



FAQs for Engagement Surveys

Why does the University of California conduct a Staff Engagement 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 2021.

Who is eligible to take the survey?

Randomly selected policy-covered staff will receive an email from Willis Towers Watson with an invitation to take the survey. Union-represented employees do 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 around 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 campus or location that will occur following the survey. Your thoughts and views are still important and appreciated. We also encourage you to [reach out to your 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 exact dates will vary each year the survey is offered but typically opens early May and closes early June.

When will the survey results be available?

UC senior leadership typically receive results late June. Then, they will be communicated through subsequent layers of the organization. This gives 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.