

REPORTS GUIDE 2020



ModernThink

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What's Your Next Step?

Your participation in the 2020 Great Colleges to Work For® program signaled to your faculty and staff that you are interested in their opinions, and your intention to build a better place to work and learn. You have invested time in the project and demonstrated your commitment to reviewing their feedback.

The *ModernThink Higher Education Insight Survey*® used in the Great Colleges to Work For® program measures the dynamics and competencies unique to higher education. The reports and services options in this brochure are designed to help your institution identify strengths and challenges in your workplace culture.

The two topline reports you receive for participating provide a high-level summary of the data. The options in this brochure take that understanding to a deeper level and provide you with the ability to align various stakeholders on the interpretation of the data before you communicate and take action on the results. We recommend scheduling a call with our team to review your final participation rate and support you in making decisions around additional data and services that make sense for your institution and budget.

For institutions that participate on a regular cycle, the survey reports provide a key measure of progress. Institutions rely on this data for strategic planning, accreditation self-studies, and leadership team transitions. Our unique benchmarking provides an external perspective on how your institution measures up in a variety of areas including being recognized as a top college for workplace excellence.

Need Help?

The most important steps for workplace improvement are interpreting the survey results and communicating them to the faculty and staff. What a powerful way to reinforce that their input was heard and people are your priority.

ModernThink is committed to helping our clients collect actionable data from their faculty and staff and then using that data to make meaningful change. Some clients have the team in place to make that happen and others may need a little help and some external perspective. Our goal is to help you capitalize on the survey feedback, use the results to make improvements, and actually see a return on your investment.

Founded in 2004, our work is strongly anchored by our mission to change the world one workplace at a time. We partner with a wide variety of institutions ranging from small community colleges to entire state university systems. ModernThink shares your vision of better workplaces through more engaged faculty and staff, and we look forward to advancing toward that goal together in 2020 and beyond.

Report Suites

NEW PARTICIPANT SUITE - *includes three reports*

Available to first-time participants and institutions who have never ordered reports. This suite combines both the qualitative and quantitative aspects of the survey, as well as valuable benchmarking data, to give institutions new to the program useful baseline and metric data to leverage right from the start!

Employee Comments Report - As part of the survey, employees are asked two open-ended questions. This report provides their responses exactly as written sorted by job category.

Job Category Benchmark Spreadsheet - Provides overall positive/negative response rates for each survey statement and overall benchmark columns for Honor Roll and Carnegie Classification. From there, you can compare the percent positive data for each job category against the two columns of benchmark data. For an additional discounted fee of \$828, we can create a custom aggregate peer benchmark for you based on institutions you select.

Response Distribution Report - This graphical report shows the percentages of all response options (Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree) to the 60 survey statements by job category.

Cost: \$1,650

SURVEY DATA SUITE - *includes three reports*

This Excel report suite summarizes your overall positive and negative responses for all 60 survey statements and provides results across each demographic asked in the survey. Your spreadsheets include two columns of valuable benchmarking data from the 2020 program: Honor Roll and Carnegie Classification.

General Demographics Spreadsheet - Contains data by: gender, age, ethnicity/race, relationship status, annual salary, job status, years at institution, supervisory status

Job Role Spreadsheet - Contains data by: job category, job role, tenure status

College/School/Department Spreadsheet - Contains data by: college, school, department

Cost: \$1,745

Suites continued...

SURVEY RESULTS SUITE - *includes seven reports*

This comprehensive report suite provides results for every question asked in our survey including the open-ended responses. Two levels of benchmarking are Honor Roll and Carnegie Classification. This is the most popular suite.

Survey Data Suite - See prior description

Employee Comments Report - As part of the survey, employees are asked two open-ended questions. This report provides their responses exactly as written sorted by job category.

Response Distribution Report - This graphical report shows the percentages of all response options (Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree) to the 60 survey statements by job category.

Benefits Satisfaction Report - This report documents satisfaction with benefits including medical and dental insurance, work/life balance programs, professional development opportunities, and retirement benefits among others. Responses are broken down by job category.

Profile of Survey Respondents - Use this response rate report as a quick reference guide to the percentage of respondents in each department and college, as well as demographics such as gender, relationship status and more.

Cost: \$3,510

BENCHMARK DATA SUITE - *includes four reports*

Designed for institutions that want to dive deep into comparative data. Each report in this suite offers external benchmark comparisons to your survey results and is alternatively available for individual purchase outside of the suite.

Overall Benchmark ScoreCard - See how your workforce's responses compare to those of other institutions. This report allows you to compare a series of higher education benchmarks. The benchmarks are averages of the positive responses among peer institutions within these designated categories: *2020 Honor Roll, Carnegie Classification, Enrollment Size, Region and Public/Private institutions.*

Benefits Satisfaction Benchmark Report - Compare your institutions overall benefits satisfaction against the programs core 2020 benchmarks: *Honor Roll, Carnegie Classification, Enrollment Size, Region and Public/Private institutions.*

Job Category Benchmark Spreadsheet - Provides overall positive/negative response rates for each survey statement and overall benchmark columns for Honor Roll and Carnegie Classification. From there, you can compare the percent positive data for each job category against the two columns of benchmark data.

Recognition Category ScoreCard - This report shows how your results compared to recognized institutions in your two-year / four-year and size categories in each of the 12 recognition categories.

Cost: \$3,900

Online

Report Gateway

For institutions that have made an ongoing commitment to participating on a regular cycle in the Great Colleges program, our Report Gateway is an option you should consider. The web-based Gateway provides users the flexibility to run their own reports for dynamic visual renderings of survey data in multiple formats. This reporting option is particularly appealing to audiences who require more in-depth analysis than the static reports provide. The Gateway is a proven tool that has been used by single institutions as well as large systems over the last six years. Access includes 25 users.

Your Gateway would include the following:

- All historical data (after 2010) is included for previous program participants and/or ModernThink custom clients as well as standard Great Colleges benchmarking (Honor Roll and Carnegie).
- Results for all of the questions and demographics asked in the survey including narrative responses, statement results, benefit comparisons and data filtering by all demographics (i.e. gender, age, ethnicity, etc.)
- Reports on the Gateway include a Standard Deviation report which shows n-values, mean scores, and standard deviation across your survey statements, benefits, themes and demographics.
- All data on the Gateway can be exported to .csv files to be uploaded to other analysis platforms like SPSS, Tableau or Qualtrics.

A demo of this option can be provided along with pricing specific to your institution. Please contact Suzi Schmittlein at sschmittlein@modernthink.com for more information.

First Year Cost: \$4,500

Renewal Cost: \$2,900

JOB CATEGORY REPORT SUITE - *includes four reports*

The reports in this suite are ideal for institutions that are most interested in internal and external comparisons for faculty and staff. This suite allows you to examine your employees' experience in the workplace through the lens of inclusion by looking at results by race/ethnicity, gender, and other protected classes.

Employee Comments Report - See prior description

Response Distribution Report - See prior description

General Demographics Spreadsheet - See prior description

Job Category Benchmark Spreadsheet - See prior description

Cost: \$3,200

**New
to Program**



CONSULTING GUIDE 2020

Get the most out of your results!

ModernThink higher education specialists are available to analyze your survey results and present findings and recommendations to leadership groups, HR teams, boards, faculty senates, and other constituent groups. As your expert guide, we will help you make the best use of your survey feedback and bring fresh eyes, organizational development expertise and years of benchmarking and best practice data to the conversation.

Why do Great Colleges participants typically consider ModernThink consulting services?

- A new senior leadership team wants to fully understand the current dynamics of the culture.
- The data is not as positive as you had hoped it would be and you want an unbiased presentation of the results.
- Results are positive but you want to do even better—maybe even make the Honor Roll.
- Your team could benefit from understanding how peer institutions are managing similar challenges.

Phone Consultation

Partner with a workplace expert via a 60-minute call to review and analyze your survey results. In this conversation, we will summarize and synthesize your particular strengths and opportunities and make recommendations for next steps. Senior leadership teams and survey committees often find our phone consultations helpful, but they can also be a great opportunity for a CHRO, Director of Institutional Effectiveness or President/Provost to be able to connect one-on-one with one of our survey experts.

Cost: \$975

Webinar Presentation

In this virtual presentation (up to two hours), ModernThink summarizes key findings in your institution’s survey results. Our analysis will include all aspects of the survey as well as your Institution Questionnaire® submission. We will look at how your results compare to key benchmarks, as well as your previous years’ data, if applicable. Best practices from peer institutions will be a part of the discussion. This summary PowerPoint will identify institutional strengths, areas for improvement, and recommendations. We will partner with you in advance to understand more about the audience and the goals for this presentation.

Cost: \$3,335

Onsite Presentation

Sometimes being face-to-face makes all the difference in understanding, aligning, and communicating your survey results. A ModernThink Senior Consultant will come to your institution for a half-day or full-day of meetings dedicated to an interactive presentation of the survey findings with key stakeholder groups. Prior to coming onsite, your consultant will partner closely with you to plan the presentations and collaborate on the audiences for these sessions. In preparation for the onsite, ModernThink will review your results past and present, analyze and interpret themes and patterns, compare your results to peer institutions, and bring real-world best practices we’re seeing across the country. Recommendations will be made to focus both on how best to roll out the survey results across campus and start (or continue) plans for acting on the data. This service includes a summary PowerPoint and permission to record any of the presentation sessions to share with the campus community.

Cost: Half-Day \$4,870, Full-Day \$6,110
(Prices Do Not Include Travel Expenses)

