

The Chronicle Great Colleges to Work For 2018

ModernThink

2018 Norco College Great Colleges to Work For Survey

Norco College

College/School Spreadsheet - Full Data Set

	Overall		Benchmarks		College/School				
	Positive Response	Negative Response	2017 Honor Roll > 10,000	2017 Carnegie Assoc	Arts & Humanities	Business & Management	Science, Technology, Engineering & Math (STEM)	Social & Behavioral Studies	Does not apply
Total number of survey respondents (151)									
Job Satisfaction/Support									
1 My job makes good use of my skills and abilities.	80	5	88	84	93	86	81	100	73
2 I am given the responsibility and freedom to do my job.	91	2	89	84	100	100	89	100	82
4 I am provided the resources I need to be effective in my job.	64	10	75	68	73	57	63	83	61
Job Satisfaction/Support - Average	78	6	84	79	89	81	78	94	72
Teaching Environment									
33 There is a good balance of teaching, service and research at this institution.	54	19	79	64	66	67	42	58	60
40 Teaching is appropriately recognized in the evaluation and promotion process.	72	9	85	72	81	50	63	75	81
51 There is appropriate recognition of innovative and high quality teaching.	56	19	83	67	66	80	42	45	66
Teaching Environment - Average	61	16	82	68	71	66	49	59	69
Professional Development									
6 I am given the opportunity to develop my skills at this institution.	68	9	85	76	83	57	85	92	53
10 I understand the necessary requirements to advance my career.	76	9	82	73	89	86	77	92	66
Professional Development - Average	72	9	84	75	86	72	81	92	60
Compensation, Benefits & Work/Life Balance									
11 I am paid fairly for my work.	76	11	70	56	80	71	81	92	73
34 This institution's benefits meet my needs.	87	2	82	80	93	86	92	91	90
47 My supervisor/dean supports my efforts to balance my work and personal life.	79	6	86	85	82	71	77	82	79
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	76	8	83	79	79	71	81	75	71
Compensation, Benefits & Work/Life Balance - Average	80	7	80	75	84	75	83	85	78
Facilities									
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	65	14	88	84	77	43	78	77	52
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	52	17	74	71	50	83	42	69	59
Facilities - Average	59	16	81	78	64	63	60	73	56
Policies, Resources & Efficiency									
17 Our review process accurately measures my job performance.	67	12	72	60	89	71	69	69	59
28 My department has adequate faculty/staff to achieve our goals.	34	41	58	51	61	17	31	36	31
30 Our orientation program prepares new faculty, administration and staff to be effective.	48	23	71	54	75	17	48	55	31
49 This institution actively contributes to the community.	75	7	95	88	93	100	78	92	65
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	81	8	88	77	83	86	88	83	80
57 This institution is well run.	71	8	79	65	86	57	74	83	63
Policies, Resources & Efficiency - Average	63	17	77	66	81	58	65	70	55
Shared Governance									
38 The role of faculty in shared governance is clearly stated and publicized.	78	7	82	66	86	43	77	92	78
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	81	5	83	72	86	86	88	92	79
42 Faculty, administration and staff are meaningfully involved in institutional planning.	70	9	78	62	86	100	76	75	59
Shared Governance - Average	76	7	81	67	86	76	80	86	72
Pride									
5 I understand how my job contributes to this institution's mission.	93	4	94	92	93	100	96	92	88
25 Overall, my department is a good place to work.	87	1	88	85	97	86	93	92	78
36 I am proud to be part of this institution.	87	4	91	85	93	86	93	92	82
59 This institution's culture is special - something you don't find just anywhere.	74	5	86	69	93	71	73	92	61
60 All things considered, this is a great place to work.	84	2	88	79	93	100	85	92	76
Pride - Average	85	3	89	82	94	89	88	92	77
Supervisors/Deans									
3 My supervisor/dean makes his/her expectations clear.	87	2	83	77	93	86	96	100	77
7 I receive feedback from my supervisor/dean that helps me.	79	4	80	73	90	71	78	100	71
12 I believe what I am told by my supervisor/dean.	78	5	80	77	93	57	81	85	73
15 My supervisor/dean regularly models this institution's values.	84	5	84	80	93	71	81	85	84
19 My supervisor/dean is consistent and fair.	82	5	82	77	93	71	93	92	65
20 My supervisor/dean actively solicits my suggestions and ideas.	70	11	80	75	89	43	65	83	71
24 I have a good relationship with my supervisor/dean.	92	1	90	86	97	86	93	100	86
Supervisors/Deans - Average	82	5	83	78	93	69	84	92	75
Senior Leadership									
27 Senior leadership provides a clear direction for this institution's future.	69	14	76	63	90	57	78	92	50
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	78	5	81	71	86	86	81	92	73
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	75	9	78	65	83	71	78	100	69
41 Senior leadership communicates openly about important matters.	65	11	73	60	80	71	78	83	50
48 Senior leadership regularly models this institution's values.	76	8	82	72	87	83	81	92	67
56 I believe what I am told by senior leadership.	70	7	74	66	86	71	78	85	57
Senior Leadership - Average	72	9	77	66	85	73	79	91	61
Faculty, Administration & Staff Relations									
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	73	10	84	72	87	100	81	92	57
55 There is regular and open communication among faculty, administration and staff.	64	15	77	60	83	71	69	92	47
Faculty, Administration & Staff Relations - Average	69	13	81	66	85	86	75	92	52
Communication									
8 When I offer a new idea, I believe it will be fully considered.	72	15	77	67	93	71	70	92	59
21 In my department, we communicate openly about issues that impact each other's work.	71	6	78	73	83	57	69	91	65
22 Changes that affect me are discussed prior to being implemented.	51	20	65	52	73	43	46	83	39
43 At this institution, we discuss and debate issues respectfully to get better results.	67	11	78	59	87	71	80	75	54
Communication - Average	65	13	75	63	84	61	66	85	54

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Total number of survey respondents (151)						30	7	27	13	49
Collaboration										
13	We have opportunities to contribute to important decisions in my department.	66	12	81	72	79	57	74	85	57
23	People in my department work well together.	80	4	82	78	83	57	85	92	78
26	I can count on people to cooperate across departments.	65	10	74	63	79	71	58	82	65
58	There's a sense that we're all on the same team at this institution.	67	13	74	59	87	86	78	69	45
Collaboration - Average		70	10	78	68	82	68	74	82	61
Fairness										
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	66	17	77	66	69	71	74	83	67
16	Promotions in my department are based on a person's ability.	54	24	68	58	85	29	41	86	42
18	Issues of low performance are addressed in my department.	60	15	68	56	74	71	58	56	57
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	68	13	79	66	86	86	69	67	60
54	This institution has clear and effective procedures for dealing with discrimination.	73	7	90	83	89	83	74	91	67
Fairness - Average		64	15	76	66	81	68	63	77	59
Respect & Appreciation										
9	I am regularly recognized for my contributions.	61	16	72	59	77	57	67	46	56
35	Our recognition and awards programs are meaningful to me.	47	22	68	52	54	0	55	55	46
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	83	5	92	86	97	100	88	75	73
52	We celebrate significant milestones and important accomplishments at this institution.	71	6	88	74	83	71	69	83	61
Respect & Appreciation - Average		66	12	80	68	78	57	70	65	59
Norco College Custom Statements										
61	I feel invited to participate in shared governance.	77	8	-	-	86	67	88	85	71
62	I feel respected and valued.	75	8	-	-	90	86	78	85	63
63	I have not experienced unfair treatment because of my age, gender, ethnicity, sexual orientation, or other diversity related characteristics.	80	8	-	-	90	100	85	92	67
64	I actively participate in shared governance.	65	19	-	-	68	40	71	91	57
65	District senior leadership adequately meets the needs of Norco College.	45	22	-	-	59	33	46	45	39
66	The Board of Trustees adequately meets the needs of Norco College.	47	18	-	-	58	67	35	70	39
67	District Business and Financial Services adequately meets the needs of Norco College.	42	28	-	-	43	50	39	70	41
68	District Human Resources and Employee Relations adequately meets the needs of Norco College.	47	28	-	-	68	43	48	60	38
69	District Educational Services adequately meets the needs of Norco College.	48	27	-	-	73	60	46	60	36
70	District Facilities Planning & Development adequately meets the needs of Norco College.	46	28	-	-	50	57	48	60	40
71	District Grants adequately meets the needs of Norco College.	50	20	-	-	67	20	59	60	44
72	District Information Technology adequately meets the needs of Norco College.	38	30	-	-	48	43	44	50	30
73	District Marketing and Outreach adequately meets the needs of Norco College.	42	27	-	-	56	50	45	50	34
74	Senior administration adheres to the Faculty Collective Bargaining Agreement (CBA)/contract.	82	4	-	-	84	50	84	92	79
Norco College Custom Statements - Average		56	20	*	*	67	55	58	69	48
Overall Survey Average 1 - 74		69	12	*	*	81	67	71	80	62
Overall Survey Average 1 - 60		72	10	80	71	84	70	74	83	65

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