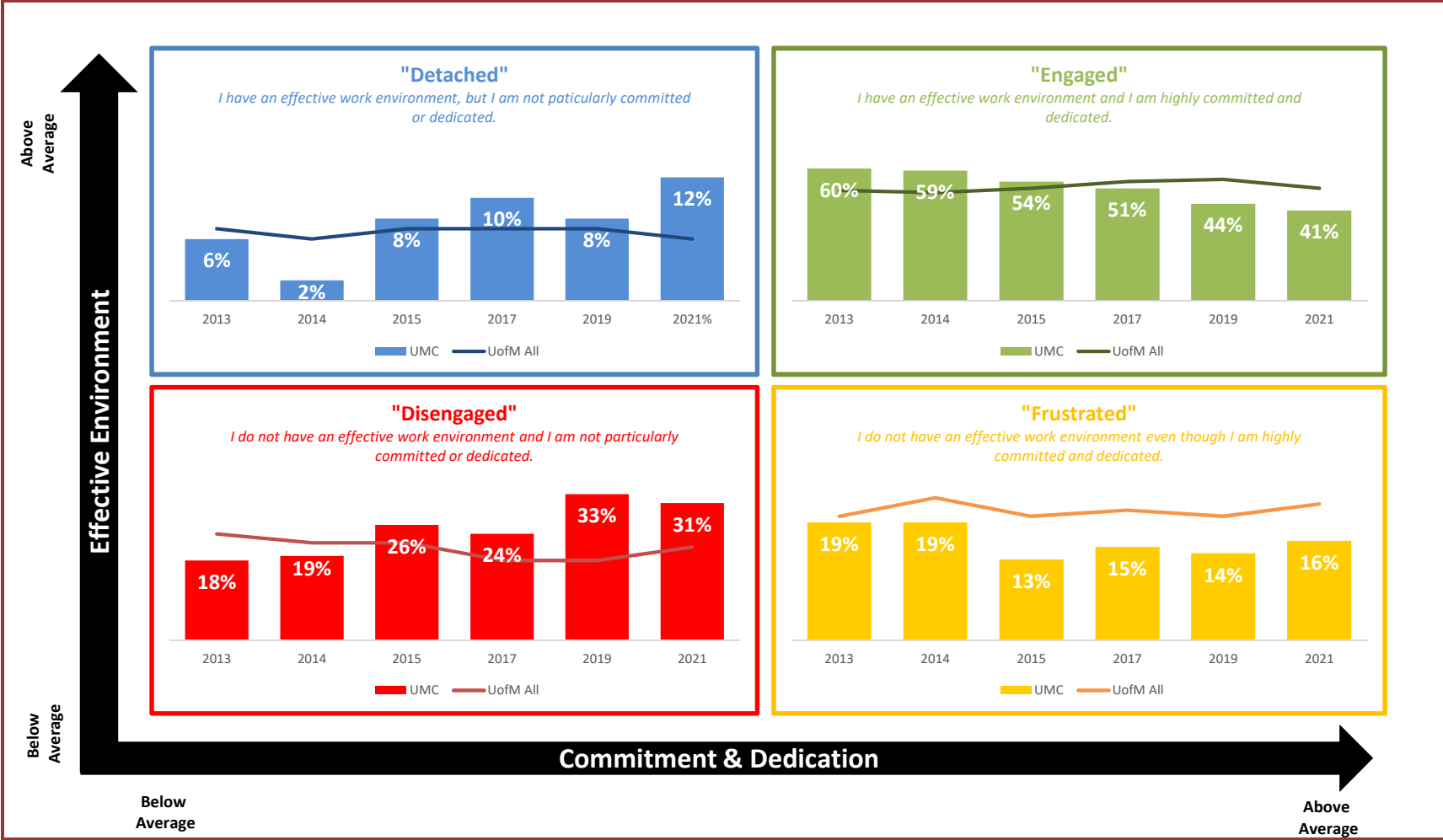


# University of Minnesota Crookston E<sup>2</sup> Employee Engagement Survey STAFF

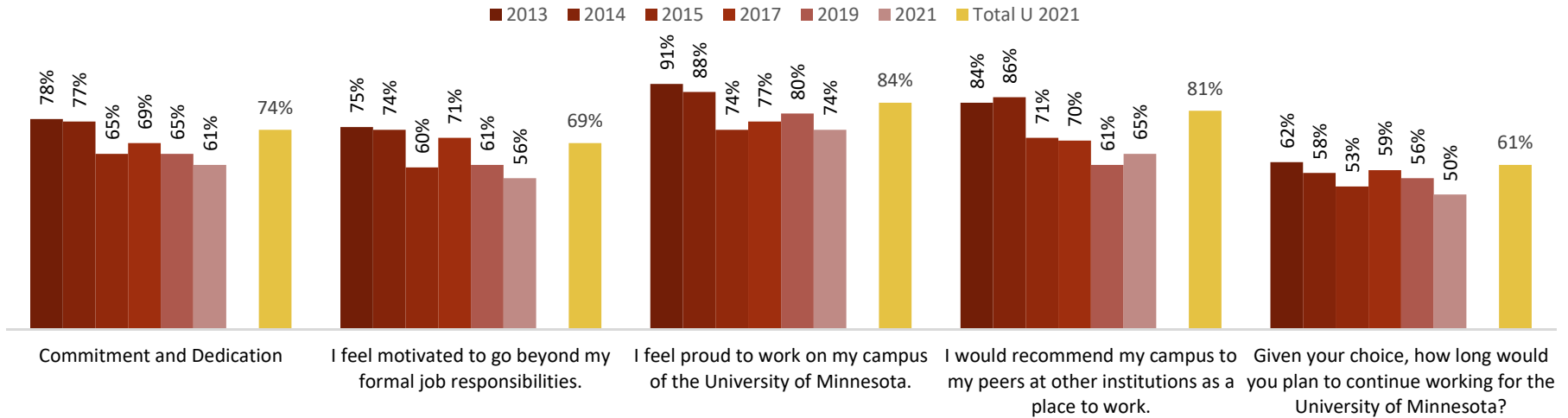
2021 Results      UMC % Favorable      2021 Total U % Favorable      Difference      2015 CMR % Favorable      Difference  
 % Favorable    % Neutral    % Unfavorable    2013    2014    2015    2017    2019    2021

## Employee Engagement Profile

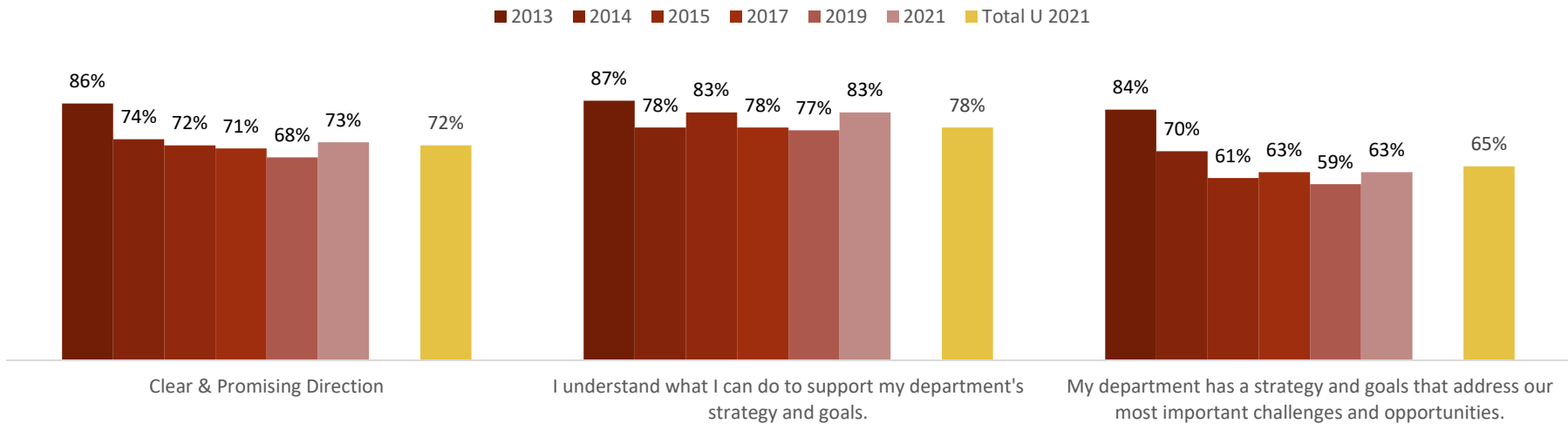


**University of Minnesota Crookston  
Employee Engagement Survey  
2013-2021: Staff**

**Commitment and Dedication**  
UMC Percent Favorable

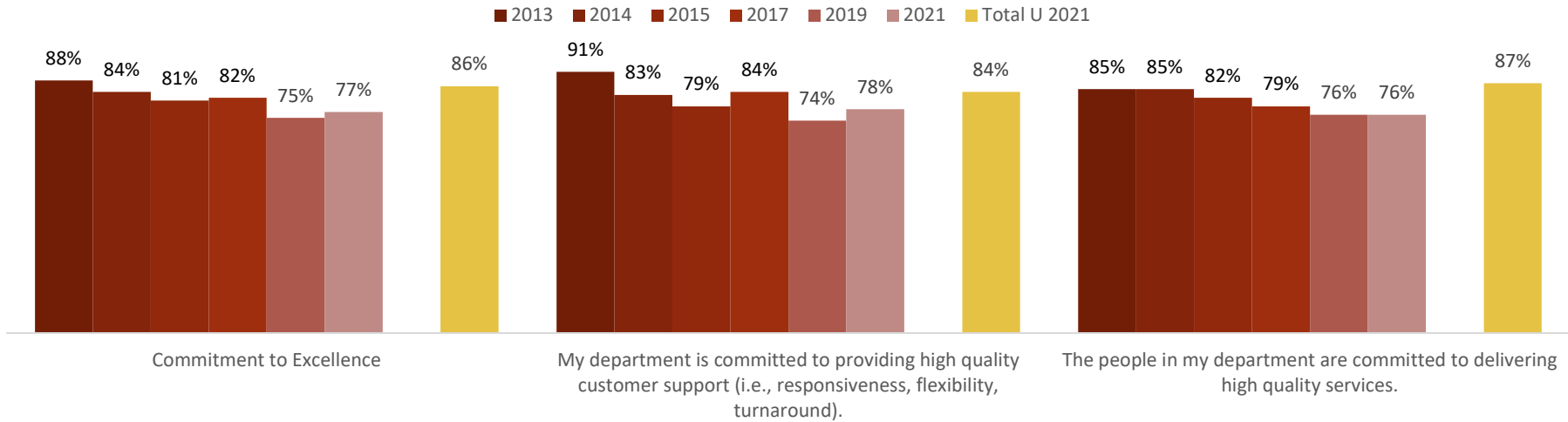


**CD: Clear & Promising Direction**  
UMC Percent Favorable

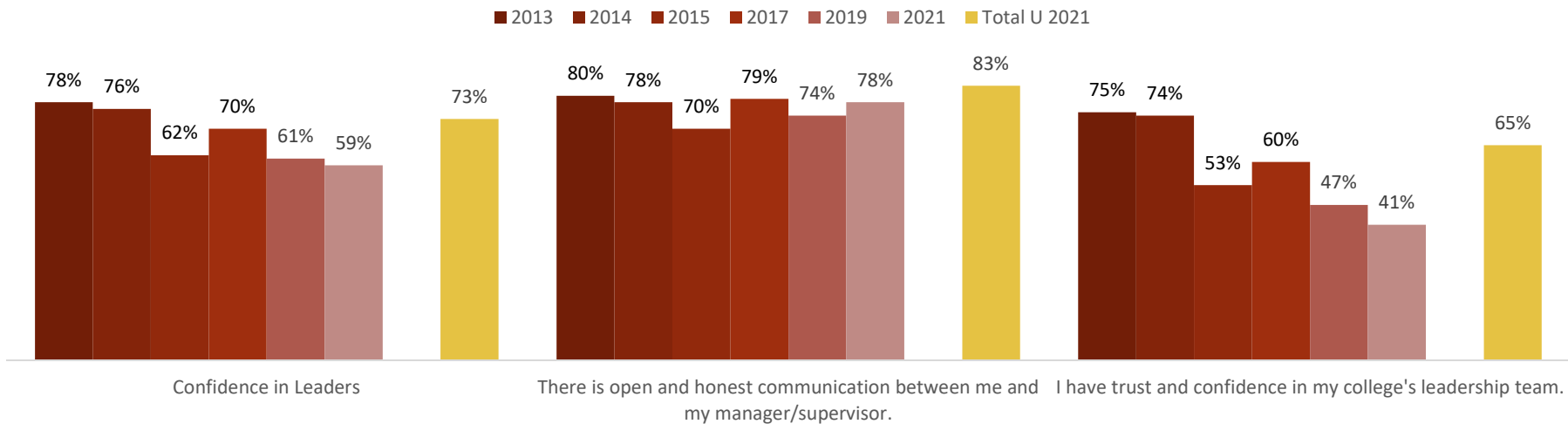


**University of Minnesota Crookston  
Employee Engagement Survey  
2013-2021: Staff**

**CD: Commitment to Excellence**  
UMC Percent Favorable

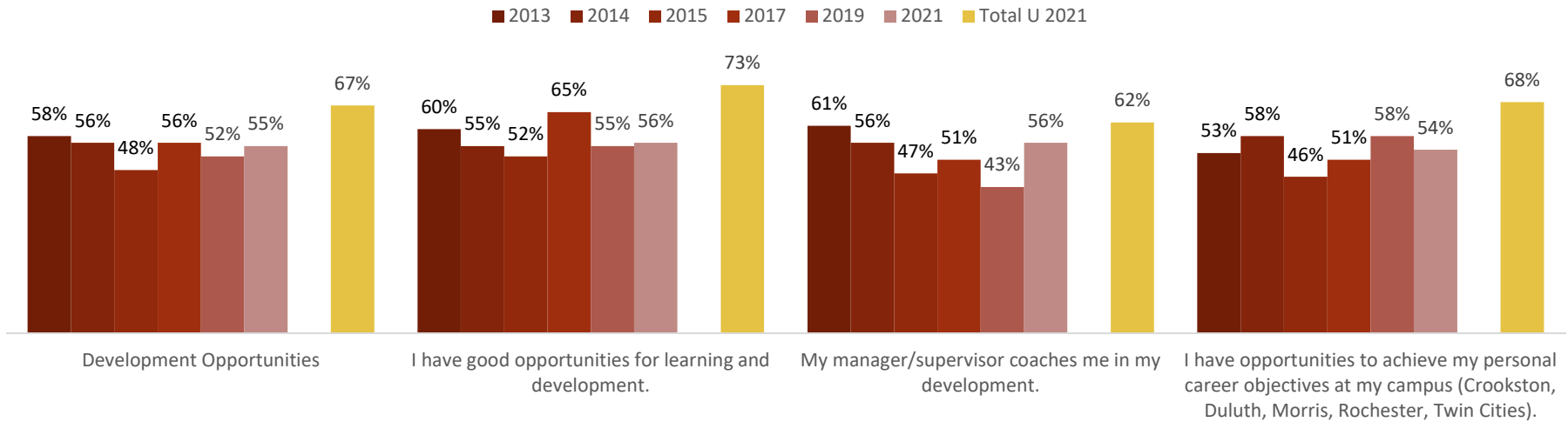


**CD: Confidence in Leaders**  
UMC Percent Favorable

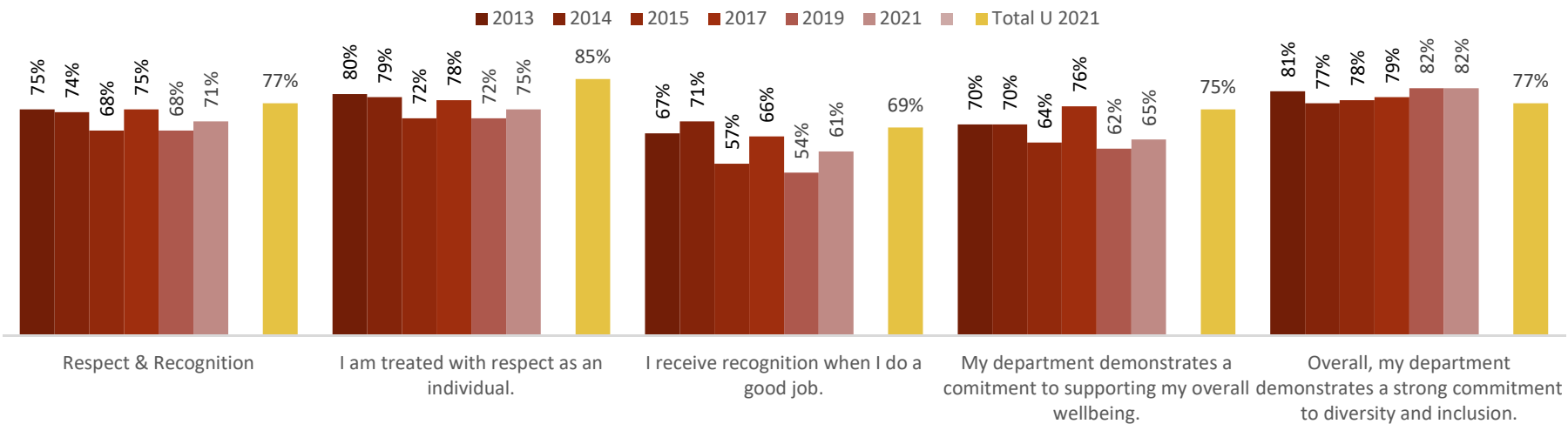


**University of Minnesota Crookston  
Employee Engagement Survey  
2013-2021: Staff**

**CD: Development Opportunities**  
UMC Percent Favorable



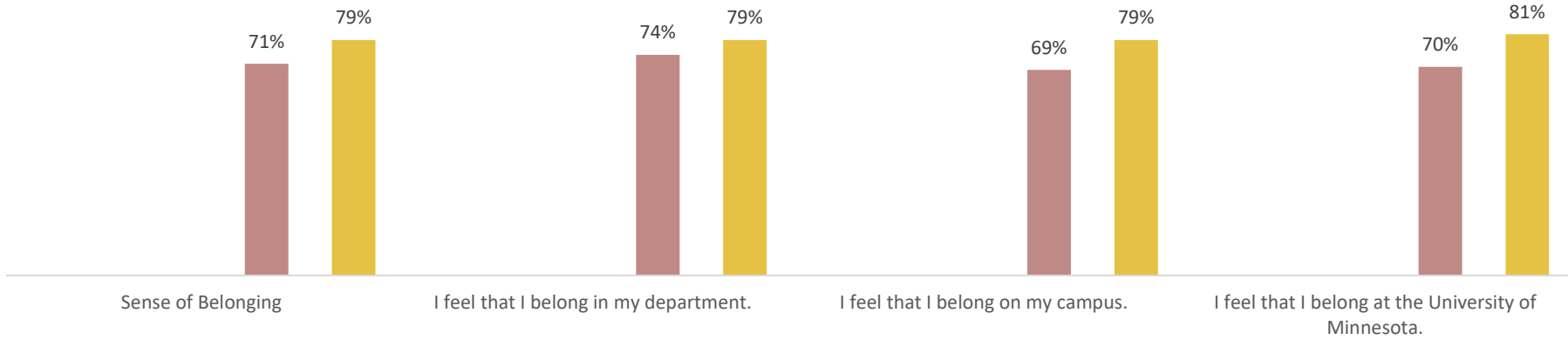
**CD: Respect & Recognition**  
UMC Percent Favorable



University of Minnesota Crookston  
Employee Engagement Survey  
2013-2021: Staff

CD: Sense of Belonging  
UMC Percent Favorable

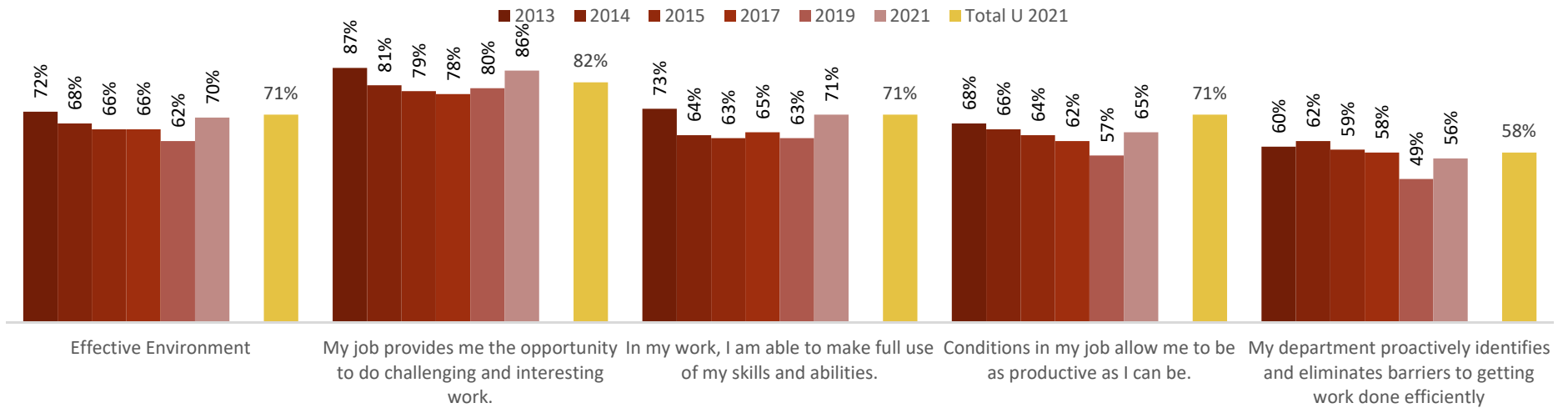
■ 2013 ■ 2014 ■ 2015 ■ 2017 ■ 2019 ■ 2021 ■ Total U 2021



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

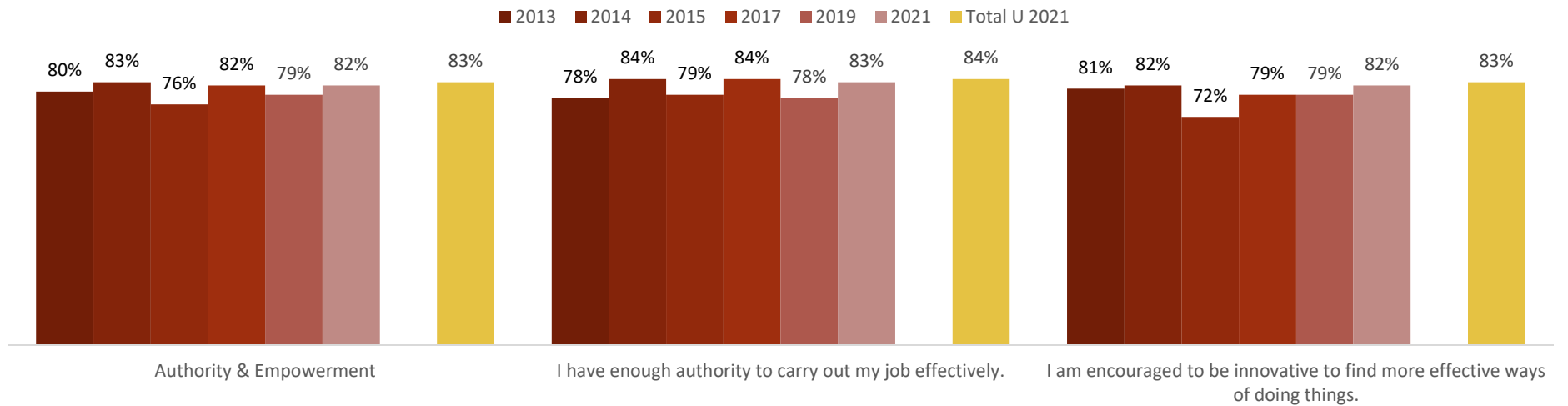
**Effective Environment**

UMC Percent Favorable



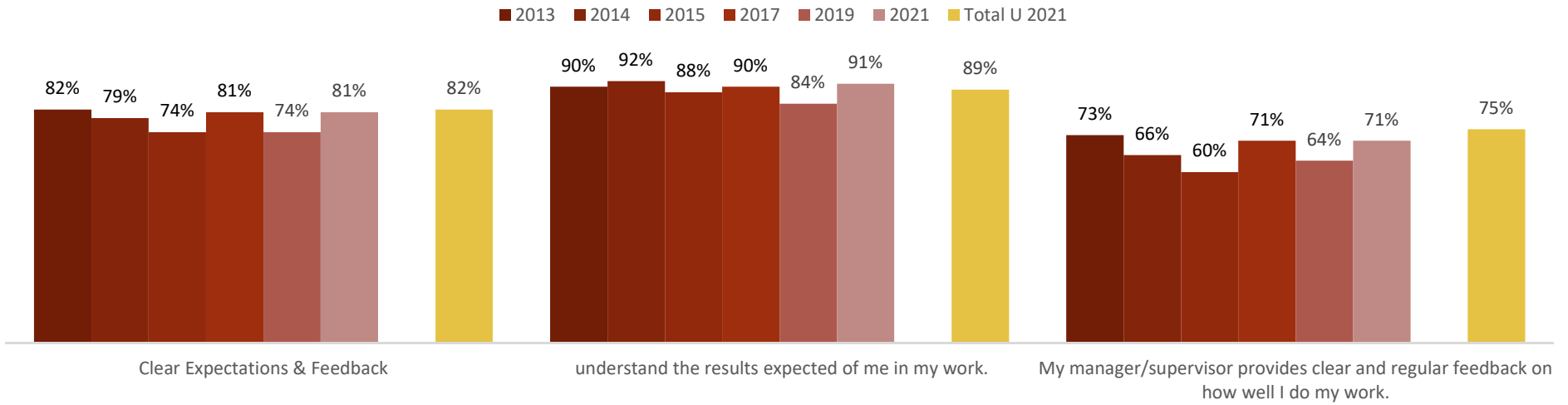
**EE: Authority & Empowerment**

UMC Percent Favorable

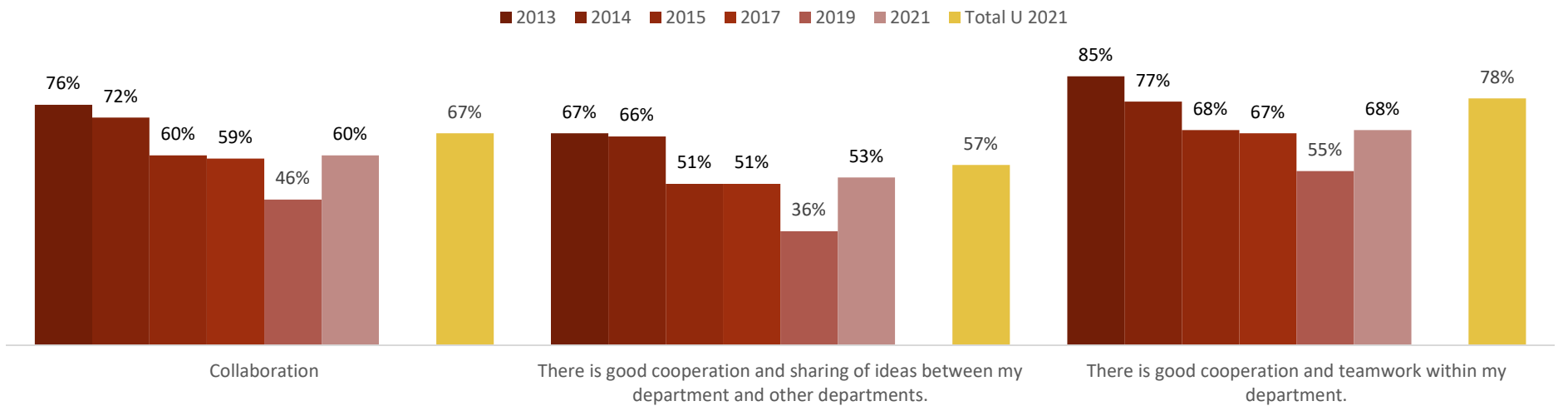


**University of Minnesota Crookston  
Employee Engagement Survey  
2013-2021: Staff**

**EE: Clear Expectations & Feedback**  
UMC Percent Faorable

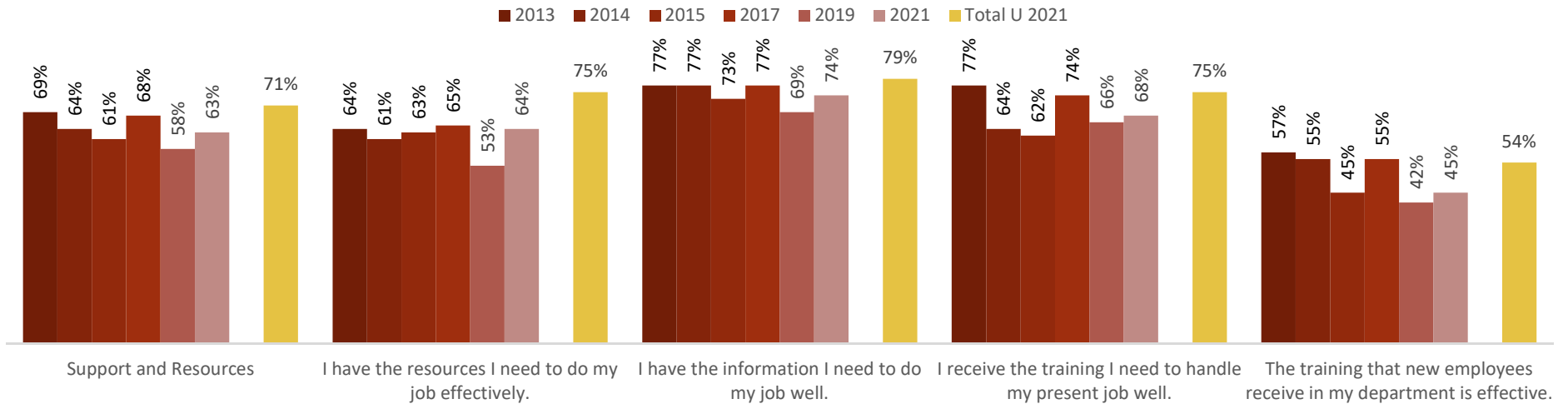


**EE: Collaboration**  
UMC Percent Favorable

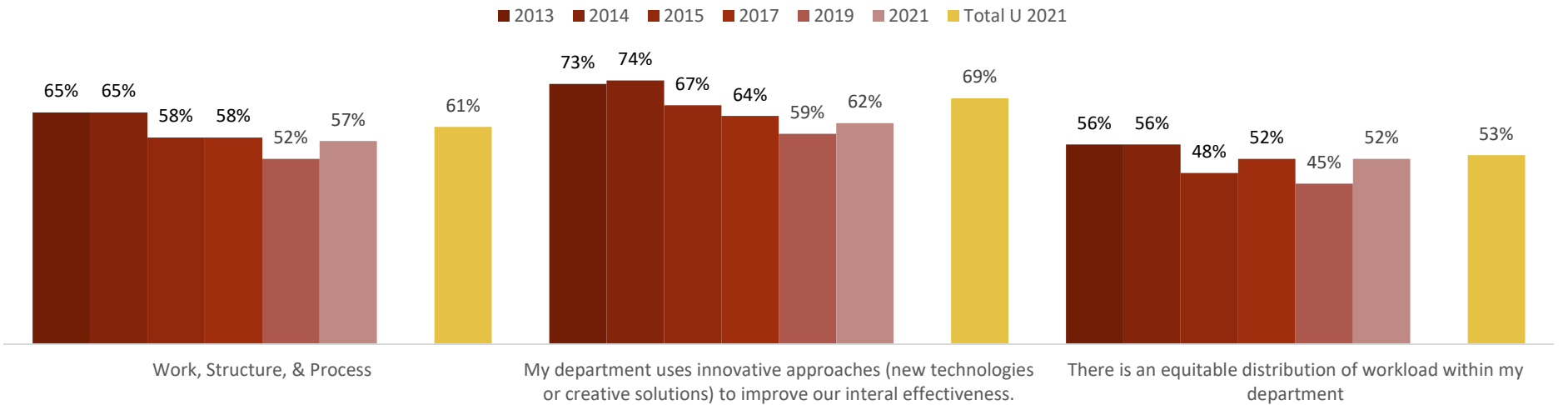


**University of Minnesota Crookston  
Employee Engagement Survey  
2013-2021: Staff**

**EE: Support and Resources**  
UMC Percent Favorable



**EE: Work, Structure, & Process**  
UMC Percent Favorable

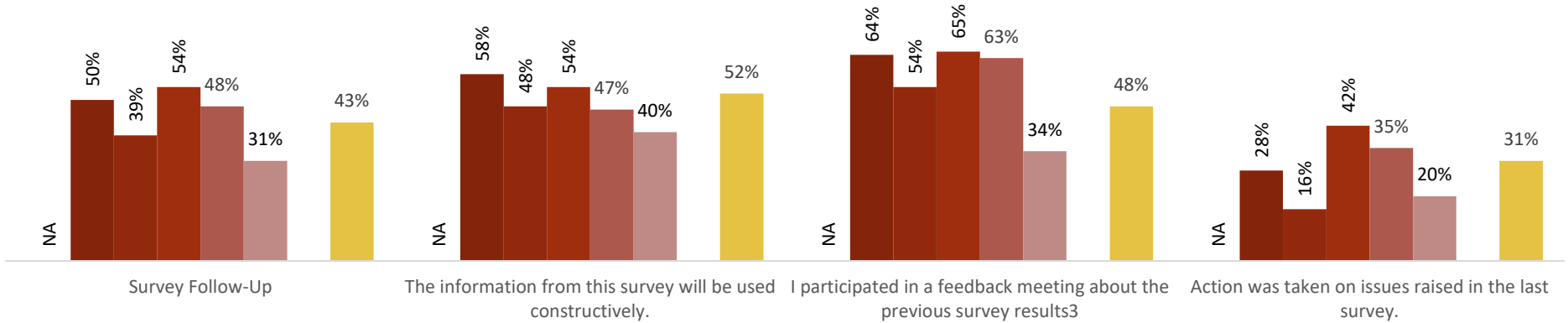




**University of Minnesota Crookston  
Employee Engagement Survey  
2013-2021: Staff**

**Survey Follow-Up  
UMC Percent Favorable**

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



# University of Minnesota Crookston E<sup>2</sup> Employee Engagement Survey

## STAFF

	2021 Results			N	2013	2014	UMC % Favorable				2021 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable				2015	2017	2019	2021				
<b>Commitment and Dedication</b>	<b>61%</b>	<b>21%</b>	<b>17%</b>	<b>90</b>	<b>78%</b>	<b>77%</b>	<b>65%</b>	<b>69%</b>	<b>65%</b>	<b>61%</b>	<b>74%</b>	<b>-13%</b>		
14. I feel motivated to go beyond my formal job responsibilities.	56%	22%	21%		75%	74%	60%	71%	61%	56%	69%	-13%		
30. I feel proud to work for the University of Minnesota (my campus).	74%	19%	7%		91%	88%	74%	77%	80%	74%	84%	-10%		
31. I would recommend the University of Minnesota (my campus) to peers at other institutions as a great place to work.	65%	21%	15%		84%	86%	71%	70%	61%	65%	81%	-16%		
33. Given your choice, how long would you plan to continue working for the University of Minnesota (your campus)?	50%	24%	26%		62%	58%	53%	59%	56%	50%	61%	-11%		
<b>Clear &amp; Promising Direction</b>	<b>73%</b>	<b>19%</b>	<b>8%</b>		<b>86%</b>	<b>74%</b>	<b>72%</b>	<b>71%</b>	<b>68%</b>	<b>73%</b>	<b>72%</b>	<b>1%</b>		
21. I understand what I can do to support my department's strategy and goals.	83%	15%	2%		87%	78%	83%	78%	77%	83%	78%	5%		
22. My department has a strategy and goals that address our most important challenges and opportunities.	63%	23%	14%		84%	70%	61%	63%	59%	63%	65%	-2%		
<b>Commitment to Excellence</b>	<b>77%</b>	<b>16%</b>	<b>7%</b>		<b>88%</b>	<b>84%</b>	<b>81%</b>	<b>82%</b>	<b>75%</b>	<b>77%</b>	<b>86%</b>	<b>-9%</b>		
19. My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	78%	15%	7%		91%	83%	79%	84%	74%	78%	84%	-6%		
23. The people in my department are committed to delivering high quality services.	76%	17%	7%		85%	85%	82%	79%	76%	76%	87%	-11%		
<b>Confidence in Leaders</b>	<b>59%</b>	<b>21%</b>	<b>19%</b>		<b>78%</b>	<b>76%</b>	<b>62%</b>	<b>70%</b>	<b>61%</b>	<b>59%</b>	<b>73%</b>	<b>-14%</b>		
29. I have trust and confidence in my college's leadership team.	41%	28%	31%		75%	74%	53%	60%	47%	41%	65%	-24%		
24. There is open and honest communication between me and my manager/supervisor.	78%	15%	8%		80%	78%	70%	79%	74%	78%	83%	-5%		
<b>Development Opportunities</b>	<b>55%</b>	<b>26%</b>	<b>19%</b>		<b>58%</b>	<b>56%</b>	<b>48%</b>	<b>56%</b>	<b>52%</b>	<b>55%</b>	<b>67%</b>	<b>-12%</b>		
9. I have good opportunities for learning and development.	56%	25%	20%		60%	55%	52%	65%	55%	56%	73%	-17%		
16. My manager/supervisor coaches me in my development.	56%	23%	21%		61%	56%	47%	51%	43%	56%	62%	-6%		
32. I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	54%	32%	15%		53%	58%	46%	51%	58%	54%	68%	-14%		
<b>Respect &amp; Recognition</b>	<b>71%</b>	<b>17%</b>	<b>12%</b>		<b>75%</b>	<b>74%</b>	<b>68%</b>	<b>75%</b>	<b>68%</b>	<b>71%</b>	<b>77%</b>	<b>-6%</b>		
10. I am treated with respect as an individual.	75%	13%	12%		80%	79%	72%	78%	72%	75%	85%	-10%		
15. I receive recognition when I do a good job.	61%	22%	17%		67%	71%	57%	66%	54%	61%	69%	-8%		
25. My department demonstrates a commitment to supporting my overall wellbeing.	65%	23%	12%		70%	70%	64%	76%	62%	65%	75%	-10%		
26. Overall, my department demonstrates a strong commitment to diversity and inclusion.	82%	12%	6%		81%	77%	78%	79%	82%	82%	77%	5%		
<b>Sense of Belonging</b>	<b>71%</b>	<b>20%</b>	<b>9%</b>							<b>71%</b>	<b>79%</b>	<b>-8%</b>		
10. I am treated with respect as an individual.	74%	16%	9%							74%	79%	-5%		
15. I receive recognition when I do a good job.	69%	21%	9%							69%	79%	-10%		
25. My department demonstrates a commitment to supporting my overall wellbeing.	70%	21%	9%							70%	81%	-11%		

## University of Minnesota Crookston E<sup>2</sup> Employee Engagement Survey STAFF

	2021 Results			UMC % Favorable						2021 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021				
<b>Effective Environment</b>	<b>70%</b>	<b>15%</b>	<b>15%</b>	<b>72%</b>	<b>68%</b>	<b>66%</b>	<b>66%</b>	<b>62%</b>	<b>70%</b>	<b>71%</b>	<b>-1%</b>		
11. My job provides me the opportunity to do challenging and interesting work.	86%	8%	6%	87%	81%	79%	78%	80%	86%	82%	4%		
12. In my work, I am able to make full use of my skills and abilities.	71%	15%	15%	73%	64%	63%	65%	63%	71%	71%	0%		
13. Conditions in my job allow me to be as productive as I can be.	65%	16%	19%	68%	66%	64%	62%	57%	65%	71%	-6%		
27. My department proactively identifies and eliminates barriers to getting work done efficiently	56%	23%	21%	60%	62%	59%	58%	49%	56%	58%	-2%		
<b>Authority &amp; Empowerment</b>	<b>82%</b>	<b>9%</b>	<b>9%</b>	<b>80%</b>	<b>83%</b>	<b>76%</b>	<b>82%</b>	<b>79%</b>	<b>82%</b>	<b>83%</b>	<b>-1%</b>		
1. I have enough authority to carry out my job effectively.	83%	11%	6%	78%	84%	79%	84%	78%	83%	84%	-1%		
2. I am encouraged to be innovative to find more effective ways of doing things.	82%	7%	11%	81%	82%	72%	79%	79%	82%	83%	-1%		
<b>Clear Expectations &amp; Feedback</b>	<b>81%</b>	<b>11%</b>	<b>9%</b>	<b>82%</b>	<b>79%</b>	<b>74%</b>	<b>81%</b>	<b>74%</b>	<b>81%</b>	<b>82%</b>	<b>-1%</b>		
3. I understand the results expected of me in my work.	91%	6%	3%	90%	92%	88%	90%	84%	91%	89%	2%		
4. My manager/supervisor provides clear and regular feedback on how well I do my work.	71%	15%	14%	73%	66%	60%	71%	64%	71%	75%	-4%		
<b>Collaboration</b>	<b>60%</b>	<b>24%</b>	<b>16%</b>	<b>76%</b>	<b>72%</b>	<b>60%</b>	<b>59%</b>	<b>46%</b>	<b>60%</b>	<b>67%</b>	<b>-7%</b>		
17. There is good cooperation and sharing of ideas between my department and other departments.	53%	27%	20%	67%	66%	51%	51%	36%	53%	57%	-4%		
18. There is good cooperation and teamwork within my department.	68%	20%	13%	85%	77%	68%	67%	55%	68%	78%	-10%		
<b>Support and Resources</b>	<b>63%</b>	<b>20%</b>	<b>17%</b>	<b>69%</b>	<b>64%</b>	<b>61%</b>	<b>68%</b>	<b>58%</b>	<b>63%</b>	<b>71%</b>	<b>-8%</b>		
5. I have the resources I need to do my job effectively.	64%	15%	21%	64%	61%	63%	65%	53%	64%	75%	-11%		
6. I have the information I need to do my job well.	74%	14%	12%	77%	77%	73%	77%	69%	74%	79%	-5%		
7. I receive the training I need to handle my present job well.	68%	19%	14%	77%	64%	62%	74%	66%	68%	75%	-7%		
8. The training that new employees receive in my department is effective.	45%	34%	22%	57%	55%	45%	55%	42%	45%	54%	-9%		
<b>Work, Structure, &amp; Process</b>	<b>57%</b>	<b>23%</b>	<b>20%</b>	<b>65%</b>	<b>65%</b>	<b>58%</b>	<b>58%</b>	<b>52%</b>	<b>57%</b>	<b>61%</b>	<b>-4%</b>		
20. My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	62%	26%	11%	73%	74%	67%	64%	59%	62%	69%	-7%		
31. There is an equitable distribution of workload within my department	52%	19%	29%	56%	56%	48%	52%	45%	52%	53%	-1%		

## University of Minnesota Crookston E<sup>2</sup> Employee Engagement Survey STAFF

	2021 Results			UMC % Favorable						2021 Total U % Favorable	Difference	2015 CMR % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021				
<b>Survey Follow-Up</b>	<b>31%</b>	<b>46%</b>	<b>23%</b>	<b>NA</b>	<b>50%</b>	<b>39%</b>	<b>54%</b>	<b>48%</b>	<b>31%</b>	<b>43%</b>	<b>-12%</b>		
36. Action was taken on issues raised in the last survey.	20%	59%	21%		28%	16%	42%	35%	20%	31%	-11%		
35. I participated in a feedback meeting about the previous survey results.	34%	40%	26%		64%	54%	65%	63%	34%	48%	-14%		
34. The information from this survey will be used constructively.	40%	38%	22%		58%	48%	54%	47%	40%	52%	-12%		

% Favorable of 70% or greater  
 % Unfavorable of 30% or greater

Decrease of 10 points or more over previous year  
 Increase of 10 points or more over previous year