



# THREE RIVERS COLLEGE

Employee Feedback Survey

Faculty Results

Spring 2026

## Employee Feedback Survey 2026 [FACULTY]

Q1. Please indicate your primary location of employment.

Answer Choices	Responses	
Poplar Bluff	93.62%	44
An External Location	6.38%	3
<b>Answered</b>		<b>47</b>
<b>Skipped</b>		<b>0</b>

Q2. Please indicate your current employment status.

Answer Choices	Responses	
Full-Time Employee	100.00%	47
Part-Time Employee	0.00%	0
<b>Answered</b>		<b>47</b>
<b>Skipped</b>		<b>0</b>

Q3. Please indicate whether you are faculty or staff.

Answer Choices	Responses	
Faculty	100.00%	47
Staff	0.00%	0
<b>Answered</b>		<b>47</b>
<b>Skipped</b>		<b>0</b>

Q4. Indicate whether or not you agree with the following statements regarding the Teaching and Learning Environment.

	Agree		Neutral		Disagree		Total
The curriculum I teach is appropriate to the course(s).	95.45%	42	4.55%	2	0.00%	0	44
The technologies are favorable to creating a positive learning environment.	79.55%	35	11.36%	5	9.09%	4	44
The classroom facilities are conducive to creating a positive learning environment.	81.82%	36	13.64%	6	4.55%	2	44
I am encouraged to utilize innovative teaching strategies.	79.55%	35	13.64%	6	6.82%	3	44
I am satisfied with the improvements made to the online learning environment.	72.73%	32	18.18%	8	9.09%	4	44
<b>Answered</b>							<b>44</b>
<b>Skipped</b>							<b>3</b>

Question 4: Additional feedback about the Teaching and Learning Environment:  
(11)

Eleven additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

## Employee Feedback Survey 2026 [FACULTY]

Q5. Indicate whether or not you agree with the following statements regarding Faculty, Staff, Administration Relations and Communication.

	Agree		Neutral		Disagree		Total
As a faculty member, I feel supported by the staff at Three Rivers College.	81.82%	36	13.64%	6	4.55%	2	44
I feel that faculty and staff communication is adequate.	68.18%	30	25.00%	11	6.82%	3	44
I have the opportunity to communicate with the administration.	84.09%	37	13.64%	6	2.27%	1	44
I feel supported by my colleagues.	84.09%	37	6.82%	3	9.09%	4	44
There are adequate forums in place for Faculty, Staff, and Administration to communicate effectively.	79.55%	35	13.64%	6	6.82%	3	44

**Answered 44**

**Skipped 3**

Question 5: Additional feedback regarding Faculty, Staff, Administration Relations and Communication: (8)

Eight additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

Q6. Indicate whether or not you agree with the following statements regarding Faculty, Staff, NA: See Staff Survey

Q7. Indicate whether or not you agree with the following statements regarding your Job Satisfaction and Support.

	Agree		Neutral		Disagree		Total
I receive the information I need to do my job effectively.	83.72%	36	11.63%	5	4.65%	2	43
I know what is expected of me as a member of the faculty.	90.70%	39	6.98%	3	2.33%	1	43
I am encouraged to develop better instructional methods.	86.05%	37	9.30%	4	4.65%	2	43
My supervisor holds me and my co-workers accountable for performance.	88.37%	38	11.63%	5	0.00%	0	43
Overall, I am satisfied with my job.	90.48%	38	7.14%	3	2.38%	1	42

**Answered 43**

**Skipped 4**

Question 7: Additional feedback regarding Job Satisfaction and Support: (3)

Three additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

## Employee Feedback Survey 2026 [FACULTY]

Q8. Indicate whether or not you agree with the following statements regarding Professional Development.

	Agree		Neutral		Disagree		Total
I have opportunities at work to learn and grow.	81.40%	35	13.95%	6	4.65%	2	43
I feel that professional development is encouraged at Three Rivers College.	62.79%	27	30.23%	13	6.98%	3	43
I am provided with the needed resources to seek professional development opportunities.	62.79%	27	23.26%	10	13.95%	6	43
I have participated in Professional Development in the last 12 months.	74.42%	32	18.60%	8	6.98%	3	43
I am supported in my quest to learn more about the institution and higher education.	62.79%	27	32.56%	14	4.65%	2	43
I am satisfied with the opportunities for advancement at Three Rivers College.	55.81%	24	32.56%	14	11.63%	5	43

**Answered 43**

Question 8: Additional feedback regarding Professional Development: (7)

**Skipped 4**

Seven additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

Q9. Indicate whether or not you agree with the following statements regarding Compensation and Benefits.

	Agree		Neutral		Disagree		Total
I am satisfied with the leave package at the College. (Leave package includes: sick, vacation, and personal leave.)	90.70%	39	9.30%	4	0.00%	0	43
I am satisfied with the insurance benefits package at the College. (Insurance benefits include: Health and Life.)	51.16%	22	23.26%	10	25.58%	11	43
I believe I am fairly compensated for the work I do at the College.	45.24%	19	30.95%	13	23.81%	10	42

**Answered 43**

Question 9: Additional feedback regarding Compensation and Benefits: (9)

**Skipped 4**

Nine additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

## Employee Feedback Survey 2026 [FACULTY]

Q10. Indicate whether or not you agree with the following statements regarding Facilities and Resources.

	Agree		Neutral		Disagree		Total
I have the tools and resources I need to do my job effectively.	86.05%	37	4.65%	2	9.30%	4	43
The facilities are adequate for me to do my job effectively.	95.35%	41	0.00%	0	4.65%	2	43
The technology is current and useful for me to do my job effectively.	72.09%	31	18.60%	8	9.30%	4	43
I am satisfied with the developing appearance of the campus.	81.40%	35	13.95%	6	4.65%	2	43

**Answered 43**

Question 10: Additional feedback regarding the Facilities and Resources: (6)

**Skipped 4**

Six additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

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Q11. Indicate whether or not you agree with the following statements regarding Respect, Appreciation, and Fairness.

	Agree		Neutral		Disagree		Total
I am treated with respect and dignity at work.	90.70%	39	6.98%	3	2.33%	1	43
I receive recognition for a job well done.	72.09%	31	23.26%	10	4.65%	2	43
I feel appreciated.	65.12%	28	27.91%	12	6.98%	3	43
I can speak up or challenge a traditional way of doing something without fear.	60.47%	26	25.58%	11	13.95%	6	43

**Answered 43**

Question 11: Additional feedback regarding Respect, Appreciation, Fairness: (6)

**Skipped 4**

Six additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

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## Employee Feedback Survey 2026 [FACULTY]

Q12. Indicate whether or not you agree with the following statements regarding College Governance and Institutional Planning.

	Agree		Neutral		Disagree		Total
I know how my work contributes to the strategic plan of the College.	86.05%	37	11.63%	5	2.33%	1	43
I know how the College measures its success.	86.05%	37	9.30%	4	4.65%	2	43
I have the opportunity to give input on decisions affecting my department and/or the College.	86.05%	37	6.98%	3	6.98%	3	43
I participate in the planning process of my department.	88.37%	38	6.98%	3	4.65%	2	43
I have the opportunity to participate in the decision-making process in my department and/or at the College.	83.72%	36	6.98%	3	9.30%	4	43

**Answered 43**

**Skipped 4**

Question 12: Additional feedback regarding College Governance and Institutional Planning: 2

Two additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

Q13. Indicate whether or not you agree with the following statements regarding Connection to the Institution.

	Agree		Neutral		Disagree		Total
I feel a strong sense of pride about the work I'm doing at the College.	90.70%	39	9.30%	4	0.00%	0	43
I enjoy the working environment at Three Rivers College.	81.40%	35	11.63%	5	6.98%	3	43
I get a feeling of personal satisfaction from my work.	93.02%	40	4.65%	2	2.33%	1	43
I understand how my job contributes to the College mission.	95.35%	41	2.33%	1	2.33%	1	43
The College actively contributes to the community.	81.40%	35	13.95%	6	4.65%	2	43

**Answered 43**

**Skipped 4**

Question 13: Additional feedback regarding Connection to the Institution: (1)

One additional comment was received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

## Employee Feedback Survey 2026 [FACULTY]

Q14. Indicate whether or not you agree with the following statements regarding Confidence in the President and Board of Trustees.

	Agree		Neutral		Disagree		Total
I think the President and Board of Trustees use sound judgment to make decisions.	74.42%	32	23.26%	10	2.33%	1	43
I am confident in the choices made by the President and Board of Trustees.	65.12%	28	32.56%	14	2.33%	1	43
Overall, I am satisfied with the President and Board of Trustees' ability to lead.	72.09%	31	25.58%	11	2.33%	1	43
I trust the President and Board of Trustees enough to follow them, even when I disagree with their decisions.	65.12%	28	27.91%	12	6.98%	3	43
The President and Board of Trustees demonstrate a genuine interest in the well-being of the College employees.	74.42%	32	20.93%	9	4.65%	2	43
The President and Board of Trustees communicate openly about important College matters.	76.74%	33	18.60%	8	4.65%	2	43

**Answered 43**

**Skipped 4**

Question 14: Additional feedback regarding Confidence in the President and Board of Trustees: (6)

Six additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

Q15. Indicate whether or not you agree with the following statements regarding Confidence in Supervisor.

	Agree		Neutral		Disagree		Total
My supervisor/department chair gives me ongoing feedback that helps me improve my performance.	88.37%	38	9.30%	4	2.33%	1	43
My supervisor/department chair treats me with dignity and respect.	90.70%	39	9.30%	4	0.00%	0	43
My supervisor/department chair supports my efforts to balance my work and personal life.	83.72%	36	16.28%	7	0.00%	0	43
I am involved in the planning of the department by my supervisor.	90.70%	39	6.98%	3	2.33%	1	43
I am given appropriate forum to voice my opinion on matters of College importance.	83.72%	36	11.63%	5	4.65%	2	43

**Answered 43**

**Skipped 4**

Question 15: Additional feedback regarding Confidence in Supervisor: (5)

Five additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

## Employee Feedback Survey 2026 [FACULTY]

Q16. Please indicate your level of satisfaction for the following:

	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		Total
Teaching and Learning Environment	60%	26	28%	12	7%	3	5%	2	0%	0	43
Job Satisfaction/Support	58%	25	30%	13	7%	3	2%	1	2%	1	43
Professional Development	35%	15	35%	15	14%	6	14%	6	2%	1	43
Compensation and Benefits	30%	13	37%	16	14%	6	16%	7	2%	1	43
Facilities and Resources	58%	25	26%	11	7%	3	9%	4	0%	0	43
Respect, Appreciation, and Fairness	53%	23	30%	13	14%	6	2%	1	0%	0	43
College Governance and Institutional Planning	53%	23	33%	14	9%	4	5%	2	0%	0	43
Connection to the Institution	58%	25	33%	14	7%	3	2%	1	0%	0	43
Faculty, Staff, and Administration Relations and Communication	56%	24	28%	12	12%	5	5%	2	0%	0	43
Confidence in the President and Board of Trustees	35%	15	49%	21	12%	5	5%	2	0%	0	43
Confidence in Supervisor	65%	28	30%	13	0%	0	5%	2	0%	0	43

**Answered 43**

Question 16: additional feedback: (3)

**Skipped 4**

Three additional feedback comments were received. All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

Q17. Indicate whether or not you agree with the following statements regarding your Job Satisfaction and Support.

NA: See Staff Survey

Q18. Indicate whether or not you agree with the following statements regarding Professional Development.

NA: See Staff Survey

Q19. Indicate whether or not you agree with the following statements regarding Compensation and Benefits.

NA: See Staff Survey

Q20. Indicate whether or not you agree with the following statements regarding Facilities and Resources.

NA: See Staff Survey

Q21. Indicate whether or not you agree with the following statements regarding Respect, Appreciation, and Fairness.

NA: See Staff Survey

## Employee Feedback Survey 2026 [FACULTY]

Q22. Indicate whether or not you agree with the following statements regarding College Governance and Institutional Planning.

NA: See Staff Survey

Q23. Indicate whether or not you agree with the following statements regarding Connection to the Institution.

NA: See Staff Survey

Q24. Indicate whether or not you agree with the following statements regarding Confidence in the President and Board of Trustees.

NA: See Staff Survey

Q25. Indicate whether or not you agree with the following statements regarding Confidence in Supervisor.

NA: See Staff Survey

Q26. Please indicate your level of satisfaction for the following:

NA: See Staff Survey

Q27. Please indicate the area(s) of training you are most interested in being offered by Three Rivers College. (Please select all that apply)

Answer Choices	Responses	
Academic Assessment	10.00%	4
Blackboard	25.00%	10
Classroom Technology (SMART Board, document camera, etc.)	12.50%	5
Course content-specific	27.50%	11
Departmental	12.50%	5
ITV/Zoom Courses	5.00%	2
Library Services and Resources	2.50%	1
Online Learning Environment and Technology	12.50%	5
Safety	2.50%	1
Software Technology (Adobe, Outlook, Excel, Word, etc.)	25.00%	10
Student Services (Academic Advising, ADA and Disability Services, Financial Aid, etc.)	7.50%	3
Teaching and Learning Strategies	37.50%	15
Raider Connect	7.50%	3
Strategic Planning Online (SPOL)	10.00%	4
I am not interested in additional professional development at this time.	12.50%	5
Other (please specify)	10.00%	4

**Answered 40**

**Skipped 7**

## Employee Feedback Survey 2026 [FACULTY]

Other (please specify): (7)

Seven additional suggestions were received. All comments are discussed by college leadership and shared internally with employees. *Other* topics identified are represented below.

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Health and Wellness

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Blackboard Ultra

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Microsoft Apps

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Q28. How would you prefer to receive professional development offerings? (Please select all that apply)

Answer Choices	Responses	
Face-to-face	77.50%	31
Online (Pre-recorded)	40.00%	16
Telephone Conference	2.50%	1
Zoom (Live Videoconference)	50.00%	20
Other (please specify)	5.00%	2
<b>Answered</b>		<b>40</b>
<b>Skipped</b>		<b>7</b>

Other (please specify)

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State-level and region-level conferences

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Email

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Q29. Please list 3 great things about Three Rivers College:

**Answered 29**

**Skipped 18**

Responses

Twenty-nine responses were received from faculty, eighty-one total comments were received from employees. Most frequently mentioned was *people* with sixty instances recorded. Other common Responses included *the work environment* (31 references), *community connection* (25), *College Mission*, and *College Programing* (both with 19).

All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.

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## Employee Feedback Survey 2026 [FACULTY]

Q30. What do you feel needs the most improvement at Three Rivers College?

**Answered 28**  
**Skipped 19**

Q31. Please provide a solution to what you feel needs the most improvement at Three Rivers College.

**Answered 27**  
**Skipped 20**

Responses	Responses
<p>Twenty-eight responses were received from faculty members, seventy-two total comments from employees were recorded. Most frequently identified areas for improvement included <i>interdepartmental communication</i> (16 references), <i>compensation</i> (14), and <i>training/professional development</i> (9). No other general topic appeared with more than 5 mentions.</p> <p>All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.</p>	<p>Twenty-seven responses were received from faculty members, sixty-nine total comments were received from employees. Topic distribution remained parallel to areas identified for improvement.</p> <p>All comments are discussed by college leadership and shared internally with employees. Comments that by their nature reveal personally identifiable information may be redacted.</p>

**Published by:**  
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