



EXECUTIVE SUMMARY

BACKGROUND

- 2022 is the 6th year of the FAS Employee Engagement Survey
- Survey Period: October 25 - November 18, 2022
- 332 individuals were invited to take the survey; 223 (67%) responded
- Survey consisted of 56 satisfaction questions, eNPS question, open-ended question for feedback regarding work environment, and the opportunity to highlight colleague(s) who have made an impact on creating a positive work environment

YOUR UNIT OR DEPARTMENT SUMMARY

RESPONSE RATE	OVERALL SATISFACTION	RETENTION DEPARTMENT	RETENTION UNIVERSITY
67% <small>223 responses 332 invited</small>	75% <small>Satisfied or Extremely Satisfied</small>	No data if your survey did not ask this question.	No data if your survey did not ask this question.

TOP SATISFACTION SCORES	LOWEST SATISFACTION SCORES	LARGEST CHANGES IN SCORES <small>↑ ↓ change of .09 or more, ● less than .09</small>
1 Supportive of Personal Issues	1 Adequate Staffing	1 Total Compensation ↑
2 Treats with Respect	2 Total Compensation	2 Adequate Staffing ↓
3 Collaborate Well with Supervisor	3 Faculty Value Contributions	3 Gives Praise for Work ↑
4 Enjoy Working with Coworkers	4 Career Advancement	4 Supportive of Personal Issues ↑
5 Sufficient Freedom	5 Appropriate Stress	5 Communicates Essential Info ↑

LARGEST DRIVERS OF SATISFACTION	
INFLUENTIAL STRENGTHS	PRIMARY OPPORTUNITIES
Treated in a Professional Manner	Total Compensation
Good Use of Skills	Appropriate Stress
Support Diversity	Feel Valued
All Cultures - Fair	Better Ways Recognized
Supports Training	Valuable Training

NEXT STEPS

- Encourage directors to discuss the results with their teams and have a facilitated session to discuss the results and actions they can take to make improvements.
- Develop an action plan based on the opportunities and share this plan with all staff.
- Widely communicate the results and action plans of the survey. Email staff recognized for their exceptional work and contributions to a positive work environment.
- Regularly communicate the linkage between the actions taken throughout the year and the survey ("we heard you").

¹ Survey and analytics powered by Tritonlytics™ Organizational Assessments and Strategy, UC San Diego