



**STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES**

JOSH STEIN
GOVERNOR

STACI MEYER
DIRECTOR

May 18, 2026

TO: Agency Heads
CC: OSHR Leadership, Agency Human Resources Directors
FROM: Staci Meyer, Director *SM*
RE: N.C. State Employee Viewpoint Survey

The Office of the Governor and the Office of State Human Resources (OSHR) are partnering with [The People Lab \(TPL\)](#) to conduct the 2026 N.C. State Employee Viewpoint Survey. This survey is part of a broader initiative to understand state employees' experiences and perspectives, enabling the state to adapt to evolving workforce needs.

The survey will provide high-level feedback in the following areas:

- Job satisfaction and organizational climate
- Performance and recognition
- Views on the state as a place to work
- Workplace autonomy and support

The State of North Carolina is committed to investing in the state workforce. We plan to use the insights gained from this survey to support workforce recruitment and retention strategies across policies, practices, and processes to create impactful experiences for current and future North Carolina state employees.

Survey participation is voluntary, confidential, and highly encouraged.

TPL, a research institution based at the Harvard Kennedy School, will act as a third-party administrator of the survey to collect responses and analyze the data. This initiative is being implemented across multiple states. North Carolina's results will be benchmarked against other state and local governments.

High-level statewide results will be shared on OSHR's website after analysis is complete.

Agencies will receive their results to inform internal organizational improvement efforts and highlight current areas of success. OSHR is excited to partner with your agency in responding to

N.C. State Employee Viewpoint Survey

evolving workforce needs, identifying areas for improvement, building upon strengths, and investing in areas to better support state employees.

To gain comprehensive state employment insights, we need feedback from each of our agencies. I ask that you voice your support of the initiative to your employees and work with your HR teams to encourage participation. Attached to this memo, you will find a flyer with a QR code that employees can use to access the survey once launched. The survey link will also be promoted on OSHR's website and shared in a series of emails sent to state employees.

Please share the attached resource with the appropriate staff members to coordinate distribution across your agency's workspaces after the survey is launched. Additionally, the sample email below can be customized to meet your individual needs and used to share your support of the survey with your agency. Governor Stein's email to all employees encouraging their participation in the survey is scheduled to be sent on Tuesday, May 19. Please ensure that your message follows that of the Governor.

Thank you for your commitment to elevating public service.

Example message for staff:

Good morning/afternoon team,

Starting May 26, the Office of the Governor and the Office of State Human Resources (OSHR) are partnering with The People Lab (TPL) to conduct the 2026 N.C. State Employee Viewpoint Survey. This online survey is confidential, voluntary, and highly encouraged. By taking 5 to 10 minutes to complete the survey, you can help our agency, and our state, gain valuable insights into the experiences of our state employees and help agencies adapt to workforce needs.

Be on the lookout for an email from OSHR with more details and instructions for completing the survey.

Thank you for helping the State of North Carolina invest in our workforce.

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Staci Meyer

Staci Meyer (May 15, 2026 14:34:19 EDT)