

UNC System Employee Engagement Survey

ModernThink
2022 UNC System Employee Engagement Survey
East Carolina University
Organizational Level Spreadsheet

		Overall		2020								Benchmarks			
		Positive Response	Negative Response	2020 Employee Engagement Survey Scores - ECU	2022 UNC Core Population Aggregate	2020 UNC Core Population Aggregate	2018 UNC Core Population Aggregate	2022 4-Year Public % Positive Response	2022 Carnegie Research	2022 4-Year Enrollment Size >10,000	2022 4-Year Southeast Region				
Total number of survey respondents (2168)															
Job Satisfaction/Support															
1	My job makes good use of my skills and abilities.	76	7	73	76	75	77	79	78	79	81				
2	I am given the responsibility and freedom to do my job.	80	6	78	82	81	82	82	83	83	83				
5	I am given the opportunity to develop my skills at this institution.	69	12	70	70	70	71	72	72	74	72				
12	The work I do is meaningful to me.	82	5	81	-	-	-	87	87	86	89				
Job Satisfaction/Support - Average		77	8	+	77	*	*	80	80	81	81				
Faculty & Staff Well-being															
10	My supervisor/department chair shows genuine interest in my well-being.	75	10	+	78	-	-	78	79	80	82				
11	At work, I know where to go for help with my mental or emotional well-being.	69	15	+	68	-	-	72	74	73	73				
17	This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	67	12	+	63	-	-	70	73	73	74				
Faculty & Staff Well-being - Average		70	12	+	70	*	*	73	75	75	76				
Performance Management															
8	Promotions in my department are based on a person's performance.	44	33	44	47	47	49	55	56	56	58				
20	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	47	21	52	45	52	55	48	51	51	-				
23	There is appropriate recognition of innovative and high quality teaching.	61	13	60	61	62	64	-	-	-	-				
Performance Management - Average		51	22	+	51	54	56	*	*	*	*				
Supervisor/Department Chair Effectiveness															
3	My supervisor/department chair makes their expectations clear.	74	9	72	74	72	72	75	75	76	77				
6	I receive feedback from my supervisor/department chair that helps me.	68	12	66	68	66	67	70	68	70	71				
13	My supervisor/department chair is consistent and fair.	70	13	66	73	69	69	74	75	76	76				
Supervisor/Department Chair Effectiveness - Average		71	11	+	72	69	69	73	73	74	75				
Communication & Collaboration															
7	When I offer a new idea, I believe it will be fully considered.	60	15	56	62	59	61	64	65	65	66				
18	At this institution, we discuss and debate issues respectfully to get better results.	50	17	41	48	47	50	53	53	54	56				
19	There's a sense that we're all on the same team at this institution.	39	26	35	38	44	47	48	49	51	54				
22	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	66	11	64	63	65	66	-	-	-	-				
Communication & Collaboration - Average		54	17	+	53	54	56	*	*	*	*				
Diversity, Inclusion & Belonging															
14	In my department, we welcome diversity in all of its forms.	81	7	+	80	-	-	83	81	83	85				
15	I feel a sense of belonging at this institution.	62	14	+	62	-	-	69	69	70	72				
24	We are making good and measurable progress towards becoming a more diverse and inclusive institution.	66	9	+	59	-	-	70	69	71	72				
25	This institution has clear and effective procedures for dealing with discrimination.	66	12	70	58	67	70	68	65	68	70				
26	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.)	72	8	70	65	69	-	-	-	-	-				
Diversity, Inclusion & Belonging - Average		69	10	+	65	*	*	*	*	*	*				
Mission & Pride															
4	I understand how my job contributes to this institution's mission.	87	3	87	88	88	90	88	89	88	90				
29	This institution's culture is special - something you don't find just anywhere.	53	18	48	54	57	59	57	59	58	66				
30	All things considered, this is a great place to work.	62	10	62	63	69	72	67	68	69	72				
Mission & Pride - Average		67	10	+	68	71	74	71	72	72	76				
Confidence in Senior Leadership															
16	Senior leadership provides a clear direction for this institution's future.	50	19	43	50	51	55	52	53	55	57				
28	This institution is well run.	48	17	32	50	51	57	54	55	57	60				
Confidence in Senior Leadership - Average		49	18	+	50	51	56	53	54	56	59				
COVID-19 Response															
9	In my department, we are adapting well to changes in work conditions due to the Covid-19 pandemic.	77	7	+	76	-	-	-	-	-	-				
21	This institution has communicated clear policies and guidelines to assist faculty/staff during the Covid-19 pandemic.	74	8	+	71	-	-	-	-	-	-				
27	This institution is taking appropriate action in response to the Covid-19 pandemic.	75	6	+	71	-	-	-	-	-	-				
COVID-19 Response - Average		75	7	+	73	*	*	*	*	*	*				
Overall Survey Average		66	13		58	65	*	*	*	*	*				

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To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.