

2024 UNC System Employee Engagement Survey

BELIEF STATEMENTS

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.

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.

(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. I am regularly recognized for my contributions.
9. I understand the necessary requirements to advance my career.
10. I can speak up or challenge a traditional way of doing something without fear of harming my career.
11. My supervisor/department chair shows genuine interest in my well-being.
12. Promotions in my department are based on a person's performance.
13. The work I do is meaningful to me.
14. Issues of low performance are addressed in my department.

15. My supervisor/department chair is consistent and fair.
16. People in my department work well together.
17. Overall, my department is a good place to work.
18. Our review process accurately measures my job performance.
19. Senior leadership provides a clear direction for this institution's future.
20. I have access to the training I need to do my job well.
21. In my department, we welcome the many identities and attributes of faculty and staff.
22. This institution's policies and practices give me the flexibility to manage my work and personal life.
23. Our recognition and awards programs are meaningful to me.
24. I am proud to be part of this institution.
25. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).
26. This institution has clear and well-defined procedures for dealing with discrimination.
27. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.
28. At this institution, we welcome the many identities and attributes of faculty and staff.
29. Senior leadership communicates openly about important matters.
30. There is appropriate recognition of innovative and high quality teaching.
31. At work, I know where to go for help with my mental or emotional well-being.
32. I feel a sense of belonging at this institution.
33. This institution works to collaborate effectively with the community.
34. This institution places sufficient emphasis on having faculty, administrators, and staff with varying disciplines and backgrounds.
35. I would recommend working here to my family and/or friends.
36. This institution is well run.
37. There's a sense that we're all on the same team at this institution.

38. Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.
39. At this institution, we discuss and debate issues respectfully to get better results.
40. This institution's culture is special - something you don't find just anywhere.
41. All things considered, this is a great place to work.

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

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)? Please select up to four responses.

- Better work/life balance
- Better work environment/culture
- Better job duties match to your skill sets/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
- Decline to specify

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 specify

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? 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 the 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? *(Faculty only)*

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

11. What is your faculty appointment? *(Faculty only)*

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