

Great Colleges to Work For Results

	% Positive
OVERALL	58
 CATEGORIES	
Supervisor/Department Chair Effectiveness	70
Mission & Pride	69
Diversity, Inclusion & Belonging	68
Faculty & Staff Wellbeing	68
Job Satisfaction and Support	63
Collaboration	56
Professional Development	55
Communication	54
Faculty Experience	48
Performance Management	48
Confidence in Senior Leadership	43
 TOP 10 items	
5. I understand how my job contributes to this institution's mission.	88
24. The work I do is meaningful to me.	86
29. In my department, we welcome diversity in all of its forms.	84
2. I am given the responsibility and freedom to do my job.	80
15. My supervisor/department chair shows genuine interest in my well-being.	79
47. My supervisor/department chair supports my efforts to balance my work and personal life.	78
49. This institution actively contributes to the community.	76
23. People in my department work well together.	75
1. My job makes good use of my skills and abilities.	75
12. I believe what I am told by my supervisor/department chair.	74
 BOTTOM 10 items	
11. I am paid fairly for my work.	20
35. Our recognition and awards programs are meaningful to me.	31
18. Issues of low performance are addressed in my department.	40
53. There's a sense that we're all on the same team at this institution.	36
37. Senior leadership shows genuine interest in the well-being of faculty, admins and staff.	42
17. Our review process accurately measures my job performance.	44
27. Senior leadership provides a clear direction for this institution's future.	37
56. The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)	44
16. Promotions in my department are based on a person's performance.	47
41. Senior leadership communicates openly about important matters.	37
22. Changes that affect me are discussed prior to being implemented.	44
30. Our onboarding processes prepare new faculty and staff to be effective.	43
45. I believe what I am told by senior leadership.	44
52. This institution is run well	40

Questions	Overall		2022 Honor Roll		2022
	Positive	Neutral	Overall Negative	3k-10k	Carnegie Master's
Job Satisfaction & Support					
1. My job makes good use of my skills and abilities.	75	18	7	87	80
2. I am given the responsibility and freedom to do my job.	80	13	7	88	84
4. I am provided the resources I need to be effective in my job.	50	30	21	76	61
11. I am paid fairly for my work.	20	21	59	54	42
24. The work I do is meaningful to me.	86	11	3	92	88
31. The facilities (classrooms, offices, labs) adequately meet my needs.	69	18	13	79	67
34. This institution's benefits meet my needs.	60	24	15	81	72
Job Satisfaction & Support - Average	63	19	18	80	71
Professional Development					
6. I am given the opportunity to develop my skills at this institution.	61	25	13	82	71
10. I understand the necessary requirements to advance my career.	56	22	23	77	67
28. I have access to the training I need to do my job well.	58	26	16	80	66
30. Our onboarding processes prepare new faculty and staff to be effective.	43	32	25	67	51
Professional Development - Average	55	26	19	77	64
Faculty & Staff Well-being					
15. My supervisor/department chair shows genuine interest in my well-being.	79	12	9	87	82
33. This institution's policies and practices give me the flexibility to manage my work a	55	28	18	80	71
39. This institution takes appropriate steps to protect the health and safety of faculty,	63	24	13	82	73
44. At work, I know where to go for help with my mental or emotional well-being.	66	16	19	82	72
47. My supervisor/department chair supports my efforts to balance my work and pers	78	15	8	88	83
Faculty & Staff Well-being - Average	68	19	13	84	76
Performance Management					
9. I am regularly recognized for my contributions.	54	26	21	68	58
16. Promotions in my department are based on a person's performance.	47	26	27	67	58
17. Our review process accurately measures my job performance.	44	27	28	67	57
18. Issues of low performance are addressed in my department.	40	30	30	62	54
35. Our recognition and awards programs are meaningful to me.	31	32	37	63	47
Performance Management - Average	43	28	29	65	55

Supervisor/Department Chair Effectiveness

3. My supervisor/department chair makes their expectations clear.	72	18	10	82	77
7. I receive feedback from my supervisor/department chair that helps me.	64	20	16	77	72
12. I believe what I am told by my supervisor/department chair.	74	17	9	83	77
19. My supervisor/department chair is consistent and fair.	71	17	12	83	77
20. My supervisor/department chair actively solicits my suggestions and ideas.	70	19	11	81	77
Supervisor/Department Chair Effectiveness - Average HIGHEST	70	18	12	81	76

Communication

8. When I offer a new idea, I believe it will be fully considered.	57	27	16	74	65
14. I can speak up or challenge a traditional way of doing something without fear of he	60	19	21	74	66
21. In my department, we communicate openly about issues that impact each other's	62	23	15	77	72
22. Changes that affect me are discussed prior to being implemented.	44	31	25	61	52
43. At this institution, we discuss and debate issues respectfully to get better results.	46	36	19	67	54
Communication - Average	54	27	19	71	62

Collaboration

13. We have opportunities to contribute to important decisions in my department.	67	20	13	78	72
23. People in my department work well together.	75	19	7	83	79
26. I can count on people to cooperate across departments.	48	36	16	69	56
42. There are sufficient opportunities to participate in institutional planning.	52	30	18	61	52
53. There's a sense that we're all on the same team at this institution.	36	35	29	68	50
Collaboration - Average	56	28	17	72	62

Diversity, Inclusion & Belonging

29. In my department, we welcome diversity in all of its forms.	84	10	6	88	86
38. This institution has clear and effective procedures for dealing with discrimination.	61	25	15	80	69
40. At this institution, diversity in all of its forms is valued.	65	23	12	81	71
46. We are making good progress towards becoming a more diverse & inclusive institu	64	26	10	81	69
48. I feel a sense of belonging at this institution.	68	20	12	81	72
50. This institution places sufficient emphasis on having diverse fac, admins & staff.	64	23	13	78	67
Diversity, Inclusion & Belonging - Average	68	21	11	82	72

Mission & Pride

5. I understand how my job contributes to this institution's mission.	88	8	3	93	89
25. Overall, my department is a good place to work.	73	19	8	88	82
36. I am proud to be part of this institution.	73	22	5	87	76
49. This institution actively contributes to the community.	76	20	4	90	79
51. I would recommend working here to my family and/or friends.	56	28	17	83	67
54. This institution's culture is special - something you don't find just anywhere.	57	24	18	77	62
55. All things considered, this is a great place to work.	59	29	12	84	68
Mission & Pride - Average	69	21	10	86	75

Confidence in Senior Leadership

27. Senior leadership provides a clear direction for this institution's future.	37	36	27	71	54
32. Senior leadership has the knowledge, skills and experience necessary for institutio	57	26	16	79	63
37. Senior leadership shows genuine interest in the well-being of faculty, administrato	42	29	28	73	58
41. Senior leadership communicates openly about important matters.	37	38	25	68	53
45. I believe what I am told by senior leadership.	44	35	21	73	59
52. This institution is well run.	40	39	21	76	56
Confidence in Senior Leadership - Average LOWEST	43	34	23	73	57

Faculty Experience (Faculty only)

56. The role of faculty in shared governance is clearly stated and publicized. (Faculty O	44	30	27	75	56
57. Faculty are appropriately involved in decisions related to the education program (e	48	31	20	74	60
58. There is appropriate recognition of innovative and high quality teaching. (Faculty C	45	33	23	72	51
59. Advancement and promotion processes are clear. (Faculty-Only)	59	22	20	81	64
60. There is a good balance of teaching, service and research at this institution. (Facult	45	31	24	70	51
Faculty Experience - Average	48	29	23	74	56

Averages

Averages	58	25	17	77	66
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