

2022 UNC System Employee Engagement Survey

Instructions:

Consider your typical day at work. For each statement, mark the response option that best describes your experience. If you wish to change your answer, double click on the button to erase your previous answer.

Definitions:

Institution – refers to the entire University or College.

Department – refers to your most immediate workgroup or team.

Senior Leadership – refers to the most senior members of the institution (e.g., Chancellor or President and those who report directly to them).

Supervisor/Department Chair – refers to the individual to whom you most directly report.

(Response Scale: *Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, Not Applicable*).

1. My job makes good use of my skills and abilities.
2. I am given the responsibility and freedom to do my job.
3. My supervisor/department chair makes their expectations clear.
4. I understand how my job contributes to this institution's mission.
5. I am given the opportunity to develop my skills at this institution.
6. I receive feedback from my supervisor/department chair that helps me.
7. When I offer a new idea, I believe it will be fully considered.
8. Promotions in my department are based on a person's performance.
9. In my department, we are adapting well to changes in work conditions due to the Covid-19 pandemic.
10. My supervisor/department chair shows genuine interest in my well-being.
11. At work, I know where to go for help with my mental or emotional well-being.
12. The work I do is meaningful to me.
13. My supervisor/department chair is consistent and fair.
14. In my department, we welcome diversity in all of its forms.
15. I feel a sense of belonging at this institution.
16. Senior leadership provides a clear direction for this institution's future.
17. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.
18. At this institution, we discuss and debate issues respectfully to get better results.
19. There's a sense that we're all on the same team at this institution.
20. This institution's policies and practices ensure fair treatment for faculty, administration and staff.
21. This institution has communicated clear policies and guidelines to assist faculty/staff during the Covid-19 pandemic.
22. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).
23. There is appropriate recognition of innovative and high quality teaching.
24. We are making good and measurable progress towards becoming a more diverse and inclusive institution.
25. This institution has clear and effective procedures for dealing with discrimination.
26. My institution is committed to building a culture that actively promotes diversity and inclusion for students, faculty, and staff. (Diversity and inclusion means the intentional efforts undertaken to create an institutional culture and a working and learning environment that offers acceptance, support, and respect for a diversity of individuals.)
27. This institution is taking appropriate action in response to the Covid-19 pandemic.
28. This institution is well run.
29. This institution's culture is special - something you don't find just anywhere.
30. All things considered, this is a great place to work.

Instructions:

For each question below, please share your thoughts and opinions as candidly as possible. In order to preserve your anonymity, please do not include your name or other identifying remarks in your responses.

If you begin to answer questions on a page, but need to return to a previous screen, please click "Save and Continue" on your current screen before going back or exiting the survey.

1. What do you appreciate most about working at this institution?
2. What would make this institution a better place to work?

Instructions:

The following demographic information will help us better understand the patterns and themes in the survey data. As the confidentiality of your responses is critical, ModernThink will not report your individual demographic data to your institution. Group demographic data will only be reported when there are five or more respondents in a particular group.

If you make a mistake or wish to change your response, click on the drop down menu or double click your response. If you cannot or do not wish to respond to a question, simply leave it blank or leave "please select" in the field.

If you begin to answer questions on a page, but need to return to a previous screen, please click "Save and Continue" on your current screen before going back.

1. Which of the following job opportunities would influence you the most to leave your current position (either to a position within the state system or to a position outside the state system)? *(Select up to 4)*

- Better work/life balance
- Better work environment/culture
- Better job duties match to your skillsets/interests
- Better opportunities for career advancement
- Better opportunities for professional development
- Better job security/stability
- Better supervisory relationship
- Better or more competitive salary
- More flexible working arrangements
- Satisfied in my current position
- Decline to answer

*2. What is your gender identity?

- Female
- Male
- Transgender
- Non-binary
- Another descriptor (_____)
- Decline to answer

*3. What is your race/ethnicity?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Two or more races
- White
- Decline to answer

*4. What is your age?

- < 25
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65+
- Decline to answer

5. Are you a supervisor of staff? Is part of your job the responsibility to conduct and sign performance evaluations?

- Yes
- No

6. How many years have you been in your current position?

- Fewer than 2 years
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- More than 20 years
- Decline to answer

7. How many years have you been at this institution?

- Fewer than 2 years
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- More than 20 years
- Decline to answer

8. How long do you expect to stay with this institution?

- Fewer than 2 years
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- More than 20 years
- Until retirement
- Decline to answer

9. What is your annual salary?

- \$25,000 or less
- \$25,001 to \$50,000
- \$50,001 to \$75,000
- \$75,001 to \$100,000
- \$100,001 to \$125,000
- \$125,001 to \$150,000
- \$150,001 or more
- Decline to answer

10. What is your tenure status?

- Tenured
- Tenure Track/Untenured
- Not Tenure Track / Term appointment
- Not Applicable
- Decline to Answer

11. What is your faculty appointment?

- Department Chair
- Professor
- Associate Professor
- Assistant Professor
- Other
- Decline to Answer