The Chronicle Great Colleges to Work For

ModernThink
Higher Education Insight Survey
XYZ University
Job Role Spreadsheet

		Overall		Benchmarks		Job Category	Administration																	Job Category	Faculty												Tenure Status							Job Category	Exempt Professional Staff							Job Category	Non-exempt Staff										Years in Job Role								
		Positive Response	Negative Response	Honor Roll 3,000-9,999	Carnegie Master's	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	Faculty	Department Chair	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Visiting Professor	Adjunct Faculty	Clinical Faculty	Research Faculty	Research Associate	Other	Tenured	Tenure Track/Untenured	Not Tenure Track	Permanent Status	Earning Permanent Status	Not Applicable	Decline to answer	Exempt Prof/ Staff	Analyst	Advisor	Counselor	Manager	Professional (Researchers, Librarians, Nurses, IT, Accountants, HR)	Specialist	Other	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	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
	Total number of survey respondents (665)					266	17	5	5	17	14	7	37	8	19	5	8	7	6	7	86	6	5	7	175	11	23	21	33	9	14	7	13	11	7	20	6	74	36	11	26	8	30	8	122	28	28	24	9	11	7	15	102	20	8	11	4	15	7	5	11	11	5	5	37	43	23	36	24	5	11	28	11
	Job Satisfaction/Support																																																																				
3	My job makes good use of my skills and abilities.	77	6	88	82	80	88	80	100	76	64	57	78	50	78	80	87	85	66	85	73	66	60	71	80	100	86	66	78	66	64	71	61	72	28	60	66	79	77	72	73	75	80	75	71	60	64	70	100	63	57	60	71	73	87	81	69	72	75	100	90	90	64	55	78	81	69	72	75	100	90	64	72
4	I am given the responsibility and freedom to do my job.	80	7	89	83	83	94	100	100	82	71	71	81	62	89	80	87	85	100	85	86	100	100	71	85	90	91	85	81	66	71	100	84	81	57	70	66	83	80	81	73	100	76	75	69	78	57	87	88	81	42	60	69	92	87	93	73	83	70	80	100	100	57	77	75	93	73	83	70	80	100	57	54
5	I am provided the resources I need to be effective in my job.	48	20	72	57	69	64	100	60	47	35	42	51	25	52	60	50	85	66	57	55	66	80	57	37	45	34	9	57	33	42	57	46	54	0	30	50	32	61	63	53	75	60	50	55	25	35	58	66	72	14	46	55	69	75	60	56	50	33	40	36	36	28	50	56	60	56	50	33	40	36	28	18
	Job Satisfaction/Support - Average	68	11	83	74	77	82	93	86	68	56	56	70	45	73	73	74	85	77	75	71	77	80	66	67	78	70	53	72	55	59	76	63	69	28	53	60	64	72	72	66	83	72	66	65	54	52	71	84	72	37	55	65	78	83	78	66	68	59	73	75	75	49	60	69	78	66	68	59	73	75	49	48
	Teaching Environment																																																																				
30	There is a good balance of teaching, service and research at this institution.	65	20	78	63	81	64	60	100	76	35	42	64	37	76	60	87	80	40	71	60	75	75	100	58	72	60	42	59	44	61	66	54	40	28	15	60	61	61	63	72	71	79	62	71	35	29	62	75	88	25	66	71	80	50	70	60	75	65	60	63	63	29	55	68	70	60	75	65	60	63	29	18
40	Teaching is appropriately recognized in the evaluation and promotion process.	69	14	84	75	81	63	60	80	70	50	57	64	62	76	100	80	0	0	50	60	100	-	100	69	90	59	47	81	25	20	66	71	62	14	15	75	61	87	50	66	50	78	71	57	32	40	50	80	66	0	62	57	82	66	89	56	52	58	50	77	77	41	33	72	89	56	52	58	50	77	41	72
51	There is appropriate recognition of innovative and high quality teaching.	63	14	82	67	82	91	100	100	64	28	42	54	50	92	80	87	50	100	83	64	100	100	50	57	81	60	42	51	40	55	40	62	72	14	30	66	59	59	83	75	80	75	50	67	28	48	50	100	100	20	54	67	65	75	75	50	62	57	75	70	70	40	20	62	75	50	62	57	75	70	40	54
	Teaching Environment - Average	65	16	81	68	81	72	73	93	70	37	47	60	49	81	80	84	43	46	68	61	91	87	83	61	81	59	43	63	36	45	57	62	58	18	20	67	60	69	65	71	67	77	61	65	31	39	54	85	84	15	60	65	75	63	78	55	63	60	61	70	70	36	36	67	78	55	63	60	61	70	36	48
	Professional Development																																																																				
6	I am given the opportunity to develop my skills at this institution.	66	13	85	73	76	94	80	80	82	57	57	75	50	84	60	75	71	50	85	82	83	60	85	64	81	60	52	69	88	64	71	84	54	42	45	66	62	75	63	57	87	80	62	69	50	50	70	100	90	28	60	69	73	75	83	78	52	66	80	54	54	46	44	70	83	78	52	66	80	54	46	27
10	I understand the necessary requirements to advance my career.	71	11	81	73	71	88	80	80	82	85	42	81	37	73	60	87	57	66	57	67	50	60	57	81	90	78	71	87	50	64	71	69	72	57	65	80	78	83	36	52	62	75	62	54	64	60	70	55	63	50	46	54	60	87	73	69	60	73	80	81	81	57	44	78	73	69	60	73	80	81	57	63
	Professional Development - Average	68	12	83	73	73	91	80	80	82	71	49	78	43	78	60	81	64	58	71	74	66	60	71	72	85	69	61	78	69	64	71	76	63	49	55	73	70	79	49	54	74	77	62	61	57	55	70	77	76	39	53	61	66	81	78	73	56	69	80	67	67	51	44	74	78	73	56	69	80	67	51	45
	Compensation, Benefits & Work/Life Balance																																																																			
11	I am paid fairly for my work.	62	19	64	51	73	52	40	60	70	50	42	67	37	52	60	62	71	83	42	38	33	0	71	57	72	60	42	57	33	57	42	23	54	0	30	50	58	63	72	69	62	66	57	64	32	42	50	66	63	57	57	64	46	62	62	60	61	75	60	63	63	39	33	64	62	60	61	75	60	63	39	36
34	This institution's benefits meet my needs.	81	3	87	74	90	64	100	60	64	50	28	62	25	68	80	100	71	100	100	67	50	40	85	78	90	78	76	81	55	64	71	61	81	28	40	66	78	83	81	73	87	93	87	83	42	50	65	77	100	57	86	83	80	71	83	82	77	87	60	72	72	42	66	89	83	82	77	87	60	72	42	72
47	My supervisor/department chair supports my efforts to balance my work and personal life.	75	10	86	81	85	94	100	100	58	57	66	64	42	72	100	87	71	66	71	83	100	60	100	74	87	78	64	78	66	64	85	83	72	33	63	83	71	77	54	61	100	93	87	71	73	64	82	77	100	42	73	71	88	100	82	73	68	69	100	63	63	60	66	80	82	73	68	69	100	63	60	80
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	73	10	84	74	83	88	80	80	76	78	57	75	50	68	100	62	85	100	100	75	100	60	71	76	100	69	90	72	55	71	85	61	81	28	31	66	78	72	54	65	75	80	62	61	51	57	82	55	100	28	53	61	73	87	76	65	77	75	80	81	81	57	25	70	76	65	77	75	80	81	57	63
	Compensation, Benefits & Work/Life Balance - Average	72	10	80	70	82	74	80	75	67	58	48	67	38	65	85	77	74	87	78	65	70	40	81	71	87	71	68	72	52	64	70	57	72	22	41	66	71	73	65	67	81	83	73	69	49	53	69	68	90	46	67	69	71	80	75	70	70	76	75	69	69	49	47	75	75	70	70	76	75	69	49	62