

Great Colleges Survey

Participation

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%

- 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.

**Source: The Chronicle Great Colleges to Work For Survey and Southeast Missouri State Univ. Office of Institutional Research.*

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Overview

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

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Institutional Strengths

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

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Institutional Weakness

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