NJIT 2015 Survey Results

TOPLINE SURVEY DIMENSION RESULTS:

- Survey average: 63%
- Job Satisfaction/Support: 70%
- Teaching Environment: 59%
- Professional Development: 71%
- Compensation, Benefits & Work/Life Balance: 74%
- Facilities: 61%
- Policies, Resources & Efficiency: 53%
- Shared Governance: 64%
- Pride: 70%
- Supervisor/Department Chair: 71%
- Senior Leadership: 61%
- Faculty, Administration & Staff Relations: 56%
- Communications: 59%
- Collaboration: 54%
- Fairness: 57%
- Respect & Appreciation: 61%
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HERE IS WHAT IS BEING DONE:

• Create two new recognition programs, one “just in time” for colleague or peer recognition and one specifically for recognizing collaborative/cross functional team or diversity related efforts.

• Launch new employee training and development curriculum.

• Launch “Managing Successfully at NJIT”, a program designed around policies and procedures and CBA provisions.

• Ensure supervisors practice good performance management and provide opportunities for employee development.

• “Employee Engagement Committee” reviewing recommendations for sponsored activities.

• Creation of Faculty Search and Selection Guidelines, including search committee training, to ensure inclusive search strategies.