



DUCKS ENGAGE

Engagement is a journey—join us!

What is employee engagement?

Everyone who works at the University of Oregon should feel **supported, valued, and equipped to do their best work.**

Employee engagement is a research-validated way to measure these things, and it's a key element of the UO's strategic goal to **create a flourishing community.**

Engagement for faculty is multi-dimensional and context dependent. But in general, engaged faculty are more likely to:

- Show **resilience** in the face of change and challenges.
- Share a sense of **belonging and connection** with colleagues.
- Feel **motivated** to invest time and energy in teaching, research/creative activity, service and community engagement.
- Take **intentional actions to continue learning** and developing their capacity.



Who is responsible for faculty engagement?

Engagement is everyone's responsibility.

- *Academic leadership* communicates and reinforces the importance of engagement.
- *Deans and department heads* create an environment conducive to engagement.
- *Departments* create their own culture of engagement.
- *Individual faculty members* use goals and simple strategies to manage their own engagement.



A research-backed model

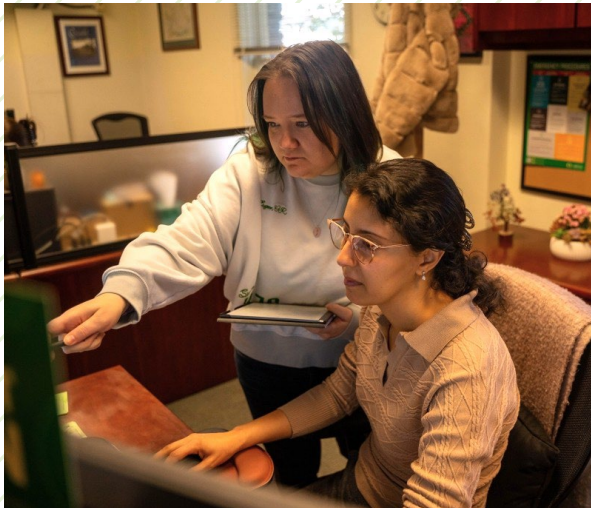
Gallup has spent more than two decades developing its employee engagement model, which is a central component of the UO's engagement framework.

Gallup's model predicts a team's ability to meet its goals and correlates strongly with things like well-being and job satisfaction, commitment to the institution, and department culture.

Higher Education Context

Forty-four R1 universities are represented in Gallup's model, including 195,000 faculty and staff.

Measuring faculty engagement



To improve engagement, we first need to understand where we are today.

Faculty, classified staff, officers of administration, and graduate employees will take an engagement survey between **February 23 and March 9, 2026**. You will receive an email with a unique survey link, and responses will be fully confidential and never reported at the individual level.

Departments and workgroups will begin action planning in spring 2026, informed by their group-level survey results.

A survey is a snapshot.

Meaningful improvement depends on units and teams using the results as a starting point for discussion, reflection, and locally driven action.

