The Great Colleges to Work For

ModernThink

Higher Education Insight Survey
XYZ University
Minority Aggregate Report
(Excerpt)

	Overall		Overall		Benchmark	
	Positive Response	Negative Response	XYZ University Minority Aggregate	XYZ University Minority Aggregate	Minority Aggregate - All Great Colleges Participants	Minority Aggregate - All Great Colleges Participants
Total number of survey respondents (4975)			132	132		
Collaboration						
13 We have opportunities to contribute to important decisions in my department.	60	14	64	3	69	9
23 People in my department work well together.	71	7	72	3	62	5
26 I can count on people to cooperate across departments.	62	8	60	3	58	9
42 There are sufficient opportunities to participate in institutional planning.	71	11	71	7	70	11
53 There's a sense that we're all on the same team at this institution.	54	16	62	0	63	9
Collaboration - Average	62	11	65	3	64	9
Communication						
8 When I offer a new idea, I believe it will be fully considered.	63	13	64	1	76	9
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	62	15	68	3	79	14
21 In my department, we communicate openly about issues that impact each other's work.	62	13	64	3	82	14
22 Changes that affect me are discussed prior to being implemented.	48	20	54	14	83	18
43 At this institution, we discuss and debate issues respectfully to get better results.	57	12	62	2	51	10
Communication - Average	58	15	61	5	74	13
Confidence in Senior Leadership						
27 Senior leadership provides a clear direction for this institution's future.	65	12	71	17	73	9
32 Senior leadership has the knowledge, skills and experience necessary for institutional success.	76	7	83	35	76	9
37 Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	62	13	67	19	79	9
41 Senior leadership communicates openly about important matters.	59	13	65	5	82	14
46 I believe what I am told by senior leadership.	74	7	79	18	83	5
52 This institution is well run.	63	11	74	7	51	9
Confidence in Senior Leadership - Average	67	11	73	17	74	9
Diversity, Belonging & Inclusion						
29 In my department, we welcome diversity in all its forms.	89	2	91	10	80	0
38 This institution has clear and effective procedures for dealing with discrimination.	80	6	83	1	83	14
40 At this institution, diversity of all kinds is valued.	57	16	60	4	64	14
48 We are making good progress towards becoming a more diverse and inclusive institution.	78	6	83	6	52	10
49 I feel a sense of belonging at this institution.	79	4	82	5	78	0
50 This institution places sufficient emphasis on having diverse faculty, administrators and staff.	84	4	87	3	70	10
Diversity, Belonging & Inclusion - Average	68	12	71	5	63	8

	Gender Identity													
	Man	Man	Woman	Woman	Transgender	Transgender	Non-binary	Non-binary	Another Identity	Another Identity	Decline to answer	Decline to answer
Total number of survey respondents (4975)	1637	1637	2532	2532	9	9	11	11	5	5	475	475
Collaboration												
13 We have opportunities to contribute to important decisions in my department.	64	8	60	3	44	3	91	3	64	8	46	1
23 People in my department work well together.	71	10	71	7	67	3	82	3	71	10	61	3
26 I can count on people to cooperate across departments.	65	3	64	5	44	3	91	3	65	3	48	3
42 There are sufficient opportunities to participate in institutional planning.	75	4	72	14	78	7	91	7	75	4	61	14
53 There's a sense that we're all on the same team at this institution.	54	15	56	8	22	0	82	0	54	15	34	2
Collaboration - Average	64	7	63	7	44	3	87	3	64	7	47	5
Communication												
8 When I offer a new idea, I believe it will be fully considered.	67	8	65	3	56	3	73	1	44	1	48	3
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	62	10	63	3	33	3	82	3	67	3	42	7
21 In my department, we communicate openly about issues that impact each other's work.	63	3	61	3	56	3	64	3	44	3	49	5
22 Changes that affect me are discussed prior to being implemented.	51	4	48	7	22	7	64	14	78	14	36	14
43 At this institution, we discuss and debate issues respectfully to get better results.	56	15	58	0	63	0	73	2	22	2	41	8
Communication - Average	59	7	58	3	49	3	69	5	44	5	44	7
Confidence in Senior Leadership												
27 Senior leadership provides a clear direction for this institution's future.	67	11	68	17	56	11	82	17	53	17	49	11
32 Senior leadership has the knowledge, skills and experience necessary for institutional success.	78	37	79	35	56	37	100	35	29	35	65	37
37 Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	62	10	63	19	44	10	82	19	48	19	44	10
41 Senior leadership communicates openly about important matters.	61	3	61	5	22	3	82	5	66	5	46	3
46 I believe what I am told by senior leadership.	76	25	76	18	44	25	91	18	56	18	60	25
52 This institution is well run.	66	6	67	7	33	6	73	7	54	7	44	8
Confidence in Senior Leadership - Average	68	15	69	17	43	15	85	17	51	17	51	15
Diversity, Belonging & Inclusion												
29 In my department, we welcome diversity in all its forms.	90	15	90	11	67	10	91	17	67	15	83	17
38 This institution has clear and effective procedures for dealing with discrimination.	80	6	80	5	25	1	60	10	47	6	67	10
40 At this institution, diversity of all kinds is valued.	57	16	59	12	33	4	55	13	60	16	40	13
48 We are making good progress towards becoming a more diverse and inclusive institution.	78	10	78	8	22	6	82	7	79	10	69	7
49 I feel a sense of belonging at this institution.	81	7	81	7	67	5	100	4	76	7	68	4
50 This institution places sufficient emphasis on having diverse faculty, administrators and staff.	86	10	84	9	56	3	91	6	70	10	78	6
Diversity, Belonging & Inclusion - Average	69	11	69	9	52	5	78	10	67	11	57	10

	Age																									
	< 25	< 25	25-29	25-29	30-34	30-34	35-39	35-39	40-44	40-44	45-49	45-49	50-54	50-54	55-59	55-59	60-64	60-64	65+	65+	Decline to answer	Decline to answer
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
Collaboration																						
13 We have opportunities to contribute to important decisions in my department.	60	2	64	3	59	3	60	8	62	1	64	2	62	2	63	3	66	8	68	3	47	2
23 People in my department work well together.	74	3	72	3	75	7	73	10	71	3	71	3	68	3	73	3	75	10	75	7	61	3
26 I can count on people to cooperate across departments.	52	1	60	3	59	5	62	3	63	3	65	1	65	1	66	3	67	3	69	5	50	1
42 There are sufficient opportunities to participate in institutional planning.	82	10	71	7	72	14	72	4	71	14	75	10	69	10	74	7	73	4	76	14	61	10
53 There's a sense that we're all on the same team at this institution.	61	4	62	0	56	8	57	15	56	2	54	4	53	4	56	0	60	15	58	8	38	4
Collaboration - Average	62	4	65	3	62	7	63	7	63	5	64	4	62	4	65	3	67	7	68	7	49	4
Communication																						
8 When I offer a new idea, I believe it will be fully considered.	68	3	64	1	65	3	68	2	64	1	67	3	62	3	68	2	66	3	64	1	48	3
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	74	7	68	3	64	3	64	3	65	3	62	3	61	7	66	3	66	3	78	3	45	7
21 In my department, we communicate openly about issues that impact each other's work.	66	5	64	3	64	3	66	1	64	3	63	3	64	5	62	1	68	3	68	3	49	5
22 Changes that affect me are discussed prior to being implemented.	53	14	54	14	48	7	47	10	49	14	51	7	50	14	49	10	48	7	58	14	36	14
43 At this institution, we discuss and debate issues respectfully to get better results.	64	8	62	2	58	0	60	4	60	2	56	0	56	8	58	4	58	0	63	2	44	8
Communication - Average	63	7	61	5	59	3	60	4	59	5	59	3	58	7	59	4	60	3	63	5	44	7
Confidence in Senior Leadership																						
27 Senior leadership provides a clear direction for this institution's future.	72	11	71	17	63	11	66	11	67	28	67	11	65	17	66	11	68	11	68	28	53	11
32 Senior leadership has the knowledge, skills and experience necessary for institutional success.	86	37	83	35	78	37	78	37	79	17	78	37	76	35	78	37	78	37	78	17	64	37
37 Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	76	10	67	19	61	10	64	10	65	14	62	10	63	19	66	10	67	10	68	14	45	10
41 Senior leadership communicates openly about important matters.	73	3	65	5	56	3	62	3	61	4	61	3	59	5	62	3	62	3	64	4	46	3
46 I believe what I am told by senior leadership.	81	25	79	18	78	25	78	25	78	15	76	25	74	18	73	25	72	25	71	15	61	25
52 This institution is well run.	74	6	74	7	67	6	68	6	66	3	66	6	64	7	63	6	64	6	66	3	45	6
Confidence in Senior Leadership - Average	77	15	73	17	67	15	69	15	69	14	68	15	67	17	68	15	69	15	69	14	52	15
Diversity, Belonging & Inclusion																						
29 In my department, we welcome diversity in all its forms.	96	15	91	10	90	22	88	17	91	15	90	11	89	10	90	11	90	15	89	22	83	11
38 This institution has clear and effective procedures for dealing with discrimination.	88	6	83	1	82	16	82	10	80	6	80	5	80	1	83	5	80	6	86	16	68	5
40 At this institution, diversity of all kinds is valued.	68	16	60	4	61	22	61	13	57	16	57	12	60	4	58	12	59	16	67	22	38	12
48 We are making good progress towards becoming a more diverse and inclusive institution.	84	10	83	6	81	20	83	7	80	10	78	8	79	6	78	7	79	10	85	20	68	8
49 I feel a sense of belonging at this institution.	92	7	82	5	77	12	79	4	80	7	81	7	78	5	81	7	82	7	80	12	69	7
50 This institution places sufficient emphasis on having diverse faculty, administrators and staff.	93	10	87	3	85	18	84	6	84	10	86	9	87	3	86	9	83	10	89	18	78	9
Diversity, Belonging & Inclusion - Average	77	11	71	5	67	16	68	10	69	11	69	9	69	5	71	9	70	11	73	18	57	9

	Race/Ethnicity																									
	American Indian or Alaska Native	American Indian or Alaska Native	Asian	Asian	Black or African American	Black or African American	Hispanic or Latino	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Native Hawaiian or Other Pacific Islander	Two or More Races	Two or More Races	White	White	Decline to answer	Decline to answer
Total number of survey respondents (4975)	58	58	286	286	735	735	95	95	11	11	3740	3740	2755	2755	829	829
Collaboration																										
13 We have opportunities to contribute to important decisions in my department.	48	2	63	2	59	1	61	1	91	3	63	3	64	2	49	3
23 People in my department work well together.	53	3	73	3	69	3	63	3	82	3	73	3	74	3	62	7
26 I can count on people to cooperate across departments.	60	1	78	1	65	3	59	3	91	3	64	3	62	1	53	5
42 There are sufficient opportunities to participate in institutional planning.	71	10	85	10	72	14	61	14	91	7	73	7	72	10	64	14
53 There's a sense that we're all on the same team at this institution.	48	4	74	4	56	2	55	2	82	0	57	0	56	4	39	8
Collaboration - Average	52	4	72	4	62	5	60	5	87	3	64	3	64	4	51	7
Communication																										
8 When I offer a new idea, I believe it will be fully considered.	61	3	71	3	62	1	63	2	73	1	66	1	67	3	49	3
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	60	7	66	3	59	3	54	3	82	3	67	3	68	3	47	7
21 In my department, we communicate openly about issues that impact each other's work.	57	5	67	3	63	3	55	1	64	3	65	3	65	3	51	5
22 Changes that affect me are discussed prior to being implemented.	41	14	64	7	47	14	39	10	64	14	50	14	49	7	39	14
43 At this institution, we discuss and debate issues respectfully to get better results.	60	8	71	0	60	2	62	4	73	2	59	2	58	0	45	8
Communication - Average	55	7	68	3	58	5	55	4	69	5	60	5	60	3	46	7
Confidence in Senior Leadership																										
27 Senior leadership provides a clear direction for this institution's future.	68	17	78	11	69	11	60	28	82	17	68	11	66	11	53	11
32 Senior leadership has the knowledge, skills and experience necessary for institutional success.	81	35	84	37	81	37	76	17	100	35	79	37	78	37	65	37
37 Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	58	19	72	10	67	10	60	14	82	19	66	10	64	10	47	10
41 Senior leadership communicates openly about important matters.	59	5	73	3	66	3	61	4	82	5	62	3	60	3	48	3
46 I believe what I am told by senior leadership.	66	18	84	25	73	25	77	15	91	18	77	25	76	25	63	25
52 This institution is well run.	62	7	79	6	63	6	63	3	73	7	68	6	67	6	48	6
Confidence in Senior Leadership - Average	66	17	78	15	70	15	66	14	85	17	70	15	69	15	54	15
Diversity, Belonging & Inclusion																										
29 In my department, we welcome diversity in all its forms.	89	10	89	15	86	11	89	15	91	17	90	11	91	10	85	15
38 This institution has clear and effective procedures for dealing with discrimination.	83	1	82	6	75	5	79	6	60	10	83	5	85	1	69	6
40 At this institution, diversity of all kinds is valued.	50	4	68	16	56	12	59	16	55	13	60	12	61	4	43	16
48 We are making good progress towards becoming a more diverse and inclusive institution.	72	6	79	10	66	8	76	10	82	7	81	8	85	6	66	10
49 I feel a sense of belonging at this institution.	84	5	85	7	85	7	77	7	100	4	81	7	80	5	69	7
50 This institution places sufficient emphasis on having diverse faculty, administrators and staff.	88	3	89	10	76	9	74	10	91	6	86	9	89	3	78	10
Diversity, Belonging & Inclusion - Average	65	5	79	11	69	9	65	11	78	10	70	9	69	5	60	11

	Years at Institution																									
	Less than 1 year	Less than 1 year	1-2 years	1-2 years	3-4 years	3-4 years	5-7 years	5-7 years	8-10 years	8-10 years	11-15 years	11-15 years	16-20 years	16-20 years	21-25 years	21-25 years	More than 25 years	More than 25 years	Decline to answer	Decline to answer
Total number of survey respondents (4975)	658	658	823	823	735	735	690	690	473	473	662	662	580	580	360	360	337	337	139	139
Collaboration																										
13 We have opportunities to contribute to important decisions in my department.	69	8	62	3	59	1	57	1	58	2	58	3	58	1	60	3	69	8	41	2
23 People in my department work well together.	78	10	72	3	69	3	69	3	68	3	70	7	70	3	66	3	77	10	53	3
26 I can count on people to cooperate across departments.	70	3	60	3	65	3	59	3	60	1	60	5	61	3	62	3	70	3	43	1
42 There are sufficient opportunities to participate in institutional planning.	77	4	71	7	72	14	70	14	69	10	71	14	68	14	66	7	79	4	57	10
53 There's a sense that we're all on the same team at this institution.	68	15	57	0	56	2	49	2	53	4	49	8	51	2	53	0	58	15	30	4
Collaboration - Average	71	7	63	3	62	5	59	5	60	4	59	7	60	5	60	3	69	7	42	4
Communication																										
8 When I offer a new idea, I believe it will be fully considered.	72	1	63	3	62	1	61	3	61	1	63	3	63	1	64	3	68	3	40	1
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	73	3	65	3	59	3	59	7	58	3	61	3	59	3	62	7	72	3	36	3
21 In my department, we communicate openly about issues that impact each other's work.	73	3	65	3	63	3	60	5	61	3	61	3	60	3	61	5	63	3	39	3
22 Changes that affect me are discussed prior to being implemented.	61	14	51	7	47	14	44	14	43	14	44	7	47	14	44	14	55	7	29	14
43 At this institution, we discuss and debate issues respectfully to get better results.	71	2	59	0	60	2	55	8	53	2	52	0	53	2	55	8	61	0	36	2
Communication - Average	69	5	60	3	58	5	55	7	55	5	55	3	56	5	56	7	62	3	36	5
Confidence in Senior Leadership																										
27 Senior leadership provides a clear direction for this institution's future.	77	28	66	17	69	11	61	11	60	11	60	17	62	28	67	11	66	11	51	17
32 Senior leadership has the knowledge, skills and experience necessary for institutional success.	88	17	78	35	81	37	75	37	74	37	74	35	74	17	76	37	75	37	57	35
37 Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	77	14	65	19	67	10	58	10	58	10	57	19	60	14	60	10	66	10	45	19
41 Senior leadership communicates openly about important matters.	72	4	62	5	66	3	57	3	59	3	55	5	54	4	60	3	58	3	39	5
46 I believe what I am told by senior leadership.	86	15	76	18	73	25	72	25	73	25	71	18	71	15	73	25	71	25	59	18
52 This institution is well run.	78	3	69	7	63	6	60	6	65	6	59	7	59	3	61	6	62	6	35	7
Confidence in Senior Leadership - Average	80	14	69	17	70	15	64	15	65	15	63	17	63	14	66	15	66	15	48	17
Diversity, Belonging & Inclusion																										
29 In my department, we welcome diversity in all its forms.	94	11	89	10	86	11	90	15	88	11	86	17	89	15	89	22	90	11	84	15
38 This institution has clear and effective procedures for dealing with discrimination.	89	5	80	1	75	5	78	6	77	5	79	10	77	6	79	16	84	5	65	6
40 At this institution, diversity of all kinds is valued.	69	12	58	4	56	12	54	16	54	12	57	13	54	16	56	22	60	12	35	18
48 We are making good progress towards becoming a more diverse and inclusive institution.	84	8	80	6	66	8	78	10	78	8	77	7	78	10	74	20	82	8	57	10
49 I feel a sense of belonging at this institution.	87	7	78	5	85	7	77	7	76	7	77	4	77	7	80	12	83	7	63	7
50 This institution places sufficient emphasis on having diverse faculty, administrators and staff.	88	9	84	3	76	9	85	10	83	9	85	6	83	10	84	18	85	9	77	10
Diversity, Belonging & Inclusion - Average	76	9	68	5	69	9	65	11	66	9	66	10	67	11	70	18	71	9	54	11

	Pre-loaded Employment Status				Remote Work											
	Full-time	Full-time	Part-time	Part-time	100 % of the time on campus	100 % of the time on campus	75-99% of the time on campus	75-99% of the time on campus	50-74% of the time on campus	50-74% of the time on campus	25-49% of the time on campus	25-49% of the time on campus	Less than 25% of the time on campus	Less than 25% of the time on campus
Total number of survey respondents (4975)	1637	1637	2532	2532	1637	1637	2532	2532	9	9	7	7	475	475
Collaboration														
13 We have opportunities to contribute to important decisions in my department.	60	8	58	1	60	3	60	1	44	3	49	8	46	1
23 People in my department work well together.	66	10	70	3	66	7	71	3	67	7	62	10	61	3
26 I can count on people to cooperate across departments.	62	3	61	3	62	5	64	3	44	5	53	3	48	3
42 There are sufficient opportunities to participate in institutional planning.	66	4	68	14	66	14	72	14	78	14	64	4	61	14
53 There's a sense that we're all on the same team at this institution.	53	15	51	2	53	8	56	2	22	8	39	15	34	2
Collaboration - Average	60	7	60	5	60	7	63	5	44	7	51	7	47	5
Communication														
8 When I offer a new idea, I believe it will be fully considered.	92	3	92	3	92	2	65	3	56	3	92	1	48	3
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	80	3	83	7	80	3	63	3	33	7	80	3	42	7
21 In my department, we communicate openly about issues that impact each other's work.	89	3	87	5	89	1	61	3	56	5	89	3	49	5
22 Changes that affect me are discussed prior to being implemented.	69	7	66	14	69	10	48	7	22	14	69	14	36	14
43 At this institution, we discuss and debate issues respectfully to get better results.	82	0	80	8	82	4	58	0	63	8	82	2	41	8
Communication - Average	82	3	82	7	82	4	58	3	49	7	82	5	44	7
Confidence in Senior Leadership														
27 Senior leadership provides a clear direction for this institution's future.	55	17	53	11	55	11	68	17	56	11	53	28	49	11
32 Senior leadership has the knowledge, skills and experience necessary for institutional success.	34	35	29	37	34	37	79	35	56	37	29	17	65	37
37 Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	49	19	48	10	49	10	63	19	44	10	48	14	44	10
41 Senior leadership communicates openly about important matters.	74	5	66	3	74	3	61	5	22	3	66	4	46	3
46 I believe what I am told by senior leadership.	59	18	56	25	59	25	76	18	44	25	56	15	60	25
52 This institution is well run.	64	7	54	6	64	6	67	7	33	6	54	3	44	6
Confidence in Senior Leadership - Average	56	17	51	15	56	15	69	17	43	15	51	14	51	15
Diversity, Belonging & Inclusion														
29 In my department, we welcome diversity in all its forms.	67	10	52	11	67	10	90	15	67	17	67	11	83	15
38 This institution has clear and effective procedures for dealing with discrimination.	47	1	33	5	47	1	80	6	25	10	47	5	67	6
40 At this institution, diversity of all kinds is valued.	60	4	44	12	60	4	59	16	33	13	60	12	40	18
48 We are making good progress towards becoming a more diverse and inclusive institution.	79	6	78	8	79	6	78	10	22	7	79	8	69	10
49 I feel a sense of belonging at this institution.	76	5	59	7	76	5	81	7	67	4	76	7	68	7
50 This institution places sufficient emphasis on having diverse faculty, administrators and staff.	70	3	66	9	70	3	84	10	56	6	70	9	78	10
Diversity, Belonging & Inclusion - Average	67	5	55	9	67	5	69	11	52	10	67	9	57	11

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Unless specifically noted, the numbers represent the percentage of positive responses. To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.