

The Great Colleges to Work For 2021

ModernThink

2021 Norco College Great Colleges to Work For Survey

Norco College

Year - to - Year ScoreCard - Full Data Set

		2021 Overall		2019 Overall		2018 Overall	
		Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response
Total number of survey respondents		118	118	157	157	151	151
Collaboration							
13	We have opportunities to contribute to important decisions in my department.	80	11	70	15	66	12
23	People in my department work well together.	85	4	74	4	80	4
26	I can count on people to cooperate across departments.	71	5	67	10	65	10
42	There are sufficient opportunities to participate in institutional planning.	82	7	60	23	70	9
53	There's a sense that we're all on the same team at this institution.	69	10	55	26	67	13
Collaboration - Average		77	7	65	16	70	10
Communication							
8	When I offer a new idea, I believe it will be fully considered.	72	9	65	14	72	15
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	70	15	65	22	66	17
21	In my department, we communicate openly about issues that impact each other's work.	74	13	69	13	71	6
22	Changes that affect me are discussed prior to being implemented.	59	19	51	30	51	20
43	At this institution, we discuss and debate issues respectfully to get better results.	73	8	59	19	67	11
Communication - Average		70	13	62	20	65	14
Confidence in Senior Leadership							
27	Senior leadership provides a clear direction for this institution's future.	65	15	66	23	69	14
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	77	7	69	16	78	5
37	Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	70	13	61	20	75	9
41	Senior leadership communicates openly about important matters.	65	13	63	20	65	11
45	I believe what I am told by senior leadership.	75	9	61	23	70	7
52	This institution is well run.	72	7	60	17	71	8
Confidence in Senior Leadership - Average		71	11	63	20	71	9
Diversity, Inclusion & Belonging							
29	In my department, we welcome diversity in all of its forms.	90	5	-	-	-	-
38	This institution has clear and effective procedures for dealing with discrimination.	74	8	67	12	73	7
40	At this institution, diversity in all of its forms is valued.	87	5	-	-	-	-
46	We are making good progress towards becoming a more diverse and inclusive institution.	87	3	-	-	-	-
48	I feel a sense of belonging at this institution.	79	5	-	-	-	-
50	This institution places sufficient emphasis on having diverse faculty, administrators and staff.	82	7	69	11	81	8
Diversity, Inclusion & Belonging - Average		83	6	*	*	*	*
Faculty & Staff Well-being							
15	My supervisor/department chair shows genuine interest in my well-being.	83	7	-	-	-	-
33	This institution's policies and practices give me the flexibility to manage my work and personal life.	71	10	70	14	76	8
39	This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	75	5	-	-	-	-
44	At work, I know where to go for help with my mental or emotional well-being.	75	10	-	-	-	-
47	My supervisor/department chair supports my efforts to balance my work and personal life.	88	4	73	9	79	6
Faculty & Staff Well-being - Average		78	7	*	*	*	*
Job Satisfaction & Support							
1	My job makes good use of my skills and abilities.	86	3	81	6	80	5
2	I am given the responsibility and freedom to do my job.	91	3	82	6	91	2
4	I am provided the resources I need to be effective in my job.	75	10	64	13	64	10
11	I am paid fairly for my work.	80	8	76	12	76	11
24	The work I do is meaningful to me.	95	2	-	-	-	-
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	68	12	56	16	52	17
34	This institution's benefits meet my needs.	88	9	84	6	87	2
Job Satisfaction & Support - Average		83	7	*	*	*	*
Mission & Pride							
5	I understand how my job contributes to this institution's mission.	97	0	91	3	93	4
25	Overall, my department is a good place to work.	85	9	83	8	87	1
36	I am proud to be part of this institution.	88	3	81	7	87	4
49	This institution actively contributes to the community.	89	4	75	9	75	7
51	I would recommend working here to my family and/or friends.	86	4	-	-	-	-
54	This institution's culture is special - something you don't find just anywhere.	79	6	66	16	74	5
55	All things considered, this is a great place to work.	84	3	72	9	84	2
Mission & Pride - Average		87	4	*	*	*	*
Performance Management							
9	I am regularly recognized for my contributions.	67	12	60	19	61	16
16	Promotions in my department are based on a person's performance.	54	20	56	25	54	24
17	Our review process accurately measures my job performance.	72	13	63	17	67	12
18	Issues of low performance are addressed in my department.	66	15	57	17	60	15
35	Our recognition and awards programs are meaningful to me.	64	14	52	27	47	22
Performance Management - Average		65	15	58	21	58	18
Professional Development							
6	I am given the opportunity to develop my skills at this institution.	83	9	67	15	68	9
10	I understand the necessary requirements to advance my career.	78	9	70	14	76	9
28	I have access to the training I need to do my job well.	78	7	-	-	-	-
30	Our onboarding processes prepare new faculty and staff to be effective.	59	19	47	29	48	23
Professional Development - Average		75	11	*	*	*	*
Supervisor/Department Chair Effectiveness							
3	My supervisor/department chair makes their expectations clear.	82	7	76	10	87	2
7	I receive feedback from my supervisor/department chair that helps me.	77	9	72	14	79	4
12	I believe what I am told by my supervisor/department chair.	85	6	75	11	78	5

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19	My supervisor/department chair is consistent and fair.	83	5	79	11	82	5
20	My supervisor/department chair actively solicits my suggestions and ideas.	76	10	72	16	70	11
Supervisor/Department Chair Effectiveness - Average		81	7	75	12	79	5
Norco Custom Statements							
56	I feel invited to participate in shared governance.	75	10	65	25	77	8
57	I feel respected and valued.	78	8	67	18	75	8
58	I have not experienced unfair treatment because of my age, gender, ethnicity, sexual orientation, or other diversity related characteristics.	82	13	74	17	80	8
59	I actively participate in shared governance.	68	14	66	12	65	19
60	District senior leadership adequately meets the needs of Norco College.	50	25	42	22	45	22
61	The Board of Trustees adequately meets the needs of Norco College.	45	21	52	17	47	18
62	District Business and Financial Services adequately meets the needs of Norco College.	51	19	46	22	42	28
63	District Human Resources and Employee Relations adequately meets the needs of Norco College.	49	18	46	32	47	28
64	District Educational Services adequately meets the needs of Norco College.	65	8	53	14	48	27
65	District Facilities Planning & Development adequately meets the needs of Norco College.	55	13	46	22	46	28
66	District Grants adequately meets the needs of Norco College.	54	9	52	17	50	20
67	District Information Technology adequately meets the needs of Norco College.	64	10	46	24	38	30
68	District Marketing and Outreach adequately meets the needs of Norco College.	51	14	43	26	42	27
69	Senior administration adheres to the Faculty Collective Bargaining Agreement (CBA)/contract.	74	2	70	9	82	4
Norco Custom Statements - Average		62	13	55	20	56	20
Overall Survey Average 1 - 69		74	9	*	*	*	*
Overall Survey Average 1 - 55		78	8	*	*	*	*

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Unless specifically noted, the numbers represent the percentage of positive responses. To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.

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