

# UNC System Employee Engagement Survey

**ModernThink**  
**2022 UNC System Employee Engagement Survey**  
**University of North Carolina-Chapel Hill**  
**Overall Benchmark ScoreCard**

		2022 Overall		2020 Overall		2018 Overall		Benchmarks				
		Positive Response	Negative Response	Positive Response	Negative Response	Positive Response	Negative Response	2022 UNC Core Population + Aggregate	2022 4-Year Public	2022 Carnegie Research	2022 4-Year Enrollment Size >10,000	2022 4-Year Southeast Region
Total number of survey respondents		4292	4292	5025	5025	4776	4776					
<b>Job Satisfaction/Support</b>												
1	My job makes good use of my skills and abilities.	76	7	75	7	76	6	76	79	78	79	81
2	I am given the responsibility and freedom to do my job.	83	4	82	5	82	4	82	82	83	83	83
5	I am given the opportunity to develop my skills at this institution.	70	10	70	10	69	10	70	72	72	74	72
12	The work I do is meaningful to me.	80	5	-	-	-	-	81	87	87	86	89
<b>Job Satisfaction/Support - Average</b>		77	7	*	*	*	*	77	80	80	81	81
<b>Faculty &amp; Staff Well-being</b>												
10	My supervisor/department chair shows genuine interest in my well-being.	80	8	-	-	-	-	78	78	79	80	82
11	At work, I know where to go for help with my mental or emotional well-being.	67	15	-	-	-	-	68	72	74	73	73
17	This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	58	15	-	-	-	-	63	70	73	73	74
<b>Faculty &amp; Staff Well-being - Average</b>		68	13	*	*	*	*	70	73	75	75	76
<b>Performance Management</b>												
8	Promotions in my department are based on a person's performance.	51	23	49	25	50	24	47	55	56	56	58
20	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	41	25	49	17	54	15	45	48	51	51	-
23	There is appropriate recognition of innovative and high quality teaching.	62	12	63	13	65	11	61	-	-	-	-
<b>Performance Management - Average</b>		51	20	54	18	56	17	51	*	*	*	*
<b>Supervisor/Department Chair Effectiveness</b>												
3	My supervisor/department chair makes their expectations clear.	75	8	72	10	71	9	74	75	75	76	77
6	I receive feedback from my supervisor/department chair that helps me.	67	12	64	14	65	13	68	70	68	70	71
13	My supervisor/department chair is consistent and fair.	75	9	70	12	70	11	73	74	75	76	76
<b>Supervisor/Department Chair Effectiveness - Average</b>		72	10	69	12	69	11	72	73	73	74	75
<b>Communication &amp; Collaboration</b>												
7	When I offer a new idea, I believe it will be fully considered.	65	12	61	14	63	12	62	64	65	65	66
18	At this institution, we discuss and debate issues respectfully to get better results.	48	17	45	17	52	15	48	53	53	54	56
19	There's a sense that we're all on the same team at this institution.	39	27	43	24	46	21	38	48	49	51	54
22	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	62	13	64	10	64	10	63	-	-	-	-
<b>Communication &amp; Collaboration - Average</b>		54	17	53	16	56	15	53	*	*	*	*
<b>Diversity, Inclusion &amp; Belonging</b>												
14	In my department, we welcome diversity in all of its forms.	79	6	-	-	-	-	80	83	81	83	85
15	I feel a sense of belonging at this institution.	61	13	-	-	-	-	62	69	69	70	72
24	We are making good and measurable progress towards becoming a more diverse and inclusive institution.	49	17	-	-	-	-	59	70	69	71	72
25	This institution has clear and effective procedures for dealing with discrimination.	54	17	62	13	67	10	58	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.)	57	13	62	12	-	-	65	-	-	-	-
<b>Diversity, Inclusion &amp; Belonging - Average</b>		60	13	*	*	*	*	65	*	*	*	*
<b>Mission &amp; Pride</b>												
4	I understand how my job contributes to this institution's mission.	88	3	88	3	90	2	88	88	89	88	90
29	This institution's culture is special - something you don't find just anywhere.	50	20	52	20	57	16	54	57	59	58	66
30	All things considered, this is a great place to work.	62	10	67	7	72	5	63	67	68	69	72
<b>Mission &amp; Pride - Average</b>		67	11	69	10	73	8	68	71	72	72	76
<b>Confidence in Senior Leadership</b>												
16	Senior leadership provides a clear direction for this institution's future.	47	20	49	19	50	19	50	52	53	55	57
28	This institution is well run.	45	17	46	17	52	14	50	54	55	57	60
<b>Confidence in Senior Leadership - Average</b>		46	19	48	18	51	17	50	53	54	56	59
<b>COVID-19 Response</b>												
9	In my department, we are adapting well to changes in work conditions due to the Covid-19 pandemic.	79	6	-	-	-	-	76	-	-	-	-
21	This institution has communicated clear policies and guidelines to assist faculty/staff during the Covid-19 pandemic.	67	11	-	-	-	-	71	-	-	-	-
27	This institution is taking appropriate action in response to the Covid-19 pandemic.	68	9	-	-	-	-	71	-	-	-	-
<b>COVID-19 Response - Average</b>		71	9	*	*	*	*	73	*	*	*	*
<b>Overall Survey Average 1 - 30</b>		64	13	*	*	*	*	65	*	*	*	*

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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.

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