

UNC System Employee Engagement Survey

ModernThink  
2024 UNC System Employee Engagement Survey  
East Carolina University  
Organizational Level Spreadsheet

		Overall		Benchmarks							
		Positive Response	Negative Response	2024 UNC Core Population Aggregate	2022 UNC Core Population Aggregate	2020 UNC Core Population Aggregate	2018 UNC Core Population Aggregate	2024 Control 4 Year, Public	2024 Carnegie Research	2024 Enrollment Size 4 Year, >10,000 Enrolled	2024 Region 4 Year, Southeast
	Total number of survey respondents (2282)										
	Job Satisfaction/Support										
1	My job makes good use of my skills and abilities.	78	6	78	76	75	77	80	81	81	81
2	I am given the responsibility and freedom to do my job.	81	6	83	82	81	82	83	85	84	85
13	The work I do is meaningful to me.	84	3	84	81	-	-	89	89	89	89
	Job Satisfaction/Support - Average	81	5	82	80	*	*	84	85	85	85
	Faculty & Staff Well-being										
11	My supervisor/department chair shows genuine interest in my well-being.	77	9	80	78	-	-	81	82	82	83
22	This institution's policies and practices give me the flexibility to manage my work and personal life.	75	9	73	-	70	70	72	74	75	74
27	This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	71	9	65	63	-	-	71	75	75	75
31	At work, I know where to go for help with my mental or emotional well-being.	72	14	71	68	-	-	73	74	77	74
	Faculty & Staff Well-being - Average	74	10	72	*	*	*	74	76	77	77
	Performance Management										
8	I am regularly recognized for my contributions.	54	21	56	-	51	53	59	61	62	59
12	Promotions in my department are based on a person's performance.	50	26	52	47	47	49	56	59	58	57
18	Our review process accurately measures my job performance.	60	17	60	-	52	52	59	59	61	58
14	Issues of low performance are addressed in my department.	47	24	48	-	45	47	51	53	54	54
23	Our recognition and awards programs are meaningful to me.	44	26	43	-	38	39	49	48	52	50
30	There is appropriate recognition of innovative and high quality teaching.	62	13	64	61	62	64	-	-	-	-
	Performance Management - Average	53	21	54	*	49	51	*	*	*	*
	Supervisor/Department Chair Effectiveness										
3	My supervisor/department chair makes their expectations clear.	76	9	76	74	72	72	76	78	78	78
6	I receive feedback from my supervisor/department chair that helps me.	71	11	70	68	66	67	71	72	73	72
15	My supervisor/department chair is consistent and fair.	72	11	74	73	69	69	75	77	77	76
	Supervisor/Department Chair Effectiveness - Average	73	10	73	72	69	69	74	76	76	75
	Communication										
7	When I offer a new idea, I believe it will be fully considered.	63	16	65	62	59	61	66	68	68	66
10	I can speak up or challenge a traditional way of doing something without fear of harming my career.	60	18	60	-	59	60	66	68	68	67
39	At this institution, we discuss and debate issues respectfully to get better results.	50	18	49	48	47	50	56	56	59	57
	Communication - Average	58	17	58	*	55	57	63	64	65	63
	Collaboration										
16	People in my department work well together.	70	8	73	-	66	66	75	78	76	79
25	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	67	11	64	63	65	66	-	-	-	-
37	There's a sense that we're all on the same team at this institution.	41	24	43	38	44	47	50	52	54	53
	Collaboration - Average	59	14	60	*	58	60	*	*	*	*
	Work Environment										
32	I feel a sense of belonging at this institution.	66	11	66	62	-	-	72	72	74	74
21	In my department, we welcome the many identities and attributes of faculty and staff.	81	7	84	80	-	-	85	86	86	87
26	This institution has clear and well-defined procedures for dealing with discrimination.	68	11	67	58	67	70	67	69	70	70
28	At this institution, we welcome the many identities and attributes of faculty and staff.	78	7	76	-	-	-	72	72	74	74
33	This institution works to collaborate effectively with the community.	75	6	68	-	81	83	82	83	83	84
34	This institution places sufficient emphasis on having faculty, administrators, and staff with varying disciplines and backgrounds.	69	10	67	-	-	-	-	-	-	-
	Work Environment - Average	73	9	71	*	*	*	*	*	*	*
	Mission & Pride										
4	I understand how my job contributes to this institution's mission.	89	3	89	88	88	90	89	89	90	89
17	Overall, my department is a good place to work.	78	7	80	-	76	77	80	81	81	82
24	I am proud to be part of this institution.	74	5	76	-	77	80	78	76	79	79
35	I would recommend working here to others.	68	9	68	-	-	-	69	68	73	70
40	This institution's culture is special - something you don't find just anywhere.	52	19	54	54	57	59	60	64	64	66
41	All things considered, this is a great place to work.	66	9	67	63	69	72	70	71	73	73
	Mission & Pride - Average	71	9	72	*	*	*	74	75	77	77
	Confidence in Senior Leadership										
19	Senior leadership provides a clear direction for this institution's future.	54	19	53	50	51	55	56	56	58	58
38	Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	51	21	49	-	52	54	59	59	62	61
29	Senior leadership communicates openly about important matters.	52	19	50	-	50	52	56	55	57	57
36	This institution is well run.	48	17	49	50	51	57	57	55	60	59
	Confidence in Senior Leadership - Average	51	19	50	*	51	55	57	56	59	59
	Professional Development										
5	I am given the opportunity to develop my skills at this institution.	72	9	73	70	70	71	73	73	76	73
9	I understand the necessary requirements to advance my career.	65	15	62	-	62	63	68	67	67	67
20	I have access to the training I need to do my job well.	71	8	70	-	-	-	69	67	72	68
	Professional Development - Average	69	11	68	*	*	*	70	69	72	69
	Overall Survey Average 1 - 41	66	13	66	*	*	*	*	*	*	*

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To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.  
Data for statements that were not asked in a previous year(s) are represented by a hyphen or dash.