University of Windsor
Senate

5.9: **Report of the Vice-President, Equity, Diversity, and Inclusion**

Item for: **Information**

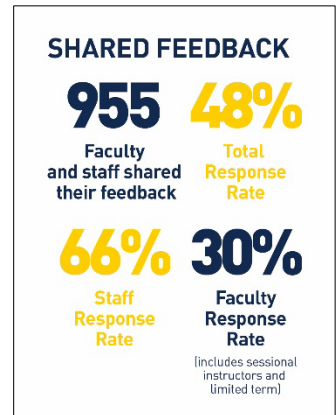Forwarded by: **Clinton Beckford**

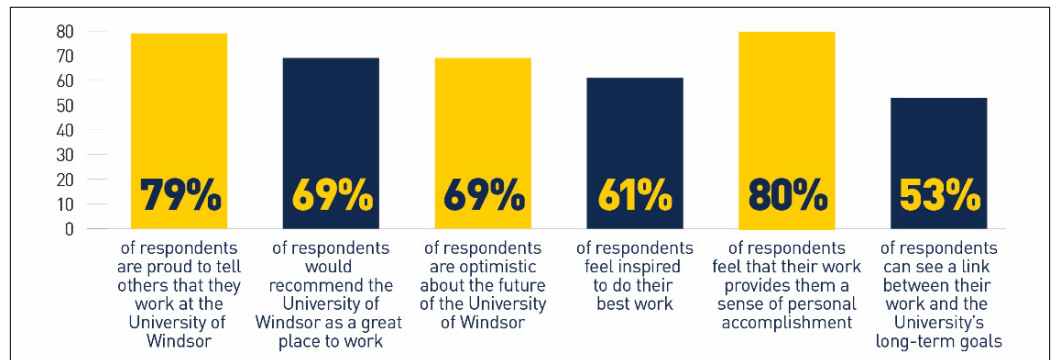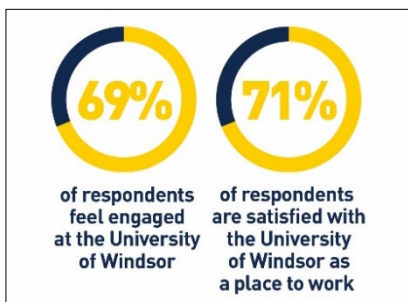*See attached.*

2022
Employee Engagement Survey Highlights

Thank you for participating in the University's first Employee Engagement Survey. The survey results have provided us with a more accurate picture of the employee experiences at the University of Windsor. The results highlight areas of strength and opportunities to enhance our workplace culture and the employee experience.

This document provides a high-level overview of the University-wide results from the Employee Engagement Survey. The **Employee Engagement Survey Campus Report** from TalentMap (survey provider) will be communicated to faculty and staff via e-mail and the Daily News in the coming weeks and will also be posted on the survey website: www.uwindsor.ca/engagementsurvey.

SHARED FEEDBACK

955
Faculty and staff shared their feedback

48%
Total Response Rate

66%
Staff Response Rate

30%
Faculty Response Rate
(includes sessional instructors and limited term)

Overall Engagement and Organization Satisfaction
(% favourable score)

69% of respondents feel engaged at the University of Windsor

71% of respondents are satisfied with the University of Windsor as a place to work

79% of respondents are proud to tell others that they work at the University of Windsor

69% of respondents would recommend the University of Windsor as a great place to work

69% of respondents are optimistic about the future of the University of Windsor

61% of respondents feel inspired to do their best work

80% of respondents feel that their work provides them a sense of personal accomplishment

53% of respondents can see a link between their work and the University's long-term goals
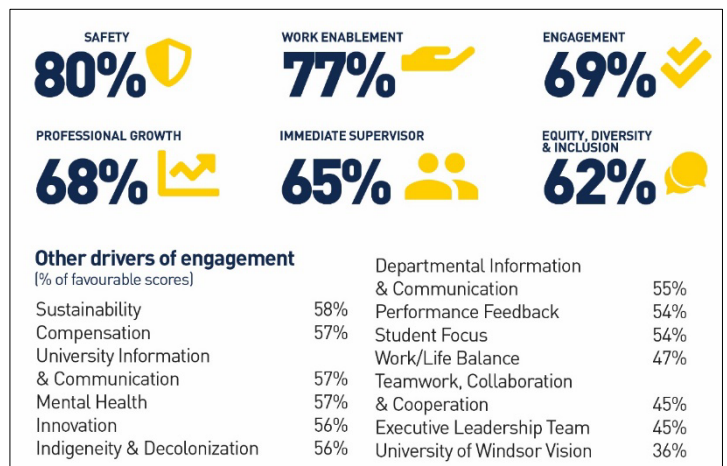
Drivers of Engagement
(% favourable score)

The Employee Engagement Survey captured employee perceptions regarding nineteen dimensions of engagement (also referred to as drivers of engagement). The overall % favourable score for each of these dimensions provides insights into our strengths and opportunities for positive change. As a general guideline from TalentMap, organizations should strive to have a % favourable score of 60% or greater.

SAFETY **80%**

WORK ENABLEMENT **77%**

ENGAGEMENT **69%**

PROFESSIONAL GROWTH **68%**

IMMEDIATE SUPERVISOR **65%**

EQUITY, DIVERSITY & INCLUSION **62%**

Other drivers of engagement
(% of favourable scores)

Sustainability	58%	Departmental Information & Communication	55%
Compensation	57%	Performance Feedback	54%
University Information & Communication	57%	Student Focus	54%
Mental Health	57%	Work/Life Balance	47%
Innovation	56%	Teamwork, Collaboration & Cooperation	45%
Indigeneity & Decolonization	56%	Executive Leadership Team	45%
		University of Windsor Vision	36%

Top 5 Influences of Engagement

TalentMap conducted a correlation statistical analysis to identify the drivers of engagement that have the greatest impact on influencing engagement outcomes at the University of Windsor. This analysis is important for targeting improvement efforts.

INNOVATION   PROFESSIONAL GROWTH   EXECUTIVE LEADERSHIP TEAM   TEAMWORK, COLLABORATION AND COOPERATION   UNIVERSITY OF WINDSOR VISION

Emerging High Priority Opportunities for Improvement

Improving engagement should be focused on the engagement dimensions exhibiting a combination of low % favourable scores and a strong engagement correlation. Focusing on the lower dimension scores exclusively may not fully address the actions that need to be taken to improve employee engagement. Seven high priority opportunities emerge from the analysis conducted by TalentMap.

PROFESSIONAL GROWTH   INNOVATION   EXECUTIVE LEADERSHIP TEAM   EQUITY, DIVERSITY & INCLUSION   MENTAL HEALTH   TEAMWORK, COLLABORATION AND COOPERATION   UNIVERSITY OF WINDSOR VISION

Taking Action

Creating a work environment that fosters engagement and contributes to the University's success is a journey, not a "quick fix." The University is committed to conducting Employee Engagement surveys at regular intervals. The results from the 2022 Employee Engagement Survey provide the baseline information from which we can measure progress.

The quantitative data provides clues about engagement and the employee experiences at the University of Windsor. An **Employee Engagement Action Group** will be established in the coming months with representation from faculty, staff, managers, and senior leaders to do a deeper analysis of both the quantitative and qualitative data (10,000 comments). Sometimes the issue that comes to the forefront with the numbers can be a symptom of a more fundamental "root cause," therefore clarification of the results by reviewing the comments submitted by employees and or having further discussions with employees is critical to creating action plans that address root causes.

The Action Group will identify recommendations to address the emerging high priority opportunities for improvement by December 2022. These will be shared with faculty and staff, and action plans will be developed to turn recommendations into action.

Faculty and Department specific survey results will be shared in the Fall 2022. A timeline and strategy will be developed in consultation with the respective Vice-President.