

ModernThink

University of Tennessee 2011 Employee Engagement Survey

Overall System

Positive Response

Negative Response

		Positive Response	Negative Response
Job Satisfaction/Support			
1	My job makes good use of my skills and abilities.	77	5
2	I am given the responsibility and freedom to do my job.	82	4
4	I am provided the resources I need to be effective in my job.	63	10
Job Satisfaction/Support - Average		74	6
Teaching Environment			
33	There is a good balance of teaching, service and research at this institution.	68	10
40	Teaching is appropriately recognized in the evaluation and promotion process.	58	14
51	There is appropriate recognition of innovative and high quality teaching.	62	11
Teaching Environment - Average		62	11
Professional Development			
6	I am given the opportunity to develop my skills at this institution.	72	8
10	I understand the necessary requirements to advance my career.	68	13
Professional Development - Average		70	10
Compensation, Benefits & Work/Life Balance			
11	I am paid fairly for my work.	35	38
34	This institution's benefits meet my needs.	68	7
47	My supervisor/department chair supports my efforts to balance my work and personal life.	77	8
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	73	6
Compensation, Benefits & Work/Life Balance - Average		63	14
Facilities			
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	81	4
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	63	12
Facilities - Average		72	8
Policies, Resources & Efficiency			
17	Our review process accurately measures my job performance.	51	20
28	My department has adequate faculty/staff to achieve our goals.	40	31
30	Our orientation program prepares new faculty, administration and staff to be effective.	54	16
49	This institution actively contributes to the community.	81	3
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	76	5

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57	This institution is well run.	54	12
Policies, Resources & Efficiency - Average		59	14
Shared Governance			
38	The role of faculty in shared governance is clearly stated and publicized.	57	12
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	66	8
42	Faculty, administration and staff are meaningfully involved in institutional planning.	46	16
Shared Governance - Average		56	12
Pride			
5	I understand how my job contributes to this institution's mission.	89	2
25	Overall, my department is a good place to work.	77	5
36	I am proud to be part of this institution.	81	2
59	This institution's culture is special — something you don't find just anywhere.	58	13
60	All things considered, this is a great place to work.	73	5
Pride - Average		75	5
Supervisors/Department Chairs			
3	My supervisor/department chair makes his/her expectations clear.	71	9
7	I receive feedback from my supervisor/department chair that helps me.	65	12
12	I believe what I am told by my supervisor/department chair.	65	10
15	My supervisor/department chair regularly models this institution's values.	69	11
19	My supervisor/department chair is consistent and fair.	63	14
20	My supervisor/department chair actively solicits my suggestions and ideas.	59	15
24	I have a good relationship with my supervisor/department chair.	79	5
Supervisors/Department Chairs - Average		67	10
Senior Leadership			
27	Senior leadership provides a clear direction for this institution's future.	55	14
32	Our senior leadership has the knowledge, skills and experience necessary for our success.	65	9
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	57	13
41	Senior leadership communicates openly about important matters.	52	14
48	Senior leadership regularly models this institution's values.	64	9
56	I believe what I am told by senior leadership.	54	12

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Senior Leadership - Average		57	11
Faculty, Administration & Staff Relations			
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	62	7
55	There is regular and open communication among faculty, administration and staff.	48	16
Faculty, Administration & Staff Relations - Average		55	11
Communication			
8	When I offer a new idea, I believe it will be fully considered.	57	14
21	In my department, we communicate openly about issues that impact each other's work.	55	16
22	Changes that affect me are discussed prior to being implemented.	44	22
43	At this institution, we discuss and debate issues respectfully to get better results.	46	17
Communication - Average		50	17
Collaboration			
13	We have opportunities to contribute to important decisions in my department.	53	18
23	People in my department work well together.	61	10
26	I can count on people to cooperate across departments.	51	11
58	There's a sense that we're all on the same team at this institution.	43	20
Collaboration - Average		52	14
Fairness			
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	55	19
16	Promotions in my department are based on a person's ability.	44	26
18	Issues of low performance are addressed in my department.	46	22
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	54	14
54	This institution has clear and effective procedures for dealing with discrimination.	75	7
Fairness - Average		54	17
Respect & Appreciation			
9	I am regularly recognized for my contributions.	52	19
35	Our recognition and awards programs are meaningful to me.	47	22
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	71	7
52	We celebrate significant milestones and important accomplishments at this institution.	71	5
Respect & Appreciation - Average		60	13

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University of Tennessee System-Specific Statements		Positive Response	Negative Response
61	I have colleagues or peers who give me career advice or guidance when I need it.	70	11
62	People in my department value my work.	70	7
63	I understand the performance standards that apply to my job and work.	84	4
64	I understand pay policies that apply to me.	71	11
65	I understand how merit increases are determined.	47	28
66	This campus/institute has taken steps to enhance the climate for racial/ethnic minority administrators/administrative staff.	75	5
67	I would rate my campus/institute as a very good place for individuals from an underrepresented (non-majority) identity group.	73	6
68	I understand the UT System's role in supporting individual campuses and institutes.	59	15
69	The UT System communicates system-wide news and policies effectively.	63	10
70	The UT System provides adequate support to this campus.	56	14
University of Tennessee System Specific Statements - Average		66	11
Overall Survey Average 1 - 70		62	12
Overall Survey Average 1 - 60		61	12

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