

2022-2025 Results

Note: Employee Role-Administration includes all employees in leadership role and/or that supervise employees (Managers, Directors, Deans, VP, etc.).

115

Mission

Mission Clarity 114

Mission Clarity: The mission of NMC clearly guides the work I do. 114

3.54

Metrics	Strongly Agree	Agree	Strongly Disagree	Disagree
Count	64	48	1	1
%	56.1%	42.1%	0.9%	0.9%

Mission in Daily 115

Mission in Daily Work: How often do you see the mission reflected in daily operations or decision-making at NMC? 115

4.23

Metrics	Very often	Often	Sometimes	Rarely
%	42.6%	40.9%	13.9%	2.6%
Count	49	47	16	3

Institutional Strength: What do you believe is the most distinctive strength of NMC? 114

Choices	%	Count
Community impact	16.7%	19
Other	4.4%	5
Specialized health professions focus	37.7%	43
Strong clinical partnerships	3.5%	4
Student support and mentoring	31.6%	36
Workforce preparation	6.1%	7

Future Identity: Looking ahead, which institutional identity best positions NMC for future growth? 115

Choices	%	Count
Consider evolving toward a health sciences university	21.7%	25
Expand programs but keep current identity	33.0%	38
Not sure	12.2%	14
Other	4.3%	5
Remain a specialized health professions college	28.7%	33

Culture

Employee Experience Priorities

What matters most + how well we're doing

- **Importance**
The level of importance employees place on their experience at NMC (reflects expectations).
- **Satisfaction**
How satisfied employees are with their experience at NMC (reflects actual experience).
- **Performance Gap**
The difference between Importance and Satisfaction (**Importance – Satisfaction**); indicates how well the institution is meeting employee expectations.

Top Strengths: (items of the top half of importance and the top two of satisfaction scores)

1. The kindness, compassion, and service demonstrated toward others.
2. *My ability to balance work with personal well-being most of the time.

Top Challenges: (items of the top half of importance and the lowest two of the performance gap scores.)

1. Having the tools needed to succeed in my job.
2. *My ability to balance work with personal well-being most of the time.

Notes: *The ability to balance work with personal well-being emerges as both a strength and a challenge, indicating that while employees are generally satisfied, the importance placed on this area is especially high, resulting in a meaningful gap between expectations and experience.

Core Value Statements

- **Caring**
 - Feeling valued for my contributions.
 - The kindness, compassion, and service demonstrated toward others.
- **Excellence**
 - Having the tools needed to succeed in my job.
 - The encouragement to pursue excellence in my work.
- **Holism**
 - My ability to balance work with personal well-being most of the time.
 - My sense of connection to the NMC community.
- **Learning**
 - Opportunities to develop skills, knowledge, and openness to grow.
 - Opportunities to apply insights and learning to benefit myself and others.
- **Respect**
 - How my voice is valued within my team.
 - The honesty and openness of communication within my team.

111

Satisfaction Average	3.315
Importance Average	3.597
Performance Gap	-0.283

Satisfaction Average by Core Value 111

Caring Satisfaction	3.315
Excellence Satisfaction	3.268
Holism Satisfaction	3.367
Learning Satisfaction	3.295
Respect Satisfaction	3.329

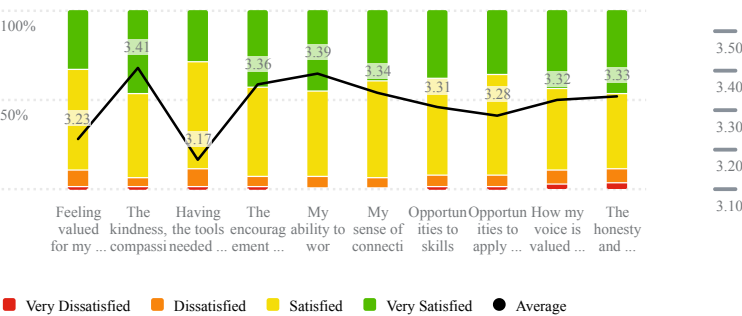
Importance Average by Core Value 111

Caring Importance	3.613
Excellence Importance	3.617
Holism Importance	3.554
Learning Importance	3.493
Respect Importance	3.710

Performance Gap by Core Value 111

Caring	-0.30
Excellence	-0.35
Holism	-0.19
Learning	-0.20
Respect	-0.38

How satisfied are you with the following aspects of your experience at NMC? 111



How important are the following aspects of your experience at NMC? 111



How satisfied are you with the following aspects of your experience at NMC? 111

Choices	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Average
The kindness, compassion, and service demonstrated toward others.	47%	48%	5%	1%	3.41
My ability to balance work with personal well-being most of the time.	45%	48%	6%	0%	3.39
The encouragement to pursue excellence in my work.	44%	50%	5%	1%	3.36
My sense of connection to the NMC community.	40%	55%	5%	0%	3.34
The honesty and openness of communication within my team.	47%	42%	8%	3%	3.33
How my voice is valued within my team.	44%	46%	8%	2%	3.32
Opportunities to develop skills, knowledge, and openness to grow.	39%	54%	6%	1%	3.31
Opportunities to apply insights and learning to benefit myself and others.	37%	56%	6%	1%	3.28
Feeling valued for my contributions.	33%	57%	9%	1%	3.23
Having the tools needed to succeed in my job.	29%	60%	10%	1%	3.17

How important are the following aspects of your experience at NMC? 111

Choices	Very Important	Important	Somewhat Important	Not Important	Average
Being able to balance work with personal well-being	83%	15%	2%	0%	3.81
Experiencing honest and forthright communication within my team	75%	24%	1%	0%	3.75
Having the tools needed to succeed in my job	72%	27%	0%	1%	3.70
Having my voice valued within my team	69%	30%	0%	1%	3.68
Experiencing kindness, compassion, and service toward others	67%	32%	1%	0%	3.66
Feeling valued for my contributions	62%	33%	4%	1%	3.57
Being encouraged to pursue excellence in my work	60%	33%	5%	1%	3.53
Having opportunities to develop skills, knowledge, and openness to grow	55%	41%	4%	1%	3.50
Having opportunities to apply insights and learning to benefit myself and others	55%	41%	4%	1%	3.49
Feeling connected to the NMC community	40%	51%	8%	1%	3.30

Performance Gap 111 ⓘ	
Having the tools needed to succeed in my job.	-0.527
My ability to balance work with personal well-being most of the time.	-0.427
The honesty and openness of communication within my team.	-0.409
How my voice is valued within my team.	-0.351
Feeling valued for my contributions.	-0.342
The kindness, compassion, and service demonstrated/experienced toward others.	-0.252
Opportunities to develop skills, knowledge, and openness to grow.	-0.189
Opportunities to apply insights and learning to benefit myself and others.	-0.185
The encouragement to pursue excellence in my work.	-0.173
My sense of connection to the NMC community.	0.045

Performance Gap by Role 111 ⓘ			
Metrics	Faculty	Staff	Administration
Feeling valued for my contributions.	-0.413	-0.313	-0.273
The kindness, compassion, and service demonstrated/experienced toward others.	-0.239	-0.344	-0.182
Having the tools needed to succeed in my job.	-0.444	-0.594	-0.576
The encouragement to pursue excellence in my work.	-0.283	-0.194	0.000
My ability to balance work with personal well-being most of the time.	-0.457	-0.387	-0.424
My sense of connection to the NMC community.	0.022	0.000	0.121
Opportunities to develop skills, knowledge, and openness to grow.	-0.283	-0.250	0.000
Opportunities to apply insights and learning to benefit myself and others.	-0.311	-0.133	-0.061
How my voice is valued within my team.	-0.435	-0.438	-0.152
The honesty and openness of communication within my team.	-0.391	-0.581	-0.273
Average	-0.323	-0.323	-0.182

108

3.713

I plan to still be working at NMC one year from today. 108

Metrics	Very connected	Connected	Very disconnected
%	73%	26%	1%
Count	79	28	1

111 3.303	Organizational Effectiveness How well our systems and leadership support employee success.
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Please select your level of satisfaction with the following statements: 111 ⓘ					
Choices	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Average
Career advancement opportunities	27%	52%	19%	2%	3.05
Confidence in leadership direction	30%	55%	11%	5%	3.10
Communication from institutional leadership	31%	53%	14%	3%	3.12
Professional development opportunities	30%	59%	10%	2%	3.16
Recognition for good work	48%	39%	11%	2%	3.34
Clarity of expectations from my supervisor	53%	32%	13%	3%	3.35
Feedback from my supervisor	54%	35%	10%	1%	3.42
Fairness of performance evaluations	55%	38%	6%	1%	3.46
Pride in working at NMC	58%	36%	5%	2%	3.50
Support from my supervisor to succeed	64%	26%	9%	1%	3.53

Please select your level of satisfaction with the following statements: ⓘ			
Choices	Faculty	Staff	Administration
Career advancement opportunities	3.20	2.78	3.09
Clarity of expectations from my supervisor	3.30	3.19	3.58
Communication from institutional leadership	3.09	3.03	3.24
Confidence in leadership direction	3.13	3.03	3.13
Fairness of performance evaluations	3.43	3.29	3.67
Feedback from my supervisor	3.37	3.28	3.64
Pride in working at NMC	3.50	3.38	3.61
Professional development opportunities	3.20	2.97	3.30
Recognition for good work	3.33	3.16	3.53
Support from my supervisor to succeed	3.54	3.34	3.70
Average	3.31	3.14	3.45

Belonging & Connection

109

3.312

Belonging & Connection: How would you describe your sense of belonging and connection to the NMC community? 109				
Metrics	Very Connected	Connected	Disconnected	Very Disconnected
%	38%	57%	5%	1%
Count	41	62	5	1

8 Dimensions of Wellness



What is your wellness level? Rate how you feel across the 8 dimensions of wellness. 110					
Choices	Excellent	Good	Average	Poor	Avg
Intellectual	37%	55%	6%	1%	3.29
Environmental	34%	48%	16%	2%	3.14
Social	33%	49%	15%	3%	3.12
Spiritual	35%	44%	15%	6%	3.08
Occupational	26%	54%	18%	2%	3.05
Emotional	30%	48%	17%	5%	3.04
Physical	23%	45%	24%	8%	2.83
Financial	19%	47%	26%	7%	2.78

What helps you most to maintain your well-being at work? (Select all that apply) 109	
Choices	Count
Flexibility in schedule or workload	101
Supportive supervisor or team	91
Personal time for self-care	85
Recognition and appreciation for my work	59
Professional development/growth opportunities	55
Opportunities to connect socially with others	38
Access to nutritious food and beverage options that support my personal well-being	37
Access to wellness activities (e.g., fitness, meditation, etc.)	30
Other:	3

Drag and drop the 8 dimensions in order of your highest concern to least concern, with 1 = highest concern, 8 = lowest concern.									
Choices	Avg	1	2	3	4	5	6	7	8
Emotional	2.78	33%	24%	11%	12%	9%	6%	4%	1%
Financial	3.45	29%	15%	10%	15%	10%	6%	9%	6%
Physical	3.88	19%	24%	11%	7%	6%	11%	10%	11%
Environmental	4.79	4%	13%	18%	15%	10%	12%	12%	16%
Intellectual	4.95	3%	6%	16%	15%	24%	11%	17%	8%
Spiritual	5.29	8%	8%	12%	7%	10%	14%	16%	24%
Occupational	5.36	3%	7%	11%	15%	14%	12%	18%	20%
Social	5.50	2%	2%	10%	14%	16%	28%	14%	14%

Employee Success

Employee Support Service and Campus Services: For each employee support services and/or campus service you have utilized, how satisfied overall are you with your experience? (Please only rate the services you have personally utilized, choose N/A if you have not utilized a service.) 111					
Choices	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Avg
Bookstore	63%	36%	1%	0%	3.62
Campus Environmental Services	41%	55%	3%	0%	3.38
Campus Security	64%	36%	0%	0%	3.64
Deja Brew	53%	42%	5%	0%	3.49
Education System Support (iPads, Educational systems: Jenzabar, MyMethodist, Brightspace, Signal Vine, Google Drive, etc.)	36%	57%	5%	2%	3.28
Front Desk	75%	25%	0%	0%	3.75
NMHS IT Classroom Technology Support	23%	50%	15%	13%	2.83
NMHS IT Office Support (laptops, network, Microsoft Office Suite, etc.)	26%	63%	7%	4%	3.11
WE Center (Fitness Center)	45%	51%	4%	0%	3.41

iPads: How often do you use your iPad for work-related tasks? 110						
Metrics	Daily	Multiple times a week	Weekly	Monthly	Rarely	Never
%	35%	29%	13%	5%	10%	7%
Count	39	32	14	6	11	8

Deja Brew: Select all that you identify with, below. If you do not eat on campus, please choose, "I do not eat on campus". 104	
Choices	Count
I do not identify with any of these	49
I do not eat on campus	25
Whole Food, Plant Based (WFPB)	14
Gluten Free	12
Keto	9
Lactose Intolerance	7
Paleo	6
Food Allergies	6
Vegetarian	5
Other:	3
Vegan	2

Deja Brew: Are you interested in any of the below Deja Brew food services? If you are never on campus please select NA. 87					
Choices	Very Interested	Interested	A little interested	Not interested	Avg
Chow Now - Order online and picked up from Deja Brew	18%	25%	27%	30%	2.31
Pre-ordered take-and-bake meals picked up from Deja Brew	11%	22%	29%	38%	2.07

WE Center (Fitness Center): If we offered orientation for the exercise equipment would you be interested in attending? 110				
Metrics	Yes	I don't know	No	I am not on campus.
%	25%	34%	38%	4%
Count	27	37	42	4

Employee & Community Engagement

Campus Engagement: What makes you more likely to attend an NMC event? (select up to 3) 109	
Choices	Count
Occurs during a time I am on campus	94
Sounds like fun	59
Free food	55
Builds skills (leadership, communication, safety, wellness)	45
Giveaways/free swag	38
Family-friendly	31
Have someone to attend with me	27
Involves students	22

Community Engagement: Thinking about your experience over the past 12 months, to what extent do you agree or disagree with the following statements: 103					
Choices	Strongly agree	Agree	Disagree	Strongly disagree	Avg
Equity matters to me when it comes to engagement work.	46%	47%	4%	2%	3.38
Increased my interest in doing more community-based service activities.	32%	52%	14%	2%	3.15
Participating in community engagement activities has made me more aware of the needs of vulnerable and diverse populations in my community.	40%	53%	5%	2%	3.31
Participation in community engagement activities has valuable benefits for myself, NMC, and the community in addressing needs.	48%	50%	0%	2%	3.44