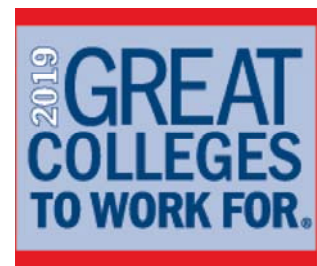


ModernThink
ModernThink Higher Education Insight Survey 2019
Western Nebraska Community College
Response Distribution Report



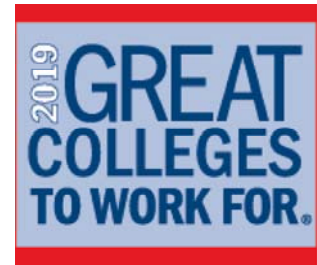
	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-60)

Your Overall (116) 3.58	26.6%	32.9%	21.4%	9.8%	9.3%
Administration (23) 4.11	43.6%	32.2%	18.3%	3.5%	2.4%
Faculty (57) 3.23	20.6%	27.1%	22.6%	13.8%	15.9%
Adjunct Faculty (2) *** ***					
Exempt Prof'l Staff (20) 3.81	24.8%	45.4%	19%	7.5%	3.4%
Non-exempt Staff (10) 3.88	25.6%	43.2%	25.1%	5.8%	0.2%

1. My job makes good use of my skills and abilities.

Your Overall (115) 4.19	45.2%	35.7%	13.9%	3.5%	1.7%
Administration (23) 4.65	69.6%	26.1%	4.3%	0%	0%
Faculty (57) 4.12	43.9%	31.6%	19.3%	3.5%	1.8%
Adjunct Faculty (2) *** ***					
Exempt Prof'l Staff (20) 3.95	25%	60%	5%	5%	5%
Non-exempt Staff (10) 4.1	40%	40%	10%	10%	0%



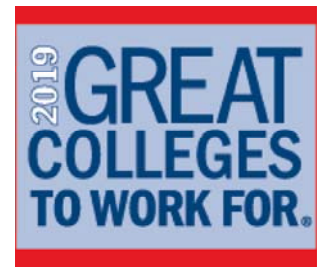
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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2. I am given the responsibility and freedom to do my job.

Your Overall (115) 4.06	44.3%	31.3%	14.8%	5.2%	4.3%
Administration (23) 4.57	69.6%	26.1%	0%	0%	4.3%
Faculty (57) 3.86	42.1%	22.8%	19.3%	10.5%	5.3%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 3.95	25%	55%	15%	0%	5%
Non-exempt Staff (10) 4.3	40%	50%	10%	0%	0%

3. My supervisor/department chair makes his/her expectations clear.

Your Overall (115) 3.97	39.1%	36.5%	11.3%	7.8%	5.2%
Administration (23) 4.3	43.5%	47.8%	4.3%	4.3%	0%
Faculty (57) 3.7	38.6%	26.3%	12.3%	12.3%	10.5%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 4.35	45%	45%	10%	0%	0%
Non-exempt Staff (10) 4	30%	40%	30%	0%	0%



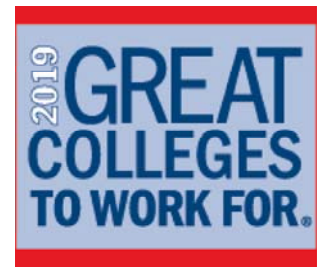
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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4. I am provided the resources I need to be effective in my job.

Your Overall (115) 3.66	24.3%	37.4%	21.7%	13%	3.5%
Administration (23) 3.83	30.4%	30.4%	30.4%	8.7%	0%
Faculty (57) 3.54	22.8%	36.8%	15.8%	21.1%	3.5%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 3.55	15%	50%	20%	5%	10%
Non-exempt Staff (10) 4	30%	40%	30%	0%	0%

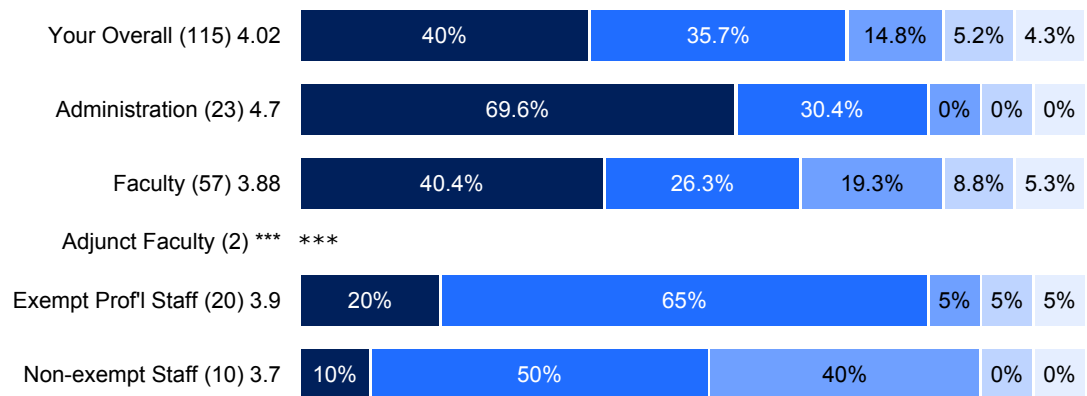
5. I understand how my job contributes to this institution's mission.

Your Overall (115) 4.2	47.8%	30.4%	16.5%	4.3%	0.9%
Administration (23) 4.61	69.6%	21.7%	8.7%	0%	0%
Faculty (57) 3.96	36.8%	33.3%	21.1%	7%	1.8%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 4.3	55%	25%	15%	5%	0%
Non-exempt Staff (10) 4.3	40%	50%	10%	0%	0%

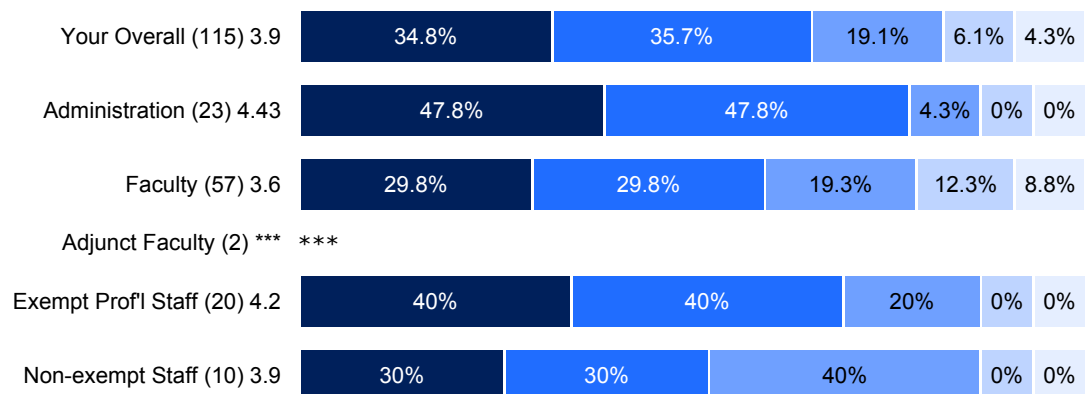


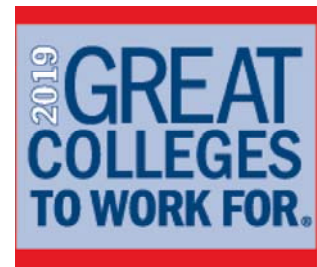
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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6. I am given the opportunity to develop my skills at this institution.



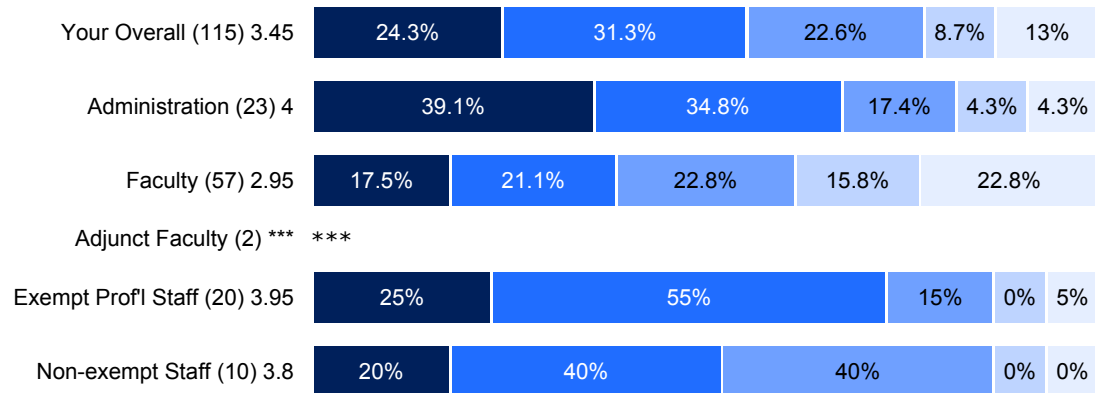
7. I receive feedback from my supervisor/department chair that helps me.



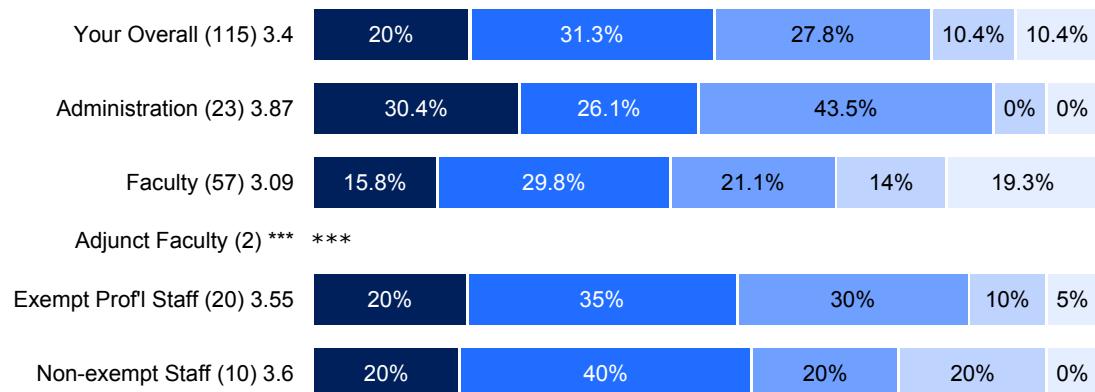


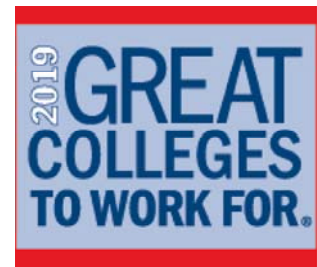
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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8. When I offer a new idea, I believe it will be fully considered.



9. I am regularly recognized for my contributions.





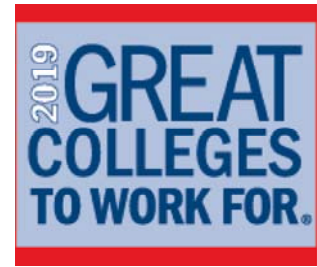
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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10. I understand the necessary requirements to advance my career.

Your Overall (113) 3.8	31%	38.9%	15%	8.8%	6.2%
Administration (23) 4.04	34.8%	47.8%	8.7%	4.3%	4.3%
Faculty (56) 3.7	30.4%	33.9%	17.9%	10.7%	7.1%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (19) 3.53	21.1%	42.1%	15.8%	10.5%	10.5%
Non-exempt Staff (10) 3.9	30%	40%	20%	10%	0%

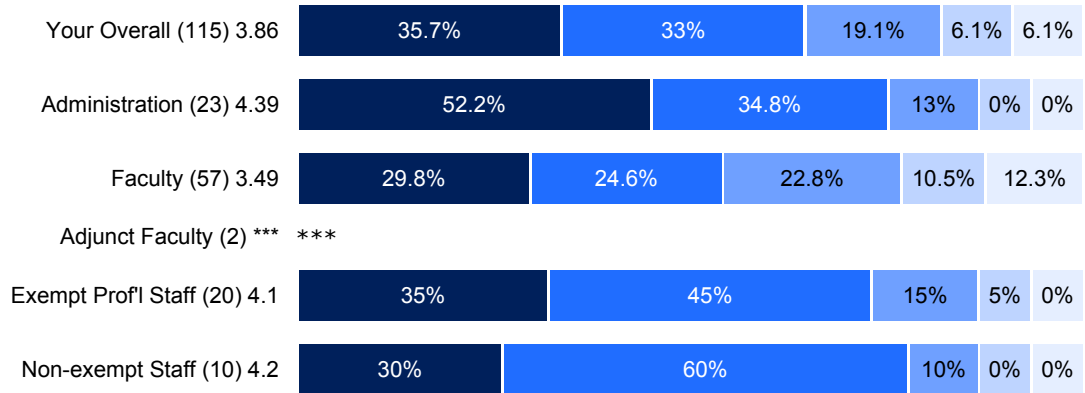
11. I am paid fairly for my work.

Your Overall (115) 3.65	23.5%	37.4%	25.2%	8.7%	5.2%
Administration (23) 4.13	43.5%	26.1%	30.4%	0%	0%
Faculty (57) 3.54	21.1%	40.4%	19.3%	10.5%	8.8%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 3.5	20%	35%	25%	15%	5%
Non-exempt Staff (10) 3.6	0%	60%	40%	0%	0%

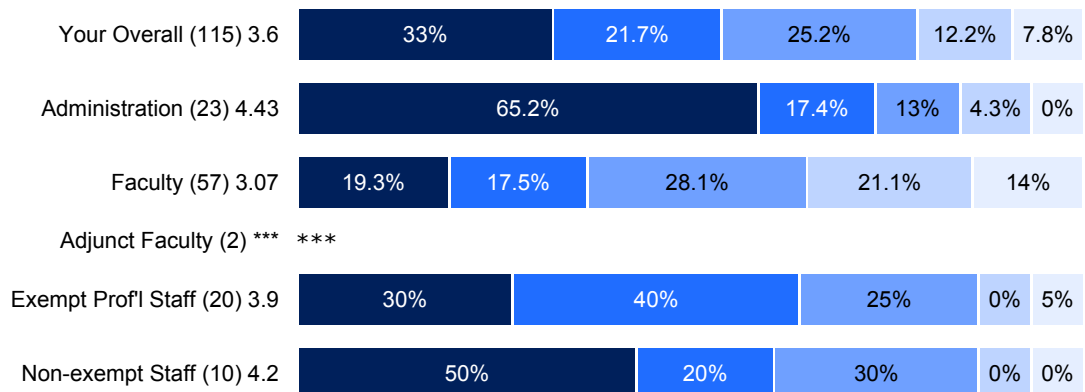


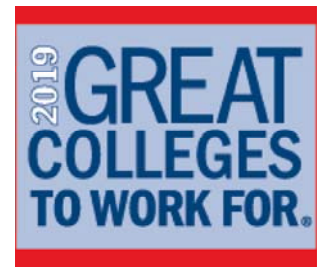
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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12. I believe what I am told by my supervisor/department chair.



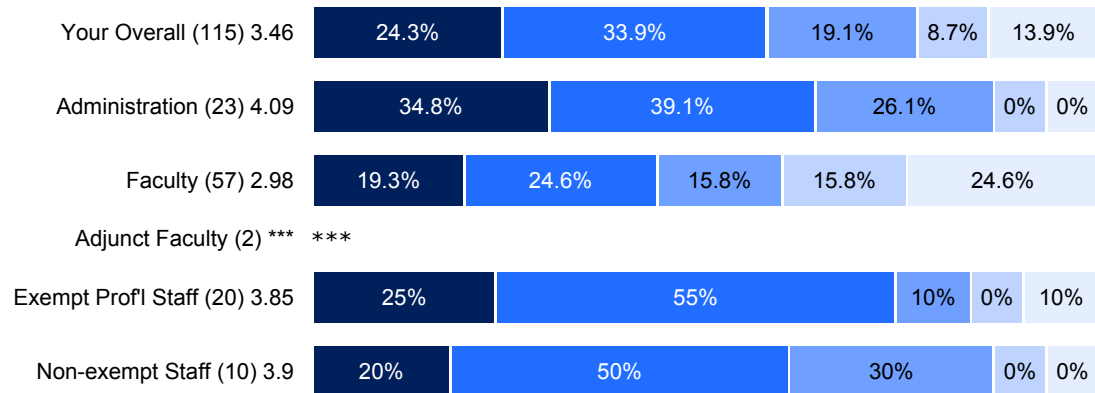
13. We have opportunities to contribute to important decisions in my department.



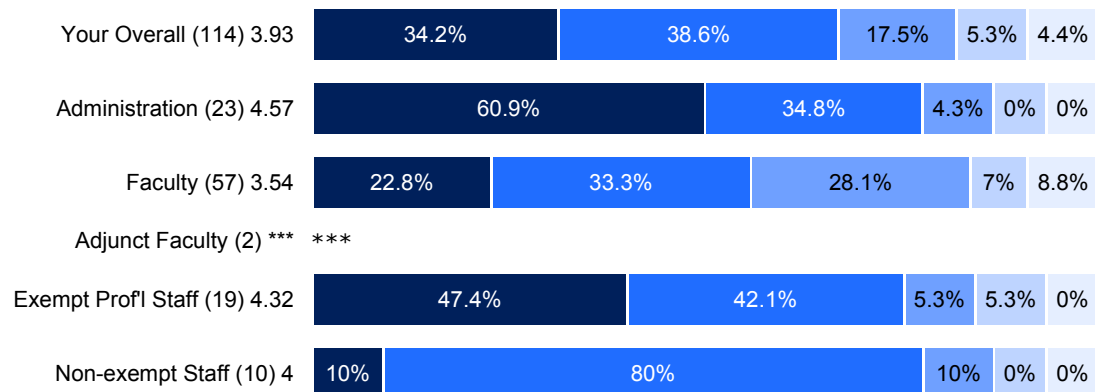


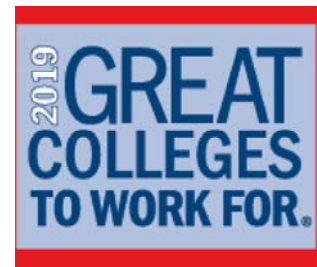
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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14. I can speak up or challenge a traditional way of doing something without fear of harming my career.



15. My supervisor/department chair regularly models this institution's values.





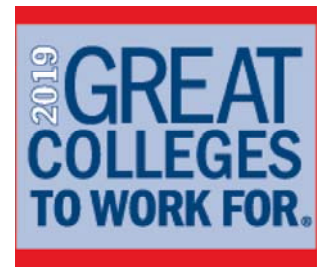
	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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16. Promotions in my department are based on a person's ability.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (94) 3.35	20.2%	31.9%	22.3%	13.8%	11.7%
Administration (22) 3.68	22.7%	45.5%	18.2%	4.5%	9.1%
Faculty (45) 2.96	15.6%	22.2%	24.4%	17.8%	20%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (14) 3.86	28.6%	42.9%	14.3%	14.3%	0%
Non-exempt Staff (10) 3.7	20%	40%	30%	10%	0%

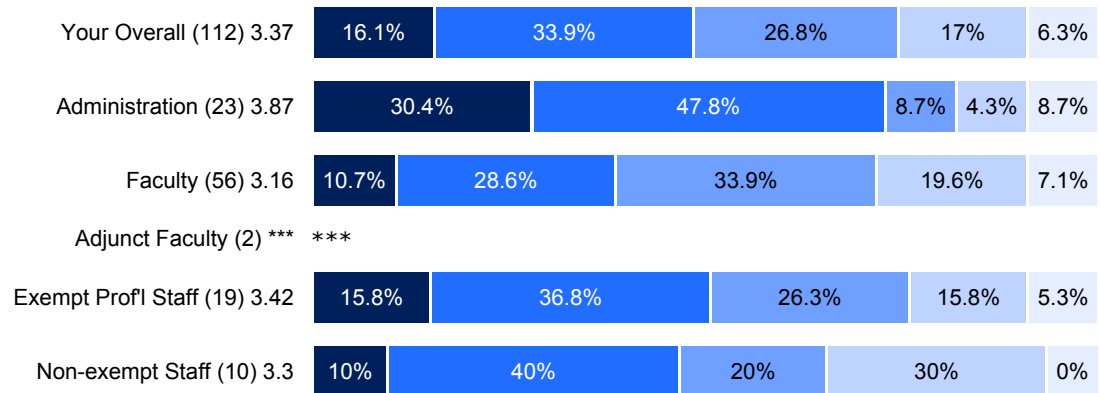
17. Our review process accurately measures my job performance.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (113) 3.52	19.5%	38.9%	21.2%	15%	5.3%
Administration (23) 3.96	26.1%	56.5%	8.7%	4.3%	4.3%
Faculty (56) 3.29	16.1%	32.1%	23.2%	21.4%	7.1%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (19) 3.68	15.8%	47.4%	26.3%	10.5%	0%
Non-exempt Staff (10) 3.5	20%	30%	30%	20%	0%

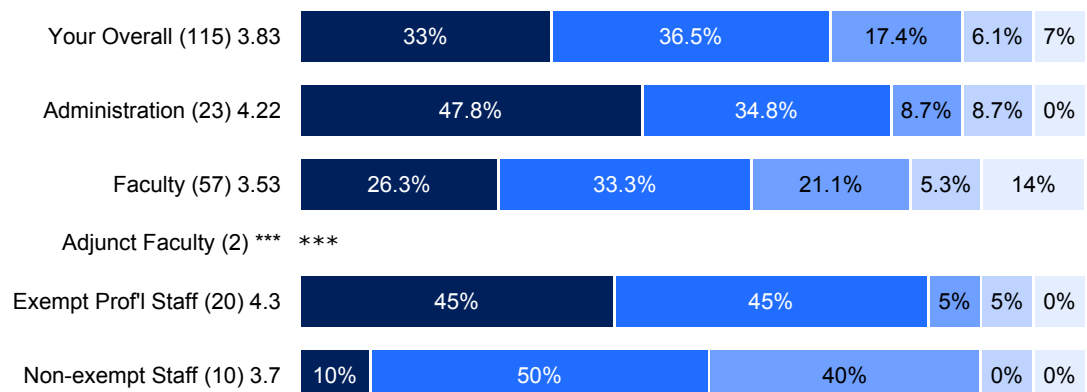


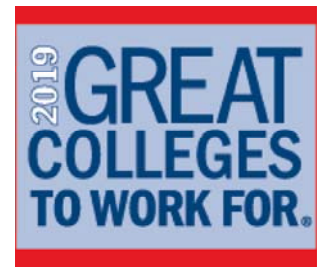
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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18. Issues of low performance are addressed in my department.



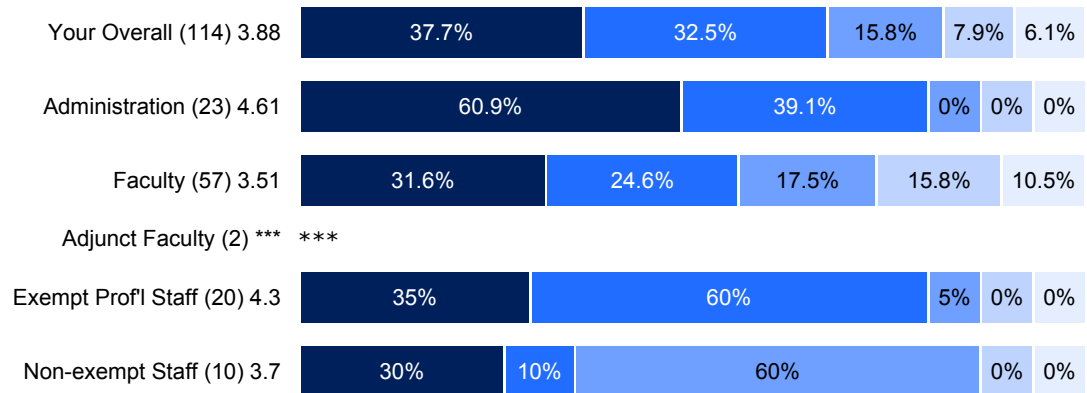
19. My supervisor/department chair is consistent and fair.



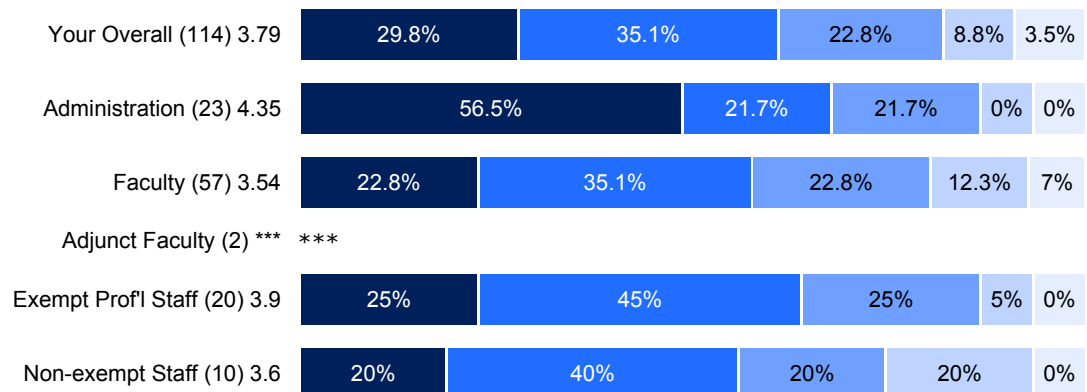


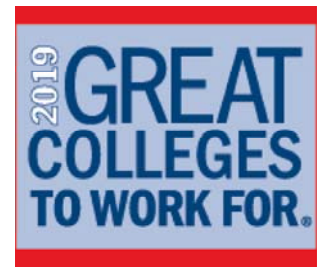
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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20. My supervisor/department chair actively solicits my suggestions and ideas.



21. In my department, we communicate openly about issues that impact each other's work.





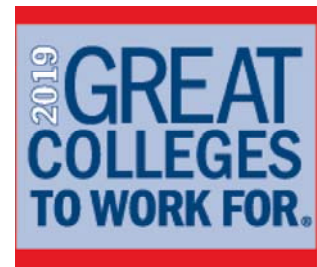
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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22. Changes that affect me are discussed prior to being implemented.

Your Overall (114) 2.89	14%	22.8%	22.8%	18.4%	21.9%
Administration (23) 3.78	30.4%	30.4%	26.1%	13%	0%
Faculty (57) 2.39	7%	19.3%	19.3%	14%	40.4%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 3.15	10%	35%	25%	20%	10%
Non-exempt Staff (10) 3.1	20%	10%	30%	40%	0%

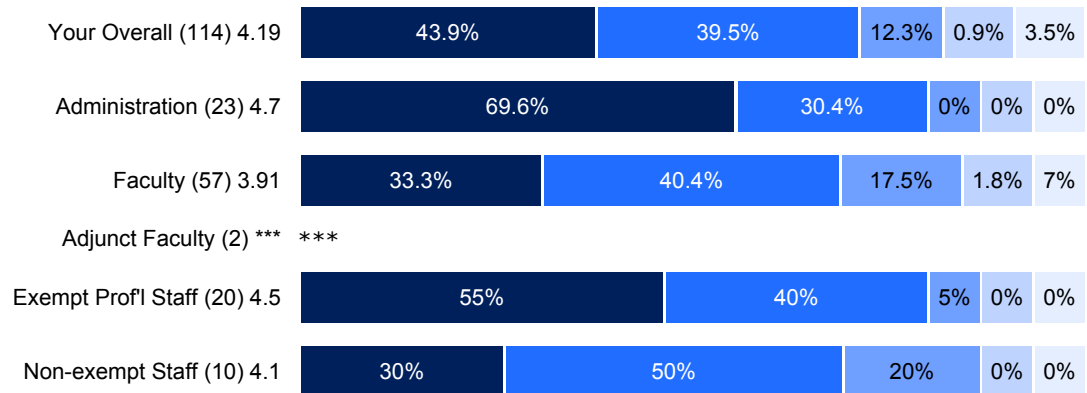
23. People in my department work well together.

Your Overall (114) 4.1	37.7%	41.2%	15.8%	3.5%	1.8%
Administration (23) 4.3	47.8%	34.8%	17.4%	0%	0%
Faculty (57) 3.98	36.8%	38.6%	14%	7%	3.5%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 4.2	35%	50%	15%	0%	0%
Non-exempt Staff (10) 4.1	30%	50%	20%	0%	0%

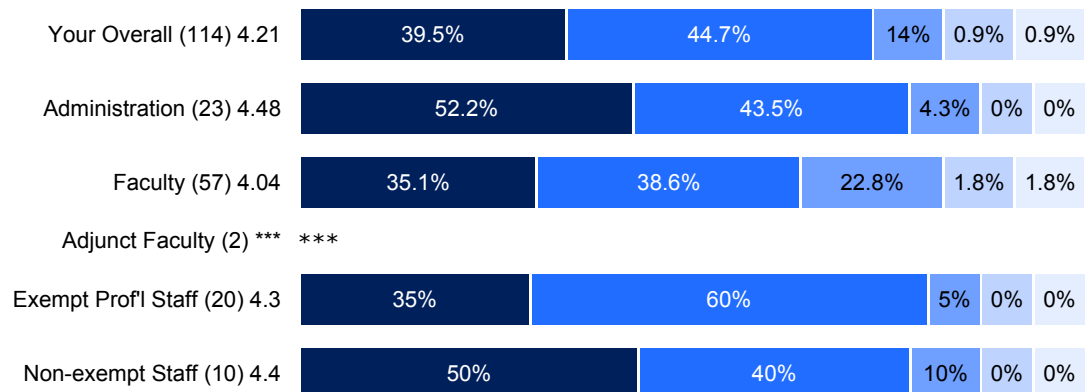


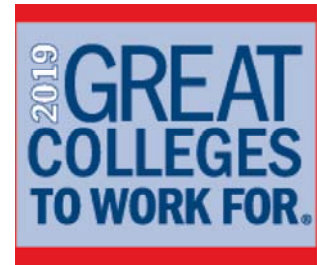
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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24. I have a good relationship with my supervisor/department chair.



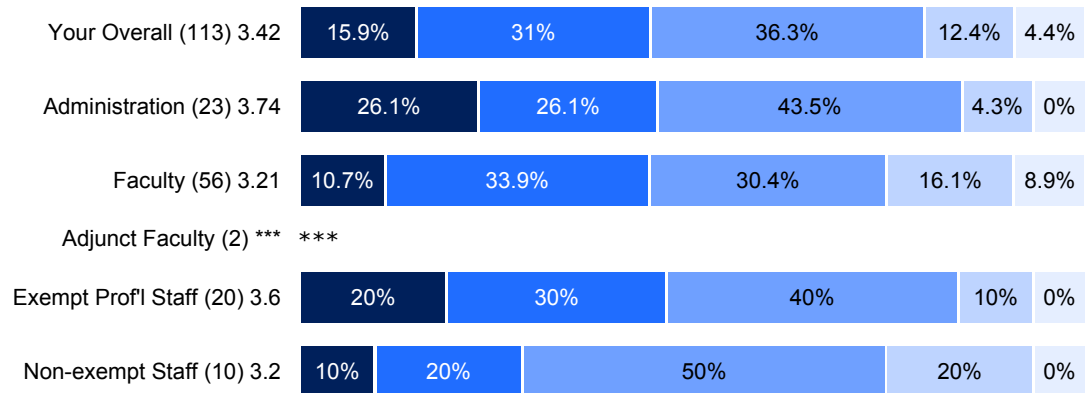
25. Overall, my department is a good place to work.



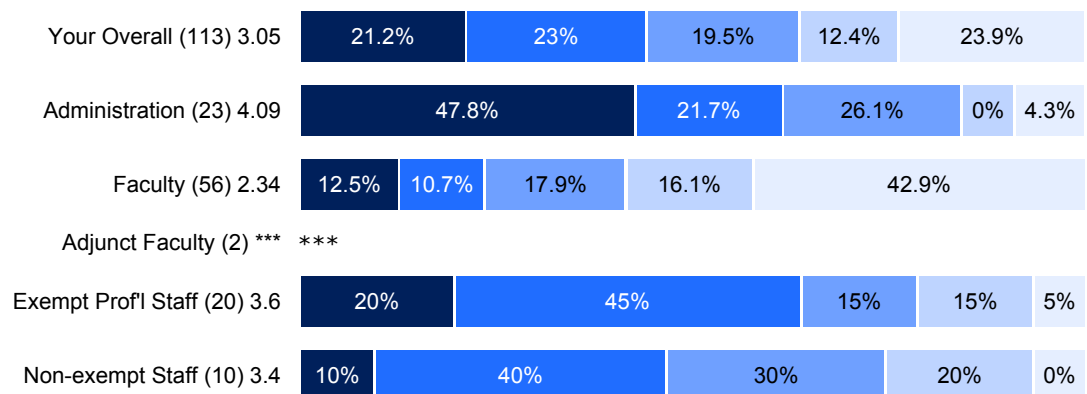


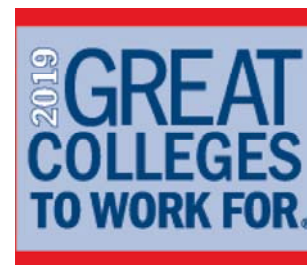
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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26. I can count on people to cooperate across departments.



27. Senior leadership provides a clear direction for this institution's future.





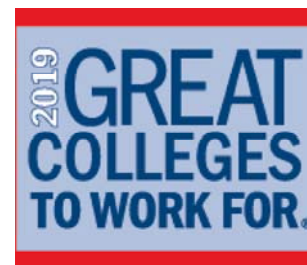
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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28. My department has adequate faculty/staff to achieve our goals.

Your Overall (114) 3.46	17.5%	37.7%	23.7%	14.9%	6.1%
Administration (23) 3.48	17.4%	34.8%	30.4%	13%	4.3%
Faculty (57) 3.58	19.3%	42.1%	21.1%	12.3%	5.3%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 3	10%	30%	25%	20%	15%
Non-exempt Staff (10) 3.4	20%	30%	20%	30%	0%

29. The institution takes reasonable steps to provide a safe and secure environment for the campus.

Your Overall (114) 3.78	27.2%	38.6%	21.9%	9.6%	2.6%
Administration (23) 3.74	34.8%	21.7%	30.4%	8.7%	4.3%
Faculty (57) 3.65	22.8%	36.8%	24.6%	14%	1.8%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 4	30%	50%	15%	0%	5%
Non-exempt Staff (10) 4.1	30%	60%	0%	10%	0%



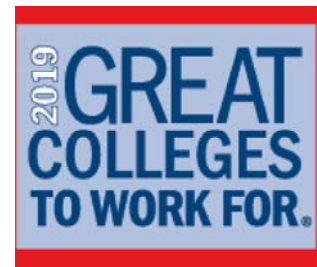
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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30. Our orientation program prepares new faculty, administration and staff to be effective.

Your Overall (109) 2.88	8.3%	19.3%	40.4%	16.5%	15.6%
Administration (22) 3.32	18.2%	18.2%	50%	4.5%	9.1%
Faculty (54) 2.5	5.6%	11.1%	37%	20.4%	25.9%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (19) 3.05	5.3%	26.3%	42.1%	21.1%	5.3%
Non-exempt Staff (10) 3.4	10%	40%	30%	20%	0%

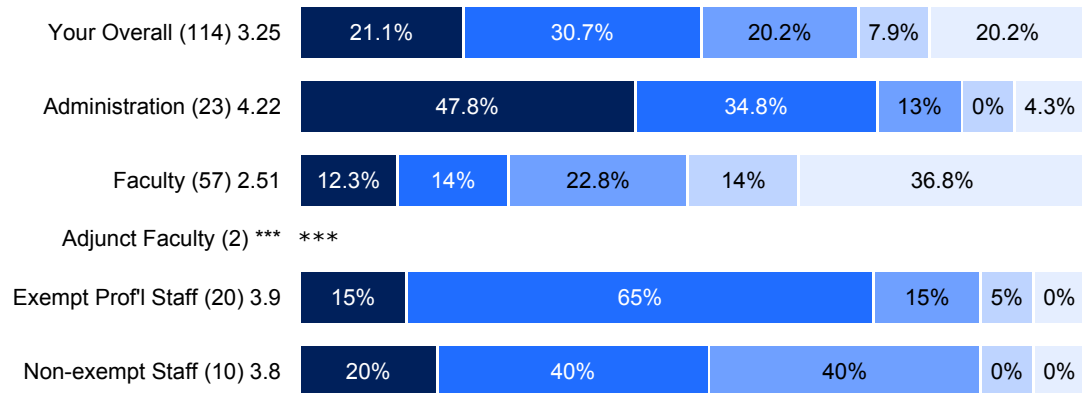
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

Your Overall (113) 3.43	16.8%	33.6%	32.7%	9.7%	7.1%
Administration (23) 3.61	21.7%	34.8%	30.4%	8.7%	4.3%
Faculty (57) 3.28	17.5%	26.3%	33.3%	12.3%	10.5%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (19) 3.37	5.3%	42.1%	42.1%	5.3%	5.3%
Non-exempt Staff (10) 3.7	20%	40%	30%	10%	0%

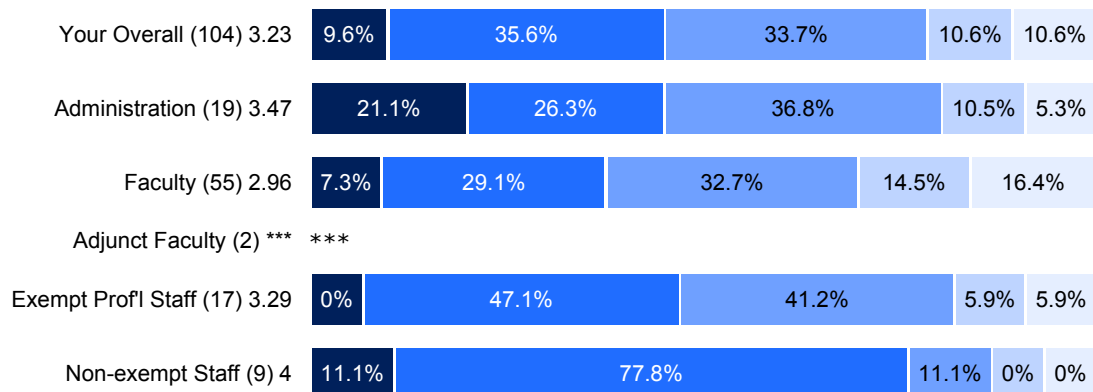


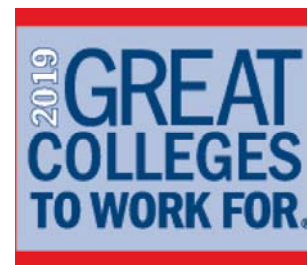
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.



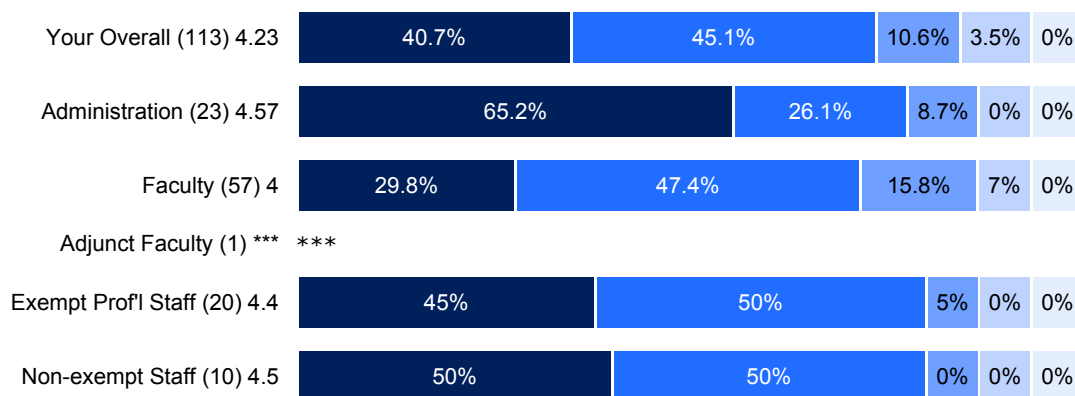
33. There is a good balance of teaching, service and research at this institution.



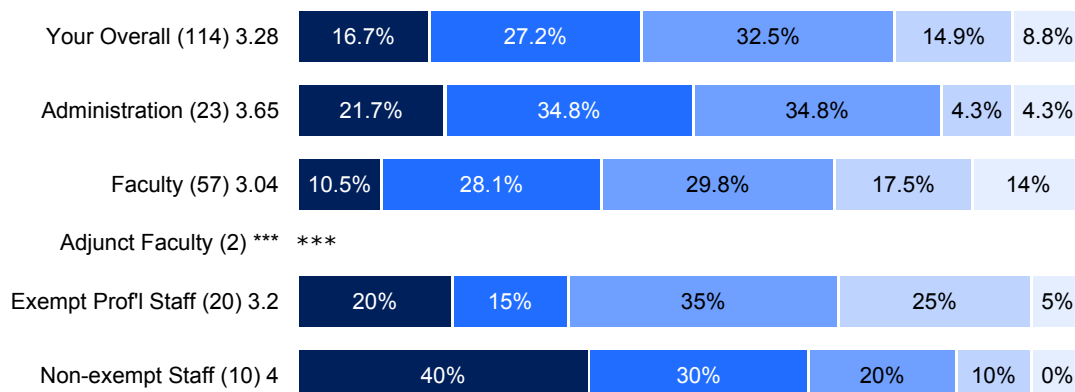


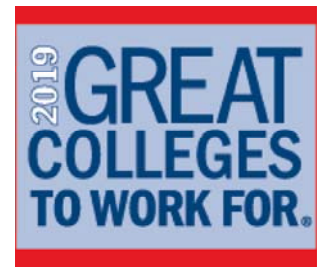
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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34. This institution's benefits meet my needs.



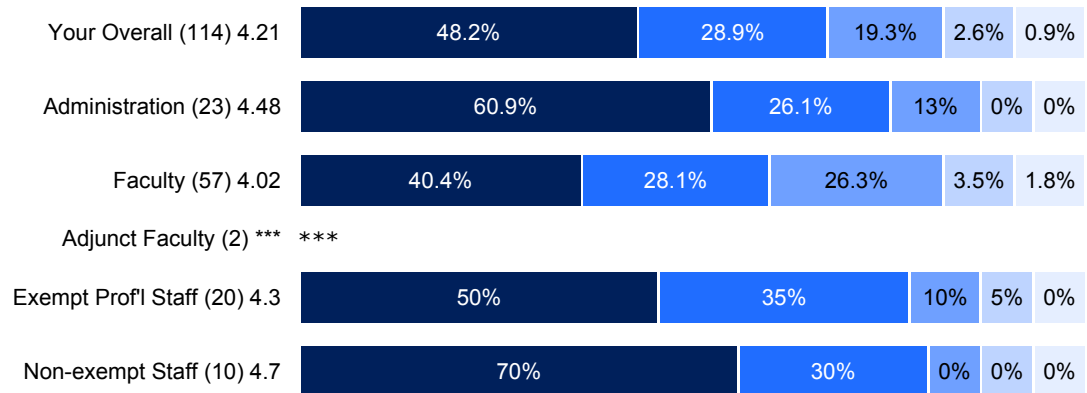
35. Our recognition and awards programs are meaningful to me.



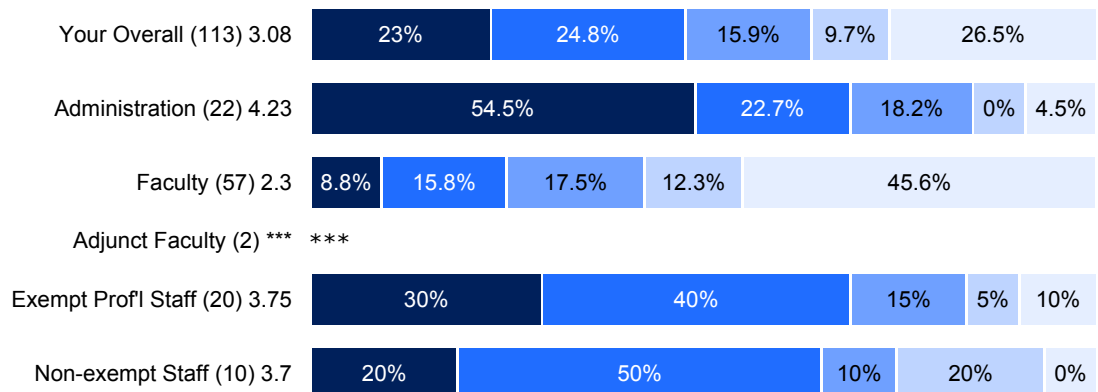


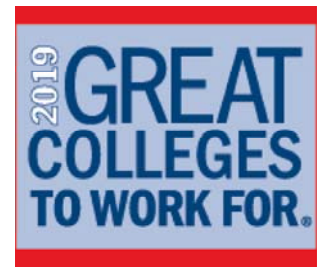
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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36. I am proud to be part of this institution.



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





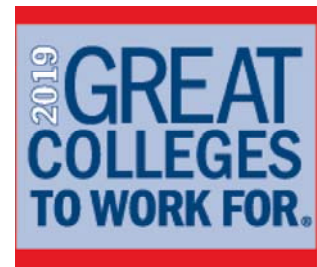
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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38. The role of faculty in shared governance is clearly stated and publicized.

Your Overall (101) 3.04	18.8%	24.8%	21.8%	10.9%	23.8%	
Administration (19) 4.26	57.9%		21.1%	15.8%	0%	5.3%
Faculty (56) 2.29	8.9%	10.7%	21.4%	17.9%	41.1%	
Adjunct Faculty (2) ***	***					
Exempt Prof'l Staff (14) 3.64	7.1%	57.1%		28.6%	7.1%	0%
Non-exempt Staff (8) 3.88	12.5%	62.5%		25%	0%	0%

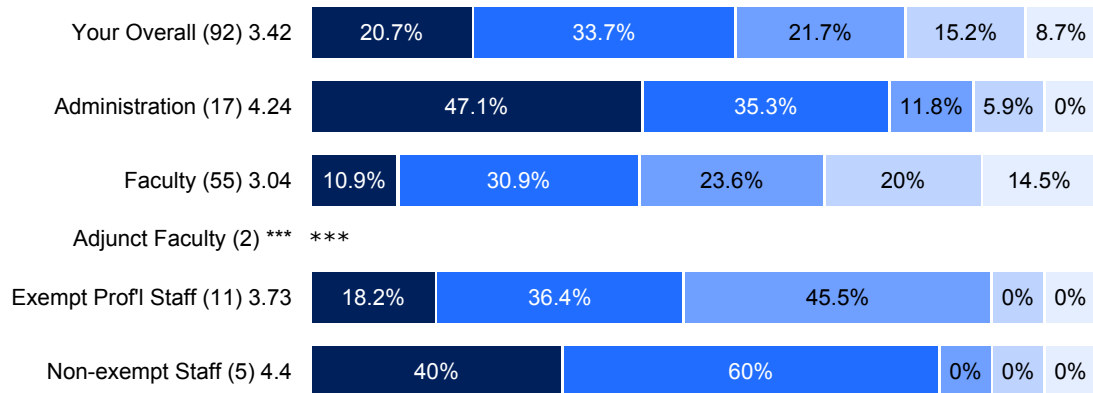
39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).

Your Overall (98) 3.07	20.4%	25.5%	19.4%	10.2%	24.5%	
Administration (18) 4.17	55.6%		16.7%	16.7%	11.1%	0%
Faculty (57) 2.46	10.5%	19.3%	17.5%	10.5%	42.1%	
Adjunct Faculty (2) ***	***					
Exempt Prof'l Staff (15) 3.67	6.7%	53.3%		40%	0%	0%
Non-exempt Staff (4) 4.5	50%		50%		0%	0%

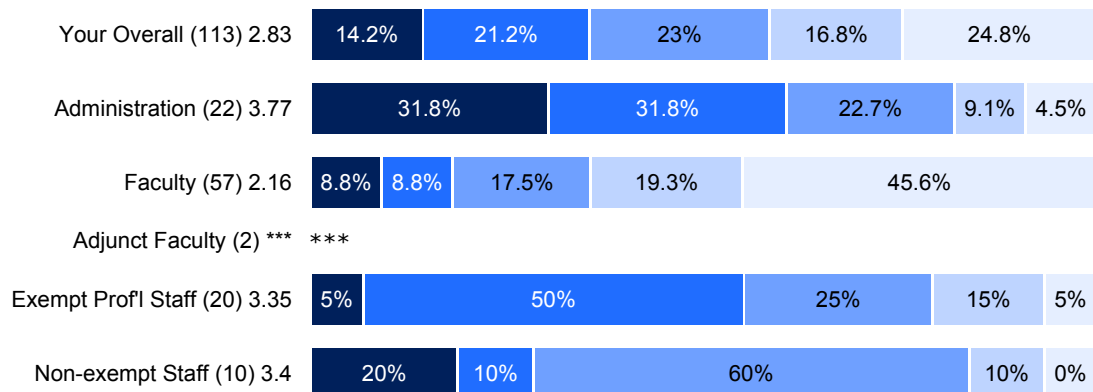


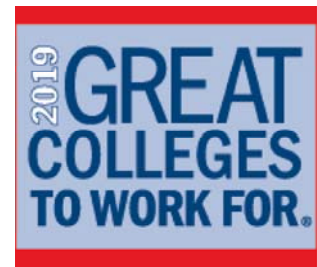
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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40. Teaching is appropriately recognized in the evaluation and promotion process.



41. Senior leadership communicates openly about important matters.





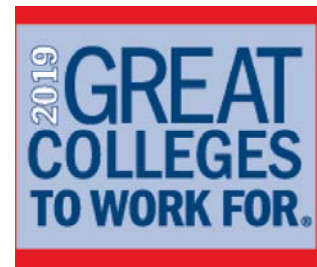
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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42. Faculty, administration and staff are meaningfully involved in institutional planning.

Your Overall (113) 3.07	16.8%	26.5%	22.1%	15.9%	18.6%
Administration (23) 3.96	43.5%	26.1%	17.4%	8.7%	4.3%
Faculty (56) 2.45	8.9%	16.1%	17.9%	25%	32.1%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 3.6	15%	50%	20%	10%	5%
Non-exempt Staff (10) 3.4	0%	40%	60%	0%	0%

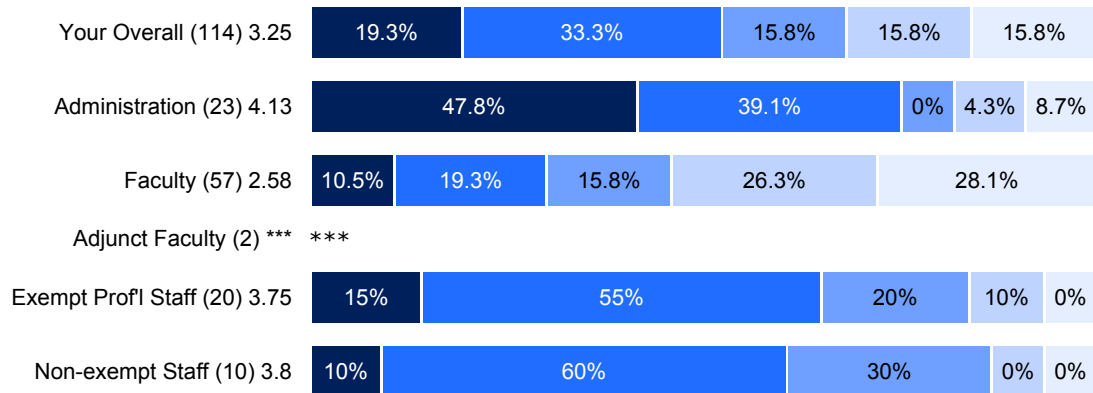
43. At this institution, we discuss and debate issues respectfully to get better results.

Your Overall (114) 2.98	10.5%	23.7%	33.3%	18.4%	14%
Administration (23) 3.74	26.1%	26.1%	43.5%	4.3%	0%
Faculty (57) 2.47	7%	8.8%	35.1%	22.8%	26.3%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 3.35	5%	55%	15%	20%	5%
Non-exempt Staff (10) 3.3	0%	40%	50%	10%	0%

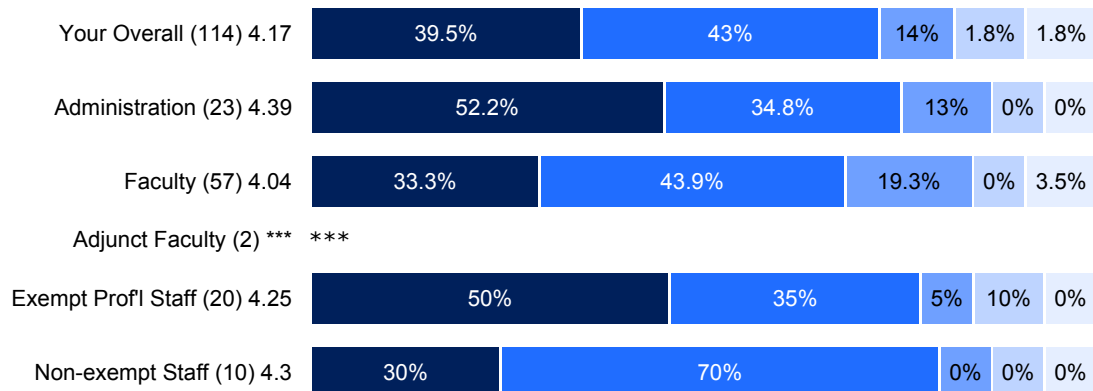


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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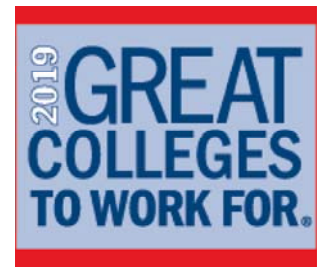
44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.



45. At this institution, people are supportive of their colleagues regardless of their heritage or background.

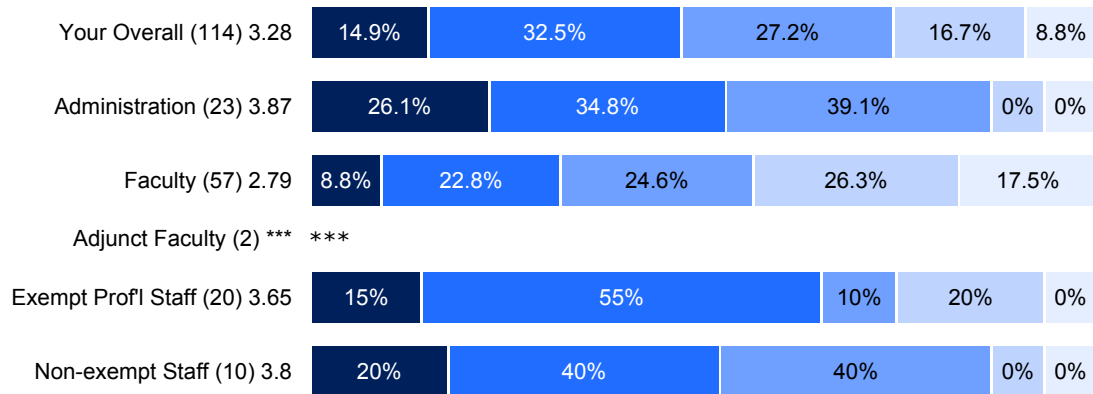


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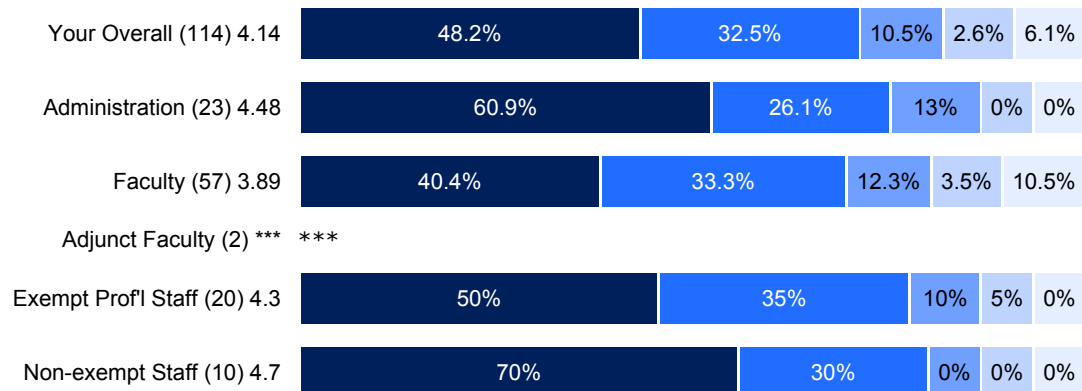


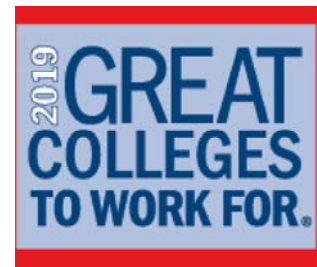
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.



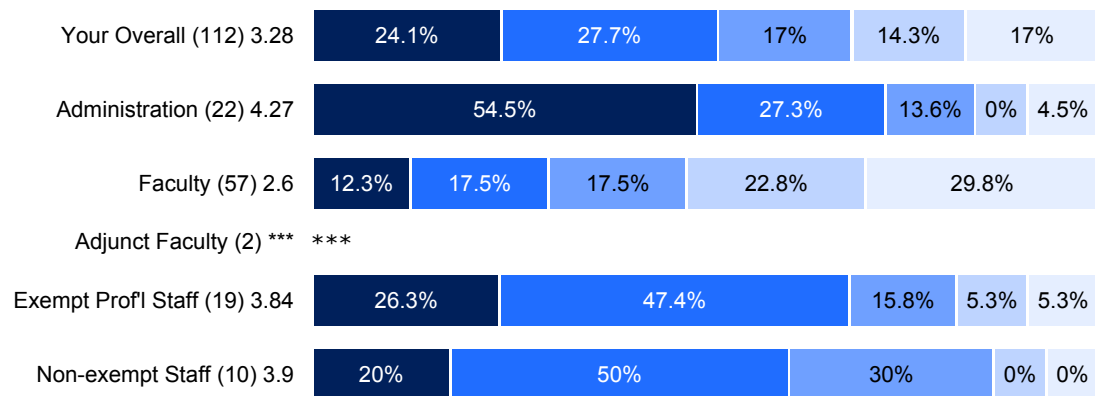
47. My supervisor/department chair supports my efforts to balance my work and personal life.



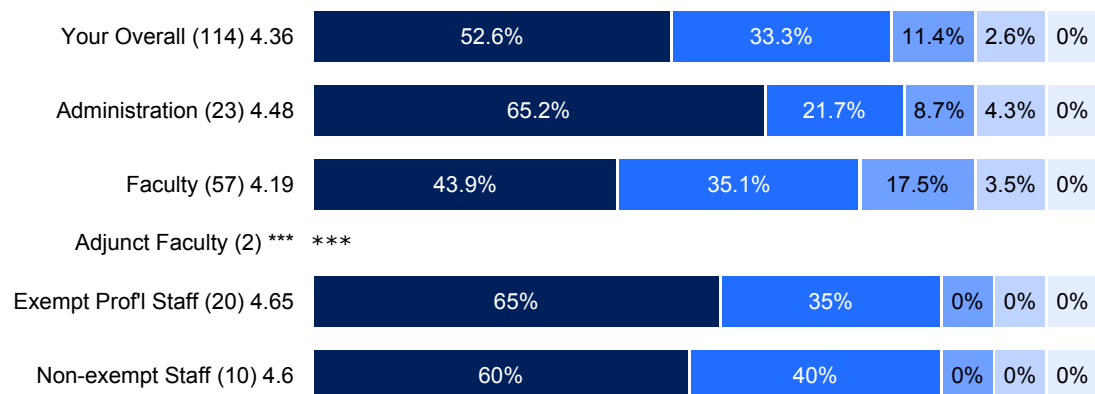


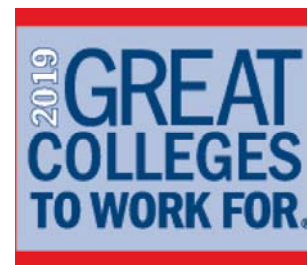
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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48. Senior leadership regularly models this institution's values.



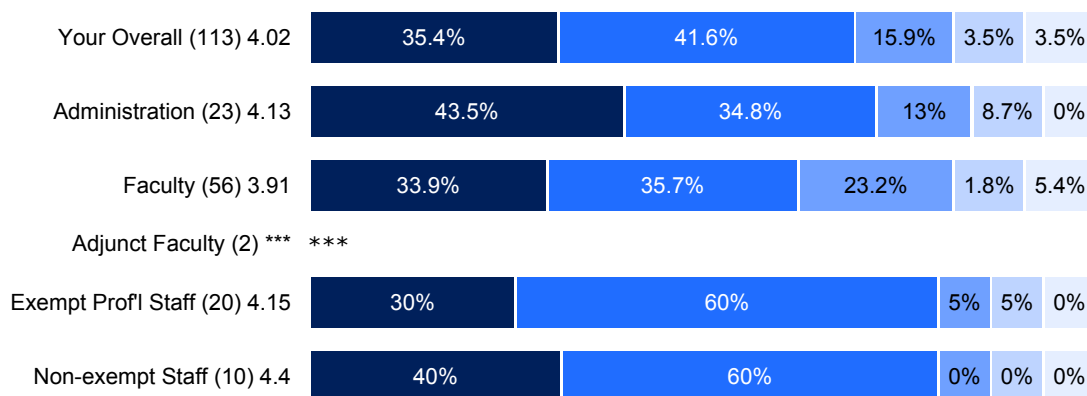
49. This institution actively contributes to the community.



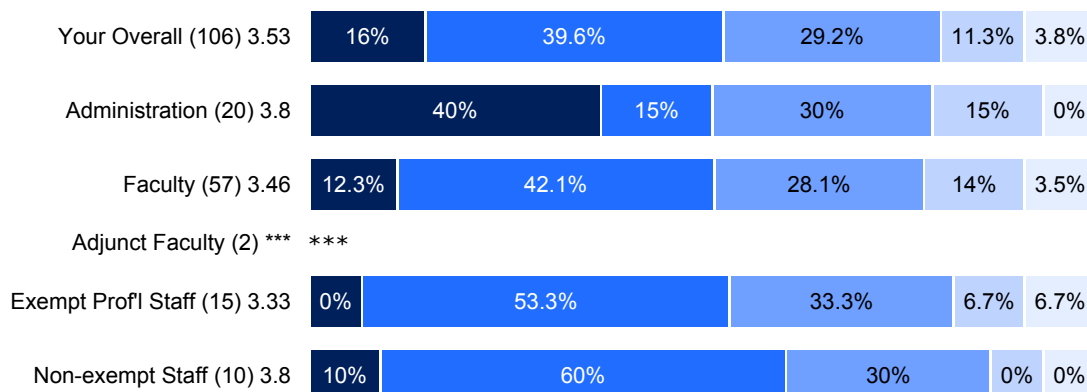


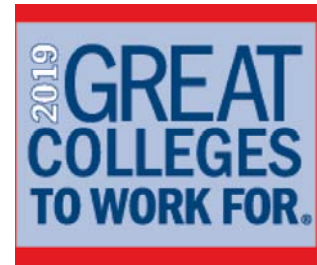
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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50. This institution places sufficient emphasis on having diverse faculty, administration and staff.



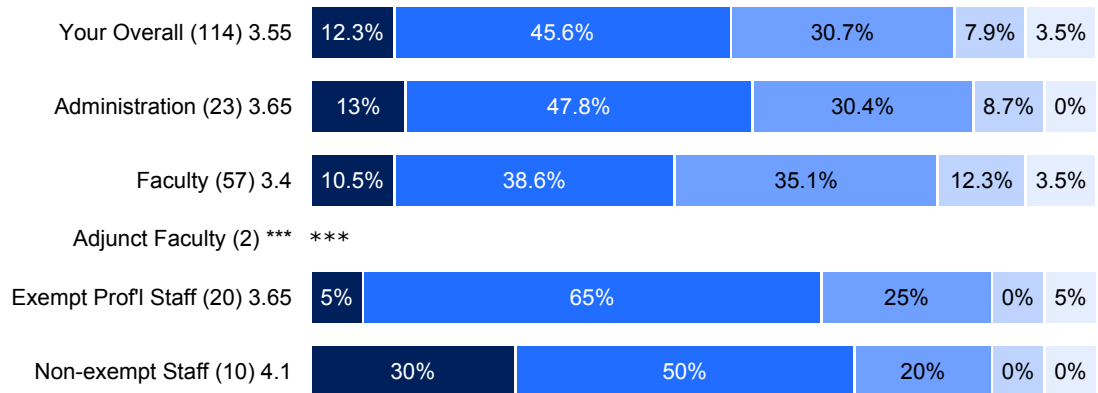
51. There is appropriate recognition of innovative and high quality teaching.



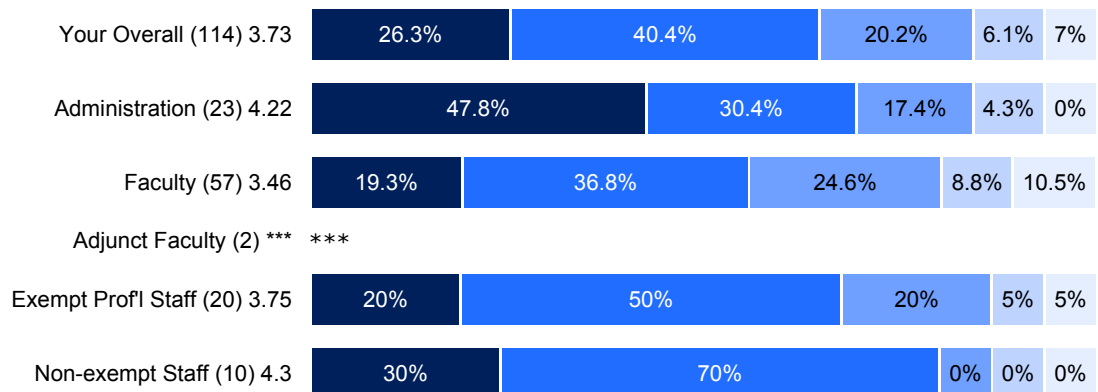


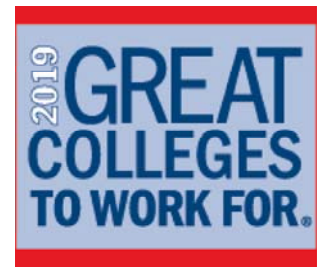
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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52. We celebrate significant milestones and important accomplishments at this institution.



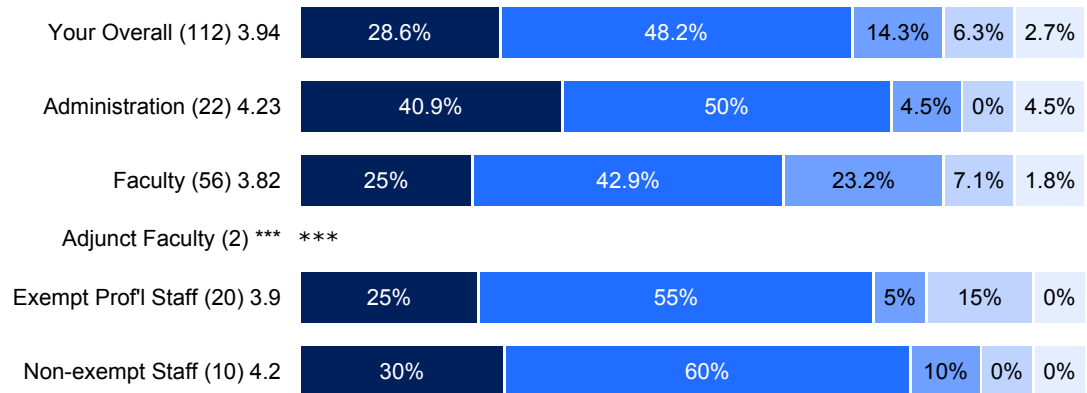
53. This institution's policies and practices give me the flexibility to manage my work and personal life.



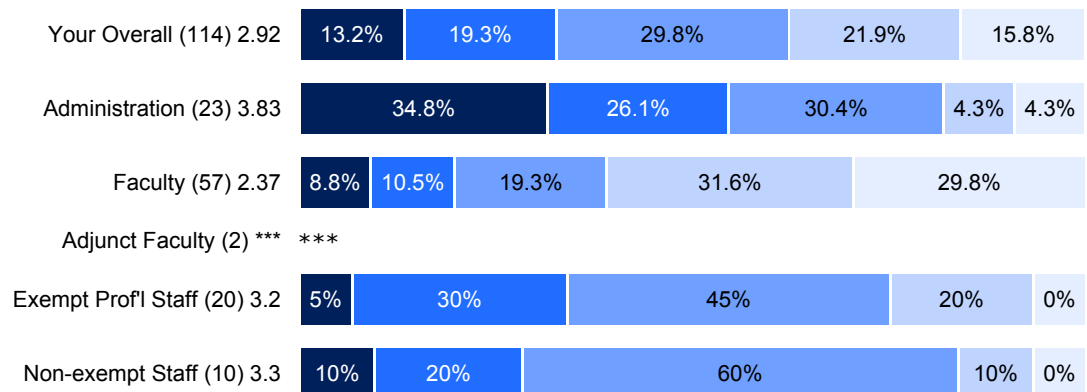


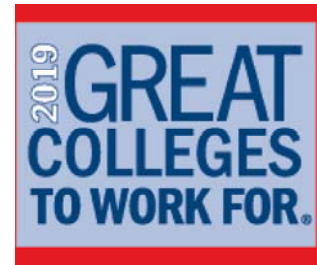
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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54. This institution has clear and effective procedures for dealing with discrimination.



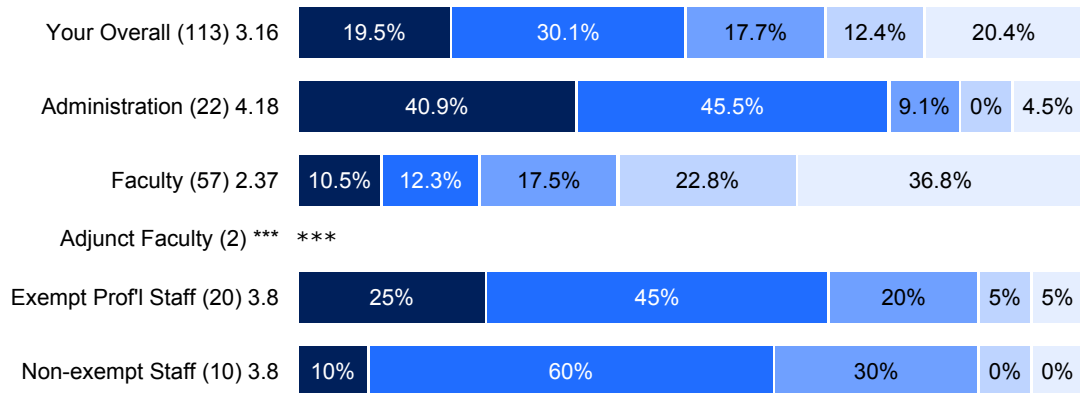
55. There is regular and open communication among faculty, administration and staff.



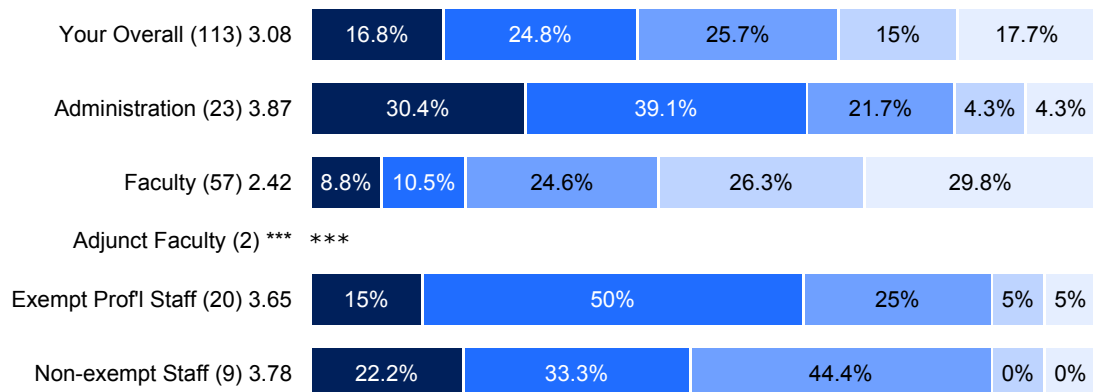


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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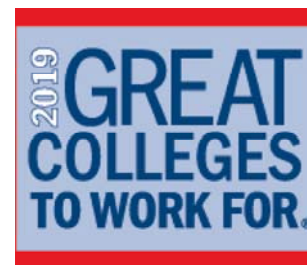
56. I believe what I am told by senior leadership.



57. This institution is well run.

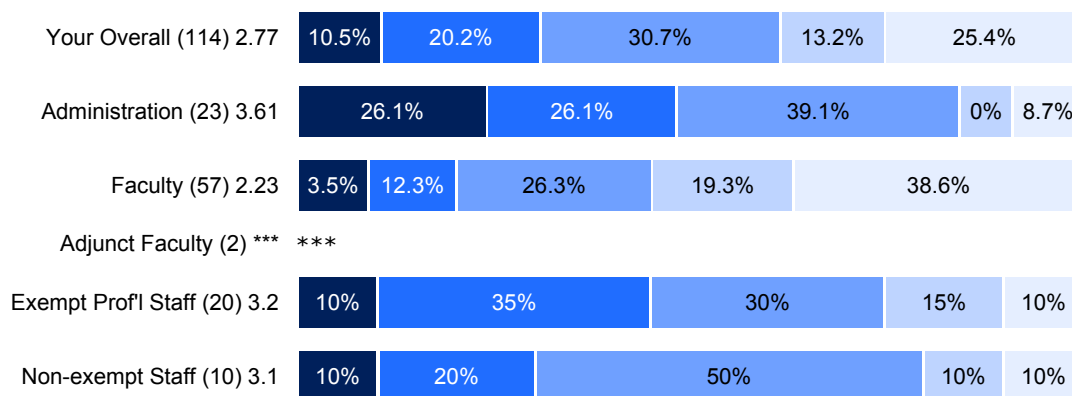


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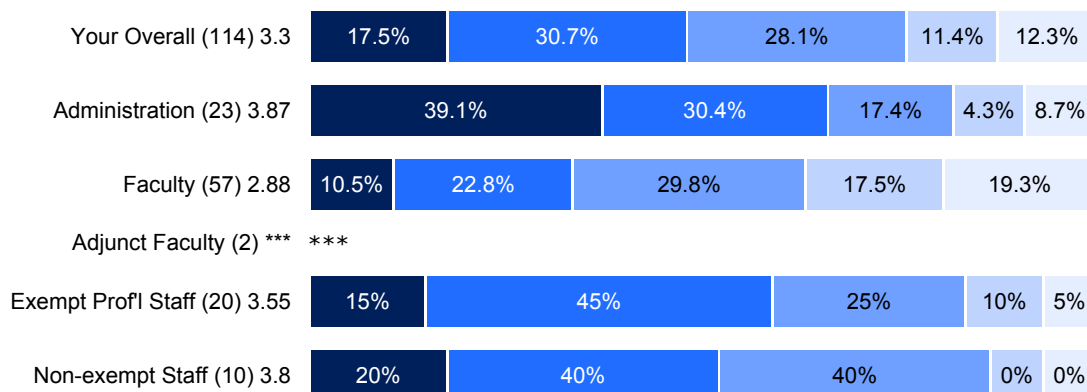


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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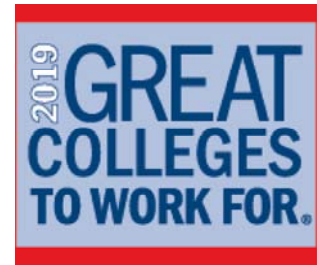
58. There's a sense that we're all on the same team at this institution.



59. This institution's culture is special - something you don't find just anywhere.



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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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60. All things considered, this is a great place to work.

Your Overall (114) 3.86	34.2%	30.7%	24.6%	7.9%	2.6%
Administration (23) 4.22	47.8%	34.8%	13%	0%	4.3%
Faculty (57) 3.51	24.6%	22.8%	35.1%	14%	3.5%
Adjunct Faculty (2) ***	***				
Exempt Prof'l Staff (20) 4.1	35%	45%	15%	5%	0%
Non-exempt Staff (10) 4.5	60%	30%	10%	0%	0%