The Great Colleges to Work For

ModernThink	Ove	erall		Bencl	hmarks	;	P	re-Lo	aded	Job C	atego	ry	P	re-Load	led Jo	ob Cate	egory		Pre-L	oaded.	Job C	ategory		Pre-l	Loade	d Job	Cate	gory	F	Pre-Loa	ided Job	Category
Higher Education Insight Survey XYZ University Job Category Benchmark Spreadsheet (Excerpt)	Positive Response Negative Response + Honor Roll + > 10,000	Honor Roll > 10,000	Carnegie + Assoc	Carnegie Assoc	+ Administration	· Administration	+ Honor Roll + > 10,000	Honor Roll > 10,000	Carnegie + Assoc	Carnegie , Assoc	+ Exempt Professional Staff	Exempt Professional Staff	+ > 10,000	> 10,000 Carnedie	+ Assoc Carnegie	Assoc + Non-exempt Staff	- exempt	or Roll	Honor Roll > 10,000	carnegie Assoc Carnegie	Assoc + Faculty	. Faculty	Honor Roll	> 10,000 Honor Roll	' > 10,000 Carnegie	+ Assoc Carnegie - Assoc	+ Adjunct Faculty	· Adjunct Faculty	+ Honor Roll + > 10,000 Honor Roll	- 10,000 Carnegie Assoc Assoc		
Total number of survey respondents (276)							31	31					86	86				2:	2 22	2			12	25 12	25				12	12		
Collaboration																																1
13 We have opportunities to contribute to important decisions in my department.	67	15	76	5	75	8	90	0	85	5	83	5	77	9	93	2	74	7 6	1 9	76	5	67 1	1 5	5 2	4 7	8 5	5 7	4 9	73	18	85 5	69 12
23 People in my department work well together.	83		80	2	82	4	97	0	88	9	88	2	88	1	87		82	4 7			2	79	5 7		_		2 8		89		88 2	
26 I can count on people to cooperate across departments.	70		73	3	68	8	90	3	88	6	73	7	72	9	88		65	9 6	_		3	66	3 6				3 6		89		88 3	78 6
42 There are sufficient opportunities to participate in institutional planning.	52		76	1	66	11	90	3	91	3	76	6	43	27	89		66	9 5		1 76	1	64 1					1 6		56	33	91 1	77 7
53 There's a sense that we're all on the same team at this institution.	52		73	6	64	13	83	0	63	3	71	10	48	22	64		62	13 5	_	73	6	60 1		_	_	0 6	_	32 16	70	30	63 6	80 7
Collaboration - Average			76	8	71	9	90	1	83	4	78	6	66		78		70	8 6		76	8	67 1			2 7	9 8	8 6	69 11	75		83 8	78 7
Communication							-																									
8 When I offer a new idea, I believe it will be fully considered.	71	13	74	14	70	10	87	3	76	5	77	6	79	10	77	7	70	8 7	7 9	82	14	69 1	1 6	0 1	9 7	8 6	6 6	66 13	82	9	76 1	4 77 8
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.		25	73	8	69	13	84	0	80	2	76	a	63		82			12 6			8	68 1			8 8	_		64 17	67		80 8	78 9
21 In my department, we communicate openly about issues that impact each other's work.		11	74	5	78	7	87	3	73	3	85	1	81		84		77	7 7			5		0 6		_			76 8	70	20	73 5	78 8
22 Changes that affect me are discussed prior to being implemented.	53	#	61	1	56	16	77	3	76	1	63	11	57	17	<u> </u>		_	15 5			1	54 1	8 4			6 6	6 5		56	11	76 1	58 17
43 At this institution, we discuss and debate issues respectfully to get better results.		27	73	0	63	12	87	0	73	6	69	9	44	25	69		61	11 5	_	9 0.	0		2 4:		8 7	3 3	3 6		56		73 (76 7
Communication - Average		20	71	3	67	12	84	2	76	8	74	8	65		91		66	11 6			3	65 1			0 7	6 3	3 6		66		76 3	73 10
Confidence in Senior Leadership						-	-																									
27 Senior leadership provides a clear direction for this institution's future.	57	24	74	5	68	13	84	3	83	5	74	10	55	22	77	5 (68	11 7:	3 9	90	5	69 1	0 4	7 3	34 8	8 (9 6	3 16	80	10	90 5	80 6
32 Senior leadership has the knowledge, skills and experience necessary for institutional success.	64		83	9	76	8	94	0	85	9	81	6	68		82		77	7 8			a	78	7 49					0 12	70		85 9	86 5
37 Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	56		77	6	72	11	81	0	88	6	79	7	59	23	84		72	9 7	_		6	72 1	1 4:	_		7 [5 6		78	22	88 6	81 7
41 Senior leadership communicates openly about important matters.	53		71	3	67	12	80	3	88	3	76	8	49	21	72		66	11 59	_	1 88	3	66 1	1 4	_		2 (9 6		78	11	88 3	83 5
45 I believe what I am told by senior leadership.	57		83	3	71	10	100	0	91	3	78	6	50	18	69	6	71	8 6		89	3	71	9 4	_	-	4 6	6 6	55 13	78	11	91 3	85 5
52 This institution is well run.		19	76	7	71	10	93	0	63	2	77	7	62		72	8	70	9 7	_	64	7	71			7 7	2 3	3 6	67 12	80	10	63 7	82 7
Confidence in Senior Leadership - Average		23	77	9	71	11	89	1	83	4	78	7	57	- ' '	86	_	71	9 7	_	Ŭ.	9		0 4		5 6			66 14	77			02 .
Inclusion, Belonging & Community	- 55						30						<u> </u>																	-		
29 In my department, we welcome people of all backgrounds.	85	6	92	2	63	ρ	94	0	78	7	81	11	91	5	77	4	79	11 8	3 0	91	2	80	5 78	8 1	0 8	3 [5 7	78 4	90	0	76 2	2 81 6
38 This institution has clear and effective procedures for dealing with discrimination.	65		83	1	81	7	87	3	85	2	79	11	65	17	82		83	7 7	_		1	81	5 5			7 9	8 8		88		80 1	79 5
40 At this institution, we value people of all backgrounds.		14	67	0	75	6	90	0	88	1	76	9	73	10	84		81	9 6			0	79	7 5			1 1		79 6	89	_	73 (76 7
46 We are making progress towards becoming an institution where everyone feels included.		15	88	5	69	2	83	10	88	0	78	9	69	9	72		79	11 7	_		5	76	5 6		2 8	3	1 7	76 7	89		76 5	78 5
48 I feel a sense of belonging at this institution.	72		85	8	72	3	90	3	91	5	77	10	80	11	69		76	8 7			8	78	5 6		8 7	6 (0 7	78 6	70	_	73 8	77 5
50 This institution places sufficient emphasis on having faculty, administrators and staff of all backgrounds.		11	80	9	79	7	86	3	63	8	80	6	70		68		78) 10		9	77	5 5!		6 7	7 !	5 7	7 8	75		76 9	85 5
Inclusion, Belonging & Community - Average			74	10	82	6		3	83	5	83	5		_	~~		_	9 7			10	83			9 8			30 8		11		0 88 4
Faculty & Staff Well-being																																
15 My supervisor/department chair shows genuine interest in my well-being.	87	6	85	7	52	6	100	0	90	5	74	11	90	3	85	4	88	11 8	6 9	76	7	79	9 8:	3 9	9 9	3 (0 7	'4 11	83	8	93 7	7 80 6
33 This institution's policies and practices give me the flexibility to manage my work and personal life.		11	88	8	67	9	94	0	88	2	58	11	79	10	88		74	11 7	_		8	86	6 6		•		2 5		80		87 8	89 7
39 This institution takes appropriate steps to protect the health and safety of faculty, staff and students.		22	88	15	76	3	90	0	78	3	89	9	67	23	88	_	58	9 6	_	- 00	15	91	3 5:		3 8			39 9	80		88 1	
44 At work, I know where to go for help with my mental or emotional well-being.	73		91	2	79	2	93	4	74	1	75	9	75		91		89	9 6	_	_	2	89 1	4 6	_	8 8			75 9	78	_	89 2	2 58 6
47 My supervisor/department chair supports my efforts to balance my work and personal life.	88		63	1	88	4	97	0	82	6	90	10	91		* '		_	10 8			1	89			6 6			35 10		11	64 1	89 3
Faculty & Staff Well-being - Average			83	8	85	5	95		91	8	88	4	80		83		86	4 7			8	88			6 8	_		32 7		10	81 8	75 3
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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: Data for Faculty Experience statements was not collected from staff.