

UNC System Employee Engagement Survey

ModernThink

2018 UNC System Employee Engagement Survey

Elizabeth City State University

Pre-loaded UNC Job Category ScoreCard

	Overall		Benchmarks						Pre-loaded UNC Job Category											
	Positive Response	Negative Response	2017 Honor Roll < 3,000	2017 Carnegie Bac	2017 Control Public	2017 Enrollment Size < 3,000	2017 Region Southeast	2018 UNC Core Population Aggregate	+ SAAO Tier 1	- SAAO Tier 1	+ SAAO Tier 2	- SAAO Tier 2	Faculty +	Faculty -	+ EHRA IRPS	- EHRA IRPS	+ SHRA Exempt	- SHRA Exempt	+ SHRA Non-exempt	- SHRA Non-exempt
Total number of survey respondents	197	197							2	2	19	19	56	56	27	27	17	17	76	76
Job Satisfaction/Support																				
1 My job makes good use of my skills and abilities.	70	11	88	81	80	82	81	77	*	*	84	5	57	11	63	19	71	18	78	8
2 I am given the responsibility and freedom to do my job.	66	13	91	83	83	84	83	82	*	*	89	0	43	21	56	15	71	12	80	8
4 I am provided the resources I need to be effective in my job.	39	26	77	56	60	59	63	60	*	*	32	26	18	45	48	26	53	24	51	12
Job Satisfaction/Support - Average	58	17	85	73	74	75	76	73	*	*	68	10	39	26	56	20	65	18	70	9
Teaching Environment																				
33 There is a good balance of teaching, service and research at this institution.	43	28	80	61	65	65	68	70	*	*	19	38	41	43	33	29	75	13	50	15
40 Teaching is appropriately recognized in the evaluation and promotion process.	54	21	89	77	71	78	75	60	*	*	30	20	56	20	55	45	40	40	56	13
51 There is appropriate recognition of innovative and high quality teaching.	44	23	82	64	67	67	69	64	*	*	31	38	47	18	21	36	43	0	52	21
Teaching Environment - Average	47	24	84	67	68	70	71	65	*	*	27	32	48	27	36	37	53	18	53	16
Professional Development																				
6 I am given the opportunity to develop my skills at this institution.	58	20	86	71	73	72	75	71	*	*	58	11	57	18	59	30	59	18	59	20
10 I understand the necessary requirements to advance my career.	69	15	79	68	71	70	73	63	*	*	63	11	75	7	63	22	71	24	68	19
Professional Development - Average	64	18	83	70	72	71	74	67	*	*	61	11	66	13	61	26	65	21	64	20
Compensation, Benefits & Work/Life Balance																				
11 I am paid fairly for my work.	26	54	61	42	47	48	49	39	*	*	53	32	27	52	22	52	18	71	21	59
34 This institution's benefits meet my needs.	54	14	83	69	76	72	75	60	*	*	67	11	41	20	65	19	41	12	60	10
47 My supervisor/department chair supports my efforts to balance my work and personal life.	68	13	91	82	82	84	84	80	*	*	72	11	54	21	58	19	82	12	76	7
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	53	15	90	73	75	76	76	70	*	*	39	6	32	30	50	23	65	12	70	4
Compensation, Benefits & Work/Life Balance - Average	50	24	81	67	70	70	71	62	*	*	58	15	39	31	49	28	52	27	57	20
Facilities																				
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	71	10	93	82	83	84	85	80	*	*	74	11	71	7	73	15	53	6	73	11
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	39	27	81	59	62	64	67	60	*	*	18	41	27	34	46	23	53	20	48	20
Facilities - Average	55	19	87	71	73	74	76	70	*	*	46	26	49	21	60	19	53	13	61	16
Policies, Resources & Efficiency																				
17 Our review process accurately measures my job performance.	47	26	74	56	59	59	62	52	*	*	33	28	46	26	46	29	38	38	53	23
28 My department has adequate faculty/staff to achieve our goals.	23	54	61	36	40	42	45	38	*	*	21	58	29	53	19	62	24	71	20	49
30 Our orientation program prepares new faculty, administration and staff to be effective.	37	28	74	51	55	54	61	54	*	*	13	50	38	21	47	32	14	21	44	29
49 This institution actively contributes to the community.	61	14	93	84	87	83	87	83	*	*	39	17	71	9	46	15	63	13	62	17
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	59	12	83	69	75	70	75	70	*	*	39	11	63	9	54	21	53	6	64	13
57 This institution is well run.	26	46	85	58	61	61	63	57	*	*	0	78	32	43	15	54	24	35	32	40
Policies, Resources & Efficiency - Average	42	30	78	59	63	62	66	59	*	*	24	40	47	27	38	36	36	31	46	29
Shared Governance																				
38 The role of faculty in shared governance is clearly stated and publicized.	39	36	83	62	63	64	64	57	*	*	43	36	38	48	31	38	13	25	48	25
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	48	26	88	74	71	74	72	66	*	*	30	40	50	29	50	30	40	20	47	18
42 Faculty, administration and staff are meaningfully involved in institutional planning.	26	37	80	54	56	58	58	44	*	*	17	56	32	30	8	48	7	33	31	34
Shared Governance - Average	38	33	84	63	63	65	65	56	*	*	30	44	40	36	30	39	20	26	42	26
Pride																				
5 I understand how my job contributes to this institution's mission.	92	2	95	89	88	91	90	90	*	*	89	0	89	2	93	0	94	0	93	3
25 Overall, my department is a good place to work.	68	9	92	82	80	84	82	77	*	*	74	5	59	13	62	15	71	12	75	5
36 I am proud to be part of this institution.	70	7	91	79	79	81	81	80	*	*	67	11	64	13	58	4	65	6	80	4
59 This institution's culture is special - something you don't find just anywhere.	56	22	88	69	64	73	70	59	*	*	39	33	61	16	40	32	47	35	65	15
60 All things considered, this is a great place to work.	51	17	90	73	74	75	76	72	*	*	28	17	48	21	42	23	47	18	64	11
Pride - Average	67	11	91	78	77	81	80	76	*	*	59	13	64	13	59	15	65	14	75	8
Supervisors/Department Chairs																				
3 My supervisor/department chair makes his/her expectations clear.	65	16	84	74	73	76	76	72	*	*	68	16	59	23	59	19	71	18	71	9
7 I receive feedback from my supervisor/department chair that helps me.	61	15	80	67	67	70	71	67	*	*	61	17	54	20	59	22	69	13	68	9
12 I believe what I am told by my supervisor/department chair.	52	21	88	76	74	78	76	70	*	*	53	26	41	32	48	22	76	12	55	15
15 My supervisor/department chair regularly models this institution's values.	59	20	89	78	76	80	79	74	*	*	58	21	45	30	65	19	71	12	63	14
19 My supervisor/department chair is consistent and fair.	58	19	85	75	72	77	76	69	*	*	53	16	50	25	63	22	65	18	61	15
20 My supervisor/department chair actively solicits my suggestions and ideas.	59	16	84	75	72	76	74	67	*	*	68	5	55	14	67	15	65	12	58	20
24 I have a good relationship with my supervisor/department chair.	72	8	92	85	84	86	85	82	*	*	79	5	64	11	69	12	76	12	75	5
Supervisors/Department Chairs - Average	61	16	86	76	74	78	77	72	*	*	63	15	53	22	61	19	70	14	64	12
Senior Leadership																				
27 Senior leadership provides a clear direction for this institution's future.	32	33	83	55	58	59	60	55	*	*	11	56	29	29	27	42	18	29	44	28
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	33	36	88	65	68	68	70	67	*	*	11	61	38	29	24	44	29	29	39	36
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	29	44	85	60	61	64	63	54	*	*	17	61	33	42	20	60	29	29	32	40
41 Senior leadership communicates openly about important matters.	24	42	82	54	57	58	58	52	*	*	17	56	27	39	12	52	19	19	28	43
48 Senior leadership regularly models this institution's values.	34	34	91	69	70	72	72	66	*	*	17	56	34	34	28	44	29	18	39	30
56 I believe what I am told by senior leadership.	25	36	87	61	62	65	64	56	*	*	6	50	30	38	19	50	29	18	27	31
Senior Leadership - Average	30	38	86	61	63	64	65	58	*	*	13	57	32	35	22	49	26	24	35	35
Faculty, Administration & Staff Relations																				
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	41	20	88	66	68	69	72	64	*	*	22	33	46	14	38	19	31	13	44	23
55 There is regular and open communication among faculty, administration and staff.	30	33	78	52	55	56	58	48	*	*	24	53	33	28	24	44	25	31	31	30
Faculty, Administration & Staff Relations - Average	36	27	83	59	62	63	65	56	*	*	23	43	40	21	31	32	28	22	38	27
Communication																				
8 When I offer a new idea, I believe it will be fully considered.	51	20	79	64	65	66	67	61	*	*	58	16	38	25	59	22	59	12	57	17
21 In my department, we communicate openly about issues that impact each other's work.	53	21	81	69	65	73	70	60	*	*	63	11	40	24	69	19	71	12	51	24
22 Changes that affect me are discussed prior to being implemented.	32	36	70	51	52	53	54	45	*	*	32	26	25	48	36	44	59	29	32	27
43 At this institution, we discuss and debate issues respectfully to get better results.	27	40	80	56	58	60	61	50	*	*	11	50	30	38	16	36	31	25	32	43
Communication - Average	41	29	78	60	60	63	63	54	*	*	41	26	33	34	45	30	55	20	43	28
Collaboration																				
13 We have opportunities to contribute to important decisions in my department.	52	19	85	73	69	75	71	60	*	*	78	0	48	23	46	23	65	18	49	19
23 People in my department work well together.	59	11	86	75	70	78	75	66	*	*	74	5	57	20	58	15	71	6	55	5
26 I can count on people to cooperate across departments.	44	18	76	57	59	59	62	54	*	*	21	21	45	11	58	15	41	24	45	22
58 There's a sense that we're all on the same team at this institution.	25	46	81	54	55	58	59	47	*	*	6	72	30	39	19	50	31	38	28	44
Collaboration - Average	45	24	82	65																