

ACCREDITATION EVIDENCE

Title: Great Colleges to Work For results

Evidence Type: Clear

Date: 2020

WAN: 22-0508

Classification: Data

PII: No Redacted: No



The Great Colleges to Work For 2020

ModernThink	202 Ove		20 Ove		Bench	nmarks	20	020	201	8	2020	20	18	2020)	2018	20:	20	20	18	202	0	2018	8	2020
2020 Western Wyoming Community College Great Colleges to Work For Survey Western Wyoming Community College Year - to - Year Job Category ScoreCard - Full Data Set	Positive Response	Negative Response	Positive Response	Negative Response	2019 Honor Roll < 3,000	2019 Carnegie Assoc	+ Administration	· Administration	+ Administration	· Administration	+ Faculty · Faculty	+ Faculty	· Faculty	III.	· Adjunct Faculty	+ Adjunct Faculty - Adjunct Faculty	+ Exempt Professional Staff	· Exempt Professional Staff	+ Exempt Professional Staff	· Exempt Professional Staff	+ Non-exempt Staff	exe	-exempt	Non-exempt Staff	+ Decline to answer
Total number of survey respondents	207	207	176	176			18	18	20	20	59 59	49	49	27	27	22 22	29	29	26	26	31	31	33	33	32 32
Job Satisfaction/Support																									
	85	2	81	2	92	85	94	0	60		86 0	90	2	89	4	71 10	86	0	85	0		_		3	72 9
² I am given the responsibility and freedom to do my job.	83	3	75	6	92	84	83	0	70	_	86 2	69	8	81	_	62 10	90	3	88	4	84			3	72 9
4 I am provided the resources I need to be effective in my job.	72	8	64	12	85	69	78	6	50		71 3	71	6		_	43 33	59	14	77	8	87			12	56 9
Job Satisfaction/Support - Average	80	4	73	7	90	79	85	2	60	3	81 2	77	5	83	9	59 18	78	6	83	4	84	3	74	6	67 9
Teaching Environment	GF.	0	E0.	10	0.4	66	100	0	E2	12	E4 40	40	22	GE.	10	20 40	F0	4	67	10	70	4	71	0	70 4
There is a good balance of teaching, service and research at this institution. Teaching is appropriately recognized in the evaluation and promotion process.	65 57	9 16	56 46	16 22	84 83	66 71	100 79	7	53 69		54 19 53 16	48 33	23 25		_	38 19 26 32	58 63	4 6	83	10 6	72 83				72 4 33 28
51 There is appropriate recognition of innovative and high quality teaching.	60	15	48	20	84	68	94	6			48 14	43	29		_	40 25	65	15	71	5	78	13		13	52 26
Teaching Environment - Average	61	13	50	19	84	68	91	4			52 16	41	26		_	35 25	62	8	74	7	78				52 19
Professional Development																									
⁶ I am given the opportunity to develop my skills at this institution.	82	6	66	14	88	77	83	6	50	15	88 0	73	10	69	19	43 38	97	0	69	12	87	6	64	9	66 13
10 I understand the necessary requirements to advance my career.	68	11	51	27	85	74	83	0			73 14	59	16		_	38 43	68	14	58	27	68	10		25	67 11
Professional Development - Average	75	9	59	21	87	76	83	3	45	27	81 7	66	13	62	17	41 41	83	7	64	20	78	8	56	17	67 12
Compensation, Benefits & Work/Life Balance																									
11 am paid fairly for my work.	53	21	39	32	69	54	72	17	35		47 17	33	31	46	38	24 57	55	21	65	27					53 25
34 This institution's benefits meet my needs.	87	4	75	8	92	80	100	0	85		90 3	73	6		_	53 27	90	0	88	8	87	_		6	90 3
47 My supervisor/department chair supports my efforts to balance my work and personal life.	87	5	84	7	95	87	100	0	80	_	92 3	85	6		_	72 17	72	7	92	4	87	_		9	87 3
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	79	6	63	12	92	80	89	6			80 5	55	10	81	_	47 21	76	10	77	12	81	_		_	71 3
Compensation, Benefits & Work/Life Balance - Average	77	9	65	15	87	75	90	6	66	11	77 7	62	13	65	20	49 31	73	10	81	13	78	6	65	13	75 9
Facilities	00	_	70	44	00	0.4	00	0	04	_	00 0	70	40	05	0	74 44	00	0	00	_	0.4	0	50	20	74 40
The institution takes reasonable steps to provide a safe and secure environment for the campus. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	86 70	9	73 70	11 8	92 83	84 70	83 89	0 6	84 68		88 2 51 17	73 61	10 8		_	74 11 69 13	83 82	7	92 73	12	94 76				74 10 75 7
Facilities - Average	78	6	72	10	88	77	86	3	76	_	70 10	67	9		_	72 12	83	4	83	6	85	_		_	75 9
Policies, Resources & Efficiency					- 00						70 10	0.		00	_		00		- 00		- 00		-	.0	.0 0
17 Our review process accurately measures my job performance.	49	19	39	31	81	63	59	12	29	29	43 19	36	25	48	24	30 45	57	29	46	31	60	10	39	35	38 24
28 My department has adequate faculty/staff to achieve our goals.	58	19	35	35	73	54	56	22		_	59 22	27	43		_	47 16	52	24	42	27	65				59 19
30 Our orientation program prepares new faculty, administration and staff to be effective.	49	21	40	30	71	56	39	11	38	31	51 16	44	22	70	13	37 47	39	39	42	25	52	19	32	36	46 31
49 This institution actively contributes to the community.	90	3	86	5	91	88	100	0	90	0	88 3	84	6	83		74 5	86	3	88	0	97	3		12	88 6
⁵⁰ This institution places sufficient emphasis on having diverse faculty, administration and staff.	69	8	60	14	85	77	89	0	74		68 8	53	18		_	56 11	57	14	65	9	80	_		16	64 11
57 This institution is well run.	57	11	38	34	87	66	83	6		_	53 12	33	39	73	_	45 20	59	7	46	27	68			27	26 23
Policies, Resources & Efficiency - Average	62	14	50	25	81	67	71	9	51	24	60 13	46	26	67	12	48 24	58	19	55	20	70	10	46	30	54 19
Shared Governance	50	45	48	04	0.4	00	70	44	50	04	50 16	25	24	67	24	47 20	50	40	62	40	C4	44		0	40 40
The role of faculty in shared governance is clearly stated and publicized. 39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	56 63	15 11	48	24 26	84 85	66 72	79 79	14 7		_	50 16 60 10	35 35	31 37		_	47 32 58 26	52 75	12 0	69	10	61 79				46 12 43 24
42 Faculty, administration and staff are meaningfully involved in institutional planning.	53			27	83	61	72	11	_						16				54	23					40 27
Shared Governance - Average			44		84	66	77	11	48		51 12	31	33			52 26	63	6	62	13	66				43 21
Pride																									
5 I understand how my job contributes to this institution's mission.	96	1	89	1	96	92	100	0	85	0	98 0	92	0	93	4	67 5	93	0	88	0	97	3	97	0	94 0
25 Overall, my department is a good place to work.	85	4	74	5	94	86	94	0	75	5	86 3	71	2	81	4	67 10	86	7	80	4	90				71 6
36 I am proud to be part of this institution.	85	2	71		95	84	94	0		_	86 3	61	10		_	65 10	90	0	92	0	94	_			75 3
se This institution's culture is special - something you don't find just anywhere.	53	13	38	30	88	68	67	6			50 17	35	40		_	40 30	52		52	16		_			42 16
60 All things considered, this is a great place to work.	79	6	57	14	93	79	94	0			81 3	49	22		_	55 20	76	7	73	4	87				63 6
Pride - Average	80	5	66	11	93	82	90	1	64	6	80 5	62	15	78	7	59 15	79	1	77	J	85	3	67	11	69 6

The Great Colleges to Work For 2020

	ModernThink	_)20 erall	20 Ove	18 erall	Bench	nmarks	20	20	20	18	2020	201	8	2020	201	18	2020	2018	;	2020	20 ⁻	18	2020	
	2020 Western Wyoming Community College Great Colleges to Work For Survey Western Wyoming Community College Year - to - Year Job Category ScoreCard - Full Data Set	Positive Response	Negative Response	Positive Response	Negative Response	2019 Honor Roll < 3,000	2019 Carnegie Assoc	Administration	Administration	Administration	ninistration	Faculty Faculty	Faculty	Faculty	Adjunct Faculty Adjunct Faculty	Adjunct Faculty	Adjunct Faculty	Exempt Professional Staff Exempt Professional Staff	Professional	empt Professional Staff	n-exempt Staff	n-exempt Staff	n-exempt Staff	line to answer	cline to answer
		Pog	Nec	Pos	Ne	201	201 Ass	+ Adı	- Adi	+ Adı	- Adm	- Fac	+ Fac	- Fac	+ Adj	+ Adj	- Adj	+ Exe	+ Exe	- Ex	NoN -	+ Non	<u>ō</u> -	+ Dec	- Dec
	Total number of survey respondents	207	207	176	176			18	18	20	20	59 59	49	49	27 27	22	22	29 29	26	26	31 31	33	33	32 3	32
	Supervisors/Department Chairs																			10					- 10
3 7	My supervisor/department chair makes his/her expectations clear. receive feedback from my supervisor/department chair that helps me.	67 68	9	69 62	9 13	88 87	78 75	78 83	6	65 60	15 25	70 9 70 4	78 67	6 10	67 7 63 15	38 35	19 30	59 10 52 24		12 8	74 10 87 6	70 64	3		16 19
12	believe what I am told by my supervisor/department chair.	71	7	69	10	88	77	78	0	65	10	73 3	78	6	78 0	62	19	69 14		_	74 6	73	6		16
15	My supervisor/department chair regularly models this institution's values.	74	9	74	8	92	80	89	0	75	20	81 7	80	6	74 4	68	11	66 17			77 6	70	3		16
	My supervisor/department chair is consistent and fair.	72	9	67	11	87	77	78	0	60	20	81 9	80	6	81 7	55	10	66 14			77 3	61	12		19
	My supervisor/department chair actively solicits my suggestions and ideas. I have a good relationship with my supervisor/department chair.	70 85	9	65 82	16 5	87 94	75 87	89 94	0	60 70	25 5	79 5 86 5	71 88	12 2	54 17 89 0	40 76	30 14	66 7 83 7		_	71 6 94 3	72 79	9		22 10
24	nave a good relationiship with my supervisor/department chair. Supervisors/Department Chairs - Average	72	8	70	10	89	78	84	1	65	17	77 6	77	7	72 7	53	19	66 13		_	79 6	79	6		17
П	Senior Leadership																								
	Senior leadership provides a clear direction for this institution's future.	47	13	35	40	82	63	72	0	40	40	37 19		50	65 12	30	25	38 10		_	55 6	39	33		25
	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	60	11	45	28	89	71	89	6	50	20	54 14	26	38	68 4	50	20	45 7		_	71 6	48	24		26
	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	63 53	9	39	35	84	65 59	83	0	45 35	35	66 10	31 22	41	68 12 70 7	39	44	55 0			68 6	36	30		16
	Senior leadership communicates openly about important matters. Senior leadership regularly models this institution's values.	65	10 8	30 44	33 25	77 91	73	78 83	0	50	35 20	44 17 68 5		39 35	70 7 79 13	40 45	30 10	62 3 52 7		23 24	58 3 77 6	24 55	24 15		22 16
	believe what I am told by senior leadership.	57	10	37	34	82	66	78	0	45	40	54 8	20	41	65 4	55	20	62 10			61 10	39	36		22
	Senior Leadership - Average	58	10	38	33	84	66	81	1	44	32	54 12	26	41	69 9	43	25	52 6	52	20	65 6	40	27	40 2	21
	Faculty, Administration & Staff Relations																								
	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	69	7	49	17	88	72	89	0	50	20	69 7		20	69 8	63	21	52 17		_	77 0	50	9		9
55	There is regular and open communication among faculty, administration and staff.	51	14	33 41	31 24	79 84	60	72 81	6	35 43	30 25	56 10	24 33	33 27	50 13 60 11	45 54	40	48 21 50 19		_	53 7 65 4	24 37	33 21		25 17
	Faculty, Administration & Staff Relations - Average	60	11	41	24	84	66	81	3	43	25	63 9	33	21	60 11	54	31	50 19	50	14	00 4	31	21	40	17
	Communication When I offer a new idea, I believe it will be fully considered.	59	10	56	16	83	66	67	0	60	15	58 8	49	18	68 16	45	35	66 10	58	15	73 3	64	12	35	19
	In my department, we communicate openly about issues that impact each other's work.	72	10	61	16	87	74	78	0	80	10	81 5	67	14	64 16	50	30	72 10		_	74 10	36	21		16
22	Changes that affect me are discussed prior to being implemented.	47	19	33	35	70	52	67	6	35	25	46 14	31	33	50 27	20	45	52 28		28	45 16	30	27	35 2	23
43	At this institution, we discuss and debate issues respectfully to get better results.	49	14	31	27	77	58	67	0	35	25	47 14	18	35	63 8	47	16	39 11			53 7	19	22		30
	Collaboration - Average	57	13	45	24	79	63	70	2	53	19	58 10	41	25	61 17	41	32	57 15	55	18	61 9	37	21	40 2	22
-	Collaboration We have opportunities to contribute to important decisions in my department.	64	10	55	17	86	72	89	0	45	25	73 5	55	14	52 16	52	33	72 14	65	15	67 10	58	0	38 1	19
23	People in my department work well together.	75	3	70	7	87	79	78	0	75	0	81 3	76	4	69 0	74	16	76 3		_	74 6	58	9	63	6
26	can count on people to cooperate across departments.	59	10	46	17	79	64	83	0	50	20	64 10	45	12	70 13	50	22	41 7		_	67 3	42	15		19
58	There's a sense that we're all on the same team at this institution.	51	18	26	42	80	59	72	0	35	45	53 19	14	41	60 20	45	40	41 24	-	_	58 10	24	42		31
	Collaboration - Average	62	10	49	21	83	69	81	0	51	23	68 9	48	18	63 12	55	28	58 12	55	16	67 7	46	19	43 1	19
	Fairness			- 15											20 10	=0					10 10	100	0.1		
14	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.	57 53	17 23	45 33	31 42	79 74	65 50	94 56	0	30 38	45 31	63 8 49 17	44 23	35 48	62 19 44 25	52 18	38 55	55 21 58 32		23 38	48 13 70 22	45 38	21 50	31 3 35 3	38
18	Issues of low performance are addressed in my department.	53	15	44	31	78	58	67	11	60	20	58 14		33	33 24	41	41	70 11			50 11	45	36		25
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	56	11	43	29	85	66	72	0	60	15	57 12			71 13	40	20	48 10		_	58 10	45	27		13
54	This institution has clear and effective procedures for dealing with discrimination.	74		69	15	92	81	94	0	83		76 5		16	77 0	67	17	68 18			73 10	72	24		20
Н	Fairness - Average	59	15	47	30	82	66	77	3	54	22	61 11	40	34	57 16	44	34	60 18	52	25	60 13	49	32	41 2	27
0	Respect & Appreciation	49	17	42	20	70	59	67	6	35	25	48 12	43	23	44 28	24	43	50 14	50 '	23	50 7	56	25	35	39
35	am regularly recognized for my contributions. Our recognition and awards programs are meaningful to me.	35	37	29	28 43	78 76	59	61	22	30	35 35	48 12 25 39		44	44 28 47 32	25	43 63	59 14 45 38		23 36	29 29	56 33	25 33		50
	At this institution, people are supportive of their colleagues regardless of their heritage or background.	84	6	73	7	93	85	94	0	65	15	83 5	78	6	88 8	67	11	83 7			83 7	63	6		10
52	We celebrate significant milestones and important accomplishments at this institution.	65		55	15	92	75	78	6	55	20	67 9	47	19	67 13	52	14	59 7		_	74 6	63	6		13
	Respect & Appreciation - Average	58	17	50	23	85	68	75	9	46	26	56 16	47	23	62 20	42	33	62 17	60	19	59 12	54	18	47 2	28
64	Western Wyoming Community College Custom Statements	00						00	0			50 0			00 40		_	50 0		_	74 0				40
62	This institution's Senior Leadership team is genuinely interested in improving the work environment for its employees. We learn from our mistakes at this institution rather than focus on punishment.	63 57	6 12	-	-			83 83	11	-	-	58 3 50 17		-	68 12 65 13	-	-	59 3 66 7	-	-	71 6 57 7	-	-		13 13
63	There is sufficient opportunity to participate in college governance.	70	7	-	-		-	78	0	-	-	67 9	-	-	61 17	-	-	79 3	-	-	83 3	-	-		10
64	Decisions within the institution are applied with appropriate transparency.	47	14	-	-	-	-	72	0	-	-	44 15	-	-	52 16	-	-	52 17	-	-	48 6	-	-	29 2	26
	Administrative appointments at this institution (division, department & college) are based on a person's skill sets, and relevant experience.	52	16	-	-	-	-	72	0	-	- 1	57 17	-	<u>. </u>	45 15	-	-	50 7	-	-	62 10	-	-		33
	All things considered, this is a better place to work than it was last year.	65 79	14 6	24	50		-	87 83	7	33	39	64 13 82 7	15	63	64 18 71 13	28	33	72 10 85 0	32 :	32	70 10 83 3	32	46		23 11
	feel intentionally supported by colleagues on campus with respect to my identities around race, class, gender, sexuality, age, religion and/or ability feel respected and valued at this institution.	60	_	Ė	-			61	0		-	69 3		-	71 13 60 24	\vdash		62 14	-	-	58 6	-			25
	t is clear how decisions are made within the institution.	41	_	-	-	-	-	61	0	-	-	34 22	-	-	38 17	- 1	-	45 17	-	-	48 10	-	-		19
	trust Senior Leadership enough to follow them, even when I disagree with their decisions.	59	_	-	-	-		72	0	-	-	53 15	-	-	67 13	-	-	59 10	-	_	68 13	-	-		26
Ш	Western Wyoming Community College Custom Statements - Average	59	12	24	50	*	*	75	2	33	39	58 12	15	63	59 16	28	33	63 9	32 ;	32	65 7	32	46	44 2	20
\vdash	Overall Surrey Average 4 70	GF.	11	*	*	*	*	80	3	*	*	65 10	*	*	66 13	*	*	64 11	*	*	71 7	*	*	52 1	18
\dashv	Overall Survey Average 1 - 70	00	-11					00	J			03 10			00 13			U4 II			71 7			32	10
	Overall Survey Average 1 - 60	66	11	54	20	85	71	81	4	55	19	66 10	51	22	67 12	49	26	64 12	64	14	71 7	54	18	53 1	18
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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.