

## CMR Benchmark: Faculty

			Faculty n = 183			
			%Fav	%Neut	%Unfav	Trend 2013
Key Metrics	Commitment and Dedication	31. I feel proud to work for the University of Minnesota (my campus). (Commitment and Dedication)	79	15	6	3
		32. I would recommend the University of Minnesota (my campus) to peers at other institutions as a great place to work. (Commitment and Dedication)	62	21	17	6
		33. Given your choice, how long would you plan to continue working for the University of Minnesota (your campus)? (Commitment and Dedication)	66	11	23	6
		14. I feel motivated to go beyond my formal job responsibilities. (Commitment and Dedication)	67	13	21	-1
	Effective Environment	11. My job provides me the opportunity to do challenging and interesting work. (Effective Environment)	85	9	6	1
		12. In my work, I am able to make full use of my skills and abilities. (Effective Environment)	64	14	22	0
		13. Conditions in my job allow me to be as productive as I can be. (Effective Environment)	42	17	41	0
		22. My department proactively identifies and eliminates barriers to getting work done efficiently. (Effective Environment)	33	29	38	2
Drivers	Clear & Promising Direction	21. My department has a strategy and goals that address our most important challenges and opportunities. (Clear & Promising Direction)	42	28	29	-21
		29. I have the opportunity to set my goals in alignment with the strategic priorities of my college and department. (Clear & Promising Direction)	63	27	10	0
	Commitment to Excellence	24. The people in my department are committed to delivering high impact, high quality scholarship. (Commitment to Excellence)	66	21	13	-12
		25. The people in my department are committed to delivering high quality service / clinical care. (Commitment to Excellence)	73	20	6	-12
	Confidence in Leaders	27. Rate your department on being student focused (seeking to understand and meet students' needs and requirements). (Commitment to Excellence)	83	10	7	-4
		30. Rate the overall trust and confidence you have in your college's leadership team. (Confidence in Leaders)	49	28	23	-6
	Development Opportunities	26. Rate your department on being open and honest in communications to employees. (Confidence in Leaders)	61	18	21	-3
		8. Rate your opportunities to achieve your personal career objectives at the University of Minnesota (your campus). (Development Opportunities)	53	25	22	3
	Respect & Recognition	9. Rate your opportunities for learning and development. (Development Opportunities)	51	27	22	-2
		18. My department offers effective mentoring and coaching to support my development. (Development Opportunities)	37	22	41	-1
		10. I am treated with respect as an individual. (Respect & Recognition)	72	14	14	-1
		15. I receive recognition from my department for my contributions to my field / discipline. (Respect & Recognition)	49	20	31	0
	Authority & Empowerment	16. My department demonstrates a commitment to supporting my overall wellbeing. (Respect & Recognition)	57	23	20	6
		17. Overall, my department demonstrates a strong commitment to diversity and inclusion. (Respect & Recognition)	67	19	14	-1
	Clear Expectations and Feedback	1. I have enough authority to carry out my job effectively. (Authority & Empowerment)	78	8	15	5
		2. I am encouraged to be innovative to find more effective ways of doing things. (Authority & Empowerment)	68	15	17	1
	Collaboration	3. I understand the results expected of me in my work. (Clear Expectations and Feedback)	83	8	9	4
		4. I receive clear and regular feedback on how well I do my work. (Clear Expectations and Feedback)	51	23	26	0
	Support and Resources	19. My department supports and encourages interdisciplinary scholarship. (Collaboration)	51	34	15	-15
		20. There is good cooperation and teamwork within my department. (Collaboration)	59	14	27	-8
5. I have the resources and support I need to pursue my scholarly interests. (Support and Resources)		44	23	32	1	
Work, Structure, & Process	6. I have the resources and support I need to deliver high quality teaching. (Support and Resources)	67	17	16	-7	
	7. I have the resources and support I need to deliver high quality service / clinical care. (Support and Resources)	45	34	21	-20	
Survey Follow-Up	23. There is an equitable distribution of workload within my department. (Work, Structure, & Process)	36	14	50	-1	
	28. Rate your department on being innovative in how work is done (using new technologies or creative approaches to improve internal	56	28	16	-7	
	34. The information from this survey will be used constructively (Survey Follow-Up)	36	29	35	--	
Survey Follow-Up	35. I participated in a feedback meeting about the previous survey results (Survey Follow-Up)	75	4	21	--	
	36. Action was taken on issues raised in the last survey (Survey Follow-Up)	39	27	34	--	

	%Fav of 70% or greater
	%Unfav of 20% or greater
	Increase of 10 points or more in %Fav
	Decrease of 10 points or more in %Fav