

WELCOME

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Hello Susan,

Welcome to the 2017 Employee Engagement data portal. As a user of this site, you will have access to all of the same data points provided in the 2015 survey administration.

We encourage you to use the training resources at ee.ltd.umn.edu which include short videos and quick guides to help you more efficiently navigate this site. Click the HELP link in the top menu above the “welcome” banner to go to training resources.

You can learn more about the fundamentals of employee engagement and find resources for taking action on your survey data in the [Employee Engagement Module](#) which is part of the University of Minnesota's Supervisory Development Course.

If you have technical issues with this site, contact UofMNSurvey@KornFerry.com. To learn more about employee engagement programming and consulting from Leadership and Talent Development, go to z.umn.edu/engagedu or email ee2@umn.edu.

This site will be available to University of Minnesota users for one year, ending on December 14, 2018.



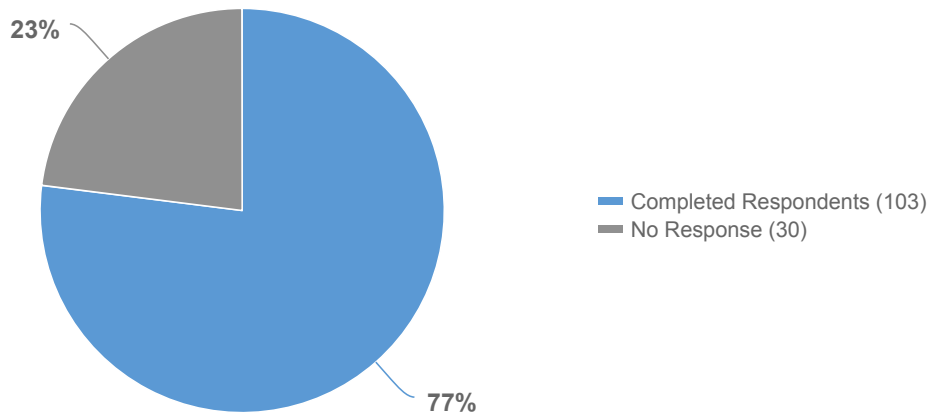
This website is managed by Korn Ferry Hay Group, commissioned by your organization to administer this survey on its behalf www.kornferry.com. Korn Ferry Hay Group protects individual respondent confidentiality by only reporting results data in an aggregated format. Korn Ferry Hay Group will only show aggregated results data for group sizes at or above the minimum number of respondents agreed with your organization. As a user of this website you are responsible for handling all survey results data with due care and attention and in accordance with your organization's information security standards and policies.

RESPONDENTS

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The overall response rate for your area was 77%. This was 15 points above the university overall.



EMPLOYEE ENGAGEMENT PROFILE

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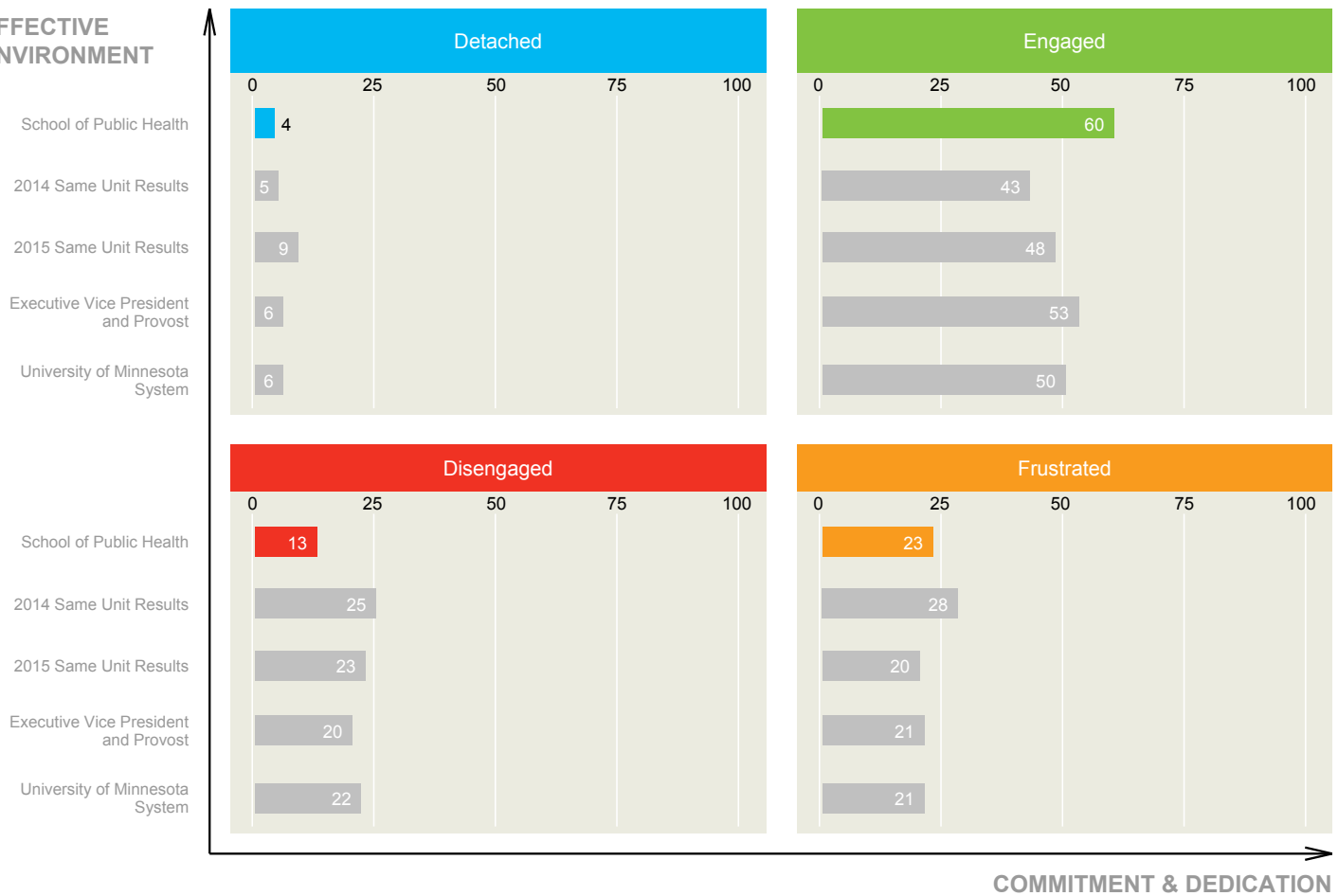
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The Engagement Profile arranges your employees into four different groups based on levels of Commitment and Dedication and Effective Environment and compares the size of these groups to Korn Ferry Hay Group benchmarks calculated by an algorithm.

Highly engaged employees are likely to be more productive, able to deliver high levels of service, and are more inclined to speak positively about the organization to others.

Explore your report to see how engaged people feel and how you can improve levels of engagement, specifically by focusing on your frustrated employees through removing barriers in the environment to better support their work.

EFFECTIVE ENVIRONMENT



COMMITMENT & DEDICATION

EMPLOYEE ENGAGEMENT OVERVIEW

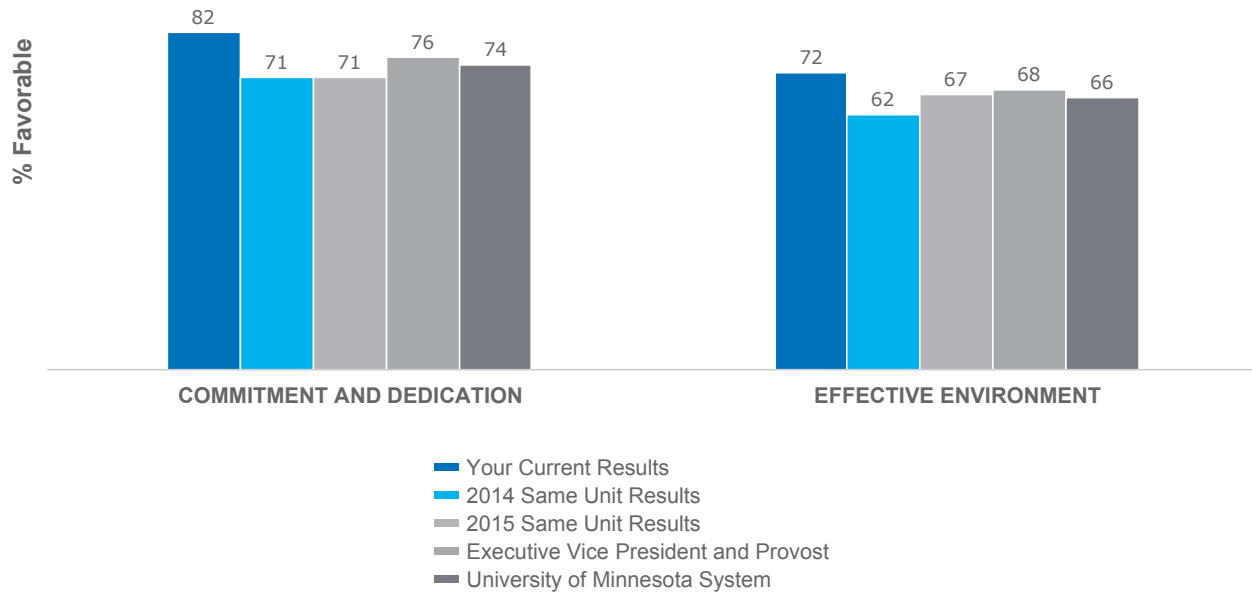
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Below are your Commitment and Dedication and Effective Environment results compared to the trend data (when available) for your unit when available as well as to the internal benchmark data for the University.

Commitment and Dedication represents employees' commitment, motivation, and pride for their work and the organization and their willingness to provide extra effort in their work when it matters to them.

Effective Environment represents conditions that allow employees to be effective in their jobs and remove barriers to their productivity.



KEY METRICS AND DRIVERS

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	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
					2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
COMMITMENT AND DEDICATION	82	12	7		11	11	6	8
Clear & Promising Direction	75	15	10		28	15	12	13
Commitment to Excellence	86	7	6		14	16	4	5
Confidence in Leaders	67	15	19		12	14	5	6
Development Opportunities	76	13	12		18	16	6	9
Respect & Recognition	77	14	9		19	16	8	9
EFFECTIVE ENVIRONMENT	72	13	15		10	5	4	6
Authority & Empowerment	87	9	5		5	4	8	9
Clear Expectations and Feedback	78	15	7		8	5	6	7
Collaboration	77	16	7		17	10	8	9
Support and Resources	67	20	13		11	14	0	2
Work, Structure, & Process	48	24	29		9	9	-3	-3
Survey Follow-up	46	25	28		4	8	3	3

QUESTIONS SUMMARY

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COMMITMENT AND DEDICATION; Clear & Promising Direction; Commitment to Excellence; Confidence in Leaders; Development Opportunities

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
◇	COMMITMENT AND DEDICATION		82	12	7		11	11	6	8
10.	I feel motivated to go beyond my formal job responsibilities.	103	89	5	6		10	12	13	16
27.	I feel proud to work on my campus of the University of Minnesota.	101	86	10	4		5	10	2	3
28.	I would recommend my campus to my peers at other institutions as a place to work.	99	83	10	7		18	18	6	9
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	102	70	22	9		10	4	2	3
◇	Clear & Promising Direction		75	15	10		28	15	12	13
15.	My department has a strategy and goals that address our most important challenges and opportunities.	97	75	11	13		34	14	15	16
16.	I have the opportunity to set my goals in alignment with the strategic priorities of my college and department.	98	74	19	6		21	15	9	9
◇	Commitment to Excellence		86	7	6		14	16	4	5
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	98	85	7	8		26	22	5	5
17.	The people in my department are committed to delivering high impact, high quality scholarship.	102	92	4	4		11	11	9	11
18.	The people in my department are committed to delivering high quality service.	97	81	11	7		6	16	-1	0
◇	Confidence in Leaders		67	15	19		12	14	5	6
12.	My department is open and honest in communication to employees.	101	76	15	9		18	8	9	9
26.	I have trust and confidence in my college's leadership team.	102	57	15	28		5	19	0	2
◇	Development Opportunities		76	13	12		18	16	6	9
5.	I have good opportunities for learning and development.	103	83	8	10		10	16	3	5

QUESTIONS SUMMARY

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Development Opportunities (cont'd); Respect & Recognition; EFFECTIVE ENVIRONMENT; Authority & Empowerment; Clear Expectations and Feedback

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
19.	My department offers effective mentoring and coaching to support my development.	97	59	22	20		30	16	8	9
29.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	102	87	8	5		15	17	9	13
◇	Respect & Recognition		77	14	9		19	16	8	9
6.	I am treated with respect as an individual.	103	90	7	3		8	9	8	10
20.	My department demonstrates a commitment to supporting my overall wellbeing.	102	71	20	10		16	13	10	10
21.	Overall, my department demonstrates a strong commitment to diversity and inclusion.	101	77	11	12		28	25	5	5
22.	I receive recognition from my department for my contributions to my field / discipline.	98	68	19	12		23	16	9	10
◇	EFFECTIVE ENVIRONMENT		72	13	15		10	5	4	6
7.	My job provides me the opportunity to do challenging and interesting work.	101	96	3	1		5	4	3	4
8.	In my work, I am able to make full use of my skills and abilities.	103	86	4	10		4	7	4	6
9.	Conditions in my job allow me to be as productive as I can be.	101	56	17	27		15	0	2	4
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	100	50	27	23		18	10	9	9
◇	Authority & Empowerment		87	9	5		5	4	8	9
1.	I have enough authority to carry out my job effectively.	102	92	5	3		1	2	8	9
2.	I am encouraged to be innovative to find more effective ways of doing things.	103	81	13	7		9	5	8	9
◇	Clear Expectations and Feedback		78	15	7		8	5	6	7
3.	I understand the results expected of me in my work.	103	90	8	2		4	6	4	6

QUESTIONS SUMMARY

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Clear Expectations and Feedback (cont'd); Collaboration; Support and Resources; Work, Structure, & Process; Survey Follow-up

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
4.	I receive clear and regular feedback on how well I do my work.	101	66	22	12		12	4	8	9
◇	Collaboration		77	16	7		17	10	8	9
11.	There is good cooperation and teamwork within my department.	101	72	19	9		17	8	6	6
24.	My department supports and encourages interdisciplinary scholarship.	101	82	13	5		18	13	11	12
◇	Support and Resources		67	20	13		11	14	0	2
30.	I have the resources and support I need to pursue my scholarly interests.	99	68	19	13		21	15	7	10
31.	I have the resources and support I need to deliver high quality teaching.	99	64	19	17		11	8	-9	-8
32.	I have the resources and support I need to deliver high quality service.	98	68	23	8		1	18	1	2
◇	Work, Structure, & Process		48	24	29		9	9	-3	-3
14.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	98	60	21	18		13	9	4	3
25.	There is an equitable distribution of workload within my department.	94	35	26	39		5	8	-10	-9
◇	Survey Follow-up		46	25	28		4	8	3	3
34.	The information from this survey will be used constructively.	90	43	33	23		5	2	-3	-1
35.	I participated in a feedback meeting about the previous survey results.	70	64	9	27		0	12	13	10
36.	Action was taken on issues raised in the last survey.	64	31	34	34		7	10	-2	-1

RESULTS SORTING TOOL

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Strengths - based on Fav/Unfav scores and compared to benchmarks

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
1.	I have enough authority to carry out my job effectively.	102	92	5	3		1	2	8	9
17.	The people in my department are committed to delivering high impact, high quality scholarship.	102	92	4	4		11	11	9	11
3.	I understand the results expected of me in my work.	103	90	8	2		4	6	4	6
6.	I am treated with respect as an individual.	103	90	7	3		8	9	8	10
29.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	102	87	8	5		15	17	9	13
27.	I feel proud to work on my campus of the University of Minnesota.	101	86	10	4		5	10	2	3
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	98	85	7	8		26	22	5	5
5.	I have good opportunities for learning and development.	103	83	8	10		10	16	3	5
24.	My department supports and encourages interdisciplinary scholarship.	101	82	13	5		18	13	11	12
2.	I am encouraged to be innovative to find more effective ways of doing things.	103	81	13	7		9	5	8	9

RESULTS SORTING TOOL

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Opportunities - based on Fav/Unfav scores and compared to benchmarks

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
25.	There is an equitable distribution of workload within my department.	94	35	26	39		5	8	-10	-9
36.	Action was taken on issues raised in the last survey.	64	31	34	34		7	10	-2	-1
26.	I have trust and confidence in my college's leadership team.	102	57	15	28		5	19	0	2
35.	I participated in a feedback meeting about the previous survey results.	70	64	9	27		0	12	13	10
34.	The information from this survey will be used constructively.	90	43	33	23		5	2	-3	-1
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	100	50	27	23		18	10	9	9
19.	My department offers effective mentoring and coaching to support my development.	97	59	22	20		30	16	8	9
14.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	98	60	21	18		13	9	4	3
31.	I have the resources and support I need to deliver high quality teaching.	99	64	19	17		11	8	-9	-8
4.	I receive clear and regular feedback on how well I do my work.	101	66	22	12		12	4	8	9

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Top 10 Most Favorable - based on Favorable scores

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
7.	My job provides me the opportunity to do challenging and interesting work.	101	96	3	1		5	4	3	4
1.	I have enough authority to carry out my job effectively.	102	92	5	3		1	2	8	9
17.	The people in my department are committed to delivering high impact, high quality scholarship.	102	92	4	4		11	11	9	11
3.	I understand the results expected of me in my work.	103	90	8	2		4	6	4	6
6.	I am treated with respect as an individual.	103	90	7	3		8	9	8	10
10.	I feel motivated to go beyond my formal job responsibilities.	103	89	5	6		10	12	13	16
29.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	102	87	8	5		15	17	9	13
27.	I feel proud to work on my campus of the University of Minnesota.	101	86	10	4		5	10	2	3
8.	In my work, I am able to make full use of my skills and abilities.	103	86	4	10		4	7	4	6
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	98	85	7	8		26	22	5	5

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Top 10 Most Unfavorable - based on Unfavorable scores

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
25.	There is an equitable distribution of workload within my department.	94	35	26	39		5	8	-10	-9
36.	Action was taken on issues raised in the last survey.	64	31	34	34		7	10	-2	-1
26.	I have trust and confidence in my college's leadership team.	102	57	15	28		5	19	0	2
35.	I participated in a feedback meeting about the previous survey results.	70	64	9	27		0	12	13	10
9.	Conditions in my job allow me to be as productive as I can be.	101	56	17	27		15	0	2	4
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	100	50	27	23		18	10	9	9
34.	The information from this survey will be used constructively.	90	43	33	23		5	2	-3	-1
19.	My department offers effective mentoring and coaching to support my development.	97	59	22	20		30	16	8	9
14.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	98	60	21	18		13	9	4	3
31.	I have the resources and support I need to deliver high quality teaching.	99	64	19	17		11	8	-9	-8

RESULTS SORTING TOOL

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Top 10 Neutral - based on Neutral scores

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
36.	Action was taken on issues raised in the last survey.	64	31	34	34		7	10	-2	-1
34.	The information from this survey will be used constructively.	90	43	33	23		5	2	-3	-1
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	100	50	27	23		18	10	9	9
25.	There is an equitable distribution of workload within my department.	94	35	26	39		5	8	-10	-9
32.	I have the resources and support I need to deliver high quality service.	98	68	23	8		1	18	1	2
19.	My department offers effective mentoring and coaching to support my development.	97	59	22	20		30	16	8	9
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	102	70	22	9		10	4	2	3
4.	I receive clear and regular feedback on how well I do my work.	101	66	22	12		12	4	8	9
14.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	98	60	21	18		13	9	4	3
20.	My department demonstrates a commitment to supporting my overall wellbeing.	102	71	20	10		16	13	10	10

COMMENTS

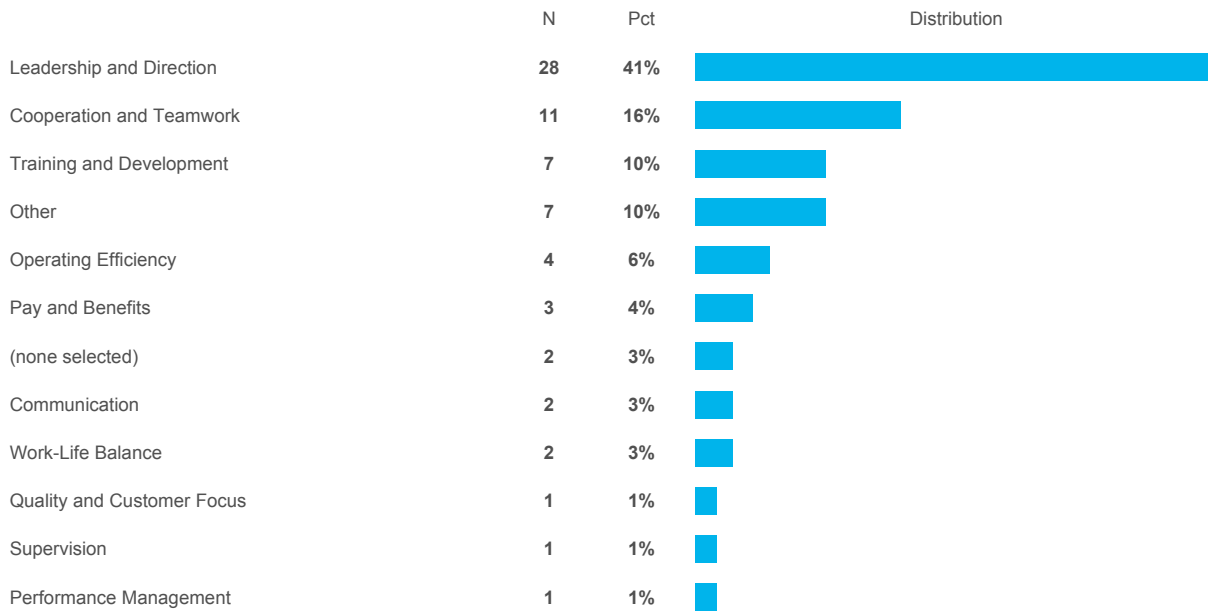
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Use the filters and options below to explore people's comments in different ways. The default view shows all available comments in your report. If you would like to focus on comments related to a particular theme use the Select Theme filter. Click the Excel icon at the top of the comments table to export comments into an Excel spreadsheet.

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

(All)



COMMENTS

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Use the filters and options below to explore people's comments in different ways. The default view shows all available comments in your report. If you would like to focus on comments related to a particular theme use the Select Theme filter. Click the Excel icon at the top of the comments table to export comments into an Excel spreadsheet.

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

(All)

