



March 26, 2021

To All Faculty and Staff:

In order to continue to gauge the campus community's perceptions and perspectives and identify areas of strength and opportunities for improvement, I am pleased to announce the launch of the 2021 Employee Engagement Survey. This survey was last administered in 2018, and the [results of that survey](#) are available on the MyStevens website. From 2011 to 2016, a different internal survey was used but its use was suspended in 2016 in order to improve the instrument and the process of administering it.

Stevens has once again selected the *Chronicle of Higher Education's* "Great Colleges to Work For" survey which will be administered in collaboration with ModernThink, LLC, an independent management consulting firm focused on workplace quality in higher education. The survey measures faculty and staff perspectives about topics including work quality, communication, teaching environment, job satisfaction/support, management, workplace culture, benefits, and other areas critical to the experiences of faculty and staff.

On March 29, the survey will be distributed to all full-time faculty and staff. You will receive an email invitation from ModernThink with information about the survey and how to access it. The survey will be accessible on any computer or mobile device and **is voluntary and completely confidential**; Stevens will not be able to trace results back to individuals. If you don't see the survey invitation in your email inbox, make sure to check your Focused/Other and Junk folders in Outlook.

When you receive the invitation, please take 15-20 minutes to complete the survey. I strongly encourage all to participate in the survey and to answer questions openly and honestly. Your timely feedback is critical to ensure the data collected accurately represent the faculty and staff community. The survey will close on April 9, and ModernThink will process the survey responses and report on the organizational competencies and relationships that most directly impact and influence our culture. At the conclusion of the process, results will be summarized and shared with faculty and staff.

As we continue to pursue *Excellence In All We Do* in all facets of the university, the perspectives of faculty and staff will continue to provide valuable feedback for ongoing enhancements.

Thank you in advance for your feedback and participation. Please contact Warren Petty, Vice President for Human Resources (wpetty@stevens.edu) or Maria Ouckama, Assistant Vice President for Human Resources (maria.ouckama@stevens.edu) if you have any questions.

Per aspera ad astra,

Nariman Farvardin
President