

The Culture Audit Survey is used to help us focus on our College staying true to our Mission and Core Values.

## Our Mission Statement

As a health professions institution, we provide educational experiences for the development of individuals in order that they may positively influence the health and well-being of the community

## Our Core Values

**CARING | EXCELLENCE | HOLISM | LEARNING | RESPECT**

Our goal is to exceed a 4.0 rating in all areas, 2020 we met our GOAL!

Response Rates:	
Sent	229
Received	75
<b>Total</b>	<b>33%</b>

Employees Summed up NMC culture:



### OVERVIEW SUMMARY

Core Value	2020	2019	2017	2016	20-19 var	19-17 var	17-16 var
Caring	4.72	4.56	4.60	4.63	0.16	-0.04	-0.03
Excellence	4.35	4.29	4.18	4.27	0.06	0.11	-0.09
Holism	4.02	3.94	3.78	3.92	0.08	0.16	-0.14
Learning	4.36	4.15	4.00	4.11	0.21	0.15	-0.11
Respect	4.21	4.02	4.00	3.96	0.19	0.02	0.04
Supervisor	4.36	4.17	4.02	4.29	0.19	0.15	-0.27

### FACULTY & STAFF COMPARE SUMMARY

Core Value	2020			2019			2017		2016	
	Faculty	Adj Faculty	Staff Admin	Faculty	Adj Faculty	Staff	Faculty	Staff	Faculty	Staff
Caring	4.77	4.87	4.78	4.69	4.14	4.51	4.65	4.55	4.65	4.62
Excellence	4.28	3.93	4.57	4.35	4.29	4.22	4.28	4.09	4.36	4.19
Holism	4.03	3.8	3.96	4.00	4.23	3.87	3.84	3.71	3.99	3.84
Learning	4.22	3.54	4.62	4.29	4.41	4.02	3.98	3.99	3.99	4.21
Respect	4.21	3.67	4.16	4.02	4.23	4.05	4.07	3.93	3.92	4.02
Supervisor	4.15	4	4.64	4.21	4.22	4.13	3.86	4.17	4.23	4.37

Employee Type	
Faculty	25
Adjunct Faculty	3
Staff	39
Administration	4

75 Total Responses

CARING							
1. It is important for me to:							
4.72	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Total	Weighted Average
Make a contribution to the world.	0	0	1	22	52	75	4.68
See that my work is a service to the NMC community.	0	0	2	22	51	75	4.65
See my work matters to the students.	0	0	4	9	62	75	4.77
Feel fulfilled with the work that I do.	0	0	1	14	60	75	4.79
Work where healthy lifestyles are supported.	0	0	2	16	57	75	4.73

EXCELLENCE							
2. I feel:							
4.35	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Total	Weighted Average
It is important to aim for the highest standards of excellence.	0	0	0	13	62	75	4.83
Comfortable asking for help when needed.	2	0	4	31	38	75	4.37
That I effectively manage my work responsibilities.	1	1	0	32	41	75	4.48
I am celebrated at work for my accomplishments.	2	4	9	36	24	75	4.01
I have the tools I need to do my job.	3	2	8	38	24	75	4.04

HOLISM							
3. I believe:							
4.14	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Total	Weighted Average
I am able to balance my work and personal life well the majority of the time.	0	2	9	39	25	75	4.16
I am developing a sense of spirituality or meaning in life.	1	3	12	34	25	75	4.05
I regularly take time to reflect.	2	10	13	27	23	75	3.79
I laugh and tell jokes.	0	1	5	35	34	75	4.36
I have a sense of safety and happiness.	2	0	3	36	34	75	4.33
I share common values with my co-workers.	1	1	4	38	31	75	4.29
I am supported by a campus nutrition environment that makes healthy food choices readily available.	3	5	18	33	16	75	3.72
I engage in physical activity breaks regularly throughout the workday.	1	19	16	22	17	75	3.47

LEARNING							
4. While at work I am encouraged to:							
4.32	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Total	Weighted Average
Find ways to make routine tasks better.	2	3	6	31	33	75	4.20
Develop work and career skills.	1	3	7	32	32	75	4.21
To think creatively.	2	3	5	23	42	75	4.33
To collaborate with others.	2	1	2	28	42	75	4.43
Be open to new experiences.	0	3	3	28	41	75	4.43
Be open to change.	0	1	4	22	48	75	4.56

RESPECT							
5. In general, my co-workers:							
4.21	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Total	Weighted Average
Feel that they are a part of a team.	2	2	5	35	31	75	4.21
Support each other and work through conflict.	3	3	6	32	31	75	4.13
Treat others with respect regardless of gender, age, disability or sexual orientation.	0	1	6	28	40	75	4.43
Know that their ideas and opinions are always welcomed.	1	8	9	29	28	75	4.00
Openly communicate with co-workers and students.	1	0	9	31	34	75	4.29

7. My supervisor:							
Answer Options	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Total	Weighted Average
Models the NMC core values.	1	2	3	26	39	71	4.41
Supports my participation in offerings that contribute to personal or professional growth.	1	1	2	28	39	71	4.45
Keeps me informed of what is happening within the college and my department.	1	4	6	22	38	71	4.30
Is invested in my individual growth.	1	2	10	21	37	71	4.28

Employee Type	
Faculty	25
Adjunct Faculty	3
Staff	39
Administration	4

## 75 Total Responses

CARING						
1. It is important for me to:						
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Weighted Averaged
<b>Make a contribution to the world.</b>						
Faculty	0	0	0	7	22	4.76
Adjunct Faculty	0	0	0	1	2	4.67
Staff	0	0	1	13	25	4.62
Administration	0	0	0	1	3	4.75
Total	0	0	1	22	52	4.70
<b>See that my work is a service to the NMC community.</b>						
Faculty	0	0	2	8	19	4.59
Adjunct Faculty	0	0	0	1	2	4.67
Staff	0	0	0	13	26	4.67
Administration	0	0	0	0	4	5
Total	0	0	2	22	51	4.73
<b>See my work matters to the students.</b>						
Faculty	0	0	0	3	26	4.9
Adjunct Faculty	0	0	0	0	3	5
Staff	0	0	4	6	29	4.64
Administration	0	0	0	0	4	5
Total	0	0	4	9	62	4.89
<b>Feel fulfilled with the work that I do.</b>						
Faculty	0	0	0	5	24	4.83
Adjunct Faculty	0	0	0	0	3	5
Staff	0	0	1	8	30	4.74
Administration	0	0	0	1	3	4.75
Total	0	0	1	14	60	4.83
<b>Work where healthy lifestyles are supported.</b>						
Faculty	0	0	0	7	22	4.76
Adjunct Faculty	0	0	0	0	3	5
Staff	0	0	2	9	28	4.67
Administration	0	0	0	0	4	5
Total	0	0	2	16	57	4.86

EXCELLENCE						
2. I feel:						
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Weighted Averaged
<b>It is important to aim for the highest standards of excellence.</b>						
Faculty	0	0	0	5	24	4.83
Adjunct Faculty	0	0	0	1	2	4.67
Staff	0	0	0	7	32	4.82
Administration	0	0	0	0	4	5.00
Total	0	0	0	13	62	4.83
<b>Comfortable asking for help when needed.</b>						
Faculty	1	0	1	16	11	4.24
Adjunct Faculty	0	0	0	1	2	4.67
Staff	1	0	3	13	22	4.41
Administration	0	0	0	1	3	4.75
Total	2	0	4	31	38	4.52
<b>That I effectively manage my work responsibilities.</b>						
Faculty	0	0	0	13	16	4.55
Adjunct Faculty	0	0	0	2	1	4.33
Staff	1	1	0	15	22	4.44
Administration	0	0	0	2	2	4.5
Total	1	1	0	32	41	4.46
<b>I am celebrated at work for my accomplishments.</b>						
Faculty	1	1	2	19	6	3.97
Adjunct Faculty	0	1	1	1	0	3
Staff	1	2	6	15	15	4.05
Administration	0	0	0	1	3	4.75
Total	2	4	9	36	24	3.94
<b>I have the tools I need to do my job.</b>						
Faculty	2	0	4	18	5	3.83
Adjunct Faculty	0	1	1	1	0	3
Staff	1	1	3	18	16	4.21
Administration	0	0	0	1	3	4.75
Total	3	2	8	38	24	3.95

<b>HOLISM</b>						
<b>3. I believe:</b>						
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Weighted Averaged</b>
<b>I am able to balance my work and personal life well the majority of the time.</b>						
Faculty	0	2	5	18	4	3.83
Adjunct Faculty	0	0	1	1	1	4
Staff	0	0	3	16	20	4.44
Administration	0	0	0	4	0	4
Total	0	2	9	39	25	4.07
<b>I am developing a sense of spirituality or meaning in life.</b>						
Faculty	0	1	4	15	9	4.1
Adjunct Faculty	0	1	1	1	0	3
Staff	1	1	5	17	15	4.13
Administration	0	0	2	1	1	3.75
Total	1	3	12	34	25	3.75
<b>I regularly take time to reflect.</b>						
Faculty	1	4	4	12	8	3.76
Adjunct Faculty	0	1	1	0	1	3.33
Staff	1	3	8	14	13	3.9
Administration	0	2	0	1	1	3.25
Total	2	10	13	27	23	3.56
<b>I laugh and tell jokes.</b>						
Faculty	0	0	4	15	10	4.21
Adjunct Faculty	0	0	0	1	2	4.67
Staff	0	0	1	16	22	4.54
Administration	0	1	0	3	0	3.5
Total	0	1	5	35	34	4.23
<b>I have a sense of safety and happiness.</b>						
Faculty	0	0	2	18	9	4.24
Adjunct Faculty	0	0	1	1	1	4
Staff	2	0	0	15	22	4.41
Administration	0	0	0	2	2	4.5
Total	2	0	3	36	34	4.29
<b>I share common values with my co-workers.</b>						
Faculty	0	0	2	18	9	4.24
Adjunct Faculty	0	0	1	1	1	4
Staff	1	1	1	15	21	4.38
Administration	0	0	0	4	0	4
Total	1	1	4	38	31	4.16

<b>I am supported by a campus nutrition environment that makes healthy food choices readily available.</b>						
Faculty	2	2	7	15	3	3.52
Adjunct Faculty	0	0	2	1	0	3.33
Staff	1	3	8	14	13	3.9
Administration	0	0	1	3	0	3.75
Total	3	5	18	33	16	3.63

<b>I engage in physical activity breaks regularly throughout the workday.</b>						
Faculty	0	10	5	8	6	3.34
Adjunct Faculty	0	1	0	2	0	3.33
Staff	1	7	10	10	11	3.59
Administration	0	1	1	2	0	3.25
Total	1	19	16	22	17	3.38

**LEARNING**

<b>4. While at work I am encouraged to:</b>						
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Weighted Averaged</b>
<b>Find ways to make routine tasks better.</b>						
Faculty	1	2	3	14	9	3.97
Adjunct Faculty	0	1	1	1	0	3
Staff	1	0	2	14	22	4.44
Administration	0	0	0	2	2	4.5
Total	2	3	6	31	33	3.98

<b>Develop work and career skills.</b>						
Faculty	0	2	2	14	11	4.17
Adjunct Faculty	0	0	1	2	0	3.67
Staff	1	1	4	14	19	4.26
Administration	0	0	0	2	2	4.5
Total	1	3	7	32	32	4.15

<b>To think creatively.</b>						
Faculty	1	1	2	12	13	4.21
Adjunct Faculty	0	0	1	2	0	3.67
Staff	1	2	2	9	25	4.41
Administration	0	0	0	0	4	5
Total	2	3	5	23	42	4.32

<b>To collaborate with others.</b>						
Faculty	0	1	0	14	14	4.41
Adjunct Faculty	0	0	1	2	0	3.67
Staff	2	0	1	12	24	4.44
Administration	0	0	0	0	4	5
Total	2	1	2	28	42	4.38

<b>Be open to new experiences.</b>						
Faculty	0	1	1	14	13	4.34
Adjunct Faculty	0	0	1	2	0	3.67
Staff	0	2	1	11	25	4.51
Administration	0	0	0	1	3	4.75
Total	0	3	3	28	41	4.32

<b>Be open to change.</b>						
Faculty	0	1	1	9	18	4.52
Adjunct Faculty	0	0	1	2	0	3.67
Staff	0	0	2	11	26	4.62
Administration	0	0	0	0	4	5
Total	0	1	4	22	48	4.45

**RESPECT**

<b>5. In general, my co-workers:</b>						
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Weighted Averaged</b>
<b>Feel that they are a part of a team.</b>						
Faculty	1	1	1	15	11	4.17
Adjunct Faculty	0	0	1	2	0	3.67
Staff	1	1	3	16	18	4.26
Administration	0	0	0	2	2	4.5
Total	2	2	5	35	31	4.15

<b>Support each other and work through conflict.</b>						
Faculty	1	1	1	13	13	4.24
Adjunct Faculty	0	0	1	2	0	3.67
Staff	2	1	4	15	17	4.13
Administration	0	1	0	2	1	3.75
Total	3	3	6	32	31	3.95

<b>Treat others with respect regardless of gender, age, disability or sexual orientation.</b>						
Faculty	0	0	3	11	15	4.41
Adjunct Faculty	0	0	1	2	0	3.67
Staff	0	1	2	12	24	4.51
Administration	0	0	0	3	1	4.25
Total	0	1	6	28	40	4.21

<b>Know that their ideas and opinions are always welcomed.</b>						
Faculty	1	4	3	12	9	3.83
Adjunct Faculty	0	0	1	2	0	3.67
Staff	0	3	5	13	18	4.18
Administration	0	1	0	2	1	3.75
Total	1	8	9	29	28	3.86



<b>Openly communicate with co-workers and students.</b>						
Faculty	0	0	4	10	15	4.38
Adjunct Faculty	0	0	1	2	0	3.67
Staff	1	0	4	15	19	4.31
Administration	0	0	0	4	0	4
Total	1	0	9	31	34	4.09

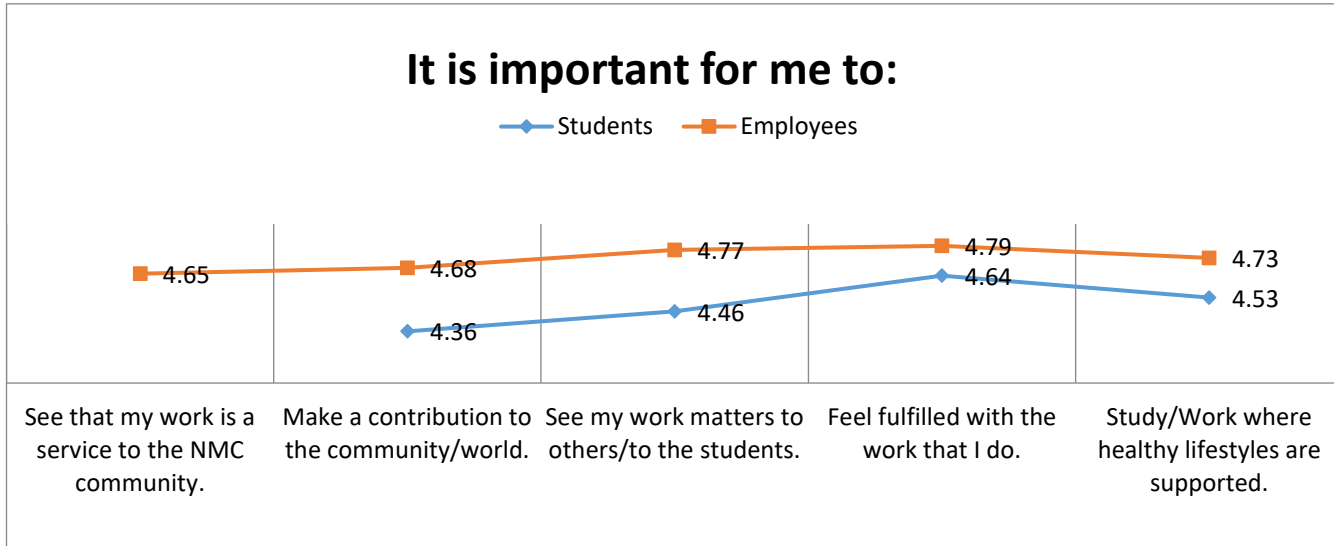
<b>7. My supervisor:</b>						
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Weighted Averaged</b>
<b>Models the NMC core values.</b>						
Faculty	1	2	2	10	10	4.04
Adjunct Faculty	0	0	0	1	2	4.67
Staff	0	0	1	15	23	4.56
Administration	0	0	0	0	4	5
Total	1	2	3	26	39	4.57

<b>Supports my participation in offerings that contribute to personal or professional growth.</b>						
Faculty	1	0	2	9	13	4.32
Adjunct Faculty	0	0	0	2	1	4.33
Staff	0	1	0	16	22	4.51
Administration	0	0	0	1	3	4.75
Total	1	1	2	28	39	4.48

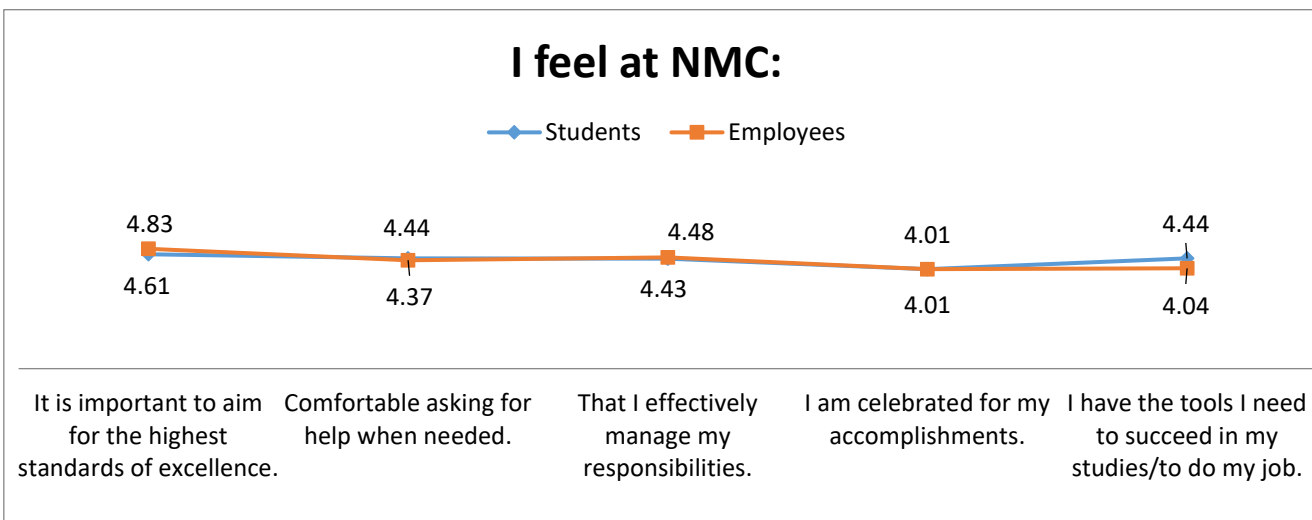
<b>Keeps me informed of what is happening within the college and my department.</b>						
Faculty	1	1	3	9	11	4.12
Adjunct Faculty	0	1	1	0	1	3.33
Staff	0	2	2	12	23	4.44
Administration	0	0	0	1	3	4.75
Total	1	4	6	22	38	4.16

<b>Is invested in my individual growth.</b>						
Faculty	1	1	3	9	11	4.12
Adjunct Faculty	0	0	2	0	1	3.67
Staff	0	1	5	11	22	4.38
Administration	0	0	0	1	3	4.75
Total	1	2	10	21	37	4.23

CARING		
	Weighted Average	
It is important for me to:	Students	Employees
See that my work is a service to the NMC community.		4.65
Make a contribution to the community/world.	4.36	4.68
See my work matters to others/to the students.	4.46	4.77
Feel fulfilled with the work that I do.	4.64	4.79
Study/Work where healthy lifestyles are supported.	4.53	4.73

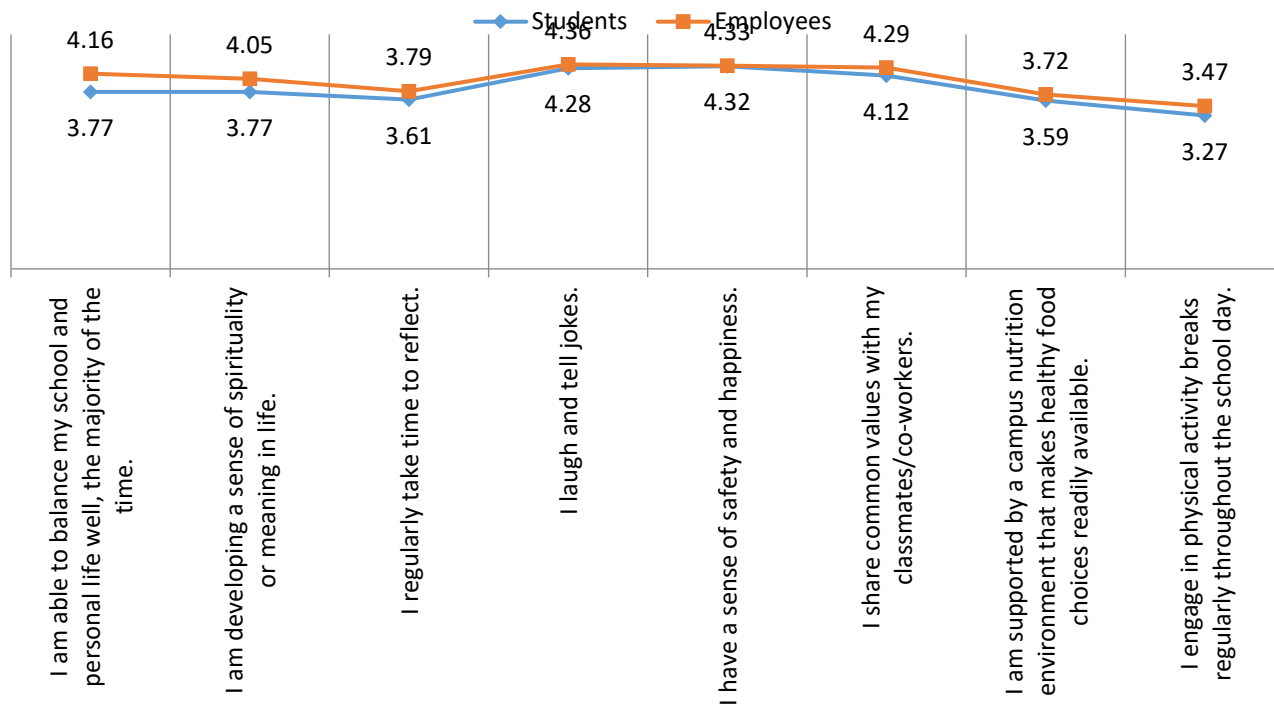


EXCELLENCE		
	Weighted Average	
I feel at NMC:	Students	Employees
It is important to aim for the highest standards of excellence.	4.61	4.83
Comfortable asking for help when needed.	4.44	4.37
That I effectively manage my responsibilities.	4.43	4.48
I am celebrated for my accomplishments.	4.01	4.01
I have the tools I need to succeed in my studies/to do my job.	4.44	4.04



HOLISM		
	Weighted Average	
I believe at NMC:	Students	Employees
I am able to balance my school and personal life well, the majority of the time.	3.77	4.16
I am developing a sense of spirituality or meaning in life.	3.77	4.05
I regularly take time to reflect.	3.61	3.79
I laugh and tell jokes.	4.28	4.36
I have a sense of safety and happiness.	4.32	4.33
I share common values with my classmates/co-workers.	4.12	4.29
I am supported by a campus nutrition environment that makes healthy food choices readily available.	3.59	3.72
I engage in physical activity breaks regularly throughout the school day.	3.27	3.47

I believe at NMC:

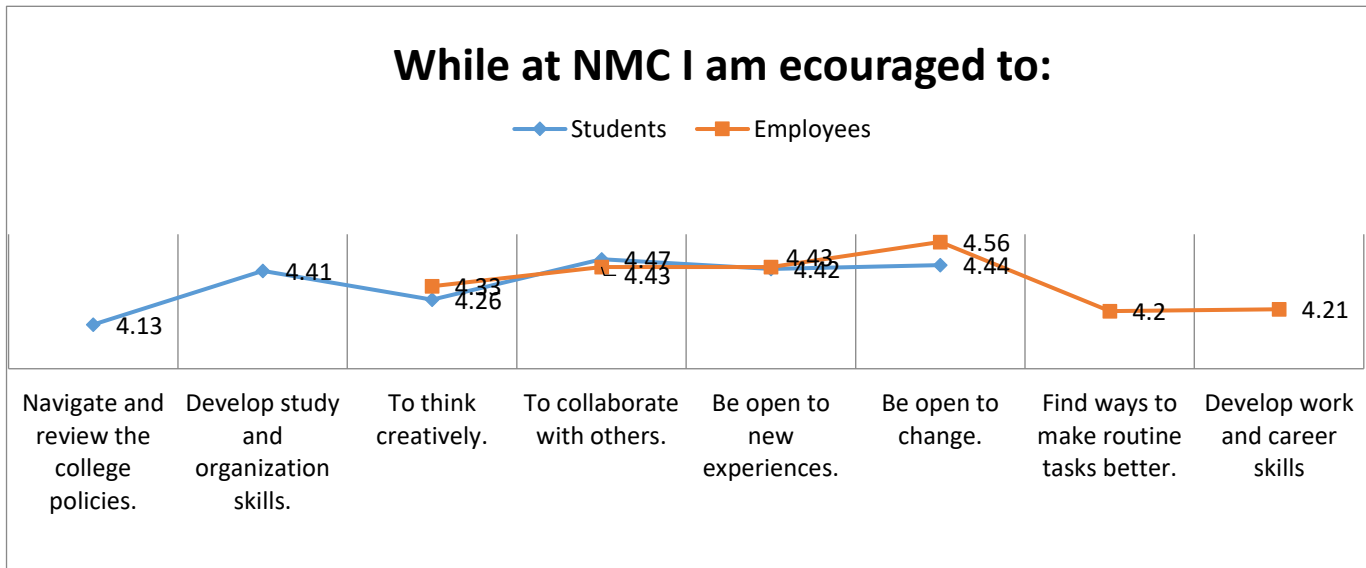


**LEARNING**

LEARNING		
	Weighted Average	
While at NMC I am encouraged to:	Students	Employees
Navigate and review the college policies.	4.13	
Develop study and organization skills.	4.41	
To think creatively.	4.26	4.33
To collaborate with others.	4.47	4.43
Be open to new experiences.	4.42	4.43
Be open to change.	4.44	4.56
Find ways to make routine tasks better.		4.20
Develop work and career skills		4.21

**While at NMC I am encouraged to:**

◆ Students    ■ Employees



**RESPECT**

RESPECT		
	Weighted Average	
In general, my classmates at NMC:	Students	Employees
Feel that they are a part of a team.	4.17	4.21
Support each other and work through conflict.	4.22	4.13
Treat others with respect regardless of gender, age, disability or sexual orientation.	4.37	4.43
Know that their ideas and opinions are always welcomed.	4.17	4
Openly communicate with faculty, staff and other students /co-workers and students	4.31	4.29

**In general my classmates/co-workers at NMC:**

◆ Students    ■ Employees

