2018 FACULTY ATTITUDE SURVEY

The University of North Alabama

2018 Faculty Attitude Survey Report

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THE 2018 FACULTY ATTITUDE SURVEY

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The following data were obtained from the 2017-18 Faculty Attitude Survey. As in previous years, we used the Qualtrics online survey tool for data collection. The survey was administered by the members of this committee, and no one outside of the committee had access to the raw data at any time. All survey data were recorded, compiled, and interpreted by the members of this committee.

All faculty were emailed on February 26, 2018, asking for their participation in the survey. The email contained a link to the online survey and requested their completion of the survey by March 16, 2018.

This year's survey report reflects responses obtained from 222 survey participants, and results are presented with data from the same or very similar questions from previous years wherever applicable. The data are also presented in tabular form by the individual's self-identified college/instructional unit affiliation, unless the information for the individual would allow for possible identification in cases where few respondents from a department participated. Data for these individuals is included into the "I choose not to identify my college/unit affiliation" column. There were a total of 289 faculty members/instructors and 106 adjunct instructors at UNA during the administration phase of the survey according to OIRPA data (***note: information for the rank of faculty was based on fall 2018 data, not spring 2018. Hence, overall response rates are not precise, and should be interpreted with caution.***) The overall response rate of 56.2% was noticeably down from the response rates in 2016-2017 (60.8%) and 2015-2016 (69%). The response rate for identified full-time faculty was 60.3% (141/234) and 43.4% (46/106) for adjuncts. Keep in mind that computing response rates by rank is rendered problematic, as the fall 2018 data does not disaggregate ranks within faculty (i.e., visiting professors and emeriti are included with all other faculty)

Table 1. UNA Faculty Selected Population and Sample Characteristics (percent reported in parentheses)

Fall 2018 Rank of Teaching Faculty		Spring 2018 Faculty Attitude Survey Respondents by Rank (% of all faculty/% of faculty of same rank)	
Part-time Adjuncts and Part-time Instructors	106 (26.8%)	Part-time Adjuncts and Part-time Instructors	46 (20.5/43.4%)
Visiting Professors (Assistant, Associate and Full)	N/A	Visiting Professors (Assistant, Associate and Full)	5 (2.2/NA)
Full-time Instructors	55 (13.9%)	Full-time Instructors	29 (12.9/52.7%))
Tenured or Tenure-track Professors	234 (59.2%)	Tenured or Tenure-track Professors	141 (62.9/60.3)
Emeriti	N/A (0.0)	Emeriti	1 (.4/NA)
	395 (100)	Totals	**222 (56.2%)**

Data obtained from the Office of Institutional Research, Planning & Assessment. Faculty counts provided in these columns include UNA employees working within Kilby School and Educational Technology Services. These employees are defined

as "faculty" for some institutional purposes, although not for others, but are encouraged annually to complete the Faculty Attitude Survey regardless of institutional and/or state reporting purposes. Some teaching faculty are part-time; these figures represent the numbers of individuals employed or surveyed at each rank, and do not represent full-time equivalents.

Preliminary Questions (pages 22, and 108)

The data in Tables FAC1-FAC2b depict the college/unit affiliation by adjunct and full-time faculty. Table FAC1 and Q1 reveals that over half of the responses were from adjunct (63.0% of all adjunct responses) or full-time faculty members (55.7% of all faculty responses) in the College of Arts & Sciences (COAS). For faculty/full time instructors (Table FAC2a), the largest percentage of respondents (80.1%) were tenured or tenure-track. When broken down by college/academic unit, a comparatively higher percentage of faculty who chose not to identify (88.2%), and faculty from The College of Arts and Sciences (82.5%) were either tenured or in a tenure-track appointment.

Faculty Attitude Survey Summary (2017-18)

For the sixth year, this report provides a verbal summary of results that we hope will be found useful (pages **4-21**). The data for full-time faculty can be found in Appendix A, and data for adjunct faculty are in Appendix B. Consequently, verbal summaries ***were not included this year for adjunct faculty,*** so interested parties are instructed to visit Appendix B for a tabular representation of attitudes among adjuncts **(**It also warrants mentioning that a series of questions were delivered *exclusively to adjuncts*. Tables for these items begin on page 108.)/. This report also disaggregates results by College of affiliation. Since not all respondents answered every question, and there are small sample sizes from some colleges, caution should be exercised in generalizing from these results. Please contact the committee members if you have questions regarding the data, the questionnaire, or any possible use to which these data may be applied.

Attitudes toward Administration (pages 23-60)

Detailed response tables for all of the variables assessing **President Kitts** can be found in the FAC item section (FAC 3a to FAC 9a) and are displayed by all full-time faculty members and all full-time faculty members by college/unit affiliation responses. Faculty respondents' satisfaction with **the President's** "**overall job performance**" (Table FAC9a) was high with 80.2% of faculty responding either *agree* or *strongly agree (A or SA) (*.6% = *no basis for judgment (NBJ))*. With regards to individual performance aspects the President received *A or SA* response rates of 73.0% or greater for "**his communication with the faculty**" (Table FAC3a: A or SA: 84%; *NBJ* = 0.6%), "**his support of academic programs**" (Table FAC4a: A or SA = 85.3%; *NBJ* = 2.5%), "**his clear statements of university policies**" (Table FAC5a: A or SA = 76.5%; *NBJ* = 2.5%), and "**his support for shared governance**" (Table FAC7a: A or SA = 73.0%; *NBJ* = 7.4%). *A or SA* responses were not as high for "**his allocation of available funds giving proper priority to academic programs**" (Table FAC6a: *A or SA* = 59.6%), "**his representation of faculty members' views to the Board of Trustees**" (Table FAC8a: *A or SA* = 57.0%), but this was due to high response rates of *neutral* or *NBJ* (both exceeded 28.9% on each question) not high response rates of *disagree (D) or strongly disagree (SD)*.

Detailed response tables for all of the variables assessing **Vice President (VP) of Academic Affairs and Provost Ross Alexander** can be found in the FAC item section (FAC10a to FAC15b) and are displayed by all

full-time faculty members and all full-time faculty members by college/unit affiliation responses. The total percentage of full-time faculty members who *agree* or *strongly agree* that they are satisfied with "**his overall job performance**" was 63.2% (Table FAC15a). In the category of "**his budget proposal's support for academic programs**" (Table FAC10a) the percent of faculty who *agree (A)* or *strongly agree (SA)* was 57.1%, but it should be noted that *15.5%* responded *Neutral or NBJ*. Response of *A or SA* met or exceeded 58.3% in regards to satisfaction with "**his communication with faculty**" (Table FAC11a: A or SA: 63.8%; *NBJ* = 1.8%), "**his responsiveness in addressing academic issues**" (Table FAC12a: A or SA: 63.8%; *NBJ* = 1.8%), "**his accessibility to the faculty**" (Table FAC13a: A or SA: 58.3%; *NBJ* = 6.7%), and "**his clear statement of University policies**" (Table FAC13a: A or SA: 59.5%; *NBJ* = 10.4%).

Detailed response tables for all of the variables assessing **College's Academic Deans** can be found in the FAC item section (FAC 16a to FAC 24b) and are displayed by all full-time faculty members and all full-time faculty members by college/unit affiliation responses. With regards to individual performance aspects the President received *A or SA* response rates of 50.6% or greater for "**she/he treats me with respect and dignity**" (FAC16a: A or SA: 84.1%; *NBJ* = 1.8%), "**she/he promotes a team-work type atmosphere**" (FAC17a: A or SA: 73.6%; *NBJ* = 3.1%), "**she/he addresses any concerns I have promptly and fairly**" (FAC18a: A or SA: 63.8%; *NBJ* = 12.3%), "**she/he is a good listener**" (FAC19a: A or SA: 68.7%; *NBJ* = 4.9%), "**she/he is more proactive than reactive (makes things happen rather than reacting to what happens)**" (FAC20a: A or SA: 67.5%; *NBJ* = 3.7%), "**she/he can be trusted (does what she/he says they will do)**" (FAC21a: A or SA: 66.8%; *NBJ* = 5.5%), "**she/he shows no favoritism towards employees**" (FAC22a: A or SA: 55.2%; *NBJ* = 11.0%), "**she/he supports me in making professional decisions that are important to me**" (FAC: A or SA: 61.4%; *NBJ* = 15.3%), and "**she/he is the type of leader I would pattern myself after**" (FAC: A or SA: 50.6%; *NBJ* = 4.9%).

Detailed response tables for all of the variables assessing **College's Associate Academic Deans** can be found in the FAC item section (FAC 25a to FAC 35b) and are displayed by all full-time faculty members and all full-time faculty members by college/unit affiliation responses. With regards to individual performance aspects the President received *A or SA* response rates of 25.6% or greater for "**she/he treats me with respect and dignity**" (FAC25a: A or SA: 39.7%; *NBJ* = 48.4%), "she/he maintains an "open door" policy (FAC26a: A or SA: 37.5%; *NBJ* = 51.9%), "**she/he promotes a team-work type atmosphere**" (FAC27a: A or SA: 36.9%; *NBJ* = 49.4%), "**she/he regularly asks for my ideas and opinions**" (FAC28a: A or SA: 25.6%; *NBJ* = 51.3%), "**she/he addresses any concerns I have promptly and fairly**" (FAC29a: A or SA: 29.4%; *NBJ* = 52.5%), "**she/he is a good listener**" (FAC30a: A or SA: 33.4%; *NBJ* = 52.2%), "**she/he is more proactive than reactive (makes things happen rather than reacting to what happens)**" (FAC31a: A or SA: 28.8%; *NBJ* = 50.6%), "**she/he can be trusted (does what she/he says they will do)**" (FAC32a: A or SA: 31.9%; *NBJ* = 49.4%), "**she/he shows no favoritism towards employees**" (FAC33a: A or SA: 29.4%; *NBJ* = 52.5%), "**she/he supports me in making professional decisions that are important to me**" (FAC34a: A or SA: 29.4%; *NBJ* = 55.0%), and "**she/he is the type of leader I would pattern myself after**" (FAC35a: A or SA: 28.8%; *NBJ* = 51.3%). Concerning the significantly low response rates of A or SA, these were due to high response rates of *neutral* or *NBJ* (both exceeded 28.9% on each question) not high response rates of *disagree (D) or strongly disagree (SD)*.

Detailed response tables for all of the variables assessing **Department Chairs** can be found in the FAC item section (FAC 36a to FAC 52b) and are displayed by all full-time faculty members and all full-time faculty

members by college/unit affiliation responses. With regards to individual performance aspects the Chair received *A or SA* response rates of 59.2% or greater for "**she/he treats me with respect and dignity**" (FAC36a: A or SA: 80.2%; *NBJ* = 3.7%), "she/he maintains an "open door" policy (FAC37a: A or SA: 87.1%; *NBJ* = 4.3%), "**she/he promotes a team-work type atmosphere**" (FAC38a: A or SA: 75.3%; *NBJ* = 4.3%), "**she/he regularly asks for my ideas and opinions**" (FAC39a: A or SA: 75.3%; *NBJ* = 4.3%), "**she/he voluntarily accepts ownership of a concern and follows through until it is resolved"** (FAC40a: A or SA: 68.3%; *NBJ* = 6.8%), "**she/he addresses any concerns I have promptly and fairly**" (FAC41a: A or SA: 72.0%; *NBJ* = 5.6%), "**she/he makes honesty and integrity a top priority"** (FAC42a: A or SA: 74.0%; *NBJ* = 5.6%), "**she/he leads by example"** (FAC43a: A or SA: 67.9%; *NBJ* = 4.9%), "**she/he is a good listener**" (FAC44a: A or SA: 76.5%; *NBJ* = 4.3%), "**she/he is more proactive than reactive (makes things happen rather than reacting to what happens)**" (FAC45a: A or SA: 67.9%; *NBJ* = 5.6%), "**she/he can be trusted (does what she/he says they will do)**" (FAC46a: A or SA: 73.3%; *NBJ* = 4.3%), "**she/he is always trying to improve"** (FAC47a: A or SA: 74.0%; *NBJ* = 7.4%), "**she/he shows no favoritism towards employees**" (FAC48a: A or SA: 62.4%; *NBJ* = 6.2%), "**she/he supports me in making professional decisions that are important to me**" (FAC49a: A or SA: 79.0%; *NBJ* = 4.9%), and "**she/he tracks my performance and shows me ways to improve**" (FAC50a: A or SA: 67.3%; *NBJ* = 9.3%), "**she/he is consistent and fair in dealing with me**" (FAC51a: A or SA: 76.5%; *NBJ* = 3.7%), "**she/he is the type of leader I would pattern myself after**" (FAC52a: A or SA: 59.2%; *NBJ* = 4.3%).

Satisfaction for **"overall job performance"** was assessed for seven additional administrators. All descriptive data can be found in Tables FAC53a-59b. Faculty reported *A or SA* 42.7% (29.3% = *NBJ*) for **VP for Student Affairs David Shields.** College of Arts and Sciences (COAS)(16.3%), and Business (10.6%) responded with >10% *D or SD*. Faculty reported *A or SA* 56.8% (27.8% = *NBJ*) for **VP for Business and Financial Affairs Evan Thornton.** Faculty reported *A or SA* 31.1% (36.6% = *NBJ*) for **Vice President for University Advancement Deborah Shaw.** The COAS (18.5%), Business (15.8%), and ETS, Library, and Others (13.4%) responded with >10% *D or SD*. Faculty reported *A or SA* 49.7% (27.0% = *NBJ*) for **Chief Enrollment and Chief Diversity Officer Ron Patterson**. The COAS (12.1%), Business (10.5%), ETS, Library, and Others (13.4%) responded with >10% *D or SD*. Faculty reported *A or SA* 29.8% (45.7% = *NBJ*) for **Senior Vice Provost for International Affairs Chunsheng Zhang.** The COAS was the only college or unit to respond with >10% *D or SD* (13.0%). Faculty reported *A or SA* 39.6% (32.9% = *NBJ*) for **Director of Athletics Mark Linder**. The COAS (12.0%) and ETS, Library, and Others (13.4%) responded with >10% *D or SD*. Faculty reported *A or SA* 62.0% (17.2% = *NBJ*) for **Chief of Campus Police Kevin Gillilan**. The COAS (12.0%) and ETS, Library, and Others (13.3%) responded with >10% *D or SD*.

Attitudes towards Working Conditions (pages 61-87)

Tables FAC61a through FAC64b contain results regarding attitudes toward UNA's cultural diversity goals. Results continue to reveal support among faculty regarding this mission. In particular, 74.4% of faculty respondents either *Agree* (41.1%) or *Strongly Agree* (33.1%) that they **"see sufficient evidence of progress in creating an inclusive environment for faculty from diverse backgrounds"** (see Table FAC 61a), a decrease from 79.4% in 2017. Respondents from The College of Nursing and Allied Health indicated the highest level of agreement (92.9% *Agree* or *Strongly Agree* with the statement) for UNA's cultural diversity goals relative to faculty from other colleges, while faculty respondents from The College of Arts and Sciences had the lowest levels of agreement to this item (67.4% either *Agree* or *Strongly Agree*).

The same question was asked of survey respondents regarding UNA's cultural diversity goals as it pertains to **creating an inclusive environment for *students* from diverse backgrounds** (Table FAC 62a). Specifically, 77.9% of faculty respondents either *Strongly Agree* or *Agree* with this statement, down nearly 3 percentage points from the corresponding numbers (82.5%) in 2017. Faculty from the College of Education and Human Sciences demonstrate the most support for the university's for the university's cultural diversity goals, with 95.8% of survey respondents either *Agreeing* or *Strongly Agreeing* with the institution making sufficient progress in creating an inclusive environment for students from diverse backgrounds. Conversely, faculty from The College of Arts and Sciences were the least likely (69.5%) to *Agree* or *Strongly Agree* with this statement.

2018 marked the third consecutive year in which survey respondents were asked to indicate their level of agreement with the following statement regarding UNA's cultural diversity goals: "**I am comfortable leading class discussions dealing with sensitive cultural diversity issues"** (see Table FAC63a)**.** 75.5% of the responding faculty either *Agree* (35.6%) or *Strongly Agree* (39.9%) with this statement, numbers virtually identical to the corresponding (76.1%) numbers in 2016, and a slight increase compared to 2016 (72.9%). As indicated in Table FAC63b, a considerable degree of heterogeneity is observed across colleges and academic units with regard to comfort leading class discussions dealing with sensitive cultural diversity issues. In particular, 100.0% of faculty in the College of Nursing and Allied Health, and 91.7% of faculty in the College of Education and Human Sciences, either *Agree* or *Strongly Agree* with this item, while the corresponding numbers among the College of Business faculty are considerably lower (52.6%).

Approximately half (50.3%) of responding faculty *Agree* or *Strongly Agree* "**I have received appropriate training in becoming a liaison for culturally diverse students",** down from the corresponding numbers (55.3%) in 2017, but slightly higher than 2016 (see Table FAC64a)**.** Data presented in Table FAC64b again reveal considerable variation across colleges and academic units in the percentage of faculty that either *Agree* or *Strongly Agree* with the statement that they have received appropriate training in becoming a liaison for culturally diverse students. While the vast majority (85.7%) of faculty in the College of Nursing and Allied Health *Agree* or *Strongly Agree* with this statement, faculty in the College of Business are much less likely to *Agree* or *Strongly Agree* (31.6%) with this statement.

A series of items addressing attitudes toward knowledge of/compliance with Title IX were added to the survey in 2017. The results to these items are presented in Tables FAC65a through FAC67b. Results in Table FAC65a indicate that 89.6% of faculty respondents either *Agree* or *Strongly Agree* with the statement "**concerning UNA's commitment to Title IX: I have received sufficient training to properly comply with Title IX goals,** a number that closely approximates the corresponding numbers (90.0%)**.** 100.0% of faculty in the Colleges of Nursing and Allied Health and Education & Human Sciences, along with over 85% of faculty across every college/academic unit, *Agree* or *Strongly Agree* with the statement (see table FAC65b). On a related note, results in Table FAC66a reveal that over 90% of faculty either *Agree* (45.1%), or *Strongly Agree* (46.3%) that **concerning UNA's commitment to Title IX: I know how to properly report Title IX violations,** a percentage that closely mirrors the results (94.3%) found in the 2017 survey. As indicated in Table FAC66b, over 75% of the faculty in all five colleges/academic units either *Agree* or *Strongly Agree* that they know how to properly report Title IX violations. Lastly, 81.7% of respondents either *Agree* or *Strongly Agree* that **"the environment at UNA is conducive to achieving Title IX goals" (see Table FAC67a)**, down from 84.2 percent in the 2017 survey. As reported in Table FAC67b, over 75% of faculty across all colleges/academic units indicate some degree of

agreement as to the environment at UNA being conducive to achieving Title IX goals**.**

In general, faculty express agreement the notion of equity in the university's hiring policies and procedures (Table FAC 68a). In particular, 57.6% of faculty respondents either *Agree* or *Strongly Agree* that "**it is my perception that the allocation of resources to hire new faculty are fair and equitable".** While these numbers initially appear lower than the corresponding numbers in 2016 (76.0%), and 2017 (68.8%), it warrants mentioning that the wording in the 2018 question has been slightly revised from previous versions of the survey, thereby making time-series comparisons more tenuous. Results reported in Table FAC68b indicate considerable across-college variation in the percentage of faculty either *Agreeing* or *Strongly Agreeing* with the statement that the university's hiring policies and procedures are equitable – ranging from 100.0% of the faculty in the College of Nursing and Allied Health, and 73.7% of faculty in the College of Business, to less than half of the faculty (49.0%) in The College of Arts and Sciences.

Results presented in Table FAC69a indicate 71.8% of faculty either *Agree* or *Strongly Agree* that "**it is my perception that hiring of new faculty is done fairly and equitably.** The corresponding numbers from the 2017 and 2016 surveys were 72.6%, and 75.7%, respectively. As was the case with the previous questions, it should be mentioned that this question was altered from previous versions of the survey, making any discussion of trends somewhat problematic. On this item, with the exception of faculty in The College of Arts and Sciences (60.9%), %), over 70% either *Agree* or *Strongly Agree* that the university hires faculty in a fair and equitable manner (see Table FAC69b). In a similar vein to the previous set of questions, respondents were asked to indicate their perceptions regarding the fairness of hiring practices for administrative positions on campus. Specifically, Table FAC70a finds that fewer than half (44.8%) of faculty respondents indicate that **"it is my perception that the allocation of resources to hire new administrators are fair and equitable.",** 16%.6% are *Neutral*, 19.6% *Disagree* or *Strongly Disagree*, and 19.0% indicate *No Basis for Judgement*. Being that the 2017-2018 survey marked the first time that this item had been included, no trend data are available. Apart from faculty in the College of Nursing and Allied Health (92.9%), 60% or fewer of the faculty *Agree* or *Strongly Agree* with this statement, with a low of 34.8% of respondents in The College of Arts and Sciences (Table FAC70b). A slight majority of faculty (51.5%) either *Agree* or *Strongly Agree* that "**it is my perception that hiring of new administrators is done fairly and equitable"**, with a sizeable percentage (20.2%) indicating *No Basis for Judgement* (see Table FAC71a). Again, no time-series data are available for this question, as 2017-2018 was the first year that the item had been included in the survey. Considerable heterogeneity is witnessed across colleges/academic units on this item, ranging from a high of 100% of faculty in the College of Nursing and Allied Health *Agreeing* or *Strongly Agreeing* with this item, to a low of 42.4% among faculty in the College of Arts and Sciences (see Table FAC71b). A similar series of questions were introduced to the 2017-2018 survey that gauged faculty perceptions regarding the equity of hiring practices pertaining to *staff* (Tables FAC 72a-FAC73b). Once again, these four items are new to the survey; hence no trend data is available for these questions. As viewed in Table FAC72a, 49.1% of faculty *Agree* or *Strongly Agree* that "**it is my perception that the allocation of resources to hire new staff are fair and equitable"**, 16.5% of respondents *Disagree* or *Strongly Disagree*, and 20.2% indicate *No Basis for Judgement.* As witnessed in Table FAC72b, comparisons across colleges/academic units reveal that 85.6% of faculty in The College of Nursing and Allied Health *Agree* (50.0%) or *Strongly Agree* (35.7%) with the statement, in contrast to faculty in The College of Arts and Sciences, where only 38.1% *Agree* (19.6%) or *Strongly Agree* (18.5%). 55.8% of responding faculty either *Agree* (31.3%) or *Strongly Agree* (24.5%) with the statement "**It is my perception that hiring of new staff is done fairly and equitably"** (see Table

FAC73a), while 13.5% either *Disagree* (11.7%) or *Strongly Disagree* (1.8%), and 22.1% indicate *No Basis for Judgment.* Faculty in the College of Nursing & Allied Health (92.9%) are more likely to indicate they *Agree* or *Strongly Agree* with the statement, while faculty in The College of Arts and Sciences (45.7%) are the least likely (Table FAC73b).

The next series of questions (Tables FAC74a-FAC81b) asked faculty to indicate their level of satisfaction with the technology provided by the university. In particular, the majority of faculty (68.7%) either *Agree* or *Strongly Agree* that they **have sufficient technology to support their research,** a slight decline from the corresponding numbers in 2016 (76.3%), and 2017 (70.2%) (see Table FAC74a)**.** As indicated in Table FAC74b, the majority of faculty, regardless of college/academic unit, are in some level of agreement with this item. Results regarding faculty attitudes toward technology to meet teaching needs are presented in Table FAC75a. In particular, 70.4% of faculty *Agree* or *Strongly Agree* that **they have sufficient technology to teach effectively.** Again, this represents a slight decline from the corresponding numbers in 2016 (78.7%), and 2017 (73.6%). As was the case pertaining to research, there is less attitudinal variation across colleges and academic units with regard to available technology allowing faculty to teach effectively (see Table FAC75b).

Faculty attitudes become less favorable when considering the transparency governing the criteria by which technology resources are allocated. As viewed in Table FAC76a, only 40.4% of faculty *Agree* or *Strongly Agree* with the statement "**the criteria by which technology resources are allocated are clear to me**" – but it does warrant mentioning that this represents more support than the corresponding numbers in 2016 (38.2%), and 2017 (35.1%). While 36.6% *Disagree* or *Strongly Disagree* with this statement, a noticeable percentage (17.4%) indicate being *Neutral* on the matter. Table FAC76b indicates considerable heterogeneity in attitudes toward this matter, with 85.7% of faculty respondents from the College of Nursing and Allied Health *Agreeing* or *Strongly Agreeing* with this item, as compared to only 33.7% of faculty in The College of Arts and Sciences, and 10.5% in the College of Business.

Slightly more support is found among faculty with regard to the "**willingness of ITS and its policies and procedures to adapt in response to the changing needs of UNA faculty"** (Table FAC77a). In particular, 66.3% of respondents either *Agree* or *Strongly agree* with the statement, an increase of nearly four percentage points from 2017 (62.6%), and nearly five percentage points from 2016 (61.8%). Table FAC77b once again reveals considerable variation in attitudes across colleges. Specifically, 100.0% of faculty from The College of Nursing and Allied Health *Agree* or *Strongly Agree* with the statement, compared to only 42.1% of respondents from The College of Business.

Faculty were once again asked to indicate their attitudes regarding Educational Technology Services (ETS) and the expertise and training that they provide. Table FAC78a asks respondents their level of agreement with the following statement: "**training and workshops focused on instructional design have been helpful to me".** It warrants mentioning that a degree of caution must be exercised when observing trends in this item, as the wording of the question was modified in 2018. Results reveal that 63.6% of faculty either *Agree* or *Strongly agree* with this statement, while only 8.6% either *Disagree* or *Strongly Disagree*. It must be noted that while the numbers indicate a noticeable decline in support (in 2017, 71.6% indicated some degree of agreement to the item), the wording of the question was revised, and consequently, a much higher percentage of faculty respondents indicated *No Basis for Judgment* in 2018 (15.4%) versus 2017 (7.0%). Results reported in Table FAC78b illustrate some consistency across colleges in the level of agreement to the statement, with the exception of

faculty in The College of Arts and Sciences, where less than half of respondents (48.9%) *Agree* or *Strongly Agree* with the item.

The 2017-2018 survey marked the second consecutive year in which faculty were asked to indicate their attitudes regarding the degree of ease in creating audio/visual presentations of course lectures, as well as making courses ADA compliant. In particular, 55.5 % of faculty either *Agree* or *Strongly Agree* with the statement "**concerning technology: it is easy for me to create audio/visual presentations of my classroom lectures for instructional delivery** (Table FAC79a), a number up noticeably from the corresponding numbers in 2017 (44.3%)**.** Slightly over 15% (15.4%) of respondents indicate *No Basis for Judgement*. As seen in Table FAC79b, faculty in the College of Nursing and Allied Health (78.6%), and ETS, Library, and faculty Who Chose Not to Identify (77.0%) are the most likely to indicate some degree of agreement to the item, while agreement from the remaining three colleges hovers around 50%. Faculty were asked to provide their attitudes relating to the following statement: **I know how to effectively caption my instructional materials.** These results are reported in Tables FAC80a, and FAC80b. In particular, only 46.0% of faculty respondents *Agree* or *Strongly Agree* with the item, while 28.6% either *Disagree* or *Strongly Disagree*. That being said, the level of agreement is modestly higher than what was witnessed in 2017 (38.5%). With regard to attitudinal variation across colleges and academic units (see Table FAC80b), a high of 64.3%, and 62.5%% of respondents in the Colleges of Nursing & Allied Health, and Education & Human Sciences (respectively) report some level of agreement with this item, while only 26.4% of faculty respondents in the College of Business indicate agreement in knowing how to effectively caption instructional materials. Lastly, survey respondents were asked to respond to the statement **"My courses are compliant with standards related to the Americans with Disabilities Act (ADA)".** As indicated in Table FAC81a, 65.4% of faculty responded *Yes*. While at first glance this percentage appears noticeably lower than the same numbers in 2017 (84.6%), the 2018 survey included the response category *I am Not Sure* (29.0%). Consequently, the addition of this category led to a decrease in the percentage of faculty indicating both yes *and* no. Table FAC81b indicates that approximately 10% of faculty respondents across colleges and academic units over 80% of faculty respondents, across college and academic units, have courses that are *not* compliant with ADA standards, the percentage indicating *I'm Not Sure* varies considerably – from a high of 42.1% in The College of Business, to a low of 12.5% among respondents in the College of Education & Human Sciences.

Faculty were asked to provide their attitudes pertaining to **academic dishonesty** (see Tables FAC83a-FAC89a). Data presented in Table FAC83a reveal that 45.3% are of the belief that academic dishonesty is either *Somewhat of a Problem* (30.2%), or is a *Significant Problem* (15.1%) in online courses. Overall, the percentage of faculty reporting academic dishonesty in online courses to be *Somewhat of a Problem* in online courses dropped from 59.9% in 2016 to 49.7% in 2017, to 45.7% this year. It must be noted that, as was the case in 2017, a very sizeable percentage of respondents (39.0%) responded *No Basis for Judgment*. As revealed in Table FAC83b, faculty from the College of Business are the most likely to report that academic dishonesty is at least *Somewhat of a Problem* (68.4%), followed by the College of Education & Human Sciences (54.1%) – while faculty in ETS, the Library, and those that chose not to identify are the least likely to report it is *Somewhat of a Problem* (23.1%).

As seen in Table FAC84a, when compared to academic dishonesty in online courses, a slightly *larger* percentage of faculty (56.6% versus 45.3%) indicate that academic dishonesty is either *Somewhat of a Problem*

(47.8%), or a *Significant Problem* (8.8%) in their *traditional courses.* While 2018 marks the second consecutive year in which a higher percentage of faculty indicate academic dishonesty is problematic in their face-to-face courses, vis-à-vis their online courses, it must be noted that a much larger percentage of faculty have responded with *No Basis for Judgement* over the last two years. The percentage of faculty responding academic dishonesty is at least *Somewhat of a Problem* in traditional courses ranges from a high of 73.7% among faculty in the College of Business, to a low of 46.2% of ETS, Library faculty, and those who chose not to identify (see Table FAC84b).

Once again, respondents were asked to indicate their views on the **best methods by which to respond to the problems of academic dishonesty**. In particular, faculty were asked to respond to a series of quasi-semantic differential scales across two distinct domains: (a) the responsibility of the faculty member in individually initiating/resolving the response to academic dishonesty, vis-à-vis the faculty member's department, or by the faculty member in conjunction with the UNA's Division of Student Affairs; and (b) whether, in general, the best solution to the problem of academic dishonesty warrants a technological or pedagogical response. The current paragraph reports the results from the three tables (FAC85a, FAC86a, and FAC87a) regarding the responsibility of addressing matters pertaining to academic dishonesty. 2017-2018 marks the first time that these items have been included on the survey. Here, on this scale a 0 indicates that this response will *Not Be Effective at All*, and a 10 indicates that a particular response will be *The Most Effective*. Because presenting this data disaggregated by college/academic unit would be cumbersome, modal responses for each college will be reported. Briefly, results indicate a slight preference among faculty that issues of student academic dishonesty is best "**directed by the individual faculty member**". In particular, Table FAC85a finds that 81.8% of responding faculty rated this solution with a score between 6-10, with a mean score of 7.46. When disaggregating these responses by college/academic unit, it is found that the modal response for ETS, Library Faculty and those who chose not to identify is 9, while for faculty in the College of Education and Human Sciences, the modal response category as 7. Table FAC87a reveals that the second most popular solution to addressing issues of student academic dishonesty is **"A response addressed by the individual faculty member, in collaboration with UNA's Division of Student Affairs"**, with 71.7% of respondents rating this item between 6-10 (mean of 7.04). On this item, the modal response for faculty, across all colleges and academic units, was 8. The least popular option, as reported in Table FAC86a is the handling of issues of student academic dishonesty is **"a response that the faculty member's departmental colleagues direct."** The mean for this item is 6.52, and 65.5% of faculty rate this solution with a score between 6-10. More variation was seen with regard to support for this solution across academic units, with three of the five colleges/units having bimodal answer categories. For instance, the modal response category to this item from faculty in the College of Business were 5 and 10, and for faculty from The College of Arts and Sciences, the modal responses were 5 and 7. While the differences in the solutions are not substantial, a clear preference is indicated for faculty autonomy when addressing issues of academic dishonesty.

Tables FAC88a and FAC89a contain results for the best approaches – in particular, technological versus pedagogical solutions – to addressing issues of student academic dishonesty. For interpretive purposes, a 0 on this scale indicates that technological/pedagogical solutions would be *The Least Effective* solution, and a 10 indicates that these solutions would be *The Most Effective.* Results indicate a preference on the part of faculty for ***pedagogical*** solutions to academic dishonesty, vis-à-vis technological solutions. The frequency distribution presented in Table FAC88a reveal that approximately 69% of faculty respondents rated technological solutions with a score of 6-10 (mean 6.65). Comparatively, Table FAC89a indicates that 81% of respondents rate pedagogical solutions with a score of 6-10 (mean 7.39). Regarding heterogeneity across academic

units/colleges, because of the logistical difficulties in presenting this data in tabular form, the modal responses were used as the primary method of gauging support for the various solutions to the problem of academic dishonesty. Specifically, the modal response categories for faculty from the College of Business were 8 for technological solutions, and 8 for pedagogical solutions; the modal response categories for faculty from The College of Nursing and Allied Health were 9 and 10 for technological solutions, and 7 for pedagogical solutions; the modal response categories for faculty from the College of Arts and Sciences were 8 for technological solutions, and 10 for pedagogical solutions; and the modal response categories for faculty from The College of Education and Human Sciences were 8 for technological solutions, and 10 for pedagogical solutions.

2018 marked the third consecutive year in which respondents were asked to indicate their concerns pertaining to administrative growth at the university (see Tables FAC90a through FAC91b). As seen in Table FAC90a, a majority of faculty (55.6.%) either *Agree* (27.8%) or *Strongly Agree* (27.8%) with the statement **it is my perception that administrative expansion is a problem at UNA** -- a noticeable decline from the same numbers in 2016 (65.2%) and 2017 (62.8%). In contrast, 16.7% of faculty respondents either *Disagree* (7.5%) or *Strongly Disagree* (3.8%) with the statement. Considerable variation across academic colleges and units is witnessed with this item, as seen in Table FAC90b. While 69.3% of ETS, library, and faculty that chose not to identify – and another 64.8% of faculty in the College of Arts and Sciences -- were at least in agreement with administrative growth being problematic, only 14.3% of faculty in the College of Nursing and Allied Health *Agree* or *Strongly Agree*. As a follow-up question on administrative growth, faculty where asked whether **"expansion at the administrative ranks is coming at the expense of faculty growth/expansion"** (Table FAC91a). Results reveal that 51.3% of faculty respondents either *Agree* (23.5%) or *Strongly Agree* (27.8%), while only 16.1% either *Disagree* (14.2%) or *Strongly Disagree* (1.9%) that administrative growth is coming at the expense of faculty expansion. The agreement numbers represent a noticeable decline from the corresponding numbers in 2017 (62.2%). Again, there is considerable between-unit heterogeneity with this item, with over 60% (61.9%) of faculty in the College of Arts and Sciences responding with either *Agree* (29.3%) or *Strongly Agree* (32.6%), compared to 0% of faculty in the College of Nursing and Allied Health (see FAC91b).

There were a number of modifications made to the survey in 2017-2018, with regard to working conditions. A majority of faculty respondents (59.8%) either *Agree* or *Strongly Agree* with the statement "**the temperature in my office does not make it a conducive place to work"** (Table FAC92a). No trend data are available with this item, as it was added to the survey in 2017=2018. Once again, we see considerable variation across colleges, ranging from 66.3% of faculty in the College of Arts and Sciences *Agreeing* or *Strongly Agreeing* with the statement, to a low 42.9% among The College of Nursing & Allied Health (Table FAC92b).

Evidence presented in Table FAC93a reveals that approximately 35% (35.8%) of faculty respondents *Agree* or *Strongly Agree* indicate that **they are confident that their work environment does not adversely affect my health.** Consequently, 45.0% either *Disagree* (25.9%) Or *Strongly Disagree* (19.1%). Once again, the trend reveals a marked decrease in confidence that working environments do not adversely impact health when compared to the corresponding numbers in the 2016 and 2017 surveys (49.7% and 39.9%, respectively, indicate some degree of agreement). Faculty in The College of Arts and Sciences (54.4%) are the most likely to indicate some degree of *Disagreement* with this item, while faculty in the College of Nursing and Allied Health are the most likely (70.4%) to either *Agree* or *Strongly Agree* that their work environment does not adversely affect their health (Table FAC93b).

A new question was added to the 2017-2018 survey that addressed the air quality in the buildings across campus. As viewed in Table FAC94a, 45.6% of respondents either *Agree* (19.1%) or *Strongly Agree* (26.5%) with the statement **"I notice mold problems in the buildings where I work."** As 2017-2018 marks the first time this question was included on the survey, there are no time series trends available. Faculty in ETS, the Library, and those that chose not to identify (69.3%), along with faculty in the College of Arts and Sciences (54.1%) are the most likely to indicate some degree of agreement with seeing mold problems in their buildings (Table FAC94b). .

For the third consecutive year, 2018 faculty respondents were asked to report their perceptions regarding campus safety and security. Table FAC96a finds that the vast majority of faculty (76.4%) either *Agree* (53.4%) or *Strongly Agree* (23.0%) that **it is their perception that they work in a safe and secure environment.** These numbers represent an over five percentage point decline from 2017 (81.6%). Table FAC96b indicates that 100% of the faculty in The College of Nursing and Allied Health, and nearly 90% of the faculty (89.5%) in The College of Business indicate some degree of *Agreement* with this item. Conversely, a smaller percentage (68.2%) of faculty in The College of Arts and Sciences either *Agree* or *Strongly Agree* that they work in a safe and secure environment. As revealed in Table FAC97a, an almost identical percentage of faculty (76.9%) either *Agree* (54.4%) or *Strongly Agree* (22.5%) that **it is my perception that the campus is safe and secure for students**. These numbers reveal a slight upward trend from the corresponding percentages (76.1%) in 2017. Overall, at least 70% of Faculty from all colleges and academic units either are *Agree* or *Strongly Agree* with this statement (see Table FAC97b). .

On a closely related matter, faculty attitudes appear to be somewhat less supportive with the adequacy of lighting on campus. As viewed in Table FAC98a, 63.4% of faculty *Agree* or *Strongly Agree* that **there is adequate lighting on** campus, while 61.2% of faculty *Agree* or *Strongly Agree* that **there is adequate lighting on campus**, while 16.2% *Disagree* or *Strongly Disagree*. Despite the numbers being somewhat lower than other questions tapping into issues of safety and security, the 63.4% of faculty in agreement with the adequacy of lighting on campus represents a slight jump from the numbers in 2016 (59.4%) and 2017 (61.2%). Faculty in The College of Education and Human Sciences (54.2%), and The College of Arts and Sciences (60.5%) are the least likely to be in some degree of approval of the adequacy of lighting on campus (see Table FAC98b).

Even less support is found among faculty with regard to the placement of emergency call boxes across campus (see Table FAC99a). In particular, less than half (48.2%) of faculty respondents *Agree* or *Strongly Agree* that **emergency call boxes are adequately distributed across campus**, a slight decrease from the 2017 numbers (50.0%), but nearly identical to the 2016 numbers (48.0%). It also should be noted that 16.3% of respondents indicate that they have *No Basis for Judgment* with regard to this item. Consequently, ETS, Library, and faculty who chose not to identify their college/unit, were the least likely (30.8%) to be in agreement with the adequacy of the distribution of call boxes across campus (Table FAC99b).

While the results presented in Table FAC100a indicate faculty do not appear to **feel safe when parking in the campus parking deck**, a qualification is in order. While, only 28.7% of respondents *Agree* or *Strongly Agree* that they feel safe parking in the parking deck, the *largest* percentage of respondents (43.5%), by a relatively wide margin, indicate *Having No Basis for Judgment*. As a matter of fact, each year that this question has been asked (since 2016), over 1/3 of respondents have indicated *No Basis for Judgement.* Faculty in the College of Nursing & Allied Health are the most likely to report some degree of agreement (64.2% either *Agree*

or *Strongly Agree*) with feeling safe when parking in the parking deck, while faculty in The College of Arts and Sciences (24.2%), and faculty in the College of Education and Human Sciences (33.3%) are the least likely to express agreement (See Table FAC100b).

For the second straight year, faculty indicated their perceptions of the security of property and equipment on campus. These results are reported in Tables FAC101A-FAC102b. As presented I Table FAC101a, a majority of respondents (64.2%) *Agree* (44.7%) or *Strongly Agree* (19.5%) when asked if **"I am confident that personal belongings in my office are secure from theft**, up from 59.6% in 2017 Conversely, only 15.1% of respondents indicated *Disagree* or *Strongly Disagree.* There is some variation across colleges/academic units on the issue of security and personal belongings (see Table FAC101b). Specifically, over 2/3 of the faculty in The College of Arts and Sciences (66.7%), The College of Education & Human Sciences (70.8%, and The College of Nursing & Allied Health (71.4%) *Agree* or *Strongly Agree* to this item, as compared to only 44.2% of the faculty in The College of Business. On a related issue, only 44.4% of faculty *Agree* or *Strongly Agree* to the statement **appropriate security is in place to protect equipment and/or supplies stored in classrooms** (Table FAC55a), whereas 30.1% either *Disagree* or *Strongly Disagree*, and 19.4% responded with *Neutral*. It necessitates mentioning that the 44.4% indicating some level of agreement is up from 42.0% in 2017. While respondents in 3 of the 5 colleges/academic units most colleges indicate slightly over 50% approval with this item, only 38.9% of faculty from the College of Arts and Sciences, and 41.7% of faculty from The College of Education & Human Sciences *Agree* or *Strongly Agree* that appropriate security is in place to protect equipment/supplies stored in classrooms (Table FAC102b).

Attitudes towards Salaries, Supports, and Benefits (pages 87-99)

A slightly lower percentage of faculty report satisfaction related to the quality of services provided by University Health Services. In 2018, 68.2% of responding faculty either ***Agree*** or ***Strongly Agree*** that they are **satisfied with the quality of services provided by Health** Services, compared to 75.9% in 2017, and 78.0% in 2016 (see Table FAC103a). Faculty in the College of Nursing & Allied Health (78.6% indicated *Agree* or *Strongly Agree*) indicated higher amounts of satisfaction when compared to faculty in other colleges/units (Table FAC103b).

In 2018, 51.5% of faculty either *Disagree* (29.8%) or *Strongly Disagree* (21.7%) with the statement "**I would support revising the summer teaching pay scale, even if it resulted in my being paid less to teach a summer course than I am under the current system, if these revisions would enable UNA to offer more summer courses in total.**" (Table FAC104a). While this question has been annually included in the survey for the past 3 years, a slight change in question wording in the 2018 survey makes reporting trend data problematic. When disaggregating the results by college, the strongest level of disapproval comes from the College of Education and Human Sciences, with 78.3 percent of faculty either *Disagreeing* (43.5%) or *Strongly Disagreeing* (34.8%) with a revised summer pay scale that could result in being paid less for teaching a summer course, if this resulted in more courses being offered (Table FAC104b). Results indicate faculty support with regard to the question of whether "**A faculty member should be able to negotiate a summer teaching salary at a reduced rate if his/her course lacks sufficient enrollment with his/her Department Chair if the course lacks sufficient enrollment**" (TableFAC105a). In particular, 71.0% *Agree* or *Strongly Agree* with this statement in 2018. Again, as was seen with the previous question, a slight alteration to the question wording in the 2018

survey makes the analysis of trends for this item cumbersome. While the between-college differences are negligible in most cases, support for salary negotiations for summer courses appears to be the weakest among faculty in the College of Nursing and Allied Health, with only 42.8% of the faculty responding *Agree* or *Strongly Agree* to this item (Table FAC105b).

Results presented in Table FAC106a find that 60.2% of faculty *Agree* or *Strongly Agree* with the statement "**summer course decisions should be made based on overall departmental enrollment**", down considerably from the corresponding numbers in 2017 (73.4%) and 2016 (70.2%). This sentiment appears to be particularly strong (see Table FAC106b) among faculty in the College of Education and Human Sciences (87.5% either *Agree* or *Strongly Agree*), while only 14.3% of faculty in the College of Nursing and Allied Health indicate some degree of agreement with this statement. On a related note, faculty continue to demonstrate high levels of support for viewing summer courses as means to supplement their nine-month salary (Table FAC107a). In particular, 72.8% of faculty indicate that they *Agree* or *Strongly Agree* with the statement "**I view summer teaching as a way to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract**", a number that represents a decline from the corresponding numbers in 2017 (78.5%), and 2016 (78.4%). As viewed in Table FAC107b, this attitude appears to be the most strongly concentrated among faculty from the College of Education and Human Sciences, with 87.5% of respondents indicating *Agree* (14.3%) or *Strongly Agree* (78.6%). Conversely, faculty from the College of Nursing and Allied Health were comparatively less likely to *Agree* or *Strongly Agree* (42.9%).

Faculty were asked their whether **summer salaries for department chairs should be paid from the university's general operating budget instead of from summer enrollment** (see Table FAC108a). In 2018, 73.4% of faculty either *Agree* or *Strongly Agree* with this statement, as compared to 70.5% in 2017, and 78.4% in 2016. When disaggregating the results by college/academic unit (see Table FAC108b), the most support is found among faculty in the College of Education and Human Sciences (87.5% either *Agree* or *Strongly Agree*), followed by the College of Arts and Sciences (77.2% either *Agree* or *Strongly Agree*). With regard to 12-month appointments for department chairs, slightly less than half (46.9%) of faculty respondents either *Agree* or *Strongly Agree* with the statement "**my academic department would be better served with a Department Chair on a 12-month contract**" (see Table FAC109a). These numbers represent a decline in agreement when compared to the same numbers in 2017 (50.3%) and 2016 (51.4%). Results presented in Table FAC109b demonstrate that the most support for this statement can be found among respondents in the College of Arts and Sciences (55.1% *Agree* or *Strongly Agree*), while fewer than 1 in 4 (21.4%) indicate some level of agreement with this statement.

Results presented in Table FAC110a suggest that faculty are somewhat unsure as to the **criteria used by administrators when determining which summer courses to cancel**. In 2018, 43.9% of faculty respondents either *Agree* or *Strongly Agree*, and 21.0% either *Disagree* or *Strongly Disagree*. These numbers represent a slight decline relative to the numbers in the 2017 (46.5% agreement) and 2016 (53.7% agreement). The lack of understanding appears to be most clearly present among faculty om the College of Business, where only 26.3% of respondents indicate *Agree* or *Strongly Agree* (see Table FAC110b). 2018 marks the third consecutive year in which faculty where asked to indicate their attitudes regarding changes in the advising process. Results reported in Table FAC111a find that 27.2% of faculty respondents are *Neutral*, 30.8% either *Agree* (22.8%) or *Strongly Agree* (8.0%), and 24.1% have *No Basis for Judgment* with the statement "**The change in advising period for the summer term from spring to fail has assisted me in the advising process".** It warrants mentioning that,

relative to the same numbers in 2017, a higher percentage (24.1%) of faculty respondents indicate *No Basis for Judgement* in 2018. It necessitates mentioning that the only college/academic unit that reports close to 50% approval with this change in the advising period is the College of Education and Human Sciences (50.0%); faculty from all other colleges/academic units report agreement at rates lower than 1 in 3 (Table FAC111b).

The next series of questions ask respondents to indicate their level of satisfaction with financial support to conduct/present research. Results generally suggest a concern on the part of faculty concerning research/travel funding. In particular, 30.9% of respondents *Agree* (25.2%) or *Strongly Agree* (5.7%), 25.8% are *Neutral,* and 31.4% either *Disagree* or *Strongly Disagree* that **they have access to sufficient funds to conduct their research** (see table FAC112a)**.** The percent agreement with this item is similar to the corresponding numbers from 2017 (29.8%) and 2016 (31.8%). As reported in Table FAC112b, faculty in the Colleges of Arts and Sciences (35.6% either *Disagree* or *Strongly Disagree*, and Education and Human Sciences (34.8% either *Disagree* or *Strongly Disagree*) are the most likely to indicate disagreement with having access to sufficient funds to conduct research. There is also a lack of support for the notion that respondents **have access to sufficient travel funds to present their research**, as reported in Table FAC113a. In particular, 44.4% of faculty respondents *Disagree* (25.0%) or *Strongly Disagree* (19.4%) with having access to sufficient travel finds, as compared to only 29.4% that *Agree* (23.8%) or *Strongly Agree* (5.6%). That being said, the 2018 levels of disagreement are less than they were in 2017 (50.6%) and 2016 (55.5%). When looking at attitudinal variation across colleges and academic units, over 50% of responding faculty in the Colleges of Education and Human Sciences (58.4% *Disagree* or *Strongly Disagree*), and Arts and Sciences (51.1% *Disagree* or *Strongly Disagree*) are the most likely to report dissatisfaction with available travel funds to present research (Table FAC113b). For the second consecutive year (see Table FAC114a), the modal response category for the item "**compared to faculty members at my rank and at institutions similar to UNA** was *Fairly Compensated* (44.7%), followed closely by *Underpaid* (41.0%). These numbers are similar to the corresponding numbers from 2017. As viewed in Table FAC114b,faculty respondents in the College of Business are slightly the most likely to report being *Fairly Compensated* (47.4%), while respondents in the College of Nursing and Allied Health are slightly more likely to report being *Underpaid* (42.9%).

In general, faculty express favorable attitudes toward university recruitment and retention strategies, as well as educational programming and evaluation. 71.4% of faculty *Agree* or *Strongly Agree* that "**faculty members are given sufficient authority for the improvement of the educational programs at UNA**", whereas only 10.6% *Disagree* or *Strongly Disagree* (Table FAC115a). The levels of agreement to this item perfectly matches the numbers from the 2017 survey, and the level of disagreement actually declined between 2017 and 2018. Results presented in Table FAC115b reveal that over 90 percent of faculty in the College of Nursing and Allied Health (92.9% *Agree* or *Strongly agree*) and the College of Education and Human Sciences (91.6% *Agree* or *Strongly Agree*) hold the indicate some level of agreement on this matter.

Over 2 in 3 faculty respondents (69.7%) are in agreement that **"the university's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment"** (Table FAC116a), an approximately 3 percentage increase from 2017, and over 6 percentage point increase from 2016. Faculty from the Colleges of Education and Human Sciences (75.0%), and Arts and Sciences (72.9%) are the most likely to hold this sentiment (see Table FAC116b). Relatedly, Table FAC117a finds that 67.9% of faculty respondents *Agree* or *Strongly Agree* that **"the university has made progress in providing services that will**

successfully retain students", a nearly 10 percentage point increase from 2017, but still lower than the corresponding percentages from 2016. Faculty in The College of Business report the highest levels of support for this statement (89.4% either *Agreed* or *Strongly A*greed) whereas faculty in the College of Arts and Sciences (56.5%), were the least likely to be in agreement (see Table FAC117b).

Survey respondents were asked for the third consecutive year to indicate their attitudes toward the University's Quality Enhancement Plan (QEP), which represents a university initiative to enhance undergraduate research productivity and literacy. Table FAC118a finds that 34.0% of faculty either *Agree* (20.4%) or *Strongly Agree* (13.6%), 25.9% are *Neutral*, and 23.5% either *Disagree* (10.5%) or *Strongly Disagree* (13.0%) to the following statement: **The Quality Enhancement Plan (QEP) has benefitted my students by increasing their abilities in undergraduate research and associated skills.** Consequently, while there is a slight decrease in agreement from 2017-2018, the percentages across the different categories are quite similar to the corresponding numbers from 2016, and 2017. Table FAC118b indicates some variation across colleges, with only 30.4% of faculty in the College of Arts and Sciences indicating *Agree* or *Strongly Agree*, while the College of Education and Human Sciences reveals more agreement (45.8% of respondents indicated *Agree* or *Strongly Agree*).

Results presented in Table FAC119a reveal that 32.7% of faculty either *Agree* or *Strongly Agree* that **it is my perception that grade inflation is an issue at UNA**, a number that is down in comparison to 2017 (38.3%) and 2016 (38.7%). It warrants mentioning that the modal response category for this item was *Neutral* (29.0%). As reported in Table FAC119b, faculty in The College of Business (42.1%) are the most likely to indicate that grade inflation is an issue at UNA. Conversely, faculty in the College of Nursing and Allied Health (only 7.1% *Agree* or *Strongly Agree*) and the College of Education and Human Sciences (16.7% *Agree* or *Strongly Agree*) are less likely to find grade inflation to be problematic at UNA.

In 2018, a majority of faculty respondents either *Disagree* (29.0%) or *Strongly Disagree* (30.9%) with the statement **"the current instructor/course evaluation process at UNA is a good indicator of my teaching skills"**, while only 19.1% of faculty *Agree* or *Strongly agree* (see Table FAC120a). The percentage in disagreement for 2018 is similar to the corresponding numbers (61.3%) in 2017. Table FAC120b reveals that faculty in the College of College of Arts and Sciences (65.2%), and faculty in The College of Business (63.1%) are the most likely to disagree with teaching evaluations being a good indicator of teaching skills.

Attitudes toward the Faculty Senate and Shared Governance (pages 99-106)

The percentage of full-time faculty responding *Agree (A)* or *Strongly Agree (SA)* that the **Faculty Senate** "**plays an appropriate role in the University's decision-making process**" (Table FAC121a) decreased from 70.3% in 2017 to 61.1% in 2018. The COAS (12.0%), Business (15.8%), and ETS, Library, and Others (15.4%) responded with >10% *D or SD.* 54.0% of faculty strongly agree or agree that the Faculty Senate "provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns (FAC122a). The COAS (18.4%) and Business (15.8%) responded with >10% *D or SD*. 55.9% of faculty strongly agree or agree that the Faculty Senate "effectively represents faculty interests" (Table FAC123a). The COAS (15.2%), Business (26.4%), and ETS, Library, and Others (25.0%) responded with >10% *D or SD*.

Concerning **the system of shared governance at UNA,** 41.9% of full-time faculty *agree* or *strongly agree* that "**the process involved in filling shared governance committees is fair and equitable**" compared to 56.4% in 2017. There was an increase in the proportion of respondents selecting No Basis for Judgment, from

10.3% in 2017 to 22.5% in 2018. The COAS (23.1%) and ETS, Library, and Others (16.7%) responded with >10% *D or SD*. The percent of faculty who agree or strongly agree with the question, "I **know who my shared governance committee representatives are**" (Table FAC125a) decreased from previous year (53.1% of full-time faculty in 2018 compared to 67.3% in 2017). The COAS (24.1%), Business (26.4%), Education& Human Sciences (COEHS) (16.7%), and ETS, Library, and Others (41.7%) responded with >10% *D or SD*. 53.2% of full-time faculty agree or strongly agree that "**the shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee**" (Table FAC126a). The COAS (15.4%), Business (10.6%), and ETS, Library, and Others (16.7%) responded with >10% *D or SD*. 37.1% of full-time faculty agree or strongly agree that "**the method by which changes are made through shared governance is clear and appropriate**" (Table FAC127a). The COAS (28.6%), Business (26.4%), COEHS (16.6%), and ETS, Library and Others (25.0%) responded with >10% *D or SD*. 34.6% of full-time faculty agree or strongly agree that **"the shared governance committees keep me informed about how campus problems or issues have been addressed"** (Table FAC128a). The COAS (33.3%), Business (36.8%), COEHS (16.7%), and ETS, Library and Others (41.7%) responded with >10% *D or SD*. 41.2% full-time faculty agreed or strongly agreed that "**the shared governance system effectively represents faculty interests**" (Table FAC129a). The COAS (20.0%) and Business (31.6%) responded with >10% *D or SD*.

Concerning the involvement of Faculty Senate and Shared Governance in policy development at UNA, 39.4% of full-time faculty agree or strongly agree that "**policy development is <u>effectively</u> addressed through the current two-tiered system of governance**" (FAC130a). The COAS (22.0%), Business (21.1%), and ETS, Library, and Others (33.3%) responded with >10% *D or SD*. 25.2% of full-time faculty agree or strongly agree that "**policy development is <u>efficiently</u> addressed through the current two-tiered system of governance**" (FAC131a). The COAS (35.5%), Business (42.1%), COEHS (12.5%), Nursing & Allied Health (21.4%) and ETS, Library, and Others (58.4%) responded with >10% *D or SD*.

Summary of Open-Ended Responses:

In 2018, a number of qualitative, open-ended questions were asked of faculty respondents, in order to elicit more detailed, rich feedback. For organizational purposes, the summary of the open-ended responses are included at the end of the narrative portion of the report, rather than being embedded with the quantitative items.

Open-ended Question (Q29 9.): Please inform us of any additional thoughts or issues pertaining to UNA's administration you would like to express.

Twenty-eight faculty members responded to the open-ended question "**Please inform us of any additional thoughts or issues pertaining to UNA's administration you would like to express."** Due to the fact that some respondents expressed multiple concerns, 35 valid responses were collected from the 28 respondents to this item. Two of the comments (5.7%) expressed appreciation for the service and dedication of university administration. The remaining 33 comments could be classified as more critical in nature. The modal response category (14 of 35 responses, or 40.0 percent) can be classified as a general concern with leadership style of lower and upper-level administration. In particular, seven responses (20.0%) suggest a toxic work environment created by lower and upper administration, that in some cases (2 responses) has led to talented faculty seeking positions at other universities. Moreover, another 20.0% of responses (6 responses) suggest that

many important policy decisions are being made in a "top-down" manner, with little to no input/support from faculty. Three responses (8.6%) indicated concern regarding the university's recent handling of a Title IX investigation and one response suggested the administration became too involved with the broader community regarding the allocation/repurposing of space in the community. Four of the responses (11.4%) indicated a general concern for administrative expansion, with three suggesting that administrative expansion comes at the expense of hiring new faculty, and one expressing disapproval of raises for upper administrators. Three responses (8.6%) indicate that shared governance is either too weak, or receives little administrative support. Four responses (11.4%) reveal a concern for either the manner in which administrators are appointed to their post (3 responses) or hiring decisions made by administrators (one response). Of the remaining comments, two (5.7%) suggest that some administrators recruit students to other universities, one response (2.86%) indicates the need for campus police to engage in more "foot patrols", one comment (2.86%) encourages upper administration to incorporate the comments/results of the faculty attitude survey, and one comment (2.86%) reveals a concern that some administrators are "not visible" on campus.

Open-Ended Question (36 14a.): What would your most immediate need be in order to begin making your courses compliant with ADA standards.

For the second consecutive year, in the 2018 survey faculty respondents were asked an open-ended question regarding making their courses ADA compliant. In particular 34 respondents provided answers to the question **"What would your single most immediate need be in order to begin making your courses compliant with ADA standards? the Americans with Disabilities Act?"** While there were 34 respondents, some faculty indicated multiple issues, while others provided responses (e.g., I don't know) that defied proper categorization. Most of the relevant comments (28 out of 36) could be aggregated into two general categories: (1) having proper understanding/training as to what is needed to become ADA compliant (17 respondents, or 51.3%); and (2) having the proper technology necessary for captioning in their courses (11 responses or 33.3%). Of the remaining 8 valid comments, 3 respondents indicated the need for "time", two indicated the need for "assistance/support", two respondents indicated the need for teaching in buildings that were ADA compliant, and one responded "money".

Open-Ended Question (40 17a): Please include any additional comments or concerns you have regarding academic dishonesty among students and/or UNA's response to academic dishonesty among students.

In 2018, faculty were asked one open-ended question pertaining to academic dishonesty. Specifically, 27 respondents provided 28 responses to the question **"please include any additional comments or concerns you have regarding academic dishonesty among students and/or UNA's response to academic dishonesty among students".** After removing the six responses that either indicated "N/A", or "No Problems", there were 22 comments that were amenable to rudimentary categorization. 6 responses indicated that faculty should take the lead in responding to academic dishonesty through developing more proactive policies in their classes, and creative strategies pertaining to testing and assignments. Five comments suggested either the need for

technology/software that is adept at detecting academic dishonesty (3 response), or the need for proctored testing (2 responses). Another four responses suggested that faculty need more support and assistance from administration when it comes to dealing with academic dishonesty. Lastly, three respondents reported that academic dishonesty was an unavoidable problem associated with the expansion of online learning, and three additional comments suggested that the university should formulate a student honor code that provides students detailed instruction as to what constitutes academic dishonesty.

Open-Ended Question (Q43 19a): Please identify the buildings where you see mold problems.

The 2018 survey marks the first time respondents were asked to **identify buildings on campus where they see mold problems**. After eliminating the nine responses that indicated "N/A" or "no problems", 91 responses were given. While most buildings on campus were reported as having mold problems, the following buildings had a frequency of 10 or higher: the music building (10 respondents reported mold), Stevens Hall (11 respondents), and Willingham Hall (14 respondents reported mold).

Open-Ended Question (Q44 19b): Please describe below any additional issues or concerns you think compromise your health while at work.

For the second consecutive year, in 2018 an open-ended question was used for any-health or work-related issues or concerns. In particular, 47 faculty members responded to the qualitative item "**please describe any additional issues or concerns you think compromise your health while at work.** While many respondents indicated multiple issues of concern, 7 responded with "N/A" or "None", or other concerns (e.g., "sick students pose a health risk") that precluded proper classification. After removing these concerns, there were 62 responses that were deemed amenable to classification. These responses were aggregated into general categories for interpretation purposes. The modal concern reported by faculty (27 of 62 comments, or 43.5%) was temperature issues – either pertaining to classrooms (n = 19), or faculty offices (n = 8). The second most frequently reported health-related concern was "mold" (7 responses, or 11.29%). Other frequently-occurring concerns included "dirty offices/buildings" (5 responses, or 8.1%), offices/classrooms that are not properly insulated from sound (4 responses, or 6.5%), and), and "building/classroom security" (6.5%). Due to the low frequency (n = <3), the remaining concerns are not reported here.

Final Open-Ended Question (Q56 29): Please inform us of additional issues and concerns pertaining to your department or cost center that have an immediate impact on you and your ability to perform your job.

Thirty-seven responses were provided to the open-ended question **"Please inform us of additional issues and concerns that have an immediate impact on you and your ability to perform your job."** Consequently,

the 37 responses in 2017-2018 represented a slight increase from the corresponding numbers in 2016-2017 (31 responses).

Again, the 37 individual comments were subsequently aggregated into general categories for interpretation purposes. Briefly, the three most frequently mentioned issues pertain to administration (13 responses, or 35.1%), issues that can be loosely defined as "faculty-related" (10 responses, or 27.0%) – e.g., funds for faculty research and travel, disparities in salaries across academic ranks and colleges, compensation for large class size, etc. --, facility-related concerns (7 responses, or 18.9%) , security-related concerns (4 responses, or 10.8%) , and university policy (3 responses, or 8.2%).

As alluded to above, the most frequently mentioned concern is related to administration (35.1% of all comments), at the departmental, college, and university levels. Of these, four responses expressed concerns about the competency of mid-level administrators; three questioned the procedures by which department chairs are appointed/the level of power they are given; two expressed a general concern for the expansion of administrative positions on campus; two responses pertained to the weakness of shared governance/Faculty Senate at UNA; and one was concerned with nepotism in university hiring practices.

The second frequently-mentioned issue (10 responses) were defined as faculty-related concerns. These concerns were related to a lack of uniformity, across colleges, in teaching loads, and the manner in which faculty are compensated; teaching loads that are not conducive to active engagement in scholarship; the need for compensation for large class sizes; the lack of funds to conduct and present research.

A third issue of concern was on the quality of facilities. Three comments were on office/classroom space (size, layout, lack of white boards, etc.) and temperature, two were related to inadequate parking and the need for the repaving of parking lots, one was related to flooding on campus, and one indicated the sporadic nature of WIFI service on campus. Somewhat related to this issue where the four comments that expressed a concern with classroom/campus security. Some of these comments indicated the need for a more active strategy for preventing/responding to an active shooter threat, while others revealed the need for the ability to lock classrooms from the inside.

The remaining comments expressed concerns about children/family being welcome on campus (1 response), the irrelevant nature of the UNA email digest system, and one suggested the abolishment of the first-year advising system.

APPENDIX A: Data for Full-Time Faculty (2017-2018)

FAC1. College/unit affiliation (frequency (valid %))

		Full-time Faculty
Valid	Arts & Sciences	97 (55.7)
	Business	21 (12.1)
	Education and Human Sciences	24 (13.8)
	Nursing	15 (8.6)
	Educational Technologies Services	3 (1.7)
	I choose not to identify my college/unit affiliation	14 (8.0)
	Total	174 (100.0)
Missing	BLANK	2
Total		176

FAC2a. Please identify your current academic rank as a UNA faculty member

		2018 Frequency (Valid %)
Valid	Tenured or Tenure-track	141 (80.1)
	Emeriti	1 (.6)
	Visiting Assistant, Associate or Full Professor	5 (2.8)
	Full-time Instructors	29 (16.5)
	Total	176
Missing	BLANK	0
Total		176

FAC2b. Please identify your current academic rank as a UNA faculty member...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing (Column %)	Chose not to Identify College/Unit* (Column %)
Tenured or Tenure-Track	80 (82.5)	16 (76.2)	19 (79.2)	10 (66.7)	15 (88.2)
Emeriti	1 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Visiting Assistant, Associate, or Full Professor	3 (3.1)	0 (0.0)	2 (8.3)	0 (0.0)	0 (0.0)
Full-Time Instructors	13 (13.4)	5 (23.8)	3 (12.5)	5 (33.3)	2 (11.8)
Total	97 (100.0)	21 (100.0)	24 (100.0)	15 (100.0)	17 (100.0)

* To further protect respondent confidentiality, library and ETS faculty are included in this column for

this and all subsequent contingency tables.

ATTITUDES TOWARD ADMINISTRATION (All tables below exclude responses from part-time adjuncts and instructors)

Concerning the President (Dr. Ken Kitts), I am satisfied with:

FAC3a. His communication with the faculty

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (1.1)	6 (3.7)	4 (2.5)
	Disagree	9 (5.0)	11 (6.7)	6 (3.7)
	Neutral	15 (8.3)	11 (6.7)	15 (9.2)
	Agree	62 (34.3)	51 (31.3)	54 (33.1)
	Strongly Agree	89 (49.2)	81 (49.7)	83 (50.9)
	No Basis for Judgment Total	4 (2.2) 181 (100.0)	3 (1.8) 163 (100.0)	1 (.6) 163 (100.0)
Missing	BLANK/	1	4	13
Total		182	167	176

FAC3b. His communication with the faculty…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Disagree	4 (4.3)	0 (0.0)	0 (0.0)	0 (0.0)	2 (14.3)
Neutral	10 (10.9)	1 (5.3)	2 (8.3)	0 (0.0)	2 (14.3)
Agree	36 (39.1)	6 (31.6)	6 (25.0)	3 (21.4)	3 (21.4)
S. Agree	38 (41.3)	12 (63.2)	16 (66.7)	11 (78.6)	6 (42.9)
No Basis for Judgment	1 (1.1)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC4a. His support of academic programs

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	8 (4.9)	4 (2.5)
	Disagree	5 (2.8)	13 (8.0)	4 (2.5)
	Neutral	25 (13.8)	13 (8.0)	12 (7.4)
	Agree	62 (34.3)	56 (34.6)	61 (37.4)
	Strongly Agree No Basis for Judgment	73 (40.3) 16 (8.8)	66 (40.7) 6 (3.7)	78 (47.9) 4 (2.5)
	Total	181 (100.0)	162 (100.0)	163 (100.0)
Missing	BLANK	1	5	13
Total		182	167	176

FAC4b. His support of academic programs...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	4 (4.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	7 (7.6)	0 (0.0)	2 (8.3)	1 (7.1)	2 (14.3)
Agree	37 (40.2)	6 (31.6)	8 (33.3)	3 (21.4)	7 (50.0)
S. Agree	36 (39.1)	13 (68.4)	14 (58.3)	10 (71.4)	5 (35.7)
No Basis for Judgment	4 (4.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC5a. His clear statements of University policies

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	7 (4.3)	5 (3.1)
	Disagree	4 (2.2)	11 (6.8)	7 (4.3)
	Neutral	19 (10.6)	13 (8.0)	22 (13.6)
	Agree	66 (36.9)	61 (37.7)	52 (32.1)
	Strongly Agree No Basis for Judgment	74 (41.3) 16 (8.9)	64 (39.5) 6 (3.7)	72 (44.4) 4 (2.5)
	Total	179 (100.0)	162 (100.0)	162 (100.0)
Missing	BLANK	3	5	14
Total		182	167	176

FAC5b. His clear statements of University policies...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.5)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	4 (4.4)	3 (15.8)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	16 (17.6)	2 (10.5)	1 (4.2)	1 (7.1)	2 (14.3)
Agree	30 (33.0)	6 (31.6)	6 (25.0)	3 (21.4)	7 (50.0)
S. Agree	32 (35.2)	8 (42.1)	17 (70.8)	10 (71.4)	5 (35.7)
No Basis for Judgment	4 (4.4)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC6a. His allocation of available funds giving proper priority to academic programs

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	4 (2.2)	8 (4.9)	4 (2.5)
	Disagree	10 (5.5)	18 (11.0)	15 (9.2)
	Neutral	35 (19.3)	21 (12.9)	28 (17.2)
	Agree	47 (26.0)	45 (27.6)	41 (25.2)
	Strongly Agree No Basis for Judgment	40 (22.1) 45 (24.9)	46 (28.2) 25 (15.3)	56 (34.4) 19 (11.7)
	Total	181 (100.0)	163 (100.0)	163 (100.0)
Missing	BLANK	1	4	13
Total		182	167	176

FAC6b. His allocation of available funds giving proper priority to academic programs...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	12 (13.0)	0 (0.0)	2 (8.3)	1 (7.1)	0 (0.0)
Neutral	20 (21.7)	2 (10.5)	1 (4.2)	1 (7.1)	4 (28.6)
Agree	18 (19.6)	9 (47.4)	7 (29.2)	2 (14.3)	5 (35.7)
S. Agree	24 (26.1)	6 (31.6)	13 (54.2)	9 (64.3)	4 (28.6)
No Basis for Judgment	14 (15.2)	2 (10.5)	1 (4.2)	1 (7.1)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC7a. His support for shared governance

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	5 (3.1)	3 (1.8)
	Disagree	3 (1.7)	5 (3.1)	3 (1.8)
	Neutral	12 (6.6)	14 (8.6)	26 (16.0)
	Agree	66 (36.5)	55 (33.7)	47 (28.8)
	Strongly Agree No Basis for Judgment	71 (39.2) 29 (16.0)	66 (40.5) 18 (11.0)	72 (44.2) 12 (7.4)
	Total	181 (100.0)	163 (100.0)	163 (100.0)
Missing	BLANK	1	4	13
Total		182	167	176

FAC7b. His support for shared governance...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	2 (2.2)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	17 (18.5)	4 (21.1)	3 (12.5)	0 (0.0)	2 (14.3)
Agree	31 (33.7)	7 (36.8)	4 (16.7)	3 (21.4)	2 (14.3)
S. Agree	32 (34.8)	5 (26.3)	16 (66.7)	11 (78.6)	8 (57.1)
No Basis for Judgment	7 (7.6)	2 (10.5)	1 (4.2)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC8a. His representation of faculty members' views to the Board of Trustees

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	8 (4.9)	6 (3.7)
	Disagree	6 (3.3)	11 (6.7)	7 (4.3)
	Neutral	19 (10.5)	23 (14.1)	24 (14.7)
	Agree	42 (23.2)	40 (24.5)	32 (19.6)
	Strongly Agree No Basis for Judgment	50 (27.6) 64 (35.4)	50 (30.7) 31 (19.0)	61 (37.4) 33 (20.2)
	Total	181 (100.0)	163 (100.0)	163 (100.0)
Missing	BLANK	1	4	13
Total		182	167	176

FAC8b. His representation of faculty members' views to the Board of Trustees...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Disagree	4 (4.3)	1 (5.3)	0 (0.0)	1 (7.1)	1 (7.1)
Neutral	18 (19.6)	2 (10.5)	3 (12.5)	1 (7.1)	0 (0.0)
Agree	19 (20.7)	5 (26.3)	3 (12.5)	2 (14.3)	3 (21.4)
S. Agree	26 (28.3)	5 (26.3)	14 (58.3)	10 (71.4)	6 (42.9)
No Basis for Judgment	20 (21.7)	6 (31.6)	4 (16.7)	0 (0.0)	3 (21.4)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC9a. His overall job performance

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	9 (5.5)	4 (2.5)
	Disagree	4 (2.2)	6 (3.7)	4 (2.5)
	Neutral	21 (11.7)	13 (8.0)	23 (14.2)
	Agree	64 (35.6)	65 (39.9)	52 (32.1)
	Strongly Agree No Basis for Judgment	85 (47.2) 6 (3.3)	69 (42.3) 1 (.6)	78 (48.1) 1 (.6)
	Total	180 (100.0)	163 (100.0)	162 (100.0)
Missing	BLANK	2	4	14
Total		182	167	176

FAC9b. His overall job performance...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Neutral	19 (20.7)	1 (5.6)	1 (4.2)	0 (0.0)	2 (14.3)
Agree	30 (32.6)	7 (38.9)	6 (25.0)	4 (28.6)	5 (35.7)
S. Agree	36 (39.1)	10 (55.6)	17 (70.8)	10 (71.4)	5 (35.7)
No Basis for Judgment	1 (1.1)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	18 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

Concerning the Vice President for Academic Affairs and Provost (Dr. Ross Alexander), I am satisfied with:

FAC10a. His budget proposal's support for academic programs

		2018 Frequency (Valid %)
Valid	Strongly Disagree	4 (2.5)
	Disagree	12 (7.5)
	Neutral	28 (17.4)
	Agree	39 (24.2)
	Strongly Agree No Basis for Judgment	53 (32.9) 25 (15.5)
	Total	161 (100.0)
Missing	BLANK	15
Total		176

FAC10b. His budget proposal's support for academic programs...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.7)
Disagree	9 (9.9)	0 (0.0)	2 (8.3)	1 (7.1)	0 (0.0)
Neutral	19 (20.9)	3 (15.8)	1 (4.2)	1 (7.1)	4 (30.8)
Agree	21 (23.1)	6 (31.6)	8 (33.3)	1 (7.1)	3 (23.1)
S. Agree	21 (23.1)	8 (42.1)	12 (50.0)	9 (64.3)	3 (23.1)
No Basis for Judgment	19 (20.9)	2 (10.5)	0 (0.0)	2 (14.3)	2 (15.4)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC11. His communication with the faculty

		2018 Frequency (Valid %)
Valid	Strongly Disagree	16 (9.1)
	Disagree	16 (9.1)
	Neutral	24 (14.7)
	Agree	46 (28.2)
	Strongly Agree	58 (35.6)
	No Basis for Judgment	3 (1.8)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC11b. His communication with the faculty...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	13 (14.1)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	11 (12.0)	1 (5.3)	2 (8.3)	0 (0.0)	2 (14.3)
Neutral	19 (20.7)	2 (10.5)	1 (4.2)	0 (0.0)	2 (14.3)
Agree	22 (23.9)	5 (26.3)	11 (45.8)	3 (21.4)	5 (35.7)
S. Agree	25 (27.2)	10 (52.6)	10 (41.7)	11 (78.6)	2 (14.3)
No Basis for Judgment	2 (2.2)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC12. His responsiveness in addressing academic issues

		2018 Frequency (Valid %)
Valid	Strongly Disagree	9 (5.5)
	Disagree	13 (8.0)
	Neutral	26 (16.0)
	Agree	41 (25.2)
	Strongly Agree	57 (35.0)
	No Basis for Judgment	17 (10.4)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC12b. His responsiveness in addressing academic issues...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	8 (8.7)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Disagree	8 (8.7)	2 (10.5)	3 (12.5)	0 (0.0)	0 (0.0)
Neutral	19 (20.7)	1 (5.3)	0 (0.0)	0 (0.0)	6 (42.9)
Agree	20 (21.7)	7 (36.8)	9 (37.5)	3 (21.4)	2 (14.3)
S. Agree	25 (27.2)	7 (36.8)	11 (45.8)	10 (71.4)	4 (28.6)
No Basis for Judgment	12 (13.0)	2 (10.5)	1 (4.2)	1 (7.1)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC13a. His accessibility to the faculty

		2018 Frequency (Valid %)
Valid	Strongly Disagree	18 (11.0)
	Disagree	9 (5.5)
	Neutral	30 (18.4)
	Agree	37 (22.7)
	Strongly Agree	58 (35.6)
	No Basis for Judgment	11 (6.7)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC13b. His accessibility to the faculty…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	16 (17.4)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Disagree	7 (7.6)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Neutral	22 (23.9)	3 (15.8)	1 (4.2)	0 (0.0)	4 (28.6)
Agree	12 (13.0)	9 (47.4)	10 (41.7)	3 (21.4)	3 (21.4)
S. Agree	25 (27.2)	7 (36.8)	10 (41.7)	11 (78.6)	5 (35.7)
No Basis for Judgment	10 (10.9)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC14a. His clear statements of University policies

		2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (6.1)
	Disagree	14 (8.6)
	Neutral	25 (15.3)
	Agree	44 (27.0)
	Strongly Agree	53 (32.5)
	No Basis for Judgment	17 (10.4)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC14b. His clear statements of University policies...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	8 (8.7)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Disagree	9 (9.8)	1 (5.3)	3 (12.5)	0 (0.0)	1 (7.1)
Neutral	17 (18.5)	3 (15.8)	1 (4.2)	0 (0.0)	4 (28.6)
Agree	20 (21.7)	9 (47.4)	7 (29.2)	4 (28.6)	4 (28.6)
S. Agree	22 (23.9)	5 (26.3)	12 (50.0)	10 (71.4)	4 (28.6)
No Basis for Judgment	16 (17.4)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC15a. His overall job performance

		2018 Frequency (Valid %)
Valid	Strongly Disagree	13 (8.0)
	Disagree	9 (5.5)
	Neutral	32 (19.6)
	Agree	46 (28.2)
	Strongly Agree	57 (35.0)
	No Basis for Judgment	6 (3.7)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC15b. His overall job performance...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	9 (9.8)	1 (5.3)	1 (4.2)	0 (0.0)	2 (14.3)
Disagree	6 (6.5)	0 (0.0)	2 (8.3)	0 (0.0)	1 (7.1)
Neutral	26 (28.3)	1 (5.3)	1 (4.2)	0 (0.0)	4 (28.6)
Agree	20 (21.7)	9 (47.4)	9 (37.5)	4 (28.6)	4 (28.6)
S. Agree	25 (27.2)	8 (42.1)	11 (45.8)	10 (71.4)	3 (21.4)
No Basis for Judgment	6 (6.5)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

Concerning my College's Academic Dean…

FAC16a. She/he treats me with respect and dignity

		2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (4.9)
	Disagree	7 (4.3)
	Neutral	8 (4.9)
	Agree	41 (25.2)
	Strongly Agree	96 (58.9)
	No Basis for Judgment	3 (1.8)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC16b. She/he treats me with respect and dignity...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	0 (0.0)	2 (8.3)	0 (0.0)	2 (14.3)
Disagree	4 (4.3)	1 (5.3)	2 (8.3)	0 (0.0)	0 (0.0)
Neutral	6 (6.5)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Agree	27 (29.3)	4 (21.1)	4 (16.7)	3 (21.4)	3 (21.4)
S. Agree	49 (53.3)	14 (73.7)	15 (62.5)	11 (78.6)	7 (50.0)
No Basis for Judgment	2 (2.2)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC17a. She/he promotes a team-work type atmosphere

		2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.7)
	Disagree	7 (4.3)
	Neutral	20 (12.3)
	Agree	40 (24.5)
	Strongly Agree	80 (49.1)
	No Basis for Judgment	5 (3.1)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC17b. She/he promotes a team-work type atmosphere...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	0 (0.0)	5 (20.8)	0 (0.0)	2 (14.3)
Disagree	4 (4.3)	2 (10.5)	1 (4.2)	0 (0.0)	0 (0.0)
Neutral	16 (17.4)	1 (5.3)	1 (4.2)	0 (0.0)	2 (14.3)
Agree	25 (27.2)	4 (21.1)	5 (20.8)	4 (28.6)	2 (14.3)
S. Agree	39 (42.4)	12 (63.2)	12 (50.0)	10 (71.4)	7 (50.0)
No Basis for Judgment	4 (4.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC18a. She/he addresses any concerns I have promptly and fairly

		2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.7)
	Disagree	9 (5.5)
	Neutral	19 (11.7)
	Agree	35 (21.5)
	Strongly Agree	69 (42.3)
	No Basis for Judgment	20 (12.3)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC18b. She/he addresses any concerns I have promptly and fairly...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	0 (0.0)	5 (20.8)	0 (0.0)	2 (14.3)
Disagree	6 (6.5)	1 (5.3)	1 (4.2)	0 (0.0)	1 (7.1)
Neutral	13 (14.1)	3 (15.8)	1 (4.2)	0 (0.0)	2 (14.3)
Agree	17 (18.5)	6 (31.6)	7 (29.2)	3 (21.4)	2 (14.3)
S. Agree	35 (38.0)	8 (42.1)	9 (37.5)	11 (78.6)	6 (42.9)
No Basis for Judgment	17 (18.5)	1 (5.3)	1 (4.2)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC19a. She/he is a good listener

		2018 Frequency (Valid %)
Valid	Strongly Disagree	12 (7.4)
	Disagree	11 (6.7)
	Neutral	20 (12.3)
	Agree	38 (23.3)
	Strongly Agree	74 (45.4)
	No Basis for Judgment	8 (4.9)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC19b. She/he is a good listener...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.5)	0 (0.0)	5 (20.8)	0 (0.0)	1 (7.1)
Disagree	8 (8.7)	2 (10.5)	0 (0.0)	0 (0.0)	1 (7.1)
Neutral	13 (14.1)	3 (15.8)	1 (4.2)	0 (0.0)	3 (21.4)
Agree	21 (22.8)	5 (26.3)	6 (25.0)	4 (28.6)	2 (14.3)
S. Agree	38 (41.3)	9 (47.4)	11 (45.8)	10 (71.4)	6 (42.9)
No Basis for Judgment	6 (6.5)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC20a. She/he is more proactive than reactive (makes things happen rather than reacting to what happens)

		2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (6.1)
	Disagree	12 (7.4)
	Neutral	25 (15.3)
	Agree	36 (22.1)
	Strongly Agree	74 (45.4)
	No Basis for Judgment	6 (3.7)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC20b. She/he is more proactive than reactive (makes things happen rather than reacting to what happens)...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	0 (0.0)	5 (20.8)	0 (0.0)	1 (7.1)
Disagree	9 (9.8)	0 (0.0)	2 (8.3)	0 (0.0)	1 (7.1)
Neutral	16 (17.4)	1 (5.3)	3 (12.5)	0 (0.0)	5 (35.7)
Agree	20 (21.7)	5 (26.3)	5 (20.8)	5 (35.7)	1 (7.1)
S. Agree	38 (41.3)	13 (68.4)	9 (37.5)	9 (64.3)	5 (35.7)
No Basis for Judgment	5 (5.4)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC21a. She/he can be trusted (does what she/he says they will do)

		2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.7)
	Disagree	10 (6.1)
	Neutral	24 (14.7)
	Agree	40 (24.5)
	Strongly Agree	69 (42.3)
	No Basis for Judgment	9 (5.5)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC21b. She/he can be trusted (does what she/he says they will do)...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	0 (0.0)	5 (20.8)	0 (0.0)	1 (7.1)
Disagree	8 (8.7)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Neutral	15 (16.3)	3 (15.8)	3 (12.5)	1 (7.1)	2 (14.3)
Agree	21 (22.8)	6 (31.6)	7 (29.2)	3 (21.4)	3 (21.4)
S. Agree	35 (38.0)	10 (52.6)	8 (33.3)	10 (71.4)	6 (42.9)
No Basis for Judgment	8 (8.7)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC22a. She/he shows no favoritism towards employees

		2018 Frequency (Valid %)
Valid	Strongly Disagree	18 (11.0)
	Disagree	13 (8.0)
	Neutral	24 (14.7)
	Agree	29 (17.8)
	Strongly Agree	61 (37.4)
	No Basis for Judgment	18 (11.0)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC22b. She/he shows no favoritism towards employees...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	9 (9.8)	2 (10.5)	5 (20.8)	0 (0.0)	2 (14.3)
Disagree	11 (12.0)	0 (0.0)	1 (4.2)	1 (7.1)	0 (0.0)
Neutral	17 (18.5)	2 (10.5)	1 (4.2)	1 (7.1)	3 (21.4)
Agree	12 (13.0)	3 (15.8)	8 (33.3)	3 (21.4)	3 (21.4)
S. Agree	31 (33.7)	8 (42.1)	8 (33.3)	9 (64.3)	5 (35.7)
No Basis for Judgment	12 (13.0)	4 (21.1)	1 (4.2)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC23a. She/he supports me in making professional decisions that are important to me

		2018 Frequency (Valid %)
Valid	Strongly Disagree	12 (7.4)
	Disagree	6 (3.7)
	Neutral	20 (12.3)
	Agree	27 (16.6)
	Strongly Agree No Basis for Judgment	73 (44.8) 25 (15.3)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC23b. She/he supports me in making professional decisions that are important to me...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	1 (5.3)	5 (20.8)	0 (0.0)	2 (14.3)
Disagree	3 (3.3)	1 (5.3)	1 (4.2)	0 (0.0)	1 (7.1)
Neutral	17 (18.5)	1 (5.3)	0 (0.0)	1 (7.1)	1 (7.1)
Agree	13 (14.1)	5 (26.3)	5 (20.8)	3 (21.4)	1 (7.1)
S. Agree	37 (40.2)	8 (42.1)	10 (41.7)	10 (71.4)	8 (57.1)
No Basis for Judgment	18 (19.6)	3 (15.8)	3 (12.5)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC24a. She/he is the type of leader I would pattern myself after

		2018 Frequency (Valid %)
Valid	Strongly Disagree	15 (9.3)
	Disagree	17 (10.5)
	Neutral	40 (24.7)
	Agree	23 (14.2)
	Strongly Agree	59 (36.4)
	No Basis for Judgment	8 (4.9)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC24b. She/he is the type of leader I would pattern myself after...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.7)	2 (10.5)	5 (20.8)	0 (0.0)	1 (7.1)
Disagree	14 (15.4)	0 (0.0)	2 (8.3)	0 (0.0)	1 (7.1)
Neutral	24 (26.4)	5 (26.3)	5 (20.8)	1 (7.1)	5 (35.7)
Agree	10 (11.0)	4 (21.1)	4 (16.7)	4 (28.6)	1 (7.1)
S. Agree	29 (31.9)	8 (42.1)	8 (33.3)	9 (64.3)	5 (35.7)
No Basis for Judgment	7 (7.7)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

Concerning my College's Associate Academic Dean…

FAC25a. She/he treats me with respect and dignity

		2018 Frequency (Valid %)
Valid	Strongly Disagree	6 (3.7)
	Disagree	2 (1.2)
	Neutral	11 (6.8)
	Agree	16 (9.9)
	Strongly Agree	48 (29.8)
	No Basis for Judgment	78 (48.4)
	Total	161 (100.0)
Missing	BLANK	15
Total		176

FAC25b. She/he treats me with respect and dignity...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	4 (16.7)	0 (0.0)	0 (0.0)
Disagree	0 (0.0)	0 (0.0)	2 (8.3)	0 (0.0)	0 (0.0)
Neutral	8 (8.9)	0 (0.0)	0 (0.0)	1 (7.1)	2 (14.3)
Agree	7 (7.8)	1 (5.3)	7 (29.2)	1 (7.1)	0 (0.0)
S. Agree	9 (10.0)	17 (89.5)	8 (33.3)	12 (85.7)	2 (14.3)
No Basis for Judgment	64 (71.1)	1 (5.3)	3 (12.5)	0 (0.0)	10 (71.4)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC26a. She/he maintains an “open door” policy

		2018 Frequency (Valid %)
Valid	Strongly Disagree	7 (4.4)
	Disagree	0 (0.0)
	Neutral	10 (6.3)
	Agree	12 (7.5)
	Strongly Agree	48 (30.0)
	No Basis for Judgment	83 (51.9)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC26b. She/he maintains an “open door” policy...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	5 (20.8)	0 (0.0)	0 (0.0)
Disagree	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	8 (8.9)	1 (5.3)	1 (4.2)	0 (0.0)	0 (0.0)
Agree	5 (5.6)	0 (0.0)	4 (16.7)	2 (14.3)	1 (7.7)
S. Agree	9 (10.0)	16 (84.2)	9 (37.5)	12 (85.7)	2 (15.4)
No Basis for Judgment	66 (73.3)	2 (10.5)	5 (20.8)	0 (0.0)	10 (76.9)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC27a. She/he promotes a team work type atmosphere

		2018 Frequency (Valid %)
Valid	Strongly Disagree	7 (4.4)
	Disagree	2 (1.3)
	Neutral	13 (8.1)
	Agree	13 (8.1)
	Strongly Agree	46 (28.8)
	No Basis for Judgment	79 (49.4)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC27b. She/he promotes a team work type atmosphere...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	5 (20.8)	0 (0.0)	0 (0.0)
Disagree	0 (0.0)	1 (5.3)	1 (4.2)	0 (0.0)	0 (0.0)
Neutral	10 (11.1)	0 (0.0)	2 (8.3)	0 (0.0)	1 (7.7)
Agree	5 (5.6)	0 (0.0)	5 (20.8)	3 (21.4)	0 (0.0)
S. Agree	9 (10.0)	16 (84.2)	8 (33.3)	11 (78.6)	2 (15.4)
No Basis for Judgment	64 (71.1)	2 (10.5)	3 (12.5)	0 (0.0)	10 (76.9)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC28a. She/he regularly asks for my ideas and opinions

		2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.9)
	Disagree	10 (6.3)
	Neutral	16 (10.0)
	Agree	9 (5.6)
	Strongly Agree	32 (20.0)
	No Basis for Judgment	82 (51.3)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC28b. She/he regularly asks for my ideas and opinions...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	2 (10.5)	5 (20.8)	1 (7.1)	0 (0.0)
Disagree	5 (5.6)	1 (5.3)	4 (16.7)	0 (0.0)	0 (0.0)
Neutral	8 (8.9)	5 (26.3)	2 (8.3)	0 (0.0)	1 (7.7)
Agree	2 (2.2)	1 (5.3)	4 (16.7)	2 (14.3)	0 (0.0)
S. Agree	7 (7.8)	7 (36.8)	6 (25.0)	11 (78.6)	1 (7.7)
No Basis for Judgment	65 (72.2)	3 (15.8)	3 (12.5)	0 (0.0)	11 (84.6)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC29a. She/he addresses any concerns I have promptly and fairly

		2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.9)
	Disagree	4 (2.5)
	Neutral	14 (8.8)
	Agree	12 (7.5)
	Strongly Agree No Basis for Judgment	35 (21.9) 84 (52.5)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC29b. She/he addresses any concerns I have promptly and fairly...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	2 (10.5)	5 (20.8)	1 (7.1)	0 (0.0)
Disagree	0 (0.0)	0 (0.0)	4 (16.7)	0 (0.0)	0 (0.0)
Neutral	8 (8.9)	2 (10.5)	3 (12.5)	0 (0.0)	1 (7.7)
Agree	4 (4.4)	3 (15.8)	2 (8.3)	2 (14.3)	1 (7.7)
S. Agree	7 (7.8)	10 (52.6)	6 (25.0)	11 (78.6)	1 (7.7)
No Basis for Judgment	68 (75.6)	2 (10.5)	4 (16.7)	0 (0.0)	10 (76.9)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC30a. She/he is a good listener

		2018 Frequency (Valid %)
Valid	Strongly Disagree	9 (5.7)
	Disagree	1 (.6)
	Neutral	13 (8.2)
	Agree	13 (8.2)
	Strongly Agree	40 (25.2)
	No Basis for Judgment	83 (52.2)
	Total	159 (100.0)
Missing	BLANK	17
Total		176

FAC30b. She/he is a good listener...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	1 (5.3)	5 (20.8)	0 (0.0)	0 (0.0)
Disagree	0 (0.0)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	7 (7.8)	0 (0.0)	4 (16.7)	1 (7.1)	1 (8.3)
Agree	5 (5.6)	3 (15.8)	4 (16.7)	1 (7.1)	0 (0.0)
S. Agree	9 (10.0)	11 (57.9)	7 (29.2)	12 (85.7)	1 (8.3)
No Basis for Judgment	66 (73.3)	3 (15.8)	4 (16.7)	0 (0.0)	10 (83.3)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC31a. She/he is more proactive than reactive (makes things happen rather than reacting to what happens)

		2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.9)
	Disagree	4 (2.5)
	Neutral	18 (11.3)
	Agree	12 (7.5)
	Strongly Agree	34 (21.3)
	No Basis for Judgment	81 (50.6)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC31b. She/he is more proactive than reactive (makes things happen rather than reacting to what happens)...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.4)	0 (0.0)	6 (25.0)	1 (7.1)	0 (0.0)
Disagree	1 (1.1)	0 (0.0)	3 (12.5)	0 (0.0)	0 (0.0)
Neutral	11 (12.2)	2 (10.5)	4 (16.7)	0 (0.0)	1 (7.7)
Agree	1 (1.1)	4 (21.1)	2 (8.3)	4 (28.6)	1 (7.7)
S. Agree	9 (10.0)	10 (52.6)	5 (20.8)	9 (64.3)	1 (7.7)
No Basis for Judgment	64 (71.1)	3 (15.8)	4 (16.7)	0 (0.0)	10 (76.9)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC32a. She/he can be trusted (does what she/he says they will do)

		2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (5.0)
	Disagree	2 (1.3)
	Neutral	20 (12.5)
	Agree	12 (7.5)
	Strongly Agree No Basis for Judgment	39 (24.4) 79 (49.4)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC32b. She/he can be trusted (does what she/he says they will do)...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	5 (20.8)	0 (0.0)	0 (0.0)
Disagree	0 (0.0)	0 (0.0)	2 (8.3)	0 (0.0)	0 (0.0)
Neutral	11 (12.2)	1 (5.3)	5 (20.8)	2 (14.3)	1 (7.7)
Agree	4 (4.4)	4 (21.1)	3 (12.5)	1 (7.1)	0 (0.0)
S. Agree	8 (8.9)	12 (63.2)	6 (25.0)	11 (78.6)	2 (15.4)
No Basis for Judgment	64 (71.1)	2 (10.5)	3 (12.5)	0 (0.0)	10 (76.9)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC33a. She/he shows no favoritism toward employees

		2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.9)
	Disagree	7 (4.4)
	Neutral	11 (6.9)
	Agree	9 (5.6)
	Strongly Agree	38 (23.8)
	No Basis for Judgment	84 (52.5)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC33b. She/he shows no favoritism toward employees...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.4)	1 (5.3)	5 (20.8)	1 (7.1)	0 (0.0)
Disagree	3 (3.3)	0 (0.0)	3 (12.5)	1 (7.1)	0 (0.0)
Neutral	7 (7.8)	0 (0.0)	2 (8.3)	1 (7.1)	1 (7.7)
Agree	4 (4.4)	1 (5.3)	3 (12.5)	1 (7.1)	0 (0.0)
S. Agree	8 (8.9)	13 (68.4)	5 (20.8)	10 (71.4)	2 (15.4)
No Basis for Judgment	64 (71.1)	4 (21.1)	6 (25.0)	0 (0.0)	10 (76.9)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC34a. She/he supports me in making professional decisions that are important to me

		2018 Frequency (Valid %)
Valid	Strongly Disagree	9 (5.6)
	Disagree	1 (.6)
	Neutral	15 (9.4)
	Agree	9 (5.6)
	Strongly Agree	38 (23.8)
	No Basis for Judgment	88 (55.0)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC34b. She/he supports me in making professional decisions that are important to me...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	1 (5.3)	5 (20.8)	0 (0.0)	0 (0.0)
Disagree	0 (0.0)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Neutral	7 (7.8)	2 (10.5)	3 (12.5)	2 (14.3)	1 (7.7)
Agree	3 (3.3)	3 (15.8)	2 (8.3)	1 (7.1)	0 (0.0)
S. Agree	9 (10.0)	10 (52.6)	6 (25.0)	11 (78.6)	2 (15.4)
No Basis for Judgment	68 (75.6)	3 (15.8)	7 (29.2)	0 (0.0)	10 (76.9)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC35a. She/he is the type of leader I would pattern myself after

		2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.9)
	Disagree	5 (3.1)
	Neutral	16 (10.0)
	Agree	11 (6.9)
	Strongly Agree No Basis for Judgment	35 (21.9) 82 (51.3)
	Total	160 (100.0)
Missing	BLANK	16
Total		176

FAC35b. She/he is the type of leader I would pattern myself after...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	1 (5.3)	6 (25.0)	1 (7.1)	0 (0.0)
Disagree	1 (1.1)	0 (0.0)	4 (16.7)	0 (0.0)	0 (0.0)
Neutral	10 (11.1)	1 (5.3)	3 (12.5)	0 (0.0)	2 (15.4)
Agree	2 (2.2)	4 (21.1)	1 (4.2)	3 (21.4)	1 (7.7)
S. Agree	9 (10.0)	10 (52.6)	6 (25.0)	10 (71.4)	0 (0.0)
No Basis for Judgment	65 (72.2)	3 (15.8)	4 (16.7)	0 (0.0)	10 (76.9)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

Concerning my Department Chair…

FAC36a. She/he treats me with respect and dignity

		2018 Frequency (Valid %)
Valid	Strongly Disagree	9 (5.6)
	Disagree	5 (3.1)
	Neutral	12 (7.4)
	Agree	23 (14.2)
	Strongly Agree	107 (66.0)
	No Basis for Judgment	6 (3.7)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC36b. She/he treats me with respect and dignity...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.5)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	5 (5.4)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	5 (5.4)	2 (10.5)	3 (13.0)	0 (0.0)	2 (14.3)
Agree	16 (17.4)	3 (15.8)	1 (4.3)	2 (14.3)	1 (7.1)
S. Agree	57 (62.0)	12 (63.2)	19 (82.6)	12 (85.7)	7 (50.0)
No Basis for Judgment	3 (3.3)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC37a. She/he maintains an “open door” policy

		2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (1.2)
	Disagree	3 (1.9)
	Neutral	9 (5.6)
	Agree	28 (17.3)
	Strongly Agree	113 (69.8)
	No Basis for Judgment	7 (4.3)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC37b. She/he maintains an “open door” policy...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	1 (1.1)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	5 (5.4)	1 (5.3)	1 (4.3)	0 (0.0)	2 (14.3)
Agree	18 (19.6)	3 (15.8)	3 (13.0)	2 (14.3)	2 (14.3)
S. Agree	61 (66.3)	13 (68.4)	19 (82.6)	12 (85.7)	8 (57.1)
No Basis for Judgment	4 (4.3)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC38a. She/he promotes a team work type atmosphere

		2018 Frequency (Valid %)
Valid	Strongly Disagree	9 (5.6)
	Disagree	7 (4.3)
	Neutral	17 (10.5)
	Agree	29 (17.9)
	Strongly Agree	93 (57.4)
	No Basis for Judgment	7 (4.3)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC38b. She/he promotes a team work type atmosphere...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.5)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	5 (5.4)	1 (5.3)	1 (4.3)	0 (0.0)	0 (0.0)
Neutral	12 (13.0)	1 (5.3)	2 (8.7)	0 (0.0)	2 (14.3)
Agree	15 (16.3)	5 (26.3)	3 (13.0)	4 (28.6)	2 (14.3)
S. Agree	50 (54.3)	10 (52.6)	17 (73.9)	10 (71.4)	6 (42.9)
No Basis for Judgment	4 (4.3)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC39a. She/he regularly asks for my ideas and opinions

		2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (6.2)
	Disagree	11 (6.8)
	Neutral	12 (7.4)
	Agree	30 (18.5)
	Strongly Agree	92 (56.8)
	No Basis for Judgment	7 (4.3)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC39b. She/he regularly asks for my ideas and opinions...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	8 (8.7)	1 (5.3)	0 (0.0)	0 (0.0)	1 (7.1)
Disagree	6 (6.5)	1 (5.3)	1 (4.3)	1 (7.1)	2 (14.3)
Neutral	9 (9.8)	0 (0.0)	1 (4.3)	1 (7.1)	1 (7.1)
Agree	18 (19.6)	4 (21.1)	3 (13.0)	3 (21.4)	2 (14.3)
S. Agree	47 (51.1)	12 (63.2)	18 (78.3)	9 (64.3)	6 (42.9)
No Basis for Judgment	4 (4.3)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC40a. She/he voluntarily accepts ownership of a concern and follows through until it is resolved

		2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (6.2)
	Disagree	14 (8.7)
	Neutral	16 (9.9)
	Agree	26 (16.1)
	Strongly Agree	84 (52.2)
	No Basis for Judgment	11 (6.8)
	Total	161 (100.0)
Missing	BLANK	15
Total		176

FAC40b. She/he voluntarily accepts ownership of a concern and follows through until it is resolved...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.7)	1 (5.3)	1 (4.3)	0 (0.0)	1 (7.1)
Disagree	11 (12.1)	1 (5.3)	1 (4.3)	0 (0.0)	1 (7.1)
Neutral	11 (12.1)	1 (5.3)	0 (0.0)	1 (7.1)	3 (21.4)
Agree	14 (15.4)	3 (15.8)	2 (8.7)	5 (35.7)	2 (14.3)
S. Agree	44 (48.4)	9 (47.4)	19 (82.6)	7 (50.0)	5 (35.7)
No Basis for Judgment	4 (4.4)	4 (21.1)	0 (0.0)	1 (7.1)	2 (14.3)
Total	91 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC41a. She/he addresses any concerns I have promptly and fairly

		2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (5.0)
	Disagree	10 (6.2)
	Neutral	18 (11.2)
	Agree	30 (18.6)
	Strongly Agree No Basis for Judgment	86 (53.4) 9 (5.6)
	Total	161 (100.0)
Missing	BLANK	15
Total		176

FAC41b. She/he addresses any concerns I have promptly and fairly...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.6)	0 (0.0)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	4 (4.3)	1 (5.3)	2 (8.7)	0 (0.0)	0 (0.0)
Neutral	13 (14.1)	2 (10.5)	0 (0.0)	0 (0.0)	2 (14.3)
Agree	14 (15.2)	5 (26.3)	1 (4.3)	4 (28.6)	2 (14.3)
S. Agree	49 (53.3)	10 (52.6)	19 (82.6)	10 (71.4)	6 (42.9)
No Basis for Judgment	5 (5.4)	1 (5.3)	1 (4.3)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC42a. She/he makes honesty and integrity a top priority

		2018 Frequency (Valid %)
Valid	Strongly Disagree	9 (5.6)
	Disagree	7 (4.3)
	Neutral	17 (10.5)
	Agree	26 (16.0)
	Strongly Agree	94 (58.0)
	No Basis for Judgment	9 (5.6)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC42b. She/he makes honesty and integrity a top priority...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.6)	0 (0.0)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	4 (4.3)	1 (5.3)	2 (8.7)	0 (0.0)	0 (0.0)
Neutral	13 (14.1)	2 (10.5)	0 (0.0)	0 (0.0)	2 (14.3)
Agree	14 (15.2)	5 (26.3)	1 (4.3)	4 (28.6)	2 (14.3)
S. Agree	49 (53.3)	10 (52.6)	19 (82.6)	10 (71.4)	6 (42.9)
No Basis for Judgment	5 (5.4)	1 (5.3)	1 (4.3)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC43a. She/he leads by example

		2018 Frequency (Valid %)
Valid	Strongly Disagree	12 (7.4)
	Disagree	11 (6.8)
	Neutral	21 (13.0)
	Agree	22 (13.6)
	Strongly Agree	88 (54.3)
	No Basis for Judgment	8 (4.9)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC43b. She/he leads by example...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	9 (9.8)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	8 (8.7)	0 (0.0)	2 (8.7)	0 (0.0)	1 (7.1)
Neutral	16 (17.4)	2 (10.5)	1 (4.3)	0 (0.0)	2 (14.3)
Agree	9 (9.8)	3 (15.8)	2 (8.7)	5 (35.7)	3 (21.4)
S. Agree	45 (48.9)	12 (63.2)	18 (78.3)	9 (64.3)	4 (28.6)
No Basis for Judgment	5 (5.4)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC44a. She/he is a good listener

		2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (4.9)
	Disagree	7 (4.3
	Neutral	16 (9.9
	Agree	29 (17.9)
	Strongly Agree No Basis for Judgment	95 (58.6) 7 (4.3)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC44b. She/he is a good listener...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.5)	0 (0.0)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	4 (4.3)	2 (10.5)	1 (4.3)	0 (0.0)	0 (0.0)
Neutral	11 (12.0)	3 (15.8)	0 (0.0)	1 (7.1)	1 (7.1)
Agree	16 (17.4)	2 (10.5)	3 (13.0)	4 (28.6)	4 (28.6)
S. Agree	51 (55.4)	11 (57.9)	19 (82.6)	9 (64.3)	5 (35.7)
No Basis for Judgment	4 (4.3)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC45a. She/he is more proactive than reactive (makes things happen rather than reacting to what happens)

		2018 Frequency (Valid %)
Valid	Strongly Disagree	12 (7.4)
	Disagree	13 (8.0)
	Neutral	18 (11.1)
	Agree	30 (18.5)
	Strongly Agree	80 (49.4)
	No Basis for Judgment	9 (5.6)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC45b. She/he is more proactive than reactive (makes things happen rather than reacting to what happens)...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	9 (9.8)	1 (5.3)	1 (4.3)	0 (0.0)	1 (7.1)
Disagree	7 (7.6)	1 (5.3)	2 (8.7)	2 (14.3)	1 (7.1)
Neutral	13 (14.1)	2 (10.5)	0 (0.0)	0 (0.0)	3 (21.4)
Agree	17 (18.5)	5 (26.3)	2 (8.7)	4 (28.6)	2 (14.3)
S. Agree	40 (43.5)	9 (47.4)	18 (78.3)	8 (57.1)	5 (35.7)
No Basis for Judgment	6 (6.5)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC46a. She/he can be trusted (does what she/he says they will do)

		2018 Frequency (Valid %)
Valid	Strongly Disagree	13 (8.1)
	Disagree	8 (5.0)
	Neutral	15 (9.3)
	Agree	27 (16.8)
	Strongly Agree	91 (56.5)
	No Basis for Judgment	7 (4.3)
	Total	161 (100.0)
Missing	BLANK	15
Total		176

FAC46b. She/he can be trusted (does what she/he says they will do)...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	9 (9.9)	1 (5.3)	1 (4.3)	0 (0.0)	2 (14.3)
Disagree	4 (4.4)	1 (5.3)	2 (8.7)	0 (0.0)	1 (7.1)
Neutral	10 (11.0)	1 (5.3)	1 (4.3)	1 (7.1)	2 (14.3)
Agree	17 (18.7)	5 (26.3)	1 (4.3)	3 (21.4)	1 (7.1)
S. Agree	47 (51.6)	10 (52.6)	18 (78.3)	10 (71.4)	6 (42.9)
No Basis for Judgment	4 (4.4)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	91 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC47a. She/he is always trying to improve

		2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (4.9)
	Disagree	7 (4.3
	Neutral	15 (9.3)
	Agree	26 (16.0)
	Strongly Agree No Basis for Judgment	94 (58.0) 12 (7.4)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC47b. She/he is always trying to improve...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	1 (5.3)	1 (4.3)	0 (0.0)	1 (7.1)
Disagree	5 (5.4)	0 (0.0)	0 (0.0)	0 (0.0)	2 (14.3)
Neutral	12 (13.0)	0 (0.0)	1 (4.3)	0 (0.0)	2 (14.3)
Agree	14 (15.2)	3 (15.8)	2 (8.7)	4 (28.6)	3 (21.4)
S. Agree	49 (53.3)	12 (63.2)	19 (82.6)	10 (71.4)	4 (28.6)
No Basis for Judgment	7 (7.6)	3 (15.8)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC48a. She/he shows no favoritism towards employees

		2018 Frequency (Valid %)
Valid	Strongly Disagree	19 (11.7)
	Disagree	17 (10.5)
	Neutral	15 (9.3)
	Agree	22 (13.6)
	Strongly Agree	79 (48.8)
	No Basis for Judgment	10 (6.2)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC48b. She/he shows no favoritism towards employees...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	15 (16.3)	2 (10.5)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	12 (13.0)	2 (10.5)	1 (4.3)	1 (7.1)	1 (7.1)
Neutral	9 (9.8)	1 (5.3)	4 (17.4)	0 (0.0)	1 (7.1)
Agree	13 (14.1)	3 (15.8)	1 (4.3)	3 (21.4)	2 (14.3)
S. Agree	38 (41.3)	9 (47.4)	16 (69.6)	10 (71.4)	6 (42.9)
No Basis for Judgment	5 (5.4)	2 (10.5)	1 (4.3)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC49a. She/he supports me in making professional decisions that are important to me

		2018 Frequency (Valid %)
Valid	Strongly Disagree	7 (4.3)
	Disagree	6 (3.7)
	Neutral	13 (8.0)
	Agree	27 (16.7)
	Strongly Agree	101 (62.3)
	No Basis for Judgment	8 (4.9)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC49b. She/he supports me in making professional decisions that are important to me...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	0 (0.0)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	3 (3.3)	2 (10.5)	1 (4.3)	0 (0.0)	0 (0.0)
Neutral	8 (8.7)	2 (10.5)	0 (0.0)	2 (14.3)	1 (7.1)
Agree	17 (18.5)	3 (15.8)	2 (8.7)	2 (14.3)	3 (21.4)
S. Agree	55 (59.8)	11 (57.9)	19 (82.6)	10 (71.4)	6 (42.9)
No Basis for Judgment	4 (4.3)	1 (5.3)	1 (4.3)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC50a. She/he tracks my performance and shows me ways to improve

		2018 Frequency (Valid %)
Valid	Strongly Disagree	9 (5.6)
	Disagree	12 (7.4)
	Neutral	17 (10.5)
	Agree	34 (21.0)
	Strongly Agree No Basis for Judgment	75 (46.3) 15 (9.3)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC50b. She/he tracks my performance and shows me ways to improve...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.6)	0 (0.0)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	8 (8.7)	1 (5.3)	2 (8.7)	0 (0.0)	1 (7.1)
Neutral	10 (10.9)	4 (21.1)	0 (0.0)	2 (14.3)	1 (7.1)
Agree	18 (19.6)	5 (26.3)	5 (21.7)	4 (28.6)	2 (14.3)
S. Agree	43 (46.7)	7 (36.8)	14 (60.9)	7 (50.0)	4 (28.6)
No Basis for Judgment	6 (6.5)	2 (10.5)	2 (8.7)	1 (7.1)	4 (28.6)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC51a. She/he is consistent and fair in dealing with me

		2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (6.2)
	Disagree	5 (3.1)
	Neutral	17 (10.5)
	Agree	24 (14.8)
	Strongly Agree	100 (61.7)
	No Basis for Judgment	6 (3.7)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC51b. She/he is consistent and fair in dealing with me...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	8 (8.7)	0 (0.0)	0 (0.0)	0 (0.0)	2 (14.3)
Disagree	3 (3.3)	1 (5.3)	1 (4.3)	0 (0.0)	0 (0.0)
Neutral	11 (12.0)	3 (15.8)	1 (4.3)	1 (7.1)	1 (7.1)
Agree	15 (16.3)	3 (15.8)	2 (8.7)	2 (14.3)	2 (14.3)
S. Agree	52 (56.5)	11 (57.9)	19 (82.6)	11 (78.6)	7 (50.0)
No Basis for Judgment	3 (3.3)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

FAC52a. She/he is the type of leader I would pattern myself after

		2018 Frequency (Valid %)
Valid	Strongly Disagree	17 (10.5)
	Disagree	15 (9.3)
	Neutral	27 (16.7)
	Agree	19 (11.7)
	Strongly Agree	77 (47.5)
	No Basis for Judgment	7 (4.3)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC52b. She/he is the type of leader I would pattern myself after...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	13 (14.1)	1 (5.3)	0 (0.0)	0 (0.0)	3 (21.4)
Disagree	8 (8.7)	1 (5.3)	3 (13.0)	3 (21.4)	0 (0.0)
Neutral	17 (18.5)	4 (21.1)	3 (13.0)	1 (7.1)	2 (14.3)
Agree	8 (8.7)	5 (26.3)	1 (4.3)	3 (21.4)	2 (14.3)
S. Agree	42 (45.7)	7 (36.8)	16 (69.6)	7 (50.0)	5 (35.7)
No Basis for Judgment	4 (4.3)	1 (5.3)	0 (0.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	14 (100.0)

Concerning other administrators, I am satisfied with the overall job performance of:

FAC53a. The Vice President for Student Affairs – Mr. David Shields

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	7 (4.0)	6 (3.7)	5 (3.0)
	Disagree	9 (5.1)	13 (8.0)	12 (7.3)
	Neutral	36 (20.5)	22 (13.6)	29 (17.7)
	Agree	60 (34.1)	46 (28.4)	40 (24.4)
	Strongly Agree No Basis for Judgment	38 (21.6) 26 (14.8)	47 (29.0) 28 (17.3)	30 (18.3) 48 (29.3)
	Total	176 (100.0)	162 (100.0)	164 (100.0)
Missing	BLANK	6	5	12
Total		182	167	176

FAC53b. The Vice President for Student Affairs...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	11 (12.0)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	19 (20.7)	2 (10.5)	3 (12.5)	0 (0.0)	5 (33.3)
Agree	21 (22.8)	7 (36.8)	5 (20.8)	3 (21.4)	4 (26.7)
S. Agree	10 (10.9)	2 (10.5)	9 (37.5)	6 (42.9)	3 (20.0)
No Basis for Judgment	27 (29.3)	6 (31.6)	7 (29.2)	5 (35.7)	3 (20.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC54a. The Vice President for Business and Financial Affairs – Mr. Evan Thornton

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	4 (2.5)	3 (1.9)
	Disagree	7 (4.3)	2 (1.2)
	Neutral	21 (13.0)	20 (12.3)
	Agree	47 (29.0)	46 (28.4)
	Strongly Agree No Basis for Judgment	38 (23.5) 45 (27.8)	46 (28.4) 45 (27.8)
	Total	162 (100.0)	162 (100.0)
Missing	BLANK	5	14
Total		167	176

FAC54b. The Vice President for Business and Financial Affairs...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	1 (1.1)	1 (5.6)	0 (0.0)	0 (0.0)	1 (6.7)
Disagree	1 (1.1)	0 (0.0)	0 (0.0)	1 (7.7)	0 (0.0)
Neutral	13 (14.1)	1 (5.6)	1 (4.2)	0 (0.0)	5 (33.3)
Agree	26 (28.3)	7 (38.9)	5 (20.8)	4 (30.8)	4 (26.7)
S. Agree	24 (26.1)	4 (22.2)	12 (50.0)	3 (23.1)	3 (20.0)
No Basis for Judgment	27 (29.3)	5 (27.8)	6 (25.0)	5 (38.5)	2 (13.3)
Total	92 (100.0)	18 (100.0)	24 (100.0)	13 (100.0)	15 (100.0)

FAC55a. The Vice President for University Advancement – Dr. Deborah Shaw

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.8)	14 (8.5)
	Disagree	6 (3.7)	11 (6.7)
	Neutral	26 (16.0)	28 (17.1)
	Agree	41 (25.3)	24 (14.6)
	Strongly Agree No Basis for Judgment	30 (18.5) 48 (29.6)	27 (16.5) 60 (36.6)
	Total	162 (100.0)	164 (100.0)
Missing	BLANK	5	12
Total		167	176

FAC55b. The Vice President for University Advancement...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	11 (12.0)	1 (5.3)	0 (0.0)	1 (7.1)	1 (6.7)
Disagree	6 (6.5)	2 (10.5)	2 (8.3)	0 (0.0)	1 (6.7)
Neutral	17 (18.5)	2 (10.5)	4 (16.7)	1 (7.1)	4 (26.7)
Agree	13 (14.1)	4 (21.1)	3 (12.5)	2 (14.3)	2 (13.3)
S. Agree	11 (12.0)	2 (10.5)	7 (29.2)	5 (35.7)	2 (13.3)
No Basis for Judgment	34 (37.0)	8 (42.1)	8 (33.3)	5 (35.7)	5 (33.3)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC56a. The Chief Enrollment and Chief Diversity Officer – Mr. Ron Patterson

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (1.9)	7 (4.3)
	Disagree	6 (3.7)	8 (4.9)
	Neutral	21 (13.0)	23 (14.1)
	Agree	55 (34.0)	47 (28.8)
	Strongly Agree No Basis for Judgment	41 (25.3) 36 (22.2)	34 (20.9) 44 (27.0)
	Total	162 (100.0)	163 (100.0)
Missing	BLANK	5	13
Total		167	176

FAC56b. The Chief Enrollment and Chief Diversity Officer…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.4)	2 (10.5)	0 (0.0)	0 (0.0)	1 (6.7)
Disagree	7 (7.7)	0 (0.0)	0 (0.0)	0 (0.0)	1 (6.7)
Neutral	12 (13.2)	4 (21.1)	2 (8.3)	0 (0.0)	5 (33.3)
Agree	27 (29.7)	6 (31.6)	7 (29.2)	3 (21.4)	4 (26.7)
S. Agree	15 (16.5)	3 (15.8)	9 (37.5)	6 (42.9)	1 (6.7)
No Basis for Judgment	26 (28.6)	4 (21.1)	6 (25.0)	5 (35.7)	3 (20.0)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC57a. The Senior Vice Provost for International Affairs – Dr. Chunsheng Zhang

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	14 (8.0)	12 (7.4)	7 (4.3)
	Disagree	20 (11.4)	20 (12.3)	8 (4.9)
	Neutral	34 (19.3)	27 (16.7)	25 (15.2)
	Agree	38 (21.6)	29 (17.9)	25 (15.2)
	Strongly Agree No Basis for Judgment	21 (11.9) 49 (27.8)	23 (14.2) 51 (31.5)	24 (14.6) 75 (45.7)
	Total	176 (100.0)	162 (100.0)	164 (100.0)
Missing	BLANK	6	5	12
Total		182	167	176

FAC57b. The Senior Vice Provost for International Affairs…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	1 (5.3)	0 (0.0)	0 (0.0)	1 (6.7)
Disagree	7 (7.6).0	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Neutral	13 (14.1)	3 (15.8)	4 (16.7)	0 (0.0)	5 (33.3)
Agree	14 (15.2)	4 (21.1)	2 (8.3)	3 (21.4)	2 (13.3)
S. Agree	12 (13.0)	4 (21.1)	5 (20.8)	3 (21.4)	0 (0.0)
No Basis for Judgment	41 (44.6)	7 (36.8)	12 (50.0)	8 (57.1)	7 (46.7)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC58a. The Director of Athletics – Mr. Mark Linder

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	6 (3.4)	7 (4.3)	6 (3.7)
	Disagree	7 (4.0)	10 (6.2)	10 (6.1)
	Neutral	22 (12.5)	25 (15.5)	29 (17.7)
	Agree	61 (34.7)	55 (34.2)	33 (20.1)
	Strongly Agree No Basis for Judgment	39 (22.2) 41 (23.3)	35 (21.7) 29 (18.0)	32 (19.5) 54 (32.9)
	Total	176 (100.0)	161 (100.0)	164 (100.0)
Missing	BLANK	6	6	12
Total		182	167	176

FAC58b. The Director of Athletics...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	2 (8.3)	0 (0.0)	1 (6.7)
Disagree	8 (8.7)	1 (5.3)	0 (0.0)	0 (0.0)	1 (6.7)
Neutral	15 (16.3)	5 (26.3)	3 (12.5)	0 (0.0)	6 (40.0)
Agree	21 (22.8)	5 (26.3)	4 (16.7)	2 (14.3)	1 (6.7)
S. Agree	12 (13.0)	5 (26.3)	9 (37.5)	5 (37.5)	1 (6.7)
No Basis for Judgment	33 (35.9)	3 (15.8)	6 (25.0)	7 (50.0)	5 (33.3)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC59a. The Chief of Campus Police – Mr. Kevin Gillilan

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	4 (2.5)	5 (3.1)
	Disagree	0 (0.0)	7 (4.3)	10 (6.1)
	Neutral	17 (9.7)	29 (17.9)	19 (11.7)
	Agree	80 (45.5)	56 (34.6)	58 (35.6)
	Strongly Agree No Basis for Judgment	55 (31.3) 24 (13.6)	46 (28.4) 20 (12.3)	43 (26.4) 28 (17.2)
	Total	176 (100.0)	162 (100.0)	163 (100.0)
Missing	BLANK	6	5	13
Total		182	167	176

FAC59b. The Chief of Campus Police…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	1 (5.6)	0 (0.0)	0 (0.0)	2 (13.3)
Disagree	9 (9.8)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Neutral	11 (12.0)	3 (16.7)	0 (0.0)	0 (0.0)	5 (33.3)
Agree	34 (37.0)	7 (38.9)	7 (29.2)	4 (28.6)	6 (40.0)
S. Agree	17 (18.5)	6 (33.3)	11 (45.8)	8 (57.1)	1 (6.7)
No Basis for Judgment	19 (20.7)	1 (5.6)	5 (20.8)	2 (14.3)	1 (6.7)
Total	92 (100.0)	18 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC60 will be an open-ended question pertaining to thoughts regarding UNA's administration (tables not presented for open-ended items)

ATTITUDES TOWARD WORKING CONDITIONS

FAC61a. Concerning UNA's cultural diversity goals: I see sufficient evidence of progress in creating an inclusive environment for faculty from diverse backgrounds

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	4 (2.2)	5 (3.1)	5 (3.1)
	Disagree	13 (7.3)	11 (6.9)	9 (5.5)
	Neutral	20 (11.2)	13 (8.1)	22 (13.5)
	Agree	83 (46.6)	73 (45.6)	67 (41.1)
	Strongly Agree No Basis for Judgment	47 (26.4) 11 (6.2)	54 (33.8) 4 (2.5)	54 (33.1) 6 (3.7)
	Total	178 (100.0)	160 (100.0)	163 (100.0)
Missing	BLANK	4	7	13
Total		182	167	176

FAC61b. Concerning UNA's cultural diversity goals: I see sufficient evidence of progress in creating an inclusive environment for faculty from diverse backgrounds…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Disagree	7 (7.6)	1 (5.3)	0 (0.0)	1 (7.1)	0 (0.0)
Neutral	15 (16.3)	4 (21.1)	1 (4.2)	0 (0.0)	2 (14.3)
Agree	34 (37.0)	8 (42.1)	13 (54.2)	4 (28.6)	8 (57.1)
S. Agree	28 (30.4)	5 (26.3)	9 (37.5)	9 (64.3)	3 (21.4)
No Basis for Judgment	5 (5.4)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC62a. Concerning UNA's cultural diversity goals: I see sufficient evidence of progress in creating an inclusive environment for students from diverse backgrounds

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (1.7)	3 (1.9)	5 (3.1)
	Disagree	6 (3.4)	7 (4.4)	9 (5.5)
	Neutral	20 (11.3)	14 (8.8)	17 (10.4)
	Agree	88 (49.7)	76 (47.5)	69 (42.3)
	Strongly Agree No Basis for Judgment	52 (29.4) 8 (4.5)	56 (35.0) 4 (2.5)	58 (35.6) 5 (3.1)
	Total	177 (100.0)	160 (100.0)	163 (100.0)
Missing	BLANK	5	7	13
Total		182	167	176

FAC62b. Concerning UNA's cultural diversity goals: I see sufficient evidence of progress in creating an inclusive environment for students from diverse backgrounds…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Disagree	8 (8.7)	0 (0.0)	0 (0.0)	1 (7.1)	0 (0.0)
Neutral	13 (14.1)	3 (15.8)	0 (0.0)	0 (0.0)	1 (7.1)
Agree	36 (39.1)	10 (52.6)	13 (54.2)	3 (21.4)	7 (50.0)
S. Agree	28 (30.4)	5 (26.3)	10 (41.7)	10 (71.4)	5 (35.7)
No Basis for Judgment	4 (4.3)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC63a. Concerning UNA's cultural diversity goals: I am comfortable leading class discussions dealing with sensitive cultural diversity issues

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (1.7)	5 (3.1)	3 (1.8)
	Disagree	15 (8.5)	11 (6.9)	7 (4.3)
	Neutral	23 (13.0)	19 (11.9)	21 (12.9)
	Agree	66 (37.3)	69 (43.4)	58 (35.6)
	Strongly Agree No Basis for Judgment	63 (35.6) 7 (4.0)	52 (32.7) 3 (1.9)	65 (39.9) 9 (5.5)
	Total	177 (100.0)	159 (100.0)	163 (100.0)
Missing	BLANK	5	8	13
Total		182	167	176

FAC63b. Concerning UNA's cultural diversity goals: Concerning UNA's cultural diversity goals: I am comfortable leading class discussions dealing with sensitive cultural diversity issues…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.1)
Disagree	5 (5.4)	2 (10.5)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	10 (10.9)	6 (31.6)	2 (8.3)	0 (0.0)	3 (21.4)
Agree	32 (34.8)	5 (26.3)	10 (41.7)	5 (35.7)	6 (42.9)
S. Agree	36 (39.1)	5 (26.3)	12 (50.0)	9 (64.3)	3 (21.4)
No Basis for Judgment	7 (7.6)	1 (5.3)	0 (0.0)	0 (0.0)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC64a. Concerning UNA's cultural diversity goals: I have received appropriate training in becoming a liaison for culturally diverse students

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (4.5)	7 (4.4)	11 (6.7)
	Disagree	32 (18.0)	24 (15.1)	27 (16.6)
	Neutral	41 (23.0)	32 (20.1)	27 (16.6)
	Agree	47 (26.4)	59 (37.1)	46 (28.2)
	Strongly Agree	39 (21.9)	29 (18.2)	36 (22.1)
	No Basis for Judgment	11 (6.2)	8 (5.0)	16 (9.8)
	Total	178 (100.0)	159 (100.0)	163 (100.0)
Missing	BLANK	4	8	13
Total		182	167	176

FAC65b. Concerning UNA's cultural diversity goals: Concerning UNA's cultural diversity goals: I have received appropriate training in becoming a liaison for culturally diverse students…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	9 (9.8)	1 (5.3)	0 (0.0)	0 (0.0)	1 (7.1)
Disagree	16 (17.4)	4 (21.1)	4 (16.7)	0 (0.0)	3 (21.4)
Neutral	14 (15.2)	6 (31.6)	4 (16.7)	1 (7.1)	2 (14.3)
Agree	25 (27.2)	4 (21.1)	7 (29.2)	5 (35.7)	5 (35.7)
S. Agree	19 (20.7)	2 (10.5)	6 (25.0)	7 (50.0)	2 (14.3)
No Basis for Judgment	9 (9.8)	2 (10.5)	3 (12.5)	1 (7.1)	1 (7.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC65a. Concerning UNA's commitment to Title IX: I have received sufficient training to properly comply with Title IX goals

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (.6)	1 (.6)
	Disagree	3 (1.9)	3 (1.8)
	Neutral	10 (6.3)	10 (6.1)
	Agree	61 (38.4)	74 (45.1)
	Strongly Agree	82 (51.6)	73 (44.5)
	No Basis for Judgment	2 (1.3)	3 (1.8)
	Total	159 (100.0)	164 (100.0)
Missing	BLANK	8	12
Total		167	176

FAC65b. Concerning UNA's commitment to Title IX: I have received sufficient training to properly comply with Title IX goals…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	1 (1.1)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	7 (7.6)	1 (5.3)	0 (0.0)	0 (0.0)	2 (13.3)
Agree	42 (45.7)	9 (47.4)	13 (54.2)	3 (21.4)	7 (46.7)
S. Agree	37 (40.2)	8 (42.1)	11 (45.8)	11 (78.6)	6 (40.0)
No Basis for Judgment	2 (2.2)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC66a. Concerning UNA's commitment to Title IX: I know how to properly report Title IX violations

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	1 (.6)
	Disagree	3 (1.9)	2 (1.2)
	Neutral	6 (3.8)	9 (5.5)
	Agree	66 (41.8)	74 (45.1)
	Strongly Agree No Basis for Judgment	83 (52.5) 0 (0.0)	76 (46.3) 2 (1.2)
	Total	158 (100.0)	164 (100.0)
Missing	BLANK	9	12
Total		167	176

FAC66b. Concerning UNA's commitment to Title IX: I know how to properly report Title IX violations…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	1 (1.1)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	2 (2.2)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	4 (4.3)	3 (15.8)	0 (0.0)	0 (0.0)	2 (13.3)
Agree	45 (48.9)	8 (42.1)	11 (45.8)	3 (21.4)	7 (46.7)
S. Agree	39 (42.4)	7 (36.8)	13 (54.2)	11 (78.6)	6 (40.0)
No Basis for Judgment	1 (1.1)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC67a. Concerning UNA's commitment to Title IX: The environment at UNA is conducive to achieving Title IX goals

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	7 (4.3)
	Disagree	6 (3.8)	6 (3.7)
	Neutral	12 (7.6)	13 (7.9)
	Agree	61 (38.6)	62 (37.8)
	Strongly Agree No Basis for Judgment	72 (45.6) 7 (4.4)	72 (43.9) 4 (2.4)
	Total	158 (100.0)	164 (100.0)
Missing	BLANK	9	12
Total		167	176

FAC67b. Concerning UNA's commitment to Title IX: The environment at UNA is conducive to achieving Title IX goals…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.5)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	6 (6.5)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	8 (8.7)	3 (15.8)	0 (0.0)	0 (0.0)	2 (13.3)
Agree	35 (38.0)	9 (47.4)	9 (37.5)	3 (21.4)	6 (40.0)
S. Agree	34 (37.0)	6 (31.6)	15 (62.5)	11 (78.6)	6 (40.0)
No Basis for Judgment	3 (3.3)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	15 (100.0)

FAC68a. Concerning hiring – It is my perception that the allocation of resources to hire new faulty are fair and equitable (2017 question: It is my perception that hiring policies and procedures are equitable)

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (5.6)	10 (6.4)	13 (8.0)
	Disagree	14 (7.9)	22 (14.0)	25 (15.3)
	Neutral	13 (7.3)	13 (8.3)	19 (11.7)
	Agree	79 (44.4)	67 (42.7)	54 (33.1)
	Strongly Agree No Basis for Judgment	57 (32.0) 5 (2.8)	41 (26.1) 4 (2.5)	40 (24.5) 12 (7.4)
	Total	178 (100.0)	157 (100.0)	163 (100.0)
Missing	BLANK	4	10	13
Total		182	167	176

FAC68b. Concerning hiring – It is my perception that the allocation of resources to hire new faculty are fair and equitable…by respondent's college/unit affiliation, 2018 (2017 question: It is my perception that hiring policies and procedures are equitable…by respondent's college/unit affiliation)

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	10 (10.9)	2 (10.5)	1 (4.2)	0 (0.0)	0 (0.0)
Disagree	17 (18.5)	1 (5.3)	4 (16.7)	0 (0.0)	3 (21.4)
Neutral	11 (12.0)	1 (5.3)	3 (12.5)	0 (0.0)	4 (28.6)
Agree	26 (28.3)	9 (47.4)	6 (25.0)	9 (64.3)	4 (28.6)
S. Agree	19 (20.7)	5 (26.3)	8 (33.3)	5 (35.7)	3 (21.4)
No Basis for Judgment	9 (9.8)	1 (5.3)	2 (8.3)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC69a. Concerning hiring: It is my perception that hiring of new faculty is done fairly and equitably (2017 question: It is my perception that hiring policies and procedures are in accordance with policy)

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	9 (5.1)	7 (4.5)	6 (3.7)
	Disagree	9 (5.1)	13 (8.3)	21 (12.9)
	Neutral	18 (10.2)	18 (11.5)	14 (8.6)
	Agree	74 (41.8)	71 (45.2)	66 (40.5)
	Strongly Agree	60 (33.9)	43 (27.4)	51 (31.3)
	No Basis for Judgment	7 (4.0)	5 (3.2)	5 (3.1)
	Total	177 (100.0)	157 (100.0)	163 (100.0)
Missing	BLANK	5	10	13
Total		182	167	176

FAC69b. Concerning hiring – It is my perception that hiring of new faculty is done fairly and equitably…by respondent's college/unit affiliation, 2018 (2017 question: It is my perception that hiring policies and procedures are in accordance with policy)

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Disagree	16 (17.4)	0 (0.0)	1 (4.2)	1 (7.1)	3 (21.4)
Neutral	12 (13.0)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.1)
Agree	32 (34.8)	9 (47.4)	12 (50.0)	6 (42.9)	7 (50.0)
S. Agree	24 (26.1)	8 (42.1)	9 (37.5)	7 (50.0)	3 (21.4)
No Basis for Judgment	3 (3.3)	2 (10.5)	0 (0.0)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC70a. Concerning hiring: It is my perception that the allocation of resources to hire new administrators are fair and equitable

		2018 Frequency (Valid %)
Valid	Strongly Disagree	14 (8.6)
	Disagree	18 (11.0)
	Neutral	27 (16.6)
	Agree	39 (23.9)
	Strongly Agree No Basis for Judgment	34 (20.9) 31 (19.0)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC70b. Concerning hiring: It is my perception that the allocation of resources to hire new administrators are fair and equitable…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	11 (12.0)	0 (0.0)	2 (8.3)	0 (0.0)	1 (7.1)
Disagree	11 (12.0)	1 (5.3)	2 (8.3)	0 (0.0)	4 (28.6)
Neutral	21 (22.8)	2 (10.5)	3 (12.5)	1 (7.1)	0 (0.0)
Agree	16 (17.4)	8 (42.1)	3 (12.5)	7 (50.0)	5 (35.7)
S. Agree	16 (17.4)	3 (15.8)	7 (29.2)	6 (42.9)	2 (14.3)
No Basis for Judgment	17 (18.5)	5 (26.3)	7 (29.2)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC71a. Concerning hiring: It is my perception that hiring of new administrators is done fairly and equitably

		2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (6.1)
	Disagree	16 (9.8)
	Neutral	20 (12.3)
	Agree	48 (29.4)
	Strongly Agree No Basis for Judgment	36 (22.1) 33 (20.2)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC71b. Concerning hiring: It is my perception that hiring of new administrators is done fairly and equitably…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.5)	0 (0.0)	3 (12.5)	0 (0.0)	1 (7.1)
Disagree	10 (10.9)	2 (10.5)	1 (4.2)	0 (0.0)	3 (21.4)
Neutral	15 (16.3)	2 (10.5)	2 (8.3)	0 (0.0)	1 (7.1)
Agree	24 (26.1)	6 (31.6)	5 (20.8)	8 (57.1)	5 (35.7)
S. Agree	15 (16.3)	4 (21.1)	9 (37.5)	6 (42.9)	2 (14.3)
No Basis for Judgment	22 (23.9)	5 (26.3)	4 (16.7.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC72a. Concerning hiring: It is my perception that the allocation of resources to hire new staff are fair and equitable

		2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (6.1)
	Disagree	17 (10.4)
	Neutral	23 (14.1)
	Agree	46 (28.2)
	Strongly Agree No Basis for Judgment	34 (20.9) 33 (20.2)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC72b. Concerning hiring: It is my perception that the allocation of resources to hire new staff are fair and equitable…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	9 (9.8)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Disagree	8 (8.7)	1 (5.3)	3 (12.5)	1 (7.1)	4 (28.6)
Neutral	19 (20.7)	1 (5.3)	2 (8.3)	1 (7.1)	0 (0.0)
Agree	18 (19.6)	10 (52.6)	6 (25.0)	7 (50.0)	5 (35.7)
S. Agree	17 (18.5)	3 (15.8)	6 (25.0)	5 (35.7)	3 (21.4)
No Basis for Judgment	21 (22.8)	4 (21.1)	6 (25.0)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC73a. Concerning hiring: It is my perception that hiring of new staff is done fairly and equitably

		2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (1.8)
	Disagree	19 (11.7)
	Neutral	14 (8.6)
	Agree	51 (31.3)
	Strongly Agree	40 (24.5)
	No Basis for Judgment	36 (22.1)
	Total	163 (100.0)
Missing	BLANK	13
Total		176

FAC73b. Concerning hiring: It is my perception that hiring of new staff is done fairly and equitably…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Disagree	11 (12.0)	2 (10.5)	1 (4.2)	0 (0.0)	5 (35.7)
Neutral	11 (12.0)	1 (5.3)	1 (4.2)	1 (7.1)	0 (0.0)
Agree	25 (27.2)	8 (42.1)	8 (33.3)	6 (42.9)	4 (28.6)
S. Agree	17 (18.5)	4 (21.1)	9 (37.5)	7 (50.0)	3 (21.4)
No Basis for Judgment	26 (28.3)	4 (21.1)	4 (16.7)	0 (0.0)	2 (14.3)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

CONCERNING TECHNOLOGY AND ITS APPLICATION TO INSTRUCTION

FAC74a. Concerning Technology: I have sufficient technology to support my research

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	9 (5.1)	9 (5.7)	6 (3.7)
	Disagree	21 (11.9)	19 (12.0)	24 (14.7)
	Neutral	9 (5.1)	15 (9.5)	18 (11.0)
	Agree	88 (49.7)	68 (43.0)	66 (40.5)
	S. Agree	47 (26.6)	43 (27.2)	46 (28.2)
	No Basis for Judgment	3 (1.7)	4 (2.5)	3 (1.8)
	Total	177 (100.0)	158 (100.0)	163 (100.0)
Missing	BLANK	5	9	13
Total		182	167	176

FAC74b. Concerning Technology: I have sufficient technology to support my research…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	0 (0.0)	0 (0.0)	1 (7.1)	0 (0.0)
Disagree	15 (16.3)	3 (15.8)	4 (16.7)	0 (0.0)	2 (14.3)
Neutral	11 (12.0)	2 (10.5)	2 (8.3)	0 (0.0)	3 (21.4)
Agree	37 (40.2)	7 (36.8)	13 (54.2)	5 (35.7)	4 (28.6)
S. Agree	23 (25.0)	7 (36.8)	5 (20.8)	6 (42.9)	5 (35.7)
No Basis for Judgment	1 (1.1)	0 (0.0)	0 (0.0)	2 (14.3)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC75a. Concerning Technology: I have sufficient technology to teach effectively

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	8 (4.5)	7 (4.4)	4 (2.5)
	Disagree	14 (7.9)	17 (10.7)	26 (16.0)
	Neutral	16 (9.0)	17 (10.7)	17 (10.5)
	Agree	85 (47.8)	70 (44.0)	69 (42.6)
	S. Agree No Basis for Judgment	55 (30.9) 0 (0.0)	47 (29.6) 1 (.6)	45 (27.8) 1 (.6)
	Total	178 (100.0)	159 (100.0)	162 (100.0)
Missing	BLANK	4	8	14
Total		182	167	176

FAC75b. Concerning Technology: I have sufficient technology to teach effectively...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	19 (20.7)	2 (10.5)	3 (12.5)	1 (7.1)	1 (7.7)
Neutral	10 (10.9)	1 (5.3)	1 (4.2)	1 (7.1)	4 (30.8)
Agree	35 (38.0)	9 (47.4)	17 (70.8)	6 (42.9)	2 (15.4)
S. Agree	25 (27.2)	6 (31.6)	3 (12.5)	6 (42.9)	5 (38.5)
No Basis for Judgment	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.7)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC76a. Concerning Technology: The criteria by which technology resources are allocated are clear to me

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	17 (9.6)	15 (9.6)	15 (9.3)
	Disagree	43 (24.2)	43 (27.4)	44 (27.3)
	Neutral	42 (23.6)	32 (20.4)	28 (17.4)
	Agree	41 (23.0)	34 (21.7)	41 (25.5)
	S. Agree	27 (15.2)	21 (13.4)	24 (14.9)
	No Basis for Judgment	8 (4.5)	12 (7.6)	9 (5.6)
	Total	178 (100.0)	157 (100.0)	161 (100.0)
Missing	BLANK	4	10	15
Total		182	167	176

FAC76b. Concerning Technology: The criteria by which technology resources are allocated are clear to me...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	12 (13.0)	2 (10.5)	1 (4.3)	0 (0.0)	0 (0.0)
Disagree	26 (28.3)	7 (36.8)	5 (21.7)	1 (7.1)	5 (38.5)
Neutral	17 (18.5)	7 (36.8)	2 (8.7)	1 (7.1)	1 (7.7)
Agree	19 (20.7)	0 (0.0)	10 (43.5)	7 (50.0)	5 (38.5)
S. Agree	12 (13.0)	2 (10.5)	3 (13.0)	5 (35.7)	2 (15.4)
No Basis for Judgment	6 (6.5)	1 (5.3)	2 (8.7)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	13 (100.0)

FAC77a. Concerning Technology: Information Technology Services' policies and procedures have adapted in response to the changing needs of UNA faculty

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	6 (3.4)	6 (3.8)	6 (3.7)
	Disagree	18 (10.1)	17 (10.8)	11 (6.7)
	Neutral	28 (15.7)	22 (13.9)	27 (16.6)
	Agree	77 (43.3)	68 (43.0)	63 (38.7)
	S. Agree	33 (18.5)	31 (19.6)	45 (27.6)
	No Basis for Judgment	16 (9.0)	14 (8.9)	11 (6.7)
	Total	178 (100.0)	158 (100.0)	163 (100.0)
Missing	BLANK	4	9	13
Total		182	167	176

FAC77b. Concerning Technology: Information Technology Services' policies and procedures have adapted in response to the ch2anging needs of UNA faculty...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	4 (4.3)	4 (21.1)	1 (4.2)	0 (0.0)	2 (14.3)
Neutral	18 (19.6)	5 (26.3)	2 (8.3)	0 (0.0)	2 (14.3)
Agree	34 (37.0)	5 (26.3)	12 (50.0)	7 (50.0)	5 (35.7)
S. Agree	22 (23.9)	3 (15.8)	8 (33.3)	7 (50.0)	5 (35.7)
No Basis for Judgment	9 (9.8)	1 (5.3)	1 (4.2)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	14 (100.0)

FAC78a. Concerning Technology: Training/Workshops focused on instructional design have been helpful to me (2017 question: Educational Technology Services' training and workshops to assist faculty in instructional design are helpful in promoting effective course management)

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	5 (2.8)	4 (2.5)	6 (3.7)
	Disagree	12 (6.8)	12 (7.6)	8 (4.9)
	Neutral	26 (14.7)	18 (11.4)	20 (12.3)
	Agree	76 (42.9)	75 (47.5)	63 (38.9)
	Strongly Agree No Basis for Judgment	48 (27.1) 10 (5.6)	38 (24.1) 11 (7.0)	40 (24.7) 25 (15.4)
	Total	177 (100.0)	158 (100.0)	162 (100.0)
Missing	BLANK	5	9	14
Total		182	167	176

FAC78b. Concerning Technology: Training/Workshops focused on instructional design have been helpful to me…by respondent's college/unit affiliation, 2018 (2017 question: Educational Technology Services' training and workshops to assist faculty in instructional design are helpful in promoting effective course management)

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.5)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	7 (7.6)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	16 (17.4)	1 (5.3)	1 (4.2)	1 (7.1)	1 (7.7)
Agree	30 (32.6)	11 (57.9)	13 (54.2)	5 (35.7)	4 (30.8)
S. Agree	15 (16.3)	5 (26.3)	8 (33.3)	7 (50.0)	5 (38.5)
No Basis for Judgment	18 (19.6)	1 (5.3)	2 (8.3)	1 (7.1)	3 (23.1)
Total	92 (100.0)	192 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC79a. Concerning Technology: It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	12 (7.6)	6 (3.7)
	Disagree	27 (17.1)	16 (9.9)
	Neutral	20 (12.7)	25 (15.4)
	Agree	42 (26.6)	54 (33.3)
	Strongly Agree No Basis for Judgment	28 (17.7) 29 (18.4)	36 (22.2) 25 (15.4)
	Total	158 (100.0)	162 (100.0)
Missing	BLANK	9	14
Total		167	176

FAC79b. Concerning Technology: It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery....by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	10 (10.9)	3 (15.8)	3 (12.5)	0 (0.0)	0 (0.0)
Neutral	15 (16.3)	4 (21.1)	4 (16.7)	1 (7.1)	1 (7.7)
Agree	28 (30.4)	5 (26.3)	10 (41.7)	6 (42.9)	5 (38.5)
S. Agree	18 (19.6)	5 (26.3)	3 (12.5)	5 (35.7)	5 (38.5)
No Basis for Judgment	16 (17.4)	1 (5.3)	4 (16.7)	2 (14.3)	2 (15.4)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC80a. Concerning Technology: I know how to effectively caption my instructional materials

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	19 (12.2)	15 (9.3)
	Disagree	31 (19.9)	31 (19.3)
	Neutral	22 (14.1)	19 (11.8)
	Agree	39 (25.0)	41 (25.5)
	Strongly Agree No Basis for Judgment	21 (13.5) 24 (15.4)	33 (20.5) 22 (13.7)
	Total	156 (100.0)	161 (100.0)
Missing	BLANK	11	15
Total		167	176

FAC80b. Concerning Technology: I know how to effectively caption my instructional materials....by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	11 (12.1)	2 (10.5)	1 (4.2)	0 (0.0)	1 (7.7)
Disagree	20 (22.0)	7 (36.8)	2 (8.3)	2 (14.3)	0 (0.0)
Neutral	12 (13.2)	3 (15.8)	2 (8.3)	1 (7.1)	1 (7.7)
Agree	22 (24.2)	1 (5.3)	10 (41.7)	4 (28.6)	4 (30.8)
S. Agree	15 (16.5)	4 (21.1)	5 (20.8)	5 (35.7)	4 (30.8)
No Basis for Judgment	11 (12.1)	2 (10.5)	4 (16.7)	2 (14.3)	3 (23.1)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC81a. My courses are compliant with standards related to the Americans with Disabilities Act (ADA)

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Yes	132 (84.6)	106 (65.4)
	I'm not sure (added in 2018)		47 (29.0)
	No	24 (15.4)	9 (5.6)
	Total	156 (100.0)	162 (100.0)
Missing	BLANK	11	14
Total		167	176

FAC81b. My courses are compliant with standards related to the Americans with Disabilities Act (ADA)...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
Yes	56 (60.9)	9 (47.4)	19 (79.2)	11 (78.6)	11 (84.6)
I'm not sure (added in 2018)	31 (33.7)	8 (42.1)	2 (12.5)	3 (21.4)	2 (15.4)
No	5 (5.4)	2 (10.5)	2 (8.3)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC82a. What would your most immediate need be in order to begin making your courses compliant with the Americans with Disabilities Act (**no tables for open-ended items**)?

FAC83a. Concerning academic dishonesty: How significant of a problem is academic dishonesty in my online courses?

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Not a problem	59 (40.1)	24 (15.3)	25 (15.7)
	Somewhat of a problem	61 (41.5)	56 (35.7)	48 (30.2)
	It is a significant problem	27 (18.4)	22 (14.0)	24 (15.1)
	No Basis for Judgment	0 (0.0)	55 (35.0)	62 (39.0)
	Total	147 (100.0)	157 (100.0)	159 (100.0)
Missing	BLANK	35	10	17
Total		182	167	176

FAC83b. Concerning academic dishonesty: How significant of a problem is academic dishonesty in my online courses…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
Not a problem	12 (13.3)	3 (15.8)	6 (25.0)	1 (7.7)	3 (23.1)
Somewhat of a problem	25 (27.8)	6 (31.6)	11 (45.8)	4 (30.8)	2 (15.4)
It is a significant problem	13 (14.4)	7 (36.8)	2 (8.3)	1 (7.7)	1 (7.7)
No Basis for Judgment	40 (44.4)	3 (15.8)	5 (20.8)	7 (53.8)	7 (53.8)
Total	90 (100.0)	19 (100.0)	24 (100.0)	13 (100.0)	13 (100.0)

FAC84a. Concerning academic dishonesty: How significant of a problem is academic dishonesty in my traditional courses

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Not a problem	79 (46.7)	60 (38.2)	61 (38.4)
	Somewhat of a problem	76 (45.0)	74 (47.1)	76 (47.8)
	It is a significant problem	14 (8.3)	12 (7.6)	14 (8.8)
	No Basis for Judgment	0 (0.0)	11 (7.0)	8 (5.0)
	Total	169 (100.0)	157 (100.0)	159 (100.0)
Missing	BLANK	13	10	17
Total		182	167	176

FAC84b. Concerning academic dishonesty: How significant of a problem is academic dishonesty in my traditional courses…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
Not a problem	37 (41.1)	5 (26.3)	11 (45.8)	4 (30.8)	4 (30.8)
Somewhat of a problem	44 (48.9)	10 (52.6)	10 (41.7)	7 (53.8)	5 (38.5)
It is a significant problem	7 (7.8)	4 (21.1)	2 (8.3)	0 (0.0)	1 (7.7)
No Basis for Judgment	2 (2.2)	0 (0.0)	1 (4.2)	2 (15.4)	3 (23.1)
Total	90 (100.0)	19 (100.0)	24 (100.0)	13 (100.0)	13 (100.0)

FAC85a. Please rate from 0 (not effective at all) to 10 (most effective) how effective the following might be in addressing issues of student academic dishonesty…a response that the individual faculty member directs

		2018 Frequency (Valid %)
Valid	0 (not effective at all)	0 (0.0)
	1	2 (1.4)
	2	2 (1.4)
	3	4 (2.7)
	4	4 (2.7)
	5	15 (10.1)
	6	11 (7.4)
	7	22 (14.9)
	8	42 (28.4)
	9	21 (14.2)
	10 (most effective)	25 (16.9)
	Total	148 (100.0)
Missing	BLANK	28
Total		176

NOTE: FAC85b data by college are not presented in tabular form. A 50 cell table is not helpful.

The modal response for the College of Arts and Sciences was 8
The modal response for the College of Business was 8
The modal response for the College of Education and Human Sciences was 7
The modal responses for the College of Nursing were 8 and 9
The modal response for ETS, Library and chose not to identify was 9

FAC86a. Please rate from 0 (not effective at all) to 10 (most effective) how effective the following responses might be in addressing issues of student academic dishonesty…a response that the faculty member's departmental colleagues direct

		2018 Frequency (Valid %)
Valid	0 (not effective at all)	3 (2.1)
	1	4 (2.8)
	2	10 (6.9)
	3	7 (4.9)
	4	3 (2.1)
	5	22 (15.3)
	6	12 (8.3)
	7	14 (9.7)
	8	37 (25.7)
	9	14 (9.7)
	10 (most effective)	18 (12.5)
	Total	144 (100.0)
Missing	BLANK	32
Total		176

NOTE: FAC86b data by college are not presented in tabular form. A 50 cell table is not helpful.
The modal response for the College of Arts and Sciences was 8
The modal response for the College of Business was 8
The modal response for the College of Education and Human Sciences was 8
The modal response for the College of Nursing was 8
The modal response for ETS, Library and chose not to identify was 8

FAC87a. Please rate from 0 (not effective at all) to 10 (most effective) how effective the following responses might be in addressing issues of student academic dishonesty…a response addressed by the individual faculty member in collaboration with UNA's Division of Student Affairs

		2018 Frequency (Valid %)
Valid	0 (not effective at all)	4 (2.8)
	1	3 (2.1)
	2	3 (2.1)
	3	2 (1.4)
	4	9 (6.2)
	5	20 (13.8)
	6	11 (7.6)
	7	19 (13.1)
	8	27 (18.6)
	9	15 (10.3)
	10 (most effective)	32 (22.1)
	Total	145 (100.0)
Missing	BLANK	31
Total		176

NOTE: FAC87b data by college are not presented in tabular form. A 50 cell table is not helpful.
The modal responses for the College of Arts and Sciences were 5 and 7
The modal responses for the College of Business were 5 and 10
The modal response for the College of Education and Human Sciences was 8
The modal response for the College of Nursing was 8
The modal responses for ETS, Library and chose not to identify were 6, 8 and 9

FAC88a. Please rate from 0 (not effective at all) to 10 (most effective) how effective the following responses might be in addressing issues of student academic dishonesty…technological solutions

		2018 Frequency (Valid %)
Valid	0 (not effective at all)	5 (3.4)
	1	2 (1.4)
	2	10 (6.8)
	3	10 (6.8)
	4	6 (4.1)
	5	12 (8.2)
	6	10 (6.8)
	7	17 (11.6)
	8	32 (21.9)
	9	20 (13.7)
	10 (most effective)	22 (15.1)
	Total	146 (100.0)
Missing	BLANK	30
Total		176

NOTE: FAC88b data by college are not presented in tabular form. A 50 cell table is not helpful.
The modal response for the College of Arts and Sciences was 8
The modal response for the College of Business was 8
The modal response for the College of Education and Human Sciences was 8
The modal responses for the College of Nursing were 9 and 10
The modal response for ETS, Library and chose not to identify was 10

FAC89a. Please rate from 0 (not effective at all) to 10 (most effective) how effective the following responses might be in addressing issues of student academic dishonesty…pedagogical solutions

		2018 Frequency (Valid %)
Valid	0 (not effective at all)	1 (.7)
	1	3 (2.0)
	2	3 (2.0)
	3	3 (2.0)
	4	6 (4.1)
	5	12 (8.2)
	6	16 (10.9)
	7	21 (14.3)
	8	29 (19.7)
	9	21 (14.3)
	10 (most effective)	32 (21.8)
	Total	147 (100.0)
Missing	BLANK	29
Total		176

NOTE: FAC89b data by college are not presented in tabular form. A 50 cell table is not helpful.
The modal response for the College of Arts and Sciences was 10
The modal response for the College of Business was 8
The modal response for the College of Education and Human Sciences was 10
The modal response for the College of Nursing was 7
The modal response for ETS, Library and chose not to identify was 10

FAC90a. Concerning administrative growth: It is my perception that administrative expansion is a problem at UNA

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	5 (2.8)	6 (3.8)	4 (2.5)
	Disagree	14 (8.0)	12 (7.5)	23 (14.2)
	Neutral	29 (16.5)	30 (18.9)	25 (15.4)
	Agree	53 (30.1)	50 (31.4)	45 (27.8)
	Strongly Agree No Basis for Judgment	62 (35.2) 13 (7.4)	50 (31.4) 11 (6.9)	45 (27.8) 20 (12.3)
	Total	176 (100.0)	159 (100.0)	162 (100.0)
Missing	BLANK	6	8	14
Total		182	167	176

FAC90b. Concerning administrative growth: It is my perception that administrative expansion is a problem at UNA…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	6 (6.5)	3 (15.8)	6 (25.0)	5 (35.7)	3 (23.1)
Neutral	11 (12.0)	3 (15.8)	8 (33.3)	3 (21.4)	0 (0.0)
Agree	28 (30.4)	5 (26.3)	4 (16.7)	2 (14.3)	6 (46.2)
S. Agree	32 (34.8)	6 (31.6)	4 (16.7)	0 (0.0)	3 (23.1)
No Basis for Judgment	11 (12.0)	3 (10.5)	2 (8.3)	4 (28.6)	1 (7.7)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC91a. Concerning administrative growth: It is my perception that expansion at the administrative ranks is coming at the expense of hiring new faculty

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (4.6)	6 (3.8)	3 (1.9)
	Disagree	14 (8.0)	11 (6.9)	23 (14.2)
	Neutral	30 (17.1)	29 (18.2)	27 (16.7)
	Agree	39 (22.3)	43 (27.0)	38 (23.5)
	Strongly Agree No Basis for Judgment	69 (39.4) 15 (8.6)	56 (35.2) 14 (8.8)	45 (27.8) 26 (16.0)
	Total	175 (100.0)	159 (100.0)	162 (100.0)
Missing	BLANK	7	8	14
Total		182	167	176

FAC91b. Concerning administrative growth: It is my perception that expansion at the administrative ranks is coming at the expense of hiring new faculty…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	8 (8.7)	3 (15.8)	4 (16.7)	6 (42.9)	2 (15.4)
Neutral	10 (10.9)	4 (21.1)	8 (33.3)	4 (28.6)	1 (7.7)
Agree	27 (29.3)	1 (5.3)	5 (20.8)	0 (0.0)	5 (38.5)
S. Agree	30 (32.6)	8 (42.1)	4 (16.7)	0 (0.0)	3 (23.1)
No Basis for Judgment	14 (15.2)	3 (15.8)	3 (12.5)	4 (28.6)	2 (15.4)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC92a. Concerning physical working conditions: The temperature in my office does not make it a conductive place to work

		2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (4.9)
	Disagree	27 (16.7)
	Neutral	27 (16.7)
	Agree	54 (33.3)
	Strongly Agree	43 (26.5)
	No Basis for Judgment	3 (1.9)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC92b. The temperature in my office does not make it a conducive place to work…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	3 (15.8)	1 (4.2)	1 (7.1)	0 (0.0)
Disagree	13 (14.1)	3 (15.8)	5 (20.8)	4 (28.6)	2 (15.4)
Neutral	15 (16.3)	3 (15.8)	5 (20.8)	2 (14.3)	2 (15.4)
Agree	31 (33.7)	7 (36.8)	7 (29.2)	4 (28.6)	5 (38.5)
S. Agree	30 (32.6)	2 (10.5)	5 (20.8)	2 (14.3)	4 (30.8)
No Basis for Judgment	0 (0.0)	1 (5.3)	1 (4.2)	1 (7.1)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC93a. I am confident that my work environment does not adversely affect my health

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	28 (15.8)	31 (19.6)	31 (19.1)
	Disagree	34 (19.2)	33 (20.9)	42 (25.9)
	Neutral	24 (13.6)	29 (18.4)	25 (15.4)
	Agree	65 (36.7)	48 (30.4)	42 (25.9)
	Strongly Agree	23 (13.0)	15 (9.5)	16 (9.9)
	No Basis for Judgment	3 (1.7)	2 (1.3)	6 (3.7)
	Total	177 (100.0)	158 (100.0)	162 (100.0)
Missing	BLANK	5	9	14
Total		182	167	176

FAC93b. I am confident that my work environment does not adversely affect my health...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	25 (27.2)	2 (10.5)	1 (4.2)	1 (7.1)	2 (15.4)
Disagree	25 (27.2)	5 (26.3)	6 (25.0)	2 (14.3)	4 (30.8)
Neutral	14 (15.2)	2 (10.5)	5 (20.8)	1 (7.1)	3 (23.1)
Agree	18 (19.6)	7 (36.8)	9 (37.5)	5 (35.7)	3 (23.1)
S. Agree	6 (6.5)	2 (10.5)	2 (8.3)	5 (35.7)	1 (7.7)
No Basis for Judgment	4 (4.3)	1 (5.3)	1 (4.2)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC94a. I notice mold problems in the buildings where I work

		2018 Frequency (Valid %)
Valid	Strongly Disagree	21 (13.0)
	Disagree	34 (21.0)
	Neutral	21 (13.0)
	Agree	31 (19.1)
	Strongly Agree No Basis for Judgment	43 (26.5) 12 (7.4)
	Total	162 (100.0)
Missing	BLANK	14
Total		176

FAC94b. I notice mold problems in the buildings where I work…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	13 (14.1)	3 (15.8)	1 (4.2)	1 (7.1)	3 (23.1)
Disagree	14 (15.2)	7 (36.8)	6 (25.0)	6 (42.9)	1 (7.7)
Neutral	16 (17.4)	2 (10.5)	1 (4.2)	2 (14.3)	0 (0.0)
Agree	18 (19.6)	3 (15.8)	5 (20.8)	1 (7.1)	4 (30.8)
S. Agree	26 (28.3)	3 (15.8)	8 (33.3)	1 (7.1)	5 (38.5)
No Basis for Judgment	5 (5.4)	1 (5.3)	3 (12.5)	3 (21.4)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC95a. Please describe below any additional issues or concerns you think compromise your health while at work (**No tables included for open-ended items**).

FAC96a. Concerning campus safety: It is my perception that I work in a safe and secure environment

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (.6)	2 (1.3)	8 (5.0)
	Disagree	8 (4.5)	12 (7.6)	10 (6.2)
	Neutral	23 (13.0)	14 (8.9)	19 (11.8)
	Agree	105 (59.3)	82 (51.9)	86 (53.4)
	Strongly Agree	40 (22.6)	47 (29.7)	37 (23.0)
	No Basis for Judgment	0 (0.0)	1 (.6)	1 (.6)
	Total	177 (100.0)	158 (100.0)	161 (100.0)
Missing	BLANK	5	9	15
Total		182	167	176

FAC96b. Concerning campus safety: It is my perception that I work in a safe and secure environment...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.7)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.7)
Disagree	9 (9.9)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Neutral	13 (14.3)	2 (10.5)	1 (4.2)	0 (0.0)	3 (23.1)
Agree	41 (45.1)	13 (68.4)	16 (66.7)	10 (71.4)	6 (46.2)
S. Agree	21 (23.1)	4 (21.1)	5 (20.8)	4 (28.6)	3 (23.1)
No Basis for Judgment	0 (0.0)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC97a. It is my perception that the campus is safe and secure for students

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (1.1)	1 (.6)	7 (4.4)
	Disagree	6 (3.4)	8 (5.1)	10 (6.3)
	Neutral	29 (16.5)	11 (7.0)	18 (11.3)
	Agree	110 (62.5)	94 (59.5)	87 (54.4)
	Strongly Agree	28 (15.9)	42 (26.6)	36 (22.5)
	No Basis for Judgment	1 (.6)	2 (1.3)	2 (1.3)
	Total	176 (100.0)	158 (100.0)	160 (100.0)
Missing	BLANK	6	9	16
Total		182	167	176

FAC97b. It is my perception that the campus is safe and secure for students...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.6)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.7)
Disagree	7 (7.7)	1 (5.3)	2 (8.3)	0 (0.0)	0 (0.0)
Neutral	12 (13.2)	2 (10.5)	1 (4.2)	1 (7.7)	2 (15.4)
Agree	45 (49.5)	11 (57.9)	16 (66.7)	8 (61.5)	7 (53.8)
S. Agree	20 (22.0)	5 (26.3)	4 (16.7)	4 (30.8)	3 (23.1)
No Basis for Judgment	1 (1.1)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Total	91 (100.0)	19 (100.0)	24 (100.0)	13 (100.0)	13 (100.0)

FAC98a. There is adequate lighting on campus

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (4.5)	6 (3.8)	4 (2.5)
	Disagree	34 (19.3)	32 (20.4)	22 (13.7)
	Neutral	28 (15.9)	20 (12.7)	25 (15.5)
	Agree	81 (46.0)	67 (42.7)	74 (46.0)
	Strongly Agree No Basis for Judgment	24 (13.6) 1 (.6)	29 (18.5) 3 (1.9)	28 (17.4) 8 (5.0)
	Total	176 (100.0)	157 (100.0)	161 (100.0)
Missing	BLANK	6	10	15
Total		182	167	176

FAC98b. There is adequate lighting on campus...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.7)
Disagree	12 (13.2)	1 (5.3)	5 (20.8)	3 (21.4)	1 (7.7)
Neutral	17 (18.7)	2 (10.5)	3 (12.5)	2 (14.3)	1 (7.7)
Agree	40 (44.0)	13 (63.2)	9 (37.5)	6 (42.9)	7 (53.8)
S. Agree	15 (16.5)	4 (21.1)	4 (16.7)	3 (21.4)	2 (15.4)
No Basis for Judgment	4 (4.4)	0 (0.0)	3 (12.5)	0 (0.0)	1 (7.7)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC99a. The emergency call boxes are adequately distributed across campus

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	4 (2.3)	4 (2.5)	4 (2.5)
	Disagree	26 (14.9)	26 (16.5)	19 (11.9)
	Neutral	41 (23.4)	28 (17.7)	34 (21.3)
	Agree	66 (37.7)	59 (37.3)	55 (34.4)
	Strongly Agree	18 (10.3)	20 (12.7)	22 (13.8)
	No Basis for Judgment	20 (11.4)	21 (13.3)	26 (16.3)
	Total	175 (100.0)	158 (100.0)	160 (100.0)
Missing	BLANK	7	9	16
Total		182	167	176

FAC99b. The emergency call boxes are adequately distributed across campus...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (7.7)
Disagree	9 (10.0)	0 (0.0)	5 (20.8)	3 (21.4)	2 (15.4)
Neutral	26 (28.9)	2 (10.5)	0 (0.0)	2 (14.3)	4 (30.8)
Agree	31 (34.4)	7 (36.8)	9 (37.5)	6 (42.9)	2 (15.4)
S. Agree	12 (13.3)	3 (15.8)	3 (12.5)	2 (14.3)	2 (15.4)
No Basis for Judgment	9 (10.0)	7 (36.8)	7 (29.2)	1 (7.1)	2 (15.4)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC100a. I feel safe when I park in the parking deck

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	15 (8.5)	9 (5.7)	14 (8.7)
	Disagree	27 (15.3)	27 (17.1)	13 (8.1)
	Neutral	17 (9.7)	23 (14.6)	18 (11.2)
	Agree	32 (18.2)	31 (19.6)	30 (18.6)
	Strongly Agree	13 (7.4)	14 (8.9)	16 (9.9)
	No Basis for Judgment	72 (40.9)	54 (34.2)	70 (43.5)
	Total	176 (100.0)	158 (100.0)	161 (100.0)
Missing	BLANK	6	9	15
Total		182	167	176

FAC100b. I feel safe when I park in the parking deck…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	6 (6.6)	0 (0.0)	4 (16.7)	1 (7.1)	3 (23.1)
Disagree	7 (7.7)	1 (5.3)	3 (12.5)	1 (7.1)	1 (7.7)
Neutral	10 (11.0)	2 (10.5)	2 (8.3)	2 (14.3)	2 (15.4)
Agree	13 (14.3)	2 (10.5)	6 (25.0)	8 (57.1)	1 (7.7)
S. Agree	9 (9.9)	2 (10.5)	2 (8.3)	1 (7.1)	2 (15.4)
No Basis for Judgment	46 (50.5)	12 (63.2)	7 (29.2)	1 (7.1)	4 (30.8)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC101a. I am confident that personal belongings in my office are secure from theft

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	8 (5.1)	7 (4.4)
	Disagree	25 (16.0)	17 (10.7)
	Neutral	28 (17.9)	32 (20.1)
	Agree	74 (47.4)	71 (44.7)
	Strongly Agree No Basis for Judgment	19 (12.2) 2 (1.3)	31 (19.5) 1 (.6)
	Total	156 (100.0)	159 (100.0)
Missing	BLANK	11	17
Total		167	176

FAC101b. I am confident that personal belongings in my office are secure from theft…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.4)	0 (0.0)	2 (8.3)	0 (0.0)	1 (7.7)
Disagree	10 (11.1)	3 (16.7)	1 (4.2)	2 (14.3)	1 (7.7)
Neutral	16 (17.8)	7 (38.9)	3 (12.5)	2 (14.3)	4 (30.8)
Agree	42 (46.7)	6 (33.3)	12 (50.0)	7 (50.0)	4 (30.8)
S. Agree	18 (20.0)	2 (11.1)	5 (20.8)	3 (21.4)	3 (23.1)
No Basis for Judgment	0 (0.0)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Total	90 (100.0)	18 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC102a. Appropriate security is in place to protect equipment and/or supplies stored in classrooms

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	16 (10.2)	18 (11.3)
	Disagree	33 (21.0)	30 (18.8)
	Neutral	32 (20.4)	31 (19.4)
	Agree	46 (29.3)	52 (32.5)
	Strongly Agree	20 (12.7)	19 (11.9)
	No Basis for Judgment	10 (6.4)	10 (6.3)
	Total	157 (100.0)	160 (100.0)
Missing	BLANK	10	16
Total		167	176

FAC102b. Appropriate security is in place to protect equipment and/or supplies stored in classrooms…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	14 (15.6)	1 (5.3)	1 (4.2)	0 (0.0)	2 (15.4)
Disagree	17 (18.9)	6 (31.6)	4 (16.7)	2 (14.3)	1 (7.7)
Neutral	17 (18.9)	2 (10.5)	7 (29.2)	2 (14.3)	3 (23.1)
Agree	27 (30.0)	6 (31.6)	7 (29.2)	6 (42.9)	6 (46.2)
S. Agree	8 (8.9)	4 (21.1)	3 (12.5)	3 (21.4)	1 (7.7)
No Basis for Judgment	7 (7.8)	0 (0.0)	2 (8.3)	1 (7.1)	0 (0.0)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

ATTITUDES TOWARDS SALARIES, SUPPORTS, AND BENEFITS

FAC103a. Concerning University Health Services: Overall, I am satisfied with the quality of services provided by Health Services

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	1 (.6)	1 (.6)
	Disagree	3 (1.7)	5 (3.2)	2 (1.3)
	Neutral	13 (7.3)	9 (5.7)	5 (3.1)
	Agree	91 (51.4)	74 (46.8)	63 (39.4)
	Strongly Agree	47 (26.6)	46 (29.1)	46 (28.8)
	No Basis for Judgment	23 (13.0)	23 (14.6)	43 (26.9)
	Total	177 (100.0)	158 (100.0)	160 (100.0)
Missing	BLANK	5	9	16
Total		182	167	176

FAC103b. Overall, I am satisfied with the quality of services provided by Health Services…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	1 (1.1)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	0 (0.0)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.7)
Neutral	3 (3.3)	1 (5.3)	1 (4.2)	0 (0.0)	0 (0.0)
Agree	33 (36.7)	8 (42.1)	12 (50.0)	5 (35.7)	5 (38.5)
S. Agree	24 (26.7)	6 (31.6)	5 (20.8)	6 (42.9)	5 (38.5)
No Basis for Judgment	29 (32.2)	4 (21.1)	5 (20.8)	3 (21.4))	2 (15.4)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC104a. I would support revising the summer teaching pay scale, even if it resulted in my being paid less to teach a summer course than I am under the current system, if these revisions would enable UNA to offer more summer courses in total

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	46 (26.1)	44 (28.0)	35 (21.7)
	Disagree	42 (23.9)	49 (31.2)	48 (29.8)
	Neutral	27 (15.3)	23 (14.6)	29 (18.0)
	Agree	40 (22.7)	19 (12.1)	20 (12.4)
	Strongly Agree No Basis for Judgment	11 (6.3) 10 (5.7)	15 (9.6) 7 (4.5)	13 (8.1) 16 (9.9)
	Total	176 (100.0)	157 (100.0)	161 (100.0)
Missing	BLANK	6	10	15
Total		182	167	176

FAC104b. I would support revising the summer teaching pay scale, even if it resulted in my being paid less to teach a summer course than I am under the current system, if these revisions would enable UNA to offer more summer courses in total...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	19 (20.7)	5 (26.3)	8 (34.8)	1 (7.1)	2 (15.4)
Disagree	27 (29.3)	5 (26.3)	10 (43.5)	4 (28.6)	2 (15.4)
Neutral	17 (18.5)	5 (26.3)	2 (8.7)	2 (14.3)	3 (23.1)
Agree	12 (13.0)	4 (21.1)	1 (4.3)	1 (7.1)	2 (15.4)
S. Agree	9 (9.8)	0 (0.0)	2 (8.7)	1 (7.1)	1 (7.7)
No Basis for Judgment	8 (8.7)	0 (0.0)	0 (0.0)	5 (35.7)	3 (23.1)
Total	92 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	13 (100.0)

FAC105a. A faculty member should be able to negotiate summer teaching at a reduced rate if his/her course lacks sufficient enrollment

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	13 (7.4)	14 (8.9)	9 (5.6)
	Disagree	12 (6.9)	16 (10.1)	8 (4.9)
	Neutral	15 (8.6)	18 (11.4)	18 (11.1)
	Agree	79 (45.1)	67 (42.4)	71 (43.8)
	Strongly Agree No Basis for Judgment	49 (28.0) 7 (4.0)	37 (23.4) 6 (3.8)	44 (27.2) 12 (7.4)
	Total	175 (100.0)	158 (100.0)	162 (100.0)
Missing	BLANK	7	9	14
Total		182	167	176

FAC105b. A faculty member should be able to negotiate summer teaching at a reduced rate if his/her course lacks sufficient enrollment... by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.6)	0 (0.0)	2 (8.3)	0 (0.0)	0 (0.0)
Disagree	2 (2.2)	0 (0.0)	1 (4.2)	2 (14.3)	3 (23.1)
Neutral	10 (10.9)	3 (15.8)	2 (8.3)	1 (7.1)	2 (15.4)
Agree	44 (47.8)	12 (63.2)	8 (33.3)	3 (21.4)	4 (30.8)
S. Agree	25 (27.2)	3 (15.8)	11 (45.8)	3 (21.4)	2 (15.4)
No Basis for Judgment	4 (4.3)	1 (5.3)	0 (0.0)	5 (35.7)	2 (15.4)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC106a. Summer course decisions should be made based on overall departmental enrollment

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	4 (2.3)	2 (1.3)	2 (1.2)
	Disagree	13 (7.4)	7 (4.4)	10 (6.2)
	Neutral	20 (11.4)	22 (13.9)	28 (17.4)
	Agree	58 (33.1)	56 (35.4)	39 (24.2)
	Strongly Agree No Basis for Judgment	65 (37.1) 15 (8.6)	60 (38.0) 11 (7.0)	58 (36.0) 24 (14.9)
	Total	175 (100.0)	158 (100.0)	161 (100.0)
Missing	BLANK	7	9	15
Total		182	167	176

FAC106b. Summer course decisions should be made based on overall departmental enrollment...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	6 (6.5)	1 (5.3)	0 (0.0)	2 (14.3)	1 (8.3)
Neutral	13 (14.1)	5 (26.3)	3 (12.5)	4 (28.6)	3 (25.0)
Agree	18 (19.6)	8 (42.1)	9 (37.5)	2 (14.3)	2 (16.7)
S. Agree	41 (44.6)	2 (10.5)	12 (50.0)	0 (0.0)	3 (25.0)
No Basis for Judgment	12 (13.0)	3 (15.8)	0 (0.0)	6 (42.9)	3 (25.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC107a. I view summer teaching as a way to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (1.1)	2 (1.3)	3 (1.9)
	Disagree	8 (4.5)	10 (6.3)	10 (6.2)
	Neutral	15 (8.5)	12 (7.6)	17 (10.5)
	Agree	37 (21.0)	33 (20.9)	29 (17.9)
	Strongly Agree No Basis for Judgment	101 (57.4) 13 (7.4)	91 (57.6) 10 (6.3)	89 (54.9) 14 (8.6)
	Total	176 (100.0)	158 (100.0)	162 (100.0)
Missing	BLANK	6	9	14
Total		182	167	176

FAC107b. I view summer teaching as a way to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	5 (5.4)	1 (5.3)	1 (4.2)	1 (7.1)	2 (15.4)
Neutral	10 (10.9)	2 (10.5)	1 (4.2)	2 (14.3)	2 (15.4)
Agree	14 (15.2)	8 (42.1)	1 (4.2)	4 (28.6)	2 (15.4)
S. Agree	54 (58.7)	8 (42.1)	20 (83.3)	2 (14.3)	5 (38.5)
No Basis for Judgment	6 (6.5)	0 (0.0)	1 (4.2)	5 (35.7)	2 (15.4)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC108a. Summer salaries for academic department chairs are currently funded from summer enrollment. These salaries should be paid from the university's general operating budget instead

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (1.1)	1 (.6)	2 (1.2)
	Disagree	5 (4.5)	4 (2.6)	5 (3.1)
	Neutral	22 (8.5)	25 (16.0)	15 (9.3)
	Agree	41 (21.0)	30 (19.2)	41 (25.3)
	Strongly Agree	86 (57.4)	80 (51.3)	78 (48.1)
	No Basis for Judgment	20 (7.4)	16 (10.3)	21 (13.0)
	Total	176 (100.0)	156 (100.0)	162 (100.0)
Missing	BLANK	6	11	14
Total		182	167	176

FAC108b. Summer salaries for academic department chairs are currently funded from summer enrollment. These salaries should be paid from the university's general operating budget instead...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	2 (15.4)
Neutral	7 (7.6)	5 (26.3)	1 (4.2)	1 (7.1)	1 (7.7)
Agree	19 (20.7)	8 (42.1)	6 (25.0)	6 (42.9)	2 (15.4)
S. Agree	52 (56.5)	3 (15.8)	15 (62.5)	2 (14.3)	6 (46.2)
No Basis for Judgment	9 (9.8)	3 (15.8)	2 (8.3)	5 (35.7)	2 (15.4)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC109a. My academic department would be better served with a Department Chair on a 12-month contract

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	7 (4.0)	6 (3.9)	9 (5.6)
	Disagree	12 (6.9)	11 (7.1)	12 (7.4)
	Neutral	40 (22.9)	36 (23.2)	36 (22.2)
	Agree	37 (21.1)	21 (13.5)	25 (15.4)
	Strongly Agree	53 (30.3)	57 (36.8)	51 (31.5)
	No Basis for Judgment	26 (14.9)	24 (15.5)	29 (17.9)
	Total	175 (100.0)	155 (100.0)	162 (100.0)
Missing	BLANK	7	12	14
Total		182	167	176

FAC109b. My academic department would be better served with a Department Chair on a 12-month contract...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.6)	0 (0.0)	2 (8.3)	0 (0.0)	0 (0.0)
Disagree	2 (2.2)	6 (31.6)	1 (4.2)	2 (14.3)	1 (7.7)
Neutral	22 (23.9)	2 (10.5)	8 (33.3)	2 (14.3)	2 (15.4)
Agree	14 (15.2)	3 (15.8)	5 (20.8)	1 (7.1)	2 (15.4)
S. Agree	33 (35.9)	4 (21.1)	7 (29.2)	2 (14.3)	5 (38.5)
No Basis for Judgment	14 (15.2)	4 (21.1)	1 (4.2)	7 (50.0)	3 (23.1)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC110a. I understand how the administration chooses which summer courses to cancel

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	15 (8.6)	9 (5.7)	11 (6.8)
	Disagree	29 (16.6)	31 (19.7)	23 (14.2)
	Neutral	25 (14.3)	29 (18.5)	38 (23.5)
	Agree	73 (41.7)	51 (32.5)	55 (34.0)
	Strongly Agree No Basis for Judgment	21 (12.0) 12 (6.9)	22 (14.0) 15 (9.6)	16 (9.9) 19 (11.7)
	Total	175 (100.0)	157 (100.0)	162 (100.0)
Missing	BLANK	7	10	14
Total		182	167	176

FAC110b. I understand how the administration chooses which summer courses to cancel...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.6)	0 (0.0)	4 (16.7)	0 (0.0)	0 (0.0)
Disagree	14 (15.2)	6 (31.6)	1 (4.2)	1 (7.1)	1 (7.7)
Neutral	21 (22.8)	7 (36.8)	6 (25.0)	1 (7.1)	3 (23.1)
Agree	29 (31.5)	3 (15.8)	11 (45.8)	6 (42.9)	6 (46.2)
S. Agree	12 (13.0)	2 (10.5)	1 (4.2)	0 (0.0)	1 (7.7)
No Basis for Judgment	9 (9.8)	1 (5.3)	1 (4.2)	6 (42.9)	2 (15.4)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC111a. The change in the advising period for the summer term from spring to fall has assisted me in the advising process

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	6 (3.4)	9 (5.8)	8 (4.9)
	Disagree	18 (10.3)	25 (16.1)	21 (13.0)
	Neutral	49 (28.0)	47 (30.3)	44 (27.2)
	Agree	41 (23.4)	32 (20.6)	37 (22.8)
	S. Agree No Basis for Judgment	26 (14.9) 35 (20.0)	16 (10.3) 26 (16.8)	13 (8.0) 39 (24.1)
	Total	175 (100.0	155 (100.0)	162 (100.0)
Missing	BLANK	7	12	14
Total		182	167	176

FAC111b. The change in the advising period for the summer term from spring to fall has assisted me in the advising process...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	2 (10.5)	2 (8.3)	0 (0.0)	0 (0.0)
Disagree	16 (17.4)	1 (5.3)	2 (8.3)	1 (7.1)	1 (7.7)
Neutral	22 (23.9)	7 (36.8)	6 (25.0)	5 (35.7)	4 (30.8)
Agree	19 (20.7)	5 (26.3)	9 (37.5)	3 (21.4)	1 (7.7)
S. Agree	8 (8.7)	0 (0.0)	3 (12.5)	0 (0.0)	2 (15.4)
No Basis for Judgment	23 (25.0)	4 (21.1)	2 (8.3)	5 (35.7)	5 (38.5)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC112a. I have access to sufficient funds to conduct my research

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	23 (13.3)	13 (8.4)	21 (13.2)
	Disagree	48 (27.7)	45 (29.2)	29 (18.2)
	Neutral	36 (20.8)	37 (24.0)	41 (25.8)
	Agree	47 (27.2)	41 (26.6)	40 (25.2)
	S. Agree No Basis for Judgment	8 (4.6) 11 (6.4)	5 (3.2) 13 (8.4)	9 (5.7) 19 (11.9)
	Total	173 (100.0)	154 (100.0)	159 (100.0)
Missing	BLANK	9	13	17
Total		182	167	176

FAC112b. I have access to sufficient funds to conduct my research...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	17 (18.9)	0 (0.0)	2 (8.7)	0 (0.0)	2 (15.4)
Disagree	15 (16.7)	2 (10.5)	6 (26.1)	4 (28.6)	2 (15.4)
Neutral	21 (23.3)	7 (36.8)	6 (26.1)	4 (28.6)	3 (23.1)
Agree	21 (23.3)	6 (31.6)	8 (34.8)	1 (7.1)	4 (30.8)
S. Agree	5 (5.6)	2 (10.5)	0 (0.0)	0 (0.0)	2 (15.4)
No Basis for Judgment	11 (12.2)	2 (10.5)	1 (4.3)	5 (35.7)	0 (0.0)
Total	90 (100.0)	19 (100.0)	23 (100.0)	14 (100.0)	13 (100.0)

FAC113a. I have access to sufficient travel funds to present my research

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	52 (30.4)	35 (22.7)	31 (19.4)
	Disagree	43 (25.1)	43 (27.9)	40 (25.0)
	Neutral	21 (12.3)	25 (16.2)	27 (16.9)
	Agree	41 (24.0)	34 (22.1)	38 (23.8)
	S. Agree No Basis for Judgment	8 (4.7) 6 (3.5)	6 (3.9) 11 (7.1)	9 (5.6) 15 (9.4)
	Total	171 (100.0)	154 (100.0)	160 (100.0)
Missing	BLANK	11	13	16
Total		182	167	176

FAC113b. I have access to sufficient travel funds to present my research...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	22 (24.4)	0 (0.0)	7 (29.2)	0 (0.0)	2 (15.4)
Disagree	24 (26.7)	1 (5.3)	7 (29.2)	6 (42.9)	2 (15.4
Neutral	14 (15.6)	4 (21.1)	4 (16.7)	2 (14.3)	3 (23.1)
Agree	19 (21.1)	9 (47.4)	5 (20.8)	1 (7.1)	4 (30.8)
S. Agree	4 (4.4)	3 (15.8)	0 (0.0)	0 (0.0)	2 (15.4)
No Basis for Judgment	7 (7.8)	2 (10.5)	1 (4.2)	5 (35.7)	0 (0.0)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC114a. Compared to faculty members at my rank and at institutions similar to UNA, I am…

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Overpaid	1 (.6)	1 (.6)	1 (.6)
	Fairly Compensated	72 (40.9)	72 (45.6)	72 (44.7)
	Underpaid	81 (46.0)	62 (39.2)	66 (41.0)
	No Basis for Judgment	22 (12.5)	23 (14.6)	22 (13.7)
	Total	176 (100.0)	158 (100.0)	161 (100.0)
Missing	BLANK	6	9	15
Total		182	167	176

FAC114b. Compared to faculty members at my rank and at institutions similar to UNA, I am…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
Overpaid	1 (1.1)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Fairly Compensated	42 (45.7)	9 (47.4)	11 (45.8)	4 (28.6)	6 (50.0)
Underpaid	37 (40.2)	7 (36.8)	10 (41.7)	6 (42.9)	6 (50.0)
No Basis for Judgment	12 (13.0)	3 (15.8)	3 (12.5)	4 (28.6)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC115a. Faculty members are given sufficient authority for the improvement of the educational programs at UNA

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (1.1)	6 (3.8)	3 (1.9)
	Disagree	24 (13.6)	16 (10.2)	14 (8.7)
	Neutral	22 (12.5)	19 (12.1)	24 (14.9)
	Agree	95 (54.0)	80 (51.0)	76 (47.2)
	Strongly Agree No Basis for Judgment	32 (18.2) 1 (.6)	32 (20.4) 4 (2.5)	39 (24.2) 5 (3.1)
	Total	176 (100.0)	157 (100.0)	161 (100.0)
Missing	BLANK	6	10	15
Total		182	167	176

FAC115b. Faculty members are given sufficient authority for the improvement of the educational programs at UNA...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	13 (14.3)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Neutral	19 (20.9)	1 (5.3)	1 (4.2)	1 (7.1)	2 (15.4)
Agree	39 (42.9)	8 (42.1)	14 (58.3)	7 (50.0)	8 (61.5)
S. Agree	14 (15.4)	8 (42.1)	8 (33.3)	6 (42.9)	3 (23.1
No Basis for Judgment	3 (3.3)	1 (5.3)	1 (4.2)	0 (0.0)	0 (0.0)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC116a. The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (1.7)	1 (.6)	0 (0.0)
	Disagree	9 (5.1)	14 (8.9)	15 (9.3)
	Neutral	49 (27.8)	33 (21.0)	30 (18.5)
	Agree	63 (35.8)	50 (31.8)	64 (39.5)
	Strongly Agree No Basis for Judgment	49 (27.8) 3 (1.7)	56 (35.7) 3 (1.9)	49 (30.2) 4 (2.5)
	Total	176 (100.0)	157 (100.0)	162 (100.0)
Missing	BLANK	6	10	14
Total		182	167	176

FAC116b. The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	6 (6.5)	2 (10.5)	1 (4.2)	4 (28.6)	2 (15.4)
Neutral	16 (17.4)	4 (21.1)	4 (16.7)	5 (35.7)	1 (7.7)
Agree	33 (35.9)	9 (47.4)	11 (45.8)	4 (28.6)	7 (53.8
S. Agree	34 (37.0)	4 (21.1)	7 (29.2)	1 (7.1)	3 (23.1)
No Basis for Judgment	3 (3.3)	0 (0.0)	1 (4.2)	0 (0.0)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC117a. The University has made progress in providing services that will successfully retain students

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (1.7)	3 (1.9)	2 (1.2)
	Disagree	17 (9.7)	24 (15.4)	18 (11.1)
	Neutral	22 (12.5)	28 (17.9)	22 (13.6)
	Agree	102 (58.0)	77 (49.4)	93 (57.4)
	Strongly Agree No Basis for Judgment	28 (15.9) 4 (2.3)	14 (9.0) 10 (6.4)	17 (10.5) 10 (6.2)
	Total	176 (100.0)	156 (100.0)	162 (100.0)
Missing	BLANK	6	11	14
Total		182	167	176

FAC117b. The University has made progress in providing services that will successfully retain students...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	2 (2.2)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	16 (17.4)	0 (0.0)	1 (4.2)	0 (0.0)	1 (7.7)
Neutral	15 (16.3)	2 (10.5)	3 (12.5)	2 (14.3)	0 (0.0)
Agree	45 (48.9)	15 (78.9)	13 (54.2)	10 (71.4)	10 (76.9)
S. Agree	7 (7.6)	2 (10.5)	6 (25.0)	2 (14.3)	0 (0.0)
No Basis for Judgment	7 (7.6)	0 (0.0)	1 (4.2)	0 (0.0)	2 (15.4)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC118a. The Quality Enhancement Plan (QEP) has benefitted my students by increasing their abilities in undergraduate research and associated skills

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	20 (11.4)	23 (14.6)	21 (13.0)
	Disagree	29 (16.5)	24 (15.3)	17 (10.5)
	Neutral	43 (24.4)	39 (24.8)	42 (25.9)
	Agree	51 (29.0)	46 (29.3)	33 (20.4)
	S. Agree No Basis for Judgment	17 (9.7) 16 (9.1)	14 (8.9) 11 (7.0)	22 (13.6) 27 (16.7)
	Total	176 (100.0)	157 (100.0)	162 (100.0)
Missing	BLANK	6	10	14
Total		182	167	176

FAC118b. The Quality Enhancement Plan (QEP) has benefitted my students by increasing their abilities in undergraduate research and associated skills…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	18 (19.6)	0 (0.0)	2 (8.3)	0 (0.0)	1 (7.7)
Disagree	8 (8.7)	2 (10.5)	3 (12.5)	3 (21.4)	1 (7.7)
Neutral	21 (22.8)	8 (42.1)	6 (25.0)	2 (14.3)	5 (38.5)
Agree	15 (16.3)	6 (31.6)	6 (25.0)	4 (28.6)	2 (15.4)
S. Agree	13 (14.1)	2 (10.5)	5 (20.8)	2 (14.3)	0 (0.0)
No Basis for Judgment	17 (18.5)	1 (5.3)	2 (8.3)	3 (21.4)	4 (30.8)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC119a. It is my perception that grade inflation is an issue at UNA

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	7 (4.0)	6 (3.8)	5 (3.1)
	Disagree	44 (25.0)	39 (24.8)	30 (18.5)
	Neutral	40 (22.7)	41 (26.1)	47 (29.0)
	Agree	45 (25.6)	42 (26.8)	37 (22.8)
	S. Agree No Basis for Judgment	23 (13.1) 17 (9.7)	18 (11.5) 11 (7.0)	16 (9.9) 27 (16.7)
	Total	176 (100.0)	157 (100.0)	162 (100.0)
Missing	BLANK	6	10	14
Total		182	167	176

FAC119b. It is my perception that grade inflation is an issue at UNA…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	9 (9.8)	4 (21.1)	7 (29.2)	7 (50.0)	3 (23.1)
Neutral	29 (31.5)	5 (26.3)	9 (37.5)	2 (14.3)	2 (15.4)
Agree	23 (25.0)	6 (31.6)	3 (12.5)	1 (7.1)	4 (30.8)
S. Agree	11 (12.0)	2 (10.5)	1 (4.2)	0 (0.0)	2 (15.4)
No Basis for Judgment	15 (16.3)	2 (10.5)	4 (16.7)	4 (28.6)	2 (15.4)
Total	92 (100.0)	22 (100.0)	28 (100.0)	16 (100.0)	12 (100.0)

FAC120a. The current instructor/course evaluation process at UNA is a good indicator of my teaching skills

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	54 (30.7)	50 (31.6)	50 (30.9)
	Disagree	43 (24.4)	47 (29.7)	47 (29.0)
	Neutral	43 (24.4)	29 (18.4)	30 (18.5)
	Agree	31 (17.6)	26 (16.5)	26 (16.0)
	S. Agree No Basis for Judgment	2 (1.1) 3 (1.7)	3 (1.9) 3 (1.9)	5 (3.1) 4 (2.5)
	Total	176 (100.0)	158 (100.0)	162 (100.0)
Missing	BLANK	6	9	14
Total		182	167	176

FAC120b. The current instructor/course evaluation process at UNA is a good indicator of my teaching skills…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	40 (43.5)	2 (10.5)	5 (20.8)	0 (0.0)	3 (23.1)
Disagree	20 (21.7)	10 (52.6)	7 (29.2)	5 (35.7)	5 (38.5)
Neutral	15 (16.3)	4 (21.1)	7 (29.2)	3 (21.4)	1 (7.7)
Agree	12 (13.0)	3 (15.8)	3 (12.5)	5 (35.7)	3 (23.1)
S. Agree	3 (3.3)	0 (0.0)	2 (8.3)	0 (0.0)	0 (0.0)
No Basis for Judgment	2 (2.2)	0 (0.0)	0 (0.0)	1 (7.1)	1 (7.7)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

ATTITUDES TOWARD THE FACULTY SENATE AND SHARED GOVERNANCE

FAC121a. The Faculty Senate at UNA plays an appropriate role in the University's decision-making process

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	5 (2.9)	6 (3.9)	5 (3.1)
	Disagree	7 (4.0)	7 (4.5)	11 (6.8)
	Neutral	20 (11.4)	25 (16.1)	31 (19.1)
	Agree	89 (50.9)	83 (53.5)	73 (45.1)
	Strongly Agree No Basis for Judgment	43 (24.6) 11 (6.3)	26 (16.8) 8 (5.2)	26 (16.0) 16 (9.9)
	Total	175 (100.0)	155 (100.0)	162 (100.0)
Missing	BLANK	7	12	14
Total		182	167	176

FAC121b. The Faculty Senate at UNA plays an appropriate role in the University's decision-making process...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	1 (5.3)	0 (0.0)	0 (0.0)	1 (7.7)
Disagree	8 (8.7)	2 (10.5)	0 (0.0)	0 (0.0)	1 (7.7)
Neutral	20 (21.7)	4 (21.1)	1 (4.2)	2 (14.3)	4 (30.8)
Agree	36 (39.1)	10 (52.6)	14 (58.3)	8 (57.1)	5 (38.5)
S. Agree	15 (16.3)	0 (0.0)	7 (29.2)	2 (14.3)	2 (15.4)
No Basis for Judgment	10 (10.9)	2 (10.5)	2 (8.3)	2 (14.3)	0 (00.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	13 (100.0)

FAC122a. The Faculty Senate provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	6 (3.4)	10 (6.4)	6 (3.7)
	Disagree	14 (8.0)	15 (9.6)	18 (11.2)
	Neutral	28 (16.0)	26 (16.7)	31 (19.3)
	Agree	76 (43.4)	76 (48.7)	61 (37.9)
	Strongly Agree No Basis for Judgment	37 (21.1) 14 (8.0)	22 (14.1) 7 (4.5)	26 (16.1) 19 (11.8)
	Total	175 (100.0)	156 (100.0)	161 (100.0)
Missing	BLANK	7	11	15
Total		182	167	176

FAC122b. The Faculty Senate provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.4)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	12 (13.0)	2 (10.5)	2 (8.3)	1 (7.1)	1 (8.3)
Neutral	22 (23.9)	2 (10.5)	0 (0.0)	1 (7.1)	6 (50.0)
Agree	26 (28.3)	10 (52.6)	14 (58.3)	8 (57.1)	3 (25.0)
S. Agree	13 (14.1)	2 (10.5)	7 (29.2)	2 (14.3)	2 (16.7)
No Basis for Judgment	14 (15.2)	2 (10.5)	1 (4.2)	2 (14.3)	0 (0.0)
Total	92 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC123a. The Faculty Senate effectively represents faculty interests

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	6 (3.4)	7 (4.5)	6 (3.7)
	Disagree	11 (6.3)	8 (5.1)	17 (10.6)
	Neutral	31 (17.7)	32 (20.5)	35 (21.7)
	Agree	80 (45.7)	78 (50.0)	58 (36.0)
	Strongly Agree No Basis for Judgment	41 (23.4) 6 (3.4)	24 (15.4) 7 (4.5)	32 (19.9) 13 (8.1)
	Total	175 (100.0)	156 (100.0)	161 (100.0)
Missing	BLANK	7	11	15
Total		182	167	176

FAC123b. Overall, the Faculty Senate effectively represents faculty interests...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	4 (4.3)	1 (5.3)	0 (0.0)	0 (0.0)	1 (8.3)
Disagree	10 (10.9)	4 (21.1)	1 (4.2)	0 (0.0)	2 (16.7)
Neutral	25 (27.2)	3 (15.8)	0 (0.0)	3 (21.4)	4 (33.3)
Agree	29 (31.5)	6 (31.6)	14 (58.3)	6 (42.9)	3 (25.0)
S. Agree	15 (16.3)	4 (21.1)	8 (33.3)	3 (21.4)	2 (16.7)
No Basis for Judgment	9 (9.8)	1 (5.3)	1 (4.2)	2 (14.3)	0 (00.0)
Total	92 100.0)	22 (100.0)	28 (100.0)	16 (100.0)	11 (100.0)

FAC124a. Concerning the system of shared governance at UNA: The process involved in filling shared governance committees is fair and equitable

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	7 (4.0)	7 (4.5)	4 (2.5)
	Disagree	15 (8.6)	18 (11.5)	20 (12.5)
	Neutral	31 (17.8)	27 (17.3)	33 (20.6)
	Agree	76 (43.7)	71 (45.5)	57 (35.6)
	Strongly Agree No Basis for Judgment	19 (10.9) 26 (14.9)	17 (10.9) 16 (10.3)	10 (6.3) 36 (22.5)
	Total	174 (100.0)	156 (100.0)	160 (100.0)
Missing	BLANK	8	11	16
Total		182	167	176

FAC124b. The process involved in filling shared governance committees is fair and equitable...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	3 (3.3)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	18 (19.8)	0 (0.0)	0 (0.0)	0 (0.0)	2 (16.7)
Neutral	19 (20.9)	5 (26.3)	5 (20.8)	1 (7.1)	3 (25.0)
Agree	32 (35.2)	4 (21.1	12 (50.0)	7 (50.0)	2 (16.7)
S. Agree	3 (3.3)	1 (5.3)	3 (12.5)	2 (14.3)	1 (8.3)
No Basis for Judgment	16 (17.6)	8 (42.1)	4 (16.7)	4 (28.6)	4 (33.3)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC125a. I know who my shared governance committee representatives are

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	10 (5.7)	4 (2.6)	12 (7.5)
	Disagree	28 (16.1)	22 (14.1)	33 (20.6)
	Neutral	22 (12.6)	18 (11.5)	14 (8.8)
	Agree	74 (42.5)	74 (47.4)	65 (40.6)
	Strongly Agree No Basis for Judgment	34 (19.5) 6 (3.4)	31 (19.9) 7 (4.5)	20 (12.5) 16 (10.0)
	Total	174 (100.0)	156 (100.0)	160 (100.0)
Missing	BLANK	8	11	16
Total		182	167	176

FAC125b. I know who my shared governance committee representatives are...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	11 (12.1)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	20 (22.0)	4 (21.1)	4 (16.7)	0 (0.0)	5 (41.7)
Neutral	11 (12.1)	2 (10.5)	1 (4.2)	0 (0.0)	0 (0.0)
Agree	32 (35.2)	7 (36.8)	12 (50.0)	9 (64.3)	5 (41.7)
S. Agree	11 (12.1)	2 (10.5)	4 (16.7)	1 (7.1)	2 (16.7)
No Basis for Judgment	6 (6.6)	3 (15.8)	3 (12.5)	4 (28.6)	0 (0.0)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC126a. The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (.6)	5 (3.2)	6 (3.8)
	Disagree	10 (5.7)	9 (5.8)	13 (8.1)
	Neutral	42 (24.1)	27 (17.3)	23 (14.4)
	Agree	79 (45.4)	75 (48.1)	75 (46.9)
	Strongly Agree	22 (12.6)	19 (12.2)	10 (6.3)
	No Basis for Judgment	20 (11.5)	21 (13.5)	33 (20.6)
	Total	174 (100.0)	156 (100.0)	160 (100.0)
Missing	BLANK	8	11	16
Total		182	167	176

FAC126b. The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.5)	1 (5.3)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	9 (9.9)	1 (5.3)	1 (4.2)	0 (0.0)	2 (16.7)
Neutral	15 (16.5)	3 (15.8)	2 (8.3)	0 (0.0)	3 (25.0)
Agree	42 (46.2)	7 (36.8)	14 (58.3)	8 (57.1)	4 (33.3)
S. Agree	3 (3.3)	0 (0.0)	4 (16.7)	2 (14.3)	1 (8.3)
No Basis for Judgment	17 (18.7)	7 (36.8)	3 (12.5)	4 (28.6)	2 (16.7)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC127a. The method by which changes are made through shared governance is clear and appropriate

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	11 (6.4)	8 (5.1)	8 (5.0)
	Disagree	15 (8.7)	21 (13.5)	30 (18.9)
	Neutral	41 (23.7)	26 (16.7)	33 (20.8)
	Agree	70 (40.5)	63 (40.4)	49 (30.8)
	Strongly Agree	21 (12.1)	18 (11.5)	10 (6.3)
	No Basis for Judgment	15 (8.7)	20 (12.8)	29 (18.2)
	Total	173 (100.0)	156 (100.0)	159 (100.0)
Missing	BLANK	9	11	17
Total		182	167	176

FAC127b. The method by which changes are made through shared governance is clear and appropriate...by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	5 (5.5)	1 (5.3)	2 (8.3)	0 (0.0)	0 (0.0)
Disagree	21 (23.1)	4 (21.1)	2 (8.3)	0 (0.0)	3 (25.0)
Neutral	23 (25.3)	3 (15.8)	2 (8.3)	1 (7.7)	4 (33.3)
Agree	26 (28.6)	5 (26.3)	10 (41.7)	6 (46.2)	2 (16.7)
S. Agree	3 (3.3)	0 (0.0)	4 (16.7)	2 (15.4)	1 (8.3)
No Basis for Judgment	13 (14.3)	6 (31.6)	4 (16.7)	4 (30.8)	2 (16.7)
Total	91 (100.0)	19 (100.0)	24 (100.0)	13 (100.0)	12 (100.0)

FAC128a. The shared governance committees keep me informed about how campus problems or issues have been addressed

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	11 (6.3)	15 (9.6)	11 (6.9)
	Disagree	31 (17.8)	29 (18.6)	36 (22.6)
	Neutral	40 (23.0)	20 (12.8)	36 (22.6)
	Agree	58 (33.3)	65 (41.7)	42 (26.4)
	Strongly Agree No Basis for Judgment	23 (13.2) 11 (6.3)	16 (10.3) 11 (7.1)	13 (8.2) 21 (13.2)
	Total	174 (100.0)	156 (100.0)	159 (100.0)
Missing	BLANK	8	11	17
Total		182	167	176

FAC128b. The shared governance committees keep me informed about how campus problems or issues have been addressed…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	8 (8.9)	2 (10.5)	1 (4.2)	0 (0.0)	0 (0.0)
Disagree	22 (24.4)	5 (26.3)	3 (12.5)	1 (7.1)	5 (41.7)
Neutral	25 (27.8)	3 (15.8)	3 (12.5)	1 (7.1)	4 (33.3)
Agree	23 (25.6)	3 (15.8)	9 (37.5)	6 (42.9)	1 (8.3)
S. Agree	4 (4.4)	0 (0.0)	5 (20.8)	3 (21.4)	1 (8.3)
No Basis for Judgment	8 (8.9)	6 (31.6)	3 (12.5)	3 (21.4)	1 (8.3)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC129a. The shared governance system effectively represents faculty interests

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	6 (3.4)	9 (5.9)	10 (6.3)
	Disagree	13 (7.5)	15 (9.9)	16 (10.1)
	Neutral	44 (25.3)	39 (25.7)	41 (25.9)
	Agree	73 (42.0)	63 (41.4)	54 (34.2)
	Strongly Agree No Basis for Judgment	24 (13.8) 14 (8.0)	14 (9.2) 12 (7.9)	11 (7.0) 26 (16.5)
	Total	174 (100.0)	152 (100.0)	158 (100.0)
Missing	BLANK	8	15	18
Total		182	167	176

FAC129b. The shared governance system effectively represents faculty interests…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	8 (8.9)	2 (10.5)	0 (0.0)	0 (0.0)	0 (0.0)
Disagree	10 (11.1)	4 (21.1)	1 (4.2)	0 (0.0)	1 (8.3)
Neutral	30 (33.3)	2 (10.5)	3 (12.5)	1 (7.7)	5 (41.7)
Agree	27 (30.0)	6 (31.6)	12 (50.0)	6 (46.2)	3 (25.0)
S. Agree	2 (2.2)	0 (0.0)	5 (20.8)	3 (23.1)	1 (8.3)
No Basis for Judgment	13 (14.4)	5 (26.3)	3 (12.5)	3 (23.1)	2 (16.7)
Total	90 (100.0)	19 (100.0)	24 (100.0)	13 (100.0)	12 (100.0)

FAC130a. Concerning the involvement of Faculty Senate and Shared Governance in policy development at UNA—Policy development is <u>effectively</u> addressed through the current two-tiered system of governance

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	5 (2.9)	7 (4.5)	9 (5.6)
	Disagree	15 (8.6)	22 (14.1)	21 (13.1)
	Neutral	48 (27.6)	27 (17.3)	38 (23.8)
	Agree	70 (40.2)	66 (42.3)	53 (33.1)
	Strongly Agree No Basis for Judgment	12 (6.9) 24 (13.8)	11 (7.1) 23 (14.7)	10 (6.3) 29 (18.1)
	Total	174 (100.0)	156 (100.0)	160 (100.0)
Missing	BLANK	8	11	16
Total		182	167	176

FAC130b. Concerning the involvement of Faculty Senate and Shared Governance in policy development at UNA—Policy development is effectively addressed through the current two-tiered system of governance…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	7 (7.7)	1 (5.3)	0 (0.0)	0 (0.0)	1 (8.3)
Disagree	13 (14.3)	3 (15.8)	1 (4.2)	1 (7.1)	3 (25.0)
Neutral	21 (23.1)	4 (21.1)	3 (12.5)	4 (28.6)	6 (50.0)
Agree	28 (30.8)	7 (36.8)	12 (50.0)	5 (35.7)	1 (8.3)
S. Agree	5 (5.5)	0 (0.0)	4 (16.7)	1 (7.1)	0 (0.0)
No Basis for Judgment	17 (18.7)	4 (21.1)	4 (16.7)	3 (21.4)	1 (8.3)
Total	91 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC131a. Concerning the involvement of Faculty Senate and Shared Governance in policy development at UNA—Policy development is efficiently addressed through the current two-tiered system of governance

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	7 (4.0)	10 (6.5)	17 (10.7)
	Disagree	29 (16.7)	33 (21.4)	36 (22.6)
	Neutral	51 (29.3)	34 (22.1)	39 (24.5)
	Agree	53 (30.5)	46 (29.9)	34 (21.4)
	Strongly Agree	8 (4.6)	8 (5.2)	6 (3.8)
	No Basis for Judgment	26 (14.9)	23 (14.9)	27 (17.0)
	Total	174 (100.0)	154 (100.0)	159 (100.0)
Missing	BLANK	8	13	17
Total		182	167	176

FAC131b. Concerning the involvement of Faculty Senate and Shared Governance in policy development at UNA—Policy development is efficiently addressed through the current two-tiered system of governance…by respondent's college/unit affiliation, 2018

	Arts & Sciences (Column %)	Business (Column %)	Education & Human Sciences (Column %)	Nursing & Allied Health (Column %)	ETS, Library, and Chose not to Identify College/Unit (Column %)
S. Disagree	12 (13.3)	2 (10.5)	1 (4.2)	0 (0.0)	2 (16.7)
Disagree	20 (22.2)	6 (31.6)	2 (8.3)	3 (21.4)	5 (41.7)
Neutral	24 (26.7)	4 (21.1)	4 (16.7)	4 (28.6)	3 (25.0)
Agree	17 (18.9)	3 (15.8)	10 (41.7)	3 (21.4)	1 (8.3)
S. Agree	1 (1.1)	0 (0.0)	4 (16.7)	1 (7.1)	0 (0.0)
No Basis for Judgment	16 (17.8)	4 (21.1)	3 (12.5)	3 (21.4)	1 (8.3)
Total	90 (100.0)	19 (100.0)	24 (100.0)	14 (100.0)	12 (100.0)

FAC132a. Please inform us of additional issues and concerns pertaining to your department or cost center that have an immediate impact on you and your ability to perform your job **(tables not provided for open-ended items)**.

APPENDIX B: Data for Part-Time Adjuncts and Part-Time Instructors (2017-2018)

PRELIMINARY QUESTIONS

Q1. Would you please identify your college/unit affiliation?

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Arts & Sciences	24 (52.2)	22 (59.5)	29 (63.0)
	Business	10 (21.7)	4 (10.8)	3 (6.5)
	Education and Human Sciences	7 (15.2)	9 (24.3)	10 (21.7)
	Nursing	0 (0.0)	0 (0.0)	0 (0.0)
	Educational Technologies Services	0 (0.0)	0 (0.0)	0 (0.0)
	I choose not to identify my college/unit affiliation	5 (10.9)	2 (5.4)	4 ()
	Total	46 (100.0)	37 (100.0)	46 (100.0)
Missing	BLANK	0	0	0
Total		46	37	46

Q2. Concerning UNA's cultural diversity goals: I see sufficient evidence of progress in creating an inclusive environment for students from diverse backgrounds

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (4.9)	2 (5.4)	0 (0.0)
	Disagree	2 (4.9)	2 (5.4)	0 (0.0)
	Neutral	6 (14.6)	4 (10.8)	6 (13.6)
	Agree	12 (29.3)	19 (51.4)	14 (31.8)
	Strongly Agree	14 (34.1)	9 (24.3)	22 (50.0)
	No Basis for Judgment	5 (12.2)	1 (2.7)	2 (4.5)
	Total	41 (100.0)	37 (100.0)	44 (100.0)
Missing	BLANK	5	0	2
Total		46	37	46

Q3. Concerning UNA's cultural diversity goals: I see sufficient evidence of progress in creating an inclusive environment for faculty/staff from diverse backgrounds

		2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)
	Disagree	0 (0.0)
	Neutral	5 (11.4)
	Agree	13 (29.5)
	Strongly Agree	21 (47.7)
	No Basis for Judgment	5 (11.4)
	Total	44 (100.0)
Missing	BLANK	2
Total		46

Q4. Concerning UNA's cultural diversity goals: I am comfortable leading class discussions dealing with sensitive cultural diversity issues

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (7.3)	0 (0.0)	1 (2.3)
	Disagree	1 (2.4)	3 (8.1)	0 (0.0)
	Neutral	4 (9.8)	4 (10.8)	2 (4.5)
	Agree	13 (31.7)	17 (45.9)	24 (54.5)
	Strongly Agree	17 (41.5)	13 (35.1)	14 (31.8)
	No Basis for Judgment	3 (7.3)	0 (0.0)	3 (6.8)
	Total	41 (100.0)	37 (100.0)	44 (100.0)
Missing	BLANK	5	0	2
Total		46	37	46

Q5. Concerning UNA's commitment to Title IX: I have received sufficient training to properly comply with Title IX goals

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	1 (2.3)
	Disagree	0 (0.0)	1 (2.3)
	Neutral	2 (5.6)	3 (6.8)
	Agree	16 (44.4)	20 (45.5)
	Strongly Agree	16 (44.4)	18 (40.9)
	No Basis for Judgment	2 (5.6)	1 (2.3)
	Total	36 (100.0)	44 (100.0)
Missing	BLANK	1	2
Total		38	46

Q6. Concerning UNA's commitment to Title IX: I know how to properly report Title IX violations

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	1 (2.3)
	Disagree	0 (0.0)	1 (2.3)
	Neutral	0 (0.0)	2 (4.7)
	Agree	20 (57.1)	19 (44.2)
	Strongly Agree	13 (37.1)	18 (41.9)
	No Basis for Judgment	2 (5.7)	2 (4.7)
	Total	35 (100.0)	43 (100.0)
Missing	BLANK	2	3
Total		37	46

Q7. Concerning UNA's commitment to Title IX: The environment at UNA is conducive to achieving Title IX goals

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	0 (0.0)
	Disagree	0 (0.0)	0 (0.0)
	Neutral	2 (5.7)	5 (11.6)
	Agree	17 (48.6)	16 (37.2)
	Strongly Agree	15 (42.9)	20 (46.5)
	No Basis for Judgment	1 (2.9)	2 (4.7)
	Total	35 (100.0)	43 (100.0)
Missing	BLANK	2	3
Total		37	46

Q8. As a non tenure-track instructor: I would like to be more involved in work that pertains to my academic department

		2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (4.5)
	Disagree	3 (6.8)
	Neutral	10 (22.7)
	Agree	14 (31.8)
	Strongly Agree	10 (22.7)
	No Basis for Judgment	5 (11.4)
	Total	44 (100.0)
Missing	BLANK	2
Total		46

Q9. As a non tenure-track instructor: My departmental colleagues appreciate the work I do

		2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (2,3)
	Disagree	1 (2.3)
	Neutral	3 (7.0)
	Agree	14 (32.6)
	Strongly Agree	18 (41.9)
	No Basis for Judgment	6 (14.0)
	Total	43 (100.0)
Missing	BLANK	3
Total		46

Q10. As a non tenure-track instructor: My departmental colleagues are respectful of me as a professional

		2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (2.3)
	Disagree	1 (2.3)
	Neutral	1 (2.3)
	Agree	17 (39.5)
	Strongly Agree	22 (51.2)
	No Basis for Judgment	1 (2.3)
	Total	43 (100.0)
Missing	BLANK	3
Total		46

Q11. As a non tenure-track instructor: I have the resources I need to teach well

		2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (2.3)
	Disagree	3 (7.0)
	Neutral	2 (4.7)
	Agree	13 (30.2)
	Strongly Agree	24 (55.8)
	No Basis for Judgment	0 (0.0)
	Total	43 (100.0)
Missing	BLANK	3
Total		46

Q12. As a non tenure-track instructor: I have the resources I need to do the type of research that is important to my career

		2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (2.3)
	Disagree	0 (0.0)
	Neutral	8 (18.6)
	Agree	10 (23.3)
	Strongly Agree	10 (23.3)
	No Basis for Judgment	14 (32.6)
	Total	43 (100.0)
Missing	BLANK	3
Total		46

Q13. Since I have been working at UNA: I have taken advantage of the Faculty/Staff Wellness Center

		2018 Frequency (Valid %)
Valid	No	42 (97.7)
	Yes	1 (2.3)
	No Basis for Judgment	0 (0.0)
	Total	43 (100.0)
Missing	BLANK	3
Total		46

Q14. Since I have been working at UNA: I have received health care from Bennett Infirmary

		2018 Frequency (Valid %)
Valid	No	29 (67.4)
	Yes	14 (32.6)
	No Basis for Judgment	0 (0.0)
	Total	43 (100.0)
Missing	BLANK	3
Total		46

Q15. Since I have been working at UNA: I have attended athletic events

		2018 Frequency (Valid %)
Valid	No	24 (55.8)
	Yes	19 (44.2)
	No Basis for Judgment	0 (0.0)
	Total	43 (100.0)
Missing	BLANK	3
Total		46

Q16. Since I have been working at UNA: I have attended cultural events on campus

		2018 Frequency (Valid %)
Valid	No	18 (41.9)
	Yes	25 (58.1)
	No Basis for Judgment	0 (0.0)
	Total	43 (100.0)
Missing	BLANK	3
Total		46

Q17. Concerning Technology and its application to instruction: I have sufficient technology to support my research

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (2.4)	0 (0.0)	1 (2.3)
	Disagree	3 (7.3)	1 (2.9)	1 (2.3)
	Neutral	2 (4.9)	4 (11.4)	5 (11.6)
	Agree	15 (36.6)	15 (42.9)	12 (27.9)
	Strongly Agree	13 (31.7)	8 (22.9)	12 (27.9)
	No Basis for Judgment	7 (17.1)	7 (20.0)	12 (27.9)
	Total	41 (100.0)	35 (100.0)	43 (100.0)
Missing	BLANK	5	2	3
Total		46	37	46

Q18. Concerning Technology and its application to instruction: I have sufficient technology to teach effectively

		2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (4.5)
	Disagree	2 (4.5)
	Neutral	2 (4.5)
	Agree	15 (34.1)
	Strongly Agree	22 (50.0)
	No Basis for Judgment	1 (2.3)
	Total	44 (100.0)
Missing	BLANK	2
Total		46

Q19. Concerning Technology and its application to instruction: It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	0 (0.0)
	Disagree	1 (2.9)	3 (7.0)
	Neutral	4 (11.8)	6 (14.0)
	Agree	14 (41.2)	18 (41.9)
	Strongly Agree No Basis for Judgment	9 (26.5) 6 (17.6)	14 (32.6) 2 (4.3)
	Total	34 (100.0)	43 (100.0)
Missing	BLANK	3	3
Total		37	46

Q20. Concerning Technology and its application to instruction: I know how to effectively caption my instructional materials

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (5.7)	2 (4.7)
	Disagree	5 (14.3)	6 (14.0)
	Neutral	2 (5.7)	7 (16.3)
	Agree	13 (37.1)	13 (30.2)
	Strongly Agree No Basis for Judgment	7 (20.0) 6 (17.1)	13 (30.2) 2 (4.7)
	Total	35 (100.0)	43 (100.0)
Missing	BLANK	2	3
Total		37	46

Q21. My courses are compliant with standards related to the Americans with Disabilities Act (ADA)

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Yes	35 (97.2)	37 (86.0)
	Unsure	0 (0.0)	6 (14.0)
	No No Basis for Judgment	1 (2.8) 0 (0.0)	0 (0.0) 0 (0.0)
	Total	36 (100.0)	43 (100.0)
Missing	BLANK	1	3
Total		37	46

Q22. What would your single most immediate need be in order to make your courses compliant with the Americans with Disabilities Act (ADA)

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Captioning videos that I have made	1 (2.8)	
	No response	35 (97.2)	
	Total	36 (100.0)	
Missing	BLANK	1	
Total		37	
Valid	A checklist of everything that needs to be compliant along with examples and resources on how to become compliant		1 (2.2)
	A set of rules that tells me what it take to make a course APA compliant		1 (2.2)
	Conversion of online materials!		1 (2.2)
	No response		43 (93.4)
Missing	BLANK		0
Total			46

Q23. Concerning academic dishonesty: How significant of a problem is academic dishonesty in my online courses?

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Not a problem	20 (62.5)	6 (16.7)	8 (18.2)
	Somewhat of a problem	8 (25.0)	3 (8.3)	6 (13.6)
	It is a significant problem	4 (12.5)	3 (8.3)	1 (2.3)
	No basis for Judgment	0 (0.0)	24 (66.7)	29 (65.9)
	Total	32 (100.0)	36 (100.0)	44 (100.0)
Missing	BLANK	14	1	2
Total		46	37	46

Q24. Concerning academic dishonesty: How significant of a problem is academic dishonesty in my traditional courses?

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Not a problem	20 (50.0)	16 (45.7)	21 (48.8)
	Somewhat of a problem	18 (45.0)	11 (31.4)	12 (27.9)
	It is a significant problem	2 (5.0)	3 (8.6)	2 (4.7)
	No basis for Judgment	0 (0.0)	5 (14.3)	8 (18.6)
	Total	40 (100.0)	35 (100.0)	43 (100.0)
Missing	BLANK	6	2	3
Total		46	37	46

Q25. Please rate from 0 (not effective at all) to 10 (most effective) how effective the following…technological solutions would be in addressing the problem of academic dishonesty

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	0 (not effective at all)	0 (0.0)	1 (3.8)	1 (2.6)
	1	0 (0.0)	0 (0.0)	3 (7.9)
	2	1 (3.3)	1 (3.8)	0 (0.0)
	3	1 (3.3)	1 (3.8)	0 (0.0)
	4	2 (6.7)	1 (3.8)	1 (2.6)
	5	7 (23.3)	3 (11.5)	8 (21.1)
	6	4 (13.3)	8 (30.8)	5 (13.2)
	7	5 (16.7)	1 (3.8)	4 (10.5)
	8	2 (6.7)	6 (23.1)	8 (21.1)
	9	5 (16.7)	3 (11.5)	6 (15.8)
	10 (most effective)	3 (10.0)	1 (3.8)	2 (5.3)
	Total	30 (100.0)	26 (100.0)	38 (100.0)
Missing	BLANK	16	11	8
Total		46	37	46

Q26. Please rate from 0 (not effective at all) to 10 (most effective) how effective the following …pedagogical solutions would be in addressing the problem of academic dishonesty

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	0 (not effective at all)	1 (3.3)	0 (0.0)	0 (0.0)
	1	0 (0.0)	0 (0.0)	0 (0.0)
	2	0 (0.0)	1 (3.4)	0 (0.0)
	3	1 (3.3)	0 (0.0)	1 (2.8)
	4	1 (3.3)	0 (0.0)	0 (0.0)
	5	8 (26.7)	5 (17.2)	7 19.4()
	6	0 (0.0)	3 (10.3)	3 (8.3)
	7	5 (16.7)	5 (17.2)	8 (22.2)
	8	6 (20.0)	6 (20.7)	10 (27.8)
	9	4 (13.3)	4 (13.8)	5 (13.9)
	10 (most effective)	4 (13.3)	5 (17.2)	2 (5.6)
	Total	30 (100.0)	29 (100.0)	36 (100.0)
Missing	BLANK	16	8	10
Total		46	37	46

Q27. Concerning physical working conditions: It is my perception that the classroom temperatures are conducive to learning

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (7.5)	3 (8.6)	4 (9.3)
	Disagree	8 (20.0)	12 (34.3)	13 (30.2)
	Neutral	1 (2.5)	4 (11.4)	3 (7.0)
	Agree	12 (30.0)	10 (28.6)	12 (27.9)
	Strongly Agree No Basis for Judgment	11 (27.5) 5 (12.5)	3 (8.6) 3 (8.6)	3 (7.0) 8 (18.6)
	Total	40 (100.0)	35 (100.0)	43 (100.0)
Missing	BLANK	6	2	3
Total		46	37	46

Q28. Concerning physical working conditions: I am confident that my work environment does not adversely affect my health.

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	6 (15.0)	2 (5.7)	2 (4.7)
	Disagree	4 (10.0)	6 (17.1)	4 (9.3)
	Neutral	6 (15.0)	4 (11.4)	10 (23.3)
	Agree	12 (30.0)	14 (40.0)	12 (27.9)
	Strongly Agree No Basis for Judgment	11 (27.5) 1 (2.5)	7 (20.0) 2 (5.7)	11 (25.6) 4 (9.3)
	Total	40 (100.0)	35 (100.0)	43 (100.0)
Missing	BLANK	6	2	3
Total		46	37	46

Q29. Concerning campus safety: It is my perception that I work in a safe and secure environment

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	0 (0.0)	0 (0.0)
	Disagree	3 (7.7)	3 (8.6)	1 (2.3)
	Neutral	1 (2.6)	4 (11.4)	5 (11.6)
	Agree	23 (59.0)	18 (51.4)	21 (48.8)
	Strongly Agree No Basis for Judgment	11 (28.2) 1 (2.6)	9 (25.7) 1 (2.9)	11 (25.6) 5 (11.6)
	Total	39 (100.0)	35 (100.0)	43 (100.0)
Missing	BLANK	7	2	3
Total		46	37	46

Q30. Concerning campus safety: It is my perception that the campus is safe and secure for students

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	0 (0.0)	0 (0.0)
	Disagree	3 (7.7)	3 (8.6)	0 (0.0)
	Neutral	2 (5.1)	5 (14.3)	5 (11.6)
	Agree	24 (61.5)	17 (48.6)	22 (51.2)
	Strongly Agree	9 (23.1)	8 (22.9)	11 (25.6)
	No Basis for Judgment	1 (2.6)	2 (5.7)	5 (11.6)
	Total	39 (100.0)	35 (100.0)	43 (100.0)
Missing	BLANK	7	2	3
Total		46	37	46

Q31. Concerning campus safety: There is adequate lighting on campus

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	1 (2.9)	0 (0.0)
	Disagree	9 (23.1)	7 (20.0)	6 (14.0)
	Neutral	5 (12.8)	2 (5.7)	5 (11.6)
	Agree	16 (41.0)	16 (45.7)	18 (41.9)
	Strongly Agree	5 (12.8)	5 (14.3)	9 (20.9)
	No Basis for Judgment	4 (10.3)	4 (11.4)	5 (11.6)
	Total	39 (100.0)	35 (100.0)	43 (100.0)
Missing	BLANK	7	2	3
Total		46	37	46

Q32. Concerning campus safety: The emergency call boxes are adequately distributed across campus

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (5.1)	2 (5.7)	0 (0.0)
	Disagree	7 (17.9)	6 (17.1)	7 (16.7)
	Neutral	6 (15.4)	8 (22.9)	5 (11.9)
	Agree	11 (28.2)	10 (28.6)	18 (42.9)
	Strongly Agree	5 (12.8)	3 (8.6)	4 (9.5)
	No Basis for Judgment	8 (20.5)	6 (17.1)	8 (19.0)
	Total	39 (100.0)	35 (100.0)	42 (100.0)
Missing	BLANK	7	2	4
Total		46	37	46

Q33. Concerning campus safety: I feel safe when I park in the parking deck

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	6 (15.4)	3 (8.3)	2 (4.8)
	Disagree	7 (17.9)	5 (13.9)	5 (11.9)
	Neutral	2 (5.1)	3 (8.3)	6 (14.3)
	Agree	2 (5.1)	6 (16.7)	7 (16.7)
	Strongly Agree No Basis for Judgment	5 (12.8) 17 (43.6)	4 (11.1) 15 (41.7)	4 (9.5) 18 (42.9)
	Total	39 (100.0)	36 (100.0)	42 (100.0)
Missing	BLANK	7	1	4
Total		46	37	46

Q34. Concerning campus safety: I am confident that personal belongings in my office are secure from theft

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	3 (8.8)	0 (0.0)
	Disagree	7 (20.6)	2 (4.7)
	Neutral	2 (5.9)	8 (18.6)
	Agree	10 (29.4)	17 (39.5)
	Strongly Agree No Basis for Judgment	6 (17.6) 6 (17.6)	7 (16.3) 9 (20.9)
	Total	34 (100.0)	43 (100.0)
Missing	BLANK	3	3
Total		37	46

Q35. Concerning campus safety: Appropriate security is in place to protect equipment and/or supplies stored in classrooms

		2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	4 (11.4)	0 (0.0)
	Disagree	7 (20.0	6 (14.0)
	Neutral	6 (17.1)	6 (14.0)
	Agree	9 (25.7)	17 (39.5)
	Strongly Agree No Basis for Judgment	3 (8.6) 6 (17.1)	6 (13.0) 8 (18.6)
	Total	35 (100.0)	43 (100.0)
Missing	BLANK	2	3
Total		37	46

Q36. Compared to adjunct faculty members at institutions similar to UNA, I am:

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Overpaid	0 (0.0)	0 (0.0)	0 (0.0)
	Fairly Compensated	12 (30.8)	10 (27.8)	11 (25.6)
	Underpaid	24 (61.5)	21 (58.3)	22 (51.2)
	No Basis for Judgment	3 (7.7)	5 (13.9)	10 (23.3)
	Total	39 (100.0)	36 (100.0)	43 (100.0)
Missing	BLANK	7	1	3
Total		46	37	46

INSERT Q37. What suggestion would you like to offer UNA to improve your adjunct salary? (THIS WAS AN OPEN-ENDED QUESTION)

Q38. Attitudes toward recruitment, retention, educational programming, and evaluation: The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	1 (2.6)	1 (2.8)	0 (0.0)
	Disagree	3 (7.7)	4 (11.1)	3 (7.3)
	Neutral	7 (17.9)	6 (16.7)	7 (17.1)
	Agree	13 (33.3)	16 (44.4)	16 (39.0)
	Strongly Agree	12 (30.8)	7 (19.4)	11 (26.8)
	No Basis for Judgment	3 (7.7)	2 (5.6)	4 (9.8)
	Total	39 (100.0)	36 (100.0)	41 (100.0)
Missing	BLANK	7	1	5
Total		46	37	46

Q39. Attitudes toward recruitment, retention, educational programming, and evaluation: The University has made progress in providing services that will successfully retain students

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	0 (0.0)	0 (0.0)	1 (2.2)
	Disagree	4 (10.3)	2 (5.6)	1 (2.2)
	Neutral	9 (23.1)	5 (13.9)	6 (14.6)
	Agree	13 (33.3)	20 (55.6)	14 (34.1)
	Strongly Agree	9 (23.1)	5 (13.9)	8 (19.5)
	No Basis for Judgment	4 (10.3)	4 (11.1)	11 (26.8)
	Total	39 (100.0)	36 (100.0)	41 (100.0)
Missing	BLANK	7	1	5
Total		46	37	46

Q40. Attitudes toward recruitment, retention, educational programming, and evaluation:
It is my perception that grade inflation is an issue at UNA.

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	Strongly Disagree	2 (5.1)	0 (0.0)	0 (0.0)
	Disagree	7 (17.9)	5 (13.9)	9 (22.0)
	Neutral	9 (23.1)	11 (30.6)	10 (24.4)
	Agree	5 (12.8)	6 (16.7)	5 (12.2)
	Strongly Agree No Basis for Judgment	9 (23.1) 7 (17.9)	6 (16.7) 8 (22.2)	5 (12.2) 12 (29.3)
	Total	39 (100.0)	36 (100.0)	41 (100.0)
Missing	BLANK	7	1	5
Total		46	37	46

Q41. Attitudes toward recruitment, retention, educational programming, and evaluation:
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.

		2016 Frequency (Valid %)	2017 Frequency (Valid %)	2018 Frequency (Valid %)
Valid	S. Disagree	9 (23.1)	5 (13.9)	3 (7.3)
	Disagree	5 (12.8)	5 (13.9)	5 (12.2)
	Neutral	8 (20.5)	12 (33.3)	16 (39.0)
	Agree	9 (23.1)	11 (30.6)	9 (22.0)
	S. Agree No Basis for Judgment	3 (7.7) 5 (12.8)	1 (2.8) 2 (5.6)	2 (4.9) 6 (14.6)
	Total	39 (100.0)	36 (100.0)	41 (100.0)
Missing	BLANK	7	1	5
Total		46	37	46

Q42. Please inform us of additional issues and concerns pertaining to your department or cost center that have an immediate impact on you and your ability to perform you job.

7 responses were received from adjunct faculty

1. None at the moment and no issues at this time. (n=2)

2. The current course/instructor evaluation system does not provide useful information and in an on-line course the number of participating students is low. Further, there appears to be no place for instructors to request open-ended comments from students. (n=1)

3. Some departments are allowed instructor positions. My department does not and I would like this to change. (n=1)

4. Our voice is denied and we receive little encouragement from an intimidating upper level of administration within the college. (n=1)

5. Despite not meeting enrollment numbers, upper-level courses should still be offered. (n=1)

6. Students services did not respond to the instructor's and student's request for assistance. (n=1)