

**From:** [CALs Bulletin](#) on behalf of [Agriculture, Life and Veterinary Sciences, and Cooperative Extension Weekly Bulletin](#)  
**To:** [cals\\_bulletin@list.cals.arizona.edu](mailto:cals_bulletin@list.cals.arizona.edu); [cvm-employees@list.arizona.edu](mailto:cvm-employees@list.arizona.edu)  
**Subject:** 2018 Employee Engagement Results and Next Steps  
**Date:** Tuesday, November 13, 2018 10:13:08 AM  
**Attachments:** [Leaders who have received individual leader report.pdf](#)  
[ATT00001.txt](#)

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Dear Colleagues,

We want to thank the nearly 500 people (44%) of CALS, CES, the Experiment Station and the College of Veterinary Medicine who participated in our latest Employee Engagement Survey. Of course, we will never know who you are, but we sincerely appreciate your input.

On Monday, October 29, *TalentKeepers* (our survey administrator) presented preliminary results to the Executive Council (EC). We are committed to acting based on the survey results and this action includes meeting with each of our direct reports to personally spend time going over their specific results. With 33 direct reports who received a survey report to meet with between the EC members (out of 63 total direct reports), this will take us some time, but dedicating time to help make our organization a better place to be a part of is one of the best uses of our time—especially since we all directly impact our on- and off-campus stakeholders.

### ***Next Steps***

Only appointed administrative leaders with three (3) or more survey completions from their direct reports received a report (see attached). These leaders have now received their results. They will be scheduling meetings with their reports by January 31 to share the results with you.

Unit heads, county extension directors, and experiment station unit heads will also be working with you to develop a unit- or county-level action plan with specific actions to positively impact engagement in your units or counties.

### ***Your Participation is Vital***

Even though we have delivered the results to these leaders, they belong to you. Your participation in these meetings and in implementing the action plans you develop as a team is essential. We are all indispensable to making our organization the most sought-after place to be a part of. Only you have the power to shape our organization. If you chose to seize this opportunity we can all make this place better; without you we'll never get there.

In addition to the actions that each unit takes based on their specific results, Heather Roberts-Wrenn and Dominic Rodriguez will identify taskforces to develop and implement plans on the priority areas identified for the division as a whole—these will be made available for everyone to view and comment on. The Faculty, AP and Staff councils will be centrally engaged. Heather and Dominic will send information on these priority areas and how to

participate by November 16.

Sincerely,

Shane Burgess and Jeff Silvertooth

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