

The Chronicle Great Colleges to Work For 2016

ModernThink

2016 Great Colleges Survey

Drake University

Year - To - Year ScoreCard - Full Data Set

| | | 2016 Overall | | 2015 Overall | | 2012 Overall | | 2011 Overall | | 2010 Overall | |
|--|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | | 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 | | 514 | 514 | 391 | 391 | 153 | 153 | 176 | 176 | 193 | 193 |
| 3 | My supervisor/department chair makes his/her expectations clear. | 67 | 10 | 59 | 16 | 71 | 9 | 72 | 7 | 69 | 10 |
| 7 | I receive feedback from my supervisor/department chair that helps me. | 61 | 18 | 51 | 22 | 65 | 14 | 64 | 10 | 66 | 14 |
| 12 | I believe what I am told by my supervisor/department chair. | 72 | 8 | 65 | 13 | 74 | 10 | 73 | 6 | 75 | 8 |
| 15 | My supervisor/department chair regularly models this institution's values. | 75 | 10 | 62 | 15 | 72 | 12 | 75 | 7 | 76 | 9 |
| 19 | My supervisor/department chair is consistent and fair. | 69 | 12 | 58 | 21 | 69 | 15 | 68 | 8 | 74 | 13 |
| 20 | My supervisor/department chair actively solicits my suggestions and ideas. | 66 | 14 | 60 | 19 | 71 | 12 | 71 | 7 | 75 | 11 |
| 24 | I have a good relationship with my supervisor/department chair. | 80 | 6 | 73 | 8 | 80 | 10 | 83 | 5 | 81 | 4 |
| Supervisors/Department Chairs - Average | | 70 | 11 | 61 | 16 | 71 | 11 | 72 | 7 | 73 | 9 |
| Senior Leadership | | | | | | | | | | | |
| 27 | Senior leadership provides a clear direction for this institution's future. | 63 | 11 | 41 | 31 | 65 | 11 | 64 | 12 | 70 | 11 |
| 32 | Our senior leadership has the knowledge, skills and experience necessary for institutional success. | 76 | 6 | 56 | 19 | 76 | 6 | 73 | 9 | 77 | 9 |
| 37 | Senior leadership shows a genuine interest in the well-being of faculty, administration and staff. | 67 | 9 | 46 | 22 | 73 | 10 | 65 | 12 | 75 | 11 |
| 41 | Senior leadership communicates openly about important matters. | 66 | 8 | 44 | 27 | 72 | 9 | 62 | 12 | 72 | 8 |
| 48 | Senior leadership regularly models this institution's values. | 76 | 5 | 56 | 14 | 79 | 6 | 74 | 8 | 79 | 8 |
| 56 | I believe what I am told by senior leadership. | 67 | 9 | 48 | 24 | 75 | 10 | 66 | 10 | 70 | 11 |
| Senior Leadership - Average | | 69 | 8 | 48 | 22 | 73 | 8 | 67 | 10 | 73 | 9 |
| Faculty, Administration & Staff Relations | | | | | | | | | | | |
| 46 | Faculty, administration and staff work together to ensure the success of institution programs and initiatives. | 67 | 7 | 53 | 15 | 75 | 7 | 75 | 6 | 74 | 6 |
| 55 | There is regular and open communication among faculty, administration and staff. | 55 | 16 | 35 | 31 | 60 | 13 | 64 | 10 | 66 | 11 |
| Faculty, Administration & Staff Relations - Average | | 61 | 11 | 44 | 23 | 67 | 10 | 69 | 8 | 70 | 8 |
| Communication | | | | | | | | | | | |
| 8 | When I offer a new idea, I believe it will be fully considered. | 61 | 16 | 51 | 23 | 60 | 12 | 68 | 8 | 64 | 13 |
| 21 | In my department, we communicate openly about issues that impact each other's work. | 62 | 13 | 56 | 20 | 67 | 13 | 72 | 9 | 72 | 12 |
| 22 | Changes that affect me are discussed prior to being implemented. | 49 | 22 | 38 | 31 | 62 | 12 | 52 | 13 | 61 | 13 |
| 43 | At this institution, we discuss and debate issues respectfully to get better results. | 62 | 9 | 44 | 20 | 72 | 8 | 70 | 7 | 76 | 11 |
| Communication - Average | | 58 | 15 | 47 | 23 | 65 | 11 | 65 | 9 | 68 | 12 |
| Collaboration | | | | | | | | | | | |
| 13 | We have opportunities to contribute to important decisions in my department. | 65 | 16 | 55 | 21 | 73 | 11 | 75 | 7 | 77 | 9 |
| 23 | People in my department work well together. | 68 | 9 | 60 | 13 | 72 | 10 | 75 | 5 | 75 | 6 |
| 26 | I can count on people to cooperate across departments. | 52 | 12 | 42 | 22 | 66 | 10 | 57 | 7 | 65 | 6 |
| 58 | There's a sense that we're all on the same team at this institution. | 50 | 17 | 30 | 33 | 61 | 17 | 60 | 12 | 66 | 13 |
| Collaboration - Average | | 58 | 13 | 46 | 22 | 68 | 12 | 66 | 7 | 70 | 8 |
| Fairness | | | | | | | | | | | |
| 14 | I can speak up or challenge a traditional way of doing something without fear of harming my career. | 65 | 17 | 54 | 23 | 66 | 14 | 67 | 13 | 74 | 12 |
| 16 | Promotions in my department are based on a person's ability. | 55 | 23 | 42 | 32 | 60 | 15 | 65 | 13 | 66 | 15 |
| 18 | Issues of low performance are addressed in my department. | 39 | 31 | 33 | 41 | 44 | 23 | 45 | 22 | 48 | 16 |
| 44 | This institution's policies and practices ensure fair treatment for faculty, administration and staff. | 60 | 12 | 50 | 19 | 74 | 7 | 75 | 9 | 72 | 10 |
| 54 | This institution has clear and effective procedures for dealing with discrimination. | 68 | 11 | 65 | 14 | 79 | 7 | 83 | 5 | 82 | 5 |
| Fairness - Average | | 57 | 18 | 48 | 25 | 64 | 13 | 67 | 12 | 68 | 11 |
| Respect & Appreciation | | | | | | | | | | | |
| 9 | I am regularly recognized for my contributions. | 51 | 21 | 37 | 31 | 57 | 21 | 55 | 17 | 62 | 18 |
| 35 | Our recognition and awards programs are meaningful to me. | 40 | 28 | 29 | 37 | 55 | 18 | 39 | 20 | 53 | 19 |
| 45 | At this institution, people are supportive of their colleagues regardless of their heritage or background. | 79 | 6 | 76 | 7 | 87 | 4 | 92 | 2 | 90 | 3 |
| 52 | We celebrate significant milestones and important accomplishments at this institution. | 65 | 8 | 58 | 14 | 65 | 7 | 72 | 10 | 71 | 11 |
| Respect & Appreciation - Average | | 58 | 15 | 50 | 22 | 66 | 12 | 64 | 12 | 69 | 12 |

The Chronicle Great Colleges to Work For 2016

ModernThink

2016 Great Colleges Survey

Drake University

Year - To - Year ScoreCard - Full Data Set

| | | 2016 Overall | | 2015 Overall | | 2012 Overall | | 2011 Overall | | 2010 Overall | |
|---|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | | 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 | | 514 | 514 | 391 | 391 | 153 | 153 | 176 | 176 | 193 | 193 |
| Drake University Custom Statements | | | | | | | | | | | |
| 61 | Senior leadership/Management is committed to achieving a diverse workforce.† | 76 | 6 | - | - | - | - | - | - | - | - |
| 62 | We are making good progress towards valuing differences.† | 75 | 5 | - | - | - | - | - | - | - | - |
| Drake University Custom Statements - Average | | 75 | 5 | - | - | - | - | - | - | - | - |
| Overall Survey Average 1 - 62 | | 65 | 12 | - | - | - | - | - | - | - | - |
| Overall Survey Average 1 - 60 | | 65 | 12 | 54 | 19 | 70 | 10 | 69 | 9 | 72 | 10 |

© 2016 ModernThink LLC. All rights reserved.

† statement not included in previous survey.

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

The Chronicle Great Colleges to Work For 2016

ModernThink
2016 Great Colleges Survey
Drake University
College/School/Department/Budget Center Spreadsheet
Full Data Set

| | Overall | | Benchmarks | | |
|---|------------------------|-------------------|-------------------|----------------------------------|---------------------------|
| | Variance to Honor Roll | Positive Response | Negative Response | 2016 Honor Roll 1, 100, & 200 | 2016 Carnegie Master's |
| Total number of survey respondents (514) | | | | | |
| Job Satisfaction/Support | | | | | |
| 1 My job makes good use of my skills and abilities. | 10 | 77 | 5 | 80 | 80 |
| 2 I am given the responsibility and freedom to do my job. | 5 | 83 | 3 | 83 | 83 |
| 4 I am provided the resources I need to be effective in my job. | 20 | 53 | 15 | 59 | 59 |
| Job Satisfaction/Support - Average | | | | | |
| | 11 | 71 | 7 | 74 | 74 |
| Teaching Environment | | | | | |
| 33 There is a good balance of teaching, service and research at this institution. | 6 | 72 | 7 | 64 | 64 |
| 40 Teaching is appropriately recognized in the evaluation and promotion process. | 5 | 80 | 8 | 74 | 74 |
| 51 There is appropriate recognition of innovative and high quality teaching. | 18 | 65 | 10 | 68 | 68 |
| Teaching Environment - Average | | | | | |
| | 10 | 72 | 8 | 68 | 68 |
| Professional Development | | | | | |
| 6 I am given the opportunity to develop my skills at this institution. | 13 | 70 | 9 | 73 | 73 |
| 10 I understand the necessary requirements to advance my career. | 18 | 61 | 14 | 70 | 70 |
| Professional Development - Average | | | | | |
| | 16 | 65 | 11 | 71 | 71 |
| Compensation, Benefits & Work/Life Balance | | | | | |
| 11 I am paid fairly for my work. | 23 | 40 | 34 | 47 | 47 |
| 34 This institution's benefits meet my needs. | 8 | 77 | 7 | 75 | 75 |
| 47 My supervisor/department chair supports my efforts to balance my work and personal life. | 9 | 78 | 7 | 83 | 83 |
| 53 This institution's policies and practices give me the flexibility to manage my work and personal life. | 10 | 73 | 7 | 75 | 75 |
| Compensation, Benefits & Work/Life Balance - Average | | | | | |
| | 12 | 67 | 13 | 70 | 70 |
| Facilities | | | | | |
| 29 The institution takes reasonable steps to provide a safe and secure environment for the campus. | 5 | 85 | 3 | 82 | 82 |
| 31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs. | 21 | 52 | 18 | 65 | 65 |
| Facilities - Average | | | | | |
| | 13 | 68 | 10 | 73 | 73 |
| Policies, Resources & Efficiency | | | | | |
| 17 Our review process accurately measures my job performance. | 21 | 49 | 24 | 58 | 58 |
| 28 My department has adequate faculty/staff to achieve our goals. | 21 | 32 | 39 | 40 | 40 |
| 30 Our orientation program prepares new faculty, administration and staff to be effective. | 27 | 42 | 27 | 55 | 55 |
| 49 This institution actively contributes to the community. | 8 | 84 | 2 | 85 | 85 |
| 50 This institution places sufficient emphasis on having diverse faculty, administration and staff. | 18 | 64 | 10 | 70 | 70 |
| 57 This institution is well run. | 17 | 63 | 10 | 60 | 60 |
| Policies, Resources & Efficiency - Average | | | | | |
| | 19 | 55 | 18 | 61 | 61 |
| Shared Governance | | | | | |
| 38 The role of faculty in shared governance is clearly stated and publicized. | 9 | 71 | 7 | 63 | 63 |
| 39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). | 4 | 81 | 7 | 71 | 71 |
| 42 Faculty, administration and staff are meaningfully involved in institutional planning. | 8 | 62 | 8 | 55 | 55 |
| Shared Governance - Average | | | | | |
| | 7 | 71 | 7 | 63 | 63 |
| Pride | | | | | |
| 5 I understand how my job contributes to this institution's mission. | 5 | 89 | 3 | 89 | 89 |
| 25 Overall, my department is a good place to work. | 11 | 77 | 8 | 82 | 82 |
| 36 I am proud to be part of this institution. | 4 | 84 | 2 | 79 | 79 |
| 59 This institution's culture is special - something you don't find just anywhere. | 24 | 59 | 13 | 69 | 69 |
| 60 All things considered, this is a great place to work. | 11 | 76 | 6 | 74 | 74 |
| Pride - Average | | | | | |
| | 11 | 77 | 6 | 78 | 78 |

The Chronicle Great Colleges to Work For 2016

ModernThink
 2016 Great Colleges Survey
 Drake University
 College/School/Department/Budget Center Spreadsheet -
 Full Data Set

| | Overall | | Benchmarks | |
|---|------------------------|-------------------|-------------------|------------------------|
| | Variance to Honor Roll | Positive Response | Negative Response | 2016 Carnegie Master's |
| Total number of survey respondents (514) | | | | |
| Supervisors/Department Chairs | | | | |
| 3 My supervisor/department chair makes his/her expectations clear. | 15 | 67 | 10 | 75 |
| 7 I receive feedback from my supervisor/department chair that helps me. | 16 | 61 | 18 | 69 |
| 12 I believe what I am told by my supervisor/department chair. | 9 | 72 | 8 | 75 |
| 15 My supervisor/department chair regularly models this institution's values. | 8 | 75 | 10 | 78 |
| 19 My supervisor/department chair is consistent and fair. | 10 | 69 | 12 | 74 |
| 20 My supervisor/department chair actively solicits my suggestions and ideas. | 12 | 66 | 14 | 73 |
| 24 I have a good relationship with my supervisor/department chair. | 8 | 80 | 6 | 85 |
| Supervisors/Department Chairs - Average | | | | |
| | 11 | 70 | 11 | 75 |
| Senior Leadership | | | | |
| 27 Senior leadership provides a clear direction for this institution's future. | 13 | 63 | 11 | 58 |
| 32 Our senior leadership has the knowledge, skills and experience necessary for institutional success. | 6 | 76 | 6 | 66 |
| 37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff. | 10 | 67 | 9 | 60 |
| 41 Senior leadership communicates openly about important matters. | 6 | 66 | 8 | 56 |
| 48 Senior leadership regularly models this institution's values. | 7 | 76 | 5 | 69 |
| 56 I believe what I am told by senior leadership. | 8 | 67 | 9 | 61 |
| Senior Leadership - Average | | | | |
| | 8 | 69 | 8 | 61 |
| Faculty, Administration & Staff Relations | | | | |
| 46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives. | 16 | 67 | 7 | 67 |
| 55 There is regular and open communication among faculty, administration and staff. | 18 | 55 | 16 | 54 |
| Faculty, Administration & Staff Relations - Average | | | | |
| | 17 | 61 | 11 | 60 |
| Communication | | | | |
| 8 When I offer a new idea, I believe it will be fully considered. | 14 | 61 | 16 | 64 |
| 21 In my department, we communicate openly about issues that impact each other's work. | 11 | 62 | 13 | 67 |
| 22 Changes that affect me are discussed prior to being implemented. | 15 | 49 | 22 | 53 |
| 43 At this institution, we discuss and debate issues respectfully to get better results. | 10 | 62 | 9 | 56 |
| Communication - Average | | | | |
| | 13 | 58 | 15 | 60 |
| Collaboration | | | | |
| 13 We have opportunities to contribute to important decisions in my department. | 13 | 65 | 16 | 71 |
| 23 People in my department work well together. | 10 | 68 | 9 | 73 |
| 26 I can count on people to cooperate across departments. | 18 | 52 | 12 | 57 |
| 58 There's a sense that we're all on the same team at this institution. | 25 | 50 | 17 | 54 |
| Collaboration - Average | | | | |
| | 17 | 58 | 13 | 63 |
| Fairness | | | | |
| 14 I can speak up or challenge a traditional way of doing something without fear of harming my career. | 7 | 65 | 17 | 65 |
| 16 Promotions in my department are based on a person's ability. | 13 | 55 | 23 | 59 |
| 18 Issues of low performance are addressed in my department. | 20 | 39 | 31 | 50 |
| 44 This institution's policies and practices ensure fair treatment for faculty, administration and staff. | 18 | 60 | 12 | 62 |
| 54 This institution has clear and effective procedures for dealing with discrimination. | 19 | 68 | 11 | 76 |
| Fairness - Average | | | | |
| | 15 | 57 | 18 | 62 |
| Respect & Appreciation | | | | |
| 9 I am regularly recognized for my contributions. | 17 | 51 | 21 | 57 |
| 35 Our recognition and awards programs are meaningful to me. | 25 | 40 | 28 | 48 |
| 45 At this institution, people are supportive of their colleagues regardless of their heritage or background. | 10 | 79 | 6 | 82 |
| 52 We celebrate significant milestones and important accomplishments at this institution. | 22 | 65 | 8 | 72 |
| Respect & Appreciation - Average | | | | |
| | 19 | 58 | 15 | 64 |
| Drake University Custom Statements | | | | |
| 61 Senior leadership/Management is committed to achieving a diverse workforce. | | 76 | 6 | - |
| 62 We are making good progress towards valuing differences. | | 75 | 5 | - |
| Drake University Custom Statements - Average | | | | |
| | | 75 | 5 | - |
| Overall Survey Average 1 - 62 | | | | |
| | | 65 | 12 | - |
| Overall Survey Average 1 - 60 | | | | |
| | | 65 | 12 | 67 |

© 2016 ModernThink LLC. All rights reserved.

Unless specifically noted, the numbers represent the percentage of positive responses. To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.

The Chronicle Great Colleges to Work For 2016

ModernThink
2016 Great Colleges Survey
Drake University
Job Role Spreadsheet - Full Data Set

| Overall | Benchmarks | Job Category | Administration | | | | | | | | | | | | | Job Category | Faculty | | | | | | | Tenure Status | | | | | Job Category | Job Category | Exempt Professional Staff | | | | | | | | | | | | | Job Category | Non-exempt Staff | | | | | | | | | | | | | Years in Job Role | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--------------|----------------|----------------|---------|----------------|-----------------------------|--------------------------|--------------------------|---------------|----------|--------------------|--------------------|------|----------------|--------------|----------------|-------|---------|------------------|-----------|---------------------|---------------------|---------------|----------|-----------|-------------------------------|-------|--------------|--------------|---------------------------|------------------------|------------------|------------------|--------------------------|----------------|-------------------|-----------------|-------------------|---------|-----------------------|---------------------------|-------|--------------|------------------|-----------|----------------------|---------|------------------|-----------------|------------|---------|--------|-------|------------------|--------------------------|-----------------|-------------------|---------------|-------------|---------------------|-----------------|----------------|---------------|------------|-------------|----------|---------|-----------------------|--------------|---------------------|----------------|-------------------|-------------------------------|-----------|-------|-------------------|-----------|-----------|------------|-------------|
| | | | President | Vice President | Provost | Deputy Provost | Associate/Assistant Provost | Associate Vice President | Assistant Vice President | Administrator | Director | Associate Director | Assistant Director | Dean | Associate Dean | | Assistant Dean | Other | Faculty | Department Chair | Professor | Associate Professor | Assistant Professor | Instructor | Lecturer | Librarian | Assistant/Associate/Professor | Other | | | Tenured | Tenure Track/Untenured | Not Tenure Track | Permanent Status | Earning Permanent Status | Not Applicable | Decline to answer | Adjunct Faculty | Exempt Prof Staff | Advisor | Application Developer | Assistant/Associate Coach | Coach | | Coordinator | Counselor | Laboratory Assistant | Manager | Network Engineer | Server Engineer | Specialist | Teacher | Writer | Other | Non-exempt Staff | Administrative Assistant | Assistant Coach | Coordinator | Duty Engineer | Electrician | Facility Maintainer | Family Advocate | Grounds Worker | HVAC Mechanic | Mail Clerk | Maintenance | Mechanic | Plumber | Public Safety Officer | Receptionist | Service Maintenance | Skilled Crafts | Teacher Associate | Technology Support Specialist | Transport | Other | Less than 2 years | 2-4 years | 5-7 years | 8-10 years | 11-15 years |
| Total number of survey respondents (514) | | | 69 | 0 | 2 | 1 | 0 | 2 | 0 | 3 | 20 | 7 | 4 | 7 | 1 | 5 | 13 | 152 | 7 | 33 | 64 | 27 | 1 | 7 | 1 | 7 | 97 | 26 | 13 | 2 | 0 | 6 | 4 | 16 | 130 | 6 | 2 | 1 | 3 | 12 | 3 | 1 | 23 | 4 | 1 | 11 | 10 | 3 | 44 | 121 | 54 | 3 | 9 | 0 | 1 | 12 | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 5 | 2 | 0 | 2 | 2 | 2 | 1 | 1 | 17 | 125 | 97 | 67 | 54 | 45 | 32 | 14 | 25 | 24 |
| Supervisors/Department Chairs | | | 69 | 0 | 2 | 1 | 0 | 2 | 0 | 3 | 20 | 7 | 4 | 7 | 1 | 5 | 13 | 152 | 7 | 33 | 64 | 27 | 1 | 7 | 1 | 7 | 97 | 26 | 13 | 2 | 0 | 6 | 4 | 16 | 130 | 6 | 2 | 1 | 3 | 12 | 3 | 1 | 23 | 4 | 1 | 11 | 10 | 3 | 44 | 121 | 54 | 3 | 9 | 0 | 1 | 12 | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 5 | 2 | 0 | 2 | 2 | 1 | 1 | 17 | 125 | 97 | 67 | 54 | 45 | 32 | 14 | 25 | 24 | |
| 1 | My supervisor/department chair makes his/her expectations clear. | 67 | 10 | 75 | 69 | * | * | * | * | * | * | * | * | * | * | * | 75 | 71 | 57 | 80 | 61 | 69 | 66 | 75 | 68 | 85 | * | 57 | 14 | 71 | 84 | 46 | * | 33 | * | 75 | 70 | 83 | * | * | 50 | * | * | 65 | * | * | 63 | 50 | * | 84 | 65 | 75 | * | 66 | * | 33 | * | * | * | * | * | * | * | * | * | * | * | * | * | 76 | 76 | 64 | 74 | 66 | 68 | 50 | 64 | 80 | 47 | | |
| 2 | I receive feedback from my supervisor/department chair that helps me. | 64 | 10 | 73 | 69 | * | * | * | * | * | * | * | * | * | * | * | 80 | 85 | 57 | 80 | 53 | 60 | 57 | 57 | 52 | 68 | * | 57 | 14 | 70 | 80 | 84 | * | 33 | * | 93 | 73 | 66 | * | * | 75 | * | 56 | * | 63 | 60 | * | 88 | 57 | 75 | * | 77 | * | 16 | * | * | * | * | * | * | * | * | * | * | * | * | * | 58 | 84 | 67 | 71 | 70 | 71 | 50 | 71 | 72 | 69 | | | | |
| 3 | I believe what I am told by my supervisor/department chair. | 72 | 8 | 75 | 86 | * | * | * | * | * | * | * | * | * | * | * | 95 | 85 | 71 | 80 | 84 | 72 | 71 | 81 | 68 | 92 | * | 57 | 14 | 70 | 80 | 84 | * | 33 | * | 93 | 73 | 66 | * | * | 75 | * | 56 | * | 63 | 60 | * | 88 | 57 | 75 | * | 77 | * | 16 | * | * | * | * | * | * | * | * | * | * | * | * | * | 58 | 84 | 67 | 71 | 70 | 71 | 50 | 71 | 72 | 69 | | | | |
| 4 | My supervisor/department chair regularly models this institution's values. | 75 | 10 | 78 | 92 | * | * | * | * | * | * | * | * | * | * | * | 95 | 100 | 100 | 80 | 83 | 75 | 71 | 81 | 71 | 88 | * | 57 | 14 | 70 | 80 | 92 | * | 66 | * | 75 | 80 | 100 | * | * | 83 | * | 60 | * | 81 | 50 | * | 90 | 63 | 79 | * | 88 | * | 18 | * | * | * | * | * | * | * | * | * | * | * | * | * | 58 | 87 | 72 | 74 | 75 | 71 | 62 | 84 | 72 | 70 | | | | |
| 5 | My supervisor/department chair is consistent and fair. | 69 | 12 | 74 | 83 | * | * | * | * | * | * | * | * | * | * | * | 90 | 85 | 85 | 80 | 75 | 74 | 85 | 81 | 70 | 85 | * | 57 | 16 | 70 | 92 | 69 | * | 50 | * | 93 | 70 | 83 | * | * | 83 | * | 62 | * | 63 | 40 | * | 81 | 56 | 72 | * | 77 | * | 18 | * | * | * | * | * | * | * | * | * | * | * | 52 | 83 | 68 | 67 | 72 | 63 | 56 | 57 | 76 | 47 | | | | | | |
| 6 | My supervisor/department chair actively solicits my suggestions and ideas. | 66 | 14 | 73 | 84 | * | * | * | * | * | * | * | * | * | * | * | 95 | 85 | 85 | 80 | 69 | 74 | 71 | 78 | 71 | 92 | * | 71 | 14 | 72 | 88 | 84 | * | 33 | * | 50 | 68 | 83 | * | * | 75 | * | 69 | * | 63 | 20 | * | 84 | 50 | 64 | * | 88 | * | 18 | * | * | * | * | * | * | * | * | * | * | * | * | 52 | 83 | 65 | 64 | 62 | 55 | 50 | 57 | 72 | 47 | | | | | |
| 7 | I have a good relationship with my supervisor/department chair. | 69 | 6 | 76 | 89 | * | * | * | * | * | * | * | * | * | * | * | 100 | 85 | 100 | 80 | 78 | 78 | 71 | 81 | 78 | 96 | * | 57 | 14 | 75 | 84 | 84 | * | 33 | * | 67 | 87 | 100 | * | * | 83 | * | 78 | * | 90 | 70 | * | 90 | 71 | 91 | * | 88 | * | 25 | * | * | * | * | * | * | * | * | * | 88 | 92 | 77 | 80 | 72 | 77 | 59 | 78 | 89 | 75 | | | | | | | | |
| Supervisors/Department Chairs - Average | | | 70 | 11 | 75 | 82 | * | * | * | * | * | * | * | * | * | * | 90 | 85 | 79 | 80 | 71 | 71 | 70 | 78 | 88 | 89 | * | 59 | 20 | 69 | 88 | 75 | * | 45 | * | 74 | 72 | 80 | * | * | 70 | * | 59 | * | 70 | 48 | * | 84 | 59 | 73 | * | 78 | * | 21 | * | * | * | * | * | * | * | 64 | 82 | 66 | 71 | 67 | 66 | 53 | 60 | 78 | 57 | | | | | | | | | | |
| Senior Leadership | | | 63 | 11 | 68 | 81 | * | * | * | * | * | * | * | * | * | * | 65 | 100 | 85 | 80 | 84 | 58 | 85 | 66 | 51 | 69 | * | 42 | 26 | 54 | 64 | 92 | * | 50 | * | 62 | 70 | 50 | * | * | 66 | * | 69 | * | 61 | 30 | * | 77 | 57 | 64 | * | 66 | * | 45 | * | * | * | * | * | * | * | * | * | 58 | 78 | 61 | 61 | 60 | 66 | 56 | 57 | 56 | 45 | | | | | | | | |
| 1 | Senior leadership provides a clear direction for this institution's future. | 63 | 11 | 68 | 81 | * | * | * | * | * | * | * | * | * | * | * | 65 | 100 | 85 | 80 | 84 | 58 | 85 | 66 | 51 | 69 | * | 42 | 26 | 54 | 64 | 92 | * | 50 | * | 62 | 70 | 50 | * | * | 66 | * | 69 | * | 61 | 30 | * | 77 | 57 | 64 | * | 66 | * | 45 | * | * | * | * | * | * | * | * | 58 | 78 | 61 | 61 | 60 | 66 | 56 | 57 | 56 | 45 | | | | | | | | | |
| 2 | Our senior leadership has the knowledge, skills and experience necessary for institutional success. | 76 | 6 | 69 | 82 | * | * | * | * | * | * | * | * | * | * | * | 70 | 100 | 85 | 80 | 84 | 75 | 100 | 78 | 68 | 84 | * | 85 | 66 | 72 | 80 | 100 | * | 80 | * | 75 | 81 | 83 | * | * | 83 | * | 78 | * | 81 | 50 | * | 88 | 72 | 82 | * | 77 | * | 50 | * | * | * | * | * | * | * | 82 | 87 | 80 | 74 | 75 | 71 | 73 | 71 | 60 | 65 | | | | | | | | | | |
| 3 | Senior leadership shows a genuine interest in the well-being of faculty, administration and staff. | 67 | 9 | 69 | 81 | * | * | * | * | * | * | * | * | * | * | * | 80 | 71 | 85 | 80 | 92 | 65 | 57 | 68 | 57 | 81 | * | 71 | 57 | 57 | 84 | 84 | * | 86 | * | 68 | 71 | 83 | * | * | 66 | * | 73 | * | 90 | 50 | * | 86 | 62 | 67 | * | 77 | * | 50 | * | * | * | * | * | 70 | 79 | 71 | 62 | 59 | 55 | 59 | 78 | 64 | 59 | | | | | | | | | | | | |
| 4 | Senior leadership communicates openly about important matters. | 66 | 8 | 69 | 80 | * | * | * | * | * | * | * | * | * | * | * | 85 | 42 | 85 | 80 | 84 | 67 | 100 | 69 | 57 | 85 | * | 57 | 14 | 71 | 88 | 84 | * | 83 | * | 86 | 71 | 65 | * | * | 73 | * | 72 | 50 | * | 79 | 59 | 63 | * | 77 | * | 50 | * | * | * | * | * | 70 | 80 | 69 | 71 | 68 | 68 | 62 | 71 | 52 | 47 | | | | | | | | | | | | | | |
| 5 | Senior leadership regularly models this institution's values. | 76 | 5 | 69 | 88 | * | * | * | * | * | * | * | * | * | * | * | 85 | 100 | 85 | 80 | 84 | 74 | 100 | 78 | 62 | 88 | * | 85 | 57 | 68 | 84 | 100 | * | 66 | * | 86 | 52 | 100 | * | * | 75 | * | 73 | * | 90 | 60 | * | 81 | 68 | 77 | * | 77 | * | 50 | * | * | * | * | * | 76 | 91 | 73 | 75 | 64 | 74 | 71 | 72 | 59 | | | | | | | | | | | | | |
| 6 | I believe what I am told by senior leadership. | 67 | 9 | 69 | 82 | * | * | * | * | * | * | * | * | * | * | * | 80 | 85 | 71 | 80 | 84 | 62 | 85 | 75 | 80 | 81 | * | 71 | 28 | 55 | 76 | 84 | * | 33 | * | 93 | 70 | 66 | * | * | 66 | * | 60 | * | 72 | 60 | * | 81 | 68 | 77 | * | 77 | * | 25 | * | * | * | * | * | 70 | 82 | 70 | 58 | 64 | 74 | 53 | 71 | 60 | 45 | | | | | | | | | | | | |
| Senior Leadership - Average | | | 69 | 8 | 61 | 80 | * | * | * | * | * | * | * | * | * | * | 72 | 83 | 82 | 76 | 85 | 66 | 87 | 72 | 57 | 81 | * | 68 | 51 | 60 | 78 | 90 | * | 63 | * | 78 | 74 | 74 | * | * | 69 | * | 71 | * | 81 | 50 | * | 78 | 63 | 70 | * | 75 | * | 45 | * | * | * | * | * | 71 | 82 | 70 | 66 | 63 | 62 | 62 | 69 | 60 | 53 | | | | | | | | | | | | |
| Faculty, Administration & Staff Relations | | | 67 | 7 | 69 | 78 | * | * | * | * | * | * | * | * | * | * | 55 | 85 | 100 | 80 | 84 | 61 | 57 | 69 | 53 | 73 | * | 71 | 50 | 56 | 68 | 92 | * | 40 | * | 81 | 74 | 73 | 83 | * | * | 83 | * | 65 | * | 90 | 50 | * | 76 | 64 | 75 | * | 77 | * | 41 | * | * | * | * | * | 76 | 82 | 63 | 67 | 63 | 62 | 65 | 64 | 68 | 50 | | | | | | | | | | | |
| 1 | Faculty, administration and staff work together to ensure the success of institution programs and initiatives. | 67 | 7 | 69 | 78 | * | * | * | * | * | * | * | * | * | * | * | 55 | 85 | 100 | 80 | 84 | 61 | 57 | 69 | 53 | 73 | * | 71 | 50 | 56 | 68 | 92 | * | 40 | * | 81 | 74 | 73 | 83 | * | * | 83 | * | 65 | * | 90 | 50 | * | 76 | 64 | 75 | * | 77 | * | 41 | * | * | * | * | * | 76 | 82 | 63 | 67 | 63 | 62 | 65 | 64 | 68 | 50 | | | | | | | | | | | |
| 2 | There is regular and open communication among faculty, administration and staff. | 65 | 16 | 64 | 60 | * | * | * | * | * | * | * | * | * | * | * | 55 | 28 | 42 | 80 | 84 | 56 | 71 | 72 | 43 | 74 | * | 28 | 42 | 49 | 61 | 100 | * | 50 | * | 81 | 56 | 86 | * | * | 63 | * | 45 | * | 70 | 40 | * | 50 | 50 | 62 | * | 55 | * | 33 | * | * | * | * | * | 47 | 68 | 51 | 55 | 53 | 46 | 56 | 50 | 56 | 33 | | | | | | | | | | | | |
| Faculty, Administration & Staff Relations - Average | | | 61 | 11 | 60 | 69 | * | * | * | * | * | * | * | * | * | * | 55 | 58 | 71 | 80 | 84 | 58 | 64 | 70 | 48 | 73 | * | 49 | 46 | 52 | 64 | 96 | * | 45 | * | 81 | 64 | 74 | 74 | * | * | 69 | * | 71 | * | 81 | 50 | * | 78 | 63 | 70 | * | 75 | * | 45 | * | * | * | * | 71 | 82 | 70 | 66 | 63 | | | | | | | | | | | | | | | | | |

The Chronicle Great Colleges to Work For 2016

ModernThink
 2016 Great Colleges Survey
 Drake University
 General Demographics Spreadsheet
 Full Data Set

| | Overall | | Benchmarks | | Gender | | | Age | | | | | | | Ethnicity | | | Race | | | | | Relationship Status | | | | Job Status | | | | Manager Status | | Years at Institution | | | | | | | Annual Salary | | | | | | | | | | | | | | | | |
|---|-------------------|-------------------|------------------------|--------------------------|--------|--------|-------------------|------|-------|-------|-------|-------|-------|-------|-----------|-------|-----|-------------------|--------------------|------------------------|-------------------|----------------------------------|---------------------|---------------------------|---|-------|-------------------|---------|-----------|--------|------------------|-------------------|-----------------------|-----------------------------|-------|-------------------|-----|----|-------------------|---------------|-----------|------------|-------------|-------------|-------------|--------------------|-------------------|------------------|----------------------|----------------------|-----------------------|------------------------|------------------------|------------------------|-------------------|-------------------|
| | Positive Response | Negative Response | 2016 Carnegie Master's | 2016 Carnegie Bachelor's | Male | Female | Decline to answer | < 25 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65+ | Decline to answer | Hispanic or Latino | Not Hispanic or Latino | Decline to answer | American Indian or Alaska Native | Asian | Black or African American | Native Hawaiian or Other Pacific Islander | White | Decline to answer | Married | Partnered | Single | Divorced/Widowed | Decline to answer | Full-time (12 months) | Full-time (9 month/Acad Yr) | Other | Decline to answer | Yes | No | Less than 2 years | 2-4 years | 5-7 years | 8-10 years | 11-15 years | 16-20 years | 21-25 years | More than 25 years | Decline to answer | \$25,000 or less | \$25,001 to \$50,000 | \$50,001 to \$75,000 | \$75,001 to \$100,000 | \$100,001 to \$125,000 | \$125,001 to \$150,000 | \$150,001 to \$175,000 | \$175,001 or more | Decline to answer |
| Total number of survey respondents (514) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Job Satisfaction/Support | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 77 | 5 | 80 | 83 | 81 | 76 | 67 | 60 | 72 | 72 | 79 | 79 | 76 | 78 | 87 | 82 | 85 | 72 | 45 | 79 | 71 | * | 85 | 75 | * | 78 | 71 | 80 | 66 | 80 | 63 | 70 | 74 | 85 | 84 | 80 | 85 | 74 | 81 | 68 | 77 | 78 | 80 | 83 | 81 | 80 | 60 | 65 | 70 | 85 | 85 | 92 | 100 | * | * | 70 |
| 2 | 83 | 3 | 83 | 87 | 83 | 65 | 100 | 81 | 76 | 89 | 81 | 86 | 86 | 79 | 86 | 100 | 76 | 63 | 85 | 71 | * | 100 | 100 | * | 85 | 72 | 86 | 66 | 83 | 84 | 73 | 79 | 89 | 92 | 90 | 81 | 82 | 89 | 76 | 83 | 81 | 83 | 89 | 72 | 85 | 76 | 82 | 78 | 88 | 89 | 94 | 100 | * | * | 71 | |
| 4 | 53 | 15 | 59 | 58 | 53 | 34 | 60 | 59 | 44 | 63 | 56 | 47 | 60 | 61 | 52 | 57 | 42 | 45 | 56 | 41 | * | 71 | 75 | * | 54 | 42 | 57 | 50 | 57 | 42 | 38 | 53 | 53 | 56 | 50 | 53 | 53 | 67 | 53 | 48 | 48 | 49 | 58 | 54 | 50 | 40 | 54 | 57 | 47 | 58 | 55 | 76 | * | * | 43 | |
| Job Satisfaction/Support - Average | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 71 | 7 | 74 | 75 | 70 | 55 | 73 | 70 | 64 | 77 | 72 | 69 | 74 | 75 | 73 | 80 | 63 | 51 | 73 | 61 | * | 85 | 83 | * | 72 | 61 | 74 | 60 | 73 | 63 | 60 | 68 | 75 | 77 | 73 | 73 | 69 | 69 | 79 | 65 | 69 | 69 | 70 | 76 | 69 | 71 | 58 | 67 | 68 | 73 | 77 | 80 | 92 | * | * | 61 | |
| Teaching Environment | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 33 | 72 | 7 | 64 | 69 | 74 | 67 | 100 | 79 | 69 | 63 | 78 | 69 | 76 | 84 | 75 | 75 | 61 | 66 | 73 | 64 | * | 42 | 75 | * | 74 | 61 | 74 | 50 | 83 | 53 | 63 | 77 | 62 | 76 | 44 | 75 | 70 | 86 | 74 | 69 | 62 | 65 | 76 | 64 | 80 | 52 | 72 | 77 | 59 | 80 | 81 | 69 | * | * | 69 | |
| 40 | 80 | 8 | 74 | 82 | 82 | 56 | 100 | 78 | 76 | 87 | 93 | 73 | 83 | 77 | 82 | 100 | 63 | 85 | 82 | 62 | * | 100 | 100 | * | 83 | 61 | 81 | 100 | 88 | 75 | 63 | 82 | 80 | 80 | 50 | 88 | 77 | 82 | 80 | 82 | 69 | 77 | 90 | 86 | 85 | 69 | 70 | 75 | 78 | 91 | 82 | 92 | * | * | 77 | |
| 51 | 65 | 10 | 68 | 66 | 69 | 31 | 75 | 75 | 65 | 63 | 83 | 62 | 66 | 70 | 66 | 58 | 41 | 71 | 68 | 50 | * | 33 | 100 | * | 68 | 43 | 68 | 57 | 71 | 66 | 41 | 67 | 60 | 83 | 25 | 64 | 65 | 84 | 63 | 57 | 53 | 66 | 74 | 47 | 67 | 50 | 66 | 71 | 57 | 69 | 66 | 76 | * | * | 54 | |
| Teaching Environment - Average | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 72 | 8 | 68 | 72 | 75 | 51 | 91 | 77 | 70 | 71 | 84 | 68 | 75 | 77 | 74 | 77 | 55 | 74 | 74 | 58 | * | 58 | 91 | * | 75 | 55 | 74 | 69 | 80 | 64 | 55 | 75 | 67 | 79 | 39 | 75 | 70 | 84 | 72 | 69 | 61 | 69 | 80 | 65 | 77 | 57 | 69 | 74 | 64 | 80 | 76 | 79 | * | * | 66 | | |
| Professional Development | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 70 | 9 | 73 | 77 | 69 | 60 | 100 | 78 | 65 | 77 | 70 | 72 | 68 | 76 | 82 | 71 | 57 | 45 | 73 | 60 | * | 71 | 75 | * | 73 | 60 | 74 | 50 | 80 | 47 | 59 | 69 | 78 | 64 | 50 | 80 | 67 | 82 | 65 | 72 | 65 | 70 | 81 | 86 | 60 | 44 | 62 | 66 | 73 | 87 | 92 | * | * | 56 | | |
| 10 | 61 | 14 | 70 | 71 | 58 | 53 | 80 | 47 | 65 | 72 | 71 | 59 | 55 | 73 | 68 | 90 | 45 | 72 | 63 | 50 | * | 71 | 62 | * | 62 | 53 | 65 | 58 | 67 | 47 | 46 | 58 | 76 | 61 | 40 | 73 | 58 | 64 | 62 | 48 | 66 | 61 | 68 | 75 | 29 | 61 | 47 | 66 | 86 | 78 | 100 | * | * | 56 | | |
| Professional Development - Average | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 65 | 11 | 71 | 74 | 63 | 56 | 90 | 62 | 65 | 74 | 70 | 65 | 61 | 74 | 75 | 80 | 51 | 58 | 68 | 55 | * | 71 | 68 | * | 67 | 56 | 69 | 54 | 73 | 47 | 52 | 63 | 77 | 62 | 45 | 76 | 62 | 73 | 63 | 60 | 65 | 65 | 74 | 80 | 67 | 36 | 61 | 56 | 69 | 86 | 85 | 96 | * | * | 56 | | |
| Compensation, Benefits & Work/Life Balance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 | 40 | 34 | 47 | 48 | 37 | 25 | 40 | 32 | 42 | 34 | 50 | 41 | 41 | 53 | 41 | 50 | 26 | 36 | 41 | 29 | * | 28 | 62 | * | 42 | 27 | 43 | 25 | 37 | 26 | 31 | 38 | 45 | 36 | 10 | 52 | 36 | 47 | 34 | 32 | 35 | 40 | 43 | 45 | 55 | 28 | 20 | 30 | 37 | 60 | 63 | 76 | * | * | 38 | |
| 34 | 77 | 7 | 75 | 81 | 78 | 56 | 100 | 91 | 69 | 75 | 77 | 78 | 86 | 84 | 76 | 92 | 60 | 63 | 81 | 53 | * | 85 | 87 | * | 81 | 55 | 78 | 75 | 87 | 78 | 65 | 78 | 75 | 75 | 55 | 80 | 76 | 79 | 73 | 77 | 70 | 80 | 83 | 77 | 87 | 62 | 64 | 84 | 69 | 87 | 84 | 92 | * | * | 66 | |
| 47 | 78 | 7 | 83 | 77 | 80 | 62 | 100 | 78 | 85 | 81 | 77 | 78 | 74 | 71 | 82 | 100 | 71 | 45 | 80 | 74 | * | 71 | 62 | * | 80 | 71 | 79 | 58 | 80 | 78 | 74 | 79 | 74 | 88 | 50 | 78 | 77 | 88 | 76 | 83 | 68 | 73 | 77 | 71 | 82 | 75 | 77 | 78 | 75 | 83 | 86 | 92 | * | * | 74 | |
| 53 | 73 | 7 | 75 | 74 | 73 | 65 | 100 | 75 | 72 | 75 | 77 | 69 | 68 | 86 | 71 | 78 | 68 | 72 | 74 | 67 | * | 57 | 87 | * | 74 | 65 | 75 | 66 | 76 | 63 | 68 | 73 | 71 | 80 | 70 | 75 | 72 | 84 | 68 | 75 | 68 | 68 | 75 | 68 | 71 | 70 | 74 | 74 | 66 | 75 | 83 | 92 | * | * | 71 | |
| Compensation, Benefits & Work/Life Balance - Average | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 67 | 13 | 70 | 70 | 67 | 52 | 85 | 69 | 67 | 66 | 70 | 66 | 67 | 73 | 67 | 80 | 56 | 54 | 69 | 55 | * | 60 | 74 | * | 69 | 54 | 68 | 56 | 70 | 61 | 59 | 67 | 66 | 69 | 46 | 71 | 65 | 74 | 62 | 66 | 60 | 65 | 69 | 65 | 73 | 58 | 58 | 66 | 61 | 76 | 79 | 88 | * | * | 62 | | |
| Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 29 | 85 | 3 | 82 | 87 | 86 | 72 | 100 | 77 | 87 | 81 | 87 | 90 | 86 | 92 | 82 | 92 | 77 | 72 | 86 | 77 | * | 85 | 100 | * | 87 | 75 | 86 | 75 | 91 | 78 | 78 | 87 | 81 | 92 | 70 | 90 | 83 | 90 | 86 | 83 | 73 | 88 | 85 | 90 | 87 | 87 | 82 | 85 | 84 | 93 | 92 | 92 | * | * | 77 | |
| 31 | 52 | 18 | 65 | 54 | 51 | 38 | 80 | 63 | 52 | 47 | 52 | 47 | 55 | 52 | 43 | 61 | 48 | 60 | 52 | 44 | * | 57 | 85 | * | 52 | 40 | 52 | 41 | 66 | 38 | 39 | 52 | 47 | 60 | 40 | 51 | 51 | 69 | 45 | 43 | 47 | 50 | 50 | 50 | 48 | 52 | 63 | 56 | 44 | 44 | 52 | 61 | * | * | 45 | |
| Facilities - Average | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 68 | 10 | 73 | 70 | 68 | 55 | 90 | 70 | 69 | 64 | 69 | 68 | 70 | 72 | 62 | 76 | 62 | 66 | 69 | 60 | * | 71 | 92 | * | 69 | 57 | 69 | 58 | 78 | 58 | 58 | 69 | 64 | 76 | 55 | 70 | 67 | 79 | 65 | 63 | 60 | 69 | 67 | 70 | 67 | 69 | 72 | 70 | 64 | 68 | 72 | 76 | * | * | 61 | | |
| Policies, Resources & Efficiency | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 | 49 | 24 | 58 | 53 | 49 | 37 | 60 | 48 | 52 | 43 | 60 | 45 | 40 | 58 | 62 | 76 | 42 | 63 | 51 | 39 | * | 33 | 62 | * | 51 | 34 | 51 | 41 | 62 | 38 | 38 | 45 | 56 | 78 | 40 | 59 | 46 | 66 | 46 | 44 | 37 | 49 | 55 | 45 | 60 | 29 | 40 | 44 | 47 | 62 | 64 | 92 | * | * | 43 | |
| 28 | 32 | 39 | 40 | 34 | 34 | 19 | 100 | 43 | 23 | 30 | 29 | 32 | 43 | 42 | 28 | 14 | 27 | 18 | 35 | 26 | * | 42 | 75 | * | 32 | 23 | 32 | 41 | 44 | 21 | 25 | 34 | 26 | 36 | 30 | 30 | 33 | 48 | 33 | 26 | 25 | 31 | 33 | 36 | 22 | 29 | 40 | 37 | 24 | 35 | 28 | 53 | * | * | 29 | |
| 30 | 42 | 27 | 55 | 54 | 38 | 31 | 60 | 40 | 40 | 46 | 38 | 37 | 46 | 54 | 56 | 41 | 29 | 40 | 45 | 35 | * | 57 | 37 | * | 43 | 35 | 43 | 50 | 44 | 52 | 33 | 41 | 44 | 42 | 33 | 40 | 43 | 53 | 31 | 38 | 38 | 47 | 41 | 46 | 53 | 31 | 33 | 41 | 40 | 48 | 64 | 50 | * | * | 37 | |
| 49 | 84 | 2 | 85 | 81 | 87 | 72 | 100 | 91 | 82 | 77 | 83 | 83 | 88 | 97 | 82 | 71 | 80 | 81 | 85 | 75 | * | 85 | 87 | * | 85 | 77 | 85 | 91 | 87 | 78 | 75 | 85 | 78 | 84 | 80 | 85 | 82 | 90 | 85 | 83 | 73 | 80 | 91 | 86 | 80 | 83 | 82 | 86 | 74 | 89 | 94 | 84 | * | * | 82 | |
| 50 | 64 | 10 | 70 | 65 | 66 | 48 | 80 | 67 | 63 | 59 | 60 | 56 | 80 | 74 | 71 | 64 | 55 | 45 | 67 | 50 | * | 28 | 50 | * | 67 | 49 | 66 | 50 | 69 | 61 | 51 | 67 | 59 | 64 | 50 | 64 | 64 | 72 | 65 | 63 | 56 | 58 | 75 | 72 | 60 | 54 | 62 | 69 | 55 | 59 | 65 | 92 | * | * | 62 | |
| 57 | 63 | 10 | 60 | 64 | 65 | 46 | 60 | 75 | 65 | 61 | 68 | 58 | 74 | 66 | 58 | 71 | 51 | 50 | 67 | 44 | * | 57 | 87 | * | 66 | 46 | 67 | 41 | 71 | 42 | 52 | 63 | 60 | 88 | 44 | 64 | 62 | 79 | 59 | 57 | 56 | 61 | 72 | 59 | 60 | 52 | 58 | 66 | 58 | 66 | 65 | 92 | * | * | 54 | |
| Policies, Resources & Efficiency | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

