

## The Chronicle Great Colleges to Work For

**ModernThink**  
**Higher Education Insight Survey**  
**XYZ University**  
**Diversity Benchmark Report**

	Overall		Benchmarks		Diversity Benchmarks				Ethnicity			Race					Gender			Age										Relationship Status					Job Status				Supervisory Status																														
	Positive Response	Negative Response	Honor Roll 3,000-9,999	Carnegie Master's	+ Minority Aggregate	- Minority Aggregate	+ Minority Aggregate - All Participants	- Minority Aggregate - All Participants	Hispanic or Latino	Not Hispanic or Latino	Decline to answer	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Decline to answer	Male	Female	Decline to answer	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Decline to answer	Married	Partnered	Single	Divorced/Widowed	Decline to answer	Full-time (12 months)	Full-time (9 month/Acad Yr)	Other	Decline to answer	Yes	No																											
Total number of survey respondents (163)																															67	67				5	109	23	7	5	7	9	105	26	50	81	13	16	5	14	14	14	17	18	18	9	13	25	89	10	15	7	19	84	54	7	9	53	93
<b>Job Satisfaction/Support</b>																																																																					
1	My job makes good use of my skills and abilities.	72	5	88	82	94	1	83	4	80	76	52	85	80	42	88	79	61	78	75	46	56	80	64	42	78	88	94	77	88	46	52	79	80	53	85	52	75	72	71	100	81	68																										
2	I am given the responsibility and freedom to do my job.	74	6	89	83	92	1	85	4	100	77	56	85	100	42	100	79	65	74	76	61	62	100	50	57	78	70	72	77	100	61	72	77	70	53	85	63	67	85	57	100	69	75																										
4	I am provided the resources I need to be effective in my job.	39	32	72	57	79	1	68	9	100	43	30	42	100	28	55	41	46	40	39	46	43	100	35	14	35	29	50	27	55	46	44	34	40	60	42	47	47	31	28	66	43	38																										
<b>Job Satisfaction/Support - Average</b>																											61	14	83	74	88	1	78	5	93	65	46	70	93	37	81	66	57	64	63	51	53	93	49	37	63	62	72	60	81	51	56	63	63	55	70	54	63	62	52	88	64	60	
<b>Teaching Environment</b>																																																																					
33	There is a good balance of teaching, service and research at this institution.	44	31	78	63	82	3	70	12	75	46	43	57	75	28	44	46	46	46	46	41	33	75	64	42	35	52	50	29	44	41	41	45	55	57	57	31	60	25	28	66	57	38																										
40	Teaching is appropriately recognized in the evaluation and promotion process.	59	15	84	75	92	1	78	7	100	62	50	40	100	50	62	60	52	57	63	45	54	100	54	60	54	64	64	43	62	45	60	57	75	77	40	50	70	47	66	66	70	51																										
51	There is appropriate recognition of innovative and high quality teaching.	44	27	82	67	93	0	76	7	0	46	36	57	0	16	44	47	40	51	41	27	38	0	50	36	41	75	50	18	44	27	37	45	57	25	57	33	58	26	50	57	58	35																										
<b>Teaching Environment - Average</b>																											49	24	81	68	89	1	74	8	58	51	43	51	58	31	50	51	46	51	50	37	41	58	56	46	43	63	54	30	50	37	46	49	62	53	51	38	62	32	48	63	61	41	
<b>Professional Development</b>																																																																					
6	I am given the opportunity to develop my skills at this institution.	52	21	85	73	91	2	77	8	80	56	34	71	80	42	55	59	46	62	53	30	43	80	64	28	42	58	66	55	55	30	44	57	70	46	71	31	58	48	71	77	64	49																										
10	I understand the necessary requirements to advance my career.	59	16	81	73	92	1	76	10	60	60	56	71	60	28	88	61	69	60	64	41	12	60	64	42	42	47	66	72	88	41	58	64	60	53	71	36	59	61	71	88	64	57																										
<b>Professional Development - Average</b>																											55	18	83	73	91	1	76	9	70	58	45	71	70	35	71	60	57	61	58	35	27	70	64	35	42	52	66	63	71	35	51	60	65	49	71	33	58	54	71	82	64	53	
<b>Compensation, Benefits &amp; Work/Life Balance</b>																																																																					
11	I am paid fairly for my work.	43	30	64	51	53	25	54	24	80	46	39	71	80	0	33	48	46	48	46	30	31	80	57	42	42	52	50	44	33	30	40	46	40	46	71	42	58	25	42	77	58	37																										
34	This institution's benefits meet my needs.	75	8	87	74	93	4	78	6	80	77	69	85	80	83	55	79	61	83	77	53	80	80	92	71	76	82	76	83	55	53	72	74	100	86	85	63	86	62	71	77	86	70																										
47	My supervisor/department chair supports my efforts to balance my work and personal life.	78	11	86	81	90	4	84	5	100	84	52	85	100	57	88	86	57	78	83	38	75	100	78	78	57	70	88	77	88	38	68	79	80	86	85	52	84	68	85	88	83	75																										
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	61	14	84	74	87	1	80	6	100	67	39	85	100	14	88	71	46	76	59	30	62	100	57	71	50	76	66	55	88	30	44	67	50	60	85	47	72	48	71	88	66	60																										
<b>Compensation, Benefits &amp; Work/Life Balance - Average</b>																											64	15	80	70	80	8	74	10	90	68	49	81	90	38	66	71	52	71	66	37	62	90	71	65	56	70	70	64	66	37	56	66	67	69	81	51	75	50	67	82	73	60	

Years at Institution										Annual Salary										
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		\$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		
17	16	22	25	22	16	9	5	10	84	26	53	23	9	7	5	9	19			
100	56	59	76	72	93	100	60	30	75	65	77	91	88	42	80	88	42			
82	62	59	72	81	87	100	100	60	67	80	62	86	88	42	100	100	63			
41	43	36	36	40	43	66	20	30	47	53	28	39	66	28	100	55	36			
74	53	51	61	64	74	88	60	40	63	66	55	72	80	37	93	81	47			
70	33	68	32	45	25	66	20	22	60	60	32	60	55	28	75	44	33			
81	54	56	56	65	56	66	60	28	70	65	47	80	50	50	100	62	53			
71	38	40	26	60	37	57	20	37	58	40	37	52	55	16	0	44	41			
74	41	54	38	56	39	63	33	29	62	55	38	64	53	31	58	50	42			
82	43	45	56	54	50	77	40	30	58	57	49	69	55	42	80	55	42			
82	12	50	64	72	75	88	40	33	59	53	58	60	66	28	60	88	55			
82	27	47	60	63	62	82	40	31	58	55	53	64	60	35	70	71	48			
76	31	40	44	40	25	77	60	30	58	42	35	60	55	0	80	33	52			
76	80	77	83	76	75	77	60	50	86	76	74	78	88	83	80	55	68			
88	75	77	72	77	87	88	80	60	84	76	73	82	88	57	100	88	68			
76	62	59	64	63	56	88	60	30	72	73	49	73	88	14	100	88	57			
79	62	63	65	64	60	82	65	42	75	66	57	73	79	38	90	66	61			