

2024 GREAT
COLLEGES
TO WORK FOR®

2024 REPORTS GUIDE

ModernThink

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Unleash the Power of Data.

The **ModernThink Higher Education Insight Survey®** is specifically designed to measure the organizational dynamics and competencies unique to institutions of higher education.

The survey instrument measures the extent to which employees are involved and engaged in the organization and ultimately, the health of the culture and quality of the workplace experience. The free Topline Reports you receive provide a high-level, visual summary of your survey data.

Some participants ultimately want to do a deeper dive into the data. Sometimes, that's to inform a cultural SWOT analysis; other times, it may be to support a GAP analysis against ModernThink's unique Higher Education benchmarks. And frequently, it's simply to better understand the day-to-day experience of your faculty and staff across demographic groups.

Over the years, we've seen participants use their Great Colleges survey data to inform strategic planning processes, provide supporting evidence in accreditation reviews and inform new leaders about the status and health of the institution's culture. Whatever the case, the reports detailed in this brochure will help you be data-informed to help you celebrate the strengths of your culture, address the soft spots and take informed action.

ModernThink
Higher Education Insight Survey
XYZ University
General Demographics Spreadsheet
(Excerpt)

Overall	Benchmarks	Pre-loaded Job Category										
		Faculty	Adjunct Faculty	Administrative	Student Services	Business	Health Services	Information Technology	Physical Education	Recreation	Special Education	Student Government

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

Overall	Benchmarks	Pre-loaded Job Category									
		Faculty	Adjunct Faculty	Administrative	Student Services	Business	Health Services	Information Technology	Physical Education	Recreation	Special Education

ModernThink
Higher Education Insight Survey
XYZ University
Faculty Experience Spreadsheet
(Excerpt)

Overall	Benchmarks	Pre-loaded Job Category									
		Faculty	Adjunct Faculty	Administrative	Student Services	Business	Health Services	Information Technology	Physical Education	Recreation	Special Education
Total number of survey respondents (3026)											
Collaboration		2189	2189	1637	1637	78	78				
1	I have opportunities to contribute to important decisions in my department.	55	24	76	5	44	18				
2	People in my department work well together.	78	5	87	2	71	11				
3	I can count on people to complete assigned assignments.	88	11	85	7	83	11				
4	There are sufficient opportunities to participate in institutional planning.	47	17	78	1	75	13				
5	There is a sense that we're all on the same team at this institution.	45	22	66	6	74	16				
Collaboration - Average											
6	I feel confident in my work.	55	25	76	6	74	21				
7	I feel confident in my work.	55	25	76	6	74	21				
8	I feel confident in my work.	55	25	76	6	74	21				
9	I feel confident in my work.	55	25	76	6	74	21				
10	I feel confident in my work.	55	25	76	6	74	21				
Communication - Average											
11	When I offer a new idea, I believe it will be considered.	43	18	56	3	52	5				
12	I can speak up or challenge a traditional way of doing something without fear of harming my career.	43	18	56	3	52	17				
13	In my department, we communicate openly about issues that impact each other's work.	43	17	73	6	69	28				
14	Changes that affect me are discussed prior to being implemented.	43	26	76	6	65	11				
15	At this institution, we discuss and debate issues respectfully to get better results.	42	18	73	3	62	11				
Communication - Average											
16	I feel a sense of belonging at this institution.	50	20	76	7	65	16				
Confidence in Senior Leadership - Average											
17	Senior leadership provides a clear direction for the institution's future.	47	21	68	8	53	15				
18	Senior leadership has the knowledge, skills, and experience necessary for institutional success.	47	21	68	8	53	15				
19	Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	47	22	77	5	48	22				
20	Senior leadership communicates openly about important matters.	48	42	82	9	62	11				
21	Senior leadership communicates openly about important matters.	48	39	84	8	55	11				
22	I believe what I am told by senior leadership.	48	39	84	8	55	11				
Confidence in Senior Leadership - Average											
23	The institution places sufficient emphasis on diversity, belonging and inclusion.	47	26	73	3	51	12				
Diversity, Belonging & Inclusion - Average											
24	In my department, we embrace diversity in our teams.	78	10	83	5	72	3				
25	This institution has clear and effective procedures for dealing with discrimination.	88	28	77	8	67	9				
26	All employees are treated with respect and dignity.	58	23	71	7	64	11				
27	We are making good progress towards becoming a more diverse and inclusive institution.	63	22	83	1	78	11				
28	I have a sense of belonging at this institution.	61	18	79	6	70	10				
29	This institution places sufficient emphasis on having diverse faculty administrators and staff.	58	18	77	6	65	13				
Diversity, Belonging & Inclusion - Average											

Not Sure Where to Start?

Whether it is your first-time participating in the Great Colleges program, or if you're a seasoned participant, we are happy to discuss the various report options to help you make the best decisions on how best to invest your time, energy and money.

You can schedule a call with one of our Senior Consultants by emailing greatcolleges@modernthink.com or simply calling us directly at 888.684.4658.

REPORT SUITES



New Participant Suite - includes four 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 2024 benchmark columns for Honor Roll and Carnegie Classification. From there, you can compare the percent positive and negative 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 Reports - These two graphical reports show the percentages of all response options (Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree) to the survey statements by job category (one for staff/administration and one for faculty/adjunct).

Cost: \$1,650

Survey Data Suite - includes three reports

This Excel report suite summarizes your overall positive and negative responses for all survey statements and provides results across each demographic asked in the survey. Your spreadsheets include two columns of valuable benchmarking data from the 2024 program: Honor Roll and Carnegie Classification.

General Demographics Spreadsheet - Contains data by: Gender Identity, Age, Race/Ethnicity, Years at Institution, Employment Status and Remote Work.

College/School and Division/Department Spreadsheet - Contains data by: College, School, Department

Faculty Experience Spreadsheet - Contains data specific to faculty and adjuncts only: College/School, Academic Role, Tenure Status (four-year institutions only), Gender Identity and Race/Ethnicity.

Cost: \$1,745

Survey Results Suite - includes eight reports

The 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 - These two graphical reports show the percentages of all response options (Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree) to the survey statements by job category (one for staff/administration and one for faculty/adjunct).

Benefits Satisfaction Report - This report documents satisfaction with benefits including medical and dental insurance, work/life balance programs, professional development opportunities and recognition programs 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 demographic such as Gender Identity, Race/Ethnicity 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 results 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: *2024 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 2024 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 and negative data for each job category against the two columns of benchmark data.

Recognition Category ScoreCard - This report shows how your results compared to 2024 recognized institutions in your two-year / four-year and size categories in each of the 10 recognition categories.

Cost: \$3,900

Job Category Report Suite - includes five 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 identity and other protected classes.

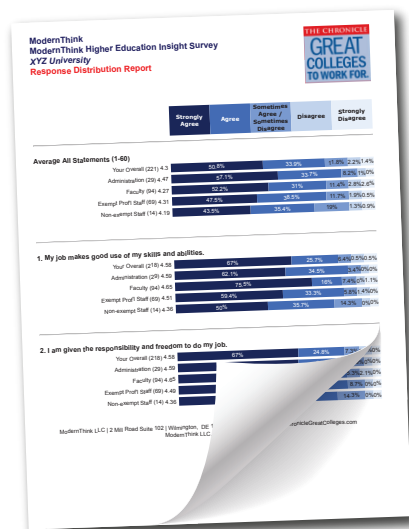
Employee Comments Report - See prior description.

General Demographics Spreadsheet - See prior description.

Cost: \$3,200

Response Distribution Report - See prior description.

Job Category Benchmark Spreadsheet - See prior description.



INDIVIDUAL REPORTS

Aspirational Peer Benchmark Report

Simply provide ModernThink with a list of peer institutions you would like to benchmark against and have that data added as a column alongside the Honor Roll and Carnegie Classification data. This report allows you to compare your employees' responses, statement-by-statement, to the responses of employees at designated peer institutions. Please note, we need a minimum of five peer institutions within our database to generate a benchmark, and we only disclose names if the institutions have been publicly recognized as "Great Colleges." This benchmark can be added to your Report Gateway.

Cost: \$975

The Great Colleges to Work For
ModernThink
 Higher Education Insight Survey
XYZ University
 Aspirational Peer Benchmark ScoreCard

Assessment year: data collected prior to 2023 will not populate the score survey assessment, see column in this column.

Statement	XYZ University	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 6	Peer 7	Peer 8	Peer 9	Peer 10	Peer 11	Peer 12	Peer 13	Peer 14	Peer 15	Peer 16	Peer 17	Peer 18	Peer 19	Peer 20	Peer 21	Peer 22	Peer 23	Peer 24	Peer 25	Peer 26	Peer 27	Peer 28	Peer 29	Peer 30	Peer 31	Peer 32	Peer 33	Peer 34	Peer 35	Peer 36	Peer 37	Peer 38	Peer 39	Peer 40	Peer 41	Peer 42	Peer 43	Peer 44	Peer 45	Peer 46	Peer 47	Peer 48	Peer 49	Peer 50
Collaboration																																																			
Communication																																																			
Confidence in Senior Leadership																																																			
Diversity, Belonging & Inclusion																																																			

Minority Aggregate Report

See your survey results across key demographics (see General Demographics Spreadsheet) with the addition of a benchmark aggregating percent positive and percent negative data from respondents of all minority races and ethnicities at your school compared to all schools that participated in the 2024 program. The aggregate includes: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or two or more races respondents. These benchmarks can be added to your Report Gateway.

Cost: \$1,025

The Great Colleges to Work For
ModernThink
 Higher Education Insight Survey
XYZ University
 Minority Aggregate Report
 (Example)

Recognition Categories	XYZ University Overall		4-year Large Institutions Recognized in Diversity		4-year Large Institutions Recognized in Senior Leadership		4-year Large Institutions Recognized in Diversity, Belonging & Inclusion		4-year Large Institutions Recognized in Faculty Only		4-year Large Institutions Recognized in Work-Learning		4-year Large Institutions Recognized in Student	
	Percent Positive	Percent Negative	Percent Positive	Percent Negative	Percent Positive	Percent Negative	Percent Positive	Percent Negative	Percent Positive	Percent Negative	Percent Positive	Percent Negative	Percent Positive	Percent Negative
Collaboration & Diversity	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Confidence in Senior Leadership	55	45	50	50	50	50	50	50	50	50	50	50	50	50
Diversity, Belonging & Inclusion	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Faculty Leadership & Engagement	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Work & Learning	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Student	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Senior Leadership	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Work-Learning	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Student	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Senior Leadership	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Work-Learning	58	42	55	45	52	48	50	50	53	47	51	49	54	46
Student	58	42	55	45	52	48	50	50	53	47	51	49	54	46

Race/Ethnicity ScoreCard

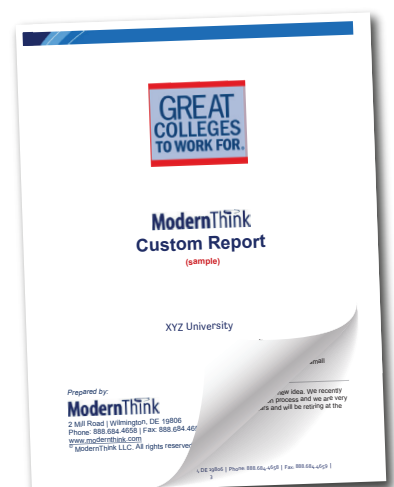
Provides your institution's results across each Race/Ethnicity along with your institutions own aggregate minority results. The report also includes comparative data for each individual minority race/ethnicity at your school compared to all schools that participated in the program in the current year: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander or two or more races respondents.

Cost: \$795

Custom Report Suite

We are happy to work with you to create a custom bundle of reports, including incorporating data from your previous years of participation in the program. This includes consulting options as well. Just give us a call and we can partner on a solution that meets your needs and budget.

Call For Pricing



ONLINE REPORT GATEWAY



For institutions that have made an ongoing commitment to participating on a regular cycle in the Great Colleges program, our online Report Gateway is an option you should consider as an alternative to our static reports. The web-based Gateway provides users the flexibility to run their own reports for dynamic visual renderings of survey data in multiple formats. The Gateway includes all of your current and previous survey data with ModernThink since 2010 which allows for year over year comparisons.

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 eight years. Access includes 10 users.

Your Gateway would include the following:

- All your 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 Identity, Age, Race/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. See website for more details.
- 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. Please contact Suzi Schmittlein at sschmittlein@modernthink.com for more information.

First Year Cost: \$4,500
Renewal Cost: \$2,900 (discounts do not apply)

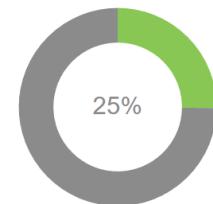
Overall Scores

Percent Positive Percent Negative

73

13

Response Rate



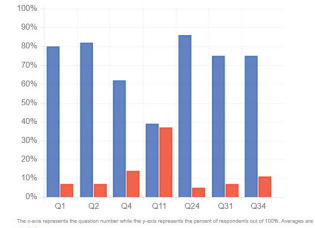
Percent Responses

Benchmark + Benchmark -
 Positive Neutral Negative

Download as CSV file

Job Satisfaction & Support

- Q1. My job makes good use of my skills and abilities.
- Q2. I am given the responsibility and freedom to do my job.
- Q4. I am provided the resources I need to be effective in my job.
- Q11. I am paid fairly for my work.
- Q24. The work I do is meaningful to me.
- Q31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
- Q34. This institution's benefits meet my needs.

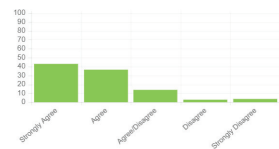


Download as CSV file

Selection Average	Mean Score	N Value +	N Value +/-	N Value -
	3.85	156	39	29

1. My job makes good use of my skills and abilities.

Mean Score	Positive +	Neutral +/-	Negative -
4.12	194	34	16



REPORT OPTIONS

Option	Price
Online Reporting <i>(Call for Demo Access)</i>	
Report Gateway:	\$4,500
Gateway Renewal:	\$2,900
Suites <i>(Reports discounted within suite)</i>	
New Participant Suite:	\$1,650
Survey Data Suite:	\$1,745
Job Category Report Suite:	\$3,200
Survey Results Suite:	\$3,510
Benchmark Data Suite:	\$3,900
Custom Report Suite:	Call For Pricing
Individual Reports <i>(See website for samples of all individual reports)</i>	
Aspirational Peer Benchmark Report:	\$975
Benefits Satisfaction Benchmark Report:	\$1,540
Employee Comments Report:	\$615
Job Category Benchmark Spreadsheet:	\$1,025
Minority Aggregate Report:	\$1,025
Race/Ethnicity ScoreCard:	\$795
Overall Benchmark ScoreCard:	\$1,025
Recognition Category ScoreCard:	\$800
Response Distribution Report:	\$1,130
Response Distribution Benchmark Report:	\$1,540
Year-to-Year ScoreCard:	\$615

**Payment must be received before delivery.*

Save 10% on all reports and services when you order by May 31, 2024.

ORDER INFORMATION

View sample reports and order online at GreatCollegesProgram.com or contact ModernThink at 888.684.4658 or greatcolleges@modernthink.com.

The *ModernThink Higher Education Insight Survey*® includes 60 survey statements (5 specific to the faculty experience) that measure 10 core dimensions of workplace culture, a benefit satisfaction component, two open-ended questions, and a series of demographic questions. All reports are based on pre-loaded job category demographics. Survey available upon request.

2024 CONSULTING GUIDE

2024
GREAT
COLLEGES
TO WORK FOR[®]

Get the most out of your results!

Since the founding of the Great Colleges to Work For Program in 2008, ModernThink has been identifying, recognizing and celebrating colleges and universities that are intentional and successful in their efforts to be great workplaces. We know what distinguishes the best workplaces from the merely good ones.

Our unique combination of deep industry expertise, seasoned organization development talent and higher education benchmarking has us well-positioned to support participating institutions, regardless of where they might be on the continuum of workplace quality.

In response to numerous requests, this year we have added several new offerings that directly support action planning and implementation. We look forward to talking to both new and returning clients about how ModernThink can support you in taking action.

To schedule a conversation with a member of our consulting team, simply send an email to consulting@modernthink.com.

Save 10% on all reports and services when you order by May 31, 2024.

Post-Survey Planning Consultation

For over fifteen years, our consultants have been supporting colleges and universities across the country to get the most out of their participation in the Great Colleges to Work For Program. The Post-Survey Process Consultation is designed to do just that. We will review your post-survey communication plans, advise on action planning and share best practices and current trends to engage senior leaders and key stakeholder groups. We will also create space to address any questions and/or concerns that you and your colleagues might have, for example:

1. How to cultivate support from senior leaders?
2. How to address questions/concerns about confidentiality?
3. How to engage with faculty and staff skepticism, resulting from inaction related to previous survey?
4. How best to communicate results (town halls, open forums, shared governance groups, etc.)

Findings Presentation (Virtual or Onsite)

While some institutions have extensive capabilities in survey analysis, many do not have expertise with the *ModernThink Higher Education Insight Survey*® survey instrument and its underlying constructs. And, at some institutions, the objective perspective of a content expert from outside the institution is better positioned to navigate the internal politics. Given our knowledge of the survey instrument and our collective experience analyzing and summarizing survey data sets at hundreds of colleges and universities, we can quickly and efficiently provide institutional leaders with a summary of their survey findings.

We will identify elements that emerge as cultural strengths and play critical roles in the day-to-day experience of your faculty and staff and the health of your institution's culture. We will address the potential vulnerabilities and soft spots that, left unaddressed, might undermine your efforts to create the best employment experience possible, or worse, exacerbate human capital risk exposure. And, we will provide important context regarding national trends and best practices and provide relevant benchmarks so that you can better understand not just the strengths and opportunities of your culture but also how it measures up against your peers. The Findings Presentation deck can be used as a resource for additional internal presentations.

Additional Onsite Support

In this post-pandemic environment, virtual meeting and presentation capabilities have created opportunities for enhanced flexibility and efficiency. Sometimes, however, there is no substitute for the benefit of being face-to-face, particularly when the ability to read the room and manage distinct personalities is critical to having meaningful conversation.

ModernThink Consultants are regularly engaged to support our clients onsite. Sometimes, that's to deliver Findings Presentations in-person to senior leadership teams. This can be particularly helpful in cases where the leadership is relatively new

or has undergone transition or when there may be concern that senior leaders might have some level of “data-denial.”

In other situations, clients find it helpful to have an objective, external expert deliver Findings Presentations to key stakeholder groups (e.g., Provost’s Council, Faculty Senate, Staff Council, Board of Trustees, Well-being Committees). Similarly, ModernThink Consultants are well-positioned to support large scale Open Forums and/or Town Hall meetings and more informal open office hours.

Comments Analysis Report

The open-ended questions on the ModernThink Higher Education Insight Survey are designed to help you better understand what your faculty and staff appreciate most about working at your institution and to solicit their input on how their employment experience could be even better. Whether you perform that analysis, or we assist, the insight, ideas and suggestions “buried” within those comments merit “mining.”

In lower trust environments, it’s often helpful to have a third party perform that analysis, particularly if there are concerns about anonymity and confidentiality. The quantitative data from the belief statements tell a story of the day-to-day experience of your faculty and staff. The Comments Analysis brings that story to life.

Executive Summary

Our Executive Summary is just that...a succinct, narrative findings report for senior leaders. Typically, ranging between 3-5 pages long, this high-level summary provides senior leaders with what they “need to know.” We identify key findings, potential risk exposure and relevant context as to how the results measure up against peers. This stand-alone summary is readily accessible, easily digestible and ultimately, actionable.

While it cannot replicate the benefits of a real-time, interactive Findings Presentation with a ModernThink Consultant, the Executive Summary can be an efficient option when senior leadership or the board requests a brief narrative report.

Focus Groups – Next Level Listening

A survey provides information about *what* faculty and staff are thinking and feeling. Focus groups provide additional insight into the *why* underlying these perceptions. Our consultants are skilled in designing and facilitating focus group processes, where participants feel comfortable sharing candid feedback. The final Focus Group Report includes a summary of themes and recommendations that can inform effective action. Special focus group packages and pricing have been designed specifically for Great Colleges participants. Focus groups can be conducted virtually or in-person.

Train-the-Trainer Workshop Series

Administering a survey is only the beginning; it is what happens next that matters. Leaders are most effective in using survey results to drive organizational change and improve performance when they are supported by well-prepared internal champions. We have designed the Train-the-Trainer Workshop Series to give HR Business Partners and other internal champions the information, skills and tools they need to provide that support.

These sessions include a deep dive into the ModernThink Higher Education Insight Survey and address topics such as influence and collaboration, sources of resistance, approaches to data sharing as well as templates for action planning, goal setting, project management, measurement and ownership. Sessions are customizable and employ a high-impact delivery strategy that blends virtual and in-person sessions.

Implementation Workshops

Decades of research have identified that a significant percentage of change initiatives fail to fully deliver hoped-for outcomes. These experiential Implementation Workshops provide leaders, managers and internal champions with the concrete tools necessary to successfully identify both *what* actions to take and *how* to implement them.

Participants will leave each session with skills, tools and templates that can be immediately applied to their specific situation. Sessions are customizable and employ a high-impact delivery strategy that blends virtual and in-person sessions.

Workshops include:

- Advanced Report Gateway Coaching and Consultation
- The Tools of Engagement
- Influence & Change
- Goal Setting & Accountability

Customized topics available upon request.

Action Planning Support

Surveys have the potential to positively impact an institution’s culture if action is taken based on the results. Taking no action can erode trust and lead to feelings of cynicism and mistrust. The customized ModernThink Action Planning Guide© pairs a proven action planning process with worksheets and templates that are prepopulated with client data.

The Guide includes a toolkit of resource sheets covering the typical areas of focus for action planning. This offering also includes a 90-minute consultation on how to leverage the Guide, including methods and processes for involving others in analysis and action planning.