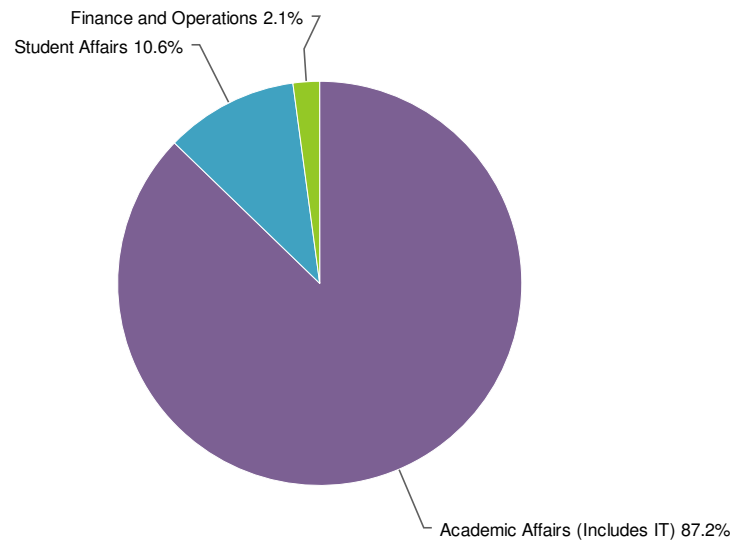


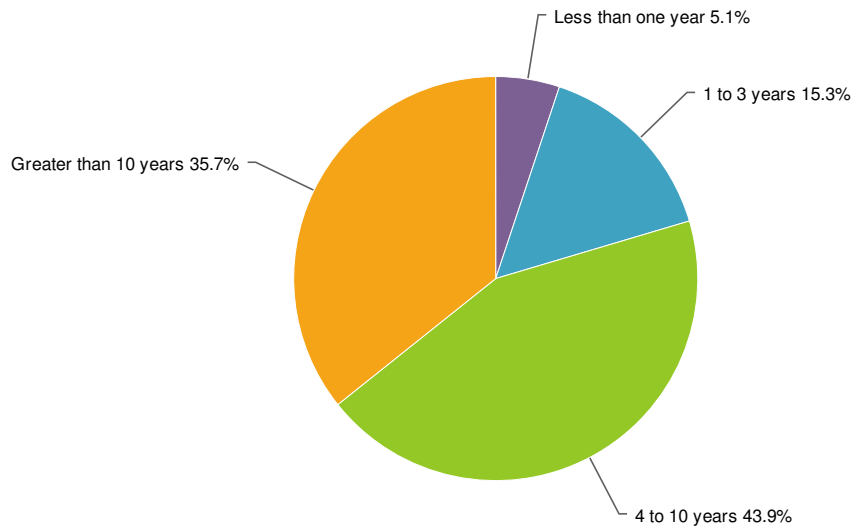
# IHCC Faculty - 14 April 2015

Which division do you work in?



Academic Affairs (Includes IT)	87.2%		82
Student Affairs	10.6%		10
Finance and Operations	2.1%		2
President's Office (IR, Marketing or Institutional Advancement)	0.0%		0
Total			94

## How many years have you worked at Inver Hills Community College?

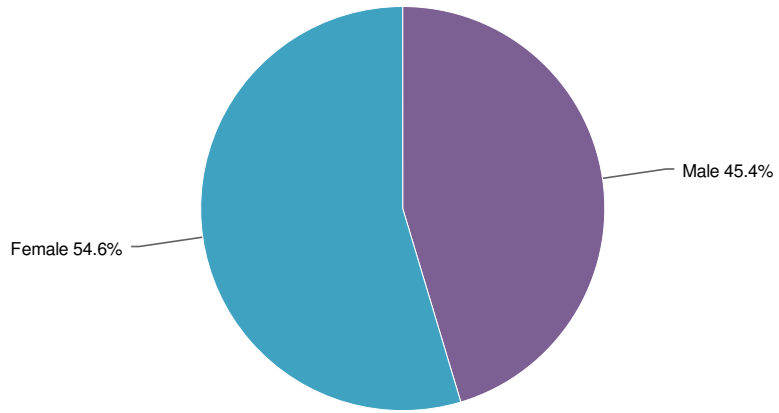




Less than one year	5.1%		5
1 to 3 years	15.3%		15
4 to 10 years	43.9%		43
Greater than 10 years	35.7%		35
Total			98

### Statistics

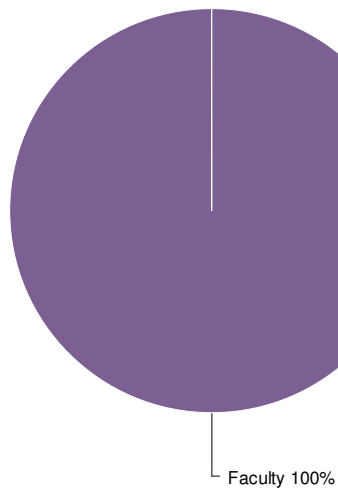
Sum	187.0
Average	3.2
StdDev	1.3
Max	4.0


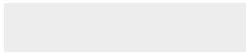
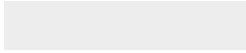
## Gender



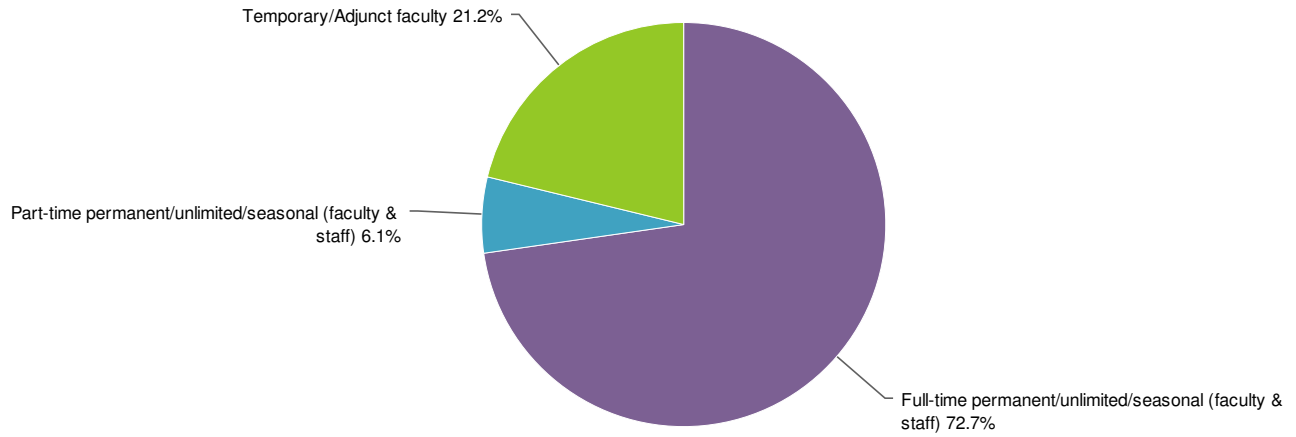
Male	45.4%		44
Female	54.6%		53
Total			97




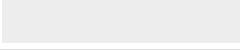
## Job Group



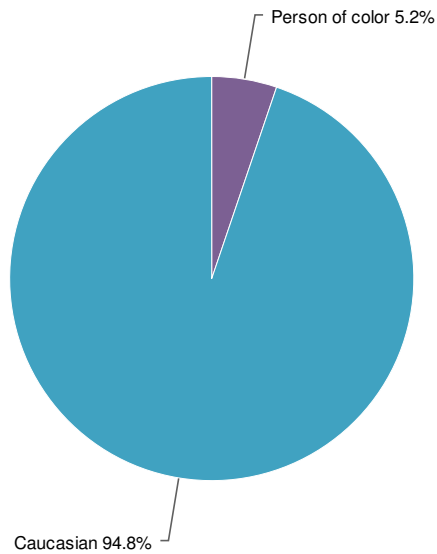
Faculty	100.0%		100
Staff	0.0%		0
Administrators, Managers and Supervisors	0.0%		0
Total			100

## Employment Status



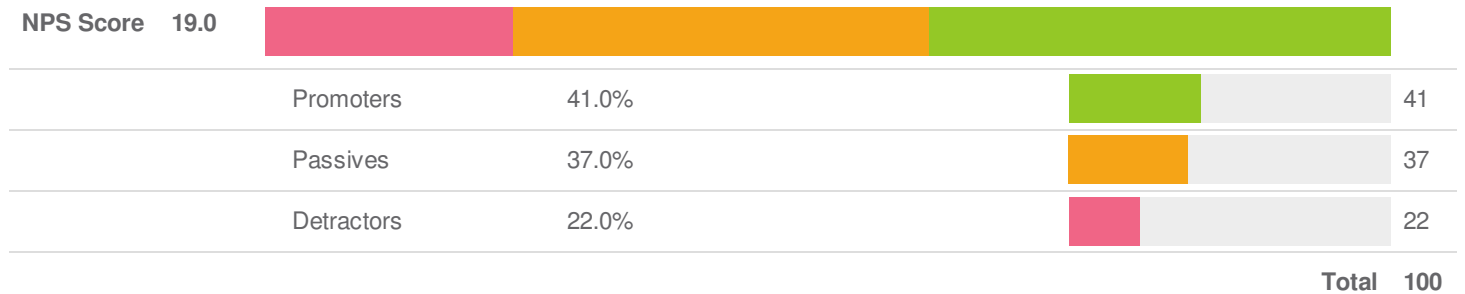
Full-time permanent/unlimited/seasonal (faculty & staff)	72.7%		72
Part-time permanent/unlimited/seasonal (faculty & staff)	6.1%		6
Temporary/Adjunct faculty	21.2%		21
Temporary staff	0.0%		0
		<b>Total</b>	<b>99</b>

## Ethnicity

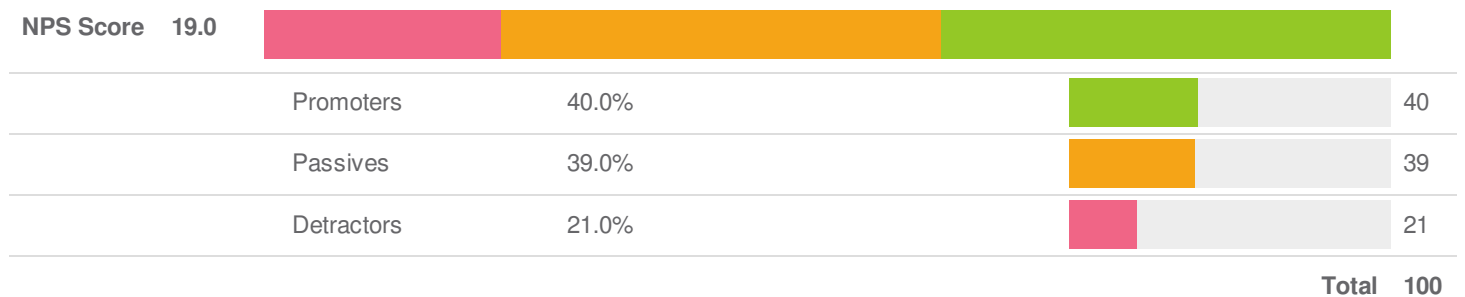


Person of color	5.2%		5
Caucasian	94.8%		91
Total			96

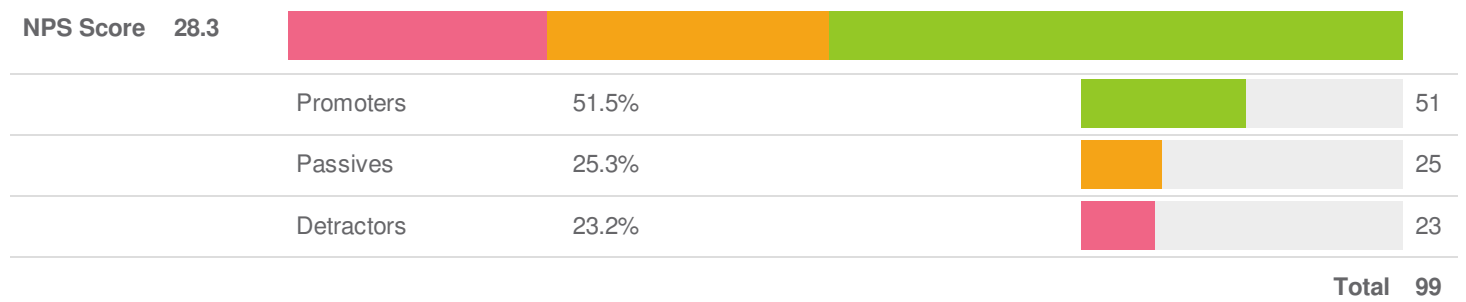
### 1. To what extent are you acquainted with the Mission statement of Inver Hills Community College?



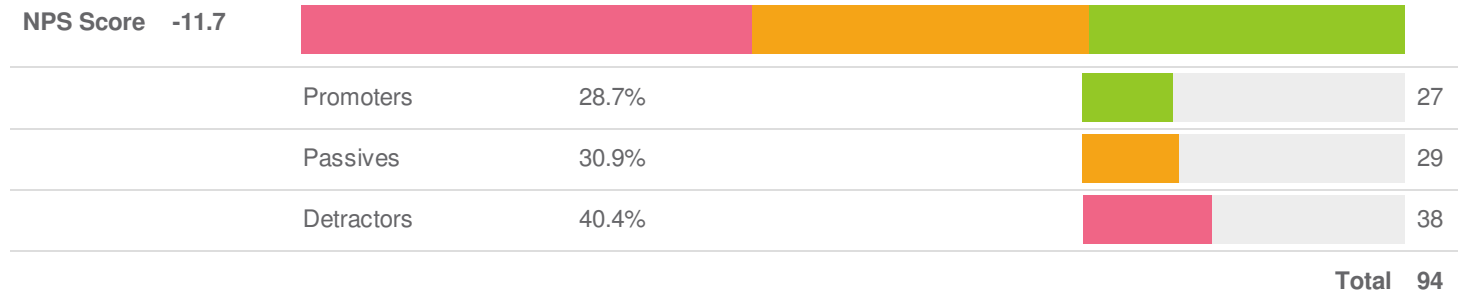
### 2. To what extent do you understand the connection between your day-to-day tasks and the Inver Hills Community College Mission statement?



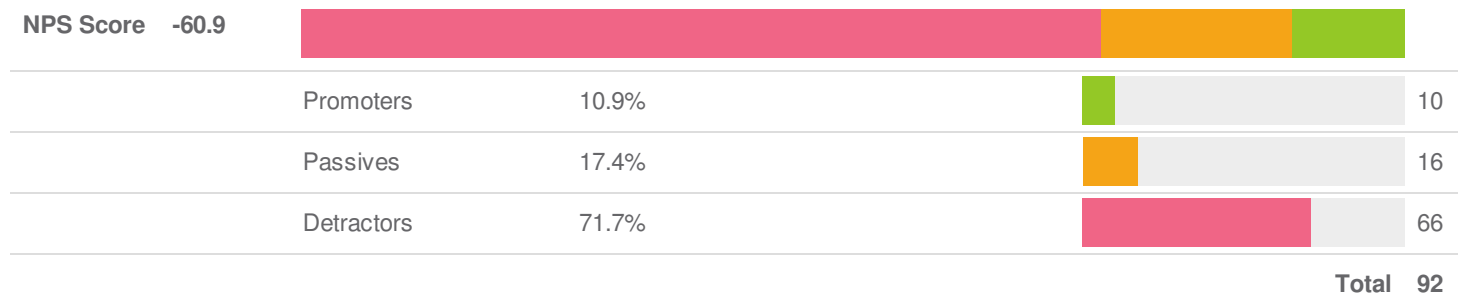
3. How committed to the Inver Hills Community College Mission statement do you feel your immediate manager is?



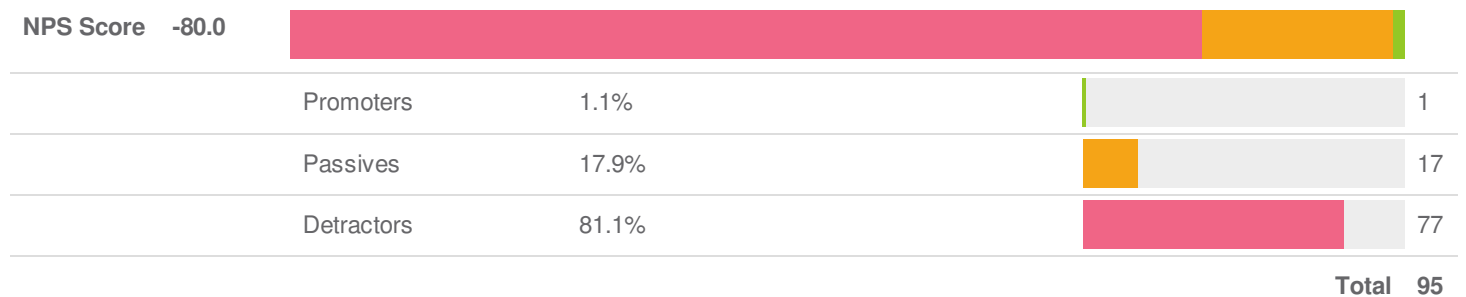
4. Are your specific performance metrics consistent with the Inver Hills Community College Mission statement?



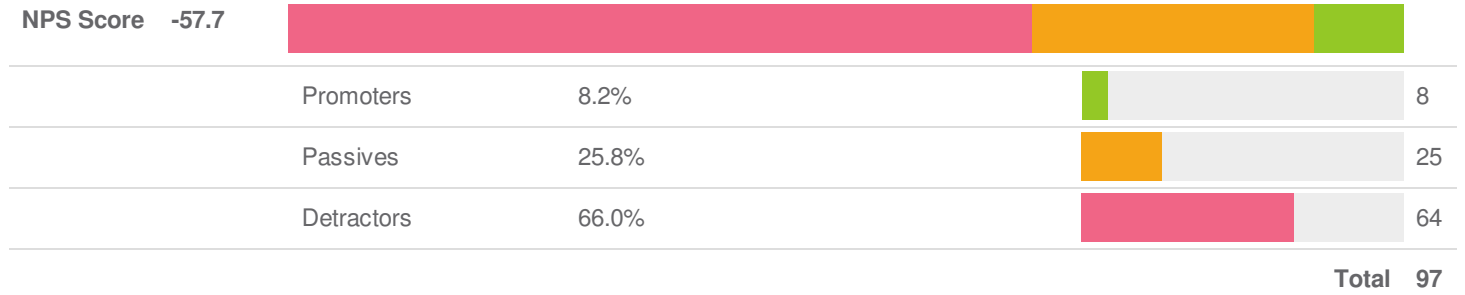
5. Are the rewards and recognition programs consistent with the values in the Inver Hills Community College Mission statement?



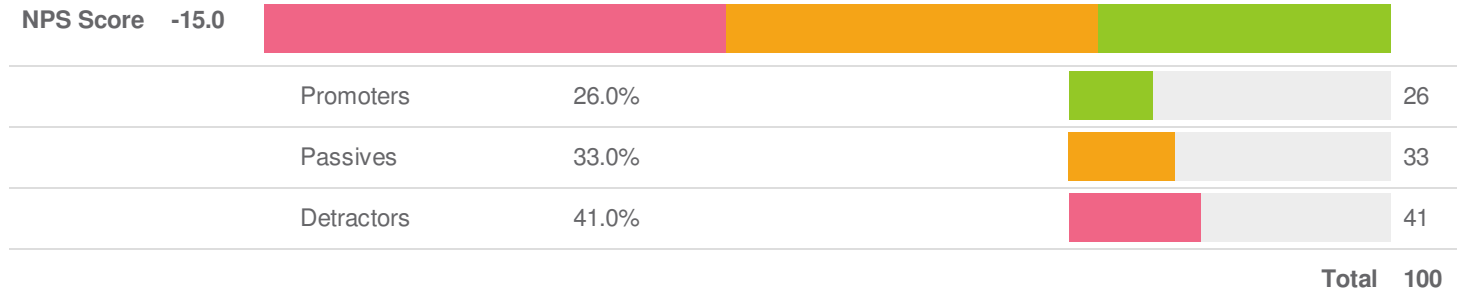
6. To what extent are employee suggestions to improve the organization actually put in use?



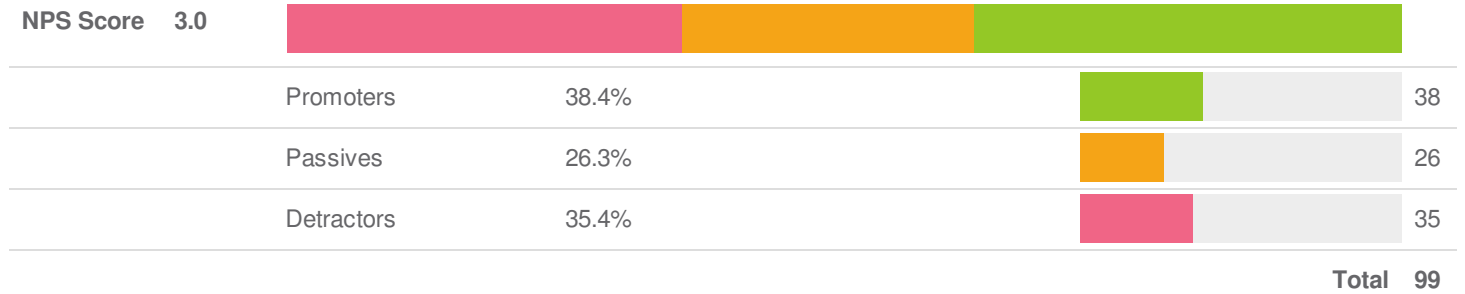
7. Would students want to attend Inver Hills Community College if they were aware of its internal workings?



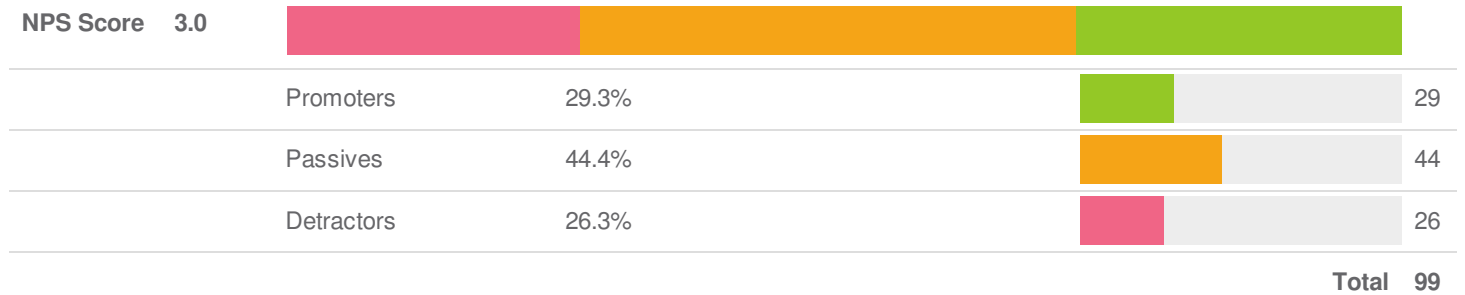
8. How satisfied are you as an employee of Inver Hills Community College?



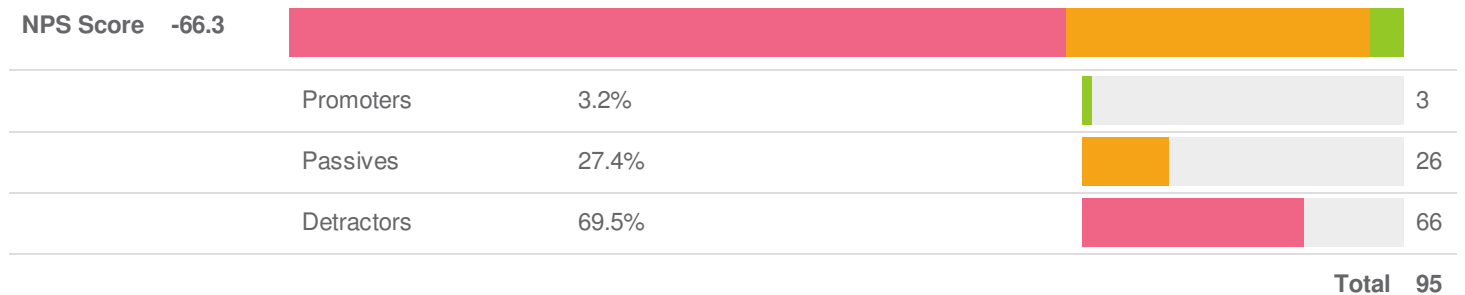
9. To what extent are you clear about your manager's expectations of your performance?



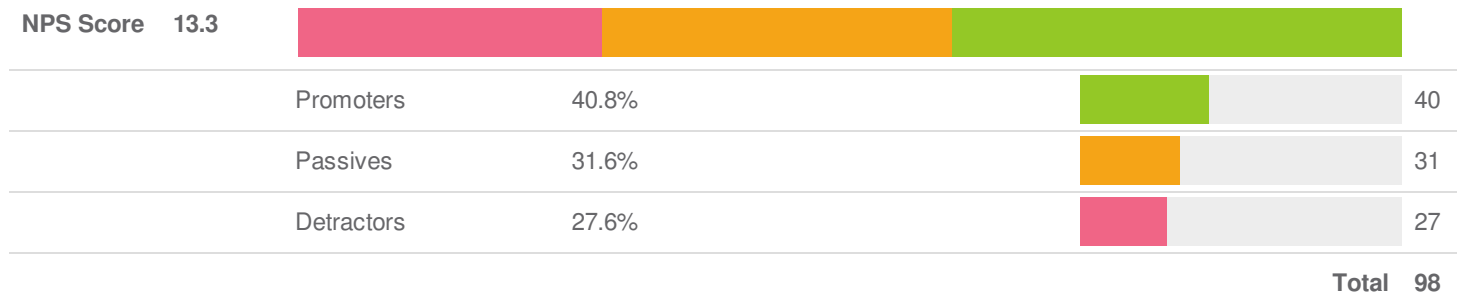
10. How well does your department collaborate with other departments at Inver Hills Community College?



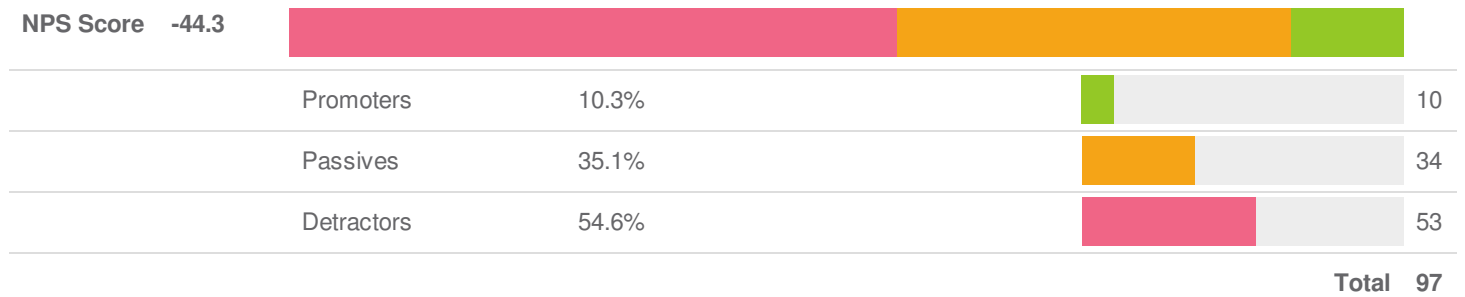
11. Appropriate resources are directed at initiatives that are consistent with the Mission statement?



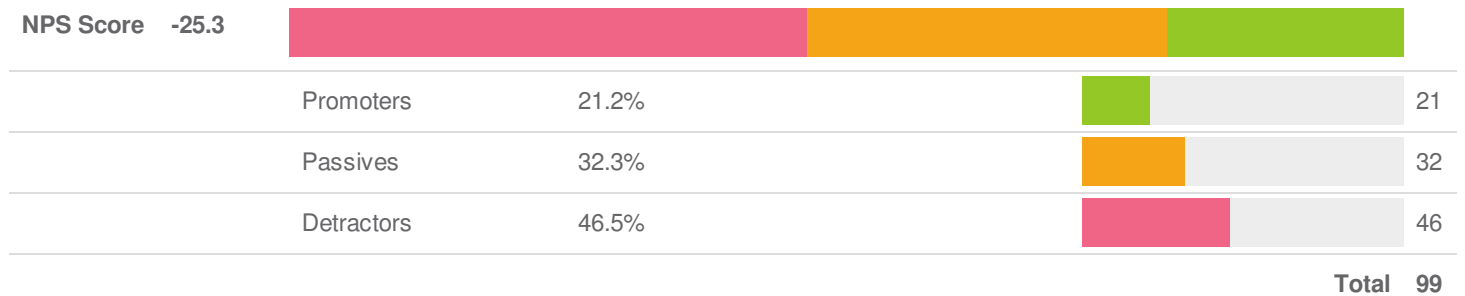
12. Do you believe the Inver Hills Community College Mission statement is achievable?



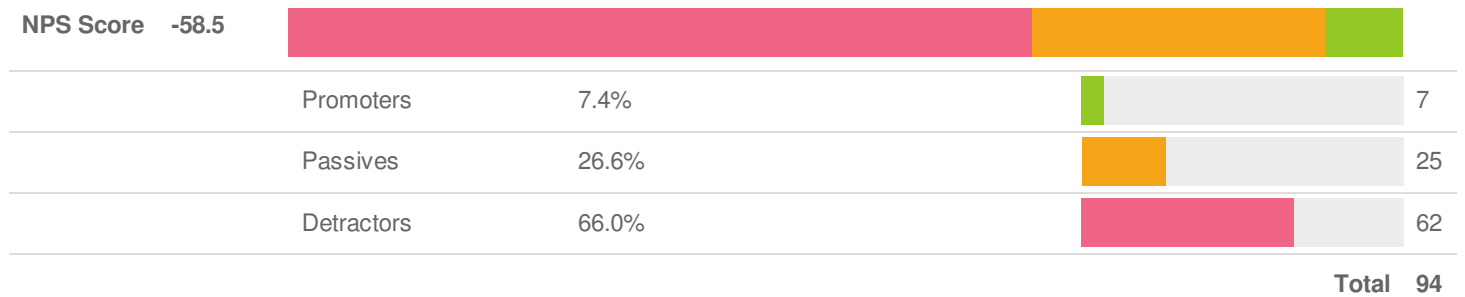
13. Management has the skills and knowledge necessary to achieve the Mission statement?



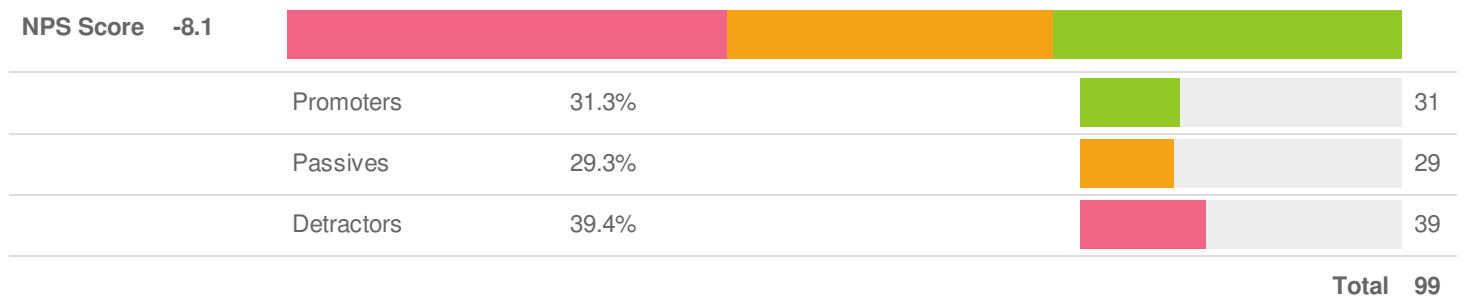
14. My pay adequately reflects my contributions to this organization.



15. Is there a good plan in place to guide Inver Hills Community College into the future?

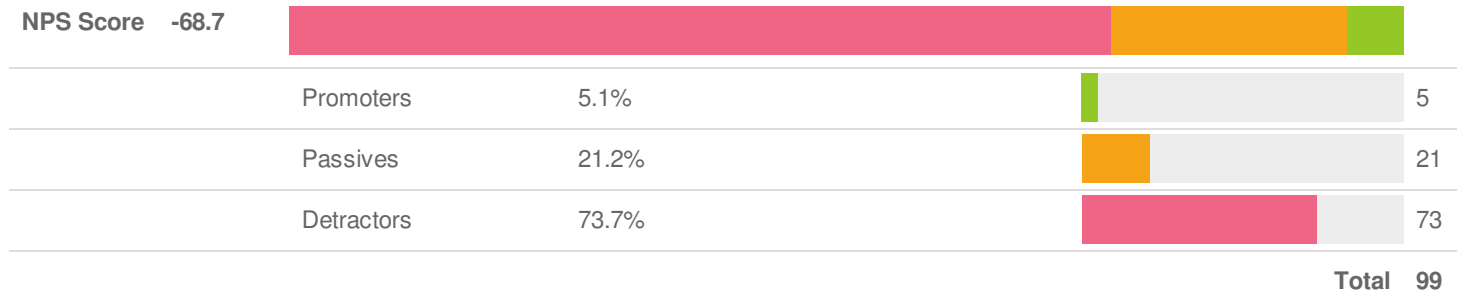


16. The Strategic Plan has been widely shared with the employees?

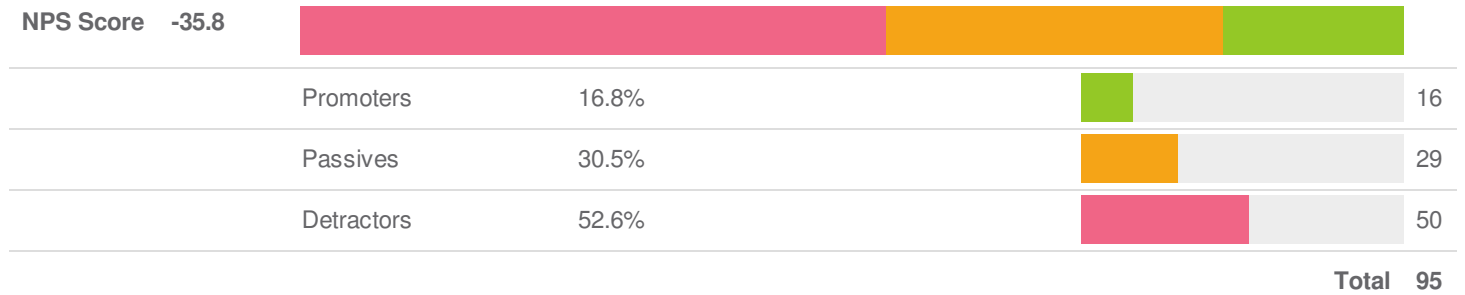




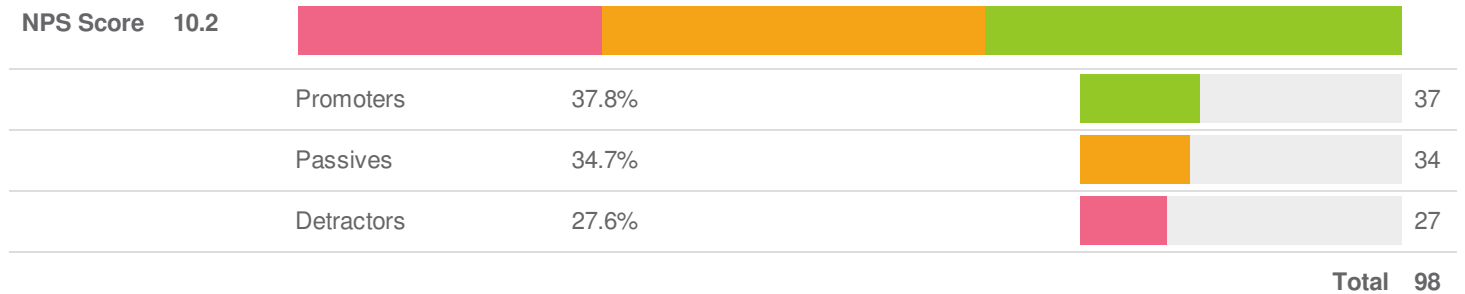
17. Inver Hills Community College retains its most talented employees?



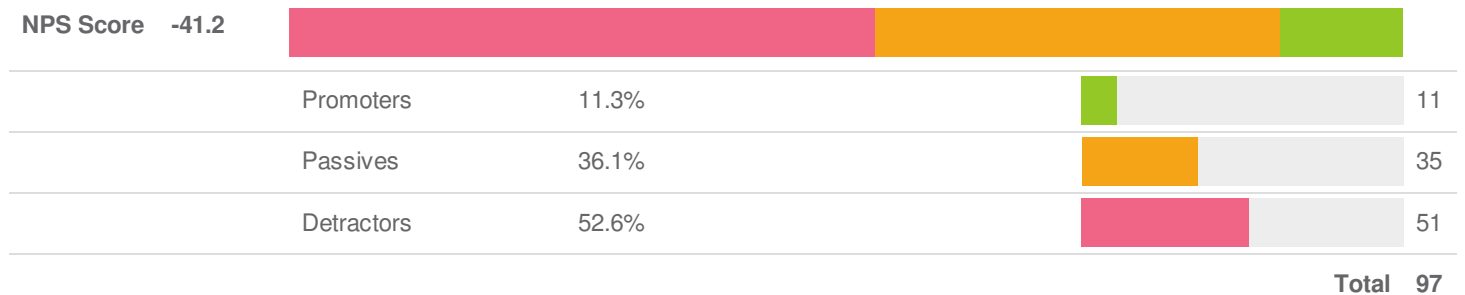
18. Our Mission statement is visible to our students through our daily actions?



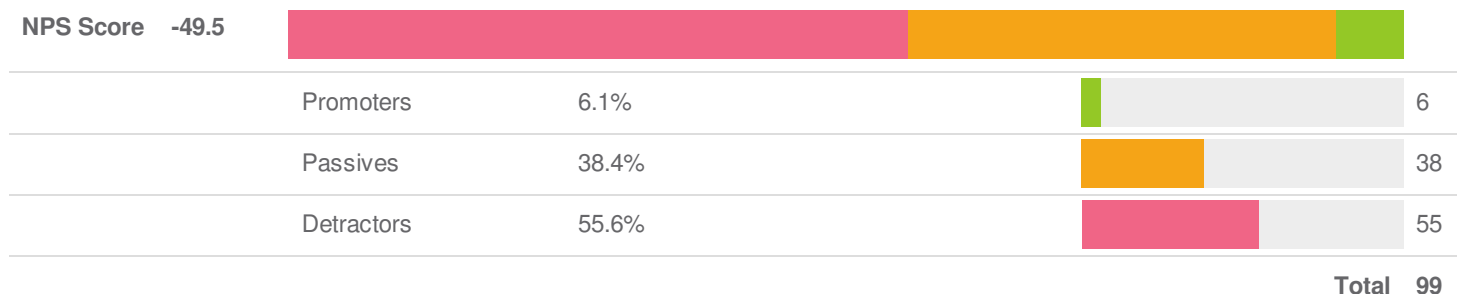
19. I have received the appropriate training to effectively do my job?



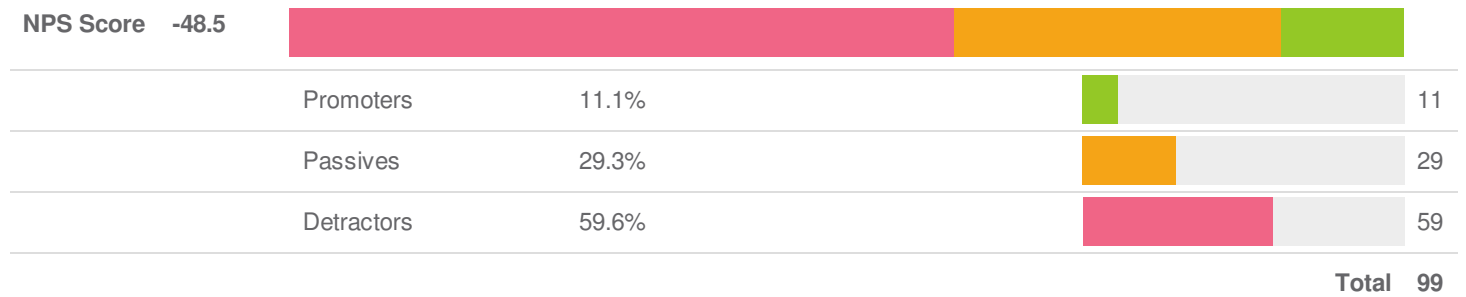
20. Inver Hills Community College provides development tools to improve my skills in order to do my job better?



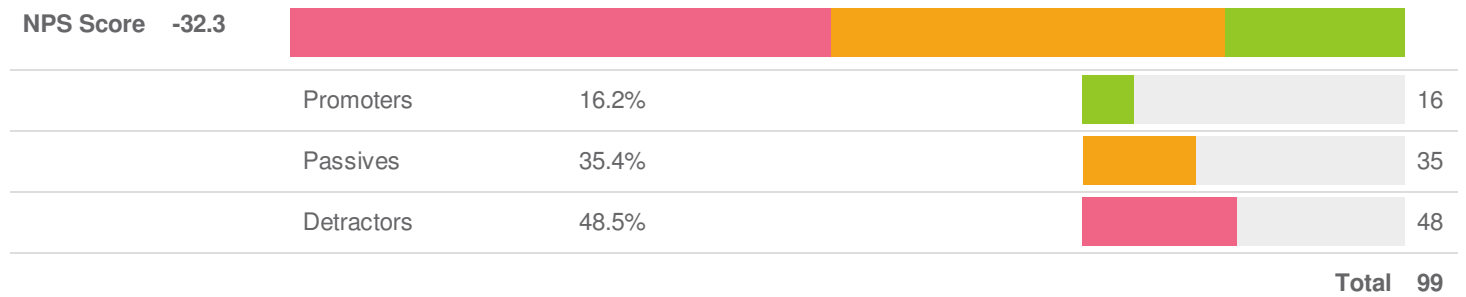
22. Communication Aggregate NPS Score



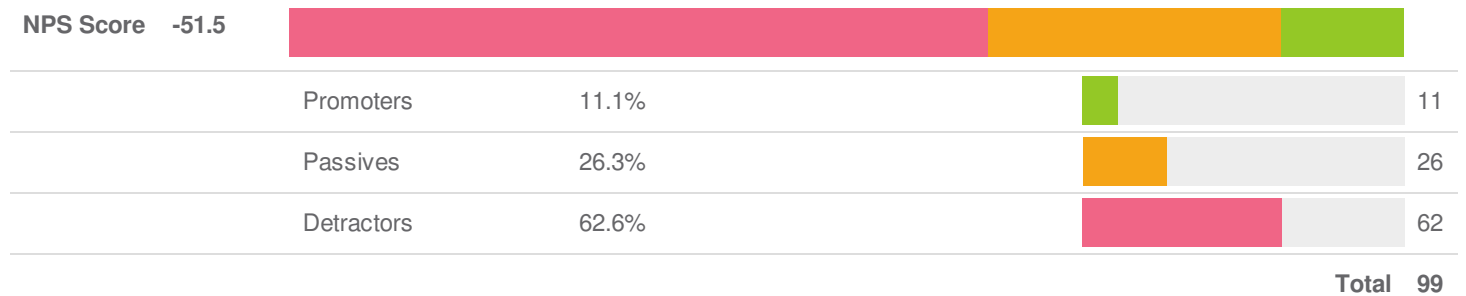
### 24. Leadership Aggregate NPS Score



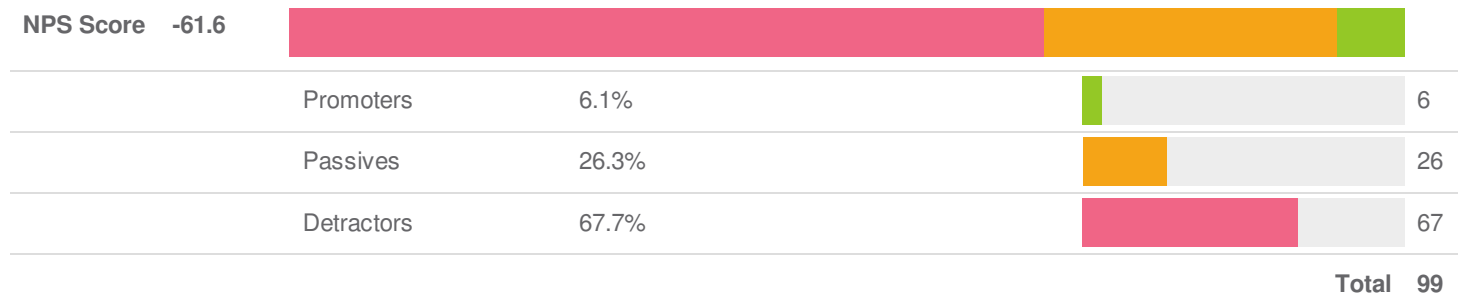
### 26. Accountability Aggregate NPS Score



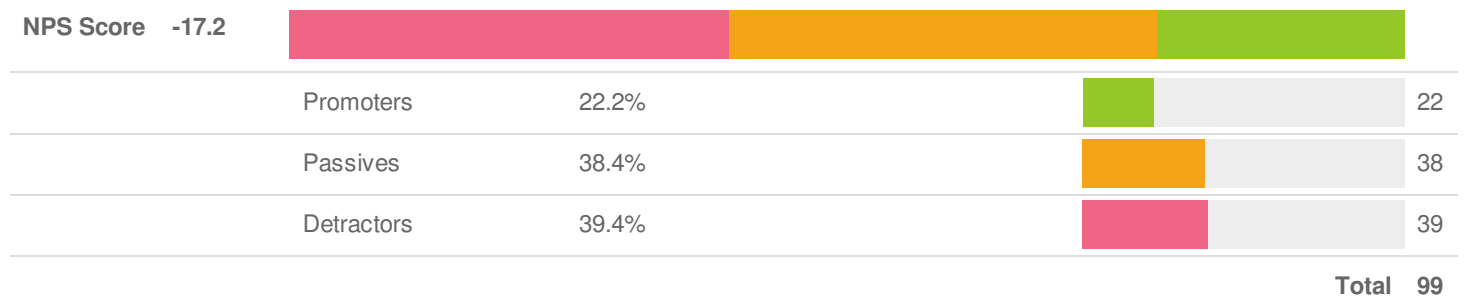
### 28. Empowerment Aggregate NPS Score



### 30. Best Practices Aggregate NPS Score



### 32. Development Aggregate NPS Score



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