



Facilities Planning & Management

UNIVERSITY OF WISCONSIN-MADISON

FP&M Divisional EID Survey: Summary Results

This document provides summary results for the 2018 VCFA Engagement, Inclusion, and Diversity (EID) Survey for Facilities Planning & Management (FP&M). These are the consolidated results for the entire division.

FP&M has not only met the 75 percent participation goal set for the EID Survey by VC Laurent Heller—but exceeded it. Our total response rate for this year’s survey is 76 percent, which is also a 6 percentage point improvement over the 2016 participation rate.

We’d like to thank everyone who participated in the 2018 survey. Your feedback will help FP&M continue to make FP&M a great place to work.

History and Trends

FP&M has shown steady improvement in all of the EID survey categories since the first survey in 2012. Employees are more engaged with their work, more satisfied with their working environment, and more respected in the workplace—*on average*—than they were in 2012.

FP&M’s division-level and department-level EID initiatives have helped spur these incremental improvements. Here are some of the programs and initiatives driven by past EID survey results:

- **Recruitment.** FP&M now has a standard Recruitment, Assessment, and Selection (RAS) policy that defines a standard process for recruitment of different positions across the division using common forms and checklists.
- **Onboarding.** The FP&M Onboarding program provides a structured process for integrating new employees into the organization, and includes both new employee orientation and ongoing support for newly hired employees.
- **Performance Management.** The FP&M Performance Management program uses a well-defined process and a standard set of forms to help supervisors work with their employees to recognize individual accomplishments, develop goals, and review performance expectations and opportunities for improvement.
- **Professional Development and Training.** FP&M provides support for training and professional development of its employees, both by providing access to specific courses as well as providing tuition reimbursement for qualifying coursework.
- **Career Development.** The Career Resource Fair for FP&M Frontline Staff provided frontline staff with information about the tools available to advance their careers. FP&M secured a campus-level grant to partner with the Veterans Administration to provide on-the-job vocational rehabilitation for qualifying veterans.
- **Employee Recognition.** FP&M recently began work on a division-wide employee recognition program, in addition to Length of Service awards, Employee of the Month awards, and others avenues of employee recognition.
- **Shared Governance and Committee Participation.** FP&M encourages and supports employee participation in campus shared governance groups, and other non-shared governance

committees convened by the university, within the division, and other appropriate government and professional organizations.

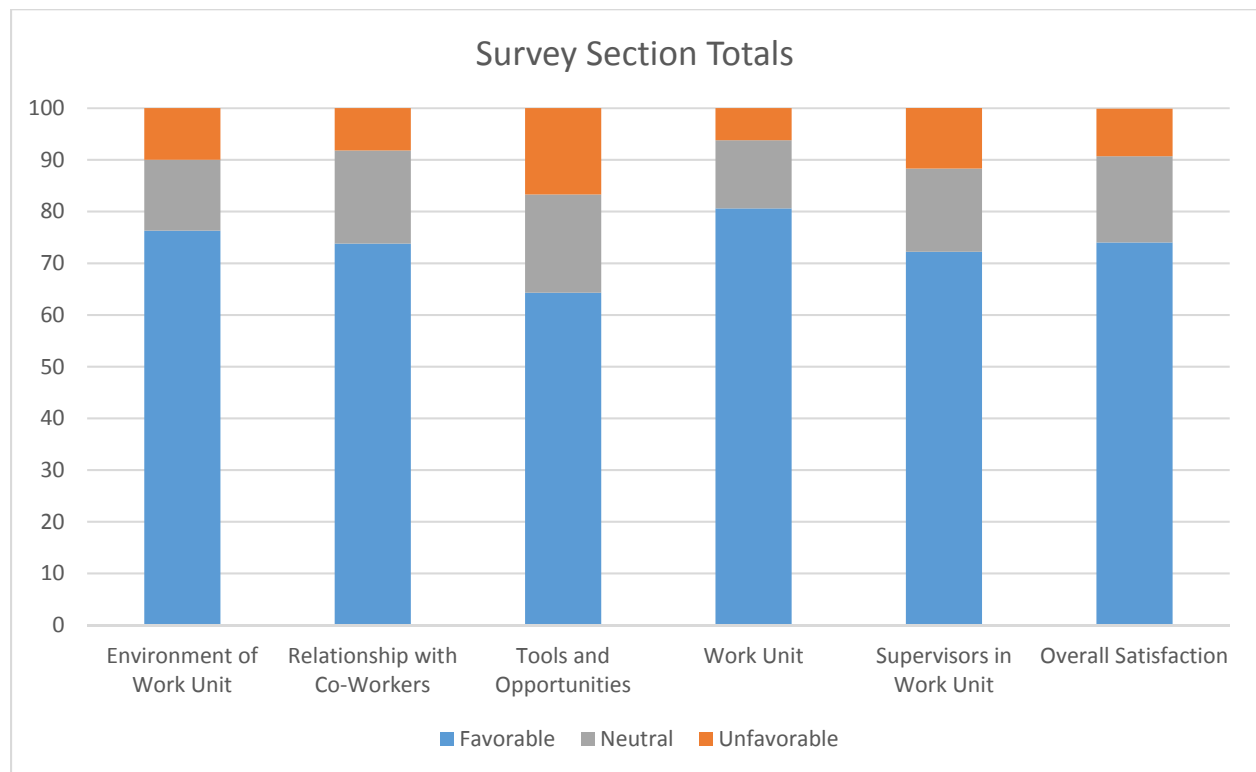
- **Employee Communications.** FP&M supports effective employee communications with all-staff and departmental mailing lists, newsletters, weekly vacancy announcements, a variety of printed materials, and *Inside FP&M*—a website focused entirely on tools and information for FP&M employees.
- **EID Teams.** The VCFA EID Council, the FP&M EID Team, and departmental EID teams have all grown out of the EID survey results, and the need to create initiatives to improve the university as a place to work.
- **Engagement Events.** The Diversity Forum, VCFA Listening Sessions, Ice Cream Socials, Length of Service Awards and other employee events both bring employees together, recognize their efforts, and give them a way to discuss important topics with each other.
- **Wellness.** FP&M created a pilot wellness initiative to support the overall well-being of FP&M employees. This limited pilot is now beginning to expand to the entire division.

Many of these initiatives continue to evolve and improve. FP&M will use the 2018 survey results to determine the best ways to expand and improve these existing programs, as well as to create new programs.

2018 Results

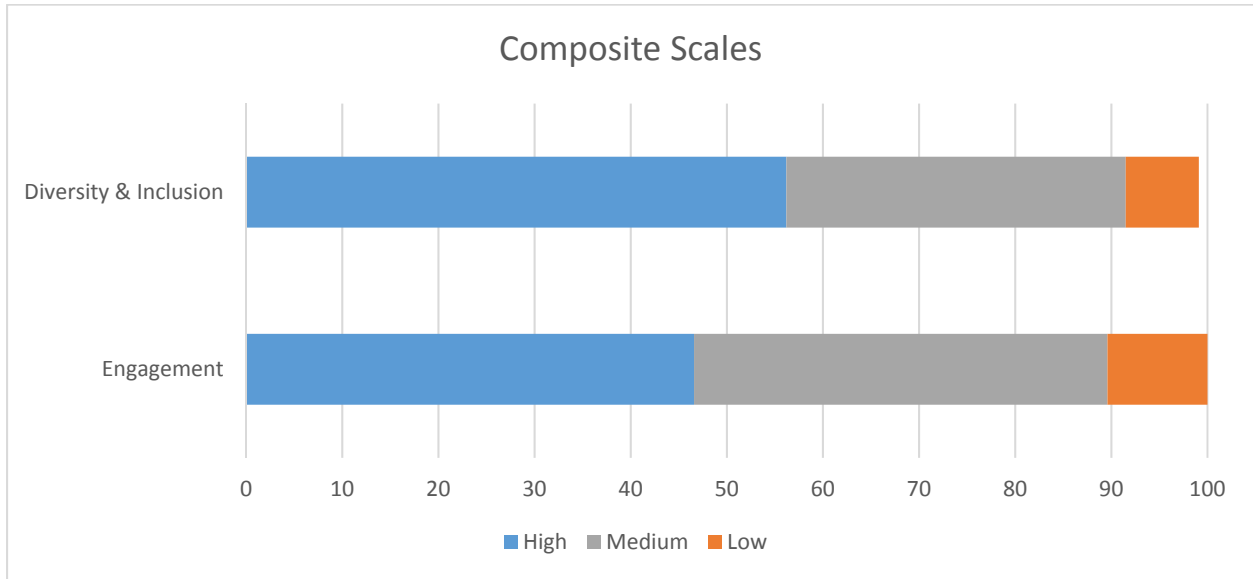
The 2018 EID Survey results provide a high-level view of what FP&M is doing well—but also provides a window into the areas where there are opportunities for improvement.

Survey Section Totals



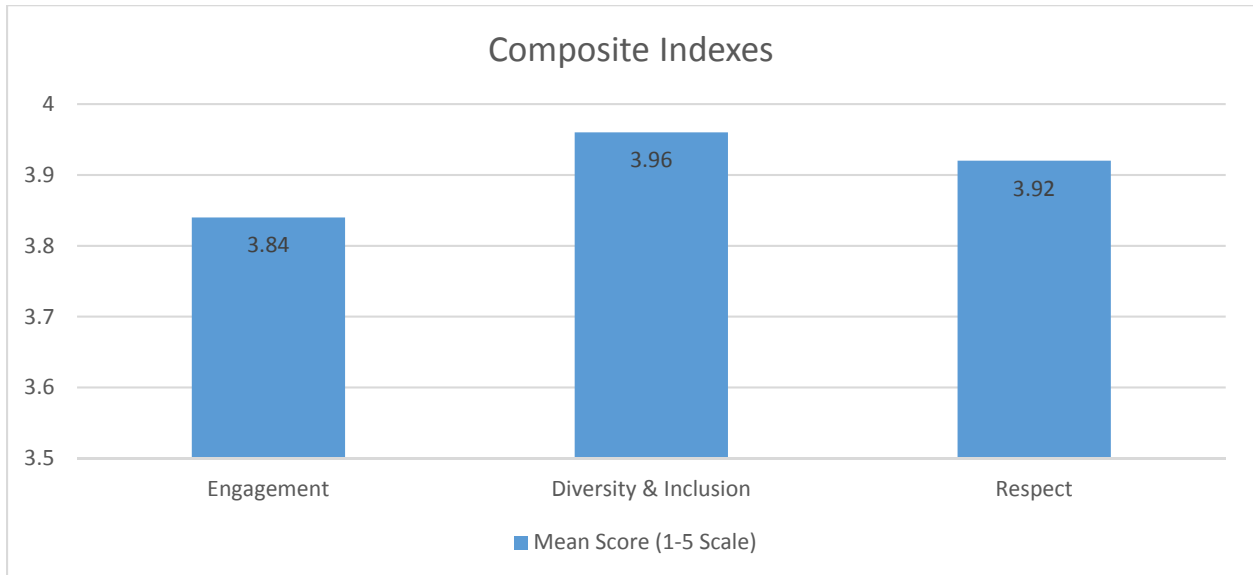
Composite Scales and Indexes

The composite scales for Diversity & Inclusion and Engagement show the percentages of employees that responded with high, medium, and low scores.



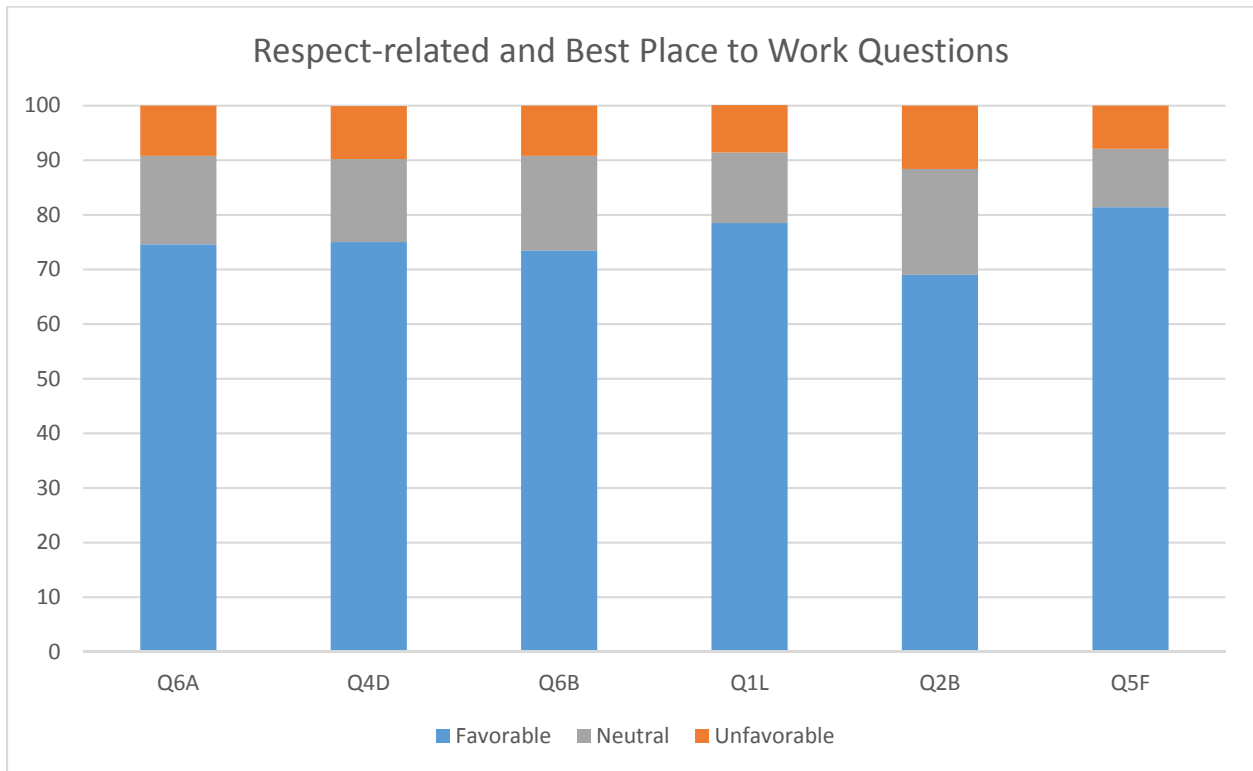
Note: The Diversity & Inclusion scale does not add up to 100 percent due to the way that this scale is calculated by the UW Survey Center.

The composite indexes for Engagement, Diversity & Inclusion, and Respect provide another view of these composite scores, showing the mean of responses using a scale (1 = “strongly disagree” to 5 = “strongly agree”).



Respect-Related and Best Place to Work Questions

This graphic shows the percentages of employees that provided favorable, neutral, and unfavorable responses for questions related to respect and to whether FP&M is a great place to work.

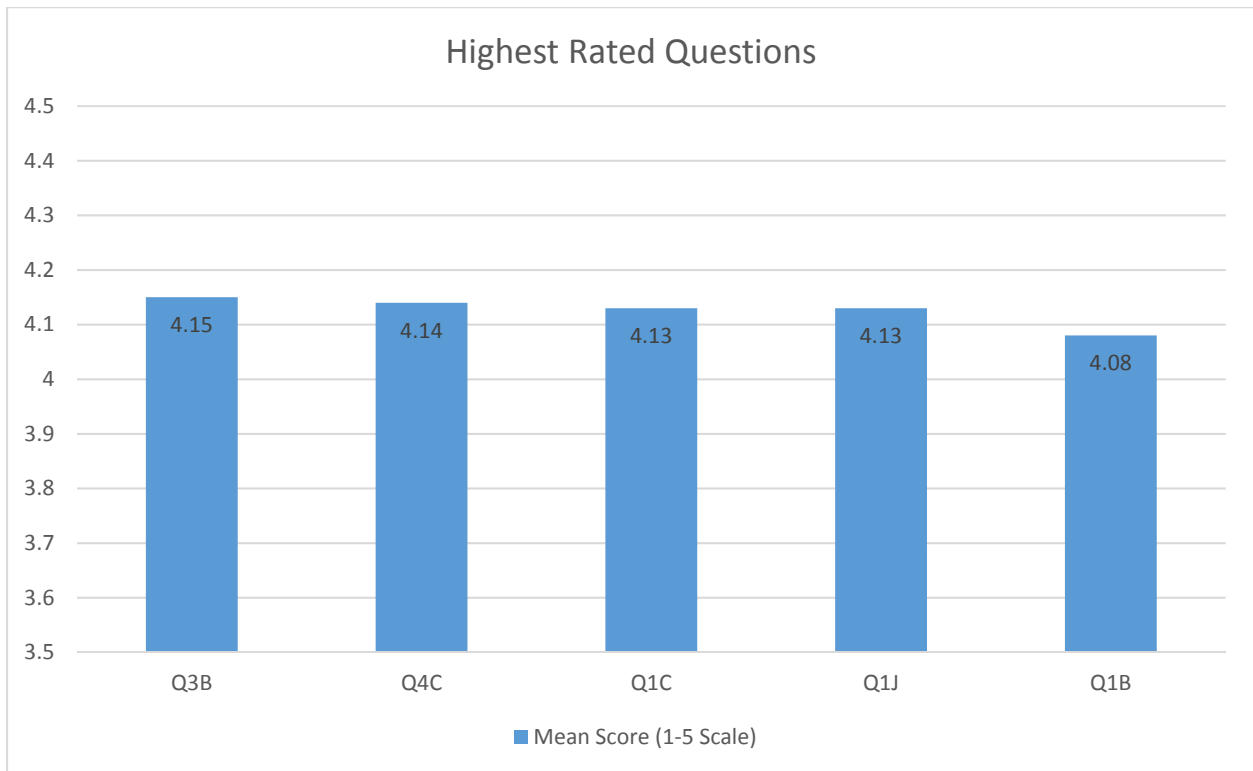


Mean scores are also calculated for each question based on a 1-5 scale (1 = “strongly disagree” to 5 = “strongly agree”).

Respect-related and Best Place to Work Questions		Mean
Q6A	Considering everything, I am satisfied with my job.	3.90
Q4D	I would recommend my unit as a good place to work.	3.92
Q6B	Considering everything, I am satisfied with my work unit.	3.86
Q1L	I am treated with respect at work.	3.97
Q2B	In my unit, co-workers value and respect each other.	3.75
Q5F	My immediate supervisor respects me and values me.	4.05

Highest Rated Questions in 2018

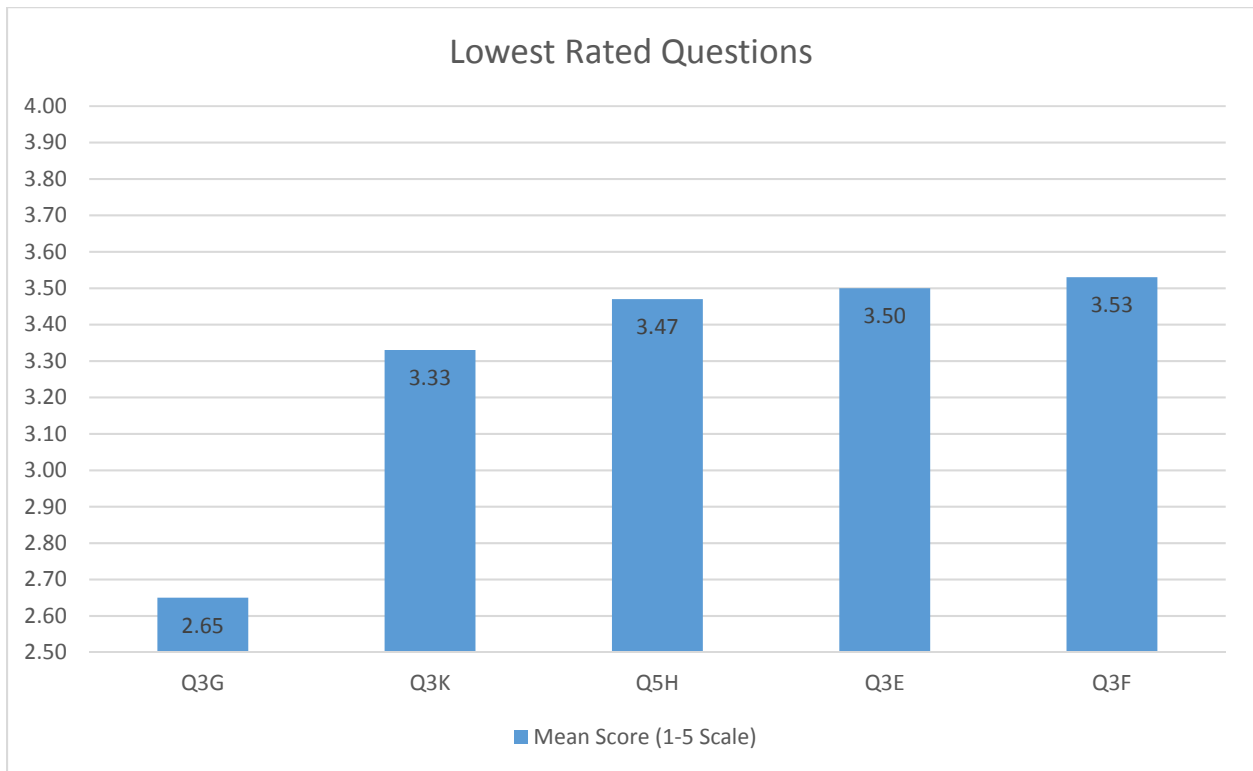
The highest and lowest rated questions are identified using mean scores from all responding employees based on a 1-5 scale (1 = “strongly disagree” to 5 = “strongly agree”).



Highest Rated Questions		Mean
Q3B	I know what is expected of me on the job.	4.15
Q4C	The work I do is meaningful to me.	4.14
Q1C	My work unit is welcoming to all people regardless of gender.	4.13
Q1J	My work unit feels safe to me.	4.13
Q1B	The environment in my work unit is welcoming to employees of color	4.08

Lowest Rated Questions in 2018

The highest and lowest rated questions are identified using mean scores from all responding employees based on a 1-5 scale (1 = “strongly disagree” to 5 = “strongly agree”).



Lowest Rated Questions		Mean
Q3G	I am satisfied with my pay/compensation.	2.65
Q3K	It is clear to me what I need to learn to be adequately prepared for promotional opportunities.	3.33
Q5H	Overall, I am satisfied with the managers/leaders above my immediate supervisor.	3.47
Q3E	Recognition is based on performance in my work unit.	3.50
Q3F	I am satisfied with the recognition I receive for my work.	3.53