



# REPORT ON THE 2021 EMPLOYEE ENGAGEMENT SURVEY

Executive Summary of Total University of Minnesota Results

## Our Employee Engagement Survey Process

### WHEN



- Administered October 11–October 29, 2021
- Faculty and staff have participated in six surveys since 2013

### WHAT



- 40 questions, including two open-ended questions

### HOW



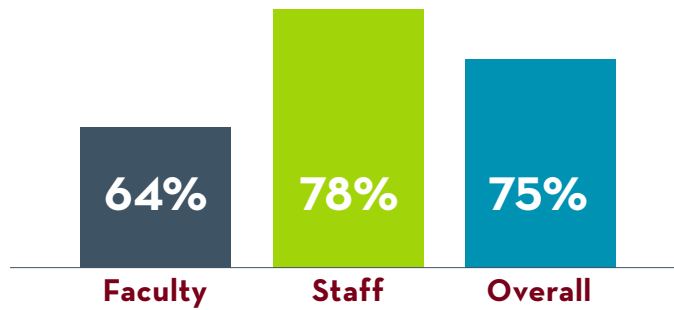
- Faculty and staff receive an email with an invitation to complete the survey.
- An external vendor administers the survey to ensure confidentiality.

## SUMMARY OF FINDINGS

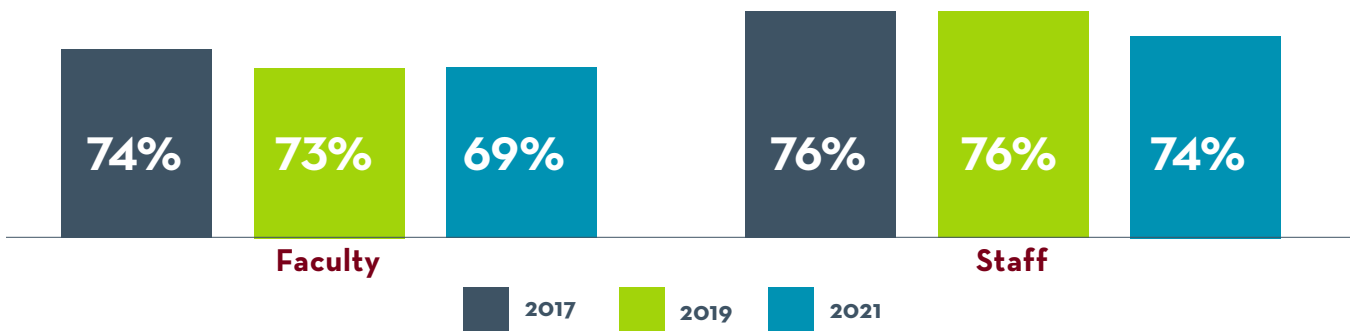
The 2021 Employee Engagement Survey includes key data for leaders, managers, and supervisors to understand the experience of faculty and staff during these pivotal years since 2019. While the data show that the faculty and staff experience varies throughout the University, Survey Follow Up dimension is low across the University system. Eligible faculty and staff will be invited to participate in a brief follow up survey in the fall to inform progress on action being taken.

# Employee Engagement Key Metrics

## 2021 Survey Response Rates

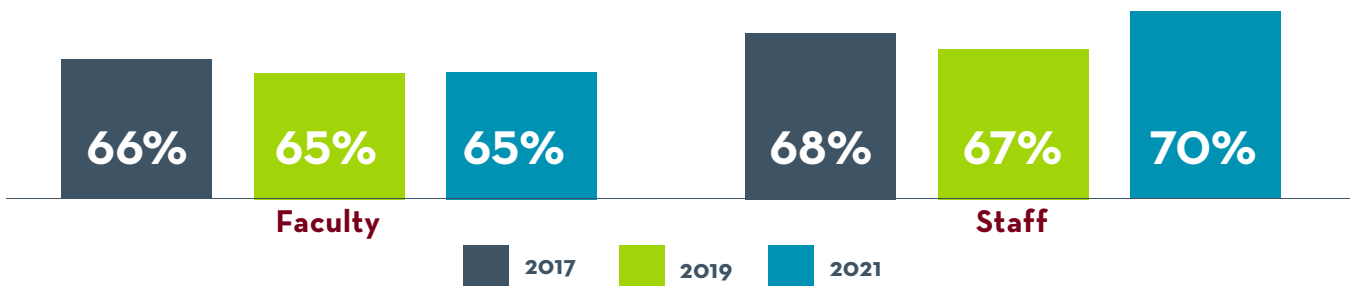


## Commitment and Dedication



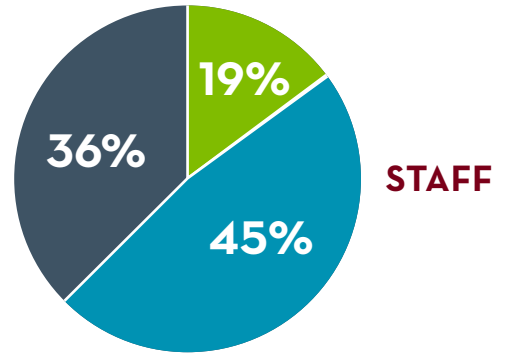
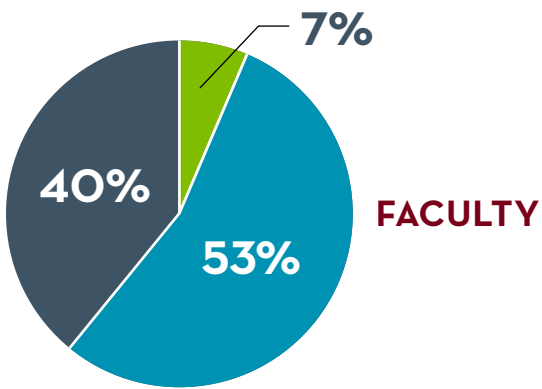
The University's MPact 2025 strategic plan includes a new dashboard measurement to increase the commitment and dedication favorability to 77% by 2025. The best way to accomplish this is through taking action on survey results.

## Effective Environment



# New Survey Items

## Work Arrangements



Work arrangements vary by campus, college, unit, and job type.  
(Self reported as of October 2021)

## Sense of Belonging

Overall sense of belonging is high, but there are gaps in experiences across the University.

### Faculty Sense of Belonging by Colleges and Units Systemwide (% favorable)



### Staff Sense of Belonging by Colleges and Units Systemwide (% favorable)



# Most and Least Favorable Items

## Most Favorable items

### Faculty

**90%** - My job provides me the opportunity to do challenging and interesting work (-2)

**84%** - I understand the results expected of me in my work (0)

**82%** - I have enough authority to carry out my job effectively (0)

### Staff

**89%** - I understand the results expected of me in my work (+1)

**87%** - The people in my department are committed to delivering high quality services (-1)

**85%** - I am treated with respect as an individual (0)



## Least Favorably scored items

### Faculty

**23%** - Action was taken on issues raised in the last survey (-15)

**41%** - There is an equitable distribution of workload within my department (-1)

**42%** - My department proactively identifies and eliminates barriers to getting work done efficiently (+3)

### Staff

**30%** - Action was taken on issues raised in the last survey (-17)

**48%** - I participated in a feedback meeting about the previous survey results (-20)

**52%** - The information from this survey will be used constructively (-5)



# Survey Follow Up

Across the University faculty and staff are unsure what's been done with previous survey data.

**38%** of faculty gave a neutral response which indicates they are unsure what's been done with previous survey data.

**37%** of staff gave a neutral response which indicates they are unsure what's been done with previous survey data.

The Survey Follow Up dimension had the largest decline since the 2019 survey.

**-13%** - Faculty

**-14%** - Staff

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## Survey Follow Up remains the most significant way to improve engagement



**Commitment and Dedication** score for faculty that were strongly favorable to Survey Follow Up item

Faculty that were strongly favorable on the Survey Follow Up item were also:

**2.5x** more likely to be Engaged.

**17.9x** more likely to feel the survey will be used constructively.

**8.5x** more likely to feel work barriers were reduced.

**3.4x** more likely to recommend the University.

**2x** less likely to leave the organization.



**Commitment and Dedication** score for staff that were strongly favorable to Survey Follow Up item

Staff who were favorable on the Survey Follow Up item were also:

**2.1x** more likely to be engaged.

**6.8x** more likely to feel the survey will be used constructively.

**3.3x** more likely to feel work barriers were reduced.

**1.7x** more likely to recommend the University.

**1.6x** less likely to leave the organization.