## UNC System Employee Engagement Survey

### 2018 UNC System Employee Engagement Survey

### UNC Asheville

#### Overall Benchmark ScoreCard

<table>
<thead>
<tr>
<th>Overall Benchmark ScoreCard</th>
<th>Positive Response</th>
<th>Negative Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017 Honor Roll 2000-4999</td>
<td>70 8</td>
<td>82 73</td>
</tr>
<tr>
<td>2017 Carnegie Bac</td>
<td>70 8</td>
<td>82 73</td>
</tr>
<tr>
<td>2017 Control Public</td>
<td>70 8</td>
<td>82 73</td>
</tr>
<tr>
<td>2017 Enrollment Size 2000-4999</td>
<td>70 8</td>
<td>82 73</td>
</tr>
<tr>
<td>2017 Region Southeast</td>
<td>70 8</td>
<td>82 73</td>
</tr>
<tr>
<td>2018 UNC Core Population Aggregate</td>
<td>70 8</td>
<td>82 73</td>
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</table>

#### Job Satisfaction/Support

1. My job makes good use of my skills and abilities. 80 4 86 81 80 80 81 77
2. I am given the responsibility and freedom to do my job. 79 6 88 83 83 83 83 82
3. I am provided the resources I need to be effective in my job. 52 14 72 56 60 59 63 60

#### Teaching Environment

4. There is a good balance of teaching, service and research at this institution. 67 11 76 61 65 65 68 70
5. Teaching is appropriately recognized in the evaluation and promotion process. 81 4 85 77 71 75 75 60
6. There is appropriate recognition of innovative and high quality teaching. 78 5 79 64 67 68 69 64

#### Professional Development

7. I am given the opportunity to develop my skills at this institution. 66 11 82 71 73 72 75 71
8. I understand the necessary requirements to advance my career. 58 19 78 68 71 69 73 63

#### Compensation, Benefits & Work/Life Balance

9. I am paid fairly for my work. 31 44 62 42 47 48 49 39
10. This institution's benefits meet my needs. 57 18 86 69 76 76 75 60
11. My supervisor/department chair supports my efforts to balance my work and personal life. 83 6 85 82 82 82 84 80
12. This institution's policies and practices give me the flexibility to manage my work and personal life. 70 10 82 73 75 75 76 70

#### Facilities

13. The institution takes reasonable steps to provide a safe and secure environment for the campus. 82 5 90 82 83 85 85 80
14. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs. 59 14 73 59 62 64 67 60

#### Policies, Resources & Efficiency

15. Our review process accurately measures my job performance. 50 21 69 56 59 58 62 52
16. My department has adequate faculty/staff to achieve our goals. 29 41 53 36 40 41 45 38
17. Our orientation program prepares new faculty, administration and staff to be effective. 57 15 70 51 56 56 61 54
18. This institution actively contributes to the community. 83 2 91 84 87 85 87 83
19. This institution places sufficient emphasis on having diverse faculty, administration and staff. 65 12 81 69 75 71 75 70
20. This institution is well run. 61 12 73 58 61 59 63 57

#### Shared Governance

21. The role of faculty in shared governance is clearly stated and publicized. 66 9 78 62 63 63 64 57
22. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). 76 5 83 74 71 72 72 66
23. Faculty, administration and staff are meaningfully involved in institutional planning. 50 15 68 54 56 55 58 44

#### Pride

24. I understand how my job contributes to this institution’s mission. 90 2 92 89 88 89 90 90
25. My department is a good place to work. 82 5 87 82 80 81 82 77
26. I am proud to be part of this institution. 78 4 88 79 79 79 81 80
27. This institution’s culture is special - something you don’t find just anywhere. 66 12 81 69 64 67 70 59
28. All things considered, this is a great place to work. 74 7 85 73 74 74 76 72

#### Supervisors/Department Chairs

29. My supervisor/department chair makes his/her expectations clear. 79 8 79 74 73 74 76 72
30. I receive feedback from my supervisor/department chair that helps me. 69 12 75 67 67 68 71 67
31. I believe what I am told by my supervisor/department chair. 74 8 79 76 74 75 76 70
32. My supervisor/department chair regularly models this institution's values. 76 8 82 78 76 78 79 74
33. My supervisor/department chair is consistent and fair. 71 9 78 75 72 74 76 69
34. My supervisor/department chair actively solicits my suggestions and ideas. 72 10 78 75 72 73 74 67
35. I have a good relationship with my supervisor/department chair. 82 6 87 85 84 85 85 82

#### Senior Leadership

36. Senior leadership provides a clear direction for this institution's future. 52 15 70 55 58 57 60 55
37. Our senior leadership has the knowledge, skills and experience necessary for institutional success. 70 9 78 65 68 67 70 67
38. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff. 57 16 73 60 61 61 63 54
39. Senior leadership communicates openly about important matters. 49 17 66 54 57 56 58 52
40. Senior leadership regularly models this institution's values. 66 11 79 69 70 70 72 66
41. I believe what I am told by senior leadership. 58 14 72 61 62 62 64 56

#### Faculty, Administration & Staff Relations

42. Overall, my department is a good place to work. 82 5 87 82 80 81 82 77
43. I am given the opportunity to develop my skills at this institution. 66 11 82 71 73 72 75 71
44. I understand the necessary requirements to advance my career. 58 19 78 68 71 69 73 63
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### Faculty, Administration & Staff Relations - Average

<table>
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<tr>
<th>Faculty, Administration &amp; Staff Relations - Average</th>
<th>Communication</th>
<th>Collaboration</th>
<th>Fairness</th>
<th>Respect &amp; Appreciation</th>
<th>Overall Survey Average 1 - 60</th>
</tr>
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<tbody>
<tr>
<td>Overall</td>
<td>64</td>
<td>13</td>
<td>77</td>
<td>66</td>
<td>67</td>
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### Communication

1. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.
   - Positive Response: 66
   - Negative Response: 6
   - Total: 72

2. There is regular and open communication among faculty, administration and staff.
   - Positive Response: 45
   - Negative Response: 19
   - Total: 64

### Communication - Average

- Faculty, Administration & Staff Relations - Average: 56
- Overall: 58

### Collaboration

1. We have opportunities to contribute to important decisions in my department.
   - Positive Response: 65
   - Negative Response: 10
   - Total: 75

2. People in my department work well together.
   - Positive Response: 74
   - Negative Response: 7
   - Total: 81

### Collaboration - Average

- Faculty, Administration & Staff Relations - Average: 61
- Overall: 67

### Fairness

1. I can speak up or challenge a traditional way of doing something without fear of harming my career.
   - Positive Response: 65
   - Negative Response: 15
   - Total: 80

2. Promotions in my department are based on a person's ability.
   - Positive Response: 51
   - Negative Response: 24
   - Total: 75

### Fairness - Average

- Faculty, Administration & Staff Relations - Average: 56
- Overall: 66

### Respect & Appreciation

1. I am regularly recognized for my contributions.
   - Positive Response: 54
   - Negative Response: 19
   - Total: 73

2. Our recognition and awards programs are meaningful to me.
   - Positive Response: 33
   - Negative Response: 31
   - Total: 64

### Respect & Appreciation - Average

- Faculty, Administration & Staff Relations - Average: 58
- Overall: 68

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Unless specifically noted, the numbers represent the percentage of positive responses.

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