

**Follow Up to October 27, 2023 Question
From Board Members Jim Orr and Megan Wallace**

Re: Great Colleges to Work For Survey Questions

Question:

Trustee Orr and Trustee Wallace requested the Great Colleges to Work For survey questions for each recognition category and possible answers.

Answer:

The Great Colleges to Work For recognition categories and questions for each category are provided below. Possible answers an employee could choose are also provided.

Great Colleges to Work For Recognition Categories

Job Satisfaction & Support

My job makes good use of my skills and abilities.
I am given the responsibility and freedom to do my job.
I am provided the resources I need to be effective in my job.
I am paid fairly for my work.
The work I do is meaningful to me.
The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
This institution's benefits meet my needs.

Professional Development

I am given the opportunity to develop my skills at this institution.
I understand the necessary requirements to advance my career.
I have access to the training I need to do my job well.
Our onboarding processes prepare new faculty and staff to be effective.

Faculty & Staff Well-being

My supervisor/department chair shows genuine interest in my well-being.
This institution's policies and practices give me the flexibility to manage my work and personal life.
This institution takes appropriate steps to protect the health and safety of faculty, staff and students.
At work, I know where to go for help with my mental or emotional well-being.
My supervisor/department chair supports my efforts to balance my work and personal life.

Performance Management

I am regularly recognized for my contributions.
Promotions in my department are based on a person's performance.
Our review process accurately measures my job performance.
Issues of low performance are addressed in my department.
Our recognition and awards programs are meaningful to me.

Supervisor/Department Chair Effectiveness

My supervisor/department chair makes their expectations clear.
I receive feedback from my supervisor/department chair that helps me.
I believe what I am told by my supervisor/department chair.
My supervisor/department chair is consistent and fair.
My supervisor/department chair actively solicits my suggestions and ideas.

Communication

When I offer a new idea, I believe it will be fully considered.
I can speak up or challenge a traditional way of doing something without fear of harming my career.
In my department, we communicate openly about issues that impact each other's work.
Changes that affect me are discussed prior to being implemented.
At this institution, we discuss and debate issues respectfully to get better results.

Collaboration

We have opportunities to contribute to important decisions in my department.
People in my department work well together.
I can count on people to cooperate across departments.
There are sufficient opportunities to participate in institutional planning.
There's a sense that we're all on the same team at this institution.

Diversity, Inclusion & Belonging

In my department, we welcome diversity in all of its forms.
This institution has clear and effective procedures for dealing with discrimination.
At this institution, diversity in all of its forms is valued.
We are making good progress towards becoming a more diverse and inclusive institution.
I feel a sense of belonging at this institution.
This institution places sufficient emphasis on having diverse faculty, administrators and staff.

Mission & Pride

I understand how my job contributes to this institution's mission.
Overall, my department is a good place to work.
I am proud to be part of this institution.
This institution actively contributes to the community.
I would recommend working here to my family and/or friends.
This institution's culture is special - something you don't find just anywhere.
All things considered, this is a great place to work.

Confidence in Senior Leadership

Senior leadership provides a clear direction for this institution's future.
Senior leadership has the knowledge, skills and experience necessary for institutional success.
Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.
Senior leadership communicates openly about important matters.
I believe what I am told by senior leadership.
This institution is well run.

Faculty Experience

The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)

Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). (Faculty Only)

There is appropriate recognition of innovative and high quality teaching. (Faculty Only)

Advancement and promotion processes are clear. (Faculty-Only)

There is a good balance of teaching, service and research at this institution. (Faculty Only)

Possible Answers:

Strongly Agree

Agree

Sometimes Agree/Sometimes Disagree

Disagree

Strongly Disagree

Resource:

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