

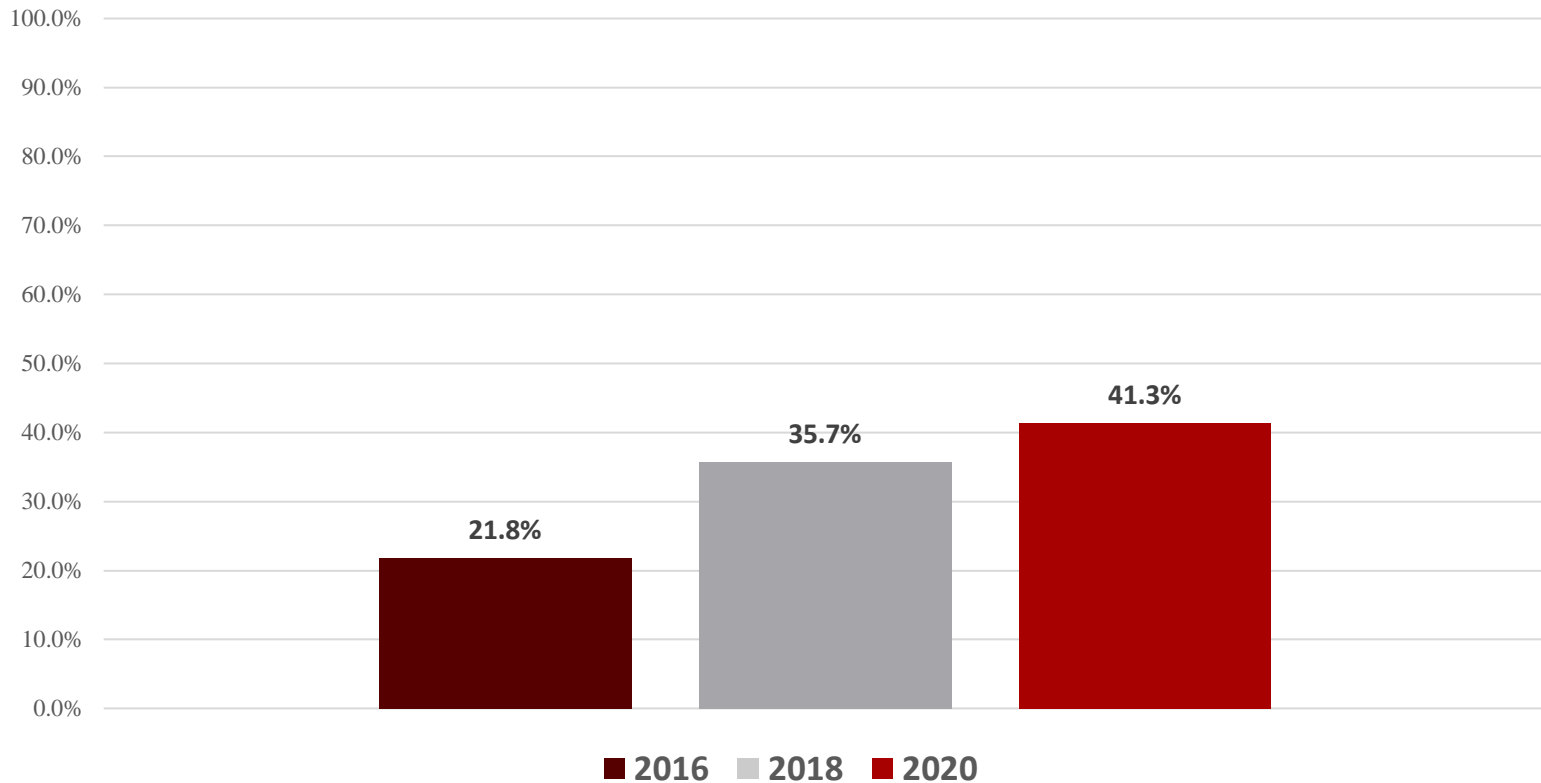


# 2020 Chronicle Great Colleges to Work For Survey Results

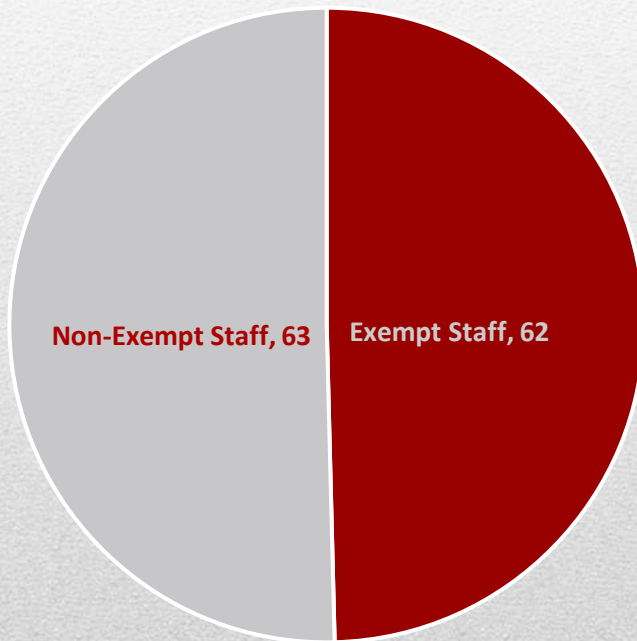
# Background

- Great Colleges to Work For program recognizes successful colleges in creating great workplaces
- 221 colleges from across the country participated
- Survey was sent to 96,000 employees with overall response rate of 42.5%.
- Germanna sent 651 surveys with a response rate of 41.3%

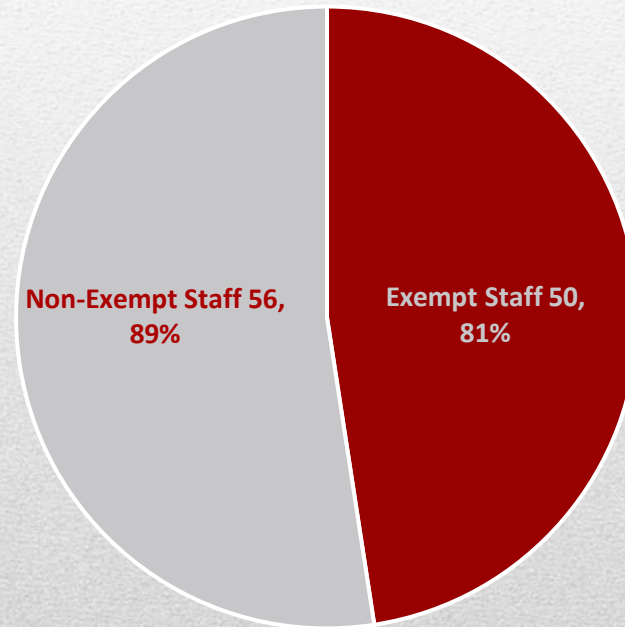
Response Rate by Year



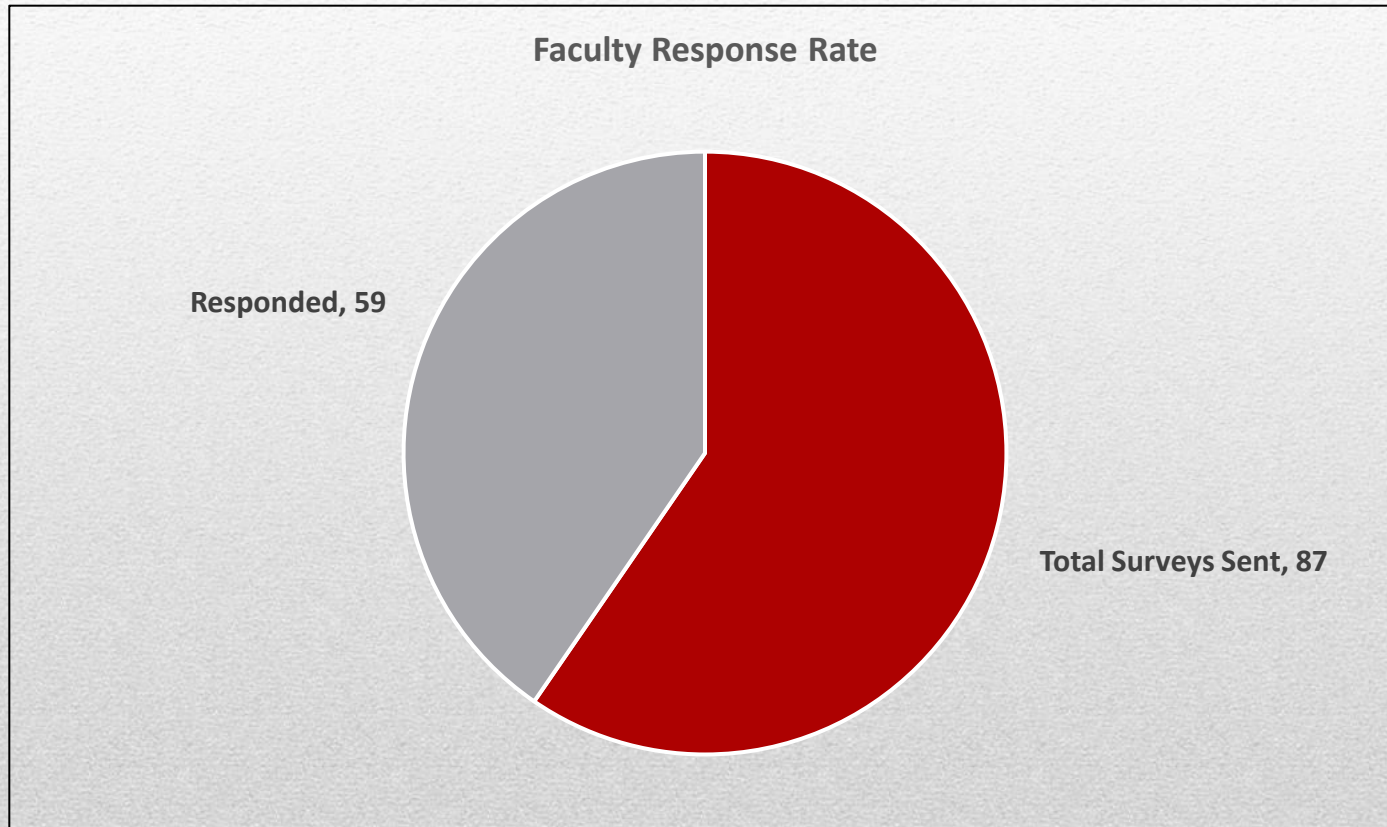
## Total Surveys Sent to Classified Employees 2020



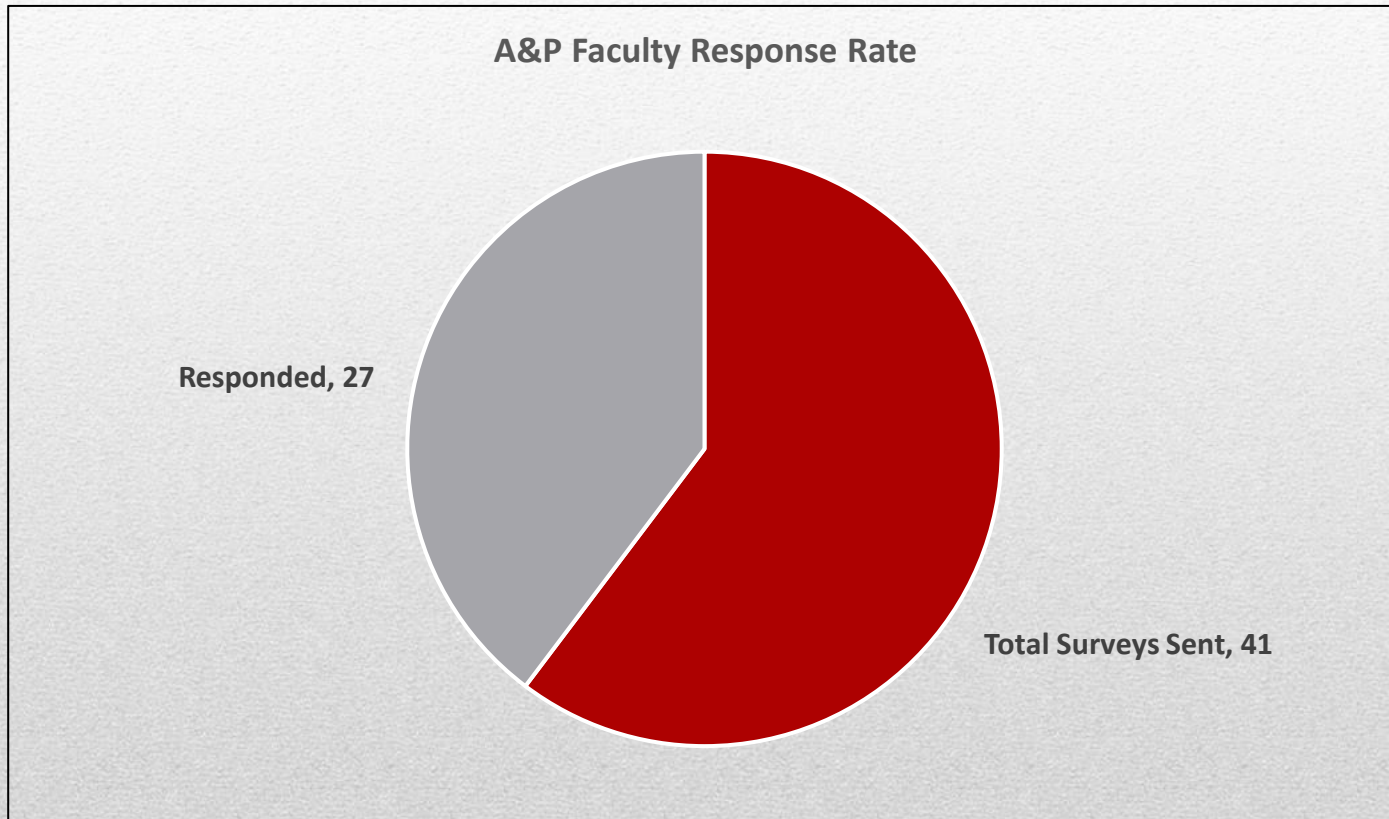
## Response Rate by Classified Employees 2020



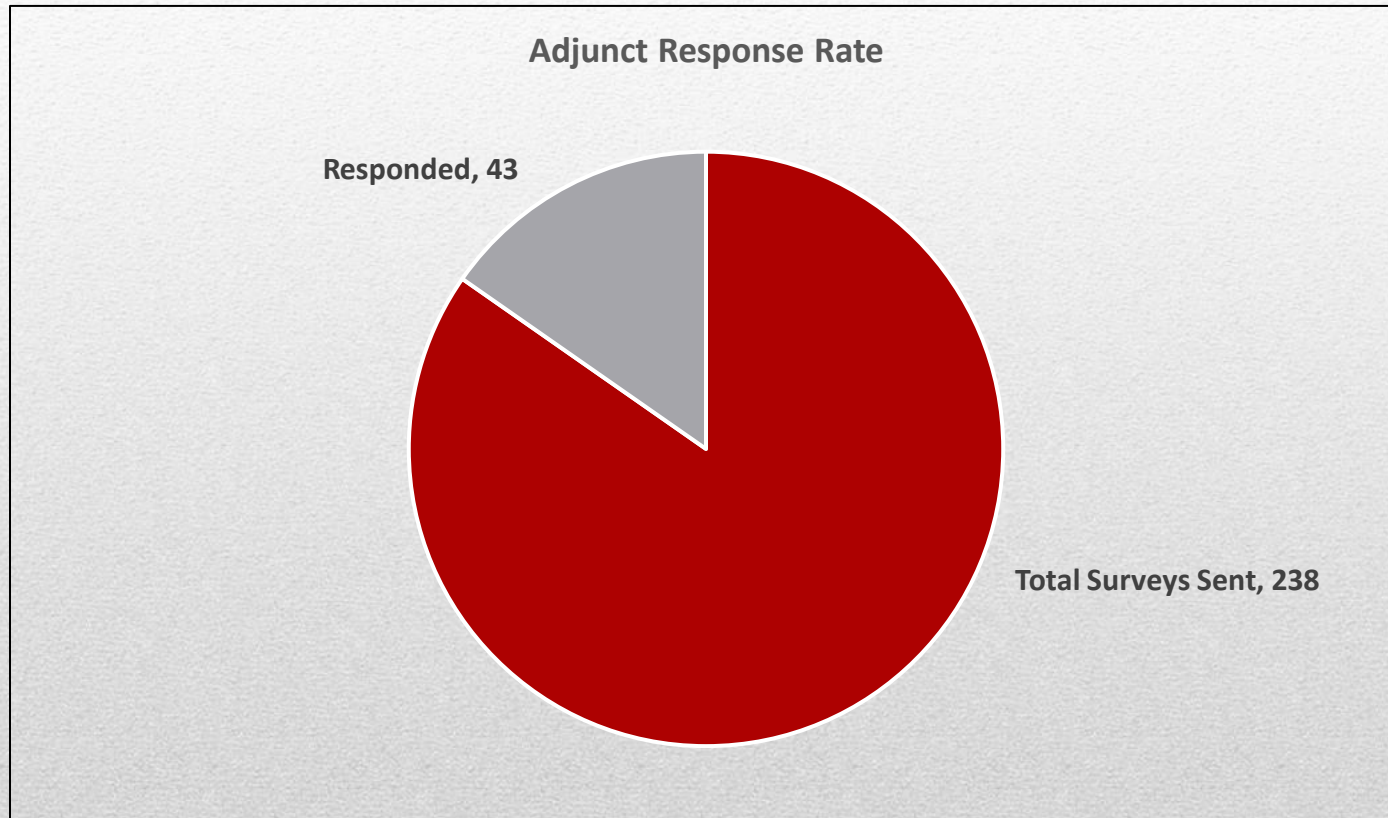
84.8% of classified employees responded to the Survey



67.8% of Faculty employees responded to the Survey



65.9% of A&P Faculty employees responded to the Survey



18.1% of Adjunct employees responded to the Survey

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# Survey Dimensions

<ul style="list-style-type: none"><li>• <b>Job Satisfaction /Support</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Policies, Resources &amp; Efficiency</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Faculty, Administration &amp; Staff Relations</b></li></ul>
<ul style="list-style-type: none"><li>• <b>Teaching Environment</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Shared Governance</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Communications</b></li></ul>
<ul style="list-style-type: none"><li>• <b>Professional Development</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Pride</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Collaboration</b></li></ul>
<ul style="list-style-type: none"><li>• <b>Comp, Benefits &amp; Work/Life Balance</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Supervisors/Dept Chairs</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Fairness</b></li></ul>
<ul style="list-style-type: none"><li>• <b>Facilities</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Sr Leadership</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Respect &amp; Appreciation</b></li></ul>



## Rating Categories

- Very Good to Excellent (75% - 100%)
- Good (65% - 74%)
- Fair to Mediocre (55% - 64%)
- Warrants Attention (45% - 54%)
- Poor (0% - 44%)

# What Did We Do Well?

## Very Good to Excellent (75% - 100%)

		Faculty			Classified	
	OVERALL	A&P Faculty	FT Teaching Faculty	Adjuncts	Exempt Staff	Non-Exempt Staff
Job Satisfaction/Support	80%					
Pride	84%					
Facilities	81%					
Supervisors/Dept Chairs	75%		74%		68%	72%
Senior Leadership	77%		73%		72%	



# What Did We Do Well?

Good (65% - 74%)

	OVERALL	Faculty			Classified	
		A&P Faculty	FT Teaching Faculty	Adjuncts	Exempt Staff	Non-Exempt Staff
Teaching Environment	<b>73%</b>					
Professional Development	<b>70%</b>				<b>60%</b>	
Comp, Bens, & Work Life Balance	<b>70%</b>			79%		
Policies, Resources & Efficiency	<b>68%</b>				<b>59%</b>	
Shared Governance	<b>72%</b>	82%				
Faculty, Administration & Staff Relations	<b>74%</b>	86%	77%	78%		
Collaboration	<b>71%</b>	79%		79%		<b>11</b>
Fairness	<b>66%</b>	76%	<b>64%</b>	78%	<b>56%</b>	<b>64%</b>
Respect & Appreciation	<b>69%</b>	79%			<b>64%</b>	<b>64%</b>



# Where do We Need to Improve?

Fair to Mediocre (55% - 64%)

Rated by Classified

## *Fairness*

-I can speak up or challenge a traditional way of doing something without fear of harming my career.

-Promotions in my department are based on a person's ability.

-Issues of low performance are addressed in my department.

-This institution's policies and practices ensure fair treatment for faculty, administration and staff.

-This institution has clear and effective procedures for dealing with discrimination.

## *Respect & Appreciation*

-I am regularly recognized for my contributions.

-Our recognition and awards programs are meaningful to me.

-At this institution, people are supportive of their colleagues regardless of their heritage or background.

-We celebrate significant milestones and important accomplishments at this institution.



# Where do We Need to Improve?

Fair to Mediocre (55% - 64%)

	OVERALL	Faculty			Classified	
		A&P Faculty	FT Teaching Faculty	Adjuncts	Exempt Staff	Non-Exempt Staff
Communication	64%	73%		75%		

## Communication

-When I offer a new idea, I believe it will be fully considered.

-In my department, we communicate openly about issues that impact each other's work.

-Changes that affect me are discussed prior to being implemented.

-At this institution, we discuss and debate issues respectfully to get better results.

# Where do We Need to Improve?

**Warrants Attention (45% - 55%)**

	<b>OVERALL</b>	<b>A&amp;P Faculty</b>	<b>FT Teaching Faculty</b>	<b>Adjuncts</b>	<b>Exempt Staff</b>	<b>Non- Exempt Staff</b>
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**No Dimensions Received a Warrants Attention Rating**

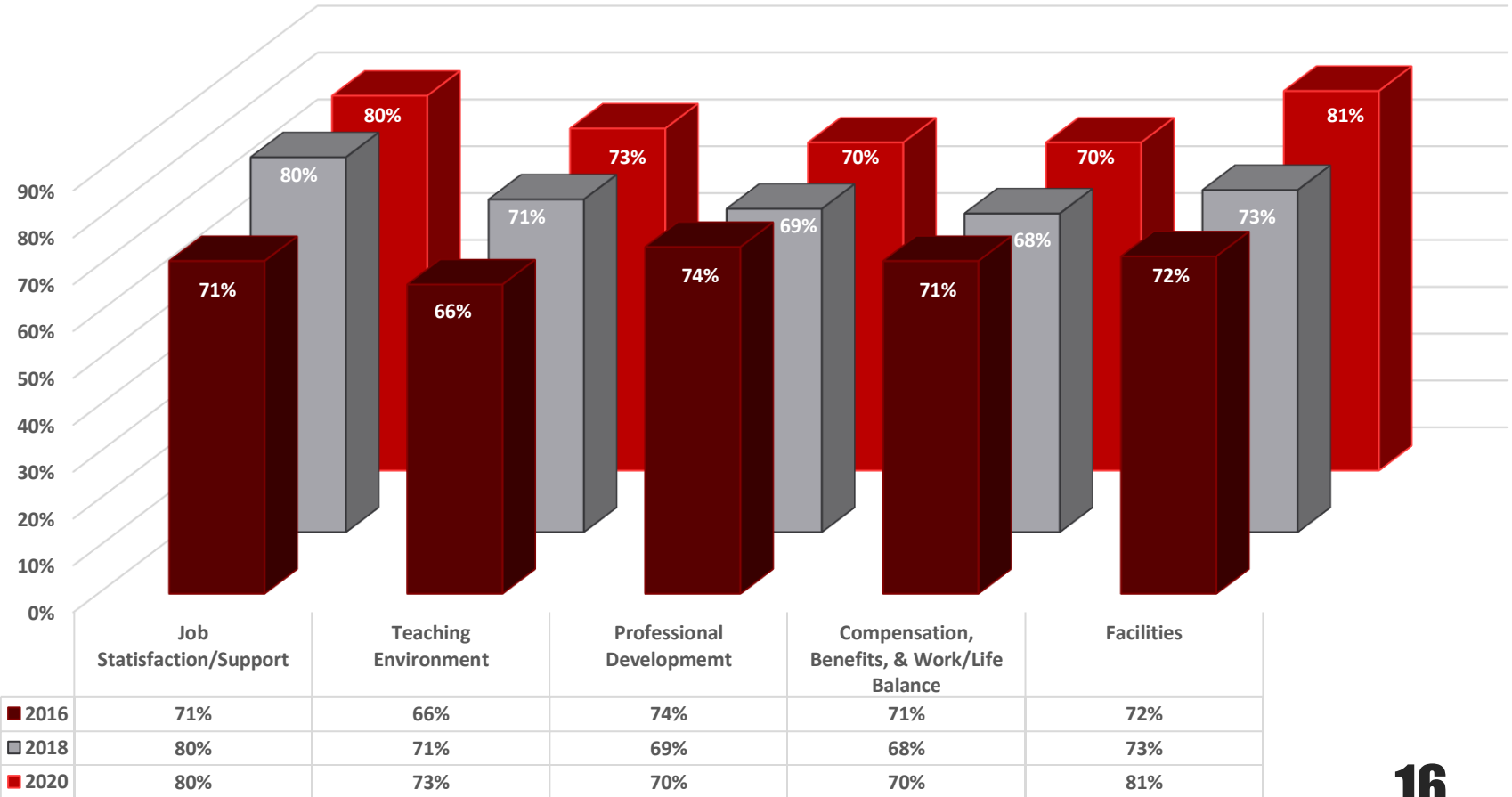
# Where do We Need to Improve?

Poor (0% - 44%)

	OVERALL	A&P Faculty	FT Teaching Faculty	Adjuncts	Exempt Staff	Non-Exempt Staff
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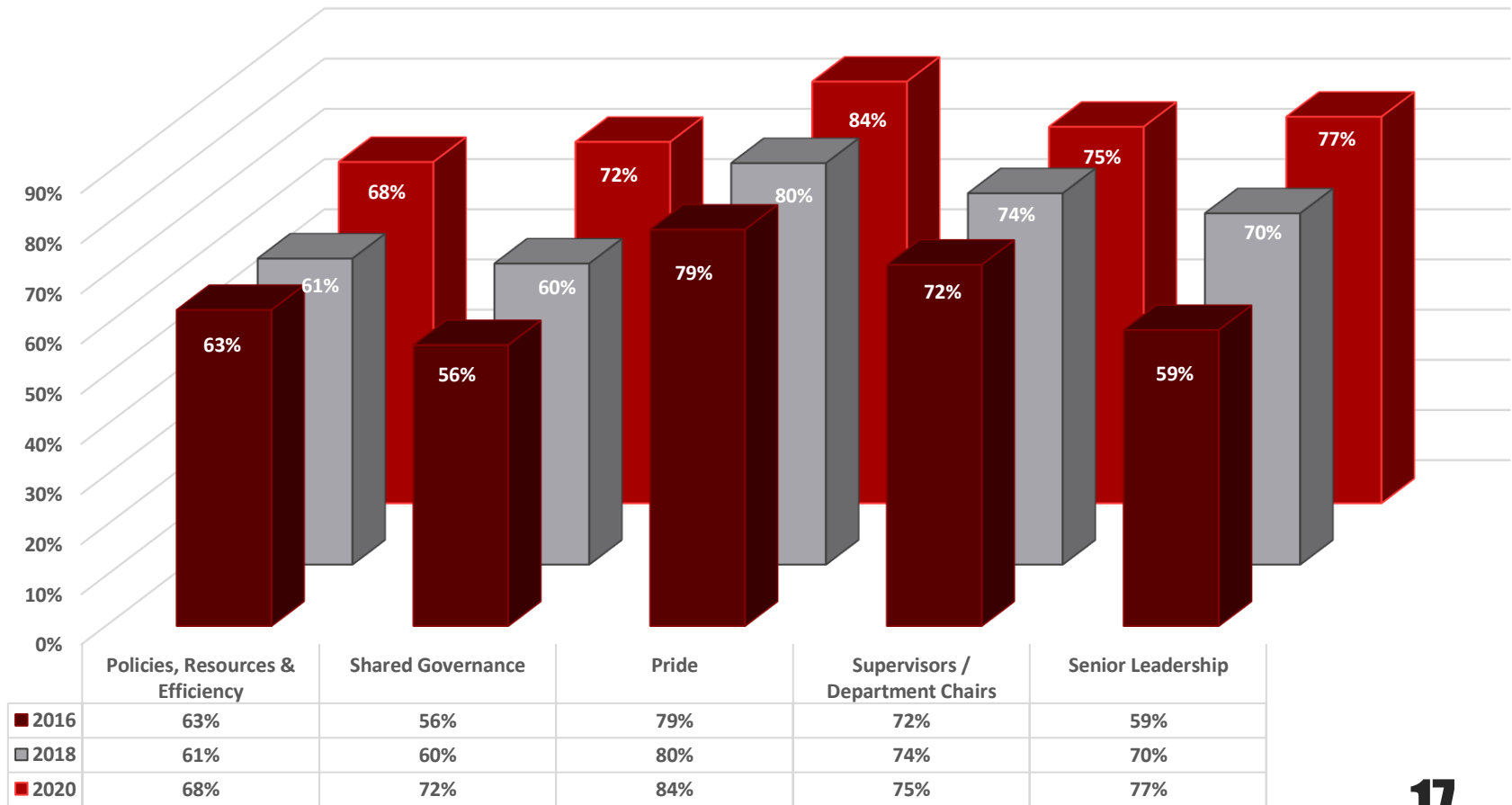
**No Dimensions Received a Poor Rating**

# 2016, 2018, & 2020 Compare

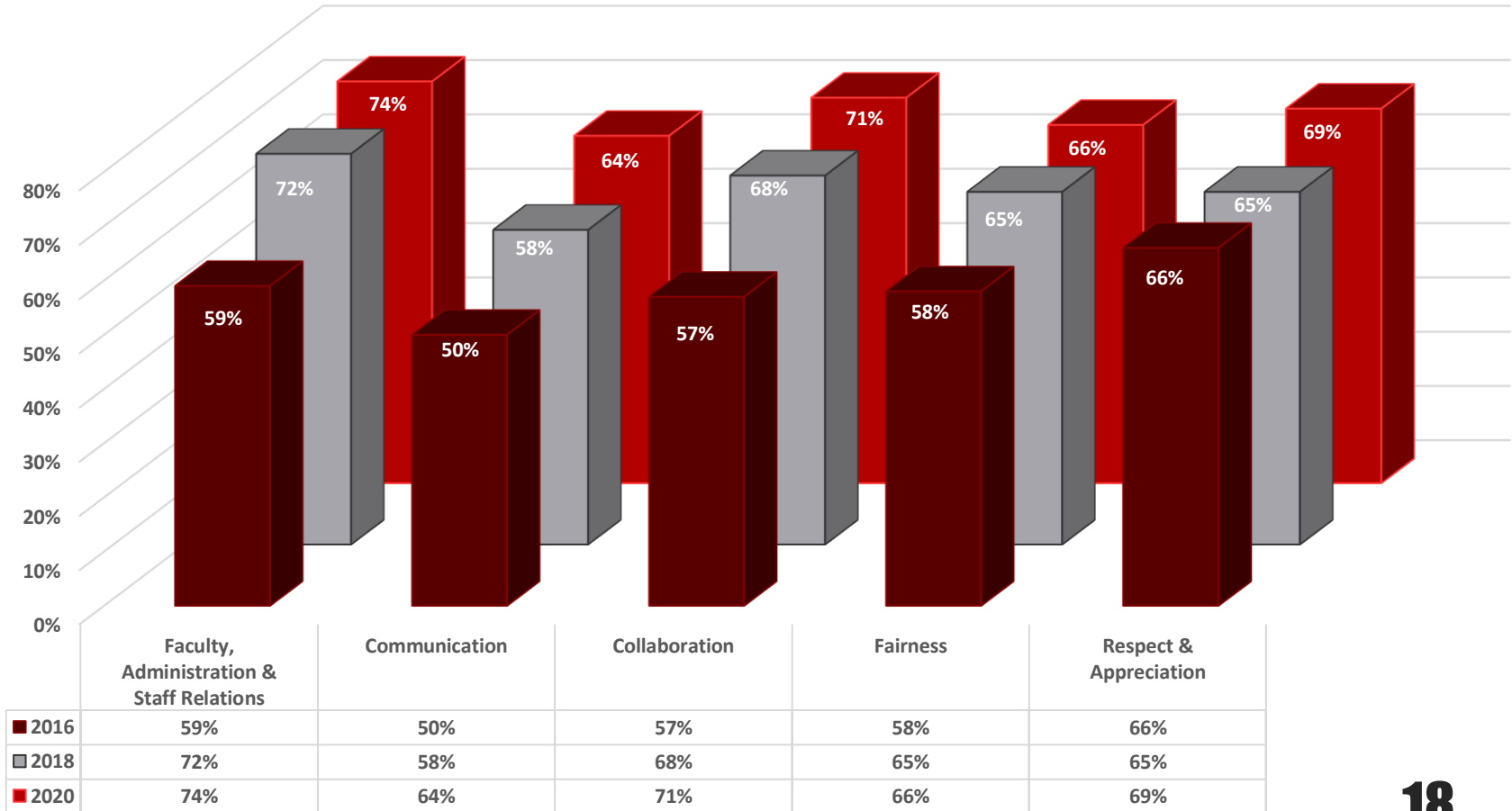




# 2016, 2018, & 2020 Compare

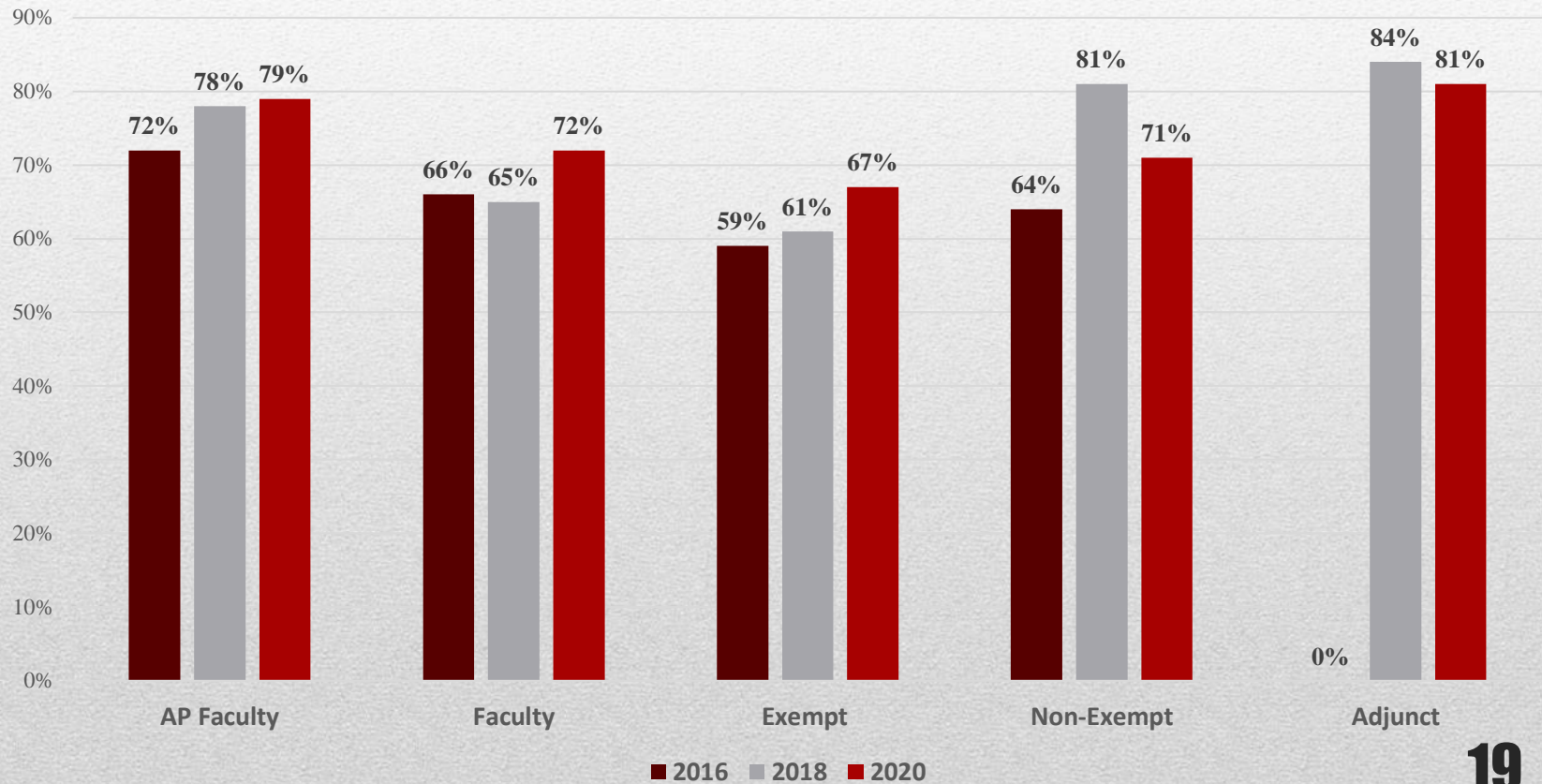


# 2016, 2018, & 2020 Compare



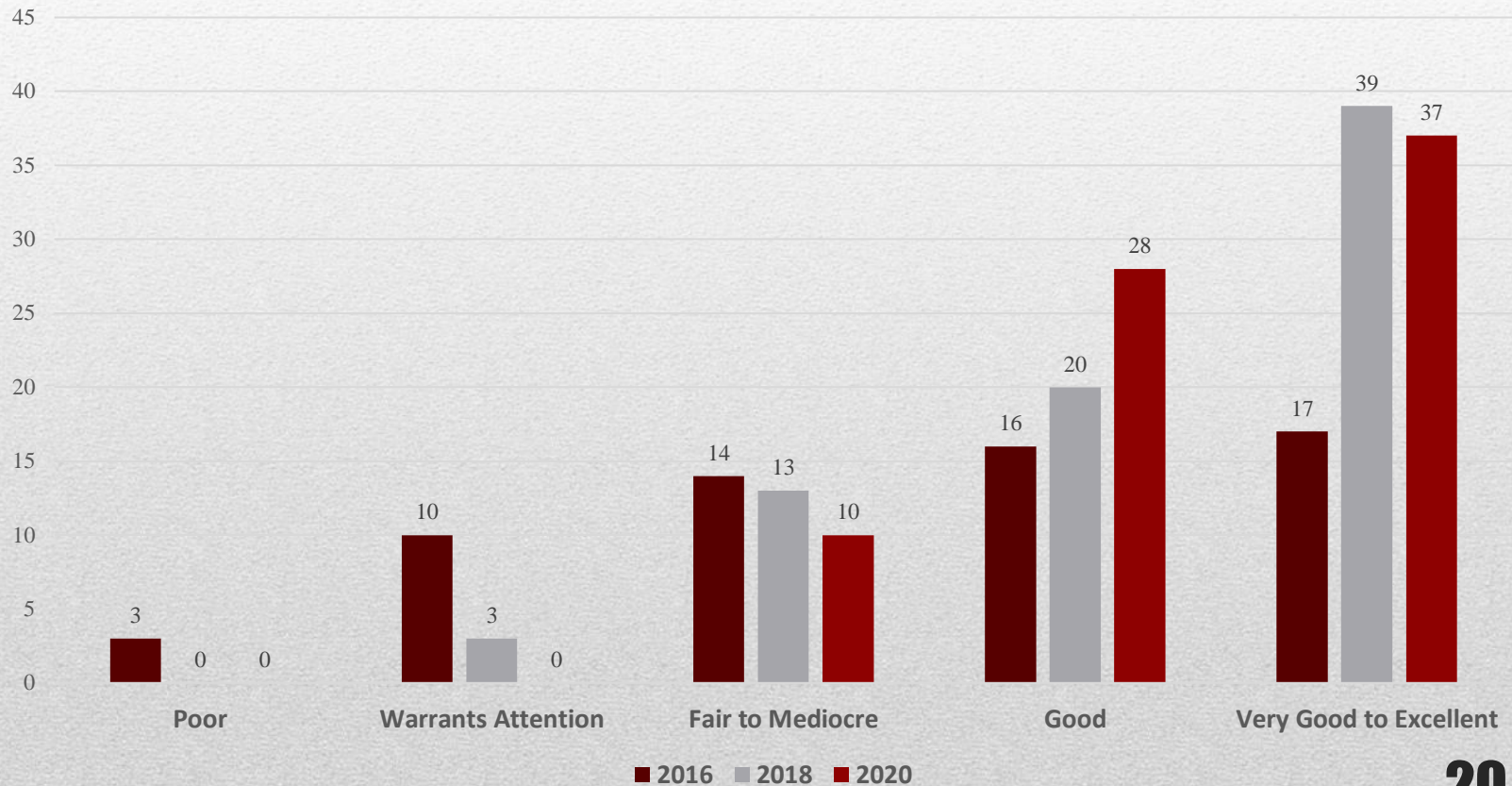
# 2016 to 2018 to 2020 Compare

Ratings by Employee Group



# 2016 to 2018 to 2020 Compare

Ratings by Category



Comment Category Theme	Count of Theme
Colleagues	100
Other	52
Flexibility/Freedom	22
Benefits/Salary	9
Commute/Location	8
Care/Concern	7
Diversity/Inclusion	7
Mission	7
Culture	6

**What do you appreciate most about working at this institution?**

Comment Category Theme	Count of Theme
Other	65
Pay/Benefits (better)	48
Communication (better)	26
Acknowledgment of hard work	18
Facilities/Supplies (better)	18
Pressure/Initiatives (less)	15
Autonomy/Flexibility (more)	15
Equity between departments/staff	15
Promotion process (reform)	14
Supervisors/Leadership (better)	12
Opportunities (more)	11
Shared governance/Transparency	9
Staff (better/more)	8
Diversity/Inclusion	8
Meetings (fewer)	6
Work/Life balance	5
HR Department	4

**What would make this institution a better place to work? 22**