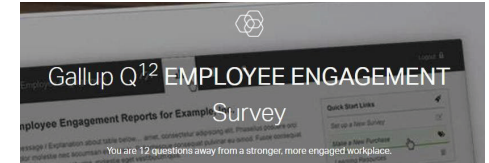




2024 University Advancement Employee Engagement Survey

Background

- Employee engagement is the emotional commitment an employee has to the organization and its goals
- Gallup defines engaged employees as those who are involved in, enthusiastic about and committed to their work and workplace
- Not punitive
- Designed to highlight areas of success, inform areas for improvement, benchmark progress over time



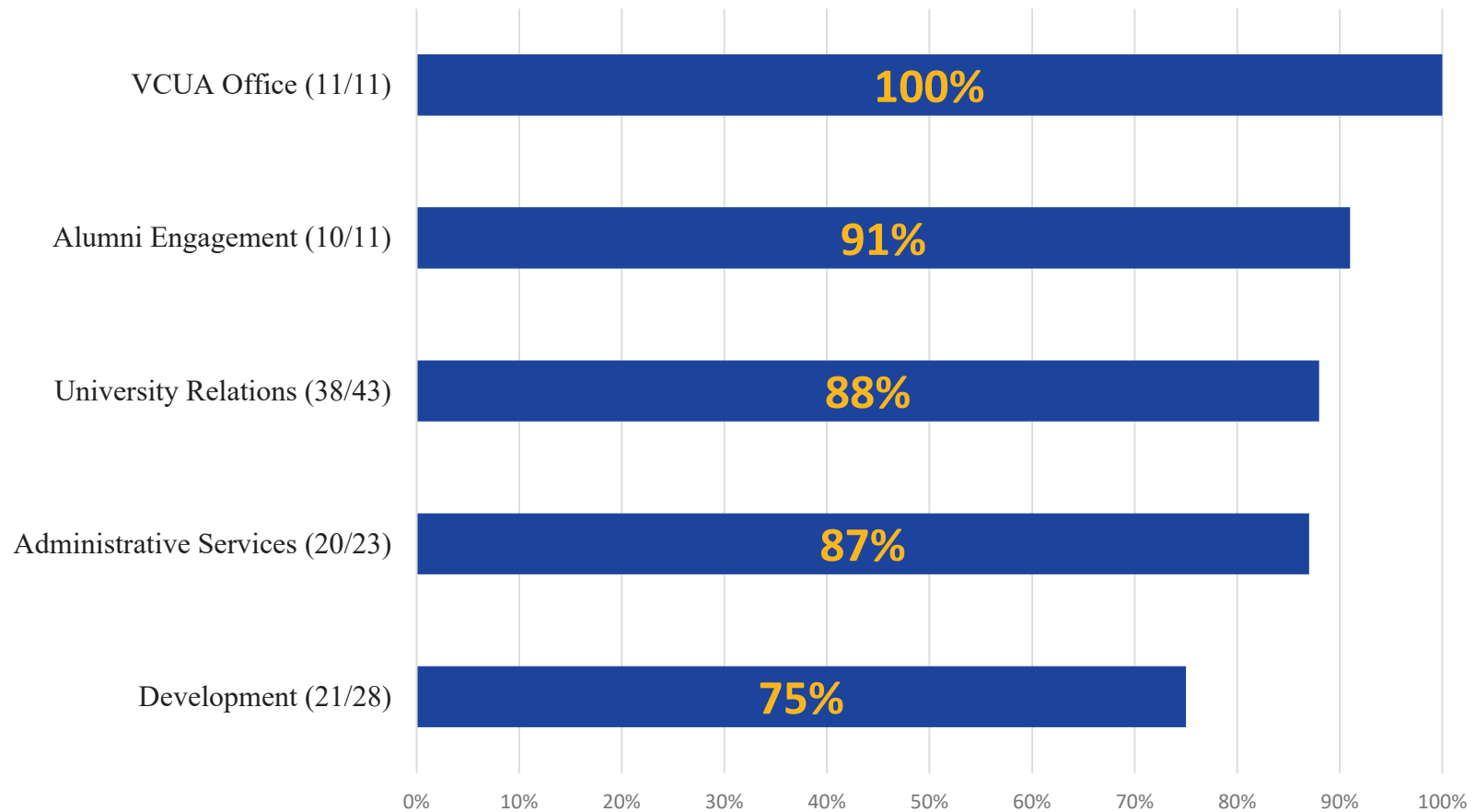


Key Metrics

- 117 invitations sent
 - Last year, 113 invitations sent
- 100 surveys submitted (85%)
 - Last year, 91 surveys submitted (81%)
- Survey period: 2/16 – 3/4/2024
- Survey format
 - 19 closed-ended questions
 - 1 open-ended question
 - 41 individuals submitted



Participation Rate of Units



Employee Engagement

2024 UCR UA Engagement Survey

Feb 16, 2024 - Mar 04, 2024

Reporting Group: Direct | All - All

Q¹² Mean

The Gallup Q¹² score represents the average, combined score of the 12 elements that measure employee engagement. Each element has consistently been linked to better business outcomes.

ENGAGEMENT MEAN



TRENDED MEAN

Change From Last Mean: +0.21
4.00 | 4.02 | 3.96 | 3.83 | 4.04

MEAN PERCENTILE RANK

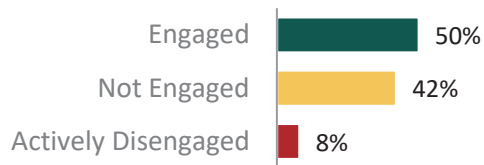


Database: Industry - Education -
Postsecondary/Higher Education

RESPONDENTS

100

ENGAGEMENT INDEX



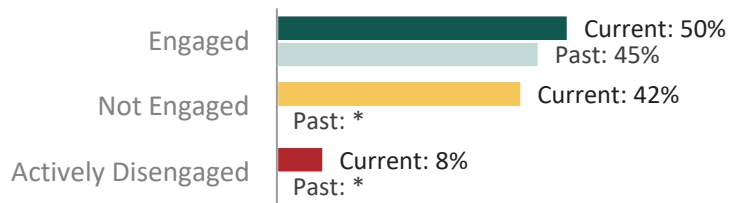
Engagement Index

There is a powerful link between employees who are engaged in their jobs and the achievement of crucial business outcomes.

ENGAGEMENT INDEX RATIO

6.25

ENGAGEMENT INDEX



Engaged

Employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners", drive performance, innovation, and move the organization forward.


Not Engaged

Employees are essentially psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time – but not energy or passion – into their work.


Actively Disengaged

Employees aren't just unhappy at work – they are resentful that their needs are not being met and are busy acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

Gallup Q¹² Items

Questions	Respondents	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
Q00: Overall Satisfaction	100	3.85	3.64	▲+0.21	44 	3.85
Q01: Know What's Expected	99	4.08	3.79	▲+0.29	24 	4.08
Q02: Materials and Equipment	100	4.07	4.05	0.02	44 	4.07
Q03: Opportunity to do Best	100	3.98	3.73	▲+0.25	37 	3.98
Q04: Recognition	99	3.72	3.63	0.09	59 	3.72
Q05: Cares About Me	100	4.54	4.28	▲+0.26	71 	4.54
Q06: Development	100	4.13	3.77	▲+0.36	63 	4.13
Q07: Opinions Count	100	3.86	3.48	▲+0.38	52 	3.86
Q08: Mission/Purpose	100	4.26	4.18	0.08	63 	4.26
Q09: Committed to Quality	99	4.28	4.22	0.06	56 	4.28
Q10: Best Friend	92	3.58	3.47	0.11	62 	3.58
Q11: Progress	99	3.84	3.55	▲+0.29	53 	3.84
Q12: Learn and Grow	97	4.10	3.79	▲+0.31	55 	4.10

Custom Questions

Questions	Respondents	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
There is open communication throughout all levels of my organization.	99	3.03	2.82	▲+0.21	51 	3.03
The performance appraisal process at my organization is transparent and fair.	89	3.31	3.18	0.13	*	3.31
My manager inspires me to do more than I thought I could.	98	3.79	3.72	0.07	*	3.79
My workplace has systems in place to encourage collaboration.	100	3.81	3.64	0.17	*	3.81
I am asked for my input regarding changes that affect my work.	99	3.40	3.13	▲+0.27	*	3.40
My current UA flexible work arrangement contributes to my job satisfaction.	99	4.66	4.29	▲+0.37	*	4.66
I am satisfied with my ability to engage with UA colleagues in our current environment.	98	4.02	4.02	0.00	*	4.02

*Sentiment Distribution is not available when n<50

Heatmap

2024 UCR UA Engagement Survey																								
Percentile Rank in Industry - Education - Postsecondary/Higher Education Database																								
Direct Current Mean			<div><div></div> < 25th Percentile <div></div> 25-49th Percentile <div></div> 50-74th Percentile <div></div> 75-89th Percentile <div></div> >= 90th Percentile</div>																					
Teams	Variables	Variable Values	Total Respondents	Q12 Mean	Q00. Overall Satisfaction	Q01. Know What's Expected	Q02. Materials and Equipment	Q03. Opportunity to do Best	Q04. Recognition	Q05. Cares About Me	Q06. Development	Q07. Opinions Count	Q08. Mission/Purpose	Q09. Committed to Quality	Q10. Best Friend	Q11. Progress	Q12. Learn and Grow	There is open communication through my manager	The performance appraisal process	My manager inspires me to do more than I expect	My workplace has systems in place to help me do my job	I am asked for my input regarding change	My current UA flexible work arrangements	I am satisfied with my ability to engage in my work
Overall			100	4.04	3.85	4.08	4.07	3.98	3.72	4.54	4.13	3.86	4.26	4.28	3.58	3.84	4.10	3.03	3.31	3.79	3.81	3.40	4.66	4.02
	Department	Administrative Services	20	3.74	3.60	3.90	4.15	3.80	3.45	4.25	3.70	3.45	3.65	3.90	3.25	3.60	3.83	3.15	3.25	3.58	3.55	3.30	4.70	3.84
		Alumni Engagement	10	4.58	4.60	4.70	4.60	4.40	4.40	4.90	4.80	4.70	4.60	4.70	3.56	4.70	4.90	3.70	4.75	4.56	4.70	4.30	5.00	4.00
		Development	21	3.59	3.10	3.50	3.14	3.38	3.19	4.38	3.95	3.33	4.29	3.86	2.95	3.62	3.50	1.90	2.89	3.38	3.38	2.52	4.67	4.19
		University Relations	38	4.25	4.26	4.45	4.32	4.26	3.78	4.63	4.24	4.16	4.39	4.54	4.05	3.87	4.26	3.54	3.19	3.89	4.00	3.81	4.70	4.11
		VCUA Office	11	4.18	3.64	3.64	4.36	4.09	4.36	4.73	4.27	3.82	4.55	4.55	3.60	3.80	4.36	2.64	3.50	3.91	3.64	3.09	4.09	3.73
	Length of Employment	<3 years	53	4.24	4.17	4.19	4.23	4.15	3.96	4.70	4.49	4.30	4.36	4.50	3.53	4.06	4.47	3.35	3.56	4.02	4.08	3.70	4.64	4.13
		3-6.99 years	23	3.75	3.39	3.78	3.65	3.48	3.39	4.48	3.57	3.30	4.17	4.09	3.95	3.61	3.57	2.52	3.13	3.48	3.39	3.09	4.57	4.00
		7 years or more	24	3.85	3.58	4.13	4.13	4.08	3.50	4.25	3.88	3.42	4.13	4.00	3.30	3.57	3.83	2.83	3.04	3.58	3.63	3.04	4.78	3.78



Next Steps

- Employee Engagement Group has been given the dataset and the following charge:
 - What conclusions can we draw from the data?
 - Assess all current employee engagement activities – what should we continue and what should we discontinue?
 - What two or three things should we focus on for improvement this year (new initiatives or enhancements)?
 - How can we learn more about the items that continue to score lowest?
- Department Heads have department specific survey results
- Employee Engagement Group Members transition



THANK YOU!!



Brock Cavett



Kodi Klein



Erin Staley



Brandon Westenberger



WELCOME NEW MEMBERS!



Mar'kettia Hull



Stan Lim



Brianna Morales



Marianne Paek



Devlin Smith



EMPLOYEE ENGAGEMENT GROUP



Anna Gonzalez



Mar'kettia Hull



Stan Lim



Jeremy
McWells



Brianna
Morales



Marianne Paek



Devlin Smith



Alexis
Szewczuga



Vanessa
Torrez



Sandra Mora,
Coordinator

