

August 4, 2014

Mrs. Wendy Hartmann  
HR Director  
East Central College  
1964 Prairie Dell  
Union, MO 63084

Dear Wendy,

Thank you for participating in the 2014 Chronicle Great Colleges to Work For program. As a function of your participation we are pleased to provide you with the enclosed Topline Reports:

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

Since your school opted to oversample beyond the program's standard sample size of up to 400/600, you will find two sets of Topline Reports, one entitled *Full Data Set*, the other entitled *Extracted Data Set*.

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 schools that included additional faculty and staff in their oversampling pool, enabling you to compare your Full Data Set against the Full Data Sets of other participating institutions.

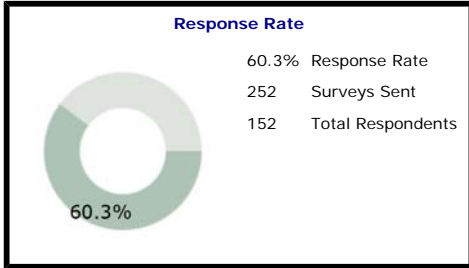
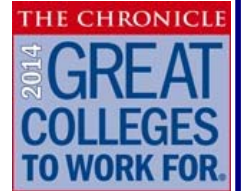
To ensure that all Great College applicants are evaluated using the same standards, we extract a random sample of eligible participants from your full data set that matches the number of participants we would have surveyed strictly as a function of the Great College's assessment (up to 400/600). Because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

You will find descriptions of each report in the enclosed Overview of Program and Participation Reports. 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,

Liz Flood  
Project Manager  
Chronicle Great Colleges Program

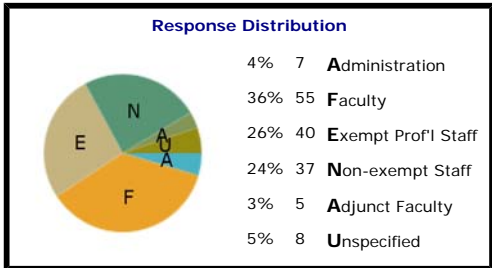
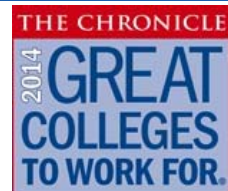
**East Central College**  
**ModernThink Higher Education Insight Survey 2014**  
**Topline Survey Results - Full Data Set**



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
	<b>OVERALL</b>			<b>2014 FAS+ 2 Year</b>	
Job Satisfaction/Support			65%		70%
Teaching Environment	42%				55%
Professional Development			60%		67%
Compensation, Benefits & Work/Life Balance			62%		68%
Facilities			58%		68%
Policies, Resources & Efficiency		45%			54%
Shared Governance		32%			49%
Pride			55%		70%
Supervisors/Department Chairs			67%		68%
Senior Leadership		27%			47%
Faculty, Administration & Staff Relations		18%			43%
Communication		40%			47%
Collaboration		40%			51%
Fairness		41%			51%
Respect & Appreciation		42%			56%
<b>Survey Average</b>			46%		58%

\*Results in the first one or two columns (two if participated in the program 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 "2014 FAS+" benchmark comprises the average percent positive for schools that oversampled survey respondents beyond the minimum required for the program.

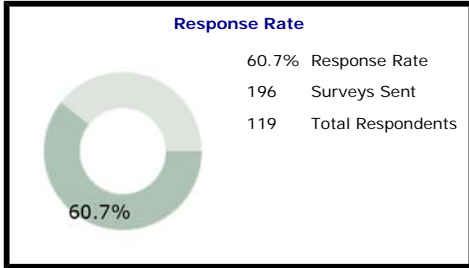
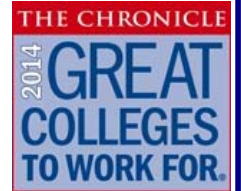
**East Central College**  
**ModernThink Higher Education Insight Survey 2014**  
**Topline Results by Job Category - Full Data Set**



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%	
	OVERALL	Administration	Faculty	Exempt Prof'l Staff	Non-exempt Staff	Adjunct Faculty
Job Satisfaction/Support	65%	71%	64%	59%	71%	100%
Teaching Environment	42%	56%	36%	40%	50%	86%
Professional Development	60%	57%	61%	64%	57%	100%
Compensation, Benefits & Work/Life Balance	62%	81%	45%	72%	69%	93%
Facilities	58%	85%	50%	64%	52%	87%
Policies, Resources & Efficiency	45%	61%	42%	40%	46%	96%
Shared Governance	32%	49%	23%	30%	36%	100%
Pride	55%	53%	54%	50%	62%	95%
Supervisors/Department Chairs	67%	61%	56%	75%	75%	100%
Senior Leadership	27%	39%	20%	24%	29%	100%
Faculty, Administration & Staff Relations	18%	14%	17%	12%	17%	100%
Communication	40%	42%	34%	39%	43%	95%
Collaboration	40%	49%	39%	37%	38%	90%
Fairness	41%	55%	35%	41%	43%	95%
Respect & Appreciation	42%	42%	38%	40%	47%	79%
<b>Survey Average</b>	46%	54%	41%	46%	50%	94%

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

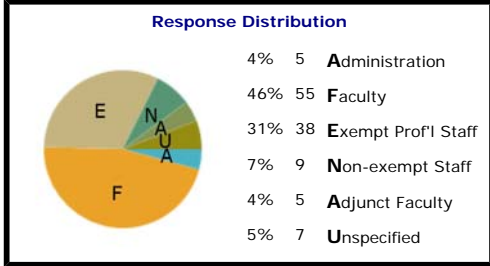
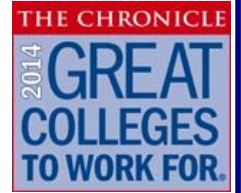
**East Central College**  
**ModernThink Higher Education Insight Survey 2014**  
**Topline Survey Results - Extracted Data Set**



	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>2014 Honor Roll 3,000-9,999</b>		<b>2014 Carnegie Assoc</b>
Job Satisfaction/Support		63%	87%	76%	
Teaching Environment	41%		81%	65%	
Professional Development		61%	87%	73%	
Compensation, Benefits & Work/Life Balance		59%	83%	74%	
Facilities		60%	86%	75%	
Policies, Resources & Efficiency	44%		77%	64%	
Shared Governance	31%		82%	63%	
Pride	54%		90%	79%	
Supervisors/Department Chairs		65%	85%	74%	
Senior Leadership	25%		81%	62%	
Faculty, Administration & Staff Relations	17%		80%	61%	
Communication	40%		76%	59%	
Collaboration	40%		79%	63%	
Fairness	40%		77%	63%	
Respect & Appreciation	40%		78%	66%	
<b>Survey Average</b>		<b>45%</b>	<b>81%</b>	<b>68%</b>	

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

East Central College  
 ModernThink Higher Education Insight Survey 2014  
 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%	
	OVERALL	Administration	Faculty	Exempt Prof'l Staff	Non-exempt Staff	Adjunct Faculty
Job Satisfaction/Support	63%	60%	64%	58%	81%	100%
Teaching Environment	41%	36%	36%	42%	57%	86%
Professional Development	61%	40%	61%	62%	60%	100%
Compensation, Benefits & Work/Life Balance	59%	75%	45%	72%	66%	93%
Facilities	60%	80%	50%	65%	60%	87%
Policies, Resources & Efficiency	44%	50%	42%	40%	53%	96%
Shared Governance	31%	28%	23%	30%	49%	100%
Pride	54%	36%	54%	49%	68%	95%
Supervisors/Department Chairs	65%	51%	56%	74%	77%	100%
Senior Leadership	25%	20%	20%	23%	29%	100%
Faculty, Administration & Staff Relations	17%	0	17%	11%	11%	100%
Communication	40%	35%	34%	40%	57%	95%
Collaboration	40%	35%	39%	37%	46%	90%
Fairness	40%	46%	35%	40%	50%	95%
Respect & Appreciation	40%	35%	38%	40%	45%	79%
<b>Survey Average</b>	<b>45%</b>	<b>42%</b>	<b>41%</b>	<b>46%</b>	<b>55%</b>	<b>94%</b>

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