

2025 North Idaho College Great Colleges to Work For Climate Survey Board Overview

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Agenda

- Orientation to the Survey and the Survey process
- Key Institution-Level Findings:
 - Big Picture Findings
 - Key Strengths
 - Solid Dimensions
 - Key Opportunities

Make Strategic Connections Early & Often

Mission/Vision/Values

Strategic Planning

Accreditation

Board Mandate

Leadership Transition

Campus Climate Goals

Survey Overview

Timeline

- April 14, 2025 – April 28, 2025

Response Rates

- 41% (327/788)

Benchmarks

- 2025 Honor Roll
- 2025 Carnegie Classification

55

Survey statements on a 5-point agreement scale

Faculty Experience Statements on a five-point agreement scale.

5

20

Benefit satisfaction questions on a 5-point satisfaction scale

Open-ended Questions

2

7

Voluntary Demographic Questions

Core Dimensions



Job Satisfaction & Support



Professional Development



Faculty/ Staff Well-being



Performance Management



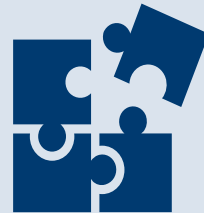
Supervisor/ Department Chair Effectiveness



Communication



Collaboration



Inclusion, Belonging & Community



Mission & Pride



Confidence in Senior Leadership

Response Interpretation Guidelines

Response Options: *Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, Not Applicable*

Positive Responses *Strongly Agree, Agree*

Guideline Score	Description
75% +	Excellent
65-74%	Good - Very Good
55-64%	Fair - Mediocre
45-54%	Warrants Attention
< 45%	Acute

Headlines – Movement & Momentum

31 statements improved by **5** percentage points or more.

Of those, **24** statements improved by **10** percentage points or more.

3 statement declined by **5** percentage points or more.

Of those, **1** statements declined by **10** percentage points or more.

Headlines – Risk Management

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	2020 North Idaho Overall % Positive	2020 North Idaho Overall % Negative
39	This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	78	6	-	-
38	This institution has clear and effective procedures for dealing with discrimination.	72	7	73	11
44	At work, I know where to go for help with my mental or emotional well-being.	74	12	-	-

Headlines – Mission, Pride & Culture

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	2020 North Idaho Overall % Positive	2020 North Idaho Overall % Negative
5	I understand how my job contributes to this institution's mission.	95	0	91	3
36	I am proud to be part of this institution.	87	2	79	4
54	This institution's culture is special - something you don't find just anywhere.	65	10	53	17

Headlines – Net Promoter

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	2020 North Idaho Overall % Positive	2020 North Idaho Overall % Negative
25	Overall, my department is a good place to work.	89	2	82	3
51	I would recommend working here to my family and/or friends.	80	6	-	-
55	All things considered, this is a great place to work.	81	4	72	5

Strengths

- Strengths can serve as springboards for addressing areas of opportunity.
- Sometimes building on a strength can be an effective strategy.

Strength: Job Satisfaction and Support (74/10)

- This Dimension is fundamental to the day-to-day work experience and several of the Belief Statements are closely linked to feelings of engagement.
- 3 Belief Statements in the Excellent range, 1 in Good, 1 Acute.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
1	My job makes good use of my skills and abilities.	82	6
2	I am given the responsibility and freedom to do my job.	87	2
4	I am provided the resources I need to be effective in my job.	69	6
11	I am paid fairly for my work.	36	37
24	The work I do is meaningful to me.	91	1
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	75	8
34	This institution's benefits meet my needs.	76	8

Strength: Faculty & Staff Well-Being (81/6)

- This Dimension became particularly important post-pandemic and is becoming even more important in the current higher ed. environment.
- 4 Belief Statements are in the Excellent range, 1 is in the Good range.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
15	My supervisor/department chair shows genuine interest in my well-being.	84	5
33	This institution's policies and practices give me the flexibility to manage my work and personal life.	78	5
39	This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	78	6
44	At work, I know where to go for help with my mental or emotional well-being.	74	12
47	My supervisor/department chair supports my efforts to balance my work and personal life.	90	2

Strength: Supervisor/Department Chair Effectiveness (79/6)

- Relationship with Supervisor is closely linked to feelings of engagement and also to retention.
- Belief Statements in this Dimension are particularly important because these behaviors have a large impact on an institution's culture.
- All Belief Statements are in the Excellent range.
- 13% positive change in “actively soliciting suggestions and ideas.”

Strength: Supervisor/Dept. Chair Effectiveness (79/6)

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
3	My supervisor/department chair makes their expectations clear.	79	5
7	I receive feedback from my supervisor/department chair that helps me.	75	8
12	I believe what I am told by my supervisor/department chair.	83	6
19	My supervisor/department chair is consistent and fair.	79	4
20	My supervisor/department chair actively solicits my suggestions and ideas.	77	6

Strength: Inclusion, Belonging & Community (80/5)

- Feelings of belonging are linked to retention, recruitment and to potentially lowering feelings of burnout.
- 4 Belief Statements are in the Excellent range, 2 are in the Good range.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
29	In my department, we welcome people of all backgrounds.	96	1
38	This institution has clear and effective procedures for dealing with discrimination.	72	7
40	At this institution, we value people of all backgrounds.	87	2
46	We are making progress towards becoming an institution where everyone feels included.	75	8
48	I feel a sense of belonging at this institution.	76	7
50	This institution places sufficient emphasis on having faculty, administrators and staff of all backgrounds.	72	7

Strength: Mission & Pride (84/4)

- Mission/Meaning is a strong source of engagement.
- Feelings related to Mission & Pride contribute to retention and recruitment
- All in Excellent range with exception of perception of special culture.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
5	I understand how my job contributes to this institution's mission.	95	0
25	Overall, my department is a good place to work.	89	2
36	I am proud to be part of this institution.	87	2
49	This institution actively contributes to the community.	89	3
51	I would recommend working here to my family and/or friends.	80	6
54	This institution's culture is special - something you don't find just anywhere.	65	10
55	All things considered, this is a great place to work.	81	4

Summary of Strengths

- Job Satisfaction & Support (74/10)
- Faculty & Staff Well-Being (81/6)
- Supervisor/Department Chair Effectiveness (79/6)
- Inclusion, Belonging & Community (80/5)
- Mission & Pride (84/4)

Solid Dimensions

Solid: Professional Development (65/14)

- Professional Development is closely linked to engagement and retention, especially for newer generations in workforce.
- 1 in Excellent range, 2 in Good range.
- Onboarding remains an opportunity.

Survey Statement		2025 North Idaho Overall <small>% Positive</small>	2025 North Idaho Overall <small>% Negative</small>	Percent Change
6	I am given the opportunity to develop my skills at this institution.	77	8	+15
10	I understand the necessary requirements to advance my career.	66	17	+4
28	I have access to the training I need to do my job well.	68	12	*
30	Our onboarding processes prepare new faculty and staff to be effective.	49	18	+14

Solid: Communication (67/11)

- 1 in Excellent range, 2 in Good range, 2 in Fair range.
- Very significant positive momentum.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	Percent Change
8	When I offer a new idea, I believe it will be fully considered.	73	9	+18
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	72	10	+20
21	In my department, we communicate openly about issues that impact each other's work.	75	9	+7
22	Changes that affect me are discussed prior to being implemented.	56	15	+13
43	At this institution, we discuss and debate issues respectfully to get better results.	60	12	+28

Solid: Collaboration (65/10)

- 1 in Excellent Range, 1 in Good range, 3 in Fair Range.
- Very significant positive momentum.
- Opportunity to increase participation in institutional planning.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	Percent Change
13	We have opportunities to contribute to important decisions in my department.	74	9	+11
23	People in my department work well together.	80	2	+13
26	I can count on people to cooperate across departments.	56	11	+11
42	There are sufficient opportunities to participate in institutional planning.	55	16	+14
53	There's a sense that we're all on the same team at this institution.	62	13	+38

Solid: Confidence in Senior Leadership (65/9)

- 3 in Good range, 3 in Fair Range.
- VERY significant positive momentum.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall Fence-sitters	2025 North Idaho Overall % Negative	Percent Change
27	Senior leadership provides a clear direction for this institution's future.	57	30	13	+43
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	71	23	6	+33
37	Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	66	23	11	+31
41	Senior leadership communicates openly about important matters.	63	26	11	+33
45	I believe what I am told by senior leadership.	69	24	7	+33
52	This institution is well run.	62	30	8	+37

Solid: Faculty Experience (61/16)

- 2 in Good range, 2 in Fair Range, 1 Warrants Attention.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
56	The role of faculty in shared governance is clearly stated and publicized.	69	12
57	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	64	14
58	There is appropriate recognition of innovative and high quality teaching.	59	17
59	Advancement and promotion processes are clear.	67	22
60	There is a good balance of teaching, service and research at this institution.	47	17

Summary of Solid Dimensions

- Professional Development (65/14)
- Communication (67/11)
- Collaboration (65/10)
- Confidence in Senior Leadership (65/9)
- Faculty Experience (61/16)



The opportunities that surfaced in this survey are not unusual in higher ed.

If you choose, you will be able to take actions that will move the needle on these opportunities.

Opportunity: Compensation

- Low percentage with significant decline.
- Needs to be addressed so that it doesn't start impacting the other areas of positive momentum.

Survey Statement		2025 North Idaho Overall <small>% Positive</small>	2025 North Idaho Overall <small>% Negative</small>	2025 North Idaho Percent Change	2025 Honor Roll Overall <small>% Positive</small>	2025 Honor Roll Overall <small>% Negative</small>	2025 Carnegie Class. Overall <small>% Positive</small>	2025 Carnegie Class. Overall <small>% Negative</small>
11	I am paid fairly for my work.	36	37	-19	59	21	52	26
34	This institution's benefits meet my needs.	76	8	-6	90	2	83	5

Opportunity: Onboarding

- Critical to culture development, retention and ultimately recruitment.
- An institution's culture is its secret sauce – it's competitive advantage. It can't be easily replicated.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	Percent Change
30	Our onboarding processes prepare new faculty and staff to be effective.	49	18	+14
54	This institution's culture is special - something you don't find just anywhere.	65	10	+19

Opportunity: Performance Management (51/22)

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
9	I am regularly recognized for my contributions.	59	15
16	Promotions in my department are based on a person's performance.	46	28
17	Our review process accurately measures my job performance.	53	22
18	Issues of low performance are addressed in my department.	49	23
35	Our recognition and awards programs are meaningful to me.	48	21

Opportunity: Perception of Culture

- Perception of a “special culture” differentiates GREAT from good workplaces. Important retention and recruitment tool.
- Every other Belief Statement in this Dimension is in the Excellent range.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
54	This institution's culture is special - something you don't find just anywhere.	65	10

Summary of Opportunities

- Compensation
- Onboarding
- Performance Management
- Perception of Special Culture

*Consider listening sessions and other approaches to clarify exactly what you are doing that drove these results and develop intentional strategies to keep doing those things.

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