2	10.39% 16	7.79% 12 A	55.80% 154
Total Respondents	17	7	176	11	4	29	32	276

Q8 What is your employee group?

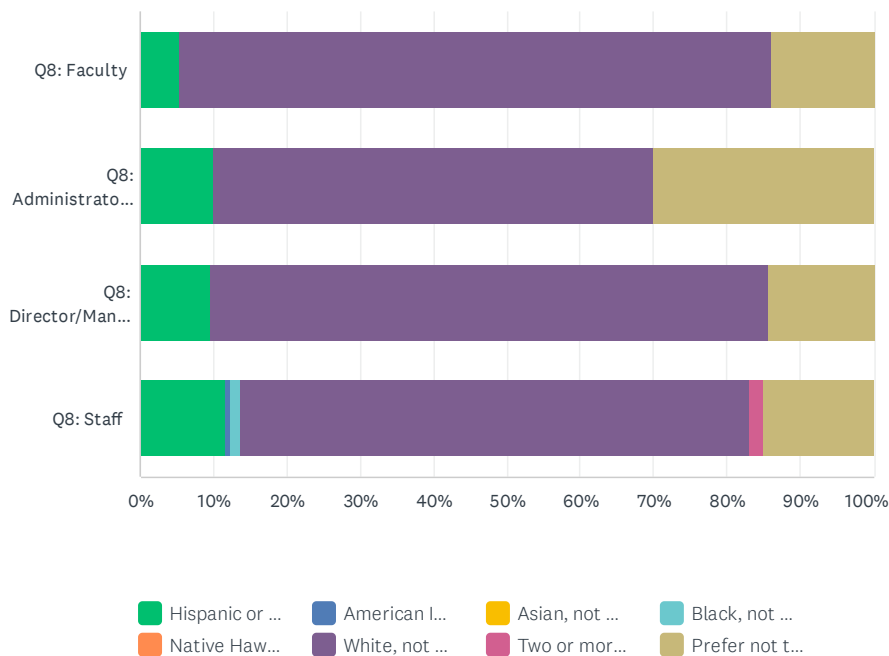
Answered: 292 Skipped: 0



	FACULTY	ADMINISTRATOR (DEAN AND ABOVE)	DIRECTOR/MANAGER	STAFF	TOTAL
Q8: Faculty (A)	100.00% 97 D	0.00% 0	0.00% 0	0.00% 0 D	33.22% 97
Q8: Administrator (Dean and Above) (B)	0.00% 0	100.00% 10	0.00% 0	0.00% 0	3.42% 10
Q8: Director/Manager (C)	0.00% 0	0.00% 0	100.00% 21	0.00% 0	7.19% 21
Q8: Staff (D)	0.00% 0 A	0.00% 0	0.00% 0	100.00% 164 A	56.16% 164
Total Respondents	97	10	21	164	292

Q9 Please select the race/ethnicity that best describes you:

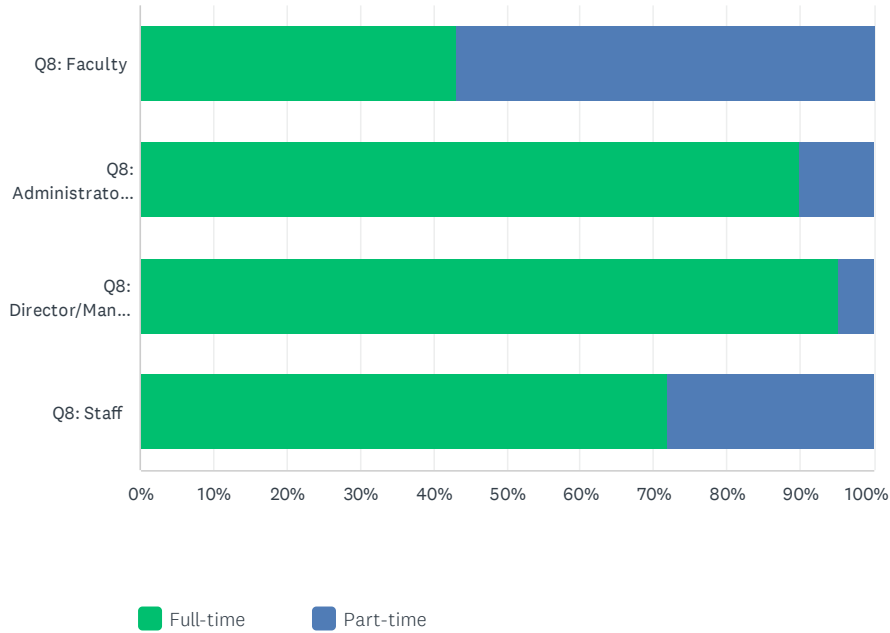
Answered: 279 Skipped: 13



	HISPANIC OR LATINO, OF ANY RACE	AMERICAN INDIAN OR ALASKA NATIVE, NOT HISPANIC OR LATINO	ASIAN, NOT HISPANIC OR LATINO	BLACK, NOT HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, NOT HISPANIC OR LATINO	WHITE, NOT HISPANIC OR LATINO	TWO OR MORE RACES, NOT HISPANIC OR LATINO	PREFER NOT TO ANSWER	TOTAL
Q8: Faculty (A)	5.32% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	80.85% 76 D	0.00% 0	13.83% 13	33.69% 94
Q8: Administrator (Dean and Above) (B)	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	60.00% 6	0.00% 0	30.00% 3	3.58% 10
Q8: Director/Manager (C)	9.52% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	76.19% 16	0.00% 0	14.29% 3	7.53% 21
Q8: Staff (D)	11.69% 18	0.65% 1	0.00% 0	1.30% 2	0.00% 0	69.48% 107 A	1.95% 3	14.94% 23	55.20% 154
Total Respondents	26	1	0	2	0	205	3	42	279

Q10 What is your employment status?

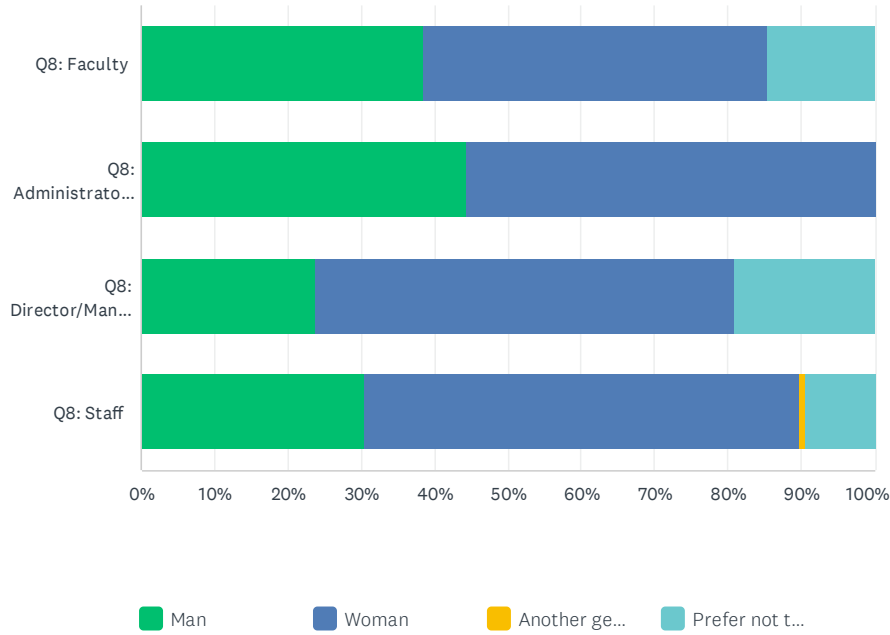
Answered: 287 Skipped: 5



	FULL-TIME	PART-TIME	TOTAL
Q8: Faculty (A)	43.16% 41 D	56.84% 54 D	33.10% 95
Q8: Administrator (Dean and Above) (B)	90.00% 9	10.00% 1	3.48% 10
Q8: Director/Manager (C)	95.24% 20	4.76% 1	7.32% 21
Q8: Staff (D)	72.05% 116 A	27.95% 45 A	56.10% 161
Total Respondents	186	101	287

Q11 What is your Gender?

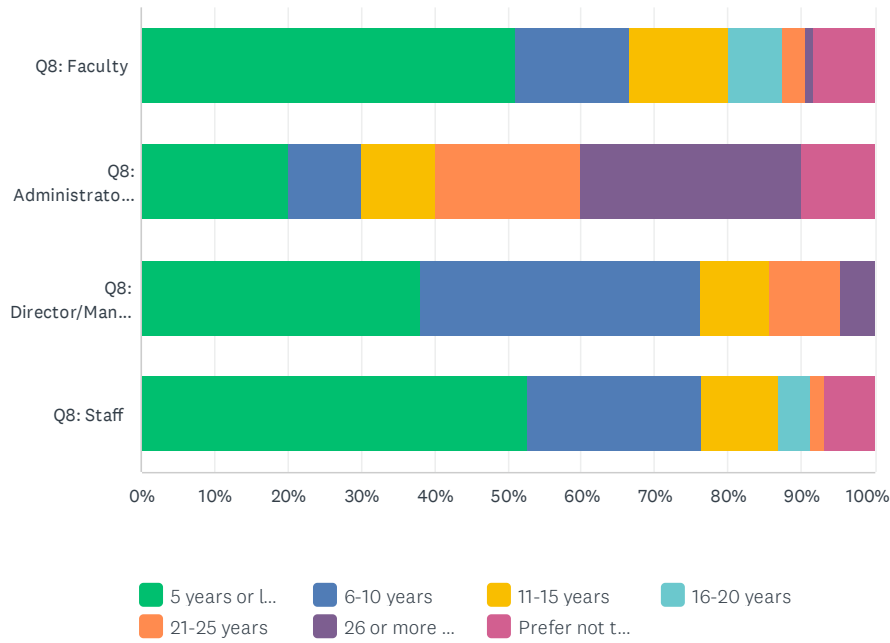
Answered: 284 Skipped: 8



	MAN	WOMAN	ANOTHER GENDER IDENTITY	PREFER NOT TO ANSWER	TOTAL
Q8: Faculty (A)	38.54% 37	46.88% 45	0.00% 0	14.58% 14	33.80% 96
Q8: Administrator (Dean and Above) (B)	44.44% 4	55.56% 5	0.00% 0	0.00% 0	3.17% 9
Q8: Director/Manager (C)	23.81% 5	57.14% 12	0.00% 0	19.05% 4	7.39% 21
Q8: Staff (D)	30.38% 48	59.49% 94	0.63% 1	9.49% 15	55.63% 158
Total Respondents	94	156	1	33	284

Q12 How many years have you worked at YC?

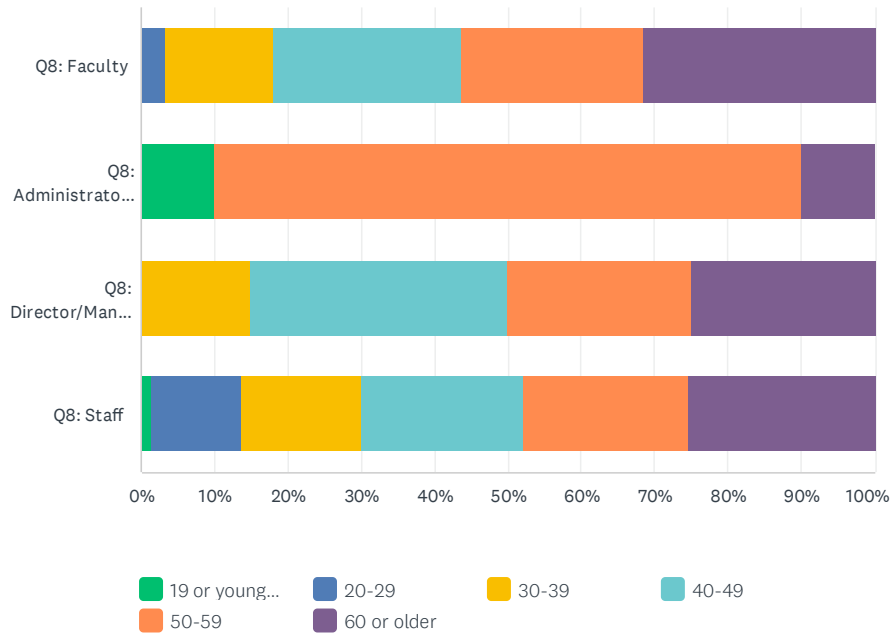
Answered: 288 Skipped: 4



	5 YEARS OR LESS	6-10 YEARS	11-15 YEARS	16-20 YEARS	21-25 YEARS	26 OR MORE YEARS	PREFER NOT TO ANSWER	TOTAL
Q8: Faculty (A)	51.04% 49	15.63% 15	13.54% 13	7.29% 7	3.13% 3	1.04% 1	8.33% 8	33.33% 96
Q8: Administrator (Dean and Above) (B)	20.00% 2	10.00% 1	10.00% 1	0.00% 0	20.00% 2	30.00% 3	10.00% 1	3.47% 10
Q8: Director/Manager (C)	38.10% 8	38.10% 8	9.52% 2	0.00% 0	9.52% 2	4.76% 1	0.00% 0	7.29% 21
Q8: Staff (D)	52.80% 85	23.60% 38	10.56% 17	4.35% 7	1.86% 3	0.00% 0	6.83% 11	55.90% 161
Total Respondents	144	62	33	14	10	5	20	288

Q13 What is your age group?

Answered: 265 Skipped: 27



	19 OR YOUNGER	20-29	30-39	40-49	50-59	60 OR OLDER	TOTAL
Q8: Faculty (A)	0.00% 0	3.37% 3 D	14.61% 13	25.84% 23	24.72% 22	31.46% 28	33.58% 89
Q8: Administrator (Dean and Above) (B)	10.00% 1	0.00% 0	0.00% 0	0.00% 0	80.00% 8	10.00% 1	3.77% 10
Q8: Director/Manager (C)	0.00% 0	0.00% 0	15.00% 3	35.00% 7	25.00% 5	25.00% 5	7.55% 20
Q8: Staff (D)	1.37% 2	12.33% 18 A	16.44% 24	21.92% 32	22.60% 33	25.34% 37	55.09% 146
Total Respondents	3	21	40	62	68	71	265