

## The Chronicle Great Colleges to Work For

**ModernThink**  
**Higher Education Insight Survey**  
**XYZ University**  
**College/School/Department Spreadsheet**

	Overall		Benchmarks		College/School																	Department																															
	Positive Response	Negative Response	Honor Roll > 10,000	Carnegie Research	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	Academic Affairs	Athletics	Building & Grounds Maintenance	External Affairs - Development	External Affairs - Government & Community Relations	External Affairs - Public Affairs	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					
Total number of survey respondents (225)					6	11	12	7	12	7	6	5	19	27	7	9	12	15	12	7	7	10	16	27	6	19	35	12	12	6	7	5	6	12	7	36	14	7	13	7	6	11	5	8	6	12	11	57					
<b>Job Satisfaction/Support</b>																																																					
1	My job makes good use of my skills and abilities.	81	4	86	80	16	100	83	100	75	85	66	100	84	85	100	88	91	86	91	85	57	90	100	70	100	84	85	83	91	100	100	100	100	91	85	88	92	57	84	100	83	81	100	50	66	83	100	78				
2	I am given the responsibility and freedom to do my job.	83	3	87	82	0	81	75	100	83	71	100	100	84	88	71	100	75	60	75	85	85	100	100	74	100	84	97	75	75	100	100	100	100	100	75	85	94	85	85	84	100	100	72	100	75	50	75	81	89			
4	I am provided the resources I need to be effective in my job.	43	22	70	60	0	54	75	28	50	42	66	80	73	22	42	33	75	60	75	57	57	60	93	37	83	73	48	75	50	83	28	80	83	75	57	75	50	14	30	57	100	27	80	25	50	33	54	38				
<b>Job Satisfaction/Support - Average</b>					69	9	81	74	5	78	77	76	69	66	77	93	80	65	71	73	80	68	80	75	66	83	97	60	94	80	76	77	72	94	76	93	94	80	75	85	75	52	66	85	94	60	93	50	55	63	78	68	
<b>Teaching Environment</b>																																																					
33	There is a good balance of teaching, service and research at this institution.	68	12	77	68	50	45	75	85	66	42	66	80	77	62	71	77	81	64	81	100	85	60	81	66	100	77	74	75	75	83	85	80	100	81	100	88	50	42	83	85	80	60	66	14	0	54	45	66				
40	Teaching is appropriately recognized in the evaluation and promotion process.	52	19	71	64	0	63	75	80	41	57	66	100	85	48	57	44	100	38	100	100	40	55	93	73	100	85	91	75	60	100	80	100	100	100	100	100	80	84	57	84	80	80	50	75	25	45	63	55				
51	There is appropriate recognition of innovative and high quality teaching.	59	13	76	68	33	70	75	100	50	57	66	100	83	52	57	55	83	57	83	83	83	44	100	53	100	83	82	75	50	100	100	100	100	100	83	83	82	84	57	69	80	83	33	40	25	20	27	70	58			
<b>Teaching Environment - Average</b>					59	14	74	66	27	59	75	88	52	52	66	93	81	54	61	58	88	53	88	94	69	53	91	64	100	81	82	75	61	94	88	93	100	88	94	83	72	52	78	81	81	47	60	32	15	42	59	59	
<b>Professional Development</b>																																																					
6	I am given the opportunity to develop my skills at this institution.	69	11	82	74	16	54	83	71	75	71	83	80	84	74	85	88	81	60	81	71	57	60	87	66	100	84	77	83	83	100	71	80	100	81	71	77	64	57	61	57	100	72	60	37	50	41	54	70				
10	I understand the necessary requirements to advance my career.	76	8	75	70	50	90	91	71	75	66	80	80	66	81	57	66	63	100	63	71	85	80	87	76	83	66	85	91	58	60	71	80	83	63	71	68	76	85	61	83	100	45	80	50	16	50	90	69				
<b>Professional Development - Average</b>					72	9	78	72	33	72	87	71	75	68	81	80	75	77	71	77	72	80	72	71	71	70	87	71	91	75	81	87	70	80	71	80	91	72	71	72	70	71	61	70	100	58	70	43	33	45	72	69	
<b>Compensation, Benefits &amp; Work/Life Balance</b>																																																					
11	I am paid fairly for my work.	38	33	60	52	0	63	50	57	50	85	33	60	52	33	71	22	66	13	66	28	42	30	81	3	83	52	34	50	16	83	57	60	83	66	28	44	42	42	46	42	33	45	20	0	16	33	63	38				
34	This institution's benefits meet my needs.	66	13	81	76	66	72	75	57	58	71	66	40	84	51	71	66	50	53	50	71	85	70	68	40	83	84	40	75	33	100	57	40	83	50	71	60	61	85	75	71	100	20	80	62	33	91	72	66				
47	My supervisor/department chair supports my efforts to balance my work and personal life.	78	6	85	79	50	100	41	71	83	71	66	100	76	80	57	100	75	73	75	71	71	88	100	59	66	76	81	41	75	83	71	100	66	75	71	80	83	66	76	85	83	80	62	83	58	100	80					
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	73	5	82	75	33	90	58	85	66	71	50	100	89	81	57	100	83	66	83	71	85	80	93	48	100	89	80	58	66	100	85	100	100	83	71	83	69	57	84	71	83	70	80	62	66	41	90	64				
<b>Compensation, Benefits &amp; Work/Life Balance - Average</b>					63	14	77	70	37	81	56	67	64	74	53	75	75	61	64	72	68	51	68	60	70	67	85	37	83	75	58	56	47	91	67	75	83	68	60	66	63	62	70	67	74	53	65	46	49	55	81	62	