WE SPEAK: Faculty & Staff Survey 2020
Your Voice • Your Team • Your Western
Jan. 28 – Feb. 14, 2020

What is engagement?
- “A positive, fulfilling, work-related state of mind that is characterized by vigour, dedication, and absorption.” (Source: Wim Mar Schaufeli, Utrecht University)

Why does engagement matter?
- “Employees who are engaged in their work and committed to their organization are more likely to stay, are absent less frequently, and perform more effectively than those who are not. Where engagement often shows its strongest effects is on discretionary effort – a willingness to go above and beyond minimal requirements. Importantly, engagement also relates positively to employees’ own physical and psychological well-being.” (Source: Professor John Meyer, Industrial & Organizational Psychology, Western University)

Why your survey participation is important
- We want Western to be a really great place to work. If we measure what our Faculty and Staff think is working well, we can have an open dialogue to identify strengths to build on, and areas that may need improvement.
- Western leaders recognize that it is our engaged Faculty and Staff who have made our University successful, and they want to hear from you so they can find new ways to increase engagement. We can then attract and retain the very best.

WE SPEAK 2017
- Almost 4000 participants and an overall response rate of 45.1%.
- Western had notably high Organizational Engagement scores (74.2%), compared to the Metrics@Work Database average (69.3%) and the Post-Secondary Sector Database of 69.1.
- Overall, Organizational Engagement and Faculty/Division Engagement Scores were slightly lower than 2012, while Work Engagement Scores were slightly higher.

WE ACT - Since 2012/2017 Surveys
- A number of Faculties/Divisions conducted follow-up focus groups and organized town hall meetings to encourage open dialogue. Working groups were initiated and “WE ACT” plans were developed to address priorities.
- Provided Western direction for initiatives in areas such as work/life balance, recognition, hiring practices and support for staff and leadership development.

WE SPEAK 2020
- Open to full-time and part-time faculty and staff. Does not include student staff roles, Graduate Teaching Assistants, Post-Doctoral Fellows.
- Participation is voluntary. Takes approximately 20 minutes.
- Information remains confidential with Metrics@Work.
- Western will only receive group data – not individual responses. No reports will be provided to Western for any group with fewer than seven respondents.
- Survey measures 21 “Core Drivers of Engagement” with an additional six drivers specific for faculty members.
- Additional Faculty Drivers: e.g. colleague relationships, support for research, career support & advancement
- Core Drivers: e.g. safe work environment, support for diversity, change management, communication, collaboration, recognition, leadership
- Results will be available in April 2020.

For more information contact
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- Nancy Stewart, Senior Facilitator, Talent, Learning & Engagement, ext. 85579, email nstewar@uwo.ca
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Western Initiatives to Support Specific Drivers of Engagement
Engagement drivers are best influenced locally

Here are just some Western-wide initiatives that have taken place since the first WE SPEAK 2012 Survey.

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<th>Drivers of Engagement</th>
<th>Examples : WE ACT Initiatives</th>
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| Work/Life Balance and Wellness              | • Expansion of “Living Well@Western” program - lunch hour activities to promote health and wellness for all faculty and staff  
• Global Corporate Challenge attracted over 1100 Western employees and 159 teams  
• On-going delivery of workshop “Improving Personal/Professional Productivity” for leaders and professionals  
• New Mental Health workshop for faculty and staff  
• New leadership workshop - Leading Well: Strategies for Well-Being and Resilience |
| Learning Opportunities                       | • Western Continuing Studies and Human Resources partnered to make all professional development workshops “advanced funded” for employees eligible for Educational Assistance Funding. Employees are able to take Continuing Studies Courses at no cost.  
• Continuation of Western Leaders’ Forum, Professional Network Forum. Addition of UWOSA learning events. |
| Organizational Communication                | • Launch of “Inside Western” twice weekly internal e-newsletter.  
• Fall “town halls” led by Provost and Vice-President Operations and Finance as part of budget communication and consultation process. |
| Career Advancement and Hiring Practices      | • PeopleSoft improvements now allow posting of part-time faculty and staff opportunities on-line, increasing visibility and access of job opportunities.  
• Introduced new applicant assessment tools to ensure the quality of new employees  
• A new on-line recruitment guide for hiring staff roles, including strategies to promote equity and diversity.  
• Established Leadership Learning Community strategy (fall 2018) to develop early career leaders to take on further leadership roles at Western. |
| Leadership                                  | • Western Leadership Competencies were identified to align development, recruitment, and expectations for Western’s Leaders. Competency areas are: Leading Self, Leading People and Teams, Leading Programs and Services, Leading Innovation and Change.  
• Leadership Development: Expansion of Western’s Excellence in Leadership Program for Western’s 850 academic, research, and administrative leaders. |

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