

CC: Human Resources

Subject Line: Save the Date: Engagement Survey Results Town Hall



Dear Staff and Faculty Colleagues,

Thank you for your participation in the 2023 Staff & Faculty Workforce Engagement Survey that was conducted earlier this year. This survey is important because it's the first engagement survey Seattle University has completed in almost ten years, and much has changed at Seattle University and in the world around us.

The engagement survey results have arrived, and I am excited to invite you to hear the results. I will be joined by Rich Boyer from ModernThink (our survey provider), President Peñalver, and Provost Martin for a Town Hall to provide you with an overview of the engagement survey results.

**ACTION:**

Please mark your calendars and plan to attend our Town Hall on **Thursday, October 12th from 12:30PM-1:30PM in Pigott Auditorium**. In support of flexibility and to accommodate those who may be remote, the Town Hall will be hybrid on Zoom using this [Town Hall Zoom Link](#).

**INSTITUTIONAL RESULTS:**

During this gathering, you will hear the key findings at the institutional level including areas of strength and areas of opportunity. The presenters welcome your reactions and feedback during the session. It is important to note that the results shared during the Town Hall will direct our action planning efforts moving forward. We hope to identify 2-3 focus areas that will be targeted for improvement prior to the next survey in 2025. A high-level timeline for this project will also be shared.

## **FOCUSED RESULTS:**

We will hold three additional focused breakout sessions after the Town Hall:

1. Faculty Focused Session
2. Staff Focused Session
3. DEI Results

*Details and dates about these sessions will be announced shortly.*

## **WORK UNIT RESULTS:**

Following the Town Hall and focused sessions, work unit leaders (college, division, and school leaders) will begin planning to share results for respective work units. Work unit leaders will lead action planning for their areas and will determine focus specific to their units and in alignment to the institutional results. Members of the HR Division will support work unit leaders in sharing their results and will be available to consult with work unit teams regarding action planning. The rollout of work unit results will occur in the fall term with action planning commencing in winter 2024.

Employee engagement surveys are not only an important diagnostic tool to assess the health and effectiveness of an organization, but also a constructive means to support communication and information sharing. They provide the necessary data to take targeted actions to create a positive work environment where colleagues are motivated, satisfied, and aligned with the institution's mission and values. High-level results will be added to the [Workforce Engagement Survey](#) webpage following the briefing sessions.

Thank you,

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