## The University of Alabama at Birmingham

The University of Alabama at Birmingham				
Campus Engagement Survey Summary Sheet	<del>+</del>	<u></u>	+	$\overline{}$
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)	49	75	28	45
JOB SATISFACTION / SUPPORT				
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
TEACHING ENVIRONMENT	70	7	71	
33. There is a good balance of teaching, service and research at this institution.	78	7	71 59	9
40. Teaching is appropriately recognized in the evaluation and promotion process.	63 70	14 9		16
51. There is appropriate recognition of innovative and high quality teaching.  Teaching Environment - Average	70	10	66 65	11 12
PROFESSIONAL DEVELOPMENT	70	10	03	12
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
COMPENSATION, BENEFITS & WORK/LIFE BALANCE				
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
FACILITIES				
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 POLICIES, RESOURCES & EFFICIENCY	75	9	71	9
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
SHARED GOVERNANCE				
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
PRIDE				
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 75	15
60. All things considered, this is a great place to work.	80	3 5	75 76	6
Pride - Average SUPERVISORS / DEPARTMENT CHAIRS	01	3	70	0
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
13. My IITHEGIALE SUPELVISOL LEGILALLY MODELS (HIS INSKILUKIOH S VALDES).				
19. My immediate supervisor is consistent and fair.	75	10	68	12

## The University of Alabama at Birmingham

24.1 have a good retationship with my immediate supervisor.   85	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 (-)
Supervisors/Department Chairs - Average   56   8   70   9	24. I have a good relationship with my immediate supervisor	85	4	81	5
SENIOR LEADERSHIP					
27. Senior leadership provides a clear direction for this institution's future   58. 12. 56   16. 70   67   70   70   70   70   70   70		70		, 0	
32 Our sention leadership has the knowledge, skills and experience necessary for institutional success.   76		65	12	56	16
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.   42   33   56   16   41. Senior leadership communicates openly about important matters.   59   13   49   18   18   56. Senior leadership regularly models this institution's values.   74   7   7   64   17   56   15   56   16   56   56   57   56   56   57   56   56	· ·				
41. Senior leadership communicates openly about important matters.         59         13         49         18           48. Senior leadership regularly models this institution's values.         63         11         52         15           Senior Leadership - Average         67         11         52         18           FACULTY, ADMINISTRATION & STAFF RELATIONS         TW         46         66         7           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         5         15           Faculty, Administration & Staff Relations - Average         65         10         58         15           Equal type of the relations of the state of the relations in the state of the relations of the relationship					
48. Senior leadership regularly models this institution's values.         74         7         64         1           56. I believe what I am told by senior leadership.         63         11         53         15           Senior Leadership - Average         67         11         57         14           FACUITY, ADMINISTRATION & STAFF RELATIONS         7         6         6         7         5         5         5         6         6         7         5         5         15         5         6         6         7         5         5         5         10         5         1         2         2         1	· · · · · · · · · · · · · · · · · · ·				
56 I believe what I am Iold by senior leadership.         63         11         53         15           Senior Leadership - Average         67         11         57         14           FACULITY, Administration & STAFF RFIATIONS         TAPE         46         68         10         58         15           55. There Is regular and open communication among faculty, administration and staff work together to ensure the success of institution programs and initiatives.         57         3         51         15           55. There Is regular and open communication among faculty, administration and staff.         57         3         51         15           Faculty, Administration & Staff Relations - Average         65         10         18         1           COMMUNICATION         8         11         21         11         21         11         21         12         14         21         11         21         14         21         14         21         11         21         14         21         14         21         14         21         14         21         14         21         14         21         21         21         21         21         21         21         21         21         21         21         22         21 <td< td=""><td></td><td></td><td></td><td></td><td></td></td<>					
Senior Leadership - Average   67   11   57   14	, y				
FACULTY, ADMINISTRATION & STAFF RELATIONS   72 6 66 7   75 5. There is regular and open communication among faculty, administration and staff work together to ensure the success of institution programs and initiatives   72 6 6 6   75 5. There is regular and open communication among faculty, administration and staff.   57 13 5 1   15 Faculty, Administration & Staff Relations - Average   65 10   58 11   15 Faculty, Administration & Staff Relations - Average   63 13   59   14   20   10   10   10   10   10   10   10					
Act   Faculty, administration and staff work together to ensure the success of institution programs and initiatives.   72		9.		0.	
55 There is regular and open communication among faculty, administration and staff.         57 13 51 5           Faculty, Administration & Staff Relations - Average         65 10 58 10           600MMUNICATION         8. When I offer a new idea, I believe it will be fully considered.         63 13 59 14           8. Uhen I offer a new idea, I believe it will be fully considered.         62 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         68 15 53 17           13. We have opportunities to contribute to important decisions in my department.         60 14 5 71 6           23. People in my department work well together.         60 14 5 71 6           26. I can count on people to cooperate across departments.         62 8 5 9 9           26. 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 2 15 52 21           18. It is institution's policies and practices ensure fair treatment for faculty, administration and staff.         66 10 59 14           4. This institution's policies and practices ensure fair treatment for fa		72	6	66	7
Faculty, Administration & Staff Relations - Average   65   10   58   11					
S. When I offer a new idea, I believe it will be fully considered.   6.3   13   59   14   12.		65		58	
21. In my department, we communicate openly about issues that impact each other's work.					
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         COLLABORATION       The Collaboration of the contribute to important decisions in my department.       60       14       57       16         23. People in my department work well together.       61       28       59       9         58. There's a sense that we're all on the same team at this institution.       54       16       46       21         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         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         51. There's a sense that we're all on the same team at this institution.       62       15       58       18         62. Promotions in my department are based on a person's ability.       54       62	8. When I offer a new idea, I believe it will be fully considered.	63	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       15       30       17         COLLABORATION       58       15       53       17         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       60       20       8       59       9       9       5       58       18       59       9       6       52	21. In my department, we communicate openly about issues that impact each other's work.	62	13	59	14
Communication - Average		48	20	44	24
COLLABORATION   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   20   20   20   20   20   20   20	43. At this institution, we discuss and debate issues respectfully to get better results.	57	12	51	16
33. 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         FAIRNESS       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         RESPECT & APPRECIATION       57       16       54       18	, y y	58	15	53	17
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         50. Collaboration - Average       62       11       57       11       57       15         FAIRNESS       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         18. Issues of low performance are addressed in my department.       66       10       59       14         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         RESPECT & APPRECIATION       57       16       54 <td>COLLABORATION</td> <td></td> <td></td> <td></td> <td></td>	COLLABORATION				
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  FAIRNESS  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  RESPECT & APPRECIATION  9. I am regularly recognized for my contributions.  57 16 54 19  35. Our recognition and awards programs are meaningful to me.  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  16. At this institution, a culture of open discussion exists.  58 11 53 14  59. I At this institution, a culture of open discussion exists.  50 1. At this institution, a culture of open discussion exists.  51 14 58 15  52 15 58 18  53 16 59 19  54 17 50 50 50 50 50 50 50 50 50 50 50 50 50	13. We have opportunities to contribute to important decisions in my department.	60	14	57	16
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         FAIRNESS       14. I can speak up or challenge a traditional way of doing something without fear of harming my career.       62       15       58       18         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         RESPECT & APPRECIATION       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	23. People in my department work well together.	71	7	67	7
Collaboration - Average   62   11   57   13   FAIRNESS     14   12   15   15   18   18   16   16   17   19   19   18   16   17   19   19   19   19   19   19   19	26. I can count on people to cooperate across departments.	62	8	59	9
FAIRNESS  14. I can speak up or challenge a traditional way of doing something without fear of harming my career.  15. 58 18 16. Promotions in my department are based on a person's ability.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance and irreadtment for faculty, administration and staff.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance are addressed in my department.  18. Issues of low performance and staff.  18. Issues of low performance and staff.  18. Issues of low performance and staff.  18. I	58. There's a sense that we're all on the same team at this institution.	54	16	46	21
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.  18. Issues of low performance are addressed in my department.  19. I solicies and practices ensure fair treatment for faculty, administration and staff.  19. I solicies and practices ensure fair treatment for faculty, administration and staff.  19. I solicies and effective procedures for dealing with discrimination.  19. I am regularly recognized for my contributions.  19. I am regularly recognized for my contributions.  19. I am regularly recognized for my contributions.  19. I am regularly recognized are supportive of their colleagues regardless of their heritage or background.  19. I am regularly recognized for my contributions.  19. I am comportant accomplishments at this institution.  19. I am comportant accomplishments at this institution.  19. I am comfortable confronting difficult and sensitive issues.  19. I am comfortable confronting difficult and sensitive issues.  19. I am comfortable confronting difficult and sensitive issues.  19. I am commend change to my immediate supervisor without fear of harming my career.  19. I am a solicies and practices ensure fair treatment for faculty, administration and staff.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at this institution, a culture of open discussion exists.  19. I at	Collaboration - Average	62	11	57	13
16. Promotions in my department are based on a person's ability.  18. Issues of low performance are addressed in my department.  19. Issues of low performance are addressed in my department.  19. It is institution's policies and practices ensure fair treatment for faculty, administration and staff.  19. It is institution has clear and effective procedures for dealing with discrimination.  19. It is institution has clear and effective procedures for dealing with discrimination.  19. It is institution has clear and effective procedures for dealing with discrimination.  19. It is institution has clear and effective procedures for dealing with discrimination.  19. It is institution has clear and effective procedures for dealing with discrimination.  19. It is institution has clear and effective procedures for dealing with discrimination.  19. It is institution has clear and effective procedures for dealing with discrimination.  19. It is institution has clear and effective procedures for dealing with discrimination and staff.  19. It is institution has clear and effective procedures for dealing with discrimination and staff.  10. It is institution has clear and effective procedures for dealing with discrimination.  10. It is institution has clear and effective procedures for dealing with discrimination.  19. It is institution, people are supportive of their colleagues regardless of their heritage or background.  19. It is institution, people are supportive of their colleagues regardless of their heritage or background.  19. It is institution, people are supportive of their colleagues regardless of their heritage or background.  19. It is institution, people are supportive of their colleagues regardless of their heritage or background.  19. It is is is it is is it is institution.  19. It is is is it is is it is institution.  19. It is is is it is is it is is it is is it is institution.  19. It is is is it is it is is it is is it is it is it is it is it i					
18. Issues of low performance are addressed in my department.  44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.  53. 20 50 21  44. This institution has clear and effective procedures for dealing with discrimination.  80 6 72 9  Fairness - Average  63 14 58 16  RESPECT & APPRECIATION  9. I am regularly recognized for my contributions.  57 16 54 19  35. Our recognition and awards programs are meaningful to me.  45. At this institution, people are supportive of their colleagues regardless of their heritage or background.  78 6 75 6  79 4 70 6  Respect & Appreciation - Average  10. At this institution, a culture of open discussion exists.  61. At this institution, a culture of open discussion exists.  62. I am comfortable confronting difficult and sensitive issues.  57 14 53 15  63. VPs/Deans are willing to confront difficult and sensitive issues.  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					
44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.  54. This institution has clear and effective procedures for dealing with discrimination.  80 6 72 9  Fairness - Average 63 14 58 16  RESPECT & APPRECIATION  9. I am regularly recognized for my contributions.  57 16 54 19  35. Our recognition and awards programs are meaningful to me.  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  UAB ADDITIONAL STATEMENTS  61. At this institution, a culture of open discussion exists.  63. VPs/Deans are willing to confront difficult and sensitive issues.  63. VPs/Deans are willing to confront difficult and sensitive issues.  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.  80 6 72 9  63 14 58 16  64 19  55 16 54 19  56 7 16 54 19  57 16 54 19  58 11 52 19  59 10 54 10 55  60 75 6  60 75					
54. This institution has clear and effective procedures for dealing with discrimination.  RESPECT & APPRECIATION  9. I am regularly recognized for my contributions.  557 16 54 19 35. Our recognition and awards programs are meaningful to me.  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  UAB ADDITIONAL STATEMENTS  61. At this institution, a culture of open discussion exists.  62. I am comfortable confronting difficult and sensitive issues.  63. VPs/Deans are willing to confront difficult and sensitive issues.  64. I can recommend change to my immediate supervisor without fear of harming my career.  65. There are opportunities for me to advance at the institution.  80 6 72 9  14 58 16  15 4 19  15 4 18 52 19  16 54 18 52 19  17 54 70 6  18 52 12  18 53 14  19 54 17 55 18  19 55 18 57 18  10 56 15	18. Issues of low performance are addressed in my department.	53	20	50	21
Fairness - Average RESPECT & APPRECIATION 9. I am regularly recognized for my contributions. 57. 16. 54. 19 35. Our recognition and awards programs are meaningful to me. 45. At this institution, people are supportive of their colleagues regardless of their heritage or background. 52. We celebrate significant milestones and important accomplishments at this institution. 79. 4. 70. 6. Respect & Appreciation - Average 67. 11. 62. 12  UAB ADDITIONAL STATEMENTS 61. At this institution, a culture of open discussion exists. 62. I am comfortable confronting difficult and sensitive issues. 63. VPs/Deans are willing to confront difficult and sensitive issues. 64. I can recommend change to my immediate supervisor without fear of harming my career. 65. There are opportunities for me to advance at the institution. 65. There are opportunities for me to advance at the institution. 65. There are opportunities for me to advance at the institution. 65. There are opportunities for me to advance at the institution. 67. The are opportunities for me to advance at the institution. 68. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution.			10		14
RESPECT & APPRECIATION  9. I am regularly recognized for my contributions.  57 16 54 19  35. Our recognition and awards programs are meaningful to me.  45. At this institution, people are supportive of their colleagues regardless of their heritage or background.  78 6 75 6  79 4 70 6  78 A 70 6  79 A 70 6  79 Respect & Appreciation - Average  19 UAB ADDITIONAL STATEMENTS  61. At this institution, a culture of open discussion exists.  62. I am comfortable confronting difficult and sensitive issues.  63. VPs/Deans are willing to confront difficult and sensitive issues.  64. I can recommend change to my immediate supervisor without fear of harming my career.  65 There are opportunities for me to advance at the institution.  19 A 70 A 7	54. This institution has clear and effective procedures for dealing with discrimination.	80	6		9
9. I am regularly recognized for my contributions.  35. Our recognition and awards programs are meaningful to me.  45. At this institution, people are supportive of their colleagues regardless of their heritage or background.  46. At this institution, people are supportive of their colleagues regardless of their heritage or background.  47. At this institution, people are supportive of their colleagues regardless of their heritage or background.  48. At this institution, people are supportive of their colleagues regardless of their heritage or background.  49. At this institution, a colleagues regardless of their heritage or background.  49. At this institution, a colleagues regardless of their heritage or background.  49. At this institution, a colleagues regardless of their heritage or background.  40. At this institution, a colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regardless of their heritage or background.  40. A popular value of their colleagues regard		63	14	58	16
35. Our recognition and awards programs are meaningful to me.  45. At this institution, people are supportive of their colleagues regardless of their heritage or background.  52. We celebrate significant milestones and important accomplishments at this institution.  79					
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  UAB ADDITIONAL STATEMENTS  61. At this institution, a culture of open discussion exists.  62. I am comfortable confronting difficult and sensitive issues.  63. VPs/Deans are willing to confront difficult and sensitive issues.  64. I can recommend change to my immediate supervisor without fear of harming my career.  65. There are opportunities for me to advance at the institution.  Calculate their heritage or background.  78 6 75 6  79 4 70 6  79 4 16  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 70 6  79 4 11 62 12  19 7 14 53 15  19					
52. We celebrate significant milestones and important accomplishments at this institution.  Respect & Appreciation - Average  UAB ADDITIONAL STATEMENTS  61. At this institution, a culture of open discussion exists.  62. I am comfortable confronting difficult and sensitive issues.  63. VPs/Deans are willing to confront difficult and sensitive issues.  64. I can recommend change to my immediate supervisor without fear of harming my career.  65. There are opportunities for me to advance at the institution.  Calculate this institution.  Calculate the problem of the problem	· · · · · · · · · · · · · · · · · · ·				
Respect & Appreciation - Average  UAB ADDITIONAL STATEMENTS  61. At this institution, a culture of open discussion exists. 62. I am comfortable confronting difficult and sensitive issues. 63. VPs/Deans are willing to confront difficult and sensitive issues. 64. I can recommend change to my immediate supervisor without fear of harming my career. 65. There are opportunities for me to advance at the institution.  UAB Additional Statements - Average  67 11 62 12  18 53 14  19 53 15  19 50 15					
UAB ADDITIONAL STATEMENTS5811531461. At this institution, a culture of open discussion exists.5811531462. I am comfortable confronting difficult and sensitive issues.5714531563. VPs/Deans are willing to confront difficult and sensitive issues.5713521564. I can recommend change to my immediate supervisor without fear of harming my career.7411681365. There are opportunities for me to advance at the institution.58185718UAB Additional Statements - Average61135615			-		
61. At this institution, a culture of open discussion exists. 62. I am comfortable confronting difficult and sensitive issues. 63. VPs/Deans are willing to confront difficult and sensitive issues. 64. I can recommend change to my immediate supervisor without fear of harming my career. 65. There are opportunities for me to advance at the institution. 65. There are opportunities for me to advance at the institution. 65. There are opportunities for me to advance at the institution. 66. There are opportunities for me to advance at the institution. 67. There are opportunities for me to advance at the institution. 68. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 69. There are opportunities for me to advance at the institution. 60. There are opportunities for me to advance at the institution. 60. There are opportunities for me to advance at the institution. 60. There are opportunities for me to advance at the institution. 61. There are opportunities for me to advance at the institution. 62. There are opportunities for me to advance at the institution. 63. There are opportunities for me to advance at the institution. 64. The are opportunities for me to advance at the institution. 65. There are opportunities for me to advance at the institution. 65. There are opportunities for me to advance at the institution. 66. The are opportunities for me to advance at the institution. 67. The are opportunities for me to advance at the institution. 68. The are opportunities for me to advance at the institution.	, ,,	67	11	62	12
62. I am comfortable confronting difficult and sensitive issues. 63. VPs/Deans are willing to confront difficult and sensitive issues. 64. I can recommend change to my immediate supervisor without fear of harming my career. 65. There are opportunities for me to advance at the institution. 65. There are opportunities for me to advance at the institution. 66. There are opportunities for me to advance at the institution. 67. 14. 53. 15. 15. 15. 15. 15. 15. 15. 15. 15. 15		-	11	FO	1.4
63. VPs/Deans are willing to confront difficult and sensitive issues.  64. I can recommend change to my immediate supervisor without fear of harming my career.  65. There are opportunities for me to advance at the institution.  Confront difficult and sensitive issues.  74	·				
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	· · · · · · · · · · · · · · · · · · ·				
65. There are opportunities for me to advance at the institution.  UAB Additional Statements - Average  58 18 57 18  18 57 18	· · · · · · · · · · · · · · · · · · ·				
UAB Additional Statements - Average 61 13 56 15	· · · · · · · · · · · · · · · · · · ·				
Overall Survey Averages 68 11 63 12					
	Overali Survey Averages	08		03	T 12

Survey Response Rates Faculty

2019 42% 38% 63% 51% 55% 44%