

# The University of Alabama at Birmingham

## Campus Engagement Survey Summary Sheet

This summary sheet presents the overall percent positive and overall percent negative responses from the 2017 and 2019 Campus Engagement Survey. The ModernThink Higher Education Insight Survey® design and survey statements themselves are the intellectual property of ModernThink LLC.

	2019 Overall (+)	2019 Overall (-)	2017 Overall (+)	2017 Overall (-)
Total number of survey respondents (n)	4975		2845	
<b>JOB SATISFACTION / SUPPORT</b>				
1. My job makes good use of my skills and abilities.	79	5	77	5
2. I am given the responsibility and freedom to do my job.	85	4	82	4
4. I am provided the resources I need to be effective in my job.	68	9	63	11
Job Satisfaction/Support - Average	77	6	74	6
<b>TEACHING ENVIRONMENT</b>				
33. There is a good balance of teaching, service and research at this institution.	78	7	71	9
40. Teaching is appropriately recognized in the evaluation and promotion process.	63	14	59	16
51. There is appropriate recognition of innovative and high quality teaching.	70	9	66	11
Teaching Environment - Average	70	10	65	12
<b>PROFESSIONAL DEVELOPMENT</b>				
6. I am given the opportunity to develop my skills at this institution.	76	8	73	8
10. I understand the necessary requirements to advance my career.	67	13	67	13
Professional Development - Average	72	11	70	10
<b>COMPENSATION, BENEFITS &amp; WORK/LIFE BALANCE</b>				
11. I am paid fairly for my work.	51	26	49	27
34. This institution's benefits meet my needs.	80	5	74	7
47. My immediate supervisor supports my efforts to balance my work and personal life.	83	6	77	8
53. This institution's policies and practices give me the flexibility to manage my work and personal life.	75	7	69	9
Compensation, Benefits & Work/Life Balance - Average	72	11	67	12
<b>FACILITIES</b>				
29. The institution takes reasonable steps to provide a safe and secure environment for the campus.	82	5	79	6
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	67	12	63	13
Facilities - Average	75	9	71	9
<b>POLICIES, RESOURCES &amp; EFFICIENCY</b>				
17. Our review process accurately measures my job performance.	60	16	55	17
28. My department has adequate faculty/staff to achieve our goals.	48	28	43	30
30. Our orientation program prepares new faculty, administration and staff to be effective.	60	15	55	16
49. This institution actively contributes to the community.	89	2	87	1
50. This institution places sufficient emphasis on having diverse faculty, administration and staff.	84	4	80	5
57. This institution is well run.	65	8	54	12
Policies, Resources & Efficiency - Average	68	12	62	13
<b>SHARED GOVERNANCE</b>				
38. The role of faculty in shared governance is clearly stated and publicized.	64	11	58	14
39. Faculty are appropriately involved in decisions related to the education program.	71	7	67	10
42. Faculty, administration and staff are meaningfully involved in institutional planning.	52	14	47	17
Shared Governance - Average	62	11	57	13
<b>PRIDE</b>				
5. I understand how my job contributes to this institution's mission.	91	2	90	3
25. Overall, my department is a good place to work.	81	5	77	6
36. I am proud to be part of this institution.	88	2	84	2
59. This institution's culture is special - something you don't find just anywhere.	64	12	55	15
60. All things considered, this is a great place to work.	80	3	75	4
Pride - Average	81	5	76	6
<b>SUPERVISORS / DEPARTMENT CHAIRS</b>				
3. My immediate supervisor makes his/her expectations clear.	75	8	72	8
7. I receive feedback from my immediate supervisor that helps me.	71	11	66	12
12. I believe what I am told by my immediate supervisor.	75	8	68	10
15. My immediate supervisor regularly models this institution's values.	78	8	73	8
19. My immediate supervisor is consistent and fair.	75	10	68	12
20. My immediate supervisor actively solicits my suggestions and ideas.	72	10	64	14

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	2019 Overall (+)	2019 Overall (-)	2017 Overall (+)	2017 Overall (-)
24. I have a good relationship with my immediate supervisor.	85	4	81	5
Supervisors/Department Chairs - Average	76	8	70	9
<b>SENIOR LEADERSHIP</b>				
27. Senior leadership provides a clear direction for this institution's future.	65	12	56	16
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.	76	7	67	10
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	62	13	56	16
41. Senior leadership communicates openly about important matters.	59	13	49	18
48. Senior leadership regularly models this institution's values.	74	7	64	11
56. I believe what I am told by senior leadership.	63	11	53	15
Senior Leadership - Average	67	11	57	14
<b>FACULTY, ADMINISTRATION &amp; STAFF RELATIONS</b>				
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	72	6	66	7
55. There is regular and open communication among faculty, administration and staff.	57	13	51	15
Faculty, Administration & Staff Relations - Average	65	10	58	11
<b>COMMUNICATION</b>				
8. When I offer a new idea, I believe it will be fully considered.	63	13	59	14
21. In my department, we communicate openly about issues that impact each other's work.	62	13	59	14
22. Changes that affect me are discussed prior to being implemented.	48	20	44	24
43. At this institution, we discuss and debate issues respectfully to get better results.	57	12	51	16
Communication - Average	58	15	53	17
<b>COLLABORATION</b>				
13. We have opportunities to contribute to important decisions in my department.	60	14	57	16
23. People in my department work well together.	71	7	67	7
26. I can count on people to cooperate across departments.	62	8	59	9
58. There's a sense that we're all on the same team at this institution.	54	16	46	21
Collaboration - Average	62	11	57	13
<b>FAIRNESS</b>				
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.	62	15	58	18
16. Promotions in my department are based on a person's ability.	54	21	52	21
18. Issues of low performance are addressed in my department.	53	20	50	21
44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.	66	10	59	14
54. This institution has clear and effective procedures for dealing with discrimination.	80	6	72	9
Fairness - Average	63	14	58	16
<b>RESPECT &amp; APPRECIATION</b>				
9. I am regularly recognized for my contributions.	57	16	54	19
35. Our recognition and awards programs are meaningful to me.	54	18	52	19
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.	78	6	75	6
52. We celebrate significant milestones and important accomplishments at this institution.	79	4	70	6
Respect & Appreciation - Average	67	11	62	12
<b>UAB ADDITIONAL STATEMENTS</b>				
61. At this institution, a culture of open discussion exists.	58	11	53	14
62. I am comfortable confronting difficult and sensitive issues.	57	14	53	15
63. VPs/Deans are willing to confront difficult and sensitive issues.	57	13	52	15
64. I can recommend change to my immediate supervisor without fear of harming my career.	74	11	68	13
65. There are opportunities for me to advance at the institution.	58	18	57	18
UAB Additional Statements - Average	61	13	56	15
Overall Survey Averages	68	11	63	12

### Survey Response Rates

Faculty  
Staff  
Total

	2019	2017
Faculty	42%	38%
Staff	63%	51%
Total	55%	44%