



# School of Natural Sciences

## Engagement Survey results

University of Tasmania  
November 2022





# Why did we do the engagement survey?

## **Supports the understanding of how our people are feeling**

The Engagement survey provides us insight into how our people are feeling – we can use this data to complement other sources of feedback we receive.

## **We are seeking to understand**

Our people's experience has been impacted by many challenges over the past two years which have been further compounded by Covid. We need to take the time to hear from our people, so we can work together to build on what is working and fix what isn't.

## **Inform direction**

The output of the survey directs activity and focus. We can build a picture of common issues across the institution and provide a consistent level of transparency to employees. The survey will also enable follow-up to see the effectiveness of responses and action-planning.

## **We want to build a great place to work**

We want an environment where our people are engaged, inspired and continuously growing - where we deliver what matters to our people, student and the Tasmanian community.



# CoSE - Participation Rate

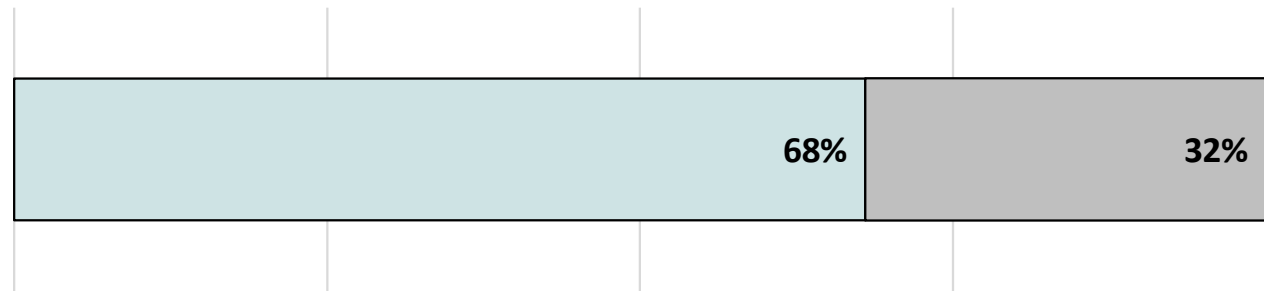
Our participation rate is:

**CURRENT**

COSE Engagement Survey Sept 2022

**68%**

Responses: 554 of 809



70% of Culture Amp customers have response rates between 75% and 90%.



# CoSE - participation rate by Discipline/Department

Survey Employment Demographic



Continuing Fixed Term

Survey Gender Demographic



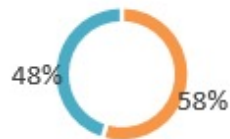
Male Female

Survey Employee Demographic



Academic Professional

CoSE Employment Demographic



Continuing Fixed Term

CoSE Gender Demographic



Male Female

CoSE Employee Demographic



Academic Professional

- CoSE Engagement survey participant data provided in 26/09/22.
- CoSE employee data effective 31/10/22.

## COSE Engagement Survey Sept 2022

554 (of 809) participants from University of Tasmania

### Participation by Discipline / Department

Discipline / Department	Participation	Submitted	Total
AAPP	55%	12	22
Ecol&Biodiversity	56%	29	52
Fish.&Aquaculture	58%	26	45
Nat Centre for MEH	60%	26	43
CODES ARC	61%	11	18
Plant Science	62%	31	50
Infor&Comm Tech	63%	20	32
Chemistry	63%	17	27
SMRC	63%	41	65
Architecture&Des	63%	12	19
Physics	65%	13	20
Oceans&Cryosphere	68%	23	34
TIA-Research Inst	68%	58	85
Engineering	70%	23	33
Sense-T	71%	5	7
Geog, Plan, and Spatial Sci	74%	31	42
Mathematics	75%	9	12
Directorate	76%	28	37
CSL	79%	11	14
Zoology	79%	11	14
Seafaring and Maritime Op	79%	33	42
Agriculture&Food	82%	18	22
Office-Natural Sci	82%	9	11
Earth Sci	83%	10	12
All Others	86%	6	7
Office-CoSE	90%	19	21
Maritime&Logistics	93%	13	14
Governance Office	100%	9	9

Last surveyed in October 2022

Powered by Culture Amp



# What do we measure through the engagement survey?

Engagement refers to the degree to which your employees feel emotionally connected to the organisation and have positive attitudes. In the survey we measure attitudes, beliefs and behavioural indicators:



**Emotional engagement**  
Job satisfaction, being proud in and committed to the organisation



**Cognitive engagement**  
Having a positive frame of mind, enthusiasm and a belief in the importance of contributing to the success of the organisation



**Behavioural engagement**  
Exerting discretionary effort for the benefit of the organisation



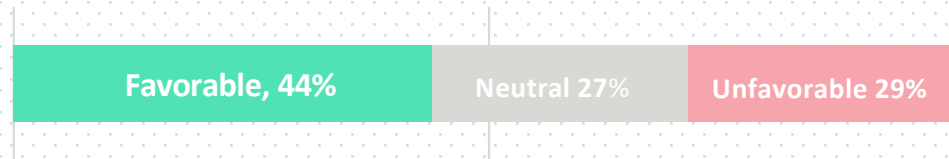
# CoSE Engagement survey response

## CoSE Engagement score

### CURRENT

COSE Engagement Survey Sept 2022

**44%**



## How did we compare?

### BENCHMARK

Higher Education 2022

**-24**

Score: 68%

## Questions specific to measuring staff Engagement at the University were:

1. I would recommend the University as a great place to work.
2. The University motivates me to go beyond what I would in a similar role elsewhere.
3. I am proud to work for the University.
4. I rarely think about looking for a job at another organization.
5. I see myself still working at the University in two years' time.

**Favourable score**  
The percentage of submitted responses that indicated "Agree" or "Strongly Agree".



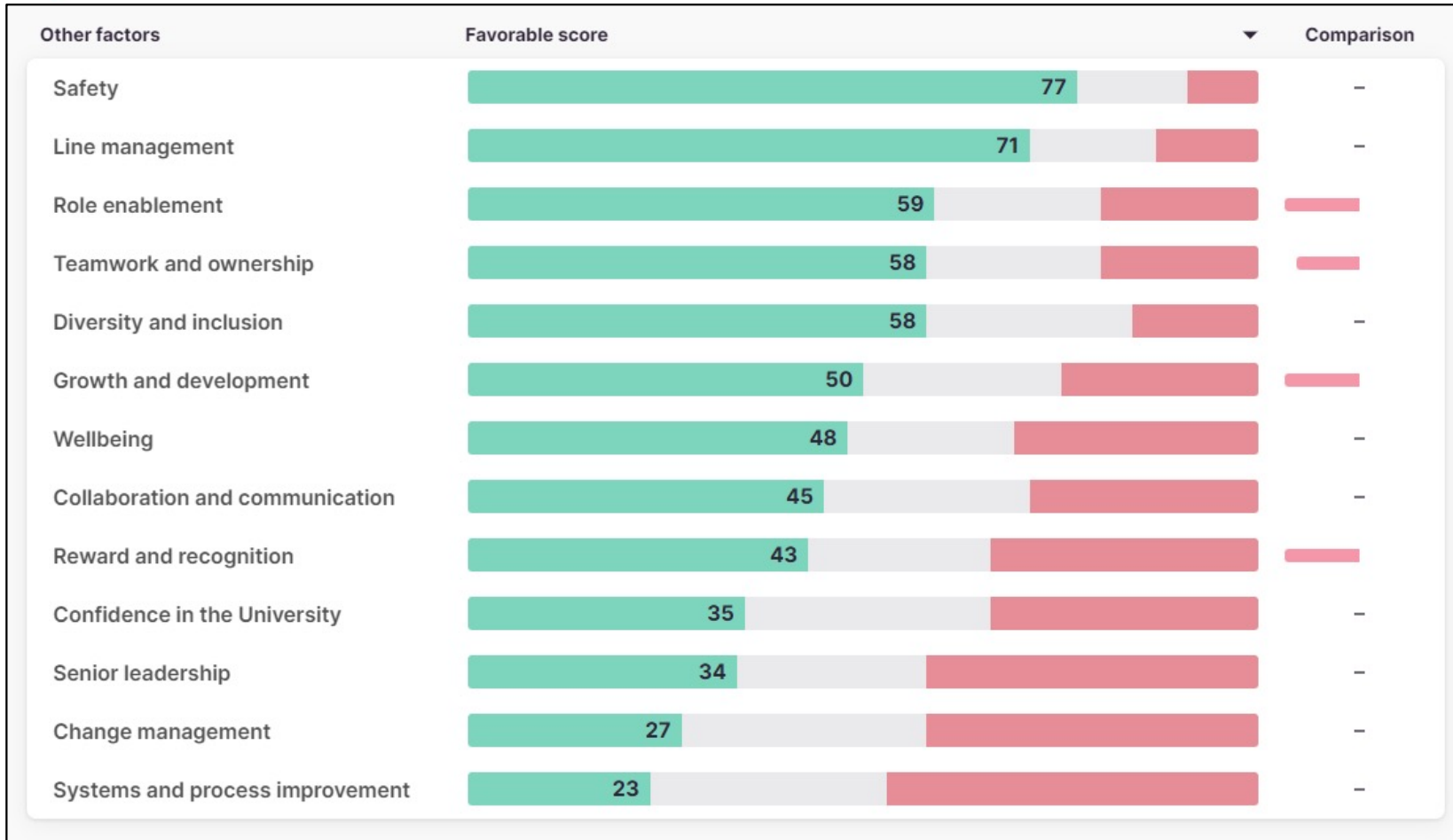
## Engagement survey factors



- In addition to the 5 Engagement questions, the survey asked questions about other factors regarding the workplace and culture.
- The questions asked have been grouped into Survey Factors to help provide a guide to where we might focus attention to improve.
- The Factor score is the average score of all questions that were asked within that factor.



# Survey factor heatmap - CoSE



**Favourable score**  
The percentage of submitted responses that indicated “Agree” or “Strongly Agree”.

**Neutral score**  
The percentage of submitted responses that indicated “Neither Agree or Disagree”.

**Unfavourable score**  
The percentage of submitted responses that indicated “Disagree” or “Strongly Disagree”.

\* Comparison to Higher Education benchmarks





# Survey engagement factor heatmap - CoSE

Responses by Gender demographic

	COSE overall	M	F
No. of responses	554	324	230
Engagement	44%	-1	+1
Role enablement	59%	-2	+3
Collaboration and communicati...	45%	-1	+2
Reward and recognition	43%	-2	+3
Growth and development	50%	-1	+3
Teamwork and ownership	58%	-3	+5
Change management	27%	+1	-2
Safety	77%	-2	+2
Diversity and inclusion	58%	-2	+2
Confidence in the University	35%	-1	0
Wellbeing	48%	0	+1
Senior leadership	34%	-1	0
Line management	71%	-2	+3
Systems and process improveme...	23%	-1	+2

Response by Tenure demographic

	COSE overall	10+	5-10	3-5	1-3	0-1	Not Specified
No. of responses	554	269	121	61	54	49	n/a
Engagement	44%	-3	-5	-6	+10	+23	n/a
Role enablement	59%	-2	-2	-1	+7	+17	n/a
Collaboration and communicati...	45%	-2	0	-6	+4	+22	n/a
Reward and recognition	43%	-3	-3	-4	+13	+19	n/a
Growth and development	50%	-4	+3	-3	+7	+21	n/a
Teamwork and ownership	58%	0	+2	-12	-1	+14	n/a
Change management	27%	-3	-1	-5	+6	+15	n/a
Safety	77%	-2	+2	-5	+3	+8	n/a
Diversity and inclusion	58%	-3	+3	-11	+5	+14	n/a
Confidence in the University	35%	-2	-2	-2	+5	+8	n/a
Wellbeing	48%	-5	+3	-4	+9	+20	n/a
Senior leadership	34%	-6	-3	-4	+16	+24	n/a
Line management	71%	-3	+5	-6	-2	+12	n/a
Systems and process improveme...	23%	-3	-1	-1	+8	+17	n/a

Response by employee role demographic

	COSE overall	Academic	Professional
No. of responses	554	362	192
Engagement	44%	-1	+2
Role enablement	59%	-2	+5
Collaboration and communicati...	45%	-2	+4
Reward and recognition	43%	+1	-1
Growth and development	50%	0	+2
Teamwork and ownership	58%	-4	+10
Change management	27%	-2	+3
Safety	77%	-3	+5
Diversity and inclusion	58%	-3	+6
Confidence in the University	35%	0	-1
Wellbeing	48%	-3	+6
Senior leadership	34%	-3	+4
Line management	71%	-1	+2
Systems and process improveme...	23%	-2	+5



# CoSE – five highest rated survey Factors



**Favourable score**  
The percentage of submitted responses that indicated "Agree" or "Strongly Agree".



## Factor: Safety

### Highly rated questions

- I am confident that I would be supported by my Line Manager if I was to report a safety or wellbeing issue.
- Processes and procedures in my work environment promote safe working conditions.
- I work in a safe environment



## Factor: Line Management

### Highly rated questions

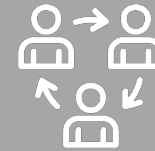
- I am confident that I would be supported by my Line Manager if I was to report a safety or wellbeing issue
- My Line Manager genuinely cares about my wellbeing
- My Line Manager values the contribution I make to the university community



## Factor: Role Enablement

### Highly rated questions

- I know what I need to do to be successful in my role
- I know how my work contributes to the strategic goals of the University
- I have access to the information and resources I need to do my job well



## Factor: Teamwork & Ownership

### Highly rated questions

- We hold ourselves & our team's members accountable for results
- I feel like I am part of a team
- Workloads are divided fairly among people where I work



## Factor: Diversity & Inclusion

### Highly rated questions

- I feel like I belong at the University
- The University builds teams that are diverse
- The University values diversity



# CoSE – five lowest rated Factors



**Unfavourable score**  
The percentage of submitted responses that indicated “Disagree” or “Strongly disagree”.



## Factor: Confidence in the University

### *Lowly rated questions*

- I clearly understand why the University is moving (or has moved).
- The University effectively directs resources (funding, people and effort) towards our strategic goals.
- The learning, teaching and research offerings that the University provides are as good as or better than, other domestic & international universities



## Factor: Senior Leadership

### *Lowly rated questions*

- Our leaders demonstrate that people are critical to the University’s success
- Our leaders have communicated a vision that motivates me
- The leaders here demonstrate that employee wellbeing is important.



## Factor: Change Management

### *Lowly rated questions*

- We manage change well at the University
- At the University, there is a culture of positively embracing change
- We manage change well in my work unit.



## Factor: Reward & Recognition

### *Lowly rated questions*

- Our leaders demonstrate that people are critical to the University’s success
- I receive appropriate recognition for good work at the University
- I believe my total compensation is fair, relative to similar roles at other organisations.



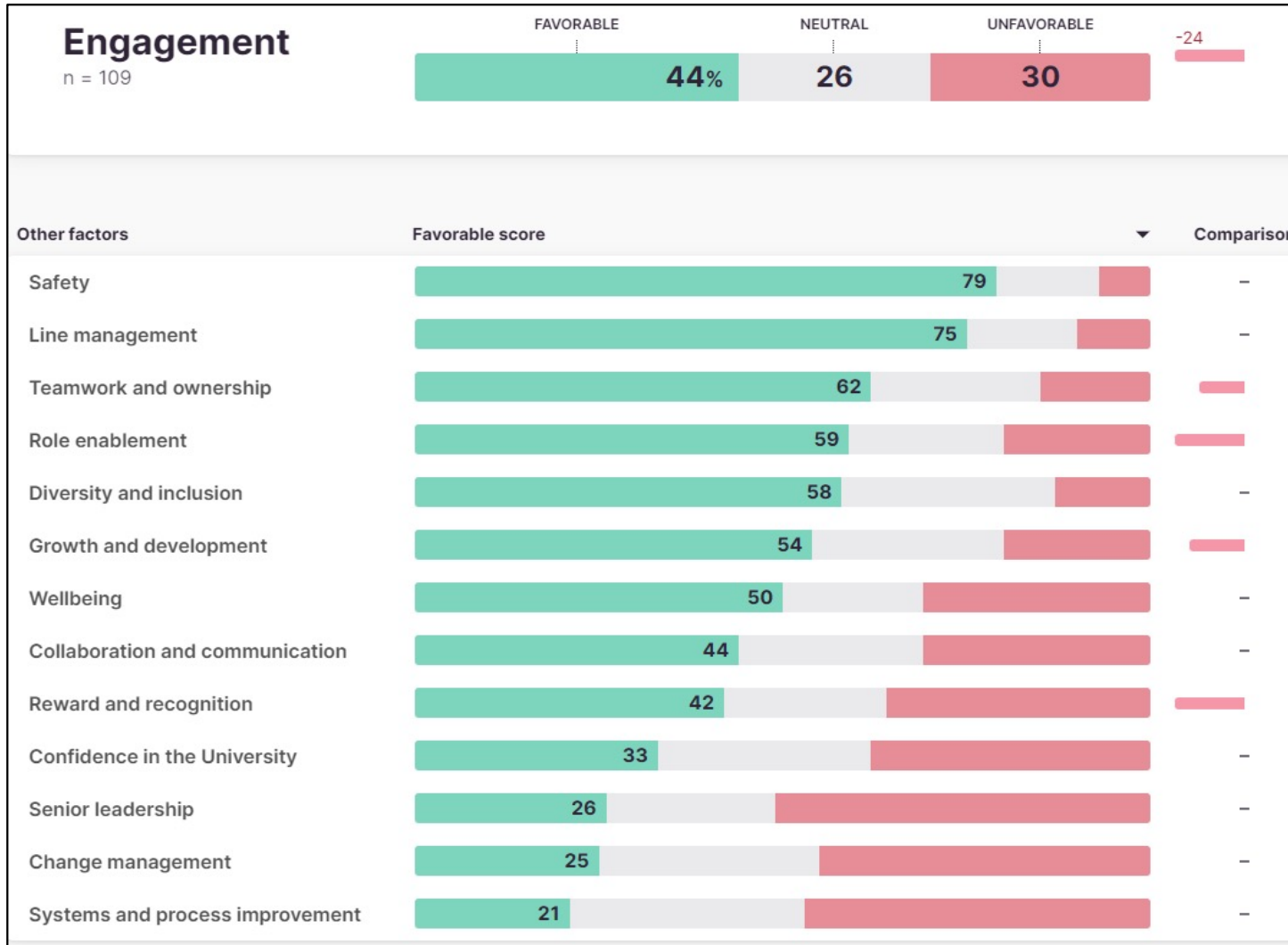
## Factor: Systems and process improvements

### *Lowly rated questions*

- Most of the systems & process here support us to get our work down effectively
- There are good methods in place to improve systems and processes at the University.
- I feel empowered to improve systems & processes within my role



# Survey factor heatmap – School of Natural Sciences



**Favourable score**  
The percentage of submitted responses that indicated “Agree” or “Strongly Agree”.

**Neutral score**  
The percentage of submitted responses that “Neither Agree” or “Disagree”.

**Unfavourable score**  
The percentage of submitted responses that indicated “Disagree” or “Strongly Disagree”.



# SNS - four highest rated survey Factors



**Favourable score**  
The percentage of submitted responses that indicated "Agree" or "Strongly Agree".



## Factor: Safety

### *Highest rated questions*

- I am confident that I would be supported by my Line Manager if I was to report a safety or wellbeing issue.
- Processes and procedures in my work environment promote safe working conditions.
- I work in a safe environment.



## Factor: Line Management

### *Highest rated questions*

- I am confident I would be supported by my Line Manager if I was to report a safety or wellbeing issue
- My Line Manager genuinely cares about my wellbeing
- My Line Manager helps and supports me to be successful in my role



## Factor: Teamwork & ownership

### *Highest rated questions*

- We hold ourselves and our team members accountable for results
- I feel I am part of a team
- Workloads are divided fairly among people where I work



## Factor: Diversity & Inclusion

### *Highest rated questions*

- I feel like I belong at the University.
- The University builds teams that are diverse.
- The University values diversity.



# SNS - four lowest rated survey Factors



**Unfavourable score**  
The percentage of submitted responses that indicated “Disagree” or “Strongly Disagree”.



## Factor: Confidence in the University

### *Lowest rated questions*

- The University allows me to make a positive difference to the community.
- I know who or where to go to, to find out more information about campus moves.
- The University is in a position to success over the next three years.



## Factor: Senior Leadership

### *Lowest rated questions*

- Our leaders demonstrate that people are critical to the University’s success.
- The leaders demonstrate that employee wellbeing is important.
- Our leaders keep people informed about what is happening.



## Factor: Change Management

### *Lowest rated questions*

- We manage change well at the University.
- At the University, there is a culture of positively embracing change.
- We manage change well in my work unit.



## Factor: Systems and process improvements

### *Lowest rated questions*

- Most of the systems & process here support us to get our work down effectively
- There are good methods in place to improve systems and processes at the University
- I feel empowered to improve systems & processes within my role



# Strengths & Opportunities



Our Strengths (higher scores) are things we can celebrate.

Our Opportunities (low scores) represent things we will seek to make improvement on.



## SNS Strengths



**93%**

I am confident that I would be supported by my Line Manager if I was to report a safety or wellbeing issue



**86%**

I know what I need to do to be successful in my role



**75%**

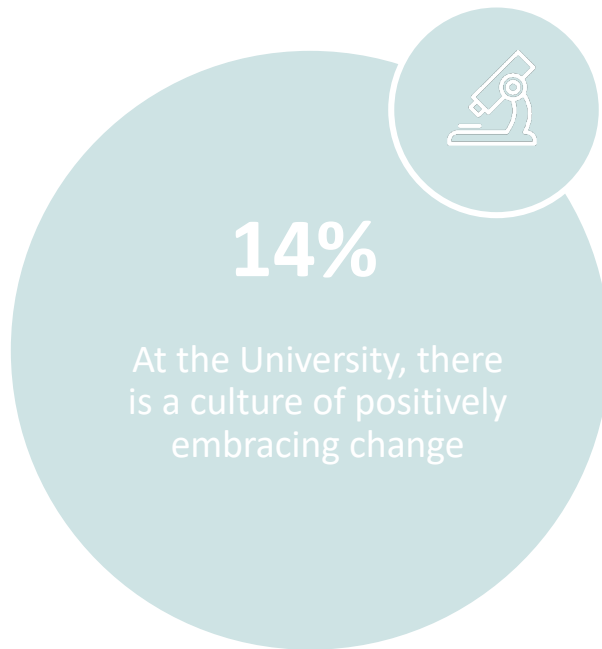
My Line Manager cares about my wellbeing

These are the key areas the College is excelling in, and areas we scored best compared to Higher Education 2022.





## SNS Opportunity areas



These are the key areas with opportunities to improve overall, and when compared to Higher Education 2022.



## Next Steps

### Step one

- Read over the results pack.
- Reach out to me if you have any questions

### Step two

- Participate in our team Action planning session.
- Come to this session prepared to discuss ideas for improving your engagement and our environment
- In this session we will agree on two to three actions for our team

### Step three Ongoing

- Contribute to our team Action plan, we can all positively impact our engagement and environment!



## STOP & REFLECT - how do the overall results make you feel?



### Consider

What questions do you have about the survey results?



### Support

What additional support would be helpful for?  
EAP Sessions?



*We cannot change what we are not aware of and when we are aware, we cannot help but change.*  
- Sheryl Sanberg



UNIVERSITY of   
TASMANIA

**Thank you**