

THE CHRONICLE GREAT COLLEGES TO WORK FOR ModernThink Higher Education Institution Questionnaire[®]

The Chronicle of Higher Education and ModernThink LLC, a strategic HR consulting firm specializing in workplace excellence, assembled a blue ribbon committee of industry experts to review and customize the survey instruments used in this program. The blue ribbon committee membership was by invitation and included representation of Administration, Faculty and Staff.

The Higher Education Institution Questionnaire[®] is a version of the ModernThink Infrastructure and Practices Inventory[®], an organizational audit that was developed after a 14-month meta-analysis of “best workplaces.”

The Institution Questionnaire is completed online and can be accessed during the entirety of the two-month assessment period. While some of the requested data mirrors information from other data collection processes (e.g. IPEDS), the Institution Questionnaire also provides a unique opportunity for each participating school to put its best foot forward by adding context and detail to its special and differentiating qualities. Sections of the audit include:

Institution Overview	Compensation
Contact Information	Diversity
Mission, Values, Ethics	Retention
Compliance	Communication Practices
Background Information	Community Service and Sustainability
Human Resources Metrics	Differentiating Qualities
Professional Development and Training	Institution Leadership

Sample Questions from the Institution Questionnaire:

1. Does your institution have a formally documented Vision and/or institutional Mission Statement? If so, please describe.
2. Composition (by number) of Senior Leadership / Executive Committee by Gender.
3. What is the average annual salary for:
 - Non-exempt employees?
 - Exempt employees?
 - Faculty?
 - Non-faculty?
4. Please provide information regarding the following programs and benefits:
 - a. Employee Assistance Programs
 - b. Paid Maternity Leave
 - c. Retirement Programs or Services
5. Please provide information regarding your healthcare offerings and insurance benefits.
6. Does your institution offer a sabbatical program? If so, please describe.
7. What is the average number of Training and Development hours completed annually for Faculty and Non-Faculty?
8. Please provide information regarding the following programs and practices:
 - a. Institution Newsletter
 - b. Employee Suggestion Box / Innovation Programs
 - c. Regular Employee Surveys
9. Please describe any Leadership Development Programs or special practices tailored for those in leadership positions.
10. Please describe any additional defining or differentiating elements of your culture.