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# 2023 Great Colleges to Work For Survey Results

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Collin College



# Great Colleges Program Overview



## Eligibility

To be eligible to participate, institutions must be not-for-profit schools located in the United States with predominantly face-to-face courses and more than 500 enrolled students.



## Evaluation Process

The evaluation process is based on results from a survey administered by ModernThink to faculty, administrators, and professional support staff, as well as an institutional questionnaire that captures employment data and workplace policies.



## Classification

Schools are identified as two or four year institutions and further separated by size (small, medium, or large). Institutions with more than 10,000 students are considered large.



by **ModernThink**

# Survey Structure



**60**

**Questions**

**10**

**Recognition  
categories** for two-  
year institutions

**5**

**Response options**  
(Strongly Agree, Agree,  
Sometimes Agree/  
Sometimes Disagree,  
Disagree, Strongly Disagree)

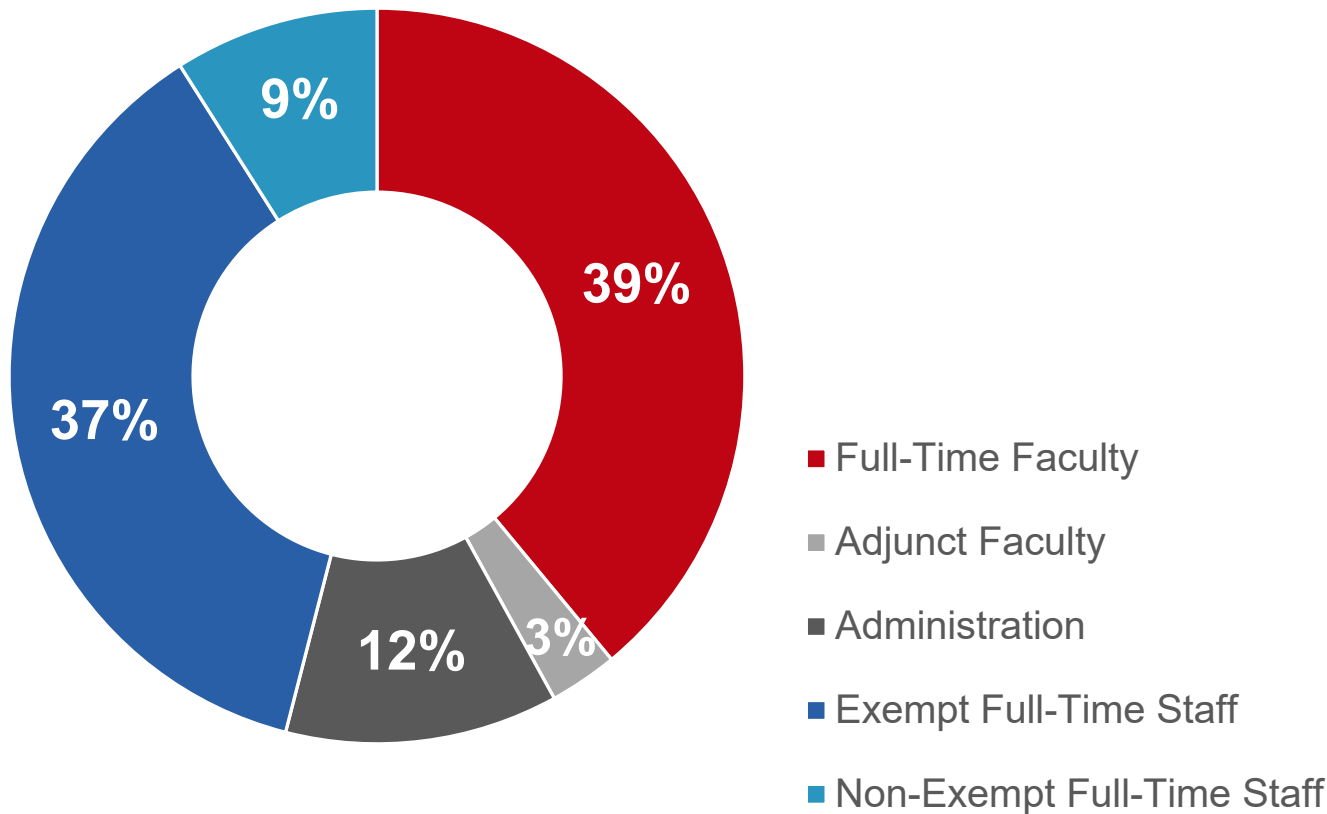
**600**

**Surveys sent**  
to a random sample across  
five job categories,  
distributed as dictated by  
ModernThink



# Collin College Survey Responses by Position Category

A total of 273 surveys were completed for a 46% response rate



# Results Explained

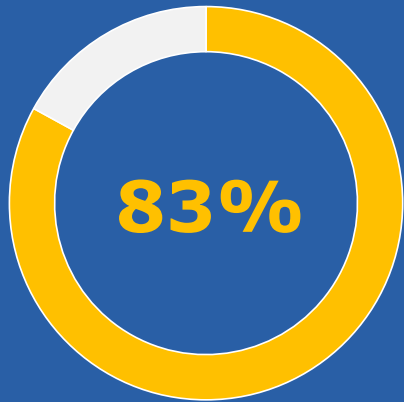


Score	Interpretation
75% and above	Very Good to Excellent
65-74%	Good
55-64%	Mediocre to Fair
45-54%	Warrants Attention
44% and below	Poor

*These percentages are based on the numerically weight Likert scale responses with Strongly Agree given a weight of 5 and Strongly Disagree a weight of 1.*

Benchmark scores were provided for comparison with averages of other large Honor Roll institutions and overall averages for large two-year institutions

Overall positive and negative averages by question and position category were provided, as well as overall averages by question and question category



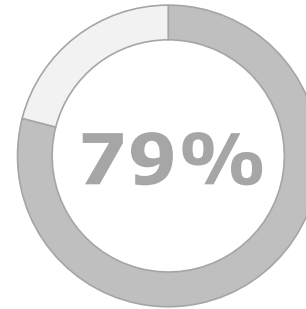
**Overall**

“Even though we may work at different campuses, we employees feel that we are one Collin.” (Non-exempt Staff)

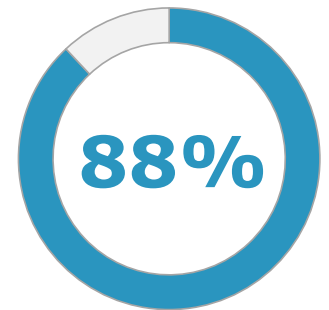
## Mission and Pride



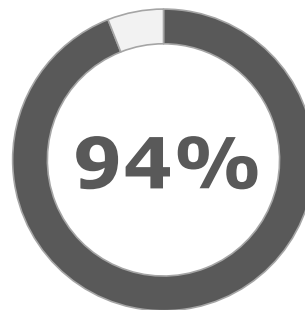
**Full-Time  
Faculty**



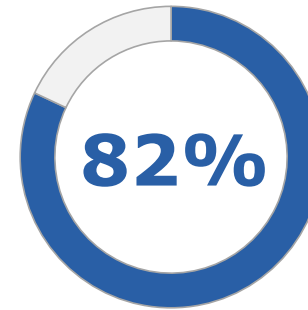
**Adjunct Faculty**



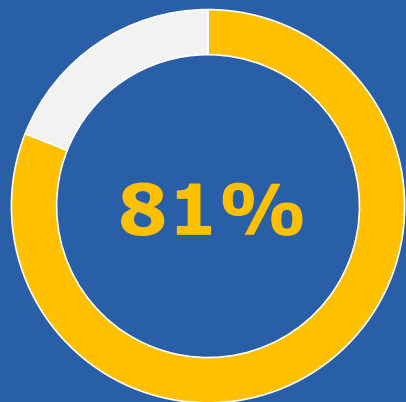
**Non-Exempt  
Full-Time Staff**



**Administration**



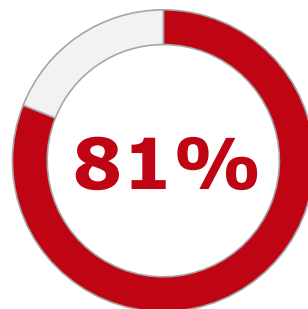
**Exempt  
Full-Time Staff**



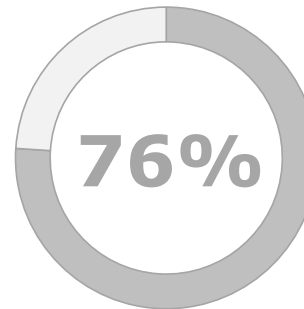
### Overall

“I’ve spoken to colleagues at other colleges in the same position and they have said they do not have the same kind of support we have here at Collin College.” (Faculty)

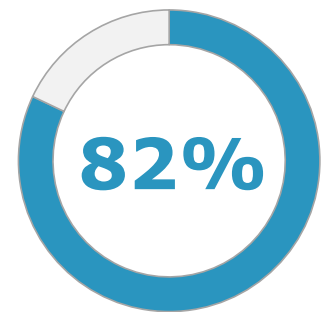
## Job Satisfaction/Support



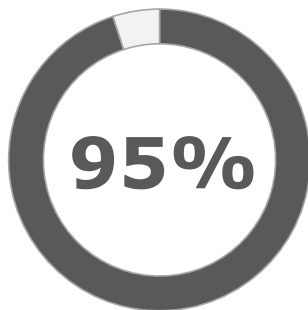
Full-Time  
Faculty



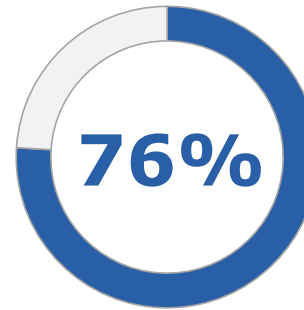
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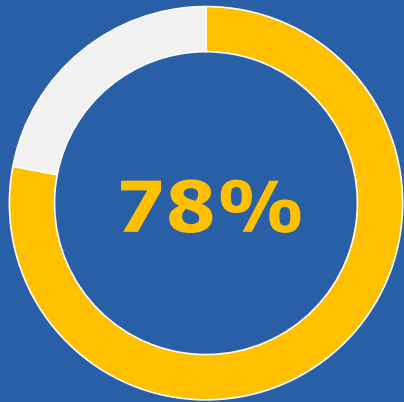
Non-Exempt  
Full-Time Staff



Administration



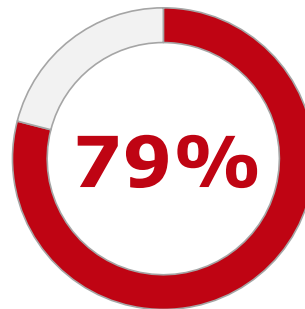
Exempt  
Full-Time Staff



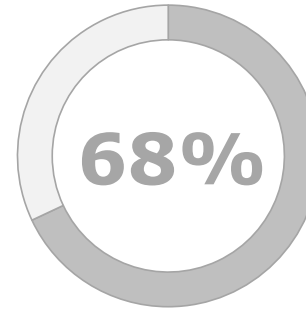
**Overall**

“My Associate Dean, Dean, and Provost are supportive of my work and encouraging when I have new ideas. They make coming to work so much better” (Faculty)

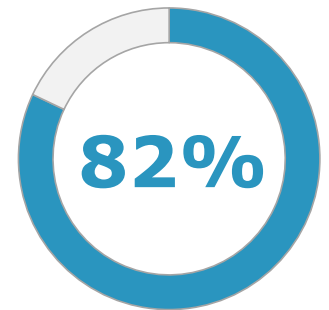
## Supervisors/Department Chair Relationships



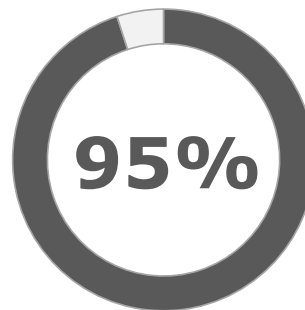
**Full-Time  
Faculty**



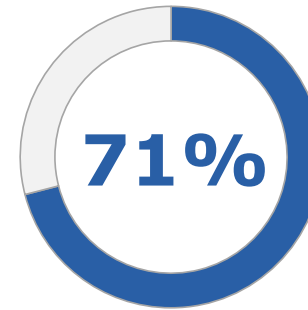
**Adjunct Faculty**



**Non-Exempt  
Full-Time Staff**

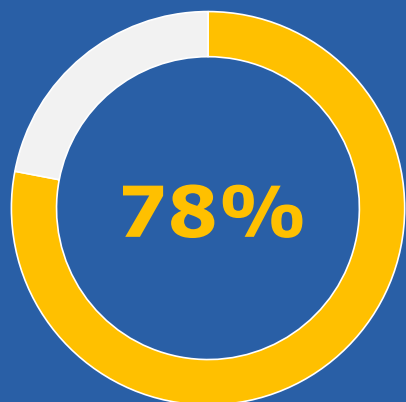


**Administration**



**Exempt  
Full-Time Staff**

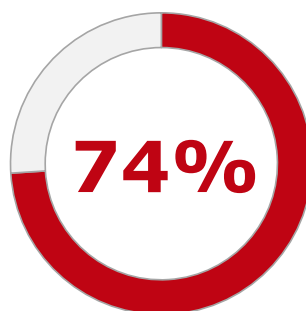




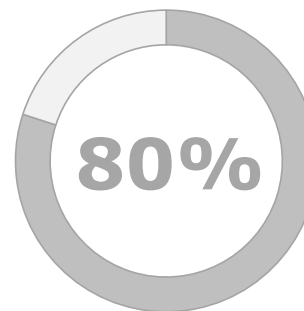
**Overall**

“I appreciate the flexibility most of all. Not only the flexibility with time, but with the flexibility of being open to discussion and new opportunities” (non-exempt staff)

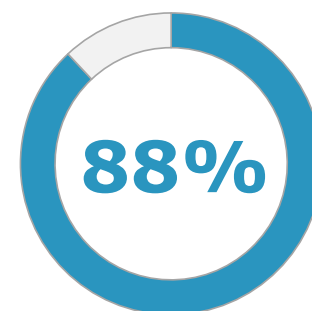
## Faculty & Staff Well-being



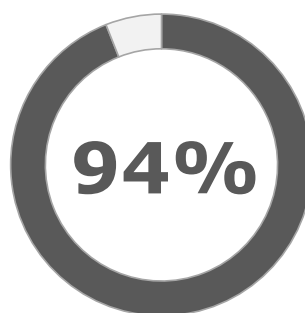
**Full-Time  
Faculty**



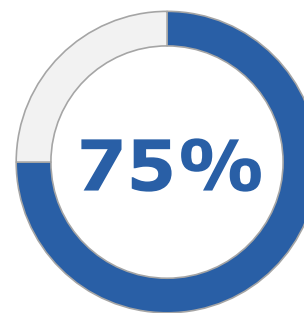
**Adjunct Faculty**



**Non-Exempt  
Full-Time Staff**

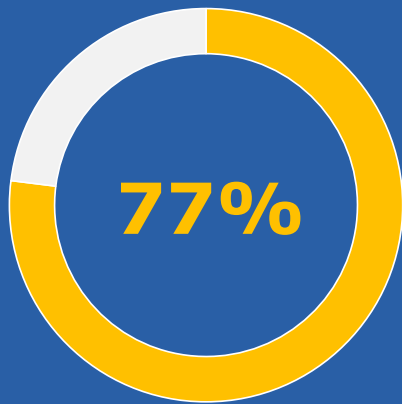


**Administration**



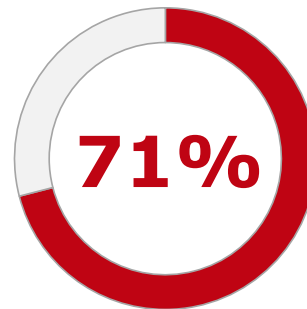
**Exempt  
Full-Time Staff**

## Diversity, Inclusion & Belonging

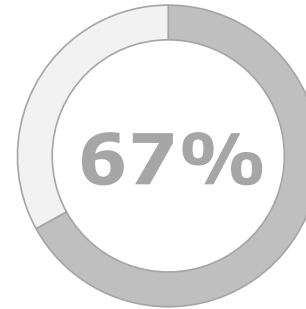


**Overall**

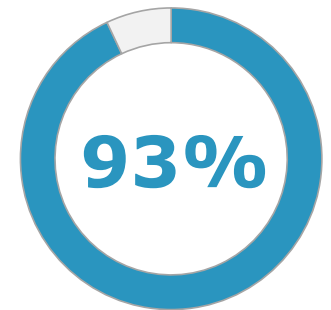
"I have a strong sense of belonging. I appreciate the senior leadership that makes an effort to listen to employee concerns" (exempt staff)



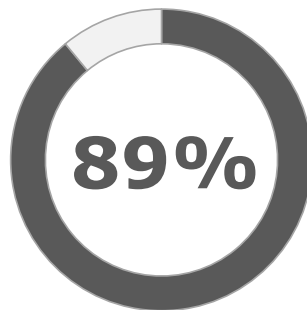
**Full-Time Faculty**



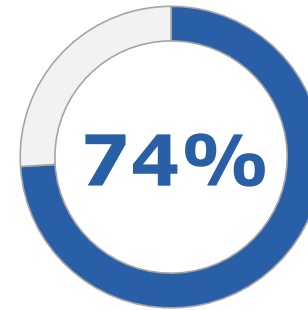
**Adjunct Faculty**



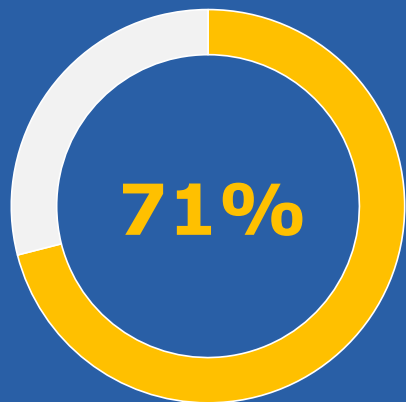
**Non-Exempt Full-Time Staff**



**Administration**



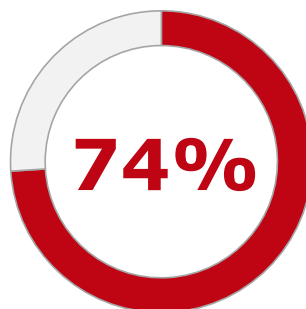
**Exempt Full-Time Staff**



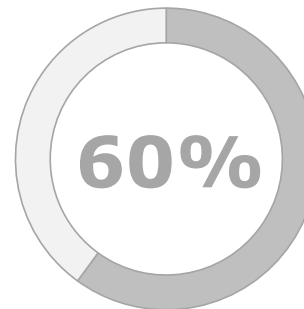
**Overall**

“I appreciate our core values. I wake up each day thankful for working at Collin College. I appreciate the training I am receiving to develop my leadership skills”  
(exempt staff)

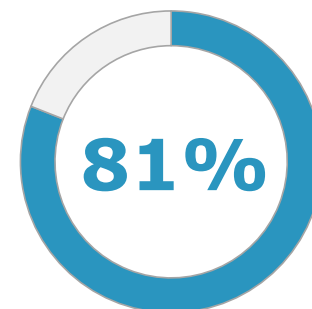
## Professional Development



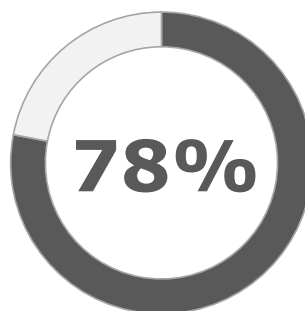
**Full-Time  
Faculty**



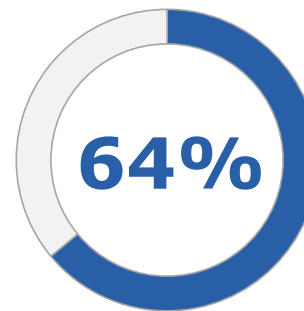
**Adjunct Faculty**



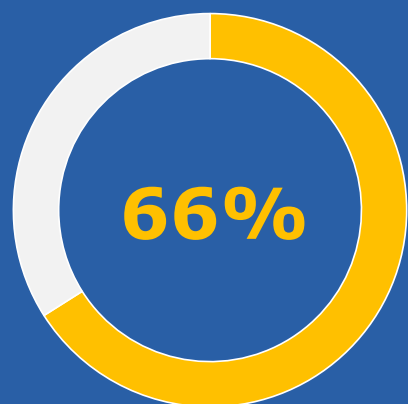
**Non-Exempt  
Full-Time Staff**



**Administration**



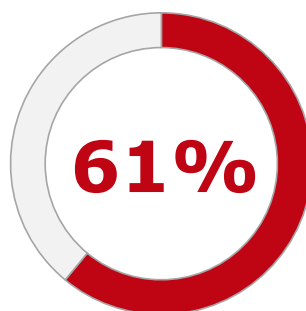
**Exempt  
Full-Time Staff**



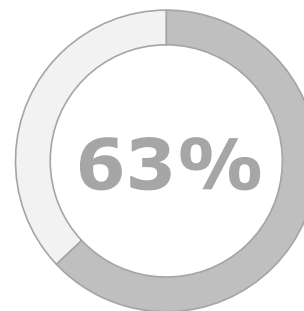
**Overall**

“I appreciate that senior leadership fosters a community feel among all campuses” (exempt staff)

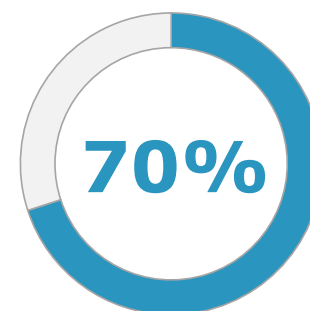
## Confidence in Senior Leadership



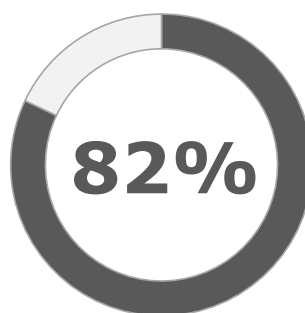
**Full-Time  
Faculty**



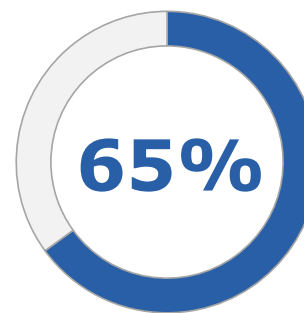
**Adjunct Faculty**



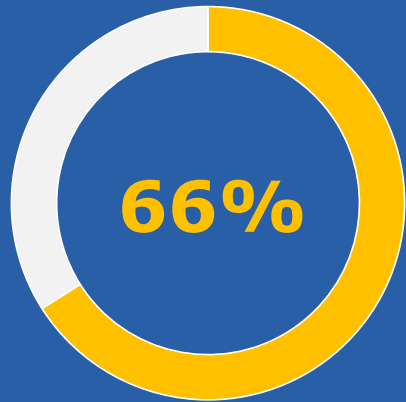
**Non-Exempt  
Full-Time Staff**



**Administration**



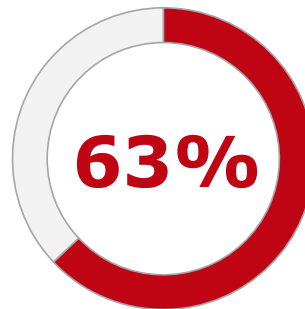
**Exempt  
Full-Time Staff**



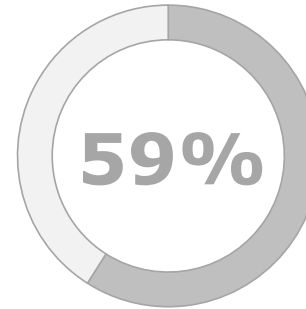
**Overall**

“I’ve listened to with respect and openness. I feel that upper management is interested in continually improving benefits and making this a first class place to work” (non-exempt staff)

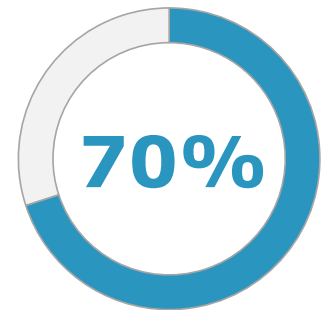
## Collaboration



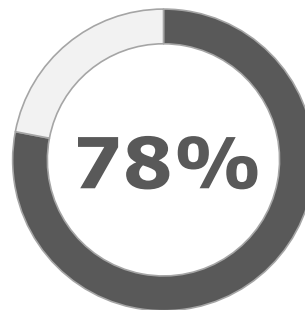
**Full-Time  
Faculty**



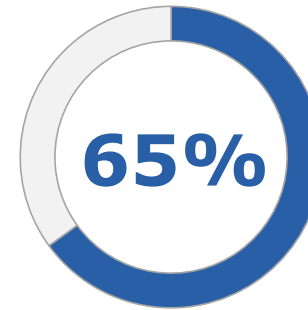
**Adjunct Faculty**



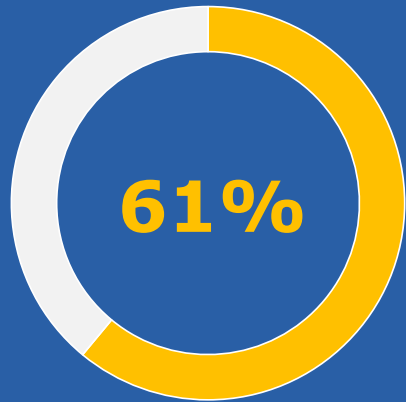
**Non-Exempt  
Full-Time Staff**



**Administration**



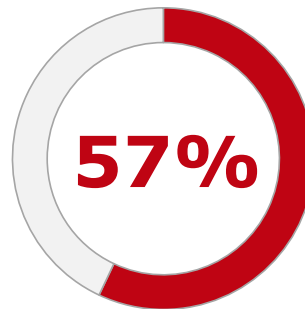
**Exempt  
Full-Time Staff**



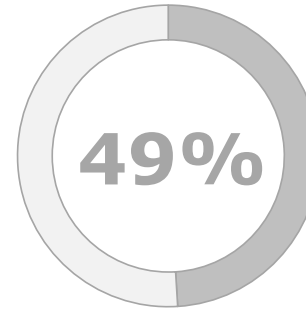
### Overall

“They (Deans and Associate Deans) communicate with us frequently and thoroughly. Expectations from the school are generally very clear and I almost never feel like something has “snuck up” on me” (Faculty)

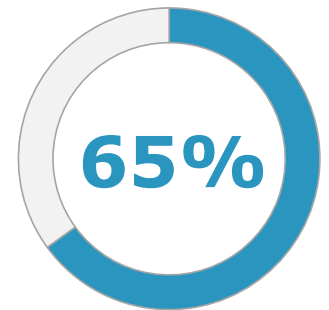
## Communication



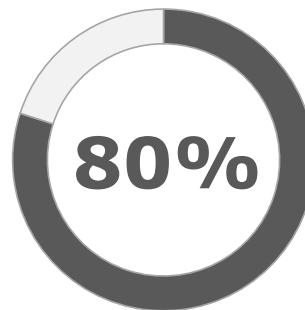
**Full-Time  
Faculty**



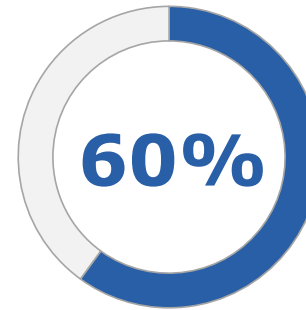
**Adjunct Faculty**



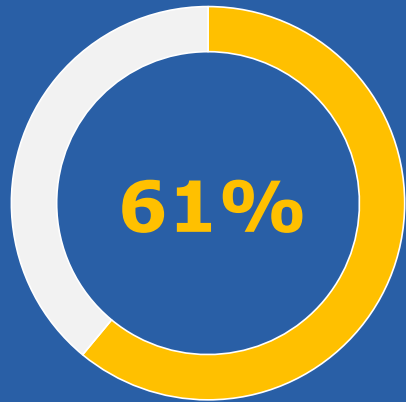
**Non-Exempt  
Full-Time Staff**



**Administration**



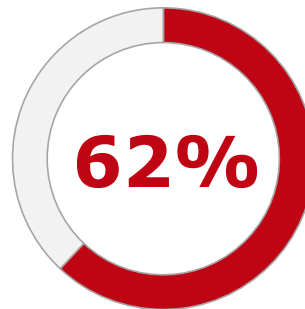
**Exempt  
Full-Time Staff**



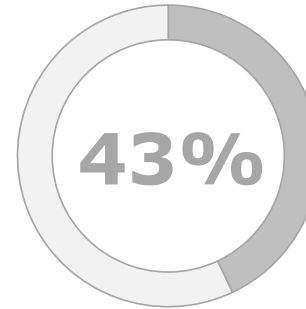
### Overall

“Collin College is a key part of the education landscape of Collin County. I am proud to be part of it” (Faculty)

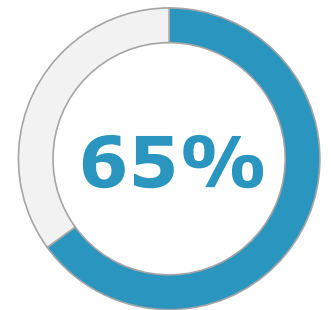
## Performance Management



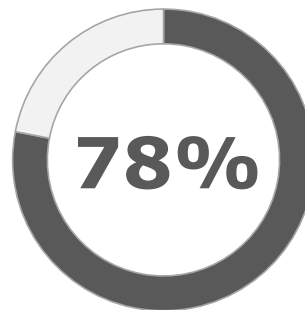
### Full-Time Faculty



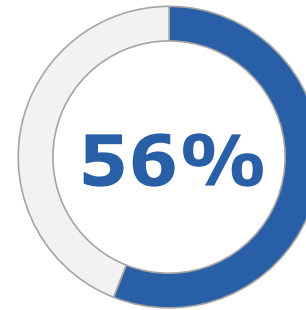
### Adjunct Faculty



### Non-Exempt Full-Time Staff



### Administration



### Exempt Full-Time Staff

# Survey Highs & Lows

## High Scores

- I understand how my job contributes to the institution's mission (94.5%)
- The work I do is meaningful to me (92.4%)
- In my department, we welcome diversity in all of its forms (86.6%)
- My job makes good use of my skills and abilities (85.9%)
- I am proud to be part of this institution (84.8%)
- My supervisor/department chairs supports my effort to balance work and personal life (84.8%)

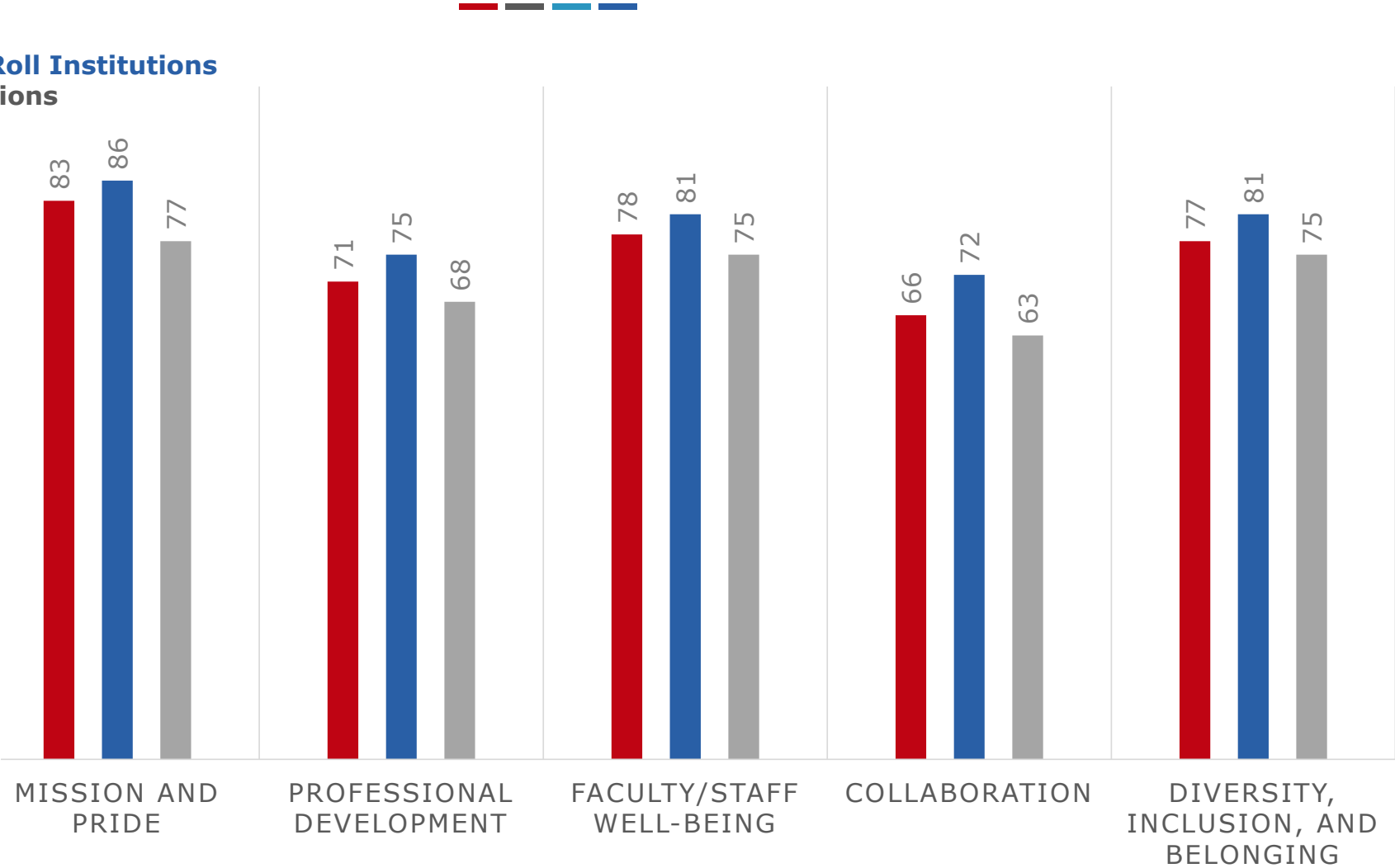
## Low Scores

- Changes that affect me are discussed prior to implementation (50.8)
- There is sufficient opportunity to participate in institutional planning (52.3%)
- Faculty are appropriately involved in decisions related to educational programs (53.7%) (Faculty Only)
- Our Onboarding processes prepare new faculty and staff to be effective (53.7%)
- At this institution we discuss and debate issues respectfully to get the best result (55.5%)



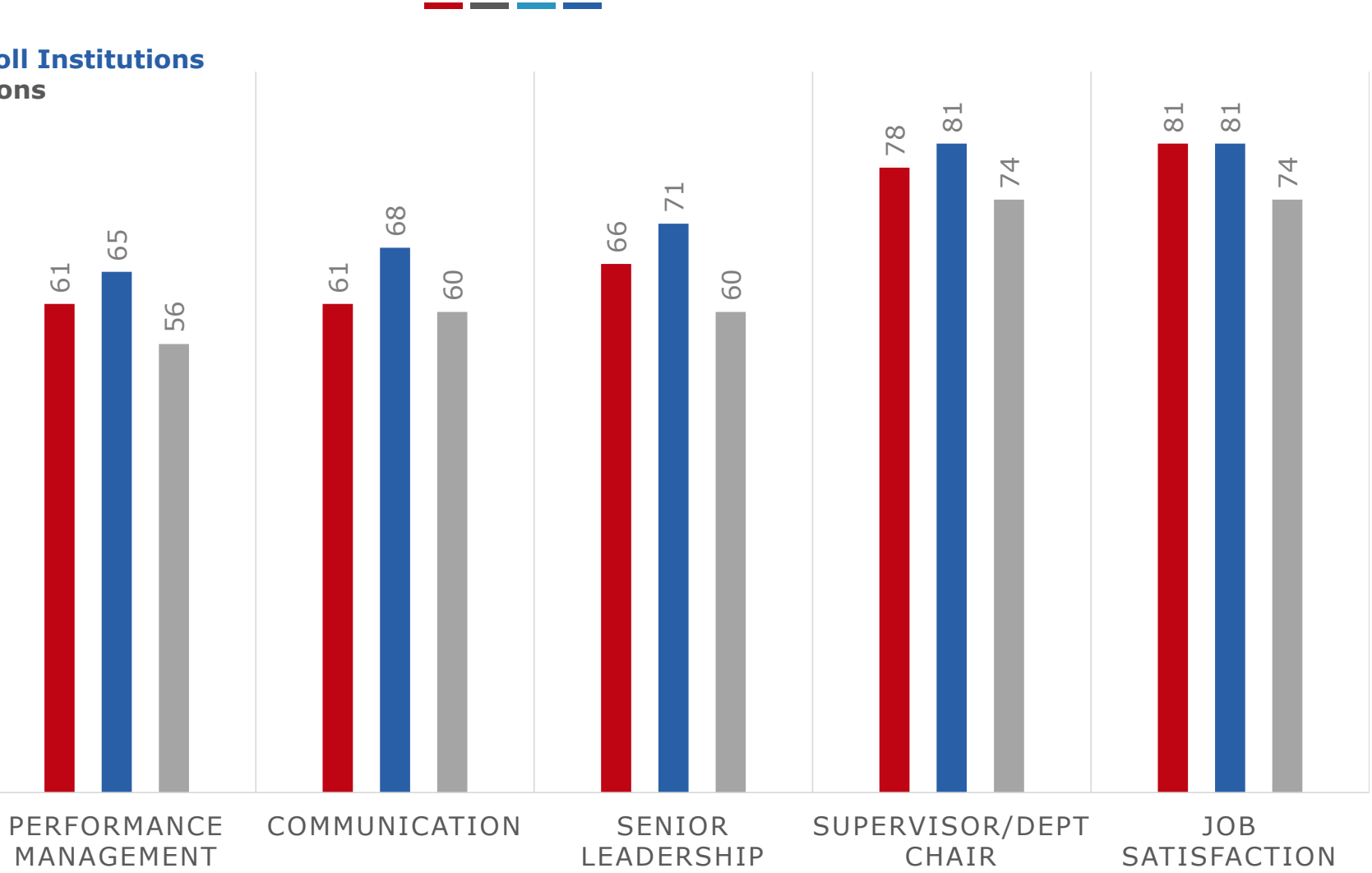
# Benchmark Comparisons

Collin College  
2023 Peer Honor Roll Institutions  
2023 Peer Institutions



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# Great Colleges Program Overview



Only 72 of 194 institutions named as Great Colleges to Work For



Collin College named one of only four large 2-year Honor Roll institutions (others were Miami Dade College, Irvine Valley College, and Ozarks Technical Community College)



Received Honor Roll in 5 of 10 recognition categories





“Collin College makes a real difference in the lives of our students and improves our community in meaningful ways. The faculty and support staff at Collin are amazing”