



ModernThink **Overview of Reports** **Benchmark Overview**

**UNC System Employee Engagement Survey
Spring 2018**

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UNC Benchmarks

Your 2018 Results Suite of reports, generated from your UNC System Employee Engagement Survey, included a series of higher education benchmarks selected by the System Office:

- 2017 Great Colleges “Honor Roll” (4-year institutions most frequently recognized across the 12 Recognition Categories in that program and of your Enrollment Size)
- 2017 Carnegie (specific to your institution)
- 2017 Control (4-year Public institutions)
- 2017 Enrollment Size (specific to your institution)
- 2017 Region (4-year institutions located in the Southeast)
- 2018 UNC Core Population Aggregate

UNC System Employee Engagement Survey									
ModernThink 2018 UNC System Employee Engagement Survey SAMPLE Overall Benchmark ScoreCard		Overall		Benchmarks					
	Positive Response	Negative Response	2017 Honor Roll > 10,000	2017 Carnegie Master's	2017 Control Public	2017 Enrollment Size > 10,000	2017 Region Southeast	2018 UNC Core Population Aggregate	
Total number of survey respondents (22661)									
Job Satisfaction/Support									
1 My job makes good use of my skills and abilities.	79	5	85	80	80	80	81	77	
2 I am given the responsibility and freedom to do my job.	84	4	86	83	83	83	83	82	
4 I am provided the resources I need to be effective in my job.	58	14	75	60	60	64	63	60	
Job Satisfaction/Support - Average		74	8	82	74	74	76	76	73
Teaching Environment									
33 There is a good balance of teaching, service and research at this institution.	69	11	82	65	65	69	68	70	
40 Teaching is appropriately recognized in the evaluation and promotion process.	66	10	81	75	71	70	75	60	
51 There is appropriate recognition of innovative and high quality teaching.	63	11	82	68	67	69	69	64	
Teaching Environment - Average		66	11	82	69	68	69	71	65
Professional Development									
6 I am given the opportunity to develop my skills at this institution.	75	7	84	72	73	75	75	71	
10 I understand the necessary requirements to advance my career.	70	11	77	70	71	70	73	63	
Professional Development - Average		73	9	81	71	72	73	74	67

All benchmarks are composed of 2017 data, except the 2018 UNC Core Population Aggregate. Each benchmark comprises the average percent positive (the percentage of faculty/staff who responded with “Strongly Agree” or “Agree”) responses of those institutions from the ModernThink database that share that defining attribute **and** are a four-year institution. For example, your Southeast Region benchmark contains all 2017 4-year ModernThink clients located in the southeast. Though not labeled on your reports, **all of your benchmarks contain data from 4-year institutions only.**

Both the Honor Roll and Enrollment Size benchmarks are also stratified into Small, Medium and Large categories based on the following:

- **Small** is fewer than 3,000 students
- **Medium** is 3,000-9,999 students
- **Large** is 10,000 students or more

The below chart provides the median participation rate, the mean participation rate, and the median overall positive response for each cut of benchmark data delivered to UNC campuses. The mean participation rate was calculated using the number of individual respondents against the number of people surveyed, as opposed to averaging the response rates of each institution.

Benchmark	Benchmark Cuts	Median Participation Rate	Mean Participation Rate	Median Overall Positive Response
Honor Roll	4-year Small	54%	52%	74%
	4-year Medium	44%	45%	68%
	4-year Large	38%	46%	69%
Enrollment Size	4-year Small	55%	48%	59%
	4-year Medium	42%	43%	61%
	4-year Large	33%	37%	62%
Carnegie	4-year Baccalaureate	52%	44%	58%
	4-year Masters	65%	44%	61%
	4-year Doctorate	34%	36%	62%
	4-year Special Focus	63%	45%	66%
Control	4-year Public	35%	36%	61%
Region	4-year Southeast	35%	36%	61%

Please contact Karen Kukulka with any comments or questions about your benchmarks, or if we can be of any further assistance. Karen can be reached at 888.684.4658 or via email at kkukulka@modernthink.com.