



Ohio State Presidential Listening Survey



Overview

Key Facts

SURVEY CONTAINS

14 Scaled Items

SURVEY PERIOD

May 1st – 20th, 2024

CATEGORIES

- Engagement
- Future Vision
- Well-Being
- Teamwork
- Performance Management
- Direct Leader Relationship

AGREEMENT RESPONSE OPTIONS

5 Strongly Agree The employee almost always agrees	4 Agree The employee agrees with the question, but there is room for improvement	3 Neither Agree Nor Disagree The employee agrees/disagrees nearly as often with the question, neutral response	2 Strongly Agree The employee's expectation of the question is not met the majority of the time	1 Strongly Disagree The employee's expectation of the question is almost never met
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Favorable

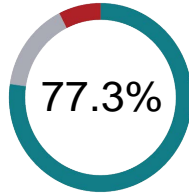
Neutral

Unfavorable

Summary

Engagement

The Engagement Index is comprised of questions that indicate how employees feel about the organization and what they are willing to do as a result of that emotional attachment.



Response Rate

15,330
Invited to Participate

7,718 (50%)
Responded

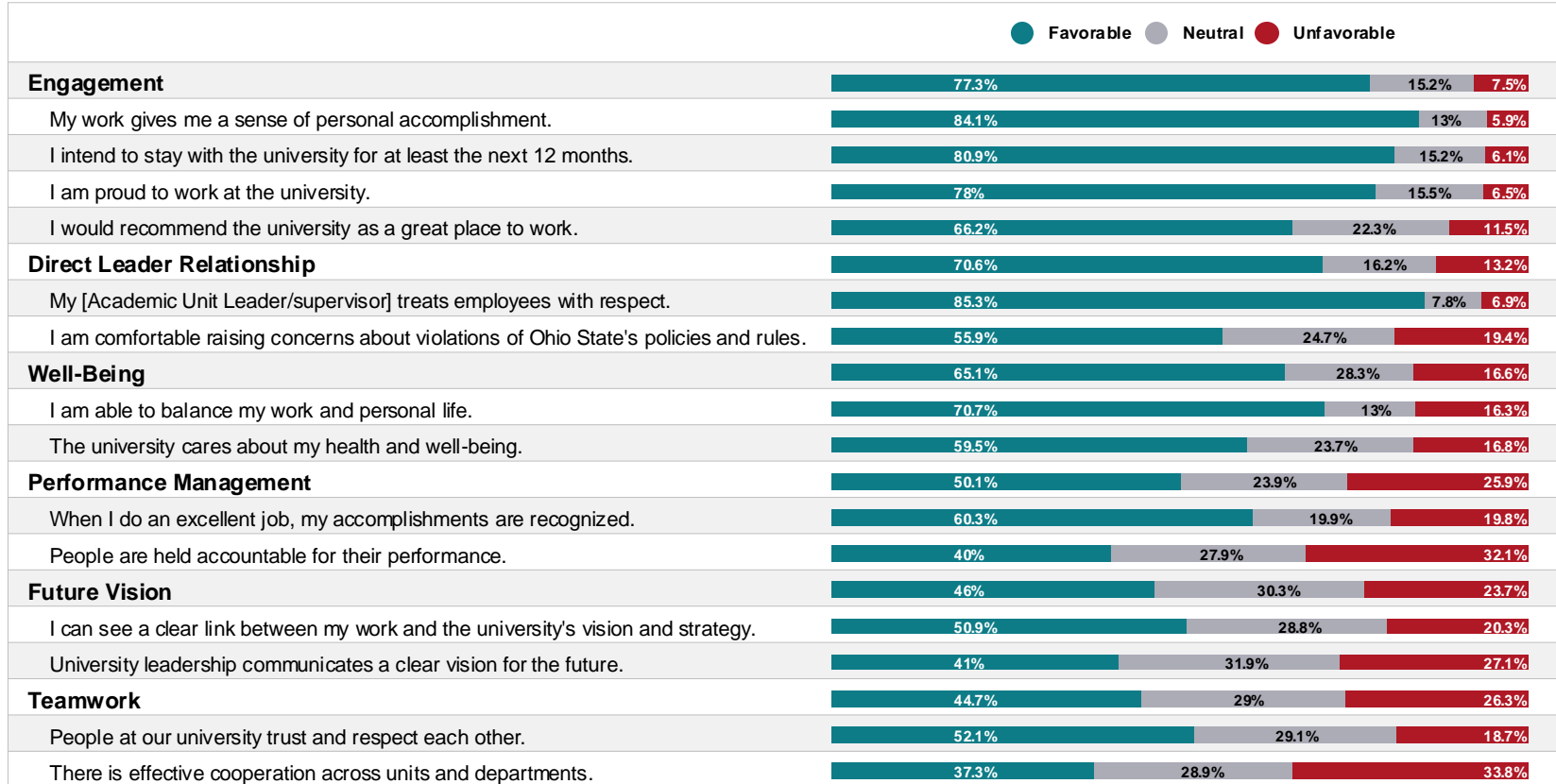
2 min 25 sec
Avg. Completion Time

Key Themes

- Overall, the organization as a whole has high **participation**, showing value in the investment the president and executive cabinet made in asking faculty and staff to share their voices.
- Faculty and staff are also showing high scores in being **intrinsically motivated** (84.1%), and **intends to stay** (80.9%), indicating a foundation for a culture of excellence.
- While academic unit leaders and supervisors are fostering a **respectful** environment as the most favorable area in the survey, opportunity exists to foster more **trust** and **respect** across the organization (52.1% favorability).
- Those who believe Ohio State is **collaborative** across departments and units is nearly equally split between those who agree, are neutral, and unfavorable, identifying a clear opportunity to partner together more intentionally.
- Clarity is also desired in individual and strategic futures, through performance **accountability** (40%) and evidence of the **vision** for the future Ohio State (41%).

Survey Results

All Categories and Items



All Items by University Faculty/Staff

	OSU Overall	Staff	Faculty
Respondents (Total Invited)	7,718 (15,330)	5,921 (10,854)	1,797 (4,476)
Engagement	77.3%	77.5%	76.6%
My work gives me a sense of personal accomplishment.	84.1%	82.5%	89.6%
I intend to stay with the university for at least the next 12 months.	80.9%	80.3%	83.1%
I am proud to work at the university.	78.0%	79.4%	73.6%
I would recommend the university as a great place to work.	66.2%	68.1%	59.9%
Direct Leader Relationship	70.6%	73.5%	61.1%
I am comfortable raising concerns about violations of Ohio State's policies and rules.	55.9%	59.2%	45.1%
My [Academic Unit Leader/supervisor] treats employees with respect.	85.3%	87.8%	77.1%
Well-Being	65.1%	69.0%	52.2%
I am able to balance my work and personal life.	70.7%	74.2%	59.1%
The university cares about my health and well-being.	59.5%	63.8%	45.2%
Performance Management	50.1%	52.4%	42.6%
When I do an excellent job, my accomplishments are recognized.	60.3%	62.8%	51.8%
People are held accountable for their performance.	40.0%	42.0%	33.4%
Future Vision	46.0%	49.5%	34.3%
I can see a clear link between my work and the university's vision and strategy.	50.9%	54.8%	38.0%
University leadership communicates a clear vision for the future.	41.0%	44.1%	30.6%
Teamwork	44.7%	46.2%	39.8%
People at our university trust and respect each other.	52.1%	53.3%	48.3%
There is effective cooperation across units and departments.	37.3%	39.1%	31.4%