

Employee Engagement Update

Heather Roberts-Wrenn

September 1st, 2017





THE UNIVERSITY OF ARIZONA

College of Agriculture
& Life Sciences

To be the most sought-after place to be part of



THE UNIVERSITY OF ARIZONA

College of Agriculture
& Life Sciences



To be the most sought-after place to be part of





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
- ▶ 1st 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

Area	% Negative Responses (33% response rate)	Normalized
Communication	19%	6%
Fairness	19%	6%
Work-Life Balance	19%	6%
Opportunities for Professional Development	14%	5%
Performance and Accountability		

For further details see slides 9-12 of the [Deep Dive report](#) on the [Workplace](#) page of the CALS website



What are we going to do?

9/15 Focus Groups (concluded)

9/22 First Quarterly Town Hall

9/29 New Employee Onboarding System (MSS Solutions Team)

10/5 CALS Fall 2017 Luncheon (Communications Team)

10/14 Peer Recognition Program

10/28 Unit-level reports & Unit Head debriefing on unit specific “hotspots”

11/17 Accountability & Critical Conversations Training

2/2/18 New Employee Onboarding Video

2/5/18 CALS Intranet

2/5/18 2nd Annual Employee Climate Survey



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



THE UNIVERSITY OF ARIZONA

College of Agriculture
& Life Sciences



Questions?