

# Overview of Program and Participation Report

**ModernThink**  
We help Colleges & Universities become better places to work & learn.™

THE CHRONICLE

2012 **GREAT  
COLLEGES  
TO WORK FOR.®**

Thank you for participating in the 2012 Chronicle Great Colleges to Work For program. We are pleased to present you with your Participation Reports for this year. This overview provides a summary of the Great Colleges program as well as descriptions of the three Topline Reports included:

- Topline Survey Results
- Topline Results by Job Category
- Topline Higher Education Workplace Trend Report (excerpt)

We hope that your participation in the program has been rewarding and that these reports will provide you with insight and guidance as you work toward creating the best workplace possible.

### Program Background

The Chronicle Great Colleges to Work For program is designed to recognize institutions that have been successful in creating great workplaces and to further research and understanding of the factors, dynamics and influences that have the most impact on organizational culture at higher education institutions.

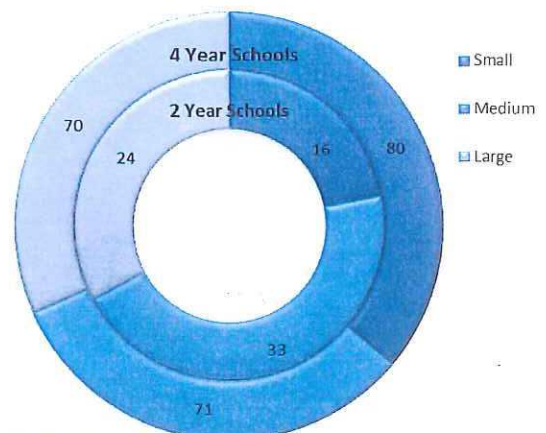
Over its five-year tenure, the Chronicle Great Colleges to Work For® program applicant pool has grown from 89 participants in its inaugural year, to a high of 310 participants in 2011. This year the program included 294 schools, including 221 four-years and 73 two-years.

At the core of the program is a two-part assessment process. The first component is a faculty/staff survey (The ModernThink Higher Education Insight Survey®). Surveys were sent to 117,476 faculty and staff nationwide. Of those, nearly 47,000 responded: 20,476 faculty and 26,424 staff (Administrators and Exempt Professional Staff).

The second part of the assessment process is an institutional audit (The ModernThink Institution Questionnaire® or “IQ”) capturing information detailing various institution demographics, policies and practices.

The primary factor in deciding whether an institution receives recognition is the faculty/staff feedback collected from the ModernThink Higher Education Insight Survey®. For analysis and recognition purposes, ModernThink first segments the participating schools into four-year and two-year categories. Schools within each of these categories are further classified into three groups based on student enrollment:

- Small: 500 to 2,999 students
- Medium: 3,000 to 9,999 students
- Large: 10,000+ students



Twelve of the recognition categories are based on the 15 survey dimensions which are core components of campus life. Representative examples include the following: Collaborative Governance, Professional/Career Development; Teaching Environment (Faculty Only); Compensation & Benefits; Facilities, Workspace & Security; and Job Satisfaction. Other recognition categories are tied to responses for the benefits satisfaction component of the survey.

### The ModernThink Higher Education Insight Survey<sup>®</sup>

The ModernThink Higher Education Insight Survey<sup>®</sup> has been specifically designed to assess workplace quality at institutions of higher education. The survey statements measure critical organizational dynamics and managerial competencies. Additionally, the instrument provides insight into the quality and health of various relationships that ultimately have direct impact on your institution's culture and the daily experience of your employees.

For reporting and analysis purposes, these 60 statements are clustered into 15 dimensions or themes, each representing an important component of campus life. These dimensions were determined and confirmed through a series of factor analyses, and they provide the basis for the program's recognition categories:

**Job Satisfaction/Support:** provides insight into the satisfaction with job fit, autonomy and resources

**Teaching Environment:** with a particular focus on faculty, this dimension consists of statements that address the balance between teaching, research and service; the support for advising/mentoring students; and recognition for outstanding teaching

**Professional Development:** provides insight into the reported satisfaction with career/professional development opportunities; and for faculty, support for research and clarity of the tenure process

**Compensation, Benefits & Work/Life Balance:** captures information about the perceived fairness of compensation and the effectiveness of the benefits and work/life balance programs

**Facilities:** provides insight into the reported satisfaction with physical workspace, overall campus appearance and confidence in experiencing a safe and secure environment

**Policies, Resources & Efficiency:** assesses the perceived effectiveness of various systems, policies and infrastructure

**Shared Governance:** captures information about the perception of inclusion and cooperation as related to shared governance

**Pride:** evaluates the sense of pride and connection faculty/employees report regarding their affiliation with the institution

**Supervisors/Department Chairs:** provides insight into the relationship faculty/employees report with their department chair or supervisor and assesses critical managerial competencies