

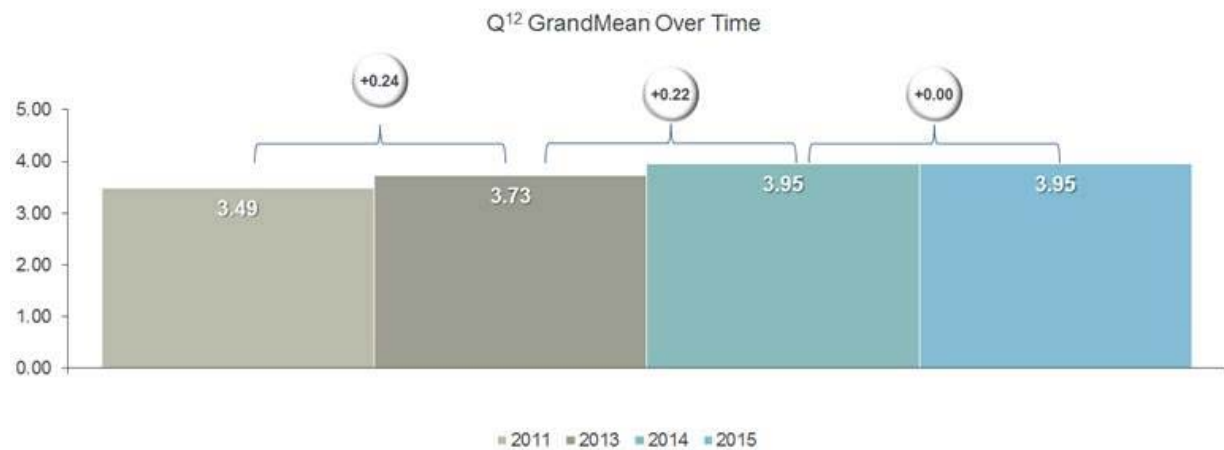
From: [Interim\\_Senior\\_Vice\\_Chancellor\\_Teresa\\_Costantinidis](mailto:Interim_Senior_Vice_Chancellor_Teresa_Costantinidis)  
 To: [FAS-STAFF@LISTSRV.UICSE.EDU](mailto:FAS-STAFF@LISTSRV.UICSE.EDU)  
 Subject: FAS Results from 2015 Staff Engagement Survey  
 Date: Monday, July 20, 2015 2:33:41 PM

Dear FAS Community,

I am writing to share FAS results of the 2015 UCSF Staff Engagement Survey. FAS had a strong response rate of 90%, up 1% from 2014, and the comments and graphs below highlight important improvements in staff engagement since 2011.

### Significant Improvement in Grand Mean Since 2011

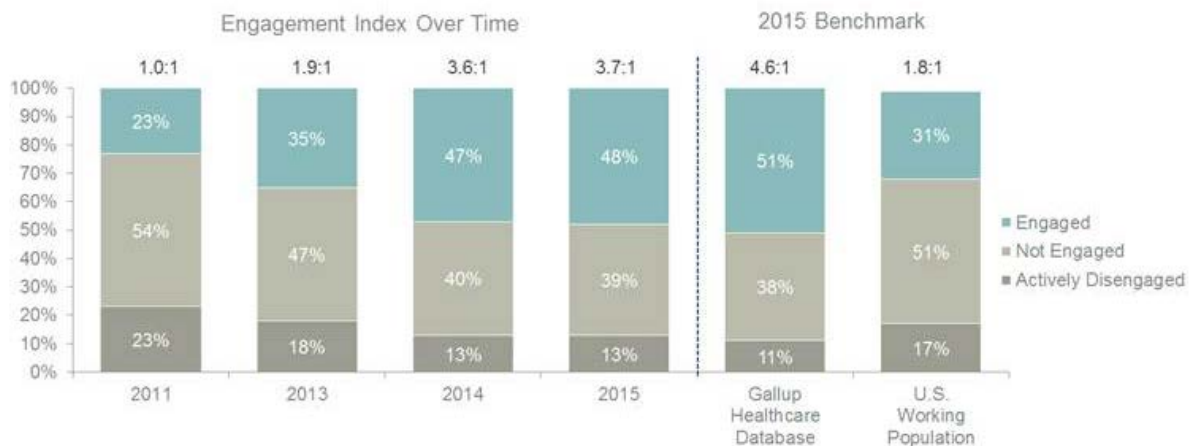
Our grand mean score in 2015 (on scale of 1 to 5) was flat at 3.95 as compared to 2014, but our **accumulative .46 point improvement** from 2011 to 2015 is **77% greater** than the average increase of Gallup benchmarks over the same period of time. FAS has achieved significant improvement since the first survey in 2011.



### FAS Moving Closer to the 4:1 Engagement Tipping Point

The impact of our improvement in staff engagement is illustrated by the ratio of engaged to actively disengaged staff. **Our 2015 Engagement Ratio of 3.7:1** is getting closer to the **desired 4:1** engagement tipping point, a level indicative of a broadly positive working environment.

**48% of FAS employees are engaged, while actively disengaged remained constant. FAS is moving closer to the 4:1 Engagement Tipping Point**



**An Ongoing Effort**

I encourage managers to share your work groups' engagement survey results with staff and encourage all team members to participate in action planning activities to promote engagement individually, in your unit, and across FAS. To support your efforts, the UCSF Learning and Organization Development department provides [training](#) and [resources](#).

Please join me in thanking our **FAS Survey Ambassadors** (listed below) who play a key role in ensuring a high level of participation in the survey and action planning process within our FAS departments.

Your participation in the 2015 Staff Engagement Survey is greatly appreciated, but we don't stop with the survey. The important work of developing and implementing action plans to further increase engagement must continue. I look forward to collaborating with you as we continue making UCSF an excellent place to work.

Sincerely,

Teresa Costantinidis  
Interim Senior Vice Chancellor – Finance and Administration

**FAS Staff Engagement Ambassadors**

Tom Poon	Audit & Advisory Services
Ann Rodriguez	Budget & Resource Management
Shauna Strong	Campus Life Services
Sean Aloise	CLS - Facilities Services
Sharon Priest	Campus Planning
Jodi Soboll	Capital Programs
Ron Norris	Controller's Office
Nisa Sampior	Finance Service Center
Amy Foster	Human Resources
Shelby Dantzler	Information Technology
James Brock	Police Department
Augie Zigon Jr.	Police Department
Ron Campbell	Program Management Office
Rochelle Nieva	Real Estate Services
Karen Hamblett	Supply Chain Management
Judy Fuller	Office of the Senior Vice Chancellor

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