

Great Colleges to Work For (GCTWF)

2024 Results



CENTRAL OREGON
community college

OVERVIEW

COCC participated in the Great Colleges to Work For (GCTWF) survey in spring 2019, spring 2020, in spring 2021, and again in spring 2024 as a way to gather insights on the quality of the workplace experience for employees.

OVERVIEW

2023-27 Strategic Plan Goal: College Sustainability

Action Project: Employee Awards, Recognitions, Celebrations and Professional Development.

Indicator: “The College provides meaningful and sustainable employee awards, recognition, and professional development.”

SURVEY

Ratings for GCTWF and COCC's ten customized questions are reported based on the percent of employees indicating their level of agreement with each statement:

Ratings	
Acute	0 – 44%
Warrants Attention	45 – 54%
Fair to Mediocre	55 – 64%
Very Good to Excellent	75 – 100%

SURVEY

Employees also responded to three open-ended questions:

- What do you appreciate most about working at this institution?
- What would make COCC a better place to work?
- If we had to focus on one priority to improve the quality of the workplace and the strength of our culture, what would it be?

SURVEY

COCC administered the survey in February 2024 to 414 employees, and 270 (65%) responded.

Respondent demographics:

- 62% of faculty, 62% of classified and 78% of administrators responded
- 63% have been at the College for ten or fewer years

Note: In 2021, the overall response rate was 57%, thus 2024 represented an 8% increase in the response rate.

SURVEY

Employees were asked to consider their typical workday and respond to 55 statements on a scale of “Strongly Agree” to “Strongly Disagree” in the following categories, with each category made up of five to seven questions:

Categories	
Collaboration	Job Satisfaction & Support
Communication	Mission & Pride
Confidence in Senior Leadership	Performance Management
Diversity, Inclusion & Belonging	Professional Development
Faculty & Staff Well-being	Supervisor/Department Chair Effectiveness

RESULTS

The following indicates a summative percent of employees providing positive (strongly Agree/agree) and negative (strongly disagree/disagree) ratings. The percent of positive scores for each category is:

Category	2021 Summary	2024 Summary	Change
Collaboration	65% - Good	68% - Good	+
Communication	62% - Fair/Mediocre	67% - Good	+
Confidence in Senior Leadership	61% - Fair/Mediocre	60% - Fair/Mediocre	-
Diversity, Inclusion & Belonging	76% - Very Good/Excellent	74% - Good	-
Faculty & Staff Well-being	82% - Very Good/Excellent	80% - Very Good/Excellent	-
Job Satisfaction & Support	76% - Very Good/Excellent	72% - Good	-
Mission & Pride	82% - Very Good/Excellent	80% - Very Good/Excellent	-
Performance Management	48% - Warrants Attention	57% - Fair/Mediocre	+
Professional Development	63% - Fair/Mediocre	64% - Fair/Mediocre	+
Supervisor/Chair Effectiveness	79% - Very Good/Excellent	79% - Very Good/Excellent	+

Benefits

The 2024 GCTWF survey included an assessment of benefits provided by the college. The following were rated as the top benefits by employees:

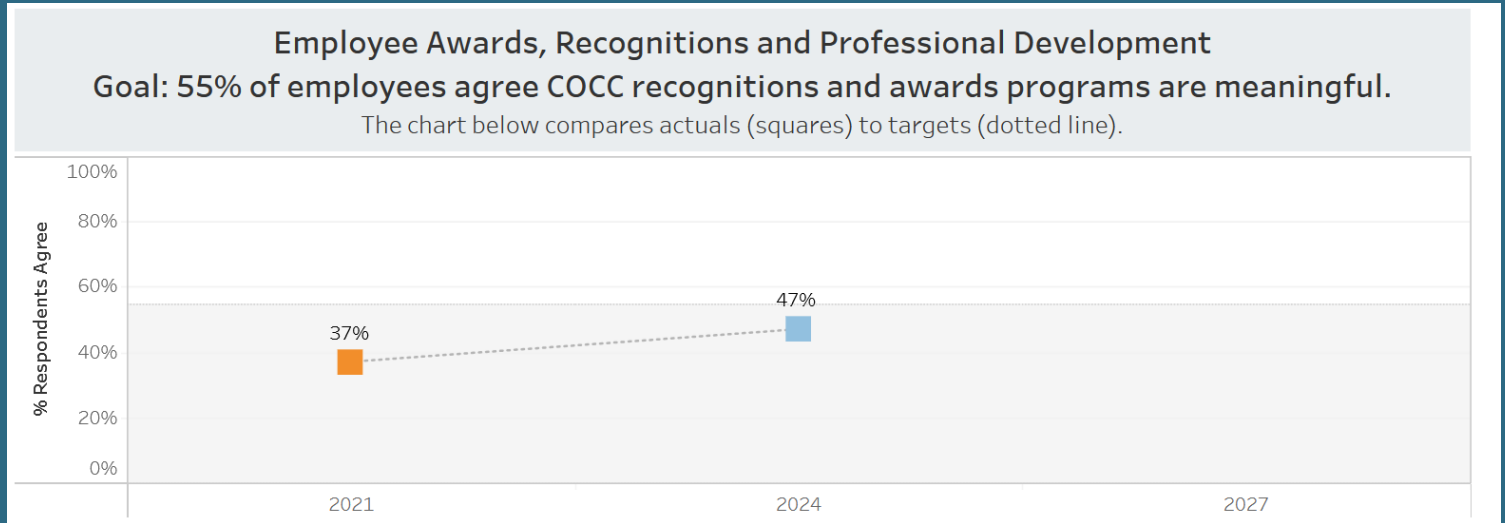
Benefits Ratings (positive)

1. Tuition Waiver Program (92%)
2. Holiday Time Off (90%)
3. Medical/Vision/Dental (84%)
4. Sick Leave (81%)
5. Medical Leave (78%)
6. Wellness Programs (76%)
7. Vacation (75%)
8. Flexible Work Arrangements (73%)

Overall, 76% of employees indicated that COCC's benefits meet their needs.

Strategic Plan Indicator

The current strategic plan indicator notes the change from 2021 to 2024 for the Employee Awards, Recognitions, and Professional Development item.



Progress is being made on this indicator, although it is considered “not met.” The next survey will be conducted in Spring 2027

Reflection on Results: Strengths

Strengths for the College, supported by open responses to the question, “What do you appreciate most about working at this institution?” indicate that employees:

- Truly enjoy working at COCC and appreciate their colleagues and supervisors, along with the togetherness in their departments.
- Feel a sense of pride regarding COCC’s contributions to the community and the mission of the College to serve students.
- Acknowledge and appreciate such benefits as health insurance, tuition waiver, flexible work schedules, and paid time off.

Reflection on Results: Areas for Improvement

Consistently, employees report in the GCTWF survey satisfaction with being employed at COCC and working with outstanding colleagues and supervisors. Areas for continued consideration that were indicated:

- Performance management
- Pay
- Onboarding
- Career development
- Strategic direction

All of these items rise to the top as challenging areas to advance for all employees.

SUMMARY

Future Directions

1. Share results with College and invite additional feedback.
2. Conduct intermediate pulse surveys.
3. Continue work on strategic plan areas and refinement of indicators.

QUESTIONS

Thank you

Questions?