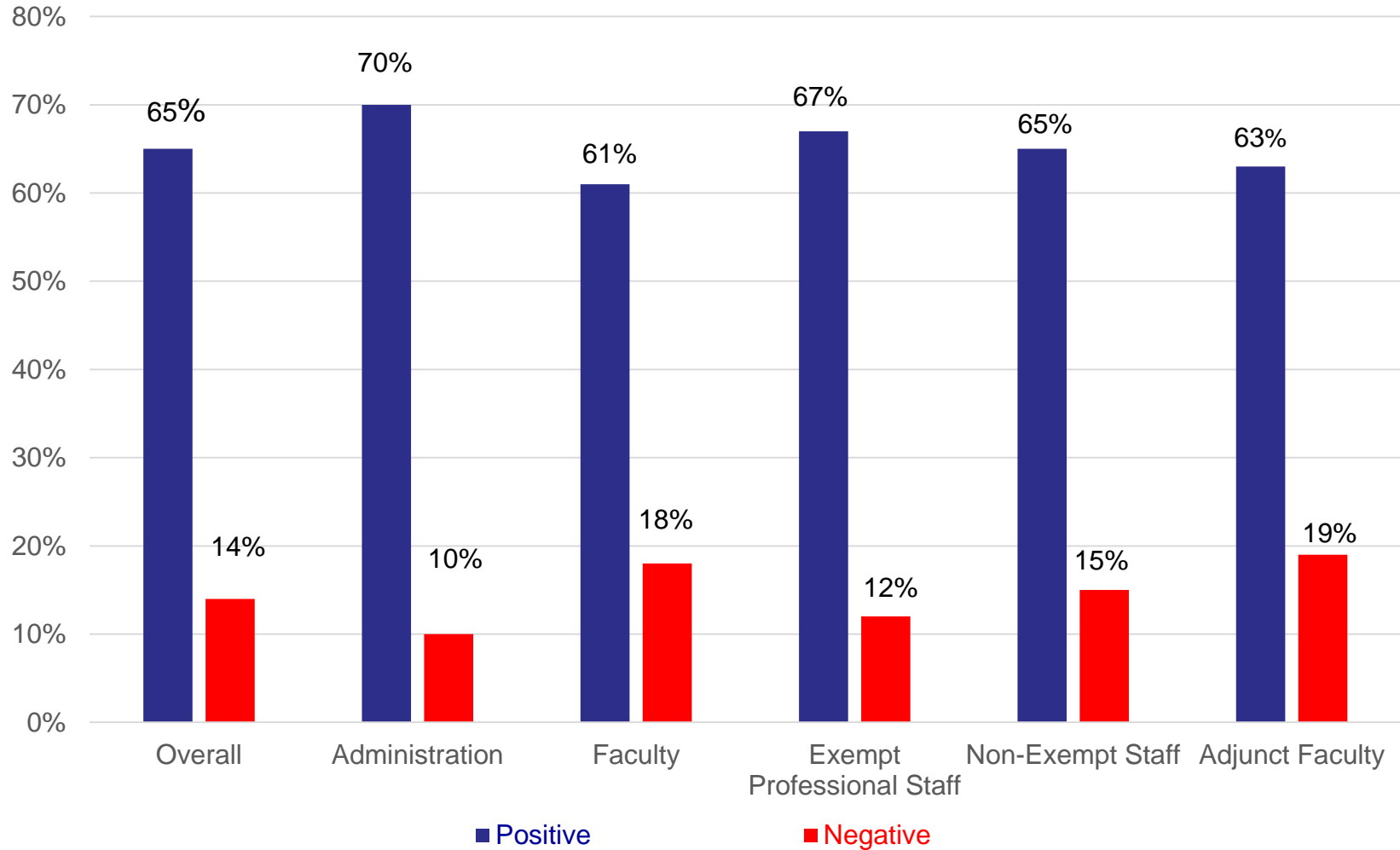


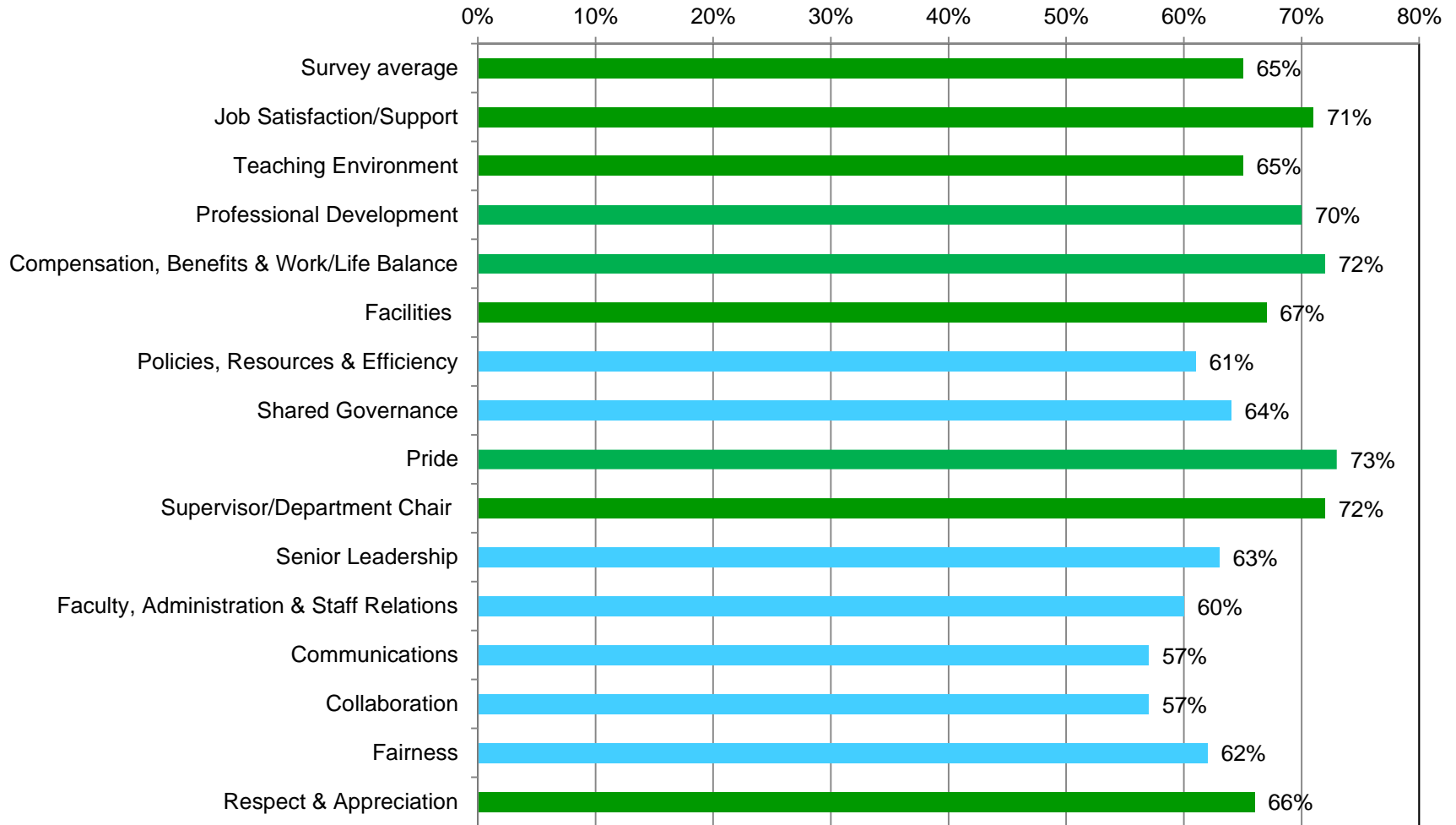
# Great Colleges to Work For Survey: NJIT Results

NJIT invited 1680 employees; 601 responded, a 35.8% response rate.



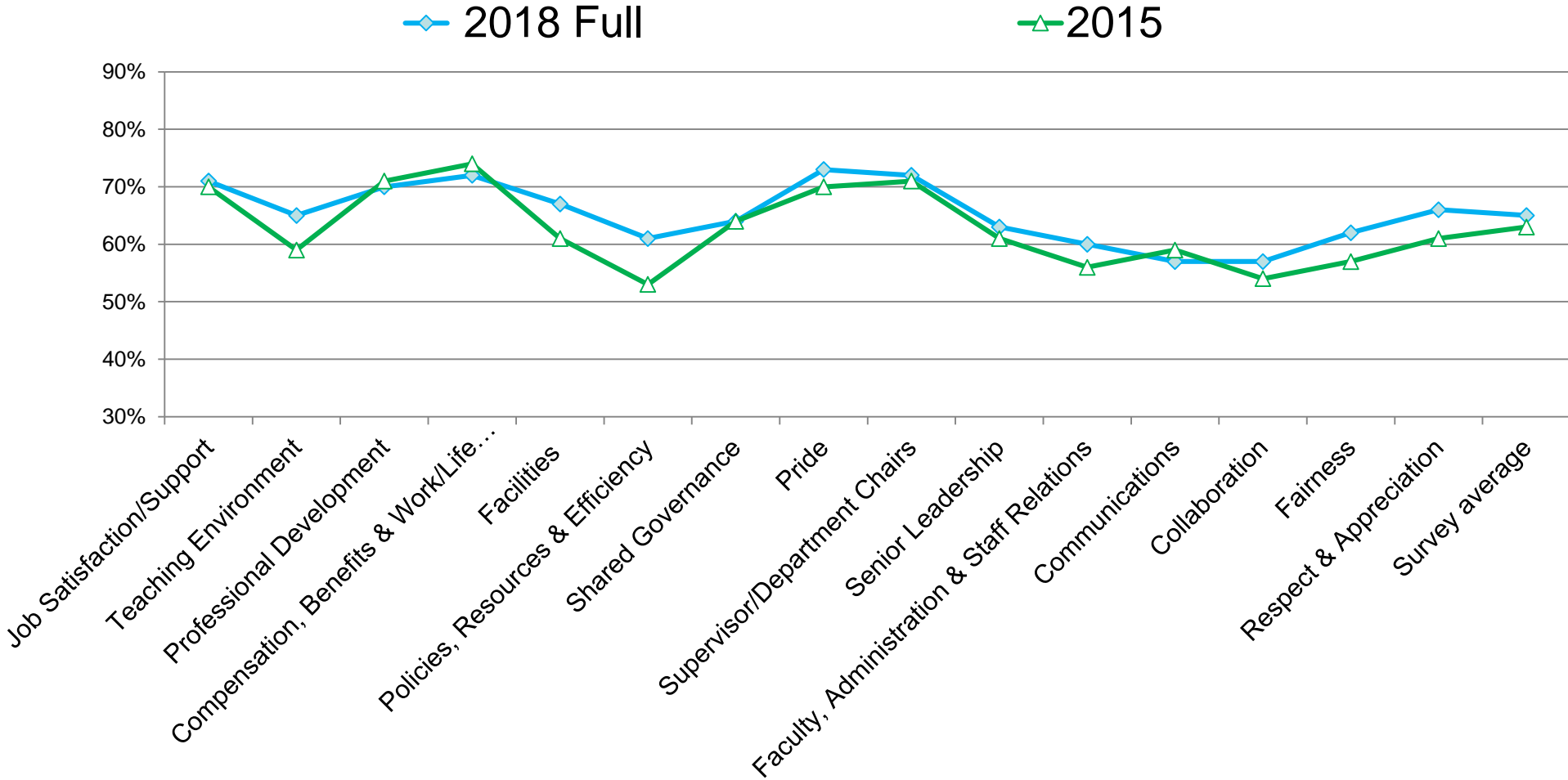
# Great Colleges to Work For Survey: NJIT Results 2018 Topline Survey

## Dimension Results



Very Good/Excellent
  Good
  Fair/Mediocre
  Warrants Attention
  Poor

# Great Colleges to Work For Survey: NJIT Results 2018 vs. 2015 Results



# Great Colleges to Work For Survey: NJIT Results Survey Results-Most Positive 5 Dimensions

- Pride
- Compensation, Benefits, and Work/Life Balance
- Supervisors and Department Chairs
- Job Satisfaction/Support
- Professional Development

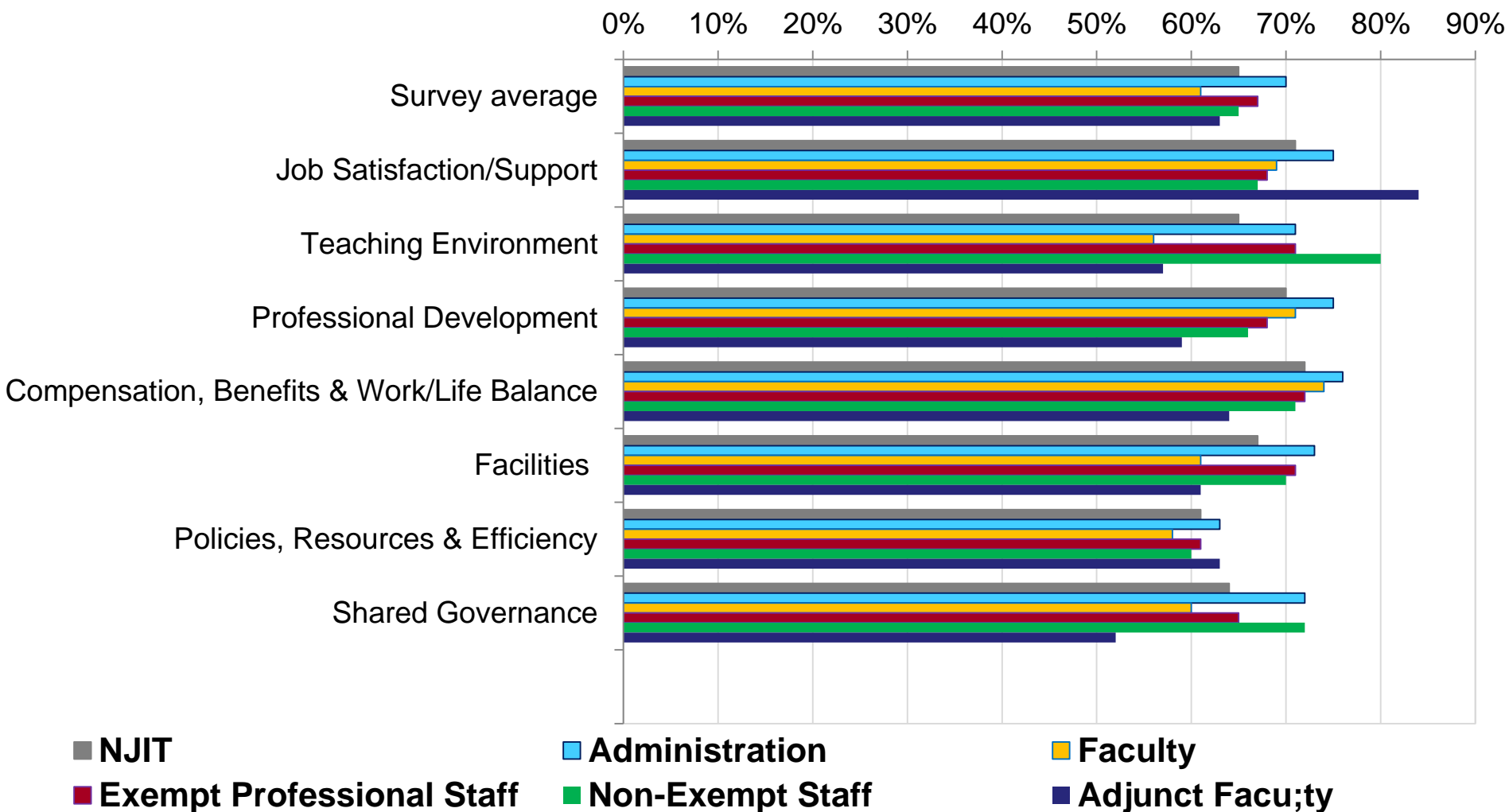
# Great Colleges to Work For Survey: NJIT Results Survey Results-Opportunity for Improvement

- Communication
- Collaboration
- Faculty, Administration, and Staff Relations
- Policies, Resources, and Efficiency

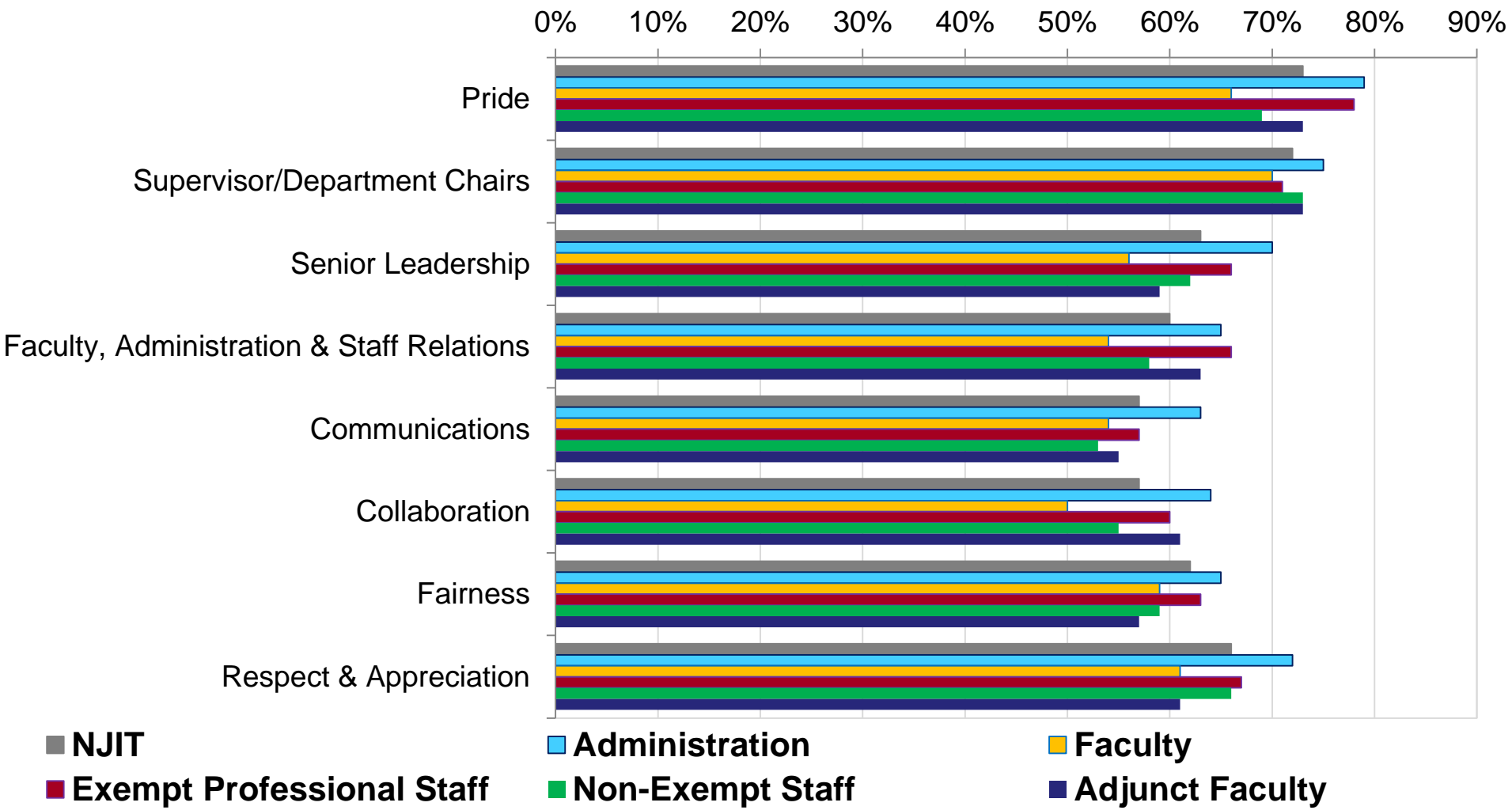
# What is NJIT doing to be a “Great College to Work For”?

- ✓ Conducted the 2018 GCTWF survey, inviting all full and part time faculty and staff to participate
- ✓ Communicated survey results to all staff and faculty
- ✓ Management and Staff Academy training and development programs offered
- ✓ Improving processes through technology
- ✓ Focusing on employee needs through shared governance committees
- ✓ Employee engagement committee activities
- ✓ Continued HR programming to respond to key issues
- ✓ Focus groups and action planning to address how we address and improve the areas of opportunity

# 2018 Topline Survey Results, By Respondent



# 2018 Topline Survey Results, By Respondent (cont'd.)





# What People Are Saying: Key Themes

*What do you appreciate most about working at this institution?*

- Benefits
- Infrastructure improvements and campus safety
- Colleagues and supervisors
- Diversity amongst students, faculty, and staff
- The students

# What People Are Saying: Key Themes

*What would make this institution a better place to work?*

- More communications from the top and across departments
- More employee input/participation in decisions that impact them
- More opportunities and support for professional growth
- Continued improvement of current university facilities
- More employee recognition programs
- Adoption of flexible work arrangements