

The following elements are included in the UNC-SO funded portion of the survey. Constituent institutions may purchase additional questions/statements at their own expense, but institutions cannot alter these questions.

BELIEF STATEMENTS

Consider your typical day at work. For each statement, mark the response option that best describes your experience using a five-point agreement scale (*Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree*). Additionally, there is a *Not Applicable* response option.

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 directly report.

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 his/her expectations clear.
4. I am provided the resources I need to be effective in my job.
5. I understand how my job contributes to this institution's mission.
6. I am given the opportunity to develop my skills at this institution.
7. I receive feedback from my supervisor/department chair that helps me.
8. When I offer a new idea, I believe it will be fully considered.
9. I am regularly recognized for my contributions.
10. I understand the necessary requirements to advance my career.
11. I am paid fairly for my work.
12. I believe what I am told by my supervisor/department chair.
13. We have opportunities to contribute to important decisions in my department.
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.
15. My supervisor/department chair regularly models this institution's values.
16. Promotions in my department are based on a person's ability.
17. Our review process accurately measures my job performance.
18. Issues of low performance are addressed in my department.
19. My supervisor/department chair is consistent and fair.
20. My supervisor/department chair actively solicits my suggestions and ideas.
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.
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.
61. 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.)

BENEFITS

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*.

Scale: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Applicable.

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

Other Benefits

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.)

OPEN-ENDED QUESTIONS

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?

DEMOGRAPHICS (* Denotes Question is Required "as-is" for Great Colleges)

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
- Satisfied in my current position
- Decline to answer

*2. Gender

- Female
- Male
- Transgender
- Non-binary
- Decline to answer

*3. 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. Ethnicity

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

***5. Age**

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

6. Supervisory Status

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

- Yes
- No

7. Years in 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. Years 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

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. 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. Tenure Status *(For faculty only)*

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

12. Faculty Appointment *(For faculty only)*

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

• **PRE-LOADED DEMOGRAPHICS**

(Provided by UNC-SO to ModernThink – these will not be self-selected by the employees.)

13. Employee’s email address

14. Employee Group

- SHRA
- EHRA
- Other
- CSS (ECU only)
- COS (NCSU only)

15. Revised Employee Group – NEW in 2020

- SHRA
- EHRA Non-Faculty
- Faculty
- Other
- CSS (ECU only)
- COS (NCSU only)

***16, 17, 18. Job Category (ModernThink), Job Category (UNC), and Job Roles**

MODERNTHINK JOB CATEGORIES	UNC JOB CATEGORIES	JOB ROLE
Administration	SAAO Tier 1; SAAO Tier 2	Same
Faculty	Faculty	Same
Exempt Professional Staff	EHRA IRPS; SHRA Exempt; CSS Exempt COS Exempt	<ul style="list-style-type: none"> • IRPS • Administrative/Managerial • Engineering/Architecture • Human Services • Information/Education • Information Technology • Institutional Services • Law Enforcement/Public Safety • Medical/Health • Natural Resources/Scientific • Operations/Trades
Non-exempt Staff	SHRA Non-exempt; EHRA non-exempt; CSS Non-exempt COS Non-exempt	<ul style="list-style-type: none"> • IRPS • Administrative/Managerial • Engineering/Architecture • Human Services • Information/Education • Information Technology • Institutional Services • Law Enforcement/Public Safety • Medical/Health • Natural Resources/Scientific

		<ul style="list-style-type: none"> Operations/Trades
<i>[Only if purchased by an institution]</i>	Adjunct Faculty	Same
<i>[Only if purchased by an institution]</i>	Postdocs	Same
<i>[Only if purchased by an institution]</i>	Temps	Same
<i>[Only if purchased by an institution]</i>	Part-Time Perm	Same

19. Job Status

- Full-time (12 Months)
- Full-time (9, 10 or 11 months/Acad Yr.)
- Other

20, 21, 22. Pre-loaded Organizational Unit – NEW in 2020

(Provided by UNC-SO to ModernThink – these will not be self-selected by the employees.) Examples shown below.

- VC/School Division: College of Arts & Sciences
- Division Subunit: Humanities & Fine Arts
- Department: Music

- VC/School Division: Vice Chancellor for Finance & Administration
- Division Subunit: Facilities Services
- Department: Housekeeping

- VC/School Division: Vice Chancellor for Student Affairs
- Division Subunit: Dean of Students
- Department: University Student Union