

WELCOME

School of Public Health

► Staff All

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.



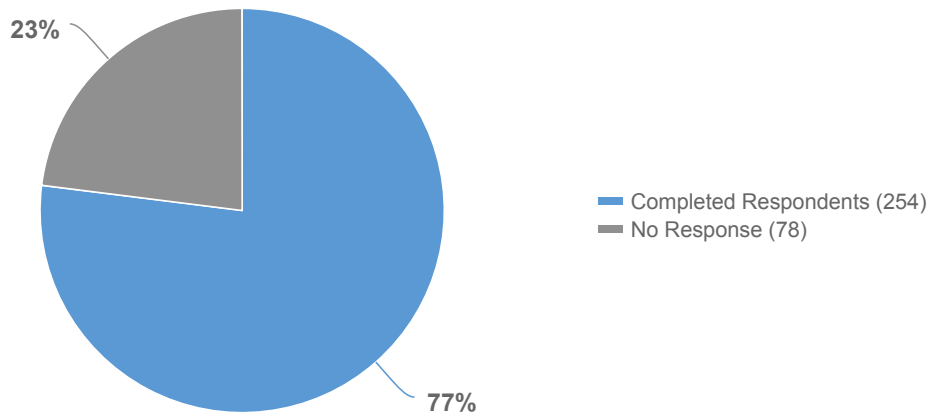
This website is managed by Korn Ferry Hay Group, commissioned by your organization to administer this survey on its behalf www.kornferry.com. Korn Ferry Hay Group protects individual respondent confidentiality by only reporting results data in an aggregated format. Korn Ferry Hay Group will only show 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

▶ Staff All

School of Public Health

The overall response rate for your area was 77%. This was 3 points above the university overall.



EMPLOYEE ENGAGEMENT PROFILE

► Staff All

School of Public Health

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

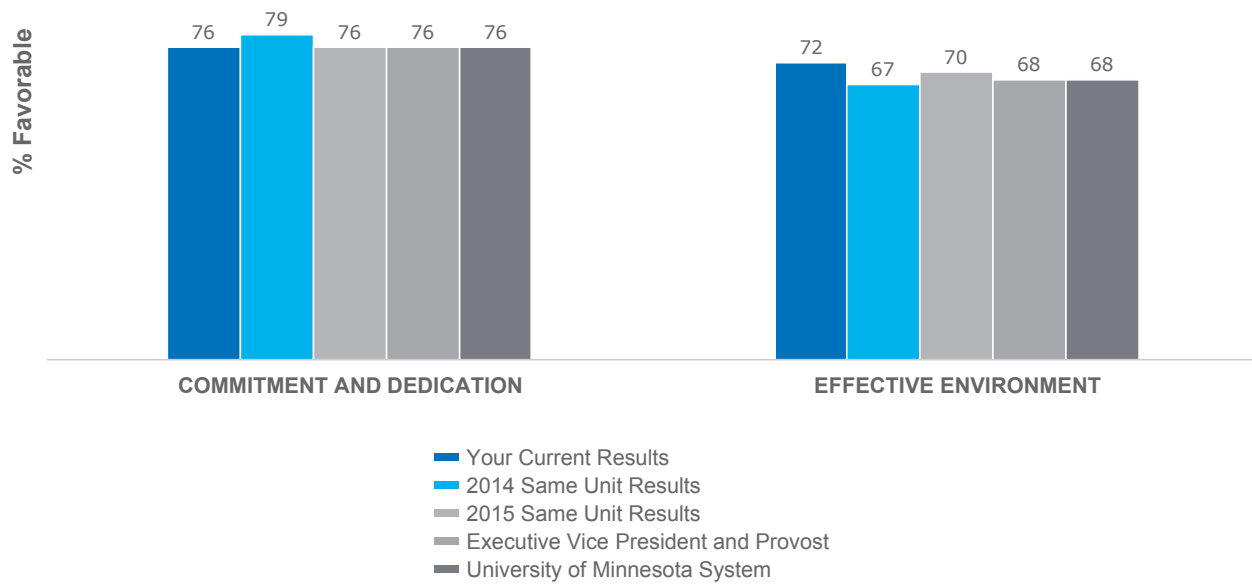
▶ Staff All

School of Public Health

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

▶ Staff All

School of Public Health

	% 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	76	15	9		-3	0	0	0
Clear & Promising Direction	72	19	10		16	3	2	0
Commitment to Excellence	88	9	4		6	2	1	1
Confidence in Leaders	74	14	12		6	8	1	0
Development Opportunities	67	19	14		8	5	0	1
Respect & Recognition	77	14	10		6	1	1	1
EFFECTIVE ENVIRONMENT	72	14	14		5	2	4	4
Authority & Empowerment	85	10	7		1	-2	2	3
Clear Expectations and Feedback	80	11	10		3	0	2	1
Collaboration	65	19	16		9	4	-2	-1
Support and Resources	73	15	12		-1	-2	2	2
Work, Structure, & Process	59	24	18		6	0	-2	-2
Survey Follow-up	47	28	25		15	12	-5	-7

QUESTIONS SUMMARY

► Staff All

School of Public Health

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		76	15	9		-3	0	0	0
14.	I feel motivated to go beyond my formal job responsibilities.	249	77	13	10		2	1	4	5
30.	I feel proud to work for the University of Minnesota.	247	86	12	2		-3	-1	-1	-1
31.	I would recommend the University to family and friends as a place to work.	246	83	13	4		-2	4	0	0
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	250	58	22	20		-8	-3	-2	-4
◇	Clear & Promising Direction		72	19	10		16	3	2	0
21.	I understand what I can do to support my department's strategy and goals.	240	75	16	9		16	3	0	-2
22.	My department has a strategy and goals that address our most important challenges and opportunities.	227	69	21	11		16	4	4	3
◇	Commitment to Excellence		88	9	4		6	2	1	1
19.	My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	233	84	11	5		6	1	-1	-1
23.	The people in my department are committed to delivering high quality services.	248	92	6	2		6	3	3	4
◇	Confidence in Leaders		74	14	12		6	8	1	0
24.	There is open and honest communication between me and my manager/supervisor.	251	86	6	8		7	6	5	5
29.	I have trust and confidence in my college's leadership team.	241	62	22	16		5	10	-3	-4
◇	Development Opportunities		67	19	14		8	5	0	1
9.	I have good opportunities for learning and development.	250	72	14	14		5	1	-2	0
16.	My manager/supervisor coaches me in my development.	248	58	21	21		5	1	1	1

QUESTIONS SUMMARY

► Staff All

School of Public Health

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
32.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	239	72	21	7		15	14	2	3
◇	Respect & Recognition		77	14	10		6	1	1	1
10.	I am treated with respect as an individual.	251	88	6	5		2	-2	4	4
15.	I receive recognition when I do a good job.	251	70	17	13		0	1	3	4
25.	My department demonstrates a commitment to supporting my overall wellbeing.	247	74	14	12		12	2	0	0
26.	Overall, my department demonstrates a strong commitment to diversity and inclusion.	235	74	17	9		7	3	-4	-4
◇	EFFECTIVE ENVIRONMENT		72	14	14		5	2	4	4
11.	My job provides me the opportunity to do challenging and interesting work.	250	86	10	4		5	-2	3	4
12.	In my work, I am able to make full use of my skills and abilities.	251	76	11	13		3	1	5	6
13.	Conditions in my job allow me to be as productive as I can be.	251	72	11	17		3	3	9	9
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	240	55	23	22		10	7	-1	-2
◇	Authority & Empowerment		85	10	7		1	-2	2	3
1.	I have enough authority to carry out my job effectively.	254	85	8	7		1	-2	1	2
2.	I am encouraged to be innovative to find more effective ways of doing things.	254	84	11	6		0	-2	2	3
◇	Clear Expectations and Feedback		80	11	10		3	0	2	1
3.	I understand the results expected of me in my work.	252	89	6	5		0	-1	2	2
4.	My manager/supervisor provides clear and regular feedback on how well I do my work.	253	70	16	15		6	0	1	0

QUESTIONS SUMMARY

► Staff All

School of Public Health

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
◇ Collaboration		65	19	16		9	4	-2	-1
17. There is good cooperation and sharing of ideas between my department and other departments.	210	54	23	22		5	8	-4	-4
18. There is good cooperation and teamwork within my department.	242	76	14	10		13	0	1	2
◇ Support and Resources		73	15	12		-1	-2	2	2
5. I have the resources I need to do my job effectively.	253	78	10	12		1	-1	4	5
6. I have the information I need to do my job well.	251	83	10	7		-3	0	4	5
7. I receive the training I need to handle my present job well.	251	75	15	10		0	1	0	1
8. The training that new employees receive in my department is effective.	207	56	25	19		-3	-6	-1	-1
◇ Work, Structure, & Process		59	24	18		6	0	-2	-2
20. My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	237	68	22	11		6	1	2	1
28. There is an equitable distribution of workload within my department.	226	50	26	24		6	0	-5	-5
◇ Survey Follow-up		47	28	25		15	12	-5	-7
34. The information from this survey will be used constructively.	232	51	37	12		4	3	-4	-4
35. I participated in a feedback meeting about the previous survey results.	193	49	8	43		25	18	-10	-14
36. Action was taken on issues raised in the last survey.	152	41	38	20		17	16	-1	-3

RESULTS SORTING TOOL

► Staff All

School of Public Health

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
23.	The people in my department are committed to delivering high quality services.	248	92	6	2		6	3	3	4
3.	I understand the results expected of me in my work.	252	89	6	5		0	-1	2	2
10.	I am treated with respect as an individual.	251	88	6	5		2	-2	4	4
24.	There is open and honest communication between me and my manager/supervisor.	251	86	6	8		7	6	5	5
1.	I have enough authority to carry out my job effectively.	254	85	8	7		1	-2	1	2
19.	My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	233	84	11	5		6	1	-1	-1
2.	I am encouraged to be innovative to find more effective ways of doing things.	254	84	11	6		0	-2	2	3
6.	I have the information I need to do my job well.	251	83	10	7		-3	0	4	5
5.	I have the resources I need to do my job effectively.	253	78	10	12		1	-1	4	5
18.	There is good cooperation and teamwork within my department.	242	76	14	10		13	0	1	2

RESULTS SORTING TOOL

► Staff All

School of Public Health

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
35.	I participated in a feedback meeting about the previous survey results.	193	49	8	43		25	18	-10	-14
28.	There is an equitable distribution of workload within my department.	226	50	26	24		6	0	-5	-5
17.	There is good cooperation and sharing of ideas between my department and other departments.	210	54	23	22		5	8	-4	-4
16.	My manager/supervisor coaches me in my development.	248	58	21	21		5	1	1	1
36.	Action was taken on issues raised in the last survey.	152	41	38	20		17	16	-1	-3
8.	The training that new employees receive in my department is effective.	207	56	25	19		-3	-6	-1	-1
34.	The information from this survey will be used constructively.	232	51	37	12		4	3	-4	-4
29.	I have trust and confidence in my college's leadership team.	241	62	22	16		5	10	-3	-4
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	237	68	22	11		6	1	2	1
22.	My department has a strategy and goals that address our most important challenges and opportunities.	227	69	21	11		16	4	4	3

RESULTS SORTING TOOL

► Staff All

School of Public Health

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
23.	The people in my department are committed to delivering high quality services.	248	92	6	2		6	3	3	4
3.	I understand the results expected of me in my work.	252	89	6	5		0	-1	2	2
10.	I am treated with respect as an individual.	251	88	6	5		2	-2	4	4
11.	My job provides me the opportunity to do challenging and interesting work.	250	86	10	4		5	-2	3	4
24.	There is open and honest communication between me and my manager/supervisor.	251	86	6	8		7	6	5	5
30.	I feel proud to work for the University of Minnesota.	247	86	12	2		-3	-1	-1	-1
1.	I have enough authority to carry out my job effectively.	254	85	8	7		1	-2	1	2
19.	My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	233	84	11	5		6	1	-1	-1
2.	I am encouraged to be innovative to find more effective ways of doing things.	254	84	11	6		0	-2	2	3
31.	I would recommend the University to family and friends as a place to work.	246	83	13	4		-2	4	0	0

RESULTS SORTING TOOL

► Staff All

School of Public Health

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
35.	I participated in a feedback meeting about the previous survey results.	193	49	8	43		25	18	-10	-14
28.	There is an equitable distribution of workload within my department.	226	50	26	24		6	0	-5	-5
17.	There is good cooperation and sharing of ideas between my department and other departments.	210	54	23	22		5	8	-4	-4
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	240	55	23	22		10	7	-1	-2
16.	My manager/supervisor coaches me in my development.	248	58	21	21		5	1	1	1
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	250	58	22	20		-8	-3	-2	-4
36.	Action was taken on issues raised in the last survey.	152	41	38	20		17	16	-1	-3
8.	The training that new employees receive in my department is effective.	207	56	25	19		-3	-6	-1	-1
13.	Conditions in my job allow me to be as productive as I can be.	251	72	11	17		3	3	9	9
29.	I have trust and confidence in my college's leadership team.	241	62	22	16		5	10	-3	-4

RESULTS SORTING TOOL

► Staff All

School of Public Health

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.	152	41	38	20		17	16	-1	-3
34.	The information from this survey will be used constructively.	232	51	37	12		4	3	-4	-4
28.	There is an equitable distribution of workload within my department.	226	50	26	24		6	0	-5	-5
8.	The training that new employees receive in my department is effective.	207	56	25	19		-3	-6	-1	-1
17.	There is good cooperation and sharing of ideas between my department and other departments.	210	54	23	22		5	8	-4	-4
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	240	55	23	22		10	7	-1	-2
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	237	68	22	11		6	1	2	1
29.	I have trust and confidence in my college's leadership team.	241	62	22	16		5	10	-3	-4
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	250	58	22	20		-8	-3	-2	-4
16.	My manager/supervisor coaches me in my development.	248	58	21	21		5	1	1	1

COMMENTS

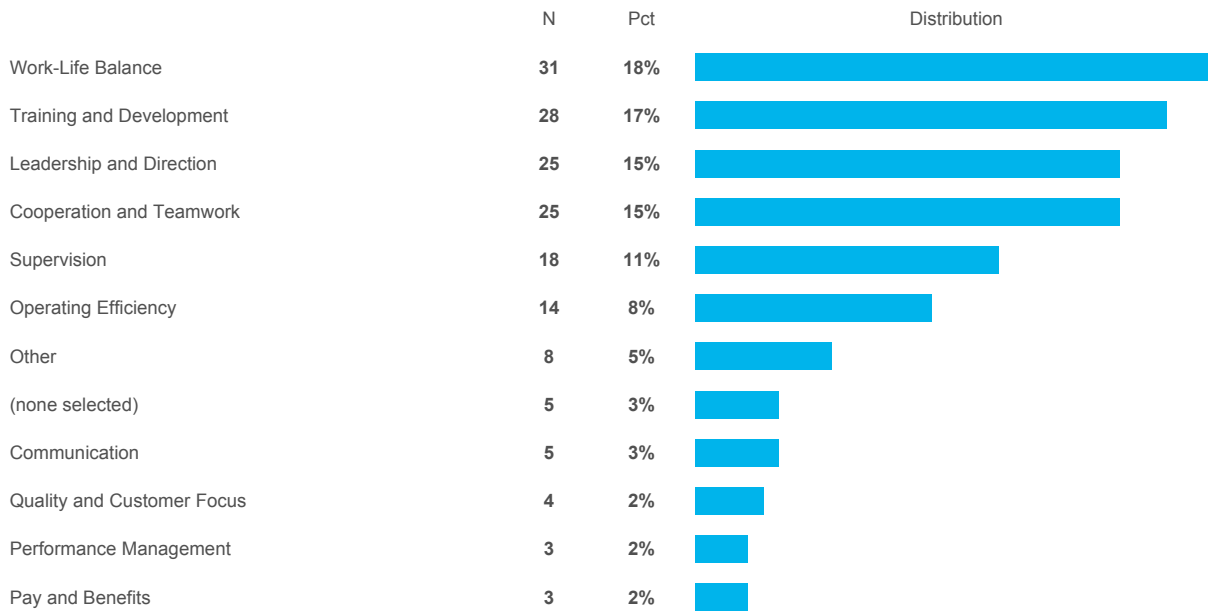
▶ Staff All

School of Public Health

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

▶ Staff All

School of Public Health

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)

