

# WELCOME

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Welcome to the 2019 Employee Engagement data portal. As a user of this site, you will have access to all of the same data points provided in the 2017 survey administration.

We encourage you to use the **training resources** 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](mailto:UofMNsurvey@KornFerry.com). To learn more about employee engagement programming and consulting from Leadership and Talent Development, go to [z.umn.edu/engagedu](http://z.umn.edu/engagedu) or email [ee2@umn.edu](mailto:ee2@umn.edu).

**This site will be available to University of Minnesota users until December 14, 2020.**

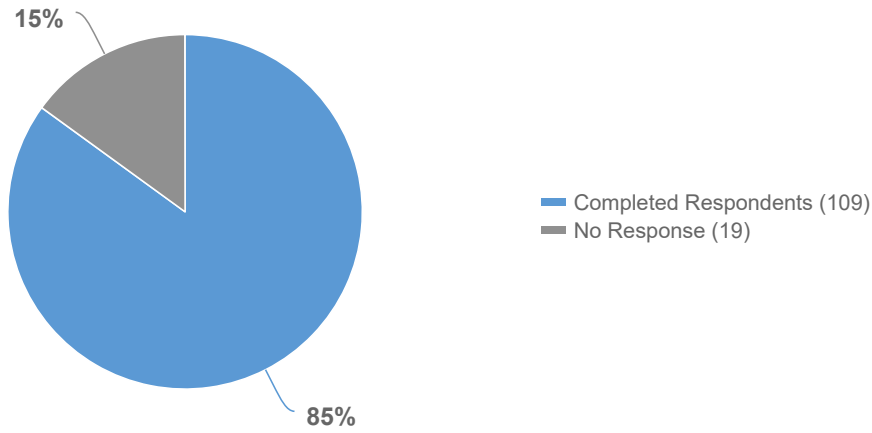


# RESPONDENTS

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The overall response rate for your area was 85%. This was 21 points above the company overall.



# EMPLOYEE ENGAGEMENT PROFILE

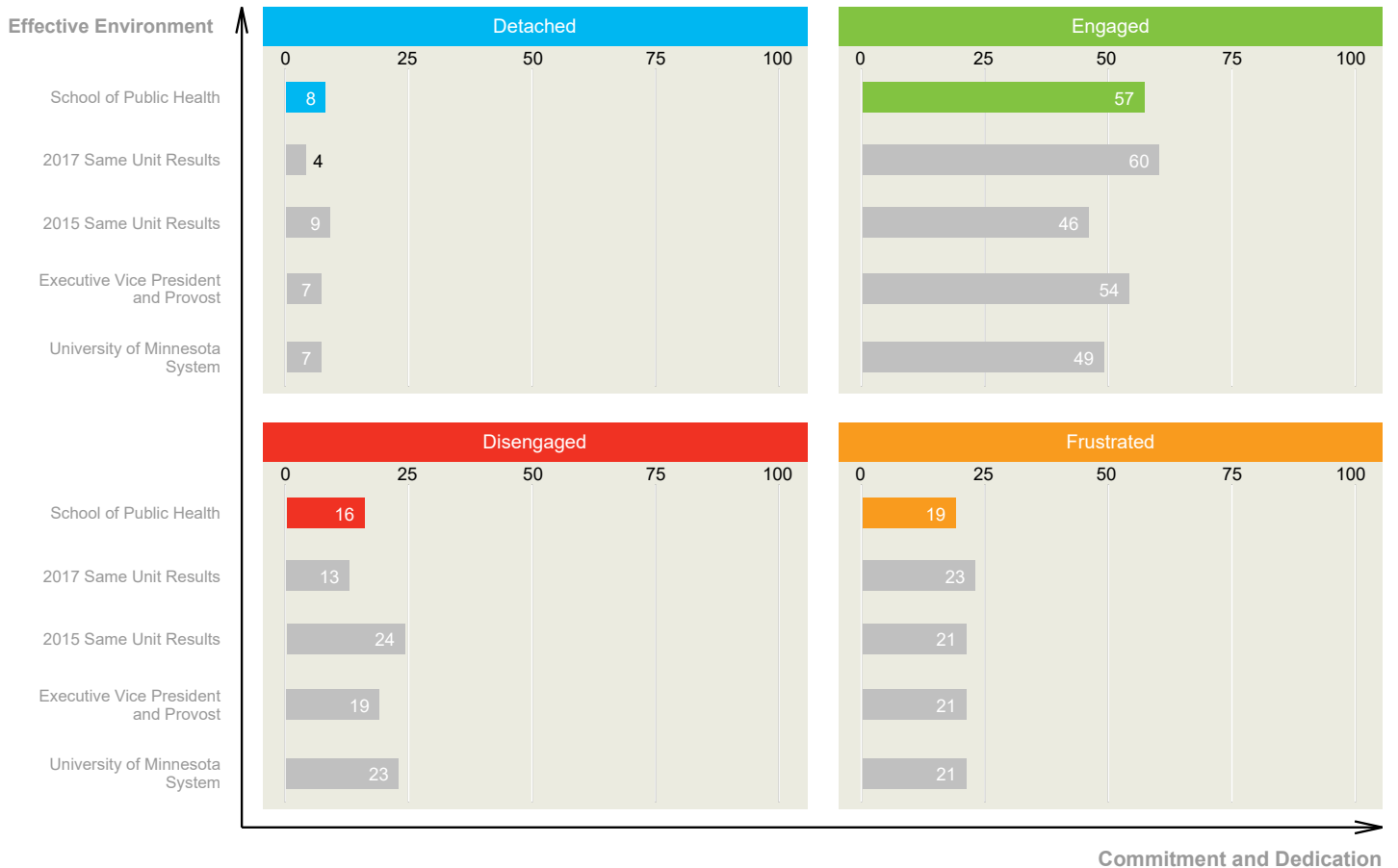
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The Engagement Profile arranges your employees into four different groups based on levels of Commitment and Dedication and Effective Environment and compares the size of these groups to Korn Ferry benchmarks calculated by an algorithm.

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.



Commitment and Dedication

# EMPLOYEE ENGAGEMENT OVERVIEW

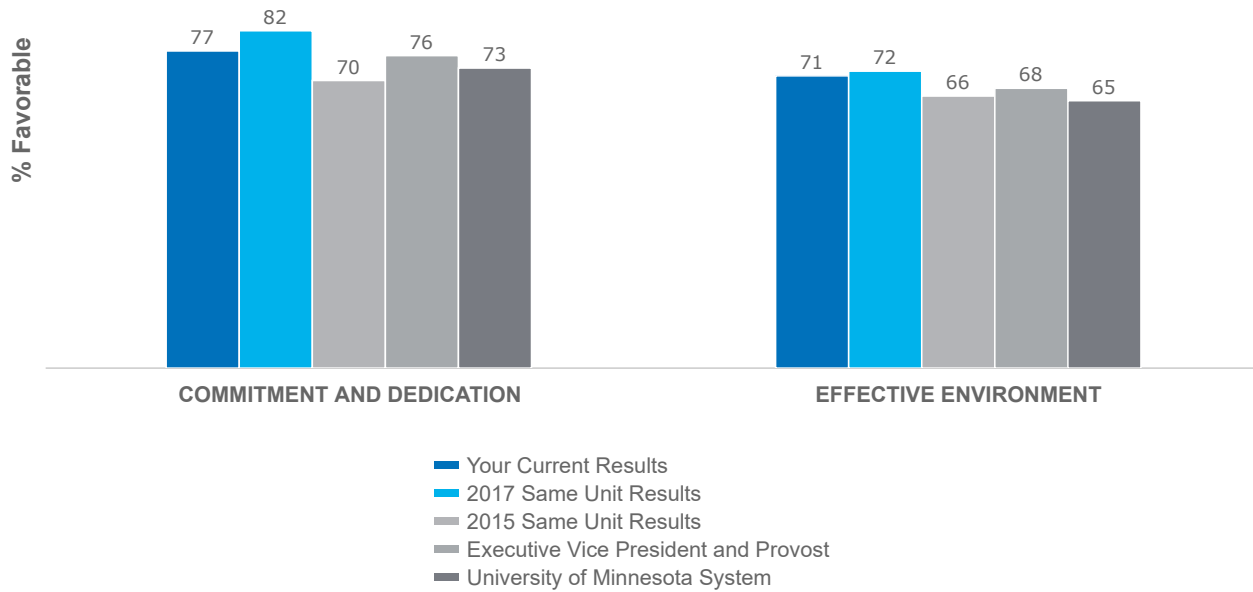
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Below are your Commitment and Dedication and Effective Environment results compared to the trend data for your unit (when available) as well as to the internal benchmark data for the University.

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			
					2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
<b>COMMITMENT AND DEDICATION</b>	77	15	9		-5	7	1	4
Clear & Promising Direction	68	22	10		-7	8	5	6
Commitment to Excellence	91	6	3		5	22	9	11
Confidence in Leaders	56	17	27		-11	2	-8	-7
Development Opportunities	72	15	13		-4	12	3	5
Respect & Recognition	72	16	13		-5	10	4	5
<b>EFFECTIVE ENVIRONMENT</b>	71	16	14		-1	5	3	6
Authority & Empowerment	89	6	6		2	7	8	11
Clear Expectations and Feedback	80	13	9		2	6	7	9
Collaboration	80	12	8		3	12	11	11
Support and Resources	68	19	13		1	16	-2	2
Work, Structure, & Process	48	29	23		0	8	-2	-2
Survey Follow-up	64	21	14		18	25	12	15

# QUESTIONS SUMMARY

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


















	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
◇	<b>COMMITMENT AND DEDICATION</b>		<b>77</b>	<b>15</b>	<b>9</b>		-5	7	1	4
10.	I feel motivated to go beyond my formal job responsibilities.	109	79	12	9		-10	3	5	7
27.	I feel proud to work on my campus of the University of Minnesota.	108	81	12	6		-5	6	-4	-1
28.	I would recommend my campus to my peers at other institutions as a place to work.	107	77	14	9		-6	13	-1	5
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	108	69	21	10		-1	3	1	3
◇	<b>Clear &amp; Promising Direction</b>		<b>68</b>	<b>22</b>	<b>10</b>		-7	8	5	6
15.	My department has a strategy and goals that address our most important challenges and opportunities.	107	66	22	11		-9	5	6	8
16.	I have the opportunity to set my goals in alignment with the strategic priorities of my college and department.	106	69	22	9		-5	11	4	4
◇	<b>Commitment to Excellence</b>		<b>91</b>	<b>6</b>	<b>3</b>		5	22	9	11
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	109	86	11	3		1	24	5	7
17.	The people in my department are committed to delivering high impact, high quality scholarship.	109	95	2	3		3	14	10	14
18.	The people in my department are committed to delivering high quality service.	106	91	6	4		10	26	10	10
◇	<b>Confidence in Leaders</b>		<b>56</b>	<b>17</b>	<b>27</b>		-11	2	-8	-7
12.	My department is open and honest in communication to employees.	108	82	10	7		6	13	14	15
26.	I have trust and confidence in my college's leadership team.	109	30	24	46		-27	-8	-29	-28

# QUESTIONS SUMMARY

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Development Opportunities; Respect & Recognition; EFFECTIVE ENVIRONMENT; Authority & Empowerment













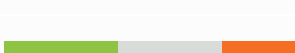




	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
◇	<b>Development Opportunities</b>		<b>72</b>	<b>15</b>	<b>13</b>		-4	12	3	5
5.	I have good opportunities for learning and development.	109	82	8	10		-1	16	3	5
19.	My department offers effective mentoring and coaching to support my development.	104	51	26	23		-8	8	1	1
29.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	109	83	11	6		-4	13	5	9
◇	<b>Respect &amp; Recognition</b>		<b>72</b>	<b>16</b>	<b>13</b>		-5	10	4	5
6.	I am treated with respect as an individual.	108	91	4	6		1	11	9	12
20.	My department demonstrates a commitment to supporting my overall wellbeing.	109	58	28	15		-13	-1	0	-1
21.	Overall, my department demonstrates a strong commitment to diversity and inclusion.	109	74	12	14		-3	21	1	1
22.	I receive recognition from my department for my contributions to my field / discipline.	107	66	19	15		-2	12	8	8
◇	<b>EFFECTIVE ENVIRONMENT</b>		<b>71</b>	<b>16</b>	<b>14</b>		-1	5	3	6
7.	My job provides me the opportunity to do challenging and interesting work.	109	93	4	4		-3	1	1	1
8.	In my work, I am able to make full use of my skills and abilities.	109	84	7	8		-2	5	2	5
9.	Conditions in my job allow me to be about as productive as I can be.	109	60	16	25		4	5	4	9
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	108	45	38	17		-5	6	5	6
◇	<b>Authority &amp; Empowerment</b>		<b>89</b>	<b>6</b>	<b>6</b>		2	7	8	11
1.	I have enough authority to carry out my job effectively.	109	95	2	3		3	6	10	13
2.	I am encouraged to be innovative to find more effective ways of doing things.	109	82	10	8		1	7	5	9

# QUESTIONS SUMMARY

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Clear Expectations and Feedback; Collaboration; Support and Resources; Work, Structure, & Process; Survey Follow-up

Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
						2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
◇ <b>Clear Expectations and Feedback</b>		<b>80</b>	<b>13</b>	<b>9</b>		2	6	7	9
3. I understand the results expected of me in my work.	109	92	6	3		2	8	6	7
4. I receive clear and regular feedback on how well I do my work.	109	67	19	14		1	4	8	10
◇ <b>Collaboration</b>		<b>80</b>	<b>12</b>	<b>8</b>		3	12	11	11
11. There is good cooperation and teamwork within my department.	108	77	13	10		5	12	14	12
24. My department supports and encourages interdisciplinary scholarship.	109	83	10	6		1	12	9	10
◇ <b>Support and Resources</b>		<b>68</b>	<b>19</b>	<b>13</b>		1	16	-2	2
30. I have the resources and support I need to pursue my scholarly interests.	108	69	13	19		1	17	5	10
31. I have the resources and support I need to deliver high quality teaching.	107	69	19	12		5	15	-7	-3
32. I have the resources and support I need to deliver high quality service.	101	67	26	7		-1	17	-2	1
◇ <b>Work, Structure, &amp; Process</b>		<b>48</b>	<b>29</b>	<b>23</b>		0	8	-2	-2
14. My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	107	59	24	17		-1	8	0	1
25. There is an equitable distribution of workload within my department.	105	37	34	29		2	9	-3	-5
◇ <b>Survey Follow-up</b>		<b>64</b>	<b>21</b>	<b>14</b>		18	25	12	15
34. The information from this survey will be used constructively.	96	53	29	18		10	12	2	5
35. I participated in a feedback meeting about the previous survey results.	96	85	5	9		21	30	21	24
36. Action was taken on issues raised in the last survey.	84	55	30	15		24	34	13	18



# RESULTS SORTING TOOL

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## Strengths

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 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.	96	85	5	9		21	30	21	24
1.	I have enough authority to carry out my job effectively.	109	95	2	3		3	6	10	13
17.	The people in my department are committed to delivering high impact, high quality scholarship.	109	95	2	3		3	14	10	14
18.	The people in my department are committed to delivering high quality service.	106	91	6	4		10	26	10	10
6.	I am treated with respect as an individual.	108	91	4	6		1	11	9	12
12.	My department is open and honest in communication to employees.	108	82	10	7		6	13	14	15
3.	I understand the results expected of me in my work.	109	92	6	3		2	8	6	7
24.	My department supports and encourages interdisciplinary scholarship.	109	83	10	6		1	12	9	10
11.	There is good cooperation and teamwork within my department.	108	77	13	10		5	12	14	12
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	109	86	11	3		1	24	5	7

# RESULTS SORTING TOOL

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## Opportunities

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
26.	I have trust and confidence in my college's leadership team.	109	30	24	46		-27	-8	-29	-28
25.	There is an equitable distribution of workload within my department.	105	37	34	29		2	9	-3	-5
19.	My department offers effective mentoring and coaching to support my development.	104	51	26	23		-8	8	1	1
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	108	45	38	17		-5	6	5	6
34.	The information from this survey will be used constructively.	96	53	29	18		10	12	2	5
14.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	107	59	24	17		-1	8	0	1
20.	My department demonstrates a commitment to supporting my overall wellbeing.	109	58	28	15		-13	-1	0	-1
22.	I receive recognition from my department for my contributions to my field / discipline.	107	66	19	15		-2	12	8	8
15.	My department has a strategy and goals that address our most important challenges and opportunities.	107	66	22	11		-9	5	6	8
4.	I receive clear and regular feedback on how well I do my work.	109	67	19	14		1	4	8	10

# RESULTS SORTING TOOL

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## Top 10 Most Favorable

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 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.	109	95	2	3		3	6	10	13
17.	The people in my department are committed to delivering high impact, high quality scholarship.	109	95	2	3		3	14	10	14
7.	My job provides me the opportunity to do challenging and interesting work.	109	93	4	4		-3	1	1	1
3.	I understand the results expected of me in my work.	109	92	6	3		2	8	6	7
18.	The people in my department are committed to delivering high quality service.	106	91	6	4		10	26	10	10
6.	I am treated with respect as an individual.	108	91	4	6		1	11	9	12
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	109	86	11	3		1	24	5	7
35.	I participated in a feedback meeting about the previous survey results.	96	85	5	9		21	30	21	24
8.	In my work, I am able to make full use of my skills and abilities.	109	84	7	8		-2	5	2	5
24.	My department supports and encourages interdisciplinary scholarship.	109	83	10	6		1	12	9	10

# RESULTS SORTING TOOL

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## Top 10 Most Unfavorable

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
26.	I have trust and confidence in my college's leadership team.	109	30	24	46		-27	-8	-29	-28
25.	There is an equitable distribution of workload within my department.	105	37	34	29		2	9	-3	-5
9.	Conditions in my job allow me to be about as productive as I can be.	109	60	16	25		4	5	4	9
19.	My department offers effective mentoring and coaching to support my development.	104	51	26	23		-8	8	1	1
30.	I have the resources and support I need to pursue my scholarly interests.	108	69	13	19		1	17	5	10
34.	The information from this survey will be used constructively.	96	53	29	18		10	12	2	5
14.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	107	59	24	17		-1	8	0	1
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	108	45	38	17		-5	6	5	6
20.	My department demonstrates a commitment to supporting my overall wellbeing.	109	58	28	15		-13	-1	0	-1
22.	I receive recognition from my department for my contributions to my field / discipline.	107	66	19	15		-2	12	8	8

# RESULTS SORTING TOOL

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## Top 10 Neutral

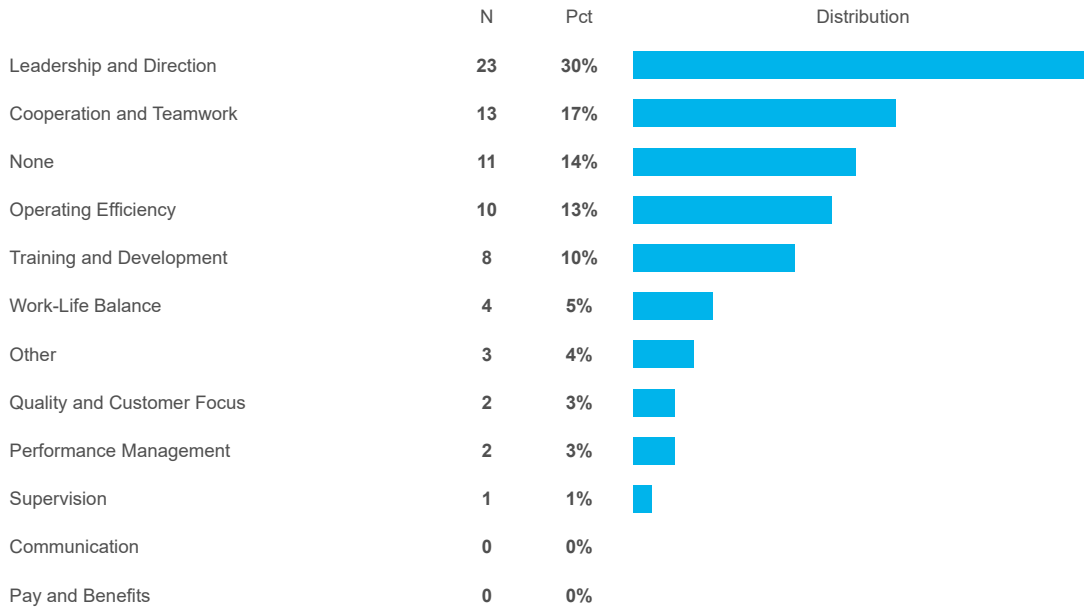
	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	108	45	38	17		-5	6	5	6
25.	There is an equitable distribution of workload within my department.	105	37	34	29		2	9	-3	-5
36.	Action was taken on issues raised in the last survey.	84	55	30	15		24	34	13	18
34.	The information from this survey will be used constructively.	96	53	29	18		10	12	2	5
20.	My department demonstrates a commitment to supporting my overall wellbeing.	109	58	28	15		-13	-1	0	-1
19.	My department offers effective mentoring and coaching to support my development.	104	51	26	23		-8	8	1	1
32.	I have the resources and support I need to deliver high quality service.	101	67	26	7		-1	17	-2	1
14.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	107	59	24	17		-1	8	0	1
26.	I have trust and confidence in my college's leadership team.	109	30	24	46		-27	-8	-29	-28
15.	My department has a strategy and goals that address our most important challenges and opportunities.	107	66	22	11		-9	5	6	8

# COMMENTS

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



# COMMENTS

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

