

East Carolina University Employee Survey - Personnel Management System

1. How many years have you been employed at ECU?

	Response Percent	Response Count
0 - 2 years	23.2%	294
3 - 5 years	20.3%	257
6 - 10 years	19.4%	246
11 - 20 years	22.1%	280
21 - 30 years	11.8%	149
30+ years	3.2%	41
<i>Answered Question</i>		1265
<i>Skipped Question</i>		4

2. How many years have you been employed with the State of North Carolina?

	Response Percent	Response Count
0 - 2 years	18.4%	233
3 - 5 years	19.4%	245
6 - 10 years	19.5%	247
11 - 20 years	23.8%	301
21 - 30 years	14.4%	182
30+ years	4.7%	59
<i>Answered Question</i>		1265
<i>Skipped Question</i>		4

3. Your gender:

	Response Percent	Response Count
Male	29.1%	362
Female	71.0%	883
<i>Answered Question</i>		1243
<i>Skipped Question</i>		26

4. Your job is classified as:

	Response Percent	Response Count
SPA	57.9%	726
EPA Non-faculty	12.2%	153
Faculty	25.0%	313
Temporary	2.1%	26
I'm not sure	3.0%	37
<i>Answered Question</i>		1253
<i>Skipped Question</i>		16

5. Your occupation is (choose the one that best fits the nature of your job):		
	Response Percent	Response Count
Clerical and Secretarial	21.1%	266
Executive, Administrative, and Managerial	23.4%	295
Faculty	22.5%	284
Professional	21.7%	274
Service/Maintenance	2.3%	29
Skilled Crafts	0.9%	11
Technical and Paraprofessional	8.2%	104
<i>Answered Question</i>		1261
<i>Skipped Question</i>		8

6. Your salary is paid from grant money.		
	Response Percent	Response Count
Yes	5.1%	64
No	91.1%	1150
I don't know	4.0%	50
<i>Answered Question</i>		1262
<i>Skipped Question</i>		7

7. What are the most important pay issues that you would like an improved personnel system to address? Please choose what you feel are the most important issues and rate them, with "1" being most important, "2" next most important, etc.			
	Response Average	Response Total	Response Count
Career banding	6.32	3878	614
Cost-of-living pay increases	2.51	2346	933
In-range pay adjustments	4.06	2969	732
Living wage for all University employees	4.20	3034	723
Longevity-based pay increases	4.71	3327	706
Merit-based bonuses	3.64	2965	814
Performance-based pay increases	3.02	2591	858
Pay equity within employing units	4.78	3169	663
Pay equity across the University	5.00	3496	699
Parity with salaries in the private sector in this area	4.43	3175	717
Right of all employees to be able to edit their own timesheets	8.75	4525	517
Salary ceilings	8.56	4536	530
Salary increases for grant-funded positions using grant money	8.24	4443	539
Sign-on bonuses as an incentive for new hires	8.85	4716	533
Other	6.31	763	121
<i>Answered Question</i>			1055
<i>Skipped Question</i>			214

8. If one of your choices above was "other," please explain.	
	Response Count
	127
<i>Answered Question</i>	127
<i>Skipped Question</i>	1142

9. What would be the best way to reward outstanding performance or length of service?		
	Response Percent	Response Count
One-time bonus payment	14.6%	158
Permanent increase in salary	73.5%	794
Paid time off	5.4%	58
Recognitions and awards	2.9%	31
Other	3.7%	40
<i>Answered Question</i>		1080
<i>Skipped Question</i>		189

10. If your choice above was "other," please explain.	
	Response Count
Link to other Comments.	
	57
<i>Answered Question</i>	57
<i>Skipped Question</i>	1212

11. What are the most important benefits issues that you would like an improved personnel system to address? Please choose what you feel are the most important issues and rate them, with "1" being most important, "2" next most important, etc.			
	Response Average	Response Total	Response Count
Benefits being made available to part-time employees	6.65	3844	578
Child care	5.79	3641	629
Disability Insurance	5.30	3358	633
Dental Insurance	4.23	3020	714
Education benefits for children of all employees	4.60	3400	739
Education benefits for spouses and partners of employees	5.54	3561	643
Educational and career development opportunities for employees	4.54	3184	702
Health Insurance	1.81	1601	886
Life Insurance	4.95	3146	635
Paid Leave	4.15	2874	692
Retirement	3.11	2572	826
Vision Insurance	5.43	3431	632
Other	4.15	270	65
<i>Answered Question</i>			1008
<i>Skipped Question</i>			261

12. If one of your choices above was "other," please explain.	
Link to Q12 Other Comments	Response Count
	68
<i>Answered Question</i>	68
<i>Skipped Question</i>	1201

13. How well do the University's benefits meet your personal needs?		
	Response Percent	Response Count
Very well	14.1%	145
Adequately	69.4%	715
Not well at all	14.8%	153
Not applicable	1.7%	18
<i>Answered Question</i>		1031
<i>Skipped Question</i>		238

14. How well do the University's benefits meet your family's needs?		
	Response Percent	Response Count
Very well	6.5%	67
Adequately	41.0%	422
Not well at all	30.3%	312
Not applicable	22.2%	229
<i>Answered Question</i>		1030
<i>Skipped Question</i>		239

15. Would you be interested in having cafeteria-style benefits in which you could create your own benefits package from an assortment of options, up to a certain dollar value?		
	Response Percent	Response Count
Yes	56.2%	574
No	15.5%	158
Maybe	28.4%	290
<i>Answered Question</i>		1022
<i>Skipped Question</i>		247

16. If you answered "maybe" above, please explain.	
Link to Q16 Maybe	Response Count
	210
<i>Answered Question</i>	210
<i>Skipped Question</i>	1059

17. What are the most important employee-management relations issues that you would like an improved personnel system to address? Please choose what you feel are the most important issues and rate them, with "1" being most important, "2" next most important, etc.

	Response Average	Response Total	Response Count
Adverse weather/heat/cold policies	5.15	2396	465
Arbitration	5.75	2260	393
Career banding	3.80	2186	576
Collective bargaining	5.65	2275	403
Comp time and overtime	2.95	1706	579
Computing work time in weeks with paid holidays	4.79	2064	431
Contract labor/service-level agreements	6.64	2471	372
Dismissals	5.74	2353	410
Evaluations of a supervisor's performance	2.69	1613	599
Grievance process	4.56	2079	456
Outsourcing	6.84	2639	386
Performance problems	3.77	2053	544
Warnings and disciplinary actions	4.98	2276	457
Other	3.65	307	84
<i>Answered Question</i>			871
<i>Skipped Question</i>			398

18. If one of your choices above was "other," please explain.

Link to Q18 Other	Response Count
	82
<i>Answered Question</i>	82
<i>Skipped Question</i>	1187

19. If ECU has arbitration for workplace disputes, do you think it should (check all that apply):

	Response Percent	Response Count
Use an outside arbiter	75.6%	719
Use an ECU-based arbiter	24.1%	229
Be binding	28.3%	269
Be non-binding	13.4%	127
<i>Answered Question</i>		951
<i>Skipped Question</i>		318

20. Final decisions on grievances and appeals of disciplinary actions should be determined by:

	Response Percent	Response Count
A panel within the University	38.8%	375
A panel from outside the University system	47.8%	462
The Chancellor	8.0%	77
Other	5.4%	52
<i>Answered Question</i>		966
<i>Skipped Question</i>		303

21. If your choice above was "other," please explain.	
Link to Q21 Other	Response Count
	54
<i>Answered Question</i>	54
<i>Skipped Question</i>	1215

22. What are the most important hiring and promotion issues that you would like an improved personnel system to address? Please choose what you feel are the most important issues and rate them, with "1" being most important, "2" next most important, etc.			
	Response Average	Response Total	Response Count
Cross-training of employees	3.34	1978	593
Dismissing employees "for cause" vs. dismissal "at will"	4.04	2075	514
Hiring UNC System employees	4.89	2055	420
Hiring State employees not in the University system	5.37	2158	402
Making hiring and promotion decisions	2.81	1779	633
Promoting ECU employees within the University	2.25	1527	678
Turning temporary employees into permanent employees	3.98	2104	529
Valuing work-related experience	2.38	1646	691
Valuing education	3.42	1978	579
Other	3.53	180	51
<i>Answered Question</i>			897
<i>Skipped Question</i>			372

23. If one of your choices above was "other," please explain.	
Link to Q23 Other Comments	Response Count
	50
<i>Answered Question</i>	50
<i>Skipped Question</i>	1219

24. How important should the following factors be in promotion decisions for staff employees?							
	Very Important	Important	Only slightly important	Not at all important	Do not know/No opinion	Rating Average	Response Count
Performance	92.1% (890)	7.5% (72)	0.2% (2)	0.0% (0)	0.2% (2)	1.09	966
Work-related education and training competencies	50.4% (485)	42.3% (407)	6.5% (63)	0.2% (2)	0.6% (6)	1.58	963
Years of relevant experience	46.0% (444)	40.0% (386)	12.7% (123)	1.0% (10)	0.2% (2)	1.69	965
Years of University service	22.5% (216)	33.8% (324)	32.4% (311)	10.7% (103)	0.5% (5)	2.33	959
Employee's comparable worth in the private sector	39.4% (379)	38.8% (373)	13.7% (132)	5.4% (52)	2.7% (26)	1.93	962
<i>Answered Question</i>							968
<i>Skipped Question</i>							301

25. What are the most important career development issues that you would like an improved personnel system to address? Please choose what you feel are the most important issues and rate them, with "1" being most important, "2" next most important, etc.

	Response Average	Response Total	Response Count
Acquiring skills needed to advance on the job	1.70	1332	783
Having information on career opportunities across the University	2.58	1707	662
Having professional development opportunities	1.94	1529	790
Providing career counseling for staff employees	2.93	1849	631
Supporting employees serving on University committees	3.53	2074	587
Other	2.90	139	48
<i>Answered Question</i>			884
<i>Skipped Question</i>			385

26. If one of your choices above was "other," please explain.

Link to Q26 Other	Response Count
	42
<i>Answered Question</i>	42
<i>Skipped Question</i>	1227

27. What are the most important issues surrounding working conditions that you would like an improved personnel system to address? Please choose what you feel are the most important issues and rate them, with "1" being most important, "2" next most important, etc.

	Response Average	Response Total	Response Count
Availability of necessary tools/equipment	4.27	2031	476
Availability of training for assigned duties	3.90	2081	533
"Class" separation of staff	6.01	2440	406
Departmental autonomy	5.56	2302	414
Duplication of offices and functions	5.46	2401	440
Duplication of processes and paperwork	4.79	2348	490
Employee advocacy groups and activities	6.48	2553	394
Equitable distribution of workload	4.07	2106	517
Having paper rather than electronic pay stubs	10.17	3367	331
Parking and commuting issues	3.68	2160	587
Physical facilities	5.80	2403	414
Safety	4.17	2154	517
Security	4.81	2334	485
Supervisors and managers	4.70	2164	460
Yearly performance evaluations	5.00	2606	521
Other	4.85	126	26
<i>Answered Question</i>			843
<i>Skipped Question</i>			426

28. If one of your choices above was "other," please explain.	
Link to Q28 Comments	Response Count
	28
<i>Answered Question</i>	28
<i>Skipped Question</i>	1241

29. How important is it to encourage the following?								
	Very Important	Important	Only slightly important	Not at all important	Do not know/No opinion	Rating Average	Response Count	
Flexible schedules: working for 10-hour days	38.1% (332)	31.2% (272)	20.3% (177)	7.9% (69)	2.4% (21)	2.05	871	
Flexible schedules: other time configurations	45.9% (397)	35.1% (304)	12.6% (109)	4.3% (37)	2.1% (18)	1.82	865	
Working from home	30.4% (264)	28.6% (248)	25.2% (219)	13.4% (116)	2.4% (21)	2.29	868	
Bicycling to work	9.6% (79)	17.1% (141)	29.1% (240)	32.9% (271)	11.3% (93)	3.19	824	
Vanpooling to work	7.6% (63)	18.9% (156)	30.6% (252)	31.4% (259)	11.4% (94)	3.2	824	
Use of bus to get to work	9.4% (78)	19.7% (163)	31.4% (259)	28.9% (239)	10.5% (87)	3.11	826	
Carpooling to work	8.7% (71)	22.1% (180)	32.6% (265)	26.8% (218)	9.7% (79)	3.07	813	
Working 30-39 hours/week	19.0% (157)	24.7% (204)	26.1% (216)	20.8% (172)	9.4% (78)	2.77	827	
Shared positions	11.1% (91)	23.1% (189)	28.6% (234)	24.4% (200)	12.7% (104)	3.05	818	
Increasing fitness by allowing limited work-time exercise	32.5% (276)	32.6% (277)	22.4% (190)	8.8% (75)	3.8% (32)	2.19	850	
Other (please explain below)	57.7% (30)	1.9% (1)	5.8% (3)	7.7% (4)	26.9% (14)	2.44	52	
Explanation of "other"								38
<i>Answered Question</i>								894
<i>Skipped Question</i>								375

30. What do you think is already working very well at the University and should not be changed?	
Link to Q30 Comments	Response Count
	336
<i>Answered Question</i>	336
<i>Skipped Question</i>	933

31. Do you think all employees should be able to vote on the re-vamped system before it goes into effect, or should it be devised and set up however it seems best to General Administration?		
	Response Percent	Response Count
Administration should just set it up	16.2%	140
Employees should vote on it first	83.9%	724
<i>Answered Question</i>		
<i>Skipped Question</i>		
		863
		406

32. If you have any comments about the current personnel system or about re-vamping it, you can write them here:

Link to Q32 Comments	Response Count
	233
<i>Answered Question</i>	233
<i>Skipped Question</i>	1036