

# The Great Colleges to Work For

ModernThink  
 ModernThink Higher Education Insight Survey  
 XYZ University  
 Job Category Benchmark Spreadsheet

		Overall		Benchmarks		Job Category			Job Category			Job Category			Job Category		
		Positive Response	Negative Response	Honor Roll < 3,000	Carnegie Bac	Administration	Honor Roll < 3,000	Carnegie Bac	Faculty	Honor Roll < 3,000	arnegie Bac	Exempt Prof'l Staff	Honor Roll < 3,000	Carnegie Bac	Non-exempt Staff	Honor Roll < 3,000	Carnegie Bac
Total number of survey respondents (190)						34			81			38			22		
<b>Job Satisfaction/Support</b>																	
1	My job makes good use of my skills and abilities.	87	3	84	78	79	91	88	78	91	82	92	90	78	92	85	72
2	I am given the responsibility and freedom to do my job.	84	2	95	88	77	91	85	86	91	85	85	90	80	85	93	79
4	I am provided the resources I need to be effective in my job.	89	6	81	89	91	85	65	91	76	54	91	78	56	91	85	64
<b>Job Satisfaction/Support - Average</b>		87	3	87	85	82	89	79	85	86	73	89	86	71	89	87	71
<b>Teaching Environment</b>																	
33	There is a good balance of teaching, service and research at this institution.	88	2	86	95	93	93	78	80	72	55	90	90	70	90	93	76
40	Teaching is appropriately recognized in the evaluation and promotion process.	82	2	98	86	95	96	85	86	89	76	81	97	75	81	91	70
51	There is appropriate recognition of innovative and high quality teaching.	89	3	87	90	100	89	80	74	80	61	80	83	71	80	81	78
<b>Teaching Environment - Average</b>		86	2	90	90	96	92	81	80	80	64	84	90	72	84	88	74
<b>Professional Development</b>																	
6	I am given the opportunity to develop my skills at this institution.	75	5	92	79	88	88	81	86	86	71	63	80	67	81	75	64
10	I understand the necessary requirements to advance my career.	94	8	98	82	81	83	75	88	88	75	58	71	59	65	72	59
<b>Professional Development - Average</b>		85	6	95	81	84	85	78	87	87	73	60	75	63	73	73	61
<b>Compensation, Benefits &amp; Work/Life Balance</b>																	
11	I am paid fairly for my work.	83	20	83	84	58	70	58	70	59	43	50	65	44	59	54	42
34	This institution's benefits meet my needs.	91	4	93	77	97	90	82	81	82	66	89	84	73	77	86	72
47	My supervisor/department chair supports my efforts to balance my work and personal life.	97	3	95	85	100	94	85	88	86	81	81	92	80	90	90	82
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	97	2	90	89	94	92	79	82	84	71	81	88	72	86	90	78
<b>Compensation, Benefits &amp; Work/Life Balance - Average</b>		92	7	90	84	87	86	76	80	77	65	75	82	67	78	80	68
<b>Facilities</b>																	
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	94	0	83	100	94	96	88	96	90	79	97	94	83	90	90	76
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	84	4	87	84	100	84	72	90	67	52	83	80	62	71	82	66
<b>Facilities - Average</b>		89	2	85	92	97	90	80	93	78	65	90	87	72	80	86	71
<b>Policies, Resources &amp; Efficiency</b>																	
17	Our review process accurately measures my job performance.	93	7	85	89	87	77	63	77	72	58	54	73	54	50	73	50
28	My department has adequate faculty/staff to achieve our goals.	100	0	77	78	64	64	47	59	51	35	43	65	36	50	66	43
30	Our orientation program prepares new faculty, administration and staff to be effective.	100	0	85	94	65	75	53	87	67	56	47	71	43	61	78	50
49	This institution actively contributes to the community.	87	13	92	80	94	95	89	88	94	81	100	95	84	100	93	86
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	97	3	99	81	88	85	75	64	75	62	84	85	71	90	87	78
57	This institution is well run.	77	23	78	78	70	89	70	58	81	50	68	91	56	54	87	59
<b>Policies, Resources &amp; Efficiency - Average</b>		92	8	86	83	78	80	66	72	73	57	66	80	57	67	80	61
<b>Shared Governance</b>																	
38	The role of faculty in shared governance is clearly stated and publicized.	80	3	75	84	89	91	75	82	77	58	80	88	63	73	83	61
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	78	4	85	87	92	95	85	77	84	67	94	95	77	76	94	73
42	Faculty, administration and staff are meaningfully involved in institutional planning.	97	7	82	98	82	84	69	67	74	53	55	76	54	68	75	54
<b>Shared Governance - Average</b>		85	4	81	90	87	90	76	75	78	59	76	86	64	72	84	62
<b>Pride</b>																	
5	I understand how my job contributes to this institution's mission.	92	1	93	97	94	98	95	91	96	87	94	97	91	100	97	89
25	Overall, my department is a good place to work.	88	2	75	78	100	95	88	88	90	81	84	92	80	81	93	81
36	I am proud to be part of this institution.	90	3	78	90	100	96	86	90	89	72	86	94	77	86	95	80
59	This institution's culture is special - something you don't find just anywhere.	81	6	86	95	94	94	80	81	87	67	76	92	71	77	92	75
60	All things considered, this is a great place to work.	87	3	88	89	97	96	81	86	87	67	81	92	73	90	91	77
<b>Pride - Average</b>		87	3	84	90	97	95	86	87	89	74	84	93	78	86	93	80