



UNT | SYSTEM

HR HIGHLIGHTS

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Gallup Survey: 10 Things You Need to Know

1. When does the survey start/end?

The survey is available from April 5-17, 2019.

2. Is the survey confidential?

Yes, all survey results will remain confidential.

3. Who does the email come from?

Gallup will send the survey to each faculty or staff member.

4. What is the subject line?

The subject line will read: **[EXT] You're invited to participate.**

5. What does the email look like?

SAMPLE GALLUP EMAIL:



6. What if I didn't receive it, or accidentally deleted it?

If you do not receive the survey, or accidentally delete your survey, please email Marisa.Clabby@untsystem.edu.

7. Can I just forward my survey link to a colleague if they can't find their email?

No, each person will receive a unique survey link that can only be used one time.

8. When do we receive the results?

The results will be sent to campus leadership by late May.

9. Who will receive a report?

Any manager/supervisor with four or more direct reports who have completed the survey will receive a report for their department. If you have four direct reports, and only three complete the survey, you will not receive a report. Your department would be added in to your supervisor's report.

10. What is the participation goal, and how many people from my campus are participating?

Our goal is 92 percent participation for each campus, and the UNT System as a whole.

Current Participation Rate (by institution):

- **UNT:** 28% (Staff: 30.89%; Faculty: 21.23%)
- **UNT Dallas:** 30% (Staff: 29.44%; Faculty: 33.33%)
- **UNT Health Science Center:** 45% (Staff: 45.53%; Faculty: 41.61%)
- **UNT System Administration:** 48%



Gallup Survey-What Do the 12 Questions Really Mean?

During the last six weeks, we have explored the [12 standard questions](#) (referred to as Q12) and discussed how each question is related to engagement. This week we will provide a recap of all 12 questions to help you better understand the purpose and intent of the survey.

As a reminder, the survey is open until **April 17, 2019**.

Please note, the survey will come from Gallup with the **subject line: [EXT] You're invited to participate**. Each person will receive their own unique link. If you do not receive the survey, please email Marisa.Clabby@untsystem.edu.

- [Q1](#): I know what is expected of me at work.
- [Q2](#): I have the materials/equipment I need to do my work well.
- [Q3](#): At work, I have the opportunity to do what I do best each day.
- [Q4](#): In the last seven days, I have received recognition or praise for doing good work.

- [Q5](#): My supervisor, or someone at work, seems to care about me as a person.
- [Q6](#): There is someone at work who encourages my development.
- [Q7](#): At work, my opinions seem to count.
- [Q8](#): The mission/purpose of my institution makes me feel my job is important.
- [Q9](#): My co-workers are committed to doing quality work.
- [Q10](#): I have a best friend at work.
- [Q11](#): In the past six months, someone has talked to me about my progress.
- [Q12](#): This last year, I have had the opportunity to learn and grow
- [New For 2019](#): Three open-ended questions
 - Over the next year, what should your campus/division concentrate on to improve as a best place to work?
 - What is the most important action your supervisor could take to positively impact your engagement?
 - What changes would you make to improve your institution?

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Questions?

Do you have a question for the UNT System HR team that you would like to see answered in an upcoming issue of HR Highlights? Submit your questions to AskHR@untssystem.edu.