

UNC System Employee Engagement Survey

ModernThink

2020 UNC System Employee Engagement Survey
East Carolina University
Organizational Level Spreadsheet

	2020 Overall		Benchmarks					
	Positive Response	Negative Response	2020 UNC Core Population Aggregate	2018 UNC Core Population Aggregate	2019 4-Year Public	2019 Carnegie Research	2019 4-Year Enrollment Size > 10,000	2019 4-Year Southeast Region
Total number of survey respondents	2922	2922						
Job Satisfaction/Support								
1 My job makes good use of my skills and abilities.	73	7	75	77	79	80	80	82
2 I am given the responsibility and freedom to do my job.	78	6	81	82	82	83	83	84
4 I am provided the resources I need to be effective in my job.	59	15	58	60	59	63	64	61
Job Satisfaction/Support - Average	70	9	71	73	73	75	76	76
Teaching Environment								
33 There is a good balance of teaching, service and research at this institution.	63	14	68	70	65	71	70	68
40 Teaching is appropriately recognized in the evaluation and promotion process.	55	19	59	60	69	69	69	74
51 There is appropriate recognition of innovative and high quality teaching.	60	14	62	64	64	68	69	69
Teaching Environment - Average	59	16	63	65	66	69	69	70
Professional Development								
6 I am given the opportunity to develop my skills at this institution.	67	13	70	71	72	75	76	74
10 I understand the necessary requirements to advance my career.	62	18	62	63	69	69	69	72
Professional Development - Average	65	16	66	67	71	72	73	73
Compensation, Benefits & Work/Life Balance								
11 I am paid fairly for my work.	30	48	34	39	45	51	50	47
34 This institution's benefits meet my needs.	62	13	61	60	78	79	80	74
47 My supervisor/department chair supports my efforts to balance my work and personal life.	79	9	80	80	81	82	83	84
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	69	11	70	70	73	76	75	76
Compensation, Benefits & Work/Life Balance - Average	60	20	61	62	69	72	72	70
Facilities								
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	78	6	78	80	80	83	83	83
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	62	15	59	60	62	64	65	64
Facilities - Average	70	11	69	70	71	74	74	74
Policies, Resources & Efficiency								
17 Our review process accurately measures my job performance.	51	23	52	52	58	59	60	61
28 My department has adequate faculty/staff to achieve our goals.	34	42	36	38	40	43	43	43
30 Our orientation program prepares new faculty, administration and staff to be effective.	53	17	54	54	51	56	57	57
49 This institution actively contributes to the community.	82	4	81	83	83	84	86	85
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	69	11	66	70	72	73	75	71
57 This institution is well run.	32	27	51	57	57	61	62	62
Policies, Resources & Efficiency - Average	54	21	57	59	60	63	64	63
Shared Governance								
38 The role of faculty in shared governance is clearly stated and publicized.	58	14	57	57	63	64	65	65
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	64	11	65	66	70	72	72	72
42 Faculty, administration and staff are meaningfully involved in institutional planning.	37	25	43	44	54	53	55	54
Shared Governance - Average	53	17	55	56	62	63	64	64
Pride								
5 I understand how my job contributes to this institution's mission.	87	3	88	90	89	90	89	91
25 Overall, my department is a good place to work.	72	9	76	77	79	81	81	84
36 I am proud to be part of this institution.	69	6	77	80	78	81	81	81
59 This institution's culture is special - something you don't find just anywhere.	48	21	57	59	63	67	67	69
60 All things considered, this is a great place to work.	62	10	69	72	72	76	76	76
Pride - Average	68	10	73	76	76	79	79	80
Supervisors/Department Chairs								
3 My supervisor/department chair makes his/her expectations clear.	72	11	72	72	73	74	74	77
7 I receive feedback from my supervisor/department chair that helps me.	66	15	66	67	68	69	70	72
12 I believe what I am told by my supervisor/department chair.	67	12	69	70	73	76	75	77
15 My supervisor/department chair regularly models this institution's values.	70	12	73	74	75	78	78	80
19 My supervisor/department chair is consistent and fair.	66	15	69	69	72	73	73	76
20 My supervisor/department chair actively solicits my suggestions and ideas.	62	16	66	67	71	73	72	75
24 I have a good relationship with my supervisor/department chair.	79	7	81	82	83	85	84	86
Supervisors/Department Chairs - Average	69	13	71	72	74	75	75	78
Senior Leadership								
27 Senior leadership provides a clear direction for this institution's future.	43	26	51	55	56	59	60	60
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	55	15	64	67	65	69	70	70
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	45	23	52	54	59	62	63	61
41 Senior leadership communicates openly about important matters.	42	23	50	52	54	58	58	57
48 Senior leadership regularly models this institution's values.	51	16	62	66	67	70	71	70
56 I believe what I am told by senior leadership.	45	21	53	56	59	63	63	63
Senior Leadership - Average	47	21	55	58	60	64	64	64
Faculty, Administration & Staff Relations								
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	59	11	62	64	65	70	70	70
55 There is regular and open communication among faculty, administration and staff.	43	23	47	48	53	56	58	57
Faculty, Administration & Staff Relations - Average	51	17	55	56	59	63	64	64
Communication								
8 When I offer a new idea, I believe it will be fully considered.	56	19	59	61	64	66	66	66
21 In my department, we communicate openly about issues that impact each other's work.	55	19	59	60	65	66	66	69
22 Changes that affect me are discussed prior to being implemented.	43	26	44	45	51	52	52	53
43 At this institution, we discuss and debate issues respectfully to get better results.	41	22	47	50	54	58	60	57
Communication - Average	49	22	52	54	59	61	61	61
Collaboration								
13 We have opportunities to contribute to important decisions in my department.	54	19	59	60	69	69	69	71
23 People in my department work well together.	62	12	66	66	70	72	72	76
26 I can count on people to cooperate across departments.	50	15	54	54	58	62	62	62
58 There's a sense that we're all on the same team at this institution.	35	30	44	47	52	55	57	55
Collaboration - Average	50	19	56	57	62	65	65	66
Fairness								
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	56	21	59	60	63	66	66	64
16 Promotions in my department are based on a person's ability.	44	32	47	49	55	57	58	60
18 Issues of low performance are addressed in my department.	42	29	45	47	49	52	52	55
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	48	20	52	55	60	63	64	64
54 This institution has clear and effective procedures for dealing with discrimination.	70	12	67	70	73	75	76	75
Fairness - Average	52	23	54	56	60	63	63	64
Respect & Appreciation								
9 I am regularly recognized for my contributions.	48	25	51	53	56	59	59	59
35 Our recognition and awards programs are meaningful to me.	38	32	38	39	48	52	51	52
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	69	11	70	73	78	79	81	81
52 We celebrate significant milestones and important accomplishments at this institution.	59	11	64	68	69	74	73	75
Respect & Appreciation - Average	54	20	56	58	63	66	66	67
UNC Custom Statements								
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.) †	70	9	69	-	-	-	-	-
UNC Custom Statements - Average	70	9	69	-	-	-	-	-
Overall Survey Average 1 - 61	58	17	61	-	-	-	-	-
Overall Survey Average 1 - 60	58	17	61	63	66	68	68	69

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† Statement was not included in the 2018 survey.

Unless specifically noted, the numbers represent the percentage of positive responses. To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.