Dear Colleagues,

There are three things that make the School of Medicine a success: the people we serve, the knowledge we share and the employees who make that possible. We’ve experienced several significant changes in the last few years. We inaugurated a new university president, enhanced our benefits package with a new retirement option, and are preparing for more consistent work practices as a result of Hopkins Hospital’s new clinical buildings that will open next spring. I thank you for your patience as we continue to work through some more challenging aspects of the difficult economy.

In the midst of all of this change, which impacts us in positive and negative ways, one thing remains constant and that is our dedicated employees. Your thoughts about how you are being impacted are important. I would like to invite you to share your feedback about your workplace so that we may know what is working and what isn’t.

The School of Medicine is delighted to be participating in the Johns Hopkins Employee Engagement Survey, which will help us to identify our areas of strengths and weaknesses. We then charge our managers with working with you to create action plans that will make a real difference. It’s been three years since we last participated in the survey, and we’re ready to refocus on what matters most in our school—you, our employees.

From June 6 through June 24, the Gallup Organization will solicit your opinions and thoughts on 27 questions. There will be 12 critical questions directly related to engagement and 15 questions related to respect and fairness, diversity and inclusion, supervisor effectiveness and accountability, and managing change. I do recognize that this is the time of year where there are many surveys coming your way. However, I’d be remiss if I didn’t reiterate the impact this particular survey can have in making a difference in our workplace. It’s my personal hope that every employee—with the exception of bargaining unit employees, post docs, fellows and students, who will not be participating—will complete this survey. It is you who can make the difference.

You can be sure that Gallup will keep your individual responses confidential from Hopkins. The unique access code you’ll use to take the survey will come directly from Gallup. It will be randomly selected and will not include any identifying information such as your date or birth or Social Security number.

Your manager can answer any questions you have, or you can visit: hrnt.jhu.edu/engagement2011 for a list of FAQs, a help sheet and other information about our role in this exciting employee engagement initiative.

Again, it’s your choice about whether to participate. But the best way to drive change in your unit is to let us know how we’re doing and what we can do better.

Gloria Bryan
Sr. Director of Human Resources