**Why**: The last time a “campus climate” survey was offered was in 2014, during a period of leadership transition; before that it was in 2007. Our accrediting body expects that YSU gather and act upon information regarding the quality of our workplace. While previous surveys were “homegrown,” there was agreement by the Provost and the HLC Steering Committee that some ability to benchmark against other institutions was desirable, as was outsourcing both the data collection and analysis functions of the survey.

**Survey Background:** The “Great Colleges” survey, used by over 1,000 institutions, asks full-time faculty and staff about the quality of the workplace experience and the competitiveness of their policies and benefits. The survey is administered by Modern Think, a research firm; all data collection and analysis is done through this firm. The website to learn more about the survey is [www.chroniclegreatcolleges.com](http://www.chroniclegreatcolleges.com).

**Survey Period:** The survey period will be March 14-April 8. Reports will be available in August.

**Survey Content:** The survey consists of 60 statements with a five-point agreement scale; 18 benefits satisfaction component; two open-ended questions; and 15 demographic questions. Topic areas include:

1. Job satisfaction/support
2. Teaching environment
3. Professional development
4. Compensation, benefits, and work/life balance
5. Facilities
6. Policies, resources, and efficiency
7. Shared governance
8. Pride
9. Supervisors/department chairs
10. Senior leadership
11. Faculty, administration, and staff relations
12. Communication
13. Collaboration
14. Fairness
15. Respect and appreciation

**Sample:** A sample of 600 employees is surveyed, split into four categories organized around job function (see chart below). These categories are similar to, but not the same as, union groupings. For example, some IT staff are considered “Exempt Professional Staff” for the survey, but are in the ACE union at YSU; similarly, Assistant Directors are considered “Administration” while they may be part of the APAS union at YSU. The percentages are dictated by the research firm. YSU has also elected to pay for an oversample 200 part-time faculty.

The sample of employees is a random draw by job category using Modern Think’s methodology; YSU provides the name, email, and job category to the firm for direct communication.

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| --- | --- | --- | --- |
| **Job Category** | **Reported #s** | **% of Sample (of 600)** | **Sample** |
| Full-time Faculty | 410 | 44% | 264 |
| Administration | 192 | 21% | 124 |
| Exempt Professional Staff | 241 | 26% | 155 |
| Non-exempt Staff | 220 | 9% | 57 |
| Part-time faculty | 672 | (n/a-oversample) | 200 |
| **Totals** | **1,736** | **100%** | **800** |

**Data Security:** All direct communication with the survey sample is handled through Modern Think. An email with a link to an online survey portal is provided through the email. YSU does not know who does or does not respond to the survey, beyond response rates by job category. **All data collected by Modern Think is retained by the firm; YSU does not have any access to the raw data.**

**Reports:** In addition to two free top-level reports (by topic area: overall, and by job category), there are numerous reports available for purchase that allow YSU to see results by individual question; demographic profile; department; and other. All reports offer some level of benchmarking with other institutions in the same Carnegie classification as well as those considered to be top performing. A full list of available reports can be seen at [www.chroniclegreatcolleges.com](http://www.chroniclegreatcolleges.com).