



MEMORANDUM

TO: Deans, Directors, and Department Heads
FROM: Kevin Howell, Chancellor *Kevin Howell*
SUBJECT: Employee Engagement Survey
DATE: October 12, 2026

Between Oct. 21 and Nov. 11, NC State faculty and staff will have the opportunity to participate in our Employee Engagement Survey for the fifth time. The survey is being sent to all permanent full-time (75% time or more) faculty and staff employed as of July 1, 2026.

This is a significant endeavor for NC State. In past years we administered the survey as part of the UNC System Office's Higher Expectations strategic plan. Now that the System Office has discontinued that initiative, we have decided to continue administering the survey at NC State so we can collect data that support the university's accreditation efforts and strategic plan metrics. The survey will also allow us to maintain longitudinal trend data on employee engagement and provide benchmarking against peer institutions. Past administrations of the survey have helped us identify areas where employee satisfaction is high as well as areas that needed improvement.

We have compiled a [list of key points](#) to share with your management teams. Please review these points carefully and share them with your teams to ensure that all managers accurately and consistently communicate about the survey with NC State faculty and staff. The list explains the goals of the survey, how it will be administered and why it is important for faculty and staff to participate.

Although participation is voluntary, it is strongly encouraged. Managers and supervisors should give employees up to 30 minutes to complete the survey during their normal working hours. Break time or leave time should not be utilized to complete the survey.

The online survey will be available in English and Spanish.

For technical issues with the survey, contact Nancy Whelchel, Ph.D., assistant vice provost for institutional survey research and analysis, at nancy_wchelchel@ncsu.edu. For more information, visit the [survey website](#).

Thank you for supporting this important initiative.