

The Great Colleges to Work For 2019

ModernThink

2019 Norco College Great Colleges to Work For Survey

Norco College

Year-to-Year ScoreCard - Full Data Set

	2019 Overall		2018 Overall	
	Positive Response	Negative Response	Positive Response	Negative Response
Total number of survey respondents	157	157	151	151
Job Satisfaction/Support				
1 My job makes good use of my skills and abilities.	81	6	80	5
2 I am given the responsibility and freedom to do my job.	82	6	91	2
4 I am provided the resources I need to be effective in my job.	64	13	64	10
Job Satisfaction/Support - Average	76	8	78	6
Teaching Environment				
33 There is a good balance of teaching, service and research at this institution.	57	17	54	19
40 Teaching is appropriately recognized in the evaluation and promotion process.	75	11	72	9
51 There is appropriate recognition of innovative and high quality teaching.	63	20	56	19
Teaching Environment - Average	65	16	61	16
Professional Development				
6 I am given the opportunity to develop my skills at this institution.	67	15	68	9
10 I understand the necessary requirements to advance my career.	70	14	76	9
Professional Development - Average	69	15	72	9
Compensation, Benefits & Work/Life Balance				
11 I am paid fairly for my work.	76	12	76	11
34 This institution's benefits meet my needs.	84	6	87	2
47 My supervisor/dean supports my efforts to balance my work and personal life.	73	9	79	6
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	70	14	76	8
Compensation, Benefits & Work/Life Balance - Average	76	10	80	7
Facilities				
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	76	7	65	14
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	56	16	52	17
Facilities - Average	66	12	59	16
Policies, Resources & Efficiency				
17 Our review process accurately measures my job performance.	63	17	67	12
28 My department has adequate faculty/staff to achieve our goals.	39	43	34	41
30 Our orientation program prepares new faculty, administration and staff to be effective.	47	29	48	23
49 This institution actively contributes to the community.	75	9	75	7
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	69	11	81	8
57 This institution is well run.	60	17	71	8
Policies, Resources & Efficiency - Average	59	21	63	17
Shared Governance				
38 The role of faculty in shared governance is clearly stated and publicized.	73	10	78	7
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	81	10	81	5
42 Faculty, administration and staff are meaningfully involved in institutional planning.	60	23	70	9
Shared Governance - Average	71	14	76	7
Pride				
5 I understand how my job contributes to this institution's mission.	91	3	93	4
25 Overall, my department is a good place to work.	83	8	87	1
36 I am proud to be part of this institution.	81	7	87	4
59 This institution's culture is special - something you don't find just anywhere.	66	16	74	5
60 All things considered, this is a great place to work.	72	9	84	2
Pride - Average	79	9	85	3
Supervisors/Deans				
3 My supervisor/dean makes his/her expectations clear.	76	10	87	2
7 I receive feedback from my supervisor/dean that helps me.	72	14	79	4
12 I believe what I am told by my supervisor/dean.	75	11	78	5
15 My supervisor/dean regularly models this institution's values.	79	11	84	5
19 My supervisor/dean is consistent and fair.	79	11	82	5
20 My supervisor/dean actively solicits my suggestions and ideas.	72	16	70	11
24 I have a good relationship with my supervisor/dean.	83	7	92	1
Supervisors/Deans - Average	77	11	82	5
Senior Leadership				
27 Senior leadership provides a clear direction for this institution's future.	66	23	69	14
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	69	16	78	5
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	61	20	75	9
41 Senior leadership communicates openly about important matters.	63	20	65	11
48 Senior leadership regularly models this institution's values.	68	16	76	8
56 I believe what I am told by senior leadership.	61	23	70	7
Senior Leadership - Average	65	20	72	9
Faculty, Administration & Staff Relations				
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	69	14	73	10
55 There is regular and open communication among faculty, administration and staff.	59	21	64	15
Faculty, Administration & Staff Relations - Average	64	18	69	13
Communication				
8 When I offer a new idea, I believe it will be fully considered.	65	14	72	15
21 In my department, we communicate openly about issues that impact each other's work.	69	13	71	6
22 Changes that affect me are discussed prior to being implemented.	51	30	51	20
43 At this institution, we discuss and debate issues respectfully to get better results.	59	19	67	11
Communication - Average	61	19	65	13

The Great Colleges to Work For 2019

ModernThink 2019 Norco College Great Colleges to Work For Survey Norco College Year-to-Year ScoreCard - Full Data Set

		2019		2018	
		Overall		Overall	
		Positive Response	Negative Response	Positive Response	Negative Response
Total number of survey respondents		157	157	151	151
Collaboration					
13	We have opportunities to contribute to important decisions in my department.	70	15	66	12
23	People in my department work well together.	74	4	80	4
26	I can count on people to cooperate across departments.	67	10	65	10
58	There's a sense that we're all on the same team at this institution.	55	26	67	13
Collaboration - Average		67	14	70	10
Fairness					
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	65	22	66	17
16	Promotions in my department are based on a person's ability.	56	25	54	24
18	Issues of low performance are addressed in my department.	57	17	60	15
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	57	22	68	13
54	This institution has clear and effective procedures for dealing with discrimination.	67	12	73	7
Fairness - Average		60	20	64	15
Respect & Appreciation					
9	I am regularly recognized for my contributions.	60	19	61	16
35	Our recognition and awards programs are meaningful to me.	52	27	47	22
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	78	9	83	5
52	We celebrate significant milestones and important accomplishments at this institution.	65	11	71	6
Respect & Appreciation - Average		64	17	66	12
Norco College Custom Statements					
61	I feel invited to participate in shared governance.	65	25	77	8
62	I feel respected and valued.	67	18	75	8
63	I have not experienced unfair treatment because of my age, gender, ethnicity, sexual orientation, or other diversity related characteristics.	74	17	80	8
64	I actively participate in shared governance.	66	12	65	19
65	District senior leadership adequately meets the needs of Norco College.	42	22	45	22
66	The Board of Trustees adequately meets the needs of Norco College.	52	17	47	18
67	District Business and Financial Services adequately meets the needs of Norco College.	46	22	42	28
68	District Human Resources and Employee Relations adequately meets the needs of Norco College.	46	32	47	28
69	District Educational Services adequately meets the needs of Norco College.	53	14	48	27
70	District Facilities Planning & Development adequately meets the needs of Norco College.	46	22	46	28
71	District Grants adequately meets the needs of Norco College.	52	17	50	20
72	District Information Technology adequately meets the needs of Norco College.	46	24	38	30
73	District Marketing and Outreach adequately meets the needs of Norco College.	43	26	42	27
74	Senior administration adheres to the Faculty Collective Bargaining Agreement (CBA)/contract.	70	9	82	4
Norco College Custom Statements - Average		55	20	56	20
Overall Survey Average 1 - 74		65	16	69	12
Overall Survey Average 1 - 60		68	15	72	10

© 2019 ModernThink LLC. All rights reserved.

Unless specifically noted, the numbers represent the percentage of positive responses.

ModernThink LLC | 2 Mill Road, Suite 102 | Wilmington, DE 19806 | 888.684.4658