



GREAT COLLEGES TO WORK FOR

SCUHS 2022 SPRING ADMINISTRATION

Office of Institutional and Academic Insights

June 29, 2022

WHAT IS GREAT COLLEGES TO WORK FOR (GCTWF)?

The Great Colleges to Work For (GCTWF) survey is designed to provide insights regarding the quality of workplace experience and factors that impact organizational culture at an institution.

The GCTWF measures ten core dimensions, plus a Faculty Experience dimension, reflecting managerial and organizational competencies.



SURVEY ADMINISTRATION

The GCTWF survey was conducted January 31 – February 15, 2022. The SCUHS response rate was 41%, on par with the national average of GCTWF of 44%.

Pre-Loaded Job Category	Total	Responded	SCU Response Rate	National Response Rate
ALL Employees	330	134	41%	44%
Administrator	23	19	83%	62%
Exempt Professional Staff	48	36	75%	50%
Non-Exempt Staff	58	25	43%	42%
Faculty	112	42	38%	44%
Adjunct Faculty	89	12	13%	16%

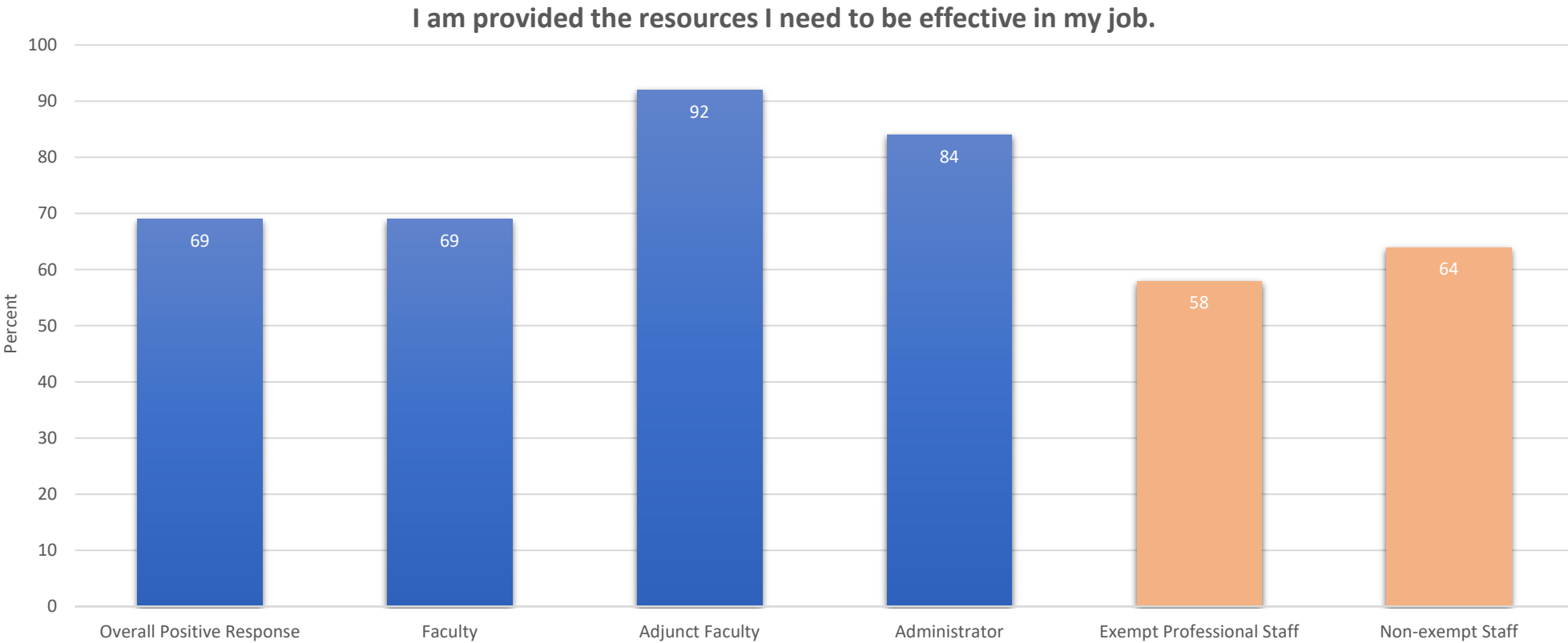
SCU RECOGNITION

- SCU received recognition in **four of the ten categories** in this year's survey
- Compensation & Benefits
- Supervisor/Department Chair Effectiveness
- Confidence in Senior Leadership
- Diversity, Inclusion & Belonging

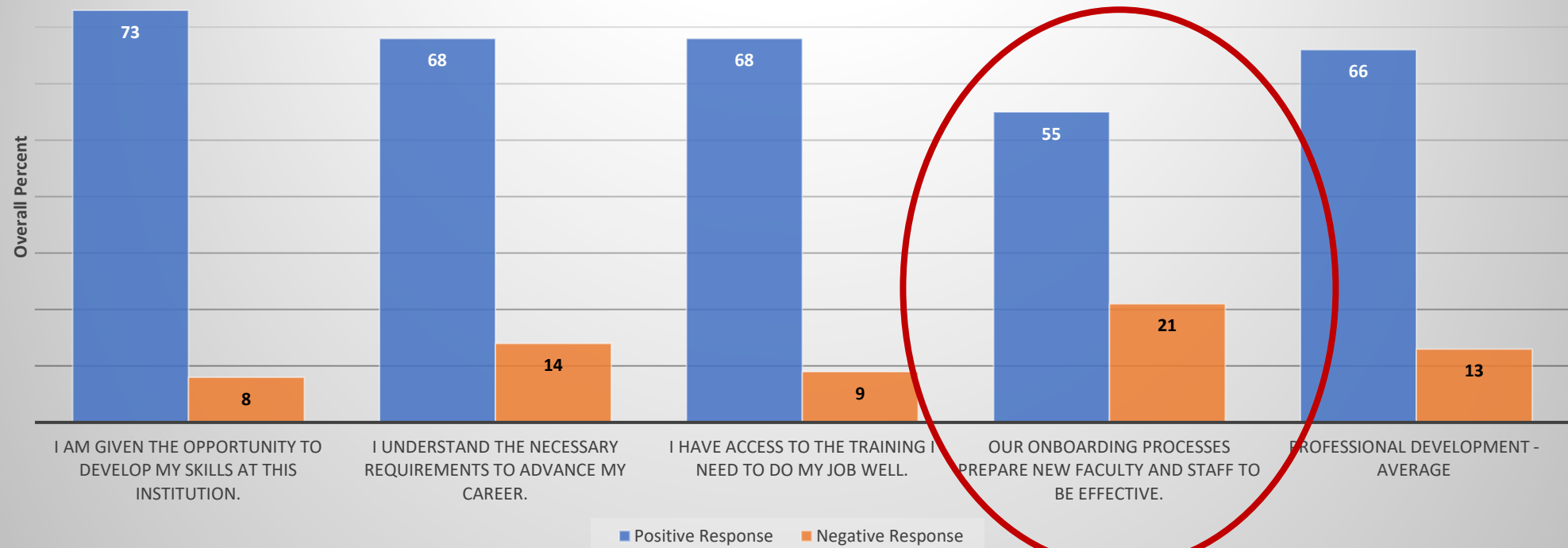
Note: A **positive** response is defined as a respondent choosing “strongly agree” or “agree” as their answer, and a **negative** response is defined as a respondent choosing “disagree” or “strongly disagree”



Job Satisfaction and Support Disaggregated by Employment Category

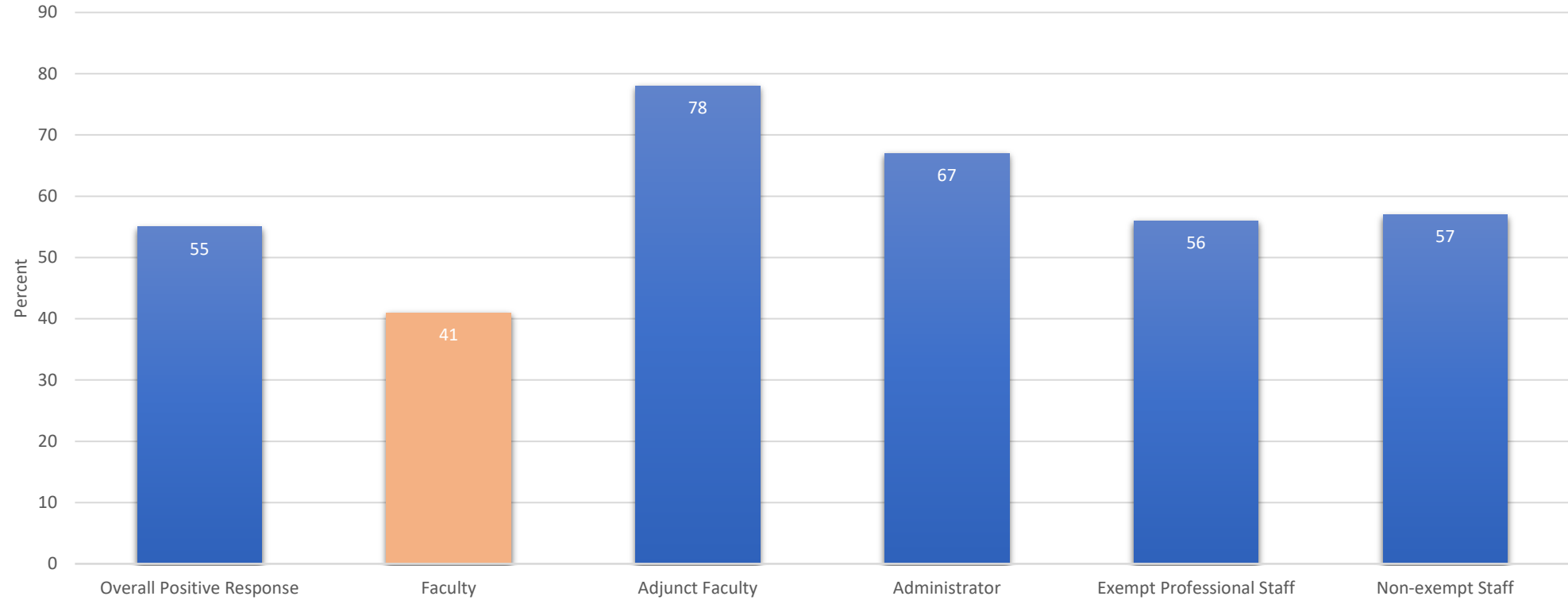


Professional Development

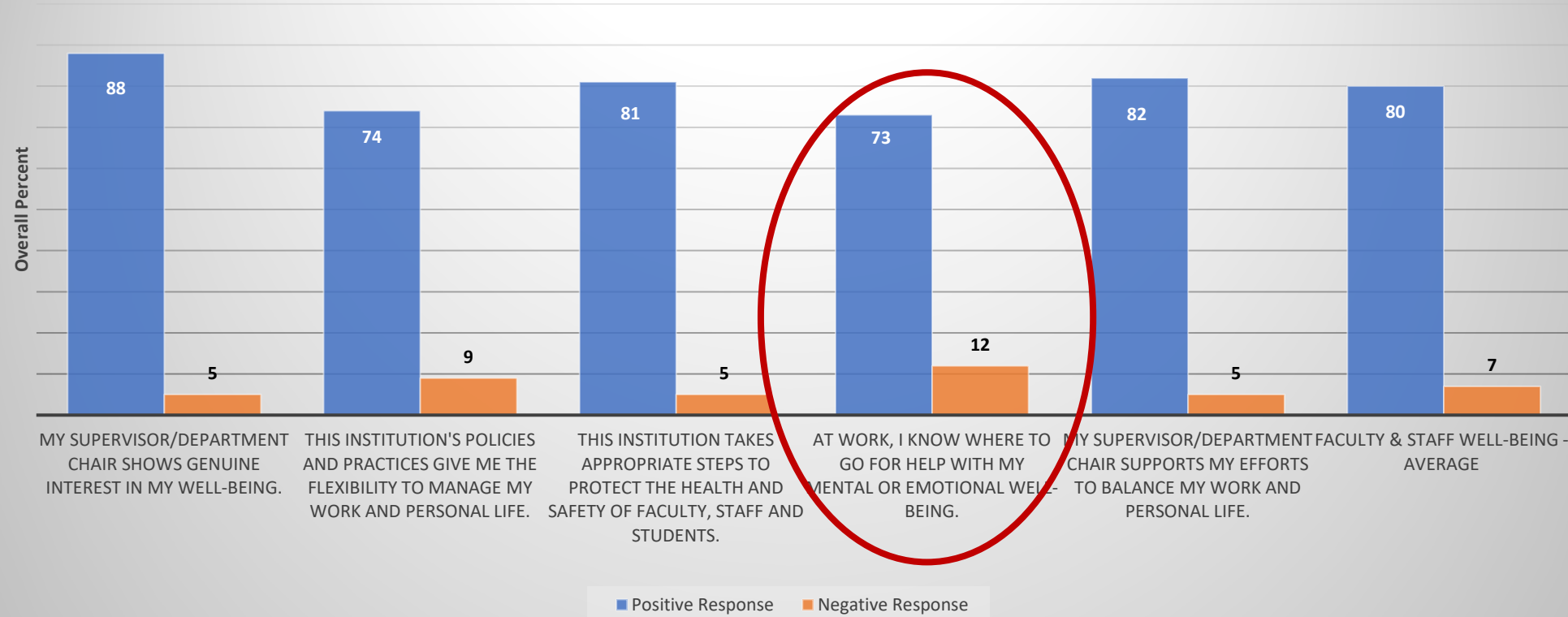


Disaggregated by employment category

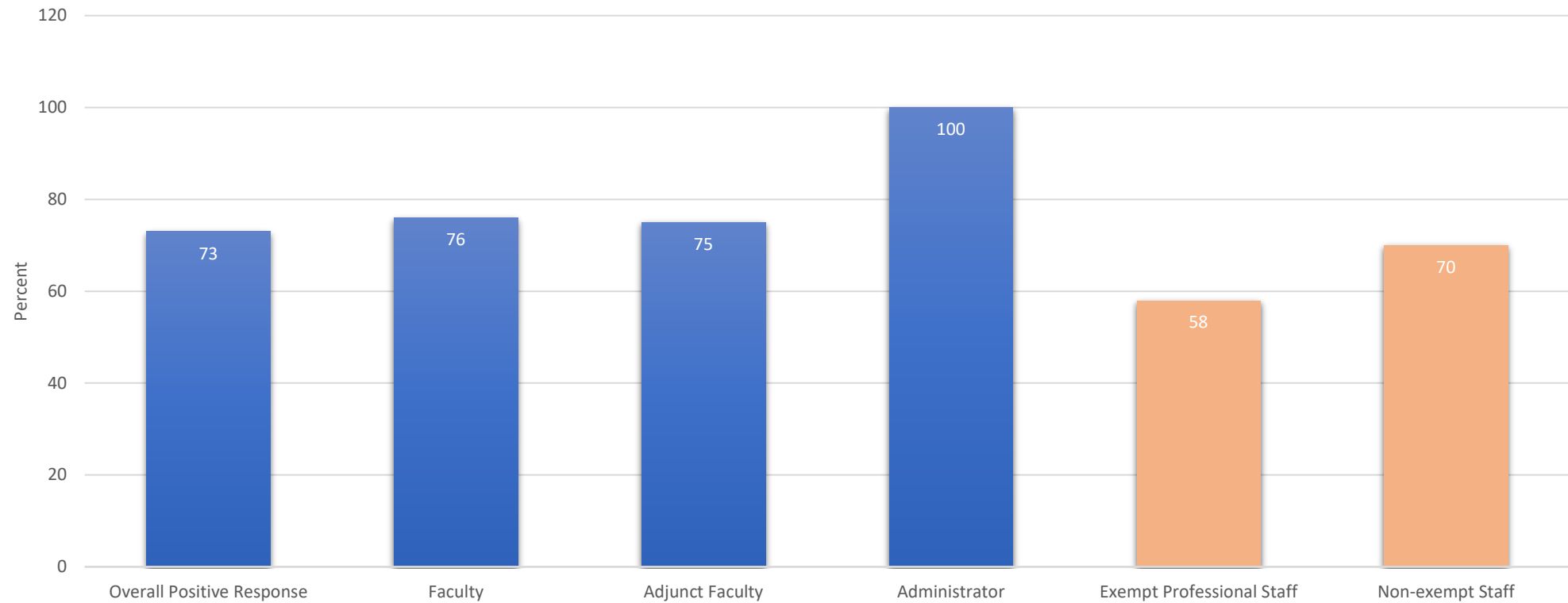
Our onboarding processes prepare new faculty and staff to be effective.



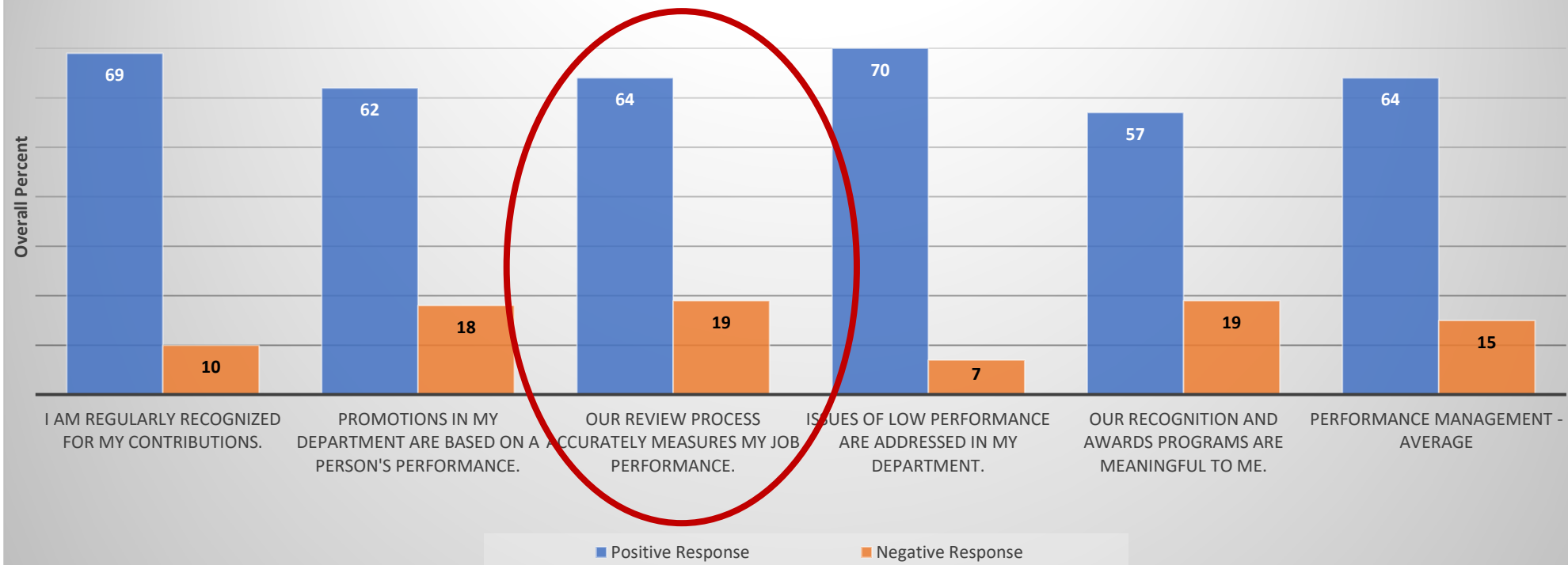
Faculty & Staff Well-being



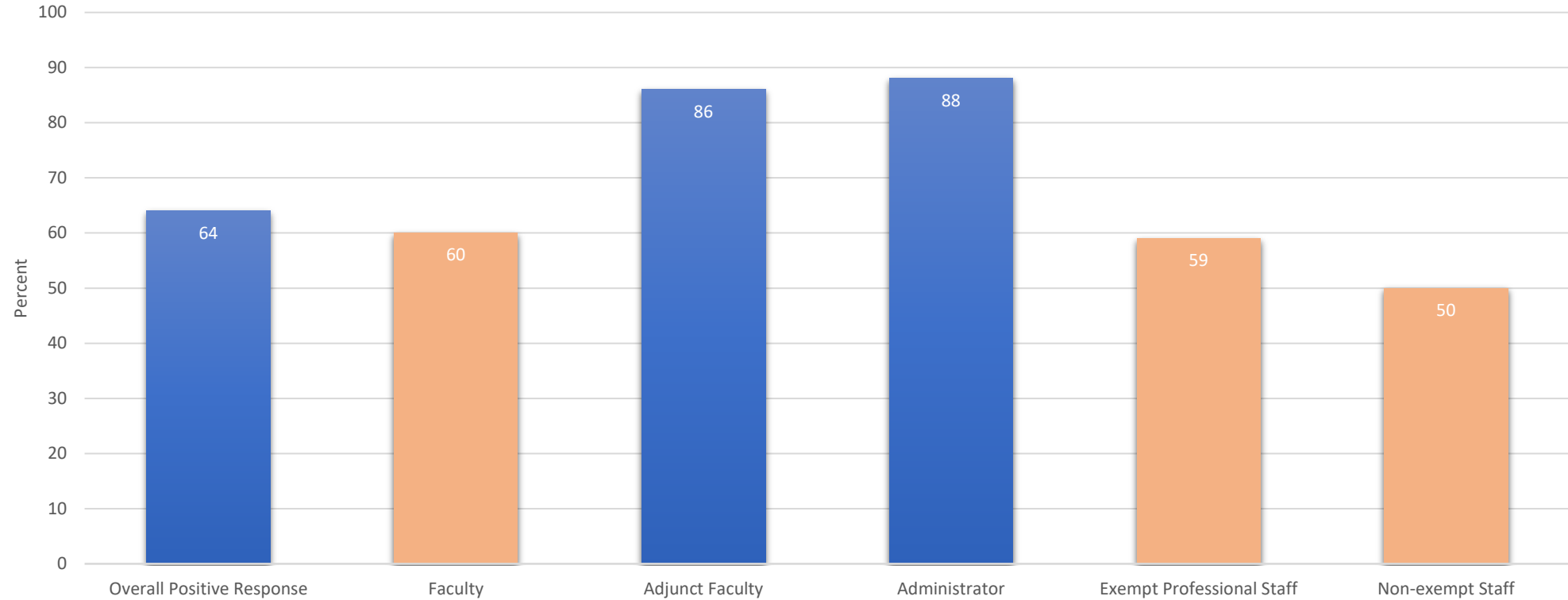
At work, I know where to go for help with my mental or emotional well-being.



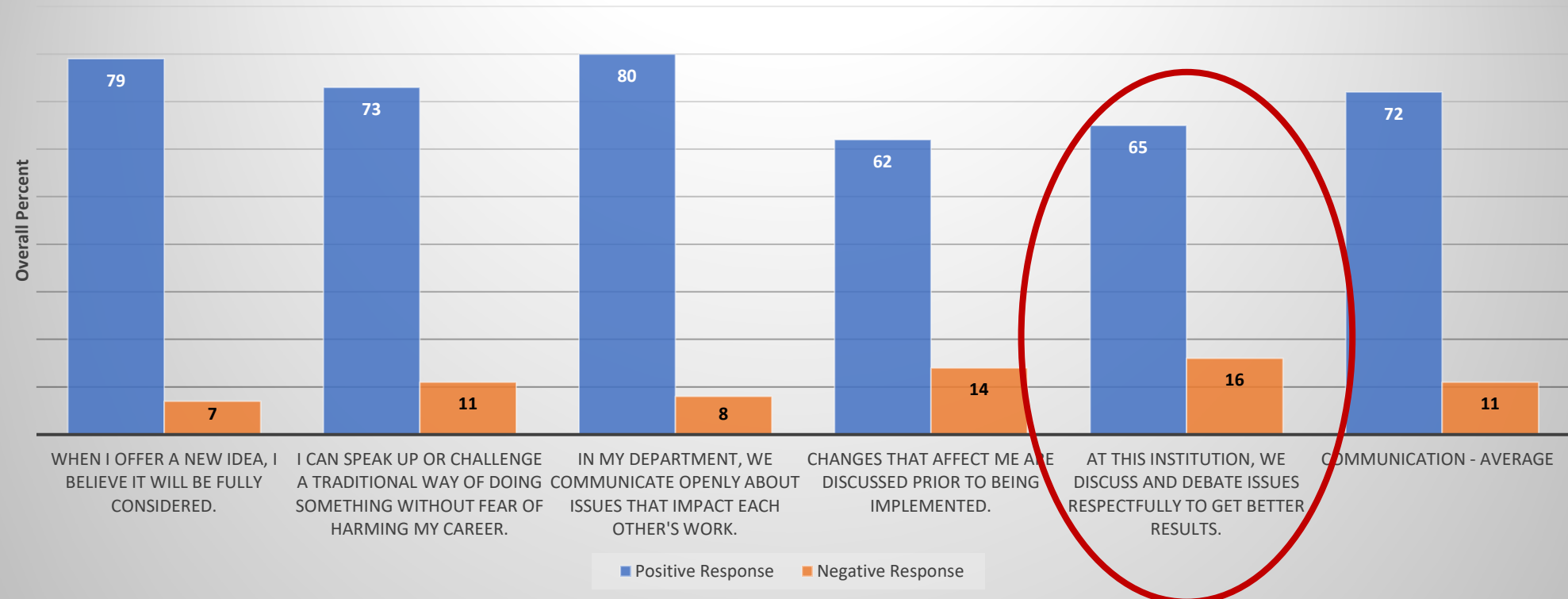
Performance Management



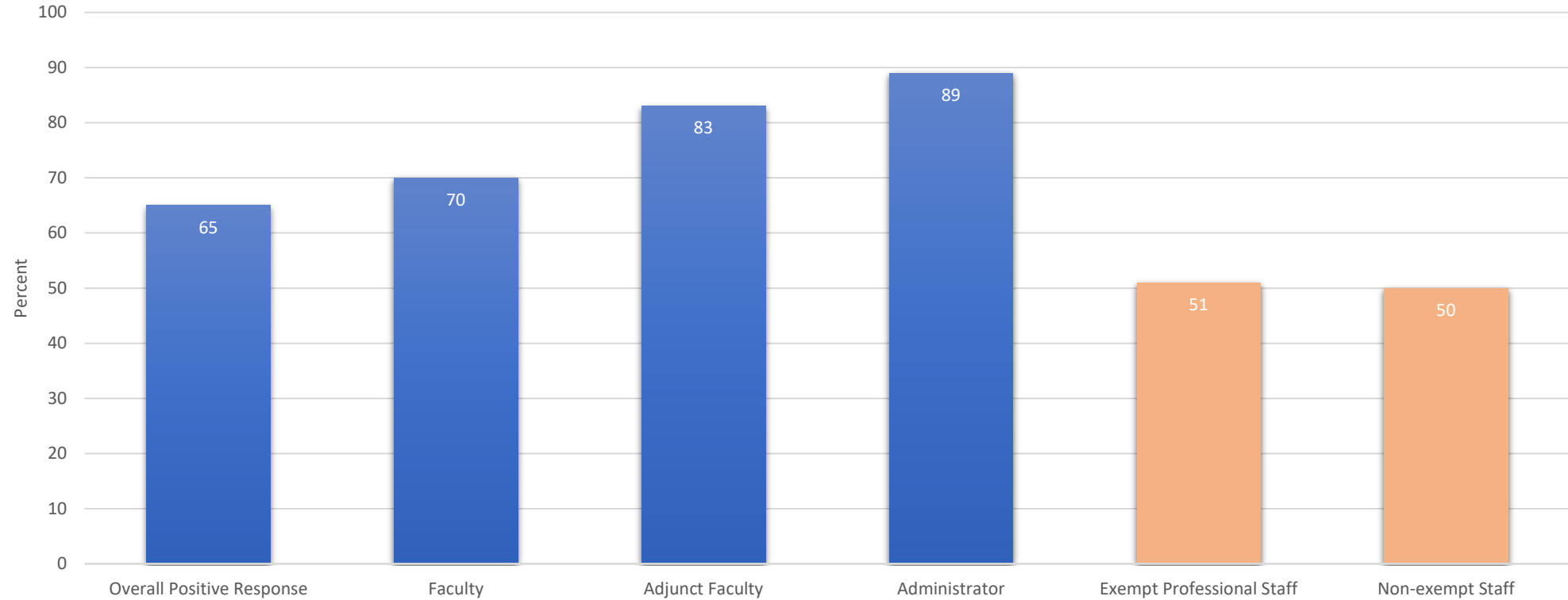
Our review process accurately measures my job performance.



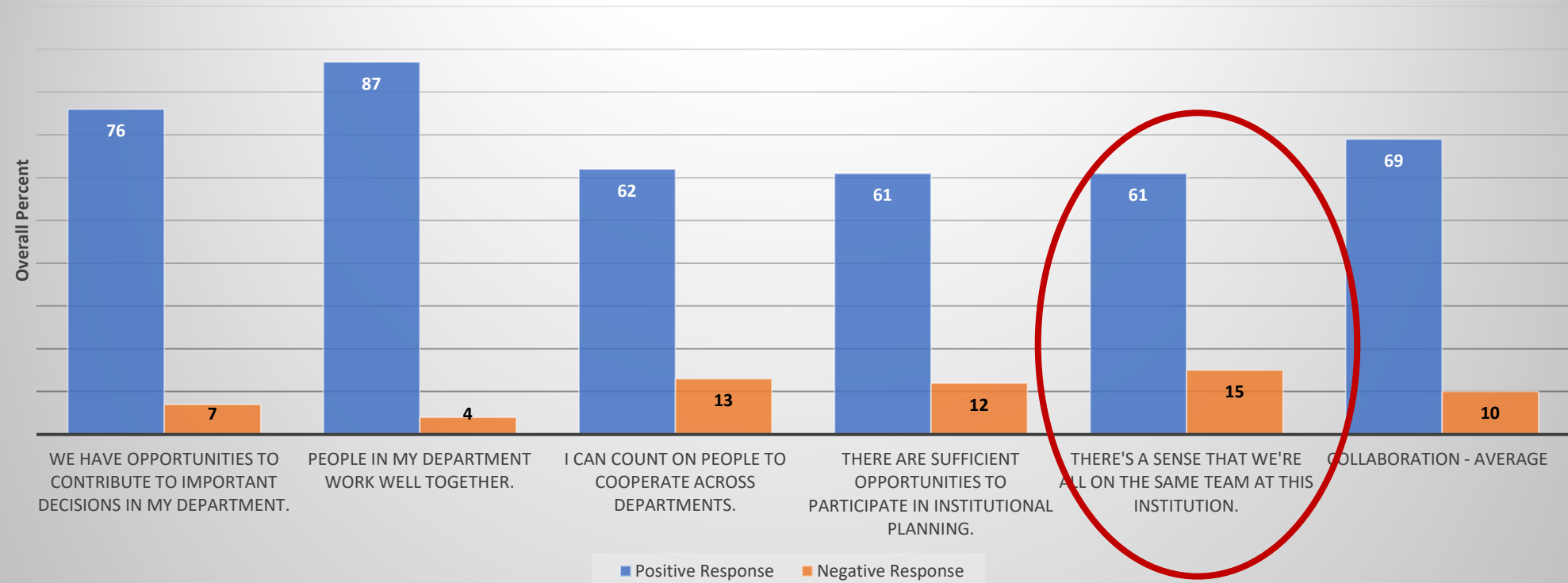
Communication



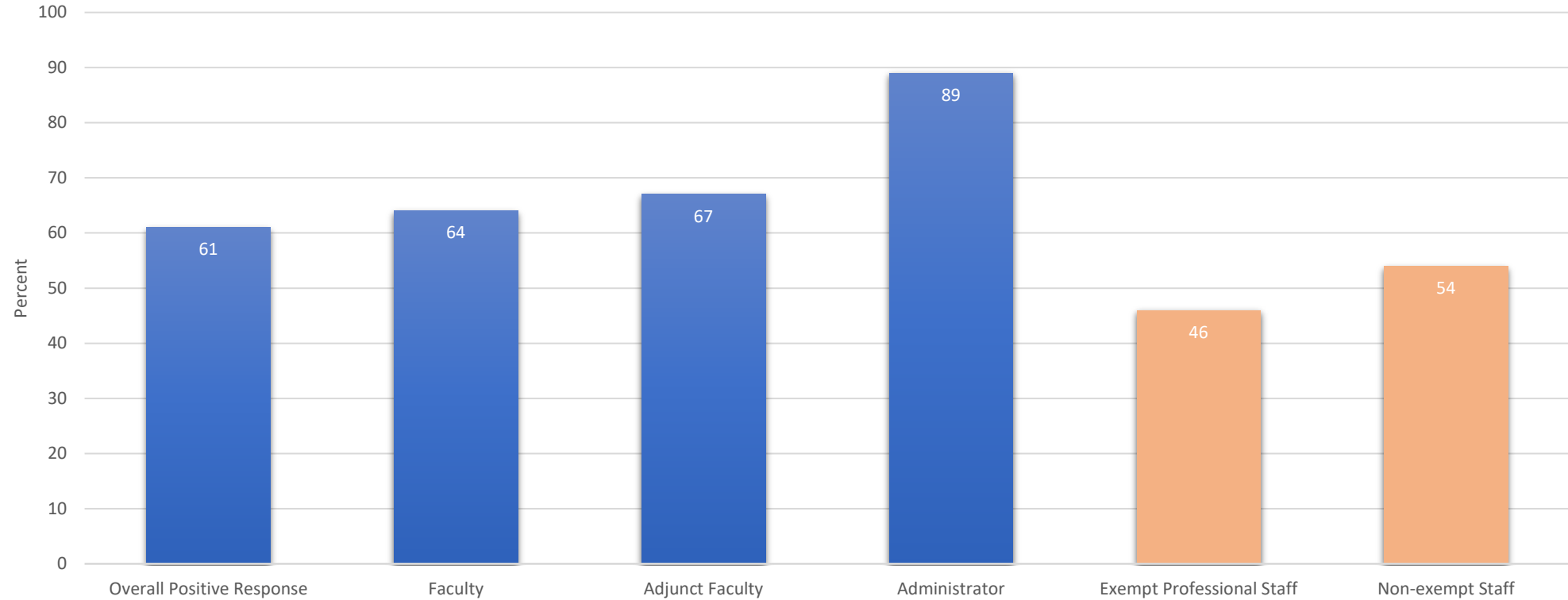
At this institution, we discuss and debate issues respectfully to get better results.



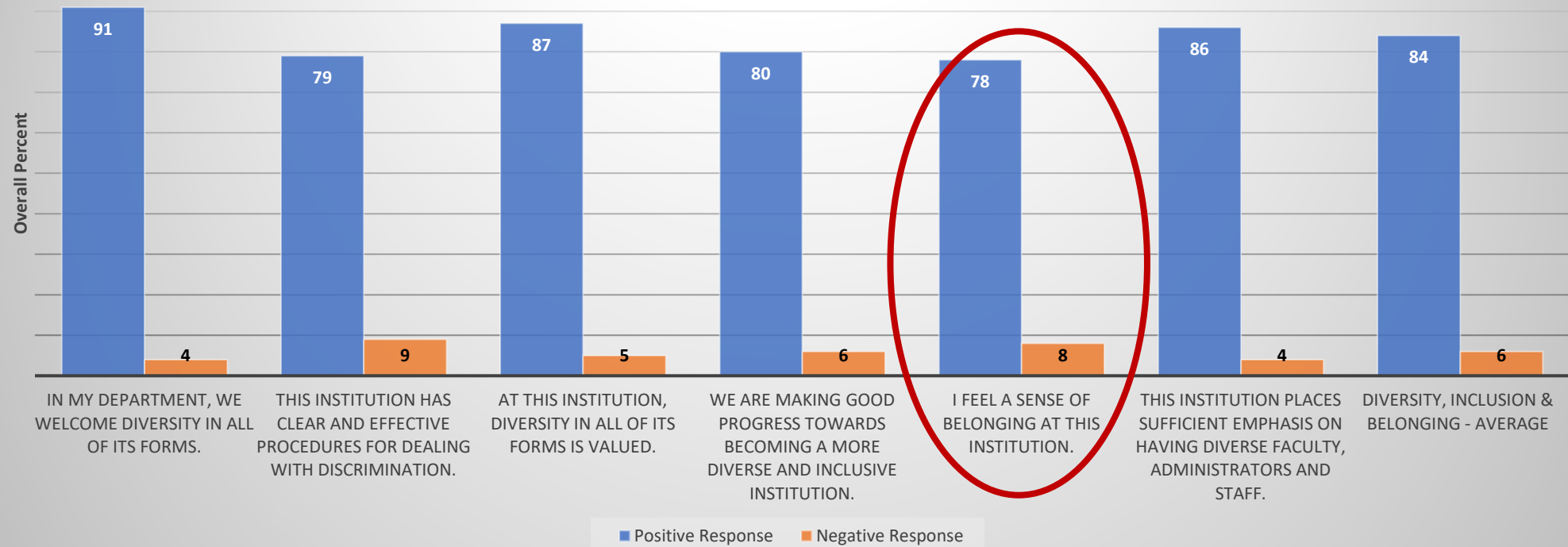
Collaboration



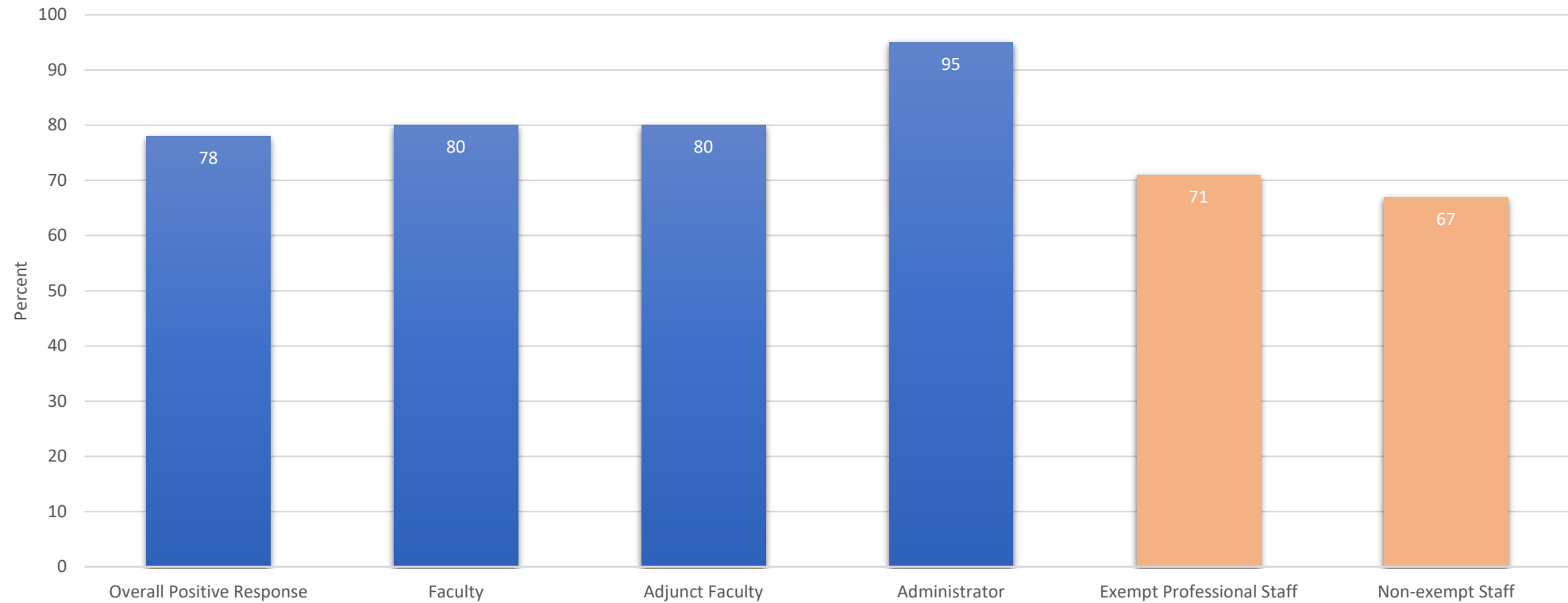
There's a sense that we're all on the same team at this institution.



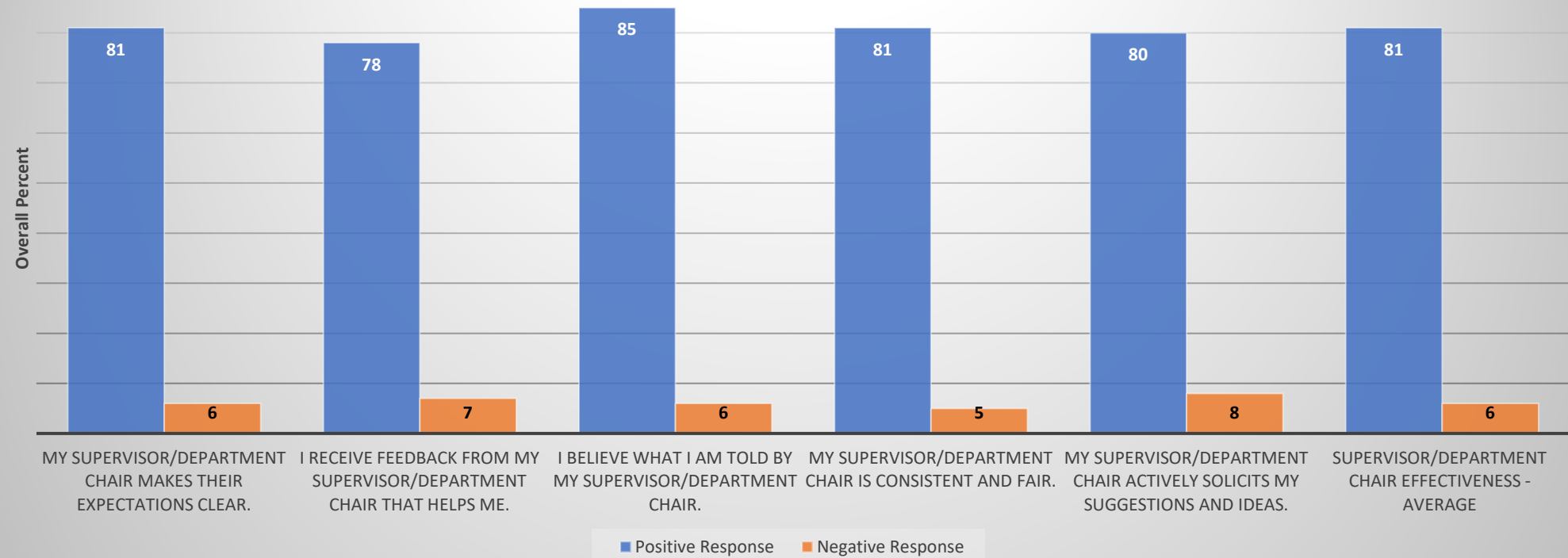
Diversity, Inclusion & Belonging



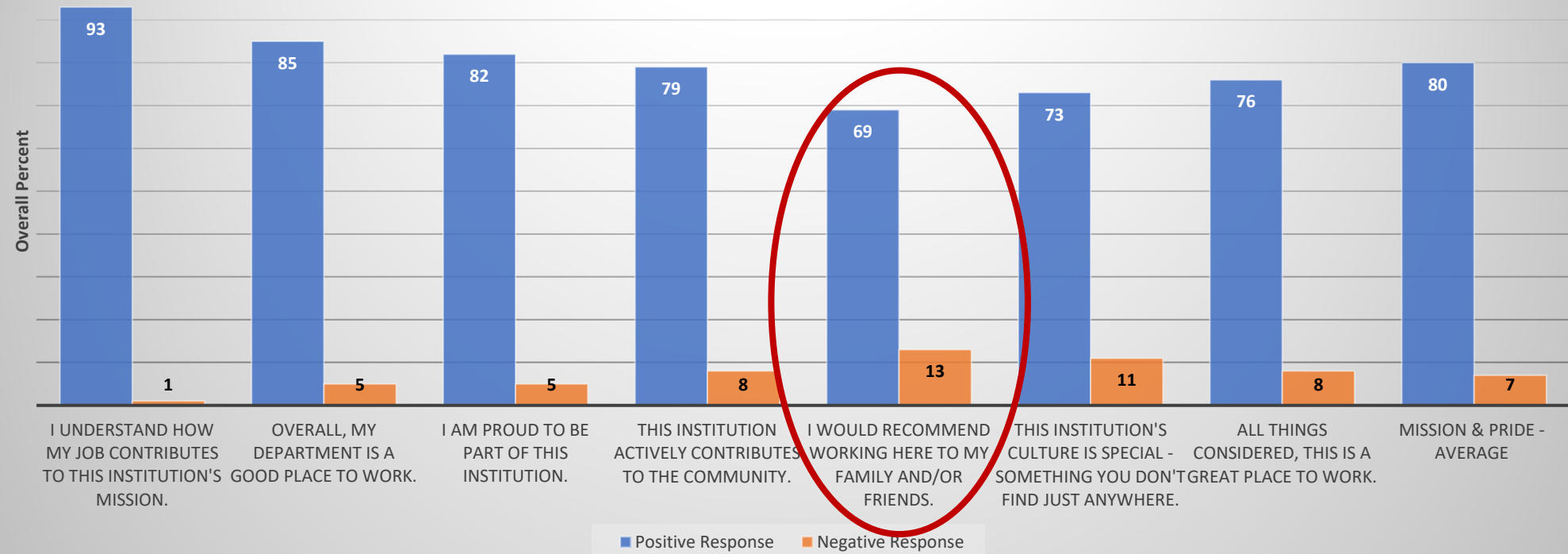
I feel a sense of belonging at this institution.



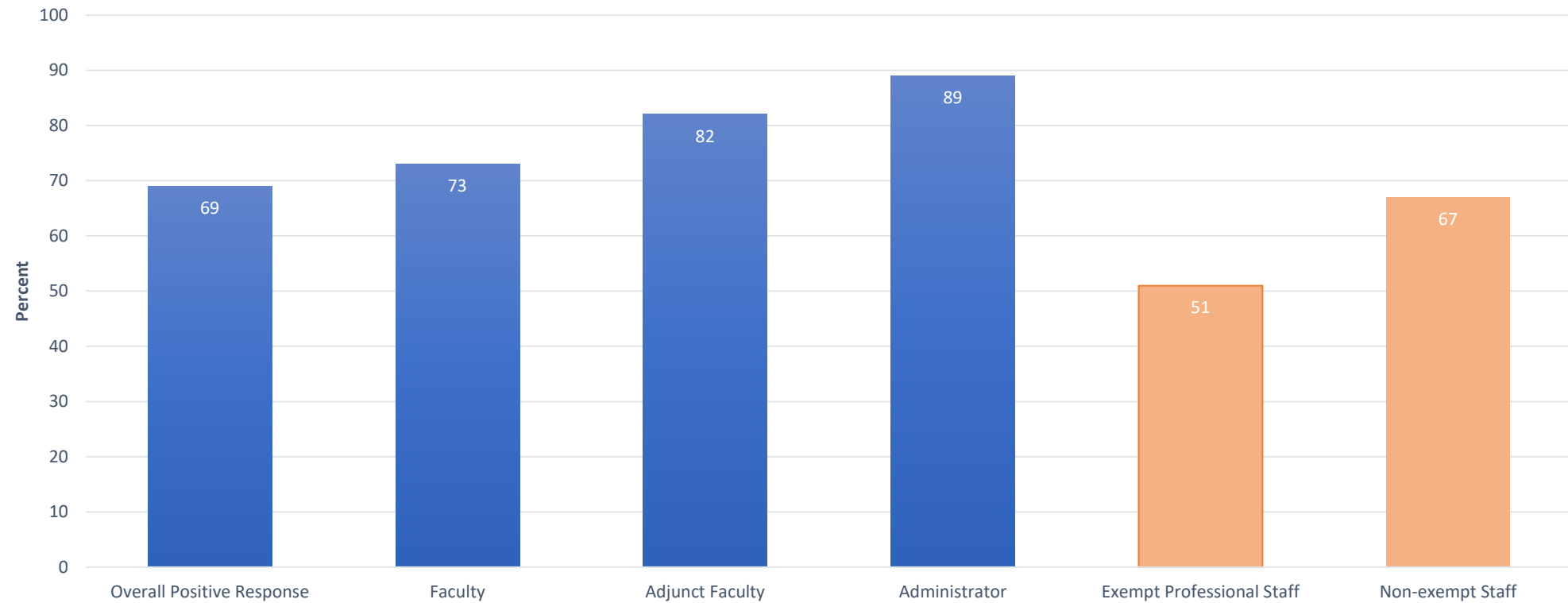
Supervisor/Department Chair Effectiveness



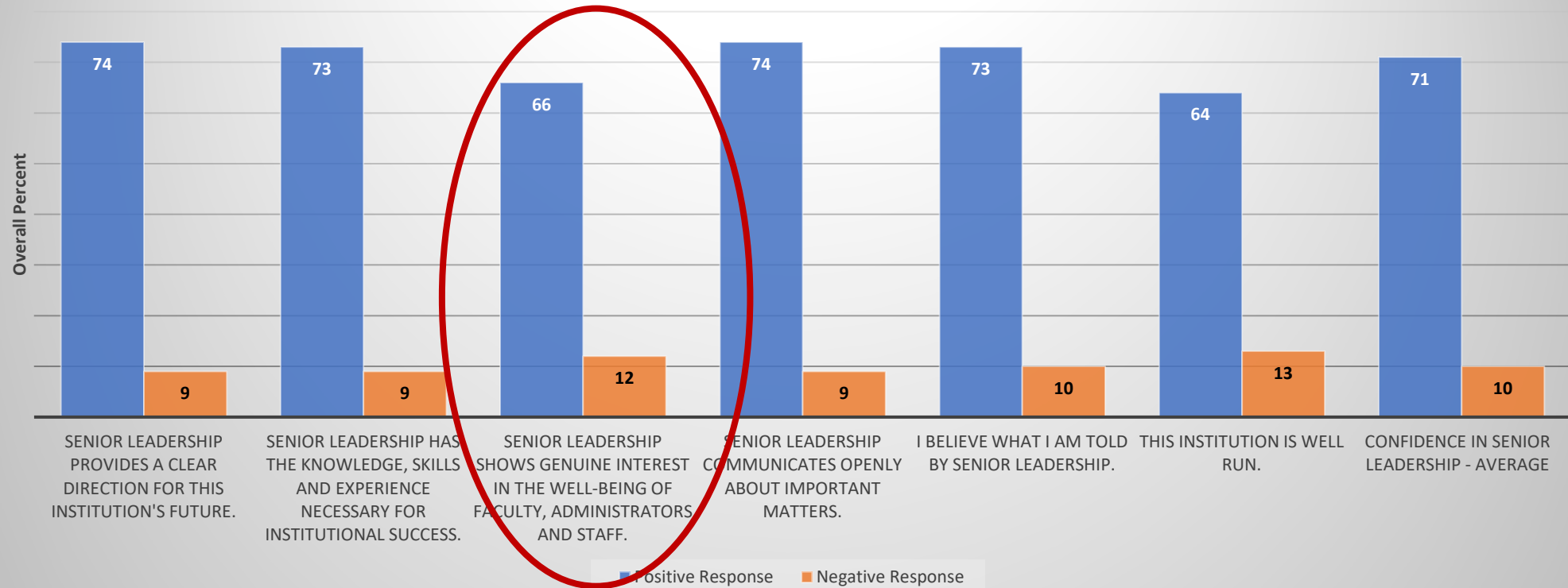
Mission & Pride



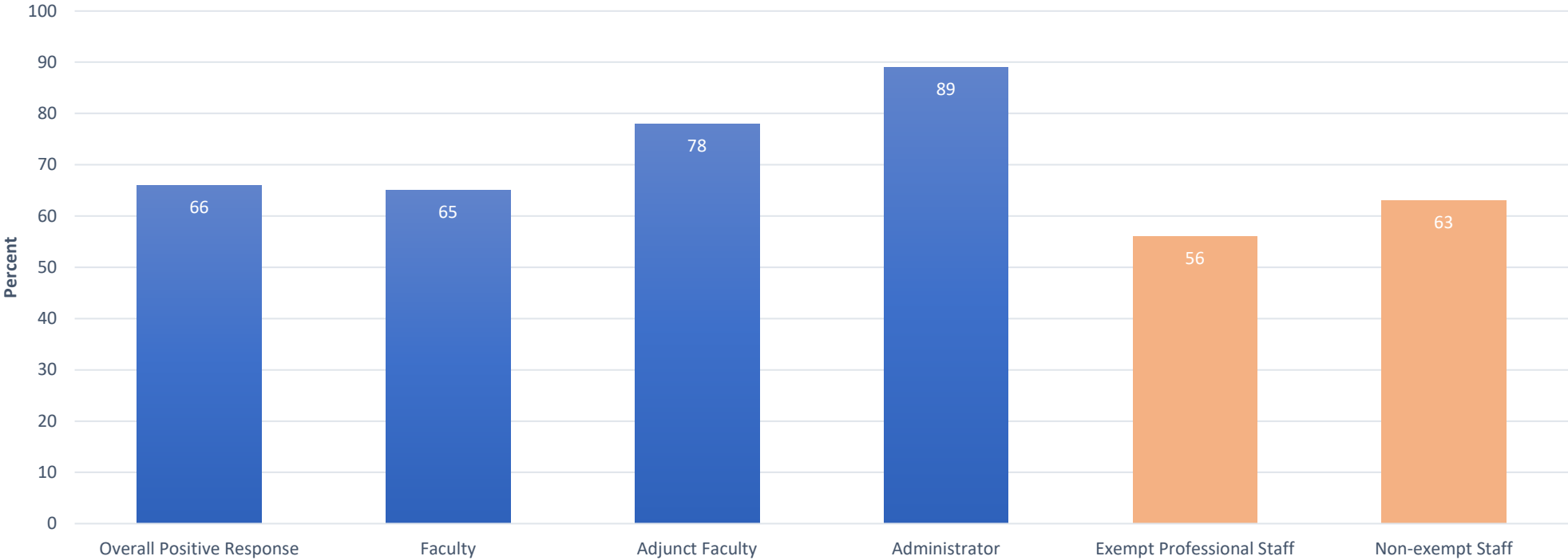
I would recommend working here to my family and/or friends.



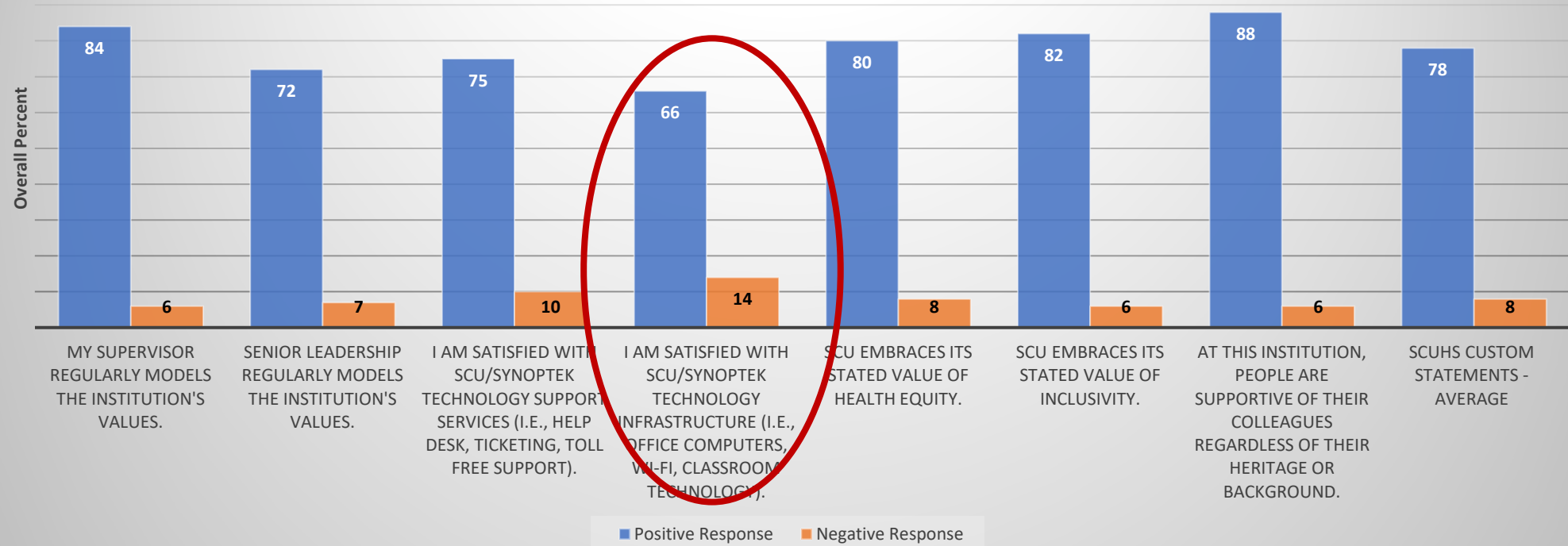
Confidence in Senior Leadership



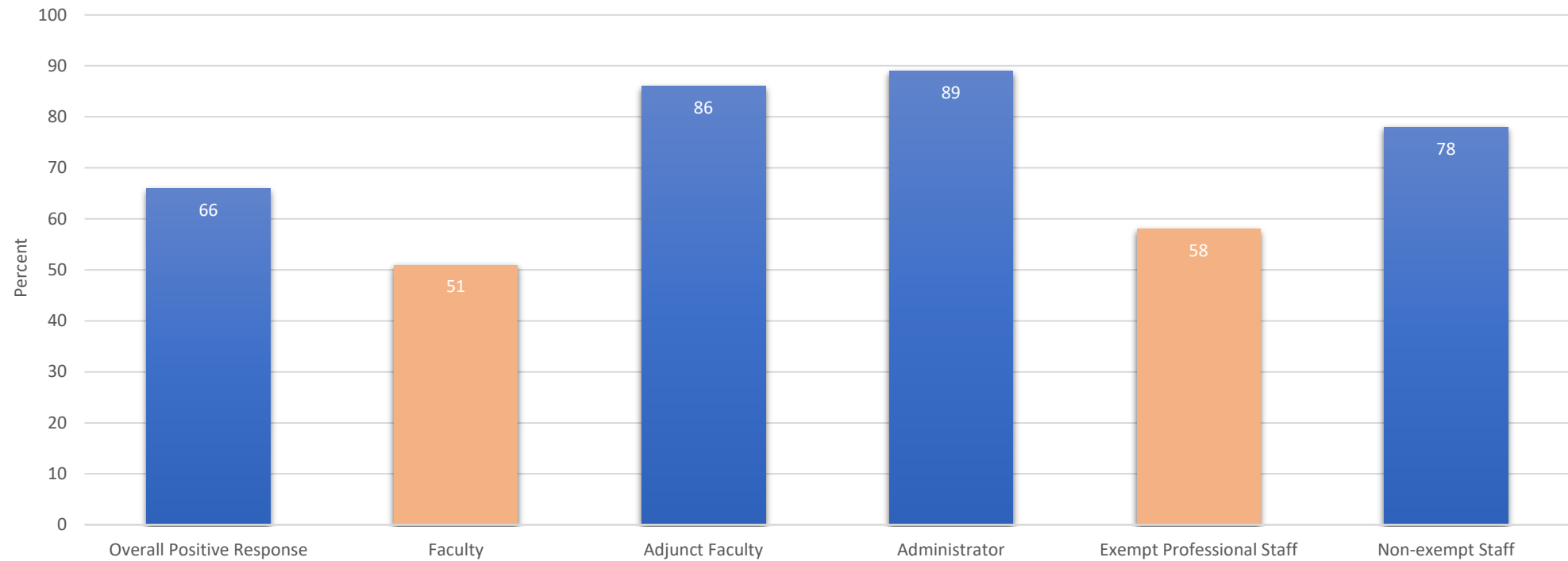
Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.



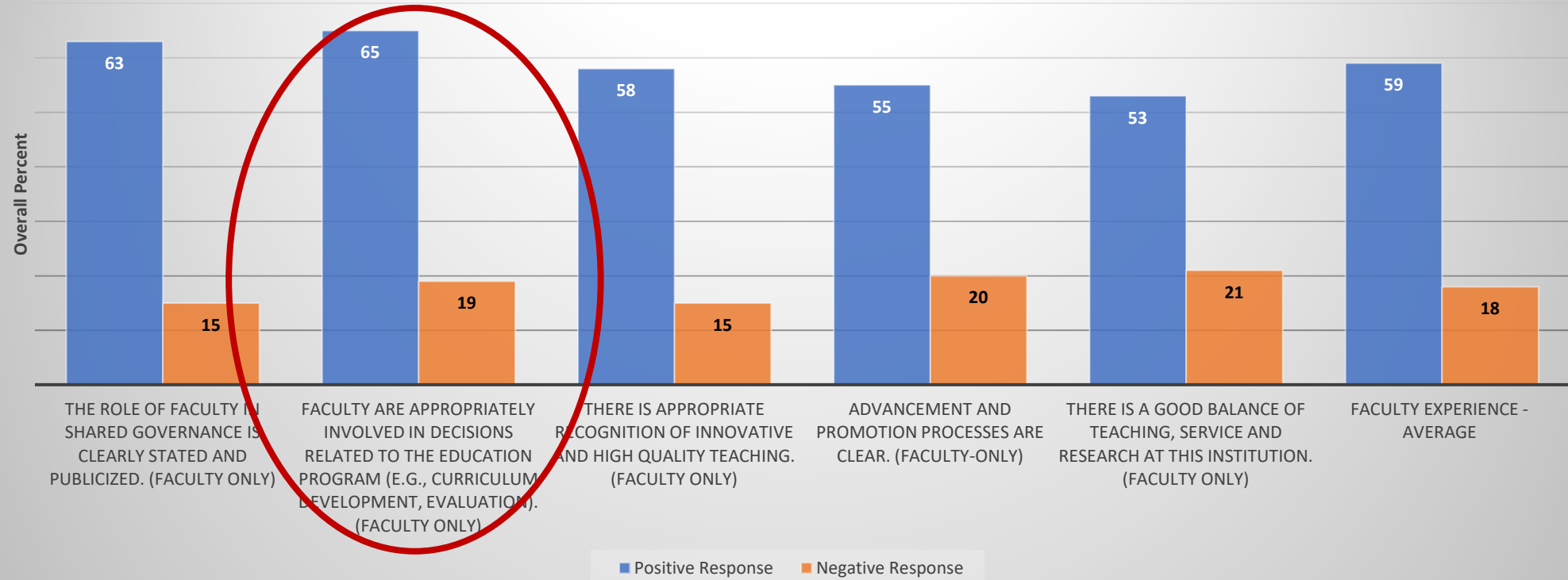
SCU Custom Questions



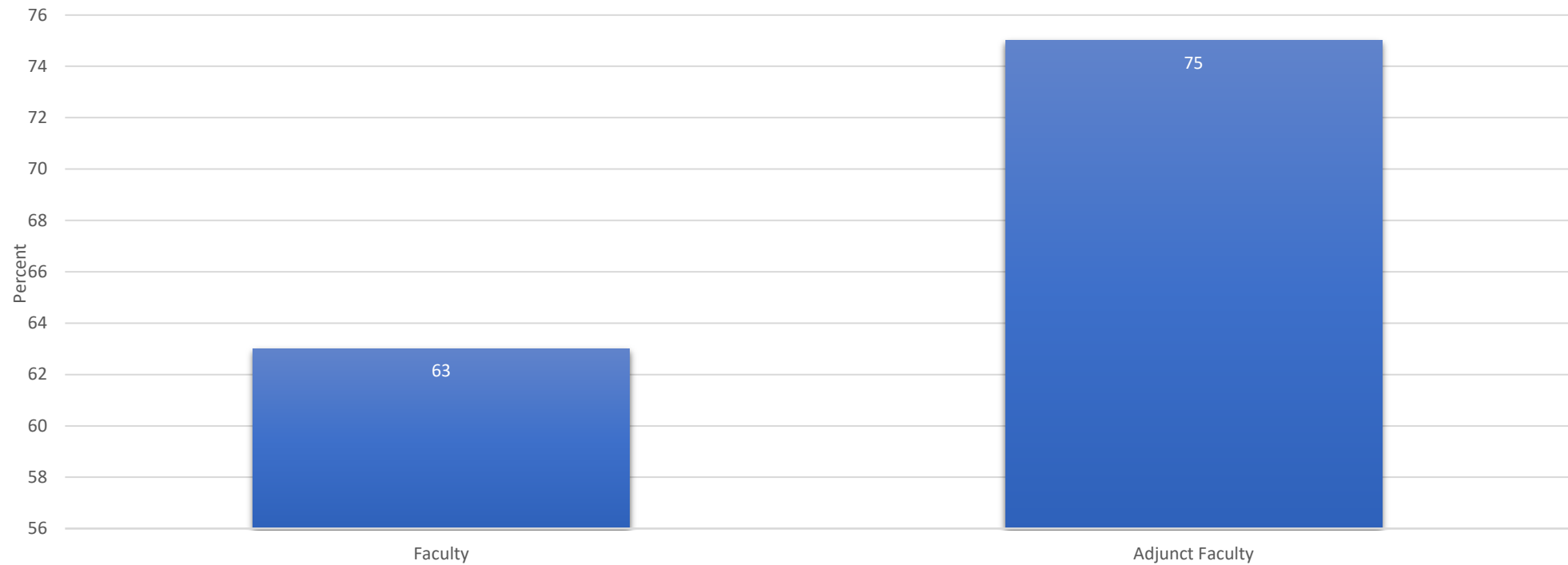
I am satisfied with SCU/Synoptek technology infrastructure (i.e., office computers, Wi-Fi, classroom technology).



Faculty Experience



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



SAMPLE ACTION ITEMS BASED ON SURVEY RESULTS

- Faculty experience of new faculty onboarding- how can we improve onboarding?
 - Communication about topics?
 - More “buy in” from faculty members?
- Promote Faculty engagement.
 - Adjunct faculty are happier than SCU faculty
- Staff members view of debate/discussion of important items at SCU- how can we improve?
 - Staff forum? Focus groups?
- Additional training on technology tools and infrastructure.



COMMENTS