

Please indicate your primary work location:				
Item	Count	% of Respondents	% in 2017	Change
Middletown Campus	201	82.4%	59.0%	23.4%
Fauquier Campus	48	19.7%	16.0%	3.7%
Luray-Page County Center	5	2.0%	4.5%	-2.5%
Vint Hill Center	0	0.0%	0.8%	-0.8%
High School/Dual Enrollment	10	4.1%	0.8%	3.3%
Other/Unknown	15	6.1%	18.9%	-12.7%
Total	279	100.0%	240	16.3%

What is your primary role at LFCC?				
Item	Count	% of Respondents	% in 2017	Change
Administrative/professional faculty	25	10.2%	7.0%	3.3%
Dual enrollment faculty	2	0.8%	0.0%	0.8%
Full-time faculty	51	20.9%	17.2%	3.7%
Full-time staff	95	38.9%	21.3%	17.6%
Part-time, adjunct faculty/WSCE instructor	56	23.0%	23.0%	0.0%
Part-time, clinical faculty	6	2.5%	0.8%	1.6%
Part-time staff	31	12.7%	8.6%	4.1%
Wage employee	8	3.3%	2.5%	0.8%
Other/Unknown	5	2.0%	19.7%	-17.6%
Total	279	100.0%	240	39

Please indicate your race/ethnicity:				
Item	Count	% of Respondents	% in 2017	Change
Native American/Alaskan Native	0	0.0%	New	NA
Asian	2	0.7%	New	NA
African American/Black	3	1.1%	New	NA
Hawaiian/Pacific Islander	0	0.0%	New	NA
Hispanic	2	0.7%	New	NA
Two or more races	8	2.9%	New	NA
White	244	87.5%	New	NA
Other (please specify)	20	7.2%	New	NA
Total	279	100.0%	240	39
Minority	15	5.4%	New	NA

Please indicate your gender identity:				
Item	Count	% of Respondents	% in 2017	Change
Male	70	25.1%	New	NA
Female	198	71.0%	New	NA
Other (please specify)	11	3.9%	New	NA
Total	279	100.0%	240	39

How satisfied are you with the inclusiveness of these diverse groups on campus?								
Item	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative	% Positive in 2017	Change
Age	46.2%	48.7%	4.5%	0.6%	94.9%	5.1%	89.2%	5.7%
Color	38.9%	47.0%	12.8%	1.3%	85.9%	14.1%	New	NA
Differences in dress/appearance	40.0%	55.9%	3.4%	0.7%	95.9%	4.1%	85.1%	10.8%
Disabilities	41.2%	54.1%	4.7%	0.0%	95.3%	4.7%	87.0%	8.3%
Gender/Gender identity	44.4%	45.1%	8.3%	2.3%	89.5%	10.5%	94.7%	-5.3%
Generational differences	43.7%	48.1%	7.4%	0.7%	91.9%	8.1%	New	NA
Marital status	45.7%	51.9%	1.6%	0.8%	97.7%	2.3%	New	NA
Non-native English speakers	38.5%	49.6%	11.1%	0.7%	88.1%	11.9%	65.8%	22.3%
Political beliefs/affiliation	37.3%	47.5%	11.9%	3.4%	84.7%	15.3%	86.0%	-1.2%
Pregnancy/related medical conditions	45.6%	50.5%	3.9%	0.0%	96.1%	3.9%	New	NA
Veteran status	43.0%	57.0%	0.0%	0.0%	100.0%	0.0%	New	NA
National origin	41.5%	54.5%	3.3%	0.8%	95.9%	4.1%	New	NA
Race/ethnicity	41.5%	45.9%	11.1%	1.5%	87.4%	12.6%	88.4%	-1.0%
Religious/spiritual beliefs	39.8%	51.7%	7.6%	0.8%	91.5%	8.5%	82.1%	9.4%
Sexual orientation	43.5%	48.7%	6.1%	1.7%	92.2%	7.8%	83.4%	8.7%
Social class	42.5%	49.6%	6.3%	1.6%	92.1%	7.9%	New	NA

Please rate the campus climate for diversity with regard to:				
Rating	Count	Percent	% in 2017	Change
Inclusive	105	51.0%	New	NA
Somewhat inclusive	64	31.1%	New	NA
Exclusionary	8	3.9%	New	NA
Don't know/no opinion	29	14.1%	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 2017	Change
Academic Affairs	37.4%	51.1%	10.7%	0.8%	88.5%	11.5%	95.5%	-6.9%
Communications and Planning	31.3%	46.3%	18.7%	3.7%	77.6%	22.4%	New	NA
Educational Foundation	51.7%	43.1%	3.4%	1.7%	94.8%	5.2%	99.3%	-4.5%
Finance and Administrative Services	45.5%	48.5%	4.5%	1.5%	94.0%	6.0%	New	NA
Human Resources	43.1%	44.8%	9.9%	2.2%	87.8%	12.2%	94.3%	-6.5%
Institutional Effectiveness (formerly PIE)	41.2%	51.0%	7.8%	0.0%	92.2%	7.8%	New	NA
President's Office	56.4%	30.9%	9.7%	3.0%	87.3%	12.7%	New	NA
Research, Analytics, and Data Systems (RADS)	38.7%	49.6%	10.9%	0.8%	88.2%	11.8%	New	NA
Student Affairs	43.9%	48.5%	6.8%	0.8%	92.4%	7.6%	New	NA
Workforce Solutions	55.2%	40.0%	3.2%	1.6%	95.2%	4.8%	97.9%	-2.7%

Please rate the following:

Item	Very satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Positive	Negative	% Positive in 2017	Change
How well LFCC meets its space needs	31.9%	53.4%	13.6%	1.0%	85.3%	14.7%	75.3%	10.0%
Appearance of the Middletown campus	61.8%	36.2%	1.5%	0.5%	98.0%	2.0%	99.5%	-1.5%
Appearance of the Fauquier campus	43.9%	46.5%	8.8%	0.9%	90.4%	9.6%	96.4%	-6.0%
Appearance of the Luray-Page County Center	33.3%	53.0%	12.1%	1.5%	86.4%	13.6%	96.4%	-10.0%
Appearance of the Vint Hill Center	20.0%	56.9%	16.9%	6.2%	76.9%	23.1%	69.6%	7.4%
Cleanliness of the classrooms	50.0%	44.9%	3.4%	1.7%	94.9%	5.1%	95.8%	-0.8%
Comfort of the classrooms	36.8%	54.0%	7.4%	1.8%	90.8%	9.2%	81.6%	9.2%
Technology available in classrooms	42.8%	46.2%	9.8%	1.2%	89.0%	11.0%	89.6%	-0.6%
Lighting in the parking lots	33.9%	54.6%	9.3%	2.2%	88.5%	11.5%	79.8%	8.7%
Lighting in buildings and hallways	43.5%	51.8%	4.1%	0.5%	95.3%	4.7%	97.2%	-1.9%
Accuracy and effectiveness of signs on buildings	37.4%	53.3%	8.2%	1.1%	90.7%	9.3%	87.7%	2.9%
Parking	43.9%	49.0%	5.1%	2.0%	92.9%	7.1%	84.8%	8.1%
WIFI internet access inside buildings	47.2%	46.7%	4.6%	1.5%	93.8%	6.2%	New	NA
WIFI Internet access in parking lots	42.4%	45.5%	11.1%	1.0%	87.9%	12.1%	New	NA
Furnishings/furniture/decor	36.3%	52.5%	8.4%	2.8%	88.8%	11.2%	85.0%	3.8%
Computer hardware for office work	39.3%	52.2%	6.7%	1.7%	91.6%	8.4%	85.6%	5.9%
Computer software for office work	37.6%	52.8%	8.4%	1.1%	90.4%	9.6%	87.7%	2.7%

Please indicate your level of agreement with the following statements:

Item	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2017	Change
I have sufficient input on the decisions that affect me.	22.7%	51.0%	20.6%	5.7%	 73.7%	 26.3%	81.8%	-8.1%
The current governance model is efficient.	18.3%	56.1%	22.0%	3.7%	 74.4%	 25.6%	85.9%	-11.5%
The current governance model is effective.	20.5%	56.5%	19.9%	3.1%	 77.0%	 23.0%	85.2%	-8.1%
I have access to the data I need in order to make decisions.	22.3%	53.7%	21.7%	2.3%	 76.0%	 24.0%	85.6%	-9.6%
LFCC promotes a culture of caring.	54.3%	40.4%	4.3%	1.0%	 94.7%	 5.3%	New	NA
LFCC makes me feel like I belong here.	49.7%	41.1%	7.6%	1.5%	 90.9%	 9.1%	New	NA
LFCC helps me learn about different kinds of cultural experiences.	35.1%	47.6%	14.9%	2.4%	 82.7%	 17.3%	New	NA

Item	Yes	No	Positive	Negative	% Yes in 2017	Change
Do you have what you need to do your job effectively at this time?	185	18	 91.1%	 8.9%	88.8%	2.3%
Do you have what you'll need to do your job effectively in the future?	167	23	 87.9%	 12.1%	82.1%	5.8%

Please indicate your level of satisfaction with regard to LFCC and Covid 19:								
Item	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative	% Positive in 2017	Change
I understand LFCC's efforts to minimize health risks during the COVID 19 pandemic.	69.2%	29.0%	1.3%	0.4%	98.2%	1.8%	New	NA
LFCC's response to COVID-19 has minimized stress for employees.	51.4%	37.4%	8.9%	2.3%	88.8%	11.2%	New	NA
LFCC has implemented effective preventative measures on campus, such as sanitation, masks, physical distancing, etc.	57.4%	36.3%	4.4%	2.0%	93.6%	6.4%	New	NA
If I do not feel well, I can stay home from work without fear of negative consequences.	64.5%	28.0%	6.5%	0.9%	92.5%	7.5%	New	NA
LFCC will do all it can to support job security.	54.1%	38.8%	6.2%	1.0%	92.8%	7.2%	New	NA
I feel confident about my job security.	46.2%	41.0%	10.5%	2.4%	87.1%	12.9%	New	NA
I feel confident about the economy (local and US).	13.7%	39.3%	38.4%	8.5%	53.1%	46.9%	New	NA
I feel supported in my efforts to adapt to the changes in our work environment.	47.2%	45.8%	5.7%	1.4%	92.9%	7.1%	New	NA
I stay connected with colleagues in meaningful ways.	34.0%	50.2%	14.8%	1.0%	84.2%	15.8%	New	NA
Senior leaders, including President Blosser, are effectively leading LFCC through the COVID 19 pandemic.	60.4%	30.7%	8.0%	0.9%	91.0%	9.0%	New	NA
LFCC is effective in supporting our students and learning during this pandemic.	47.3%	45.8%	5.4%	1.5%	93.1%	6.9%	New	NA
I receive sufficient communication and direction from my departmental supervisor through the COVID 19 pandemic.	54.4%	31.2%	10.2%	4.2%	85.6%	14.4%	New	NA
My remote environment enables me to work productively.	58.5%	36.3%	4.2%	0.9%	94.8%	5.2%	New	NA
I have access to reliable Wi-Fi/Broadband Internet to work remotely.	65.1%	31.6%	2.8%	0.5%	96.7%	3.3%	New	NA
I have the resources and technology needed to work remotely.	59.8%	35.0%	4.2%	0.9%	94.9%	5.1%	New	NA
I am satisfied with Information Technology support during remote work.	58.0%	33.3%	7.7%	1.0%	91.3%	8.7%	New	NA
I would like to continue to work remotely in the future.	57.5%	26.0%	11.5%	5.0%	83.5%	16.5%	New	NA

Item	No	Yes	No	Yes	% Yes in 2017	Change
I have challenges related to childcare in returning to work.	169	44	79.3%	20.7%	New	NA
I have challenges related to eldercare in returning to work.	180	28	86.5%	13.5%	New	NA

IE: JM
 File: LFCC Faculty-Staff 2020 Survey - Analysis - 020221.xlsx
 Source: Survey Monkey survey conducted by RADS office sent to LFCC Everyone in November 2020.