

Pat Pitney

President

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Dear UA Faculty and Staff -

Today, UA is sharing the [initial results](#) of the Employee Engagement Survey that HR conducted last fall on behalf of the entire UA System. Thank you to the more than 2,300 employees who participated. I hope to see participation increase even more in future surveys.

We are beginning to dig into and review the survey results with our leadership teams. In the coming weeks, **UA leadership will develop strategies and action plans to address specific areas for improvement at the Universities and System Office.**

We're committed to using these results - and the results of future surveys - to improve not just our operations and efficiency, but also the overall experience that all employees have across the UA system. There are no silver bullets, and we won't be able to improve every single metric all at once. But we will be looking to you for feedback as we prioritize actions and next steps to improve your experience at UA. Please watch for further information from your Chancellor or System Office leadership on forthcoming opportunities for engagement.

At a broad level, the results show some very positive signs, which is notable given the major challenges our system has overcome the last several years.

- 2/3 of employees surveyed are engaged, and motivated to meet or exceed their goals.
- 2/3 of employees surveyed are likely to stay at UA.
- 3/4 of employees surveyed said employment at UA met or exceeded their expectations.
- There are high levels of trust in and communication with supervisors across the system.

There are also opportunities for improvement, including those below. They all need to be addressed, and we'll prioritize them as part of the process.

- Half of employees surveyed are satisfied with how they communicate with university leadership and vice-versa.
- Only 1/3 of employees surveyed believe that our internal processes prioritize employee productivity. That said, supervisors received high marks for removing barriers and providing access to resources needed for our employees to be effective in their jobs.

UA employees can access the Employee Experience Survey Results by clicking the button on this [page](#). **You must use your UA Credentials to log in**; if you do not have access, please request it through [this form](#). Requesters can expect a response within two business days.

The survey is a tool for university leadership to assess employee feedback and opportunities for improvement, and we're taking confidentiality and institutional research standards very seriously. As a result, a limited view of the database is accessible with your UA credentials, but the more granular data is only being made available to Deans/Directors, and above.

Thank you for all you do for our students and the people of Alaska.

Sincerely,

Pat Pitney
President, University of Alaska