

## Employee Engagement Survey to be administered by third party – based on your feedback

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Colleagues -

In the Division of Agriculture, Life and Veterinary Sciences, and Cooperative Extension, your knowledge, skills and talents are our most essential assets. I realize that our future depends on these and that you can chose to work elsewhere at any time. This is why our foundational goal is to be [the most sought-after place to be part of](#).

In February 2017, I launched our first enterprise-wide Employee Engagement Survey; in Summer 2016 and Fall 2017, the Cooperative Extension System did Climate Surveys. Your unit leaders should have shared the results of the Employee Engagement Survey with you and worked with you to incorporate that information into your annual planning process.

I don't want you overburdened with engagement and climate surveys, but your feedback is vital to understanding why, where and how we can and should change to ensure that we strive to meet our foundational goal.

A few people raised concerns about the previous surveys' anonymity and I suspect some people chose not to participate over fear of their honest feedback being traced back to them. I assure you that survey administrators have kept participation anonymous. But because I will also take these concerns seriously, I have decided to hire an external company, TalentKeepers, to do our Employee Engagement Survey. TalentKeepers helps organizations engage and retain their valued people.

You will soon receive a memo from Heather Roberts-Wrenn and Dominic Rodriguez, who lead our survey initiative. It will explain what to expect from the next survey launching on September 10. Please address questions to Heather, [hrobertswrenn@email.arizona.edu](mailto:hrobertswrenn@email.arizona.edu) and/or Dominic, [droduiguez1@email.arizona.edu](mailto:droduiguez1@email.arizona.edu)

Thank you for what you do every day.

Shane

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Shane C. Burgess

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