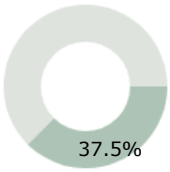
ModernThink

Missouri State University
2026 ModernThink Higher Education Insight Survey
Topline Survey Results - Full Data Set

Response Rate



37.5%	Response Rate
1957	Surveys Sent
734	Total Respondents

2026 GREAT COLLEGES TO WORK FOR®

Poor	Warrants Attention	Fair to Mediocre	Good	Very Good to Excellent
0% - 44%	45% - 54%	55% - 64%	65% - 74%	75% - 100%

	OVERALL	2026 Honor Roll 4 Year, >10,000 Enrolled	2026 Carnegie Research
Job Satisfaction & Support	64%	80%	72%
Professional Development	59%	78%	68%
Faculty & Staff Well-being	72%	85%	80%
Performance Management	44%	67%	59%
Supervisor/Department Chair Effectiveness	64%	83%	78%
Communication	52%	72%	65%
Collaboration	54%	73%	65%
Inclusion, Belonging & Community	69%	86%	78%
Mission & Pride	71%	86%	78%
Confidence in Senior Leadership	42%	74%	60%
Survey Average (1 - 55)	59%	79%	71%

*Results in the first column (two if you participated in the program last year) of the table reflect your institution's average percent positive for each survey statement, that is, the percentage of your faculty and staff that responded "Strongly Agree" or "Agree" to the statements comprising each dimension. The benchmarks also show the average percent positive responses.

ModernThink LLC | 2 Mill Road, Suite 102 | Wilmington, DE 19806 | 888.684.4658 | www.ModernThink.com
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Great Colleges to Work For Survey

Missouri State University – Spring 2026

Igniting Opportunity calls for establishing a baseline and communicating the survey's purpose:

- Launch an initial administration of ModernThink's Great Colleges to Work For survey to assess current employee satisfaction levels and identify key areas for improvement.
- Clearly communicate the purpose of the survey and how results will be used to drive meaningful change.

Next steps (as of Fall 2026):

Based on the results identifying areas of greatest opportunity, as well as input from Faculty Senate, Staff Senate, SGA, and the President's Cabinet, and following a presentation to University Council, the areas below have been identified for targeted focus and action in the short-term:

- **Communication, transparency and employee input**
  Improve how information reaches employees, how decisions are explained, and how employees can provide input and receive a response. Focus groups will explore employees' preferred communication methods, where communication breaks down, and what information helps them understand difficult decisions. Before spring 2028, we will work to establish more consistent communication practices and demonstrate how employee feedback informs action.
- **Compensation priorities and understanding**
  Explore concerns about salary competitiveness, progress toward market medians, and the role of merit in salary increases while being realistic about available resources. Focus groups will focus on clarifying which concerns matter most and where employees need a better understanding of compensation practices and tradeoffs. Achievable progress before spring 2028 includes clearer explanations of salary benchmarks and processes, increased transparency of priorities for available funding, and communication/evaluation of feasible compensation improvements.
    - A strategic plan working group is working on this area as well.
- **Onboarding and employee integration**
  Improve how new employees are welcomed, prepared for their responsibilities and connected to colleagues and university resources throughout their first year. Focus groups can explore gaps in university and department onboarding, information employees wish they had received earlier, and the support that helped them become effective and feel connected. Before spring 2028, we can establish more consistent onboarding practices, clarify supervisors' responsibilities, and introduce regular check-ins to ensure employees receive timely guidance and support.
    - HR assessment is underway and will inform improvements to this area, and a strategic plan working group is working on this topic as well.
- **Recognition and rewards**
  Examine whether employees feel their contributions are noticed and valued, and whether existing recognition programs reach people across roles and departments. This includes reviewing events such as recognition luncheons alongside everyday recognition from supervisors and colleagues. Focus groups can help identify what employees find meaningful and how recognition could become more timely, accessible and consistent.
    - A strategic plan working group is working on improvements in this area as well.
- **Supervisor training and support**
  Strengthen supervisors' ability to set clear expectations, communicate effectively, provide useful feedback, recognize contributions and address concerns consistently. Focus groups can identify the supervisory practices that most affect employees' daily experiences. Those findings can guide practical training and shared expectations for supervisors, chairs and other leaders.
    - A strategic plan working group is working on this area as well.