



## Office of the Chancellor

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DATE: January 9, 2020

TO: NMSU Employees

FROM:  Chancellor Dan Arvizu and  President John Floros

SUBJECT: Employee Climate Survey Report and Follow-up

Thank you to everyone who participated in our recent employee climate survey. In partnership with the Institute for Organizational Excellence at the University of Texas at Austin, NMSU administered the survey to our faculty and staff between October 15 and November 15 of last year. Our intent was to establish a baseline and a method for measuring faculty and staff engagement and satisfaction. We also wanted to identify aspects of the university that are functioning well and those in need of improvement, which are key elements to achieving NMSU LEADS 2025 goals.

We are both committed to acting on the findings from the survey and will use them to improve how we work together. It will take all of us, individually and collectively, to address the opportunities identified in the survey.

To begin moving on this important issue, we will create a survey findings “Action Team,” which will include individuals representing departments, colleges and employee groups across the university system. This group will be charged with the following:

- Identifying NMSU systemwide activities to address the most pressing issues;
- Connecting with groups across the University system to learn what they are doing to address such issues;
- Sharing these ideas so others can consider them in their areas; and
- Tracking improvement.

Summary data will be distributed to individual colleges and departments by the end of the month. We expect all unit leaders to discuss this survey in their areas. We want to engage everyone to learn more about their thoughts on the survey, and provide opportunities to suggest improvements where needed. We encourage you to take part in activities that strengthen our university system.

You may access the survey Executive Summary and the video and PowerPoint presentation of the survey details and findings on the HRS website at <https://hr.nmsu.edu/employee-survey/>.

Again, thank you for your participation in this important endeavor.