



2026 Faculty & Staff Engagement Survey

Frequently Asked Questions for Faculty & Staff

2026 Engagement Survey: Key Questions & Answers

What is the purpose of this survey?

The 2026 Engagement Survey is designed to measure how connected faculty and staff feel about their experience at the University of Alberta. Your feedback will help us understand what we are doing well and where we can improve our shared university culture.

Who is supporting the survey?

This survey is sponsored by Verna Yiu, Provost & Vice-President Academic, and Todd Gilchrist, Vice-President University Services, Operations and Finance, as well as the President's Executive Committee - Strategic with support from Human Resources, Health, Safety and Environment. This is a university-wide initiative to improve our culture.

How is the survey being developed?

The survey questions were developed in collaboration with university leaders and our partner, Innerlogic. The questions are based on the [2023 survey](#) and have been vetted for validity and reliability.

Who is Innerlogic?

[Innerlogic](#) is a Canadian organizational consulting firm that handles the survey administration, data processing and reporting. They were selected through a thorough vendor assessment process.

How is my privacy protected?

Your survey responses are completely **anonymous** and will never be tied to your identity. Innerlogic guarantees [data protection](#) and stores all responses on a secure server in Canada.

To ensure confidentiality, all results are reported in **aggregated groups of at least 5 respondents**, so no individual or small group can be identified.

How is Artificial Intelligence (AI) being used?

AI is used in two ways to improve the survey and reporting:

- **During the survey:** AI may engage in an optional "conversation mode" to ask tailored follow-up questions for open-ended responses, helping to gather more detailed feedback.
- **For reporting:** AI will be used to quickly and ethically analyze survey results after the survey closes.

The use of AI is carefully aligned with the university's [Framework for the Responsible Use of AI](#), which prioritizes transparency, data privacy and human oversight.

When can I take the survey?

The survey will be open from **October 5-23, 2026**.

It is voluntary and eligible to all faculty and staff hired by September 1, 2026. You will receive a unique, non-shareable email link and can access the survey from any internet-connected device. The survey should take about **15 minutes to complete**, and you can save your progress and return to it later.

How will the results be shared?

Initial results are expected to be shared with the university community by the end of 2026. A more in-depth analysis will be shared in early 2027. The survey and results will be available in both English and French.

Who can I contact for help?

- **Didn't receive a link?** Check your spam folder first. If you still don't have it, email engagement.survey@ualberta.ca to request a new invitation.
- **Technical difficulties?** Contact the university's [IT Help Desk](#).
- **Other questions?** Email engagement.survey@ualberta.ca or speak with your manager, Faculty General Manager (FGM), or [Human Resources Partner](#) (HRP).