

What is the UNBC Employee Opinion Survey?

It is a brief survey that provides an opportunity for employees to identify UNBC's strengths and weaknesses as a workplace. It is one of the most important ways we have to improve our own work lives and UNBC overall.

Why is the UNBC Employee Opinion Survey being conducted?

UNBC is committed to conducting the Employee Opinion Survey as an ongoing opportunity for all employees to identify issues and help make positive changes in their workplace. UNBC's senior leaders believe in the value of the survey and take the results seriously. The survey data will be used to measure alignment with UNBC values and the Strategic Road Map, inform

in all employees to ensure we take action. This year, we have included an opportunity to provide additional commentary with an open ended question.

If you choose not to participate, we would like to hear why not. We will be providing a link to a second survey to measure reasons for not responding.

When and how do I take the survey?

On September 24, 2018, you will receive an email

How long will it take to complete the survey?

It will only take about 15 it

Who is administering the UNBC Employee Opinion Survey?

K2 Research & Consulting Ltd. has been contracted by UNBC to conduct the 2018 Employee Opinion Survey. K2 Research & Consulting Ltd. (K2) has conducted numerous employee engagement studies and has developed a proprietary Employee Value Model to provide actionable results for leaders. K2 has been working with universities for nearly 20 years, with extensive experience in research design and delivery. K2 works with organizations to identify, gather and understand data to support strategic development. K2 sets and maintains the highest standards of quality assurance.

How is this survey different from the Employee Opinion Survey conducted in 2016?

We listened to the feedback from the 2016 Employee Opinion Survey. This year, an open ended question has been added. Based on our experience last time, a few more questions have been added. Questions have also been revised slightly for clarity, while ensuring thematic comparison to the 2016 survey is possible.

What if my current manager/supervisor/chair/dean is 'acting' or 'interim'?

The questions are specific to your current work unit and should therefore include your current leader regardless of their acting or interim title.

What if I have changed positions (to a new unit/leader) in the past three (3) months?

If you have changed positions, please answer the questions thinking of the position in which you worked for the majority of the past year.

Who will have access to my responses? Will my manager see my answers?

All personal responses to this survey will be kept completely confidential. The external consultant will collect, report, and analyze the data. At no point will anyone at UNBC be privy to the origins of specific feedback. All results will be reported at the team level. Managers will receive a scorecard in which all

