

**From:** [Senior Vice Chancellor John Plotts](#)  
**To:** [FAS-STAFF@LISTSRV.UCSF.EDU](mailto:FAS-STAFF@LISTSRV.UCSF.EDU)  
**Subject:** 2014 Staff Engagement Survey  
**Date:** Thursday, April 17, 2014 11:47:57 AM

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Dear Financial and Administrative Services (FAS) Community:

Last week, Interim Chancellor Hawgood announced the 2014 UCSF Staff Engagement Survey, and I am writing to encourage each of you to participate. The survey begins April 28 and will be open through May 16.

Last year, FAS participation in the survey was a strong 85%. This year, we are striving for 100% participation to ensure that all your voices are heard. Gallup will hold your responses in complete confidence and as such, I urge you to feel free to share your thoughts and feelings.

Since the 2013 survey, work groups have worked diligently to develop and implement action plans to address areas most important to their environment. Within FAS, 91 team have developed 234 action plans. Follow this link to read some [examples of progress made on FAS action plans](#). The 2014 Staff Engagement Survey will reveal successes and challenges and inform our ongoing efforts to foster a positive work environment in which all of us contribute to UCSF's mission.

On Monday April 28, Gallup will send you an email invitation to participate in the survey (see questions below) via a secure internet connection; it should take less than 10 minutes to complete. Gallup will send you reminder messages until you complete the survey, but this will not compromise the confidentiality of your responses. Individuals without access to computers will have an opportunity to take a paper survey. If you have any questions, you can direct them to your local Staff Engagement Ambassador as listed by FAS Department below.

UCSF Leadership is committed to improving the workplace environment and your opinion is a critical component to our success. Thank you in advance for your thoughtful participation.

Sincerely,

John E. Plotts  
Senior Vice Chancellor – Finance and Administration

**Staff Engagement Ambassadors in your FAS departments are:**

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Audit Services	Tom Poon
Budget Resource Management and Risk Management	Ann Rodriguez
Campus Planning	Sharon Priest
Campus Life Services (except Facilities Services and Finance Service Center)	Shauna Curtis
Campus Life Services (Facilities Services and Finance Service Center only)	Sean Aloise

Campus Procurement, Distribution & Storage  
Capital Programs  
Controller's Office  
Police  
Program Management Office  
Real Estate Services  
Senior Vice Chancellor Office  
UCSF HR  
UCSF IT

Karen Hamblett  
Jodi Soboll  
Ron Norris  
James Brock and Rachel Ratcliff-Jeffries  
Jill Goldsmith  
Rochelle Nieva  
Judy Fuller and Becky Daro  
Amy Foster  
Shelby Dantzler

**The questions on the April 28 - May 16 2014 survey will be the same as those used last year and include:**

- The [Gallup Q12](#) - the twelve elements of worker engagement (link provides definitions)
- Three accountability questions – questions that assess the process teams used to improve their working environment: feedback on survey results, effective action planning, and progress made on plans
- A question about recommending UCSF Medical Center to family and friends
- An open-end question inviting additional comments or recommendations

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