Town Hall Presentation 2015 Proposed Employee Engagement Survey
Welcome

Welcome to the Engage West site, a place to find the latest information on all the exciting initiatives happening at UWG. We built this site because we have so many great things happening at our university and they all fit together and all work to achieve the same purpose to make UWG the best place to work, learn, and succeed. In order to achieve this vision, we need our students, faculty, staff, parents, alumni, friends, and community members to feel connected to and invested in UWG – and to know that we are invested in you. That's why we've brought all our efforts together under the "Engage West" moniker.

Please check back often as we add new initiatives and provide updated data on existing ones. Note the feedback form available to the right and feel free to use it to make suggestions or ask questions about a particular initiative (and please be sure to put the specific initiative in the "subject" field). Above all, please know that UWG's leadership team is actively pursuing our goals and vision. We will be the best comprehensive university in the nation – and we'll do it by working together.

www.westga.edu/engagewest
Engagement Defined

- Employee engagement is:
  - a positive and energized work-related motivational state, and
  - a genuine willingness to contribute to work role and organizational success

What drives engagement and what happens as a result

**Drivers of Engagement**
- Work value
  - Job characteristics
  - Meaningfulness
- Perceived Organizational Support
- Perceived Supervisor Support
- Rewards and Recognition
- Trust
- Job Security
- Communication
- Work/Life Balance
- Co-workers
- Career Development
- Campus Climate

**Consequences of Engagement**
- Job Satisfaction*
- Organizational Commitment
- Intention to Quit
- Organizational Citizenship Behavior
- Productivity
- Advocacy
- Mission Goal Accomplishment
- Student Development
- Research
- Mission Alignment
- Image

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Survey Modules

**Annual Modules (always included) – 29 questions – Scaled 1 to 5 Strongly Disagree to Strongly Agree**
- Engagement (17 questions)
- Demographics (10 questions)
- Additional Questions (2 questions)

**Optional Modules – 9 Modules**
- Leadership (18 questions)
- Senior Leadership Subscale
- Institutional Leadership Subscale
- Department Leadership Subscale
- Immediate Supervision (9 questions)
- Communication (4 questions plus 6 overlap)
- Environment/Campus Climate (10 questions)
- Pay and Benefits (10 questions)
- Work/Life Balance (3 questions plus 1 overlap)
- Mission and Goals (15 questions)
- Faculty Only (9 questions)
- Staff Only (3 questions)
Engagement Module

Questions to measure engagement:

1. The work I do is meaningful.
2. My work positively impacts the success of our students.
3. Within my workplace, there is a feeling of community.
4. I feel personally driven to help this university succeed.
5. I go beyond what's expected of me to ensure the success of the university.
6. My ideas and opinions count at work.
7. My job meets my expectations.
8. The amount of work I am asked to do is reasonable.
9. I feel a sense of pride when I tell people where I work.
10. I feel my efforts count.
11. I believe I have a career with this institution.
12. The University invests in my individual development.
13. I have a clear understanding of what is expected of me in my work.
14. I receive the support needed to accomplish my work objectives.
15. I am given credit for my contributions and achievements.
16. I am provided with adequate funding for my professional development.
17. I recommend this University as a good place to work.
Questions?
Comments?

You must be signed in to your UWG Google account to access the feedback form, though names are not collected.