



WakeListens

THE UNDERGRADUATE COLLEGE



WAKE FOREST
UNIVERSITY

Fall 2019

Results

Overall Score:

63%

Benchmarks:

68% Carnegie: Research Institutions
76% Great Colleges

Participation Rate:

55% (1,679 / 3,070)

Results By Theme:

76% Pride	60% Respect & Appreciation
75% Job Satisfaction/Support	58% Collaboration
75% Supervisors/Department Chairs	56% Faculty, Administration & Staff Relations
74% Facilities	56% Senior Leadership
69% Teaching Environment	56% Policies, Resources & Efficiency
68% Compensation, Benefits & Work/Life Balance	55% Communication
66% Professional Development	53% Shared Governance
65% Custom Statements (Belonging)	53% Fairness

Pre-Loaded Job Category	Total	Responded	% Responded
All Employees	3070	1679	<u>55%</u>
Administration	513	385	75%
Exempt Professional Staff	580	426	73%
Faculty	708	406	57%
Non-Exempt Staff	1076	444	41%
Adjunct Faculty	193	18	9%
The College	<u>856</u>	<u>409</u>	<u>48%</u>

College Survey Dimensions by Theme

Supervisors/Department Chairs 78%	Job Satisfaction/Support 76%	Pride 68%
Professional Development 68%	Compensation, Benefits & Work/Life Balance 60%	Teaching Environment 59%
Collaboration 54%	Facilities 54%	Communication 52%
Respect & Appreciation 52%	Policies, Resources & Efficiency 47%	Faculty, Administration & Staff Relations 46%
Fairness 45%	Shared Governance 43%	Senior Leadership 36%

Survey Statement		2019 College % Positive	2019 College % Negative	2019 Wake Forest Overall % Positive	2019 Wake Forest Overall % Negative
41	Senior leadership communicates openly about important matters.	28	35	47	20
42	Faculty, administration and staff are meaningfully involved in institutional planning.	29	31	45	19
58	There's a sense that we're all on the same team at Wake Forest.	34	33	46	21
56	I believe what I am told by senior leadership.	34	32	53	17
55	There is regular and open communication among faculty, administration and staff.	35	28	46	20

Statements are sorted by lowest **positive** response.

Survey Statement		2019 College % Positive	2019 College % Negative	2019 Wake Forest Overall % Positive	2019 Wake Forest Overall % Negative
54	Wake Forest has clear and effective procedures for dealing with discrimination.	36	31	55	18
11	I am paid fairly for my work.	36	39	47	30
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	37	31	55	17
35	Our recognition and awards programs are meaningful to me.	37	33	44	24
65	Wake Forest's mission guides decision-making throughout the institution, not just in theory but also in our day-to-day actions.	38	25	56	13

Statements are sorted by lowest **positive** response.

Survey Statement		2019 College % Positive	2019 College % Negative	2019 Wake Forest Overall % Positive	2019 Wake Forest Overall % Negative
24	I have a good relationship with my supervisor/department chair.	88	6	86	5
2	I am given the responsibility and freedom to do my job.	86	4	82	4
5	I understand how my job contributes to Wake Forest's mission.	83	3	87	3
47	My supervisor/department chair supports my efforts to balance my work/personal life.	82	7	81	7
15	My supervisor/chair regularly models Wake Forest's values.	81	6	79	6

Statements are sorted by highest **positive** response.

Survey Statement		2019 College % Positive	2019 College % Negative	2019 Wake Forest Overall % Positive	2019 Wake Forest Overall % Negative
1	My job makes good use of my skills and abilities.	79	5	77	5
25	Overall, my school/department is a good place to work.	79	8	80	6
3	My supervisor/chair makes his/her expectations clear.	78	7	73	10
12	I believe what I am told by my supervisor/chair.	77	9	74	8
20	My supervisor/chair actively solicits my suggestions and ideas.	76	11	71	11

Statements are sorted by highest **positive** response.

Survey Statement		2019 Wake College % Positive	2019 Wake College % Negative	2019 Wake Forest Overall % Positive	2019 Wake Forest Overall % Positive
60	All things considered, this is a great place to work.	69	9	77	6
36	I am proud to be part of Wake Forest.	66	5	78	4
26	I can count on people to cooperate across schools/departments.	54	13	59	10
50	Wake Forest places sufficient emphasis on having diverse faculty, administration and staff.	48	29	57	20
38	The role of faculty in shared governance is clearly stated and publicized.	45	26	53	18

- **Nurture a Thriving Community of Inclusive Excellence**
 - **Deepen Academic Excellence through Exceptional Teaching and Scholarship**
 - **Improve Communication with Transparency, Good Process and Clear Policy**
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- **Assess Impact of Departmental Diversity Action Plans**
 - **Non-Tenure Track Faculty Satisfaction Review**
 - **Navigating Tenure Program for Women**
 - **Developing Policies to Better Support Faculty/Staff of Color**
 - **Preparing a college-wide examination of Workload**
 - **More support for chairs' leadership development**
 - **Service tracking survey to be administered to all faculty**
 - **Administered College Faculty Learning Spaces Survey**
 - **Enhance faculty and staff training in technology**
 - **Increase celebration of faculty/staff achievements across the college**
 - **Develop effective space sharing strategies and meet office needs**
 - **Support ODI and President's Commission Work**
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Thanks to the participants who attended the 10/24/19 session, which included discussions about:

- Gender divide for chairs/supervisors: How many chairs are women? How has that changed in the past five or ten years?
 - Gender divide for respondents: Men responded more positively than women across the university. Why? Would potential child care offer close that gender divide? Child care options are under assessment right now.
 - Viewing demographic/departmental breakdowns can be revealing, but we need to be careful to respect the anonymity of the respondents by not getting too far into subsets of data where it would become clear how individuals responded.
 - Inviting more intellectual community options across disciplines beyond faculty meetings and departments. The Residential College system may provide more places to gather. There is also New Ideas Series every month. Serve on committees.
 - Update institutional language and methods to appeal to more diverse audiences. The faculty universe is not homogenous. Potential opportunity for faculty-led workshops on inclusivity in the future.
 - Communication strategies involving new faculty should highlight options without overwhelming new hires. Help new faculty learn how to balance their workload.
 - Look at the increasing administrative role faculty or chairs have taken on after the switch to Workday.
 - For future survey, discuss separating compensation questions from benefits questions. Also separate questions about work/life balance.
 - No guaranteed leave the first year after making tenure like some other institutions.
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