

University of Minnesota Crookston Employee Engagement Survey 2014 Brief Summary

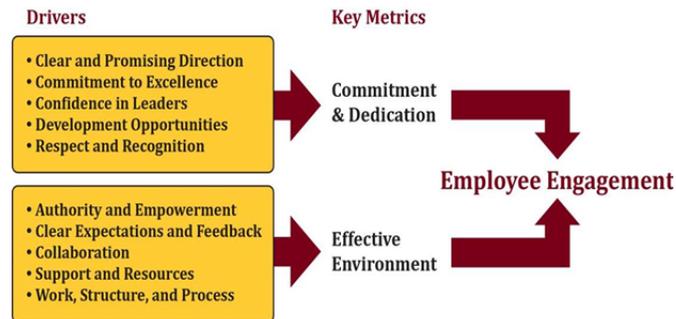
Introduction

The Employee Engagement Survey, also called E², was first administered in October 2013 and was externally managed by the Hay Group to ensure confidentiality. The survey was administered again from October 13-31, 2014. All benefits-eligible faculty and staff were eligible to participate.

The University of Minnesota Engagement Model

E2 Employee Engagement supports the University's commitment to meet its academic and research mission by creating workplaces that energize, empower, and enhance faculty and staff. Engagement profoundly shapes both the quality of the faculty and staff experience, as well as workplace outcomes. It impacts recruiting, retaining, and developing top talent, as well as collaboration and innovation. For individuals, it affects both resilience and well-being.

The survey consisted of 33 scored questions divided into 12 dimensions. Six dimensions measured commitment and dedication and six dimensions measured effective environment. Engagement is a combination of 1) feeling highly committed and dedicated to the organization, and 2) feeling that the work environment is effective. The University of Minnesota uses a unique model to measure engagement of faculty and staff on all campuses:



2014 Results - Crookston Campus

The Crookston faculty members had a 69% response rate and staff had a 50% response rate. This is an excellent response rate. Results show that 76% of UMC faculty expressed a favorable response to authority & empowerment and 70% favorable response to commitment to excellence. Results for UMC staff show a 84% favorable response to commitment to excellence, 83% favorable response to authority & empowerment, 79% favorable response to clear expectations and feedback, 77% favorable response to commitment and dedication, 76% favorable response to confidence in leaders, and 74% favorable response rate to both clear & promising direction and respect & recognition. A summary of key findings are listed below.

Key strengths - Faculty

- Understand the results expected of me in my work
- Enough authority to carry out my job effectively
- Participated in a feedback meeting about previous survey results
- People in my department are committed to delivering high quality service/clinical care
- Rate your department on being student focused

Key strengths - Staff

- Understand the results expected of me in my work
- Have enough authority to carry out my job effectively
- Rate your department on the quality of customer support
- Encouraged to be innovative to find more effective ways of doing things
- Understand what I can do to support my department's strategy and goals

Key opportunities - Faculty

- There is equitable distribution of workload distribution within my department
- Resources and support I need to pursue my scholarly interests
- Department offers effective mentoring and coaching to support my development
- Receive clear and regular feedback on how well I do my work
- Department supports and encourages interdisciplinary scholarship

Key opportunities - Staff

- Action was taken on issues raised in last survey
- Receive training I need to handle my present job well
- Opportunities for learning and development
- New employees receive the training they need to do their jobs well
- Equitable distribution of workload distribution within my department

Senior campus administrators met with members of the Employee Engagement Team to review UMC's survey results. Due to their large number of employees, results from the Twin Cities campus had a significant impact on the overall University average results. As in the past survey, average results for the small campuses (Crookston, Morris and Rochester) varied from the overall University averages.

Next Steps

The findings will help us identify strengths and opportunities for improvement in supporting an engaged workforce on our campus. We will meet with faculty and staff this spring and use the findings of the survey to discuss areas of strength as well as opportunities for growth and further development. Again, I look forward to using these findings to enhance our collective engagement as we serve our students.

Thank you again for your participation.