

Message from President Cook and Carrie Anne Platt

September 10, 2024

Hello, everyone. I'm joined here today with Carrie Anne Platt, Vice Provost for Faculty Affairs and the co-chair of our employee engagement initiative, which is what we're going to be covering in today's video.

Investing in the well-being of the people across the NDSU community continues to be one of our five strategic priorities and employee engagement is a main contributor to this initiative.

So, first question: Carrie Anne, tell us about the employee engagement initiative and why it's important.

For sure. The employee engagement initiative consists of a confidential and brief 17-question survey followed by action planning. And so, when we say action planning, what we mean is that units will get together and discuss the survey results as a group, and they're going to look at them and collectively identify what could be done to address barriers to employee engagement.

Engagement is important because when employees are engaged, they feel positive about their work, they feel connected to their colleagues, and they feel valued for their contributions, which ultimately improves well-being.

Got it. Fantastic.

So how is the survey different from previous surveys?

The main difference is our external partner in resources. Gallup, which is a nationally-recognized workplace survey and action firm, is going to be administering the survey and providing resources for action planning afterward.

The results can be acted on at the local levels, in departments and units, with various forms of support from Gallup and from NDSU. Supervisors are going to be empowered and trained to lead that action planning process, which ensures that the specific needs and concerns of each department can be addressed.

That sounds fantastic.

So, what are we asking our employees to do and when are we asking them to do it?

Good question.

First, employees are going to be asked to take 5 to 10 minutes to complete that brief survey from Gallup. As a full time employee, you're going to get a unique link emailed to you on October 14th, and you'll have three weeks to fill it out. The survey closes on November 1st.

After the survey, supervisors are going to facilitate a "state of the team" conversation in which you'll get to review the average scores in each area, select one area to focus on for improvement, and then collaboratively identify strategies that could be used to help that area improve.

Got it. Sounds great!

So, what kind of questions are going to be asked?

Employees will be asked to rate their level of agreement in a few different areas, such as whether they feel respected, whether they're receiving meaningful feedback. The full list of 17 questions is available on the President's Council's website, and open and honest responses are encouraged.

So, who gets to see the results and when do we get to see them?

It's important to note that Gallup's survey is completely confidential. So, what that means is that no individual data is being shared with NDSU personnel or leadership. Your responses are presented only as part of an aggregate, a grouping of all other responses, and they won't be identifiable to you. High-level survey results are going to be shared with the campus in November, and supervisors and teams will get to see their results and guide action planning in December and January.

This is great.

So, really, thank you for all the hard work. Thank you to you, Carrie Anne, and thank you to the President's Council On Well Being for all that they've done to get us this far.

Really excited about this.

So – the campus community, please, everyone, take the survey when you see it in your email inbox. Your feedback will help determine the state of NDSU employee engagement today, so that we can build on our strengths and identify areas for support into the future.

Super important work.

Ready? One. Two. Three. Go Bison!

Go Bison!