

**ModernThink**  
**ModernThink Higher Education Insight Survey**  
**XYZ University**  
**Aspirational Peer Group - Benchmark ScoreCard**

		Overall		Overall	
		XYZ University Overall Results	XYZ University Overall Results	Aspirational Peer Group - Benchmark	Aspirational Peer Group - Benchmark
		+	-	+	-
<b>Job Satisfaction/Support</b>					
1	My job makes good use of my skills and abilities.	82	4	81	4
2	I am given the responsibility and freedom to do my job.	85	5	85	3
4	I am provided the resources I need to be effective in my job.	63	12	63	11
<b>Job Satisfaction/Support - Average</b>		<b>76</b>	<b>7</b>	<b>76</b>	<b>6</b>
<b>Teaching Environment</b>					
33	There is a good balance of teaching, service and research at this institution.	68	16	73	10
40	Teaching is appropriately recognized in the evaluation and promotion process.	57	18	62	16
51	There is appropriate recognition of innovative and high quality teaching.	67	16	71	8
<b>Teaching Environment - Average</b>		<b>64</b>	<b>16</b>	<b>68</b>	<b>11</b>
<b>Professional Development</b>					
6	I am given the opportunity to develop my skills at this institution.	79	6	76	6
10	I understand the necessary requirements to advance my career.	67	13	66	12
<b>Professional Development - Average</b>		<b>73</b>	<b>9</b>	<b>71</b>	<b>9</b>
<b>Compensation, Benefits &amp; Work/Life Balance</b>					
11	I am paid fairly for my work.	62	15	57	20
34	This institution's benefits meet my needs.	91	2	76	6
47	My supervisor/department chair supports my efforts to balance my work and personal life.	78	8	77	7
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	76	6	75	7
<b>Compensation, Benefits &amp; Work/Life Balance - Average</b>		<b>76</b>	<b>7</b>	<b>71</b>	<b>10</b>