

The Great Colleges to Work For 2019

ModernThink

ModernThink Higher Education Insight Survey 2019

Western Nebraska Community College

Job Category Benchmark Spreadsheet

		Overall		Benchmarks		Job Category			Job Category			Job Category			Job Category			Job Category		
		Positive Response	Negative Response	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Administration	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Faculty	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Adjunct Faculty	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Exempt Prof'l Staff	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Non-exempt Staff	2019 Honor Roll < 3,000	2019 Carnegie Assoc
Total number of survey respondents (116)						23			57			2			20			10		
Job Satisfaction/Support																				
1	My job makes good use of my skills and abilities.	81	5	92	85	96	93	88	75	92	88	*	100	89	85	96	83	80	95	79
2	I am given the responsibility and freedom to do my job.	76	10	92	84	96	95	89	65	92	84	*	100	91	80	90	84	90	93	84
4	I am provided the resources I need to be effective in my job.	62	17	85	69	61	93	76	60	83	70	*	100	79	65	83	69	70	91	74
Job Satisfaction/Support - Average		73	11	90	79	84	94	84	67	89	81	*	100	86	77	90	79	80	93	79
Teaching Environment																				
33	There is a good balance of teaching, service and research at this institution.	45	21	84	66	47	91	77	36	79	62	*	93	73	47	91	68	89	93	72
40	Teaching is appropriately recognized in the evaluation and promotion process.	54	24	83	71	82	89	86	42	77	67	*	100	72	55	90	73	100	89	75
51	There is appropriate recognition of innovative and high quality teaching.	56	15	84	68	55	89	80	54	77	62	*	93	70	53	91	73	70	98	79
Teaching Environment - Average		52	20	84	68	61	90	81	44	78	64	*	95	72	52	91	71	86	93	75
Professional Development																				
6	I am given the opportunity to develop my skills at this institution.	76	10	88	77	100	95	86	67	87	78	*	92	81	85	90	77	60	86	74
10	I understand the necessary requirements to advance my career.	70	15	85	74	83	93	80	64	87	79	*	82	76	63	76	69	70	85	68
Professional Development - Average		73	13	87	76	92	94	83	66	87	79	*	87	79	74	83	73	65	86	71
Compensation, Benefits & Work/Life Balance																				
11	I am paid fairly for my work.	61	14	69	54	70	74	68	61	71	53	*	71	54	55	65	52	60	67	44
34	This institution's benefits meet my needs.	86	4	92	80	91	100	91	77	88	78	*	89	66	95	96	83	100	98	80
47	My supervisor/department chair supports my efforts to balance my work and personal life.	81	9	95	87	87	93	91	74	94	85	*	100	89	85	98	89	100	93	88
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	67	13	92	80	78	93	87	56	88	77	*	100	88	70	98	81	100	98	83
Compensation, Benefits & Work/Life Balance - Average		74	10	87	75	82	90	84	67	85	73	*	90	74	76	89	76	90	89	74
Facilities																				
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	66	12	92	84	57	98	90	60	90	82	*	100	90	80	94	84	90	93	85
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	50	17	83	70	57	95	82	44	73	64	*	78	77	47	96	75	60	93	77
Facilities - Average		58	15	88	77	57	97	86	52	82	73	*	89	84	64	95	80	75	93	81
Policies, Resources & Efficiency																				
17	Our review process accurately measures my job performance.	58	20	81	63	83	90	70	48	74	64	*	100	75	63	88	60	50	88	61
28	My department has adequate faculty/staff to achieve our goals.	55	21	73	54	52	77	56	61	73	59	*	85	70	40	71	50	50	74	53
30	Our orientation program prepares new faculty, administration and staff to be effective.	28	32	71	56	36	86	58	17	68	58	*	86	74	32	64	53	50	69	56
49	This institution actively contributes to the community.	86	3	91	88	87	95	92	79	90	87	*	100	91	100	88	89	100	95	90
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	77	7	85	77	78	93	82	70	82	77	*	93	86	90	85	76	100	90	81
57	This institution is well run.	42	33	87	66	70	95	77	19	85	64	*	100	80	65	87	65	56	93	68
Policies, Resources & Efficiency - Average		58	19	81	67	68	89	73	49	79	68	*	94	79	65	81	66	68	85	68
Shared Governance																				
38	The role of faculty in shared governance is clearly stated and publicized.	44	35	84	66	79	92	80	20	80	61	*	92	71	64	80	69	75	90	72
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	46	35	85	72	72	87	88	30	81	65	*	93	75	60	93	77	100	89	77
42	Faculty, administration and staff are meaningfully involved in institutional planning.	43	35	83	61	70	93	76	25	81	58	*	100	72	65	83	60	40	79	61
Shared Governance - Average		44	35	84	66	74	91	81	25	81	61	*	95	73	63	85	69	72	86	70
Pride																				
5	I understand how my job contributes to this institution's mission.	78	5	96	92	91	98	96	70	95	92	*	100	94	80	94	93	90	100	92
25	Overall, my department is a good place to work.	84	2	94	86	96	95	91	74	92	86	*	100	90	95	98	85	90	98	85
36	I am proud to be part of this institution.	77	4	95	84	87	100	91	68	92	84	*	100	90	85	96	85	100	100	84
59	This institution's culture is special - something you don't find just anywhere.	48	24	88	68	70	95	77	33	84	67	*	93	75	60	92	67	60	93	68
60	All things considered, this is a great place to work.	65	11	93	79	83	100	88	47	88	78	*	100	86	80	98	79	90	100	81
Pride - Average		70	9	93	82	85	98	89	58	90	81	*	99	87	80	96	82	86	98	82
Supervisors/Department Chairs																				

The Great Colleges to Work For 2019

ModernThink

ModernThink Higher Education Insight Survey 2019

Western Nebraska Community College

Job Category Benchmark Spreadsheet

		Overall		Benchmarks		Job Category			Job Category			Job Category			Job Category			Job Category		
		Positive Response	Negative Response	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Administration	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Faculty	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Adjunct Faculty	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Exempt Prof'l Staff	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Non-exempt Staff	2019 Honor Roll < 3,000	2019 Carnegie Assoc
Total number of survey respondents (116)						23			57			2			20			10		
3	My supervisor/department chair makes his/her expectations clear.	76	13	88	78	91	90	81	65	84	79	*	100	87	90	94	77	70	91	78
7	I receive feedback from my supervisor/department chair that helps me.	70	10	87	75	96	95	80	60	82	75	*	100	81	80	90	75	60	91	75
12	I believe what I am told by my supervisor/department chair.	69	12	88	77	87	98	84	54	85	75	*	100	88	80	87	78	90	86	76
15	My supervisor/department chair regularly models this institution's values.	73	10	92	80	96	95	86	56	90	80	*	100	88	89	90	80	90	95	79
19	My supervisor/department chair is consistent and fair.	70	13	87	77	83	93	81	60	84	78	*	100	87	90	90	77	60	86	73
20	My supervisor/department chair actively solicits my suggestions and ideas.	70	14	87	75	100	93	84	56	84	74	*	100	76	95	88	74	40	86	71
24	I have a good relationship with my supervisor/department chair.	83	4	94	87	100	95	91	74	92	86	*	100	91	95	100	87	80	93	84
Supervisors/Department Chairs - Average		73	11	89	78	93	94	84	61	86	78	*	100	85	88	91	78	70	90	77
Senior Leadership																				
27	Senior leadership provides a clear direction for this institution's future.	44	36	82	63	70	93	73	23	78	61	*	100	76	65	79	62	50	90	66
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	52	28	89	71	83	98	82	26	86	68	*	100	84	80	84	72	60	95	76
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	48	36	84	65	77	95	80	25	81	63	*	93	76	70	88	65	70	86	65
41	Senior leadership communicates openly about important matters.	35	42	77	59	64	86	72	18	75	56	*	100	76	55	71	59	30	86	61
48	Senior leadership regularly models this institution's values.	52	31	91	73	82	95	83	30	86	71	*	100	84	74	96	74	70	98	74
56	I believe what I am told by senior leadership.	50	33	82	66	86	93	79	23	77	62	*	100	78	70	83	67	70	93	69
Senior Leadership - Average		47	34	84	66	77	93	78	24	81	64	*	99	79	69	84	67	58	91	69
Faculty, Administration & Staff Relations																				
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	47	25	88	72	61	91	79	32	85	71	*	100	83	70	90	70	60	95	73
55	There is regular and open communication among faculty, administration and staff.	32	38	79	60	61	86	71	19	77	59	*	100	77	35	75	58	30	81	59
Faculty, Administration & Staff Relations - Average		40	32	84	66	61	89	75	26	81	65	*	100	80	53	83	64	45	88	66
Communication																				
8	When I offer a new idea, I believe it will be fully considered.	56	22	83	66	74	93	77	39	78	62	*	100	76	80	86	67	60	84	66
21	In my department, we communicate openly about issues that impact each other's work.	65	12	87	74	78	95	84	58	85	74	*	92	74	70	88	74	60	88	70
22	Changes that affect me are discussed prior to being implemented.	37	40	70	52	61	86	63	26	65	50	*	85	59	45	69	50	30	79	52
43	At this institution, we discuss and debate issues respectfully to get better results.	34	32	77	58	52	93	71	16	73	57	*	100	69	60	75	56	40	76	60
Communication - Average		48	27	79	63	66	92	74	35	75	61	*	94	70	64	80	62	48	82	62
Collaboration																				
13	We have opportunities to contribute to important decisions in my department.	55	20	86	72	83	98	84	37	80	70	*	100	71	70	90	72	70	88	68
23	People in my department work well together.	79	5	87	79	83	93	87	75	85	78	*	100	84	85	94	80	80	84	77
26	I can count on people to cooperate across departments.	47	17	79	64	52	86	70	45	78	66	*	100	79	50	71	59	30	84	61
58	There's a sense that we're all on the same team at this institution.	31	39	80	59	52	86	69	16	76	58	*	100	76	45	81	56	30	88	56
Collaboration - Average		53	20	83	69	68	91	78	43	80	68	*	100	78	63	84	67	53	86	66
Fairness																				
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	58	23	79	65	74	95	77	44	78	62	*	100	74	80	71	66	70	79	63
16	Promotions in my department are based on a person's ability.	52	26	74	59	68	83	70	38	68	58	*	92	62	71	77	57	60	79	53
18	Issues of low performance are addressed in my department.	50	23	78	58	78	88	70	39	71	56	*	92	70	53	88	57	50	80	59
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	53	32	85	66	87	98	81	30	80	64	*	100	76	70	87	66	70	88	66
54	This institution has clear and effective procedures for dealing with discrimination.	77	9	92	81	91	95	86	68	91	81	*	93	87	80	98	81	90	91	81
Fairness - Average		58	23	82	66	80	92	77	44	78	64	*	95	74	71	84	65	68	83	64
Respect & Appreciation																				
9	I am regularly recognized for my contributions.	51	21	78	59	57	91	70	46	73	58	*	100	61	55	76	59	60	81	60
35	Our recognition and awards programs are meaningful to me.	44	24	76	54	57	88	65	39	73	54	*	100	59	35	76	52	70	78	56
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	82	4	93	85	87	88	88	77	92	86	*	100	91	85	100	84	100	93	82
52	We celebrate significant milestones and important accomplishments at this institution.	58	11	92	75	61	95	81	49	88	74	*	100	79	70	96	76	80	95	78
Respect & Appreciation - Average		59	15	85	68	66	91	76	53	82	68	*	100	73	61	87	68	78	87	69

The Great Colleges to Work For 2019

ModernThink

ModernThink Higher Education Insight Survey 2019

Western Nebraska Community College

Job Category Benchmark Spreadsheet

	Overall		Benchmarks		Job Category			Job Category			Job Category			Job Category					
	Positive Response	Negative Response	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Administration	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Faculty	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Adjunct Faculty	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Exempt Prof'l Staff	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Non-exempt Staff	2019 Honor Roll < 3,000	2019 Carnegie Assoc
Total number of survey respondents (116)					23			57			2			20			10		
Overall Survey Average 1 - 60	59	19	85	71	76	92	80	48	82	70	*	96	78	70	87	71	70	89	71

© 2019 ModernThink LLC. All rights reserved.

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.