HPM EMPLOYEE ENGAGEMENT ACTIVITIES SUMMARY 2018-2019

Faculty Meeting | October 11, 2019

SCHOOL OF
PUBLIC HEALTH
UNIVERSITY OF MINNESOTA

HPM Employee Engagement Survey Process 2018-2019

Information Sharing and Gathering

Employee Engagement Survey conducted Fall 2017

Faculty

HPM survey findings presented/ discussed at May 2018 faculty meeting
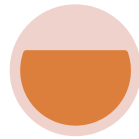
In-depth follow-up faculty survey (Aug 2018)

Follow-up survey results discussed at Nov 2018 faculty meeting

Staff

HPM survey findings presented to staff May 2018

In-depth feedback gathered from staff via focus groups and follow-up surveys (July-Oct 2019)

Focus group findings presented at all-staff meeting Nov 2018

Identified Priorities

Faculty

Planning for HPM's Future

Inclusive communication and increased transparency

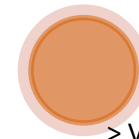Trust/confidence in SPH Leadership

Workload distribution inequality

Staff

Effectiveness of Employee training

Commitment to equity, diversity, inclusion

More clarity about staff development

Better cross-department collaboration

Actions Steps

> Vision and values identified and refined

> HPM Strategic Plan finalized, identifying priority activities in research, teaching, and service

> Education and Research Committees have more strategic and oversight responsibilities.

> Instituted annual state of the division presentation

> Launched Finance & Admin Support Team (FAST) to provide clarity in administrative processes and access to support services

> Created HPM Resource Hub and new monthly newsletter, FAST Connect to provide administrative updates and share information across HPM faculty and staff

Upcoming:

> Fall 2019 will hold elections for three at-large faculty members of HPM executive committee

> Continue to work with task forces to make progress on commitments in strategic plan.

> 2019 Employee Engagement Survey Oct 14 – Nov 1, 2019

Goals for 2019-20

- Implement modified governance structure and enhanced communication pathways

- Focus attention on shared concern of faculty and staff on commitment to equity, diversity, and inclusion

- Broaden support for pursuit and diversification of extramural funding

- Consider and pursue new educational offerings and markets

- Implement the recommendations coming out of the evaluation of the PhD program

- Update HPM Policies and Procedures document, including Faculty Performance and Evaluation Criteria and Revenue Generation Policy

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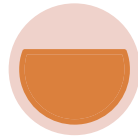
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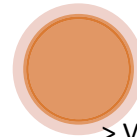
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