



University of California
San Francisco

GALLUP®

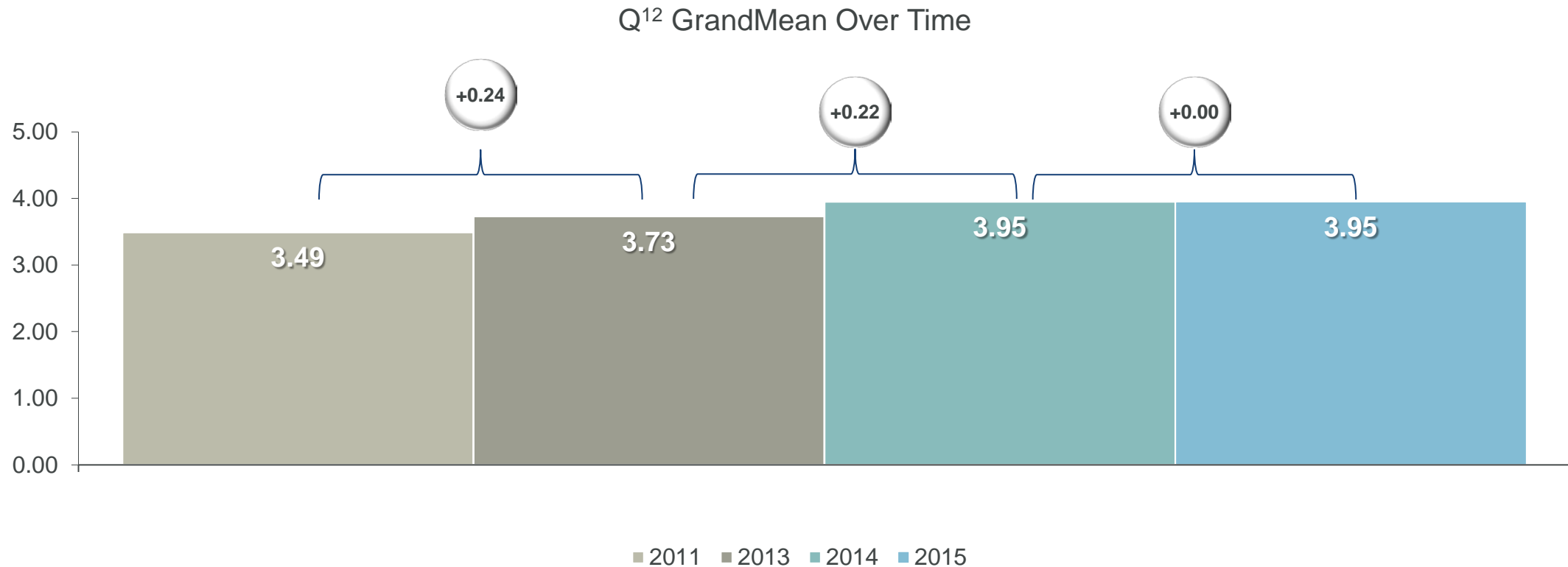
2015 FAS ENGAGEMENT SURVEY

Results Summary and Next Steps

FAS Leadership Group

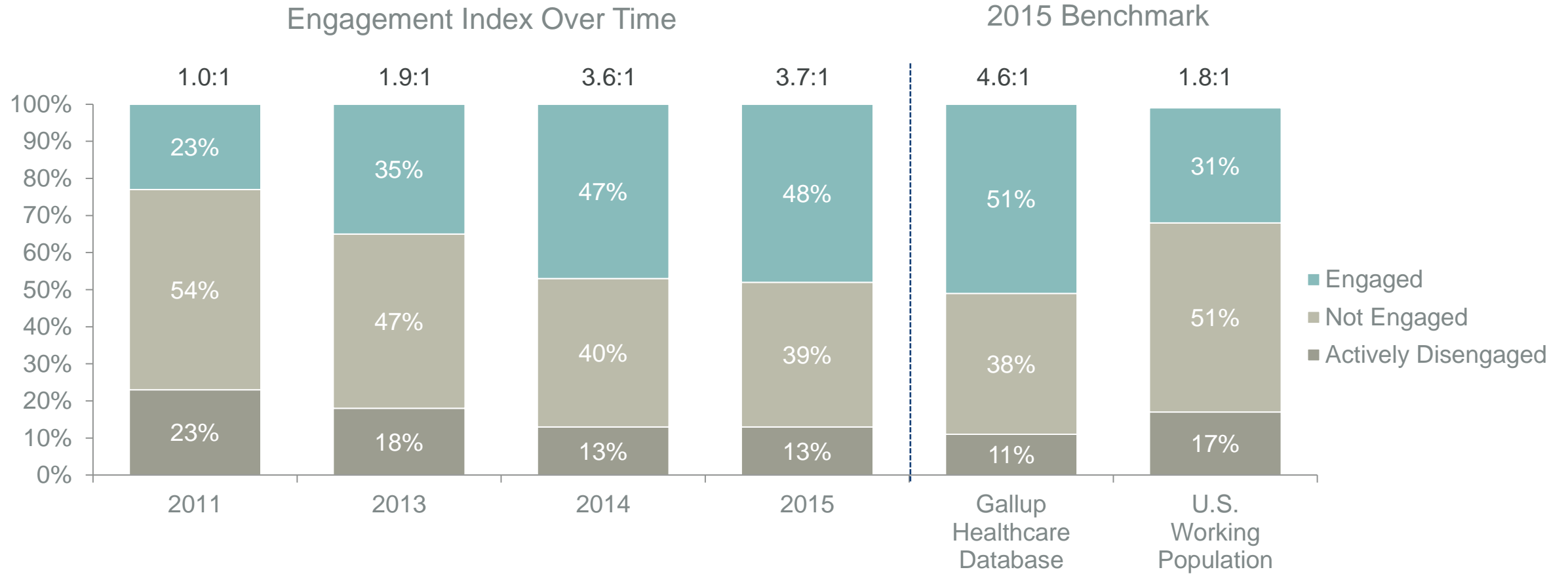
July 13, 2015

FAS GrandMean Trended 2011 - 2015

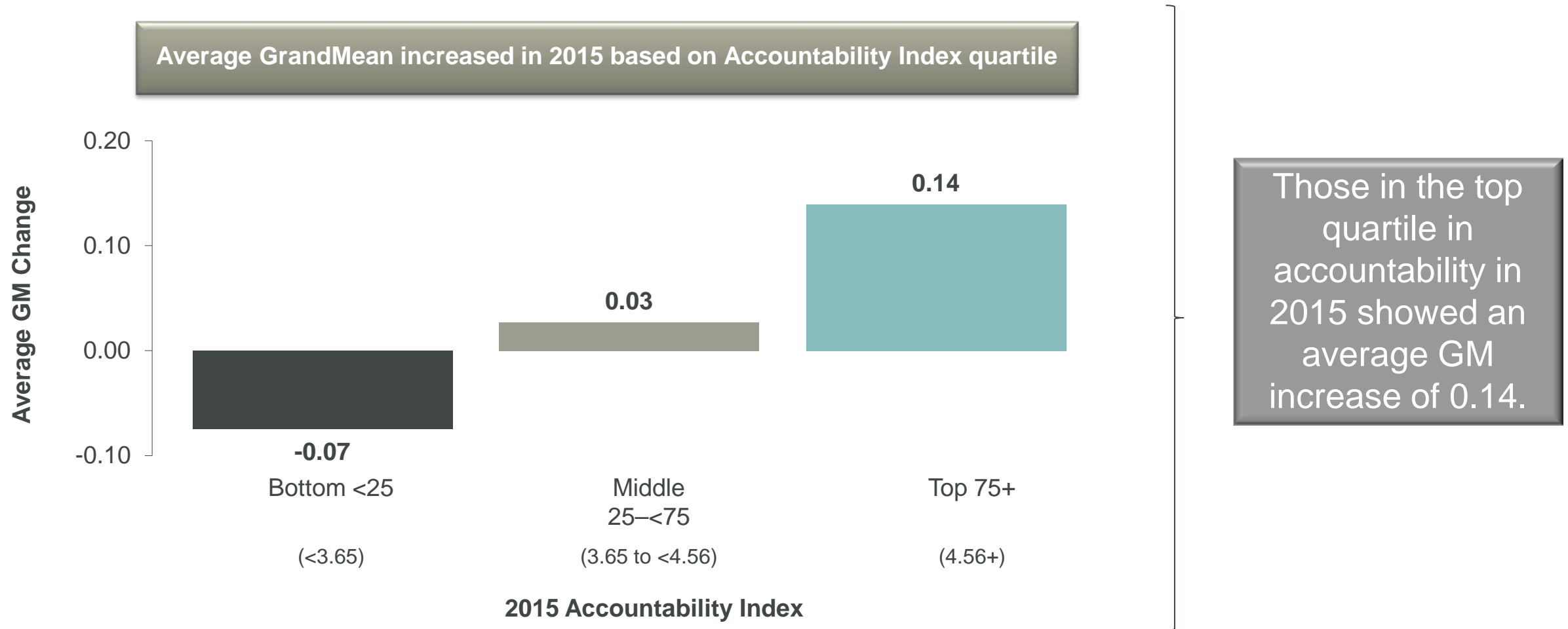


- FAS outperformed benchmarks in accumulative improvement in GM increases over the 4 cycles (+.46 for FAS vs +.34 for top quartile of Gallup database)
- However, FAS plateaued in 2015 which confirms Gallup's guidance that increases are harder to come by in year 4 and beyond
- FAS GM remains at 41st percentile of Gallup database

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



Campus Data Supports Gallup Advice that Progress Around Action Planning is the Single Most Influential Driver of GrandMean Improvement Year Over Year



Note: UCSF Campus: 192 Workgroups represented in this analysis
Quartiles defined using Gallup's 2015 Additional Items Healthcare Workgroup Level Database. Only teams with Accountability for 2015 and GrandMean data for 2014 and 2015

Next Steps

- **Attend Post Survey Manager Training** (schedule on next page)
 - Introduction to Engagement Survey Training (for managers who did not attend last year's engagement training)
 - Advanced Engagement Practice – (for managers who attended last year's engagement training)
- **Communicate your department's survey results to your staff by **August 19****
- **Complete impact planning with your team and enter plans into Galluponline.com by **September 30****

Questions:

1. Is the FAS Leadership Team committed to supporting the UCSF engagement next steps?
2. If improvement is harder to come by, do we need to increase our effort or do something different?

Post Survey Manager Training

Introduction to Engagement Survey Action Planning

For managers who did not complete post-engagement survey training in 2014

To register, go to [UC Learning Center](#), enter your employee ID. In the upper left search field, enter "introduction to engagement"

DATE	TIME	LOCATION
Friday, July 17	9:00-10:30am	Parnassus, N-517
Tuesday, July 21	9:00-10:30am	Parnassus, N-729
Wednesday, July 22	9:00-10:30am	Mission Center Building MCB-C126
Friday, July 24	9:00-10:30am	Parnassus N-721
Thursday, July 30	9:00-10:30am	Mt. Zion H3805 1600 Divisadero
Wednesday, August 5	9:00-10:30am	Laurel Heights Regents Room
Thursday, August 13	9:00-10:30am	Mission Bay Rock Hall 102
Friday, August 14	9:00-10:30am	Laurel Heights Regents Room

Advanced Engagement Practices

For managers who completed post-engagement survey training in 2014

To register, go to [UC Learning Center](#), enter your employee ID. In the upper left search field, enter "advanced engagement"

DATE	TIME	LOCATION
Friday, July 17	11:00-12:00pm	Parnassus, N-517
Wednesday, July 22	11:00-12:00pm	Mission Center Building MCB-C126
Thursday, July 30	2:00-3:00pm	WEBINAR
Wednesday, August 5	11:00-12:00pm	Laurel Heights Regents Room
Thursday, August 13	11:00-12:00pm	Mission Bay Rock Hall
Wednesday, August 19	11:00-12:00pm	WEBINAR