

RWA Analysis

Excerpts from 5/25/19 updated report

N = 908

Overall Summary

Almost 900 respondents, from all campuses, represented and non-represented groups.

Respondents were more likely to agree with readiness (75%), followed by willingness (55%), then ableness (39%).

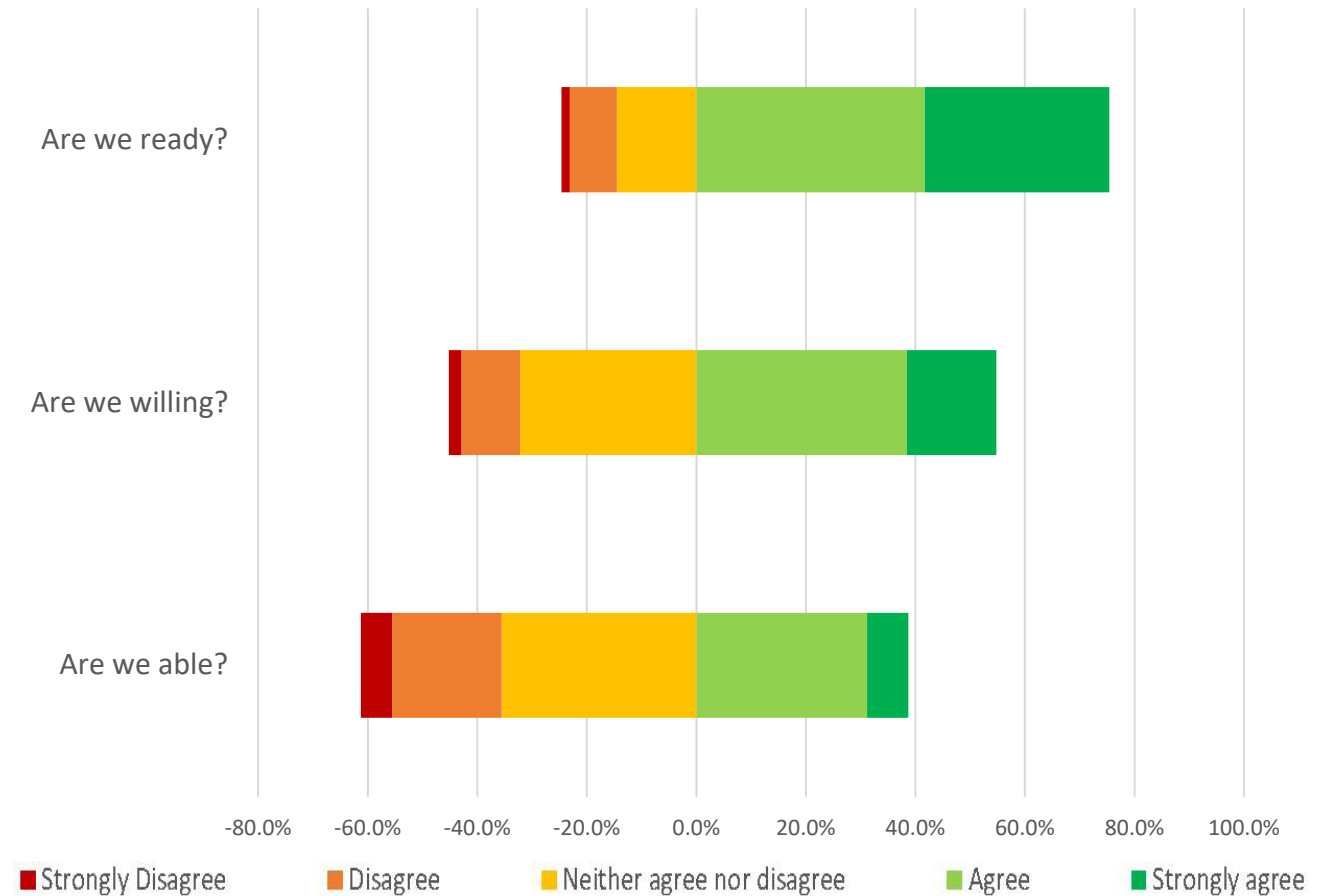
Most likely to agree items (90% or higher)

- Our university is facing significant competitive challenges
- We need to improve our university's performance to assure future success
- I am willing to accept changes to my role if it helps improve our performance

Least likely to agree items (30% or lower)

- We are confident we will get the support and resources needed to effectively implement changes
- We have a good track record implementing change
- We have the necessary culture (behaviors) to implement change

All Universities: Are we Ready, Willing, and Able?



How do I read this chart? The 0.0% line represents the threshold for “agree”. Bars farther to the right indicate a stronger level of “agreement”. Yellow indicates that respondents neither agreed or disagreed with the prompt.

Are we Ready?

Strongest agreement items

Individual recognition

- Our university is facing significant competitive challenges
- We need to improve our university's performance to assure future success

Strong agreement item

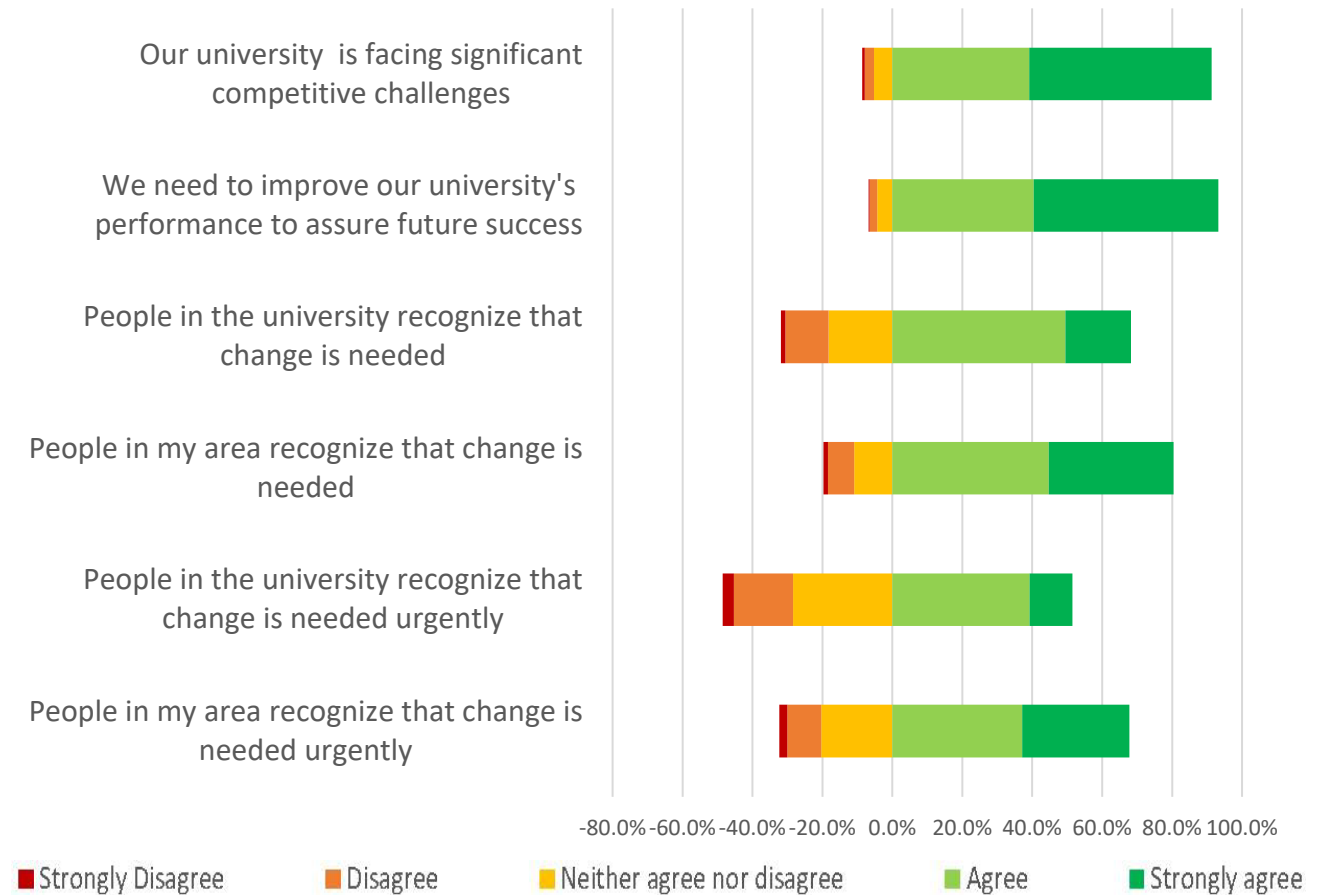
People in my area recognize change is needed

Moderate agreement items

Urgency, focus on other people

- People in the university recognize change is needed
- People in the university recognize that change is needed urgently
- People in the university recognize that change is needed urgently

Are we Ready?



Are we Willing

Strongest agreement item

Individual recognition

- I am willing to accept changes to my role if it helps improve our performance

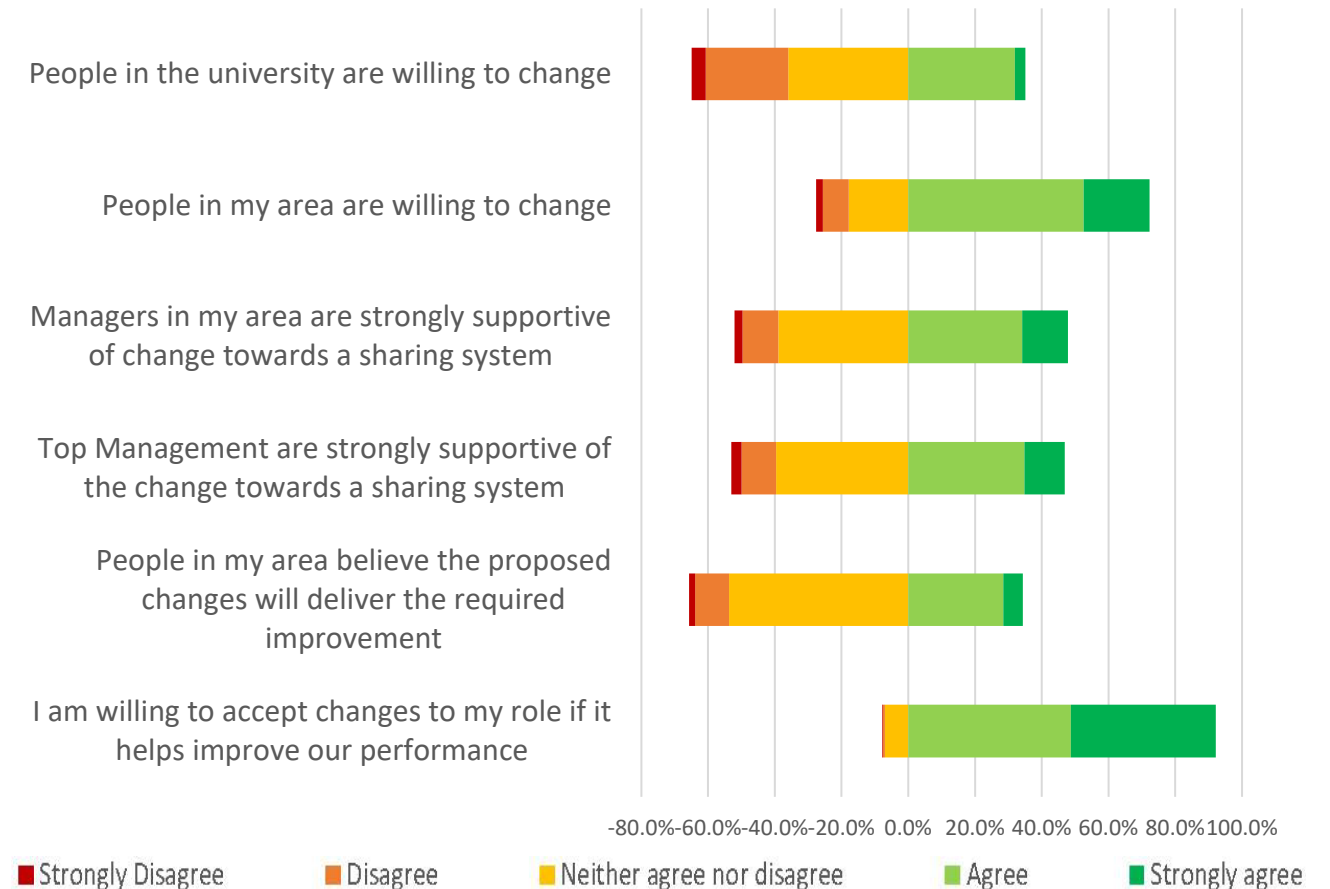
Moderate agreement items

- People in my area are willing to change

Low agreement items

- People in the university are willing to change
- Managers in my area are willing to change
- Top Management are strongly supportive of the change towards a sharing system
- People in my area believe the proposed changes will deliver the required improvement

Are we Willing?



Are we Able?

Moderate agreement Item

- We have the necessary skills to implement the proposed changes

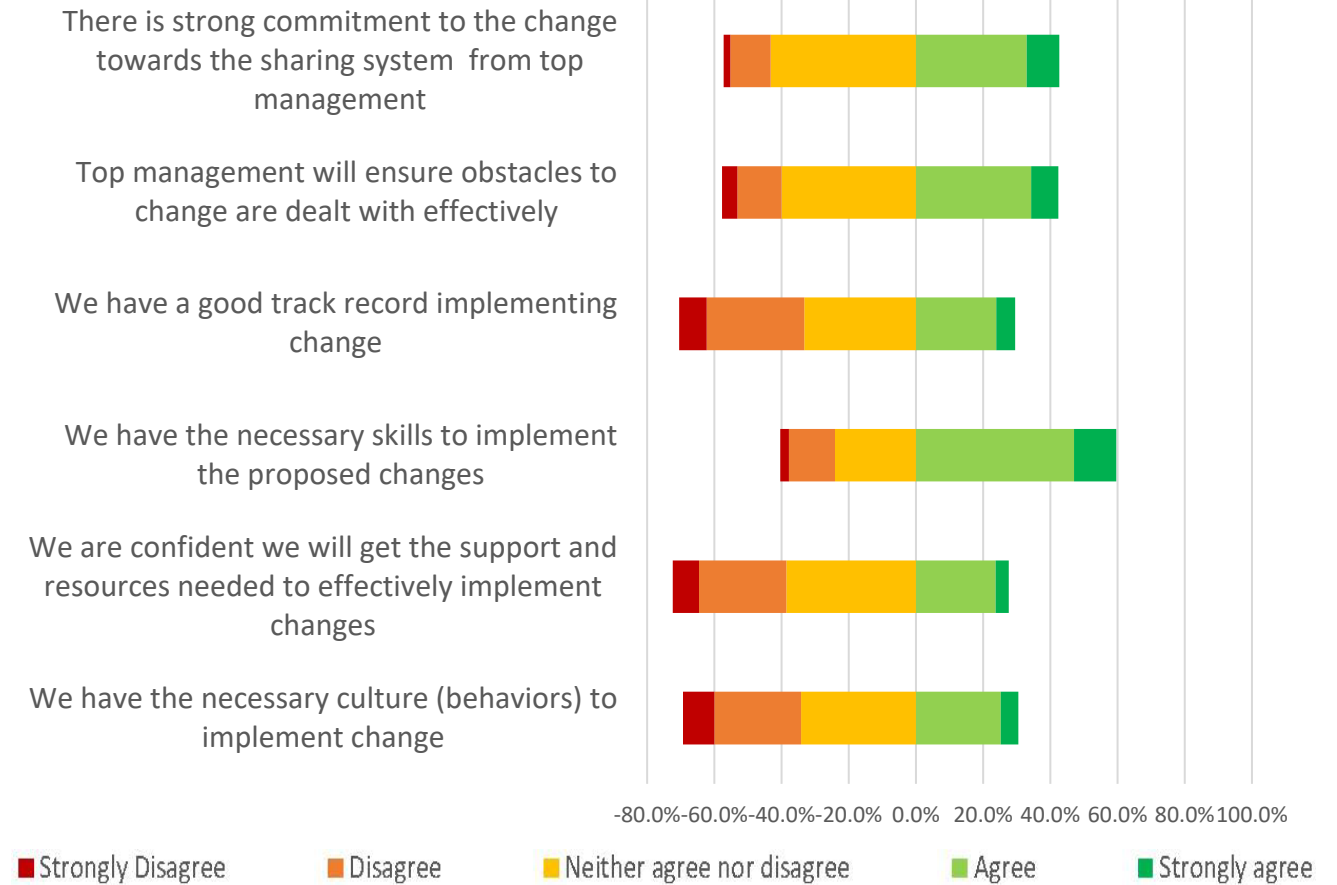
Low agreement Items

- There is strong commitment to the change towards the sharing system from top management
- Top management will ensure obstacles to change are dealt with effectively

Very low agreement Items

- We have a good track record implementing change
- We are confident we will get the support and resources needed to effectively implement changes
- We have the necessary culture (behaviors) to implement change

Are we Able?

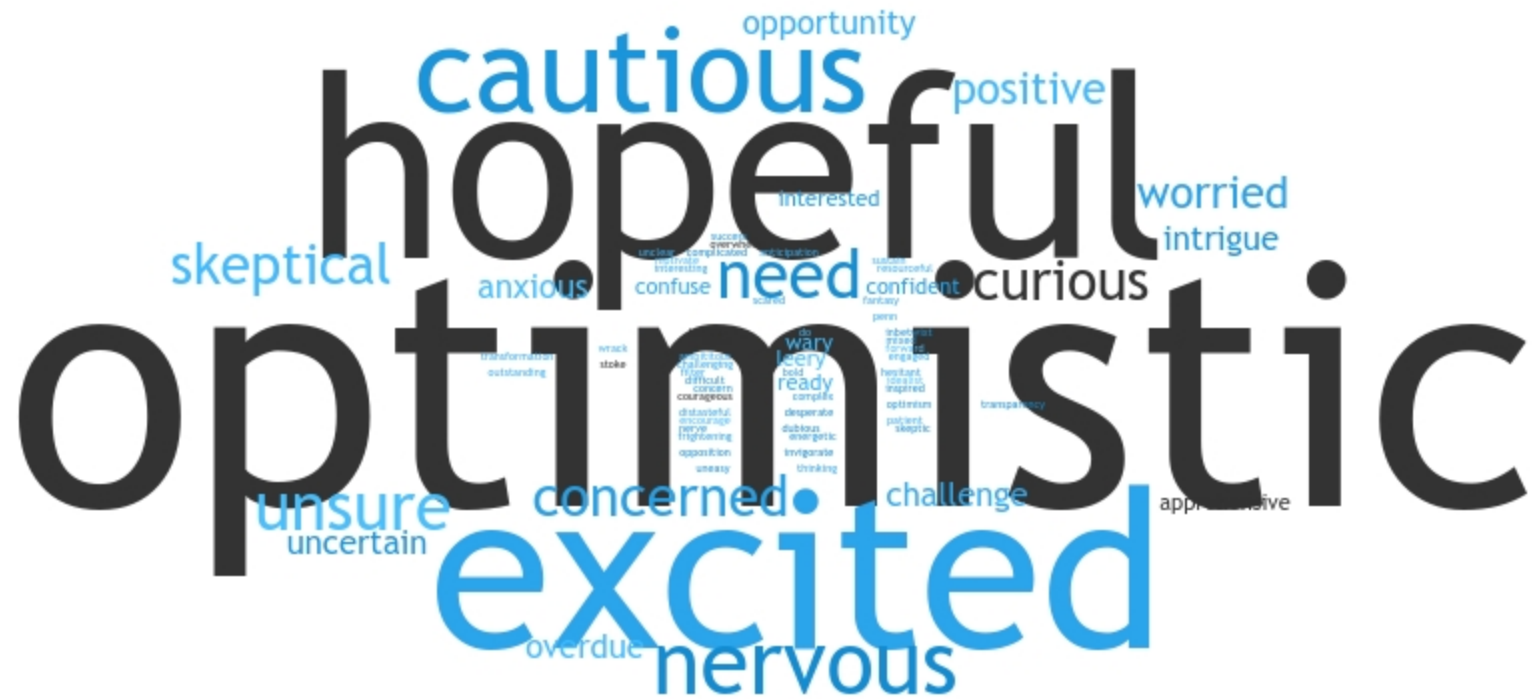


Faculty- Use one word to describe how the System Redesign makes you feel



N=145

Shorter Term Employees- Use one word to describe how the System Redesign makes you feel



<11 years, N=375

