

The Great Colleges to Work For

ModernThink

Higher Education Insight Survey

XYZ University

Race/Ethnicity ScoreCard

(Excerpt)

		Overall		Overall		Benchmark		Race/Ethnicity																													
		+ XYZ University	- XYZ University	+ XYZ University Minority Aggregate	- XYZ University Minority Aggregate	+ Minority Aggregate - All Great Colleges Participants	- Minority Aggregate - All Great Colleges Participants	+ American Indian or Alaska Native	- American Indian or Alaska Native	+ Minority Aggregate - All Great Colleges Participants	- Minority Aggregate - All Great Colleges Participants	+ Asian	- Asian	+ Minority Aggregate - All Great Colleges Participants	- Minority Aggregate - All Great Colleges Participants	+ Black or African American	- Black or African American	+ Minority Aggregate - All Great Colleges Participants	- Minority Aggregate - All Great Colleges Participants	+ Hispanic or Latino	- Hispanic or Latino	+ Minority Aggregate - All Great Colleges Participants	- Minority Aggregate - All Great Colleges Participants	+ Native Hawaiian or Other Pacific Islander	- Native Hawaiian or Other Pacific Islander	+ Minority Aggregate - All Great Colleges Participants	- Minority Aggregate - All Great Colleges Participants	+ Two or More Races	- Two or More Races	+ Minority Aggregate - All Great Colleges Participants	- Minority Aggregate - All Great Colleges Participants	+ White	- White	+ Decline to answer	- Decline to answer		
Total number of survey respondents (4975)				132	132			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	14	64	3	69	9	48	2	76	3	63	2	69	3	59	1	69	3	61	1	69	3	91	3	69	2	63	3	69	8	64	2	49	3		
23	People in my department work well together.	71	7	72	3	62	5	53	3	79	7	73	3	62	7	69	3	62	7	63	3	62	3	82	3	62	3	73	3	62	10	74	3	62	7		
26	I can count on people to cooperate across departments.	62	8	60	3	58	9	60	1	82	5	78	1	58	5	65	3	58	5	59	3	58	3	91	3	58	1	64	3	58	3	62	1	53	5		
42	There are sufficient opportunities to participate in institutional planning.	71	11	71	7	70	11	71	10	83	14	85	10	70	14	72	14	70	14	61	14	70	7	91	7	70	10	73	7	70	4	72	10	64	14		
53	There's a sense that we're all on the same team at this institution.	54	16	62	0	63	9	48	4	51	8	74	4	63	8	56	2	63	8	55	2	63	0	82	0	63	4	57	0	63	15	56	4	39	8		
Collaboration - Average		62	11	65	3	64	9	52	4	74	7	72	4	64	7	62	5	64	7	60	5	64	3	87	3	64	4	64	3	64	7	64	4	51	7		
Communication																																					
8	When I offer a new idea, I believe it will be fully considered.	63	13	64	1	76	9	61	3	76	3	71	3	76	3	62	1	76	3	63	2	76	1	73	1	76	3	66	1	76	2	67	3	49	3		
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	62	15	68	3	79	14	60	7	79	7	66	3	79	7	59	3	79	3	54	3	79	3	82	3	79	7	67	3	79	3	68	3	47	7		
21	In my department, we communicate openly about issues that impact each other's work.	62	13	64	3	82	14	57	5	82	5	67	3	82	5	63	3	82	3	55	1	82	3	64	3	82	5	65	3	82	1	65	3	51	5		
22	Changes that affect me are discussed prior to being implemented.	48	20	54	14	83	18	41	14	83	14	64	7	83	14	47	14	83	7	39	10	83	14	64	14	83	14	50	14	83	10	49	7	39	14		
43	At this institution, we discuss and debate issues respectfully to get better results.	57	12	62	2	51	10	60	8	51	8	71	0	51	8	60	2	51	0	62	4	51	2	73	2	51	8	59	2	51	4	58	0	45	8		
Communication - Average		58	15	61	5	74	13	55	7	74	7	68	3	74	7	58	5	74	3	55	4	74	5	69	5	74	7	60	5	74	4	60	3	46	7		
Confidence in Senior Leadership																																					
27	Senior leadership provides a clear direction for this institution's future.	65	12	71	17	73	9	68	17	73	11	78	11	73	11	69	11	73	17	60	28	73	17	82	17	73	11	68	11	73	11	66	11	53	11		
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	76	7	83	35	76	9	81	35	76	37	84	37	76	37	81	37	76	35	76	17	76	35	100	35	76	37	79	37	76	37	78	37	65	37		
37	Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	62	13	67	19	79	9	58	19	79	10	72	10	79	10	67	10	79	19	60	14	79	19	82	19	79	10	66	10	79	10	64	10	47	10		
41	Senior leadership communicates openly about important matters.	59	13	65	5	82	14	59	5	82	3	73	3	82	3	66	3	82	5	61	4	82	5	82	5	82	3	62	3	82	3	60	3	48	3		
45	I believe what I am told by senior leadership.	74	7	79	18	83	5	66	18	83	25	84	25	83	25	73	25	83	18	77	15	83	18	91	18	83	25	77	25	83	25	76	25	63	25		
52	This institution is well run.	63	11	74	7	51	9	62	7	51	6	79	6	51	6	63	6	51	7	63	3	51	7	73	7	51	6	68	6	51	6	67	6	48	6		
Confidence in Senior Leadership - Average		67	11	73	17	74	9	66	17	74	15	78	15	74	15	70	15	74	17	66	14	74	17	85	17	74	15	70	15	74	15	69	15	54	15		
Inclusion, Belonging & Community																																					
29	In my department, we welcome people of all backgrounds.	89	2	91	10	80	0	89	10	85	11	89	15	80	15	86	11	80	11	89	15	80	17	91	17	80	15	90	11	80	17	91	10	85	15		
38	This institution has clear and effective procedures for dealing with discrimination.	80	6	83	1	83	14	83	1	52	5	82	6	83	6	75	5	83	5	79	6	83	10	60	10	83	6	83	5	83	10	85	1	69	6		
40	At this institution, we value people of all backgrounds.	57	16	60	4	64	14	50	4	67	12	68	16	64	16	56	12	64	12	59	16	64	13	55	13	64	16	60	12	64	13	61	4	43	16		
46	We are making progress towards becoming an institution where everyone feels included.	78	6	83	6	52	10	72	6	76	8	79	10	52	10	66	8	52	8	76	10	52	7	82	7	52	10	81	8	52	7	85	6	66	10		
48	I feel a sense of belonging at this institution.	79	4	82	5	78	0	84	5	78	7	85	7	78	7	85	7	78	7	77	7	78	4	100	4	78	7	81	7	78	4	80	5	69	7		
50	This institution places sufficient emphasis on having faculty, administrators and staff of all backgrounds.	84	4	87	3	70	10	88	3	70	9	89	10	70	10	76	9	70	9	74	10	70	6	91	6	70	10	86	9	70	6	89	3	78	10		
Inclusion, Belonging & Community - Average		68	12	71	5	63	8	65	5	63	9	79	11	63	11	69	9	63	9	65	11	63	10	78	10	63	11	70	9	63	10	69	5	60	11		

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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.