

# The Great Colleges to Work For

ModernThink  
Higher Education Insight Survey  
XYZ University  
**Year-to-Year ScoreCard**

		2019 Overall		2018 Overall		2017 Overall	
		Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response
Total number of survey respondents		224	224	213	213	195	195
<b>Job Satisfaction/Support</b>							
1	My job makes good use of my skills and abilities.	82	4	84	4	82	4
2	I am given the responsibility and freedom to do my job.	85	5	86	4	87	2
4	I am provided the resources I need to be effective in my job.	63	12	60	13	61	12
<b>Job Satisfaction/Support - Average</b>		76	7	76	7	76	6
<b>Teaching Environment</b>							
33	There is a good balance of teaching, service and research at this institution.	68	16	69	11	74	6
40	Teaching is appropriately recognized in the evaluation and promotion process.	57	18	59	13	*	*
51	There is appropriate recognition of innovative and high quality teaching.	67	16	71	7	73	4
<b>Teaching Environment - Average</b>		64	16	66	10	73	5
<b>Professional Development</b>							
6	I am given the opportunity to develop my skills at this institution.	79	6	78	7	75	4
10	I understand the necessary requirements to advance my career.	67	13	76	11	72	11
<b>Professional Development - Average</b>		73	9	77	9	73	7
<b>Compensation, Benefits &amp; Work/Life Balance</b>							
11	I am paid fairly for my work.	62	15	58	15	59	21
34	This institution's benefits meet my needs.	91	2	88	3	88	3
47	My supervisor/department chair supports my efforts to balance my work and personal life.	78	8	77	8	*	*
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	76	6	75	5	*	*
<b>Compensation, Benefits &amp; Work/Life Balance - Average</b>		76	7	74	7	73	12