

Employee Engagement Survey Highlights

The 2022 Employee Engagement Survey was an opportunity for faculty and staff to share their experiences working at the University of Windsor. The survey responses offer insights into what we are doing well and where we can improve to create the conditions in the work environment that allows everyone to do their best, feel valued, supported, and included.

SHARED FEEDBACK

Faculty and staff shared their feedback

Total

Response

Rate

66% 30%

Staff Response Rate

Faculty Response

Rate

(includes sessional instructors and limited term)

OVERALL ENGAGEMENT AND SATISFACTION

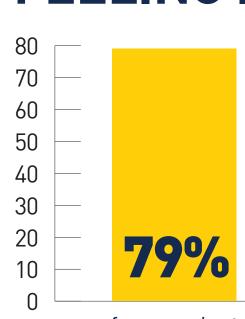


of respondents feel engaged at the University of Windsor



of respondents are satisfied with the University of Windsor as a place to work

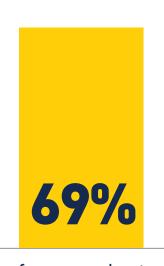
FEELING INSPIRED, PROUD AND OPTIMISTIC



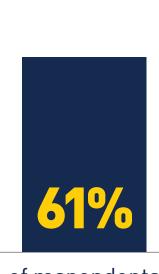
of respondents are proud to tell others that they work at the University of Windsor



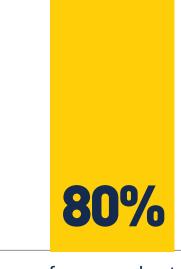
of respondents would recommend the University of Windsor as a great place to work



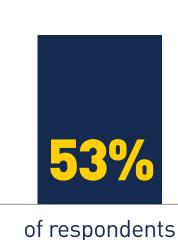
of respondents are optimistic about the future of the University of Windsor



of respondents feel inspired to do their best work



of respondents feel that their work provides them a sense of personal accomplishment



can see a link between their work and the University's long-term goals

TOP 5 INFLUENCES OF ENGAGEMENT



INNOVATION



PROFESSIONAL GROWTH



EXECUTIVE LEADERSHIP TEAM



TEAMWORK, **COLLABORATION** AND COOPERATION



WINDSOR VISION

DRIVERS OF ENGAGEMENT

(% of favourable scores)

The survey captured employee perceptions regarding 19 dimensions of engagement. The overall % favourable score for each dimension provides insight into our strengths and the opportunities for positive change.

80%

WORK ENABLEMENT

ENGAGEMENT 69%



PROFESSIONAL GROWTH

IMMEDIATE SUPERVISOR

58%

57%

EQUITY, DIVERSITY & INCLUSION

(% of favourable scores)

Other drivers of engagement

Sustainability

& Communication Mental Health

Indigeneity & Decolonization

Departmental Information

55%

54%

54%

47%

45%

Compensation University Information

57% 57% Innovation 56% 56%

& Communication Performance Feedback

Student Focus Work/Life Balance Teamwork, Collaboration

& Cooperation Executive Leadership Team University of Windsor Vision

45% 36%

EMERGING HIGH PRIORITY OPPORTUNITIES FOR IMPROVEMENT







TEAM





& INCLUSION







UNIVERSITY OF COLLABORATION WINDSOR VISION AND COOPERATION