

# The Great Colleges to Work For

**ModernThink**  
**Higher Education Insight Survey**  
**XYZ University**  
**Overall Benchmark ScoreCard**  
 (Excerpt)

		Overall		Benchmarks				
		Positive Response	Negative Response	Honor Roll > 10,000	Carnegie Master's	Enrollment Size > 10,000	Region New England	Control Public
Total number of survey respondents (462)								
<b>Collaboration</b>								
13	We have opportunities to contribute to important decisions in my department.	67	15	78	69	73	85	55
23	People in my department work well together.	83	3	87	86	89	88	78
26	I can count on people to cooperate across departments.	70	9	84	78	89	88	64
42	There are sufficient opportunities to participate in institutional planning.	52	28	76	77	56	91	47
53	There's a sense that we're all on the same team at this institution.	52	23	80	80	70	63	45
<b>Collaboration - Average</b>		65	16	79	78	75	83	58
<b>Communication</b>								
8	When I offer a new idea, I believe it will be fully considered.	71	13	76	77	82	76	60
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	55	25	80	78	67	80	40
21	In my department, we communicate openly about issues that impact each other's work.	73	11	73	78	70	73	63
22	Changes that affect me are discussed prior to being implemented.	53	24	76	58	56	76	43
43	At this institution, we discuss and debate issues respectfully to get better results.	49	27	73	76	56	73	42
<b>Communication - Average</b>		60	20	76	73	66	76	50
<b>Confidence in Senior Leadership</b>								
27	Senior leadership provides a clear direction for this institution's future.	57	24	88	80	80	90	47
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	64	19	94	86	70	85	49
37	Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	56	26	77	81	78	88	43
41	Senior leadership communicates openly about important matters.	53	27	82	83	78	88	46
45	I believe what I am told by senior leadership.	57	25	84	85	78	91	48
52	This institution is well run.	63	19	72	82	80	63	51
<b>Confidence in Senior Leadership - Average</b>		58	23	69	83	77	83	47
<b>Inclusion, Belonging &amp; Community</b>								
29	In my department, we welcome people of all backgrounds.	85	6	83	81	90	76	78
38	This institution has clear and effective procedures for dealing with discrimination.	65	19	77	79	88	80	55
40	At this institution, we value people of all backgrounds.	69	14	71	76	89	73	58
46	We are making progress towards becoming an institution where everyone feels included.	69	15	83	78	89	76	63
48	I feel a sense of belonging at this institution.	72	13	76	77	70	73	61
50	This institution places sufficient emphasis on having faculty, administrators and staff of all backgrounds.	67	11	77	85	75	76	59
<b>Inclusion, Belonging &amp; Community - Average</b>		71	13	87	88	84	77	62

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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.