



University
of Windsor

2022 Employee Engagement Survey - Turning the Survey Results into Action



ENGAGEMENT DRIVER Workplace Culture

Expected Change

- Employees experience an enhanced sense of belonging, fulfilling work relationships/connections and a more collaborative work environment.
- Employees experience a more respectful and supportive work environment.

Key Actions

- Create opportunities for faculty and staff to connect across the University in social and professional ways to foster engagement, enhance collaboration, break down silos, enhance understanding and spark creativity and idea generation.
- Explore and introduce new opportunities to recognize and reward faculty and staff for innovative and creative practices.
- Reduce barriers for faculty and staff to rethink and redesign processes, systems, student services, and academic courses/programs.
- Establish clear guidelines and programs to support civility and respect in the workplace and effective approaches to address inter-personal conflicts.
- Develop and implement a comprehensive strategy to promote employee mental health and psychological safety.
- Implement recommendations emerging from the Equity, Diversity, Inclusion and Indigeneity, Decolonization external review.
- Introduce leadership accountability mechanisms for employee engagement and for creating a safe, respectful, and inclusive work environment.

Priority Opportunities for Improvement Addressed

Professional Growth	Innovation	Executive Leadership Team	Equity, Diversity & Inclusion	Mental Health	Teamwork, Collaboration & Cooperation	University of Windsor Vision
	X		X	X	X	

Next Step

Develop an implementation roadmap.