

WELCOME

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SCSE: Andrea Schokker (UMD), aschokke

Hello Deanna,

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.



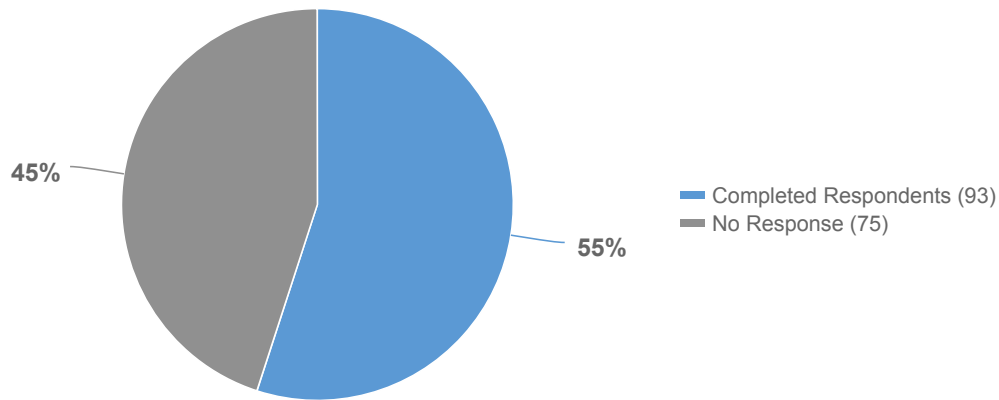
This website is managed by Korn Ferry Hay Group, commissioned by your organization to administer this survey on its behalf www.kornferry.com. Korn Ferry Hay Group protects individual respondent confidentiality by only reporting results data in an aggregated format. Korn Ferry Hay Group will only show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

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The overall response rate for your area was 55%. This was 7 points below the university 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 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

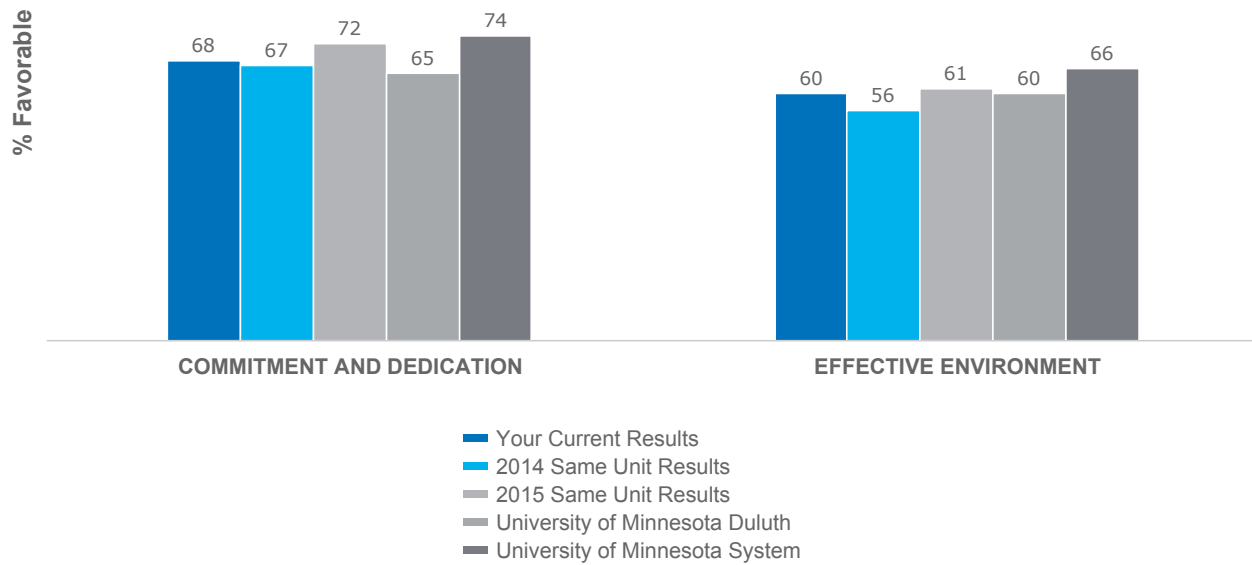
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Below are your Commitment and Dedication and Effective Environment results compared to the trend data (when available) for your unit when available as well as to the internal benchmark data for the University.

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

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	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
					2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
COMMITMENT AND DEDICATION	68	19	13		1	-4	3	-6
Clear & Promising Direction	55	24	22		-4	-7	-7	-7
Commitment to Excellence	73	15	12		7	-1	-5	-8
Confidence in Leaders	60	23	17		-11	-3	3	-1
Development Opportunities	56	22	22		4	-3	-1	-11
Respect & Recognition	60	21	19		-3	-4	-5	-8
EFFECTIVE ENVIRONMENT	60	16	24		4	-1	0	-6
Authority & Empowerment	77	13	11		5	3	3	-1
Clear Expectations and Feedback	60	22	19		-1	-3	-5	-11
Collaboration	68	17	16		5	-1	1	0
Support and Resources	54	21	24		2	8	0	-11
Work, Structure, & Process	47	23	30		-3	-7	-6	-4
Survey Follow-up	39	31	30		27	9	0	-4

QUESTIONS SUMMARY

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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	University of Minnesota Duluth	University of Minnesota System
◇	COMMITMENT AND DEDICATION		68	19	13		1	-4	3	-6
10.	I feel motivated to go beyond my formal job responsibilities.	92	66	21	13		-9	-7	5	-7
27.	I feel proud to work on my campus of the University of Minnesota.	92	73	20	8		-2	-3	-1	-10
28.	I would recommend my campus to my peers at other institutions as a place to work.	91	65	19	16		11	1	6	-9
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	91	68	15	16		5	-8	4	1
◇	Clear & Promising Direction		55	24	22		-4	-7	-7	-7
15.	My department has a strategy and goals that address our most important challenges and opportunities.	91	46	25	29		-15	-16	-13	-13
16.	I have the opportunity to set my goals in alignment with the strategic priorities of my college and department.	92	63	23	14		6	2	-1	-2
◇	Commitment to Excellence		73	15	12		7	-1	-5	-8
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	91	79	10	11		2	-1	-2	-1
17.	The people in my department are committed to delivering high impact, high quality scholarship.	93	73	13	14		6	-7	-4	-8
18.	The people in my department are committed to delivering high quality service.	91	67	22	11		12	6	-10	-14
◇	Confidence in Leaders		60	23	17		-11	-3	3	-1
12.	My department is open and honest in communication to employees.	93	60	22	18		-13	-10	-8	-7
26.	I have trust and confidence in my college's leadership team.	91	60	24	15		-8	5	15	5
◇	Development Opportunities		56	22	22		4	-3	-1	-11
5.	I have good opportunities for learning and development.	93	74	16	10		13	7	6	-4

QUESTIONS SUMMARY

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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	University of Minnesota Duluth	University of Minnesota System
19.	My department offers effective mentoring and coaching to support my development.	88	35	30	35		0	-10	-10	-15
29.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	92	59	20	22		0	-7	0	-15
◇	Respect & Recognition		60	21	19		-3	-4	-5	-8
6.	I am treated with respect as an individual.	93	75	14	11		-3	1	4	-5
20.	My department demonstrates a commitment to supporting my overall wellbeing.	91	54	24	22		-6	-4	-8	-7
21.	Overall, my department demonstrates a strong commitment to diversity and inclusion.	92	64	21	15		-2	1	-10	-8
22.	I receive recognition from my department for my contributions to my field / discipline.	88	47	26	27		-1	-14	-5	-11
◇	EFFECTIVE ENVIRONMENT		60	16	24		4	-1	0	-6
7.	My job provides me the opportunity to do challenging and interesting work.	93	89	4	6		5	-1	2	-3
8.	In my work, I am able to make full use of my skills and abilities.	92	79	5	15		12	6	8	-1
9.	Conditions in my job allow me to be as productive as I can be.	93	41	24	35		3	-5	0	-11
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	91	30	32	38		-4	-6	-10	-11
◇	Authority & Empowerment		77	13	11		5	3	3	-1
1.	I have enough authority to carry out my job effectively.	92	80	11	9		5	0	0	-3
2.	I am encouraged to be innovative to find more effective ways of doing things.	93	73	15	12		5	6	6	1
◇	Clear Expectations and Feedback		60	22	19		-1	-3	-5	-11
3.	I understand the results expected of me in my work.	91	77	18	5		2	-2	-2	-7

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Clear Expectations and Feedback (cont'd); 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	University of Minnesota Duluth	University of Minnesota System
4.	I receive clear and regular feedback on how well I do my work.	92	42	26	32		-4	-5	-8	-15
◇	Collaboration		68	17	16		5	-1	1	0
11.	There is good cooperation and teamwork within my department.	93	63	15	22		1	-3	-4	-3
24.	My department supports and encourages interdisciplinary scholarship.	90	73	18	9		10	1	6	3
◇	Support and Resources		54	21	24		2	8	0	-11
30.	I have the resources and support I need to pursue my scholarly interests.	88	40	23	38		-2	0	-3	-18
31.	I have the resources and support I need to deliver high quality teaching.	92	68	16	15		6	8	4	-4
32.	I have the resources and support I need to deliver high quality service.	91	55	25	20		3	18	-1	-11
◇	Work, Structure, & Process		47	23	30		-3	-7	-6	-4
14.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	89	57	20	22		2	-10	-7	0
25.	There is an equitable distribution of workload within my department.	89	37	25	38		-8	-3	-4	-7
◇	Survey Follow-up		39	31	30		27	9	0	-4
34.	The information from this survey will be used constructively.	84	32	42	26		7	4	0	-12
35.	I participated in a feedback meeting about the previous survey results.	69	61	13	26		53	8	0	7
36.	Action was taken on issues raised in the last survey.	65	25	38	37		22	17	1	-7

RESULTS SORTING TOOL

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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	University of Minnesota Duluth	University of Minnesota System
1.	I have enough authority to carry out my job effectively.	92	80	11	9		5	0	0	-3
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	91	79	10	11		2	-1	-2	-1
3.	I understand the results expected of me in my work.	91	77	18	5		2	-2	-2	-7
6.	I am treated with respect as an individual.	93	75	14	11		-3	1	4	-5
5.	I have good opportunities for learning and development.	93	74	16	10		13	7	6	-4
27.	I feel proud to work on my campus of the University of Minnesota.	92	73	20	8		-2	-3	-1	-10
24.	My department supports and encourages interdisciplinary scholarship.	90	73	18	9		10	1	6	3
2.	I am encouraged to be innovative to find more effective ways of doing things.	93	73	15	12		5	6	6	1
17.	The people in my department are committed to delivering high impact, high quality scholarship.	93	73	13	14		6	-7	-4	-8
31.	I have the resources and support I need to deliver high quality teaching.	92	68	16	15		6	8	4	-4

RESULTS SORTING TOOL

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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	University of Minnesota Duluth	University of Minnesota System
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	91	30	32	38		-4	-6	-10	-11
25.	There is an equitable distribution of workload within my department.	89	37	25	38		-8	-3	-4	-7
30.	I have the resources and support I need to pursue my scholarly interests.	88	40	23	38		-2	0	-3	-18
36.	Action was taken on issues raised in the last survey.	65	25	38	37		22	17	1	-7
19.	My department offers effective mentoring and coaching to support my development.	88	35	30	35		0	-10	-10	-15
4.	I receive clear and regular feedback on how well I do my work.	92	42	26	32		-4	-5	-8	-15
15.	My department has a strategy and goals that address our most important challenges and opportunities.	91	46	25	29		-15	-16	-13	-13
22.	I receive recognition from my department for my contributions to my field / discipline.	88	47	26	27		-1	-14	-5	-11
34.	The information from this survey will be used constructively.	84	32	42	26		7	4	0	-12
35.	I participated in a feedback meeting about the previous survey results.	69	61	13	26		53	8	0	7

RESULTS SORTING TOOL

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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	University of Minnesota Duluth	University of Minnesota System
7.	My job provides me the opportunity to do challenging and interesting work.	93	89	4	6		5	-1	2	-3
1.	I have enough authority to carry out my job effectively.	92	80	11	9		5	0	0	-3
13.	My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	91	79	10	11		2	-1	-2	-1
8.	In my work, I am able to make full use of my skills and abilities.	92	79	5	15		12	6	8	-1
3.	I understand the results expected of me in my work.	91	77	18	5		2	-2	-2	-7
6.	I am treated with respect as an individual.	93	75	14	11		-3	1	4	-5
5.	I have good opportunities for learning and development.	93	74	16	10		13	7	6	-4
17.	The people in my department are committed to delivering high impact, high quality scholarship.	93	73	13	14		6	-7	-4	-8
2.	I am encouraged to be innovative to find more effective ways of doing things.	93	73	15	12		5	6	6	1
24.	My department supports and encourages interdisciplinary scholarship.	90	73	18	9		10	1	6	3

RESULTS SORTING TOOL

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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	University of Minnesota Duluth	University of Minnesota System
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	91	30	32	38		-4	-6	-10	-11
25.	There is an equitable distribution of workload within my department.	89	37	25	38		-8	-3	-4	-7
30.	I have the resources and support I need to pursue my scholarly interests.	88	40	23	38		-2	0	-3	-18
36.	Action was taken on issues raised in the last survey.	65	25	38	37		22	17	1	-7
19.	My department offers effective mentoring and coaching to support my development.	88	35	30	35		0	-10	-10	-15
9.	Conditions in my job allow me to be as productive as I can be.	93	41	24	35		3	-5	0	-11
4.	I receive clear and regular feedback on how well I do my work.	92	42	26	32		-4	-5	-8	-15
15.	My department has a strategy and goals that address our most important challenges and opportunities.	91	46	25	29		-15	-16	-13	-13
22.	I receive recognition from my department for my contributions to my field / discipline.	88	47	26	27		-1	-14	-5	-11
34.	The information from this survey will be used constructively.	84	32	42	26		7	4	0	-12

RESULTS SORTING TOOL

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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	University of Minnesota Duluth	University of Minnesota System
34.	The information from this survey will be used constructively.	84	32	42	26		7	4	0	-12
36.	Action was taken on issues raised in the last survey.	65	25	38	37		22	17	1	-7
23.	My department proactively identifies and eliminates barriers to getting work done efficiently.	91	30	32	38		-4	-6	-10	-11
19.	My department offers effective mentoring and coaching to support my development.	88	35	30	35		0	-10	-10	-15
22.	I receive recognition from my department for my contributions to my field / discipline.	88	47	26	27		-1	-14	-5	-11
4.	I receive clear and regular feedback on how well I do my work.	92	42	26	32		-4	-5	-8	-15
15.	My department has a strategy and goals that address our most important challenges and opportunities.	91	46	25	29		-15	-16	-13	-13
25.	There is an equitable distribution of workload within my department.	89	37	25	38		-8	-3	-4	-7
32.	I have the resources and support I need to deliver high quality service.	91	55	25	20		3	18	-1	-11
20.	My department demonstrates a commitment to supporting my overall wellbeing.	91	54	24	22		-6	-4	-8	-7

COMMENTS

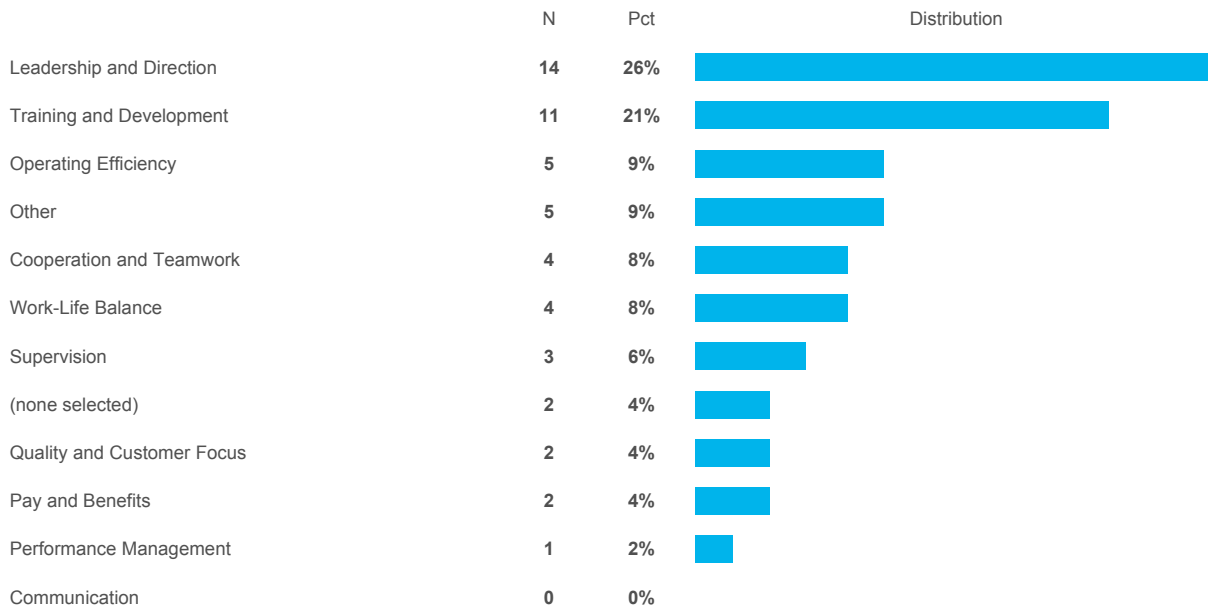
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Use the filters and options below to explore people's comments in different ways. The default view shows all available comments in your report. If you would like to focus on comments related to a particular theme use the Select Theme filter. Click 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

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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)

