

Tulsa Community College Chronicle Great Colleges to Work for Survey Spring 2016

Summary of Key Themes across Job Categories

What do you appreciate most about working at this institution?

Summary of all employees:

- Employees: environment of collegiality, everyone dedicated to student success
- Students: working with students directly or advancing the mission of the College
- Flexibility: teaching environment, scheduling, work/life balance

What would make this institution a better place to work?

Summary of comments from this category:

- Better pay
- Better communication
- Fewer change initiatives/slower rate of change
- Inclusion of broad representation in the decision-making process
- Professional development and/or opportunities for career growth

Summary of Employee Comments by Job Category

Administration:

What do you appreciate most about working at this institution?

Summary of comments from this category:

- Employees: great employees that believe in the mission, collegiality, teamwork among departments, appreciation of peers
- Atmosphere: empowerment, appreciation, support
- Leadership: decisions guided by student success

What would make this institution a better place to work?

Summary of comments from this category:

- Fewer changes and initiatives
- Better communication
- Consistent policies and procedures
- Inclusion of broad representation in the decision-making process
- Funding: Better pay, more funding

Faculty:

What do you appreciate most about working at this institution?

Summary of comments from this category:

- Colleagues
- Students: dedication to student success and diversity of student body
- Autonomy in teaching
- Flexibility
- Community involvement

What would make this institution a better place to work?

Summary of comments from this category:

- Better, more transparent communication: with administration, among faculty, across campuses
- More faculty voice and input from broad representation in decisions/shared governance
- Salary increases
- Slower rate of change
- Professional development

Adjunct Faculty:

What do you appreciate most about working at this institution?

Summary of comments from this category:

- Autonomy in teaching
- Focus on student success

What would make this institution a better place to work?

Summary of comments from this category:

- Funding: better pay/benefits, more funding
- More security with class schedule

Exempt Professional Staff:

What do you appreciate most about working at this institution?

Summary of comments from this category:

- Flexibility: schedule, work-life balance, and work implementation
- Being part of a team
- Paid time off and benefits
- Opportunity to help students

What would make this institution a better place to work?

Summary of comments from this category:

- Better pay
- Tuition reimbursement
- Professional development and/or opportunities for career growth

Non-Exempt Professional Staff:

What do you appreciate most about working at this institution?

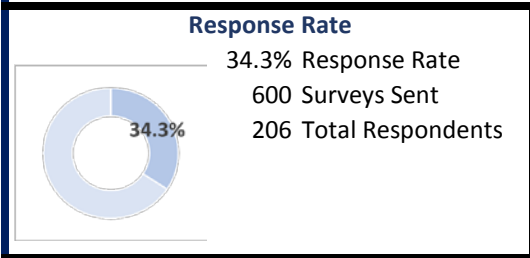
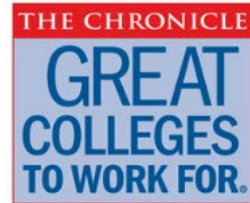
Summary of comments from this category:

- Benefits
- Colleagues and supervisors
- Dedication to student success

What would make this institution a better place to work?

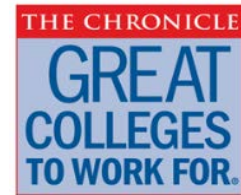
Summary of comments from this category:

- Better pay
- Better communication
- Involve employees in decisions that affect them
- Professional development and/or opportunities for career growth

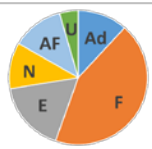


	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
	2016 Honor Roll				
		Overall	>10,000	2016 Carnegie Assoc	
Job Satisfaction/Support		70%	83%	76%	
Teaching Environment		47%	79%	66%	
Professional Development		58%	82%	73%	
Compensation, Benefits & Work/Life Balance		65%	81%	73%	
Facilities		75%	79%	75%	
Policies, Resources & Efficiency		55%	75%	64%	
Shared Governance		49%	77%	63%	
Pride		75%	87%	79%	
Supervisors/Department Chairs		71%	81%	75%	
Senior Leadership		52%	73%	62%	
Faculty, Administration & Staff Relations		55%	75%	62%	
Communication		50%	71%	59%	
Collaboration		52%	74%	64%	
Fairness		49%	72%	63%	
Respect & Appreciation		56%	76%	66%	
Survey Average		58%	77%	68%	

*Results in the first column of the table reflect your school's average percent positive for each survey dimension, that is the percentage of your faculty and staff that responded with "Strongly Agree" or "Agree" to the statements comprising each dimension.



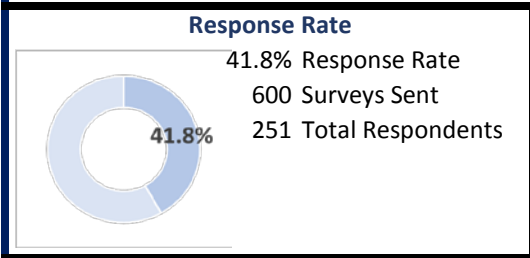
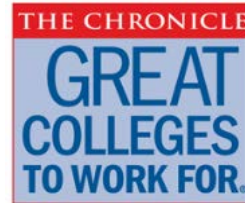
Response Rate



11%	24	Administration
43%	90	Faculty
16%	35	Exempt Prof Staff
11%	23	Non-exempt Staff
12%	25	Adjunct Faculty
4%	9	Unspecified

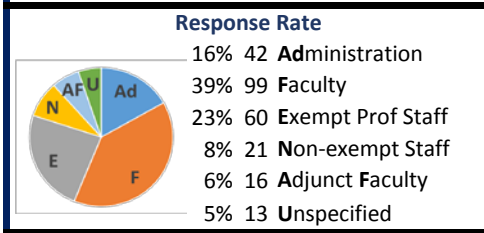
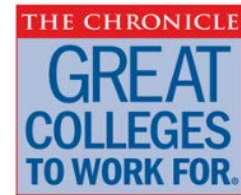
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			Overall	Administration	Faculty	Exempt Prof Staff	Non-exempt staff	Adjunct Faculty
Job Satisfaction/Support			70%	64%	67%	66%	83%	84%
Teaching Environment			47%	54%	41%	53%	61%	45%
Professional Development			58%	62%	58%	62%	60%	56%
Compensation, Benefits & Work/Life Balance			65%	74%	60%	74%	67%	63%
Facilities			75%	76%	70%	80%	80%	81%
Policies, Resources & Efficiency			55%	49%	51%	59%	57%	67%
Shared Governance			49%	59%	42%	61%	53%	46%
Pride			75%	89%	71%	69%	83%	80%
Supervisors/Department Chairs			71%	78%	67%	68%	1%	74%
Senior Leadership			52%	69%	41%	63%	61%	63%
Faculty, Administration & Staff Relations			55%	62%	49%	58%	62%	66%
Communication			50%	56%	48%	52%	58%	45%
Collaboration			52%	63%	47%	52%	59%	55%
Fairness			49%	48%	45%	56%	58%	52%
Respect & Appreciation			56%	61%	51%	64%	64%	53%
Survey Average			58%	65%	54%	62%	66%	62%

*Job Category response distributions have been truncated and may not total 100%.



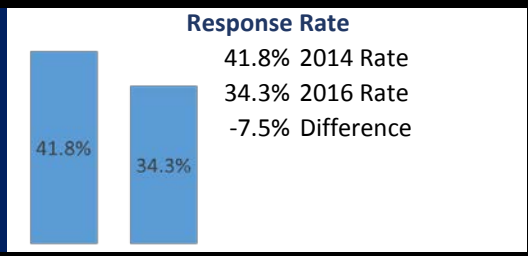
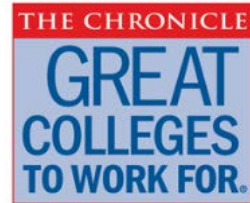
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	2016 Honor Roll				
		Overall	>10,000	2016 Carnegie Assoc	
Job Satisfaction/Support		78%	82%	76%	
Teaching Environment		66%	79%	65%	
Professional Development		69%	82%	73%	
Compensation, Benefits & Work/Life Balance		76%	80%	74%	
Facilities		75%	81%	75%	
Policies, Resources & Efficiency		64%	76%	64%	
Shared Governance		65%	78%	63%	
Pride		81%	87%	79%	
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Respect & Appreciation		68%	76%	66%	
Survey Average		67%	77%	68%	

*Results in the first column of the table reflect your school's average percent positive for each survey dimension, that is the percentage of your faculty and staff that responded with "Strongly Agree" or "Agree" to the statements comprising each dimension.



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%			
			Overall	Administration	Faculty	Exempt Prof Staff	Non-exempt staff	Adjunct Faculty
Job Satisfaction/Support			78%	71%	83%	73%	80%	93%
Teaching Environment			66%	73%	60%	73%	68%	67%
Professional Development			69%	69%	73%	70%	56%	83%
Compensation, Benefits & Work/Life Balance			76%	82%	76%	77%	66%	75%
Facilities			75%	74%	71%	80%	74%	93%
Policies, Resources & Efficiency			64%	63%	64%	59%	66%	79%
Shared Governance			65%	77%	57%	64%	72%	80%
Pride			81%	83%	81%	81%	84%	88%
Supervisors/Department Chairs			73%	72%	75%	74%	63%	86%
Senior Leadership			65%	69%	57%	67%	70%	85%
Faculty, Administration & Staff Relations			58%	71%	57%	50%	48%	86%
Communication			57%	59%	57%	55%	52%	73%
Collaboration			62%	71%	59%	60%	55%	77%
Fairness			55%	62%	52%	56%	50%	69%
Respect & Appreciation			68%	71%	65%	66%	74%	78%
Survey Average			67%	71%	66%	67%	65%	80%

*Job Category response distributions have been truncated and may not total 100%.



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
	Overall			2016 Honor Roll	
				>10,000	2016 Carnegie Assoc
Job Satisfaction/Support	-8%			1%	0%
Teaching Environment	-19%			0%	1%
Professional Development	-11%			0%	0%
Compensation, Benefits & Work/Life Balance	-11%			1%	-1%
Facilities	0%			-2%	0%
Policies, Resources & Efficiency	-9%			-1%	0%
Shared Governance	-16%			-1%	0%
Pride	-6%			0%	0%
Supervisors/Department Chairs	-2%			3%	1%
Senior Leadership	-13%			-3%	0%
Faculty, Administration & Staff Relations	-3%			-1%	1%
Communication	-7%			2%	0%
Collaboration	-10%			1%	1%
Fairness	-6%			0%	0%
Respect & Appreciation	-12%			0%	0%
Survey Average	-9%			0%	0%

*Results represent the change in percentage of respondents answering "Strongly Agree" or "Agree" for each category from 2014 to 2016. A negative percentage means a decrease in number of positive responses.

