

FSCJ OnPoint

2020 Employee Engagement Survey

Presented by Office of Human Resources

March 3, 2021



- North Carolina State University's College of Education National Initiative for Leadership and Institutional Effectiveness (NILIE)
 - Personal Assessment of the College Environment (PACE) survey tool
 - Racial Diversity Survey (new)
- FSCJ – Part-time and Adjunct Survey (new)

Participation by Employee Group

| Classification | 2020 Data | | | 2018 | 2017 |
|--------------------|----------------|-------------------|------------|------------|------------|
| | Survey Invites | Surveys Completed | Percentage | Percentage | Percentage |
| Faculty | 365 | 177 | 48% | 59% | 60% |
| Career | 686 | 289 | 42% | 41% | 52% |
| Professional | 190 | 130 | 68% | 62% | 64% |
| Administrative | 89 | 71 | 80% | 73% | 76% |
| FT Not Identified | n/a | 36 | n/a | n/a | n/a |
| FT TOTALS | 1,330 | 703 | 53% | 56% | 61% |
| Part-time/Adjuncts | 1,215 | 273 | 22% | n/a | n/a |

PACE Mean Score Comparison By Climate Factor

Table 5. Climate Factor Mean Comparisons

| Climate Factor | <i>FSCJ compared with:</i> | | | | | | | | | | |
|---------------------------|----------------------------|-------|-------|------|-------------|--------------|------|-------------|----------------|------|-------------|
| | FSCJ | | 2018 | | | Bacc./Assoc. | | | NILIE Normbase | | |
| | N | Mean | Mean | Sig. | Effect size | Mean | Sig. | Effect size | Mean | Sig. | Effect size |
| Overall | 701 | 4.078 | 3.709 | *** | .535 | 3.710 | *** | .493 | 3.800 | *** | .368 |
| Institutional Structure | 701 | 3.802 | 3.265 | *** | .635 | 3.368 | *** | .486 | 3.502 | *** | .330 |
| Student Focus | 700 | 4.187 | 3.853 | *** | .519 | 3.955 | *** | .346 | 4.060 | *** | .193 |
| Supervisory Relationships | 701 | 4.239 | 3.972 | *** | .333 | 3.818 | *** | .470 | 3.867 | *** | .416 |
| Teamwork | 701 | 4.236 | 3.988 | *** | .280 | 3.866 | *** | .379 | 3.907 | *** | .342 |

| | Overall | Bach/Assoc | Normbase |
|-------------|---------|------------|----------|
| 2017 | 3.599 | 3.670 | 3.724 |
| 2018 | 3.709 | 3.684 | 3.774 |
| 2020 | 4.078 | 3.710 | 3.800 |

PACE Mean Score Comparison by Employee Group

Table 6. Overall Item Mean Comparisons by Personnel Classification

FSCJ compared with:

| What is your personnel classification? | 2020 | | 2018 | | |
|--|------|-------|-------|------|-------------|
| | N | Mean | Mean | Sig. | Effect size |
| Overall | 701 | 4.078 | 3.709 | *** | .535 |
| Faculty | 177 | 4.015 | 3.528 | *** | .672 |
| Career | 288 | 4.076 | 3.834 | *** | .360 |
| Professional | 130 | 4.128 | 3.766 | *** | .532 |
| Administrator | 71 | 4.265 | 3.795 | *** | .790 |

Racial Diversity Survey

- 19 Questions addressing various factors influencing the racial climate
- Overall Mean = 4.198

Table 9. Mean Comparisons by Personnel Classification

FSCJ compared with:

| What is your personnel classification? | FSCJ | | Bacc./Assoc. | | | NILIE Normbase | | |
|---|-------------|-------|---------------------|------|-------------|-----------------------|------|-------------|
| | N | Mean | Mean | Sig. | Effect size | Mean | Sig. | Effect size |
| Overall | 685 | 4.198 | 3.918 | *** | .384 | 3.975 | *** | .305 |
| Faculty | 177 | 4.227 | 3.897 | *** | .428 | 3.972 | *** | .333 |
| Administrator | 71 | 4.229 | 3.926 | ** | .474 | 3.958 | ** | .391 |
| Staff | 418 | 4.189 | 3.957 | *** | .325 | 3.993 | *** | .281 |

Part-time & Adjunct Employee Survey

- 20 Questions focusing on employee engagement
- 273 Responses
 - 222 Adjuncts completed survey
 - 51 Part-time employees completed survey
- Overall Mean = 4.453

Additional Information

- Survey Results and Reports
fscj.edu/hr/employeeengagementsurvey
- Workshops
 - Employee Engagement Survey Review - PD 7112
 - ❖ Thursday, April 1; 2-3 p.m.
 - ❖ Friday, April 16; 9-10 a.m.
 - Enroll through myLearning