

Q1 Please rate the following

Answered: 443 Skipped: 2

	STRONGLY AGREE (1)	AGREE (2)	DISAGREE (3)	STRONGLY DISAGREE (4)	NOT APPLICABLE (5)	TOTAL	WEIGHTED AVERAGE
For the most part, I am inspired to do my best work everyday	52.38% 231	38.32% 169	6.58% 29	2.04% 9	0.68% 3	441	4.39
A spirit of cooperation exists in my department	50.11% 221	37.41% 165	7.26% 32	2.95% 13	2.27% 10	441	4.28
My supervisor cares about my well-being	54.65% 241	32.20% 142	5.22% 23	3.17% 14	4.76% 21	441	4.24
I tell others great things about working at YC	43.34% 192	42.44% 188	7.67% 34	4.51% 20	2.03% 9	443	4.19
My supervisor encourages me to be honest and authentic at work	52.61% 232	32.88% 145	5.22% 23	2.49% 11	6.80% 30	441	4.15
My supervisor creates a motivating and inclusive environment	46.26% 204	36.73% 162	7.48% 33	4.76% 21	4.76% 21	441	4.10
I am helped and supported when I experience challenges in my professional life	38.64% 170	45.68% 201	8.64% 38	3.41% 15	3.64% 16	440	4.09
My supervisor/chair is open to the ideas, opinions, and beliefs of everyone	48.98% 216	34.24% 151	6.80% 30	3.40% 15	6.58% 29	441	4.09
I am able to achieve work/life balance in my job	34.85% 153	45.10% 198	13.67% 60	5.24% 23	1.14% 5	439	4.06
My work team provides an environment for free and open expression of ideas, opinions and beliefs	42.73% 188	37.27% 164	11.14% 49	3.86% 17	5.00% 22	440	4.04
I feel connected with other employees at YC	29.25% 129	43.76% 193	17.23% 76	6.58% 29	3.17% 14	441	3.86
I am encouraged to express differences of opinion openly	27.50% 121	38.41% 169	19.32% 85	10.23% 45	4.55% 20	440	3.70
Policies are applied fairly across the organization	24.37% 107	44.42% 195	15.49% 68	10.93% 48	4.78% 21	439	3.68
When I work remotely, I feel connected to my colleagues	21.36% 94	36.14% 159	17.27% 76	7.27% 32	17.95% 79	440	3.18

YC Belonging Survey

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
When I work remotely, I feel connected to my colleagues	1.00	5.00	2.00	2.64	1.37
My supervisor/chair is open to the ideas, opinions, and beliefs of everyone	1.00	5.00	2.00	1.84	1.12
My supervisor encourages me to be honest and authentic at work	1.00	5.00	1.00	1.78	1.11
I am encouraged to express differences of opinion openly	1.00	5.00	2.00	2.26	1.10
Policies are applied fairly across the organization	1.00	5.00	2.00	2.27	1.09
My work team provides an environment for free and open expression of ideas, opinions and beliefs	1.00	5.00	2.00	1.91	1.07
My supervisor creates a motivating and inclusive environment	1.00	5.00	2.00	1.85	1.06
My supervisor cares about my well-being	1.00	5.00	1.00	1.71	1.04
I feel connected with other employees at YC	1.00	5.00	2.00	2.11	1.00
I am helped and supported when I experience challenges in my professional life	1.00	5.00	2.00	1.88	0.96
I tell others great things about working at YC	1.00	5.00	2.00	1.79	0.91
A spirit of cooperation exists in my department	1.00	5.00	1.00	1.70	0.90
I am able to achieve work/life balance in my job	1.00	5.00	2.00	1.93	0.89
For the most part, I am inspired to do my best work everyday	1.00	5.00	1.00	1.60	0.76

Q2 Please rate the following

Answered: 425 Skipped: 20

	STRONGLY AGREE (1)	AGREE (2)	DISAGREE (3)	STRONGLY DISAGREE (4)	NOT APPLICABLE (5)	TOTAL	WEIGHTED AVERAGE
I am proud to work at YC	58.25% 247	32.55% 138	5.42% 23	2.12% 9	1.65% 7	424	4.42
I would recommend YC to a friend seeking employment	50.59% 214	34.52% 146	7.09% 30	5.67% 24	2.13% 9	423	4.24
My supervisor cares about my professional development	48.00% 204	36.94% 157	8.71% 37	1.88% 8	4.47% 19	425	4.18
Adequate professional development and training opportunities are available	39.06% 166	43.53% 185	11.29% 48	2.12% 9	4.00% 17	425	4.08
My supervisor provides adequate coaching and feedback	41.51% 176	40.57% 172	9.43% 40	4.95% 21	3.54% 15	424	4.08
My leader helps me understand how my work is important to the organization	39.72% 168	41.37% 175	9.93% 42	4.73% 20	4.26% 18	423	4.03
I see clear alignment between the college goals and my job	35.06% 149	44.94% 191	12.47% 53	4.71% 20	2.82% 12	425	4.02
My supervisor works with me to establish meaningful work goals	38.12% 162	42.35% 180	8.94% 38	4.47% 19	6.12% 26	425	3.96
My workload is realistic and manageable	28.54% 121	50.71% 215	12.74% 54	6.37% 27	1.65% 7	424	3.96
I receive adequate recognition for my efforts at work	31.76% 135	44.00% 187	10.59% 45	10.59% 45	3.06% 13	425	3.88
I have confidence in the leadership in this organization	30.26% 128	42.08% 178	13.48% 57	11.82% 50	2.36% 10	423	3.84
I see myself being at YC five years from now	40.71% 173	31.53% 134	12.47% 53	8.24% 35	7.06% 30	425	3.84
The systems and processes at the college support my getting work done effectively	19.62% 83	47.75% 202	20.33% 86	10.17% 43	2.13% 9	423	3.70
I understand the role of participatory governance in the college	23.82% 101	42.69% 181	21.70% 92	6.60% 28	5.19% 22	424	3.68
I believe administrative processes are clearly defined	17.02% 72	45.63% 193	23.88% 101	10.64% 45	2.84% 12	423	3.61

YC Belonging Survey

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
I see myself being at YC five years from now	1.00	5.00	2.00	2.09	1.22
My supervisor works with me to establish meaningful work goals	1.00	5.00	2.00	1.98	1.10
I understand the role of participatory governance in the college	1.00	5.00	2.00	2.27	1.06
I receive adequate recognition for my efforts at work	1.00	5.00	2.00	2.09	1.06
I have confidence in the leadership in this organization	1.00	5.00	2.00	2.14	1.05
My leader helps me understand how my work is important to the organization	1.00	5.00	2.00	1.92	1.03
My supervisor provides adequate coaching and feedback	1.00	5.00	2.00	1.88	1.01
My supervisor cares about my professional development	1.00	5.00	2.00	1.78	1.00
I believe administrative processes are clearly defined	1.00	5.00	2.00	2.37	0.98
Adequate professional development and training opportunities are available	1.00	5.00	2.00	1.88	0.97
I would recommend YC to a friend seeking employment	1.00	5.00	1.00	1.74	0.96
The systems and processes at the college support my getting work done effectively	1.00	5.00	2.00	2.27	0.96
I see clear alignment between the college goals and my job	1.00	5.00	2.00	1.95	0.96
My workload is realistic and manageable	1.00	5.00	2.00	2.02	0.90
I am proud to work at YC	1.00	5.00	1.00	1.56	0.82

Q3 What two factors contribute most to your sense of belonging at YC?

Answered: 319 Skipped: 126

Q4 What factors detract from your sense of belonging at YC?

Answered: 309 Skipped: 136

Q5 Is there anything else you would like to mention about belonging that has not already been mentioned in this survey?

Answered: 237 Skipped: 208

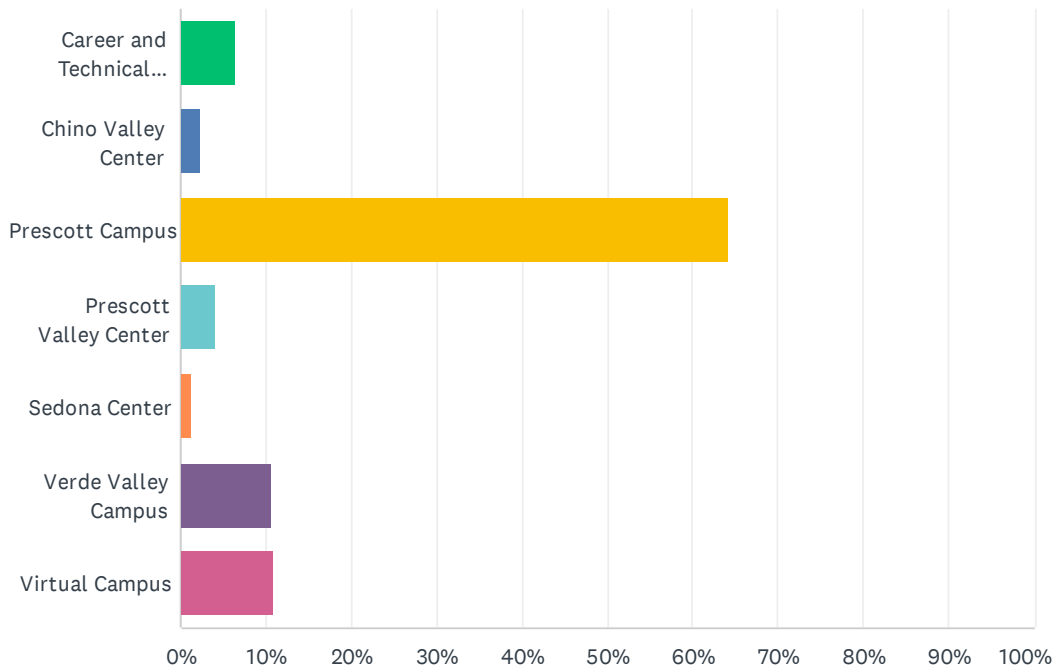
Q6 Please select your current Administrative reporting structure: (select one)

Answered: 273 Skipped: 172

ANSWER CHOICES	RESPONSES	
Associate VP for Enrollment Management (Diana Dowling)	6.59%	18
Associate VP for Student Affairs (Tania Sheldahl)	6.23%	17
Athletics (Brad Clifford)	1.83%	5
Community Relations (Rodney Jenkins)	3.66%	10
Dean of Instructional Support (Stacey Hilton)	1.83%	5
Division of Lifelong Learning (Linda Shook)	1.47%	4
Human Resources (Dr. Emily Weinacker)	2.20%	6
Office of the President (Dr. Lisa Rhine)	0.37%	1
School of English, Humanities, and Social Sciences (Verde Valley Dean)	4.40%	12
School of Professional Programs and Visual Arts (Joani Fisher)	4.03%	11
School of Business and Computer Science (Joani Fisher)	3.30%	9
School of Career and Technical Education (John Morgan)	8.06%	22
School of Health and Wellness (Scott Farnsworth)	6.96%	19
School of Science and Engineering (Scott Farnsworth)	4.03%	11
Sedona/Verde Valley (Verde Valley Dean)	1.47%	4
VP for Academic Affairs (Dr. Diane Ryan)	5.13%	14
VP for Finance and Administration (Dr. Clint Ewell)	11.36%	31
Yavapai College Foundation (Mary Talosi)	0.73%	2
Regional Economic Development Center (Richard Hernandez)	2.56%	7
Choose Not to Answer	23.81%	65
TOTAL		273

Q7 What is your main work location?

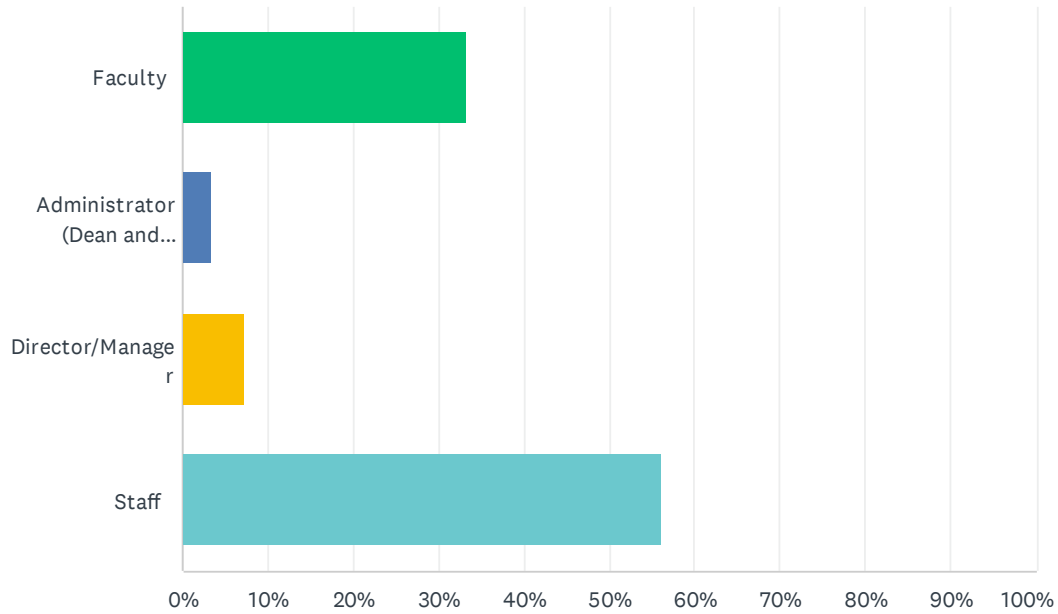
Answered: 293 Skipped: 152



ANSWER CHOICES	RESPONSES	
Career and Technical Education Center	6.48%	19
Chino Valley Center	2.39%	7
Prescott Campus	64.16%	188
Prescott Valley Center	4.10%	12
Sedona Center	1.37%	4
Verde Valley Campus	10.58%	31
Virtual Campus	10.92%	32
TOTAL		293

Q8 What is your employee group?

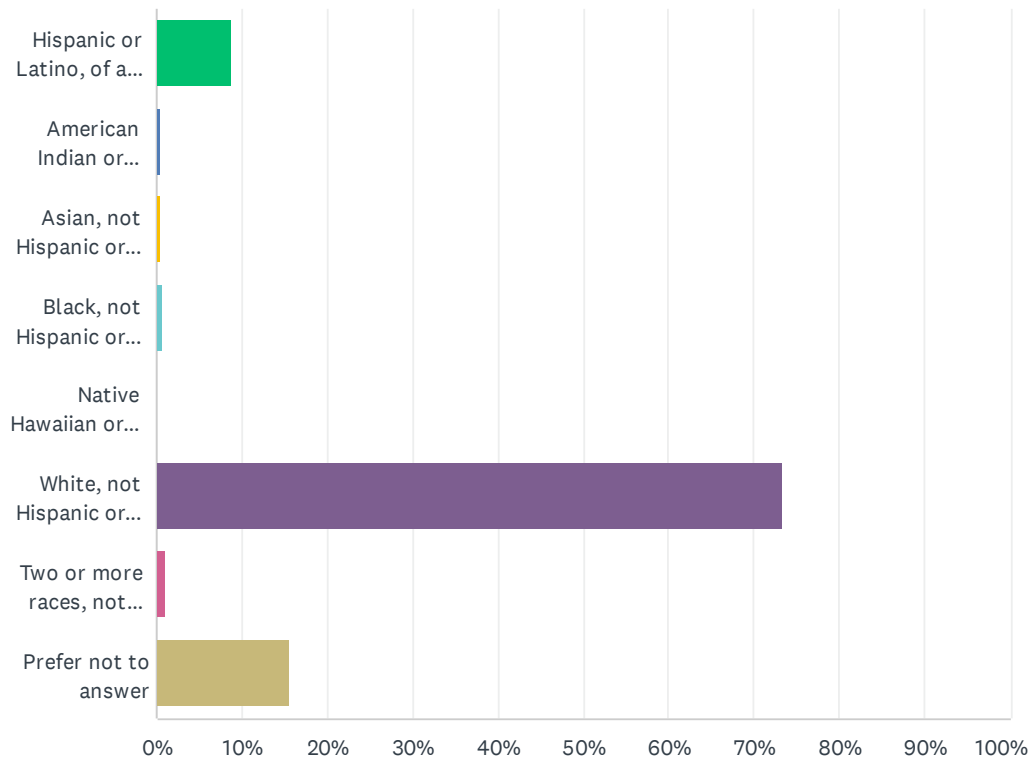
Answered: 292 Skipped: 153



ANSWER CHOICES	RESPONSES	
Faculty	33.22%	97
Administrator (Dean and Above)	3.42%	10
Director/Manager	7.19%	21
Staff	56.16%	164
TOTAL		292

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

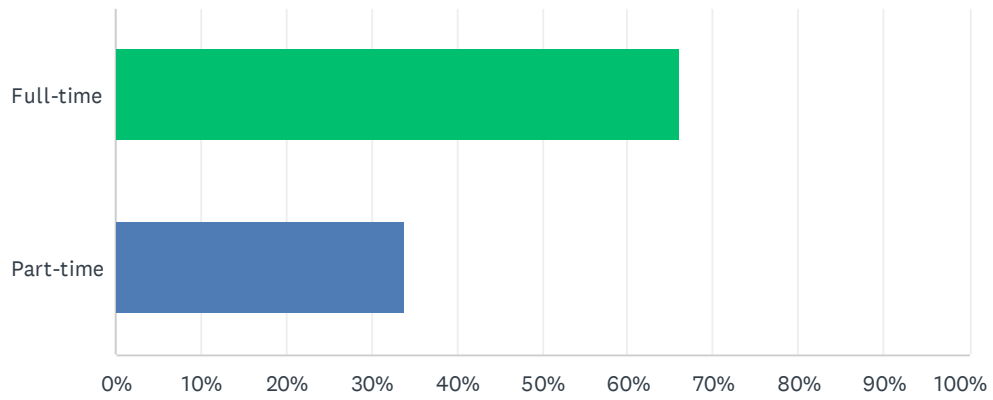
Answered: 296 Skipped: 149



ANSWER CHOICES	RESPONSES	
Hispanic or Latino, of any race	8.78%	26
American Indian or Alaska Native, not Hispanic or Latino	0.34%	1
Asian, not Hispanic or Latino	0.34%	1
Black, not Hispanic or Latino	0.68%	2
Native Hawaiian or Other Pacific Islander, not Hispanic or Latino	0.00%	0
White, not Hispanic or Latino	73.31%	217
Two or more races, not Hispanic or Latino	1.01%	3
Prefer not to answer	15.54%	46
TOTAL		296

Q10 What is your employment status?

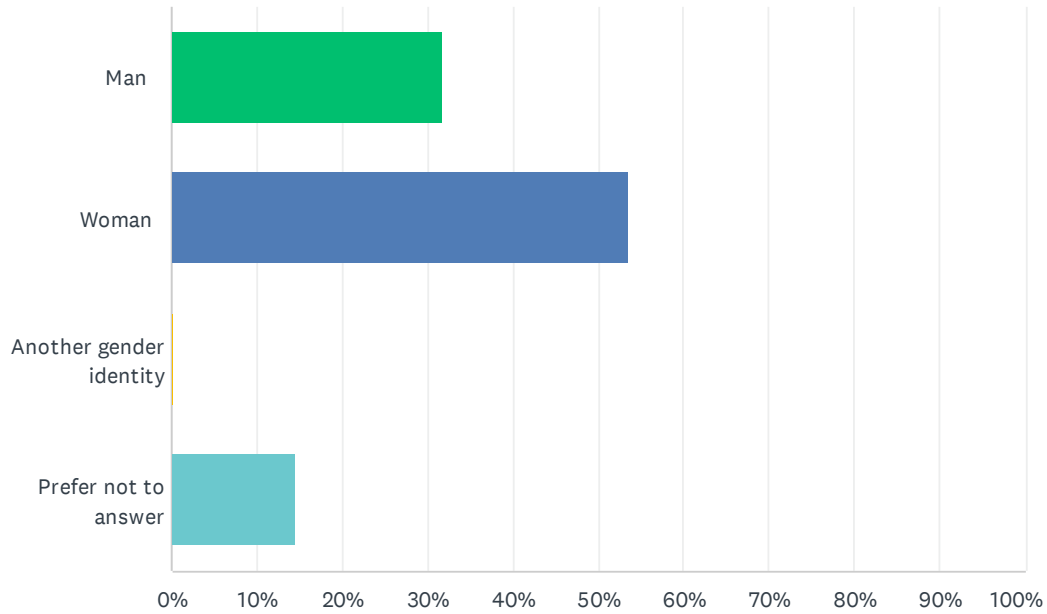
Answered: 331 Skipped: 114



ANSWER CHOICES	RESPONSES	
Full-time	66.16%	219
Part-time	33.84%	112
TOTAL		331

Q11 What is your Gender?

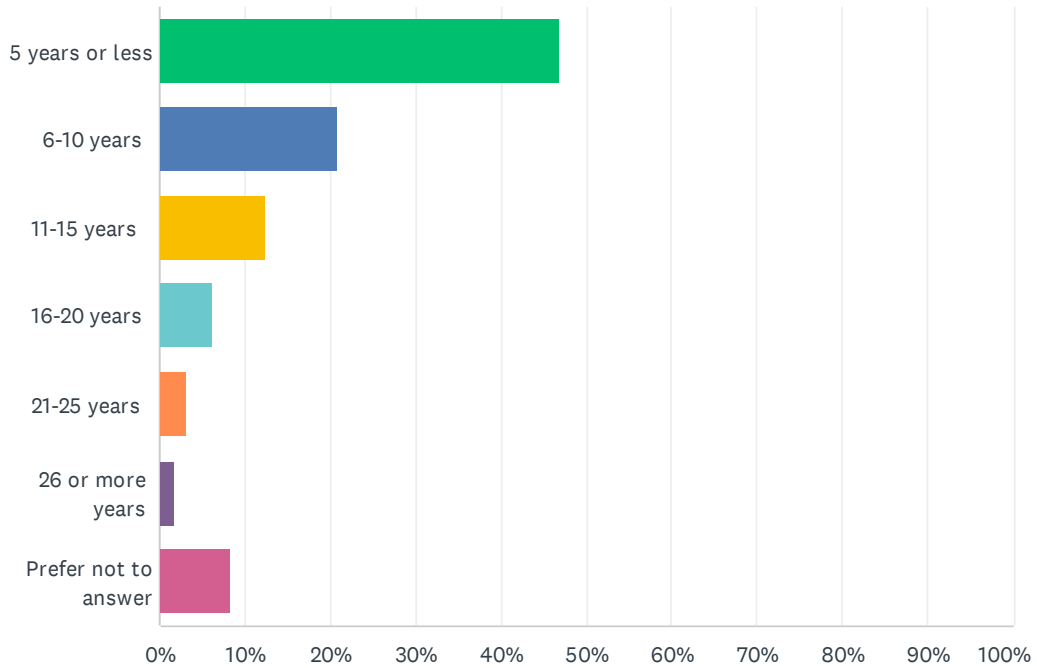
Answered: 325 Skipped: 120



ANSWER CHOICES	RESPONSES	
Man	31.69%	103
Woman	53.54%	174
Another gender identity	0.31%	1
Prefer not to answer	14.46%	47
TOTAL		325

Q12 How many years have you worked at YC?

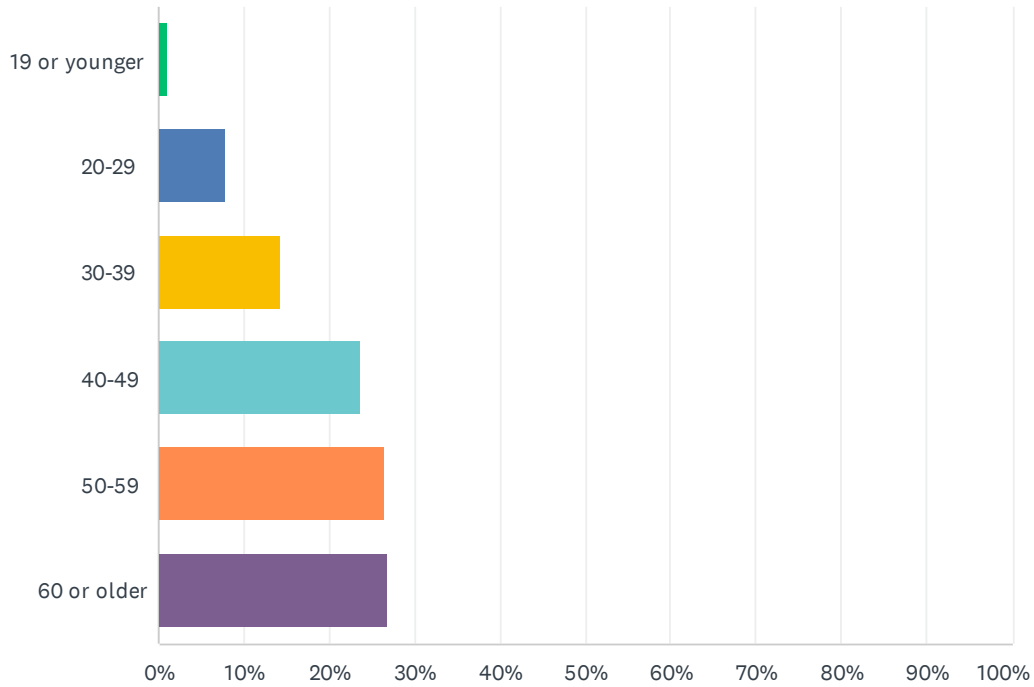
Answered: 334 Skipped: 111



ANSWER CHOICES	RESPONSES	
5 years or less	47.01%	157
6-10 years	20.96%	70
11-15 years	12.28%	41
16-20 years	6.29%	21
21-25 years	3.29%	11
26 or more years	1.80%	6
Prefer not to answer	8.38%	28
TOTAL		334

Q13 What is your age group?

Answered: 295 Skipped: 150



ANSWER CHOICES	RESPONSES
19 or younger	1.02% 3
20-29	7.80% 23
30-39	14.24% 42
40-49	23.73% 70
50-59	26.44% 78
60 or older	26.78% 79
TOTAL	295