Faculty & Staff Engagement Survey 2025 Results

Division of Research

Participation Summary

30%
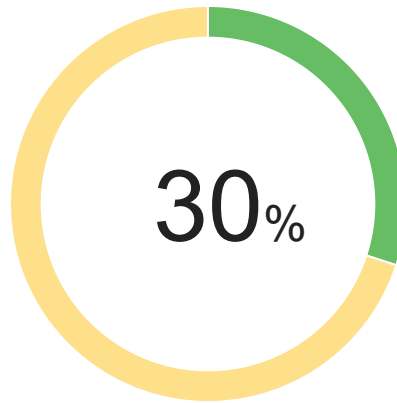
Responses
161 of 543

Engagement Score

Unfavorable: 10.01

Neutral: 18.76

71%

Favorable: 71.23

Enablement Score

Unfavorable: 11.11

Neutral: 11.11

78%

Favorable: 77.78
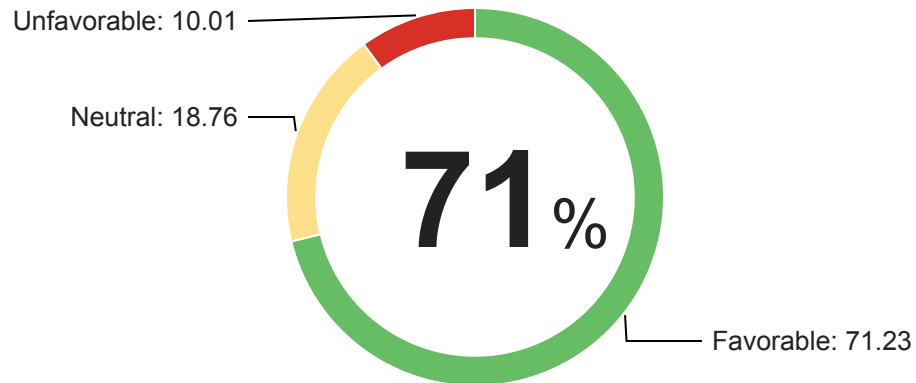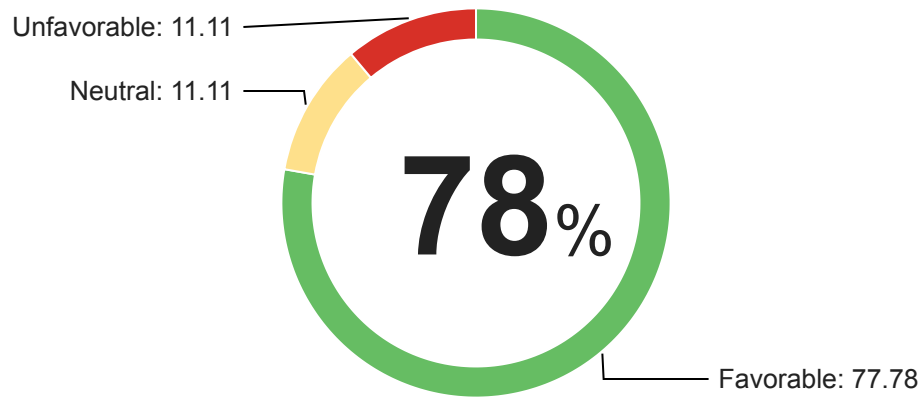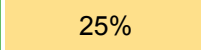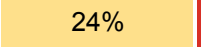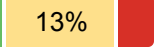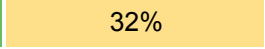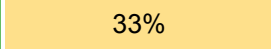
Key Drivers of Engagement

Impact	Name	Distribution
●	The university shows care and concern for its employees.	63% 25% 13%
●	The university is open and honest in communications with employees.	62% 24% 14%
●	I believe that the university will be successful over the next 2-3 years.	82% 13%
●	I have trust and confidence in the university's senior leadership team.	54% 32% 15%
●	The university is effectively managed and well-run.	48% 33% 19%

ⓘ Too few responses (9)

Key Drivers of Enablement

Impact	Name	Distribution
●	I have opportunities to achieve my career goals at the university.	71% 19% 10%
●	The feedback I receive during the year helps me develop and improve.	77% 16% 6%
●	The work is well organized in my work team.	78% 15% 8%
●	I am treated with respect as an individual.	83% 12%
●	I receive regular feedback on how well I do my work.	65% 22% 13%

ⓘ Too few responses (8)

Effectiveness Profile

Employee engagement and employee enablement do not always go hand in hand. The Effectiveness Profile identifies four distinct groups of employees in organizations, characterized by differing levels of motivation and support.

MOST EFFECTIVE
Motivation to contribute is matched with strong ability to be successful, and employees are likely to be high achievers.

FRUSTRATED
Engagement is high but employees are held back by roles that do not suit them or work environments that get in their way, and organizations are not leveraging their full potential.

DETACHED
Roles suit employees reasonably well and they are in work environments that are broadly supportive, but their levels of engagement with organizational objectives and task requirements are insufficient to make them optimally effective.

LEAST EFFECTIVE
Both engagement and enablement are lacking, and employees are likely to struggle in their job roles.

Effectiveness Segment

Effectiveness Segment	
Most Effective	54%
Frustrated	7%
Detached	18%
Least Effective	21%
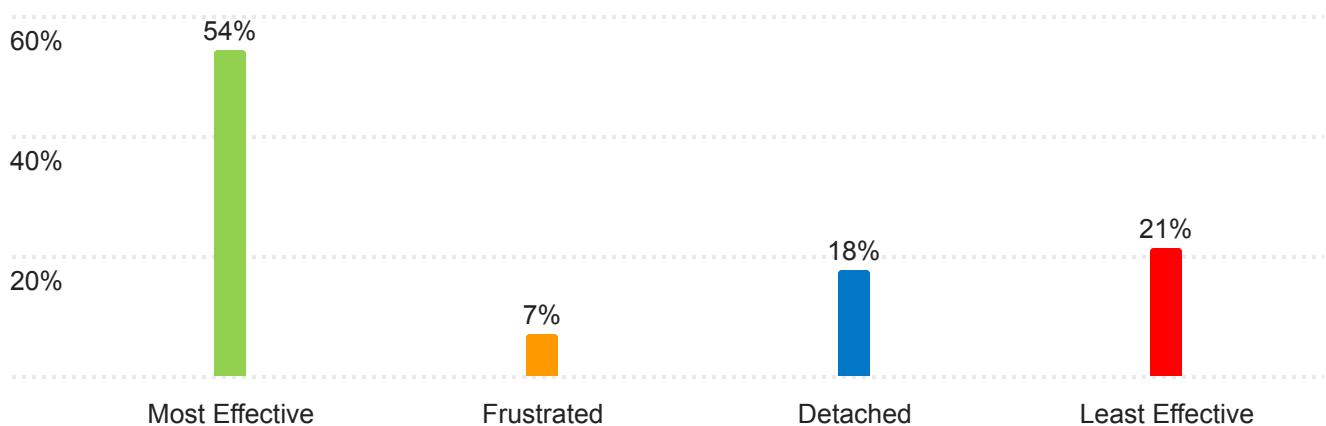
Dimension Summary

Name	Responses	Distribution
Authority & Empowerment		63% / 20% / 17%
Clear & Promising Direction		80% / 14% / 6%
Collaboration		60% / 21% / 18%
Community		62% / 31% / 7%
Confidence in Leaders		62% / 25% / 12%
Development Opportunities		72% / 17% / 11%
Employee Enablement		78% / 11% / 11%
Employee Engagement		71% / 19% / 10%
Pay & Benefits		69% / 17% / 14%
Performance Management		59% / 22% / 19%
Quality & Student Focus		77% / 19% /
Resources		75% / 9% / 16%
Respect & Recognition		70% / 18% / 12%
Training		71% / 15% / 13%
Well-Being		78% / 13% / 9%
Work, Structure, & Process		60% / 22% / 18%
Development Opportunities - Faculty		Too few responses

Development Opportunities - Staff	72%	17%	11%
Training - Faculty	Too few responses		
Training - Staff	71%	15%	13%

Authority & Empowerment

Name	Responses	Distribution
Authority & Empowerment		63% 20% 17%
I am encouraged to come up with new or better ways of doing things.	161	83% 10% 7%
In the university, decisions are generally made at the lowest level appropriate.	132	16% 42% 42%
I have opportunities to have my ideas adopted and put into use.	159	81% 12% 8%

Clear & Promising Direction

Name	Responses	Distribution
Clear & Promising Direction		80% 14% 6%
I believe that the university will be successful over the next 2-3 years.	157	82% 13%
I understand how my job contributes to the university's strategic priorities and goals.	158	85% 9% 6%
The university is responding effectively to changes in the higher education environment.	150	62% 28% 10%
I have a good understanding of my work team's goals and objectives.	161	94%
I have a good understanding of the university's values.	159	92%
I have a good understanding of the university's strategic priorities and goals.	156	64% 24% 12%

Collaboration

Name	Responses	Distribution
Collaboration		60% 21% 18%
There is effective sharing of ideas and resources across the university.	154	44% 25% 31%
My work team receives high quality support from other parts of the university we depend on.	159	54% 25% 21%
There is good cooperation and teamwork within my work team.	159	92%
My work team receives high quality support from centralized service units that we depend on.	152	50% 32% 18%

Community

Name	Responses	Distribution
Community		62% 31% 7%
The university actively helps make communities in which it operates better places to live and work.	149	62% 31% 7%

Confidence in Leaders
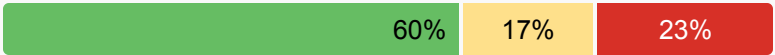
Name	Responses	Distribution
Confidence in Leaders		62% 25% 12%
I have trust and confidence in the university's senior leadership team.	157	54% 32% 15%
The university is open and honest in communications with employees.	159	62% 24% 14%
I have trust and confidence in my immediate supervisor.	161	86% 9%
The information from this survey will be used constructively by the university.	140	48% 39% 13%
The university operates in an ethical manner.	157	73% 17% 10%
Senior leader's actions and behaviors are consistent with the university's core values.	149	64% 26% 10%
The university is effectively managed and well-run.	155	48% 33% 19%

Development Opportunities

Name	Responses	Distribution
Development Opportunities		72% 17% 11%
I have opportunities to achieve my career goals at the university (e.g., awards, promotions, etc.).		Too few responses
My job leaves adequate time to take advantage of professional development opportunities (e.g., development offered by Center for Teaching Excellence, Faculty Affairs, etc.)		Too few responses
My department head, dean, and/or supervisor supports me in my professional development.		Too few responses
I have good opportunities for professional development at the university.		Too few responses
I have opportunities for leadership at the university (e.g., chairing a committee, taking on leadership positions in my department other than administrative positions, directing the graduate program, etc.).		Too few responses
I have opportunities to achieve my career goals at the university.	154	71% 19% 10%

My immediate supervisor supports me in my learning and development.	161	89% 9%
I have good opportunities for learning and development at the university.	158	77% 15% 8%
I have opportunities for career advancement at the university.	153	57% 26% 17%
I have a good idea of the possible career paths available to me.	156	65% 15% 20%

Employee Enablement

Name	Responses	Distribution
Employee Enablement		78% 11% 11%
There are no significant barriers at work to doing my job well.	159	60% 17% 23%
My job provides opportunities to do challenging and/or interesting work.	160	89% 8%
My job makes good use of my skills and abilities.	160	84% 8% 8%
Conditions in my job allow me to be about as productive as I can be.	160	79% 12% 9%

Employee Engagement

Name	Responses	Distribution
Employee Engagement		71% 19% 10%
The university motivates me to do more than is required.	160	39% 35% 26%
I would recommend the university as a good place to work.	160	78% 20%
I feel motivated to do more than is required of me.	161	74% 16% 10%
I feel proud to work for the university.	160	83% 13%
Given your choice, how long would you plan to continue working for the university?	148	82% 9% 8%

Pay & Benefits

Name	Responses	Distribution
Pay & Benefits		69% 17% 14%
I believe I am paid fairly for the work I do.	159	66% 16% 18%
The university provides employee benefits that meet my needs.	158	85% 10%
I have a good understanding of compensation policies and practices that affect me.	158	68% 19% 13%
The current opportunities for employee tuition/education assistance meet my needs.	92	45% 29% 26%

Performance Management

Name	Responses	Distribution
Performance Management		59% / 22% / 19%
Poor performance is addressed effectively in the university.	143	34% / 27% / 39%
The feedback I receive during the year helps me develop and improve.	155	77% / 16% / 6%
I receive regular feedback on how well I do my work.	161	65% / 22% / 13%

Quality & Student Focus

Name	Responses	Distribution
Quality & Student Focus		77% / 19%
The people in my work team are committed to delivering high quality services.	161	94%
We resolve student problems quickly and effectively.	80	54% / 41%
The university is student focused (always seeking to understand and meet student needs).	134	71% / 22% / 7%

Resources

Name	Responses	Distribution
Resources		75% 9% 16%
My immediate supervisor is accessible when needed.	161	89% 7%
Physical working conditions where I work are good.	157	85% 8% 7%
I have the resources I need to do my job effectively.	161	80% 11% 10%
There are enough people to do the work in my work team.	160	48% 10% 43%

Respect & Recognition

Name	Responses	Distribution
Respect & Recognition		70% 18% 12%
I receive recognition when I do a good job.	161	71% 17% 12%
I am treated with respect as an individual.	161	83% 12%
The university supports me in achieving a reasonable balance between my work life and my personal life.	160	74% 12% 14%
The university shows care and concern for its employees.	159	63% 25% 13%
The university values and promotes diverse viewpoints.	152	57% 26% 17%

Training

Name	Responses	Distribution
Training		71% 15% 13%
My department head, dean, and/or supervisor encourages me to take advantage of relevant professional development opportunities.		Too few responses
New faculty receive sufficient information (through channels such as new faculty orientations, department/college, and faculty development workshops) to be successful.		Too few responses
My unit provides sufficient mentoring and/or coaching to be successful.		Too few responses
My job leaves adequate time to take advantage of job-related training opportunities.	158	62% 16% 22%
My immediate supervisor encourages me to take advantage of relevant training opportunities.	160	86% 8% 6%
New hires receive the training they need to do their jobs well.	155	64% 18% 18%
My immediate supervisor coaches me to help improve my performance.	160	73% 20% 8%

Well-Being

Name	Responses	Distribution		
Well-Being		78%	13%	9%
The university provides me with the flexibility to lead a healthy lifestyle.	161	80%	11%	9%
The university provides information to help me to lead a healthy lifestyle.	161	81%	16%	
People in my team support each other to get the work done.	161	91%		
I feel able to be myself at work.	161	76%	16%	7%
My immediate supervisor encourages employees to take part in the health and well-being programs available at work.	161	72%	17%	11%
I am able to sustain the personal level of energy I need throughout the day.	160	69%	13%	18%

Work, Structure, & Process

Name	Responses	Distribution
Work, Structure, & Process		60% / 22% / 18%
The work is well organized in my work team.	157	78% / 15% / 8%
The university is effectively organized and structured.	156	44% / 34% / 22%
In the university, decisions are generally made in a timely manner.	151	40% / 28% / 32%
The amount of work expected of me is reasonable.	161	72% / 14% / 14%
When changes are made where I work, communications are handled well.	160	65% / 22% / 13%

Development Opportunities - Faculty

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Development Opportunities - Faculty		Too few responses
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I have good opportunities for professional development at the university.		Too few responses
I have opportunities for leadership at the university (e.g., chairing a committee, taking on leadership positions in my department other than administrative positions, directing the graduate program, etc.).		Too few responses

Development Opportunities - Staff

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Development Opportunities - Staff		72% 17% 11%
I have opportunities to achieve my career goals at the university.	154	71% 19% 10%
My immediate supervisor supports me in my learning and development.	161	89% 9%
I have good opportunities for learning and development at the university.	158	77% 15% 8%
I have opportunities for career advancement at the university.	153	57% 26% 17%
I have a good idea of the possible career paths available to me.	156	65% 15% 20%

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New hires receive the training they need to do their jobs well.	155	64% 18% 18%
My immediate supervisor coaches me to help improve my performance.	160	73% 20% 8%