



**Office of the Chancellor**

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**Philip L. Dubois**  
Chancellor

**Statement from Chancellor Dubois**

March 2, 2020

Dear Colleagues,

I want to thank everyone who completed the 2020 UNC System Employee Engagement Survey.

The System challenged all institutions to achieve a 50% rate on the survey. I am proud to say, because of you, UNC Charlotte not only achieved that goal well in advance of our original deadline, we exceeded it. We were among the top of the System institutions with a 62% response rate.

Your willingness to provide your honest feedback will help identify our areas of strength as an institution and areas that may demand more of our attention to meet the needs of our faculty, staff, and students.

**Next Steps**

ModernThink will compile the data over the next several months. ModernThink's goal is to share initial findings in May with the UNC Board of Governors and the senior administration of each institution and the UNC System. Each institution will use the summer to analyze the results and develop potential steps for improvement. You should hear more around the start of the new academic year in August.

It is important to remember that the survey data will not answer every question or solve every challenge we or the System face. It may take time to see needed improvement in some areas. There also may be areas of concern that are beyond UNC Charlotte's power to control or that may require additional funding or legislative action to change.

Change in any organization of our size takes time. It will require the work of everyone to help create a positive culture that allows our employees to continue to thrive. If our strong response rate is any indication, we are already off to a good start.

As we await results, please feel free to contact Alyson Ebaugh at [aebaugh@uncc.edu](mailto:aebaugh@uncc.edu) with any additional questions.

Cordially,

Philip L. Dubois  
Chancellor

