

# Dimension Summary Report



| Finance                   |           |           |                        |                |                      |           |
|---------------------------|-----------|-----------|------------------------|----------------|----------------------|-----------|
| Sponsored Programs        |           |           |                        |                |                      |           |
|                           |           |           |                        |                |                      |           |
|                           |           |           |                        |                |                      |           |
| 2010                      | 2012      | 2014      | Diff<br>2014 -<br>2012 | Signif<br>Diff | CFI<br>Bench<br>Mark |           |
| 56                        | 57        | 55        |                        |                |                      |           |
| 60                        | 55        | 54        |                        |                |                      |           |
| 93%                       | 104%      | 102%      |                        |                |                      |           |
| <b>Dimensions</b>         |           |           |                        |                |                      |           |
| Climate                   | 56        | 73        | 79                     | 6              |                      | 69        |
| Supervisor*               | 70        | 76        | 84                     | --             |                      | 75        |
| Autonomy/Involvement      | 59        | 71        | 72                     | 1              |                      | 70        |
| Workload                  | 56        | 74        | 70                     | -4             |                      | 70        |
| Resources/Environment     | 75        | 84        | 87                     | 3              |                      | 70        |
| Recognition               | 59        | 70        | 72                     | 2              |                      | 67        |
| Co-workers                | 69        | 82        | 85                     | 3              |                      | 75        |
| Communication*            | 53        | 68        | 73                     | --             |                      | 63        |
| Training and Development* | 64        | 76        | 76                     | --             |                      | 68        |
| Task Significance         | 78        | 83        | 89                     | 6              | ▲                    | 77        |
| Compensation*             | 51        | 64        | 67                     | --             |                      | 57        |
| Benefits*                 | 74        | 83        | 81                     | --             |                      | 77        |
| Advancement*              | 62        | 74        | 67                     | --             |                      | 68        |
| Survey Perception*        | 53        | 62        | 71                     | --             |                      | 62        |
| <b>Job Satisfaction</b>   | <b>67</b> | <b>76</b> | <b>75</b>              | <b>-1</b>      |                      | <b>70</b> |
| <b>Outcomes</b>           |           |           |                        |                |                      |           |
| Unit/Dept. Commitment     | 68        | 82        | 85                     | 3              |                      | 79        |
| Unit/Dept. Loyalty        | 57        | 70        | 69                     | -1             |                      | 78        |
| Unit/Dept. Recommend      | 64        | 78        | 83                     | 5              |                      | 73        |
| U of M Commitment         | 81        | 88        | 87                     | -1             |                      | 79        |
| U of M Loyalty            | 76        | 84        | 82                     | -2             |                      | 78        |
| U of M Recommendation     | 83        | 92        | 87                     | -5             | ▼                    | 73        |
| Customer Focus            | 81        | 83        | 88                     | 5              | ▲                    | 83        |

\* Dimension questions were modified so a direct comparison is not possible.  
6/5/2014

# Impact Summary Report



|                    |  |
|--------------------|--|
| Finance            |  |
| Sponsored Programs |  |
|                    |  |
|                    |  |
|                    |  |

|      |        |
|------|--------|
| 2014 | Impact |
| 55   |        |
| 54   |        |
| 102% |        |

| Dimensions               | 2014 | Impact |
|--------------------------|------|--------|
| Climate                  | 79   | 0.1    |
| Supervisor               | 84   | 0.2    |
| Autonomy/Involvement     | 72   | 0.4    |
| Workload                 | 70   | 0.0    |
| Resources/Environment    | 87   | 0.0    |
| Recognition              | 72   | 2.1    |
| Co-workers               | 85   | 0.0    |
| Communication            | 73   | 0.0    |
| Training and Development | 76   | 1.3    |
| Task Significance        | 89   | 0.0    |
| Compensation             | 67   | 0.3    |
| Benefits                 | 81   | 0.0    |
| Advancement              | 67   | 0.2    |
| Survey Perception        | 71   | 0.0    |
| Outcomes                 |      |        |
| Unit/Dept. Commitment    | 85   | 2.8    |
| Unit/Dept. Loyalty       | 69   | 4.4    |
| Unit/Dept. Recommend     | 83   | 3.4    |
| U of M Commitment        | 87   | 0.6    |
| U of M Loyalty           | 82   | 1.9    |
| U of M Recommendation    | 87   | 0.5    |
| Customer Focus           | 88   | 1.9    |

## Priority Matrix - 2014

