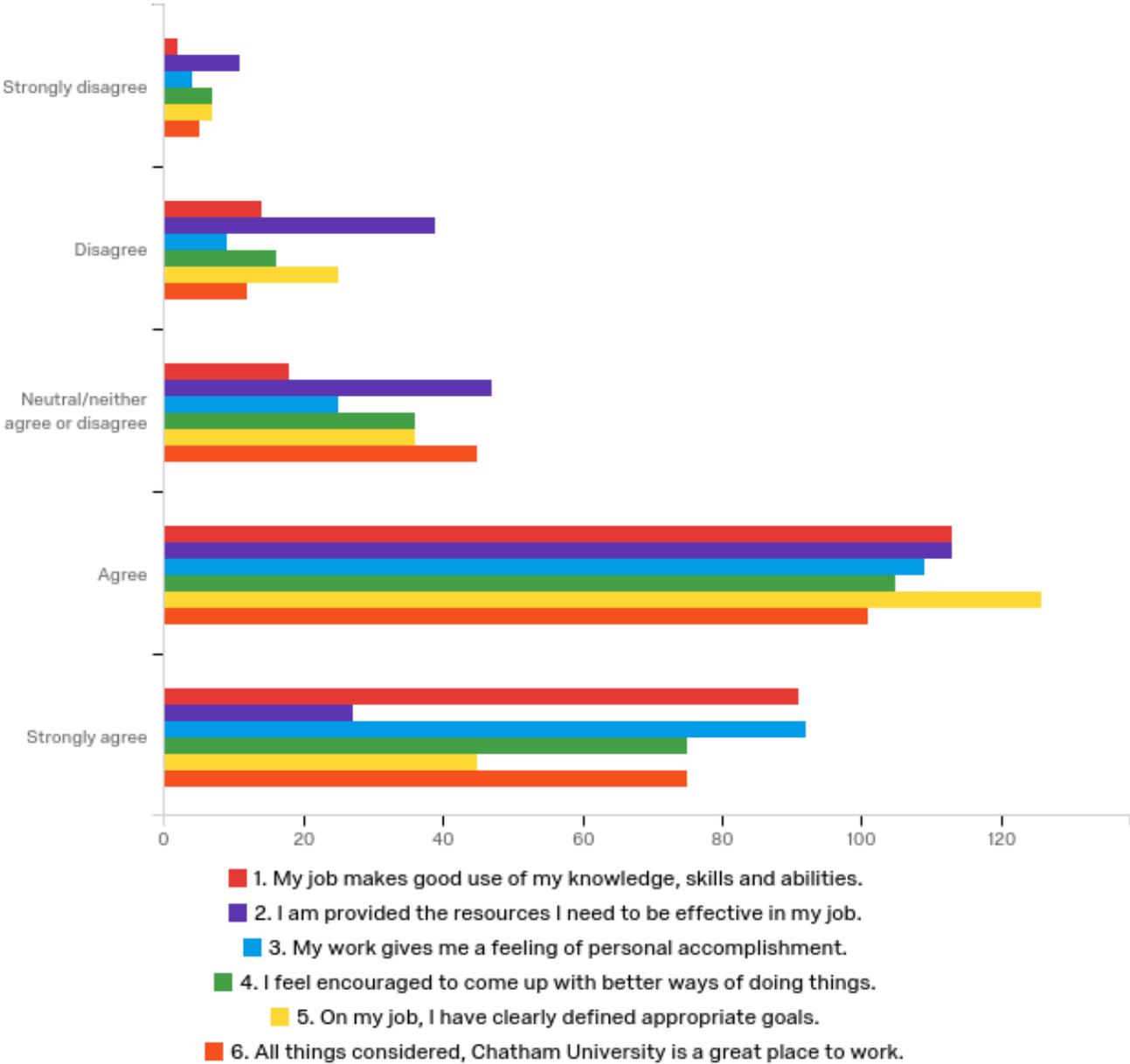


Employee Survey Results

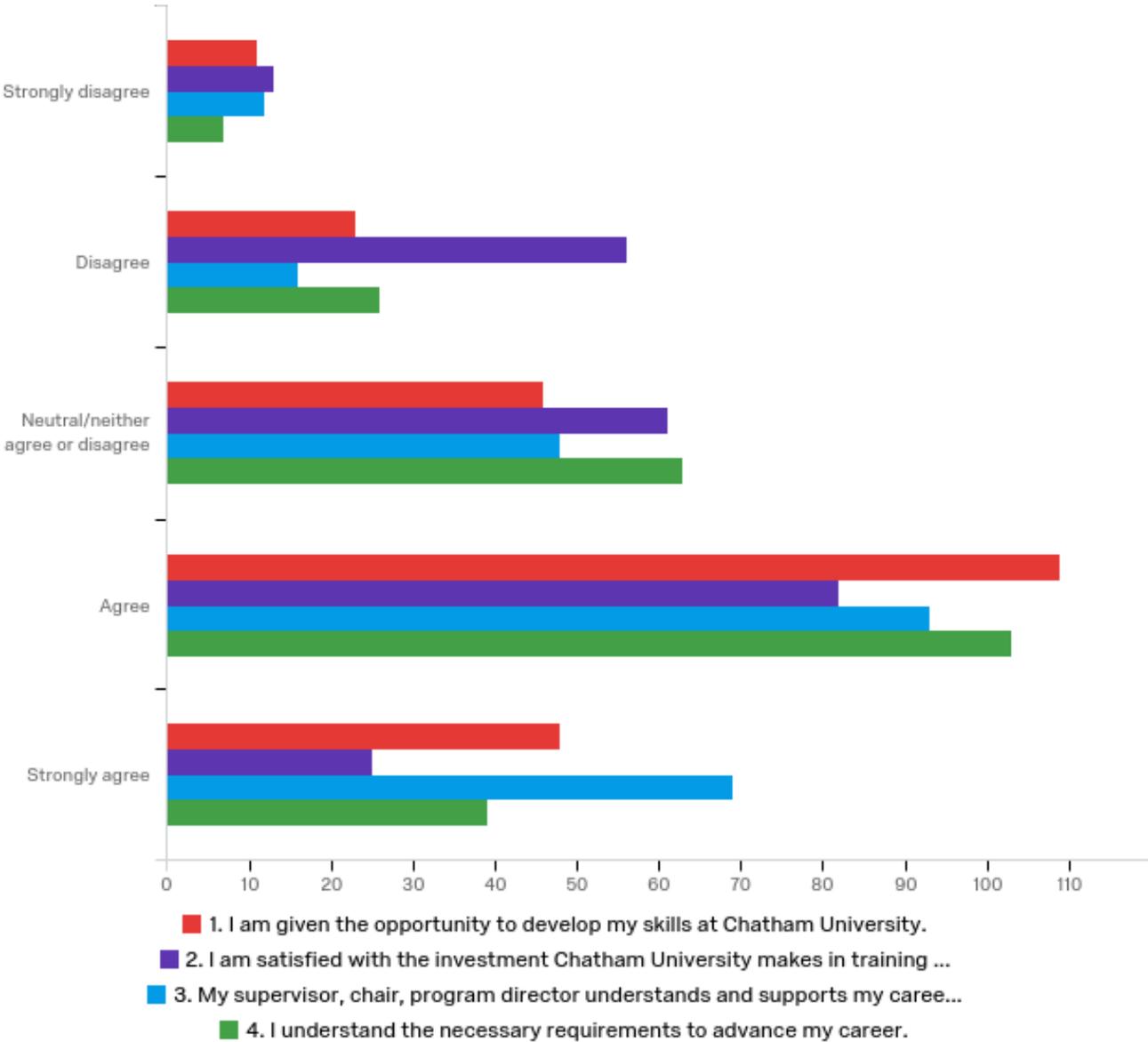
November 15th 2016, 12:18 pm EST

Job Satisfaction



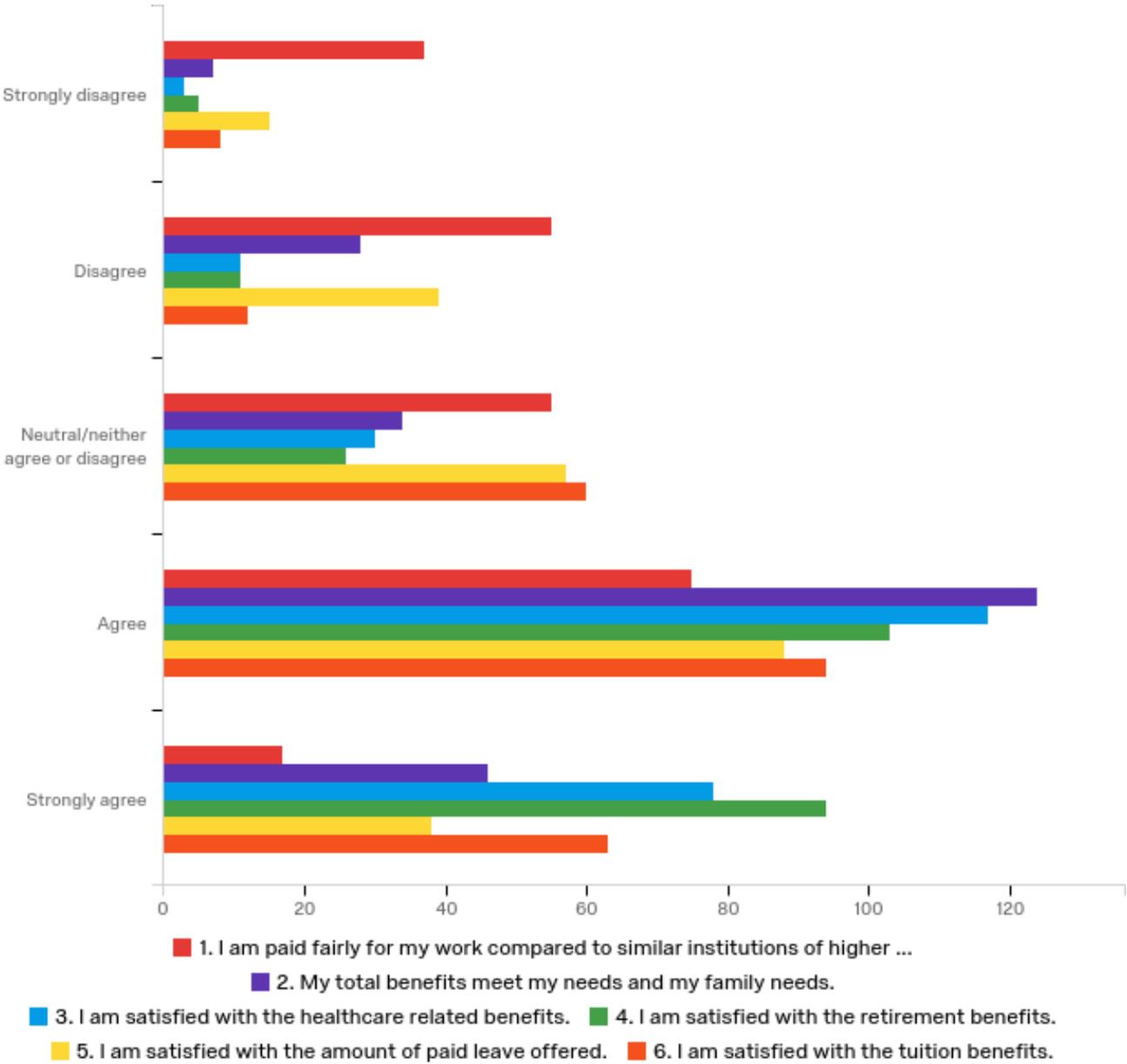
Question	Strongly disagree		Disagree		Neutral/neither agree or disagree		Agree		Strongly agree		Total
1. My job makes good use of my knowledge, skills and abilities.	0.84%	2	5.88%	14	7.56%	18	47.48%	113	38.24%	91	238
2. I am provided the resources I need to be effective in my job.	4.64%	11	16.46%	39	19.83%	47	47.68%	113	11.39%	27	237
3. My work gives me a feeling of personal accomplishment.	1.67%	4	3.77%	9	10.46%	25	45.61%	109	38.49%	92	239
4. I feel encouraged to come up with better ways of doing things.	2.93%	7	6.69%	16	15.06%	36	43.93%	105	31.38%	75	239
5. On my job, I have clearly defined appropriate goals.	2.93%	7	10.46%	25	15.06%	36	52.72%	126	18.83%	45	239
6. All things considered, Chatham University is a great place to work.	2.10%	5	5.04%	12	18.91%	45	42.44%	101	31.51%	75	238

# Professional/Career Development



Question	Strongly disagree		Disagree		Neutral/neither agree or disagree		Agree		Strongly agree		Total
1. I am given the opportunity to develop my skills at Chatham University.	4.64%	11	9.70%	23	19.41%	46	45.99%	109	20.25%	48	237
2. I am satisfied with the investment Chatham University makes in training either formal or informal provided for the staff and faculty.	5.49%	13	23.63%	56	25.74%	61	34.60%	82	10.55%	25	237
3. My supervisor, chair, program director understands and supports my career aspirations.	5.04%	12	6.72%	16	20.17%	48	39.08%	93	28.99%	69	238
4. I understand the necessary requirements to advance my career.	2.94%	7	10.92%	26	26.47%	63	43.28%	103	16.39%	39	238

# Compensation & Benefits



1. I am paid fairly for my work compared to similar institutions of higher ...

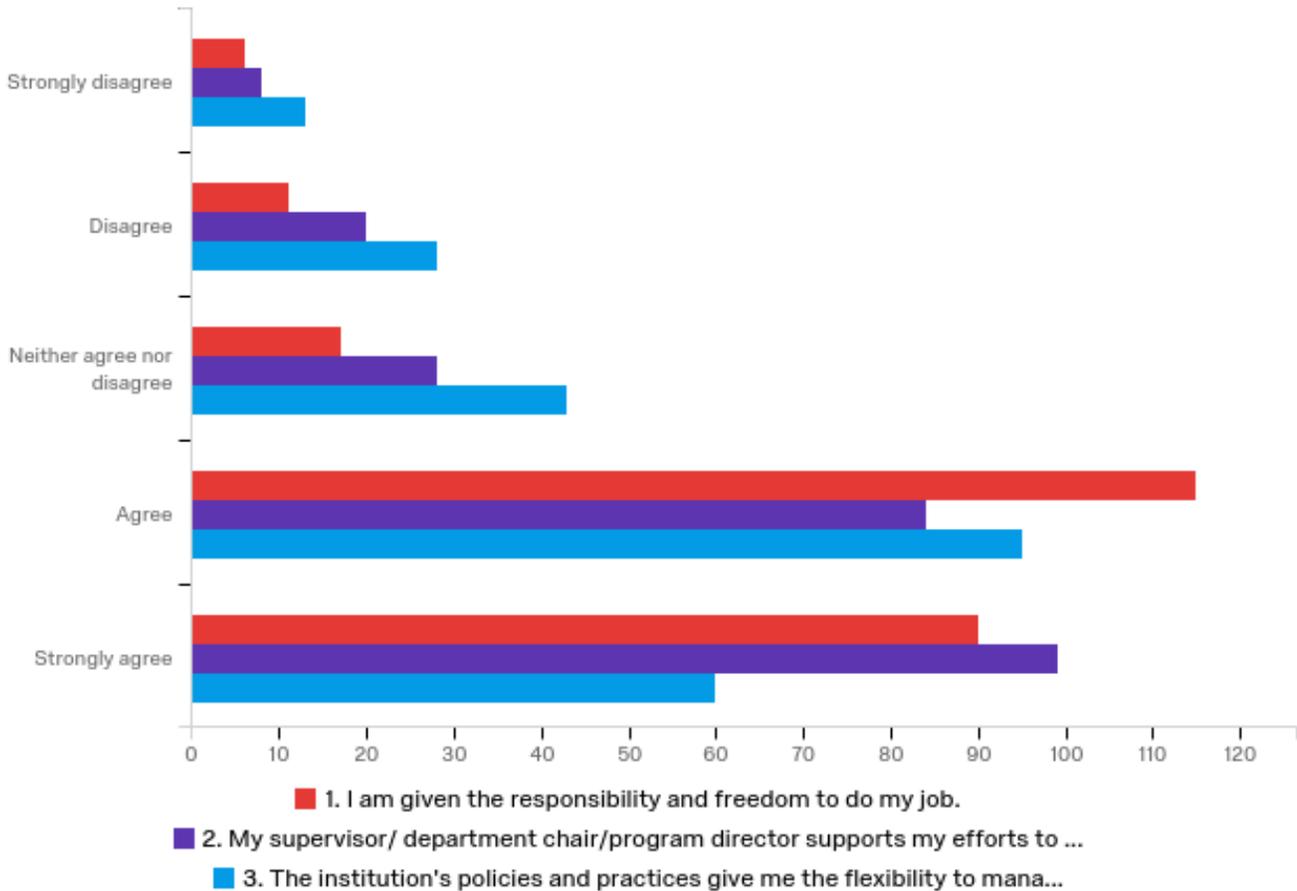
2. My total benefits meet my needs and my family needs.

3. I am satisfied with the healthcare related benefits. 4. I am satisfied with the retirement benefits.

5. I am satisfied with the amount of paid leave offered. 6. I am satisfied with the tuition benefits.

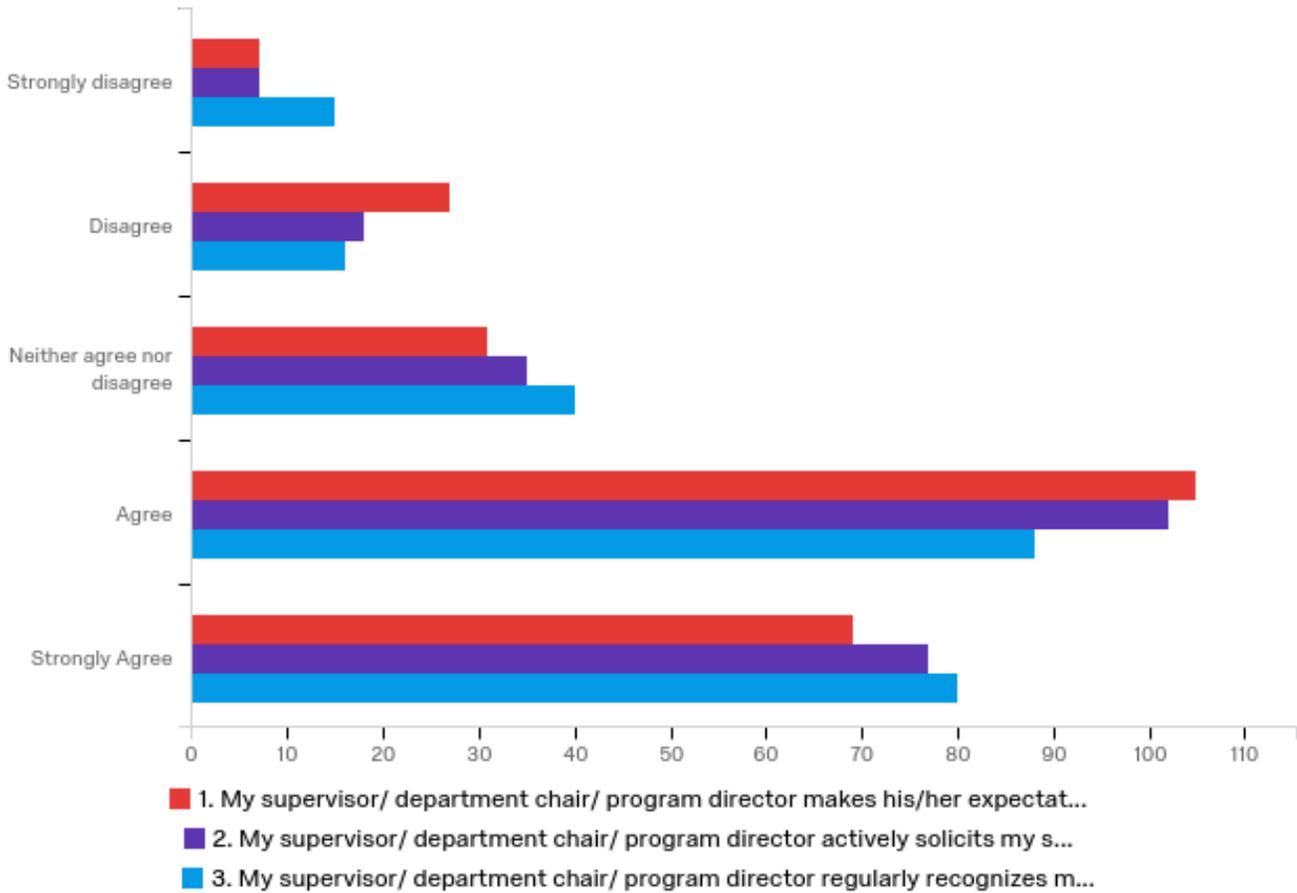
Question	Strongly disagree		Disagree		Neutral/neither agree or disagree		Agree		Strongly agree		Total
1. I am paid fairly for my work compared to similar institutions of higher education.	15.48%	37	23.01%	55	23.01%	55	31.38%	75	7.11%	17	239
2. My total benefits meet my needs and my family needs.	2.93%	7	11.72%	28	14.23%	34	51.88%	124	19.25%	46	239
3. I am satisfied with the healthcare related benefits.	1.26%	3	4.60%	11	12.55%	30	48.95%	117	32.64%	78	239
4. I am satisfied with the retirement benefits.	2.09%	5	4.60%	11	10.88%	26	43.10%	103	39.33%	94	239
5. I am satisfied with the amount of paid leave offered.	6.33%	15	16.46%	39	24.05%	57	37.13%	88	16.03%	38	237
6. I am satisfied with the tuition benefits.	3.38%	8	5.06%	12	25.32%	60	39.66%	94	26.58%	63	237

## Work/Life Balance



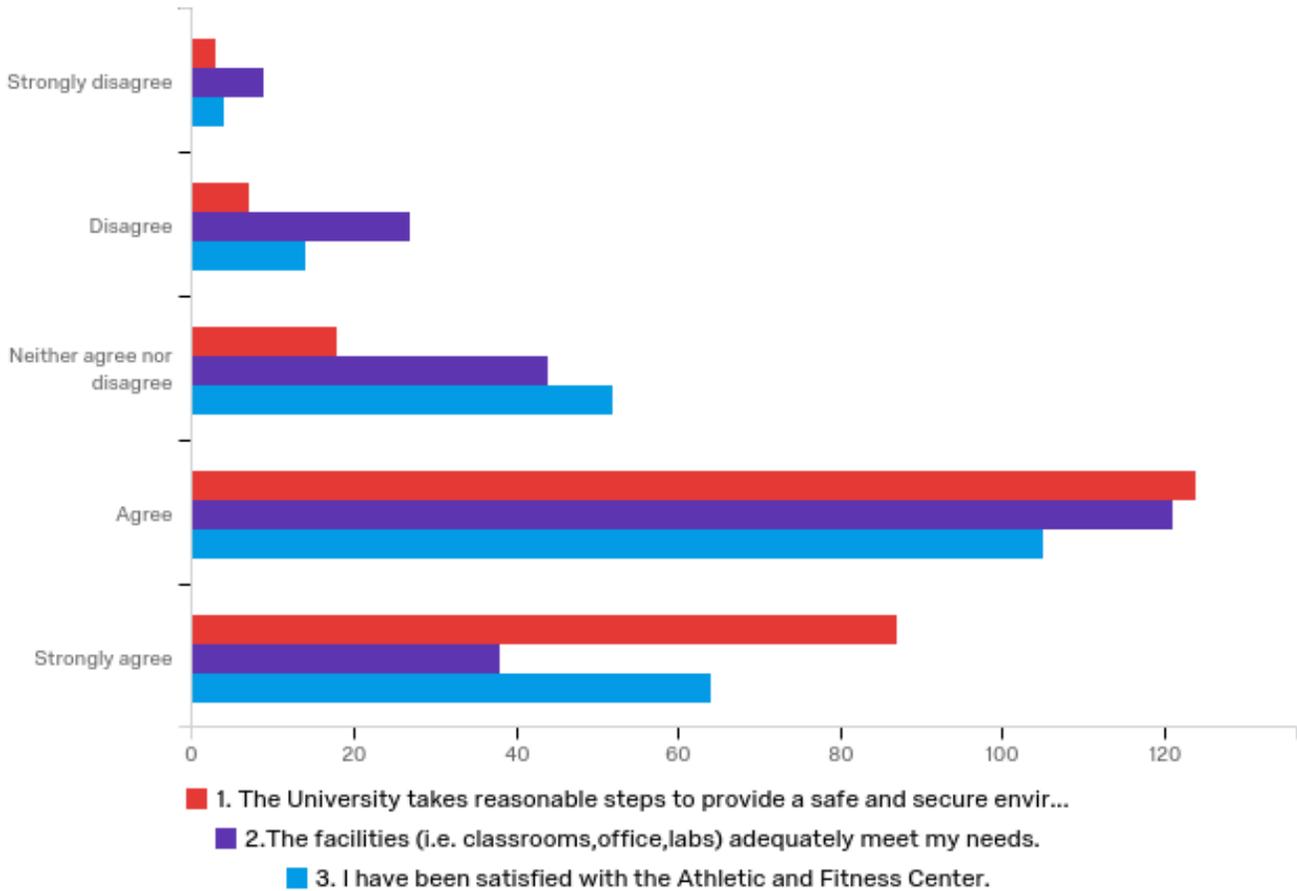
Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
1. I am given the responsibility and freedom to do my job.	2.51% 6	4.60% 11	7.11% 17	48.12% 115	37.66% 90	239
2. My supervisor/ department chair/program director supports my efforts to balance my work and personal life.	3.35% 8	8.37% 20	11.72% 28	35.15% 84	41.42% 99	239
3. The institution's policies and practices give me the flexibility to manage my work and personal life.	5.44% 13	11.72% 28	17.99% 43	39.75% 95	25.10% 60	239

## Supervisor/Department Chair/Program Director Relationship



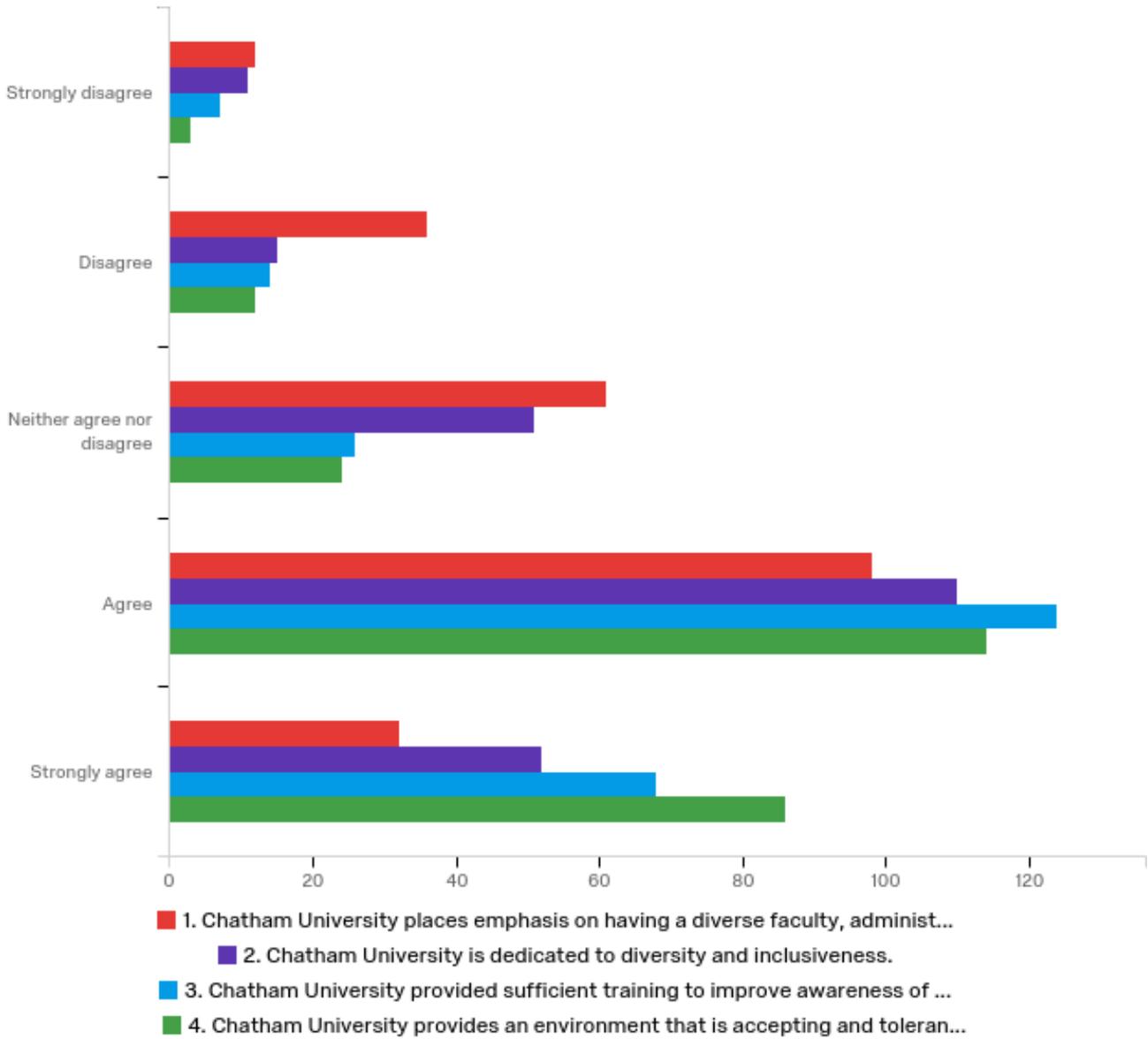
Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Total
1. My supervisor/ department chair/ program director makes his/her expectations clear.	2.93% 7	11.30% 27	12.97% 31	43.93% 105	28.87% 69	239
2. My supervisor/ department chair/ program director actively solicits my suggestions and ideas.	2.93% 7	7.53% 18	14.64% 35	42.68% 102	32.22% 77	239
3. My supervisor/ department chair/ program director regularly recognizes my contributions.	6.28% 15	6.69% 16	16.74% 40	36.82% 88	33.47% 80	239

## Facilities, Workplace and Security .



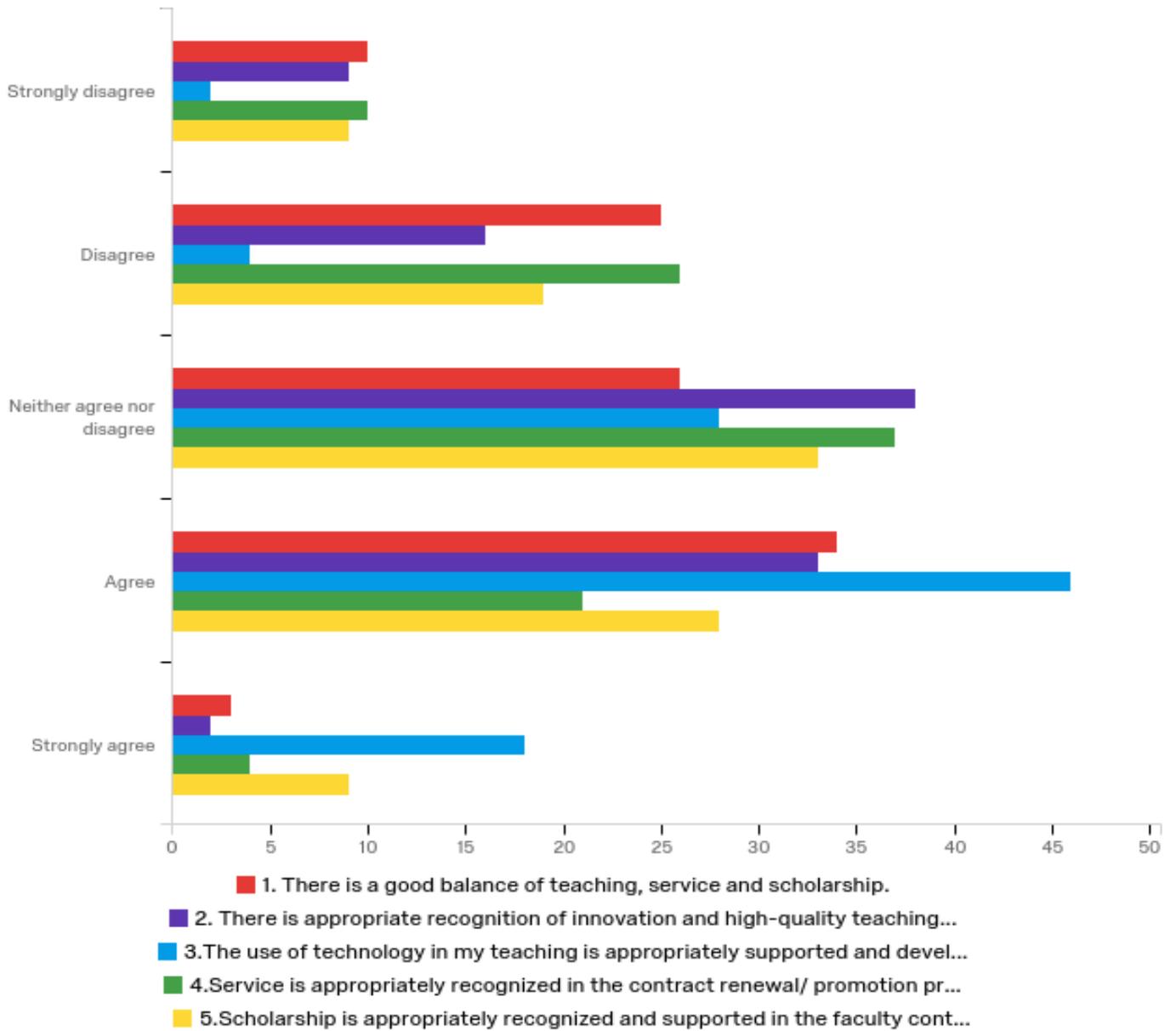
Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
1. The University takes reasonable steps to provide a safe and secure environment on campus.	1.26% 3	2.93% 7	7.53% 18	51.88% 124	36.40% 87	239
2. The facilities (i.e. classrooms, office, labs) adequately meet my needs.	3.77% 9	11.30% 27	18.41% 44	50.63% 121	15.90% 38	239
3. I have been satisfied with the Athletic and Fitness Center.	1.67% 4	5.86% 14	21.76% 52	43.93% 105	26.78% 64	239

# Diversity



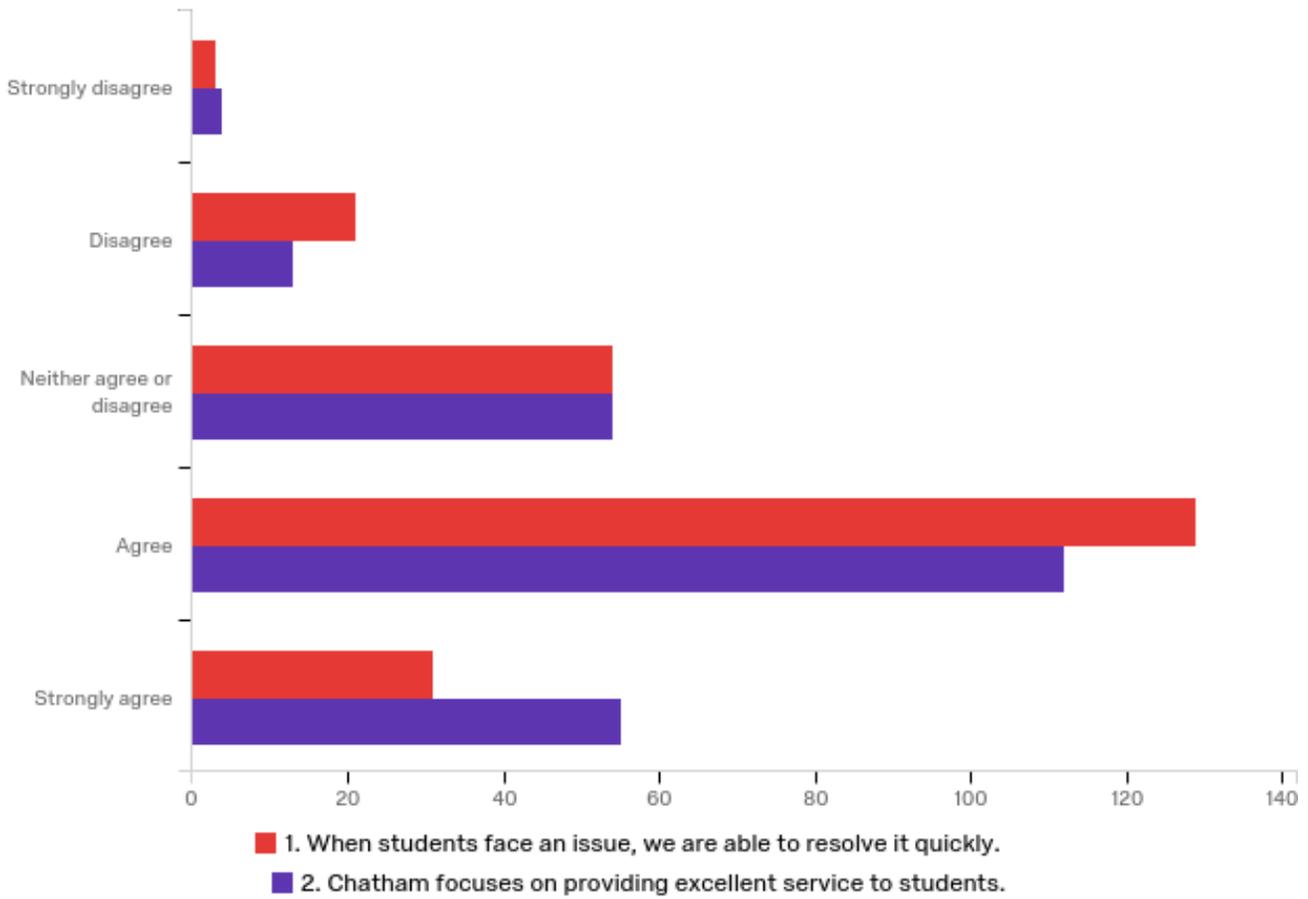
Question	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Total
1. Chatham University places emphasis on having a diverse faculty, administration, and staff.	5.02%	12	15.06%	36	25.52%	61	41.00%	98	13.39%	32	239
2. Chatham University is dedicated to diversity and inclusiveness.	4.60%	11	6.28%	15	21.34%	51	46.03%	110	21.76%	52	239
3. Chatham University provided sufficient training to improve awareness of their non-discrimination, harassment and Title IX policies.	2.93%	7	5.86%	14	10.88%	26	51.88%	124	28.45%	68	239
4. Chatham University provides an environment that is accepting and tolerant of all races, sexual orientations, religions, genders, and cultures.	1.26%	3	5.02%	12	10.04%	24	47.70%	114	35.98%	86	239

# Faculty



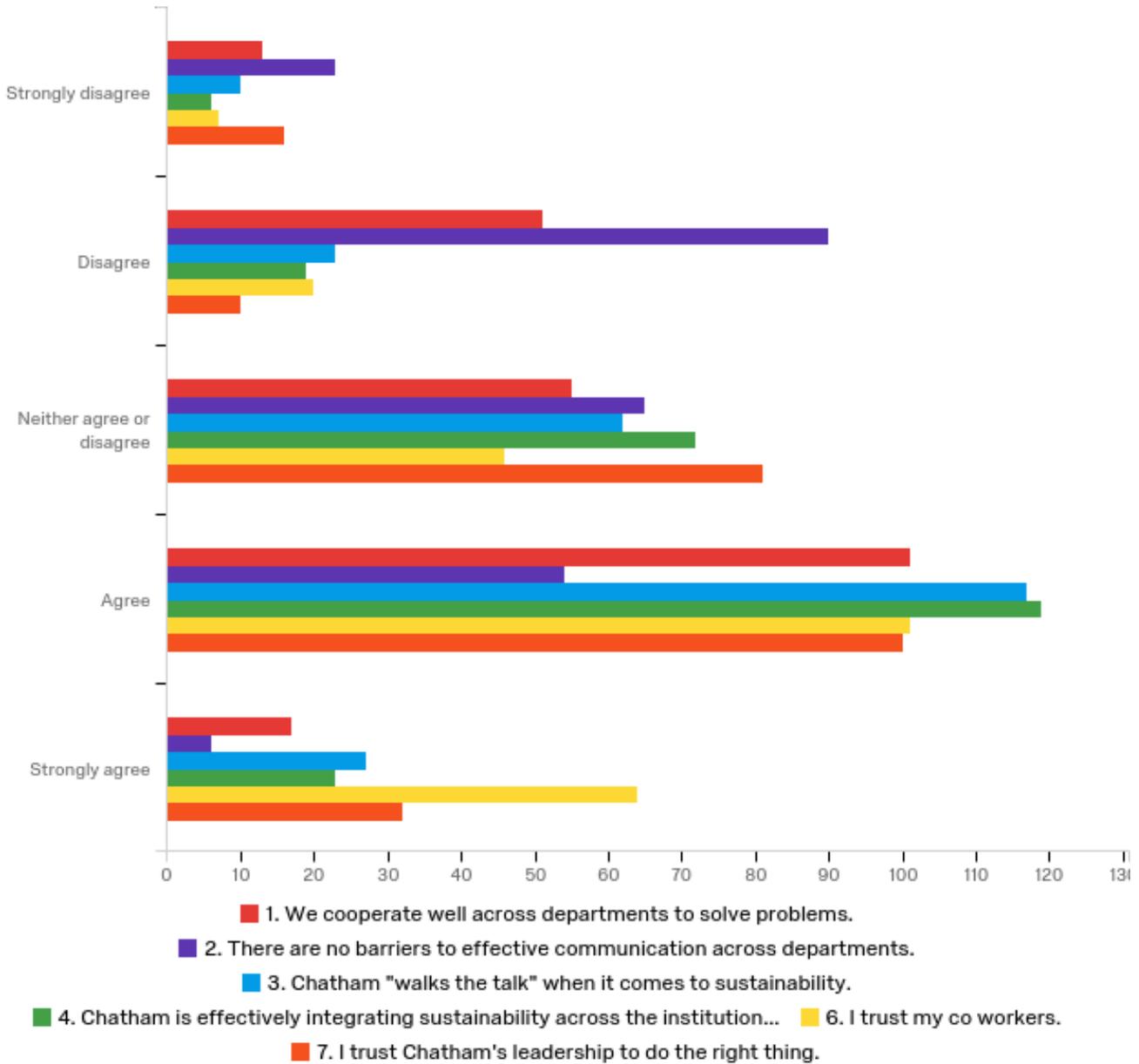
Question	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree		Total
1. There is a good balance of teaching, service and scholarship.	10.20%	10	25.51%	25	26.53%	26	34.69%	34	3.06%	3	98
2. There is appropriate recognition of innovation and high-quality teaching.	9.18%	9	16.33%	16	38.78%	38	33.67%	33	2.04%	2	98
3.The use of technology in my teaching is appropriately supported and developed.	2.04%	2	4.08%	4	28.57%	28	46.94%	46	18.37%	18	98
4.Service is appropriately recognized in the contract renewal/ promotion process.	10.20%	10	26.53%	26	37.76%	37	21.43%	21	4.08%	4	98
5.Scholarship is appropriately recognized and supported in the faculty contract renewal/promotion process.	9.18%	9	19.39%	19	33.67%	33	28.57%	28	9.18%	9	98

## Service to Students



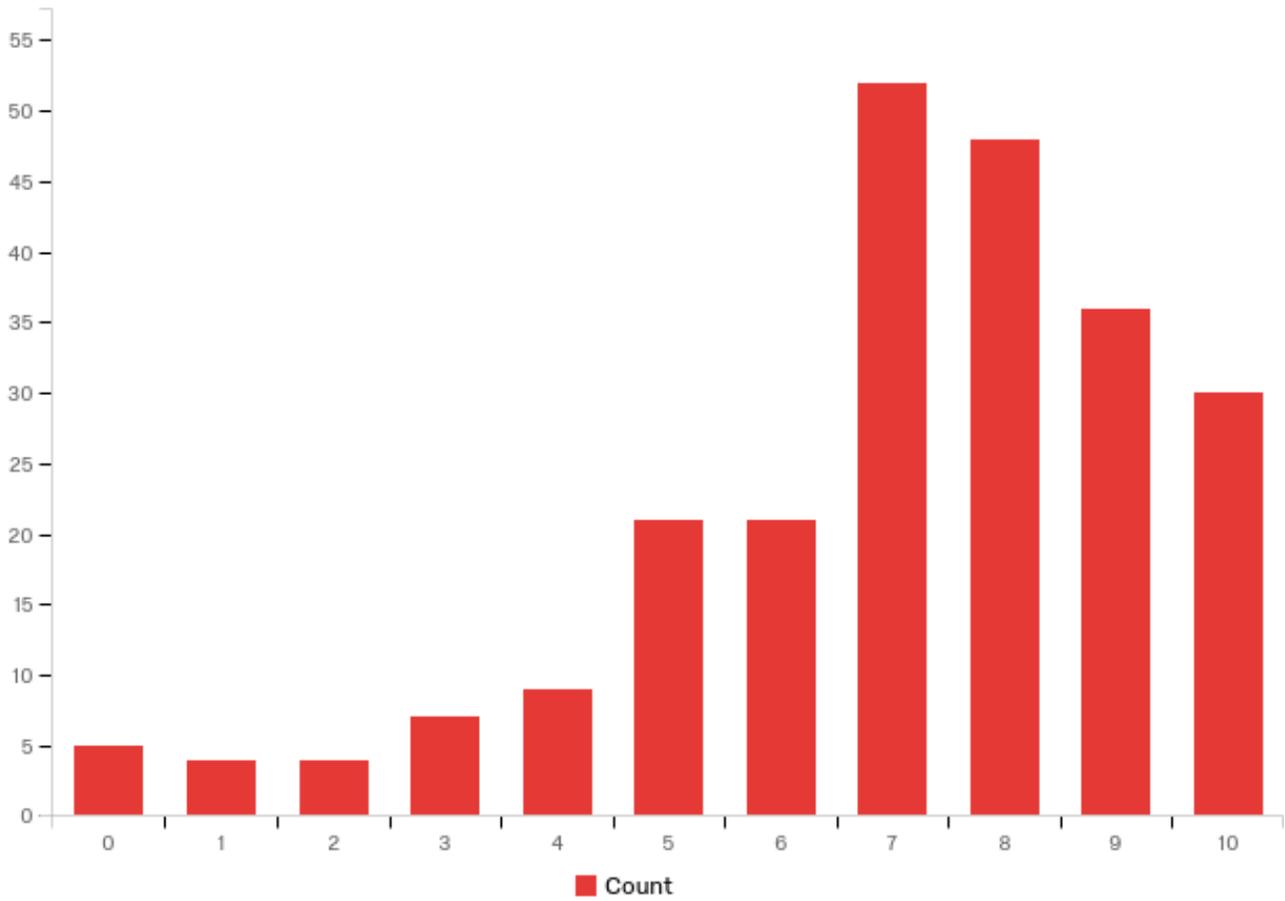
Question	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree	Total
1. When students face an issue, we are able to resolve it quickly.	1.26% 3	8.82% 21	22.69% 54	54.20% 129	13.03% 31	238
2. Chatham focuses on providing excellent service to students.	1.68% 4	5.46% 13	22.69% 54	47.06% 112	23.11% 55	238

## Cooperation, Collaboration, and Communication



Question	Strongly disagree		Disagree		Neither agree or disagree		Agree		Strongly agree		Total
1. We cooperate well across departments to solve problems.	5.49%	13	21.52%	51	23.21%	55	42.62%	101	7.17%	17	237
2. There are no barriers to effective communication across departments.	9.66%	23	37.82%	90	27.31%	65	22.69%	54	2.52%	6	238
3. Chatham "walks the talk" when it comes to sustainability.	4.18%	10	9.62%	23	25.94%	62	48.95%	117	11.30%	27	239
4. Chatham is effectively integrating sustainability across the institution.	2.51%	6	7.95%	19	30.13%	72	49.79%	119	9.62%	23	239
6. I trust my co workers.	2.94%	7	8.40%	20	19.33%	46	42.44%	101	26.89%	64	238
7. I trust Chatham's leadership to do the right thing.	6.69%	16	4.18%	10	33.89%	81	41.84%	100	13.39%	32	239





70% of all Responses were at 7 or above on the 1-10 scale.

Net promoter scores

9-10 Promoters

7-8 Passive

0-6 Detractors