

Campus Engagement Survey 2019 Results Presentation



Campus Engagement Survey

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ModernThink



Survey Overview

Methodology

- Online survey administered January 29 – February 12, 2019

Response Rates

- 2019 Overall Response rate: 4975/9124 – 55%
- 2017 Overall response rate: 2845/6394 – 44%

Benchmark

- 2017 UAB Campus Engagement Survey

60 Survey statements on a 5-point agreement scale

Additional statements on a 5-point agreement scale

5

16 Benefit Satisfaction Questions on a 5-point satisfaction scale

Open-ended Questions

3

16 Demographic Questions (Pre-loaded and Voluntary)

Response Rate

Response Rate	Respondents	Surveys Sent	2019 Percentage	2017 Percentage
ALL EMPLOYEES	4975	9124	55%	44%
Faculty	1498	3571	42%	38%
Total Staff	3477	5553	63%	51%
Executives, Administrators, Managers	314	357	88%	71%
Clerical & Secretarial	556	733	76%	59%
Professional Staff	2188	3371	65%	59%
Technical & Paraprofessional	232	451	51%	39%
Skilled Crafts	102	315	32%	34%
Service & Maintenance	85	326	26%	15%

Response Guidelines

Response Options: *Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, Not Applicable*

Positive Responses
Strongly Agree, Agree

Negative Responses
Strongly Disagree, Disagree

Guideline Score	Description	Guideline Score
75% +	Exceptional – Very Good	< 10%
65 – 74%	Fair – Good	10 – 14%
55 – 64%	Yellow Flag	15 – 19%
45 – 54%	Red Flag	20 – 29%
< 45%	Acute	30% +

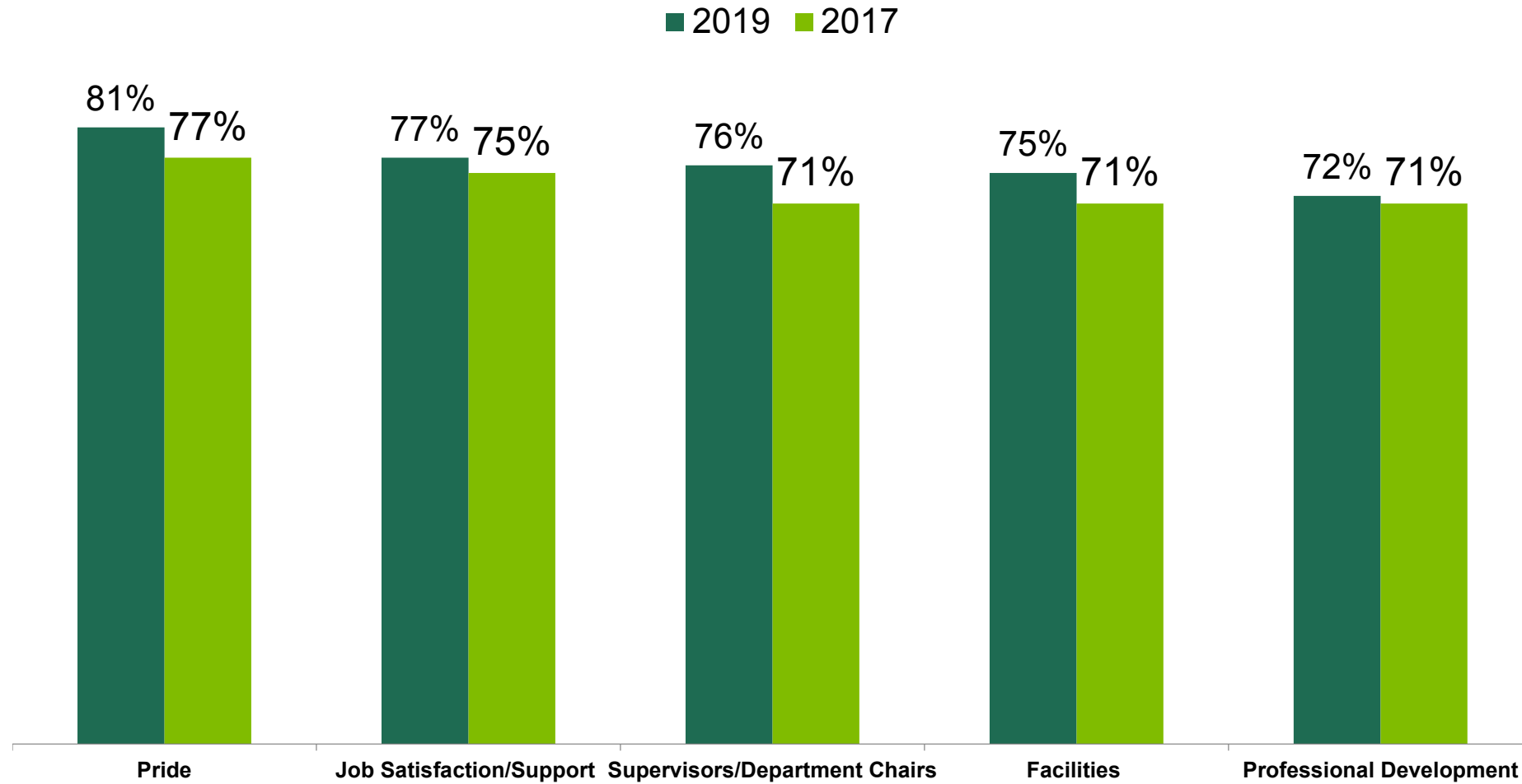
At a glance – Overall

- The Overall Positive Average increased **5** points from **64%** in 2017 to **69%** in 2019.
- The Overall Negative Average decreased **3** points from **13%** in 2017 to **10%** in 2019.
- In 2019 there were **45** statements that showed improvement of **5** percentage points or more (combined increase in positive response and decrease in negative response).
- In 2019 there were **15** statements that showed improvement of **10** percentage points or more (combined increase in positive response and decrease in negative response).

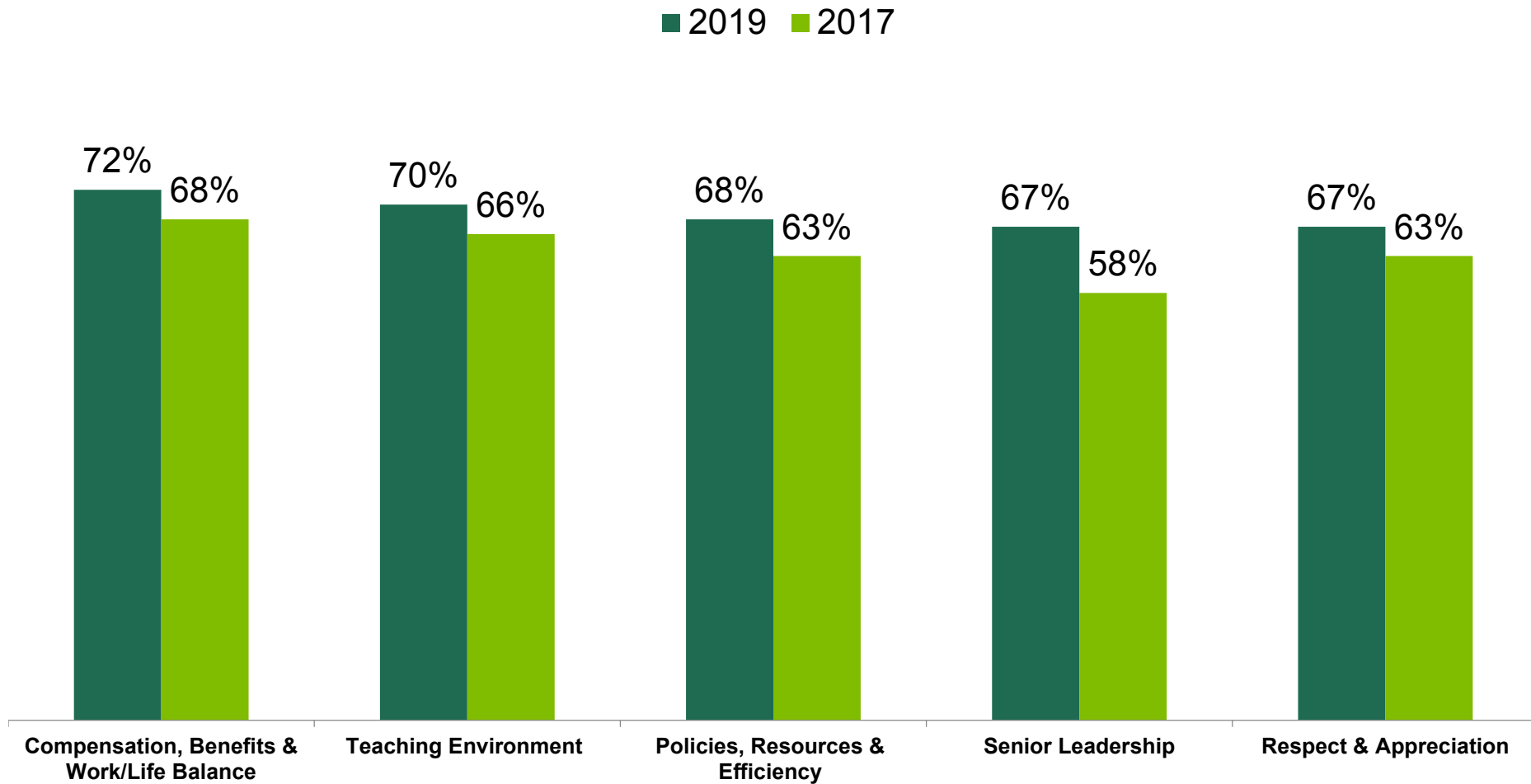
15 Core Survey Dimensions

Job Satisfaction/Support	Policies, Resources & Efficiency	Faculty, Administration & Staff Relations
Teaching Environment	Shared Governance	Communication
Professional Development	Pride	Collaboration
Compensation, Benefits & Work/Life Balance	Supervisors/Department Chairs	Fairness
Facilities	Senior Leadership	Respect & Appreciation

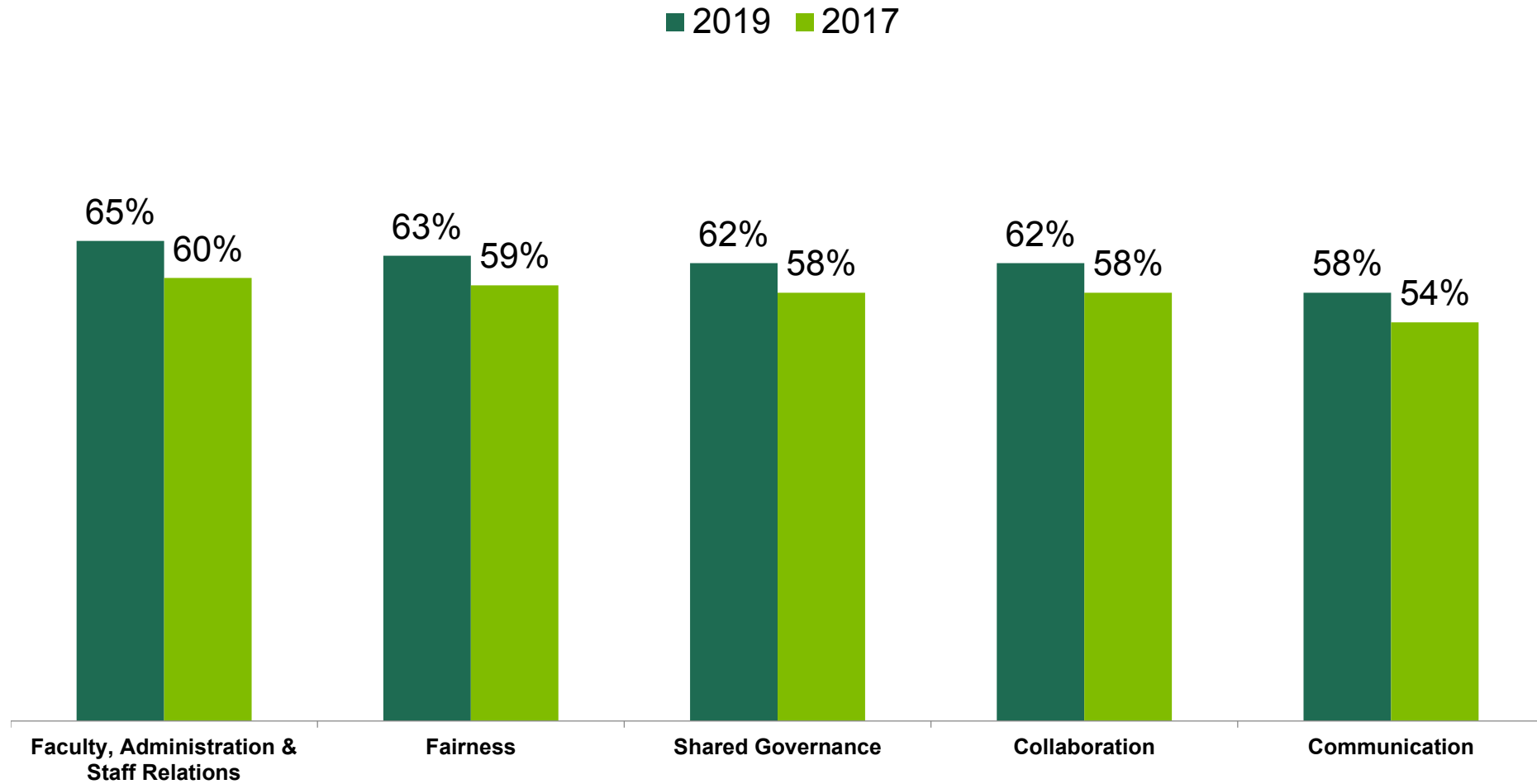
Dimensions (Overall % Positive)



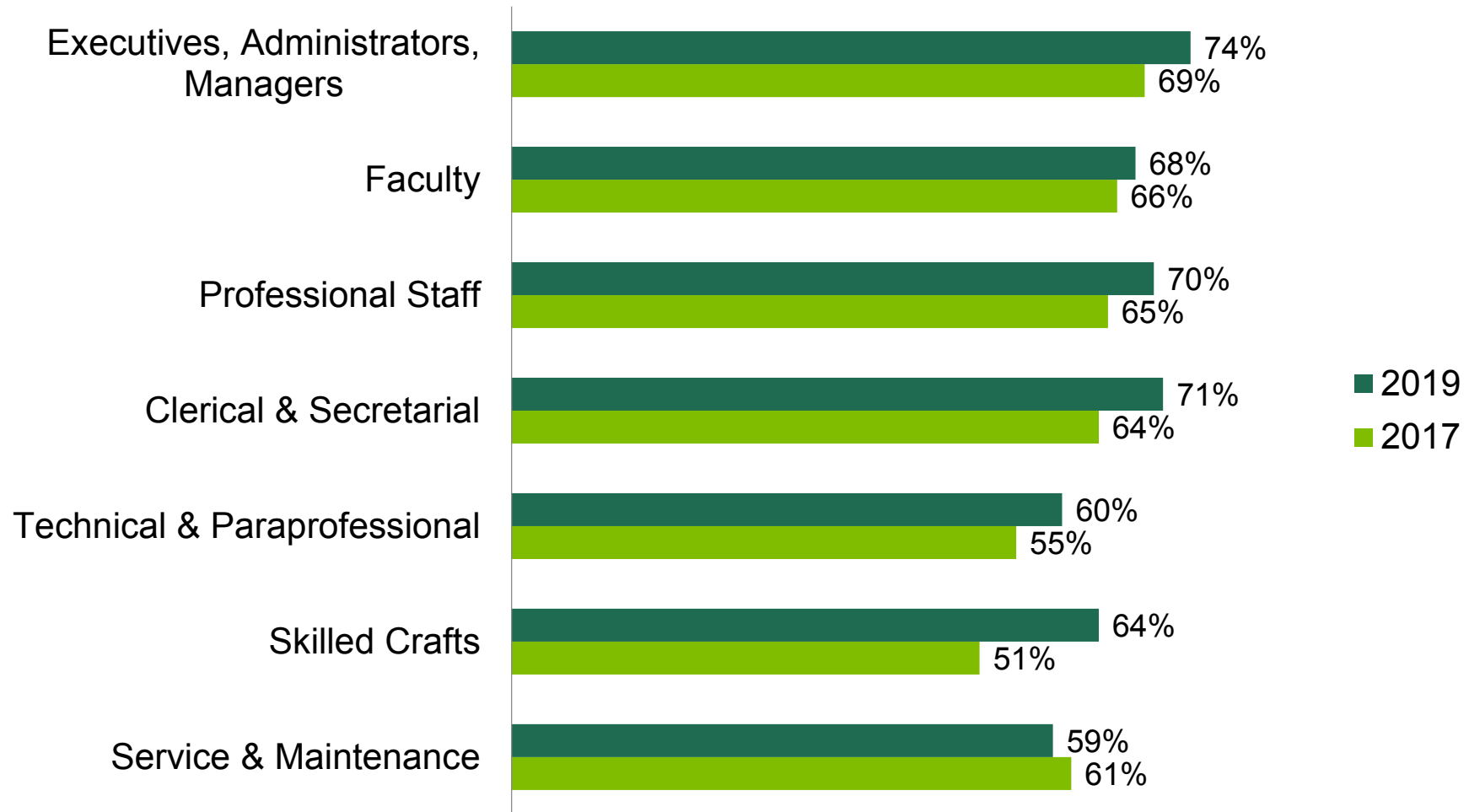
Dimensions (Overall % Positive)



Dimensions (Overall % Positive)



Pre-loaded Job Category (Overall % Positive 1-60)



At a glance by Job Category

Job Category	5% points or more (Increase)	10% points or more (Increase)	5% points or more (Decrease)	10% points or more (Decrease)
Overall	25	15	0	0
Executives, Administrators, Managers	44	26	0	0
Faculty	21	2	1	0
Clerical & Secretarial	53	28	0	0
Professional Staff	52	23	0	0
Technical & Paraprofessional	47	28	2	1
Skilled Crafts	64	61	0	0
Service & Maintenance	12	5	34	23

Most Improved College/School/Unit

10 Points or more



8 Colleges/Schools/Units



5 Points or more



20 Colleges/Schools/Units



Most Improved Statements

Survey Statement		2019	2019	2017	2017
		UAB	UAB	UAB	UAB
		Overall	Overall	Overall	Overall
		% Positive	% Negative	% Positive	% Negative
56	I believe what I am told by senior leadership.	63	11	53	16
57	This institution is well run.	65	8	55	13
27	Senior leadership provides a clear direction for this institution's future.	65	12	56	17
41	Senior leadership communicates openly about important matters.	59	13	50	18
48	Senior leadership regularly models this institution's values.	74	7	64	11

Most Improved Statements

Survey Statement		2019	2019	2017	2017
		UAB	UAB	UAB	UAB
		Overall	Overall	Overall	Overall
		% Positive	% Negative	% Positive	% Negative
58	There's a sense that we're all on the same team at this institution.	54	16	46	21
20	My immediate supervisor actively solicits my suggestions and ideas.	72	10	64	14
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	76	7	68	11
52	We celebrate significant milestones and important accomplishments at this institution.	79	4	70	7
43	At this institution, we discuss and debate issues respectfully to get better results.	57	12	51	17

Strengths

- Job Satisfaction, Connection to Mission & Pride
- Supervisors/Department Chairs
- Professional Development
- Work/Life Balance & Benefits
- Diversity & Inclusion

Top Ten Statements

Survey Statement		2019 UAB Overall % Positive	2019 UAB Overall % Negative	2017 UAB Overall % Positive	2017 UAB Overall % Negative
5	I understand how my job contributes to this institution's mission.	91	2	90	3
49	This institution actively contributes to the community.	89	2	88	2
36	I am proud to be part of this institution.	88	2	85	2
2	I am given the responsibility and freedom to do my job.	85	4	83	5
24	I have a good relationship with my immediate supervisor.	85	4	82	5

Top Ten Statements

Survey Statement		2019 UAB Overall % Positive	2019 UAB Overall % Negative	2017 UAB Overall % Positive	2017 UAB Overall % Negative
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	84	4	80	6
47	My immediate supervisor supports my efforts to balance my work and personal life.	83	6	77	8
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	82	5	79	6
25	Overall, my department is a good place to work.	81	5	78	6
60	All things considered, this is a great place to work.	80	3	76	5



Opportunities

- Resource Constraints
- Performance Management
- Senior Leadership
- Communication & Collaboration
- Shared Governance
- Respect & Appreciation

Bottom Ten Statements

Survey Statement		2019 UAB Overall % Positive	2019 UAB Overall % Negative	2017 UAB Overall % Positive	2017 UAB Overall % Negative
28	My department has adequate faculty/staff to achieve our goals.	48	28	43	31
11	I am paid fairly for my work.	51	26	50	27
16	Promotions in my department are based on a person's ability.	54	21	53	21
22	Changes that affect me are discussed prior to being implemented.	48	20	44	24
18	Issues of low performance are addressed in my department.	53	20	50	21

Bottom Ten Statements

Survey Statement		2019 UAB Overall % Positive	2019 UAB Overall % Negative	2017 UAB Overall % Positive	2017 UAB Overall % Negative
35	Our recognition and awards programs are meaningful to me.	54	18	52	20
65	There are opportunities for me to advance at the institution.	58	18	58	19
58	There's a sense that we're all on the same team at this institution.	54	16	46	21
9	I am regularly recognized for my contributions.	57	16	54	19
17	Our review process accurately measures my job performance.	60	16	56	18

ModernThink Recommendations - 2019

1. Continue efforts to connect faculty and staff to the Vision, Mission, Strategic Plan, Mission Pillars and Shared Values.
2. Continue the process of identifying managerial/leadership competencies and developing those capabilities across the University.
3. Build on existing efforts to create greater alignment across different levels of leadership.
4. Continue to develop and strengthen performance management processes focusing on connecting efforts to the values of Excellence and Achievement and Accountability
5. Identify five to seven critical conversations and/or topical areas in which the top “Organizational Leaders” should be conversationally fluent and consistently address.

Questions



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Next Steps

- **What leaders will do...**
 - ✓ Cascade results by September 15
 - ✓ Identify 2-3 actionable goals by January 1
 - ✓ Drive progress & share best practices
- **What YOU can do...**
 - ✓ Attend cascade meeting
 - ✓ Ask questions, share ideas (engage@uab.edu)
 - ✓ Your engagement is key



Thank You!