myVoice staff engagement survey

ACU myVoice Staff Engagement Survey 2022

report: ACU Overall Report
Continuing and Fixed-Term Staff

start: 03 May 2022
close: 23 May 2022
responses: 1403 (response rate 67%)
report margin of error: 1.4%

voice project
improving organisations by giving people a voice
www.voiceproject.com

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introduction

purpose

The purpose of this report is to present the results of your employee survey. This report helps leaders and employees better understand the quality of current work practices that affect employee engagement, wellbeing and organisational performance. Based on this understanding, an action plan should be created to capitalise on strengths and address development areas.

confidentiality

Reports are only produced when the minimum number of 5 people have fully completed their surveys. Individual rating scores from respondents are never shown in these reports.

about voice project

Since 2002 Voice Project has given a voice to over 3 million people across more than 3000 organisations. Some of the benefits our clients have gained from acting on engagement survey feedback include: increased employee engagement, reduced employee turnover, process improvements, improved career planning processes, better performance appraisal and recognition systems, and improved services to customers.

voice engagement model

Your organisation's survey is based on the Voice Engagement Model, which identifies the **drivers** of three organisational **outcomes.**

outcomes

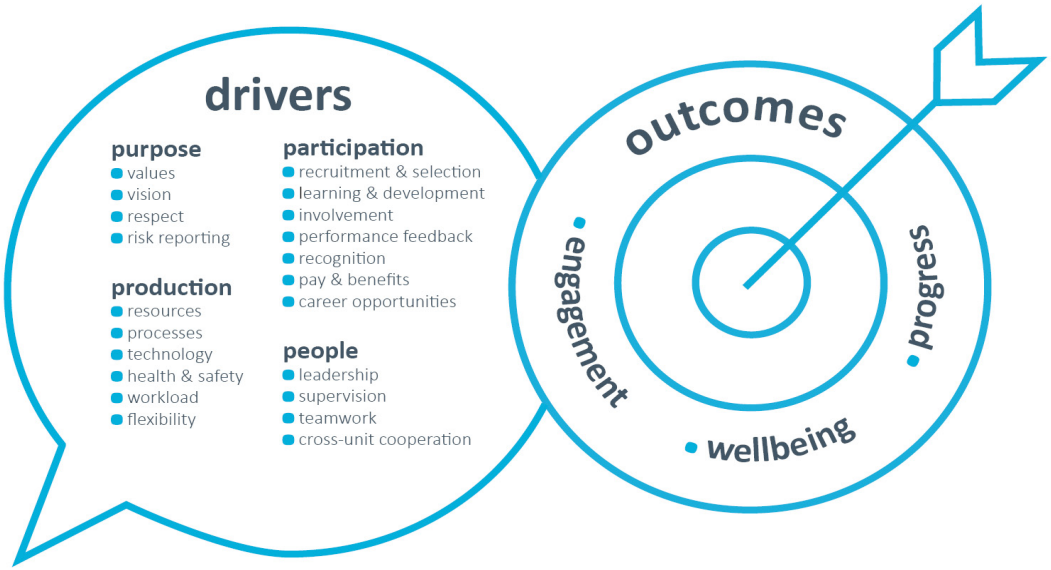
There are three main outcomes in this employee survey that are related to organisational performance:

- **Engagement** measures the overall job satisfaction of staff and their commitment to the organisation.
- **Wellbeing** measures the emotional wellness of staff at work, and their ability to successfully manage job stress.
- **Progress** measures staff perceptions about current organisational performance and optimism about the future.

drivers

To identify how to increase engagement, wellbeing and progress, the Voice Engagement Survey measures current performance on a range of organisational practices. This assessment helps to identify areas where key changes can be made to drive stronger engagement, wellbeing and progress.

For example, if employees are unclear about the purpose of the organisation, this is likely to affect their emotional attachment to the organisation and their evaluation of its progress.



interpreting your results

current performance

The current performance of your organisation is reported using the statistics “% Favourable” (% Fav). The % Fav shows the percentage of people who responded favourably to your survey questions (i.e. by selecting the “Tend to Agree” or “Strongly Agree” option on your survey rating scale).

Traffic light colours are used to indicate whether the percentage favourable is “high” (80% or more people responded favourably), “moderate” (50<80% Fav) or “low” (less than 50% of people responded favourably).

current performance (% Fav)

high >= 80%
moderate 50 < 80%
low < 50%

benchmark comparisons

The current performance of your organisation (% Fav) can be compared to your previous survey results (if appropriate) and to the average performance of an industry benchmark. Both of these comparisons use the statistic “% Difference” (% Diff).

Traffic light colours are used to show your performance compared to the benchmark. The % Diff can be “high” (10 percentage points or more higher than the comparison), “moderate” (less than 10 percentage points difference) or “low” (10 percentage points or more below the comparison). For example, if your “Benchmark % Diff” is +12%, this means that your results are 12 percentage points higher than the industry average and would be coloured green. Be careful interpreting the significance of small differences with lower response rates.

Note that for category scores, the % Diff is the average of the % Diffs across all benchmarkable questions in that category (tailored questions may not be benchmarkable).

benchmark comparisons (% Diff)

high >= +10%
moderate ±10%
low <= -10%

The industry benchmark for this report is: **Education - Australian & New Zealand Universities**

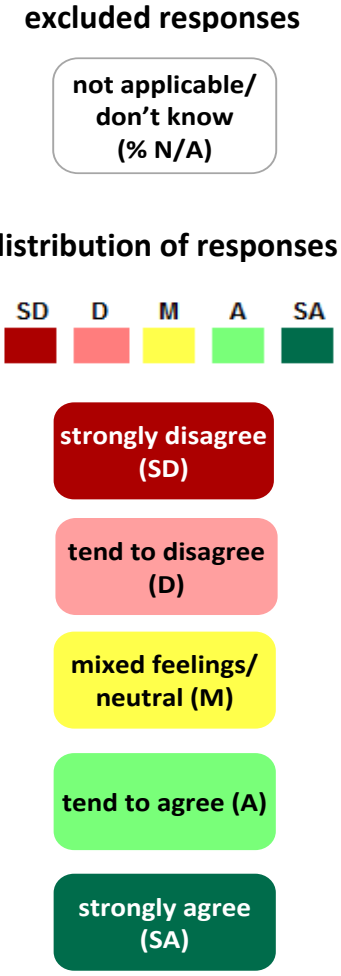
The secondary industry benchmark is: **All Industries**

interpreting your results

interpreting detailed results

excluded responses (% N/A):
For each category and question, the percentage of respondents who chose not to respond to the question (i.e. answered "Not Applicable/Don't Know" on the survey rating scale) is shown in the column labelled "% N/A". Analyses on all questions and categories did not include these responses.

distribution of responses:
The distribution of responses for each question and category is represented graphically (i.e. what proportion of respondents indicated responses of "Strongly Disagree", "Tend to Disagree", "Mixed Feelings/Neutral", "Tend to Agree", or "Strongly Agree" on any question or category).



definitions

The following definitions were referenced throughout the survey:

- **"Senior Executive Leaders"** = The group of 6 most senior leaders of ACU consisting of: Vice-Chancellor & President, Provost, Chief Operating Officer, Deputy Vice-Chancellor (Research & Enterprise), Deputy Vice-Chancellor (Ethics), and Vice President.

- **"Executive Leader"** = The group of Pro Vice-Chancellors, Executive Deans, Directorate Directors, Research Institute Directors, National Heads of School, Deputy Provost and Chair, Academic Board who make decisions for the University.

- **"Supervisor"** = The person you report directly to.

- **"Customer"** = Student applicants, enrolled students, graduates, and/or ACU staff.

high level results

passion

2022 % Fav	2019 % Diff	Unis % Diff
74%	+1%	-2%

• Passion represents the level of job satisfaction and staff commitment to your organisation. Your survey data shows that engagement for your organisation is moderate, with 74% of survey respondents indicating they are engaged.

• Your engagement results are 1% higher than your previous survey.

• Compared to the Education - Australian & New Zealand Universities benchmark, your results are 2% lower than is typical at other similar organisations.

wellness

2022 % Fav	2019 % Diff	Unis % Diff
63%	-3%	+3%

• Progress reflects staff perceptions about organisational performance. Your survey data shows that wellness for your organisation is moderate, with 63% of survey respondents indicating they are satisfied with wellness.

• Your progress results are 3% lower than your previous survey.

• Compared to the Education - Australian & New Zealand Universities benchmark, your results are 3% higher than is typical at other similar organisations.

progress

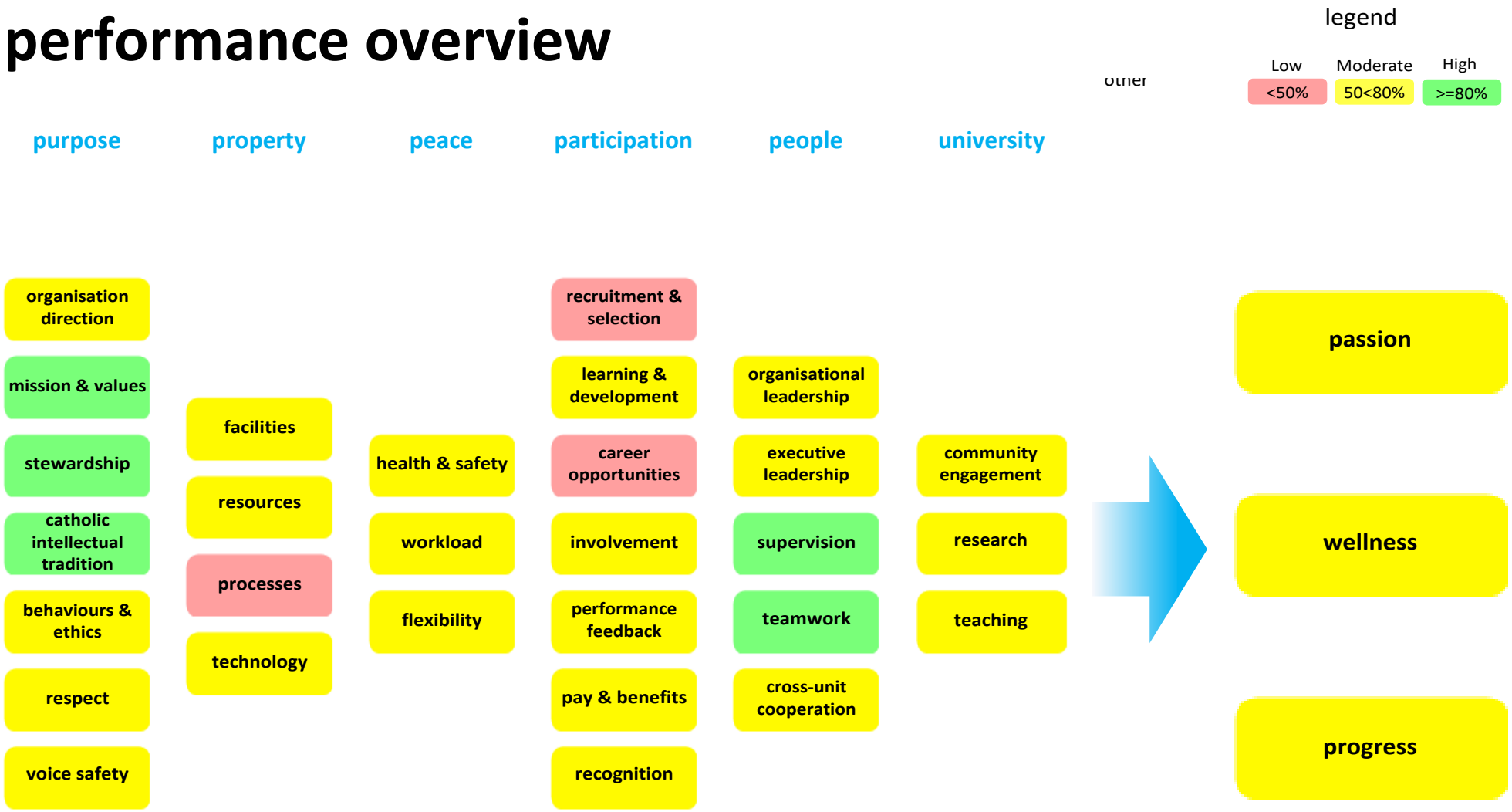
2022 % Fav	2019 % Diff	Unis % Diff
55%	0%	-2%

• Progress reflects staff perceptions about organisational performance. Your survey data shows that progress for your organisation is moderate, with 55% of survey respondents indicating they are satisfied with the organisation's progress and success in delivering outcomes.

• Your progress results are on par with your previous survey.

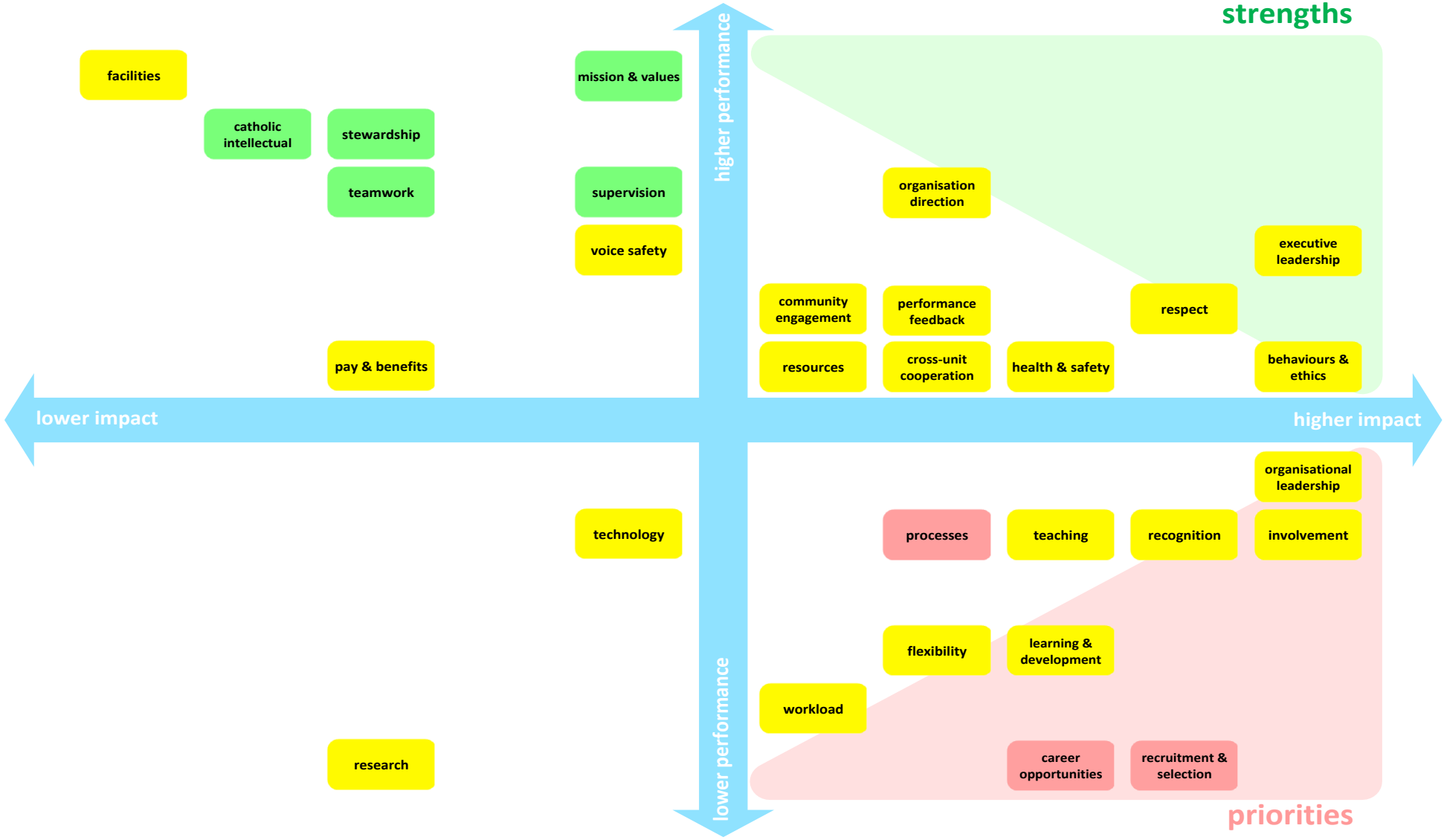
• Compared to the Education - Australian & New Zealand Universities benchmark, your results are 2% lower than is typical at other similar organisations.

performance overview



priority matrix

Based on analyses of the data from this survey, the practices are positioned on the matrix below in terms of performance (combining % favourable and the comparison to benchmark) and impact (the degree that each practice is likely to drive engagement, wellbeing and progress). The potential priorities for improvement are in the bottom right (ie relatively low performance and high impact).



priorities

		2022 % Fav	2019 % Diff	Unis % Diff
Teaching	I am given enough support to evaluate my teaching effectively	**50%**	**-8%**	**-5%**
Career Opportunities	There are enough opportunities for my career to progress here	**37%**	**+1%**	**-2%**
Involvement	I am empowered to make decisions needed to do my role well	**64%**	**+2%**	**-5%**
Career Opportunities	Enough time and effort is spent on career planning	**34%**	**-1%**	**0%**
Recruitment & Selection	ACU is good at attracting people to apply for jobs here	**45%**	**-9%**	**-5%**

The table above expands on the priority matrix at a question level, identifying the questions where performance was rated lowest in comparison to the relative importance of the issue. Key improvement areas, or areas of high impact in which staff perceive performance could improve, have been identified. We recommend that you consider other sources of information such as open-text comments alongside this information when determining the areas you will action.

top 5 questions % favourable

		2022 % Fav	2019 % Diff	Unis % Diff
Mission & Values	I am aware of the values of ACU	**95%**	+1%	+15%
Supervision	I am held accountable for my actions	**93%**	0%	
Supervision	My supervisor supports equality between genders	**92%**	+1%	+5%
Respect	Sexual harassment is prevented and discouraged	**92%**	0%	+5%
Mission & Values	I believe in the overall purpose of ACU	**90%**	+4%	+7%

top 5 questions compared to previous survey

		2022 % Fav	2019 % Diff	Unis % Diff
Executive Leadership	Executive Leaders behave in a way that is consistent with ACU's values	64%	**+10%**	+12%
Organisational Leadership	I have confidence in the leadership displayed by the Senior Executive Leaders	59%	**+8%**	+5%
Behaviours & Ethics	At ACU, inappropriate/unethical behaviour is addressed	59%	**+7%**	
Behaviours & Ethics	ACU is ethical	74%	**+7%**	+2%
Passion	I am proud to tell people that I work at ACU	75%	**+7%**	-4%

top 5 questions compared to benchmarks

		2022 % Fav	2019 % Diff	Unis % Diff
Cross-Unit Cooperation	Knowledge and information are shared throughout ACU	54%	0%	**+16%**
Mission & Values	I am aware of the values of ACU	95%	+1%	**+15%**
Facilities	The buildings, grounds and facilities I use are regularly serviced	73%	-2%	**+14%**
Executive Leadership	Executive Leaders behave in a way that is consistent with ACU's values	64%	+10%	**+12%**
Facilities	The buildings, grounds and facilities I use are in good condition	78%	0%	**+12%**

bottom 5 questions % favourable

		2022 % Fav	2019 % Diff	Unis % Diff
Progress	Change is handled well at ACU	**33%**	0%	0%
Career Opportunities	Enough time and effort is spent on career planning	**34%**	-1%	0%
Career Opportunities	There are enough opportunities for my career to progress here	**37%**	+1%	-2%
Resources	There are enough staff employed to meet work demands in my work unit	**37%**	-5%	0%
Processes	Our processes are efficient	**38%**	-3%	+2%

bottom 5 questions compared to previous survey

		2022 % Fav	2019 % Diff	Unis % Diff
Recruitment & Selection	ACU is good at attracting people to apply for jobs here	45%	**-9%**	-5%
Teaching	I am given enough support to evaluate my teaching effectively	50%	**-8%**	-5%
Workload	My workload is manageable	51%	**-6%**	0%
Flexibility	I maintain a good balance between work and other aspects of my life	58%	**-6%**	-5%
Pay & Benefits	I am satisfied with the income I receive	59%	**-6%**	-2%

bottom 5 questions compared to benchmarks

		2022 % Fav	2019 % Diff	Unis % Diff
Progress	ACU is innovative	40%	+1%	**-11%**
Research	My work unit encourages us to engage in collaborative research	56%	+6%	**-10%**
Research	Research is regarded favourably in my work unit	69%	+4%	**-8%**
Involvement	I am empowered to make decisions needed to do my role well	64%	+2%	**-5%**
Recruitment & Selection	ACU is good at attracting people to apply for jobs here	45%	-9%	**-5%**

detailed results

category results

		%N/A	2022 % Fav	2019 % Diff	Distribution	Unis % Diff	All Ind % Diff
		High	≥80%	≥+10%	SD D M A SA	≥+10%	≥+10%
		Mod	50<80%	±10%		±10%	±10%
		Low	<50%	≤-10%		≤-10%	≤-10%
	PASSION	1%	74%	+1%		-2%	-4%
	WELLNESS	0%	63%	-3%		+3%	-6%
	PROGRESS	5%	55%	0%		-2%	-15%
PURPOSE	Organisation Direction	1%	77%	0%		+8%	+1%
	Mission & Values	1%	90%	+3%		+9%	+2%
	Stewardship	3%	80%				
	Catholic Intellectual Tradition	2%	81%	+1%			
	Behaviours & Ethics	3%	72%	+5%		+2%	-3%
	Respect	3%	78%	+2%		+3%	-3%
	Voice Safety	1%	72%	+4%		+6%	-4%
PROPERTY	Facilities	1%	76%	-1%		+13%	+4%
	Resources	0%	64%	-4%		+6%	-2%
	Processes	0%	49%	-2%		+5%	-10%
	Technology	1%	58%	+1%		+4%	-4%
PEACE	Health & Safety	2%	79%	0%		-1%	-4%
	Workload	0%	51%	-5%		-1%	-13%
	Flexibility	0%	67%	-4%		-4%	-11%
PARTICIPATION	Recruitment & Selection	6%	46%	-5%		-2%	-14%
	Learning & Development	3%	54%	-2%		0%	-9%
	Career Opportunities	4%	39%	-1%		-1%	-7%
	Involvement	1%	62%	+1%		+1%	-8%
	Performance Feedback	2%	73%	-3%		+3%	0%
	Pay & Benefits	0%	72%	-5%		+2%	+9%
	Recognition	1%	62%	0%		+2%	-6%
PEOPLE	Organisational Leadership	5%	61%	+6%		+5%	-12%
	Executive Leadership	5%	63%	+6%		+9%	-5%
	Supervision	1%	86%	0%		+4%	+2%
	Teamwork	1%	88%	0%		+3%	+2%
	Cross-Unit Cooperation	2%	56%	-1%		+9%	-2%
UNIVERSITY	Community Engagement	11%	71%	-2%		+5%	+5%
	Research	73%	62%	+5%		-9%	-8%
	Teaching	72%	62%	-2%		+2%	0%

question results

			High	≥80%	≥+10%	SD D M A SA	≥+10%	≥+10%
			Mod	50<80%	±10%		±10%	±10%
			Low	<50%	≤-10%		≤-10%	≤-10%
			%N/A	2022 % Fav	2019 % Diff	Distribution	Unis % Diff	All Ind % Diff
Organisation Direction	1	I am aware of the vision for the future of ACU	1%	75%	-4%		+10%	+6%
	2	ACU has a strong focus on achieving positive results	1%	79%	+3%		+5%	-4%
Mission & Values	3	I believe in the overall purpose of ACU	1%	90%	+4%		+7%	0%
	4	I am aware of the values of ACU	0%	95%	+1%		+15%	+8%
	5	I believe in the values of ACU	1%	90%	+2%		+8%	+2%
	6	I believe in the work done by ACU	0%	86%	+4%		+4%	-2%
Stewardship	7	I understand how my role contributes to stewardship at ACU	3%	80%				
Catholic Intellectual Tradition	8	I understand how the Catholic Intellectual Tradition contributes to ACU's mission and values	2%	81%	+1%			

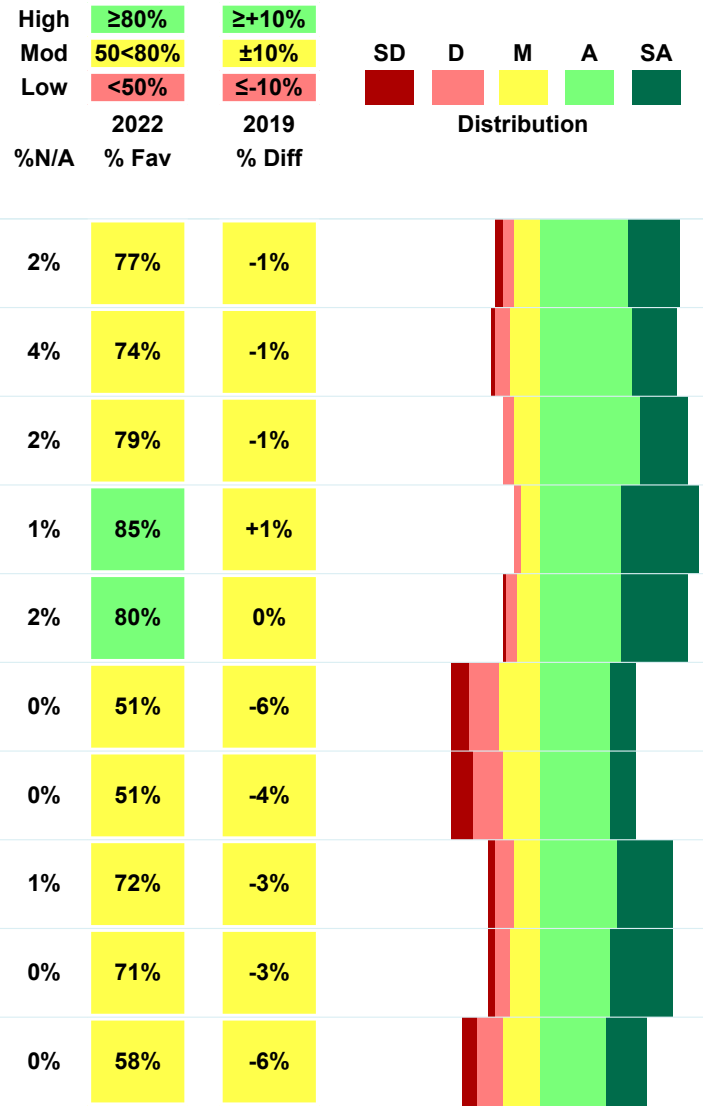
question results

			%N/A	2022 % Fav	2019 % Diff	Distribution	Unis % Diff	All Ind % Diff
			High ≥80%		≥+10%	SD D M A SA	≥+10%	≥+10%
			Mod 50<80%		±10%		±10%	±10%
			Low <50%		≤-10%		≤-10%	≤-10%
Behaviours & Ethics	9	ACU is ethical	1%	74%	+7%		+2%	-9%
	10	ACU staff act with integrity	1%	76%	+2%			
	11	ACU is socially responsible	1%	81%	+6%		+5%	-2%
	12	ACU is environmentally responsible	5%	70%	+4%		-2%	+1%
	13	At ACU, inappropriate/unethical behaviour is addressed	9%	59%	+7%			
Respect	16	Staff treat each other with respect	0%	79%	+4%		+5%	+2%
	17	There is equal opportunity for all staff at ACU	2%	58%	+1%		0%	-9%
	18	Discrimination is not tolerated at ACU	3%	77%	0%		-1%	-6%
	19	Bullying and abusive behaviours are not tolerated at ACU	3%	69%	+5%		+4%	-7%
	20	Sexual harassment is prevented and discouraged	4%	92%	0%		+5%	+1%
	21	At ACU gender-based harassment and sexual harassment is not tolerated	4%	90%	+1%		+3%	-1%
Voice Safety	22	If I saw misconduct of other staff I would feel safe reporting it	1%	74%	+4%		+6%	-4%
	23	I feel safe raising workplace issues at ACU	1%	70%	+4%			

question results

			%N/A	2022 % Fav	2019 % Diff	Distribution	Unis % Diff	All Ind % Diff
High				≥80%	≥+10%	SD D M A SA	≥+10%	≥+10%
Mod				50<80%	±10%		±10%	±10%
Low				<50%	≤-10%		≤-10%	≤-10%
Facilities	24	The buildings, grounds and facilities I use are in good condition	1%	78%	0%		+12%	+4%
	25	The buildings, grounds and facilities I use are regularly serviced	2%	73%	-2%		+14%	+5%
Resources	26	I have access to the right equipment to do my job well	0%	77%	-5%		+8%	+2%
	27	I have access to the information I need to do my job well	0%	78%	0%		+10%	+4%
	28	There are enough staff employed to meet work demands in my work unit	0%	37%	-5%		0%	-10%
Processes	29	There are clear policies and processes for how work is to be done	0%	63%	-2%		+8%	-3%
	30	Our processes are efficient	0%	38%	-3%		+2%	-15%
	31	At ACU it is clear who has responsibility for what	0%	45%	0%		+5%	-11%
Technology	32	ACU makes good use of technology	1%	58%	+1%		+4%	-4%
	33	Staff at ACU have good skills at using the technology we have	2%	57%	+2%		+3%	-4%

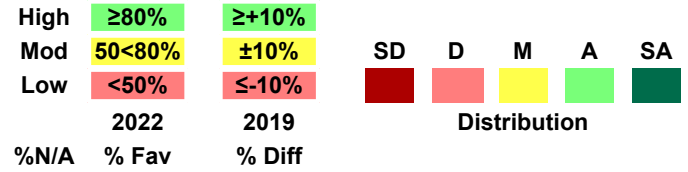
question results



			%N/A	2022 % Fav	2019 % Diff	Unis % Diff	All Ind % Diff
Health & Safety	34	Keeping high levels of health and safety is a priority for ACU	2%	77%	-1%	-2%	-7%
	35	We are given all necessary safety equipment and training	4%	74%	-1%	-2%	-4%
	36	Staff are aware of their work, health and safety responsibilities	2%	79%	-1%	-1%	-2%
	37	My supervisor encourages healthy and safe behaviour	1%	85%	+1%		
	38	I know where to get help if I am feeling emotionally unwell or unsafe at work	2%	80%	0%	+2%	-4%
Workload	39	My workload is manageable	0%	51%	-6%	0%	-13%
	40	I am given enough time to do my job well	0%	51%	-4%	-3%	-13%
Flexibility	41	ACU has enough flexible work arrangements to meet my needs	1%	72%	-3%	-4%	-7%
	42	I have the flexibility I need to manage work, family, caring responsibilities and other commitments	0%	71%	-3%		
	43	I maintain a good balance between work and other aspects of my life	0%	58%	-6%	-5%	-14%

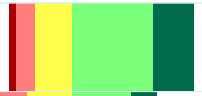
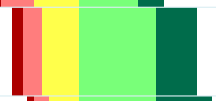
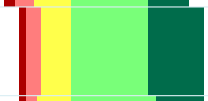
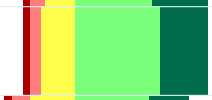
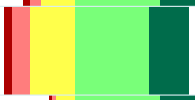
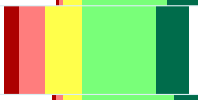
survey powered by voice project

question results



			%N/A	2022 % Fav	2019 % Diff	Unis % Diff	All Ind % Diff
Recruitment & Selection	44	ACU is good at attracting people to apply for jobs here	8%	45%	-9%	-5%	-17%
	45	ACU is good at selecting the right people for the right jobs	5%	48%	-1%	+1%	-10%
Learning & Development	46	When people start in new jobs at ACU they are given enough guidance and training	5%	50%	-5%	+3%	-7%
	47	There is a commitment to ongoing training and development of staff	1%	57%	-1%	0%	-8%
	48	The training and development I've received has improved my performance	4%	56%	0%	-3%	-11%
Career Opportunities	49	Enough time and effort is spent on career planning	5%	34%	-1%	0%	-7%
	50	I am developing skills needed for career progression	5%	47%	-3%	-2%	-7%
	51	There are enough opportunities for my career to progress here	4%	37%	+1%	-2%	-8%

question results

		%N/A	2022 % Fav	2019 % Diff	Distribution	Unis % Diff	All Ind % Diff
		High	≥80%	≥+10%	SD D M A SA	≥+10%	≥+10%
		Mod	50<80%	±10%		±10%	±10%
		Low	<50%	≤-10%		≤-10%	≤-10%
Involvement	52 I am encouraged to give feedback about things that concern me	1%	66%	0%		+5%	-6%
	53 I am consulted before decisions that affect me are made	1%	46%	+1%		+4%	-7%
	54 I am empowered to make decisions needed to do my role well	0%	64%	+2%		-5%	-13%
	55 I am encouraged to put forward ideas for improvement	0%	72%	-1%		-1%	-6%
Performance Feedback	56 My performance is reviewed often enough	3%	72%	-4%		+5%	+4%
	57 The performance feedback I am given provides me with clear guidelines for improvement	4%	61%	-4%		+7%	0%
	58 I understand how my job contributes to the overall success of ACU	0%	86%	-1%		-1%	-5%
Pay & Benefits	59 I am satisfied with the income I receive	0%	59%	-6%		-2%	+3%
	60 I am satisfied with the benefits I receive (super, leave, etc)	0%	85%	-4%		+7%	+15%

question results

			High	Mod	Low	2022	2019	SD	D	M	A	SA		Unis	All Ind
			≥80%	50<80%	<50%		≥+10%							≥+10%	≥+10%
							±10%							±10%	±10%
							≤-10%							≤-10%	≤-10%
										Distribution					
			%N/A			% Fav	% Diff							% Diff	% Diff
Recognition	61	My contributions are recognised	1%			62%	0%							+5%	-4%
	62	At ACU we celebrate success	1%			62%	0%							-2%	-8%
Organisational Leadership	63	I have confidence in the leadership displayed by the Senior Executive Leaders	5%			59%	+8%							+5%	-12%
	64	I have confidence in my Senior Executive Leader	5%			64%	+3%								
Executive Leadership	65	I have confidence in the ability of ACU's Executive Leaders	4%			63%	+5%							+8%	-8%
	66	Executive Leaders behave in a way that is consistent with ACU's values	7%			64%	+10%							+12%	-4%
	67	Executive Leaders keep staff informed	4%			62%	+5%							+8%	-2%

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question results

			High	≥80%	≥+10%	SD D M A SA	≥+10%	≥+10%
			Mod	50<80%	±10%		±10%	±10%
			Low	<50%	≤-10%		≤-10%	≤-10%
			%N/A	2022 % Fav	2019 % Diff	Distribution	Unis % Diff	All Ind % Diff
Supervision	68	I have confidence in the ability of my supervisor	1%	82%	0%		+4%	+1%
	69	My supervisor behaves in a way that is consistent with the values of ACU	1%	86%	0%		+3%	0%
	70	I am held accountable for my actions	2%	93%	0%			
	71	My supervisor keeps me informed	1%	80%	-2%			
	72	My supervisor gives me help and support	1%	83%	+1%		+5%	+2%
	73	My supervisor listens to what I have to say	1%	85%	0%		+5%	+4%
	74	My supervisor is open to discussing any issues or concerns I might have	1%	85%				
	75	My supervisor supports equality between genders	6%	92%	+1%		+5%	+4%
Teamwork	76	I have confidence in the ability of my co-workers	1%	88%	0%		+3%	+3%
	77	My co-workers give me help and support	1%	89%	0%		+3%	+2%
Cross-Unit Cooperation	78	Knowledge and information are shared throughout ACU	2%	54%	0%		+16%	0%
	79	My work unit receives help and support from other work units	3%	58%	-1%		+3%	-5%

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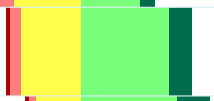
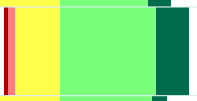
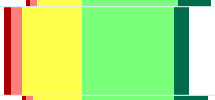
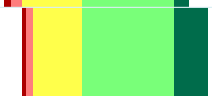
question results

			High	Mod	Low	2022	2019	SD	D	M	A	SA	Unis	All Ind
			≥80%	50<80%	<50%		≥+10%						≥+10%	≥+10%
							±10%						±10%	±10%
							≤-10%						≤-10%	≤-10%
			%N/A			% Fav	% Diff	Distribution					% Diff	% Diff
Passion	80	I am proud to tell people that I work at ACU	0%			75%	+7%						-4%	-8%
	81	I would recommend ACU as a good place to work	0%			72%	+3%						+1%	-5%
	82	My work gives me a feeling of personal accomplishment	0%			77%	0%						-3%	-5%
	83	I like the kind of work I do	0%			87%	-2%						-1%	-2%
	84	I would like to still be working in here in two years	2%			73%	-3%						-2%	-2%
	85	I can see a future for me here	2%			62%	0%						-1%	-4%
Wellness	86	My job has a positive impact on my well-being	0%			62%	-2%						+3%	-6%
	87	I feel in control of things in my job	0%			59%	-4%						+2%	-8%
	88	I experience more positive than negative emotions at work	0%			70%	0%						+3%	-4%
	89	I am able to keep my job stress at an acceptable level	0%			61%	-5%						+3%	-8%

survey powered by voice project

question results

		%N/A	2022 % Fav	2019 % Diff	Distribution	Unis % Diff	All Ind % Diff
High			≥80%	≥+10%	SD D M A SA	≥+10%	≥+10%
Mod			50<80%	±10%		±10%	±10%
Low			<50%	≤-10%		≤-10%	≤-10%
Progress	90 Change is handled well at ACU	4%	33%	0%		0%	-19%
	91 ACU is innovative	2%	40%	+1%		-11%	-23%
	92 Customers are satisfied with our products and/or services	9%	59%	-1%		-4%	-15%
	93 I would recommend ACU's products and/or services	3%	69%	0%		-1%	-15%
	94 The goals of ACU are being reached	10%	59%	-2%		+2%	-12%
	95 The future for ACU is positive	4%	68%	+1%		+3%	-7%

survey powered by voice project

question results

			%N/A	2022 % Fav	2019 % Diff	Distribution	Unis % Diff	All Ind % Diff
High				≥80%	≥+10%	SD D M A SA	≥+10%	≥+10%
Mod				50<80%	±10%		±10%	±10%
Low				<50%	≤-10%		≤-10%	≤-10%
Community Engagement	96	Community engagement is regarded favourably at ACU	7%	83%	-2%			
	97	I value community engagement as part of my employment at ACU	11%	75%	-2%			
	98	I'm given enough support to achieve my community engagement goals	16%	54%	-3%		+5%	+5%
Research	99	Research is regarded favourably in my work unit	73%	69%	+4%		-8%	-7%
	100	My work unit encourages us to engage in collaborative research	73%	56%	+6%		-10%	-10%
Teaching	101	Teaching is regarded favourably in my work unit	72%	81%	+2%		+8%	+7%
	102	I am given enough support to evaluate my teaching effectively	73%	50%	-8%		-5%	-8%
	103	ACU recognises the importance of teaching expertise to its ongoing success	72%	54%	-1%			

weather map

location

acad/prof

		ACU	Adelaide	Ballarat	Blacktown	Brisbane	Canberra	Melbourne	North Sydney	Rome	Strathfield	Academic	Professional
	Responses:	1403	1	52	24	305	49	464	403	1	104	459	944
	PASSION	74%		76%	79%	73%	78%	75%	73%		76%	72%	76%
	WELLNESS	63%		64%	71%	61%	66%	61%	66%		60%	54%	67%
	PROGRESS	55%		54%	60%	50%	53%	54%	59%		57%	51%	57%
PURPOSE	Organisation Direction	77%		84%	81%	71%	71%	77%	80%		78%	73%	78%
	Mission & Values	90%		87%	96%	91%	90%	90%	91%		87%	89%	91%
	Stewardship	80%		88%	78%	79%	76%	76%	83%		91%	75%	83%
	Catholic Intellectual Tradition	81%		82%	86%	85%	66%	78%	83%		84%	81%	81%
	Behaviours & Ethics	72%		66%	81%	66%	81%	71%	76%		72%	66%	75%
	Respect	78%		78%	76%	74%	83%	78%	80%		76%	73%	80%
	Voice Safety	72%		64%	60%	68%	82%	73%	75%		67%	70%	73%
PROPERTY	Facilities	76%		90%	69%	82%	81%	67%	82%		60%	72%	77%
	Resources	64%		65%	61%	63%	68%	63%	67%		58%	53%	69%
	Processes	49%		57%	47%	42%	59%	48%	53%		49%	38%	54%
	Technology	58%		53%	47%	52%	62%	55%	65%		61%	50%	61%
PEACE	Health & Safety	79%		82%	81%	81%	90%	75%	82%		73%	73%	82%
	Workload	51%		46%	56%	49%	49%	52%	55%		42%	33%	60%
	Flexibility	67%		62%	64%	68%	72%	65%	69%		61%	61%	70%
PARTICIPATION	Recruitment & Selection	46%		35%	63%	41%	52%	46%	50%		50%	42%	48%
	Learning & Development	54%		50%	50%	47%	52%	53%	61%		57%	44%	59%
	Career Opportunities	39%		38%	44%	35%	33%	40%	41%		46%	39%	40%
	Involvement	62%		53%	61%	60%	59%	63%	66%		54%	51%	67%
	Performance Feedback	73%		73%	67%	72%	76%	73%	74%		75%	68%	75%
	Pay & Benefits	72%		67%	73%	76%	77%	75%	68%		59%	71%	72%
	Recognition	62%		51%	62%	55%	77%	64%	64%		63%	53%	67%
PEOPLE	Organisational Leadership	61%		63%	70%	55%	66%	60%	68%		56%	54%	65%
	Executive Leadership	63%		65%	71%	57%	68%	63%	66%		65%	57%	66%
	Supervision	86%		81%	81%	86%	83%	87%	87%		80%	81%	88%
	Teamwork	88%		90%	90%	88%	83%	88%	89%		89%	86%	89%
	Cross-Unit Cooperation	56%		47%	53%	49%	58%	56%	62%		50%	44%	61%
UNIVERSITY	Community Engagement	71%		72%	71%	70%	81%	71%	69%		71%	67%	72%
	Research	62%		38%	25%	56%	72%	72%	65%		55%	63%	57%
	Teaching	62%		56%	67%	63%	63%	59%	70%		57%	62%	52%

weather map

classification level

		ACU	Level A	Level B	Level C	Level D	Level E	HEW 2	HEW 3	HEW 4	HEW 5	HEW 6	HEW 7	HEW 8	HEW 9	HEW 10	Senior
	Responses:	1403	22	189	132	58	38	2	8	30	178	159	239	130	125	21	72
	PASSION	74%	88%	74%	65%	73%	73%		95%	79%	76%	73%	75%	74%	75%	75%	82%
	WELLNESS	63%	66%	52%	46%	57%	69%		97%	74%	69%	65%	67%	66%	65%	54%	73%
	PROGRESS	55%	57%	53%	43%	51%	52%		87%	73%	60%	57%	54%	55%	54%	52%	61%
PURPOSE	Organisation Direction	77%	81%	73%	69%	71%	82%		94%	79%	78%	77%	79%	75%	81%	81%	78%
	Mission & Values	90%	95%	91%	83%	89%	89%		100%	93%	87%	91%	90%	92%	92%	98%	96%
	Stewardship	80%	86%	77%	72%	70%	79%		100%	87%	79%	83%	83%	82%	82%	90%	85%
	Catholic Intellectual Tradition	81%	77%	82%	77%	82%	89%		75%	79%	77%	79%	82%	83%	85%	90%	88%
	Behaviours & Ethics	72%	72%	67%	58%	64%	74%		92%	75%	75%	77%	72%	76%	72%	75%	84%
	Respect	78%	80%	73%	68%	73%	84%		85%	80%	81%	79%	78%	76%	81%	82%	87%
	Voice Safety	72%	68%	66%	65%	77%	78%		88%	70%	75%	73%	69%	66%	75%	74%	89%
PROPERTY	Facilities	76%	75%	70%	64%	81%	86%		81%	77%	73%	78%	79%	75%	79%	69%	89%
	Resources	64%	55%	51%	47%	54%	68%		92%	70%	71%	64%	72%	67%	67%	68%	75%
	Processes	49%	39%	38%	32%	45%	35%		96%	72%	61%	52%	53%	49%	49%	47%	54%
	Technology	58%	43%	50%	44%	55%	55%		88%	88%	63%	60%	58%	60%	57%	63%	66%
PEACE	Health & Safety	79%	75%	73%	65%	70%	87%		90%	91%	81%	81%	82%	78%	81%	92%	91%
	Workload	51%	59%	28%	23%	31%	62%		100%	80%	64%	58%	64%	55%	50%	49%	68%
	Flexibility	67%	67%	57%	54%	66%	82%		71%	74%	65%	68%	70%	70%	73%	61%	82%
PARTICIPATION	Recruitment & Selection	46%	57%	44%	34%	40%	50%		93%	65%	55%	45%	47%	40%	49%	40%	49%
	Learning & Development	54%	28%	43%	40%	52%	46%		83%	65%	59%	57%	59%	52%	59%	67%	72%
	Career Opportunities	39%	44%	37%	29%	49%	51%		54%	44%	42%	38%	36%	35%	43%	45%	57%
	Involvement	62%	50%	50%	42%	53%	67%		78%	64%	66%	66%	67%	63%	72%	69%	76%
	Performance Feedback	73%	73%	68%	61%	73%	74%		79%	79%	82%	75%	76%	64%	74%	78%	79%
	Pay & Benefits	72%	66%	63%	70%	77%	91%		63%	60%	71%	70%	73%	69%	73%	76%	90%
	Recognition	62%	55%	53%	43%	58%	69%		75%	62%	69%	66%	64%	66%	66%	76%	72%
PEOPLE	Organisational Leadership	61%	63%	49%	47%	62%	72%		75%	69%	63%	63%	65%	64%	63%	66%	79%
	Executive Leadership	63%	64%	59%	47%	54%	70%		75%	68%	66%	67%	67%	58%	65%	71%	78%
	Supervision	86%	82%	80%	77%	87%	89%		94%	88%	89%	87%	88%	84%	88%	93%	90%
	Teamwork	88%	93%	84%	82%	92%	93%		100%	92%	90%	85%	90%	88%	92%	93%	88%
	Cross-Unit Cooperation	56%	39%	44%	46%	39%	44%		71%	68%	64%	59%	58%	55%	66%	55%	65%
UNIVERSITY	Community Engagement	71%	74%	64%	65%	73%	70%		77%	77%	70%	72%	74%	67%	74%	73%	82%
	Research	62%	73%	56%	56%	67%	88%										89%
	Teaching	62%	65%	59%	56%	70%	83%										87%

weather map

employment status | fixed or continuing | gender

		ACU	Full Time	Part Time	Fixed	Continuing	Women	Men
	Responses:	1403	1131	272	262	1141	913	490
	PASSION	74%	74%	76%	78%	74%	76%	72%
	WELLNESS	63%	62%	68%	70%	61%	63%	62%
	PROGRESS	55%	54%	58%	59%	54%	57%	51%
PURPOSE	Organisation Direction	77%	77%	75%	81%	76%	80%	71%
	Mission & Values	90%	90%	92%	93%	90%	92%	88%
	Stewardship	80%	81%	78%	80%	80%	81%	79%
	Catholic Intellectual Tradition	81%	81%	84%	81%	81%	83%	77%
	Behaviours & Ethics	72%	71%	74%	79%	70%	73%	70%
	Respect	78%	77%	79%	84%	76%	77%	78%
	Voice Safety	72%	71%	73%	77%	70%	71%	72%
PROPERTY	Facilities	76%	74%	81%	79%	75%	76%	76%
	Resources	64%	63%	68%	68%	63%	65%	61%
	Processes	49%	48%	52%	52%	48%	50%	46%
	Technology	58%	56%	66%	62%	57%	60%	54%
PEACE	Health & Safety	79%	79%	79%	84%	78%	80%	77%
	Workload	51%	50%	57%	65%	48%	52%	51%
	Flexibility	67%	66%	73%	74%	65%	67%	67%
PARTICIPATION	Recruitment & Selection	46%	46%	49%	52%	45%	47%	44%
	Learning & Development	54%	55%	53%	63%	52%	55%	52%
	Career Opportunities	39%	41%	34%	46%	38%	40%	38%
	Involvement	62%	62%	62%	70%	60%	64%	58%
	Performance Feedback	73%	73%	72%	74%	73%	74%	71%
	Pay & Benefits	72%	71%	74%	77%	70%	74%	67%
	Recognition	62%	62%	62%	72%	60%	64%	58%
PEOPLE	Organisational Leadership	61%	62%	57%	70%	59%	65%	56%
	Executive Leadership	63%	63%	61%	72%	61%	66%	57%
	Supervision	86%	86%	85%	88%	85%	87%	84%
	Teamwork	88%	87%	92%	91%	88%	89%	87%
	Cross-Unit Cooperation	56%	55%	57%	61%	54%	59%	50%
UNIVERSITY	Community Engagement	71%	70%	73%	77%	69%	72%	68%
	Research	62%	62%	66%	86%	58%	64%	60%
	Teaching	62%	61%	62%	74%	60%	63%	59%