

UNC System Employee Engagement Survey

ModernThink
2018 UNC System Employee Engagement Survey
UNC Asheville
Overall Benchmark ScoreCard

	Overall		Benchmarks					
	Positive Response	Negative Response	2017 Honor Roll 3,000-9,999	2017 Carnegie Bac	2017 Control Public	2017 Enrollment Size 3,000-9,999	2017 Region Southeast	2018 UNC Core Population Aggregate
Total number of survey respondents (462)								
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
4 I am provided the resources I need to be effective in my job.	52	14	72	56	60	59	63	60
Job Satisfaction/Support - Average								
	70	8	82	73	74	74	76	73
Teaching Environment								
33 There is a good balance of teaching, service and research at this institution.	67	11	76	61	65	65	68	70
40 Teaching is appropriately recognized in the evaluation and promotion process.	81	4	85	77	71	75	75	60
51 There is appropriate recognition of innovative and high quality teaching.	78	5	79	64	67	68	69	64
Teaching Environment - Average								
	75	7	80	67	68	69	71	65
Professional Development								
6 I am given the opportunity to develop my skills at this institution.	66	11	82	71	73	72	75	71
10 I understand the necessary requirements to advance my career.	58	19	78	68	71	69	73	63
Professional Development - Average								
	62	15	80	70	72	71	74	67
Compensation, Benefits & Work/Life Balance								
11 I am paid fairly for my work.	31	44	62	42	47	48	49	39
34 This institution's benefits meet my needs.	57	18	86	69	76	76	75	60
47 My supervisor/department chair supports my efforts to balance my work and personal life.	83	6	85	82	82	82	84	80
53 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
Compensation, Benefits & Work/Life Balance - Average								
	60	20	79	67	70	70	71	62
Facilities								
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	82	5	90	82	83	85	85	80
31 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	59	14	73	59	62	64	67	60
Facilities - Average								
	71	10	82	71	73	75	76	70
Policies, Resources & Efficiency								
17 Our review process accurately measures my job performance.	50	21	69	56	59	58	62	52
28 My department has adequate faculty/staff to achieve our goals.	29	41	53	36	40	41	45	38
30 Our orientation program prepares new faculty, administration and staff to be effective.	57	15	70	51	55	56	61	54
49 This institution actively contributes to the community.	83	2	91	84	87	85	87	83
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	65	12	81	69	75	71	75	70
57 This institution is well run.	61	12	73	58	61	59	63	57
Policies, Resources & Efficiency - Average								
	58	17	73	59	63	62	66	59
Shared Governance								
38 The role of faculty in shared governance is clearly stated and publicized.	66	9	78	62	63	63	64	57
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	76	5	83	74	71	72	72	66
42 Faculty, administration and staff are meaningfully involved in institutional planning.	50	15	68	54	56	55	58	44
Shared Governance - Average								
	64	10	76	63	63	63	65	56
Pride								
5 I understand how my job contributes to this institution's mission.	90	2	92	89	88	89	90	90
25 Overall, my department is a good place to work.	82	5	87	82	80	81	82	77
36 I am proud to be part of this institution.	78	4	88	79	79	79	81	80
59 This institution's culture is special - something you don't find just anywhere.	66	12	81	69	64	67	70	59
60 All things considered, this is a great place to work.	74	7	85	73	74	74	76	72
Pride - Average								
	78	6	87	78	77	78	80	76
Supervisors/Department Chairs								
3 My supervisor/department chair makes his/her expectations clear.	74	8	79	74	73	74	76	72
7 I receive feedback from my supervisor/department chair that helps me.	69	12	75	67	67	68	71	67
12 I believe what I am told by my supervisor/department chair.	74	8	79	76	74	75	76	70
15 My supervisor/department chair regularly models this institution's values.	76	8	82	78	76	78	79	74
19 My supervisor/department chair is consistent and fair.	71	9	78	75	72	74	76	69
20 My supervisor/department chair actively solicits my suggestions and ideas.	72	10	78	75	72	73	74	67
24 I have a good relationship with my supervisor/department chair.	82	6	87	85	84	85	85	82
Supervisors/Department Chairs - Average								
	74	9	80	76	74	75	77	72
Senior Leadership								
27 Senior leadership provides a clear direction for this institution's future.	52	15	70	55	58	57	60	55
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	70	9	78	65	68	67	70	67
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	57	16	73	60	61	61	63	54
41 Senior leadership communicates openly about important matters.	49	17	66	54	57	56	58	52
48 Senior leadership regularly models this institution's values.	66	11	79	69	70	70	72	66
56 I believe what I am told by senior leadership.	58	14	72	61	62	62	64	56
Senior Leadership - Average								
	59	14	73	61	63	62	65	58
Faculty, Administration & Staff Relations								

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46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	66	6	81	66	68	69	72	64
55	There is regular and open communication among faculty, administration and staff.	45	19	71	52	55	56	58	48
Faculty, Administration & Staff Relations - Average		56	13	76	59	62	63	65	56
Communication									
8	When I offer a new idea, I believe it will be fully considered.	62	11	75	64	65	66	67	61
21	In my department, we communicate openly about issues that impact each other's work.	66	12	75	69	65	68	70	60
22	Changes that affect me are discussed prior to being implemented.	49	17	62	51	52	53	54	45
43	At this institution, we discuss and debate issues respectfully to get better results.	54	16	70	56	58	57	61	50
Communication - Average		58	14	71	60	60	61	63	54
Collaboration									
13	We have opportunities to contribute to important decisions in my department.	65	10	77	73	69	71	71	60
23	People in my department work well together.	74	7	80	75	70	74	75	66
26	I can count on people to cooperate across departments.	55	11	72	57	59	59	62	54
58	There's a sense that we're all on the same team at this institution.	50	18	69	54	55	54	59	47
Collaboration - Average		61	12	75	65	63	65	67	57
Fairness									
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	65	15	73	66	66	66	67	60
16	Promotions in my department are based on a person's ability.	51	24	68	58	57	59	61	49
18	Issues of low performance are addressed in my department.	46	26	62	49	49	51	55	47
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	56	15	77	61	63	63	66	55
54	This institution has clear and effective procedures for dealing with discrimination.	64	11	87	75	77	78	79	70
Fairness - Average		56	18	73	62	62	63	66	56
Respect & Appreciation									
9	I am regularly recognized for my contributions.	54	19	68	54	57	58	60	53
35	Our recognition and awards programs are meaningful to me.	33	31	65	43	49	49	52	39
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	74	6	90	82	81	84	84	73
52	We celebrate significant milestones and important accomplishments at this institution.	72	6	84	68	71	71	75	68
Respect & Appreciation - Average		58	16	77	62	65	66	68	58
Overall Survey Average 1 - 60		64	13	77	66	67	68	70	63

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

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