

2018 Engage West! Survey Roll-Out Training

Reading Your Results

2018 Engage West! Survey Report



Center for Research
College of Social Sciences

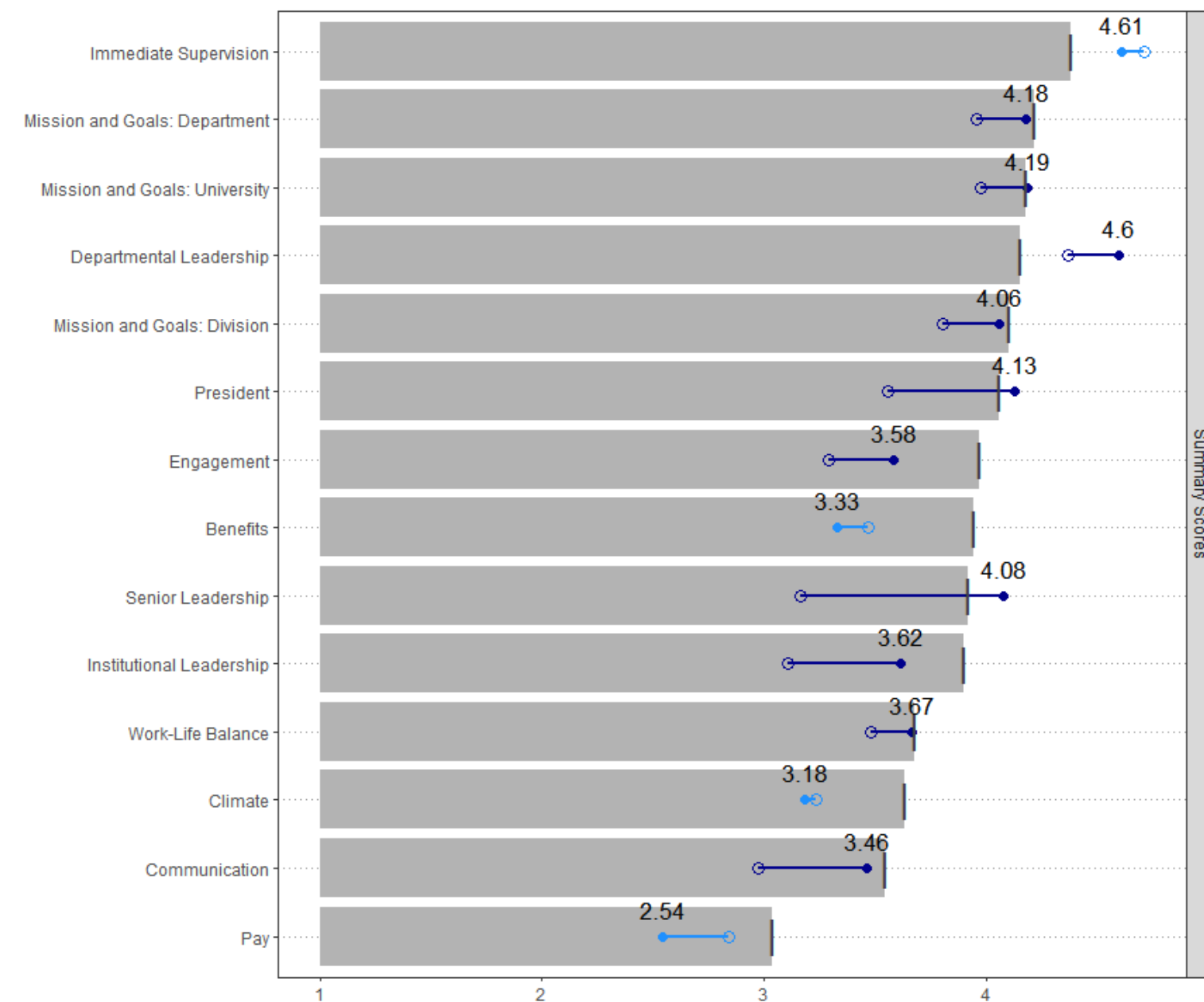


This *Departmental Leader* report is for Wolfie.

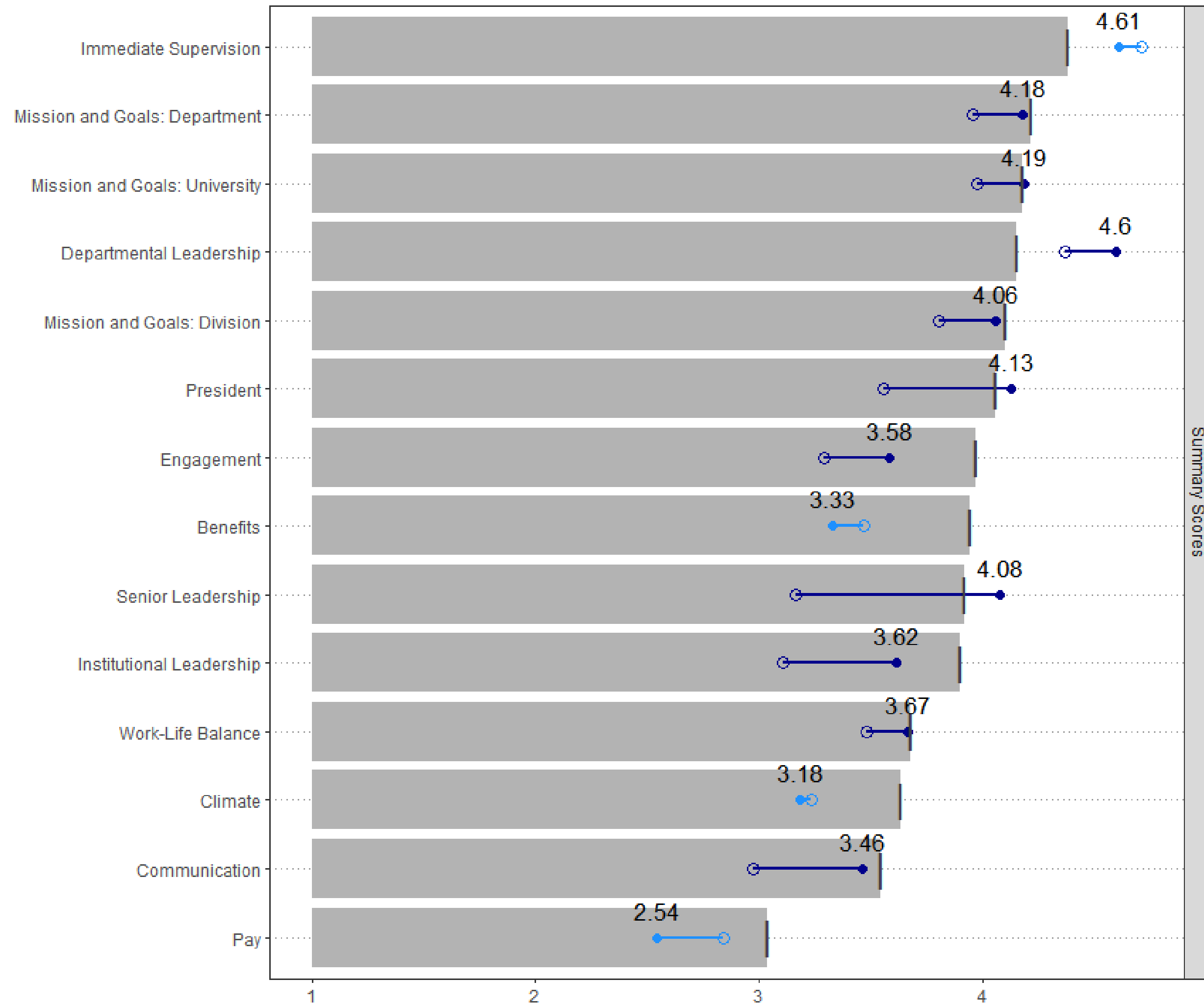
In the following charts, a solid dot represents the current average score, an open dot represents the prior year's score, and the line segment represents the amount of change between the two. Dark blue indicates an increase, light blue a decrease, and black is displayed when only one time point is available. The grey bar and solid vertical line represents the average UWG score. Questions with less than 5 responses were omitted.

2018 data is for Wolfie. 2017 data is for Wolfie.

Summary Scores



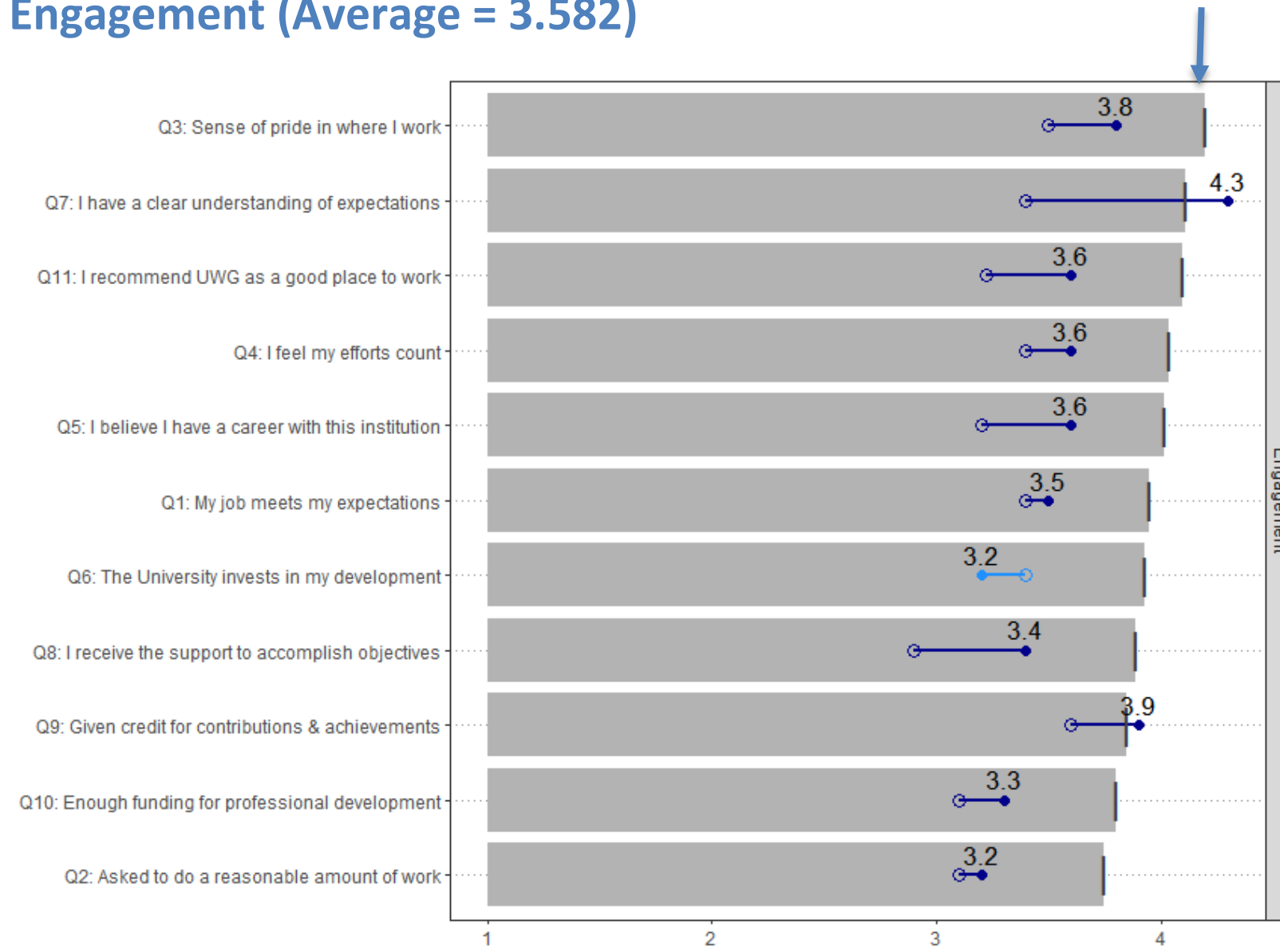
Summary Scores



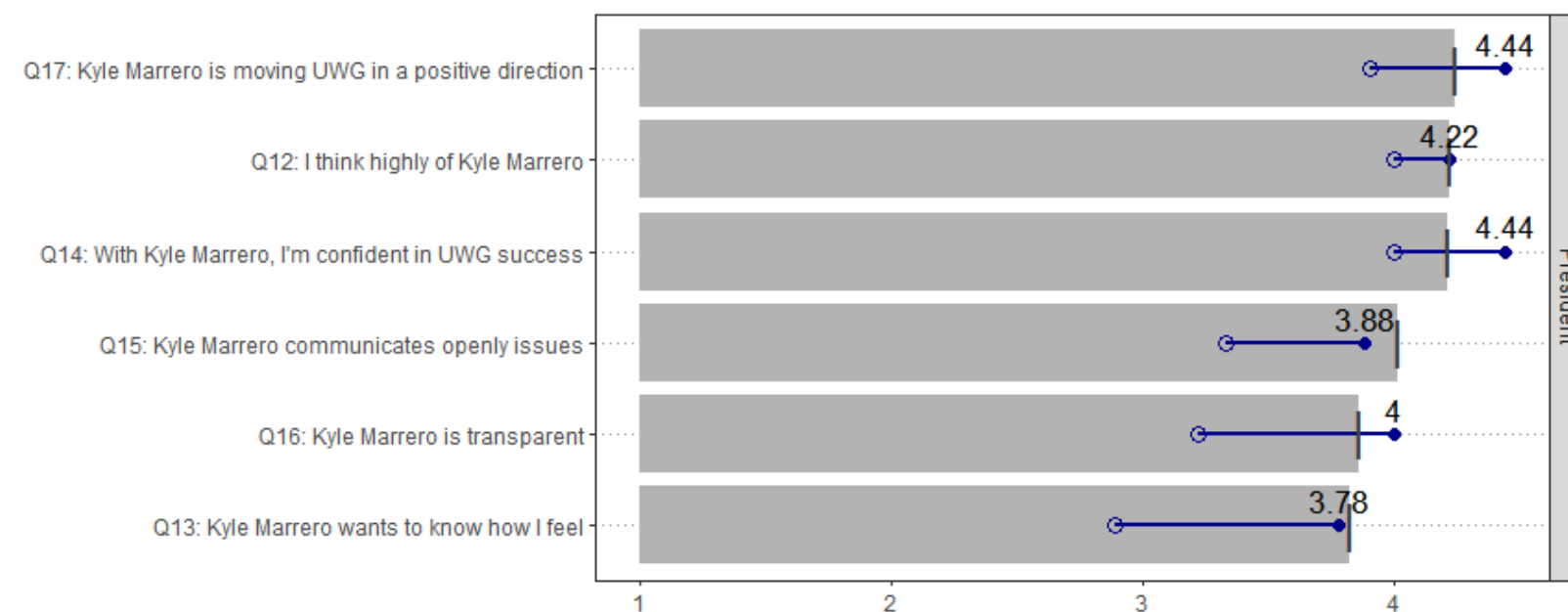
Individual Question Graphs

In the following graphs, the average scores for each question are presented. The highest and lowest unit scores are indicated when appropriate. Each section is displayed on the right-hand side of each graph. Questions are sorted from highest average UWG score to the lowest in each section.

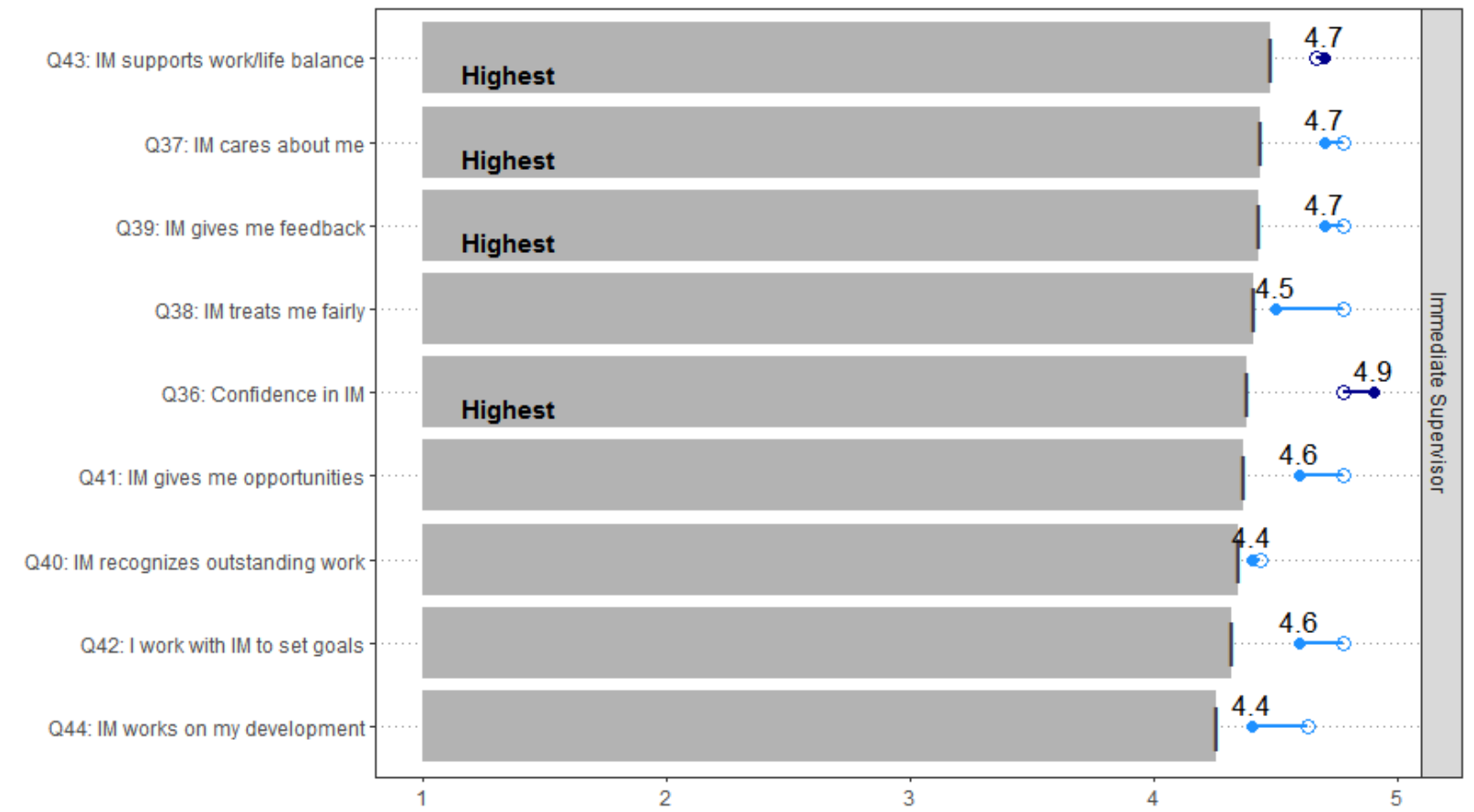
Engagement (Average = 3.582)



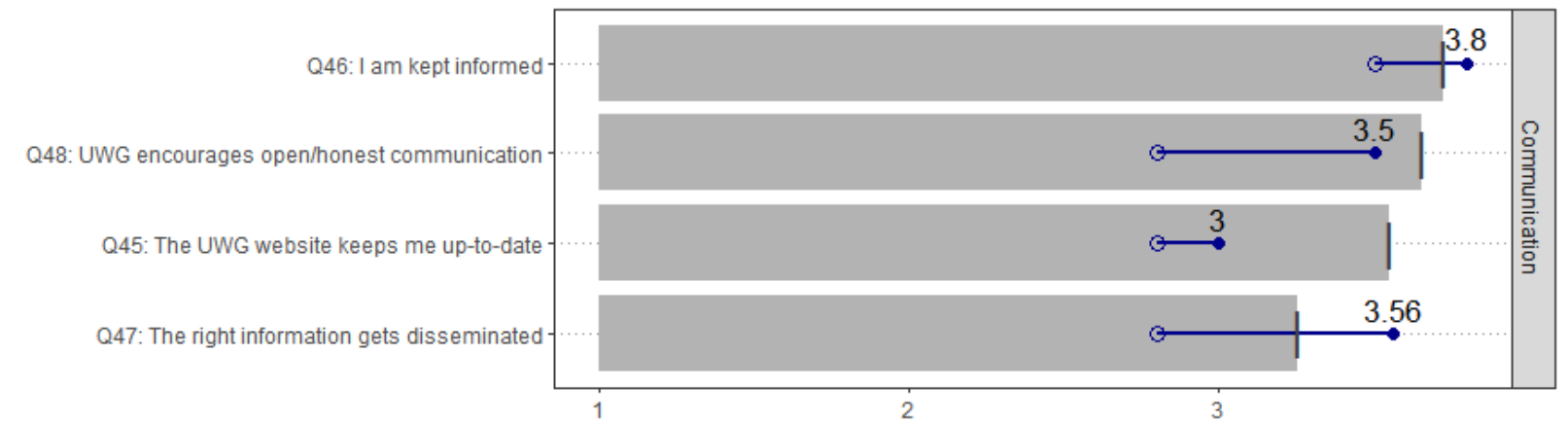
President (Average = 4.127)



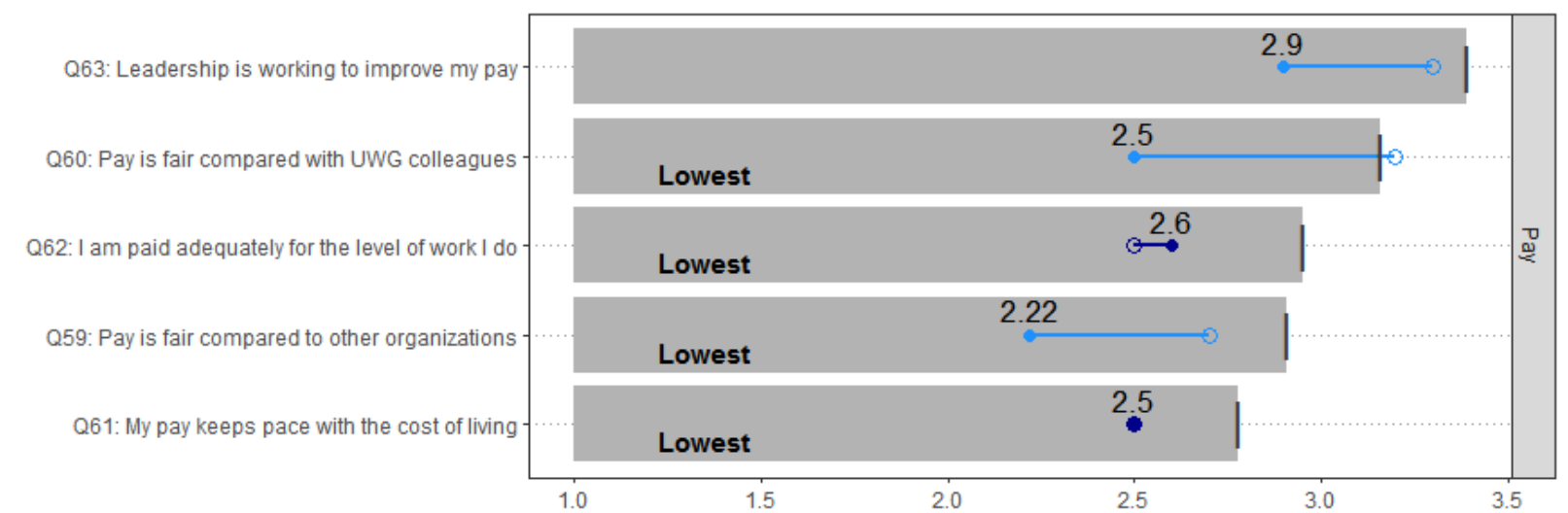
Immediate Supervisor (Average = 4.611)

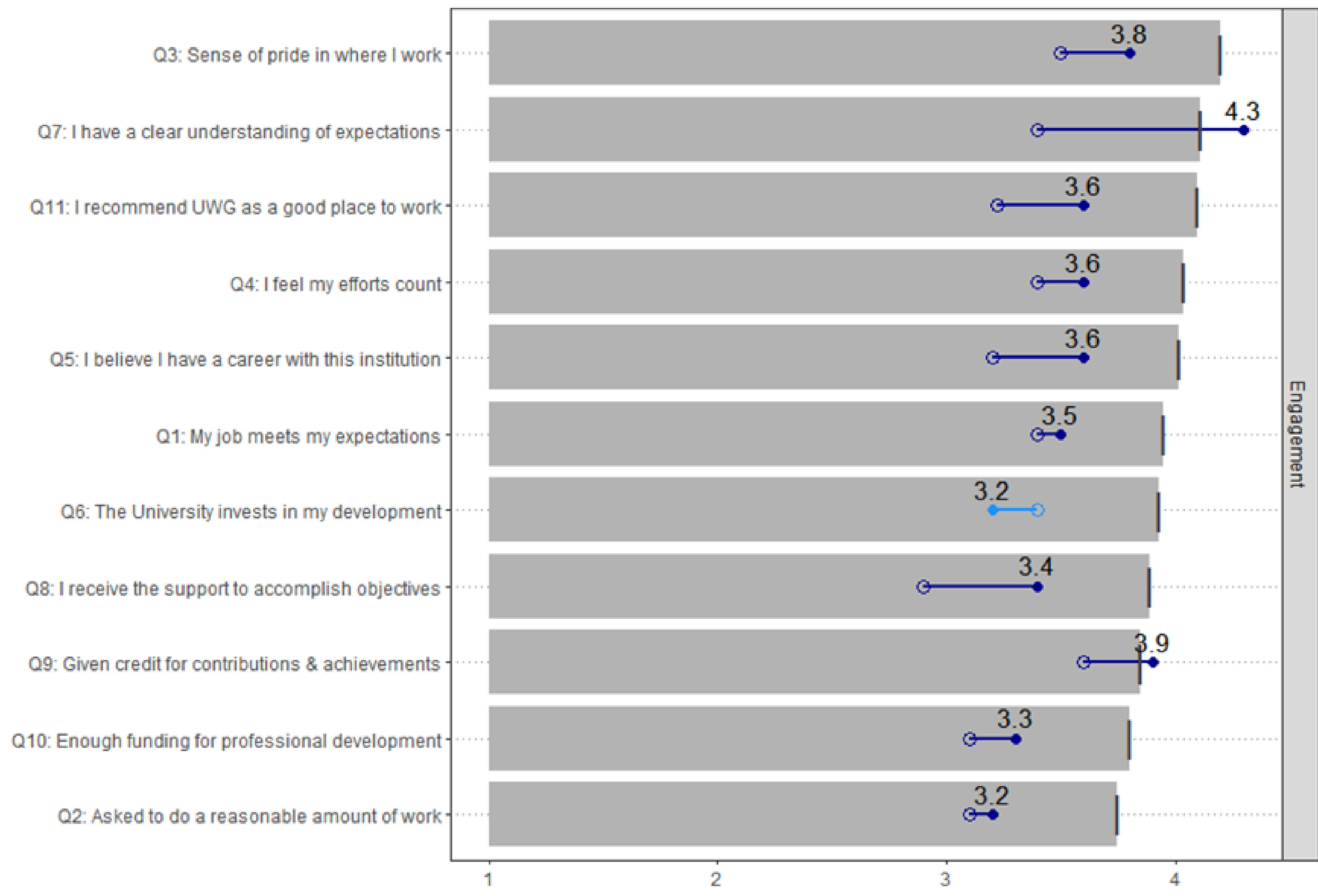


Communication (Average = 3.465)



Pay (Average = 2.544)





Engagement

Semester Plan for Creating the Best Place to Work Environments

Unit:

Overall Goal:

Create a best place to work environment at UWG

Measurement Tool:

Employee Engagement Survey

Unit Goal	
Progress Monitoring Tool	
Result	

Unit Actions to Improve				
	Focus Area	Action Description	Person Responsible	Timeline
Action 1:				
Action 2:				
Action 3:				

SAMPLE

Unit: Theatre Department

Overall Goal: Create a model collaborative environment as a way to achieve creativity, engagement and satisfaction in the workplace.

Measurement Tool: Employee Engagement Survey (measures satisfaction and the extent to which an environment supports employees to be engaged in their work.)

Unit Goal	To improve our mission and goals so they better reflect the engaged faculty, staff and students in the department
Progress Monitoring Tool	Biweekly faculty meetings in which we will work to revise and/or create new mission and vision statements
Result	A stronger connection that we can see between our teaching and production work to our mission and vision

Unit Actions to Improve				
	Focus Area	Action Description	Person Responsible	Timeline
Action 1:	Missions and Goals	Revise our mission statement to make it more meaningful to our everyday task; create a vision statement	Chair & Faculty/Staff	AY 17-18
Action 2:	Engagement	Continue to communicate needs to TCAP so that important technical work in the training of our students is scheduled in our performance spaces	Chair & Design Team	AY 17-18
Action 3:	Department Leader	Continue to create partnerships outside of UWG (Example: performing in the CCAC in Spring 2018 term)	Chair & Faculty	AY 17-18

SAMPLE

Unit: Housing and Residence Life
 Overall Goal: Create a best place to work environment at UWG
 Measurement Tool: Employee Engagement Survey

Unit Goal	Develop the best professional employee working experience of anywhere at UWG.
Progress Monitoring Tool	Engage West Annual Survey
Result	To increase overall score by .02% or more annually.

Unit Actions to Improve

	Focus Area	Action Description	Person Responsible	Timeline
Action 1:	Climate; 50	Re-Visit at least one policy weekly in Huddles to ensure transparency which may alleviate perceptions of un-fairness	ADFO, Director	Ongoing
Action 2:	Work/Life Balance; 70	Spend at least 1 meal weekly with staff members for lunch.	Director, AVP	Ongoing
Action 3:	Climate; 57	Using an employee's anniversary date, meet with Director and discuss professional growth plan.	Director, AVP	Annually on Anniversary Date

QUESTIONS?