



## University of Wyoming's Participation in the Chronicle of Higher Education's Great Colleges to Work For Survey

### Frequently Asked Questions

#### WHAT IS THE GREAT COLLEGES TO WORK FOR SURVEY?

The Great Colleges to Work For program is an independently-administered, national survey that provides institutions with insights on the quality of the workplace experience and the competitiveness of their policies and benefits. The survey instrument measures the extent to which employees are involved and engaged in the organization, the quality of workplace engagement, and workplace satisfaction.

It is sponsored by The Chronicle of Higher Education and ModernThink, LLC.

More information about the Great Colleges to Work For survey is available at [www.chroniclegreatcolleges.com](http://www.chroniclegreatcolleges.com)

Typically, the Great Colleges to Work For survey is only administered to a limited, random sample of employees. However, UW has contracted with ModernThink to extend the opportunity for all full-time, benefits-eligible faculty and staff to participate in the 2018 survey.

#### WHY SHOULD I PARTICIPATE?

Your voice matters and your responses help the University to identify opportunities for us to improve workplace satisfaction and engagement. Higher response rates also help us to gain a better understanding of employee opinions and needs.

#### WHAT TOPICS WILL THE SURVEY COVER?

The 60 statement survey utilizes a five-point agreement scale (Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree), along with a Not Applicable response option. The survey instrument also includes an 18-item benefits satisfaction component, two open-ended questions on what makes UW a great place to work and what can be improved, and 15 optional demographic questions.

The 60 survey statements query employees' beliefs about the following topics:

- Job Satisfaction and Support
- Teaching Environment
- Professional Development
- Compensation, Benefits, and Work/Life Balance

- Facilities
- Policies, Resources, and Efficiency
- Shared Governance
- Pride
- Supervisors and Department Chairs
- Senior Leadership
- Faculty, Administration, and Staff Relations
- Communication
- Collaboration
- Fairness
- Respect and Appreciation

### **WILL I HAVE AN OPPORTUNITY TO PROVIDE RESPONSES IN MY OWN WORDS?**

While much of the survey is structured in a five-point agreement scale format, the open-ended response section will provide an opportunity to give feedback—in your own words—about what makes UW a great place to work and what can be improved.

### **WHO ADMINISTERS THE SURVEY?**

The survey is independently-administered by ModernThink, LLC, a management consulting firm focusing on workplace quality in higher education. ModernThink has administered the Great Colleges to Work For survey to more than 1,000 higher education institutions. The survey instrument is derived in part from an assessment tool that has been used in over 55 “Best Place to Work” programs with more than 4,000 organizations.

### **DO I HAVE TO PARTICIPATE?**

Participation is voluntary, although we do hope eligible employees will take this opportunity to share their feedback and make sure their voice is heard. UW has contracted with ModernThink to extend the opportunity for all full-time, benefits-eligible faculty and staff to participate in the 2018 survey.

### **ARE MY RESPONSES CONFIDENTIAL? WHO WILL HAVE ACCESS TO THE DATA THAT ARE COLLECTED?**

Your participation and the feedback you provide are completely confidential; our institution will not be able to trace results back to individuals. The University will receive reports summarizing the results, but will not have access to raw data.

For more information, please read The Chronicle [Great Colleges to Work For Statement of Confidentiality](#).

## **WHY IS THE UNIVERSITY PARTICIPATING IN THE GREAT COLLEGES TO WORK FOR SURVEY?**

Our participation in the survey is an important step toward achieving the *Breaking Through* 2017-2022 Strategic Plan's goal of improving workplace satisfaction and engagement.

The survey and reporting tools will allow the University community to develop a clearer understanding of our strengths and opportunities. They will also allow us to compare our results to benchmarking data from over 1,000 institutions – including institutions with a similar Carnegie classification, region, enrollment size, and public status. These combined data – our own results and comparisons to other institutions – will inform discussions and decision making directed at improving workplace engagement and satisfaction at UW.

The data collected this year will also provide valuable baseline data to track our progress in improving employees' workplace engagement and satisfaction as we execute the *Breaking Through* 2017-2022 Strategic Plan.

## **WHO WILL PARTICIPATE IN THE SURVEY?**

Typically, the Great Colleges to Work For survey is only administered to a limited, random sample of employees. However, UW has contracted with ModernThink to extend the opportunity for all full-time, benefits-eligible faculty and staff to participate in the 2018 survey.

## **WHEN AND HOW WILL UW EMPLOYEES PARTICIPATE?**

The survey period begins on Monday, March 12, 2018 and ends on Friday, April 6, 2018. The survey is administered online.

All benefits-eligible employees will receive an email invitation to participate in the survey from Great Colleges, as well as periodic reminders.

## **CAN UW EMPLOYEES COMPLETE THE SURVEY DURING WORK HOURS?**

Yes. Employees are encouraged to complete the survey during work hours and accommodations will be made by supervisors to facilitate their participation. Completing the survey is an important contribution that UW's employees can make to improving our understanding of workplace engagement and satisfaction at the University.

## **HOW LONG WILL IT TAKE TO COMPLETE THE SURVEY?**

It typically takes about 18-22 minutes to complete the survey.

## **WILL THE FINDINGS OF THE SURVEY BE SHARED?**

In August, we will receive reports that summarize the organizational competencies and relationships that most directly impact and influence our institutional culture. Our results will be shared with the UW community and will be used to facilitate town hall discussions about workplace engagement and satisfaction in coordination with the Faculty Senate and Staff Senate.