



Dear Members of the Appalachian Community,

The UNC System Strategic Plan includes a commitment to fostering diverse and excellent institutions, including a goal to “systematically focus on recruitment, retention, and development of the most talented and diverse workforce possible at all levels.” In support of this goal, the strategic plan prescribes that the System will implement a plan to measure key success metrics, including faculty and staff engagement. As a part of this plan, each institution in the UNC System will participate in a systemwide employee engagement survey to gather input from faculty and staff about workplace engagement over the next five years.

This is a very important initiative for our campus and our system. Aggregate feedback and benchmarks we receive from this process will allow us to recognize our successes and begin to address any opportunities that most directly impact our campus workplace culture. We greatly value your input and our goal is to have as close to full participation as possible. I encourage each of you to take this opportunity to share your feedback.

The survey will be conducted by ModernThink LLC, an independent research and consulting firm that specializes in higher education climate assessment. ModernThink will launch the first UNC System-wide survey on Monday, Jan. 29 and it will run through Monday, Feb. 12. The online survey will be distributed to all permanent Appalachian faculty and staff directly from ModernThink and will be completed within their confidential system.

You can find additional information and ongoing updates on our campus engagement webpage at: <https://hr.appstate.edu/employee-engagement-survey>. Please watch for additional communications from the Office of Human Resources leading up to and during the survey process and contact [Mark Bachmeier](#) or [Emily Wilson](#) in our Office of Human Resources if you have questions in the meantime.

Thank you very much, in advance, for your participation.

Sincerely,

Sheri Everts  
Chancellor