



UNM Staff Council 2015 Resolution #4

Name: Staff Engagement Survey Data

Authors: Staff Council Executive Committee

Presented to Staff Council on July 21, 2015

Council Action: **ADOPTED**

1. WHEREAS In the process of developing a strategic plan for Staff Council, 11 focus groups were held Fall 2014 with UNM staff; and,
2. WHEREAS the focus groups indicated that staff say they are inferior to other constituency groups, especially in comparison to faculty; and,
3. WHEREAS 46% of benefits-eligible staff participated in the first Staff Engagement Survey in Fall 2014; and,
4. WHEREAS the Staff Engagement survey found, that 65% of staff indicate satisfaction with the way in which they are being supervised; and,
5. WHEREAS this perception rests on staff's response that their managers only communicate effectively and communicate clearly about job responsibilities 59% of the time; and,
6. WHEREAS 1 in 4 staff is aware of major issues, believe university leadership has been open and honest, can disagree, understand strategic direction, and have timely access to information (22% to 34%); and,
7. WHEREAS trust and belief in the direction, management, and priorities of the university also scored low; and,
8. WHEREAS the Staff Engagement Survey did not conduct any cross tabs or analysis of variance with respect to groups of staff (i.e., grade, ethnicity, etc.) and outcomes on the survey categories (i.e., job, manager/supervisor, department, UNM leadership, etc.); and,
9. WHEREAS the Staff Engagement Survey did not disaggregate data to provide evidence for meaningful feedback to improve services and programming for staff.
10. Therefore, be it resolved that the UNM Administration disaggregate the raw survey data to show the interactions of staff demographics on outcomes, if these are statistically significant; provide a list of guiding research questions on the outcomes for the analysis; standardize the x-axis interval on all graphs (i.e., .10 or .05, etc.), and with the same minimum to maximum (0%-100%); develop an intervention plan to improve the areas of low satisfaction; and, develop a plan to engage staff in the intervention plan
11. Copies of this resolution will be sent to the UNM Board of Regents; Robert Frank, President of the University; Dr. Paul Roth, Chancellor for Health Sciences and Dean of the School of Medicine; Dr. Chaouki Abdallah, Provost; David Harris, Executive Vice President of Administration and Dorothy T. Anderson, Vice President for Human Resources.