



2024 GREAT COLLEGES TO WORK FOR® SURVEY

The Great Colleges To Work For® Survey (GCWFS) is an annual national survey developed and conducted by ModernThink. Southern California University of Health Sciences (SCU) has regularly participated. The GCWFS is a two-part assessment process. The first part is the Higher Education Insight Survey administered to faculty, adjunct faculty, administrators, exempt professional staff, and non-exempt staff. The second part is the Higher Education Institution Questionnaire (IQ), which captures university employment data and workplace policies.

ModernThink summarizes responses in 10 managerial and organizational competencies important to higher education. Institutional competencies are compared to participants nationally, as well as in the Carnegie comparison group by size. Participating institutions may be recognized for excellence in any individual competency - and as an Honor Roll institution for being among the top ten 4-year colleges and top two 2-year colleges recognized most often in each institutional size category.

PARTICIPANTS

All SCU Faculty and staff were invited to participate. Results were compared against participating national institutions and comparison institutions (Carnegie 4-Year Special Focus classification, or “Carnegie” throughout).

Job Category	SCU Invited (#)	Responded (#)	Response Rates (%)		
			SCU	National	Carnegie
All Employees	397	143	36%	43%	47%
Administrator	28	24	86%	60%	65%
Exempt Professional Staff	48	27	56%	48%	47%
Non-Exempt Staff	69	33	47%	42%	39%
Faculty	149	54	36%	42%	50%
Adjunct Faculty	103	5	5%	14%	19%

Compared to university employees nationally and the Carnegie comparison group, SCU had a slightly lower response rate overall, with more Administrators and Staff responding, slightly fewer full-time (FT) and part-time (PT) faculty (“Faculty”) responding, and many fewer adjunct faculty responding. The variation in faculty response may be due in part to a unique feature of SCU: PT and Adjunct faculty are classified separately (whereas PT and Adjunct faculty are more commonly considered together as “Adjunct Faculty” in other higher education institutions).

THE RESULTS

KEY FINDINGS

SCU exceeded the percentage of positive responses across all Carnegie comparison institutions nationally in all ten competencies. Additionally, SCU has been named a **2024 Great Colleges to Work For® Honor Roll institution** for scoring in the **Top 10 among comparison institutions** in **six of the ten competencies**. This is SCU’s second year with Honor Roll status and sixth year to receive recognition.



Honor Roll Competencies (Top 10 Nationally)		Competencies Above National	Competencies Below National
Confidence in Senior Leadership (77)	Compensation & Benefits	Collaboration	-none-
Diversity, Inclusion, & Belonging	Faculty & Staff Well-being	Communication	
Supervisor/ Department Chair Effectiveness	Professional Development	Job Satisfaction & Support	
		Mission & Pride	

SCU’s percentage of positive responses across all competencies, as well as for individual competencies, have remained stable in 2022, 2023, and 2024, with no statistically significant changes.

COMPARISON TO OTHER HONOR ROLL INSTITUTIONS

While SCU scored *above* the comparison Carnegie institutions on all ten competencies - and averaged within one point *overall* compared to other Honor Roll institutions (79 vs. 80) - SCU *exceeded* the other Honor Roll institutions (+/-2 or more) on just one competency: Diversity, Inclusion & Belonging (8 points higher).

SCU *matched* the Honor Roll institutions (+/-1) on Communication, Performance Management, Collaboration, and Confidence in Senior Leadership. The competency that was most *below* the Honor Roll institutions (+/-2 or more), despite being an Honor Roll competency for SCU, was Professional Development, which scored 6 points lower.

Competency	Positive Responses (%)		
	SCU	Carnegie	Honor Roll
Job Satisfaction & Support	77	75	81
Professional Development	71	69	77
Faculty & Staff Well-being	85	82	88
Performance Management	66	58	67
Supervisors/Department Chair Effectiveness	84	79	86
Communication	74	66	74
Collaboration	75	66	76
Diversity, Inclusion & Belonging	92	80	84
Mission & Pride	86	80	88
Confidence in Senior Leadership	77	63	76
Overall Average	79	72	80

SCU's responses are coded in comparison to Honor Roll institutions, with green exceeding and orange below (+/-2 or more)

QUESTIONS WITH LOW POSITIVE RESPONSES

The 10 competencies are comprised of individual questions. The following table lists all individual questions that elicited *less than 70%* positive responses from SCU, with Carnegie and Honor Roll scores for comparison. While SCU exceeded Carnegie institutions in most categories, SCU *exceeded* Honor Roll institutions (+/-2 or more) only on Paid Fairly.

SCU *matched* the Honor Roll institutions (+/-1) on Promotions Based on Performance, Low Performance Addressed, Meaningful Recognition and Awards, and Changes Discussed Before Implementation. SCU scored *below* Honor Roll institutions (+/-2 or more) on Facilities to Meet Needs, Understanding Requirements to Advance Career, Review Measures Job Performance, and Cross Department Collaboration.

Dimension	Question with Low Positive Responses (below 70%)	Positive Responses (%)		
		SCU	Carnegie	Honor Roll
Job Satisfaction & Support	I am paid fairly for my work.	62	50	60
	The facilities (e.g., classrooms, offices, labs) adequately meet my needs.	61	72	78
Prof. Dev.	I understand the necessary requirements to advance my career.	66	69	76
Performance Management	Promotions in my department are based on a person's performance.	66	59	67
	Our review process accurately measures my job performance.	62	57	67
	Issues of low performance are addressed in my department.	66	59	67
	Our recognition and awards programs are meaningful to me.	64	54	65
Communication	Changes that affect me are discussed prior to being implemented.	64	57	63
Collaboration	I can count on people to cooperate across departments.	62	60	67

SCU's responses are coded in comparison to Honor Roll institutions, with green exceeding and orange below (+/-2 or more)

CONCLUSIONS

- **SCU is a Great College to Work For®**, *above* comparison institutions in *all* competencies, with **Honor Roll** in six.
- SCU scored far above average on Diversity, Inclusion & Belonging, consistent with SCU's value of Inclusivity.
- Lower scoring questions (in comparison to Honor Roll institutions) included Facilities Meet Needs, Understand Requirements to Advance Career, Review Measures Performance, and Cross Department Collaboration.
 - **Since this survey:** Major facility upgrades in 2023/2024. Staff Performance Review updated in 2024. Faculty Handbook revision launched in 2024/2025 with faculty participation and will consider Advancement and Review.
 - **Opportunity:** Continue facility upgrades. Complete faculty handbook revision to address faculty advancement. Evaluate updated staff performance evaluation after a year of use. "Drill down" in survey data for further insight.
- The faculty response rate was lower than other institutions.
 - **Opportunity:** Explore ways to promote survey awareness and response. Consider alignment of faculty classification to better parallel national faculty reporting classifications.
- Continue to participate in the Great Colleges to Work For® survey.



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