

# UNC President Leadership Statement Staff Survey

## Introduction

This short survey is designed to gather staff members' viewpoints in connection with the development of a "leadership statement" to guide the search for a new UNC system president.

Completing the survey should take approximately 10 minutes. The survey is formatted so that you can return and complete or modify your answer should you need to do so or should you have computer problems.

It is critical that we have a substantial response from staff members so that the UNC Board of Governors and the next University system President will understand that staff are committed to involvement in the future of the University system.

**\*\*RESPONSES TO THIS SURVEY NEED TO BE SUBMITTED NO LATER THAN 5 P.M. on THURSDAY APRIL 8.\*\***  
Responses will be aggregated for the Board of Governors in order to reflect collective viewpoints.

You have an option at the end to identify yourself or remain anonymous, but please complete the survey. Information submitted is subject to the North Carolina public records act and may be subject to disclosure if requested.

If you have questions, please contact Kelley Eaves-Boykin, Chair of the UNC Staff Assembly, [kneavesb@uncc.edu](mailto:kneavesb@uncc.edu).

Thanks for your help.

# UNC President Leadership Statement Staff Survey

## Essential Experiences for a new UNC President

1. Please rate the following types of EXPERIENCES in terms of their importance for candidates for the UNC system presidency.

The new President should...

	Essential	Valuable but not essential	Not necessary	No opinion
a. have leadership experience in a public university.	ja	ja	ja	ja
b. have leadership experience in higher education (whether or not in a public university)	ja	ja	ja	ja
c. be a graduate of, or have experience with, a UNC system campus.	ja	ja	ja	ja
d. have a demonstrated record of working effectively with a state legislature or similar governing body.	ja	ja	ja	ja
e. have a demonstrated record of working effectively with a governing Board.	ja	ja	ja	ja
f. have a demonstrated record of bringing together a broad array of constituents for a common purpose.	ja	ja	ja	ja
g. have a demonstrated record of success in managing a complex system to achieve goals.	ja	ja	ja	ja
h. have managerial experience in working with large staffs and budgets	ja	ja	ja	ja
i. have a background and leadership in running a fortune 500 company	ja	ja	ja	ja

Other experiences (please specify)

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2. Now that you've identified various types of EXPERIENCES that you consider to be particularly important, please indicate the three most important experiences by flagging them as "most," "second most," and "third most" important below. Please note that you can only choose three (and are asked to identify the three in rank order)

	Most important	Second most important	Third most important
a. have leadership experience in a public university.	ja	ja	ja
b. have leadership experience in higher education (whether or not in a public university)	ja	ja	ja
c. be a graduate of, or have experience with, a UNC system campus.	ja	ja	ja
d. have a demonstrated record of working effectively with a state legislature or similar governing body.	ja	ja	ja
e. have a demonstrated record of working effectively with a governing Board.	ja	ja	ja
f. have a demonstrated record of bringing together a broad array of constituents for a common purpose.	ja	ja	ja
g. have a demonstrated record of success in managing a complex system to achieve goals.	ja	ja	ja
h. have managerial experience in working with large staffs and budgets	ja	ja	ja
i. have a background and leadership in running a fortune 500 company	ja	ja	ja

Other (please specify)

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## Skills

3. Please rate the following SKILLS in terms of their importance for candidates for the UNC system presidency.

The new President should have a demonstrated record of...

	Essential	Valuable but not essential	Not necessary	No opinion
a. skillfully managing a significant budget.	jn	jn	jn	jn
b. working productively and constructively with a variety of sectors(governmental, for-profit, not-for profit, academic, business, international, faculty, staff, students) to forge effective partnerships	jn	jn	jn	jn
c. building a collaborative, team-oriented approach to management.	jn	jn	jn	jn
d. communicating effectively with diverse constituencies.	jn	jn	jn	jn
e. developing and implementing policies and procedures.	jn	jn	jn	jn
f. addressing difficult challenges in transformative and constructive ways.	jn	jn	jn	jn
g. encouraging the involvement of diverse individuals in leadership positions.	jn	jn	jn	jn
h. showing imagination and initiative in the face of difficult challenges.	jn	jn	jn	jn

Other essential skills (please specify)

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4. Now that you've identified various SKILLS that you consider to be particularly important, please indicate the three most important skills by flagging them as "most," "second most," and "third most" important below. Please note that you can only choose three (and are asked to identify the three in rank order)

	Most important	Second most important	Third most important
a. skillfully managing a significant budget.	jn	jn	jn
b. working productively and constructively with a variety of sectors (governmental, for-profit, not-for profit, academic, business, international, faculty, staff, students) to forge effective partnerships	jn	jn	jn
c. building a collaborative, team-oriented approach to management.	jn	jn	jn
d. communicating effectively with diverse constituencies.	jn	jn	jn
e. developing and implementing policies and procedures.	jn	jn	jn
f. addressing difficult challenges in transformative and constructive ways.	jn	jn	jn
g. encouraging the involvement of diverse individuals in leadership positions.	jn	jn	jn
h. showing imagination and initiative in the face of difficult challenges.	jn	jn	jn

Other (please specify)

# UNC President Leadership Statement Staff Survey

## Presidential Characteristics

5. Please rate the following CHARACTERISTICS in terms of their importance for candidates for the UNC system presidency.

The new President should have a demonstrated record of...

	Essential	Valuable but not essential	Not necessary	No opinion
a. maintaining a commitment to *personal* and *institutional* integrity in the face of difficult challenges.	jn	jn	jn	jn
b. maintaining a commitment to fairness and evenhandedness rather than favoritism.	jn	jn	jn	jn
c. engaging with diverse ideas and individuals.	jn	jn	jn	jn
d. conveying the energy and enthusiasm necessary to function effectively as a leader.	jn	jn	jn	jn
e. inspiring others to serve an organization.	jn	jn	jn	jn
f. understanding and engaging in public service.	jn	jn	jn	jn
g. reaching decisions based upon open-minded deliberation	jn	jn	jn	jn
h. fostering transparency in institutional operations	jn	jn	jn	jn

Other characteristics (please specify)

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6. Now that you've identified various CHARACTERISTICS that you consider to be particularly important, please indicate the three most important characteristics by flagging them as "most," "second most," and "third most" important below. Please note that you can only choose three (and are asked to identify the three in rank order)

	Most important	Second most important	Third most important
a. maintaining a commitment to *personal* and *institutional* integrity in the face of difficult challenges.	jñ	jñ	jñ
b. maintaining a commitment to fairness and evenhandedness rather than favoritism.	jñ	jñ	jñ
c. engaging with diverse ideas and individuals.	jñ	jñ	jñ
d. conveying the energy and enthusiasm necessary to function effectively as a leader.	jñ	jñ	jñ
e. inspiring others to serve an organization.	jñ	jñ	jñ
f. understanding and engaging in public service.	jñ	jñ	jñ
g. reaching decisions based upon open-minded deliberation	jñ	jñ	jñ
h. fostering transparency in institutional operations	jñ	jñ	jñ

Other (please specify)

# UNC President Leadership Statement Staff Survey

## Presidential Philosophy and Values

7. Please rate the following statements regarding PHILOSOPHY and VALUES in terms of their importance for candidates for the UNC system presidency.

The new President should have an understanding of and commitment to...

	Essential	Valuable but not essential	Not necessary	No opinion
a. fostering shared governance involving faculty and staff.	jn	jn	jn	jn
b. supporting academic freedom and open-minded inquiry.	jn	jn	jn	jn
c. valuing the distinctive missions and characteristics of UNC's diverse campuses.	jn	jn	jn	jn
d. fostering stronger linkages and collaboration among UNC campuses	jn	jn	jn	jn
e. supporting educational access for those of limited means	jn	jn	jn	jn
f. building stronger partnerships with pre k-12 education and community colleges.	jn	jn	jn	jn
g. fostering and supporting educational access and equal staff development for all staff.	jn	jn	jn	jn
h. fostering the connection between the UNC system and the citizens of North Carolina by pursuing priorities established by "UNC Tomorrow" or other means.	jn	jn	jn	jn

Other observations regarding philosophy and values (please specify)

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8. Now that you've considered a range of statements regarding possible PHILOSOPHY and VALUES, please indicate the three most important by flagging them as "most," "second most," and "third most" important below. Please note that you can only choose three (and are asked to identify the three in rank order)

	Most important	Second most important	Third most important
a. fostering shared governance involving faculty and staff.	jn	jn	jn
b. supporting academic freedom and open-minded inquiry.	jn	jn	jn
c. valuing the distinctive missions and characteristics of UNC's diverse campuses.	jn	jn	jn
d. fostering stronger linkages and collaboration among UNC campuses	jn	jn	jn
e. supporting educational access for those of limited means	jn	jn	jn
f. building stronger partnerships with pre k-12 education and community colleges.	jn	jn	jn
g. fostering and supporting educational access and equal staff development for all staff.	jn	jn	jn
h. fostering the connection between the UNC system and the citizens of North Carolina by pursuing priorities established by "UNC Tomorrow" or other means.	jn	jn	jn

Other (please specify)

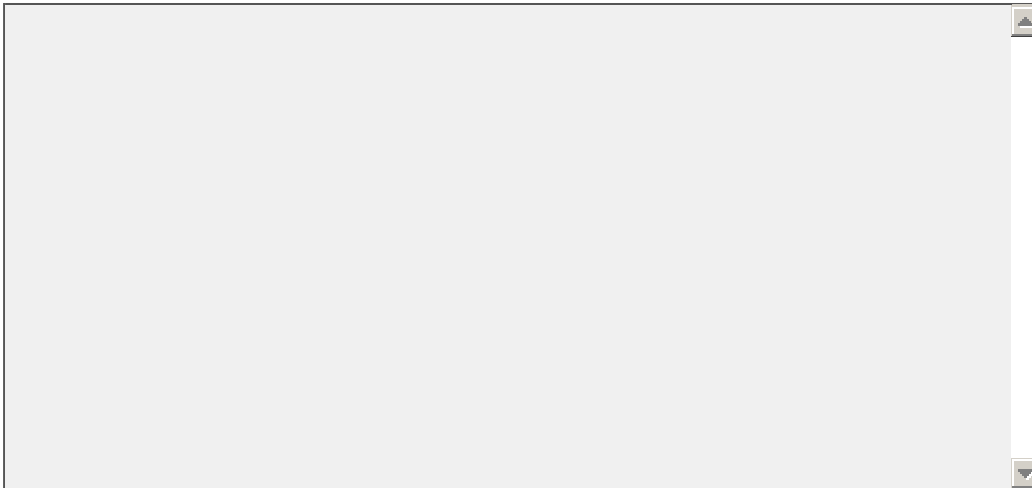
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## Challenges and Opportunities

9. Please comment on two particularly important CHALLENGES facing the next UNC President and the University of North Carolina system.



10. Please comment on the two particularly important OPPORTUNITIES facing the next UNC system President and the UNC System.



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## Bottom line observations

11. Please distill your final thoughts and recommendations and comment on the following question:

What experiences, skill sets, characteristics, and philosophy are essential to the success of the next President of the 17-campus University of North Carolina system, taking into account the current challenges and opportunities facing the UNC system?

12. Please suggest any candidates (by name and affiliation if possible) you believe should be considered in connection with the UNC Presidential search

- a.
- b.
- c.
- d.
- e.

13. Additional comments if any

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## Your background (optional)

14. Would you like to provide personal information?

Yes

No

15. Please feel free to share anything else about your background that you think would help put your comments into perspective.

16. If you would like, please provide your name, department, institution and e-mail. Please bear in mind that comments submitted in connection with this survey may be subject to disclosure under the North Carolina public records act.

a. Name	<input type="text"/>
b. Campus	<input type="text"/>
e. E-Mail	<input type="text"/>
f. Years on the faculty at a UNC campus	<input type="text"/>

# UNC President Leadership Statement Staff Survey

## Thank You

Thanks for your help.

For more information about the UNC Presidential search, go to <http://www.northcarolina.edu>.

To contact the UNC Staff Assembly, please e-mail Assembly Chair Kelley Eaves-Boykin at [kneavesb@uncc.edu](mailto:kneavesb@uncc.edu) or Debbie Robertson, UNC General Administration at [drobertson@northcarolina.edu](mailto:drobertson@northcarolina.edu)