

2022 UNC System Employee Engagement Pulse Survey

Statements

Instructions:

Consider your typical day at work. For each statement, mark the response option that best describes your experience. If you wish to change your answer, double click on the button to erase your previous answer. The ModernThink Higher Education Insight Survey[®] consists of statements that employees/faculty respond to using a five-point agreement scale (*Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree*). Additionally, there is a Not Applicable response option.

Definitions:

Institution – refers to the entire University or College.

Department – refers to your most immediate workgroup or team.

Senior Leadership – refers to the most senior members of the institution (e.g., Chancellor or President and those who report directly to them).

Supervisor/Department Chair – refers to the individual to whom you most directly report.

1. My supervisor/department chair shows genuine interest in my well-being. (*Faculty & Staff Well-being*)
2. This institution takes appropriate steps to protect the health and safety of faculty, staff and students. (*Faculty & Staff Well-being*)
3. At work, I know where to go for help with my mental or emotional well-being. (*Faculty & Staff Well-being*)
4. We are making good and measurable progress towards becoming a more diverse and inclusive institution. (*Diversity, Inclusion & Belonging*)
5. I feel a sense of belonging at this institution. (*Diversity, Inclusion & Belonging*)
6. In my department, we welcome diversity in all of its forms. (*Diversity, Inclusion & Belonging*)
7. This institution has clear and effective procedures for dealing with discrimination. (*Diversity, Inclusion & Belonging*)
8. This institution's policies and practices ensure fair treatment for faculty, administration, and staff. (*Diversity, Inclusion & Belonging*)
9. Promotions in my department are based on a person's performance. (*Performance Management*)
10. My institution is committed to building a culture that actively promotes diversity and inclusion for students, faculty, and staff. (*Diversity, Inclusion & Belonging*)
11. This institution is well run. (*Confidence in Senior Leadership*)
12. Senior leadership provides a clear direction for this institution's future. (*Confidence in Senior Leadership*)
13. This institution's culture is special – something you don't find just anywhere. (*Mission & Pride*)
14. All things considered, this is a great place to work. (*Mission & Pride*)
15. I understand how my job contributes to this institution's mission. (*Mission & Pride*)
16. My job makes good use of my skills and abilities. (*Job Satisfaction & Support*)
17. I am given the responsibility and freedom to do my job. (*Job Satisfaction & Support*)
18. The work I do is meaningful to me. (*Job Satisfaction & Support*)
19. When I offer a new idea, I believe it will be fully considered. (*Communication*)
20. I am given the opportunity to develop my skills at this institution. (*Professional Development*)
21. At this institution, we discuss and debate issues respectfully to get better results. (*Communication*)
22. There's a sense that we're all on the same team at this institution. (*Collaboration*)
23. My supervisor/department chair is consistent and fair. (*Supervisor/Department Chair Effectiveness*)
24. I receive feedback from my supervisor/department chair that helps me. (*Supervisor/Department Chair Effectiveness*)
25. My supervisor/department chair makes their expectations clear. (*Supervisor/Department Chair Effectiveness*)
26. This institution is taking appropriate action in response to the COVID-19 pandemic. (*COVID Response*)

27. In my department, we are adapting well to changes in work conditions due to the COVID-19 pandemic. *(COVID Response)*
28. This institution has communicated clear policies and guidelines to assist faculty/staff during the COVID-19 pandemic. *(COVID Response)*
29. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). *(Faculty Experience)*
30. There is appropriate recognition of innovative and high-quality teaching. *(Faculty Experience)*

Open-ended Questions

Instructions:

For each question below, please share your thoughts and opinions as candidly as possible. In order to preserve your anonymity, please do not include your name or other identifying remarks in your responses.

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

Demographics

Instructions:

The following demographic information will help us better understand the patterns and themes in the survey data. As the confidentiality of your responses is critical, ModernThink will not report your individual demographic data to your institution. Group demographic data will only be reported when there are five or more respondents in a particular group. If you make a mistake or wish to change your response, click on the drop down menu or double click your response. If you cannot or do not wish to respond to a question, simply leave it blank or leave "please select" in the field.

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
- More flexible working arrangements
- Satisfied in my current position
- Decline to answer

*2. Gender

- Female
- Male
- Transgender
- Non-binary
- Another descriptor (_____)
- Decline to answer

*3. Race/Ethnicity

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander

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- Two or more races
- White
- Decline to answer

***4. Age**

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

5. Supervisory Status

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

- Yes
- No

6. 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

7. 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

8. 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

9. Annual Salary

- \$25,000 or less
- \$25,001 to \$50,000
- \$50,001 to \$75,000

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- \$75,001 to \$100,000
- \$100,001 to \$125,000
- \$125,001 to \$150,000
- \$150,001 or more
- Decline to answer

10. Tenure Status *(For faculty only)*

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

11. Faculty Appointment *(For faculty only)*

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

PRE-LOADED DEMOGRAPHICS

(Provided by UNC-SO to ModernThink – these will not be self-selected by the employees.)

12. Employee’s email address

13. Employee Group

- SHRA
- EHRA
- Other
- CSS (ECU only)
- COS (NCSU only)

14. Revised Employee Group 20

- SHRA
- EHRA Non-Faculty
- Faculty
- Other
- CSS (ECU only)
- COS (NCSU only)

***15, 16, 17. Job Category** *(ModernThink), Job Category (UNC), and Job Roles*

MODERNTHINK JOB CATEGORIES	UNC JOB CATEGORIES	JOB ROLE
Administration	SAAO Tier 1; SAAO Tier 2	Same
Faculty	Faculty	Same
Exempt Professional Staff	EHRA IRPS; SHRA Exempt; CSS Exempt COS Exempt	<ul style="list-style-type: none"> • IRPS • Administrative/Managerial • Engineering/Architecture • Human Services

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		<ul style="list-style-type: none"> • Information/Education • Information Technology • Institutional Services • Law Enforcement/Public Safety • Medical/Health • Natural Resources/Scientific • Operations/Trades
Non-exempt Staff	SHRA Non-exempt; EHRA non-exempt; CSS Non-exempt COS Non-exempt	<ul style="list-style-type: none"> • IRPS • Administrative/Managerial • Engineering/Architecture • Human Services • Information/Education • Information Technology • Institutional Services • Law Enforcement/Public Safety • Medical/Health • Natural Resources/Scientific • Operations/Trades
<i>[Only if purchased by an institution]</i>	Adjunct Faculty	Same
<i>[Only if purchased by an institution]</i>	Postdocs	Same
<i>[Only if purchased by an institution]</i>	Temps	Same
<i>[Only if purchased by an institution]</i>	Part-Time Perm	Same

19. Job Status

- Full-time (12 Months)
- Full-time (9, 10 or 11 months/Acad Yr.)
- Other

20, 21, 22. Pre-loaded Organizational Units

(Provided by UNC-SO to ModernThink – these will not be self-selected by the employees.) Examples shown 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

