Great Colleges to Work For Survey: NJIT Results
NJIT invited 1680 employees; 601 responded, a 35.8% response rate.

Overall
- Positive: 65%
- Negative: 14%

Administration
- Positive: 70%
- Negative: 10%

Faculty
- Positive: 61%
- Negative: 18%

Exempt Professional Staff
- Positive: 67%
- Negative: 12%

Non-Exempt Staff
- Positive: 65%
- Negative: 15%

Adjunct Faculty
- Positive: 63%
- Negative: 19%
Great Colleges to Work For Survey: NJIT Results 2018 Topline Survey Dimension Results

Survey average
Job Satisfaction/Support
Teaching Environment
Professional Development
Compensation, Benefits & Work/Life Balance
Facilities
Policies, Resources & Efficiency
Shared Governance
Pride
Supervisor/Department Chair
Senior Leadership
Faculty, Administration & Staff Relations
Communications
Collaboration
Fairness
Respect & Appreciation

Very Good/Excellent  Good  Fair/Mediocre  Warrants Attention  Poor
Great Colleges to Work For Survey: NJIT Results 2018 vs. 2015 Results

2018 Full

2015

Job Satisfaction/Support
Teaching Environment
Professional Development
Compensation, Benefits & Work/Life
Facilities
Policies, Resources & Efficiency
Shared Governance
Pride
Supervisor/Department Chairs
Senior Leadership
Faculty, Administration & Staff Relations
Communications
Collaboration
Respect & Appreciation
Survey average
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

- Survey average
- Job Satisfaction/Support
- Teaching Environment
- Professional Development
- Compensation, Benefits & Work/Life Balance
- Facilities
- Policies, Resources & Efficiency
- Shared Governance

Groups:
- NJIT
- Administration
- Exempt Professional Staff
- Non-Exempt Staff
- Faculty
- Adjunct Faculty
2018 Topline Survey Results, By Respondent (cont’d.)

- Pride
- Supervisor/Department Chairs
- Senior Leadership
- Faculty, Administration & Staff Relations
- Communications
- Collaboration
- Fairness
- Respect & Appreciation

Legend:
- NJIT
- Administration
- Exempt Professional Staff
- Non-Exempt Staff
- Faculty
- Adjunct Faculty
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