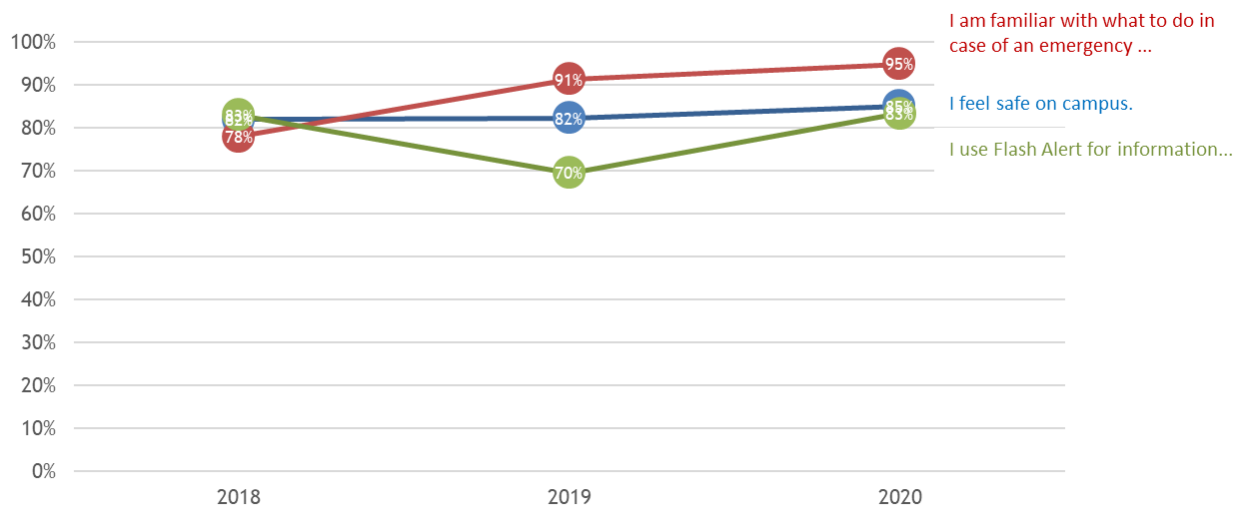
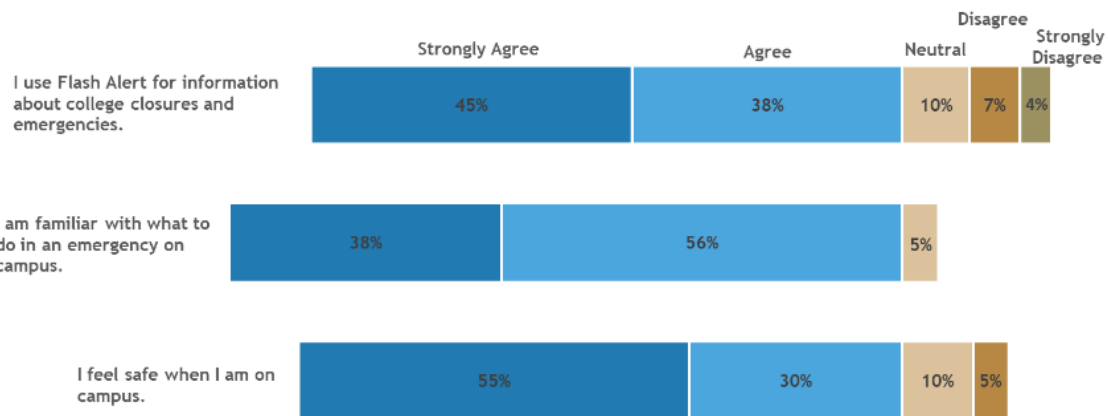


Staff and Faculty Climate Survey 2020

44 staff and faculty completed the survey.

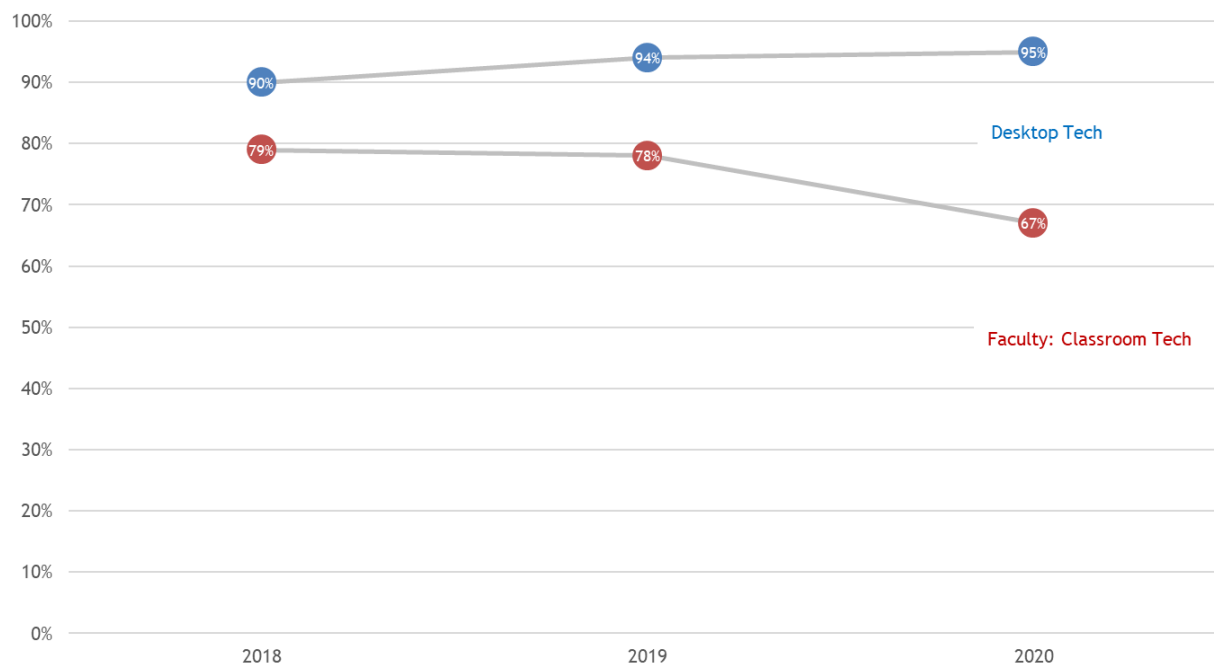
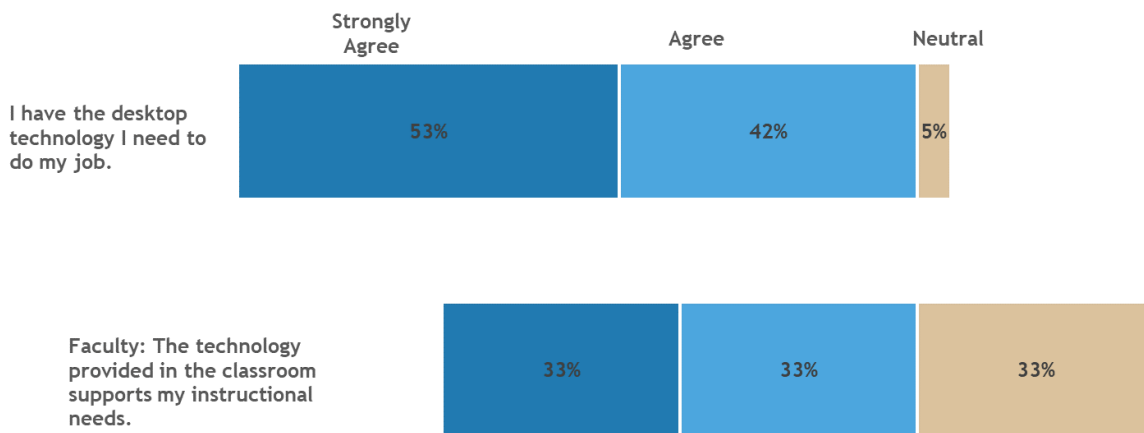
- 59% identified as women, 27% as men, and 14% chose not to identify.
- 68% were staff and 30% were faculty

College Safety and Security: Most staff and faculty report feeling safe on campus, knowing what to do in an emergency and relying Flash Alert for notifications.



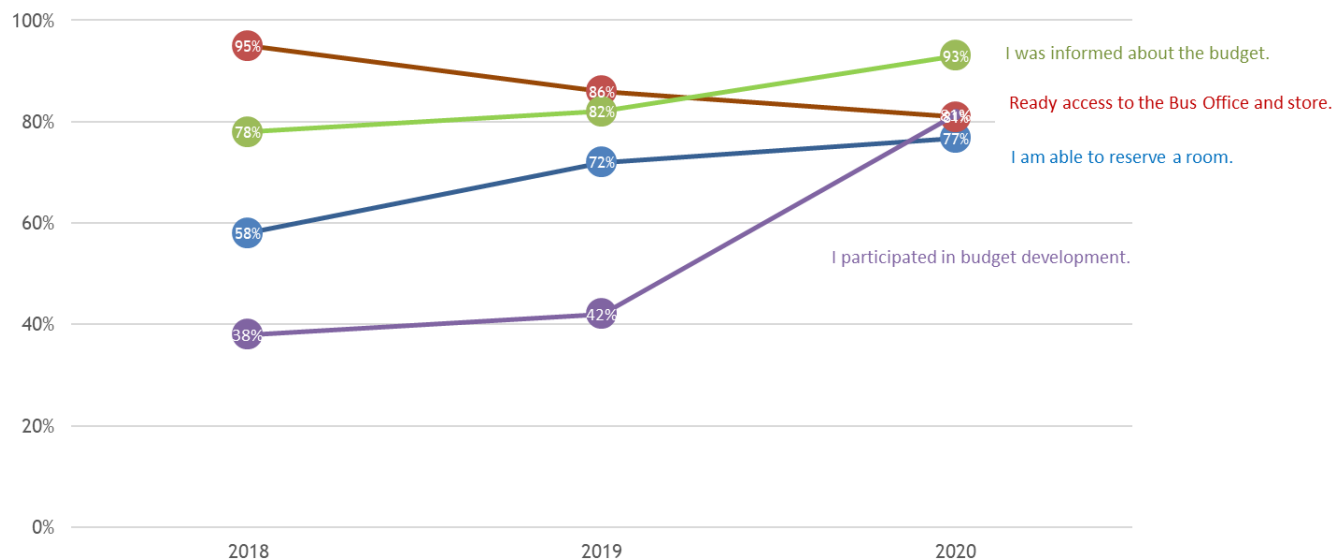
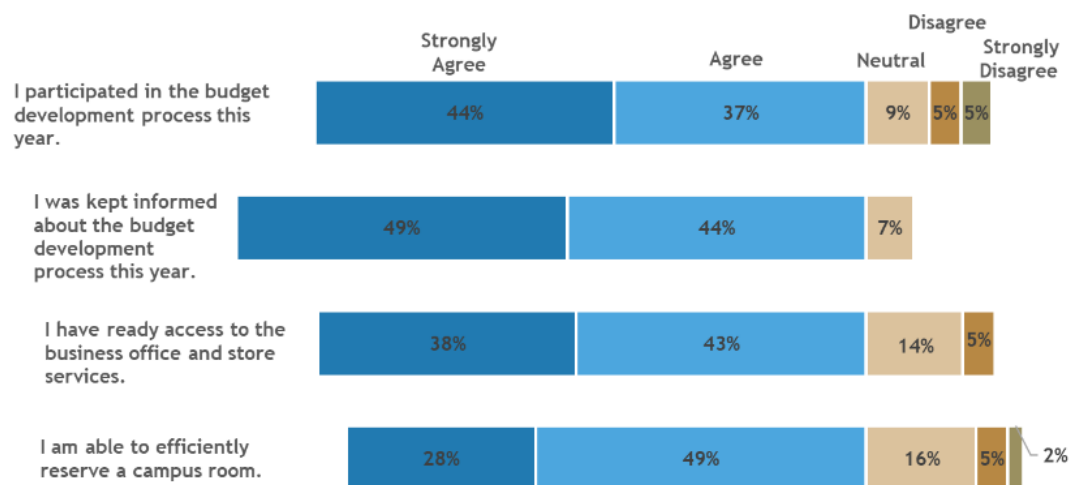
An increasing percentage of staff and faculty expressed feeling familiar with what to do in an emergency, 95% in 2020. Rates for the other two measures are comparable to rates in 2018.

IT: Staff and faculty were overwhelmingly positive in their ratings of desktop technology. Twelve faculty rated classroom technology, and 67% reported that it meets their instructional needs.



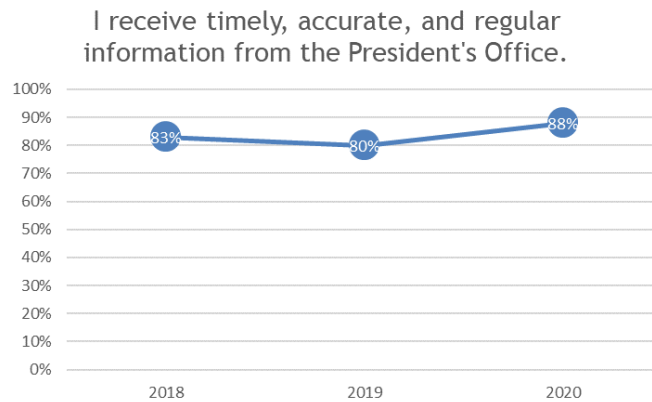
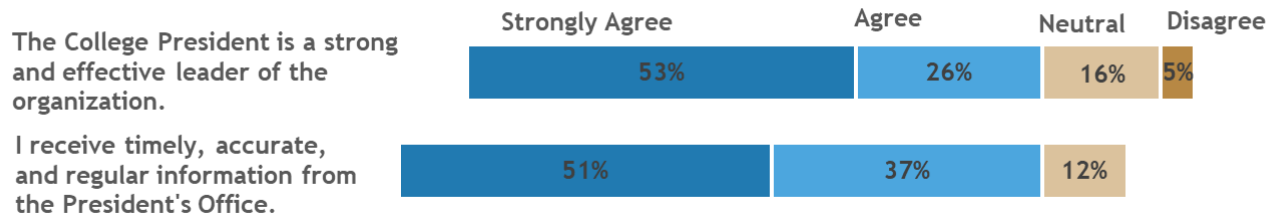
While satisfaction with desktop technology has remained high, faculty seemed less satisfied with technology in the classroom this year. Responses may have been impacted by the spring closure.

Business Office: Staff and faculty reported ready access to the business office and felt informed about the budget process.



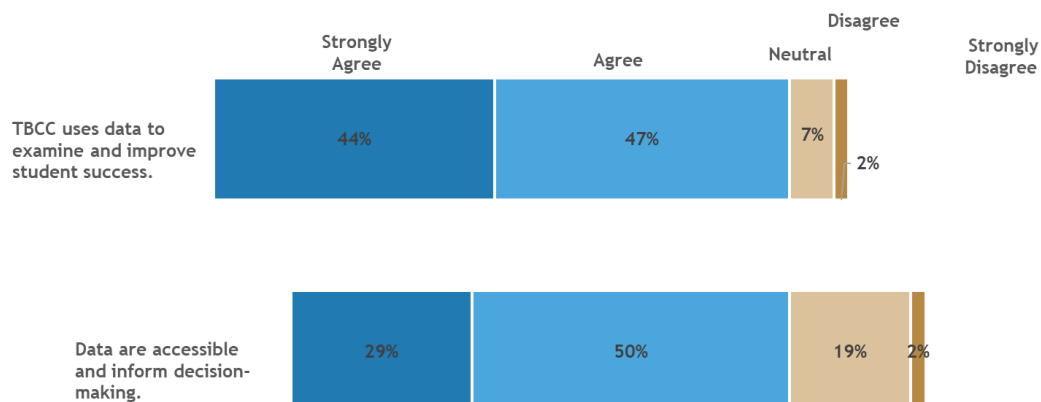
81% of staff and faculty expressed that they participated in the budget process this year, a significant increase from the 38% in 2018 when this measure originated.

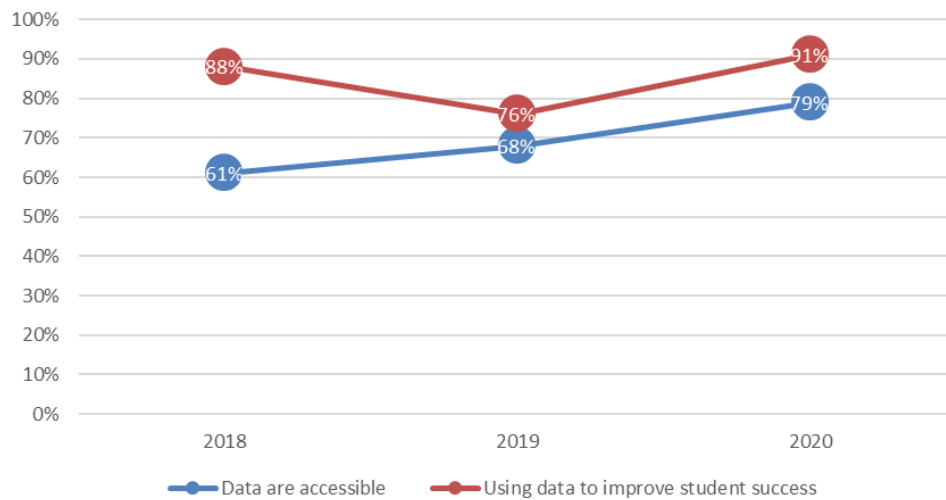
The President: Eighty-eight percent of staff and faculty are satisfied with the communications from the President's Office, up from 80% in 2019.



An increasing percentage of staff and faculty rated presidential communication positively.

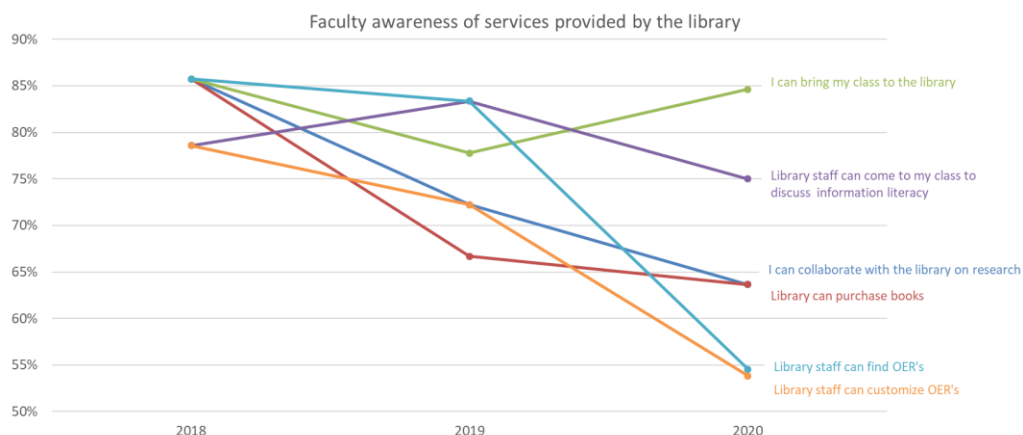
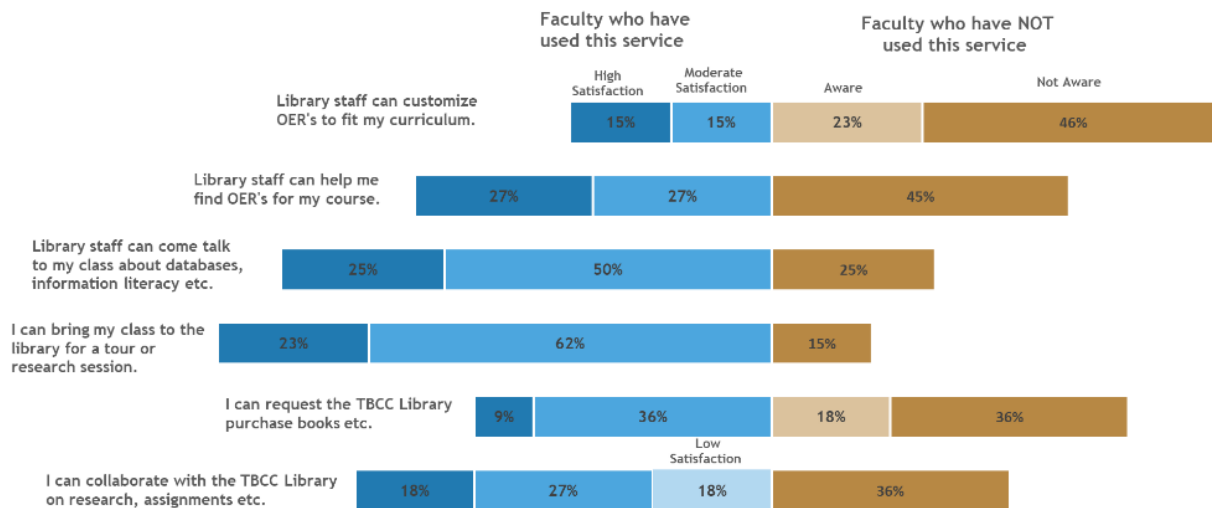
Institutional Effectiveness: Staff and faculty reported that data are accessible (79%) and are used to improve student success (91%).





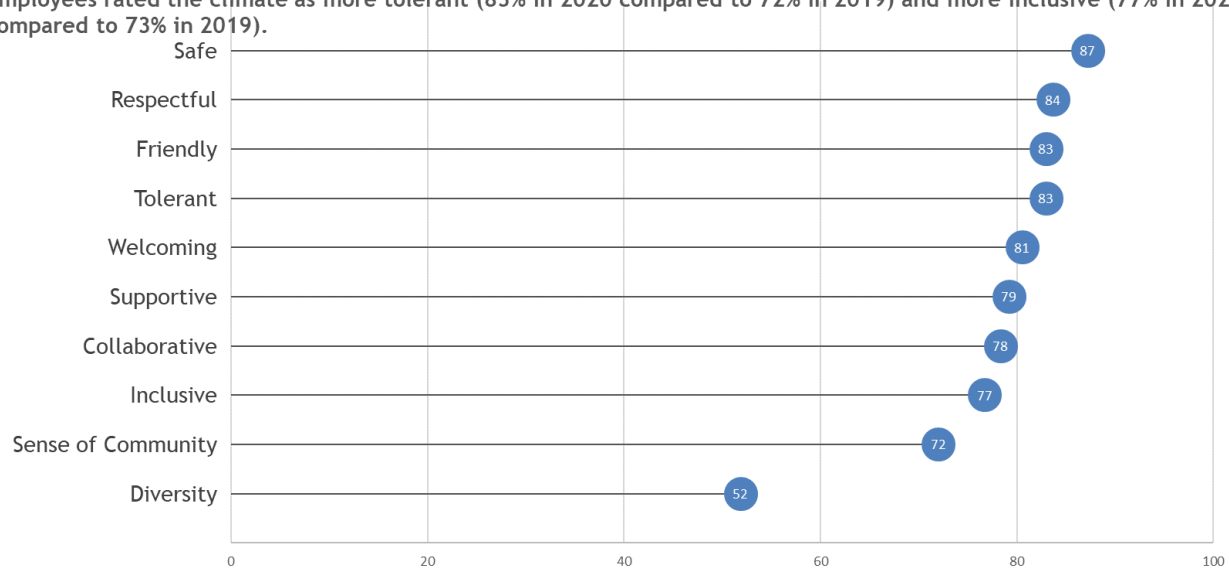
79% of staff and faculty reported that data are accessible, up from 61% in 2018. After a drop last year, more staff and faculty agreed that we are using data to improve student success.

Library Services: Thirteen faculty members shared their experiences with library services. Faculty expressed strong satisfaction with the library services which they had used.

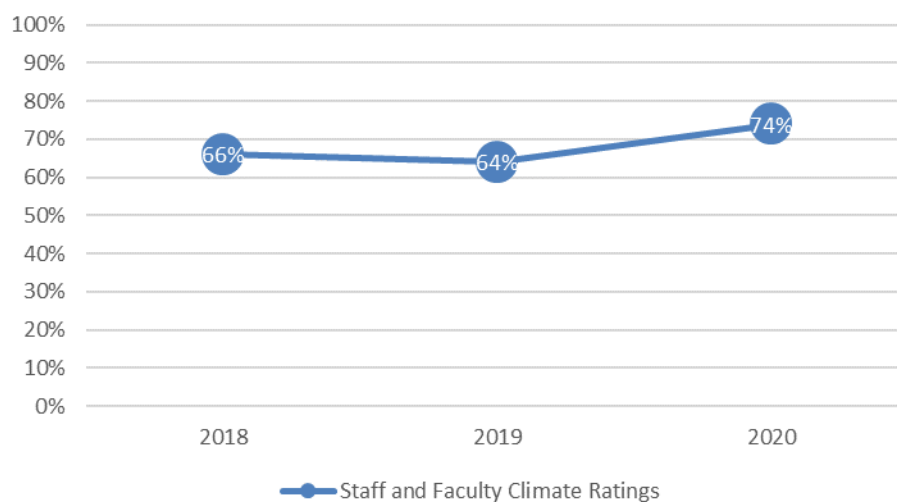


In general, awareness of the services offered by the library to faculty dropped in 2020. This may have been impacted by the spring closure.

TBCC Climate: Staff and faculty were asked to "think about your own experiences and interactions, and rate the campus' on each dimension on a 100 point scale. Overall, ratings in 2020 were comparable to those of 2019, although on average employees rated the climate as more tolerant (83% in 2020 compared to 72% in 2019) and more inclusive (77% in 2020 compared to 73% in 2019).



Staff and Faculty Climate Ratings



As a part of our strategic plan, we monitor a composite climate measure – the percentage of staff and faculty who rate the climate at 60 or higher on the four domains of welcoming, safe, supportive and inclusive. This percentage increased this year.

Please share any suggestions for improving TBCC:

- We need to follow through on threat assessment strategies and continue to have drills (fire, shooter, etc).
- Too many people on campus during COVID19 made me feel vulnerable to the virus.
- Things that long-term staff take for granted should be relayed to new staff more efficiently and without disparagement and judgement.
- There is always room for improvement, that is the nature of a process. I think we need to not exclude traditional student groups (white males) in our student success work since they are the poorest performing group in the college.

- TBCC consistently works toward improving each of these items. Each year I answer these higher. I think we need to keep the work going, but that we are doing a great job.
- No suggestions. I need to download flash alert :).
- Need armed security.
- More indoor plants/pots-containers
- More communication on an accessible platform
- Making communication, respect and professional training part of the company culture. Training all staff to display excellent customer service skills, not only with the public but beginning with coworkers, showing gratitude from the top.
- Make more serious efforts in the future to diversify our faculty. We have a good age range, but we are very mono-cultured in terms of nationality and ethnicity. We are doing better in the area with our adjunct faculty.
- Increased orientation supports to working with Moodle platforms and creative manners to use online platforms.
- I understand we are working on diversity and inclusion/equity, but I sometimes feel we overlook the "standard population group" student/person. By trying to accept all, we actually end up excluding some.
- I say this understanding full well the additional burdens everyone is shouldering, but it would be nice for adjuncts to know how secure their positions are, based on lower enrollment numbers.
- Ethics Training for Government Workers - Do not have any more politically driven training
- Departments keep to themselves, no one seems to be on the same page, communication between departments isn't shared
- Better directions for where to go when you enter the foyer. It feels large and a little overwhelming. Directional signage might help.
- better communication, more collaboration, more acceptance of others, more professional development
- Add more needed positions

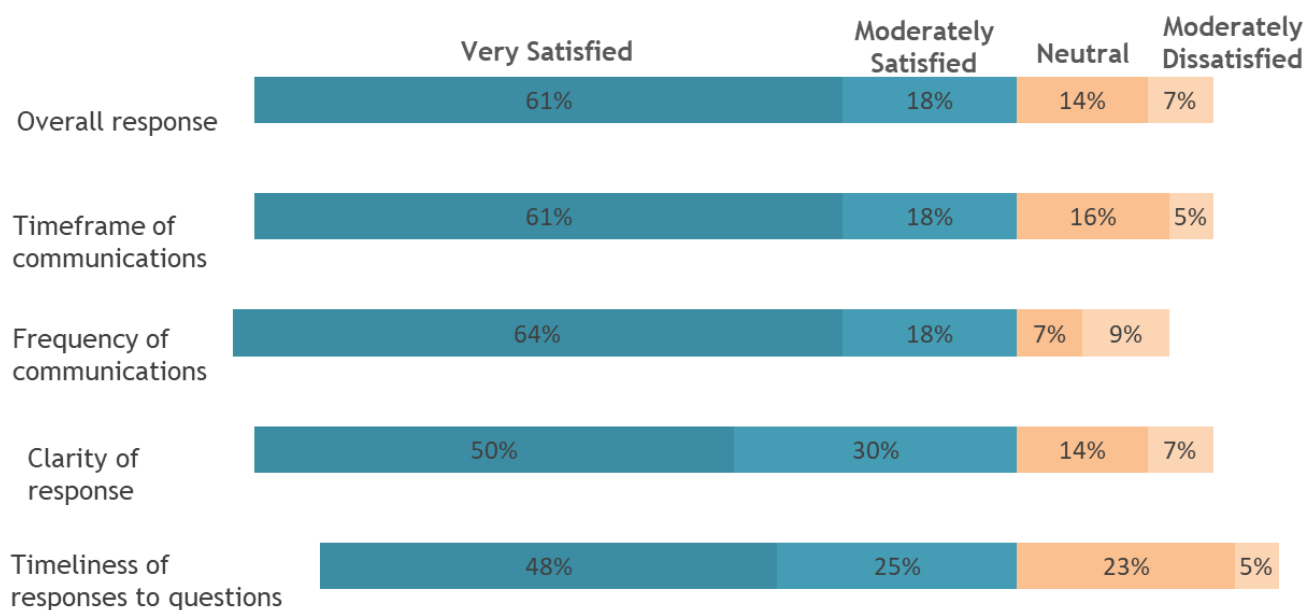
During the last year, what is a highlight of your experience here at TBCC?

- Working with struggling students who make it through with confidence.
- Working as a team to collaborate on student success strategies.
- The Equity and Inclusion trainings with Josh (? I think that was his name?)
- The ability to change and provide education with COVID-19
- Thanksgiving event, the flag-pole circle of shrubs, and the PRI tour.
- Seeing students being proud of their successes.
- meeting really great people.
- I think the people are the highlight... particularly the Office of Instruction. It is warm, welcoming, fun and high energy. Things do not always go right, but even when they go wrong there is community. That is the highlight.
- helping students
- Graduation (x2)
- Darryl's promotion.
- Completing the first term of online classes.
- Collaborating with co-workers
- Celebrating students graduation/awards ceremonies.
- Being respected and appreciated by staff members who showed enthusiasm in working to help grow the art department.
- Being part of a strong, effective team
- Being listened to. That didn't happen at my old college.
- Always my interactions with the students.
- A quiet student brought me a drawing to say thank you.

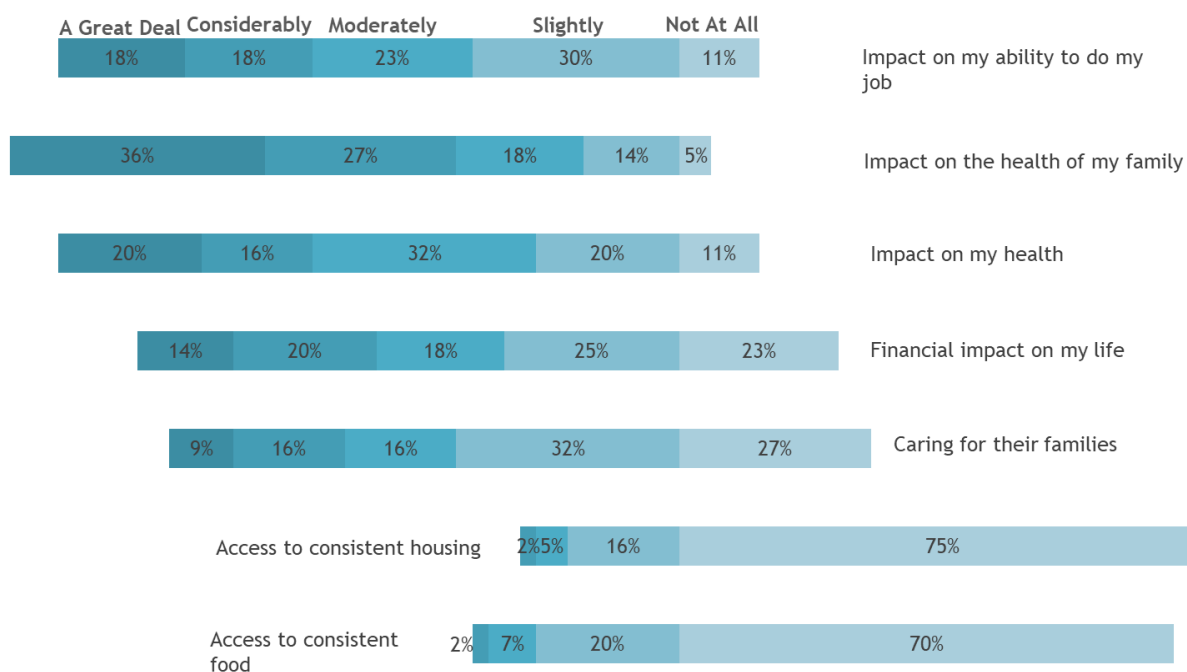
Appendix: Satisfaction with the College's Response to the Pandemic

Staff and faculty were also surveyed to assess their experiences with the spring closure, and their satisfaction with the College's response.

Staff/Faculty satisfaction with the College response to the pandemic



Staff and Faculty expressed concern about the impact of the pandemic on their ability to do their jobs, their health and the health of their families



Staff/Faculty: How could TBCC's response been better?

- Known the future
- There seemed to be some confusion of what role everyone was supposed to do.
- I think we did really well. I believe that my personal opinion and advice was taken into account.
- As one of the few public still on campus who interact with people on a daily basis, I would have appreciated some guidance on or the availability of masks.
- more communication
- I think more trust that the staff could work from home and allowing that sooner would have made me feel safer.
- I feel like I was clear on what was happening for students and classes and that the campus was closed to the public. As an employee, I do not feel like we receive the same level of support.
- More explanation needed of safety procedures
- More communication with employees or a better understanding of how and why things are what they are
- We heard quite a bit about the academic response the college was taking. I feel like I was clear on what was happening for students and classes and that the campus was closed to the public. As an employee, I do not feel like we receive the same level of support. We had to clean our own space but not given guidelines on how to use the products. We were told to social distance but it wasn't taken all that seriously. For instance, it was weeks before there was signage up. There was not explanation of how to properly distance in meetings and in the break rooms etc. Our hand sanitizer did not meet the specifications for use.
- My experience has been positive with TBCC's response and communication with me. The orientation as an adjunct instructor could have been a bit smoother but communication and clarification has been supportive.
- I think everyone did the best they could with the changing information and resources.
- n/a
- I think it was great. I saw other colleges and they seem more disjointed and confusing. I do not think the state's messages have been great, but appreciate all TBCC has done to keep everyone informed during a tough time.
- I'm not sure. We're very, very small and I know that just presents it's own set of challenges.
- It seemed there were several different answers given to different people.
- Preference given to those working from home vs those not. Explanation of this decision was not made clear initially and felt discriminatory. Many times I felt the environment was unsafe due to too many people in the bldg. A number of walkways and several situations did not allow for social distancing. EVERYONE should have been provided the opportunity to work from home without the threat of losing their job.
- More communication with employees or a better understanding of how and why things are what they are
- I would have appreciated it a bit quicker but I understand it was all new and scary.