**Resolution ??. Staff Engagement Survey Plan**

**Whereas** the Employee Assembly (the Assembly) passed R. 4 Employee Engagement Survey Resolution on February 16, 2011 respectfully proposing that action be taken to conduct a Staff Engagement survey that would generate qualitative and quantitative date to inform the University’s decision-making about issues that relate to staff.

**Whereas** President Skorton and Vice President Opperman supported this effort and instructed the Office of Institutional Research and Planning to develop and conduct this survey.

**Whereas** the data produced by the survey identified areas of focus, and provided opportunities for campus wide discussion, and, ultimately, creation and implementation of solutions.

**Whereas** the Assembly recognizes the value of a continuous feedback and improvement process as a core University value.

**Be it therefore resolved that** the Assembly recommends a formal staff engagement study and survey (the study) be completed by the Office of Institutional Research and Planning every 5 years

**Be it further resolved that** data and analysis of the study be shared with the Assembly and the campus community;

**Be it further resolved that** the University leaders utilize the data produced from the study to assemble a comprehensive plan that assists unit and division leadership in improving staff engagement campus-wide;

**Be it further resolved that** an oversight committee be formed to review survey results and to make recommendations for subcommittees to address identified key issues. The oversight committee shall be appointed by the Vice-President of Human Resources and must include at least two members of the Employee Assembly. The subcommittees should be staffed with employees from across the Cornell community and at least one representative from the Employee Assembly.

**Be it finally resolved that** copies of this resolution be provided to President Skorton and Vice President Opperman for review and response.

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***Respectfully Submitted,***

**Tanya Grove**

**Employee Assembly**