The Great Colleges to Work For

ModernThink
Higher Education Insight Survey
XYZ University
Minoritized Communities Benchmark Report

		Overall						Gender Identity												Age																								Race/Ethnicity															
		Positive Response	Negative Response	XYZ University Minoritized Communities Aggregate +	XYZ University Minoritized Communities Aggregate -	Minoritized Communities Aggregate - All Great Colleges Participants 2 Year +	Minoritized Communities Aggregate - All Great Colleges Participants 2 Year -	Man +	Man -	Woman +	Woman -	Transgender +	Transgender -	Non-binary +	Non-binary -	Another Identity +	Another Identity -	Decline to answer +	Decline to answer -	< 25 +	< 25 -	25-29 +	25-29 -	30-34 +	30-34 -	35-39 +	35-39 -	40-44 +	40-44 -	45-49 +	45-49 -	50-54 +	50-54 -	55-59 +	55-59 -	60-64 +	60-64 -	65+ +	65+ -	Decline to answer +	Decline to answer -	American Indian or Alaska Native +	American Indian or Alaska Native -	Asian +	Asian -	Black or African American +	Black or African American -	Hispanic or Latino +	Hispanic or Latino -	Native Hawaiian or Other Pacific Islander +	Native Hawaiian or Other Pacific Islander -	Two or more races +	Two or more races -	White +	White -	Decline to answer +	Decline to answer -
	Total number of survey respondents (1954)			763	763			249	249	307	307	9	9	5	5	13	13	24	24	5	5	15	15	86	86	112	112	242	242	328	328	222	222	120	120	117	117	26	26	126	126	13	13	65	65	455	455	245	245	6	6	16	16	890	890	132	132
	Communication																																																										
8	When I offer a new idea, I believe it will be fully considered.	63	13	66	6	72	9	69	10	65	8	72	6	68	4	63	9	46	29	63	12	60	0	67	17	67	8	67	7	64	7	62	19	60	10	71	18	67	0	58	19	48	19	60	0	63	9	67	9	76	7	67	0	67	12	50	22
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	70	13	79	11	72	13	82	6	73	10	72	6	76	12	81	6	42	33	70	13	80	0	100	0	75	8	76	7	79	11	57	24	85	10	82	0	50	17	46	31	57	24	60	0	81	6	77	14	79	10	100	0	76	10	44	25
21	In my department, we communicate openly about issues that impact each other's work.	65	15	68	13	75	11	80	6	65	14	56	6	77	12	72	6	42	25	67	14	80	20	67	33	83	0	69	7	71	18	64	23	80	5	47	24	67	0	58	8	62	19	40	0	72	6	73	13	76	10	50	17	71	10	53	22
22	Changes that affect me are discussed prior to being implemented.	44	22	57	13	62	15	55	18	45	18	39	17	58	19	45	13	25	38	44	21	60	20	50	50	58	25	50	19	29	11	50	23	65	15	44	13	33	17	27	27	33	43	60	0	45	13	53	16	45	21	67	17	42	22	28	28
43	At this institution, we discuss and debate issues respectfully to get better results.	56	18	66	7	70	9	63	11	59	13	67	17	68	12	53	7	39	39	56	18	80	0	50	17	67	25	56	12	50	25	52	14	70	10	63	0	80	20	48	32	33	33	75	0	53	7	64	9	62	21	67	0	60	20	33	30
	Communication - Average	60	16	67	10	70	11	70	10	61	13	61	10	69	12	63	8	39	33	60	16	72	8	67	23	70	13	64	10	59	14	57	21	72	10	61	11	59	11	47	23	47	28	59	0	63	8	67	12	68	14	70	7	63	15	42	25
	Collaboration																																																										
13	We have opportunities to contribute to important decisions in my department.	71	9	73	6	75	9	73	6	77	7	72	11	77	0	69	3	42	25	72	9	60	0	83	17	92	0	79	2	68	11	73	14	80	10	65	6	67	0	58	15	71	14	60	0	69	3	73	9	66	7	83	0	80	8	47	16
23	People in my department work well together.	74	7	79	5	78	7	76	4	75	6	72	11	81	8	72	0	67	13	74	7	80	20	67	17	58	8	69	5	82	7	77	0	90	0	82	6	67	17	69	8	52	10	60	0	72	0	78	7	69	10	83	0	76	4	63	13
26	I can count on people to cooperate across departments.	53	12	60	2	69	7	55	10	58	8	50	6	62	8	68	19	35	30	52	11	80	0	50	0	33	25	50	10	54	4	41	14	75	5	63	19	67	17	48	20	48	24	40	0	68	19	62	0	48	14	67	0	55	12	35	29
42	There are sufficient opportunities to participate in institutional planning.	60	16	68	5	68	11	56	13	68	11	72	11	64	8	58	13	33	50	60	15	80	20	50	17	58	17	66	7	46	18	62	14	80	5	59	12	80	20	42	42	43	24	60	0	58	13	62	7	66	17	83	0	64	15	31	44
53	There's a sense that we're all on the same team at this institution.	53	21	63	11	67	11	59	14	58	14	67	17	65	15	50	9	29	54	53	21	80	20	67	33	50	25	48	17	54	18	59	14	75	5	59	12	67	17	35	42	48	33	60	0	50	9	62	13	59	28	67	17	57	19	28	41
	Collaboration - Average	62	13	69	6	71	9	64	9	67	9	67	11	70	8	63	9	41	34	62	13	76	12	63	17	58	15	62	8	61	12	62	11	80	5	66	11	70	14	50	25	52	21	56	0	63	9	67	7	62	15	77	3	66	12	41	29
	Inclusion, Belonging & Community																																																										
29	In my department, we welcome diversity in all of its forms.	90	3	87	2	88	4	96	0	91	3	100	0	81	12	100	0	83	13	91	3	60	20	100	0	92	0	95	2	89	4	77	5	95	5	100	0	83	0	92	4	90	0	100	0	100	0	89	2	86	7	83	0	92	3	94	6
38	This institution has clear and effective procedures for dealing with discrimination.	71	11	78	9	81	7	83	4	70	9	87	0	83	8	75	7	57	29	70	11	80	20	80	0	82	9	73	10	63	7	65	15	85	10	79	0	83	0	65	13	57	19	50	25	75	7	79	5	86	3	83	17	75	7	52	21
40	At this institution, diversity in all of its forms is valued.	82	4	83	2	83	5	90	0	83	4	94	0	73	4	88	0	67	13	82	3	80	0	100	0	83	8	93	0	75	4	64	5	85	10	94	0	100	0	73	8	76	10	80	0	88	0	82	2	83	3	100	0	87	4	72	6
46	We are making good progress towards becoming a more diverse and inclusive institution.	80	3	82	3	82	5	85	2	83	4	89	0	81	4	80	3	57	5	80	3	80	0	100	0	83	0	93	0	75	4	68	5	90	10	82	0	83	0	65	9	75	0	80	0	80	3	80	2	81	4	100	0	85	3	63	3
48	I feel a sense of belonging at this institution.	69	9	78	5	81	5	67	10	78	7	61	11	69	4	72	6	54	21	69	9	40	0	83	17	83	17	74	5	71	7	64	5	95	5	76	6	50	17	54	23	62	10	60	0	72	6	80	7	76	10	83	0	74	10	47	16
50	This institution places sufficient emphasis on having diverse faculty, administrators and staff.	76	6	74	3	80	6	88	2	74	6	94	0	69	8	81	0	63	13	75	6	80	0	100	0	75	0	78	5	75	4	64	9	85	10	88	0	67	0	65	12	62	10	80	0	81	0	76	2	82	0	83	0	80	6	69	9
	Diversity, Inclusion & Belonging - Average	78	6	80	4	83	5	85	3	80	6	88	2	76	7	83	3	64	16	78	6	70	7	94	3	83	6	84	4	75	5	67	7	89	8	87	1	78	3	69	12	70	8	75	4	83	3	81	3	82	5	89	3	82	6	66	10
	Mission & Pride																																																										
5	I understand how my job contributes to this institution's mission.	91	2	95	2	95	1	98	0	91	1	83	6	100	0	94	0	83	8	91	2	100	0	67	0	100	0	95	2	93	0	100	0	85	0	94	0	83	0	81	8	81	0	100	0	94	0	93	2	97	0	100	0	91	1	84	3
25	Overall, my department is a good place to work.	83	4	92	2	86	4	86	2	91	2	78	6	88	8	84	0	71	13	84	4	80	20	83	17	100	0	86	0	86	4	82	9	95	0	82	0	83	0	81	4	95	0	60	0	84	0	93	2	86	7	100	0	86	3	75	6
36	I am proud to be part of this institution.	87	1	90	0	91	2	92	0	91	0	94	0	85	0	91	0	71	4	87	1	80	0	100	0	83	0	86	0	86	4	86	0	100	0	100	0	83	0	73	0	86	0	80	0	91	0	89	0	90	0	100	0	88	0	78	3
49	This institution actively contributes to the community.	88	3	87	2	91	2	90	0	90	2	94	0	88	4	94	0	74	13	88	3	100	0	100	0	92	0	86	0	86	7	86	0	100	0	94	0	83	0	76	12	86	0	80	0	94	0	84	2	90	7	100	0	91	1	81	10
51	I would recommend working here to my family and/or friends.	76	8	83	6	85	4	82	6	81	3	78	6	73	4	75	3	54	29	77	8	60	20	83	0	92	0	79	7	82	7	73	5	90	5	82	0	67	17	58	19	81	10	60	20	75	3	84	7	83	10	100	0	81	6	56	16
54	This institution's culture is special - something you don't find just anywhere.	63	13	71	10	75	8	64	9	68	12	67	28	69	12	56	6	48	26	64	12	80	20	50	33	67	8	64	14	54	4	67	5	85	15	69	13	67	17	52	20	57	19	40	20	56	6	70	11	71	11	83	0	64	11	48	23
55	All things considered, this is a great place to work.	76	6	86	3	86	3	86	4	80	4	78	0	85	4	75	0	54	17	77	6	80	20	67	0	92	0	88	5	64	7	73	5	85	5	88	0	67	17	62	12	86	5	60	0	75	0	87	4	83	7	100	0	80	6	53	13
	Mission & Pride - Average	81	5	86	4	87	3	85	3	85	3	82	7	84	5	81	1	65	16	81	5	83	11	79	7	89	1	83	4	79	5	81	3	91	4	87	2	76	7	69	11	82	5	69	6	81	1	86	4	86	6	98	0	83	4	68	11

© ModernThink LLC. All rights reserved.

To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.