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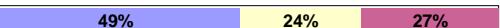
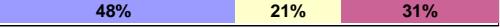
BC Colleges Consortium

2008 Employee Survey

College of New Caledonia Report

2008 Employee Survey

Category Results

College of New Caledonia	N	Percent Responding	Difference to Total: (%)		
			F	N	U
My Organization as a Place to Work	3,045	 61% Favourable 19% Neutral 20% Unfavourable			
BC Colleges Consortium Overall	326	 59% Favourable 18% Neutral 23% Unfavourable	-2	-1	3
About Your Job	3,045	 72% Favourable 12% Neutral 16% Unfavourable			
College of New Caledonia	326	 71% Favourable 13% Neutral 16% Unfavourable	-1	1	0
Teamwork & Cooperation	3,045	 49% Favourable 24% Neutral 27% Unfavourable			
College of New Caledonia	326	 49% Favourable 22% Neutral 29% Unfavourable	0	-2	2
Workplace Safety and Personal Security	3,045	 65% Favourable 20% Neutral 15% Unfavourable			
College of New Caledonia	326	 61% Favourable 19% Neutral 20% Unfavourable	-4	-1	5
Fairness, Integrity and Ethics	3,045	 59% Favourable 21% Neutral 20% Unfavourable			
College of New Caledonia	326	 57% Favourable 18% Neutral 25% Unfavourable	-2	-3	5
Communication	3,045	 52% Favourable 22% Neutral 26% Unfavourable			
College of New Caledonia	326	 50% Favourable 21% Neutral 29% Unfavourable	-2	-1	3
Work/Life Balance	3,045	 60% Favourable 14% Neutral 26% Unfavourable			
College of New Caledonia	326	 67% Favourable 14% Neutral 19% Unfavourable	7	0	-7
Career/Training & Development	3,045	 46% Favourable 23% Neutral 31% Unfavourable			
College of New Caledonia	326	 48% Favourable 21% Neutral 31% Unfavourable	2	-2	0

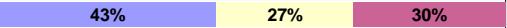
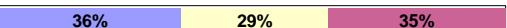
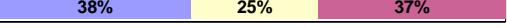
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2008 Employee Survey

Category Results

College of New Caledonia	N	Percent Responding	Difference to Total: (%)		
			F	N	U
Performance Management	3,045	 Favourable: 46% Neutral: 26% Unfavourable: 28%		-3	2
BC Colleges Consortium Overall	326	 Favourable: 43% Neutral: 27% Unfavourable: 30%		1	
Benefits Communications	3,045	 Favourable: 74% Neutral: 15% Unfavourable: 11%		-9	6
College of New Caledonia	326	 Favourable: 65% Neutral: 18% Unfavourable: 17%		3	
Leadership/Mission/Values	3,045	 Favourable: 36% Neutral: 29% Unfavourable: 35%		-4	2
College of New Caledonia	326	 Favourable: 38% Neutral: 25% Unfavourable: 37%		2	
Administration/Management	3,045	 Favourable: 53% Neutral: 22% Unfavourable: 25%		0	2
College of New Caledonia	326	 Favourable: 51% Neutral: 22% Unfavourable: 27%		-2	
Tools and Resources	3,045	 Favourable: 58% Neutral: 14% Unfavourable: 28%		1	-3
College of New Caledonia	326	 Favourable: 60% Neutral: 15% Unfavourable: 25%		2	
Employee Commitment & Satisfaction	3,045	 Favourable: 75% Neutral: 13% Unfavourable: 12%		-1	2
College of New Caledonia	326	 Favourable: 74% Neutral: 12% Unfavourable: 14%		-1	
Organizational Focus	3,045	 Favourable: 67% Neutral: 18% Unfavourable: 15%		-5	6
College of New Caledonia	326	 Favourable: 62% Neutral: 17% Unfavourable: 21%		-1	

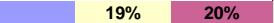
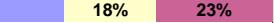
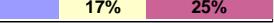
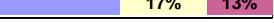
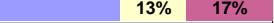
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2008 Employee Survey

Category Results

Employee Status	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
My Organization as a Place to Work					
BC Colleges Consortium Overall	3,045	61%  19%  20% 			
College of New Caledonia	326	59%  18%  23% 			
Regular Employee	286	58%  17%  25% 	-1	-1	2
Non-regular Employee	36	70%  17%  13% 	11	-1	-10
About Your Job					
BC Colleges Consortium Overall	3,045	72%  12%  16% 			
College of New Caledonia	326	71%  13%  16% 			
Regular Employee	286	70%  13%  17% 	-1	0	1
Non-regular Employee	36	82%  8%  10% 	11	-5	-6
Teamwork & Cooperation					
BC Colleges Consortium Overall	3,045	49%  24%  27% 			
College of New Caledonia	326	49%  22%  29% 			
Regular Employee	286	49%  20%  31% 	0	-2	2
Non-regular Employee	36	51%  32%  17% 	2	10	-12
Workplace Safety and Personal Security					
BC Colleges Consortium Overall	3,045	65%  20%  15% 			
College of New Caledonia	326	61%  19%  20% 			
Regular Employee	286	60%  18%  22% 	-1	-1	2
Non-regular Employee	36	67%  23%  10% 	6	4	-10
Fairness, Integrity and Ethics					
BC Colleges Consortium Overall	3,045	59%  21%  20% 			
College of New Caledonia	326	57%  18%  25% 			
Regular Employee	286	54%  19%  27% 	-3	1	2
Non-regular Employee	36	76%  9%  15% 	19	-9	-10

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2008 Employee Survey

Category Results

Employee Status	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Communication					
BC Colleges Consortium Overall	3,045	52% Favourable 22% Neutral 26% Unfavourable			
College of New Caledonia	326	50% Favourable 21% Neutral 29% Unfavourable			
Regular Employee	286	49% Favourable 19% Neutral 32% Unfavourable	-1	-2	3
Non-regular Employee	36	64% Favourable 22% Neutral 14% Unfavourable	14	1	-15
Work/Life Balance					
BC Colleges Consortium Overall	3,045	60% Favourable 14% Neutral 26% Unfavourable			
College of New Caledonia	326	67% Favourable 14% Neutral 19% Unfavourable			
Regular Employee	286	66% Favourable 13% Neutral 21% Unfavourable	-1	-1	2
Non-regular Employee	36	75% Favourable 17% Neutral 8% Unfavourable	8	3	-11
Career/Training & Development					
BC Colleges Consortium Overall	3,045	46% Favourable 23% Neutral 31% Unfavourable			
College of New Caledonia	326	48% Favourable 21% Neutral 31% Unfavourable			
Regular Employee	286	47% Favourable 21% Neutral 32% Unfavourable	-1	0	1
Non-regular Employee	36	50% Favourable 27% Neutral 23% Unfavourable	2	6	-8
Performance Management					
BC Colleges Consortium Overall	3,045	46% Favourable 26% Neutral 28% Unfavourable			
College of New Caledonia	326	43% Favourable 27% Neutral 30% Unfavourable			
Regular Employee	286	43% Favourable 26% Neutral 31% Unfavourable	0	-1	1
Non-regular Employee	36	42% Favourable 39% Neutral 19% Unfavourable	-1	12	-11
Benefits Communications					
BC Colleges Consortium Overall	3,045	74% Favourable 15% Neutral 11% Unfavourable			
College of New Caledonia	326	65% Favourable 18% Neutral 17% Unfavourable			
Regular Employee	286	68% Favourable 16% Neutral 16% Unfavourable	3	-2	-1
Non-regular Employee	36	41% Favourable 28% Neutral 31% Unfavourable	-24	10	14

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2008 Employee Survey

Category Results

Employee Status	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Leadership/Mission/Values					
BC Colleges Consortium Overall	3,045	36% Favourable 29% Neutral 35% Unfavourable			
College of New Caledonia	326	38% Favourable 25% Neutral 37% Unfavourable			
Regular Employee	286	37% Favourable 24% Neutral 39% Unfavourable	-1	-1	2
Non-regular Employee	36	44% Favourable 31% Neutral 25% Unfavourable	6	6	-12
Administration/Management					
BC Colleges Consortium Overall	3,045	53% Favourable 22% Neutral 25% Unfavourable			
College of New Caledonia	326	51% Favourable 22% Neutral 27% Unfavourable			
Regular Employee	286	50% Favourable 22% Neutral 28% Unfavourable	-1	0	1
Non-regular Employee	36	54% Favourable 28% Neutral 18% Unfavourable	3	6	-9
Tools and Resources					
BC Colleges Consortium Overall	3,045	58% Favourable 14% Neutral 28% Unfavourable			
College of New Caledonia	326	60% Favourable 15% Neutral 25% Unfavourable			
Regular Employee	286	60% Favourable 15% Neutral 25% Unfavourable	0	0	0
Non-regular Employee	36	64% Favourable 12% Neutral 24% Unfavourable	4	-3	-1
Employee Commitment & Satisfaction					
BC Colleges Consortium Overall	3,045	75% Favourable 13% Neutral 12% Unfavourable			
College of New Caledonia	326	74% Favourable 12% Neutral 14% Unfavourable			
Regular Employee	286	72% Favourable 13% Neutral 15% Unfavourable	-2	1	1
Non-regular Employee	36	84% Favourable 11% Neutral 5% Unfavourable	10	-1	-9
Organizational Focus					
BC Colleges Consortium Overall	3,045	67% Favourable 18% Neutral 15% Unfavourable			
College of New Caledonia	326	62% Favourable 17% Neutral 21% Unfavourable			
Regular Employee	286	61% Favourable 16% Neutral 23% Unfavourable	-1	-1	2
Non-regular Employee	36	76% Favourable 12% Neutral 12% Unfavourable	14	-5	-9

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2008 Employee Survey

Category Results

Percentage Appointment	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
My Organization as a Place to Work					
BC Colleges Consortium Overall	3,045	61% Favourable 19% Neutral 20% Unfavourable			
College of New Caledonia	326	59% Favourable 18% Neutral 23% Unfavourable			
100%	241	57% Favourable 18% Neutral 25% Unfavourable	-2	0	2
50% - 99%	50	69% Favourable 12% Neutral 19% Unfavourable	10	-6	-4
< 50%	23	57% Favourable 23% Neutral 20% Unfavourable	-2	5	-3
About Your Job					
BC Colleges Consortium Overall	3,045	72% Favourable 12% Neutral 16% Unfavourable			
College of New Caledonia	326	71% Favourable 13% Neutral 16% Unfavourable			
100%	241	70% Favourable 13% Neutral 17% Unfavourable	-1	0	1
50% - 99%	50	77% Favourable 10% Neutral 13% Unfavourable	6	-3	-3
< 50%	23	63% Favourable 17% Neutral 20% Unfavourable	-8	4	4
Teamwork & Cooperation					
BC Colleges Consortium Overall	3,045	49% Favourable 24% Neutral 27% Unfavourable			
College of New Caledonia	326	49% Favourable 22% Neutral 29% Unfavourable			
100%	241	49% Favourable 21% Neutral 30% Unfavourable	0	-1	1
50% - 99%	50	59% Favourable 16% Neutral 25% Unfavourable	10	-6	-4
< 50%	23	28% Favourable 39% Neutral 33% Unfavourable	-21	17	4
Workplace Safety and Personal Security					
BC Colleges Consortium Overall	3,045	65% Favourable 20% Neutral 15% Unfavourable			
College of New Caledonia	326	61% Favourable 19% Neutral 20% Unfavourable			
100%	241	59% Favourable 18% Neutral 23% Unfavourable	-2	-1	3
50% - 99%	50	67% Favourable 21% Neutral 12% Unfavourable	6	2	-8
< 50%	23	62% Favourable 26% Neutral 12% Unfavourable	1	7	-8

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2008 Employee Survey

Category Results

Percentage Appointment	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Fairness, Integrity and Ethics					
BC Colleges Consortium Overall	3,045	59% Favourable 21% Neutral 20% Unfavourable			
College of New Caledonia	326	57% Favourable 18% Neutral 25% Unfavourable			
100%	241	53% Favourable 19% Neutral 28% Unfavourable	-4	1	3
50% - 99%	50	69% Favourable 13% Neutral 18% Unfavourable	12	-5	-7
< 50%	23	64% Favourable 14% Neutral 22% Unfavourable	7	-4	-3
Communication					
BC Colleges Consortium Overall	3,045	52% Favourable 22% Neutral 26% Unfavourable			
College of New Caledonia	326	50% Favourable 21% Neutral 29% Unfavourable			
100%	241	48% Favourable 20% Neutral 32% Unfavourable	-2	-1	3
50% - 99%	50	61% Favourable 19% Neutral 20% Unfavourable	11	-2	-9
< 50%	23	44% Favourable 29% Neutral 27% Unfavourable	-6	8	-2
Work/Life Balance					
BC Colleges Consortium Overall	3,045	60% Favourable 14% Neutral 26% Unfavourable			
College of New Caledonia	326	67% Favourable 14% Neutral 19% Unfavourable			
100%	241	66% Favourable 14% Neutral 20% Unfavourable	-1	0	1
50% - 99%	50	72% Favourable 10% Neutral 18% Unfavourable	5	-4	-1
< 50%	23	67% Favourable 18% Neutral 15% Unfavourable	0	4	-4
Career/Training & Development					
BC Colleges Consortium Overall	3,045	46% Favourable 23% Neutral 31% Unfavourable			
College of New Caledonia	326	48% Favourable 21% Neutral 31% Unfavourable			
100%	241	48% Favourable 20% Neutral 32% Unfavourable	0	-1	1
50% - 99%	50	54% Favourable 20% Neutral 26% Unfavourable	6	-1	-5
< 50%	23	35% Favourable 32% Neutral 33% Unfavourable	-13	11	2

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2008 Employee Survey

Category Results

Percentage Appointment	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Performance Management					
BC Colleges Consortium Overall	3,045	46% Favourable 26% Neutral 28% Unfavourable			
College of New Caledonia	326	43% Favourable 27% Neutral 30% Unfavourable			
100%	241	43% Favourable 26% Neutral 31% Unfavourable	0	-1	1
50% - 99%	50	48% Favourable 27% Neutral 25% Unfavourable	5	0	-5
< 50%	23	34% Favourable 35% Neutral 31% Unfavourable	-9	8	1
Benefits Communications					
BC Colleges Consortium Overall	3,045	74% Favourable 15% Neutral 11% Unfavourable			
College of New Caledonia	326	65% Favourable 18% Neutral 17% Unfavourable			
100%	241	71% Favourable 14% Neutral 15% Unfavourable	6	-4	-2
50% - 99%	50	52% Favourable 26% Neutral 22% Unfavourable	-13	8	5
< 50%	23	43% Favourable 29% Neutral 28% Unfavourable	<u>22</u>	11	11
Leadership/Mission/Values					
BC Colleges Consortium Overall	3,045	36% Favourable 29% Neutral 35% Unfavourable			
College of New Caledonia	326	38% Favourable 25% Neutral 37% Unfavourable			
100%	241	35% Favourable 25% Neutral 40% Unfavourable	-3	0	3
50% - 99%	50	51% Favourable 22% Neutral 27% Unfavourable	13	-3	-10
< 50%	23	28% Favourable 31% Neutral 41% Unfavourable	-10	6	4
Administration/Management					
BC Colleges Consortium Overall	3,045	53% Favourable 22% Neutral 25% Unfavourable			
College of New Caledonia	326	51% Favourable 22% Neutral 27% Unfavourable			
100%	241	51% Favourable 22% Neutral 27% Unfavourable	0	0	0
50% - 99%	50	52% Favourable 24% Neutral 24% Unfavourable	1	2	-3
< 50%	23	37% Favourable 28% Neutral 35% Unfavourable	-14	6	8

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2008 Employee Survey

Category Results

Percentage Appointment	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Tools and Resources					
BC Colleges Consortium Overall	3,045	58% Favourable 14% Neutral 28% Unfavourable			
College of New Caledonia	326	60% Favourable 15% Neutral 25% Unfavourable			
100%	241	59% Favourable 15% Neutral 26% Unfavourable	-1	0	1
50% - 99%	50	62% Favourable 15% Neutral 23% Unfavourable	2	0	-2
< 50%	23	59% Favourable 13% Neutral 28% Unfavourable	-1	-2	3
Employee Commitment & Satisfaction					
BC Colleges Consortium Overall	3,045	75% Favourable 13% Neutral 12% Unfavourable			
College of New Caledonia	326	74% Favourable 12% Neutral 14% Unfavourable			
100%	241	71% Favourable 14% Neutral 15% Unfavourable	-3	2	1
50% - 99%	50	82% Favourable 8% Neutral 10% Unfavourable	8	-4	-4
< 50%	23	73% Favourable 16% Neutral 11% Unfavourable	-1	4	-3
Organizational Focus					
BC Colleges Consortium Overall	3,045	67% Favourable 18% Neutral 15% Unfavourable			
College of New Caledonia	326	62% Favourable 17% Neutral 21% Unfavourable			
100%	241	58% Favourable 18% Neutral 24% Unfavourable	-4	1	3
50% - 99%	50	81% Favourable 5% Neutral 14% Unfavourable	19	-12	-7
< 50%	23	61% Favourable 23% Neutral 16% Unfavourable	-1	6	-5

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2008 Employee Survey

Category Results

Position	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
My Organization as a Place to Work					
BC Colleges Consortium Overall	3,045	61% Favourable 19% Neutral 20% Unfavourable			
College of New Caledonia	326	59% Favourable 18% Neutral 23% Unfavourable			
Excluded Administration	41	80% Favourable 10% Neutral 10% Unfavourable	21	-8	-13
Faculty	127	51% Favourable 17% Neutral 32% Unfavourable	-8	-1	9
Support Staff	152	60% Favourable 19% Neutral 21% Unfavourable	1	1	-2
About Your Job					
BC Colleges Consortium Overall	3,045	72% Favourable 12% Neutral 16% Unfavourable			
College of New Caledonia	326	71% Favourable 13% Neutral 16% Unfavourable			
Excluded Administration	41	75% Favourable 14% Neutral 11% Unfavourable	4	1	-5
Faculty	127	76% Favourable 10% Neutral 14% Unfavourable	5	-3	-2
Support Staff	152	67% Favourable 14% Neutral 19% Unfavourable	-4	1	3
Teamwork & Cooperation					
BC Colleges Consortium Overall	3,045	49% Favourable 24% Neutral 27% Unfavourable			
College of New Caledonia	326	49% Favourable 22% Neutral 29% Unfavourable			
Excluded Administration	41	66% Favourable 20% Neutral 14% Unfavourable	17	-2	-15
Faculty	127	46% Favourable 25% Neutral 29% Unfavourable	-3	3	0
Support Staff	152	48% Favourable 20% Neutral 32% Unfavourable	-1	-2	3
Workplace Safety and Personal Security					
BC Colleges Consortium Overall	3,045	65% Favourable 20% Neutral 15% Unfavourable			
College of New Caledonia	326	61% Favourable 19% Neutral 20% Unfavourable			
Excluded Administration	41	80% Favourable 8% Neutral 12% Unfavourable	19	-11	-8
Faculty	127	59% Favourable 19% Neutral 22% Unfavourable	-2	0	2
Support Staff	152	56% Favourable 22% Neutral 22% Unfavourable	-5	3	2

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2008 Employee Survey

Category Results

Position	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Fairness, Integrity and Ethics					
BC Colleges Consortium Overall	3,045	59% Favourable 21% Neutral 20% Unfavourable			
College of New Caledonia	326	57% Favourable 18% Neutral 25% Unfavourable			
Excluded Administration	41	77% Favourable 11% Neutral 12% Unfavourable	20	-7	-13
Faculty	127	54% Favourable 16% Neutral 30% Unfavourable	-3	-2	5
Support Staff	152	54% Favourable 21% Neutral 25% Unfavourable	-3	3	0
Communication					
BC Colleges Consortium Overall	3,045	52% Favourable 22% Neutral 26% Unfavourable			
College of New Caledonia	326	50% Favourable 21% Neutral 29% Unfavourable			
Excluded Administration	41	72% Favourable 11% Neutral 17% Unfavourable	22	-10	-12
Faculty	127	47% Favourable 16% Neutral 37% Unfavourable	-3	-5	8
Support Staff	152	47% Favourable 25% Neutral 28% Unfavourable	-3	4	-1
Work/Life Balance					
BC Colleges Consortium Overall	3,045	60% Favourable 14% Neutral 26% Unfavourable			
College of New Caledonia	326	67% Favourable 14% Neutral 19% Unfavourable			
Excluded Administration	41	54% Favourable 9% Neutral 37% Unfavourable	-13	-5	18
Faculty	127	63% Favourable 18% Neutral 19% Unfavourable	-4	4	0
Support Staff	152	74% Favourable 10% Neutral 16% Unfavourable	7	-4	-3
Career/Training & Development					
BC Colleges Consortium Overall	3,045	46% Favourable 23% Neutral 31% Unfavourable			
College of New Caledonia	326	48% Favourable 21% Neutral 31% Unfavourable			
Excluded Administration	41	63% Favourable 24% Neutral 13% Unfavourable	15	3	-18
Faculty	127	50% Favourable 18% Neutral 32% Unfavourable	2	-3	1
Support Staff	152	42% Favourable 24% Neutral 34% Unfavourable	-6	3	3

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2008 Employee Survey

Category Results

Position	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Performance Management					
BC Colleges Consortium Overall	3,045	46% Favourable 26% Neutral 28% Unfavourable			
College of New Caledonia	326	43% Favourable 27% Neutral 30% Unfavourable			
Excluded Administration	41	55% Favourable 24% Neutral 21% Unfavourable	12	-3	-9
Faculty	127	45% Favourable 26% Neutral 29% Unfavourable	2	-1	-1
Support Staff	152	39% Favourable 28% Neutral 33% Unfavourable	-4	1	3
Benefits Communications					
BC Colleges Consortium Overall	3,045	74% Favourable 15% Neutral 11% Unfavourable			
College of New Caledonia	326	65% Favourable 18% Neutral 17% Unfavourable			
Excluded Administration	41	75% Favourable 14% Neutral 11% Unfavourable	10	-4	-6
Faculty	127	64% Favourable 18% Neutral 18% Unfavourable	-1	0	1
Support Staff	152	63% Favourable 18% Neutral 19% Unfavourable	-2	0	2
Leadership/Mission/Values					
BC Colleges Consortium Overall	3,045	36% Favourable 29% Neutral 35% Unfavourable			
College of New Caledonia	326	38% Favourable 25% Neutral 37% Unfavourable			
Excluded Administration	41	62% Favourable 16% Neutral 22% Unfavourable	24	-9	-15
Faculty	127	31% Favourable 21% Neutral 48% Unfavourable	-7	-4	11
Support Staff	152	36% Favourable 30% Neutral 34% Unfavourable	-2	5	-3
Administration/Management					
BC Colleges Consortium Overall	3,045	53% Favourable 22% Neutral 25% Unfavourable			
College of New Caledonia	326	51% Favourable 22% Neutral 27% Unfavourable			
Excluded Administration	41	63% Favourable 21% Neutral 16% Unfavourable	12	-1	-11
Faculty	127	50% Favourable 22% Neutral 28% Unfavourable	-1	0	1
Support Staff	152	49% Favourable 23% Neutral 28% Unfavourable	-2	1	1

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2008 Employee Survey

Category Results

Position	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Tools and Resources					
BC Colleges Consortium Overall	3,045	58% Favourable 14% Neutral 28% Unfavourable			
College of New Caledonia	326	60% Favourable 15% Neutral 25% Unfavourable			
Excluded Administration	41	62% Favourable 18% Neutral 20% Unfavourable	2	3	-5
Faculty	127	56% Favourable 14% Neutral 30% Unfavourable	-4	-1	5
Support Staff	152	63% Favourable 15% Neutral 22% Unfavourable	3	0	-3
Employee Commitment & Satisfaction					
BC Colleges Consortium Overall	3,045	75% Favourable 13% Neutral 12% Unfavourable			
College of New Caledonia	326	74% Favourable 12% Neutral 14% Unfavourable			
Excluded Administration	41	86% Favourable 8% Neutral 6% Unfavourable	12	-4	-8
Faculty	127	72% Favourable 11% Neutral 17% Unfavourable	-2	-1	3
Support Staff	152	72% Favourable 14% Neutral 14% Unfavourable	-2	2	0
Organizational Focus					
BC Colleges Consortium Overall	3,045	67% Favourable 18% Neutral 15% Unfavourable			
College of New Caledonia	326	62% Favourable 17% Neutral 21% Unfavourable			
Excluded Administration	41	74% Favourable 16% Neutral 10% Unfavourable	12	-1	-11
Faculty	127	57% Favourable 16% Neutral 27% Unfavourable	-5	-1	6
Support Staff	152	63% Favourable 17% Neutral 20% Unfavourable	1	0	-1

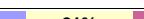
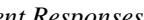
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2008 Employee Survey

Category Results

Age Group	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
My Organization as a Place to Work					
BC Colleges Consortium Overall	3,045	61%  19%  20% 			
College of New Caledonia	326	59%  18%  23% 			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	60%  17%  23% 	1	-1	0
35 to 44 years	76	64%  16%  20% 	5	-2	-3
45 to 54 years	127	58%  17%  25% 	-1	-1	2
55 to 59 years	53	55%  17%  28% 	-4	-1	5
60 to 65 years	17	50%  21%  29% 	-9	3	6
> 65	1	<i>Insufficient Responses</i>			
About Your Job					
BC Colleges Consortium Overall	3,045	72%  12%  16% 			
College of New Caledonia	326	71%  13%  16% 			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	69%  11%  20% 	-2	-2	4
35 to 44 years	76	73%  14%  13% 	2	1	-3
45 to 54 years	127	71%  12%  17% 	0	-1	1
55 to 59 years	53	71%  14%  15% 	0	1	-1
60 to 65 years	17	69%  16%  15% 	-2	3	-1
> 65	1	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Age Group	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Teamwork & Cooperation					
BC Colleges Consortium Overall	3,045	49% Favourable 24% Neutral 27% Unfavourable			
College of New Caledonia	326	49% Favourable 22% Neutral 29% Unfavourable			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	47% Favourable 19% Neutral 34% Unfavourable	-2	-3	5
35 to 44 years	76	49% Favourable 23% Neutral 28% Unfavourable	0	1	-1
45 to 54 years	127	51% Favourable 21% Neutral 28% Unfavourable	2	-1	-1
55 to 59 years	53	53% Favourable 18% Neutral 29% Unfavourable	4	-4	0
60 to 65 years	17	34% Favourable 25% Neutral 41% Unfavourable	-15	3	12
> 65	1	<i>Insufficient Responses</i>			
Workplace Safety and Personal Security					
BC Colleges Consortium Overall	3,045	65% Favourable 20% Neutral 15% Unfavourable			
College of New Caledonia	326	61% Favourable 19% Neutral 20% Unfavourable			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	59% Favourable 24% Neutral 17% Unfavourable	-2	5	-3
35 to 44 years	76	63% Favourable 21% Neutral 16% Unfavourable	2	2	-4
45 to 54 years	127	54% Favourable 20% Neutral 26% Unfavourable	-7	1	6
55 to 59 years	53	69% Favourable 15% Neutral 16% Unfavourable	8	-4	-4
60 to 65 years	17	61% Favourable 15% Neutral 24% Unfavourable	0	-4	4
> 65	1	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Age Group	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Fairness, Integrity and Ethics					
BC Colleges Consortium Overall	3,045	59% Favourable 21% Neutral 20% Unfavourable			
College of New Caledonia	326	57% Favourable 18% Neutral 25% Unfavourable			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	67% Favourable 16% Neutral 17% Unfavourable	10	-2	-8
35 to 44 years	76	59% Favourable 17% Neutral 24% Unfavourable	2	-1	-1
45 to 54 years	127	53% Favourable 19% Neutral 28% Unfavourable	-4	1	3
55 to 59 years	53	56% Favourable 16% Neutral 28% Unfavourable	-1	-2	3
60 to 65 years	17	46% Favourable 25% Neutral 29% Unfavourable	-11	7	4
> 65	1	<i>Insufficient Responses</i>			
Communication					
BC Colleges Consortium Overall	3,045	52% Favourable 22% Neutral 26% Unfavourable			
College of New Caledonia	326	50% Favourable 21% Neutral 29% Unfavourable			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	54% Favourable 21% Neutral 25% Unfavourable	4	0	-4
35 to 44 years	76	57% Favourable 19% Neutral 24% Unfavourable	7	-2	-5
45 to 54 years	127	47% Favourable 22% Neutral 31% Unfavourable	-3	1	2
55 to 59 years	53	43% Favourable 16% Neutral 41% Unfavourable	-7	-5	12
60 to 65 years	17	41% Favourable 31% Neutral 28% Unfavourable	-9	10	-1
> 65	1	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Age Group	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Work/Life Balance					
BC Colleges Consortium Overall	3,045	60% 14% 26% 			
College of New Caledonia	326	67% 14% 19% 			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	74% 19% 7% 	7	5	-12
35 to 44 years	76	67% 11% 22% 	0	-3	3
45 to 54 years	127	63% 15% 22% 	-4	1	3
55 to 59 years	53	75% 4% 21% 	8	-10	2
60 to 65 years	17	50% 32% 18% 	-17	18	-1
> 65	1	<i>Insufficient Responses</i>			
Career/Training & Development					
BC Colleges Consortium Overall	3,045	46% 23% 31% 			
College of New Caledonia	326	48% 21% 31% 			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	44% 20% 36% 	-4	-1	5
35 to 44 years	76	49% 23% 28% 	1	2	-3
45 to 54 years	127	47% 21% 32% 	-1	0	1
55 to 59 years	53	48% 23% 29% 	0	2	-2
60 to 65 years	17	45% 28% 27% 	-3	7	-4
> 65	1	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Age Group	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Performance Management					
BC Colleges Consortium Overall	3,045	46% Favourable 26% Neutral 28% Unfavourable			
College of New Caledonia	326	43% Favourable 27% Neutral 30% Unfavourable			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	38% Favourable 31% Neutral 31% Unfavourable	-5	4	1
35 to 44 years	76	46% Favourable 27% Neutral 27% Unfavourable	3	0	-3
45 to 54 years	127	43% Favourable 27% Neutral 30% Unfavourable	0	0	0
55 to 59 years	53	41% Favourable 24% Neutral 35% Unfavourable	-2	-3	5
60 to 65 years	17	41% Favourable 30% Neutral 29% Unfavourable	-2	3	-1
> 65	1	<i>Insufficient Responses</i>			
Benefits Communications					
BC Colleges Consortium Overall	3,045	74% Favourable 15% Neutral 11% Unfavourable			
College of New Caledonia	326	65% Favourable 18% Neutral 17% Unfavourable			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	45% Favourable 28% Neutral 27% Unfavourable	<u>-20</u>	10	10
35 to 44 years	76	65% Favourable 18% Neutral 17% Unfavourable	0	0	0
45 to 54 years	127	67% Favourable 15% Neutral 18% Unfavourable	2	-3	1
55 to 59 years	53	77% Favourable 11% Neutral 12% Unfavourable	12	-7	-5
60 to 65 years	17	60% Favourable 28% Neutral 12% Unfavourable	-5	10	-5
> 65	1	<i>Insufficient Responses</i>			

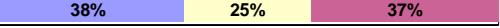
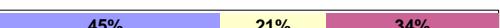
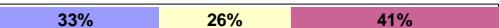
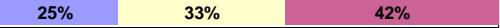
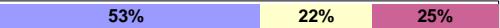
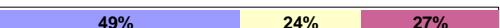
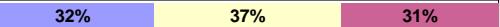
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2008 Employee Survey

Category Results

Age Group	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Leadership/Mission/Values					
BC Colleges Consortium Overall	3,045				
College of New Caledonia	326				
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38		7	-4	-3
35 to 44 years	76		4	4	-8
45 to 54 years	127		-5	1	4
55 to 59 years	53		-4	-3	7
60 to 65 years	17		-13	8	5
> 65	1	<i>Insufficient Responses</i>			
Administration/Management					
BC Colleges Consortium Overall	3,045				
College of New Caledonia	326				
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38		0	-3	3
35 to 44 years	76		4	-1	-3
45 to 54 years	127		-2	2	0
55 to 59 years	53		2	-1	-1
60 to 65 years	17		-19	15	4
> 65	1	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Age Group	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Tools and Resources					
BC Colleges Consortium Overall	3,045	58% 14% 28%			
College of New Caledonia	326	60% 15% 25%			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	66% 8% 26%	6	-7	1
35 to 44 years	76	60% 14% 26%	0	-1	1
45 to 54 years	127	59% 15% 26%	-1	0	1
55 to 59 years	53	62% 12% 26%	2	-3	1
60 to 65 years	17	47% 32% 21%	-13	17	-4
> 65	1	<i>Insufficient Responses</i>			
Employee Commitment & Satisfaction					
BC Colleges Consortium Overall	3,045	75% 13% 12%			
College of New Caledonia	326	74% 12% 14%			
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38	72% 16% 12%	-2	4	-2
35 to 44 years	76	78% 11% 11%	4	-1	-3
45 to 54 years	127	72% 13% 15%	-2	1	1
55 to 59 years	53	75% 10% 15%	1	-2	1
60 to 65 years	17	63% 19% 18%	-11	7	4
> 65	1	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Age Group	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Organizational Focus					
BC Colleges Consortium Overall	3,045				
College of New Caledonia	326				
< 25 years	8	<i>Insufficient Responses</i>			
25 to 34 years	38		3	-2	-1
35 to 44 years	76		9	-2	-7
45 to 54 years	127		-4	1	3
55 to 59 years	53		-3	-1	4
60 to 65 years	17		-18	7	11
> 65	1	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Years of Service	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
My Organization as a Place to Work					
BC Colleges Consortium Overall	3,045	61% Favourable 19% Neutral 20% Unfavourable			
College of New Caledonia	326	59% Favourable 18% Neutral 23% Unfavourable			
< 1	37	81% Favourable 13% Neutral 6% Unfavourable	22	-5	-17
1-4	72	70% Favourable 17% Neutral 13% Unfavourable	11	-1	-10
5-10	67	58% Favourable 15% Neutral 27% Unfavourable	-1	-3	4
11-20	97	49% Favourable 19% Neutral 32% Unfavourable	-10	1	9
21-25	29	48% Favourable 20% Neutral 32% Unfavourable	-11	2	9
26-30	15	45% Favourable 21% Neutral 34% Unfavourable	-14	3	11
> 30	3	<i>Insufficient Responses</i>			
About Your Job					
BC Colleges Consortium Overall	3,045	72% Favourable 12% Neutral 16% Unfavourable			
College of New Caledonia	326	71% Favourable 13% Neutral 16% Unfavourable			
< 1	37	80% Favourable 12% Neutral 8% Unfavourable	9	-1	-8
1-4	72	74% Favourable 12% Neutral 14% Unfavourable	3	-1	-2
5-10	67	72% Favourable 11% Neutral 17% Unfavourable	1	-2	1
11-20	97	69% Favourable 13% Neutral 18% Unfavourable	-2	0	2
21-25	29	67% Favourable 15% Neutral 18% Unfavourable	-4	2	2
26-30	15	65% Favourable 17% Neutral 18% Unfavourable	-6	4	2
> 30	3	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Years of Service	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Teamwork & Cooperation					
BC Colleges Consortium Overall	3,045	49% Favourable 24% Neutral 27% Unfavourable			
College of New Caledonia	326	49% Favourable 22% Neutral 29% Unfavourable			
< 1	37	62% Favourable 27% Neutral 11% Unfavourable	13	5	-18
1-4	72	53% Favourable 19% Neutral 28% Unfavourable	4	-3	-1
5-10	67	45% Favourable 20% Neutral 35% Unfavourable	-4	-2	6
11-20	97	47% Favourable 23% Neutral 30% Unfavourable	-2	1	1
21-25	29	43% Favourable 25% Neutral 32% Unfavourable	-6	3	3
26-30	15	42% Favourable 23% Neutral 35% Unfavourable	-7	1	6
> 30	3	<i>Insufficient Responses</i>			
Workplace Safety and Personal Security					
BC Colleges Consortium Overall	3,045	65% Favourable 20% Neutral 15% Unfavourable			
College of New Caledonia	326	61% Favourable 19% Neutral 20% Unfavourable			
< 1	37	74% Favourable 21% Neutral 5% Unfavourable	13	2	-15
1-4	72	70% Favourable 19% Neutral 11% Unfavourable	9	0	-9
5-10	67	59% Favourable 19% Neutral 22% Unfavourable	-2	0	2
11-20	97	52% Favourable 18% Neutral 30% Unfavourable	-9	-1	10
21-25	29	55% Favourable 22% Neutral 23% Unfavourable	-6	3	3
26-30	15	56% Favourable 13% Neutral 31% Unfavourable	-5	-6	11
> 30	3	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Years of Service	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Fairness, Integrity and Ethics					
BC Colleges Consortium Overall	3,045				
College of New Caledonia	326				
< 1	37		21	-1	-20
1-4	72		15	-1	-14
5-10	67		-3	3	0
11-20	97		-12	-1	13
21-25	29		-12	6	6
26-30	15		-14	-6	20
> 30	3	<i>Insufficient Responses</i>			
Communication					
BC Colleges Consortium Overall	3,045				
College of New Caledonia	326				
< 1	37		24	-4	-20
1-4	72		7	4	-11
5-10	67		0	-4	4
11-20	97		-8	-3	11
21-25	29		-14	8	6
26-30	15		-8	-3	11
> 30	3	<i>Insufficient Responses</i>			

Note: Red and Green underlined text in the % Difference column indicates a statistically significant difference.

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2008 Employee Survey

Category Results

Years of Service	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Work/Life Balance					
BC Colleges Consortium Overall	3,045	60% Favourable 14% Neutral 26% Unfavourable			
College of New Caledonia	326	67% Favourable 14% Neutral 19% Unfavourable			
< 1	37	80% Favourable 9% Neutral 11% Unfavourable	13	-5	-8
1-4	72	72% Favourable 11% Neutral 17% Unfavourable	5	-3	-2
5-10	67	60% Favourable 25% Neutral 15% Unfavourable	-7	11	-4
11-20	97	63% Favourable 11% Neutral 26% Unfavourable	-4	-3	7
21-25	29	74% Favourable 9% Neutral 17% Unfavourable	7	-5	-2
26-30	15	60% Favourable 13% Neutral 27% Unfavourable	-7	-1	8
> 30	3	<i>Insufficient Responses</i>			
Career/Training & Development					
BC Colleges Consortium Overall	3,045	46% Favourable 23% Neutral 31% Unfavourable			
College of New Caledonia	326	48% Favourable 21% Neutral 31% Unfavourable			
< 1	37	66% Favourable 24% Neutral 10% Unfavourable	18	3	-21
1-4	72	50% Favourable 27% Neutral 23% Unfavourable	2	6	-8
5-10	67	43% Favourable 21% Neutral 36% Unfavourable	-5	0	5
11-20	97	44% Favourable 18% Neutral 38% Unfavourable	-4	-3	7
21-25	29	42% Favourable 23% Neutral 35% Unfavourable	-6	2	4
26-30	15	42% Favourable 20% Neutral 38% Unfavourable	-6	-1	7
> 30	3	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Years of Service	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Performance Management					
BC Colleges Consortium Overall	3,045	46% Favourable 26% Neutral 28% Unfavourable			
College of New Caledonia	326	43% Favourable 27% Neutral 30% Unfavourable			
< 1	37	49% Favourable 41% Neutral 10% Unfavourable	6	14	-20
1-4	72	47% Favourable 27% Neutral 26% Unfavourable	4	0	-4
5-10	67	42% Favourable 25% Neutral 33% Unfavourable	-1	-2	3
11-20	97	41% Favourable 24% Neutral 35% Unfavourable	-2	-3	5
21-25	29	44% Favourable 26% Neutral 30% Unfavourable	1	-1	0
26-30	15	33% Favourable 21% Neutral 46% Unfavourable	-10	-6	16
> 30	3	<i>Insufficient Responses</i>			
Benefits Communications					
BC Colleges Consortium Overall	3,045	74% Favourable 15% Neutral 11% Unfavourable			
College of New Caledonia	326	65% Favourable 18% Neutral 17% Unfavourable			
< 1	37	55% Favourable 27% Neutral 18% Unfavourable	-10	9	1
1-4	72	61% Favourable 21% Neutral 18% Unfavourable	-4	3	1
5-10	67	67% Favourable 16% Neutral 17% Unfavourable	2	-2	0
11-20	97	66% Favourable 15% Neutral 19% Unfavourable	1	-3	2
21-25	29	81% Favourable 9% Neutral 10% Unfavourable	16	-9	-7
26-30	15	63% Favourable 20% Neutral 17% Unfavourable	-2	2	0
> 30	3	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Years of Service	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Leadership/Mission/Values					
BC Colleges Consortium Overall	3,045				
College of New Caledonia	326				
< 1	37		23	2	-25
1-4	72		7	4	-11
5-10	67		3	-4	1
11-20	97		-12	-2	14
21-25	29		-13	13	0
26-30	15		-18	-4	22
> 30	3	<i>Insufficient Responses</i>			
Administration/Management					
BC Colleges Consortium Overall	3,045				
College of New Caledonia	326				
< 1	37		15	3	-18
1-4	72		6	-2	-4
5-10	67		-6	-1	7
11-20	97		-4	5	-1
21-25	29		-3	-1	4
26-30	15		-10	4	6
> 30	3	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Years of Service	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Tools and Resources					
BC Colleges Consortium Overall	3,045	58% Favourable 14% Neutral 28% Unfavourable			
College of New Caledonia	326	60% Favourable 15% Neutral 25% Unfavourable			
< 1	37	73% Favourable 13% Neutral 14% Unfavourable	13	-2	-11
1-4	72	63% Favourable 11% Neutral 26% Unfavourable	3	-4	1
5-10	67	54% Favourable 15% Neutral 31% Unfavourable	-6	0	6
11-20	97	59% Favourable 18% Neutral 23% Unfavourable	-1	3	-2
21-25	29	53% Favourable 14% Neutral 33% Unfavourable	-7	-1	8
26-30	15	63% Favourable 24% Neutral 13% Unfavourable	3	9	-12
> 30	3	<i>Insufficient Responses</i>			
Employee Commitment & Satisfaction					
BC Colleges Consortium Overall	3,045	75% Favourable 13% Neutral 12% Unfavourable			
College of New Caledonia	326	74% Favourable 12% Neutral 14% Unfavourable			
< 1	37	90% Favourable 8% Neutral 2% Unfavourable	16	-4	-12
1-4	72	79% Favourable 14% Neutral 7% Unfavourable	5	2	-7
5-10	67	75% Favourable 9% Neutral 16% Unfavourable	1	-3	2
11-20	97	66% Favourable 15% Neutral 19% Unfavourable	-8	3	5
21-25	29	69% Favourable 17% Neutral 14% Unfavourable	-5	5	0
26-30	15	65% Favourable 11% Neutral 24% Unfavourable	-9	-1	10
> 30	3	<i>Insufficient Responses</i>			

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2008 Employee Survey

Category Results

Years of Service	N	Percent Responding	Difference to Report Target: (%)		
			F	N	U
Organizational Focus					
BC Colleges Consortium Overall	3,045	67% Favourable, 18% Neutral, 15% Unfavourable			
College of New Caledonia	326	62% Favourable, 17% Neutral, 21% Unfavourable			
< 1	37	82% Favourable, 13% Neutral, 5% Unfavourable	20	-4	<u>-16</u>
1-4	72	70% Favourable, 16% Neutral, 14% Unfavourable	8	-1	-7
5-10	67	64% Favourable, 15% Neutral, 21% Unfavourable	2	-2	0
11-20	97	53% Favourable, 18% Neutral, 29% Unfavourable	-9	1	8
21-25	29	55% Favourable, 19% Neutral, 26% Unfavourable	-7	2	5
26-30	15	44% Favourable, 19% Neutral, 37% Unfavourable	-18	2	16
> 30	3	<i>Insufficient Responses</i>			

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2008 Employee Survey

Top/Bottom 10 Favourable

Top 10 Favourable Scores		2008	Bottom 10 Favourable Scores		2008
QNum	Question	% Favourable	QNum	Question	% Favourable
70.	I am motivated to do my best to provide quality service to students.	93	46.	Promotions are given to the most qualified employees at my organization.	15
7.	I like the people with whom I work.	89	43.	Our performance evaluation process adequately distinguishes among poor, average, and good performers.	19
69.	I am willing to "go the extra mile" to help my organization succeed.	85	61.	My administrator/manager regularly coaches me on improving my performance.	21
8.	My work gives me a feeling of personal accomplishment.	83	39.	My organization is doing a good job of retaining its most talented people.	29
40.	I have a clear understanding of what I'm expected to do in my job.	80	54.	Senior leadership at my organization does a good job: Confronting issues before they become major problems.	29
13.	My job gives me a chance to do interesting and challenging work.	80	56.	Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs.	29
9.	My job makes good use of my skills and abilities.	79	38.	My organization is doing a good job of developing its people to their full potential.	30
1.	In the community where I work, my organization has a good reputation.	78	44.	My last performance evaluation was helpful in identifying actions I could take to improve my performance.	32
68.	I am proud to work for my organization.	76	47.	The procedures for considering employees for job openings are fair.	34
72.	Overall, I am satisfied with my job.	76	16.	Teamwork and cooperation are rewarded.	39

2008 Employee Survey

Top/ Bottom Norms

Top / Bottom Norms		2008	
QNum	Question	% Diff to Norm	% Favourable
16.	Teamwork and cooperation are rewarded.	9	39
31.	If my organization was to conduct an employee opinion survey I believe management would communicate the major findings to employees.	7	58
32.	I am able to maintain a healthy balance between my work and my personal life.	7	70
35.	I believe that I have sufficient opportunity for growth and development at my organization.	5	60
71.	At the present time, I am NOT seriously considering leaving my organization.	5	63
67.	I feel a strong sense of commitment to my organization.	5	72
66.	I would recommend my organization to others as a good place to work.	4	67
68.	I am proud to work for my organization.	4	76
60.	My administrator/manager does a good job being available when he/she is needed.	3	66
72.	Overall, I am satisfied with my job.	3	76
8.	My work gives me a feeling of personal accomplishment.	3	83
10.	I feel encouraged to come up with new and better ways of doing things.	2	62
48.	My organization has done a good job of communicating information about our benefits.	1	62
9.	My job makes good use of my skills and abilities.	0	79
22.	I am treated fairly at my organization.	-1	71
37.	Overall, I am confident that I will be able to achieve my long-term career objectives at my organization.	-2	51
41.	I understand how my performance is evaluated.	-2	56
29.	My immediate manager encourages open, honest two-way communication.	-2	64
49.	I can easily find out answers to questions I have about my benefits package.	-3	68
13.	My job gives me a chance to do interesting and challenging work.	-3	80
30.	I trust management in my organization to communicate honestly.	-4	45
76.	I have enough flexibility in my job to do what is necessary to provide good service.	-5	75

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2008 Employee Survey

Top/ Bottom Norms

23.	Employees are treated with dignity and respect, regardless of their background or position.	-6	60
59.	My administrator/manager does a good job setting work objectives.	-7	50
11.	I have a clear understanding of how my work contributes to achieving my organization's overall goals.	<u>-10</u>	73
61.	My administrator/manager regularly coaches me on improving my performance.	<u>-11</u>	21
4.	I am confident my organization will be successful in the future.	<u>-11</u>	59
5.	My organization does a good job of keeping employees informed about matters that affect them.	<u>-11</u>	51
12.	In general, the amount of work I am expected to do is reasonable.	<u>-11</u>	59
39.	My organization is doing a good job of retaining its most talented people.	<u>-12</u>	29
53.	Senior leadership at my organization does a good job: Establishing clear objectives.	<u>-12</u>	49
38.	My organization is doing a good job of developing its people to their full potential.	<u>-13</u>	30
36.	I get regular feedback on how well I'm doing in my job.	<u>-14</u>	42
58.	Senior leadership at my organization does a good job: Communicating a clear vision of the future direction of my organization.	<u>-15</u>	39
42.	When I do a good job, my performance is recognized.	<u>-16</u>	45
64.	I have the resources I need to do a good job (e.g., equipment, supplies, materials, information, etc.).	<u>-16</u>	65
54.	Senior leadership at my organization does a good job: Confronting issues before they become major problems.	<u>-18</u>	29
14.	I have ready access to the information I need to do my job well.	<u>-19</u>	63
46.	Promotions are given to the most qualified employees at my organization.	<u>-20</u>	15
74.	Commitment to quality is a high priority at my organization.	<u>-21</u>	55
56.	Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs.	<u>-28</u>	29
44.	My last performance evaluation was helpful in identifying actions I could take to improve my performance.	<u>-39</u>	32
43.	Our performance evaluation process adequately distinguishes among poor, average, and good performers.	<u>-47</u>	19

2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
My Organization as a Place to Work						
1. In the community where I work, my organization has a good reputation.						
BC Colleges Consortium Overall	3,036		83			
College of New Caledonia	326		78			-5
2. My organization shows a great deal of loyalty to its employees.						
BC Colleges Consortium Overall	3,036		44			
College of New Caledonia	326		40			-4
3. Within my organization, there are effective ways for employees to communicate their ideas and concerns to management.						
BC Colleges Consortium Overall	3,032		47			
College of New Caledonia	326		50			3
4. I am confident my organization will be successful in the future.						
BC Colleges Consortium Overall	3,032		64			
College of New Caledonia	326		59	70	-5	-11
5. My organization does a good job of keeping employees informed about matters that affect them.						
BC Colleges Consortium Overall	3,032		52			
College of New Caledonia	326		51	62	-1	-11
6. I am satisfied with the information I receive from management about what's going on in my organization.						
BC Colleges Consortium Overall	3,031		46			
College of New Caledonia	326		48			2
7. I like the people with whom I work.						
BC Colleges Consortium Overall	3,035		88			
College of New Caledonia	326		89			1

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
About Your Job						
8. My work gives me a feeling of personal accomplishment.						
BC Colleges Consortium Overall	3,032		85			
College of New Caledonia	326		83	80	-2	3
9. My job makes good use of my skills and abilities.						
BC Colleges Consortium Overall	3,032		79			
College of New Caledonia	326		79	79	0	0
10. I feel encouraged to come up with new and better ways of doing things.						
BC Colleges Consortium Overall	3,032		64			
College of New Caledonia	326		62	60	-2	2
11. I have a clear understanding of how my work contributes to achieving my organization's overall goals.						
BC Colleges Consortium Overall	3,033		75			
College of New Caledonia	326		73	83	-2	-10
12. In general, the amount of work I am expected to do is reasonable.						
BC Colleges Consortium Overall	3,034		57			
College of New Caledonia	326		59	70	2	-11
13. My job gives me a chance to do interesting and challenging work.						
BC Colleges Consortium Overall	3,034		77			
College of New Caledonia	326		80	83	3	-3
14. I have ready access to the information I need to do my job well.						
BC Colleges Consortium Overall	3,033		66			
College of New Caledonia	326		63	82	-3	-19

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Teamwork & Cooperation						
15. There is good cooperation within my work group/department.						
BC Colleges Consortium Overall	3,035		73			
College of New Caledonia	326		75		2	
16. Teamwork and cooperation are rewarded.						
BC Colleges Consortium Overall	3,030		36			
College of New Caledonia	326		39	30	3	9
17. My manager does a good job of building teamwork, within our department.						
BC Colleges Consortium Overall	3,032		46			
College of New Caledonia	326		44		-2	
18. My manager does a good job of building teamwork, between our department and other departments.						
BC Colleges Consortium Overall	3,026		42			
College of New Caledonia	326		39		-3	

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Workplace Safety and Personal Security						
19. My organization has created a culture where I feel free to report instances of harassment.						
BC Colleges Consortium Overall	3,034	69% 18% 13%	69			
College of New Caledonia	326	63% 17% 20%	63		-6	
20. My organization has created a culture where I feel free to report instances of dishonest or unethical behaviour.						
BC Colleges Consortium Overall	3,034	58% 23% 19%	58			
College of New Caledonia	326	52% 23% 25%	52		-6	
21. My organization has created a workplace that minimizes risk to my personal health and safety.						
BC Colleges Consortium Overall	3,035	70% 16% 14%	70			
College of New Caledonia	326	67% 17% 16%	67		-3	

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Fairness, Integrity and Ethics						
22. I am treated fairly at my organization.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	326		71	72	0	-1
23. Employees are treated with dignity and respect, regardless of their background or position.						
BC Colleges Consortium Overall	3,034		64			
College of New Caledonia	326		60	66	-4	-6
24. At my organization, policies and procedures are implemented fairly.						
BC Colleges Consortium Overall	3,032		53			
College of New Caledonia	326		48		-5	
25. "Doing the right thing" at my organization is always the right approach.						
BC Colleges Consortium Overall	3,030		49			
College of New Caledonia	326		49		0	

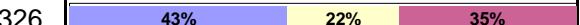
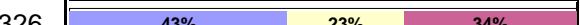
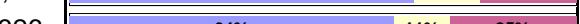
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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Communication						
26. I get enough communication about what's going on at my organization.						
BC Colleges Consortium Overall	3,036		52			
College of New Caledonia	326		50		-2	
27. Employees are comfortable raising issues and concerns at my organization.						
BC Colleges Consortium Overall	3,033		46			
College of New Caledonia	326		43		-3	
28. Information is openly communicated at my organization.						
BC Colleges Consortium Overall	3,034		42			
College of New Caledonia	326		43		1	
29. My immediate manager encourages open, honest two-way communication.						
BC Colleges Consortium Overall	3,030		68			
College of New Caledonia	326		64	66	-4	-2
30. I trust management in my organization to communicate honestly.						
BC Colleges Consortium Overall	3,032		45			
College of New Caledonia	325		45	49	0	-4
31. If my organization was to conduct an employee opinion survey I believe management would communicate the major findings to employees.						
BC Colleges Consortium Overall	3,035		61			
College of New Caledonia	326		58	51	-3	7

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Work/Life Balance						
32. I am able to maintain a healthy balance between my work and my personal life.						
BC Colleges Consortium Overall	3,035	63% 13% 24%	63			
College of New Caledonia	326	70% 14% 16%	70	63	<u>7</u>	7
33. I am satisfied with my current work-life balance.						
BC Colleges Consortium Overall	3,037	58% 14% 28%	58			
College of New Caledonia	326	65% 13% 22%	65		<u>7</u>	

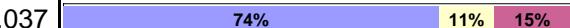
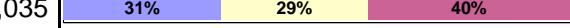
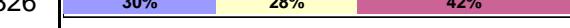
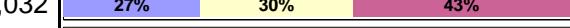
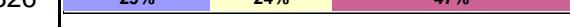
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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Career/Training & Development						
34. I am given opportunities to keep learning and improving my skills at my organization.						
BC Colleges Consortium Overall	3,037		74			
College of New Caledonia	326		74		0	
35. I believe that I have sufficient opportunity for growth and development at my organization.						
BC Colleges Consortium Overall	3,036		56			
College of New Caledonia	326		60	55	4	5
36. I get regular feedback on how well I'm doing in my job.						
BC Colleges Consortium Overall	3,036		40			
College of New Caledonia	326		42	56	2	-14
37. Overall, I am confident that I will be able to achieve my long-term career objectives at my organization.						
BC Colleges Consortium Overall	3,034		50			
College of New Caledonia	326		51	53	1	-2
38. My organization is doing a good job of developing its people to their full potential.						
BC Colleges Consortium Overall	3,035		31			
College of New Caledonia	326		30	43	-1	-13
39. My organization is doing a good job of retaining its most talented people.						
BC Colleges Consortium Overall	3,032		27			
College of New Caledonia	326		29	41	2	-12

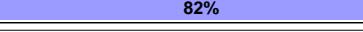
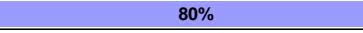
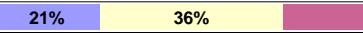
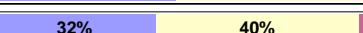
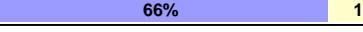
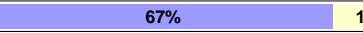
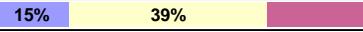
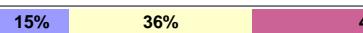
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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Performance Management						
40. I have a clear understanding of what I'm expected to do in my job.						
BC Colleges Consortium Overall	3,037	82%  9%  9% 	82			
College of New Caledonia	326	80%  12%  8% 	80		-2	
41. I understand how my performance is evaluated.						
BC Colleges Consortium Overall	3,037	62%  18%  20% 	62			
College of New Caledonia	326	56%  19%  25% 	56	58	-6	-2
42. When I do a good job, my performance is recognized.						
BC Colleges Consortium Overall	3,035	43%  24%  33% 	43			
College of New Caledonia	325	45%  25%  30% 	45	61	2	-16
43. Our performance evaluation process adequately distinguishes among poor, average, and good performers.						
BC Colleges Consortium Overall	3,029	21%  36%  43% 	21			
College of New Caledonia	325	19%  42%  39% 	19	66	-2	-47
44. My last performance evaluation was helpful in identifying actions I could take to improve my performance.						
BC Colleges Consortium Overall	3,021	36%  38%  26% 	36			
College of New Caledonia	325	32%  40%  28% 	32	71	-4	-39
45. The people in my work group take accountability for their work.						
BC Colleges Consortium Overall	3,032	66%  17%  17% 	66			
College of New Caledonia	326	67%  16%  17% 	67		1	
46. Promotions are given to the most qualified employees at my organization.						
BC Colleges Consortium Overall	3,024	15%  39%  46% 	15			
College of New Caledonia	324	15%  36%  49% 	15	35	0	-20

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Performance Management 47. The procedures for considering employees for job openings are fair.						
BC Colleges Consortium Overall	3,030	39% Favourable 30% Neutral 31% Unfavourable	39			
College of New Caledonia	325	34% Favourable 23% Neutral 43% Unfavourable	34		-5	

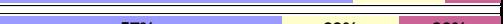
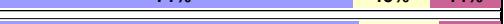
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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Benefits Communications						
48. My organization has done a good job of communicating information about our benefits.						
BC Colleges Consortium Overall	3,033	 73% Favourable, 15% Neutral, 12% Unfavourable	73			
College of New Caledonia	325	 62% Favourable, 18% Neutral, 20% Unfavourable	62	61	-11	1
49. I can easily find out answers to questions I have about my benefits package.						
BC Colleges Consortium Overall	3,034	 79% Favourable, 13% Neutral, 8% Unfavourable	79			
College of New Caledonia	325	 68% Favourable, 15% Neutral, 17% Unfavourable	68	71	-11	-3
50. I have a good understanding of what benefits are available to me.						
BC Colleges Consortium Overall	3,034	 75% Favourable, 15% Neutral, 10% Unfavourable	75			
College of New Caledonia	325	 66% Favourable, 16% Neutral, 18% Unfavourable	66		-9	
51. My organization provides me with enough information to make informed benefit decisions.						
BC Colleges Consortium Overall	3,035	 71% Favourable, 18% Neutral, 11% Unfavourable	71			
College of New Caledonia	325	 57% Favourable, 23% Neutral, 20% Unfavourable	57		-14	
52. The benefits at my organization meet my needs and those of my family.						
BC Colleges Consortium Overall	3,033	 71% Favourable, 15% Neutral, 14% Unfavourable	71			
College of New Caledonia	325	 72% Favourable, 16% Neutral, 12% Unfavourable	72		1	

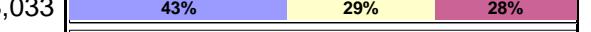
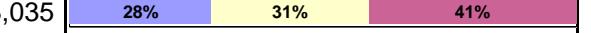
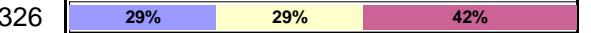
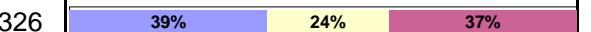
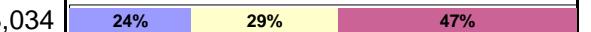
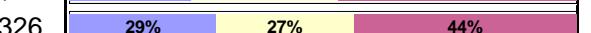
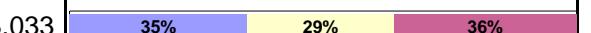
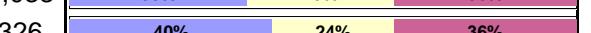
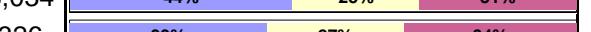
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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Leadership/Mission/Values						
53. Senior leadership at my organization does a good job: Establishing clear objectives.						
BC Colleges Consortium Overall	3,033		43			
College of New Caledonia	326		49	61	6	-12
54. Senior leadership at my organization does a good job: Confronting issues before they become major problems.						
BC Colleges Consortium Overall	3,035		28			
College of New Caledonia	326		29	47	1	-18
55. Senior leadership at my organization does a good job: Planning for the future.						
BC Colleges Consortium Overall	3,033		45			
College of New Caledonia	326		39			-6
56. Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs.						
BC Colleges Consortium Overall	3,034		24			
College of New Caledonia	326		29	57	5	-28
57. Senior leadership at my organization does a good job: Explaining the reasons behind important decisions.						
BC Colleges Consortium Overall	3,033		35			
College of New Caledonia	326		40		5	
58. Senior leadership at my organization does a good job: Communicating a clear vision of the future direction of my organization.						
BC Colleges Consortium Overall	3,034		44			
College of New Caledonia	326		39	54	-5	-15

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Administration/Management						
59. My administrator/manager does a good job setting work objectives.						
BC Colleges Consortium Overall	3,026		53			
College of New Caledonia	325		50	57	-3	-7
60. My administrator/manager does a good job being available when he/she is needed.						
BC Colleges Consortium Overall	3,031		69			
College of New Caledonia	325		66	63	-3	3
61. My administrator/manager regularly coaches me on improving my performance.						
BC Colleges Consortium Overall	3,027		25			
College of New Caledonia	325		21	32	-4	-11
62. My administrator/manager seeks out the ideas and opinions of employees.						
BC Colleges Consortium Overall	3,029		59			
College of New Caledonia	325		58		-1	
63. My administrator/manager does a good job keeping employees informed.						
BC Colleges Consortium Overall	3,030		58			
College of New Caledonia	324		57		-1	

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Tools and Resources						
64. I have the resources I need to do a good job (e.g., equipment, supplies, materials, information, etc.).						
BC Colleges Consortium Overall	3,030		63			
College of New Caledonia	326		65	81	2	-16
65. My department is technologically up-to-date.						
BC Colleges Consortium Overall	3,031		52			
College of New Caledonia	326		55		3	

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Employee Commitment & Satisfaction						
66. I would recommend my organization to others as a good place to work.						
BC Colleges Consortium Overall	3,035	71% 18% 11%	71			
College of New Caledonia	326	67% 17% 16%	67	63	-4	4
67. I feel a strong sense of commitment to my organization.						
BC Colleges Consortium Overall	3,035	73% 16% 11%	73			
College of New Caledonia	326	72% 15% 13%	72	67	-1	5
68. I am proud to work for my organization.						
BC Colleges Consortium Overall	3,033	76% 16% 8%	76			
College of New Caledonia	326	76% 14% 10%	76	72	0	4
69. I am willing to "go the extra mile" to help my organization succeed.						
BC Colleges Consortium Overall	3,035	84% 10% 6%	84			
College of New Caledonia	326	85% 9% 6%	85		1	
70. I am motivated to do my best to provide quality service to students.						
BC Colleges Consortium Overall	3,035	95% 3% 2%	95			
College of New Caledonia	326	93% 3% 4%	93		-2	
71. At the present time, I am NOT seriously considering leaving my organization.						
BC Colleges Consortium Overall	3,036	68% 13% 19%	68			
College of New Caledonia	326	63% 16% 21%	63	58	-5	5
72. Overall, I am satisfied with my job.						
BC Colleges Consortium Overall	3,034	73% 14% 13%	73			
College of New Caledonia	326	76% 12% 12%	76	73	3	3
73. Overall, I am satisfied with my organization.						
BC Colleges Consortium Overall	3,029	62% 16% 22%	62			
College of New Caledonia	325	58% 15% 27%	58		-4	

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2008 Employee Survey

Item Results

College of New Caledonia	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Total	Norm
Organizational Focus						
74. Commitment to quality is a high priority at my organization.						
BC Colleges Consortium Overall	3,036		60			
College of New Caledonia	326		55	76	-5	<u>-21</u>
75. My organization is student-focused.						
BC Colleges Consortium Overall	3,035		67			
College of New Caledonia	326		60			<u>-7</u>
76. I have enough flexibility in my job to do what is necessary to provide good service.						
BC Colleges Consortium Overall	3,037		75			
College of New Caledonia	326		75	80	0	<u>-5</u>
77. Overall, my organization is doing a good job satisfying its students.						
BC Colleges Consortium Overall	3,035		66			
College of New Caledonia	325		60			<u>-6</u>

2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
My Organization as a Place to Work						
1. In the community where I work, my organization has a good reputation.						
BC Colleges Consortium Overall	3,036	83% 11% 6%	83			
College of New Caledonia	326	78% 12% 10%	78			
Regular Employee	286	77% 13% 10%	77		-1	
Non-regular Employee	36	81% 8% 11%	81		3	
2. My organization shows a great deal of loyalty to its employees.						
BC Colleges Consortium Overall	3,036	44% 28% 28%	44			
College of New Caledonia	326	40% 26% 34%	40			
Regular Employee	286	40% 22% 38%	40		0	
Non-regular Employee	36	44% 45% 11%	44		4	
3. Within my organization, there are effective ways for employees to communicate their ideas and concerns to management.						
BC Colleges Consortium Overall	3,032	47% 21% 32%	47			
College of New Caledonia	326	50% 14% 36%	50			
Regular Employee	286	47% 14% 39%	47		-3	
Non-regular Employee	36	72% 17% 11%	72		22	
4. I am confident my organization will be successful in the future.						
BC Colleges Consortium Overall	3,032	64% 24% 12%	64			
College of New Caledonia	326	59% 24% 17%	59	70		-11
Regular Employee	286	56% 26% 18%	56		-3	
Non-regular Employee	36	78% 11% 11%	78		19	
5. My organization does a good job of keeping employees informed about matters that affect them.						
BC Colleges Consortium Overall	3,032	52% 21% 27%	52			
College of New Caledonia	326	51% 20% 29%	51	62		-11
Regular Employee	286	50% 20% 30%	50		-1	
Non-regular Employee	36	56% 16% 28%	56		5	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
My Organization as a Place to Work						
6. I am satisfied with the information I receive from management about what's going on in my organization.						
BC Colleges Consortium Overall	3,031	46% Favourable 22% Neutral 32% Unfavourable	46			
College of New Caledonia	326	48% Favourable 20% Neutral 32% Unfavourable	48			
Regular Employee	286	47% Favourable 19% Neutral 34% Unfavourable	47		-1	
Non-regular Employee	36	58% Favourable 20% Neutral 22% Unfavourable	58		10	
7. I like the people with whom I work.						
BC Colleges Consortium Overall	3,035	88% Favourable 9% Neutral 3% Unfavourable	88			
College of New Caledonia	326	89% Favourable 5% Neutral 6% Unfavourable	89			
Regular Employee	286	87% Favourable 7% Neutral 6% Unfavourable	87		-2	
Non-regular Employee	36	100% Favourable	100		11	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
About Your Job						
8. My work gives me a feeling of personal accomplishment.						
BC Colleges Consortium Overall	3,032		85			
College of New Caledonia	326		83	80		3
Regular Employee	286		82		-1	
Non-regular Employee	36		92		9	
9. My job makes good use of my skills and abilities.						
BC Colleges Consortium Overall	3,032		79			
College of New Caledonia	326		79	79		0
Regular Employee	286		77		-2	
Non-regular Employee	36		92		13	
10. I feel encouraged to come up with new and better ways of doing things.						
BC Colleges Consortium Overall	3,032		64			
College of New Caledonia	326		62	60		2
Regular Employee	286		59		-3	
Non-regular Employee	36		75		13	
11. I have a clear understanding of how my work contributes to achieving my organization's overall goals.						
BC Colleges Consortium Overall	3,033		75			
College of New Caledonia	326		73	83		-10
Regular Employee	286		73		0	
Non-regular Employee	36		69		-4	
12. In general, the amount of work I am expected to do is reasonable.						
BC Colleges Consortium Overall	3,034		57			
College of New Caledonia	326		59	70		-11
Regular Employee	286		57		-2	
Non-regular Employee	36		75		16	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
About Your Job						
13. My job gives me a chance to do interesting and challenging work.						
BC Colleges Consortium Overall	3,034	77%  12%  11% 	77			
College of New Caledonia	326	80%  8%  12% 	80	83		-3
Regular Employee	286	78%  9%  13% 	78		-2	
Non-regular Employee	36	94%  3%  3% 	94		14	
14. I have ready access to the information I need to do my job well.						
BC Colleges Consortium Overall	3,033	66%  18%  16% 	66			
College of New Caledonia	326	63%  20%  17% 	63	82		-19
Regular Employee	286	62%  20%  18% 	62		-1	
Non-regular Employee	36	75%  17%  8% 	75		12	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Teamwork & Cooperation						
15. There is good cooperation within my work group/department.						
BC Colleges Consortium Overall	3,035		73			
College of New Caledonia	326		75			
Regular Employee	286		74		-1	
Non-regular Employee	36		81		6	
16. Teamwork and cooperation are rewarded.						
BC Colleges Consortium Overall	3,030		36			
College of New Caledonia	326		39	30	9	
Regular Employee	286		40		1	
Non-regular Employee	36		33		-6	
17. My manager does a good job of building teamwork, within our department.						
BC Colleges Consortium Overall	3,032		46			
College of New Caledonia	326		44			
Regular Employee	286		44		0	
Non-regular Employee	36		50		6	
18. My manager does a good job of building teamwork, between our department and other departments.						
BC Colleges Consortium Overall	3,026		42			
College of New Caledonia	326		39			
Regular Employee	286		38		-1	
Non-regular Employee	36		42		3	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Workplace Safety and Personal Security						
19. My organization has created a culture where I feel free to report instances of harassment.						
BC Colleges Consortium Overall	3,034		69			
College of New Caledonia	326		63			
Regular Employee	286		62		-1	
Non-regular Employee	36		67		4	
20. My organization has created a culture where I feel free to report instances of dishonest or unethical behaviour.						
BC Colleges Consortium Overall	3,034		58			
College of New Caledonia	326		52			
Regular Employee	286		51		-1	
Non-regular Employee	36		58		6	
21. My organization has created a workplace that minimizes risk to my personal health and safety.						
BC Colleges Consortium Overall	3,035		70			
College of New Caledonia	326		67			
Regular Employee	286		66		-1	
Non-regular Employee	36		75		8	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Fairness, Integrity and Ethics						
22. I am treated fairly at my organization.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	326		71	72		-1
Regular Employee	286		69		-2	
Non-regular Employee	36		83		12	
23. Employees are treated with dignity and respect, regardless of their background or position.						
BC Colleges Consortium Overall	3,034		64			
College of New Caledonia	326		60	66		-6
Regular Employee	286		57		-3	
Non-regular Employee	36		83		23	
24. At my organization, policies and procedures are implemented fairly.						
BC Colleges Consortium Overall	3,032		53			
College of New Caledonia	326		48			
Regular Employee	286		46		-2	
Non-regular Employee	36		67		19	
25. "Doing the right thing" at my organization is always the right approach.						
BC Colleges Consortium Overall	3,030		49			
College of New Caledonia	326		49			
Regular Employee	286		46		-3	
Non-regular Employee	36		69		20	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
26. I get enough communication about what's going on at my organization.						
BC Colleges Consortium Overall	3,036		52			
College of New Caledonia	326		50			
Regular Employee	286		50		0	
Non-regular Employee	36		53		3	
27. Employees are comfortable raising issues and concerns at my organization.						
BC Colleges Consortium Overall	3,033		46			
College of New Caledonia	326		43			
Regular Employee	286		40		-3	
Non-regular Employee	36		61		18	
28. Information is openly communicated at my organization.						
BC Colleges Consortium Overall	3,034		42			
College of New Caledonia	326		43			
Regular Employee	286		41		-2	
Non-regular Employee	36		58		15	
29. My immediate manager encourages open, honest two-way communication.						
BC Colleges Consortium Overall	3,030		68			
College of New Caledonia	326		64	66		-2
Regular Employee	286		63		-1	
Non-regular Employee	36		69		5	
30. I trust management in my organization to communicate honestly.						
BC Colleges Consortium Overall	3,032		45			
College of New Caledonia	325		45	49		-4
Regular Employee	285		42		-3	
Non-regular Employee	36		64		19	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
31. If my organization was to conduct an employee opinion survey I believe management would communicate the major findings to employees.						
BC Colleges Consortium Overall	3,035		61			
College of New Caledonia	326		58	51		7
Regular Employee	286		55		-3	
Non-regular Employee	36		78		<u>20</u>	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Work/Life Balance						
32. I am able to maintain a healthy balance between my work and my personal life.						
BC Colleges Consortium Overall	3,035	63% Favourable 13% Neutral 24% Unfavourable	63	63	7	
College of New Caledonia	326	70% Favourable 14% Neutral 16% Unfavourable	70	63		
Regular Employee	286	68% Favourable 14% Neutral 18% Unfavourable	68		-2	
Non-regular Employee	36	83% Favourable 11% Neutral 6% Unfavourable	83		13	
33. I am satisfied with my current work-life balance.						
BC Colleges Consortium Overall	3,037	58% Favourable 14% Neutral 28% Unfavourable	58			
College of New Caledonia	326	65% Favourable 13% Neutral 22% Unfavourable	65			
Regular Employee	286	64% Favourable 12% Neutral 24% Unfavourable	64		-1	
Non-regular Employee	36	67% Favourable 22% Neutral 11% Unfavourable	67		2	

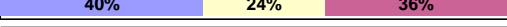
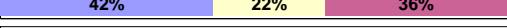
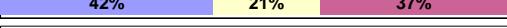
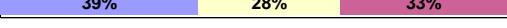
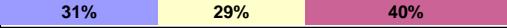
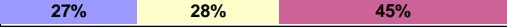
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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Career/Training & Development						
34. I am given opportunities to keep learning and improving my skills at my organization.						
BC Colleges Consortium Overall	3,037		74			
College of New Caledonia	326		74			
Regular Employee	286		75		1	
Non-regular Employee	36		67		-7	
35. I believe that I have sufficient opportunity for growth and development at my organization.						
BC Colleges Consortium Overall	3,036		56			
College of New Caledonia	326		60	55	5	
Regular Employee	286		59		-1	
Non-regular Employee	36		64		4	
36. I get regular feedback on how well I'm doing in my job.						
BC Colleges Consortium Overall	3,036		40			
College of New Caledonia	326		42	56	-14	
Regular Employee	286		42		0	
Non-regular Employee	36		39		-3	
37. Overall, I am confident that I will be able to achieve my long-term career objectives at my organization.						
BC Colleges Consortium Overall	3,034		50			
College of New Caledonia	326		51	53	-2	
Regular Employee	286		51		0	
Non-regular Employee	36		50		-1	
38. My organization is doing a good job of developing its people to their full potential.						
BC Colleges Consortium Overall	3,035		31			
College of New Caledonia	326		30	43	-13	
Regular Employee	286		27		-3	
Non-regular Employee	36		50		20	

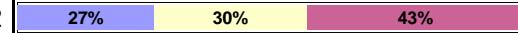
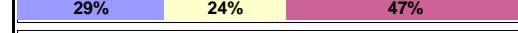
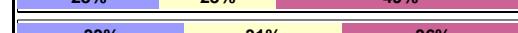
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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Career/Training & Development						
39. My organization is doing a good job of retaining its most talented people.						
BC Colleges Consortium Overall	3,032		27			
College of New Caledonia	326		29	41		-12
Regular Employee	286		28		-1	
Non-regular Employee	36		33		4	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Performance Management						
40. I have a clear understanding of what I'm expected to do in my job.						
BC Colleges Consortium Overall	3,037		82			
College of New Caledonia	326		80			
Regular Employee	286		80		0	
Non-regular Employee	36		83		3	
41. I understand how my performance is evaluated.						
BC Colleges Consortium Overall	3,037		62			
College of New Caledonia	326		56	58		-2
Regular Employee	286		58		2	
Non-regular Employee	36		42		-14	
42. When I do a good job, my performance is recognized.						
BC Colleges Consortium Overall	3,035		43			
College of New Caledonia	325		45	61		-16
Regular Employee	285		45		0	
Non-regular Employee	36		44		-1	
43. Our performance evaluation process adequately distinguishes among poor, average, and good performers.						
BC Colleges Consortium Overall	3,029		21			
College of New Caledonia	325		19	66		-47
Regular Employee	285		19		0	
Non-regular Employee	36		14		-5	
44. My last performance evaluation was helpful in identifying actions I could take to improve my performance.						
BC Colleges Consortium Overall	3,021		36			
College of New Caledonia	325		32	71		-39
Regular Employee	285		32		0	
Non-regular Employee	36		28		-4	

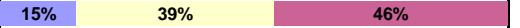
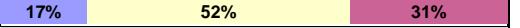
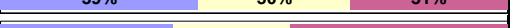
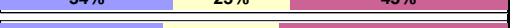
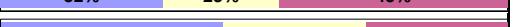
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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Performance Management						
45. The people in my work group take accountability for their work.						
BC Colleges Consortium Overall	3,032		66			
College of New Caledonia	326		67			
Regular Employee	286		67		0	
Non-regular Employee	36		64		-3	
46. Promotions are given to the most qualified employees at my organization.						
BC Colleges Consortium Overall	3,024		15			
College of New Caledonia	324		15	35		-20
Regular Employee	284		14		-1	
Non-regular Employee	36		17		2	
47. The procedures for considering employees for job openings are fair.						
BC Colleges Consortium Overall	3,030		39			
College of New Caledonia	325		34			
Regular Employee	285		32		-2	
Non-regular Employee	36		44		10	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Benefits Communications						
48. My organization has done a good job of communicating information about our benefits.						
BC Colleges Consortium Overall	3,033		73			
College of New Caledonia	325		62	61		1
Regular Employee	285		66		4	
Non-regular Employee	36		31		<u>-31</u>	
49. I can easily find out answers to questions I have about my benefits package.						
BC Colleges Consortium Overall	3,034		79			
College of New Caledonia	325		68	71		-3
Regular Employee	285		71		3	
Non-regular Employee	36		47		<u>-21</u>	
50. I have a good understanding of what benefits are available to me.						
BC Colleges Consortium Overall	3,034		75			
College of New Caledonia	325		66			
Regular Employee	285		69		3	
Non-regular Employee	36		39		<u>-27</u>	
51. My organization provides me with enough information to make informed benefit decisions.						
BC Colleges Consortium Overall	3,035		71			
College of New Caledonia	325		57			
Regular Employee	285		60		3	
Non-regular Employee	36		33		<u>-24</u>	
52. The benefits at my organization meet my needs and those of my family.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	325		72			
Regular Employee	285		75		3	
Non-regular Employee	36		53		<u>-19</u>	

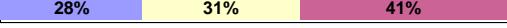
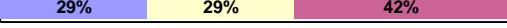
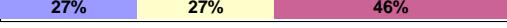
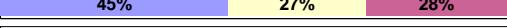
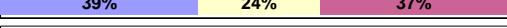
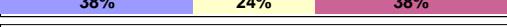
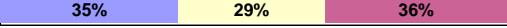
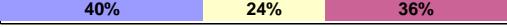
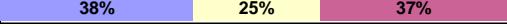
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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
53. Senior leadership at my organization does a good job: Establishing clear objectives.						
BC Colleges Consortium Overall	3,033		43			
College of New Caledonia	326		49	61		-12
Regular Employee	286		49		0	
Non-regular Employee	36		53		4	
54. Senior leadership at my organization does a good job: Confronting issues before they become major problems.						
BC Colleges Consortium Overall	3,035		28			
College of New Caledonia	326		29	47		-18
Regular Employee	286		27		-2	
Non-regular Employee	36		44		15	
55. Senior leadership at my organization does a good job: Planning for the future.						
BC Colleges Consortium Overall	3,033		45			
College of New Caledonia	326		39			
Regular Employee	286		38		-1	
Non-regular Employee	36		44		5	
56. Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs.						
BC Colleges Consortium Overall	3,034		24			
College of New Caledonia	326		29	57		-28
Regular Employee	286		28		-1	
Non-regular Employee	36		36		7	
57. Senior leadership at my organization does a good job: Explaining the reasons behind important decisions.						
BC Colleges Consortium Overall	3,033		35			
College of New Caledonia	326		40			
Regular Employee	286		38		-2	
Non-regular Employee	36		47		7	

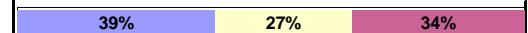
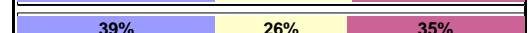
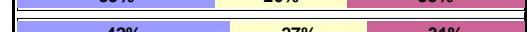
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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
58. Senior leadership at my organization does a good job: Communicating a clear vision of the future direction of my organization.						
BC Colleges Consortium Overall	3,034		44			
College of New Caledonia	326		39	54		
Regular Employee	286		39		0	
Non-regular Employee	36		42		3	

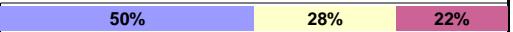
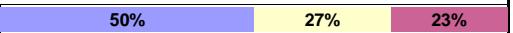
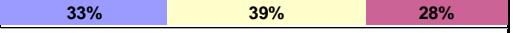
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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Administration/Management						
59. My administrator/manager does a good job setting work objectives.						
BC Colleges Consortium Overall	3,026		53			
College of New Caledonia	325		50	57		-7
Regular Employee	286		50		0	0
Non-regular Employee	36		50		0	0
60. My administrator/manager does a good job being available when he/she is needed.						
BC Colleges Consortium Overall	3,031		69			
College of New Caledonia	325		66	63		3
Regular Employee	286		65		-1	-1
Non-regular Employee	36		69		3	3
61. My administrator/manager regularly coaches me on improving my performance.						
BC Colleges Consortium Overall	3,027		25			
College of New Caledonia	325		21	32		-11
Regular Employee	286		20		-1	-1
Non-regular Employee	36		33		12	12
62. My administrator/manager seeks out the ideas and opinions of employees.						
BC Colleges Consortium Overall	3,029		59			
College of New Caledonia	325		58			
Regular Employee	286		59		1	1
Non-regular Employee	36		61		3	3
63. My administrator/manager does a good job keeping employees informed.						
BC Colleges Consortium Overall	3,030		58			
College of New Caledonia	324		57			
Regular Employee	285		58		1	1
Non-regular Employee	36		56		-1	-1

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Tools and Resources						
64. I have the resources I need to do a good job (e.g., equipment, supplies, materials, information, etc.).						
BC Colleges Consortium Overall	3,030		63			
College of New Caledonia	326		65	81		-16
Regular Employee	286		65		0	
Non-regular Employee	36		69		4	
65. My department is technologically up-to-date.						
BC Colleges Consortium Overall	3,031		52			
College of New Caledonia	326		55			
Regular Employee	286		55		0	
Non-regular Employee	36		58		3	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Employee Commitment & Satisfaction						
66. I would recommend my organization to others as a good place to work.						
BC Colleges Consortium Overall	3,035		71			
College of New Caledonia	326		67	63		4
Regular Employee	286		64		-3	
Non-regular Employee	36		86		19	
67. I feel a strong sense of commitment to my organization.						
BC Colleges Consortium Overall	3,035		73			
College of New Caledonia	326		72	67		5
Regular Employee	286		70		-2	
Non-regular Employee	36		83		11	
68. I am proud to work for my organization.						
BC Colleges Consortium Overall	3,033		76			
College of New Caledonia	326		76	72		4
Regular Employee	286		74		-2	
Non-regular Employee	36		89		13	
69. I am willing to "go the extra mile" to help my organization succeed.						
BC Colleges Consortium Overall	3,035		84			
College of New Caledonia	326		85			
Regular Employee	286		84		-1	
Non-regular Employee	36		86		1	
70. I am motivated to do my best to provide quality service to students.						
BC Colleges Consortium Overall	3,035		95			
College of New Caledonia	326		93			
Regular Employee	286		92		-1	
Non-regular Employee	36		100		7	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Employee Commitment & Satisfaction						
71. At the present time, I am NOT seriously considering leaving my organization.						
BC Colleges Consortium Overall	3,036		68			
College of New Caledonia	326		63	58		5
Regular Employee	286		62		-1	
Non-regular Employee	36		67		4	
72. Overall, I am satisfied with my job.						
BC Colleges Consortium Overall	3,034		73			
College of New Caledonia	326		76	73		3
Regular Employee	286		75		-1	
Non-regular Employee	36		83		7	
73. Overall, I am satisfied with my organization.						
BC Colleges Consortium Overall	3,029		62			
College of New Caledonia	325		58			
Regular Employee	285		55		-3	
Non-regular Employee	36		75		17	

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2008 Employee Survey

Item Results

Employee Status	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Organizational Focus						
74. Commitment to quality is a high priority at my organization.						
BC Colleges Consortium Overall	3,036		60			
College of New Caledonia	326		55	76		-21
Regular Employee	286		52		-3	
Non-regular Employee	36		78		23	
75. My organization is student-focused.						
BC Colleges Consortium Overall	3,035		67			
College of New Caledonia	326		60			
Regular Employee	286		58		-2	
Non-regular Employee	36		69		9	
76. I have enough flexibility in my job to do what is necessary to provide good service.						
BC Colleges Consortium Overall	3,037		75			
College of New Caledonia	326		75	80		-5
Regular Employee	286		74		-1	
Non-regular Employee	36		81		6	
77. Overall, my organization is doing a good job satisfying its students.						
BC Colleges Consortium Overall	3,035		66			
College of New Caledonia	325		60			
Regular Employee	285		58		-2	
Non-regular Employee	36		78		18	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
My Organization as a Place to Work						
1. In the community where I work, my organization has a good reputation.						
BC Colleges Consortium Overall	3,036	83% 11% 6%	83			
College of New Caledonia	326	78% 12% 10%	78			
100%	241	76% 14% 10%	76		-2	
50% - 99%	50	84% 6% 10%	84		6	
< 50%	23	70% 17% 13%	70		-8	
2. My organization shows a great deal of loyalty to its employees.						
BC Colleges Consortium Overall	3,036	44% 28% 28%	44			
College of New Caledonia	326	40% 26% 34%	40			
100%	241	38% 23% 39%	38		-2	
50% - 99%	50	56% 20% 24%	56		16	
< 50%	23	35% 39% 26%	35		-5	
3. Within my organization, there are effective ways for employees to communicate their ideas and concerns to management.						
BC Colleges Consortium Overall	3,032	47% 21% 32%	47			
College of New Caledonia	326	50% 14% 36%	50			
100%	241	46% 14% 40%	46		-4	
50% - 99%	50	68% 10% 22%	68		18	
< 50%	23	43% 27% 30%	43		-7	
4. I am confident my organization will be successful in the future.						
BC Colleges Consortium Overall	3,032	64% 24% 12%	64			
College of New Caledonia	326	59% 24% 17%	59	70		-11
100%	241	53% 27% 20%	53		-6	
50% - 99%	50	84% 6% 10%	84		25	
< 50%	23	57% 30% 13%	57		-2	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
My Organization as a Place to Work						
5. My organization does a good job of keeping employees informed about matters that affect them.						
BC Colleges Consortium Overall	3,032		52			
College of New Caledonia	326		51	62		
100%	241		50		-1	
50% - 99%	50		50		-1	
< 50%	23		52		1	
6. I am satisfied with the information I receive from management about what's going on in my organization.						
BC Colleges Consortium Overall	3,031		46			
College of New Caledonia	326		48			
100%	241		48		0	
50% - 99%	50		46		-2	
< 50%	23		48		0	
7. I like the people with whom I work.						
BC Colleges Consortium Overall	3,035		88			
College of New Caledonia	326		89			
100%	241		88		-1	
50% - 99%	50		92		3	
< 50%	23		96		7	

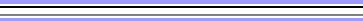
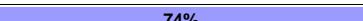
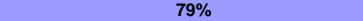
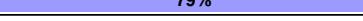
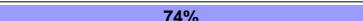
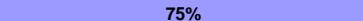
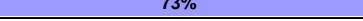
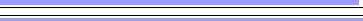
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
About Your Job						
8. My work gives me a feeling of personal accomplishment.						
BC Colleges Consortium Overall	3,032	85%  7%  8% 	85			
College of New Caledonia	326	83%  8%  9% 	83	80		3
100%	241	83%  8%  9% 	83		0	
50% - 99%	50	88%  4%  8% 	88		5	
< 50%	23	74%  17%  9% 	74		-9	
9. My job makes good use of my skills and abilities.						
BC Colleges Consortium Overall	3,032	79%  8%  13% 	79			
College of New Caledonia	326	79%  8%  13% 	79	79		0
100%	241	78%  9%  13% 	78		-1	
50% - 99%	50	86%  4%  10% 	86		7	
< 50%	23	74%  4%  22% 	74		-5	
10. I feel encouraged to come up with new and better ways of doing things.						
BC Colleges Consortium Overall	3,032	64%  16%  20% 	64			
College of New Caledonia	326	62%  16%  22% 	62	60		2
100%	241	60%  18%  22% 	60		-2	
50% - 99%	50	66%  14%  20% 	66		4	
< 50%	23	57%  13%  30% 	57		-5	
11. I have a clear understanding of how my work contributes to achieving my organization's overall goals.						
BC Colleges Consortium Overall	3,033	75%  13%  12% 	75			
College of New Caledonia	326	73%  12%  15% 	73	83		-10
100%	241	72%  12%  16% 	72		-1	
50% - 99%	50	80%  12%  8% 	80		7	
< 50%	23	57%  21%  22% 	57		-16	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
About Your Job						
12. In general, the amount of work I am expected to do is reasonable.						
BC Colleges Consortium Overall	3,034		57			
College of New Caledonia	326		59	70		-11
100%	241		56		-3	
50% - 99%	50		68		9	
< 50%	23		57		-2	
13. My job gives me a chance to do interesting and challenging work.						
BC Colleges Consortium Overall	3,034		77			
College of New Caledonia	326		80	83		-3
100%	241		78		-2	
50% - 99%	50		90		10	
< 50%	23		74		-6	
14. I have ready access to the information I need to do my job well.						
BC Colleges Consortium Overall	3,033		66			
College of New Caledonia	326		63	82		-19
100%	241		63		0	
50% - 99%	50		64		1	
< 50%	23		52		-11	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Teamwork & Cooperation						
15. There is good cooperation within my work group/department.						
BC Colleges Consortium Overall	3,035		73			
College of New Caledonia	326		75			
100%	241		76		1	
50% - 99%	50		80		5	
< 50%	23		57		<u>-18</u>	
16. Teamwork and cooperation are rewarded.						
BC Colleges Consortium Overall	3,030		36			
College of New Caledonia	326		39	30		<u>9</u>
100%	241		39		0	
50% - 99%	50		48		9	
< 50%	23		9		<u>-30</u>	
17. My manager does a good job of building teamwork, within our department.						
BC Colleges Consortium Overall	3,032		46			
College of New Caledonia	326		44			
100%	241		44		0	
50% - 99%	50		56		12	
< 50%	23		26		<u>-18</u>	
18. My manager does a good job of building teamwork, between our department and other departments.						
BC Colleges Consortium Overall	3,026		42			
College of New Caledonia	326		39			
100%	241		39		0	
50% - 99%	50		50		11	
< 50%	23		22		<u>-17</u>	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Workplace Safety and Personal Security						
19. My organization has created a culture where I feel free to report instances of harassment.						
BC Colleges Consortium Overall	3,034		69			
College of New Caledonia	326		63			
100%	241		62		-1	
50% - 99%	50		64		1	
< 50%	23		61		-2	
20. My organization has created a culture where I feel free to report instances of dishonest or unethical behaviour.						
BC Colleges Consortium Overall	3,034		58			
College of New Caledonia	326		52			
100%	241		50		-2	
50% - 99%	50		62		10	
< 50%	23		52		0	
21. My organization has created a workplace that minimizes risk to my personal health and safety.						
BC Colleges Consortium Overall	3,035		70			
College of New Caledonia	326		67			
100%	241		64		-3	
50% - 99%	50		76		9	
< 50%	23		74		7	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Fairness, Integrity and Ethics						
22. I am treated fairly at my organization.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	326		71	72		-1
100%	241		68		-3	
50% - 99%	50		76		5	
< 50%	23		74		3	
23. Employees are treated with dignity and respect, regardless of their background or position.						
BC Colleges Consortium Overall	3,034		64			
College of New Caledonia	326		60	66		-6
100%	241		55		-5	
50% - 99%	50		72		12	
< 50%	23		70		10	
24. At my organization, policies and procedures are implemented fairly.						
BC Colleges Consortium Overall	3,032		53			
College of New Caledonia	326		48			
100%	241		44		-4	
50% - 99%	50		60		12	
< 50%	23		52		4	
25. "Doing the right thing" at my organization is always the right approach.						
BC Colleges Consortium Overall	3,030		49			
College of New Caledonia	326		49			
100%	241		43		-6	
50% - 99%	50		66		17	
< 50%	23		61		12	

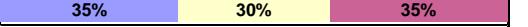
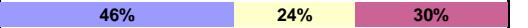
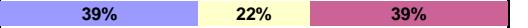
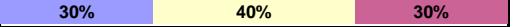
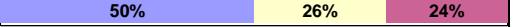
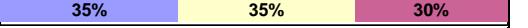
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
26. I get enough communication about what's going on at my organization.						
BC Colleges Consortium Overall	3,036		52			
College of New Caledonia	326		50			
100%	241		51		1	
50% - 99%	50		54		4	
< 50%	23		35		-15	
27. Employees are comfortable raising issues and concerns at my organization.						
BC Colleges Consortium Overall	3,033		46			
College of New Caledonia	326		43			
100%	241		39		-4	
50% - 99%	50		56		13	
< 50%	23		30		-13	
28. Information is openly communicated at my organization.						
BC Colleges Consortium Overall	3,034		42			
College of New Caledonia	326		43			
100%	241		41		-2	
50% - 99%	50		50		7	
< 50%	23		35		-8	
29. My immediate manager encourages open, honest two-way communication.						
BC Colleges Consortium Overall	3,030		68			
College of New Caledonia	326		64	66		-2
100%	241		63		-1	
50% - 99%	50		72		8	
< 50%	23		52		-12	

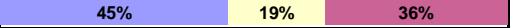
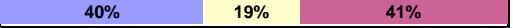
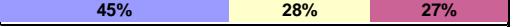
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
30. I trust management in my organization to communicate honestly.						
BC Colleges Consortium Overall	3,032		45			
College of New Caledonia	325		45	49		-4
100%	241		40			-5
50% - 99%	50		58			13
< 50%	22		45			0
31. If my organization was to conduct an employee opinion survey I believe management would communicate the major findings to employees.						
BC Colleges Consortium Overall	3,035		61			
College of New Caledonia	326		58	51		7
100%	241		52			-6
50% - 99%	50		78			20
< 50%	23		65			7

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Work/Life Balance						
32. I am able to maintain a healthy balance between my work and my personal life.						
BC Colleges Consortium Overall	3,035	63% Favourable 13% Neutral 24% Unfavourable	63	63	7	
College of New Caledonia	326	70% Favourable 14% Neutral 16% Unfavourable	70	63		
100%	241	67% Favourable 16% Neutral 17% Unfavourable	67		-3	
50% - 99%	50	74% Favourable 12% Neutral 14% Unfavourable	74		4	
< 50%	23	78% Favourable 9% Neutral 13% Unfavourable	78		8	
33. I am satisfied with my current work-life balance.						
BC Colleges Consortium Overall	3,037	58% Favourable 14% Neutral 28% Unfavourable	58	63		
College of New Caledonia	326	65% Favourable 13% Neutral 22% Unfavourable	65			
100%	241	64% Favourable 13% Neutral 23% Unfavourable	64		-1	
50% - 99%	50	70% Favourable 8% Neutral 22% Unfavourable	70		5	
< 50%	23	57% Favourable 26% Neutral 17% Unfavourable	57		-8	

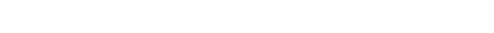
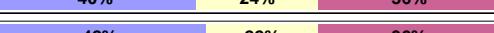
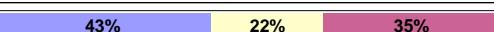
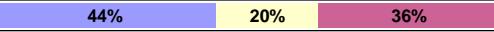
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Career/Training & Development						
34. I am given opportunities to keep learning and improving my skills at my organization.						
BC Colleges Consortium Overall	3,037		74			
College of New Caledonia	326		74			
100%	241		76		2	
50% - 99%	50		78		4	
< 50%	23		57		-17	
35. I believe that I have sufficient opportunity for growth and development at my organization.						
BC Colleges Consortium Overall	3,036		56			
College of New Caledonia	326		60	55		5
100%	241		62		2	
50% - 99%	50		64		4	
< 50%	23		39		-21	
36. I get regular feedback on how well I'm doing in my job.						
BC Colleges Consortium Overall	3,036		40			
College of New Caledonia	326		42	56		-14
100%	241		43		1	
50% - 99%	50		44		2	
< 50%	23		22		-20	
37. Overall, I am confident that I will be able to achieve my long-term career objectives at my organization.						
BC Colleges Consortium Overall	3,034		50			
College of New Caledonia	326		51	53		-2
100%	241		52		1	
50% - 99%	50		56		5	
< 50%	23		43		-8	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Career/Training & Development						
38. My organization is doing a good job of developing its people to their full potential.						
BC Colleges Consortium Overall	3,035	31% Favourable, 29% Neutral, 40% Unfavourable	31			
College of New Caledonia	326	30% Favourable, 28% Neutral, 42% Unfavourable	30	43		-13
100%	241	28% Favourable, 26% Neutral, 46% Unfavourable	28		-2	
50% - 99%	50	40% Favourable, 28% Neutral, 32% Unfavourable	40		10	
< 50%	23	26% Favourable, 35% Neutral, 39% Unfavourable	26		-4	
39. My organization is doing a good job of retaining its most talented people.						
BC Colleges Consortium Overall	3,032	27% Favourable, 30% Neutral, 43% Unfavourable	27			
College of New Caledonia	326	29% Favourable, 24% Neutral, 47% Unfavourable	29	41		-12
100%	241	25% Favourable, 24% Neutral, 51% Unfavourable	25		-4	
50% - 99%	50	44% Favourable, 20% Neutral, 36% Unfavourable	44		15	
< 50%	23	22% Favourable, 39% Neutral, 39% Unfavourable	22		-7	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Performance Management						
40. I have a clear understanding of what I'm expected to do in my job.						
BC Colleges Consortium Overall	3,037		82			
College of New Caledonia	326		80			
100%	241		80		0	
50% - 99%	50		86		6	
< 50%	23		65		-15	
41. I understand how my performance is evaluated.						
BC Colleges Consortium Overall	3,037		62			
College of New Caledonia	326		56	58		-2
100%	241		56		0	
50% - 99%	50		62		6	
< 50%	23		43		-13	
42. When I do a good job, my performance is recognized.						
BC Colleges Consortium Overall	3,035		43			
College of New Caledonia	325		45	61		-16
100%	240		45		0	
50% - 99%	50		48		3	
< 50%	23		22		-23	
43. Our performance evaluation process adequately distinguishes among poor, average, and good performers.						
BC Colleges Consortium Overall	3,029		21			
College of New Caledonia	325		19	66		-47
100%	241		19		0	
50% - 99%	49		20		1	
< 50%	23		17		-2	

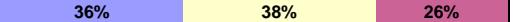
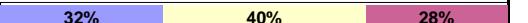
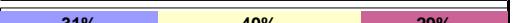
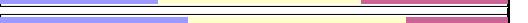
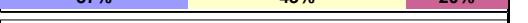
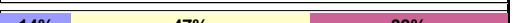
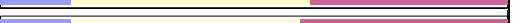
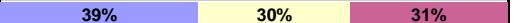
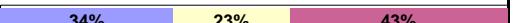
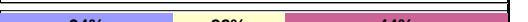
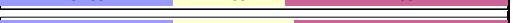
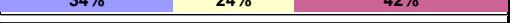
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Performance Management						
44. My last performance evaluation was helpful in identifying actions I could take to improve my performance.						
BC Colleges Consortium Overall	3,021		36			
College of New Caledonia	325		32	71		-39
100%	241		31		-1	
50% - 99%	49		37		5	
< 50%	23		26		-6	
45. The people in my work group take accountability for their work.						
BC Colleges Consortium Overall	3,032		66			
College of New Caledonia	326		67			
100%	241		66		-1	
50% - 99%	50		80		13	
< 50%	23		52		-15	
46. Promotions are given to the most qualified employees at my organization.						
BC Colleges Consortium Overall	3,024		15			
College of New Caledonia	324		15	35		-20
100%	241		14		-1	
50% - 99%	49		14		-1	
< 50%	22		14		-1	
47. The procedures for considering employees for job openings are fair.						
BC Colleges Consortium Overall	3,030		39			
College of New Caledonia	325		34			
100%	241		34		0	
50% - 99%	50		34		0	
< 50%	22		27		-7	

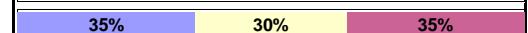
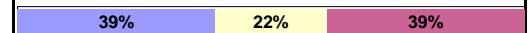
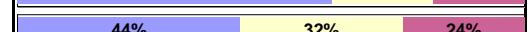
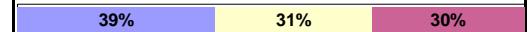
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Benefits Communications						
48. My organization has done a good job of communicating information about our benefits.						
BC Colleges Consortium Overall	3,033		73			
College of New Caledonia	325		62	61	61	1
100%	240		70			8
50% - 99%	50		44			-18
< 50%	23		35			-27
49. I can easily find out answers to questions I have about my benefits package.						
BC Colleges Consortium Overall	3,034		79			
College of New Caledonia	325		68	71	71	-3
100%	240		73			5
50% - 99%	50		56			-12
< 50%	23		52			-16
50. I have a good understanding of what benefits are available to me.						
BC Colleges Consortium Overall	3,034		75			
College of New Caledonia	325		66			
100%	240		72			6
50% - 99%	50		52			-14
< 50%	23		39			-27
51. My organization provides me with enough information to make informed benefit decisions.						
BC Colleges Consortium Overall	3,035		71			
College of New Caledonia	325		57			
100%	240		62			5
50% - 99%	50		44			-13
< 50%	23		39			-18

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Benefits Communications 52. The benefits at my organization meet my needs and those of my family.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	325		72			
100%	240		77		5	
50% - 99%	50		66		-6	
< 50%	23		52		<u>-20</u>	

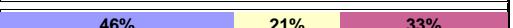
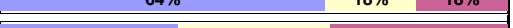
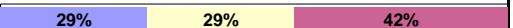
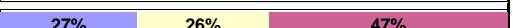
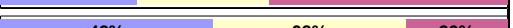
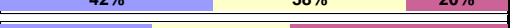
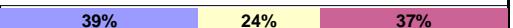
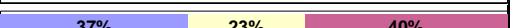
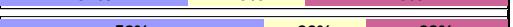
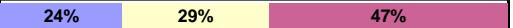
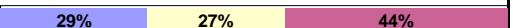
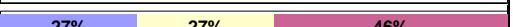
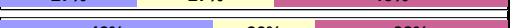
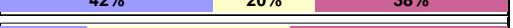
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
53. Senior leadership at my organization does a good job: Establishing clear objectives.						
BC Colleges Consortium Overall	3,033		43			
College of New Caledonia	326		49	61		-12
100%	241		46			-3
50% - 99%	50		64			15
< 50%	23		35			-14
54. Senior leadership at my organization does a good job: Confronting issues before they become major problems.						
BC Colleges Consortium Overall	3,035		28			
College of New Caledonia	326		29	47		-18
100%	241		27			-2
50% - 99%	50		42			13
< 50%	23		30			1
55. Senior leadership at my organization does a good job: Planning for the future.						
BC Colleges Consortium Overall	3,033		45			
College of New Caledonia	326		39			
100%	241		37			-2
50% - 99%	50		52			13
< 50%	23		22			-17
56. Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs.						
BC Colleges Consortium Overall	3,034		24			
College of New Caledonia	326		29	57		-28
100%	241		27			-2
50% - 99%	50		42			13
< 50%	23		17			-12

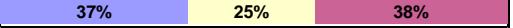
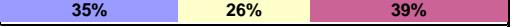
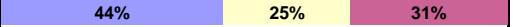
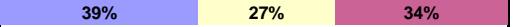
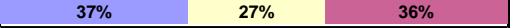
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
57. Senior leadership at my organization does a good job: Explaining the reasons behind important decisions.						
BC Colleges Consortium Overall	3,033		35			
College of New Caledonia	326		40			
100%	241		37		-3	
50% - 99%	50		54		14	
< 50%	23		35		-5	
58. Senior leadership at my organization does a good job: Communicating a clear vision of the future direction of my organization.						
BC Colleges Consortium Overall	3,034		44			
College of New Caledonia	326		39	54		-15
100%	241		37		-2	
50% - 99%	50		52		13	
< 50%	23		26		-13	

2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Administration/Management						
59. My administrator/manager does a good job setting work objectives.						
BC Colleges Consortium Overall	3,026		53			
College of New Caledonia	325		50	57		-7
100%	241		51		1	
50% - 99%	50		50		0	
< 50%	23		30		-20	
60. My administrator/manager does a good job being available when he/she is needed.						
BC Colleges Consortium Overall	3,031		69			
College of New Caledonia	325		66	63		3
100%	241		65		-1	
50% - 99%	50		68		2	
< 50%	23		65		-1	
61. My administrator/manager regularly coaches me on improving my performance.						
BC Colleges Consortium Overall	3,027		25			
College of New Caledonia	325		21	32		-11
100%	241		21		0	
50% - 99%	50		24		3	
< 50%	23		13		-8	
62. My administrator/manager seeks out the ideas and opinions of employees.						
BC Colleges Consortium Overall	3,029		59			
College of New Caledonia	325		58			
100%	241		60		2	
50% - 99%	50		62		4	
< 50%	23		30		-28	

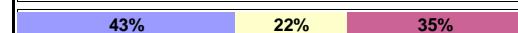
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Administration/Management						
63. My administrator/manager does a good job keeping employees informed.						
BC Colleges Consortium Overall	3,030		58			
College of New Caledonia	324		57			
100%	240		59		2	
50% - 99%	50		56		-1	
< 50%	23		43		-14	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Tools and Resources						
64. I have the resources I need to do a good job (e.g., equipment, supplies, materials, information, etc.).						
BC Colleges Consortium Overall	3,030		63			
College of New Caledonia	326		65	81		-16
100%	241		66		1	
50% - 99%	50		62		-3	
< 50%	23		65		0	
65. My department is technologically up-to-date.						
BC Colleges Consortium Overall	3,031		52			
College of New Caledonia	326		55			
100%	241		53		-2	
50% - 99%	50		62		7	
< 50%	23		52		-3	

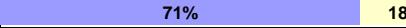
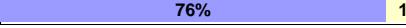
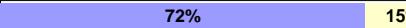
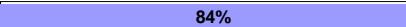
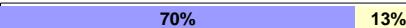
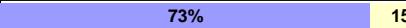
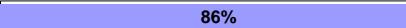
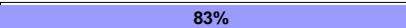
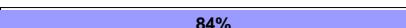
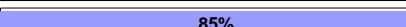
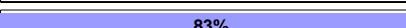
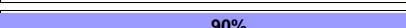
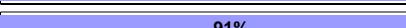
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Employee Commitment & Satisfaction						
66. I would recommend my organization to others as a good place to work.						
BC Colleges Consortium Overall	3,035		71			
College of New Caledonia	326		67	63		4
100%	241		64		-3	
50% - 99%	50		76		9	
< 50%	23		65		-2	
67. I feel a strong sense of commitment to my organization.						
BC Colleges Consortium Overall	3,035		73			
College of New Caledonia	326		72	67		5
100%	241		68		-4	
50% - 99%	50		84		12	
< 50%	23		70		-2	
68. I am proud to work for my organization.						
BC Colleges Consortium Overall	3,033		76			
College of New Caledonia	326		76	72		4
100%	241		73		-3	
50% - 99%	50		86		10	
< 50%	23		83		7	
69. I am willing to "go the extra mile" to help my organization succeed.						
BC Colleges Consortium Overall	3,035		84			
College of New Caledonia	326		85			
100%	241		83		-2	
50% - 99%	50		90		5	
< 50%	23		91		6	

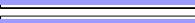
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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Employee Commitment & Satisfaction						
70. I am motivated to do my best to provide quality service to students.						
BC Colleges Consortium Overall	3,035	95%  3%  2% 	95			
College of New Caledonia	326	93%  3%  4% 	93			
100%	241	93%  2%  5% 	93		0	
50% - 99%	50	100% 	100		7	
< 50%	23	87%  4%  9% 	87		-6	
71. At the present time, I am NOT seriously considering leaving my organization.						
BC Colleges Consortium Overall	3,036	68%  13%  19% 	68			
College of New Caledonia	326	63%  16%  21% 	63	58		5
100%	241	61%  15%  24% 	61		-2	
50% - 99%	50	66%  16%  18% 	66		3	
< 50%	23	65%  22%  13% 	65		2	
72. Overall, I am satisfied with my job.						
BC Colleges Consortium Overall	3,034	73%  14%  13% 	73			
College of New Caledonia	326	76%  12%  12% 	76	73		3
100%	241	76%  12%  12% 	76		0	
50% - 99%	50	82%  2%  16% 	82		6	
< 50%	23	65%  26%  9% 	65		-11	
73. Overall, I am satisfied with my organization.						
BC Colleges Consortium Overall	3,029	62%  16%  22% 	62			
College of New Caledonia	325	58%  15%  27% 	58			
100%	240	54%  14%  32% 	54		-4	
50% - 99%	50	72%  10%  18% 	72		14	
< 50%	23	61%  22%  17% 	61		3	

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2008 Employee Survey

Item Results

Percentage Appointment	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Organizational Focus						
74. Commitment to quality is a high priority at my organization.						
BC Colleges Consortium Overall	3,036		60			
College of New Caledonia	326		55	76		
100%	241		49		-6	
50% - 99%	50		78		<u>23</u>	
< 50%	23		65		10	
75. My organization is student-focused.						
BC Colleges Consortium Overall	3,035		67			
College of New Caledonia	326		60			
100%	241		55		-5	
50% - 99%	50		78		<u>18</u>	
< 50%	23		61		1	
76. I have enough flexibility in my job to do what is necessary to provide good service.						
BC Colleges Consortium Overall	3,037		75			
College of New Caledonia	326		75	80		
100%	241		74		-1	
50% - 99%	50		84		9	
< 50%	23		61		-14	
77. Overall, my organization is doing a good job satisfying its students.						
BC Colleges Consortium Overall	3,035		66			
College of New Caledonia	325		60			
100%	240		55		-5	
50% - 99%	50		82		<u>22</u>	
< 50%	23		57		-3	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
My Organization as a Place to Work						
1. In the community where I work, my organization has a good reputation.						
BC Colleges Consortium Overall	3,036		83			
College of New Caledonia	326		78			
Excluded Administration	41		93			<u>15</u>
Faculty	127		70			-8
Support Staff	152		79			1
2. My organization shows a great deal of loyalty to its employees.						
BC Colleges Consortium Overall	3,036		44			
College of New Caledonia	326		40			
Excluded Administration	41		68			<u>28</u>
Faculty	127		31			-9
Support Staff	152		41			1
3. Within my organization, there are effective ways for employees to communicate their ideas and concerns to management.						
BC Colleges Consortium Overall	3,032		47			
College of New Caledonia	326		50			
Excluded Administration	41		68			<u>18</u>
Faculty	127		43			-7
Support Staff	152		51			1
4. I am confident my organization will be successful in the future.						
BC Colleges Consortium Overall	3,032		64			
College of New Caledonia	326		59			
Excluded Administration	41		80			<u>21</u>
Faculty	127		46			<u>-13</u>
Support Staff	152		63			4

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
My Organization as a Place to Work						
5. My organization does a good job of keeping employees informed about matters that affect them.						
BC Colleges Consortium Overall	3,032		52			
College of New Caledonia	326		51	62		<u>-11</u>
Excluded Administration	41		78			<u>27</u>
Faculty	127		41			-10
Support Staff	152		51			0
6. I am satisfied with the information I receive from management about what's going on in my organization.						
BC Colleges Consortium Overall	3,031		46			
College of New Caledonia	326		48			
Excluded Administration	41		76			<u>28</u>
Faculty	127		42			-6
Support Staff	152		45			-3
7. I like the people with whom I work.						
BC Colleges Consortium Overall	3,035		88			
College of New Caledonia	326		89			
Excluded Administration	41		98			9
Faculty	127		87			-2
Support Staff	152		87			-2

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
About Your Job						
8. My work gives me a feeling of personal accomplishment.						
BC Colleges Consortium Overall	3,032	85% 7% 8%	85			
College of New Caledonia	326	83% 8% 9%	83	80		3
Excluded Administration	41	85% 8% 7%	85		2	
Faculty	127	92% 4% 4%	92		9	
Support Staff	152	76% 12% 12%	76		-7	
9. My job makes good use of my skills and abilities.						
BC Colleges Consortium Overall	3,032	79% 8% 13%	79			
College of New Caledonia	326	79% 8% 13%	79	79		0
Excluded Administration	41	83% 5% 12%	83		4	
Faculty	127	90% 4% 6%	90		11	
Support Staff	152	70% 12% 18%	70		-9	
10. I feel encouraged to come up with new and better ways of doing things.						
BC Colleges Consortium Overall	3,032	64% 16% 20%	64			
College of New Caledonia	326	62% 16% 22%	62	60		2
Excluded Administration	41	78% 20% 2%	78		16	
Faculty	127	64% 14% 22%	64		2	
Support Staff	152	55% 19% 26%	55		-7	
11. I have a clear understanding of how my work contributes to achieving my organization's overall goals.						
BC Colleges Consortium Overall	3,033	75% 13% 12%	75			
College of New Caledonia	326	73% 12% 15%	73	83		-10
Excluded Administration	41	85% 10% 5%	85		12	
Faculty	127	69% 11% 20%	69		-4	
Support Staff	152	73% 14% 13%	73		0	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
About Your Job						
12. In general, the amount of work I am expected to do is reasonable.						
BC Colleges Consortium Overall	3,034	57% Favourable, 13% Neutral, 30% Unfavourable	57			
College of New Caledonia	326	59% Favourable, 15% Neutral, 26% Unfavourable	59	70		<u>-11</u>
Excluded Administration	41	51% Favourable, 17% Neutral, 32% Unfavourable	51		-8	
Faculty	127	61% Favourable, 15% Neutral, 24% Unfavourable	61		2	
Support Staff	152	59% Favourable, 14% Neutral, 27% Unfavourable	59		0	
13. My job gives me a chance to do interesting and challenging work.						
BC Colleges Consortium Overall	3,034	77% Favourable, 12% Neutral, 11% Unfavourable	77			
College of New Caledonia	326	80% Favourable, 8% Neutral, 12% Unfavourable	80	83		<u>-3</u>
Excluded Administration	41	83% Favourable, 5% Neutral, 12% Unfavourable	83		3	
Faculty	127	91% Favourable, 3% Neutral, 6% Unfavourable	91		<u>11</u>	
Support Staff	152	70% Favourable, 15% Neutral, 15% Unfavourable	70		<u>-10</u>	
14. I have ready access to the information I need to do my job well.						
BC Colleges Consortium Overall	3,033	66% Favourable, 18% Neutral, 16% Unfavourable	66			
College of New Caledonia	326	63% Favourable, 20% Neutral, 17% Unfavourable	63	82		<u>-19</u>
Excluded Administration	41	61% Favourable, 29% Neutral, 10% Unfavourable	61		-2	
Faculty	127	65% Favourable, 19% Neutral, 16% Unfavourable	65		2	
Support Staff	152	63% Favourable, 18% Neutral, 19% Unfavourable	63		0	

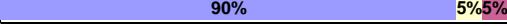
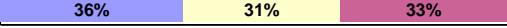
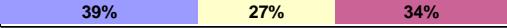
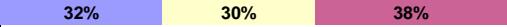
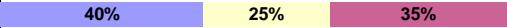
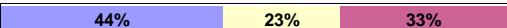
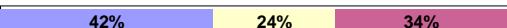
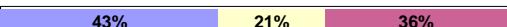
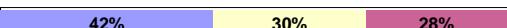
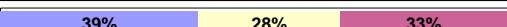
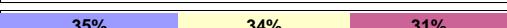
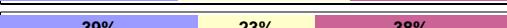
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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Teamwork & Cooperation						
15. There is good cooperation within my work group/department.						
BC Colleges Consortium Overall	3,035		73			
College of New Caledonia	326		75			
Excluded Administration	41		90		<u>15</u>	
Faculty	127		76		1	
Support Staff	152		71		-4	
16. Teamwork and cooperation are rewarded.						
BC Colleges Consortium Overall	3,030		36			
College of New Caledonia	326		39	30		<u>9</u>
Excluded Administration	41		56		<u>17</u>	
Faculty	127		32		-7	
Support Staff	152		40		1	
17. My manager does a good job of building teamwork, within our department.						
BC Colleges Consortium Overall	3,032		46			
College of New Caledonia	326		44			
Excluded Administration	41		61		<u>17</u>	
Faculty	127		42		-2	
Support Staff	152		43		-1	
18. My manager does a good job of building teamwork, between our department and other departments.						
BC Colleges Consortium Overall	3,026		42			
College of New Caledonia	326		39			
Excluded Administration	41		56		<u>17</u>	
Faculty	127		35		-4	
Support Staff	152		39		0	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Workplace Safety and Personal Security						
19. My organization has created a culture where I feel free to report instances of harassment.						
BC Colleges Consortium Overall	3,034		69			
College of New Caledonia	326		63			
Excluded Administration	41		85		<u>22</u>	
Faculty	127		58		-5	
Support Staff	152		59		-4	
20. My organization has created a culture where I feel free to report instances of dishonest or unethical behaviour.						
BC Colleges Consortium Overall	3,034		58			
College of New Caledonia	326		52			
Excluded Administration	41		73		<u>21</u>	
Faculty	127		50		-2	
Support Staff	152		48		-4	
21. My organization has created a workplace that minimizes risk to my personal health and safety.						
BC Colleges Consortium Overall	3,035		70			
College of New Caledonia	326		67			
Excluded Administration	41		80		13	
Faculty	127		68		1	
Support Staff	152		62		-5	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Fairness, Integrity and Ethics						
22. I am treated fairly at my organization.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	326		71	72		-1
Excluded Administration	41		83		12	
Faculty	127		72		1	
Support Staff	152		66		-5	
23. Employees are treated with dignity and respect, regardless of their background or position.						
BC Colleges Consortium Overall	3,034		64			
College of New Caledonia	326		60	66		-6
Excluded Administration	41		78		18	
Faculty	127		60		0	
Support Staff	152		55		-5	
24. At my organization, policies and procedures are implemented fairly.						
BC Colleges Consortium Overall	3,032		53			
College of New Caledonia	326		48			
Excluded Administration	41		76		28	
Faculty	127		46		-2	
Support Staff	152		43		-5	
25. "Doing the right thing" at my organization is always the right approach.						
BC Colleges Consortium Overall	3,030		49			
College of New Caledonia	326		49			
Excluded Administration	41		71		22	
Faculty	127		39		-10	
Support Staff	152		51		2	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
26. I get enough communication about what's going on at my organization.						
BC Colleges Consortium Overall	3,036		52			
College of New Caledonia	326		50			
Excluded Administration	41		76		<u>26</u>	
Faculty	127		46		-4	
Support Staff	152		47		-3	
27. Employees are comfortable raising issues and concerns at my organization.						
BC Colleges Consortium Overall	3,033		46			
College of New Caledonia	326		43			
Excluded Administration	41		54		11	
Faculty	127		46		3	
Support Staff	152		36		-7	
28. Information is openly communicated at my organization.						
BC Colleges Consortium Overall	3,034		42			
College of New Caledonia	326		43			
Excluded Administration	41		68		<u>25</u>	
Faculty	127		39		-4	
Support Staff	152		39		-4	
29. My immediate manager encourages open, honest two-way communication.						
BC Colleges Consortium Overall	3,030		68			
College of New Caledonia	326		64	66		-2
Excluded Administration	41		78		14	
Faculty	127		65		1	
Support Staff	152		61		-3	

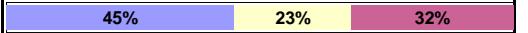
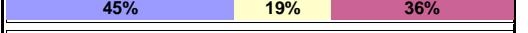
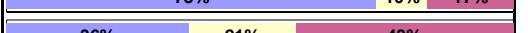
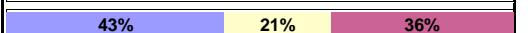
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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Communication						
30. I trust management in my organization to communicate honestly.						
BC Colleges Consortium Overall	3,032		45			
College of New Caledonia	325		45	49		-4
Excluded Administration	41		73		<u>28</u>	
Faculty	127		36		-9	
Support Staff	151		43		-2	
31. If my organization was to conduct an employee opinion survey I believe management would communicate the major findings to employees.						
BC Colleges Consortium Overall	3,035		61			
College of New Caledonia	326		58	51		7
Excluded Administration	41		80		<u>22</u>	
Faculty	127		49		-9	
Support Staff	152		59		1	

2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Work/Life Balance						
32. I am able to maintain a healthy balance between my work and my personal life.						
BC Colleges Consortium Overall	3,035		63			
College of New Caledonia	326		70	63		7
Excluded Administration	41		54		-16	
Faculty	127		65		-5	
Support Staff	152		77		7	
33. I am satisfied with my current work-life balance.						
BC Colleges Consortium Overall	3,037		58			
College of New Caledonia	326		65			
Excluded Administration	41		54		-11	
Faculty	127		61		-4	
Support Staff	152		70		5	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Career/Training & Development						
34. I am given opportunities to keep learning and improving my skills at my organization.						
BC Colleges Consortium Overall	3,037		74			
College of New Caledonia	326		74			
Excluded Administration	41		83		9	
Faculty	127		81		7	
Support Staff	152		65		<u>-9</u>	
35. I believe that I have sufficient opportunity for growth and development at my organization.						
BC Colleges Consortium Overall	3,036		56			
College of New Caledonia	326		60	55		5
Excluded Administration	41		76		16	
Faculty	127		69		9	
Support Staff	152		49		<u>-11</u>	
36. I get regular feedback on how well I'm doing in my job.						
BC Colleges Consortium Overall	3,036		40			
College of New Caledonia	326		42	56		<u>-14</u>
Excluded Administration	41		54		12	
Faculty	127		43		1	
Support Staff	152		38		-4	
37. Overall, I am confident that I will be able to achieve my long-term career objectives at my organization.						
BC Colleges Consortium Overall	3,034		50			
College of New Caledonia	326		51	53		-2
Excluded Administration	41		71		<u>20</u>	
Faculty	127		55		4	
Support Staff	152		43		-8	

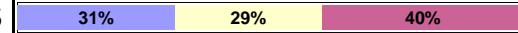
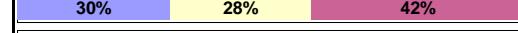
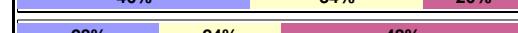
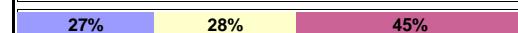
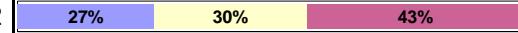
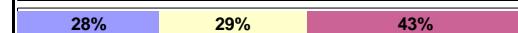
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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Career/Training & Development						
38. My organization is doing a good job of developing its people to their full potential.						
BC Colleges Consortium Overall	3,035		31			
College of New Caledonia	326		30	43		-13
Excluded Administration	41		46			16
Faculty	127		28			-2
Support Staff	152		27			-3
39. My organization is doing a good job of retaining its most talented people.						
BC Colleges Consortium Overall	3,032		27			
College of New Caledonia	326		29	41		-12
Excluded Administration	41		51			22
Faculty	127		22			-7
Support Staff	152		28			-1

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Performance Management						
40. I have a clear understanding of what I'm expected to do in my job.						
BC Colleges Consortium Overall	3,037	82% 9% 9%	82			
College of New Caledonia	326	80% 12% 8%	80			
Excluded Administration	41	78% 12% 10%	78		-2	
Faculty	127	84% 12% 4%	84		4	
Support Staff	152	77% 11% 12%	77		-3	
41. I understand how my performance is evaluated.						
BC Colleges Consortium Overall	3,037	62% 18% 20%	62			
College of New Caledonia	326	56% 19% 25%	56	58		-2
Excluded Administration	41	66% 14% 20%	66		10	
Faculty	127	61% 15% 24%	61		5	
Support Staff	152	50% 23% 27%	50		-6	
42. When I do a good job, my performance is recognized.						
BC Colleges Consortium Overall	3,035	43% 24% 33%	43			
College of New Caledonia	325	45% 25% 30%	45	61		-16
Excluded Administration	41	63% 17% 20%	63		18	
Faculty	126	42% 26% 32%	42		-3	
Support Staff	152	42% 27% 31%	42		-3	
43. Our performance evaluation process adequately distinguishes among poor, average, and good performers.						
BC Colleges Consortium Overall	3,029	21% 36% 43%	21			
College of New Caledonia	325	19% 42% 39%	19	66		-47
Excluded Administration	41	24% 42% 34%	24		5	
Faculty	127	20% 41% 39%	20		1	
Support Staff	151	17% 43% 40%	17		-2	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Performance Management						
44. My last performance evaluation was helpful in identifying actions I could take to improve my performance.						
BC Colleges Consortium Overall	3,021		36			
College of New Caledonia	325		32	71		-39
Excluded Administration	41		27		-5	
Faculty	127		40		8	
Support Staff	151		25		-7	
45. The people in my work group take accountability for their work.						
BC Colleges Consortium Overall	3,032		66			
College of New Caledonia	326		67			
Excluded Administration	41		76		9	
Faculty	127		68		1	
Support Staff	152		64		-3	
46. Promotions are given to the most qualified employees at my organization.						
BC Colleges Consortium Overall	3,024		15			
College of New Caledonia	324		15	35		-20
Excluded Administration	41		37		22	
Faculty	127		12		-3	
Support Staff	150		11		-4	
47. The procedures for considering employees for job openings are fair.						
BC Colleges Consortium Overall	3,030		39			
College of New Caledonia	325		34			
Excluded Administration	41		68		34	
Faculty	127		31		-3	
Support Staff	151		26		-8	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Benefits Communications						
48. My organization has done a good job of communicating information about our benefits.						
BC Colleges Consortium Overall	3,033		73			
College of New Caledonia	325		62	61	61	1
Excluded Administration	41		71		71	9
Faculty	127		64		64	2
Support Staff	151		59		59	-3
49. I can easily find out answers to questions I have about my benefits package.						
BC Colleges Consortium Overall	3,034		79			
College of New Caledonia	325		68	71	71	-3
Excluded Administration	41		73		73	5
Faculty	127		67		67	-1
Support Staff	151		68		68	0
50. I have a good understanding of what benefits are available to me.						
BC Colleges Consortium Overall	3,034		75			
College of New Caledonia	325		66			
Excluded Administration	41		78		78	12
Faculty	127		68		68	2
Support Staff	151		60		60	-6
51. My organization provides me with enough information to make informed benefit decisions.						
BC Colleges Consortium Overall	3,035		71			
College of New Caledonia	325		57			
Excluded Administration	41		71		71	14
Faculty	127		55		55	-2
Support Staff	151		54		54	-3

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Benefits Communications						
52. The benefits at my organization meet my needs and those of my family.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	325		72			
Excluded Administration	41		83		11	
Faculty	127		67		-5	
Support Staff	151		74		2	

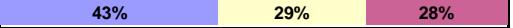
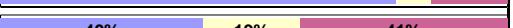
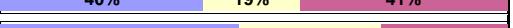
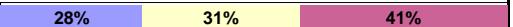
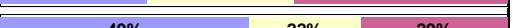
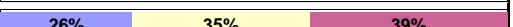
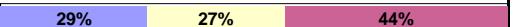
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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
53. Senior leadership at my organization does a good job: Establishing clear objectives.						
BC Colleges Consortium Overall	3,033		43			
College of New Caledonia	326		49	61		<u>-12</u>
Excluded Administration	41		78		<u>29</u>	
Faculty	127		40		-9	
Support Staff	152		47		-2	
54. Senior leadership at my organization does a good job: Confronting issues before they become major problems.						
BC Colleges Consortium Overall	3,035		28			
College of New Caledonia	326		29	47		<u>-18</u>
Excluded Administration	41		49		<u>20</u>	
Faculty	127		26		-3	
Support Staff	152		26		-3	
55. Senior leadership at my organization does a good job: Planning for the future.						
BC Colleges Consortium Overall	3,033		45			
College of New Caledonia	326		39			
Excluded Administration	41		66		<u>27</u>	
Faculty	127		32		-7	
Support Staff	152		36		-3	
56. Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs.						
BC Colleges Consortium Overall	3,034		24			
College of New Caledonia	326		29	57		<u>-28</u>
Excluded Administration	41		49		<u>20</u>	
Faculty	127		25		-4	
Support Staff	152		28		-1	

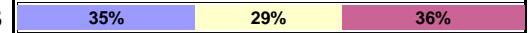
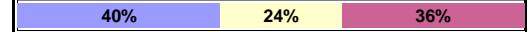
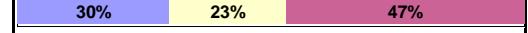
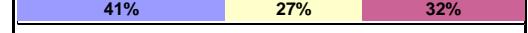
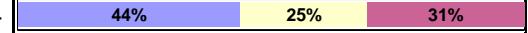
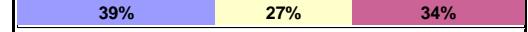
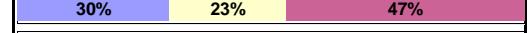
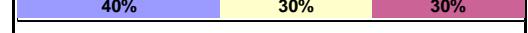
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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
57. Senior leadership at my organization does a good job: Explaining the reasons behind important decisions.						
BC Colleges Consortium Overall	3,033		35			
College of New Caledonia	326		40			
Excluded Administration	41		66		<u>26</u>	
Faculty	127		30		<u>-10</u>	
Support Staff	152		41		1	
58. Senior leadership at my organization does a good job: Communicating a clear vision of the future direction of my organization.						
BC Colleges Consortium Overall	3,034		44			
College of New Caledonia	326		39	54		<u>-15</u>
Excluded Administration	41		63		<u>24</u>	
Faculty	127		30		<u>-9</u>	
Support Staff	152		40		1	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Administration/Management						
59. My administrator/manager does a good job setting work objectives.						
BC Colleges Consortium Overall	3,026		53			
College of New Caledonia	325		50	57		-7
Excluded Administration	41		68		18	
Faculty	127		46		-4	
Support Staff	152		48		-2	
60. My administrator/manager does a good job being available when he/she is needed.						
BC Colleges Consortium Overall	3,031		69			
College of New Caledonia	325		66	63		3
Excluded Administration	41		66		0	
Faculty	127		65		-1	
Support Staff	152		67		1	
61. My administrator/manager regularly coaches me on improving my performance.						
BC Colleges Consortium Overall	3,027		25			
College of New Caledonia	325		21	32		-11
Excluded Administration	41		32		11	
Faculty	127		20		-1	
Support Staff	152		20		-1	
62. My administrator/manager seeks out the ideas and opinions of employees.						
BC Colleges Consortium Overall	3,029		59			
College of New Caledonia	325		58			
Excluded Administration	41		71		13	
Faculty	127		61		3	
Support Staff	152		55		-3	

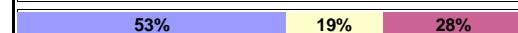
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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Administration/Management						
63. My administrator/manager does a good job keeping employees informed.						
BC Colleges Consortium Overall	3,030		58			
College of New Caledonia	324		57			
Excluded Administration	41		78		21	
Faculty	126		57		0	
Support Staff	152		53		-4	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Tools and Resources						
64. I have the resources I need to do a good job (e.g., equipment, supplies, materials, information, etc.).						
BC Colleges Consortium Overall	3,030		63			
College of New Caledonia	326		65	81		-16
Excluded Administration	41		71		6	
Faculty	127		61		-4	
Support Staff	152		66		1	
65. My department is technologically up-to-date.						
BC Colleges Consortium Overall	3,031		52			
College of New Caledonia	326		55			
Excluded Administration	41		54		-1	
Faculty	127		50		-5	
Support Staff	152		59		4	

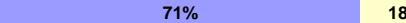
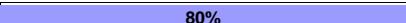
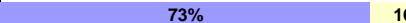
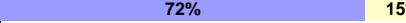
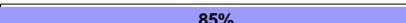
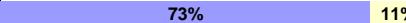
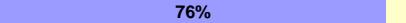
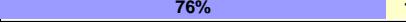
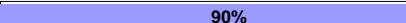
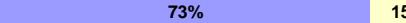
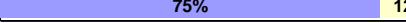
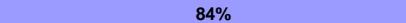
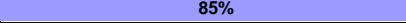
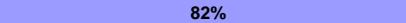
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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Employee Commitment & Satisfaction						
66. I would recommend my organization to others as a good place to work.						
BC Colleges Consortium Overall	3,035		71			
College of New Caledonia	326		67	63		4
Excluded Administration	41		80		13	
Faculty	127		63		-4	
Support Staff	152		66		-1	
67. I feel a strong sense of commitment to my organization.						
BC Colleges Consortium Overall	3,035		73			
College of New Caledonia	326		72	67		5
Excluded Administration	41		85		13	
Faculty	127		73		1	
Support Staff	152		66		-6	
68. I am proud to work for my organization.						
BC Colleges Consortium Overall	3,033		76			
College of New Caledonia	326		76	72		4
Excluded Administration	41		90		14	
Faculty	127		73		-3	
Support Staff	152		75		-1	
69. I am willing to "go the extra mile" to help my organization succeed.						
BC Colleges Consortium Overall	3,035		84			
College of New Caledonia	326		85			
Excluded Administration	41		98		13	
Faculty	127		82		-3	
Support Staff	152		84		-1	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Employee Commitment & Satisfaction						
70. I am motivated to do my best to provide quality service to students.						
BC Colleges Consortium Overall	3,035	95%  3%  2% 	95			
College of New Caledonia	326	93%  3%  4% 	93			
Excluded Administration	41	100%  0%  0% 	100		7	
Faculty	127	94%  2%  4% 	94		1	
Support Staff	152	90%  5%  5% 	90		-3	
71. At the present time, I am NOT seriously considering leaving my organization.						
BC Colleges Consortium Overall	3,036	68%  13%  19% 	68			
College of New Caledonia	326	63%  16%  21% 	63	58		5
Excluded Administration	41	68%  12%  20% 	68		5	
Faculty	127	61%  15%  24% 	61		-2	
Support Staff	152	63%  17%  20% 	63		0	
72. Overall, I am satisfied with my job.						
BC Colleges Consortium Overall	3,034	73%  14%  13% 	73			
College of New Caledonia	326	76%  12%  12% 	76	73		3
Excluded Administration	41	85%  10%  5% 	85		9	
Faculty	127	80%  9%  11% 	80		4	
Support Staff	152	71%  15%  14% 	71		-5	
73. Overall, I am satisfied with my organization.						
BC Colleges Consortium Overall	3,029	62%  16%  22% 	62			
College of New Caledonia	325	58%  15%  27% 	58			
Excluded Administration	41	78%  12%  10% 	78		20	
Faculty	126	49%  12%  39% 	49		-9	
Support Staff	152	60%  17%  23% 	60		2	

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2008 Employee Survey

Item Results

Position	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Organizational Focus						
74. Commitment to quality is a high priority at my organization.						
BC Colleges Consortium Overall	3,036		60			
College of New Caledonia	326		55	76		-21
Excluded Administration	41		66		11	
Faculty	127		43		-12	
Support Staff	152		63		8	
75. My organization is student-focused.						
BC Colleges Consortium Overall	3,035		67			
College of New Caledonia	326		60			
Excluded Administration	41		71		11	
Faculty	127		53		-7	
Support Staff	152		61		1	
76. I have enough flexibility in my job to do what is necessary to provide good service.						
BC Colleges Consortium Overall	3,037		75			
College of New Caledonia	326		75	80		-5
Excluded Administration	41		80		5	
Faculty	127		76		1	
Support Staff	152		72		-3	
77. Overall, my organization is doing a good job satisfying its students.						
BC Colleges Consortium Overall	3,035		66			
College of New Caledonia	325		60			
Excluded Administration	40		80		20	
Faculty	127		56		-4	
Support Staff	152		59		-1	

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
My Organization as a Place to Work						
1. In the community where I work, my organization has a good reputation.						
BC Colleges Consortium Overall	3,036		83			
College of New Caledonia	326		78			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		84		6	
35 to 44 years	76		78		0	
45 to 54 years	127		75		-3	
55 to 59 years	53		79		1	
60 to 65 years	17		71		-7	
> 65	1	<i>Insufficient Responses</i>				
2. My organization shows a great deal of loyalty to its employees.						
BC Colleges Consortium Overall	3,036		44			
College of New Caledonia	326		40			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		45		5	
35 to 44 years	76		43		3	
45 to 54 years	127		41		1	
55 to 59 years	53		34		-6	
60 to 65 years	17		35		-5	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
My Organization as a Place to Work						
3. Within my organization, there are effective ways for employees to communicate their ideas and concerns to management.						
BC Colleges Consortium Overall	3,032		47			
College of New Caledonia	326		50			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		47		-3	
35 to 44 years	76		61		11	
45 to 54 years	127		50		0	
55 to 59 years	53		40		-10	
60 to 65 years	17		29		-21	
> 65	1	<i>Insufficient Responses</i>				
4. I am confident my organization will be successful in the future.						
BC Colleges Consortium Overall	3,032		64			
College of New Caledonia	326		59	70		-11
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		63		4	
35 to 44 years	76		67		8	
45 to 54 years	127		57		-2	
55 to 59 years	53		51		-8	
60 to 65 years	17		41		-18	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
My Organization as a Place to Work						
5. My organization does a good job of keeping employees informed about matters that affect them.						
BC Colleges Consortium Overall	3,032		52			
College of New Caledonia	326		51	62		<u>-11</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		45		-6	
35 to 44 years	76		55		4	
45 to 54 years	127		47		-4	
55 to 59 years	53		53		2	
60 to 65 years	17		47		-4	
> 65	1	<i>Insufficient Responses</i>				
6. I am satisfied with the information I receive from management about what's going on in my organization.						
BC Colleges Consortium Overall	3,031		46			
College of New Caledonia	326		48			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		50		2	
35 to 44 years	76		57		9	
45 to 54 years	127		45		-3	
55 to 59 years	53		40		-8	
60 to 65 years	17		47		-1	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
My Organization as a Place to Work						
7. I like the people with whom I work.						
BC Colleges Consortium Overall	3,035	88% 9% 3%	88			
College of New Caledonia	326	89% 5% 6%	89			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38	87% 5% 8%	87		-2	
35 to 44 years	76	88% 9% 3%	88		-1	
45 to 54 years	127	91% 3% 6%	91		2	
55 to 59 years	53	89% 5% 6%	89		0	
60 to 65 years	17	76% 12% 12%	76		-13	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
About Your Job						
8. My work gives me a feeling of personal accomplishment.						
BC Colleges Consortium Overall	3,032		85			
College of New Caledonia	326		83	80		3
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		74			-9
35 to 44 years	76		86			3
45 to 54 years	127		83			0
55 to 59 years	53		87			4
60 to 65 years	17		82			-1
> 65	1	<i>Insufficient Responses</i>				
9. My job makes good use of my skills and abilities.						
BC Colleges Consortium Overall	3,032		79			
College of New Caledonia	326		79	79		0
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		71			-8
35 to 44 years	76		82			3
45 to 54 years	127		79			0
55 to 59 years	53		83			4
60 to 65 years	17		82			3
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report	Target		
About Your Job								
10. I feel encouraged to come up with new and better ways of doing things.								
BC Colleges Consortium Overall	3,032		64					
College of New Caledonia	326		62	60		2		
< 25 years	8	<i>Insufficient Responses</i>						
25 to 34 years	38		58		-4			
35 to 44 years	76		66		4			
45 to 54 years	127		61		-1			
55 to 59 years	53		58		-4			
60 to 65 years	17		53		-9			
> 65	1	<i>Insufficient Responses</i>						
11. I have a clear understanding of how my work contributes to achieving my organization's overall goals.								
BC Colleges Consortium Overall	3,033		75					
College of New Caledonia	326		73	83		-10		
< 25 years	8	<i>Insufficient Responses</i>						
25 to 34 years	38		74		1			
35 to 44 years	76		82		9			
45 to 54 years	127		69		-4			
55 to 59 years	53		70		-3			
60 to 65 years	17		59		-14			
> 65	1	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
About Your Job						
12. In general, the amount of work I am expected to do is reasonable.						
BC Colleges Consortium Overall	3,034		57			
College of New Caledonia	326		59	70		<u>-11</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		74		15	
35 to 44 years	76		53		-6	
45 to 54 years	127		56		-3	
55 to 59 years	53		64		5	
60 to 65 years	17		53		-6	
> 65	1	<i>Insufficient Responses</i>				
13. My job gives me a chance to do interesting and challenging work.						
BC Colleges Consortium Overall	3,034		77			
College of New Caledonia	326		80	83		<u>-3</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		66		<u>-14</u>	
35 to 44 years	76		84		4	
45 to 54 years	127		80		0	
55 to 59 years	53		81		1	
60 to 65 years	17		94		14	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
About Your Job						
14. I have ready access to the information I need to do my job well.						
BC Colleges Consortium Overall	3,033		66			
College of New Caledonia	326		63	82		<u>-19</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		68		5	
35 to 44 years	76		59		-4	
45 to 54 years	127		68		5	
55 to 59 years	53		57		-6	
60 to 65 years	17		59		-4	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Teamwork & Cooperation						
15. There is good cooperation within my work group/department.						
BC Colleges Consortium Overall	3,035		73			
College of New Caledonia	326		75			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		71		-4	
35 to 44 years	76		76		1	
45 to 54 years	127		75		0	
55 to 59 years	53		81		6	
60 to 65 years	17		59		-16	
> 65	1	<i>Insufficient Responses</i>				
16. Teamwork and cooperation are rewarded.						
BC Colleges Consortium Overall	3,030		36			
College of New Caledonia	326		39	30	<u>9</u>	
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		34		-5	
35 to 44 years	76		41		2	
45 to 54 years	127		42		3	
55 to 59 years	53		36		-3	
60 to 65 years	17		18		-21	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Teamwork & Cooperation						
17. My manager does a good job of building teamwork, within our department.						
BC Colleges Consortium Overall	3,032		46			
College of New Caledonia	326		44			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		42		-2	
35 to 44 years	76		45		1	
45 to 54 years	127		46		2	
55 to 59 years	53		47		3	
60 to 65 years	17		29		-15	
> 65	1	<i>Insufficient Responses</i>				
18. My manager does a good job of building teamwork, between our department and other departments.						
BC Colleges Consortium Overall	3,026		42			
College of New Caledonia	326		39			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		39		0	
35 to 44 years	76		33		-6	
45 to 54 years	127		42		3	
55 to 59 years	53		47		8	
60 to 65 years	17		29		-10	
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Workplace Safety and Personal Security						
19. My organization has created a culture where I feel free to report instances of harassment.						
BC Colleges Consortium Overall	3,034		69			
College of New Caledonia	326		63			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		55		-8	
35 to 44 years	76		68		5	
45 to 54 years	127		56		-7	
55 to 59 years	53		72		9	
60 to 65 years	17		53		-10	
> 65	1	<i>Insufficient Responses</i>				
20. My organization has created a culture where I feel free to report instances of dishonest or unethical behaviour.						
BC Colleges Consortium Overall	3,034		58			
College of New Caledonia	326		52			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		53		1	
35 to 44 years	76		58		6	
45 to 54 years	127		45		-7	
55 to 59 years	53		53		1	
60 to 65 years	17		59		7	
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Workplace Safety and Personal Security						
21. My organization has created a workplace that minimizes risk to my personal health and safety.						
BC Colleges Consortium Overall	3,035		70			
College of New Caledonia	326		67			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		68		1	
35 to 44 years	76		63		-4	
45 to 54 years	127		62		-5	
55 to 59 years	53		81		<u>14</u>	
60 to 65 years	17		71		4	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Fairness, Integrity and Ethics						
22. I am treated fairly at my organization.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	326		71	72		-1
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		82		11	
35 to 44 years	76		70		-1	
45 to 54 years	127		65		-6	
55 to 59 years	53		75		4	
60 to 65 years	17		59		-12	
> 65	1	<i>Insufficient Responses</i>				
23. Employees are treated with dignity and respect, regardless of their background or position.						
BC Colleges Consortium Overall	3,034		64			
College of New Caledonia	326		60	66		-6
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		71		11	
35 to 44 years	76		62		2	
45 to 54 years	127		55		-5	
55 to 59 years	53		58		-2	
60 to 65 years	17		47		-13	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Fairness, Integrity and Ethics						
24. At my organization, policies and procedures are implemented fairly.						
BC Colleges Consortium Overall	3,032		53			
College of New Caledonia	326		48			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		61		13	
35 to 44 years	76		50		2	
45 to 54 years	127		45		-3	
55 to 59 years	53		42		-6	
60 to 65 years	17		41		-7	
> 65	1	<i>Insufficient Responses</i>				
25. "Doing the right thing" at my organization is always the right approach.						
BC Colleges Consortium Overall	3,030		49			
College of New Caledonia	326		49			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		55		6	
35 to 44 years	76		53		4	
45 to 54 years	127		46		-3	
55 to 59 years	53		47		-2	
60 to 65 years	17		35		-14	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
26. I get enough communication about what's going on at my organization.						
BC Colleges Consortium Overall	3,036		52			
College of New Caledonia	326		50			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		53		3	
35 to 44 years	76		58		8	
45 to 54 years	127		44		-6	
55 to 59 years	53		47		-3	
60 to 65 years	17		47		-3	
> 65	1	<i>Insufficient Responses</i>				
27. Employees are comfortable raising issues and concerns at my organization.						
BC Colleges Consortium Overall	3,033		46			
College of New Caledonia	326		43			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		47		4	
35 to 44 years	76		47		4	
45 to 54 years	127		44		1	
55 to 59 years	53		23		<u>-20</u>	
60 to 65 years	17		35		-8	
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
28. Information is openly communicated at my organization.						
BC Colleges Consortium Overall	3,034		42			
College of New Caledonia	326		43			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		45		2	
35 to 44 years	76		50		7	
45 to 54 years	127		40		-3	
55 to 59 years	53		34		-9	
60 to 65 years	17		35		-8	
> 65	1	<i>Insufficient Responses</i>				
29. My immediate manager encourages open, honest two-way communication.						
BC Colleges Consortium Overall	3,030		68			
College of New Caledonia	326		64	66	-2	
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		58		-6	
35 to 44 years	76		75		11	
45 to 54 years	127		59		-5	
55 to 59 years	53		68		4	
60 to 65 years	17		47		-17	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
30. I trust management in my organization to communicate honestly.						
BC Colleges Consortium Overall	3,032		45			
College of New Caledonia	325		45	49		-4
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		55		10	
35 to 44 years	76		50		5	
45 to 54 years	127		41		-4	
55 to 59 years	53		38		-7	
60 to 65 years	16		25		-20	
> 65	1	<i>Insufficient Responses</i>				
31. If my organization was to conduct an employee opinion survey I believe management would communicate the major findings to employees.						
BC Colleges Consortium Overall	3,035		61			
College of New Caledonia	326		58	51		7
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		63		5	
35 to 44 years	76		64		6	
45 to 54 years	127		55		-3	
55 to 59 years	53		47		-11	
60 to 65 years	17		53		-5	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Work/Life Balance						
32. I am able to maintain a healthy balance between my work and my personal life.						
BC Colleges Consortium Overall	3,035		63			
College of New Caledonia	326		70	63		7
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		76		6	
35 to 44 years	76		71		1	
45 to 54 years	127		66		-4	
55 to 59 years	53		75		5	
60 to 65 years	17		47		-23	
> 65	1	<i>Insufficient Responses</i>				
33. I am satisfied with my current work-life balance.						
BC Colleges Consortium Overall	3,037		58			
College of New Caledonia	326		65			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		71		6	
35 to 44 years	76		63		-2	
45 to 54 years	127		60		-5	
55 to 59 years	53		74		9	
60 to 65 years	17		53		-12	
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Career/Training & Development						
34. I am given opportunities to keep learning and improving my skills at my organization.						
BC Colleges Consortium Overall	3,037		74			
College of New Caledonia	326		74			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		74		0	
35 to 44 years	76		75		1	
45 to 54 years	127		72		-2	
55 to 59 years	53		81		7	
60 to 65 years	17		65		-9	
> 65	1	<i>Insufficient Responses</i>				
35. I believe that I have sufficient opportunity for growth and development at my organization.						
BC Colleges Consortium Overall	3,036		56			
College of New Caledonia	326		60	55	5	
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		53		-7	
35 to 44 years	76		59		-1	
45 to 54 years	127		57		-3	
55 to 59 years	53		70		10	
60 to 65 years	17		71		11	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report	Target		
Career/Training & Development								
36. I get regular feedback on how well I'm doing in my job.								
BC Colleges Consortium Overall	3,036	40% Favourable, 24% Neutral, 36% Unfavourable	40					
College of New Caledonia	326	42% Favourable, 22% Neutral, 36% Unfavourable	42	56		<u>-14</u>		
< 25 years	8	<i>Insufficient Responses</i>						
25 to 34 years	38	42% Favourable, 16% Neutral, 42% Unfavourable	42		0			
35 to 44 years	76	41% Favourable, 22% Neutral, 37% Unfavourable	41		-1			
45 to 54 years	127	40% Favourable, 28% Neutral, 32% Unfavourable	40		-2			
55 to 59 years	53	38% Favourable, 19% Neutral, 43% Unfavourable	38		-4			
60 to 65 years	17	53% Favourable, 12% Neutral, 35% Unfavourable	53		11			
> 65	1	<i>Insufficient Responses</i>						
37. Overall, I am confident that I will be able to achieve my long-term career objectives at my organization.								
BC Colleges Consortium Overall	3,034	50% Favourable, 26% Neutral, 24% Unfavourable	50					
College of New Caledonia	326	51% Favourable, 26% Neutral, 23% Unfavourable	51	53		<u>-2</u>		
< 25 years	8	<i>Insufficient Responses</i>						
25 to 34 years	38	37% Favourable, 31% Neutral, 32% Unfavourable	37		-14			
35 to 44 years	76	51% Favourable, 28% Neutral, 21% Unfavourable	51		0			
45 to 54 years	127	50% Favourable, 22% Neutral, 28% Unfavourable	50		-1			
55 to 59 years	53	60% Favourable, 29% Neutral, 11% Unfavourable	60		9			
60 to 65 years	17	53% Favourable, 35% Neutral, 12% Unfavourable	53		2			
> 65	1	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report	Target		
Career/Training & Development								
38. My organization is doing a good job of developing its people to their full potential.								
BC Colleges Consortium Overall	3,035	31% Favourable, 29% Neutral, 40% Unfavourable	31					
College of New Caledonia	326	30% Favourable, 28% Neutral, 42% Unfavourable	30	43		-13		
< 25 years	8	<i>Insufficient Responses</i>						
25 to 34 years	38	32% Favourable, 18% Neutral, 50% Unfavourable	32		2			
35 to 44 years	76	39% Favourable, 28% Neutral, 33% Unfavourable	39		9			
45 to 54 years	127	30% Favourable, 23% Neutral, 47% Unfavourable	30		0			
55 to 59 years	53	17% Favourable, 41% Neutral, 42% Unfavourable	17		-13			
60 to 65 years	17	12% Favourable, 41% Neutral, 47% Unfavourable	12		-18			
> 65	1	<i>Insufficient Responses</i>						
39. My organization is doing a good job of retaining its most talented people.								
BC Colleges Consortium Overall	3,032	27% Favourable, 30% Neutral, 43% Unfavourable	27					
College of New Caledonia	326	29% Favourable, 24% Neutral, 47% Unfavourable	29	41		-12		
< 25 years	8	<i>Insufficient Responses</i>						
25 to 34 years	38	26% Favourable, 27% Neutral, 47% Unfavourable	26		-3			
35 to 44 years	76	30% Favourable, 32% Neutral, 38% Unfavourable	30		1			
45 to 54 years	127	31% Favourable, 19% Neutral, 50% Unfavourable	31		2			
55 to 59 years	53	23% Favourable, 22% Neutral, 55% Unfavourable	23		-6			
60 to 65 years	17	18% Favourable, 29% Neutral, 53% Unfavourable	18		-11			
> 65	1	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Performance Management						
40. I have a clear understanding of what I'm expected to do in my job.						
BC Colleges Consortium Overall	3,037		82			
College of New Caledonia	326		80			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		76		-4	
35 to 44 years	76		83		3	
45 to 54 years	127		78		-2	
55 to 59 years	53		85		5	
60 to 65 years	17		71		-9	
> 65	1	<i>Insufficient Responses</i>				
41. I understand how my performance is evaluated.						
BC Colleges Consortium Overall	3,037		62			
College of New Caledonia	326		56	58	-2	
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		45		-11	
35 to 44 years	76		61		5	
45 to 54 years	127		54		-2	
55 to 59 years	53		58		2	
60 to 65 years	17		71		15	
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Performance Management						
42. When I do a good job, my performance is recognized.						
BC Colleges Consortium Overall	3,035		43			
College of New Caledonia	325		45	61		<u>-16</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		37		-8	
35 to 44 years	76		51		6	
45 to 54 years	127		44		-1	
55 to 59 years	52		40		-5	
60 to 65 years	17		29		-16	
> 65	1	<i>Insufficient Responses</i>				
43. Our performance evaluation process adequately distinguishes among poor, average, and good performers.						
BC Colleges Consortium Overall	3,029		21			
College of New Caledonia	325		19	66		<u>-47</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	37		14		-5	
35 to 44 years	76		25		6	
45 to 54 years	127		17		-2	
55 to 59 years	53		15		-4	
60 to 65 years	17		12		-7	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Performance Management						
44. My last performance evaluation was helpful in identifying actions I could take to improve my performance.						
BC Colleges Consortium Overall	3,021		36			
College of New Caledonia	325		32	71		-39
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	37		27		-5	
35 to 44 years	76		42		10	
45 to 54 years	127		24		-8	
55 to 59 years	53		32		0	
60 to 65 years	17		41		9	
> 65	1	<i>Insufficient Responses</i>				
45. The people in my work group take accountability for their work.						
BC Colleges Consortium Overall	3,032		66			
College of New Caledonia	326		67			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		66		-1	
35 to 44 years	76		61		-6	
45 to 54 years	127		70		3	
55 to 59 years	53		64		-3	
60 to 65 years	17		65		-2	
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Performance Management						
46. Promotions are given to the most qualified employees at my organization.						
BC Colleges Consortium Overall	3,024	15% Favourable, 39% Neutral, 46% Unfavourable	15			
College of New Caledonia	324	15% Favourable, 36% Neutral, 49% Unfavourable	15	35		<u>-20</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	37	11% Favourable, 38% Neutral, 51% Unfavourable	11			-4
35 to 44 years	75	11% Favourable, 41% Neutral, 48% Unfavourable	11			-4
45 to 54 years	127	20% Favourable, 31% Neutral, 49% Unfavourable	20			5
55 to 59 years	53	11% Favourable, 32% Neutral, 57% Unfavourable	11			-4
60 to 65 years	17	6% Favourable, 41% Neutral, 53% Unfavourable	6			-9
> 65	1	<i>Insufficient Responses</i>				
47. The procedures for considering employees for job openings are fair.						
BC Colleges Consortium Overall	3,030	39% Favourable, 30% Neutral, 31% Unfavourable	39			
College of New Caledonia	325	34% Favourable, 23% Neutral, 43% Unfavourable	34			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38	29% Favourable, 24% Neutral, 47% Unfavourable	29			-5
35 to 44 years	75	33% Favourable, 30% Neutral, 37% Unfavourable	33			-1
45 to 54 years	127	35% Favourable, 25% Neutral, 40% Unfavourable	35			1
55 to 59 years	53	25% Favourable, 15% Neutral, 60% Unfavourable	25			-9
60 to 65 years	17	35% Favourable, 18% Neutral, 47% Unfavourable	35			1
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Benefits Communications						
48. My organization has done a good job of communicating information about our benefits.						
BC Colleges Consortium Overall	3,033		73			
College of New Caledonia	325		62	61		1
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		39			<u>-23</u>
35 to 44 years	75		60			-2
45 to 54 years	127		65			3
55 to 59 years	53		75			13
60 to 65 years	17		65			3
> 65	1	<i>Insufficient Responses</i>				
49. I can easily find out answers to questions I have about my benefits package.						
BC Colleges Consortium Overall	3,034		79			
College of New Caledonia	325		68	71		-3
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		45			<u>-23</u>
35 to 44 years	75		69			1
45 to 54 years	127		73			5
55 to 59 years	53		77			9
60 to 65 years	17		59			-9
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Benefits Communications						
50. I have a good understanding of what benefits are available to me.						
BC Colleges Consortium Overall	3,034	75% Favourable 15% Neutral 10% Unfavourable	75			
College of New Caledonia	325	66% Favourable 16% Neutral 18% Unfavourable	66			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38	47% Favourable 21% Neutral 32% Unfavourable	47			<u>-19</u>
35 to 44 years	75	65% Favourable 18% Neutral 17% Unfavourable	65			-1
45 to 54 years	127	65% Favourable 18% Neutral 17% Unfavourable	65			-1
55 to 59 years	53	81% Favourable 11% Neutral 8% Unfavourable	81			<u>15</u>
60 to 65 years	17	53% Favourable 35% Neutral 12% Unfavourable	53			-13
> 65	1	<i>Insufficient Responses</i>				
51. My organization provides me with enough information to make informed benefit decisions.						
BC Colleges Consortium Overall	3,035	71% Favourable 18% Neutral 11% Unfavourable	71			
College of New Caledonia	325	57% Favourable 23% Neutral 20% Unfavourable	57			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38	37% Favourable 31% Neutral 32% Unfavourable	37			<u>-20</u>
35 to 44 years	75	56% Favourable 25% Neutral 19% Unfavourable	56			-1
45 to 54 years	127	57% Favourable 20% Neutral 23% Unfavourable	57			0
55 to 59 years	53	70% Favourable 19% Neutral 11% Unfavourable	70			13
60 to 65 years	17	53% Favourable 35% Neutral 12% Unfavourable	53			-4
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Benefits Communications						
52. The benefits at my organization meet my needs and those of my family.						
BC Colleges Consortium Overall	3,033		71			
College of New Caledonia	325		72			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		58		-14	
35 to 44 years	75		72		0	
45 to 54 years	127		72		0	
55 to 59 years	53		83		11	
60 to 65 years	17		71		-1	
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Leadership/Mission/Values						
53. Senior leadership at my organization does a good job: Establishing clear objectives.						
BC Colleges Consortium Overall	3,033		43			
College of New Caledonia	326		49	61		<u>-12</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		53		4	
35 to 44 years	76		61		12	
45 to 54 years	127		44		-5	
55 to 59 years	53		45		-4	
60 to 65 years	17		29		-20	
> 65	1	<i>Insufficient Responses</i>				
54. Senior leadership at my organization does a good job: Confronting issues before they become major problems.						
BC Colleges Consortium Overall	3,035		28			
College of New Caledonia	326		29	47		<u>-18</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		39		10	
35 to 44 years	76		32		3	
45 to 54 years	127		28		-1	
55 to 59 years	53		19		-10	
60 to 65 years	17		18		-11	
> 65	1	<i>Insufficient Responses</i>				

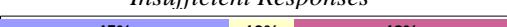
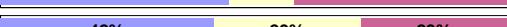
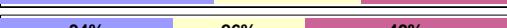
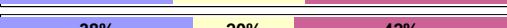
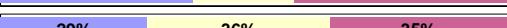
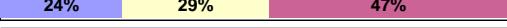
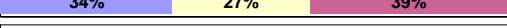
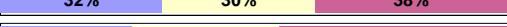
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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
55. Senior leadership at my organization does a good job: Planning for the future.						
BC Colleges Consortium Overall	3,033		45			
College of New Caledonia	326		39			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		45		6	
35 to 44 years	76		42		3	
45 to 54 years	127		34		-5	
55 to 59 years	53		38		-1	
60 to 65 years	17		29		-10	
> 65	1	<i>Insufficient Responses</i>				
56. Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs.						
BC Colleges Consortium Overall	3,034		24			
College of New Caledonia	326		29	57		<u>-28</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		34		5	
35 to 44 years	76		32		3	
45 to 54 years	127		26		-3	
55 to 59 years	53		26		-3	
60 to 65 years	17		24		-5	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
57. Senior leadership at my organization does a good job: Explaining the reasons behind important decisions.						
BC Colleges Consortium Overall	3,033		35			
College of New Caledonia	326		40			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		50		10	
35 to 44 years	76		39		-1	
45 to 54 years	127		38		-2	
55 to 59 years	53		36		-4	
60 to 65 years	17		24		-16	
> 65	1	<i>Insufficient Responses</i>				
58. Senior leadership at my organization does a good job: Communicating a clear vision of the future direction of my organization.						
BC Colleges Consortium Overall	3,034		44			
College of New Caledonia	326		39	54		<u>-15</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		47		8	
35 to 44 years	76		46		7	
45 to 54 years	127		31		-8	
55 to 59 years	53		40		1	
60 to 65 years	17		29		-10	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Administration/Management						
59. My administrator/manager does a good job setting work objectives.						
BC Colleges Consortium Overall	3,026		53			
College of New Caledonia	325		50	57		-7
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		53		3	
35 to 44 years	76		51		1	
45 to 54 years	127		48		-2	
55 to 59 years	53		57		7	
60 to 65 years	17		24		-26	
> 65	1	<i>Insufficient Responses</i>				
60. My administrator/manager does a good job being available when he/she is needed.						
BC Colleges Consortium Overall	3,031		69			
College of New Caledonia	325		66	63		3
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		68		2	
35 to 44 years	76		68		2	
45 to 54 years	127		65		-1	
55 to 59 years	53		64		-2	
60 to 65 years	17		53		-13	
> 65	1	<i>Insufficient Responses</i>				

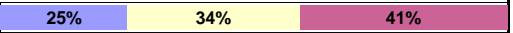
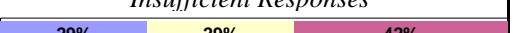
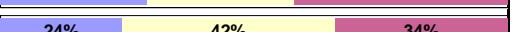
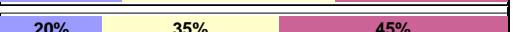
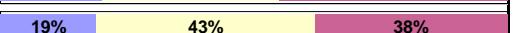
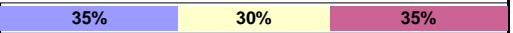
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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Administration/Management						
61. My administrator/manager regularly coaches me on improving my performance.						
BC Colleges Consortium Overall	3,027		25			
College of New Caledonia	325		21	32		-11
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		29	8		
35 to 44 years	76		24	3		
45 to 54 years	127		20	-1		
55 to 59 years	53		19	-2		
60 to 65 years	17		6	-15		
> 65	1	<i>Insufficient Responses</i>				
62. My administrator/manager seeks out the ideas and opinions of employees.						
BC Colleges Consortium Overall	3,029		59			
College of New Caledonia	325		58			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		53	-5		
35 to 44 years	76		70	12		
45 to 54 years	127		57	-1		
55 to 59 years	53		60	2		
60 to 65 years	17		35	-23		
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Administration/Management						
63. My administrator/manager does a good job keeping employees informed.						
BC Colleges Consortium Overall	3,030		58			
College of New Caledonia	324		57			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		50		-7	
35 to 44 years	75		63		6	
45 to 54 years	127		54		-3	
55 to 59 years	53		66		9	
60 to 65 years	17		41		-16	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Tools and Resources						
64. I have the resources I need to do a good job (e.g., equipment, supplies, materials, information, etc.).						
BC Colleges Consortium Overall	3,030		63			
College of New Caledonia	326		65	81		-16
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		71		6	
35 to 44 years	76		63		-2	
45 to 54 years	127		63		-2	
55 to 59 years	53		70		5	
60 to 65 years	17		65		0	
> 65	1	<i>Insufficient Responses</i>				
65. My department is technologically up-to-date.						
BC Colleges Consortium Overall	3,031		52			
College of New Caledonia	326		55			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		61		6	
35 to 44 years	76		57		2	
45 to 54 years	127		54		-1	
55 to 59 years	53		55		0	
60 to 65 years	17		29		-26	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report	Target		
Employee Commitment & Satisfaction								
66. I would recommend my organization to others as a good place to work.								
BC Colleges Consortium Overall	3,035		71					
College of New Caledonia	326		67	63		4		
< 25 years	8	<i>Insufficient Responses</i>						
25 to 34 years	38		76		9			
35 to 44 years	76		75		8			
45 to 54 years	127		64		-3			
55 to 59 years	53		58		-9			
60 to 65 years	17		53		-14			
> 65	1	<i>Insufficient Responses</i>						
67. I feel a strong sense of commitment to my organization.								
BC Colleges Consortium Overall	3,035		73					
College of New Caledonia	326		72	67		5		
< 25 years	8	<i>Insufficient Responses</i>						
25 to 34 years	38		61		-11			
35 to 44 years	76		78		6			
45 to 54 years	127		70		-2			
55 to 59 years	53		75		3			
60 to 65 years	17		65		-7			
> 65	1	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Employee Commitment & Satisfaction						
68. I am proud to work for my organization.						
BC Colleges Consortium Overall	3,033		76			
College of New Caledonia	326		76	72		4
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		74		-2	
35 to 44 years	76		82		6	
45 to 54 years	127		73		-3	
55 to 59 years	53		79		3	
60 to 65 years	17		71		-5	
> 65	1	<i>Insufficient Responses</i>				
69. I am willing to "go the extra mile" to help my organization succeed.						
BC Colleges Consortium Overall	3,035		84			
College of New Caledonia	326		85			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		76		-9	
35 to 44 years	76		86		1	
45 to 54 years	127		87		2	
55 to 59 years	53		85		0	
60 to 65 years	17		76		-9	
> 65	1	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Employee Commitment & Satisfaction						
70. I am motivated to do my best to provide quality service to students.						
BC Colleges Consortium Overall	3,035	95%  3%  2% 	95			
College of New Caledonia	326	93%  3%  4% 	93			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38	97%  3%  0% 	97		4	
35 to 44 years	76	95%  2%  3% 	95		2	
45 to 54 years	127	90%  4%  6% 	90		-3	
55 to 59 years	53	96%  2%  2% 	96		3	
60 to 65 years	17	94%  6%  0% 	94		1	
> 65	1	<i>Insufficient Responses</i>				
71. At the present time, I am NOT seriously considering leaving my organization.						
BC Colleges Consortium Overall	3,036	68%  13%  19% 	68			
College of New Caledonia	326	63%  16%  21% 	63	58	5	
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38	58%  21%  21% 	58		-5	
35 to 44 years	76	63%  19%  18% 	63		0	
45 to 54 years	127	63%  15%  22% 	63		0	
55 to 59 years	53	68%  11%  21% 	68		5	
60 to 65 years	17	53%  6%  41% 	53		-10	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Employee Commitment & Satisfaction						
72. Overall, I am satisfied with my job.						
BC Colleges Consortium Overall	3,034		73			
College of New Caledonia	326		76	73	3	
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		76		0	
35 to 44 years	76		79		3	
45 to 54 years	127		72		-4	
55 to 59 years	53		85		9	
60 to 65 years	17		59		-17	
> 65	1	<i>Insufficient Responses</i>				
73. Overall, I am satisfied with my organization.						
BC Colleges Consortium Overall	3,029		62			
College of New Caledonia	325		58			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		61		3	
35 to 44 years	76		68		10	
45 to 54 years	126		56		-2	
55 to 59 years	53		51		-7	
60 to 65 years	17		35		-23	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Organizational Focus						
74. Commitment to quality is a high priority at my organization.						
BC Colleges Consortium Overall	3,036		60			
College of New Caledonia	326		55	76		<u>-21</u>
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		61		6	
35 to 44 years	76		66		11	
45 to 54 years	127		51		-4	
55 to 59 years	53		49		-6	
60 to 65 years	17		29		-26	
> 65	1	<i>Insufficient Responses</i>				
75. My organization is student-focused.						
BC Colleges Consortium Overall	3,035		67			
College of New Caledonia	326		60			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		63		3	
35 to 44 years	76		68		8	
45 to 54 years	127		56		-4	
55 to 59 years	53		51		-9	
60 to 65 years	17		41		-19	
> 65	1	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Age Group	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Organizational Focus						
76. I have enough flexibility in my job to do what is necessary to provide good service.						
BC Colleges Consortium Overall	3,037		75			
College of New Caledonia	326		75	80		-5
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		74			-1
35 to 44 years	76		79			4
45 to 54 years	127		71			-4
55 to 59 years	53		77			2
60 to 65 years	17		65			-10
> 65	1	<i>Insufficient Responses</i>				
77. Overall, my organization is doing a good job satisfying its students.						
BC Colleges Consortium Overall	3,035		66			
College of New Caledonia	325		60			
< 25 years	8	<i>Insufficient Responses</i>				
25 to 34 years	38		63			3
35 to 44 years	76		70			10
45 to 54 years	126		56			-4
55 to 59 years	53		58			-2
60 to 65 years	17		41			-19
> 65	1	<i>Insufficient Responses</i>				

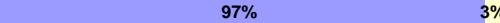
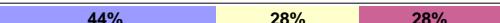
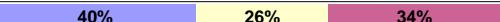
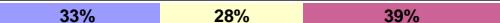
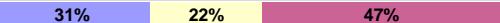
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
My Organization as a Place to Work								
1. In the community where I work, my organization has a good reputation.								
BC Colleges Consortium Overall	3,036	 83% Favourable, 11% Neutral, 6% Unfavourable	83					
College of New Caledonia	326	 78% Favourable, 12% Neutral, 10% Unfavourable	78					
< 1	37	 97% Favourable, 3% Neutral, 0% Unfavourable	97			<u>19</u>		
1-4	72	 89% Favourable, 5% Neutral, 6% Unfavourable	89			<u>11</u>		
5-10	67	 76% Favourable, 14% Neutral, 10% Unfavourable	76			-2		
11-20	97	 71% Favourable, 15% Neutral, 14% Unfavourable	71			-7		
21-25	29	 59% Favourable, 24% Neutral, 17% Unfavourable	59			<u>-19</u>		
26-30	15	 60% Favourable, 33% Neutral, 7% Unfavourable	60			-18		
> 30	3	<i>Insufficient Responses</i>						
2. My organization shows a great deal of loyalty to its employees.								
BC Colleges Consortium Overall	3,036	 44% Favourable, 28% Neutral, 28% Unfavourable	44					
College of New Caledonia	326	 40% Favourable, 26% Neutral, 34% Unfavourable	40					
< 1	37	 68% Favourable, 29% Neutral, 3% Unfavourable	68			<u>28</u>		
1-4	72	 57% Favourable, 26% Neutral, 17% Unfavourable	57			<u>17</u>		
5-10	67	 33% Favourable, 28% Neutral, 39% Unfavourable	33			-7		
11-20	97	 31% Favourable, 22% Neutral, 47% Unfavourable	31			-9		
21-25	29	 24% Favourable, 21% Neutral, 55% Unfavourable	24			<u>-16</u>		
26-30	15	 27% Favourable, 13% Neutral, 60% Unfavourable	27			<u>-13</u>		
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
My Organization as a Place to Work						
3. Within my organization, there are effective ways for employees to communicate their ideas and concerns to management.						
BC Colleges Consortium Overall	3,032		47			
College of New Caledonia	326		50			
< 1	37		65		15	
1-4	72		67		17	
5-10	67		46		-4	
11-20	97		39		-11	
21-25	29		38		-12	
26-30	15		47		-3	
> 30	3	<i>Insufficient Responses</i>				
4. I am confident my organization will be successful in the future.						
BC Colleges Consortium Overall	3,032		64			
College of New Caledonia	326		59	70		-11
< 1	37		86		27	
1-4	72		74		15	
5-10	67		63		4	
11-20	97		45		-14	
21-25	29		41		-18	
26-30	15		27		-32	
> 30	3	<i>Insufficient Responses</i>				

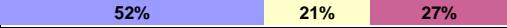
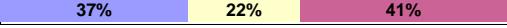
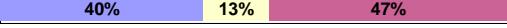
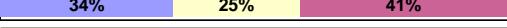
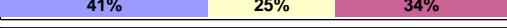
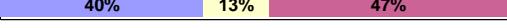
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
My Organization as a Place to Work								
5. My organization does a good job of keeping employees informed about matters that affect them.								
BC Colleges Consortium Overall	3,032		52					
College of New Caledonia	326		51	62				
< 1	37		73		<u>22</u>	<u>-11</u>		
1-4	72		61		10			
5-10	67		51		0			
11-20	97		37		<u>-14</u>			
21-25	29		48		-3			
26-30	15		40		-11			
> 30	3	<i>Insufficient Responses</i>						
6. I am satisfied with the information I receive from management about what's going on in my organization.								
BC Colleges Consortium Overall	3,031		46					
College of New Caledonia	326		48					
< 1	37		76		<u>28</u>			
1-4	72		56		8			
5-10	67		49		1			
11-20	97		34		<u>-14</u>			
21-25	29		41		-7			
26-30	15		40		-8			
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
My Organization as a Place to Work						
7. I like the people with whom I work.						
BC Colleges Consortium Overall	3,035	88% 9% 3%	88			
College of New Caledonia	326	89% 5% 6%	89			
< 1	37	100%	100		<u>11</u>	
1-4	72	88% 6% 6%	88		-1	
5-10	67	90% 3% 7%	90		1	
11-20	97	88% 9% 3%	88		-1	
21-25	29	86% 4% 10%	86		-3	
26-30	15	73% 14% 13%	73		-16	
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
About Your Job								
8. My work gives me a feeling of personal accomplishment.								
BC Colleges Consortium Overall	3,032		85					
College of New Caledonia	326		83	80	80	3		
< 1	37		81		-2			
1-4	72		81		-2			
5-10	67		85		2			
11-20	97		86		3			
21-25	29		79		-4			
26-30	15		87		4			
> 30	3	<i>Insufficient Responses</i>						
9. My job makes good use of my skills and abilities.								
BC Colleges Consortium Overall	3,032		79					
College of New Caledonia	326		79	79	79	0		
< 1	37		76		-3			
1-4	72		86		7			
5-10	67		76		-3			
11-20	97		81		2			
21-25	29		76		-3			
26-30	15		73		-6			
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
About Your Job								
10. I feel encouraged to come up with new and better ways of doing things.								
BC Colleges Consortium Overall	3,032		64					
College of New Caledonia	326		62	60		2		
< 1	37		78			<u>16</u>		
1-4	72		74			12		
5-10	67		67			5		
11-20	97		49			<u>-13</u>		
21-25	29		48			-14		
26-30	15		47			-15		
> 30	3	<i>Insufficient Responses</i>						
11. I have a clear understanding of how my work contributes to achieving my organization's overall goals.								
BC Colleges Consortium Overall	3,033		75					
College of New Caledonia	326		73	83		<u>-10</u>		
< 1	37		84			11		
1-4	72		71			-2		
5-10	67		78			5		
11-20	97		72			-1		
21-25	29		66			-7		
26-30	15		53			-20		
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
About Your Job								
12. In general, the amount of work I am expected to do is reasonable.								
BC Colleges Consortium Overall	3,034		57					
College of New Caledonia	326		59	70				
< 1	37		78		<u>19</u>			
1-4	72		64		5			
5-10	67		54		-5			
11-20	97		52		-7			
21-25	29		69		10			
26-30	15		47		-12			
> 30	3	<i>Insufficient Responses</i>						
13. My job gives me a chance to do interesting and challenging work.								
BC Colleges Consortium Overall	3,034		77					
College of New Caledonia	326		80	83				
< 1	37		78		-2			
1-4	72		79		-1			
5-10	67		81		1			
11-20	97		85		5			
21-25	29		72		-8			
26-30	15		80		0			
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
About Your Job						
14. I have ready access to the information I need to do my job well.						
BC Colleges Consortium Overall	3,033		66			
College of New Caledonia	326		63	82		<u>-19</u>
< 1	37		81		<u>18</u>	
1-4	72		64		1	
5-10	67		66		3	
11-20	97		58		-5	
21-25	29		59		-4	
26-30	15		67		4	
> 30	3	<i>Insufficient Responses</i>				

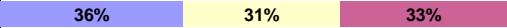
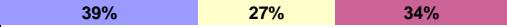
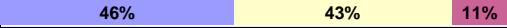
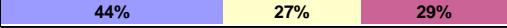
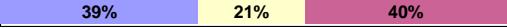
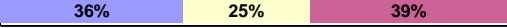
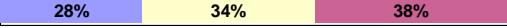
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Teamwork & Cooperation								
15. There is good cooperation within my work group/department.								
BC Colleges Consortium Overall	3,035		73					
College of New Caledonia	326		75					
< 1	37		84		9			
1-4	72		79		4			
5-10	67		70		-5			
11-20	97		74		-1			
21-25	29		76		1			
26-30	15		60		-15			
> 30	3	<i>Insufficient Responses</i>						
16. Teamwork and cooperation are rewarded.								
BC Colleges Consortium Overall	3,030		36					
College of New Caledonia	326		39	30	9			
< 1	37		46		7			
1-4	72		44		5			
5-10	67		39		0			
11-20	97		36		-3			
21-25	29		28		-11			
26-30	15		27		-12			
> 30	3	<i>Insufficient Responses</i>						

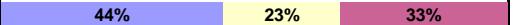
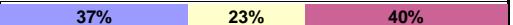
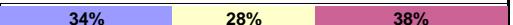
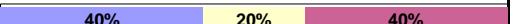
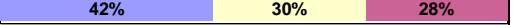
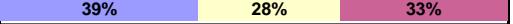
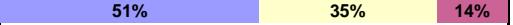
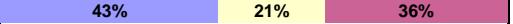
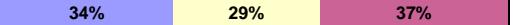
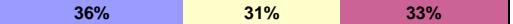
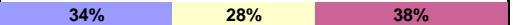
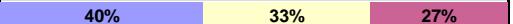
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Teamwork & Cooperation						
17. My manager does a good job of building teamwork, within our department.						
BC Colleges Consortium Overall	3,032	 46% Favourable, 24% Neutral, 30% Unfavourable	46			
College of New Caledonia	326	 44% Favourable, 23% Neutral, 33% Unfavourable	44			
< 1	37	 68% Favourable, 21% Neutral, 11% Unfavourable	68			24
1-4	72	 47% Favourable, 18% Neutral, 35% Unfavourable	47			3
5-10	67	 37% Favourable, 23% Neutral, 40% Unfavourable	37			-7
11-20	97	 42% Favourable, 27% Neutral, 31% Unfavourable	42			-2
21-25	29	 34% Favourable, 28% Neutral, 38% Unfavourable	34			-10
26-30	15	 40% Favourable, 20% Neutral, 40% Unfavourable	40			-4
> 30	3	<i>Insufficient Responses</i>				
18. My manager does a good job of building teamwork, between our department and other departments.						
BC Colleges Consortium Overall	3,026	 42% Favourable, 30% Neutral, 28% Unfavourable	42			
College of New Caledonia	326	 39% Favourable, 28% Neutral, 33% Unfavourable	39			
< 1	37	 51% Favourable, 35% Neutral, 14% Unfavourable	51			12
1-4	72	 43% Favourable, 21% Neutral, 36% Unfavourable	43			4
5-10	67	 34% Favourable, 29% Neutral, 37% Unfavourable	34			-5
11-20	97	 36% Favourable, 31% Neutral, 33% Unfavourable	36			-3
21-25	29	 34% Favourable, 28% Neutral, 38% Unfavourable	34			-5
26-30	15	 40% Favourable, 33% Neutral, 27% Unfavourable	40			1
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Workplace Safety and Personal Security						
19. My organization has created a culture where I feel free to report instances of harassment.						
BC Colleges Consortium Overall	3,034		69			
College of New Caledonia	326		63			
< 1	37		73		10	
1-4	72		72		9	
5-10	67		60		-3	
11-20	97		57		-6	
21-25	29		55		-8	
26-30	15		53		-10	
> 30	3	<i>Insufficient Responses</i>				
20. My organization has created a culture where I feel free to report instances of dishonest or unethical behaviour.						
BC Colleges Consortium Overall	3,034		58			
College of New Caledonia	326		52			
< 1	37		62		10	
1-4	72		63		11	
5-10	67		54		2	
11-20	97		44		-8	
21-25	29		41		-11	
26-30	15		40		-12	
> 30	3	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Workplace Safety and Personal Security						
21. My organization has created a workplace that minimizes risk to my personal health and safety.						
BC Colleges Consortium Overall	3,035		70			
College of New Caledonia	326		67			
< 1	37		86			<u>19</u>
1-4	72		75			8
5-10	67		64			-3
11-20	97		55			<u>-12</u>
21-25	29		69			2
26-30	15		73			6
> 30	3	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Fairness, Integrity and Ethics								
22. I am treated fairly at my organization.								
BC Colleges Consortium Overall	3,033		71					
College of New Caledonia	326		71	72		-1		
< 1	37		95			<u>24</u>		
1-4	72		81			10		
5-10	67		69			-2		
11-20	97		60			<u>-11</u>		
21-25	29		62			-9		
26-30	15		53			-18		
> 30	3	<i>Insufficient Responses</i>						
23. Employees are treated with dignity and respect, regardless of their background or position.								
BC Colleges Consortium Overall	3,034		64					
College of New Caledonia	326		60	66		-6		
< 1	37		84			<u>24</u>		
1-4	72		76			<u>16</u>		
5-10	67		57			-3		
11-20	97		47			<u>-13</u>		
21-25	29		45			-15		
26-30	15		47			-13		
> 30	3	<i>Insufficient Responses</i>						

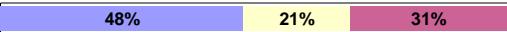
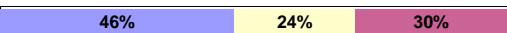
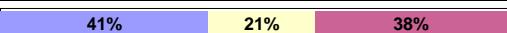
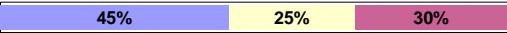
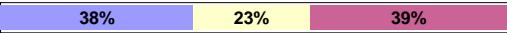
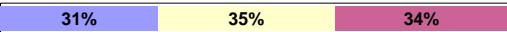
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Fairness, Integrity and Ethics						
24. At my organization, policies and procedures are implemented fairly.						
BC Colleges Consortium Overall	3,032		53			
College of New Caledonia	326		48			
< 1	37		70			<u>22</u>
1-4	72		63			<u>15</u>
5-10	67		46			-2
11-20	97		35			<u>-13</u>
21-25	29		41			-7
26-30	15		33			-15
> 30	3	<i>Insufficient Responses</i>				
25. "Doing the right thing" at my organization is always the right approach.						
BC Colleges Consortium Overall	3,030		49			
College of New Caledonia	326		49			
< 1	37		65			<u>16</u>
1-4	72		68			<u>19</u>
5-10	67		45			-4
11-20	97		38			-11
21-25	29		31			-18
26-30	15		40			-9
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
26. I get enough communication about what's going on at my organization.						
BC Colleges Consortium Overall	3,036		52			
College of New Caledonia	326		50			
< 1	37		70			<u>20</u>
1-4	72		57			7
5-10	67		49			-1
11-20	97		39			-11
21-25	29		41			-9
26-30	15		60			10
> 30	3	<i>Insufficient Responses</i>				
27. Employees are comfortable raising issues and concerns at my organization.						
BC Colleges Consortium Overall	3,033		46			
College of New Caledonia	326		43			
< 1	37		62			<u>19</u>
1-4	72		49			6
5-10	67		45			2
11-20	97		35			-8
21-25	29		31			-12
26-30	15		33			-10
> 30	3	<i>Insufficient Responses</i>				

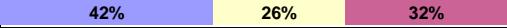
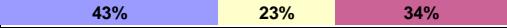
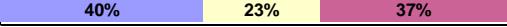
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
28. Information is openly communicated at my organization.						
BC Colleges Consortium Overall	3,034		42			
College of New Caledonia	326		43			
< 1	37		73			<u>30</u>
1-4	72		51			8
5-10	67		40			-3
11-20	97		33			-10
21-25	29		31			-12
26-30	15		33			-10
> 30	3	<i>Insufficient Responses</i>				
29. My immediate manager encourages open, honest two-way communication.						
BC Colleges Consortium Overall	3,030		68			
College of New Caledonia	326		64	66		-2
< 1	37		81			<u>17</u>
1-4	72		67			3
5-10	67		58			-6
11-20	97		63			-1
21-25	29		59			-5
26-30	15		60			-4
> 30	3	<i>Insufficient Responses</i>				

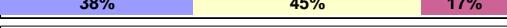
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Communication						
30. I trust management in my organization to communicate honestly.						
BC Colleges Consortium Overall	3,032		45			
College of New Caledonia	325		45	49		-4
< 1	37		78			<u>33</u>
1-4	71		54			9
5-10	67		52			7
11-20	97		32			<u>-13</u>
21-25	29		17			<u>-28</u>
26-30	15		20			-25
> 30	3	<i>Insufficient Responses</i>				
31. If my organization was to conduct an employee opinion survey I believe management would communicate the major findings to employees.						
BC Colleges Consortium Overall	3,035		61			
College of New Caledonia	326		58	51		7
< 1	37		81			<u>23</u>
1-4	72		67			9
5-10	67		57			-1
11-20	97		49			<u>-9</u>
21-25	29		38			<u>-20</u>
26-30	15		47			-11
> 30	3	<i>Insufficient Responses</i>				

Note: Red and Green underlined text in the % Difference column indicates a statistically significant difference.

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Work/Life Balance								
32. I am able to maintain a healthy balance between my work and my personal life.								
BC Colleges Consortium Overall	3,035		63					
College of New Caledonia	326		70	63		7		
< 1	37		84		14			
1-4	72		76		6			
5-10	67		60		-10			
11-20	97		66		-4			
21-25	29		76		6			
26-30	15		60		-10			
> 30	3	<i>Insufficient Responses</i>						
33. I am satisfied with my current work-life balance.								
BC Colleges Consortium Overall	3,037		58					
College of New Caledonia	326		65					
< 1	37		76		11			
1-4	72		68		3			
5-10	67		60		-5			
11-20	97		61		-4			
21-25	29		72		7			
26-30	15		60		-5			
> 30	3	<i>Insufficient Responses</i>						

Note: Red and Green underlined text in the % Difference column indicates a statistically significant difference.

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Career/Training & Development						
34. I am given opportunities to keep learning and improving my skills at my organization.						
BC Colleges Consortium Overall	3,037		74			
College of New Caledonia	326		74			
< 1	37		78		4	
1-4	72		75		1	
5-10	67		70		-4	
11-20	97		76		2	
21-25	29		69		-5	
26-30	15		80		6	
> 30	3	<i>Insufficient Responses</i>				
35. I believe that I have sufficient opportunity for growth and development at my organization.						
BC Colleges Consortium Overall	3,036		56			
College of New Caledonia	326		60	55	5	
< 1	37		76		16	
1-4	72		57		-3	
5-10	67		55		-5	
11-20	97		61		1	
21-25	29		62		2	
26-30	15		60		0	
> 30	3	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Career/Training & Development								
36. I get regular feedback on how well I'm doing in my job.								
BC Colleges Consortium Overall	3,036		40					
College of New Caledonia	326		42	56				
< 1	37		68			<u>26</u>		
1-4	72		39			-3		
5-10	67		40			-2		
11-20	97		37			-5		
21-25	29		38			-4		
26-30	15		33			-9		
> 30	3	<i>Insufficient Responses</i>						
37. Overall, I am confident that I will be able to achieve my long-term career objectives at my organization.								
BC Colleges Consortium Overall	3,034		50					
College of New Caledonia	326		51	53		-2		
< 1	37		70			<u>19</u>		
1-4	72		57			6		
5-10	67		39			-12		
11-20	97		44			-7		
21-25	29		62			11		
26-30	15		53			2		
> 30	3	<i>Insufficient Responses</i>						

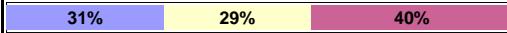
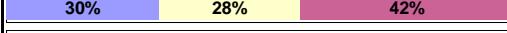
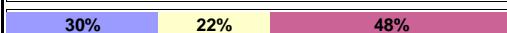
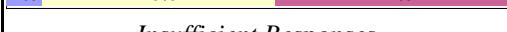
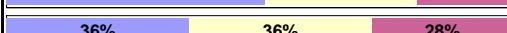
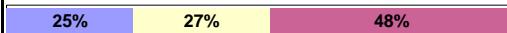
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Career/Training & Development								
38. My organization is doing a good job of developing its people to their full potential.								
BC Colleges Consortium Overall	3,035		31					
College of New Caledonia	326		30	43				
< 1	37		54		24			
1-4	72		39		9			
5-10	67		30		0			
11-20	97		23		-7			
21-25	29		14		-16			
26-30	15		7		-23			
> 30	3	<i>Insufficient Responses</i>						
39. My organization is doing a good job of retaining its most talented people.								
BC Colleges Consortium Overall	3,032		27					
College of New Caledonia	326		29	41				
< 1	37		51		22			
1-4	72		36		7			
5-10	67		25		-4			
11-20	97		24		-5			
21-25	29		7		-22			
26-30	15		20		-9			
> 30	3	<i>Insufficient Responses</i>						

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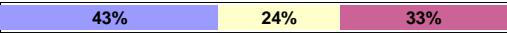
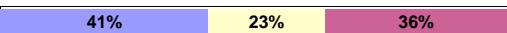
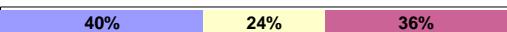
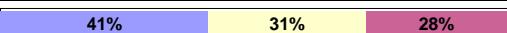
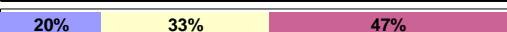
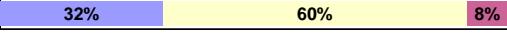
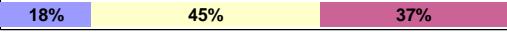
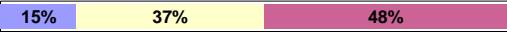
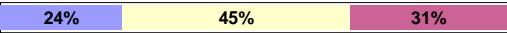
2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Performance Management								
40. I have a clear understanding of what I'm expected to do in my job.								
BC Colleges Consortium Overall	3,037		82					
College of New Caledonia	326		80					
< 1	37		84		4			
1-4	72		78		-2			
5-10	67		82		2			
11-20	97		80		0			
21-25	29		83		3			
26-30	15		73		-7			
> 30	3	<i>Insufficient Responses</i>						
41. I understand how my performance is evaluated.								
BC Colleges Consortium Overall	3,037		62					
College of New Caledonia	326		56	58	-2			
< 1	37		57		1			
1-4	72		49		-7			
5-10	67		58		2			
11-20	97		59		3			
21-25	29		69		13			
26-30	15		53		-3			
> 30	3	<i>Insufficient Responses</i>						

2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Performance Management								
42. When I do a good job, my performance is recognized.								
BC Colleges Consortium Overall	3,035		43					
College of New Caledonia	325		45	61				
< 1	37		57		12			
1-4	72		54		9			
5-10	66		41		-4			
11-20	97		40		-5			
21-25	29		41		-4			
26-30	15		20		-25			
> 30	3	<i>Insufficient Responses</i>						
43. Our performance evaluation process adequately distinguishes among poor, average, and good performers.								
BC Colleges Consortium Overall	3,029		21					
College of New Caledonia	325		19	66				
< 1	37		32		13			
1-4	71		18		-1			
5-10	67		19		0			
11-20	97		15		-4			
21-25	29		24		5			
26-30	15		0		-19			
> 30	3	<i>Insufficient Responses</i>						

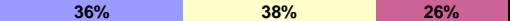
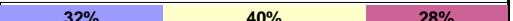
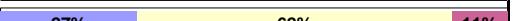
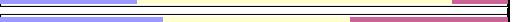
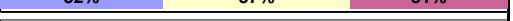
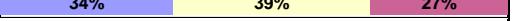
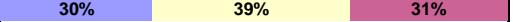
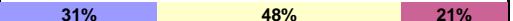
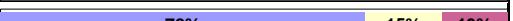
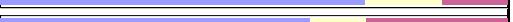
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Performance Management						
44. My last performance evaluation was helpful in identifying actions I could take to improve my performance.						
BC Colleges Consortium Overall	3,021		36			
College of New Caledonia	325		32	71		
< 1	37		27		-5	
1-4	71		32		0	
5-10	67		34		2	
11-20	97		30		-2	
21-25	29		31		-1	
26-30	15		33		1	
> 30	3	<i>Insufficient Responses</i>				
45. The people in my work group take accountability for their work.						
BC Colleges Consortium Overall	3,032		66			
College of New Caledonia	326		67			
< 1	37		84		17	
1-4	72		72		5	
5-10	67		61		-6	
11-20	97		63		-4	
21-25	29		62		-5	
26-30	15		53		-14	
> 30	3	<i>Insufficient Responses</i>				

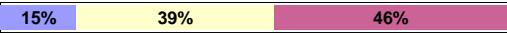
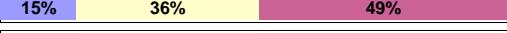
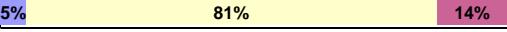
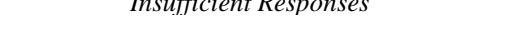
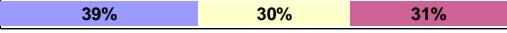
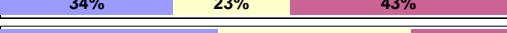
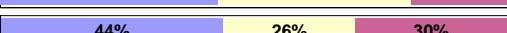
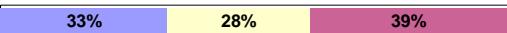
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Performance Management						
46. Promotions are given to the most qualified employees at my organization.						
BC Colleges Consortium Overall	3,024		15			
College of New Caledonia	324		15	35		
< 1	37		5		-10	
1-4	70		24		9	
5-10	67		10		-5	
11-20	97		14		-1	
21-25	29		17		2	
26-30	15		7		-8	
> 30	3	<i>Insufficient Responses</i>				
47. The procedures for considering employees for job openings are fair.						
BC Colleges Consortium Overall	3,030		39			
College of New Caledonia	325		34			
< 1	37		43		9	
1-4	71		44		10	
5-10	67		33		-1	
11-20	97		26		-8	
21-25	29		24		-10	
26-30	15		27		-7	
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Benefits Communications						
48. My organization has done a good job of communicating information about our benefits.						
BC Colleges Consortium Overall	3,033		73			
College of New Caledonia	325		62	61		1
< 1	37		46		-16	
1-4	72		56		-6	
5-10	67		63		1	
11-20	96		67		5	
21-25	29		83		21	
26-30	15		67		5	
> 30	3	<i>Insufficient Responses</i>				
49. I can easily find out answers to questions I have about my benefits package.						
BC Colleges Consortium Overall	3,034		79			
College of New Caledonia	325		68	71		-3
< 1	37		62		-6	
1-4	72		69		1	
5-10	67		73		5	
11-20	96		67		-1	
21-25	29		76		8	
26-30	15		60		-8	
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Benefits Communications						
50. I have a good understanding of what benefits are available to me.						
BC Colleges Consortium Overall	3,034		75			
College of New Caledonia	325		66			
< 1	37		57		-9	
1-4	72		61		-5	
5-10	67		70		4	
11-20	96		64		-2	
21-25	29		86		<u>20</u>	
26-30	15		60		-6	
> 30	3	<i>Insufficient Responses</i>				
51. My organization provides me with enough information to make informed benefit decisions.						
BC Colleges Consortium Overall	3,035		71			
College of New Caledonia	325		57			
< 1	37		49		-8	
1-4	72		51		-6	
5-10	67		58		1	
11-20	96		57		0	
21-25	29		79		<u>22</u>	
26-30	15		47		-10	
> 30	3	<i>Insufficient Responses</i>				

Note: Red and Green underlined text in the % Difference column indicates a statistically significant difference.

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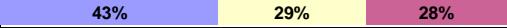
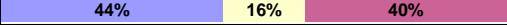
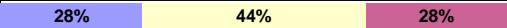
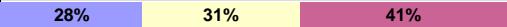
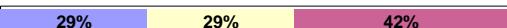
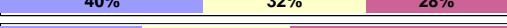
2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Benefits Communications						
52. The benefits at my organization meet my needs and those of my family.						
BC Colleges Consortium Overall	3,033	 71% Favourable, 15% Neutral, 14% Unfavourable	71			
College of New Caledonia	325	 72% Favourable, 16% Neutral, 12% Unfavourable	72			
< 1	37	 62% Favourable, 30% Neutral, 8% Unfavourable	62		-10	
1-4	72	 69% Favourable, 18% Neutral, 13% Unfavourable	69		-3	
5-10	67	 73% Favourable, 15% Neutral, 12% Unfavourable	73		1	
11-20	96	 74% Favourable, 11% Neutral, 15% Unfavourable	74		2	
21-25	29	 79% Favourable, 7% Neutral, 14% Unfavourable	79		7	
26-30	15	 80% Favourable, 13% Neutral, 7% Unfavourable	80		8	
> 30	3	<i>Insufficient Responses</i>				

2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Leadership/Mission/Values								
53. Senior leadership at my organization does a good job: Establishing clear objectives.								
BC Colleges Consortium Overall	3,033		43					
College of New Caledonia	326		49	61				
< 1	37		68		19			
1-4	72		56		7			
5-10	67		52		3			
11-20	97		44		-5			
21-25	29		28		-21			
26-30	15		27		-22			
> 30	3	<i>Insufficient Responses</i>						
54. Senior leadership at my organization does a good job: Confronting issues before they become major problems.								
BC Colleges Consortium Overall	3,035		28					
College of New Caledonia	326		29	47				
< 1	37		57		28			
1-4	72		40		11			
5-10	67		28		-1			
11-20	97		19		-10			
21-25	29		14		-15			
26-30	15		13		-16			
> 30	3	<i>Insufficient Responses</i>						

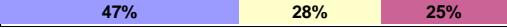
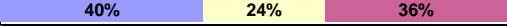
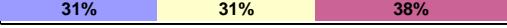
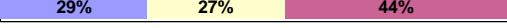
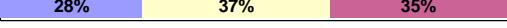
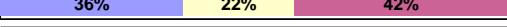
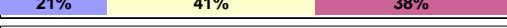
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
55. Senior leadership at my organization does a good job: Planning for the future.						
BC Colleges Consortium Overall	3,033		45			
College of New Caledonia	326		39			
< 1	37		62			<u>23</u>
1-4	72		47			8
5-10	67		40			1
11-20	97		26			<u>-13</u>
21-25	29		31			-8
26-30	15		20			-19
> 30	3	<i>Insufficient Responses</i>				
56. Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs.						
BC Colleges Consortium Overall	3,034		24			
College of New Caledonia	326		29	57		<u>-28</u>
< 1	37		51			<u>22</u>
1-4	72		28			-1
5-10	67		36			7
11-20	97		21			<u>-8</u>
21-25	29		21			-8
26-30	15		20			-9
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Leadership/Mission/Values						
57. Senior leadership at my organization does a good job: Explaining the reasons behind important decisions.						
BC Colleges Consortium Overall	3,033		35			
College of New Caledonia	326		40			
< 1	37		70		<u>30</u>	
1-4	72		51		11	
5-10	67		43		3	
11-20	97		23		<u>-17</u>	
21-25	29		31		-9	
26-30	15		20		-20	
> 30	3	<i>Insufficient Responses</i>				
58. Senior leadership at my organization does a good job: Communicating a clear vision of the future direction of my organization.						
BC Colleges Consortium Overall	3,034		44			
College of New Caledonia	326		39	54		<u>-15</u>
< 1	37		59		<u>20</u>	
1-4	72		49		10	
5-10	67		45		6	
11-20	97		27		<u>-12</u>	
21-25	29		24		-15	
26-30	15		20		-19	
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Administration/Management								
59. My administrator/manager does a good job setting work objectives.								
BC Colleges Consortium Overall	3,026		53					
College of New Caledonia	325		50	57				
< 1	37		73			<u>23</u>		
1-4	72		54			4		
5-10	67		43			-7		
11-20	97		45			-5		
21-25	29		48			-2		
26-30	15		40			-10		
> 30	3	<i>Insufficient Responses</i>						
60. My administrator/manager does a good job being available when he/she is needed.								
BC Colleges Consortium Overall	3,031		69					
College of New Caledonia	325		66	63				
< 1	37		89			<u>23</u>		
1-4	72		72			6		
5-10	67		61			-5		
11-20	97		62			-4		
21-25	29		59			-7		
26-30	15		47			-19		
> 30	3	<i>Insufficient Responses</i>						

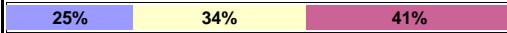
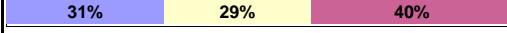
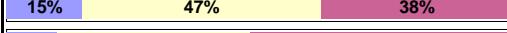
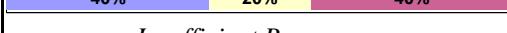
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Administration/Management						
61. My administrator/manager regularly coaches me on improving my performance.						
BC Colleges Consortium Overall	3,027		25			
College of New Caledonia	325		21	32		
< 1	37		30		9	
1-4	72		31		10	
5-10	67		19		-2	
11-20	97		15		-6	
21-25	29		10		-11	
26-30	15		20		-1	
> 30	3	<i>Insufficient Responses</i>				
62. My administrator/manager seeks out the ideas and opinions of employees.						
BC Colleges Consortium Overall	3,029		59			
College of New Caledonia	325		58			
< 1	37		68		10	
1-4	72		64		6	
5-10	67		57		-1	
11-20	97		57		-1	
21-25	29		59		1	
26-30	15		40		-18	
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report Target	Norm
Administration/Management						
63. My administrator/manager does a good job keeping employees informed.						
BC Colleges Consortium Overall	3,030		58			
College of New Caledonia	324		57			
< 1	37		73		16	
1-4	72		63		6	
5-10	67		46		-11	
11-20	96		55		-2	
21-25	29		62		5	
26-30	15		60		3	
> 30	3	<i>Insufficient Responses</i>				

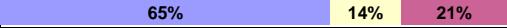
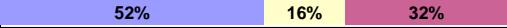
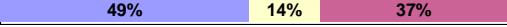
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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)	
			2008	Norm	Report	Target
Tools and Resources						
64. I have the resources I need to do a good job (e.g., equipment, supplies, materials, information, etc.).						
BC Colleges Consortium Overall	3,030		63			
College of New Caledonia	326		65	81		<u>-16</u>
< 1	37		78		13	
1-4	72		67		2	
5-10	67		60		-5	
11-20	97		65		0	
21-25	29		59		-6	
26-30	15		73		8	
> 30	3	<i>Insufficient Responses</i>				
65. My department is technologically up-to-date.						
BC Colleges Consortium Overall	3,031		52			
College of New Caledonia	326		55			
< 1	37		68		13	
1-4	72		58		3	
5-10	67		49		-6	
11-20	97		54		-1	
21-25	29		48		-7	
26-30	15		53		-2	
> 30	3	<i>Insufficient Responses</i>				

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report	Target		
Employee Commitment & Satisfaction								
66. I would recommend my organization to others as a good place to work.								
BC Colleges Consortium Overall	3,035		71					
College of New Caledonia	326		67	63		4		
< 1	37		97			<u>30</u>		
1-4	72		72			5		
5-10	67		72			5		
11-20	97		54			<u>-13</u>		
21-25	29		62			-5		
26-30	15		47			-20		
> 30	3	<i>Insufficient Responses</i>						
67. I feel a strong sense of commitment to my organization.								
BC Colleges Consortium Overall	3,035		73					
College of New Caledonia	326		72	67		5		
< 1	37		76			4		
1-4	72		75			3		
5-10	67		76			4		
11-20	97		65			<u>-7</u>		
21-25	29		66			<u>-6</u>		
26-30	15		80			8		
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report	Target		
Employee Commitment & Satisfaction								
68. I am proud to work for my organization.								
BC Colleges Consortium Overall	3,033		76					
College of New Caledonia	326		76	72		4		
< 1	37		97			<u>21</u>		
1-4	72		83			7		
5-10	67		75			-1		
11-20	97		70			-6		
21-25	29		66			-10		
26-30	15		67			-9		
> 30	3	<i>Insufficient Responses</i>						
69. I am willing to "go the extra mile" to help my organization succeed.								
BC Colleges Consortium Overall	3,035		84					
College of New Caledonia	326		85					
< 1	37		95			10		
1-4	72		89			4		
5-10	67		81			-4		
11-20	97		82			-3		
21-25	29		79			-6		
26-30	15		80			-5		
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Employee Commitment & Satisfaction								
70. I am motivated to do my best to provide quality service to students.								
BC Colleges Consortium Overall	3,035	95% 3% 2%	95					
College of New Caledonia	326	93% 3% 4%	93					
< 1	37	100%	100		7			
1-4	72	94% 5% 1%	94		1			
5-10	67	96% 4% 0%	96		3			
11-20	97	92% 3% 5%	92		-1			
21-25	29	90% 3% 7%	90		-3			
26-30	15	87% 6% 7%	87		-6			
> 30	3	<i>Insufficient Responses</i>						
71. At the present time, I am NOT seriously considering leaving my organization.								
BC Colleges Consortium Overall	3,036	68% 13% 19%	68					
College of New Caledonia	326	63% 16% 21%	63	58	5			
< 1	37	78% 14% 8%	78		15			
1-4	72	69% 18% 13%	69		6			
5-10	67	60% 16% 24%	60		-3			
11-20	97	56% 14% 30%	56		-7			
21-25	29	62% 21% 17%	62		-1			
26-30	15	53% 47% 0%	53		-10			
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report	Target		
Employee Commitment & Satisfaction								
72. Overall, I am satisfied with my job.								
BC Colleges Consortium Overall	3,034		73					
College of New Caledonia	326		76	73		3		
< 1	37		86		10			
1-4	72		76		0			
5-10	67		78		2			
11-20	97		70		-6			
21-25	29		83		7			
26-30	15		73		-3			
> 30	3	<i>Insufficient Responses</i>						
73. Overall, I am satisfied with my organization.								
BC Colleges Consortium Overall	3,029		62					
College of New Caledonia	325		58					
< 1	37		86		28			
1-4	71		70		12			
5-10	67		63		5			
11-20	97		43		-15			
21-25	29		45		-13			
26-30	15		33		-25			
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Organizational Focus								
74. Commitment to quality is a high priority at my organization.								
BC Colleges Consortium Overall	3,036		60					
College of New Caledonia	326		55	76				
< 1	37		76			<u>21</u>		
1-4	72		71			<u>16</u>		
5-10	67		54			-1		
11-20	97		43			<u>-12</u>		
21-25	29		41			-14		
26-30	15		40			-15		
> 30	3	<i>Insufficient Responses</i>						
75. My organization is student-focused.								
BC Colleges Consortium Overall	3,035		67					
College of New Caledonia	326		60					
< 1	37		81			<u>21</u>		
1-4	72		67			7		
5-10	67		63			3		
11-20	97		49			-11		
21-25	29		48			-12		
26-30	15		33			-27		
> 30	3	<i>Insufficient Responses</i>						

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2008 Employee Survey

Item Results

Years of Service	N	Percent Responding	% Favourable		Difference to: (%)			
			2008	Norm	Report Target	Norm		
Organizational Focus								
76. I have enough flexibility in my job to do what is necessary to provide good service.								
BC Colleges Consortium Overall	3,037		75	80				
College of New Caledonia	326		75	80		-5		
< 1	37		89		14			
1-4	72		74		-1			
5-10	67		75		0			
11-20	97		71		-4			
21-25	29		76		1			
26-30	15		67		-8			
> 30	3	<i>Insufficient Responses</i>						
77. Overall, my organization is doing a good job satisfying its students.								
BC Colleges Consortium Overall	3,035		66					
College of New Caledonia	325		60					
< 1	37		81		21			
1-4	72		68		8			
5-10	67		64		4			
11-20	97		48		-12			
21-25	29		55		-5			
26-30	14		36		-24			
> 30	3	<i>Insufficient Responses</i>						

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