

Turning Survey Results into Action

at the faculty/department level

In the fall of 2022, the University established the **Employee Engagement Action Group** with representation from faculty, staff, and supervisors to review the Employee Engagement Survey results and identify key actions that the University could undertake to **enhance the workplace culture and employee experience**. The actions emerging from this process can be found [on the survey website](#).

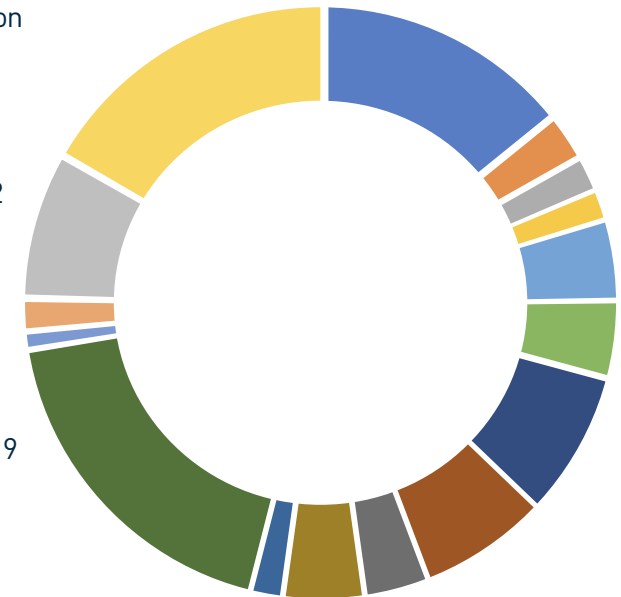
 **33 Action Plans Submitted**

To support the engagement efforts at the faculty/department level, area-specific survey results were shared with leaders from academic and administrative areas in the fall of 2022. Each leader was asked to:

- **Share survey results** for their respective areas with faculty/staff;
- **Engage faculty/staff** in the identification of 1 to 3 dimensions of engagement on which to focus their action-planning efforts;
- **Identify key actions** and submit an action plan to their respective Vice-President by March 2023.

Action Planning at a Glance

Number of action plans focusing on each dimension*



*Please note that action plans submitted addressed multiple survey dimensions.

Examples of key actions being undertaken by faculties/departments to address area(s) of focus:

Engagement Survey Dimension	Examples of Actions Outlined in Action Plans
Departmental Information & Communication	<ul style="list-style-type: none"> • Start a departmental newsletter. • Schedule meetings with staff to go over projects and priorities.
Equity, Diversity & Inclusion	<ul style="list-style-type: none"> • Establish a cross-faculty EDID committee. • Review policies to embed EDI in all policies.
Immediate Supervisor	<ul style="list-style-type: none"> • Introduce individual weekly check-ins with staff. • Enhance availability/approachability.
Indigeneity & Decolonization	<ul style="list-style-type: none"> • Explore introducing a book club with Indigenous authors. • Explore opportunities to promote job opportunities with Indigenous communities.
Innovation	<ul style="list-style-type: none"> • Create an online feedback box for staff to submit ideas. • Increase technology to streamline day-to-day tasks.
Mental Health	<ul style="list-style-type: none"> • Establish no-meeting days. • Bring in outside guest speakers to enhance awareness, knowledge, and skills around mental health.
Performance Feedback	<ul style="list-style-type: none"> • Introduce performance dialogue/feedback program within the department. • Establish individual touchpoints with all employees to discuss goals and share/obtain feedback.
Professional Growth	<ul style="list-style-type: none"> • Schedule departmental retreats. • Encourage professional growth through obtaining relevant credentials and designations.
Safety	<ul style="list-style-type: none"> • Schedule annual training from Human Resources/Health & Safety. • Explore restricting access to certain parts of buildings to enhance safety.

Engagement Survey Dimension	Examples of Actions Outlined in Action Plans
Student Focus	<ul style="list-style-type: none"> • Explore embedding academic supports and safe spaces for socialization and faith-based practices within the department. • Hire a student success coordinator.
Sustainability	<ul style="list-style-type: none"> • Connect with the University's Sustainability Officer to enhance knowledge and understanding of sustainability practices. • Move towards zero waste.
Teamwork, Cooperation, & Collaboration	<ul style="list-style-type: none"> • Implement quarterly professional development and team-building exercises. • Introduce inter-departmental cross-training.
University Information & Communication	<ul style="list-style-type: none"> • Share University-wide information during staff meetings. • Connect staff to information about upcoming University events and/or other key information shared through University-wide channels.
UWindsor Vision	<ul style="list-style-type: none"> • Set annual goals within each unit with supervisor to align with UWindsor vision. • Focus planning efforts on the University's Strategic plan <i>Aspire</i>.
Work Enablement	<ul style="list-style-type: none"> • Develop processes and 'how to' guides for roles within the department. • Establish regular meetings for knowledge transfer/information sharing.
Work/Life Balance	<ul style="list-style-type: none"> • Explore introducing more flexible work arrangement opportunities. • Adhere to not sending/responding to emails outside of regular work hours.