

Definitions

Standard Survey Questions

Unit/Terms	HR	IPF	IT	UPL	EVPA
Leadership	Executives	Executive Leadership Team	Executive Leadership Team	Direct report to AVP	institution's leadership (e.g., BOT, President, EVPs, etc.)
Leader	Head of sub-units within HR (Executives)	Emerging leader, team lead, supervisor, business leader, executive leader – formal and informal leadership positions	Director of dept.	Informal leader, no direct reports	Top leadership position within a unit (e.g., VP)
Supervisor	Direct Report	Formal leadership position	Direct report	Direct oversight/ accountability	Direct report
Manager	Direct report or supervisor's supervisor	Business leader-oversees the unit and holds supervisors and employees accountable	Synonymous w/ supervisor	Supervisor of supervisors	Synonymous w/ supervisor
Staff	All employees	All employees	Unit employees	All employees	Unit employees- non-academic support staff



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Department	All of HR	Business leader level	Division within unit - has org number	Individual business function	Unit within a larger division
Unit	Division within HR (i.e., Benefits)	MAU - IPF	MAU – IT Services	MAU-UPL	Distinguishes some level of division in organization
Team	People working within the same sub- area within HR	A group of co-workers under one supervisor	Group of employees within a department working in a specific field	Small sub-section of a department, collective of employees	Group of employees within a particular unit or working or across units

