## UNC School of the Arts
### 2020 UNC System Employee Engagement Survey
#### Topline Survey Results

<table>
<thead>
<tr>
<th>Job Satisfaction/Support</th>
<th>Overall</th>
<th>SHRA</th>
<th>EHRA Non-Faculty</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching Environment</td>
<td>65</td>
<td>65</td>
<td>65</td>
<td>66</td>
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<tr>
<td>Professional Development</td>
<td>65</td>
<td>64</td>
<td>64</td>
<td>68</td>
</tr>
<tr>
<td>Compensation, Benefits &amp; Work/Life Balance</td>
<td>54</td>
<td>59</td>
<td>58</td>
<td>42</td>
</tr>
<tr>
<td>Facilities</td>
<td>56</td>
<td>62</td>
<td>63</td>
<td>43</td>
</tr>
<tr>
<td>Policies, Resources &amp; Efficiency</td>
<td>44</td>
<td>48</td>
<td>42</td>
<td>40</td>
</tr>
<tr>
<td>Shared Governance</td>
<td>48</td>
<td>50</td>
<td>52</td>
<td>46</td>
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<tr>
<td>Pride</td>
<td>75</td>
<td>74</td>
<td>78</td>
<td>74</td>
</tr>
<tr>
<td>Supervisors/Department Chairs</td>
<td>67</td>
<td>67</td>
<td>70</td>
<td>65</td>
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<tr>
<td>Senior Leadership</td>
<td>45</td>
<td>43</td>
<td>56</td>
<td>40</td>
</tr>
<tr>
<td>Faculty, Administration &amp; Staff Relations</td>
<td>43</td>
<td>42</td>
<td>48</td>
<td>41</td>
</tr>
<tr>
<td>Communication</td>
<td>50</td>
<td>46</td>
<td>54</td>
<td>52</td>
</tr>
<tr>
<td>Collaboration</td>
<td>47</td>
<td>45</td>
<td>52</td>
<td>46</td>
</tr>
<tr>
<td>Fairness</td>
<td>45</td>
<td>43</td>
<td>53</td>
<td>44</td>
</tr>
<tr>
<td>Respect &amp; Appreciation</td>
<td>51</td>
<td>50</td>
<td>51</td>
<td>52</td>
</tr>
<tr>
<td>Custom D&amp;I Statement</td>
<td>63</td>
<td>64</td>
<td>61</td>
<td>61</td>
</tr>
</tbody>
</table>

### Survey Average

<table>
<thead>
<tr>
<th>Overall</th>
<th>SHRA</th>
<th>EHRA Non-Faculty</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>54</td>
<td>55</td>
<td>58</td>
<td>51</td>
</tr>
</tbody>
</table>

#### Response Distribution

- **SHRA**: 160 (49%)
- **EHRA Non-Faculty**: 70 (22%)
- **Faculty**: 96 (29%)

<table>
<thead>
<tr>
<th>Poor</th>
<th>Warrants Attention</th>
<th>Fair to Mediocre</th>
<th>Good</th>
<th>Very Good to Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%-44%</td>
<td>45%-54%</td>
<td>55%-64%</td>
<td>65%-74%</td>
<td>75%-100%</td>
</tr>
</tbody>
</table>

### Job Satisfaction/Support

- Overall: 65
- SHRA: 65
- EHRA Non-Faculty: 65
- Faculty: 66

### Teaching Environment

- Overall: 56
- SHRA: 65
- EHRA Non-Faculty: 56
- Faculty: 46

### Professional Development

- Overall: 65
- SHRA: 64
- EHRA Non-Faculty: 64
- Faculty: 68

### Compensation, Benefits & Work/Life Balance

- Overall: 54
- SHRA: 59
- EHRA Non-Faculty: 58
- Faculty: 42

### Facilities

- Overall: 56
- SHRA: 62
- EHRA Non-Faculty: 63
- Faculty: 43

### Policies, Resources & Efficiency

- Overall: 44
- SHRA: 48
- EHRA Non-Faculty: 42
- Faculty: 40

### Shared Governance

- Overall: 48
- SHRA: 50
- EHRA Non-Faculty: 52
- Faculty: 46

### Pride

- Overall: 75
- SHRA: 74
- EHRA Non-Faculty: 78
- Faculty: 74

### Supervisors/Department Chairs

- Overall: 67
- SHRA: 67
- EHRA Non-Faculty: 70
- Faculty: 65

### Senior Leadership

- Overall: 45
- SHRA: 43
- EHRA Non-Faculty: 56
- Faculty: 40

### Faculty, Administration & Staff Relations

- Overall: 43
- SHRA: 42
- EHRA Non-Faculty: 48
- Faculty: 41

### Communication

- Overall: 50
- SHRA: 46
- EHRA Non-Faculty: 54
- Faculty: 52

### Collaboration

- Overall: 47
- SHRA: 45
- EHRA Non-Faculty: 52
- Faculty: 46

### Fairness

- Overall: 45
- SHRA: 43
- EHRA Non-Faculty: 53
- Faculty: 44

### Respect & Appreciation

- Overall: 51
- SHRA: 50
- EHRA Non-Faculty: 51
- Faculty: 52

### Custom D&I Statement

- Overall: 63
- SHRA: 64
- EHRA Non-Faculty: 61
- Faculty: 61

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The survey results indicate a high level of satisfaction across various aspects of the workplace, with the majority of responses falling into the “Good” or “Very Good to Excellent” categories. The most satisfied areas include Teaching Environment, Professional Development, and Job Satisfaction/Support. Areas that require more attention include Compensation, Benefits & Work/Life Balance and Facilities.