

The LFCC Faculty/Staff survey was administered online by the RADS office using Survey Monkey software in fall 2017. The results were analyzed by John Milam. They show that 244 LFCC employees participated in the 2017 survey, up slightly from 240 in 2011.

Survey respondents identified three primary locations – Middletown (144), Fauquier (39), and the Luray-Page County Center (11). There were 2 respondents from the Vint Hill Center, two in high school/dual enrollment, and 46 unknown/other locations. Based on these response rates, some results are broken out for the three primary locations, though all respondents are included in totals per question.

Six types of LFCC employees are represented by respondents, including full-time faculty (42), part-time/adjunct faculty (56), administrators (17), full-time staff (52), part-time staff (21), and wage employees (6). Two respondents were part-time, clinical faculty and 48 were unknown/other. Based on these response rates, some questions are broken out for the six employee types.

The survey includes questions about how well LFCC does certain things generally, the campus climate for diversity, how well LFCC is achieving its core values, frequency of interaction and then satisfaction with different departments/units, ratings of infrastructure, agreement with statements about governance and decision-making, and satisfaction with various HR-related functions. For those who responded that they are involved in teaching, questions asked about satisfaction with instructional concerns, use of technology in the classroom, and satisfaction with faculty roles. Several questions are asked about the LFCC Foundation and giving and the results are provided separately. Some new questions were added, but the structure of the questions and their presentation remained the same.

The attached graphs highlight the percentage of respondents who marked each question very good, good, fair, and poor, as well as very satisfied, satisfied, dissatisfied, and very dissatisfied. Those marked “Don’t know/No opinion” were not included in the calculations. The total of items that are positive in nature (very good/good and very satisfied/satisfied) is calculated as a percentage, along with the percentage that is negative in nature.

This survey was last administered in 2011 and the previous report is used where available to compare the results. The percent positive in 2011 is displayed and the change between 2017 and 2011 is calculated.

Overall, the results highlight considerable positive ratings on almost all questions, with noticeable improvement from 2011. Approximately 96.6% rate that “LFCC promotes expectations for a positive college culture” in 2017, up 2.2% from 94.4% in 2011. Approximately 77.7% rate that “LFCC promotes a ‘one-college’ focus across multiple locations,” up 11.6% from 66.0% in 2011.

All of the overall ratings are at or above the 75% positive level. Even the lowest rating of 75.3% positive for “How well LFCC meets its space needs” has a positive note in that it shows an 11.8% increase from 63.5% in 2011.

As expected, there are variations in ratings across locations and employee types. This is designed to provide feedback confidentially and anonymously, but focused on the location and employee type. The comments for open ended questions have been collated and key words highlighted and these are being shared with the President’s direct reports overseeing the division.

Please rate how well LFCC:									
Item	Very good	Good	Fair	Poor	Positive	Negative	% Positive in 2011	Change	
Promotes expectations for a positive college culture	70.8%	25.8%	3.0%	0.4%	96.6%	3.4%	94.4%	2.2%	
Promotes a "one college" focus across multiple locations	37.1%	40.6%	15.6%	6.7%	77.7%	22.3%	66.0%	11.6%	
Has streamlined/efficient policies and processes	29.2%	49.6%	16.8%	4.4%	78.8%	21.2%	63.4%	15.3%	
Promotes sustainability and green principles	36.7%	43.1%	17.4%	2.8%	79.8%	20.2%	67.2%	12.7%	
Uses advising to ensure student success and keep students enrolled	54.5%	33.2%	10.0%	2.4%	87.7%	12.3%	65.3%	22.4%	
Uses strategies to keep students engaged with learning	48.8%	41.7%	9.5%	0.0%	90.5%	9.5%	79.1%	11.4%	
Seeks grants and funding to support the mission of LFCC	62.8%	28.3%	5.8%	3.1%	91.1%	8.9%	93.5%	-2.4%	
Provides a wide range of extracurricular activities	47.4%	41.4%	9.3%	1.9%	88.8%	11.2%	75.8%	13.1%	
Protects FERPA rights for privacy and confidentiality	74.3%	22.9%	2.8%	0.0%	97.2%	2.8%	97.6%	-0.3%	
Strengthen and expand educational access	58.7%	34.1%	6.3%	0.9%	92.8%	7.2%	New	NA	
Promotes a skilled workforce	66.7%	25.4%	7.0%	0.9%	92.1%	7.9%	New	NA	
Promotes engagement with the community	59.5%	34.1%	5.6%	0.9%	93.5%	6.5%	New	NA	
Promotes cross campus engagement & communication	37.3%	40.6%	16.1%	6.0%	77.9%	22.1%	New	NA	
Uses technology for recruitment and retention efforts	52.2%	37.7%	8.7%	1.4%	89.9%	10.1%	New	NA	

Please rate the campus climate for diversity with regard to:									
Item	Very good	Good	Fair	Poor	Positive	Negative	% Positive in 2011	Change	
Non-English language	37.0%	42.9%	19.0%	1.1%	79.9%	20.1%	65.8%	14.1%	
Gender	52.8%	43.1%	4.1%	0.0%	95.9%	4.1%	94.7%	1.1%	
Race/ethnicity	44.7%	42.0%	11.0%	2.3%	86.8%	13.2%	88.4%	-1.6%	
Religious/spiritual beliefs	42.5%	44.6%	11.4%	1.6%	87.0%	13.0%	82.1%	5.0%	
Political beliefs	42.9%	42.3%	11.5%	3.3%	85.2%	14.8%	86.0%	-0.8%	
Sexual orientation	45.0%	46.0%	8.5%	0.5%	91.0%	9.0%	83.4%	7.6%	
Income level	46.5%	44.0%	9.0%	0.5%	90.5%	9.5%	86.3%	4.2%	
Age group	49.3%	41.3%	8.9%	0.5%	90.6%	9.4%	89.2%	1.4%	
Campus/location	49.3%	41.3%	8.9%	0.5%	90.6%	9.4%	92.3%	-1.7%	
Dress/appearance	51.2%	42.3%	6.1%	0.5%	93.4%	6.6%	85.1%	8.4%	
Disability	47.7%	45.4%	6.0%	0.9%	93.1%	6.9%	87.0%	6.1%	
Interests	50.2%	40.3%	8.0%	1.5%	90.5%	9.5%	87.1%	3.5%	
Transgender	42.9%	42.9%	11.7%	2.6%	85.7%	14.3%	New	NA	

Please rate LFCC on achieving its five core values:									
Item	Very good	Good	Fair	Poor	Positive	Negative	% Positive in 2011	Change	
Learning	68.2%	29.6%	1.7%	0.4%	97.9%	2.1%	94.0%	3.9%	
High Performance	60.8%	31.9%	6.5%	0.9%	92.7%	7.3%	87.3%	5.3%	
Integrity	66.8%	30.2%	2.1%	0.9%	97.0%	3.0%	92.2%	4.8%	
Positive Spirit	71.5%	26.4%	2.1%	0.0%	97.9%	2.1%	92.7%	5.2%	
Diversity	52.0%	39.3%	8.7%	0.0%	91.3%	8.7%	82.9%	8.4%	

Please indicate the frequency of your interaction with each of the following departments/units:								
Item	Very frequent	Frequent	Somewhat frequent	Not at all frequent	Frequent interaction	Infrequent interaction	% Frequent 2011	Change
Human Resources	7.9%	13.7%	30.4%	48.0%	21.6%	78.4%	22.3%	-0.7%
Business Office	13.9%	11.7%	20.6%	53.8%	25.6%	74.4%	25.9%	-0.3%
Planning & Institutional Effectiveness	4.7%	7.1%	26.4%	61.8%	11.8%	88.2%	8.7%	3.1%
Technology Services	21.9%	32.5%	35.1%	10.5%	54.4%	45.6%	51.4%	3.0%
Buildings & Grounds	13.8%	23.6%	29.8%	32.9%	37.3%	62.7%	31.6%	5.7%
Admissions, Records, Welcome Desk	27.1%	17.8%	21.8%	33.3%	44.9%	55.1%	New	NA
Academic Affairs (Deans, Provost, VP)	23.9%	25.2%	23.9%	27.0%	49.1%	50.9%	39.6%	9.5%
Workforce Solutions	9.9%	13.2%	23.1%	53.8%	23.1%	76.9%	14.7%	8.4%
Advancement; i.e. PR, Marketing & Development	9.0%	12.9%	21.0%	57.1%	21.9%	78.1%	9.0%	12.9%
LFCC Educational Foundation	7.6%	8.6%	21.0%	62.9%	16.2%	83.8%	11.8%	4.4%
Library	19.1%	20.0%	28.9%	32.0%	39.1%	60.9%	44.1%	-5.0%
Police	14.2%	23.9%	28.3%	33.6%	38.1%	61.9%	New	NA
Advising & Student Support	25.2%	21.2%	27.0%	26.6%	46.4%	53.6%	New	NA
Financial Aid	15.3%	13.0%	25.9%	45.8%	28.2%	71.8%	New	NA
Student Life/Activities	17.4%	11.9%	30.1%	40.6%	29.2%	70.8%	New	NA
Instructional Technology	15.4%	22.6%	24.0%	38.0%	38.0%	62.0%	New	NA
Adult Basic Education	7.3%	9.8%	16.6%	66.3%	17.1%	82.9%	New	NA

Please indicate your level of satisfaction with each of the following departments/units:								
Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Human Resources	46.0%	48.3%	3.8%	1.9%	94.3%	5.7%	82.6%	11.7%
Business Office	48.8%	49.4%	1.2%	0.6%	98.2%	1.8%	97.1%	1.1%
Planning & Institutional Effectiveness	41.9%	51.5%	5.1%	1.5%	93.4%	6.6%	97.1%	-3.7%
Technology Services	62.3%	33.0%	4.2%	0.5%	95.3%	4.7%	83.9%	11.4%
Buildings & Grounds	46.0%	48.3%	3.8%	1.9%	94.3%	5.7%	94.0%	0.3%
Admissions, Records, Welcome Desk	52.1%	45.4%	2.1%	0.5%	97.4%	2.6%	New	NA
Academic Affairs (Deans, Provost, VP)	47.5%	48.0%	3.5%	1.0%	95.5%	4.5%	98.9%	-3.4%
Workforce Solutions	45.9%	52.1%	2.1%	0.0%	97.9%	2.1%	92.0%	6.0%
Advancement; i.e. PR, Marketing & Development	66.3%	32.2%	1.0%	0.5%	98.5%	1.5%	97.4%	1.1%
LFCC Educational Foundation	47.9%	51.4%	0.0%	0.7%	99.3%	0.7%	97.7%	1.6%
Library	61.2%	38.3%	0.5%	0.0%	99.5%	0.5%	98.5%	1.0%
Police	66.7%	31.9%	1.4%	0.0%	98.6%	1.4%	New	NA
Advising & Student Support	48.9%	43.2%	5.8%	2.1%	92.1%	7.9%	New	NA
Financial Aid	49.4%	47.6%	3.0%	0.0%	97.0%	3.0%	New	NA
Student Life/Activities	49.4%	47.0%	3.6%	0.0%	96.4%	3.6%	New	NA
Instructional Technology	54.3%	43.4%	2.3%	0.0%	97.7%	2.3%	New	NA
Adult Basic Education	50.8%	45.8%	1.7%	1.7%	96.7%	3.3%	New	NA

Please rate the following:

Item	Very good	Good	Fair	Poor	Positive	Negative	% Positive in 2011	Change
How well LFCC meets its space needs	29.3%	46.0%	20.5%	4.2%	75.3%	24.7%	63.5%	11.8%
Appearance of the Middletown campus	68.4%	31.1%	0.5%	0.0%	99.5%	0.5%	85.1%	14.4%
Appearance of the Fauquier campus	59.0%	37.3%	3.6%	0.0%	96.4%	3.6%	88.1%	8.3%
Appearance of the Luray-Page County Center	59.0%	37.3%	3.6%	0.0%	96.4%	3.6%	78.7%	17.7%
Appearance of the Vint Hill Center	31.5%	38.0%	23.9%	6.5%	69.6%	30.4%	New	NA
Cleanliness of the classrooms	59.4%	36.3%	4.2%	0.0%	95.8%	4.2%	86.5%	9.3%
Comfort of the classrooms	43.9%	37.7%	16.0%	2.4%	81.6%	18.4%	70.8%	10.8%
Technology available in classrooms	55.0%	34.6%	9.0%	1.4%	89.6%	10.4%	87.1%	2.5%
Lighting in the parking lots	36.5%	43.3%	16.3%	3.8%	79.8%	20.2%	51.0%	28.8%
Lighting in buildings and hallways	57.9%	39.4%	2.3%	0.5%	97.2%	2.8%	90.5%	6.7%
Accuracy and effectiveness of signs on buildings	51.4%	36.3%	11.3%	0.9%	87.7%	12.3%	82.8%	5.0%
Parking	45.2%	39.6%	13.4%	1.8%	84.8%	15.2%	64.8%	20.0%
WiFi internet access	44.9%	34.6%	15.0%	5.6%	79.4%	20.6%	78.4%	1.0%
Furnishings/furniture/decor	40.9%	44.1%	13.2%	1.8%	85.0%	15.0%	79.2%	5.8%
Computer hardware for office work	47.8%	37.8%	11.5%	2.9%	85.6%	14.4%	76.5%	9.1%
Computer software for office work	50.5%	37.3%	9.4%	2.8%	87.7%	12.3%	79.2%	8.5%

Please indicate your level of agreement with the following statements:

Item	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
I have sufficient input on the decisions that affect me.	25.2%	56.5%	15.0%	3.3%	81.8%	18.2%	79.4%	2.4%
The current governance model is efficient.	26.6%	59.2%	10.9%	3.3%	85.9%	14.1%	76.6%	9.3%
The current governance model is effective.	26.9%	58.2%	11.0%	3.8%	85.2%	14.8%	75.7%	9.4%
I have access to data I need in order to make decisions.	27.3%	58.4%	11.0%	3.3%	85.6%	14.4%	New	NA

Item	Yes	No	Positive	Negative	% Yes in 2011	Change
Do you have what you need to do your job effectively at this time?	88.8%	11.2%	88.8%	11.2%	86.4%	2.4%
Do you have what you'll need to do your job effectively in the future?	82.1%	17.9%	82.1%	17.9%	76.4%	5.7%

Please indicate your level of satisfaction with the following:

Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Advice on employee/HR related issues	36.0%	56.2%	5.1%	2.8%	92.1%	7.9%	New	NA
Availability of benefits information	37.1%	54.1%	7.6%	1.2%	91.2%	8.8%	82.9%	8.3%
Recruitment guidance	38.8%	52.1%	7.4%	1.7%	90.9%	9.1%	New	NA
Payroll reliability and accuracy	52.5%	43.1%	3.4%	1.0%	95.6%	4.4%	New	NA
Employee recognition and appreciation efforts	40.6%	51.3%	6.6%	1.5%	91.9%	8.1%	78.4%	13.4%
Professional Development opportunities	36.5%	49.5%	10.0%	4.0%	86.0%	14.0%	New	NA
Performance Management	34.1%	59.5%	4.6%	1.7%	93.6%	6.4%	New	NA
Retirement planning information	37.1%	56.8%	5.3%	0.8%	93.9%	6.1%	New	NA

Faculty: Please indicate your level of satisfaction with the following:								
Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Number of sections taught per academic year	36.1%	55.5%	7.6%	0.8%	91.6%	8.4%	93.9%	-2.3%
Number of students in my classes	38.3%	51.7%	9.2%	0.8%	90.0%	10.0%	91.6%	-1.6%
Teaching in the classroom/face-to-face	57.7%	42.3%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Teaching hybrid courses (mix of classroom and distance)	55.1%	43.5%	0.0%	1.4%	98.6%	1.4%	80.9%	17.7%
Teaching online courses	46.8%	48.4%	3.2%	1.6%	95.2%	4.8%	87.5%	7.7%
Course evaluation process	33.6%	47.8%	14.2%	4.4%	81.4%	18.6%	New	NA
Course evaluation reports	40.2%	50.9%	7.1%	1.8%	91.1%	8.9%	New	NA
Professional development provided by office of Instructional Technology	50.9%	46.2%	2.8%	0.0%	97.2%	2.8%	New	NA
Technology provided for teaching	44.4%	47.0%	7.7%	0.9%	91.5%	8.5%	New	NA

Faculty: 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	% All/Most in 2011	Change
Group assignments	38.3%	17.5%	25.8%	18.3%	55.8%	44.2%	46.1%	9.7%
Experiential learning	41.1%	22.3%	22.3%	14.3%	63.4%	36.6%	57.8%	5.6%
Class discussion	67.2%	17.6%	11.8%	3.4%	84.9%	15.1%	77.6%	7.3%
Reflective writing/journaling	43.5%	17.4%	20.9%	18.3%	60.9%	39.1%	40.4%	20.5%
Community service learning	9.8%	6.9%	16.7%	66.7%	16.7%	83.3%	12.4%	4.3%
Video clips	57.6%	13.6%	23.7%	5.1%	71.2%	28.8%	68.1%	3.0%
Audio clips	34.2%	8.1%	28.8%	28.8%	42.3%	57.7%	42.1%	0.3%
Overhead projector	53.1%	6.2%	12.4%	28.3%	59.3%	40.7%	49.0%	10.3%
Document camera	10.8%	5.9%	24.5%	58.8%	16.7%	83.3%	17.2%	-0.6%
Academic integrity software or site (SafeAssign, Respondus, etc)	34.3%	10.2%	20.4%	35.2%	44.4%	55.6%	39.8%	4.7%
Online assignments	66.4%	14.7%	12.1%	6.9%	81.0%	19.0%	58.6%	22.4%
Online threaded discussions	34.3%	19.4%	17.6%	28.7%	53.7%	46.3%	36.3%	17.4%
Collaborate, Google Hangout, etc)	22.4%	6.5%	18.7%	52.3%	29.0%	71.0%	New	NA
Blackboard for assigning work	72.9%	8.5%	9.3%	9.3%	81.4%	18.6%	76.5%	4.9%
Blackboard for communicating grades	76.7%	7.8%	1.7%	13.8%	84.5%	15.5%	65.7%	18.8%
Blackboard for administering tests	43.1%	7.3%	15.6%	33.9%	50.5%	49.5%	33.7%	16.8%
Blackboard as primary course management tool	72.2%	7.0%	7.8%	13.0%	79.1%	20.9%	70.0%	9.1%
Self-made Instruct. Videos (Screencast, VoiceThread, etc)	24.0%	7.7%	19.2%	49.0%	31.7%	68.3%	New	NA
Open Educational Resources (OER)	24.0%	9.0%	27.0%	40.0%	33.0%	67.0%	New	NA

Faculty: Please indicate your level of satisfaction with regard to:								
Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Teaching	71.2%	28.8%	0.0%	0.0%	100.0%	0.0%	97.3%	2.7%
Advising	40.2%	51.1%	5.4%	3.3%	91.3%	8.7%	69.7%	21.6%
Curriculum development	43.5%	47.2%	8.3%	0.9%	90.7%	9.3%	90.6%	0.1%
Administration/committee work	40.0%	57.6%	2.4%	0.0%	97.6%	2.4%	82.4%	15.3%
Service	44.4%	54.4%	1.1%	0.0%	98.9%	1.1%	90.5%	8.4%
Research	40.0%	41.3%	14.7%	4.0%	81.3%	18.7%	73.9%	7.4%

Please indicate your primary work location:					
Item	Count	Percent	% in 2011	Change	
Middletown Campus	144	59.0%	62.9%	-3.9%	
Fauquier Campus	39	16.0%	15.0%	1.0%	
Luray-Page County Center	11	4.5%	4.0%	0.5%	
Vint Hill Center	2	0.8%	New	NA	
High School/Dual Enrollment	2	0.8%	8.3%	-7.5%	
Other/Unknown/NA	46	18.9%	13.3%	5.6%	
Total	244	100.0%	240	4	

What is your primary role at LFCC?					
Item	Count	Percent	% in 2011	Change	
Full-time faculty	42	17.2%	15.0%	2.2%	
Part-time, adjunct faculty	56	23.0%	34.6%	-11.6%	
Part-time, clinical faculty	2	0.8%	0.8%	0.0%	
Dual enrollment faculty	0	0.0%	New	NA	
Administrative/professional faculty	17	7.0%	11.3%	-4.3%	
Full-time staff	52	21.3%	17.9%	3.4%	
Part-time staff	21	8.6%	4.2%	4.4%	
Wage employee	6	2.5%	2.9%	-0.4%	
Other/Unknown/NA	48	19.7%	13.3%	6.4%	
Total	244	100.0%	240	4	

Results by Location

Please rate how well LFCC Promotes a "one college" focus across multiple locations:								
Location	Very good	Good	Fair	Poor	Positive	Negative	% Positive in 2011	Change
Middletown campus	40.1%	43.1%	11.7%	5.1%	83.2%	16.8%	69.0%	14.2%
Fauquier campus	21.6%	43.2%	24.3%	10.8%	64.9%	35.1%	36.7%	28.2%
Luray-Page County Center	80.0%	10.0%	0.0%	10.0%	90.0%	10.0%	NA	NA

Please indicate your level of agreement with the following statement: I have sufficient input on the decisions that affect me.								
Location	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	29.9%	54.0%	15.3%	0.7%	83.9%	16.1%	78.8%	5.1%
Fauquier campus	10.5%	63.2%	15.8%	10.5%	73.7%	26.3%	81.3%	-7.6%
Luray-Page County Center	44.4%	55.6%	0.0%	0.0%	100.0%	0.0%	NA	NA

Faculty: Please indicate your level of satisfaction with the following: Teaching online courses								
Location	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	51.3%	43.6%	5.1%	0.0%	94.9%	5.1%	85.2%	9.7%
Fauquier campus	33.3%	60.0%	0.0%	6.7%	93.3%	6.7%	90.9%	2.4%
Luray-Page County Center	NA	NA	NA	NA	NA	NA	NA	NA

Please indicate your level of satisfaction with each of the following departments/units:								
	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Human Resources								
Middletown campus	51.9%	43.7%	2.2%	2.2%	95.6%	4.4%	97.5%	-1.9%
Fauquier campus	22.2%	66.7%	8.3%	2.8%	88.9%	11.1%	93.3%	-4.4%
Luray-Page County Center	62.5%	37.5%	0.0%	0.0%	100.0%	0.0%	NA	NA
Business Office								
Middletown campus	53.4%	46.6%	0.0%	0.0%	100.0%	0.0%	97.5%	2.5%
Fauquier campus	25.9%	70.4%	3.7%	0.0%	96.3%	3.7%	93.3%	3.0%
Luray-Page County Center	50.0%	33.3%	16.7%	0.0%	83.3%	16.7%	NA	NA
Planning & Institutional Effectiveness								
Middletown campus	41.9%	53.8%	3.2%	1.1%	95.7%	4.3%	97.0%	-1.3%
Fauquier campus	25.0%	65.0%	10.0%	0.0%	90.0%	10.0%	94.7%	-4.7%
Luray-Page County Center	60.0%	20.0%	20.0%	0.0%	80.0%	20.0%	NA	NA
Technology Services								
Middletown campus	63.8%	34.8%	1.4%	0.0%	98.6%	1.4%	83.4%	15.1%
Fauquier campus	57.1%	34.3%	8.6%	0.0%	91.4%	8.6%	91.2%	0.3%
Luray-Page County Center	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%	NA	NA
Buildings & Grounds								
Middletown campus	68.6%	30.7%	0.7%	0.0%	99.3%	0.7%	93.2%	6.0%
Fauquier campus	62.5%	37.5%	0.0%	0.0%	100.0%	0.0%	93.1%	6.9%
Luray-Page County Center	57.1%	42.9%	0.0%	0.0%	100.0%	0.0%	NA	NA
Admissions, Records, Welcome Desk								
Middletown campus	50.0%	48.4%	1.6%	0.0%	98.4%	1.6%	New	NA
Fauquier campus	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%	New	NA
Luray-Page County Center	42.9%	42.9%	14.3%	0.0%	85.7%	14.3%	New	NA
Academic Affairs (Deans, Provost, VP)								
Middletown campus	48.0%	50.4%	1.6%	0.0%	98.4%	1.6%	99.2%	-0.7%
Fauquier campus	50.0%	41.2%	8.8%	0.0%	91.2%	8.8%	100.0%	-8.8%
Luray-Page County Center	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	NA	NA
Workforce Solutions								
Middletown campus	47.6%	49.5%	2.9%	0.0%	97.1%	2.9%	92.9%	4.2%
Fauquier campus	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%	85.0%	15.0%
Luray-Page County Center	57.1%	42.9%	0.0%	0.0%	100.0%	0.0%	NA	NA
Advancement; i.e. PR, Marketing & Development								
Middletown campus	45.0%	52.3%	2.8%	0.0%	97.2%	2.8%	97.8%	-0.5%
Fauquier campus	40.0%	50.0%	0.0%	10.0%	90.0%	10.0%	100.0%	-10.0%
Luray-Page County Center	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%	NA	NA
LFCC Educational Foundation								
Middletown campus	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	97.9%	2.1%
Fauquier campus	35.3%	58.8%	0.0%	5.9%	94.1%	5.9%	95.0%	-0.9%
Luray-Page County Center	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	NA	NA

Library	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	59.2%	40.8%	0.0%	0.0%	100.0%	0.0%	97.8%	2.2%
Fauquier campus	68.6%	28.6%	2.9%	0.0%	97.1%	2.9%	100.0%	-2.9%
Luray-Page County Center	62.5%	37.5%	0.0%	0.0%	100.0%	0.0%	NA	NA
Police	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	71.0%	29.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Fauquier campus	60.6%	33.3%	6.1%	0.0%	93.9%	6.1%	New	NA
Luray-Page County Center	57.1%	42.9%	0.0%	0.0%	100.0%	0.0%	New	NA
Advising & Student Support	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	48.8%	43.9%	7.3%	0.0%	92.7%	7.3%	New	NA
Fauquier campus	54.8%	35.5%	3.2%	6.5%	90.3%	9.7%	New	NA
Luray-Page County Center	57.1%	42.9%	0.0%	0.0%	100.0%	0.0%	New	NA
Financial Aid	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	45.0%	52.3%	2.7%	0.0%	97.3%	2.7%	New	NA
Fauquier campus	60.0%	36.0%	4.0%	0.0%	96.0%	4.0%	New	NA
Luray-Page County Center	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%	New	NA
Student Life/Activities	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	47.7%	50.5%	1.8%	0.0%	98.2%	1.8%	New	NA
Fauquier campus	51.9%	40.7%	7.4%	0.0%	92.6%	7.4%	New	NA
Luray-Page County Center	57.1%	28.6%	14.3%	0.0%	85.7%	14.3%	New	NA
Instructional Technology	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	57.4%	40.9%	1.7%	0.0%	98.3%	1.7%	New	NA
Fauquier campus	50.0%	42.3%	7.7%	0.0%	92.3%	7.7%	New	NA
Luray-Page County Center	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Adult Basic Education	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2011	Change
Middletown campus	54.0%	43.7%	2.3%	0.0%	97.7%	2.3%	New	NA
Fauquier campus	NA	NA	NA	NA	NA	NA	NA	NA
Luray-Page County Center	NA	NA	NA	NA	NA	NA	NA	NA

Results by Type of Employee

Please rate how well LFCC Promotes a "one college" focus across multiple locations:								
Item	Very good	Good	Fair	Poor	Positive	Negative	% Positive in 2011	Change
Full-time faculty	28.6%	50.0%	19.0%	2.4%	78.6%	21.4%	64.7%	13.9%
Part-time/adjunct faculty	19.6%	64.7%	9.8%	5.9%	84.3%	15.7%	72.7%	11.6%
Administrators	47.1%	52.9%	0.0%	0.0%	100.0%	0.0%	50.0%	50.0%
Full-time staff	19.2%	61.5%	19.2%	0.0%	80.8%	19.2%	65.1%	15.7%
Part-time staff	35.3%	47.1%	11.8%	5.9%	82.4%	17.6%	55.6%	26.8%
Wages	40.0%	0.0%	60.0%	0.0%	40.0%	60.0%	71.4%	-31.4%

Please indicate your level of agreement with the following statement: I have sufficient input on the decisions that affect me.

Item	Yes	No	Positive	Negative	% Positive in 2011	Change
Full-time faculty	97.6%	2.4%	97.6%	2.4%	68.6%	29.0%
Part-time/adjunct faculty	92.9%	7.1%	92.9%	7.1%	87.5%	5.4%
Administrators	88.2%	11.8%	88.2%	11.8%	70.4%	17.9%
Full-time staff	88.2%	11.8%	88.2%	11.8%	83.3%	4.9%
Part-time staff	80.0%	20.0%	80.0%	20.0%	75.0%	5.0%
Wages	100.0%	0.0%	100.0%	0.0%	83.3%	16.7%

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

Human Resources	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	42.9%	40.5%	9.5%	7.1%	83.3%	16.7%	70.6%	12.7%
Part-time/adjunct faculty	44.4%	55.6%	0.0%	0.0%	100.0%	0.0%	93.0%	7.0%
Administrators	43.8%	50.0%	6.3%	0.0%	93.8%	6.3%	74.1%	19.7%
Full-time staff	46.2%	51.9%	1.9%	0.0%	98.1%	1.9%	80.5%	17.6%
Part-time staff	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	90.0%	10.0%
Wages	75.0%	25.0%	0.0%	0.0%	100.0%	0.0%	83.3%	16.7%
Business Office	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Part-time/adjunct faculty	39.4%	57.6%	3.0%	0.0%	97.0%	3.0%	97.8%	-0.9%
Administrators	46.7%	53.3%	0.0%	0.0%	100.0%	0.0%	96.2%	3.8%
Full-time staff	52.0%	48.0%	0.0%	0.0%	100.0%	0.0%	92.9%	7.1%
Part-time staff	37.5%	56.3%	6.3%	0.0%	93.8%	6.3%	100.0%	-6.3%
Wages	75.0%	25.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Planning & Institutional Effectiveness	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	35.5%	54.8%	9.7%	0.0%	90.3%	9.7%	100.0%	-9.7%
Part-time/adjunct faculty	37.9%	55.2%	6.9%	0.0%	93.1%	6.9%	100.0%	-6.9%
Administrators	26.7%	53.3%	13.3%	6.7%	80.0%	20.0%	84.0%	-4.0%
Full-time staff	46.4%	53.6%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Part-time staff	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Wages	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Technology Services	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	73.2%	19.5%	7.3%	0.0%	92.7%	7.3%	68.6%	24.1%
Part-time/adjunct faculty	63.3%	34.7%	2.0%	0.0%	98.0%	2.0%	92.5%	5.4%
Administrators	58.8%	41.2%	0.0%	0.0%	100.0%	0.0%	77.8%	22.2%
Full-time staff	58.8%	39.2%	2.0%	0.0%	98.0%	2.0%	92.7%	5.4%
Part-time staff	52.6%	42.1%	5.3%	0.0%	94.7%	5.3%	80.0%	14.7%
Wages	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Buildings & Grounds	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	75.0%	25.0%	0.0%	0.0%	100.0%	0.0%	85.7%	14.3%
Part-time/adjunct faculty	52.4%	47.6%	0.0%	0.0%	100.0%	0.0%	98.0%	2.0%
Administrators	70.6%	29.4%	0.0%	0.0%	100.0%	0.0%	96.3%	3.7%
Full-time staff	71.2%	26.9%	1.9%	0.0%	98.1%	1.9%	92.9%	5.2%
Part-time staff	61.1%	38.9%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Wages	83.3%	16.7%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%

Admissions, Records, Welcome Desk	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	61.1%	38.9%	0.0%	0.0%	100.0%	0.0%	New	NA
Part-time/adjunct faculty	44.2%	53.5%	2.3%	0.0%	97.7%	2.3%	New	NA
Administrators	50.0%	43.8%	6.3%	0.0%	93.8%	6.3%	New	NA
Full-time staff	52.2%	47.8%	0.0%	0.0%	100.0%	0.0%	New	NA
Part-time staff	47.4%	52.6%	0.0%	0.0%	100.0%	0.0%	New	NA
Wages	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Academic Affairs (Deans, Provost, VP)	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	55.0%	42.5%	2.5%	0.0%	97.5%	2.5%	100.0%	-2.5%
Part-time/adjunct faculty	55.3%	42.6%	2.1%	0.0%	97.9%	2.1%	96.2%	1.7%
Administrators	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Full-time staff	30.2%	62.8%	7.0%	0.0%	93.0%	7.0%	100.0%	-7.0%
Part-time staff	47.1%	52.9%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Wages	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Workforce Solutions	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	55.0%	40.0%	5.0%	0.0%	95.0%	5.0%	84.6%	10.4%
Part-time/adjunct faculty	43.3%	53.3%	3.3%	0.0%	96.7%	3.3%	100.0%	-3.3%
Administrators	35.7%	64.3%	0.0%	0.0%	100.0%	0.0%	83.3%	16.7%
Full-time staff	39.0%	58.5%	2.4%	0.0%	97.6%	2.4%	89.7%	7.8%
Part-time staff	61.1%	38.9%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Wages	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Advancement; i.e. PR, Marketing & Development	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	48.5%	39.4%	3.0%	9.1%	87.9%	12.1%	100.0%	-12.1%
Part-time/adjunct faculty	40.7%	51.9%	7.4%	0.0%	92.6%	7.4%	97.1%	-4.5%
Administrators	52.9%	47.1%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Full-time staff	38.5%	61.5%	0.0%	0.0%	100.0%	0.0%	93.5%	6.5%
Part-time staff	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Wages	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
LFCC Educational Foundation	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	61.5%	38.5%	0.0%	0.0%	100.0%	0.0%	94.7%	5.3%
Part-time/adjunct faculty	36.7%	60.0%	0.0%	3.3%	96.7%	3.3%	100.0%	-3.3%
Administrators	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Full-time staff	43.6%	56.4%	0.0%	0.0%	100.0%	0.0%	94.1%	5.9%
Part-time staff	41.7%	58.3%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Wages	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Library	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	70.0%	30.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Part-time/adjunct faculty	60.0%	38.0%	2.0%	0.0%	98.0%	2.0%	96.9%	1.1%
Administrators	62.5%	37.5%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Full-time staff	47.7%	52.3%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Part-time staff	64.7%	35.3%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Wages	83.3%	16.7%	0.0%	0.0%	100.0%	0.0%	83.3%	16.7%

Police	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	80.0%	20.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Part-time/adjunct faculty	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Administrators	76.5%	23.5%	0.0%	0.0%	100.0%	0.0%	New	NA
Full-time staff	64.0%	32.0%	4.0%	0.0%	96.0%	4.0%	New	NA
Part-time staff	57.9%	36.8%	5.3%	0.0%	94.7%	5.3%	New	NA
Wages	83.3%	16.7%	0.0%	0.0%	100.0%	0.0%	New	NA
Advising & Student Support	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	53.8%	30.8%	7.7%	7.7%	84.6%	15.4%	New	NA
Part-time/adjunct faculty	40.5%	54.8%	4.8%	0.0%	95.2%	4.8%	New	NA
Administrators	37.5%	62.5%	0.0%	0.0%	100.0%	0.0%	New	NA
Full-time staff	53.3%	40.0%	6.7%	0.0%	93.3%	6.7%	New	NA
Part-time staff	62.5%	31.3%	6.3%	0.0%	93.8%	6.3%	New	NA
Wages	20.0%	60.0%	20.0%	0.0%	80.0%	20.0%	New	NA
Financial Aid	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	39.3%	57.1%	3.6%	0.0%	96.4%	3.6%	New	NA
Part-time/adjunct faculty	41.9%	51.6%	6.5%	0.0%	93.5%	6.5%	New	NA
Administrators	43.8%	56.3%	0.0%	0.0%	100.0%	0.0%	New	NA
Full-time staff	60.0%	37.8%	2.2%	0.0%	97.8%	2.2%	New	NA
Part-time staff	56.3%	43.8%	0.0%	0.0%	100.0%	0.0%	New	NA
Wages	20.0%	80.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Student Life/Activities	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	57.1%	39.3%	3.6%	0.0%	96.4%	3.6%	New	NA
Part-time/adjunct faculty	43.2%	51.4%	5.4%	0.0%	94.6%	5.4%	New	NA
Administrators	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Full-time staff	47.5%	50.0%	2.5%	0.0%	97.5%	2.5%	New	NA
Part-time staff	50.0%	44.4%	5.6%	0.0%	94.4%	5.6%	New	NA
Wages	20.0%	80.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Instructional Technology	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	79.5%	20.5%	0.0%	0.0%	100.0%	0.0%	New	NA
Part-time/adjunct faculty	39.5%	53.5%	7.0%	0.0%	93.0%	7.0%	New	NA
Administrators	53.3%	46.7%	0.0%	0.0%	100.0%	0.0%	New	NA
Full-time staff	39.5%	57.9%	2.6%	0.0%	97.4%	2.6%	New	NA
Part-time staff	41.7%	58.3%	0.0%	0.0%	100.0%	0.0%	New	NA
Wages	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	New	NA
Adult Basic Education	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2011	Change
Full-time faculty	58.8%	41.2%	0.0%	0.0%	100.0%	0.0%	New	NA
Part-time/adjunct faculty	38.5%	57.7%	0.0%	3.8%	96.2%	3.8%	New	NA
Administrators	36.4%	63.6%	0.0%	0.0%	100.0%	0.0%	New	NA
Full-time staff	58.8%	35.3%	5.9%	0.0%	94.1%	5.9%	New	NA
Part-time staff	57.1%	42.9%	0.0%	0.0%	100.0%	0.0%	New	NA
Wages	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%	New	NA