

**Section 1: Campus Culture and Policies**

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	Gogebic Community College			Comparison group			IMP Sign diff	SAT Sign diff
	IMP Mean	SAT Mean	GAP	IMP Mean	SAT Mean	GAP		
This institution promotes excellent employee-student relationships	4.78	4.07	0.71	4.62	3.73	0.89	NS	**
This institution treats students as its top priority	4.87	3.76	1.11	4.70	3.67	1.03	*	NS
This institution does a good job of meeting the needs of students	4.84	3.67	1.17	4.68	3.62	1.06	*	NS
The mission, purpose, and values of this institution are well understood by most employees	4.31	3.20	1.11	4.35	3.53	0.82	NS	*
Most employees are generally supportive of the mission, purpose, and values of this institution	4.34	3.44	0.90	4.37	3.59	0.78	NS	NS
The goals and objectives of this institution are consistent with its mission and values	4.35	3.27	1.08	4.43	3.60	0.83	NS	*
This institution involves its employees in planning for the future	4.39	3.00	1.39	4.41	3.09	1.32	NS	NS
This institution plans carefully	4.44	2.89	1.55	4.51	3.17	1.34	NS	NS
The leadership of this institution has a clear sense of purpose	4.43	3.11	1.32	4.59	3.36	1.23	NS	NS
This institution does a good job of meeting the needs of its faculty	4.34	3.24	1.10	4.42	3.28	1.14	NS	NS
This institution does a good job of meeting the needs of staff	4.37	3.18	1.19	4.41	3.15	1.26	NS	NS
This institution does a good job of meeting the needs of administrators	3.98	3.75	0.23	4.22	3.69	0.53	*	NS
This institution makes sufficient budgetary resources available to achieve important objectives	4.43	3.30	1.13	4.47	3.20	1.27	NS	NS
This institution makes sufficient staff resources available to achieve important objectives	4.37	3.13	1.24	4.41	3.12	1.29	NS	NS
There are effective lines of communication between departments	4.52	2.42	2.10	4.45	2.85	1.60	NS	**
Administrators share information regularly with faculty and staff	4.43	3.02	1.41	4.47	3.10	1.37	NS	NS
There is good communication between the faculty and the administration at this institution	4.37	3.04	1.33	4.46	3.09	1.37	NS	NS
There is good communication between staff and the administration at this institution	4.39	3.07	1.32	4.43	3.09	1.34	NS	NS
Faculty take pride in their work	4.78	3.93	0.85	4.66	3.91	0.75	NS	NS
Staff take pride in their work	4.70	4.11	0.59	4.62	3.82	0.80	NS	*
Administrators take pride in their work	4.66	3.73	0.93	4.59	3.75	0.84	NS	NS
There is a spirit of teamwork and cooperation at this institution	4.41	2.67	1.74	4.57	3.06	1.51	NS	*
The reputation of this institution continues to improve	4.65	3.55	1.10	4.58	3.49	1.09	NS	NS
This institution is well-respected in the community	4.67	3.93	0.74	4.64	3.70	0.94	NS	NS
Efforts to improve quality are paying off at this institution	4.48	3.35	1.13	4.48	3.40	1.08	NS	NS
Employee suggestions are used to improve our institution	4.35	2.95	1.40	4.36	3.01	1.35	NS	NS
This institution consistently follows clear processes for selecting new employees	4.46	2.49	1.97	4.40	3.19	1.21	NS	***
This institution consistently follows clear processes for orienting and training new employees	4.52	2.22	2.30	4.42	3.15	1.27	NS	***
This institution consistently follows clear processes for recognizing employee achievements	4.07	3.11	0.96	4.24	3.17	1.07	NS	NS
This institution has written procedures that clearly define who is responsible for each operation and service	4.06	2.64	1.42	4.33	3.14	1.19	**	**

**Section 2: Institutional Goals**

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Gogebic Community College Mean	Comparison group Mean	Sign diff
A) Increase the enrollment of new students	4.85	4.32	***
B) Retain more of its current students to graduation	4.74	4.68	NS
C) Improve the academic ability of entering student classes	4.17	4.39	*
D) Recruit students from new geographic markets	4.63	3.59	***
E) Increase the diversity of racial and ethnic groups represented among the student body	3.65	3.60	NS
F) Develop new academic programs	4.02	3.93	NS
G) Improve the quality of existing academic programs	4.56	4.53	NS
H) Improve the appearance of campus buildings and grounds	3.93	3.83	NS
I) Improve employee morale	4.61	4.57	NS

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Gogebic Community College Count	Gogebic Community College Percent	Comparison group Count	Comparison group Percent
A) Increase the enrollment of new students	20	37.0%	2,598	18.0%
B) Retain more of its current students to graduation	11	20.4%	5,094	35.3%
C) Improve the academic ability of entering student classes	2	3.7%	1,290	8.9%
D) Recruit students from new geographic markets	7	13.0%	99	0.7%
E) Increase the diversity of racial and ethnic groups represented among the student body	0	0.0%	114	0.8%
F) Develop new academic programs	2	3.7%	590	4.1%
G) Improve the quality of existing academic programs	8	14.8%	2,108	14.6%
H) Improve the appearance of campus buildings and grounds	0	0.0%	196	1.4%
I) Improve employee morale	4	7.4%	2,333	16.2%
All responses	54	100.0%	14,422	100.0%

(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Gogebic Community College Count	Gogebic Community College Percent	Comparison group Count	Comparison group Percent
A) Increase the enrollment of new students	19	35.2%	2,804	19.7%
B) Retain more of its current students to graduation	13	24.1%	3,710	26.1%
C) Improve the academic ability of entering student classes	5	9.3%	1,625	11.4%
D) Recruit students from new geographic markets	3	5.6%	221	1.6%
E) Increase the diversity of racial and ethnic groups represented among the student body	0	0.0%	227	1.6%
F) Develop new academic programs	3	5.6%	1,064	7.5%
G) Improve the quality of existing academic programs	5	9.3%	2,483	17.5%
H) Improve the appearance of campus buildings and grounds	1	1.9%	354	2.5%
I) Improve employee morale	5	9.3%	1,714	12.1%
All responses	54	100.0%	14,202	100.0%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Gogebic Community College Count	Gogebic Community College Percent	Comparison group Count	Comparison group Percent
A) Increase the enrollment of new students	9	16.7%	2,060	15.0%
B) Retain more of its current students to graduation	11	20.4%	2,041	14.8%
C) Improve the academic ability of entering student classes	4	7.4%	1,603	11.6%
D) Recruit students from new geographic markets	6	11.1%	443	3.2%
E) Increase the diversity of racial and ethnic groups represented among the student body	2	3.7%	459	3.3%
F) Develop new academic programs	9	16.7%	1,651	12.0%
G) Improve the quality of existing academic programs	5	9.3%	2,453	17.8%
H) Improve the appearance of campus buildings and grounds	0	0.0%	693	5.0%
I) Improve employee morale	8	14.8%	2,370	17.2%
All responses	54	100.0%	13,773	100.0%

TOTAL "VOTES" FOR EACH GOAL	Gogebic Community College TOTAL	Gogebic Community College PERCENT	Comparison group TOTAL	Comparison group PERCENT
A) Increase the enrollment of new students	48	29.6%	7,462	17.6%
B) Retain more of its current students to graduation	35	21.6%	10,845	25.6%
C) Improve the academic ability of entering student classes	11	6.8%	4,518	10.7%
D) Recruit students from new geographic markets	16	9.9%	763	1.8%
E) Increase the diversity of racial and ethnic groups represented among the student body	2	1.2%	800	1.9%
F) Develop new academic programs	14	8.6%	3,305	7.8%
G) Improve the quality of existing academic programs	18	11.1%	7,044	16.6%
H) Improve the appearance of campus buildings and grounds	1	0.6%	1,243	2.9%
I) Improve employee morale	17	10.5%	6,417	15.1%
All responses	162	100.0%	42,397	100.0%

**Section 3: Involvement in planning and decision-making**

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Gogebic Community College Mean	Comparison group Mean	Sign diff
How involved are: Faculty	2.50	2.62	NS
How involved are: Staff	2.40	2.34	NS
How involved are: Deans or directors of administrative units	3.67	3.35	**
How involved are: Deans or chairs of academic units	3.33	3.29	NS
How involved are: Senior administrators (VP, Provost level or above)	3.65	3.73	NS
How involved are: Students	2.08	2.32	*
How involved are: Trustees	2.94	3.23	*
How involved are: Alumni	2.37	2.51	NS

**Section 4: Work environment**

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	Gogebic Community College			Comparison group			IMP Sign Diff	SAT Sign diff
	IMP Mean	SAT Mean	GAP	IMP Mean	SAT Mean	GAP		
It is easy for me to get information at this institution	4.33	3.40	0.93	4.47	3.31	1.16	NS	NS
I learn about important campus events in a timely manner	4.15	3.47	0.68	4.20	3.55	0.65	NS	NS
I am empowered to resolve problems quickly	4.19	3.36	0.83	4.40	3.39	1.01	*	NS
I am comfortable answering student questions about institutional policies and procedures	4.06	3.62	0.44	4.22	3.53	0.69	NS	NS
I have the information I need to do my job well	4.48	3.64	0.84	4.60	3.65	0.95	NS	NS
My job responsibilities are communicated clearly to me	4.48	3.58	0.90	4.56	3.72	0.84	NS	NS
My supervisor pays attention to what I have to say	4.49	3.84	0.65	4.58	3.88	0.70	NS	NS
My supervisor helps me improve my job performance	4.23	3.45	0.78	4.43	3.73	0.70	*	NS
My department or work unit has written, up-to-date objectives	3.96	3.02	0.94	4.23	3.59	0.64	*	***
My department meets as a team to plan and coordinate work	4.18	3.28	0.90	4.32	3.66	0.66	NS	*
My department has the budget needed to do its job well	4.42	3.26	1.16	4.49	3.10	1.39	NS	NS
My department has the staff needed to do its job well	4.53	3.09	1.44	4.54	3.08	1.46	NS	NS
I am paid fairly for the work I do	4.38	3.57	0.81	4.55	3.15	1.40	NS	*
The employee benefits available to me are valuable	4.50	4.25	0.25	4.57	3.82	0.75	NS	**
I have adequate opportunities for advancement	3.77	3.40	0.37	4.22	3.06	1.16	***	*
I have adequate opportunities for training to improve my skills	4.27	3.58	0.69	4.39	3.42	0.97	NS	NS
I have adequate opportunities for professional development	4.13	3.58	0.55	4.36	3.45	0.91	*	NS
The type of work I do on most days is personally rewarding	4.60	4.25	0.35	4.55	4.10	0.45	NS	NS
The work I do is appreciated by my supervisor	4.23	3.77	0.46	4.44	3.88	0.56	*	NS
The work I do is valuable to the institution	4.38	3.96	0.42	4.55	3.98	0.57	*	NS
I am proud to work at this institution	4.62	4.32	0.30	4.56	4.12	0.44	NS	NS

Overall satisfaction	Gogebic Community College Mean	Comparison group Mean	Sign diff
Rate your overall satisfaction with your employment here so far:	3.88	3.94	NS

**Section 5: Demographics**

<i>How long have you worked at this institution?</i>	<b>Gogebic Community College Count</b>	<b>Gogebic Community College Percent</b>	<b>Comparison group Count</b>	<b>Comparison group Percent</b>
Less than 1 year	3	5.9%	1,209	8.2%
1 to 5 years	16	31.4%	4,434	29.9%
6 to 10 years	7	13.7%	3,462	23.4%
11 to 20 years	10	19.6%	3,757	25.4%
More than 20 years	15	29.4%	1,946	13.1%
All responses	51	100.0%	14,808	100.0%

<i>Is your position:</i>	<b>Gogebic Community College Count</b>	<b>Gogebic Community College Percent</b>	<b>Comparison group Count</b>	<b>Comparison group Percent</b>
Faculty	21	42.0%	6,468	44.5%
Staff	24	48.0%	6,538	45.0%
Administrator	5	10.0%	1,539	10.6%
All responses	50	100.0%	14,545	100.0%

<i>Is your position:</i>	<b>Gogebic Community College Count</b>	<b>Gogebic Community College Percent</b>	<b>Comparison group Count</b>	<b>Comparison group Percent</b>
Full-time	11520	83.5%	48	96.0%
Part-time	2281	16.5%	2	4.0%
All responses	13801	100.0%	50	100.0%

Comparison Group
Aims Community College
Arizona Western College
Broome Community College
Butler Community College
Cascadia Community College
Central Ohio Tech
Chandler Gilbert Community College
College of the Redwoods
Community College of Beaver County
Cowley County Community College
Durham Technical Community College
Eastern Gateway Community College
Georgia Military College
Greenville Technical College
Helena College
Kankakee Community College
Kishwaukee College
Lakeland College AB
Lakeshore Technical College
Laramie County Community College
Laredo Community College
Marion Technical College
Minneapolis Community and Technical College
Montcalm Community College
Mountain View College
Mountwest Community & Technical College
Mt Hood Community College
Murray State College
New Mexico Junior College
New Mexico State University - Carlsbad
Normandale Community College
North Dakota State College of Science
Northeast Iowa CC
Northeast State Community College
Northern Oklahoma College
Northwest Arkansas Community College
Northwest Iowa Community College
Northwest Technical College
Ogeechee Technical College
Parkland College
Piedmont Technical College
Rhodes State College
Richland College
Santa Fe Community College
Southwest Wisconsin Technical College
Southwestern College
Tri-County Technical College
Trident Technical College
Western Technical College
Wisconsin Indianhead Technical College