# 2020 UNC System Employee Engagement Survey

## Topline Survey Results

### Response Distribution

<table>
<thead>
<tr>
<th>Category</th>
<th>SHRA</th>
<th>EHRA Non-Faculty</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>56%</td>
<td>58%</td>
<td>62%</td>
</tr>
<tr>
<td>Job Satisfaction/Support</td>
<td>56%</td>
<td>58%</td>
<td>62%</td>
</tr>
<tr>
<td>Teaching Environment</td>
<td>59%</td>
<td>63%</td>
<td>66%</td>
</tr>
<tr>
<td>Professional Development</td>
<td>69%</td>
<td>66%</td>
<td>76%</td>
</tr>
<tr>
<td>Compensation, Benefits &amp; Work/Life Balance</td>
<td>57%</td>
<td>60%</td>
<td>65%</td>
</tr>
<tr>
<td>Facilities</td>
<td>64%</td>
<td>72%</td>
<td>69%</td>
</tr>
<tr>
<td>Policies, Resources &amp; Efficiency</td>
<td>51%</td>
<td>54%</td>
<td>54%</td>
</tr>
<tr>
<td>Shared Governance</td>
<td>43%</td>
<td>46%</td>
<td>54%</td>
</tr>
<tr>
<td>Pride</td>
<td>70%</td>
<td>72%</td>
<td>77%</td>
</tr>
<tr>
<td>Supervisors/Department Chairs</td>
<td>72%</td>
<td>70%</td>
<td>79%</td>
</tr>
<tr>
<td>Senior Leadership</td>
<td>35%</td>
<td>41%</td>
<td>41%</td>
</tr>
<tr>
<td>Faculty, Administration &amp; Staff Relations</td>
<td>43%</td>
<td>46%</td>
<td>49%</td>
</tr>
<tr>
<td>Communication</td>
<td>48%</td>
<td>49%</td>
<td>55%</td>
</tr>
<tr>
<td>Collaboration</td>
<td>52%</td>
<td>52%</td>
<td>60%</td>
</tr>
<tr>
<td>Fairness</td>
<td>49%</td>
<td>51%</td>
<td>55%</td>
</tr>
<tr>
<td>Respect &amp; Appreciation</td>
<td>52%</td>
<td>54%</td>
<td>56%</td>
</tr>
<tr>
<td>Custom D&amp;I Statement</td>
<td>66%</td>
<td>73%</td>
<td>63%</td>
</tr>
<tr>
<td><strong>Survey Average</strong></td>
<td>56%</td>
<td>58%</td>
<td>62%</td>
</tr>
</tbody>
</table>

### Job Satisfaction/Support

- Overall: 71
- SHRA: 71
- EHRA Non-Faculty: 78
- Faculty: 65

### Teaching Environment

- Overall: 59
- SHRA: 63
- EHRA Non-Faculty: 66
- Faculty: 66

### Professional Development

- Overall: 69
- SHRA: 66
- EHRA Non-Faculty: 76
- Faculty: 49

### Compensation, Benefits & Work/Life Balance

- Overall: 57
- SHRA: 60
- EHRA Non-Faculty: 65
- Faculty: 46

### Facilities

- Overall: 64
- SHRA: 72
- EHRA Non-Faculty: 69
- Faculty: 49

### Policies, Resources & Efficiency

- Overall: 51
- SHRA: 54
- EHRA Non-Faculty: 54
- Faculty: 42

### Shared Governance

- Overall: 43
- SHRA: 46
- EHRA Non-Faculty: 54
- Faculty: 34

### Pride

- Overall: 70
- SHRA: 72
- EHRA Non-Faculty: 77
- Faculty: 61

### Supervisors/Department Chairs

- Overall: 72
- SHRA: 70
- EHRA Non-Faculty: 79
- Faculty: 71

### Senior Leadership

- Overall: 35
- SHRA: 41
- EHRA Non-Faculty: 41
- Faculty: 21

### Faculty, Administration & Staff Relations

- Overall: 43
- SHRA: 46
- EHRA Non-Faculty: 49
- Faculty: 33

### Communication

- Overall: 48
- SHRA: 49
- EHRA Non-Faculty: 55
- Faculty: 43

### Collaboration

- Overall: 52
- SHRA: 52
- EHRA Non-Faculty: 60
- Faculty: 45

### Fairness

- Overall: 49
- SHRA: 51
- EHRA Non-Faculty: 55
- Faculty: 43

### Respect & Appreciation

- Overall: 52
- SHRA: 54
- EHRA Non-Faculty: 56
- Faculty: 43

### Custom D&I Statement

- Overall: 66
- SHRA: 73
- EHRA Non-Faculty: 63
- Faculty: 56