

# Spring 2022 Employee Engagement Survey

Faculty Senate Meeting  
March 8, 2022

# 2022 Employee Engagement Survey

## What?

- The UNC System Employee Engagement Survey is a program sponsored by the UNC System Office. It is an biennial survey on workplace satisfaction.

## Why?

- The engagement survey collects data from both faculty and staff and will help the University identify areas of strength at each institution and areas that need improvement.

## Who?

- All permanent f/t (75% time or more) faculty and staff as of January 2022 (N=8646)
- Voluntary; encourage participation w/out pressure

# 2022 Employee Engagement Survey

## When?

- The survey will launch on **March 28** and run two weeks through **April 11**
- 1 week extension possible
- Participants will receive an email invitation directly from ModernThink that has a unique login and password
- The survey takes on average about 15-20 minutes to complete

## Method:

- Online; no paper surveys
- **English, French & Spanish**

## Confidentiality:

- Only the administrator of the survey, ModernThink will have direct access to individual responses
- Full narrative comments submitted in the open-ended questions will be shared with leadership

# 2022 Employee Engagement Survey

What is on the survey?

- 30 statements w/five-point rating scale + n/a
- Two open-ended questions
  - Most appreciate
  - Make better

2022 survey changes:

- Diversity, Inclusion & Belonging statements
  - Per advice from System Racial Equity Task Force, some Q's dropped, revised, added
- Statements specific to actions taken due to the COVID-19 pandemic

# Survey Communication & Limitations

## Implement campus-wide (formal) communications plan

- [UHR website](#) update for 2022 survey
- 3D memo – target ASAP
- President’s message – ETA 3/24 or 3/25
- Chancellor message – positioned around president’s message
- ModernThink invitation – morning of 3/28
- Reminder messages (ModernThink/NC State) – 2-3x/individual based

## Data Limitations

- Data received in tiers, e.g.:
  - College overall or all academic units in a college, combined
- Data received by demographic group, e.g.:
  - All faculty, or all Associate Professors, or all women
- We do not receive anything more granular, e.g.:
  - Female Associate Professors, or College of Education Faculty

## Unit level reports provided to senior leaders

## Faculty encouraged to request results from College leadership if not shared

## 2020 Quick Review

Overall results were very positive. Action plan info: <https://hr.ncsu.edu/employee-engagement-survey>

The 2020 survey was administered in February 2020

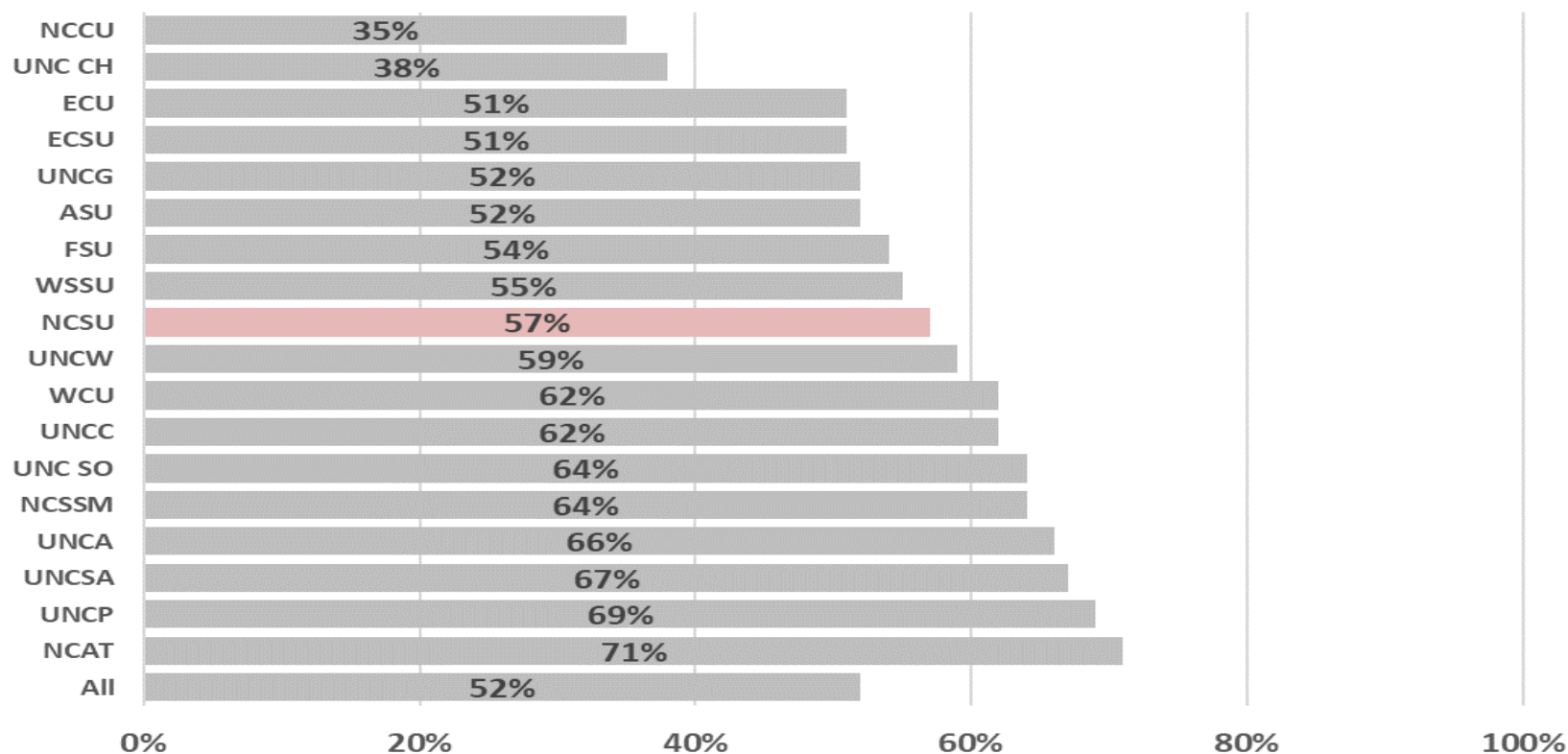
Reports on results were posted online, and shared with institutional and college/division senior leaders

There were limited expectations for action plans to be identified and implemented during the pandemic

Information related to action plans focuses on those identified after the 2018 administration of the survey.

# 2020 Response Rate

- NC State’s response rate of 57% in 2020 improved from 54% in 2018
- *(the 7<sup>th</sup> largest improvement out of the 18 participating institutions, which ranged from +21 to -17 percentage points)*



# NC State Advisory Team

## Chairs

- **Tim Danielson**, Assistant Vice Chancellor for University Human Resources and Chief Human Resources Officer
- **Nancy Whelchel**, Assistant Vice Provost, Institutional Strategy and Analysis

## Members

- **Beth Buck**, Assistant Vice Chancellor for Human Resources, Division of Academic and Student Affairs
- **Carolyn Bird**, Professor, Agricultural and Human Sciences; Past Chair of the Faculty (2017-19)
- **Cathi Dunnagan**, Lead Instructional Designer, DELTA; Past Chair of Staff Senate (2017-18)
- **David Hunt**, Director of Editorial Services, University Communications
- **Kristen Meeks**, University Compliance, Ethics and Enterprise Risk Management Officer
- **Dan O'Brien**, Director of Employee Relations, University Human Resources
- **Margery Overton**, Senior Vice Provost for Institutional Strategy and Analysis
- **Sheri Schwab**, Vice Provost for Institutional Equity and Diversity
- **Kathy Woodford**, Employee Relations Consultant, University Human Resources



# Employee Engagement Survey

## More Information

- Institutional Strategy and Analysis: <https://isa.ncsu.edu/surveys/facultystaff-surveys/ees-spring2020/>
  - Overview, Results, Subgroup & Trends
- University Human Resources: <https://hr.ncsu.edu/employee-engagement-survey/>
  - About the Survey, Topical Summary, Action Plans & FAQs

## NC State is #1

- NC State Named Best Large Employer in NC
  - <https://news.ncsu.edu/2022/02/nc-state-named-best-large-employer-in-north-carolina/>
  - <https://www.forbes.com/lists/best-large-employers/?sh=543cbe4c7b66>

# Questions or Comments

