



ACCREDITATION EVIDENCE

Title: *Great Colleges to Work For* results

Evidence Type: Clear

Date: 2020

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Classification: Data

PII: No

Redacted: No



The Great Colleges to Work For 2020

ModernThink
2020 Western Wyoming Community College
Great Colleges to Work For Survey
Western Wyoming Community College
Year - to - Year Job Category ScoreCard - Full Data Set

	2020 Overall		2018 Overall		Benchmarks		2020		2018		2020		2018		2020		2018		2020		2018		2020		2018		2020		2018		2020		2018	
	Positive Response	Negative Response	Positive Response	Negative Response	2019 Honor Roll < 3,000	2019 Carnegie Assoc	+ Administration	- Administration	+ Administration	- Administration	+ Faculty	- Faculty	+ Adjunct Faculty	- Adjunct Faculty	+ Adjunct Faculty	- Adjunct Faculty	+ Exempt Professional Staff	- Exempt Professional Staff	+ Exempt Professional Staff	- Exempt Professional Staff	+ Non-exempt Staff	- Non-exempt Staff	+ Non-exempt Staff	- Non-exempt Staff	+ Decline to answer	- Decline to answer	+ Decline to answer	- Decline to answer	+ Decline to answer	- Decline to answer	+ Decline to answer	- 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																																		
1 I am given the responsibility and freedom to do my job.	85	2	81	2	92	85	94	0	60	0	86	0	90	2	89	4	71	10	86	0	85	0	81	3	85	3	72	9						
2 I am provided the resources I need to be effective in my job.	83	3	75	6	92	84	83	0	70	5	86	2	69	8	81	7	62	10	90	3	88	4	84	0	73	3	72	9						
Job Satisfaction/Support - Average																																		
4 I am provided the resources I need to be effective in my job.	72	8	64	12	85	69	78	6	50	5	71	3	71	6	78	15	43	33	59	14	77	8	87	6	64	12	56	9						
Teaching Environment																																		
33 There is a good balance of teaching, service and research at this institution.	65	9	56	16	84	66	100	0	53	13	54	19	48	23	65	10	38	19	58	4	67	10	72	4	71	8	72	4						
40 Teaching is appropriately recognized in the evaluation and promotion process.	57	16	46	22	83	71	79	7	69	15	53	16	33	25	59	27	26	32	63	6	83	6	83	0	43	29	33	28						
51 There is appropriate recognition of innovative and high quality teaching.	60	15	48	20	84	68	94	6	47	20	48	14	43	29	52	13	40	25	65	15	71	5	78	13	43	13	52	26						
Teaching Environment - Average																																		
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	39	39	73	14	59	16	55	14	38	43	68	10	58	27	68	10	47	25	67	11						
Professional Development - Average																																		
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	39	39	73	14	59	16	55	14	38	43	68	10	58	27	68	10	47	25	67	11						
Professional Development - Average																																		
Compensation, Benefits & Work/Life Balance																																		
11 I am paid fairly for my work.	53	21	39	32	69	54	72	17	35	30	47	17	33	31	46	38	24	57	55	21	65	27	58	13	36	27	53	25						
34 This institution's benefits meet my needs.	87	4	75	8	92	80	100	0	85	5	90	3	73	6	53	21	53	27	90	0	88	8	87	0	79	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	0	92	3	85	6	79	13	72	17	72	7	92	4	87	6	76	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	65	10	80	5	55	10	81	7	47	21	76	10	77	12	81	6	70	9	71	3						
Compensation, Benefits & Work/Life Balance - Average																																		
Facilities																																		
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	86	2	73	11	92	84	83	0	84	5	88	2	73	10	95	0	74	11	83	0	92	0	94	0	59	22	74	10						
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	70	9	70	8	83	70	89	6	68	5	51	17	61	8	83	0	69	13	82	7	73	12	76	8	69	4	75	7						
Facilities - Average																																		
Policies, Resources & Efficiency																																		
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	32	37	59	22	27	43	60	20	47	16	52	24	42	27	65	13	22	53	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	0	74	5	86	3	88	0	97	3	85	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	5	68	8	53	18	65	4	56	11	57	14	65	9	80	7	65	16	64	11						
57 This institution is well run.	57	11	38	34	87	66	83	6	40	40	53	12	33	39	73	8	45	20	59	7	46	27	68	10	33	27	26	23						
Policies, Resources & Efficiency - Average																																		
Shared Governance																																		
38 The role of faculty in shared governance is clearly stated and publicized.	56	15	48	24	84	66	79	14	53	24	50	16	35	31	67	21	47	32	52	12	62	10	61	11	55	9	46	12						
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	63	11	47	26	85	72	79	7	56	19	60	10	35	37	64	16	58	26	75	0	69	6	79	7	47	24	43	24						
42 Faculty, administration and staff are meaningfully involved in institutional planning.	53	12	37	27	83	61	72	11	35	20	43	10	22	31	68	16	50	20	62	7	54	23	57	7	40	27	40	27						
Shared Governance - Average																																		
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	3	76	6	71	6						
36 I am proud to be part of this institution.	85	2	71	6	95	84	94	0	75	0	86	3	61	10	74	4	65	10	90	0	92	0	94	0	73	9	75	3						
59 This institution's culture is special - something you don't find just anywhere.	53	13	38	30	88	68	67	6	30	20	50	17	35	40	63	13	40	30	52	21	52	16	57	3	30	30	42	16						
60 All things considered, this is a great place to work.	79	6	57	14	93	79	94	0	55	5	81	3	49	22	78	11	55	20	76	7	73	4	87	6	61	9	63	6						
Pride - Average																																		

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Table with 26 main columns representing different job categories and years (2020, 2018, 2020, 2018, 2020, 2018). Rows include sections like Supervisors/Department Chairs, Senior Leadership, Faculty, Administration & Staff Relations, Communication, Collaboration, Fairness, Respect & Appreciation, and Western Wyoming Community College Custom Statements. Each row contains score data for 2020 and 2018 across various sub-categories.

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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.