



BELIEF STATEMENTS

Consider your typical day at work. For each statement, mark the response option that best describes your experience using a five-point agreement scale (**Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree**). Additionally, there is a **Not Applicable** response option.

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 his/her expectations clear.
4. I am provided the resources I need to be effective in my job.
5. I understand how my job contributes to this institution's mission.
6. I am given the opportunity to develop my skills at this institution.
7. I receive feedback from my supervisor/department chair that helps me.
8. When I offer a new idea, I believe it will be fully considered.
9. I am regularly recognized for my contributions.
10. I understand the necessary requirements to advance my career.
11. I am paid fairly for my work.
12. I believe what I am told by my supervisor/department chair.
13. We have opportunities to contribute to important decisions in my department.
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.
15. My supervisor/department chair regularly models this institution's values.
16. Promotions in my department are based on a person's ability.
17. Our review process accurately measures my job performance.
18. Issues of low performance are addressed in my department.
19. My supervisor/department chair is consistent and fair.
20. My supervisor/department chair actively solicits my suggestions and ideas.
21. In my department, we communicate openly about issues that impact each other's work.
22. Changes that affect me are discussed prior to being implemented.
23. People in my department work well together.
24. I have a good relationship with my supervisor/department chair.
25. Overall, my department is a good place to work.
26. I can count on people to cooperate across departments.
27. Senior leadership provides a clear direction for this institution's future.
28. My department has adequate faculty/staff to achieve our goals.
29. The institution takes reasonable steps to provide a safe and secure environment for the campus.
30. Our orientation program prepares new faculty, administration and staff to be effective.
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.
33. There is a good balance of teaching, service, and research at this institution.
34. This institution's benefits meet my needs.
35. Our recognition and awards programs are meaningful to me.
36. I am proud to be part of this institution.
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff
38. The role of faculty in shared governance is clearly stated and publicized.
39. Faculty are appropriately involved in decisions related to the education program (e.g. curriculum development, evaluation).
40. Teaching is appropriately recognized in the evaluation and promotion process.
41. Senior leadership communicates openly about important matters.
42. Faculty, administration and staff are meaningfully involved in institutional planning.
43. At this institution, we discuss and debate issues respectfully to get better results.
44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.
47. My supervisor/department chair supports my efforts to balance my work and personal life.
48. Senior leadership regularly models this institution's values.
49. This institution actively contributes to the community.

50. This institution places sufficient emphasis on having diverse faculty, administration and staff.
51. There is appropriate recognition of innovative and high quality teaching.
52. We celebrate significant milestones and important accomplishments at this institution.
53. This institution's policies and practices give me the flexibility to manage my work and personal life.
54. This institution has clear and effective procedures for dealing with discrimination.
55. There is regular and open communication among faculty, administration and staff.
56. I believe what I am told by senior leadership.
57. This institution is well run.
58. There's a sense that we're all on the same team at this institution.
59. This institution's culture is special — something you don't find just anywhere.
60. All things considered, this is a great place to work.

BENEFITS

Please rate your institution's benefits using the following satisfaction scale:

Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Applicable.

1. Medical Insurance
2. Dental Insurance
3. Vision Insurance
4. Disability Benefits (Short-Term, Long-Term, and Supplemental)
5. Employee Assistance Program (EAP)
6. Life Insurance
7. Post-retirement Medical Benefits
8. Leave & Holidays (vacation, sick, bonus, community service, etc.)
9. Retirement Savings (TSERS, ORP, 403(b), 401(k), 457)
10. Educational Assistance Programs (tuition waiver, educational leave, etc.)
11. Overall satisfaction with benefits
12. Professional/career development programs
13. Tenure clarity and process
14. Wellness Programs
15. Physical work space conditions
16. Flexible work arrangements (Telecommuting, compressed work weeks, etc.)
17. Work/life balance programs (Relocation services, discount programs, child care programs/support, etc.)

OPEN-ENDED QUESTIONS

1. What do you appreciate most about working at this institution?
2. What would make this institution a better place to work?

DEMOGRAPHICS (* Denotes Question is required "as-is" for Great Colleges and cannot be modified)**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)?** (Select up to 4)

- Better work/life balance
- Better work environment/culture
- Better job duties match to your skillsets/interests
- Better opportunities for career advancement
- Better opportunities for professional development
- Better job security/stability
- Better supervisory relationship
- Better or more competitive salary
- Satisfied in my current position
- Decline to answer

***2. Gender**

- Female
- Male
- Transgender
- Decline to answer

***3. Race** (Select all that apply)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Decline to answer

***4. Ethnicity**

- Hispanic or Latino
- Not Hispanic or Latino
- Decline to Answer

***5. Age**

- < 25
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65+
- Decline to answer

6. Supervisory Status

(Are you a supervisor? Is part of your job the responsibility to conduct and sign performance evaluations?)

- Yes
- No

7. Years in 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

8. Years 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

9. How long do you expect to stay with this 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

10. 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

11. Tenure Status *(For faculty only)*

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

12. Faculty Appointment *(For faculty only)*

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



13, 14, 15. Organizational Unit

(Employees select up to three tiers of organizational levels provided by each institution. Examples below.)

- VC/School Division: College of Arts & Sciences
- Division Subunit: Humanities & Fine Arts
- Department: Music

- VC/School Division: Vice Chancellor for Finance & Administration
- Division Subunit: Facilities Services
- Department: Housekeeping

- VC/School Division: Vice Chancellor for Student Affairs
- Division Subunit: Dean of Students
- Department: University Student Union

PRE-LOADED DEMOGRAPHICS

(The UNC System Office provided these employee types along with employee email addresses; employees did not have the option to self-select these items.)

16. Employee's email address

17. Employee Group

- SHRA
- EHRA
- Other [CSS (ECU only); COS (NCSU only), Adjunct]

18. Employee Type

- SAAO Tier 1
- SAAO Tier 2
- Other EHRA Non-Faculty
- Faculty
- SHRA Exempt (exempt from overtime)
- SHRA Non-Exempt (subject to overtime)

19. Job Status

- Full-time (at least 0.75 FTE)
- Part-time (less than 0.75 FTE)

20. Job Schedule

- Full-time (12 Months)
- Full-time (9/10 months/Acad Yr.)
- Other