

UNC System Employee Engagement Survey

ModernThink
2018 UNC System Employee Engagement Survey
East Carolina University
Overall Benchmark ScoreCard

	Overall		Benchmarks					
	Positive Response	Negative Response	2017 Honor Roll > 10,000	2017 Carnegie Research	2017 Control Public	2017 Enrollment Size > 10,000	2017 Region Southeast	2018 UNC Core Population Aggregate
Total number of survey respondents (2082)								
Job Satisfaction/Support								
1 My job makes good use of my skills and abilities.	75	8	85	80	80	80	81	77
2 I am given the responsibility and freedom to do my job.	78	7	86	84	83	83	83	82
4 I am provided the resources I need to be effective in my job.	61	14	75	64	60	64	63	60
Job Satisfaction/Support - Average								
	71	10	82	76	74	76	76	73
Teaching Environment								
33 There is a good balance of teaching, service and research at this institution.	62	15	82	71	65	69	68	70
40 Teaching is appropriately recognized in the evaluation and promotion process.	58	18	81	69	71	70	75	60
51 There is appropriate recognition of innovative and high quality teaching.	61	14	82	71	67	69	69	64
Teaching Environment - Average								
	60	16	82	70	68	69	71	65
Professional Development								
6 I am given the opportunity to develop my skills at this institution.	67	12	84	75	73	75	75	71
10 I understand the necessary requirements to advance my career.	64	16	77	70	71	70	73	63
Professional Development - Average								
	66	14	81	73	72	73	74	67
Compensation, Benefits & Work/Life Balance								
11 I am paid fairly for my work.	35	41	59	53	47	51	49	39
34 This institution's benefits meet my needs.	61	13	85	79	76	78	75	60
47 My supervisor/department chair supports my efforts to balance my work and personal life.	76	9	87	82	82	82	84	80
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	68	12	84	77	75	76	76	70
Compensation, Benefits & Work/Life Balance - Average								
	60	19	79	73	70	72	71	62
Facilities								
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	76	7	92	85	83	85	85	80
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	62	16	74	65	62	65	67	60
Facilities - Average								
	69	12	83	75	73	75	76	70
Policies, Resources & Efficiency								
17 Our review process accurately measures my job performance.	51	23	69	60	59	60	62	52
28 My department has adequate faculty/staff to achieve our goals.	39	38	57	44	40	45	45	38
30 Our orientation program prepares new faculty, administration and staff to be effective.	53	17	72	59	55	59	61	54
49 This institution actively contributes to the community.	81	4	93	85	87	86	87	83
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	72	10	81	75	75	76	75	70
57 This institution is well run.	43	21	80	64	61	63	63	57
Policies, Resources & Efficiency - Average								
	57	19	75	65	63	65	66	59
Shared Governance								
38 The role of faculty in shared governance is clearly stated and publicized.	60	14	77	63	63	63	64	57
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	66	11	82	72	71	71	72	66
42 Faculty, administration and staff are meaningfully involved in institutional planning.	38	27	69	57	56	55	58	44
Shared Governance - Average								
	55	17	76	64	63	63	65	56
Pride								
5 I understand how my job contributes to this institution's mission.	86	4	93	89	88	89	90	90
25 Overall, my department is a good place to work.	72	8	87	81	80	81	82	77
36 I am proud to be part of this institution.	74	6	88	81	79	81	81	80
59 This institution's culture is special - something you don't find just anywhere.	48	23	81	67	64	65	70	59
60 All things considered, this is a great place to work.	65	10	87	77	74	76	76	72
Pride - Average								
	69	10	87	79	77	78	80	76
Supervisors/Department Chairs								
3 My supervisor/department chair makes his/her expectations clear.	71	10	80	74	73	74	76	72
7 I receive feedback from my supervisor/department chair that helps me.	65	13	77	68	67	69	71	67
12 I believe what I am told by my supervisor/department chair.	63	12	82	75	74	75	76	70
15 My supervisor/department chair regularly models this institution's values.	69	12	85	77	76	77	79	74
19 My supervisor/department chair is consistent and fair.	62	16	79	73	72	73	76	69
20 My supervisor/department chair actively solicits my suggestions and ideas.	60	17	79	72	72	72	74	67
24 I have a good relationship with my supervisor/department chair.	77	7	88	84	84	84	85	82
Supervisors/Department Chairs - Average								
	67	12	81	75	74	75	77	72
Senior Leadership								
27 Senior leadership provides a clear direction for this institution's future.	48	23	74	61	58	59	60	55
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	57	15	82	71	68	70	70	67
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	44	26	77	63	61	61	63	54
41 Senior leadership communicates openly about important matters.	42	25	74	59	57	58	58	52
48 Senior leadership regularly models this institution's values.	56	15	84	72	70	70	72	66
56 I believe what I am told by senior leadership.	44	23	77	65	62	63	64	56
Senior Leadership - Average								
	49	21	78	65	63	64	65	58
Faculty, Administration & Staff Relations								
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	59	12	84	71	68	70	72	64
55 There is regular and open communication among faculty, administration and staff.	45	22	73	58	55	57	58	48
Faculty, Administration & Staff Relations - Average								
	52	17	79	65	62	64	65	56
Communication								
8 When I offer a new idea, I believe it will be fully considered.	56	17	75	67	65	66	67	61
21 In my department, we communicate openly about issues that impact each other's work.	55	18	73	66	65	66	70	60
22 Changes that affect me are discussed prior to being implemented.	42	26	63	53	52	52	54	45
43 At this institution, we discuss and debate issues respectfully to get better results.	43	21	76	61	58	60	61	50
Communication - Average								
	49	21	72	62	60	61	63	54
Collaboration								
13 We have opportunities to contribute to important decisions in my department.	54	20	76	69	69	69	71	60
23 People in my department work well together.	60	12	79	71	70	71	75	66
26 I can count on people to cooperate across departments.	49	16	71	62	59	60	62	54
58 There's a sense that we're all on the same team at this institution.	38	30	74	58	55	57	59	47
Collaboration - Average								
	50	20	75	65	63	64	67	57
Fairness								
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	54	22	74	67	66	66	67	60
16 Promotions in my department are based on a person's ability.	44	31	67	60	57	59	61	49
18 Issues of low performance are addressed in my department.	45	27	60	51	49	50	55	47
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	49	20	80	66	63	66	66	55
54 This institution has clear and effective procedures for dealing with discrimination.	74	9	86	78	77	78	79	70
Fairness - Average								
	53	22	73	64	62	64	66	56
Respect & Appreciation								
9 I am regularly recognized for my contributions.	48	24	68	59	57	58	60	53
35 Our recognition and awards programs are meaningful to me.	38	32	61	51	49	50	52	39
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	71	9	88	82	81	82	84	73
52 We celebrate significant milestones and important accomplishments at this institution.	60	11	85	74	71	73	75	68
Respect & Appreciation - Average								
	54	19	76	67	65	66	68	58
Overall Survey Average 1 - 60								
	58	17	78	69	67	68	70	63

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Unless specifically noted, the numbers represent the percentage of positive responses.