What does engagement mean?
Gallup defines engaged employees as those involved in, enthusiastic about and committed to their work and workplace.

Why does it matter?
We want to be the best place to work. We know engaged employees stay at UCSF, and experience more joy at work.

What is an action plan?
Goals set by FAS teams to make improvements on what is most important to staff, based on survey results.

Our People

A Sense of Belonging

Belonging is an individual-internal experience; a sense of one’s self in relation to a community, organization, or institution.

When staff feel recognized and cared for, when they have opportunities to learn and grow and share their opinions, that creates a sense of belonging.

We measure belonging in the UCSF Staff Employee Engagement Survey through 10 belonging questions (see right), creating the The Belonging Index.

https://devlearning.ucsf.edu/belonging-index

12 engagement questions (Q12)
Through rigorous research, Gallup identified 12 core elements (the Q12) that matter most to high performing, engaged teams. There is no right or wrong answer; what do these mean to YOU?

More about the survey and FAS results: https://fas.ucsf.edu/surveys

If you have questions about the staff engagement survey, please contact your department’s Staff Engagement Ambassador(s) or your manager.