

# ModernThink Higher Education Insight Survey

**Response Rates:** Employees were surveyed electronically between November 4-November 18, 2019. The response rate in three different categories: 1) All employees (faculty + staff); 2) Staff only; and 3) Faculty only. Modern Think reports that UofSC's response rate is reasonably good for this survey. The last survey done at UofSC was in 2014.

Pre-Loaded Job Category	Total	Responded	% Responded
All Employees	5775	2536	44%
Staff	3852	1739	45%
Faculty	1923	797	41%

**Overall Benchmark Scorecard:** The numbers below represent the percentage of positive and negative responses by survey category. Faculty and Staff were asked 76 questions. Categories contain from 2-8 individual questions. Results in the first column reflect our average percent positive for each survey statement, that is, the percentage of our 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 our faculty/staff who responded with "Disagree" or "Strongly Disagree." Dimensions highlighted in green were the most positive overall (higher than 70%). Dimensions highlighted in red were the least positive overall (lower than 50%).

The **Honor Roll** benchmark represents the average positive scores from institutions of comparable enrollment size with the best overall scores in 2019. The **Region** all the 4-year 2019 Great College participants from the Southeast Region of the United States.

Total number of survey respondents (2536)	% Positive	% Negative	Honor Roll Benchmark	Region Benchmark
<b>Job Satisfaction/Support - Average</b>	71	10	83	76
<b>Teaching Environment - Average</b>	57	17	80	70
<b>Professional Development - Average</b>	64	16	80	73
<b>Compensation, Benefits &amp; Work/Life Balance - Average</b>	60	19	81	70
<b>Facilities - Average</b>	61	18	83	64
<b>Policies, Resources &amp; Efficiency - Average</b>	51	23	74	63
<b>Shared Governance - Average</b>	42	28	76	64
<b>Pride - Average</b>	68	11	87	80
<b>Supervisors/Department Chairs - Average</b>	71	11	81	78
<b>Senior Leadership - Average</b>	42	28	77	64
<b>Faculty, Administration &amp; Staff Relations - Average</b>	45	22	78	64
<b>Communication - Average</b>	48	22	71	61
<b>Collaboration - Average</b>	52	20	76	66
<b>Fairness - Average</b>	51	23	73	64
<b>Respect &amp; Appreciation - Average</b>	52	21	76	67
<b>Innovation Index - Average</b>	52	21	72	64
<b>Engagement Index - Average</b>	71	9	86	80
<b>UofSC Custom Statements - Average</b>	67	16	*	*
<b>Overall Survey Average 1 - 76</b>	58	18	79	69

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**Interpretation of Scores:** The following guidelines should be used to interpret our scores. The numbers in parentheses represent the number of survey items that fall into that category of results (i.e.) 13 survey items were rated in the “Excellent to Very Good” category based upon the percentage of positive responses received.

Positive Responses			Negative Responses	
<i>Strongly Agree, Agree</i>			<i>Disagree, Strongly Disagree</i>	
(# of UofSC) items in this category			(# of UofSC) items in this category	
Guideline Score		Description	Guideline Score	
75% +	(13)	Excellent to Very Good	< 10%	(14)
65-74%	(14)	Good	10-14%	(17)
55-64%	(18)	Fair to Mediocre	15-19%	(14)
45-54%	(15)	Warrants Attention	20-29%	(21)
< 45%	(16)	Acute	30% +	(10)

Most Positive Responses	% Positive	% Negative	Region Benchmark
I know how my job contributes to this institution’s mission.	88%	4%	93%
I have a good relationship with my supervisor/department chair.	83%	6%	89%
I am given the responsibility and freedom to do my job.	81%	5%	88%
My supervisor/department chair supports my efforts to balance my work and personal life.	79%	7%	88%
This institution actively contributes to the community.	76%	5%	92%
My job makes good use of my skills and abilities.	75%	8%	86%
I know what to do if I receive a report of sexual assault, harassment or interpersonal violence.	86%	7%	UofSC custom question
The University encourages victims to report incidents of harassment, discrimination and sexual assault.	85%	5%	UofSC custom question
Most Negative (lowest levels of positive responses)	% Positive	% Negative	Region Benchmark
Faculty, administration and staff are meaningfully involved in institutional planning.	28%	37%	69%
There is a sense that we’re all on the same team at this institution.	32%	36%	73%
Senior leadership communicates openly about important matters.	35%	33%	71%
This institution is well run.	35%	29%	79%
I am paid fairly for my work.	35%	42%	63%
At this institution, we discuss and debate issues respectfully to get better results.	36%	27%	73%
There is regular and open communication among faculty, administration and staff.	36%	29%	72%
My department has adequate faculty/staff to achieve our goals.	36%	41%	54%