2027 GREAT COLLEGES TO WORK FOR®

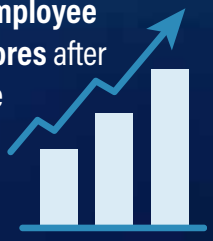
20th Anniversary

1,281 COLLEGES SURVEYED

471 COLLEGES RECOGNIZED

42% OF PARTICIPANTS

improve their employee engagement scores after just 2 years in the Great Colleges program.



18% OF PARTICIPANTS

Are recognized within 5 years of participating.



Honor Roll
GREAT COLLEGES TO WORK FOR
2027

MORE THAN A SURVEY

Better Workplaces Start Here

Build a Workplace That Strengthens Your Whole Institution

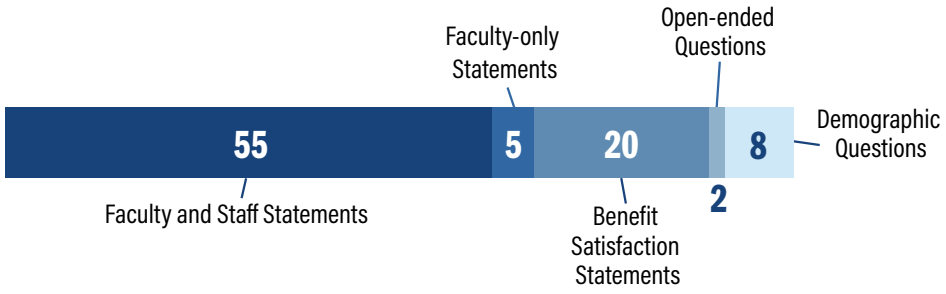
In a time when higher education faces political pressure and public skepticism, a thriving campus workplace isn't just "nice to have"—it's a strategic imperative. When faculty and staff feel supported and heard, it shows up where it matters most - in the classroom, in student outcomes, and in alumni loyalty.

That's why independent workplace recognition—based on real employee feedback—matters now more than ever. It's a signal to your community that your institution is committed to people, progress, and purpose.

What is included with participation?

- Sample of up to 600 Faculty & Staff
- Real-time Response Rate Monitoring
- Up to 7 emailed survey reminders
- Confidential Feedback
- Free Use of Logos for Promotion
- External Benchmarks & Year-to-Year Benchmarks
- Higher Education Workplace Trend Summary
- 3 Topline Reports

Survey Breakdown



POWERED BY ModernThink

NEED MORE INFORMATION OR WANT TO REGISTER?

Visit GreatCollegesProgram.com or call ModernThink at 888.684.4658.

DEADLINE FEBRUARY 12, 2027

2027 GREAT COLLEGES TO WORK FOR
Recognized

GREAT COLLEGES TO WORK FOR®

FAQ

Who can participate?

The survey is open to both two-year and four-year, not-for-profit institutions in the U.S. with at least 500 students.

Why participate?

Institutional Pride: The survey provides senior-level administrators and academic leaders with insights on the quality of the workplace experience and its competitiveness.

Competitive Advantage: Institutions use the recognition distinction to enhance recruiting efforts not just for faculty and staff but also for students.

Employee Feedback Reports: Included with participation are Topline Reports, which detail your employee responses, as well as national benchmarks customized to your institution.

What does it cost?

There is no fee to participate since ModernThink underwrites the program.

Can we customize the survey or include more employees?

You are certainly able to include more, or all, of your employees to the survey. You can also add specific questions or modify demographics to better meet your data needs. Please contact us at solutions@modernthink.com or 888.684.4658 to learn more about pricing for these options.

Who would best be responsible for executing this on our campus?

Generally, our point of contact at eachinstitution is the person with oversight of Human Resources or Institutional Research/Effectiveness or someone in the President's office.

What does the process involve?

There are two surveys administered to gather data about each participating institution. ModernThink facilitates the surveys, analyzes the data and determines the recognition.

Part I – Institution Questionnaire: An online form given to the point of contact at each institution to detail some of its HR policies, best practices, and differentiating qualities.

Part II – Faculty and Staff Engagement Survey: A validated online survey designed specifically for a higher education workplace.

When is the next survey?

When is the next survey? The 2027 Great Colleges program survey will be administered from March 1-26, 2026. You can survey outside of that timeframe for a customization fee.

When do I need to decide?

Registration closes February 12, 2027, but we encourage institutions to consider participation now so they can have plenty of time to maximize employee involvement and buy-in from senior leaders.

How are recognized institutions announced?

Great Colleges are listed at GreatCollegesList.com and published as a special insert in The Chronicle of Higher Education in September. The names of those not recognized are not made public.

Scan the QR code to see our 2026 Higher Education Workplace Trend Summary.