

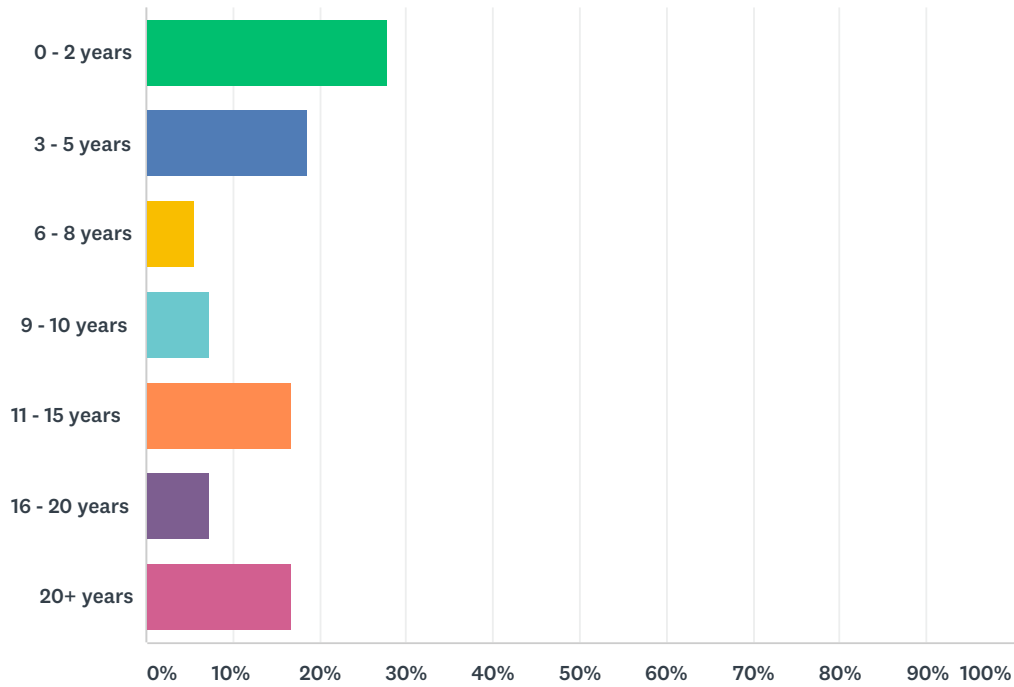
Appendix E

Miles Community College Employee Satisfaction Survey



Q1 How long have you been employed at MCC?

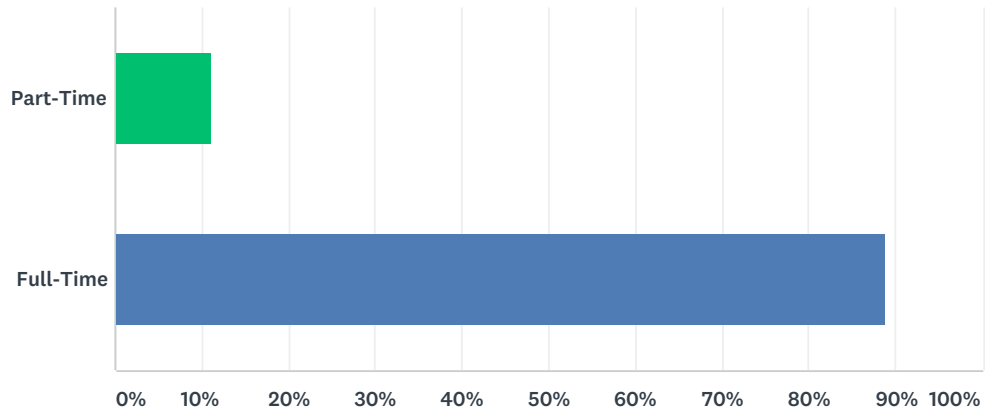
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES
0 - 2 years	27.78% 15
3 - 5 years	18.52% 10
6 - 8 years	5.56% 3
9 - 10 years	7.41% 4
11 - 15 years	16.67% 9
16 - 20 years	7.41% 4
20+ years	16.67% 9
TOTAL	54

Q2 Please indicate if you are a part-time or full-time employee.

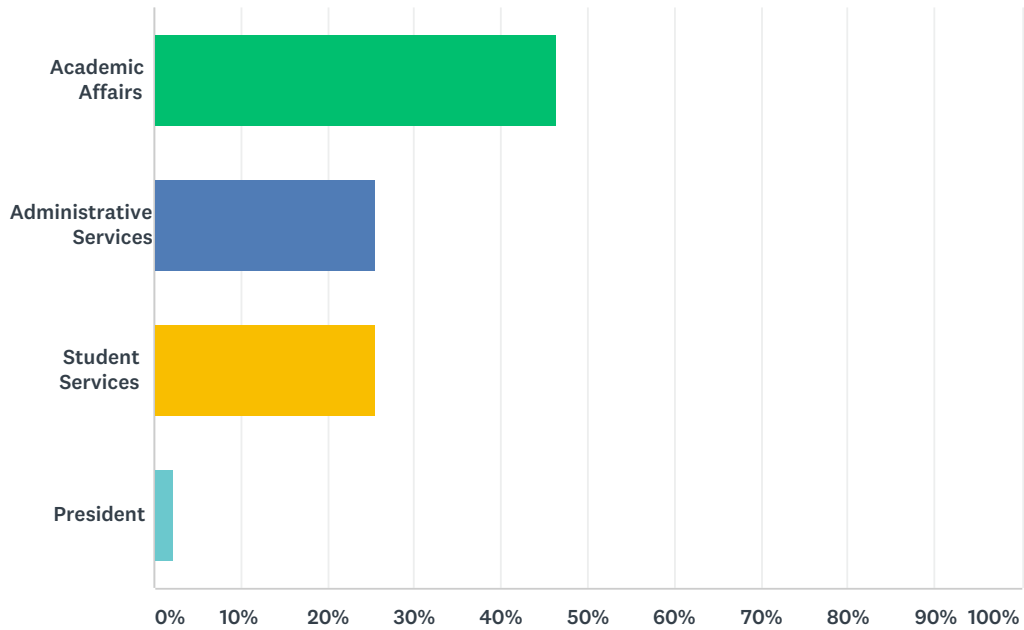
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Part-Time	11.11%	6
Full-Time	88.89%	48
TOTAL		54

Q3 Please indicate your division. (Optional)

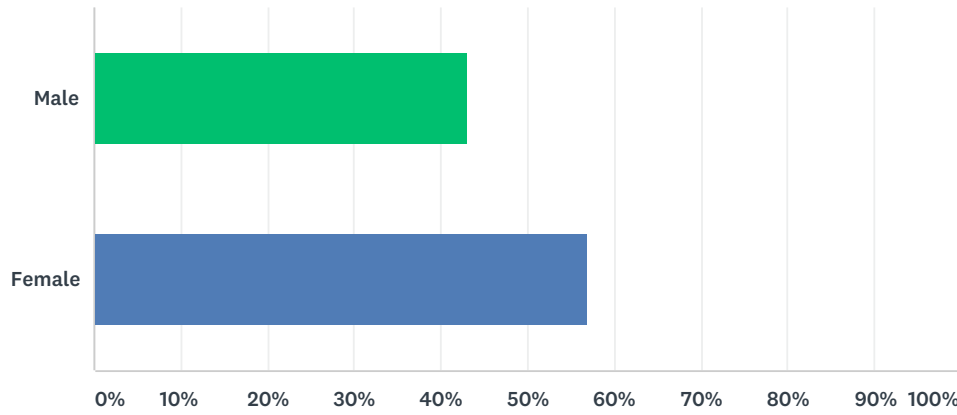
Answered: 43 Skipped: 11



ANSWER CHOICES	RESPONSES	
Academic Affairs	46.51%	20
Administrative Services	25.58%	11
Student Services	25.58%	11
President	2.33%	1
TOTAL		43

Q4 Please indicate if you are Male or Female.

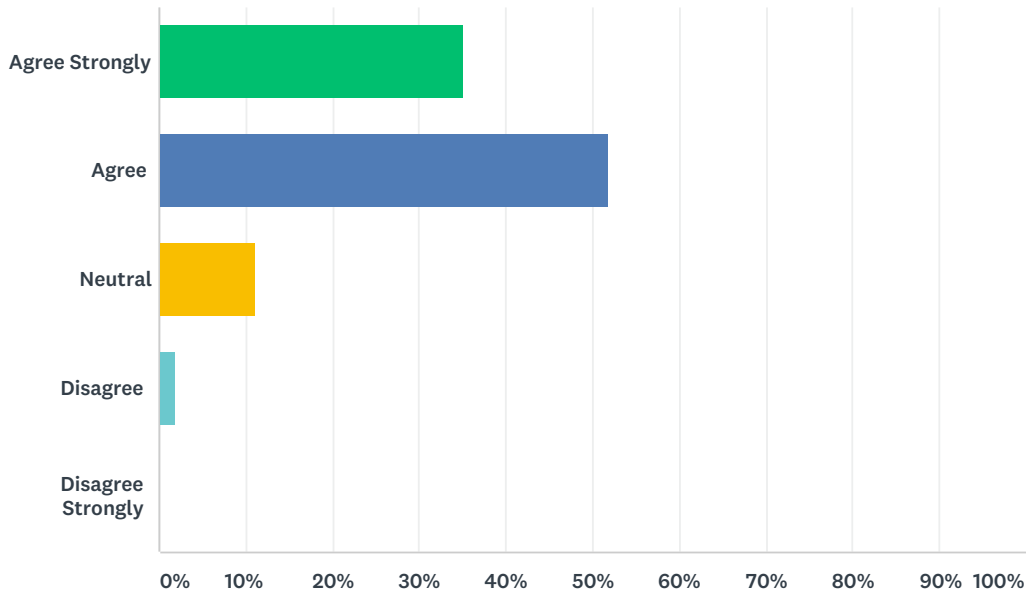
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Male	43.14%	22
Female	56.86%	29
TOTAL		51

Q5 The campus celebrates successes and praises performance.

Answered: 54 Skipped: 0

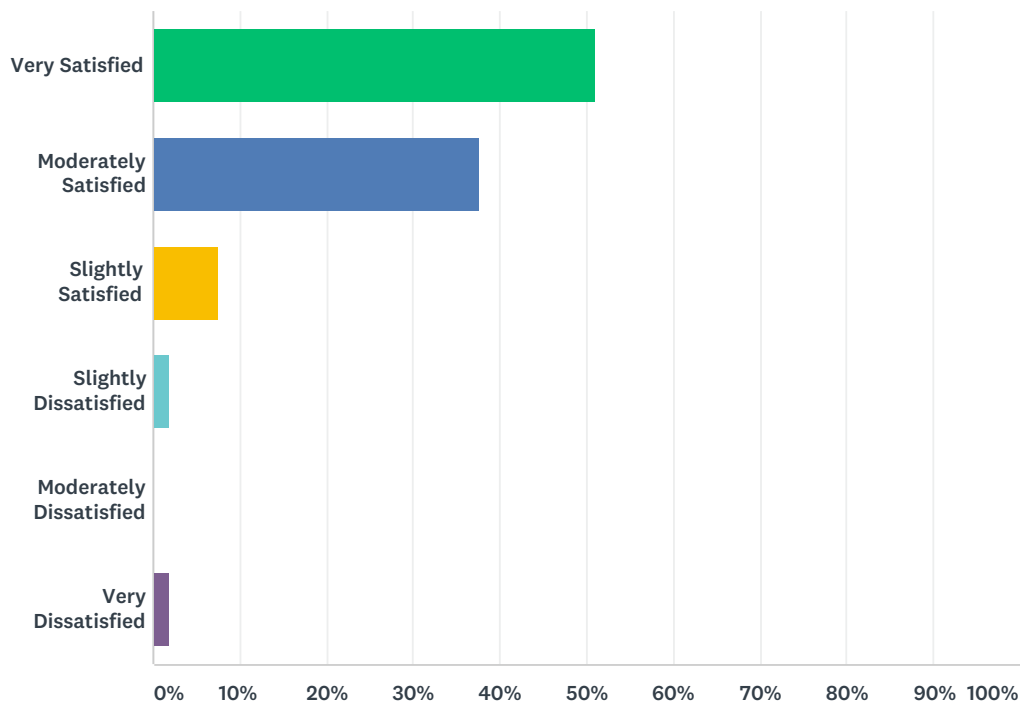


ANSWER CHOICES	RESPONSES	
Agree Strongly	35.19%	19
Agree	51.85%	28
Neutral	11.11%	6
Disagree	1.85%	1
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	I agree the campus celebrates successes and praises performance-but almost too much. There are so many different awards that it diminishes their value, and feels like we need to think "who hasn't received this award yet," versus on merit.	5/6/2019 6:21 AM
2	I see the effort put into praising performance by all levels of the administration through a variety of forums and approaches.	4/9/2019 11:47 AM
3	Whenever an email goes out to an employee concerning a success or praise, the employee response is tremendous.	4/8/2019 2:18 AM
4	There are opportunities but not everyone participates. Nominations are low.	4/8/2019 12:55 AM
5	I love this campus!	4/5/2019 2:06 PM
6	Newsletters each month highlight accomplishments. I have also been in many meetings with President Klippenstein has acknowledged and praised achievements by employees and students.	4/5/2019 9:18 AM
7	We have numerous awards given to employees though out the year by both individuals and by the campus, such as the Lure Award, Blue and Silver award, the two Excellence awards, Years of Service awards, and Petey the Pioneer. Birthday cards by the President and Social Committee. We would also like to give anniversary cards for anniversaries.	4/5/2019 9:11 AM

Q6 Overall, how satisfied or dissatisfied are you with your position at MCC?

Answered: 53 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	50.94%	27
Moderately Satisfied	37.74%	20
Slightly Satisfied	7.55%	4
Slightly Dissatisfied	1.89%	1
Moderately Dissatisfied	0.00%	0
Very Dissatisfied	1.89%	1
TOTAL		53

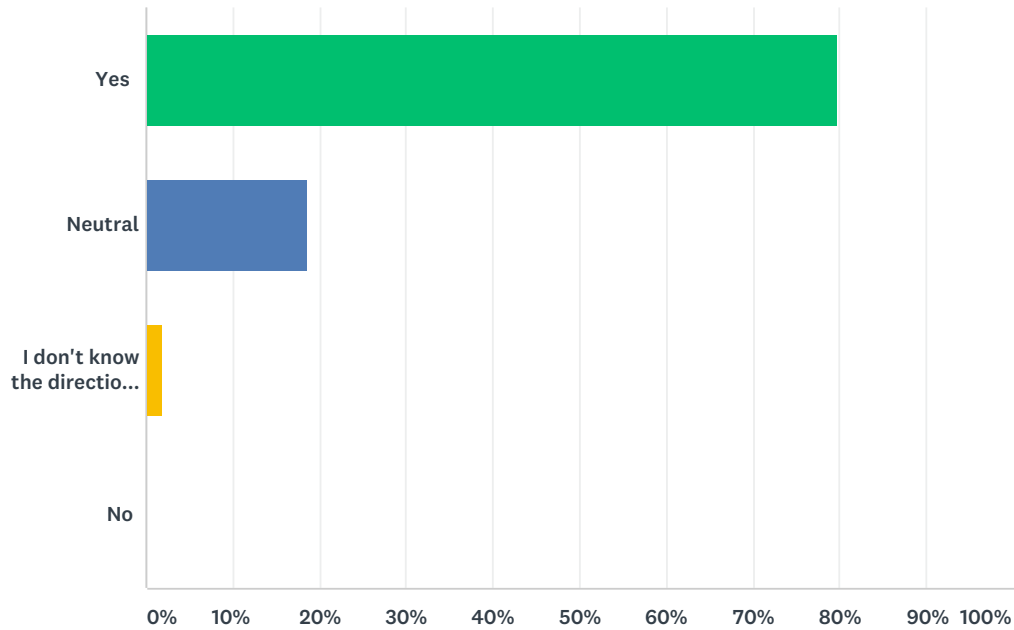
#	WHAT FACTORS CONTRIBUTE THE MOST TO YOUR SATISFACTION AT MCC.	DATE
1	I like my job and duties.	5/10/2019 2:55 AM
2	Flexibility and independence (believing I will get the job done as required).	5/6/2019 6:21 AM
3	The people I work with and the President.	4/22/2019 7:43 AM
4	I feel supported in my work and also afforded the freedom to take my own approach. I believe that most people affiliated with our campus have its best interest in mind through all of their actions.	4/9/2019 11:47 AM
5	The administration willingness to work with me.	4/9/2019 9:04 AM
6	Pleasant place to work, good encouraging atmosphere, good pay.	4/8/2019 9:04 AM
7	academic freedom, opportunity to give input on variety of issues and changes the majority of the time, excellent relationships among employees. great rapport with board	4/8/2019 4:57 AM

Employee Satisfaction 2019

8	Amount of time I interact with students.	4/8/2019 4:25 AM
9	Ability to help students	4/8/2019 2:45 AM
10	I'm not micromanaged.	4/8/2019 2:32 AM
11	I have a great boss who encourages and supports me. I also work with a great bunch of people campus wide.	4/8/2019 2:18 AM
12	Appreciate and respect my supervisor!	4/8/2019 2:00 AM
13	Have not advanced, been promoted or been given a raise.	4/6/2019 2:30 PM
14	I love being here! Amazing people! Amazing staff! This place is awesome!	4/5/2019 2:06 PM
15	The people that I work with, feeling appreciated and having flexibility to take time off as needed.	4/5/2019 9:28 AM
16	I love my job and enjoy my colleagues.	4/5/2019 9:18 AM
17	My co-workers	4/5/2019 9:11 AM
18	support from supervisors and peers	4/5/2019 9:05 AM
19	The staff are so helpful here.	4/5/2019 8:59 AM

Q7 Do you believe MCC is moving in the right direction?

Answered: 54 Skipped: 0

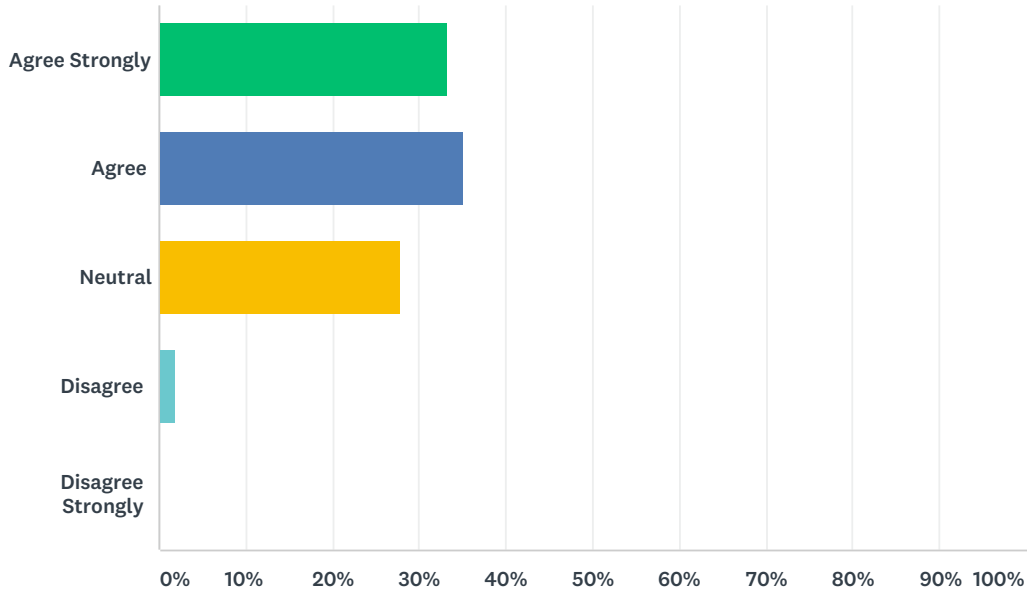


ANSWER CHOICES	RESPONSES
Yes	79.63% 43
Neutral	18.52% 10
I don't know the direction of the college	1.85% 1
No	0.00% 0
TOTAL	54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Sometimes politics override good decisions.	5/10/2019 2:55 AM
2	I think we have a great vision and everyone has the best interests of our students in mind in everything we do.	4/22/2019 7:43 AM
3	We have work to do, of course, but I do believe steps are being taken in the best interest of the campus and the campus community.	4/9/2019 11:47 AM
4	Seems like we are always ahead of implementing or addressing issues faced by educational institutions (ie. bullying, active shooter, inclusion)	4/8/2019 4:57 AM
5	Above and beyond yes!	4/5/2019 2:06 PM
6	We are so fortunate to have a visionary leader like President Klippenstein who motivates people in a positive manner.	4/5/2019 9:18 AM

Q8 The college leadership team is open to feedback.

Answered: 54 Skipped: 0

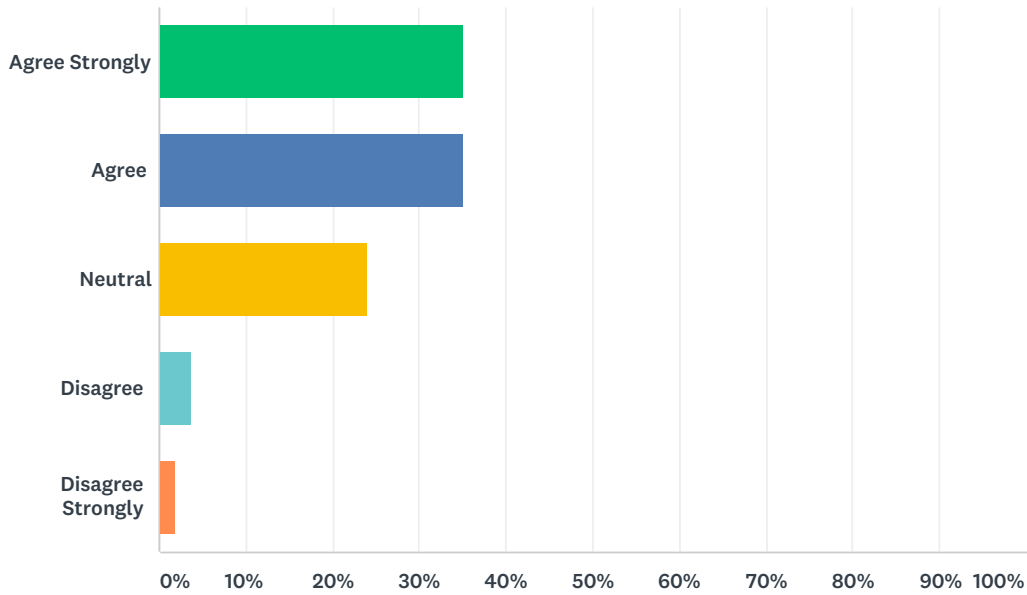


ANSWER CHOICES	RESPONSES	
Agree Strongly	33.33%	18
Agree	35.19%	19
Neutral	27.78%	15
Disagree	1.85%	1
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Really enjoy the "Coffee with the Dr. K's"	5/6/2019 6:21 AM
2	The Coffee with the President and other opportunities to engage directly with the leadership team support their willingness to not only hear feedback but to seek it out.	4/9/2019 11:47 AM
3	They are open to feedback but there are times decisions are made contrary to the feedback and the feedback is valid.	4/8/2019 2:18 AM
4	I sometimes believe it depends on where the feedback is coming from. I believe they prompt the feedback they want to hear.	4/8/2019 2:00 AM
5	Our leadership individuals are the real deal.	4/5/2019 2:06 PM
6	The president less than others	4/5/2019 10:16 AM
7	Not only are they open to feedback, they go out of their way to solicit feedback to make things better.	4/5/2019 9:28 AM

Q9 I feel that I can share my thoughts and ideas with college leadership.

Answered: 54 Skipped: 0

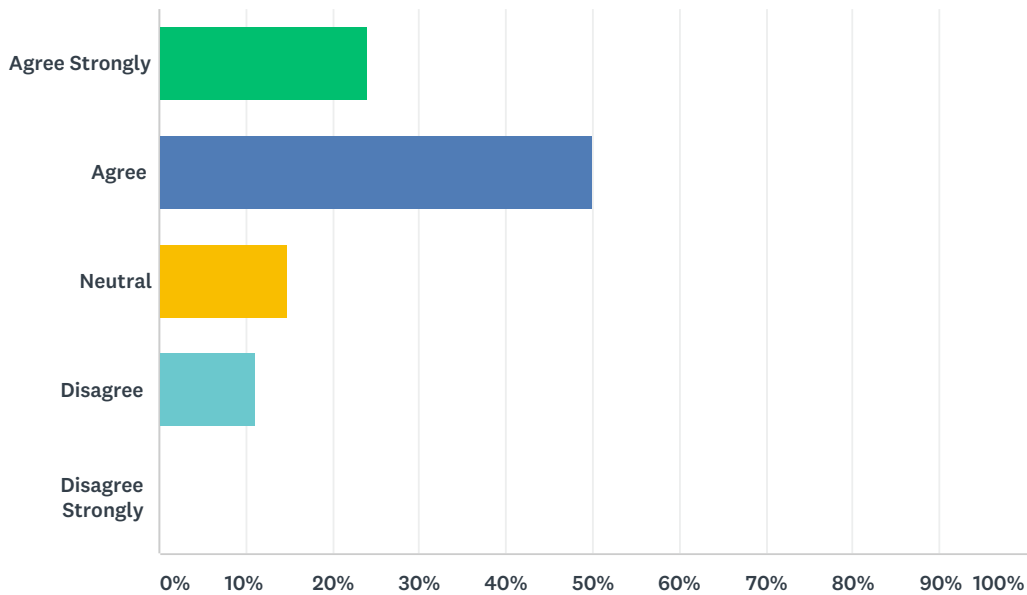


ANSWER CHOICES	RESPONSES	
Agree Strongly	35.19%	19
Agree	35.19%	19
Neutral	24.07%	13
Disagree	3.70%	2
Disagree Strongly	1.85%	1
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Rita is not often available to just "pop in" and visit due to the amount of meetings	5/6/2019 6:21 AM
2	Sometimes I feel decisions are made in cabinet meetings and input from those "in the trenches" is not requested	4/8/2019 2:45 AM
3	I can share but feel it falls on deaf ears sometimes. The leadership sees the big picture and doesn't always see the smaller issues that the non-leadership deal with. it takes the full team to bring about the big picture.	4/8/2019 2:00 AM
4	The president less than others	4/5/2019 10:16 AM

Q10 The college provides me the equipment and materials I need to perform my job.

Answered: 54 Skipped: 0

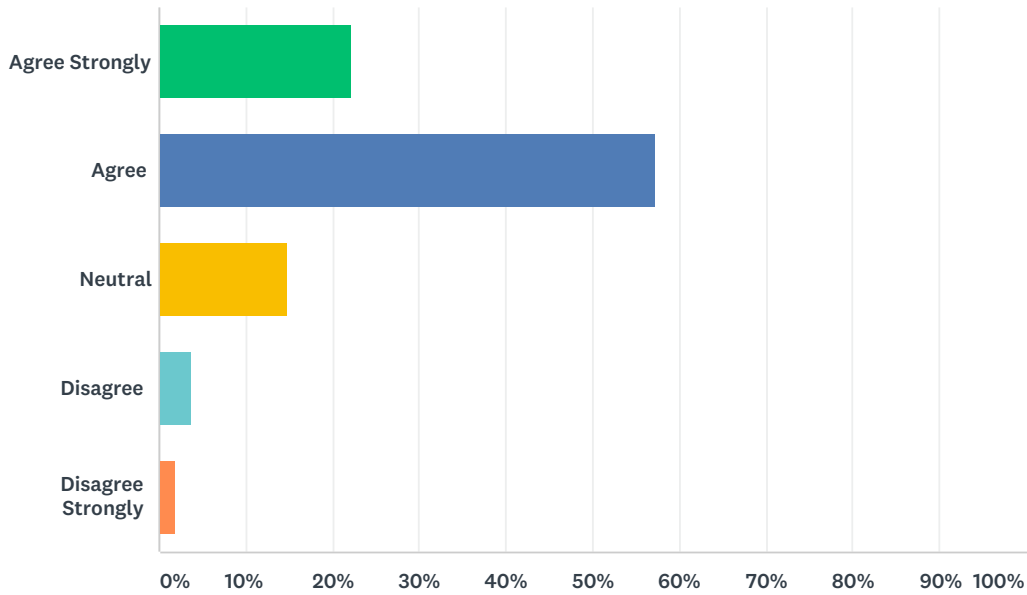


ANSWER CHOICES	RESPONSES	
Agree Strongly	24.07%	13
Agree	50.00%	27
Neutral	14.81%	8
Disagree	11.11%	6
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Need to work on being better at future planning for needed expensive equipment.	5/6/2019 10:01 AM
2	Of course, we always need technology upgrades, but we do the best we can :)	5/6/2019 6:21 AM
3	Since the new budget proposal system is fairly new, it will take time to adjust to the process. It seems a little cumbersome right now. The paperwork for blue-slipping some materials feels a little too much. Business office can feel harsh about it sometimes.	4/8/2019 4:57 AM
4	The budget does not keep up with the needs of my area.	4/8/2019 4:25 AM
5	I don't have many equipment needs, but when I do, I get excellent support, especially from the IT folks.	4/5/2019 9:18 AM

Q11 I have been given the training I need to perform my job effectively.

Answered: 54 Skipped: 0

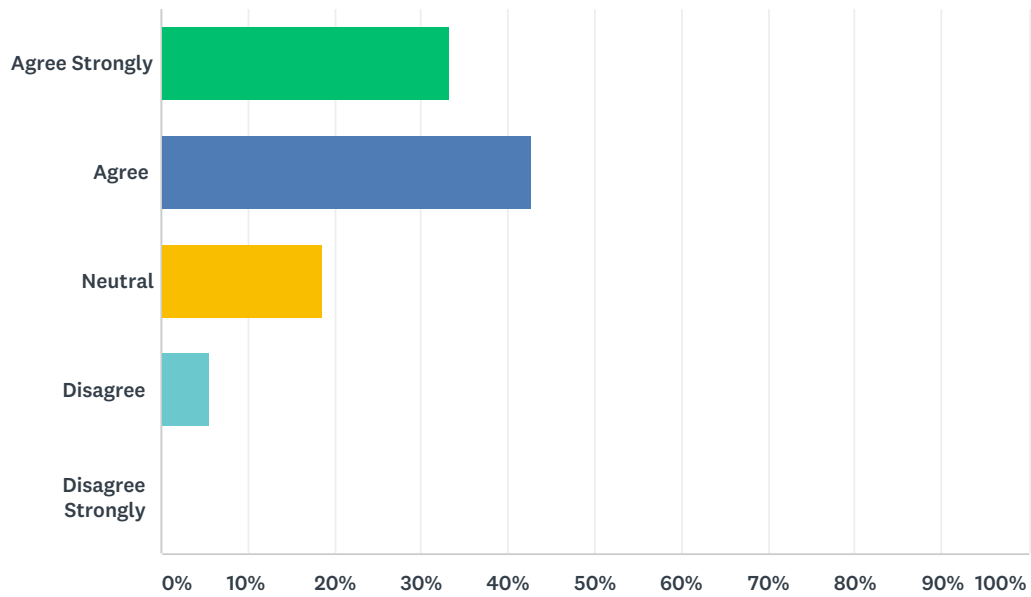


ANSWER CHOICES	RESPONSES	
Agree Strongly	22.22%	12
Agree	57.41%	31
Neutral	14.81%	8
Disagree	3.70%	2
Disagree Strongly	1.85%	1
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	I have been provided training and also supported in instances when I have sought out additional training for myself.	4/9/2019 11:47 AM
2	I would of liked a better job description and layout of my duties. It would of helped to have the files or information from the previous person who held my job. When I first started I was sent to talk to some of the people that work here at MCC, but wasn't sure of why I was supposed to talk to them. Would of liked more directions.	4/8/2019 9:04 AM
3	thanks to the Canvas workshops and leadership	4/8/2019 4:57 AM
4	On the job training most of the time. Learn it as you go.	4/8/2019 2:00 AM

Q12 We have opportunities to contribute to important decisions in my department.

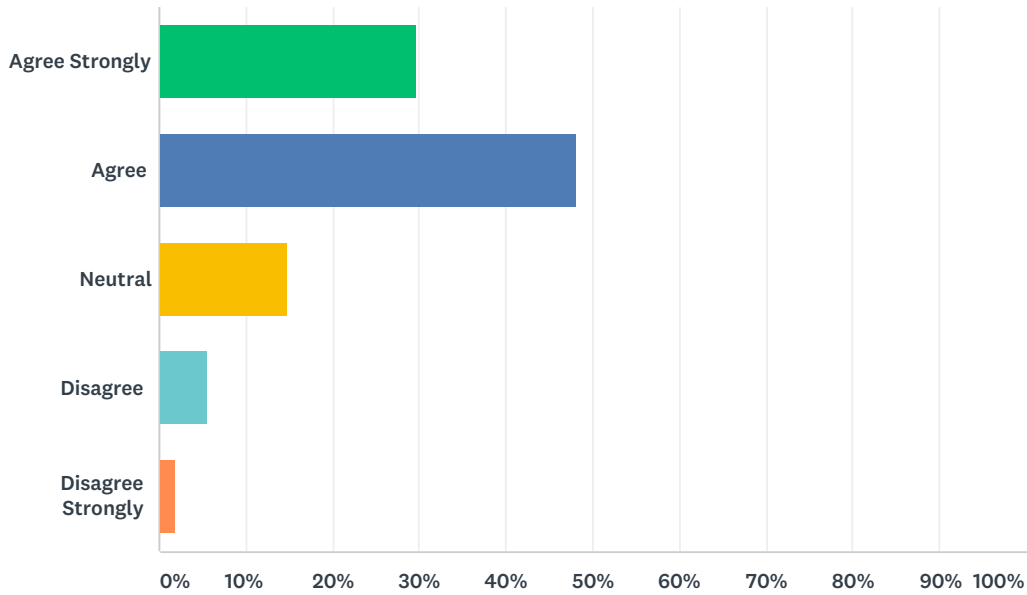
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree Strongly	33.33%	18
Agree	42.59%	23
Neutral	18.52%	10
Disagree	5.56%	3
Disagree Strongly	0.00%	0
TOTAL		54

Q13 I receive recognition or praise for doing a good job from my direct supervisor.

Answered: 54 Skipped: 0

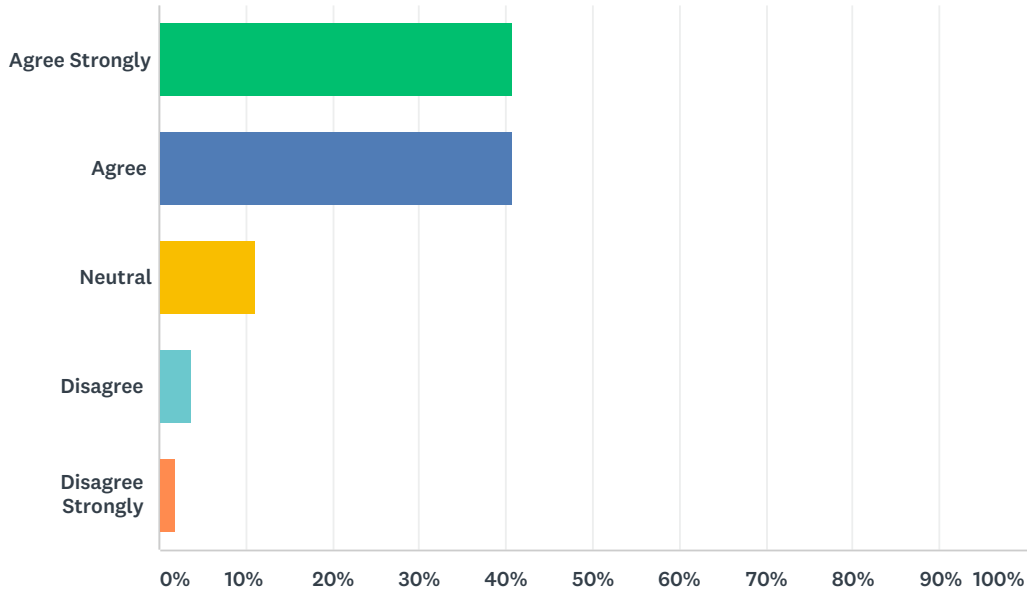


ANSWER CHOICES	RESPONSES	
Agree Strongly	29.63%	16
Agree	48.15%	26
Neutral	14.81%	8
Disagree	5.56%	3
Disagree Strongly	1.85%	1
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Not particularly looking for praise as I believe the job done should always be exemplary, regardless of praise offered.	5/6/2019 6:21 AM
2	I do feel like I might appreciate more contact with my direct supervisor which is the only thing that keeps me from "strongly" agreeing.	4/9/2019 11:47 AM
3	A little bit, but not very much.	4/8/2019 9:04 AM
4	Rita makes a point to praise, even little every day moments	4/8/2019 4:57 AM

Q14 I feel encouraged to bring my ideas to my direct supervisor.

Answered: 54 Skipped: 0

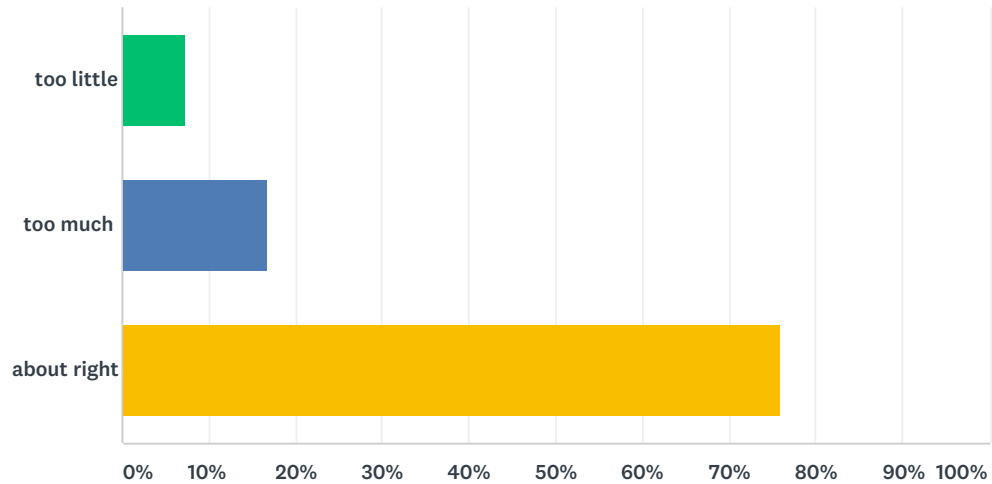


ANSWER CHOICES	RESPONSES	
Agree Strongly	40.74%	22
Agree	40.74%	22
Neutral	11.11%	6
Disagree	3.70%	2
Disagree Strongly	1.85%	1
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	I do not feel encouraged to bring ideas...sometimes I bring them anyway and am met with resistance if not sharing the same idea. But often that relates more to leadership styles too. Sadly, I have seen poor leadership skills demonstrated, which could have been avoided with direct communication and open discussions of any misconceptions.	5/6/2019 6:21 AM
2	Because my supervisor knows much more of the actuals, I feel my ideas fall short.	4/8/2019 2:00 AM

Q15 I feel my workload is

Answered: 54 Skipped: 0

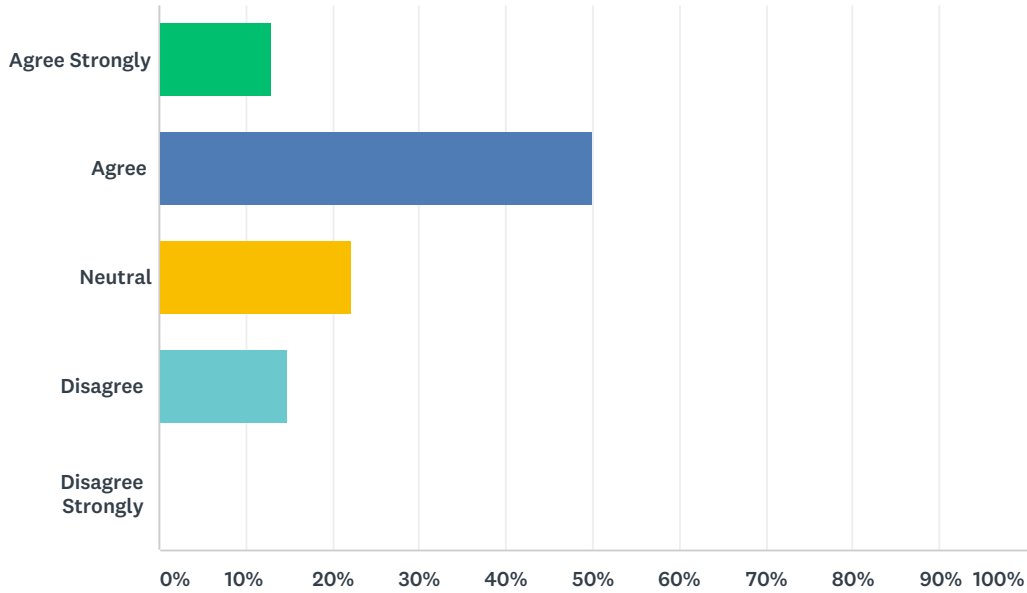


ANSWER CHOICES	RESPONSES	
too little	7.41%	4
too much	16.67%	9
about right	75.93%	41
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	It varies with the situation, sometimes it seems a bit much, but it averages out to about right.	5/10/2019 2:55 AM
2	Depends on the time of year	5/7/2019 9:54 AM
3	too much at times. Too many meetings	4/22/2019 7:43 AM
4	In the ways that my job is "too much," that is additional work I have essentially volunteered for.	4/9/2019 11:47 AM
5	Very overwhelming at times.	4/8/2019 9:04 AM
6	Ebb and flow. Times it is too much and at times just right.	4/8/2019 2:00 AM
7	At times it is crazy busy...but others it is ok.	4/8/2019 12:55 AM
8	When we are fully staffed I feel as though I am not fully utilized.	4/5/2019 9:28 AM

Q16 The workload in my department is evenly and fairly distributed.

Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree Strongly	12.96%	7
Agree	50.00%	27
Neutral	22.22%	12
Disagree	14.81%	8
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	I believe there are ways to be more efficient in our department, which would often alleviate undo stress in the long run...	5/6/2019 6:21 AM
2	Seems like overload seems to favor some and not others.	4/22/2019 4:06 AM
3	My only real concern in this area comes down to the use of temporary adjunct faculty--contributing to a unsustainable model in terms of the working conditions of people serving our campus in those roles.	4/9/2019 11:47 AM
4	Certain individuals don't hesitate to be gone quite frequently and expect others to pick up the slack. Those doing the extra work do not get compensated!	4/8/2019 8:32 AM
5	I do see a little bit, more so in the Career Technical area	4/8/2019 4:57 AM
6	Concerns with those that get paid far more and yet I am asked to assist. Why?	4/8/2019 2:00 AM

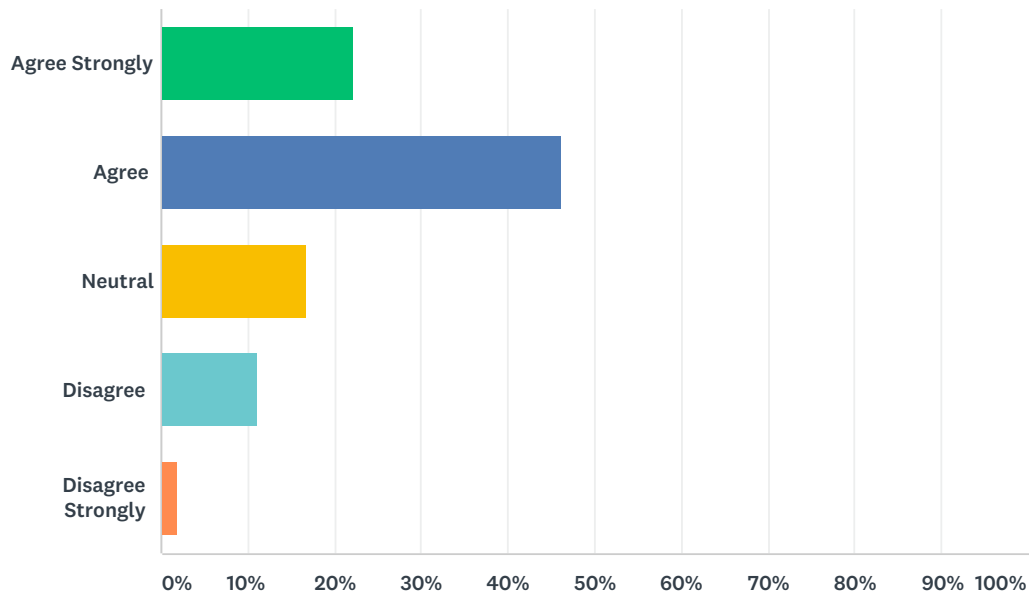
Q17 What can be done to change workload concerns?

Answered: 13 Skipped: 41

#	RESPONSES	DATE
1	Keep the staffing at the AAC like it is right now.	5/10/2019 2:55 AM
2	Updating job descriptions would be one way to change workload. Some job descriptions are so outdated, it does not capture what we are truly doing or even the new challenges we tackle, especially regarding technology and distance education.	5/6/2019 6:21 AM
3	Continuing to invest in understaffed areas of the college.	4/26/2019 5:36 AM
4	i'm not sure it can. Maybe not so many job titles.	4/22/2019 7:43 AM
5	Creating additional full-time faculty positions. I do recognize, though, that this is a needs-based decision.	4/9/2019 11:47 AM
6	I believe my job description needs to be looked at and reviewed to see if it is really doable or if it needs to be restructured/reorganized.	4/8/2019 9:04 AM
7	Either compensate those doing the extra work or be fair across the board with expectations in being at work and getting paid for your position.	4/8/2019 8:32 AM
8	Better relationships with division chairs so members of the division aren't afraid to speak up because of repercussions from the chair if the chair is the person involved in the unequal work load	4/8/2019 4:57 AM
9	Reduction in load.	4/8/2019 2:32 AM
10	Communication between employees and the attitude of working together.	4/8/2019 2:18 AM
11	Compensate the worker bees, not just those with the degrees.	4/8/2019 2:00 AM
12	Cross training	4/6/2019 2:30 PM
13	Keep an eye out for people who have the ability and desire to add value to their positions.	4/5/2019 9:18 AM

Q18 The physical conditions of my work area (light, heat, space, location, noise) are satisfactory.

Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree Strongly	22.22%	12
Agree	46.30%	25
Neutral	16.67%	9
Disagree	11.11%	6
Disagree Strongly	1.85%	1
TOTAL		54

#	PLEASE SPECIFY AREA(S) (LIGHT, HEAT, SPACE, LOCATION, NOISE) THAT ARE INSUFFICIENT.	DATE
1	Due to concerns about humidity, it was like working in a refrigerator all day last winter. It just takes time to get things tweaked just right out here.	5/10/2019 2:55 AM
2	The blower in the Learning Center blows constantly. It is uncomfortably cold in the winter and the sound can be annoying if I'm here for more than a few hours at a time.	4/8/2019 4:57 AM
3	Of course, I could always use a bigger space	4/8/2019 4:57 AM
4	The temperature control is not good.	4/8/2019 4:25 AM
5	Heat is never moderated. Always cold air blowing from the heater. Noise is very distracting.	4/8/2019 2:45 AM
6	The heating/cooling systems have always been an issue.	4/8/2019 2:00 AM
7	The heat in my office can be overwhelming when the outside temperature is mild.	4/7/2019 2:02 AM
8	In the summer my office sometimes gets warmer than comfortable. But when it's 20 below in the winter, I am reminded that I should quit complaining.	4/5/2019 9:18 AM
9	Office is a bit small and noisy, but it's not that bad...I have a window.	4/5/2019 9:02 AM

Employee Satisfaction 2019

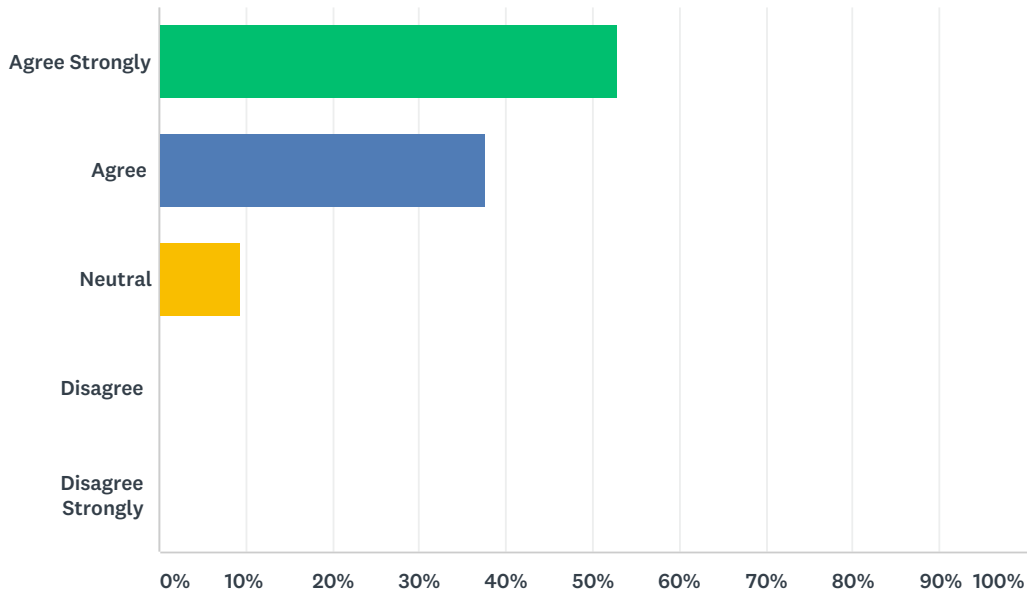
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The air blower in the Learning Center is on all the time! It is super annoying.

4/5/2019 8:58 AM

Q19 I find my job to be interesting and rewarding.

Answered: 53 Skipped: 1

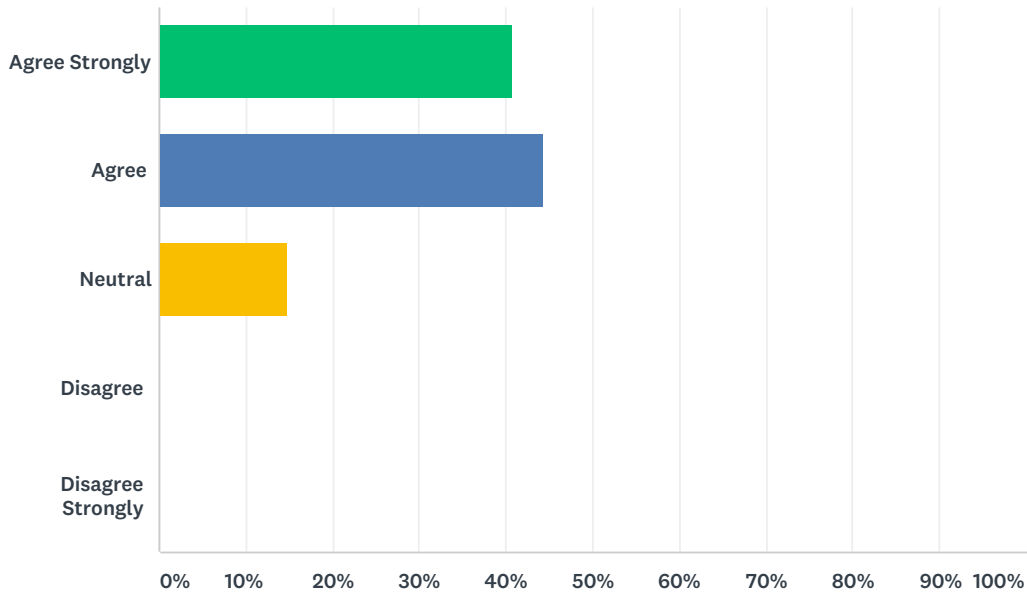


ANSWER CHOICES	RESPONSES	
Agree Strongly	52.83%	28
Agree	37.74%	20
Neutral	9.43%	5
Disagree	0.00%	0
Disagree Strongly	0.00%	0
TOTAL		53

#	COMMENT (PLEASE SPECIFY)	DATE
1	I like the fact that I am responsible for fixing things over and above cleaning.	5/10/2019 2:55 AM
2	Each year, each semester and even each class is different, to which I enjoy the challenge. There is always more to learn and master.	5/6/2019 6:21 AM
3	80/20 Love it most of the time	4/8/2019 2:00 AM

Q20 My job provides the right amount of challenge.

Answered: 54 Skipped: 0

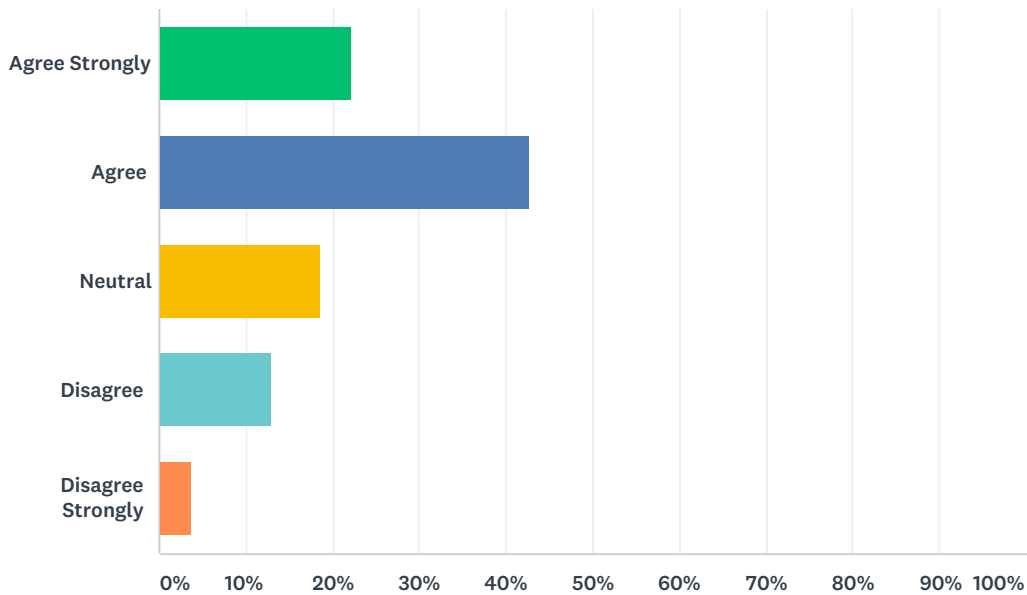


ANSWER CHOICES	RESPONSES	
Agree Strongly	40.74%	22
Agree	44.44%	24
Neutral	14.81%	8
Disagree	0.00%	0
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	It's getting better, at first, my supervisor had a tendency to micro manage what I did.	5/10/2019 2:55 AM
2	See above comment	5/6/2019 6:21 AM
3	Challenge is good, but sometimes my challenges can be space, budget and that poses a slight barrier	4/8/2019 4:57 AM
4	Challenges come everyday. Just need to stay open minded to tackle them as they come to me.	4/8/2019 2:00 AM
5	there is not enough time to implement new things	4/5/2019 10:16 AM
6	Plenty of challenge and growth!	4/5/2019 9:18 AM
7	Sometimes too much challenge	4/5/2019 9:02 AM

Q21 My direct supervisor gives me regular feedback on my work performance.

Answered: 54 Skipped: 0

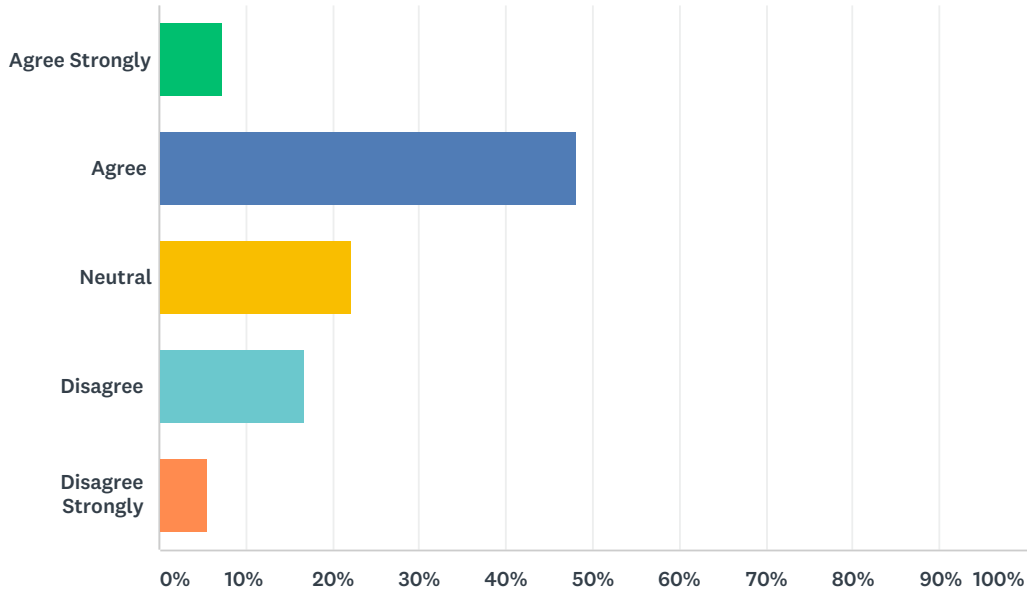


ANSWER CHOICES	RESPONSES	
Agree Strongly	22.22%	12
Agree	42.59%	23
Neutral	18.52%	10
Disagree	12.96%	7
Disagree Strongly	3.70%	2
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Not really, but as long as he isn't critical, I figure that my job performance must be satisfactory.	5/10/2019 2:55 AM
2	Not particularly. But not that I "need" regular feedback either, as I try to elicit feedback from others if I feel it's necessary.	5/6/2019 6:21 AM
3	Very positive!	4/8/2019 2:00 AM

Q22 I am paid a fair wage for the work I do.

Answered: 54 Skipped: 0

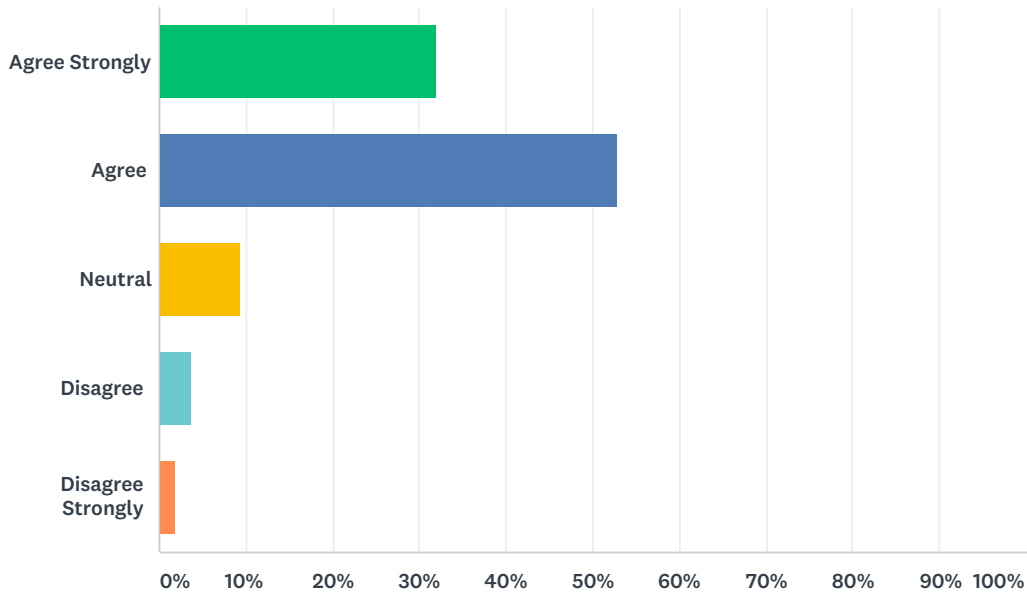


ANSWER CHOICES	RESPONSES	
Agree Strongly	7.41%	4
Agree	48.15%	26
Neutral	22.22%	12
Disagree	16.67%	9
Disagree Strongly	5.56%	3
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	For Miles City, the pay is comparable, the benefits are fantastic. I do struggle to get by.	5/10/2019 2:55 AM
2	This is a tough one...if we measure "value" only by wages, than, no I do not feel it is fair because I know I put in more time and effort to ensure I am doing good work. But if I look at the other attributes of this job-flexibility, independence, etc....it makes it all worth it. :)	5/6/2019 6:21 AM
3	Agree, within the constraints it seems reasonable-ish.	4/26/2019 5:36 AM
4	The newer individuals being hired are being paid at a higher rate than current employees even though they have the same degree(s).	4/8/2019 8:32 AM
5	Tough to see others paid much more for doing much less.	4/8/2019 2:00 AM
6	But that is because of location and state. It is not because of leadership.	4/8/2019 12:55 AM

Q23 I am satisfied with the MCC Insurance benefits package.

Answered: 53 Skipped: 1

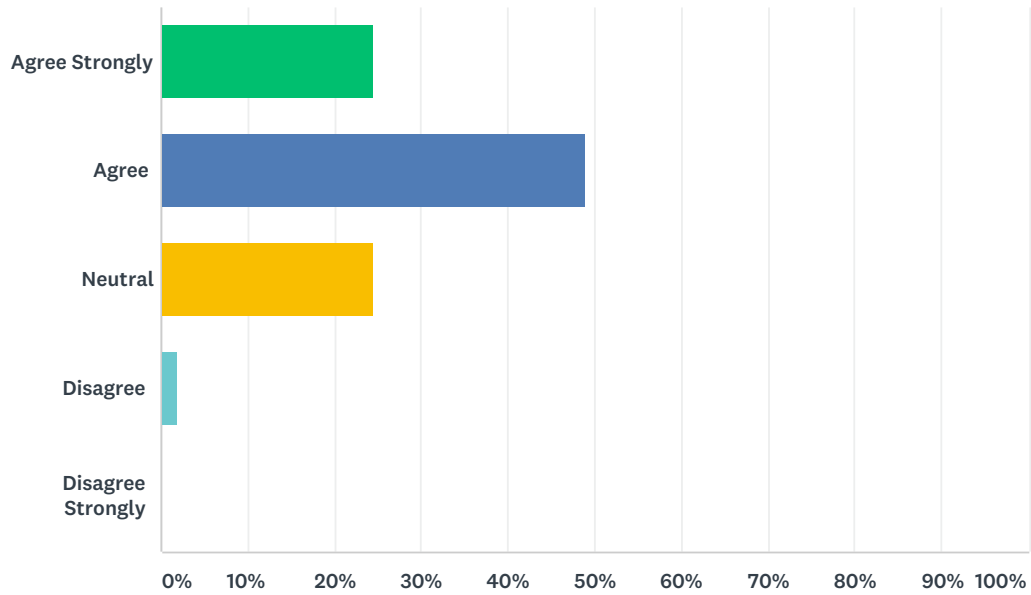


ANSWER CHOICES	RESPONSES	
Agree Strongly	32.08%	17
Agree	52.83%	28
Neutral	9.43%	5
Disagree	3.77%	2
Disagree Strongly	1.89%	1
TOTAL		53

#	COMMENT (PLEASE SPECIFY)	DATE
1	A "Cadillac" option with lower deductibles and less coinsurance would be nice for those with unspent benefits money.	5/9/2019 5:04 AM
2	what benefits?	5/7/2019 10:41 AM
3	I do not use the insurance benefits to their full extent (because we are fairly healthy...so far), but in comparison to other benefit packages...this is definitely better than most out there.	5/6/2019 6:21 AM

Q24 I am satisfied with the MCC retirement package.

Answered: 53 Skipped: 1

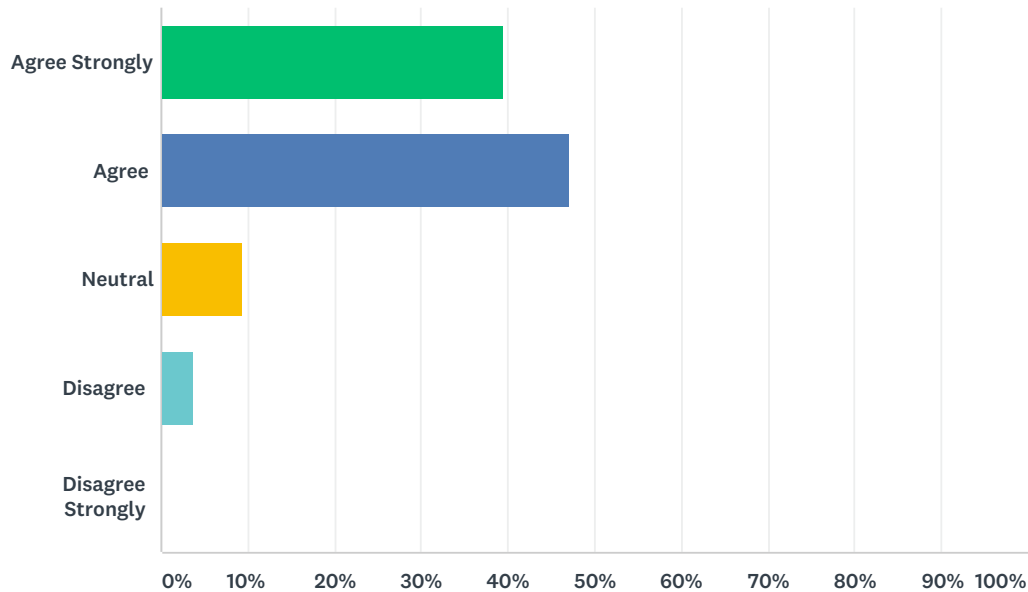


ANSWER CHOICES	RESPONSES	
Agree Strongly	24.53%	13
Agree	49.06%	26
Neutral	24.53%	13
Disagree	1.89%	1
Disagree Strongly	0.00%	0
TOTAL		53

#	COMMENT	DATE
1	I think so...guessing once I actually retire I may feel differently?	5/6/2019 6:21 AM
2	I haven't investigated it.	4/26/2019 5:36 AM
3	I hope I'm right. I guess I'll eventually find out.	4/5/2019 9:18 AM

Q25 I am satisfied with the fringe benefits (sick leave, annual leave, personal leave, holidays, tuition waiver, Centra membership, professional development, etc.) MCC offers?

Answered: 53 Skipped: 1

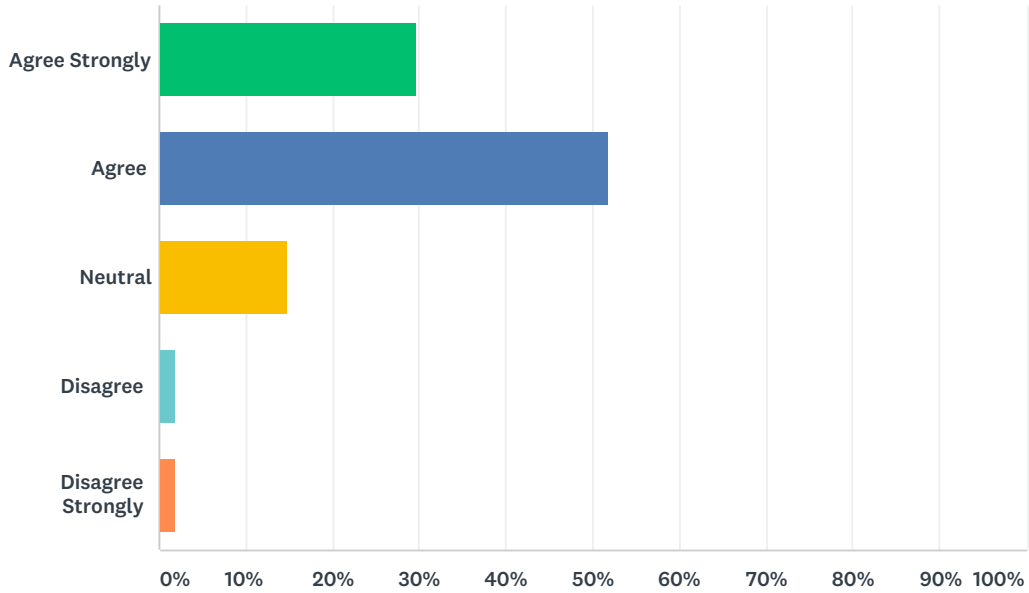


ANSWER CHOICES	RESPONSES	
Agree Strongly	39.62%	21
Agree	47.17%	25
Neutral	9.43%	5
Disagree	3.77%	2
Disagree Strongly	0.00%	0
TOTAL		53

#	COMMENT	DATE
1	Would like to see more professional development offerings	5/6/2019 6:21 AM
2	My only concern in this area is the limitations on bereavement leave. As an employee, I believe the time limit on bereavement leave would be enough of a barrier. I do not believe that the supposed "closeness" of a familial relationship can or should be defined by the labels assigned to specific relationships.	4/9/2019 11:47 AM
3	fringe benefits are wonderful, can't ask for anything better	4/8/2019 4:57 AM
4	I would like more professional development opportunities and networking opportunities with professionals at other institutions in the state.	4/8/2019 4:25 AM
5	We don't have much time off as teacher	4/5/2019 10:16 AM
6	I love having access to the Centra. And I appreciate the supportiveness of the College President and VPAA when I have opportunities to render service to the profession.	4/5/2019 9:18 AM

Q26 I feel my work is appreciated.

Answered: 54 Skipped: 0

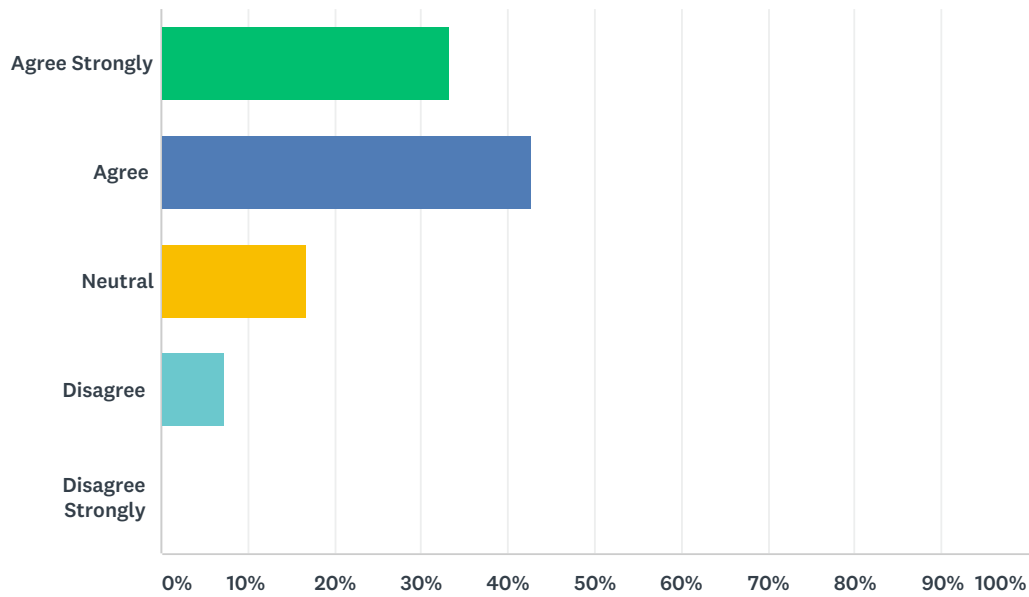


ANSWER CHOICES	RESPONSES	
Agree Strongly	29.63%	16
Agree	51.85%	28
Neutral	14.81%	8
Disagree	1.85%	1
Disagree Strongly	1.85%	1
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Yes, by my immediate supervisor.	4/8/2019 2:00 AM

Q27 I have the opportunity to learn new skills or broaden my area of expertise.

Answered: 54 Skipped: 0

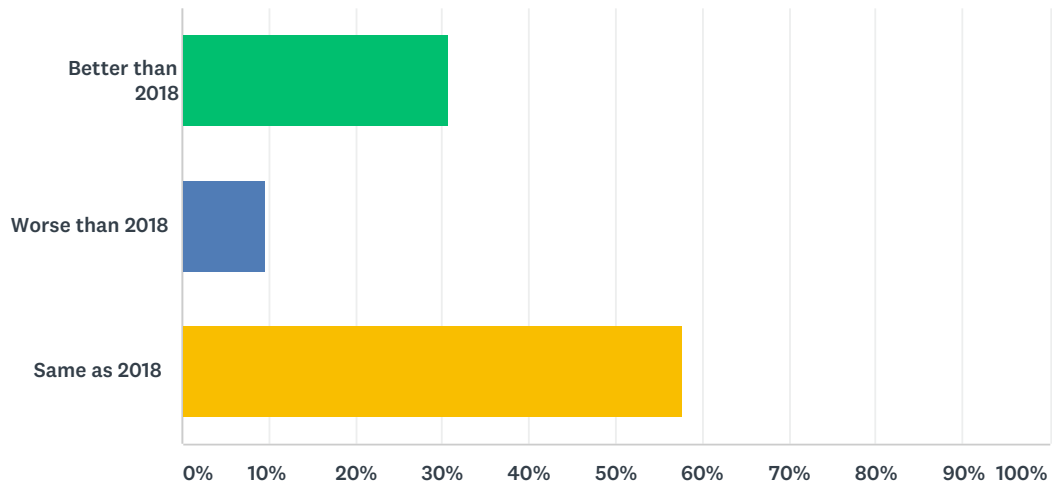


ANSWER CHOICES	RESPONSES	
Agree Strongly	33.33%	18
Agree	42.59%	23
Neutral	16.67%	9
Disagree	7.41%	4
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Most things that I do are skills that I already have.	5/10/2019 2:55 AM
2	Rita is open to different ways to gain Professional Development	4/8/2019 4:57 AM
3	we don't have enough time in semester to miss class for training	4/5/2019 10:16 AM

Q28 Compared to 2018, morale on campus is better, worse or the same. (Morale is described as the overall viewpoint of employees while at work in the work environment. Includes employees emotions, attitude and satisfaction)

Answered: 52 Skipped: 2

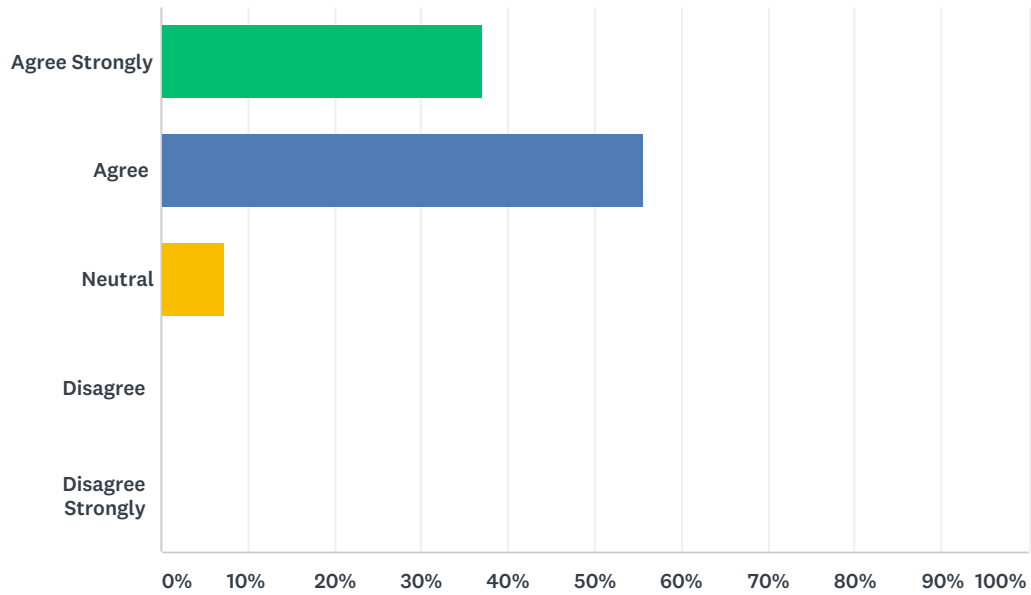


ANSWER CHOICES	RESPONSES	
Better than 2018	30.77%	16
Worse than 2018	9.62%	5
Same as 2018	57.69%	30
TOTAL		52

#	IF YOU INDICATED THAT MORALE ON CAMPUS IS WORSE THAN THE PREVIOUS YEAR, PLEASE INCLUDE A COMMENT SO THAT CONCERNS MAY BE ADDRESSED.	DATE
1	Wasn't here so can't comment on this.	4/22/2019 7:43 AM
2	It would appear employees are becoming more frustrated with inconsistent hiring practices, workload issues, and critically low wages for staff.	4/9/2019 8:04 AM
3	Newer employees work fewer hours and get paid more than established employees.	4/8/2019 8:32 AM
4	I think front line employees do not get enough time to work with their supervisors to make sure the supervisors understand what the problems facing the campus are. It feels like the disconnect between front-line employees and supervisors has increased.	4/8/2019 4:25 AM
5	Complacency Getting used to the same old same old.	4/8/2019 2:00 AM
6	Mine certainly is, and I think overall the morale is good. Maybe there are people who gripe and moan in their office when nobody is around to hear their complaints. I don't have any colleagues coming to me to complain.	4/5/2019 9:18 AM

Q29 I get along with my coworkers.

Answered: 54 Skipped: 0

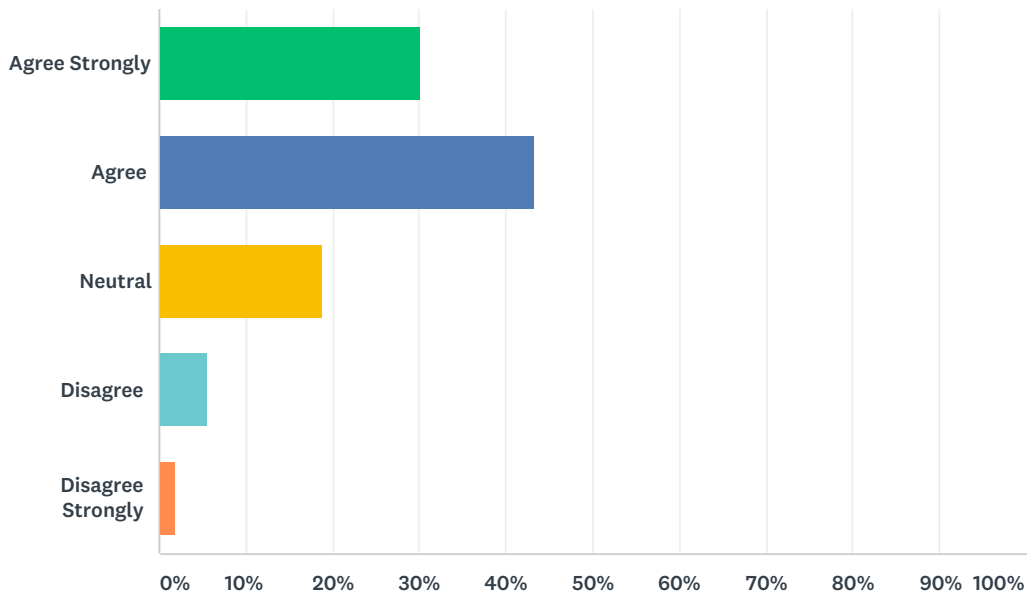


ANSWER CHOICES	RESPONSES	
Agree Strongly	37.04%	20
Agree	55.56%	30
Neutral	7.41%	4
Disagree	0.00%	0
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	There are a few on campus that fall short of being part of the team, but for the most part everyone is great.	4/8/2019 2:00 AM
2	I love the people I work with!	4/5/2019 2:06 PM
3	I really like my colleagues.	4/5/2019 9:18 AM

Q30 My direct supervisor gives me clear directions and assistance when needed.

Answered: 53 Skipped: 1

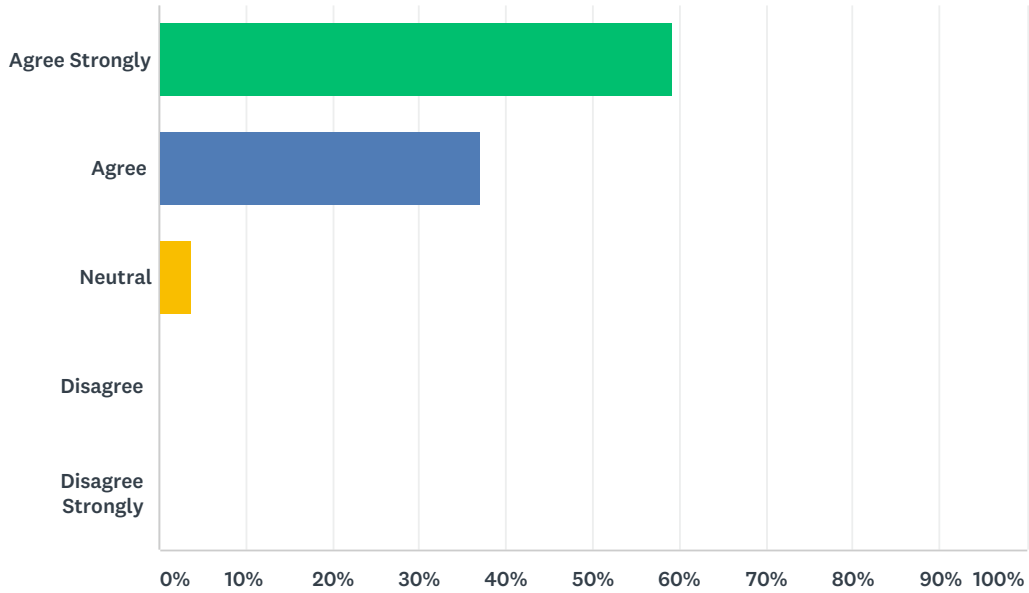


ANSWER CHOICES	RESPONSES	
Agree Strongly	30.19%	16
Agree	43.40%	23
Neutral	18.87%	10
Disagree	5.66%	3
Disagree Strongly	1.89%	1
TOTAL		53

#	COMMENT (PLEASE SPECIFY)	DATE
1	I would like clearer directions sometimes.	4/8/2019 9:04 AM
2	When my supervisor isn't too busy. We try to schedule regular catch up meetings.	4/8/2019 2:00 AM

Q31 I am given the responsibility and freedom to do my job.

Answered: 54 Skipped: 0

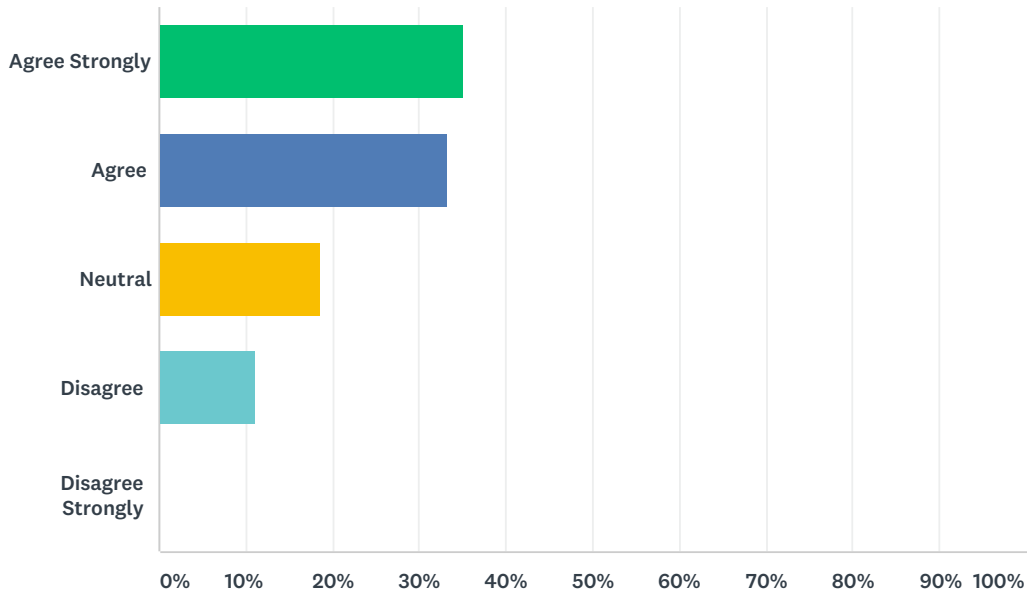


ANSWER CHOICES	RESPONSES	
Agree Strongly	59.26%	32
Agree	37.04%	20
Neutral	3.70%	2
Disagree	0.00%	0
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	A MCC employee has to take the initiative to recognize when work needs to be done, and then do it.	4/8/2019 2:00 AM
2	we don't have enough time in semester to miss class for other things	4/5/2019 10:16 AM

Q32 Policies and practices ensure fair treatment for administration, faculty and staff.

Answered: 54 Skipped: 0

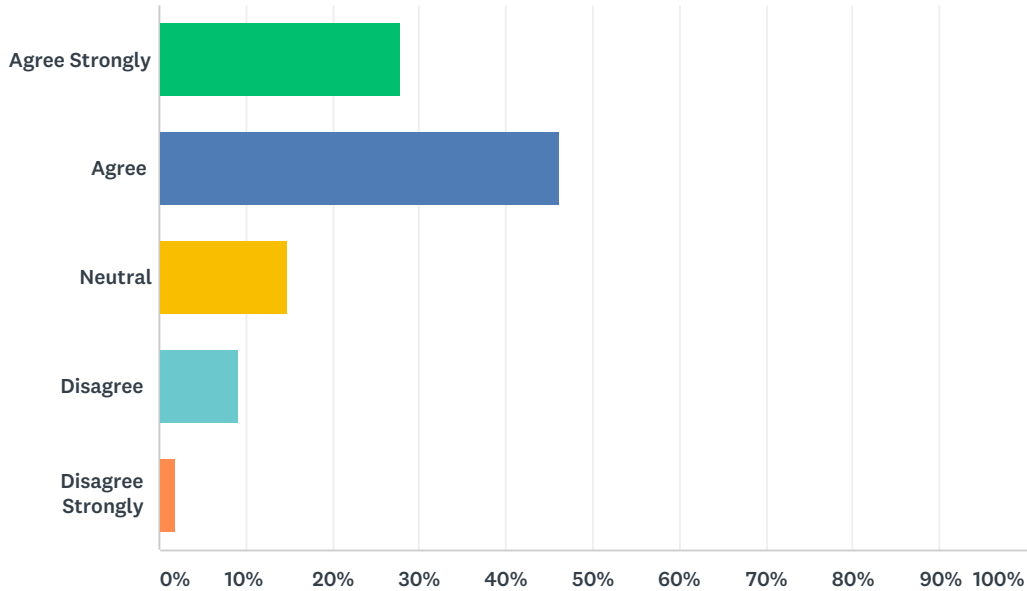


ANSWER CHOICES	RESPONSES	
Agree Strongly	35.19%	19
Agree	33.33%	18
Neutral	18.52%	10
Disagree	11.11%	6
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Select individuals are chosen for new or specific positions with little to no regard or consideration for the talents of long term employees. Staff satisfaction would be improved if internal employees were provided advancement opportunities.	4/9/2019 8:04 AM
2	See previous comments.	4/8/2019 8:32 AM
3	I am not sure on this.	4/8/2019 2:45 AM
4	Starts at the top and trickles down	4/8/2019 2:00 AM

Q33 Administration communicates openly about important matters.

Answered: 54 Skipped: 0

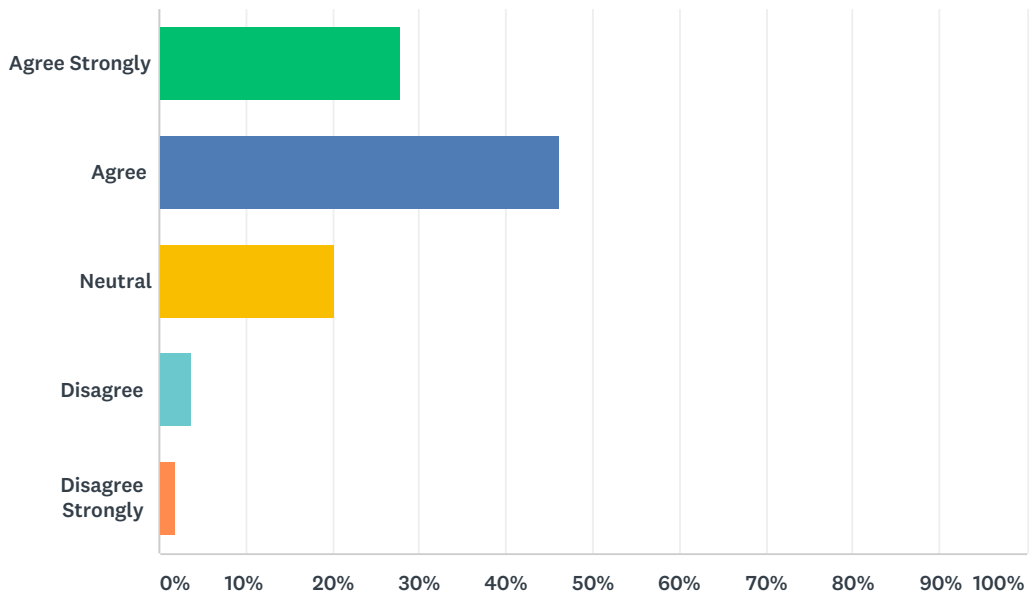


ANSWER CHOICES	RESPONSES	
Agree Strongly	27.78%	15
Agree	46.30%	25
Neutral	14.81%	8
Disagree	9.26%	5
Disagree Strongly	1.85%	1
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Seems like the business office has added several new policies and they are not being explained to the staff and faculty. I find myself using my own credit card to purchase items to be reimbursed for classes and clubs as it is not easy to receive a credit card at the last minute and tracking down the people I need to sign a form. I think this is something that could be worked on in 2019/2020.	4/22/2019 4:06 AM
2	Still seems to be a lot of secret meetings going on without input from campus.	4/8/2019 8:32 AM
3	I think we are kept in the loop about government and budget matters, but we have no idea about other guiding matters for the college.	4/8/2019 4:25 AM
4	All employee meetings disseminate info but otherwise I sometimes feel like I hear about things from others before the administration. Case in point: status of the automotive program.	4/8/2019 2:45 AM
5	Not everyone on the MCC team gets the details. Of course I understand that there are details not everyone needs to know, but when the public knows before we do, not good!	4/8/2019 2:00 AM
6	Conversations with the President are an outstanding opportunity to have his undivided attention and respect.	4/5/2019 9:18 AM

Q34 Administration shows a genuine interest in the well-being of faculty and staff.

Answered: 54 Skipped: 0

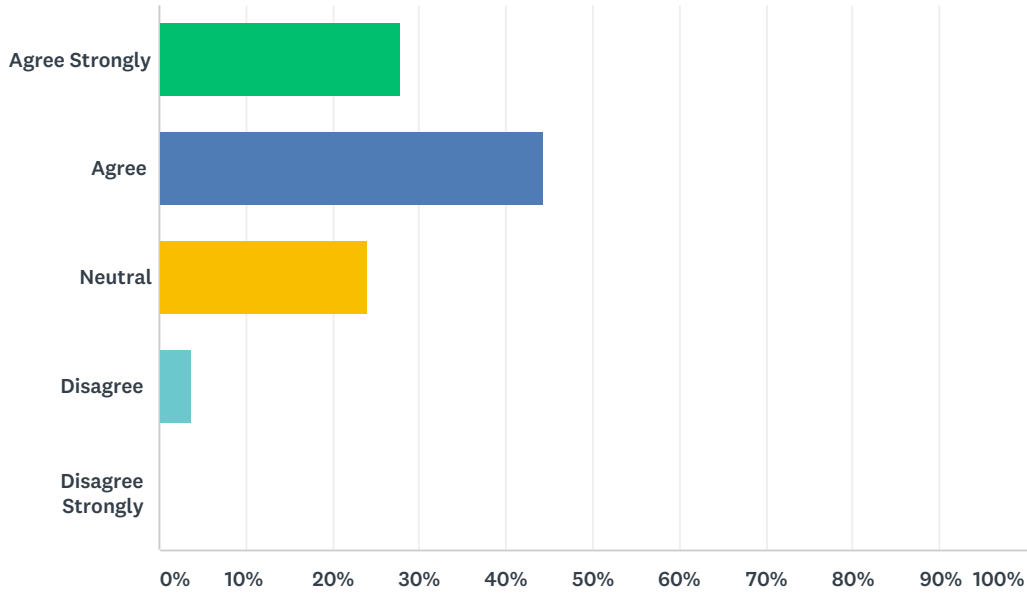


ANSWER CHOICES	RESPONSES	
Agree Strongly	27.78%	15
Agree	46.30%	25
Neutral	20.37%	11
Disagree	3.70%	2
Disagree Strongly	1.85%	1
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Salary and wage increases for administration/select individuals, along with the creation of new positions that are not opened to all employees, has lead to an across campus feeling as if administration is not truly concerned about employee well-being.	4/9/2019 8:04 AM

Q35 I believe what I am told by administration.

Answered: 54 Skipped: 0

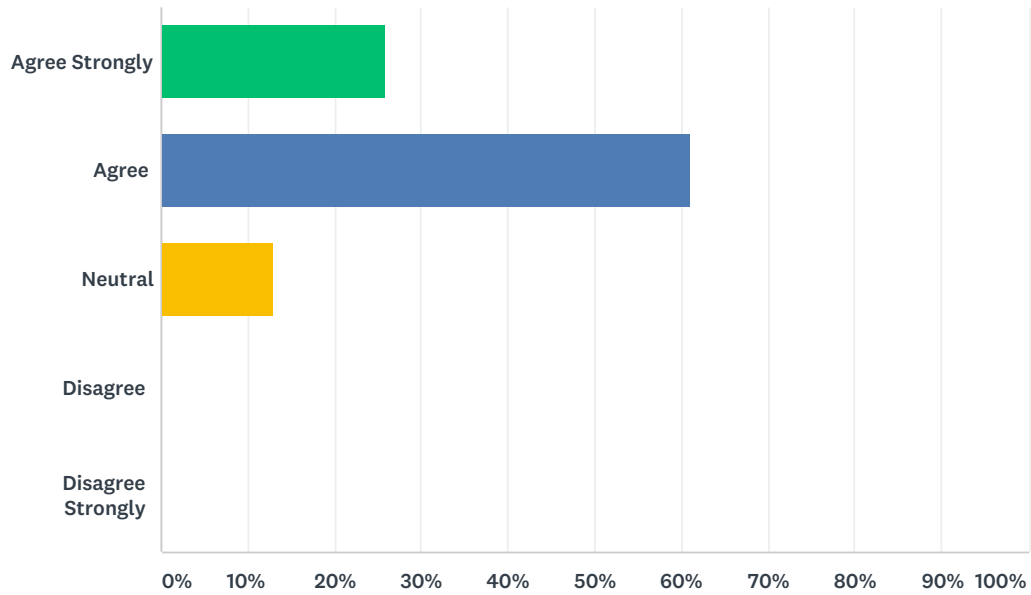


ANSWER CHOICES	RESPONSES	
Agree Strongly	27.78%	15
Agree	44.44%	24
Neutral	24.07%	13
Disagree	3.70%	2
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	I trust the executive team implicitly, especially President Klippenstein and Dean Phipps. I don't think Kylene is capable of being dishonest.	4/5/2019 9:18 AM

Q36 I leave work most days with a feeling of accomplishment.

Answered: 54 Skipped: 0

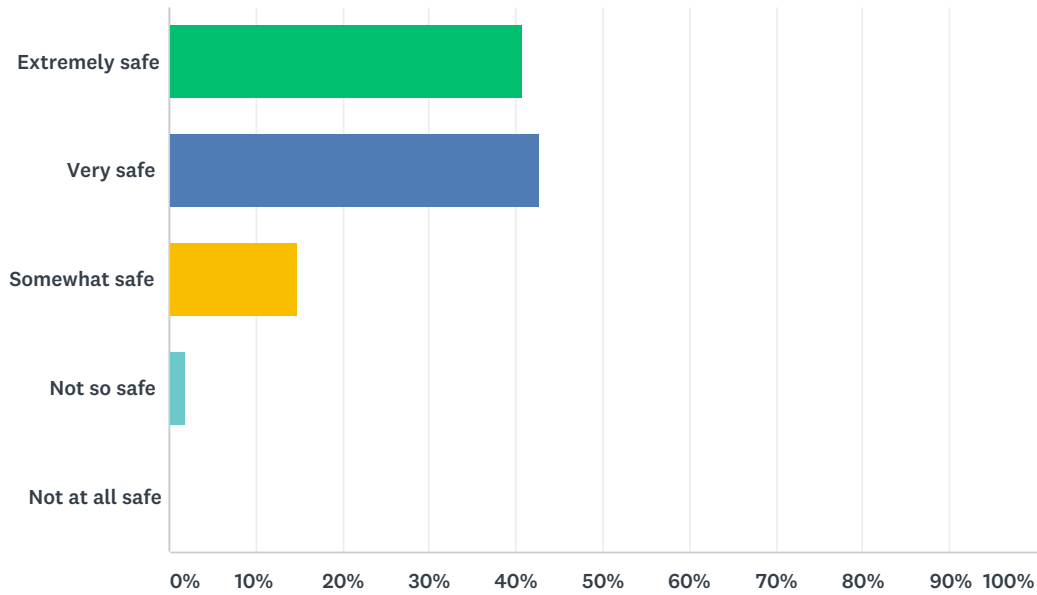


ANSWER CHOICES	RESPONSES	
Agree Strongly	25.93%	14
Agree	61.11%	33
Neutral	12.96%	7
Disagree	0.00%	0
Disagree Strongly	0.00%	0
TOTAL		54

#	COMMENT (PLEASE SPECIFY)	DATE
1	Tired, but satisfied.	4/5/2019 9:18 AM

Q37 How safe do you feel on campus?

Answered: 54 Skipped: 0

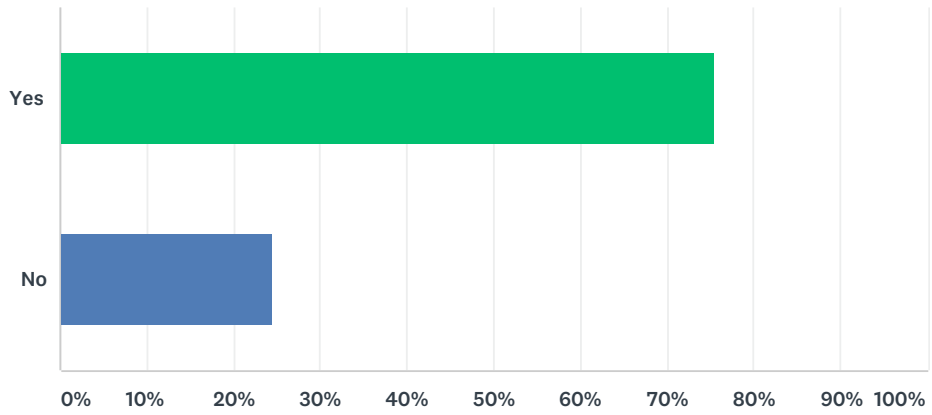


ANSWER CHOICES	RESPONSES	
Extremely safe	40.74%	22
Very safe	42.59%	23
Somewhat safe	14.81%	8
Not so safe	1.85%	1
Not at all safe	0.00%	0
TOTAL		54

#	PLEASE EXPLAIN IF YOU INDICATED YOU FEEL SOMEWHAT SAFE, NOT SO SAFE, OR NOT AT ALL SAFE ON CAMPUS SO THAT WE CAN ADDRESS YOUR CONCERNS.	DATE
1	Physically, I feel more safe than not. However, based on the results of some of the campus conversations about inclusion, I do not feel totally safe in all possible applications of the word.	4/9/2019 11:47 AM
2	Working late and/or weekends is an issue.	4/8/2019 8:32 AM
3	I feel that employees are always aware of surroundings and also of how their actions/reactions affect other employees. I really appreciate that.	4/8/2019 4:57 AM
4	Nothing has been done to increase safety in the evenings when less people are around.	4/8/2019 2:45 AM
5	Though I feel safe, I am not ignorant of the fact that there are mentally imbalanced or evil people in the world, even in southeastern Montana. I need to keep my eyes and ears open.	4/5/2019 9:18 AM

Q38 Did you utilize the cafeteria services during the year?

Answered: 53 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	75.47%	40
No	24.53%	13
TOTAL		53

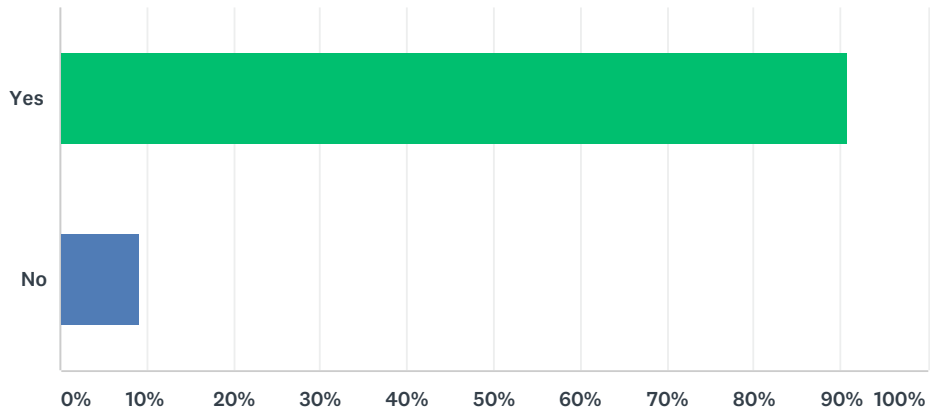
Q39 Please provide any feedback for additions or changes that you would like to see in the Cafe.

Answered: 18 Skipped: 36

#	RESPONSES	DATE
1	Healthy options more readily available.	5/8/2019 7:08 AM
2	Same Meals every week. The healthy options besides salad are obsolete.	5/7/2019 9:54 AM
3	Cheaper food prices.	5/7/2019 7:39 AM
4	Felt there were many ups and downs with the cafeteria this year. Think more planning should be made for meals. Most specials were very heavy with carbs while important for athletes could be better balanced for their bodies.	5/6/2019 10:01 AM
5	Perhaps a staff and faculty discount?	5/6/2019 6:21 AM
6	More fresh food (it's improving though).	4/26/2019 5:36 AM
7	Open on weekends for the kids.	4/22/2019 7:43 AM
8	It's expensive to eat at the café...but in reality it's expensive to eat anywhere when the food is good, and the food in the café is usually good.	4/10/2019 10:39 AM
9	They are doing a very good job.	4/9/2019 9:04 AM
10	Consistently good food for an affordable price.	4/9/2019 8:04 AM
11	They do an excellent job!	4/8/2019 9:04 AM
12	I have to say that I don't utilize the café as much as I should (to make No. 38 more accurate, there needs to be a middle group answer, maybe Somewhat. I wish more employees would use the café and we would have a space to gather and talk more freely among us. I don't feel comfortable going there and eating by myself, so I either ask for a to-go lunch or I just bring my own lunch.	4/8/2019 4:57 AM
13	Fac/Staff packages/incentives. Caf is expensive. Open on weekends for students...at least for one meal.	4/8/2019 2:32 AM
14	I can't utilize them as much due to the expense.	4/8/2019 2:00 AM
15	I like the café.	4/8/2019 12:55 AM
16	It's great :)	4/5/2019 2:06 PM
17	I like the people there, and I like the ambience. I don't get over there very often, I am sorry to say.	4/5/2019 9:18 AM
18	Encourage more involvement in the cafe. Faculty and staff rarely eat among the students. It would be nice to help student see faculty as "human"	4/5/2019 8:59 AM

Q40 Did you use the IT support services during the year?

Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	90.74%	49
No	9.26%	5
TOTAL		54

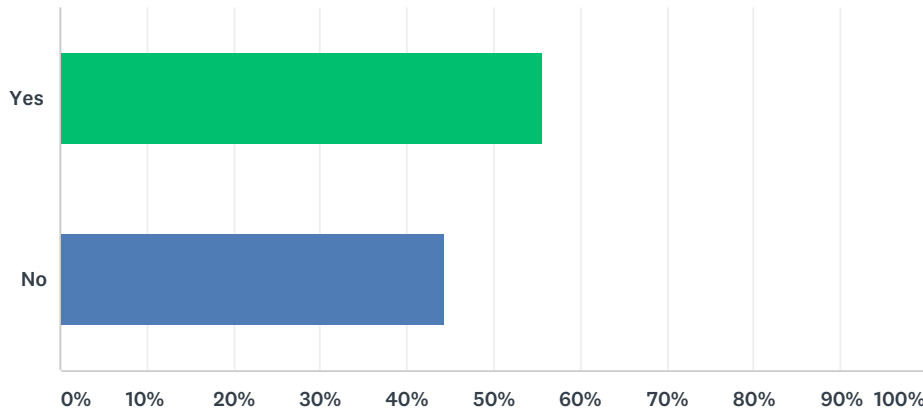
Q41 What additions or subtractions would you make to IT support and/or technology upgrades?

Answered: 15 Skipped: 39

#	RESPONSES	DATE
1	IT is doing a great job.	5/10/2019 2:55 AM
2	They are always helpful and very responsive to needs.	5/6/2019 10:01 AM
3	I think it is very challenging to keep up with updates on all the technology, but I don't know a solution to address this...	5/6/2019 6:21 AM
4	They were great for me.	4/22/2019 7:43 AM
5	No changes. They are THEE. BEST!!!	4/9/2019 9:04 AM
6	Updated laptops for offices	4/9/2019 8:04 AM
7	The MCC website needs to have more detail in certain areas.	4/8/2019 9:04 AM
8	IT support is wonderful and mostly accessible when I need them!!!!	4/8/2019 4:57 AM
9	IT is very responsive to needs.	4/8/2019 2:45 AM
10	Better projectors in classrooms.	4/8/2019 2:32 AM
11	Faster response times when requesting reports.	4/5/2019 9:28 AM
12	Don, Carla, and Jay are my salvation, and the salvation of many, many others. Service with a smile is what I can count on. Well, Jay likes to pretend he's grumpy at times, but I see through his facade and appreciate him immensely.	4/5/2019 9:18 AM
13	I feel that our IT staff is very capable and is always willing to help.	4/5/2019 9:11 AM
14	Better monitors	4/5/2019 9:02 AM
15	easier way to update computers without having to call IT every time there is an update...auto updates should be fairly easy.	4/5/2019 8:59 AM

Q42 Did you utilize the Centra (Athletic Center) during the year?

Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	55.56%	30
No	44.44%	24
TOTAL		54

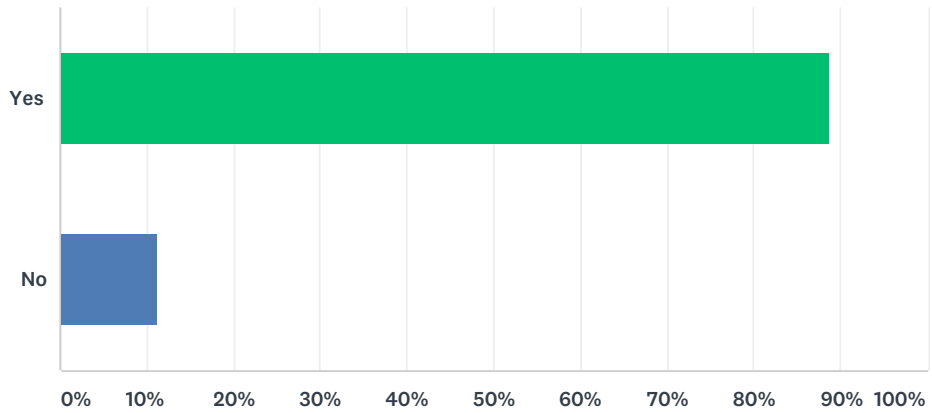
Q43 Please provide any feedback for additions or changes that you would like to see in the Centra.

Answered: 9 Skipped: 45

#	RESPONSES	DATE
1	Always keep yoga	4/26/2019 5:36 AM
2	Some of the equipment is old and needs to be replaced. For example, some of the dumbbells are loose and others have holes in them.	4/10/2019 10:02 AM
3	The Centra is in need of updated work out equipment; a number of the items are in disrepair or old enough that fixing the item is no feasible.	4/9/2019 8:04 AM
4	Great staff but we need a variety of classes like pilates.	4/8/2019 2:45 AM
5	Better utilization of racquetball courts. Waste of space for the 4 people who actually use it.	4/8/2019 2:32 AM
6	Needs upgraded!	4/8/2019 12:55 AM
7	Mike Turck and his crew are great!!	4/5/2019 9:18 AM
8	Extended Hours. Open earlier.	4/5/2019 9:17 AM
9	Good Experience	4/5/2019 9:02 AM

Q44 Did you utilize the Pioneer Merc (Bookstore) throughout the year?

Answered: 53 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	88.68%	47
No	11.32%	6
TOTAL		53

Q45 Please provide any feedback for additions or changes that you would like to see in the Pioneer Merc (Bookstore).

Answered: 7 Skipped: 47

#	RESPONSES	DATE
1	Good choice of items at fair prices.	4/9/2019 8:04 AM
2	Michele is doing a wonderful job of trying to have a variety of merchandise available. She probably would like more help	4/8/2019 4:57 AM
3	Michele is great in the Bookstore! So very accommodating.	4/8/2019 2:00 AM
4	Michelle has done a fine job as the Merc Director. I'm glad she and her supervisors have been able to keep the doors open.	4/5/2019 9:18 AM
5	I think that Michele does a very good job of trying to get merchandise that students, staff, faculty, and community members like. She has also been proactive in getting the website up and going.	4/5/2019 9:11 AM
6	always supportive	4/5/2019 9:05 AM
7	Bought some good looking hats, nice gear.	4/5/2019 9:02 AM

Q46 What changes, if any, do you feel need to be made to improve working conditions?

Answered: 6 Skipped: 48

#	RESPONSES	DATE
1	Continued work on inclusion.	4/9/2019 11:47 AM
2	None!!!!	4/8/2019 3:14 AM
3	Figure out the heating/cooling system.	4/8/2019 2:45 AM
4	Pay scale leveling Team building (with everyone, not just in there departments) Less meetings but some source of supplying campus updates.	4/8/2019 2:00 AM
5	Don't let President Klippenstein leave us!	4/5/2019 9:18 AM
6	better ventilation, lighting, wages, benefits	4/5/2019 9:05 AM