

Greetings,

## **Thank You**

The 2014 Administration & Finance Employee Engagement Survey results are in! I am pleased to report that 72% of the 686 Administration & Finance employees took advantage of the opportunity to provide feedback to help identify areas where organizational changes may be made to improve our working environment. A sincere Thank You to all of you who took the time to participate in this important A&F initiative.

## **Results**

We were provided with Executive Summary Reports for:

- the A&F organization as a whole
- A&F unit reports for Business Affairs, Auxiliary Services, Facilities & Services, and ICT
- unit Supervisor reports for Business Affairs, Auxiliary Services, Facilities & Services, and ICT
- individual Department reports for each unit

The reports are now posted in their entirety on the A&F website <http://af-strategic-planning.nmsu.edu/employee-engagement-survey>. I encourage each and every one of you to take the time to read the reports for your own department and supervisors as well as the reports for the A&F organization as a whole.

## **Next Steps**

You may recall, the survey is an employee engagement tool which is designed to:

- measure employee perceptions of the total work environment and employees' satisfaction
- focus on fully utilizing an organization's human resources to build viable institutions
- provide information about workforce issues that impact the quality of service ultimately delivered to all customers
- allow for better understanding of employee satisfaction which is vital to attracting and retaining a competitive workforce

I have tasked each unit to evaluate the findings in their respective reports, identify areas of focus, and to formulate a plan of action for implementing change. Each unit is encouraged to engage employees within their unit with open discussions to interpret the data, identify targeted areas of follow up to collect additional information as appropriate, establish priority areas for improvement, and implement plans for change. Your assistance in this endeavor will greatly improve the ability to get to the core of problems and achievements in your unit and our organization.

Additionally, I have tasked A&F Leadership to review unit reports and plans for common areas of concern where improvement may be accomplished best at the organizational level.

*Angela*

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