

# University of Minnesota Crookston E<sup>2</sup> Employee Engagement Survey

## STAFF

	2015 Results			N	UMC % Favorable			2015 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable		2013	2014	2015				
<b>Commitment and Dedication</b>	<b>65%</b>	<b>18%</b>	<b>17%</b>	<b>90</b>	<b>78%</b>	<b>77%</b>	<b>65%</b>	<b>64%</b>	<b>1%</b>		
19. I feel motivated to go beyond my formal job responsibilities.	60%	16%	23%		75%	74%	60%	70%	-10%	66%	-6%
43. I feel proud to work for the University of Minnesota (my campus).	74%	20%	6%		91%	88%	74%	83%	-9%	82%	-8%
45. I would recommend the University of Minnesota (my campus) to peers at other institutions as a great place to work.	71%	16%	13%		84%	86%	71%	77%	-6%	77%	-6%
46. Given your choice, how long would you plan to continue working for the University of Minnesota (your campus)?	53%	21%	26%		62%	58%	53%	58%	-5%	57%	-4%
<b>Clear &amp; Promising Direction</b>	<b>72%</b>	<b>19%</b>	<b>9%</b>		<b>86%</b>	<b>74%</b>	<b>72%</b>	<b>72%</b>	<b>0%</b>		
29. My department has a strategy and goals that address our most important challenges and opportunities.	61%	24%	15%		84%	70%	61%	63%	-2%	66%	-5%
41. I understand what I can do to support my department's strategy and goals.	83%	14%	3%		87%	78%	83%	77%	6%	84%	-1%
<b>Commitment to Excellence</b>	<b>81%</b>	<b>11%</b>	<b>9%</b>		<b>88%</b>	<b>84%</b>	<b>81%</b>	<b>81%</b>	<b>0%</b>		
34. The people in my department are committed to delivering high quality services.	79%	13%	8%		91%	83%	79%	85%	-6%	83%	-4%
38. Rate your department on the quality of customer support (i.e., responsiveness, flexibility, turnaround) provided.	82%	8%	10%		85%	85%	82%	83%	-1%	85%	-3%
<b>Confidence in Leaders</b>	<b>62%</b>	<b>17%</b>	<b>22%</b>		<b>78%</b>	<b>76%</b>	<b>62%</b>	<b>62%</b>	<b>0%</b>		
36. There is open and honest communication between me and my manager/supervisor.	70%	13%	17%		80%	78%	70%	78%	-8%	77%	-7%
42. Rate the overall trust and confidence you have in your college's leadership team.	53%	21%	26%		75%	74%	53%	58%	-5%	54%	-1%
<b>Development Opportunities</b>	<b>48%</b>	<b>26%</b>	<b>26%</b>		<b>58%</b>	<b>56%</b>	<b>48%</b>	<b>48%</b>	<b>0%</b>		
13. Rate your opportunities to achieve your personal career objectives at the University of Minnesota (your campus).	46%	28%	26%		53%	58%	46%	59%	-13%	49%	-3%
14. Rate your opportunities for learning and development.	52%	29%	20%		60%	55%	52%	69%	-17%	57%	-5%
25. My manager/supervisor coaches me in my development.	47%	22%	31%		61%	56%	47%	56%	-9%	50%	-3%
<b>Respect &amp; Recognition</b>	<b>68%</b>	<b>18%</b>	<b>14%</b>		<b>75%</b>	<b>74%</b>	<b>68%</b>	<b>68%</b>	<b>0%</b>		
15. I am treated with respect as an individual.	72%	11%	17%		80%	79%	72%	83%	-11%	77%	-5%
21. I receive recognition when I do a good job.	57%	23%	20%		67%	71%	57%	65%	-8%	57%	0%
22. My department demonstrates a commitment to supporting my overall wellbeing.	64%	20%	16%		70%	70%	64%	67%	-3%	68%	-4%
23. Overall, my department demonstrates a strong commitment to diversity and inclusion.	78%	18%	4%		81%	77%	78%	70%	8%	79%	-1%

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<b>Effective Environment</b>	<b>66%</b>	<b>16%</b>	<b>18%</b>	<b>72%</b>	<b>68%</b>	<b>66%</b>	<b>65%</b>	<b>1%</b>		
16. My job provides me the opportunity to do challenging and interesting work.	79%	14%	7%	87%	81%	79%	81%	-2%	81%	-2%
17. In my work, I am able to make full use of my skills and abilities.	63%	19%	19%	73%	64%	63%	67%	-4%	67%	-4%
18. Conditions in my job allow me to be as productive as I can be.	64%	16%	21%	68%	66%	64%	60%	4%	58%	6%
30. My department proactively identifies and eliminates barriers to getting work done efficiently	59%	16%	24%	60%	62%	59%	51%	8%	57%	2%
<b>Authority &amp; Empowerment</b>	<b>76%</b>	<b>12%</b>	<b>14%</b>	<b>80%</b>	<b>83%</b>	<b>76%</b>	<b>81%</b>	<b>-5%</b>		
1. I have enough authority to carry out my job effectively.	79%	7%	14%	78%	84%	79%	82%	-3%	79%	0%
2. I am encouraged to be innovative to find more effective ways of doing things.	72%	16%	13%	81%	82%	72%	80%	-8%	75%	-3%
<b>Clear Expectations &amp; Feedback</b>	<b>74%</b>	<b>11%</b>	<b>15%</b>	<b>82%</b>	<b>79%</b>	<b>74%</b>	<b>76%</b>	<b>-2%</b>		
3. I understand the results expected of me in my work.	88%	6%	6%	90%	92%	88%	85%	3%	83%	5%
5. My manager/supervisor provides clear and regular feedback on how well I do my work.	60%	16%	24%	73%	66%	60%	67%	-7%	62%	-2%
<b>Collaboration</b>	<b>60%</b>	<b>21%</b>	<b>20%</b>	<b>76%</b>	<b>72%</b>	<b>60%</b>	<b>63%</b>	<b>-3%</b>		
27. There is good cooperation and sharing of ideas between my department and other departments.	51%	24%	25%	67%	66%	51%	54%	-3%	54%	-3%
28. There is good cooperation and teamwork within my department.	68%	18%	14%	85%	77%	68%	71%	-3%	76%	-8%
<b>Support and Resources</b>	<b>61%</b>	<b>22%</b>	<b>17%</b>	<b>69%</b>	<b>64%</b>	<b>61%</b>	<b>68%</b>	<b>-7%</b>		
7. I have the resources I need to do my job effectively.	63%	18%	19%	64%	61%	63%	70%	-7%	58%	5%
9. I have the information I need to do my job well.	73%	16%	11%	77%	77%	73%	75%	-2%	72%	1%
10. I receive the training I need to handle my present job well.	62%	22%	16%	77%	64%	62%	71%	-9%	63%	-1%
11. New employees receive the training they need to do their jobs well.	45%	32%	23%	57%	55%	45%	56%	-11%	44%	1%
<b>Work, Structure, &amp; Process</b>	<b>58%</b>	<b>21%</b>	<b>22%</b>	<b>65%</b>	<b>65%</b>	<b>58%</b>	<b>59%</b>	<b>-1%</b>		
31. There is an equitable distribution of workload within my department	48%	18%	33%	56%	56%	48%	49%	-1%	48%	0%
39. Rate your department on being innovative in how work is done (using new technologies or creative approaches to improve interal effectiveness).	67%	23%	10%	73%	74%	67%	69%	-2%	71%	-4%

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<b>Survey Follow-Up</b>	<b>39%</b>	<b>30%</b>	<b>31%</b>	<b>NA</b>	<b>50%</b>	<b>39%</b>	<b>50%</b>	<b>-11%</b>		
47. The information from this survey will be used constructively.	48%	27%	25%		58%	48%	48%	0%	43%	5%
48. I participated in a feedback meeting about the previous survey results.	54%	17%	29%		64%	54%	62%	-8%	61%	-7%
49. Action was taken on issues raised in the last survey.	16%	45%	39%		28%	16%	40%	-24%	27%	-11%

% Favorable of 70% or greater  
 % Unfavorable of 30% or greater

Decrease of 10 points or more over previous year  
 Increase of 10 points or more over previous year

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### Employee Engagement Profile

