

The Chronicle Great Colleges to Work For 2009

ModernThink

Higher Education Insight Survey[®]

West Los Angeles College

Overall Benchmark ScoreCard

		Overall		Benchmarks 2009				
		Positive Response	Negative Response	Best in Size: > 10000	Carnegie: Assoc.	Geography: Far West	Status: Public	Enrollment: > 10000
Total number of survey respondents (166)								
Job Satisfaction/Support								
1	My job makes good use of my skills and abilities.	81	6	86	86	83	85	83
2	I am given the responsibility and freedom to do my job.	84	1	87	86	88	86	84
4	I am provided the resources I need to be effective in my job.	56	15	73	67	59	67	65
Job Satisfaction/Support - Average		73	7	82	79	76	79	77
Teaching Environment								
33	There is a good balance of teaching, service and research at this institution.	56	21	69	63	54	64	61
51	There is appropriate recognition of innovative and high quality teaching.	60	12	76	64	57	64	65
Teaching Environment - Average		58	16	72	63	55	64	63
Career Development, Research & Scholarship								
6	I am given the opportunity to develop my skills at this institution.	77	9	82	78	73	78	75
10	I understand the necessary requirements to advance my career.	80	7	77	75	75	76	72
Career Development, Research & Scholarship - Average		78	8	79	76	74	77	73
Compensation & Benefits								
11	I am paid fairly for my work.	76	9	63	56	66	57	57
34	This institution's benefits meet my needs.	74	6	74	76	72	76	73
Compensation & Benefits - Average		75	7	68	66	69	66	65
Facilities & Security								
28	The overall appearance of the campus is pleasing.	62	11	89	80	81	82	82
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	79	1	90	84	76	84	83
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	47	23	72	67	56	67	63
Facilities & Security - Average		62	11	83	77	71	77	76
Policies, Resources & Efficiency								
17	Our review process accurately measures my job performance.	73	9	59	59	55	59	55
30	Our orientation program prepares new faculty, administration and staff to be effective.	38	27	67	54	40	56	55
35	Our recognition and awards programs are meaningful to me.	61	20	53	49	44	50	48
40	Teaching is appropriately recognized in the evaluation and promotion process.	71	8	75	71	68	72	70
49	This institution actively contributes to the community.	80	4	93	88	80	89	89
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	87	4	83	76	68	76	76
57	This institution is well run.	62	7	73	67	55	68	65
Policies, Resources & Efficiency - Average		67	11	71	66	58	67	65
Participation in College Governance								
38	The role of faculty in shared governance is clearly stated and publicized.	77	6	70	65	66	65	65
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	74	10	75	72	71	72	70
42	Faculty, administration and staff are meaningfully involved in institutional planning.	64	10	67	64	62	63	61
Participation in College Governance - Average		71	8	70	67	66	66	65
Connection to Institution & Pride								
5	I understand how my job contributes to this institution's mission.	93	2	93	92	90	92	91
36	I am proud to be part of this institution.	81	3	89	86	80	86	83
54	I feel a strong sense of loyalty to this institution.	80	3	84	83	79	82	80
59	This institution's culture is special — something you don't find just anywhere.	61	17	73	69	58	68	64
60	All things considered, this is a great place to work.	77	3	84	81	73	81	77
Connection to Institution & Pride - Average		78	5	84	82	76	81	79
Supervisor/Department Chair Relationship								
3	My supervisor/department chair makes his/her expectations clear.	80	6	78	77	71	76	74
7	I receive feedback from my supervisor/department chair that helps me.	71	9	72	70	63	71	68
12	I believe what I am told by my supervisor/department chair.	77	6	79	78	71	78	75
15	My supervisor/department chair regularly models this institution's values.	75	6	78	78	71	78	74
19	My supervisor/department chair is consistent and fair.	77	4	75	77	71	77	74
20	My supervisor/department chair actively solicits my suggestions and ideas.	73	12	71	73	65	72	68
24	I have a good relationship with my supervisor/department chair.	84	2	87	86	80	86	83
Supervisor/Department Chair Relationship - Average		76	6	77	77	70	76	73
Confidence in Senior Leadership								
27	Senior leadership provides a clear direction for this institution's future.	74	10	68	66	61	65	62
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	74	4	78	74	63	74	70
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	66	11	71	68	63	67	64
41	Senior leadership communicates openly about important matters.	69	11	67	63	60	62	59
47	I trust senior leadership enough to follow them, even when I disagree with their decisions.	66	8	70	69	61	69	64
48	Senior leadership regularly models this institution's values.	70	6	74	73	65	72	68
56	I believe what I am told by senior leadership.	61	9	66	66	57	66	61
Confidence in Senior Leadership - Average		68	8	70	68	61	67	64
Faculty, Administration & Staff Relations								
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	66	11	71	68	63	67	64
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	73	4	79	73	64	72	70
55	There is regular and open communication among faculty, administration and staff.	68	10	65	62	57	62	59
Faculty, Administration & Staff Relations - Average		69	8	71	67	61	67	64
Internal Communications								
3	My supervisor/department chair makes his/her expectations clear.	80	6	78	77	71	76	74
7	I receive feedback from my supervisor/department chair that helps me.	71	9	72	70	63	71	68
8	When I offer a new idea, I believe it will be fully considered.	64	9	70	68	60	68	65
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	69	9	65	68	62	67	64
21	In my department, we communicate openly about issues that impact each other's work.	67	14	69	71	65	70	65
22	Changes that affect me are discussed prior to being implemented.	55	19	52	52	45	51	47
27	Senior leadership provides a clear direction for this institution's future.	74	10	68	66	61	65	62
41	Senior leadership communicates openly about important matters.	69	11	67	63	60	62	59
43	At this institution, we discuss and debate issues respectfully to get better results.	64	11	63	60	54	59	57
Internal Communications - Average		68	10	67	66	60	65	62
Collaboration								
13	We have opportunities to contribute to important decisions in my department.	69	12	67	69	66	69	65
23	People in my department work well together.	56	8	73	75	69	74	69
25	Overall, my department is a good place to work.	79	3	88	87	79	86	83
26	I can count on people to cooperate across departments.	55	5	66	63	57	62	59
58	There's a sense that we're all on the same team at this institution.	62	12	65	60	51	59	56
Collaboration - Average		64	8	71	70	64	70	66
Fairness								
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	69	9	65	68	62	67	64
16	Promotions in my department are based on a person's ability.	58	19	54	56	53	55	51
18	Issues of low performance are addressed in my department.	57	14	50	53	49	53	48
19	My supervisor/department chair is consistent and fair.	77	4	75	77	71	77	74
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	71	10	69	66	61	66	63
Fairness - Average		66	11	62	64	59	63	60
Respect & Appreciation								
9	I am regularly recognized for my contributions.	63	15	56	57	54	57	53
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	66	11	71	68	63	67	64
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	82	3	86	85	82	84	83
52	We celebrate significant milestones and important accomplishments at this institution.	83	1	82	76	63	76	74
53	This institution's policies and practices give me the flexibility to manage my personal and family life.	84	1	84	81	78	81	78
Respect & Appreciation - Average		75	6	75	73	68	73	70
Overall Survey Average		70	8	73	70	65	70	68