ModernThink

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

#	Item	Overall: Positive Response	Overall: Negative Response	Benchmarks: 2024 Honor Roll > 10,000 +	Benchmarks: 2024 Honor Roll > 10,000 -	Benchmarks: 2024 Carnegie Research +	Benchmarks: 2024 Carnegie Research -
	Total number of survey respondents (4975)						
	Collaboration						
13	We have opportunities to contribute to important decisions in my department.	60	14	76	5	69	5
23	People in my department work well together.	71	7	80	2	72	3
26	I can count on people to cooperate across departments.	62	8	73	3	62	2
42	There are sufficient opportunities to participate in institutional planning.	71	11	76	1	69	2
53	There's a sense that we're all on the same team at this institution.	54	16	73	6	55	3
	Collaboration - Average	62	11	76	8	65	6
	Communication						
8	When I offer a new idea, I believe it will be fully considered.	63	13	74	14	66	8
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
21	In my department, we communicate openly about issues that impact each other's work.	62	13	74	5	66	2
22	Changes that affect me are discussed prior to being implemented.	48	20	61	1	52	8
43	At this institution, we discuss and debate issues respectfully to get better results.	57	12	73	0	58	9
	Communication - Average	58	15	71	3	61	10
	Confidence in Senior Leadership						
27	Senior leadership provides a clear direction for this institution's future.	65	12	74	5	59	7
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	76	7	83	9	69	4
37	Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	62	13	77	6	62	3
41	Senior leadership communicates openly about important matters.	59	13	71	3	58	2
45	I believe what I am told by senior leadership.	74	7	83	3	70	2
52	This institution is well run.	63	11	76	7	63	1
	Confidence in Senior Leadership - Average	67	11	77	9	64	9
	Inclusion, Belonging & Community						
29	In my department, we welcome people of all backgrounds.	89	2	92	2	84	9
38	This institution has clear and effective procedures for dealing with discrimination.	80	6	83	1	75	8
40	At this institution, we value people of all backgrounds.	57	16	67	0	59	5
46	We are making progress towards becoming an institution where everyone feels included.	78	6	88	5	79	2
48	I feel a sense of belonging at this institution.	79	4	85	8	74	10
50	This institution places sufficient emphasis on having faculty, administrators and staff of all backgrounds.	84	4	80	9	73	9
	Inclusion, Belonging & Community - Average	68	12	74	10	63	8

College/School

#	Item	Agriculture +	Agriculture -	Architecture +	Architecture -	Business +	Business -	Dentistry +	Dentistry -	Education +	Education -	Engineering +	Engineering -	Fine Arts +	Fine 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 -	Public Health +	Public Health -	Social Work/Social Policy +	Social Work/Social Policy -	Veterinary Medicine +	Veterinary Medicine -	Other Academic Area +	Other Academic 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	11	11	3740	3740	2755	2755	829	829
	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	48	2	63	2	59	1	61	1	91	3	63	3	64	2	49	3
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	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.	52	1	60	3	59	5	62	3	63	3	65	1	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
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	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.	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
	Collaboration - Average	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
	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	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.	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
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	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.	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
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	60	8	71	0	60	2	62	4	73	2	59	2	58	0	45	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	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.	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
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	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.	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	67	10	60	14	82	19	66	10	64	10	47	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	59	5	73	3	66	3	61	4	82	5	62	3	60	3	48	3
45	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	66	18	84	25	73	25	77	15	91	18	77	25	76	25	63	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	62	7	79	6	63	6	63	3	73	7	68	6	67	6	48	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	66	17	78	15	70	15	66	14	85	17	70	15	69	15	54	15
	Inclusion, Belonging & Community																																						
29	In my department, we welcome people of all backgrounds.	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
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	83	1	82	6	75	5	79	6	60	10	83	5	85	1	69	6
40	At this institution, we value people of all backgrounds.	68	16	60	4	61	22	61	13	57	16	57	12	60	4	58	12	59	16	67	22	38	12	50	4	68	16	56	12	59	16	55	13	60	12	61	4	43	16
46	We are making progress towards becoming an institution where everyone feels included.	84	10	83	6	81	20	83	7	80	10	78	8	79	6	77	8	79	10	85	20	68	8	72	6	79	10	66	8	76	10	82	7	81	8	85	6	66	10
48	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	84	5	85	7	85	7	77	7	100	4	81	7	80	5	69	7
50	This institution places sufficient emphasis on having faculty, administrators and staff of all backgrounds.	93	10	87	3	85	18	84	6	84	10	86	9	87	3	86	9	83	10	89	18	78	9	88	3	89	10	76	9	74	10	91	6	86	9	89	3	78	10
	Inclusion, Belonging & Community - Average	77	11	71	5	67	18	68	10	69	11	69	9	69	5	71	9	70	11	73	18	57	9	65	5	79	11	69	9	65	11	78	10	70	9	69	5	60	11

Division/Department

#	Item	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)	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																														
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	60	8	58	1	60	3	60	1	44	3
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	66	10	70	3	66	7	71	3	67	7
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	62	3	61	3	62	5	64	3	44	5
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	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.	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	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																														
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	92	3	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.	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.	73	3	65	3	63	3	60	5	61	3	61	3	60	3	61	5	63	3	39	3	89	3	87	5	89	1	61	3	56	5
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	69	7	66	14	69	10	48	7	22	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	82	0	80	8	82	4	58	0	63	8
	Communication - Average	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																														
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	55	17	53	11	55	11	68	17	56	11
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	34	35	29	37	34	37	79	35	56	37
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	49	19	48	10	49	10	63	19	44	10
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	74	5	66	3	74	3	61	5	22	3
45	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	59	18	56	25	59	25	76	18	44	25
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	64	7	54	6	64	6	67	7	33	6
	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	56	17	51	15	56	15	69	17	43	15
	Inclusion, Belonging & Community																														
29	In my department, we welcome people of all backgrounds.	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
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	47	1	33	5	47	1	80	6	25	10
40	At this institution, we value people of all backgrounds.	69	12	58	4	56	12	54	16	54	12	57	13	54	16	56	22	60	12	35	16	60	4	44	12	60	4	59	16	33	13
46	We are making progress towards becoming an institution where everyone feels included.	84	8	80	6	66	8	78	10	78	8	77	7	78	10	74	20	82	8	57	10	79	6	78	8	79	6	78	10	22	7
48	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	76	5	59	7	76	5	81	7	67	4
50	This institution places sufficient emphasis on having faculty, administrators and staff of all backgrounds.	88	9	84	3	76	9	85	10	83	9	85	6	83	10	84	18	85	9	77	10	70	3	66	9	70	3	84	10	56	6
	Inclusion, Belonging & Community - Average	76	9	68	5	69	9	65	11	66	9	66	10	67	11	70	18	71	9	54	11	67	5	55	9	67	5	69	11	52	10

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.