

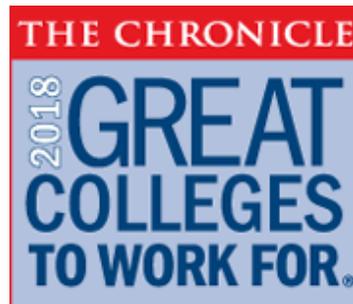
# THE CHRONICLE of Higher Education

## DATA

# Great Colleges to Work For 2018

JULY 15, 2018

The annual Great Colleges to Work For survey, based on responses from more than 53,000 people at 253 institutions, was administered and compiled by



ModernThink LLC for *The Chronicle*. All survey-related content in this issue, including college presidents' statements about what makes their institution a great place to work, was provided by ModernThink, which drew institutional data from the colleges and the U.S. Department of Education. For more details on the winners, including average salaries and turnover rates, get copies of the full report here.

Great Colleges Section Front | How the Survey Was Conducted

Institution Name	Recognition Categories
Abilene Christian University	Facilities, Workspace & Security; Supervisor/Department Chair Relationship; Work/Life Balance
PRESIDENT'S STATEMENT: ACU's faculty and staff are deeply dedicated to our mission to educate students for Christian service and leadership throughout the world. They passionately invest in students' lives as they mentor, model, and conduct research with them. Our faculty and staff are Christ-centered, display a restless pursuit of excellence, celebrate creativity and innovation, and receive every student as created in the image of God, destined for greatness according to who He's called them to be. — <i>Phil Schubert</i>	
Amarillo College	Work/Life Balance

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: AC puts students and our community first. Everyone is on the same team to help our students and each other. We all know how our jobs relate back to our mission. Our values challenge us to care on every level. AC loves and cares for its employees. Whether it's sick-leave pool or enhanced retirement benefits, the place cares. — *Russell Lowery-Hart*

Angelo State University

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance

PRESIDENT'S STATEMENT: Without a doubt, a family atmosphere at Angelo State University makes it one of the Great Colleges to Work For. Our highly qualified faculty members and skilled staff work in a collegial manner to provide our students the best network of support possible. They also understand and nurture the connection that family, parents, and alumni bring to our students' experience. We recognize this strong, common bond as the Ram Family, or RamFam. — *Brian J. May*

Arkansas State University Mid-South

Confidence in Senior Leadership; Facilities, Workspace & Security; Professional Career Development Programs; Respect and Appreciation; Teaching Environment (faculty only); Work/Life Balance

CHANCELLOR'S STATEMENT: Mid-South is great because of the people who work here. Our faculty and staff care about our students, and they care about each other. That caring and supportive attitude permeates everything we do. At our small institution, employees are often called upon to wear multiple hats, and sometimes the days are long. However, when you have others on your team who are as committed to your success as you are, it makes it all worthwhile. — *Debra West*

Baylor University

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: Baylor University's mission challenges us with a call to excellence. The Baylor family of faculty and staff commit their time and talents creating a caring community dedicated to leadership, service, academic excellence, and Christian commitment. Beyond the privilege of educating men and women to be leaders and servants throughout the world, employees enjoy an active community, stability, investments in employee success, and outstanding benefits — all of which make Baylor a Great College to Work For. — *Linda Livingstone*

**Berry College****Compensation & Benefits; Job Satisfaction**

PRESIDENT'S STATEMENT: Berry College cares about the personal and professional well-being of its students, faculty, and staff. The community values quality of life and place, with a commitment to push for the best in others and for others, even when we disagree. Most students work on campus, so there is a pride of ownership. Faculty and staff alike are educators, teaching students to be responsible by giving them significant responsibility. Berry's campus itself inspires gratitude and caring. — *Stephen Briggs*

**Blue Ridge Community College****Collaborative Governance; Confidence in Senior Leadership; Professional/Career Development Programs; Work/Life Balance**

PRESIDENT'S STATEMENT: Blue Ridge Community College is a wonderful place to work because the people care about what they do and why they do it. The college serves a compelling need in our community, and employees do all they can to help our students achieve great success. As a result, we have an atmosphere of caring that pervades the institution and enriches the relationships we have as colleagues and friends. Despite the challenges we sometimes face, people want to work here because we know that together, we can overcome any obstacle to support one another and our students as we strive to serve the educational needs of our community. — *John Downey*

**Central Virginia Community College****Collaborative Governance; Confidence in Senior Leadership; Teaching Environment (faculty only)**

PRESIDENT'S STATEMENT: The quality of a college stems from the caliber of its faculty and staff. Central Virginia Community College is a "great college to work for because its employees foster an environment founded on mutual respect, selfless dedication, high ideals, and concerted action. Members of the college community are unified in their commitment to student success: They have found their calling — they find it daily — in working together to help students achieve their ambitions and dreams. — *John Capps*

**The College of New Jersey****Collaborative Governance; Confidence in Senior Leadership; Job Satisfaction; Professional/Career Development Programs; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only)**

PRESIDENT'S STATEMENT: TCNJ is the kind of community that values and celebrates individuals at the same time that it values and celebrates a shared vision. It is a joy to work in this kind of environment. — *R. Barbara Gitenstein (president emerita)*

**Institution Name****Recognition Categories**

College of the Ozarks

Compensation & Benefits; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only)

PRESIDENT'S STATEMENT: College of the Ozarks is a desirable place to work because of its longtime purpose/vision: "to develop citizens of Christ-like character who are well-educated, hard-working, and patriotic." This fosters a workplace where Christ, students, and employees are honored. While benefits and salary are certainly factors in employment longevity, many employees would say their loyalty is due to the satisfaction of spending their working careers with an employer that is making a tangible, positive difference. — *Jerry C. Davis*

Copiah-Lincoln Community College

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Work/Life Balance

PRESIDENT'S STATEMENT: Our faculty and staff recognize that our mission is an important one, and that working at Copiah-Lincoln is not just a job but an opportunity to affect the lives of our students in a positive way. Our employees work diligently to create an environment that is productive and serves others. This sense of purpose among our employees and positive work environment make our college a great place to work. — *Ronnie Nettles*

Delaware County Community College

Compensation & Benefits; Facilities, Workspace & Security; Teaching Environment (faculty only)

PRESIDENT'S STATEMENT: Delaware County Community College is a special place to work and learn. The camaraderie among faculty and staff and the genuine commitment toward student success create a comfortable work environment that translates into an atmosphere beneficial to students of all ages, races, and cultures. Small class sizes, one-on-one counseling, and innovative educational programming also give students a sense that the college will do whatever it takes to ensure that they achieve their education and training goals. — *Joy Gates Black*

Drake University

Confidence in Senior Leadership;

PRESIDENT'S STATEMENT: The key to Drake University's workplace culture lies in our shared mission: preparing our students for meaningful personal lives, professional accomplishment, and responsible global citizenship. Faculty and staff have the opportunity to change lives every day, while also living full lives themselves. Employees enjoy exceptional benefits, support for work/life balance, and professional-development opportunities. Additionally, Drake's location, in Des Moines, offers an affordable cost of living paired with big-city amenities and activities. — *Marty Martin*

Institution Name	Recognition Categories
Eastern Connecticut State University	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Professional/Career Development Programs; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only);
PRESIDENT'S STATEMENT: Eastern is a great place to work because of its people and the values, aspirations, and commitment to students that they share. For more than 125 years, our faculty and staff have worked as a team to support each other, while providing students with skills they need to succeed as working professionals and engaged citizens. We expect a lot of our students and one another, and we work together to achieve our goals. — <i>Elsa Nunez</i>	
Embry-Riddle Aeronautical University - DB and PR	Compensation & Benefits; Job Satisfaction; Respect & Appreciation; Work/Life Balance
PRESIDENT'S STATEMENT: Embry-Riddle is an increasingly global force, serving more than 9,000 students on two residential campuses and 22,000 students at 125 worldwide locations. I continue to discover the highly collaborative contribution that every part of the university makes to our culture. Students, faculty, staff, and our Board of Trustees share a pride in our 90-year history as the innovators who define aviation and aerospace. We are invested in carrying that spirit of exploration forward through research. — <i>P. Barry Butler</i>	
Endicott College	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only);
PRESIDENT'S STATEMENT: What truly makes Endicott a great place to work is a common mission held by a group of amazing people. Our employees are enthusiastic about the progress of the college and the success of our students. From administrators to faculty to physical-plant staff, we are all proud to be part of a close-knit campus "œfamily." Endicott has grown in the past 20 years, but we've never lost that small-community feel. — <i>Kathleen Barnes (Interim)</i>	
Florida International University	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Diversity; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Work/Life Balance

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: Every day, our FIU family goes above and beyond to do something special, so that our university can be special. From our hardworking faculty to our professional staff, everyone associated with our institution is passionate and dedicated to the life of the mind and the power of learning. We're committed to impact ,and we use the blessings of our talents in teaching, research, and helping others to move our students and our community forward and leave the world a better place. — *Mark B. Rosenberg*

Francis Marion University

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance

PRESIDENT'S STATEMENT: The trustees, administrators, faculty, and staff of Francis Marion work collegially to serve the student body and maintain a system of shared governance characterized by strong respect and deference for one another. The intellectually vibrant faculty is committed to teaching, research, and service to the multiple constituencies served. This institution is every president's dream — the faculty and staff accomplish unbelievable things but are reluctant to accept the praise that they are rightly due. — *Luther F. Carter*

Gettysburg College

Facilities, Workspace & Security; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only)

PRESIDENT'S STATEMENT: In the survey, our employees focused on the people. They said, "I love the feeling of community and support on this campus." "The people here really are outstanding." "Employees take pride in their mission to provide an excellent educational experience for our students." "Everyone across campus is willing to do all in their power to help one another and cooperate for the good of the institution." "Gettysburg is an unusually collegial place." — *Janet Morgan Riggs*

Hofstra University

Collaborative Governance; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only)

PRESIDENT'S STATEMENT: The Hofstra University community is a very collegial and engaged group of scholars and professionals who share one goal: We all want to help young people reach their full potential. We understand our common purpose, whether it is through advising students on a major or career, or encouraging great teaching, the kind that changes students' lives. We have a singular focus: our students and their success. — *Stuart Rabinowitz*

Institution Name	Recognition Categories
Howard Community College	Facilities, Workspace & Security; Professional/Career Development Programs; Respect & Appreciation
<p>PRESIDENT'S STATEMENT: It is the people who make Howard Community College special. The faculty, staff, students, and community are united in a singular mission: "providing pathways to success." From faculty and staff delivering innovative educational opportunities to diverse students, to motivated and talented students engaging in learning both in and outside the classroom, to engaged community partners lending expertise and support, the entire HCC community is committed to fostering greatness in one another and in the college. — <i>Kathleen Hetherington</i></p>	
Illinois State University	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance
<p>PRESIDENT'S STATEMENT: Illinois State University is widely recognized for its high-quality academic programs and dedicated faculty and staff members, who provide the support that students need for academic and personal success. Active learning experiences for students in all majors stress scholarship, an appreciation of diversity, and the importance of civic engagement. Illinois State is more than a university; it is a supportive and caring community that values the input and contributions of all students, faculty, and staff. — <i>Larry Dietz</i></p>	
Jefferson State Community College	Compensation & Benefits
<p>PRESIDENT'S STATEMENT: Jefferson State Community College is a great place to work because of the investment it makes in its employees. The college aims to enrich the lives of its employees both inside and outside the workplace. We gather as a college to communicate and learn, volunteer our time and support, and sometimes just to enjoy fun and fellowship. The most important word in our title is "community." Jefferson State is a community college. — <i>Keith Brown</i></p>	
John Brown University	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Work/Life Balance
<p>PRESIDENT'S STATEMENT: For 99 years, John Brown University has educated students to honor God and serve others in a community of employees passionate about JBU's mission. Faculty and staff strive for excellence in teaching, work, service, and spiritual mentoring of the students they teach and work alongside. Employees enjoy the collegiality of their departments, leadership that recognizes and celebrates the achievements of faculty, staff, and students, and knowing that their work makes a difference in the lives of people. — <i>Charles W. Pollard</i></p>	

**Institution Name****Recognition Categories**

John Tyler Community College

Compensation & Benefits; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Work/Life Balance

PRESIDENT'S STATEMENT: John Tyler Community College provides a friendly, supportive, inclusive, and safe environment that allows our employees to thrive. We foster an atmosphere of collaboration; encourage all employees to share ideas and perspectives; and cultivate a culture of cooperation. We invest in lifelong learning, providing professional-development opportunities that support career success while allowing employees to improve their talents. And we recognize and thank employees for their achievements and their dedication to our students and communities. — *Edward E. Raspiller*

Juniata College

Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only)

PRESIDENT'S STATEMENT: The people at Juniata derive great satisfaction from the success of our students. They recognize that our priority is to ensure student opportunity. We all appreciate that Juniata is a hardworking place, and that our students both embrace and contribute to that environment. I believe that Juniata's distinctive alignment toward student success and our environment of collaborative learning strengthen the bonds between people here. It makes Juniata an invigorating place to work. — *James A. Troha*

Kalamazoo College

Tenure Clarity & Process (faculty only/4-year only)

PRESIDENT'S STATEMENT: Kalamazoo College is a great place to work because of our inclusive nature. We are committed to diversity in the broadest sense, a collaborative environment, and high-quality communication. We are a community that cares about and supports one another. We celebrate our accomplishments and continuously strive to better ourselves and the college from a variety of perspectives, including sustainability and social justice. — *Jorge G. Gonzalez*

Kansas City University of Medicine and Biosciences

Compensation & Benefits; Facilities, Workspace & Security

PRESIDENT'S STATEMENT: KCU is a great place to work, foremost because of our absolute dedication to the success of our students. Together our faculty, staff, and administration are the heart and soul of our university — a close, caring community that works tirelessly, day in and day out, demonstrating an unwavering commitment to excellence in education, research, patient care, and service, and to advancing KCU's mission of "improving the well-being of the communities we serve." — *Marc Hahn*

Lake Forest Graduate School of Management

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Work/Life Balance

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: Can you imagine an environment in which all employees voluntarily attend a lunchtime review of the school's social media efforts or the key academic statistics for the recently completed term? That's an everyday occurrence at LFGSM. We share information freely, encourage creative and autonomous actions, enjoy collaborating, and recognize and celebrate the contributions of our associates. We are committed to making work satisfying, enriching, and fun. — *Jeffrey Anderson*

Loma Linda University

Collaborative Governance; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Work/Life Balance

PRESIDENT'S STATEMENT: Our faculty and staff offer outstanding teaching and dedicated service to the approximately 4,500 students in the university's eight schools. I am so grateful for the passion, excellence, and commitment to our values that each of them exhibits. Their devotion to sharing their knowledge and expertise with our students inspires me. It is their culture of engagement and commitment to our mission that makes Loma Linda what it is today. — *Richard H. Hart*

Lone Star College

Collaborative Governance; Confidence in Senior Leadership; Diversity; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Teaching Environment (faculty only); Work/Life Balance

CHANCELLOR'S STATEMENT: At Lone Star College, our most important asset is our employees. As the third-largest producer of associate degrees in the nation, we offer a first-rate education, thanks to our excellent faculty and staff, who are focused on student success and academic transfer and work-force-program excellence. Our unique, staff-centric strategic plan nurtures a positive employee culture, encourages collaboration, and recognizes stellar performance within our respectful and positive workplace. — *Stephen C. Head*

Lord Fairfax Community College

Compensation & Benefits; Facilities, Workspace & Security; Job Satisfaction; Supervisor/Department Chair Relationship; Work/Life Balance

PRESIDENT'S STATEMENT: LFCC is a great place to work because the college highly values its employees and creates a caring, positive work atmosphere. Employee concerns, opinions, and thoughts about the college are solicited through various forums, constituency-group meetings, and collegewide events. We have an inclusive working environment that puts our mission and students first, while respecting the work/life balance and talents of our faculty and staff. This is demonstrated through flexible work schedules, free fitness classes, collegewide wellness initiatives, and professional-development opportunities. Employees are encouraged to build relationships with co-workers and the community, creating a strong sense of pride in the important work we do. — *Kimberly Blosser*

Institution Name	Recognition Categories
Lubbock Christian University	Collaborative Governance; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance
<p>PRESIDENT'S STATEMENT: Lubbock Christian University is an engaging place to work, where faculty and staff serve together with a deep commitment to changing lives. The university provides opportunities for employees to regularly integrate mission while developing both professionally and spiritually. Each year employees lead a campuswide co-curricular study of an important theme. This year's topic, "Thinking Christianly and Critically About Academic Tenacity," serves as an excellent example of the rich and dynamic environment that exists at the university. — <i>Tim Perrin</i></p>	
Lynn University	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Work/Life Balance
<p>PRESIDENT'S STATEMENT: Our people make Lynn a great place to work. From meeting all prospective students when they first tour our campus to writing approximately 50 multi-touch books, Lynn faculty members are committed to student success. Our employees, who helped shape our new strategic plan by sharing their ideas through design-thinking sessions, are the driving force of advancing our whole new style of teaching and learning through innovative use of curriculum, technology, and campus design. — <i>Kevin Ross</i></p>	
Marietta College	Job Satisfaction; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only)
<p>PRESIDENT'S STATEMENT: The Marietta College community is an engaged and passionate group of scholars and professionals who share a mission to help our insightful and bright students reach their full potential. Through this shared purpose we are making a life-changing impact on our students' lives. This is why Marietta College places such a high value on the important work that our employees do every day to make this such an amazing place to live, learn, and work. — <i>William N. Ruud</i></p>	

Institution Name	Recognition Categories
McPherson College	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance
<p>PRESIDENT'S STATEMENT: McPherson College is committed to its mission: "Develop whole persons through scholarship, participation, and service." Our statement of mission affirms that "community is central" to McPherson College's identity. As our college community continues to work through the challenges of an intense yet innovative strategic plan, Community by Design 2021, faculty and staff are actively implementing our plans. These plans will nurture the creative processes to sustain innovative academic ventures that will shape the future of our residential campus community. — <i>Michael Schneider</i></p>	
MGH Institute Of Health Professions	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Respect & Appreciation
<p>PRESIDENT'S STATEMENT: The MGH Institute is a graduate school whose goal is to prepare exceptional health-care providers, poised to transform health care. The institute is characterized by the shared values of inclusion, equity, and respect for all members, as well as service to communities in need. The institute has a strong sense of community, which is displayed through collaborative teaching and scholarship and a strong engagement of both faculty and staff in the mission. — <i>Paula Milone-Nuzzo</i></p>	
Miami Dade College	Collaborative Governance; Confidence in Senior Leadership; Diversity; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only)
<p>PRESIDENT'S STATEMENT: At Miami Dade College, we are committed to the success of our employees, students, and the community we serve. By fostering a spirit of innovation, inclusion, and integrity, we empower our employees to use their skills and talents to help our students thrive. At MDC, we truly are a dream factory, and our community's greatest equalizer. It's an honor to lead such a passionate and dedicated team. — <i>Eduardo J. Padron</i></p>	
Mississippi Gulf Coast Community College	Compensation & Benefits; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Work/Life Balance

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: Mississippi Gulf Coast Community College states that MGCCC strives to create an institutional culture that promotes healthy lifestyles and encourages communication among all college employees. Finding affordable and accessible health care can often be challenging, so the college made it a priority to provide on-campus clinics for employees and their dependents. The college has also found that fostering open lines of interactive communication leads to empowered employees who embrace our commitment to make a positive difference in our district. — *Mary Graham*

Mississippi State University

Collaborative Governance; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Work/Life Balance

PRESIDENT'S STATEMENT: The people of Mississippi State know that they are making a positive difference in the lives of students and in the diverse communities the university serves across the state. That sense of purpose, a warm and welcoming culture, and a beautiful campus add up to a workplace experience that is inclusive, supportive, and meaningful to faculty, staff, and administrators. — *Mark Keenum*

Mississippi University for Women

Collaborative Governance; Confidence in Senior Leadership; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance

PRESIDENT'S STATEMENT: The first publicly chartered university in the nation for women, Mississippi University for Women today offers a high-quality educational experience to women and men, including diverse learners such as adults and first-generation, online, and international students. The faculty, staff, and students work together to identify possibilities and turn them into realities. We value and enjoy each other and the beautiful campus, where we make this happen. — *Nora Miller (acting president)*

Morgan Community College

Facilities, Workspace & Security; Teaching Environment (faculty only)

PRESIDENT'S STATEMENT: Morgan Community College is a unique rural college serving diverse communities across 11,500 square miles in Northeast Colorado. We have a caring, family-oriented team of faculty and staff who look out for one another, support each other, and collaborate to achieve a common mission. We are a vital part of our communities and maintain a reputation for providing innovative and high-quality education. Our compass is forever set on student and community success. — *Curt Freed*

Norco College

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Job Satisfaction; Supervisor/Department Chair Relationship

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: Norco College is a great college to work for because of the people. We are a family devoted to our students, neighbors, partners, and to each other. We believe our work is an expression of love and actively try to create a transformational experience for all who work and study at Norco College. — *Bryan Reece*

North Florida Community College

Collaborative Governance; Compensation & Benefits; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Work/Life Balance

PRESIDENT'S STATEMENT: NFCC is a place where talented individuals can commit their own skills and passion for doing good work that makes a difference in the lives of good people. It is not a complicated formula. People want to feel valued and relevant and understand that they can contribute to a greater good. That happens here for everyone, every day. — *John Grosskopf*

Northeast Mississippi Community College

Teaching Environment (faculty only)

PRESIDENT'S STATEMENT: Northeast provides a top-caliber educational experience with state-of-the-art technology available to students for instruction. Each employee comes to work with the attitude of helping others and moving our students to the forefront with high-quality instruction. It is a pleasure to work with some of the smartest individuals anywhere — all very innovative in their respective fields of expertise, making Northeast one of the greatest places to work. — *Ricky Ford*

Northwood University

Facilities, Workspace & Security; Work/Life Balance

PRESIDENT'S STATEMENT: Northwood University is a great place to work because we share a common goal: Every day staff and faculty strive to bring the Northwood Idea to life. We have cultivated a “professional family” of academics, administrators, and support staff, who believe in the importance of our mission. We embrace opportunities to work with our students to help them develop the skills to become the future leaders of a global, free-enterprise society. — *Keith Pretty*

Oklahoma City University

Work/Life Balance

PRESIDENT'S STATEMENT: Oklahoma City University is a vibrant learning and working community comprising thoughtful, service-oriented students taught and supported by bright, dedicated individuals. Faculty and staff are integral in creating an institutional culture of excellence by sharing their invaluable expertise, varied experience, inexhaustible enthusiasm, and genuine talents, all focused on developing students ready to create, lead, and serve. — *Robert Henry (former president)*

Institution Name	Recognition Categories
Panola College	Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Work/Life Balance
<p>PRESIDENT'S STATEMENT: The unity of purpose among faculty, staff, students, the community, and our Board of Trustees is what makes Panola College a great place to work. The word "family" is frequently used to describe Panola College. I am proud of our caring culture and our strong commitment to help students succeed.</p> <p>— <i>Gregory Powell</i></p>	
Quinnipiac University	Compensation & Benefits; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance
<p>PRESIDENT'S STATEMENT: Quinnipiac is a special place where we cultivate, and indeed celebrate, our core value of a strong sense of community. Our people are respected, supported, and valued for their unique contributions, and at every level they are encouraged to lead. Quinnipiac employees take great pride in our common goal and shared purpose of preparing Quinnipiac students for great success. — <i>John L. Lahey (former president)</i></p>	
Rappahannock Community College	Compensation & Benefits; Professional/Career Development Programs; Supervisor/Department Chair Relationship
<p>PRESIDENT'S STATEMENT: This college's culture is deep and caring. This is demonstrated by the interaction among employees, as well as the superb touch that all faculty and staff members have with students and other constituents. Rappahannock Community College is consistently praised by visiting accrediting agencies and other institutions for its outstanding culture and its service to students and the community. Best said in a recent student survey: The employees "seem pretty excited to be there." — <i>Elizabeth Crowther</i></p>	
Regent University	Facilities, Workspace & Security; Respect & Appreciation.
<p>CHANCELLOR'S STATEMENT: Regent University is a place of love and respect. Students, faculty, and staff feel supported here, in a safe, well-equipped environment, with excellent supervision and direction provided to our employees. Some of the results of our supportive environment are continuing enrollment growth, excellent student retention, and low employee turnover. — <i>M.G. "Pat" Robertson</i></p>	

Institution Name	Recognition Categories
Robert Morris University-Illinois	Collaborative Governance; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Respect and Appreciation; Supervisor/Department Chair Relationship.
<p>PRESIDENT'S STATEMENT: Our faculty and staff are focused on student success. The culture they perpetuate at RMU is one of being student-centered, every minute of every day. They embrace experience-based learning, understanding that it is central to student learning. They value student diversity, educating students who are first in their families to attend college, and preparing students to enter directly into careers. They work collaboratively across disciplines and departments to prepare our students to become leaders. — <i>Mablene Krueger</i></p>	
Roberts Wesleyan College	Collaborative Governance; Confidence in Senior Leadership; Facilities, Workspace & Security; Supervisor/Department Chair Relationship; Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance.
<p>PRESIDENT'S STATEMENT: Roberts Wesleyan is a great college because of the hope that propels us. Since our founding, we have transformed lives through education for character. Faculty and staff understand their high calling. Alumni and friends believe in our mission. Our students experience life-impacting education — learning to connect head to heart and engage their hands. We are anchored in our faith and engaged in addressing the needs of our world, which is a great privilege. — <i>Deana Porterfield</i></p>	
Rollins College	Collaborative Governance; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance.
<p>PRESIDENT'S STATEMENT: Rollins College is a great place to work because we all share a single focus: our students and their success. Working together to assure that our graduates are empowered to pursue meaningful lives and productive careers, we are proud to contribute to their development as global citizens and responsible leaders. We are also proud of our commitment to a work environment that values responsiveness, respectfulness, collaboration, and competence. — <i>Grant H. Cornwell</i></p>	
Saginaw Valley State University	Compensation & Benefits; Facilities, Workspace & Security; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only).
<p>PRESIDENT'S STATEMENT: I have worked at SVSU for nearly 40 years and became president four years ago. Throughout my time, our faculty and staff have been committed to being approachable and empowering, and embrace a student-first philosophy. Colleagues support one another in myriad ways, and the university supports them with resources. We listen to faculty and staff and improve our work environment based on their input, and we invest in our people and their professional growth. — <i>Donald Bachand</i></p>	

**Institution Name****Recognition Categories**

Salus University

Compensation &amp; Benefits.

PRESIDENT'S STATEMENT: It's a simple answer: It's the people I have the privilege of working with every day. Their energy, their commitment to our students and serving others makes my job easy. My job is to ensure everyone has the tools they need to do their jobs. With the support of an engaged Board of Trustees and a solid financial base, we're able to attract the best and brightest faculty and staff, who provide a world-class educational and clinical experiences to all of our students. That's what I live for, and that's why Salus is a great place to work!

— *Michael H. Mittelman*

Sam Houston State University

Facilities, Workspace &amp; Security; Work/Life Balance.

PRESIDENT'S STATEMENT: At Sam Houston State University, we have a very strong culture based on values that have remained relevant since our founding, in 1879. With a teacher-scholar model and service-learning approach, our faculty and staff stay closely connected with students and the community, elevating a job to a truly meaningful work experience. — *Dana G. Hoyt*

Santiago Canyon College

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Diversity; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Work/Life Balance.

PRESIDENT'S STATEMENT: Santiago Canyon College is one of California's newer community colleges, and in just 17 years has established a reputation for high-quality education, strong completion rates, winning athletic programs, and as a great place to work. Faculty, staff, and administrators take pride in redefining the student-focused experience and share a sense of responsibility in a collegial environment. College employees believe that what we do makes a difference. Our college's tagline — What Happens Here Matters — represents that belief.

— *John Hernandez*

Sauk Valley Community College

Collaborative Governance; Confidence in Senior Leadership; Job Satisfaction; Work/Life Balance.

PRESIDENT'S STATEMENT: Sauk Valley Community College is a great place to work because the faculty and staff strive to live our college's shared ethical values (respecting the worth and dignity of all people; standing for integrity and fairness; and encouraging responsibility, accountability, and persistence in a caring, supportive environment) as we pursue our mission of dedication to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development. — *David Hellmich*

Seminole State College of Florida

Diversity; Professional/Career Development Programs; Supervisor/Department Chair Relationship.

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: Seminole State is a great college because of our people and a culture of empowering each person to lead from where they are. We are focused inwardly on student success and outwardly on serving the needs of our community. We pride ourselves on changing lives, one at a time, through a collaboration across four campuses. Our goal is to positively affect the lives of our students, and thereby the lives of their families and future generations. — *E. Ann McGee*

Slippery Rock University of Pennsylvania

Compensation & Benefits; Professional/Career Development Programs; Supervisor/Department Chair Relationship.

PRESIDENT'S STATEMENT: Slippery Rock University is a great place to work for many reasons. Throughout the university, you'll find a commitment to serving students and an understanding that what we do makes a positive difference. Our dedicated people consistently challenge themselves and others to find ways to do things better or differently, and we celebrate those successes and one another. We recruit students to "Experience the Difference." We work at SRU to create the difference. — *Philip Way (Interim)*

Southern New Hampshire University

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Work/Life Balance.

PRESIDENT'S STATEMENT: At Southern New Hampshire University, we are proud of our employee-benefits program, but what sets us apart is our student-focused culture. Our passion for student success is unlike any other in higher education. We work hard every day, challenging the status quo to create pathways that best support students' needs, and I think everyone who works here at SNHU feels we are helping to make the world a better and more just place, one student at a time. In the end, we are in the business of hope. That's a pretty great mission.

— *Paul LeBlanc*

Southwest Mississippi Community College

Confidence in Senior Leadership.

PRESIDENT'S STATEMENT: Our faculty and staff help to develop a campus culture that is student-centered. Our campus life offers numerous outlets for our students, faculty, and members of our community to be successful. Our employees exhibit a passion for the teaching and learning process. Each program and individual is important here.

— *J. Steven Bishop*

Stockton University

Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only).

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: What makes Stockton University a wonderful place to work can best be described in two words: Students First. Our community stands committed to Stockton's guiding principle, which connects to everything we do. The faculty, staff, students, and alumni take great pride in being Stockton ambassadors, embracing shared values that support our mission, encourage personal growth, and promote active stewardship. Our diverse and inclusive environment enriches the community; and we stand proud together as Ospreys.

— *Harvey Kesselman*

Texas Christian University

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only).

CHANCELLOR'S STATEMENT: At Texas Christian University there is a sense of spirited belonging that fuels our community to be better, achieve more, and have an impact for the greater good. We place our highest value in our people, fostering a community where our members are supported, challenged, and encouraged to be their best. From rigorous academic curricula and leading-edge research to innovative programs and collaborative projects, TCU is making a difference. — *Victor J. Boschini, Jr.*

Texas Lutheran University

Collaborative Governance; Confidence in Senior Leadership; Professional/Career Development Programs; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only).

PRESIDENT'S STATEMENT: Texas Lutheran has a shared sense of identity and mission. We focus on one thing: residential, liberal-arts undergraduate education, and we are proud to do it well. Faculty and staff are not distracted by competing models of adult or graduate education or online delivery. As a result, we know that we must provide exceptional support for students' progress toward graduation and successful transition into careers or graduate school. — *Stuart Dorsey*

Trocaire College

Professional/Career Development Programs; Respect & Appreciation; Supervisor/Department Chair Relationship; Work/Life Balance.

PRESIDENT'S STATEMENT: Working at Trocaire College means being part of a tight-knit, family-like community. Inspired by the spirit of meeting the need passed down by our founding Sisters of Mercy, employees feel a communal sense of purpose and privilege as they help students achieve their career goals and change the trajectory of their lives for the better. Employees, in turn, feel cared for thanks to the college's generous benefits, paid time off, and development opportunities. — *Bassam M. Deeb*

**Institution Name****Recognition Categories**

University of Central Oklahoma

Collaborative Governance; Confidence in Senior Leadership; Facilities, Workspace & Security; Professional/Career Development Programs; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance.

PRESIDENT'S STATEMENT: Our focus is to help students learn and to take care of one another. These characteristics have been cited by students, faculty, and staff as enduring traits. Our transformative learning paradigm, UCO's Central Six, pivots on student success within and beyond discipline knowledge. We embrace this work to shape the lives of those who will shape society. Our values of character, civility, and community have emerged over time through the best of our daily actions. — *Don Betz*

University of Colorado at Colorado Springs

Compensation & Benefits; Respect & Appreciation; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only).

CHANCELLOR'S STATEMENT: We believe UCCS is a great place to work because students, faculty, and staff cultivate a diverse, friendly, and welcoming culture that permeates the campus. We are dedicated to creating an academic environment that is intellectually exciting and emotionally supportive. We embrace new teaching methodologies, pursue innovative research, engage in new discoveries, and collaborate with our community partners. — *Venkat Reddy*

University of Kentucky

Compensation &amp; Benefits.

PRESIDENT'S STATEMENT: The University of Kentucky is a great place to work because of its people. The UK family shares an uncommon commitment to a shared mission of teaching, research, service, and health care. Faculty and staff often share with me the camaraderie of their colleagues and their willingness to partner within and across disciplines and units. This collaborative spirit is critically important as our work becomes increasingly interconnected. — *Eli Capilouto*

University of Maryland-Baltimore County

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Diversity; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Teaching Environment (faculty only); Work/Life Balance.

PRESIDENT'S STATEMENT: At UMBC, we celebrate that our special community is made up of exceptional, diverse students and staff who truly care about one another. Together we do incredible work, acting as leaders in inclusive excellence and academic innovation — all of which makes UMBC an outstanding place to both learn and work. In recognition of this, 2018 is the eighth consecutive year for UMBC's being on the Honor Roll, and the ninth to be recognized by The Chronicle. — *Freeman A. Hrabowski III*

University of Mississippi

Job Satisfaction; Professional/Career Development Programs; Supervisor/Department Chair Relationship.

**Institution Name****Recognition Categories**

CHANCELLOR'S STATEMENT: The University of Mississippi is a special place that offers amazing opportunities. It is the exceptional people of Ole Miss, with a rich diversity of talents and backgrounds, who are wholly responsible for our outstanding campus culture of genuine caring. Our extraordinary faculty, staff, and administrators are deeply invested in our university and in each other. They continue to make our vibrant and positive work and learning environments ever greater. — *Jeffrey Vitter*

University of Notre Dame

Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance.

PRESIDENT'S STATEMENT: Notre Dame is a great place to work because of the great people who work here and sustain its spirit. Our employees, surveys indicate, are committed to the university's mission, share a strong sense of community, and are always willing to go the extra mile. The spirit of Notre Dame — whether among our athletic teams, our student body, or our faculty and staff — makes Notre Dame a great place to work. — *John I. Jenkins*

University of Southern California

Compensation & Benefits.

PRESIDENT'S STATEMENT: USC is the largest private employer in Los Angeles, generating \$8 billion for the economy annually; our staff come from nearly 100 nations. The spirit of the Trojan Family transcends national and cultural differences and unites us in our mission to develop individuals and society through the cultivation and enrichment of the human mind and spirit. Each employee is integral to that mission, contributing their best to USC's growth and momentum. — *Todd R. Dickey, Senior Vice President, Administration*

University of the Incarnate Word

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Supervisor/Department Chair Relationship; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance.

PRESIDENT'S STATEMENT: The University of the Incarnate Word is unique in private Catholic education in the way we are united in mission, service, and values. We share a dedication to our students and a collaborative spirit among our colleagues. The university is committed to supporting each member of our community with purpose and passion. It is the collective work of our community that makes UIW a great place to work. — *Thomas Evans*

University of Washington

Collaborative Governance; Confidence in Senior Leadership; Job Satisfaction; Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance.

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: The University of Washington is a community devoted to the pursuit of learning and teaching and providing healthcare and public service. Those ideals foster a workplace that enables people to do extraordinary and meaningful work in a supportive and collaborative environment. At the UW, our faculty and staff can thrive and our students can succeed as we all work together to make positive change in the world.

— *Ana Mari Cauce*

Victoria College

Collaborative Governance; Confidence in Senior Leadership; Job Satisfaction; Respect & Appreciation; Supervisor/Department Chair Relationship.

PRESIDENT'S STATEMENT: The statement "Support a culture in which employees are happy and productive" is prominent in our strategic plan. We are diligent about improving our work environment at VC. There is a clear connection between the way we feel about working here and how our students feel about being here. Building a sense of belonging for students and employees alike is prerequisite to students' meeting their goals. Our Community, Our College! — *David Hinds*

West Chester University of Pennsylvania

Tenure Clarity & Process (faculty only/4-year only).

PRESIDENT'S STATEMENT: At West Chester University, employees share a dedication to a common goal — the success of every student. With a longstanding commitment to collaboration, civility and inclusion, the university recognizes that every member of the campus community is an integral part of what makes us successful. We work hard, but we also have fun, at events like Staff Recognition Day and Spirit Days. West Chester University is an exceptional place to work. — *Christopher M. Fiorentino*

West Virginia School of Osteopathic Medicine

Collaborative Governance; Compensation & Benefits; Confidence in Senior Leadership; Facilities, Workspace & Security; Job Satisfaction; Professional/Career Development Programs; Respect and Appreciation; Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only); Work/Life Balance.

PRESIDENT'S STATEMENT: As a free-standing medical school, in the Greenbrier Valley of West Virginia, WVSOM has a unique identity compared with most university medical schools. We cultivate a family environment, where students and employees connect. Faculty and staff take pride in contributing to our student doctors' success, both in their education and in their careers. What makes WVSOM a great place to work? Our people. — *Michael Adelman*

Western Dakota Technical Institute

Collaborative Governance; Compensation & Benefits; Job Satisfaction; Respect and Appreciation; Supervisor/Department Chair Relationship.

**Institution Name****Recognition Categories**

PRESIDENT'S STATEMENT: Western Dakota Tech is a great place to work because employees across campus are committed to our priority: student success. In addition to excellent, student-focused employees, we have improved communication and involve people campuswide in decisions and processes related to their work areas. Finally, our committee structure gives employees and board members the opportunity to work together on projects and task forces that make Western Dakota Tech an even better place to work and study. — *Ann Bolman*

Western University of Health Sciences

Compensation & Benefits.

PRESIDENT'S STATEMENT: Western U. has a unique culture and configuration. The university was founded both humbly and audaciously only 40 years ago on the bedrock of humanistic science. It has since grown to have the most health-science graduate schools of any university in the country, yet all on a close-knit campus much like a liberal-arts college. This special institution has risen humbly from nothing by sheer energy and effort of people who love it. — *Daniel R. Wilson*

Western Washington University

Teaching Environment (faculty only); Tenure Clarity & Process (faculty only/4-year only).

PRESIDENT'S STATEMENT: Western is a great place to work because our campus community values and emphasizes collaboration and respect among all employees. Our faculty and staff are not only exceptionally talented and engaged but also share a commitment to advance inclusive success, to enable all our students to succeed inside and outside of the classroom. That sense of common dedication and purpose is inspiring, and it makes me excited to be part of this wonderful community. — *Sabah Randhawa*

Widener University

Tenure Clarity & Process (faculty only/4-year only).

PRESIDENT'S STATEMENT: Widener University is a great place to work thanks to great people who care deeply. Faculty and staff share a singular focus on and dedication to student transformation and success. Employees participate enthusiastically and collaboratively to achieve goals, and their accomplishments are recognized and rewarded. Opportunities for professional and leadership development abound, as do opportunities to get involved in making a difference on campus, locally, and internationally. It's no wonder we call ourselves the "Widener Pride."  
— *Julie E. Wollman*

Wingate University

Collaborative Governance; Confidence in Senior Leadership; Supervisor/Department Chair Relationship; Work/Life Balance.

PRESIDENT'S STATEMENT: We like to think of Wingate University as a school of opportunity, and that goes for employees as well. Our focus is on making sure our students succeed, but because we provide a supportive environment in which everyone is working toward that common goal, ample opportunities present themselves for faculty and staff members alike: opportunities to have their voices heard, to grow professionally, and to learn.  
— *T. Rhett Brown*

Copyright © 2018 The Chronicle of Higher Education