

# 2024 BEST PLACES TO WORK PROGRAM FACULTY & STAFF ENGAGEMENT

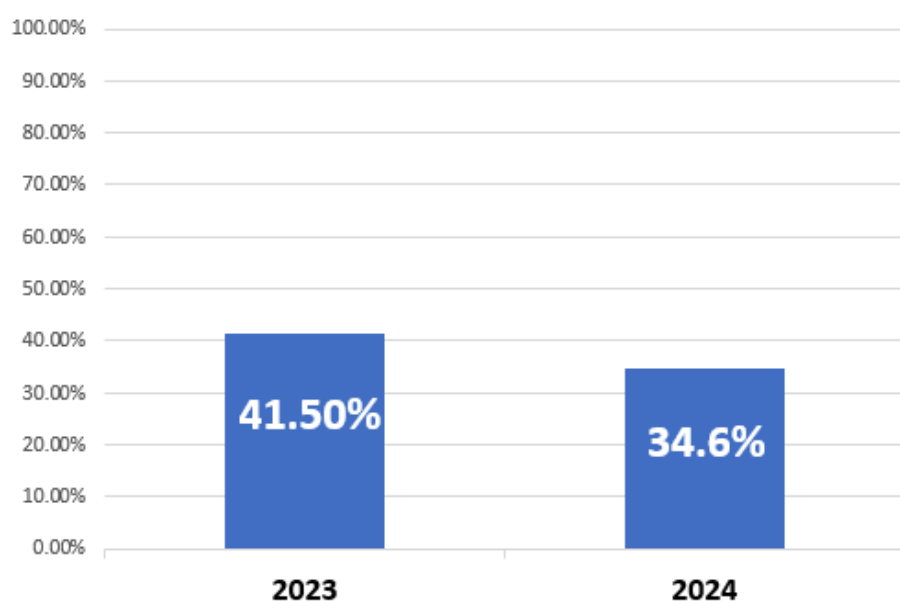
**SUMMARY** Since 2023, UAH has participated in the Best Places to Work Program (BPTW) offered by the Huntsville/Madison County Chamber of Commerce. We are committed to fostering a workplace where employees feel heard, feel connected to the University, and go above and beyond in fulfillment of their roles.

BPTW collects data on regular (non-temporary, non-student) employees and measures a wide range of research-validated workplace factors that impact employee engagement. The average employee response creates our overall BPTW score. Scores can range from 0-100 with 100 being the best possible score. These scores and a summary of BPTW data are provided below.

Based on the results of the survey, we have developed an action plan to address the most pressing concerns of our faculty and staff. A summary is provided at the end of this document. We have already begun implementing some of these improvements.

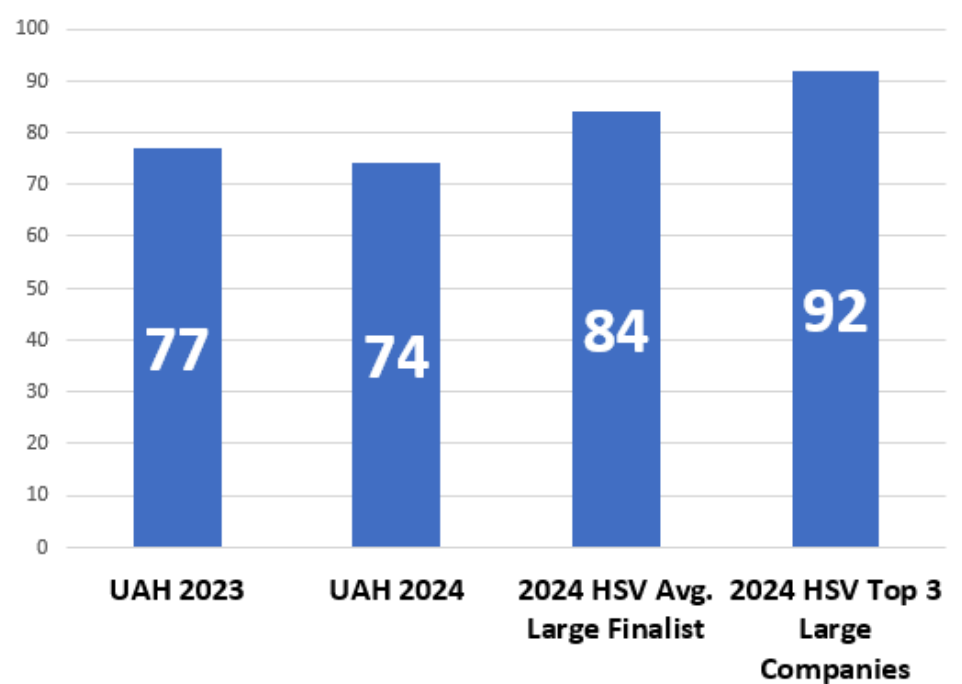
## Response Rate

2024: 501 of 1449 employees responded



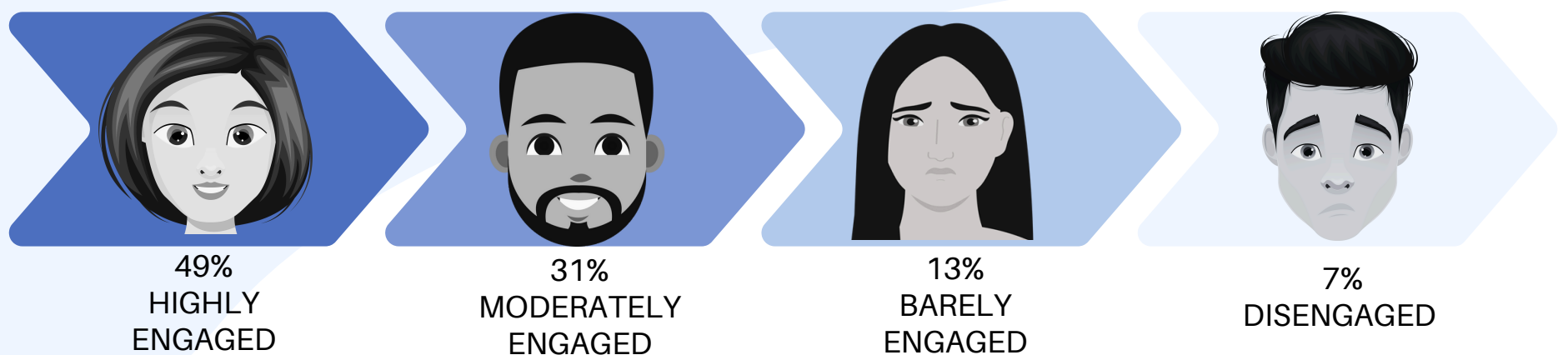
## Overall Score

Total score for all items on a 100-point scale



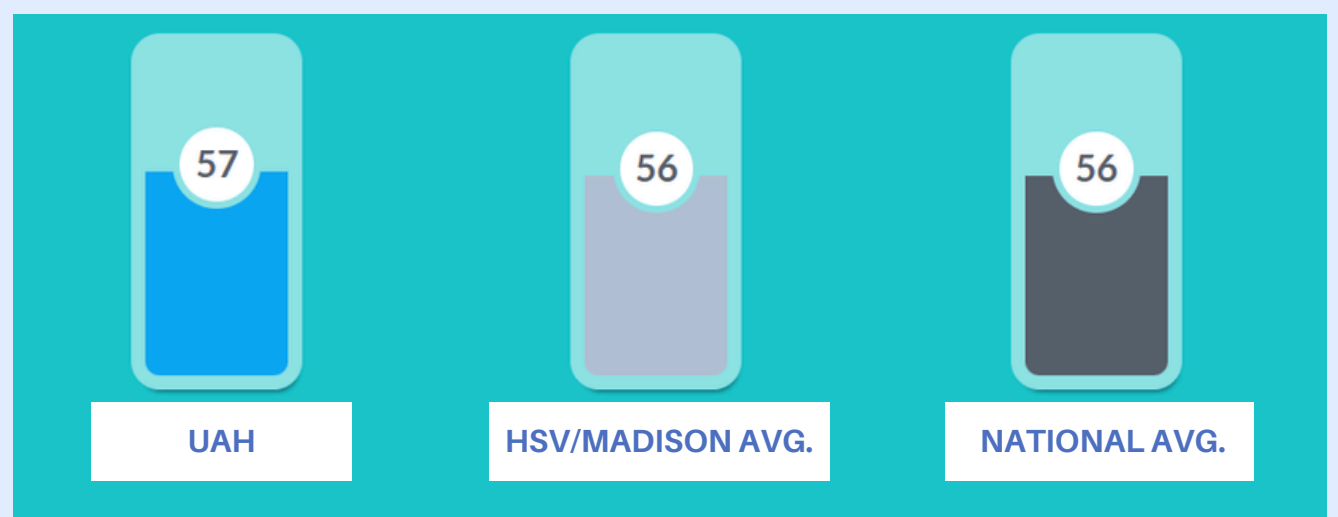
## HOW ENGAGED ARE WE?

**80%** of UAH employees are highly or moderately engaged.



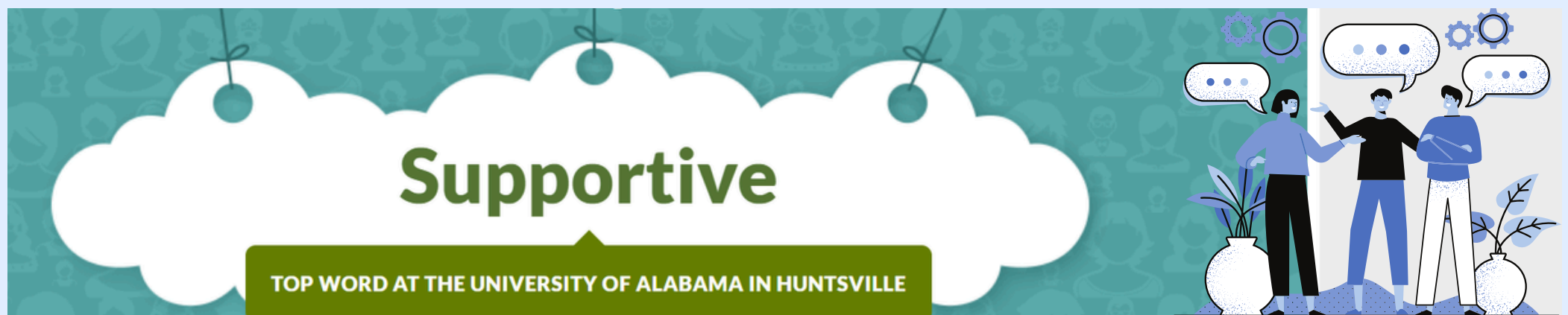
## SATISFACTION WITH BENEFITS

Overall, UAH employees are more satisfied with our benefits than the average respondent in Huntsville/Madison County and nationally. This includes benefits such as health, retirement, alternative work arrangements, and paid time off options.



# 2024 BEST PLACES TO WORK PROGRAM

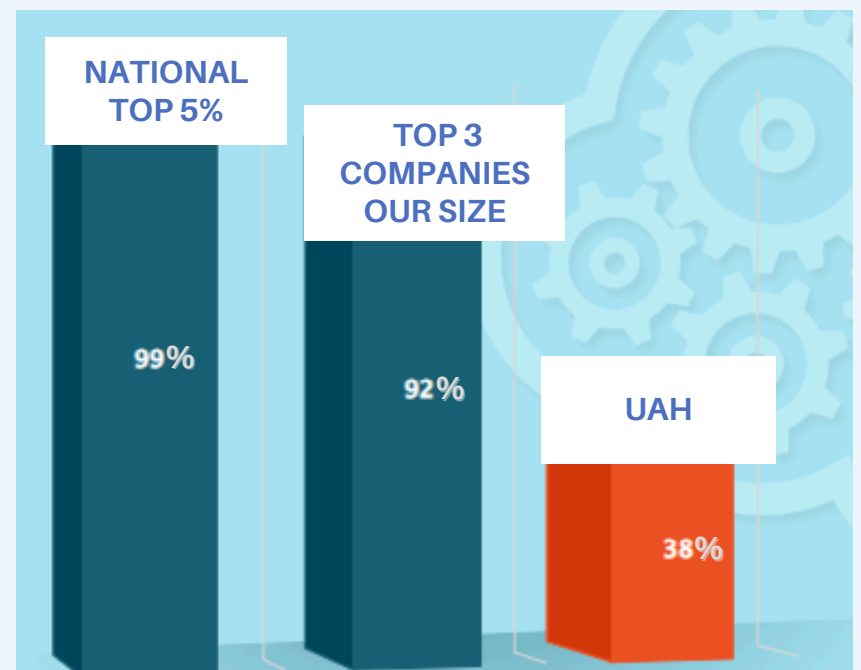
## MOST FREQUENTLY USED WORD ON THE BPTW SURVEY



## UNDERSTANDING WHAT MATTERS

When employees feel valued by their organization, they are far more likely to be engaged. We know that 80% of UAH employees are highly or moderately engaged, and that “supportive” is the #1 word used to describe our UAH environment. However, we have an opportunity to look deeper into what makes employees truly feel valued.

Scores in Response to the following survey question:  
*“The senior leaders of the organization value people as their most important resource.”*



## ENGAGEMENT BY ROLE BPTW measures most favorable and least favorable scores on a 6-point scale.

### FACULTY

#### ***MOST Favorable Responses***

- My work motivates me/is engaging. (4.9)
- I feel accepted by my immediate coworkers. (4.8)
- I am inspired by the work we do. (4.7)

#### ***LEAST Favorable Responses***

- I am paid fairly. (3.0)
- I trust the organization to be fair. (3.0)
- I am recognized when I contribute to the organization's success. (3.2)

### STAFF

#### ***MOST Favorable Responses***

- I feel accepted by my immediate coworkers. (5.3)
- My immediate manager cares about me as a person. (5.3)
- The people I work with treat each other with respect. (5.2)

#### ***LEAST Favorable Responses***

- I am paid fairly. (3.6)
- I have opportunities for advancement or promotion at work. (3.7)
- I understand why the organization makes changes. (3.9)

## ACTION STEPS



UAH's overall score decreased from 2023 - 2024, and the survey responses indicated several areas for improvement. In response to these results, we have developed specific action steps that focus on 3 primary areas: **1) Trust in Leadership**, **2) Career Growth and Development**, and **3) Employee Well-Being/Individual Needs**. These areas are being explored in partnership by UAH leadership, Faculty and Staff Senates, and Human Resources. We have identified the following tactics that are already in place or will be implemented in the short term:

### **Trust in Leadership**

- Share the overall outcomes of the BPTW Survey
- Continue town hall meetings
- Develop action plans with Faculty/Staff Senates

### **Career Growth and Development**

- Publish a career ladder for staff positions
- Implement a better staff performance evaluation system

### **Employee Well-Being/Individual Needs**

- No benefits premium increase for the last 3 years (average for other employers is 7-10% per year)
- “Premium Holiday” - UAH covered employee premium costs on 12/6/2024
- Implemented Parental Leave Policy effective 1/1/2025

***Additional action steps will be added in 2025.***