ModernThink

Overview of Reports
Custom Report Gateway

2021 Great Colleges to Work For Survey –
University of Idaho
Spring 2021

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University of Idaho Custom Report Gateway

Your Survey Reports include the following:

1) Profile Report
2) Year-to-Year ScoreCard
3) ModernThink Online Report Gateway (2016, 2017, 2018, 2019 & 2021)
    a. Dashboard
    b. Overall Survey Results
    c. Top 10 / Bottom 10 Statements
    d. ScoreCard Report
    e. Benefit Analysis Report
    f. Response Distribution Report
    g. Standard Deviation Report
    h. Multidimensional Report
    i. Open Response Report
4) Great Colleges Thematic Reports *(To be delivered later this summer)*

Please note, we have provided the 2020 Honor Roll and Carnegie Benchmarks until the 2021 benchmarks are available.

Survey Response Rates

The enclosed reports were generated from the data collected from faculty and staff at University of Idaho during the Great Colleges to Work For Survey conducted March 22 – April 2, 2021. The response rate was as follows:

Surveys distributed at your institution: 2343
Surveys Responses: 1016
Response Rate: 43%

**2019 Response rate was 43% (1147/2639)
**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.

Pre-Loaded Job Category	Total	Responded	Response Rate
ALL Employees	2343	1016	43%
ADMINISTRATOR	132	96	73%

EXEMPT PROFESSIONAL STAFF	850	399	47%
FACULTY	704	298	42%
NON-EXEMPT STAFF	553	205	37%
ADJUNCT FACULTY	104	18	17%

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 Great Colleges 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

The ModernThink Higher Education Insight Survey© is comprised of 55 core statements, plus an additional 5 Faculty Experience statements for Faculty only, 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 10 custom statements:

1. My department's goals are directly aligned with the University's strategic plan.
2. This 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 9 voluntary demographic questions while 2 others were pre-loaded. Your pre-selected reports on the Gateway are based on those demographics categories:

- General Demographics (Years at Institution, Remote Work, Gender Identity, Age, Race/Ethnicity, Campus Location, Pre-loaded Job Category, Pre-loaded Employment Status)
- College/School or Division/Department
- Faculty Experience – this report includes data for the 5 additional faculty-only statements, and includes the following demographics: College/School or Division/Department, Gender Identity, Race/Ethnicity, Campus Location, Academic Role, Tenure Status, Pre-loaded Employment Status, and Pre-loaded Job Category (Faculty or Adjunct), filtered so that only the Faculty/Adjunct responses are shown.

There is some variation by theme/dimension in what makes a "good" score. For example, most schools tend to score lower on Communication and Confidence in Senior Leadership. Even with those differences, the following guidelines should help you interpret your scores

Positive Responses		Negative Responses
Strongly Agree, Agree		*Disagree, Strongly Disagree*
Guideline Score	**Description**	**Guideline Score**
75% +	Excellent to Very Good	< 10%
65-74%	Good	10-14%
55-64%	Fair to Mediocre	15-19%
45-54%	Warrants Attention	20-29%
< 45%	Acute	30% +

Profile of Survey Respondents

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

2021 University of Idaho Great Colleges to Work For Survey University of Idaho **Profile of Survey Respondents** **Full Data Set**			2021 GREAT COLLEGES TO WORK FOR.
Number of surveys sent to your organization:	2343		
Number of respondents:	1016		
Survey response rate:	43%		
Demographic Category	**Response Options**	**Number of Respondents**	**Percentage of Respondents**
Years at Institution n=964	Less than 1 year	52	5%
	1–2 years	85	9%
	3–4 years	170	18%
	5–7 years	154	16%
	8–10 years	104	11%
	11–15 years	114	12%
	16–20 years	99	10%
	21–25 years	80	8%
	More than 25 years	85	9%
	Decline to answer	21	2%
Remote Work n=940	100% of the time on campus	339	36%
	75–99% of the time on campus	223	24%
	50–74% of the time on campus	126	13%
	25–49% of the time on campus	69	7%
	Less than 25% of the time on campus	183	19%

Year-to-Year ScoreCard

The Year-to-Year ScoreCard details your current and previous year's positive and negative survey results side-by-side. This color-coded ScoreCard will help you identify the areas where you are moving in the right direction as well as those in which there is still room for improvement. This comparison provides Overall Results only for, 2016, 2017, 2018, 2019 and 2021. The statements have been organized by the 2021 survey dimensions, and show only the statements included in the 2021 University of Idaho that were asked of all employees (Statements 1-65), in order to provide an apples-to-apples comparison. Cells that contain asterisks indicate that the survey question was not asked in that year.

The Great Colleges to Work For 2021

ModernThink

2021 University of Idaho Great Colleges to Work For Survey
University of Idaho
Year - to - Year ScoreCard - Full Data Set

	2021 Overall		2019 Overall		2018 Overall		2017 Overall		2016 Overall	
	Positive Response	Negative Response	2019 Overall +	2019 Overall -	2018 Overall +	2018 Overall -	2017 Overall +	2017 Overall -	2016 Overall +	2016 Overall -
Total number of survey respondents (1016)	1016	1016	1147	1147	1171	1171	1094	1094	145	145
Collaboration										
13 We have opportunities to contribute to important decisions in my department.	64	13	58	16	59	16	60	15	65	12
23 People in my department work well together.	71	6	62	10	64	10	64	11	65	12
26 I can count on people to cooperate across departments.	49	14	48	15	47	17	44	18	49	16
42 There are sufficient opportunities to participate in institutional planning.	39	24	32	27	35	27	42	20	35	24
53 There's a sense that we're all on the same team at this institution.	37	27	28	37	32	33	36	30	36	34
Collaboration - Average	52	17	46	21	47	21	49	19	50	20
Communication										
8 When I offer a new idea, I believe it will be fully considered.	60	15	56	18	56	16	57	17	57	18
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	61	14	58	21	56	21	59	20	56	20
21 In my department, we communicate openly about issues that impact each other's work.	63	12	56	17	58	15	59	16	60	18
22 Changes that affect me are discussed prior to being implemented.	49	21	41	26	40	26	42	24	51	19
43 At this institution, we discuss and debate issues respectfully to get better results.	47	16	37	23	40	20	44	18	43	22
Communication - Average	56	16	50	21	50	20	52	19	53	19

ModernThink Report Gateway

The ModernThink Report Gateway is a web-based alternative to electronic reports that provides users the flexibility to run their own reports for dynamic visual renderings of survey data in multiple formats. This reporting option is particularly appealing to audiences who require more in-depth analysis than the static reports provide. There is a tutorial included on the Gateway that will train a user in how to create reports and our survey Help Desk is also a resource.

As you are utilizing these reports and features, please keep in mind they will look different from the traditional electronic and/or paper reports you may have received in the past. However, the information and data collected is the same and provides you with the flexibility to run multiple reports as needed.

Reporting capabilities on the Gateway include pre-selected ScoreCard reports, plus the ability to run your own reports as described below:

The Dashboard on the Gateway allows individuals to access overall response rates and by pre-loaded job category. You will also find your percent positive and negative scores. Your percent positive and percent negative scores represent the overall percentage of survey respondents who selected positively connoted responses and negatively connoted responses respectively, to each survey statement.

- Shows overall response rate.
    - Hover over slices to see the actual number of people who were sent the survey and those who responded.
- Shows overall percent positive and percent negative.
- Shows response rate by job category

- Try the drop-down menu navigation and direct attention to the tutorial and contact buttons in the top right corner.
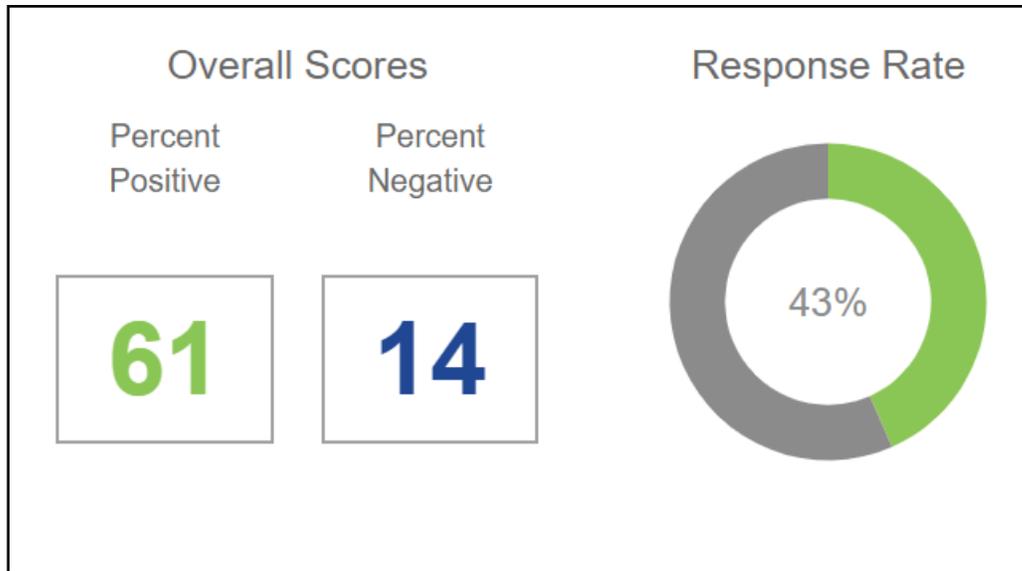
Overall Survey Results - shows your data grouped by survey theme. The survey statements comprising each theme are shown together to provide you with a sense of your employees' feedback in a particular area. You are able to view positive, negative, and neutral responses, as well as your benchmarks.
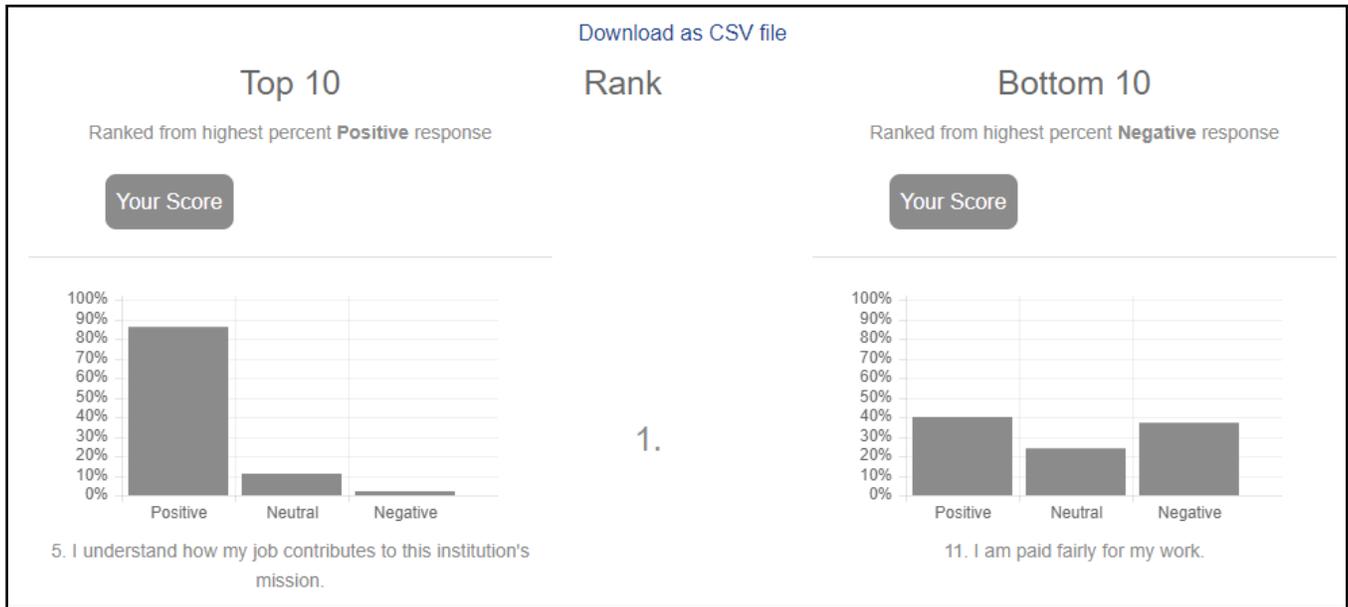
- Each button represents one of the ModernThink survey themes/dimensions.
  - Click on a new one to show the changes in themes/dimensions.
- Scores are a percentage.
  - Try adding positive, negative, and neutral to the graph using the checkboxes above the graph.
  - Try adding a benchmark - select a benchmark under "Data Options" first then check the positive and negative boxes.
- All statement data can be downloaded as a CSV file.
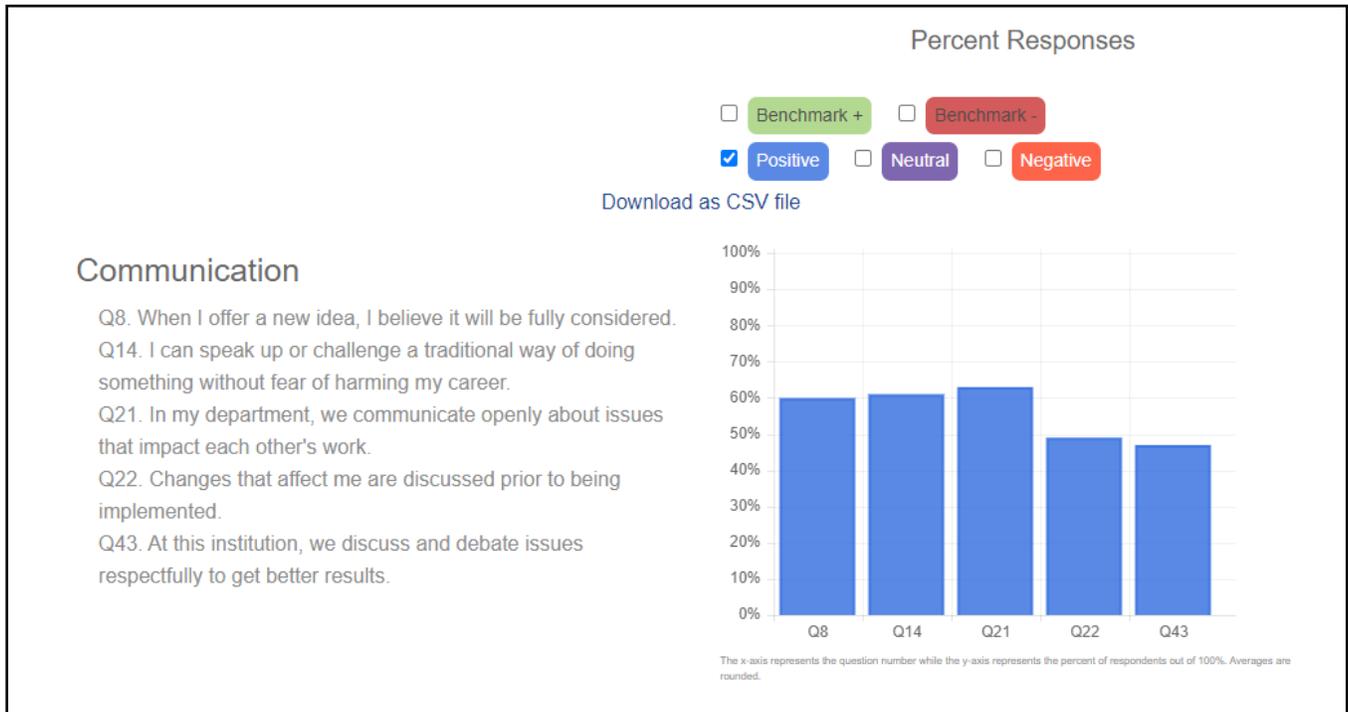
Top 10/Bottom 10 Report – this report depicts the areas of the survey where your institution scored the highest and the areas of the survey where you scored the lowest. The Top 10 statements listed on the left side of your screen are the 10 statements on which your survey participants responded most often with a "Strongly Agree" or "Agree." (A positive score is calculated by combining the total percentage of respondents who responded with *Strongly Agree* or *Agree*.)

Similarly, the Bottom 10 statements listed on the right side of your screen are the 10 statements on which your survey participants responded most often with a "Strongly Disagree" or "Disagree." (A negative score is calculated by combining the total percentage of respondents who responded with *Strongly Disagree* or *Disagree*.)

- Shows the institution's Top 10 and Bottom 10 statements. The Top 10 is ranked by highest percent positive and lowest percent negative (i.e. the number 1 question has the highest positive score and the lowest negative score. Vice versa for Bottom 10).
- Filters show the top 10/bottom 10 for a specific demographic.
- Try the benchmarks for comparison purposes.
- All statement data can be downloaded as a CSV file or printed as a PDF file.

Download as CSV file

Top 10 — Rank — **Bottom 10**

Ranked from highest percent **Positive** response / Ranked from highest percent **Negative** response

Your Score / Your Score

1.

5. I understand how my job contributes to this institution's mission.

11. I am paid fairly for my work.

The ScoreCard Report - this report is the most comprehensive report on the Gateway. Use this report to take a deep dive into your data using survey questions, demographics, and benchmarks to create a unique report suited to your needs. This is the most in-depth report on the Gateway with the greatest flexibility.

- Also includes customized pre-selected reports for easy running.
- Allows you to choose any number of statements or survey themes you would like and add any number of demographics and benchmarks. Try selecting all themes, job category, and two benchmarks. (Hold control to select more than one option). In the table, the numbers are percent positive.
- Includes comparison tools -
   - If your institution has prior year data, it appears in the benchmark box and on every other report.
   - Once you select survey questions or themes, demographics, and/or benchmarks, try using the strengths and opportunities tool by clicking compare above the table that appears, then clicking two job category columns at once using the control key and selecting a color. The calculated difference between the selected columns is displayed in each cell next to the percent score. Then click reset to clear the comparisons.
- You can export any run of the report as a CSV file.

Questions	Overall			Benchmarks		College/School or Division/Department	
	Overall Positive	Overall Neutral	Overall Negative	2020 Honor Roll > 10,000	2020 Carnegie Research	College/School Positive	College Neg.
Total number of survey respondents (1016)						508	5
Collaboration							
13. We have opportunities to contribute to important decisions in my department.	64	22	13	77	72	65	1
23. People in my department work well together.	71	23	6	81	76	70	
26. I can count on people to cooperate across departments.	49	38	14	75	66	48	1
42. There are sufficient opportunities to participate in institutional planning.	39	37	24	70	59	42	2
53. There's a sense that we're all on the same team at this institution.	37	36	27	74	62	36	2
Collaboration - Average	52	31	17	75	67	52	1

Benefit Analysis Report - is a comprehensive overview of your benefits. We highlight your benefit scores in a number of different areas and ways.

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. Vacation/PTO
8. 403b/401k
9. Tuition Reimbursement/remission for Employees
10. Tuition Reimbursement/remission for Family Members
11. Maternity Leave Policy
12. Paternity Leave Policy
13. Overall Satisfaction with Benefits

GENERAL SATISFACTION
14. Professional/Career Development Programs
15. Physical Work Space Conditions
16. Work/Life Balance Programs
17. Flexible Work Arrangements (e.g. telecommuting, compressed work weeks)

18   Wellness Programs
19   Employee Recognition Programs
20   Employee Activities (e.g. holiday celebrations, volunteering opportunities)

- The Benefit Satisfaction Overall section shows the average responses to benefits statements from across your institution as compared to standard benchmarks.
    - The institution scores are the overall N values and mean score.
    - The pie chart on the right is the overall breakdown of the scale as a percentage.
    - Then add two benchmarks by selecting one at a time to see the comparative feature. Delete one using the X in the corner when you hover over one benchmark. Hit reset to clear all benchmarks.
- The Benefit Satisfaction by Theme section consolidates your benefits data into three sections (Health Care Benefits, Other Benefits, and General Satisfaction with Benefits) and allows you to view each by demographic and compare with standard benchmarks.
    - This shows the percent score for each scale option for the three themes we survey in the benefits section.
    - Try adding a demographic and a benchmark to highlight the comparison feature.
- With the Recognition Category Analysis tool you can discover why you were or were not recognized in categories that take your benefits into account. As part of the Great Colleges' recognition program, we look at a number of benefits in relation to survey statements. This has allowed us to highlight the key relationship between these sections and is supported by recognition data. You can view each of the specific statements and benefits reviewed for each benefit-specific recognition category and even slice your overall data by demographic and compare to standard benchmarks.
    - Try selecting Work/Life Balance under "theme selection". The overall score on the left side is the combined average score. The scores are also broken down by statements and benefits below. The right hand side gives the scores for the individual statements that are a significant impact on each category. The colors in the purple scale are a heat map for your scores. The scores are percent positive.
    - You can also add a demographic and a benchmark to the right hand side.
- In the Benefit Satisfaction Ranking section, you can sort your benefits from highest to lowest percent positive response, and conduct a similar analysis sorting the top ten demographic responses to "Overall Satisfaction with Benefits" in the Key Indicator Statement Ranking section.
- The Benefit Satisfaction Over Time analyzes responses from up to five years of your most recent surveys. This would only populate if you survey more than once with us, in which case we will show your prior years data on the graph.
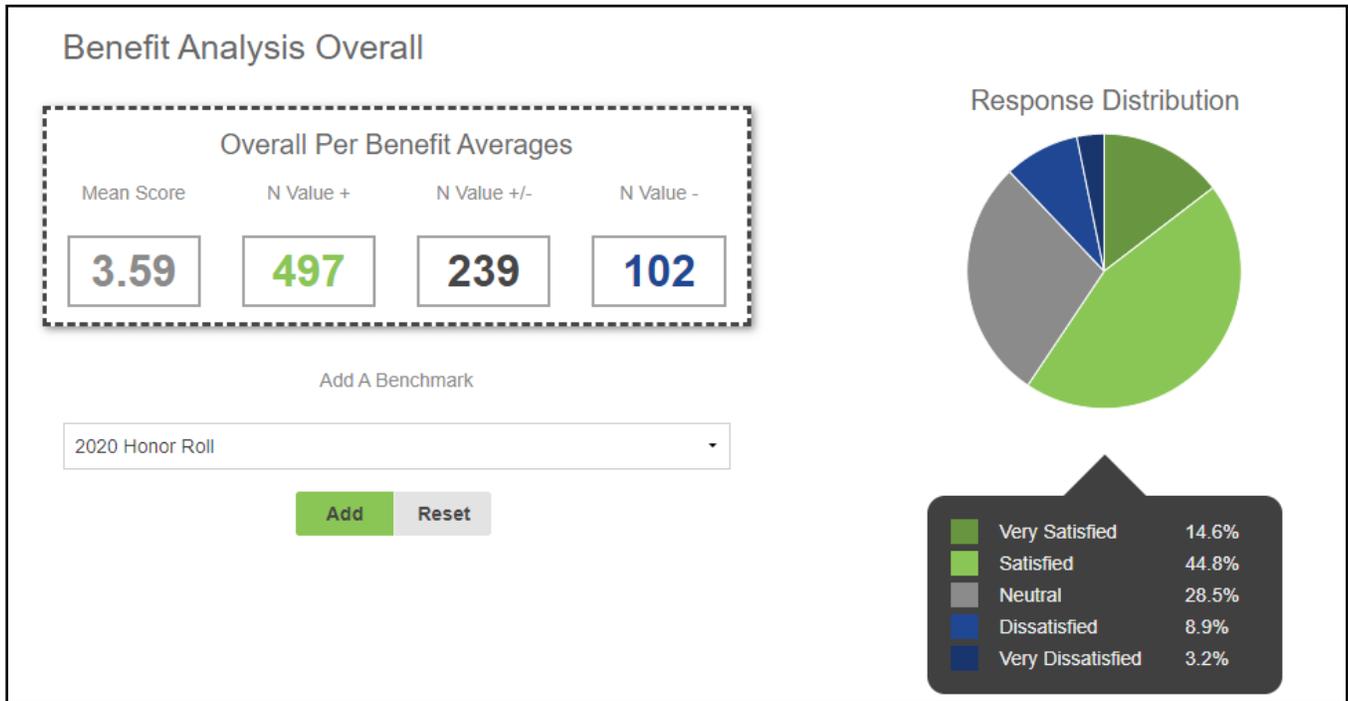
Response Distribution Report - in this report, you will find the percentages of all possible response options for each survey statement. The response distribution report shows the scale percentages for each statement and benefit on the applicable 5 point scale.

- The report can be run by any combination of statements or themes.
- Try selecting the Job Satisfaction/Support theme under the "Themes" section on the right and run the report.
  - On the left side, you can see the n values for the institution score overall and by statements.
  - On the right side, you can see the percent score break down for each scale option.
  - Add a demographic filter and benchmark to filter the report by a demographic and add a benchmark to the report.
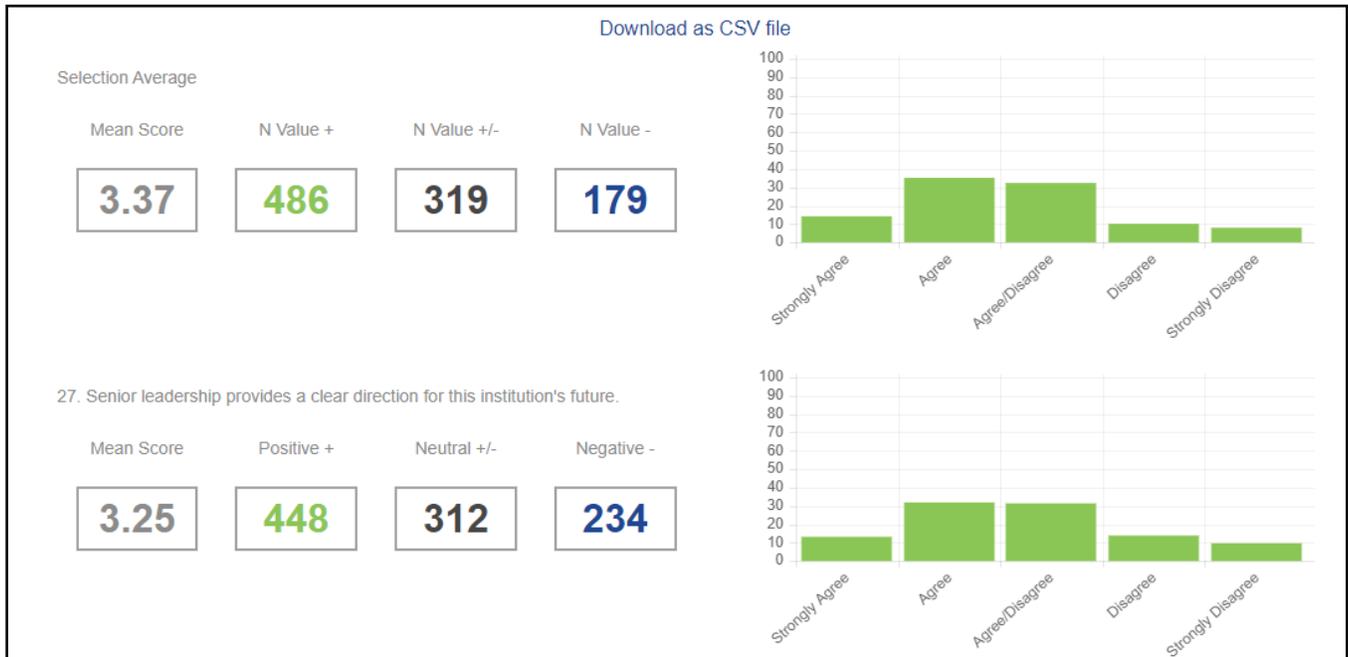
Standard Deviation Report - allows you to view the standard deviation, as well as other associated data points, across multiple facets of your survey. View the n-values, response rates, mean scores, and standard deviation across your survey statements, benefits, themes and demographics. You can also zero in on the data from a specific demographic choice by selecting a filter from the options below.

Download as CSV file

Questions	Invited	Responded	Response Rate	Mean Score	Standard Deviation
1. My job makes good use of my skills and abilities.	2343	1016	43.36%	4.03	0.91

Multidimensional Report

This report shows the permutations of every choice contained in your demographic selections, across your choice of statements, benefits, and/or themes. You are also provided with your overall positive, negative and neutral data for comparison purposes.

- Select a statement, benefit or theme/dimension from the survey, then choose a demographic option from Demographic Dimension 1.
- Select a second demographic option from Demographic Dimension 2, then click Run.

- The results will populate for the overall survey (positive, negative and neutral), as well as the average percent positive for the demographics selected. Asterisks appear if there are fewer than 5 respondents who selected both of the chosen demographics.

Download as CSV file

Questions	Overall Positive	Overall Neutral	Overall Negative	Agricultural & Life Sciences Man	Agricultural & Life Sciences Woman	Agricultural & Life Sciences Transgender	Agricu & Li Scien Non-bi
Total number of survey respondents (1016)				57	73	*	*
5. I understand how my job contributes to this institution's mission.	86	11	2	88	88	*	*
Averages	86	11	2	88	88	*	*

Open Response Report - supplies your participants' verbatim answers to the open response questions on your survey. Responses can be filtered by one demographic, and can be viewed by individual questions or as a whole.
- Comments are sorted alphabetically by the first character of the response.
- Comments can also be run by job category. This demographic can be changed but for confidentiality and anonymity reasons, we can only allow one demographic option to be used at a time.
  - Try adding administration and faculty job categories by holding control and clicking both. Then click run.
- You can export this data as a CSV file.

Download as CSV file

1. What do you appreciate most about working at this institution?

Faculty
A degree of flexibility.

Ability to develop new and innovative programs

Ability to do high quality research

An opportunity to serve the society and realize my potential.

As a tenured faculty member, I do get to set my own research agenda without interference from the administration.

As faculty I'm my own boss in terms of what research I pursue.

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.