

University of Minnesota Crookston E² Employee Engagement Survey

FACULTY

	2023			N	UMC % Favorable							2023 Total U % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable		2013	2014	2015	2017	2019	2021	2023		
Commitment and Dedication	56%	23%	21%	61	65%	54%	68%	67%	64%	55%	46%	69%	-13%
10. I feel motivated to go beyond my formal job responsibilities.	46%	28%	26%		68%	60%	71%	66%	53%	49%	46%	66%	-20%
27. I feel proud to work on my campus of the University of Minnesota.	67%	22%	11%		82%	85%	82%	86%	71%	71%	67%	77%	-10%
28. I would recommend my campus to my peers at other institutions as a place to work.	54%	24%	22%		53%	62%	60%	69%	50%	47%	54%	69%	-15%
33. Given your choice, how long would you plan to continue working for the University of Minnesota?	56%	20%	24%		58%	64%	70%	70%	53%	56%	56%	63%	-7%
Clear & Promising Direction	41%	25%	34%		56%	49%	54%	62%	52%	54%	41%	61%	-20%
15. My department has a strategy and goals that address our most important challenges and opportunities.	33%	22%	46%		58%	46%	55%	57%	42%	53%	33%	60%	-27%
16. I have the opportunity to set my goals in alignment with the strategic priorities of my college and department.	50%	28%	22%		53%	52%	53%	66%	61%	55%	50%	63%	-13%
Commitment to Excellence	75%	17%	8%		75%	70%	74%	72%	71%	77%	75%	80%	-5%
13. My department is committed to high quality student support (seeking to understand and meet students' needs and requirements).	85%	9%	7%			72%	76%	82%	73%	82%	85%	79%	6%
17. The people in my department are committed to delivering high impact, high quality scholarship.	70%	22%	9%		67%	63%	72%	65%	63%	69%	70%	84%	-14%
18. The people in my department are committed to delivering high quality service.	72%	20%	9%		78%	75%	73%	69%	78%	80%	72%	80%	-8%
Confidence in Leaders	42%	15%	43%		63%	57%	57%	59%	46%	51%	42%	61%	-19%
12. My department is open and honest in communication to employees.	46%	15%	39%		59%	56%	60%	66%	60%	60%	46%	69%	-23%
26. I have trust and confidence in my college's leadership team.	39%	15%	46%		67%	58%	53%	52%	32%	42%	39%	55%	-16%
Development Opportunities	50%	17%	33%		44%	42%	54%	57%	45%	54%	50%	68%	-18%
5. I have good opportunities for learning and development	63%	13%	24%		50%	45%	60%	71%	51%	71%	63%	76%	-13%
19. My department offers effective mentoring and coaching to support my development.	30%	26%	43%		31%	34%	39%	44%	38%	38%	30%	52%	-22%
29. I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	56%	11%	33%		50%	47%	62%	55%	46%	53%	56%	73%	-17%
Respect & Recognition	53%	22%	24%		55%	56%	62%	65%	56%	55%	53%	69%	-16%
6. I am treated with respect as an individual.	70%	11%	20%		65%	66%	72%	76%	67%	65%	70%	79%	-9%
20. My department demonstrates a commitment to supporting my overall wellbeing.	48%	24%	28%		48%	48%	56%	62%	53%	49%	48%	62%	-14%
21. Overall, my department demonstrates a strong commitment to diversity and inclusion.	57%	30%	13%		63%	62%	67%	71%	64%	60%	57%	77%	-20%
22. I receive recognition from my department for my contributions to my field / discipline.	39%	24%	37%		45%	49%	51%	52%	41%	47%	39%	60%	-21%
Sense of Belonging										68%		71%	-71%
I feel that I belong on my campus.										64%		72%	-72%
I feel that I belong at the University of Minnesota.										69%		73%	-73%
I feel that I belong in my department										73%		71%	-71%

University of Minnesota Crookston E² Employee Engagement Survey

FACULTY

	2023			UMC % Favorable								2023 Total U % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021	2023			
Effective Environment	54%	16%	29%	55%	54%	56%	60%	54%	58%	54%	64%	-10%	
7. My job provides me the opportunity to do challenging and interesting work.	83%	15%	2%	78%	79%	82%	85%	73%	80%	83%	92%	-9%	
8. In my work, I am able to make full use of my skills and abilities.	63%	13%	24%	63%	57%	58%	61%	66%	65%	63%	73%	-10%	
9. Conditions in my job allow me to be as productive as I can be.	43%	13%	43%	45%	42%	46%	50%	48%	44%	43%	58%	-15%	
23. My department proactively identifies and eliminates barriers to getting work done efficiently	28%	24%	48%	32%	37%	36%	42%	30%	44%	28%	43%	-15%	
Authority & Empowerment	59%	24%	17%	65%	76%	74%	67%	70%	76%	59%	77%	-18%	
1. I have enough authority to carry out my job effectively.	59%	24%	17%	73%	85%	79%	74%	73%	78%	59%	81%	-22%	
2. I am encouraged to be innovative to find more effective ways of doing things.	59%	24%	17%	57%	66%	68%	60%	67%	75%	59%	77%	-18%	
Clear Expectations & Feedback	45%	21%	35%	57%	63%	61%	65%	61%	59%	45%	71%	-26%	
4. I receive clear and regular feedback on how well I do my work.	26%	17%	57%	37%	38%	45%	49%	44%	42%	26%	57%	-31%	
3. I understand the results expected of me in my work.	63%	24%	13%	76%	88%	76%	81%	78%	76%	63%	83%	-20%	
Collaboration	52%	22%	26%	57%	45%	62%	61%	61%	54%	52%	70%	-18%	
11. There is good cooperation and teamwork within my department.	52%	11%	37%	59%	49%	63%	61%	60%	47%	52%	67%	-15%	
26. My department supports and encourages interdisciplinary scholarship.	52%	33%	15%	55%	40%	60%	61%	61%	61%	52%	73%	-21%	
Support and Resources	58%	26%	16%	55%	47%	53%	66%	48%	62%	58%	65%	-7%	
30. I have the resources and support I need to pursue my scholarly interests.	39%	33%	28%	32%	26%	41%	47%	29%	40%	39%	59%	-20%	
31. I have the resources and support I need to deliver high quality teaching.	74%	17%	9%	70%	66%	63%	70%	57%	78%	74%	70%	4%	
32. I have the resources and support I need to deliver high quality service.	61%	28%	11%	63%	49%	55%	80%	57%	67%	61%	64%	-3%	
Work, Structure, & Process	43%	26%	30%	48%	39%	45%	47%	41%	49%	43%	50%	-7%	
14. My department uses innovative approaches (new technologies or creative approaches) to improve internal effectiveness.	52%	33%	15%	64%	50%	57%	58%	54%	60%	52%	59%	-7%	
31. There is an equitable distribution of workload within my department	35%	20%	46%	32%	28%	33%	35%	27%	38%	35%	42%	-7%	

University of Minnesota Crookston E² Employee Engagement Survey

FACULTY

	2023			2013	2014	UMC % Favorable					2023	2023 Total U % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable			2015	2017	2019	2021				
Survey Follow-Up	34%	31%	36%	NA	59%	48%	60%	51%	45%	34%	39%	-5%	
34. The information from this survey will be used constructively.	28%	33%	39%		57%	46%	51%	37%	36%	28%	37%	-9%	
35. I participated in a feedback meeting about the previous survey results.	53%	22%	24%		76%	70%	81%	76%	63%	53%	47%	6%	
36. Action was taken on issues raised in the last survey.	20%	37%	43%		45%	27%	48%	41%	36%	20%	32%	-12%	

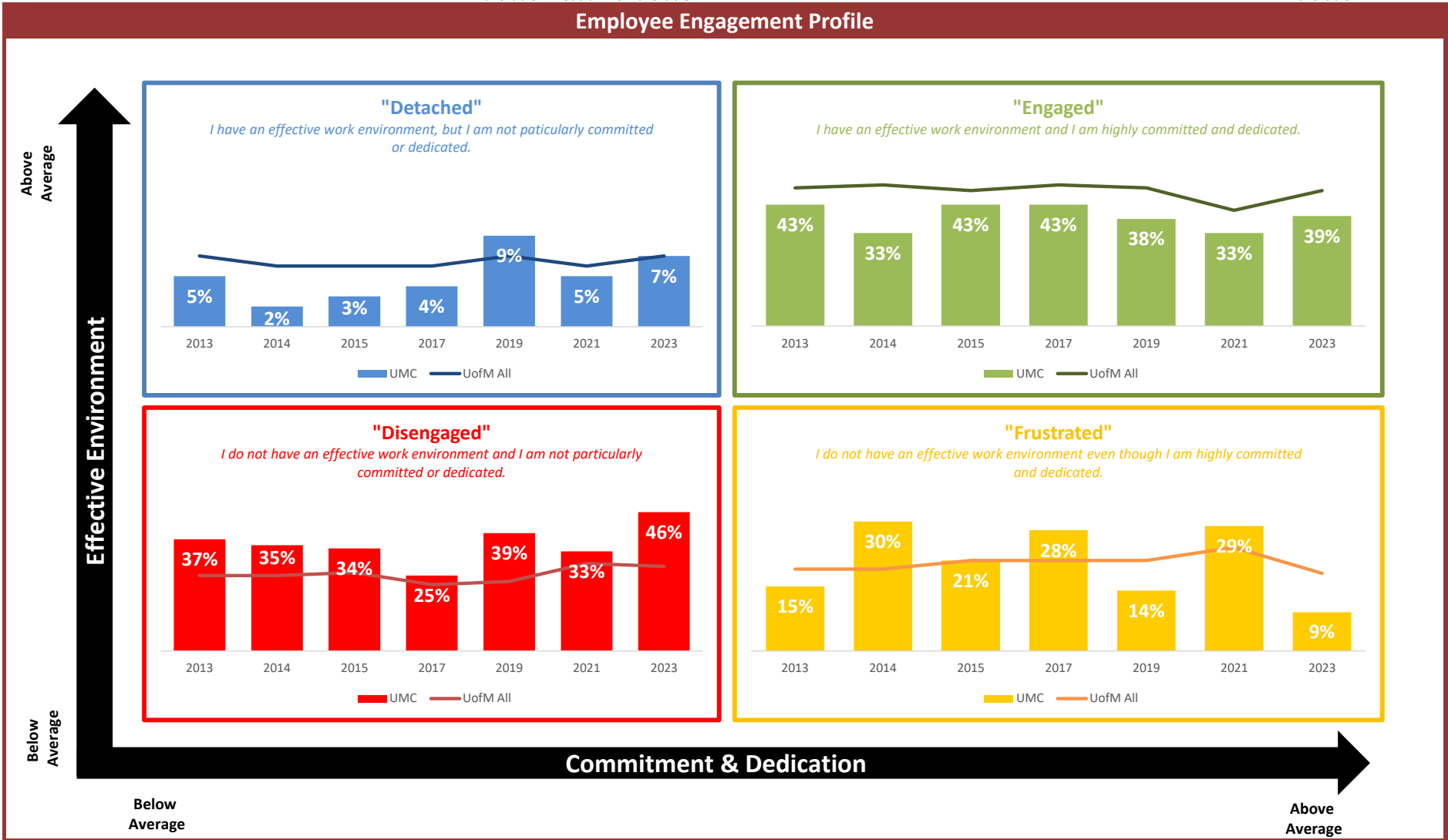
% Favorable of 70% or greater
 % Unfavorable of 30% or greater

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

University of Minnesota Crookston E² Employee Engagement Survey FACULTY

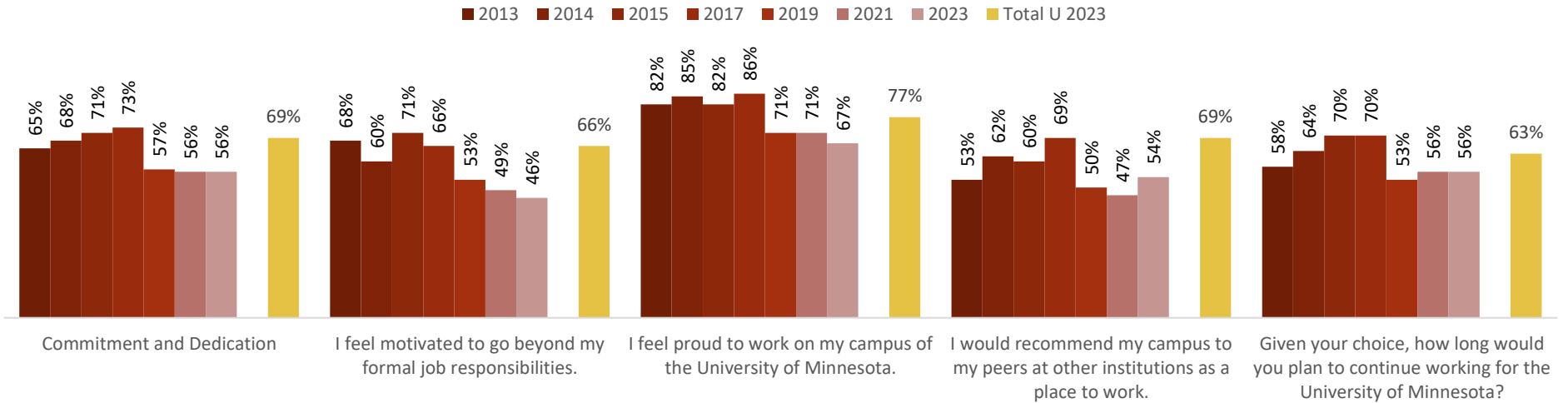
2023
 % Favorable % Neutral % Unfavorable 2013 2014 2015 2017 2019 2021 2023 2023 Total U % Favorable Difference

Employee Engagement Profile

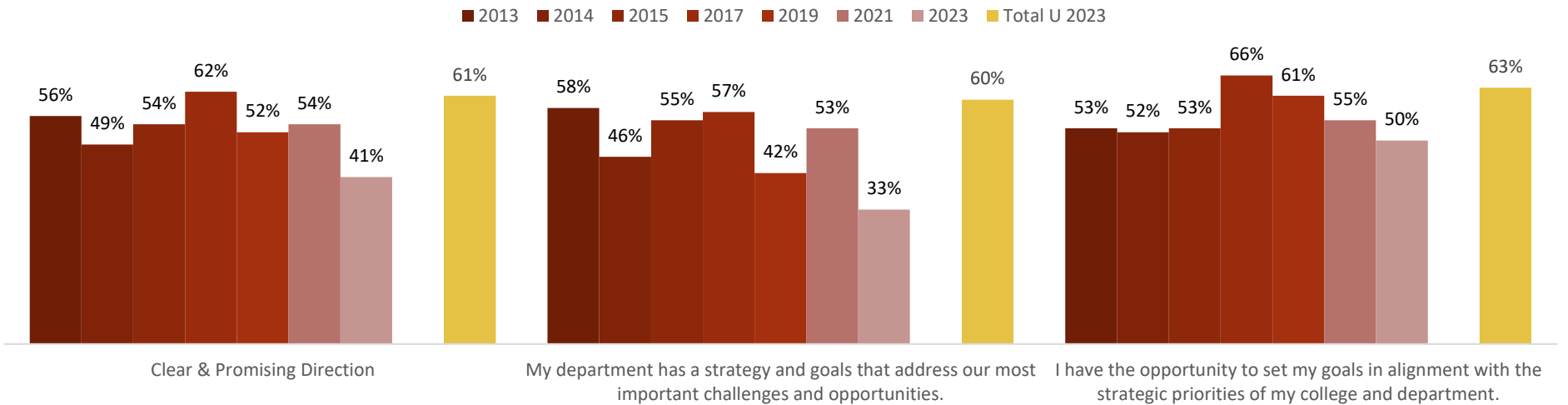


**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2023**

Commitment and Dedication
UMC Percent Favorable

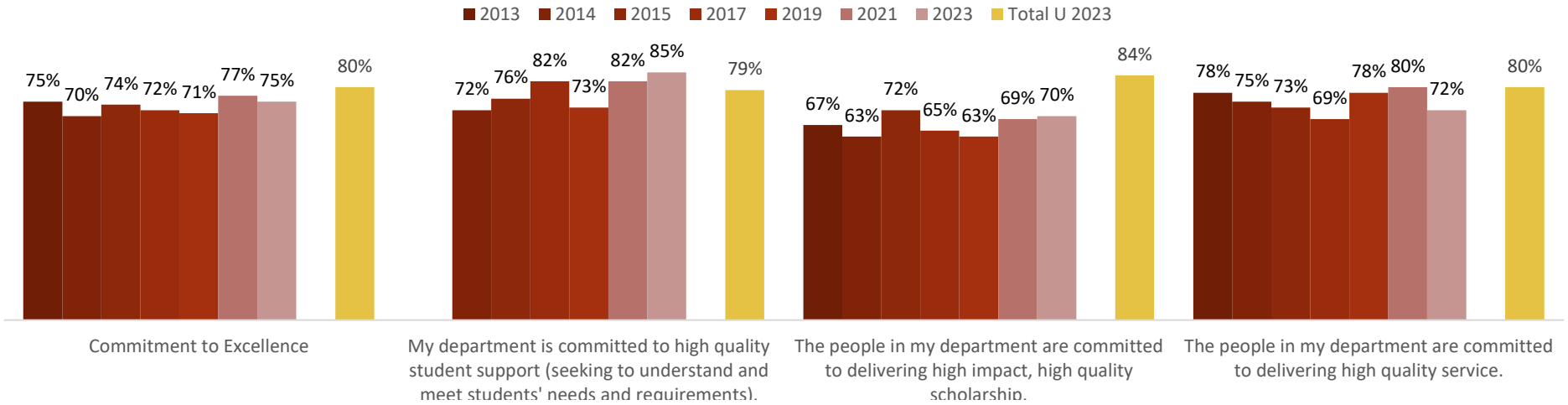


CD: Clear & Promising Direction
UMC Percent Favorable

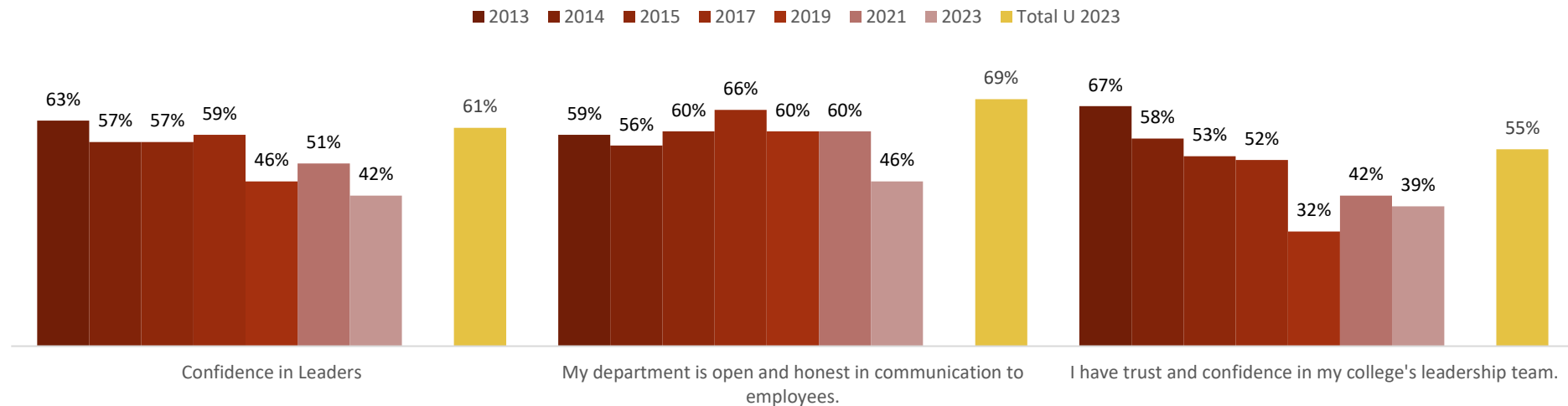


**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2023**

CD: Commitment to Excellence
UMC Percent Favorable



CD: Confidence in Leaders
UMC Percent Favorable

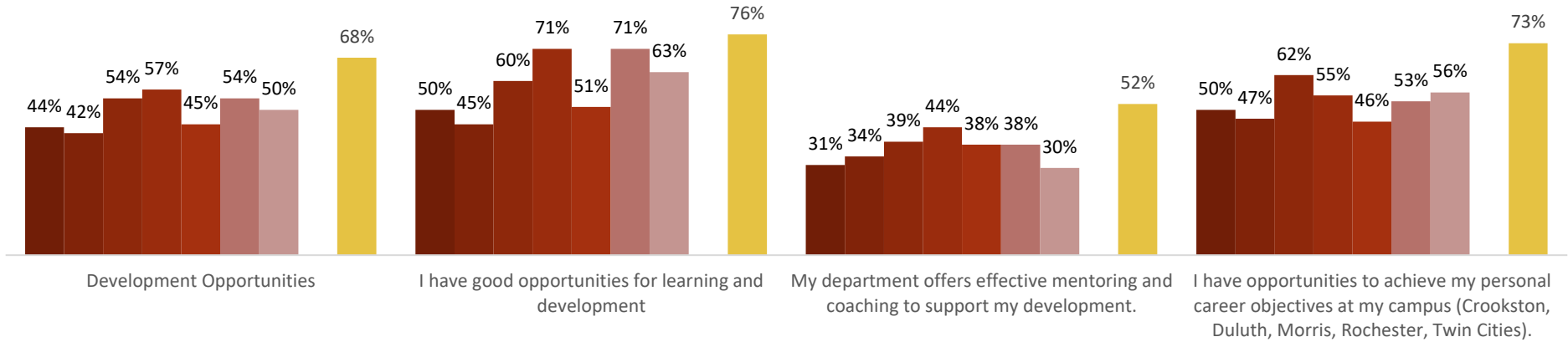


**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2023**

CD: Development Opportunities

UMC Percent Favorable

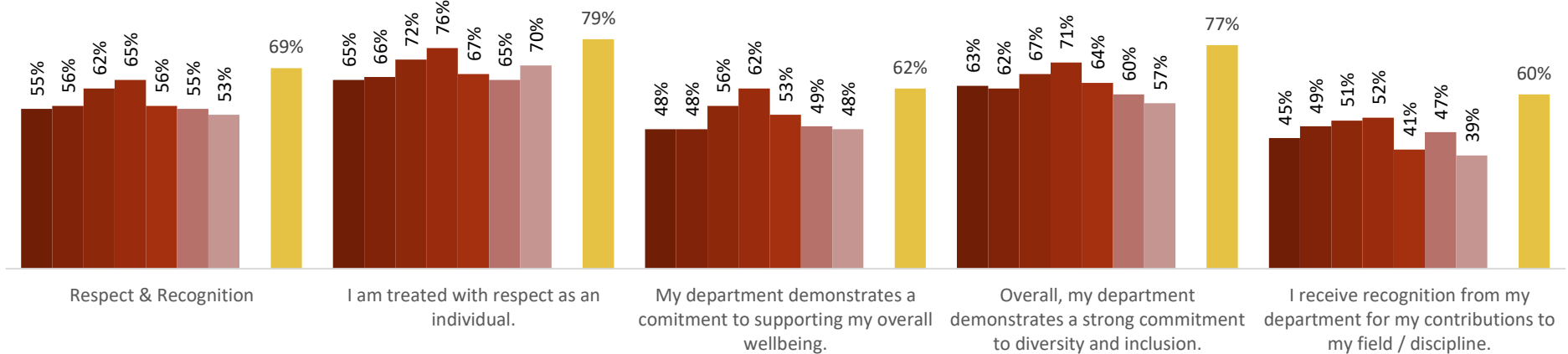
■ 2013 ■ 2014 ■ 2015 ■ 2017 ■ 2019 ■ 2021 ■ 2023 ■ Total U 2023



CD: Respect & Recognition

UMC Percent Favorable

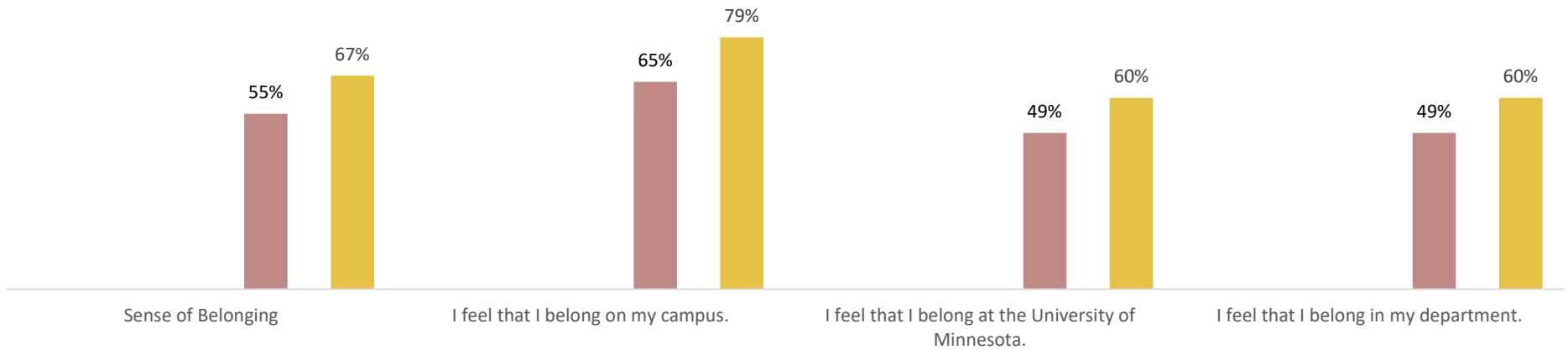
■ 2013 ■ 2014 ■ 2015 ■ 2017 ■ 2019 ■ 2021 ■ 2023 ■ Total U 2023



University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2023

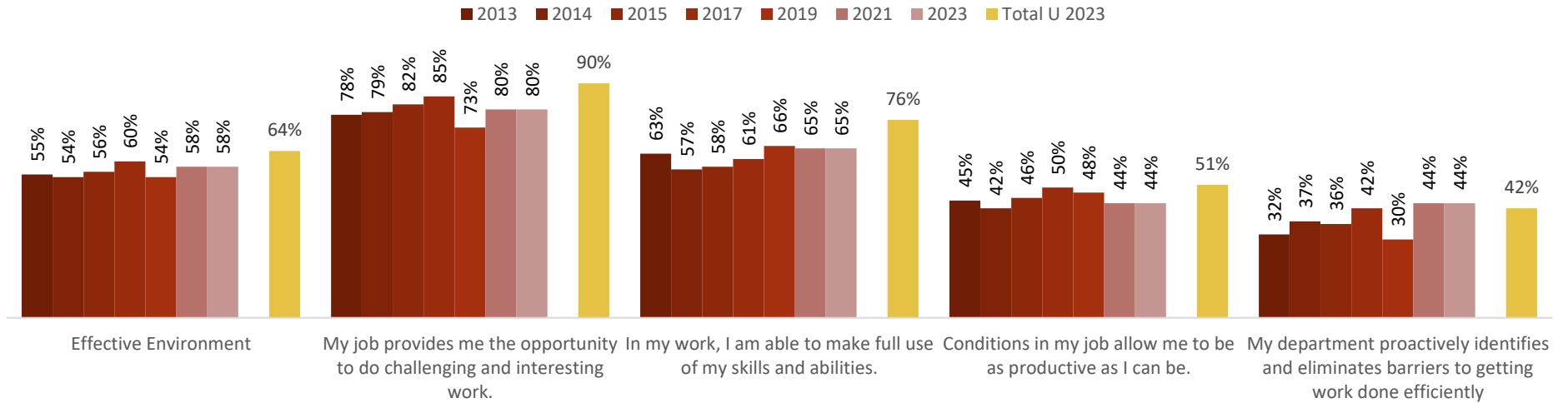
CD: Sense of Belonging
UMC Percent Favorable

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

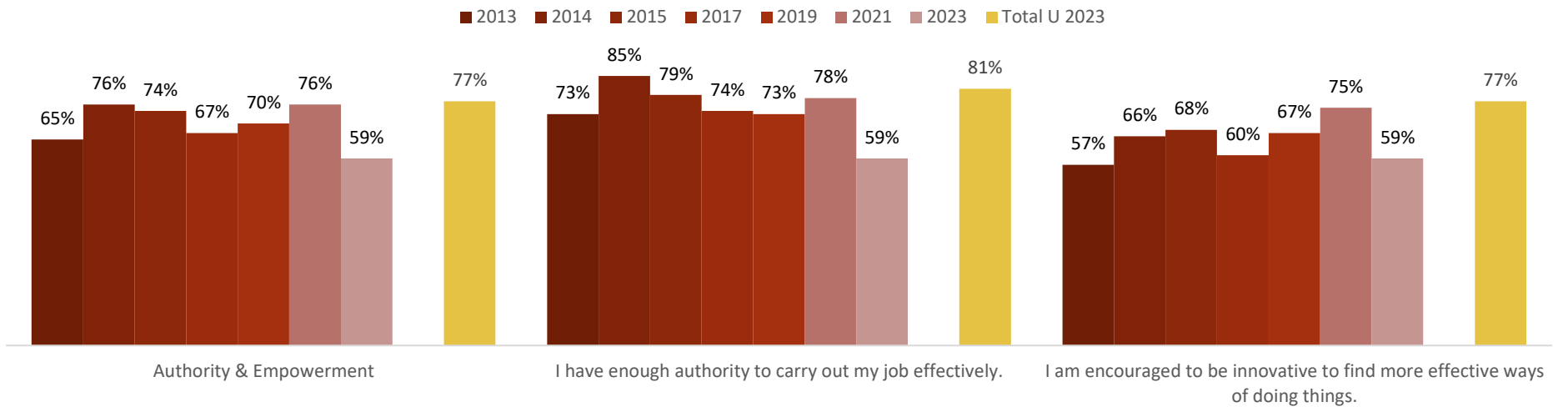


**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2023**

Effective Environment
UMC Percent Favorable



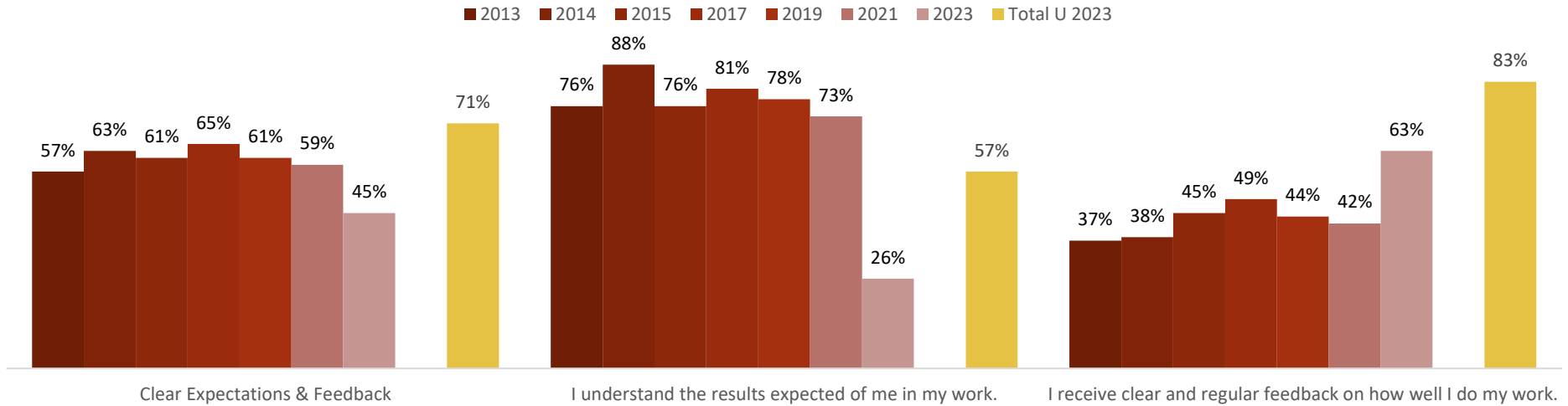
EE: Authority & Empowerment
UMC Percent Favorable



**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2023**

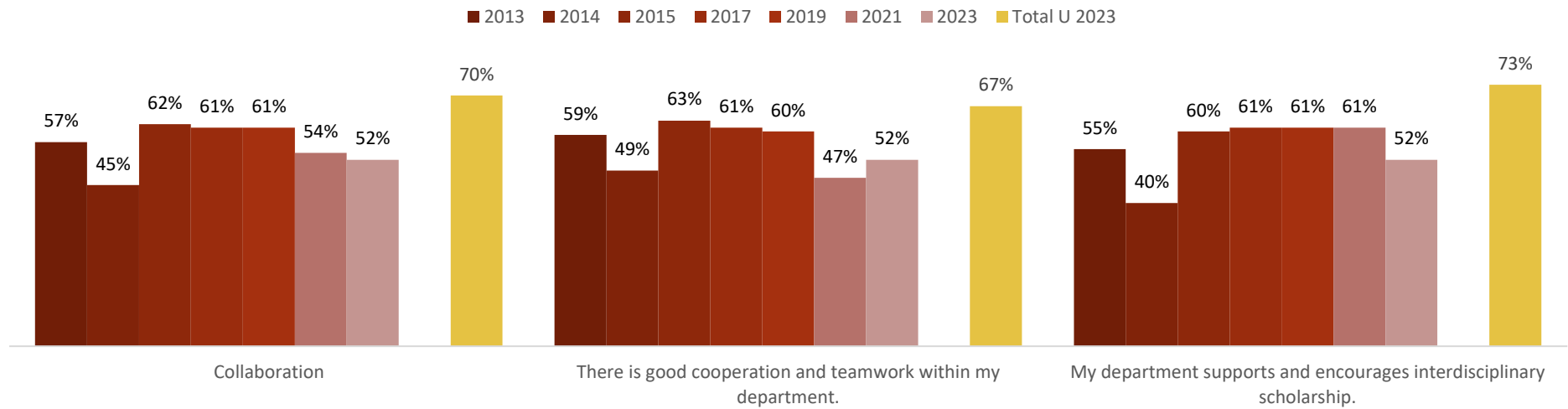
EE: Clear Expectations & Feedback

UMC Percent Favorable



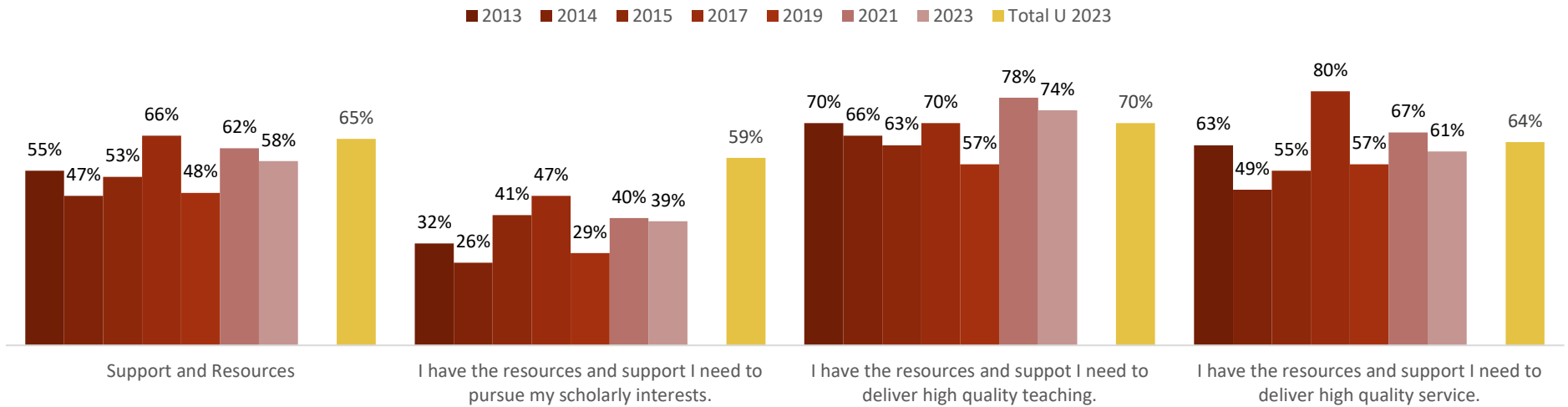
EE: Collaboration

UMC Percent Favorable

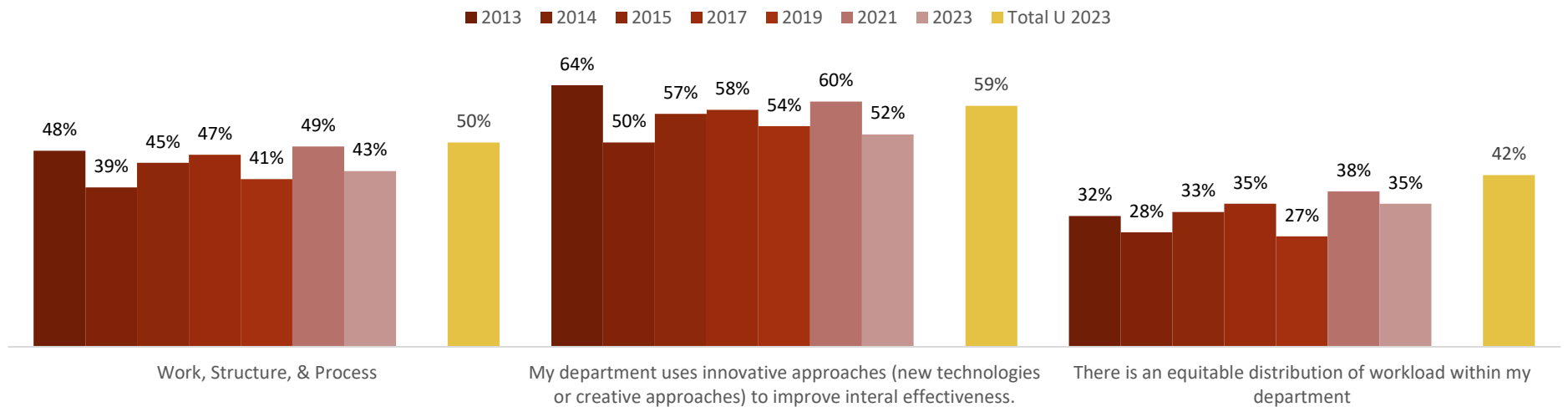


**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2023**

EE: Support and Resources
UMC Percent Favorable

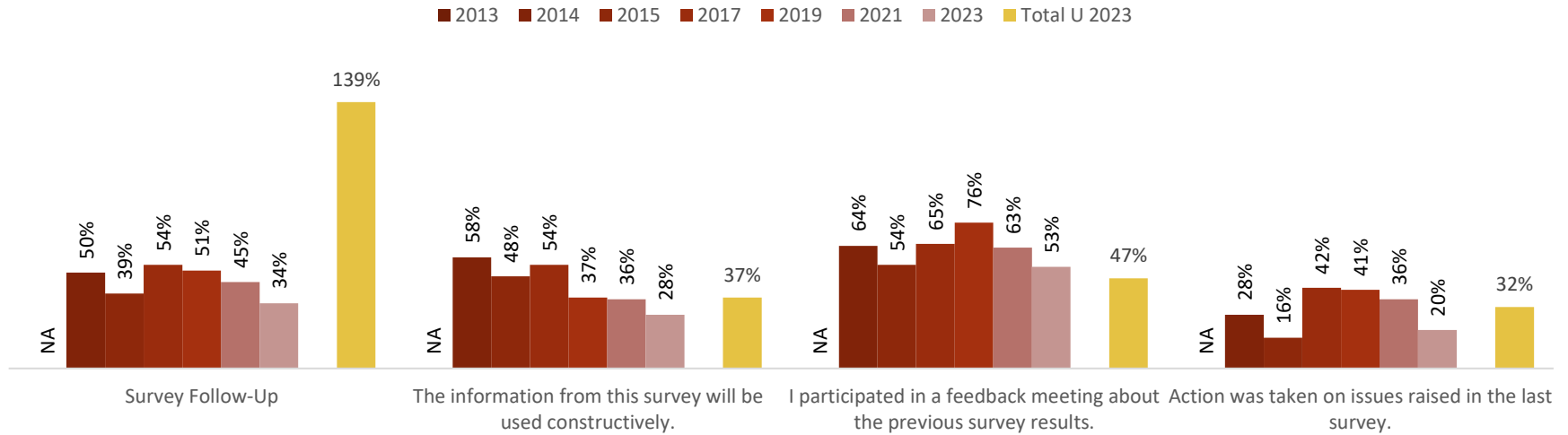


EE: Work, Structure, & Process
UMC Percent Favorable



**University of Minnesota Crookston
Employee Engagement Survey:
Faculty 2013-2023**

**Survey Follow-Up
UMC Percent Favorable**



University of Minnesota Crookston E² Employee Engagement Survey

STAFF

	2023 Results			UMC % Favorable								2023 Total U % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021	2023			
Commitment and Dedication	73%	14%	13%	N 90	78%	88%	117	136	144	118	127	75%	-2%
14. I feel motivated to go beyond my formal job responsibilities.	68%	18%	13%		75%	74%	60%	71%	61%	56%	68%	70%	-2%
30. I feel proud to work for the University of Minnesota (my campus).	87%	9%	5%		91%	88%	74%	77%	80%	74%	87%	86%	1%
31. I would recommend the University of Minnesota (my campus) to peers at other institutions as a great place to work.	78%	11%	10%		84%	86%	71%	70%	61%	65%	78%	81%	-3%
33. Given your choice, how long would you plan to continue working for the University of Minnesota (your campus)?	60%	16%	25%		62%	58%	53%	59%	56%	50%	60%	62%	-2%
Clear & Promising Direction	78%	12%	10%	86%	74%	72%	71%	68%	73%	78%	74%	4%	
21. I understand what I can do to support my department's strategy and goals.	86%	10%	5%		87%	78%	83%	78%	77%	83%	86%	80%	6%
22. My department has a strategy and goals that address our most important challenges and opportunities.	71%	14%	15%		84%	70%	61%	63%	59%	63%	71%	68%	3%
Commitment to Excellence	80%	12%	8%	88%	84%	81%	82%	75%	77%	80%	87%	-7%	
19. My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	82%	11%	7%		91%	83%	79%	84%	74%	78%	82%	87%	-5%
23. The people in my department are committed to delivering high quality services.	79%	12%	9%		85%	85%	82%	79%	76%	76%	79%	89%	-10%
Confidence in Leaders	69%	14%	17%	78%	76%	62%	70%	61%	59%	69%	75%	-6%	
29. I have trust and confidence in my college's leadership team.	58%	20%	22%		75%	74%	53%	60%	47%	41%	58%	65%	-7%
24. There is open and honest communication between me and my manager/supervisor.	80%	7%	13%		80%	78%	70%	79%	74%	78%	80%	85%	-5%
Development Opportunities	67%	20%	13%	58%	56%	48%	56%	52%	55%	67%	71%	-4%	
9. I have good opportunities for learning and development.	78%	12%	10%		60%	55%	52%	65%	55%	56%	78%	77%	1%
16. My manager/supervisor coaches me in my development.	56%	25%	19%		61%	56%	47%	51%	43%	56%	56%	65%	-9%
32. I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	67%	24%	10%		53%	58%	46%	51%	58%	54%	67%	72%	-5%
Respect & Recognition	78%	11%	11%	75%	74%	68%	75%	68%	71%	78%	80%	-2%	
10. I am treated with respect as an individual.	83%	8%	9%		80%	79%	72%	78%	72%	75%	83%	87%	-4%
15. I receive recognition when I do a good job.	66%	14%	20%		67%	71%	57%	66%	54%	61%	66%	73%	-7%
25. My department demonstrates a commitment to supporting my overall wellbeing.	79%	12%	10%		70%	70%	64%	76%	62%	65%	79%	80%	-1%
26. Overall, my department demonstrates a strong commitment to diversity and inclusion.	86%	10%	4%		81%	77%	78%	79%	82%	82%	86%	81%	5%
Sense of Belonging										71%		79%	-79%
I feel that I belong in my department.										74%		79%	-79%
I feel that I belong on my campus.										69%		79%	-79%
I feel that I belong at the University of Minnesota.										70%		81%	-81%

University of Minnesota Crookston E² Employee Engagement Survey





STAFF

	2023 Results			UMC % Favorable								2023 Total U % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021	2023			
Effective Environment	74%	12%	14%	72%	68%	66%	66%	62%	70%	74%	73%	1%	
11. My job provides me the opportunity to do challenging and interesting work.	88%	8%	4%	87%	81%	79%	78%	80%	86%	88%	85%	3%	
12. In my work, I am able to make full use of my skills and abilities.	76%	13%	11%	73%	64%	63%	65%	63%	71%	76%	74%	2%	
13. Conditions in my job allow me to be as productive as I can be.	69%	7%	24%	68%	66%	64%	62%	57%	65%	69%	71%	-2%	
27. My department proactively identifies and eliminates barriers to getting work done efficiently	63%	20%	17%	60%	62%	59%	58%	49%	56%	63%	61%	2%	
Authority & Empowerment	85%	7%	8%	80%	83%	76%	82%	79%	82%	85%	84%	1%	
1. I have enough authority to carry out my job effectively.	89%	3%	8%	78%	84%	79%	84%	78%	83%	89%	85%	4%	
2. I am encouraged to be innovative to find more effective ways of doing things.	82%	10%	8%	81%	82%	72%	79%	79%	82%	82%	84%	-2%	
Clear Expectations & Feedback	82%	9%	9%	82%	79%	74%	81%	74%	81%	82%	82%	0%	
3. I understand the results expected of me in my work.	93%	2%	5%	90%	92%	88%	90%	84%	91%	93%	88%	5%	
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%	71%	76%	-5%	
Collaboration	71%	13%	16%	76%	72%	60%	59%	46%	60%	71%	70%	1%	
17. There is good cooperation and sharing of ideas between my department and other departments.	65%	18%	18%	67%	66%	51%	51%	36%	53%	65%	59%	6%	
18. There is good cooperation and teamwork within my department.	77%	8%	15%	85%	77%	68%	67%	55%	68%	77%	80%	-3%	
Support and Resources	69%	16%	15%	69%	64%	61%	68%	58%	63%	69%	73%	-4%	
5. I have the resources I need to do my job effectively.	65%	13%	22%	64%	61%	63%	65%	53%	64%	65%	74%	-9%	
6. I have the information I need to do my job well.	81%	11%	8%	77%	77%	73%	77%	69%	74%	81%	82%	-1%	
7. I receive the training I need to handle my present job well.	73%	17%	10%	77%	64%	62%	74%	66%	68%	73%	77%	-4%	
8. The training that new employees receive in my department is effective.	56%	25%	19%	57%	55%	45%	55%	42%	45%	56%	58%	-2%	
Work, Structure, & Process	60%	22%	18%	65%	65%	58%	58%	52%	57%	60%	64%	-4%	
20. My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	67%	22%	10%	73%	74%	67%	64%	59%	62%	67%	70%	-3%	
31. There is an equitable distribution of workload within my department	52%	21%	26%	56%	56%	48%	52%	45%	52%	52%	57%	-5%	

University of Minnesota Crookston E² Employee Engagement Survey

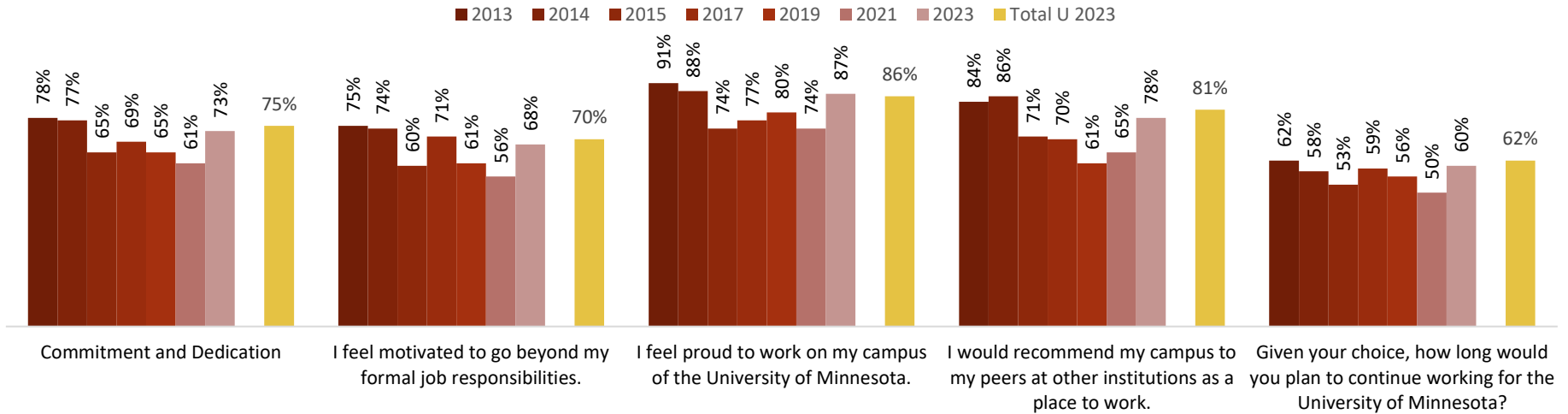
STAFF

	2023 Results			UMC % Favorable							2023 Total U % Favorable	Difference
	% Favorable	% Neutral	% Unfavorable	2013	2014	2015	2017	2019	2021	2023		
Survey Follow-Up	34%	46%	20%	NA	50%	39%	54%	48%	31%	34%	49%	-15%
36. Action was taken on issues raised in the last survey.	15%	63%	21%		28%	16%	42%	35%	20%	15%	37%	-22%
35. I participated in a feedback meeting about the previous survey results.	37%	38%	25%		64%	54%	65%	63%	34%	37%	53%	-16%
34. The information from this survey will be used constructively.	51%	37%	13%		58%	48%	54%	47%	40%	51%	57%	-6%

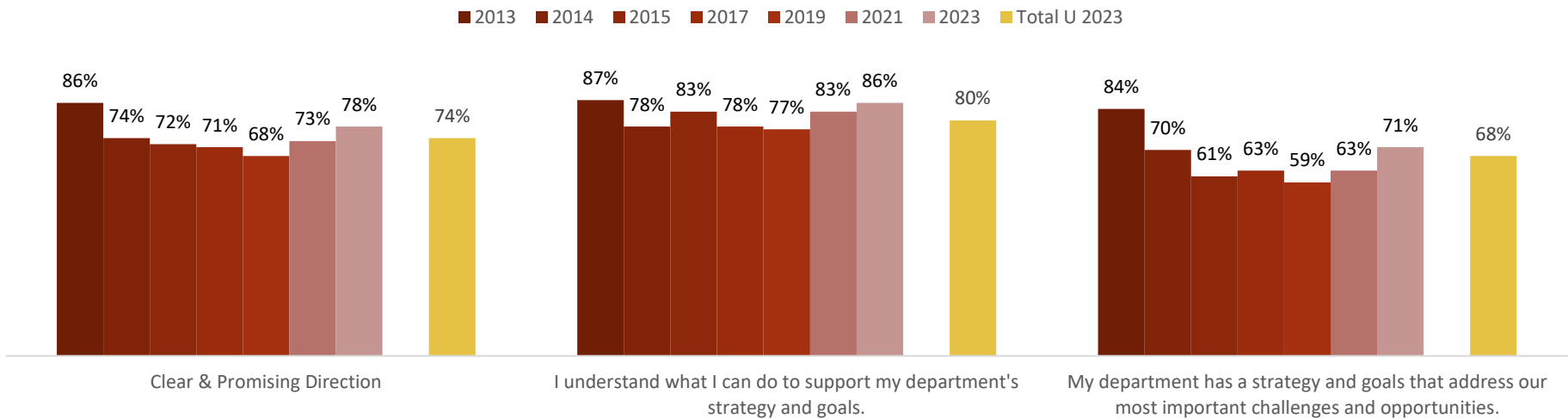
 % Favorable of 70% or greater	 Decrease of 10 points or more over previous year
 % Unfavorable of 30% or greater	 Increase of 10 points or more over previous year

**University of Minnesota Crookston
Employee Engagement Survey
2013-2023: Staff**

Commitment and Dedication
UMC Percent Favorable

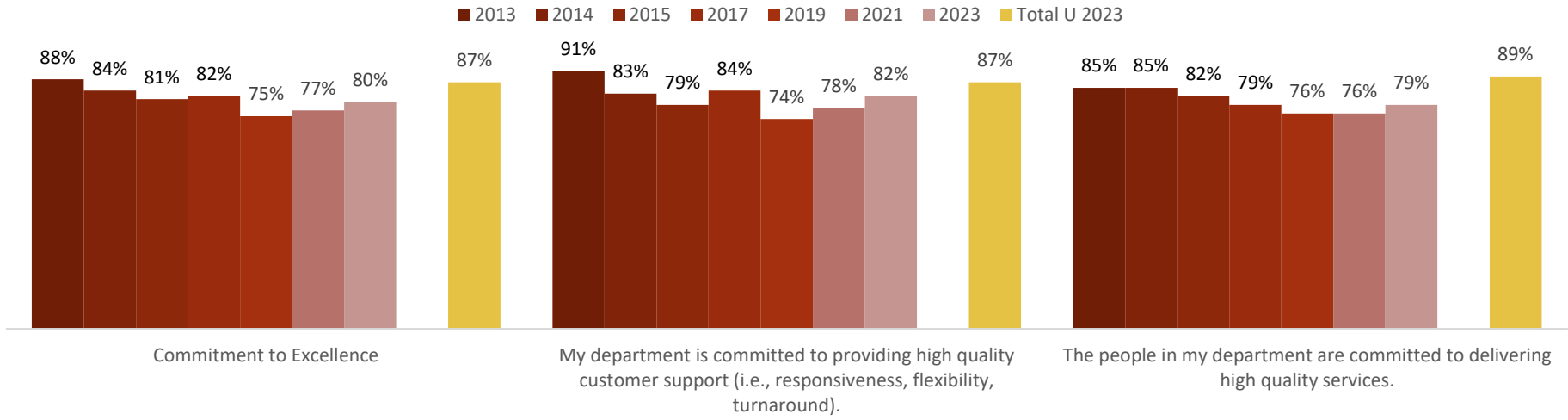


CD: Clear & Promising Direction
UMC Percent Favorable

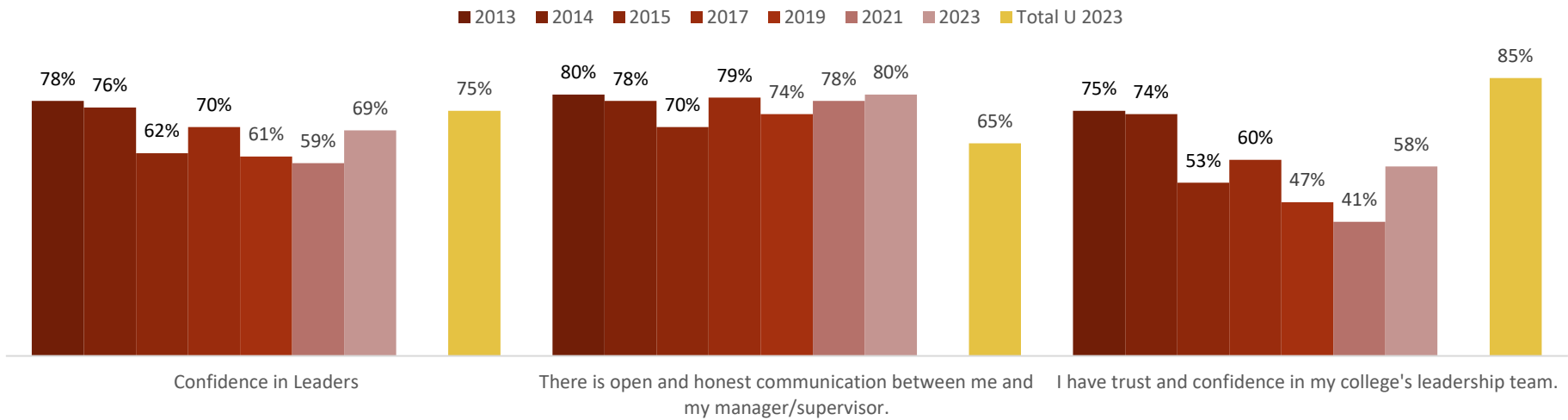


**University of Minnesota Crookston
Employee Engagement Survey
2013-2023: Staff**

CD: Commitment to Excellence
UMC Percent Favorable

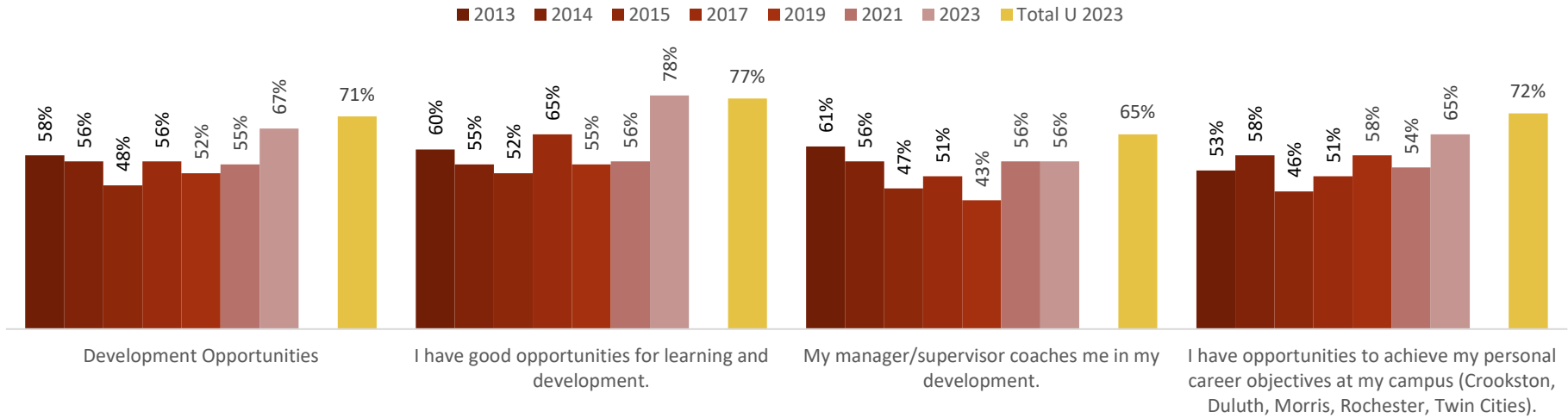


CD: Confidence in Leaders
UMC Percent Favorable

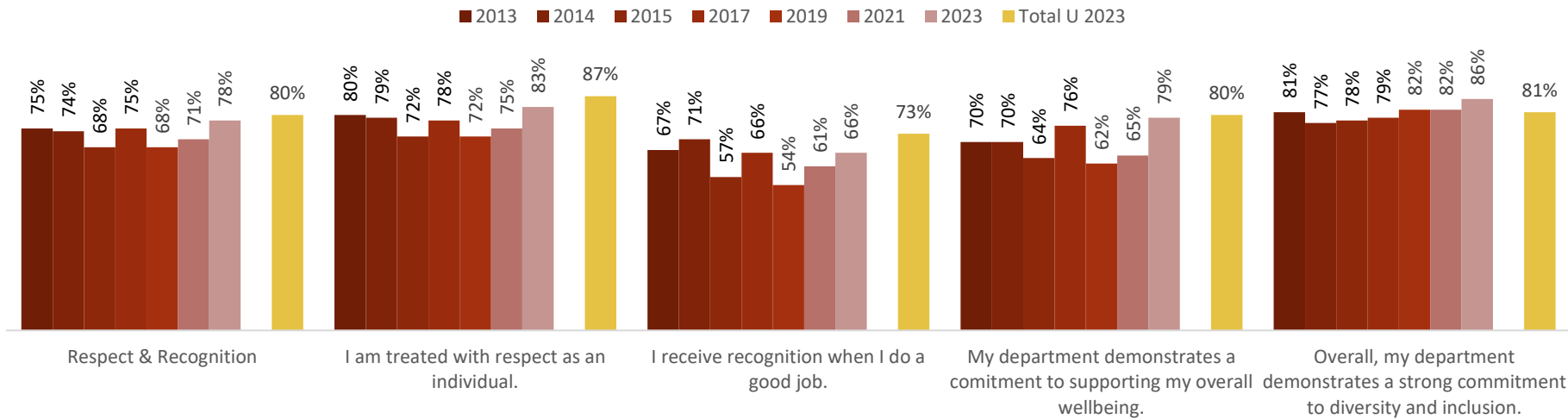


**University of Minnesota Crookston
Employee Engagement Survey
2013-2023: Staff**

CD: Development Opportunities
UMC Percent Favorable



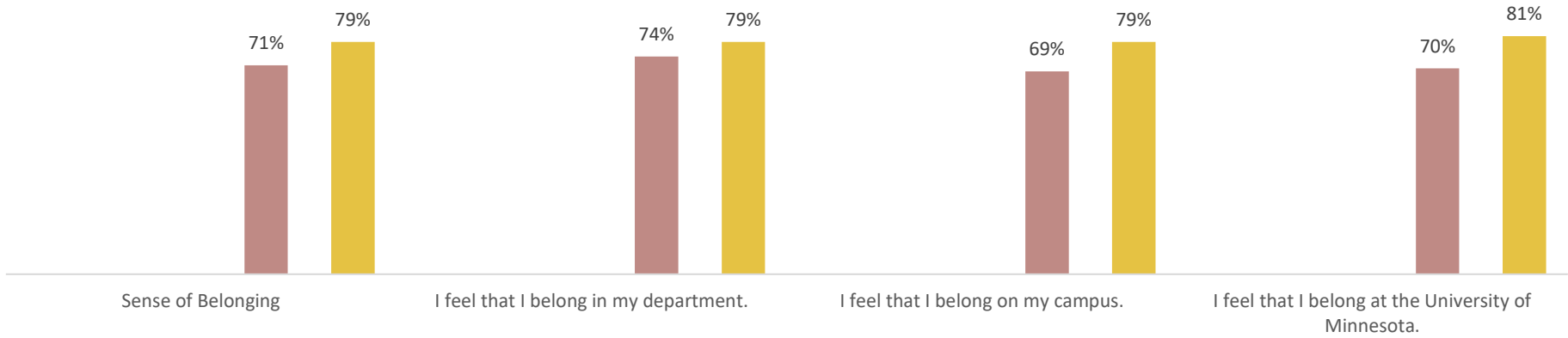
CD: Respect & Recognition
UMC Percent Favorable



University of Minnesota Crookston
Employee Engagement Survey
2013-2023: Staff

CD: Sense of Belonging
UMC Percent Favorable

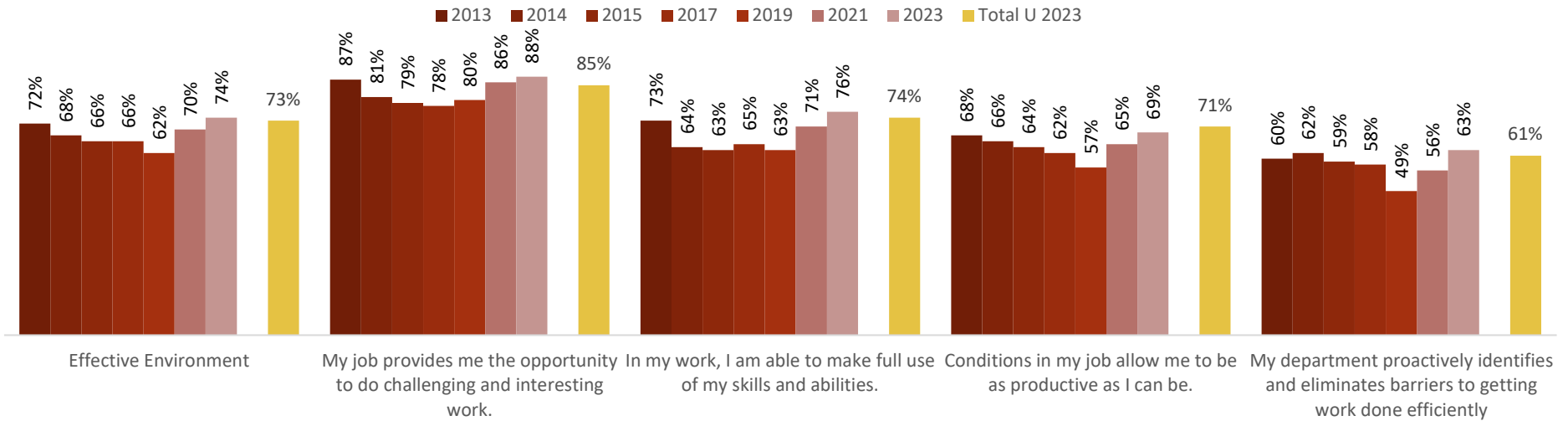
■ 2013 ■ 2014 ■ 2015 ■ 2017 ■ 2019 ■ 2021 ■ Total U 2021



**University of Minnesota Crookston
Employee Engagement Survey
2013-2023: Staff**

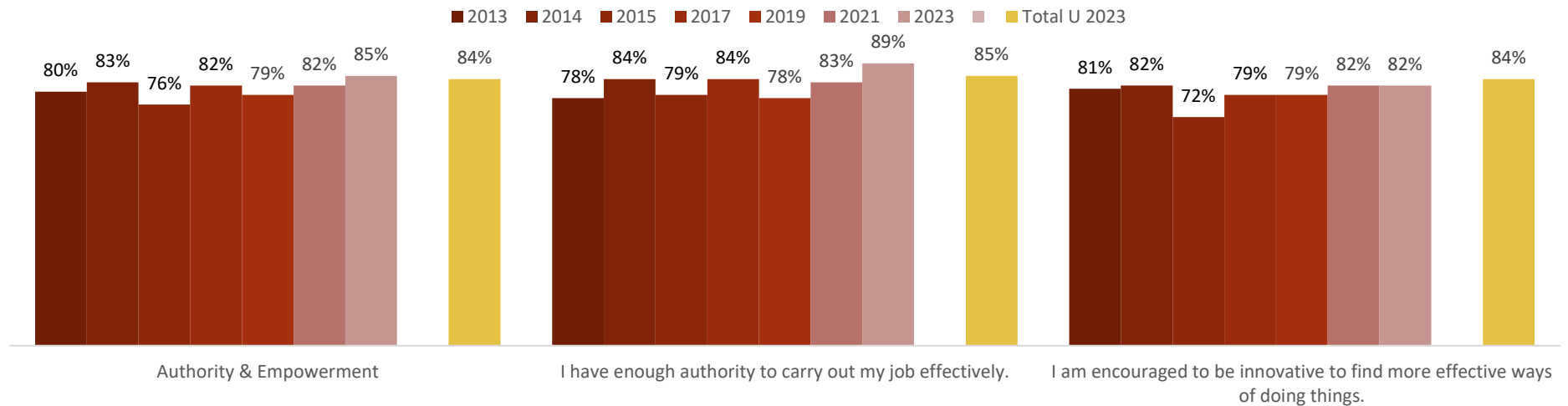
Effective Environment

UMC Percent Favorable



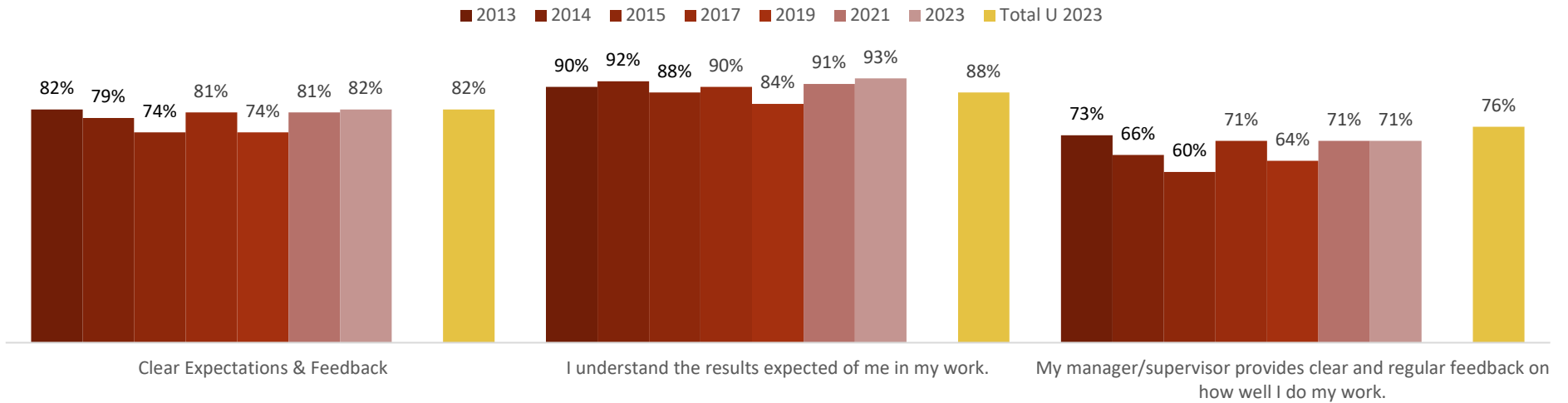
EE: Authority & Empowerment

UMC Percent Favorable

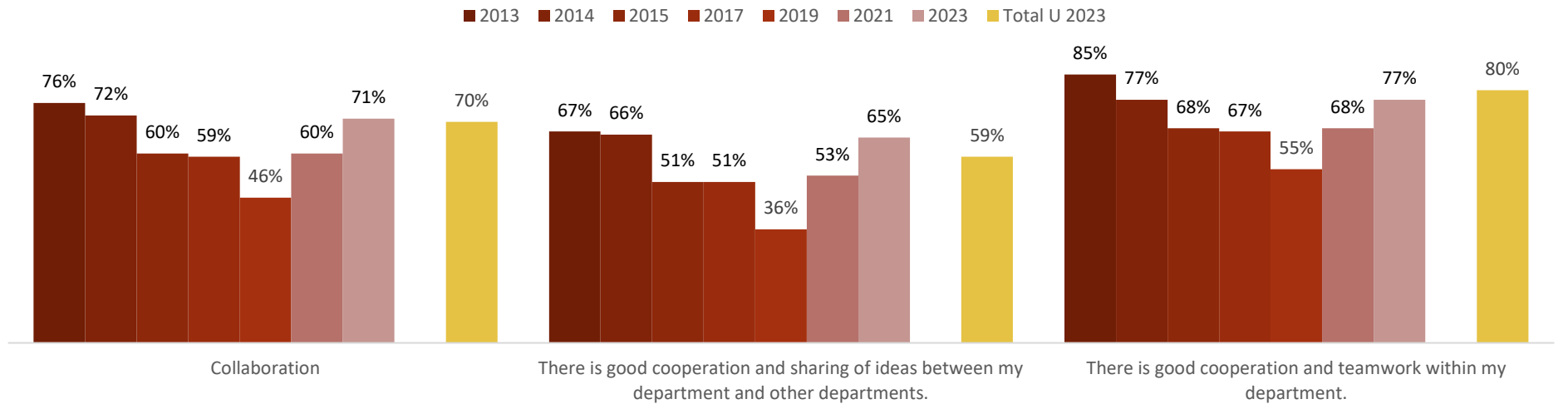


**University of Minnesota Crookston
Employee Engagement Survey
2013-2023: Staff**

EE: Clear Expectations & Feedback
UMC Percent Favorable



EE: Collaboration
UMC Percent Favorable

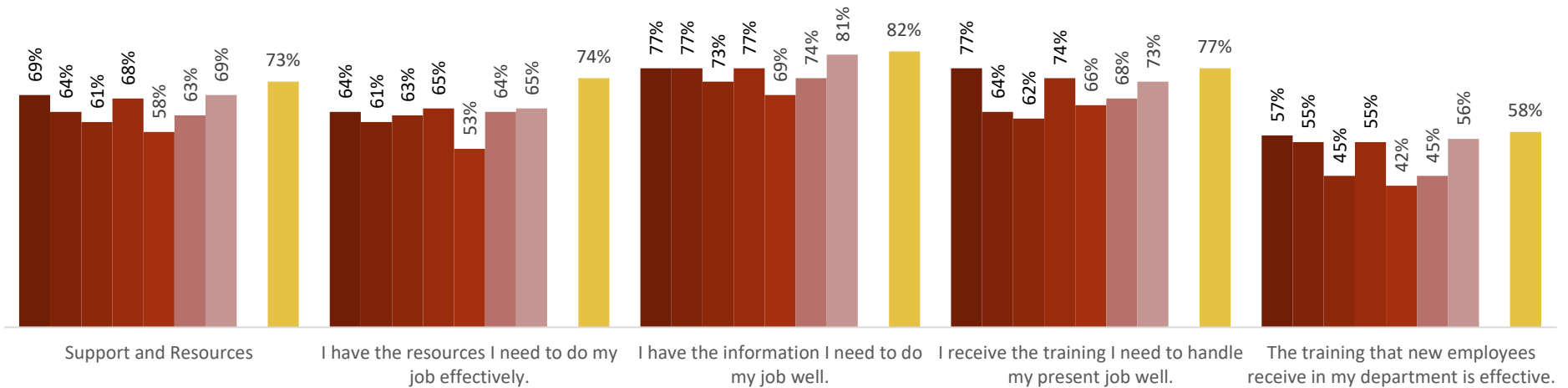


**University of Minnesota Crookston
Employee Engagement Survey
2013-2023: Staff**

EE: Support and Resources

UMC Percent Favorable

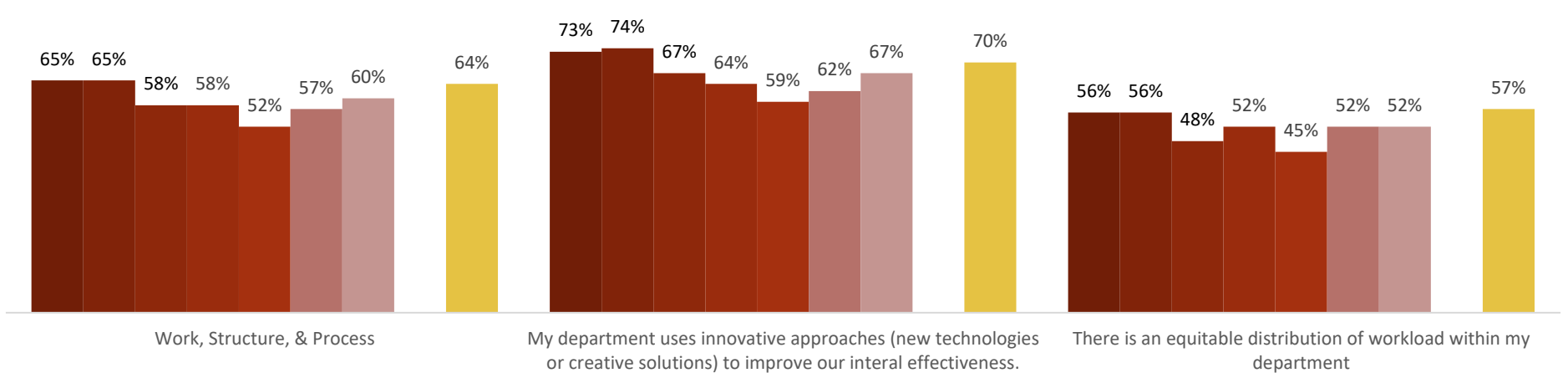
■ 2013 ■ 2014 ■ 2015 ■ 2017 ■ 2019 ■ 2021 ■ 2023 ■ Total U 2023



EE: Work, Structure, & Process

UMC Percent Favorable

■ 2013 ■ 2014 ■ 2015 ■ 2017 ■ 2019 ■ 2021 ■ 2023 ■ Total U 2023



**University of Minnesota Crookston
Employee Engagement Survey
2013-2023: Staff**

**Survey Follow-Up
UMC Percent Favorable**

■ 2013 ■ 2014 ■ 2015 ■ 2017 ■ 2019 ■ 2021 ■ 2023 ■ Total U 2023

