

**From:** [Hyde, Kevin E.](#)  
**To:** [All Full-Time Employees](#)  
**Subject:** Employee Engagement Survey  
**Date:** Friday, October 26, 2018 11:19:51 AM

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Dear Colleagues,

Around this time last year, an [Employee Engagement Survey](#) was disseminated to our full-time faculty and staff. An astounding **61%** of you participated, and the information collected was invaluable. Measuring employee engagement provides an opportunity to understand faculty and staff perspectives while continuing towards student success.

The Office of Human Resources has once again partnered with the National Initiative for Leadership and Institutional Effectiveness (NILIE) at North Carolina State University for the second year of data collection. NILIE, a third party provider, will host the online survey and collect your responses. You will receive an email from [nilie@qualtrics-survey.com](mailto:nilie@qualtrics-survey.com) with an individualized survey link next week. In the survey you will be asked to select your response, using a five-point scale, to items divided into the following domains: institutional structure, supervisory relationship, teamwork, change history and student focus. The survey consists of approximately 88 questions and takes about 20 minutes to complete.

All responses provided to NILIE will remain anonymous to the College, and reports will summarize the results and not identify individual answers. Any response rate of less than 5% of the total will be excluded from the data provided to FSCJ to protect the anonymity of respondents. Once the final report is received in early 2019, results will be shared Collegewide.

Please be thoughtful, honest and candid when you complete the survey. Your feedback will be used to assess the current climate of the College against our baseline established last year, and identify areas of strength as well as areas where further efforts should be dedicated. Please give the survey your prompt attention as your voice is important to ensure the College continues to move forward while focused on our mission, vision and values.

Thank you for devoting your time to this important initiative. Your continued engagement will help us in our efforts to keep the momentum going.

Sincerely,

Kevin