

ModernThink

2018 UNC System Employee Engagement Survey UNC Asheville

					Benchmarks	
		Faculty	EHRA	SHRA	2017 Carnegie Bac	2018 UNC Core Population Aggregate
Total number of survey respondents		121	237	208		
Response Rate		52%	62%	66%		
Job Satisfaction/Support						
1	My job makes good use of my skills and abilities.	87	88	69	81	77
2	I am given the responsibility and freedom to do my job.	90	84	72	83	82
4	I am provided the resources I need to be effective in my job.	48	47	56	56	60
Job Satisfaction/Support - Average		75	73	66	73	73
Teaching Environment						
33	There is a good balance of teaching, service and research at this institution.	44	55	83	61	70
40	Teaching is appropriately recognized in the evaluation and promotion process.	87	85	68	77	60
51	There is appropriate recognition of innovative and high quality teaching.	77	77	77	64	64
Teaching Environment - Average		69	72	76	67	65
Professional Development						
6	I am given the opportunity to develop my skills at this institution.	76	75	54	71	71
10	I understand the necessary requirements to advance my career.	72	70	43	68	63
Professional Development - Average		74	73	49	70	67
Compensation, Benefits & Work/Life Balance						
11	I am paid fairly for my work.	36	37	25	42	39
34	This institution's benefits meet my needs.	53	56	59	69	60
47	My supervisor/department chair supports my efforts to balance my work and personal life.	86	84	81	82	80
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	67	68	70	73	70
Compensation, Benefits & Work/Life Balance - Average		61	61	59	67	62
Facilities						
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	69	79	84	82	80
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	45	51	70	59	60
Facilities - Average		57	65	77	71	70
Policies, Resources & Efficiency						
17	Our review process accurately measures my job performance.	63	56	43	56	52
28	My department has adequate faculty/staff to achieve our goals.	23	27	29	36	38
30	Our orientation program prepares new faculty, administration and staff to be effective.	54	53	62	51	54
49	This institution actively contributes to the community.	82	83	81	84	83
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	60	59	71	69	70
57	This institution is well run.	59	63	57	58	57
Policies, Resources & Efficiency - Average		57	57	57	59	59
Shared Governance						
38	The role of faculty in shared governance is clearly stated and publicized.	66	66	64	62	57
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	74	77	73	74	66
42	Faculty, administration and staff are meaningfully involved in institutional planning.	54	54	43	54	44
Shared Governance - Average		65	66	60	63	56
Pride						
5	I understand how my job contributes to this institution's mission.	93	93	88	89	90
25	Overall, my department is a good place to work.	86	85	76	82	77
36	I am proud to be part of this institution.	81	80	75	79	80
59	This institution's culture is special - something you don't find just anywhere.	71	69	62	69	59
60	All things considered, this is a great place to work.	77	77	69	73	72
Pride - Average		82	81	74	78	76
Supervisors/Department Chairs						
3	My supervisor/department chair makes his/her expectations clear.	82	77	69	74	72
7	I receive feedback from my supervisor/department chair that helps me.	73	70	69	67	67
12	I believe what I am told by my supervisor/department chair.	83	77	68	76	70
15	My supervisor/department chair regularly models this institution's values.	82	80	71	78	74

19	My supervisor/department chair is consistent and fair.	78	76	64	75	69
20	My supervisor/department chair actively solicits my suggestions and ideas.	84	78	65	75	67
24	I have a good relationship with my supervisor/department chair.	86	85	80	85	82
	Supervisors/Department Chairs - Average	81	78	69	76	72
	Senior Leadership					
27	Senior leadership provides a clear direction for this institution's future.	45	52	49	55	55
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	59	70	69	65	67
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	63	64	47	60	54
41	Senior leadership communicates openly about important matters.	50	53	43	54	52
48	Senior leadership regularly models this institution's values.	69	72	58	69	66
56	I believe what I am told by senior leadership.	61	64	50	61	56
	Senior Leadership - Average	58	63	53	61	58
	Faculty, Administration & Staff Relations					
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	73	70	60	66	64
55	There is regular and open communication among faculty, administration and staff.	56	50	36	52	48
	Faculty, Administration & Staff Relations - Average	65	60	48	59	56
	Communication					
8	When I offer a new idea, I believe it will be fully considered.	67	65	57	64	61
21	In my department, we communicate openly about issues that impact each other's work.	71	71	58	69	60
22	Changes that affect me are discussed prior to being implemented.	57	53	43	51	45
43	At this institution, we discuss and debate issues respectfully to get better results.	55	54	51	56	50
	Communication - Average	63	61	52	60	54
	Collaboration					
13	We have opportunities to contribute to important decisions in my department.	85	75	54	73	60
23	People in my department work well together.	73	77	70	75	66
26	I can count on people to cooperate across departments.	62	60	49	57	54
58	There's a sense that we're all on the same team at this institution.	52	52	47	54	47
	Collaboration - Average	68	66	55	65	57
	Fairness					
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	70	68	60	66	60
16	Promotions in my department are based on a person's ability.	70	62	37	58	49
18	Issues of low performance are addressed in my department.	41	47	46	49	47
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	54	55	55	61	55
54	This institution has clear and effective procedures for dealing with discrimination.	52	59	69	75	70
	Fairness - Average	57	58	53	62	56
	Respect & Appreciation					
9	I am regularly recognized for my contributions.	55	52	54	54	53
35	Our recognition and awards programs are meaningful to me.	45	37	27	43	39
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	74	74	73	82	73
52	We celebrate significant milestones and important accomplishments at this institution.	69	70	73	68	68
	Respect & Appreciation - Average	61	58	57	62	58
	Overall Survey Average 1 - 60	66	66	60	66	63

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