Employee Engagement Update

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September 1st, 2017
To be the most sought-after place to be part of
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What does it mean for employees then?

- You get to do work that you are passionate about and that is interesting
- You feel your work is meaningful
- You enjoy the people you work for and feel included
- You have opportunities for development
- You are treated fairly and feel respected and heard
- You receive recognition for your contributions
- You have work-life balance
What have we done?

- Ethics Discussions
- Confirmed completion of Annual Performance Appraisals for all employees
- 1\textsuperscript{st} Annual Employee Engagement Survey (February 2017)
- Discussed anonymous and summarized Employee Engagement Survey results with Executive Council
- The CALS Grapevine
- Supervisor Training: Career Conversations, Effective Feedback & Worthwhile 1:1s
- Faculty and AP/Staff Merit Increase Process
- Focus groups (ongoing)
Employee Engagement Survey Lessons Learned

- Survey length too long
- Concerns raised over anonymity
- Time-consuming analysis
- Inability to differentiate between different employee groups (e.g. faculty, staff, appointed professionals)

For further details, find the full memo from 6/23/17 on the Workplace page of the CALS website.
Comparison to other organizations

**CALS**
- 79.85% of respondents are engaged in their work
- 70.04% of respondents understand and believe in the mission of CALS

**U.S. Workforce** (Gallup)
- 30% are engaged in their work
- 41% of employees feel like they know what their company stands for
## CALS Opportunities for Improvement

<table>
<thead>
<tr>
<th>Area</th>
<th>% Negative Responses (33% response rate)</th>
<th>Normalized</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication</td>
<td>19%</td>
<td>6%</td>
</tr>
<tr>
<td>Fairness</td>
<td>19%</td>
<td>6%</td>
</tr>
<tr>
<td>Work-Life Balance</td>
<td>19%</td>
<td>6%</td>
</tr>
<tr>
<td>Opportunities for Professional Development</td>
<td>14%</td>
<td>5%</td>
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<tr>
<td>Performance and Accountability</td>
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For further details see slides 9-12 of the Deep Dive report on the Workplace page of the CALS website
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>9/15</td>
<td>Focus Groups (concluded)</td>
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<tr>
<td>9/22</td>
<td>First Quarterly Town Hall</td>
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<td>9/29</td>
<td>New Employee Onboarding System (MSS Solutions Team)</td>
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<td>10/5</td>
<td>CALS Fall 2017 Luncheon (Communications Team)</td>
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<td>10/14</td>
<td>Peer Recognition Program</td>
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<td>10/28</td>
<td>Unit-level reports &amp; Unit Head debriefing on unit specific “hotspots”</td>
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<tr>
<td>11/17</td>
<td>Accountability &amp; Critical Conversations Training</td>
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<td>2/2/18</td>
<td>New Employee Onboarding Video</td>
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<tr>
<td>2/5/18</td>
<td>CALS Intranet</td>
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<tr>
<td>2/5/18</td>
<td>2\textsuperscript{nd} Annual Employee Climate Survey</td>
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What we need from you

Continue giving your feedback

If you see something can be improved, say something and do something about it

Take the survey; if we don’t hear from you, we don’t know what is and isn’t an issue in the college

Got ideas? Please share them, this is a team effort that affects all of us
Questions?