



Facilities Planning & Management

UNIVERSITY OF WISCONSIN-MADISON



2016 Employee Survey Results



Mission, Vision, and Values

Mission

Providing excellence in facilities and services for our university community.

Vision

An inclusive and diverse team working together to provide exceptional service for our university community.

Core Values

- People Centered
- Stewardship
- Integrity
- Innovation and Discovery
- Safety





About EID

Engagement

Employees feel valued by their organization, find pride and personal meaning in their work, and are willing to go above and beyond for their employer.

Inclusion

Employees have a sense of belonging and of being respected for who they are and as a contributing member of the team.

Diversity

Employees possess the range of human qualities that impact and influence how people are perceived and how they behave, including (but not limited to) age, gender, race, ethnicity, color, physical and mental attributes, sexual orientation, marital status, spirituality, education, values and beliefs.



Survey Methods

- Conducted by the UW Survey Center on behalf of the Vice Chancellor for Finance and Administration (VCFA).
- Electronic and paper surveys.
- Paper surveys were offered in English, Spanish, Hmong, Tibetan, and Mandarin Chinese.
- All survey responses were confidential.
- Only demographic data was collected.
- Results are grouped by division, department, and unit.

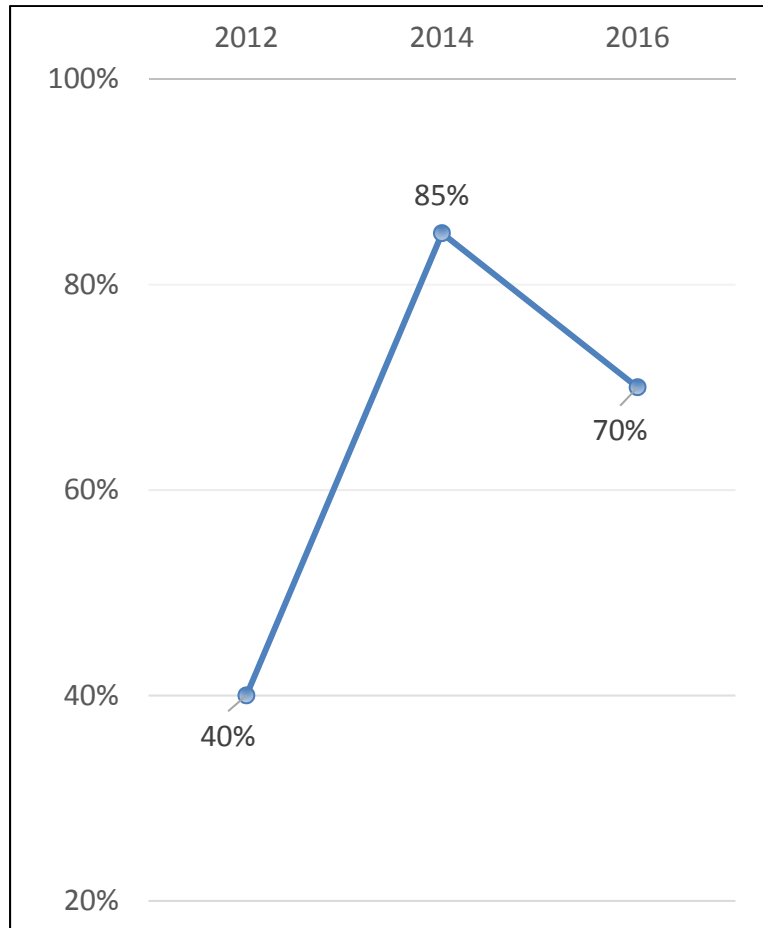


Survey Purpose

- Gather your opinions about your job, work unit, supervisors, and peers.
- Understand the issues that are important to you at work.
- Improve relationships between supervisors and co-workers.
- Assess strengths, identify gaps, and help ensure that FP&M has high levels of employee satisfaction.
- Provide a way to evaluate the success of current EID initiatives and help focus future EID efforts.



Survey Response Rates



Year	Distributed	Completed	Resp. Rate
2012	1211	482	40%
2014	1117	949	85%
2016	1146	806	70%

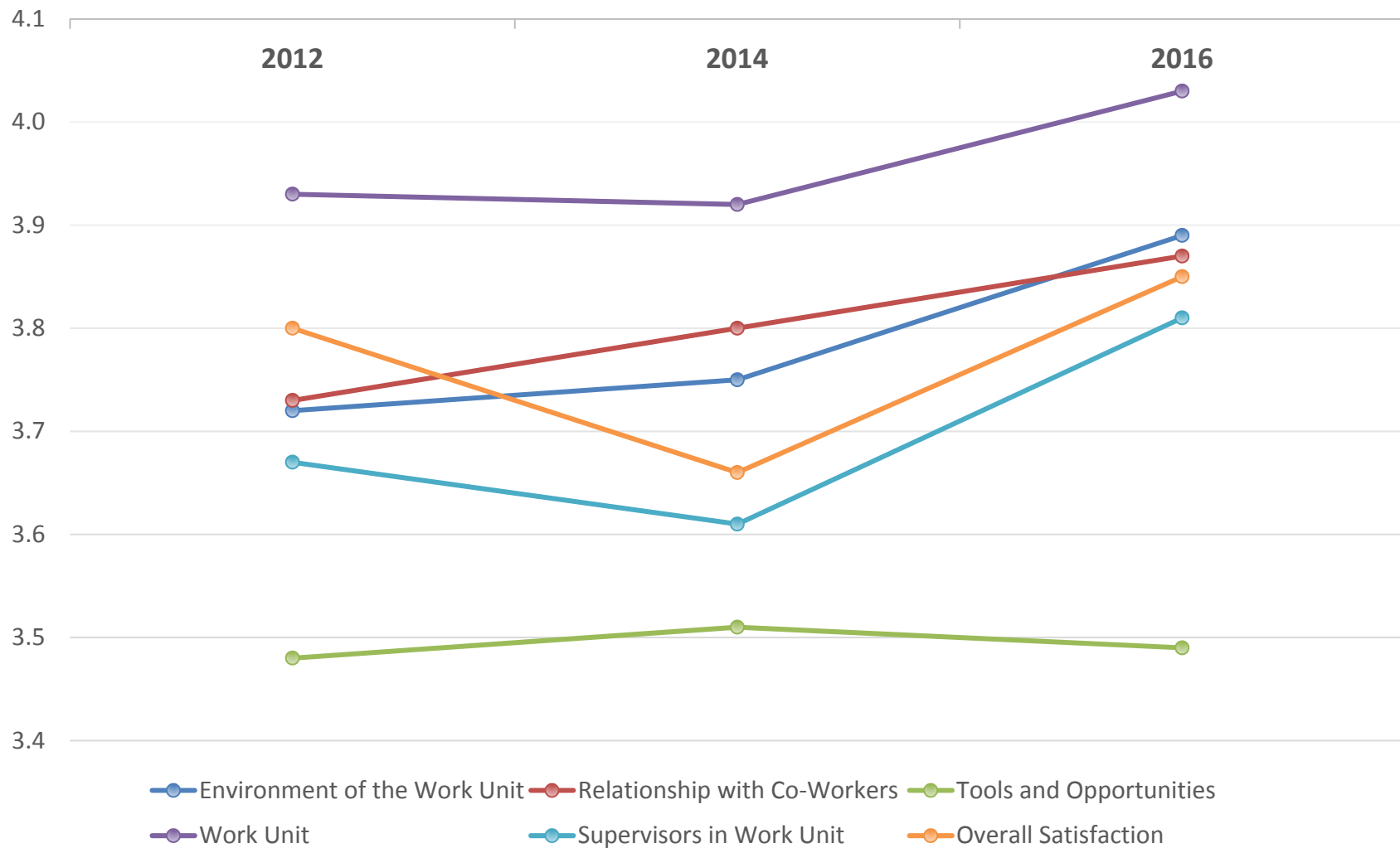


Results by Section

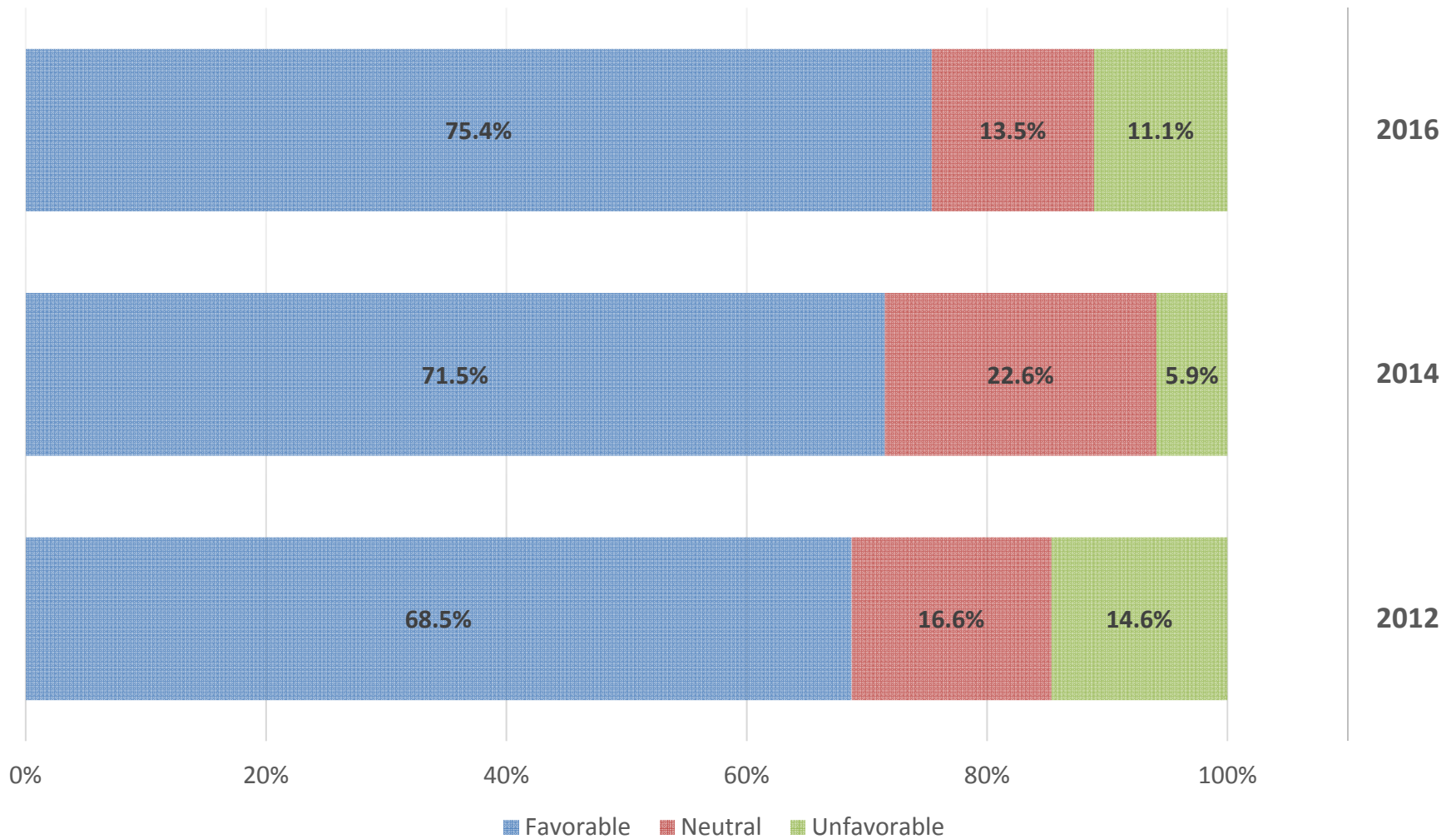
- Environment of Work Unit (Q1a-l)
- Relationship with Co-workers (Q2a-d)
- Tools & Opportunities (Q3a-j)
- Work Unit (Q4a-d)
- Supervisors in Work Unit (Q5a-j)
- Overall Satisfaction (Q6a-b)
- Other Questions (Q7-Q9)



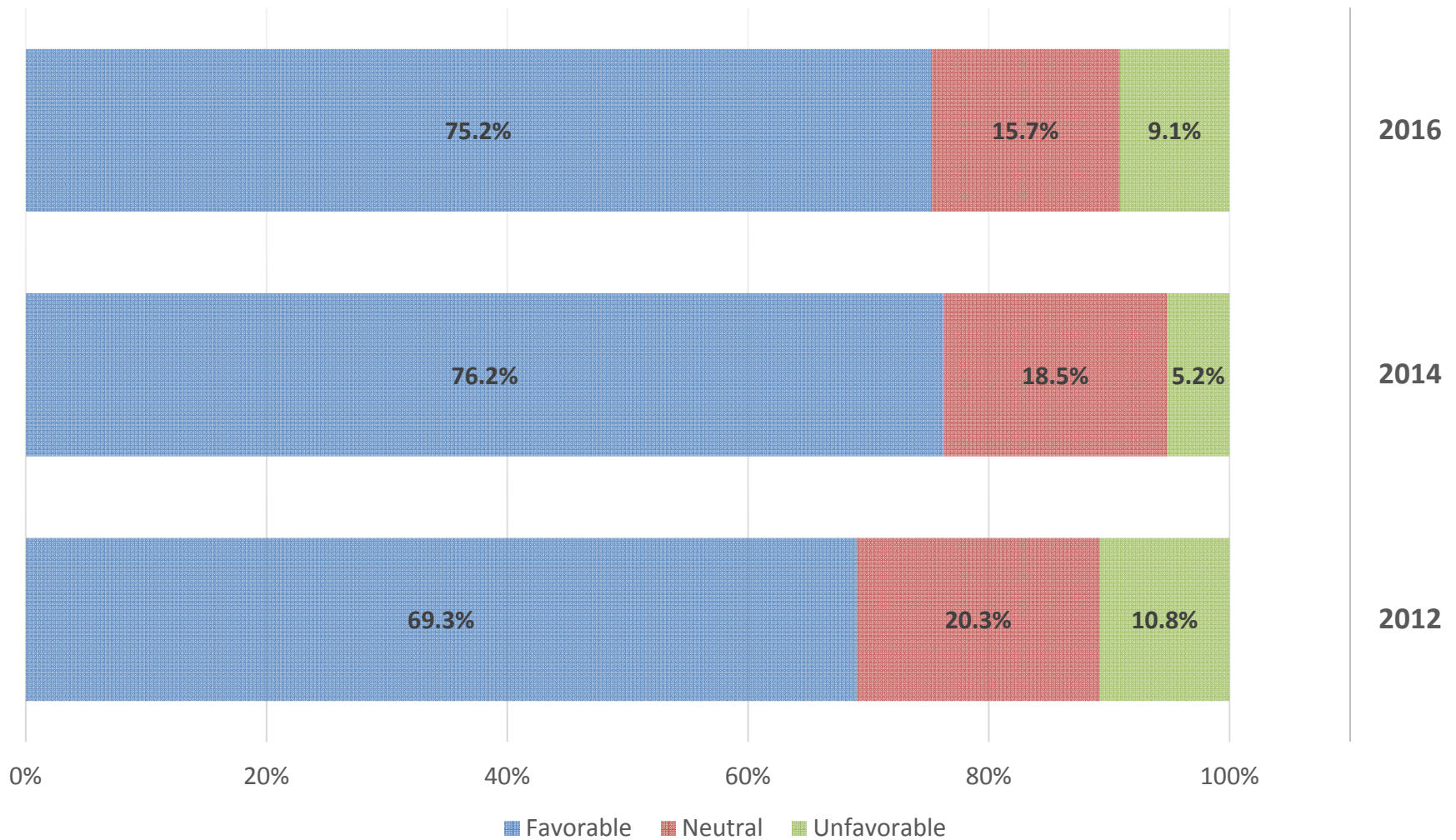
Mean Scores by Section



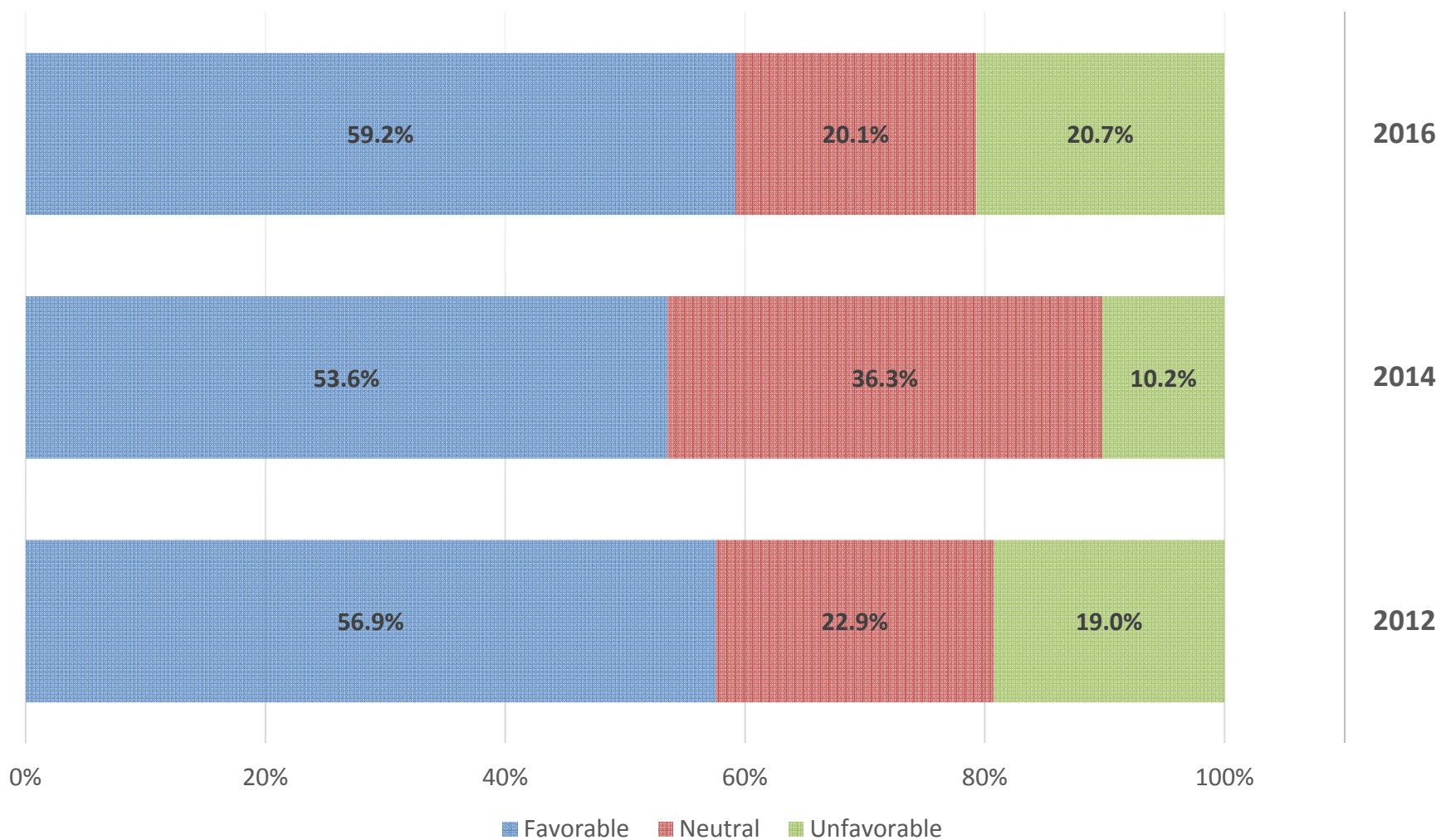
Environment of Work Unit



Relationship with Co-workers

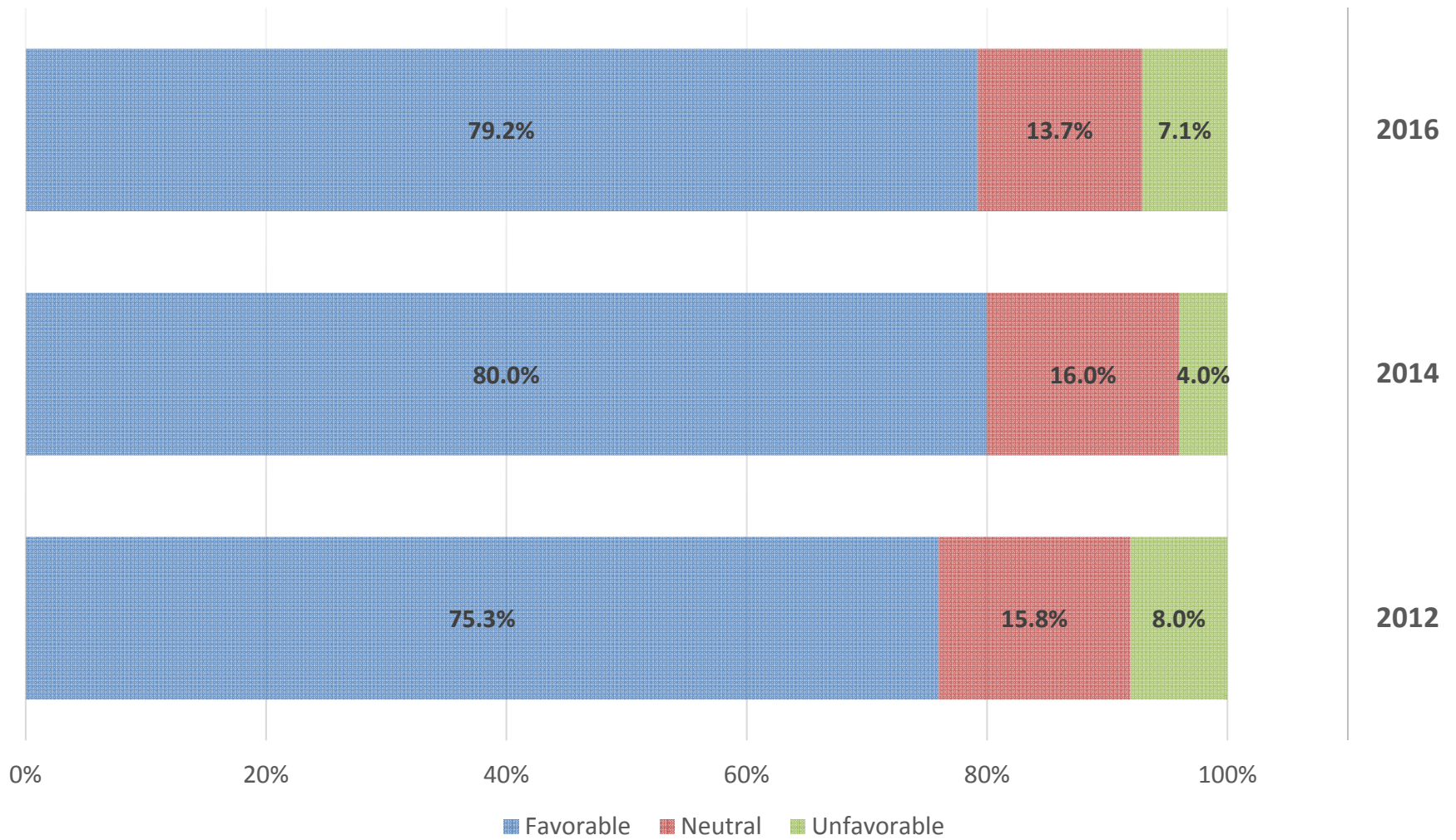


Tools & Opportunities

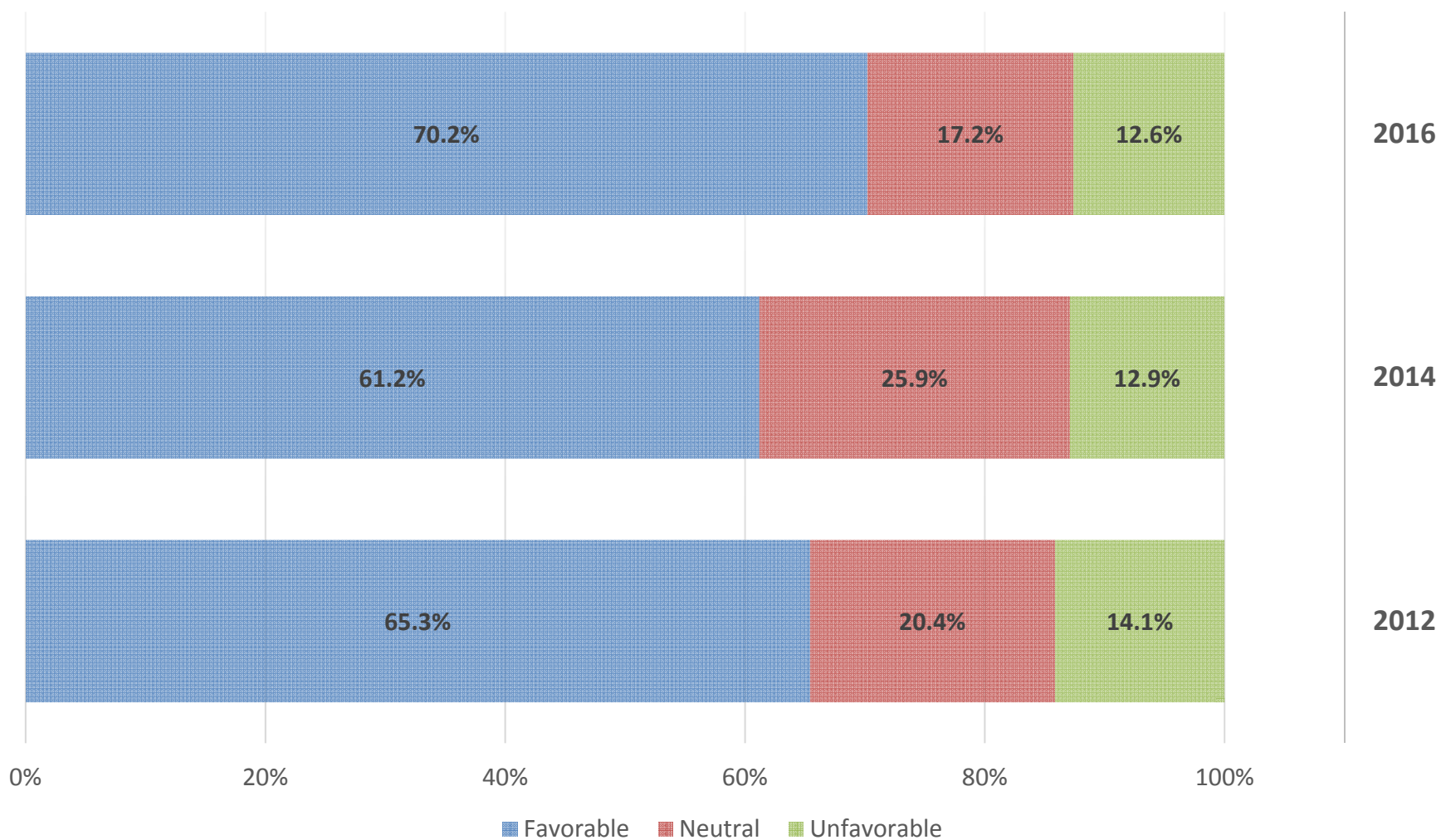




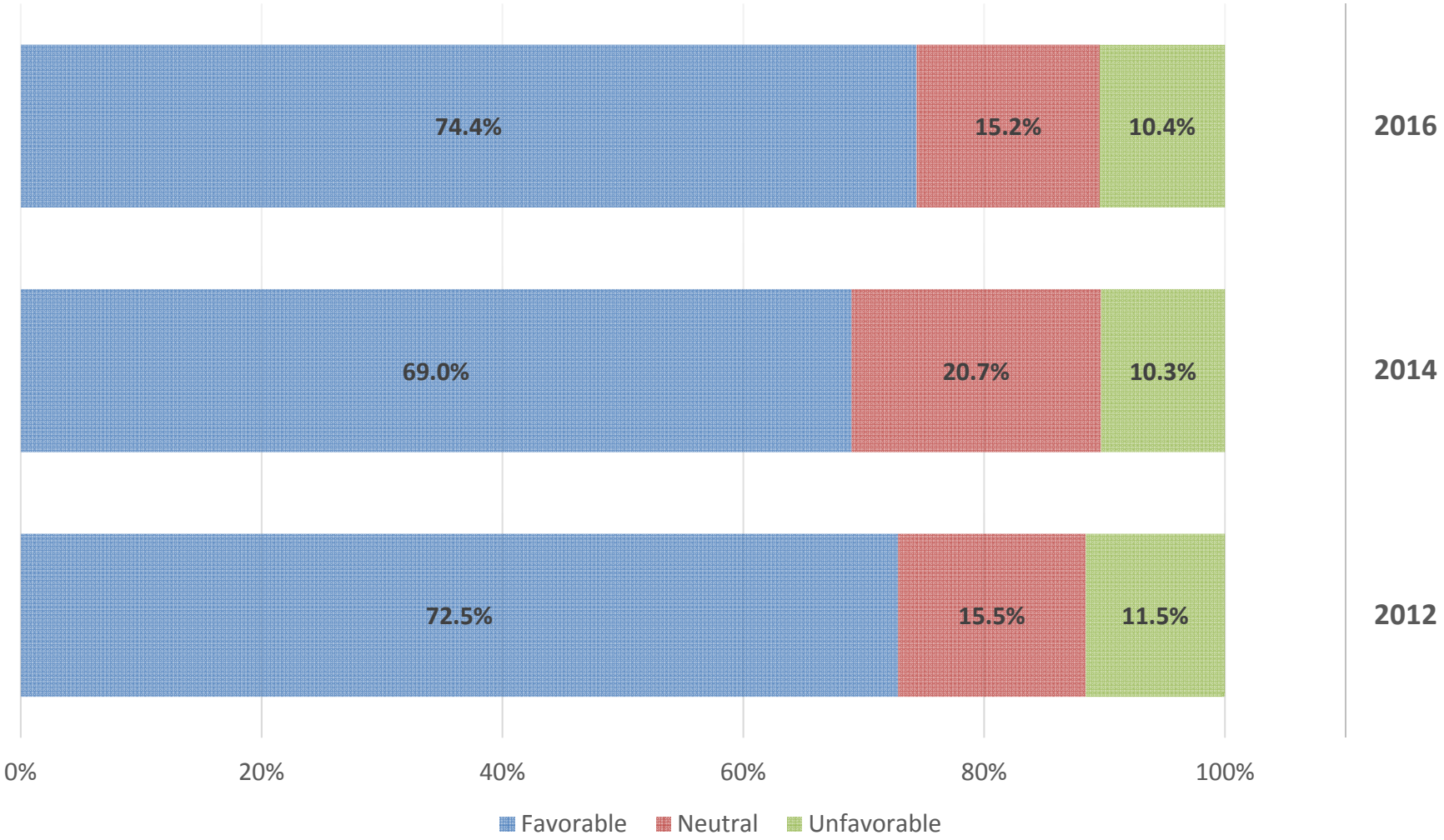
Work Unit



Supervisors in Work Unit



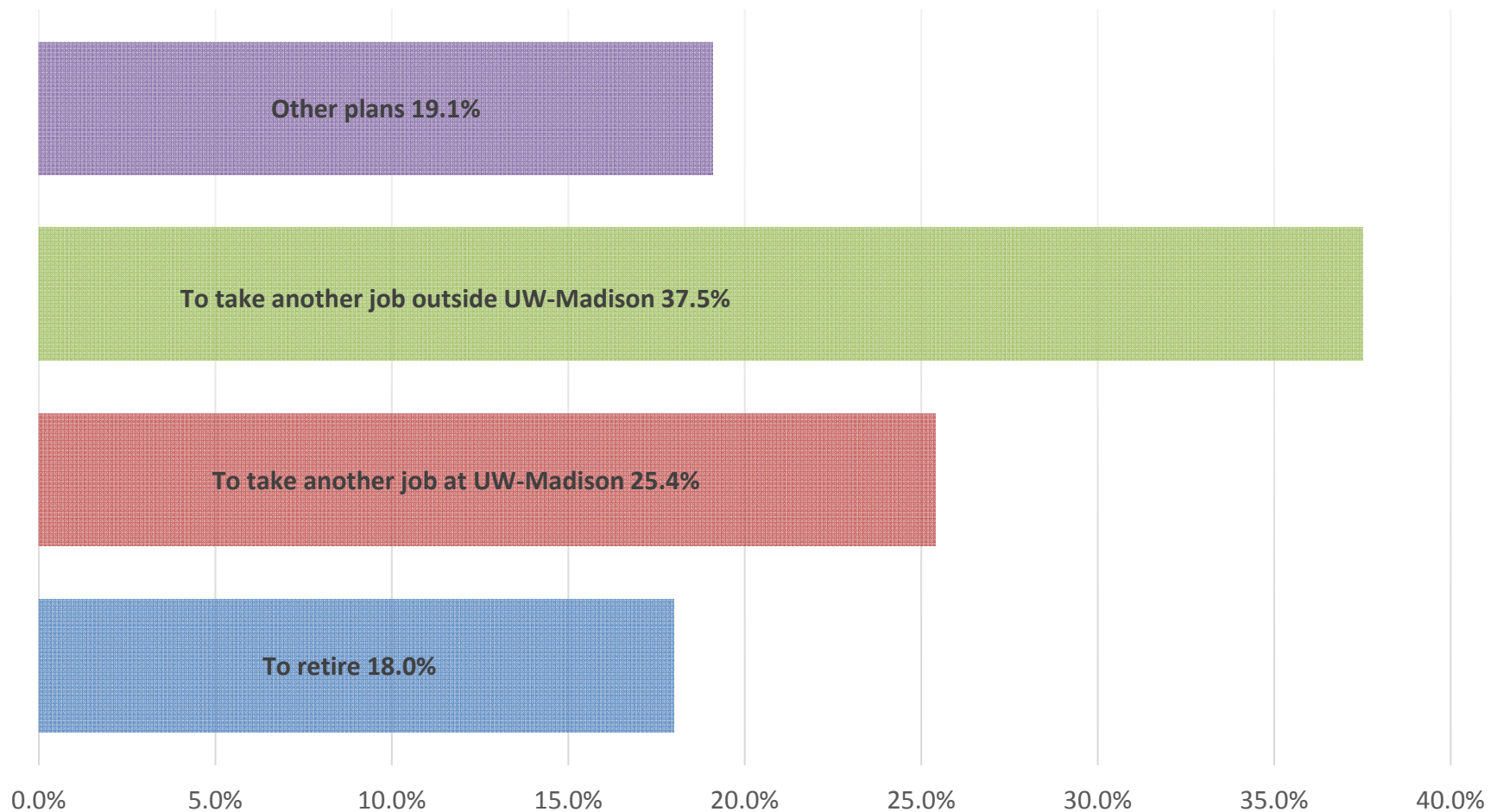
Overall Satisfaction





Considering Leaving FP&M?

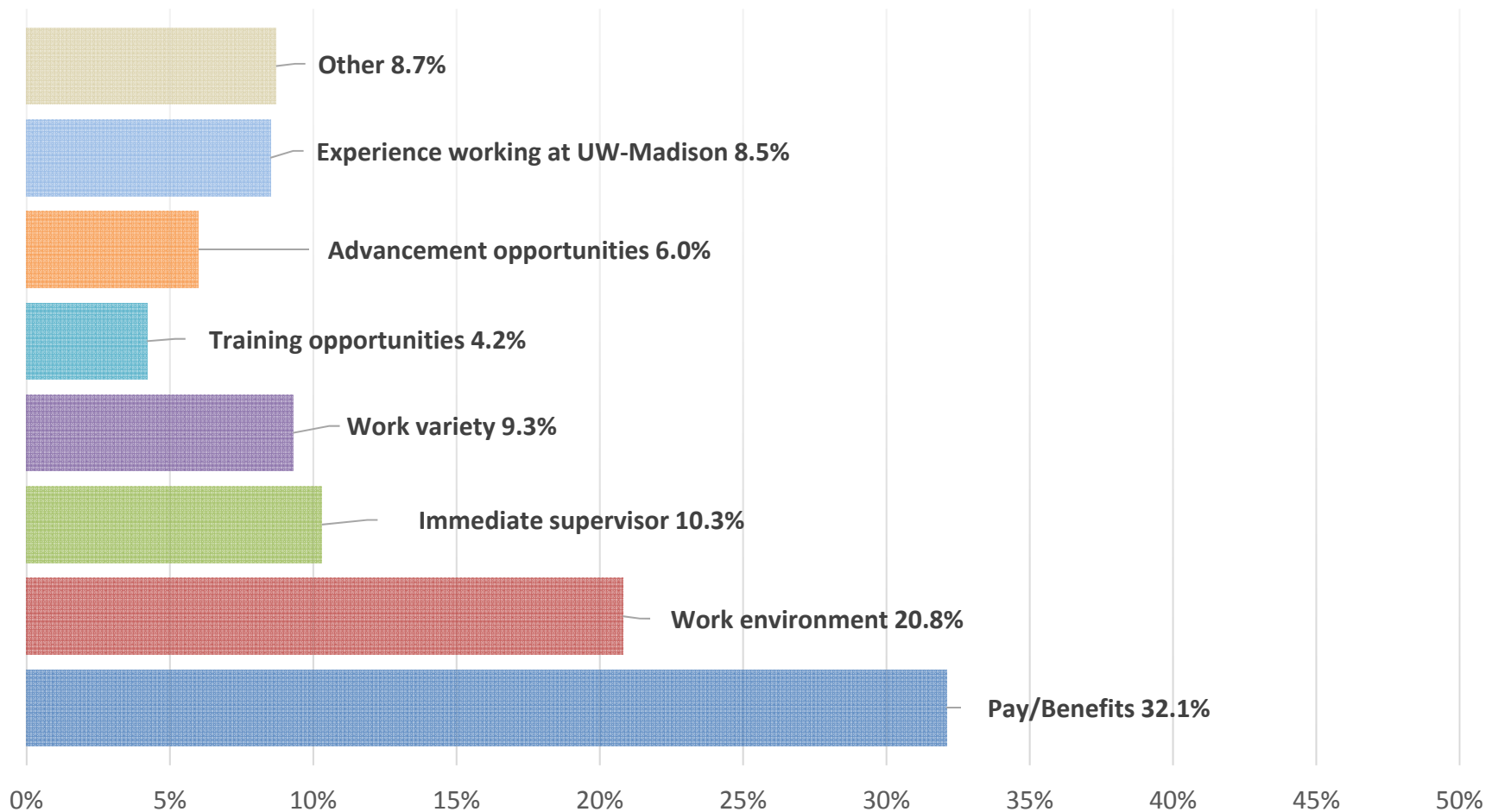
27.6% of FP&M employees are considering leaving the division in the next year.





Satisfaction with Work Experience

Which factor greatly affects your satisfaction with your work experience?

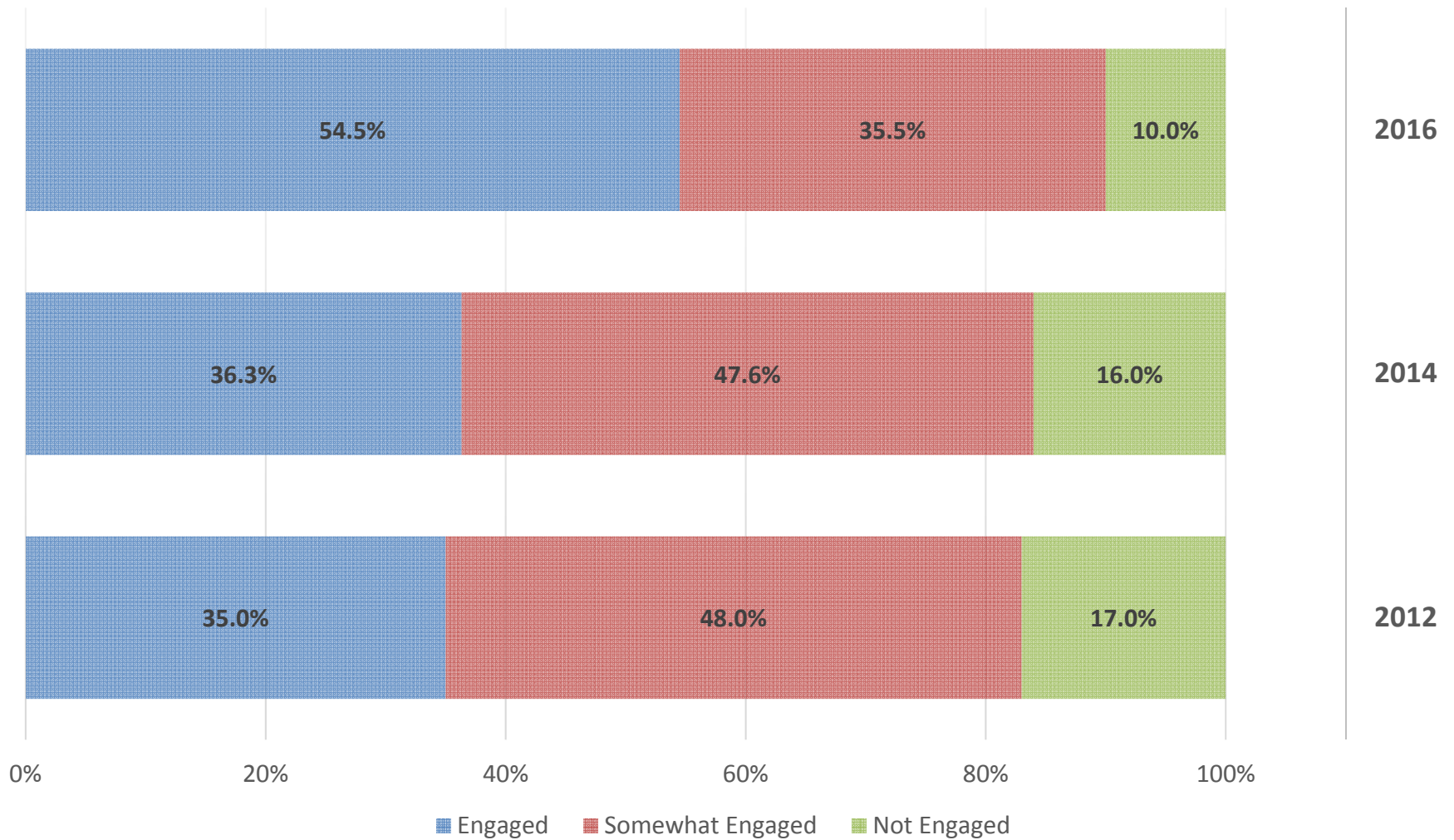




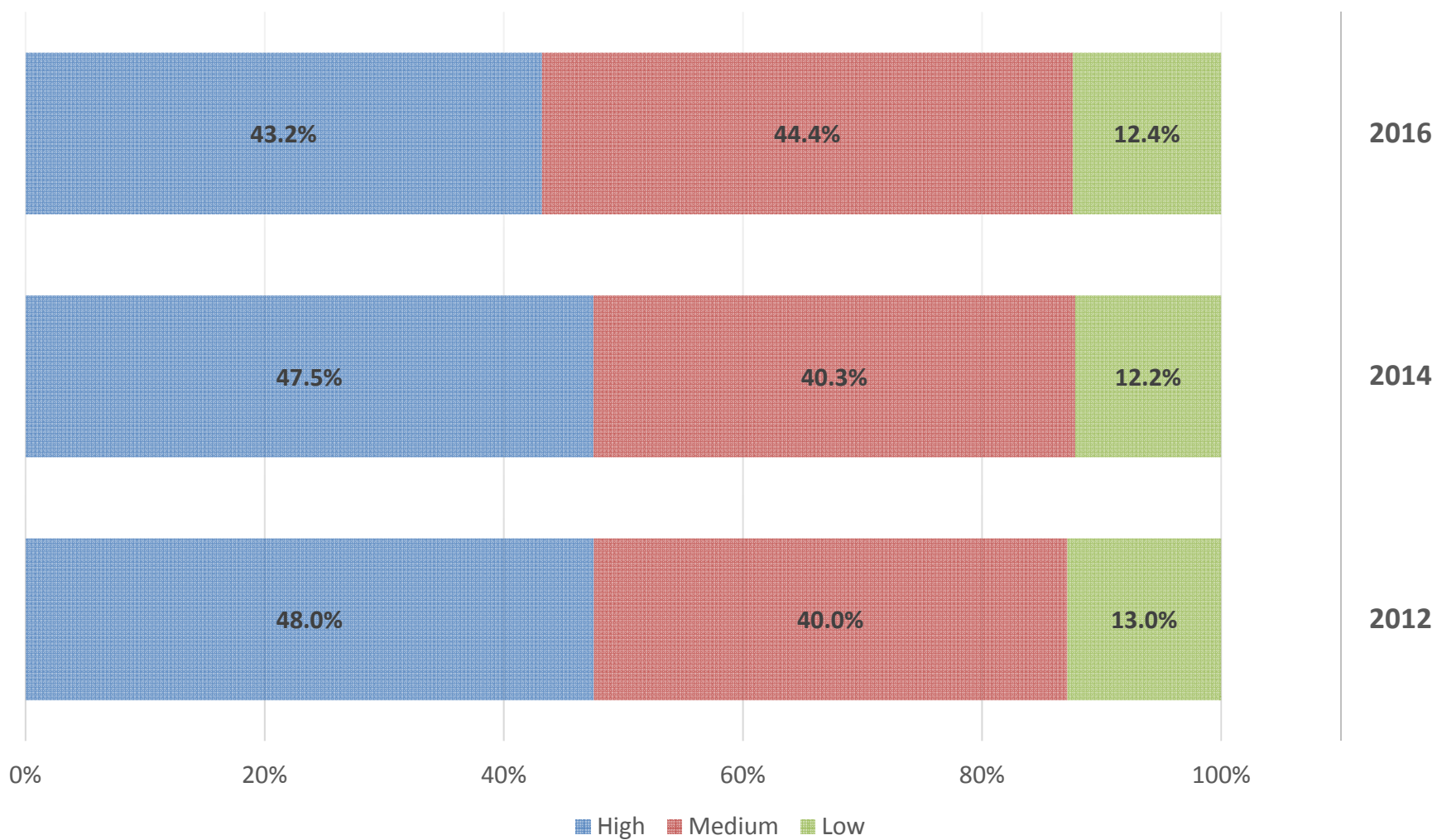
Composite Scales

- Engagement
- Diversity and Inclusion
- Best Places to Work Questions
- Respect-related Questions

Engagement



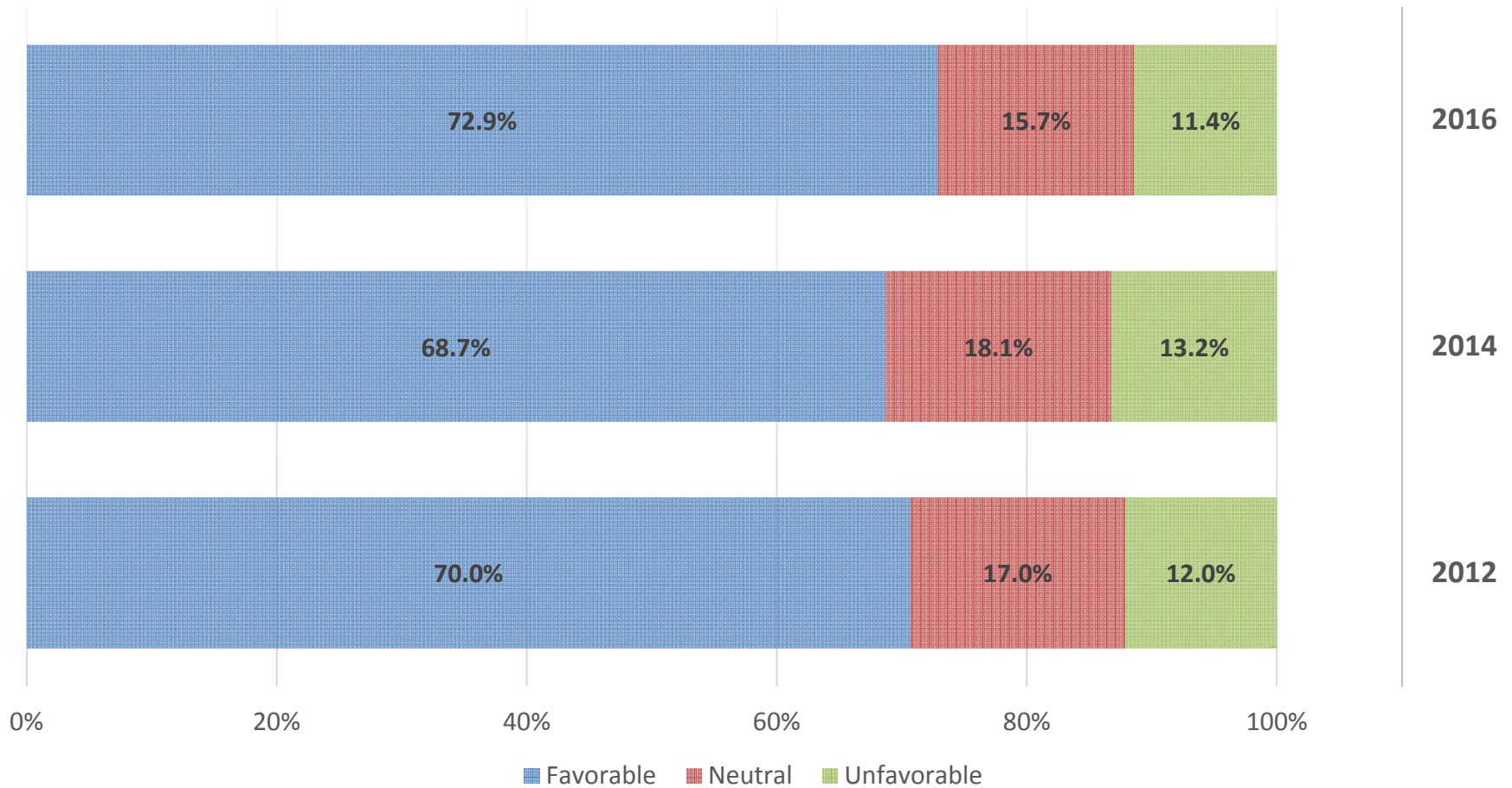
Diversity & Inclusion





Best Places to Work

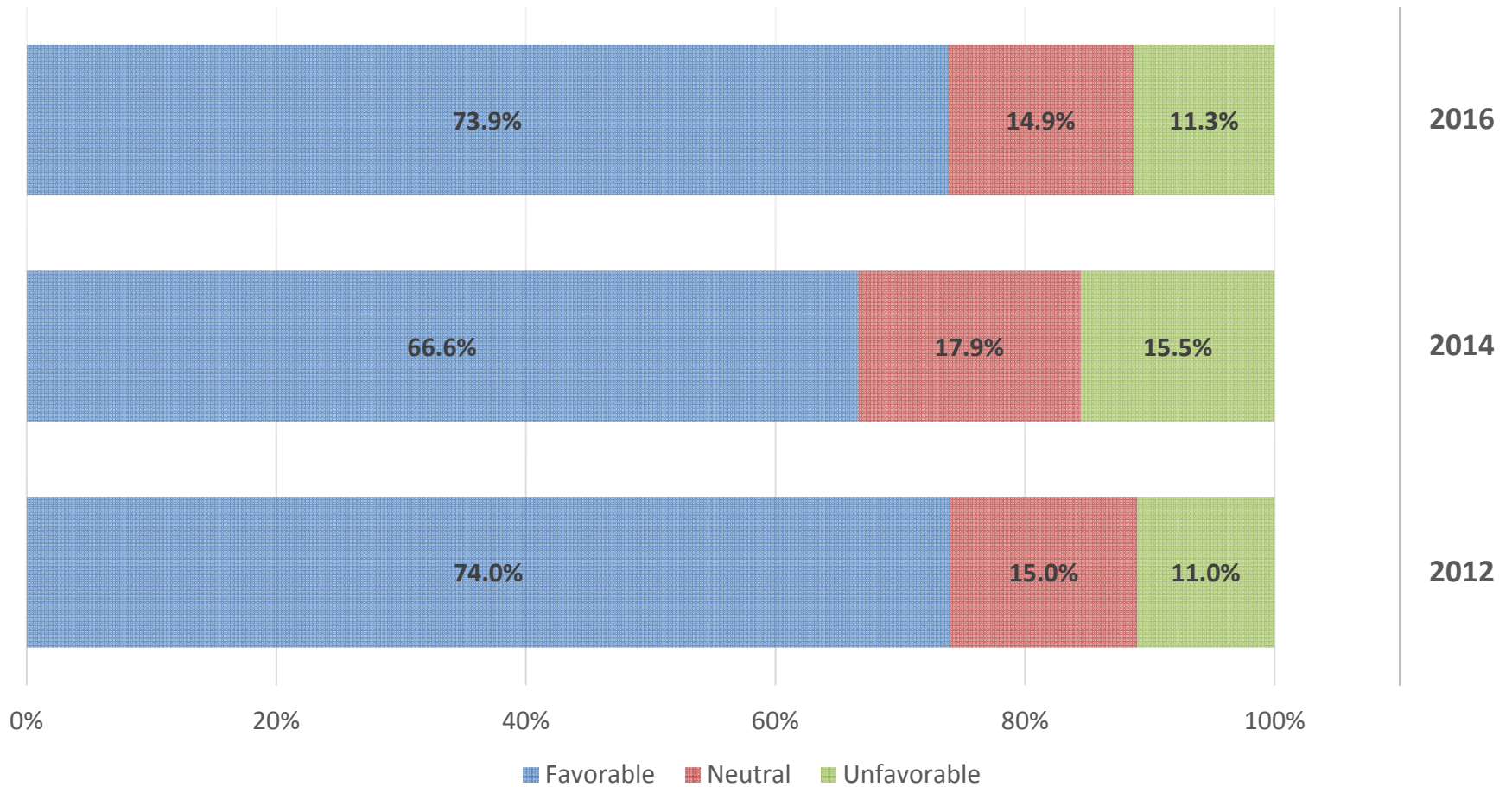
I would recommend my unit as a good place to work.





Best Places to Work

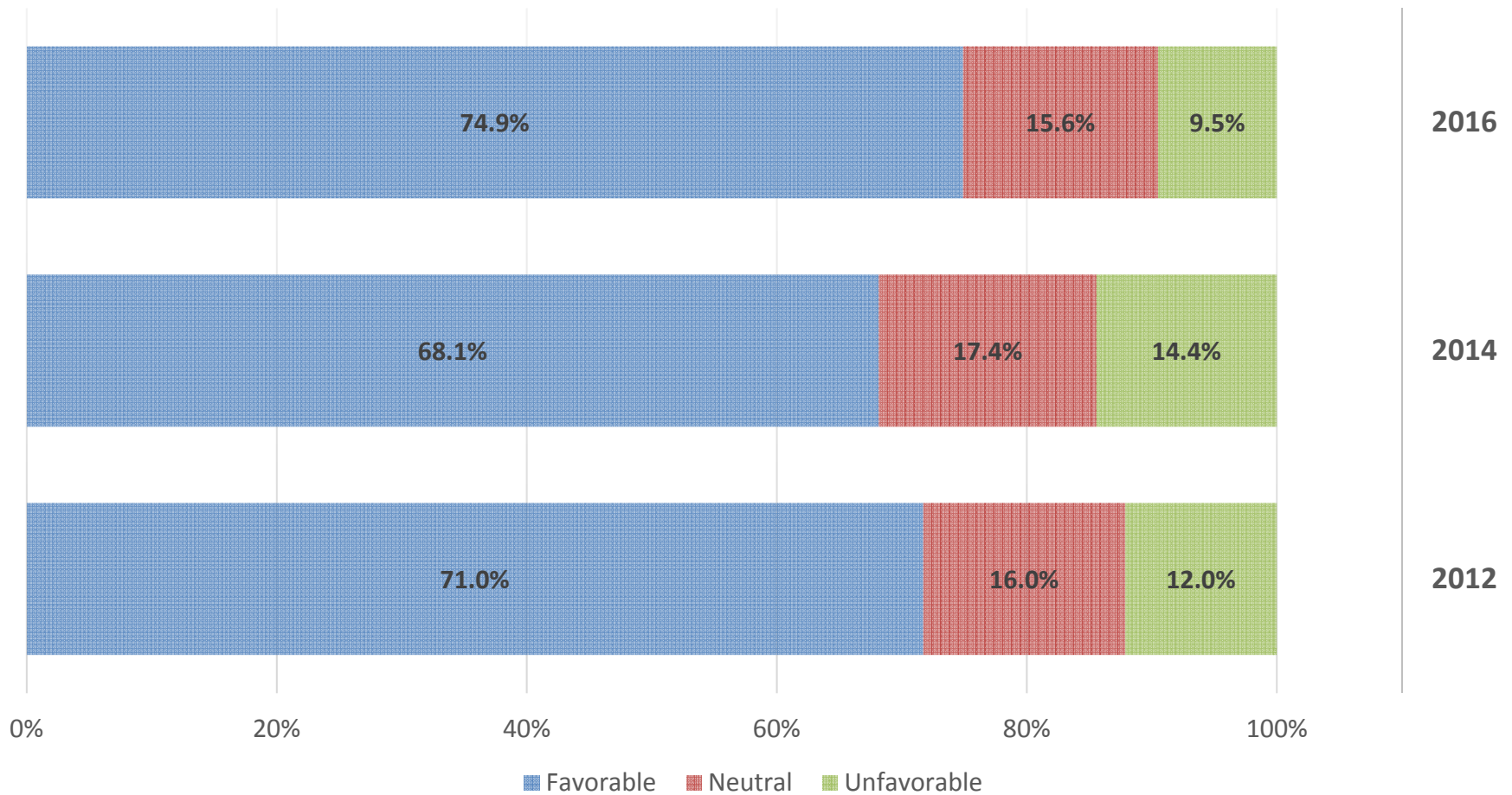
Considering everything, I am satisfied with my job.





Best Places to Work

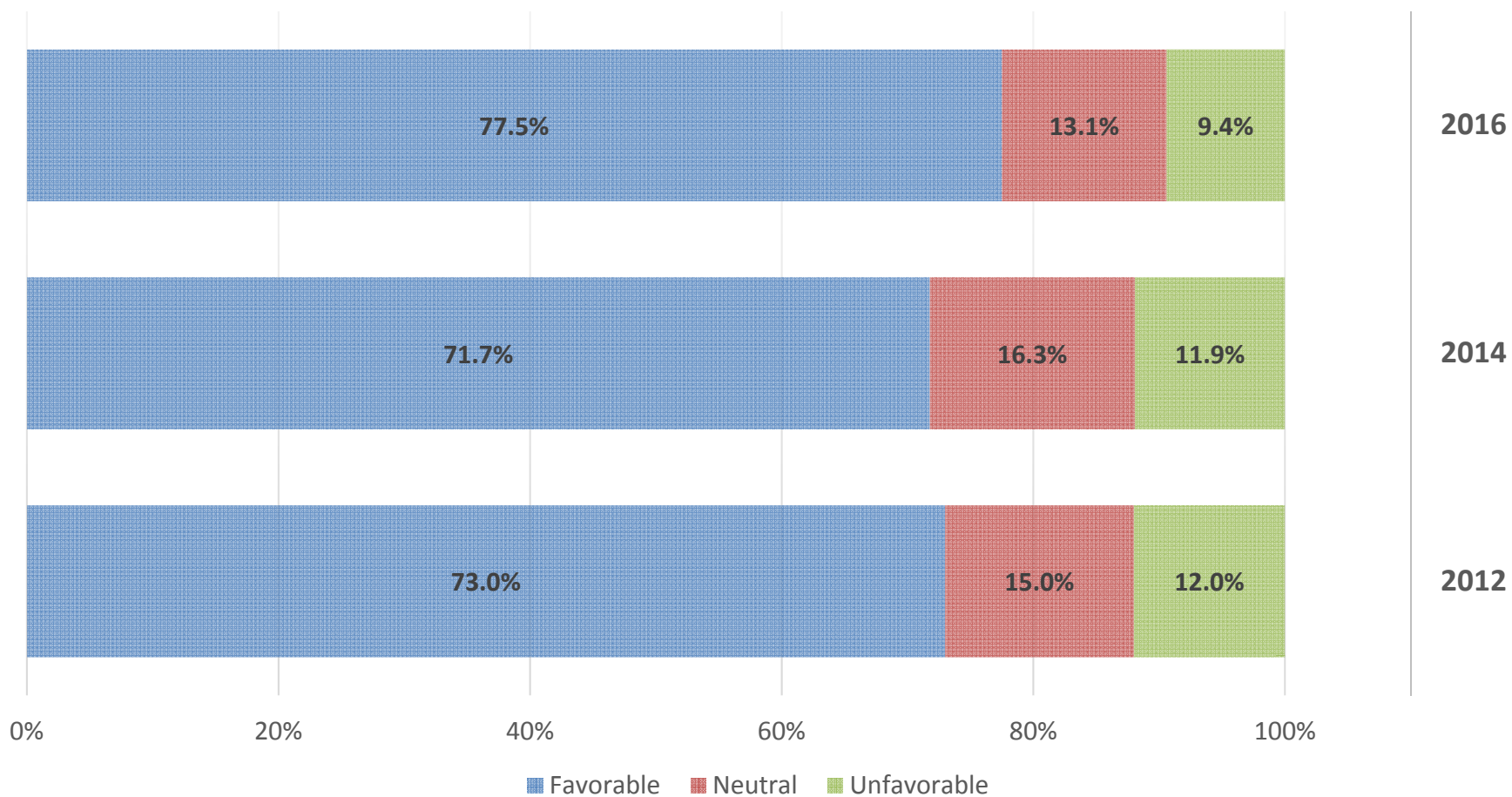
Considering everything, I am satisfied with my work unit.



Respect-related Questions



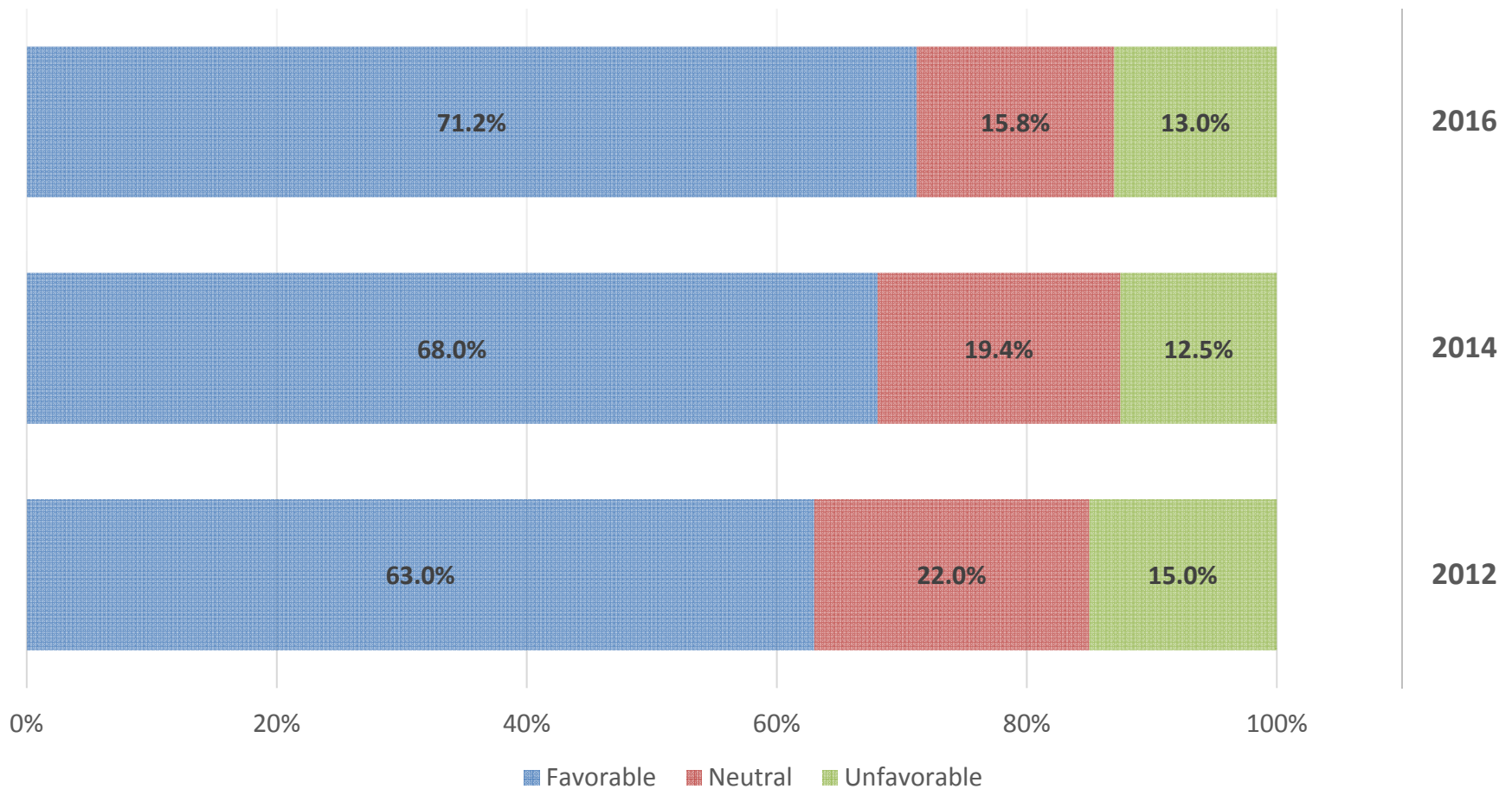
I am treated with respect at work.





Respect-related Questions

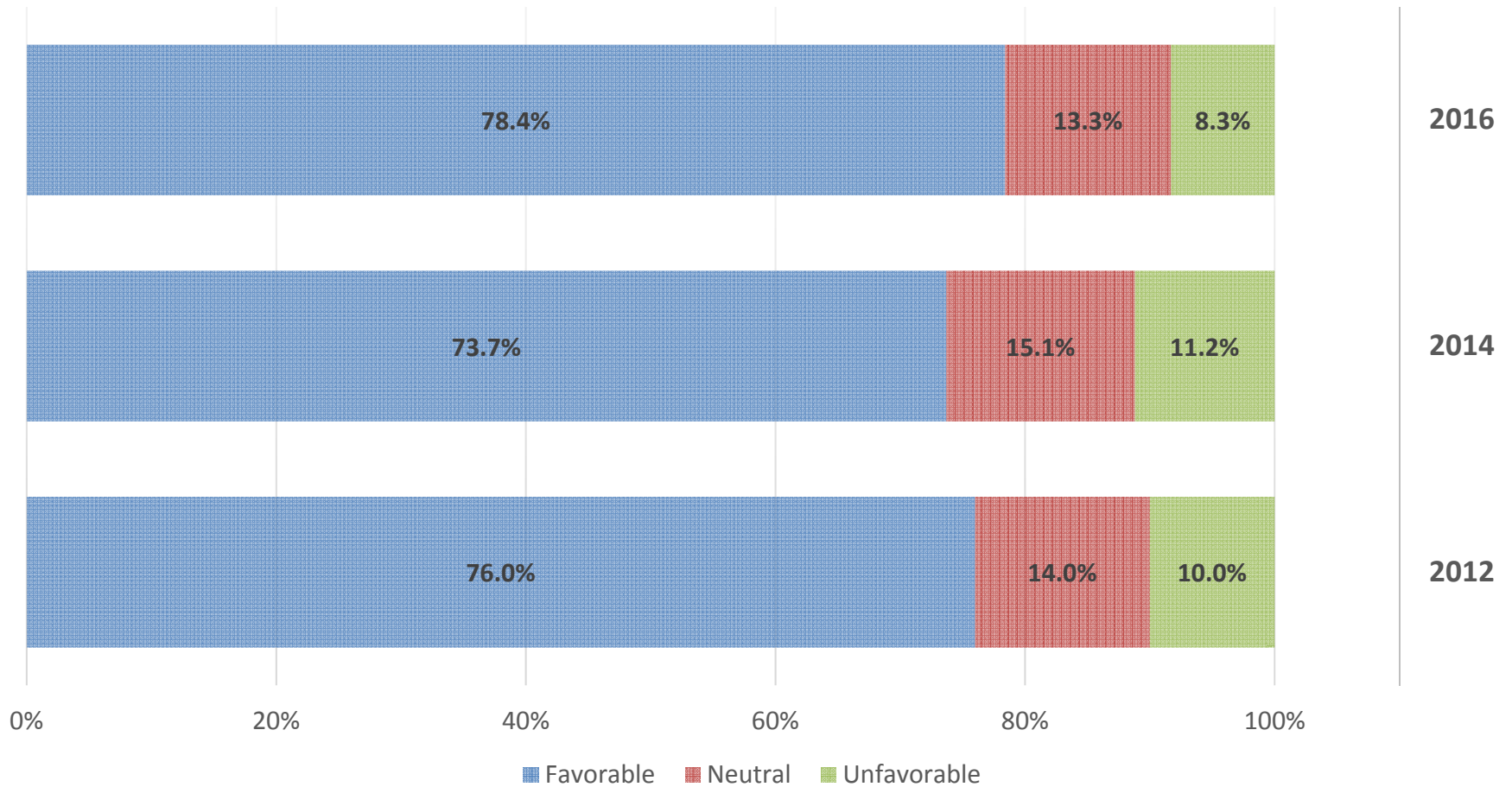
In my unit, co-workers value and respect each other.





Respect-related Questions

My supervisor respects me and values my work.





Strengths

Notable Areas of Improvement

- Environment of Work Unit (Q1a-l)
- Supervisors in Work Unit (Q5a-j)
- Overall Satisfaction (Q6a-b)
- Engagement (Composite)
- Respect-related questions (Q1l, Q2b, Q5e)



Strengths

Five Highest Rated Questions in 2016 (1-5 Scale)

- Q4C: The work I do is meaningful to me – 4.15
- Q3B: I know what is expected of me on the job – 4.13
- Q1C: My work unit is welcoming to all people regardless of gender – 4.10
- Q4B: My work unit produces high-quality products and services – 4.07
- Q1J: My work unit feels safe to me – 4.05



Weaknesses

Opportunities for Improvement

- Relationship with Co-workers (Q2a-d)
- Tools and Opportunities (Q3a-j)
- Work Unit (Q4a-d)
- Diversity and Inclusion (Composite)



Weaknesses

Five Lowest Rated Questions in 2016 (1-5 Scale)

- Q3G: I am satisfied with my pay/compensation – 2.29
- Q3J: It is clear to me what I need to learn to be adequately prepared for promotional opportunities – 3.17
- Q3E: Recognition is based on performance in my work unit – 3.35
- Q3F: I am satisfied with the recognition I receive for my work – 3.43
- Q5G: Overall, I am satisfied with the managers/leaders above my immediate supervisor – 3.45



Summary

- Results have continued to improve since 2012.
- There are still opportunities for improvement.
- FP&M will continue to work on areas that present opportunities for improvement.
- The FP&M divisional EID plan will be revised before July 1, 2016 to address these areas of opportunity.