

ACU myVoice Casual/Sessional Staff Survey 2022

report: ACU Casual/Sessional Overall Report

start: 03 May 2022

close: 23 May 2022

responses: 395 (response rate 11%)

report margin of error: 4.3%

The logo for 'voice project'. It features the word 'voice' in a large, bold, lowercase, sans-serif font, with the word 'project' in a smaller, bold, lowercase, sans-serif font directly below it. The text is set against a white background with a subtle blue shadow effect.

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

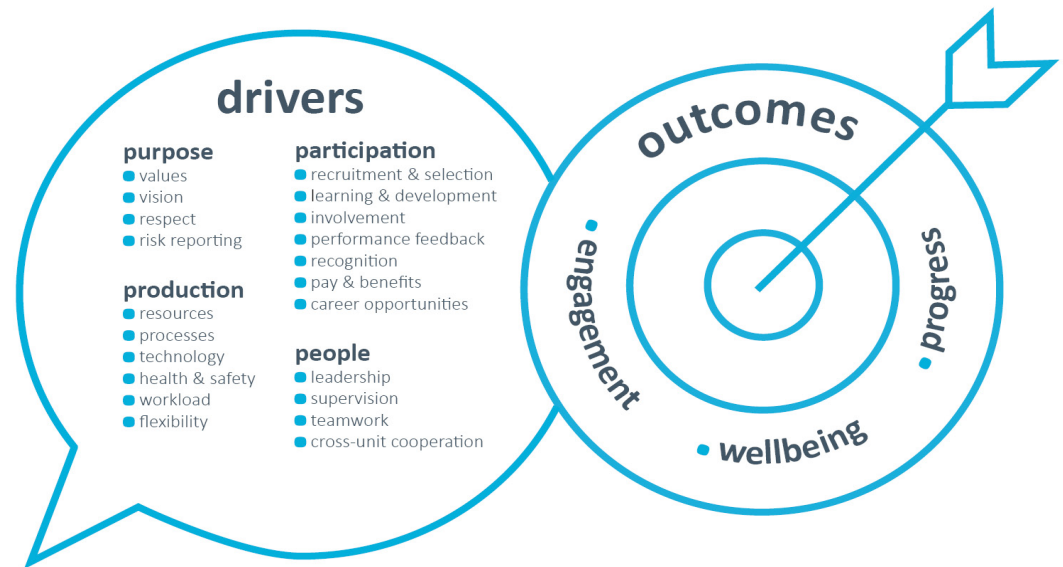
There are three main outcomes in this employee survey that are related to organisational performance:

- **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).

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).

The industry benchmark for this report is: Universities Casual/Sessional Benchmark

current performance
(% Fav)

high
≥ 80%

moderate
50 < 80%

low
< 50%

benchmark comparisons
(% Diff)

high
≥ +10%

moderate
±10%

low
≤ -10%

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:

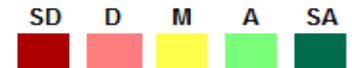
- **“Supervisor”** = The person you report directly to
- **“Customer”** = Student applicants, students enrolled, student graduates and/or ACU staff

excluded responses

not applicable/
don’t know
(% N/A)

distribution of responses

SD D M A SA



strongly disagree
(SD)

tend to disagree
(D)

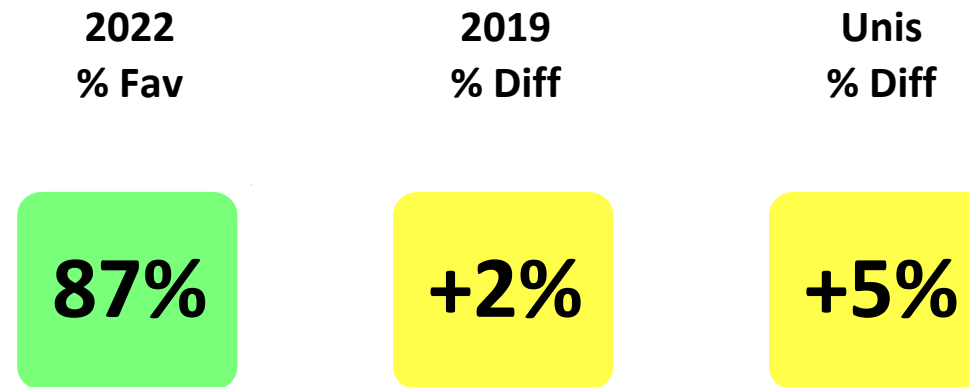
mixed feelings/
neutral (M)

tend to agree (A)

strongly agree
(SA)

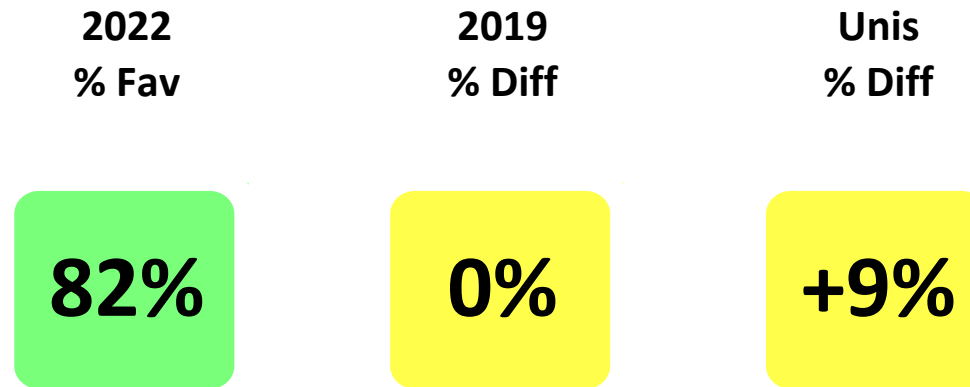
high level results

passion



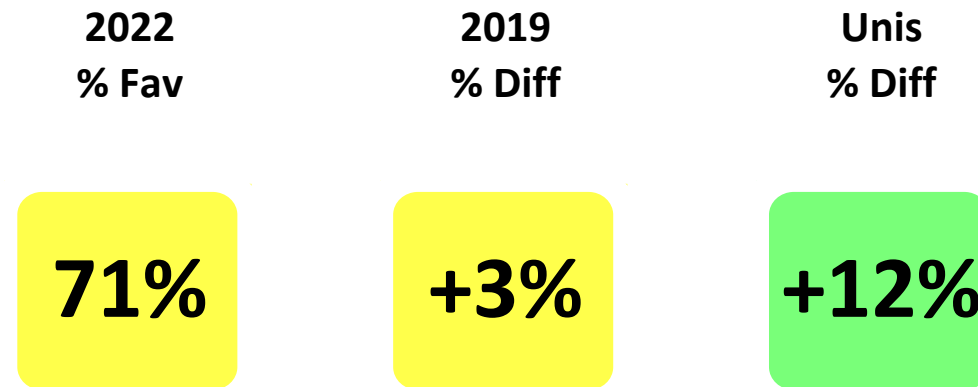
- Passion represents the level of job satisfaction and staff commitment to your organisation. Your survey data shows that engagement for your organisation is high, with 87% of survey respondents indicating they are engaged.
- Your engagement results are 2% higher than your previous survey.
- Compared to the Universities Casual/Sessional Benchmark, your results are 5% higher than is typical at other universities.

wellbeing



- Wellbeing reflects the emotional wellness of staff at work, and their ability to successfully manage job stress. Your survey data shows that wellbeing in your organisation is high, with 82% of survey respondents indicating they feel well at work.
- Your wellbeing results are on par with your previous survey.
- Compared to the Universities Casual/Sessional Benchmark, your results are 9% higher than is typical at other universities.

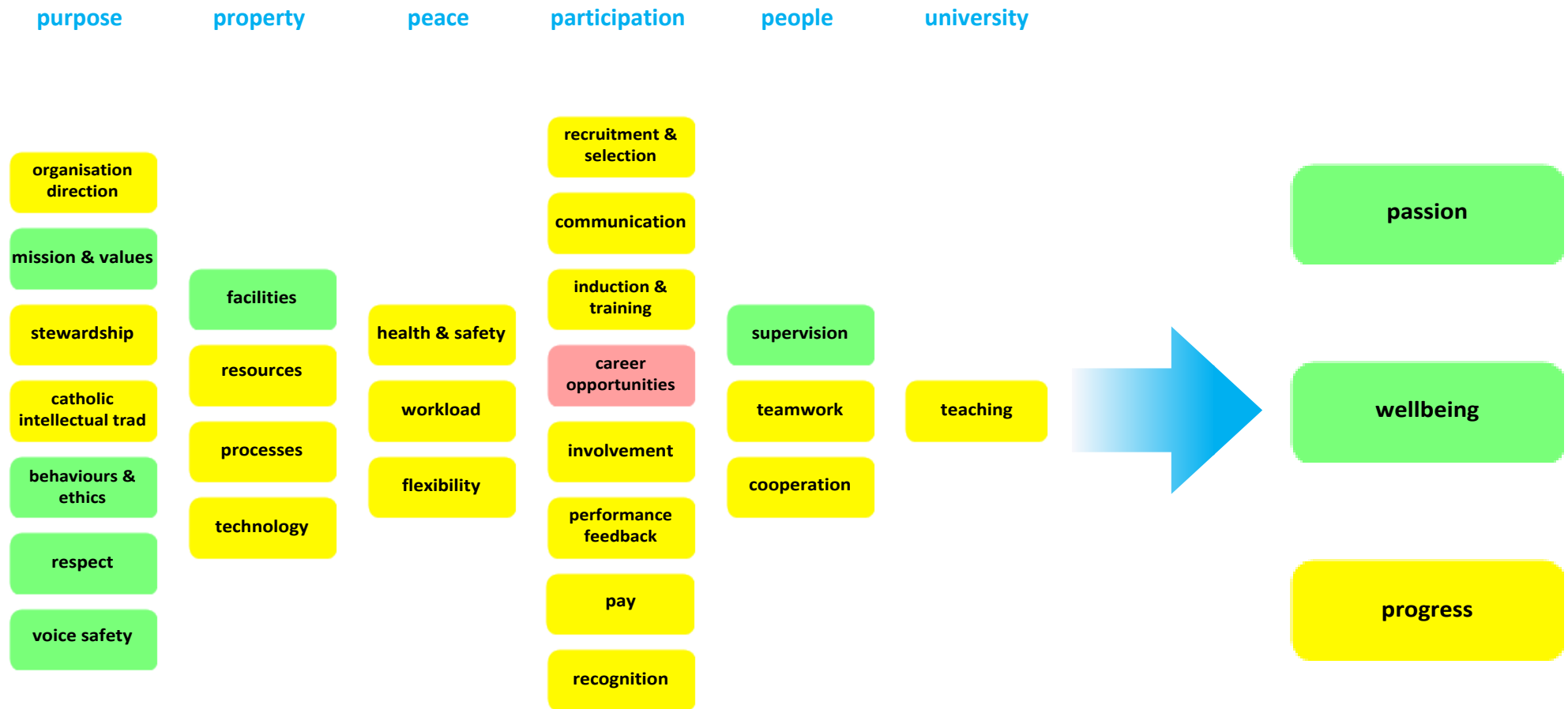
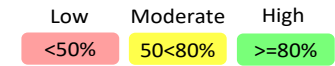
progress



- Progress reflects staff perceptions about organisational performance. Your survey data shows that progress for your organisation is moderate, with 71% of survey respondents indicating they are satisfied with the organisation's progress and success in delivering outcomes.
- Your progress results are 3% higher than your previous survey.
- Compared to the Universities Casual/Sessional Benchmark, your results are 12% higher than is typical at other universities.

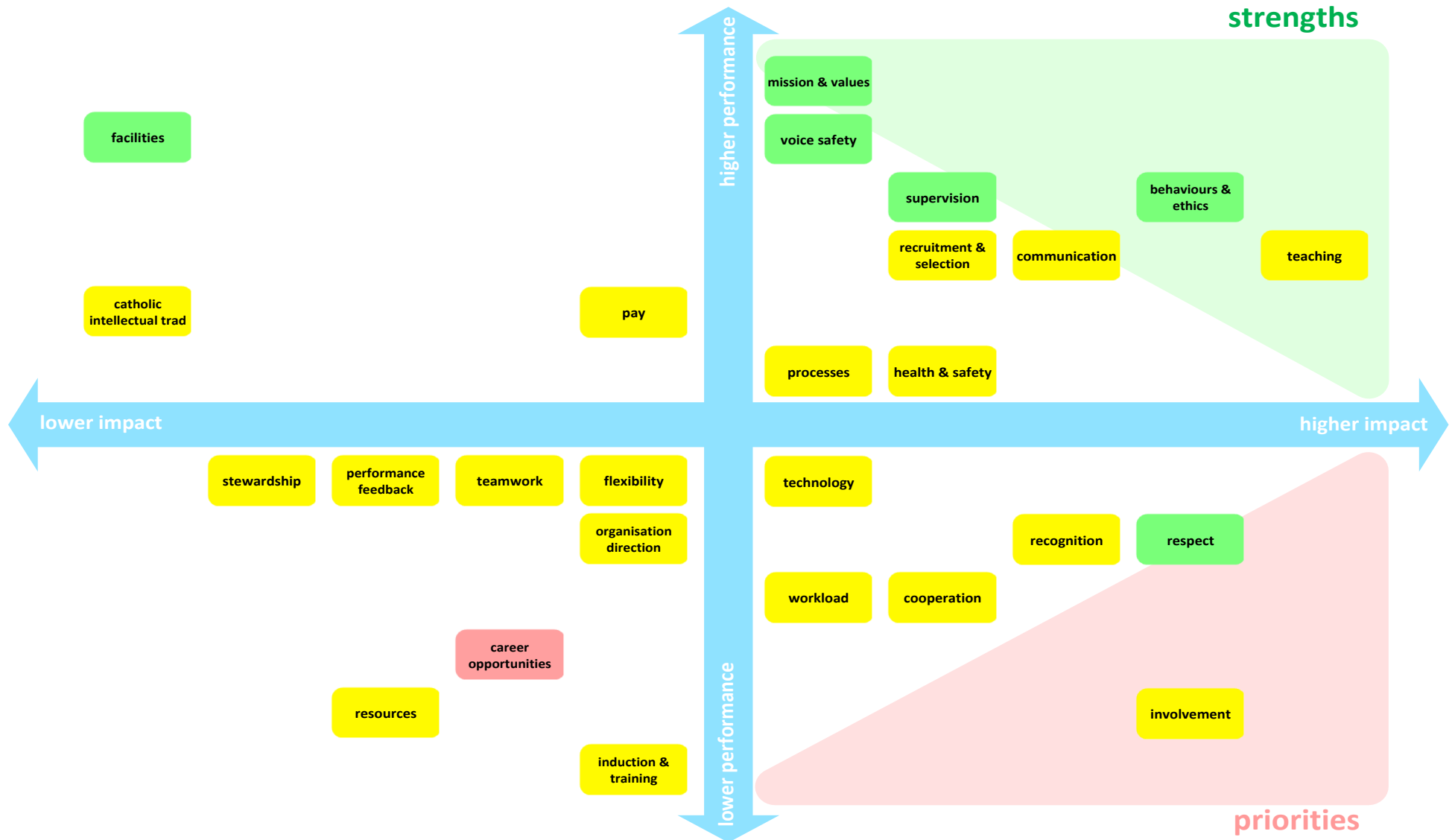
performance overview

legend



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 |
|--------------------|--|---------------|----------------|----------------|
| Involvement | I am consulted before decisions that affect me are made | 50% | +1% | |
| Respect | There is equal opportunity for all sessional/casual staff at ACU | 52% | -3% | -3% |
| Recognition | My contributions are recognised | 62% | -5% | |
| Involvement | I am empowered to make decisions needed to do my job well | 67% | -4% | |
| Recognition | Overall, I feel valued at ACU | 66% | 0% | +7% |

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 |
|--------------------|---|---------------|----------------|----------------|
| Passion | I like the kind of work I do | 94% | -1% | -1% |
| Supervision | I am held accountable for my actions | 94% | +2% | |
| Supervision | My supervisor supports equality between genders | 92% | +2% | +2% |
| Passion | My work gives me a feeling of personal accomplishment | 90% | 0% | |
| Passion | I am proud to tell people that I work for ACU | 90% | +7% | +8% |

top 5 questions compared to previous survey

| | | 2022 % Fav | 2019 % Diff | Unis % Diff |
|---------------------|--|---------------|----------------|----------------|
| Progress | Customers are satisfied with our products and/or services | 76% | +8% | |
| Cooperation | There is an opportunity for collaboration with colleagues at ACU | 67% | +8% | |
| Passion | I am proud to tell people that I work for ACU | 90% | +7% | +8% |
| Processes | At ACU it is clear who has responsibility for what | 61% | +7% | |
| Voice Safety | I feel safe raising workplace issues at ACU | 78% | +7% | |

top 5 questions compared to benchmarks

| | | 2022 % Fav | 2019 % Diff | Unis % Diff |
|------------------------------------|--|---------------|----------------|----------------|
| Career Opportunities | There are enough opportunities for a continuing or fixed term role at ACU | 34% | +1% | +16% |
| Progress | The goals of ACU are being reached | 73% | +5% | +15% |
| Career Opportunities | I am confident that I will be offered further casual/sessional work at ACU | 63% | -5% | +14% |
| Recruitment & Selection | The process for hiring sessional/casual staff is fair | 72% | +3% | +14% |
| Teaching | My sessional teaching is valued by ACU | 74% | +1% | +14% |

bottom 5 questions % favourable

| | | 2022 % Fav | 2019 % Diff | Unis % Diff |
|---------------------------------|--|---------------|----------------|----------------|
| Career Opportunities | I believe there is a career path for regular casual/sessional staff at ACU | 32% | -1% | +8% |
| Career Opportunities | There are enough opportunities for a continuing or fixed term role at ACU | 34% | +1% | +16% |
| Induction & Training | I am supported to take on professional development opportunities | 48% | -4% | -3% |
| Involvement | I am consulted before decisions that affect me are made | 50% | +1% | |
| Respect | There is equal opportunity for all sessional/casual staff at ACU | 52% | -3% | -3% |

bottom 5 questions compared to previous survey

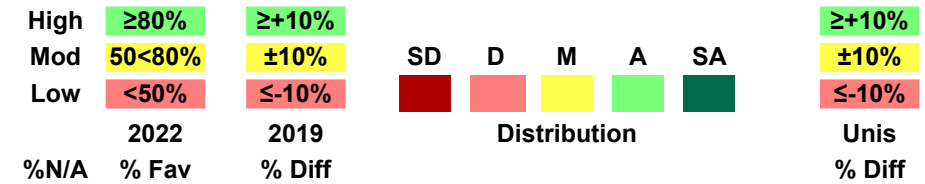
| | | 2022 % Fav | 2019 % Diff | Unis % Diff |
|---------------------------------|--|---------------|----------------|----------------|
| Flexibility | I maintain a good balance between work and other aspects of my life | 74% | -5% | |
| Career Opportunities | I am confident that I will be offered further casual/sessional work at ACU | 63% | -5% | +14% |
| Recognition | My contributions are recognised | 62% | -5% | |
| Induction & Training | I am supported to take on professional development opportunities | 48% | -4% | -3% |
| Respect | Sexual harassment is prevented and discouraged | 89% | -4% | -2% |

bottom 5 questions compared to benchmarks

| | | 2022 % Fav | 2019 % Diff | Unis % Diff |
|---------------------------------|---|---------------|----------------|----------------|
| Resources | I have access to the information I need to do my job well | 79% | +3% | -7% |
| Resources | I have access to the right equipment to do my job well | 70% | +1% | -5% |
| Resources | I have access to the necessary workspace to do my job well | 70% | -3% | -4% |
| Induction & Training | I have been provided with a comprehensive induction to my work area | 60% | +1% | -4% |
| Respect | Discrimination is not tolerated at ACU | 81% | -2% | -4% |

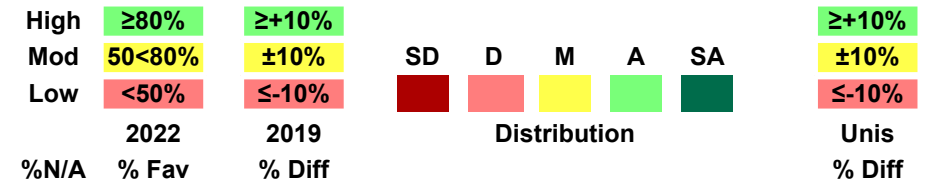
detailed results

category results



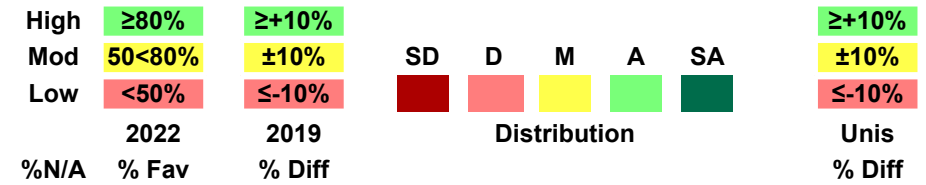
| | | 2022 | 2019 | | |
|---------------|---------------------------------|------|-------|--------|------|
| | | %N/A | % Fav | % Diff | |
| | PASSION | 0% | 87% | +2% | +5% |
| | WELLBEING | 0% | 82% | 0% | +9% |
| | PROGRESS | 13% | 71% | +3% | +12% |
| PURPOSE | Organisation Direction | 4% | 71% | +3% | |
| | Mission & Values | 2% | 87% | +2% | |
| | Stewardship | 6% | 72% | | |
| | Catholic Intellectual Tradition | 6% | 77% | +4% | |
| | Behaviours & Ethics | 7% | 80% | +1% | |
| | Respect | 10% | 80% | -1% | -1% |
| PROPERTY | Voice Safety | 3% | 81% | +7% | |
| | Facilities | 9% | 81% | -1% | |
| | Resources | 4% | 73% | +1% | -5% |
| | Processes | 1% | 64% | +5% | +13% |
| PEACE | Technology | 3% | 73% | +3% | |
| | Health & Safety | 8% | 75% | +4% | |
| | Workload | 1% | 73% | -1% | +2% |
| PARTICIPATION | Flexibility | 1% | 78% | -3% | +3% |
| | Recruitment & Selection | 10% | 74% | +2% | +12% |
| | Communication | 3% | 77% | +4% | +10% |
| | Induction & Training | 9% | 59% | 0% | -2% |
| | Career Opportunities | 11% | 43% | -2% | +13% |
| | Involvement | 2% | 63% | -1% | |
| PEOPLE | Performance Feedback | 5% | 67% | -1% | +8% |
| | Pay | 2% | 73% | -1% | +9% |
| | Recognition | 1% | 64% | -2% | +7% |
| | Supervision | 6% | 88% | +2% | +5% |
| | Teamwork | 3% | 79% | +1% | +2% |
| | Cooperation | 4% | 70% | +7% | |
| UNIVERSITY | Teaching | 31% | 77% | 0% | +8% |

question results



| Category | Question | %N/A | 2022 % Fav | 2019 % Diff | Distribution | Unis % Diff |
|------------------------|--|------|------------|-------------|-----------------|-------------|
| Organisation Direction | 1 I am aware of the Vision for the future of ACU | 5% | 61% | +3% | SD, D, M, A, SA | ±10% |
| | 2 ACU has a strong focus on achieving positive results | 2% | 82% | +3% | M, A, SA | ±10% |
| Mission & Values | 3 I believe in the overall purpose of ACU | 3% | 86% | +3% | M, A, SA | ±10% |
| | 4 I am aware of the values of ACU | 2% | 89% | +1% | M, A, SA | ±10% |
| | 5 I believe in the values of ACU | 4% | 85% | +2% | M, A, SA | ±10% |
| | 6 I believe in the work done by ACU | 1% | 88% | +3% | M, A, SA | ±10% |
| Stewardship | 7 I understand how my role contributes to stewardship at ACU | 6% | 72% | | D, M, A, SA | |

question results



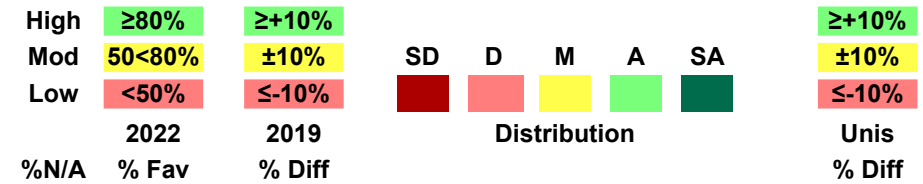
| Category | QID | Statement | %N/A | 2022 % Fav | 2019 % Diff | Distribution |
|---------------------------------|-----|--|------|------------|-------------|-----------------|
| Catholic Intellectual Tradition | 8 | I understand how the Catholic Intellectual Tradition contributes to ACU's mission and values | 6% | 77% | +4% | SD, D, M, A, SA |
| Behaviours & Ethics | 9 | ACU is ethical | 1% | 80% | -3% | SD, D, M, A, SA |
| | 10 | ACU staff act with integrity | 1% | 88% | +3% | SD, D, M, A, SA |
| | 11 | ACU is socially responsible | 2% | 86% | +1% | SD, D, M, A, SA |
| | 12 | ACU is environmentally responsible | 9% | 77% | +4% | SD, D, M, A, SA |
| | 13 | At ACU, inappropriate/unethical behaviour is addressed. | 21% | 72% | +1% | SD, D, M, A, SA |

question results

| High | ≥80% | ≥+10% | Distribution | | | | | ≥+10% |
|------|--------|--------|--------------|---|---|---|----|--------|
| Mod | 50<80% | ±10% | SD | D | M | A | SA | ±10% |
| Low | <50% | ≤-10% | | | | | | ≤-10% |
| | 2022 | 2019 | | | | | | Unis |
| %N/A | % Fav | % Diff | | | | | | % Diff |

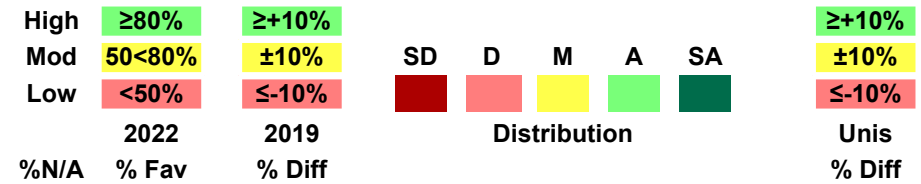
| Category | Item | %N/A | % Fav | % Diff | SD | D | M | A | SA | Unis % Diff |
|--------------|--|------|-------|--------|----|---|---|---|----|-------------|
| Respect | 16 Staff treat each other with respect | 0% | 88% | +3% | | | | | | +2% |
| | 17 There is equal opportunity for all sessional/casual staff at ACU | 10% | 52% | -3% | | | | | | -3% |
| | 18 Discrimination is not tolerated at ACU | 11% | 81% | -2% | | | | | | -4% |
| | 19 Bullying and abusive behaviours are not tolerated at ACU | 12% | 82% | +2% | | | | | | +1% |
| | 20 Sexual harassment is prevented and discouraged | 13% | 89% | -4% | | | | | | -2% |
| | 21 At ACU gender-based harassment and sexual harassment is not tolerated | 13% | 89% | -2% | | | | | | -1% |
| Voice Safety | 22 If I saw misconduct of other staff, I would feel safe reporting it | 2% | 85% | +7% | | | | | | |
| | 23 I feel safe raising workplace issues at ACU | 5% | 78% | +7% | | | | | | |

question results



| | | 2022 | 2019 | Distribution | | | | | Unis |
|------------|---|-------|-------|--------------|--|--|--|--|--------|
| | | % N/A | % Fav | % Diff | | | | | % Diff |
| Facilities | 24 The buildings, grounds and facilities I use are in good condition | 7% | 82% | 0% | | | | | |
| | 25 The buildings, grounds and facilities I use are regularly serviced | 11% | 80% | -3% | | | | | |
| Resources | 26 I have access to the necessary workspace to do my job well | 7% | 70% | -3% | | | | | -4% |
| | 27 I have access to the right equipment to do my job well | 4% | 70% | +1% | | | | | -5% |
| | 28 I have access to the information I need to do my job well | 0% | 79% | +3% | | | | | -7% |
| Processes | 29 There are clear policies and procedures for how work is to be done | 1% | 71% | +2% | | | | | |
| | 30 Our processes are efficient | 2% | 59% | +5% | | | | | +13% |
| | 31 At ACU it is clear who has responsibility for what | 2% | 61% | +7% | | | | | |
| Technology | 32 ACU makes good use of technology | 2% | 74% | 0% | | | | | |
| | 33 Staff at ACU have good skills at using the technology we have | 4% | 73% | +5% | | | | | |

question results



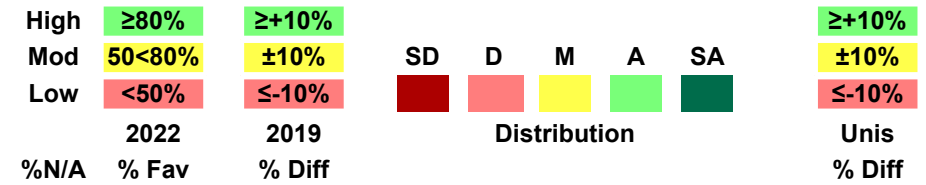
| Category | Item | 2022 %N/A | 2022 % Fav | 2019 % Diff | 2022 %N/A | 2022 % Fav | 2019 % Diff | 2022 %N/A | 2022 % Fav | 2019 % Diff | 2022 %N/A | 2022 % Fav | 2019 % Diff |
|-----------------|---|-----------|------------|-------------|-----------|------------|-------------|-----------|------------|-------------|-----------|------------|-------------|
| Health & Safety | 34 Keeping high levels of health and safety is a priority of ACU | 7% | 81% | 0% | | | | | | | | | |
| | 35 I am given all necessary safety equipment and training | 11% | 64% | +2% | | | | | | | | | |
| | 36 Staff are aware of their work health and safety responsibilities | 9% | 74% | +6% | | | | | | | | | |
| | 37 My supervisor encourages healthy and safe behaviour | 9% | 82% | +5% | | | | | | | | | |
| | 38 I know where to get help if I am feeling emotionally unwell or unsafe at work | 6% | 72% | +5% | | | | | | | | | |
| Workload | 39 My workload is manageable | 1% | 78% | -1% | | | | | | | | | +2% |
| | 40 I am given enough time to do my job well | 1% | 68% | -2% | | | | | | | | | |
| Flexibility | 41 I have the flexibility I need to manage my work, family, caring responsibilities and other commitments | 2% | 82% | -1% | | | | | | | | | +3% |
| | 42 I maintain a good balance between work and other aspects of my life | 1% | 74% | -5% | | | | | | | | | |

question results

| High | ≥80% | ≥+10% | Distribution | | | | | ≥+10% |
|------|--------|--------|--------------|---|---|---|----|--------|
| Mod | 50<80% | ±10% | SD | D | M | A | SA | ±10% |
| Low | <50% | ≤-10% | | | | | | ≤-10% |
| | 2022 | 2019 | | | | | | Unis |
| %N/A | % Fav | % Diff | | | | | | % Diff |

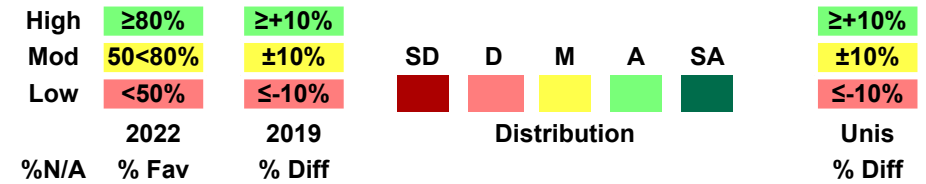
| Category | Question | 2022 % Fav | 2019 % Fav | % Diff | SD | D | M | A | SA | Unis % Diff |
|-------------------------|--|------------|------------|--------|----|---|---|---|----|-------------|
| Recruitment & Selection | 43 The process for hiring sessional/casual staff is fair | 15% | 72% | +3% | | | | | | +14% |
| | 44 The online employment process was effective | 21% | 76% | +6% | | | | | | |
| | 45 I received sufficient notice from the university about casual/sessional work before I was hired | 4% | 67% | 0% | | | | | | +9% |
| | 46 I fully understood the type of work I would be doing prior to accepting employment at ACU | 1% | 80% | -3% | | | | | | |
| Communication | 47 ACU keeps me informed about changes to my work and/or the course/unit that I teach | 6% | 72% | +5% | | | | | | +11% |
| | 48 ACU makes effective use of communication tools (e.g. emails, face-to-face) | 1% | 81% | +3% | | | | | | +9% |
| Induction & Training | 49 I have been provided with a comprehensive induction to my work area | 7% | 60% | +1% | | | | | | -4% |
| | 50 I had the information and access to systems I needed to do my job on my first day | 3% | 66% | +5% | | | | | | |
| | 51 I am supported to take on professional development opportunities | 12% | 48% | -4% | | | | | | -3% |
| | 52 The training provided is relevant for my role | 16% | 61% | -3% | | | | | | +2% |

question results



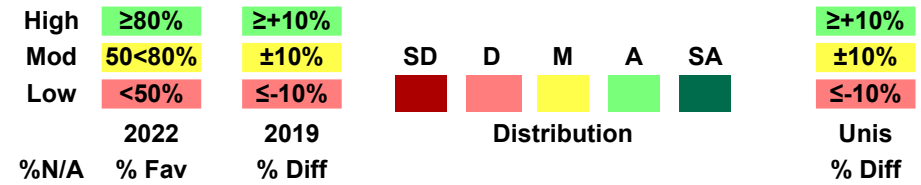
| | 2022 | 2019 | Distribution | | | | | Unis |
|--|-------|-------|--------------|--|--|--|--|--------|
| | % N/A | % Fav | % Diff | | | | | % Diff |
| Career Opportunities 53 There are enough opportunities for a continuing or fixed term role at ACU | 15% | 34% | +1% | | | | | +16% |
| 54 I believe there is a career path for regular casual/sessional staff at ACU | 9% | 32% | -1% | | | | | +8% |
| 55 I am confident that I will be offered further casual/sessional work at ACU | 7% | 63% | -5% | | | | | +14% |
| Involvement 56 I am encouraged to give feedback about things that concern me | 2% | 69% | +2% | | | | | |
| 57 I am consulted before decisions that affect me are made | 5% | 50% | +1% | | | | | |
| 58 I am empowered to make decisions needed to do my job well | 2% | 67% | -4% | | | | | |
| 59 I am encouraged to put forward ideas for improvement | 2% | 67% | -2% | | | | | |

question results



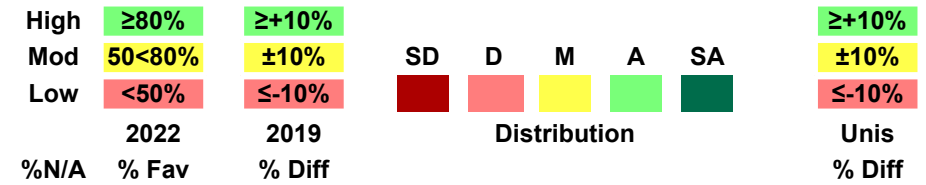
| | | 2022 %N/A | 2019 % Fav | 2019 % Diff | | | | | | |
|-----------------------------|--|--------------|---------------|----------------|--|--|--|--|--|------|
| Performance Feedback | 60 I receive feedback about my performance | 4% | 66% | -1% | | | | | | +8% |
| | 61 The performance feedback I am given provides me with clear guidelines for improvement | 9% | 58% | 0% | | | | | | |
| | 62 I understand how my job contributes to the overall success of ACU | 1% | 79% | -2% | | | | | | |
| Pay | 63 I am paid fairly for the work that I do | 0% | 66% | -2% | | | | | | +7% |
| | 64 Where I am directed to undertake additional work, I am paid for this work | 6% | 71% | 0% | | | | | | |
| | 65 ACU sets clear expectations about pay rates at the time of appointment | 1% | 83% | -2% | | | | | | +12% |
| Recognition | 66 My contributions are recognised | 1% | 62% | -5% | | | | | | |
| | 67 Overall, I feel valued at ACU | 0% | 66% | 0% | | | | | | +7% |

question results



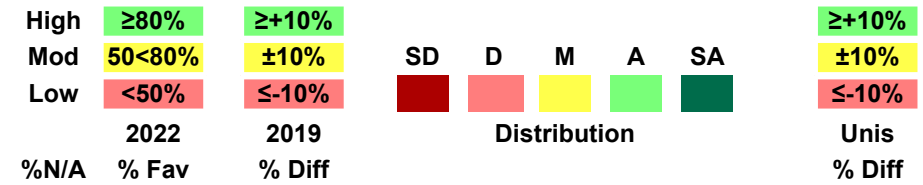
| Supervision | Question | 2022 %N/A | 2022 % Fav | 2019 % Diff | Distribution | Unis % Diff |
|-------------|---|-----------|------------|-------------|--------------|-------------|
| | 68 I have confidence in the ability of my supervisor | 3% | 88% | +3% | | |
| | 69 My supervisor behaves in a way that is consistent with the values of ACU | 5% | 89% | +2% | | |
| | 70 I am held accountable for my actions | 6% | 94% | +2% | | |
| | 71 My supervisor keeps me informed | 3% | 82% | +2% | | +7% |
| | 72 My supervisor gives me help and support | 4% | 84% | +2% | | +6% |
| | 73 My supervisor listens to what I have to say | 4% | 87% | +3% | | |
| | 74 My supervisor is open to discussing any issues or concerns I might have | 4% | 86% | | | |
| | 75 My supervisor supports equality between genders | 17% | 92% | +2% | | +2% |

question results



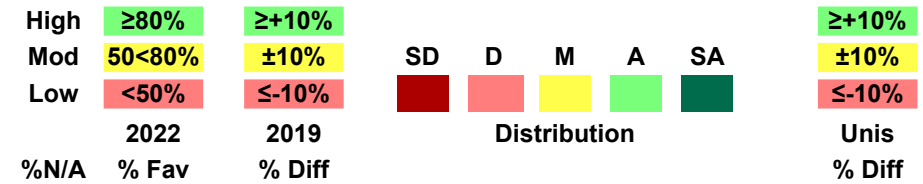
| Category | Item | 2022 %N/A | 2022 % Fav | 2019 % Diff | 2022 %N/A | 2022 % Fav | 2019 % Diff | 2022 %N/A | 2022 % Fav | 2019 % Diff | 2022 %N/A | 2022 % Fav | 2019 % Diff |
|-------------|---|-----------|------------|-------------|-----------|------------|-------------|-----------|------------|-------------|-----------|------------|-------------|
| Teamwork | 76 I have confidence in the ability of my co-workers | 4% | 88% | +3% | | | | | | | | | |
| | 77 My co-workers give me help and support | 5% | 87% | +1% | | | | | | | | | +4% |
| Cooperation | 78 I feel connected to ACU (part of the ACU community) | 1% | 61% | 0% | | | | | | | | | 0% |
| | 79 Knowledge and information are shared throughout ACU | 2% | 73% | +6% | | | | | | | | | |
| | 80 There is an opportunity for collaboration with colleagues at ACU | 5% | 67% | +8% | | | | | | | | | |

question results



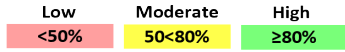
| Category | Item | 2022 %N/A | 2022 % Fav | 2019 % Diff | 2022 % Fav | 2019 % Diff | 2022 % Fav | 2019 % Diff | 2022 % Fav | 2019 % Diff |
|-----------|--|-----------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| Passion | 81 I am proud to tell people that I work for ACU | 0% | 90% | +7% | 0% | 90% | +7% | 0% | 90% | +7% |
| | 82 I feel a sense of loyalty and commitment to ACU | 0% | 84% | 0% | 0% | 84% | 0% | 0% | 84% | 0% |
| | 83 I would recommend ACU as a great place to work | 1% | 76% | +2% | 1% | 76% | +2% | 1% | 76% | +2% |
| | 84 My work gives me a feeling of personal accomplishment | 0% | 90% | 0% | 0% | 90% | 0% | 0% | 90% | 0% |
| | 85 I like the kind of work I do | 0% | 94% | -1% | 0% | 94% | -1% | 0% | 94% | -1% |
| Wellbeing | 86 My job has a positive impact on my wellbeing | 0% | 82% | +3% | 0% | 82% | +3% | 0% | 82% | +3% |
| | 87 I feel in control of things in my job | 0% | 73% | -3% | 0% | 73% | -3% | 0% | 73% | -3% |
| | 88 I experience more positive than negative emotions at work | 1% | 89% | +1% | 1% | 89% | +1% | 1% | 89% | +1% |
| | 89 I am able to keep my job stress at an acceptable level | 0% | 84% | 0% | 0% | 84% | 0% | 0% | 84% | 0% |

question results



| Category | Question | 2022 %N/A | 2022 % Fav | 2019 % Diff | SD | D | M | A | SA | Unis % Diff |
|----------|--|-----------|------------|-------------|----|---|---|---|----|-------------|
| Progress | 90 Change is handled well at ACU | 17% | 53% | 0% | | | | | | |
| | 91 ACU is innovative | 10% | 64% | +1% | | | | | | |
| | 92 Customers are satisfied with our products and/or services | 13% | 76% | +8% | | | | | | |
| | 93 I would recommend ACU's products and/or services | 4% | 79% | +2% | | | | | | |
| | 94 The goals of ACU are being reached | 24% | 73% | +5% | | | | | | +15% |
| | 95 The future for ACU is positive | 9% | 80% | +3% | | | | | | +9% |
| Teaching | 96 My sessional teaching is valued by ACU | 31% | 74% | +1% | | | | | | +14% |
| | 97 My sessional teaching is valued by my Faculty/School | 30% | 80% | 0% | | | | | | +8% |
| | 98 I am given enough support to achieve my teaching goals | 30% | 74% | +1% | | | | | | +10% |
| | 99 I have access to technology to aid my teaching | 30% | 77% | -4% | | | | | | +1% |
| | 100 I receive feedback from the Student Evaluation of Learning and Teaching (SELT) to help improve my teaching | 35% | 87% | +5% | | | | | | |
| | 101 Overall, I am supported and encouraged to be a better teacher by ACU | 30% | 71% | -2% | | | | | | |

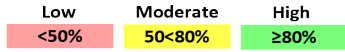
Legend (% Fav)



Academic/ Professional

| | | Responses: | ACU Casual/ Sessional Overall | Academic | Professional |
|----------------------|---------------------------------|------------|----------------------------------|----------|--------------|
| | PASSION | | 395 | 306 | 89 |
| | | | 87% | 87% | 86% |
| | WELLBEING | | 82% | 83% | 78% |
| | PROGRESS | | 71% | 69% | 78% |
| PURPOSE | Organisation Direction | | 71% | 70% | 74% |
| | Mission & Values | | 87% | 86% | 91% |
| | Stewardship | | 72% | 69% | 82% |
| | Catholic Intellectual Tradition | | 77% | 76% | 79% |
| | Behaviours & Ethics | | 80% | 80% | 81% |
| | Respect | | 80% | 79% | 83% |
| | Voice Safety | | 81% | 81% | 83% |
| PROPERTY | Facilities | | 81% | 81% | 81% |
| | Resources | | 73% | 70% | 82% |
| | Processes | | 64% | 62% | 68% |
| | Technology | | 73% | 72% | 78% |
| PEACE | Health & Safety | | 75% | 71% | 88% |
| | Workload | | 73% | 69% | 87% |
| | Flexibility | | 78% | 75% | 89% |
| PARTICIPATION | Recruitment & Selection | | 74% | 69% | 89% |
| | Communication | | 77% | 75% | 85% |
| | Induction & Training | | 59% | 56% | 68% |
| | Career Opportunities | | 43% | 39% | 58% |
| | Involvement | | 63% | 62% | 69% |
| | Performance Feedback | | 67% | 64% | 78% |
| | Pay | | 73% | 69% | 89% |
| PEOPLE | Recognition | | 64% | 62% | 72% |
| | Supervision | | 88% | 88% | 88% |
| | Teamwork | | 79% | 77% | 84% |
| | Cooperation | | 70% | 69% | 74% |
| UNIVERSITY | Teaching | | 77% | 77% | |

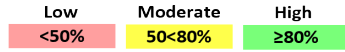
Legend (% Fav)



Location

| | | Responses: | ACU Casual/ Sessional Overall | Ballarat | Blacktown | Brisbane | Canberra | Melbourne | North Sydney | Strathfield |
|----------------------|---------------------------------|------------|----------------------------------|----------|-----------|----------|----------|-----------|--------------|-------------|
| | PASSION | | 395 | 12 | 10 | 84 | 25 | 112 | 80 | 72 |
| | | | 87% | 90% | 100% | 90% | 74% | 87% | 87% | 85% |
| | WELLBEING | | 82% | 81% | 93% | 82% | 70% | 82% | 80% | 85% |
| | PROGRESS | | 71% | 83% | 88% | 70% | 64% | 71% | 69% | 72% |
| PURPOSE | Organisation Direction | | 71% | 92% | 78% | 75% | 83% | 68% | 66% | 70% |
| | Mission & Values | | 87% | 88% | 89% | 86% | 92% | 88% | 87% | 85% |
| | Stewardship | | 72% | 67% | 90% | 73% | 83% | 64% | 73% | 77% |
| | Catholic Intellectual Tradition | | 77% | 64% | 89% | 79% | 75% | 74% | 78% | 77% |
| | Behaviours & Ethics | | 80% | 75% | 86% | 80% | 76% | 79% | 81% | 83% |
| | Respect | | 80% | 84% | 74% | 82% | 76% | 79% | 82% | 81% |
| | Voice Safety | | 81% | 88% | 89% | 82% | 80% | 82% | 78% | 82% |
| PROPERTY | Facilities | | 81% | 87% | 80% | 86% | 91% | 75% | 86% | 75% |
| | Resources | | 73% | 86% | 87% | 71% | 69% | 66% | 80% | 74% |
| | Processes | | 64% | 75% | 83% | 63% | 57% | 62% | 70% | 60% |
| | Technology | | 73% | 88% | 90% | 68% | 73% | 72% | 77% | 72% |
| PEACE | Health & Safety | | 75% | 86% | 82% | 75% | 76% | 69% | 82% | 71% |
| | Workload | | 73% | 67% | 90% | 71% | 76% | 71% | 81% | 66% |
| | Flexibility | | 78% | 92% | 85% | 77% | 80% | 76% | 82% | 76% |
| PARTICIPATION | Recruitment & Selection | | 74% | 85% | 92% | 75% | 68% | 70% | 73% | 77% |
| | Communication | | 77% | 92% | 89% | 72% | 58% | 78% | 81% | 77% |
| | Induction & Training | | 59% | 69% | 74% | 65% | 44% | 52% | 65% | 56% |
| | Career Opportunities | | 43% | 67% | 70% | 39% | 48% | 47% | 43% | 34% |
| | Involvement | | 63% | 74% | 81% | 67% | 56% | 62% | 61% | 61% |
| | Performance Feedback | | 67% | 81% | 96% | 69% | 65% | 63% | 69% | 65% |
| | Pay | | 73% | 91% | 86% | 80% | 73% | 68% | 76% | 67% |
| PEOPLE | Recognition | | 64% | 91% | 75% | 64% | 50% | 64% | 68% | 60% |
| | Supervision | | 88% | 96% | 99% | 91% | 65% | 89% | 90% | 84% |
| | Teamwork | | 79% | 97% | 90% | 81% | 73% | 77% | 76% | 78% |
| UNIVERSITY | Cooperation | | 70% | 88% | 94% | 69% | 70% | 68% | 71% | 68% |
| | Teaching | | 77% | 92% | 95% | 86% | 75% | 73% | 74% | 72% |

Legend (% Fav)



Gender

| | | Responses: | ACU Casual/ Sessional Overall | Women | Men |
|----------------------|---------------------------------|------------|----------------------------------|-------|-----|
| | PASSION | | 87% | 88% | 81% |
| | WELLBEING | | 82% | 82% | 82% |
| | PROGRESS | | 71% | 72% | 67% |
| PURPOSE | Organisation Direction | | 71% | 71% | 70% |
| | Mission & Values | | 87% | 89% | 82% |
| | Stewardship | | 72% | 73% | 68% |
| | Catholic Intellectual Tradition | | 77% | 77% | 75% |
| | Behaviours & Ethics | | 80% | 81% | 79% |
| | Respect | | 80% | 82% | 75% |
| | Voice Safety | | 81% | 80% | 86% |
| PROPERTY | Facilities | | 81% | 79% | 87% |
| | Resources | | 73% | 73% | 70% |
| | Processes | | 64% | 65% | 61% |
| | Technology | | 73% | 75% | 68% |
| PEACE | Health & Safety | | 75% | 76% | 71% |
| | Workload | | 73% | 72% | 74% |
| | Flexibility | | 78% | 78% | 78% |
| PARTICIPATION | Recruitment & Selection | | 74% | 76% | 68% |
| | Communication | | 77% | 78% | 74% |
| | Induction & Training | | 59% | 59% | 58% |
| | Career Opportunities | | 43% | 46% | 34% |
| | Involvement | | 63% | 64% | 60% |
| | Performance Feedback | | 67% | 67% | 68% |
| | Pay | | 73% | 74% | 71% |
| PEOPLE | Recognition | | 64% | 64% | 64% |
| | Supervision | | 88% | 89% | 83% |
| | Teamwork | | 79% | 80% | 75% |
| UNIVERSITY | Cooperation | | 70% | 74% | 58% |
| | Teaching | | 77% | 78% | 75% |