



Spring 2020 Employee Engagement Survey: NC State University Results & Next Steps

**A presentation to the Chancellor's Cabinet
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Quick Take-Aways

- NC State participation rates were good for all groups, most of which improved from the 2018 EES
- **Overall results are very positive**
 - ✓ NC State employees give consistently more favorable ratings than the UNC system overall
 - ★ (often *much* more favorable ratings...)
 - ✓ NC State's overall score for each of the 15 core dimensions is never rated as "poor" or "warrants attention"
 - ✓ Areas rated relatively less favorably by NC State employees were also rated relatively less favorably by the system overall
 - ✓ NC State's overall positive rating in 2020 is unchanged from that in 2018 (65%)
 - ↑ Positive ratings *improved* 2 or more percentage points for 5 items (e.g., *shared governance, senior leadership*)
 - ↓ Positive ratings *declined* 2 or more percentage points for 15 items (e.g., *respect and appreciation, fairness*)

SURVEY METHODS, REPORTS & QUICK TAKE-AWAYS

Background

- **UNC System Office Initiative**
- **Administered by:**
 - ModernThink (“*Great Colleges to Work For*”)
- **Frequency:**
 - Early Spring 2018, 2020, 2022
 - February 4-25, 2020 (*Pre-COVID*)
- **Population:**
 - All full-time permanent employees (NC State Spring 2020 N=8,947)
- **Method:**
 - Online
 - *No paper surveys in 2020 (unlike in 2018)*
 - English and Spanish language
- **NC State EES advisory team**
 - HR, ISA, OIED, Faculty Affairs, Faculty Senate, Staff Senate, University Communications



Survey Instrument

61 'Belief' Statements on 15 Core Dimensions

- Job Satisfaction/Support
- Teaching Environment
- Professional Development
- Compensation, Benefits & Work/Life Balance
- Facilities
- Pride
- Communication
- Collaboration
- Respect & Appreciation
- Fairness
- Policies, Resources & Efficiency
- Faculty, Administration & Staff Relations
- Shared Governance
- Senior Leadership
- Supervisors/Department Chairs
- *(New Diversity & Inclusion item in 2020)*

- **Satisfaction with Benefits (17 items)**
- **Most likely reasons for leaving NCSU**
- **Open-Ends**
 - What's working well
 - Suggestions for improvements
- **Employee Information**
 - Demographics
 - E.G., gender, race, age
 - Employment characteristics
 - E.G., job category, tenure status, salary, years in current position
 - Colleges/Divisions
 - Units within college/division
 - *Note: NC State provided MT with a list of organizational units. Many units were collapsed/combined to protect the confidentiality of respondents.*

Reports (Provided by ModernThink)

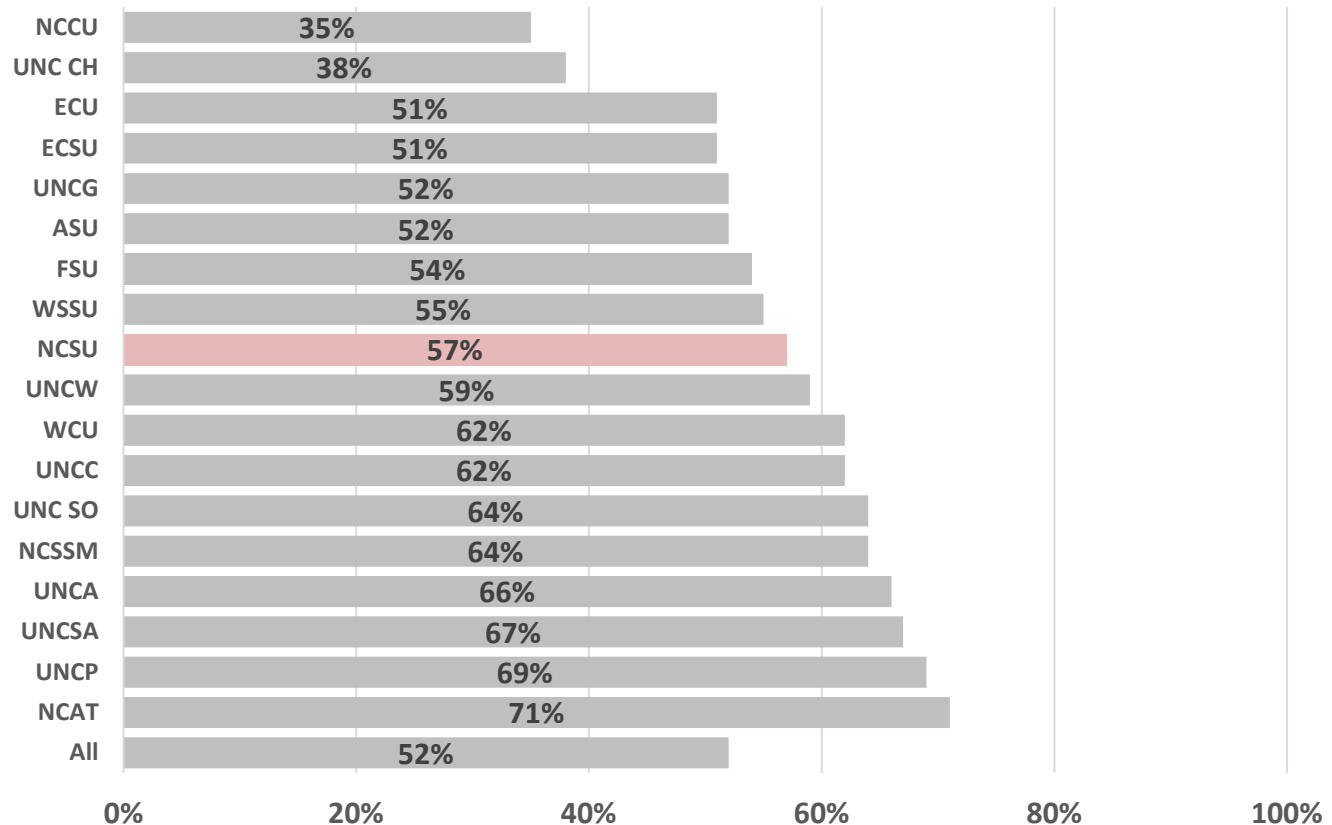
- Overall average 'favorable' and 'unfavorable' rating for each core dimension
- Ratings for each individual item
- **Benchmarks**
 - UNC System overall (2020 and 2018)
 - *Note: NC State results are included in system overall benchmark group*
 - Great Colleges participating 4-year institutions (2019)
 - Land-grant institutions (N=8)
 - Doctoral Research Universities (R1, R2 & R3; N=38)
 - Publics (N=67)
 - 10,000+ enrollment (N=40)
 - Southeast Region (N=34)
- **Belief statements: Breakouts by**
 - Demographics
 - Employment characteristics
 - College/Division and subunits (*'favorable' ratings only*)
- **Satisfaction with benefits** (*by employee classification*)
- **Verbatim open-end comments** (*by employee classification*)



RESPONSE RATES

Response Rate: NC State vs UNC System Institutions

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



Response Rates by Job Category: NC State vs UNC System Overall

- NC State's response rate was **higher** than that for the system overall in all job categories
- Response rates for SHRA increased from 53% in 2018 to 58% in 2020
- Response rate for faculty increased by 2 percentage points, while rates for EHRA declined by 2 points

	EHRA*			SHRA			Faculty			County Ext.			Overall**		
	Pop	Resps	Resp Rate	Pop	Resps	Resp Rate	Pop	Resps	Resp Rate	Pop	Resps	Resp Rate	Pop	Resps	Resp Rate
NCSU	2,660	1,632	61%	3,998	2,335	58%	2,089	1,025	49%	200	104	52%	8,747	4,992	57%
UNC System	10,431	6,074	58%	22,430	11,963	53%	14,598	6,465	44%	NA			47,450	24,502	52%

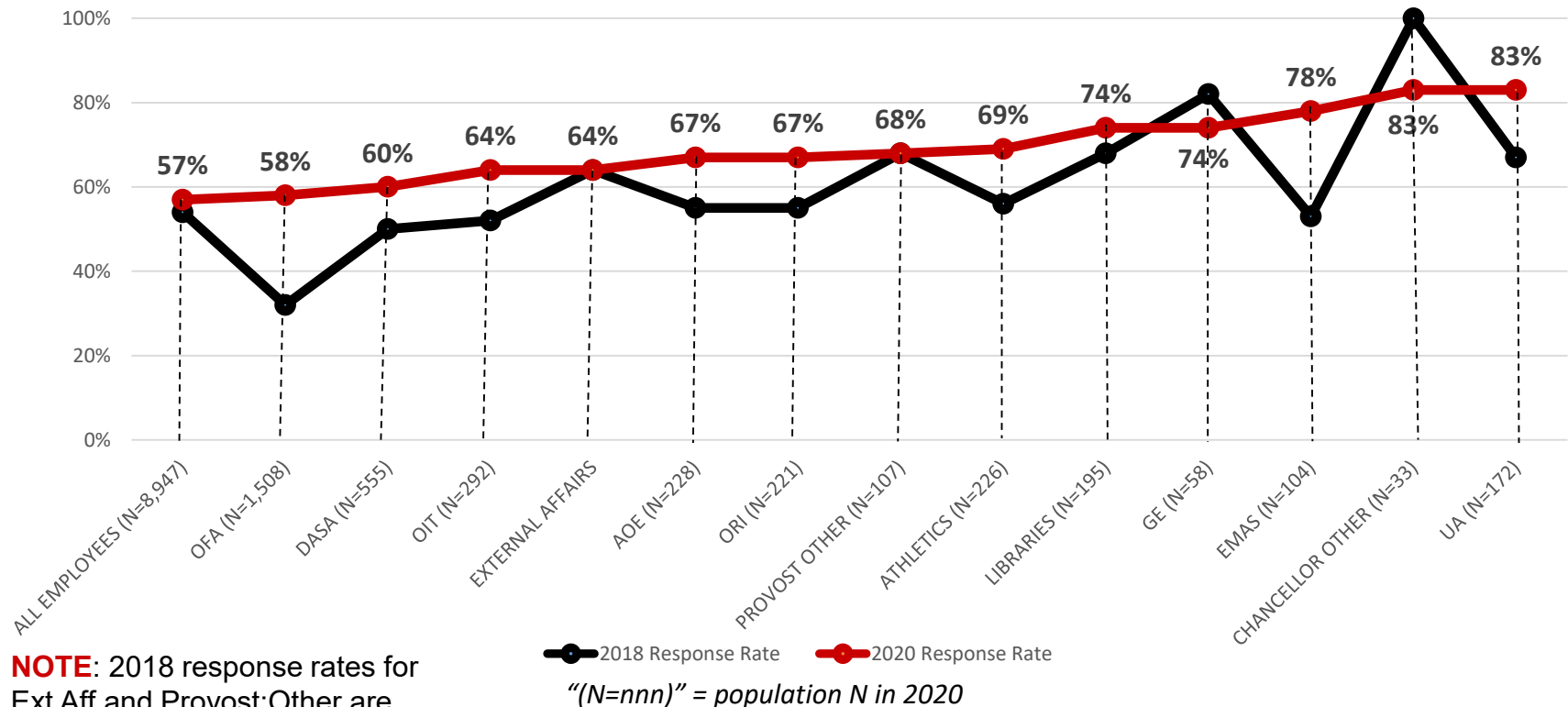
* EHRA includes SAAO1 and SAA01 employees

** Overall figures exclude NC State County Extension

Response Rate By Division: Trends

- While OFA once again had the lowest response rate among divisions, they had the largest increase in participation, from 32% in 2018 to 58% in 2020
- EMAS, with the 3rd highest response rate in 2020, also saw a large increase in participation from that in 2018

Response Rates, 2018 vs 2020, by Division

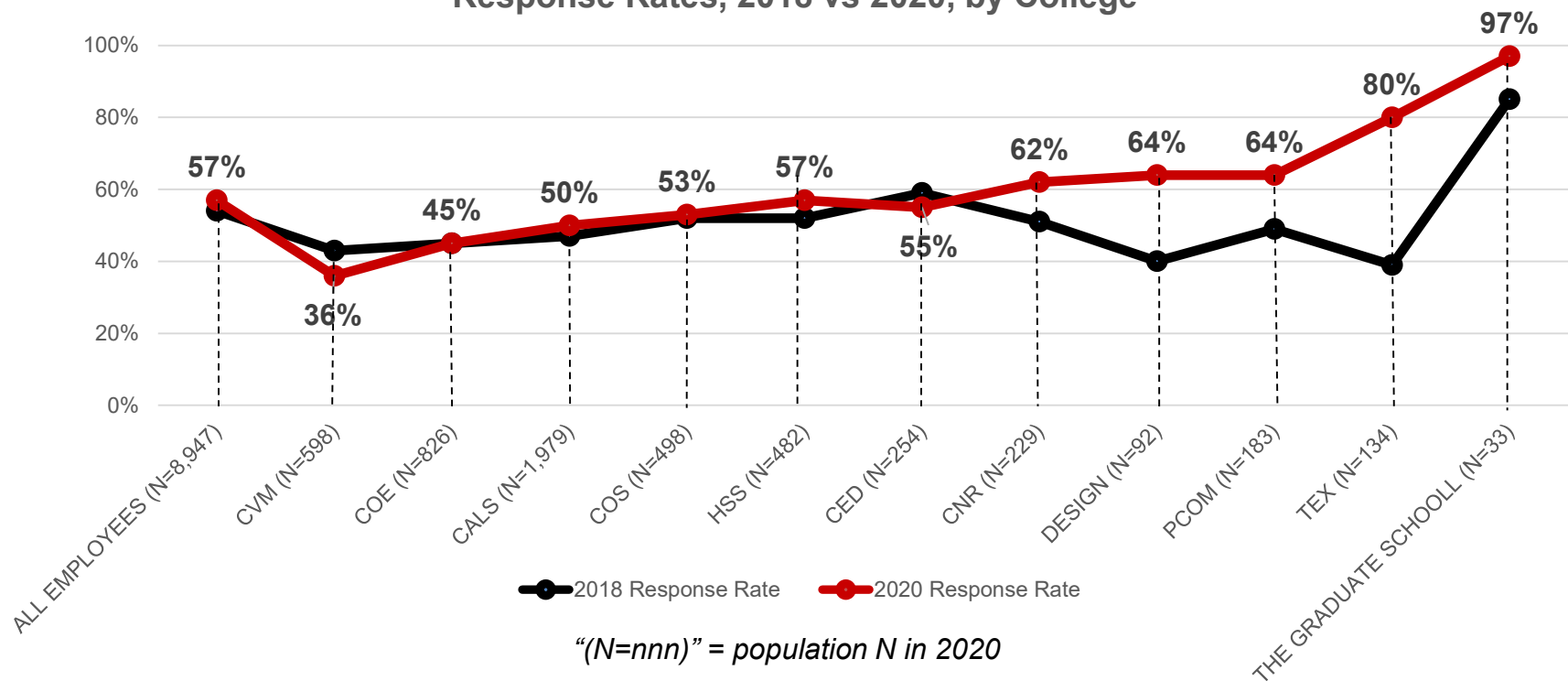


NOTE: 2018 response rates for Ext Aff and Provost:Other are not included.

Response Rates By College: Trends

- The Wilson College of Textiles had the largest improvement in employee participation in the EES, from 39% in 2018 to 80% in 2020
- The Graduate School once again had among the highest response rates, and CVM among the lowest

Response Rates, 2018 vs 2020, by College



2020 RATINGS

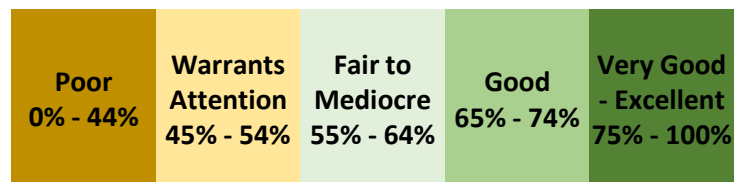
Core Dimensions: Favorable Ratings by NC State Employee Job Category

Note: Average scores for the 15 core dimensions were rated from “Very Good to Excellent” (75% or more favorable) to “Poor” (less than 45% favorable)

- In no case was a core dimension for any job category of employees rated as “poor”
- 4 core dimensions were rated as **“Good” or higher** by **each** job category
 - Pride
 - Job Satisfaction/Support
 - Facilities
 - Supervisor/Department Chairs
- SAAO Tier 1 & 2 gave the most favorable ratings, followed by County extension employees and EHRA non-faculty
- Faculty gave the least favorable ratings of all employee groups
- Average ratings for 5 core dimensions were classified as **“Warrants Attention”** by employees in certain job categories
 - Communication (faculty & SHRA employee groups only)
 - Fairness; teaching environment & shared governance (faculty only)
 - Collaboration (SHRA only)



Core Dimensions: Favorable Ratings by NC State Employee Job Category



Percent Giving Favorable Response

Core Dimensions	Overall (n=5096)	SAAO Tier 1 (n=14)	SAAO Tier 2 (n=233)	Faculty (n=1025)	EHRA IRPS (n=1385)	SHRA (n=2335)	County Ext (n=104)
Overall Survey Average	65	92	74	61	69	63	74
Pride	77	97	87	71	80	75	85
Job Satisfaction/Support	74	95	78	72	79	71	83
Facilities	74	86	78	65	77	76	81
Supervisors/Department Chairs	72	98	78	72	77	69	78
Professional Development	67	97	76	72	70	62	74
Teaching Environment	66	84	78	53	68	72	80
Senior Leadership	65	98	80	59	71	62	79
Compensation, Benefits & Work/Life Balance	63	86	71	58	68	60	69
Policies, Resources & Efficiency	62	86	67	57	64	63	70
Faculty, Administration & Staff Relations	60	100	69	55	64	59	77
Shared Governance	59	93	76	52	60	61	70
Collaboration	58	97	69	57	65	54	73
Respect & Appreciation	58	86	65	56	60	58	70
Fairness	57	90	68	54	61	55	63
Communication	55	84	68	52	61	51	64

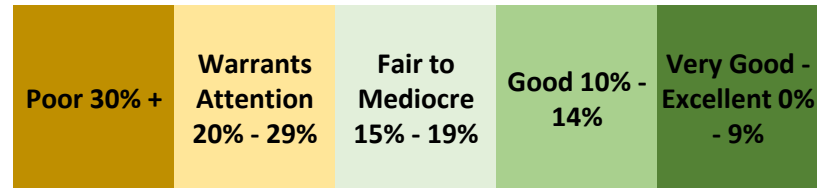
Core Dimensions: Unfavorable Ratings by NC State Employee Job Category

Note: Average scores for the 15 core dimensions were rated from “Very Good to Excellent” (less than 10% unfavorable) to “Poor” (30% or more unfavorable)

- In no case did 30% or more of any job category of employees give an unfavorable rating to a core dimension
- 15% or more of employees overall gave an unfavorable to the following core dimensions
 - Compensation, Benefits, and Work/Life Balance
 - Fairness
 - Communication
 - Respect and Appreciation
 - Policies, Resources, and Efficiency
- More than 20% of faculty gave an unfavorable rating to
 - Teaching Environment
 - Compensation, Benefits, and Work/Life Balance



Core Dimensions: Unfavorable Ratings by NC State Employee Job Category



Percent Giving **Unfavorable** Response

Core Dimensions	Overall (n=5096)	SAAO Tier 1 (n=14)	SAAO Tier 2 (n=233)	Faculty (n=1025)	EHRA IRPS (n=1385)	SHRA (n=2335)	County Ext (n=104)
Overall Survey Average	13	2	7	15	10	13	8
Compensation, Benefits & Work/Life Balance	17	7	12	21	14	18	14
Fairness	17	0	9	19	15	19	13
Communication	16	0	7	18	12	18	11
Respect & Appreciation	16	4	11	17	15	17	10
Policies, Resources & Efficiency	15	4	13	19	14	15	9
Professional Development	14	0	7	10	12	17	9
Teaching Environment	13	2	5	22	11	8	5
Shared Governance	13	0	5	17	10	12	6
Collaboration	13	0	6	14	10	16	8
Faculty, Administration & Staff Relations	11	0	6	14	9	12	5
Supervisors/Department Chairs	10	1	6	11	7	12	7
Senior Leadership	10	0	4	14	7	12	4
Facilities	9	4	8	15	8	7	6
Job Satisfaction/Support	8	2	5	10	6	8	4
Pride	7	0	2	10	5	7	3

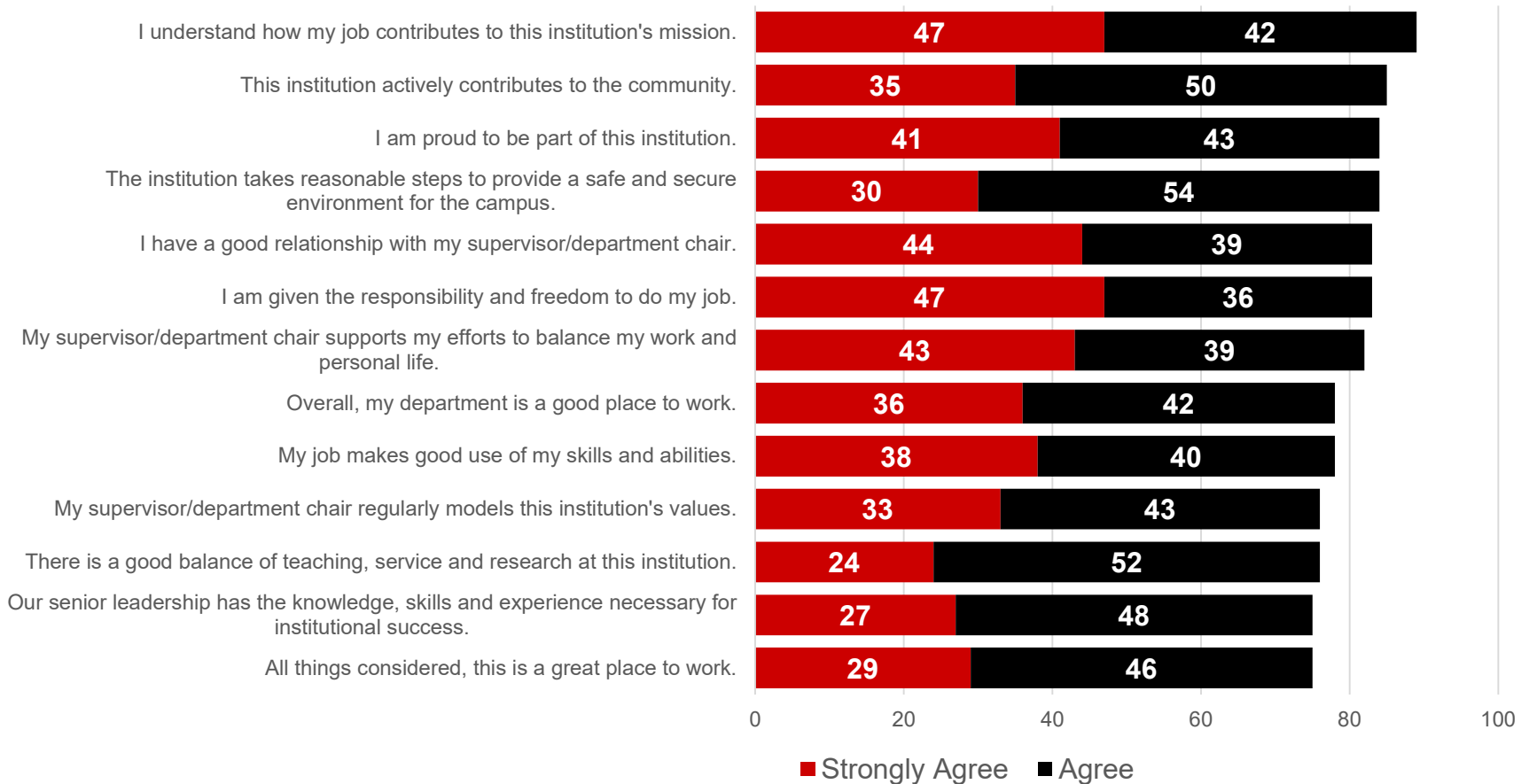
Belief Statements: Items Most Favorably Rated by NC State Employees

- A **majority** of NC State employees overall gave a **favorable** response to **54 of the 61** individual belief statements
- **Two-thirds or more** gave a **favorable** response to **30** of the items
- **Three-fourths or more** gave a **favorable** response to **13** items
- Items most favorably rated by NC State employees are generally the same ones most favorably rated by the UNC system overall
- **Most favorably rated item by NC State employees overall:**
 - I understand how my job contributes to this institution's mission



Belief Statements: Items Most Favorably Rated by NC State Employees (*“very good – excellent”* range)

75% or more of NC State employees overall gave a **favorable** rating to:



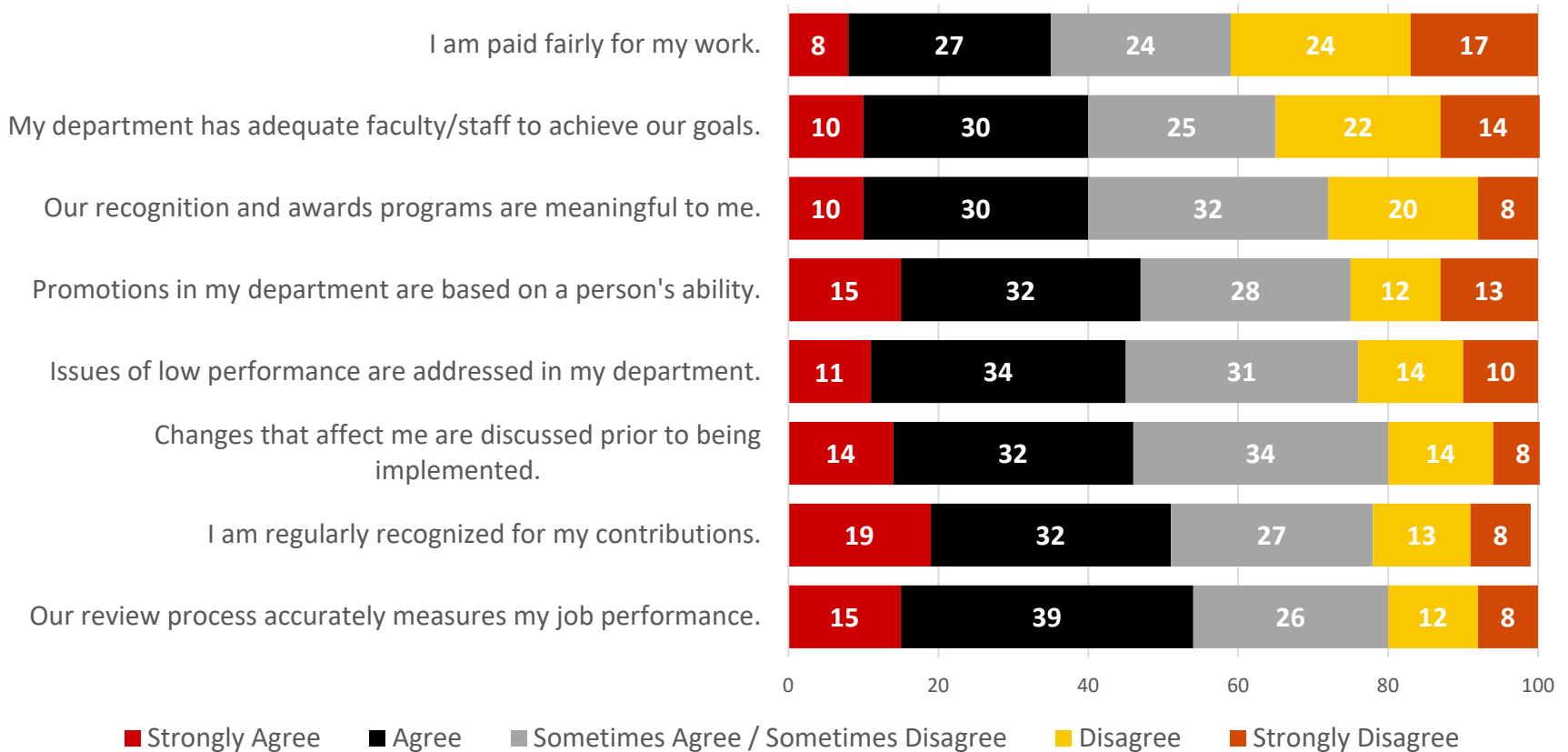
Belief Statements: Items Most Unfavorably Rated by NC State Employees

- 15 percent or more of NC State employees overall gave an unfavorable response to 19 of the 60 individual belief statements
- One-fifth or more gave an unfavorable response to 7 of the items
- One-third or more gave an unfavorable response to just 2 of the items
- Items most unfavorably rated by NC State employees are generally the same ones most unfavorably rated by the UNC system overall
- **Most unfavorably rated item by NC State employees overall:**
I am paid fairly for my work



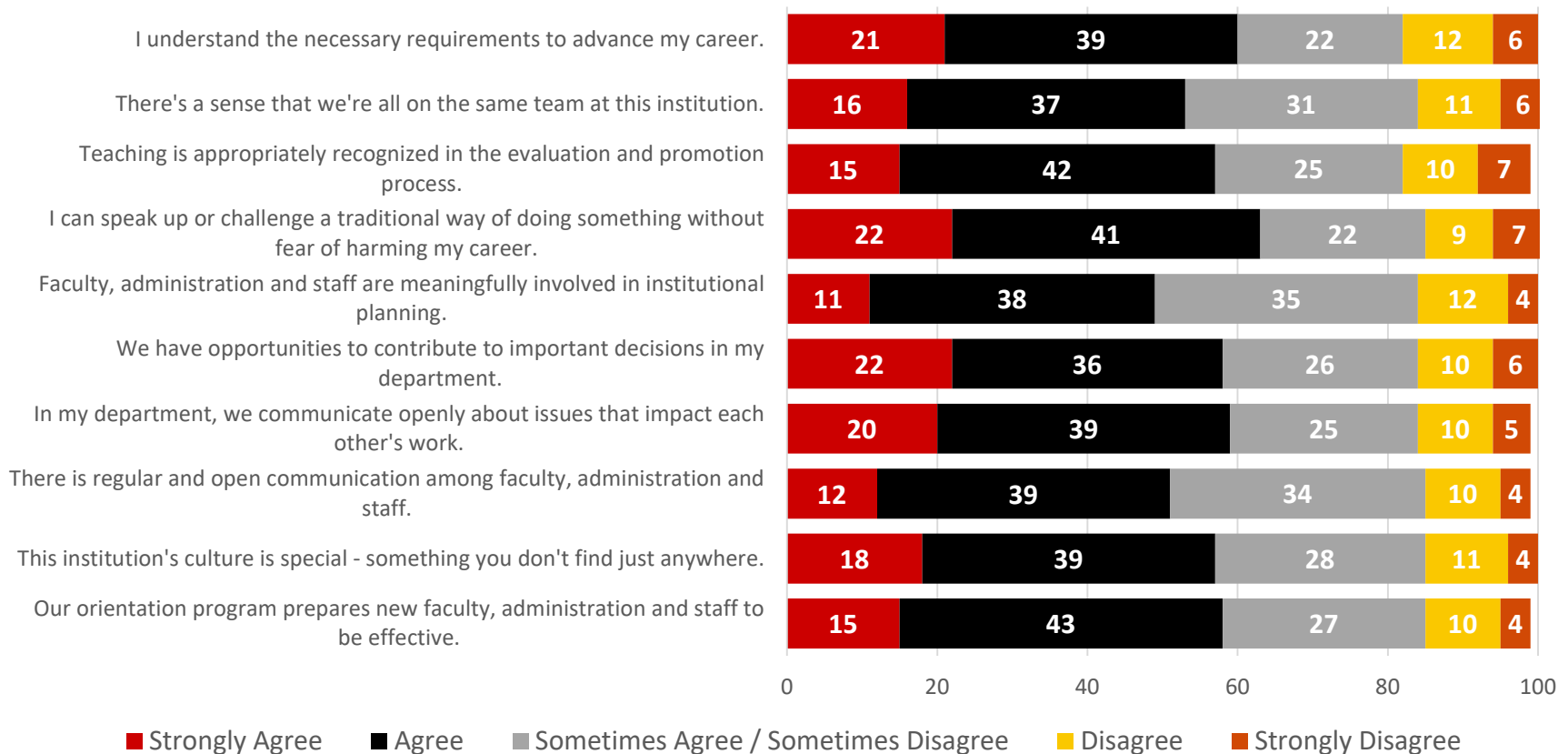
Belief Statements: Most Unfavorably Rated by NC State Employees *(“poor” and “warrants attention” range)*

20% or more of NC State employees give an **unfavorable** rating to:



Belief Statements: Most Unfavorably Rated by NC State Employees (*“fair – mediocre”* range)

15%-19% of NC State employees overall gave an **unfavorable** rating to:



NC STATE VS UNC SYSTEM OVERALL

Core Dimensions: NC State vs UNC System Overall

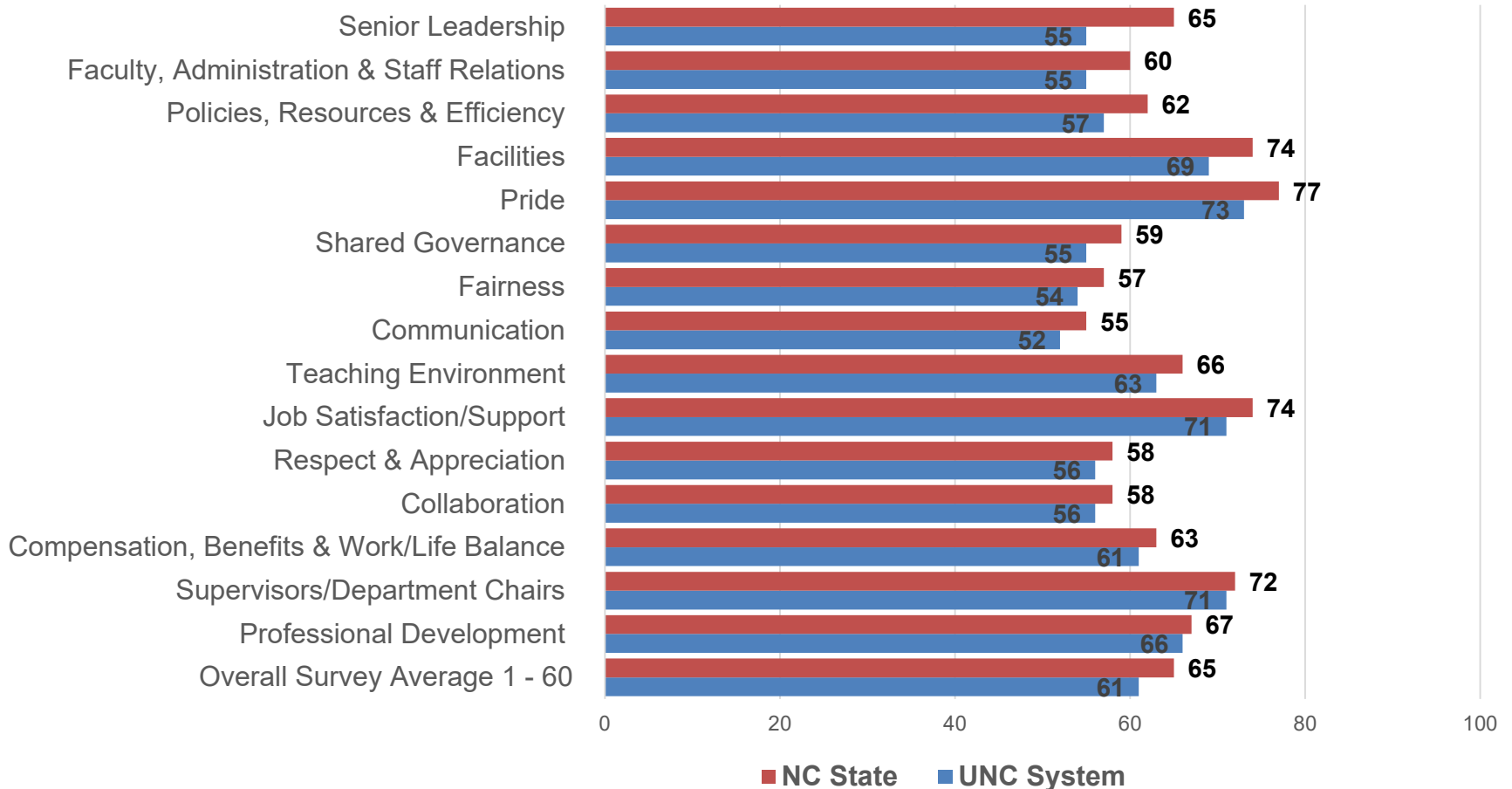
NC State gave more favorable ratings than the UNC system overall on **each of the 15 core dimensions**, most notably for

- Senior leadership (*10 percentage points higher*)
- Facilities (5)
- Faculty, administration & staff relations (5)
- Policies, resources & efficiency (5)



Core Dimensions: NC State vs UNC System Overall*

Percent Giving Favorable Response

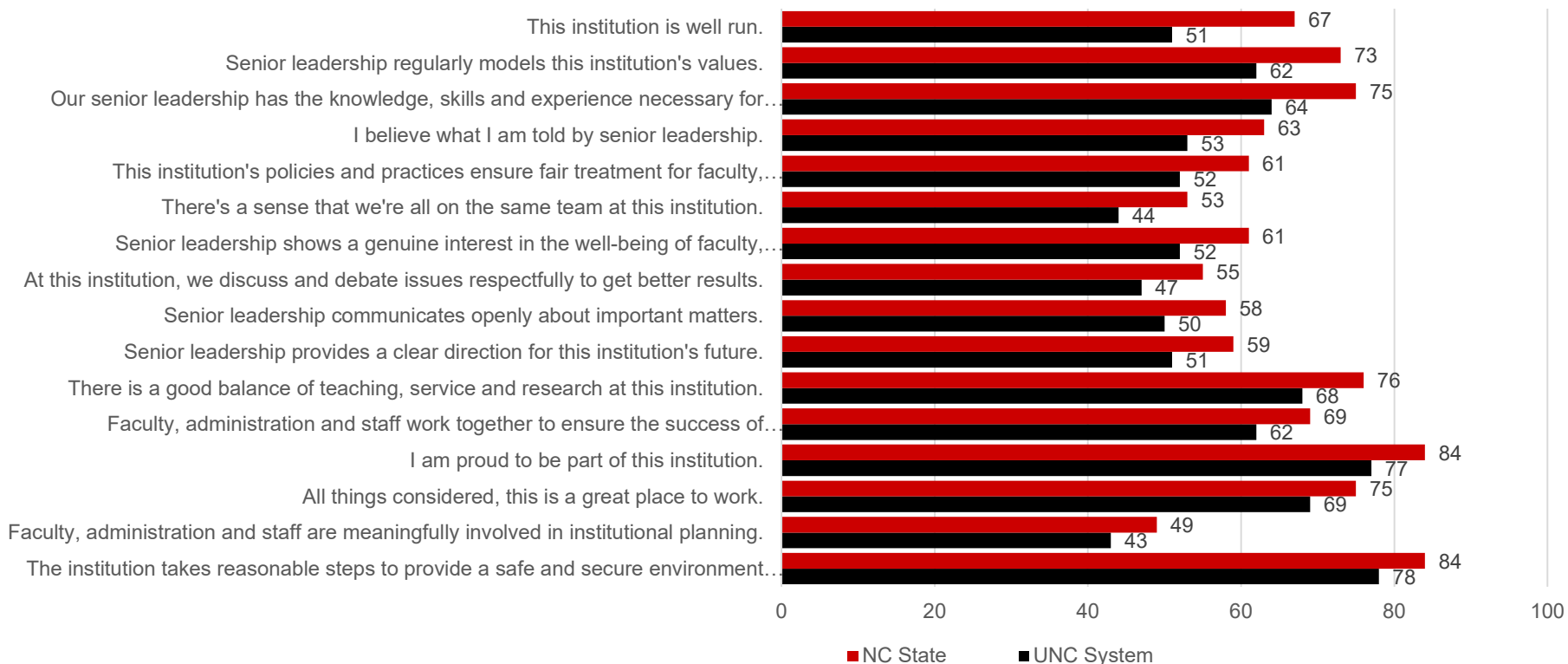


****Core dimensions are rank ordered by magnitude of difference between NC State vs UNC System overall favorable ratings***

Belief Statements: NC State vs UNC System Overall*

NC State's overall average ratings were 3 or more percentage points **more favorable** than the UNC system overall **on 34 of the 60** individual belief statements, most notably for:

Percent Giving Favorable Response

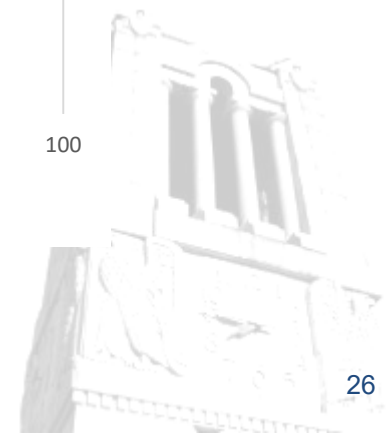
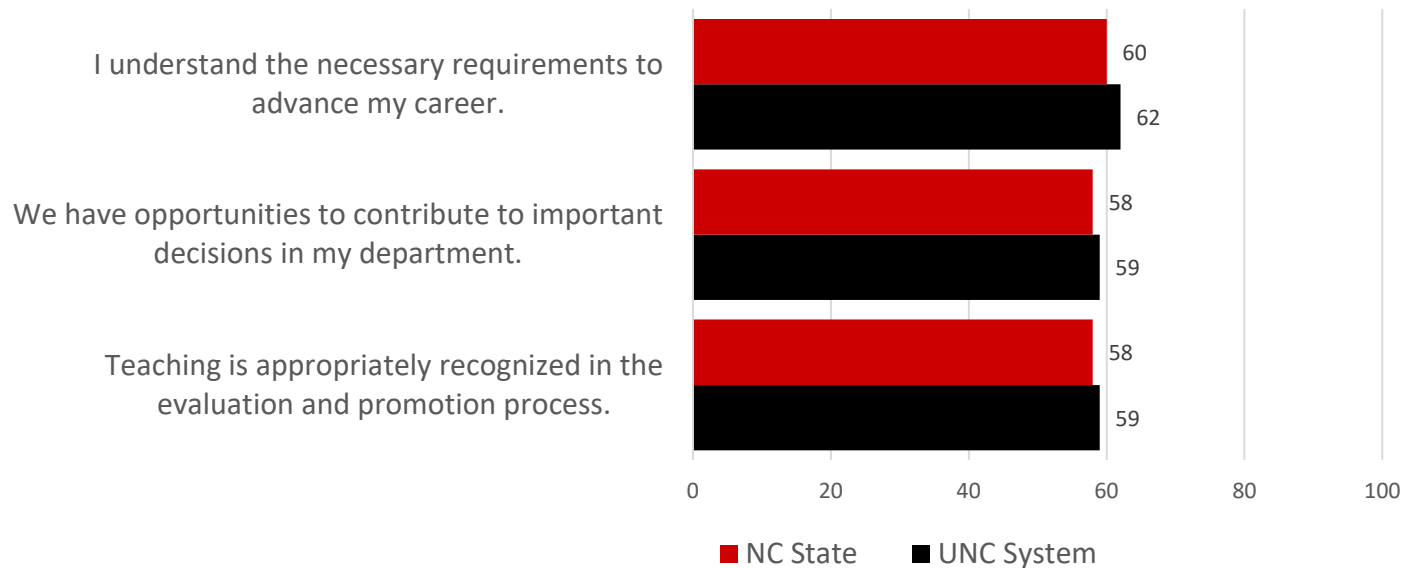


*Items are rank ordered based on magnitude of difference between NC State and UNC System overall favorable ratings.

Belief Statements: NC State vs UNC System Overall

NC State's overall average rating was **slightly less favorable** than the UNC system overall on only **3 of the 60** individual belief statements:

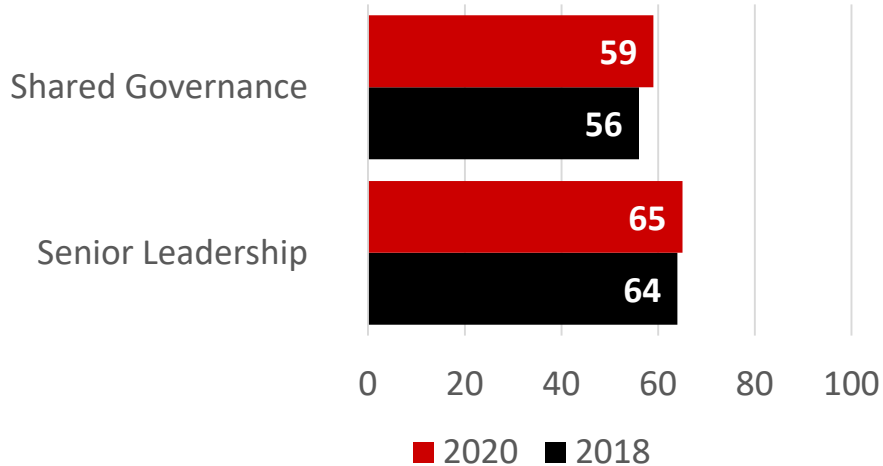
Percent Giving Favorable Rating



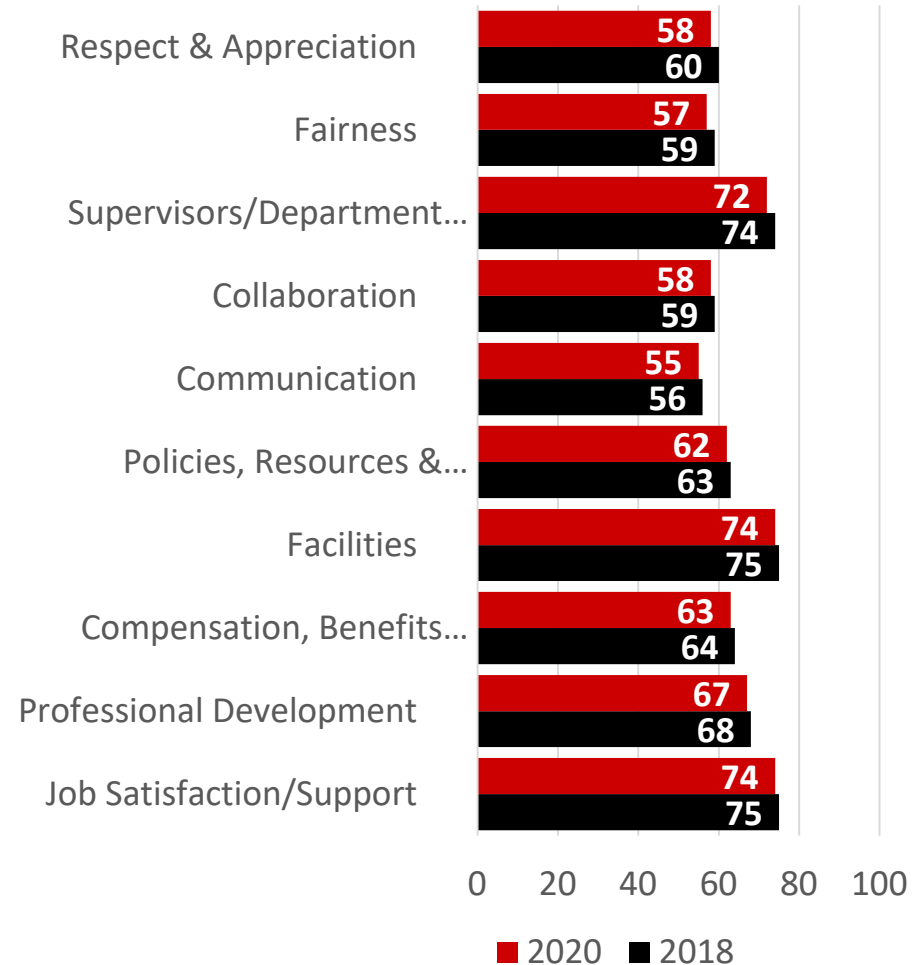
TRENDS: 2020 VS 2018

Core Dimensions: Trends *(revised slide)*

Increase in Percent Giving Favorable Rating



Decrease in Percent Giving Favorable Rating



Core Dimensions: NC State vs UNC System Overall Trends

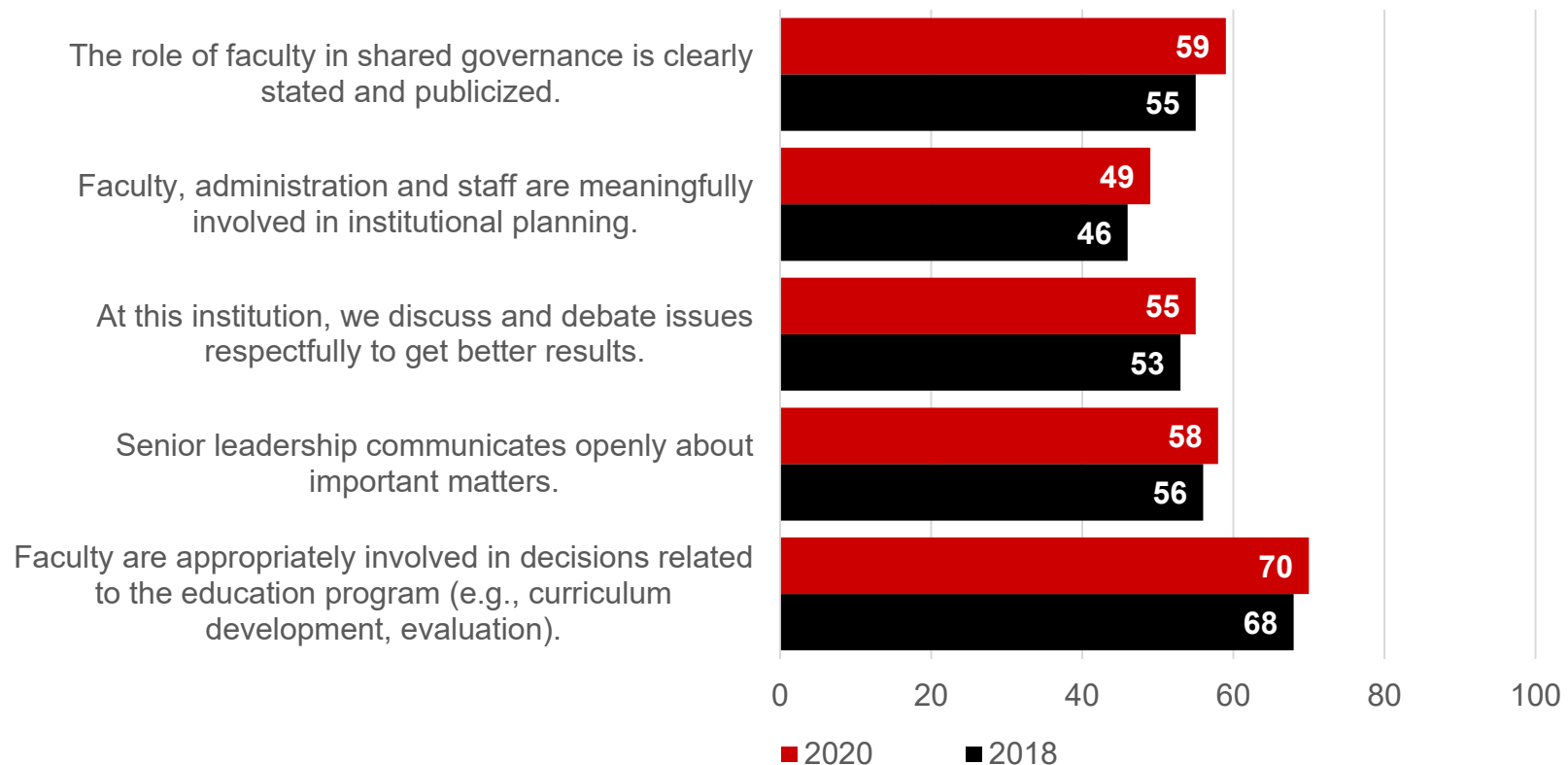
- The 'gap' between NC State's favorable ratings and those of the system overall notably widened on the following Core Dimensions
 - **Shared governance**
 - *NC State's rating increased 3 pts while the system overall declined 1 pt*
 - **Senior leadership**
 - *NC State's rating increased 1 pts while the system overall declined 3 pts*
 - **Pride**
 - *NC State's rating held steady while the system overall declined 3 pts*
 - **Teaching Environment**
 - *NC State's rating held steady while the system overall declined 2 pts*



Belief Statements: NC State Trends

NC State's overall favorable rating **improved** 2 or more percentage points on 5 of the individual belief statements

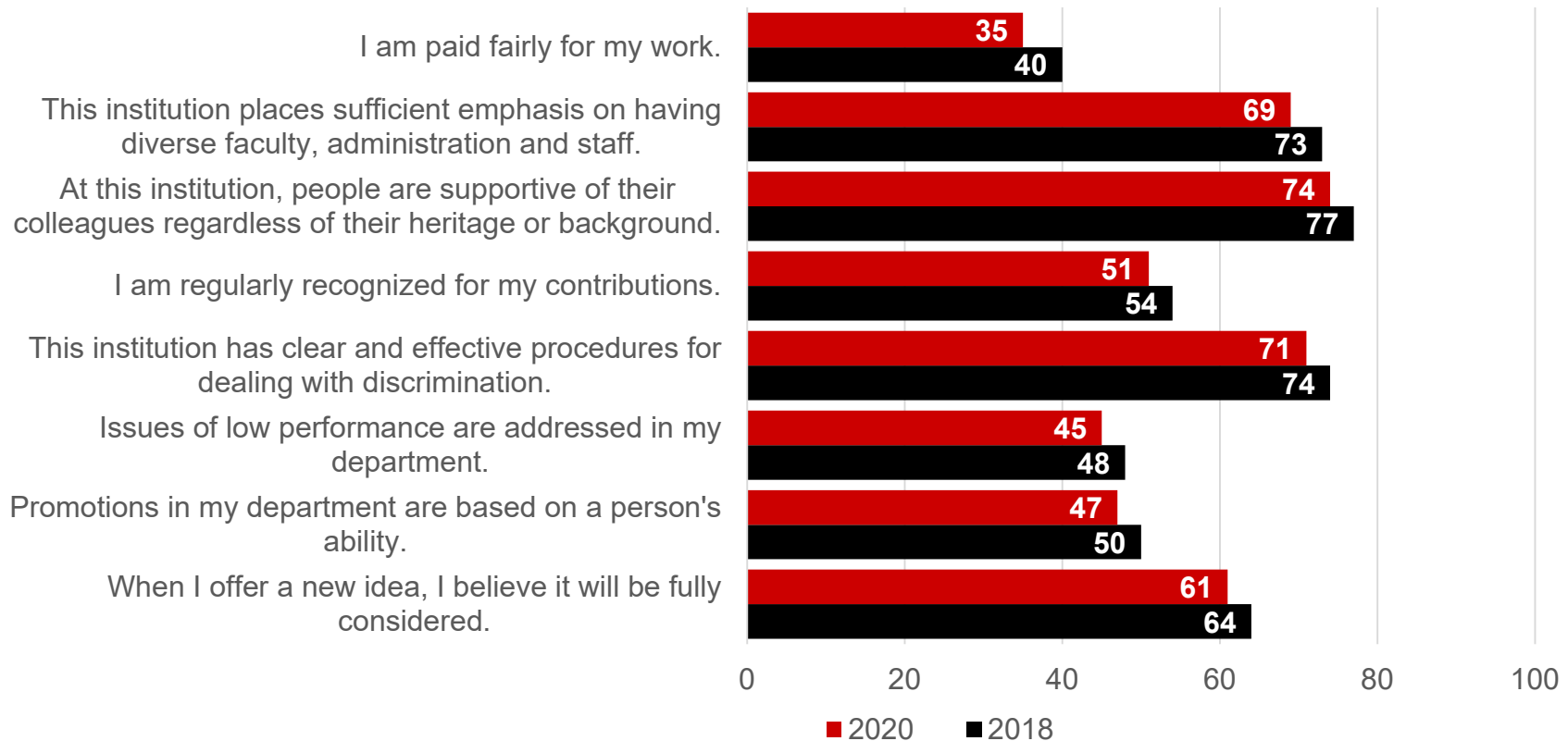
Percent Giving Favorable Rating



Belief Statements: NC State Trends

NC State's overall favorable rating **declined 3 or more percentage points** on 8 of the individual belief statements

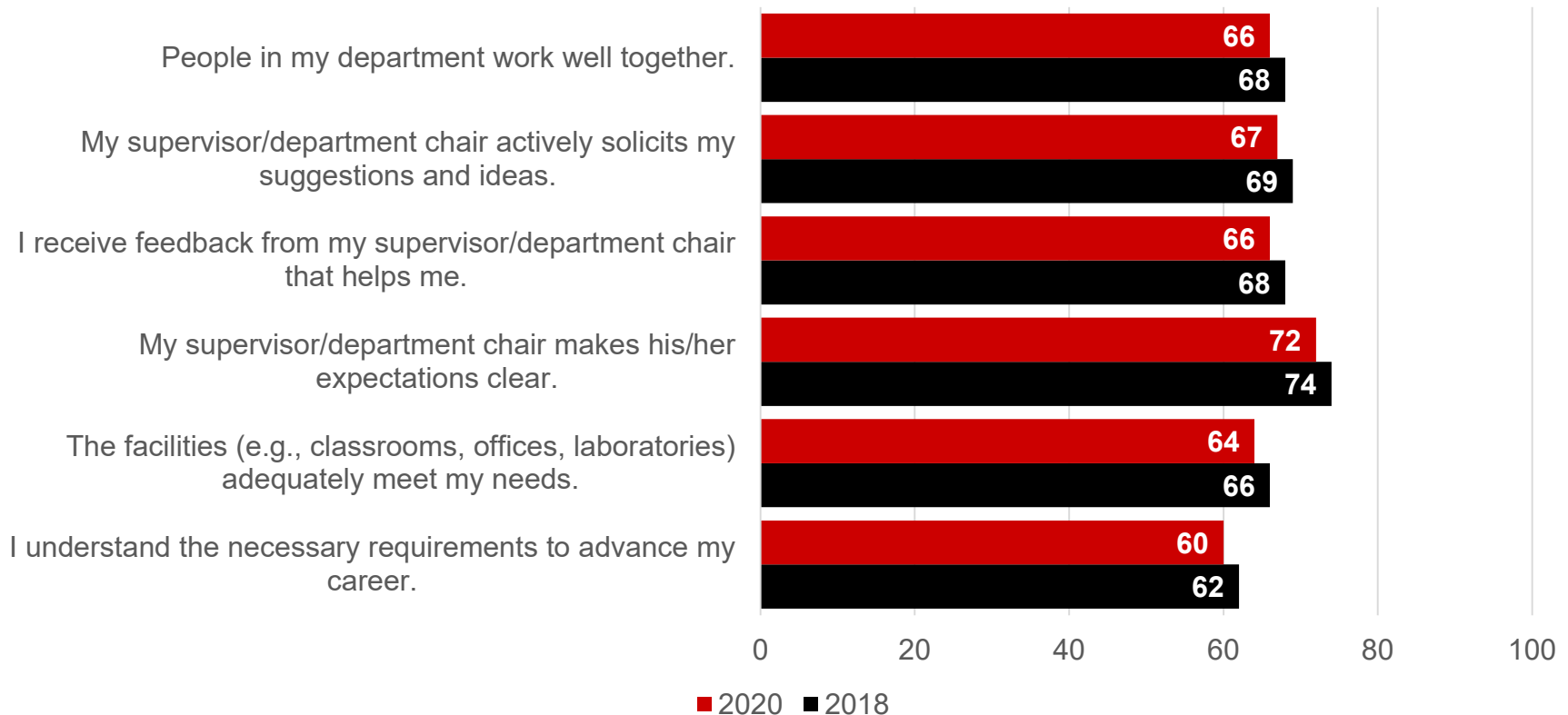
Percent Giving Favorable Rating



Belief Statements: NC State Trends

NC State's overall favorable rating **declined 2 percentage points** on 6 of the individual belief statements

Percent Giving Favorable Rating



BENEFITS & SUPPORT PROGRAMS

Satisfaction with Benefits

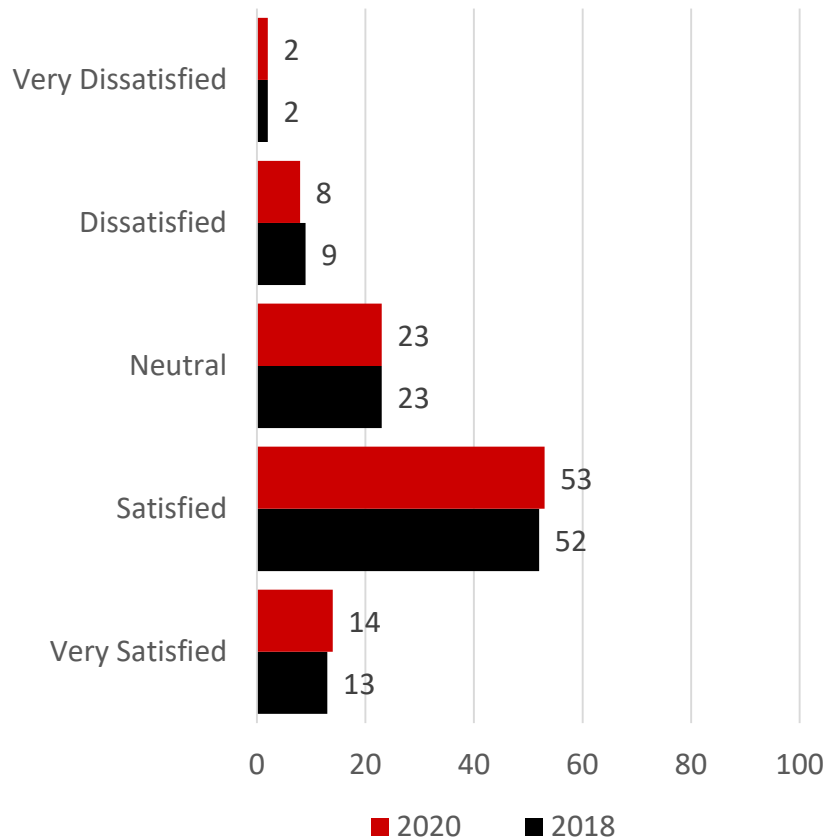
- 61% of employees agree and **12% disagree** that the institution's ***benefits meet their needs***
- Two-thirds of employees are satisfied, and **10% dissatisfied** with their ***benefits overall***
- **>10% are dissatisfied with**
 - Dental insurance (21% dissatisfied)
 - Medical insurance (20%)
 - Vision insurance (14%)
 - Post-retirement medial benefits (13%)
 - Educational assistance programs (12%)

**These findings are nearly identical
to those
from the 2018 EES**

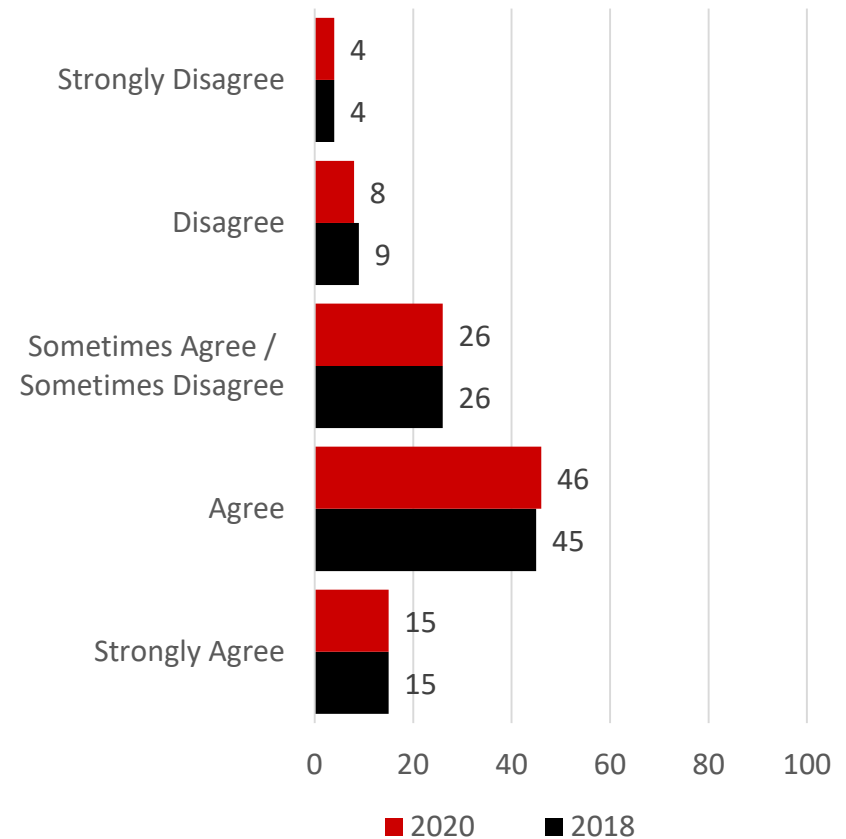


Satisfaction with Benefits: Trends

**Benefits Overall:
Percent Satisfied**



**Benefits Meet My Needs:
Percent Agreeing**



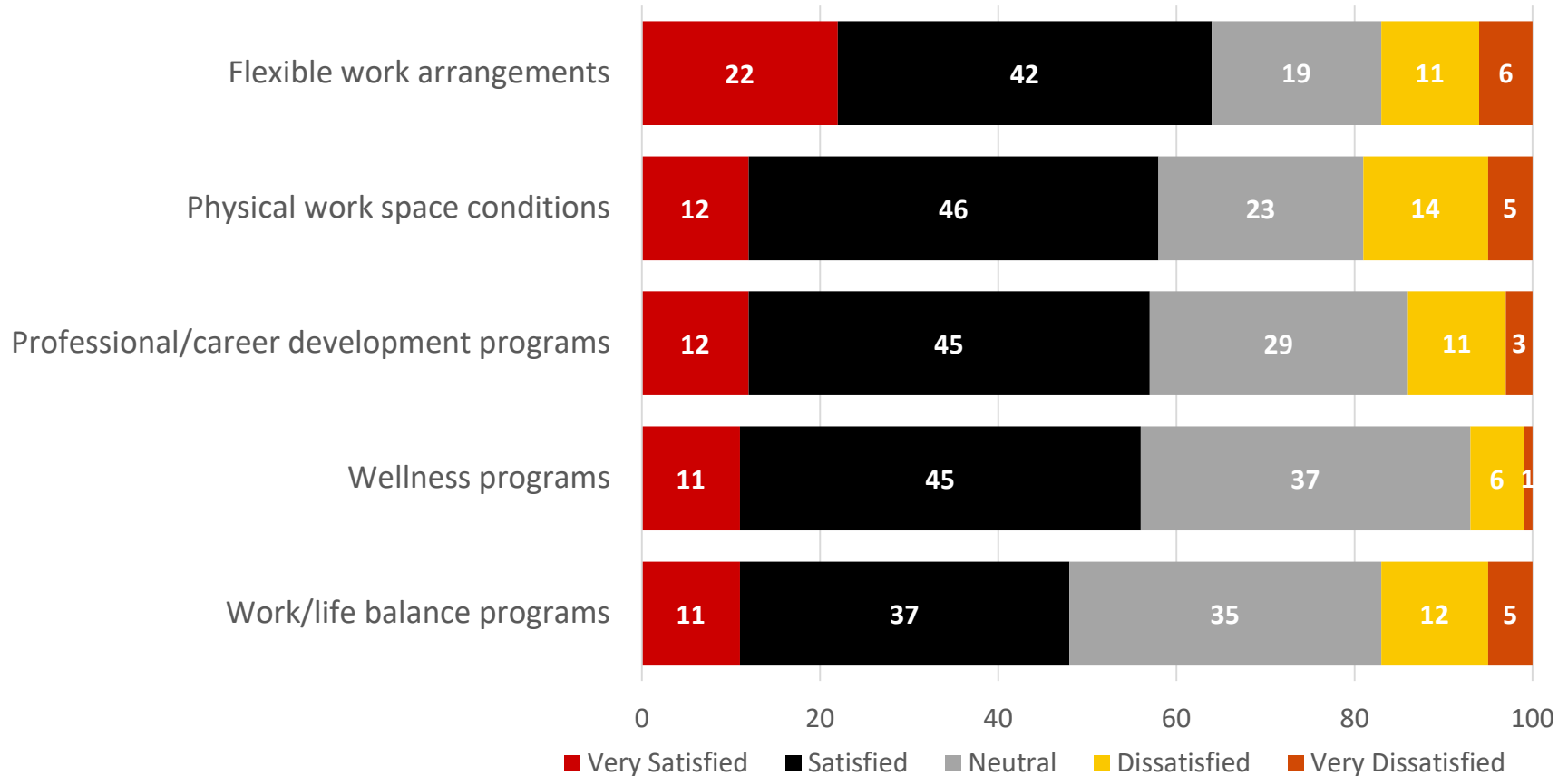
Satisfaction with Support Programs & Work Space

- Employees are much more likely to be ‘satisfied’ than ‘very satisfied’ with various employee support programs
- Employees are most likely to be
 - ‘very satisfied’ with ***flexible work arrangements***
 - ‘dissatisfied’/‘very dissatisfied’ with the ***condition of their physical work space***
- Employees are more likely in 2020 than 2018 to be ‘satisfied’/‘very satisfied’ with **wellness programs** (56% vs 53%)
- Employees are more likely in 2020 than 2018 to be ‘dissatisfied’/‘very dissatisfied’ with **flexible work arrangements**



Satisfaction with Support Programs & Work Space

Employee Support Programs: Percent Satisfied



POSSIBLE REASONS FOR LEAVING...

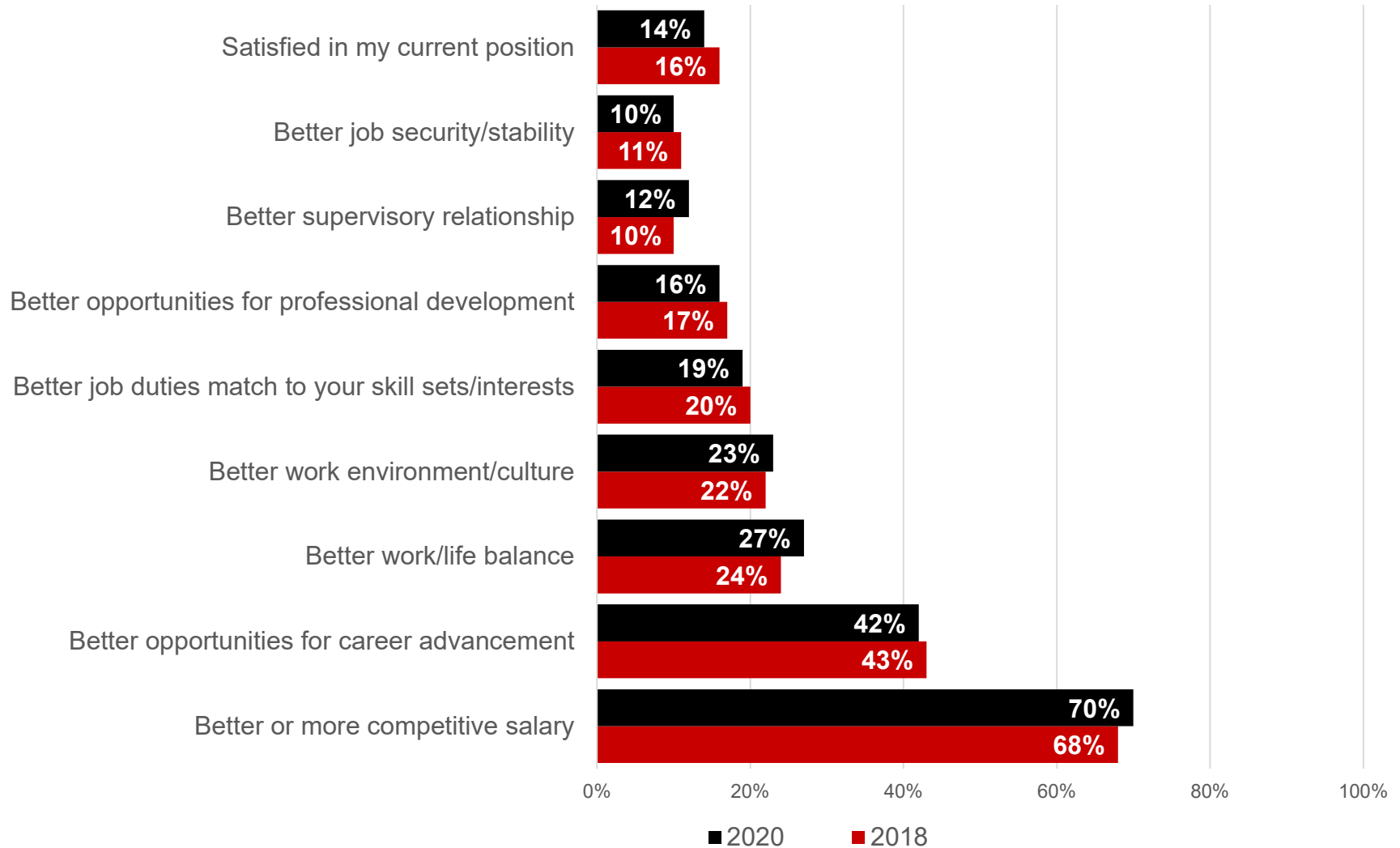
Possible Reasons for Leaving Current Position

Employees were asked to select from a list provided the various reasons why they would consider leaving their current position

- 14% selected the *'satisfied in my current position'* option
- Employees were most likely to select
 - *'Better or more competitive salary'* (70%)
 - *'Better opportunities for career advancement'* (42%)
- Employees who said they would leave for a *'better work environment//culture'* or a *'better supervisory relationship'* had notably lower overall ratings on the survey than others (46% and 43% avr rating, respectively, vs 65% NC State overall)
- Results are similar to those in 2018, with a few exceptions
 - Employees are now slightly **more likely to say they would leave** for
 - *'Better work/life balance'* (27% vs 24%)
 - *'Better or more competitive salary'* (70% vs 68%)
 - *'Better supervisory relationship'* (12% vs 10%)

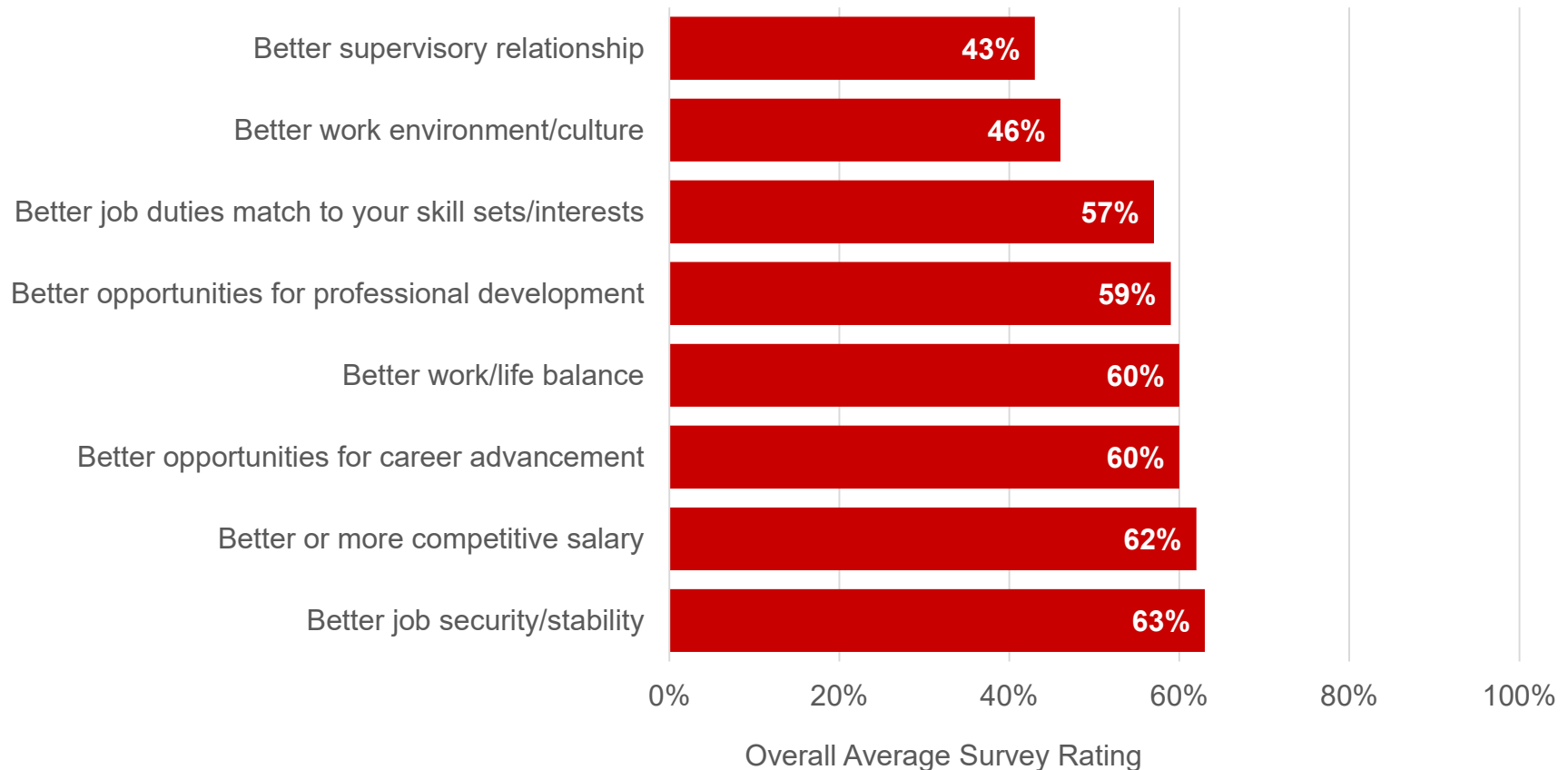


Possible Reasons for Leaving Current Position: Trends



Possible Reasons for Leaving Current Position: By Overall Rating

Overall Average Survey Rating
for Employees Saying They Would Leave NC State for a Given Reason



OPEN-END COMMENTS

Open Ended Comments: Common Themes

Best Things about Working at NC State

- Diversity, Equity and Inclusion
- Pay and Benefits
- Work/Life: Flexibility/Remote Work
- Campus Community
- Collaboration
- Leadership
- Think and Do Culture
- Professional Development and Training

Opportunities for improvement

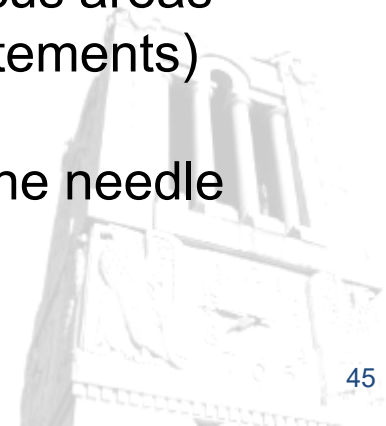
- Diversity, Equity and Inclusion
- Pay and Benefits
- Work/Life: Paid Parental Leave, Childcare, Flexibility/Remote Work
- Accountability
- Transparency
- Silos
- Favoritism
- Parking
- Complex Administrative Processes and Administrative Efficiency
- Resources (Physical, Human and Technological)
- UNC System Bureaucracy and Red Tape



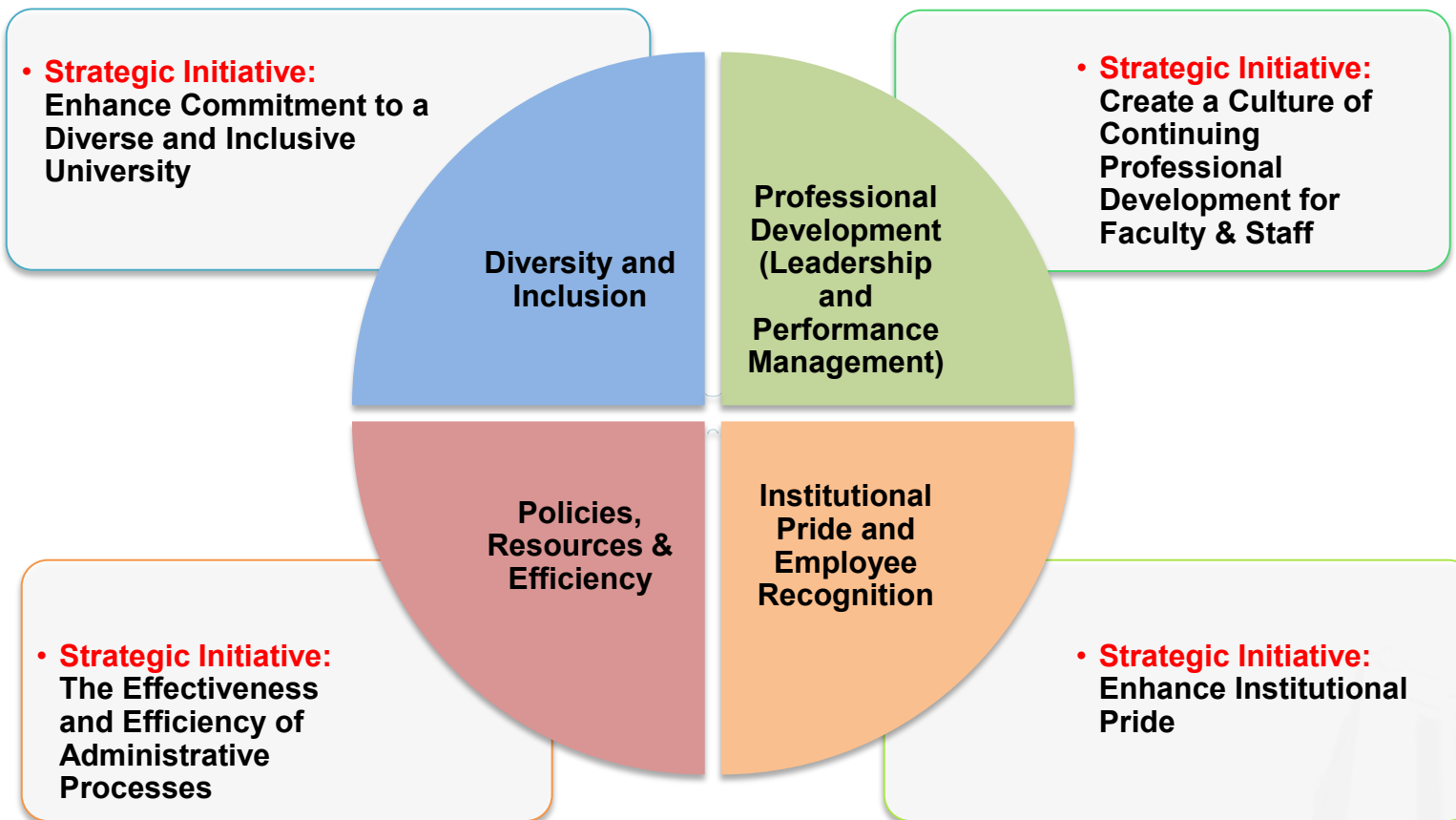
**2018 EES ACTION PLAN:
UNIVERSITY-WIDE INITIATIVES
IMPLEMENTED (WHERE ARE WE NOW?)**

Our Action Planning Guidelines: Institution-Wide and College/Division-Specific Strategy

- ✓ Focused on NC State's mission, vision and values
- ✓ Aligned survey focus areas with NC State's Strategic Plan and the UNC Strategic Plan
- ✓ Celebrated and built upon our strengths
- ✓ Addressed opportunities for further improvement
- ✓ Kept the action planning process SIMPLE (do not reinvent the wheel on initiatives to be implemented). Develop 2-4 survey focus areas each with specific strategies and metrics (EES belief statements)
- ✓ Looked for low hanging fruit where NC State can move the needle



Action Plan 2018 - 2020: Four Strategic Focus Areas



These 4 strategic focus areas are aligned with established NC State Strategic Plan initiatives, and with applicable Employee Engagement Survey core dimensions and belief statements

Action Plan Initiatives Implemented



Diversity and
Inclusion

Strategic Objective

**Enhance commitment
to a diverse and
inclusive community**

- ✓ Funded and endorsed professional development for faculty, staff and administrators on diversity and inclusion, with performance-based tools to track and build capacity
 - ❑ Incorporated some DEI training content into the Management Essentials Manager/Supervisory training program
- ✓ Enhanced and promoted strategic communications around successful DEI programs
- ✓ Reviewed Discrimination & Harassment procedures for clarity and effectiveness
- ✓ Ensured greater diverse representation on policy and procedure committees
- ✓ Added DEI metrics into SHRA & EHRA performance evaluation plans

Belief Statements: 2020 vs 2018 Favorable Ratings



Strategic Objective

Enhance commitment
to a diverse and
inclusive community

- ❑ People are supportive of their colleagues regardless of their heritage or background (74% vs 77)
- ❑ All things considered, this is a great place to work* (75% vs 76%)
- ❑ The institution has clear and effective procedures for dealing with discrimination (71% vs 74%)
- ❑ This institution places sufficient emphasis on having diverse faculty, administration and staff (69% vs 73%%)
- ❑ I can speak up to challenge a traditional way of doing something without harming my career* (62% vs 63%)
- ❑ **Policies and practices ensure fair treatment for faculty, administration and staff (61% vs 60%)**
- ❑ **The institution's culture is special – something you don't find just anywhere* (57% vs 56%)**
- ❑ Promotions in my department are based on a person's ability* (47% vs 50%)

Action Plan Initiatives Implemented

Professional
Development
(Leadership and
Performance
Management)

Strategic Objective

**Create a culture of
continuing
professional
development for
faculty and staff**

- ✓ Conducted leadership, management and supervisory training for department heads, unit heads and supervisors (on-going)
 - ❑ Implemented the new 2.0 version of the Management Essentials Program for newly hired/promoted supervisors and managers
 - ❑ Launched new employee training and professional development courses/curriculum to provide professional development and job skill enhancement opportunities for faculty and staff across campus
 - ❑ Provided targeted professional development for department heads
- ✓ Provided more comprehensive and user-friendly online tools and resources for supervisors/department chairs (on-going)
- ✓ Promoted and enhanced EHRA Non-Faculty and SHRA performance management trainings. Developed more robust resource tools to educate management on best practices for addressing poor performance in the workplace (on-going)

Belief Statements: 2020 vs 2018 Favorable Ratings

Professional
Development
(Leadership and
Performance
Management)

Strategic Objective

Create a culture of
continuing
professional
development for
faculty and staff

- I have a good relationship with my supervisor/chair (83% vs 84%)
- I am given the responsibility and freedom to do my job (83% vs 84%)
- My supervisor/department chair:
 - Supports my efforts to balance my work and personal life (82% vs 83%)
 - Models NC State's values (73% vs 76%)
 - Makes his/her expectations clear (72% vs 74%)
 - Actively solicits my suggestions and ideas (67% vs 69%)
- My job makes good use of my skills and abilities (78% vs 78%)
- I am given the opportunity to develop my skills at this institution (73% vs 74%)
- I believe what I am told by my supervisor/department chair (72% vs 72%)
- I receive feedback from my supervisor/ department chair that helps me (66% vs 68%)
- I understand the necessary requirements to advance my career (60% vs 62%)
- Our review process accurately measures my job performance (54% vs 53%)**
- Promotions in my department are based on a person's ability* (47% vs 50%)
- Issues of low performance are addressed in my department (45% vs 48%)

Action Plan Initiatives Implemented

Institutional
Pride and
Employee
Recognition

Strategic Objective

**Enhance Institutional
Pride**

- ✓ Conducted a University-wide communications and branding campaign to promote NC State as a:
 - ❑ Great place to work
 - ❑ 'Employer of Choice'
 - ❑ Premier Public-Research land-grant institution
 - ❑ Institution with a special culture
- ✓ Developed recommendations to enhance the university's existing employee recognition programs and develop informal "peer to peer" recognition programs (on-going)
- ✓ Promote wellness, work/life balance initiatives and social events for employees (on-going)
 - ❑ Established an holistic wellness strategic plan for faculty, staff and students (Wellness Committee)
 - ❑ Implemented several important family-friendly policies, programs and practices (e.g., parental leave, expanded child care options)

Belief Statements: 2020 vs 2018 Favorable Ratings

Institutional
Pride and
Employee
Recognition

Strategic Objective

Enhance Institutional
Pride

- I understand how my job contributes to this institutions mission (89% vs 90%)
- I am proud to be part of this institution (84% vs 83%)**
- Overall, my department is a good place to work (78% vs 79%)
- Pride - summary measure (77% vs 77%)
- All things considered, this is a great place to work* (75% vs 76%)
- This institution's culture is special - something you just don't find anywhere* (57% vs 56%)**
- I am regularly recognized for my contributions (51% vs 54%)
- There's a sense that we're all on the same team at this institution (53% vs 52%)**
- Our recognition and rewards programs are meaningful to me (40% vs 39%)**

Action Plan Initiatives Implemented

Policies,
Resources &
Efficiency

Strategic Objective

**The Effectiveness
and Efficiency of
Administrative
Processes**

- ✓ Reviewed, evaluated and recommend improvements in administrative processes (on-going)
 - ❑ Faculty hiring process
 - ❑ New purchasing protocols
 - ❑ Implementation of a new and streamlined relocation policy
- ✓ Leveraged the use of technology to streamline manual processes (on-going)
 - ❑ WolfTime, PeopleSoft and People Admin enhancements
- ✓ Promoted a culture of collaboration across divisions to achieve university objectives (on-going) and participation in university strategic planning.
- ✓ Leveraged university standing committees and use of diverse workgroups to discuss proposed changes to key administrative processes (on-going)
- ✓ Enhanced the university and department orientation, onboarding and off-boarding processes for faculty, administration and staff (on-going)

Belief Statements: 2020 vs 2018 Favorable Ratings



Policies,
Resources &
Efficiency

Strategic Objective

**The Effectiveness
and Efficiency of
Administrative
Processes**

- ❑ **Faculty/administrators/staff work together to ensure the success of institution programs and initiatives (69% vs 68%)**
- ❑ **This institution is well run (67% vs 66%)**
- ❑ When I offer a new idea, I believe it will be fully considered (61% vs 64%)
- ❑ I can speak up or challenge a traditional way of doing something without harming my career* (62% vs 63%)
- ❑ **Faculty/administration/staff are meaningfully involved in institutional planning (49% vs 46%)**
- ❑ I can count on people to cooperate across departments (56% vs 57%)
- ❑ **Our Orientation program prepares new faculty/administration/staff to be effective (58% vs 57%)**
- ❑ Changes that affect me are discussed prior to being implemented (45% vs 46%)

Division/College Initiatives

Divisions & colleges implemented a wide range of initiatives, listed on the Employee Engagement Survey [website](#) in UHR.

Some examples:

- TEX: Develop a cultural competency pilot program
- PCOM: Created an anonymous feedback mailbox
- Libraries: Facilitate cross-cultural sharing and engagement in each other's initiatives
- Facilities: Developed a PACK recognition toolkit
- HR: Collaborated w/ Provost Office and UCOMM on creating Faculty Central resource
- DASA: Created comprehensive professional development curriculum for DASA faculty and staff



TIMELINES & COMMUNICATIONS STRATEGY



Schedule for Upcoming System Office Activities: UNC System Office Target Dates

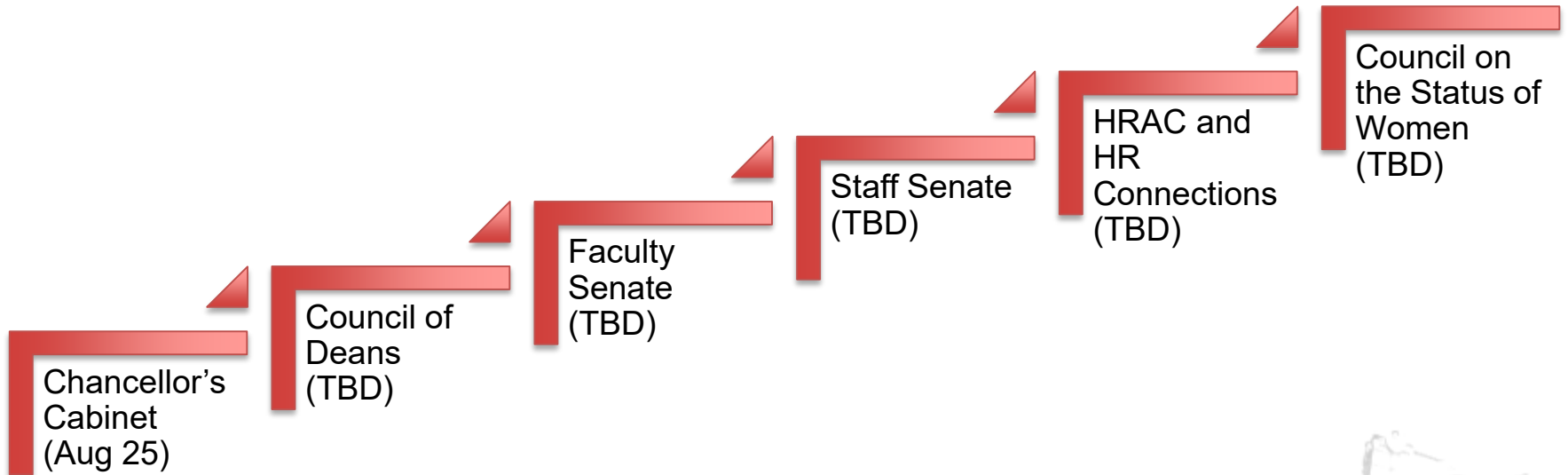
UNC System Office will be providing EES working group members at all institutions a detailed proposed schedule of activities related to preparing, communicating, and using results from the survey. Thus far, they have or will be presenting to the following

- HR Council (D&I results only)
- D&I Council (D&I results only)
- BOG (October meeting)
- Staff Assembly (late October meeting)
- Faculty Assembly (early October meeting)

- SO expects campuses to communicate results to senior leadership prior to the October BOG meeting
- SO expects campuses to communicate at least top-level results to the campus community on about October 22-23 (*not* before)

Communications Schedule

Meetings will be scheduled with the following groups to provide an overview of NC State's 2020 employee engagement survey results



Other Communication Channels

Channels:

Employee Engagement Survey website

Faculty and Staff website

Bulletin e-newsletter

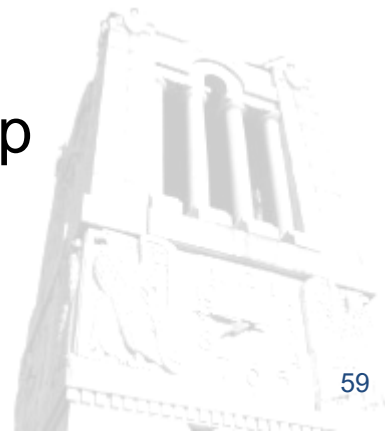
Provost's e-newsletter

UHR e-newsletter

Staff Senate e-newsletter

Diversity and Inclusion e-newsletter

Internal Communication Working Group



Other Reports / Presentation

- Reports with results for individual divisions/colleges
- Presentations for individual divisions/colleges/committees/etc.
- Pre-recorded presentation on HR EES website
- Other?



QUESTIONS & SUGGESTIONS

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