

The Great Colleges to Work For 2021

ModernThink
 Great Colleges to Work For Survey
 XYZ University
 College/School and Division/Department Spreadsheet
 (Excerpt)

	Overall		Benchmarks		College/School																												Division/Department																																															
	Positive Response	Negative Response	2021 Mentor Roll > +10,000	2021 Mentor Roll > +10,000	2021 Carnegie Research	2021 Carnegie Research	Agriculture	Agriculture	Architecture	Architecture	Business	Business	Dentistry	Dentistry	Education	Education	Engineering	Engineering	Fire Arts	Fire Arts	Government	Government	Graduate and Professional Studies	Graduate and Professional Studies	Law	Law	Liberal Arts & Sciences	Liberal Arts & Sciences	Life Sciences	Life Sciences	Math & Physical Sciences	Math & Physical Sciences	Medicine	Medicine	Nursing	Nursing	Nursing	Nursing	Public Health	Public Health	Social Work/Social Policy	Social Work/Social Policy	Social Work/Social Policy	Social Work/Social Policy	Veterinary Medicine	Veterinary Medicine	Other Academic Area	Other Academic Area	Academic Affairs/Office of the Provost	Academic Affairs/Office of the Provost	Advancement/Development	Advancement/Development	Athletics	Athletics	Campus Operations	Campus Operations	Communications	Communications	Diversity and Inclusion	Diversity and Inclusion	Enrollment	Enrollment	Finance	Finance	Human Resources	Human Resources	Information Technology	Information Technology	Library/Library Sciences	Library/Library Sciences	Office of the President/Chancellor	Office of the President/Chancellor	Research	Research	Student Affairs	Student Affairs	Other Administrative Area	Other Administrative Area		
Total number of survey respondents (4975)					76	76	366	366	452	452	524	524	555	555	548	548	530	530	517	517	333	333	188	188	548	548	58	58	286	286	735	735	95	95	95	95	11	11	3740	3740	2755	2755	829	829	658	658	823	823	735	735	690	690	473	473	662	662	580	580	360	360	337	337	139	139	1637	1637	2532	2532	1637	1637	2532	2532	9	9						
Collaboration					60	14	76	5	69	5	60	2	64	3	59	3	60	8	62	1	64	2	62	2	63	3	66	8	68	3	47	2	48	2	63	2	59	1	61	1	91	3	63	3	64	2	49	3	69	8	62	3	59	1	57	1	58	2	58	3	58	1	60	3	69	8	41	2	60	8	58	1	60	3	60	1	44	3		
13) We have opportunities to contribute to important decisions in my department.					71	7	80	2	72	3	74	3	72	3	75	7	73	10	71	3	71	3	68	3	73	3	75	10	75	7	61	3	53	3	73	3	69	3	63	3	82	3	73	3	74	3	62	7	78	10	72	3	69	3	69	3	68	3	70	7	70	3	66	3	77	10	53	3	66	10	70	3	66	7	71	3	67	7		
26) I can count on people to cooperate across departments.					62	8	73	3	62	2	52	1	60	3	59	5	62	3	63	3	65	1	66	3	67	3	69	5	50	1	60	1	78	1	65	3	59	3	91	3	64	3	62	1	53	5	70	3	60	3	65	3	59	3	60	1	60	5	61	3	62	3	61	3	62	5	64	3	44	5										
42) There are sufficient opportunities to participate in institutional planning.					71	11	76	1	69	2	82	10	71	7	72	14	72	4	71	14	75	10	69	10	74	7	73	7	72	10	64	14	77	4	71	7	72	14	70	14	69	10	71	14	68	14	66	7	79	4	57	10	66	4	68	14	66	14	72	14	78	14																		
53) There's a sense that we're all on the same team at this institution.					54	16	73	6	55	3	61	4	62	0	56	8	57	15	56	2	54	4	53	4	56	0	60	15	58	8	38	4	48	4	74	4	56	2	55	2	82	0	57	0	56	4	39	8	68	15	57	0	56	2	49	2	53	4	49	8	51	2	53	0	58	15	30	4	53	15	51	2	53	8	56	2	22	8		
Collaboration - Average					62	11	76	8	65	6	62	4	65	3	62	7	63	7	63	5	64	4	62	4	65	3	67	7	68	7	49	4	52	4	72	4	62	5	60	5	87	3	64	3	64	4	51	7	71	7	63	3	62	5	59	5	60	4	59	7	60	5	60	3	69	7	42	4	60	7	60	5	60	7	63	5	44	7		
Communication					63	13	74	14	66	8	68	3	64	1	65	3	68	2	64	1	67	3	62	3	68	2	66	3	64	1	48	3	61	3	71	3	62	1	63	2	73	1	66	1	67	3	49	3	72	1	63	3	62	1	61	3	61	1	63	3	63	1	64	3	68	3	40	1	92	3	92	2	65	3	56	3				
14) I can speak up or challenge a traditional way of doing something without fear of harming my career.					62	15	73	8	66	10	74	7	68	3	64	3	64	3	65	3	62	3	61	7	66	3	66	3	78	3	45	7	60	7	66	3	59	3	54	3	82	3	67	3	68	3	47	7	73	3	65	3	59	3	59	7	58	3	61	3	59	3	62	7	72	3	36	3	80	3	83	7	80	3	63	3	33	7		
21) In my department, we communicate openly about issues that impact each other's work.					62	13	74	5	66	2	66	5	64	3	64	3	66	1	64	3	63	3	64	5	62	1	68	3	68	3	49	5	57	5	67	3	63	3	55	1	64	3	65	3	65	3	51	5	73	3	65	3	63	3	60	5	61	3	61	3	60	3	61	5	63	3	39	3	89	3	89	1	61	3	56	5				
22) Changes that affect me are discussed prior to being implemented.					48	20	61	1	52	8	53	14	54	14	48	7	47	10	49	14	51	7	50	14	49	10	48	7	58	14	36	14	41	14	64	7	47	14	39	10	64	14	50	14	49	7	39	14	61	14	51	7	47	14	44	14	43	14	44	7	47	14	44	14	55	7	29	14	69	7	66	14	69	10	48	7	22	14		
43) At this institution, we discuss and debate issues respectfully to get better results.					57	12	73	0	58	9	64	8	62	2	58	0	60	4	60	2	56	0	56	0	58	4	58	0	63	2	44	8	60	8	71	0	60	2	62	4	73	2	59	2	58	0	45	8	71	2	59	0	60	2	55	8	61	0	36	2	82	0	80	8	82	4	58	0	63	8										
Communication - Average					58	15	71	3	61	10	63	7	61	5	59	3	60	4	59	5	59	3	58	7	59	4	60	3	63	5	44	7	55	7	68	3	58	5	55	4	89	5	60	5	60	3	46	7	69	5	60	3	58	5	55	7	55	5	55	3	56	5	56	7	62	3	36	5	82	3	82	7	82	4	58	3	49	7		
Confidence in Senior Leadership					65	12	74	5	59	7	72	11	71	17	63	11	66	11	67	28	67	11	65	17	66	11	68	11	68	28	53	11	68	17	78	11	69	11	60	28	82	17	68	11	66	11	53	11	77	28	66	17	69	11	61	11	60	11	60	11	60	17	62	28	67	11	66	11	51	17	55	17	53	11	55	11	68	17	56	11
27) Senior leadership provides a clear direction for this institution's future.					76	7	83	9	69	4	86	37	83	35	78	37	78	37	79	17	78	37	76	35	78	37	78	37	78	17	64	37	81	35	84	37	81	37	76	17	100	35	79	37	78	37	65	37	88	17	78	35	81	37	75	37	74	37	74	35	74	17	76	37	75	37	57	35	34	35	29	37	34	37	79	35	56	37		
32) Senior leadership has the knowledge, skills and experience necessary for institutional success.					62	13	77	6	62	3	76	10	67	19	61	10	64	10	65	14	62	10	63	19	66	10	67	10	68	14	45	10	58	19	72	10	60	14	82	19	66	10	64	10	47	10	77	14	65	19	67	10	58	10	58	10	57	19	60	14	60	10	66	10	45	19	49	19	48	10	49	10	63	19	44	10				
37) Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.					59	13	71	3	58	2	73	3	65	5	56	3	62	3	61	4	61	3	59	5	62	3	62	3	64	4	46	3	59	5	73	3	66	3	61	4	82	5	62	3	60	3	48	3	72	4	62	5	66	3	57	3	59	3	55	5	54	4	60	3	58	3	39	5	74	5	66	3	74	3	61	5	22	3		
41) Senior leadership communicates openly about important matters.					74	7	83	3	70	2	81	25	79	18	78	25	78	25	78	15	76	25	74	18	73	25	72	25	71	15	61	25	66	18	84	25	73	25	77	15	91	18	77	25	76	25	63	25	86	15	76	18	73	25	72	25	73	25	71	18	71	15	73	25	71	25	59	18	59	18	56	25	59	25	76	18	44	25		
46) I believe what I am told by senior leadership.					63	11	76	7	63	1	74	6	74	7	67	6	68	6	66	3	66	6	64	7	63	6	64	6	66	3	45	6	62	7	79	6	63	6	63	3	73	7	68	6	67	6	48	6	78	3	69	7	63	6	60	6	65	6	59	7	59	3	61	6	62	6	35	7	64	7	54	6	64	6	67	7	33	6		
52) This institution is well run.					67	11	77	9	64	9	77	15	73	17	67	15	69	15	69	14	68	15	67	17	68	15	69	15	69	14	52	15	66	17	78	15	70	15	66	14	85	17	70	15	69	15	54	15	80	14	69	17	70	15	64	15	65	15	63	17	63	14	66	15	66	15	48	17	56	17	51	15	56	15	69	17	43	15		
Confidence in Senior Leadership - Average					67	11	77	9	64	9	77	15	73	17	67	15	69	15	69	14	68	15	67	17	68	15	69	15	69	14	52	15	66	17	78	15	70	15	66	14	85	17	70	15	69	15	54	15	80	14	69	17	70	15	64	15	65	15	63	17	63	14	66	15	66	15	48	17	56	17	51	15	56	15	69	17	43	15		
Diversity, Belonging & Inclusion					89	2	92	2	84	9	96	15	91	10	90	22	88	17	91	15	90	11	89	10	90	11	90	15	89	22	83	11	89	10	89	15	86	11	89	15	91	17	90	11	91	10	85	15	94	11	89	10	86	11	90	15	88	11	86	17	89	15	89	22	90	11	84	15	67	10	52	11	67	10	90	15	67	17		
28) In my department, we welcome diversity in all its forms.					80	6	83	1	75	8	88	6	83	1	82	16																																																																