Northwestern is committed to understanding what staff at the University value most about working at the institution in order to keep attracting and retaining top talent that helps strengthen its position as an employer of choice. With this in mind, the first all-staff survey was developed and will be deployed this fall.

Launching an all-staff survey requires a clear definition of “staff.” After much thought and diligence, input from champions, feedback from schools/units and central leadership, as well as expert recommendations from our survey partner, Aon Hewitt, these are the populations and roles that will be either included or excluded on the 2017 Staff Survey:

**Included**

- All benefits-eligible staff (full and part time) as of October 16th
- Staff with faculty appointments (faculty whose primary appointment is staff: primary role = “y” + position type = “staff”)
- Librarians (all on a library salary plan)
- Research staff (primarily research administrators, research technicians and research associates)
- Unionized staff (staff who fit other criteria and are part of a union)
- Staff with “end-dated” appointments

**Excluded**

- Faculty, including those with staff appointments: feedback is collected through other surveys
- Postdocs such as Post Doctoral Fellows, Post-Baccalaureate Research Fellows, and various other Fellowship trainee positions: feedback is or will be collected through other means
- Temporary employees
- Contractors
- Those on a salary continuation plan, long-term disability or workers’ compensation leaves
- Those on other leaves, such as family, military, and short-term disability, are excluded out of respect for their current commitments

If you have any questions, you may direct them to staffsurvey@northwestern.edu or Samir Desai, Executive Director of Learning and Organization Development, at Samir.desai@northwestern.edu or (847) 491 – 8570.