

Appalachian State University 2020 UNC System Employee Engagement Survey Topline Survey Results

	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%						
	OVERALL	Better work/life balance	Better work environment/culture	Better job duties match to your skill sets/interests	Better opportunities for career advancement	Better opportunities for professional development	Better job security/stability	Better supervisory relationship	Better or more competitive salary	Satisfied in my current position	Decline to answer
Job Satisfaction/Support	71%	65%	52%	57%	66%	67%	66%	42%	69%	91%	75%
Teaching Environment	59%	53%	39%	56%	56%	50%	50%	40%	55%	78%	69%
Professional Development	69%	63%	52%	58%	58%	56%	68%	43%	66%	92%	70%
Compensation, Benefits & Work/Life Balance	57%	45%	42%	56%	53%	54%	51%	36%	52%	83%	67%
Facilities	64%	60%	52%	65%	62%	63%	59%	58%	61%	80%	72%
Policies, Resources & Efficiency	51%	44%	35%	48%	46%	46%	41%	34%	47%	71%	60%
Shared Governance	43%	38%	27%	36%	39%	38%	33%	25%	39%	65%	56%
Pride	70%	65%	46%	62%	67%	66%	68%	42%	67%	90%	81%
Supervisors/Department Chairs	72%	67%	50%	65%	67%	67%	68%	17%	71%	91%	71%
Senior Leadership	35%	32%	17%	31%	32%	32%	31%	18%	32%	53%	52%
Faculty, Administration & Staff Relations	43%	39%	22%	38%	40%	40%	34%	23%	40%	64%	49%
Communication	48%	43%	25%	40%	42%	41%	45%	13%	46%	71%	55%
Collaboration	52%	47%	31%	43%	47%	47%	47%	23%	49%	72%	56%
Fairness	49%	43%	29%	40%	42%	43%	39%	20%	45%	72%	56%
Respect & Appreciation	52%	45%	33%	47%	46%	45%	46%	29%	48%	75%	56%
UNC Custom Statements	66%	58%	47%	63%	60%	64%	56%	45%	63%	82%	71%
Survey Average	56%	50%	36%	49%	51%	50%	49%	29%	52%	76%	63%

*Results in the table reflect your institution's average percent positive for each survey dimension. That is, the percentage of your faculty and staff that responded "Strongly Agree" or "Agree" to the statements comprising each dimension. This is provided across respondents within each choice for your Reasons for Leaving demographic.