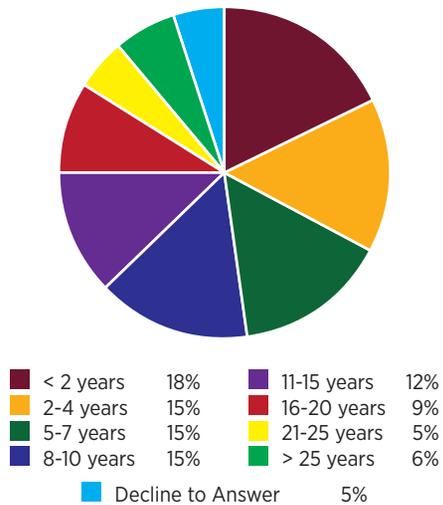


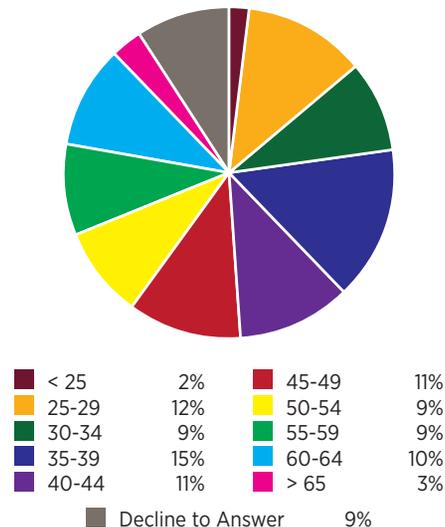
# Great Colleges to Work For Survey

In October, 2019, Indian Hills Community College (IHCC) decided to participate in the Great Colleges to Work For survey. This survey was administered to 369 IHCC employees during March and April, 2020. Demographic information of the respondents included the number of years at the institution, ages and their work categories. The largest group of respondents worked at IHCC for less than two years. In terms of age, the 35-39 group reported the most responses and faculty were the largest group of work responses.

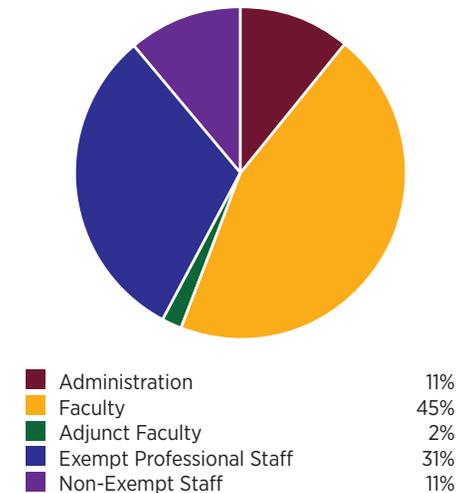
**Respondents' Years at the Institution**



**Respondent Ages**



**Response Rates by Work Categories**



The Great Colleges to Work For survey was sent to over 96,000 employees across the United States and had an overall response rate of 42.5%. IHCC had an overall response rate of 50% and the breakdown by categories are presented above. All accredited institutions in the United States with an enrollment of at least 500 were invited to participate, at no cost to the institution ([www.greatcollegesprogram.com/about-us](http://www.greatcollegesprogram.com/about-us)). There are 12 categories of questions, grouped in the following way.

## Recognition Categories

- 1. Collaborative Governance:** Faculty members are appropriately involved in decisions related to academic programs.
- 2. Compensation and Benefits:** Pay is fair, and benefits meet the needs of employees.
- 3. Confidence in Senior Leadership:** Leaders have the necessary knowledge, skills, and experience for institutional success.
- 4. Diversity:** The institution makes a concerted effort to create a welcoming and fair environment for all its employees.
- 5. Facilities, Workspace, and Security:** Facilities adequately meet needs, the appearance of the campus is pleasing, and the institution takes steps to provide a secure environment.
- 6. Job Satisfaction and Support:** This theme provides insight into the satisfaction with job fit, autonomy, and resources.
- 7. Professional/Career Development Programs:** Employees are given the opportunity to develop skills and understand requirements to advance in their careers.
- 8. Respect and Appreciation:** Employees are regularly recognized for their contributions.
- 9. Supervisor/Department Chair Relationship:** Supervisor makes expectations clear and solicits ideas.
- 10. Teaching Environment:** Faculty members say the institution recognizes innovative and high-quality teaching.
- 11. Tenure Clarity and Process (4-year colleges only):** Requirements for tenure are clear, according to faculty members.
- 12. Work/Life Balance:** Policies give employees the flexibility to manage their work and personal lives.

The 60 Likert scale questions asked of participants identify areas of workplace satisfaction and the survey administrator, ModernThink, recognizes those institutions with the highest overall averages in each of the twelve categories. In the 2020 survey results, 79 institutions were recognized as a 2020 Great College to Work For, based on responses. There were also 42 institutions on the Honor Roll which means they were recognized in multiple categories of the survey. Of those, 30 are four-year colleges and 12 are two-year colleges. IHCC was recognized in 5 of the 12 categories, placing it on the Honor Roll for 2020 surveying. The results are included below.

**Collaboration Responses**

- We have opportunities to contribute to important decisions in my department.
- People in my department work well together.
- I can count on people to cooperate across departments.
- There's a sense that we're all on the same team at this institution.

**Compensation, Benefits & Work/Life Balance Responses**

- I am paid fairly for my work.
- This institution's benefits meet my needs.
- My supervisor/department chair supports my efforts to balance my work and personal life.
- This institution's policies and practices give me the flexibility to manage my work and personal life.

**Senior Leadership Responses**

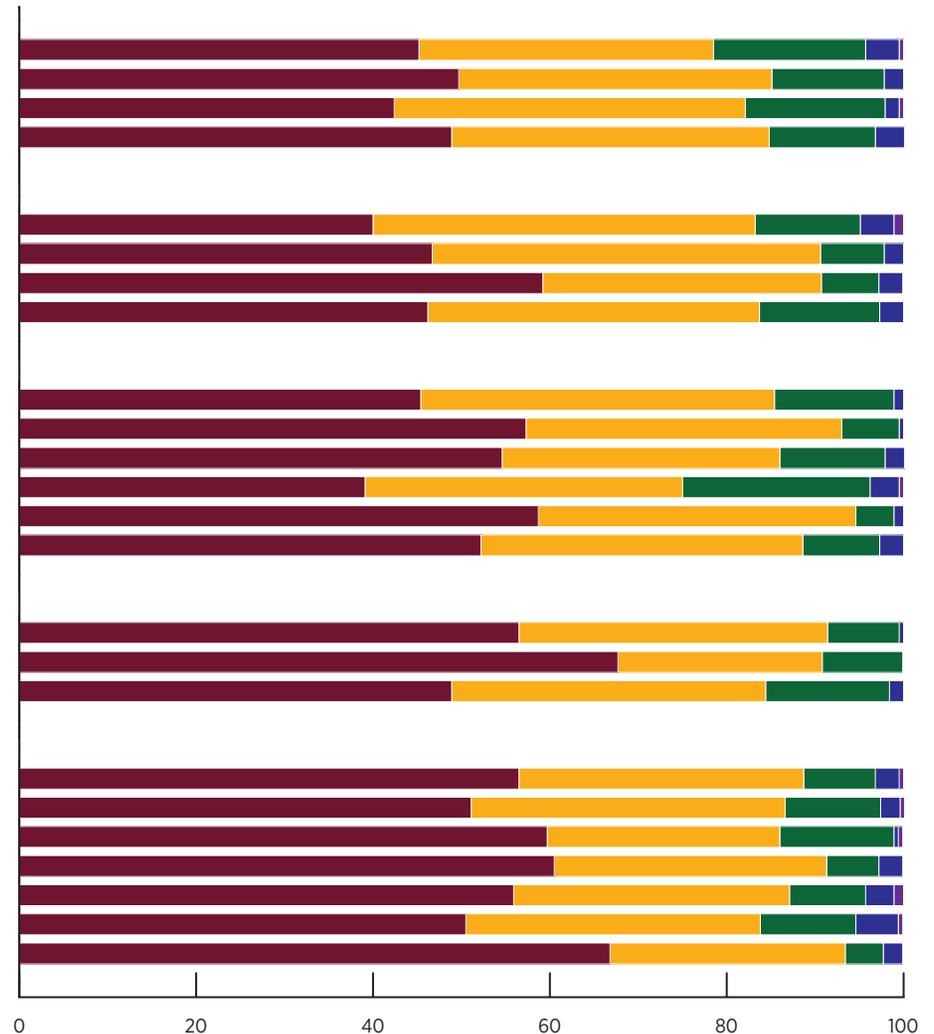
- Senior leadership provides a clear direction for this institution's future.
- Our senior leadership has the knowledge, skills and experience necessary for institutional success.
- Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.
- Senior leadership communicates openly about important matters.
- Senior leadership regularly models this institution's values.
- I believe what I am told by senior leadership.

**Job Satisfaction/Support Responses**

- My job makes good use of my skills and abilities.
- I am given the responsibility and freedom to do my job.
- I am provided the resources I need to be effective in my job.

**Supervisors/Department Chair Responses**

- My supervisor/department chair makes his/her expectations clear.
- I receive feedback from my supervisor/department chair that helps me.
- I believe what I am told by my supervisor/department chair.
- My supervisor/department chair regularly models this institution's values.
- My supervisor/department chair is consistent and fair.
- My supervisor/department chair actively solicits my suggestions and ideas.
- I have a good relationship with my supervisor/department chair.



An expanded report of IHCC's participation in the Great Colleges to Work For 2020 survey can be obtained by contacting Stephanie Holliman-Ginkens at [stephanie.holliman-ginkens@indianhills.edu](mailto:stephanie.holliman-ginkens@indianhills.edu).

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If you have questions or complaints related to compliance with this policy, please contact Associate Dean, Student Development, 525 Grandview Ave, Ottumwa, IA 52501, (641) 683-5155, [equity@indianhills.edu](mailto:equity@indianhills.edu) (students, faculty and staff); Executive Dean, Centerville Campus & Learning Services, 683-5174, [learningservicesequity@indianhills.edu](mailto:learningservicesequity@indianhills.edu) (students with disabilities); U.S. Department of Education, Citigroup Center, 500 W. Madison, Suite 1475, Chicago, IL 60661, phone number (312) 730-1560, fax (312) 730-1576.