TEXAS A&M UNIVERSITY

EMPLOYEE ENGAGEMENT SURVEY

SPRING 2025 | HIGH-LEVEL OVERVIEW

February 17-28, 2025, Texas A&M University conducted a universitywide survey of employees in partnership with Korn Ferry, an organizational consulting firm. The survey results provide key insights into the current employee experience and opportunities for improvement.

3,681 employee voices out of **12,775**

29% response rate

STRENGTHS

- Team Dynamics and Clarity of Mission
- Immediate Supervisor Relationships
- Work Environment and Benefits

OPPORTUNITIES

- Trust and Communication
- Career Advancement, Onboarding and Performance Management
- Collaboration
- Decision-making and Staffing

TOP FOUR SCORES [percentage of favorable responses]

1. I have a good understanding of my work team's objectives and goals. **87%**
2. People in my work team are committed to delivering high-quality services. **87%**
3. My immediate supervisor is accessible when needed. **87%**
4. I have a good understanding of the university's values. **87%**

BOTTOM FOUR SCORES

1. In the university, decisions are made at the lowest level appropriate. **20%**
2. Poor performance is addressed effectively in the university. **26%**
3. In the university, decisions are generally made in a timely manner. **32%**
4. There is effective sharing of ideas and resources across the university. **38%**

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65% ENGAGEMENT SCORE

Engagement is the "want to" of work.

Employees feel fully engaged and willing to go the extra mile to serve the university's mission.

69% ENABLEMENT SCORE

Enablement is the "can do" of work.

Employees feel they have the skills, abilities and support to fulfill their roles.

NEXT STEPS

Employee Engagement Action Plan

- An Employee Experience Work Team was established to create universitywide employee engagement action plans. These action plans will focus on implementing and improving communication strategies across the university, facilitating the support and development of those in supervisory roles, as well as empowering all employees to live our Core Values.
- Deans and vice presidents will develop unit-level action plans to leverage and sustain identified strengths and address opportunities.
- Learn more at strategyandbusiness.tamu.edu/employee-experience.

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