

# 2017 CALS Employee Survey Results *Executive Summary*

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March 2017



# Summary

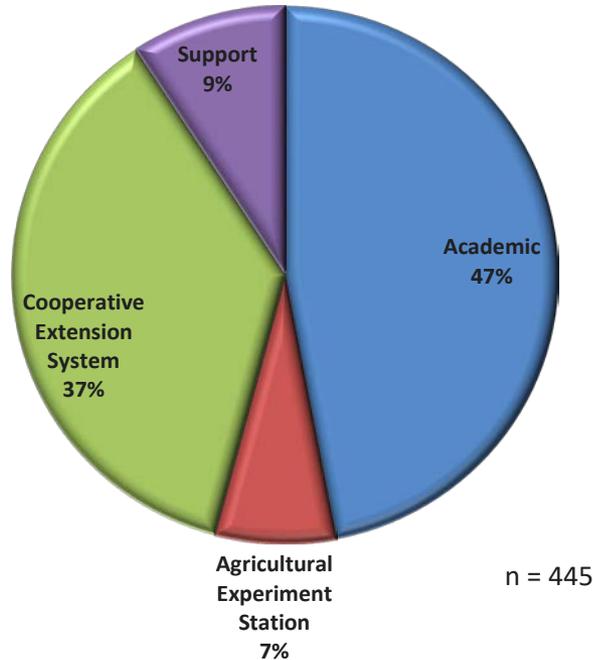
First annual survey is to gauge employee engagement and identify opportunities that create an environment fostering a positive, continuously improving culture. All in support of our foundational goal: *to be the most sought-after place to be a part of.*

- Of **1,375** CALS employees invited to participate on February 8<sup>th</sup>, 2017 we received **454** usable survey responses
- 33% response rate

Thank you to all respondents! We are putting your feedback to good use!

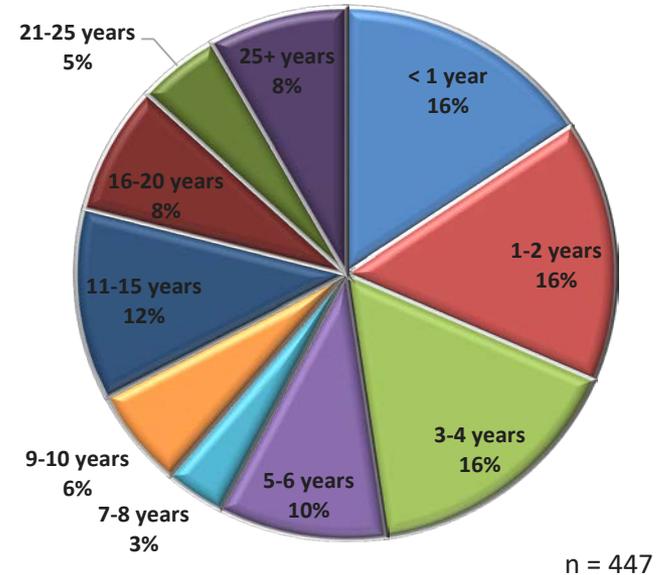
# Demographic Results

## Area of CALS



Percentage of CALS employees who responded and the **area they work in CALS**

## CALS Years of Service

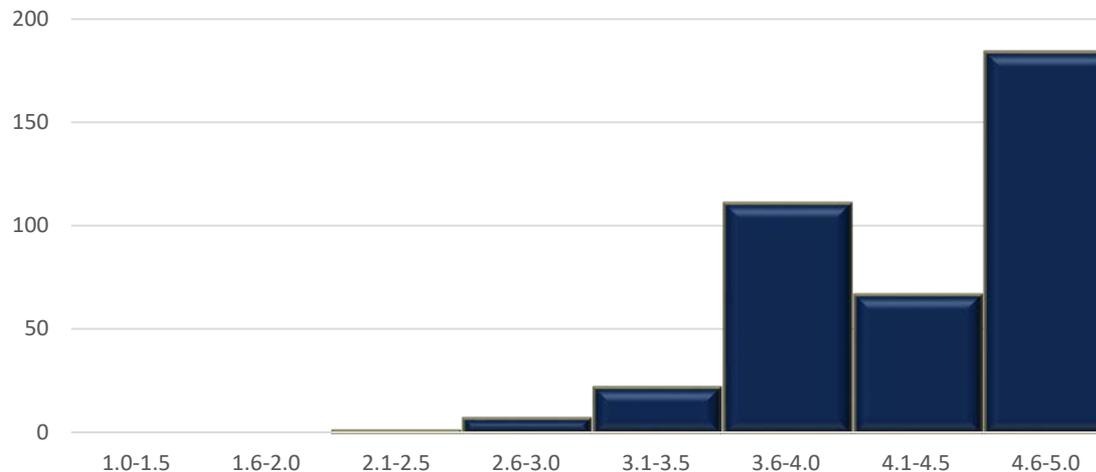


Percentage of CALS employees who responded and their **length of CALS service**

# Strengths

# Engagement

92% of respondents are engaged or highly engaged



CALS employees have high levels of engagement.

We're interested and feel good about the work we do every day.

I work with intensity on my job.  
I exert my full effort to my job.  
I try my hardest to perform well on my job.  
I strive as hard as I can to complete my job.  
I am enthusiastic in my job.

I feel energetic at my job.  
I am interested in my job.  
I am proud of my job.  
I feel positive about my job.  
I am excited about my job.

# Quotes from Engagement Comments

"I LOVE MY JOB!!!"

"Working in this department is very fulfilling and rewarding"

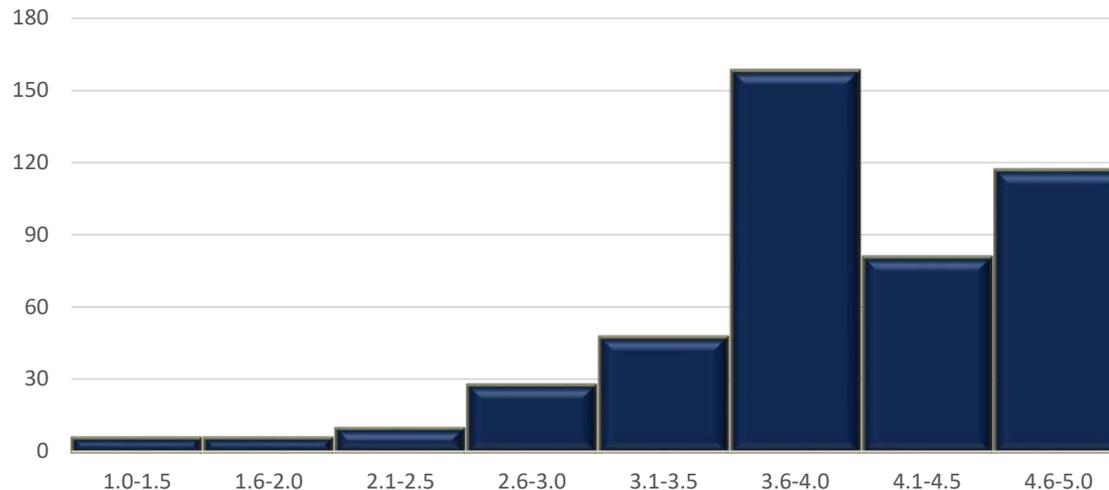
"I love Extension"

"Working in this department is very fulfilling and rewarding--I enjoy the results of my work and sharing with others--we really come together when approaching a task which energizes me."

"It's a great job to have and a wonderful environment to work in!"

# Mission & Purpose

78% of respondents agree or strongly agree that they understand and feel connected to the Mission & Purpose



It is great news that our employees understand and believe in the Mission & Purpose of CALS.

When we believe in what we're doing as an organization we can achieve more than we could otherwise.

I have a good understanding of the vision, mission and the goals of CALS.

I understand how my work directly contributes to the overall success of CALS.

My job is important in accomplishing the mission of CALS.

The mission/purpose of CALS makes me feel my job is important.

# Quotes from Mission & Purpose Comments

"I know how important my role is in my community."

"Although, understanding the overall CALS goals is very important, these goals must be supported by clear direction from the School level as well."

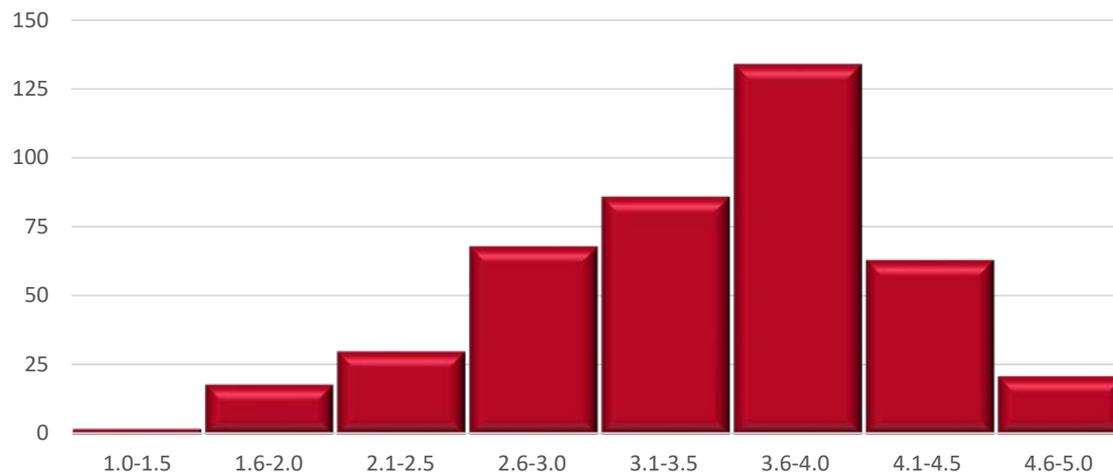
"Openness about mission, policies and goals has really helped me understand our purpose."

"I'm not sure the mission/purpose of CALS makes me feel my job is important. I think the impact of my research and teaching make me feel that my job is important and it is gratifying to know that the work I do is valued by CALS."

# Opportunities for Improvement

# Communication

48% of respondents think communication in CALS is poor or mediocre



With a large portion of respondents identifying communication as an issue, we will need to make concerted efforts to communicate more effectively throughout CALS.

I am well-informed of all programs, initiatives, and/or services happening in my unit/team.

I am adequately informed about issues going on within CALS.

Too much comes to me through the grapevine rather than through proper channels.

In general, communication is effective in CALS.

Information and knowledge are shared openly within CALS.

Information and knowledge are shared openly within my unit/team.

Communication is encouraged in CALS.

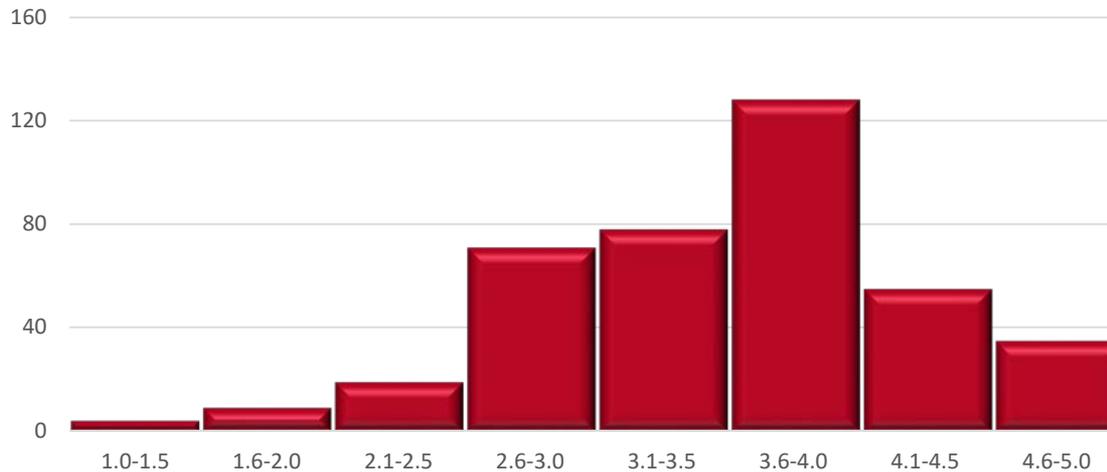
Communication is encouraged in my unit/team.

My manager/supervisor/Department Chair/Unit Head does a good job of sharing information.

The senior leaders (Dean, Associate Deans, Unit Leaders) do a good job of sharing information.

# Work-Life Balance

45% of respondents think work-life balance in CALS is poor or mediocre



Too many people feel that the work environment does not support a healthy work-life balance.

We will work to provide course-correction on taking care of our whole selves.

The environment in CALS supports a balance between work and personal life.

My manager/supervisor/Department Chair/Unit Head understands the benefits of maintaining a balance between work and personal life.

I am able to satisfy both my job and family/personal responsibilities.

The amount of work I am asked to do is reasonable.

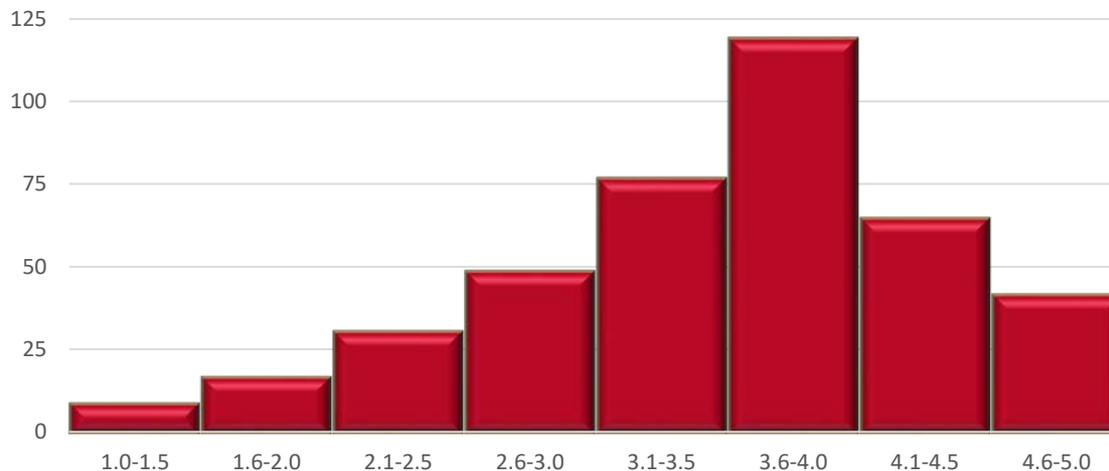
It is often difficult to tell where my work life ends and my personal life begins.

In my life, there is a clear boundary between my career and my roles outside of work.

I tend to integrate (combine) my home and work duties.

# Fairness & Ethics

44% of respondents think that fairness and ethics are poor or mediocre in CALS



Although the average opinion about fairness and ethics is positive, there are still a large portion that do not think we are strong in this area.

We will work to create more alignment around fairness and ethics.

My manager/supervisor/Department Chair/Unit Head treats all his/her employees in a fair and ethical manner.

CALS's policies for promotion and advancement are always fair and ethical.

Favoritism is not an issue in raises or promotions within CALS.

Favoritism is not an issue in raises or promotions within my unit/team.

My manager/supervisor/Department Chair/Unit Head is always consistent when administering policies concerning personnel.

I am always treated fairly and ethically by my manager/supervisor/Department Chair/Unit Head.

CALS fills open positions with the best person for the job.

The workload in my unit/team is evenly and fairly distributed.

# Next Steps

- Efforts are underway to improve Communication:
  - [The CALS Grapevine](#) site
  - Improvements to the CALS weekly bulletin
  - An improved college calendar
- We are putting effort into fostering a more ethical and fair culture through:
  - Ethics Discussions
  - Considering an Ethics Commitment document
- To properly address the remaining findings we will be conducting focus groups
  - Actions will be assessed for impact and prioritized for implementation
  - This is a college effort, so your help and support will be called upon
- The Executive Council (comprised of the Dean and the 4 Associate Deans) are being provided this information and work on our [Foundational Goal](#) will continue throughout the year, so stay tuned!
- A full college-level report will be posted to the [Workplace page of the CALS website](#) soon