Campus Engagement Survey

Great Colleges to Work For & Benchmark Update Report

December 2019

UAB | THE UNIVERSITY OF ALABAMA AT BIRMINGHAM

Summary

As part of the 2019 Campus Engagement survey, UAB participated in the Great Colleges to Work For® program. The Great Colleges program offers the opportunity to be recognized among the 12 survey dimensions used in our engagement survey and provides access to benchmark data to compare our institution's survey results with other institutions across the country. This report provides an update on the status of UAB's submission to the 2019 Great Colleges to Work For® program.

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Honor Roll Overview

The Great Colleges to Work For® program recognizes Honor Roll institutions categorized according to size and degree programs. UAB is one of 40 applicants in the Large 4-Year Institution category, which includes institutions with 10,000 or more students.

The following universities in the Large 4-Year Institutions category received Honor Roll recognition:

Institution Name	Type	Approx. Enrollment
Angelo State University	Public	10,447
Baylor University	Private	17,217
Florida International University	Public	56,886
Illinois State University	Public	20,784
Mississippi State University	Public	22,214
Quinnipiac University	Private	10,207
Southern New Hampshire University	Private	90,955[1]
Texas Christian University	Private	10,394
University of Mississippi	Public	23,258
University of West Florida	Public	12,850

Based on the results of the employee engagement survey, UAB was not selected for recognition as part of the Great Colleges to Work For® program. ModernThink does not release the names of colleges that participated in the program, but were not recognized.

There is not an Honor Roll designation for institutions based on Carnegie Classification of Institutions of Higher Education (i.e., there is not a separate Honor Roll recognition for Research institutions); however, benchmark data is provided per classification. There are 38 universities, including UAB, represented in the "Research" category benchmark data.

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[1] A significant portion of the 90,955 students of Southern New Hampshire University are online (87,042). Approximately 3,913 are on-campus.

Benefits Policy Data

The list represents the percentage of universities within each category that offer a given benefit.

	Large	Research	UAB
Work/Life Balance Programs	78%	72%	Yes
Subsidized Childcare Assistance	17%	16%	
Eldercare Programs	33%	34%	
Paid Maternity Leave (beyond FMLA)	42%	44%	Yes
Paid Paternity Leave (beyond FMLA)	42%	44%	Yes
Lactation Facilities for Breastfeeding Mothers	83%	81%	Yes
Domestic Partner Benefits	56%	47%	Yes
Adoption Assistance	17%	22%	
Spousal/Partner Hiring Programs	47%	50%	Yes
Housing Assistance Programs	28%	31%	Yes
Tuition Reimbursement for Employees (including waivers)	94%	91%	Yes
Tuition Reimbursement for Dependents	81%	75%	Yes
Retirement Programs or Services	89%	88%	
Defined Benefit Pension Plan	72%	59%	Yes
Cafeteria/Meal Subsidies	44%	38%	
Bereavement Policy	86%	88%	Yes

UAB responses listed above are taken from the Institutional Questionnaire that was submitted for the Great Colleges to Work For® program, People Practices and Benefits section, question 5.

Higher Education Insight Survey© Comparison

Please consider the following notes when viewing the results:

- The Honor Roll benchmark represents the Great Colleges to Work For® program universities with > 10,000 students.
- The Carnegie Research University benchmark represents other research universities according to the Carnegie Classification of Institutions of Higher Education (this includes R1, R2, and R3 institutions).
- The Peer Institution benchmark represents six peer institutions from a list submitted by UAB. Since ModernThink does not release the name of colleges that participated in the program, but were not recognized, we do not have a final list of institutions that are included in the peer benchmark.
- The values in the (+ Diff.) column in the attached table are the percentage point difference between a given column and the UAB Overall percent positive response.
- Questions are presented according to ModernThink's 12 survey dimensions.

Overall Percent Positive Response

68	78	68	67
2019 UAB Campus Engagement Survey	2019 Great Colleges to Work For® Honor Roll	2019 Carnegie Research University	2019 Peer Institution Benchmark

Peer Benchmark

The following is a list of peer institutions that were submitted to ModernThink as options when populating a peer benchmark. Six of the institutions below were included in the UAB Peer Benchmark, two of which are Baylor University and the University of Washington. Because ModernThink does not provide the names of institutions that participated, but were not recognized for an award, the names of the other four institutions are not released.

University	Affiliation
University of California – Irvine	Comparable Peer, Strategic Plan
University of Cincinnati	Comparable Peer, Strategic Plan
University of Illinois – Chicago	Comparable Peer, Strategic Plan
University of South Florida	Comparable Peer, Strategic Plan
Virginia Commonwealth University	Comparable Peer, Strategic Plan
Rutgers University	Comparable Peer, Strategic Plan
University of California – San Diego	Aspirational Peer, Strategic Plan
University of Pittsburgh	Aspirational Peer, Strategic Plan
Texas A&M University	APLU (Association of Public Land Grant Universities)
North Carolina State University	APLU
Auburn University	APLU
Emory University	AMA (American Medical Association)
Ohio State University	AMA
University of Washington	AMA
Florida State University	AMA
Baylor University	AAMC (Association of American Medical Colleges)
University of Miami	AAMC
University of South Alabama	AAMC
University of Virginia – Arlington	Specific Recommendation
Temple University	AAMC
Louisiana Tech University	Conference USA
University of North Carolina – Charlotte	Conference USA

University	Affiliation
Florida Atlantic University	Conference USA
University of Buffalo	Specific Recommendation
George Mason University	UCP (Undergraduate Competition Peer)
University of Memphis	UCP
University of Southern Mississippi	UCP
University of Georgia	SUG (Southern University Group)
Texas Tech University	SUG

	HONOR ROLL		CARNEGIE RSCH UNIV		PEER INST	
UAB Overall (+)	Honor Roll (+)	Honor Roll (+ Diff.)	Carnegie Rsch (+)	Carnegie Rsh (+ Diff.)	Peer Inst (+)	Peer Inst (+ Diff.)
JOB SATISFACTION / SUPPORT						
1. My job makes good use of my skills and abilities. — 79	86	-7	80	-1	80	-1
2. I am given the responsibility and freedom to do my job. — 85	88	-3	83	2	85	0
4. I am provided the resources I need to be effective in my job. — 68	76	-8	63	5	67	1
Job Satisfaction/Support - Average — 77	83	-6	75	2	77	0
TEACHING ENVIRONMENT						
33. There is a good balance of teaching, service and research at this institution. — 78	80	-2	71	7	76	2
40. Teaching is appropriately recognized in the evaluation and promotion process. — 63	80	-17		-6	61	2
51. There is appropriate recognition of innovative and high quality teaching. — 70	80	-10	68	2	68	2
Teaching Environment - Average — 70	80	-10	69	1	68	2
PROFESSIONAL DEVELOPMENT						
6. I am given the opportunity to develop my skills at this institution. — 76	84	-8	75	1	76	0
10. I understand the necessary requirements to advance my career. — 67	76	-9	69	-2	65	2
Professional Development - Average — 72	80	-8	72	0	71	1
COMPENSATION, BENEFITS & WORK/LIFE BALANCE						
11. I am paid fairly for my work. — 51	63	-12	51	0	46	5
34. This institution's benefits meet my needs. — 80	88	-8	79	1	67	13
47. My immediate supervisor supports my efforts to balance my work and personal life. — 83	88	-5	82	1	83	0
53. This institution's policies and practices give me the flexibility to manage my work and personal life. — 75	85	-10	76	-1	74	1
Compensation, Benefits & Work/Life Balance - Average — 72	81	-9	72	0	68	4
FACILITIES						
29. The institution takes reasonable steps to provide a safe and secure environment for the campus. — 82	91	-9	83	-1	85	-3
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs. — 67	75	-8	64	3	67	0
Facilities - Average — 75	83	-8	74	1	76	-1
POLICIES, RESOURCES & EFFICIENCY						
17. Our review process accurately measures my job performance. — 60	68	-8	59	1	56	4
28. My department has adequate faculty/staff to achieve our goals. — 48	54	-6	43	5	44	4
30. Our orientation program prepares new faculty, administration and staff to be effective. — 60	72	-12	56	4	61	-1
49. This institution actively contributes to the community. — 89	92	-3	84	5	87	2
50. This institution places sufficient emphasis on having diverse faculty, administration and staff. — 84	80	4	73	11	73	11
57. This institution is well run. — 65	79	-14	61	4	67	-2
Policies, Resources & Efficiency - Average — 68	74	-6	63	5	65	3
SHARED GOVERNANCE						
38. The role of faculty in shared governance is clearly stated and publicized. — 64	77	-13	64	0	60	4
39. Faculty are appropriately involved in decisions related to the education program. — 71	82	-11	72	-1	69	2
42. Faculty, administration and staff are meaningfully involved in institutional planning. — 52	69	-17	53	-1	49	3
Shared Governance - Average — 62	76	-14	63	-1	59	3
PRIDE						
5. I understand how my job contributes to this institution's mission. — 91	93	-2	90	1	90	1
25. Overall, my department is a good place to work. — 81	87	-6	81	0	81	0
36. I am proud to be part of this institution. — 88	88	0	81	7	84	4
59. This institution's culture is special - something you don't find just anywhere. — 64	81	-17	67	-3	60	4
60. All things considered, this is a great place to work. — 80	87	-7	76	4	77	3

	UAB Overall (+)	HONOR ROLL		CARNEGIE RSCH UNIV		PEER INST	
		Honor Roll (+)	Honor Roll (+ Diff.)	Carnegie Rsch (+)	Carnegie Rsh (+ Diff.)	Peer Inst (+)	Peer Inst (+ Diff.)
Pride - Average	81	87	-6	79	2	78	3
SUPERVISORS / DEPARTMENT CHAIRS							
3. My immediate supervisor makes his/her expectations clear.	75	80	-5	74	1	75	0
7. I receive feedback from my immediate supervisor that helps me.	71	76	-5	69	2	70	1
12. I believe what I am told by my immediate supervisor.	75	82	-7	76	-1	74	1
15. My immediate supervisor regularly models this institution's values.	78	84	-6	78	0	78	0
19. My immediate supervisor is consistent and fair.	75	79	-4	73	2	73	2
20. My immediate supervisor actively solicits my suggestions and ideas.	72	78	-6	73	-1	70	2
24. I have a good relationship with my immediate supervisor.	85	89	-4	85	0	84	1
Supervisors/Department Chairs - Average	76	81	-5	75	1	75	1
SENIOR LEADERSHIP							
27. Senior leadership provides a clear direction for this institution's future.	65	74	-9	59	6	62	3
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.	76	83	-7	69	7	75	1
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	62	77	-15	62	0	63	-1
41. Senior leadership communicates openly about important matters.	59	71	-12	58	1	59	0
48. Senior leadership regularly models this institution's values.	74	83	-9	70	4	74	0
56. I believe what I am told by senior leadership.	63	76	-13	63	0	65	-2
Senior Leadership - Average	67	77	-10	64	3	66	1
FACULTY, ADMINISTRATION & STAFF RELATIONS							
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	72	84	-12	70	2	70	2
55. There is regular and open communication among faculty, administration and staff.	57	72	-15	56	1	54	3
Faculty, Administration & Staff Relations - Average	65	78	-13	63	2	62	3
COMMUNICATION							
8. When I offer a new idea, I believe it will be fully considered.	63	74	-11	66	-3	65	-2
21. In my department, we communicate openly about issues that impact each other's work.	62	74	-12	66	-4	64	-2
22. Changes that affect me are discussed prior to being implemented.	48	61	-13	52	-4	49	-1
43. At this institution, we discuss and debate issues respectfully to get better results.	57	73	-16	58	-1	55	2
Communication - Average	58	71	-13	61	-3	58	0
COLLABORATION							
13. We have opportunities to contribute to important decisions in my department.	60	76	-16	69	-9	63	-3
23. People in my department work well together.	71	80	-9	72	-1	70	1
26. I can count on people to cooperate across departments.	62	73	-11	62	0	59	3
58. There's a sense that we're all on the same team at this institution.	54	73	-19	55	-1	55	-1
Collaboration - Average	62	76	-14	65	-3	62	0
FAIRNESS							
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.	62	73	-11	66	-4	64	-2
16. Promotions in my department are based on a person's ability.	54	66	-12	57	-3	54	0
18. Issues of low performance are addressed in my department.	53	63	-10	52	1	51	2
44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.	66	78	-12	63	3	62	4
54. This institution has clear and effective procedures for dealing with discrimination.	80	83	-3	75	5	74	6
Fairness - Average	63	73	-10	63	0	61	2
RESPECT & APPRECIATION							
9. I am regularly recognized for my contributions.	57	67	-10	59	-2	56	1

	UAB Overall (+)	HONOR ROLL		CARNEGIE RSCH UNIV		PEER INST	
		Honor Roll (+)	Honor Roll (+ Diff.)	Carnegie Rsch (+)	Carnegie Rsh (+ Diff.)	Peer Inst (+)	Peer Inst (+ Diff.)
35. Our recognition and awards programs are meaningful to me.	54	64	-10	52	2	44	10
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.	78	88	-10	79	-1	78	0
52. We celebrate significant milestones and important accomplishments at this institution.	79	85	-6	74	5	71	8
Respect & Appreciation - Average	67	76	-9	66	1	62	5
UAB Additional Statements							
61. At this institution, a culture of open discussion exists.	58						
62. I am comfortable confronting difficult and sensitive issues.	57						
63. VPs/Deans are willing to confront difficult and sensitive issues.	57						
64. I can recommend change to my immediate supervisor without fear of harming my career.	74						
65. There are opportunities for me to advance at the institution.	58						
UAB Additional Statements - Average	61						
Averages	**68**	**78**	**-10**	**68**	**0**	**67**	**1**