

# 2023 Employee Engagement Survey Results (Faculty)

*March 4, 2024*

Report for: Mary Holz-Clause

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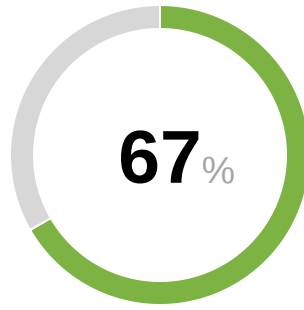


## Confidentiality and responsible use of data:

- Data is gathered by a vendor partner to ensure confidentiality.
- Leaders, supervisors, managers, and directors should share and take action on their data where five or more faculty or staff have responded to their respective surveys.

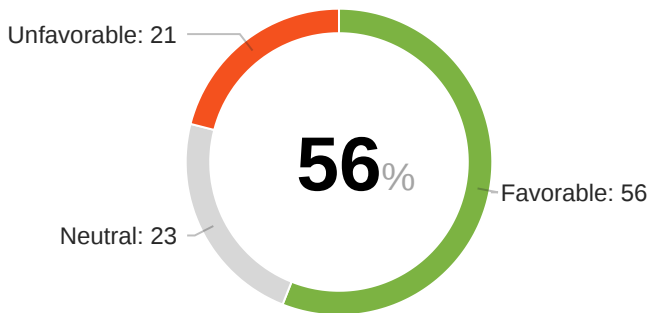
# Your Team's Response Rate

*(Includes both Faculty and Staff, if applicable)*



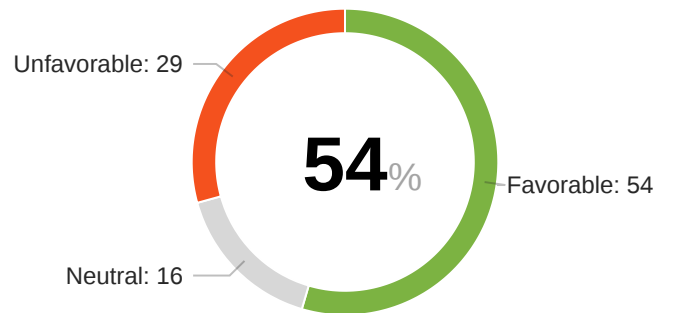
Responses  
46 of 69

## Commitment & Dedication



Same Unit 2021	Same Unit 2019	Total UM Faculty
0	-1	-13

## Effective Environment



Same Unit 2021	Same Unit 2019	Total UM Faculty
-4	0	-10

# Employee Engagement Profile

The two key metrics of *Commitment & Dedication* and *Effective Environment* do not always go hand in hand. The Engagement Profile identifies four distinct groups of employees in organizations, characterized by differing levels of motivation and support. This profile is generated from eight survey items which are shown on the Key Metrics tab. There are four items for Commitment and Dedication and four items for Effective Environment.

**ENGAGED:** Motivation to contribute is matched with strong ability to be successful, and employees are likely to be high achievers.

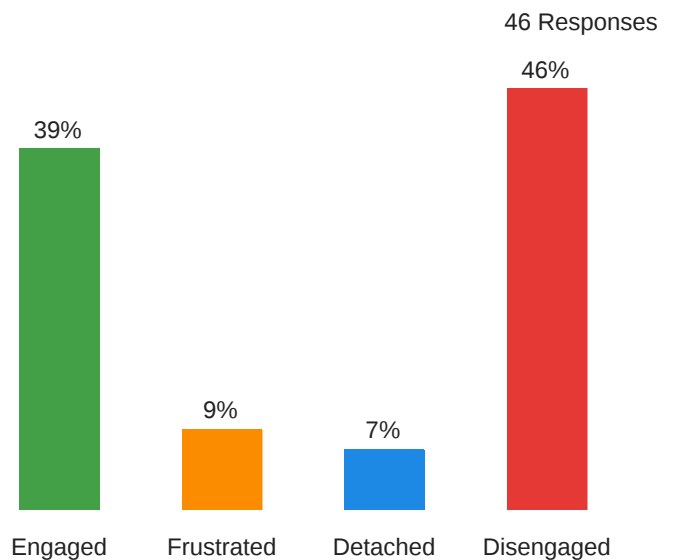
**FRUSTRATED:** Commitment & Dedication is high but employees are held back by roles that do not suit them or work environments that get in their way, and organizations are not leveraging their full potential.

**DETACHED:** Roles suit employees reasonably well and they are in work environments that are broadly supportive, but their levels of engagement with organizational objectives and task requirements are insufficient to make them optimally effective.






**DISENGAGED:** Both Commitment & Dedication and Effective Environment are lacking, and employees are likely to struggle in their job roles.






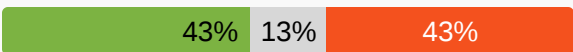

## Your Team's Profile



## KEY METRIC: Commitment & Dedication

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
COMMITMENT & DEDICATION			0	-1	-13
I feel motivated to go beyond my formal job responsibilities.	46		-3	-7	-20
I feel proud to work on my campus of the University of Minnesota.	46		-4	-4	-10
I would recommend my campus to my peers at other institutions as a place to work.	46		+7	+4	-15
Given your choice, how long would you plan to continue working for the University of Minnesota?	45		0	+2	-7

## KEY METRIC: Effective Environment

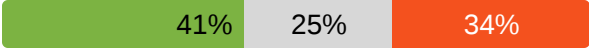


Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
EFFECTIVE ENVIRONMENT			-4	0	-10
My job provides me the opportunity to do challenging and interesting work.	46		+3	+9	-9
In my work, I am able to make full use of my skills and abilities.	46		-2	-3	-10
Conditions in my job allow me to be about as productive as I can be.	46		0	-4	-7
My department proactively identifies and eliminates barriers to getting work done efficiently.	46		-15	-2	-15

# Driver Summary





Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Clear & Promising Direction			-10	-11	-20
Commitment to Excellence			-2	+4	-5
Confidence in Leaders			-9	-4	-19
Development Opportunities			-4	+5	-18
Respect & Recognition			-2	-3	-16
Authority & Empowerment			-18	-12	-18
Clear Expectations and Feedback			-15	-16	-26
Collaboration			-2	-8	-18
Support and Resources			-4	+10	-7
Work, Structure, & Process			-6	+2	-7
Survey Follow-Up			-12	-17	-5

# Questions by Driver

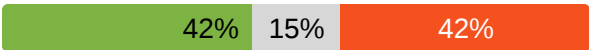
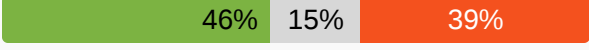
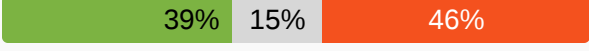
## Clear & Promising Direction

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Clear & Promising Direction			-10	-11	-20
My department has a strategy and goals that address our most important challenges and opportunities.	46		-15	-10	-27
I have the opportunity to set my goals in alignment with the strategic priorities of my college and department	46		-5	-11	-13

## Commitment to Excellence

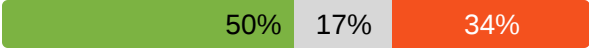

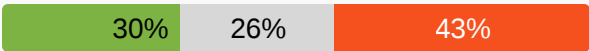

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Commitment to Excellence			-2	+4	-5
My department is committed to high quality student support (seeking to understand and meet studen...	46		+3	+12	+6
The people in my department are committed to delivering high impact, high quality scholarship.	46		0	+6	-14
The people in my department are committed to delivering high quality service.	46		-8	-6	-8

## Confidence in Leaders





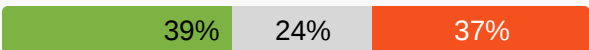
Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Confidence in Leaders			-9	-4	-19
My department is open and honest in communication to employees.	46		-14	-15	-23
I have trust and confidence in my college's leadership team.	46		-3	+7	-16

## Questions by Driver (cont.)

### Development Opportunities

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Development Opportunities			-4	+5	-18
I have good opportunities for learning and development.	46		-8	+12	-13
My department offers effective mentoring and coaching to support my development.	46		-8	-7	-22
I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Mo...)	45		+3	+10	-17

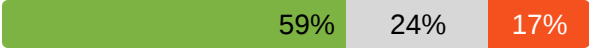


### Respect & Recognition

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Respect & Recognition			-2	-3	-16
I am treated with respect as an individual.	46		+5	+2	-9
My department demonstrates a commitment to supporting my overall wellbeing.	46		-1	-6	-14
Overall, my department demonstrates a strong commitment to diversity and inclusion.	46		-3	-8	-20
I receive recognition from my department for my contributions to my field / discipline.	46		-8	-1	-21






## Questions by Driver (cont.)




### Authority & Empowerment

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Authority & Empowerment			-18	-12	-18
I have enough authority to carry out my job effectively.	46		-19	-15	-22
I am encouraged to be innovative to find more effective ways of doing things.	46		-16	-8	-13

### Clear Expectations and Feedback

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Clear Expectations and Feedback			-15	-16	-26
I receive clear and regular feedback on how well I do my work.	46		-16	-18	-31
I understand the results expected of me in my work.	46		-13	-15	-20

### Collaboration

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Collaboration			-2	-8	-18
There is good cooperation and teamwork within my department.	46		+5	-8	-15
My department supports and encourages interdisciplinary scholarship.	46		-9	-9	-21

## Questions by Driver (cont.)

### Support and Resources

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Support and Resources			-4	+10	-7
I have the resources and support I need to deliver high quality teaching.	46		-4	+17	+4
I have the resources and support I need to pursue my scholarly interests.	46		-1	+10	-20
I have the resources and support I need to deliver high quality service.	46		-6	+4	-3



### Work, Structure, & Process

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Work, Structure, & Process			-6	+2	-7
My department uses innovative approaches (new technologies or creative solutions) to improve our...	46		-8	-2	-7
There is an equitable distribution of workload within my department.	46		-3	+8	-7

### Survey Follow-Up

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Survey Follow-Up			-12	-17	-5
The information from this survey will be used constructively.	46		-8	-8	-9
I participated in a feedback meeting about the previous survey results.	45		-10	-23	+6
Action was taken on issues raised in the last survey.	46		-17	-21	-12

## Top Ten Most Favorable

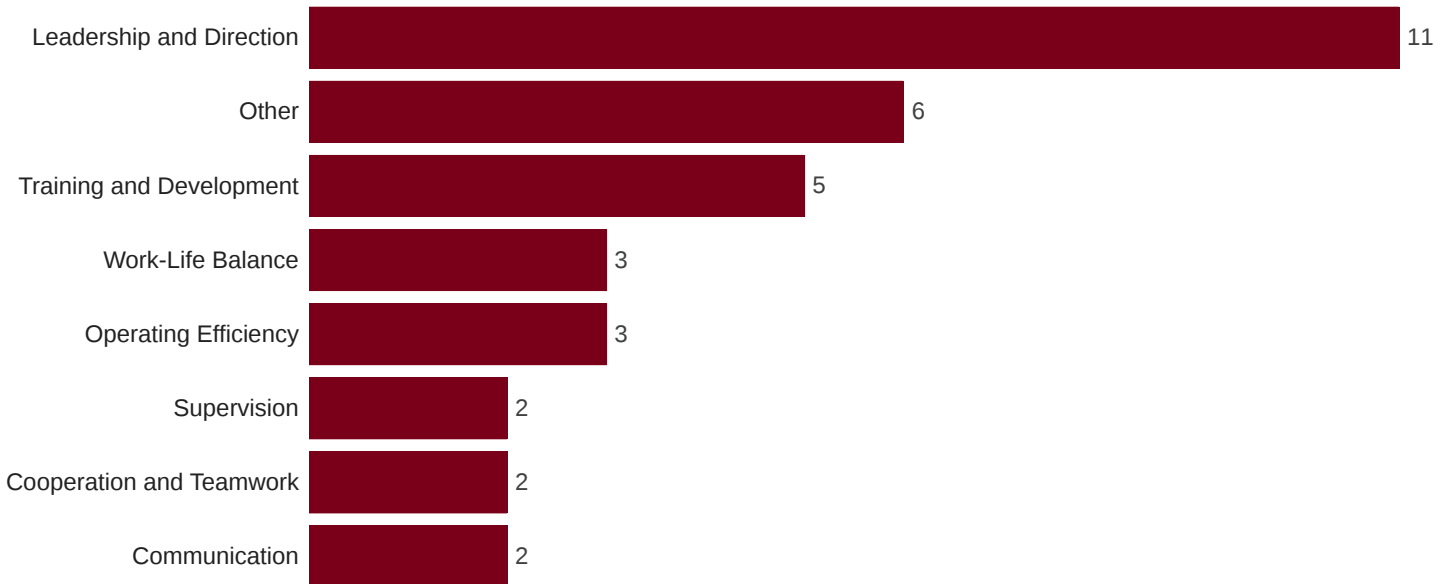
Question	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
My department is committed to high quality student support (seeking to understand and meet studen...	46	 85% 9%	+3	+12	+6
My job provides me the opportunity to do challenging and interesting work.	46	 83% 15%	+3	+9	-9
I have the resources and support I need to deliver high quality teaching.	46	 74% 17% 9%	-4	+17	+4
The people in my department are committed to delivering high quality service.	46	 72% 20% 9%	-8	-6	-8
The people in my department are committed to delivering high impact, high quality scholarship.	46	 70% 22% 9%	0	+6	-14
I am treated with respect as an individual.	46	 70% 11% 20%	+5	+2	-9
I feel proud to work on my campus of the University of Minnesota.	46	 67% 22% 11%	-4	-4	-10
I have good opportunities for learning and development.	46	 63% 13% 24%	-8	+12	-13
In my work, I am able to make full use of my skills and abilities.	46	 63% 13% 24%	-2	-3	-10
I understand the results expected of me in my work.	46	 63% 24% 13%	-13	-15	-20

## Top Ten Least Favorable

Question	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Faculty
Action was taken on issues raised in the last survey.	46	20% 37% 43%	-17	-21	-12
I receive clear and regular feedback on how well I do my work.	46	26% 17% 57%	-16	-18	-31
My department proactively identifies and eliminates barriers to getting work done efficiently.	46	28% 24% 48%	-15	-2	-15
The information from this survey will be used constructively.	46	28% 33% 39%	-8	-8	-9
My department offers effective mentoring and coaching to support my development.	46	30% 26% 43%	-8	-7	-22
My department has a strategy and goals that address our most important challenges and opportunities.	46	33% 22% 46%	-15	-10	-27
There is an equitable distribution of workload within my department.	46	35% 20% 46%	-3	+8	-7
I have trust and confidence in my college's leadership team.	46	39% 15% 46%	-3	+7	-16
I receive recognition from my department for my contributions to my field / discipline.	46	39% 24% 37%	-8	-1	-21
I have the resources and support I need to pursue my scholarly interests.	46	39% 33% 28%	-1	+10	-20

## Self-Selected Comment Themes

**What is one thing that has been done to enable you to be more successful in your work?**



**What is one thing that, if changed, would enable you to be more successful in your work?**

