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








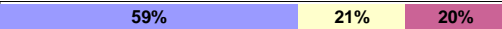

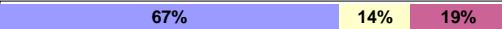

BC Colleges Consortium

2008 Employee Survey

College of New Caledonia Report

2008 Employee Survey

Category Results

| College of New Caledonia | N | Percent Responding  =Favourable  =Neutral  =Unfavourable | Difference to Total: (%) | | |
|---|-------|---|--------------------------|----|-----------|
| | | | F | N | U |
| My Organization as a Place to Work | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -2 | -1 | 3 |
| About Your Job | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -1 | 1 | 0 |
| Teamwork & Cooperation | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | 0 | -2 | 2 |
| Workplace Safety and Personal Security | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -4 | -1 | <u>5</u> |
| Fairness, Integrity and Ethics | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -2 | -3 | 5 |
| Communication | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -2 | -1 | 3 |
| Work/Life Balance | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | <u>7</u> | 0 | <u>-7</u> |
| Career/Training & Development | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | 2 | -2 | 0 |




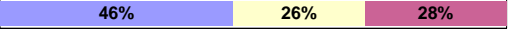
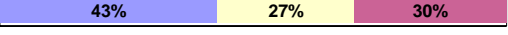


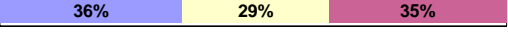
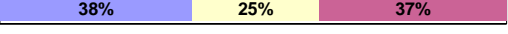








Note: Red and Green underlined text in the % Difference column indicates a statistically significant difference.

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Page 2

2008 Employee Survey

Category Results

| College of New Caledonia | N | Percent Responding  =Favourable  =Neutral  =Unfavourable | Difference to Total: (%) | | |
|---|-------|---|--------------------------|----|----------|
| | | | F | N | U |
| Performance Management | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -3 | 1 | 2 |
| Benefits Communications | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | <u>-9</u> | 3 | <u>6</u> |
| Leadership/Mission/Values | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | 2 | -4 | 2 |
| Administration/Management | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -2 | 0 | 2 |
| Tools and Resources | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | 2 | 1 | -3 |
| Employee Commitment & Satisfaction | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -1 | -1 | 2 |
| Organizational Focus | | | | | |
| BC Colleges Consortium Overall | 3,045 |  | | | |
| College of New Caledonia | 326 |  | -5 | -1 | <u>6</u> |

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

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Page 3

2008 Employee Survey

Category Results

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

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

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Page 4

2008 Employee Survey

Category Results

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

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Page 5

2008 Employee Survey

Category Results

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

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Page 6

2008 Employee Survey

Category Results

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

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Page 7

2008 Employee Survey

Category Results

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

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Page 8

2008 Employee Survey

Category Results

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

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

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Page 9

2008 Employee Survey

Category Results

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

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

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Page 10

2008 Employee Survey

Category Results

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

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

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Page 11

2008 Employee Survey

Category Results

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

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Page 12

2008 Employee Survey

Category Results

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

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Page 13

2008 Employee Survey

Category Results

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

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Page 14

2008 Employee Survey

Category Results

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

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

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Page 15

2008 Employee Survey

Category Results

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

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

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Page 16

2008 Employee Survey

Category Results

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

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

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Page 17

2008 Employee Survey

Category Results

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

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

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Page 18

2008 Employee Survey

Category Results

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

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

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Page 19

2008 Employee Survey

Category Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | Difference to Report Target: (%) | | |
|--------------------------------|-------|--|----------------------------------|----|----|
| | | | F | N | U |
| Leadership/Mission/Values | | | | | |
| BC Colleges Consortium Overall | 3,045 | <div><div>36%</div><div>29%</div><div>35%</div></div> | | | |
| College of New Caledonia | 326 | <div><div>38%</div><div>25%</div><div>37%</div></div> | | | |
| < 25 years | 8 | Insufficient Responses | | | |
| 25 to 34 years | 38 | <div><div>45%</div><div>21%</div><div>34%</div></div> | 7 | -4 | -3 |
| 35 to 44 years | 76 | <div><div>42%</div><div>29%</div><div>29%</div></div> | 4 | 4 | -8 |
| 45 to 54 years | 127 | <div><div>33%</div><div>26%</div><div>41%</div></div> | -5 | 1 | 4 |
| 55 to 59 years | 53 | <div><div>34%</div><div>22%</div><div>44%</div></div> | -4 | -3 | 7 |
| 60 to 65 years | 17 | <div><div>25%</div><div>33%</div><div>42%</div></div> | -13 | 8 | 5 |
| > 65 | 1 | Insufficient Responses | | | |
| Administration/Management | | | | | |
| BC Colleges Consortium Overall | 3,045 | <div><div>53%</div><div>22%</div><div>25%</div></div> | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>22%</div><div>27%</div></div> | | | |
| < 25 years | 8 | Insufficient Responses | | | |
| 25 to 34 years | 38 | <div><div>51%</div><div>19%</div><div>30%</div></div> | 0 | -3 | 3 |
| 35 to 44 years | 76 | <div><div>55%</div><div>21%</div><div>24%</div></div> | 4 | -1 | -3 |
| 45 to 54 years | 127 | <div><div>49%</div><div>24%</div><div>27%</div></div> | -2 | 2 | 0 |
| 55 to 59 years | 53 | <div><div>53%</div><div>21%</div><div>26%</div></div> | 2 | -1 | -1 |
| 60 to 65 years | 17 | <div><div>32%</div><div>37%</div><div>31%</div></div> | -19 | 15 | 4 |
| > 65 | 1 | Insufficient Responses | | | |

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Page 20

2008 Employee Survey

Category Results

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




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

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Page 21

2008 Employee Survey

Category Results

| Age Group | N | Percent Responding  =Favourable  =Neutral  =Unfavourable | Difference to Report Target: (%) | | |
|--------------------------------|-------|---|----------------------------------|----|----|
| | | | F | N | U |
| Organizational Focus | | | | | |
| BC Colleges Consortium Overall | 3,045 | <div> <div>67%</div> <div>18%</div> <div>15%</div> </div> | | | |
| College of New Caledonia | 326 | <div> <div>62%</div> <div>17%</div> <div>21%</div> </div> | | | |
| < 25 years | 8 | <i>Insufficient Responses</i> | | | |
| 25 to 34 years | 38 | <div> <div>65%</div> <div>15%</div> <div>20%</div> </div> | 3 | -2 | -1 |
| 35 to 44 years | 76 | <div> <div>71%</div> <div>15%</div> <div>14%</div> </div> | 9 | -2 | -7 |
| 45 to 54 years | 127 | <div> <div>58%</div> <div>18%</div> <div>24%</div> </div> | -4 | 1 | 3 |
| 55 to 59 years | 53 | <div> <div>59%</div> <div>16%</div> <div>25%</div> </div> | -3 | -1 | 4 |
| 60 to 65 years | 17 | <div> <div>44%</div> <div>24%</div> <div>32%</div> </div> | -18 | 7 | 11 |
| > 65 | 1 | <i>Insufficient Responses</i> | | | |

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

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Page 22

2008 Employee Survey

Category Results

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

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Page 23

2008 Employee Survey

Category Results

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

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Page 24

2008 Employee Survey

Category Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | Difference to Report Target: (%) | | |
|--------------------------------|-------|--|----------------------------------|----|-----|
| | | | F | N | U |
| Fairness, Integrity and Ethics | | | | | |
| BC Colleges Consortium Overall | 3,045 | <div><div>59%</div><div>21%</div><div>20%</div></div> | | | |
| College of New Caledonia | 326 | <div><div>57%</div><div>18%</div><div>25%</div></div> | | | |
| < 1 | 37 | <div><div>78%</div><div>17%</div><div>5%</div></div> | 21 | -1 | -20 |
| 1-4 | 72 | <div><div>72%</div><div>17%</div><div>11%</div></div> | 15 | -1 | -14 |
| 5-10 | 67 | <div><div>54%</div><div>21%</div><div>25%</div></div> | -3 | 3 | 0 |
| 11-20 | 97 | <div><div>45%</div><div>17%</div><div>38%</div></div> | -12 | -1 | 13 |
| 21-25 | 29 | <div><div>45%</div><div>24%</div><div>31%</div></div> | -12 | 6 | 6 |
| 26-30 | 15 | <div><div>43%</div><div>12%</div><div>45%</div></div> | -14 | -6 | 20 |
| > 30 | 3 | Insufficient Responses | | | |
| Communication | | | | | |
| BC Colleges Consortium Overall | 3,045 | <div><div>52%</div><div>22%</div><div>26%</div></div> | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>21%</div><div>29%</div></div> | | | |
| < 1 | 37 | <div><div>74%</div><div>17%</div><div>9%</div></div> | 24 | -4 | -20 |
| 1-4 | 72 | <div><div>57%</div><div>25%</div><div>18%</div></div> | 7 | 4 | -11 |
| 5-10 | 67 | <div><div>50%</div><div>17%</div><div>33%</div></div> | 0 | -4 | 4 |
| 11-20 | 97 | <div><div>42%</div><div>18%</div><div>40%</div></div> | -8 | -3 | 11 |
| 21-25 | 29 | <div><div>36%</div><div>29%</div><div>35%</div></div> | -14 | 8 | 6 |
| 26-30 | 15 | <div><div>42%</div><div>18%</div><div>40%</div></div> | -8 | -3 | 11 |
| > 30 | 3 | Insufficient Responses | | | |

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Page 25

2008 Employee Survey

Category Results

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

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Page 26

2008 Employee Survey

Category Results

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

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Page 27

2008 Employee Survey

Category Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | Difference to Report Target: (%) | | |
|----------------------------------|-------|--|----------------------------------|----|-----|
| | | | F | N | U |
| Leadership/Mission/Values | | | | | |
| BC Colleges Consortium Overall | 3,045 | <div><div>36%</div><div>29%</div><div>35%</div></div> | | | |
| College of New Caledonia | 326 | <div><div>38%</div><div>25%</div><div>37%</div></div> | | | |
| < 1 | 37 | <div><div>61%</div><div>27%</div><div>12%</div></div> | 23 | 2 | -25 |
| 1-4 | 72 | <div><div>45%</div><div>29%</div><div>26%</div></div> | 7 | 4 | -11 |
| 5-10 | 67 | <div><div>41%</div><div>21%</div><div>38%</div></div> | 3 | -4 | 1 |
| 11-20 | 97 | <div><div>26%</div><div>23%</div><div>51%</div></div> | -12 | -2 | 14 |
| 21-25 | 29 | <div><div>25%</div><div>38%</div><div>37%</div></div> | -13 | 13 | 0 |
| 26-30 | 15 | <div><div>20%</div><div>21%</div><div>59%</div></div> | -18 | -4 | 22 |
| > 30 | 3 | Insufficient Responses | | | |
| Administration/Management | | | | | |
| BC Colleges Consortium Overall | 3,045 | <div><div>53%</div><div>22%</div><div>25%</div></div> | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>22%</div><div>27%</div></div> | | | |
| < 1 | 37 | <div><div>66%</div><div>25%</div><div>9%</div></div> | 15 | 3 | -18 |
| 1-4 | 72 | <div><div>57%</div><div>20%</div><div>23%</div></div> | 6 | -2 | -4 |
| 5-10 | 67 | <div><div>45%</div><div>21%</div><div>34%</div></div> | -6 | -1 | 7 |
| 11-20 | 97 | <div><div>47%</div><div>27%</div><div>26%</div></div> | -4 | 5 | -1 |
| 21-25 | 29 | <div><div>48%</div><div>21%</div><div>31%</div></div> | -3 | -1 | 4 |
| 26-30 | 15 | <div><div>41%</div><div>26%</div><div>33%</div></div> | -10 | 4 | 6 |
| > 30 | 3 | Insufficient Responses | | | |

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

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Page 28

2008 Employee Survey

Category Results

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











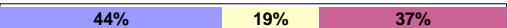
Note: Red and Green underlined text in the % Difference column indicates a statistically significant difference.

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Page 29

2008 Employee Survey

Category Results

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

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

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Page 30

2008 Employee Survey

Top/Bottom 10 Favourable

| Top 10 Favourable Scores | | | 2008 |
|--------------------------|---|--|--------------|
| QNum | Question | | % Favourable |
| 70. | I am motivated to do my best to provide quality service to students. | | 93 |
| 7. | I like the people with whom I work. | | 89 |
| 69. | I am willing to "go the extra mile" to help my organization succeed. | | 85 |
| 8. | My work gives me a feeling of personal accomplishment. | | 83 |
| 40. | I have a clear understanding of what I'm expected to do in my job. | | 80 |
| 13. | My job gives me a chance to do interesting and challenging work. | | 80 |
| 9. | My job makes good use of my skills and abilities. | | 79 |
| 1. | In the community where I work, my organization has a good reputation. | | 78 |
| 68. | I am proud to work for my organization. | | 76 |
| 72. | Overall, I am satisfied with my job. | | 76 |

| Bottom 10 Favourable Scores | | | 2008 |
|-----------------------------|---|--|--------------|
| QNum | Question | | % Favourable |
| 46. | Promotions are given to the most qualified employees at my organization. | | 15 |
| 43. | Our performance evaluation process adequately distinguishes among poor, average, and good performers. | | 19 |
| 61. | My administrator/manager regularly coaches me on improving my performance. | | 21 |
| 39. | My organization is doing a good job of retaining its most talented people. | | 29 |
| 54. | Senior leadership at my organization does a good job: Confronting issues before they become major problems. | | 29 |
| 56. | Senior leadership at my organization does a good job: Understanding the problems that employees experience in their jobs. | | 29 |
| 38. | My organization is doing a good job of developing its people to their full potential. | | 30 |
| 44. | My last performance evaluation was helpful in identifying actions I could take to improve my performance. | | 32 |
| 47. | The procedures for considering employees for job openings are fair. | | 34 |
| 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. | <u>9</u> | 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 |

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 <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>83%</div><div>11%</div><div>6%</div></div> | 83 | | | |
| College of New Caledonia | 326 | <div><div>78%</div><div>12%</div><div>10%</div></div> | 78 | | -5 | |
| 2. My organization shows a great deal of loyalty to its employees. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>44%</div><div>28%</div><div>28%</div></div> | 44 | | | |
| College of New Caledonia | 326 | <div><div>40%</div><div>26%</div><div>34%</div></div> | 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 | <div><div>47%</div><div>21%</div><div>32%</div></div> | 47 | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>14%</div><div>36%</div></div> | 50 | | 3 | |
| 4. I am confident my organization will be successful in the future. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>64%</div><div>24%</div><div>12%</div></div> | 64 | | | |
| College of New Caledonia | 326 | <div><div>59%</div><div>24%</div><div>17%</div></div> | 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>20%</div><div>29%</div></div> | 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 | <div><div>46%</div><div>22%</div><div>32%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>48%</div><div>20%</div><div>32%</div></div> | 48 | | 2 | |
| 7. I like the people with whom I work. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>88%</div><div>9%</div><div>3%</div></div> | 88 | | | |
| College of New Caledonia | 326 | <div><div>89%</div><div>5%</div><div>6%</div></div> | 89 | | 1 | |

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Page 34

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>85%</div><div>7%</div><div>8%</div></div> | 85 | | | |
| College of New Caledonia | 326 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | 80 | -2 | 3 |
| 9. My job makes good use of my skills and abilities. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | | | |
| College of New Caledonia | 326 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 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 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | | | |
| College of New Caledonia | 326 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 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 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | | | |
| College of New Caledonia | 326 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | 83 | -2 | -10 |
| 12. In general, the amount of work I am expected to do is reasonable. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>57%</div><div>13%</div><div>30%</div></div> | 57 | | | |
| College of New Caledonia | 326 | <div><div>59%</div><div>15%</div><div>26%</div></div> | 59 | 70 | 2 | -11 |
| 13. My job gives me a chance to do interesting and challenging work. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>77%</div><div>12%</div><div>11%</div></div> | 77 | | | |
| College of New Caledonia | 326 | <div><div>80%</div><div>8%</div><div>12%</div></div> | 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 | <div><div>66%</div><div>18%</div><div>16%</div></div> | 66 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>20%</div><div>17%</div></div> | 63 | 82 | -3 | -19 |

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

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Page 35

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>11%</div><div>16%</div></div> | 73 | | | |
| College of New Caledonia | 326 | <div><div>75%</div><div>9%</div><div>16%</div></div> | 75 | | 2 | |
| 16. Teamwork and cooperation are rewarded. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>36%</div><div>31%</div><div>33%</div></div> | 36 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | 30 | 3 | <u>9</u> |
| 17. My manager does a good job of building teamwork, within our department. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>44%</div><div>23%</div><div>33%</div></div> | 44 | | -2 | |
| 18. My manager does a good job of building teamwork, between our department and other departments. | | | | | | |
| BC Colleges Consortium Overall | 3,026 | <div><div>42%</div><div>30%</div><div>28%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 39 | | -3 | |

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Page 36

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>69%</div><div>18%</div><div>13%</div></div> | 69 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 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 | <div><div>58%</div><div>23%</div><div>19%</div></div> | 58 | | | |
| College of New Caledonia | 326 | <div><div>52%</div><div>23%</div><div>25%</div></div> | 52 | | -6 | |
| 21. My organization has created a workplace that minimizes risk to my personal health and safety. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>70%</div><div>16%</div><div>14%</div></div> | 70 | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | -3 | |

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Page 37

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>14%</div><div>15%</div></div> | 71 | | | |
| College of New Caledonia | 326 | <div><div>71%</div><div>12%</div><div>17%</div></div> | 71 | 72 | 0 | -1 |
| 23. Employees are treated with dignity and respect, regardless of their background or position. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>15%</div><div>25%</div></div> | 60 | 66 | -4 | -6 |
| 24. At my organization, policies and procedures are implemented fairly. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>53%</div><div>23%</div><div>24%</div></div> | 53 | | | |
| College of New Caledonia | 326 | <div><div>48%</div><div>21%</div><div>31%</div></div> | 48 | | -5 | |
| 25. "Doing the right thing" at my organization is always the right approach. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>49%</div><div>28%</div><div>23%</div></div> | 49 | | | |
| College of New Caledonia | 326 | <div><div>49%</div><div>24%</div><div>27%</div></div> | 49 | | 0 | |

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

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Page 38

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>23%</div><div>27%</div></div> | 50 | | -2 | |
| 27. Employees are comfortable raising issues and concerns at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | -3 | |
| 28. Information is openly communicated at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>42%</div><div>26%</div><div>32%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>23%</div><div>34%</div></div> | 43 | | 1 | |
| 29. My immediate manager encourages open, honest two-way communication. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| College of New Caledonia | 326 | <div><div>64%</div><div>11%</div><div>25%</div></div> | 64 | 66 | -4 | -2 |
| 30. I trust management in my organization to communicate honestly. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | | | |
| College of New Caledonia | 325 | <div><div>45%</div><div>19%</div><div>36%</div></div> | 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 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 61 | | | |
| College of New Caledonia | 326 | <div><div>58%</div><div>22%</div><div>20%</div></div> | 58 | 51 | -3 | 7 |

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

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Page 39

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 College of New Caledonia 33. I am satisfied with my current work-life balance. BC Colleges Consortium Overall College of New Caledonia | 3,035 | | 63 | 63 | 7 | 7 |
| | | <div><div>63%</div><div>13%</div><div>24%</div></div> | | | | |
| | 326 | <div><div>70%</div><div>14%</div><div>16%</div></div> | 70 | 7 | | |
| | 3,037 | | 58 | 63 | 7 | |
| | | <div><div>58%</div><div>14%</div><div>28%</div></div> | | | | |
| | 326 | <div><div>65%</div><div>13%</div><div>22%</div></div> | 65 | | | |
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Page 40

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | | |
| College of New Caledonia | 326 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | 0 | |
| 35. I believe that I have sufficient opportunity for growth and development at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>17%</div><div>23%</div></div> | 60 | 55 | 4 | 5 |
| 36. I get regular feedback on how well I'm doing in my job. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | | |
| College of New Caledonia | 326 | <div><div>42%</div><div>22%</div><div>36%</div></div> | 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 | <div><div>50%</div><div>26%</div><div>24%</div></div> | 50 | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>26%</div><div>23%</div></div> | 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 | <div><div>31%</div><div>29%</div><div>40%</div></div> | 31 | | | |
| College of New Caledonia | 326 | <div><div>30%</div><div>28%</div><div>42%</div></div> | 30 | 43 | -1 | -13 |
| 39. My organization is doing a good job of retaining its most talented people. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>27%</div><div>30%</div><div>43%</div></div> | 27 | | | |
| College of New Caledonia | 326 | <div><div>29%</div><div>24%</div><div>47%</div></div> | 29 | 41 | 2 | -12 |

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Page 41

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>82%</div><div>9%</div><div>9%</div></div> | 82 | | | |
| College of New Caledonia | 326 | <div><div>80%</div><div>12%</div><div>8%</div></div> | 80 | | -2 | |
| 41. I understand how my performance is evaluated. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | |
| College of New Caledonia | 326 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | 58 | -6 | -2 |
| 42. When I do a good job, my performance is recognized. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>43%</div><div>24%</div><div>33%</div></div> | 43 | | | |
| College of New Caledonia | 325 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | 61 | 2 | -16 |
| 43. Our performance evaluation process adequately distinguishes among poor, average, and good performers. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>21%</div><div>36%</div><div>43%</div></div> | 21 | | | |
| College of New Caledonia | 325 | <div><div>19%</div><div>42%</div><div>39%</div></div> | 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 | <div><div>36%</div><div>38%</div><div>26%</div></div> | 36 | | | |
| College of New Caledonia | 325 | <div><div>32%</div><div>40%</div><div>28%</div></div> | 32 | 71 | -4 | -39 |
| 45. The people in my work group take accountability for their work. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | 1 | |
| 46. Promotions are given to the most qualified employees at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,024 | <div><div>15%</div><div>39%</div><div>46%</div></div> | 15 | | | |
| College of New Caledonia | 324 | <div><div>15%</div><div>36%</div><div>49%</div></div> | 15 | 35 | 0 | -20 |




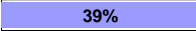


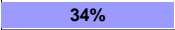
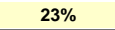

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Page 42

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding  =Favourable  =Neutral  =Unfavourable | % 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%  30%  31% | 39 | | | |
| College of New Caledonia | 325 |  34%  23%  43% | 34 | | -5 | |

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2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | | | |
| College of New Caledonia | 325 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 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 | <div><div>79%</div><div>13%</div><div>8%</div></div> | 79 | | | |
| College of New Caledonia | 325 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | 71 | -11 | -3 |
| 50. I have a good understanding of what benefits are available to me. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>75%</div><div>15%</div><div>10%</div></div> | 75 | | | |
| College of New Caledonia | 325 | <div><div>66%</div><div>16%</div><div>18%</div></div> | 66 | | -9 | |
| 51. My organization provides me with enough information to make informed benefit decisions. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | | | |
| College of New Caledonia | 325 | <div><div>57%</div><div>23%</div><div>20%</div></div> | 57 | | -14 | |
| 52. The benefits at my organization meet my needs and those of my family. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>71%</div><div>15%</div><div>14%</div></div> | 71 | | | |
| College of New Caledonia | 325 | <div><div>72%</div><div>16%</div><div>12%</div></div> | 72 | | 1 | |

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Page 44

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>43%</div><div>29%</div><div>28%</div></div> | 43 | | | |
| College of New Caledonia | 326 | <div><div>49%</div><div>22%</div><div>29%</div></div> | 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 | <div><div>28%</div><div>31%</div><div>41%</div></div> | 28 | | | |
| College of New Caledonia | 326 | <div><div>29%</div><div>29%</div><div>42%</div></div> | 29 | 47 | 1 | -18 |
| 55. Senior leadership at my organization does a good job: Planning for the future. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>45%</div><div>27%</div><div>28%</div></div> | 45 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>24%</div><div>37%</div></div> | 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 | <div><div>24%</div><div>29%</div><div>47%</div></div> | 24 | | | |
| College of New Caledonia | 326 | <div><div>29%</div><div>27%</div><div>44%</div></div> | 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 | <div><div>35%</div><div>29%</div><div>36%</div></div> | 35 | | | |
| College of New Caledonia | 326 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 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 | <div><div>44%</div><div>25%</div><div>31%</div></div> | 44 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | 54 | -5 | -15 |

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Page 45

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>53%</div><div>25%</div><div>22%</div></div> | 53 | | | |
| College of New Caledonia | 325 | <div><div>50%</div><div>28%</div><div>22%</div></div> | 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 | <div><div>69%</div><div>15%</div><div>16%</div></div> | 69 | | | |
| College of New Caledonia | 325 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | 63 | -3 | 3 |
| 61. My administrator/manager regularly coaches me on improving my performance. | | | | | | |
| BC Colleges Consortium Overall | 3,027 | <div><div>25%</div><div>34%</div><div>41%</div></div> | 25 | | | |
| College of New Caledonia | 325 | <div><div>21%</div><div>38%</div><div>41%</div></div> | 21 | 32 | -4 | -11 |
| 62. My administrator/manager seeks out the ideas and opinions of employees. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>59%</div><div>18%</div><div>23%</div></div> | 59 | | | |
| College of New Caledonia | 325 | <div><div>58%</div><div>18%</div><div>24%</div></div> | 58 | | -1 | |
| 63. My administrator/manager does a good job keeping employees informed. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | | |
| College of New Caledonia | 324 | <div><div>57%</div><div>17%</div><div>26%</div></div> | 57 | | -1 | |

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Page 46

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>14%</div><div>23%</div></div> | 63 | 81 | 2 | <u>-16</u> |
| College of New Caledonia | 326 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | | |
| | | | | | | |
| | | | | | | |
| 65. My department is technologically up-to-date. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>52%</div><div>16%</div><div>32%</div></div> | 52 | | 3 | |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
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Page 47

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | 63 | -4 | 4 |
| 67. I feel a strong sense of commitment to my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>73%</div><div>16%</div><div>11%</div></div> | 73 | | | |
| College of New Caledonia | 326 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | 67 | -1 | 5 |
| 68. I am proud to work for my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | | | |
| College of New Caledonia | 326 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | 72 | 0 | 4 |
| 69. I am willing to "go the extra mile" to help my organization succeed. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>84%</div><div>10%</div><div>6%</div></div> | 84 | | | |
| College of New Caledonia | 326 | <div><div>85%</div><div>9%</div><div>6%</div></div> | 85 | | 1 | |
| 70. I am motivated to do my best to provide quality service to students. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>95%</div><div>3%</div><div>2%</div></div> | 95 | | | |
| College of New Caledonia | 326 | <div><div>93%</div><div>3%</div><div>4%</div></div> | 93 | | -2 | |
| 71. At the present time, I am NOT seriously considering leaving my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>16%</div><div>21%</div></div> | 63 | 58 | -5 | 5 |
| 72. Overall, I am satisfied with my job. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>73%</div><div>14%</div><div>13%</div></div> | 73 | | | |
| College of New Caledonia | 326 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | 73 | 3 | 3 |
| 73. Overall, I am satisfied with my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | |
| College of New Caledonia | 325 | <div><div>58%</div><div>15%</div><div>27%</div></div> | 58 | | -4 | |

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Page 48

2008 Employee Survey

Item Results

| College of New Caledonia | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | 76 | -5 | <u>-21</u> |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| 75. My organization is student-focused. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>67%</div><div>18%</div><div>15%</div></div> | 67 | 80 | <u>-7</u> | 0 |
| College of New Caledonia | 326 | <div><div>60%</div><div>16%</div><div>24%</div></div> | 60 | | | |
| 76. I have enough flexibility in my job to do what is necessary to provide good service. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 80 | 0 | -5 |
| College of New Caledonia | 326 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | |
| 77. Overall, my organization is doing a good job satisfying its students. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>66%</div><div>21%</div><div>13%</div></div> | 66 | 80 | <u>-6</u> | |
| College of New Caledonia | 325 | <div><div>60%</div><div>20%</div><div>20%</div></div> | 60 | | | |

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Page 49

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>83%<div></div>11%<div></div>6%</div> | 83 | | | |
| College of New Caledonia | 326 | <div><div></div>78%<div></div>12%<div></div>10%</div> | 78 | | | |
| Regular Employee | 286 | <div><div></div>77%<div></div>13%<div></div>10%</div> | 77 | | -1 | |
| Non-regular Employee | 36 | <div><div></div>81%<div></div>8%<div></div>11%</div> | 81 | | 3 | |
| 2. My organization shows a great deal of loyalty to its employees. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div></div>44%<div></div>28%<div></div>28%</div> | 44 | | | |
| College of New Caledonia | 326 | <div><div></div>40%<div></div>26%<div></div>34%</div> | 40 | | | |
| Regular Employee | 286 | <div><div></div>40%<div></div>22%<div></div>38%</div> | 40 | | 0 | |
| Non-regular Employee | 36 | <div><div></div>44%<div></div>45%<div></div>11%</div> | 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 | <div><div></div>47%<div></div>21%<div></div>32%</div> | 47 | | | |
| College of New Caledonia | 326 | <div><div></div>50%<div></div>14%<div></div>36%</div> | 50 | | | |
| Regular Employee | 286 | <div><div></div>47%<div></div>14%<div></div>39%</div> | 47 | | -3 | |
| Non-regular Employee | 36 | <div><div></div>72%<div></div>17%<div></div>11%</div> | 72 | | <u>22</u> | |
| 4. I am confident my organization will be successful in the future. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div></div>64%<div></div>24%<div></div>12%</div> | 64 | | | |
| College of New Caledonia | 326 | <div><div></div>59%<div></div>24%<div></div>17%</div> | 59 | 70 | | <u>-11</u> |
| Regular Employee | 286 | <div><div></div>56%<div></div>26%<div></div>18%</div> | 56 | | -3 | |
| Non-regular Employee | 36 | <div><div></div>78%<div></div>11%<div></div>11%</div> | 78 | | <u>19</u> | |
| 5. My organization does a good job of keeping employees informed about matters that affect them. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div></div>52%<div></div>21%<div></div>27%</div> | 52 | | | |
| College of New Caledonia | 326 | <div><div></div>51%<div></div>20%<div></div>29%</div> | 51 | 62 | | <u>-11</u> |
| Regular Employee | 286 | <div><div></div>50%<div></div>20%<div></div>30%</div> | 50 | | -1 | |
| Non-regular Employee | 36 | <div><div></div>56%<div></div>16%<div></div>28%</div> | 56 | | 5 | |

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Page 50

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>46%</div><div>22%</div><div>32%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>48%</div><div>20%</div><div>32%</div></div> | 48 | | | |
| Regular Employee | 286 | <div><div>47%</div><div>19%</div><div>34%</div></div> | 47 | | -1 | |
| Non-regular Employee | 36 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | 10 | |
| 7. I like the people with whom I work. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>88%</div><div>9%</div><div>3%</div></div> | 88 | | | |
| College of New Caledonia | 326 | <div><div>89%</div><div>5%</div><div>6%</div></div> | 89 | | | |
| Regular Employee | 286 | <div><div>87%</div><div>7%</div><div>6%</div></div> | 87 | | -2 | |
| Non-regular Employee | 36 | <div><div>100%</div></div> | 100 | | <u>11</u> | |

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Page 51

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>85%</div><div>7%</div><div>8%</div></div> | 85 | 80 | -1 | 3 |
| College of New Caledonia | 326 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | | | |
| Regular Employee | 286 | <div><div>82%</div><div>9%</div><div>9%</div></div> | 82 | | | |
| Non-regular Employee | 36 | <div><div>92%</div><div>5%</div><div>3%</div></div> | 92 | | | |
| 9. My job makes good use of my skills and abilities. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | 79 | -2 | 0 |
| College of New Caledonia | 326 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | | | |
| Regular Employee | 286 | <div><div>77%</div><div>9%</div><div>14%</div></div> | 77 | | | |
| Non-regular Employee | 36 | <div><div>92%</div><div>2%</div><div>6%</div></div> | 92 | | | |
| 10. I feel encouraged to come up with new and better ways of doing things. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | 60 | -3 | 2 |
| College of New Caledonia | 326 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | |
| Regular Employee | 286 | <div><div>59%</div><div>18%</div><div>23%</div></div> | 59 | | | |
| Non-regular Employee | 36 | <div><div>75%</div><div>8%</div><div>17%</div></div> | 75 | | | |
| 11. I have a clear understanding of how my work contributes to achieving my organization's overall goals. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 83 | 0 | -10 |
| College of New Caledonia | 326 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | | | |
| Regular Employee | 286 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | | | |
| Non-regular Employee | 36 | <div><div>69%</div><div>14%</div><div>17%</div></div> | 69 | | | |
| 12. In general, the amount of work I am expected to do is reasonable. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>57%</div><div>13%</div><div>30%</div></div> | 57 | 70 | -2 | -11 |
| College of New Caledonia | 326 | <div><div>59%</div><div>15%</div><div>26%</div></div> | 59 | | | |
| Regular Employee | 286 | <div><div>57%</div><div>15%</div><div>28%</div></div> | 57 | | | |
| Non-regular Employee | 36 | <div><div>75%</div><div>11%</div><div>14%</div></div> | 75 | | | |

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

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Page 52

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>77%</div><div>12%</div><div>11%</div></div> | 77 | 83 | -2 | -3 |
| College of New Caledonia | 326 | <div><div>80%</div><div>8%</div><div>12%</div></div> | 80 | | | |
| Regular Employee | 286 | <div><div>78%</div><div>9%</div><div>13%</div></div> | 78 | | | |
| Non-regular Employee | 36 | <div><div>94%</div><div>3%</div><div>3%</div></div> | 94 | | | |
| 14. I have ready access to the information I need to do my job well. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>66%</div><div>18%</div><div>16%</div></div> | 66 | 82 | -1 | <u>-19</u> |
| College of New Caledonia | 326 | <div><div>63%</div><div>20%</div><div>17%</div></div> | 63 | | | |
| Regular Employee | 286 | <div><div>62%</div><div>20%</div><div>18%</div></div> | 62 | | | |
| Non-regular Employee | 36 | <div><div>75%</div><div>17%</div><div>8%</div></div> | 75 | | | |

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Page 53

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>11%</div><div>16%</div></div> | 73 | 30 | -1 | <div>9</div> | | |
| College of New Caledonia | 326 | <div><div>75%</div><div>9%</div><div>16%</div></div> | 75 | | | | | |
| Regular Employee | 286 | <div><div>74%</div><div>9%</div><div>17%</div></div> | 74 | | | | | |
| Non-regular Employee | 36 | <div><div>81%</div><div>8%</div><div>11%</div></div> | 81 | | | | | |
| 16. Teamwork and cooperation are rewarded. | | | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>36%</div><div>31%</div><div>33%</div></div> | 36 | | | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | | | | |
| Regular Employee | 286 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | 1 | | | |
| Non-regular Employee | 36 | <div><div>33%</div><div>45%</div><div>22%</div></div> | 33 | | -6 | | | |
| 17. My manager does a good job of building teamwork, within our department. | | | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | | | |
| College of New Caledonia | 326 | <div><div>44%</div><div>23%</div><div>33%</div></div> | 44 | | | | | |
| Regular Employee | 286 | <div><div>44%</div><div>21%</div><div>35%</div></div> | 44 | | 0 | | | |
| Non-regular Employee | 36 | <div><div>50%</div><div>33%</div><div>17%</div></div> | 50 | | 6 | | | |
| 18. My manager does a good job of building teamwork, between our department and other departments. | | | | | | | | |
| BC Colleges Consortium Overall | 3,026 | <div><div>42%</div><div>30%</div><div>28%</div></div> | 42 | | | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 39 | | | | | |
| Regular Employee | 286 | <div><div>38%</div><div>27%</div><div>35%</div></div> | 38 | -1 | | | | |
| Non-regular Employee | 36 | <div><div>42%</div><div>41%</div><div>17%</div></div> | 42 | 3 | | | | |

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Page 54

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>69%</div><div>18%</div><div>13%</div></div> | 69 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | | |
| Regular Employee | 286 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | -1 | |
| Non-regular Employee | 36 | <div><div>67%</div><div>27%</div><div>6%</div></div> | 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 | <div><div>58%</div><div>23%</div><div>19%</div></div> | 58 | | | |
| College of New Caledonia | 326 | <div><div>52%</div><div>23%</div><div>25%</div></div> | 52 | | | |
| Regular Employee | 286 | <div><div>51%</div><div>22%</div><div>27%</div></div> | 51 | | -1 | |
| Non-regular Employee | 36 | <div><div>58%</div><div>31%</div><div>11%</div></div> | 58 | | 6 | |
| 21. My organization has created a workplace that minimizes risk to my personal health and safety. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>70%</div><div>16%</div><div>14%</div></div> | 70 | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| Regular Employee | 286 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | | -1 | |
| Non-regular Employee | 36 | <div><div>75%</div><div>11%</div><div>14%</div></div> | 75 | | 8 | |

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Page 55

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>14%</div><div>15%</div></div> | 71 | 72 | -2 12 | -1 |
| College of New Caledonia | 326 | <div><div>71%</div><div>12%</div><div>17%</div></div> | 71 | | | |
| Regular Employee | 286 | <div><div>69%</div><div>12%</div><div>19%</div></div> | 69 | | | |
| Non-regular Employee | 36 | <div><div>83%</div><div>9%</div><div>8%</div></div> | 83 | | | |
| 23. Employees are treated with dignity and respect, regardless of their background or position. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | 66 | -3 <u>23</u> | -6 |
| College of New Caledonia | 326 | <div><div>60%</div><div>15%</div><div>25%</div></div> | 60 | | | |
| Regular Employee | 286 | <div><div>57%</div><div>16%</div><div>27%</div></div> | 57 | | | |
| Non-regular Employee | 36 | <div><div>83%</div><div>3%</div><div>14%</div></div> | 83 | | | |
| 24. At my organization, policies and procedures are implemented fairly. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>53%</div><div>23%</div><div>24%</div></div> | 53 | | -2 <u>19</u> | |
| College of New Caledonia | 326 | <div><div>48%</div><div>21%</div><div>31%</div></div> | 48 | | | |
| Regular Employee | 286 | <div><div>46%</div><div>21%</div><div>33%</div></div> | 46 | | | |
| Non-regular Employee | 36 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | | |
| 25. "Doing the right thing" at my organization is always the right approach. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>49%</div><div>28%</div><div>23%</div></div> | 49 | | -3 <u>20</u> | |
| College of New Caledonia | 326 | <div><div>49%</div><div>24%</div><div>27%</div></div> | 49 | | | |
| Regular Employee | 286 | <div><div>46%</div><div>26%</div><div>28%</div></div> | 46 | | | |
| Non-regular Employee | 36 | <div><div>69%</div><div>12%</div><div>19%</div></div> | 69 | | | |

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Page 56

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | | 0 | 3 |
| College of New Caledonia | 326 | <div><div>50%</div><div>23%</div><div>27%</div></div> | 50 | | | |
| Regular Employee | 286 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | | |
| Non-regular Employee | 36 | <div><div>53%</div><div>25%</div><div>22%</div></div> | 53 | | | |
| 27. Employees are comfortable raising issues and concerns at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | -3 | <u>18</u> |
| College of New Caledonia | 326 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | | |
| Regular Employee | 286 | <div><div>40%</div><div>22%</div><div>38%</div></div> | 40 | | | |
| Non-regular Employee | 36 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 61 | | | |
| 28. Information is openly communicated at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>42%</div><div>26%</div><div>32%</div></div> | 42 | | -2 | 15 |
| College of New Caledonia | 326 | <div><div>43%</div><div>23%</div><div>34%</div></div> | 43 | | | |
| Regular Employee | 286 | <div><div>41%</div><div>22%</div><div>37%</div></div> | 41 | | | |
| Non-regular Employee | 36 | <div><div>58%</div><div>28%</div><div>14%</div></div> | 58 | | | |
| 29. My immediate manager encourages open, honest two-way communication. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | 66 | -1 | 5 |
| College of New Caledonia | 326 | <div><div>64%</div><div>11%</div><div>25%</div></div> | 64 | | | |
| Regular Employee | 286 | <div><div>63%</div><div>10%</div><div>27%</div></div> | 63 | | | |
| Non-regular Employee | 36 | <div><div>69%</div><div>20%</div><div>11%</div></div> | 69 | | | |
| 30. I trust management in my organization to communicate honestly. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | 49 | -3 | <u>19</u> |
| College of New Caledonia | 325 | <div><div>45%</div><div>19%</div><div>36%</div></div> | 45 | | | |
| Regular Employee | 285 | <div><div>42%</div><div>18%</div><div>40%</div></div> | 42 | | | |
| Non-regular Employee | 36 | <div><div>64%</div><div>25%</div><div>11%</div></div> | 64 | | | |








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Page 57

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding  =Favourable  =Neutral  =Unfavourable | % 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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Page 58

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>13%</div><div>24%</div></div> | 63 | 63 | -2 | 7 |
| College of New Caledonia | 326 | <div><div>70%</div><div>14%</div><div>16%</div></div> | 70 | | | |
| Regular Employee | 286 | <div><div>68%</div><div>14%</div><div>18%</div></div> | 68 | | | |
| Non-regular Employee | 36 | <div><div>83%</div><div>11%</div><div>6%</div></div> | 83 | | | |
| | | | | | | |
| 33. I am satisfied with my current work-life balance. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>58%</div><div>14%</div><div>28%</div></div> | 58 | | -1 | 2 |
| College of New Caledonia | 326 | <div><div>65%</div><div>13%</div><div>22%</div></div> | 65 | | | |
| Regular Employee | 286 | <div><div>64%</div><div>12%</div><div>24%</div></div> | 64 | | | |
| Non-regular Employee | 36 | <div><div>67%</div><div>22%</div><div>11%</div></div> | 67 | | | |
| | | | | | | |

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

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Page 59

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | | |
| College of New Caledonia | 326 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | | |
| Regular Employee | 286 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | 1 | |
| Non-regular Employee | 36 | <div><div>67%</div><div>19%</div><div>14%</div></div> | 67 | | -7 | |
| 35. I believe that I have sufficient opportunity for growth and development at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>17%</div><div>23%</div></div> | 60 | 55 | | 5 |
| Regular Employee | 286 | <div><div>59%</div><div>17%</div><div>24%</div></div> | 59 | | -1 | |
| Non-regular Employee | 36 | <div><div>64%</div><div>25%</div><div>11%</div></div> | 64 | | 4 | |
| 36. I get regular feedback on how well I'm doing in my job. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | | |
| College of New Caledonia | 326 | <div><div>42%</div><div>22%</div><div>36%</div></div> | 42 | 56 | | -14 |
| Regular Employee | 286 | <div><div>42%</div><div>21%</div><div>37%</div></div> | 42 | | 0 | |
| Non-regular Employee | 36 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 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 | <div><div>50%</div><div>26%</div><div>24%</div></div> | 50 | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>26%</div><div>23%</div></div> | 51 | 53 | | -2 |
| Regular Employee | 286 | <div><div>51%</div><div>25%</div><div>24%</div></div> | 51 | | 0 | |
| Non-regular Employee | 36 | <div><div>50%</div><div>31%</div><div>19%</div></div> | 50 | | -1 | |
| 38. My organization is doing a good job of developing its people to their full potential. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>31%</div><div>29%</div><div>40%</div></div> | 31 | | | |
| College of New Caledonia | 326 | <div><div>30%</div><div>28%</div><div>42%</div></div> | 30 | 43 | | -13 |
| Regular Employee | 286 | <div><div>27%</div><div>28%</div><div>45%</div></div> | 27 | | -3 | |
| Non-regular Employee | 36 | <div><div>50%</div><div>28%</div><div>22%</div></div> | 50 | | 20 | |

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

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Page 60

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>27%</div><div>30%</div><div>43%</div></div> | 27 | 41 | -1 | <u>-12</u> |
| College of New Caledonia | 326 | <div><div>29%</div><div>24%</div><div>47%</div></div> | 29 | | | |
| Regular Employee | 286 | <div><div>28%</div><div>23%</div><div>49%</div></div> | 28 | | | |
| Non-regular Employee | 36 | <div><div>33%</div><div>31%</div><div>36%</div></div> | 33 | | | |

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>82%</div><div>9%</div><div>9%</div></div> | 82 | | | | |
| College of New Caledonia | 326 | <div><div>80%</div><div>12%</div><div>8%</div></div> | 80 | | | | |
| Regular Employee | 286 | <div><div>80%</div><div>11%</div><div>9%</div></div> | 80 | | | | 0 |
| Non-regular Employee | 36 | <div><div>83%</div><div>11%</div><div>6%</div></div> | 83 | | | | 3 |
| 41. I understand how my performance is evaluated. | | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | 58 | | -2 | |
| College of New Caledonia | 326 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | | |
| Regular Employee | 286 | <div><div>58%</div><div>16%</div><div>26%</div></div> | 58 | | | | 2 |
| Non-regular Employee | 36 | <div><div>42%</div><div>41%</div><div>17%</div></div> | 42 | | | | -14 |
| 42. When I do a good job, my performance is recognized. | | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>43%</div><div>24%</div><div>33%</div></div> | 43 | 61 | | <u>-16</u> | |
| College of New Caledonia | 325 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | | | | |
| Regular Employee | 285 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | | | | 0 |
| Non-regular Employee | 36 | <div><div>44%</div><div>37%</div><div>19%</div></div> | 44 | | | | -1 |
| 43. Our performance evaluation process adequately distinguishes among poor, average, and good performers. | | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>21%</div><div>36%</div><div>43%</div></div> | 21 | 66 | | <u>-47</u> | |
| College of New Caledonia | 325 | <div><div>19%</div><div>42%</div><div>39%</div></div> | 19 | | | | |
| Regular Employee | 285 | <div><div>19%</div><div>40%</div><div>41%</div></div> | 19 | | | | 0 |
| Non-regular Employee | 36 | <div><div>14%</div><div>61%</div><div>25%</div></div> | 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 | <div><div>36%</div><div>38%</div><div>26%</div></div> | 36 | 71 | | <u>-39</u> | |
| College of New Caledonia | 325 | <div><div>32%</div><div>40%</div><div>28%</div></div> | 32 | | | | |
| Regular Employee | 285 | <div><div>32%</div><div>39%</div><div>29%</div></div> | 32 | | | | 0 |
| Non-regular Employee | 36 | <div><div>28%</div><div>55%</div><div>17%</div></div> | 28 | | | | -4 |

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Page 62

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | 35 | 0 | <div>-20</div> | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | | | | |
| Regular Employee | 286 | <div><div>67%</div><div>15%</div><div>18%</div></div> | 67 | | | | | |
| Non-regular Employee | 36 | <div><div>64%</div><div>25%</div><div>11%</div></div> | 64 | | | | | |
| 46. Promotions are given to the most qualified employees at my organization. | | | | | | | | |
| BC Colleges Consortium Overall | 3,024 | <div><div>15%</div><div>39%</div><div>46%</div></div> | 15 | | -1 | | | |
| College of New Caledonia | 324 | <div><div>15%</div><div>36%</div><div>49%</div></div> | 15 | | | | | |
| Regular Employee | 284 | <div><div>14%</div><div>34%</div><div>52%</div></div> | 14 | | | | | |
| Non-regular Employee | 36 | <div><div>17%</div><div>52%</div><div>31%</div></div> | 17 | | | | | |
| 47. The procedures for considering employees for job openings are fair. | | | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>39%</div><div>30%</div><div>31%</div></div> | 39 | -2 | | | | |
| College of New Caledonia | 325 | <div><div>34%</div><div>23%</div><div>43%</div></div> | 34 | | | | | |
| Regular Employee | 285 | <div><div>32%</div><div>23%</div><div>45%</div></div> | 32 | | | | | |
| Non-regular Employee | 36 | <div><div>44%</div><div>28%</div><div>28%</div></div> | 44 | | 10 | | | |

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Page 63

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | 61 | 4 | 1 |
| College of New Caledonia | 325 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | |
| Regular Employee | 285 | <div><div>66%</div><div>16%</div><div>18%</div></div> | 66 | | | |
| Non-regular Employee | 36 | <div><div>31%</div><div>30%</div><div>39%</div></div> | 31 | | | |
| 49. I can easily find out answers to questions I have about my benefits package. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>79%</div><div>13%</div><div>8%</div></div> | 79 | 71 | 3 | -3 |
| College of New Caledonia | 325 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | | | |
| Regular Employee | 285 | <div><div>71%</div><div>13%</div><div>16%</div></div> | 71 | | | |
| Non-regular Employee | 36 | <div><div>47%</div><div>31%</div><div>22%</div></div> | 47 | | | |
| 50. I have a good understanding of what benefits are available to me. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>75%</div><div>15%</div><div>10%</div></div> | 75 | | 3 | |
| College of New Caledonia | 325 | <div><div>66%</div><div>16%</div><div>18%</div></div> | 66 | | | |
| Regular Employee | 285 | <div><div>69%</div><div>17%</div><div>14%</div></div> | 69 | | | |
| Non-regular Employee | 36 | <div><div>39%</div><div>22%</div><div>39%</div></div> | 39 | | | |
| 51. My organization provides me with enough information to make informed benefit decisions. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | | 3 | |
| College of New Caledonia | 325 | <div><div>57%</div><div>23%</div><div>20%</div></div> | 57 | | | |
| Regular Employee | 285 | <div><div>60%</div><div>22%</div><div>18%</div></div> | 60 | | | |
| Non-regular Employee | 36 | <div><div>33%</div><div>34%</div><div>33%</div></div> | 33 | | | |
| 52. The benefits at my organization meet my needs and those of my family. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>71%</div><div>15%</div><div>14%</div></div> | 71 | | 3 | |
| College of New Caledonia | 325 | <div><div>72%</div><div>16%</div><div>12%</div></div> | 72 | | | |
| Regular Employee | 285 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | | | |
| Non-regular Employee | 36 | <div><div>53%</div><div>28%</div><div>19%</div></div> | 53 | | | |

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Page 64

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>43%</div><div>29%</div><div>28%</div></div> | 43 | 61 | 0 | <u>-12</u> |
| College of New Caledonia | 326 | <div><div>49%</div><div>22%</div><div>29%</div></div> | 49 | | | |
| Regular Employee | 286 | <div><div>49%</div><div>20%</div><div>31%</div></div> | 49 | | | |
| Non-regular Employee | 36 | <div><div>53%</div><div>28%</div><div>19%</div></div> | 53 | | | |
| 54. Senior leadership at my organization does a good job: Confronting issues before they become major problems. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>28%</div><div>31%</div><div>41%</div></div> | 28 | 47 | -2 | <u>-18</u> |
| College of New Caledonia | 326 | <div><div>29%</div><div>29%</div><div>42%</div></div> | 29 | | | |
| Regular Employee | 286 | <div><div>27%</div><div>27%</div><div>46%</div></div> | 27 | | | |
| Non-regular Employee | 36 | <div><div>44%</div><div>39%</div><div>17%</div></div> | 44 | | | |
| 55. Senior leadership at my organization does a good job: Planning for the future. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>45%</div><div>27%</div><div>28%</div></div> | 45 | | -1 | |
| College of New Caledonia | 326 | <div><div>39%</div><div>24%</div><div>37%</div></div> | 39 | | | |
| Regular Employee | 286 | <div><div>38%</div><div>24%</div><div>38%</div></div> | 38 | | | |
| Non-regular Employee | 36 | <div><div>44%</div><div>28%</div><div>28%</div></div> | 44 | | | |
| 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 | <div><div>24%</div><div>29%</div><div>47%</div></div> | 24 | 57 | -1 | <u>-28</u> |
| College of New Caledonia | 326 | <div><div>29%</div><div>27%</div><div>44%</div></div> | 29 | | | |
| Regular Employee | 286 | <div><div>28%</div><div>25%</div><div>47%</div></div> | 28 | | | |
| Non-regular Employee | 36 | <div><div>36%</div><div>36%</div><div>28%</div></div> | 36 | | | |
| 57. Senior leadership at my organization does a good job: Explaining the reasons behind important decisions. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>35%</div><div>29%</div><div>36%</div></div> | 35 | | -2 | |
| College of New Caledonia | 326 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | | |
| Regular Employee | 286 | <div><div>38%</div><div>25%</div><div>37%</div></div> | 38 | | | |
| Non-regular Employee | 36 | <div><div>47%</div><div>25%</div><div>28%</div></div> | 47 | | | |




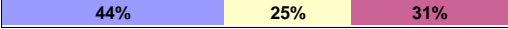
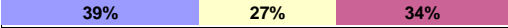

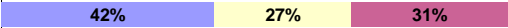
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Page 65

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding  =Favourable  =Neutral  =Unfavourable | % 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 | -15 |
| | Regular Employee | 286 |  | 39 | 0 | |
| | Non-regular Employee | 36 |  | 42 | 3 | |

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

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Page 66

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>53%</div><div>25%</div><div>22%</div></div> | 53 | 57 | 0 | -7 |
| College of New Caledonia | 325 | <div><div>50%</div><div>28%</div><div>22%</div></div> | 50 | | | |
| Regular Employee | 286 | <div><div>50%</div><div>27%</div><div>23%</div></div> | 50 | | | |
| Non-regular Employee | 36 | <div><div>50%</div><div>36%</div><div>14%</div></div> | 50 | | | |
| 60. My administrator/manager does a good job being available when he/she is needed. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>69%</div><div>15%</div><div>16%</div></div> | 69 | 63 | -1 | 3 |
| College of New Caledonia | 325 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | | | |
| Regular Employee | 286 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | | |
| Non-regular Employee | 36 | <div><div>69%</div><div>20%</div><div>11%</div></div> | 69 | | | |
| 61. My administrator/manager regularly coaches me on improving my performance. | | | | | | |
| BC Colleges Consortium Overall | 3,027 | <div><div>25%</div><div>34%</div><div>41%</div></div> | 25 | 32 | -1 | -11 |
| College of New Caledonia | 325 | <div><div>21%</div><div>38%</div><div>41%</div></div> | 21 | | | |
| Regular Employee | 286 | <div><div>20%</div><div>37%</div><div>43%</div></div> | 20 | | | |
| Non-regular Employee | 36 | <div><div>33%</div><div>39%</div><div>28%</div></div> | 33 | | | |
| 62. My administrator/manager seeks out the ideas and opinions of employees. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>59%</div><div>18%</div><div>23%</div></div> | 59 | | 1 | 3 |
| College of New Caledonia | 325 | <div><div>58%</div><div>18%</div><div>24%</div></div> | 58 | | | |
| Regular Employee | 286 | <div><div>59%</div><div>16%</div><div>25%</div></div> | 59 | | | |
| Non-regular Employee | 36 | <div><div>61%</div><div>20%</div><div>19%</div></div> | 61 | | | |
| 63. My administrator/manager does a good job keeping employees informed. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | 1 | -1 |
| College of New Caledonia | 324 | <div><div>57%</div><div>17%</div><div>26%</div></div> | 57 | | | |
| Regular Employee | 285 | <div><div>58%</div><div>15%</div><div>27%</div></div> | 58 | | | |
| Non-regular Employee | 36 | <div><div>56%</div><div>27%</div><div>17%</div></div> | 56 | | | |

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Page 67

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>14%</div><div>23%</div></div> | 63 | 81 | | <div>-16</div> |
| College of New Caledonia | 326 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | | |
| Regular Employee | 286 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | 0 | |
| Non-regular Employee | 36 | <div><div>69%</div><div>9%</div><div>22%</div></div> | 69 | | 4 | |
| | | | | | | |
| 65. My department is technologically up-to-date. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>52%</div><div>16%</div><div>32%</div></div> | 52 | | | |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| Regular Employee | 286 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | 0 | |
| Non-regular Employee | 36 | <div><div>58%</div><div>17%</div><div>25%</div></div> | 58 | | 3 | |
| | | | | | | |

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Page 68

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | 63 | -3 <u>19</u> | 4 |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| Regular Employee | 286 | <div><div>64%</div><div>18%</div><div>18%</div></div> | 64 | | | |
| Non-regular Employee | 36 | <div><div>86%</div><div>8%</div><div>6%</div></div> | 86 | | | |
| 67. I feel a strong sense of commitment to my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>73%</div><div>16%</div><div>11%</div></div> | 73 | 67 | -2 11 | 5 |
| College of New Caledonia | 326 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | | |
| Regular Employee | 286 | <div><div>70%</div><div>16%</div><div>14%</div></div> | 70 | | | |
| Non-regular Employee | 36 | <div><div>83%</div><div>14%</div><div>3%</div></div> | 83 | | | |
| 68. I am proud to work for my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | 72 | -2 13 | 4 |
| College of New Caledonia | 326 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | | |
| Regular Employee | 286 | <div><div>74%</div><div>14%</div><div>12%</div></div> | 74 | | | |
| Non-regular Employee | 36 | <div><div>89%</div><div>8%</div><div>3%</div></div> | 89 | | | |
| 69. I am willing to "go the extra mile" to help my organization succeed. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>84%</div><div>10%</div><div>6%</div></div> | 84 | | -1 1 | |
| College of New Caledonia | 326 | <div><div>85%</div><div>9%</div><div>6%</div></div> | 85 | | | |
| Regular Employee | 286 | <div><div>84%</div><div>10%</div><div>6%</div></div> | 84 | | | |
| Non-regular Employee | 36 | <div><div>86%</div><div>14%</div><div></div></div> | 86 | | | |
| 70. I am motivated to do my best to provide quality service to students. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>95%</div><div>3%</div><div>2%</div></div> | 95 | | -1 7 | |
| College of New Caledonia | 326 | <div><div>93%</div><div>3%</div><div>4%</div></div> | 93 | | | |
| Regular Employee | 286 | <div><div>92%</div><div>3%</div><div>5%</div></div> | 92 | | | |
| Non-regular Employee | 36 | <div><div>100%</div><div></div><div></div></div> | 100 | | | |

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

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Page 69

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | 58 | -1 | 5 |
| College of New Caledonia | 326 | <div><div>63%</div><div>16%</div><div>21%</div></div> | 63 | | | |
| Regular Employee | 286 | <div><div>62%</div><div>15%</div><div>23%</div></div> | 62 | | | |
| Non-regular Employee | 36 | <div><div>67%</div><div>19%</div><div>14%</div></div> | 67 | | | |
| 72. Overall, I am satisfied with my job. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>73%</div><div>14%</div><div>13%</div></div> | 73 | 73 | -1 | 3 |
| College of New Caledonia | 326 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | | |
| Regular Employee | 286 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | |
| Non-regular Employee | 36 | <div><div>83%</div><div>11%</div><div>6%</div></div> | 83 | | | |
| 73. Overall, I am satisfied with my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | -3 | 17 |
| College of New Caledonia | 325 | <div><div>58%</div><div>15%</div><div>27%</div></div> | 58 | | | |
| Regular Employee | 285 | <div><div>55%</div><div>15%</div><div>30%</div></div> | 55 | | | |
| Non-regular Employee | 36 | <div><div>75%</div><div>17%</div><div>8%</div></div> | 75 | | | |

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

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Page 70

2008 Employee Survey

Item Results

| Employee Status | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | 76 | -3 | <u>-21</u> |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| Regular Employee | 286 | <div><div>52%</div><div>17%</div><div>31%</div></div> | 52 | | | |
| Non-regular Employee | 36 | <div><div>78%</div><div>8%</div><div>14%</div></div> | 78 | | | |
| | | | | | | |
| 75. My organization is student-focused. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>67%</div><div>18%</div><div>15%</div></div> | 67 | 80 | -2 | 9 |
| College of New Caledonia | 326 | <div><div>60%</div><div>16%</div><div>24%</div></div> | 60 | | | |
| Regular Employee | 286 | <div><div>58%</div><div>16%</div><div>26%</div></div> | 58 | | | |
| Non-regular Employee | 36 | <div><div>69%</div><div>17%</div><div>14%</div></div> | 69 | | | |
| | | | | | | |
| 76. I have enough flexibility in my job to do what is necessary to provide good service. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 80 | -1 | -5 |
| College of New Caledonia | 326 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | |
| Regular Employee | 286 | <div><div>74%</div><div>12%</div><div>14%</div></div> | 74 | | | |
| Non-regular Employee | 36 | <div><div>81%</div><div>16%</div><div>3%</div></div> | 81 | | | |
| | | | | | | |
| 77. Overall, my organization is doing a good job satisfying its students. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>66%</div><div>21%</div><div>13%</div></div> | 66 | 80 | -2 | <u>18</u> |
| College of New Caledonia | 325 | <div><div>60%</div><div>20%</div><div>20%</div></div> | 60 | | | |
| Regular Employee | 285 | <div><div>58%</div><div>21%</div><div>21%</div></div> | 58 | | | |
| Non-regular Employee | 36 | <div><div>78%</div><div>5%</div><div>17%</div></div> | 78 | | | |
| | | | | | | |

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Page 71

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>83%</div><div>11%</div><div>6%</div></div> | 83 | | | | | | | |
| College of New Caledonia | 326 | <div><div>78%</div><div>12%</div><div>10%</div></div> | 78 | | | | | | | |
| 100% | 241 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | | | -2 | | | |
| 50% - 99% | 50 | <div><div>84%</div><div>6%</div><div>10%</div></div> | 84 | | | | 6 | | | |
| < 50% | 23 | <div><div>70%</div><div>17%</div><div>13%</div></div> | 70 | | | | -8 | | | |
| 2. My organization shows a great deal of loyalty to its employees. | | | | | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>44%</div><div>28%</div><div>28%</div></div> | 44 | | | | | | | |
| College of New Caledonia | 326 | <div><div>40%</div><div>26%</div><div>34%</div></div> | 40 | | | | | | | |
| 100% | 241 | <div><div>38%</div><div>23%</div><div>39%</div></div> | 38 | | | | | | | -2 |
| 50% - 99% | 50 | <div><div>56%</div><div>20%</div><div>24%</div></div> | 56 | | | | | | | <u>16</u> |
| < 50% | 23 | <div><div>35%</div><div>39%</div><div>26%</div></div> | 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 | <div><div>47%</div><div>21%</div><div>32%</div></div> | 47 | | | | | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>14%</div><div>36%</div></div> | 50 | | | | | | | |
| 100% | 241 | <div><div>46%</div><div>14%</div><div>40%</div></div> | 46 | | | | | | | -4 |
| 50% - 99% | 50 | <div><div>68%</div><div>10%</div><div>22%</div></div> | 68 | | | | | | | <u>18</u> |
| < 50% | 23 | <div><div>43%</div><div>27%</div><div>30%</div></div> | 43 | | | | -7 | | | |
| 4. I am confident my organization will be successful in the future. | | | | | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>64%</div><div>24%</div><div>12%</div></div> | 64 | | | | 70 | | | |
| College of New Caledonia | 326 | <div><div>59%</div><div>24%</div><div>17%</div></div> | 59 | | | | | | | -11 |
| 100% | 241 | <div><div>53%</div><div>27%</div><div>20%</div></div> | 53 | | | | | | | -6 |
| 50% - 99% | 50 | <div><div>84%</div><div>6%</div><div>10%</div></div> | 84 | | | | | | | <u>25</u> |
| < 50% | 23 | <div><div>57%</div><div>30%</div><div>13%</div></div> | 57 | -2 | | | | | | |

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Page 72

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | 62 | | <u>-11</u> |
| College of New Caledonia | 326 | <div><div>51%</div><div>20%</div><div>29%</div></div> | 51 | | | |
| 100% | 241 | <div><div>50%</div><div>21%</div><div>29%</div></div> | 50 | | -1 | |
| 50% - 99% | 50 | <div><div>50%</div><div>14%</div><div>36%</div></div> | 50 | | -1 | |
| < 50% | 23 | <div><div>52%</div><div>26%</div><div>22%</div></div> | 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 | <div><div>46%</div><div>22%</div><div>32%</div></div> | 46 | | | 0 |
| College of New Caledonia | 326 | <div><div>48%</div><div>20%</div><div>32%</div></div> | 48 | | | |
| 100% | 241 | <div><div>48%</div><div>19%</div><div>33%</div></div> | 48 | | 0 | |
| 50% - 99% | 50 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | -2 | |
| < 50% | 23 | <div><div>48%</div><div>17%</div><div>35%</div></div> | 48 | | 0 | |
| 7. I like the people with whom I work. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>88%</div><div>9%</div><div>3%</div></div> | 88 | | | -1 |
| College of New Caledonia | 326 | <div><div>89%</div><div>5%</div><div>6%</div></div> | 89 | | | |
| 100% | 241 | <div><div>88%</div><div>5%</div><div>7%</div></div> | 88 | | | |
| 50% - 99% | 50 | <div><div>92%</div><div>8%</div><div></div></div> | 92 | | 3 | |
| < 50% | 23 | <div><div>96%</div><div>4%</div><div></div></div> | 96 | | 7 | |

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Page 73

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>85%</div><div>7%</div><div>8%</div></div> | 85 | 80 | 0 | 3 |
| College of New Caledonia | 326 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | | | |
| 100% | 241 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | | | |
| 50% - 99% | 50 | <div><div>88%</div><div>4%</div><div>8%</div></div> | 88 | | | |
| < 50% | 23 | <div><div>74%</div><div>17%</div><div>9%</div></div> | 74 | | | |
| 9. My job makes good use of my skills and abilities. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | 79 | -1 | 0 |
| College of New Caledonia | 326 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | | | |
| 100% | 241 | <div><div>78%</div><div>9%</div><div>13%</div></div> | 78 | | | |
| 50% - 99% | 50 | <div><div>86%</div><div>4%</div><div>10%</div></div> | 86 | | | |
| < 50% | 23 | <div><div>74%</div><div>4%</div><div>22%</div></div> | 74 | | | |
| 10. I feel encouraged to come up with new and better ways of doing things. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | 60 | -2 | 2 |
| College of New Caledonia | 326 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | |
| 100% | 241 | <div><div>60%</div><div>18%</div><div>22%</div></div> | 60 | | | |
| 50% - 99% | 50 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | | | |
| < 50% | 23 | <div><div>57%</div><div>13%</div><div>30%</div></div> | 57 | | | |
| 11. I have a clear understanding of how my work contributes to achieving my organization's overall goals. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 83 | -1 | <u>-10</u> |
| College of New Caledonia | 326 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | | | |
| 100% | 241 | <div><div>72%</div><div>12%</div><div>16%</div></div> | 72 | | | |
| 50% - 99% | 50 | <div><div>80%</div><div>12%</div><div>8%</div></div> | 80 | | | |
| < 50% | 23 | <div><div>57%</div><div>21%</div><div>22%</div></div> | 57 | | | |

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Page 74

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>57%</div><div>13%</div><div>30%</div></div> | 57 | 70 | -3 | <u>-11</u> |
| College of New Caledonia | 326 | <div><div>59%</div><div>15%</div><div>26%</div></div> | 59 | | | |
| 100% | 241 | <div><div>56%</div><div>15%</div><div>29%</div></div> | 56 | | | |
| 50% - 99% | 50 | <div><div>68%</div><div>12%</div><div>20%</div></div> | 68 | | | |
| < 50% | 23 | <div><div>57%</div><div>21%</div><div>22%</div></div> | 57 | | | |
| 13. My job gives me a chance to do interesting and challenging work. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>77%</div><div>12%</div><div>11%</div></div> | 77 | 83 | -2 | -3 |
| College of New Caledonia | 326 | <div><div>80%</div><div>8%</div><div>12%</div></div> | 80 | | | |
| 100% | 241 | <div><div>78%</div><div>9%</div><div>13%</div></div> | 78 | | | |
| 50% - 99% | 50 | <div><div>90%</div><div>4%</div><div>6%</div></div> | 90 | | | |
| < 50% | 23 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | | |
| 14. I have ready access to the information I need to do my job well. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>66%</div><div>18%</div><div>16%</div></div> | 66 | 82 | 0 | <u>-19</u> |
| College of New Caledonia | 326 | <div><div>63%</div><div>20%</div><div>17%</div></div> | 63 | | | |
| 100% | 241 | <div><div>63%</div><div>20%</div><div>17%</div></div> | 63 | | | |
| 50% - 99% | 50 | <div><div>64%</div><div>18%</div><div>18%</div></div> | 64 | | | |
| < 50% | 23 | <div><div>52%</div><div>26%</div><div>22%</div></div> | 52 | | | |

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Page 75

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>11%</div><div>16%</div></div> | 73 | 30 | 1 | |
| College of New Caledonia | 326 | <div><div>75%</div><div>9%</div><div>16%</div></div> | 75 | | | |
| 100% | 241 | <div><div>76%</div><div>8%</div><div>16%</div></div> | 76 | | | |
| 50% - 99% | 50 | <div><div>80%</div><div>2%</div><div>18%</div></div> | 80 | | | |
| < 50% | 23 | <div><div>57%</div><div>26%</div><div>17%</div></div> | 57 | | | |
| | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>36%</div><div>31%</div><div>33%</div></div> | 36 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | | |
| 100% | 241 | <div><div>39%</div><div>24%</div><div>37%</div></div> | 39 | | | |
| 50% - 99% | 50 | <div><div>48%</div><div>26%</div><div>26%</div></div> | 48 | | | |
| < 50% | 23 | <div><div>9%</div><div>56%</div><div>35%</div></div> | 9 | | | |
| 16. Teamwork and cooperation are rewarded. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | 30 | 0 | |
| College of New Caledonia | 326 | <div><div>44%</div><div>23%</div><div>33%</div></div> | 44 | | | |
| 100% | 241 | <div><div>44%</div><div>22%</div><div>34%</div></div> | 44 | | | |
| 50% - 99% | 50 | <div><div>56%</div><div>18%</div><div>26%</div></div> | 56 | | | |
| < 50% | 23 | <div><div>26%</div><div>35%</div><div>39%</div></div> | 26 | | | |
| | | | | | | |
| BC Colleges Consortium Overall | 3,026 | <div><div>42%</div><div>30%</div><div>28%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 39 | | | |
| 100% | 241 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | | |
| 50% - 99% | 50 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | | |
| < 50% | 23 | <div><div>22%</div><div>39%</div><div>39%</div></div> | 22 | | | |
| 17. My manager does a good job of building teamwork, within our department. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | 30 | 0 | |
| College of New Caledonia | 326 | <div><div>44%</div><div>23%</div><div>33%</div></div> | 44 | | | |
| 100% | 241 | <div><div>44%</div><div>22%</div><div>34%</div></div> | 44 | | | |
| 50% - 99% | 50 | <div><div>56%</div><div>18%</div><div>26%</div></div> | 56 | | | |
| < 50% | 23 | <div><div>26%</div><div>35%</div><div>39%</div></div> | 26 | | | |
| | | | | | | |
| BC Colleges Consortium Overall | 3,026 | <div><div>42%</div><div>30%</div><div>28%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 39 | | | |
| 100% | 241 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | | |
| 50% - 99% | 50 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | | |
| < 50% | 23 | <div><div>22%</div><div>39%</div><div>39%</div></div> | 22 | | | |
| 18. My manager does a good job of building teamwork, between our department and other departments. | | | | | | |
| BC Colleges Consortium Overall | 3,026 | <div><div>42%</div><div>30%</div><div>28%</div></div> | 42 | 30 | 11 | |
| College of New Caledonia | 326 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 39 | | | |
| 100% | 241 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | | |
| 50% - 99% | 50 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | | |
| < 50% | 23 | <div><div>22%</div><div>39%</div><div>39%</div></div> | 22 | | | |
| | | | | | | |
| BC Colleges Consortium Overall | 3,026 | <div><div>42%</div><div>30%</div><div>28%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 39 | | | |
| 100% | 241 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | | |
| 50% - 99% | 50 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | | |
| < 50% | 23 | <div><div>22%</div><div>39%</div><div>39%</div></div> | 22 | | | |

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Page 76

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>69%</div><div>18%</div><div>13%</div></div> | 69 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | | |
| 100% | 241 | <div><div>62%</div><div>15%</div><div>23%</div></div> | 62 | | -1 | |
| 50% - 99% | 50 | <div><div>64%</div><div>24%</div><div>12%</div></div> | 64 | | 1 | |
| < 50% | 23 | <div><div>61%</div><div>30%</div><div>9%</div></div> | 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 | <div><div>58%</div><div>23%</div><div>19%</div></div> | 58 | | | |
| College of New Caledonia | 326 | <div><div>52%</div><div>23%</div><div>25%</div></div> | 52 | | | |
| 100% | 241 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | -2 | |
| 50% - 99% | 50 | <div><div>62%</div><div>22%</div><div>16%</div></div> | 62 | | 10 | |
| < 50% | 23 | <div><div>52%</div><div>31%</div><div>17%</div></div> | 52 | | 0 | |
| 21. My organization has created a workplace that minimizes risk to my personal health and safety. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>70%</div><div>16%</div><div>14%</div></div> | 70 | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| 100% | 241 | <div><div>64%</div><div>17%</div><div>19%</div></div> | 64 | | -3 | |
| 50% - 99% | 50 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | | 9 | |
| < 50% | 23 | <div><div>74%</div><div>17%</div><div>9%</div></div> | 74 | | 7 | |

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Page 77

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>14%</div><div>15%</div></div> | 71 | 72 | -3 | -1 |
| College of New Caledonia | 326 | <div><div>71%</div><div>12%</div><div>17%</div></div> | 71 | | | |
| 100% | 241 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| 50% - 99% | 50 | <div><div>76%</div><div>8%</div><div>16%</div></div> | 76 | | | |
| < 50% | 23 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | | |
| 23. Employees are treated with dignity and respect, regardless of their background or position. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | 66 | -5 | -6 |
| College of New Caledonia | 326 | <div><div>60%</div><div>15%</div><div>25%</div></div> | 60 | | | |
| 100% | 241 | <div><div>55%</div><div>17%</div><div>28%</div></div> | 55 | | | |
| 50% - 99% | 50 | <div><div>72%</div><div>10%</div><div>18%</div></div> | 72 | | | |
| < 50% | 23 | <div><div>70%</div><div>4%</div><div>26%</div></div> | 70 | | | |
| 24. At my organization, policies and procedures are implemented fairly. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>53%</div><div>23%</div><div>24%</div></div> | 53 | | -4 | |
| College of New Caledonia | 326 | <div><div>48%</div><div>21%</div><div>31%</div></div> | 48 | | | |
| 100% | 241 | <div><div>44%</div><div>22%</div><div>34%</div></div> | 44 | | | |
| 50% - 99% | 50 | <div><div>60%</div><div>18%</div><div>22%</div></div> | 60 | | | |
| < 50% | 23 | <div><div>52%</div><div>26%</div><div>22%</div></div> | 52 | | | |
| 25. "Doing the right thing" at my organization is always the right approach. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>49%</div><div>28%</div><div>23%</div></div> | 49 | | -6 | |
| College of New Caledonia | 326 | <div><div>49%</div><div>24%</div><div>27%</div></div> | 49 | | | |
| 100% | 241 | <div><div>43%</div><div>26%</div><div>31%</div></div> | 43 | | | |
| 50% - 99% | 50 | <div><div>66%</div><div>18%</div><div>16%</div></div> | 66 | | | |
| < 50% | 23 | <div><div>61%</div><div>13%</div><div>26%</div></div> | 61 | | | |

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Page 78

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>23%</div><div>27%</div></div> | 50 | | | |
| 100% | 241 | <div><div>51%</div><div>21%</div><div>28%</div></div> | 51 | | 1 | |
| 50% - 99% | 50 | <div><div>54%</div><div>26%</div><div>20%</div></div> | 54 | | 4 | |
| < 50% | 23 | <div><div>35%</div><div>30%</div><div>35%</div></div> | 35 | | -15 | |
| 27. Employees are comfortable raising issues and concerns at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | | |
| 100% | 241 | <div><div>39%</div><div>22%</div><div>39%</div></div> | 39 | | -4 | |
| 50% - 99% | 50 | <div><div>56%</div><div>18%</div><div>26%</div></div> | 56 | | 13 | |
| < 50% | 23 | <div><div>30%</div><div>40%</div><div>30%</div></div> | 30 | | -13 | |
| 28. Information is openly communicated at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>42%</div><div>26%</div><div>32%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>23%</div><div>34%</div></div> | 43 | | | |
| 100% | 241 | <div><div>41%</div><div>21%</div><div>38%</div></div> | 41 | | -2 | |
| 50% - 99% | 50 | <div><div>50%</div><div>26%</div><div>24%</div></div> | 50 | | 7 | |
| < 50% | 23 | <div><div>35%</div><div>35%</div><div>30%</div></div> | 35 | | -8 | |
| 29. My immediate manager encourages open, honest two-way communication. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| College of New Caledonia | 326 | <div><div>64%</div><div>11%</div><div>25%</div></div> | 64 | 66 | | -2 |
| 100% | 241 | <div><div>63%</div><div>10%</div><div>27%</div></div> | 63 | | -1 | |
| 50% - 99% | 50 | <div><div>72%</div><div>12%</div><div>16%</div></div> | 72 | | 8 | |
| < 50% | 23 | <div><div>52%</div><div>22%</div><div>26%</div></div> | 52 | | -12 | |

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Page 79

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | 49 | -5 | -4 |
| College of New Caledonia | 325 | <div><div>45%</div><div>19%</div><div>36%</div></div> | 45 | | | |
| 100% | 241 | <div><div>40%</div><div>19%</div><div>41%</div></div> | 40 | | | |
| 50% - 99% | 50 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | | |
| < 50% | 22 | <div><div>45%</div><div>28%</div><div>27%</div></div> | 45 | | | |
| 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 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 61 | 51 | -6 | 7 |
| College of New Caledonia | 326 | <div><div>58%</div><div>22%</div><div>20%</div></div> | 58 | | | |
| 100% | 241 | <div><div>52%</div><div>26%</div><div>22%</div></div> | 52 | | | |
| 50% - 99% | 50 | <div><div>78%</div><div>8%</div><div>14%</div></div> | 78 | | | |
| < 50% | 23 | <div><div>65%</div><div>22%</div><div>13%</div></div> | 65 | | | |

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Page 80

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>13%</div><div>24%</div></div> | 63 | 63 | | 7 | |
| College of New Caledonia | 326 | <div><div>70%</div><div>14%</div><div>16%</div></div> | 70 | | | | |
| 100% | 241 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | | | -3 |
| 50% - 99% | 50 | <div><div>74%</div><div>12%</div><div>14%</div></div> | 74 | | | | 4 |
| < 50% | 23 | <div><div>78%</div><div>9%</div><div>13%</div></div> | 78 | | | | 8 |
| | | | | | | | |
| 33. I am satisfied with my current work-life balance. | | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>58%</div><div>14%</div><div>28%</div></div> | 58 | | | | |
| College of New Caledonia | 326 | <div><div>65%</div><div>13%</div><div>22%</div></div> | 65 | | | | |
| 100% | 241 | <div><div>64%</div><div>13%</div><div>23%</div></div> | 64 | | | | -1 |
| 50% - 99% | 50 | <div><div>70%</div><div>8%</div><div>22%</div></div> | 70 | | | | 5 |
| < 50% | 23 | <div><div>57%</div><div>26%</div><div>17%</div></div> | 57 | | | | -8 |
| | | | | | | | |

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2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | | |
| College of New Caledonia | 326 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | | |
| 100% | 241 | <div><div>76%</div><div>11%</div><div>13%</div></div> | 76 | | 2 | |
| 50% - 99% | 50 | <div><div>78%</div><div>6%</div><div>16%</div></div> | 78 | | 4 | |
| < 50% | 23 | <div><div>57%</div><div>30%</div><div>13%</div></div> | 57 | | -17 | |
| 35. I believe that I have sufficient opportunity for growth and development at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>17%</div><div>23%</div></div> | 60 | 55 | | 5 |
| 100% | 241 | <div><div>62%</div><div>14%</div><div>24%</div></div> | 62 | | 2 | |
| 50% - 99% | 50 | <div><div>64%</div><div>18%</div><div>18%</div></div> | 64 | | 4 | |
| < 50% | 23 | <div><div>39%</div><div>39%</div><div>22%</div></div> | 39 | | -21 | |
| 36. I get regular feedback on how well I'm doing in my job. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | | |
| College of New Caledonia | 326 | <div><div>42%</div><div>22%</div><div>36%</div></div> | 42 | 56 | | -14 |
| 100% | 241 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | 1 | |
| 50% - 99% | 50 | <div><div>44%</div><div>20%</div><div>36%</div></div> | 44 | | 2 | |
| < 50% | 23 | <div><div>22%</div><div>30%</div><div>48%</div></div> | 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 | <div><div>50%</div><div>26%</div><div>24%</div></div> | 50 | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>26%</div><div>23%</div></div> | 51 | 53 | | -2 |
| 100% | 241 | <div><div>52%</div><div>25%</div><div>23%</div></div> | 52 | | 1 | |
| 50% - 99% | 50 | <div><div>56%</div><div>28%</div><div>16%</div></div> | 56 | | 5 | |
| < 50% | 23 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | -8 | |

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Page 82

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>31%</div><div>29%</div><div>40%</div></div> | 31 | 43 | -2 | <u>-13</u> |
| College of New Caledonia | 326 | <div><div>30%</div><div>28%</div><div>42%</div></div> | 30 | | | |
| 100% | 241 | <div><div>28%</div><div>26%</div><div>46%</div></div> | 28 | | | |
| 50% - 99% | 50 | <div><div>40%</div><div>28%</div><div>32%</div></div> | 40 | | | |
| < 50% | 23 | <div><div>26%</div><div>35%</div><div>39%</div></div> | 26 | | | |
| 39. My organization is doing a good job of retaining its most talented people. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>27%</div><div>30%</div><div>43%</div></div> | 27 | 41 | -4 | <u>-12</u> |
| College of New Caledonia | 326 | <div><div>29%</div><div>24%</div><div>47%</div></div> | 29 | | | |
| 100% | 241 | <div><div>25%</div><div>24%</div><div>51%</div></div> | 25 | | | |
| 50% - 99% | 50 | <div><div>44%</div><div>20%</div><div>36%</div></div> | 44 | | | |
| < 50% | 23 | <div><div>22%</div><div>39%</div><div>39%</div></div> | 22 | | | |

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Page 83

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>82%</div><div>9%</div><div>9%</div></div> | 82 | | | |
| College of New Caledonia | 326 | <div><div>80%</div><div>12%</div><div>8%</div></div> | 80 | | | |
| 100% | 241 | <div><div>80%</div><div>12%</div><div>8%</div></div> | 80 | | 0 | |
| 50% - 99% | 50 | <div><div>86%</div><div>8%</div><div>6%</div></div> | 86 | | 6 | |
| < 50% | 23 | <div><div>65%</div><div>18%</div><div>17%</div></div> | 65 | | -15 | |
| 41. I understand how my performance is evaluated. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | |
| College of New Caledonia | 326 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | 58 | | -2 |
| 100% | 241 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | 0 | |
| 50% - 99% | 50 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | 6 | |
| < 50% | 23 | <div><div>43%</div><div>31%</div><div>26%</div></div> | 43 | | -13 | |
| 42. When I do a good job, my performance is recognized. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>43%</div><div>24%</div><div>33%</div></div> | 43 | | | |
| College of New Caledonia | 325 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | 61 | | -16 |
| 100% | 240 | <div><div>45%</div><div>24%</div><div>31%</div></div> | 45 | | 0 | |
| 50% - 99% | 50 | <div><div>48%</div><div>28%</div><div>24%</div></div> | 48 | | 3 | |
| < 50% | 23 | <div><div>22%</div><div>39%</div><div>39%</div></div> | 22 | | -23 | |
| 43. Our performance evaluation process adequately distinguishes among poor, average, and good performers. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>21%</div><div>36%</div><div>43%</div></div> | 21 | | | |
| College of New Caledonia | 325 | <div><div>19%</div><div>42%</div><div>39%</div></div> | 19 | 66 | | -47 |
| 100% | 241 | <div><div>19%</div><div>40%</div><div>41%</div></div> | 19 | | 0 | |
| 50% - 99% | 49 | <div><div>20%</div><div>47%</div><div>33%</div></div> | 20 | | 1 | |
| < 50% | 23 | <div><div>17%</div><div>48%</div><div>35%</div></div> | 17 | | -2 | |

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Page 84

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>36%</div><div>38%</div><div>26%</div></div> | 36 | 71 | -1 | <u>-39</u> |
| College of New Caledonia | 325 | <div><div>32%</div><div>40%</div><div>28%</div></div> | 32 | | | |
| 100% | 241 | <div><div>31%</div><div>40%</div><div>29%</div></div> | 31 | | | |
| 50% - 99% | 49 | <div><div>37%</div><div>43%</div><div>20%</div></div> | 37 | | | |
| < 50% | 23 | <div><div>26%</div><div>39%</div><div>35%</div></div> | 26 | | | |
| 45. The people in my work group take accountability for their work. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | 35 | -1 | <u>-20</u> |
| College of New Caledonia | 326 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | | |
| 100% | 241 | <div><div>66%</div><div>16%</div><div>18%</div></div> | 66 | | | |
| 50% - 99% | 50 | <div><div>80%</div><div>8%</div><div>12%</div></div> | 80 | | | |
| < 50% | 23 | <div><div>52%</div><div>31%</div><div>17%</div></div> | 52 | | | |
| 46. Promotions are given to the most qualified employees at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,024 | <div><div>15%</div><div>39%</div><div>46%</div></div> | 15 | 35 | -1 | <u>-20</u> |
| College of New Caledonia | 324 | <div><div>15%</div><div>36%</div><div>49%</div></div> | 15 | | | |
| 100% | 241 | <div><div>14%</div><div>33%</div><div>53%</div></div> | 14 | | | |
| 50% - 99% | 49 | <div><div>14%</div><div>47%</div><div>39%</div></div> | 14 | | | |
| < 50% | 22 | <div><div>14%</div><div>45%</div><div>41%</div></div> | 14 | | | |
| 47. The procedures for considering employees for job openings are fair. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>39%</div><div>30%</div><div>31%</div></div> | 39 | 35 | 0 | -7 |
| College of New Caledonia | 325 | <div><div>34%</div><div>23%</div><div>43%</div></div> | 34 | | | |
| 100% | 241 | <div><div>34%</div><div>22%</div><div>44%</div></div> | 34 | | | |
| 50% - 99% | 50 | <div><div>34%</div><div>24%</div><div>42%</div></div> | 34 | | | |
| < 50% | 22 | <div><div>27%</div><div>32%</div><div>41%</div></div> | 27 | | | |

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

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2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | 61 | 8 | 1 |
| College of New Caledonia | 325 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | |
| 100% | 240 | <div><div>70%</div><div>14%</div><div>16%</div></div> | 70 | | | |
| 50% - 99% | 50 | <div><div>44%</div><div>28%</div><div>28%</div></div> | 44 | | | |
| < 50% | 23 | <div><div>35%</div><div>30%</div><div>35%</div></div> | 35 | | | |
| 49. I can easily find out answers to questions I have about my benefits package. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>79%</div><div>13%</div><div>8%</div></div> | 79 | 71 | 5 | -3 |
| College of New Caledonia | 325 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | | | |
| 100% | 240 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | | | |
| 50% - 99% | 50 | <div><div>56%</div><div>22%</div><div>22%</div></div> | 56 | | | |
| < 50% | 23 | <div><div>52%</div><div>26%</div><div>22%</div></div> | 52 | | | |
| 50. I have a good understanding of what benefits are available to me. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>75%</div><div>15%</div><div>10%</div></div> | 75 | | 6 | -14 |
| College of New Caledonia | 325 | <div><div>66%</div><div>16%</div><div>18%</div></div> | 66 | | | |
| 100% | 240 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | | |
| 50% - 99% | 50 | <div><div>52%</div><div>26%</div><div>22%</div></div> | 52 | | | |
| < 50% | 23 | <div><div>39%</div><div>22%</div><div>39%</div></div> | 39 | | | |
| 51. My organization provides me with enough information to make informed benefit decisions. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | | 5 | -13 |
| College of New Caledonia | 325 | <div><div>57%</div><div>23%</div><div>20%</div></div> | 57 | | | |
| 100% | 240 | <div><div>62%</div><div>20%</div><div>18%</div></div> | 62 | | | |
| 50% - 99% | 50 | <div><div>44%</div><div>32%</div><div>24%</div></div> | 44 | | | |
| < 50% | 23 | <div><div>39%</div><div>31%</div><div>30%</div></div> | 39 | | | |

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Page 86

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>15%</div><div>14%</div></div> | 71 | | | |
| College of New Caledonia | 325 | <div><div>72%</div><div>16%</div><div>12%</div></div> | 72 | | | |
| 100% | 240 | <div><div>77%</div><div>11%</div><div>12%</div></div> | 77 | | 5 | |
| 50% - 99% | 50 | <div><div>66%</div><div>20%</div><div>14%</div></div> | 66 | | -6 | |
| < 50% | 23 | <div><div>52%</div><div>35%</div><div>13%</div></div> | 52 | | <u>-20</u> | |

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Page 87

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>43%</div><div>29%</div><div>28%</div></div> | 43 | 61 | -3 | <u>-12</u> |
| College of New Caledonia | 326 | <div><div>49%</div><div>22%</div><div>29%</div></div> | 49 | | | |
| 100% | 241 | <div><div>46%</div><div>21%</div><div>33%</div></div> | 46 | | | |
| 50% - 99% | 50 | <div><div>64%</div><div>18%</div><div>18%</div></div> | 64 | | | |
| < 50% | 23 | <div><div>35%</div><div>30%</div><div>35%</div></div> | 35 | | | |
| 54. Senior leadership at my organization does a good job: Confronting issues before they become major problems. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>28%</div><div>31%</div><div>41%</div></div> | 28 | 47 | -2 | <u>-18</u> |
| College of New Caledonia | 326 | <div><div>29%</div><div>29%</div><div>42%</div></div> | 29 | | | |
| 100% | 241 | <div><div>27%</div><div>26%</div><div>47%</div></div> | 27 | | | |
| 50% - 99% | 50 | <div><div>42%</div><div>38%</div><div>20%</div></div> | 42 | | | |
| < 50% | 23 | <div><div>30%</div><div>27%</div><div>43%</div></div> | 30 | | | |
| 55. Senior leadership at my organization does a good job: Planning for the future. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>45%</div><div>27%</div><div>28%</div></div> | 45 | | 13 | |
| College of New Caledonia | 326 | <div><div>39%</div><div>24%</div><div>37%</div></div> | 39 | | | |
| 100% | 241 | <div><div>37%</div><div>23%</div><div>40%</div></div> | 37 | | | |
| 50% - 99% | 50 | <div><div>52%</div><div>20%</div><div>28%</div></div> | 52 | | | |
| < 50% | 23 | <div><div>22%</div><div>39%</div><div>39%</div></div> | 22 | | | |
| 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 | <div><div>24%</div><div>29%</div><div>47%</div></div> | 24 | 57 | -2 | <u>-28</u> |
| College of New Caledonia | 326 | <div><div>29%</div><div>27%</div><div>44%</div></div> | 29 | | | |
| 100% | 241 | <div><div>27%</div><div>27%</div><div>46%</div></div> | 27 | | | |
| 50% - 99% | 50 | <div><div>42%</div><div>20%</div><div>38%</div></div> | 42 | | | |
| < 50% | 23 | <div><div>17%</div><div>40%</div><div>43%</div></div> | 17 | | | |

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Page 88

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>35%</div><div>29%</div><div>36%</div></div> | 35 | | | |
| College of New Caledonia | 326 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | | |
| 100% | 241 | <div><div>37%</div><div>25%</div><div>38%</div></div> | 37 | | -3 | |
| 50% - 99% | 50 | <div><div>54%</div><div>18%</div><div>28%</div></div> | 54 | | 14 | |
| < 50% | 23 | <div><div>35%</div><div>26%</div><div>39%</div></div> | 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 | <div><div>44%</div><div>25%</div><div>31%</div></div> | 44 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | 54 | | -15 |
| 100% | 241 | <div><div>37%</div><div>27%</div><div>36%</div></div> | 37 | | -2 | |
| 50% - 99% | 50 | <div><div>52%</div><div>18%</div><div>30%</div></div> | 52 | | 13 | |
| < 50% | 23 | <div><div>26%</div><div>31%</div><div>43%</div></div> | 26 | | -13 | |

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Page 89

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>53%</div><div>25%</div><div>22%</div></div> | 53 | 57 | 1 | -7 |
| College of New Caledonia | 325 | <div><div>50%</div><div>28%</div><div>22%</div></div> | 50 | | | |
| 100% | 241 | <div><div>51%</div><div>26%</div><div>23%</div></div> | 51 | | | |
| 50% - 99% | 50 | <div><div>50%</div><div>30%</div><div>20%</div></div> | 50 | | | |
| < 50% | 23 | <div><div>30%</div><div>44%</div><div>26%</div></div> | 30 | | | |
| 60. My administrator/manager does a good job being available when he/she is needed. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>69%</div><div>15%</div><div>16%</div></div> | 69 | 63 | -1 | 3 |
| College of New Caledonia | 325 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | | | |
| 100% | 241 | <div><div>65%</div><div>15%</div><div>20%</div></div> | 65 | | | |
| 50% - 99% | 50 | <div><div>68%</div><div>12%</div><div>20%</div></div> | 68 | | | |
| < 50% | 23 | <div><div>65%</div><div>13%</div><div>22%</div></div> | 65 | | | |
| 61. My administrator/manager regularly coaches me on improving my performance. | | | | | | |
| BC Colleges Consortium Overall | 3,027 | <div><div>25%</div><div>34%</div><div>41%</div></div> | 25 | 32 | 0 | <u>-11</u> |
| College of New Caledonia | 325 | <div><div>21%</div><div>38%</div><div>41%</div></div> | 21 | | | |
| 100% | 241 | <div><div>21%</div><div>38%</div><div>41%</div></div> | 21 | | | |
| 50% - 99% | 50 | <div><div>24%</div><div>38%</div><div>38%</div></div> | 24 | | | |
| < 50% | 23 | <div><div>13%</div><div>39%</div><div>48%</div></div> | 13 | | | |
| 62. My administrator/manager seeks out the ideas and opinions of employees. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>59%</div><div>18%</div><div>23%</div></div> | 59 | | 2 | 4 |
| College of New Caledonia | 325 | <div><div>58%</div><div>18%</div><div>24%</div></div> | 58 | | | |
| 100% | 241 | <div><div>60%</div><div>16%</div><div>24%</div></div> | 60 | | | |
| 50% - 99% | 50 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | |
| < 50% | 23 | <div><div>30%</div><div>27%</div><div>43%</div></div> | 30 | | | |

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Page 90

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | | |
| College of New Caledonia | 324 | <div><div>57%</div><div>17%</div><div>26%</div></div> | 57 | | | |
| 100% | 240 | <div><div>59%</div><div>15%</div><div>26%</div></div> | 59 | | 2 | |
| 50% - 99% | 50 | <div><div>56%</div><div>22%</div><div>22%</div></div> | 56 | | -1 | |
| < 50% | 23 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | -14 | |

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Page 91

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>14%</div><div>23%</div></div> | 63 | 81 | 1 | <u>-16</u> |
| College of New Caledonia | 326 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | | |
| 100% | 241 | <div><div>66%</div><div>13%</div><div>21%</div></div> | 66 | | | |
| 50% - 99% | 50 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | |
| < 50% | 23 | <div><div>65%</div><div>9%</div><div>26%</div></div> | 65 | | | |
| | | | | | | |
| 65. My department is technologically up-to-date. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>52%</div><div>16%</div><div>32%</div></div> | 52 | | -2 | |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| 100% | 241 | <div><div>53%</div><div>16%</div><div>31%</div></div> | 53 | | | |
| 50% - 99% | 50 | <div><div>62%</div><div>14%</div><div>24%</div></div> | 62 | | | |
| < 50% | 23 | <div><div>52%</div><div>18%</div><div>30%</div></div> | 52 | | | |
| | | | | | | |

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Page 92

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | 63 | -3 | 4 |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| 100% | 241 | <div><div>64%</div><div>18%</div><div>18%</div></div> | 64 | | | |
| 50% - 99% | 50 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | | |
| < 50% | 23 | <div><div>65%</div><div>22%</div><div>13%</div></div> | 65 | | | |
| 67. I feel a strong sense of commitment to my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>73%</div><div>16%</div><div>11%</div></div> | 73 | 67 | -4 | 5 |
| College of New Caledonia | 326 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | | |
| 100% | 241 | <div><div>68%</div><div>18%</div><div>14%</div></div> | 68 | | | |
| 50% - 99% | 50 | <div><div>84%</div><div>8%</div><div>8%</div></div> | 84 | | | |
| < 50% | 23 | <div><div>70%</div><div>13%</div><div>17%</div></div> | 70 | | | |
| 68. I am proud to work for my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | 72 | -3 | 4 |
| College of New Caledonia | 326 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | | |
| 100% | 241 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | | | |
| 50% - 99% | 50 | <div><div>86%</div><div>8%</div><div>6%</div></div> | 86 | | | |
| < 50% | 23 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | | | |
| 69. I am willing to "go the extra mile" to help my organization succeed. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>84%</div><div>10%</div><div>6%</div></div> | 84 | | -2 | |
| College of New Caledonia | 326 | <div><div>85%</div><div>9%</div><div>6%</div></div> | 85 | | | |
| 100% | 241 | <div><div>83%</div><div>10%</div><div>7%</div></div> | 83 | | | |
| 50% - 99% | 50 | <div><div>90%</div><div>8%</div><div>2%</div></div> | 90 | | | |
| < 50% | 23 | <div><div>91%</div><div>5%</div><div>4%</div></div> | 91 | | | |
| | | | | | | |

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Page 93

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>95%</div><div>3%</div><div>2%</div></div> | 95 | | | |
| College of New Caledonia | 326 | <div><div>93%</div><div>3%</div><div>4%</div></div> | 93 | | | |
| 100% | 241 | <div><div>93%</div><div>2%</div><div>5%</div></div> | 93 | | 0 | |
| 50% - 99% | 50 | <div><div>100%</div></div> | 100 | | 7 | |
| < 50% | 23 | <div><div>87%</div><div>4%</div><div>9%</div></div> | 87 | | -6 | |
| 71. At the present time, I am NOT seriously considering leaving my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>16%</div><div>21%</div></div> | 63 | 58 | | 5 |
| 100% | 241 | <div><div>61%</div><div>15%</div><div>24%</div></div> | 61 | | -2 | |
| 50% - 99% | 50 | <div><div>66%</div><div>16%</div><div>18%</div></div> | 66 | | 3 | |
| < 50% | 23 | <div><div>65%</div><div>22%</div><div>13%</div></div> | 65 | | 2 | |
| 72. Overall, I am satisfied with my job. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>73%</div><div>14%</div><div>13%</div></div> | 73 | | | |
| College of New Caledonia | 326 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | 73 | | 3 |
| 100% | 241 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | 0 | |
| 50% - 99% | 50 | <div><div>82%</div><div>2%</div><div>16%</div></div> | 82 | | 6 | |
| < 50% | 23 | <div><div>65%</div><div>26%</div><div>9%</div></div> | 65 | | -11 | |
| 73. Overall, I am satisfied with my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | |
| College of New Caledonia | 325 | <div><div>58%</div><div>15%</div><div>27%</div></div> | 58 | | | |
| 100% | 240 | <div><div>54%</div><div>14%</div><div>32%</div></div> | 54 | | -4 | |
| 50% - 99% | 50 | <div><div>72%</div><div>10%</div><div>18%</div></div> | 72 | | 14 | |
| < 50% | 23 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 61 | | 3 | |

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

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Page 94

2008 Employee Survey

Item Results

| Percentage Appointment | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | 76 | | <div>-21</div> |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| 100% | 241 | <div><div>49%</div><div>18%</div><div>33%</div></div> | 49 | | -6 | |
| 50% - 99% | 50 | <div><div>78%</div><div>4%</div><div>18%</div></div> | 78 | | <div>23</div> | |
| < 50% | 23 | <div><div>65%</div><div>18%</div><div>17%</div></div> | 65 | | 10 | |
| | | | | | | |
| 75. My organization is student-focused. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>67%</div><div>18%</div><div>15%</div></div> | 67 | 80 | | -5 |
| College of New Caledonia | 326 | <div><div>60%</div><div>16%</div><div>24%</div></div> | 60 | | | |
| 100% | 241 | <div><div>55%</div><div>18%</div><div>27%</div></div> | 55 | | -5 | |
| 50% - 99% | 50 | <div><div>78%</div><div>6%</div><div>16%</div></div> | 78 | | <div>18</div> | |
| < 50% | 23 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 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 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 80 | | -5 |
| College of New Caledonia | 326 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | |
| 100% | 241 | <div><div>74%</div><div>12%</div><div>14%</div></div> | 74 | | -1 | |
| 50% - 99% | 50 | <div><div>84%</div><div>8%</div><div>8%</div></div> | 84 | | 9 | |
| < 50% | 23 | <div><div>61%</div><div>30%</div><div>9%</div></div> | 61 | | -14 | |
| | | | | | | |
| 77. Overall, my organization is doing a good job satisfying its students. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>66%</div><div>21%</div><div>13%</div></div> | 66 | 80 | | -5 |
| College of New Caledonia | 325 | <div><div>60%</div><div>20%</div><div>20%</div></div> | 60 | | | |
| 100% | 240 | <div><div>55%</div><div>23%</div><div>22%</div></div> | 55 | | -5 | |
| 50% - 99% | 50 | <div><div>82%</div><div>4%</div><div>14%</div></div> | 82 | | <div>22</div> | |
| < 50% | 23 | <div><div>57%</div><div>21%</div><div>22%</div></div> | 57 | | -3 | |
| | | | | | | |

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Page 95

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>83%<div></div>11%<div></div>6%</div> | 83 | 70 | | | |
| College of New Caledonia | 326 | <div><div></div>78%<div></div>12%<div></div>10%</div> | 78 | | | | |
| Excluded Administration | 41 | <div><div></div>93%<div></div>7%</div> | 93 | | <u>15</u> | | |
| Faculty | 127 | <div><div></div>70%<div></div>17%<div></div>13%</div> | 70 | | -8 | | |
| Support Staff | 152 | <div><div></div>79%<div></div>10%<div></div>11%</div> | 79 | | 1 | | |
| 2. My organization shows a great deal of loyalty to its employees. | | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div></div>44%<div></div>28%<div></div>28%</div> | 44 | | | | |
| College of New Caledonia | 326 | <div><div></div>40%<div></div>26%<div></div>34%</div> | 40 | | | | |
| Excluded Administration | 41 | <div><div></div>68%<div></div>15%<div></div>17%</div> | 68 | | <u>28</u> | | |
| Faculty | 127 | <div><div></div>31%<div></div>22%<div></div>47%</div> | 31 | | -9 | | |
| Support Staff | 152 | <div><div></div>41%<div></div>29%<div></div>30%</div> | 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 | <div><div></div>47%<div></div>21%<div></div>32%</div> | 47 | | | | |
| College of New Caledonia | 326 | <div><div></div>50%<div></div>14%<div></div>36%</div> | 50 | | | | |
| Excluded Administration | 41 | <div><div></div>68%<div></div>12%<div></div>20%</div> | 68 | | <u>18</u> | | |
| Faculty | 127 | <div><div></div>43%<div></div>13%<div></div>44%</div> | 43 | -7 | | | |
| Support Staff | 152 | <div><div></div>51%<div></div>15%<div></div>34%</div> | 51 | 1 | | | |
| 4. I am confident my organization will be successful in the future. | | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div></div>64%<div></div>24%<div></div>12%</div> | 64 | | | | |
| College of New Caledonia | 326 | <div><div></div>59%<div></div>24%<div></div>17%</div> | 59 | | <u>-11</u> | | |
| Excluded Administration | 41 | <div><div></div>80%<div></div>15%<div></div>5%</div> | 80 | <u>21</u> | | | |
| Faculty | 127 | <div><div></div>46%<div></div>26%<div></div>28%</div> | 46 | <u>-13</u> | | | |
| Support Staff | 152 | <div><div></div>63%<div></div>25%<div></div>12%</div> | 63 | 4 | | | |

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Page 96

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | 62 | <div>27</div> | <div>-11</div> |
| College of New Caledonia | 326 | <div><div>51%</div><div>20%</div><div>29%</div></div> | 51 | | | |
| Excluded Administration | 41 | <div><div>78%</div><div>10%</div><div>12%</div></div> | 78 | | | |
| Faculty | 127 | <div><div>41%</div><div>18%</div><div>41%</div></div> | 41 | | | |
| Support Staff | 152 | <div><div>51%</div><div>23%</div><div>26%</div></div> | 51 | | | |
| | | | | | | |
| 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 | <div><div>46%</div><div>22%</div><div>32%</div></div> | 46 | | <div>28</div> | |
| College of New Caledonia | 326 | <div><div>48%</div><div>20%</div><div>32%</div></div> | 48 | | | |
| Excluded Administration | 41 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | | |
| Faculty | 127 | <div><div>42%</div><div>15%</div><div>43%</div></div> | 42 | | | |
| Support Staff | 152 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | | | |
| | | | | | | |
| 7. I like the people with whom I work. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>88%</div><div>9%</div><div>3%</div></div> | 88 | | 9 | |
| College of New Caledonia | 326 | <div><div>89%</div><div>5%</div><div>6%</div></div> | 89 | | | |
| Excluded Administration | 41 | <div><div>98%</div><div>2%</div><div></div></div> | 98 | | | |
| Faculty | 127 | <div><div>87%</div><div>7%</div><div>6%</div></div> | 87 | | | |
| Support Staff | 152 | <div><div>87%</div><div>6%</div><div>7%</div></div> | 87 | | | |
| | | | | | | |

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Page 97

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>85%</div><div>7%</div><div>8%</div></div> | 85 | 80 | 2 | 3 |
| College of New Caledonia | 326 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | | | |
| Excluded Administration | 41 | <div><div>85%</div><div>8%</div><div>7%</div></div> | 85 | | | |
| Faculty | 127 | <div><div>92%</div><div>4%</div><div>4%</div></div> | 92 | | | |
| Support Staff | 152 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | | |
| 9. My job makes good use of my skills and abilities. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | 79 | 4 | 0 |
| College of New Caledonia | 326 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | | | |
| Excluded Administration | 41 | <div><div>83%</div><div>5%</div><div>12%</div></div> | 83 | | | |
| Faculty | 127 | <div><div>90%</div><div>4%</div><div>6%</div></div> | 90 | | | |
| Support Staff | 152 | <div><div>70%</div><div>12%</div><div>18%</div></div> | 70 | | | |
| 10. I feel encouraged to come up with new and better ways of doing things. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | 60 | <u>16</u> | 2 |
| College of New Caledonia | 326 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | |
| Excluded Administration | 41 | <div><div>78%</div><div>20%</div><div>2%</div></div> | 78 | | | |
| Faculty | 127 | <div><div>64%</div><div>14%</div><div>22%</div></div> | 64 | | | |
| Support Staff | 152 | <div><div>55%</div><div>19%</div><div>26%</div></div> | 55 | | | |
| 11. I have a clear understanding of how my work contributes to achieving my organization's overall goals. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 83 | 12 | <u>-10</u> |
| College of New Caledonia | 326 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | | | |
| Excluded Administration | 41 | <div><div>85%</div><div>10%</div><div>5%</div></div> | 85 | | | |
| Faculty | 127 | <div><div>69%</div><div>11%</div><div>20%</div></div> | 69 | | | |
| Support Staff | 152 | <div><div>73%</div><div>14%</div><div>13%</div></div> | 73 | | | |

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Page 98

2008 Employee Survey

Item Results

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

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Page 99

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>11%</div><div>16%</div></div> | 73 | 30 | | | |
| College of New Caledonia | 326 | <div><div>75%</div><div>9%</div><div>16%</div></div> | 75 | | | | |
| Excluded Administration | 41 | <div><div>90%</div><div>5%</div><div>5%</div></div> | 90 | | <u>15</u> | | |
| Faculty | 127 | <div><div>76%</div><div>9%</div><div>15%</div></div> | 76 | | 1 | | |
| Support Staff | 152 | <div><div>71%</div><div>9%</div><div>20%</div></div> | 71 | | -4 | | |
| 16. Teamwork and cooperation are rewarded. | | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>36%</div><div>31%</div><div>33%</div></div> | 36 | | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | | | <u>9</u> |
| Excluded Administration | 41 | <div><div>56%</div><div>27%</div><div>17%</div></div> | 56 | | | <u>17</u> | |
| Faculty | 127 | <div><div>32%</div><div>30%</div><div>38%</div></div> | 32 | | | -7 | |
| Support Staff | 152 | <div><div>40%</div><div>25%</div><div>35%</div></div> | 40 | | | 1 | |
| 17. My manager does a good job of building teamwork, within our department. | | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | | |
| College of New Caledonia | 326 | <div><div>44%</div><div>23%</div><div>33%</div></div> | 44 | | | | |
| Excluded Administration | 41 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 61 | | | <u>17</u> | |
| Faculty | 127 | <div><div>42%</div><div>24%</div><div>34%</div></div> | 42 | | -2 | | |
| Support Staff | 152 | <div><div>43%</div><div>21%</div><div>36%</div></div> | 43 | | -1 | | |
| 18. My manager does a good job of building teamwork, between our department and other departments. | | | | | | | |
| BC Colleges Consortium Overall | 3,026 | <div><div>42%</div><div>30%</div><div>28%</div></div> | 42 | | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 39 | | | | |
| Excluded Administration | 41 | <div><div>56%</div><div>27%</div><div>17%</div></div> | 56 | | <u>17</u> | | |
| Faculty | 127 | <div><div>35%</div><div>34%</div><div>31%</div></div> | 35 | | -4 | | |
| Support Staff | 152 | <div><div>39%</div><div>23%</div><div>38%</div></div> | 39 | | 0 | | |

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Page 100

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>69%</div><div>18%</div><div>13%</div></div> | 69 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | | |
| Excluded Administration | 41 | <div><div>85%</div><div>8%</div><div>7%</div></div> | 85 | | 22 | |
| Faculty | 127 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | -5 | |
| Support Staff | 152 | <div><div>59%</div><div>19%</div><div>22%</div></div> | 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 | <div><div>58%</div><div>23%</div><div>19%</div></div> | 58 | | | |
| College of New Caledonia | 326 | <div><div>52%</div><div>23%</div><div>25%</div></div> | 52 | | | |
| Excluded Administration | 41 | <div><div>73%</div><div>10%</div><div>17%</div></div> | 73 | | 21 | |
| Faculty | 127 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | -2 | |
| Support Staff | 152 | <div><div>48%</div><div>26%</div><div>26%</div></div> | 48 | | -4 | |
| 21. My organization has created a workplace that minimizes risk to my personal health and safety. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>70%</div><div>16%</div><div>14%</div></div> | 70 | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| Excluded Administration | 41 | <div><div>80%</div><div>8%</div><div>12%</div></div> | 80 | | 13 | |
| Faculty | 127 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | | 1 | |
| Support Staff | 152 | <div><div>62%</div><div>20%</div><div>18%</div></div> | 62 | | -5 | |

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Page 101

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>71%<div></div>14%<div></div>15%</div> | 71 | 72 | 12 | -1 |
| College of New Caledonia | 326 | <div><div></div>71%<div></div>12%<div></div>17%</div> | 71 | | | |
| Excluded Administration | 41 | <div><div></div>83%<div></div>7%<div></div>10%</div> | 83 | | | |
| Faculty | 127 | <div><div></div>72%<div></div>8%<div></div>20%</div> | 72 | | | |
| Support Staff | 152 | <div><div></div>66%<div></div>17%<div></div>17%</div> | 66 | | | |
| 23. Employees are treated with dignity and respect, regardless of their background or position. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div></div>64%<div></div>16%<div></div>20%</div> | 64 | 66 | 18 | -6 |
| College of New Caledonia | 326 | <div><div></div>60%<div></div>15%<div></div>25%</div> | 60 | | | |
| Excluded Administration | 41 | <div><div></div>78%<div></div>15%<div></div>7%</div> | 78 | | | |
| Faculty | 127 | <div><div></div>60%<div></div>12%<div></div>28%</div> | 60 | | | |
| Support Staff | 152 | <div><div></div>55%<div></div>16%<div></div>29%</div> | 55 | | | |
| 24. At my organization, policies and procedures are implemented fairly. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div></div>53%<div></div>23%<div></div>24%</div> | 53 | | 28 | -5 |
| College of New Caledonia | 326 | <div><div></div>48%<div></div>21%<div></div>31%</div> | 48 | | | |
| Excluded Administration | 41 | <div><div></div>76%<div></div>7%<div></div>17%</div> | 76 | | | |
| Faculty | 127 | <div><div></div>46%<div></div>16%<div></div>38%</div> | 46 | | | |
| Support Staff | 152 | <div><div></div>43%<div></div>27%<div></div>30%</div> | 43 | | | |
| 25. "Doing the right thing" at my organization is always the right approach. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div></div>49%<div></div>28%<div></div>23%</div> | 49 | | 22 | -10 |
| College of New Caledonia | 326 | <div><div></div>49%<div></div>24%<div></div>27%</div> | 49 | | | |
| Excluded Administration | 41 | <div><div></div>71%<div></div>14%<div></div>15%</div> | 71 | | | |
| Faculty | 127 | <div><div></div>39%<div></div>28%<div></div>33%</div> | 39 | | | |
| Support Staff | 152 | <div><div></div>51%<div></div>23%<div></div>26%</div> | 51 | | | |

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Page 102

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>23%</div><div>27%</div></div> | 50 | | | |
| Excluded Administration | 41 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | 26 | |
| Faculty | 127 | <div><div>46%</div><div>15%</div><div>39%</div></div> | 46 | | -4 | |
| Support Staff | 152 | <div><div>47%</div><div>32%</div><div>21%</div></div> | 47 | | -3 | |
| 27. Employees are comfortable raising issues and concerns at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | | |
| Excluded Administration | 41 | <div><div>54%</div><div>19%</div><div>27%</div></div> | 54 | | 11 | |
| Faculty | 127 | <div><div>46%</div><div>13%</div><div>41%</div></div> | 46 | | 3 | |
| Support Staff | 152 | <div><div>36%</div><div>30%</div><div>34%</div></div> | 36 | | -7 | |
| 28. Information is openly communicated at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>42%</div><div>26%</div><div>32%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>23%</div><div>34%</div></div> | 43 | | | |
| Excluded Administration | 41 | <div><div>68%</div><div>10%</div><div>22%</div></div> | 68 | | 25 | |
| Faculty | 127 | <div><div>39%</div><div>17%</div><div>44%</div></div> | 39 | | -4 | |
| Support Staff | 152 | <div><div>39%</div><div>30%</div><div>31%</div></div> | 39 | | -4 | |
| 29. My immediate manager encourages open, honest two-way communication. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| College of New Caledonia | 326 | <div><div>64%</div><div>11%</div><div>25%</div></div> | 64 | 66 | | -2 |
| Excluded Administration | 41 | <div><div>78%</div><div>10%</div><div>12%</div></div> | 78 | | 14 | |
| Faculty | 127 | <div><div>65%</div><div>11%</div><div>24%</div></div> | 65 | | 1 | |
| Support Staff | 152 | <div><div>61%</div><div>12%</div><div>27%</div></div> | 61 | | -3 | |

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Page 103

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | 49 | | -4 |
| College of New Caledonia | 325 | <div><div>45%</div><div>19%</div><div>36%</div></div> | 45 | | | |
| Excluded Administration | 41 | <div><div>73%</div><div>10%</div><div>17%</div></div> | 73 | | | |
| Faculty | 127 | <div><div>36%</div><div>21%</div><div>43%</div></div> | 36 | | | |
| Support Staff | 151 | <div><div>43%</div><div>21%</div><div>36%</div></div> | 43 | | | |
| | | | | | | |
| 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 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 61 | 51 | | 7 |
| College of New Caledonia | 326 | <div><div>58%</div><div>22%</div><div>20%</div></div> | 58 | | | |
| Excluded Administration | 41 | <div><div>80%</div><div>10%</div><div>10%</div></div> | 80 | | | |
| Faculty | 127 | <div><div>49%</div><div>23%</div><div>28%</div></div> | 49 | | | |
| Support Staff | 152 | <div><div>59%</div><div>25%</div><div>16%</div></div> | 59 | | | |
| | | | | | | |

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Page 104

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>13%</div><div>24%</div></div> | 63 | 63 | <div>-16</div> | 7 |
| College of New Caledonia | 326 | <div><div>70%</div><div>14%</div><div>16%</div></div> | 70 | | | |
| Excluded Administration | 41 | <div><div>54%</div><div>17%</div><div>29%</div></div> | 54 | | | |
| Faculty | 127 | <div><div>65%</div><div>18%</div><div>17%</div></div> | 65 | | | |
| Support Staff | 152 | <div><div>77%</div><div>10%</div><div>13%</div></div> | 77 | | | |
| | | | | | | |
| 33. I am satisfied with my current work-life balance. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>58%</div><div>14%</div><div>28%</div></div> | 58 | | <div>-11</div> | |
| College of New Caledonia | 326 | <div><div>65%</div><div>13%</div><div>22%</div></div> | 65 | | | |
| Excluded Administration | 41 | <div><div>54%</div><div>2%</div><div>44%</div></div> | 54 | | | |
| Faculty | 127 | <div><div>61%</div><div>19%</div><div>20%</div></div> | 61 | | | |
| Support Staff | 152 | <div><div>70%</div><div>12%</div><div>18%</div></div> | 70 | | | |
| | | | | | | |

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Page 105

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | | |
| College of New Caledonia | 326 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | | |
| Excluded Administration | 41 | <div><div>83%</div><div>15%</div><div>2%</div></div> | 83 | | 9 | |
| Faculty | 127 | <div><div>81%</div><div>9%</div><div>10%</div></div> | 81 | | 7 | |
| Support Staff | 152 | <div><div>65%</div><div>17%</div><div>18%</div></div> | 65 | | -9 | |
| 35. I believe that I have sufficient opportunity for growth and development at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>17%</div><div>23%</div></div> | 60 | 55 | | 5 |
| Excluded Administration | 41 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | 16 | |
| Faculty | 127 | <div><div>69%</div><div>15%</div><div>16%</div></div> | 69 | | 9 | |
| Support Staff | 152 | <div><div>49%</div><div>20%</div><div>31%</div></div> | 49 | | -11 | |
| 36. I get regular feedback on how well I'm doing in my job. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | | |
| College of New Caledonia | 326 | <div><div>42%</div><div>22%</div><div>36%</div></div> | 42 | 56 | | -14 |
| Excluded Administration | 41 | <div><div>54%</div><div>31%</div><div>15%</div></div> | 54 | | 12 | |
| Faculty | 127 | <div><div>43%</div><div>20%</div><div>37%</div></div> | 43 | | 1 | |
| Support Staff | 152 | <div><div>38%</div><div>22%</div><div>40%</div></div> | 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 | <div><div>50%</div><div>26%</div><div>24%</div></div> | 50 | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>26%</div><div>23%</div></div> | 51 | 53 | | -2 |
| Excluded Administration | 41 | <div><div>71%</div><div>22%</div><div>7%</div></div> | 71 | | 20 | |
| Faculty | 127 | <div><div>55%</div><div>21%</div><div>24%</div></div> | 55 | | 4 | |
| Support Staff | 152 | <div><div>43%</div><div>31%</div><div>26%</div></div> | 43 | | -8 | |

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Page 106

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>31%</div><div>29%</div><div>40%</div></div> | 31 | 43 | | |
| College of New Caledonia | 326 | <div><div>30%</div><div>28%</div><div>42%</div></div> | 30 | | | |
| Excluded Administration | 41 | <div><div>46%</div><div>34%</div><div>20%</div></div> | 46 | | | |
| Faculty | 127 | <div><div>28%</div><div>24%</div><div>48%</div></div> | 28 | | | |
| Support Staff | 152 | <div><div>27%</div><div>28%</div><div>45%</div></div> | 27 | | | |
| 39. My organization is doing a good job of retaining its most talented people. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>27%</div><div>30%</div><div>43%</div></div> | 27 | 41 | | |
| College of New Caledonia | 326 | <div><div>29%</div><div>24%</div><div>47%</div></div> | 29 | | | |
| Excluded Administration | 41 | <div><div>51%</div><div>25%</div><div>24%</div></div> | 51 | | | |
| Faculty | 127 | <div><div>22%</div><div>19%</div><div>59%</div></div> | 22 | | | |
| Support Staff | 152 | <div><div>28%</div><div>29%</div><div>43%</div></div> | 28 | | | |

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Page 107

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>82%</div><div>9%</div><div>9%</div></div> | 82 | | | |
| College of New Caledonia | 326 | <div><div>80%</div><div>12%</div><div>8%</div></div> | 80 | | | |
| Excluded Administration | 41 | <div><div>78%</div><div>12%</div><div>10%</div></div> | 78 | | -2 | |
| Faculty | 127 | <div><div>84%</div><div>12%</div><div>4%</div></div> | 84 | | 4 | |
| Support Staff | 152 | <div><div>77%</div><div>11%</div><div>12%</div></div> | 77 | | -3 | |
| 41. I understand how my performance is evaluated. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | |
| College of New Caledonia | 326 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | 58 | | -2 |
| Excluded Administration | 41 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | | 10 | |
| Faculty | 127 | <div><div>61%</div><div>15%</div><div>24%</div></div> | 61 | | 5 | |
| Support Staff | 152 | <div><div>50%</div><div>23%</div><div>27%</div></div> | 50 | | -6 | |
| 42. When I do a good job, my performance is recognized. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>43%</div><div>24%</div><div>33%</div></div> | 43 | | | |
| College of New Caledonia | 325 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | 61 | | -16 |
| Excluded Administration | 41 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | 18 | |
| Faculty | 126 | <div><div>42%</div><div>26%</div><div>32%</div></div> | 42 | | -3 | |
| Support Staff | 152 | <div><div>42%</div><div>27%</div><div>31%</div></div> | 42 | | -3 | |
| 43. Our performance evaluation process adequately distinguishes among poor, average, and good performers. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>21%</div><div>36%</div><div>43%</div></div> | 21 | | | |
| College of New Caledonia | 325 | <div><div>19%</div><div>42%</div><div>39%</div></div> | 19 | 66 | | -47 |
| Excluded Administration | 41 | <div><div>24%</div><div>42%</div><div>34%</div></div> | 24 | | 5 | |
| Faculty | 127 | <div><div>20%</div><div>41%</div><div>39%</div></div> | 20 | | 1 | |
| Support Staff | 151 | <div><div>17%</div><div>43%</div><div>40%</div></div> | 17 | | -2 | |

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Page 108

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>36%</div><div>38%</div><div>26%</div></div> | 36 | 71 | -5 | <u>-39</u> |
| College of New Caledonia | 325 | <div><div>32%</div><div>40%</div><div>28%</div></div> | 32 | | | |
| Excluded Administration | 41 | <div><div>27%</div><div>49%</div><div>24%</div></div> | 27 | | | |
| Faculty | 127 | <div><div>40%</div><div>35%</div><div>25%</div></div> | 40 | | | |
| Support Staff | 151 | <div><div>25%</div><div>44%</div><div>31%</div></div> | 25 | | | |
| 45. The people in my work group take accountability for their work. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | 35 | 9 | <u>22</u> |
| College of New Caledonia | 326 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | | |
| Excluded Administration | 41 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | | |
| Faculty | 127 | <div><div>68%</div><div>17%</div><div>15%</div></div> | 68 | | | |
| Support Staff | 152 | <div><div>64%</div><div>15%</div><div>21%</div></div> | 64 | | | |
| 46. Promotions are given to the most qualified employees at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,024 | <div><div>15%</div><div>39%</div><div>46%</div></div> | 15 | 35 | -3 | <u>-20</u> |
| College of New Caledonia | 324 | <div><div>15%</div><div>36%</div><div>49%</div></div> | 15 | | | |
| Excluded Administration | 41 | <div><div>37%</div><div>34%</div><div>29%</div></div> | 37 | | | |
| Faculty | 127 | <div><div>12%</div><div>37%</div><div>51%</div></div> | 12 | | | |
| Support Staff | 150 | <div><div>11%</div><div>36%</div><div>53%</div></div> | 11 | | | |
| 47. The procedures for considering employees for job openings are fair. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>39%</div><div>30%</div><div>31%</div></div> | 39 | 35 | -3 | <u>34</u> |
| College of New Caledonia | 325 | <div><div>34%</div><div>23%</div><div>43%</div></div> | 34 | | | |
| Excluded Administration | 41 | <div><div>68%</div><div>12%</div><div>20%</div></div> | 68 | | | |
| Faculty | 127 | <div><div>31%</div><div>26%</div><div>43%</div></div> | 31 | | | |
| Support Staff | 151 | <div><div>26%</div><div>24%</div><div>50%</div></div> | 26 | | | |

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Page 109

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | 61 | 9 | 1 |
| College of New Caledonia | 325 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | |
| Excluded Administration | 41 | <div><div>71%</div><div>12%</div><div>17%</div></div> | 71 | | | |
| Faculty | 127 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | | | |
| Support Staff | 151 | <div><div>59%</div><div>19%</div><div>22%</div></div> | 59 | | | |
| | | | | | | |
| 49. I can easily find out answers to questions I have about my benefits package. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>79%</div><div>13%</div><div>8%</div></div> | 79 | 71 | 5 | -3 |
| College of New Caledonia | 325 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | | | |
| Excluded Administration | 41 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | | | |
| Faculty | 127 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | | |
| Support Staff | 151 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| | | | | | | |
| 50. I have a good understanding of what benefits are available to me. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>75%</div><div>15%</div><div>10%</div></div> | 75 | | 12 | |
| College of New Caledonia | 325 | <div><div>66%</div><div>16%</div><div>18%</div></div> | 66 | | | |
| Excluded Administration | 41 | <div><div>78%</div><div>17%</div><div>5%</div></div> | 78 | | | |
| Faculty | 127 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | | | |
| Support Staff | 151 | <div><div>60%</div><div>19%</div><div>21%</div></div> | 60 | | | |
| | | | | | | |
| 51. My organization provides me with enough information to make informed benefit decisions. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | | 14 | |
| College of New Caledonia | 325 | <div><div>57%</div><div>23%</div><div>20%</div></div> | 57 | | | |
| Excluded Administration | 41 | <div><div>71%</div><div>14%</div><div>15%</div></div> | 71 | | | |
| Faculty | 127 | <div><div>55%</div><div>24%</div><div>21%</div></div> | 55 | | | |
| Support Staff | 151 | <div><div>54%</div><div>25%</div><div>21%</div></div> | 54 | | | |
| | | | | | | |

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Page 110

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>15%</div><div>14%</div></div> | 71 | | | |
| College of New Caledonia | 325 | <div><div>72%</div><div>16%</div><div>12%</div></div> | 72 | | | |
| Excluded Administration | 41 | <div><div>83%</div><div>12%</div><div>5%</div></div> | 83 | | 11 | |
| Faculty | 127 | <div><div>67%</div><div>18%</div><div>15%</div></div> | 67 | | -5 | |
| Support Staff | 151 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | 2 | |

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

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Page 111

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>43%<div></div>29%<div></div>28%</div> | 43 | 61 | | |
| College of New Caledonia | 326 | <div><div></div>49%<div></div>22%<div></div>29%</div> | 49 | | | |
| Excluded Administration | 41 | <div><div></div>78%<div></div>7%<div></div>15%</div> | 78 | | | |
| Faculty | 127 | <div><div></div>40%<div></div>19%<div></div>41%</div> | 40 | | | |
| Support Staff | 152 | <div><div></div>47%<div></div>28%<div></div>25%</div> | 47 | | | |
| | | | | | | |
| 54. Senior leadership at my organization does a good job: Confronting issues before they become major problems. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div></div>28%<div></div>31%<div></div>41%</div> | 28 | 47 | | |
| College of New Caledonia | 326 | <div><div></div>29%<div></div>29%<div></div>42%</div> | 29 | | | |
| Excluded Administration | 41 | <div><div></div>49%<div></div>22%<div></div>29%</div> | 49 | | | |
| Faculty | 127 | <div><div></div>26%<div></div>23%<div></div>51%</div> | 26 | | | |
| Support Staff | 152 | <div><div></div>26%<div></div>35%<div></div>39%</div> | 26 | | | |
| | | | | | | |
| 55. Senior leadership at my organization does a good job: Planning for the future. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div></div>45%<div></div>27%<div></div>28%</div> | 45 | | | |
| College of New Caledonia | 326 | <div><div></div>39%<div></div>24%<div></div>37%</div> | 39 | | | |
| Excluded Administration | 41 | <div><div></div>66%<div></div>12%<div></div>22%</div> | 66 | | | |
| Faculty | 127 | <div><div></div>32%<div></div>19%<div></div>49%</div> | 32 | | | |
| Support Staff | 152 | <div><div></div>36%<div></div>32%<div></div>32%</div> | 36 | | | |
| | | | | | | |
| 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 | <div><div></div>24%<div></div>29%<div></div>47%</div> | 24 | 57 | | |
| College of New Caledonia | 326 | <div><div></div>29%<div></div>27%<div></div>44%</div> | 29 | | | |
| Excluded Administration | 41 | <div><div></div>49%<div></div>22%<div></div>29%</div> | 49 | | | |
| Faculty | 127 | <div><div></div>25%<div></div>25%<div></div>50%</div> | 25 | | | |
| Support Staff | 152 | <div><div></div>28%<div></div>28%<div></div>44%</div> | 28 | | | |
| | | | | | | |

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Page 112

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>35%</div><div>29%</div><div>36%</div></div> | 35 | | | |
| College of New Caledonia | 326 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | | |
| Excluded Administration | 41 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | | <u>26</u> | |
| Faculty | 127 | <div><div>30%</div><div>23%</div><div>47%</div></div> | 30 | | <u>-10</u> | |
| Support Staff | 152 | <div><div>41%</div><div>27%</div><div>32%</div></div> | 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 | <div><div>44%</div><div>25%</div><div>31%</div></div> | 44 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | 54 | | <u>-15</u> |
| Excluded Administration | 41 | <div><div>63%</div><div>20%</div><div>17%</div></div> | 63 | | <u>24</u> | |
| Faculty | 127 | <div><div>30%</div><div>23%</div><div>47%</div></div> | 30 | | -9 | |
| Support Staff | 152 | <div><div>40%</div><div>30%</div><div>30%</div></div> | 40 | | 1 | |

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Page 113

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>53%</div><div>25%</div><div>22%</div></div> | 53 | 57 | 18 | -7 |
| College of New Caledonia | 325 | <div><div>50%</div><div>28%</div><div>22%</div></div> | 50 | | | |
| Excluded Administration | 41 | <div><div>68%</div><div>20%</div><div>12%</div></div> | 68 | | | |
| Faculty | 127 | <div><div>46%</div><div>30%</div><div>24%</div></div> | 46 | | | |
| Support Staff | 152 | <div><div>48%</div><div>30%</div><div>22%</div></div> | 48 | | | |
| 60. My administrator/manager does a good job being available when he/she is needed. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>69%</div><div>15%</div><div>16%</div></div> | 69 | 63 | 0 | 3 |
| College of New Caledonia | 325 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | | | |
| Excluded Administration | 41 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | | | |
| Faculty | 127 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | | |
| Support Staff | 152 | <div><div>67%</div><div>15%</div><div>18%</div></div> | 67 | | | |
| 61. My administrator/manager regularly coaches me on improving my performance. | | | | | | |
| BC Colleges Consortium Overall | 3,027 | <div><div>25%</div><div>34%</div><div>41%</div></div> | 25 | 32 | 11 | -11 |
| College of New Caledonia | 325 | <div><div>21%</div><div>38%</div><div>41%</div></div> | 21 | | | |
| Excluded Administration | 41 | <div><div>32%</div><div>41%</div><div>27%</div></div> | 32 | | | |
| Faculty | 127 | <div><div>20%</div><div>43%</div><div>37%</div></div> | 20 | | | |
| Support Staff | 152 | <div><div>20%</div><div>32%</div><div>48%</div></div> | 20 | | | |
| 62. My administrator/manager seeks out the ideas and opinions of employees. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>59%</div><div>18%</div><div>23%</div></div> | 59 | | 13 | 3 |
| College of New Caledonia | 325 | <div><div>58%</div><div>18%</div><div>24%</div></div> | 58 | | | |
| Excluded Administration | 41 | <div><div>71%</div><div>14%</div><div>15%</div></div> | 71 | | | |
| Faculty | 127 | <div><div>61%</div><div>11%</div><div>28%</div></div> | 61 | | | |
| Support Staff | 152 | <div><div>55%</div><div>22%</div><div>23%</div></div> | 55 | | | |

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Page 114

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | | |
| College of New Caledonia | 324 | <div><div>57%</div><div>17%</div><div>26%</div></div> | 57 | | | |
| Excluded Administration | 41 | <div><div>78%</div><div>12%</div><div>10%</div></div> | 78 | | 21 | |
| Faculty | 126 | <div><div>57%</div><div>15%</div><div>28%</div></div> | 57 | | 0 | |
| Support Staff | 152 | <div><div>53%</div><div>19%</div><div>28%</div></div> | 53 | | -4 | |

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Page 115

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>14%</div><div>23%</div></div> | 63 | 81 | 6 | <div>-16</div> |
| College of New Caledonia | 326 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | | |
| Excluded Administration | 41 | <div><div>71%</div><div>17%</div><div>12%</div></div> | 71 | | | |
| Faculty | 127 | <div><div>61%</div><div>13%</div><div>26%</div></div> | 61 | | | |
| Support Staff | 152 | <div><div>66%</div><div>15%</div><div>19%</div></div> | 66 | | | |
| | | | | | | |
| 65. My department is technologically up-to-date. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>52%</div><div>16%</div><div>32%</div></div> | 52 | | -1 | |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| Excluded Administration | 41 | <div><div>54%</div><div>19%</div><div>27%</div></div> | 54 | | | |
| Faculty | 127 | <div><div>50%</div><div>15%</div><div>35%</div></div> | 50 | | | |
| Support Staff | 152 | <div><div>59%</div><div>15%</div><div>26%</div></div> | 59 | | | |
| | | | | | | |

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Page 116

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | 63 | 13 | 4 |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| Excluded Administration | 41 | <div><div>80%</div><div>13%</div><div>7%</div></div> | 80 | | | |
| Faculty | 127 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | | |
| Support Staff | 152 | <div><div>66%</div><div>18%</div><div>16%</div></div> | 66 | | | |
| 67. I feel a strong sense of commitment to my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>73%</div><div>16%</div><div>11%</div></div> | 73 | 67 | 13 | 5 |
| College of New Caledonia | 326 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | | |
| Excluded Administration | 41 | <div><div>85%</div><div>13%</div><div>2%</div></div> | 85 | | | |
| Faculty | 127 | <div><div>73%</div><div>11%</div><div>16%</div></div> | 73 | | | |
| Support Staff | 152 | <div><div>66%</div><div>21%</div><div>13%</div></div> | 66 | | | |
| 68. I am proud to work for my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | 72 | 14 | 4 |
| College of New Caledonia | 326 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | | |
| Excluded Administration | 41 | <div><div>90%</div><div>10%</div><div></div></div> | 90 | | | |
| Faculty | 127 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | | | |
| Support Staff | 152 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | |
| 69. I am willing to "go the extra mile" to help my organization succeed. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>84%</div><div>10%</div><div>6%</div></div> | 84 | | 13 | -1 |
| College of New Caledonia | 326 | <div><div>85%</div><div>9%</div><div>6%</div></div> | 85 | | | |
| Excluded Administration | 41 | <div><div>98%</div><div>2%</div><div></div></div> | 98 | | | |
| Faculty | 127 | <div><div>82%</div><div>12%</div><div>6%</div></div> | 82 | | | |
| Support Staff | 152 | <div><div>84%</div><div>10%</div><div>6%</div></div> | 84 | | | |

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Page 117

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>95%</div><div>3%</div><div>2%</div></div> | 95 | | 7 | |
| College of New Caledonia | 326 | <div><div>93%</div><div>3%</div><div>4%</div></div> | 93 | | | |
| Excluded Administration | 41 | <div><div>100%</div></div> | 100 | | | |
| Faculty | 127 | <div><div>94%</div><div>2%</div><div>4%</div></div> | 94 | | | |
| Support Staff | 152 | <div><div>90%</div><div>5%</div><div>5%</div></div> | 90 | | | |
| 71. At the present time, I am NOT seriously considering leaving my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | 58 | 5 | |
| College of New Caledonia | 326 | <div><div>63%</div><div>16%</div><div>21%</div></div> | 63 | | | |
| Excluded Administration | 41 | <div><div>68%</div><div>12%</div><div>20%</div></div> | 68 | | | |
| Faculty | 127 | <div><div>61%</div><div>15%</div><div>24%</div></div> | 61 | | | |
| Support Staff | 152 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | | |
| 72. Overall, I am satisfied with my job. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>73%</div><div>14%</div><div>13%</div></div> | 73 | 73 | 9 | 3 |
| College of New Caledonia | 326 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | | |
| Excluded Administration | 41 | <div><div>85%</div><div>10%</div><div>5%</div></div> | 85 | | | |
| Faculty | 127 | <div><div>80%</div><div>9%</div><div>11%</div></div> | 80 | | | |
| Support Staff | 152 | <div><div>71%</div><div>15%</div><div>14%</div></div> | 71 | | | |
| 73. Overall, I am satisfied with my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | 20 | |
| College of New Caledonia | 325 | <div><div>58%</div><div>15%</div><div>27%</div></div> | 58 | | | |
| Excluded Administration | 41 | <div><div>78%</div><div>12%</div><div>10%</div></div> | 78 | | | |
| Faculty | 126 | <div><div>49%</div><div>12%</div><div>39%</div></div> | 49 | | | |
| Support Staff | 152 | <div><div>60%</div><div>17%</div><div>23%</div></div> | 60 | | | |

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Page 118

2008 Employee Survey

Item Results

| Position | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | 76 | 11 | <u>-21</u> |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| Excluded Administration | 41 | <div><div>66%</div><div>12%</div><div>22%</div></div> | 66 | | | |
| Faculty | 127 | <div><div>43%</div><div>15%</div><div>42%</div></div> | 43 | | | |
| Support Staff | 152 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | | |
| | | | | | | |
| 75. My organization is student-focused. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>67%</div><div>18%</div><div>15%</div></div> | 67 | 80 | 11 | -5 |
| College of New Caledonia | 326 | <div><div>60%</div><div>16%</div><div>24%</div></div> | 60 | | | |
| Excluded Administration | 41 | <div><div>71%</div><div>24%</div><div>5%</div></div> | 71 | | | |
| Faculty | 127 | <div><div>53%</div><div>16%</div><div>31%</div></div> | 53 | | | |
| Support Staff | 152 | <div><div>61%</div><div>15%</div><div>24%</div></div> | 61 | | | |
| | | | | | | |
| 76. I have enough flexibility in my job to do what is necessary to provide good service. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 80 | 5 | -3 |
| College of New Caledonia | 326 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | |
| Excluded Administration | 41 | <div><div>80%</div><div>10%</div><div>10%</div></div> | 80 | | | |
| Faculty | 127 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | | |
| Support Staff | 152 | <div><div>72%</div><div>14%</div><div>14%</div></div> | 72 | | | |
| | | | | | | |
| 77. Overall, my organization is doing a good job satisfying its students. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>66%</div><div>21%</div><div>13%</div></div> | 66 | 80 | <u>20</u> | -4 |
| College of New Caledonia | 325 | <div><div>60%</div><div>20%</div><div>20%</div></div> | 60 | | | |
| Excluded Administration | 40 | <div><div>80%</div><div>15%</div><div>5%</div></div> | 80 | | | |
| Faculty | 127 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | |
| Support Staff | 152 | <div><div>59%</div><div>21%</div><div>20%</div></div> | 59 | | | |
| | | | | | | |

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Page 119

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>83%</div><div>11%</div><div>6%</div></div> | 83 | | | |
| College of New Caledonia | 326 | <div><div>78%</div><div>12%</div><div>10%</div></div> | 78 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>84%</div><div>8%</div><div>8%</div></div> | 84 | | 6 | |
| 35 to 44 years | 76 | <div><div>78%</div><div>13%</div><div>9%</div></div> | 78 | | 0 | |
| 45 to 54 years | 127 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | -3 | |
| 55 to 59 years | 53 | <div><div>79%</div><div>13%</div><div>8%</div></div> | 79 | | 1 | |
| 60 to 65 years | 17 | <div><div>71%</div><div>17%</div><div>12%</div></div> | 71 | | -7 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 2. My organization shows a great deal of loyalty to its employees. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>44%</div><div>28%</div><div>28%</div></div> | 44 | | | |
| College of New Caledonia | 326 | <div><div>40%</div><div>26%</div><div>34%</div></div> | 40 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | | 5 | |
| 35 to 44 years | 76 | <div><div>43%</div><div>28%</div><div>29%</div></div> | 43 | | 3 | |
| 45 to 54 years | 127 | <div><div>41%</div><div>23%</div><div>36%</div></div> | 41 | | 1 | |
| 55 to 59 years | 53 | <div><div>34%</div><div>24%</div><div>42%</div></div> | 34 | | -6 | |
| 60 to 65 years | 17 | <div><div>35%</div><div>24%</div><div>41%</div></div> | 35 | | -5 | |
| > 65 | 1 | Insufficient Responses | | | | |

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

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Page 120

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>47%</div><div>21%</div><div>32%</div></div> | 47 | 70 | | | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>14%</div><div>36%</div></div> | 50 | | | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | | | |
| 25 to 34 years | 38 | <div><div>47%</div><div>16%</div><div>37%</div></div> | 47 | | | | -3 | | |
| 35 to 44 years | 76 | <div><div>61%</div><div>13%</div><div>26%</div></div> | 61 | | | | 11 | | |
| 45 to 54 years | 127 | <div><div>50%</div><div>12%</div><div>38%</div></div> | 50 | | | | 0 | | |
| 55 to 59 years | 53 | <div><div>40%</div><div>15%</div><div>45%</div></div> | 40 | | | | -10 | | |
| 60 to 65 years | 17 | <div><div>29%</div><div>30%</div><div>41%</div></div> | 29 | | | | -21 | | |
| > 65 | 1 | Insufficient Responses | | | | | | | |
| 4. I am confident my organization will be successful in the future. | | | | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>64%</div><div>24%</div><div>12%</div></div> | 64 | | | | 70 | | <div>-11</div> |
| College of New Caledonia | 326 | <div><div>59%</div><div>24%</div><div>17%</div></div> | 59 | | | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | | | |
| 25 to 34 years | 38 | <div><div>63%</div><div>24%</div><div>13%</div></div> | 63 | 4 | | | | | |
| 35 to 44 years | 76 | <div><div>67%</div><div>22%</div><div>11%</div></div> | 67 | 8 | | | | | |
| 45 to 54 years | 127 | <div><div>57%</div><div>22%</div><div>21%</div></div> | 57 | -2 | | | | | |
| 55 to 59 years | 53 | <div><div>51%</div><div>24%</div><div>25%</div></div> | 51 | -8 | | | | | |
| 60 to 65 years | 17 | <div><div>41%</div><div>41%</div><div>18%</div></div> | 41 | -18 | | | | | |
| > 65 | 1 | Insufficient Responses | | | | | | | |

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Page 121

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | 62 | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>20%</div><div>29%</div></div> | 51 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>45%</div><div>31%</div><div>24%</div></div> | 45 | | | | -6 |
| 35 to 44 years | 76 | <div><div>55%</div><div>15%</div><div>30%</div></div> | 55 | | | | 4 |
| 45 to 54 years | 127 | <div><div>47%</div><div>24%</div><div>29%</div></div> | 47 | | | | -4 |
| 55 to 59 years | 53 | <div><div>53%</div><div>13%</div><div>34%</div></div> | 53 | | | | 2 |
| 60 to 65 years | 17 | <div><div>47%</div><div>12%</div><div>41%</div></div> | 47 | | | | -4 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 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 | <div><div>46%</div><div>22%</div><div>32%</div></div> | 46 | | | | |
| College of New Caledonia | 326 | <div><div>48%</div><div>20%</div><div>32%</div></div> | 48 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>50%</div><div>13%</div><div>37%</div></div> | 50 | | | | 2 |
| 35 to 44 years | 76 | <div><div>57%</div><div>14%</div><div>29%</div></div> | 57 | | | | 9 |
| 45 to 54 years | 127 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | | | | -3 |
| 55 to 59 years | 53 | <div><div>40%</div><div>20%</div><div>40%</div></div> | 40 | | | | -8 |
| 60 to 65 years | 17 | <div><div>47%</div><div>12%</div><div>41%</div></div> | 47 | | | | -1 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 122

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>88%<div></div>9%<div></div>3%</div> | 88 | | | |
| College of New Caledonia | 326 | <div><div></div>89%<div></div>5%<div></div>6%</div> | 89 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div></div>87%<div></div>5%<div></div>8%</div> | 87 | | -2 | |
| 35 to 44 years | 76 | <div><div></div>88%<div></div>9%<div></div>3%</div> | 88 | | -1 | |
| 45 to 54 years | 127 | <div><div></div>91%<div></div>3%<div></div>6%</div> | 91 | | 2 | |
| 55 to 59 years | 53 | <div><div></div>89%<div></div>5%<div></div>6%</div> | 89 | | 0 | |
| 60 to 65 years | 17 | <div><div></div>76%<div></div>12%<div></div>12%</div> | 76 | | -13 | |
| > 65 | 1 | Insufficient Responses | | | | |

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>85%</div><div>7%</div><div>8%</div></div> | 85 | 80 | | 3 | |
| College of New Caledonia | 326 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>74%</div><div>10%</div><div>16%</div></div> | 74 | | | | -9 |
| 35 to 44 years | 76 | <div><div>86%</div><div>6%</div><div>8%</div></div> | 86 | | | | 3 |
| 45 to 54 years | 127 | <div><div>83%</div><div>10%</div><div>7%</div></div> | 83 | | | | 0 |
| 55 to 59 years | 53 | <div><div>87%</div><div>5%</div><div>8%</div></div> | 87 | | | | 4 |
| 60 to 65 years | 17 | <div><div>82%</div><div>12%</div><div>6%</div></div> | 82 | | | | -1 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 9. My job makes good use of my skills and abilities. | | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | 79 | | 0 | |
| College of New Caledonia | 326 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>71%</div><div>8%</div><div>21%</div></div> | 71 | | | | -8 |
| 35 to 44 years | 76 | <div><div>82%</div><div>13%</div><div>5%</div></div> | 82 | | | | 3 |
| 45 to 54 years | 127 | <div><div>79%</div><div>4%</div><div>17%</div></div> | 79 | | | | 0 |
| 55 to 59 years | 53 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | | | | 4 |
| 60 to 65 years | 17 | <div><div>82%</div><div>6%</div><div>12%</div></div> | 82 | | | | 3 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 124

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | 60 | | 2 | |
| College of New Caledonia | 326 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>58%</div><div>13%</div><div>29%</div></div> | 58 | | | | -4 |
| 35 to 44 years | 76 | <div><div>66%</div><div>12%</div><div>22%</div></div> | 66 | | | | 4 |
| 45 to 54 years | 127 | <div><div>61%</div><div>15%</div><div>24%</div></div> | 61 | | | | -1 |
| 55 to 59 years | 53 | <div><div>58%</div><div>33%</div><div>9%</div></div> | 58 | | | | -4 |
| 60 to 65 years | 17 | <div><div>53%</div><div>23%</div><div>24%</div></div> | 53 | | | | -9 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 11. I have a clear understanding of how my work contributes to achieving my organization's overall goals. | | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 83 | | <u>-10</u> | |
| College of New Caledonia | 326 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | | | 1 |
| 35 to 44 years | 76 | <div><div>82%</div><div>11%</div><div>7%</div></div> | 82 | | | | 9 |
| 45 to 54 years | 127 | <div><div>69%</div><div>14%</div><div>17%</div></div> | 69 | | | | -4 |
| 55 to 59 years | 53 | <div><div>70%</div><div>13%</div><div>17%</div></div> | 70 | | | | -3 |
| 60 to 65 years | 17 | <div><div>59%</div><div>17%</div><div>24%</div></div> | 59 | | | | -14 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 125

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>57%</div><div>13%</div><div>30%</div></div> | 57 | 70 | | <div>-11</div> | |
| College of New Caledonia | 326 | <div><div>59%</div><div>15%</div><div>26%</div></div> | 59 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>74%</div><div>8%</div><div>18%</div></div> | 74 | | | | 15 |
| 35 to 44 years | 76 | <div><div>53%</div><div>22%</div><div>25%</div></div> | 53 | | | | -6 |
| 45 to 54 years | 127 | <div><div>56%</div><div>14%</div><div>30%</div></div> | 56 | | | | -3 |
| 55 to 59 years | 53 | <div><div>64%</div><div>10%</div><div>26%</div></div> | 64 | | | | 5 |
| 60 to 65 years | 17 | <div><div>53%</div><div>18%</div><div>29%</div></div> | 53 | | | | -6 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 13. My job gives me a chance to do interesting and challenging work. | | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>77%</div><div>12%</div><div>11%</div></div> | 77 | 83 | | <div>-3</div> | |
| College of New Caledonia | 326 | <div><div>80%</div><div>8%</div><div>12%</div></div> | 80 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>66%</div><div>10%</div><div>24%</div></div> | 66 | | | | <div>-14</div> |
| 35 to 44 years | 76 | <div><div>84%</div><div>7%</div><div>9%</div></div> | 84 | | | | 4 |
| 45 to 54 years | 127 | <div><div>80%</div><div>11%</div><div>9%</div></div> | 80 | | | | 0 |
| 55 to 59 years | 53 | <div><div>81%</div><div>8%</div><div>11%</div></div> | 81 | | | | 1 |
| 60 to 65 years | 17 | <div><div>94%</div><div>6%</div></div> | 94 | | | | 14 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 126

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>66%</div><div>18%</div><div>16%</div></div> | 66 | 82 | | <div>-19</div> |
| College of New Caledonia | 326 | <div><div>63%</div><div>20%</div><div>17%</div></div> | 63 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>68%</div><div>14%</div><div>18%</div></div> | 68 | | 5 | |
| 35 to 44 years | 76 | <div><div>59%</div><div>27%</div><div>14%</div></div> | 59 | | -4 | |
| 45 to 54 years | 127 | <div><div>68%</div><div>16%</div><div>16%</div></div> | 68 | | 5 | |
| 55 to 59 years | 53 | <div><div>57%</div><div>20%</div><div>23%</div></div> | 57 | | -6 | |
| 60 to 65 years | 17 | <div><div>59%</div><div>29%</div><div>12%</div></div> | 59 | | -4 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 127

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>11%</div><div>16%</div></div> | 73 | | | |
| College of New Caledonia | 326 | <div><div>75%</div><div>9%</div><div>16%</div></div> | 75 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>71%</div><div>5%</div><div>24%</div></div> | 71 | | -4 | |
| 35 to 44 years | 76 | <div><div>76%</div><div>4%</div><div>20%</div></div> | 76 | | 1 | |
| 45 to 54 years | 127 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | 0 | |
| 55 to 59 years | 53 | <div><div>81%</div><div>8%</div><div>11%</div></div> | 81 | | 6 | |
| 60 to 65 years | 17 | <div><div>59%</div><div>6%</div><div>35%</div></div> | 59 | | -16 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 16. Teamwork and cooperation are rewarded. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>36%</div><div>31%</div><div>33%</div></div> | 36 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | 30 | | 9 |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>34%</div><div>34%</div><div>32%</div></div> | 34 | | -5 | |
| 35 to 44 years | 76 | <div><div>41%</div><div>26%</div><div>33%</div></div> | 41 | | 2 | |
| 45 to 54 years | 127 | <div><div>42%</div><div>23%</div><div>35%</div></div> | 42 | | 3 | |
| 55 to 59 years | 53 | <div><div>36%</div><div>26%</div><div>38%</div></div> | 36 | | -3 | |
| 60 to 65 years | 17 | <div><div>18%</div><div>41%</div><div>41%</div></div> | 18 | | -21 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 128

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>44%</div><div>23%</div><div>33%</div></div> | 44 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>42%</div><div>19%</div><div>39%</div></div> | 42 | | -2 | |
| 35 to 44 years | 76 | <div><div>45%</div><div>26%</div><div>29%</div></div> | 45 | | 1 | |
| 45 to 54 years | 127 | <div><div>46%</div><div>22%</div><div>32%</div></div> | 46 | | 2 | |
| 55 to 59 years | 53 | <div><div>47%</div><div>23%</div><div>30%</div></div> | 47 | | 3 | |
| 60 to 65 years | 17 | <div><div>29%</div><div>18%</div><div>53%</div></div> | 29 | | -15 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 18. My manager does a good job of building teamwork, between our department and other departments. | | | | | | |
| BC Colleges Consortium Overall | 3,026 | <div><div>42%</div><div>30%</div><div>28%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>28%</div><div>33%</div></div> | 39 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>39%</div><div>22%</div><div>39%</div></div> | 39 | | 0 | |
| 35 to 44 years | 76 | <div><div>33%</div><div>37%</div><div>30%</div></div> | 33 | | -6 | |
| 45 to 54 years | 127 | <div><div>42%</div><div>27%</div><div>31%</div></div> | 42 | | 3 | |
| 55 to 59 years | 53 | <div><div>47%</div><div>17%</div><div>36%</div></div> | 47 | | 8 | |
| 60 to 65 years | 17 | <div><div>29%</div><div>36%</div><div>35%</div></div> | 29 | | -10 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 129

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>69%</div><div>18%</div><div>13%</div></div> | 69 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>55%</div><div>32%</div><div>13%</div></div> | 55 | | -8 | |
| 35 to 44 years | 76 | <div><div>68%</div><div>14%</div><div>18%</div></div> | 68 | | 5 | |
| 45 to 54 years | 127 | <div><div>56%</div><div>18%</div><div>26%</div></div> | 56 | | -7 | |
| 55 to 59 years | 53 | <div><div>72%</div><div>17%</div><div>11%</div></div> | 72 | | 9 | |
| 60 to 65 years | 17 | <div><div>53%</div><div>18%</div><div>29%</div></div> | 53 | | -10 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 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 | <div><div>58%</div><div>23%</div><div>19%</div></div> | 58 | | | |
| College of New Caledonia | 326 | <div><div>52%</div><div>23%</div><div>25%</div></div> | 52 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>53%</div><div>23%</div><div>24%</div></div> | 53 | | 1 | |
| 35 to 44 years | 76 | <div><div>58%</div><div>28%</div><div>14%</div></div> | 58 | | 6 | |
| 45 to 54 years | 127 | <div><div>45%</div><div>21%</div><div>34%</div></div> | 45 | | -7 | |
| 55 to 59 years | 53 | <div><div>53%</div><div>22%</div><div>25%</div></div> | 53 | | 1 | |
| 60 to 65 years | 17 | <div><div>59%</div><div>12%</div><div>29%</div></div> | 59 | | 7 | |
| > 65 | 1 | Insufficient Responses | | | | |

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

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Page 130

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>70%</div><div>16%</div><div>14%</div></div> | 70 | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>68%</div><div>19%</div><div>13%</div></div> | 68 | | 1 | |
| 35 to 44 years | 76 | <div><div>63%</div><div>21%</div><div>16%</div></div> | 63 | | -4 | |
| 45 to 54 years | 127 | <div><div>62%</div><div>20%</div><div>18%</div></div> | 62 | | -5 | |
| 55 to 59 years | 53 | <div><div>81%</div><div>6%</div><div>13%</div></div> | 81 | | <u>14</u> | |
| 60 to 65 years | 17 | <div><div>71%</div><div>17%</div><div>12%</div></div> | 71 | | 4 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 131

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>14%</div><div>15%</div></div> | 71 | 72 | | -1 |
| College of New Caledonia | 326 | <div><div>71%</div><div>12%</div><div>17%</div></div> | 71 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>82%</div><div>13%</div><div>5%</div></div> | 82 | | 11 | |
| 35 to 44 years | 76 | <div><div>70%</div><div>10%</div><div>20%</div></div> | 70 | | -1 | |
| 45 to 54 years | 127 | <div><div>65%</div><div>15%</div><div>20%</div></div> | 65 | | -6 | |
| 55 to 59 years | 53 | <div><div>75%</div><div>8%</div><div>17%</div></div> | 75 | | 4 | |
| 60 to 65 years | 17 | <div><div>59%</div><div>23%</div><div>18%</div></div> | 59 | | -12 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 23. Employees are treated with dignity and respect, regardless of their background or position. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | 66 | | -6 |
| College of New Caledonia | 326 | <div><div>60%</div><div>15%</div><div>25%</div></div> | 60 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>71%</div><div>13%</div><div>16%</div></div> | 71 | | 11 | |
| 35 to 44 years | 76 | <div><div>62%</div><div>14%</div><div>24%</div></div> | 62 | | 2 | |
| 45 to 54 years | 127 | <div><div>55%</div><div>13%</div><div>32%</div></div> | 55 | | -5 | |
| 55 to 59 years | 53 | <div><div>58%</div><div>19%</div><div>23%</div></div> | 58 | | -2 | |
| 60 to 65 years | 17 | <div><div>47%</div><div>29%</div><div>24%</div></div> | 47 | | -13 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 132

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>53%</div><div>23%</div><div>24%</div></div> | 53 | | | |
| College of New Caledonia | 326 | <div><div>48%</div><div>21%</div><div>31%</div></div> | 48 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>61%</div><div>18%</div><div>21%</div></div> | 61 | | 13 | |
| 35 to 44 years | 76 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | 2 | |
| 45 to 54 years | 127 | <div><div>45%</div><div>22%</div><div>33%</div></div> | 45 | | -3 | |
| 55 to 59 years | 53 | <div><div>42%</div><div>16%</div><div>42%</div></div> | 42 | | -6 | |
| 60 to 65 years | 17 | <div><div>41%</div><div>24%</div><div>35%</div></div> | 41 | | -7 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 25. "Doing the right thing" at my organization is always the right approach. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>49%</div><div>28%</div><div>23%</div></div> | 49 | | | |
| College of New Caledonia | 326 | <div><div>49%</div><div>24%</div><div>27%</div></div> | 49 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>55%</div><div>19%</div><div>26%</div></div> | 55 | | 6 | |
| 35 to 44 years | 76 | <div><div>53%</div><div>22%</div><div>25%</div></div> | 53 | | 4 | |
| 45 to 54 years | 127 | <div><div>46%</div><div>28%</div><div>26%</div></div> | 46 | | -3 | |
| 55 to 59 years | 53 | <div><div>47%</div><div>21%</div><div>32%</div></div> | 47 | | -2 | |
| 60 to 65 years | 17 | <div><div>35%</div><div>24%</div><div>41%</div></div> | 35 | | -14 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 133

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>23%</div><div>27%</div></div> | 50 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>53%</div><div>23%</div><div>24%</div></div> | 53 | | 3 | |
| 35 to 44 years | 76 | <div><div>58%</div><div>22%</div><div>20%</div></div> | 58 | | 8 | |
| 45 to 54 years | 127 | <div><div>44%</div><div>28%</div><div>28%</div></div> | 44 | | -6 | |
| 55 to 59 years | 53 | <div><div>47%</div><div>15%</div><div>38%</div></div> | 47 | | -3 | |
| 60 to 65 years | 17 | <div><div>47%</div><div>29%</div><div>24%</div></div> | 47 | | -3 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 27. Employees are comfortable raising issues and concerns at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>47%</div><div>24%</div><div>29%</div></div> | 47 | | 4 | |
| 35 to 44 years | 76 | <div><div>47%</div><div>21%</div><div>32%</div></div> | 47 | | 4 | |
| 45 to 54 years | 127 | <div><div>44%</div><div>20%</div><div>36%</div></div> | 44 | | 1 | |
| 55 to 59 years | 53 | <div><div>23%</div><div>26%</div><div>51%</div></div> | 23 | | -20 | |
| 60 to 65 years | 17 | <div><div>35%</div><div>36%</div><div>29%</div></div> | 35 | | -8 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 134

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % Favourable | | Difference to: (%) | | |
|---|-------|--|--------------|------|--------------------|------|-----|
| | | | 2008 | Norm | Report Target | Norm | |
| Communication | | | | | | | |
| 28. Information is openly communicated at my organization. | | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>42%</div><div>26%</div><div>32%</div></div> | 42 | 66 | 2 | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>23%</div><div>34%</div></div> | 43 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>45%</div><div>31%</div><div>24%</div></div> | 45 | | | | -3 |
| 35 to 44 years | 76 | <div><div>50%</div><div>24%</div><div>26%</div></div> | 50 | | | | -9 |
| 45 to 54 years | 127 | <div><div>40%</div><div>23%</div><div>37%</div></div> | 40 | | | | -8 |
| 55 to 59 years | 53 | <div><div>34%</div><div>13%</div><div>53%</div></div> | 34 | | | | |
| 60 to 65 years | 17 | <div><div>35%</div><div>30%</div><div>35%</div></div> | 35 | | | | |
| > 65 | 1 | Insufficient Responses | | | | | |
| 29. My immediate manager encourages open, honest two-way communication. | | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | 66 | -2 | | |
| College of New Caledonia | 326 | <div><div>64%</div><div>11%</div><div>25%</div></div> | 64 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>58%</div><div>13%</div><div>29%</div></div> | 58 | | | | -6 |
| 35 to 44 years | 76 | <div><div>75%</div><div>4%</div><div>21%</div></div> | 75 | | | | 11 |
| 45 to 54 years | 127 | <div><div>59%</div><div>14%</div><div>27%</div></div> | 59 | | | | -5 |
| 55 to 59 years | 53 | <div><div>68%</div><div>9%</div><div>23%</div></div> | 68 | | | | 4 |
| 60 to 65 years | 17 | <div><div>47%</div><div>29%</div><div>24%</div></div> | 47 | | | | -17 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 135

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | 49 | | -4 | |
| College of New Caledonia | 325 | <div><div>45%</div><div>19%</div><div>36%</div></div> | 45 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>55%</div><div>13%</div><div>32%</div></div> | 55 | | | | 10 |
| 35 to 44 years | 76 | <div><div>50%</div><div>21%</div><div>29%</div></div> | 50 | | | | 5 |
| 45 to 54 years | 127 | <div><div>41%</div><div>23%</div><div>36%</div></div> | 41 | | | | -4 |
| 55 to 59 years | 53 | <div><div>38%</div><div>13%</div><div>49%</div></div> | 38 | | | | -7 |
| 60 to 65 years | 16 | <div><div>25%</div><div>31%</div><div>44%</div></div> | 25 | | | | -20 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 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 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 61 | 51 | | 7 | |
| College of New Caledonia | 326 | <div><div>58%</div><div>22%</div><div>20%</div></div> | 58 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>63%</div><div>21%</div><div>16%</div></div> | 63 | | | | 5 |
| 35 to 44 years | 76 | <div><div>64%</div><div>20%</div><div>16%</div></div> | 64 | | | | 6 |
| 45 to 54 years | 127 | <div><div>55%</div><div>25%</div><div>20%</div></div> | 55 | | | | -3 |
| 55 to 59 years | 53 | <div><div>47%</div><div>21%</div><div>32%</div></div> | 47 | | | | -11 |
| 60 to 65 years | 17 | <div><div>53%</div><div>35%</div><div>12%</div></div> | 53 | | | | -5 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 136

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>13%</div><div>24%</div></div> | 63 | 63 | | 7 | |
| College of New Caledonia | 326 | <div><div>70%</div><div>14%</div><div>16%</div></div> | 70 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>76%</div><div>19%</div><div>5%</div></div> | 76 | | | | 6 |
| 35 to 44 years | 76 | <div><div>71%</div><div>9%</div><div>20%</div></div> | 71 | | | | 1 |
| 45 to 54 years | 127 | <div><div>66%</div><div>15%</div><div>19%</div></div> | 66 | | | | -4 |
| 55 to 59 years | 53 | <div><div>75%</div><div>8%</div><div>17%</div></div> | 75 | | | | 5 |
| 60 to 65 years | 17 | <div><div>47%</div><div>35%</div><div>18%</div></div> | 47 | | | | -23 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 33. I am satisfied with my current work-life balance. | | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>58%</div><div>14%</div><div>28%</div></div> | 58 | | | | |
| College of New Caledonia | 326 | <div><div>65%</div><div>13%</div><div>22%</div></div> | 65 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>71%</div><div>21%</div><div>8%</div></div> | 71 | | | | 6 |
| 35 to 44 years | 76 | <div><div>63%</div><div>12%</div><div>25%</div></div> | 63 | | | | -2 |
| 45 to 54 years | 127 | <div><div>60%</div><div>14%</div><div>26%</div></div> | 60 | | | | -5 |
| 55 to 59 years | 53 | <div><div>74%</div><div>1%</div><div>25%</div></div> | 74 | | | | 9 |
| 60 to 65 years | 17 | <div><div>53%</div><div>29%</div><div>18%</div></div> | 53 | | | | -12 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 137

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | | |
| College of New Caledonia | 326 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>74%</div><div>8%</div><div>18%</div></div> | 74 | | 0 | |
| 35 to 44 years | 76 | <div><div>75%</div><div>11%</div><div>14%</div></div> | 75 | | 1 | |
| 45 to 54 years | 127 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | -2 | |
| 55 to 59 years | 53 | <div><div>81%</div><div>13%</div><div>6%</div></div> | 81 | | 7 | |
| 60 to 65 years | 17 | <div><div>65%</div><div>23%</div><div>12%</div></div> | 65 | | -9 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 35. I believe that I have sufficient opportunity for growth and development at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>17%</div><div>23%</div></div> | 60 | 55 | | 5 |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>53%</div><div>18%</div><div>29%</div></div> | 53 | | -7 | |
| 35 to 44 years | 76 | <div><div>59%</div><div>17%</div><div>24%</div></div> | 59 | | -1 | |
| 45 to 54 years | 127 | <div><div>57%</div><div>19%</div><div>24%</div></div> | 57 | | -3 | |
| 55 to 59 years | 53 | <div><div>70%</div><div>11%</div><div>19%</div></div> | 70 | | 10 | |
| 60 to 65 years | 17 | <div><div>71%</div><div>23%</div><div>6%</div></div> | 71 | | 11 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 138

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | 56 | | <div>-14</div> | |
| College of New Caledonia | 326 | <div><div>42%</div><div>22%</div><div>36%</div></div> | 42 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>42%</div><div>16%</div><div>42%</div></div> | 42 | | | | 0 |
| 35 to 44 years | 76 | <div><div>41%</div><div>22%</div><div>37%</div></div> | 41 | | | | -1 |
| 45 to 54 years | 127 | <div><div>40%</div><div>28%</div><div>32%</div></div> | 40 | | | | -2 |
| 55 to 59 years | 53 | <div><div>38%</div><div>19%</div><div>43%</div></div> | 38 | | | | -4 |
| 60 to 65 years | 17 | <div><div>53%</div><div>12%</div><div>35%</div></div> | 53 | | | | 11 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 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 | <div><div>50%</div><div>26%</div><div>24%</div></div> | 50 | 53 | | <div>-2</div> | |
| College of New Caledonia | 326 | <div><div>51%</div><div>26%</div><div>23%</div></div> | 51 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>37%</div><div>31%</div><div>32%</div></div> | 37 | | | | -14 |
| 35 to 44 years | 76 | <div><div>51%</div><div>28%</div><div>21%</div></div> | 51 | | | | 0 |
| 45 to 54 years | 127 | <div><div>50%</div><div>22%</div><div>28%</div></div> | 50 | | | | -1 |
| 55 to 59 years | 53 | <div><div>60%</div><div>29%</div><div>11%</div></div> | 60 | | | | 9 |
| 60 to 65 years | 17 | <div><div>53%</div><div>35%</div><div>12%</div></div> | 53 | | | | 2 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 139

2008 Employee Survey

Item Results

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

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

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Page 140

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>82%</div><div>9%</div><div>9%</div></div> | 82 | 58 | -4 | | |
| College of New Caledonia | 326 | <div><div>80%</div><div>12%</div><div>8%</div></div> | 80 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>76%</div><div>11%</div><div>13%</div></div> | 76 | | | | |
| 35 to 44 years | 76 | <div><div>83%</div><div>10%</div><div>7%</div></div> | 83 | | | | 3 |
| 45 to 54 years | 127 | <div><div>78%</div><div>15%</div><div>7%</div></div> | 78 | | | | -2 |
| 55 to 59 years | 53 | <div><div>85%</div><div>4%</div><div>11%</div></div> | 85 | | | | 5 |
| 60 to 65 years | 17 | <div><div>71%</div><div>23%</div><div>6%</div></div> | 71 | | | | -9 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 41. I understand how my performance is evaluated. | | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | 58 | -11 | -2 | |
| College of New Caledonia | 326 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>45%</div><div>31%</div><div>24%</div></div> | 45 | | | | |
| 35 to 44 years | 76 | <div><div>61%</div><div>18%</div><div>21%</div></div> | 61 | | | | 5 |
| 45 to 54 years | 127 | <div><div>54%</div><div>18%</div><div>28%</div></div> | 54 | | | | -2 |
| 55 to 59 years | 53 | <div><div>58%</div><div>16%</div><div>26%</div></div> | 58 | | | | 2 |
| 60 to 65 years | 17 | <div><div>71%</div><div>17%</div><div>12%</div></div> | 71 | | | | 15 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 141

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>43%</div><div>24%</div><div>33%</div></div> | 43 | 61 | | <div>-16</div> | |
| College of New Caledonia | 325 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>37%</div><div>31%</div><div>32%</div></div> | 37 | | | | -8 |
| 35 to 44 years | 76 | <div><div>51%</div><div>24%</div><div>25%</div></div> | 51 | | | | 6 |
| 45 to 54 years | 127 | <div><div>44%</div><div>24%</div><div>32%</div></div> | 44 | | | | -1 |
| 55 to 59 years | 52 | <div><div>40%</div><div>25%</div><div>35%</div></div> | 40 | | | | -5 |
| 60 to 65 years | 17 | <div><div>29%</div><div>42%</div><div>29%</div></div> | 29 | | | | -16 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 43. Our performance evaluation process adequately distinguishes among poor, average, and good performers. | | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>21%</div><div>36%</div><div>43%</div></div> | 21 | 66 | | <div>-47</div> | |
| College of New Caledonia | 325 | <div><div>19%</div><div>42%</div><div>39%</div></div> | 19 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 37 | <div><div>14%</div><div>45%</div><div>41%</div></div> | 14 | | | | -5 |
| 35 to 44 years | 76 | <div><div>25%</div><div>38%</div><div>37%</div></div> | 25 | | | | 6 |
| 45 to 54 years | 127 | <div><div>17%</div><div>44%</div><div>39%</div></div> | 17 | | | | -2 |
| 55 to 59 years | 53 | <div><div>15%</div><div>43%</div><div>42%</div></div> | 15 | | | | -4 |
| 60 to 65 years | 17 | <div><div>12%</div><div>41%</div><div>47%</div></div> | 12 | | | | -7 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 142

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>36%</div><div>38%</div><div>26%</div></div> | 36 | 71 | | | |
| College of New Caledonia | 325 | <div><div>32%</div><div>40%</div><div>28%</div></div> | 32 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 37 | <div><div>27%</div><div>57%</div><div>16%</div></div> | 27 | | | | -5 |
| 35 to 44 years | 76 | <div><div>42%</div><div>33%</div><div>25%</div></div> | 42 | | | | 10 |
| 45 to 54 years | 127 | <div><div>24%</div><div>45%</div><div>31%</div></div> | 24 | | | | -8 |
| 55 to 59 years | 53 | <div><div>32%</div><div>34%</div><div>34%</div></div> | 32 | | | | 0 |
| 60 to 65 years | 17 | <div><div>41%</div><div>35%</div><div>24%</div></div> | 41 | | | | 9 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 45. The people in my work group take accountability for their work. | | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>66%</div><div>10%</div><div>24%</div></div> | 66 | | | | -1 |
| 35 to 44 years | 76 | <div><div>61%</div><div>19%</div><div>20%</div></div> | 61 | | | | -6 |
| 45 to 54 years | 127 | <div><div>70%</div><div>13%</div><div>17%</div></div> | 70 | | | | 3 |
| 55 to 59 years | 53 | <div><div>64%</div><div>21%</div><div>15%</div></div> | 64 | | | | -3 |
| 60 to 65 years | 17 | <div><div>65%</div><div>17%</div><div>18%</div></div> | 65 | | | | -2 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 143

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>15%</div><div>39%</div><div>46%</div></div> | 15 | 35 | | <u>-20</u> | |
| College of New Caledonia | 324 | <div><div>15%</div><div>36%</div><div>49%</div></div> | 15 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 37 | <div><div>11%</div><div>38%</div><div>51%</div></div> | 11 | | | | -4 |
| 35 to 44 years | 75 | <div><div>11%</div><div>41%</div><div>48%</div></div> | 11 | | | | -4 |
| 45 to 54 years | 127 | <div><div>20%</div><div>31%</div><div>49%</div></div> | 20 | | | | 5 |
| 55 to 59 years | 53 | <div><div>11%</div><div>32%</div><div>57%</div></div> | 11 | | | | -4 |
| 60 to 65 years | 17 | <div><div>6%</div><div>41%</div><div>53%</div></div> | 6 | | | | -9 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 47. The procedures for considering employees for job openings are fair. | | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>39%</div><div>30%</div><div>31%</div></div> | 39 | | | | |
| College of New Caledonia | 325 | <div><div>34%</div><div>23%</div><div>43%</div></div> | 34 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>29%</div><div>24%</div><div>47%</div></div> | 29 | | | | -5 |
| 35 to 44 years | 75 | <div><div>33%</div><div>30%</div><div>37%</div></div> | 33 | | | | -1 |
| 45 to 54 years | 127 | <div><div>35%</div><div>25%</div><div>40%</div></div> | 35 | | | | 1 |
| 55 to 59 years | 53 | <div><div>25%</div><div>15%</div><div>60%</div></div> | 25 | | | | -9 |
| 60 to 65 years | 17 | <div><div>35%</div><div>18%</div><div>47%</div></div> | 35 | | | | 1 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 144

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | 61 | | 1 | |
| College of New Caledonia | 325 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>39%</div><div>32%</div><div>29%</div></div> | 39 | | | | -23 |
| 35 to 44 years | 75 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | | | | -2 |
| 45 to 54 years | 127 | <div><div>65%</div><div>15%</div><div>20%</div></div> | 65 | | | | 3 |
| 55 to 59 years | 53 | <div><div>75%</div><div>8%</div><div>17%</div></div> | 75 | | | | 13 |
| 60 to 65 years | 17 | <div><div>65%</div><div>23%</div><div>12%</div></div> | 65 | | | | 3 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 49. I can easily find out answers to questions I have about my benefits package. | | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>79%</div><div>13%</div><div>8%</div></div> | 79 | 71 | | -3 | |
| College of New Caledonia | 325 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | | | | -23 |
| 35 to 44 years | 75 | <div><div>69%</div><div>16%</div><div>15%</div></div> | 69 | | | | 1 |
| 45 to 54 years | 127 | <div><div>73%</div><div>10%</div><div>17%</div></div> | 73 | | | | 5 |
| 55 to 59 years | 53 | <div><div>77%</div><div>12%</div><div>11%</div></div> | 77 | | | | 9 |
| 60 to 65 years | 17 | <div><div>59%</div><div>23%</div><div>18%</div></div> | 59 | | | | -9 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 145

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>75%</div><div>15%</div><div>10%</div></div> | 75 | | | |
| College of New Caledonia | 325 | <div><div>66%</div><div>16%</div><div>18%</div></div> | 66 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>47%</div><div>21%</div><div>32%</div></div> | 47 | | -19 | |
| 35 to 44 years | 75 | <div><div>65%</div><div>18%</div><div>17%</div></div> | 65 | | -1 | |
| 45 to 54 years | 127 | <div><div>65%</div><div>18%</div><div>17%</div></div> | 65 | | -1 | |
| 55 to 59 years | 53 | <div><div>81%</div><div>11%</div><div>8%</div></div> | 81 | | 15 | |
| 60 to 65 years | 17 | <div><div>53%</div><div>35%</div><div>12%</div></div> | 53 | | -13 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 51. My organization provides me with enough information to make informed benefit decisions. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | | | |
| College of New Caledonia | 325 | <div><div>57%</div><div>23%</div><div>20%</div></div> | 57 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>37%</div><div>31%</div><div>32%</div></div> | 37 | | -20 | |
| 35 to 44 years | 75 | <div><div>56%</div><div>25%</div><div>19%</div></div> | 56 | | -1 | |
| 45 to 54 years | 127 | <div><div>57%</div><div>20%</div><div>23%</div></div> | 57 | | 0 | |
| 55 to 59 years | 53 | <div><div>70%</div><div>19%</div><div>11%</div></div> | 70 | | 13 | |
| 60 to 65 years | 17 | <div><div>53%</div><div>35%</div><div>12%</div></div> | 53 | | -4 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 146

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>15%</div><div>14%</div></div> | 71 | | | |
| College of New Caledonia | 325 | <div><div>72%</div><div>16%</div><div>12%</div></div> | 72 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>58%</div><div>29%</div><div>13%</div></div> | 58 | | -14 | |
| 35 to 44 years | 75 | <div><div>72%</div><div>12%</div><div>16%</div></div> | 72 | | 0 | |
| 45 to 54 years | 127 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | 0 | |
| 55 to 59 years | 53 | <div><div>83%</div><div>6%</div><div>11%</div></div> | 83 | | 11 | |
| 60 to 65 years | 17 | <div><div>71%</div><div>23%</div><div>6%</div></div> | 71 | | -1 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 147

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>43%</div><div>29%</div><div>28%</div></div> | 43 | 61 | | <u>-12</u> |
| College of New Caledonia | 326 | <div><div>49%</div><div>22%</div><div>29%</div></div> | 49 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>53%</div><div>18%</div><div>29%</div></div> | 53 | | 4 | |
| 35 to 44 years | 76 | <div><div>61%</div><div>19%</div><div>20%</div></div> | 61 | | 12 | |
| 45 to 54 years | 127 | <div><div>44%</div><div>20%</div><div>36%</div></div> | 44 | | -5 | |
| 55 to 59 years | 53 | <div><div>45%</div><div>27%</div><div>28%</div></div> | 45 | | -4 | |
| 60 to 65 years | 17 | <div><div>29%</div><div>36%</div><div>35%</div></div> | 29 | | -20 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 54. Senior leadership at my organization does a good job: Confronting issues before they become major problems. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>28%</div><div>31%</div><div>41%</div></div> | 28 | 47 | | <u>-18</u> |
| College of New Caledonia | 326 | <div><div>29%</div><div>29%</div><div>42%</div></div> | 29 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>39%</div><div>24%</div><div>37%</div></div> | 39 | | 10 | |
| 35 to 44 years | 76 | <div><div>32%</div><div>35%</div><div>33%</div></div> | 32 | | 3 | |
| 45 to 54 years | 127 | <div><div>28%</div><div>27%</div><div>45%</div></div> | 28 | | -1 | |
| 55 to 59 years | 53 | <div><div>19%</div><div>28%</div><div>53%</div></div> | 19 | | -10 | |
| 60 to 65 years | 17 | <div><div>18%</div><div>29%</div><div>53%</div></div> | 18 | | -11 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 148

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>45%</div><div>27%</div><div>28%</div></div> | 45 | 57 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>24%</div><div>37%</div></div> | 39 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>45%</div><div>13%</div><div>42%</div></div> | 45 | | 6 | | |
| 35 to 44 years | 76 | <div><div>42%</div><div>29%</div><div>29%</div></div> | 42 | | 3 | | |
| 45 to 54 years | 127 | <div><div>34%</div><div>26%</div><div>40%</div></div> | 34 | | -5 | | |
| 55 to 59 years | 53 | <div><div>38%</div><div>20%</div><div>42%</div></div> | 38 | | -1 | | |
| 60 to 65 years | 17 | <div><div>29%</div><div>36%</div><div>35%</div></div> | 29 | | -10 | | |
| > 65 | 1 | Insufficient Responses | | | | | |
| 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 | <div><div>24%</div><div>29%</div><div>47%</div></div> | 24 | | | | |
| College of New Caledonia | 326 | <div><div>29%</div><div>27%</div><div>44%</div></div> | 29 | | | | -28 |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>34%</div><div>27%</div><div>39%</div></div> | 34 | | 5 | | |
| 35 to 44 years | 76 | <div><div>32%</div><div>30%</div><div>38%</div></div> | 32 | 3 | | | |
| 45 to 54 years | 127 | <div><div>26%</div><div>29%</div><div>45%</div></div> | 26 | -3 | | | |
| 55 to 59 years | 53 | <div><div>26%</div><div>21%</div><div>53%</div></div> | 26 | -3 | | | |
| 60 to 65 years | 17 | <div><div>24%</div><div>23%</div><div>53%</div></div> | 24 | -5 | | | |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 149

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>35%<div></div>29%<div></div>36%</div> | 35 | | | |
| College of New Caledonia | 326 | <div><div></div>40%<div></div>24%<div></div>36%</div> | 40 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div></div>50%<div></div>29%<div></div>21%</div> | 50 | | 10 | |
| 35 to 44 years | 76 | <div><div></div>39%<div></div>27%<div></div>34%</div> | 39 | | -1 | |
| 45 to 54 years | 127 | <div><div></div>38%<div></div>24%<div></div>38%</div> | 38 | | -2 | |
| 55 to 59 years | 53 | <div><div></div>36%<div></div>19%<div></div>45%</div> | 36 | | -4 | |
| 60 to 65 years | 17 | <div><div></div>24%<div></div>35%<div></div>41%</div> | 24 | | -16 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 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 | <div><div></div>44%<div></div>25%<div></div>31%</div> | 44 | | | |
| College of New Caledonia | 326 | <div><div></div>39%<div></div>27%<div></div>34%</div> | 39 | 54 | | -15 |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div></div>47%<div></div>16%<div></div>37%</div> | 47 | | 8 | |
| 35 to 44 years | 76 | <div><div></div>46%<div></div>32%<div></div>22%</div> | 46 | | 7 | |
| 45 to 54 years | 127 | <div><div></div>31%<div></div>30%<div></div>39%</div> | 31 | | -8 | |
| 55 to 59 years | 53 | <div><div></div>40%<div></div>18%<div></div>42%</div> | 40 | | 1 | |
| 60 to 65 years | 17 | <div><div></div>29%<div></div>36%<div></div>35%</div> | 29 | | -10 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 150

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>53%</div><div>25%</div><div>22%</div></div> | 53 | 57 | | -7 | |
| College of New Caledonia | 325 | <div><div>50%</div><div>28%</div><div>22%</div></div> | 50 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>53%</div><div>21%</div><div>26%</div></div> | 53 | | | | 3 |
| 35 to 44 years | 76 | <div><div>51%</div><div>31%</div><div>18%</div></div> | 51 | | | | 1 |
| 45 to 54 years | 127 | <div><div>48%</div><div>29%</div><div>23%</div></div> | 48 | | | | -2 |
| 55 to 59 years | 53 | <div><div>57%</div><div>20%</div><div>23%</div></div> | 57 | | | | 7 |
| 60 to 65 years | 17 | <div><div>24%</div><div>58%</div><div>18%</div></div> | 24 | | | | -26 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 60. My administrator/manager does a good job being available when he/she is needed. | | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>69%</div><div>15%</div><div>16%</div></div> | 69 | 63 | | 3 | |
| College of New Caledonia | 325 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>68%</div><div>11%</div><div>21%</div></div> | 68 | | | | 2 |
| 35 to 44 years | 76 | <div><div>68%</div><div>12%</div><div>20%</div></div> | 68 | | | | 2 |
| 45 to 54 years | 127 | <div><div>65%</div><div>15%</div><div>20%</div></div> | 65 | | | | -1 |
| 55 to 59 years | 53 | <div><div>64%</div><div>17%</div><div>19%</div></div> | 64 | | | | -2 |
| 60 to 65 years | 17 | <div><div>53%</div><div>29%</div><div>18%</div></div> | 53 | | | | -13 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 151

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>25%</div><div>34%</div><div>41%</div></div> | 25 | 32 | | | |
| College of New Caledonia | 325 | <div><div>21%</div><div>38%</div><div>41%</div></div> | 21 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>29%</div><div>29%</div><div>42%</div></div> | 29 | | | | 8 |
| 35 to 44 years | 76 | <div><div>24%</div><div>42%</div><div>34%</div></div> | 24 | | | | 3 |
| 45 to 54 years | 127 | <div><div>20%</div><div>35%</div><div>45%</div></div> | 20 | | | | -1 |
| 55 to 59 years | 53 | <div><div>19%</div><div>43%</div><div>38%</div></div> | 19 | | | | -2 |
| 60 to 65 years | 17 | <div><div>6%</div><div>47%</div><div>47%</div></div> | 6 | | | | -15 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 62. My administrator/manager seeks out the ideas and opinions of employees. | | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>59%</div><div>18%</div><div>23%</div></div> | 59 | | | | |
| College of New Caledonia | 325 | <div><div>58%</div><div>18%</div><div>24%</div></div> | 58 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>53%</div><div>15%</div><div>32%</div></div> | 53 | | | | -5 |
| 35 to 44 years | 76 | <div><div>70%</div><div>9%</div><div>21%</div></div> | 70 | | | | 12 |
| 45 to 54 years | 127 | <div><div>57%</div><div>22%</div><div>21%</div></div> | 57 | | | | -1 |
| 55 to 59 years | 53 | <div><div>60%</div><div>14%</div><div>26%</div></div> | 60 | | | | 2 |
| 60 to 65 years | 17 | <div><div>35%</div><div>30%</div><div>35%</div></div> | 35 | | | | -23 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 152

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | | |
| College of New Caledonia | 324 | <div><div>57%</div><div>17%</div><div>26%</div></div> | 57 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>50%</div><div>21%</div><div>29%</div></div> | 50 | | -7 | |
| 35 to 44 years | 75 | <div><div>63%</div><div>12%</div><div>25%</div></div> | 63 | | 6 | |
| 45 to 54 years | 127 | <div><div>54%</div><div>20%</div><div>26%</div></div> | 54 | | -3 | |
| 55 to 59 years | 53 | <div><div>66%</div><div>11%</div><div>23%</div></div> | 66 | | 9 | |
| 60 to 65 years | 17 | <div><div>41%</div><div>24%</div><div>35%</div></div> | 41 | | -16 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 153

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>14%</div><div>23%</div></div> | 63 | 81 | | <div>-16</div> |
| College of New Caledonia | 326 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>71%</div><div>11%</div><div>18%</div></div> | 71 | | 6 | |
| 35 to 44 years | 76 | <div><div>63%</div><div>15%</div><div>22%</div></div> | 63 | | -2 | |
| 45 to 54 years | 127 | <div><div>63%</div><div>16%</div><div>21%</div></div> | 63 | | -2 | |
| 55 to 59 years | 53 | <div><div>70%</div><div>7%</div><div>23%</div></div> | 70 | | 5 | |
| 60 to 65 years | 17 | <div><div>65%</div><div>17%</div><div>18%</div></div> | 65 | | 0 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 65. My department is technologically up-to-date. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>52%</div><div>16%</div><div>32%</div></div> | 52 | | | |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>61%</div><div>5%</div><div>34%</div></div> | 61 | | 6 | |
| 35 to 44 years | 76 | <div><div>57%</div><div>13%</div><div>30%</div></div> | 57 | | 2 | |
| 45 to 54 years | 127 | <div><div>54%</div><div>16%</div><div>30%</div></div> | 54 | | -1 | |
| 55 to 59 years | 53 | <div><div>55%</div><div>15%</div><div>30%</div></div> | 55 | | 0 | |
| 60 to 65 years | 17 | <div><div>29%</div><div>47%</div><div>24%</div></div> | 29 | | -26 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 154

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | 63 | | 4 |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | | 9 | |
| 35 to 44 years | 76 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | 8 | |
| 45 to 54 years | 127 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | | -3 | |
| 55 to 59 years | 53 | <div><div>58%</div><div>23%</div><div>19%</div></div> | 58 | | -9 | |
| 60 to 65 years | 17 | <div><div>53%</div><div>29%</div><div>18%</div></div> | 53 | | -14 | |
| > 65 | 1 | Insufficient Responses | | | | |
| 67. I feel a strong sense of commitment to my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>73%</div><div>16%</div><div>11%</div></div> | 73 | 67 | | 5 |
| College of New Caledonia | 326 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | | |
| < 25 years | 8 | Insufficient Responses | | | | |
| 25 to 34 years | 38 | <div><div>61%</div><div>21%</div><div>18%</div></div> | 61 | | -11 | |
| 35 to 44 years | 76 | <div><div>78%</div><div>11%</div><div>11%</div></div> | 78 | | 6 | |
| 45 to 54 years | 127 | <div><div>70%</div><div>17%</div><div>13%</div></div> | 70 | | -2 | |
| 55 to 59 years | 53 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | 3 | |
| 60 to 65 years | 17 | <div><div>65%</div><div>23%</div><div>12%</div></div> | 65 | | -7 | |
| > 65 | 1 | Insufficient Responses | | | | |

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Page 155

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % Favourable | | Difference to: (%) | | |
|--|-------|--|--------------|------|--------------------|------|----|
| | | | 2008 | Norm | Report Target | Norm | |
| Employee Commitment & Satisfaction | | | | | | | |
| 68. I am proud to work for my organization. | | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | 72 | | 4 | |
| College of New Caledonia | 326 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>74%</div><div>18%</div><div>8%</div></div> | 74 | | | | -2 |
| 35 to 44 years | 76 | <div><div>82%</div><div>10%</div><div>8%</div></div> | 82 | | | | 6 |
| 45 to 54 years | 127 | <div><div>73%</div><div>14%</div><div>13%</div></div> | 73 | | | | -3 |
| 55 to 59 years | 53 | <div><div>79%</div><div>12%</div><div>9%</div></div> | 79 | | | | 3 |
| 60 to 65 years | 17 | <div><div>71%</div><div>11%</div><div>18%</div></div> | 71 | | | | -5 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 69. I am willing to "go the extra mile" to help my organization succeed. | | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>84%</div><div>10%</div><div>6%</div></div> | 84 | | | | |
| College of New Caledonia | 326 | <div><div>85%</div><div>9%</div><div>6%</div></div> | 85 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | | | | -9 |
| 35 to 44 years | 76 | <div><div>86%</div><div>10%</div><div>4%</div></div> | 86 | | | | 1 |
| 45 to 54 years | 127 | <div><div>87%</div><div>7%</div><div>6%</div></div> | 87 | | | | 2 |
| 55 to 59 years | 53 | <div><div>85%</div><div>6%</div><div>9%</div></div> | 85 | | | | 0 |
| 60 to 65 years | 17 | <div><div>76%</div><div>24%</div><div></div></div> | 76 | | | | -9 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 156

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>95%<div></div>3%<div></div>2%</div> | 95 | 58 | 4 | | |
| College of New Caledonia | 326 | <div><div></div>93%<div></div>3%<div></div>4%</div> | 93 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div></div>97%<div></div>3%<div></div>0%</div> | 97 | | | | |
| 35 to 44 years | 76 | <div><div></div>95%<div></div>2%<div></div>3%</div> | 95 | | | | 2 |
| 45 to 54 years | 127 | <div><div></div>90%<div></div>4%<div></div>6%</div> | 90 | | | | -3 |
| 55 to 59 years | 53 | <div><div></div>96%<div></div>2%<div></div>2%</div> | 96 | | | | 3 |
| 60 to 65 years | 17 | <div><div></div>94%<div></div>6%<div></div>0%</div> | 94 | | | | 1 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 71. At the present time, I am NOT seriously considering leaving my organization. | | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div></div>68%<div></div>13%<div></div>19%</div> | 68 | 58 | -5 | 5 | |
| College of New Caledonia | 326 | <div><div></div>63%<div></div>16%<div></div>21%</div> | 63 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div></div>58%<div></div>21%<div></div>21%</div> | 58 | | | | |
| 35 to 44 years | 76 | <div><div></div>63%<div></div>19%<div></div>18%</div> | 63 | | | | 0 |
| 45 to 54 years | 127 | <div><div></div>63%<div></div>15%<div></div>22%</div> | 63 | | | | 0 |
| 55 to 59 years | 53 | <div><div></div>68%<div></div>11%<div></div>21%</div> | 68 | | | | 5 |
| 60 to 65 years | 17 | <div><div></div>53%<div></div>6%<div></div>41%</div> | 53 | | | | -10 |
| > 65 | 1 | Insufficient Responses | | | | | |

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Page 157

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % Favourable | | Difference to: (%) | | |
|---|-------|--|--------------|------|--------------------|------|-----|
| | | | 2008 | Norm | Report Target | Norm | |
| Employee Commitment & Satisfaction | | | | | | | |
| 72. Overall, I am satisfied with my job. | | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div></div>73%<div></div>14%<div></div>13%</div> | 73 | 73 | | 3 | |
| College of New Caledonia | 326 | <div><div></div>76%<div></div>12%<div></div>12%</div> | 76 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div></div>76%<div></div>13%<div></div>11%</div> | 76 | | | | 0 |
| 35 to 44 years | 76 | <div><div></div>79%<div></div>12%<div></div>9%</div> | 79 | | | | 3 |
| 45 to 54 years | 127 | <div><div></div>72%<div></div>15%<div></div>13%</div> | 72 | | | | -4 |
| 55 to 59 years | 53 | <div><div></div>85%<div></div>6%<div></div>9%</div> | 85 | | | | 9 |
| 60 to 65 years | 17 | <div><div></div>59%<div></div>17%<div></div>24%</div> | 59 | | | | -17 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 73. Overall, I am satisfied with my organization. | | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div></div>62%<div></div>16%<div></div>22%</div> | 62 | | | | |
| College of New Caledonia | 325 | <div><div></div>58%<div></div>15%<div></div>27%</div> | 58 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div></div>61%<div></div>18%<div></div>21%</div> | 61 | | | | 3 |
| 35 to 44 years | 76 | <div><div></div>68%<div></div>10%<div></div>22%</div> | 68 | | | | 10 |
| 45 to 54 years | 126 | <div><div></div>56%<div></div>15%<div></div>29%</div> | 56 | | | | -2 |
| 55 to 59 years | 53 | <div><div></div>51%<div></div>15%<div></div>34%</div> | 51 | | | | -7 |
| 60 to 65 years | 17 | <div><div></div>35%<div></div>36%<div></div>29%</div> | 35 | | | | -23 |
| > 65 | 1 | Insufficient Responses | | | | | |

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

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Page 158

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | 76 | | <div>-21</div> | |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>61%</div><div>13%</div><div>26%</div></div> | 61 | | | | 6 |
| 35 to 44 years | 76 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | | | | 11 |
| 45 to 54 years | 127 | <div><div>51%</div><div>18%</div><div>31%</div></div> | 51 | | | | -4 |
| 55 to 59 years | 53 | <div><div>49%</div><div>15%</div><div>36%</div></div> | 49 | | | | -6 |
| 60 to 65 years | 17 | <div><div>29%</div><div>18%</div><div>53%</div></div> | 29 | | | | -26 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 75. My organization is student-focused. | | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>67%</div><div>18%</div><div>15%</div></div> | 67 | | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>16%</div><div>24%</div></div> | 60 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>63%</div><div>16%</div><div>21%</div></div> | 63 | | | | 3 |
| 35 to 44 years | 76 | <div><div>68%</div><div>16%</div><div>16%</div></div> | 68 | | | | 8 |
| 45 to 54 years | 127 | <div><div>56%</div><div>14%</div><div>30%</div></div> | 56 | | | | -4 |
| 55 to 59 years | 53 | <div><div>51%</div><div>24%</div><div>25%</div></div> | 51 | | | | -9 |
| 60 to 65 years | 17 | <div><div>41%</div><div>24%</div><div>35%</div></div> | 41 | | | | -19 |
| > 65 | 1 | Insufficient Responses | | | | | |

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

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Page 159

2008 Employee Survey

Item Results

| Age Group | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 80 | | -5 | |
| College of New Caledonia | 326 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>74%</div><div>10%</div><div>16%</div></div> | 74 | | | | -1 |
| 35 to 44 years | 76 | <div><div>79%</div><div>9%</div><div>12%</div></div> | 79 | | | | 4 |
| 45 to 54 years | 127 | <div><div>71%</div><div>16%</div><div>13%</div></div> | 71 | | | | -4 |
| 55 to 59 years | 53 | <div><div>77%</div><div>10%</div><div>13%</div></div> | 77 | | | | 2 |
| 60 to 65 years | 17 | <div><div>65%</div><div>23%</div><div>12%</div></div> | 65 | | | | -10 |
| > 65 | 1 | Insufficient Responses | | | | | |
| 77. Overall, my organization is doing a good job satisfying its students. | | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>66%</div><div>21%</div><div>13%</div></div> | 66 | | | | |
| College of New Caledonia | 325 | <div><div>60%</div><div>20%</div><div>20%</div></div> | 60 | | | | |
| < 25 years | 8 | Insufficient Responses | | | | | |
| 25 to 34 years | 38 | <div><div>63%</div><div>21%</div><div>16%</div></div> | 63 | | | | 3 |
| 35 to 44 years | 76 | <div><div>70%</div><div>19%</div><div>11%</div></div> | 70 | | | | 10 |
| 45 to 54 years | 126 | <div><div>56%</div><div>20%</div><div>24%</div></div> | 56 | | | | -4 |
| 55 to 59 years | 53 | <div><div>58%</div><div>17%</div><div>25%</div></div> | 58 | | | | -2 |
| 60 to 65 years | 17 | <div><div>41%</div><div>30%</div><div>29%</div></div> | 41 | | | | -19 |
| > 65 | 1 | Insufficient Responses | | | | | |

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

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Page 160

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>83%</div><div>11%</div><div>6%</div></div> | 83 | | | |
| College of New Caledonia | 326 | <div><div>78%</div><div>12%</div><div>10%</div></div> | 78 | | | |
| < 1 | 37 | <div><div>97%</div><div></div><div>3%</div></div> | 97 | | <u>19</u> | |
| 1-4 | 72 | <div><div>89%</div><div>5%</div><div>6%</div></div> | 89 | | <u>11</u> | |
| 5-10 | 67 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | -2 | |
| 11-20 | 97 | <div><div>71%</div><div>15%</div><div>14%</div></div> | 71 | | -7 | |
| 21-25 | 29 | <div><div>59%</div><div>24%</div><div>17%</div></div> | 59 | | -19 | |
| 26-30 | 15 | <div><div>60%</div><div>33%</div><div>7%</div></div> | 60 | | -18 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 2. My organization shows a great deal of loyalty to its employees. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>44%</div><div>28%</div><div>28%</div></div> | 44 | | | |
| College of New Caledonia | 326 | <div><div>40%</div><div>26%</div><div>34%</div></div> | 40 | | | |
| < 1 | 37 | <div><div>68%</div><div>29%</div><div>3%</div></div> | 68 | | <u>28</u> | |
| 1-4 | 72 | <div><div>57%</div><div>26%</div><div>17%</div></div> | 57 | | <u>17</u> | |
| 5-10 | 67 | <div><div>33%</div><div>28%</div><div>39%</div></div> | 33 | | -7 | |
| 11-20 | 97 | <div><div>31%</div><div>22%</div><div>47%</div></div> | 31 | | -9 | |
| 21-25 | 29 | <div><div>24%</div><div>21%</div><div>55%</div></div> | 24 | | -16 | |
| 26-30 | 15 | <div><div>27%</div><div>13%</div><div>60%</div></div> | 27 | | -13 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 161

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>47%</div><div>21%</div><div>32%</div></div> | 47 | 70 | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>14%</div><div>36%</div></div> | 50 | | | |
| < 1 | 37 | <div><div>65%</div><div>21%</div><div>14%</div></div> | 65 | | 15 | |
| 1-4 | 72 | <div><div>67%</div><div>9%</div><div>24%</div></div> | 67 | | 17 | |
| 5-10 | 67 | <div><div>46%</div><div>15%</div><div>39%</div></div> | 46 | | -4 | |
| 11-20 | 97 | <div><div>39%</div><div>16%</div><div>45%</div></div> | 39 | | -11 | |
| 21-25 | 29 | <div><div>38%</div><div>10%</div><div>52%</div></div> | 38 | | -12 | |
| 26-30 | 15 | <div><div>47%</div><div>13%</div><div>40%</div></div> | 47 | | -3 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 4. I am confident my organization will be successful in the future. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>64%</div><div>24%</div><div>12%</div></div> | 64 | 70 | | |
| College of New Caledonia | 326 | <div><div>59%</div><div>24%</div><div>17%</div></div> | 59 | | | -11 |
| < 1 | 37 | <div><div>86%</div><div>14%</div></div> | 86 | | 27 | |
| 1-4 | 72 | <div><div>74%</div><div>22%</div><div>4%</div></div> | 74 | | 15 | |
| 5-10 | 67 | <div><div>63%</div><div>18%</div><div>19%</div></div> | 63 | | 4 | |
| 11-20 | 97 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | | -14 | |
| 21-25 | 29 | <div><div>41%</div><div>38%</div><div>21%</div></div> | 41 | | -18 | |
| 26-30 | 15 | <div><div>27%</div><div>46%</div><div>27%</div></div> | 27 | | -32 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 162

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | 62 | | | |
| College of New Caledonia | 326 | <div><div>51%</div><div>20%</div><div>29%</div></div> | 51 | | | -11 | |
| < 1 | 37 | <div><div>73%</div><div>22%</div><div>5%</div></div> | 73 | | | 22 | |
| 1-4 | 72 | <div><div>61%</div><div>25%</div><div>14%</div></div> | 61 | | | 10 | |
| 5-10 | 67 | <div><div>51%</div><div>12%</div><div>37%</div></div> | 51 | | | 0 | |
| 11-20 | 97 | <div><div>37%</div><div>22%</div><div>41%</div></div> | 37 | | | -14 | |
| 21-25 | 29 | <div><div>48%</div><div>21%</div><div>31%</div></div> | 48 | | | -3 | |
| 26-30 | 15 | <div><div>40%</div><div>13%</div><div>47%</div></div> | 40 | | | -11 | |
| > 30 | 3 | Insufficient Responses | | | | | |
| 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 | <div><div>46%</div><div>22%</div><div>32%</div></div> | 46 | | | | |
| College of New Caledonia | 326 | <div><div>48%</div><div>20%</div><div>32%</div></div> | 48 | | | | |
| < 1 | 37 | <div><div>76%</div><div>5%</div><div>19%</div></div> | 76 | | | 28 | |
| 1-4 | 72 | <div><div>56%</div><div>25%</div><div>19%</div></div> | 56 | | | 8 | |
| 5-10 | 67 | <div><div>49%</div><div>17%</div><div>34%</div></div> | 49 | | | 1 | |
| 11-20 | 97 | <div><div>34%</div><div>25%</div><div>41%</div></div> | 34 | | | -14 | |
| 21-25 | 29 | <div><div>41%</div><div>25%</div><div>34%</div></div> | 41 | | | -7 | |
| 26-30 | 15 | <div><div>40%</div><div>13%</div><div>47%</div></div> | 40 | | | -8 | |
| > 30 | 3 | Insufficient Responses | | | | | |

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Page 163

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>88%<div></div>9%<div></div>3%</div> | 88 | | | |
| College of New Caledonia | 326 | <div><div></div>89%<div></div>5%<div></div>6%</div> | 89 | | | |
| < 1 | 37 | <div><div></div>100%</div> | 100 | | 11 | |
| 1-4 | 72 | <div><div></div>88%<div></div>6%<div></div>6%</div> | 88 | | -1 | |
| 5-10 | 67 | <div><div></div>90%<div></div>3%<div></div>7%</div> | 90 | | 1 | |
| 11-20 | 97 | <div><div></div>88%<div></div>9%<div></div>3%</div> | 88 | | -1 | |
| 21-25 | 29 | <div><div></div>86%<div></div>4%<div></div>10%</div> | 86 | | -3 | |
| 26-30 | 15 | <div><div></div>73%<div></div>14%<div></div>13%</div> | 73 | | -16 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 164

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>85%</div><div>7%</div><div>8%</div></div> | 85 | 80 | -2 | 3 |
| College of New Caledonia | 326 | <div><div>83%</div><div>8%</div><div>9%</div></div> | 83 | | | |
| < 1 | 37 | <div><div>81%</div><div>14%</div><div>5%</div></div> | 81 | | | |
| 1-4 | 72 | <div><div>81%</div><div>11%</div><div>8%</div></div> | 81 | | | |
| 5-10 | 67 | <div><div>85%</div><div>3%</div><div>12%</div></div> | 85 | | | |
| 11-20 | 97 | <div><div>86%</div><div>7%</div><div>7%</div></div> | 86 | | | |
| 21-25 | 29 | <div><div>79%</div><div>11%</div><div>10%</div></div> | 79 | | | |
| 26-30 | 15 | <div><div>87%</div><div>13%</div></div> | 87 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 9. My job makes good use of my skills and abilities. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | 79 | -3 | 0 |
| College of New Caledonia | 326 | <div><div>79%</div><div>8%</div><div>13%</div></div> | 79 | | | |
| < 1 | 37 | <div><div>76%</div><div>5%</div><div>19%</div></div> | 76 | | | |
| 1-4 | 72 | <div><div>86%</div><div>4%</div><div>10%</div></div> | 86 | | | |
| 5-10 | 67 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | | |
| 11-20 | 97 | <div><div>81%</div><div>7%</div><div>12%</div></div> | 81 | | | |
| 21-25 | 29 | <div><div>76%</div><div>10%</div><div>14%</div></div> | 76 | | | |
| 26-30 | 15 | <div><div>73%</div><div>7%</div><div>20%</div></div> | 73 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 165

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>64%</div><div>16%</div><div>20%</div></div> | 64 | 60 | | 2 | |
| College of New Caledonia | 326 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | | | |
| < 1 | 37 | <div><div>78%</div><div>17%</div><div>5%</div></div> | 78 | | | | 16 |
| 1-4 | 72 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | | | 12 |
| 5-10 | 67 | <div><div>67%</div><div>9%</div><div>24%</div></div> | 67 | | | | 5 |
| 11-20 | 97 | <div><div>49%</div><div>21%</div><div>30%</div></div> | 49 | | | | -13 |
| 21-25 | 29 | <div><div>48%</div><div>31%</div><div>21%</div></div> | 48 | | | | -14 |
| 26-30 | 15 | <div><div>47%</div><div>33%</div><div>20%</div></div> | 47 | | | | -15 |
| > 30 | 3 | Insufficient Responses | | | | | |
| 11. I have a clear understanding of how my work contributes to achieving my organization's overall goals. | | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 83 | | -10 | |
| College of New Caledonia | 326 | <div><div>73%</div><div>12%</div><div>15%</div></div> | 73 | | | | |
| < 1 | 37 | <div><div>84%</div><div>8%</div><div>8%</div></div> | 84 | | | | 11 |
| 1-4 | 72 | <div><div>71%</div><div>19%</div><div>10%</div></div> | 71 | | | | -2 |
| 5-10 | 67 | <div><div>78%</div><div>12%</div><div>10%</div></div> | 78 | | | | 5 |
| 11-20 | 97 | <div><div>72%</div><div>9%</div><div>19%</div></div> | 72 | | | | -1 |
| 21-25 | 29 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | | | | -7 |
| 26-30 | 15 | <div><div>53%</div><div>14%</div><div>33%</div></div> | 53 | | | | -20 |
| > 30 | 3 | Insufficient Responses | | | | | |

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Page 166

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>57%</div><div>13%</div><div>30%</div></div> | 57 | 70 | 19 | -11 |
| College of New Caledonia | 326 | <div><div>59%</div><div>15%</div><div>26%</div></div> | 59 | | | |
| < 1 | 37 | <div><div>78%</div><div>17%</div><div>5%</div></div> | 78 | | | |
| 1-4 | 72 | <div><div>64%</div><div>12%</div><div>24%</div></div> | 64 | | | |
| 5-10 | 67 | <div><div>54%</div><div>18%</div><div>28%</div></div> | 54 | | | |
| 11-20 | 97 | <div><div>52%</div><div>14%</div><div>34%</div></div> | 52 | | | |
| 21-25 | 29 | <div><div>69%</div><div>3%</div><div>28%</div></div> | 69 | | | |
| 26-30 | 15 | <div><div>47%</div><div>26%</div><div>27%</div></div> | 47 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 13. My job gives me a chance to do interesting and challenging work. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>77%</div><div>12%</div><div>11%</div></div> | 77 | 83 | -2 | -3 |
| College of New Caledonia | 326 | <div><div>80%</div><div>8%</div><div>12%</div></div> | 80 | | | |
| < 1 | 37 | <div><div>78%</div><div>14%</div><div>8%</div></div> | 78 | | | |
| 1-4 | 72 | <div><div>79%</div><div>10%</div><div>11%</div></div> | 79 | | | |
| 5-10 | 67 | <div><div>81%</div><div>3%</div><div>16%</div></div> | 81 | | | |
| 11-20 | 97 | <div><div>85%</div><div>9%</div><div>6%</div></div> | 85 | | | |
| 21-25 | 29 | <div><div>72%</div><div>14%</div><div>14%</div></div> | 72 | | | |
| 26-30 | 15 | <div><div>80%</div><div>7%</div><div>13%</div></div> | 80 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 167

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>66%</div><div>18%</div><div>16%</div></div> | 66 | 82 | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>20%</div><div>17%</div></div> | 63 | | | -19 |
| < 1 | 37 | <div><div>81%</div><div>14%</div><div>5%</div></div> | 81 | | | 18 |
| 1-4 | 72 | <div><div>64%</div><div>15%</div><div>21%</div></div> | 64 | | | 1 |
| 5-10 | 67 | <div><div>66%</div><div>19%</div><div>15%</div></div> | 66 | | | 3 |
| 11-20 | 97 | <div><div>58%</div><div>26%</div><div>16%</div></div> | 58 | | | -5 |
| 21-25 | 29 | <div><div>59%</div><div>17%</div><div>24%</div></div> | 59 | | | -4 |
| 26-30 | 15 | <div><div>67%</div><div>20%</div><div>13%</div></div> | 67 | | | 4 |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 168

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>11%</div><div>16%</div></div> | 73 | 30 | 9 | | | | |
| College of New Caledonia | 326 | <div><div>75%</div><div>9%</div><div>16%</div></div> | 75 | | | | | | |
| < 1 | 37 | <div><div>84%</div><div>8%</div><div>8%</div></div> | 84 | | | | | | |
| 1-4 | 72 | <div><div>79%</div><div>7%</div><div>14%</div></div> | 79 | | | | 4 | | |
| 5-10 | 67 | <div><div>70%</div><div>8%</div><div>22%</div></div> | 70 | | | | -5 | | |
| 11-20 | 97 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | | | -1 | | |
| 21-25 | 29 | <div><div>76%</div><div>10%</div><div>14%</div></div> | 76 | | | | 1 | | |
| 26-30 | 15 | <div><div>60%</div><div>13%</div><div>27%</div></div> | 60 | | | | -15 | | |
| > 30 | 3 | Insufficient Responses | | | | | | | |
| 16. Teamwork and cooperation are rewarded. | | | | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>36%</div><div>31%</div><div>33%</div></div> | 36 | | | | 30 | 7 | <u>9</u> |
| College of New Caledonia | 326 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | | | | | |
| < 1 | 37 | <div><div>46%</div><div>43%</div><div>11%</div></div> | 46 | | | | | | |
| 1-4 | 72 | <div><div>44%</div><div>27%</div><div>29%</div></div> | 44 | 5 | | | | | |
| 5-10 | 67 | <div><div>39%</div><div>21%</div><div>40%</div></div> | 39 | 0 | | | | | |
| 11-20 | 97 | <div><div>36%</div><div>25%</div><div>39%</div></div> | 36 | -3 | | | | | |
| 21-25 | 29 | <div><div>28%</div><div>34%</div><div>38%</div></div> | 28 | -11 | | | | | |
| 26-30 | 15 | <div><div>27%</div><div>26%</div><div>47%</div></div> | 27 | -12 | | | | | |
| > 30 | 3 | Insufficient Responses | | | | | | | |

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Page 169

2008 Employee Survey

Item Results

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

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Page 170

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>69%</div><div>18%</div><div>13%</div></div> | 69 | | | |
| College of New Caledonia | 326 | <div><div>63%</div><div>17%</div><div>20%</div></div> | 63 | | | |
| < 1 | 37 | <div><div>73%</div><div>27%</div></div> | 73 | | 10 | |
| 1-4 | 72 | <div><div>72%</div><div>18%</div><div>10%</div></div> | 72 | | 9 | |
| 5-10 | 67 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | | -3 | |
| 11-20 | 97 | <div><div>57%</div><div>11%</div><div>32%</div></div> | 57 | | -6 | |
| 21-25 | 29 | <div><div>55%</div><div>21%</div><div>24%</div></div> | 55 | | -8 | |
| 26-30 | 15 | <div><div>53%</div><div>20%</div><div>27%</div></div> | 53 | | -10 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 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 | <div><div>58%</div><div>23%</div><div>19%</div></div> | 58 | | | |
| College of New Caledonia | 326 | <div><div>52%</div><div>23%</div><div>25%</div></div> | 52 | | | |
| < 1 | 37 | <div><div>62%</div><div>33%</div><div>5%</div></div> | 62 | | 10 | |
| 1-4 | 72 | <div><div>63%</div><div>23%</div><div>14%</div></div> | 63 | | 11 | |
| 5-10 | 67 | <div><div>54%</div><div>22%</div><div>24%</div></div> | 54 | | 2 | |
| 11-20 | 97 | <div><div>44%</div><div>22%</div><div>34%</div></div> | 44 | | -8 | |
| 21-25 | 29 | <div><div>41%</div><div>25%</div><div>34%</div></div> | 41 | | -11 | |
| 26-30 | 15 | <div><div>40%</div><div>60%</div></div> | 40 | | -12 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 171

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>70%</div><div>16%</div><div>14%</div></div> | 70 | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| < 1 | 37 | <div><div>86%</div><div>6%</div><div>8%</div></div> | 86 | | 19 | |
| 1-4 | 72 | <div><div>75%</div><div>17%</div><div>8%</div></div> | 75 | | 8 | |
| 5-10 | 67 | <div><div>64%</div><div>14%</div><div>22%</div></div> | 64 | | -3 | |
| 11-20 | 97 | <div><div>55%</div><div>22%</div><div>23%</div></div> | 55 | | -12 | |
| 21-25 | 29 | <div><div>69%</div><div>21%</div><div>10%</div></div> | 69 | | 2 | |
| 26-30 | 15 | <div><div>73%</div><div>20%</div><div>7%</div></div> | 73 | | 6 | |
| > 30 | 3 | Insufficient Responses | | | | |

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>71%<div></div>14%<div></div>15%</div> | 71 | 72 | | -1 | |
| College of New Caledonia | 326 | <div><div></div>71%<div></div>12%<div></div>17%</div> | 71 | | | | |
| < 1 | 37 | <div><div></div>95%<div></div>5%</div> | 95 | | | | 24 |
| 1-4 | 72 | <div><div></div>81%<div></div>8%<div></div>11%</div> | 81 | | | | 10 |
| 5-10 | 67 | <div><div></div>69%<div></div>12%<div></div>19%</div> | 69 | | | | -2 |
| 11-20 | 97 | <div><div></div>60%<div></div>17%<div></div>23%</div> | 60 | | | | -11 |
| 21-25 | 29 | <div><div></div>62%<div></div>17%<div></div>21%</div> | 62 | | | | -9 |
| 26-30 | 15 | <div><div></div>53%<div></div>14%<div></div>33%</div> | 53 | | | | -18 |
| > 30 | 3 | Insufficient Responses | | | | | |
| 23. Employees are treated with dignity and respect, regardless of their background or position. | | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div></div>64%<div></div>16%<div></div>20%</div> | 64 | 66 | | -6 | |
| College of New Caledonia | 326 | <div><div></div>60%<div></div>15%<div></div>25%</div> | 60 | | | | |
| < 1 | 37 | <div><div></div>84%<div></div>8%<div></div>8%</div> | 84 | | | | 24 |
| 1-4 | 72 | <div><div></div>76%<div></div>13%<div></div>11%</div> | 76 | | | | 16 |
| 5-10 | 67 | <div><div></div>57%<div></div>21%<div></div>22%</div> | 57 | | | | -3 |
| 11-20 | 97 | <div><div></div>47%<div></div>12%<div></div>41%</div> | 47 | | | | -13 |
| 21-25 | 29 | <div><div></div>45%<div></div>24%<div></div>31%</div> | 45 | | | | -15 |
| 26-30 | 15 | <div><div></div>47%<div></div>20%<div></div>33%</div> | 47 | | | | -13 |
| > 30 | 3 | Insufficient Responses | | | | | |

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Page 173

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>53%</div><div>23%</div><div>24%</div></div> | 53 | | | |
| College of New Caledonia | 326 | <div><div>48%</div><div>21%</div><div>31%</div></div> | 48 | | | |
| < 1 | 37 | <div><div>70%</div><div>27%</div><div>3%</div></div> | 70 | | <u>22</u> | |
| 1-4 | 72 | <div><div>63%</div><div>23%</div><div>14%</div></div> | 63 | | <u>15</u> | |
| 5-10 | 67 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | -2 | |
| 11-20 | 97 | <div><div>35%</div><div>17%</div><div>48%</div></div> | 35 | | <u>-13</u> | |
| 21-25 | 29 | <div><div>41%</div><div>21%</div><div>38%</div></div> | 41 | | -7 | |
| 26-30 | 15 | <div><div>33%</div><div>7%</div><div>60%</div></div> | 33 | | -15 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 25. "Doing the right thing" at my organization is always the right approach. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>49%</div><div>28%</div><div>23%</div></div> | 49 | | | |
| College of New Caledonia | 326 | <div><div>49%</div><div>24%</div><div>27%</div></div> | 49 | | | |
| < 1 | 37 | <div><div>65%</div><div>24%</div><div>11%</div></div> | 65 | | 16 | |
| 1-4 | 72 | <div><div>68%</div><div>25%</div><div>7%</div></div> | 68 | | <u>19</u> | |
| 5-10 | 67 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | | -4 | |
| 11-20 | 97 | <div><div>38%</div><div>23%</div><div>39%</div></div> | 38 | | -11 | |
| 21-25 | 29 | <div><div>31%</div><div>35%</div><div>34%</div></div> | 31 | | -18 | |
| 26-30 | 15 | <div><div>40%</div><div>7%</div><div>53%</div></div> | 40 | | -9 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 174

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>52%</div><div>21%</div><div>27%</div></div> | 52 | | | |
| College of New Caledonia | 326 | <div><div>50%</div><div>23%</div><div>27%</div></div> | 50 | | | |
| < 1 | 37 | <div><div>70%</div><div>11%</div><div>19%</div></div> | 70 | | 20 | |
| 1-4 | 72 | <div><div>57%</div><div>33%</div><div>10%</div></div> | 57 | | 7 | |
| 5-10 | 67 | <div><div>49%</div><div>14%</div><div>37%</div></div> | 49 | | -1 | |
| 11-20 | 97 | <div><div>39%</div><div>27%</div><div>34%</div></div> | 39 | | -11 | |
| 21-25 | 29 | <div><div>41%</div><div>35%</div><div>24%</div></div> | 41 | | -9 | |
| 26-30 | 15 | <div><div>60%</div><div>7%</div><div>33%</div></div> | 60 | | 10 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 27. Employees are comfortable raising issues and concerns at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div>46%</div><div>24%</div><div>30%</div></div> | 46 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>22%</div><div>35%</div></div> | 43 | | | |
| < 1 | 37 | <div><div>62%</div><div>27%</div><div>11%</div></div> | 62 | | 19 | |
| 1-4 | 72 | <div><div>49%</div><div>25%</div><div>26%</div></div> | 49 | | 6 | |
| 5-10 | 67 | <div><div>45%</div><div>19%</div><div>36%</div></div> | 45 | | 2 | |
| 11-20 | 97 | <div><div>35%</div><div>18%</div><div>47%</div></div> | 35 | | -8 | |
| 21-25 | 29 | <div><div>31%</div><div>28%</div><div>41%</div></div> | 31 | | -12 | |
| 26-30 | 15 | <div><div>33%</div><div>20%</div><div>47%</div></div> | 33 | | -10 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 175

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Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % Favourable | | Difference to: (%) | |
|---|-------|--|--------------|------|--------------------|------|
| | | | 2008 | Norm | Report Target | Norm |
| Communication | | | | | | |
| 28. Information is openly communicated at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>42%</div><div>26%</div><div>32%</div></div> | 42 | | | |
| College of New Caledonia | 326 | <div><div>43%</div><div>23%</div><div>34%</div></div> | 43 | | | |
| < 1 | 37 | <div><div>73%</div><div>19%</div><div>8%</div></div> | 73 | | 30 | |
| 1-4 | 72 | <div><div>51%</div><div>31%</div><div>18%</div></div> | 51 | | 8 | |
| 5-10 | 67 | <div><div>40%</div><div>23%</div><div>37%</div></div> | 40 | | -3 | |
| 11-20 | 97 | <div><div>33%</div><div>19%</div><div>48%</div></div> | 33 | | -10 | |
| 21-25 | 29 | <div><div>31%</div><div>24%</div><div>45%</div></div> | 31 | | -12 | |
| 26-30 | 15 | <div><div>33%</div><div>14%</div><div>53%</div></div> | 33 | | -10 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 29. My immediate manager encourages open, honest two-way communication. | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| College of New Caledonia | 326 | <div><div>64%</div><div>11%</div><div>25%</div></div> | 64 | 66 | | -2 |
| < 1 | 37 | <div><div>81%</div><div>14%</div><div>5%</div></div> | 81 | | 17 | |
| 1-4 | 72 | <div><div>67%</div><div>11%</div><div>22%</div></div> | 67 | | 3 | |
| 5-10 | 67 | <div><div>58%</div><div>11%</div><div>31%</div></div> | 58 | | -6 | |
| 11-20 | 97 | <div><div>63%</div><div>13%</div><div>24%</div></div> | 63 | | -1 | |
| 21-25 | 29 | <div><div>59%</div><div>7%</div><div>34%</div></div> | 59 | | -5 | |
| 26-30 | 15 | <div><div>60%</div><div>13%</div><div>27%</div></div> | 60 | | -4 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 176

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|--|-------|--|--------------|------|--------------------|------|
| | | | 2008 | Norm | Report Target | Norm |
| Communication | | | | | | |
| 30. I trust management in my organization to communicate honestly. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>45%</div><div>23%</div><div>32%</div></div> | 45 | 49 | 33 | -4 |
| College of New Caledonia | 325 | <div><div>45%</div><div>19%</div><div>36%</div></div> | 45 | | | |
| < 1 | 37 | <div><div>78%</div><div>11%</div><div>11%</div></div> | 78 | | | |
| 1-4 | 71 | <div><div>54%</div><div>25%</div><div>21%</div></div> | 54 | | | |
| 5-10 | 67 | <div><div>52%</div><div>15%</div><div>33%</div></div> | 52 | | | |
| 11-20 | 97 | <div><div>32%</div><div>14%</div><div>54%</div></div> | 32 | | | |
| 21-25 | 29 | <div><div>17%</div><div>35%</div><div>48%</div></div> | 17 | | | |
| 26-30 | 15 | <div><div>20%</div><div>33%</div><div>47%</div></div> | 20 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 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 | <div><div>61%</div><div>22%</div><div>17%</div></div> | 61 | 51 | 23 | 7 |
| College of New Caledonia | 326 | <div><div>58%</div><div>22%</div><div>20%</div></div> | 58 | | | |
| < 1 | 37 | <div><div>81%</div><div>16%</div><div>3%</div></div> | 81 | | | |
| 1-4 | 72 | <div><div>67%</div><div>23%</div><div>10%</div></div> | 67 | | | |
| 5-10 | 67 | <div><div>57%</div><div>22%</div><div>21%</div></div> | 57 | | | |
| 11-20 | 97 | <div><div>49%</div><div>20%</div><div>31%</div></div> | 49 | | | |
| 21-25 | 29 | <div><div>38%</div><div>45%</div><div>17%</div></div> | 38 | | | |
| 26-30 | 15 | <div><div>47%</div><div>20%</div><div>33%</div></div> | 47 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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

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Page 177

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>13%</div><div>24%</div></div> | 63 | 63 | 14 | 7 |
| College of New Caledonia | 326 | <div><div>70%</div><div>14%</div><div>16%</div></div> | 70 | | | |
| < 1 | 37 | <div><div>84%</div><div>8%</div><div>8%</div></div> | 84 | | | |
| 1-4 | 72 | <div><div>76%</div><div>9%</div><div>15%</div></div> | 76 | | | |
| 5-10 | 67 | <div><div>60%</div><div>30%</div><div>10%</div></div> | 60 | | | |
| 11-20 | 97 | <div><div>66%</div><div>11%</div><div>23%</div></div> | 66 | | | |
| 21-25 | 29 | <div><div>76%</div><div>7%</div><div>17%</div></div> | 76 | | | |
| 26-30 | 15 | <div><div>60%</div><div>13%</div><div>27%</div></div> | 60 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 33. I am satisfied with my current work-life balance. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>58%</div><div>14%</div><div>28%</div></div> | 58 | | 11 | |
| College of New Caledonia | 326 | <div><div>65%</div><div>13%</div><div>22%</div></div> | 65 | | | |
| < 1 | 37 | <div><div>76%</div><div>10%</div><div>14%</div></div> | 76 | | | |
| 1-4 | 72 | <div><div>68%</div><div>13%</div><div>19%</div></div> | 68 | | | |
| 5-10 | 67 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | | | |
| 11-20 | 97 | <div><div>61%</div><div>9%</div><div>30%</div></div> | 61 | | | |
| 21-25 | 29 | <div><div>72%</div><div>11%</div><div>17%</div></div> | 72 | | | |
| 26-30 | 15 | <div><div>60%</div><div>13%</div><div>27%</div></div> | 60 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 178

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | | |
| College of New Caledonia | 326 | <div><div>74%</div><div>13%</div><div>13%</div></div> | 74 | | | |
| < 1 | 37 | <div><div>78%</div><div>17%</div><div>5%</div></div> | 78 | | 4 | |
| 1-4 | 72 | <div><div>75%</div><div>14%</div><div>11%</div></div> | 75 | | 1 | |
| 5-10 | 67 | <div><div>70%</div><div>11%</div><div>19%</div></div> | 70 | | -4 | |
| 11-20 | 97 | <div><div>76%</div><div>10%</div><div>14%</div></div> | 76 | | 2 | |
| 21-25 | 29 | <div><div>69%</div><div>24%</div><div>7%</div></div> | 69 | | -5 | |
| 26-30 | 15 | <div><div>80%</div><div>7%</div><div>13%</div></div> | 80 | | 6 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 35. I believe that I have sufficient opportunity for growth and development at my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>17%</div><div>23%</div></div> | 60 | 55 | | 5 |
| < 1 | 37 | <div><div>76%</div><div>21%</div><div>3%</div></div> | 76 | | 16 | |
| 1-4 | 72 | <div><div>57%</div><div>19%</div><div>24%</div></div> | 57 | | -3 | |
| 5-10 | 67 | <div><div>55%</div><div>18%</div><div>27%</div></div> | 55 | | -5 | |
| 11-20 | 97 | <div><div>61%</div><div>16%</div><div>23%</div></div> | 61 | | 1 | |
| 21-25 | 29 | <div><div>62%</div><div>10%</div><div>28%</div></div> | 62 | | 2 | |
| 26-30 | 15 | <div><div>60%</div><div>7%</div><div>33%</div></div> | 60 | | 0 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 179

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | 56 | | | |
| College of New Caledonia | 326 | <div><div>42%</div><div>22%</div><div>36%</div></div> | 42 | | | | |
| < 1 | 37 | <div><div>68%</div><div>21%</div><div>11%</div></div> | 68 | | | | <u>26</u> |
| 1-4 | 72 | <div><div>39%</div><div>35%</div><div>26%</div></div> | 39 | | | | -3 |
| 5-10 | 67 | <div><div>40%</div><div>14%</div><div>46%</div></div> | 40 | | | | -2 |
| 11-20 | 97 | <div><div>37%</div><div>21%</div><div>42%</div></div> | 37 | | | | -5 |
| 21-25 | 29 | <div><div>38%</div><div>24%</div><div>38%</div></div> | 38 | | | | -4 |
| 26-30 | 15 | <div><div>33%</div><div>20%</div><div>47%</div></div> | 33 | | | | -9 |
| > 30 | 3 | Insufficient Responses | | | | | |
| 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 | <div><div>50%</div><div>26%</div><div>24%</div></div> | 50 | 53 | | -2 | |
| College of New Caledonia | 326 | <div><div>51%</div><div>26%</div><div>23%</div></div> | 51 | | | | |
| < 1 | 37 | <div><div>70%</div><div>25%</div><div>5%</div></div> | 70 | | | | <u>19</u> |
| 1-4 | 72 | <div><div>57%</div><div>24%</div><div>19%</div></div> | 57 | | | | 6 |
| 5-10 | 67 | <div><div>39%</div><div>34%</div><div>27%</div></div> | 39 | | | | -12 |
| 11-20 | 97 | <div><div>44%</div><div>25%</div><div>31%</div></div> | 44 | | | | -7 |
| 21-25 | 29 | <div><div>62%</div><div>24%</div><div>14%</div></div> | 62 | | | | 11 |
| 26-30 | 15 | <div><div>53%</div><div>20%</div><div>27%</div></div> | 53 | | | | 2 |
| > 30 | 3 | Insufficient Responses | | | | | |

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Page 180

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>31%</div><div>29%</div><div>40%</div></div> | 31 | 43 | | <div>-13</div> |
| College of New Caledonia | 326 | <div><div>30%</div><div>28%</div><div>42%</div></div> | 30 | | | |
| < 1 | 37 | <div><div>54%</div><div>30%</div><div>16%</div></div> | 54 | | <div>24</div> | |
| 1-4 | 72 | <div><div>39%</div><div>29%</div><div>32%</div></div> | 39 | | 9 | |
| 5-10 | 67 | <div><div>30%</div><div>22%</div><div>48%</div></div> | 30 | | 0 | |
| 11-20 | 97 | <div><div>23%</div><div>24%</div><div>53%</div></div> | 23 | | -7 | |
| 21-25 | 29 | <div><div>14%</div><div>31%</div><div>55%</div></div> | 14 | | -16 | |
| 26-30 | 15 | <div><div>7%</div><div>46%</div><div>47%</div></div> | 7 | | -23 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 39. My organization is doing a good job of retaining its most talented people. | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>27%</div><div>30%</div><div>43%</div></div> | 27 | 41 | | <div>-12</div> |
| College of New Caledonia | 326 | <div><div>29%</div><div>24%</div><div>47%</div></div> | 29 | | | |
| < 1 | 37 | <div><div>51%</div><div>30%</div><div>19%</div></div> | 51 | | <div>22</div> | |
| 1-4 | 72 | <div><div>36%</div><div>36%</div><div>28%</div></div> | 36 | | 7 | |
| 5-10 | 67 | <div><div>25%</div><div>27%</div><div>48%</div></div> | 25 | | -4 | |
| 11-20 | 97 | <div><div>24%</div><div>13%</div><div>63%</div></div> | 24 | | -5 | |
| 21-25 | 29 | <div><div>7%</div><div>24%</div><div>69%</div></div> | 7 | | -22 | |
| 26-30 | 15 | <div><div>20%</div><div>20%</div><div>60%</div></div> | 20 | | -9 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 181

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>82%</div><div>9%</div><div>9%</div></div> | 82 | 58 | | |
| College of New Caledonia | 326 | <div><div>80%</div><div>12%</div><div>8%</div></div> | 80 | | | |
| < 1 | 37 | <div><div>84%</div><div>8%</div><div>8%</div></div> | 84 | | 4 | |
| 1-4 | 72 | <div><div>78%</div><div>11%</div><div>11%</div></div> | 78 | | -2 | |
| 5-10 | 67 | <div><div>82%</div><div>9%</div><div>9%</div></div> | 82 | | 2 | |
| 11-20 | 97 | <div><div>80%</div><div>15%</div><div>5%</div></div> | 80 | | 0 | |
| 21-25 | 29 | <div><div>83%</div><div>7%</div><div>10%</div></div> | 83 | | 3 | |
| 26-30 | 15 | <div><div>73%</div><div>20%</div><div>7%</div></div> | 73 | | -7 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 41. I understand how my performance is evaluated. | | | | | | |
| BC Colleges Consortium Overall | 3,037 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | 58 | | |
| College of New Caledonia | 326 | <div><div>56%</div><div>19%</div><div>25%</div></div> | 56 | | | -2 |
| < 1 | 37 | <div><div>57%</div><div>35%</div><div>8%</div></div> | 57 | | 1 | |
| 1-4 | 72 | <div><div>49%</div><div>26%</div><div>25%</div></div> | 49 | | -7 | |
| 5-10 | 67 | <div><div>58%</div><div>12%</div><div>30%</div></div> | 58 | | 2 | |
| 11-20 | 97 | <div><div>59%</div><div>15%</div><div>26%</div></div> | 59 | | 3 | |
| 21-25 | 29 | <div><div>69%</div><div>14%</div><div>17%</div></div> | 69 | | 13 | |
| 26-30 | 15 | <div><div>53%</div><div>14%</div><div>33%</div></div> | 53 | | -3 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 182

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>43%</div><div>24%</div><div>33%</div></div> | 43 | 61 | 12 | <u>-16</u> |
| College of New Caledonia | 325 | <div><div>45%</div><div>25%</div><div>30%</div></div> | 45 | | | |
| < 1 | 37 | <div><div>57%</div><div>35%</div><div>8%</div></div> | 57 | | | |
| 1-4 | 72 | <div><div>54%</div><div>22%</div><div>24%</div></div> | 54 | | | |
| 5-10 | 66 | <div><div>41%</div><div>23%</div><div>36%</div></div> | 41 | | | |
| 11-20 | 97 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | | |
| 21-25 | 29 | <div><div>41%</div><div>31%</div><div>28%</div></div> | 41 | | | |
| 26-30 | 15 | <div><div>20%</div><div>33%</div><div>47%</div></div> | 20 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 43. Our performance evaluation process adequately distinguishes among poor, average, and good performers. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>21%</div><div>36%</div><div>43%</div></div> | 21 | 66 | 13 | <u>-47</u> |
| College of New Caledonia | 325 | <div><div>19%</div><div>42%</div><div>39%</div></div> | 19 | | | |
| < 1 | 37 | <div><div>32%</div><div>60%</div><div>8%</div></div> | 32 | | | |
| 1-4 | 71 | <div><div>18%</div><div>45%</div><div>37%</div></div> | 18 | | | |
| 5-10 | 67 | <div><div>19%</div><div>38%</div><div>43%</div></div> | 19 | | | |
| 11-20 | 97 | <div><div>15%</div><div>37%</div><div>48%</div></div> | 15 | | | |
| 21-25 | 29 | <div><div>24%</div><div>45%</div><div>31%</div></div> | 24 | | | |
| 26-30 | 15 | <div><div>40%</div><div>60%</div></div> | 0 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 183

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>36%</div><div>38%</div><div>26%</div></div> | 36 | 71 | | | | |
| College of New Caledonia | 325 | <div><div>32%</div><div>40%</div><div>28%</div></div> | 32 | | | | | |
| < 1 | 37 | <div><div>27%</div><div>62%</div><div>11%</div></div> | 27 | | | | -5 | |
| 1-4 | 71 | <div><div>32%</div><div>37%</div><div>31%</div></div> | 32 | | | | 0 | |
| 5-10 | 67 | <div><div>34%</div><div>39%</div><div>27%</div></div> | 34 | | | | 2 | |
| 11-20 | 97 | <div><div>30%</div><div>39%</div><div>31%</div></div> | 30 | | | | -2 | |
| 21-25 | 29 | <div><div>31%</div><div>48%</div><div>21%</div></div> | 31 | | | | -1 | |
| 26-30 | 15 | <div><div>33%</div><div>20%</div><div>47%</div></div> | 33 | | | | 1 | |
| > 30 | 3 | Insufficient Responses | | | | | | |
| 45. The people in my work group take accountability for their work. | | | | | | | | |
| BC Colleges Consortium Overall | 3,032 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | | | | | |
| College of New Caledonia | 326 | <div><div>67%</div><div>16%</div><div>17%</div></div> | 67 | | | | | |
| < 1 | 37 | <div><div>84%</div><div>13%</div><div>3%</div></div> | 84 | | | | 17 | |
| 1-4 | 72 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | | | 5 | |
| 5-10 | 67 | <div><div>61%</div><div>11%</div><div>28%</div></div> | 61 | | | | -6 | |
| 11-20 | 97 | <div><div>63%</div><div>22%</div><div>15%</div></div> | 63 | | | | -4 | |
| 21-25 | 29 | <div><div>62%</div><div>21%</div><div>17%</div></div> | 62 | | | | -5 | |
| 26-30 | 15 | <div><div>53%</div><div>7%</div><div>40%</div></div> | 53 | | | | -14 | |
| > 30 | 3 | Insufficient Responses | | | | | | |

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Page 184

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>15%</div><div>39%</div><div>46%</div></div> | 15 | 35 | | | |
| College of New Caledonia | 324 | <div><div>15%</div><div>36%</div><div>49%</div></div> | 15 | | | | |
| < 1 | 37 | <div><div>5%</div><div>81%</div><div>14%</div></div> | 5 | | | | -10 |
| 1-4 | 70 | <div><div>24%</div><div>40%</div><div>36%</div></div> | 24 | | | | 9 |
| 5-10 | 67 | <div><div>10%</div><div>36%</div><div>54%</div></div> | 10 | | | | -5 |
| 11-20 | 97 | <div><div>14%</div><div>21%</div><div>65%</div></div> | 14 | | | | -1 |
| 21-25 | 29 | <div><div>17%</div><div>24%</div><div>59%</div></div> | 17 | | | | 2 |
| 26-30 | 15 | <div><div>7%</div><div>33%</div><div>60%</div></div> | 7 | | | | -8 |
| > 30 | 3 | Insufficient Responses | | | | | |
| 47. The procedures for considering employees for job openings are fair. | | | | | | | |
| BC Colleges Consortium Overall | 3,030 | <div><div>39%</div><div>30%</div><div>31%</div></div> | 39 | | | | |
| College of New Caledonia | 325 | <div><div>34%</div><div>23%</div><div>43%</div></div> | 34 | | | | |
| < 1 | 37 | <div><div>43%</div><div>38%</div><div>19%</div></div> | 43 | | | | 9 |
| 1-4 | 71 | <div><div>44%</div><div>26%</div><div>30%</div></div> | 44 | | | | 10 |
| 5-10 | 67 | <div><div>33%</div><div>28%</div><div>39%</div></div> | 33 | | | | -1 |
| 11-20 | 97 | <div><div>26%</div><div>18%</div><div>56%</div></div> | 26 | | | | -8 |
| 21-25 | 29 | <div><div>24%</div><div>17%</div><div>59%</div></div> | 24 | | | | -10 |
| 26-30 | 15 | <div><div>27%</div><div></div><div>73%</div></div> | 27 | | | | -7 |
| > 30 | 3 | Insufficient Responses | | | | | |

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Page 185

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | 61 | | 1 |
| College of New Caledonia | 325 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | |
| < 1 | 37 | <div><div>46%</div><div>27%</div><div>27%</div></div> | 46 | | -16 | |
| 1-4 | 72 | <div><div>56%</div><div>20%</div><div>24%</div></div> | 56 | | -6 | |
| 5-10 | 67 | <div><div>63%</div><div>15%</div><div>22%</div></div> | 63 | | 1 | |
| 11-20 | 96 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | 5 | |
| 21-25 | 29 | <div><div>83%</div><div>7%</div><div>10%</div></div> | 83 | | <u>21</u> | |
| 26-30 | 15 | <div><div>67%</div><div>13%</div><div>20%</div></div> | 67 | | 5 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 49. I can easily find out answers to questions I have about my benefits package. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>79%</div><div>13%</div><div>8%</div></div> | 79 | 71 | | -3 |
| College of New Caledonia | 325 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | | | |
| < 1 | 37 | <div><div>62%</div><div>27%</div><div>11%</div></div> | 62 | | -6 | |
| 1-4 | 72 | <div><div>69%</div><div>16%</div><div>15%</div></div> | 69 | | 1 | |
| 5-10 | 67 | <div><div>73%</div><div>11%</div><div>16%</div></div> | 73 | | 5 | |
| 11-20 | 96 | <div><div>67%</div><div>12%</div><div>21%</div></div> | 67 | | -1 | |
| 21-25 | 29 | <div><div>76%</div><div>10%</div><div>14%</div></div> | 76 | | 8 | |
| 26-30 | 15 | <div><div>60%</div><div>20%</div><div>20%</div></div> | 60 | | -8 | |
| > 30 | 3 | Insufficient Responses | | | | |

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

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Page 186

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>75%<div></div>15%<div></div>10%</div> | 75 | | | |
| College of New Caledonia | 325 | <div><div></div>66%<div></div>16%<div></div>18%</div> | 66 | | | |
| < 1 | 37 | <div><div></div>57%<div></div>16%<div></div>27%</div> | 57 | | -9 | |
| 1-4 | 72 | <div><div></div>61%<div></div>17%<div></div>22%</div> | 61 | | -5 | |
| 5-10 | 67 | <div><div></div>70%<div></div>18%<div></div>12%</div> | 70 | | 4 | |
| 11-20 | 96 | <div><div></div>64%<div></div>17%<div></div>19%</div> | 64 | | -2 | |
| 21-25 | 29 | <div><div></div>86%<div></div>7%<div></div>7%</div> | 86 | | 20 | |
| 26-30 | 15 | <div><div></div>60%<div></div>27%<div></div>13%</div> | 60 | | -6 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 51. My organization provides me with enough information to make informed benefit decisions. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div></div>71%<div></div>18%<div></div>11%</div> | 71 | | | |
| College of New Caledonia | 325 | <div><div></div>57%<div></div>23%<div></div>20%</div> | 57 | | | |
| < 1 | 37 | <div><div></div>49%<div></div>32%<div></div>19%</div> | 49 | | -8 | |
| 1-4 | 72 | <div><div></div>51%<div></div>31%<div></div>18%</div> | 51 | | -6 | |
| 5-10 | 67 | <div><div></div>58%<div></div>18%<div></div>24%</div> | 58 | | 1 | |
| 11-20 | 96 | <div><div></div>57%<div></div>20%<div></div>23%</div> | 57 | | 0 | |
| 21-25 | 29 | <div><div></div>79%<div></div>14%<div></div>7%</div> | 79 | | 22 | |
| 26-30 | 15 | <div><div></div>47%<div></div>26%<div></div>27%</div> | 47 | | -10 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 187

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>15%</div><div>14%</div></div> | 71 | | | |
| College of New Caledonia | 325 | <div><div>72%</div><div>16%</div><div>12%</div></div> | 72 | | | |
| < 1 | 37 | <div><div>62%</div><div>30%</div><div>8%</div></div> | 62 | | -10 | |
| 1-4 | 72 | <div><div>69%</div><div>18%</div><div>13%</div></div> | 69 | | -3 | |
| 5-10 | 67 | <div><div>73%</div><div>15%</div><div>12%</div></div> | 73 | | 1 | |
| 11-20 | 96 | <div><div>74%</div><div>11%</div><div>15%</div></div> | 74 | | 2 | |
| 21-25 | 29 | <div><div>79%</div><div>7%</div><div>14%</div></div> | 79 | | 7 | |
| 26-30 | 15 | <div><div>80%</div><div>13%</div><div>7%</div></div> | 80 | | 8 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 188

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>43%</div><div>29%</div><div>28%</div></div> | 43 | 61 | | |
| College of New Caledonia | 326 | <div><div>49%</div><div>22%</div><div>29%</div></div> | 49 | | | |
| < 1 | 37 | <div><div>68%</div><div>21%</div><div>11%</div></div> | 68 | | | |
| 1-4 | 72 | <div><div>56%</div><div>26%</div><div>18%</div></div> | 56 | | | |
| 5-10 | 67 | <div><div>52%</div><div>17%</div><div>31%</div></div> | 52 | | | |
| 11-20 | 97 | <div><div>44%</div><div>16%</div><div>40%</div></div> | 44 | | | |
| 21-25 | 29 | <div><div>28%</div><div>44%</div><div>28%</div></div> | 28 | | | |
| 26-30 | 15 | <div><div>27%</div><div>20%</div><div>53%</div></div> | 27 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 54. Senior leadership at my organization does a good job: Confronting issues before they become major problems. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>28%</div><div>31%</div><div>41%</div></div> | 28 | 47 | | |
| College of New Caledonia | 326 | <div><div>29%</div><div>29%</div><div>42%</div></div> | 29 | | | |
| < 1 | 37 | <div><div>57%</div><div>32%</div><div>11%</div></div> | 57 | | | |
| 1-4 | 72 | <div><div>40%</div><div>32%</div><div>28%</div></div> | 40 | | | |
| 5-10 | 67 | <div><div>28%</div><div>29%</div><div>43%</div></div> | 28 | | | |
| 11-20 | 97 | <div><div>19%</div><div>24%</div><div>57%</div></div> | 19 | | | |
| 21-25 | 29 | <div><div>14%</div><div>31%</div><div>55%</div></div> | 14 | | | |
| 26-30 | 15 | <div><div>13%</div><div>20%</div><div>67%</div></div> | 13 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 189

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>45%</div><div>27%</div><div>28%</div></div> | 45 | 57 | | | |
| College of New Caledonia | 326 | <div><div>39%</div><div>24%</div><div>37%</div></div> | 39 | | | | |
| < 1 | 37 | <div><div>62%</div><div>22%</div><div>16%</div></div> | 62 | | <u>23</u> | | |
| 1-4 | 72 | <div><div>47%</div><div>28%</div><div>25%</div></div> | 47 | | 8 | | |
| 5-10 | 67 | <div><div>40%</div><div>24%</div><div>36%</div></div> | 40 | | 1 | | |
| 11-20 | 97 | <div><div>26%</div><div>23%</div><div>51%</div></div> | 26 | | <u>-13</u> | | |
| 21-25 | 29 | <div><div>31%</div><div>31%</div><div>38%</div></div> | 31 | | -8 | | |
| 26-30 | 15 | <div><div>20%</div><div>20%</div><div>60%</div></div> | 20 | | -19 | | |
| > 30 | 3 | Insufficient Responses | | | | | |
| 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 | <div><div>24%</div><div>29%</div><div>47%</div></div> | 24 | | | | |
| College of New Caledonia | 326 | <div><div>29%</div><div>27%</div><div>44%</div></div> | 29 | | | <u>22</u> | <u>-28</u> |
| < 1 | 37 | <div><div>51%</div><div>30%</div><div>19%</div></div> | 51 | | | | |
| 1-4 | 72 | <div><div>28%</div><div>37%</div><div>35%</div></div> | 28 | | -1 | | |
| 5-10 | 67 | <div><div>36%</div><div>22%</div><div>42%</div></div> | 36 | | 7 | | |
| 11-20 | 97 | <div><div>21%</div><div>18%</div><div>61%</div></div> | 21 | | -8 | | |
| 21-25 | 29 | <div><div>21%</div><div>41%</div><div>38%</div></div> | 21 | | -8 | | |
| 26-30 | 15 | <div><div>20%</div><div>13%</div><div>67%</div></div> | 20 | | -9 | | |
| > 30 | 3 | Insufficient Responses | | | | | |

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Page 190

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>35%<div></div>29%<div></div>36%</div> | 35 | 54 | | | |
| College of New Caledonia | 326 | <div><div></div>40%<div></div>24%<div></div>36%</div> | 40 | | | | |
| < 1 | 37 | <div><div></div>70%<div></div>25%<div></div>5%</div> | 70 | | <u>30</u> | | |
| 1-4 | 72 | <div><div></div>51%<div></div>23%<div></div>26%</div> | 51 | | 11 | | |
| 5-10 | 67 | <div><div></div>43%<div></div>20%<div></div>37%</div> | 43 | | 3 | | |
| 11-20 | 97 | <div><div></div>23%<div></div>24%<div></div>53%</div> | 23 | | <u>-17</u> | | |
| 21-25 | 29 | <div><div></div>31%<div></div>45%<div></div>24%</div> | 31 | | -9 | | |
| 26-30 | 15 | <div><div></div>20%<div></div>20%<div></div>60%</div> | 20 | | -20 | | |
| > 30 | 3 | Insufficient Responses | | | | | |
| 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 | <div><div></div>44%<div></div>25%<div></div>31%</div> | 44 | | 54 | | <u>-15</u> |
| College of New Caledonia | 326 | <div><div></div>39%<div></div>27%<div></div>34%</div> | 39 | | | | |
| < 1 | 37 | <div><div></div>59%<div></div>33%<div></div>8%</div> | 59 | <u>20</u> | | | |
| 1-4 | 72 | <div><div></div>49%<div></div>25%<div></div>26%</div> | 49 | 10 | | | |
| 5-10 | 67 | <div><div></div>45%<div></div>19%<div></div>36%</div> | 45 | 6 | | | |
| 11-20 | 97 | <div><div></div>27%<div></div>28%<div></div>45%</div> | 27 | <u>-12</u> | | | |
| 21-25 | 29 | <div><div></div>24%<div></div>35%<div></div>41%</div> | 24 | -15 | | | |
| 26-30 | 15 | <div><div></div>20%<div></div>33%<div></div>47%</div> | 20 | -19 | | | |
| > 30 | 3 | Insufficient Responses | | | | | |

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Page 191

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>53%</div><div>25%</div><div>22%</div></div> | 53 | 57 | <div>23</div> | -7 |
| College of New Caledonia | 325 | <div><div>50%</div><div>28%</div><div>22%</div></div> | 50 | | | |
| < 1 | 37 | <div><div>73%</div><div>22%</div><div>5%</div></div> | 73 | | | |
| 1-4 | 72 | <div><div>54%</div><div>32%</div><div>14%</div></div> | 54 | | | |
| 5-10 | 67 | <div><div>43%</div><div>24%</div><div>33%</div></div> | 43 | | | |
| 11-20 | 97 | <div><div>45%</div><div>31%</div><div>24%</div></div> | 45 | | | |
| 21-25 | 29 | <div><div>48%</div><div>31%</div><div>21%</div></div> | 48 | | | |
| 26-30 | 15 | <div><div>40%</div><div>33%</div><div>27%</div></div> | 40 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 60. My administrator/manager does a good job being available when he/she is needed. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>69%</div><div>15%</div><div>16%</div></div> | 69 | 63 | <div>23</div> | 3 |
| College of New Caledonia | 325 | <div><div>66%</div><div>14%</div><div>20%</div></div> | 66 | | | |
| < 1 | 37 | <div><div>89%</div><div>8%</div><div>3%</div></div> | 89 | | | |
| 1-4 | 72 | <div><div>72%</div><div>7%</div><div>21%</div></div> | 72 | | | |
| 5-10 | 67 | <div><div>61%</div><div>14%</div><div>25%</div></div> | 61 | | | |
| 11-20 | 97 | <div><div>62%</div><div>18%</div><div>20%</div></div> | 62 | | | |
| 21-25 | 29 | <div><div>59%</div><div>20%</div><div>21%</div></div> | 59 | | | |
| 26-30 | 15 | <div><div>47%</div><div>33%</div><div>20%</div></div> | 47 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 192

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>25%</div><div>34%</div><div>41%</div></div> | 25 | 32 | | |
| College of New Caledonia | 325 | <div><div>21%</div><div>38%</div><div>41%</div></div> | 21 | | | -11 |
| < 1 | 37 | <div><div>30%</div><div>54%</div><div>16%</div></div> | 30 | | 9 | |
| 1-4 | 72 | <div><div>31%</div><div>29%</div><div>40%</div></div> | 31 | | 10 | |
| 5-10 | 67 | <div><div>19%</div><div>33%</div><div>48%</div></div> | 19 | | -2 | |
| 11-20 | 97 | <div><div>15%</div><div>47%</div><div>38%</div></div> | 15 | | -6 | |
| 21-25 | 29 | <div><div>10%</div><div>38%</div><div>52%</div></div> | 10 | | -11 | |
| 26-30 | 15 | <div><div>20%</div><div>20%</div><div>60%</div></div> | 20 | | -1 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 62. My administrator/manager seeks out the ideas and opinions of employees. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>59%</div><div>18%</div><div>23%</div></div> | 59 | | | |
| College of New Caledonia | 325 | <div><div>58%</div><div>18%</div><div>24%</div></div> | 58 | | | |
| < 1 | 37 | <div><div>68%</div><div>24%</div><div>8%</div></div> | 68 | | 10 | |
| 1-4 | 72 | <div><div>64%</div><div>15%</div><div>21%</div></div> | 64 | | 6 | |
| 5-10 | 67 | <div><div>57%</div><div>15%</div><div>28%</div></div> | 57 | | -1 | |
| 11-20 | 97 | <div><div>57%</div><div>19%</div><div>24%</div></div> | 57 | | -1 | |
| 21-25 | 29 | <div><div>59%</div><div>10%</div><div>31%</div></div> | 59 | | 1 | |
| 26-30 | 15 | <div><div>40%</div><div>20%</div><div>40%</div></div> | 40 | | -18 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 193

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>58%</div><div>20%</div><div>22%</div></div> | 58 | | | |
| College of New Caledonia | 324 | <div><div>57%</div><div>17%</div><div>26%</div></div> | 57 | | | |
| < 1 | 37 | <div><div>73%</div><div>16%</div><div>11%</div></div> | 73 | | 16 | |
| 1-4 | 72 | <div><div>63%</div><div>18%</div><div>19%</div></div> | 63 | | 6 | |
| 5-10 | 67 | <div><div>46%</div><div>17%</div><div>37%</div></div> | 46 | | -11 | |
| 11-20 | 96 | <div><div>55%</div><div>19%</div><div>26%</div></div> | 55 | | -2 | |
| 21-25 | 29 | <div><div>62%</div><div>7%</div><div>31%</div></div> | 62 | | 5 | |
| 26-30 | 15 | <div><div>60%</div><div>20%</div><div>20%</div></div> | 60 | | 3 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 194

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>63%</div><div>14%</div><div>23%</div></div> | 63 | 81 | 13 | <u>-16</u> |
| College of New Caledonia | 326 | <div><div>65%</div><div>14%</div><div>21%</div></div> | 65 | | | |
| < 1 | 37 | <div><div>78%</div><div>11%</div><div>11%</div></div> | 78 | | | |
| 1-4 | 72 | <div><div>67%</div><div>11%</div><div>22%</div></div> | 67 | | | |
| 5-10 | 67 | <div><div>60%</div><div>15%</div><div>25%</div></div> | 60 | | | |
| 11-20 | 97 | <div><div>65%</div><div>16%</div><div>19%</div></div> | 65 | | | |
| 21-25 | 29 | <div><div>59%</div><div>10%</div><div>31%</div></div> | 59 | | | |
| 26-30 | 15 | <div><div>73%</div><div>20%</div><div>7%</div></div> | 73 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 65. My department is technologically up-to-date. | | | | | | |
| BC Colleges Consortium Overall | 3,031 | <div><div>52%</div><div>16%</div><div>32%</div></div> | 52 | | 13 | |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| < 1 | 37 | <div><div>68%</div><div>16%</div><div>16%</div></div> | 68 | | | |
| 1-4 | 72 | <div><div>58%</div><div>11%</div><div>31%</div></div> | 58 | | | |
| 5-10 | 67 | <div><div>49%</div><div>14%</div><div>37%</div></div> | 49 | | | |
| 11-20 | 97 | <div><div>54%</div><div>18%</div><div>28%</div></div> | 54 | | | |
| 21-25 | 29 | <div><div>48%</div><div>18%</div><div>34%</div></div> | 48 | | | |
| 26-30 | 15 | <div><div>53%</div><div>27%</div><div>20%</div></div> | 53 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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

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Page 195

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | 63 | <div>30</div> | 4 |
| College of New Caledonia | 326 | <div><div>67%</div><div>17%</div><div>16%</div></div> | 67 | | | |
| < 1 | 37 | <div><div>97%</div><div>3%</div><div></div></div> | 97 | | | |
| 1-4 | 72 | <div><div>72%</div><div>17%</div><div>11%</div></div> | 72 | | | |
| 5-10 | 67 | <div><div>72%</div><div>9%</div><div>19%</div></div> | 72 | | | |
| 11-20 | 97 | <div><div>54%</div><div>24%</div><div>22%</div></div> | 54 | | | |
| 21-25 | 29 | <div><div>62%</div><div>21%</div><div>17%</div></div> | 62 | | | |
| 26-30 | 15 | <div><div>47%</div><div>26%</div><div>27%</div></div> | 47 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 67. I feel a strong sense of commitment to my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>73%</div><div>16%</div><div>11%</div></div> | 73 | 67 | <div>4</div> | 5 |
| College of New Caledonia | 326 | <div><div>72%</div><div>15%</div><div>13%</div></div> | 72 | | | |
| < 1 | 37 | <div><div>76%</div><div>19%</div><div>5%</div></div> | 76 | | | |
| 1-4 | 72 | <div><div>75%</div><div>18%</div><div>7%</div></div> | 75 | | | |
| 5-10 | 67 | <div><div>76%</div><div>9%</div><div>15%</div></div> | 76 | | | |
| 11-20 | 97 | <div><div>65%</div><div>19%</div><div>16%</div></div> | 65 | | | |
| 21-25 | 29 | <div><div>66%</div><div>17%</div><div>17%</div></div> | 66 | | | |
| 26-30 | 15 | <div><div>80%</div><div>7%</div><div>13%</div></div> | 80 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 196

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % Favourable | | Difference to: (%) | | |
|--|-------|--|--------------|------|--------------------|------|-----|
| | | | 2008 | Norm | Report Target | Norm | |
| Employee Commitment & Satisfaction | | | | | | | |
| 68. I am proud to work for my organization. | | | | | | | |
| BC Colleges Consortium Overall | 3,033 | <div><div></div>76%<div></div>16%<div></div>8%</div> | 76 | 72 | | 4 | |
| College of New Caledonia | 326 | <div><div></div>76%<div></div>14%<div></div>10%</div> | 76 | | | | |
| < 1 | 37 | <div><div></div>97%<div></div>3%</div> | 97 | | | | 21 |
| 1-4 | 72 | <div><div></div>83%<div></div>10%<div></div>7%</div> | 83 | | | | 7 |
| 5-10 | 67 | <div><div></div>75%<div></div>10%<div></div>15%</div> | 75 | | | | -1 |
| 11-20 | 97 | <div><div></div>70%<div></div>18%<div></div>12%</div> | 70 | | | | -6 |
| 21-25 | 29 | <div><div></div>66%<div></div>20%<div></div>14%</div> | 66 | | | | -10 |
| 26-30 | 15 | <div><div></div>67%<div></div>20%<div></div>13%</div> | 67 | | | | -9 |
| > 30 | 3 | Insufficient Responses | | | | | |
| 69. I am willing to "go the extra mile" to help my organization succeed. | | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div></div>84%<div></div>10%<div></div>6%</div> | 84 | | | | |
| College of New Caledonia | 326 | <div><div></div>85%<div></div>9%<div></div>6%</div> | 85 | | | | |
| < 1 | 37 | <div><div></div>95%<div></div>5%</div> | 95 | | | | 10 |
| 1-4 | 72 | <div><div></div>89%<div></div>11%</div> | 89 | | | | 4 |
| 5-10 | 67 | <div><div></div>81%<div></div>12%<div></div>7%</div> | 81 | | | | -4 |
| 11-20 | 97 | <div><div></div>82%<div></div>9%<div></div>9%</div> | 82 | | | | -3 |
| 21-25 | 29 | <div><div></div>79%<div></div>14%<div></div>7%</div> | 79 | | | | -6 |
| 26-30 | 15 | <div><div></div>80%<div></div>7%<div></div>13%</div> | 80 | | | | -5 |
| > 30 | 3 | Insufficient Responses | | | | | |

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Page 197

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div></div>95%<div></div>3%<div></div>2%</div> | 95 | 58 | 7 | |
| College of New Caledonia | 326 | <div><div></div>93%<div></div>3%<div></div>4%</div> | 93 | | | |
| < 1 | 37 | <div><div></div>100%</div> | 100 | | | |
| 1-4 | 72 | <div><div></div>94%<div></div>5%<div></div>1%</div> | 94 | | | |
| 5-10 | 67 | <div><div></div>96%<div></div>4%</div> | 96 | | | |
| 11-20 | 97 | <div><div></div>92%<div></div>3%<div></div>5%</div> | 92 | | | |
| 21-25 | 29 | <div><div></div>90%<div></div>3%<div></div>7%</div> | 90 | | | |
| 26-30 | 15 | <div><div></div>87%<div></div>6%<div></div>7%</div> | 87 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 71. At the present time, I am NOT seriously considering leaving my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,036 | <div><div></div>68%<div></div>13%<div></div>19%</div> | 68 | 58 | 15 | 5 |
| College of New Caledonia | 326 | <div><div></div>63%<div></div>16%<div></div>21%</div> | 63 | | | |
| < 1 | 37 | <div><div></div>78%<div></div>14%<div></div>8%</div> | 78 | | | |
| 1-4 | 72 | <div><div></div>69%<div></div>18%<div></div>13%</div> | 69 | | | |
| 5-10 | 67 | <div><div></div>60%<div></div>16%<div></div>24%</div> | 60 | | | |
| 11-20 | 97 | <div><div></div>56%<div></div>14%<div></div>30%</div> | 56 | | | |
| 21-25 | 29 | <div><div></div>62%<div></div>21%<div></div>17%</div> | 62 | | | |
| 26-30 | 15 | <div><div></div>53%<div></div>47%</div> | 53 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 198

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % Favourable | | Difference to: (%) | |
|---|-------|--|--------------|------|--------------------|------|
| | | | 2008 | Norm | Report Target | Norm |
| Employee Commitment & Satisfaction | | | | | | |
| 72. Overall, I am satisfied with my job. | | | | | | |
| BC Colleges Consortium Overall | 3,034 | <div><div>73%</div><div>14%</div><div>13%</div></div> | 73 | 73 | 10 | 3 |
| College of New Caledonia | 326 | <div><div>76%</div><div>12%</div><div>12%</div></div> | 76 | | | |
| < 1 | 37 | <div><div>86%</div><div>14%</div><div></div></div> | 86 | | | |
| 1-4 | 72 | <div><div>76%</div><div>16%</div><div>8%</div></div> | 76 | | | |
| 5-10 | 67 | <div><div>78%</div><div>6%</div><div>16%</div></div> | 78 | | | |
| 11-20 | 97 | <div><div>70%</div><div>16%</div><div>14%</div></div> | 70 | | | |
| 21-25 | 29 | <div><div>83%</div><div>10%</div><div>7%</div></div> | 83 | | | |
| 26-30 | 15 | <div><div>73%</div><div>7%</div><div>20%</div></div> | 73 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 73. Overall, I am satisfied with my organization. | | | | | | |
| BC Colleges Consortium Overall | 3,029 | <div><div>62%</div><div>16%</div><div>22%</div></div> | 62 | | 28 | 12 |
| College of New Caledonia | 325 | <div><div>58%</div><div>15%</div><div>27%</div></div> | 58 | | | |
| < 1 | 37 | <div><div>86%</div><div>14%</div><div></div></div> | 86 | | | |
| 1-4 | 71 | <div><div>70%</div><div>17%</div><div>13%</div></div> | 70 | | | |
| 5-10 | 67 | <div><div>63%</div><div>10%</div><div>27%</div></div> | 63 | | | |
| 11-20 | 97 | <div><div>43%</div><div>14%</div><div>43%</div></div> | 43 | | | |
| 21-25 | 29 | <div><div>45%</div><div>27%</div><div>28%</div></div> | 45 | | | |
| 26-30 | 15 | <div><div>33%</div><div>14%</div><div>53%</div></div> | 33 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 199

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>60%</div><div>21%</div><div>19%</div></div> | 60 | 76 | | <div>-21</div> |
| College of New Caledonia | 326 | <div><div>55%</div><div>16%</div><div>29%</div></div> | 55 | | | |
| < 1 | 37 | <div><div>76%</div><div>13%</div><div>11%</div></div> | 76 | | <div>21</div> | |
| 1-4 | 72 | <div><div>71%</div><div>18%</div><div>11%</div></div> | 71 | | <div>16</div> | |
| 5-10 | 67 | <div><div>54%</div><div>15%</div><div>31%</div></div> | 54 | | -1 | |
| 11-20 | 97 | <div><div>43%</div><div>16%</div><div>41%</div></div> | 43 | | <div>-12</div> | |
| 21-25 | 29 | <div><div>41%</div><div>25%</div><div>34%</div></div> | 41 | | -14 | |
| 26-30 | 15 | <div><div>40%</div><div>13%</div><div>47%</div></div> | 40 | | -15 | |
| > 30 | 3 | Insufficient Responses | | | | |
| 75. My organization is student-focused. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>67%</div><div>18%</div><div>15%</div></div> | 67 | | | |
| College of New Caledonia | 326 | <div><div>60%</div><div>16%</div><div>24%</div></div> | 60 | | | |
| < 1 | 37 | <div><div>81%</div><div>11%</div><div>8%</div></div> | 81 | | <div>21</div> | |
| 1-4 | 72 | <div><div>67%</div><div>18%</div><div>15%</div></div> | 67 | | 7 | |
| 5-10 | 67 | <div><div>63%</div><div>15%</div><div>22%</div></div> | 63 | | 3 | |
| 11-20 | 97 | <div><div>49%</div><div>20%</div><div>31%</div></div> | 49 | | -11 | |
| 21-25 | 29 | <div><div>48%</div><div>14%</div><div>38%</div></div> | 48 | | -12 | |
| 26-30 | 15 | <div><div>33%</div><div>20%</div><div>47%</div></div> | 33 | | -27 | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 200

2008 Employee Survey

Item Results

| Years of Service | N | Percent Responding <div><div></div>=Favourable<div></div>=Neutral<div></div>=Unfavourable</div> | % 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 | <div><div>75%</div><div>13%</div><div>12%</div></div> | 75 | 80 | 14 | -5 |
| College of New Caledonia | 326 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | |
| < 1 | 37 | <div><div>89%</div><div>8%</div><div>3%</div></div> | 89 | | | |
| 1-4 | 72 | <div><div>74%</div><div>12%</div><div>14%</div></div> | 74 | | | |
| 5-10 | 67 | <div><div>75%</div><div>12%</div><div>13%</div></div> | 75 | | | |
| 11-20 | 97 | <div><div>71%</div><div>16%</div><div>13%</div></div> | 71 | | | |
| 21-25 | 29 | <div><div>76%</div><div>14%</div><div>10%</div></div> | 76 | | | |
| 26-30 | 15 | <div><div>67%</div><div>13%</div><div>20%</div></div> | 67 | | | |
| > 30 | 3 | Insufficient Responses | | | | |
| 77. Overall, my organization is doing a good job satisfying its students. | | | | | | |
| BC Colleges Consortium Overall | 3,035 | <div><div>66%</div><div>21%</div><div>13%</div></div> | 66 | | 21 | |
| College of New Caledonia | 325 | <div><div>60%</div><div>20%</div><div>20%</div></div> | 60 | | | |
| < 1 | 37 | <div><div>81%</div><div>19%</div></div> | 81 | | | |
| 1-4 | 72 | <div><div>68%</div><div>15%</div><div>17%</div></div> | 68 | | | |
| 5-10 | 67 | <div><div>64%</div><div>20%</div><div>16%</div></div> | 64 | | | |
| 11-20 | 97 | <div><div>48%</div><div>22%</div><div>30%</div></div> | 48 | | | |
| 21-25 | 29 | <div><div>55%</div><div>24%</div><div>21%</div></div> | 55 | | | |
| 26-30 | 14 | <div><div>36%</div><div>28%</div><div>36%</div></div> | 36 | | | |
| > 30 | 3 | Insufficient Responses | | | | |

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Page 201