

August 10, 2012

Mrs. Wendy Hartmann  
HR Director

**East Central College**  
1964 Prairie Dell Road  
Union, MO 63084

Mrs. Wendy Hartmann,

Thank you for participating in the 2012 Chronicle Great Colleges to Work For program. As a function of your participation we are pleased to provide you with the enclosed Topline Reports, newly updated for this year's program:

- 1) **New** Topline Survey Results – including previous year's data when applicable
- 2) **New** Topline Results by Job Category – including Honor Roll benchmark by Job Category
- 3) Topline Higher Education Workplace Trend Report (Excerpt)

As your school opted to survey more faculty and/or staff than the program's standard sample group of 400/600 you will note that you have two sets of Topline Reports, one entitled *Full Data Set*, and the other entitled *Extracted Data Set*.

To ensure that all Great College applicants are evaluated using the same standards, we extract a random sample of eligible participants from your full data set that matches the number of participants we would have surveyed strictly as a function of the Great College's assessment (400/600). Because your *Full and Extracted Data Sets* differ, you will likely see a slight difference in the response rates as well.

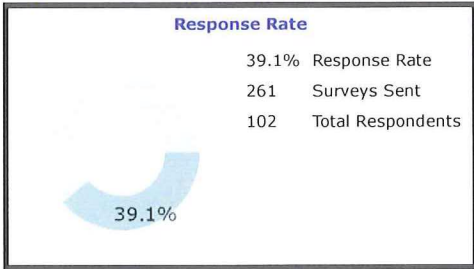
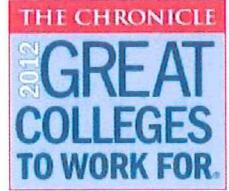
Your Topline Reports include three benchmarks. The Topline Reports for your *Extracted Data Set* include benchmarks for the appropriate "Honor Roll" and "Carnegie Classification" groups. The Topline Reports for your *Full Data Set* include a benchmark entitled "FAS+." This benchmark is comprised of the overall averages for all those schools that included non-exempt staff in their oversampling pool, enabling you to compare your *Full Data Set* against the *Full Data Sets* of other participating organizations that also surveyed non-exempt staff.

You will find descriptions of each report in the enclosed Overview of Program and Participation Report. Should you have any questions, please do not hesitate to contact me or one of my colleagues at 888.684.4658 or [chronicle@modernthink.com](mailto:chronicle@modernthink.com).

Regards,

Karen Kukulka  
Project Manager  
Chronicle Great Colleges Program  
Enclosures

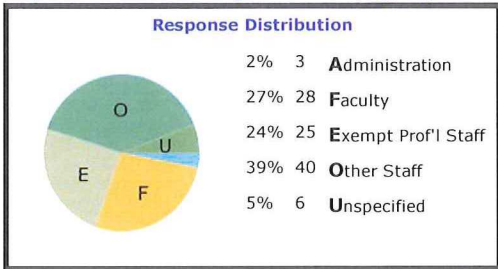
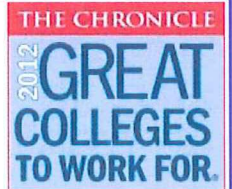
East Central College  
Higher Education Insight Survey 2012  
Topline Survey Results - Full Data Set



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
			<b>2012</b>	<b>2010</b>	<b>**FAS+ 2 Year</b>
Job Satisfaction/Support			69%	74%	77%
Teaching Environment			56%	63%	67%
Professional Development			66%	74%	72%
Compensation, Benefits & Work/Life Balance			68%	76%	73%
Facilities			74%	72%	79%
Policies, Resources & Efficiency			55%	63%	65%
Shared Governance			47%	61%	61%
Pride			74%	84%	80%
Supervisors/Department Chairs			65%	73%	74%
Senior Leadership			54%	62%	63%
Faculty, Administration & Staff Relations			45%	57%	59%
Communication			51%	57%	57%
Collaboration			54%	62%	61%
Fairness			56%	66%	61%
Respect & Appreciation			60%	65%	65%
<b>Survey Average</b>			<b>60%</b>	<b>67%</b>	<b>67%</b>

\*Results in the first one or two columns (two if you participated last year) of the table reflect your school's average percent positive for each survey dimension, that is, the percentage of your faculty and staff that responded with "Strongly Agree" or "Agree" to the statements comprising each theme. The "FAS+" benchmark comprises the overall average percent positive of all schools that surveyed their non-exempt staff in addition to their faculty, administrators and exempt staff.

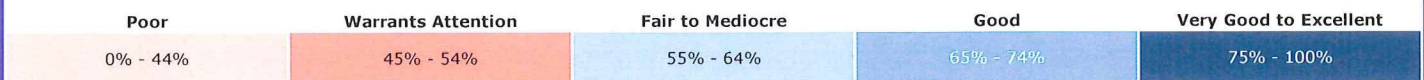
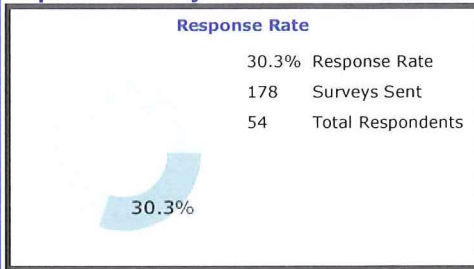
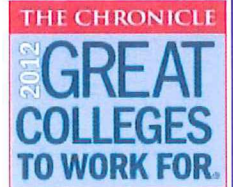
East Central College  
Higher Education Insight Survey 2012  
Topline Results by Job Category - Full Data Set



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%	
	<b>OVERALL</b>					
	<b>Administration</b>					
	<b>Faculty</b>					
	<b>Exempt Prof'l Staff</b>					
	<b>Other Staff</b>					
Job Satisfaction/Support		*		61%	62%	78%
Teaching Environment		*		35%	55%	73%
Professional Development		*		47%	77%	70%
Compensation, Benefits & Work/Life Balance		*		55%	69%	76%
Facilities		*		72%	75%	73%
Policies, Resources & Efficiency		*		48%	53%	60%
Shared Governance		*		27%	46%	60%
Pride		*		62%	73%	83%
Supervisors/Department Chairs		*		42%	65%	77%
Senior Leadership		*		41%	48%	65%
Faculty, Administration & Staff Relations		*		41%	38%	54%
Communication		*		38%	47%	63%
Collaboration		*		52%	45%	62%
Fairness		*		39%	57%	66%
Respect & Appreciation		*		47%	55%	72%
<b>Survey Average</b>		*		46%	57%	69%

\*Job Category response distributions have been truncated and may not total 100%.

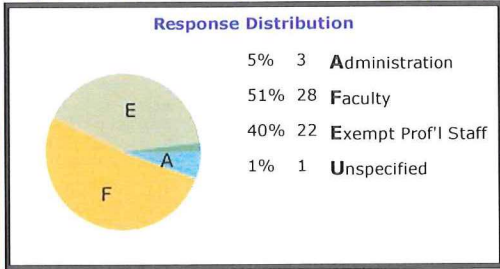
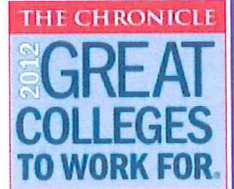
East Central College  
Higher Education Insight Survey 2012  
Topline Survey Results - **Extracted Data Set**



	OVERALL	2012 Honor Roll 3,000-9,999	2012 Carnegie Assoc
Job Satisfaction/Support	65%	88%	77%
Teaching Environment	45%	86%	66%
Professional Development	62%	88%	75%
Compensation, Benefits & Work/Life Balance	65%	84%	73%
Facilities	74%	87%	77%
Policies, Resources & Efficiency	52%	83%	66%
Shared Governance	37%	86%	62%
Pride	69%	93%	80%
Supervisors/Department Chairs	55%	85%	74%
Senior Leadership	48%	87%	64%
Faculty, Administration & Staff Relations	41%	86%	63%
Communication	44%	78%	59%
Collaboration	50%	82%	65%
Fairness	52%	80%	63%
Respect & Appreciation	53%	81%	66%
<b>Survey Average</b>	<b>54%</b>	<b>85%</b>	<b>68%</b>

\*Results in the first one or two columns (two if you participated in the program last year) of the table reflect your school's overall percent positive for each survey dimension, that is, the percentage of your faculty and staff that responded "Strongly Agree" or "Agree" to the statements comprising each theme.

East Central College  
Higher Education Insight Survey 2012  
Topline Results by Job Category - **Extracted Data Set**



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%			
	2012 Honor Roll 3,000-9,999		Administration	2012 Honor Roll 3,000-9,999 Administration	Faculty	2012 Honor Roll 3,000-9,999 Faculty	Exempt Prof'l Staff	2012 Honor Roll 3,000-9,999 Exempt Prof'l Staff
	OVERALL	3,000-9,999						
Job Satisfaction/Support	65%	88%	*	92%	61%	89%	65%	88%
Teaching Environment	45%	86%	*	96%	35%	82%	55%	87%
Professional Development	62%	88%	*	95%	47%	89%	78%	81%
Compensation, Benefits & Work/Life Balance	65%	84%	*	91%	55%	84%	74%	80%
Facilities	74%	87%	*	91%	72%	85%	76%	89%
Policies, Resources & Efficiency	52%	83%	*	88%	48%	83%	54%	81%
Shared Governance	37%	86%	*	96%	27%	83%	44%	86%
Pride	69%	93%	*	97%	62%	93%	75%	91%
Supervisors/Department Chairs	55%	85%	*	91%	42%	87%	69%	80%
Senior Leadership	48%	87%	*	93%	41%	87%	51%	84%
Faculty, Administration & Staff Relations	41%	86%	*	96%	41%	87%	41%	79%
Communication	44%	78%	*	89%	38%	80%	47%	71%
Collaboration	50%	82%	*	91%	52%	83%	46%	79%
Fairness	52%	80%	*	91%	39%	80%	62%	74%
Respect & Appreciation	53%	81%	*	88%	47%	82%	58%	78%
<b>Survey Average</b>	<b>54%</b>	<b>85%</b>	<b>*</b>	<b>92%</b>	<b>46%</b>	<b>85%</b>	<b>59%</b>	<b>81%</b>

\*Please note that we require a minimum of 5 respondents to report results. Job Categories with fewer than 5 responses are suppressed in this report. Job Category response distributions have been truncated and may not total 100%.