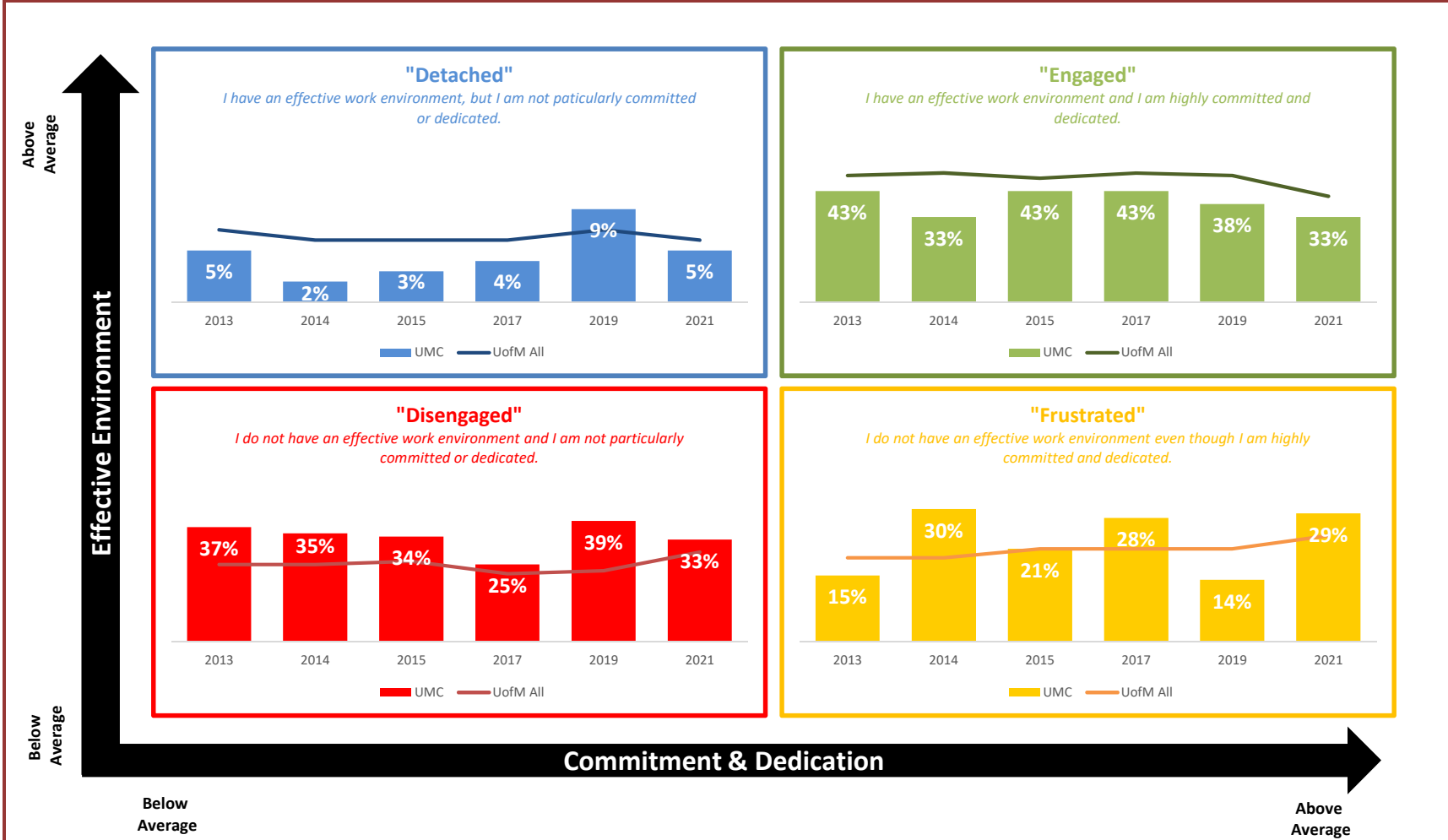


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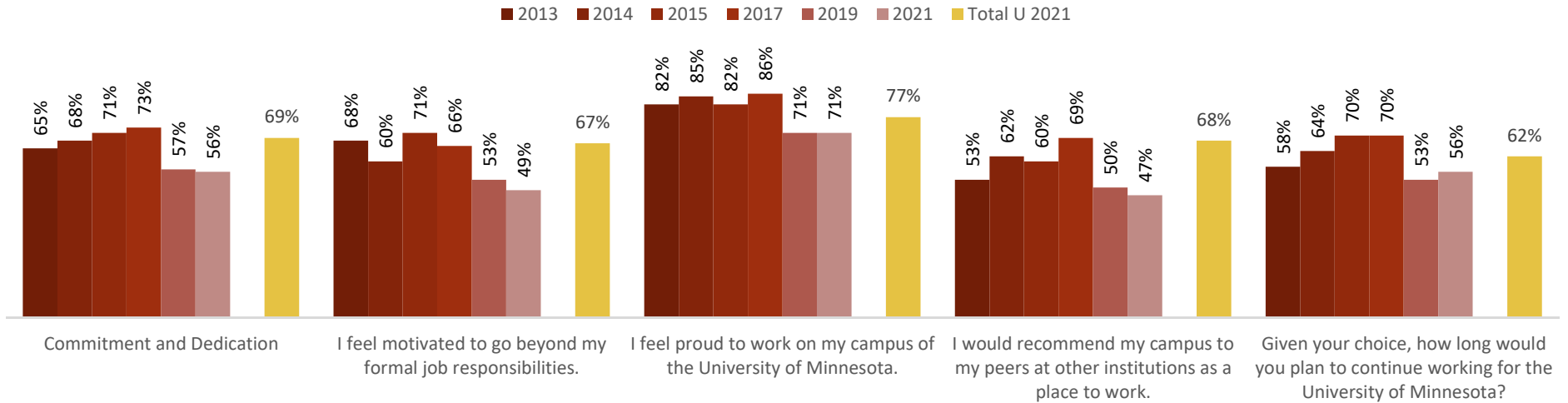
2021			UMC % Favorable						2021 Total U % Favorable		2015 CMR % Favorable	
%	%	%	2013	2014	2015	2017	2019	2021	Difference	2015 CMR % Favorable	Difference	

Employee Engagement Profile

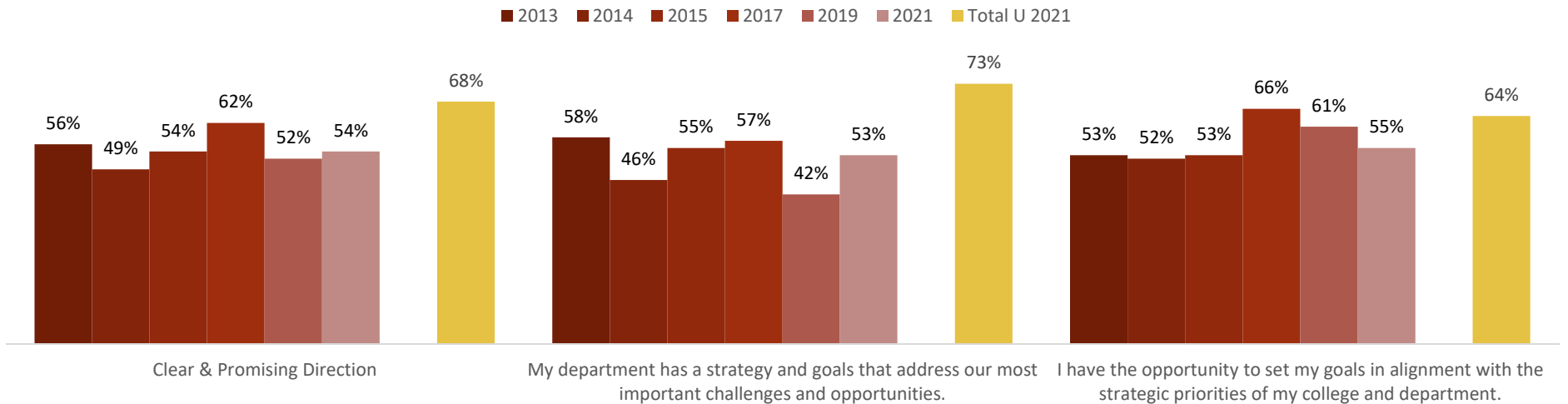


**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2021**

Commitment and Dedication
UMC Percent Favorable

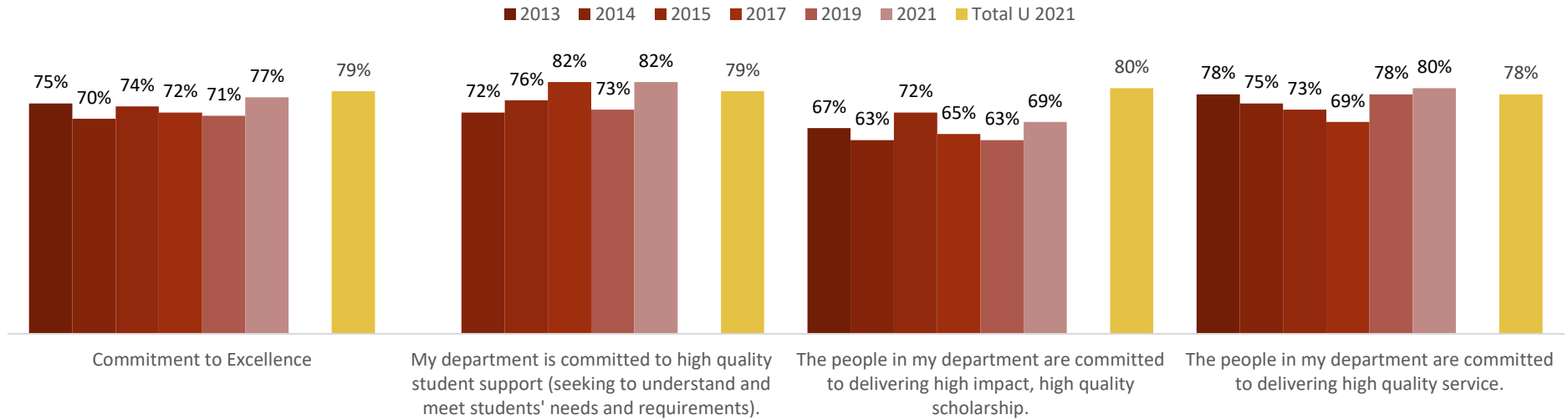


CD: Clear & Promising Direction
UMC Percent Favorable

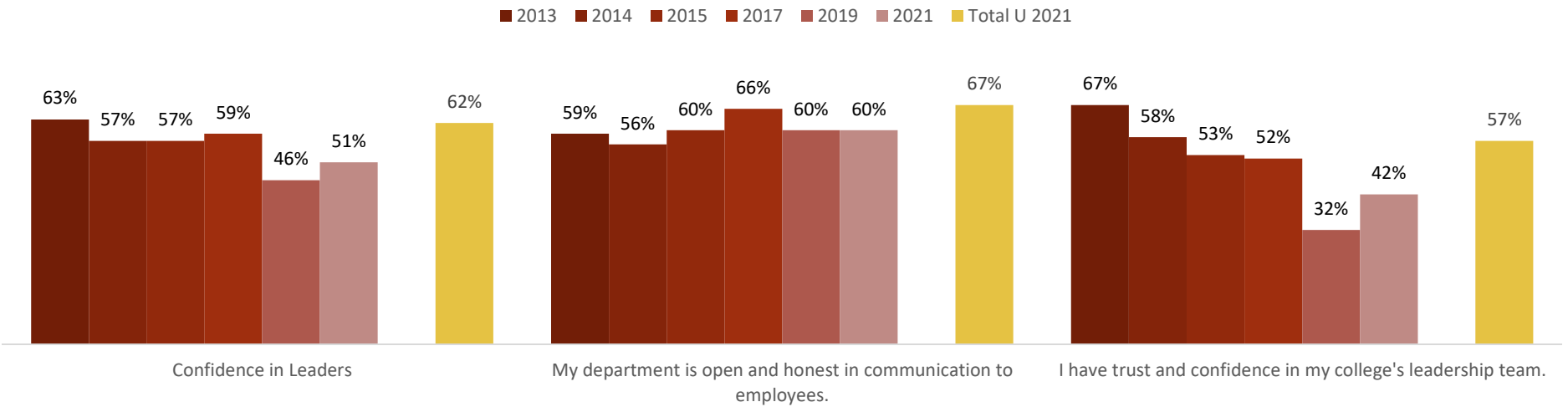


**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2021**

CD: Commitment to Excellence
UMC Percent Favorable

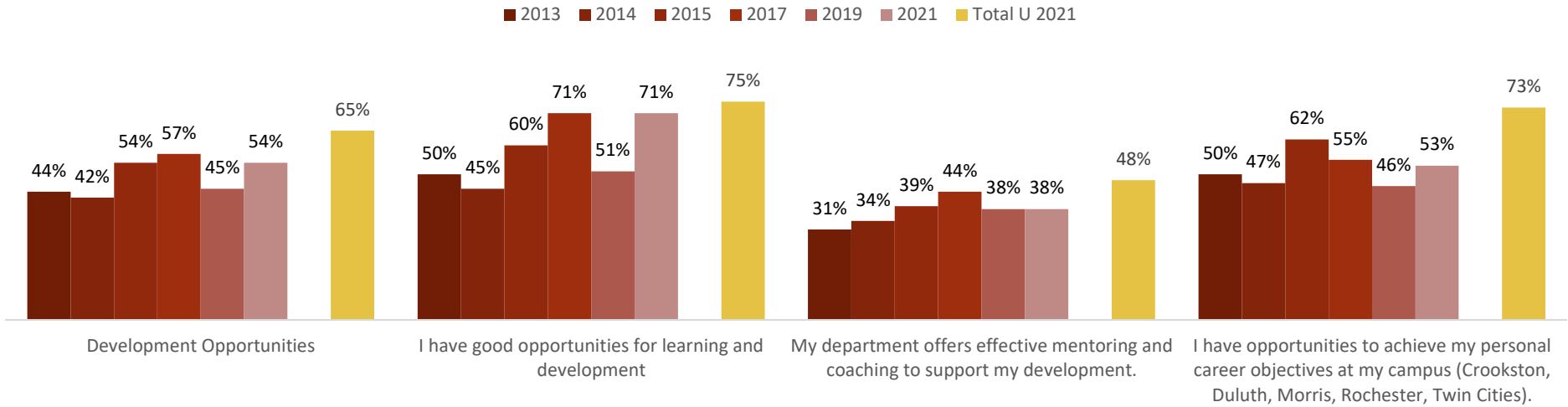


CD: Confidence in Leaders
UMC Percent Favorable

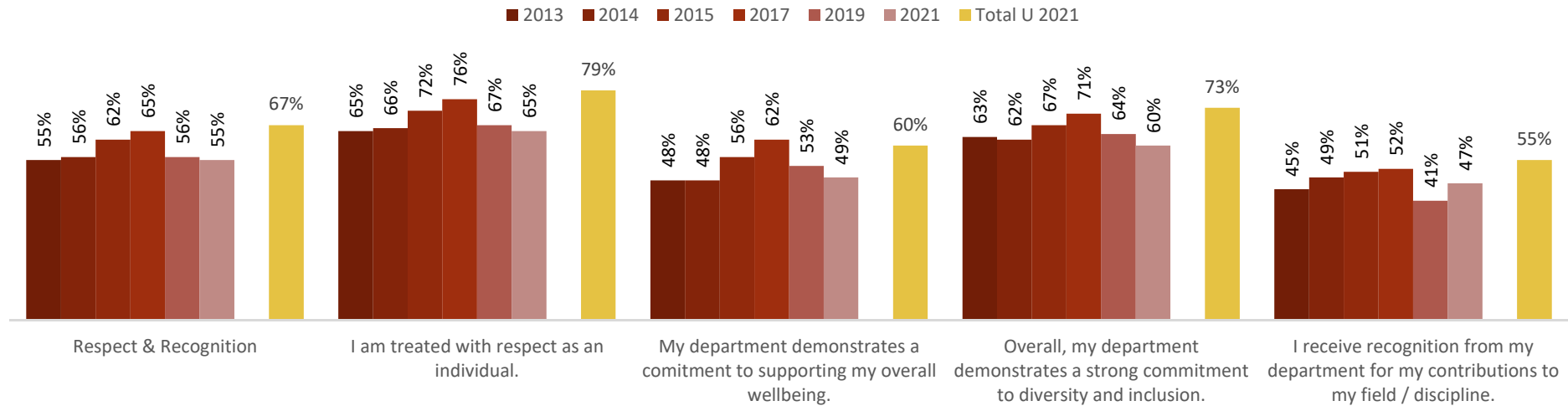


**University of Minnesota Crookston
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Faculty 2013-2021**

CD: Development Opportunities
UMC Percent Favorable



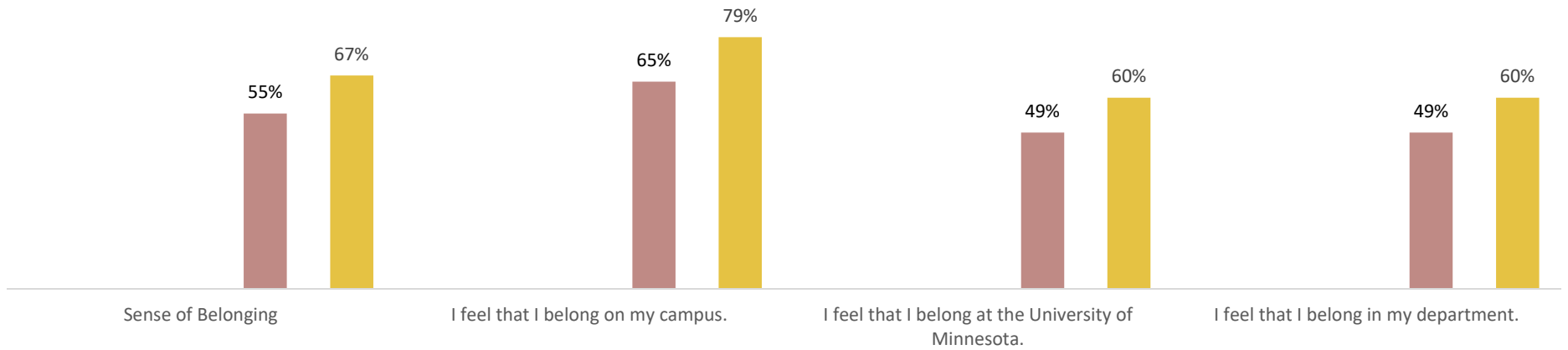
CD: Respect & Recognition
UMC Percent Favorable



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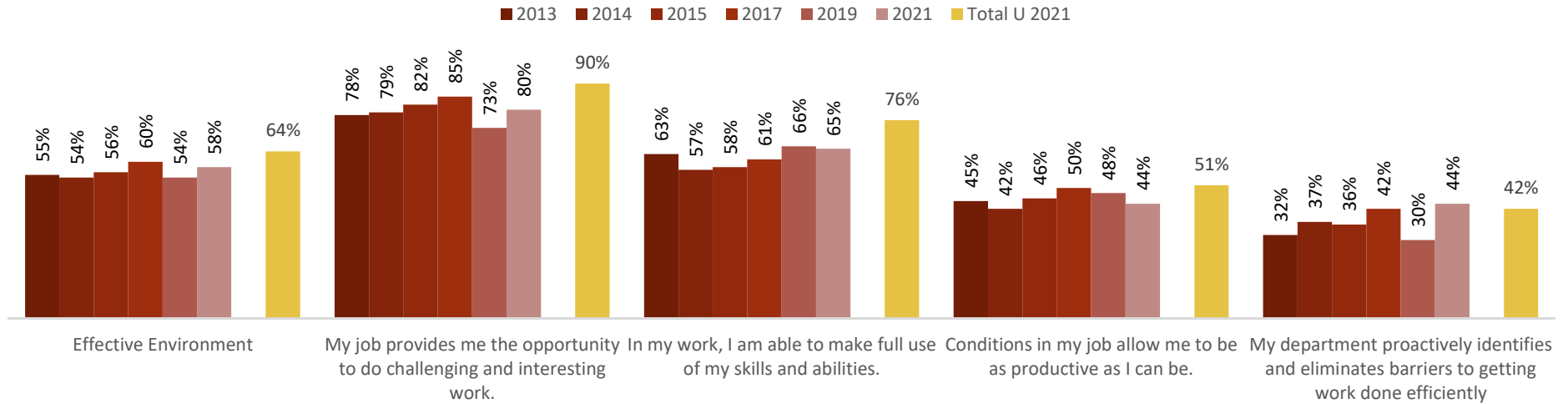
CD: Sense of Belonging
UMC Percent Favorable

■ 2013 ■ 2014 ■ 2015 ■ 2017 ■ 2019 ■ 2021 ■ Total U 2021

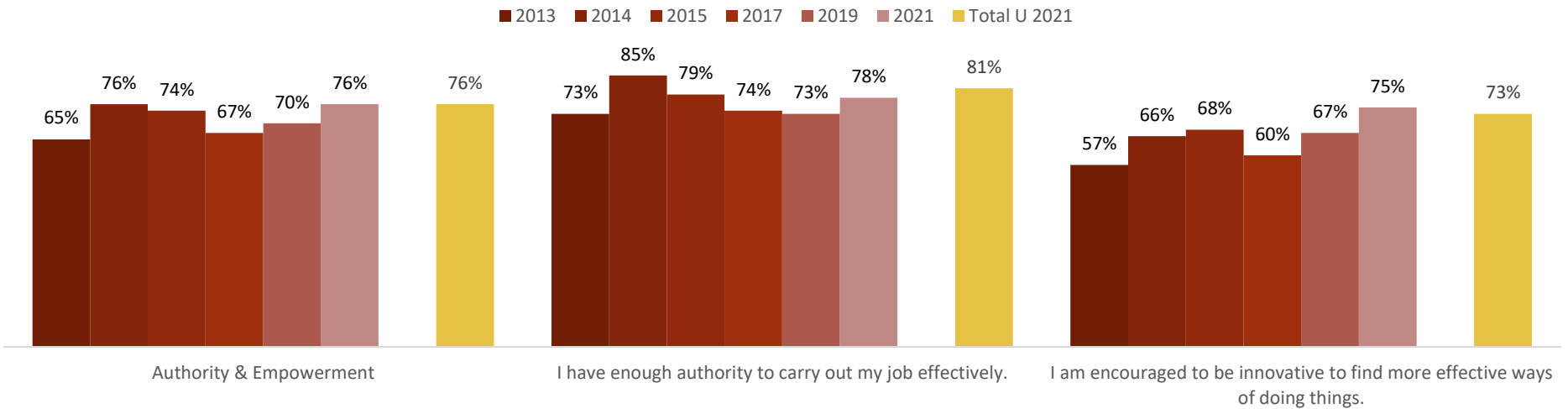


**University of Minnesota Crookston
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Faculty 2013-2021**

Effective Environment
UMC Percent Favorable

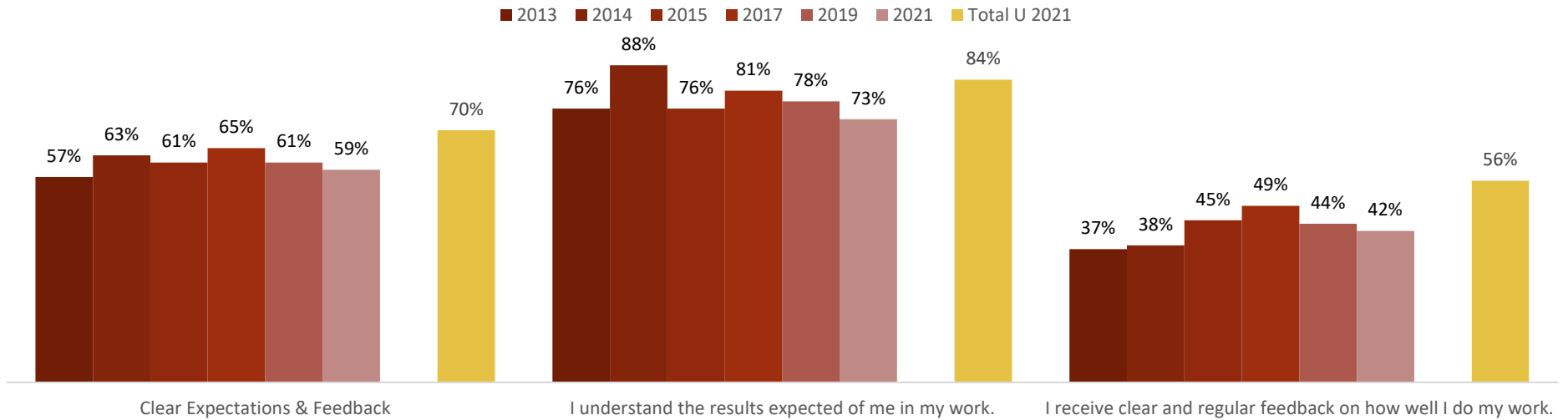


EE: Authority & Empowerment
UMC Percent Favorable

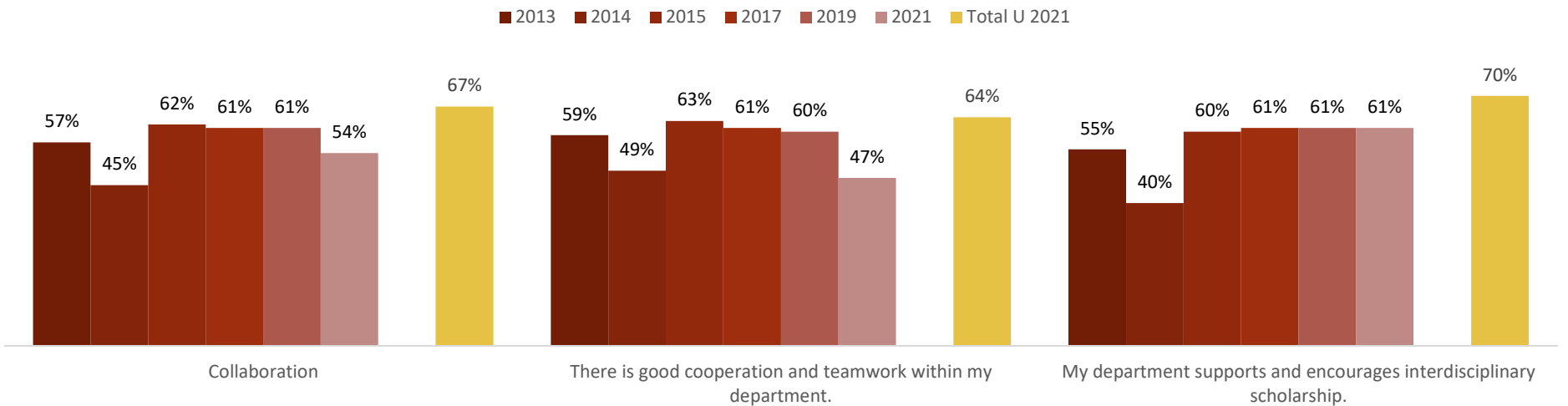


**University of Minnesota Crookston
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EE: Clear Expectations & Feedback
UMC Percent Favorable

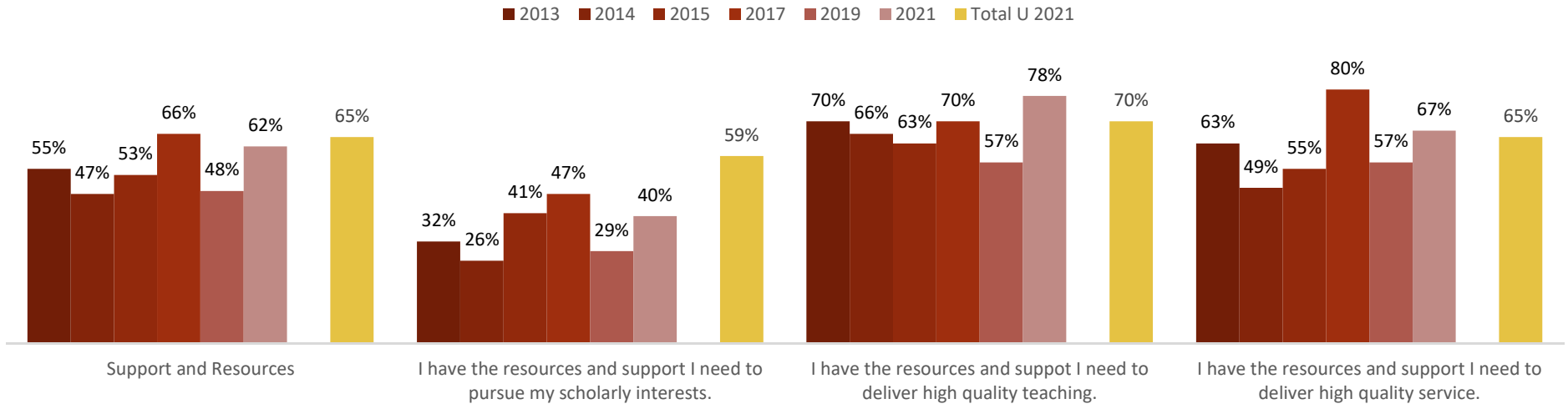


EE: Collaboration
UMC Percent Favorable

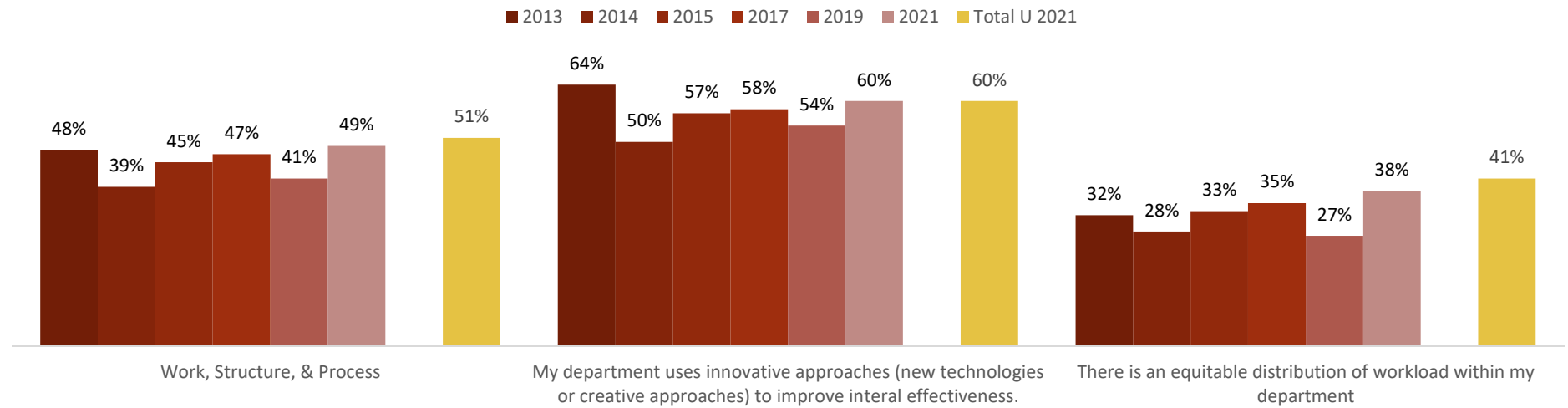


**University of Minnesota Crookston
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EE: Support and Resources
UMC Percent Favorable

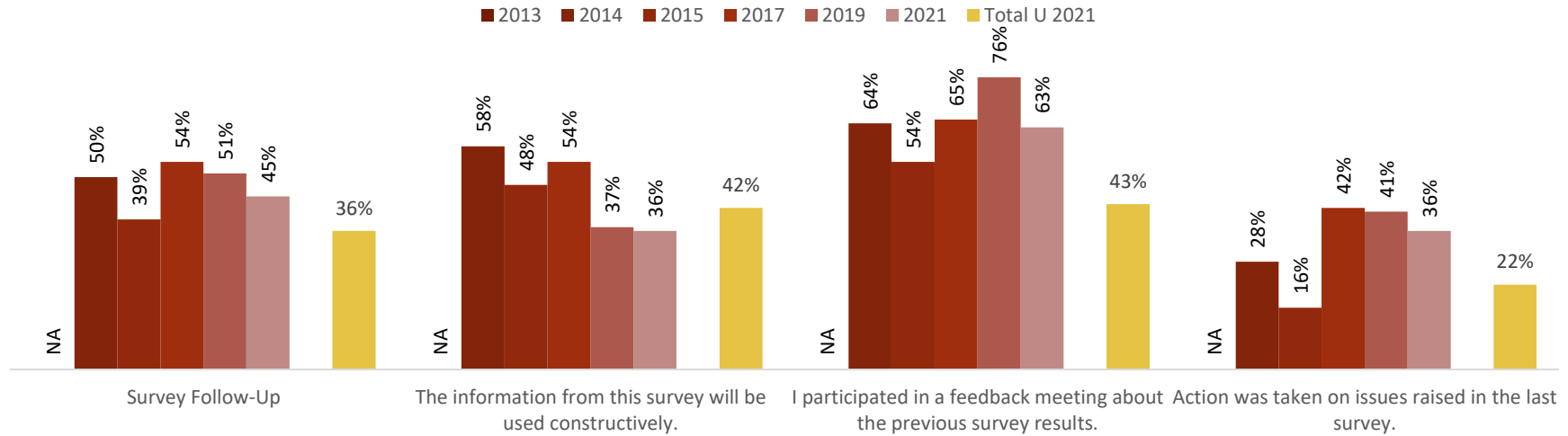


EE: Work, Structure, & Process
UMC Percent Favorable



**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2021**

**Survey Follow-Up
UMC Percent Favorable**



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	2021			UMC % Favorable						2021 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021				
				N	61	54	68	67	64	55			
Commitment and Dedication	56%	25%	19%		65%	68%	71%	73%	57%	56%	69%	-13%	
10. I feel motivated to go beyond my formal job responsibilities.	49%	31%	20%		68%	60%	71%	66%	53%	49%	67%	-18%	
27. I feel proud to work on my campus of the University of Minnesota.	71%	20%	9%		82%	85%	82%	86%	71%	71%	77%	-6%	
28. I would recommend my campus to my peers at other institutions as a place to work.	47%	27%	25%		53%	62%	60%	69%	50%	47%	68%	-21%	
33. Given your choice, how long would you plan to continue working for the University of Minnesota?	56%	22%	22%		58%	64%	70%	70%	53%	56%	62%	-6%	
Clear & Promising Direction	54%	35%	12%		56%	49%	54%	62%	52%	54%	68%	-14%	
15. My department has a strategy and goals that address our most important challenges and opportunities.	53%	35%	13%		58%	46%	55%	57%	42%	53%	73%	-20%	
16. I have the opportunity to set my goals in alignment with the strategic priorities of my college and department.	55%	35%	11%		53%	52%	53%	66%	61%	55%	64%	-9%	
Commitment to Excellence	77%	15%	8%		75%	70%	74%	72%	71%	77%	79%	-2%	
13. My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	82%	11%	7%			72%	76%	82%	73%	82%	79%	3%	
17. The people in my department are committed to delivering high impact, high quality scholarship.	69%	20%	11%		67%	63%	72%	65%	63%	69%	80%	-11%	
18. The people in my department are committed to delivering high quality service.	80%	15%	5%		78%	75%	73%	69%	78%	80%	78%	2%	
Confidence in Leaders	51%	20%	29%		63%	57%	57%	59%	46%	51%	62%	-11%	
12. My department is open and honest in communication to employees.	60%	22%	18%		59%	56%	60%	66%	60%	60%	67%	-7%	
26. I have trust and confidence in my college's leadership team.	42%	18%	40%		67%	58%	53%	52%	32%	42%	57%	-15%	
Development Opportunities	54%	24%	22%		44%	42%	54%	57%	45%	54%	65%	-11%	
5. I have good opportunities for learning and development	71%	15%	15%		50%	45%	60%	71%	51%	71%	75%	-4%	
19. My department offers effective mentoring and coaching to support my development.	38%	24%	38%		31%	34%	39%	44%	38%	38%	48%	-10%	
29. I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	53%	35%	13%		50%	47%	62%	55%	46%	53%	73%	-20%	
Respect & Recognition	55%	22%	23%		55%	56%	62%	65%	56%	55%	67%	-12%	
6. I am treated with respect as an individual.	65%	17%	19%		65%	66%	72%	76%	67%	65%	79%	-14%	
20. My department demonstrates a commitment to supporting my overall wellbeing.	49%	20%	31%		48%	48%	56%	62%	53%	49%	60%	-11%	
21. Overall, my department demonstrates a strong commitment to diversity and inclusion.	60%	29%	11%		63%	62%	67%	71%	64%	60%	73%	-13%	
22. I receive recognition from my department for my contributions to my field / discipline.	47%	22%	31%		45%	49%	51%	52%	41%	47%	55%	-8%	
Sense of Belonging	68%	14%	18%							68%	71%	-3%	
I feel that I belong on my campus.	64%	15%	22%							64%	72%	-8%	
I feel that I belong at the University of Minnesota.	69%	15%	16%							69%	73%	-4%	
I feel that I belong in my department	73%	13%	15%							73%	71%	2%	

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	2021			UMC % Favorable						2021 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021				
Effective Environment	58%	19%	23%	55%	54%	56%	60%	54%	58%	64%	-6%		
7. My job provides me the opportunity to do challenging and interesting work.	80%	16%	4%	78%	79%	82%	85%	73%	80%	90%	-10%		
8. In my work, I am able to make full use of my skills and abilities.	65%	20%	15%	63%	57%	58%	61%	66%	65%	76%	-11%		
9. Conditions in my job allow me to be as productive as I can be.	44%	24%	33%	45%	42%	46%	50%	48%	44%	51%	-7%		
23. My department proactively identifies and eliminates barriers to getting work done efficiently	44%	15%	42%	32%	37%	36%	42%	30%	44%	42%	2%		
Authority & Empowerment	76%	15%	8%	65%	76%	74%	67%	70%	76%	76%	0%		
1. I have enough authority to carry out my job effectively.	78%	13%	9%	73%	85%	79%	74%	73%	78%	81%	-3%		
2. I am encouraged to be innovative to find more effective ways of doing things.	75%	18%	7%	57%	66%	68%	60%	67%	75%	73%	2%		
Clear Expectations & Feedback	59%	19%	22%	57%	63%	61%	65%	61%	59%	70%	-11%		
4. I receive clear and regular feedback on how well I do my work.	42%	25%	33%	37%	38%	45%	49%	44%	42%	56%	-14%		
3. I understand the results expected of me in my work.	73%	13%	11%	76%	88%	76%	81%	78%	76%	84%	-8%		
Collaboration	54%	24%	22%	57%	45%	62%	61%	61%	54%	67%	-13%		
11. There is good cooperation and teamwork within my department.	47%	22%	31%	59%	49%	63%	61%	60%	47%	64%	-17%		
26. My department supports and encourages interdisciplinary scholarship.	61%	26%	13%	55%	40%	60%	61%	61%	61%	70%	-9%		
Support and Resources	62%	23%	15%	55%	47%	53%	66%	48%	62%	65%	-3%		
30. I have the resources and support I need to pursue my scholarly interests.	40%	31%	29%	32%	26%	41%	47%	29%	40%	59%	-19%		
31. I have the resources and support I need to deliver high quality teaching.	78%	13%	9%	70%	66%	63%	70%	57%	78%	70%	8%		
32. I have the resources and support I need to deliver high quality service.	67%	25%	7%	63%	49%	55%	80%	57%	67%	65%	2%		
Work, Structure, & Process	49%	19%	32%	48%	39%	45%	47%	41%	49%	51%	-2%		
14. My department uses innovative approaches (new technologies or creative approaches) to improve internal effectiveness.	60%	25%	15%	64%	50%	57%	58%	54%	60%	60%	0%		
31. There is an equitable distribution of workload within my department	38%	13%	49%	32%	28%	33%	35%	27%	38%	41%	-3%		

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	2021			UMC % Favorable						2021 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021				
Survey Follow-Up	45%	28%	27%	NA	59%	48%	60%	51%	45%	36%	9%		
34. The information from this survey will be used constructively.	36%	31%	33%		57%	46%	51%	37%	36%	42%	-6%		
35. I participated in a feedback meeting about the previous survey results.	63%	15%	22%		76%	70%	81%	76%	63%	43%	20%		
36. Action was taken on issues raised in the last survey.	36%	38%	25%		45%	27%	48%	41%	36%	22%	14%		
		% Favorable of 70% or greater					Decrease of 10 points or more over previous year						
		% Unfavorable of 30% or greater					Increase of 10 points or more over previous year						