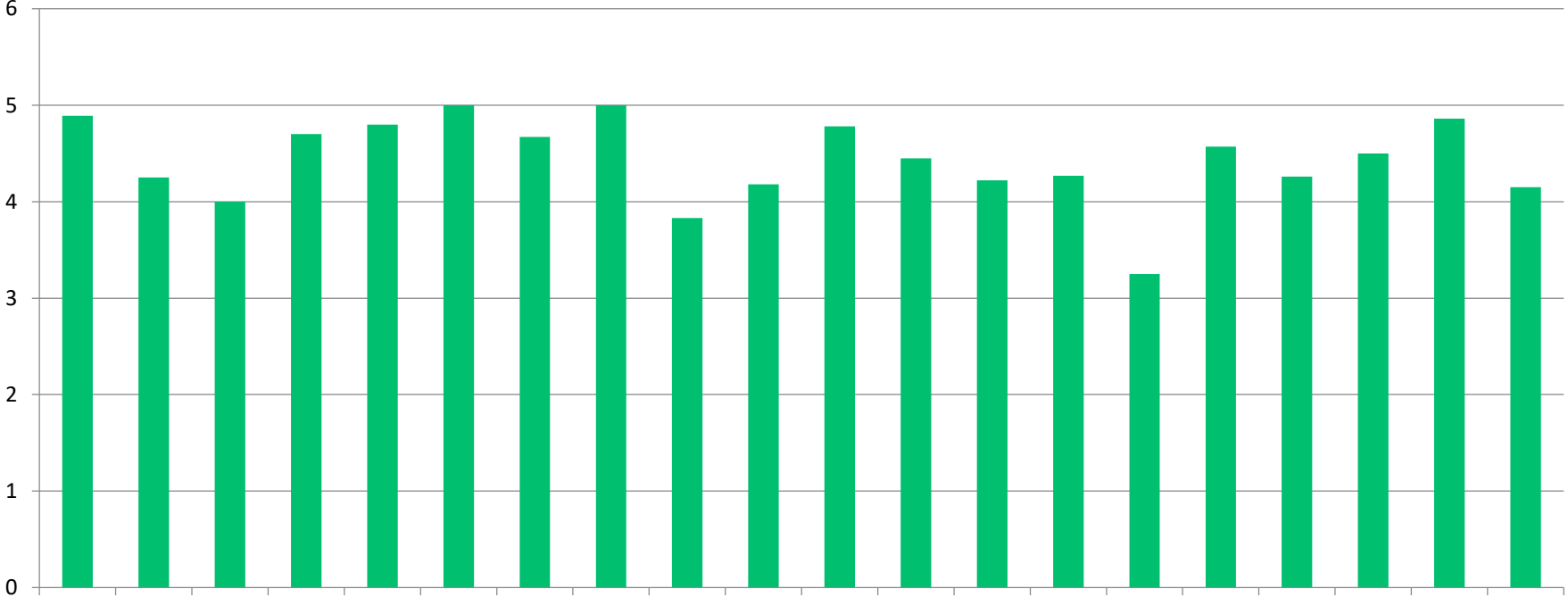


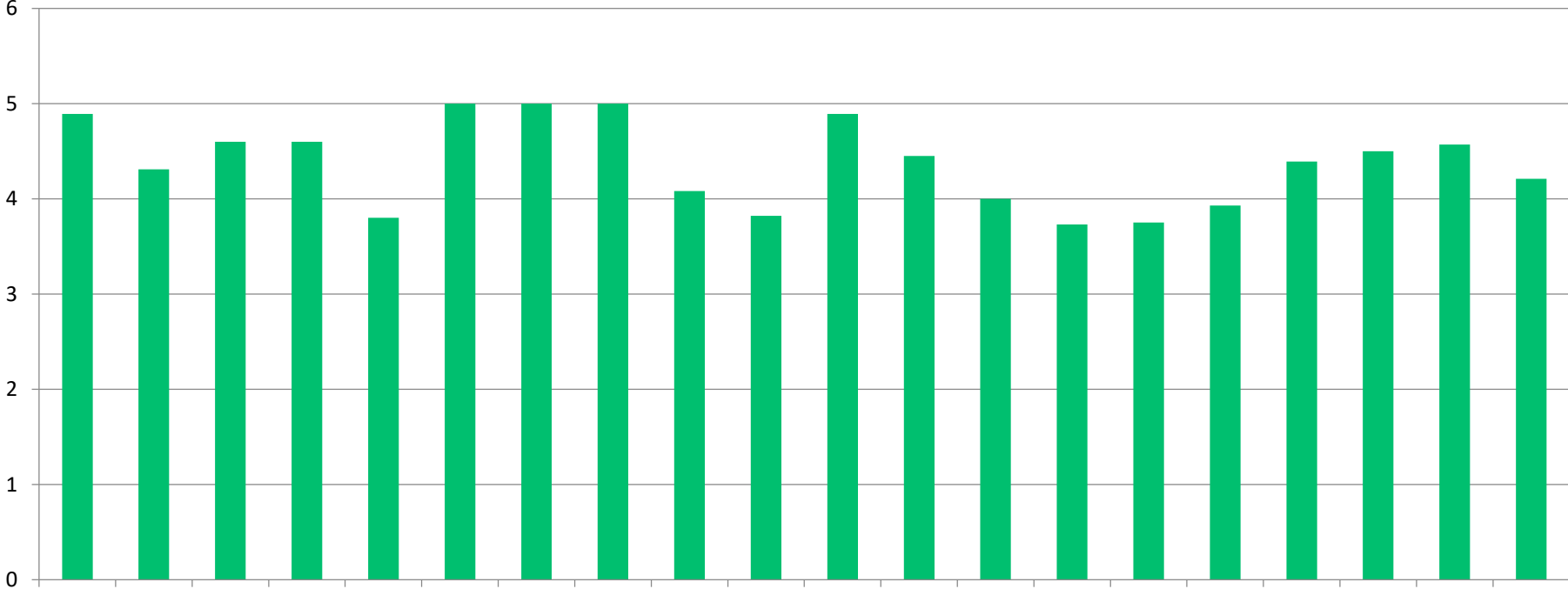
# Question 1

# A spirit of cooperation exists in my department



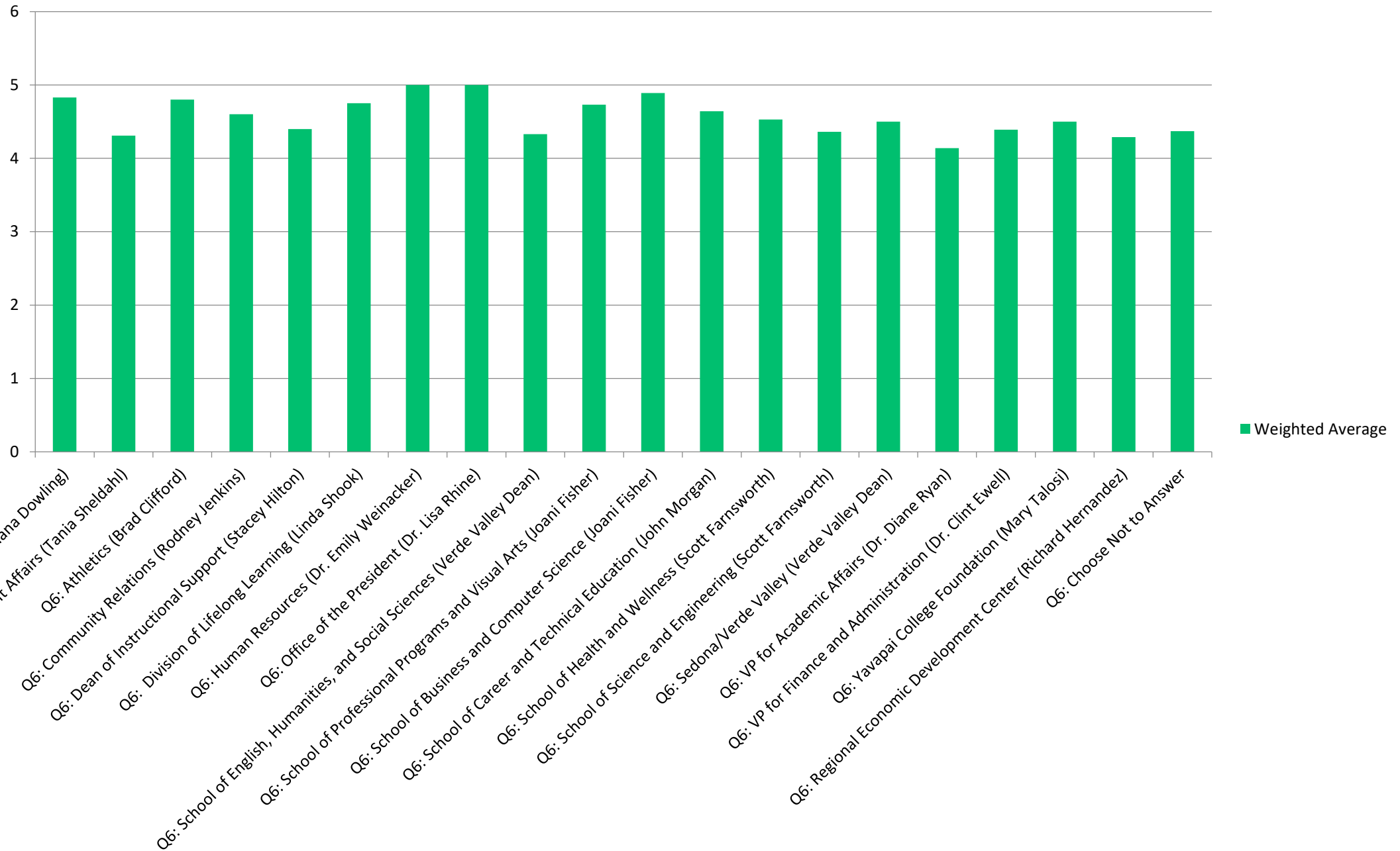
■ Weighted Average

# I tell others great things about working at YC



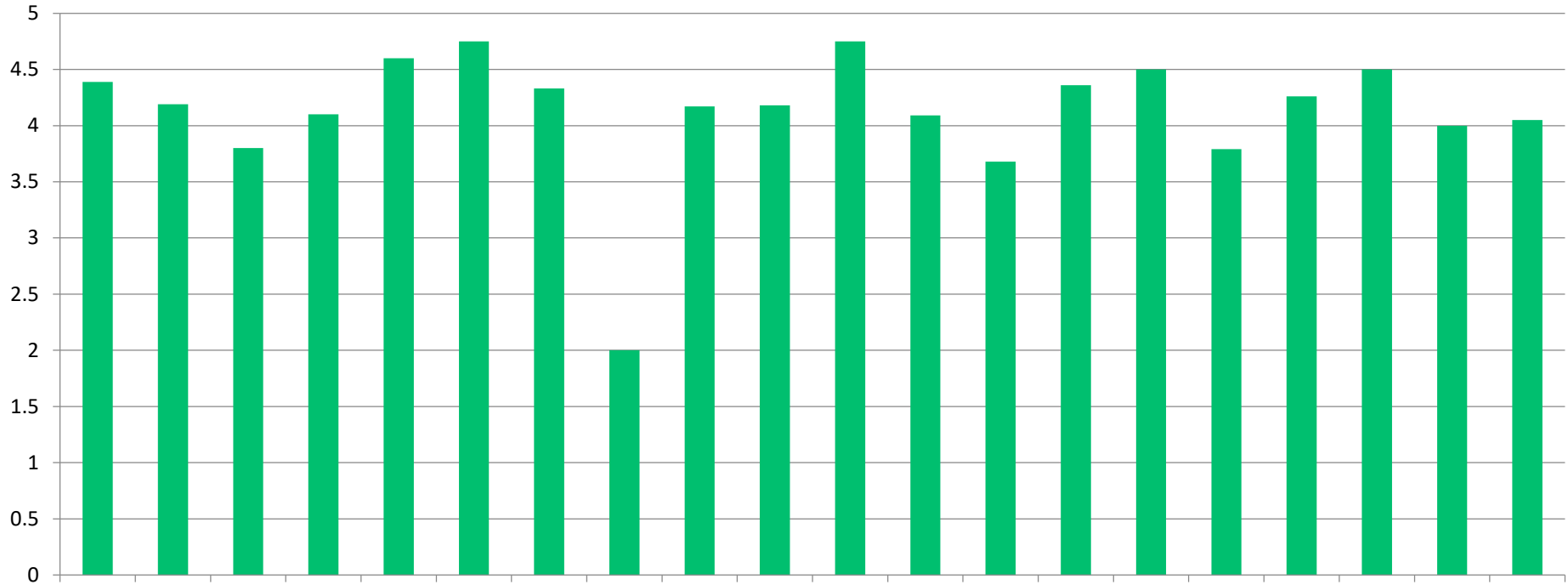
■ Weighted Average

# For the most part, I am inspired to do my best work everyday



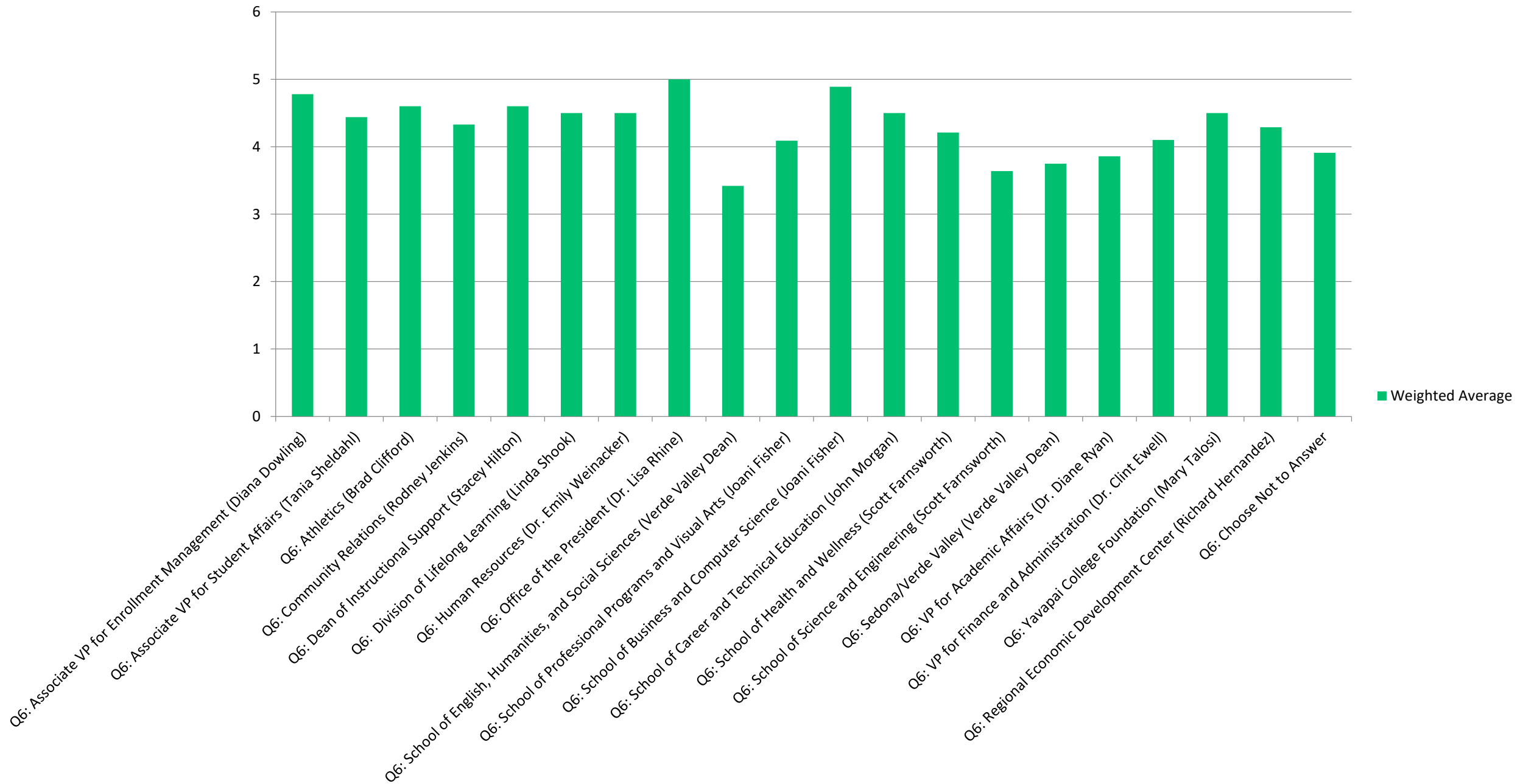


# I am able to achieve work/life balance in my job

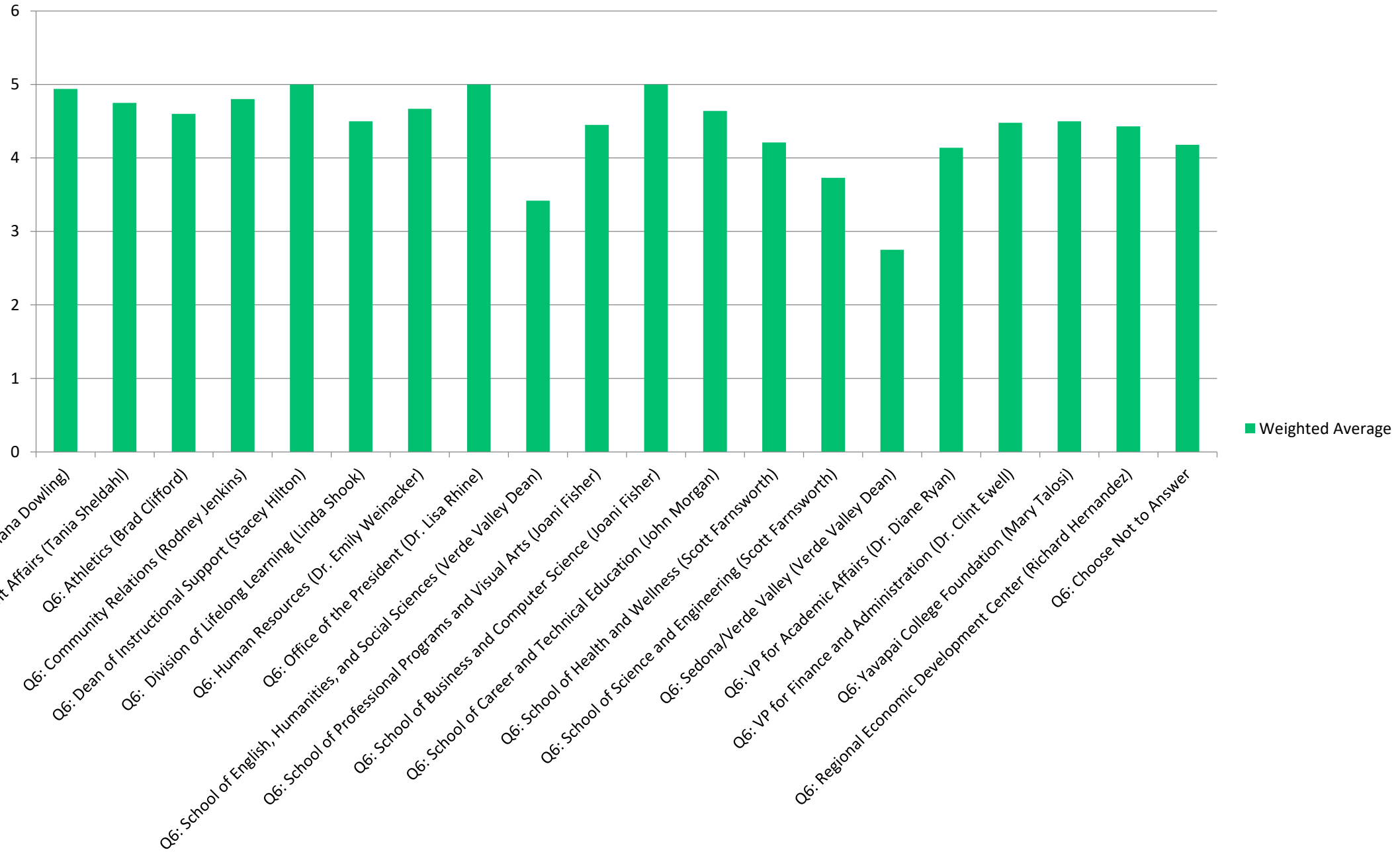


■ Weighted Average

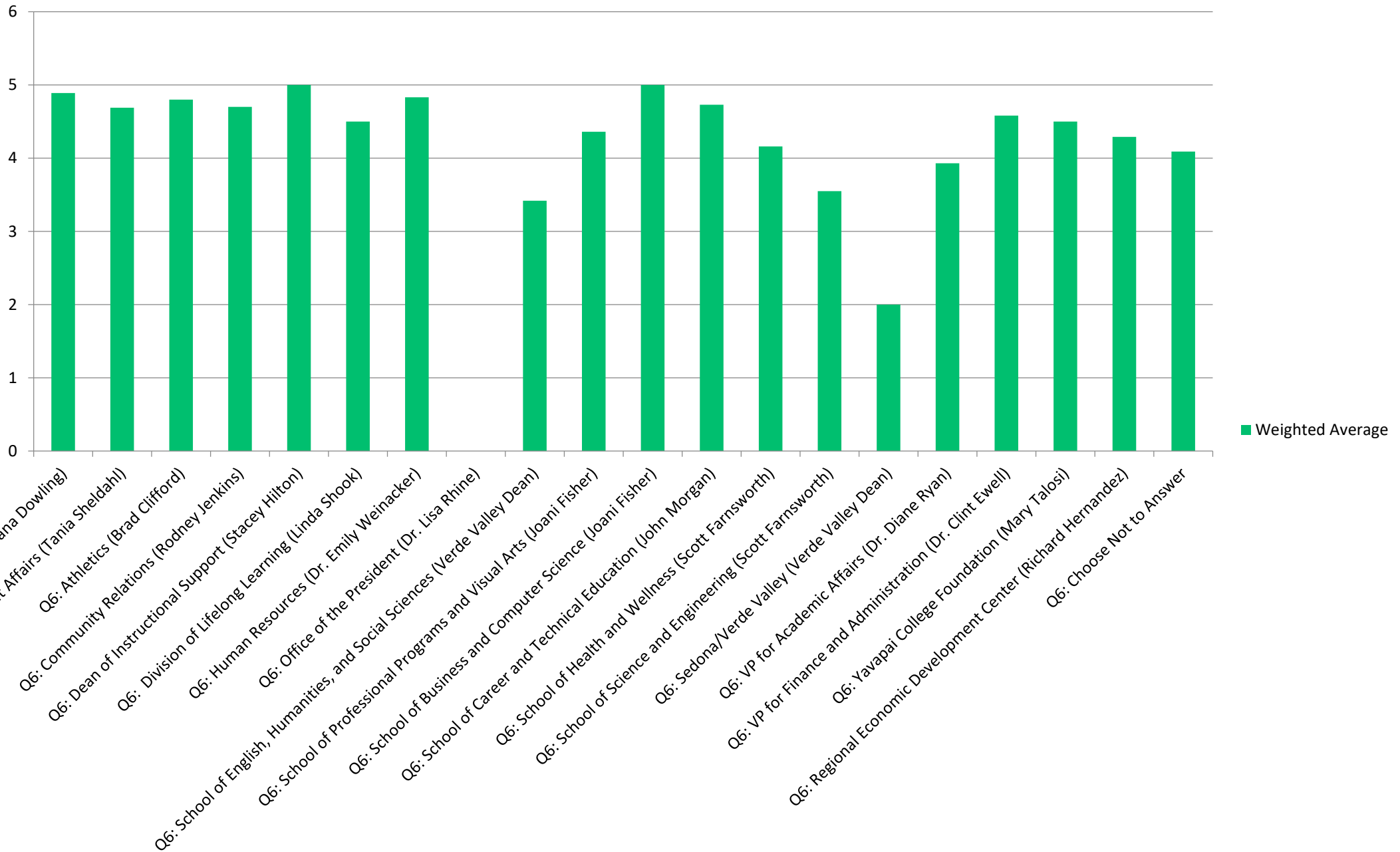
# I am helped and supported when I experience challenges in my professional life



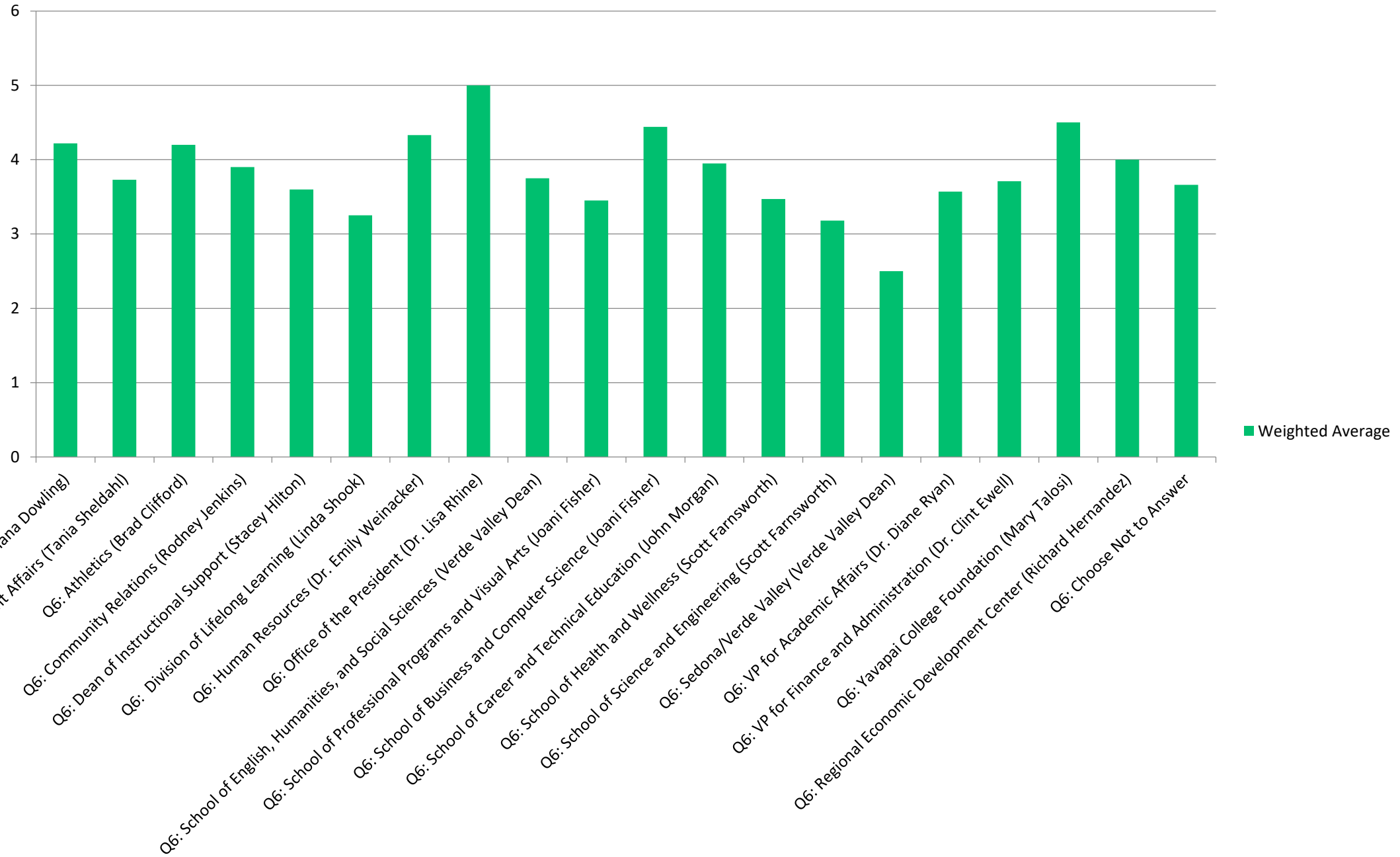
# My supervisor cares about my well-being



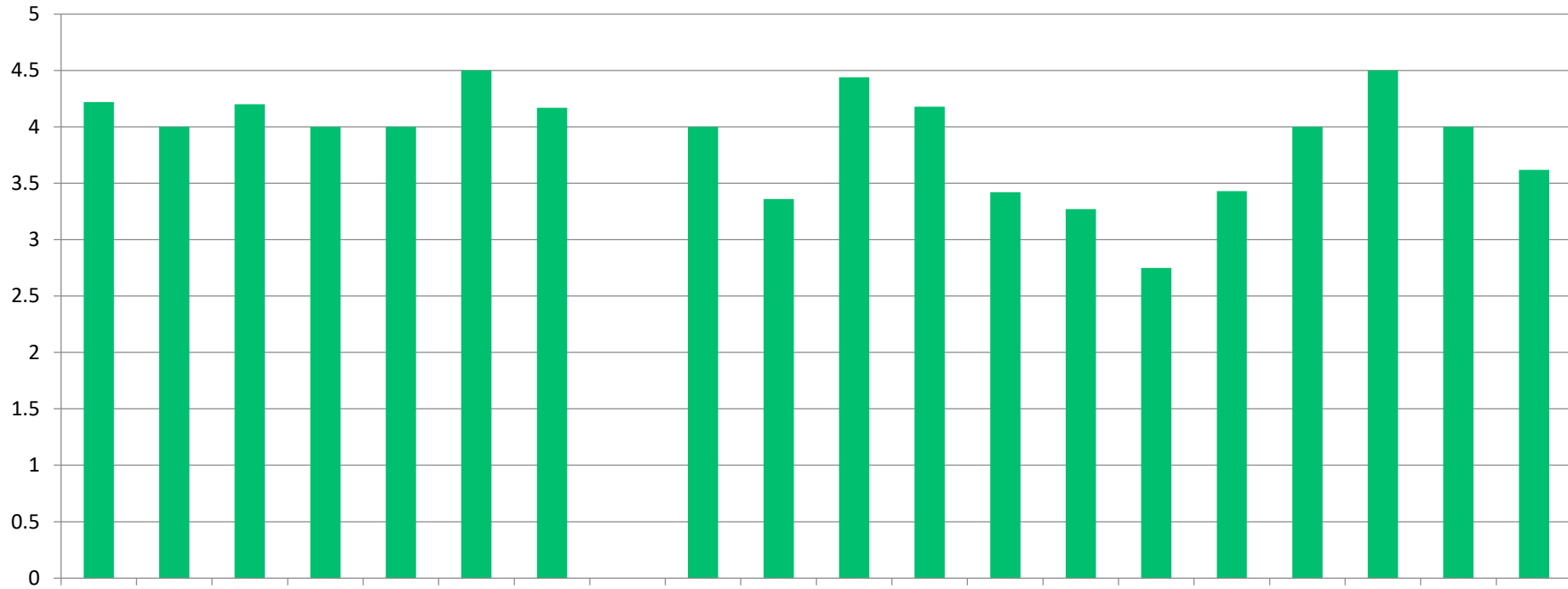
# My supervisor encourages me to be honest and authentic at work



# Policies are applied fairly across the organization

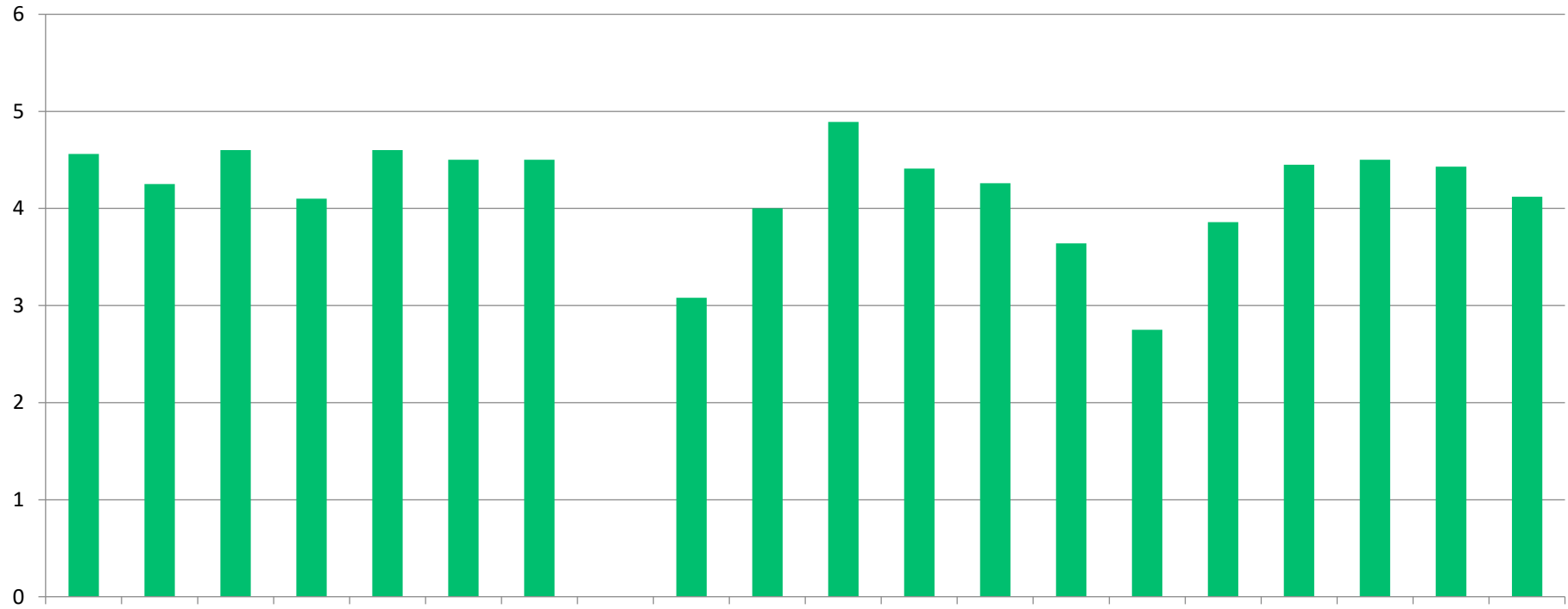


# I am encouraged to express differences of opinion openly



■ Weighted Average

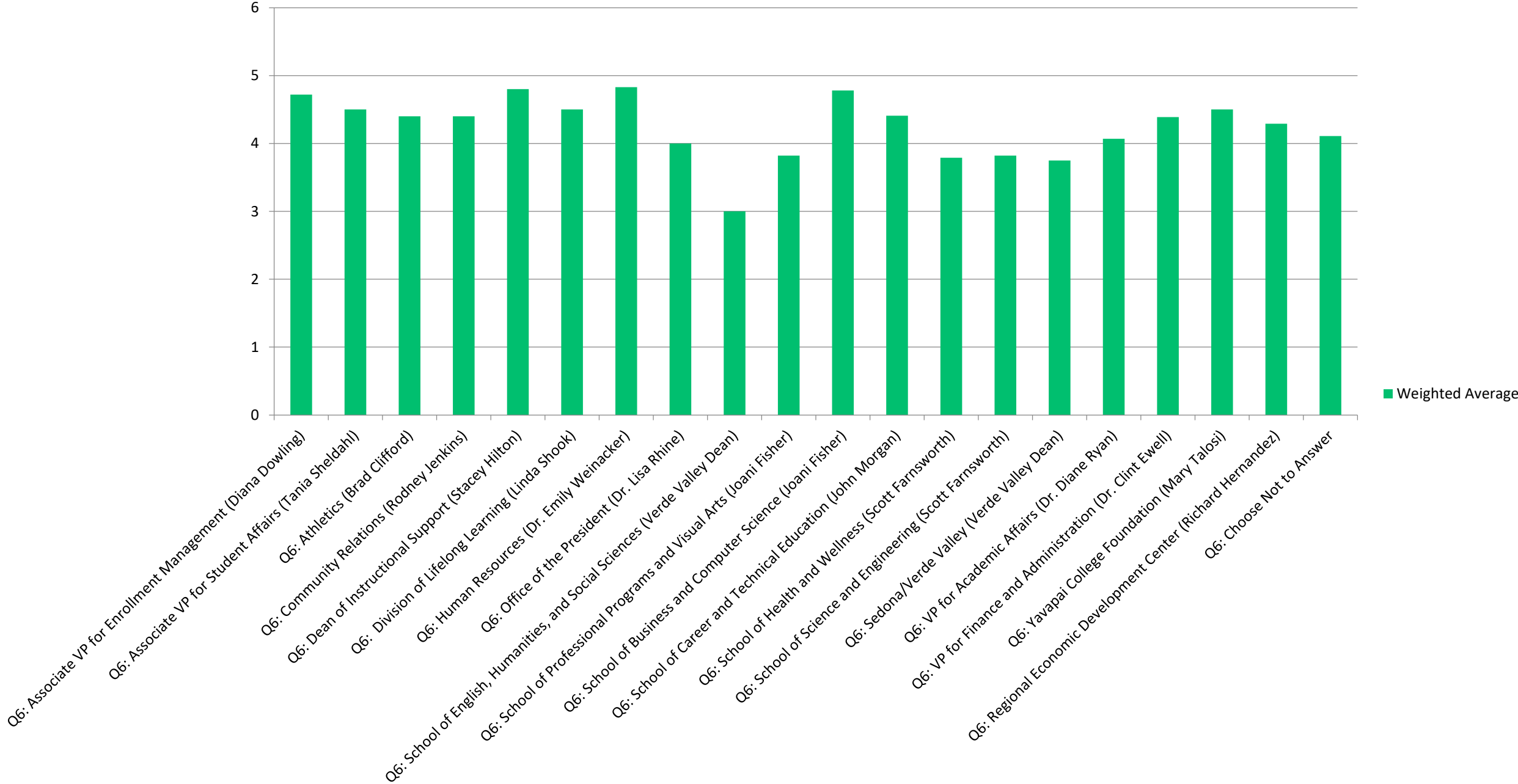
# My supervisor/chair is open to the ideas, opinions, and beliefs of everyone



■ Weighted Average

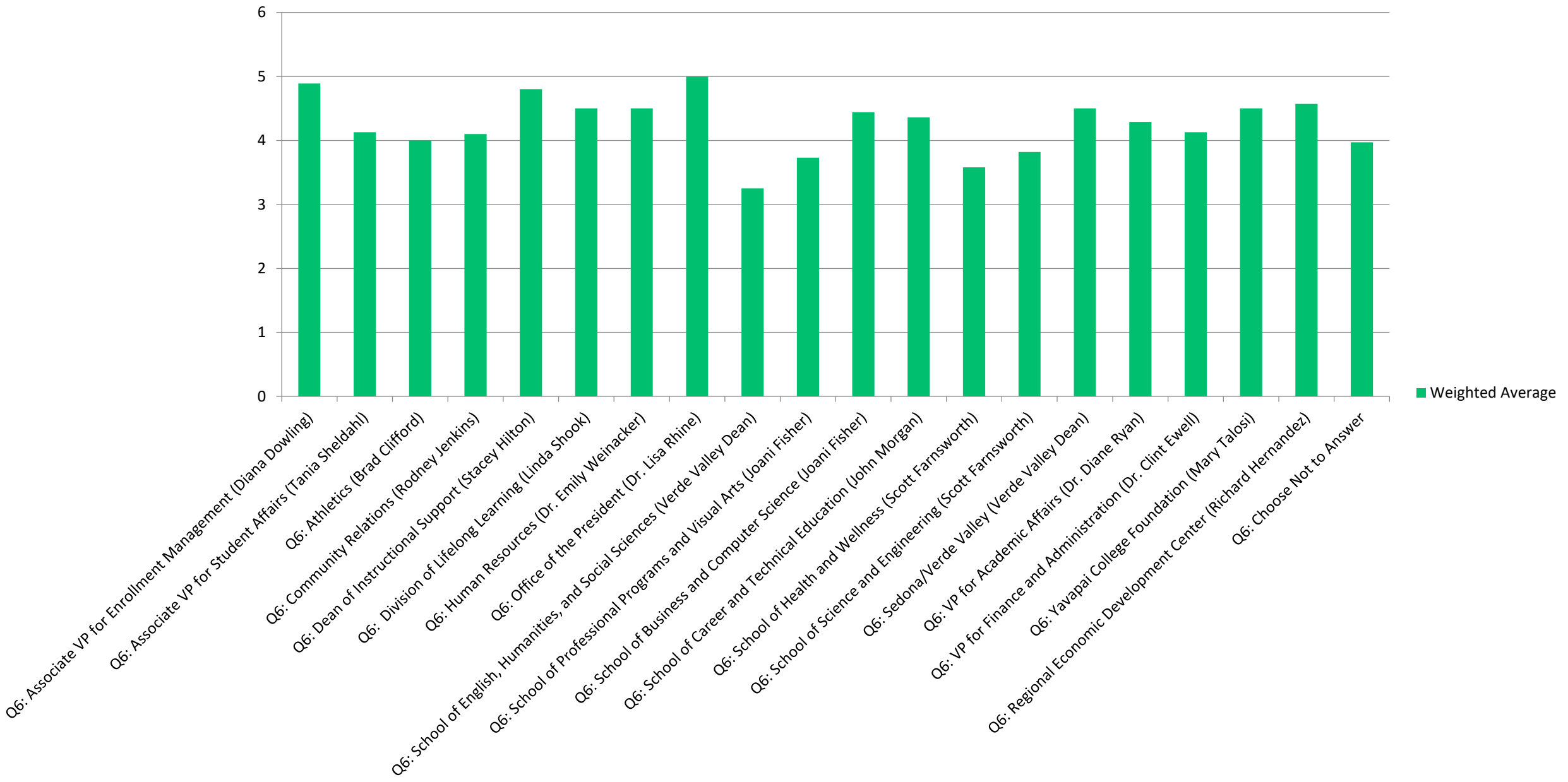
Q6: Associate VP for Enrollment Management (Diana Dowling)  
Q6: Associate VP for Student Affairs (Tania Sheldahl)  
Q6: Athletics (Brad Clifford)  
Q6: Community Relations (Rodney Jenkins)  
Q6: Dean of Instructional Support (Stacey Hilton)  
Q6: Division of Lifelong Learning (Linda Shook)  
Q6: Human Resources (Dr. Emily Weinacker)  
Q6: Office of the President (Dr. Lisa Rhine)  
Q6: School of English, Humanities, and Social Sciences (Verde Valley Dean)  
Q6: School of Business and Computer Science (Joani Fisher)  
Q6: School of Career and Technical Education (John Morgan)  
Q6: School of Science and Engineering (Scott Farnsworth)  
Q6: Sedona/Verde Valley (Verde Valley Dean)  
Q6: VP for Academic Affairs (Dr. Diane Ryan)  
Q6: VP for Finance and Administration (Dr. Clint Ewell)  
Q6: Yavapai College Foundation (Mary Talosi)  
Q6: Regional Economic Development Center (Richard Hernandez)  
Q6: Choose Not to Answer

# My supervisor creates a motivating and inclusive environment

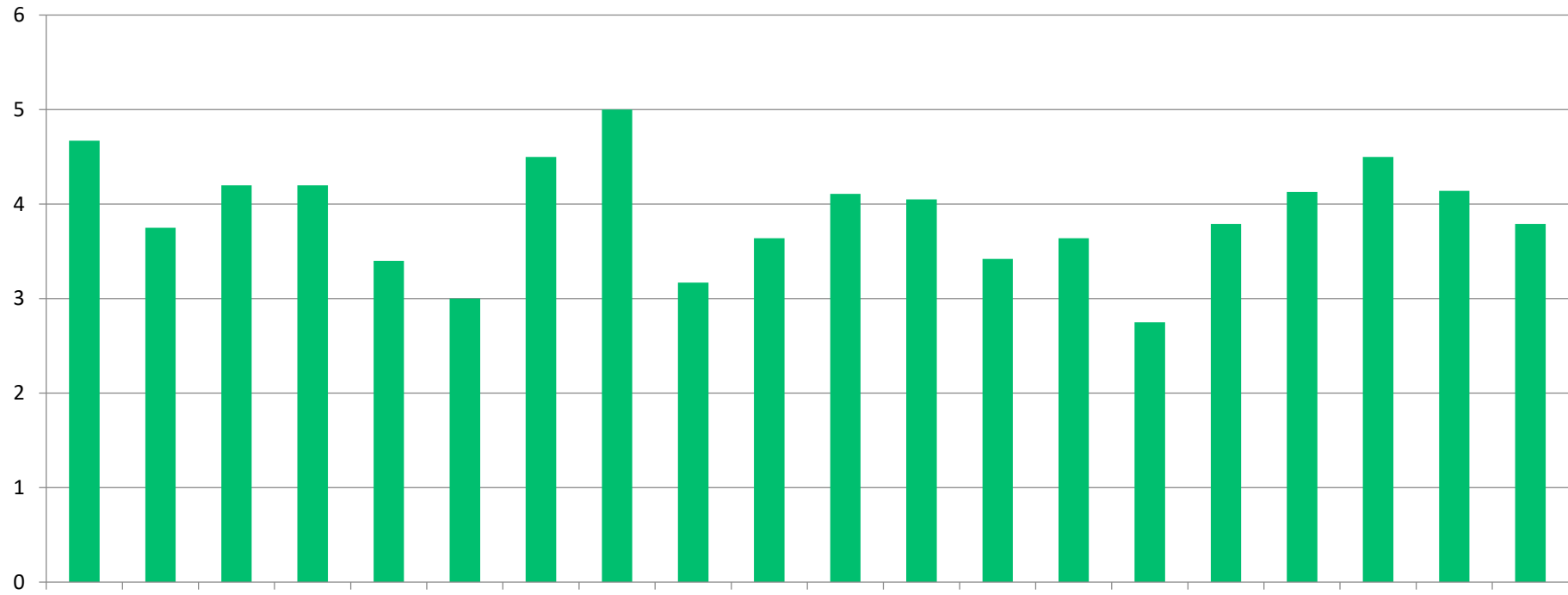




# My work team provides an environment for free and open expression of ideas, opinions and beliefs

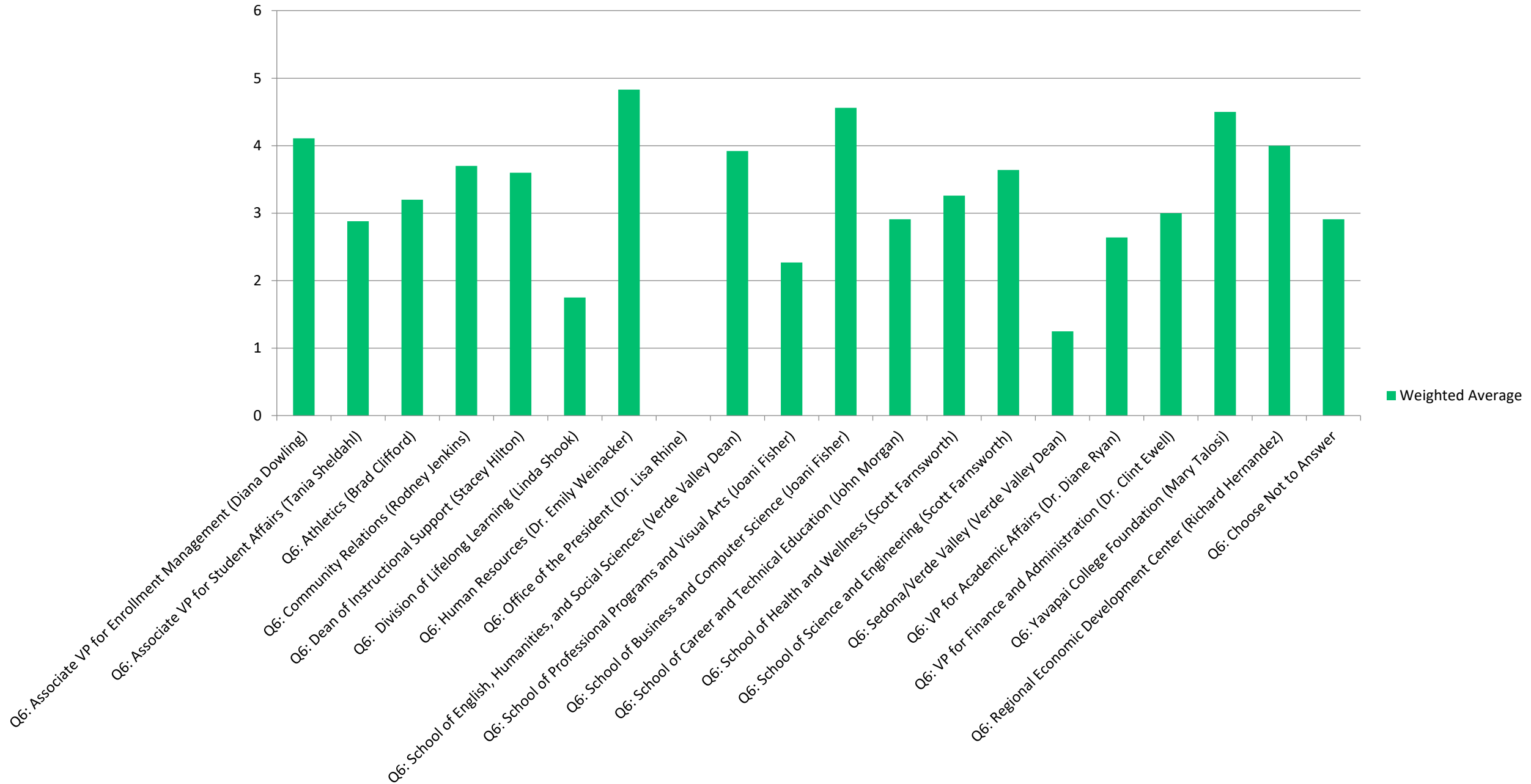


# I feel connected with other employees at YC



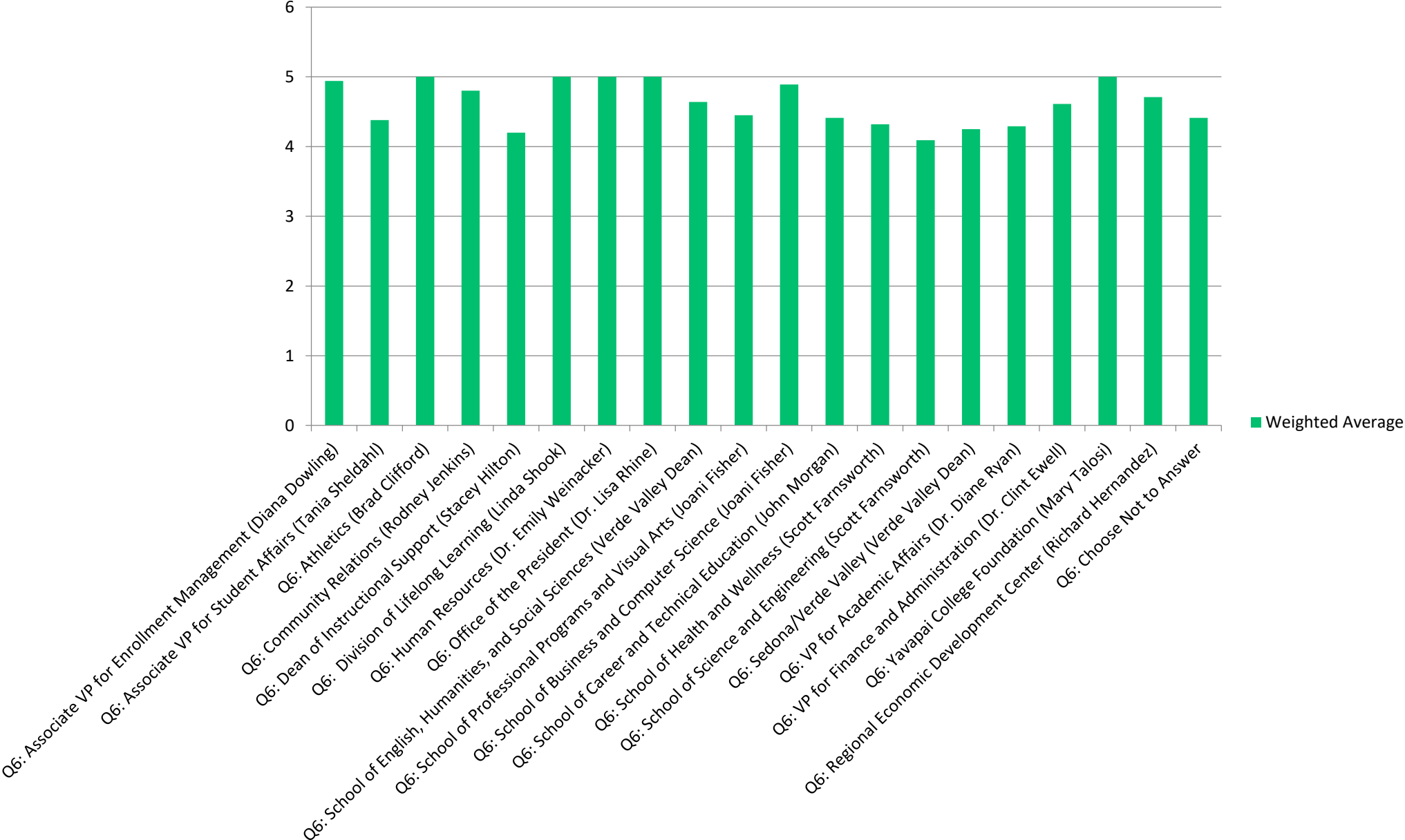
■ Weighted Average

# When I work remotely, I feel connected to my colleagues

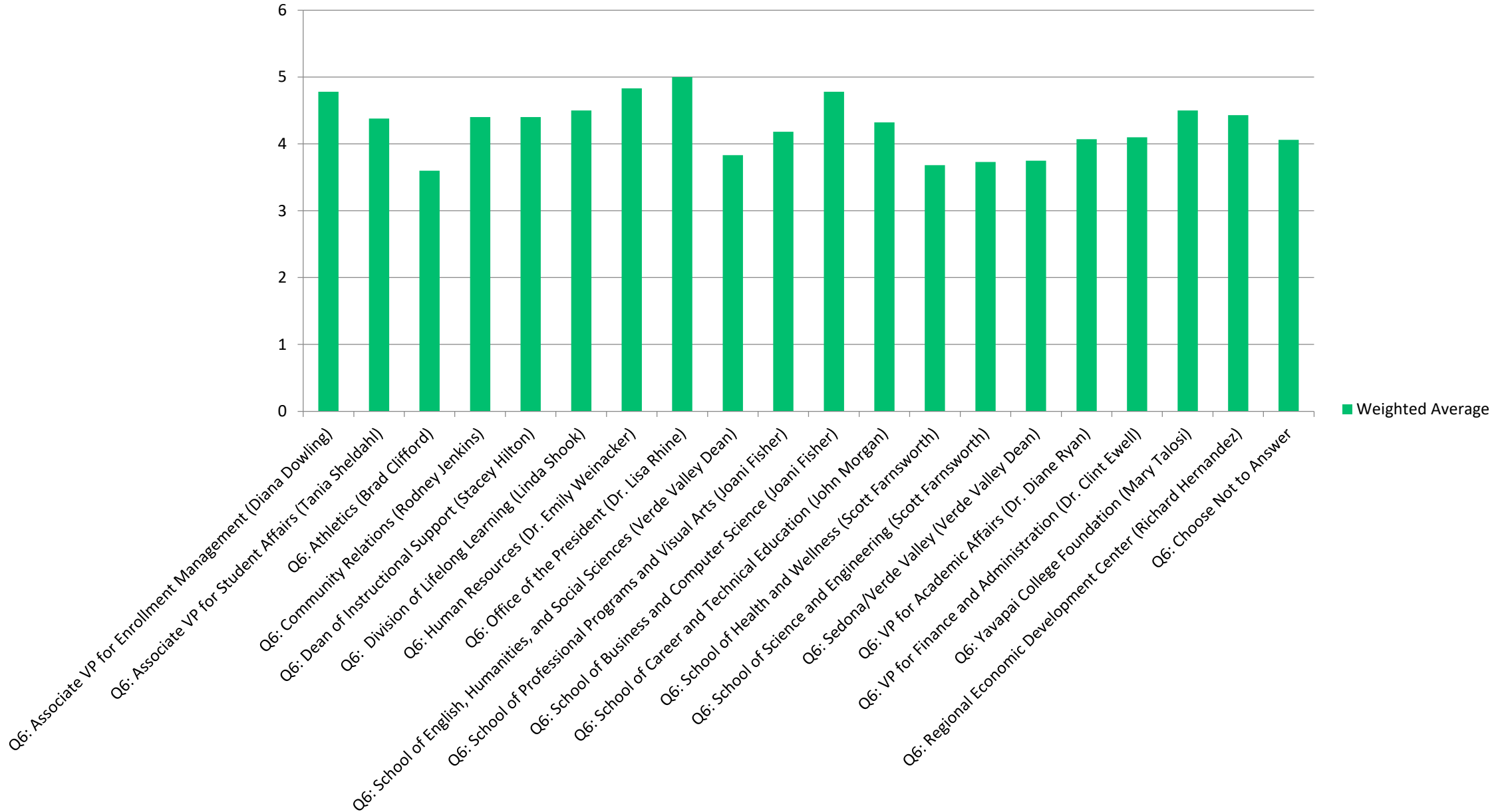


# Question 2

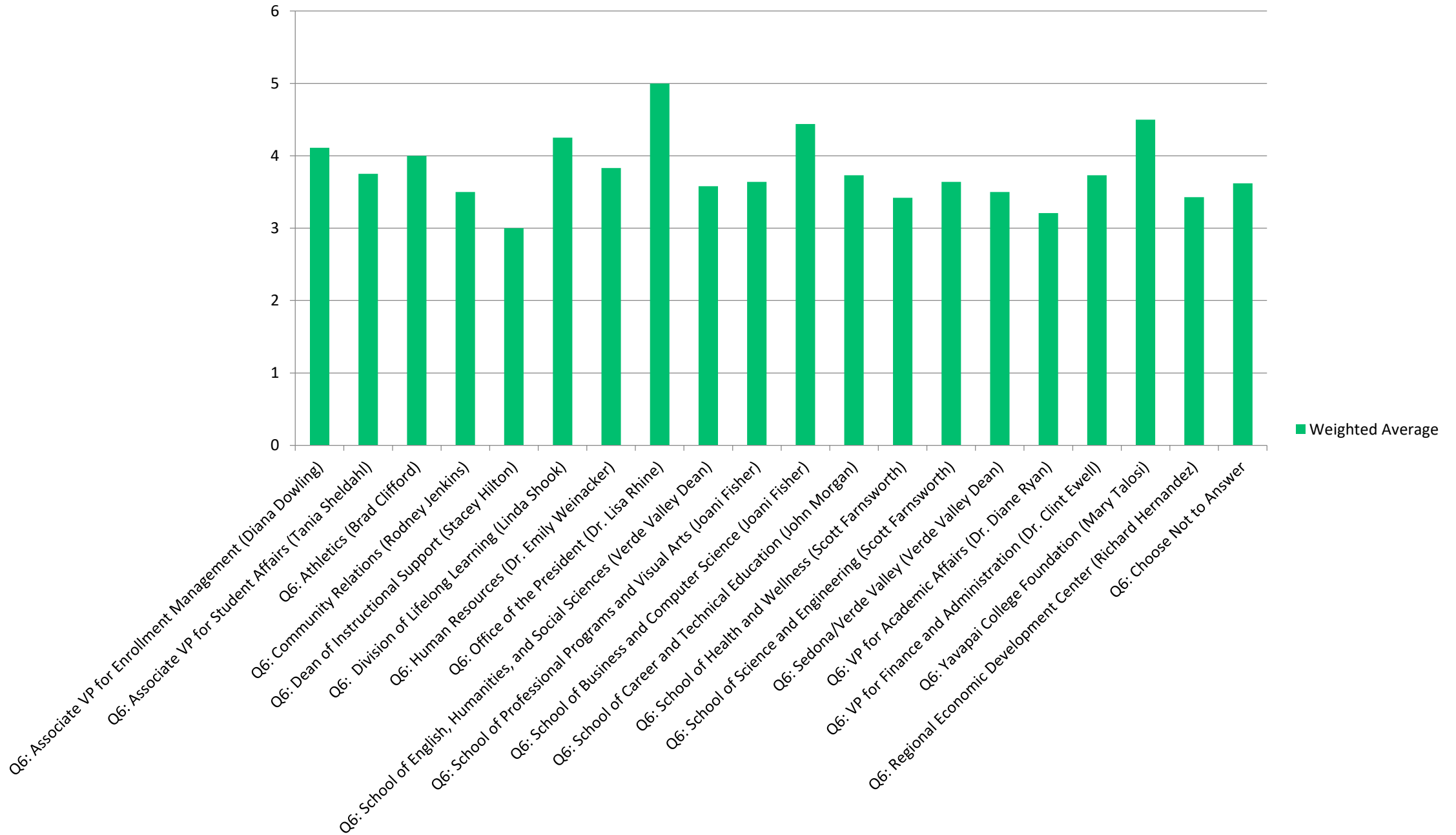
# I am proud to work at YC



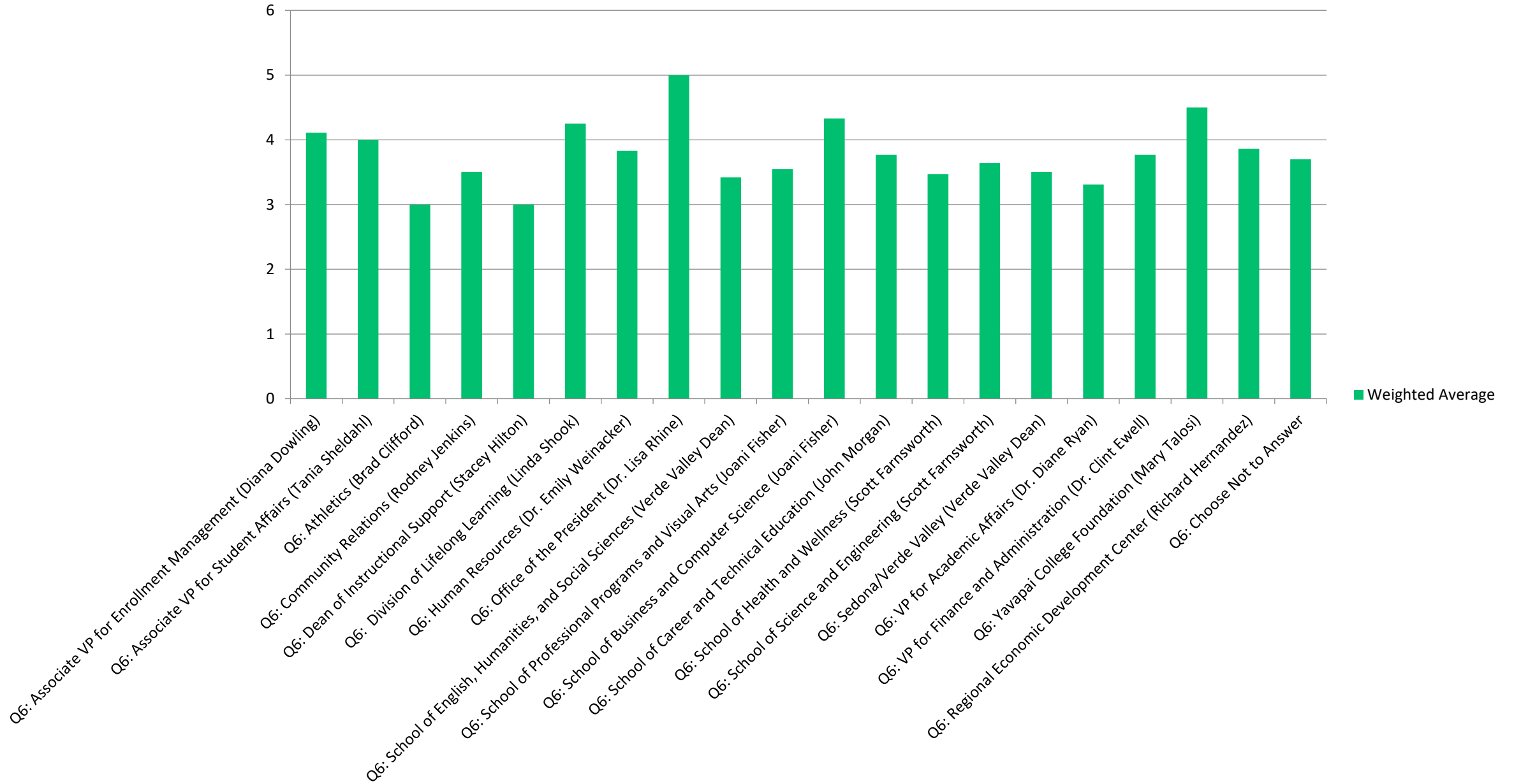
# My leader helps me understand how my work is important to the organization



# I believe administrative processes are clearly defined

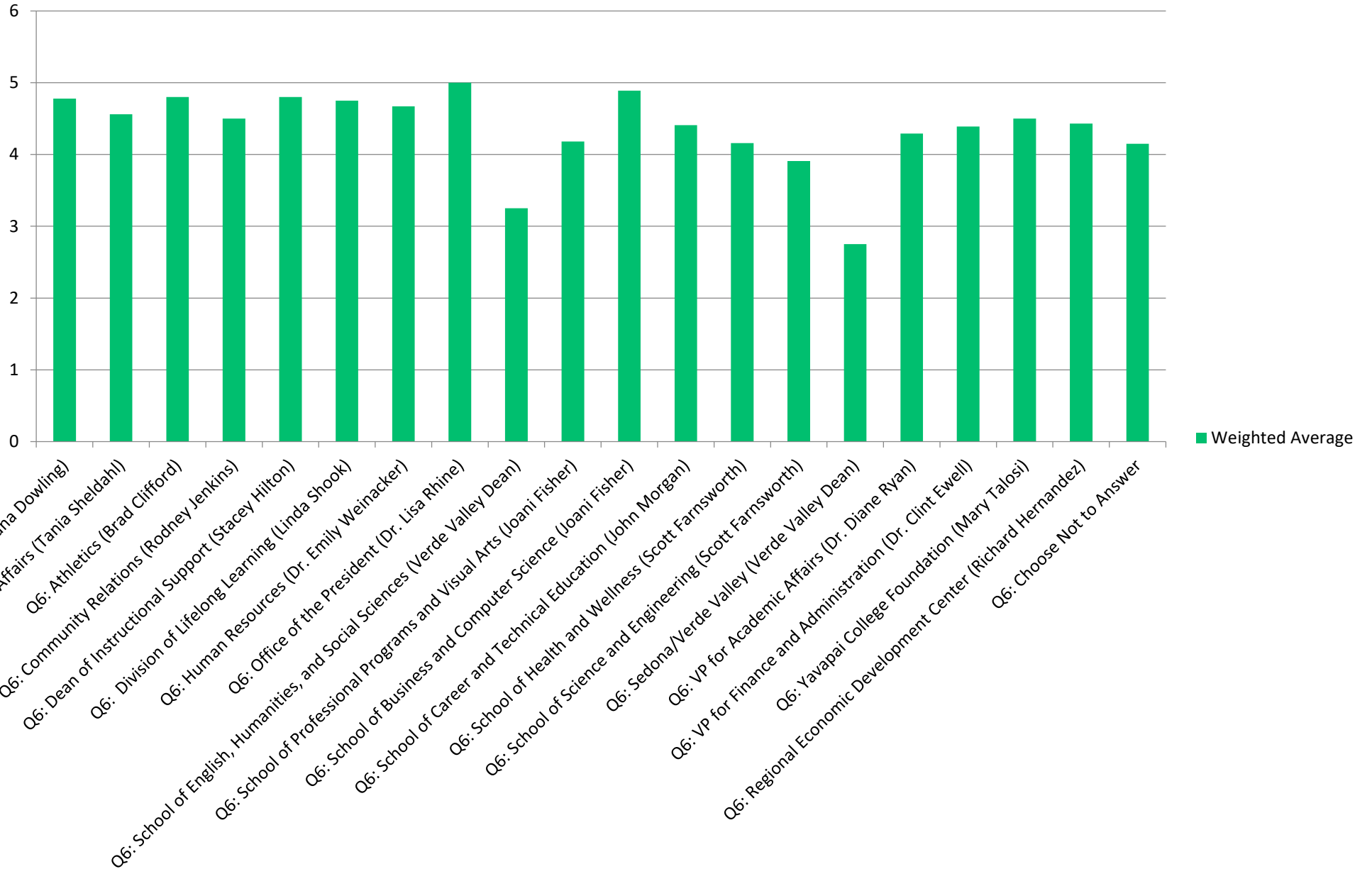


# The systems and processes at the college support my getting work done effectively

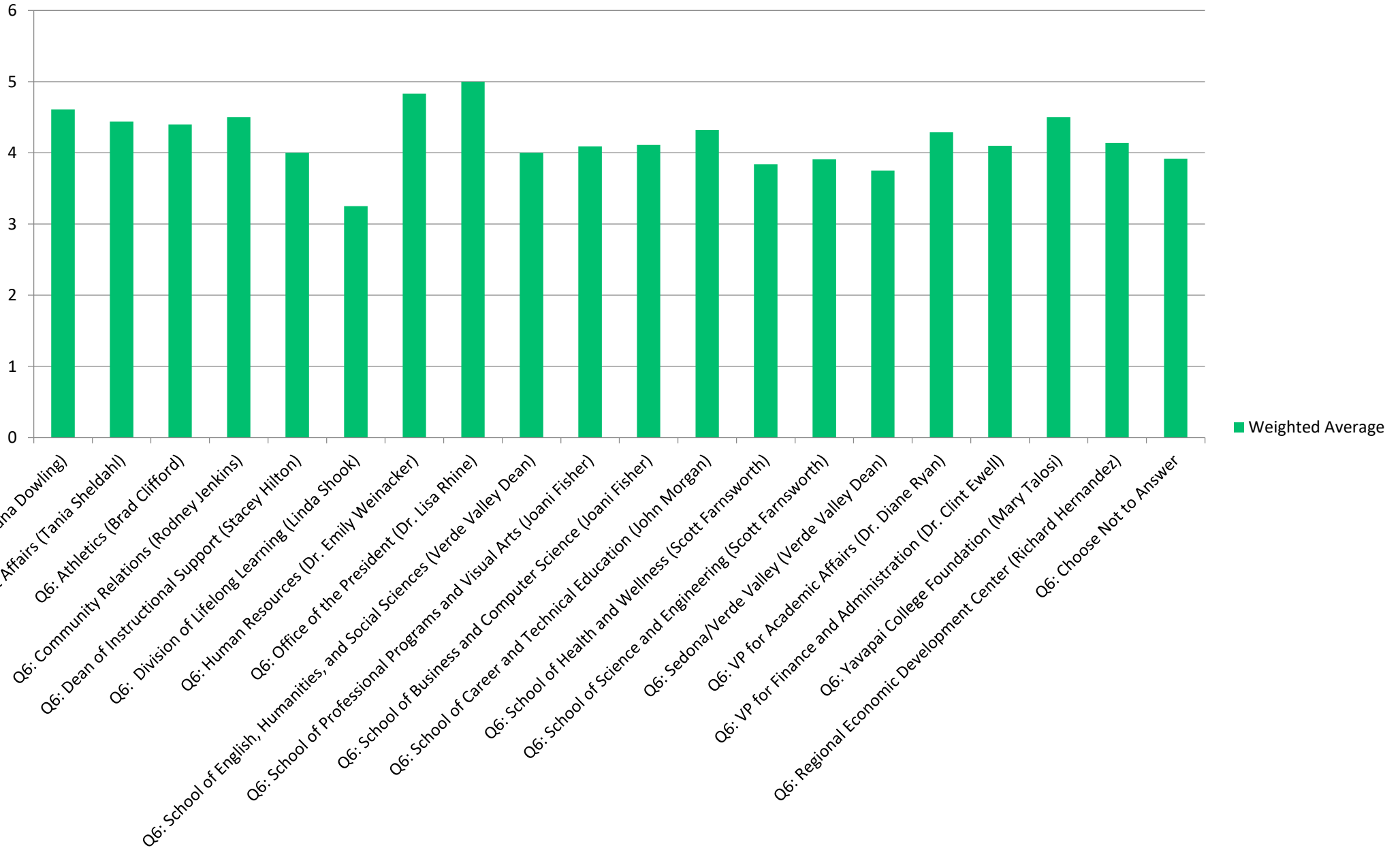




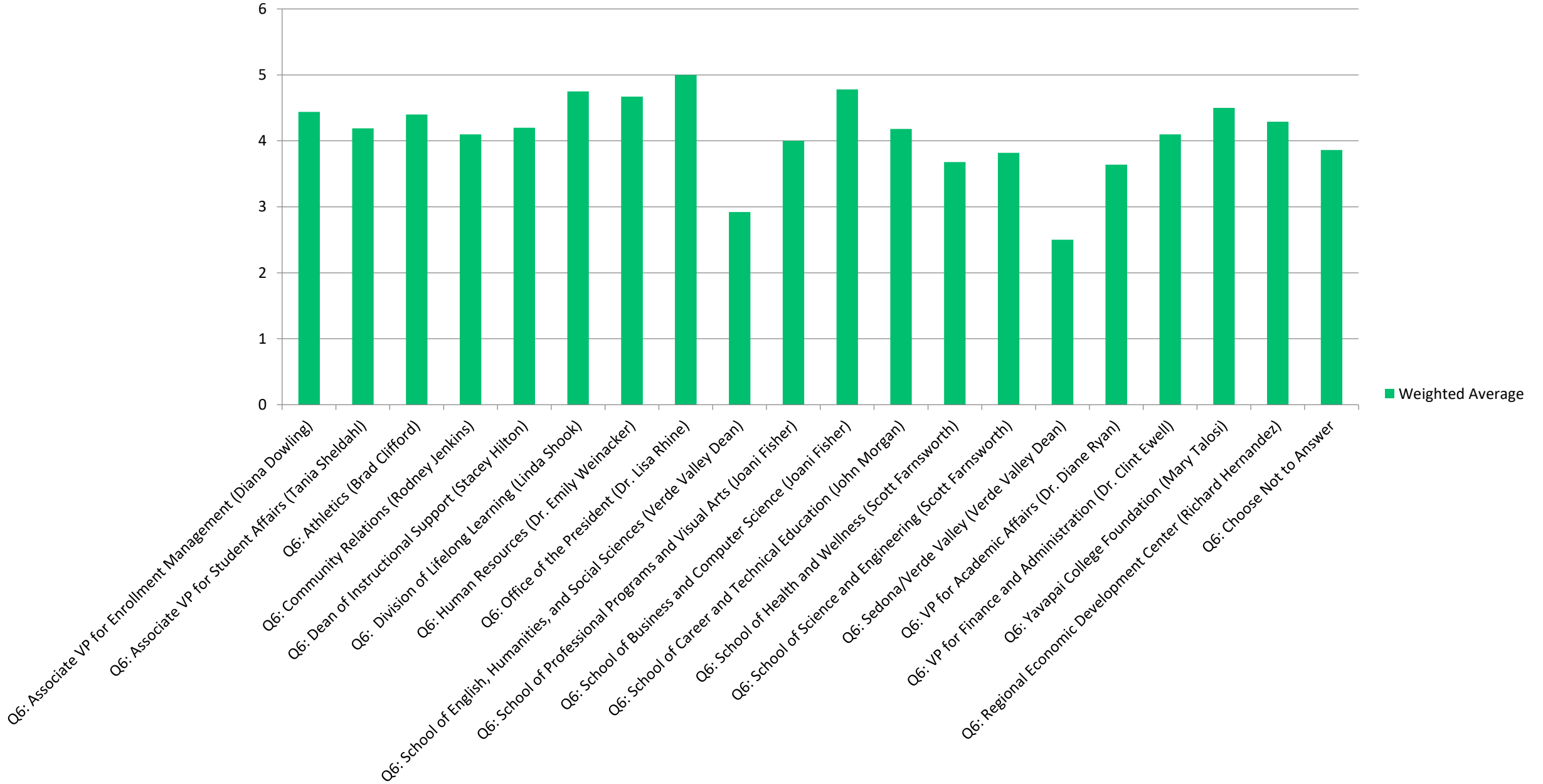
# My supervisor cares about my professional development



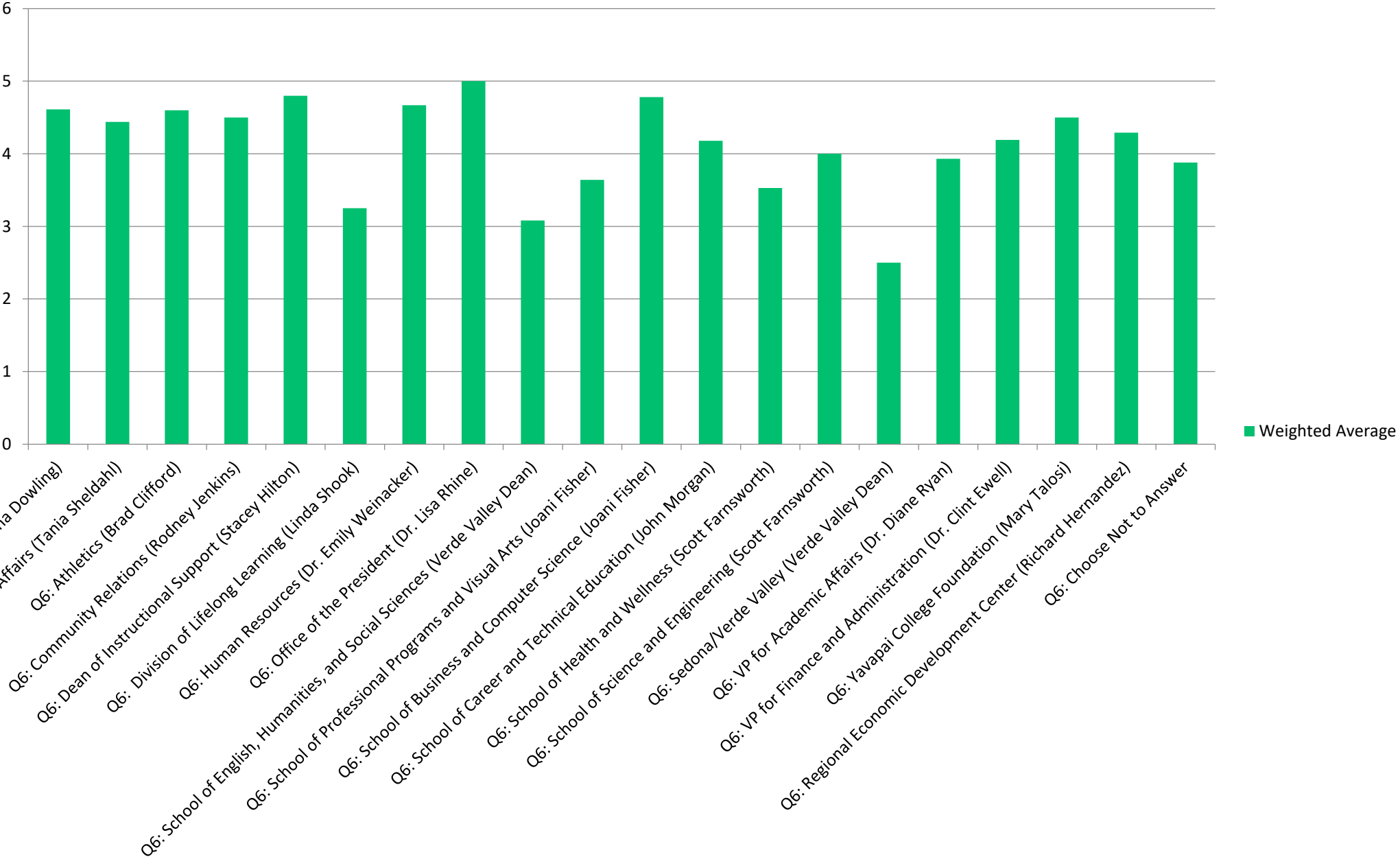
# Adequate professional development and training opportunities are available



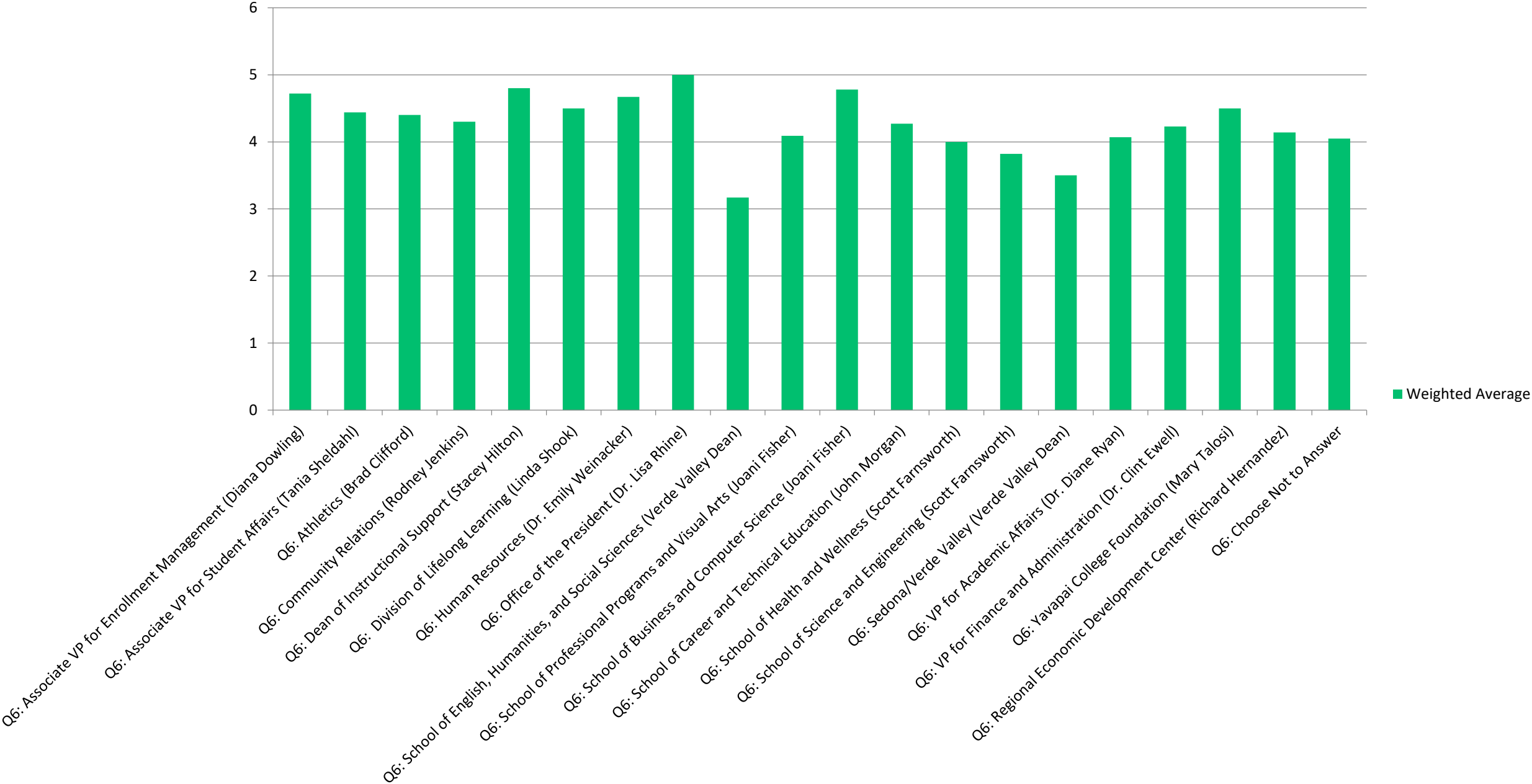
# I receive adequate recognition for my efforts at work



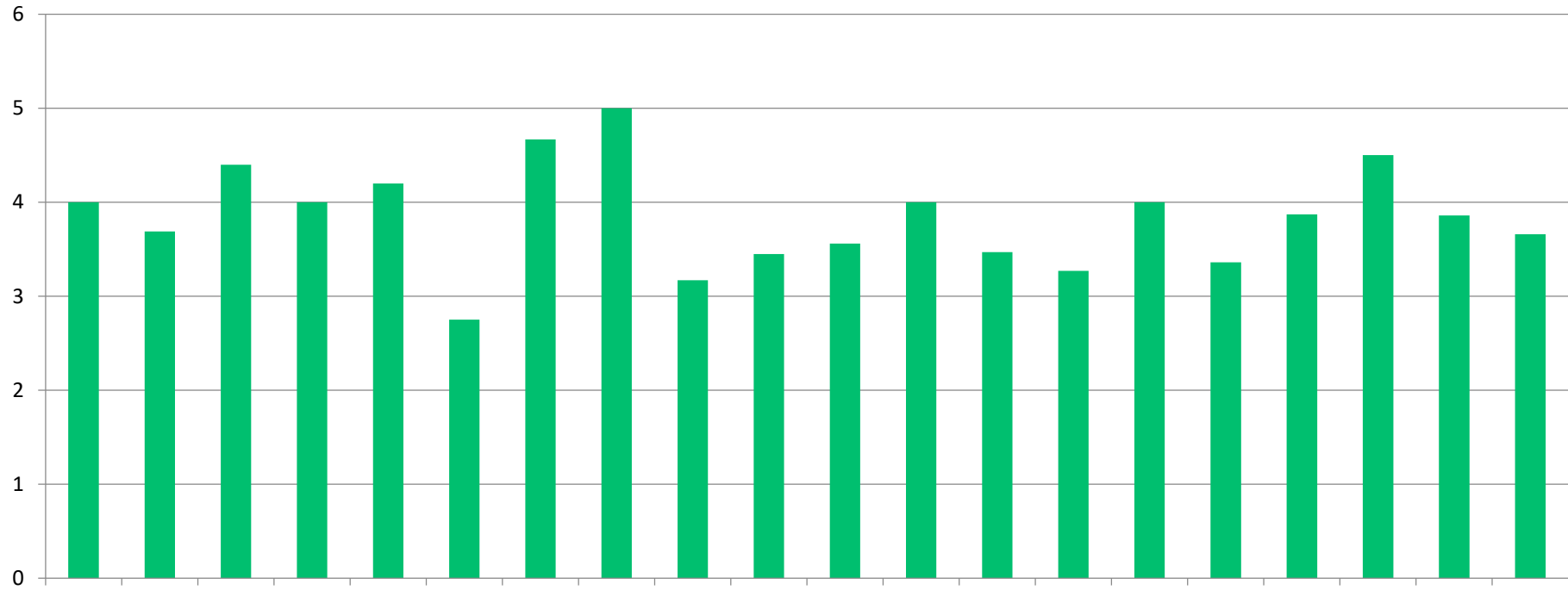
# My supervisor works with me to establish meaningful work goals



# My supervisor provides adequate coaching and feedback



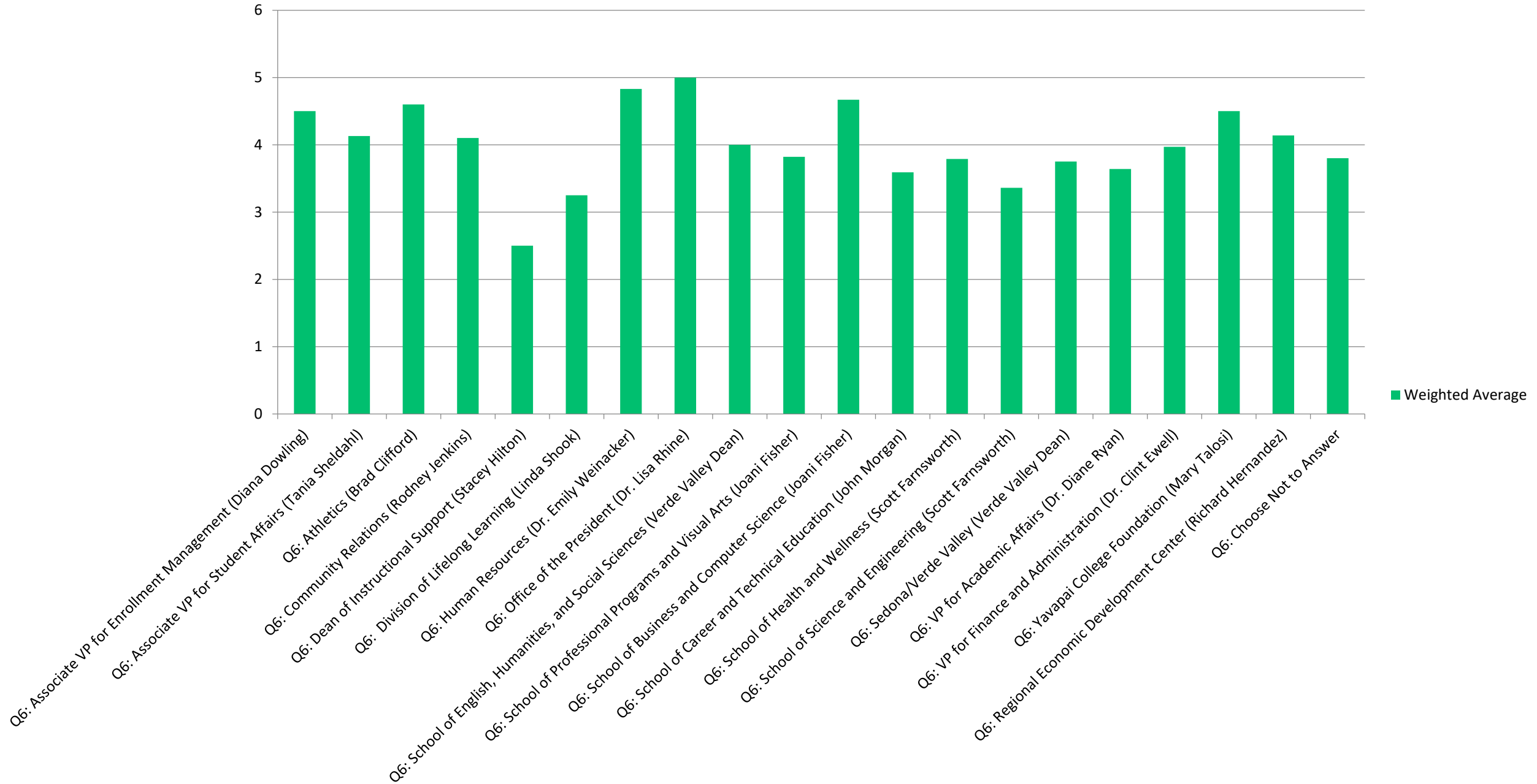
# I understand the role of participatory governance in the college



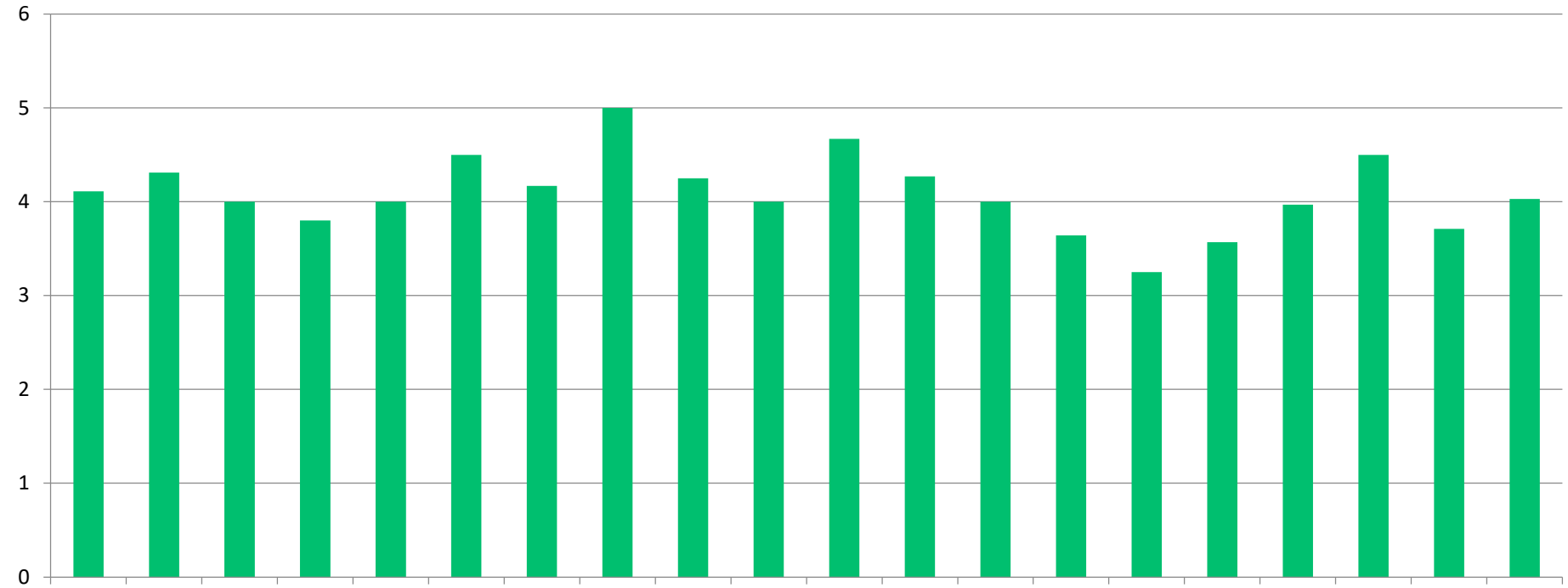
■ Weighted Average

Q6: Associate VP for Enrollment Management (Diana Dowling)  
Q6: Associate VP for Student Affairs (Tania Sheldahl)  
Q6: Athletics (Brad Clifford)  
Q6: Community Relations (Rodney Jenkins)  
Q6: Dean of Instructional Support (Stacey Hilton)  
Q6: Division of Lifelong Learning (Linda Shook)  
Q6: Human Resources (Dr. Emily Weinacker)  
Q6: Office of the President (Dr. Lisa Rhine)  
Q6: School of English, Humanities, and Social Sciences (Verde Valley Dean)  
Q6: School of Professional Programs and Visual Arts (Joani Fisher)  
Q6: School of Business and Computer Science (Joani Fisher)  
Q6: School of Career and Technical Education (John Morgan)  
Q6: School of Science and Engineering (Scott Farnsworth)  
Q6: Sedona/Verde Valley (Verde Valley Dean)  
Q6: VP for Academic Affairs (Dr. Diane Ryan)  
Q6: VP for Finance and Administration (Dr. Clint Ewell)  
Q6: Regional Economic Development Center (Richard Hernandez)  
Q6: Yavapai College Foundation (Mary Talosi)  
Q6: Choose Not to Answer

# I have confidence in the leadership in this organization



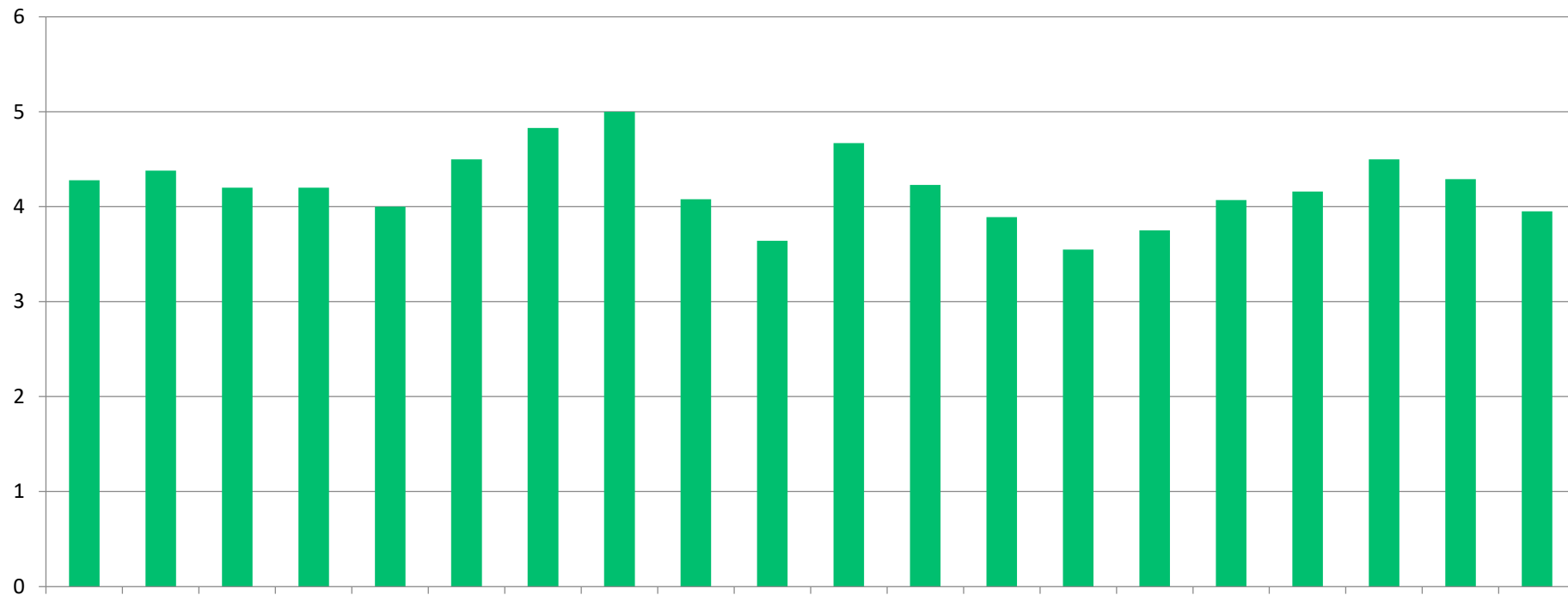
# My workload is realistic and manageable



■ Weighted Average

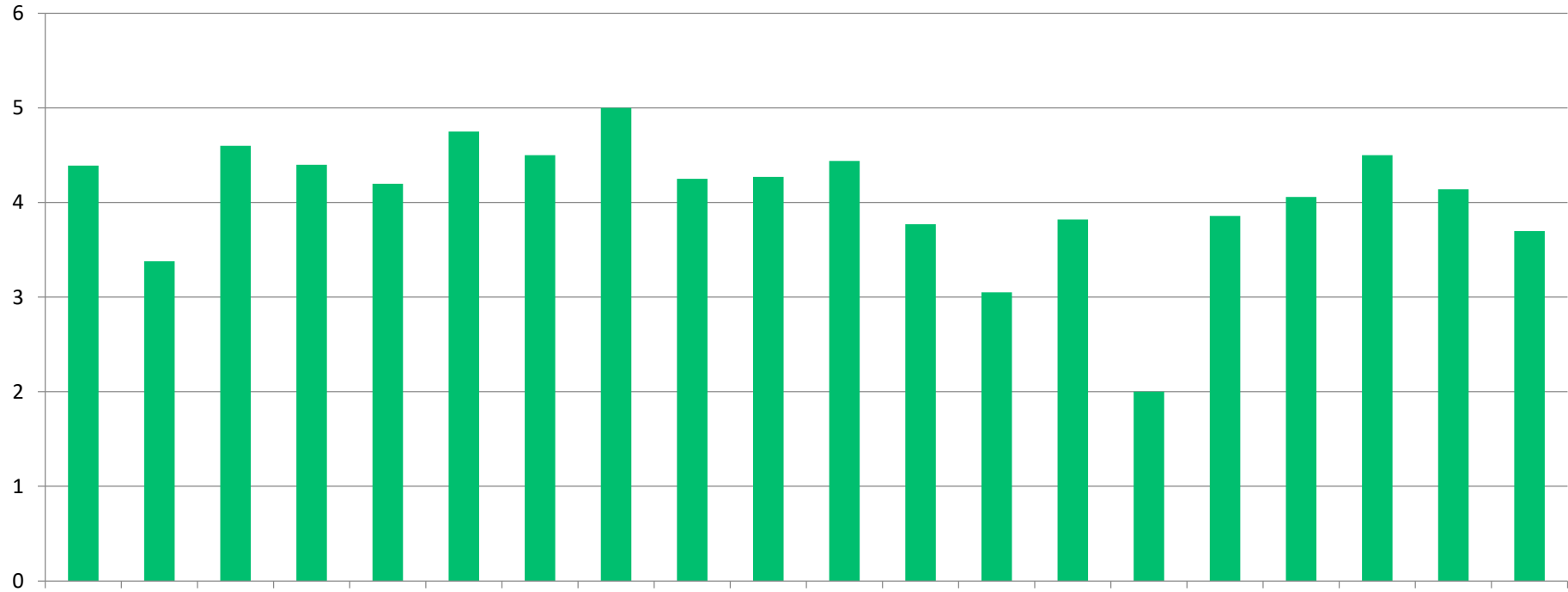


# I see clear alignment between the college goals and my job



■ Weighted Average

# I see myself being at YC five years from now



■ Weighted Average

# I would recommend YC to a friend seeking employment

