



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 way to measure these things. It's an important part of our goal to create a flourishing community.

If you're engaged in your job, you're more likely to:

- Be happy at work and feel like you belong.
- Serve students and others well.
- Get more done at work (because you want to).
- Find opportunities to learn and grow.



Who is responsible for employee engagement?

Employee engagement is everyone's responsibility.

- *Leaders* communicate and reinforce the importance of engagement.
- *Supervisors* create an environment where engagement can happen.
- *Teams* create their own culture of engagement.
- *Individuals* use goals and simple strategies to manage their own engagement.

Creating a flourishing community

The university's strategic plan, called Oregon Rising, has a key goal to **create a flourishing community**. Employee engagement is a critical part of this goal.

To improve our employee engagement, the university first needs to understand how we're doing.

Engagement is a process.

It's normal to feel more or less engaged at different times, depending on what's happening at work and in your personal life.

Measuring employee engagement



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 your own unique survey link. **Your responses will be 100% confidential.**

If you don't have access to a computer workstation, you'll be able to take the survey another way.

A survey shows where we are now—not our destination.

Take the survey to spark conversation and change.

