



The Chronicle Great Colleges to Work For
Southeast Missouri State University – Three Year Report

Survey Background

The Chronicle Great Colleges to Work For survey is designed “to recognize colleges that have been successful in creating great workplaces and to further research and understanding of the factors, dynamics and influences that have the most impact on organizational culture at higher education institutions.” The survey is comprised of 60 items that reflect managerial and organizational competencies. These items are then grouped into 15 different dimensions or scales.

Southeast has participated in this survey in 2012, 2014, and most recently, 2018. Surveys have been conducted during the spring semesters. In 2012 and 2014 all Southeast employees were invited to participate, but in 2018 a representative random sample of 600 was selected.

Response Rates

Overall response rates have fallen each year the survey has been conducted. However, the 2018 administration differed from previous iterations by surveying a sample of employees rather than the full population.

Overall Response Rates			
Year	Responded	Total	% Responded
2012	501	1,027	48.8%
2014	428	1,101	38.9%
2018	207	600	34.5%

Response Rates by Job Category				
Year	Administration	Faculty	Exempt Professional	Other Staff
2012	71.1%	49.6%	51.7%	41.2%
2014	85.2%	30.1%	38.8%	29.6%
2018	65.9%	31.0%	25.1%	32.9%

Rating Scales and Interpretation

On the 60 survey items, respondents are asked to respond using a 5 point Likert scale with the following values:

- 5 = Strongly Agree
- 4 = Agree
- 3 = Sometimes Agree/Sometimes Disagree
- 2 = Disagree
- 1 = Strongly Disagree

Responses with a 4 or 5 are considered positive while those with a 1 or 2 are considered negative.

Consider the following guideline when interpreting the results:

75+ = Very good or Excellent

65 – 74 = Good

55 – 64 = Fair or Mediocre

45 – 54 = Yellow Flag

< 45 = Red Flag

Results Overview

The table below shows the 15 dimensions of the survey and the percent of positive responses for each year of Southeast’s participation. Also included are benchmarks for 2018. The first benchmark group is the 2018 Honor Roll for institutions of a similar size and the second group is institutions with the same Carnegie classification.

Positive Dimension Scores Over Time					
Dimension	2012 Positive	2014 Positive	2018 Positive	2018 Honor Roll >10,000	2018 Carnegie Master's
Job Satisfaction/Support	67	68	64	82	74
Teaching Environment	55	64	59	80	69
Professional Development	66	68	62	79	71
Compensation, Benefits & Work/Life Balance	56	63	50	79	70
Facilities	66	71	69	83	72
Policies, Resources & Efficiency	56	61	51	74	61
Shared Governance	46	57	46	74	63
Pride	64	69	63	86	79
Supervisors/Department Chairs	70	69	69	81	75
Senior Leadership	44	54	46	77	62
Faculty, Administration & Staff Relations	46	53	44	77	61
Communication	48	54	47	70	61
Collaboration	49	54	49	74	65
Fairness	52	58	55	71	63
Respect & Appreciation	53	56	51	75	64

The number of dimensions Southeast has scored 65 or better on has dropped from five in 2012 to four in 2014 and two in 2018. Meanwhile the number of dimensions resulting in yellow or red flags has gone up and down, but is the highest in 2018 with eight dimensions below a 54.

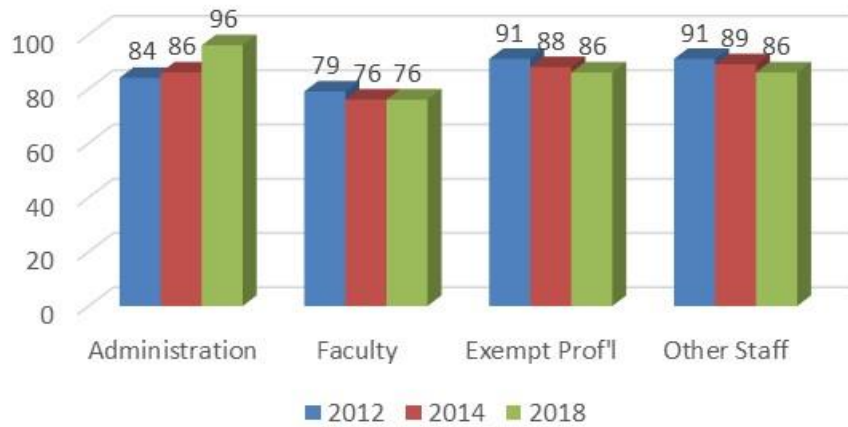
Institutional Strengths

Some of the individual items where Southeast performed the best in 2018 are listed below, along with their scores from previous administrations of the survey. These are items with a positive score above 70 in 2018.

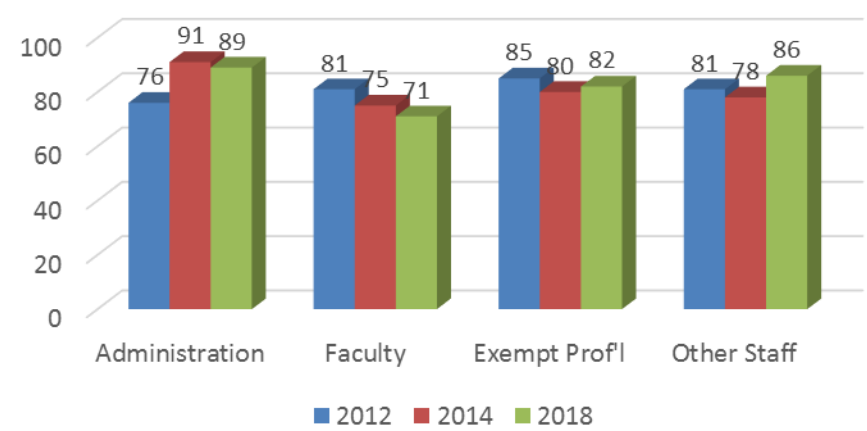
Positive Scores for Select Survey Items			
Item	2012	2014	2018
<u>Pride</u>			
I understand how my job contributes to this institution’s mission.	85	85	83
<u>Supervisors/Department Chairs</u>			
I have a good relationship with my supervisor/department chair.	81	80	79
My supervisor/department chair makes his/her expectations clear.	71	69	71
My supervisor/department chair regularly models this institution’s values.	71	70	71
<u>Facilities</u>			
The institution takes reasonable steps to provide a safe and secure environment for the campus.	77	80	76
<u>Job Satisfaction/Support</u>			
My job makes good use of my skills and abilities.	75	74	73
I am given the responsibility and freedom to do my job.	74	76	73
<u>Compensation, Benefits & Work/Life Balance</u>			
My supervisor/department chair supports my efforts to balance my work and personal life.	79	80	73
<u>Policies, Resources & Efficiency</u>			
This institution actively contributes to the community	77	81	72
<u>Fairness</u>			
This institution has clear and effective procedures for dealing with discrimination.	72	73	70
<u>Respect & Appreciation</u>			
At this institution, people are supportive of their colleagues regardless of their heritage or background.	74	75	71

Strengths by Job Category

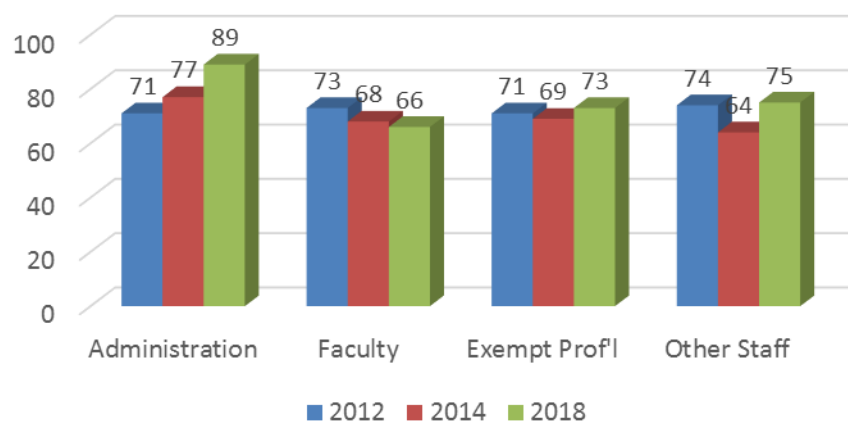
I understand how my job contributes to this institution's mission.



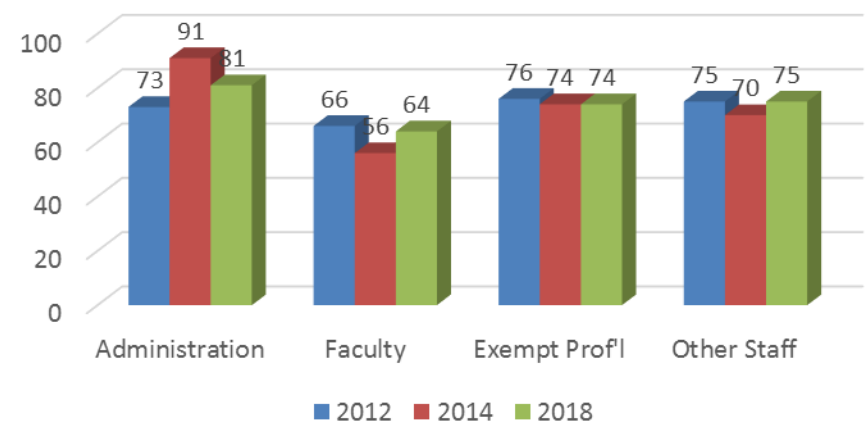
I have a good relationship with my supervisor/department chair.



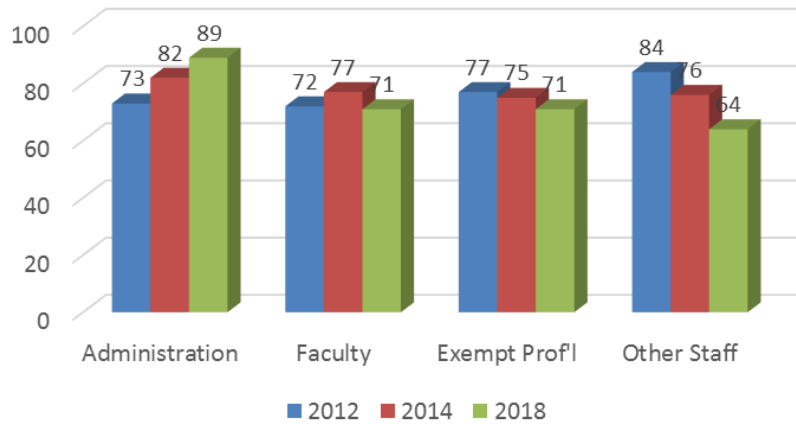
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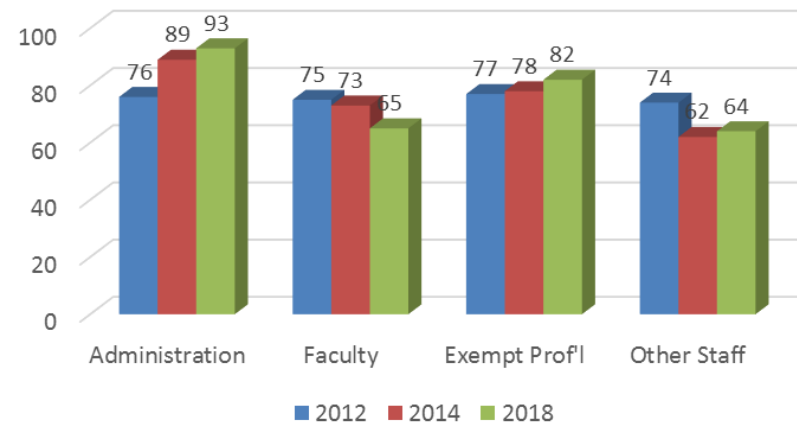
My supervisor/department chair regularly models this institution's values.



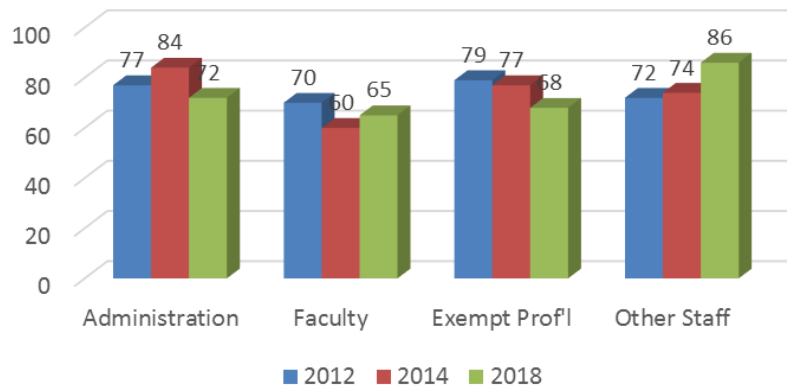
I am given the responsibility and freedom to do my job.



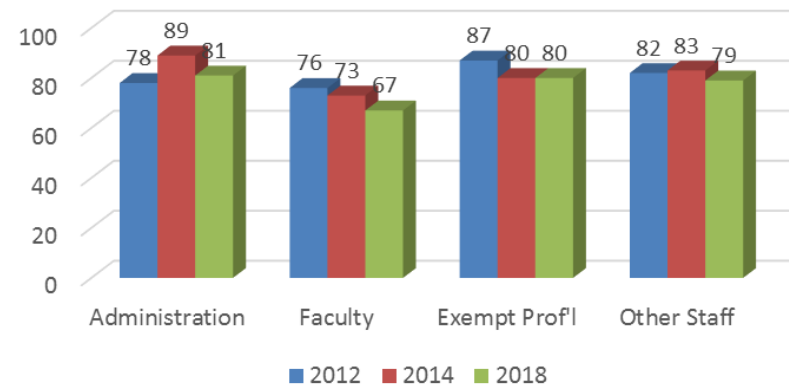
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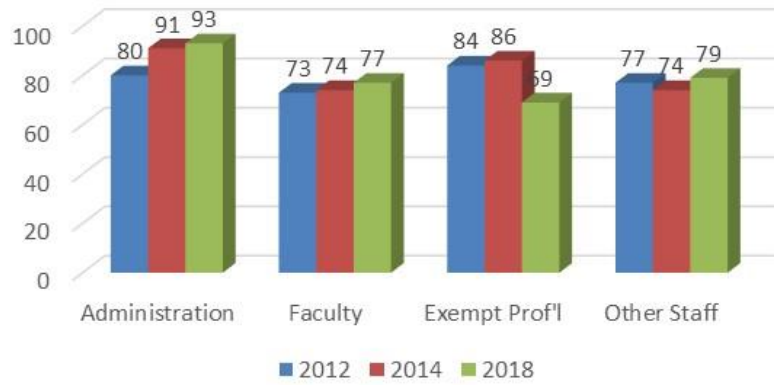
This institution has clear and effective procedures for dealing with discrimination.



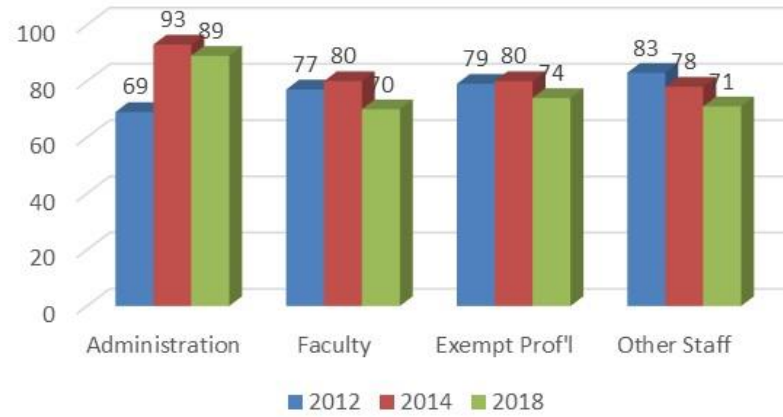
My supervisor/department chair supports my efforts to balance my work and personal life.



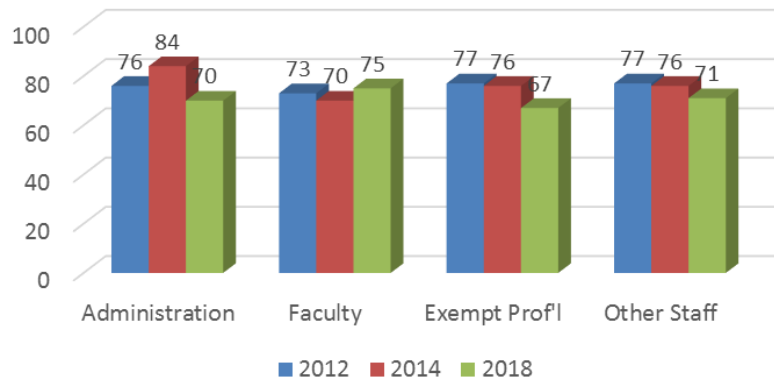
The institution takes reasonable steps to provide a safe and secure environment for the campus.



This institution actively contributes to the community.



At this institution, people are supportive of their colleagues regardless of their heritage or background.



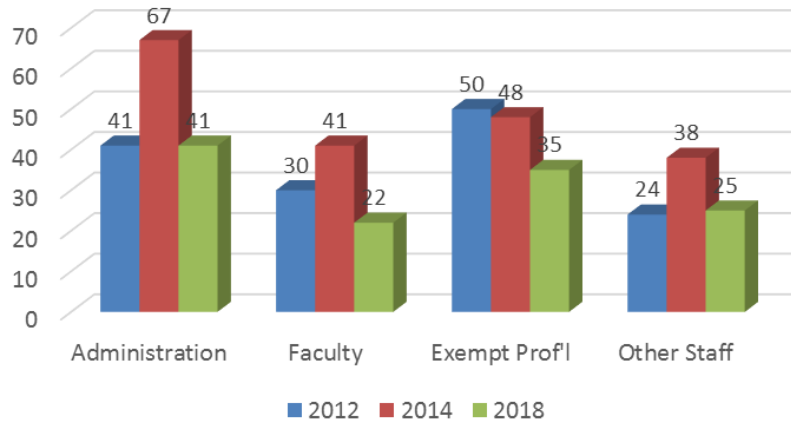
Institutional Weaknesses

Some of the individual items where Southeast performed the worst in 2018 are listed below, along with their scores from previous administrations of the survey. These are items with a negative score above 30 in 2018.

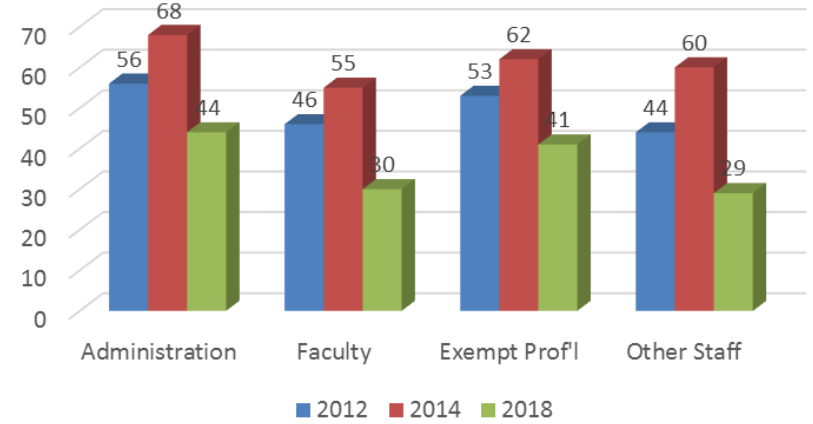
Positive and Negative Scores on Select Survey Items						
Item	2012		2014		2018	
	Pos.	Neg.	Pos.	Neg.	Pos.	Neg.
<u>Compensation, Benefits & Work/Life Balance</u>						
I am paid fairly for my work.	35	41	46	29	27	49
This institution’s benefits meets my needs.	47	22	60	12	34	34
<u>Policies, Resources & Efficiency</u>						
My department has adequate faculty/staff to achieve our goals.	34	41	42	34	28	50
<u>Shared Governance</u>						
Faculty, administration and staff are meaningfully involved in institutional planning.	41	26	52	19	37	30
<u>Senior Leadership</u>						
Senior leadership provides a clear direction for this institution’s future.	43	26	53	18	39	36
Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	36	32	49	22	45	30
Senior leadership communicates openly about important matters.	39	25	46	18	39	30
<u>Collaboration</u>						
There’s a sense that we’re all on the same team at this institution.	32	34	43	25	33	37
<u>Fairness</u>						
Issues of low performance are addressed in my department.	42	27	50	22	42	32
<u>Respect & Appreciation</u>						
I am regularly recognized for my contributions.	45	26	49	24	41	31
Our recognition and awards programs are meaningful to me.	36	36	38	31	36	41

Institutional Weaknesses by Job Category

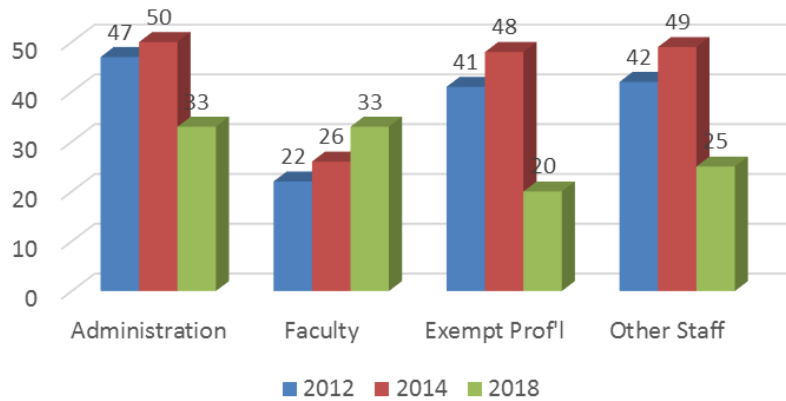
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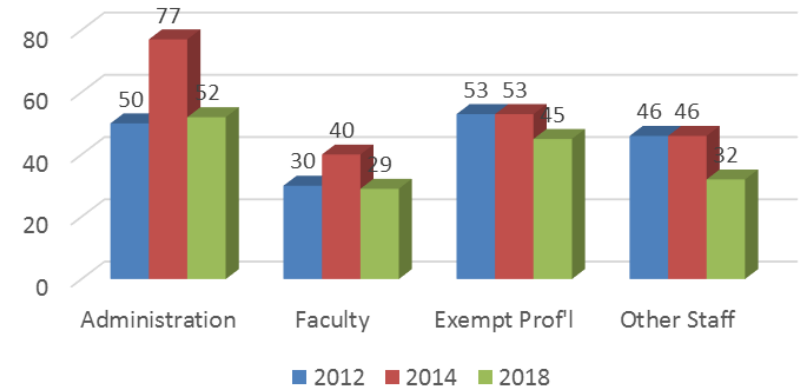
This institution's benefits meets my needs.



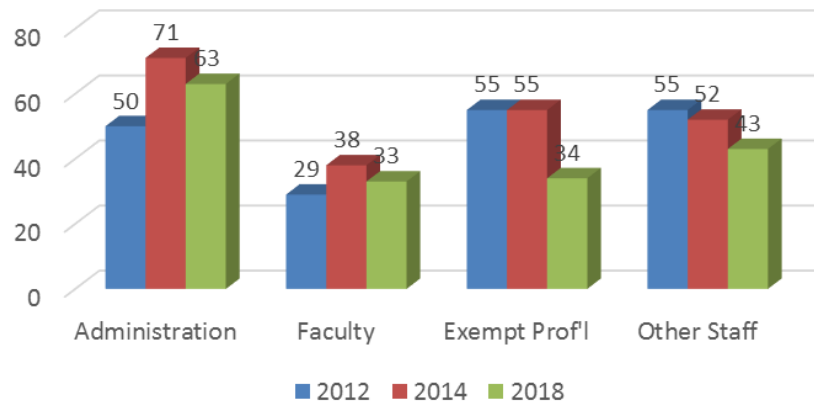
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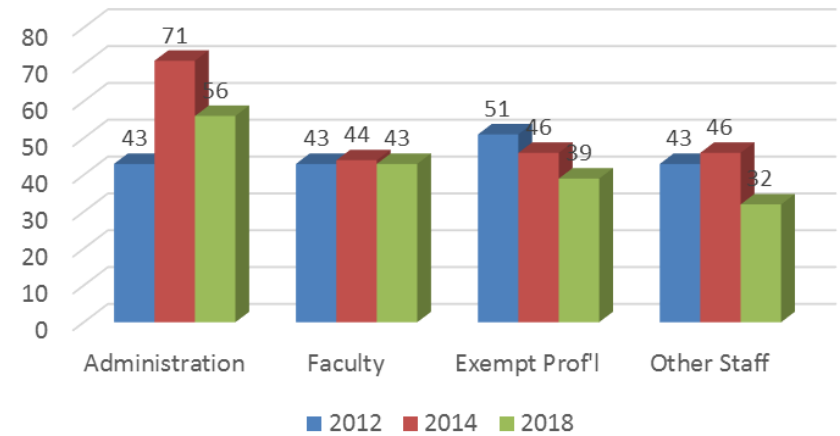
Faculty, administration and staff are meaningfully involved in institutional planning.



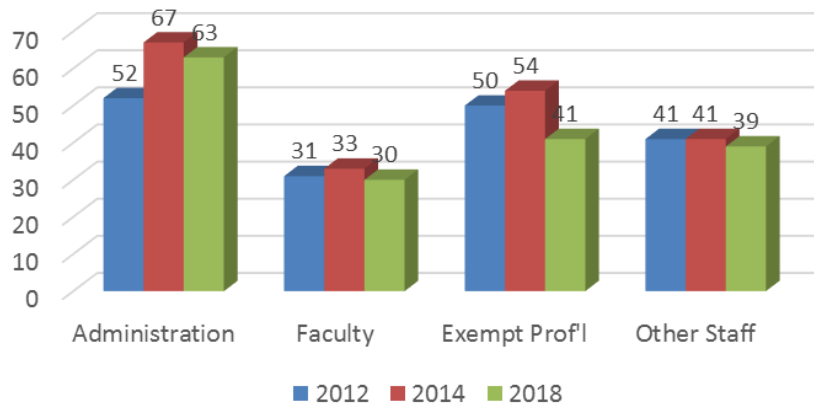
Senior leadership provides a clear direction for this institution's future.



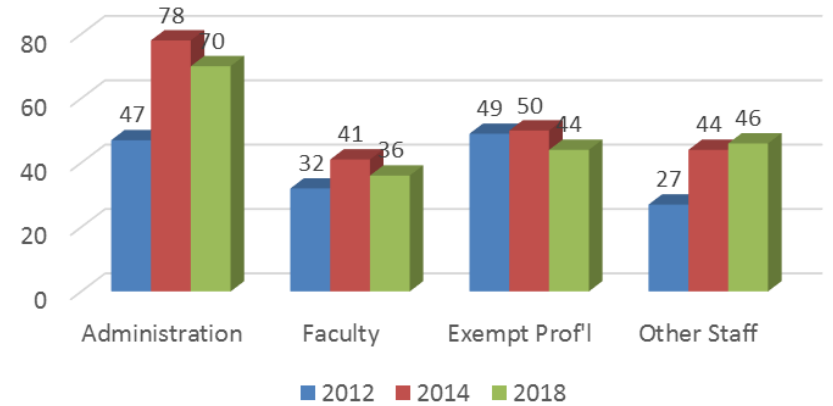
I am regularly recognized for my contributions.



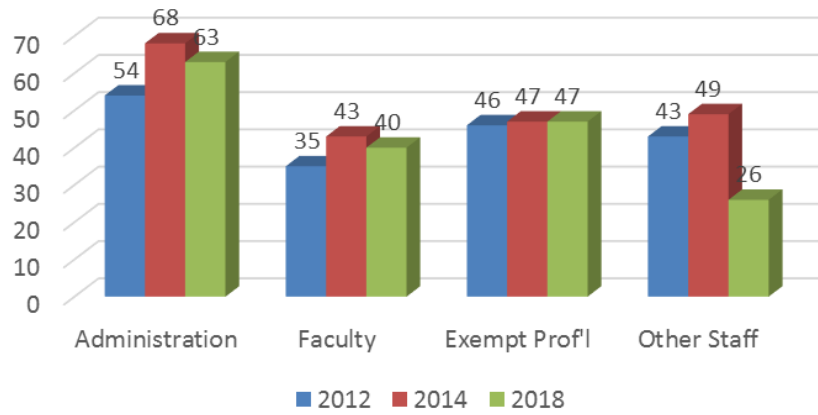
Senior leadership communicates openly about important matters.



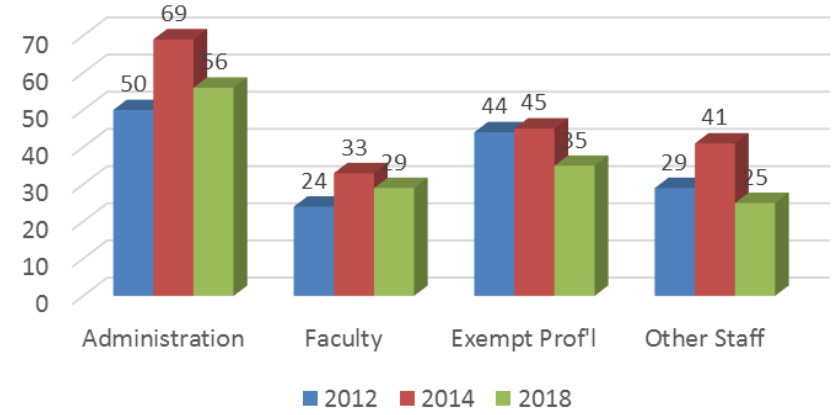
Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.



Issues of low performance are addressed in my department.



There's a sense that we're all on the same team at this institution.



Our recognition and awards programs are meaningful to me.

