**Summary**

**Key points from the 2026 Staff Engagement Survey:**

1. **Overall Staff Engagement Improved**
    - The overall engagement score rose to 59.2% in 2026, up from 56.8% in 2025, showing progress toward the university's 60% target for staff engagement.
2. **Leadership and Communication Are Top Concerns**
    - Leadership was the most frequently mentioned theme in staff feedback, with calls for more training, team building, transparent promotions, and less top-down decision-making. Communication and customer service also ranked highly as areas needing attention.
3. **Work Environment and Resources Need Improvement**
    - Staff gave the lowest ratings to work environment and conditions, especially regarding work-life balance (40.2%) and having necessary resources (43.1%). Facilities and financial resources were also highlighted as major concerns in open feedback.
4. **Supervisory Management Scores Are Strong**
    - Staff reported high agreement that supervisors act in line with university values (75.8%) and provide autonomy (75.0%). However, assessment based on work quality (66.8%) and feedback for growth (63.4%) show room for further improvement.
5. **Peer Collaboration and Sense of Belonging Are Positive but Not Universal**
    - 65.3% of staff agreed there is a spirit of helpfulness and collaboration within departments, and 49.5% felt a sense of belonging. These scores indicate generally positive peer relations, but also highlight opportunities to strengthen inclusivity and departmental support."