

The faculty/staff survey results suggest that everyone is very positive about the college and its reflection of core values. LFCC employees are satisfied with the work of different departments/units and governance, and have what they need to do their jobs. However, only two-thirds of respondents believe that LFCC does a very good/good job of promoting a one-college focus and of having streamlined/ efficient policies and procedures, two areas identified for improvement in the strategic plan.

The campus climate for diversity is perceived as very good/good in all areas except for non-English language speakers. This is demonstrated further with very low/low importance given to improving LFCC by adding a Spanish-language website (72.4%) and more Spanish-speaking employees (62.7%). Significant increases in the Hispanic population in the LFCC community do not appear to have translated into a perceived need for accommodations at the college. Only two-thirds of respondents view having diverse faculty and staff as very important/important. Approximately 37.1% believe that promoting diversity in hiring is somewhat important/not at all important. These results suggest that diversity training is an area of need.

Other areas for improvement, identified by prevalent fair/poor satisfaction ratings, include lighting in parking lots (49.0%), space needs (36.5%), parking (35.2%), and the comfort of the classrooms (29.2%).

Regarding specific ideas for the future, there is high interest in a fitness/wellness center and food service improvements, but little in intramural sports, childcare, sports facilities, public transportation to LFCC, or sidewalks to Middletown businesses.

Improvement in the area of sustainability and green principles was rated very important/important by 70.1% of respondents. High importance was also given to ensuring transparent/open budget cuts and protecting FERPA rights.

A large percentage of all respondents (82.6%) reported that improving academic advising is very important/important. Faculty report spending about 9.9% of their time on advising, and 30.3% are dissatisfied/very dissatisfied with it.

Faculty expressed high satisfaction with teaching, curriculum development, service, their workload, assignments, various teaching modes, and course evaluation processes. A third of faculty report teaching online, and a wide range of technologies and instructional strategies is used. These results provide a map of where innovation has taken hold among faculty. For example, Blackboard is being used for assigning work, communicating grades, and managing course content, but not for administering tests. There is very little use of document cameras and community service learning.

Almost all aspects of HR administration and processes were rated highly, including performance evaluations, benefits, workload, and professional development. The only areas with dissatisfaction are about money - overload payments/stipends and salary/wages.



2011 LFCC Faculty/Staff Survey Results

4/19/2011

Please rate how well LFCC:						
Item	Very good	Good	Fair	Poor	Very good/Good	Fair/Poor
Promotes expectations for a positive college culture	47.0%	47.4%	4.3%	1.3%	94.4%	5.6%
Promotes a "one college" focus across multiple locations	23.7%	42.3%	28.4%	5.6%	66.0%	34.0%
Has streamlined/efficient policies and processes	19.8%	43.6%	31.3%	5.3%	63.4%	36.6%
Promotes sustainability and green principles	22.1%	45.1%	27.5%	5.4%	67.2%	32.8%
Uses advising to ensure student success and keep students enrolled	23.6%	41.7%	21.1%	13.6%	65.3%	34.7%
Uses strategies to keep students engaged with learning	28.6%	50.5%	18.4%	2.4%	79.1%	20.9%
Seeks grants and contracts to support the mission of LFCC	43.8%	49.7%	5.4%	1.1%	93.5%	6.5%
Provides a wide range of extracurricular activities	30.3%	45.5%	22.2%	2.0%	75.8%	24.2%
Provides intramural sports	24.6%	45.8%	24.0%	5.6%	70.4%	29.6%
Protects FERPA rights for privacy and confidentiality	56.3%	41.3%	1.9%	0.5%	97.6%	2.4%

Please rate the campus climate for diversity with regard to:						
Item	Very good	Good	Fair	Poor	Very good/Good	Fair/Poor
Non-English language	14.9%	50.9%	27.3%	6.8%	65.8%	34.2%
Gender	49.3%	45.5%	5.3%	0.0%	94.7%	5.3%
Race/ethnicity	36.2%	52.2%	10.1%	1.4%	88.4%	11.6%
Religious/spiritual beliefs	34.7%	47.4%	11.6%	6.4%	82.1%	17.9%
Political beliefs	36.8%	49.1%	10.5%	3.5%	86.0%	14.0%
Sexual orientation	30.7%	52.8%	12.9%	3.7%	83.4%	16.6%
Income level	37.4%	48.9%	12.6%	1.1%	86.3%	13.7%
Age group	40.4%	48.8%	9.9%	1.0%	89.2%	10.8%
Campus/location	40.2%	52.1%	6.7%	1.0%	92.3%	7.7%
Dress/appearance	31.3%	53.7%	13.9%	1.0%	85.1%	14.9%
Disability	39.1%	47.9%	12.0%	1.0%	87.0%	13.0%
Interests	30.3%	56.7%	12.9%	0.0%	87.1%	12.9%

Please rate how important each item is to you:						
Item	Very important	Important	Somewhat important	Not at all important	Very important/ Important	Somewhat important/ Not at all important
Having diverse faculty and staff	25.7%	42.9%	26.1%	5.3%	68.6%	31.4%
Having Spanish-speaking faculty and staff	9.1%	28.2%	40.9%	21.8%	37.3%	62.7%
Providing website material in Spanish	7.8%	19.8%	45.6%	26.7%	27.6%	72.4%
Promoting diversity in hiring	23.7%	39.3%	27.2%	9.8%	62.9%	37.1%



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4/19/2011

Please rate LFCC on achieving its five core values:							
Item	Very good	Good	Fair	Poor	Very good/Good	Fair/Poor	
Learning	49.1%	44.8%	5.6%	0.4%	94.0%		6.0%
High Performance	33.2%	54.1%	10.5%	2.2%	87.3%		12.7%
Integrity	49.8%	42.4%	4.8%	3.0%	92.2%		7.8%
Positive Spirit	48.7%	44.0%	6.0%	1.3%	92.7%		7.3%
Diversity	29.6%	53.2%	14.8%	2.3%	82.9%		17.1%






Please rate the following:							
Item	Very good	Good	Fair	Poor	Very good/Good	Fair/Poor	
How well LFCC meets its space needs	14.0%	49.5%	31.5%	5.0%	63.5%		36.5%
Appearance of the Middletown campus	35.6%	49.5%	14.4%	0.5%	85.1%		14.9%
Appearance of the Fauquier campus	34.9%	53.2%	11.9%	0.0%	88.1%		11.9%
Appearance of the Luray-Page County Center	23.0%	55.7%	19.7%	1.6%	78.7%		21.3%
Cleanliness of the classrooms	30.9%	55.6%	12.1%	1.4%	86.5%		13.5%
Comfort of the classrooms	17.3%	53.5%	25.2%	4.0%	70.8%		29.2%
Technology available in classrooms	33.3%	53.7%	11.9%	1.0%	87.1%		12.9%
Lighting in the parking lots	10.2%	40.8%	32.1%	16.8%	51.0%		49.0%
Lighting in buildings and hallways	28.4%	62.1%	9.5%	0.0%	90.5%		9.5%
Accuracy and effectiveness of signs on buildings	28.2%	54.5%	14.4%	2.9%	82.8%		17.2%
Parking	17.8%	46.9%	26.3%	8.9%	64.8%		35.2%
WIFI internet access	22.2%	56.3%	13.2%	8.4%	78.4%		21.6%
Furnishings/furniture/decor	16.5%	62.7%	17.5%	3.3%	79.2%		20.8%
Computer hardware for office work	28.1%	48.5%	19.4%	4.1%	76.5%		23.5%
Computer software for office work	28.9%	50.3%	16.8%	4.1%	79.2%		20.8%









Please indicate the frequency of your interaction with each of the following departments/units:

Item	Very frequent	Frequent	Somewhat frequent	Not at all frequent	Very frequent/ Frequent	Somewhat frequent/Not at all frequent
Human Resources	5.9%	16.4%	32.3%	45.5%	22.3%	77.7%
Business Office	8.6%	17.3%	22.7%	51.4%	25.9%	74.1%
Planning & Institutional Effectiveness	2.4%	6.3%	20.8%	70.5%	8.7%	91.3%
Technology	18.5%	32.9%	31.1%	17.6%	51.4%	48.6%
Buildings & Grounds	12.6%	19.1%	24.2%	44.2%	31.6%	68.4%
Student Services	18.3%	26.6%	23.9%	31.2%	45.0%	55.0%
Office of Instruction/VP/AVP	17.1%	22.6%	26.3%	34.1%	39.6%	60.4%
Workforce Solutions	3.9%	10.8%	21.1%	64.2%	14.7%	85.3%
Development	3.5%	5.5%	20.5%	70.5%	9.0%	91.0%
LFCC Educational Foundation	3.0%	8.9%	21.7%	66.5%	11.8%	88.2%
Library	18.6%	25.5%	31.8%	24.1%	44.1%	55.9%
Security	13.2%	21.4%	33.6%	31.8%	34.5%	65.5%
Welcome Desk	18.3%	19.6%	30.6%	31.5%	37.9%	62.1%

Please indicate your level of satisfaction with each of the following departments/units:

Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Very satisfied/ Satisfied	Dissatisfied/ Very dissatisfied
Human Resources	28.4%	54.2%	10.5%	6.8%	82.6%	17.4%
Business Office	39.9%	57.2%	2.3%	0.6%	97.1%	2.9%
Planning & Institutional Effectiveness	31.6%	65.4%	2.2%	0.7%	97.1%	2.9%
Technology	32.2%	51.7%	12.2%	3.9%	83.9%	16.1%
Buildings & Grounds	37.2%	56.8%	5.5%	0.5%	94.0%	6.0%
Student Services	38.2%	56.2%	5.1%	0.6%	94.4%	5.6%
Office of Instruction/VP/AVP	45.4%	53.4%	1.1%	0.0%	98.9%	1.1%
Workforce Solutions	32.8%	59.1%	6.6%	1.5%	92.0%	8.0%
Development	30.8%	66.7%	2.6%	0.0%	97.4%	2.6%
LFCC Educational Foundation	32.1%	65.6%	1.5%	0.8%	97.7%	2.3%
Library	57.6%	40.9%	1.5%	0.0%	98.5%	1.5%
Security	52.8%	45.1%	2.1%	0.0%	97.9%	2.1%
Welcome Desk	49.5%	46.7%	3.8%	0.0%	96.2%	3.8%

For your primary location, how important are improvements in each of the following areas to you?							
Item	Very important	Important	Somewhat important	Not at all important	Very important/ Important	Somewhat important/Not at all important	
Fitness and wellness center	40.0%	22.1%	18.5%	19.5%	62.1%		37.9%
Food services	36.4%	27.8%	20.7%	15.2%	64.1%		35.9%
Sports facilities	15.2%	23.6%	27.2%	34.0%	38.7%		61.3%
Childcare	18.3%	18.9%	19.4%	43.3%	37.2%		62.8%
Intramural sports	8.7%	19.0%	29.3%	42.9%	27.7%		72.3%








Please rate how important each item is to you:							
Item	Very important	Important	Somewhat important	Not at all important	Very important/ Important	Somewhat important/Not at all important	
Improving public transportation to LFCC	23.1%	27.7%	27.7%	21.5%	50.8%		49.2%
Constructing sidewalks to local businesses	9.0%	16.4%	25.9%	48.7%	25.4%		74.6%
Demonstrating sustainability and green principles	32.7%	37.4%	22.7%	7.1%	70.1%		29.9%
Ensuring that budget cuts are transparent and open	51.4%	36.6%	10.6%	1.4%	88.0%		12.0%
Putting course evaluations online	18.5%	28.2%	27.2%	26.2%	46.7%		53.3%
Using text messaging to connect with at-risk students	16.0%	28.2%	28.7%	27.1%	44.1%		55.9%
Improving academic advising	44.3%	38.3%	15.4%	2.0%	82.6%		17.4%
Protecting FERPA rights for privacy and confidentiality	42.2%	37.9%	16.5%	3.4%	80.1%		19.9%













Please indicate your level of agreement with the following statements:						
Item	Strongly agree	Agree	Disagree	Strongly disagree	Strongly agree/ Agree	Disagree/ Strongly Disagree
I have sufficient input on the decisions that affect me.	15.7%	63.7%	14.2%	6.4%	79.4%	20.6%
The current governance model is efficient.	12.3%	64.3%	14.6%	8.8%	76.6%	23.4%
The current governance model is effective.	11.2%	64.5%	16.0%	8.3%	75.7%	24.3%


















Item	Yes	No
Do you have what you need to do your job effectively at this time?	86.4%	13.6%
Do you have what you'll need to do your job effectively in the future?	76.4%	23.6%



































Please indicate your level of satisfaction with the following:						
Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Very satisfied/ Satisfied	Dissatisfied/ Very dissatisfied
360 Performance Assessment of administrative/professional faculty	16.3%	77.1%	3.9%	2.6%	93.5%	6.5%
Employee Work Profiles for classified staff	7.2%	81.4%	8.2%	3.1%	88.7%	11.3%
Performance Reviews for classified staff	10.8%	76.5%	7.8%	4.9%	87.3%	12.7%
Employee appreciation & recognition efforts	9.8%	68.6%	18.3%	3.3%	78.4%	21.6%
Faculty evaluation for contract renewal	15.7%	75.5%	5.9%	2.9%	91.2%	8.8%
Faculty evaluation for promotion	10.6%	63.5%	20.0%	5.9%	74.1%	25.9%
Availability of benefits information	15.8%	67.1%	10.1%	7.0%	82.9%	17.1%
Your benefits	18.6%	59.6%	16.0%	5.8%	78.2%	21.8%
Your salary, wage, or adjunct contract	6.2%	57.0%	28.0%	8.8%	63.2%	36.8%
Overload payments/stipends	7.5%	61.3%	22.6%	8.6%	68.8%	31.2%
Amount of work assigned	10.3%	76.6%	11.4%	1.6%	87.0%	13.0%
LFCC Knowledge Center	8.8%	77.9%	9.6%	3.7%	86.8%	13.2%
Professional development opportunities available to you at LFCC locations	16.7%	72.2%	9.4%	1.7%	88.9%	11.1%
Professional development opportunities available to you in the local community	12.7%	61.3%	21.8%	4.2%	73.9%	26.1%
Professional development opportunities available to you involving travel	21.4%	63.4%	11.0%	4.1%	84.8%	15.2%
Your computer skills	33.3%	61.3%	5.4%	0.0%	94.6%	5.4%
Your Internet skills	36.8%	58.8%	4.4%	0.0%	95.6%	4.4%

Please select the option that best describes your experience teaching online courses:		Count	Percent
Do not teach online courses		81	67.5%
Have taught one or more online courses in the past 3 years		32	26.7%
Teach online courses exclusively		7	5.8%

Please indicate the percentage of time you dedicate to each of the following (must add up to 100%):		Mean	Range
Teaching	61.5%		25-90
Advising	9.9%		0-38
Curriculum development	11.6%		0-30
Administration/committee work	14.3%		0-100
Service	6.4%		0-20
Research	6.9%		0-20
Other	9.0%		0-45

Please indicate your level of satisfaction with regard to:						
Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Very satisfied/ Satisfied	Dissatisfied/ Very dissatisfied
Teaching	56.8%	40.5%	0.0%	2.7%	97.3% 	2.7% 
Advising	6.1%	63.6%	30.3%	0.0%	69.7% 	30.3% 
Curriculum development	9.4%	81.3%	6.3%	3.1%	90.6% 	9.4% 
Administration/committee work	5.9%	76.5%	14.7%	2.9%	82.4% 	17.6% 
Service	4.8%	85.7%	4.8%	4.8%	90.5% 	9.5% 
Research	8.7%	65.2%	21.7%	4.3%	73.9% 	26.1% 

Please indicate your level of satisfaction with the following:						
Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Very satisfied/ Satisfied	Dissatisfied/ Very dissatisfied
Number of sections taught per academic year	35.1%	58.8%	4.4%	1.8%	93.9% 	6.1% 
Number of students in my classes	31.1%	60.5%	6.7%	1.7%	91.6% 	8.4% 
Teaching in the classroom/face-to-face	51.4%	48.6%	0.0%	0.0%	100.0% 	0.0%
Teaching hybrid courses (mix of classroom and distance)	27.7%	53.2%	14.9%	4.3%	80.9% 	19.1% 
Teaching online courses	37.5%	50.0%	10.0%	2.5%	87.5% 	12.5% 
Course evaluation process for traditional classes (Scantron)	22.7%	64.9%	8.2%	4.1%	87.6% 	12.4% 
Course evaluation process for online classes (web-based)	17.5%	67.5%	7.5%	7.5%	85.0% 	15.0% 
Course evaluation reports for traditional classes.	21.6%	72.2%	5.2%	1.0%	93.8% 	6.2% 
Course evaluation reports for online classes.	17.9%	61.5%	12.8%	7.7%	79.5% 	20.5% 

In how many of the courses that you teach do you use each of the following?								
Item	All	Most	Some	None	All/Most		Some/None	
Group assignments	33.9%	12.2%	27.8%	26.1%	46.1%			53.9%
Experiential learning	38.5%	19.3%	28.4%	13.8%	57.8%			42.2%
Class discussion	62.1%	15.5%	16.4%	6.0%	77.6%			22.4%
Reflective writing/journaling	27.5%	12.8%	25.7%	33.9%	40.4%			59.6%
Community service learning	3.1%	9.3%	16.5%	71.1%	12.4%			87.6%
Video clips	53.1%	15.0%	25.7%	6.2%	68.1%			31.9%
Audio clips	32.7%	9.3%	27.1%	30.8%	42.1%			57.9%
Overhead projector	37.5%	11.5%	16.3%	34.6%	49.0%			51.0%
Document camera	11.5%	5.7%	14.9%	67.8%	17.2%			82.8%
Academic integrity software or site (SafeAssign, Respondus, etc)	28.4%	11.4%	17.0%	43.2%	39.8%			60.2%
Online assignments	40.4%	18.2%	26.3%	15.2%	58.6%			41.4%
Online threaded discussions	24.2%	12.1%	17.6%	46.2%	36.3%			63.7%
Online synchronous communication with students (Wimba classroom, Blackboard chat, etc)	26.0%	8.3%	14.6%	51.0%	34.4%			65.6%
Blackboard for assigning work	63.7%	12.7%	9.8%	13.7%	76.5%			23.5%
Blackboard for communicating grades	60.8%	4.9%	2.0%	32.4%	65.7%			34.3%
Blackboard for administering tests	25.0%	8.7%	15.2%	51.1%	33.7%			66.3%
Blackboard as primary course management tool	60.0%	10.0%	10.0%	20.0%	70.0%			30.0%



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In what ways do you currently support the LFCC Educational Foundation?	Count	Percent
Financial contribution	81	40.3%
Volunteer time	20	10.0%
Advocacy of the Foundation's impact	43	21.4%
Do not support the Foundation	93	46.3%
Other (please specify)	6	3.0%

Please rank the following by their influence on your decision whether or not to give to the Foundation:						
Item	1st most important	2nd most important	3rd most important	4th most important	1st or 2nd Most Important	3rd or 4th Most Important
Students' stories	25.5%	38.5%	29.8%	6.2%	64.0%	36.0%
Seeing an unfilled need at the College	40.6%	32.5%	24.4%	2.5%	73.1%	26.9%
Seeing the impact that past gifts have made	28.6%	29.2%	39.8%	2.5%	57.8%	42.2%

How important are the following Foundation activities to you?						
Item	Very important	Important	Somewhat important	Not at all important	Very important/ Important	Somewhat important/Not at all important
Shrimp Feast	11.4%	18.2%	23.5%	47.0%	29.5%	70.5%
Chili Fest	3.9%	18.6%	30.2%	47.3%	22.5%	77.5%
President's Appreciation Dinner	15.0%	24.8%	25.6%	34.6%	39.8%	60.2%
Cornerstone Newsletter with college updates	8.3%	26.5%	29.5%	35.6%	34.8%	65.2%
Employee recognition events	31.3%	31.3%	20.8%	16.7%	62.5%	37.5%

Please rate the Foundation for the following:						
Item	Very good	Good	Fair	Poor	Very good/Good	Fair/Poor
Trustworthiness	62.6%	31.8%	4.7%	0.9%	94.4%	5.6%
Transparency	53.8%	32.7%	9.6%	3.8%	86.5%	13.5%
Quality customer service	56.5%	36.1%	5.6%	1.9%	92.6%	7.4%
Effective donor relations	53.1%	39.8%	6.1%	1.0%	92.9%	7.1%
Positive impact	61.3%	34.5%	3.4%	0.8%	95.8%	4.2%

How do you prefer to be contacted by the Foundation (select all that apply)?		
	Count	Percent
Email	128	65.3%
USPS mail	40	20.4%
Phone	9	4.6%
Personal visits	11	5.6%
Prefer not to be contacted	52	26.5%



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What is your gender?	Count	Percent
Male	71	33.6%
Female	140	66.4%

Do you consider yourself to be Hispanic/Latino?	Count	Percent
Yes	3	1.4%
No	204	98.6%

Please select one of the following categories to describe yourself:	Count	Percent
American Indian or Alaska Native	1	0.5%
Asian	1	0.5%
Black or African American	4	1.9%
Native Hawaiian or other Pacific Islander	0	0.0%
White	202	95.7%
Two or more races	3	1.4%

What is your primary/native language?	Count	Percent
English	208	99.0%
Spanish	0	0.0%
Other (please specify)	2	1.0%

Please indicate your primary work location:	Count	Percent
Middletown Campus	156	73.2%
Fauquier Campus	36	16.9%
Luray-Page County Center	1	0.5%
High School/Dual Enrollment	20	9.4%

Response rates by faculty/staff type:					
Type	IPEDS 2010	Survey Participants	Response Rate	IPEDS Distribution	Survey Distribution
Total full-time faculty	67	36	53.7%	12.2%	16.9%
Adjunct faculty	289	85	29.4%	52.7%	39.9%
Total full-time staff	129	70	54.3%	23.5%	32.9%
Total part-time staff	63	22	34.9%	11.5%	10.3%
All faculty and staff	548	213	38.9%	100.0%	100.0%