

September 4, 2008

MEMORANDUM

To: Deans, Directors and Department Heads

From: James L. Oblinger, Chancellor

Subject: 2008 Staff Well-Being Survey: Results Now Available

This past spring, the university – through University Planning and Analysis (UPA) -- administered the 2008 Staff Well-Being Survey. More than 3,200 of the almost 6,000 staff in the population participated in the survey, which covered a wide range of topics related to employee well-being and satisfaction. This is part of a continuing effort to monitor the campus climate and determine where we are succeeding and where improvements are needed. You may recall that we conducted a survey of students in 2004 and faculty in 2006.

I encourage you to take a look at the results (<http://www2.acs.ncsu.edu/UPA/survey/staff/>) both for the university as a whole and for your division or college. Results are also posted online for the 36 non-academic departments that had 50 or more staff in the survey population (see the attached listing of the departments for which individual reports are available online). By making results available at this level, we will be better able to identify appropriate next steps.

The fact that almost 56 percent of staff employees participated in the survey is a good sign. In general, the results were very positive. The majority of employees are very satisfied working at NC State and say they enjoy coming to work. They like what they do on a day-to-day basis and the people they work with, and give generally high marks to their supervisors on a wide range of leadership skills and favorable ratings to the campus environment and to campus safety. They are supportive of and feel positive about diversity/multiculturalism efforts on campus. Ratings for communication between staff and upper administration (both at the division/college and university level) are not as strong nor are the ratings for administrators' and supervisors' ability to set short and long-term goals, and to set priorities for their unit. We will communicate the results to campus in a variety of ways, including presentations to various groups and through the Bulletin.

It is important that you take the time to familiarize yourself with the survey and consider the ways in which we can address issues of concern, and, of course, celebrate our successes. Much of what we can do to enhance the well-being of our staff necessarily happens at the 'local' level, and I look to you and your staff to help identify and share best-practices for such strategies.

If you would like help navigating the reports and/or interpreting them, or would like some additional analyses to address any particular questions you have, please contact Dr. Nancy Whelchel at nancy_wchelchel@ncsu.edu or 515-4184.

Attachment

cc: Jim Martin, Chair of Faculty
Laura Massengill, Staff Senate Chair