

ModernThink Overview of Reports Survey Results

University of Idaho
Great Colleges to Work For Survey
Spring 2019

Prepared by:

ModernThink

2 Mill Road, Suite 102 | Wilmington, DE 19806

Phone: 888.684.4658 | Fax: 888.684.4659

www.modernthink.com

© 2019 ModernThink LLC. All rights reserved.

University of Idaho Survey Reports

Your Survey Findings Reports include the following:

- 1) Three Survey Data Spreadsheets
 - General Demographics
 - Job Role
 - College/School/Department
- 2) Profile of Survey Respondents
- 3) Response Distribution Report sorted by Job Category
- 4) Benefits Satisfaction Report sorted by Job Category
- 5) Employee Comments Report sorted by Job Category
- 6) ScoreCards
 - Year-to-Year ScoreCard
 - Year to Year Job Category ScoreCard
 - Year-to-Year College/School ScoreCard
 - Year-to-Year Department ScoreCard
- 7) Great Colleges Participation Reports (*to be delivered at a later date*)

Survey Response Rates

The enclosed reports were generated from the data collected from faculty and staff at University of Idaho during the survey conducted March 18 to April 5, 2019. The response rate was as follows:

Surveys distributed at your institution:	2639
Surveys Responses:	1147
Response Rate:	43%

****2018 Response rate was 44% (1171/2645)**

****2017 Response rate was 43% (1094/2534)**

Response rates were also generated by pre-loaded Job Category. Job Category designations were supplied by University of Idaho with the email addresses of survey participants. The response rates listed below are based on those designations. Unless otherwise noted, the self-selected job category demographics are used in the survey reports.

Pre-Loaded Job Category	Total	Responded	% Responded
All Employees	2639	1147	43%
Administration	188	122	65%
Faculty	817	351	43%
Adjunct Faculty	106	10	9%
Exempt Professional Staff	513	222	43%
Non-exempt Staff	1015	442	44%

Survey Definitions

Throughout the survey, several different terms are consistently referenced. Below are the definitions that appeared on each page of the University of Idaho Survey to clarify these terms:

Definitions:

Institution refers to the entire University or College.

Department refers to your most immediate workgroup or team.

Senior Leadership refers to the most senior members of the institution (e.g. Chancellor or President and those who report directly to them).

Supervisor/Department Chair refers to the individual to whom you directly report.

Survey Data Spreadsheets

The ModernThink Higher Education Insight Survey[®] is comprised of 60 statements designed to assess key dynamics and relationships that are influencing your institution's culture and performance. In the survey, employees were asked to respond to each statement using a five-point rating scale (*Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree*). Additionally, there is a Not Applicable response option.

The customized University of Idaho Survey took the ModernThink Higher Education Insight Survey[®] as its base and added the following ten custom statements:

1. My department's goals are directly aligned with the University's strategic plan.
2. The institution has created the right balance of scholarship, research and student learning.
3. The faculty value the contributions of staff.
4. I believe we are moving forward as one University.
5. I am confident that concerns about disrespect or unfair treatment will be handled appropriately.
6. The University seeks to build a community that upholds the inherent worth of individuals in an atmosphere of mutual respect, trust, and civility.
7. The University encourages victims to report incidents of harassment, discrimination and sexual assault.
8. My senate or council (administrative, classified, or faculty) effectively communicates pertinent information.
9. The institution supports a work environment where everyone is entitled to dignity and respect, regardless of race, color, religion, age, disability, ethnicity, sexual orientation or gender identity.
10. All things considered, this is a better place to work than it was last year.

In addition, faculty/staff were asked to respond to 16 voluntary demographic questions.

- General Demographics (Gender, Age, Ethnicity, Race, Relationship Status, Job Status, Supervisory Status, Years at Institution, Annual Salary, Campus Location)
- College/School / Department Demographics
- Job Category / Job Role / Tenure Status/ Years in Job Role Demographics

Results in the first column reflect your institution’s average percent positive for each survey statement, that is, the percentage of your employees who responded with “*Strongly Agree*” or “*Agree*.” The second column of data on the spreadsheet reflects the percentage of negative responses, that is, the percentage of your faculty/staff who responded with “*Disagree*” or “*Strongly Disagree*.”

In addition to your institution's data, we've also provided you with comparative benchmark data based on the Honor Roll (third column) and all applicants in your Carnegie Classification (fourth column). The Honor Roll benchmark is comprised of the average percent positive of those institutions recognized on the Honor Roll in your enrollment size classification. The Carnegie benchmark reflects the average percent positive of all institutions in your Carnegie Classification. This benchmark shows the percent positive and negative for each survey statement. The 2019 Honor Roll and Carnegie benchmarks will be delivered once the list of recognized institutions has been finalized.

While the “Overall” section of your spreadsheet reflects the data for the institution as a whole, the subsequent columns reflect the positive data (i.e., percentage of faculty/staff who responded with a “*Strongly Agree*” or “*Agree*”). To protect the anonymity of your faculty/staff, we do not report data for demographic categories with fewer than five respondents. If fewer than five responded, you will see asterisks in that column. The dimension average is the average positive response across all the statements in that particular dimension. All statements are weighted equally.

ModernThink 2019 University of Idaho Great Colleges to Work For Survey University of Idaho General Demographics Spreadsheet - Full Data Set	Overall		Benchmarks		Gender			
	Positive Response	Negative Response	2018 Honor Roll > 10,000	2018 Carnegie Research	Male	Female	Transgender	Decline to answer
Total number of survey respondents (1147)					438	474	3	128
Job Satisfaction/Support								
1 My job makes good use of my skills and abilities.	75	7	84	79	80	75	*	65
2 I am given the responsibility and freedom to do my job.	80	6	87	82	81	81	*	75
4 I am provided the resources I need to be effective in my job.	50	17	76	63	51	53	*	43
Job Satisfaction/Support - Average	68	10	82	75	71	70	*	61

There is some variation by theme/dimension in what makes a “good” score. For example, most schools tend to score lower on Compensation, Benefits & Work/Life Balance as well as Fairness. Even with those differences, the following guidelines should help you interpret your scores.

Percent Positive

SCORE	INTERPRETATION
75% +	Very Good to Excellent
65% - 74%	Good
55% - 64%	Fair to Mediocre
45% - 54%	Warrants Attention
< 45%	Poor

Percent Negative

SCORE	INTERPRETATION
< 10%	Excellent to Very Good
10% - 14%	Fair to Good
15% - 19%	Yellow Flag
20% - 29%	Red Flag
> 30%	Acute

Profile of Survey Respondents

This report shows your overall response rate and the profile of the respondents across the 16 self-selected demographic categories. You can use this report as a quick reference guide to see the percentage of respondents in each College/School and Department as well as categories such as Job Status, Years at Institution, Supervisory Status, etc. The number of respondents is also included in the spreadsheets.

2019 University of Idaho Great Colleges to Work For Survey University of Idaho		2019 GREAT COLLEGES TO WORK FOR.	
Profile of Survey Respondents Full Data Set			
Number of surveys sent to your organization:	2639		
Number of respondents:	1147		
Survey response rate:	43%		
Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Job Status n=1065	Full-time (12 months)	776	73%
	Full-time (9 month/Acad Yr)	245	23%
	Other	25	2%
	Decline to answer	19	2%
Years at Institution n=1054	Less than 2 years	132	13%
	2-4 years	206	20%
	5-7 years	158	15%
	8-10 years	111	11%
	11-15 years	123	12%
	16-20 years	127	12%
	21-25 years	63	6%
	More than 25 years	109	10%
Decline to answer	25	2%	
Supervisory Status n=1057	Yes	355	34%
	No	702	66%

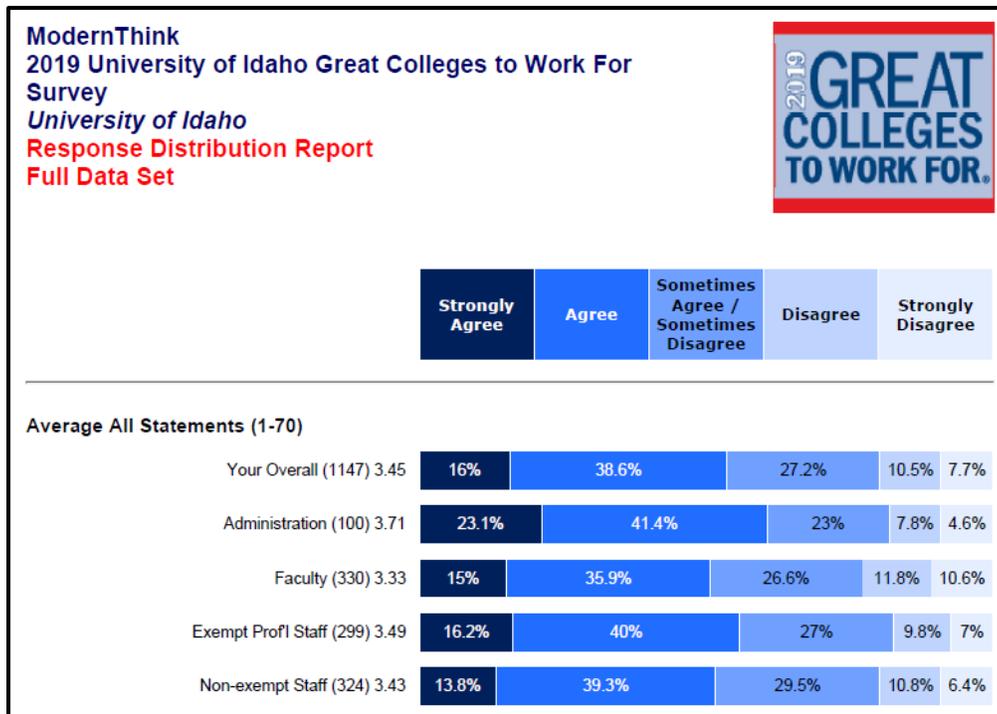
Response Distribution Report

As previously noted, your faculty and staff responded to each statement in the survey using a five-point agreement scale (*Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, and Not applicable*). In the Response Distribution Report, you will find the percentages of all possible response options for each survey statement. You can compare your overall results to those within each of your job categories.

Please note that the number ranging between 1 and 5 provided next to the number of respondents for each demographic subset, represents the average with each response on the Likert Scale assigned a numerical weight:

Likert Scale Response	Numerical Weight
Strongly Agree	5
Agree	4
Sometimes Agree/Sometimes Disagree	3
Disagree	2
Strongly Disagree	1

Thus the 3.71 provided in the example below would represent an average response of partway between *Agree* (4) and *Sometimes Agree/Sometimes Disagree* (3) for those who selected Administration as a job category.



Benefits Satisfaction Report

In addition to the survey statements, employees were asked to rate their satisfaction with a selection of benefits using a Satisfaction Scale (*Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Applicable*). Instructions on the survey asked employees to select *Not Applicable* if a particular benefit was not offered. Like the Response Distribution Report, you can compare your overall results to those within each of your job categories.

BENEFITS (Health Care Benefits)

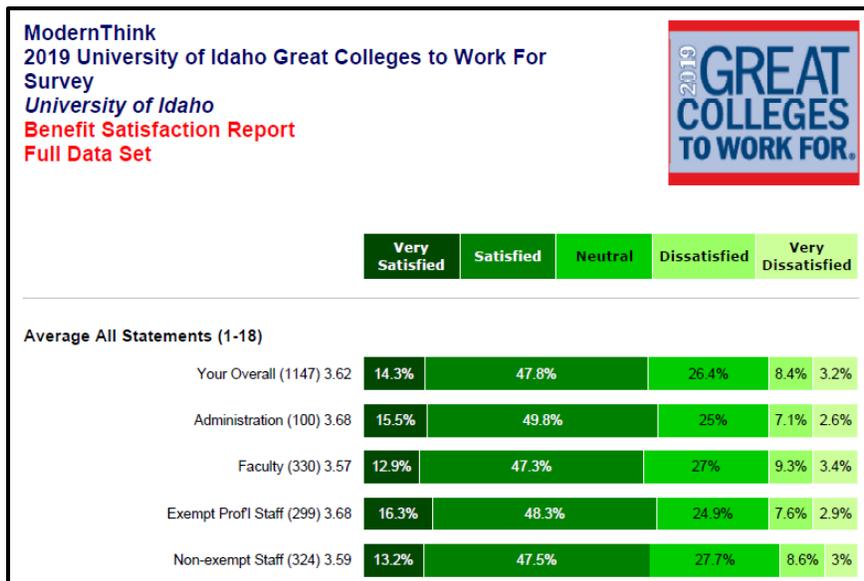
- 1 Medical Insurance
- 2 Dental Insurance
- 3 Vision Insurance
- 4 Short-term Disability Benefits
- 5 Long-Term Disability Benefits
- 6 Life Insurance
- 7 Post Retirement Medical Benefits

BENEFITS (Other)

- 8 Vacation/PTO
- 9 403b/401k
- 10 Tuition Reimbursement for Employees
- 11 Tuition Reimbursement for Family Members
- 12 Overall Satisfaction with Benefits

GENERAL SATISFACTION

- 13 Professional/Career Development Programs
- 14 Tenure Clarity and Process
- 15 Housing Assistance Programs
- 16 Physical Work Space Conditions
- 17 Flexible Work Arrangements (e.g. telecommuting, compressed work weeks)
- 18 Work/Life Balance Programs



Year - to - Year ScoreCards

The Year-to-Year ScoreCard shows your current positive and negative survey results side-by-side with your prior year's results. This color-coded report enables you to readily identify the areas where you are moving in the right direction, as well those areas where there is still room for improvement. The Year-to-Year Job Category ScoreCard shows your current positive and negative survey results by job category side-by-side with your prior year's results. The Year-to-Year College/School/Department ScoreCard shows your current positive and negative survey results by college/school and department side-by-side with your 2018 and 2017 results.

Employee Comments Report

This report provides your faculty and staff's comments to the three open-ended questions that were included in the survey:

1. What do you appreciate most about working at this institution?
2. What would make this institution a better place to work?
3. List 1 or 2 things the university has done in the last year to try to improve the work environment.

The responses to these questions are transcribed exactly as written and sorted by self-selected Job Category.

Further Assistance and Next Steps

Please contact Liz Flood with any comments or questions or if we can be of any further assistance. Liz can be reached at 888.684.4658 or via email at lflood@modernthink.com.