Promoting an Environment of Employee Inclusion, Ownership, & Engagement

Employee Participation and Confidence in Initiative

The UWL Employee Engagement Survey was developed and administered for the first time in Spring 2018. **32% of employees** (456 out of 1419 at the time) **completed the survey**.

When asked, *Do you believe the results of this survey will be used to make positive changes at UWL?,* on a scale of 1 (definitely not) to 5 (definitely yes) the average response was a 3 (they might or might not). This indicates a **general lack of confidence in there being positive change** related to employee inclusion, ownership, and engagement.

Current Levels of Engagement & Satisfaction

As of Spring 2018, the average engagement score is 6.10 and the average satisfaction score is 5.45 (both on a 7-pt. scale). This indicates that **generally speaking UWL employees are engaged in their work and have moderately high levels of overall satisfaction**. UWL employees are more engaged in their work than they are satisfied with their jobs and UWL as an employer. There is also considerably more variation in employee satisfaction than there is with engagement.

	Negative	Neutral	Positive	Mean (SD)
Engagement	1.3%	4.6%	94.1%	6.10 (.74)
Satisfaction	11.7%	11.5%	76.7%	5.45 (1.21)

Drivers of Engagement

In addition to tracking overall employee engagement and satisfaction, the UWL Employee Engagement Survey captured employee perceptions regarding 6 established precursors of engagement and satisfaction – 6 'drivers of engagement' – defined below, alongside the average scores (on a 7-pt scale) for each driver.

Driver	Definition	Mean (SD)
1. The Work Itself	Having work that is clear, interesting, and autonomous	**5.44 (1.14)**
2. Recognition & Value	Feeling appreciated and valued by UWL as an employer	**4.87 (1.16)**
3. Support from Supervisor/Chair/Division Head	Feeling appreciated and supported by one's direct supervisor, chair, or division head	**5.63 (1.47)**
4. Growth & Development	Seeing adequate opportunities for professional growth	**4.62 (1.42)**
5. Communication & Decision-Making	Perceiving fair processes for decision-making across UWL and in one's 'unit'	**4.23 (1.35)**
6. Well-Being	Believing that UWL supports employee well-being in policy and daily practice; experiencing workplace well-being	**4.57 (1.32)**