The Great Colleges to Work For

ModernThink

Higher Education Insight Survey
XYZ University
General Demographics Spreadsheet
(Excerpt)

	Question	Overall		Benchmarks				Pre-loaded Job Category							
		Positive Response	Negative Response	Honor Roll > 100,000 +	Honor Roll > 100,000 -	Carnegie Research +	Carnegie Research -	Faculty +	Faculty -	Adjunct Faculty +	Adjunct Faculty -	Administrator +	Administrator -	Exempt Professional Staff +	Exempt Professional Staff -	Non-Exempt Staff +	Non-Exempt Staff -
	Total number of survey respondents (4975)							2189	2189	1637	1637	211	211	463	463	475	475
	Collaboration																
13	We have opportunities to contribute to important decisions in my department.	60	14	76	5	69	5	57	8	64	3	57	3	64	3	64	3
23	People in my department work well together.	71	7	80	2	72	3	69	10	71	3	69	7	74	3	71	7
28	I can count on people to cooperate across departments.	62	8	73	3	62	2	59	3	65	3	59	5	62	3	65	5
42	There are sufficient opportunities to participate in institutional planning.	71	11	76	1	69	2	70	4	75	7	70	14	72	7	75	14
53	There's a sense that we're all on the same team at this institution.	54	16	73	6	55	3	49	15	54	0	49	8	56	0	54	8
	Collaboration - Average	62	11	76	8	65	6	59	7	64	3	59	7	64	3	64	7
	Communication																
8	When I offer a new idea, I believe it will be fully considered.	63	13	74	14	66	8	92	3	92	1	92	3	92	3	92	3
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	80	3	80	3	83	7	80	3	83	7
21	In my department, we communicate openly about issues that impact each other's work.	62	13	74	5	66	2	89	3	89	3	87	5	89	3	87	5
22	Changes that affect me are discussed prior to being implemented.	48	20	61	1	52	8	69	7	69	14	66	14	69	7	66	14
43	At this institution, we discuss and debate issues respectfully to get better results.	57	12	73	0	58	9	82	0	82	2	80	8	82	0	80	8
	Communication - Average	58	15	71	3	61	10	82	3	82	5	82	7	82	3	82	7
	Confidence in Senior Leadership																
27	Senior leadership provides a clear direction for this institution's future.	65	12	74	5	59	7	55	17	53	11	54	11	55	17	53	11
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	76	7	83	9	69	4	34	35	29	37	23	37	34	35	29	37
37	Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	62	13	77	6	62	3	49	19	48	10	46	10	49	19	48	10
41	Senior leadership communicates openly about important matters.	59	13	71	3	58	2	74	5	66	3	81	3	74	5	66	3
45	I believe what I am told by senior leadership.	74	7	83	3	70	2	59	18	56	25	46	25	59	18	56	25
50	This institution is well run.	63	11	76	7	63	1	64	7	54	6	71	6	64	7	54	6
	Confidence in Senior Leadership - Average	67	11	77	9	64	9	56	17	51	15	54	15	56	17	51	15
	Diversity, Belonging & Inclusion																
29	In my department, we welcome diversity in all its forms.	89	2	92	2	84	9	67	10	52	15	67	11	52	10	54	15
34	This institution has clear and effective procedures for dealing with discrimination.	80	6	83	1	75	8	47	1	33	6	47	5	33	1	23	6
40	At this institution, diversity of all kinds is valued.	57	16	67	0	59	5	60	4	44	16	60	12	44	4	46	16
46	We are making good progress towards becoming a more diverse and inclusive institution.	78	6	88	5	79	2	79	6	78	10	79	8	78	6	81	10
48	I feel a sense of belonging at this institution.	79	4	86	8	74	10	76	5	59	7	76	7	59	5	46	7
52	This institution places sufficient emphasis on having diverse faculty, administrators and staff.	84	4	80	9	73	9	70	3	66	10	70	9	66	3	71	10
	Diversity, Belonging & Inclusion - Average	68	12	74	10	63	8	67	5	55	11	67	9	55	5	54	11

	Question	Gender Identity											
		Man +	Man -	Woman +	Woman -	Transgender +	Transgender -	Non-binary +	Non-binary -	Another Identity +	Another Identity -	Decline to answer +	Decline to answer -
	Total number of survey respondents (4975)	1637	1637	2532	2532	9	9	11	11	5	5	475	475
	Collaboration												
13	We have opportunities to contribute to important decisions in my department.	64	8	60	3	44	3	91	3	64	8	46	1
23	People in my department work well together.	71	10	71	7	67	3	82	3	71	10	61	3
28	I can count on people to cooperate across departments.	65	3	64	5	44	3	91	3	65	3	48	3
42	There are sufficient opportunities to participate in institutional planning.	75	4	72	14	78	7	91	7	75	4	61	14
53	There's a sense that we're all on the same team at this institution.	54	15	56	8	22	0	82	0	54	15	34	2
	Collaboration - Average	64	7	63	7	44	3	87	3	64	7	47	5
	Communication												
8	When I offer a new idea, I believe it will be fully considered.	67	8	65	3	56	3	73	1	44	1	48	3
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	62	10	63	3	33	3	82	3	67	3	42	7
21	In my department, we communicate openly about issues that impact each other's work.	63	3	61	3	56	3	64	3	44	3	49	5
22	Changes that affect me are discussed prior to being implemented.	51	4	48	7	22	7	64	14	78	14	36	14
43	At this institution, we discuss and debate issues respectfully to get better results.	56	15	58	0	63	0	73	2	22	2	41	8
	Communication - Average	59	7	58	3	49	3	69	5	44	5	44	7
	Confidence in Senior Leadership												
27	Senior leadership provides a clear direction for this institution's future.	67	11	68	17	56	11	82	17	53	17	49	11
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	78	37	79	35	56	37	100	35	29	35	65	37
37	Senior leadership shows a genuine interest in the well-being of faculty, administrators and staff.	62	10	63	19	44	10	82	19	48	19	44	10
41	Senior leadership communicates openly about important matters.	61	3	61	5	22	3	82	5	66	5	46	3
45	I believe what I am told by senior leadership.	76	25	76	18	44	25	91	18	56	18	60	25
50	This institution is well run.	66	6	67	7	33	6	73	7	54	7	44	6
	Confidence in Senior Leadership - Average	68	15	69	17	43	15	85	17	51	17	51	15
	Diversity, Belonging & Inclusion												
29	In my department, we welcome diversity in all its forms.	90	15	90	11	67	10	91	17	67	15	83	17
34	This institution has clear and effective procedures for dealing with discrimination.	80	6	80	5	25	1	60	10	47	6	67	10
40	At this institution, diversity of all kinds is valued.	57	16	59	12	33	4	55	13	60	16	40	13
46	We are making good progress towards becoming a more diverse and inclusive institution.	78	10	78	8	22	6	82	7	79	10	69	7
48	I feel a sense of belonging at this institution.	81	7	81	7	67	5	100	4	76	7	68	4
52	This institution places sufficient emphasis on having diverse faculty, administrators and staff.	86	10	84	9	56	3	91	6	70	10	78	6
	Diversity, Belonging & Inclusion - Average	69	11	69	9	52	5	78	10	67	11	57	10

	Question	Age																					
		< 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 -
	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
	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
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
28	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
42	There are sufficient opportunities to participate in institutional planning.	62	10	71	7	72	14	72	4	71	14	75	10	69	10	74	7	73	4	76	14	61	10
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
	Collaboration - Average	62	4	65	3	62	7	63	7	63	5	64	4	62	4	65	3	67	7	68	7	49	4
	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
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
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
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
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
	Communication - Average	63	7	61	5	59	3	60	4	59	5	59	3	58	7	59	4	60	3	63	5	44	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
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
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
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
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
50	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
	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
	Diversity, Belonging & Inclusion																						
29	In my department, we welcome diversity in all its forms.	96	15	91	10	90	22	88	17	91	15	90	11	89	10	90	11	90	15	89	22	83	11
34	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
40	At this institution, diversity of all kinds is valued.	68	16	60	4	61	22	61	13	57	16	57	12	60	4	58	12	59	16	67	22	38	12
46	We are making good progress towards becoming a more diverse and inclusive institution.	84	10	83	6	81	20	83	7	80	10	78	8	79	6	77	8	79	10	85	20	68	8
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
52	This institution places sufficient emphasis on having diverse faculty, administrators and staff.	93	10	87	3	85	18	84	6	84	10	86	9	87	3	86	9	83	10	89	18	78	9
	Diversity, Belonging & Inclusion - Average	77	11	71	5	67	18	68	10	69	11	69	9	69	5	71	9	70	11	73	18	57	9

	Question	Race/Ethnicity																					
		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 (4975)	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.	48	2	63	2	59	1	61	1	91	3	63	3	64	2	49	3						
23	People in my department work well together.	53	3	73	3	69	3	63	3	82	3	73	3	74	3	62	7						
28	I can count on people to cooperate across departments.	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.	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.	48	4	74	4	56	2	55	2	82	0	57	0	56	4	39	8						
	Collaboration - Average	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.	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.	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.	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.	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.	60	8	71	0	60	2	62	4	73	2	59	2	58	0	45	8						
	Communication - Average	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.	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.	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.	58	19	72	10	67	10	60	14	82	19	66	10	64	10	47	10						
41	Senior leadership communicates openly about important matters.	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.	66	18	84	25	73	25	77	15	91	18	77	25	76	25	63	25						
50	This institution is well run.	62	7	79	6	63	6	63	3	73	7	68	6	67	6	48	6						
	Confidence in Senior Leadership - Average	66	17	78	15	70	15	66	14	85	17	70	15	69	15	54	15						
	Diversity, Belonging & Inclusion																						
29	In my department, we welcome diversity in all its forms.	89	10	89	15	86	11	89	15	91	17	90	11	91	10	85	15						
34	This institution has clear and effective procedures for dealing with discrimination.	83	1	82	6	75	5	79	6	60	10	83	5	85	1	69	6						
40	At this institution, diversity of all kinds is valued.	50	4	68	16	56	12	59	16	55	13	60	12	61	4	43	16						
46	We are making good progress towards becoming a more diverse and inclusive institution.	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.	84	5	85	7	85	7	77	7	100	4	81	7	80	5	69	7						
52	This institution places sufficient emphasis on having diverse faculty, administrators and staff.	88	3	89	10	76	9	74	10	91	6	86	9	89	3	78	10						
	Diversity, Belonging & Inclusion - Average	65	5	79	11	69	9	65	11	78	10	70	9	69	5	60	11						

	Question	Years at Institution																					
		Less than 1 year +	Less than 1 year -	1-2 years +	1-2 years -	3-4 years +	3-4 years -	5-7 years +	5-7 years -	8-10 years +	8-10 years -	11-15 years +	11-15 years -	16-20 years +	16-20 years -	21-25 years +	21-25 years -	More than 25 years +	More than 25 years -	Decline to answer +	Decline to answer -		
	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		
	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		
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		
28	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		
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		
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		
	Collaboration - Average	71	7	63	3	62	5	59	5	60	4	59	7	60	5	60	3	69	7	42	4		
	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		
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		
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		
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		
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		
	Communication - Average	69	5	60	3	58	5	55	7	55	5	55	3	56	5	56	7	62	3	36	5		
	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		
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		
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		
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		
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		
50	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		
	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		
	Diversity, Belonging & Inclusion																						
29	In my department, we welcome diversity in all its forms.	94	11	89	10	86	11	90	15	88	11	86	17	89	15	89	22	90	11	84	15		
34	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		
40	At this institution, diversity of all kinds is valued.	69	12	58	4	56	12	54	16	54	12	57	13	54	16	56	22	60	12	35	16		
46	We are making good progress towards becoming a more diverse and inclusive institution.	84	8	80	6	66	8	78	10	78	8	77	7	78	10	74	20	82	8	57	10		
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		
52	This institution places sufficient emphasis on having diverse faculty, administrators and staff.	88	9	84	3	76	9	85	10	83	9	85	6	83	10	84	18	85	9	77	10		
	Diversity, Belonging & Inclusion - Average	76	9	68	5	69	9	65	11	66	9	66	10	67	11	70	18	71	9	54	11		

	Question	Pre-loaded Employment Status																					
		Full-time +	Full-time -	Part-time +	Part-time -	100 % of the time on campus +	100 % of the time on campus -	75-99% of this time on campus +	75-99% of this time on campus -	50-74% of this time on campus +	50-74% of this time on campus -	26-49% of this time on campus +	26-49% of this time on campus -	Less than 25% of this time on campus +	Less than 25% of this time on campus -								
	Total number of survey respondents (4975)	1637	1637	2532	2532	9	9	7	7	475	475												
	Collaboration																						
13	We have opportunities to contribute to important decisions in my department.	60	8	58	1	60	3	60	1	44	3	49	8	46	1								
23	People in my department work well together.	66	10	70	3	66	7	71	3	67	7	62	10	61	3								
28	I can count on people to cooperate across departments.	62	3	61	3	62	5	64	3	44	5	53	3	48	3								
42	There are sufficient opportunities to participate in institutional planning.	66	4	68	14	60	14	72	14	78	14	64	4	61	14								
53	There's a sense that we're all on the same team at this institution.	53	15	51	2	53	8	56	2	22	8	39	15	34	2								
	Collaboration - Average	60	7	60	5	60	7	63	5	44	7	51	7	47	5								
	Communication																						
8	When I offer a new idea, I believe it will be fully considered.	92	3	92	3	92	2	65	3	56	3	92	1	48	3								
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	80	3	83	7	80	3	63	3	33	7	80	3	42	7								
21	In my department, we communicate openly about issues that impact each other's work.	89	3	87	5	89	1	61	3	56	5	89	3	49	5								
22	Changes that affect me are discussed prior to being implemented.	69	7	66	14	69	10	48	7	22	14	69	14	36	14								
43	At this institution, we discuss and debate issues respectfully to get better results.	82	0	80	8	82