The Great Colleges to Work For

ModernThink
Higher Education Insight Survey
XYZ University
Job Role Spreadsheet

	Overall: Positive Response	Overall: Negative Response	Benchmarks: Honor Roll 3,000-9,999	Benchmarks: Carnegie Master's	Job Category: Administration	Executive	Chancellor/President	Vice Chancellor/Vice President	Provost	Vice Provost	Associate/Assistant Provost	Associate Vice President	Assistant Vice President	School Director	Administrator	Director	Associate Director	Assistant Director	Dean	Associate Dean	Assistant Dean	Dean-Non-faculty	Other
Total number of survey respondents (665)					266	17	5	5	17	14	7	37	8	19	5	8	7	6	7	86	6	5	7
Job Satisfaction/Support																							
1 My job makes good use of my skills and abilities.	77	6	88	82	80	88	80	100	76	64	57	78	50	78	80	87	85	66	85	73	66	60	71
2 I am given the responsibility and freedom to do my job.	80	7	89	83	83	94	100	100	82	71	71	81	62	89	80	87	85	100	85	86	100	100	71
4 I am provided the resources I need to be effective in my job.	48	20	72	57	69	64	100	60	47	35	42	51	25	52	60	50	85	66	57	55	66	80	57
Job Satisfaction/Support - Average	68	11	83	74	77	82	93	86	68	56	56	70	45	73	73	74	85	77	75	71	77	80	66
Teaching Environment																							
33 There is a good balance of teaching, service and research at this institution.	65	20	78	63	81	64	60	100	76	35	42	64	37	76	60	87	80	40	71	60	75	75	100
40 Teaching is appropriately recognized in the evaluation and promotion process.	69	14	84	75	81	63	60	80	70	50	57	64	62	76	100	80	0	0	50	60	100	-	100
51 There is appropriate recognition of innovative and high quality teaching.	63	14	82	67	82	91	100	100	64	28	42	54	50	92	80	87	50	100	83	64	100	100	50
Teaching Environment - Average	65	16	81	68	81	72	73	93	70	37	47	60	49	81	80	84	43	46	68	61	91	87	83
Professional Development																							
6 I am given the opportunity to develop my skills at this institution.	66	13	85	73	76	94	80	80	82	57	57	75	50	84	60	75	71	50	85	82	83	60	85
10 I understand the necessary requirements to advance my career.	71	11	81	73	71	88	80	80	82	85	42	81	37	73	60	87	57	66	57	67	50	60	57
Professional Development - Average	68	12	83	73	73	91	80	80	82	71	49	78	43	78	60	81	64	58	71	74	66	60	71
Compensation, Benefits & Work/Life Balance																							
11 I am paid fairly for my work.	62	19	64	51	73	52	40	60	70	50	42	67	37	52	60	62	71	83	42	38	33	0	71
34 This institution's benefits meet my needs.	81	3	87	74	90	64	100	60	64	50	28	62	25	68	80	100	71	100	100	67	50	40	85
47 My supervisor/department chair supports my efforts to balance my work and personal life.	75	10	86	81	85	94	100	100	58	57	66	64	42	72	100	87	71	66	71	83	100	60	100
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	73	10	84	74	83	88	80	80	76	78	57	75	50	68	100	62	85	100	100	75	100	60	71
Compensation, Benefits & Work/Life Balance - Average	72	10	80	70	82	74	80	75	67	58	48	67	38	65	85	77	74	87	78	65	70	40	81

	Job Category: Faculty	Faculty: Department Chair	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Visiting Professor	Adjunct Faculty	Clinical Faculty	Research Faculty	Research Associate	Other	Tenure Status: Tenured	Tenure Track/Untenured	Not Tenure Track	Permanent Status	Earning Permanent Status	Not Applicable	Decline to answer
Total number of survey respondents (665)	175	11	23	21	33	9	14	7	13	11	7	20	6	74	36	11	26	8	30	8
Job Satisfaction/Support																				
1 My job makes good use of my skills and abilities.	80	100	86	66	78	66	64	71	61	72	28	60	66	79	77	72	73	75	80	75
2 I am given the responsibility and freedom to do my job.	85	90	91	85	81	66	71	100	84	81	57	70	66	83	80	81	73	100	76	75
4 I am provided the resources I need to be effective in my job.	37	45	34	9	57	33	42	57	46	54	0	30	50	32	61	63	53	75	60	50
Job Satisfaction/Support - Average	67	78	70	53	72	55	59	76	63	69	28	53	60	64	72	72	66	83	72	66
Teaching Environment																				
33 There is a good balance of teaching, service and research at this institution.	58	72	60	42	59	44	61	66	54	40	28	15	60	61	61	63	72	71	79	62
40 Teaching is appropriately recognized in the evaluation and promotion process.	69	90	59	47	81	25	20	66	71	62	14	15	75	61	87	50	66	50	78	71
51 There is appropriate recognition of innovative and high quality teaching.	57	81	60	42	51	40	55	40	62	72	14	30	66	59	59	83	75	80	75	50
Teaching Environment - Average	61	81	59	43	63	36	45	57	62	58	18	20	67	60	69	65	71	67	77	61
Professional Development																				
6 I am given the opportunity to develop my skills at this institution.	64	81	60	52	69	88	64	71	84	54	42	45	66	62	75	63	57	87	80	62
10 I understand the necessary requirements to advance my career.	81	90	78	71	87	50	64	71	69	72	57	65	80	78	83	36	52	62	75	62
Professional Development - Average	72	85	69	61	78	69	64	71	76	63	49	55	73	70	79	49	54	74	77	62
Compensation, Benefits & Work/Life Balance																				
11 I am paid fairly for my work.	57	72	60	42	57	33	57	42	23	54	0	30	50	58	63	72	69	62	66	57
34 This institution's benefits meet my needs.	78	90	78	76	81	55	64	71	61	81	28	40	66	78	83	81	73	87	93	87
47 My supervisor/department chair supports my efforts to balance my work and personal life.	74	87	78	64	78	66	64	85	83	72	33	63	83	71	77	54	61	100	93	87
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	76	100	69	90	72	55	71	85	61	81	28	31	66	78	72	54	65	75	80	62
Compensation, Benefits & Work/Life Balance - Average	71	87	71	68	72	52	64	70	57	72	22	41	66	71	73	65	67	81	83	73

	Job Category: Exempt Prof'l Staff	Exempt Professional Staff: Administrative Professionals (Secretarial/Clerical)	Advisor/Counselor	Analyst	Food Service Workers	Grounds Staff/Housekeeping	Manager	Motor Vehicle Operators	Police/Security Guard	Professional	Service Maintenance/Skilled Crafts	Specialist	Technical/ Paraprofessional	Other
Total number of survey respondents (665)	174	28	28	24	9	11	7	15	15	11	8	6	5	7
Job Satisfaction/Support														
1 My job makes good use of my skills and abilities.	71	60	64	70	100	63	57	60	72	72	75	66	60	28
2 I am given the responsibility and freedom to do my job.	69	78	57	87	88	81	42	60	83	81	100	66	100	57
4 I am provided the resources I need to be effective in my job.	55	25	35	58	66	72	14	46	50	63	75	50	80	0
Job Satisfaction/Support - Average	65	54	52	71	84	72	37	55	68	72	83	60	80	28
Teaching Environment														
33 There is a good balance of teaching, service and research at this institution.	71	35	29	62	75	88	25	66	75	63	71	60	75	28
40 Teaching is appropriately recognized in the evaluation and promotion process.	57	32	40	50	80	66	0	62	52	50	50	75	-	14
51 There is appropriate recognition of innovative and high quality teaching.	67	28	48	50	100	100	20	54	62	83	80	66	100	14
Teaching Environment - Average	65	31	39	54	85	84	15	60	63	65	67	67	87	18
Professional Development														
6 I am given the opportunity to develop my skills at this institution.	69	50	50	70	100	90	28	60	52	63	87	66	60	42
10 I understand the necessary requirements to advance my career.	54	64	60	70	55	63	50	46	60	36	62	80	60	57
Professional Development - Average	61	57	55	70	77	76	39	53	56	49	74	73	60	49
Compensation, Benefits & Work/Life Balance														
11 I am paid fairly for my work.	64	32	42	50	66	63	57	57	61	72	62	50	0	0
34 This institution's benefits meet my needs.	83	42	50	65	77	100	57	86	77	81	87	66	40	28
47 My supervisor/department chair supports my efforts to balance my work and personal life.	71	73	64	82	77	100	42	73	68	54	100	83	60	33
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	61	51	57	82	55	100	28	53	77	54	75	66	60	28
Compensation, Benefits & Work/Life Balance - Average	69	49	53	69	68	90	46	67	70	65	81	66	40	22

	Job Category: Non-exempt Staff	Non-exempt Staff: Administrative Professionals (Secretarial/Clerical)	Advisor/Counselor	Analyst	Food Service Workers	Grounds Staff/Housekeeping	Manager	Motor Vehicle Operators	Police/Security Guard	Professional	Service Maintenance/Skilled Crafts	Specialist	Technical/ Paraprofessional	Other
Total number of survey respondents (665)	114	20	8	11	4	15	7	5	11	11	5	5	7	5
Job Satisfaction/Support														
1 My job makes good use of my skills and abilities.	71	73	87	81	69	72	75	100	90	90	64	55	85	80
2 I am given the responsibility and freedom to do my job.	69	92	87	93	73	83	70	80	100	100	57	77	85	100
4 I am provided the resources I need to be effective in my job.	55	69	75	60	56	50	33	40	36	36	28	50	85	100
Job Satisfaction/Support - Average	65	78	83	78	66	68	59	73	75	75	49	60	85	93
Teaching Environment														
33 There is a good balance of teaching, service and research at this institution.	71	80	50	70	60	75	65	60	63	63	29	55	80	60
40 Teaching is appropriately recognized in the evaluation and promotion process.	57	82	66	89	56	52	58	50	77	77	41	33	0	60
51 There is appropriate recognition of innovative and high quality teaching.	67	65	75	75	50	62	57	75	70	70	40	20	50	100
Teaching Environment - Average	65	75	63	78	55	63	60	61	70	70	36	36	43	73
Professional Development														
6 I am given the opportunity to develop my skills at this institution.	69	73	75	83	78	52	66	80	54	54	46	44	71	80
10 I understand the necessary requirements to advance my career.	54	60	87	73	69	60	73	80	81	81	57	44	57	80
Professional Development - Average	61	66	81	78	73	56	69	80	67	67	51	44	64	80
Compensation, Benefits & Work/Life Balance														
11 I am paid fairly for my work.	64	46	62	62	60	61	75	60	63	63	39	33	71	40
34 This institution's benefits meet my needs.	83	80	71	83	82	77	87	60	72	72	42	66	71	100
47 My supervisor/department chair supports my efforts to balance my work and personal life.	71	88	100	82	73	68	69	100	63	63	60	66	71	100
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	61	73	87	76	65	77	75	80	81	81	57	25	85	80
Compensation, Benefits & Work/Life Balance - Average	69	71	80	75	70	70	76	75	69	69	49	47	74	80

	Years in Job Role: Less than 2 years	2-4 years	5-7 years	8-10 years	11-15 years	16-20 years	21-25 years	More than 25 years	Decline to answer
Total number of survey respondents (665)	37	43	23	36	24	5	11	28	11
Job Satisfaction/Support									
1 My job makes good use of my skills and abilities.	78	81	69	72	75	100	90	64	72
2 I am given the responsibility and freedom to do my job.	75	93	73	83	70	80	100	57	54
4 I am provided the resources I need to be effective in my job.	56	60	56	50	33	40	36	28	18
Job Satisfaction/Support - Average	69	78	66	68	59	73	75	49	48
Teaching Environment									
33 There is a good balance of teaching, service and research at this institution.	68	70	60	75	65	60	63	29	18
40 Teaching is appropriately recognized in the evaluation and promotion process.	72	89	56	52	58	50	77	41	72
51 There is appropriate recognition of innovative and high quality teaching.	62	75	50	62	57	75	70	40	54
Teaching Environment - Average	67	78	55	63	60	61	70	36	48
Professional Development									
6 I am given the opportunity to develop my skills at this institution.	70	83	78	52	66	80	54	46	27
10 I understand the necessary requirements to advance my career.	78	73	69	60	73	80	81	57	63
Professional Development - Average	74	78	73	56	69	80	67	51	45
Compensation, Benefits & Work/Life Balance									
11 I am paid fairly for my work.	64	62	60	61	75	60	63	39	36
34 This institution's benefits meet my needs.	89	83	82	77	87	60	72	42	72
47 My supervisor/department chair supports my efforts to balance my work and personal life.	80	82	73	68	69	100	63	60	80
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	70	76	65	77	75	80	81	57	63
Compensation, Benefits & Work/Life Balance - Average	75	75	70	70	76	75	69	49	62