

MSCC Earns Recognition from Chronicle of Higher Education as a “Great College to Work For®”

Mid-South Community College received exceptional marks in 12 of 15 evaluation categories to earn “Great College to Work For®” recognition from The Chronicle of Higher Education. The Chronicle announced the honor on its website on Monday, July 6.

MSCC also received “Honor Roll” designation based on the number of times it scored in the top three of the individual ratings categories. The Chronicle’s “Honor Roll” included only 39 of the 247 colleges and universities that participated in the survey.

“Any time an institution can have a clear sense of its purpose and how success is measured, it creates a more rewarding environment for employees,” said Dr. Glen Fenter, MSCC President.

“Due to budget constraints, we are often hindered in our attempts to increase salaries to demonstrate how much we appreciate our employees. Our comprehensive benefits package, however, allows us to add a tremendous amount of value to the overall compensation we provide.”

MSCC employees gave their workplace high marks in Faculty-Administrative Relations and Collaborative Governance; Professional/Career-Development Programs; Compensation and Benefits; Facilities, Security, and Work Space; Confidence in Senior Leadership; Internal Communications; Connection to Institution and Pride; Health Insurance; Tuition Reimbursement; 401(k), Vacation or Paid Time off, and Overall Satisfaction with Benefits.

“The level to which our employees understand and appreciate the work environment and the benefits package at Mid-South Community College is gratifying,” said Dr. Barbara Baxter, MSCC Executive Vice President. “We felt certain our participation in the survey would yield positive results, but I’m not sure we could have anticipated such universal approval.”

The Chronicle’s Great Colleges to Work For program recognizes institutions (grouped by enrollment size) for specific best practices and policies, including those affecting compensation and benefits, faculty-administration relations, and confidence in senior leadership. The goals of the survey are to identify excellent workplaces within higher education and to compile meaningful data to direct strategic planning and drive performance improvement.

The 2009 results are based on responses from nearly 41,000 administrators, faculty members, and staff members at the participating institutions.

“Through this program, The Chronicle is able to provide more information to job seekers about the colleges that are the leading innovators when it comes to providing a rewarding work environment,” said Jeffrey J. Selingo, Chronicle editor.

MSCC earned recognition in the “Small, Two-Year College” category (2,999 or fewer students). The other two honorees in that category included Missouri State University at West Plains and Lake Area Technical Institute of South Dakota. Overall, 28 two-year colleges received recognition in at least one category of the evaluation.

To participate in the program, Mid-South agreed to complete a two-part assessment process: a survey administered to all of its administrators, faculty members, and professional-support staff and an institutional audit that collected demographics and workplace policies and practices. The primary factor in deciding whether an institution received recognition was the employee feedback collected from faculty and staff members.

To administer the survey and analyze the results, The Chronicle enlisted the assistance of ModernThink LLC, a strategic human capital consulting firm that has conducted numerous “Best Places to Work” programs, surveying hundreds of thousands of employees nationwide.

In addition to the website recognition, MSCC is featured in the July 10 print version of The Chronicle. The publication also produced a separate article on MSCC’s innovative Productivity Plan which gives employees an opportunity to earn performance-based bonuses for meeting specific student-learning criteria. For 2008-09, eligible MSCC workers received 2.2 percent of their annual salary as a bonus.