

2023 Employee Engagement Survey Results (Staff)

March 4, 2024

Report for: Mary Holz-Clause

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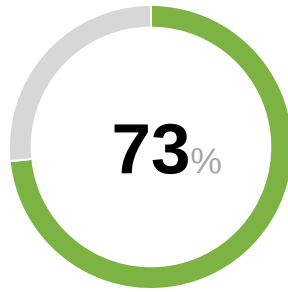


Confidentiality and responsible use of data:

- 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.

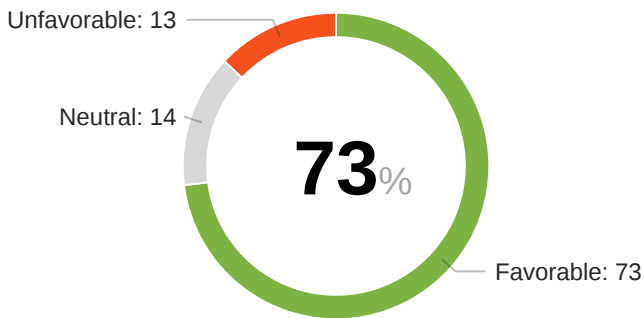
Your Team's Response Rate

(Includes both Faculty and Staff, if applicable)



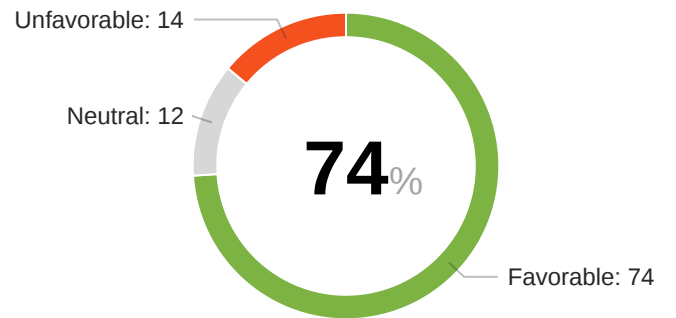
Responses
127 of 173

Commitment & Dedication



Same Unit 2021	Same Unit 2019	Total UM Staff
+12	+9	-2

Effective Environment



Same Unit 2021	Same Unit 2019	Total UM Staff
+5	+12	+1

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.

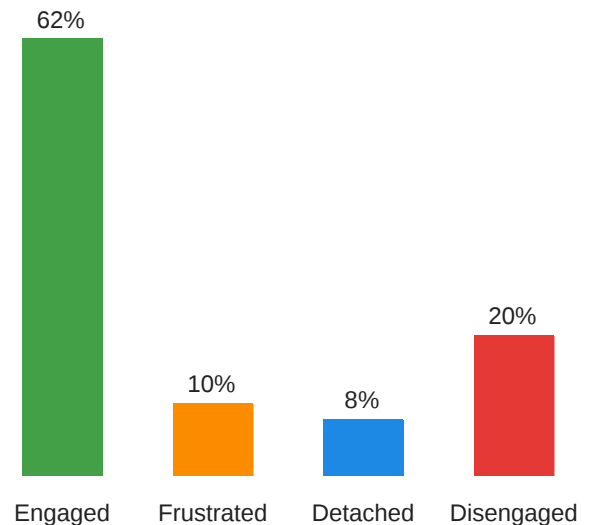
DETACHED: Roles suit employees reasonably well and they are in work environments that are broadly supportive, but their levels of engagement with organizational objectives and task requirements are insufficient to make them optimally effective.

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





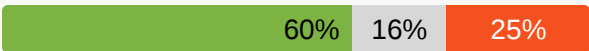


Your Team's Profile

126 Responses













KEY METRIC: Commitment & Dedication

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
COMMITMENT & DEDICATION			+12	+9	-2
I feel motivated to go beyond my formal job responsibilities.	126		+12	+7	-2
I feel proud to work for the University of Minnesota.	126		+12	+7	+1
I would recommend the University to family and friends as a place to work.	125		+13	+17	-3
Given your choice, how long would you plan to continue working for the University of Minnesota?	126		+10	+4	-2

KEY METRIC: Effective Environment




Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
EFFECTIVE ENVIRONMENT			+5	+12	+1
My job provides me the opportunity to do challenging and interesting work.	126		+2	+8	+3
In my work, I am able to make full use of my skills and abilities.	126		+5	+13	+2
Conditions in my job allow me to be about as productive as I can be.	126		+4	+12	-2
My department proactively identifies and eliminates barriers to getting work done efficiently.	126		+7	+15	+2

Driver Summary




Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Clear & Promising Direction		 78% 12% 10%	+5	+10	+4
Commitment to Excellence		 80% 12% 8%	+4	+6	-7
Confidence in Leaders		 69% 14% 17%	+10	+9	-6
Development Opportunities		 67% 20% 13%	+12	+15	-4
Respect & Recognition		 78% 11% 11%	+8	+11	-2
Authority & Empowerment		 85% 8% 8%	+3	+7	+1
Clear Expectations and Feedback		 82% 9% 9%	+1	+8	0
Collaboration		 71% 13% 16%	+11	+26	+1
Support and Resources		 69% 16% 15%	+6	+11	-4
Work, Structure, & Process		 60% 22% 18%	+3	+8	-4
Survey Follow-Up		 34% 46% 20%	+3	-14	-15

Questions by Driver


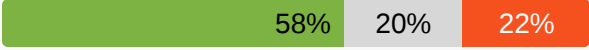

Clear & Promising Direction

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Clear & Promising Direction			+5	+10	+4
I understand what I can do to support my department's strategy and goals.	126		+3	+9	+6
My department has a strategy and goals that address our most important challenges and opportunities.	126		+8	+12	+3

Commitment to Excellence



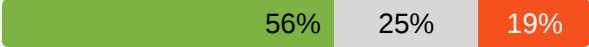

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Commitment to Excellence			+4	+6	-7
My department is committed to providing high quality customer support (i.e., responsiveness, flex...	125		+4	+7	-5
The people in my department are committed to delivering high quality services.	126		+3	+4	-10

Confidence in Leaders






Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Confidence in Leaders			+10	+9	-6
I have trust and confidence in my college's leadership team.	124		+17	+11	-7
There is open and honest communication between me and my manager/supervisor.	126		+2	+7	-5

Questions by Driver (cont.)

Development Opportunities




Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Development Opportunities			+12	+15	-4
I have good opportunities for learning and development.	125		+22	+23	+1
My manager/supervisor coaches me in my development.	126		+1	+13	-9
I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Mo...	126		+13	+9	-5

Respect & Recognition




Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Respect & Recognition			+8	+11	-2
I am treated with respect as an individual.	126		+8	+11	-4
I receive recognition when I do a good job.	126		+5	+12	-7
My department demonstrates a commitment to supporting my overall wellbeing.	126		+14	+17	-1
Overall, my department demonstrates a strong commitment to diversity and inclusion.	126		+4	+4	+5

Questions by Driver (cont.)




Authority & Empowerment

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Authority & Empowerment			+3	+7	+1
I have enough authority to carry out my job effectively.	126		+6	+11	+4
I am encouraged to be innovative to find more effective ways of doing things.	126		0	+3	-2

Clear Expectations and Feedback

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Clear Expectations and Feedback			+1	+8	0
I understand the results expected of me in my work.	126		+2	+9	+5
My manager/supervisor provides clear and regular feedback on how well I do my work.	125		0	+8	-5

Collaboration

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Collaboration			+11	+26	+1
There is good cooperation and sharing of ideas between my department and other departments.	125		+12	+29	+6
There is good cooperation and teamwork within my department.	126		+9	+22	-3

Questions by Driver (cont.)

Support and Resources

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Support and Resources			+6	+11	-4
I have the resources I need to do my job effectively.	126		+1	+12	-9
I have the information I need to do my job well.	126		+7	+12	-1
I receive the training I need to handle my present job well.	126		+5	+7	-4
The training that new employees receive in my department is effective.	126		+12	+15	-2

Work, Structure, & Process

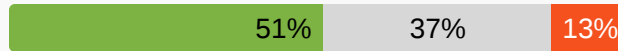
Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Work, Structure, & Process			+3	+8	-4
My department uses innovative approaches (new technologies or creative solutions) to improve our...	126		+5	+8	-3
There is an equitable distribution of workload within my department.	126		0	+7	-5

Survey Follow-Up

Name	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Survey Follow-Up			+3	-14	-15
Action was taken on issues raised in the last survey.	126		-5	-20	-22
I participated in a feedback meeting about the previous survey results.	126		+3	-26	-16

The information from this survey will be used constructively.

126



+11

+4

-6

Top Ten Most Favorable

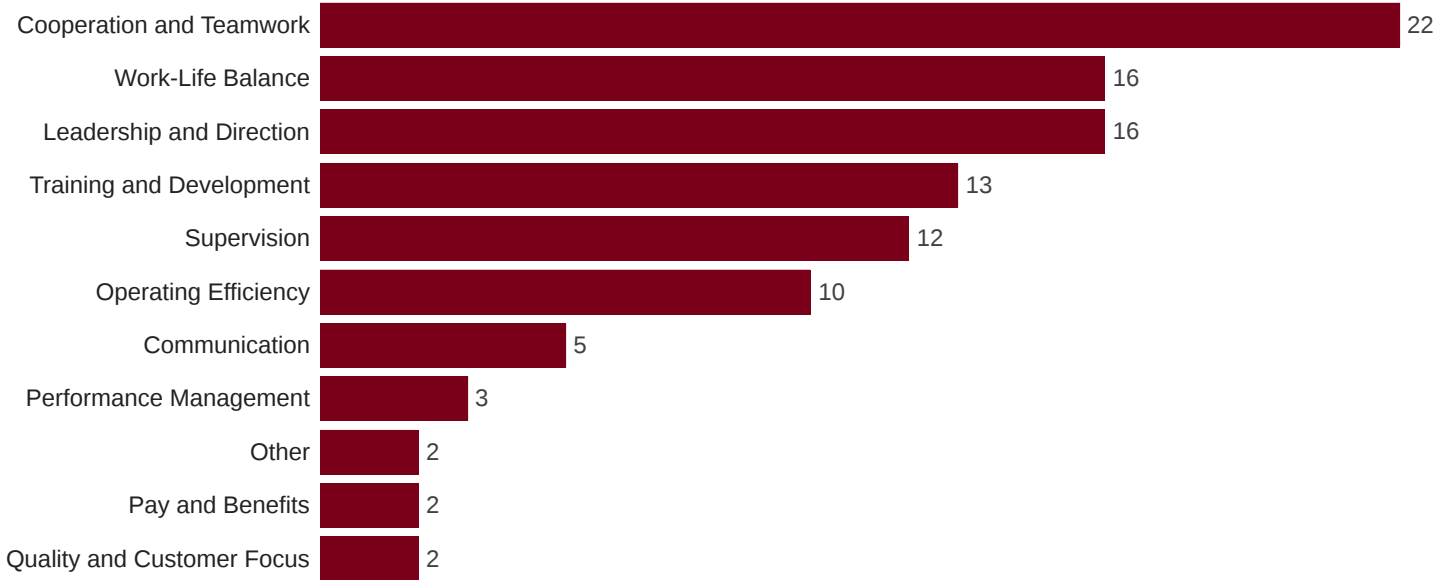
Question	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
I understand the results expected of me in my work.	126	93%	+2	+9	+5
I have enough authority to carry out my job effectively.	126	89%	+6	+11	+4
My job provides me the opportunity to do challenging and interesting work.	126	88%	+2	+8	+3
I feel proud to work for the University of Minnesota.	126	87%	+12	+7	+1
I understand what I can do to support my department's strategy and goals.	126	86%	+3	+9	+6
Overall, my department demonstrates a strong commitment to diversity and inclusion.	126	86%	+4	+4	+5
I am treated with respect as an individual.	126	83%	+8	+11	-4
I am encouraged to be innovative to find more effective ways of doing things.	126	82%	0	+3	-2
My department is committed to providing high quality customer support (i.e., responsiveness, flex...	125	82%	+4	+7	-5
I have the information I need to do my job well.	126	81%	+7	+12	-1

Top Ten Least Favorable

Question	Responses	Distribution	Same Unit 2021	Same Unit 2019	Total UM Staff
Action was taken on issues raised in the last survey.	126	15% 63% 21%	-5	-20	-22
I participated in a feedback meeting about the previous survey results.	126	37% 38% 25%	+3	-26	-16
The information from this survey will be used constructively.	126	51% 37% 13%	+11	+4	-6
There is an equitable distribution of workload within my department.	126	52% 21% 26%	0	+7	-5
My manager/supervisor coaches me in my development.	126	56% 25% 19%	+1	+13	-9
The training that new employees receive in my department is effective.	126	56% 25% 19%	+12	+15	-2
I have trust and confidence in my college's leadership team.	124	58% 20% 22%	+17	+11	-7
Given your choice, how long would you plan to continue working for the University of Minnesota?	126	60% 16% 25%	+10	+4	-2
My department proactively identifies and eliminates barriers to getting work done efficiently.	126	63% 20% 17%	+7	+15	+2
There is good cooperation and sharing of ideas between my department and other departments.	125	65% 18% 18%	+12	+29	+6

Self-Selected Comment Themes

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



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

