

Mohawk Valley Community College KPI – MVCC has a vibrant organizational culture to support its mission.

Four measures assess the KPI, *MVCC has a vibrant organizational culture that supports its mission*. Employee climate survey results continue to indicate a positive organizational culture. In Spring 2026, 93.9% of employees said they were proud to be part of MVCC, and 88.7% said they generally look forward to coming to work each day. Job satisfaction has also remained high, with 90.3% of employees reporting satisfaction in Fall 2025 and 93.4% in Fall 2024. Retention remains strong as well, with the annual turnover rate falling from a five-year high of 13.1% in 2022-2023 to 9.1% in 2024-2025, the lowest rate in the five-year period (see Figure A).

The following tables give us a glimpse of the MVCC environment:

Table 1

I feel proud to be a part of MVCC	Spring 2023 - 88.7%	Spring 2024 - 87.9%	Spring 2025 - 91.7%	*Spring 2026 - 93.9%
Generally, I look forward to coming to work everyday	Spring 2023 - 78.7%	Spring 2024 - 81.6%	Spring 2025 - 79.0%	*Spring 2026 - 88.7%

Table 2

Overall, I am Satisfied with my job	Fall 2023 - 89.7%	Fall 2024 - 93.4%	Fall 2025 - 90.3%
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***Note:** Fall 2023, Fall 2024, Fall 2025, and Spring 2026 percentages are based on responses of *Somewhat Agree*, *Agree*, and *Strongly Agree*. Spring 2023 through Spring 2025 percentages are based on *Agree* and *Strongly Agree* responses only, as those surveys included a neutral response option. Beginning in Spring 2026, the neutral option was removed to align the spring survey scale with the fall employee survey.

The following table looks at Turnover rate over a 5-Year Span:

Separations	42 in 2020 - 2021	46 in 2021 - 2022	51 in 2022 - 2023	35 in 2023 - 2024	34 in 2024 - 2025
Average Employees	389 in 2020 - 2021	389 in 2021 - 2022	389 in 2022 - 2023	370 in 2023 - 2024	375 in 2024 - 2025
Annual Turnover Rate	10.8% in 2020 - 2021	11.8% in 2021 - 2022	13.1% in 2022 - 2023	9.5% in 2023 - 2024	9.1% in 2024 - 2025

Figure A

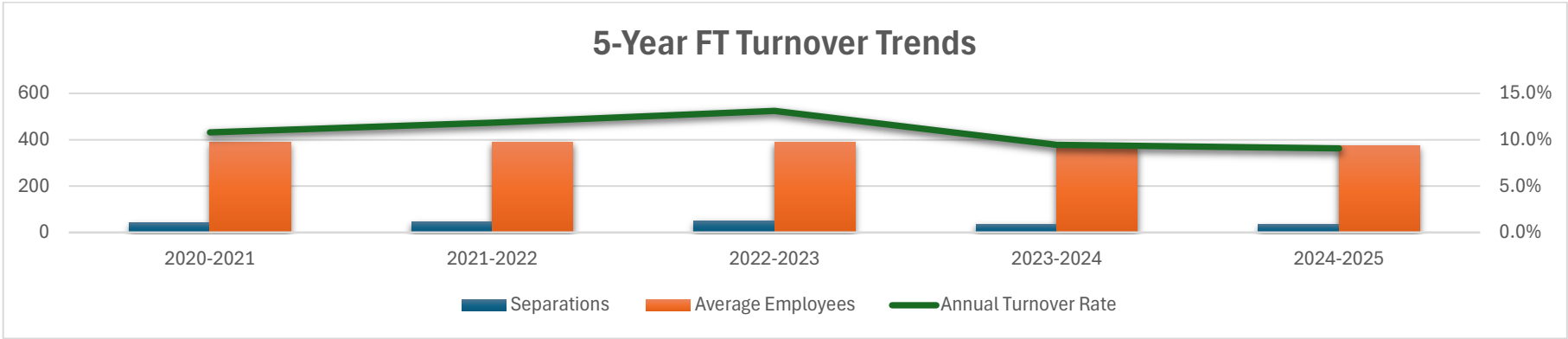


Figure A