



North Carolina State University 2018 UNC System Employee Engagement Survey

Dear Faculty and Staff,

Recently you received a communication from the Chancellor inviting all faculty and staff at the University of North Carolina to participate in a confidential survey, the 2018 UNC System Employee Engagement Survey.

You are not required to participate in the survey, but your honest feedback is critical to the assessment process. To ensure the confidentiality of your responses, your sealed survey will be sent to and processed by ModernThink LLC, an independent research and consulting firm with expertise in workplace excellence. ModernThink protects your confidentiality in a number of ways. First, no personally identifying information, such as your name or employee ID, is in any way attached to your survey. Second, if for any reason the seal on any envelope is broken when it is received, the survey will be discarded and not included in the results. Third, your institution is not given any information in a way that would enable them to trace answers back to a specific person -- even if you are part of a small demographic group. We will not report any results from demographic categories containing fewer than five respondents.

Please note, however, that the report your institution will be sent will include all the responses to the two open-ended questions at the end of the survey; these comments will likely be shared with senior leaders on your campus. In order to preserve your anonymity, please do not include your name or other identifying remarks in your responses.

The survey should take approximately 20 minutes to complete. **You can complete it during your normal work hours or outside of work.** Upon completion, place your survey in the provided envelope, seal it, and return it via campus mail to the Office of Institutional Research and Planning by **Monday, February 12, 2018.**

NOTE: The survey will ask you to select in which department you work. Most work units have been rolled up or grouped together on the list in survey in order to protect confidentiality. Prior to participating in the survey, it might be helpful to go to <http://go.ncsu.edu/engagement.survey.department> and enter in your Unity ID to confirm which unit(s) listed on the survey you should select.

Thank you for your participation. More information about the survey is available online at <https://hr.ncsu.edu/employee-engagement-survey/>. Should you have any questions, please call our toll-free hotline at 888.684.4658.

Regards,

ModernThink

INSTRUCTIONS

Consider your typical day at work. For each statement, mark the response that best describes your experience using the five-point agreement scale. If you are not able to appropriately evaluate a specific item, please indicate Not Applicable. (**Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree and Not Applicable**)

DEFINITIONS:

- Institution** - refers to the entire University.
- 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 directly report.

CORRECT MARK INCORRECT MARKS



- Use black or blue ink pen, or a No. 2 pencil.
- Fill in the circle completely.
- Erase cleanly or "X" through any marks you wish to change.
- Do not make any stray marks on this form.

Core Statements

		Strongly Disagree	Disagree	Sometimes Agree/Sometimes Disagree	Agree	Strongly Agree
						Not Applicable
1. My job makes good use of my skills and abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I am given the responsibility and freedom to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My supervisor/department chair makes his/her expectations clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I am provided the resources I need to be effective in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I understand how my job contributes to this institution's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I am given the opportunity to develop my skills at this institution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I receive feedback from my supervisor/department chair that helps me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. When I offer a new idea, I believe it will be fully considered.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I am regularly recognized for my contributions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I understand the necessary requirements to advance my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I am paid fairly for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I believe what I am told by my supervisor/department chair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. We have opportunities to contribute to important decisions in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. My supervisor/department chair regularly models this institution's values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Promotions in my department are based on a person's ability.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Our review process accurately measures my job performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Issues of low performance are addressed in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. My supervisor/department chair is consistent and fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. My supervisor/department chair actively solicits my suggestions and ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Not Applicable
 Strongly Disagree
 Disagree
 Sometimes Agree/Sometimes Disagree
 Agree
 Strongly Agree

Statements (continued)

- 21. In my department, we communicate openly about issues that impact each other's work.
- 22. Changes that affect me are discussed prior to being implemented.
- 23. People in my department work well together.
- 24. I have a good relationship with my supervisor/department chair.
- 25. Overall, my department is a good place to work.

- 26. I can count on people to cooperate across departments.
- 27. Senior leadership provides a clear direction for this institution's future.
- 28. My department has adequate faculty/staff to achieve our goals.
- 29. The institution takes reasonable steps to provide a safe and secure environment for the campus.
- 30. Our orientation program prepares new faculty, administration and staff to be effective.

- 31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
- 32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.
- 33. There is a good balance of teaching, service, and research at this institution.
- 34. This institution's benefits meet my needs.
- 35. Our recognition and awards programs are meaningful to me.

- 36. I am proud to be part of this institution.
- 37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.
- 38. The role of faculty in shared governance is clearly stated and publicized.
- 39. Faculty are appropriately involved in decisions related to the education program
(e.g. curriculum development, evaluation).
- 40. Teaching is appropriately recognized in the evaluation and promotion process.

- 41. Senior leadership communicates openly about important matters.
- 42. Faculty, administration and staff are meaningfully involved in institutional planning.
- 43. At this institution, we discuss and debate issues respectfully to get better results.
- 44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.
- 45. At this institution, people are supportive of their colleagues regardless of their heritage or background.

- 46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives. ...
- 47. My supervisor/department chair supports my efforts to balance my work and personal life.
- 48. Senior leadership regularly models this institution's values.
- 49. This institution actively contributes to the community.
- 50. This institution places sufficient emphasis on having diverse faculty, administration and staff.

Not Applicable
 Strongly Disagree
 Disagree
 Sometimes Agree/Sometimes Disagree
 Agree
 Strongly Agree

Statements (continued)

- 51. There is appropriate recognition of innovative and high quality teaching.○ ○ ○ ○ ○ ○
- 52. We celebrate significant milestones and important accomplishments at this institution.○ ○ ○ ○ ○ ○
- 53. This institution’s policies and practices give me the flexibility to manage my work and personal life.○ ○ ○ ○ ○ ○
- 54. This institution has clear and effective procedures for dealing with discrimination.○ ○ ○ ○ ○ ○
- 55. There is regular and open communication among faculty, administration and staff.○ ○ ○ ○ ○ ○

- 56. I believe what I am told by senior leadership.○ ○ ○ ○ ○ ○
- 57. This institution is well run.○ ○ ○ ○ ○ ○
- 58. There’s a sense that we’re all on the same team at this institution.○ ○ ○ ○ ○ ○
- 59. This institution’s culture is special — something you don’t find just anywhere.○ ○ ○ ○ ○ ○
- 60. All things considered, this is a great place to work.○ ○ ○ ○ ○ ○

Benefits/Satisfaction

Please rate your satisfaction with the following benefits and programs. If your institution does not offer one of these or you are not able to appropriately evaluate a specific item, please indicate Not Applicable.

Please rate your institution's benefits using the following satisfaction scale: **Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Applicable.**

Not Applicable
 Very Dissatisfied
 Dissatisfied
 Neutral
 Satisfied
 Very Satisfied

BENEFITS (Health Care Benefits)

- 1. Medical Insurance
- 2. Dental Insurance
- 3. Vision Insurance
- 4. Disability Benefits (Short-Term, Long-Term, and Supplemental)
- 5. Employee Assistance Program (EAP)
- 6. Life Insurance
- 7. Post-retirement Medical Benefits

BENEFITS (Other)

- 8. Leave & Holidays (vacation, sick, bonus, community service, etc.).....
- 9. Retirement Savings (TSERS, ORP, 403(b), 401(k), 457)
- 10. Educational Assistance Programs (tuition waiver, educational leave, etc.)
- 11. Overall satisfaction with benefits.....

GENERAL SATISFACTION

- 12. Professional/career development program
- 13. Tenure clarity and process
- 14. Wellness Programs
- 15. Physical work space conditions
- 16. Flexible work arrangements (Telecommuting, compressed work weeks, etc.)
- 17. Work/life balance programs (Relocation services, discount programs, child care programs/support, etc.).....

Demographics

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.

Please select the appropriate response option for each question. If you make a mistake or wish to change your answer, erase cleanly or "X" through any marks you wish to change. If you cannot or do not wish to respond to a question, simply leave it blank.

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
- Satisfied in my current position
- Decline to answer

2. What is your gender?

- Female
- Male
- Transgender
- Decline to answer

3. What is your race? (Select all that apply)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Decline to answer

4. Are you of Hispanic or Latino origin?

- Hispanic or Latino
- Not Hispanic or Latino
- Decline to Answer

5. 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

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

- Yes
- No

7. 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

8. 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

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9. 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

10. 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

11. What is your organizational unit?

- Academic Outreach and Entrepreneurship (AOE): McKimmon Center for Extension and Continuing Education
- Athletics
- College of Agriculture and Life Sciences (CALs): Academic Departments
- College of Agriculture and Life Sciences (CALs): Center, Institute or Laboratory
- College of Agriculture and Life Sciences (CALs): District and County Extension Offices
- College of Agriculture and Life Sciences (CALs): Dean's Office/College Administration
- College of Agriculture and Life Sciences (CALs): Other CALs units not listed above
- College of Design: Dean's Office/College Administration, centers, institutes or laboratories

- College of Engineering (COE): Academic Departments
- College of Engineering (COE): Center, Institute or Laboratory
- College of Engineering (COE): Dean's Office/College Administration
- College of Natural Resources (CNR): Academic Departments
- College of Sciences (COS): Academic Departments
- College of Sciences (COS): COS center, institute, or laboratory
- College of Textiles (COT): Academic Departments
- College of Textiles (COT): Dean's Office/College Administration
- College of Textiles (COT): COT center, institute, or laboratory
- College of Veterinary Medicine (CVM): Academic Departments
- College of Veterinary Medicine (CVM): Dean's Office/College Administration
- Division of Academic and Student Affairs (DASA): Student Development, Health and Wellness
- Division of Academic and Student Affairs (DASA): Housing and Living/Learning Initiatives
- Division of Finance and Administration (FA): Campus Enterprises
- Division of Finance and Administration (FA): Environmental Health and Public Safety
- Division of Finance and Administration (FA): Facilities (Includes AVC's Office and all units within Facilities)
- NCSU Libraries
- Office of Information Technology (OIT): Vice Chancellor's Office, including Business Services
- Office of Research, Innovation & Economic Development (ORIED): Center, Institute or Laboratory

Thank You for completing the 2018 UNC System Employee Engagement Survey. Should you have any questions, please call the ModernThink Help Desk at 888.684.4658.

What Happens Next? ModernThink will compile the data over the next few months. The summarized data will be shared back with the UNC institutions later this spring, and the data will be presented to the UNC Board of Governors in the summer. After that, each institution will determine what next steps to take. Please remember that this survey cannot address every issue of concern at your institution, and not all issues can be resolved by your institution itself (for example, some positive changes might require legislative action by the NC General Assembly). However, the information you and your colleagues provide through the survey will help your institution's leadership and the UNC system leadership to prioritize issues so that they can be addressed to the greatest extent possible. For more information, please go to: INSTITUTION Engagement Website <https://myapps.northcarolina.edu/engagement/>