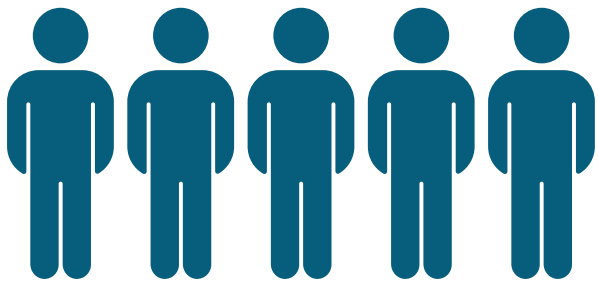


SPRING 2024 SURVEY

ABOUT THE SURVEY

HVCCFA periodically conducts surveys to ensure the association is representing and advocating for the faculty and staff appropriately, thereby ensuring effective collective bargaining.



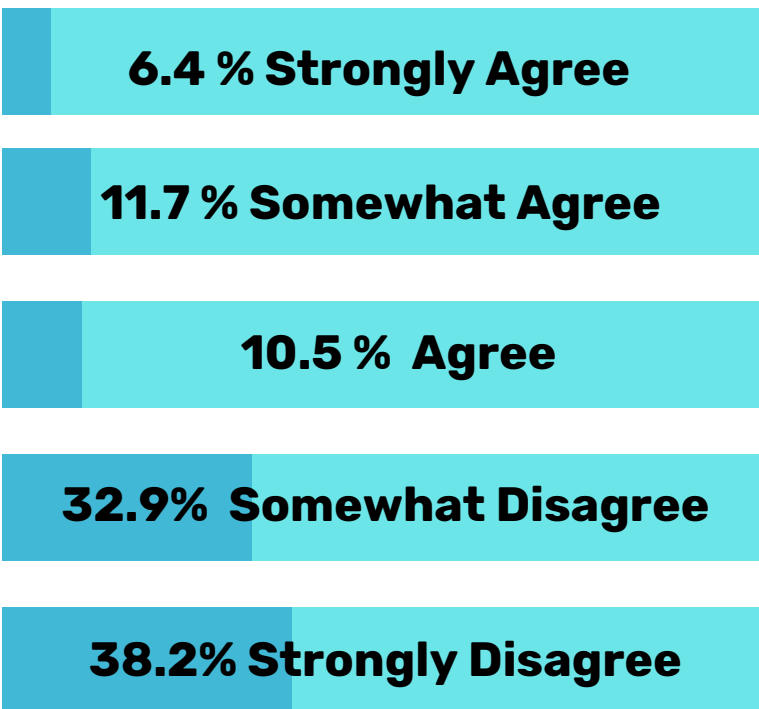
The survey was sent via email and included full-time tenured and non-tenured faculty and staff, as well as contingent/adjunct professors, spanning departments including business/liberal arts, STEM, health sciences, and library/LAC. The survey was open for about a week and sent to current faculty and staff to complete.

The survey questions were formatted in a tiered method; for example, strongly agree, somewhat agree, agree, somewhat disagree, and strongly disagree. Individuals were also able to leave additional comments or feedback if they felt it necessary.

75%

Of faculty and staff combined, strongly or somewhat disagreed with the following statement: *"The president of the college is open, honest and transparent in communications and decisions affecting the faculty?"*

The president of the college
Q: is an effective and supportive leader?



37%

Of survey respondents have been employed at HVCC for 21+ years

33%

Of survey respondents have been employed at HVCC for 12 - 20 years

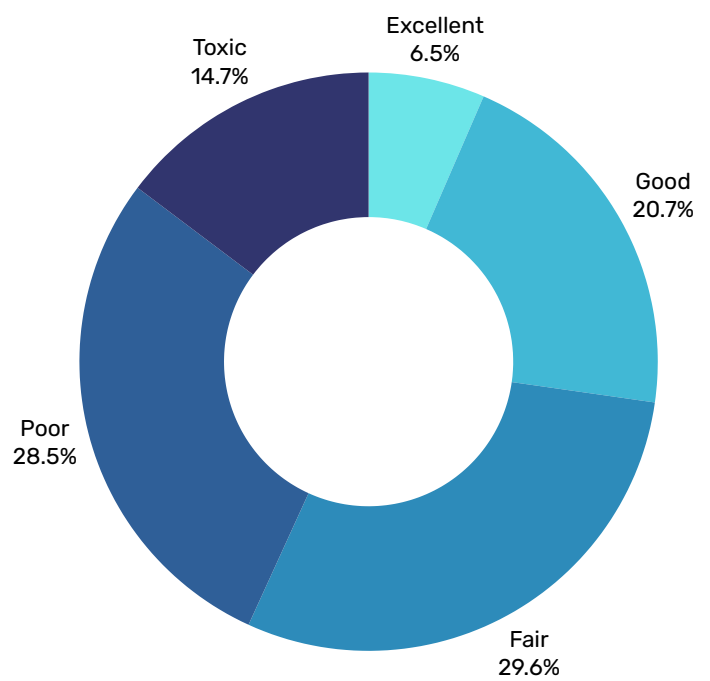
18%

Of survey respondents have been employed at HVCC for 6 - 11 years

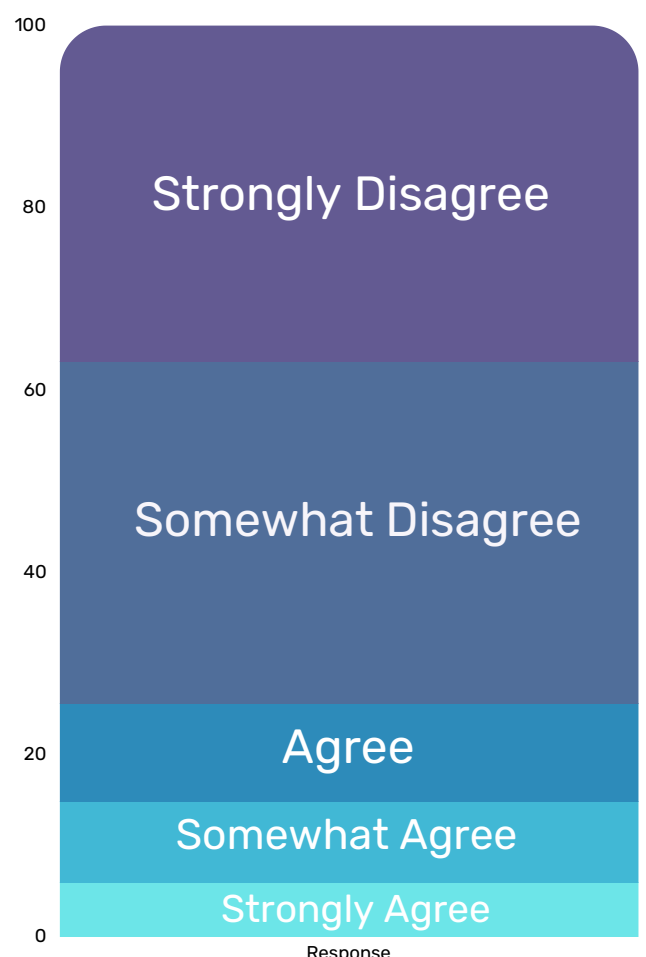
12%

Of survey respondents have been employed at HVCC for 0 - 5 years

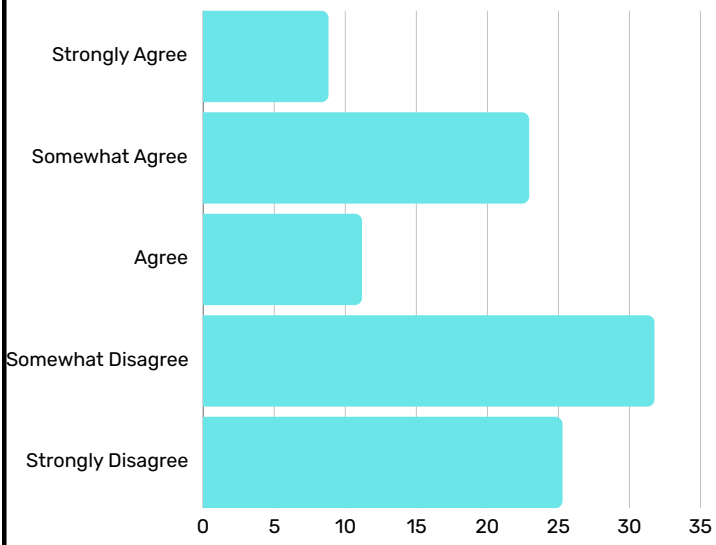
How faculty & staff rate the current work environment



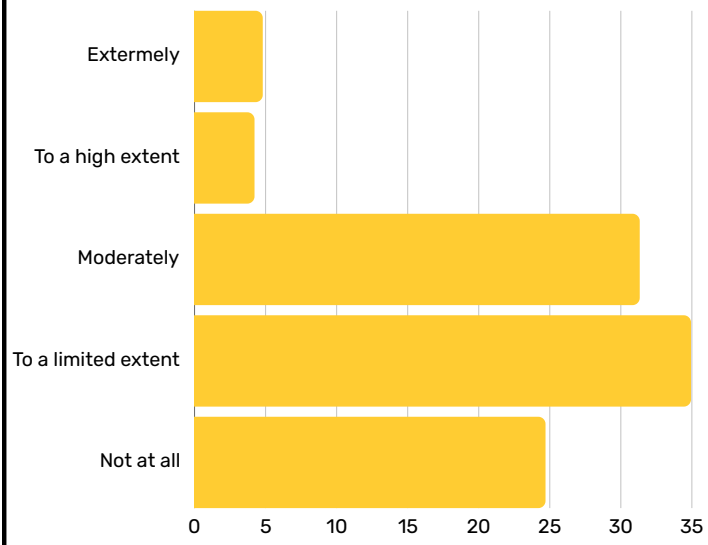
To what extent do you believe the current college administration is committed to complying with the Faculty Association's collective bargaining agreement?



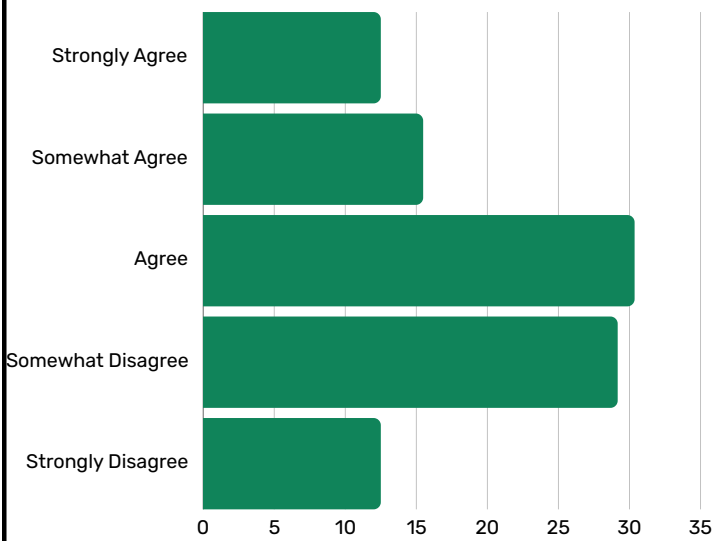
HVCC works to develop and maintain a positive campus culture and environment built on the tenets of transparency, trust and accountability, promoting civility and open lines of communication.



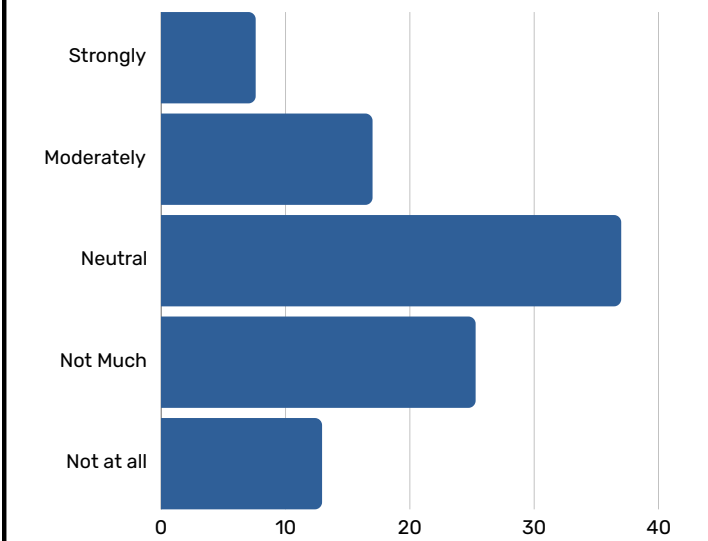
Do you believe the college looks to high achieving employees as it works to formulate policies, establish programs and develop succession plans?



HVCC works an effort to recruit and retain faculty and staff from underrepresented groups and ensures that all employees are fully integrated into campus culture.



The college is committed to fair and impartial practices in the hiring, evaluation, promotion, discipline and separation of employees.



43%

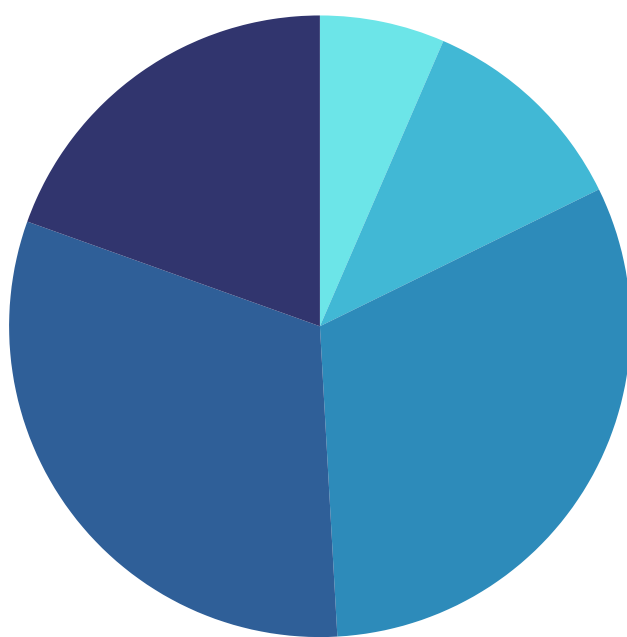
Of faculty and staff combined, rate their current work environment on campus as poor or toxic. Another **30%** rate it as **fair**, and only **27%** feel the conditions are positive.

37%

Of faculty and staff disagree that HVCC makes an effort to foster a safe, supportive and inclusive campus.

Do you believe the College administration makes decisions and manages College funds to benefit students and instruction?

- Beneficial
- Somewhat Beneficial
- Neutral
- Somewhat Detrimental
- Detrimental



One year ago, the Association leadership met with members of the Board of Trustees to discuss concerns regarding the President's treatment of faculty, compliance with the contract, openness and transparency, and providing faculty meaningful input in decisions that impact our members. **Which of the following best reflects your view currently:**

Things are about the same

61%

Things have gotten worse

21%

Things have gotten better

17%