

**2023 GREAT COLLEGES TO WORK FOR®**

**BY THE NUMBERS**

**1,586,248**

FACULTY AND STAFF SURVEYED

**1,197**

COLLEGES SURVEYED

**41-45%**

AVERAGE ANNUAL RESPONSE RATE

**60**

SURVEY STATEMENTS

**20**

BENEFIT SATISFACTION QUESTIONS

**8**

DEMOGRAPHICS

**2**

OPEN-ENDED QUESTIONS

# A Title that Proves You Care and Helps You Show It.

▶ Enroll your institution today for **FREE** at [GreatCollegesProgram.com](https://GreatCollegesProgram.com)

## RECOGNITION CATEGORIES

Compensation & Benefits

Confidence in Senior Leadership

Diversity, Inclusion & Belonging

Faculty & Staff Well-being

Faculty Experience

Job Satisfaction & Support

Mission & Pride

Professional Development

Shared Governance

Supervisor/Department Chair Effectiveness

## FACULTY-ONLY STATEMENTS

- 1 The role of faculty in shared governance is clearly stated and publicized.
- 2 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).
- 3 There is appropriate recognition of innovative and high quality teaching.
- 4 Advancement and promotion processes are clear.
- 5 There is a good balance of teaching, service and research at this institution.

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**DEADLINE FEBRUARY 20, 2023**

ModernThink

# What is the Great Colleges to Work For® Program?

The **Great Colleges to Work For® program** is designed to recognize higher education institutions that have created exceptional work environments. The program is similar to the popular Fortune 100 Best Companies to Work For issue – with one big difference. Instead of ranking institutions in one big list, the program recognizes institutions in specific areas of excellence such as Mission & Pride, Faculty & Staff Well-being and Job Satisfaction & Support.

## Who can participate?

The survey is open to both two-year and four-year, not-for-profit institutions in the U.S. with at least 500 students.

## What does it cost?

There is no fee to participate since ModernThink underwrites the program.

## When do I need to decide?

Registration closes February 20, 2023, but we encourage institutions to consider participation now so they can have plenty of time to maximize employee involvement and buy-in from senior leaders.

## Why participate?

**Institutional Pride:** The survey provides senior-level administrators and academic leaders with insights on the quality of the workplace experience and its competitiveness.

**Competitive Advantage:** Institutions use the recognition distinction to enhance recruiting efforts not just for faculty and staff but also for students.

**The Employee Feedback Report:** Included with participation are Topline Reports, which detail your employee responses, as well as national benchmarks customized to your institution.

## How are recognized institutions announced?

These institutions are revealed with the release of the Recognized Institutions List and published as a special insert in *The Chronicle of Higher Education*. Those that do not receive recognition will not be made public.

## What does this process involve?

There are two surveys administered to gather data about each participating institution. ModernThink facilitates the surveys, analyzes the data and determines the recognition.

### Part I – Institutional Questionnaire:

An online form for each institution to detail its differentiating qualities.

### Part II – Faculty and Staff Engagement Survey:

A validated online survey designed specifically for a higher education workplace. It consists of 60 questions with a five-point agreement scale, a 20-item benefit satisfaction component, eight demographic questions and two open-ended questions.

## Can we customize the survey or include more than a sample of faculty and staff?

Yes, many institutions choose to go beyond basic participation in the program to add specific questions, modify demographics and include additional survey takers. Once our core survey is tailored to your institution, it can further meet your needs as a key metric used for climate study, leadership transition, accreditation documentation, etc.

## Who would best be responsible for executing this on our campus?

Generally, our point of contact at each institution is the person with oversight of Human Resources or Institutional Research/Effectiveness or someone in the President's office.



**Need more information or want to register?**

Visit [GreatCollegesProgram.com](https://GreatCollegesProgram.com) or call ModernThink at 888.684.4658