

# The Great Colleges to Work For 2023

**ModernThink**

**2023 University of Idaho Great Colleges to Work For Survey**

**University of Idaho**

**Year - to - Year ScoreCard**

|                                                                                                                                                                                                           | 2023 Overall      |                   | 2021 Overall      |                   | 2019 Overall      |                   | 2018 Overall      |                   | 2017 Overall      |                   | 2016 Overall      |                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|                                                                                                                                                                                                           | Positive Response | Negative Response | Positive Response | Negative Response | Positive Response | Negative Response | Positive Response | Negative Response | Positive Response | Negative Response | Positive Response | Negative Response |
| Total number of survey respondents                                                                                                                                                                        | 969               | 969               | 1016              | 1016              | 1147              | 1147              | 1171              | 1171              | 1094              | 1094              | 145               | 145               |
| <b>Job Satisfaction &amp; Support</b>                                                                                                                                                                     |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 1 My job makes good use of my skills and abilities.                                                                                                                                                       | 78                | 7                 | 77                | 5                 | 75                | 7                 | 73                | 7                 | 75                | 6                 | 77                | 6                 |
| 2 I am given the responsibility and freedom to do my job.                                                                                                                                                 | 82                | 3                 | 82                | 4                 | 80                | 6                 | 79                | 6                 | 81                | 5                 | 87                | 5                 |
| 4 I am provided the resources I need to be effective in my job.                                                                                                                                           | 55                | 18                | 50                | 19                | 50                | 17                | 50                | 20                | 51                | 18                | 41                | 18                |
| 11 I am paid fairly for my work.                                                                                                                                                                          | 37                | 40                | 40                | 37                | 39                | 35                | 38                | 40                | 29                | 44                | 30                | 47                |
| 24 The work I do is meaningful to me.                                                                                                                                                                     | 84                | 4                 | 85                | 3                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.                                                                                                                     | 60                | 16                | 66                | 11                | 56                | 15                | 56                | 16                | 55                | 17                | 55                | 14                |
| 34 This institution's benefits meet my needs.                                                                                                                                                             | 62                | 13                | 66                | 11                | 63                | 11                | 61                | 12                | 59                | 13                | 55                | 17                |
| <b>Job Satisfaction &amp; Support - Average</b>                                                                                                                                                           | <b>65</b>         | <b>14</b>         | <b>67</b>         | <b>13</b>         | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          |
| <b>Professional Development</b>                                                                                                                                                                           |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 6 I am given the opportunity to develop my skills at this institution.                                                                                                                                    | 69                | 10                | 65                | 11                | 69                | 11                | 67                | 11                | 67                | 11                | 63                | 8                 |
| 10 I understand the necessary requirements to advance my career.                                                                                                                                          | 59                | 19                | 59                | 18                | 59                | 18                | 59                | 19                | 58                | 17                | 69                | 14                |
| 28 I have access to the training I need to do my job well.                                                                                                                                                | 64                | 9                 | 62                | 13                | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 30 Our onboarding processes prepare new faculty and staff to be effective.                                                                                                                                | 35                | 28                | 42                | 24                | 38                | 26                | 38                | 27                | 38                | 27                | 37                | 26                |
| <b>Professional Development - Average</b>                                                                                                                                                                 | <b>57</b>         | <b>17</b>         | <b>57</b>         | <b>17</b>         | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          |
| <b>Faculty &amp; Staff Well-being</b>                                                                                                                                                                     |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 15 My supervisor/department chair shows genuine interest in my well-being.                                                                                                                                | 81                | 7                 | 81                | 7                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 33 This institution's policies and practices give me the flexibility to manage my work and personal life.                                                                                                 | 68                | 11                | 68                | 11                | 70                | 10                | 70                | 8                 | 70                | 10                | 67                | 9                 |
| 39 This institution takes appropriate steps to protect the health and safety of faculty, staff and students.                                                                                              | 70                | 8                 | 66                | 11                | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 44 At work, I know where to go for help with my mental or emotional well-being.                                                                                                                           | 68                | 14                | 71                | 13                | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 47 My supervisor/department chair supports my efforts to balance my work and personal life.                                                                                                               | 83                | 4                 | 84                | 6                 | 81                | 8                 | 79                | 6                 | 81                | 7                 | 81                | 7                 |
| <b>Faculty &amp; Staff Well-being - Average</b>                                                                                                                                                           | <b>74</b>         | <b>9</b>          | <b>74</b>         | <b>10</b>         | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          |
| <b>Performance Management</b>                                                                                                                                                                             |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 9 I am regularly recognized for my contributions.                                                                                                                                                         | 52                | 21                | 54                | 20                | 48                | 24                | 49                | 22                | 47                | 23                | 52                | 23                |
| 16 Promotions in my department are based on a person's performance.                                                                                                                                       | 52                | 22                | 53                | 23                | 51                | 24                | 52                | 22                | 49                | 26                | 51                | 20                |
| 17 Our review process accurately measures my job performance.                                                                                                                                             | 59                | 17                | 56                | 18                | 53                | 20                | 52                | 22                | 49                | 22                | 49                | 18                |
| 18 Issues of low performance are addressed in my department.                                                                                                                                              | 46                | 23                | 49                | 19                | 45                | 24                | 45                | 26                | 43                | 25                | 46                | 26                |
| 35 Our recognition and awards programs are meaningful to me.                                                                                                                                              | 35                | 35                | 35                | 30                | 34                | 31                | 34                | 31                | 33                | 35                | 35                | 35                |
| <b>Performance Management - Average</b>                                                                                                                                                                   | <b>49</b>         | <b>24</b>         | <b>49</b>         | <b>22</b>         | <b>46</b>         | <b>25</b>         | <b>46</b>         | <b>25</b>         | <b>44</b>         | <b>26</b>         | <b>47</b>         | <b>24</b>         |
| <b>Supervisor/Department Chair Effectiveness</b>                                                                                                                                                          |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 3 My supervisor/department chair makes their expectations clear.                                                                                                                                          | 75                | 8                 | 75                | 9                 | 69                | 11                | 68                | 13                | 68                | 10                | 72                | 7                 |
| 7 I receive feedback from my supervisor/department chair that helps me.                                                                                                                                   | 70                | 11                | 68                | 11                | 62                | 14                | 60                | 15                | 62                | 14                | 63                | 14                |
| 12 I believe what I am told by my supervisor/department chair.                                                                                                                                            | 76                | 8                 | 75                | 7                 | 68                | 10                | 68                | 10                | 70                | 9                 | 70                | 7                 |
| 19 My supervisor/department chair is consistent and fair.                                                                                                                                                 | 75                | 9                 | 76                | 8                 | 69                | 13                | 67                | 12                | 71                | 11                | 76                | 8                 |
| 20 My supervisor/department chair actively solicits my suggestions and ideas.                                                                                                                             | 73                | 10                | 73                | 8                 | 65                | 14                | 65                | 14                | 66                | 12                | 71                | 11                |
| <b>Supervisor/Department Chair Effectiveness - Average</b>                                                                                                                                                | <b>74</b>         | <b>9</b>          | <b>73</b>         | <b>9</b>          | <b>67</b>         | <b>12</b>         | <b>66</b>         | <b>13</b>         | <b>67</b>         | <b>11</b>         | <b>70</b>         | <b>9</b>          |
| <b>Communication</b>                                                                                                                                                                                      |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 8 When I offer a new idea, I believe it will be fully considered.                                                                                                                                         | 63                | 13                | 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.                                                                                                    | 62                | 17                | 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.                                                                                                                    | 65                | 11                | 63                | 12                | 56                | 17                | 58                | 15                | 59                | 16                | 60                | 18                |
| 22 Changes that affect me are discussed prior to being implemented.                                                                                                                                       | 48                | 21                | 49                | 21                | 41                | 26                | 40                | 26                | 42                | 24                | 51                | 19                |
| 43 At this institution, we discuss and debate issues respectfully to get better results.                                                                                                                  | 49                | 17                | 47                | 16                | 37                | 23                | 40                | 20                | 44                | 18                | 43                | 22                |
| <b>Communication - Average</b>                                                                                                                                                                            | <b>57</b>         | <b>16</b>         | <b>56</b>         | <b>16</b>         | <b>50</b>         | <b>21</b>         | <b>50</b>         | <b>20</b>         | <b>52</b>         | <b>19</b>         | <b>53</b>         | <b>19</b>         |
| <b>Collaboration</b>                                                                                                                                                                                      |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 13 We have opportunities to contribute to important decisions in my department.                                                                                                                           | 64                | 12                | 64                | 13                | 58                | 16                | 59                | 16                | 60                | 15                | 65                | 12                |
| 23 People in my department work well together.                                                                                                                                                            | 71                | 9                 | 71                | 6                 | 62                | 10                | 64                | 10                | 64                | 11                | 65                | 12                |
| 26 I can count on people to cooperate across departments.                                                                                                                                                 | 51                | 16                | 49                | 14                | 48                | 15                | 47                | 17                | 44                | 18                | 49                | 16                |
| 42 There are sufficient opportunities to participate in institutional planning.                                                                                                                           | 40                | 26                | 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.                                                                                                                                   | 42                | 25                | 37                | 27                | 28                | 37                | 32                | 33                | 36                | 30                | 36                | 34                |
| <b>Collaboration - Average</b>                                                                                                                                                                            | <b>54</b>         | <b>18</b>         | <b>52</b>         | <b>17</b>         | <b>46</b>         | <b>21</b>         | <b>47</b>         | <b>21</b>         | <b>49</b>         | <b>19</b>         | <b>50</b>         | <b>20</b>         |
| <b>Diversity, Inclusion &amp; Belonging</b>                                                                                                                                                               |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 29 In my department, we welcome diversity in all of its forms.                                                                                                                                            | 84                | 5                 | 82                | 5                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 38 This institution has clear and effective procedures for dealing with discrimination.                                                                                                                   | 64                | 11                | 62                | 11                | 63                | 11                | 63                | 12                | 67                | 11                | 66                | 12                |
| 40 At this institution, diversity in all of its forms is valued.                                                                                                                                          | 68                | 10                | 65                | 10                | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 46 We are making good progress towards becoming a more diverse and inclusive institution.                                                                                                                 | 62                | 11                | 55                | 12                | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 48 I feel a sense of belonging at this institution.                                                                                                                                                       | 66                | 12                | 62                | 13                | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 50 This institution places sufficient emphasis on having diverse faculty, administrators and staff.                                                                                                       | 63                | 13                | 57                | 15                | 61                | 13                | 63                | 12                | 66                | 11                | 60                | 17                |
| <b>Diversity, Inclusion &amp; Belonging - Average</b>                                                                                                                                                     | <b>68</b>         | <b>10</b>         | <b>64</b>         | <b>11</b>         | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          |
| <b>Mission &amp; Pride</b>                                                                                                                                                                                |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 5 I understand how my job contributes to this institution's mission.                                                                                                                                      | 88                | 3                 | 86                | 2                 | 85                | 4                 | 83                | 4                 | 84                | 4                 | 80                | 6                 |
| 25 Overall, my department is a good place to work.                                                                                                                                                        | 78                | 7                 | 79                | 5                 | 76                | 8                 | 76                | 8                 | 78                | 7                 | 77                | 9                 |
| 36 I am proud to be part of this institution.                                                                                                                                                             | 72                | 7                 | 68                | 6                 | 64                | 9                 | 67                | 8                 | 69                | 8                 | 65                | 8                 |
| 49 This institution actively contributes to the community.                                                                                                                                                | 81                | 4                 | 77                | 5                 | 71                | 6                 | 73                | 7                 | 76                | 5                 | 83                | 2                 |
| 51 I would recommend working here to my family and/or friends.                                                                                                                                            | 64                | 13                | 61                | 12                | -                 | -                 | -                 | -                 | -                 | -                 | -                 | -                 |
| 54 This institution's culture is special - something you don't find just anywhere.                                                                                                                        | 52                | 20                | 45                | 24                | 45                | 26                | 45                | 24                | 46                | 24                | 48                | 19                |
| 55 All things considered, this is a great place to work.                                                                                                                                                  | 64                | 11                | 63                | 13                | 59                | 13                | 62                | 12                | 62                | 12                | 59                | 14                |
| <b>Mission &amp; Pride - Average</b>                                                                                                                                                                      | <b>71</b>         | <b>9</b>          | <b>68</b>         | <b>10</b>         | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          |
| <b>Confidence in Senior Leadership</b>                                                                                                                                                                    |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 27 Senior leadership provides a clear direction for this institution's future.                                                                                                                            | 48                | 21                | 45                | 24                | 31                | 36                | 37                | 31                | 44                | 23                | 41                | 29                |
| 32 Senior leadership has the knowledge, skills and experience necessary for institutional success.                                                                                                        | 63                | 13                | 57                | 14                | 39                | 28                | 48                | 21                | 57                | 14                | 46                | 20                |
| 37 Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.                                                                                                       | 53                | 19                | 50                | 21                | 37                | 31                | 41                | 29                | 44                | 25                | 36                | 30                |
| 41 Senior leadership communicates openly about important matters.                                                                                                                                         | 55                | 16                | 51                | 17                | 36                | 29                | 39                | 26                | 46                | 19                | 44                | 26                |
| 45 I believe what I am told by senior leadership.                                                                                                                                                         | 56                | 15                | 51                | 15                | 37                | 29                | 41                | 26                | 48                | 18                | 46                | 23                |
| 52 This institution is well run.                                                                                                                                                                          | 51                | 15                | 42                | 19                | 26                | 37                | 34                | 28                | 38                | 21                | 37                | 28                |
| <b>Confidence in Senior Leadership - Average</b>                                                                                                                                                          | <b>54</b>         | <b>17</b>         | <b>49</b>         | <b>18</b>         | <b>34</b>         | <b>32</b>         | <b>40</b>         | <b>27</b>         | <b>46</b>         | <b>20</b>         | <b>42</b>         | <b>26</b>         |
| <b>Custom Statements</b>                                                                                                                                                                                  |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |                   |
| 56 My department's goals are directly aligned with the University's strategic plan.                                                                                                                       | 78                | 4                 | 77                | 5                 | 76                | 6                 | 77                | 5                 | 75                | 6                 | -                 | -                 |
| 57 This institution has created the right balance of scholarship, research and student learning.                                                                                                          | 64                | 12                | 56                | 17                | 55                | 16                | 56                | 13                | 55                | 15                | -                 | -                 |
| 58 The faculty value the contributions of staff.                                                                                                                                                          | 51                | 16                | 50                | 18                | 47                | 19                | 49                | 18                | 47                | 19                | -                 | -                 |
| 59 I believe we are moving forward as one University.                                                                                                                                                     | 52                | 15                | 46                | 18                | 29                | 31                | 38                | 23                | 45                | 20                | -                 | -                 |
| 60 I am confident that concerns about disrespect or unfair treatment will be handled appropriately.                                                                                                       | 54                | 21                | 52                | 19                | 43                | 26                | 47                | 23                | 54                | 18                | -                 | -                 |
| 61 The University seeks to build a community that upholds the inherent worth of individuals in an atmosphere of mutual respect, trust, and civility.                                                      | 69                | 8                 | 69                | 10                | 56                | 15                | 61                | 13                | 67                | 11                | -                 | -                 |
| 62 The University encourages victims to report incidents of harassment, discrimination and sexual assault.                                                                                                | 84                | 5                 | 86                | 3                 | 78                | 7                 | 71                | 10                | 81                | 6                 | -                 | -                 |
| 63 My senate or council (administrative, classified, or faculty) effectively communicates pertinent information.                                                                                          | 64                | 12                | 68                | 8                 | 64                | 10                | 64                | 10                | 53                | 15                | -                 | -                 |
| 64 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. | 77                | 7                 | 77                | 5                 | 76                | 8                 | 77                | 7                 | 81                | 5                 | -                 | -                 |
| 65 All things considered, this is a better place to work than it was last year.                                                                                                                           | 52                | 17                | 45                | 23                | 35                | 29                | 44                | 23                | 46                | 19                | -                 | -                 |
| <b>Custom Statements - Average</b>                                                                                                                                                                        | <b>65</b>         | <b>12</b>         | <b>63</b>         | <b>13</b>         | <b>56</b>         | <b>17</b>         | <b>58</b>         | <b>15</b>         | <b>60</b>         | <b>13</b>         | <b>*</b>          | <b>*</b>          |
| <b>Overall Survey Average 1 - 65</b>                                                                                                                                                                      | <b>63</b>         | <b>14</b>         | <b>62</b>         | <b>14</b>         | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          | <b>*</b>          |

© 2023 ModernThink LLC. All rights reserved.

**NOTE: Prior year data is not available for statements introduced in 2021.**

ModernThink LLC | 2 Mill Road, Suite 102 | Wilmington, DE 19806 | 888.684.4658