





















| TCC Customized Question  | Mean 2021 | Mean 2019 | Mean Change |
|--|-----------|-----------|-------------|
| I understand my role in helping to achieve the institution's goals   | 4.12      |           | N/A         |
| I am satisfied with working at TCC   | 3.99      | 4.26      | -0.27       |
| this institution effectively facilitates the university transfer experience  | 3.94      |           | N/A         |
| this institution's processes are simple, clear, and documented where I can find them   | 3.28      |           | N/A         |
| community engagement efforts at this institution are focused on building success through education   | 3.93      |           | N/A         |
| this institution practices continuous improvement and forward-thinking   | 3.67      |           | N/A         |
| the institution addresses low-performing employees or detrimental workplace situations   | 3.08      |           | N/A         |
| TCC's policies, processes, and services help remove barriers to student success  | 3.54      | 3.90      | -0.37       |
| this institution's practices are environmentally sustainable   | 3.54      |           | N/A         |
| this institution celebrates successes and fosters community  | 3.76      |           | N/A         |
| this institution effectively uses resources to maximize financial responsibility and value to students   | 3.67      |           | N/A         |
| I feel valued and appreciated as an employee   | 3.49      |           | N/A         |
| the institution's physical facilities are safe, modern, accessible, and accommodating  | 3.80      |           | N/A         |
| 11.275 Tf1 0 0 1 2.25 79.76 0.75 91.728 650.25 1 650.25 14.275 re v n B / F 9 11.275 Tf1 0 0 1 2.2.76 s 7(s 136.83 650.25 14.275 re v n B / F 2 11 T / F 2 |           |           |             |





| Racial Diversity Subscale - Institutional Structure                       | Mean<br>2021 | Mean<br>2019 | Mean<br>Change |
|---|--------------|--------------|----------------|
| my institution has a strong commitment to promoting racial/ethnic harmony | 4.08         | 4.13         | -0.05          |







staff)

(faculty and

# Summary