

The Chronicle Great Colleges to Work For

ModernThink
Higher Education Insight Survey
XYZ University
General Demographics Spreadsheet

	Overall		Benchmarks		Gender			Age								Ethnicity			Race					Relationship Status				Job Status			Supervisory Status		Years at Institution								Annual Salary															
	Positive Response	Negative Response	Honor Roll 3,000-9,999	Carnegie Master's	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	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	Married	Partnered	Single	Divorced/Widowed	Decline to answer	Full-time (12 months)	Full-time (6 month/Acad Yr)	Other	Decline to answer	Yes	No	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
Total number of survey respondents (163)																																																								
Job Satisfaction/Support																																																								
1 My job makes good use of my skills and abilities.	72	5	88	82	78	75	46	56	80	64	42	78	88	94	77	88	46	52	80	76	52	85	80	42	88	79	61	79	80	53	85	52	75	72	71	100	81	68	100	56	59	76	72	93	100	60	30	75	65	77	91	88	42	80	88	42
2 I am given the responsibility and freedom to do my job.	74	6	89	83	74	76	61	62	100	50	57	78	70	72	77	100	61	72	100	77	56	85	100	42	100	79	65	77	70	53	85	63	67	85	57	100	69	75	82	62	59	72	81	87	100	100	60	67	80	62	86	88	42	100	100	63
4 I am provided the resources I need to be effective in my job.	39	32	72	57	40	39	46	43	100	35	14	35	29	50	27	55	46	44	100	43	30	42	100	28	55	41	46	34	40	60	42	47	47	31	28	66	43	38	41	43	36	36	40	43	66	20	30	47	53	28	39	66	28	100	55	36
Job Satisfaction/Support - Average																																																								
Teaching Environment																																																								
33 There is a good balance of teaching, service and research at this institution.	44	31	78	63	46	46	41	33	75	64	42	35	52	50	29	44	41	41	75	46	43	57	75	28	44	46	46	45	55	57	57	31	60	25	28	66	57	38	70	33	68	32	45	25	66	20	22	60	60	32	60	55	28	75	44	33
40 Teaching is appropriately recognized in the evaluation and promotion process.	59	15	84	75	57	63	45	54	100	54	60	54	64	43	62	45	60	100	62	50	40	100	50	62	60	52	57	75	77	40	50	70	47	66	66	70	51	81	54	56	56	65	56	66	60	28	70	65	47	80	50	50	100	62	53	
51 There is appropriate recognition of innovative and high quality teaching.	44	27	82	67	51	41	27	38	0	50	36	41	75	50	18	44	27	37	0	46	36	57	0	16	44	47	40	45	57	25	57	33	58	26	50	57	58	35	71	38	40	26	60	37	57	20	37	58	40	37	52	55	16	0	44	41
Teaching Environment - Average																																																								
Professional Development																																																								
6 I am given the opportunity to develop my skills at this institution.	52	21	85	73	62	53	30	43	80	64	28	42	58	66	55	55	30	44	80	56	34	71	80	42	55	59	46	57	70	46	71	31	58	48	71	77	64	49	82	43	45	56	54	50	77	40	30	58	57	49	69	55	42	80	55	42
10 I understand the necessary requirements to advance my career.	59	16	81	73	60	64	41	12	60	64	42	42	47	66	72	88	41	58	60	60	56	71	60	28	88	61	69	64	60	53	71	36	59	61	71	88	64	57	82	12	50	64	72	75	88	40	33	59	53	58	60	66	28	60	88	55
Professional Development - Average																																																								
Compensation, Benefits & Work/Life Balance																																																								
11 I am paid fairly for my work.	43	30	64	51	48	46	30	31	80	57	42	42	52	50	44	33	30	40	80	46	39	71	80	0	33	48	46	46	40	46	71	42	58	25	42	77	58	37	76	31	40	44	40	25	77	60	30	58	42	35	60	55	0	80	33	52
34 This institution's benefits meet my needs.	75	8	87	74	83	77	53	80	80	92	71	76	82	76	83	55	53	72	80	77	69	85	80	83	55	79	61	74	100	86	85	63	86	62	71	77	86	70	76	80	77	83	76	75	77	60	50	86	76	74	78	88	83	80	55	68
47 My supervisor/department chair supports my efforts to balance my work and personal life.	78	11	86	81	78	83	38	75	100	78	78	57	70	88	77	88	38	68	100	84	52	85	100	57	88	86	57	79	80	86	85	52	84	68	85	88	83	75	88	75	77	72	77	87	88	80	60	84	76	73	82	88	57	100	88	68
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	61	14	84	74	76	59	30	62	100	57	71	50	76	66	55	88	30	44	100	67	39	85	100	14	88	71	46	67	50	60	85	47	72	48	71	88	66	60	76	62	59	64	63	56	88	60	30	72	73	49	73	88	14	100	88	57
Compensation, Benefits & Work/Life Balance - Average																																																								