

2021 UC Staff Engagement Survey Frequently Asked Questions

What's going on?

Beginning May 10, University of California will initiate its 5th systemwide Staff Engagement Survey. The survey was developed by the Council of University of California Staff Assemblies (CUCSA) in collaboration with Systemwide Human Resources' Employee Relations department and Willis Towers Watson, a firm conducting the survey on UC's behalf.

Why does University of California conduct this survey?

University of California wants to create and sustain a work environment that enables staff to fully contribute to our mission of excellence in teaching, research, and public service. The employee opinions gathered through the survey help the organization assess the level of involvement, commitment and satisfaction staff feel toward their work. Conducting the survey every few years enables us to identify positive trends and opportunities for improvement. The last UC Staff Engagement Survey was conducted in 2019.

Who is eligible to take the survey?

Randomly selected policy-covered staff, who joined the organization on or before June 1, 2019, will receive an email from Willis Towers Watson with an invitation to take the survey. Union-represented employees will not participate in the survey because UC receives their feedback through their union representatives during the collective bargaining process.

How are the results valid, if all employees aren't surveyed?

The random sample of 64% employees is proven to be statically sound, meaning that the maximum margin of error will be within accepted boundaries for survey research (+/- 5% or less). In addition, while it would be nice to ask all participants to participate, it would be cost prohibitive to do so.

If I am randomly selected, am I required to take the survey?

No. The survey is voluntary, but we encourage you to participate because it will help the organization make improvements based on your input.

Are my survey answers confidential?

Yes. Under no circumstances will anyone within this organization see your individual responses. All responses are reported "blind" - without employee names attached to them. Ensuring confidentiality is another reason an outside firm was hired to administer the survey.

If you are not randomly selected, how can you express your opinions?

If you are not selected to complete the survey, you can participate in future action planning and survey-related activities [at your location] that will occur following the survey. Your thoughts and views are still important and appreciated. We also encourage you to reach out to our local Staff Assembly to get information regarding post-survey efforts or to provide input that will help them plan staff activities and communication.

When will the survey be held?

The survey opens on Monday, May 10 and closes at 11:59 p.m. on Friday, June 4.

When will the survey results be available?

UC senior leadership will receive results by late June, 2021. Then, they will be communicated through subsequent layers of the organization. This give each level of leadership a chance to consider how they might address concerns or celebrate achievements. The survey results will be more broadly communicated in August/September.

How do we use the results of the survey?

By comparing the results of the past surveys, campuses and locations will get insight into areas where progress has been made as well as areas that need further effort and focus.

Is the survey available in other languages?

Currently, the survey is in *English*.

ASSISTANCE WITH THE SURVEY

I can't find my survey link. How do I get one?

My survey link isn't working. What do I do?

When I click on my survey link, I receive a message indicating that my survey has already been submitted. What do I do?

Email Willis Towers Watson directly at EmployeeSurveySupport@willistowerswatson.com.