

WELCOME

School of Public Health

▶ Staff All

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. 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 until December 14, 2020.

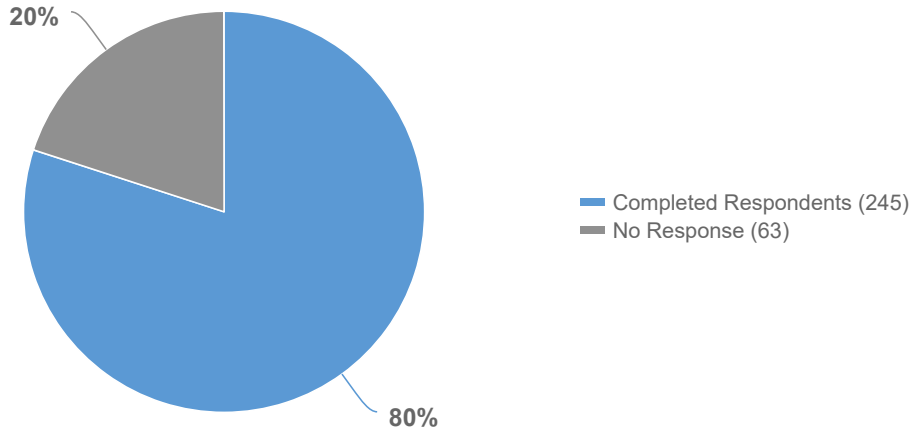


RESPONDENTS

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The overall response rate for your area was 80%. This was 2 points above the company overall.



EMPLOYEE ENGAGEMENT PROFILE

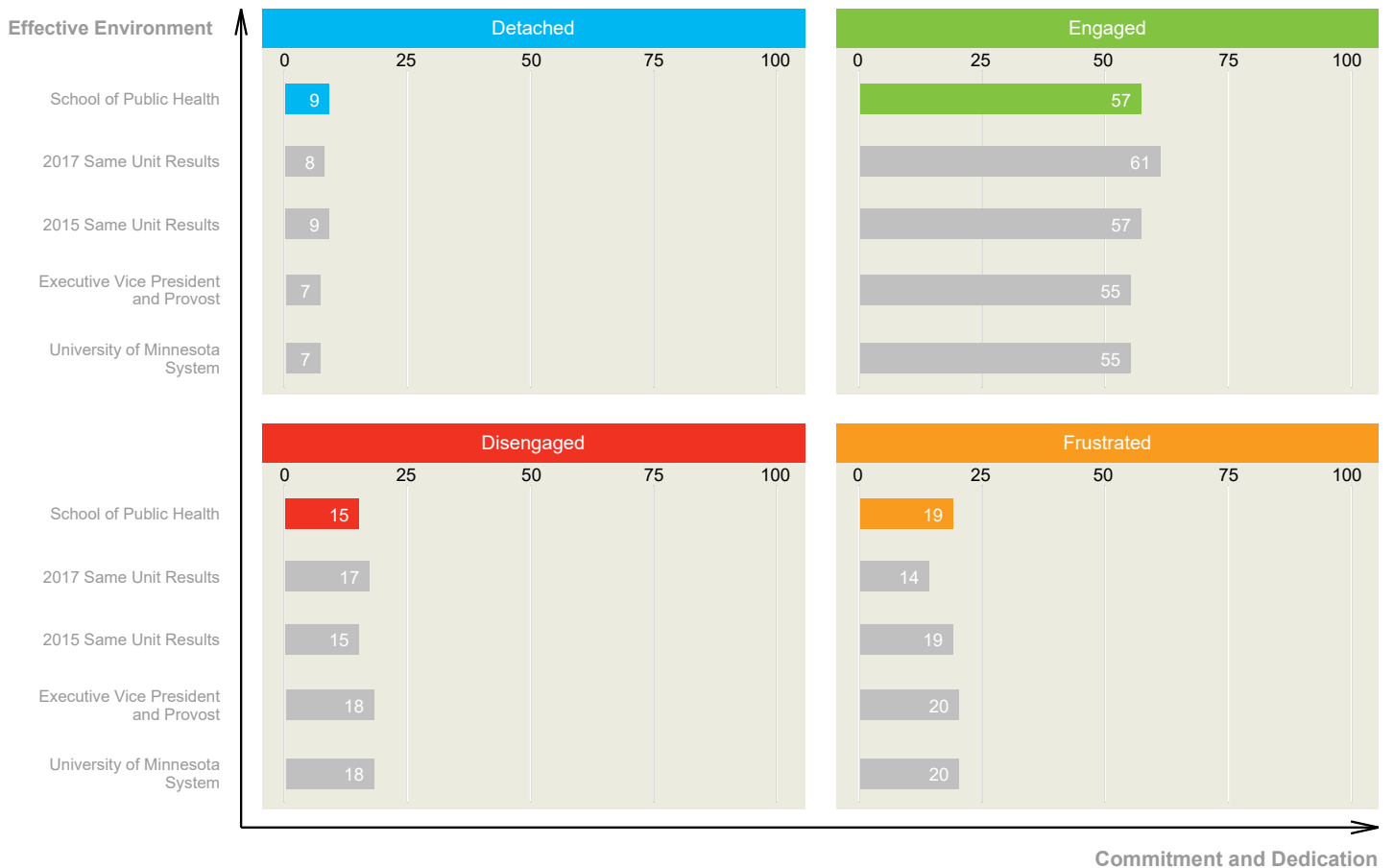
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The Engagement Profile arranges your employees into four different groups based on levels of Commitment and Dedication and Effective Environment and compares the size of these groups to Korn Ferry benchmarks calculated by an algorithm.

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.



EMPLOYEE ENGAGEMENT OVERVIEW

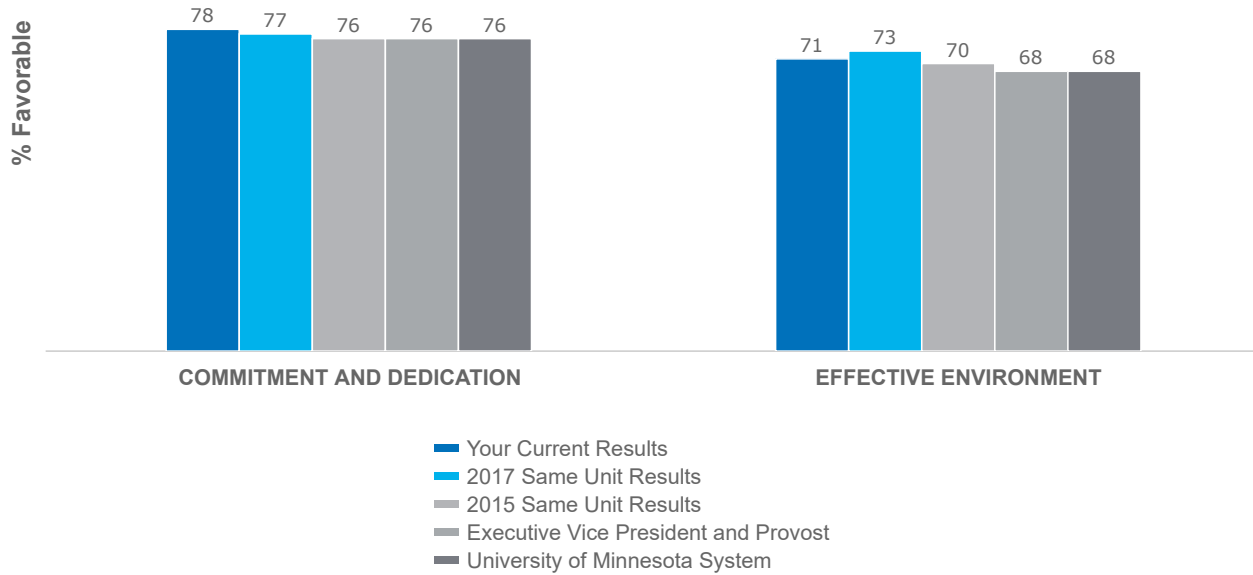
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Below are your Commitment and Dedication and Effective Environment results compared to the trend data for your unit (when available) as well as to the internal benchmark data for the University.

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
COMMITMENT AND DEDICATION	78	15	7		1	2	2	2
Clear & Promising Direction	65	23	13		-6	-5	-6	-7
Commitment to Excellence	84	11	5		-4	-2	-4	-3
Confidence in Leaders	66	19	16		-9	-1	-6	-7
Development Opportunities	68	18	13		1	6	0	1
Respect & Recognition	78	14	9		0	3	1	2
EFFECTIVE ENVIRONMENT	71	15	14		-2	1	3	3
Authority & Empowerment	86	9	5		1	-1	2	3
Clear Expectations and Feedback	79	10	11		0	-1	1	0
Collaboration	63	21	17		-2	1	-3	-4
Support and Resources	73	17	11		0	-2	2	2
Work, Structure, & Process	58	23	20		-1	-1	-3	-3
Survey Follow-up	58	23	19		11	24	1	1

QUESTIONS SUMMARY

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




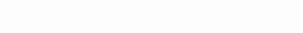












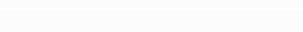
	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
◇	COMMITMENT AND DEDICATION		78	15	7		1	2	2	2
14.	I feel motivated to go beyond my formal job responsibilities.	243	72	16	11		-5	-4	1	1
30.	I feel proud to work for the University of Minnesota.	243	87	12	0		0	0	0	0
31.	I would recommend the University to family and friends as a place to work.	241	85	13	2		2	6	2	2
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	241	66	19	16		7	6	4	3
◇	Clear & Promising Direction		65	23	13		-6	-5	-6	-7
21.	I understand what I can do to support my department's strategy and goals.	238	67	21	12		-7	-5	-9	-11
22.	My department has a strategy and goals that address our most important challenges and opportunities.	233	63	24	13		-5	-4	-2	-3
◇	Commitment to Excellence		84	11	5		-4	-2	-4	-3
19.	My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	227	79	12	9		-5	-4	-7	-7
23.	The people in my department are committed to delivering high quality services.	241	89	10	1		-3	0	0	1
◇	Confidence in Leaders		66	19	16		-9	-1	-6	-7
24.	There is open and honest communication between me and my manager/supervisor.	239	81	9	10		-5	0	0	0
29.	I have trust and confidence in my college's leadership team.	230	50	28	22		-14	-2	-13	-14

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
◇ Development Opportunities		68	18	13		1	6	0	1
9. I have good opportunities for learning and development.	243	73	17	10		1	2	-2	0
16. My manager/supervisor coaches me in my development.	242	57	22	21		-1	0	-1	-2
32. I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	238	75	16	9		3	17	5	6
◇ Respect & Recognition		78	14	9		0	3	1	2
10. I am treated with respect as an individual.	241	88	7	5		-1	-2	2	3
15. I receive recognition when I do a good job.	245	71	16	13		0	2	4	4
25. My department demonstrates a commitment to supporting my overall wellbeing.	237	77	14	9		2	6	3	3
26. Overall, my department demonstrates a strong commitment to diversity and inclusion.	235	75	18	7		0	4	-4	-3
◇ EFFECTIVE ENVIRONMENT		71	15	14		-2	1	3	3
11. My job provides me the opportunity to do challenging and interesting work.	243	86	10	4		-1	-2	3	4
12. In my work, I am able to make full use of my skills and abilities.	242	73	12	15		-3	-1	4	4
13. Conditions in my job allow me to be about as productive as I can be.	245	70	14	16		-2	2	5	4
27. My department proactively identifies and eliminates barriers to getting work done efficiently.	235	56	23	21		1	8	1	0
◇ Authority & Empowerment		86	9	5		1	-1	2	3
1. I have enough authority to carry out my job effectively.	245	87	7	5		2	0	3	3
2. I am encouraged to be innovative to find more effective ways of doing things.	244	84	11	5		0	-2	1	2

QUESTIONS SUMMARY

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School of Public Health

Clear Expectations and Feedback; Collaboration; Support and Resources; Work, Structure, & Process

	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
◇	Clear Expectations and Feedback		79	10	11		0	-1	1	0
3.	I understand the results expected of me in my work.	244	89	7	4		0	0	3	2
4.	My manager/supervisor provides clear and regular feedback on how well I do my work.	242	69	13	17		0	-2	-1	-2
◇	Collaboration		63	21	17		-2	1	-3	-4
17.	There is good cooperation and sharing of ideas between my department and other departments.	212	49	27	24		-5	1	-7	-8
18.	There is good cooperation and teamwork within my department.	238	76	15	9		1	0	0	0
◇	Support and Resources		73	17	11		0	-2	2	2
5.	I have the resources I need to do my job effectively.	245	79	9	12		1	0	5	6
6.	I have the information I need to do my job well.	244	82	12	7		-2	-1	2	3
7.	I receive the training I need to handle my present job well.	242	76	18	6		1	2	1	1
8.	The training that new employees receive in my department is effective.	203	53	30	17		-1	-10	-3	-3
◇	Work, Structure, & Process		58	23	20		-1	-1	-3	-3
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	237	67	22	12		-2	0	-2	-1
28.	There is an equitable distribution of workload within my department.	218	49	23	28		0	-1	-4	-5

QUESTIONS SUMMARY

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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
Survey Follow-up		58	23	19		11	24	1	1
34. The information from this survey will be used constructively.	222	56	28	15		5	8	0	-1
35. I participated in a feedback meeting about the previous survey results.	188	66	8	26		17	35	-1	-2
36. Action was taken on issues raised in the last survey.	161	52	32	17		12	28	5	5

RESULTS SORTING TOOL

► Staff All

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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
23.	The people in my department are committed to delivering high quality services.	241	89	10	1		-3	0	0	1
3.	I understand the results expected of me in my work.	244	89	7	4		0	0	3	2
10.	I am treated with respect as an individual.	241	88	7	5		-1	-2	2	3
1.	I have enough authority to carry out my job effectively.	245	87	7	5		2	0	3	3
2.	I am encouraged to be innovative to find more effective ways of doing things.	244	84	11	5		0	-2	1	2
6.	I have the information I need to do my job well.	244	82	12	7		-2	-1	2	3
24.	There is open and honest communication between me and my manager/supervisor.	239	81	9	10		-5	0	0	0
5.	I have the resources I need to do my job effectively.	245	79	9	12		1	0	5	6
25.	My department demonstrates a commitment to supporting my overall wellbeing.	237	77	14	9		2	6	3	3
7.	I receive the training I need to handle my present job well.	242	76	18	6		1	2	1	1

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
29.	I have trust and confidence in my college's leadership team.	230	50	28	22		-14	-2	-13	-14
17.	There is good cooperation and sharing of ideas between my department and other departments.	212	49	27	24		-5	1	-7	-8
28.	There is an equitable distribution of workload within my department.	218	49	23	28		0	-1	-4	-5
21.	I understand what I can do to support my department's strategy and goals.	238	67	21	12		-7	-5	-9	-11
16.	My manager/supervisor coaches me in my development.	242	57	22	21		-1	0	-1	-2
36.	Action was taken on issues raised in the last survey.	161	52	32	17		12	28	5	5
8.	The training that new employees receive in my department is effective.	203	53	30	17		-1	-10	-3	-3
34.	The information from this survey will be used constructively.	222	56	28	15		5	8	0	-1
22.	My department has a strategy and goals that address our most important challenges and opportunities.	233	63	24	13		-5	-4	-2	-3
35.	I participated in a feedback meeting about the previous survey results.	188	66	8	26		17	35	-1	-2

RESULTS SORTING TOOL

► Staff All

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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
23.	The people in my department are committed to delivering high quality services.	241	89	10	1		-3	0	0	1
3.	I understand the results expected of me in my work.	244	89	7	4		0	0	3	2
10.	I am treated with respect as an individual.	241	88	7	5		-1	-2	2	3
1.	I have enough authority to carry out my job effectively.	245	87	7	5		2	0	3	3
30.	I feel proud to work for the University of Minnesota.	243	87	12	0		0	0	0	0
11.	My job provides me the opportunity to do challenging and interesting work.	243	86	10	4		-1	-2	3	4
31.	I would recommend the University to family and friends as a place to work.	241	85	13	2		2	6	2	2
2.	I am encouraged to be innovative to find more effective ways of doing things.	244	84	11	5		0	-2	1	2
6.	I have the information I need to do my job well.	244	82	12	7		-2	-1	2	3
24.	There is open and honest communication between me and my manager/supervisor.	239	81	9	10		-5	0	0	0

RESULTS SORTING TOOL

► Staff All

School of Public Health

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
28.	There is an equitable distribution of workload within my department.	218	49	23	28		0	-1	-4	-5
35.	I participated in a feedback meeting about the previous survey results.	188	66	8	26		17	35	-1	-2
17.	There is good cooperation and sharing of ideas between my department and other departments.	212	49	27	24		-5	1	-7	-8
29.	I have trust and confidence in my college's leadership team.	230	50	28	22		-14	-2	-13	-14
16.	My manager/supervisor coaches me in my development.	242	57	22	21		-1	0	-1	-2
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	235	56	23	21		1	8	1	0
36.	Action was taken on issues raised in the last survey.	161	52	32	17		12	28	5	5
4.	My manager/supervisor provides clear and regular feedback on how well I do my work.	242	69	13	17		0	-2	-1	-2
8.	The training that new employees receive in my department is effective.	203	53	30	17		-1	-10	-3	-3
13.	Conditions in my job allow me to be about as productive as I can be.	245	70	14	16		-2	2	5	4

RESULTS SORTING TOOL

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Top 10 Neutral

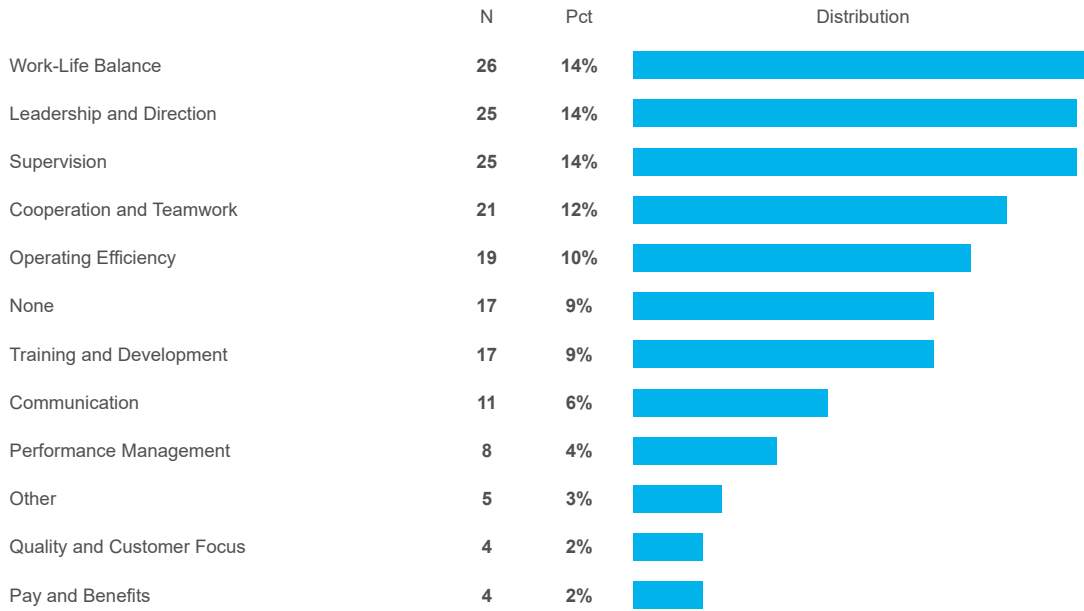
	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2017 Same Unit Results	2015 Same Unit Results	Executive Vice President and Provost	University of Minnesota System
36.	Action was taken on issues raised in the last survey.	161	52	32	17		12	28	5	5
8.	The training that new employees receive in my department is effective.	203	53	30	17		-1	-10	-3	-3
29.	I have trust and confidence in my college's leadership team.	230	50	28	22		-14	-2	-13	-14
34.	The information from this survey will be used constructively.	222	56	28	15		5	8	0	-1
17.	There is good cooperation and sharing of ideas between my department and other departments.	212	49	27	24		-5	1	-7	-8
22.	My department has a strategy and goals that address our most important challenges and opportunities.	233	63	24	13		-5	-4	-2	-3
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	235	56	23	21		1	8	1	0
28.	There is an equitable distribution of workload within my department.	218	49	23	28		0	-1	-4	-5
16.	My manager/supervisor coaches me in my development.	242	57	22	21		-1	0	-1	-2
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	237	67	22	12		-2	0	-2	-1

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?

