

For: All Staff (Barg. and NB combined), Unit= All, YrsSrv= All

2015		Mean	S Dev	Strong Freq
Question				
4.	I know what is expected of me in my job.	4.3	1.01	400
7.	My supervisor clarifies the College's policies and procedures when appropriate.	3.9	1.22	323
8.	During performance evaluations, my supervisor acknowledges my contributions to me.	4.1	1.36	342
9.	I know how the work I do supports the mission of the College.	4.4	0.82	421
11.	I look forward to accomplishing my job responsibilities at work each day.	4.3	1.07	381
16.	The work that I do is personally fulfilling.	4.0	1.18	346
18.	The people in my department are committed to doing their jobs.	4.0	1.20	346
20.	I collaborate well with the people in my department.	4.3	0.97	413
21.	My role at the College provides me the opportunity to do challenging and interesting work.	4.0	1.20	330
23.	My supervisor treats me professionally and with respect and civility.	4.1	1.35	352
24.	I would recommend working at Montgomery College to a friend.	4.2	1.25	350
25.	The people with whom I interact treat me with respect and civility.	4.1	1.11	370
29.	I am optimistic about Montgomery College's future.	4.0	1.32	324
30.	My supervisor provides me the support I need to help me perform at my best.	3.8	1.47	296
32.	My supervisor is equitable and fair.	3.9	1.45	314
37.	My supervisor keeps me informed of issues that affect our department.	3.8	1.45	303
38.	I believe sufficient progress has been made to address the feedback expressed in the last year.	3.2	1.61	130
39.	College administrators keep employees informed of issues that impact the College.	3.5	1.35	239
40.	My supervisor acknowledges my contributions in front of others.	3.6	1.51	262
41.	I have the opportunity to contribute to discussions on collegewide issues.	3.5	1.35	235
42.	I am comfortable participating in forums on collegewide issues without concern of reprisal.	3.3	1.55	201
44.	When input is solicited on collegewide issues, my input is appropriately considered in reaching a decision.	3.1	1.53	128
47.	During performance evaluations, I receive constructive feedback.	3.8	1.57	281

2012		Mean	S Dev	Strong Freq
Question				
4.	I know what is expected of me in my job.	4.4	0.71	635
7.	My supervisor clarifies the College's policies and procedures when appropriate.	4.0	1.06	494
8.	During performance evaluations, my supervisor acknowledges my contributions.	4.2	1.02	473
9.	I know how the work I do supports the mission of the College.	4.6	0.64	647
11.	I look forward to what I can accomplish at work each day.	4.2	0.86	561
16.	The work that I do is personally fulfilling.	4.0	0.94	510
18.	My co-workers are committed to doing a good job.	4.0	0.83	524
20.	I collaborate well with my co-workers.	4.4	0.68	627
21.	The work that I do is intellectually stimulating.	3.8	0.99	442
23.	My supervisor treats me with respect.	4.4	0.89	586
24.	I would recommend working at Montgomery College to a friend.	4.2	0.96	548
25.	The people with whom I regularly interact treat me with respect and civility.	4.3	0.75	590
29.	I feel optimistic about Montgomery College's future.	4.0	0.93	497
30.	My supervisor provides the support I need to help me perform at my best.	4.0	1.09	488
32.	My supervisor is equitable and fair.	4.2	1.00	530
37.	My supervisor keeps my co-workers and me informed of issues that affect us.	4.0	1.01	496
38.	I believe sufficient progress has been made during the past twelve months to address concerns.	3.6	1.04	284

39.	The College administration keeps us informed of issues that impact the College.	4.1	0.80	537
40.	My supervisor publicly acknowledges the accomplishments of my co-workers and me.	3.8	1.18	410
41.	I have the opportunity to contribute to discussions on college-wide issues.	3.4	1.13	308
42.	I am comfortable participating in discussions on a college-wide basis without fear of reprimand.	3.5	1.23	328
44.	When my input is solicited on college-wide issues, I believe that my input is appropriate.	3.2	1.16	224
47.	During performance evaluations, my supervisor provides constructive feedback.	4.1	1.08	429

2012 to 2015 Changes				Strong
Question		ΔMean		
4.	I know what is expected of me in my job.	NC		
7.	My supervisor clarifies the College's policies and procedures when appropriate.	NC		
8.	During performance evaluations, my supervisor acknowledges my contributions.	NC		
9.	I know how the work I do supports the mission of the College.	NC		
11.	I look forward to what I can accomplish at work each day.	NC		
16.	The work that I do is personally fulfilling.	NC		
18.	My co-workers are committed to doing a good job.	NC		
20.	I collaborate well with my co-workers.	NC		
21.	The work that I do is intellectually stimulating.	NC		
23.	My supervisor treats me with respect.	NC		
24.	I would recommend working at Montgomery College to a friend.	NC		
25.	The people with whom I regularly interact treat me with respect and civility.	NC		
29.	I feel optimistic about Montgomery College's future.	NC		
30.	My supervisor provides the support I need to help me perform at my best.	NC		
32.	My supervisor is equitable and fair.	NC		
37.	My supervisor keeps my co-workers and me informed of issues that affect us.	NC		
38.	I believe sufficient progress has been made during the past twelve months to address college-wide issues.	NC		
39.	The College administration keeps us informed of issues that impact the College.	▼ -0.6		
40.	My supervisor publicly acknowledges the accomplishments of my co-workers and me.	NC		
41.	I have the opportunity to contribute to discussions on college-wide issues.	NC		
42.	I am comfortable participating in discussions on a college-wide basis without fear of reprimand.	NC		
44.	When my input is solicited on college-wide issues, I believe that my input is appropriate.	NC		
47.	During performance evaluations, my supervisor provides constructive feedback.	NC		

Strongly Agr. + Agree	Strongly Agree		Agree		Neutral		Disagree	
	Freq %	Freq	Freq %	Freq	Freq %	Freq	Freq %	Freq
88%	207	46%	193	43%	25	6%	12	3%
71%	137	30%	186	41%	70	15%	25	6%
75%	185	41%	157	35%	52	11%	15	3%
93%	236	52%	185	41%	20	4%	5	1%
84%	207	46%	174	38%	43	9%	9	2%
76%	153	34%	193	43%	57	13%	24	5%
76%	157	35%	189	42%	57	13%	22	5%
91%	195	43%	218	48%	18	4%	7	2%
73%	139	31%	191	42%	68	15%	28	6%
78%	200	44%	152	34%	40	9%	21	5%
77%	175	39%	175	39%	61	13%	11	2%
82%	136	30%	234	52%	49	11%	11	2%
72%	136	30%	188	42%	69	15%	25	6%
65%	143	32%	153	34%	66	15%	32	7%
69%	164	36%	150	33%	60	13%	23	5%
67%	125	28%	178	39%	60	13%	32	7%
29%	23	5%	107	24%	147	32%	38	8%
53%	51	11%	188	42%	114	25%	43	9%
58%	103	23%	159	35%	73	16%	49	11%
52%	43	9%	192	42%	121	27%	35	8%
44%	50	11%	151	33%	105	23%	50	11%
28%	30	7%	98	22%	158	35%	52	11%
62%	105	23%	176	39%	72	16%	25	6%

Strongly Agr. + Agree	Strongly Agree		Agree		Neutral		Disagree	
	Freq %	Freq	Freq %	Freq	Freq %	Freq	Freq %	Freq
90%	345	49%	290	41%	50	7%	8	1%
70%	288	41%	206	29%	108	15%	48	7%
67%	312	44%	161	23%	76	11%	39	6%
92%	457	65%	190	27%	45	6%	4	1%
80%	312	44%	249	35%	96	14%	28	4%
73%	232	33%	278	40%	131	19%	43	6%
75%	210	30%	314	45%	135	19%	15	2%
89%	324	46%	303	43%	54	8%	8	1%
63%	191	27%	251	36%	172	25%	44	6%
83%	436	62%	150	21%	71	10%	21	3%
78%	332	47%	216	31%	79	11%	20	3%
84%	294	42%	296	42%	70	10%	13	2%
71%	234	33%	263	37%	109	16%	34	5%
70%	287	41%	201	29%	107	15%	63	9%
75%	326	46%	204	29%	90	13%	30	4%
71%	262	37%	234	33%	124	18%	51	7%
40%	77	11%	207	29%	114	16%	40	6%

76%	213	30%	324	46%	122	17%	20	3%
58%	222	32%	188	27%	136	19%	71	10%
44%	116	17%	192	27%	188	27%	90	13%
47%	138	20%	190	27%	137	20%	67	10%
32%	75	11%	149	21%	174	25%	90	13%
61%	271	39%	158	23%	100	14%	46	7%

Agree + Strongly Agree	Strongly Agree	Agree	Neutral	Disagree
ΔFreq %	ΔFreq %	ΔFreq %	ΔFreq %	ΔFreq %
NC	▼ -3	NC	NC	NC
NC	▼ -11	▲ 12	NC	NC
▲ 8	▼ -3	▲ 12	NC	▼ -3
NC	▼ -13	▲ 14	NC	NC
▲ 4	NC	▲ 3	▼ -5	NC
▲ 3	NC	▲ 3	▼ -6	NC
NC	▲ 5	▼ -3	▼ -6	▲ 3
NC	▼ -3	▲ 5	▼ -4	NC
▲ 10	▲ 4	▲ 6	▼ -10	NC
▼ -5	▼ -18	▲ 13	NC	NC
NC	▼ -8	▲ 8	NC	NC
NC	▼ -12	▲ 10	NC	NC
NC	▼ -3	▲ 5	NC	NC
▼ -5	▼ -9	▲ 5	NC	NC
▼ -6	▼ -10	▲ 4	NC	NC
▼ -4	▼ -9	▲ 6	▼ -5	NC
▼ -11	▼ -6	▼ -5	▲ 16	NC
▼ -23	▼ -19	▼ -4	▲ 8	▲ 6
NC	▼ -9	▲ 8	▼ -3	NC
▲ 8	▼ -8	▲ 15	NC	▼ -5
▼ -3	▼ -9	▲ 6	▲ 3	NC
▼ -4	▼ -4	NC	▲ 10	NC
NC	▼ -16	▲ 16	NC	NC

Strongly Disagree		Cannot Answer	
Freq	Freq %	Freq	Freq %
8	2%	8	2%
25	6%	10	2%
23	5%	21	5%
2	0%	5	1%
11	2%	9	2%
12	3%	14	3%
14	3%	14	3%
4	1%	11	2%
12	3%	15	3%
20	4%	20	4%
9	2%	22	5%
5	1%	18	4%
6	1%	29	6%
32	7%	27	6%
31	7%	25	6%
28	6%	30	7%
30	7%	108	24%
20	4%	37	8%
33	7%	36	8%
23	5%	39	9%
37	8%	60	13%
30	7%	85	19%
26	6%	49	11%

Strongly Disagree		Cannot Answer	
Freq	Freq %	Freq	Freq %
3	0%	6	1%
18	3%	34	5%
12	2%	102	15%
0	0%	6	1%
3	0%	14	2%
9	1%	9	1%
7	1%	21	3%
0	0%	13	2%
16	2%	28	4%
9	1%	15	2%
18	3%	37	5%
2	0%	27	4%
9	1%	53	8%
17	2%	27	4%
17	2%	35	5%
11	2%	20	3%
26	4%	238	34%

2	0%	21	3%
33	5%	52	7%
38	5%	78	11%
56	8%	114	16%
52	7%	162	23%
15	2%	112	16%

Strongly Disagree △Freq %		Cannot Answer △Freq %	
	NC		NC
	▲ 3		▼ -3
	▲ 3		▼ -10
	NC		NC
	NC		NC
	NC		NC
	NC		NC
	NC		NC
	▲ 3		NC
	NC		NC
	NC		NC
	▲ 5		NC
	▲ 5		NC
	▲ 4		▲ 4
	▲ 3		▼ -10
	▲ 4		▲ 5
	NC		NC
	NC		NC
	NC		▼ -3
	NC		▼ -4
	▲ 4		▼ -5