



2021 Employee Engagement Survey Results (Staff)

January 4, 2022

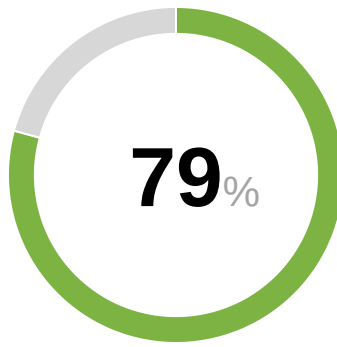
Report for: John Finnegan

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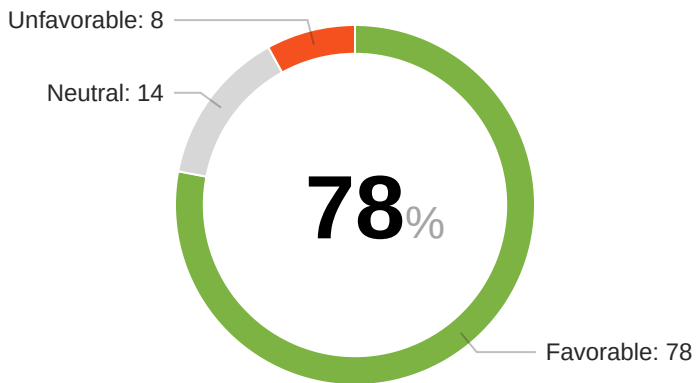
Your Team's Response Rate

(Includes both Staff and Faculty, if applicable)



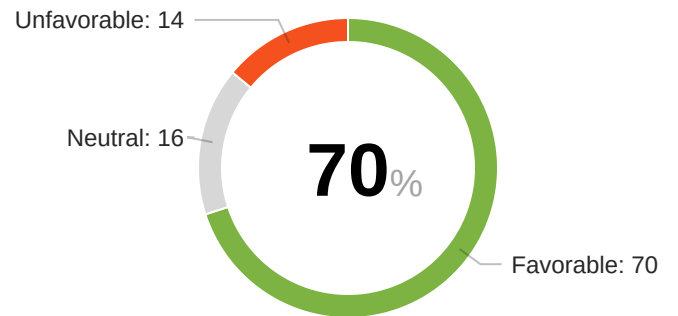
Responses
275 of 347

Commitment & Dedication



Same Unit 2019	Same Unit 2017	Total UM Staff
+1	+2	+4

Effective Environment



Same Unit 2019	Same Unit 2017	Total UM Staff
0	-2	0

Employee Engagement Profile

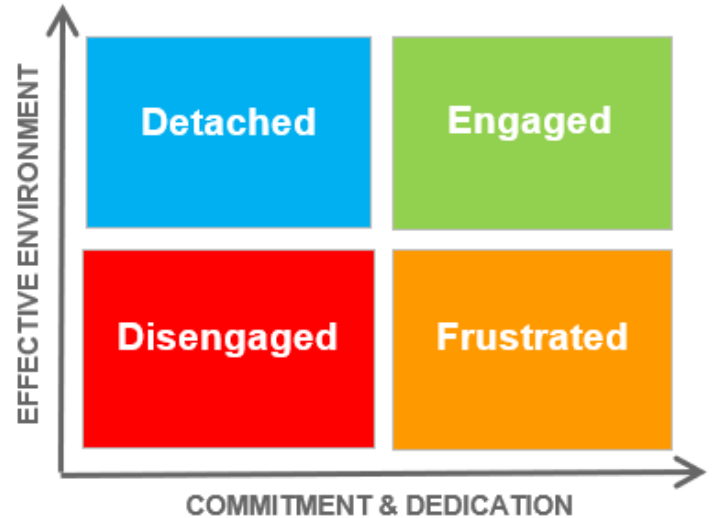
The two key metrics of *Commitment & Dedication* and *Effective Environment* do not always go hand in hand. The Engagement Profile identifies four distinct groups of employees in organizations, characterized by differing levels of motivation and support. This profile is generated from eight survey items which are shown on the Key Metrics tab. There are four items for Commitment and Dedication and four items for Effective Environment.

ENGAGED: Motivation to contribute is matched with strong ability to be successful, and employees are likely to be high achievers.

FRUSTRATED: Commitment & Dedication is high but employees are held back by roles that do not suit them or work environments that get in their way, and organizations are not leveraging their full potential.

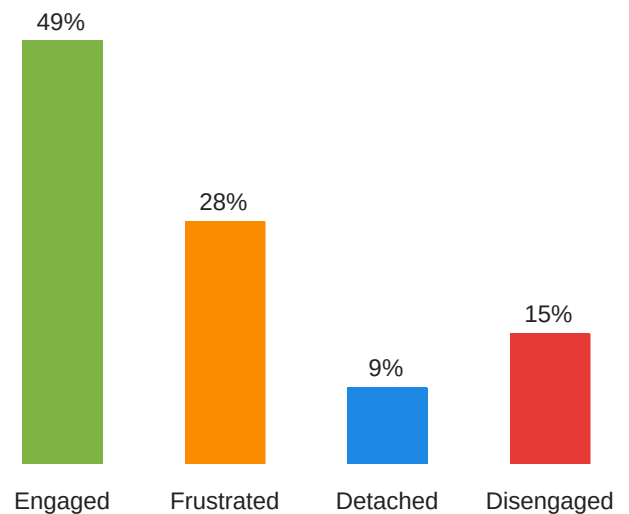
DETACHED: Roles suit employees reasonably well and they are in work environments that are broadly supportive, but their levels of engagement with organizational objectives and task requirements are insufficient to make them optimally effective.

DISENGAGED: Both Commitment & Dedication and Effective Environment are lacking, and employees are likely to struggle in their job roles.








Your Team's Profile






274 Responses











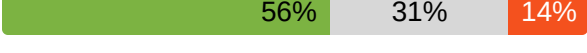



KEY METRIC: Commitment & Dedication

Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
COMMITMENT & DEDICATION			+1	+2	+4
I feel motivated to go beyond my formal job responsibilities.	273		0	-5	+3
I feel proud to work for the University of Minnesota.	273		+3	+4	+5
I would recommend the University to family and friends as a place to work.	273		+2	+3	+6
Given your choice, how long would you plan to continue working for the University of Minnesota?	271		-2	+5	+2

KEY METRIC: Effective Environment




Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
EFFECTIVE ENVIRONMENT		 70% 16% 14%	0	-2	0
My job provides me the opportunity to do challenging and interesting work.	272	 88%	+2	+1	+5
In my work, I am able to make full use of my skills and abilities.	273	 72% 15% 13%	+1	-4	+1
Conditions in my job allow me to be about as productive as I can be.	271	 72% 14% 14%	+2	-1	+2
My department proactively identifies and eliminates barriers to getting work done efficiently.	272	 50% 29% 22%	-4	-5	-9

Driver Summary




Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Clear & Promising Direction		 67% 24% 8%	+3	-5	-5
Commitment to Excellence		 80% 17%	-4	-8	-6
Confidence in Leaders		 73% 17% 10%	+8	-1	-1
Development Opportunities		 67% 21% 12%	-1	-1	-1
Respect & Recognition		 77% 14% 9%	0	0	0
Sense of Belonging		 81% 14%	-	-	+1
Authority & Empowerment		 85% 9%	0	+1	+1
Clear Expectations and Feedback		 80% 11%	+1	+1	-2
Collaboration		 56% 31% 14%	-8	-10	-11
Support and Resources		 70% 19% 10%	-3	-4	0
Work, Structure, & Process		 53% 26% 21%	-5	-6	-9
Survey Follow-Up		 43% 38% 19%	-15	-5	-1

Questions by Driver




Clear & Promising Direction

Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Clear & Promising Direction			+3	-5	-5
I understand what I can do to support my department's strategy and goals.	272		+5	-4	-7
My department has a strategy and goals that address our most important challenges and opportunities.	271		+1	-6	-2

Commitment to Excellence





Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Commitment to Excellence			-4	-8	-6
My department is committed to providing high quality customer support (i.e., responsiveness, flex...	272		-6	-12	-11
The people in my department are committed to delivering high quality services.	273		-2	-5	0

Confidence in Leaders






Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Confidence in Leaders			+8	-1	-1
I have trust and confidence in my college's leadership team.	271		+14	+1	-2
There is open and honest communication between me and my manager/supervisor.	273		+2	-4	-1

Questions by Driver (cont.)

Development Opportunities





Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Development Opportunities			-1	-1	-1
I have good opportunities for learning and development.	273		-1	-1	-2
My manager/supervisor coaches me in my development.	273		+2	-1	-4
I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Mo...)	272		-2	0	+4

Respect & Recognition




Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Respect & Recognition			0	0	0
I am treated with respect as an individual.	273		-1	-2	+1
I receive recognition when I do a good job.	273		-1	-1	0
My department demonstrates a commitment to supporting my overall wellbeing.	272		+1	+2	+1
Overall, my department demonstrates a strong commitment to diversity and inclusion.	272		+1	+1	-3

Questions by Driver (cont.)




Sense of Belonging

Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Sense of Belonging			-	-	+1
I feel that I belong in my department.	273		-	-	-3
I feel that I belong on my campus.	272		-	-	+3
I feel that I belong at the University of Minnesota.	273		-	-	+4

Authority & Empowerment




Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Authority & Empowerment			0	+1	+1
I have enough authority to carry out my job effectively.	273		-3	-1	0
I am encouraged to be innovative to find more effective ways of doing things.	273		+2	+2	+3

Clear Expectations and Feedback





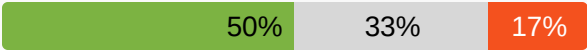
Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Clear Expectations and Feedback			+1	+1	-2
I understand the results expected of me in my work.	272		-1	-1	-1
My manager/supervisor provides clear and regular feedback on how well I do my work.	272		+3	+2	-3

Questions by Driver (cont.)

Collaboration


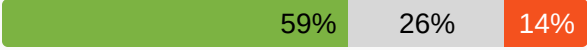

Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Collaboration			-8	-10	-11
There is good cooperation and sharing of ideas between my department and other departments.	273		-8	-11	-14
There is good cooperation and teamwork within my department.	273		-7	-7	-8

Support and Resources





Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Support and Resources			-3	-4	0
I have the resources I need to do my job effectively.	273		-3	-1	+2
I have the information I need to do my job well.	273		0	-2	+2
I receive the training I need to handle my present job well.	273		-1	-2	-1
The training that new employees receive in my department is effective.	272		-3	-6	-4

Questions by Driver (cont.)











Work, Structure, & Process

Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Work, Structure, & Process			-5	-6	-9
My department uses innovative approaches (new technologies or creative solutions) to improve our...	272		-7	-9	-11
There is an equitable distribution of workload within my department.	272		-1	-3	-7

Survey Follow-Up

Name	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Survey Follow-Up			-15	-5	-1
Action was taken on issues raised in the last survey.	269		-24	-14	-2
I participated in a feedback meeting about the previous survey results.	272		-20	-4	-3
The information from this survey will be used constructively.	272		-2	+4	+3

Top Ten Most Favorable

Question	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
I feel proud to work for the University of Minnesota.	273	 90% 8%	+3	+4	+5
I understand the results expected of me in my work.	272	 88% 8%	-1	-1	-1
My job provides me the opportunity to do challenging and interesting work.	272	 88%	+2	+1	+5
The people in my department are committed to delivering high quality services.	273	 87%	-2	-5	0
I would recommend the University to family and friends as a place to work.	273	 86% 11%	+2	+3	+6
I am treated with respect as an individual.	273	 86% 7%	-1	-2	+1
I am encouraged to be innovative to find more effective ways of doing things.	273	 86% 9%	+2	+2	+3
I feel that I belong at the University of Minnesota.	273	 85% 13%	-	-	+4
I have enough authority to carry out my job effectively.	273	 84%	-3	-1	0
There is open and honest communication between me and my manager/supervisor.	273	 82% 8%	+2	-4	-1

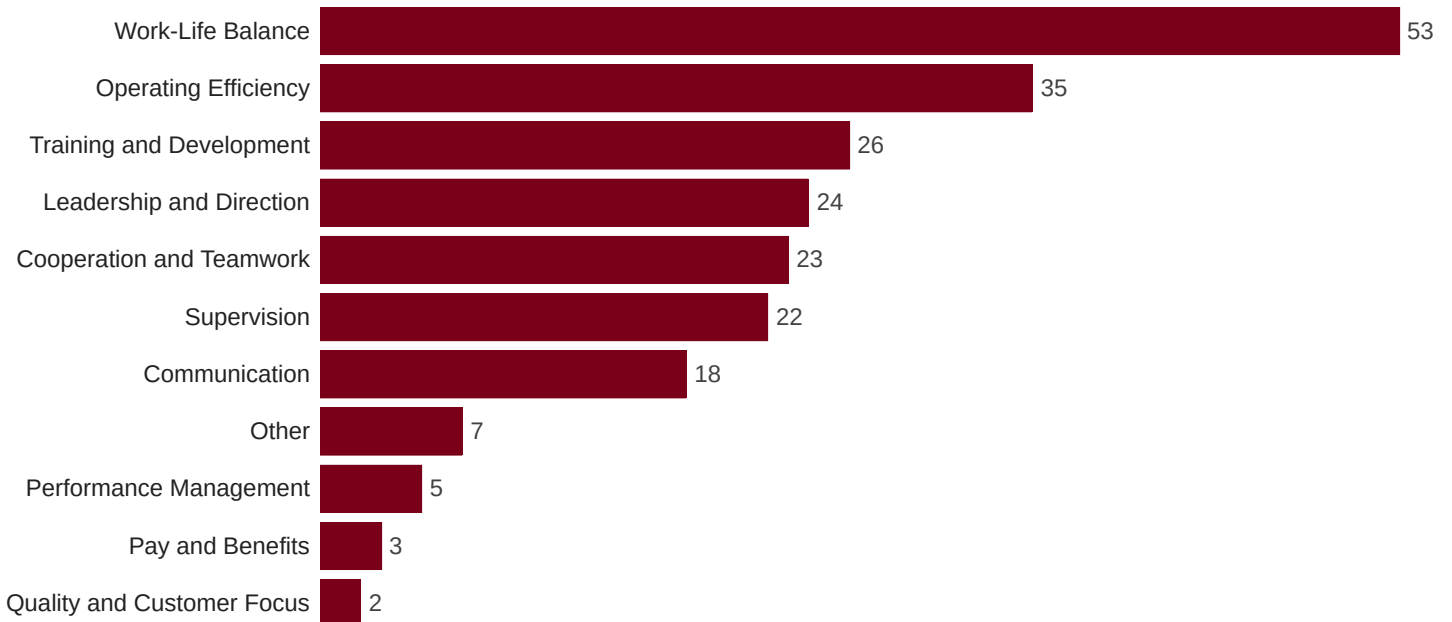
Top Ten Least Favorable

Question	Responses	Distribution	Same Unit 2019	Same Unit 2017	Total UM Staff
Action was taken on issues raised in the last survey.	269	28% 60% 12%	-24	-14	-2
There is good cooperation and sharing of ideas between my department and other departments.	273	43% 39% 18%	-8	-11	-14
I participated in a feedback meeting about the previous survey results.	272	45% 22% 33%	-20	-4	-3
There is an equitable distribution of workload within my department.	272	47% 26% 27%	-1	-3	-7
My department proactively identifies and eliminates barriers to getting work done efficiently.	272	50% 29% 22%	-4	-5	-9
The training that new employees receive in my department is effective.	272	50% 33% 17%	-3	-6	-4
The information from this survey will be used constructively.	272	55% 33% 12%	-2	+4	+3
My manager/supervisor coaches me in my development.	273	58% 24% 18%	+2	-1	-4
My department uses innovative approaches (new technologies or creative solutions) to improve our...	272	59% 26% 14%	-7	-9	-11
My department has a strategy and goals that address our most important challenges and opportunities.	271	63% 28% 9%	+1	-6	-2

Self-Selected Comment Themes

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

232 Responses



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

218 Responses

