

The 12 Great-Colleges Categories

Collaborative Governance

Faculty members play significant roles in decisions on academic programs. Employees agree with statements like “Faculty, administration, and staff are meaningfully involved in institutional planning.”

Compensation & Benefits

Pay is fair, and benefits are satisfactory. Sample statement: “This institution’s benefits meet my needs.”

Confidence in Senior Leadership

Leaders have the knowledge, skills, and experience necessary for the success of the college. Sample statement: “Senior leadership provides a clear direction for this institution’s future.”

Diversity

The college makes a concerted effort to create a welcoming and fair environment for all employees. Sample statement: “This institution has clear and effective procedures for dealing with discrimination.”

Facilities, Workspace & Security

Facilities meet employees’ needs, and the campus looks good. Sample statement: “The institution takes reasonable steps to provide a safe and secure environment for the campus.”

Job Satisfaction

There is an overall sense that the job is meaningful to the employee and to the college. Sample statement: “All things considered, this is a great place to work.”

Professional/Career-Development Programs

Employees get chances to develop skills and understand requirements for career advancement. Sample statement: “Our orientation program prepares new faculty, administration, and staff to be effective.”

Respect & Appreciation

Employees are regularly recognized for their contributions. Sample statement: “Our recognition-and-awards programs are meaningful to me.”

Supervisor or Department-Chair Relationship

Supervisors or chairs solicit ideas and make expectations clear. Sample statement: "I believe what I am told by my supervisor/department chair."

Teaching Environment

Faculty say the institution recognizes innovative and high-quality teaching. Sample statement: "Teaching is appropriately recognized in the evaluation-and-promotion process." (Faculty only.)

Tenure Clarity & Process

Requirements for tenure are clear. Sample statement: "Promotions in my department are based on a person's ability." (Faculty at four-year institutions only.)

Work/Life Balance

Policies give employees flexibility to manage their lives on the job and at home. Sample statement: "My supervisor/department chair supports my efforts to balance my work and personal life."