



Staff Pulse

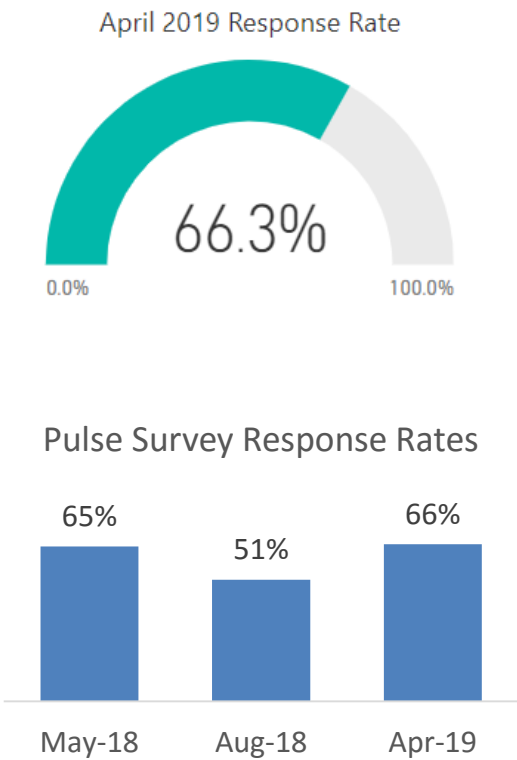
Total Unitec Results

April 2019

Response Rates

This report shows results from the third staff pulse survey run in April 2019. The pulse surveys are short (6-7 questions) surveys designed to measure staff sentiment at regular intervals in between the full staff engagement survey run in September each year.

597 staff responded to the April survey which equates to a 66% response rate. This was up from the 51% we received at the last pulse run in August 2018.



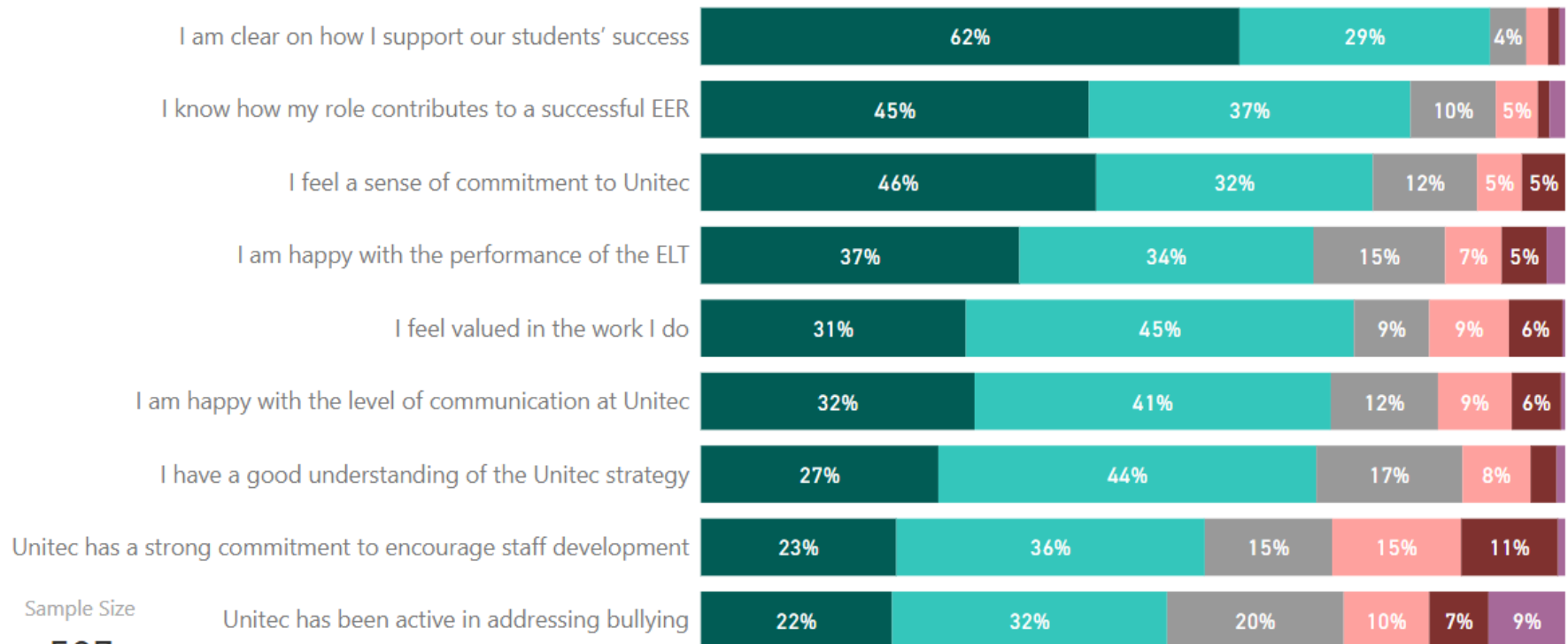
Tier 1 Teams (groups)	Count of Surveys Sent	Count of Surveys Completed	Response Rate
Finance	18	17	94.4%
Heads of Schools	14	13	92.9%
People & Safety	24	22	91.7%
Information Technology	35	31	88.6%
Reputation and Student Recruitment	99	82	82.8%
Student Retention and Success	145	120	82.8%
Environmental & Animal Sciences	28	23	82.1%
Copy Centre	5	4	80.0%
Creative Industries	42	27	64.3%
Applied Business	35	22	62.9%
Community Studiies	49	30	61.2%
Computing & Information Technology	20	12	60.0%
Office of the CEO	5	3	60.0%
Other	17	10	58.8%
Research	24	14	58.3%
Bridgepoint	66	38	57.6%
Healthcare & Social Practice	49	26	53.1%
Architecture	36	18	50.0%
Engineering & Applied Technology	47	22	46.8%
Trades & Services	54	25	46.3%
Infrastructure and Security	40	18	45.0%
Mataaho	18	8	44.4%
Building Construction	29	11	37.9%
		1	
Total	899	597	66.3%

Working @ Unitec – April 2019

Staff show strong endorsement towards being clear on how to support student success. Perceptions of Unitec addressing bullying and commitment towards staff development show lower levels of agreement in comparison.

Working @ Unitec Statements - April 2019

● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



Sample Size
597

Working @ Unitec - trending

Over time, there has been continued significant growth in staff perceptions towards ELT performance, communication levels and strategic alignment. This wave, there has been a strong recovery in perceptions of staff development.

Working @ Unitec Statements Trending

● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know

% positive sentiment
(strongly agree or slightly agree) Change
(Aug18 -

May-18 Aug-18 Apr-19 Apr-19)

I feel valued in the work I do-May18	29%	40%	10%	13%	8%				
I feel valued in the work I do-Aug18	25%	42%	10%	11%	12%				
I feel valued in the work I do-Apr19	31%	45%	9%	9%	6%				
I am clear on how I support our students' success-May18	59%	31%	5%						
I am clear on how I support our students' success-Aug18	61%	29%	6%						
I am clear on how I support our students' success-Apr19	62%	29%	4%						
I feel a sense of commitment to Unitec-May18	40%	34%	13%	7%	5%				
I feel a sense of commitment to Unitec-Aug18	39%	30%	15%	9%	7%				
I feel a sense of commitment to Unitec-Apr19	46%	32%	12%	5%	5%				
I know how my role contributes to a successful EER-May18	44%	34%	12%	6%					
I know how my role contributes to a successful EER-Aug18	41%	38%	12%	4%					
I know how my role contributes to a successful EER-Apr19	45%	37%	10%	5%					
Unitec has been active in addressing bullying-May18	15%	25%	25%	13%	11%	10%			
Unitec has been active in addressing bullying-Aug18	15%	33%	25%	11%	8%	8%			
Unitec has been active in addressing bullying-Apr19	22%	32%	20%	10%	7%	9%			
I have a good understanding of the Unitec strategy-May18	18%	39%	21%	14%	7%				
I have a good understanding of the Unitec strategy-Aug18	18%	40%	20%	12%	9%				
I have a good understanding of the Unitec strategy-Apr19	27%	44%	17%	8%					
I am happy with the level of communication at Unitec-May18	13%	41%	17%	18%	10%				
I am happy with the level of communication at Unitec-Aug18	20%	44%	13%	15%	8%				
I am happy with the level of communication at Unitec-Apr19	32%	41%	12%	9%	6%				
Unitec has a strong commitment to staff development-May18	17%	31%	19%	18%	14%				
Unitec has a strong commitment to staff development-Aug18	10%	30%	20%	20%	18%				
Unitec has a strong commitment to staff development-Apr19	23%	36%	15%	15%	11%				
I am happy with the performance of the ELT-May18	7%	30%	25%	16%	17%	5%			
I am happy with the performance of the ELT-Aug18	17%	33%	22%	14%	11%	4%			
I am happy with the performance of the ELT-Apr19	37%	34%	15%	7%	5%				
	69%	67%	76%	+9					
	90%	90%	91%	+1					
	74%	69%	78%	+9					
	78%	79%	82%	+3					
	40%	48%	54%	+6					
	57%	58%	71%	+13					
	54%	64%	73%	+9					
	48%	40%	59%	+19					
	37%	50%	71%	+21					

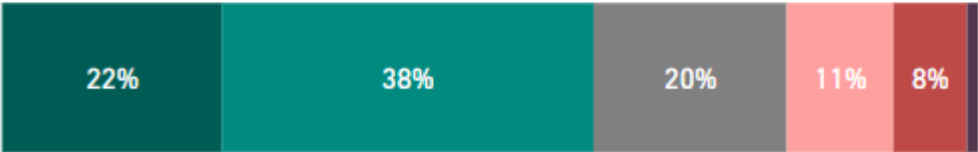
Renewal Plan – April 2019

Staff show strong endorsement across all renewal plan statements, with the highest level shown towards having a clear understanding of where to go to get support.

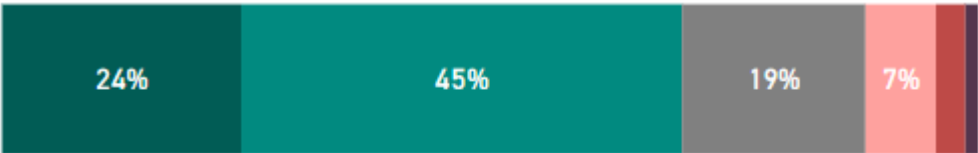
The Renewal Plan Statements - April 2019

● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know

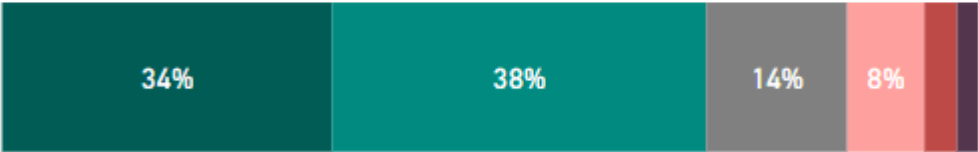
I feel well supported during this time of change



I have a clear understanding of what the Renewal Plan is



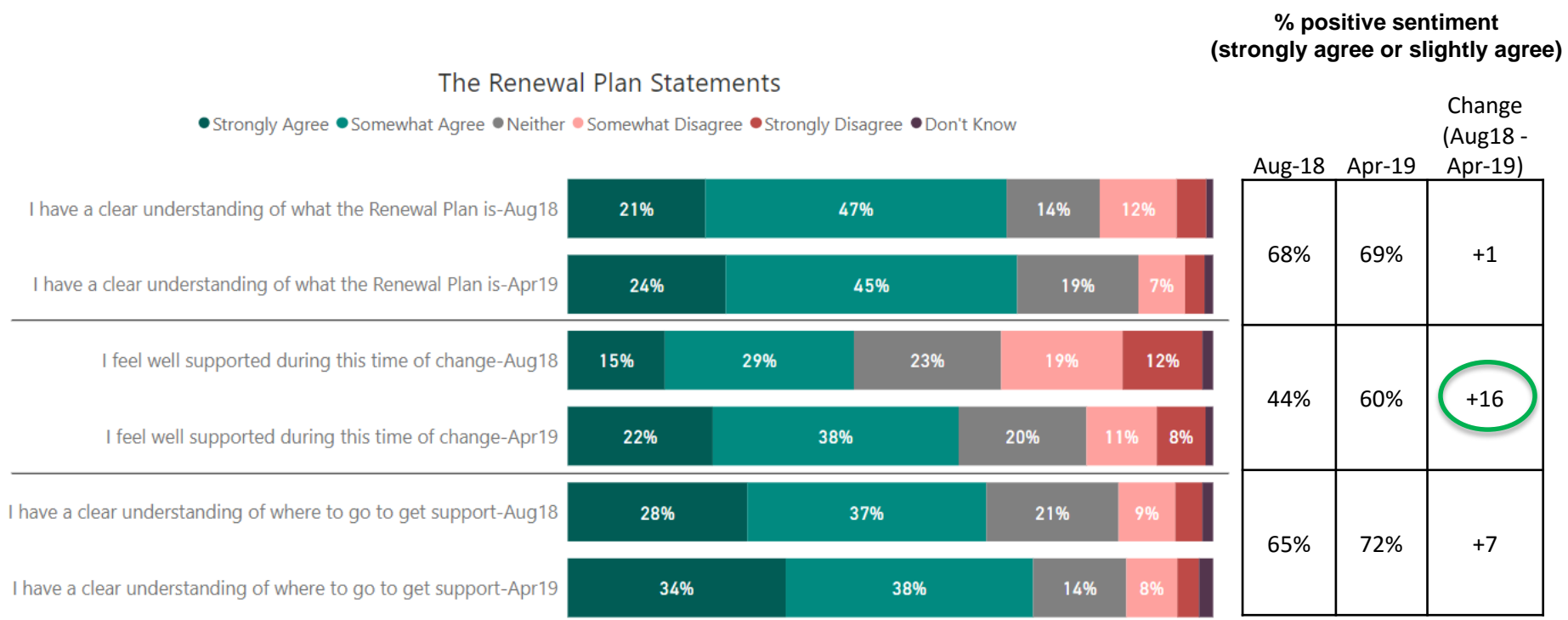
I have a clear understanding of where to go to get support



Sample Size
596

Renewal Plan - trending

Since the last wave in August 2018, there are gains shown across all renewal plan statements with significant growth in positive sentiment towards staff feeling well supported during the process





Working @ Unitec Statements Profiling

Working @ Unitec – April 2019

Working @ Unitec Statement

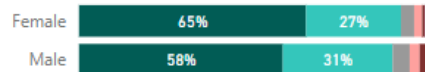
I am clear on how I support our students' success

Total Unitec - Apr19

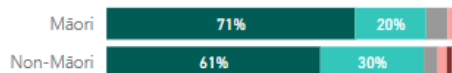
● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



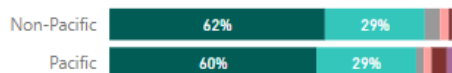
Gender



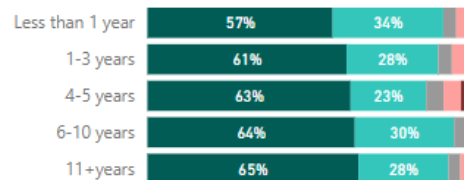
Māori Staff



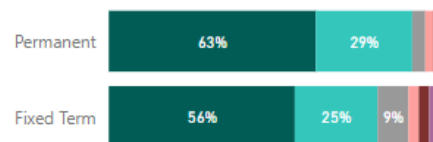
Pacific Staff



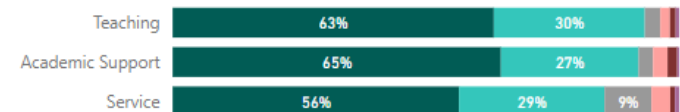
Tenure



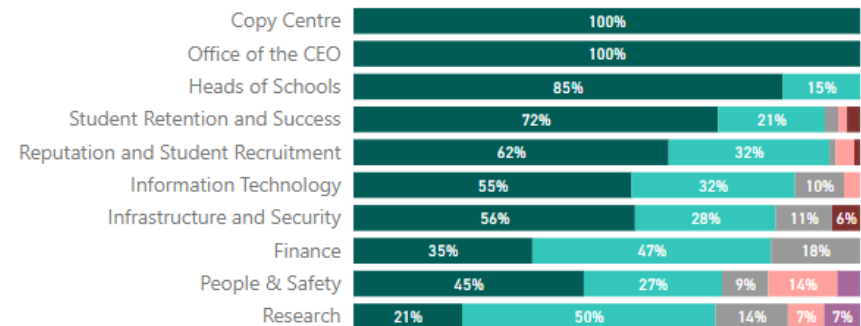
Job Type



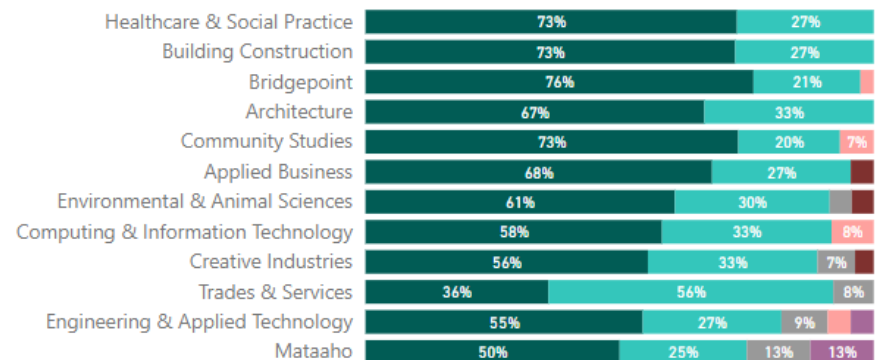
Departments



Academic Support & Service



Schools



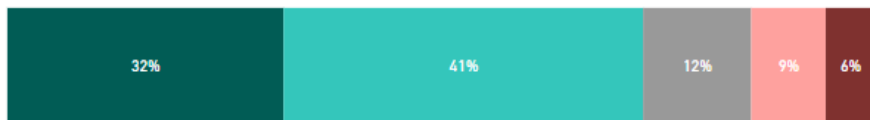
Working @ Unitec – April 2019

Working @ Unitec Statement

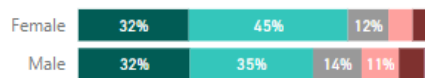
I am happy with the level of communication at Unitec

Total Unitec - Apr19

● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



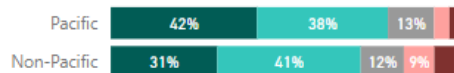
Gender



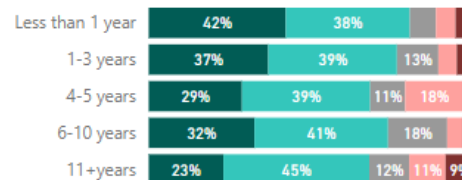
Māori Staff



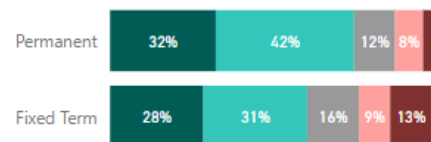
Pacific Staff



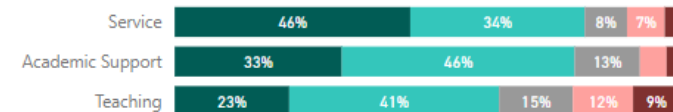
Tenure



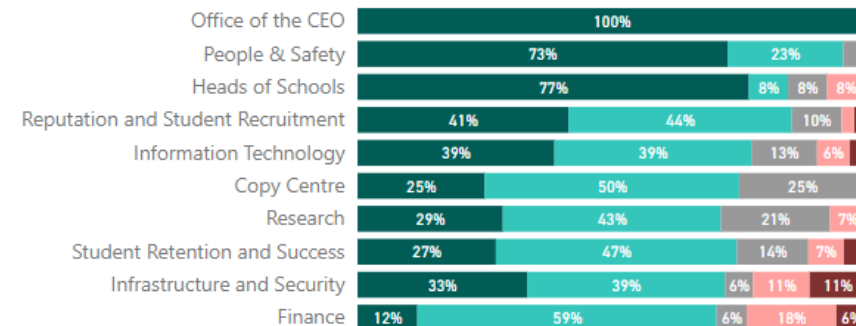
Job Type



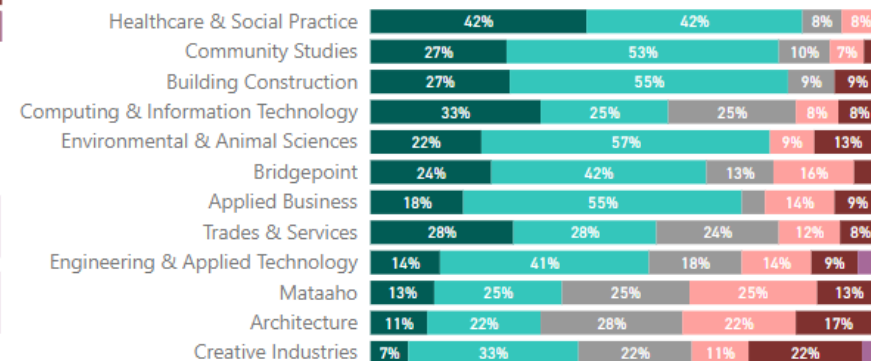
Departments



Academic Support & Service



Schools



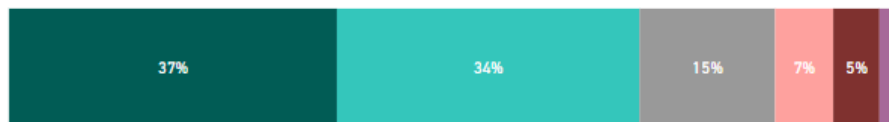
Working @ Unitec – April 2019

Working @ Unitec Statement

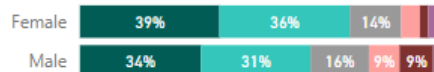
I am happy with the performance of the ELT

Total Unitec - Apr19

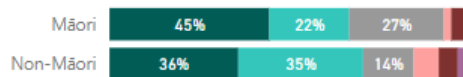
● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



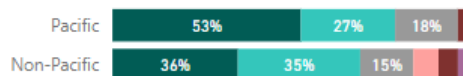
Gender



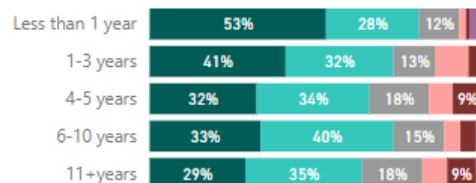
Māori Staff



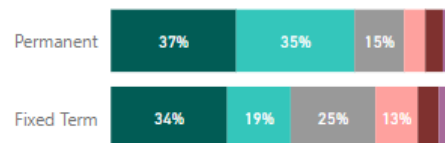
Pacific Staff



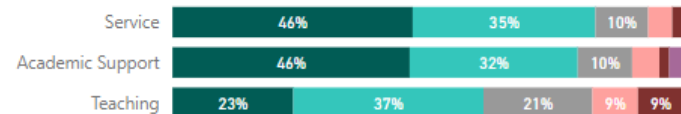
Tenure



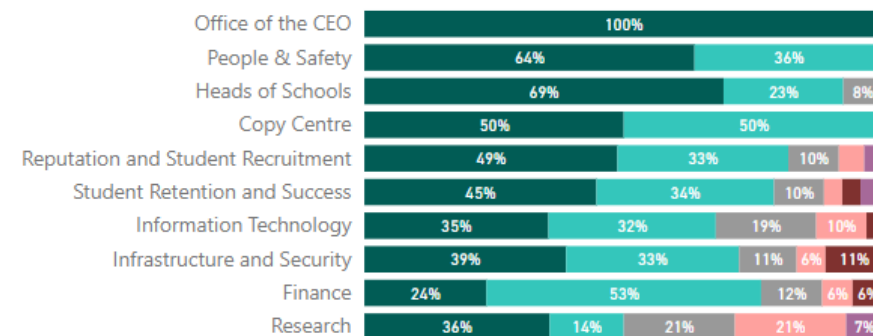
Job Type



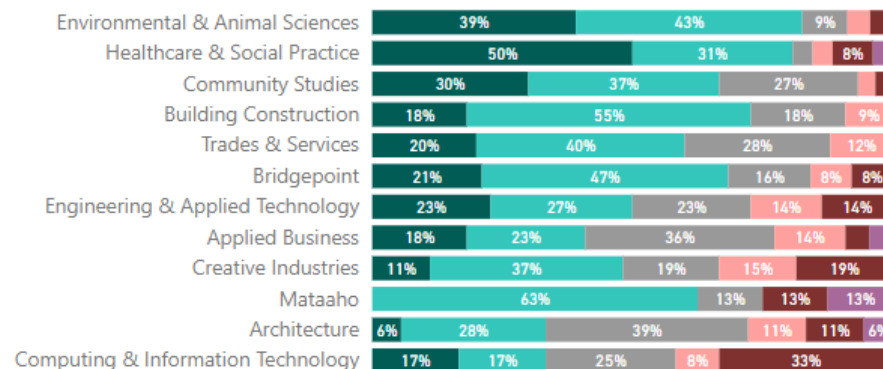
Departments



Academic Support & Service



Schools



Working @ Unitec – April 2019

Working @ Unitec Statement

I feel a sense of commitment to Unitec

Total Unitec - Apr19

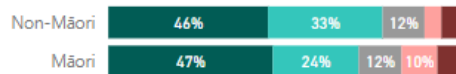
● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree



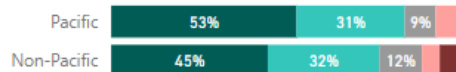
Gender



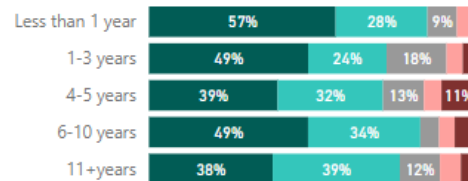
Māori Staff



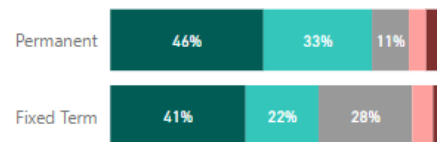
Pacific Staff



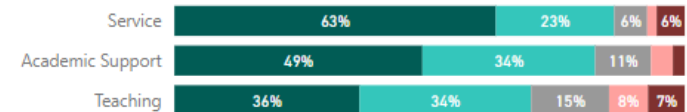
Tenure



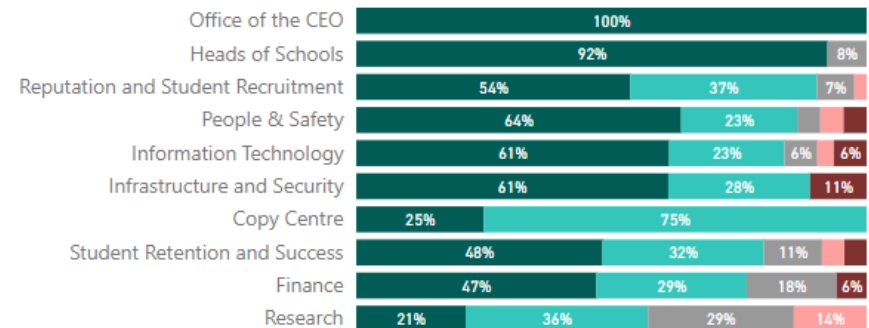
Job Type



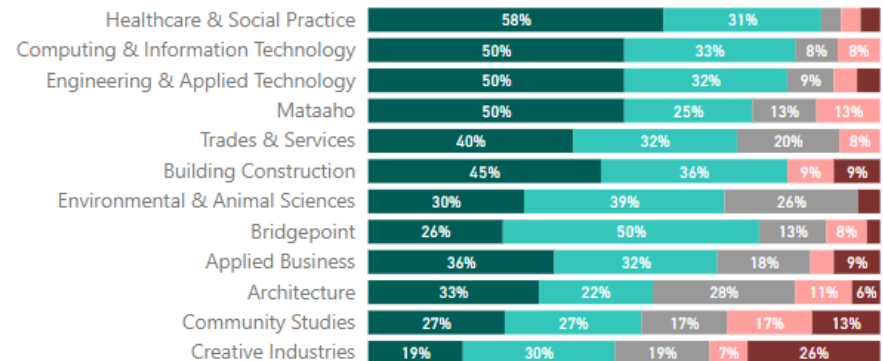
Departments



Academic Support & Service



Schools



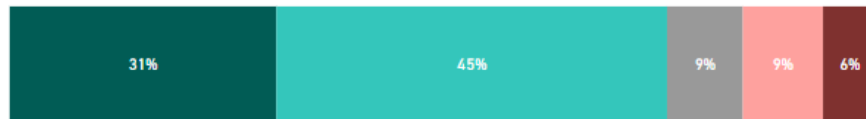
Working @ Unitec – April 2019

Working @ Unitec Statement

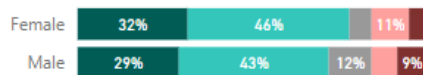
I feel valued in the work I do

Total Unitec - Apr19

● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



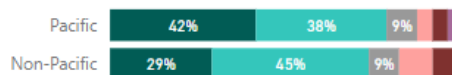
Gender



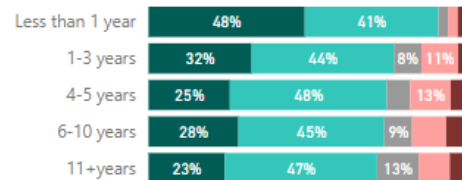
Māori Staff



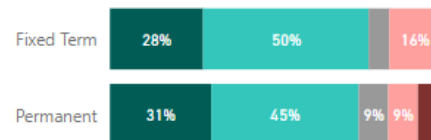
Pacific Staff



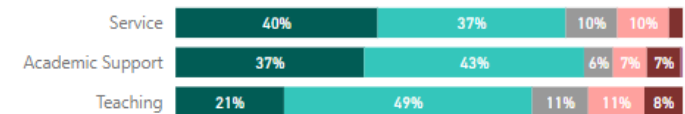
Tenure



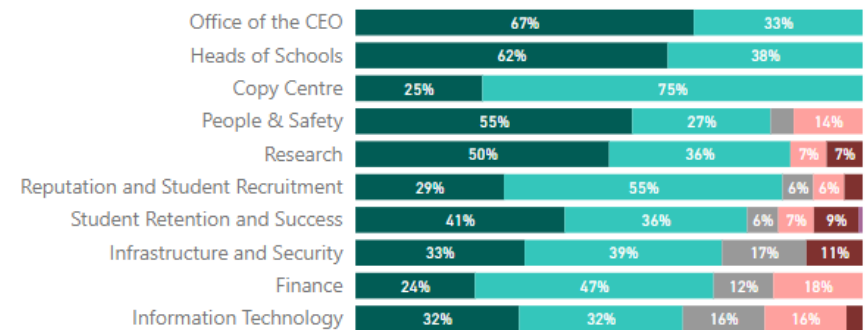
Job Type



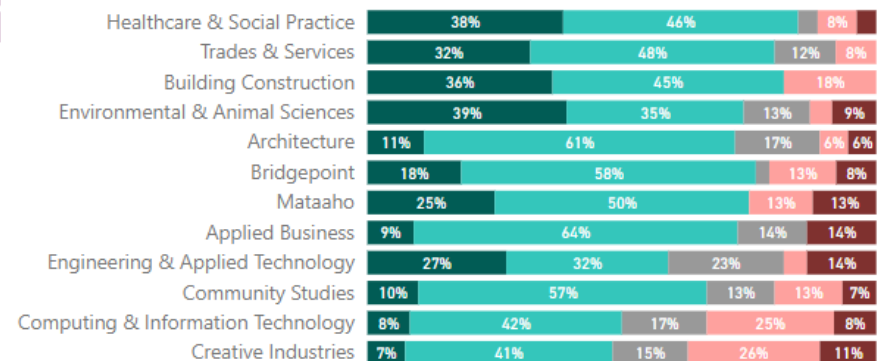
Departments



Academic Support & Service



Schools



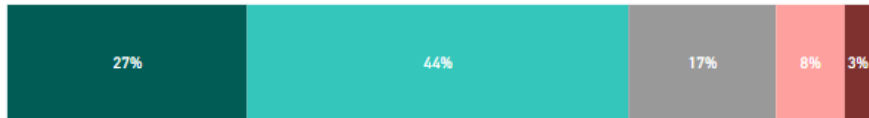
Working @ Unitec – April 2019

Working @ Unitec Statement

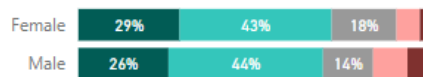
I have a good understanding of the Unitec strategy

Total Unitec - Apr19

● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



Gender



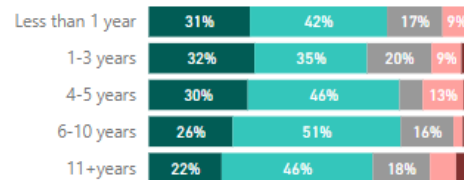
Māori Staff



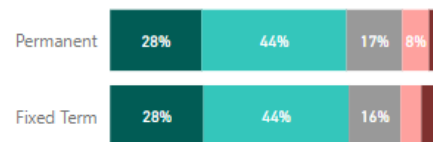
Pacific Staff



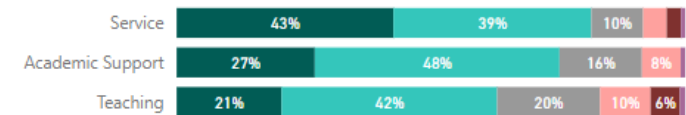
Tenure



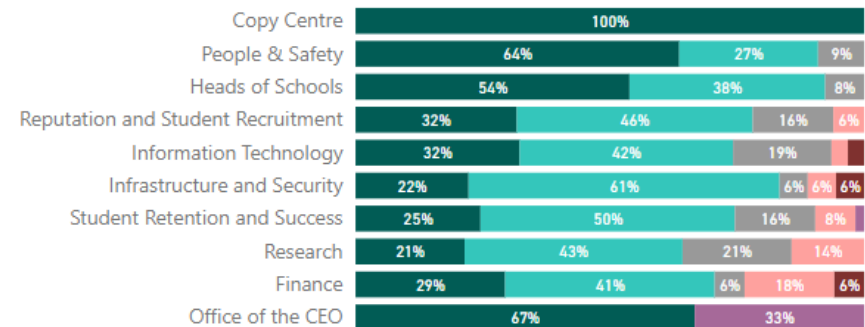
Job Type



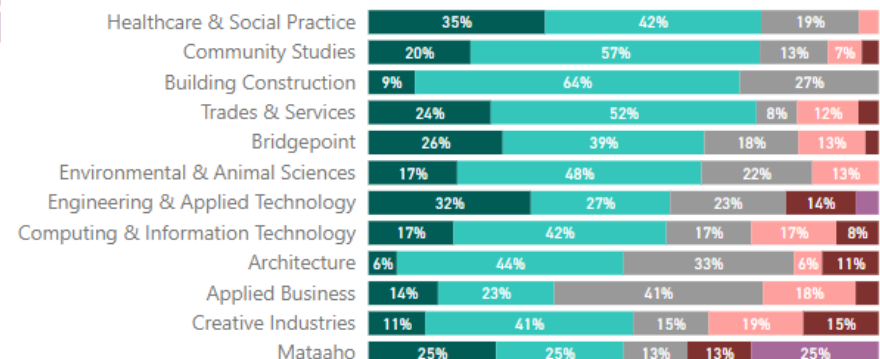
Departments



Academic Support & Service



Schools



Working @ Unitec – April 2019

Working @ Unitec Statement

I know how my role contributes to a successful EER

Total Unitec - Apr19

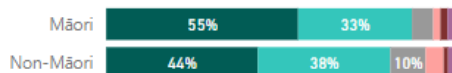
● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



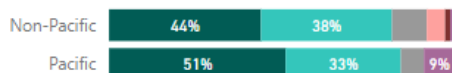
Gender



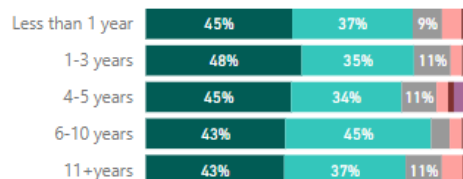
Māori Staff



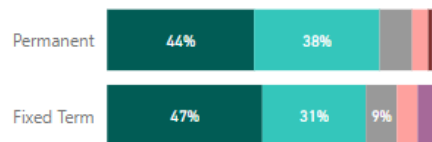
Pacific Staff



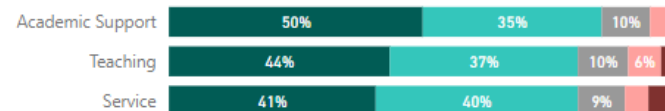
Tenure



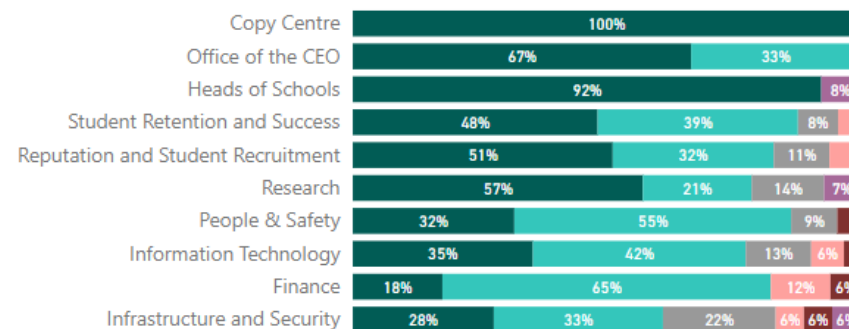
Job Type



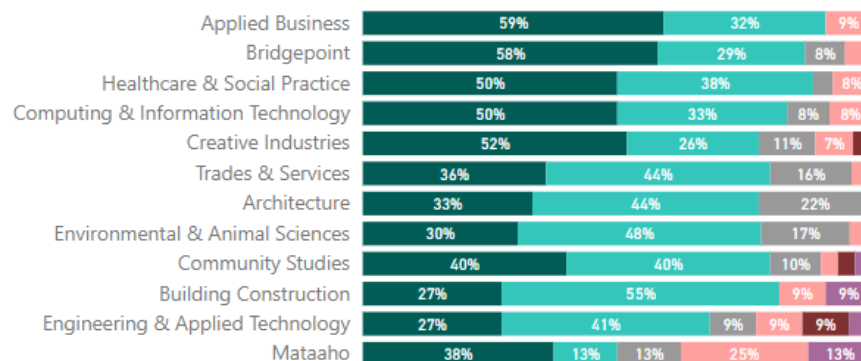
Departments



Academic Support & Service



Schools



Working @ Unitec – April 2019

Working @ Unitec Statement

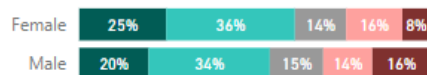
Unitec has a strong commitment to encourage staff development

Total Unitec - Apr19

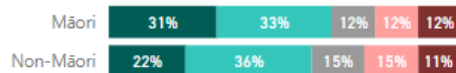
● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



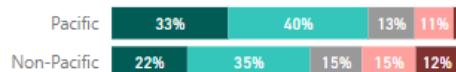
Gender



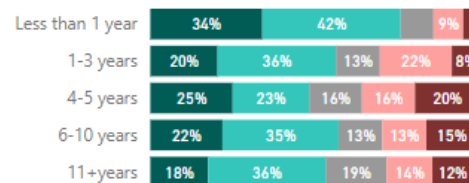
Māori Staff



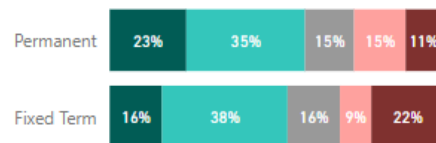
Pacific Staff



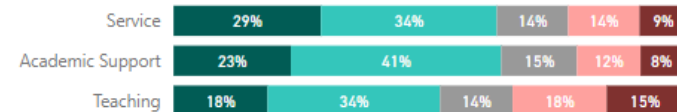
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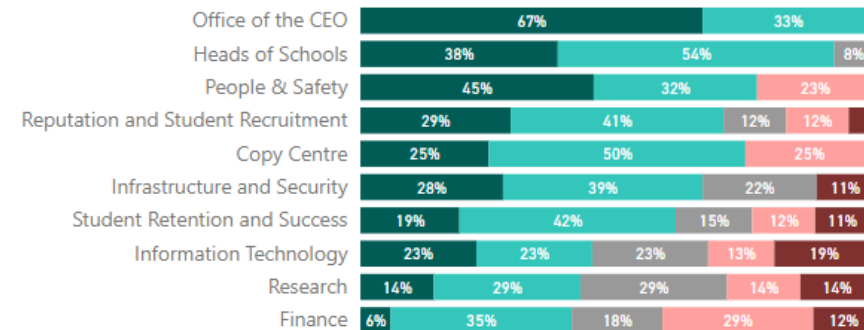
Job Type



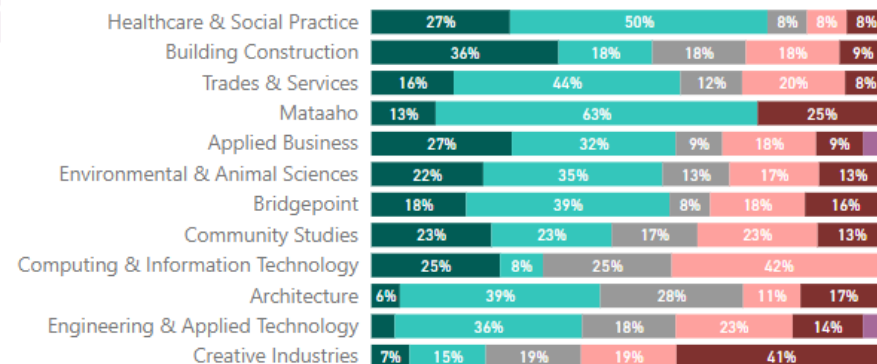
Departments



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Working @ Unitec – April 2019

Working @ Unitec Statement

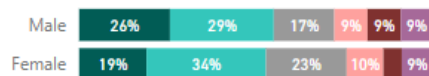
Unitec has been active in addressing bullying

Total Unitec - Apr19

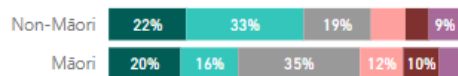
● Strongly Agree ● Somewhat Agree ● Neither ● Somewhat Disagree ● Strongly Disagree ● Don't Know



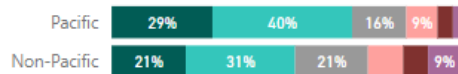
Gender



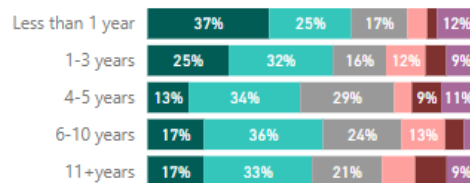
Māori Staff



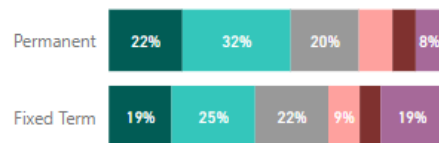
Pacific Staff



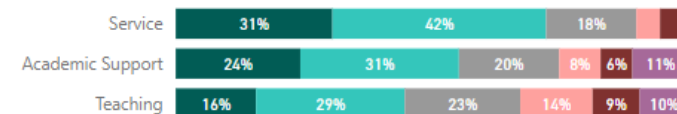
Tenure



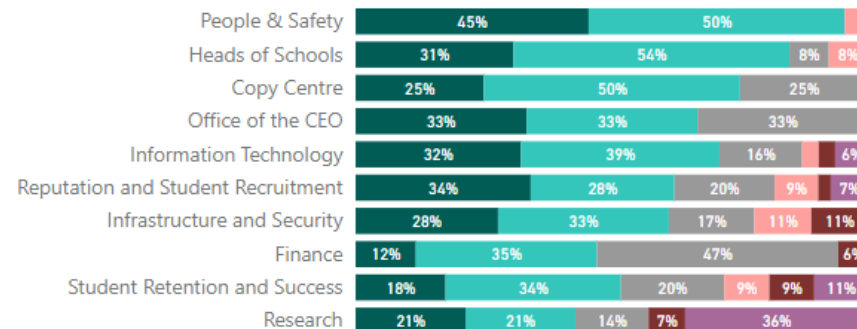
Job Type



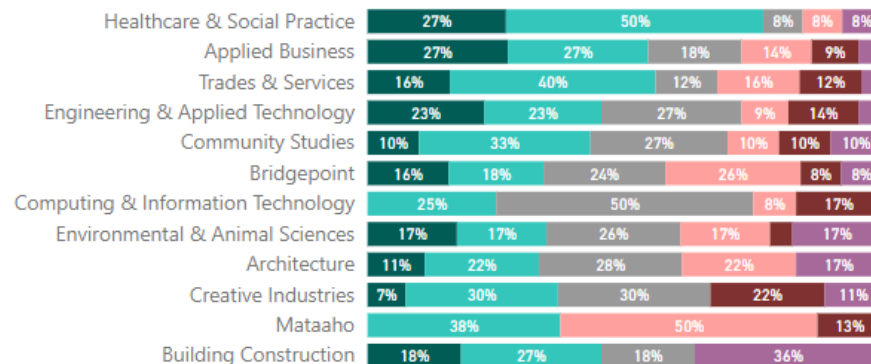
Departments



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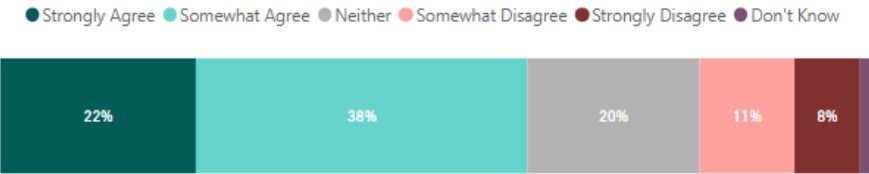
Renewal Plan Statements Profiling

Renewal Plan – April 2019

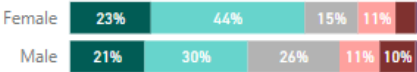
Renewal Plan Statement

I feel well supported during this time of change

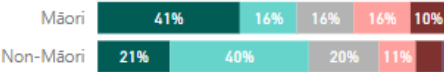
Total Unitec - Apr19



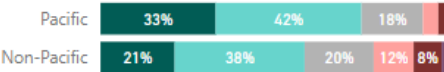
Gender



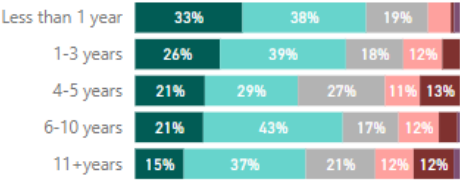
Māori Staff



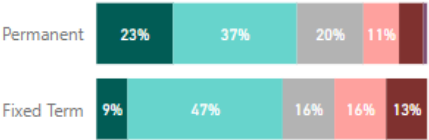
Pacific Staff



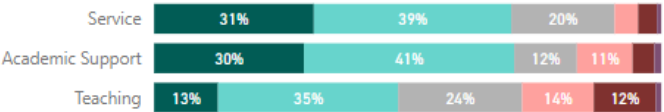
Tenure



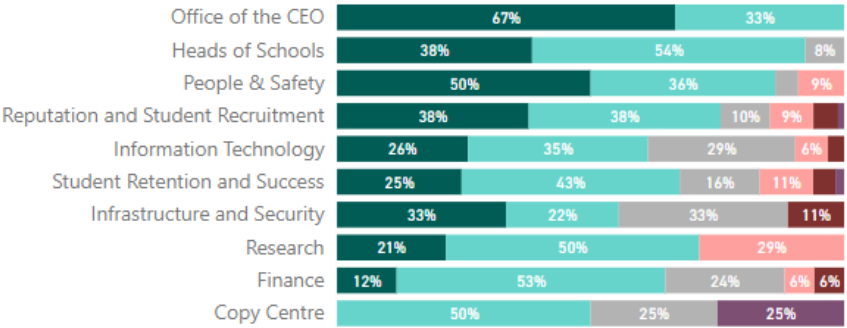
Job Type



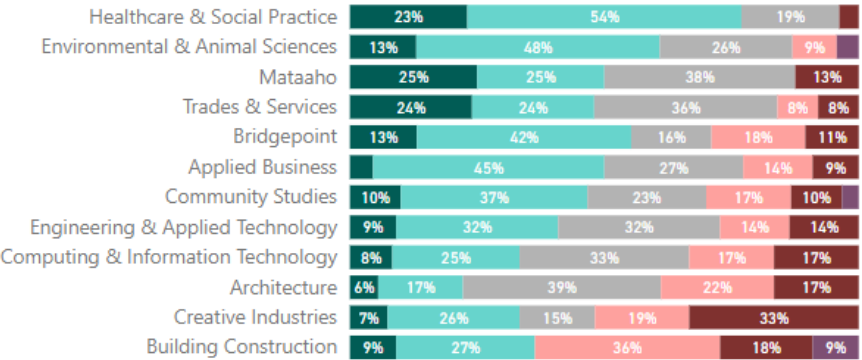
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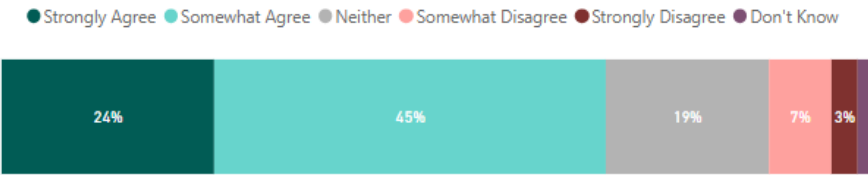


Renewal Plan – April 2019

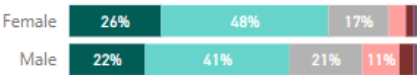
Renewal Plan Statement

I have a clear understanding of what the Renewal Plan is

Total Unitec - Apr19



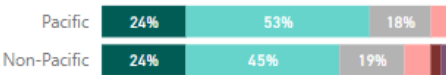
Gender



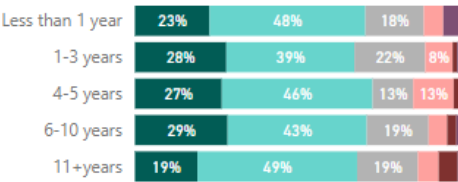
Māori Staff



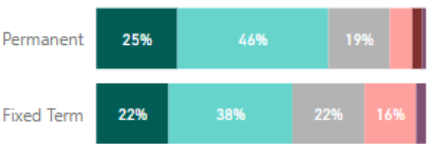
Pacific Staff



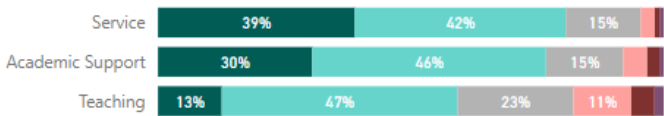
Tenure



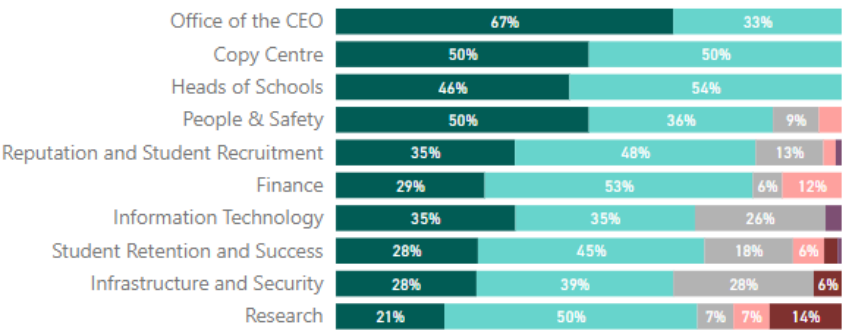
Job Type



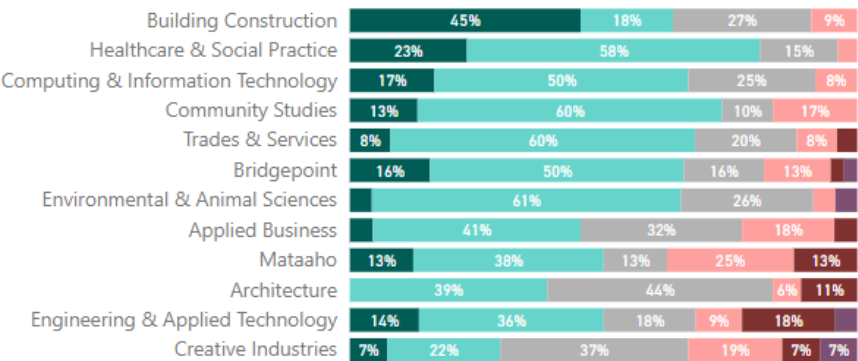
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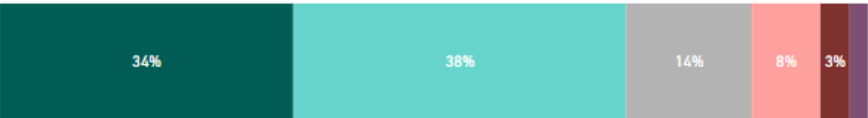
Renewal Plan – April 2019

Renewal Plan Statement

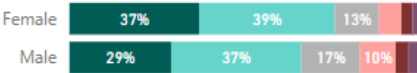
I have a clear understanding of where to go to get support

Total Unitec - Apr19

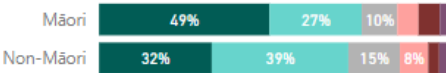
Strongly Agree Somewhat Agree Neither Somewhat Disagree Strongly Disagree Don't Know



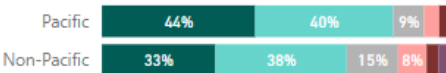
Gender



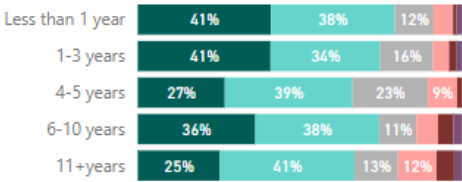
Māori Staff



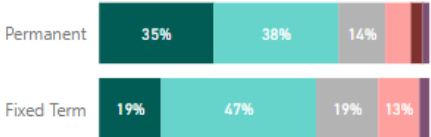
Pacific Staff



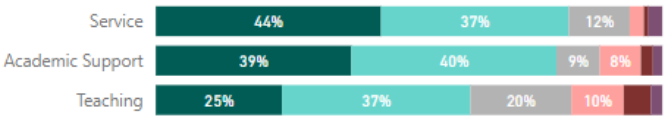
Tenure



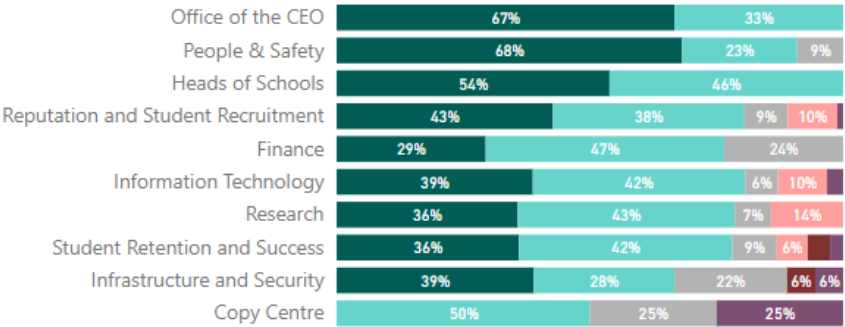
Job Type



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