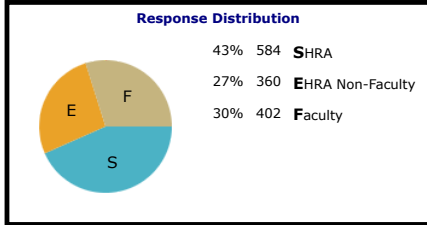


**Appalachian State University
2022 UNC System Employee Engagement Survey
Topline Survey Results**



Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
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	OVERALL	SHRA	EHRA Non-Faculty	Faculty
Job Satisfaction/Support	77%	76%	84%	74%
Faculty & Staff Well-being	67%	71%	76%	54%
Performance Management	46%	46%	56%	40%
Supervisor/Department Chair Effectiveness	74%	74%	78%	71%
Communication & Collaboration	44%	47%	54%	32%
Diversity, Inclusion & Belonging	60%	66%	64%	46%
Mission & Pride	65%	67%	74%	54%
Confidence in Senior Leadership	35%	37%	46%	22%
COVID-19 Response	61%	68%	68%	43%
Survey Average	60%	62%	67%	49%

*Job Category response distributions have been truncated and may not total 100%. Please also note that data will not populate where there are fewer than five respondents.