

UNC ENGAGEMENT SURVEY – BELIEF STATEMENTS

rev 09-13-17

CATEGORY / STATEMENTS
Pride
I understand how my job contributes to this institution's mission.
I am proud to be part of this institution.
All things considered, this is a great place to work.
Overall, my department is a good place to work.
This institution's culture is special; something you don't find just anywhere.
Communication
In my department, we communicate openly about issues that impact each other's work.
Changes that affect me are discussed prior to being implemented.
At this institution, we discuss and debate issues respectfully to get better results.
When I offer a new idea, I believe it will be fully considered.
Collaboration
We have opportunities to contribute to important decisions in my department.
There's a sense that we're all on the same team at this institution.
People in my department work well together.
I can count on people to cooperate across departments.
Respect & Appreciation
At this institution, people are supportive of their colleagues regardless of their heritage or background.
We celebrate significant milestones and important accomplishments at this institution.
Our recognition and awards programs are meaningful to me.
I am regularly recognized for my contributions.
Fairness
This institution's policies and practices ensure fair treatment for faculty, administration and staff.
I can speak up or challenge a traditional way of doing something without fear of harming my career.
This institution has clear and effective procedures for dealing with discrimination.
Promotions in my department are based on a person's ability.
Issues of low performance are addressed in my department.
Job Satisfaction/Support
I am provided the resources I need to be effective in my job.
My job makes good use of my skills and abilities.
I am given the responsibility and freedom to do my job.
Professional Development
I am given the opportunity to develop my skills at this institution.
I understand the necessary requirements to advance my career.
Compensation, Benefits & Work/Life Balance
I am paid fairly for my work.
This institution's benefits meet my needs.
My supervisor/department chair supports my efforts to balance my work and personal life.
This institution's policies and practices give me the flexibility to manage my work and personal life.

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Policies, Resources & Efficiency
My department has adequate faculty/staff to achieve our goals.
Our review process accurately measures my job performance.
This institution places sufficient emphasis on having a diverse faculty, administration and staff.
Our orientation program prepares new faculty, administration and staff to be effective.
This institution is well run.
This institution actively contributes to the community.
Facilities
The facilities (e.g. classrooms, offices, laboratories) adequately meet my needs.
The institution takes reasonable steps to provide a safe and secure environment for the campus.
Faculty, Administration & Staff Relations
Faculty, administration and staff work together to ensure the success of institution programs and initiatives.
There is regular and open communication among faculty, administration and staff.
Teaching Environment
There is a good balance of teaching, service, and research at this institution.
There is appropriate recognition of innovative and high quality teaching.
Teaching is appropriately recognized in the evaluation and promotion process.
Shared Governance
Faculty, administration and staff are meaningfully involved in institutional planning.
Faculty are appropriately involved in decisions related to the education program (e.g. curriculum development and evaluation).
The role of faculty in shared governance is clearly stated and publicized.
Senior Leadership
Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.
Senior leadership provides a clear direction for this institution's future.
Senior leadership communicates openly about important matters.
Senior leadership regularly models this institution's values.
I believe what I am told by senior leadership.
Our senior leadership has the knowledge, skills and experience necessary for institutional success.
Supervisors/Department Chairs
My supervisor/department chair makes his/her expectations clear.
I receive feedback from my supervisor/department chair that helps me.
My supervisor/department chair is consistent and fair.
My supervisor/department chair actively solicits my suggestions and ideas.
My supervisor/department chair regularly models this institution's values.
I have a good relationship with my supervisor/ department chair.
I believe what I am told by my supervisor/ department chair.