



# THREE RIVERS COLLEGE

Employee Feedback Survey

Staff Results

2026

## Employee Feedback Survey 2026 [STAFF]

Q1. Please indicate your primary location of employment.

Answer Choices	Responses	
Poplar Bluff	91.43%	96
An External Location	8.57%	9
<b>Answered</b>		<b>105</b>
<b>Skipped</b>		<b>0</b>

Q2. Please indicate your current employment status.

Answer Choices	Responses	
Full-Time Employee	87.62%	92
Part-Time Employee	12.38%	13
<b>Answered</b>		<b>105</b>
<b>Skipped</b>		<b>0</b>

Q3. Please indicate whether you are faculty or staff.

Answer Choices	Responses	
Faculty	0.00%	0
Staff	100.00%	105
<b>Answered</b>		<b>105</b>
<b>Skipped</b>		<b>0</b>

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

NA: See Faculty Survey

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

NA: See Faculty Survey

Q6. Indicate whether or not you agree with the following statements regarding Faculty, Staff, Administration Relations and Communication.

	Agree		Neutral		Disagree		Total
As a staff member, I feel supported by the faculty at Three Rivers College.	56.52%	52	38.04%	35	5.43%	5	92
I feel that faculty and staff communication is adequate.	45.65%	42	34.78%	32	19.57%	18	92
I have the opportunity to communicate with the administration.	70.65%	65	28.26%	26	1.09%	1	92
I feel supported by my colleagues.	81.52%	75	16.30%	15	2.17%	2	92
There are adequate forums in place for Faculty, Staff, and Administration to communicate effectively.	60.44%	55	30.77%	28	8.79%	8	91

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	<b>Answered</b>	<b>92</b>
Additional feedback regarding Faculty, Staff, Administration Relations and Communication: (16)	<b>Skipped</b>	<b>13</b>

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

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

NA: See Faculty Survey

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

NA: See Faculty Survey

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

NA: See Faculty Survey

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

NA: See Faculty Survey

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

NA: See Faculty Survey

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

NA: See Faculty Survey

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

NA: See Faculty Survey

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

NA: See Faculty Survey

## Employee Feedback Survey 2026 [STAFF]

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

NA: See Faculty Survey

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

NA: See Faculty Survey

Q17. 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.	67.86%	57	25.00%	21	7.14%	6	84
I know what is expected of me at work as a staff member.	86.90%	73	10.71%	9	2.38%	2	84
I am encouraged to develop better ways of doing things.	86.90%	73	8.33%	7	4.76%	4	84
My supervisor holds me and my co-workers accountable for performance.	83.33%	70	10.71%	9	5.95%	5	84
Overall, I am satisfied with my job.	80.95%	68	17.86%	15	1.19%	1	84

**Answered 84**

Additional feedback regarding Job Satisfaction and Support: (10)

**Skipped 21**

Ten 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.

Q18. 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.	72.62%	61	22.62%	19	4.76%	4	84
I feel that professional development is encouraged at Three Rivers College.	69.05%	58	20.24%	17	10.71%	9	84
I am provided with the needed resources to seek professional development opportunities.	58.33%	49	29.76%	25	11.90%	10	84
I have participated in Professional Development in the last 12 months.	58.33%	49	20.24%	17	21.43%	18	84
I am supported in my quest to learn more about the College and higher education.	67.86%	57	29.76%	25	2.38%	2	84
I am satisfied with the opportunities for advancement at Three Rivers College.	53.57%	45	34.52%	29	11.90%	10	84

**Answered 84**

Additional feedback regarding Professional Development: (14)

**Skipped 21**

Fourteen 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 [STAFF]

Q19. 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.)	82.14%	69	14.29%	12	3.57%	3	84
I am satisfied with the insurance benefits package at the College. (Insurance benefits include: Health and Life.)	53.57%	45	33.33%	28	13.10%	11	84
I believe I am fairly compensated for the work I do at the College.	57.14%	48	30.95%	26	11.90%	10	84
<b>Answered</b>							<b>84</b>
<b>Skipped</b>							<b>21</b>

Additional feedback regarding Compensation and Benefits: (16)

Sixteen 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.

Q20. 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.	78.57%	66	16.67%	14	4.76%	4	84
The facilities are adequate for me to do my job effectively.	85.71%	72	13.10%	11	1.19%	1	84
The technology is current and useful for me to do my job effectively.	80.95%	68	14.29%	12	4.76%	4	84
I am satisfied with the developing appearance of the campus.	85.71%	72	9.52%	8	4.76%	4	84
<b>Answered</b>							<b>84</b>
<b>Skipped</b>							<b>21</b>

Additional feedback regarding the Facilities and Resources: (9)

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.

Q21. 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.	86.90%	73	10.71%	9	2.38%	2	84
I receive recognition for a job well done.	75.00%	63	20.24%	17	4.76%	4	84
I feel appreciated as a member of the College team.	76.19%	64	19.05%	16	4.76%	4	84
I can speak up or challenge a traditional way of doing something without fear.	72.62%	61	21.43%	18	5.95%	5	84
<b>Answered</b>							<b>84</b>
<b>Skipped</b>							<b>21</b>

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

## Employee Feedback Survey 2026 [STAFF]

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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Q22. 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.	80.95%	68	16.67%	14	2.38%	2	84
I know how the College measures its success.	80.72%	67	18.07%	15	1.20%	1	84
I have the opportunity to give input on decisions affecting my department and/or the College.	72.62%	61	21.43%	18	5.95%	5	84
I participate in the planning process of my department.	69.05%	58	25.00%	21	5.95%	5	84
I have the opportunity to participate in the decision-making process in my department and/or at the College.	64.29%	54	28.57%	24	7.14%	6	84

**Answered 84**

**Skipped 21**

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.

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Q23. 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.	88.10%	74	11.90%	10	0.00%	0	84
I enjoy the working environment at Three Rivers College.	82.14%	69	15.48%	13	2.38%	2	84
I get a feeling of personal satisfaction from my work.	94.05%	79	4.76%	4	1.19%	1	84
I understand how my job contributes to the College mission.	91.67%	77	8.33%	7	0.00%	0	84
The College actively contributes to the community.	82.14%	69	14.29%	12	3.57%	3	84

**Answered 84**

**Skipped 21**

Additional feedback regarding Connection to the Institution: (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.

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## Employee Feedback Survey 2026 [STAFF]

Q24. 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.	67.90%	55	25.93%	21	6.17%	5	81
I am confident in the choices made by the President and Board of Trustees.	66.67%	54	28.40%	23	4.94%	4	81
Overall, I am satisfied with the President and Board of Trustees' ability to lead.	69.14%	56	28.40%	23	2.47%	2	81
I trust the President and Board of Trustees enough to follow them, even when I disagree with their decisions.	66.67%	54	28.40%	23	4.94%	4	81
The President and Board of Trustees demonstrate a genuine interest in the well-being of the College employees.	67.90%	55	25.93%	21	6.17%	5	81
The President and Board of Trustees communicate openly about important College matters.	65.00%	52	27.50%	22	7.50%	6	80

**Answered 81**

**Skipped 24**

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.

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

	Agree		Neutral		Disagree		Total
My supervisor treats me with dignity and respect.	94.05%	79	5.95%	5	0.00%	0	84
My supervisor gives me ongoing feedback that helps to improve my performance.	77.38%	65	17.86%	15	4.76%	4	84
I am involved in the planning of the department by my supervisor.	76.19%	64	19.05%	16	4.76%	4	84
I am given appropriate forum to voice my opinion on matters of College importance.	79.52%	66	15.66%	13	4.82%	4	83
My supervisor supports my efforts to balance my work and personal life.	88.10%	74	8.33%	7	3.57%	3	84

**Answered 84**

**Skipped 21**

Additional feedback regarding Confidence in Supervisor: (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.

## Employee Feedback Survey 2026 [STAFF]

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

	Very Satisfied		Satisfied		Neutral		Dissatisfied		Very Dissatisfied		Total
Job Satisfaction/Support	43%	36	44%	37	12%	10	1%	1	0%	0	84
Professional Development	31%	26	36%	30	21%	18	11%	9	1%	1	84
Compensation and Benefits	27%	23	37%	31	21%	18	11%	9	4%	3	84
Facilities and Resources	38%	32	43%	36	17%	14	1%	1	1%	1	84
Respect, Appreciation, and Fairness	46%	39	35%	29	14%	12	4%	3	1%	1	84
College Governance and Institutional Planning	42%	35	33%	27	18%	15	7%	6	0%	0	83
Connection to the Institution	41%	34	40%	33	19%	16	0%	0	0%	0	83
Faculty, Staff, and Administration Relations and Communication	30%	25	33%	27	25%	21	10%	8	2%	2	83
Confidence in the President and Board of Trustees	40%	33	33%	27	20%	17	6%	5	1%	1	83
Confidence in Supervisor	63%	52	30%	25	6%	5	0%	0	1%	1	83

**Answered 84**

Please provide any additional feedback below. (1)

**Skipped 21**

One additional feedback 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.

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	7.79%	6
Blackboard	16.88%	13
Classroom Technology (SMART Board, document camera, etc.)	9.09%	7
Course content-specific	5.19%	4
Departmental	24.68%	19
ITV/Zoom Courses	5.19%	4
Library Services and Resources	7.79%	6
Online Learning Environment and Technology	9.09%	7
Safety	12.99%	10
Software Technology (Adobe, Outlook, Excel, Word, etc.)	38.96%	30
Student Services (Academic Advising, ADA and Disability Services, Financial Aid, etc.)	19.48%	15
Teaching and Learning Strategies	9.09%	7
Raider Connect	7.79%	6
Strategic Planning Online (SPOL)	16.88%	13
I am not interested in additional professional development at this time.	23.38%	18
Other (please specify)	10.39%	8

**Answered 77**

**Skipped 28**

## Employee Feedback Survey 2026 [STAFF]

### Other (please specify) (8)

Eight 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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- Excel

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  - Topics of interest to clerical staff

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  - Health and Wellness workshops; understanding the generation we are serving;

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  - Colleague Training

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  - Data security and usage

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  - Honorlock

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  - Continued Training in Adobe Creative Suite

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  - How to better educate at the college level

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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	65.79%	50
Online (Pre-recorded)	55.26%	42
Telephone Conference	3.95%	3
Zoom (Live Videoconference)	38.16%	29
Other (please specify)	3.95%	3

**Answered 76**

**Skipped 29**

### Other (please specify) (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.

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

**Answered 52**

**Skipped 53**

### Responses

Fifty-two responses were received from staff, 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 [STAFF]

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

**Answered 44**  
**Skipped 61**

### Responses

Forty-four responses were received from staff members, seventy-two total comments from employees were recorded. Most frequently identified areas for improvement included *interdepartmental communication* (16 references), *compensation* (14), and *training/professional development* (9). No other general topic appeared with more than 5 mentions.

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

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

**Answered 42**  
**Skipped 63**

### Responses

Forty-two responses were received from staff members, sixty-nine total comments were received from employees. Topic distribution remained parallel to areas identified for improvement.

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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