

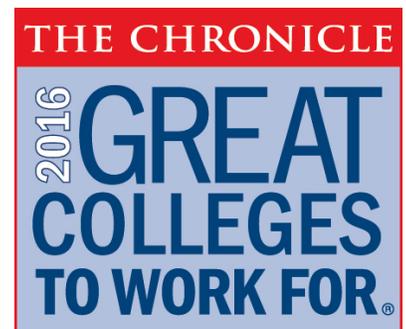
2016

REPORTS GUIDE

ModernThink
The Chronicle's Great Colleges Survey Partner

2 Mill Road, Suite 102
Wilmington, DE 19806
888.684.4658

chronicle@modernthink.com
ChronicleGreatColleges.com



About The Chronicle

For nearly 50 years, professionals in academe have relied on The Chronicle for its award-winning news coverage and commentary of hard-hitting topics impacting higher education. Online, The Chronicle is the top destination for news, advice and jobs for faculty and administrators. Participants in the Great Colleges to Work For® program are recognized in the Academic Workplace supplement published in July.

THE CHRONICLE
ChronicleGreatColleges.com

About ModernThink

Founded in 2004, ModernThink is an organizational development and management consulting firm with particular expertise in improving workplace quality, stakeholder engagement, and overall outcomes. We help leaders take their organizations from Good to Great.

Our work is strongly anchored by our mission to change the world one workplace at a time. We partner with a wide range of institutions ranging from small community colleges to entire state university systems.

We help each client understand employees' and other stakeholders' perceptions of its institution's leadership, policies and practices, and day-to-day environment. Working with ModernThink, our customers transform their culture and climate into sustainable competitive advantages.

About the Survey

The ModernThink Higher Education Insight Survey® used in the Great Colleges to Work For® program measures the dynamics and competencies unique to higher education. The reports and services options in this brochure are designed to help your institution identify strengths and challenges in your workplace culture.

The topline reports each institution receives for participating provide a high level summary of the data. The reports and service options in this brochure take that understanding to a deeper level and provide you with the ability to align various stakeholders on the interpretation of the data before you communicate and take action on the results.

For those institutions that participate on a regular cycle, the survey reports provide a key measure of progress. Institutions rely on this data for strategic planning, accreditation self-studies, and leadership team transitions. Our unique benchmarking provides an external perspective on how your institution measures up in a variety of areas including being recognized as a top college for workplace excellence.

ModernThink

REPORT SUITES

SURVEY DATA SUITE - includes three reports

This six-page tabloid size report summarizes your overall positive and negative responses for all 60 survey statements and provides a detailed breakdown across each demographic. Each spreadsheet includes two columns of benchmarking data: Honor Roll and Carnegie Classification.

General Demographics Spreadsheet contains data by: Gender, Age, Ethnicity/Race, Relationship Status, Annual Salary, Job Status, Years at Institution, Supervisory Status

Job Role Spreadsheet contains data by: Job Category, Job Role, Tenure Status

College/School/Department Spreadsheet contains data for these demographics only

Cost: \$1,745

SURVEY RESULTS SUITE - includes five reports

Survey Data Suite (see description above)

Employee Comments Report – As part of ModernThink's Higher Education Insight Survey®, employees are asked two open-ended questions. This report provides their responses exactly as written. To enhance analysis, the comments will be sorted by job category.

Response Distribution Report – This expanded compilation shows percentages of all response options to the 60 survey statements broken down by job category.

Benefits Satisfaction Report – Learn how your employees rate your institution's benefits programs. This graphical report documents satisfaction with benefits ranging from medical and dental insurance to housing assistance and retirement benefits. Responses are broken down by job category.

Profile of Survey Respondents – Use this response rate report as a quick reference guide to the percentage of respondents in each department and job role, as well as demographics like gender, relationship status and more.

Cost: \$3,510

BENCHMARK DATA SUITE – includes four reports

Overall Benchmark ScoreCard – See how your workforce’s responses compare to those of other institutions. This report allows you to compare a series of higher education benchmarks. The benchmarks are averages of the positive responses among peer institutions within these designated categories: Honor Roll, Carnegie Classification, Enrollment, Size, Region and Public/Private institutions.

Benefits Satisfaction Benchmark Report – Picture the Benefits Satisfaction Report (described under Survey Results) but replace the job categories with each of our core benchmarks: Honor Roll, Carnegie Classification, Enrollment Size, Region and Public/Private institutions.

Job Category Benchmark Spreadsheet – Take your analysis to an even deeper level by benchmarking against peer colleges, schools and departments. See your employees’ responses in each of your College/School/Department categories and then cross reference those with two sets of higher education benchmarks – Honor Roll and Carnegie Classification.

Recognition Category Benchmark ScoreCard – Find out how your workforce’s responses compare to those of recognized institutions throughout your same 2yr/4yr and size categories. Each recognition category shows positive/negative response rates for all survey statements to provide a direct comparison against your overall rates, as well as Honor Roll institutions.

Cost: \$5,665

JOB CATEGORY REPORT SUITE – includes four reports

Employee Comments Report – see description above

Response Distribution Report – see description above

General Demographics Spreadsheet, filtered for each job category – individual General Demographic Spreadsheets (see description above) provided for each job category surveyed at your school.

Job Category Benchmark Spreadsheet – Provides overall positive/negative response rates for each survey statement

and overall benchmark columns for Honor Roll and Carnegie Classification. From there, you can compare the percent positive data for each job category against the two columns of benchmark data.

Cost: \$3,205

BENEFITS SUITE – includes three reports

Benefits Satisfaction Benchmark Report – see description above

Benefits Satisfaction Spreadsheet – This spreadsheet details the overall positive/negative response rates for all eighteen of the benefits satisfaction components. It also provides a benchmark comparison for Honor Roll and Carnegie Classification, as well as a breakdown by the following demographic categories: Gender, Age, Ethnicity/Race, Relationship Status, Job Status, Supervisory Status, Years at Institution and Annual Salary.

Benefits Satisfaction Benchmark ScoreCard – This one-page report provides the overall positive/negative response rates to all eighteen of the benefits satisfaction components, along with five additional columns of benchmark data. You will see a column of comparison data for Honor Roll, Carnegie Classification, Enrollment Size, Region and Public/Private institutions.

Cost: \$2,460

ORDER INFORMATION

View sample reports and order online at ChronicleGreatColleges.com or contact ModernThink at 888.684.4658 or chronicle@modernthink.com.

Save 5% when you order before September 12th, 2016.

*Payment must be received before delivery

INDIVIDUAL REPORTS

Aspirational Peer Benchmark Report

Simply provide ModernThink with a list of peer institutions you would like to benchmark against and have that data added as a column alongside the Honor Roll and Carnegie Classification data. This report allows you to compare your employees' responses, statement by statement, to the responses of employees at designated peer institutions. Please note, we need a minimum of five (5) within our database to generate a benchmark, and we only disclose names if the institutions have been publicly recognized as "Great Colleges."

Cost: \$975

Response Distribution Benchmark Report

Utilize this agreement scale depiction of your overall employee responses to survey statements for comparison against five other benchmark categories. The report includes benchmark data for Honor Roll, Carnegie Classification, Enrollment Size, Region and Public/Private institutions.

Cost: \$1,540

Response Distribution Report by Gender

See your overall responses broken down by the five-point agreement scale for each of the 60 survey statements, as well as a breakdown by your male and female respondents.

Cost: \$515

Diversity Benchmark Report

See your percent positive responses across each survey demographic (see General Demographics Spreadsheet above) with the addition of a benchmark aggregating percent positive and percent negative data from respondents of all minority races and ethnicities at your school: Hispanic, African American, Asian, Native Hawaiian/Pacific Islander, Alaska Native/American Indian.

Cost: \$1,025

Save 5% on all reports and services when you order before September 12th, 2016.

The ModernThink Higher Education Insight Survey[®] comprises 60 survey statements that measure 15 key dimensions, a benefit satisfaction component, two open-ended questions, and a series of demographic questions. **If you would like a copy of the actual survey as part of the review of reports and services, just give us a call!**

Year-to-Year ScoreCard

See your current and previous year's positive and negative survey results side by side. This color-coded ScoreCard will help you identify the areas where you are moving in the right direction as well as those areas where there is still room for improvement. This comparison is for overall results only.

Cost: \$615 (Additional years are \$150 each)

Special Combination Suite

Purchase both the Survey Results and Benchmark Data Suites and benefit from substantial savings. You'll receive:

- An additional \$75 off the combination price
- A complimentary 60-minute phone consultation with a ModernThink higher education expert (\$850 value)

Cost: \$9,100

REPORT OPTIONS

	Price
Employee Comments Report	\$615
Response Distribution Report	\$1,130
Overall Benchmark ScoreCard	\$1,025
Benefits Satisfaction Benchmark Report	\$1,540
General Demographics Spreadsheet (filtered for each job category)	\$1,230
Recognition Category Benchmark Scorecard	\$2,050
Job Category Benchmark Spreadsheet	\$1,025
Response Distribution Benchmark Report	\$1,540
Aspirational Peer Benchmark ScoreCard	\$975
Response Distribution Report by Gender	\$515
Diversity Benchmark Spreadsheet	\$1,025
Year-to-Year ScoreCard	\$615
Special Combination Suite	\$9,100

ORDER INFORMATION View sample reports and order online at ChronicleGreatColleges.com or contact ModernThink at 888.684.4658 or chronicle@modernthink.com. Payment must be received before reports will be delivered.

2016

CONSULTING GUIDE

ModernThink



Get the most out of your results!

ModernThink higher education specialists are available to analyze your survey results and present findings and recommendations to leadership groups, HR teams, boards, faculty senates, and other constituent groups.

As your expert guide, we will help you make the best use of your survey feedback and bring fresh eyes, organizational development expertise and years of benchmarking and best practice data to the conversation.

Why do Great Colleges participants typically consider ModernThink consulting services?

- A new senior leadership team that wants to fully understand the current dynamics of the culture.
- The data is not as positive as you had hoped it would be and you want an unbiased presentation of the results.
- Results are positive but you want to do even better—maybe even make the Honor Roll.
- Your team could benefit from understanding how peer institutions are managing similar challenges.

THE CHRONICLE
ChronicleGreatColleges.com

PHONE CONSULTATION

Partner with a workplace expert via a 60-minute call to review and analyze your survey results. In this conversation, we will summarize and synthesize your particular strengths and opportunities and make recommendations for next steps. Senior leadership teams and survey committees often find our phone consultations helpful, but they can also be a great opportunity for a CHRO, Director of Institutional Effectiveness or President/Provost to be able to connect one-on-one with one of our survey experts. *(Available with any report purchase)*

Cost: \$975

WEBINAR PRESENTATION

In this virtual presentation (up to 2 hours), ModernThink summarizes key findings in your institution's survey results. Our analysis will include all aspects of the survey as well as your Institution Questionnaire submission. We will look at how your results compare to key benchmarks, as well as your previous year's data, if applicable. Best practices from peer institutions will be a part of the discussion. This summary PowerPoint will identify institutional strengths, areas for improvement, and recommendations. We will partner with you in advance to understand more about the audience and the goals for this presentation.

Cost: \$3,335

ONSITE PRESENTATION

Sometimes being face-to-face makes all the difference in understanding, aligning, and communicating your survey results. A ModernThink Senior Consultant will come to your institution for a half-day or full-day of meetings dedicated to an interactive presentation of the survey findings with key constituent groups. Prior to coming onsite, your consultant will partner closely with you to plan the presentations and collaborate on the audiences for these sessions. In preparation for the onsite, ModernThink will review your results past and present, analyze and interpret themes and patterns, compare your results to peer institutions, and bring real-world best practices we're seeing across the country. Recommendations will be made to focus both on how best to roll out the survey results across campus and start (or continue) plans for acting on the data. This service includes a summary PowerPoint and permission to video any of the presentation sessions to share with the campus community.

Cost: Half-Day \$4,870, Full-Day \$6,110
(Prices Do Not Include Travel Expenses)



ORDER INFORMATION

Save 5% when you order before September 12th, 2016.

ADDITIONAL SERVICES

Please call us for customized pricing

Town Hall Meetings

Town Hall Meetings open to all faculty and staff and/or individual constituent groups allow a transparent forum to present the survey results as well as an opportunity for them to offer their insights into the findings. ModernThink can be a helpful partner in this initiative. This is normally a full-day commitment to provide opportunities throughout the day to meet everyone's calendar. We include a PowerPoint of survey results that can be used as part of the co-facilitation of the meetings.

Focus Groups

Our consultants are skilled in the art of focus group facilitation and creating an environment that fosters straightforward and open dialogue to drill down further into specific aspects of the data. They take measures to protect anonymity and to create a safe environment where participants will feel comfortable sharing their candid feedback.

New President Briefing

With many presidents beginning their tenures in late summer, the survey results are an opportunity to learn more about the campus staff and faculty. The mere act of acknowledging this feedback can send a strong message to employees about the President's commitment to communication. We offer 1:1 briefing of institutional data for these leaders as a step towards understanding the survey results and then acting on that data as a new leader.

Great Colleges Best Practice Session

Because of our extensive work in higher education workplace improvement, ModernThink is often asked to share our insights and trend data in person at institutions and associations. Topics can be very specific to the audience, including senior leadership's role and influence in becoming a great place to work, key differences between faculty and staff engagement, as well as best practices around communication, branding and shared governance. We have presented to large groups as well as smaller HR departments and task force committees.

CUSTOM BENCHMARKS

ModernThink's ability to provide current higher education-specific benchmarking data is unparalleled. In addition to the annual Great Colleges benchmarks that include data specific to 2016 participants, we also offer customized benchmarking from our database of over 1,000 unique institutions.

While external benchmarking provides important context, internal benchmarking can help establish realistic institutional goals and also create a mechanism to build accountability. For colleges that have surveyed with ModernThink inside and outside of Great Colleges we have the unique ability to create year-to-year comparisons for your overall survey results, as well as by specific demographics. For example, you may want to see just your faculty results over time.

SAVE THE DATE!

GREAT COLLEGES 2017

Registration for the 2017 Great Colleges program opens in August 2016. The faculty/staff survey will again be in mid-March. If you are considering a census or custom approach to the survey, contact us early so we can partner with you on a timeline and strategy that works for your institution.

SYSTEMS AND CONSORTIA

There are a number of benefits to participating alongside your entire system or consortia, including discounted survey customization, reports and benchmarking. Please contact or refer interested parties to Suzi Schmittlein at sschmittlein@modernthink.com or 888.684.4658 x 114.

2 Mill Road, Suite 102
Wilmington, DE 19806
888.684.4658

ModernThink

chronicle@modernthink.com
ChronicleGreatColleges.com