

University of California 2019 Staff Engagement Survey

UC DAVIS RESULTS
AND NEXT STEPS

Survey Overview

- 4th systemwide Staff Engagement Survey conducted by Willis Towers Watson in conjunction with Council of UC Staff Assemblies (CUCSA) and UC Systemwide Human Resources
- 5 weeks: survey administration from May 13-June 14
- 1,068 total responses from sample of non-represented staff (45%)
 - Medical Center staff are not included in this survey. These staff participate in a separate survey specific to UC Medical Centers.
- 37 survey questions
- 12 categories

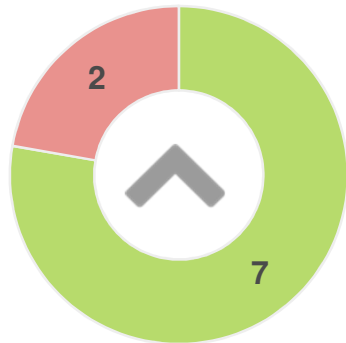
Categories

- Career Development
- Communication
- Diversity & Inclusion
- Empowered Culture
- Image/Brand
- Leadership*
- Organizational Change & Innovation
- Performance Management
- Supervision
- Sustainable Engagement
- Wellness
- Working Relationships

Results Summary

Results vs. DAVIS 2017

7 Out Of 9 Categories Have Improved



Most Improved

- Communication 5*
- Image/Brand 4*
- Wellness 4

Most Declined

- Working Relationships -3
- Diversity & Inclusion -2

Sustainable Engagement



DAVIS 2017



Overall



US Norm



Strengths

- ▶ Image/Brand, Organizational Change & Innovation

Opportunities

- ▶ Organizational Change & Innovation, Leadership

Strengths and Opportunities

Strengths



We should continue to build on these.

I believe strongly in the teaching, research, and public service mission of the UC system.

My campus/location is highly regarded by its employees.

Generally, recent major organizational changes across the UC system have been: Explained well

Opportunities



These are our priority areas to focus on.

There is sufficient contact between senior leadership at my campus/location and employees in this organization.

Senior leadership at my campus/location has adequately communicated the organization's long-range goals and strategic direction.

People here are open to trying new and different ways of addressing our departmental challenges.

UC Davis Priority Areas

Empowered Culture

Respondents Assessed These Statements

Most of the time it is safe to speak up in this organization.

I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.

Leadership

Respondents Assessed These Statements

Senior leadership at my campus/location has adequately communicated the organization's long-range goals and strategic direction.

There is sufficient contact between senior leadership at my campus/location and employees in this organization.

Organizational Change & Innovation

Respondents Assessed These Statements

Generally, recent major organizational changes across the UC system have been: Explained well

People here are open to trying new and different ways of addressing our departmental challenges.

People in my department are encouraged to come up with innovative solutions to work-related problems.

What's Next?

- Three Working Groups focusing on:
 - Empowered Culture
 - Leadership
 - Organizational Change and Innovation
- Working Groups' Charge:
 - Review more detailed survey data
 - Explore each priority area further
 - Identify actionable recommendations for improvement

What's Next?

- Timeline
 - January 2020: share results; confirm Working Group Leads and recruit members
 - Early February 2020: appoint Working Group membership
 - Late February 2020: first Working Group meetings
 - June 2020: mid-process reports due
 - Fall 2020: final reports due

What's Next?

- Interested in joining a Working Group?
 - Contact Molly Bechtel, UC Davis Staff Assembly Chair-Elect, at mmbechtel@ucdavis.edu.