

2017 California Higher Education Collaborative Conference

THE CHRONICLE OF HIGHER EDUCATION'S

Great Colleges to Work For Program

Santiago Canyon College

October 24, 2017

9:45 AM to 10:45 AM

Emerald Bay A (A103)





Introductions

- ▶ **John C. Hernandez**

President, Santiago Canyon College

- ▶ **Miguel U. Luna**

Facilitator, President's Classified Advisory Group & Coordinator, Transfer Success Center, Santiago Canyon College

- ▶ **Mary Mettler**

Academic Senate Vice President & Learning Disability Specialist, Santiago Canyon College

- ▶ **Aaron Voelcker**

Dean of Institutional Effectiveness, Library, & Learning Support, Santiago Canyon College



Santiago Canyon College

College Profile

Fall 2016 Enrollment		Spring 2017 Enrollment	
Noncredit:	5,672	Noncredit:	6,036
Credit:	11,845	Credit:	10,846
Full-time:	2,839	Full-time:	2,402
Part-time:	9,006	Part-time:	8,444
Total	17,517	Total	16,882

2015-2016 FTES		2016-2017 FTES	
Noncredit:	2,439	Noncredit:	2,670
Credit:	7,826	Credit:	8,005
Total	10,265	Total	10,676

2016-2017 Student Ethnicity	
African-American	1.6%
Asian/Pacific/Filipino	6.8%
Latino	40.4%
Native American/Alaskan	0.1%
White	23.3%
Multi-Ethnicity	2.4%
Other/ Unreported	25.3%

Number of Employees

- 15** Administrators
- 120** Faculty Members
- 679** Adjunct Faculty Members
- 11** Exempt Professional Staff
- 137** Non-exempt Staff





What is the Great Colleges to Work For Survey?

- ▶ The Chronicle of Higher Education in partnership with ModernThink LLC
 - ▶ Largest and most comprehensive workplace study in higher education
 - ▶ Provides insights on quality of workplace experience and competitiveness of policies and benefits
 - ▶ Exposure
 - ▶ Recruitment
 - ▶ Identifies Strengths and Weaknesses
 - ▶ Benchmarking
 - ▶ Customization
 - ▶ Free to Participate for Non-profit Higher Education Institutions



Who can Participate?

- ▶ Non-profit Higher Education Institutions - Community Colleges and Universities
- ▶ Located in the United States
- ▶ Enrollment Exceeds 500 students
- ▶ Hosts classes predominantly available on campus

Cannot Participate → Online and For-Profit Schools



Great College to Work For Survey Components

► **ModernThink Higher Education Insight Survey**

Measures the extent to which employees are involved and engaged in the organization and ultimately, the quality of the workplace engagement.

- 60 Survey Statements measured using a 5-point Likert agreement scale
- 18 Benefit Satisfaction questions using a 5-point Likert satisfaction scale
- 2 Open-ended Questions
 - What do you appreciate most about working at this institution?
 - What would make this institution a better place to work?
- 15 Optional Demographic Questions



Great College to Work For Survey Components

► **ModernThink Institution Questionnaire (IQ)**

Audit of policies and management practices. captures important demographic data as well as details on a wide variety of topics:

- **Institution Leadership**
- **Human Resource Metrics**
- **Background**
- **Mission, Values, Ethics**
- **Compliance**
- **Compensation**
- **People Practices and Benefits**
- **Training and Development**
- **Diversity**
- **Retention**
- **Communication Practices**
- **Innovation and Continuous Improvement**
- **Community Service and Sustainability**
- **Differentiating Qualities**

Great College to Work For Survey Steps

- Register ([Early February](#))
- Gain Administrative Portal Access ([Middle of February](#))
- Generate survey distribution list of all Full-time Faculty, Administrators, and Exempt Professional Staff ([Early March](#))
- Generate a random sample of Adjunct Faculty and Non-Exempt Staff ([Early March](#))
- Submit Survey Verification Form – Ensures survey is administered per the rules of the program ([Early March](#))
- Connectivity Test ([Early March](#))
- Faculty/Staff Survey Period – four weeks starting in [mid-March](#)
- Survey Closure and IQ Submission ([Early April](#))
- Results distributed in [late July](#)

Great College to Work For Survey 2017 Participation Results

- ▶ Distributed to **110,000** employees
 - ▶ **45,000** responses
 - ▶ Response rate: **41%**
 - ▶ **232** Institutions
 - ▶ **155** Four-Year Institutions
 - ▶ **89** Private
 - ▶ **66** Public
 - ▶ **77** Two-Year Institutions
- 7,200** Administrators
 - 15,700** Faculty Members
 - 2,000** Adjunct Faculty Members
 - 13,000** Exempt Professional Staff
 - 7,000** Non-exempt Staff

Great College to Work For Recognition

Twelve Recognition Categories

- ▶ Collaborative Governance
- ▶ Professional/Career Development
- ▶ Teaching Environment (Faculty Only)
- ▶ Compensation & Benefits
- ▶ Facilities, Workspace & Security
- ▶ Job Satisfaction
- ▶ Work/Life Balance
- ▶ Confidence in Senior Leadership
- ▶ Supervisor/Department Chair Relationship
- ▶ Respect & Appreciation
- ▶ Tenure Clarity & Process (Faculty Only) (4-Year Colleges Only)
- ▶ Diversity



Great College to Work For Survey Constituent Perspectives

- Collaborative Governance
- Professional/Career Development
- Respect and Appreciation

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Great College to Work For Survey

Questions & Answers ?