Profile of Survey Respondents

Number of surveys sent to your organization: 2936

Number of respondents: 1529

Survey response rate: 52%

Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Reasons for Leaving n=1427	Better work/life balance	372	26%
	Better work environment/culture	358	25%
	Better job duties match to your skill sets/interests	252	18%
	Better opportunities for career advancement	516	36%
	Better opportunities for professional development	157	11%
	Better job security/stability	138	10%
	Better supervisory relationship	167	12%
	Better or more competitive salary	1047	73%
	Satisfied in my current position	198	14%
	Decline to answer	41	3%
Gender n=1319	Female	710	54%
	Male	481	36%
	Transgender	2	0%
	Non-binary	7	1%
	Decline to answer	119	9%
Race n=1410	American Indian or Alaska Native	12	1%
	Asian	12	1%
	Black or African American	34	2%
	Native Hawaiian or Other Pacific Islander	1	0%
	White	1165	83%
	Decline to answer	198	14%
Ethnicity n=1372	Hispanic or Latino	22	2%
	Not Hispanic or Latino	1166	85%
	Decline to answer	184	13%
Age n=1384	< 25	14	1%
	25-29	82	6%
	30-34	128	9%
	35-39	146	11%
	40-44	171	12%
	45-49	175	13%
	50-54	188	14%
	55-59	159	11%
	60-64	103	7%
	65+	46	3%
	Decline to answer	172	12%
Supervisory Status n=1387	Yes	374	27%
	No	1013	73%
Years in Current Job Position n=1405	Fewer than 2 years	334	24%
	2-5 years	429	31%
	6-10 years	224	16%
	11-15 years	158	11%
	16-20 years	86	6%
	More than 20 years	96	7%
	Decline to answer	78	6%
Years at Institution n=1402	Fewer than 2 years	198	14%
	2-5 years	312	22%
	6-10 years	216	15%
	11-15 years	273	19%
	16-20 years	147	10%
	More than 20 years	179	13%
	Decline to answer	77	5%
Expect to Stay n=1410	Fewer than 2 years	89	6%
	2-5 years	192	14%
	6-10 years	130	9%
	11-15 years	74	5%
	16-20 years	59	4%
	More than 20 years	44	3%
	Until Retirement	530	38%
	Decline to answer	292	21%
Annual Salary n=1412	$25,000 or less	8	1%
	$25,001 to $50,000	574	41%
	$50,001 to $75,000	395	28%
	$75,001 to $100,000	205	15%
	$100,001 to $125,000	63	4%
	$125,001 to $150,000	25	2%
	$150,001 or more	14	1%
	Decline to answer	128	9%
Tenure Status n=405	Tenured	245	60%
	Tenure Track/Untenured	69	17%
	Not Tenure Track/Term Appt.	61	15%
	Not Applicable	6	1%
	Decline to answer	24	6%
Faculty Appointment n=405	Department Chair	20	5%
	Professor	138	34%
	Associate Professor	81	20%
	Assistant Professor	67	17%
	Other	60	15%
	Decline to answer	39	10%
Pre-Loaded Job Role [Exempt Professional Staff] n=179	IRPS	0	0%
	Administrative/Managerial	68	38%
	Engineering/Architecture	10	6%
	Human Services	3	2%
	Information/Education	5	3%
	Information Technology	70	39%
	Institutional Services	8	4%
	Law Enforcement/Public Safety	0	0%
	Medical/Health	5	3%
	Natural Resources/Scientific	5	3%
	Operations/Trades	5	3%

Profile of Survey Respondents

Number of surveys sent to your organization: 2936

Number of respondents: 1529

Survey response rate: 52%

Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Pre-Loaded Job Role [Non-exempt] n=565	IRPS	0	0%
	Administrative/Managerial	294	52%
	Engineering/Architecture	4	1%
	Human Services	1	0%
	Information/Education	56	10%
	Information Technology	25	4%
	Institutional Services	86	15%
	Law Enforcement/Public Safety	30	5%
	Medical/Health	11	2%
	Natural Resources/Scientific	4	1%
	Operations/Trades	54	10%
Pre-loaded UNC Job Category n=1529	SAAO Tier 1	10	1%
	SAAO Tier 2	76	5%
	Faculty	438	29%
	EHRA IRPS	261	17%
	SHRA Exempt	179	12%
	CSS Exempt	0	0%
	COS Exempt	0	0%
	SHRA Non-exempt	565	37%
	EHRA Non-exempt	0	0%
	CSS Non-exempt	0	0%
	COS Non-exempt	0	0%
	Adjunct Faculty	0	0%
	Postdocs	0	0%
	Temps	0	0%
	Part-time Perm	0	0%
Pre-loaded Employee Group 20 n=1529	SHRA	744	49%
	EHRA Non-Faculty	356	23%
	Faculty	429	28%
	Other	0	0%
	CSS	0	0%
	COS	0	0%
Pre-Loaded Employee Appointment Period n=1529	Full-time (12 months)	1067	70%
	Full-time (9, 10 or 11 months/Acad Yr)	461	30%
	Other	1	0%
Pre-loaded Org Level 1 n=1529	Chancellor	151	10%
	Provost & Executive Vice Chancellor	883	58%
	Vice Chancellor for Business Affairs	291	19%
	Vice Chancellor for Student Affairs	166	11%
	Vice Chancellor for University Advancement	38	2%
Pre-loaded Org Level 2 - Chancellor n=151	Chancellor's Office Administration	6	4%
	Athletics Office	62	41%
	Chief Diversity Office	0	0%
	Office of General Counsel	5	3%
	Office of Human Resources	19	13%
	Office of Internal Audits	5	3%
	Vice Chancellor/Chief of Staff	54	36%
Pre-loaded Org Level 2 - Vice Chancellor for Business Affairs n=291	Business Affairs Administration	3	1%
	Campus Services Administration	7	2%
	Campus Services	87	30%
	Facilities Management	104	36%
	Finance and Administration	52	18%
	Public Safety and Risk Management	36	12%
	Computer Shop	2	1%
	APH	0	0%
Pre-loaded Org Level 2 - Vice Chancellor for Student Affairs n=166	Student Affairs - Vice Chancellor	5	3%
	Associate Vice Chancellor	104	63%
	Associate Vice Chancellor for Finance and Operations	6	4%
	Associate Vice Chancellor/Dean of Students	50	30%
	Phase II Orientation	1	1%
Pre-loaded Org Level 2 - Provost & Executive Vice Chancellor n=883	Provost & Exe VC Academic Affairs	13	1%
	Assoc VC Enrollment Mgmt	68	8%
	Assoc VC International Ed. & Devel.	8	1%
	Beaver College of Health Sciences	86	10%
	Belk Library & Information	35	4%
	College of Fine & Applied Arts	85	10%
	College of Arts & Sciences	224	25%
	Cratis D. Williams Graduate School	9	1%
	Educational Outreach and Summer	13	1%
	Hayes School of Music	32	4%
	Honors College	4	0%
	Information Technology Services	69	8%
	Institutional Research Assessment	9	1%
	College of Education	79	9%
	Vice Provost Faculty Affairs	5	1%
	Vice Provost Research	11	1%
	Vice Provost Undergrad.	46	5%
	Walker College of Business	81	9%
	Testing Center	2	0%
	Faculty Senate	1	0%
	ASU Energy Center	3	0%
	Res Inst Energy, Environ &	0	0%
Pre-loaded Org Level 2 - Vice Chancellor for University Advancement n=38	University Advancement-VC	14	37%
	Alumni Affairs	8	21%
	Development	11	29%
	Gift Planning & Real Estate Mgmt	1	3%
	Director of Prospect Mgt & Research	2	5%
	Dir of Corp & Foundation Relations	0	0%
	Donor Relations	2	5%
Pre-loaded Org Level 3 - Athletics Office n=14	Football	0	0%
	Men's Soccer	0	0%
	Women's Track	0	0%
	Special Projects	14	100%

Profile of Survey Respondents

Number of surveys sent to your organization:	**2936**
Number of respondents:	**1529**
Survey response rate:	**52%**

Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Pre-loaded Org Level 3 - Vice Chancellor/Chief of Staff **n=54**	Yosef Club	5	9%
	Holmes Convocation Center	5	9%
	Dir-Arts & Cultural Programs	6	11%
	Cultural Affairs-Aud Mgnt	1	2%
	Turchin Center for the Visual Arts	6	11%
	University Sustainability	7	13%
	Sm Bus Tech Dev Center	2	4%
	University Communications	20	37%
	Donor Engagement & University Events	2	4%
Pre-loaded Org Level 3 - Campus Services **n=87**	Conference and Camp Services	7	8%
	Campus Dining	9	10%
	Cascades Cafe	1	1%
	Catering	7	8%
	Chick-Fil-A	0	0%
	Bake Shop	4	5%
	ID Center -Trivette Hall	2	2%
	Juice Bar	0	0%
	McAlister's Deli	2	2%
	McAlister's Select	1	1%
	Park Place Cafe	4	5%
	Procurement/Storeroom	1	1%
	Rivers Street Cafe	9	10%
	Sanford Commons	6	7%
	The Market-Bookstore	1	1%
	The Market-Trivette	2	2%
	Parking and Transportation	7	8%
	Bookstore	11	13%
	Book Rental	1	1%
	Merchandising	1	1%
	Post Office	6	7%
	Crossroads Coffee House	3	3%
	Health Science Cafe	2	2%
	Chick Fil A - PM Campus Dining	0	0%
	Campus Dining Chick-Fil-A Manager	0	0%
Pre-loaded Org Level 3 - Facilities Management **n=104**	Physical Plant Administration	16	15%
	Carpentry Shop	1	1%
	Environmental Services	28	27%
	HVAC	2	2%
	Landscape Services	5	5%
	Lockshop	2	2%
	Mechanical Engineering	3	3%
	Motor Pool	2	2%
	New River Light and Power Co	12	12%
	Paint Shop	3	3%
	Secondary Electrical	7	7%
	Steam Systems	2	2%
	Water Systems	1	1%
	Zone Maintenance	3	3%
	Design and Construction	10	10%
	Physical Plant-HVAC Controls	2	2%
	Physical Plant - Prev Maintenance	5	5%
Pre-loaded Org Level 3 - Finance and Administration **n=52**	University Budget	4	8%
	Business Systems	5	10%
	Controllers Office	17	33%
	Payroll	6	12%
	Special Funds Accounting	4	8%
	University Treasury	8	15%
	Materials Management	6	12%
	Warehouse	2	4%
Pre-loaded Org Level 3 - Public Safety and Risk Management **n=36**	Envronmntl Hlth, Sfty & Emer Mgmt	5	14%
	University Police	31	86%
Pre-loaded Org Level 3 - Associate Vice Chancellor **n=104**	Career Development	9	9%
	Multicultural Student Development	3	3%
	Student Engagement & Leadership	6	6%
	ACT Volunteer Program	1	1%
	Campus Activities	3	3%
	Student Union Operations	4	4%
	University Housing-Operations	54	52%
	University Housing-Residence Life	15	14%
	University Recreation	9	9%
Pre-loaded Org Level 3 - Associate Vice Chancellor for Finance and Operations **n=6**	Child Development Center	1	17%
	Electronic Student Services	5	83%
Pre-loaded Org Level 3 - Associate Vice Chancellor/Dean of Students **n=47**	Counseling Center & Psy Services	12	26%
	Wellness Center	1	2%
	Student Conduct	6	13%
	Student Health Services	27	57%
	Pharmacy	0	0%
	Wellness and Prevention Services	1	2%
Pre-loaded Org Level 3 - Assoc VC Enrollment Mgmt **n=68**	AVC for Enrollment Management	2	3%
	Admissions	14	21%
	College Access Partnerships	12	18%
	Financial Aid	21	31%
	Registrar	11	16%
	University Scholarships	1	1%
	Office of Transfer Services	7	10%
Pre-loaded Org Level 3 - Assoc VC International Ed. & Devel. **n=8**	International Edu & Development	8	100%

Profile of Survey Respondents

Number of surveys sent to your organization:	**2936**
Number of respondents:	**1529**
Survey response rate:	**52%**

Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Pre-loaded Org Level 3 - Beaver College of Health Sciences n=86	**College of Health Sciences**	17	20%
	Institute for Health & Human Srvcs	6	7%
	Communication Sciences & Disorders	10	12%
	Communication Disorders Clinic	3	3%
	Health and Exercise Science (HES)	14	16%
	Department of Nursing	8	9%
	Nutrition & Health Care Mgt.	11	13%
	Recreation Mgmt and Phys Ed (RMPE)	9	10%
	Social Work	8	9%
Pre-loaded Org Level 3 - Belk Library & Information Commons n=35	**Library-Music**	0	0%
	Library-Instruction	1	3%
	Library-App Collection	1	3%
	Library-Digital Schlrshp & Initivs	3	9%
	Library	15	43%
	Library-Collection Dev	2	6%
	Library-Materials Processing	7	20%
	Library-Reference	2	6%
	Library-Automation	3	9%
	Library-IMC Stacks	1	3%
	Univ Archives & Records	0	0%
	Western NC Library Network	0	0%
Pre-loaded Org Level 3 - College of Fine & Applied Arts n=85	**Dean's Office/Administration-CFA**	6	7%
	Applied Design	9	11%
	Art	20	24%
	Communication	21	25%
	Military Science & Leadership	1	1%
	Sustainable Development	10	12%
	Sustainable Technlgy & Built Envirn	6	7%
	Theatre & Dance	12	14%
Pre-loaded Org Level 3 - College of Arts & Sciences n=224	**Dean's Office/Administration-CAS**	13	6%
	Anthropology	6	3%
	Biology	27	12%
	Center for Appalachian Studies	1	0%
	Chemistry & Fermentation Sciences	18	8%
	Computer Science	3	1%
	English	21	9%
	Geography & Planning	6	3%
	Geological & Environmental Sciences	10	4%
	Government & Justice Studies	18	8%
	History	15	7%
	Interdisciplinary Studies	7	3%
	Languages, Literatures & Cultures	6	3%
	Mathematical Sciences	22	10%
	Philosophy & Religion	8	4%
	Physics & Astronomy	11	5%
	Psychology	18	8%
	Sociology	14	6%
Pre-loaded Org Level 3 - Cratis D. Williams Graduate School n=9	**Cratis D. Williams Sch of Grad Stds**	9	100%
Pre-loaded Org Level 3 - Educational Outreach and Summer Programs n=13	**Div of Educ Outreach & Summer Progs**	3	23%
	Summer Sessions & Prof Development	2	15%
	ASU Greater Hickory Partnership	1	8%
	Distance Education	7	54%
Pre-loaded Org Level 3 - Hayes School of Music n=32	**School Of Music**	31	97%
	Cannon Music Camp	1	3%
Pre-loaded Org Level 3 - Honors College n=4	**Honors College**	4	100%
Pre-loaded Org Level 3 - Information Technology Services n=69	**Information Technology Service**	69	100%
Pre-loaded Org Level 3 - Institutional Research, Assessment & Planning n=9	**Institutional Research & Planning**	9	100%

Profile of Survey Respondents

Number of surveys sent to your organization:	**2936**
Number of respondents:	**1529**
Survey response rate:	**52%**

Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Pre-loaded Org Level 3 - College of Education n=79	Dean's Office/Administration-COE	14	18%
	Curriculum & Instruction	16	20%
	Family and Child Studies	2	3%
	Human Dev & Psych Counsel	10	13%
	Leadership & Edu Studies	15	19%
	Reading Education & Specl Education	9	11%
	LRE-Parent to Parent	0	0%
	National Ctr for Develop Edu	2	3%
	Office of Field Experiences	0	0%
	Mathematics & Science Ed Ctr	1	1%
	Lucy Brock Child Dev Lab Prog	2	3%
	ASU/RCOE Lab School	8	10%
Pre-loaded Org Level 3 - Vice Provost Faculty Affairs n=5	Faculty and Academic Development	0	0%
	Office of Disability Resources	3	60%
	Title IX Compliance	2	40%
Pre-loaded Org Level 3 - Vice Provost Undergrad. Education/Univ College n=46	Dean's Office/Administration-UC	4	9%
	Service Learning	1	2%
	Advising and Orientation	18	39%
	General Education	6	13%
	James Ctr for Stdnt Success & Adv	1	2%
	Student Learning Center	9	20%
	Learning Technology Services	5	11%
	Faculty and Academic Development	0	0%
	Office Of Student Research	0	0%
	University Writing Center	2	4%
Pre-loaded Org Level 3 - Walker College of Business n=81	Dean's Office/Administration-WCOB	16	20%
	Accounting	12	15%
	Computer Information Systems	6	7%
	Economics	9	11%
	Finance, Banking & Insurance	11	14%
	Management	12	15%
	Marketing & Supply Chain Mgmt (SCM)	12	15%
	Academic Advising/Business	2	2%
	Center for Entrepreneurship	1	1%
	Brantley Risk & Insurance Center	0	0%
	CARE	0	0%
	Business Career Services	0	0%
Pre-loaded Org Level 3 - University Advancement-VC n=8	ASU Foundation	3	38%
	Director Advancement Services	5	63%
Pre-loaded Org Level 3 - Alumni Affairs n=8	Executive Director Alumni Affairs	5	63%
	Annual Giving	3	38%
Pre-loaded Org Level 3 - Development n=11	Assoc VC Development	11	100%
Pre-loaded Org Level 3 - Gift Planning & Real Estate Mgmt n=1	Gift Planning	1	100%