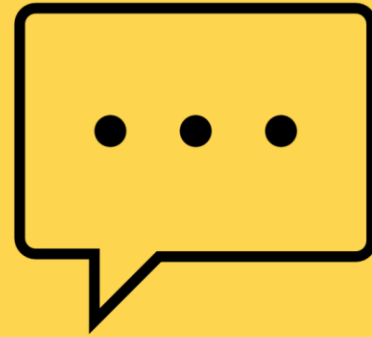


# 2023 Employee Engagement Survey

Your  
**Voice**  
Matters



UNIVERSITY OF  
**WATERLOO**

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# Launching November 13, 2023

The survey is being administered by Korn Ferry



- Trusted third party consulting firm, ensures confidentiality
- Aggregate results only will be provided for groups with 10 or more responses
- Benchmark comparators will include:
  - Overall UW results
  - Canadian norms
  - Education norms
  - 2019 Survey Results

# Korn Ferry's Survey Methodology

**Mapping**  
All survey questions are mapped to one of 14 survey dimensions.

- 1. Clear & promising direction
- 2. Confidence in leadership
- 3. Employee Wellness
- 4. Diversity & Inclusion
- 5. Development opportunities
- 6. Quality & student focus
- 7. Respect & recognition
- 8. Pay & benefits

**Dimensions**

- 1. Performance management
- 2. Authority & empowerment
- 3. Resources
- 4. Training
- 5. Collaboration
- 6. Work, structure & process



**Engagement**  
\* Commitment  
\* Discretionary effort

**Employee Effectiveness**

**Enablement**  
\* Optimized roles  
\* Supportive environment

**Organizational Results**

# Survey Structure

14  
Dimensions

86  
Questions

20 Minutes

# Organizational Results

The results of the engagement survey will identify themes that will be shared with the community and can be utilized to create department and institutional action plans to positively impact our workplace culture and address any gaps identified in the survey.

Outcomes include:

- Identify issues and areas of concern
- Employee retention through the measurement of employee satisfaction
- Support employee development
- Strengthen communication
- Benchmarking and trends

# Key Dates

| Date                          | Planned Action   |
|-------------------------------|--|
| November 3, 2023              | Communication to employees begins with President's message     |
| November 13, 2023             | Survey launched to employees                                   |
| December 1, 2023              | Survey closes  |
| December 2023 to January 2024 | Korn Ferry's analyzes results and prepares aggregate reporting |
| January 2024 to February 2024 | Access to aggregate results provided to the University         |



# **FREQUENTLY ASKED QUESTIONS**

# Confidentiality

**Q: How can I trust that my response will remain confidential/ anonymous?**

Eligible employees will receive an email with a personalized link from Korn Ferry.

Results will be delivered back to UW in aggregate form.

There needs to be 10 or more data points for the data to be reported on.

Less than 10 and the data is rolled up into the grouping above.

**Example:**

Department 1 has 40 employee in total: Team A has 20 employees and Team B has 20 employees

Team A: 18 employees responded to the survey and Team B: 8 employees responded to the survey

Aggregate results for the Department and Team A will be provided but not Team B



# Eligibility

## **Q: Who is eligible to complete the Employee Engagement Survey?**

Employees in a regular and ongoing role as well as those on contracts greater than 1 year, as of September 1, 2023.

# The Link

## **Q: Can I share the link with someone else?**

No. The link is unique to each person. Do not forward or share it with others. If someone is unable to locate their invitation, email HRHelp for assistance.

# Employee Equity Census and Employee Engagement Survey

**Q: Do I need to complete the Employee Equity Census AND the Employee Engagement Survey?**

Yes. All employees are encouraged to fill out both.

**Q: Are they similar initiatives?**

No. The naming and timing are similar, and the census questions are within the EES but both are unique with different planned objectives being managed separately.

**Q: Why are you asking the census questions within the EES?**

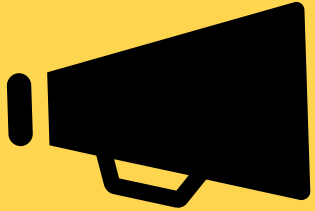
The purpose of these questions is to provide a dataset within the EES to allow for demographic context when analyzing and comparing employee engagement.

# Survey Participation

- 53% of eligible employees participated in the 2019 survey
  - 44% of faculty employees, 65% of staff employees, 24% of non-faculty (post-doc fellows and research associates) employees and 16% of unionized employees
- This year we're aiming for higher!
- An Ambassador Network has been created to foster engagement and provide support



# Be an Ambassador



## Help get the word out!

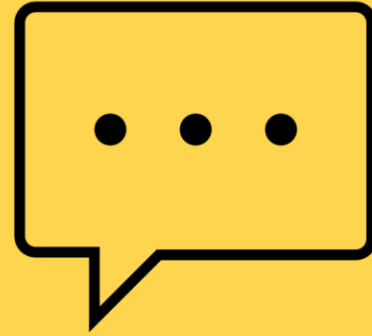
- Complete and promote the survey
- Highlight its importance and value
- Encourage others to complete it
- Help drive change at Waterloo

**Take an active role in improving the work environment and culture at Waterloo.**

# Where can you learn more?

- Communications will be posted on the Daily Bulletin
- An Employee Engagement Survey website is available
  - Includes information on Korn Ferry, FAQs, and highlights from 2019
  - <https://uwaterloo.ca/employee-engagement-survey/>

# Your Voice Matters



**Thank you.**