

2011 Employee Engagement Survey

Jimmy G. Cheek

CHANCELLOR

UNIVERSITY OF TENNESSEE, KNOXVILLE

May 8, 2012

Overarching Themes

- A strong sense of community
- An appreciation for benefits and support of work/life balance
- An optimism regarding Top 25 goal
- Strong relationships with supervisors
- A need for improved communications



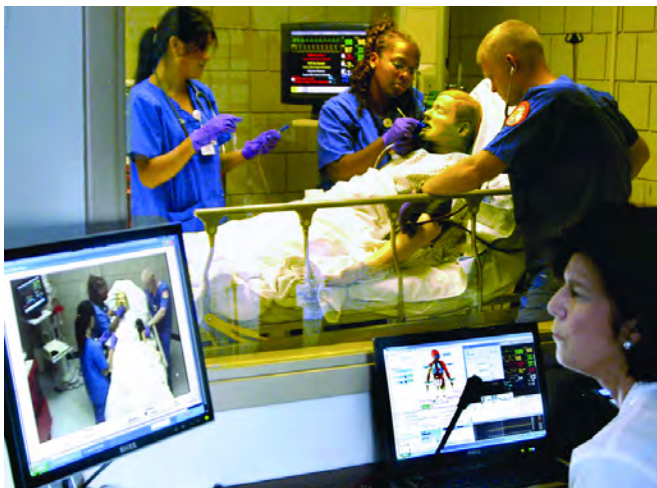
Pride, Job Satisfaction & Support

- The campus culture is something special
- I understand how my job contributes to the campus mission
- Overall my department is a good place to work
- I am proud to be a part of this campus
- All things considered, this is a great place to work



Pride, Job Satisfaction & Support

- My job makes good use of my skills and abilities
- I am given responsibility and freedom to do my job
- I have a good relationship with my supervisor/
department head
- I understand the performance standards that apply
to my job and work



Areas for Improvement

- Compensation
- Orientation
- Communication
- Involvement in campus planning



What We Are Doing

- Compensation
 - Sibson Compensation Survey
 - 2011 Salary Plan
 - 2012 Salary Proposal



What We Are Doing

- Orientation
 - Review current orientation programs and implement changes
 - Engage Employee Relations Council
- Communication
 - Solicit input from faculty and staff on additional communication methods
- Campus Planning
 - Faculty, staff, and students serve on committees and task forces

Thank You!

- For completing the employee engagement survey
- For the work you do each day in service to our institution
- For helping us to improve our work culture and environment
- For making UT a great place to work

