2020 Great Colleges to Work For Survey Results

Collin College Human Resources
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 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.
Survey Structure

- **60 Questions**
- **11 Benchmark question 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 299 surveys were completed for a 49% response rate.

- Full-Time Faculty: 41%
- Adjunct Faculty: 7%
- Administration: 16%
- Exempt Full-Time Staff: 27%
- Non-Exempt Full-Time Staff: 9%
Results Explained

<table>
<thead>
<tr>
<th>Score</th>
<th>Interpretation</th>
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<tbody>
<tr>
<td>75% and above</td>
<td>Very Good to Excellent</td>
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<tr>
<td>65-74%</td>
<td>Good</td>
</tr>
<tr>
<td>55-64%</td>
<td>Mediocre to Fair</td>
</tr>
<tr>
<td>45-54%</td>
<td>Warrants Attention</td>
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<tr>
<td>45% and below</td>
<td>Poor</td>
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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
“... I appreciate that I feel like a valued member of the community and that my creativity and experience is recognized and utilized. The teamwork and camaraderie in my Division I feel is very unique in a collegiate setting.”
“There are several things that I appreciate about Collin. What I appreciate the most is the opportunity to teach students and the flexibility to utilize resources to bring innovation to the classroom.”
“Flexibility to develop and contribute my interest and skills to my position, support for professional development, involvement in decision making.”
“I appreciate that I have the resources to do my job, I am well compensated monetarily and with benefits. I have pride in the college and it shows in my work.”
Facilities and Campus Safety

Overall 90%

Full-Time Faculty 89%
Adjunct Faculty 87%
Non-Exempt Full-Time Staff 90%
Administration 95%
Exempt Full-Time Staff 89%

“The physical work spaces at my campus are top-notch, and I couldn't ask for better.”
“The mission of this institution is honorable and is worth getting out of bed every morning to pursue.”
“The master plan and strategic plan are fully implemented. The vision, purpose, philosophy, mission, and values are lived out by the leadership of the college.”
Supervisors/Department Chair Relationships

87%

Overall

“Associate deans are knowledgeable and supportive. They know what they are doing, and they value the faculty.”

88%

Full-Time Faculty

92%

Adjunct Faculty

84%

Non-Exempt Full-Time Staff

87%

Administration

83%

Exempt Full-Time Staff
“I think Collin has good senior leadership and is making wise choices for the future of the college.”
“I appreciate my relationship with my supervisor and other colleagues. I feel I can communicate openly and honestly and am respected and valued.”

Faculty, Administration & Staff Relations

Overall: 82%

Full-Time Faculty: 80%

Adjunct Faculty: 96%

Non-Exempt Full-Time Staff: 80%

Administration: 88%

Exempt Full-Time Staff: 76%
“I have found Collin College to be a wonderful place for my career. I have grown professionally and have seen the positive impact the college makes on its employees and in the community. I couldn’t be happier or more proud to have Collin College as my employer.”
Other Overall Ratings: Collaboration, Communication, Fairness, and Pride

84% Collaboration
75% Communication
79% Fairness
93% Pride
Benchmark Comparisons

Collin College
2020 Peer Honor Roll Institutions
2020 Peer Institutions

<table>
<thead>
<tr>
<th></th>
<th>SHARED GOVERNANCE</th>
<th>PROFESSIONAL DEVELOPMENT</th>
<th>TEACHING ENVIRONMENT</th>
<th>COMP, BENEFITS, AND WORK/LIFE</th>
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<td>COMP, BENEFITS, AND</td>
<td>78</td>
<td>85</td>
<td>85</td>
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<td>WORK/LIFE</td>
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2020 Peer Honor Roll Institutions
2020 Peer Institutions
Collin College
2020 Peer Honor Roll Institutions
2020 Peer Institutions
Great Colleges Program Overview

- Only 79 of 221 institutions named as Great Colleges to Work For

Collin College named one of only four large 2-year Honor Roll institutions (others were Delaware County Community College, Lone Star College System, and Santiago Canyon College)

- Received Honor Roll in 10 of 11 recognition categories
Collin College is smiling at the future, and it is great to be part of a team so dedicated to its students and communities.