

Prepared by BIRS (11-2021)

The Employee Pulse - My Job Survey was open to Fleming employees from October 12th, 2021 to October 25th 2021 with a reminder email sent on October 22nd, 2021. The survey was sent to **902** current employees via email by the BIRS office.

This report allows OEHR to review and explore the data collected in this survey. Selection items in the filters are suppressed when data exploration results in a grouping of respondents less than six. To further protect privacy, only leaders with six or more reports were listed in Leader question in the survey tool. Respondents reporting to leaders with less then six reports were instructed to select "Other Leader". To protect the privacy of Fleming employees in accordance with the Freedom of Information and Protection of Privacy Act (FIPPA), this report must be kept confidential for internal Fleming College use ONLY.

As this was an anonymous survey, demographic data (such as SMT group, Leader, campus, employee group and length of service) reflects what the respondent self selected.

462 employees completed the survey for a response rate of **51%**.

Employee Group	All Employees #	All Employees %	Survey Sample #	Survey Sample %
Admin	80	9%	57	12%
Faculty	507	56%	221	48%
Support Staff	315	35%	168	36%
No Response/Other	0	0%	16	3%
Total	902	100%	462	100%



462

of Responses

Value	No Re	sponse	Strong	ly Agree	Ag	jree	Disa	gree	Strongly	Disagree	e To	tal
Statement	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
I look for ways to motivate myself to give my very best.	8	2%	224	48%	205	44%	16	3%	9	2%	462	100%
My job gives me the opportunity to keep learning new things.	10	2%	181	39%	193	42%	58	13%	20	4%	462	100%
My job is a good fit with my skills and interests.	4	1%	268	58%	154	33%	28	6%	8	2%	462	100%
My work provides me with the right level of challenge.	7	2%	156	34%	210	45%	73	16%	16	3%	462	100%
Overall, I am satisfied with my job.	6	1%	134	29%	231	50%	67	15%	24	5%	462	100%
Total	35	2%	963	42%	993	43%	242	10%	77	3%	2310	100%

2. Please indicate the statement that is most *important* to you when thinking about *your job*.

My job is a good fit with my skills and interests.	211
Overall, I am satisfied with my job.	92
My job gives me the opportunity to keep learning new	84
I look for ways to motivate myself to give my very best.	44
My work provides me with the right level of challenge.	26
No Response	5



of Respondents

94%

462 # of Responses Statement • I look for ways to motivate myself to give My job gives me the opportunity to kee My job is a good fit with my skills and it My work provides me with the right leve Overall, I am satisfied with my job.	ep learning new interests.	things.	Campus Haliburton Frost - Lindsay Sutherland / CREW/SSM - Peterboro NR/I prefer not to answer/Cobourg	% SA+A v	# of Responder 100% 96% 94% 86%
Employee Group	% SA+A	# of Respondents	Total	!	94%
Other	100	· · · · · ·			
Full-time Faculty (including Professors, Counsellors, Instructors and Learning Strategists)	98				
Partial Load Faculty (including Professors and Instructors)	97	<mark>%</mark> 65	Length of Service	% SA+A	# of Respondents
Administrators	96'	<mark>%</mark> 57		•	·
Part-time / Sessional Faculty (including Professors, Counsellors, Instructors	94	% 35	5 to 9 years	96%	
and Learning Strategists)			10 to 15 years	96%	98
Full-time Support Staff	92	% 146	1 to 4 years	95%	103
NR/I prefer not to answer/Other	90	% 14	Less than 1 year	94%	48
Part-time Support Staff (Regular Part-time, Temporary Part-time, Casual Part-	86	% 22	16 to 20 years	93%	41
time)			More than 20 years	93%	5 42
Total	94	% 462	No Response/I prefer not to answer	84%	5 22

<

>

Total



83%

1.42 -	Statement I look for ways to motivate myself to give 	my very best.		\checkmark	Campus	% SA+A	# (of Responden	ts
402	462 I look for ways to motivate myself to give my ve My job gives me the opportunity to keep learni				Haliburton		100%		8
# of Responses	O My job is a good fit with my skills and inte				Frost - Lindsay		<mark>8</mark> 4%	{	82
	My work provides me with the right level of	of challenge.			Sutherland / CREW/SSM - Peterk	orough	<mark>8</mark> 3%	34	46
	Overall, Fam satisfied with my job.	Overall, I am satisfied with my job.				urg	74%	, i	26
					Total	-	83%	46	62
Employee Group		% SA+A ▼	# of Responder	ts					
Other		100%		2					
Partial Load Faculty (including	Professors and Instructors)	94%)	55					
Part-time / Sessional Faculty (in Learning Strategists)	ncluding Professors, Counsellors, Instructors and	91%)	35	Length of Service	% SA+A	# of Res	pondents	
Part-time Support Staff (Regula time)	ar Part-time, Temporary Part-time, Casual Part-	86%)	22	Less than 1 year	96		48	
Full-time Faculty (including Pro	fessors, Counsellors, Instructors and Learning	85%	. 1	21	1 to 4 years	85	%	103	
Strategists)					10 to 15 years	84	%	98	
Administrators		<mark>82</mark> %)	57	More than 20 years	80	%	42	
NR/I prefer not to answer/Oth	er	<mark>82</mark> %)	14	5 to 9 years	78	%	108	
Full-time Support Staff		<mark>7</mark> 4%	. 1	16	16 to 20 years	78	%	41	
Total		83%	. 4	52	No Response/I prefer not to ans	wer 74	%	22	

Total



	Campus				
462	 I look for ways to motivate myself to give My job gives me the opportunity to keep I 	Frost - Lindsay			
# of Responses	Sutherland / CREW/SSM - Peter	rborou			
	My work provides me with the right level of	of challenge.		Haliburton	
	 Overall, I am satisfied with my job. 			NR/I prefer not to answer/Cobo	ourg
				Total	
Employee Group		% SA+A # of R ▼	Respondents		
Full-time Faculty (including l Strategists)	98%	121			
Part-time / Sessional Faculty Learning Strategists)	(including Professors, Counsellors, Instructors and	97%	35		
Partial Load Faculty (includir	ng Professors and Instructors)	95%	65	Length of Service	
Administrators		<mark>93%</mark>	57	10 to 15 years	
Part-time Support Staff (Reg	gular Part-time, Temporary Part-time, Casual Part-	91%	22	1 to 4 years	
time)				More than 20 years	
Full-time Support Staff	<mark>86</mark> %	146	Less than 1 year		
NR/I prefer not to answer/Other		82% 14 5 to 9 y		5 to 9 years	
Other		50%	2	16 to 20 years	
Total		92%	462	No Response/I prefer not to an	swer

Total	92 %	462
NR/I prefer not to answer/Cobourg	<mark>78</mark> %	26
Haliburton	<mark>88%</mark>	8
Sutherland / CREW/SSM - Peterborough	92%	346
Frost - Lindsay	95%	82
Campus	% SA+A # of ▼	f Respondents

Length of Service	% SA+A ▼	# of Respondents
10 to 15 years	97%	98
1 to 4 years	96%	103
More than 20 years	93%	42
Less than 1 year	<mark>92%</mark>	48
5 to 9 years	<mark>88%</mark>	108
16 to 20 years	<mark>88%</mark>	41
No Response/I prefer not to answer	<mark>79</mark> %	22
Total	92%	462



80%

	Statement			\sim	Campus	% SA+A	# of F	Respondents
462		 I look for ways to motivate myself to give my very best. My job gives me the opportunity to keep learning new things. 					100%	8
# of Responses		 My job is a good fit with my skills and interests. 					<mark>86</mark> %	82
	My work provides me with the right	it level of challer	nge.		Sutherland / CREW/SSM - Peterbor	ough	79%	346
	Overall, I am satisfied with my job.				NR/I prefer not to answer/Cobourg		78%	26
					Total		80%	462
Employee Group		% SA+A ▼	# of Resp	ondents				
Partial Load Faculty (including	g Professors and Instructors)	9	1%	65				
Full-time Faculty (including P Learning Strategists)	rofessors, Counsellors, Instructors and	8	8%	121				
Part-time / Sessional Faculty Instructors and Learning Strat	(including Professors, Counsellors, tegists)	8	8%	35	Length of Service	% SA+A ▼	# of Respor	ndents
NR/I prefer not to answer/Ot	her	8	2%	14	Less than 1 year	90%	2	48
Part-time Support Staff (Regu	ılar Part-time, Temporary Part-time, Casual	8	2%	22	More than 20 years	83%	ò	42
Part-time)					1 to 4 years	82%	, ວ	103
Administrators		8	1 <mark>%</mark>	57	10 to 15 years	80%	, o	98
Full-time Support Staff		6	7%	146	5 to 9 years	78%	, o	108
Other		5	0%	2	16 to 20 years	76%	, 0	41
Total		8	0%	462	No Response/I prefer not to answer	68%	, 0	22

Total



462 # of Responses	My job gives me the opportunityMy job is a good fit with my skill	e with the right level of challenge.		Campus Haliburton Sutherland / CREW/SSM - Peter NR/I prefer not to answer/Cob Frost - Lindsay		▼ 88% 81% 78% 77%		
Employee Group		% SA+A	# of Respo	ondents	Total		80%	462
Other		1(00%	2				
Partial Load Faculty (includin	ng Professors and Instructors)	9	91 <mark>%</mark>	65				
Full-time Faculty (including I Learning Strategists)	Professors, Counsellors, Instructors and	ξ	87%	121	Length of Service	% SA+A	# of Respo	ndents
Part-time / Sessional Faculty Instructors and Learning Stra	 (including Professors, Counsellors, ategists) 	٤	85%	35	10 to 15 years	▼ 85%		98

14

22

57

146

462

<mark>8</mark>2%

<mark>8</mark>2%

79%

68%

80%

Length of Service	% SA+A ▼	# of Respondents
10 to 15 years	85%	98
1 to 4 years	84%	103
More than 20 years	83%	42
Less than 1 year	83%	48
5 to 9 years	<mark>76</mark> %	108
16 to 20 years	<mark>7</mark> 1%	41
No Response/I prefer not to answer	63%	22
Total	80%	462

NR/I prefer not to answer/Other

Part-time)

Total

Administrators

Full-time Support Staff

Part-time Support Staff (Regular Part-time, Temporary Part-time, Casual