

Resolution 4. Staff Engagement Survey Plan

Whereas the Employee Assembly (the Assembly) passed R. 4 Employee Engagement Survey Resolution on February 16, 2011, respectfully proposing action be taken to conduct a Staff Engagement survey that would generate qualitative and quantitative data to inform the University's decision-making about issues related to staff;

Whereas President Skorton and Vice President Opperman supported this effort and instructed the Office of Institutional Research and Planning to develop and conduct this survey;

Whereas the data produced by the survey identified key areas of focus, and provided opportunities for campus wide discussion, and ultimately, creation and implementation of solutions;

Whereas the Assembly recognizes the value of a continuous feedback and improvement process as a core University value;

Be it therefore resolved that the Assembly recommends a formal staff engagement study and survey (the study) be completed by the Office of Institutional Research and Planning (IRP) every five years and that Human Resources and Safety Services be the sponsor of this study;

Be it therefore resolved that the Director of IRP shall meet with the Assembly and share the planned survey items with the Assembly at least six months prior to administration of the study;

Be it further resolved that aggregated data and key results of the study be shared with the Assembly and the campus community;

Be it further resolved that the University leaders utilize the data produced from the study to assemble and implement a comprehensive plan that assists unit and division leadership in improving staff engagement campus-wide;

Be it further resolved that an oversight committee be formed to review survey results and to make recommendations for subcommittees to address identified key issues. The oversight committee shall be appointed by the Vice-President of Human Resources and Safety Services and must include at least two members of the Employee Assembly. The subcommittees shall be staffed with employees from across the Cornell community and at least one representative from the Employee Assembly;

Be it finally resolved that copies of this resolution be provided to President Skorton and Vice President Opperman for review and response.

Respectfully Submitted,

Tanya Grove

Member, Employee Assembly