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Employee engagement reimagined for Higher Education

Employee engagement is a top talent issue facing many organizations today. However, many Higher Education institutions are not fully focused on investing in employee engagement.¹ Focusing on employee engagement has demonstrated benefits for organizations such as increased employee attraction, higher retention, greater productivity, and improved customer service.² Comparably, University employee engagement has benefits such as increased faculty retention and enhanced student attainment.3

Enhancing the employee experience is top of mind for many executives today.

Nearly 80% of executives rated employee experience as very important or important,4



Only 34% of University faculty and staff are engaged in their jobs⁵

Measuring, managing, and actively improving engagement is directly linked to business outcomes, and is essential to Universities competing in today's economy.

Higher Education institutions that offer development opportunities to their employees are approximately 2x as likely to have less turnover than those that do not1



80% see a correlation between staff engagement and retention, and 71% see a correlation between faculty engagement and retention¹

¹ Ellucian (2013). Empowering Employees: The state of employee engagement and student retention

Enlagate the State of engagement: The Key to Improving Performance", International Journal of Business and Management Vol. 5, No.12, pp.89-97.
 Rhoades, G. (2012). Faculty engagement to enhance student attainment. Tucson, AZ: University of Arizona, Center for the Study of Higher Education. National Commission on Higher Education.

⁴ Deloitte Global Human Capital Trends (2017). Rewriting the rules for the digital age, Deloitte University Press.

https://www2.deloitte.com/content/dam/Deloitte/us/Documents/human-capital/hc-2017-global-human-capital-trends-us.pdf ⁵ Gallup (2017). The Engaged University. Gallup Higher Education Employee Engagement.

EngagePath[™]

Introducing EngagePath™

EngagePath™, powered by the Simply Irresistible
Organization™, can help assess, monitor, and
improve University employee engagement. It
operates across institutional attributes to map drivers
to results and make Universities "simply irresistible
places to work"— ultimately helping to deliver
increased individual and institutional performance.
For example, the EngagePath dimensions of Growth
Opportunity and Meaningful Work identify
opportunities for continuous learning, professional
development, and career progression. In addition,
EngagePath results can be linked to your University's
meaningful employee and business outcomes.



Based on the Simply Irresistible Organization™ model

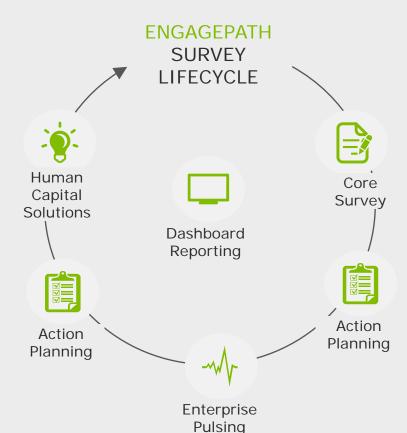
Rooted in research and interviews with hundreds of client executives, EngagePath examines six major indices and twenty underlying attributes that work together to help make Universities "simply irresistible" organizations.

Meaningful Work	Supportive Management	Positive Work Environment 🖒	Growth Opportunity	Trust In Leadership
Autonomy	Clear and transparent goals	Flexible work environment	Training and support on the job	Mission and purpose
Select-to-fit	Coaching	Humanistic workplace	Facilitated talent mobility	Continuous investment in people
Small, empowered teams	Investment in development of managers	Culture of recognition	Self-directed, dynamic learning	Transparency and honesty
Time for slack	Agile performance management	Fair, inclusive, diverse work environment	High-impact learning culture	Inspiration
↓	···· Cross-organization	on collaboration and	d communication	•

The EngagePath approach

Deloitte can help measure, analyze, and improve your University employee engagement with EngagePath. Our statistically reliable and valid diagnostic enables a data-driven, empirical approach to help uncover rich insights and generate customized action plans for empowering engagement. We integrate our industry experience and consulting capability to craft a customized solution to help make University engagement "real" for your employees.

EngagePath features



CORE SURVEY

Core survey that aligns to the SIO model and establishes organizational baseline

ENTERPRISE PULSING

Quick pulses focused on the engagement index, organizational priority areas, and "hot topics"

DASHBOARD

REPORTING

A single integrated platform focused on key priorities and maximum business impact

ACTION PLANNING

Action plans linked to levers that organizations can pull to move the needle on engagement

HUMAN CAPITAL SOLUTIONS

Tailored solutions to address an organization's most pressing engagement issues What Universities can expect from leveraging EngagePath and focusing on engagement drivers:

- ✓ Develop engagement programs and drive greater engagement based on employee needs
- ✓ Create a strong and sustainable pipeline for leadership positions for the multi-generational University workforce
- ✓ Increase retention of top University talent and reduce costs by mitigating unwanted employee turnover
- ✓ Engaged employees create stronger ties to students, who in turn are more likely to participate in organizational citizenship behaviors such as recommending their University to others

EngagePath[™]

www.deloitte.com/engagepath

Contact engagepath@deloitte.com and visit www.deloitte.com/engagepath for more information.



Sonny Chheng
Human Capital leader
Higher Education
Principal
Deloitte Consulting LLP
schheng@deloitte.com



Alyson Daichendt
Managing Director
Deloitte Consulting LLP
adaichendt@deloitte.com



Marc Kaplan
Principal
Deloitte Consulting LLP
mkaplan@deloitte.com

Deloitte.

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