

The Great Colleges to Work For

ModernThink

Higher Education Insight Survey

XYZ University

Year - to - Year ScoreCard

(Excerpt)

		2021 Overall		2020 Overall		2019 Overall	
		Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response
Total number of survey respondents		289	289	304	304	266	266
Collaboration							
13	We have opportunities to contribute to important decisions in my department.	55	24	78	5	64	18
23	People in my department work well together.	78	5	87	2	71	11
26	I can count on people to cooperate across departments.	64	11	84	3	65	11
42	There are sufficient opportunities to participate in institutional planning.	47	37	76	1	75	33
53	There's a sense that we're all on the same team at this institution.	45	32	80	6	54	30
Collaboration - Average		58	22	79	8	64	21
Communication							
8	When I offer a new idea, I believe it will be fully considered.	60	19	76	6	92	9
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	40	38	80	5	80	17
21	In my department, we communicate openly about issues that impact each other's work.	63	17	73	9	89	20
22	Changes that affect me are discussed prior to being implemented.	43	36	76	6	69	11
43	At this institution, we discuss and debate issues respectfully to get better results.	42	38	73	3	82	11
Communication - Average		50	30	76	3	82	14
Confidence in Senior Leadership							
27	Senior leadership provides a clear direction for this institution's future.	47	34	88	9	53	10
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	49	31	94	0	29	10
37	Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	43	39	77	5	48	22
41	Senior leadership communicates openly about important matters.	46	40	82	9	66	11
45	I believe what I am told by senior leadership.	48	39	84	6	56	11
52	This institution is well run.	51	27	72	3	54	10
Confidence in Senior Leadership - Average		47	35	69	3	51	12
Diversity, Belonging & Inclusion							
29	In my department, we welcome diversity in all its forms.	78	10	*	*	*	*
38	This institution has clear and effective procedures for dealing with discrimination.	55	26	77	8	33	0
40	At this institution, diversity of all kinds is valued.	58	20	*	*	*	*
46	We are making good progress towards becoming a more diverse and inclusive institution.	63	22	*	*	*	*
48	I feel a sense of belonging at this institution.	61	18	*	*	*	*
50	This institution places sufficient emphasis on having diverse faculty, administrators and staff.	59	16	77	5	66	13
Diversity, Belonging & Inclusion - Average		62	19	*	*	*	*

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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.

NOTE: Prior year data is not available for statements introduced in 2021