



**Be the Change.  
See the Change.  
Feel the Change.**

2019 WORKPLACE SURVEY

# Fact Sheet

<b>Survey Dates</b>	Monday, November 4 thru Sunday, November 24, 2019
<b>Theme</b>	<i>Be the Change. See the Change. Feel the Change.</i>
<b>Survey link</b>	<a href="http://www.2019workplacesurvey.com">www.2019workplacesurvey.com</a>
<b>Website Address</b>	<a href="http://www.your.yale.edu/conversations">www.your.yale.edu/conversations</a>
<b>Participation Goal</b>	<b>80%</b>
<b>Survey Formats</b>	<b>Paper</b> (limited use Local 35 employees only) and <b>Web</b> (all staff and select faculty communities)
<b>Audience</b>	CT, SM, MP & Faculty within Schools of Drama, Art, & Nursing
<b>Communications</b>	<p><b><u>E-mails</u></b></p> <p><b><u>Pre-survey Message Theme:</u></b></p> <ul style="list-style-type: none"> <li>○ SVP Operations – “Survey is Coming Soon”</li> <li>○ Office of Public Affairs &amp; Communications – “Survey is Coming Soon”</li> <li>○ VP of Global &amp; Strategic Initiatives – “Survey is Coming Soon”</li> <li>○ Yale School of Medicine – “Survey is Coming Soon”</li> <li>○ Secretary &amp; VP for Student Life - “Survey is Coming Soon”</li> <li>○ VP of West Campus Planning and Program Development – “Survey is Coming Soon”</li> <li>○ VP Human Resources, Administration, &amp; Public Safety – “Survey is Coming Soon”</li> </ul> <p><b><u>Week 1 Message Themes:</u></b></p> <ul style="list-style-type: none"> <li>○ Launch Day - President - “Survey Is Live, Belonging Matters”</li> <li>○ All Officers &amp; School of Medicine - “Survey is Live”</li> <li>○ Department Leaders - “Promote Department Participation”</li> <li>○ WPS Admin Team – “University Overall Participation Levels”</li> </ul> <p><b><u>Week 2 Message Themes:</u></b></p> <ul style="list-style-type: none"> <li>○ Department Leaders Key Message: “Update on Department Participation Level”</li> <li>○ WPS Admin Team Key Message: “Help Us Strengthen the Culture, Participation Levels”</li> </ul> <p><b><u>Week 3 Message Themes:</u></b></p> <ul style="list-style-type: none"> <li>○ All Officers &amp; Dean for School of Medicine - “Contribute Your Voice”</li> <li>○ WPS Admin Team Key Message - 5-day Count Down, “Your Participation Matters”</li> <li>○ Janet Lindner – “Survey Has Closed, Thank You, Overall Participation &amp; Next Steps”</li> <li>○</li> </ul>
<b>Outreach</b>	Paper Survey Facilitation – Yale Hospitality, Facilities (I-phone and Tablet Pilots)
<b>Collateral Materials</b>	<ul style="list-style-type: none"> <li>○ Flyers 8 x 11 – Hung in all University buildings</li> <li>○ Lobby Poster 24 x 36 – Displayed in key locations throughout campus</li> <li>○ Stickers &amp; Mints</li> </ul>
<b>Supported Browser</b>	Internet Explorer, Safari, Firefox, and Chrome
<b>Survey Administrator</b>	Mercer   Sirota, an external consulting firm, based in New York, NY, specializing in culture assessments, aimed at increasing employee engagement.
<b>New Technology</b>	<ul style="list-style-type: none"> <li>○ Tablets for use by select Local 35 units; I-phone pilot (Facilities)</li> </ul>
<b>Core Question Set</b>	52 scaled questions and 3 open ended questions; <b>NEW:</b> 3 scaled and 1 open ended
<b>Survey Administration Leads</b>	<p>Deborah Stanley-McAulay, Project Lead, Associate Vice President, Employee Engagement &amp; Workplace Culture</p> <p>Susan Abramson, Co-Project Lead Manager WorkLife &amp; Childcare Programs</p>

Please direct all questions about the 2019 Workplace Survey to 203-432-9667.