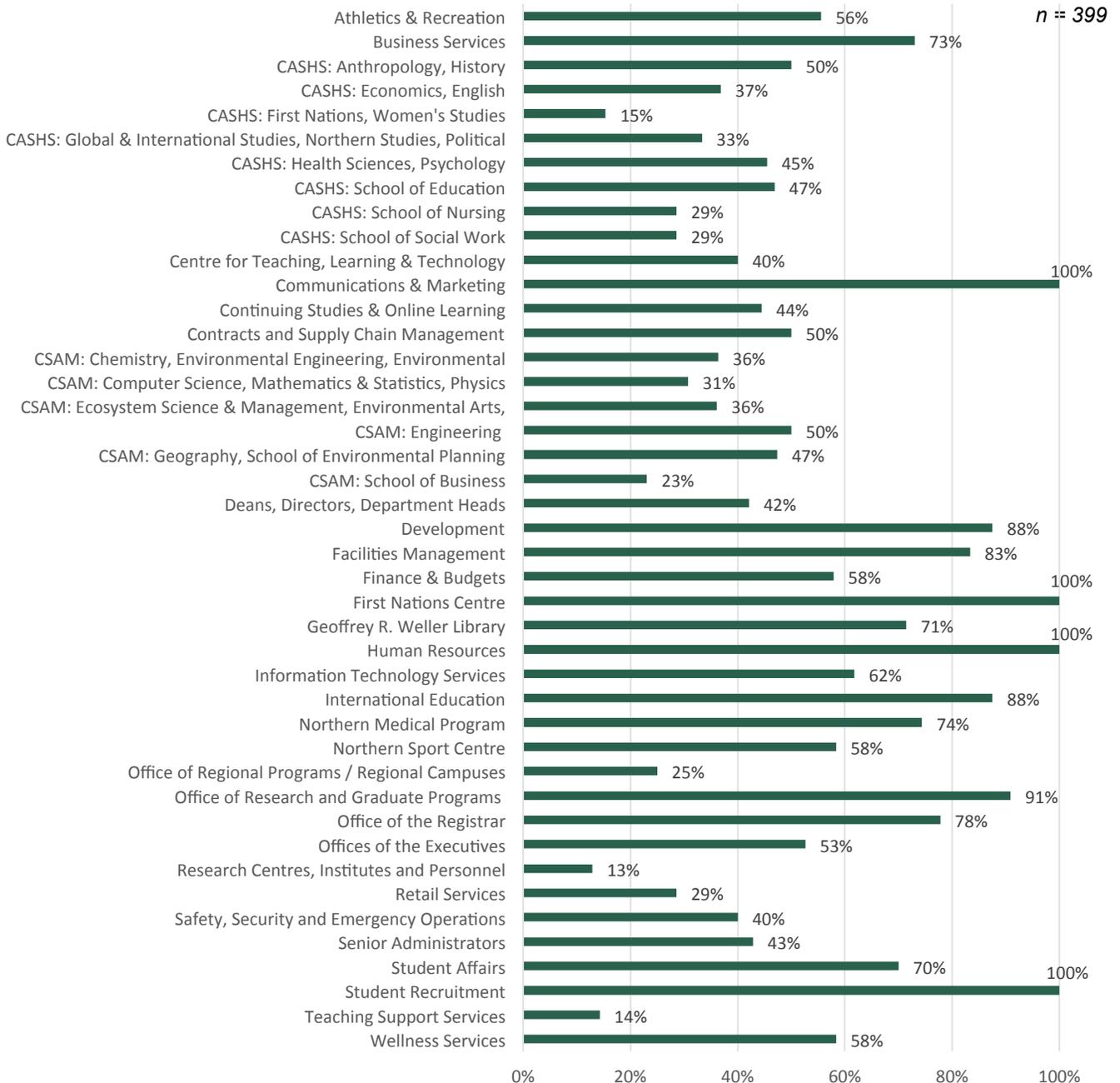


## Employee Opinion Survey 2018 - Results

Total Employees Invited	870
Total Responses	404
Reasons for not responding' Responses	16
<b>Response Rate</b>	<b>48%</b>

### Response Rate by Unit

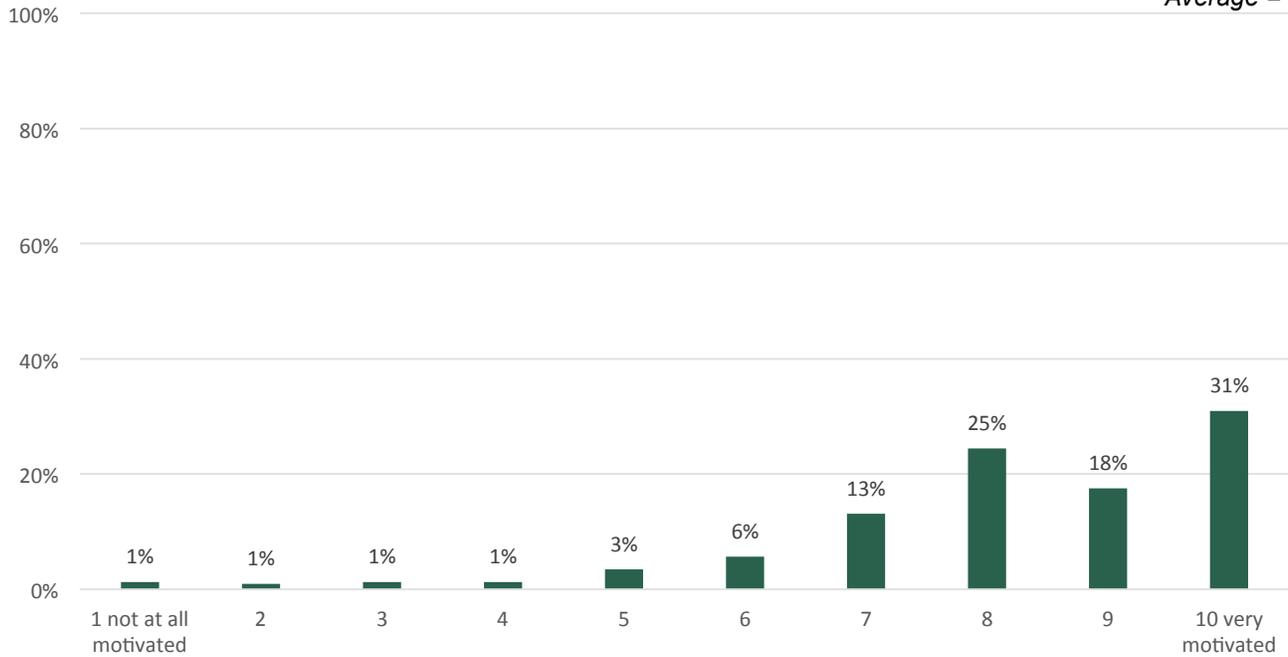


**Survey Window:**  
**September 24 - October 12, 2018**

Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.

Using the scale below, please indicate how motivated you are to work at UNBC?

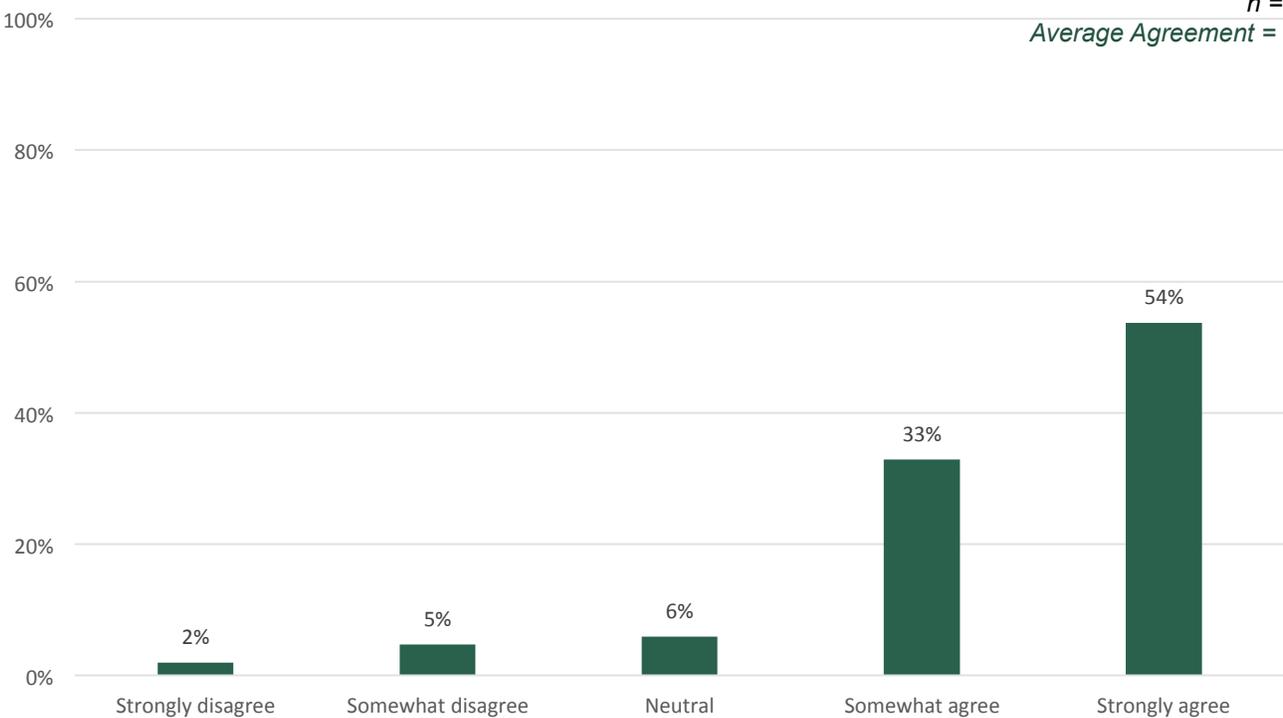
*n = 404*  
*Average = 8.19*



For each statement that follows, please indicate the extent to which you agree with the statement and how much importance you place on it personally.

In my department/ program I know what is expected of me.

*n = 401*  
*Average Agreement = 4.33*

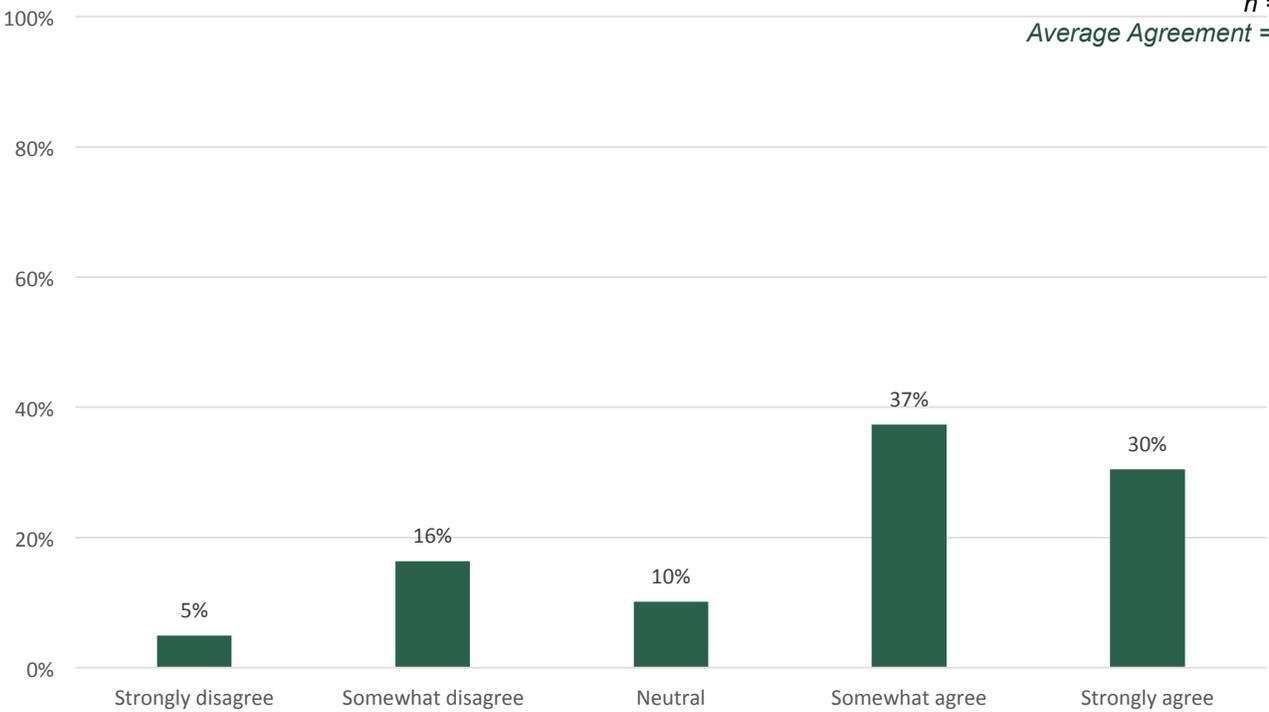


**Survey Window:**  
**September 24 - October 12, 2018**

**In my department/ program I have the resources (e.g., technology, tools, etc.) to do my work effectively.**

*n = 401*

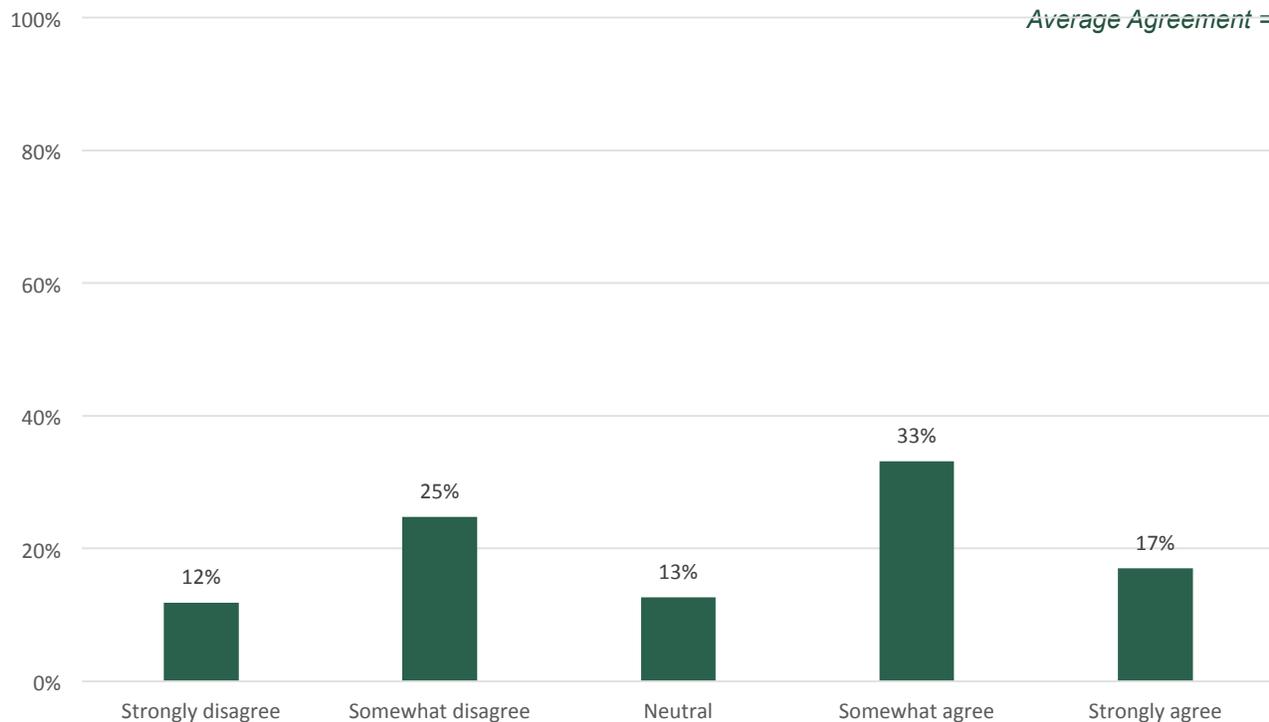
*Average Agreement = 3.73*



**In my department/ program we have the people we need to do our work effectively.**

*n = 402*

*Average Agreement = 3.19*

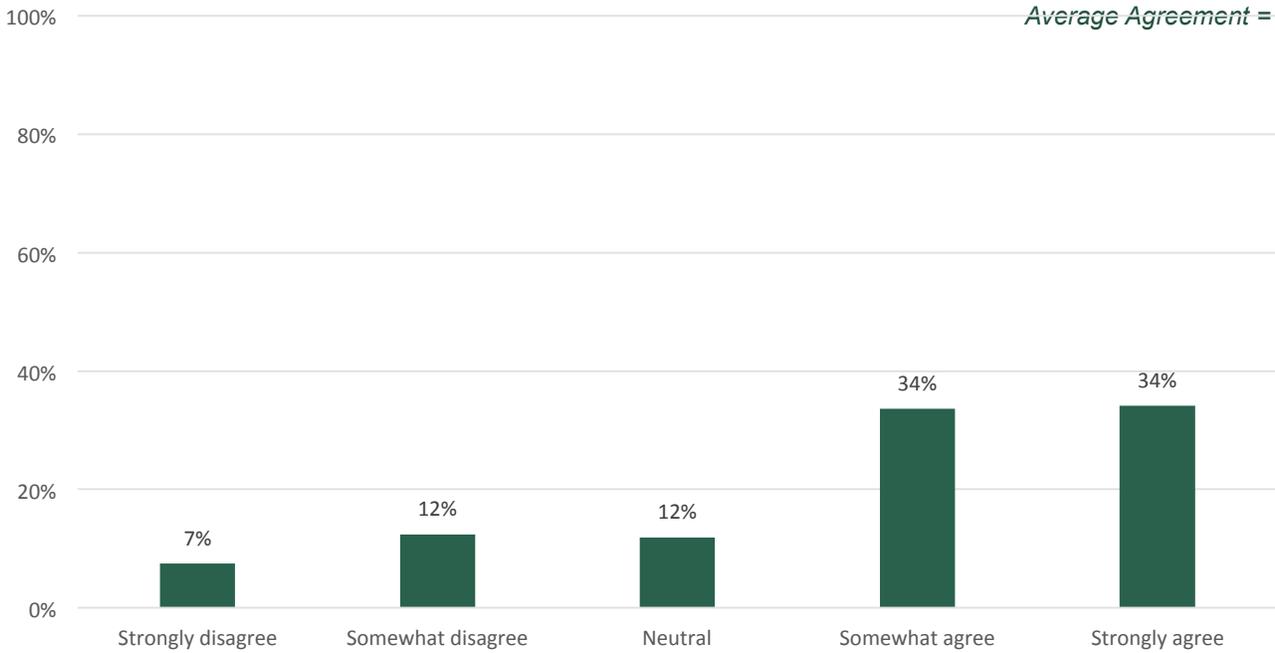


**Survey Window:  
September 24 - October 12, 2018**

**I am recognized when I do good work.**

*n = 402*

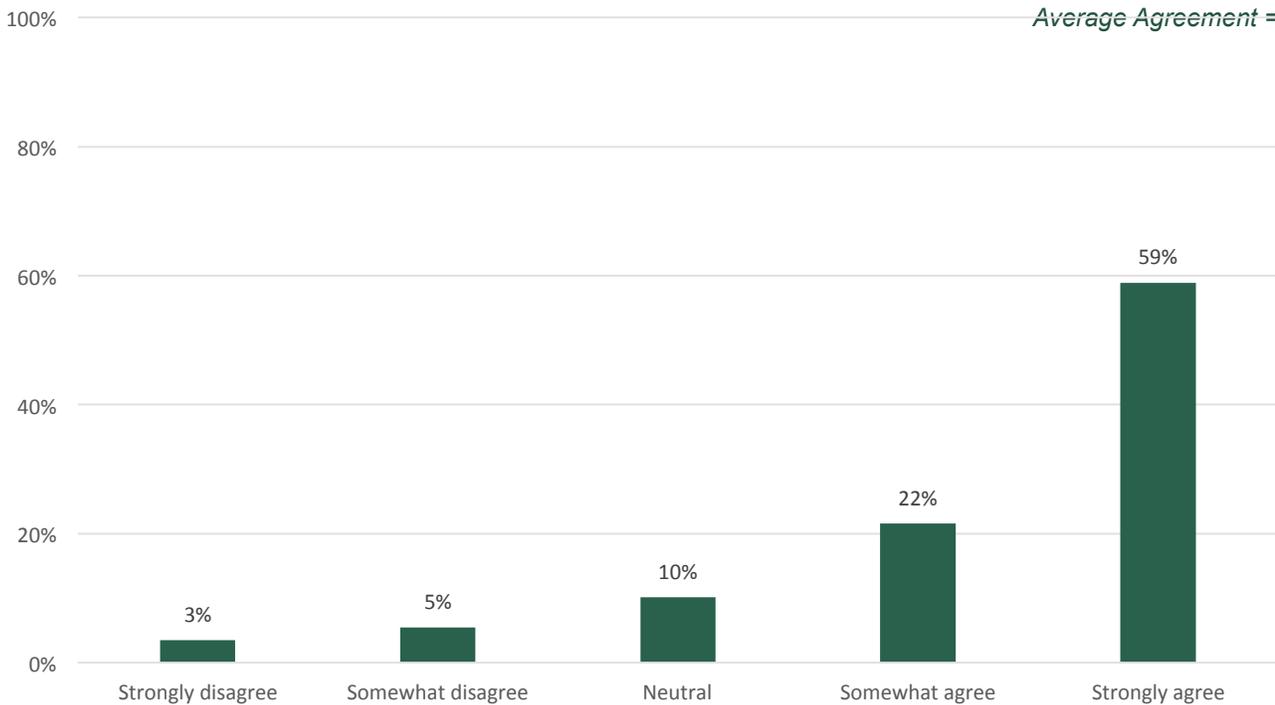
*Average Agreement = 3.75*



**I have a supervisor who cares about me.**

*n = 402*

*Average Agreement = 4.28*



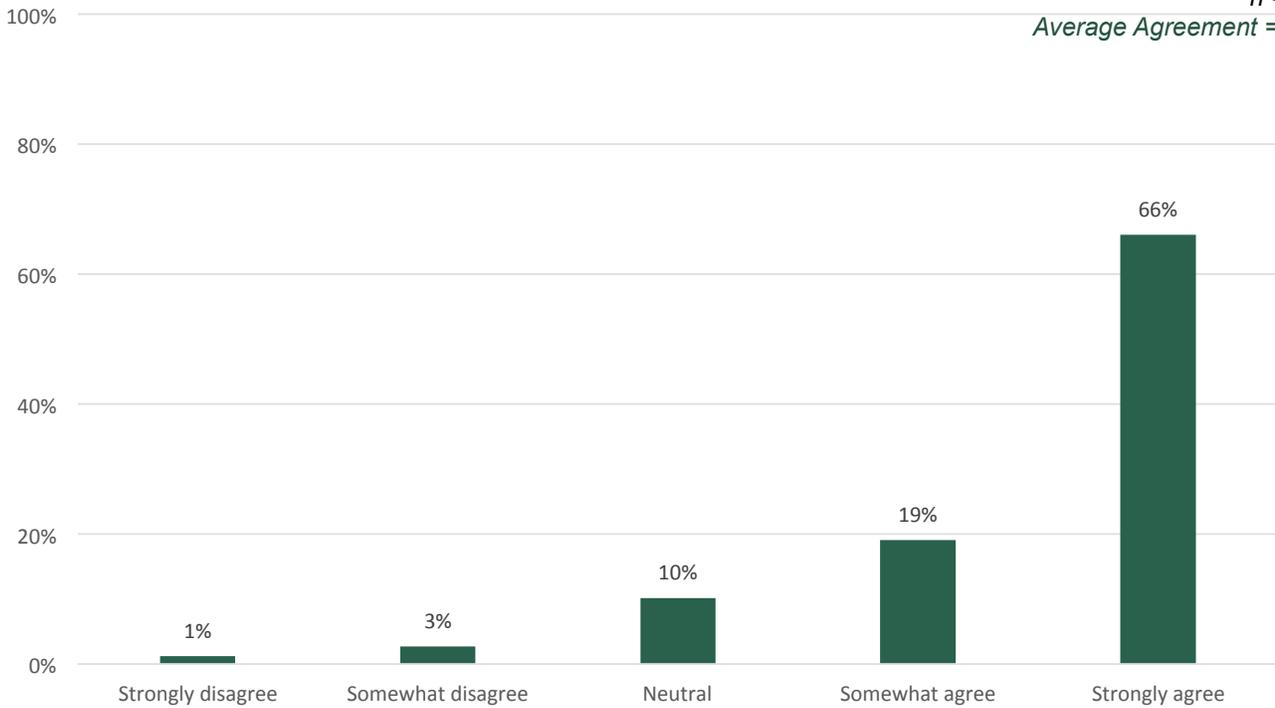
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**I have a colleague who cares about me.**

*n = 401*

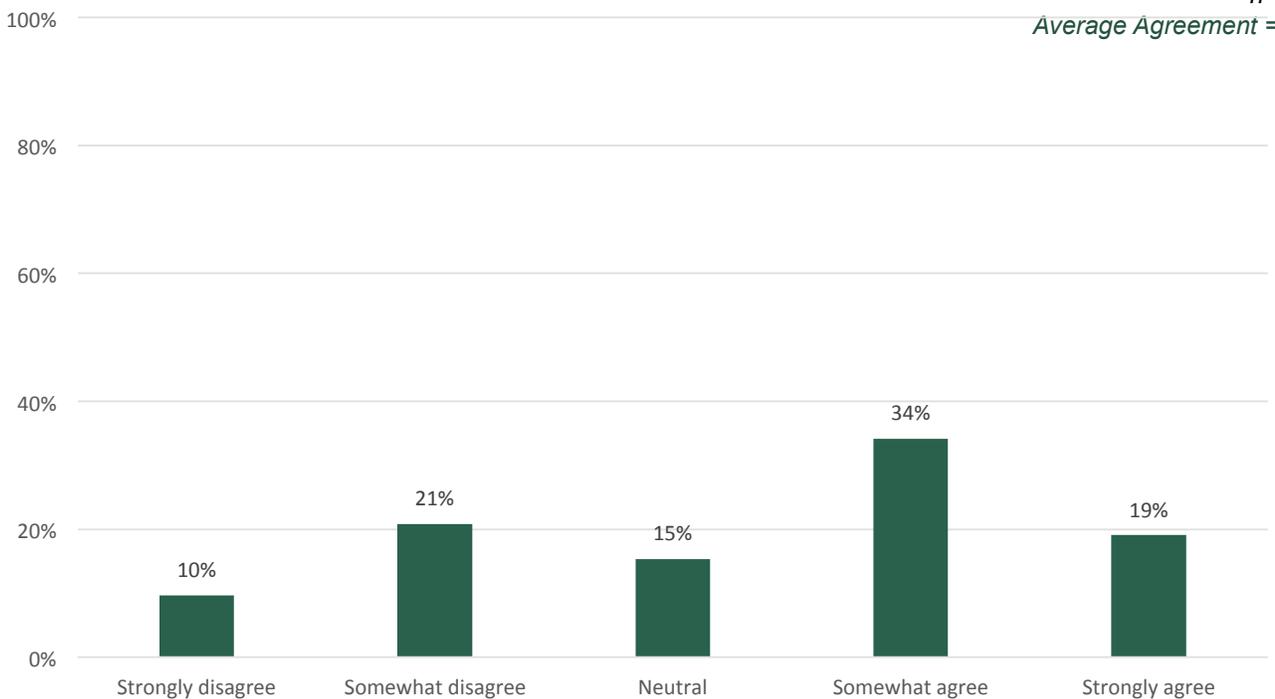
*Average Agreement = 4.47*



**There are appropriate developmental opportunities available to me.**

*n = 400*

*Average Agreement = 3.33*



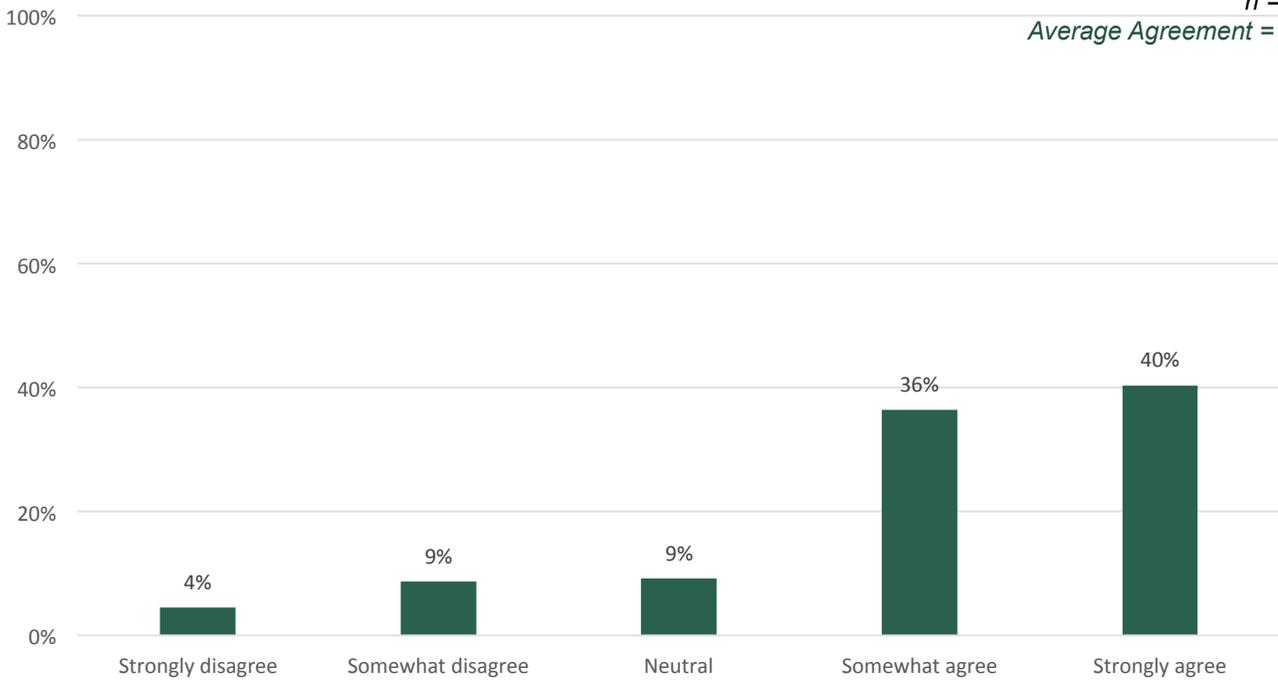
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**In my department/ program, my opinions matter.**

*n = 400*

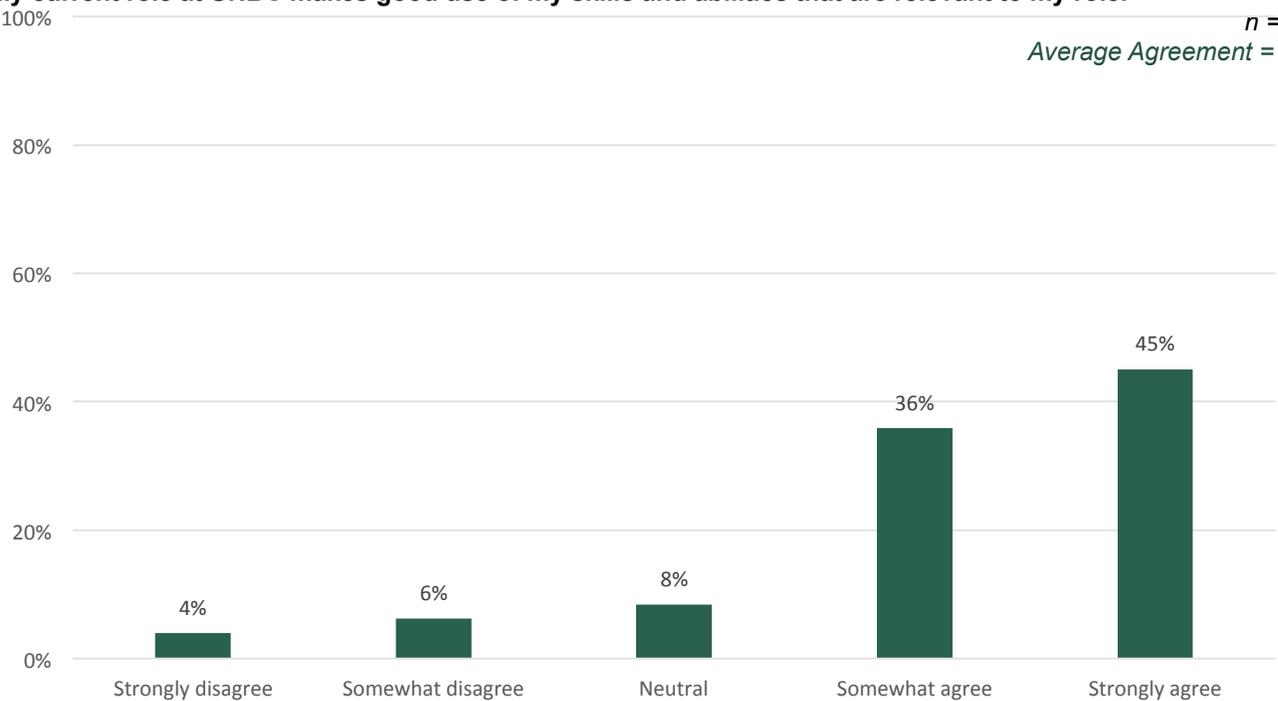
*Average Agreement = 4.01*



**My current role at UNBC makes good use of my skills and abilities that are relevant to my role.**

*n = 402*

*Average Agreement = 4.12*



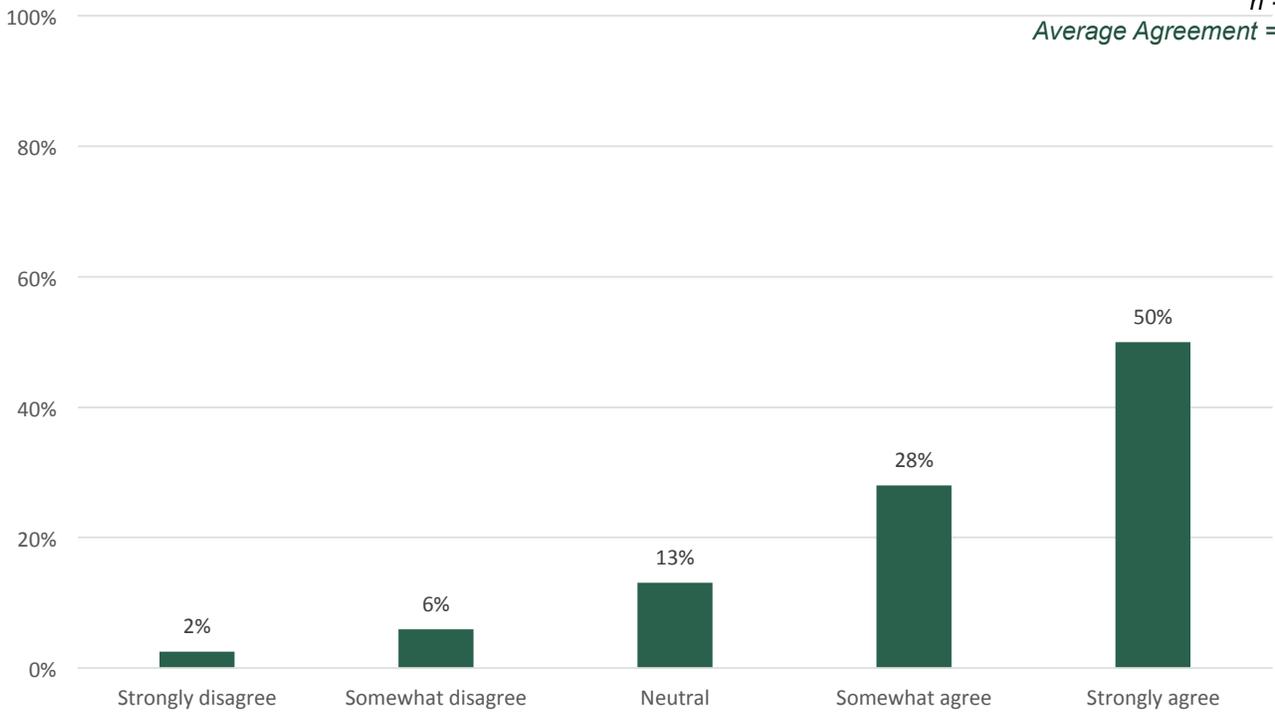
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**I feel my job is important to the university's strategic priorities.**

*n = 402*

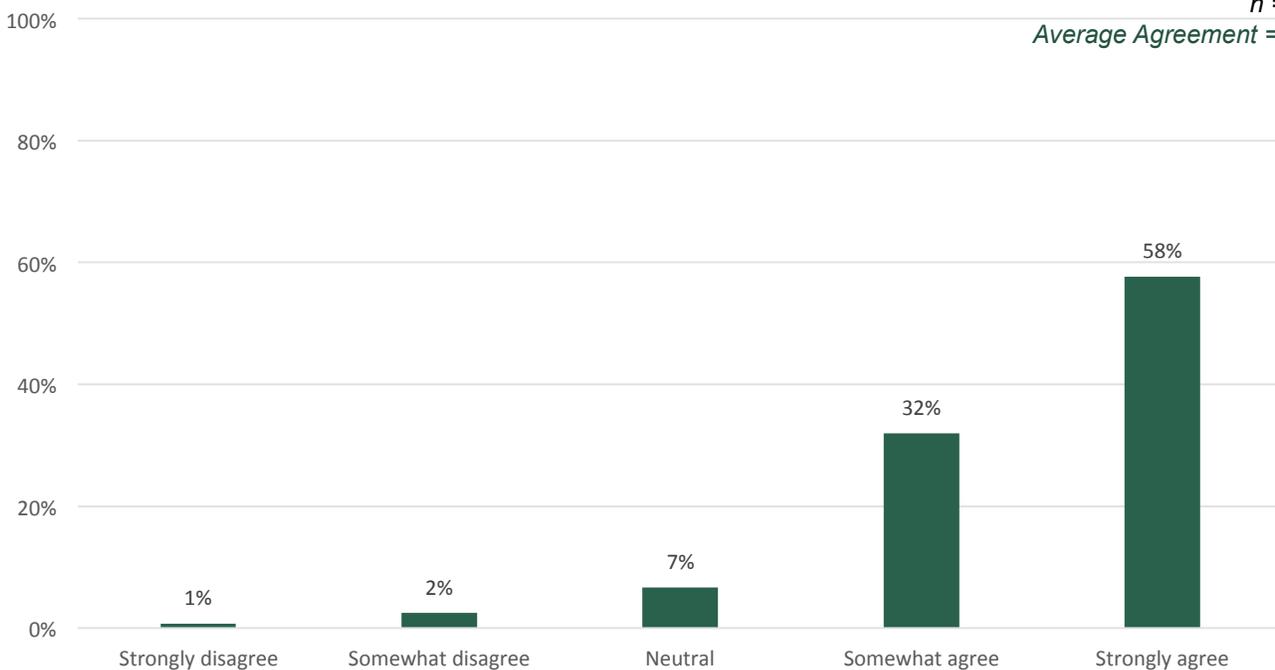
*Average Agreement = 4.18*



**I can contribute to the success of the university through my work.**

*n = 402*

*Average Agreement = 4.44*



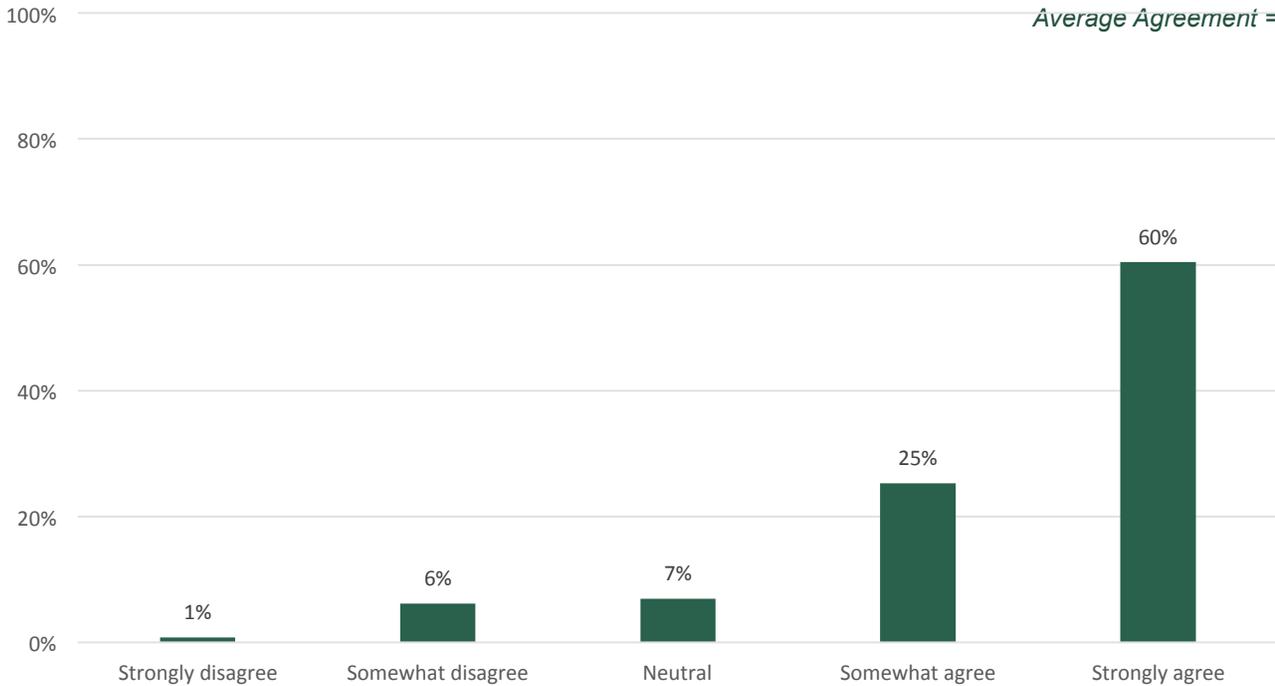
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**In my department/ program, my colleagues are committed to doing quality work.**

*n = 402*

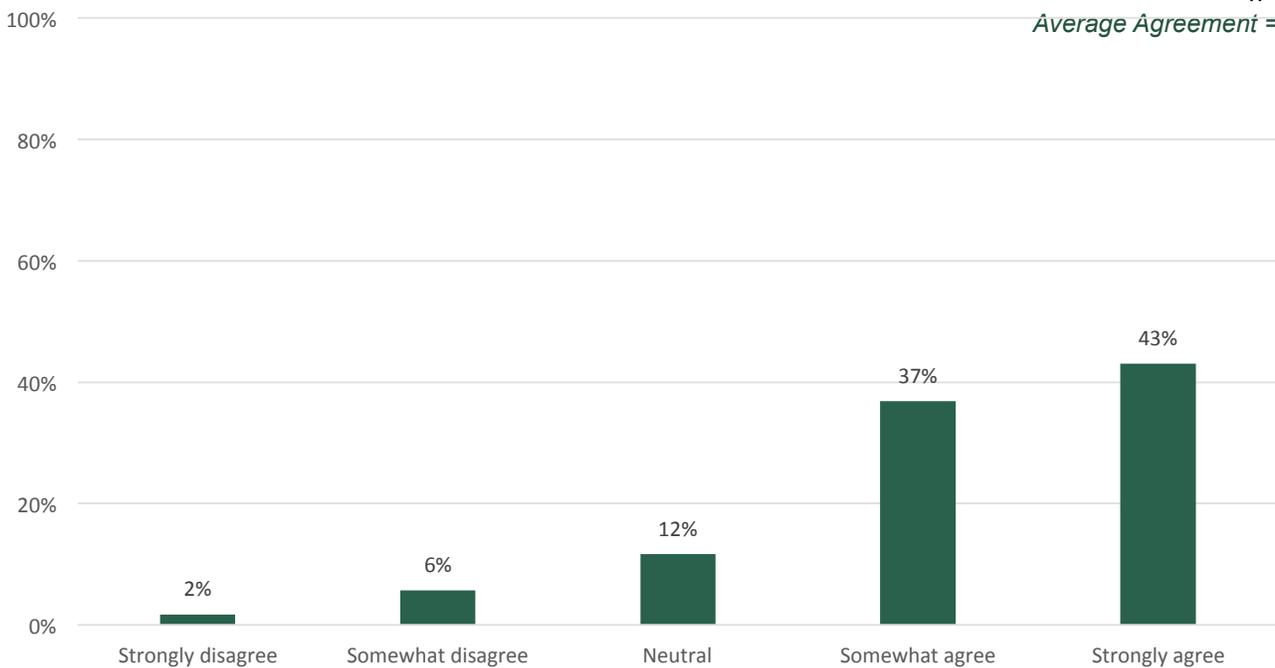
*Average Agreement = 4.39*



**I work with colleagues who are committed to the same goals.**

*n = 400*

*Average Agreement = 4.15*



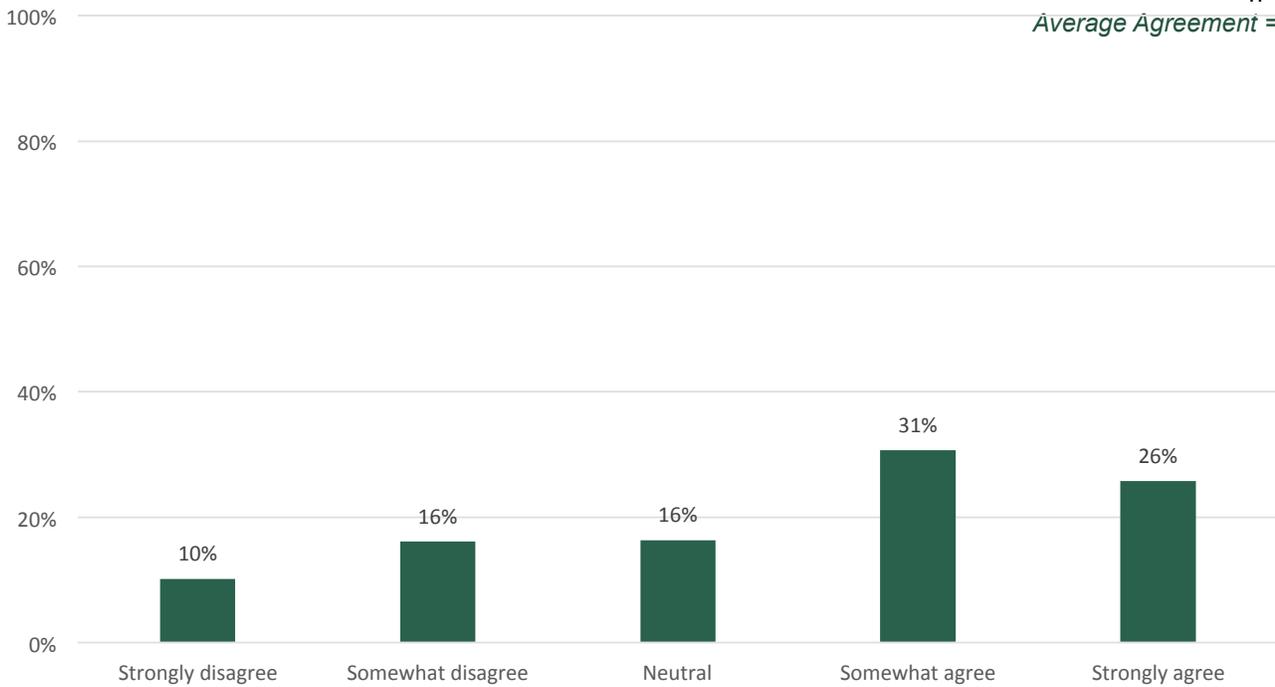
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**I get regular feedback about my work.**

*n = 400*

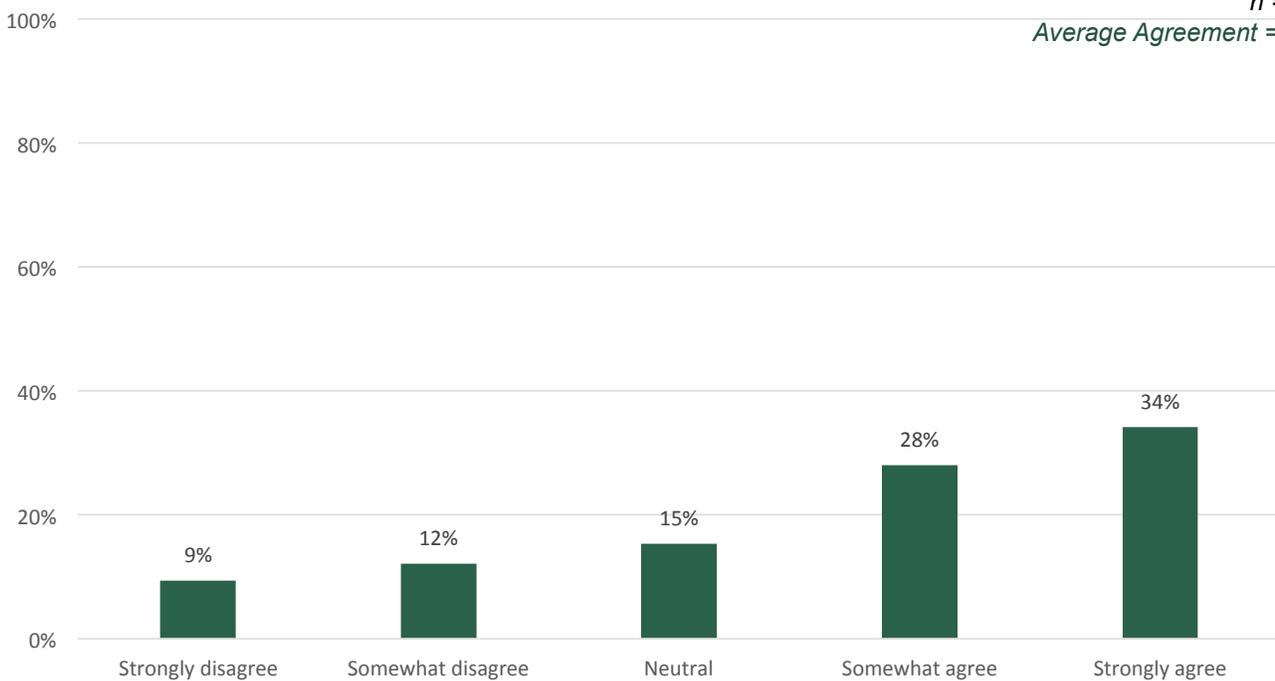
*Average Agreement = 3.46*



**I receive constructive coaching from a supervisor or colleague.**

*n = 400*

*Average Agreement = 3.66*



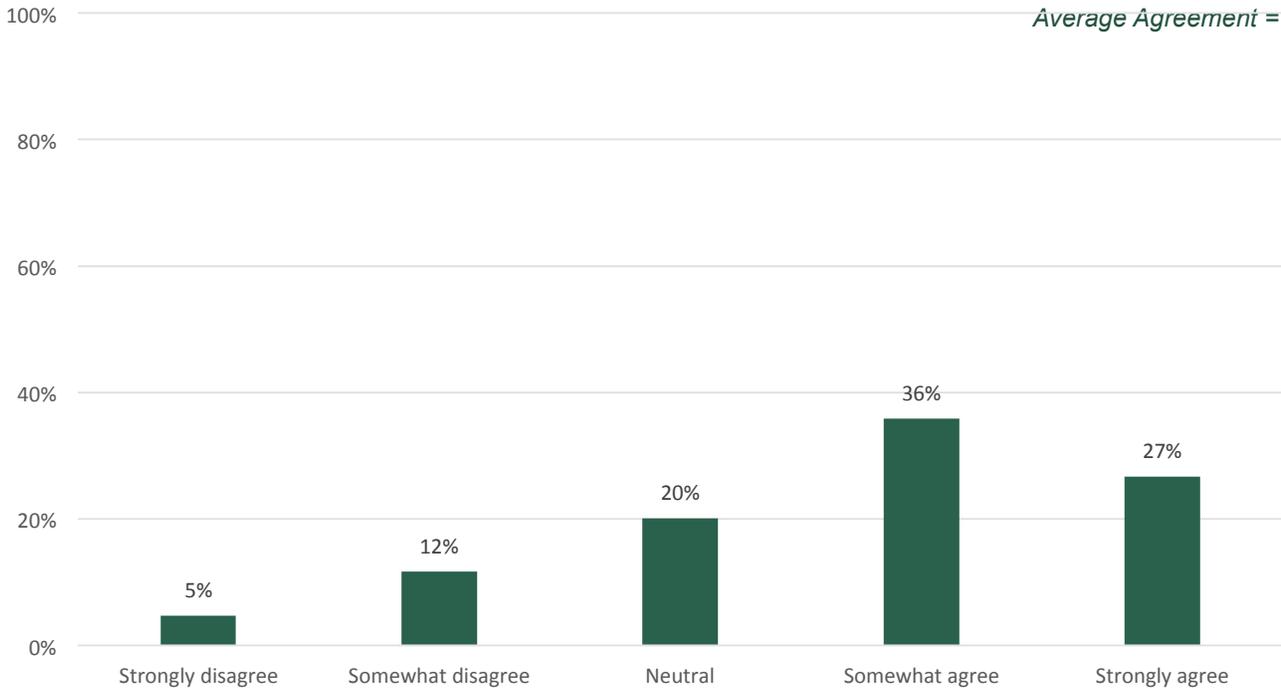
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**I believe our senior leaders have the ability to achieve our strategic priorities.**

*n = 400*

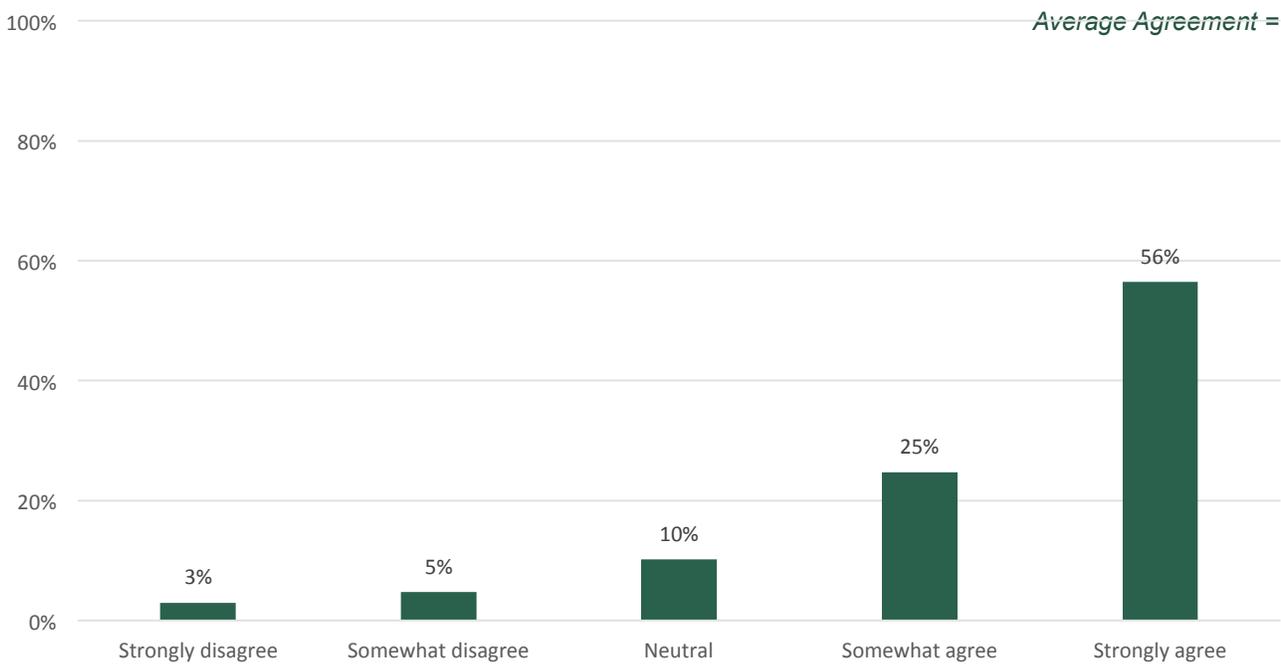
*Average Agreement = 3.69*



**I believe my unit leader has the ability to support the university's strategic priorities.**

*n = 400*

*Average Agreement = 4.28*



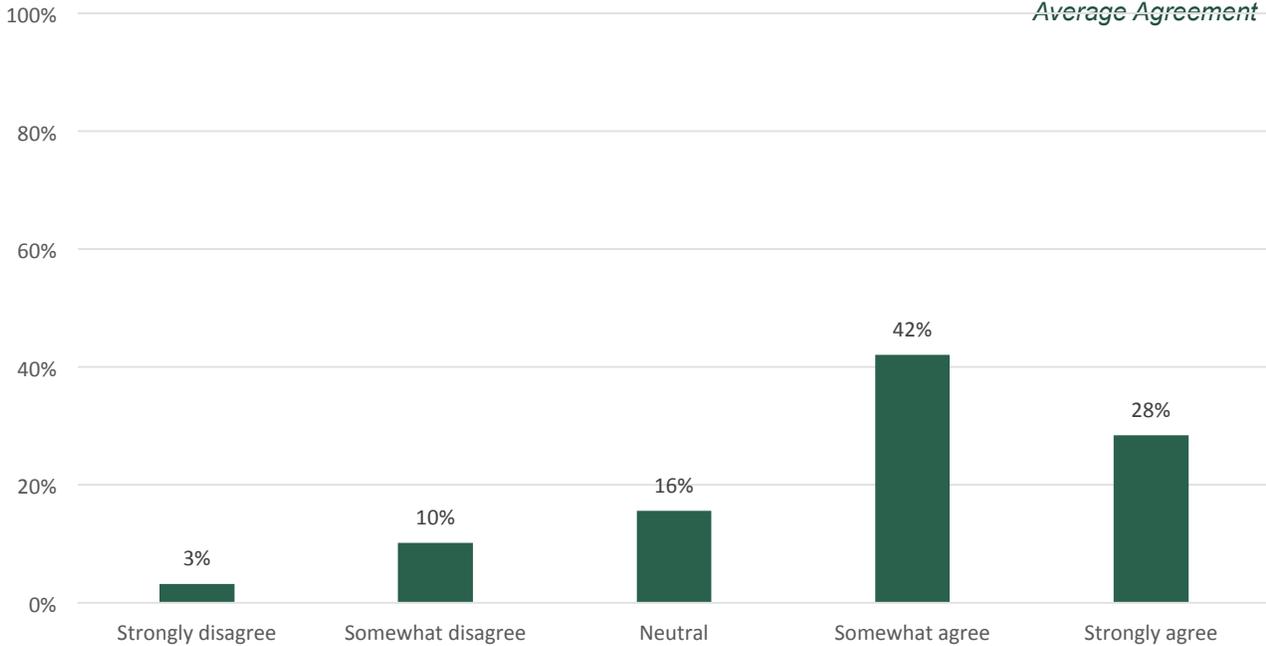
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**There are enough opportunities for me to keep myself informed about key decisions and ongoing activities at UNBC.**

*n = 402*

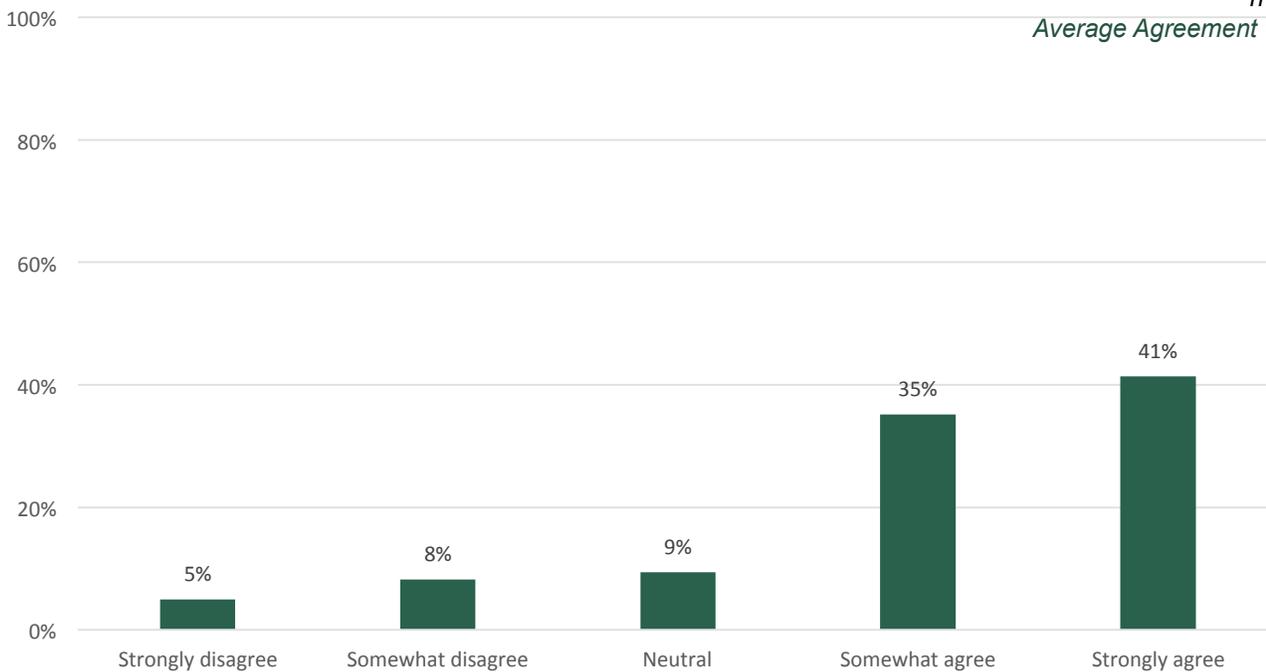
*Average Agreement = 3.83*



**I feel like I'm part of a team at UNBC.**

*n = 400*

*Average Agreement = 4.01*



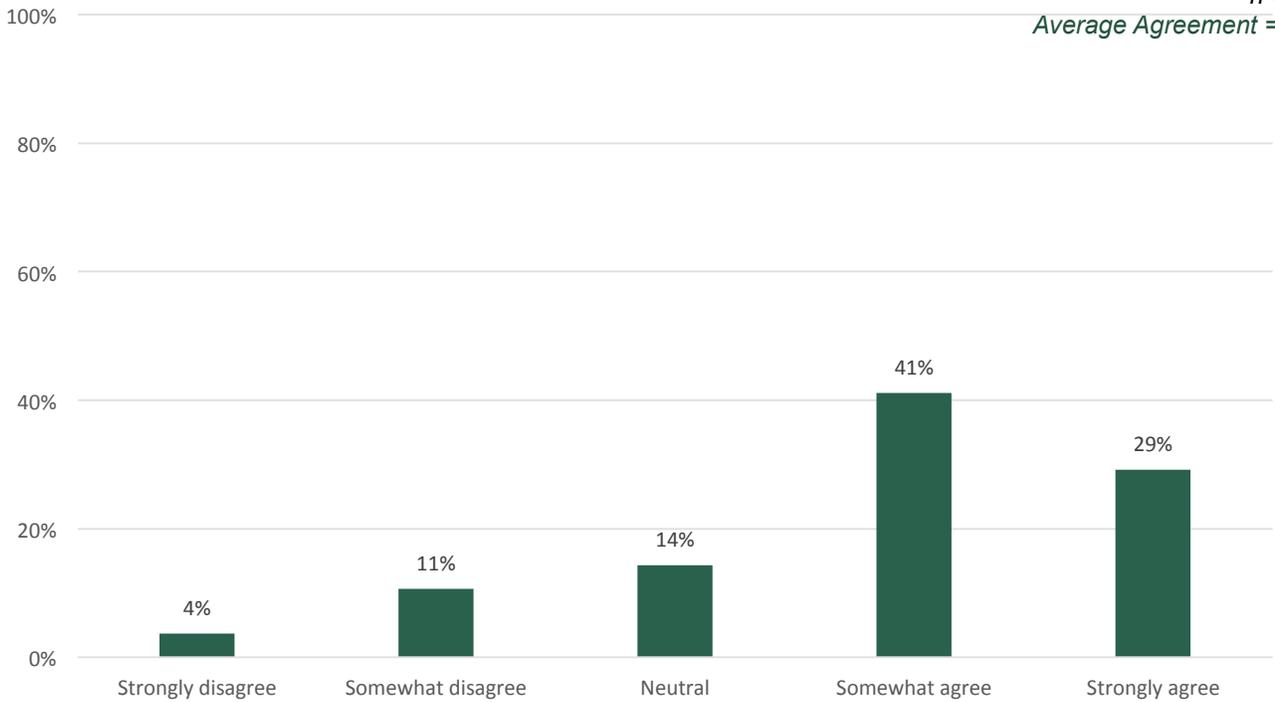
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**I feel energized by the work I do at UNBC.**

*n = 400*

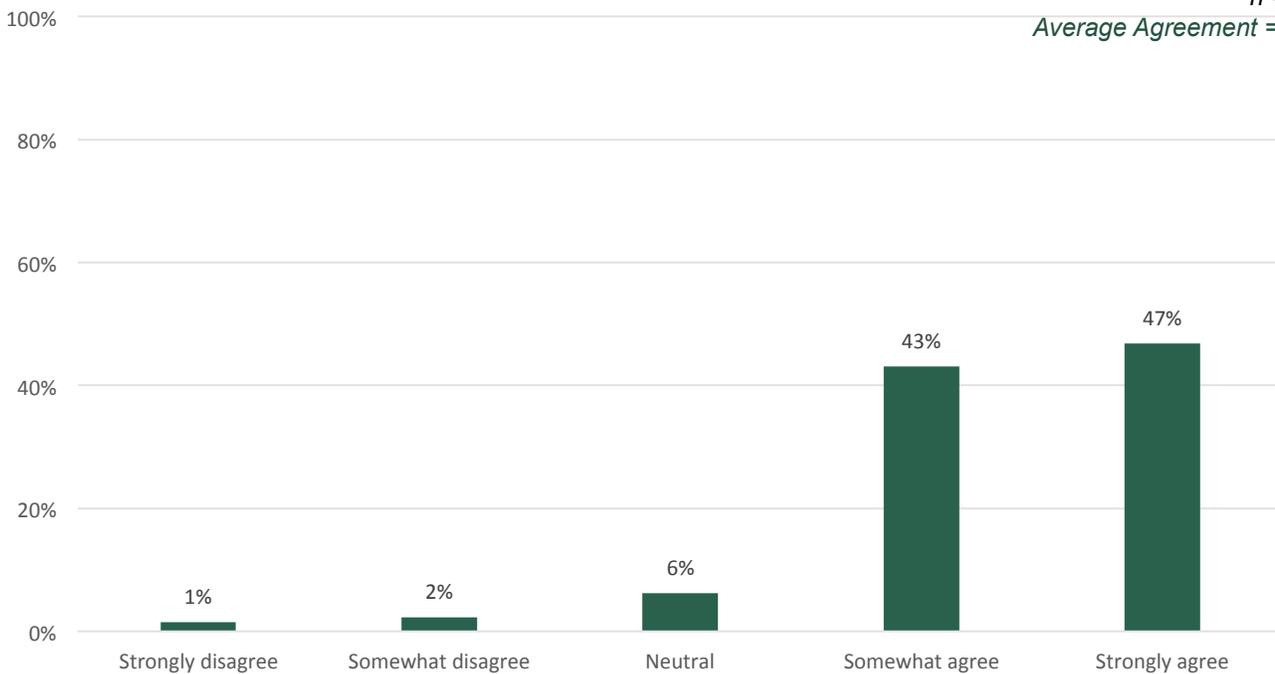
*Average Agreement = 3.82*



**I believe I am responsible for my own engagement at UNBC.**

*n = 403*

*Average Agreement = 4.32*

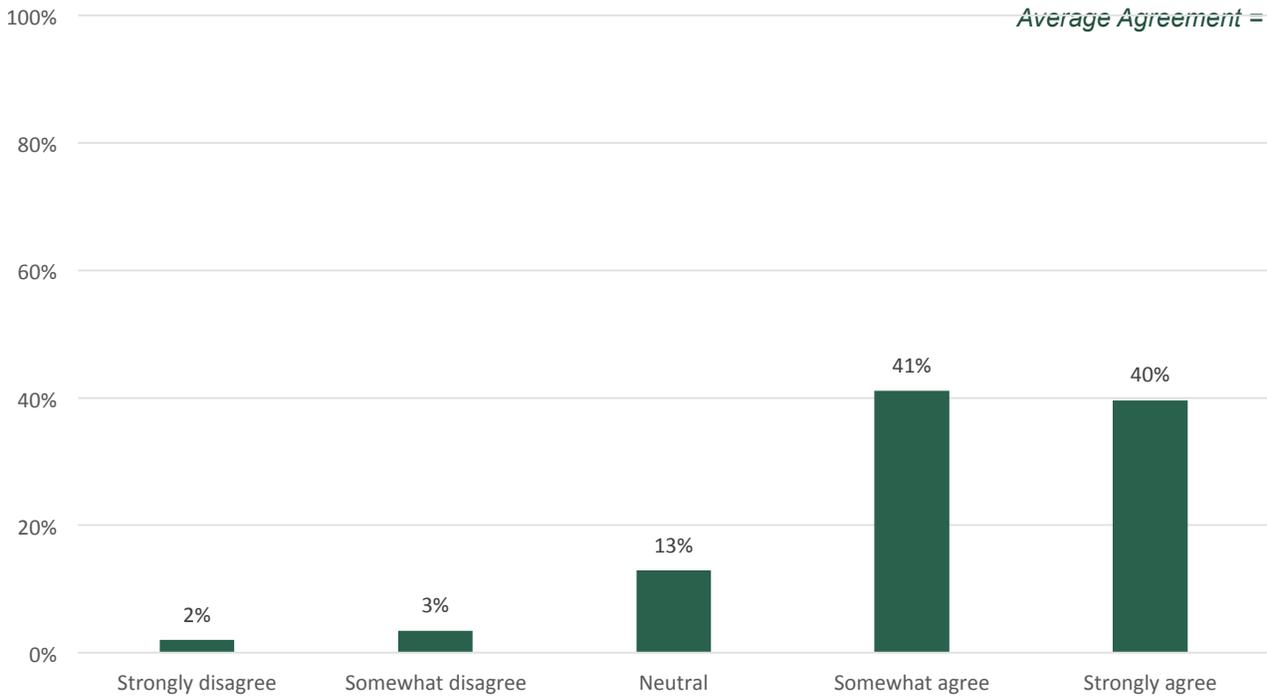


**Survey Window:  
September 24 - October 12, 2018**

**I understand what reconciliation means.**

*n = 400*

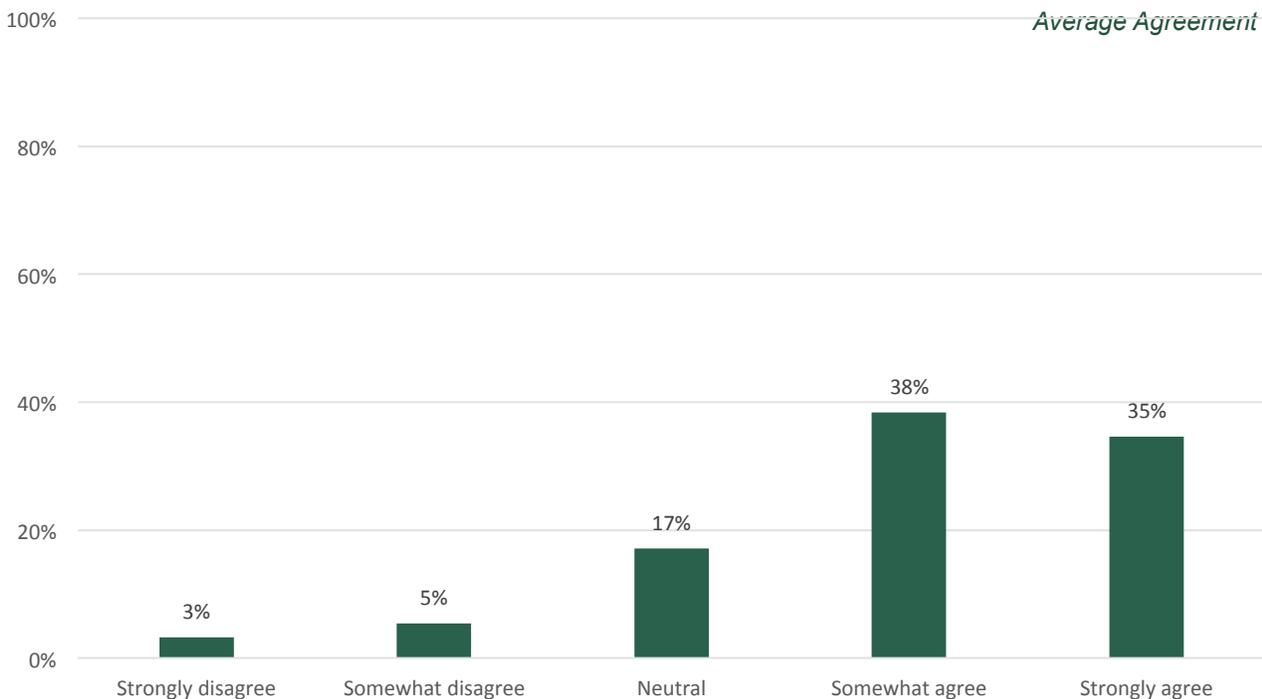
*Average Agreement = 4.14*



**I understand what decolonization means.**

*n = 399*

*Average Agreement = 3.97*

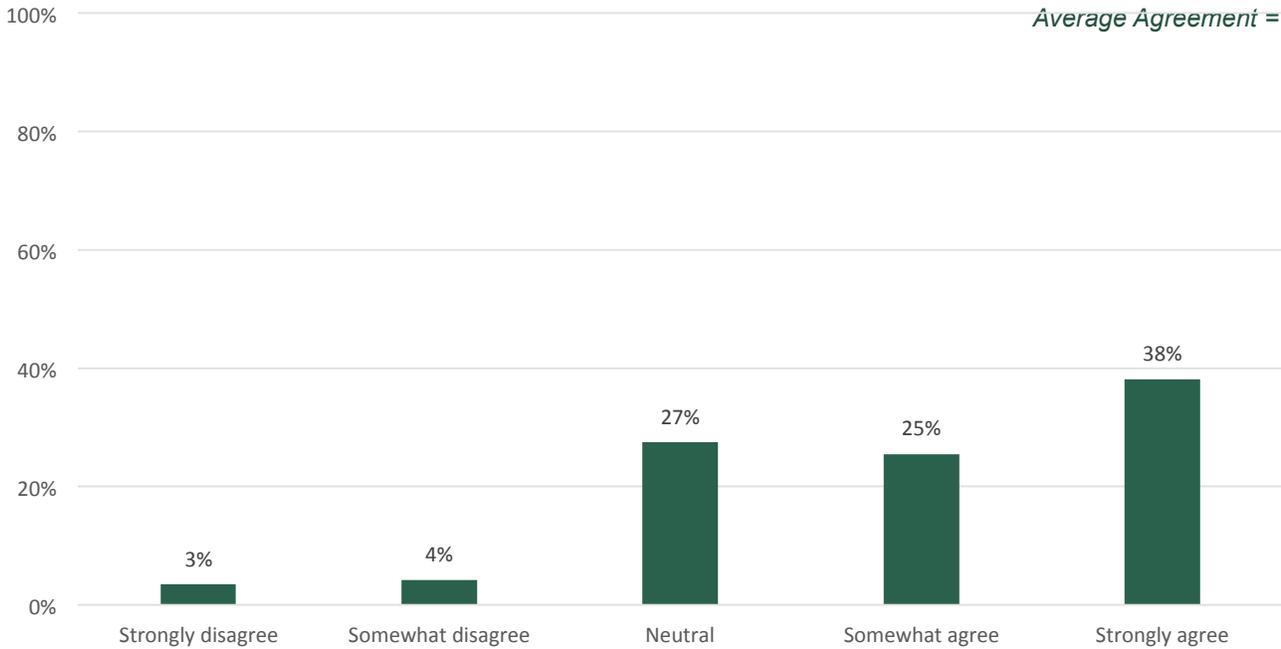


**Survey Window:  
September 24 - October 12, 2018**

**I have an individual role to play in the reconciliation process.**

*n = 399*

*Average Agreement = 3.92*

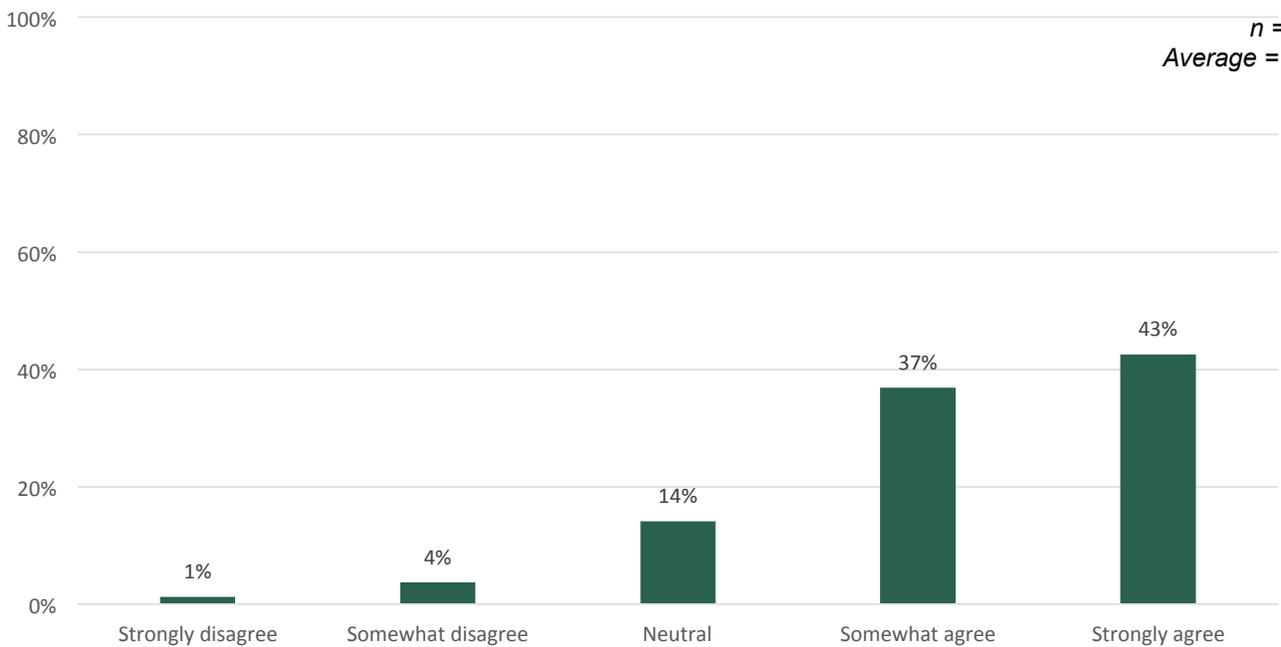


**In our workplaces, relationships, and communications we are committed to positive and productive work and learning environments. To what extent do you agree or disagree that your unit/department/program demonstrates our university values.**

**We honour and enrich the environment for others through our individual contributions.**

*n = 398*

*Average = 4.18*



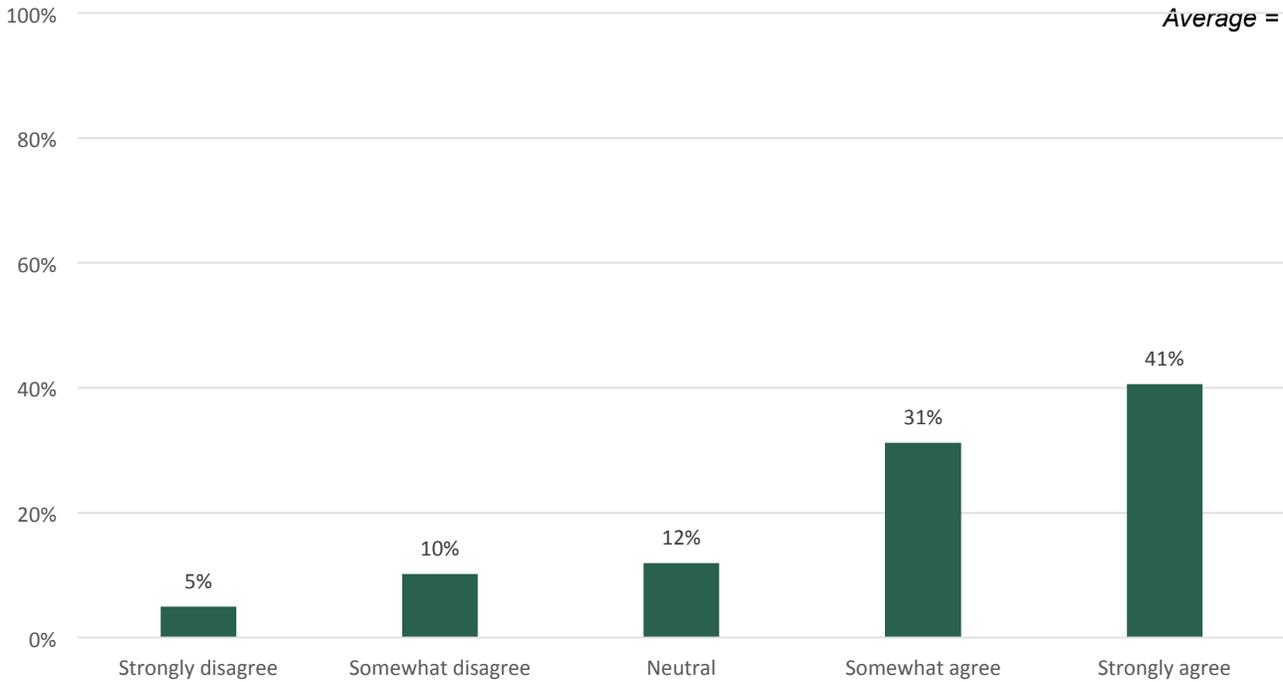
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**We honour and are supportive, honest and transparent in all our interactions.**

*n = 399*

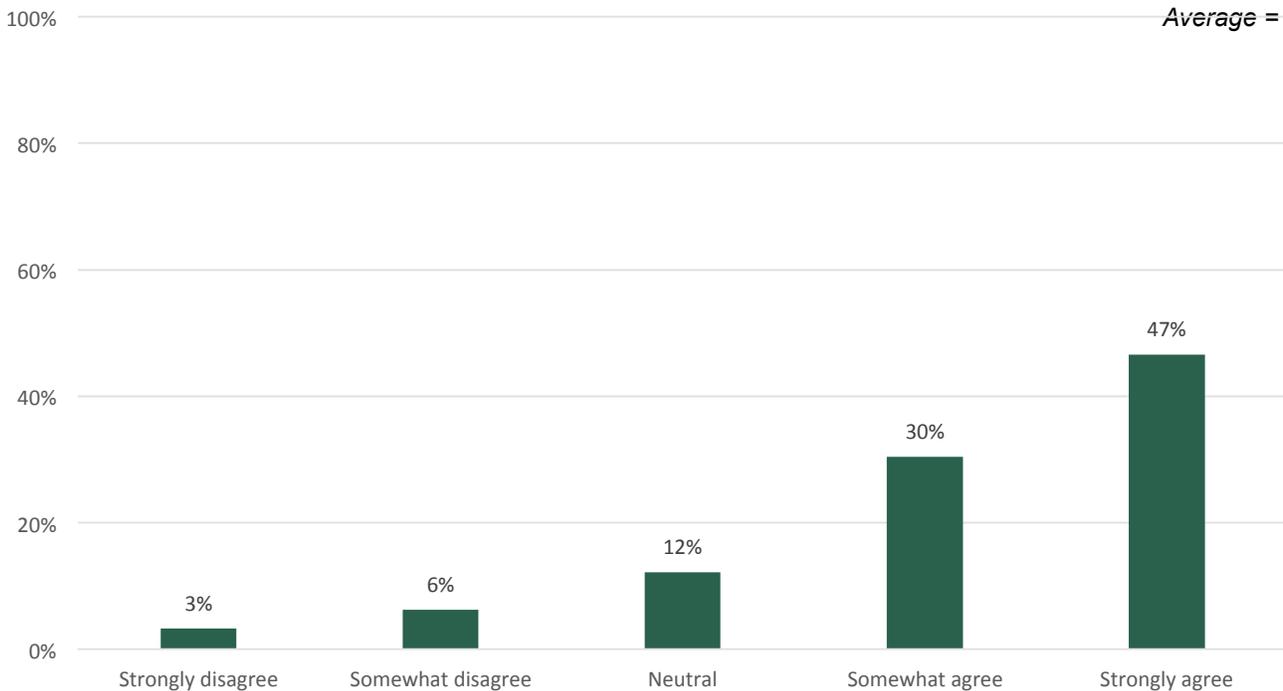
*Average = 3.93*



**We honour and respect the contributions of all members of our diverse community.**

*n = 398*

*Average = 4.13*



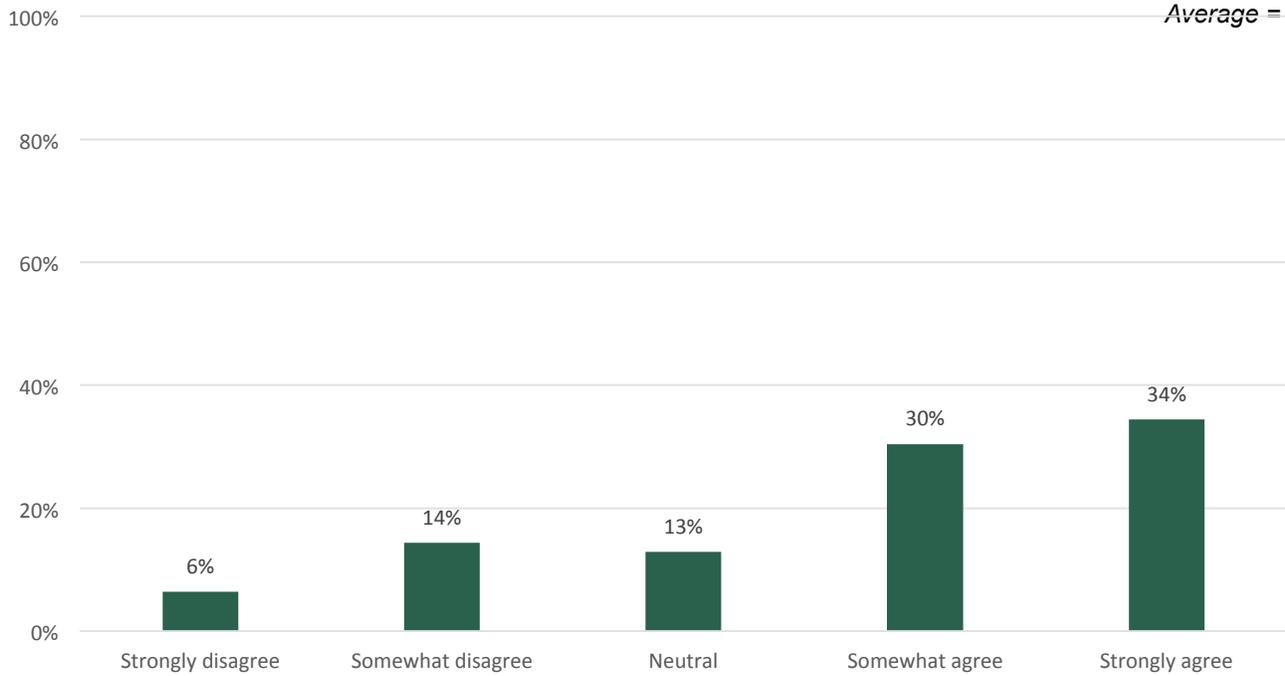
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**We honour and confront problems and issues openly and constructively.**

*n = 398*

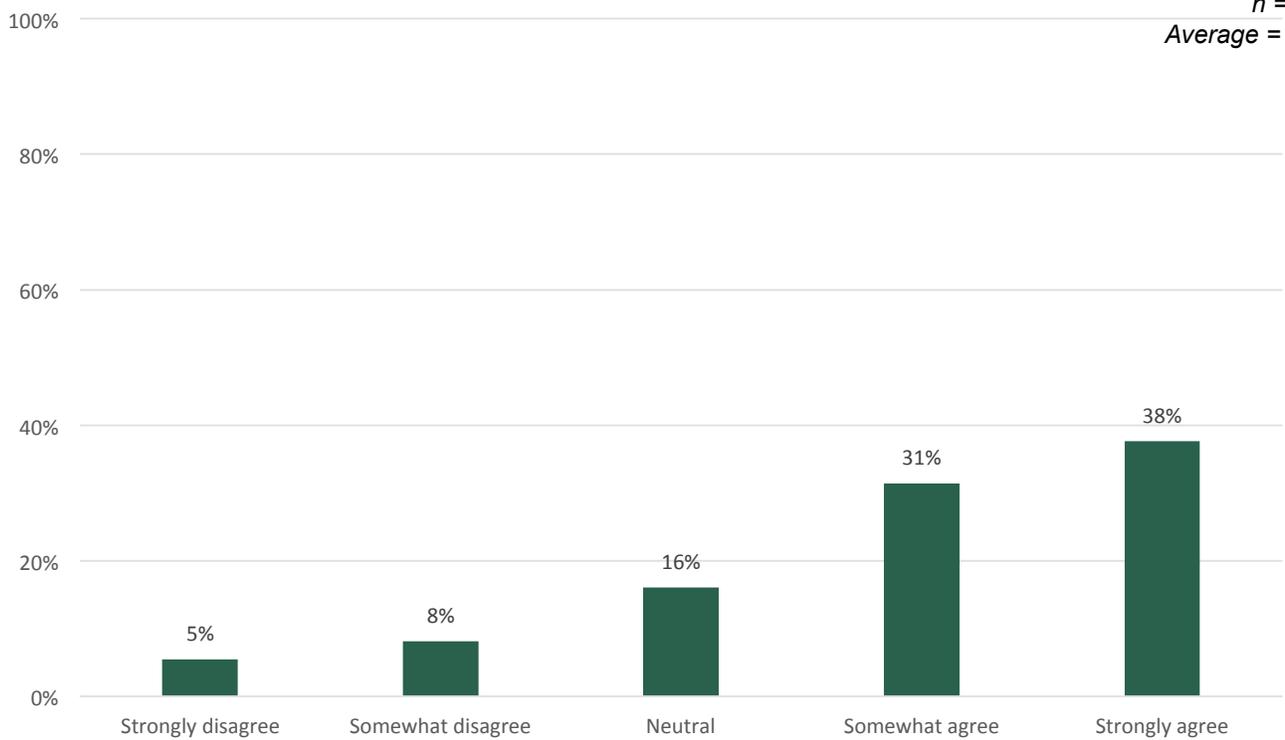
*Average = 3.73*



**We honour and support innovation, creativity and risk-taking.**

*n = 399*

*Average = 3.89*



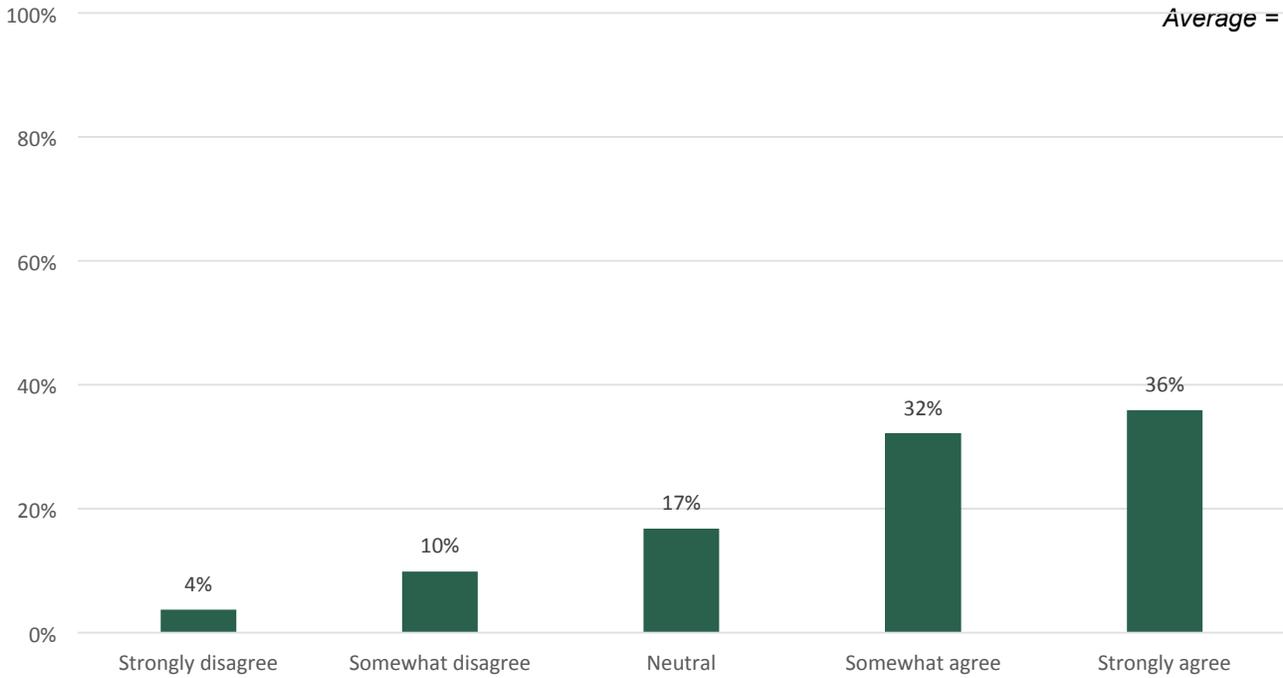
**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

**We honour and celebrate our successes and learn from our failures.**

*n = 398*

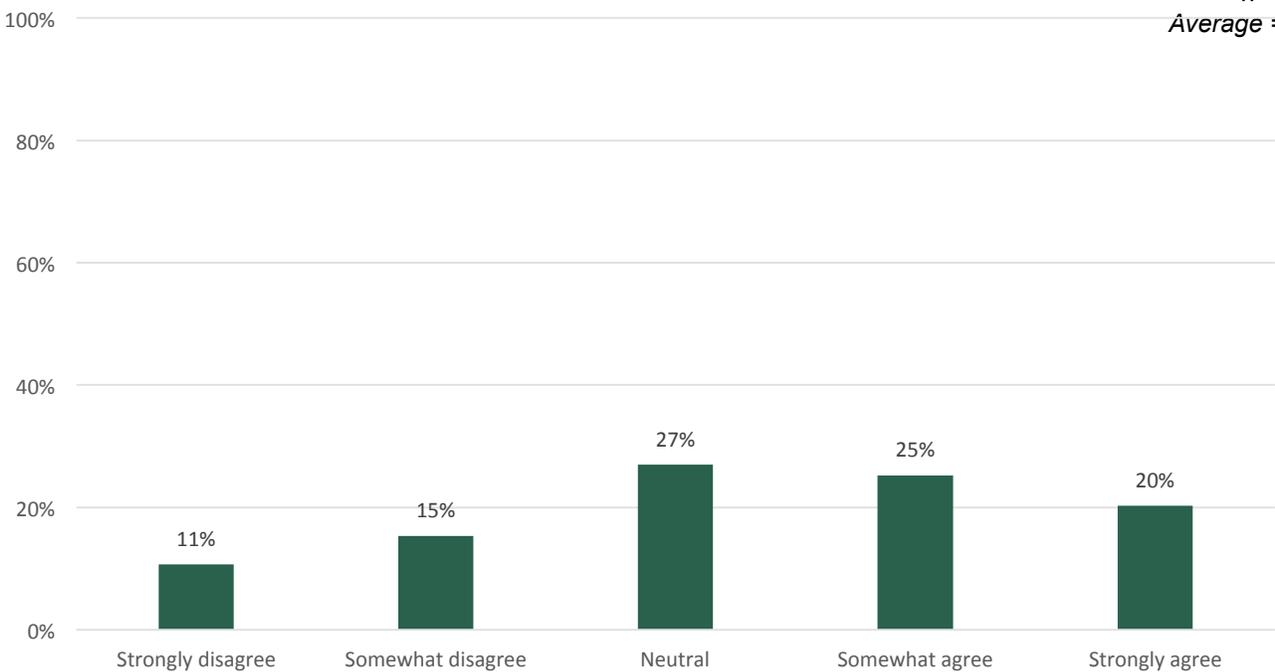
*Average = 3.88*



**We honour and openly discuss important issues like reconciliation and decolonization.**

*n = 398*

*Average = 3.3*

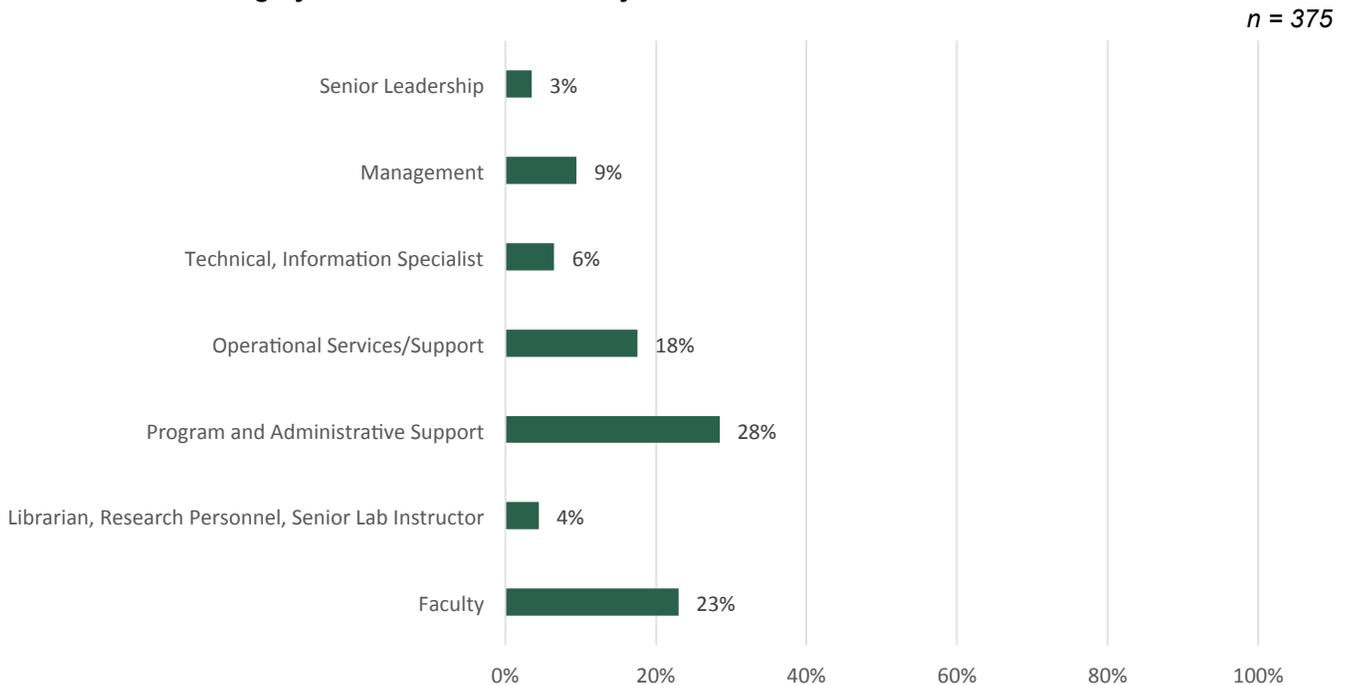


**Survey Window:  
September 24 - October 12, 2018**



These last few questions are for classification purposes only. All responses and comments will be kept anonymous by the independent third party company conducting this research. Only aggregate (combined) results will be shared with leadership where there are 5 or more responses in an employee group. Demographic information will only be shared in overall (university-wide) results. The purpose of gathering demographic information is to allow the researchers to determine if different groups of employees are having different experiences (e.g., all x across the University, or every respondent in one department/program), and will never be shared for a group smaller than 5 to ensure respondents remain anonymous. You may opt out of any of the following demographic questions by clicking "next" at the bottom of the screen without providing a response to any questions you prefer not to answer. To help UNBC better understand employee responses, and be able to provide direct feedback to program and department leaders, please provide the following information. All gender, age and demographic information will only be reported at the aggregate level.

Please select the category that best describes what you do at UNBC.

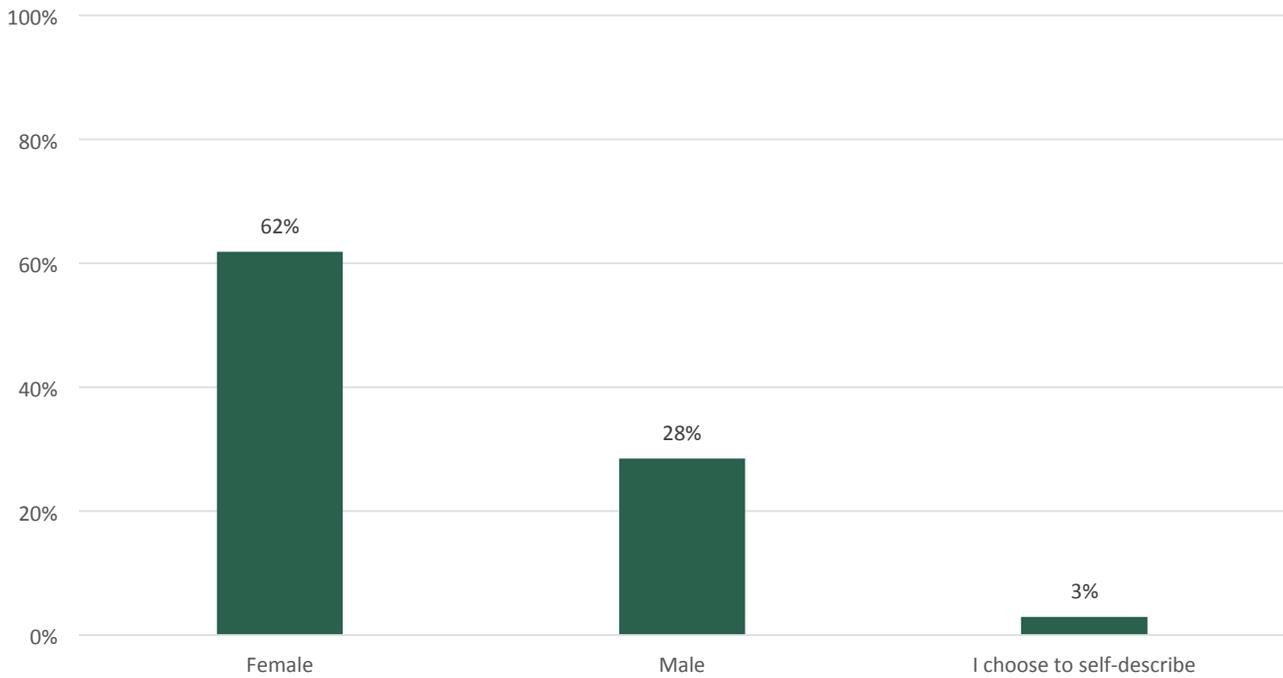


**Survey Window:**  
**September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

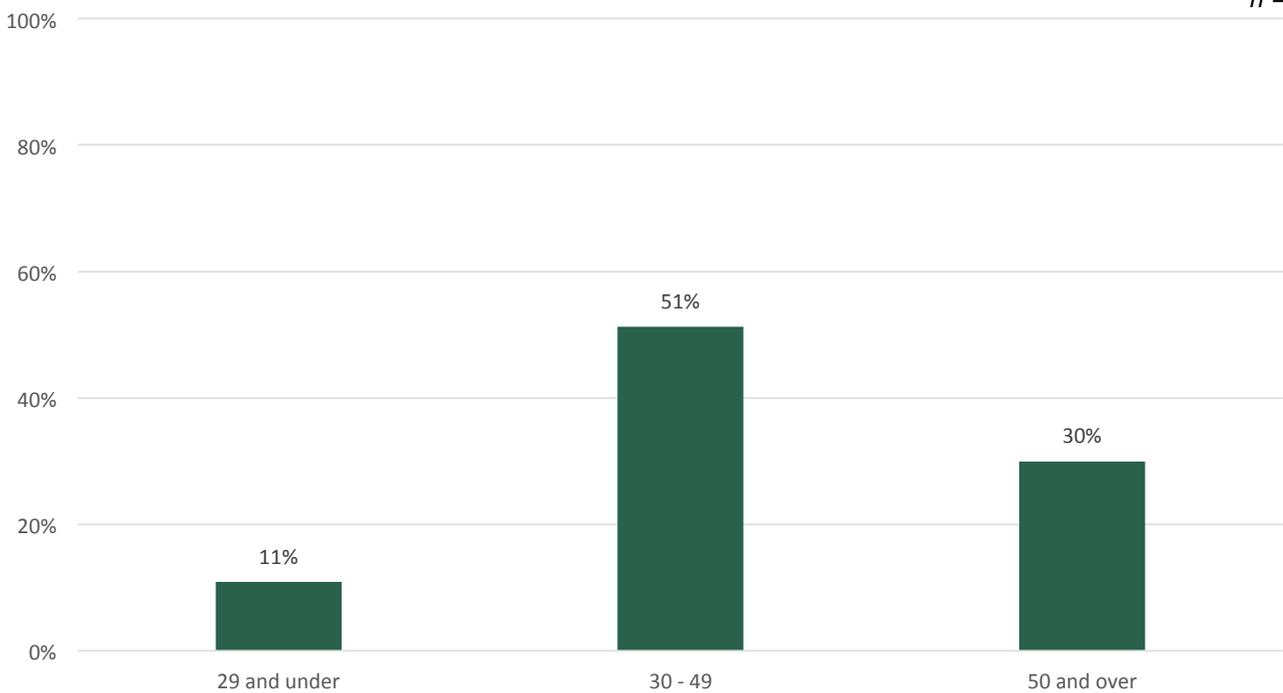
**Gender**

*n* = 377



**Age**

*n* = 372

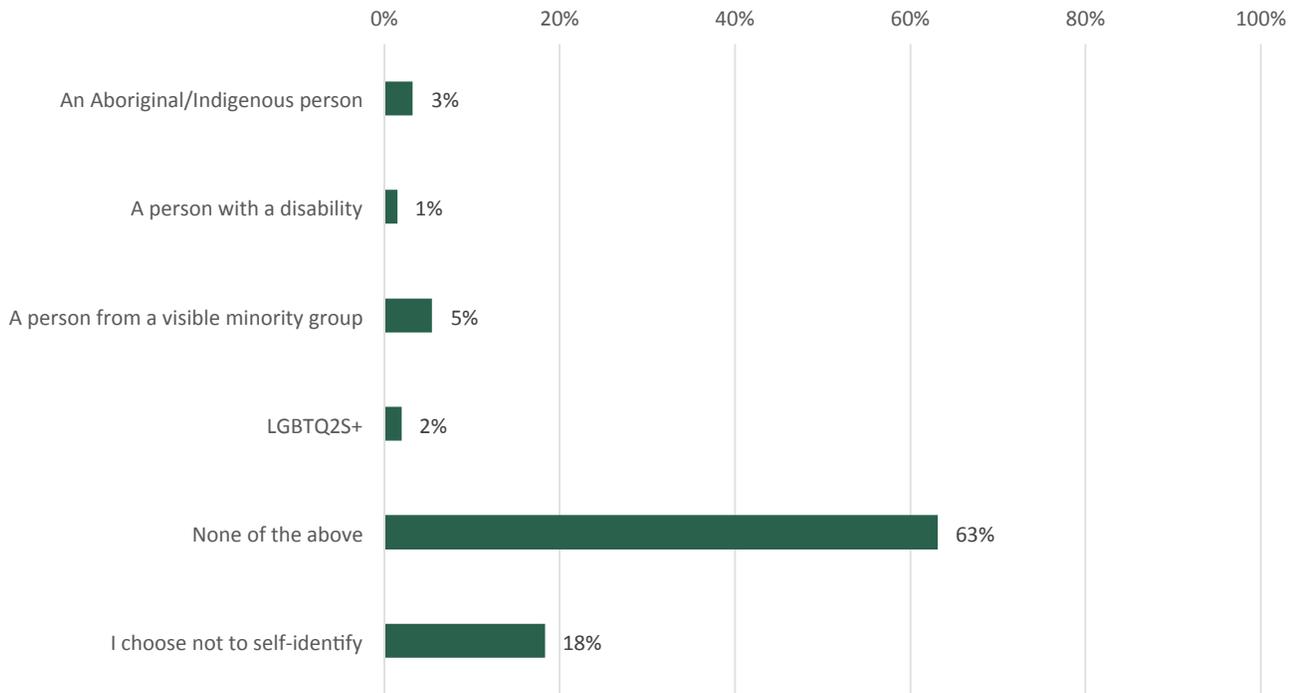


**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

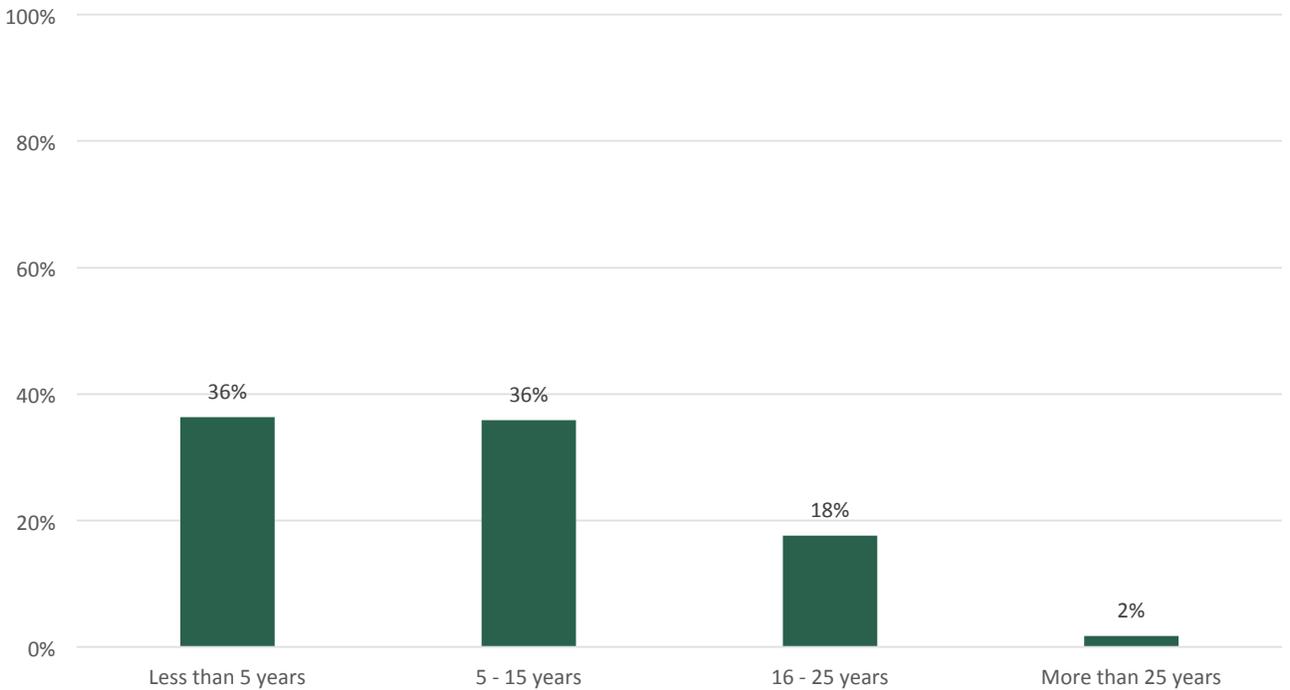
**I choose to self-identify as:**

*n = 404*



**Length of employment at UNBC**

*n = 370*



**Survey Window:  
September 24 - October 12, 2018**

## **Appendix A: Copy of email invitation sent to 870 employees on September 24, 2018**

### **Invitation to Participate in the UNBC Employee Opinion Survey**

The UNBC Employee Opinion Survey is open and we want your input!

It will take you less than 15 minutes to complete the survey by going to the following link, using Chrome, Firefox or Safari: [Employee Opinion Survey](#)

*Please note: the survey link may not work on other browsers such as Microsoft Edge or Internet Explorer.*

Your participation is encouraged as leaders across campus are relying more and more on the survey data to appreciate successes as well as to plan to enact positive change in their areas.

If you choose not to complete the survey, we are interested in understanding why. Please provide us with feedback at the following link: [Reasons for Not Responding Survey](#)

The survey will remain open until midnight on Friday, October 5, 2018. Please provide your responses before that date.

Thank you for your time,

Barb Daigle  
Associate Vice-President, People, Organizational Design and Risk

For more information, please contact: Shelley McKenzie, Senior Human Resources Consultant at [employeeopinionsurvey@unbc.ca](mailto:employeeopinionsurvey@unbc.ca).

If you have any technical issues completing this survey, please email: [survey@k2research.ca](mailto:survey@k2research.ca)

(Email sent by K2 Research & Consulting Ltd. on behalf of UNBC)

**Survey Window:  
September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

## **Appendix B: Copy of email reminder sent to those who had not completed the survey on October 2, 2018**

### **Reminder to Participate in the UNBC Employee Opinion Survey**

On September 24, 2018, an invitation was sent to you to participate in the UNBC Employee Opinion Survey. To date, we have not received a response from you.

I encourage you to complete the survey by going to the following link using Chrome, Firefox or Safari: Employee Opinion Survey

*Please note: the survey link may not work on other browsers such as Microsoft Edge or Internet Explorer.*

The survey will remain open until midnight on Friday, October 5, 2018. Please provide your responses before that date.

If you choose not to complete the survey, we are interested in understanding why. Please provide us with feedback at the following link: Reasons for Not Responding Survey. If you have already completed this survey, thank you for doing so.

Thank you for your time,

Barb Daigle  
Associate Vice-President, People, Organizational Design and Risk

For more information, please contact:  
Shelley McKenzie, Senior Human Resources Consultant at [employeeopinionsurvey@unbc.ca](mailto:employeeopinionsurvey@unbc.ca)

If you have any technical issues completing this survey, please email: [survey@k2research.ca](mailto:survey@k2research.ca)

(Email sent by K2 Research & Consulting Ltd. on behalf of UNBC)

**Survey Window:**  
**September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*

## **Appendix C: Copy of email reminder sent to those who had not completed the survey on October 8, 2018**

### **Reminder to Participate in the UNBC Employee Opinion Survey**

On September 24, 2018, an invitation was sent to you to participate in the UNBC Employee Opinion Survey. To date, we have not received a response from you.

I encourage you to complete the survey by going to the following link using Chrome, Firefox or Safari: Employee Opinion Survey

*Please note: the survey link may not work on other browsers such as Microsoft Edge or Internet Explorer.*

The survey will remain open until midnight on Friday, October 12, 2018. Please provide your responses before that date.

If you choose not to complete the survey, we are interested in understanding why. Please provide us with feedback at the following link: Reasons for Not Responding Survey. If you have already completed this survey, thank you for doing so.

Thank you for your time,

Barb Daigle  
Associate Vice-President, People, Organizational Design and Risk

For more information, please contact:  
Shelley McKenzie, Senior Human Resources Consultant at [employeeopinionsurvey@unbc.ca](mailto:employeeopinionsurvey@unbc.ca)

If you have any technical issues completing this survey, please email: [survey@k2research.ca](mailto:survey@k2research.ca)

(Email sent by K2 Research & Consulting Ltd. on behalf of UNBC)

**Survey Window:**  
**September 24 - October 12, 2018**

*Note: 'did not respond' is not charted, and is the difference between 100% and displayed responses.*