University of California
2019 Staff Engagement Survey

UC DAVIS RESULTS
AND NEXT STEPS
Survey Overview

- 4th systemwide Staff Engagement Survey conducted by Willis Towers Watson in conjunction with Council of UC Staff Assemblies (CUCSA) and UC Systemwide Human Resources
- 5 weeks: survey administration from May 13-June 14
- 1,068 total responses from sample of non-represented staff (45%)
  - Medical Center staff are not included in this survey. These staff participate in a separate survey specific to UC Medical Centers.
- 37 survey questions
- 12 categories
Categories

- Career Development
- Communication
- Diversity & Inclusion
- Empowered Culture
- Image/Brand
- Leadership*
- Organizational Change & Innovation
- Performance Management
- Supervision
- Sustainable Engagement
- Wellness
- Working Relationships
Results Summary

Results vs. DAVIS 2017
7 Out Of 9 Categories Have Improved

Most Improved
- Communication 5*
- Image/Brand 4*
- Wellness 4

Most Declined
- Working Relationships -3
- Diversity & Inclusion -2

Sustainable Engagement

<table>
<thead>
<tr>
<th>Strengths</th>
<th>DAVIS 2017</th>
<th>Overall</th>
<th>US Norm</th>
</tr>
</thead>
<tbody>
<tr>
<td>Image/Brand, Organizational Change &amp; Innovation</td>
<td>↑ 2</td>
<td>↑ 2</td>
<td>↑ 1</td>
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Opportunities

- Organizational Change & Innovation, Leadership
# Strengths and Opportunities

## Strengths

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
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<tbody>
<tr>
<td>We should continue to build on these.</td>
<td>I believe strongly in the teaching, research, and public service mission of the UC system.</td>
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<tr>
<td></td>
<td>My campus/location is highly regarded by its employees.</td>
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<tr>
<td></td>
<td>Generally, recent major organizational changes across the UC system have been: Explained well</td>
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## Opportunities

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<tr>
<td>These are our priority areas to focus on.</td>
<td>There is sufficient contact between senior leadership at my campus/location and employees in this organization.</td>
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<td></td>
<td>Senior leadership at my campus/location has adequately communicated the organization's long-range goals and strategic direction.</td>
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<td></td>
<td>People here are open to trying new and different ways of addressing our departmental challenges.</td>
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UC Davis Priority Areas
Empowered Culture

<table>
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<tr>
<th>Respondents Assessed These Statements</th>
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<tr>
<td>Most of the time it is safe to speak up in this organization.</td>
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<tr>
<td>I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.</td>
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</tbody>
</table>
Leadership

Respondents Assessed These Statements

Senior leadership at my campus/location has adequately communicated the organization’s long-range goals and strategic direction.

There is sufficient contact between senior leadership at my campus/location and employees in this organization.
Organizational Change & Innovation

Respondents Assessed These Statements

- Generally, recent major organizational changes across the UC system have been: Explained well
- People here are open to trying new and different ways of addressing our departmental challenges.
- People in my department are encouraged to come up with innovative solutions to work-related problems.
What’s Next?

• Three Working Groups focusing on:
  – Empowered Culture
  – Leadership
  – Organizational Change and Innovation

• Working Groups’ Charge:
  – Review more detailed survey data
  – Explore each priority area further
  – Identify actionable recommendations for improvement
What’s Next?

- **Timeline**
  - January 2020: share results; confirm Working Group Leads and recruit members
  - Early February 2020: appoint Working Group membership
  - Late February 2020: first Working Group meetings
  - June 2020: mid-process reports due
  - Fall 2020: final reports due
What’s Next?

• Interested in joining a Working Group?
  – Contact Molly Bechtel, UC Davis Staff Assembly Chair-Elect, at mmbechtel@ucdavis.edu.