

# 2018 Employee Engagement Survey: Faculty Overview



# Introduction

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**ModernThink**

- Specializes in Engagement and Survey Administration for Academic Institutions
- Publishes The Chronicles' Great Colleges to Work For
- Pilot Year for Initial Survey Engagement @ DU

# Survey Overview

## Methodology

- Online Survey Administered:  
May 8 - May 22, 2018

## Response Rate

- 2018 Overall Response Rate:  
 $1650/3075 = 54\%$

60

Survey statements on a 5-point  
agreement scale

Additional statements on a 5-point  
agreement scale

12

28

Benefit Satisfaction Questions on  
a 5-point satisfaction scale

Open-ended Questions

4

8

Demographic Questions

# Response Rates

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Response Rate	Respondents	Surveys Sent	Percentage
<b>ALL EMPLOYEES</b>	<b>1650</b>	<b>3075</b>	<b>54%</b>
Tenure Line Faculty	295	483	61%
Non Tenure Line Faculty	184	333	55%
Adjunct Faculty	110	567	19%

# Response Guidelines

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

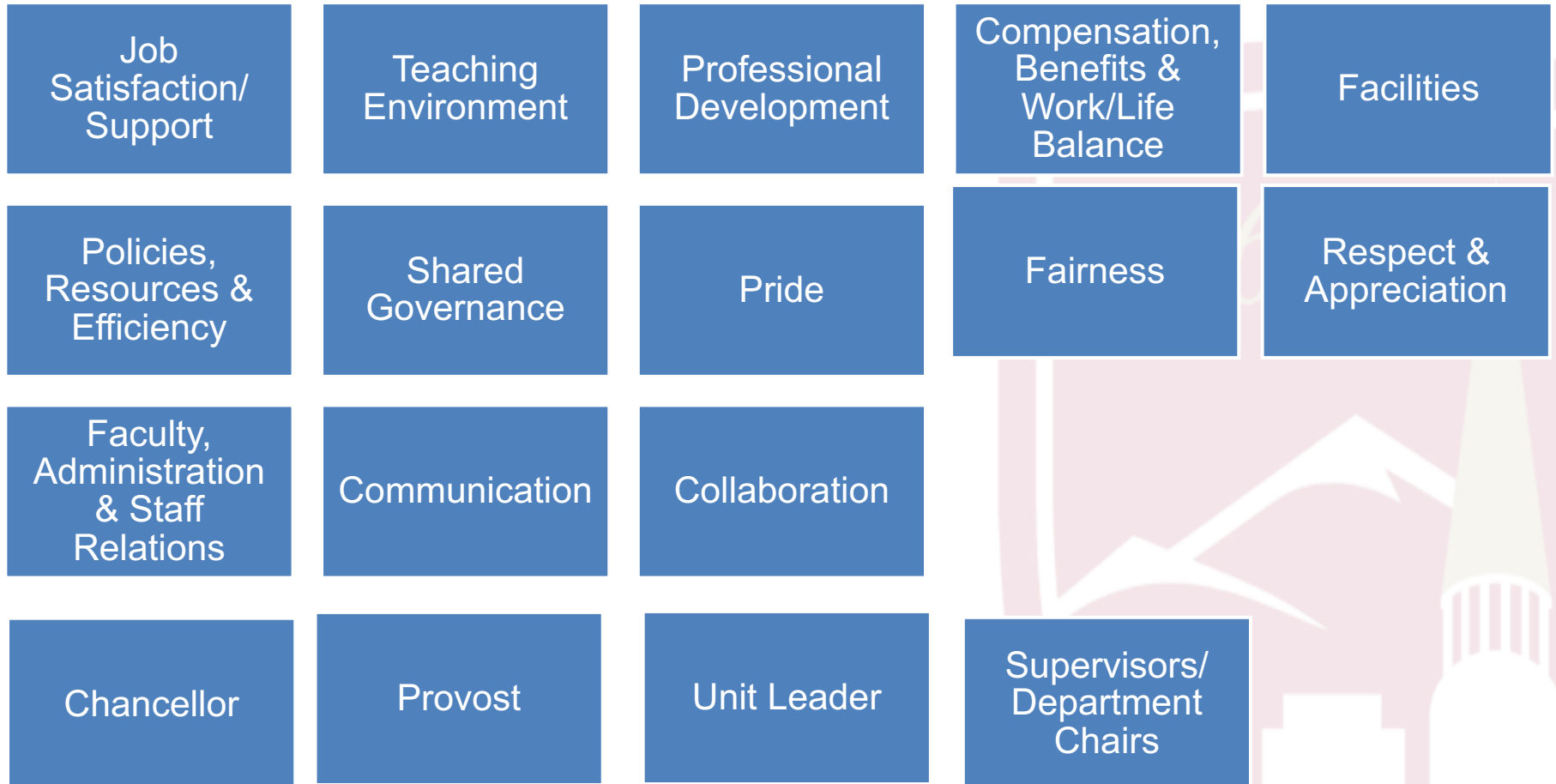
**Positive Responses**  
*Strongly Agree, Agree*

**Negative Responses**  
*Strongly Disagree, Disagree*

Guideline Score	Description	Guideline Score
75% +	Very Good to Excellent	< 10%
65 – 74%	Good	10 – 14%
55 – 64%	Fair to Mediocre	15 – 19%
45 – 54%	Warrants Attention	20 – 29%
< 45%	Poor	30% +

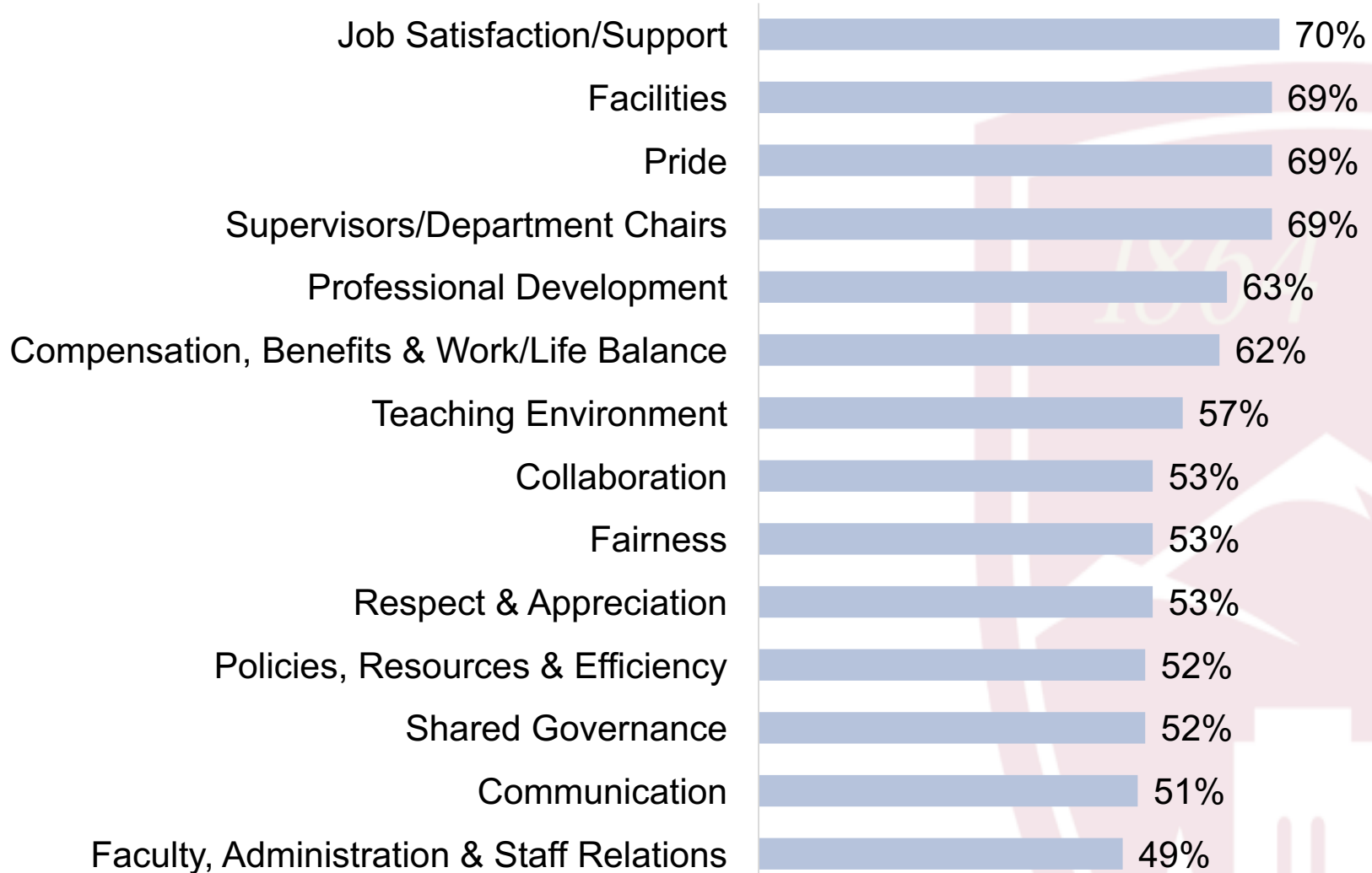
# Dimensions

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# Dimensions – DU (%Positive)

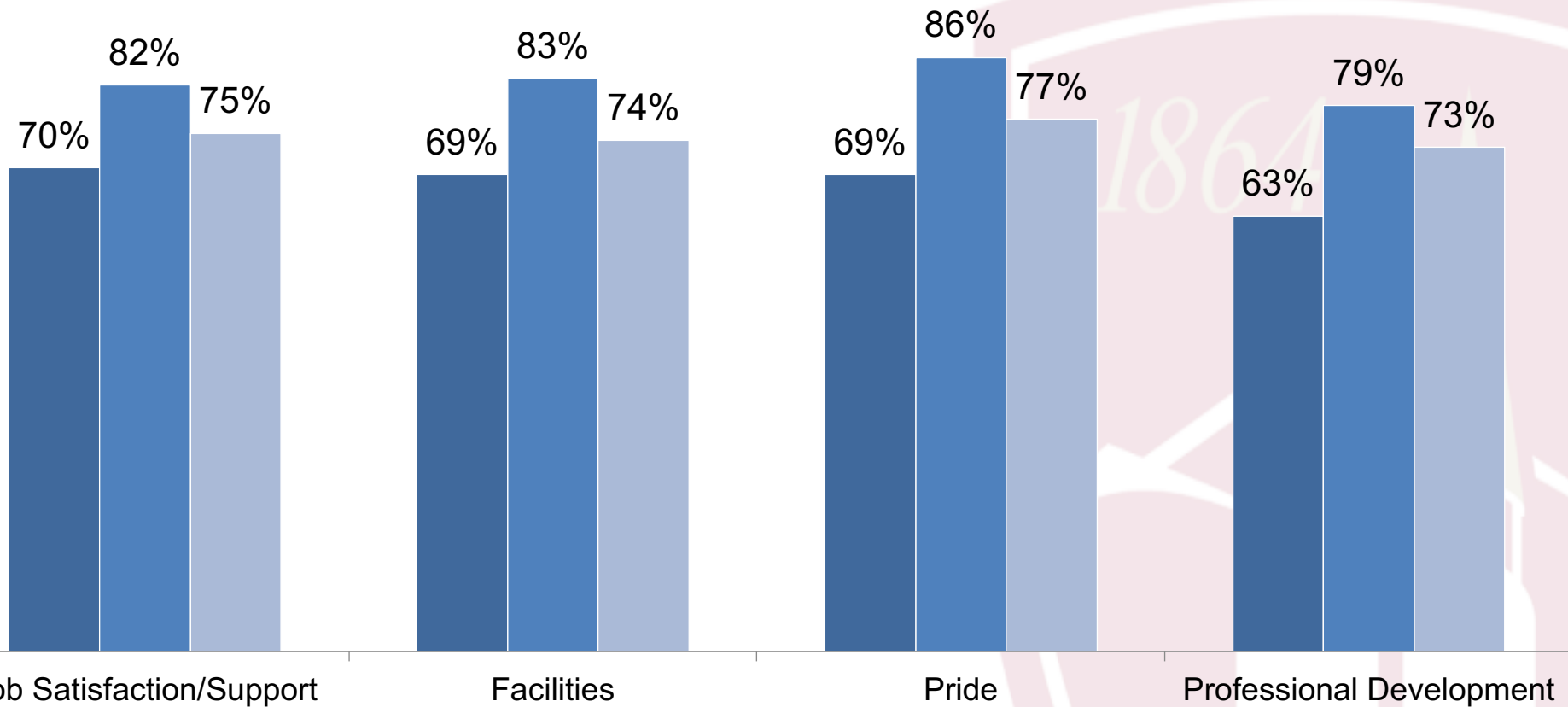
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# Dimensions (%Positive)

■ University of Denver ■ Honor Roll ■ Enrollment Size (Large)

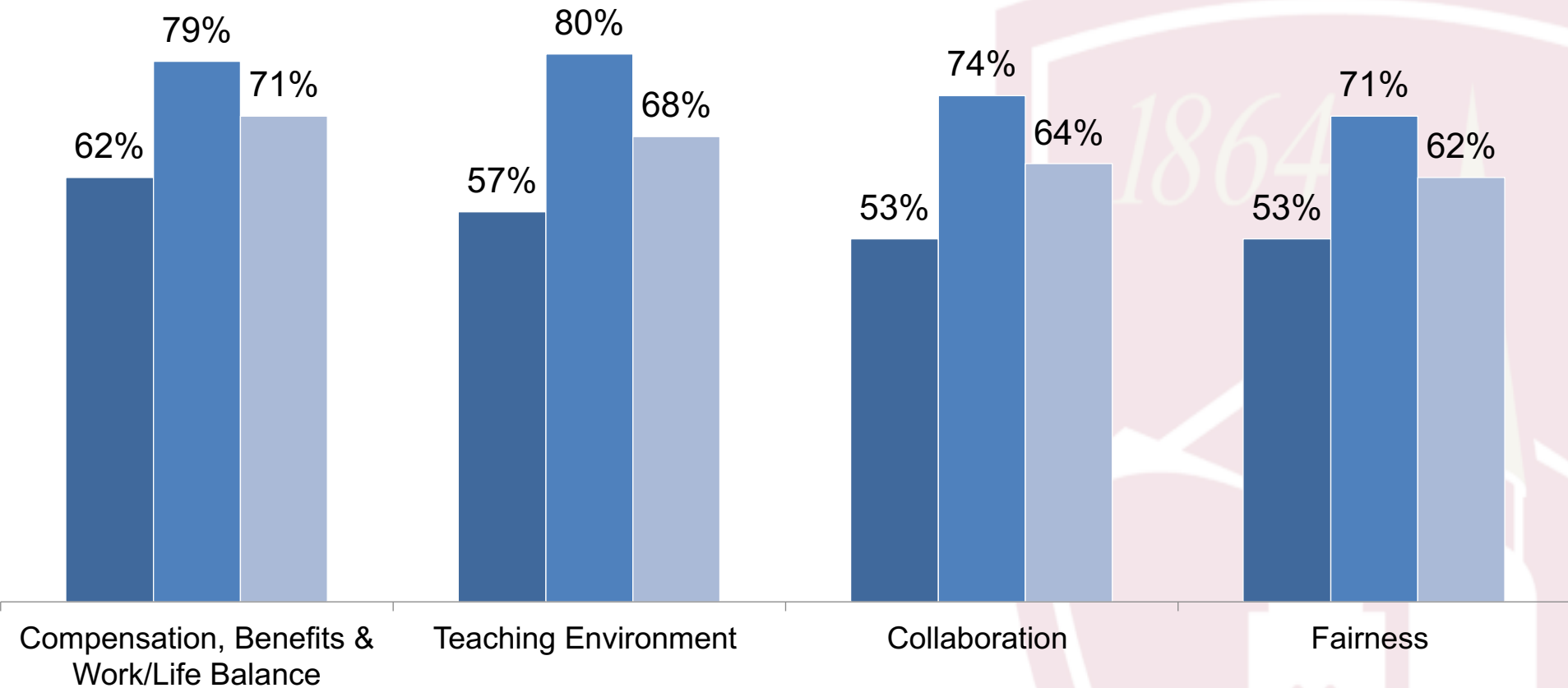






# Dimensions (%Positive)

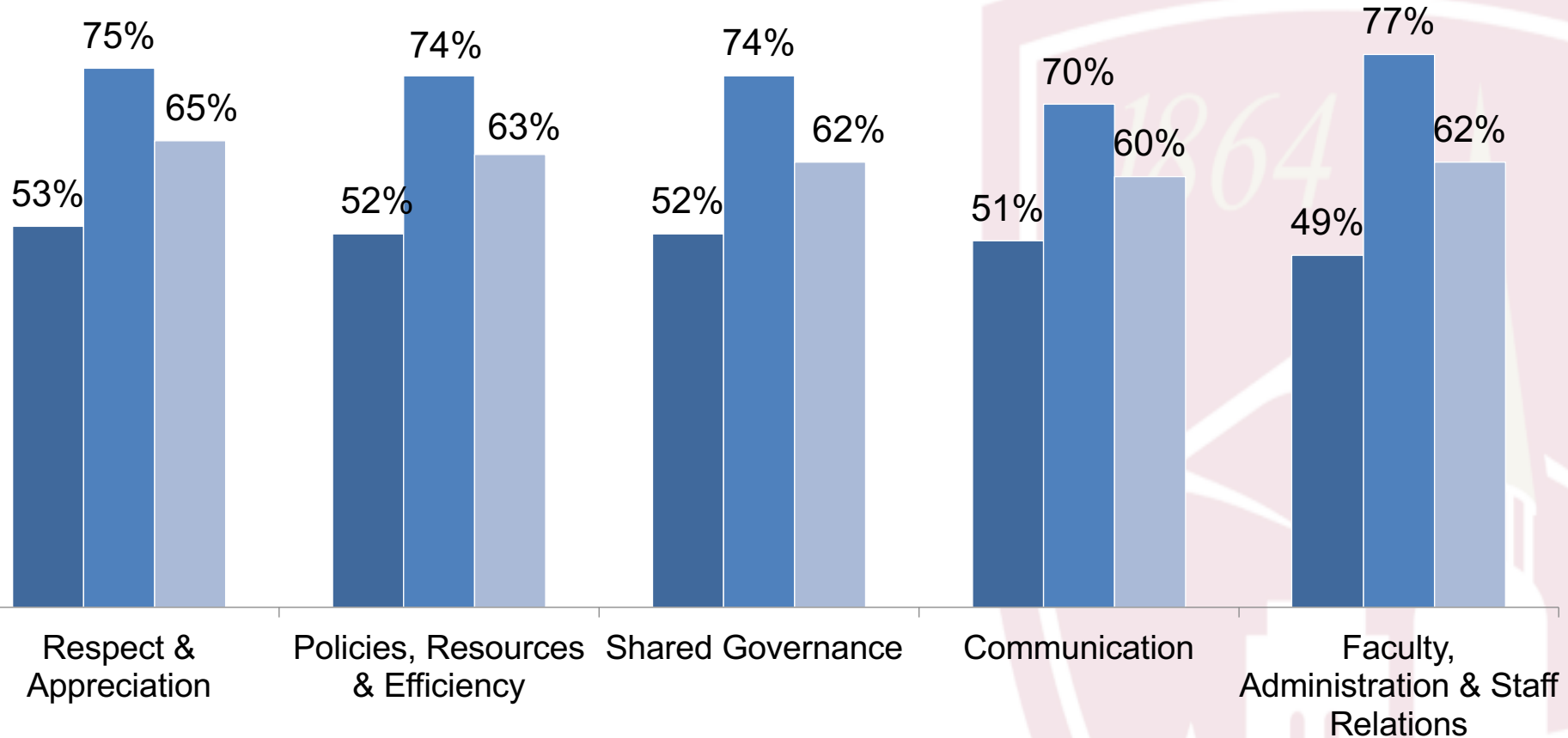
■ University of Denver ■ Honor Roll ■ Enrollment Size (Large)





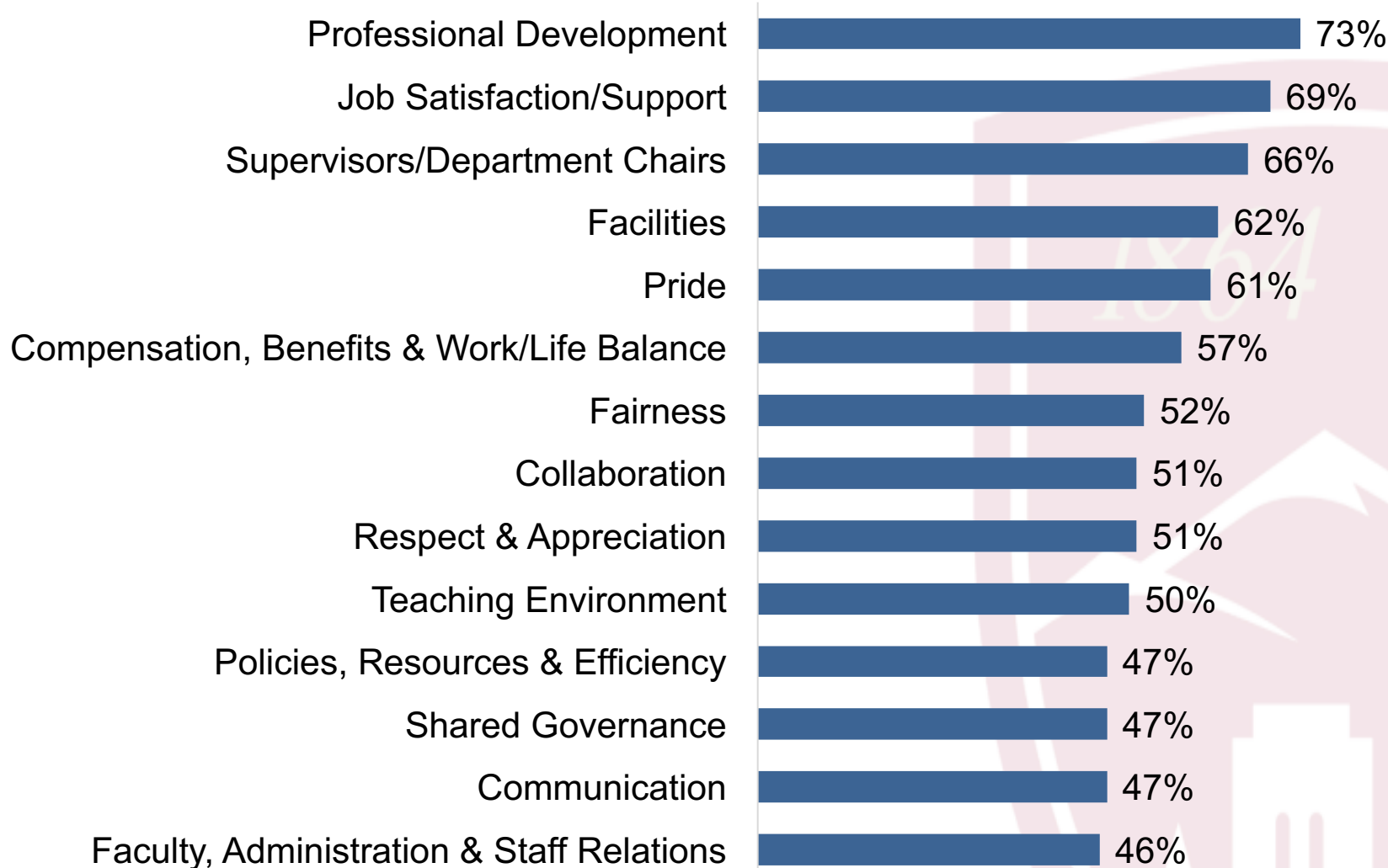
# Dimensions (%Positive)

■ University of Denver ■ Honor Roll ■ Enrollment Size (2018)



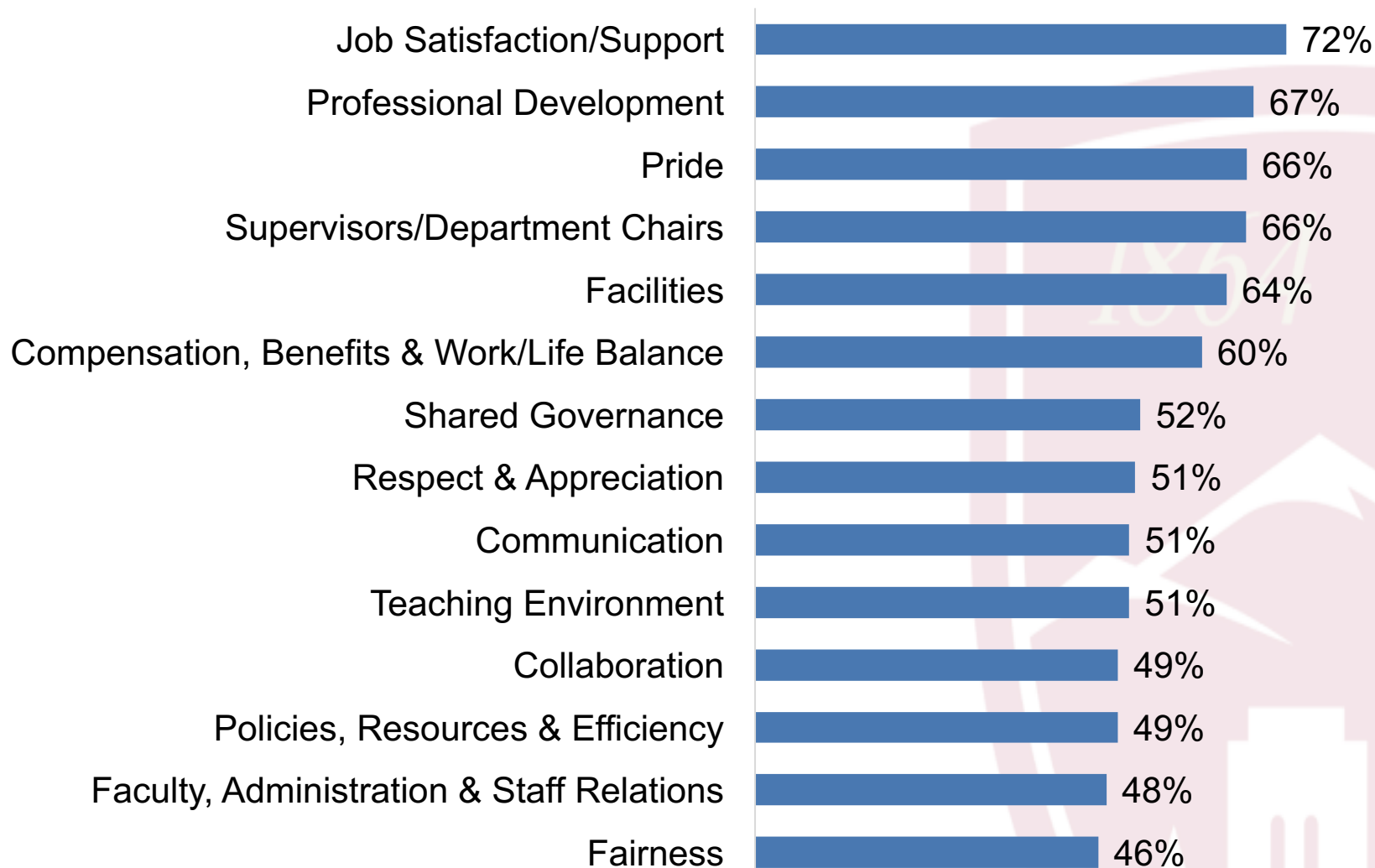


# Dimensions – Tenure Line (%Positive)



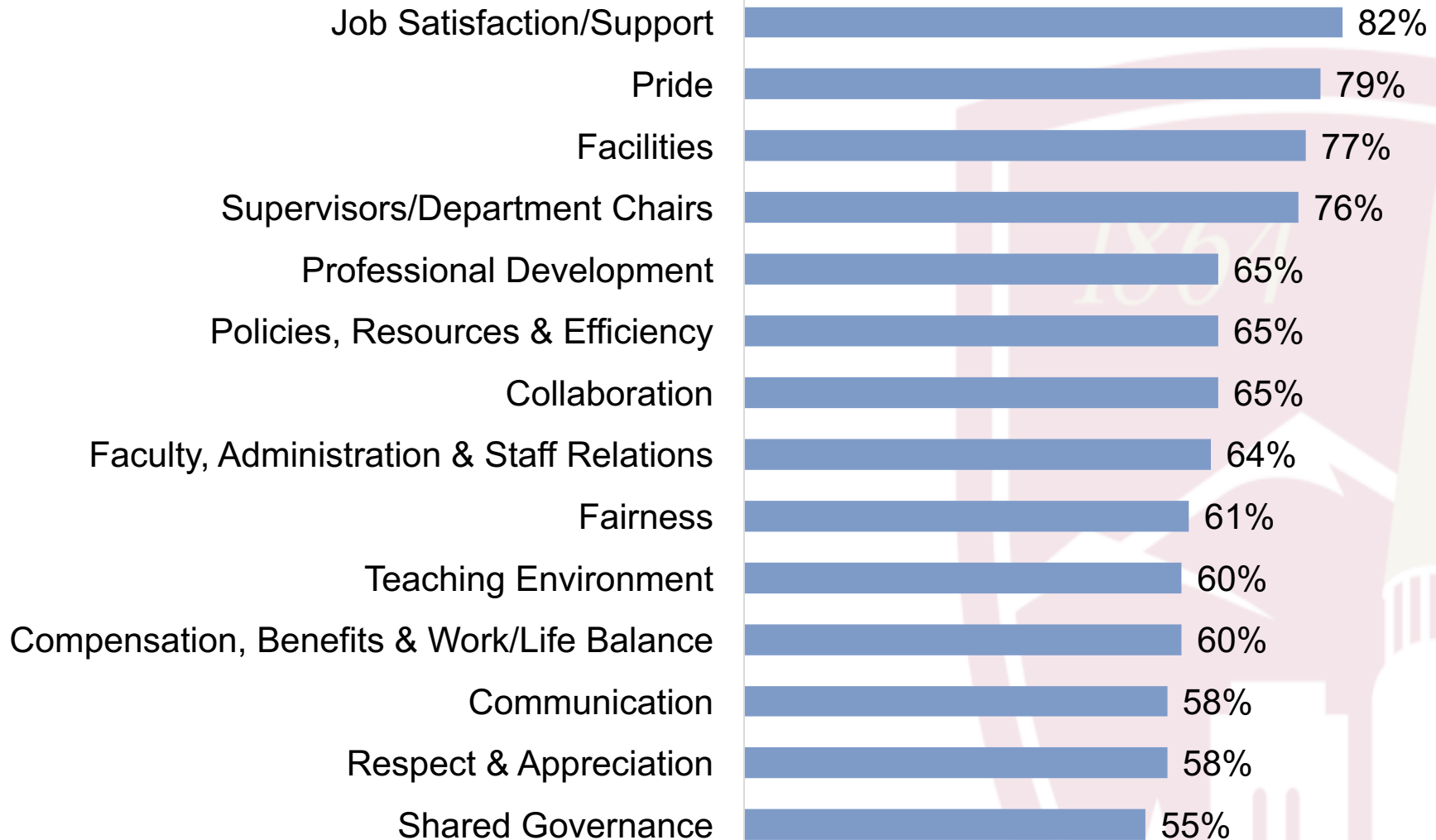


# Dimensions – Non-Tenure Line (%Positive)



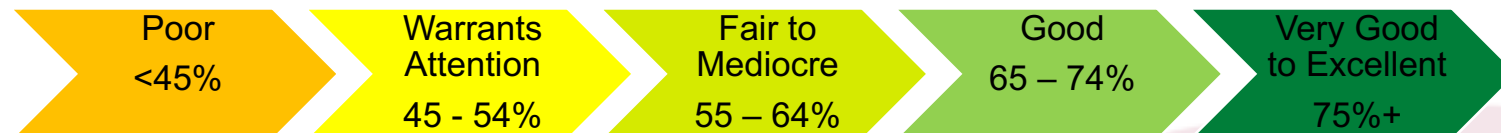
# Dimensions – Adjunct (%Positive)

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# Dimensions (Appointed Faculty)



Job Satisfaction/  
Support  
(69%)

Teaching  
Environment  
(49%)

Professional  
Development  
(70%)

Comp., Benefits  
& Work/Life  
Balance  
(58%)

Facilities  
(62%)

Policies,  
Resources &  
Efficiency  
(47%)

Shared  
Governance  
(48%)

Pride  
(63%)

Supervisors/  
Department  
Chairs  
(66%)

Unit Leader  
(61%)

Faculty,  
Administration &  
Staff Relations  
(46%)

Communication  
(48%)

Collaboration  
(49%)

Fairness  
(49%)

Respect &  
Appreciation  
(50%)

Chancellor  
(60%)

Provost  
(57%)

# Leadership

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- Chancellor
- Provost
- Unit Leader
- Supervisor/Dept. Chair



# Chancellor

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
The Chancellor provides a clear direction for this institution's future.	56	60	74	69
The Chancellor has the knowledge, skills and experience necessary for institutional success.	69	66	79	77
The Chancellor shows a genuine interest in the well-being of faculty, administration and staff.	51	58	75	62
The Chancellor communicates openly about important matters.	51	57	74	63
The Chancellor regularly models this institution's values.	64	70	81	75
The Chancellor is credible in their communications.	60	68	79	73



# Provost

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
The Provost provides a clear direction for this institution's future.	53	55	67	60
The Provost has the knowledge, skills and experience necessary for institutional success.	67	68	74	71
The Provost shows a genuine interest in the well-being of faculty, administration and staff.	57	59	66	59
The Provost communicates openly about important matters.	48	53	67	56
The Provost regularly models this institution's values.	60	65	75	68
The Provost is credible in their communications.	55	65	75	65

# Unit Leader (Dean, VC, VP, etc.)

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
My unit leader provides a clear direction for this institution's future.	57	55	66	61
My unit leader has the knowledge, skills and experience necessary for institutional success.	64	69	82	73
My unit leader shows a genuine interest in the well-being of faculty, administration and staff.	58	63	64	65
My unit leader communicates openly about important matters.	56	51	66	59
My unit leader regularly models this institution's values.	64	66	78	71
My unit leader is credible in their communications.	65	66	75	70



# Supervisors/Department Chairs

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
My supervisor/department chair makes his/her expectations clear.	66	61	80	66
I receive feedback from my supervisor/department chair that helps me.	57	54	55	60
I believe what I am told by my supervisor/department chair.	65	73	85	72
My supervisor/department chair regularly models this institution's values.	68	68	82	72
My supervisor/department chair is consistent and fair.	65	67	80	68
My supervisor/department chair actively solicits my suggestions and ideas.	68	63	64	65
I have a good relationship with my supervisor/department chair.	76	79	86	80

# Top Statements – % Positive

Survey Statement	Tenure Line	Non-Tenure Line	Adjunct Line	University of Denver
I understand how my job contributes to this institution's mission.	84	82	92	86
I am given the responsibility and freedom to do my job.	82	83	91	82
My job makes good use of my skills and abilities.	82	76	85	73
I have a good relationship with my supervisor/department chair.	76	79	86	80
I understand the necessary requirements to advance my career.	75	61	53	56
I am proud to be part of this institution.	64	77	86	74
The institution takes reasonable steps to provide a safe and secure environment for the campus.	74	78	88	80

# Bottom Statements – % Negative

Survey Statement	Tenure Line	Non-Tenure Line	Adjunct	University of Denver
My department has adequate faculty/staff to achieve our goals.	55	44	18	41
This institution's culture is special - something you don't find just anywhere.	35	31	16	27
There's a sense that we're all on the same team at this institution.	35	30	16	30
Issues of low performance are addressed in my department.	32	38	19	29
I am paid fairly for my work.	31	41	46	40
Our recognition and awards programs are meaningful to me.	31	36	35	33



# Additional Bottom Statements – % Negative

Survey Statement	Tenure Line	Non-Tenure Line	Adjunct	University of Denver
Changes that affect me are discussed prior to being implemented.	22	26	40	27
This institution's benefits meet my needs.	16	13	37	13
I understand the necessary requirements to advance my career.	11	20	28	22

# Job Satisfaction/Support

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
My job makes good use of my skills and abilities.	82	76	85	73
I am given the responsibility and freedom to do my job.	82	83	91	82
I am provided the resources I need to be effective in my job.	42	56	71	56

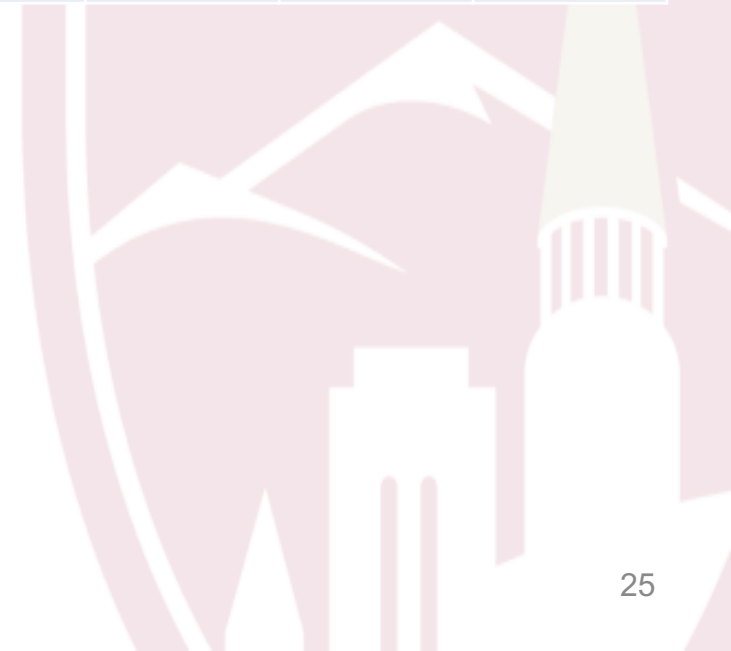
# Teaching Environment

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
There is a good balance of teaching, service and research at this institution.	45	56	74	63
Teaching is appropriately recognized in the evaluation and promotion process.	53	52	53	54
There is appropriate recognition of innovative and high quality teaching.	53	44	53	55



# Professional Development

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
I am given the opportunity to develop my skills at this institution.	70	74	76	70
I understand the necessary requirements to advance my career.	75	61	53	56





# Comp., Benefits & Work/Life Balance

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
I am paid fairly for my work.	44	32	31	37
This institution's benefits meet my needs.	54	66	52	64
My supervisor/department chair supports my efforts to balance my work and personal life.	70	71	81	77
This institution's policies and practices give me the flexibility to manage my work and personal life.	61	72	74	68

# Facilities

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
The institution takes reasonable steps to provide a safe and secure environment for the campus.	<b>74</b>	<b>78</b>	<b>88</b>	<b>80</b>
The facilities (e.g., classrooms, offices) adequately meet my needs.	<b>49</b>	<b>50</b>	<b>65</b>	<b>58</b>

# Policies, Resources & Efficiency

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
Our review process accurately measures my job performance.	51	49	49	44
My department has adequate faculty/staff to achieve our goals.	25	34	60	34
Our orientation program prepares new faculty, administration and staff to be effective.	43	44	54	51
This institution actively contributes to the community.	70	67	85	75
This institution places sufficient emphasis on having diverse faculty, administration and staff.	52	48	68	58
This institution is well run.	40	51	71	52

# Shared Governance

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
The role of faculty in shared governance is clearly stated and publicized.	46	46	48	47
Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	55	63	57	63
Faculty, administration and staff are meaningfully involved in institutional planning.	41	47	59	45

# Pride

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
I understand how my job contributes to this institution's mission.	84	82	92	86
Overall, my department is a good place to work.	69	71	82	75
I am proud to be part of this institution.	64	77	86	74
This institution's culture is special - something you don't find just anywhere.	32	33	59	42
All things considered, this is a great place to work.	57	70	76	67



# Faculty, Administration & Staff Relations

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	53	56	72	58
There is regular and open communication among faculty, administration and staff.	39	39	55	39

# Communication

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
When I offer a new idea, I believe it will be fully considered.	51	59	75	60
In my department, we communicate openly about issues that impact each other's work.	48	49	57	55
Changes that affect me are discussed prior to being implemented.	47	46	39	42
At this institution, we discuss and debate issues respectfully to get better results.	41	47	61	48



# Collaboration

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
We have opportunities to contribute to important decisions in my department.	69	60	54	60
People in my department work well together.	54	51	74	65
I can count on people to cooperate across departments.	49	47	70	51
There's a sense that we're all on the same team at this institution.	30	38	61	37

# Fairness

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
I can speak up or challenge a traditional way of doing something without fear of harming my career.	59	50	68	60
Promotions in my department are based on a person's ability.	63	52	57	51
Issues of low performance are addressed in my department.	38	36	46	42
This institution's policies and practices ensure fair treatment for faculty, administration and staff.	46	47	63	51
This institution has clear and effective procedures for dealing with discrimination.	53	48	69	59

# Respect & Appreciation

Survey Statement	2018 Tenure Line % Positive	2018 Non- Tenure Line % Positive	2018 Adjunct % Positive	2018 University of Denver % Positive
I am regularly recognized for my contributions.	50	51	49	50
Our recognition and awards programs are meaningful to me.	38	33	38	34
At this institution, people are supportive of their colleagues regardless of their heritage or background.	64	63	78	69
We celebrate significant milestones and important accomplishments at this institution.	50	59	67	57

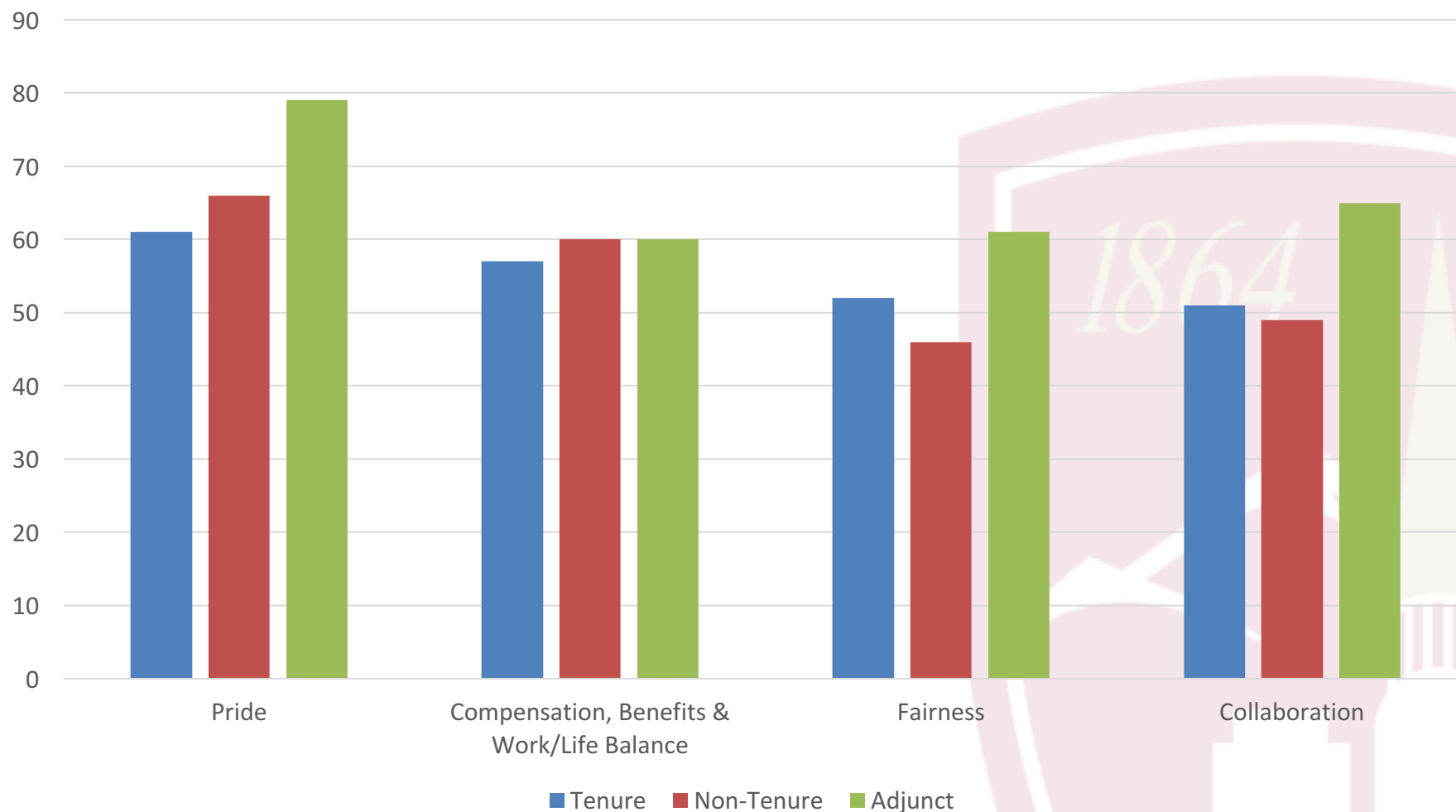


# % Positive Response



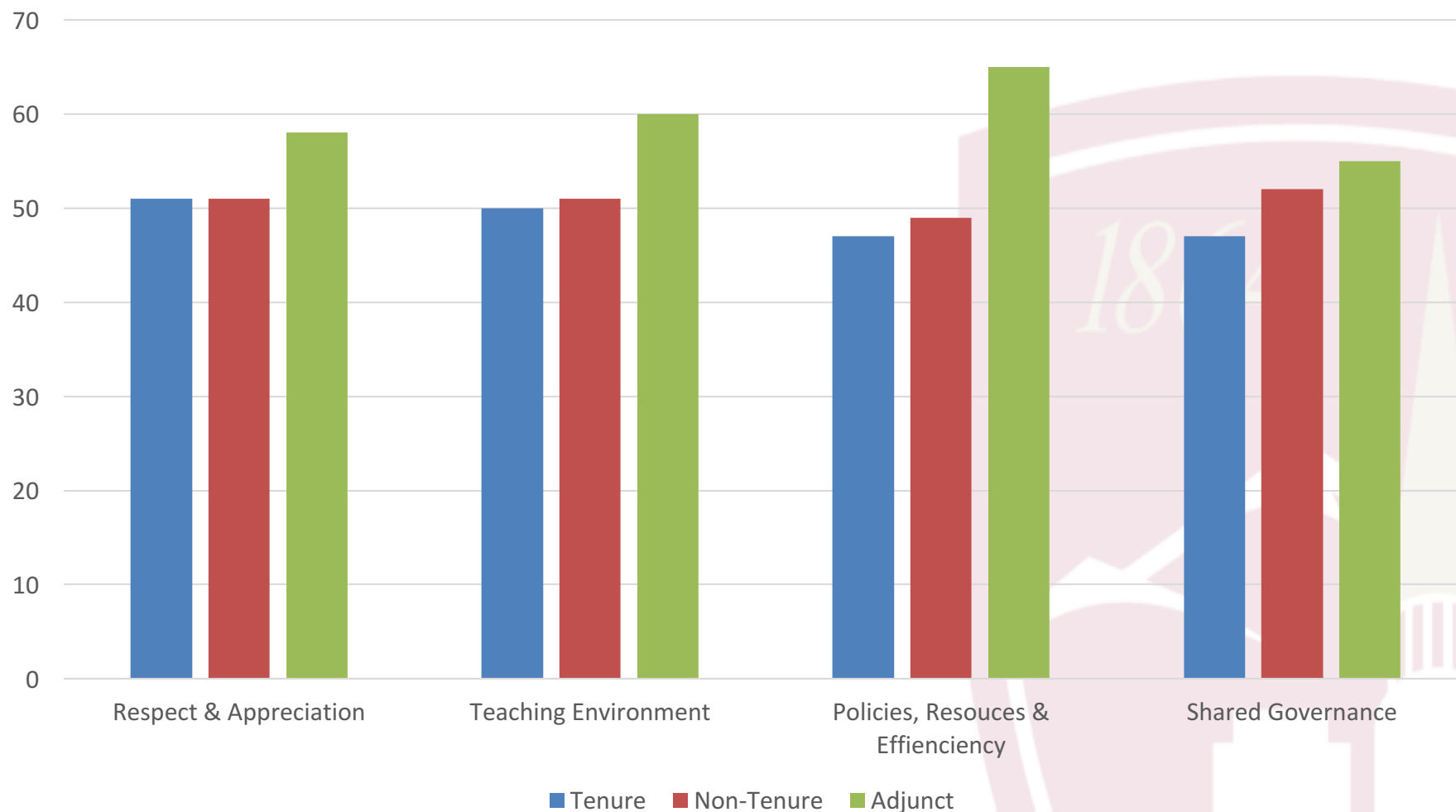


# % Positive Response



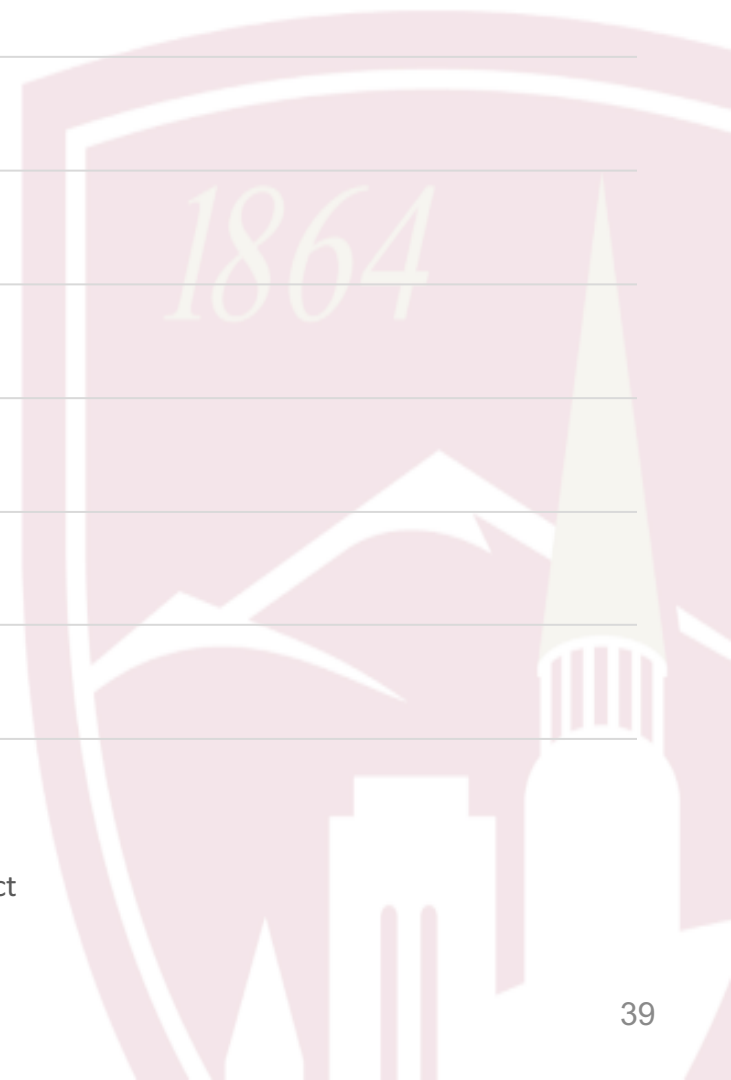
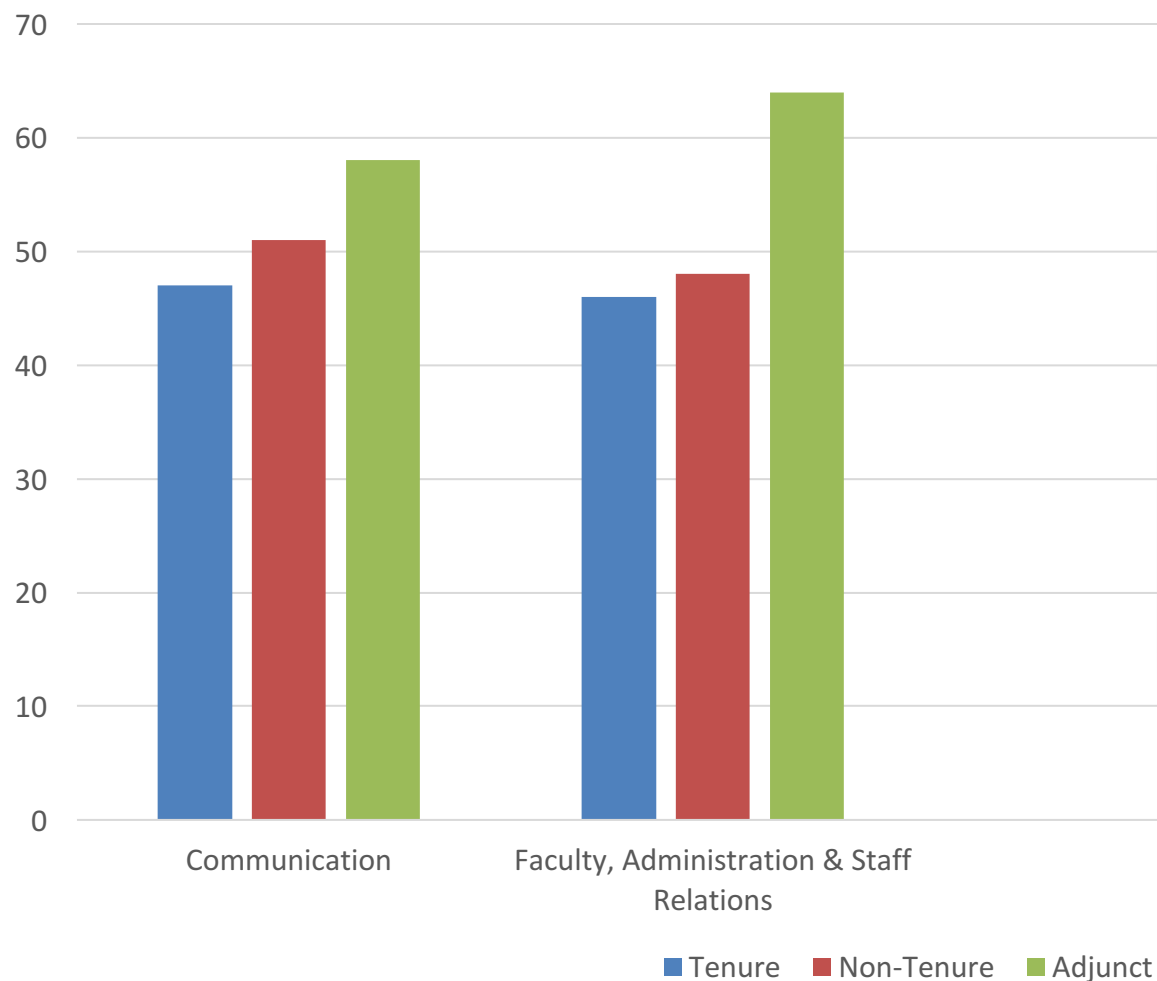


# % Positive Response



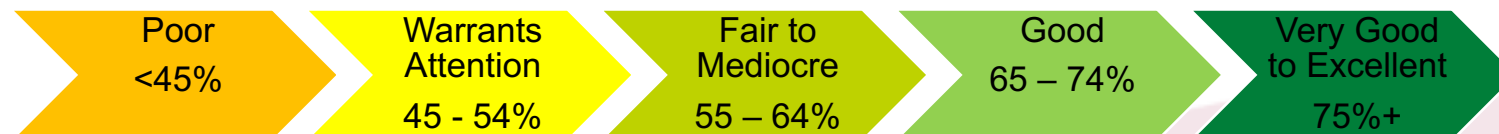


# % Positive Response





# Dimensions (University)



Job Satisfaction/  
Support  
(70%)

Teaching  
Environment  
(57%)

Professional  
Development  
(63%)

Comp., Benefits  
& Work/Life  
Balance  
(62%)

Facilities  
(69%)

Policies,  
Resources &  
Efficiency  
(52%)

Shared  
Governance  
(52%)

Pride  
(69%)

Supervisors/  
Department  
Chairs  
(69%)

Unit Leader  
(67%)

Faculty,  
Administration &  
Staff Relations  
(49%)

Communication  
(51%)

Collaboration  
(53%)

Fairness  
(53%)

Respect &  
Appreciation  
(53%)

Chancellor  
(70%)

Provost  
(63%)



# Call for Nominations: Knowledge Bridges

A Selection committee for the Knowledge Bridges Project is being formed. The RFP lists the following members:

- Vice Provost for Research and Graduate Education (Chair)
- Four Faculty Representatives
- Vice Chancellor of Advancement
- Senior Advisor of Academic Innovation
- Chancellor and/or Provost

We have been asked to nominate faculty members to serve on the Committee.

Please send nominations (including self-nominations) to [darrin.hicks@du.edu](mailto:darrin.hicks@du.edu) by October 25, 2018.

# Agenda

- 12:00: Call to Order; Approval of Minutes
- 12:05: At-Large Senator Elections
- 12:20: Presentation of Engagement Survey and Administrator Evaluation Results
- 12:45: First Reading and Discussion of Motions on Committee Constitution and Appointment
- 1:20: New Business
- 1:30: Adjournment

