

University of Minnesota Crookston E² Employee Engagement Survey

FACULTY

	2015 Results			UMC % Favorable			2015 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015				
Commitment and Dedication	71%	12%	17%	N 61	54	68	72%	-1%		
19. I feel motivated to go beyond my formal job responsibilities.	71%	12%	17%	68%	60%	71%	74%	-3%	69%	2%
43. I feel proud to work for the University of Minnesota (my campus).	82%	9%	9%	82%	85%	82%	79%	3%	82%	0%
44. I would recommend the University of Minnesota (my campus) to peers at other institutions as a great place to work.	60%	15%	25%	53%	62%	60%	67%	-7%	65%	-5%
46. Given your choice, how long would you plan to continue working for the University of Minnesota (your campus)?	70%	13%	16%	58%	64%	70%	66%	4%	64%	6%
Clear & Promising Direction	54%	22%	24%	56%	49%	54%	54%	0%		
29. My department has a strategy and goals that address our most important challenges and opportunities.	55%	18%	27%	58%	46%	55%	58%	-3%	51%	4%
40. I have the opportunity to set my goals in alignment with the strategic priorities of my college and department.	53%	26%	21%	53%	52%	53%	61%	-8%	59%	-6%
Commitment to Excellence	74%	17%	9%	75%	70%	74%	74%	0%		
32. The people in my department are committed to delivering high impact, high quality scholarship.	72%	16%	12%	67%	63%	72%	77%	-5%	71%	1%
33. The people in my department are committed to delivering high quality service / clinical care.	73%	20%	7%	78%	75%	73%	80%	-7%	72%	1%
37. Rate your department on being student focused (seeking to understand and meet students' needs and requirements).	76%	16%	7%	79%	72%	76%	75%	1%	82%	-6%
Confidence in Leaders	57%	17%	27%	63%	57%	57%	57%	0%		
35. Rate your department on being open and honest in communications to employees.	60%	15%	25%	59%	56%	60%	66%	-6%	61%	-1%
42. Rate the overall trust and confidence you have in your college's leadership team.	53%	19%	28%	67%	58%	53%	55%	-2%	54%	-1%
Development Opportunities	54%	22%	25%	44%	42%	54%	54%	0%		
13. Rate your opportunities to achieve your personal career objectives at the University of Minnesota (your campus).	62%	13%	25%	50%	47%	62%	67%	-5%	62%	0%
14. Rate your opportunities for learning and development.	60%	21%	19%	50%	45%	60%	70%	-10%	60%	0%
24. My department offers effective mentoring and coaching to support my development.	39%	31%	30%	31%	34%	39%	45%	-6%	44%	-5%
Respect & Recognition	62%	15%	23%	55%	56%	62%	62%	0%		
15. I am treated with respect as an individual.	72%	6%	22%	65%	66%	72%	79%	-7%	76%	-4%
20. I receive recognition from my department for my contributions to my field / discipline.	51%	18%	31%	45%	49%	51%	57%	-6%	55%	-4%
22. My department demonstrates a commitment to supporting my overall wellbeing.	56%	18%	26%	48%	48%	56%	59%	-3%	58%	-2%
23. Overall, my department demonstrates a strong commitment to diversity and inclusion.	67%	19%	13%	63%	62%	67%	68%	-1%	70%	-3%

University of Minnesota Crookston E² Employee Engagement Survey

FACULTY

	2015 Results			UMC % Favorable			2015 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015				
Effective Environment	56%	16%	28%	55%	54%	56%	64%	-8%		
16. My job provides me the opportunity to do challenging and interesting work.	82%	15%	3%	78%	79%	82%	92%	-10%	89%	-7%
17. In my work, I am able to make full use of my skills and abilities.	58%	10%	31%	63%	57%	58%	75%	-17%	65%	-7%
18. Conditions in my job allow me to be as productive as I can be.	46%	13%	40%	45%	42%	46%	49%	-3%	39%	7%
30. My department proactively identifies and eliminates barriers to getting work done efficiently	36%	27%	37%	32%	37%	36%	41%	-5%	34%	2%
Authority & Empowerment	74%	12%	15%	65%	76%	74%	77%	-3%		
1. I have enough authority to carry out my job effectively.	79%	9%	12%	73%	85%	79%	82%	-3%	80%	-1%
2. I am encouraged to be innovative to find more effective ways of doing things.	68%	15%	18%	57%	66%	68%	72%	-4%	67%	1%
Clear Expectations & Feedback	61%	19%	21%	57%	63%	61%	68%	-7%		
3. I understand the results expected of me in my work.	76%	9%	15%	76%	88%	76%	83%	-7%	79%	-3%
4. I receive clear and regular feedback on how well I do my work.	45%	28%	27%	37%	38%	45%	53%	-8%	51%	-6%
Collaboration	62%	14%	25%	57%	45%	62%	65%	-3%		
26. My department supports and encourages interdisciplinary scholarship.	60%	24%	16%	55%	40%	60%	67%	-7%	59%	1%
28. There is good cooperation and teamwork within my department.	63%	4%	33%	59%	49%	63%	63%	0%	64%	-1%
Support and Resources	53%	25%	22%	55%	47%	53%	56%	-3%		
6. I have the resources and support I need to pursue my scholarly interests.	41%	24%	35%	32%	26%	41%	48%	-7%	48%	-7%
8. I have the resources and support I need to deliver high quality teaching.	63%	21%	16%	70%	66%	63%	62%	1%	65%	-2%
12. I have the resources and support I need to deliver high quality service / clinical care.	55%	30%	16%	63%	49%	55%	57%	-2%	53%	2%
Work, Structure, & Process	45%	25%	31%	48%	39%	45%	49%	-4%		
31. There is an equitable distribution of workload within my department	33%	24%	43%	32%	28%	33%	39%	-6%	33%	0%
39. Rate your department on being innovative in how work is done (using new technologies or creative approaches to improve internal effectiveness).	57%	25%	18%	64%	50%	57%	59%	-2%	57%	0%

University of Minnesota Crookston E² Employee Engagement Survey

FACULTY

	2015 Results			UMC % Favorable			2015 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015				
Survey Follow-Up	48%	29%	23%	NA	59%	48%	42%	6%		
47. The information from this survey will be used constructively.	46%	28%	26%		57%	46%	39%	7%	35%	11%
48. I participated in a feedback meeting about the previous survey results.	70%	15%	15%		76%	70%	57%	13%	75%	-5%
49. Action was taken on issues raised in the last survey.	27%	44%	29%		45%	27%	30%	-3%	32%	-5%

	% Favorable of 70% or greater		Decrease of 10 points or more over previous year
	% Unfavorable of 30% or greater		Increase of 10 points or more over previous year

University of Minnesota Crookston E² Employee Engagement Survey

FACULTY

2015 Results			UMC % Favorable			2015 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
%	%	%	2013	2014	2015				
Favorable	Neutral	Unfavorable							

Employee Engagement Profile

