

THE CHRONICLE GREAT COLLEGES TO WORK FOR 2016

ModernThink Higher Education Insight Survey[®]

Instructions

Consider your typical day at work. For each statement, mark the response option that best describes your experience. If you wish to change your answer, double click on the button to erase your previous answer. The ModernThink Higher Education Insight Survey[®] consists of sixty statements that employees/faculty respond to using a five-point agreement scale (*Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree*). Additionally, there is a Not Applicable response option.

Definitions

Institution – refers to the entire University or College.

Department – refers to your most immediate workgroup or team.

Senior Leadership – refers to the most senior members of the institution (e.g., Chancellor or President and those who report directly to them).

Supervisor/Department Chair – refers to the individual to whom you most directly report.

Statements

1. My job makes good use of my skills and abilities.
2. I am given the responsibility and freedom to do my job.
3. My supervisor/department chair makes his/her expectations clear.
4. I am provided the resources I need to be effective in my job.
5. I understand how my job contributes to this institution's mission.
6. I am given the opportunity to develop my skills at this institution.
7. I receive feedback from my supervisor/department chair that helps me.
8. When I offer a new idea, I believe it will be fully considered.
9. I am regularly recognized for my contributions.
10. I understand the necessary requirements to advance my career.
11. I am paid fairly for my work.
12. I believe what I am told by my supervisor/department chair.
13. We have opportunities to contribute to important decisions in my department.
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.
15. My supervisor/department chair regularly models this institution's values.
16. Promotions in my department are based on a person's ability.
17. Our review process accurately measures my job performance.
18. Issues of low performance are addressed in my department.
19. My supervisor/department chair is consistent and fair.
20. My supervisor/department chair actively solicits my suggestions and ideas.
21. In my department, we communicate openly about issues that impact each other's work.
22. Changes that affect me are discussed prior to being implemented.
23. People in my department work well together.
24. I have a good relationship with my supervisor/department chair.
25. Overall, my department is a good place to work.
26. I can count on people to cooperate across departments.
27. Senior leadership provides a clear direction for this institution's future.
28. My department has adequate faculty/staff to achieve our goals.
29. The institution takes reasonable steps to provide a safe and secure environment for the campus.
30. Our orientation program prepares new faculty, administration and staff to be effective.
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.
33. There is a good balance of teaching, service, and research at this institution.
34. This institution's benefits meet my needs.
35. Our recognition and awards programs are meaningful to me.
36. I am proud to be part of this institution.
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff
38. The role of faculty in shared governance is clearly stated and publicized.

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39. Faculty are appropriately involved in decisions related to the education program (e.g. curriculum development, evaluation).
40. Teaching is appropriately recognized in the evaluation and promotion process.
41. Senior leadership communicates openly about important matters.
42. Faculty, administration and staff are meaningfully involved in institutional planning.
43. At this institution, we discuss and debate issues respectfully to get better results.
44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.
47. My supervisor/department chair supports my efforts to balance my work and personal life.
48. Senior leadership regularly models this institution's values.
49. This institution actively contributes to the community.
50. This institution places sufficient emphasis on having diverse faculty, administration and staff.
51. There is appropriate recognition of innovative and high quality teaching.
52. We celebrate significant milestones and important accomplishments at this institution.
53. This institution's policies and practices give me the flexibility to manage my work and personal life.
54. This institution has clear and effective procedures for dealing with discrimination.
55. There is regular and open communication among faculty, administration and staff.
56. I believe what I am told by senior leadership.
57. This institution is well run.
58. There's a sense that we're all on the same team at this institution.
59. This institution's culture is special — something you don't find just anywhere.
60. All things considered, this is a great place to work.

Benefits/Satisfaction

Please rate your institution's benefits using the following satisfaction scale:

Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Applicable.

BENEFITS (Health Care Benefits)

1	Medical Insurance
2	Dental Insurance
3	Vision Insurance
4	Short-term Disability Benefits
5	Long-term Disability Benefits
6	Life Insurance
7	Post Retirement Medical Benefits

BENEFITS (Other)

8	Vacation/PTO
9	403b/401k
10	Tuition reimbursement employees
11	Tuition reimbursement family members
12	Overall Satisfaction with Benefits

GENERAL SATISFACTION

13	Professional/Career Development Program
14	Tenure Clarity and Process
15	Housing Assistance Program
16	Physical Work Space Conditions
17	Flexible Work Arrangements (e.g. telecommuting, compressed work weeks)
18	Work/Life Balance Programs

The terminology of the benefits highlighted above can be reworded for schools paying to customize their surveys, but the benefit itself cannot fundamentally change for schools participating in the Great Colleges program.

Open-ended Questions

1. What do you appreciate most about working at this institution?
2. What would make this institution a better place to work?

Demographics

<p>1. Job Status Full Time (12 Months) Full Time (9 months/Acad Yr.) Other Decline to answer</p> <p>2. Years at Institution Less than 2 years 2-4 years 5-7 years 8-10 years 11-15 years 16-20 years 21-25 years More than 25 years Decline to answer</p> <p>3. Supervisory Status (Are you a supervisor of staff? Is it part of your job responsibility to conduct and sign official performance evaluations?) Yes No</p> <p>4. Job Category (If you are unsure of your job category, click on the radio buttons below and then review the dropdown list for job role within each category)</p> <p>Administration Faculty Exempt Professional Staff Non-exempt Staff Adjunct Faculty (<i>Associate/Community Colleges only</i>)</p> <p>5. Job Role From the list below, please select the one option that best describes your primary job role.</p> <p>Job Role: Administration Executive Chancellor/President Vice Chancellor/Vice President Provost Vice Provost Associate/Assistant Provost Associate Vice President Assistant Vice President School Director Administrator Director Associate Director Assistant Director Dean Associate Dean Assistant Dean Dean-Non-faculty Other</p>	<p>Job Role: Faculty Department Chair Professor Associate Professor Assistant Professor Instructor Lecturer Visiting Professor Clinical Faculty Research Faculty Research Associate Other</p> <p>Job Role: Exempt Professional Staff Analyst Advisor Counselor Manager Professional Specialist Other</p> <p>Job Role: Non-exempt Staff Administrative Professionals (Secretarial/Clerical) Technical/Paraprofessional Police/Security Guard Skilled Crafts Service Maintenance Grounds Staff Housekeepers Motor Vehicle Operators Food Service Workers Clerk Other</p> <p>6. Tenure Status (Faculty Only) Tenured Tenure Track/ Untenured Not Tenure Track Permanent Status Earning Permanent Status Decline to Answer Not Applicable</p> <p>7. Years in Current Role Less than 2 years 2-4 years 5-7 years 8-10 years 11-15 years 16-20 years 21-25 years More than 25 years Decline to answer</p>	<p>From the drop down menus below, please select the one option that most directly captures the College/School <u>or</u> Department with which you are most closely associated.</p> <p>8. Schools / Colleges Architecture Business Continuing & Professional Education Dentistry Education Engineering Fine Arts Government Law Liberal Arts & Sciences Life Sciences Math & Physical Sciences Medicine Nursing Public Health Social Work / Social Policy Veterinary Medicine Other Academic Area</p> <p>9. Departments Academic Affairs Athletics Building & Grounds Maintenance External Affairs - Development External Affairs - Government & Community Relations External Affairs - Public Affair Facilities Management Finance-Accounting Finance - Audit Finance - Budget Finance - Procurement Food Services Human Resources Information Technology Library Services President's Office Provost's Office Public Safety / Law Enforcement Student - Admissions Student - Career Services Student - Counseling Student - Financial Aid Student Health/Health Care Services Student - Registrar Student - Residence Life Support Operations Other</p>	<p>10. GENDER Male Female Decline to answer</p> <p>11. AGE < 25 25-29 30-34 35-39 40-44 45-49 50-54 55-59 60-64 65+ Decline to answer</p> <p>12. Ethnicity Hispanic or Latino Not Hispanic or Latino Decline to Answer</p> <p>13. Race (Select all that apply) American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Decline to answer</p> <p>14. Relationship Status Married Partnered Single Divorced/ Widowed Decline to answer</p> <p>15. Annual Salary \$25,000 or less \$25,001 to \$50,000 \$50,001 to \$75,000 \$75,001 to \$100,000 \$100,001 to \$125,000 \$125,001 to \$150,000 \$150,001 to \$175,000 \$175,001 or more Decline to answer</p>
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Highlighted demographics cannot be customized or suppressed for schools participating in the Great Colleges program.

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