

# The Chronicle Great Colleges to Work For 2017

**ModernThink**  
**Workplace Quality Survey**  
**California State University, Fresno**  
**Pre-loaded Job Category ScoreCard - Full Data Set**

	Overall		Benchmarks		Pre-Loaded Job Category									
	Positive Response +	Negative Response -	2017 Honor Roll + > 10,000	2017 Carnegie Research +	Permanent Faculty (Tenured/Tenured Track) +	Permanent Faculty (Tenured/Tenured Track) -	Temporary Faculty/Lecturer +	Temporary Faculty/Lecturer -	Administration/MPP +	Administration/MPP -	Exempt Prof'l Staff +	Exempt Prof'l Staff -	Non-exempt Staff +	Non-exempt Staff -
Total number of survey respondents (1405)														
<b>Job Satisfaction/Support</b>														
1 My job makes good use of my skills and abilities.	76	5	85	80	74	7	81	4	83	3	79	6	70	6
2 I am given the responsibility and freedom to do my job.	81	3	86	83	78	3	85	3	82	5	82	3	80	3
4 I am provided the resources I need to be effective in my job.	56	15	74	64	37	26	58	15	53	17	60	12	63	10
<b>Job Satisfaction/Support - Average</b>														
<b>Teaching Environment</b>														
33 There is a good balance of teaching, service and research at this institution.	59	16	81	70	30	40	56	21	73	10	66	7	67	6
40 Teaching is appropriately recognized in the evaluation and promotion process.	61	12	81	69	67	13	60	16	72	1	57	7	57	12
51 There is appropriate recognition of innovative and high quality teaching.	64	8	81	71	60	13	59	15	74	2	66	2	67	4
<b>Teaching Environment - Average</b>														
<b>Professional Development</b>														
6 I am given the opportunity to develop my skills at this institution.	69	9	83	75	63	10	71	9	75	6	72	8	67	10
10 I understand the necessary requirements to advance my career.	65	13	76	70	79	5	71	10	66	14	54	17	60	15
<b>Professional Development - Average</b>														
<b>Compensation, Benefits &amp; Work/Life Balance</b>														
11 I am paid fairly for my work.	37	35	58	53	38	33	42	35	48	17	36	34	30	42
34 This institution's benefits meet my needs.	76	4	85	78	68	7	72	7	84	1	80	2	77	5
47 My supervisor/department chair supports my efforts to balance my work and personal life.	80	8	87	82	70	15	81	8	78	6	81	6	84	5
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	71	8	84	77	56	16	75	6	73	9	76	6	73	7
<b>Compensation, Benefits &amp; Work/Life Balance - Average</b>														
<b>Facilities</b>														
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	77	6	92	85	67	8	79	7	83	5	75	5	82	4
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	46	23	73	65	26	40	43	26	48	19	52	17	55	17
<b>Facilities - Average</b>														
<b>Policies, Resources &amp; Efficiency</b>														
17 Our review process accurately measures my job performance.	52	20	69	59	50	20	55	20	54	22	50	20	52	19
28 My department has adequate faculty/staff to achieve our goals.	34	38	56	44	18	58	40	31	31	38	31	39	42	31
30 Our orientation program prepares new faculty, administration and staff to be effective.	40	22	72	58	42	20	44	19	24	37	33	26	46	18
49 This institution actively contributes to the community.	86	1	92	85	87	1	87	2	93	0	86	1	84	2
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	81	6	81	75	78	7	80	8	85	4	82	6	81	3
57 This institution is well run.	62	8	79	64	51	12	69	7	66	7	59	6	65	8
<b>Policies, Resources &amp; Efficiency - Average</b>														
<b>Shared Governance</b>														
38 The role of faculty in shared governance is clearly stated and publicized.	57	12	76	63	57	12	62	11	64	8	51	12	56	13
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	66	7	81	71	66	11	66	9	74	4	68	1	63	6
42 Faculty, administration and staff are meaningfully involved in institutional planning.	50	13	69	56	47	17	60	10	62	10	46	14	47	14
<b>Shared Governance - Average</b>														
<b>Pride</b>														
5 I understand how my job contributes to this institution's mission.	91	1	93	89	89	2	90	2	97	0	91	1	90	1
25 Overall, my department is a good place to work.	78	6	87	80	67	10	80	5	81	3	81	5	80	6
36 I am proud to be part of this institution.	83	2	88	81	74	5	84	2	87	1	85	1	86	2
59 This institution's culture is special - something you don't find just anywhere.	57	13	80	66	49	20	57	13	65	9	56	12	60	11
60 All things considered, this is a great place to work.	78	4	86	76	63	10	78	3	84	4	80	2	81	3
<b>Pride - Average</b>														
<b>Supervisors/Department Chairs</b>														
3 My supervisor/department chair makes his/her expectations clear.	72	9	80	73	64	15	76	9	72	6	71	8	75	8
7 I receive feedback from my supervisor/department chair that helps me.	62	14	77	68	48	22	65	14	72	10	59	12	67	12
12 I believe what I am told by my supervisor/department chair.	71	7	81	75	65	14	78	5	75	6	71	6	68	7
15 My supervisor/department chair regularly models this institution's values.	73	9	84	76	62	15	75	9	80	4	78	6	71	9
19 My supervisor/department chair is consistent and fair.	69	10	79	73	66	15	76	7	72	6	68	8	68	11
20 My supervisor/department chair actively solicits my suggestions and ideas.	64	11	78	72	60	15	60	14	81	8	68	6	61	11
24 I have a good relationship with my supervisor/department chair.	83	4	88	84	75	9	87	2	88	2	83	3	84	4
<b>Supervisors/Department Chairs - Average</b>														
<b>Senior Leadership</b>														
27 Senior leadership provides a clear direction for this institution's future.	61	12	73	60	52	16	65	11	63	7	59	11	63	12
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	66	8	82	71	57	10	70	9	67	7	64	9	69	6
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	62	12	76	62	56	14	67	12	70	11	59	11	61	12
41 Senior leadership communicates openly about important matters.	59	11	73	59	58	11	62	10	70	10	54	11	58	13
48 Senior leadership regularly models this institution's values.	70	6	83	71	63	9	73	6	73	5	68	6	72	5
56 I believe what I am told by senior leadership.	62	8	77	64	54	11	72	7	74	6	57	8	60	8
<b>Senior Leadership - Average</b>														
<b>Faculty, Administration &amp; Staff Relations</b>														
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	63	6	83	71	56	7	67	5	64	7	60	5	67	6
55 There is regular and open communication among faculty, administration and staff.	50	13	72	57	47	13	58	11	56	11	45	12	49	14
<b>Faculty, Administration &amp; Staff Relations - Average</b>														
<b>Communication</b>														
8 When I offer a new idea, I believe it will be fully considered.	60	13	74	66	49	19	62	13	69	9	63	10	59	12
21 In my department, we communicate openly about issues that impact each other's work.	55	17	72	65	52	19	53	19	67	9	51	15	57	19
22 Changes that affect me are discussed prior to being implemented.	47	21	63	53	46	21	48	25	55	13	45	19	45	22
43 At this institution, we discuss and debate issues respectfully to get better results.	54	11	75	60	49	12	55	7	64	10	54	9	53	14
<b>Communication - Average</b>														
<b>Collaboration</b>														
13 We have opportunities to contribute to important decisions in my department.	60	14	75	69	69	11	58	20	74	11	63	11	51	14
23 People in my department work well together.	61	11	79	71	46	17	62	12	66	7	64	9	65	9
26 I can count on people to cooperate across departments.	54	11	71	61	49	10	55	13	55	12	56	8	56	12
58 There's a sense that we're all on the same team at this institution.	51	16	74	57	44	23	57	12	56	13	51	12	50	17
<b>Collaboration - Average</b>														
<b>Fairness</b>														
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	60	17	74	66	51	23	58	20	69	14	64	13	61	17
43 Promotions in my department are based on a person's ability.	43	26	67	60	51	21	49	22	52	22	40	30	36	30
18 Issues of low performance are addressed in my department.	41	28	59	51	27	38	42	31	43	23	36	26	50	25
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	59	11	80	66	56	10	59	11	66	6	57	10	59	14
54 This institution has clear and effective procedures for dealing with discrimination.	73	8	85	77	61	12	75	5	81	6	69	8	77	7
<b>Fairness - Average</b>														
<b>Respect &amp; Appreciation</b>														
9 I am regularly recognized for my contributions.	49	22	67	59	41	26	46	26	56	18	48	21	52	19
35 Our recognition and awards programs are meaningful to me.	47	22	61	51	43	23	48	26	43	20	43	23	52	18
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	76	7	88	81	66	11	77	8	86	4	77	5	76	8
52 We celebrate significant milestones and important accomplishments at this institution.	67	6	85	73	60	7	69	7	71	4	66	4	69	6
<b>Respect &amp; Appreciation - Average</b>														
<b>California State University, Fresno Custom Statements</b>														
61 People at Fresno State treat each other with respect.	65	4	-	-	56	7	74	3	71	4	66	2	63	5
62 I believe a culture of open discussion and debate exists at Fresno State.	62	8	-	-	53	13	67	8	69	8	61	7	63	6
63 The general environment for persons of different backgrounds is welcoming and respectful.	80	3	-	-	73	7	81	5	87	0	80	3	81	2
64 Fresno State 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.	84	3	-	-	77	5	86	4	91	0	83	2	84	4
65 Fresno State acts effectively to retain a diverse faculty.	74	7	-	-	63	13	74	9	84	6	70	8	80	4
66 Fresno State acts effectively to retain a diverse staff.	70	8	-	-	61	10	76	7	76	8	66	9	72	7
67 The environment at Fresno State makes me feel like I am a valued member of this community.	62	11	-	-	55	17	67	10	67	9	62	8	60	11
68 I know what to do if I receive a report of sexual assault, harassment or interpersonal violence.	88	4	-	-	84	6	89	2	95	2	89	3	88	4
69 I believe that Fresno State's policies and practices are effective at preventing bullying.	69	9	-	-	59	16	75	7	71	8	67	10	73	7
70 When at work, I really feel like I belong.	68	8	-	-	58	11	66	8	75	6	70	5	71	9
71 I seem to "connect" with others in my work group.	75	4	-	-	66	6	69	7	82	0	76	4	80	3
72 I am well-accepted by my co-workers.	83	3	-	-	74	6	83	3	89	0	84	2	86	2
<b>California State University, Fresno Custom Statements - Average</b>														
<b>Overall Survey Average 1 - 72</b>														
<b>Overall Survey Average 1 - 60</b>														

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