2019 Faculty Attitude Survey Report

Committee Members:

Jason Imbrogno (Chair)

Andrea Hunt

Karen Townsend

Craig Robertson

Lee Renfroe

Submitted to the Faculty Senate of the University of North Alabama on August 20, 2019

The 2019 Faculty Attitude Survey at the University of North Alabama (UNA) was available from April 2 through April 12, 2019. The survey was administered online using the Qualtrics platform. As part of their contractual agreement with UNA, Qualtrics also describes the final survey results in a series of tables and charts that appear in this report. Each faculty member at UNA was provided a unique link to ensure that everyone could only complete the survey once. Overall, 202 faculty members completed the survey (approximately 50% response rate). Moving forward, Faculty Senate would like to use the results of this survey to prioritize its business for the upcoming school year. The survey committee is hopeful that, in the future, faculty will see the benefit and usefulness of the survey in developing a working agenda for Faculty Senate.

The 2019 Faculty Attitude Survey Committee included Jason Imbrogno (chair), Andrea Hunt, Karen Townsend, Craig Robertson, and Lee Renfroe. The committee met throughout the Spring 2019 semester to prepare the survey, using the previous year's version as an initial guide. The committee chose to make many significant changes to previous versions of the survey for various reasons. First, previous versions included Strongly Agree and Strongly Disagree as available answers to all applicable survey questions. We eliminated these options because we did not believe they provided any additional information regarding interpretation of the results. Our streamlined response list only offered Agree, Neutral, Disagree, and No Basis for Judgement. Second, during the 2018-19 school year, UNA began running classes during a short term between fall and spring semesters that has been termed Winter Session. The committee included survey questions for faculty related to their participation and enjoyment of this new compressed academic term, and how they felt it might affect course enrollments in other semesters (especially summer). Finally, questions about the UNA administration's commitment to 1st Amendment freedoms were included in this survey.

The Qualtrics summary of the full survey results is available as part of this report. It begins on page 5. The committee has chosen to highlight what it views as the most noteworthy outcomes of the survey and presents those as bullet points next.

Overall:

1. 202 total faculty members completed the survey (39 adjunct/part-time, 30 full-time instructor, 131 tenured/tenure track, last 2 are visiting or emeritus)

2. Over half the responses came from arts and science faculty.

Adjunct/part-time professors:

3. Adjunct/part-time professors are content with UNA's Title IX approach.

4. Adjunct/part-time professors have the resources needed to teach.

5. Adjunct/part-time professors think academic dishonesty is a small problem or have no basis for judgement.

6. Adjunct/part-time professors believe they are underpaid. Suggestions for improvement are higher compensation, a more even pay schedule, allowance to teach more courses, and health insurance. (Note: Higher adjunct compensation rates take effect in Fall 2019.)

The rest of the faculty (full-time instructors, tenured/tenure-track, visiting, and emeritus) are grouped together for the following results and will be called "faculty" below:

7. Faculty have more positive than negative sentiment toward both President Kitts and Provost Alexander.

8. Faculty are positive toward the performance of other high-level administrators (deans, department chairs, chief of police, etc.).

9. There are some concerns that the administration does not listen to department needs, especially concerning the applicability of online classes to some disciplines, and that Provost or administration proposals that are not favored by faculty will be met with retaliation and manipulation.

10. Faculty are content with UNA's Title IX approach.

11. Faculty heavily support the increased pay for adjuncts, and wish adjunct pay was tied to COLA pay raises in the future.

12. Faculty are nearly split on whether or not the new "merit pay" policy adequately addresses salary inequity/compression issues on campus.

13. Less than half of the faculty respondents agree that all of the freedoms enshrined in the First Amendment are alive and well at UNA.

14. To the extent their online courses are not ADA compliant, faculty need help captioning their videos.

15. Faculty perceive academic dishonesty as a small problem at UNA.

16. Faculty are concerned about administrative growth.

17. Most faculty believe they are fairly compensated.

18. Faculty do not believe the current instructor/course evaluation process at UNA is a good indicator of teaching skills.

19. There is some concern that our facilities are not adequately maintained (applies to both student recruitment issues and health/safety issues).

Faculty Attitudes Survey 2019

May 2019

© 2019 Qualtrics – Confidential & Proprietary

Table of Contents

- Approach
- Respondent Profile
- Adjunct / PT Instructor Results
- Full Sample Results

© 2018 Qualtrics – Confidential & Proprietary

Approach

The online survey reached 226 faculty members at UNA. This survey was a comprehensive review of faculty members, including full-time, part-time, and adjunct professors. The goal of this study was to gather faculty feedback about the campus climate, on matters such as creating an inclusive environment, commitments to Title IX, evaluation of work environment, technology and its usage in instruction, and perceptions of the administrative staff.

Key Metrics Evaluated

- Agreement with diversity statements
- Agreement with Title IX Statements
- Agreement with work environment statements
- Agreement with technology statements
- Compliance with ADA standards
- Academic dishonesty evaluation
- Campus safety evaluation
- Recruitment, retention, and educational programming
- Administrator evaluation
- Attitudes towards salaries, support, and benefits

© 2018 Qualtrics – Confidential & Proprietary

Table of Contents

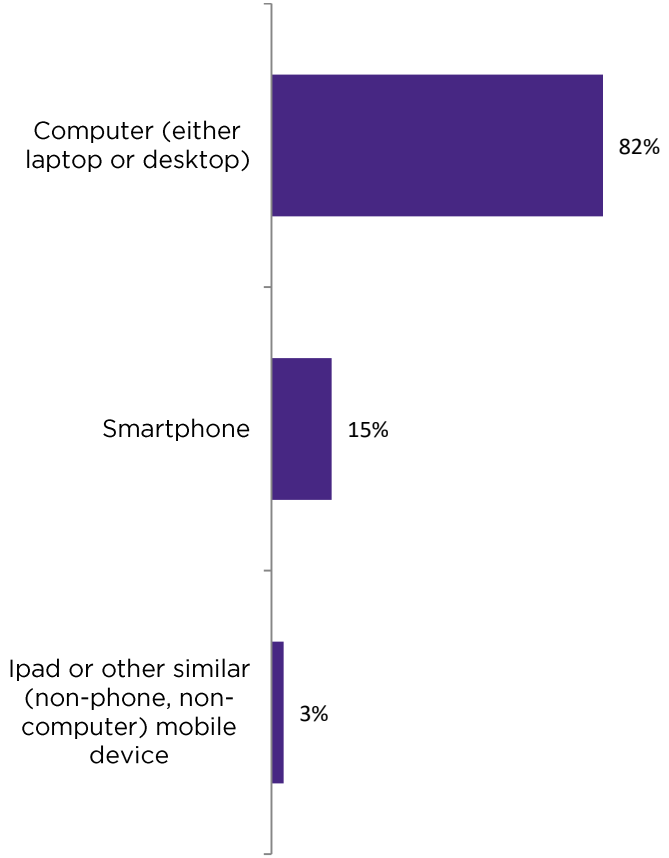
- Approach
- Respondent Profile
- Adjunct / PT Instructor Results
- Full Sample Results

© 2018 Qualtrics – Confidential & Proprietary

Respondent Profile

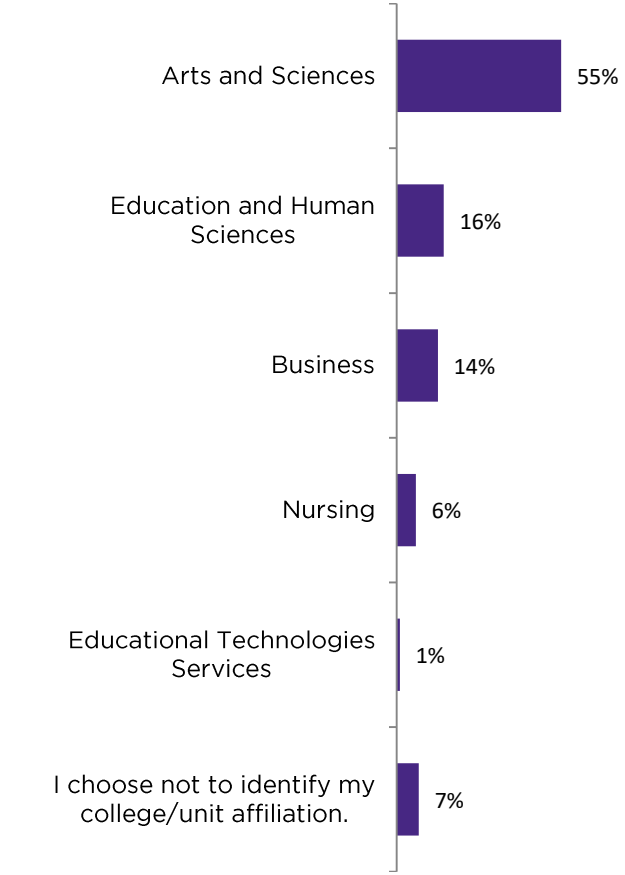
Survey Completion Method

Percent Selected
n = 201



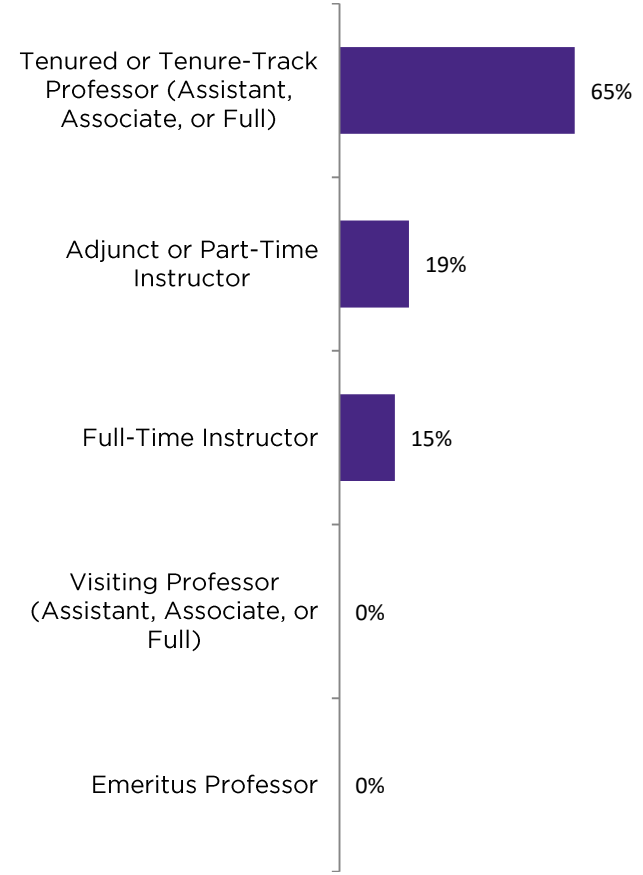
College Unit/Affiliation

Would you please identify your college/unit affiliation?
Percent Selected
n = 202



Faculty Classification

Please indicate your faculty classification.
Percent Selected
n = 202



© 2018 Qualtrics – Confidential & Proprietary

Table of Contents

- Approach
- Respondent Profile
- Adjunct / PT Instructor Results
- Full Sample Results

© 2018 Qualtrics – Confidential & Proprietary

Diversity & Title IX Statement Agreement

Diversity Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I see evidence of progress in creating an inclusive environment for students from diverse backgrounds.	72%	10%	3%	15%		39
I am comfortable leading class discussions dealing with sensitive cultural diversity issues.	62%	15%	8%	15%		39
I see evidence of progress in creating an inclusive environment for faculty/staff from diverse backgrounds.	58%	16%	3%	24%		38

Title IX Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I know how to properly report Title IX violations.	81%	6%	6%	8%		36
The environment at UNA is conducive to achieving Title IX goals.	81%	6%	0%	14%		36
I have received sufficient training to properly comply with Title IX goals.	79%	5%	8%	8%		39
I understand the Title IX expectations regarding travel with students.	67%	8%	6%	19%		36

© 2018 Qualtrics – Confidential & Proprietary

Teaching & Technology Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I have sufficient technology to teach effectively.	79%	15%	5%	0%		39
My departmental colleagues are respectful of me as a professional.	77%	15%	3%	5%		39
My departmental colleagues appreciate the work I do.	74%	13%	5%	8%		39
I have the resources I need to teach well.	72%	13%	13%	3%		39
I know how to effectively caption my instructional materials.	59%	18%	8%	15%		39
It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery.	54%	23%	3%	21%		39
I would like to be more involved in work that pertains to my academic department.	49%	36%	8%	8%		39
I have the resources I need to do the type of research that is important to my career.	38%	15%	8%	38%		39
I have sufficient technology to support my research.	38%	21%	5%	36%		39

© 2018 Qualtrics – Confidential & Proprietary

Facilities Usage & ADA Compliance Statement Agreement

Facilities Usage Statements | Agreement

Percent Selected

Statement	Yes	No		N
Since I have been working at UNA, I have attended cultural events on campus.	56%	44%		39
Since I have been working at UNA, I have attended athletic events.	44%	56%		39
Since I have been working at UNA, I have taken advantage of the Faculty/Staff Wellness Center.	8%	92%		39
Since I have been working at UNA, I have received health care from Bennett Infirmary.	8%	92%		39

ADA Compliance Statements | Agreement

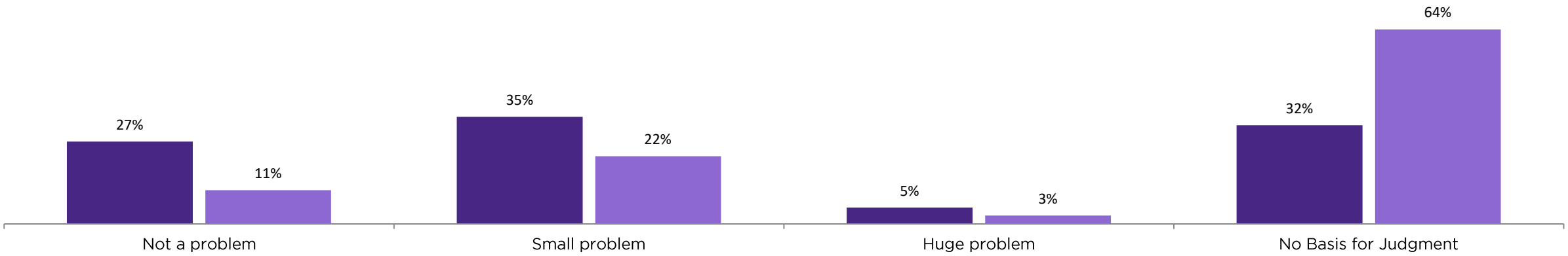
Percent Selected

Statement	Yes	No	Unsure	I do not teach this type of class		N
My live lecture courses are compliant with standards related to the Americans with Disabilities Act (ADA).	41%	3%	15%	41%		39
My online courses are compliant with standards related to the Americans with Disabilities Act (ADA).	21%	0%	8%	72%		39

© 2018 Qualtrics – Confidential & Proprietary

Academic Dishonesty Problem Level

How significant of a problem is academic dishonesty in my live lecture/online classes?
Percent Selected
N = 37, 36



Live Lecture Classes
Online Classes

© 2018 Qualtrics – Confidential & Proprietary

Physical Working Conditions & Campus Safety Statement Agreement

Physical Working Conditions | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
It is my perception that the classroom temperatures are conducive to learning.	44%	21%	21%	15%		39
My work environment may adversely affect my health.	21%	13%	55%	11%		38

Campus Safety Statements | Agreement

Percent Selected

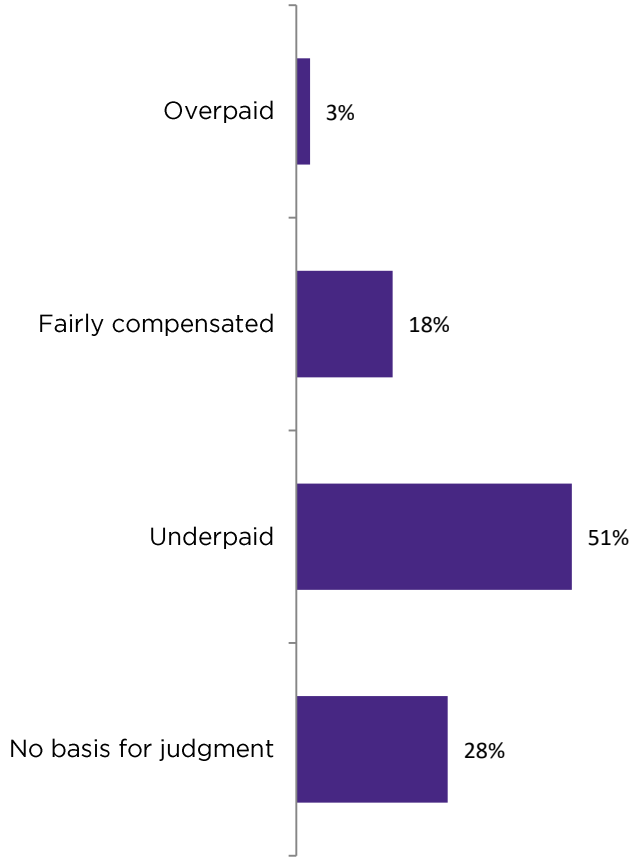
Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I work in a safe and secure environment.	82%	13%	0%	5%		39
The campus is safe and secure for students.	72%	15%	3%	10%		39
There is adequate lighting on campus.	72%	13%	10%	5%		39
Personal belongings in my office are secure from theft.	51%	18%	3%	28%		39
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	47%	16%	13%	24%		38
The emergency call boxes are adequately distributed across campus.	42%	13%	13%	32%		38
I feel safe when I park in the parking deck.	28%	10%	13%	49%		39

© 2018 Qualtrics – Confidential & Proprietary

Adjunct Compensation Satisfaction and Compensation Improvement Suggestions

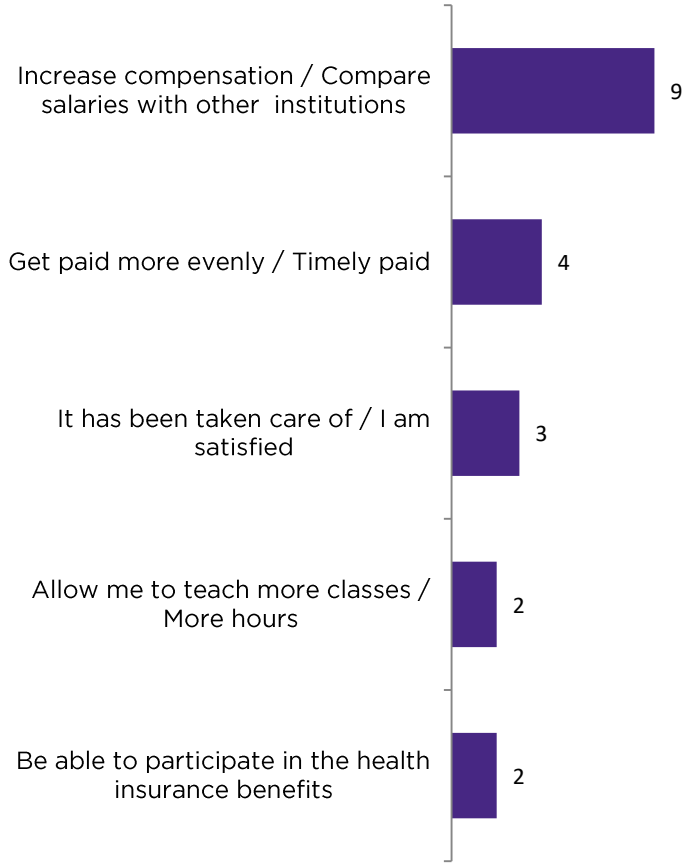
Compensation Satisfaction

Compared to adjunct faculty members at institutions similar to UNA, I am:
Percent Selected
N= 39



Compensation Improvement Suggestions

What suggestion would you like to offer UNA to improve your adjunct compensation?
Top 5 Coded Responses
N = 28



© 2018 Qualtrics – Confidential & Proprietary

Recruitment/Evaluation Statements & Issues/Concerns Impacting Performance

Recruitment/Evaluation Statements | Agreement

Percent Selected

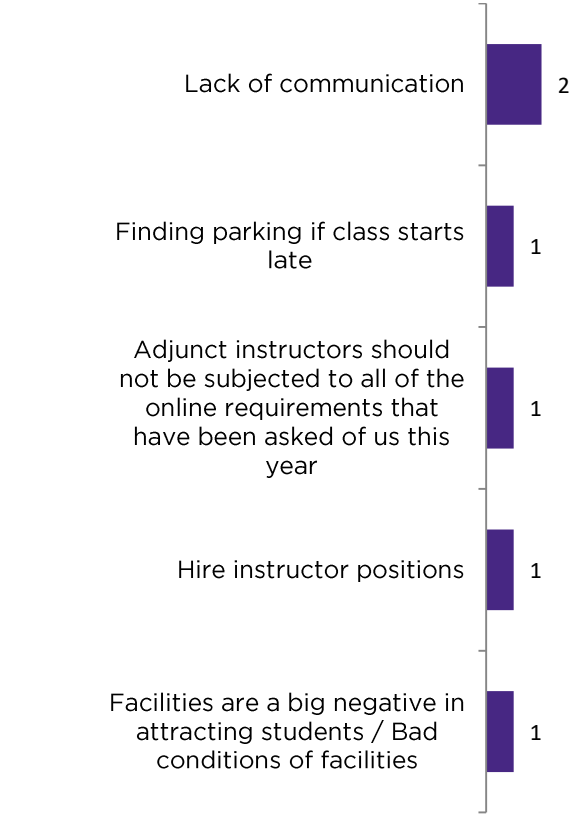
Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	59%	28%	0%	13%		39
The University has made progress in providing services that will successfully retain students.	50%	11%	11%	29%		38
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	32%	41%	8%	19%		37
It is my perception that grade inflation is a problem at UNA.	24%	24%	26%	26%		38

Issues/Concerns Impacting Job Performance

Please describe any additional issues and concerns pertaining to your department or cost center that have an immediate impact on you or your ability to perform your job. If you do not wish to make any comments, please go to the next page to complete the survey and submit your responses.

Coded Responses

N = 8



© 2018 Qualtrics – Confidential & Proprietary

Table of Contents

- Approach
- Respondent Profile
- Adjunct / PT Instructor Results
- Full Sample Results

© 2018 Qualtrics – Confidential & Proprietary

President Kenneth Kitts & VP Ross Alexander Evaluations

President Kenneth Kitts Evaluation

Concerning President Kenneth Kitts, I am satisfied with his:
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Communication with the faculty.	78%	11%	10%	1%		163
Support of academic programs.	76%	13%	9%	2%		159
Overall job performance.	75%	18%	6%	1%		162
Clear statements of University policies.	70%	17%	9%	4%		162
Support for shared governance.	57%	16%	12%	14%		161
Allocation of available funds giving proper priority to academic programs.	53%	18%	16%	13%		162
Representation of faculty members' views to the Board of Trustees.	46%	14%	12%	28%		162

Vice President for AA & Provost Ross Alexander Evaluation

Concerning Vice President for Academic Affairs and Provost Ross Alexander, I am satisfied with his:
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Budget proposal's support for academic programs.	48%	23%	17%	13%		163
Communication with the faculty.	46%	18%	33%	3%		163
Responsiveness in addressing academic issues.	45%	19%	26%	9%		163
Overall job performance.	45%	26%	25%	4%		163
Clear statements of University policies.	43%	24%	25%	9%		163
Accessibility to the faculty.	42%	19%	26%	12%		163

© 2018 Qualtrics – Confidential & Proprietary

Academic Dean Evaluation

Concerning my College's Academic Dean, she/he...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Treats me with respect and dignity.	82%	11%	5%	2%		161
Promotes a team work type atmosphere.	73%	9%	13%	5%		160
Is a good listener.	68%	11%	11%	10%		161
Supports me in making professional decisions that are important to me.	68%	15%	6%	11%		161
Can be trusted (does what she/he says they will do).	66%	10%	18%	6%		160
Is more proactive than reactive (makes things happen rather than reacting to what happens).	65%	14%	13%	8%		160
Addresses any concerns I have promptly and fairly.	65%	13%	8%	14%		161
Shows no favoritism towards employees.	54%	14%	18%	14%		161
Is the type of leader I would pattern myself after.	54%	21%	19%	6%		161

Associate Dean Evaluation

Concerning my College's Associate Dean, she/he...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Treats me with respect and dignity.	72%	7%	4%	18%		160
Maintains an "open door" policy.	61%	7%	2%	29%		161
Promotes a team work type atmosphere.	60%	8%	7%	25%		161
Is a good listener.	58%	9%	4%	29%		161
Can be trusted (does what she/he says they will do).	55%	13%	4%	29%		161
Addresses any concerns I have promptly and fairly.	52%	11%	5%	32%		161
Shows no favoritism towards employees.	52%	11%	5%	32%		161
Supports me in making professional decisions that are important to me.	52%	14%	4%	30%		161
Is more proactive than reactive (makes things happen rather than reacting to what happens).	49%	16%	6%	30%		161
Is the type of leader I would pattern myself after.	44%	20%	10%	26%		161
Regularly asks for my ideas and opinions.	42%	16%	14%	28%		161

© 2018 Qualtrics – Confidential & Proprietary

Department Chair Evaluation

Concerning my Department Chair, she/he...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Maintains an "open door" policy.	93%	3%	1%	3%		162
Treats me with respect and dignity.	86%	6%	4%	3%		162
Supports me in making professional decisions that are important to me.	83%	7%	5%	4%		162
Makes honesty and integrity a top priority.	83%	7%	6%	5%		162
Is always trying to improve.	83%	8%	4%	5%		162
Is consistent and fair in dealing with me.	83%	6%	7%	4%		162
Is a good listener.	82%	9%	5%	4%		162
Can be trusted (does what she/he says they will do).	81%	9%	6%	4%		162
Addresses any concerns I have promptly and fairly.	80%	9%	6%	4%		162

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Regularly asks for my ideas and opinions.	80%	10%	6%	4%		162
Promotes a team work type atmosphere.	79%	9%	9%	3%		162
Voluntarily accepts ownership of a concern and follows through until it is resolved.	77%	9%	9%	6%		162
Leads by example.	77%	13%	7%	4%		162
Is more proactive than reactive (makes things happen rather than reacting to what happens).	74%	12%	10%	4%		162
Shows no favoritism towards employees.	71%	12%	10%	6%		162
Tracks my performance and shows me ways to improve.	69%	18%	8%	6%		162
Is the type of leader I would pattern myself after.	62%	23%	10%	5%		162

© 2018 Qualtrics – Confidential & Proprietary

Satisfaction with Job Performances

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

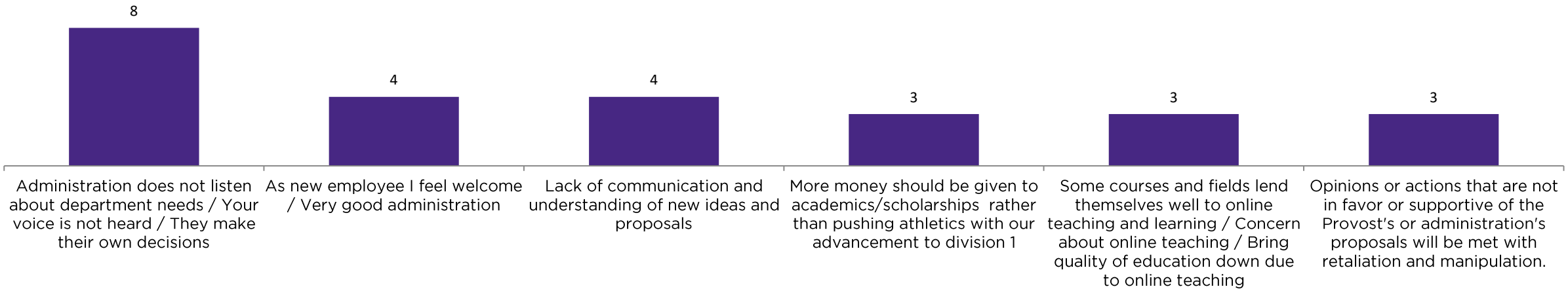
Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Chief of Campus Police - Mr. Kevin Gillilan	55%	11%	3%	31%		163
Vice President for Business and Financial Affairs - Mr. Evan Thornton	45%	13%	4%	37%		163
Chief Enrollment Officer and Assistant to the President for Diversity - Mr. Ron Patterson	41%	15%	16%	28%		163
Director of Athletics - Mr. Mark Linder	34%	17%	7%	42%		163
Interim Vice President for Student Affairs - Dr. Kimberly Greenway	29%	12%	2%	57%		163
Vice President for University Advancement - Dr. Deborah Shaw	26%	13%	12%	50%		163
Senior Vice Provost for International Affairs - Dr. Chunsheng Zhang	25%	18%	8%	49%		163

© 2018 Qualtrics – Confidential & Proprietary

Comments Pertaining to UNA Administration

UNA Administration Comments

Please inform us of any additional thoughts or issues pertaining to UNA's administration you would like to express.
Top 6 Coded Responses
N = 38



© 2018 Qualtrics – Confidential & Proprietary

Diversity & Title IX Statement Agreement

Diversity Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I see evidence of progress in creating an inclusive environment for students from diverse backgrounds.	79%	16%	4%	1%		162
I see evidence of progress in creating an inclusive environment for faculty/staff from diverse backgrounds.	77%	14%	9%	1%		162
I am comfortable leading class discussions dealing with sensitive cultural diversity issues.	65%	17%	9%	9%		162
I have received appropriate training in becoming a liaison for culturally diverse students.	53%	23%	15%	9%		162
I support the university's decision to implement a new "one book" policy that requires all incoming freshmen to read a book focused on diversity.	51%	20%	25%	4%		162

Title IX Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I know how to properly report Title IX violations.	87%	10%	2%	1%		162
I have received sufficient training to properly comply with Title IX goals.	85%	7%	7%	1%		162
I understand the Title IX expectations regarding travel with students.	80%	9%	6%	6%		162
The environment at UNA is conducive to achieving Title IX goals.	78%	12%	7%	3%		162

© 2018 Qualtrics – Confidential & Proprietary

Hiring & Technology Statement Agreement

Hiring Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
It is my perception that hiring of new faculty is done fairly and equitably.	63%	14%	17%	6%		163
It is my perception that hiring of new staff is done fairly and equitably.	47%	15%	13%	25%		163
It is my perception that the allocation of resources to hire new faculty are fair and equitable.	45%	17%	26%	12%		163
It is my perception that the allocation of resources to hire new staff are fair and equitable.	40%	13%	18%	28%		163
It is my perception that hiring of new administrators is done fairly and equitably.	38%	18%	18%	26%		163
It is my perception that the allocation of resources to hire new administrators are fair and equitable.	37%	17%	19%	28%		162

Technology Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I have sufficient technology to teach effectively.	73%	11%	16%	0%		163
I have sufficient technology to support my research.	71%	15%	12%	2%		163
Information Technology Services' policies and procedures have responded postively to the changing needs of UNA faculty.	64%	20%	10%	6%		163
Training/Workshops focused on instructional design have been helpful to me.	61%	21%	10%	9%		163
It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery.	54%	15%	17%	14%		162
I know how to effectively caption my instructional materials.	44%	21%	23%	12%		162
The criteria by which technology resources are allocated are clear to me.	43%	24%	28%	6%		162

© 2018 Qualtrics – Confidential & Proprietary

Policy Statements | Agreement

Percent Selected

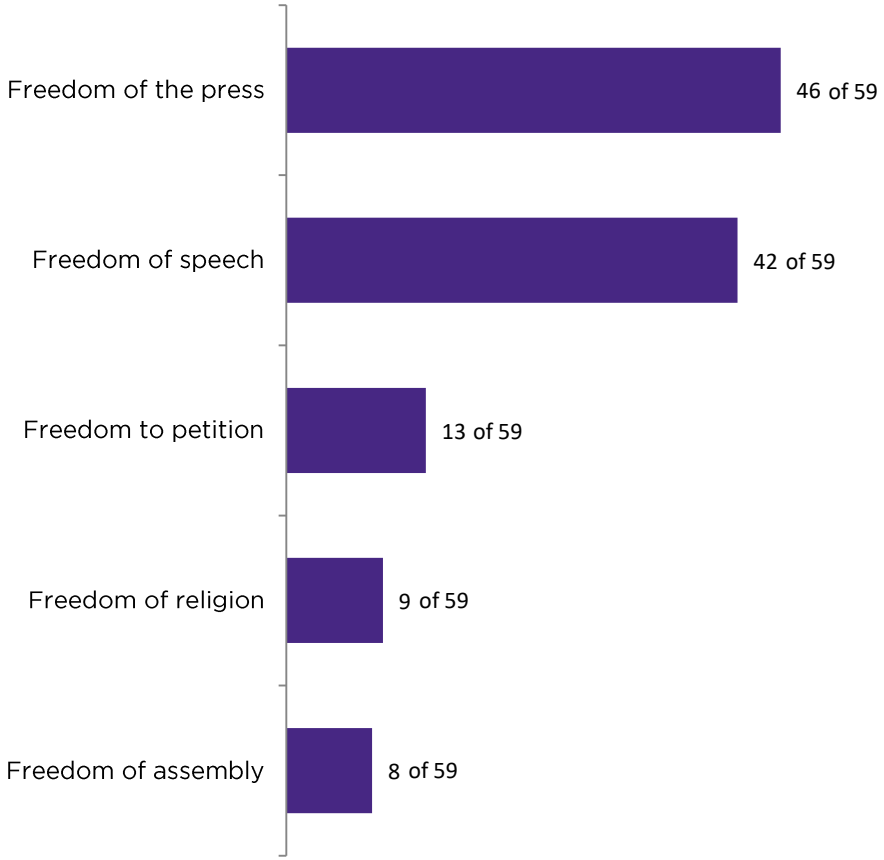
Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I support the recently approved pay increase for adjuncts.	98%	1%	1%	1%		162
Adjunct and overload pay must be tied to any general cost of living salary increases.	78%	12%	4%	6%		162
The recently approved policy creating Lecturer and Senior Lecturer positions advances these instructors' interests.	64%	10%	15%	10%		162
UNA's administration must make public an annual examination of adjunct salaries.	63%	19%	6%	12%		162
The recently approved "merit pay" policy for professors will encourage greater productivity from UNA's senior faculty.	55%	18%	10%	17%		162
The recently approved policy creating Lecturer and Senior Lecturer positions will likely promote the quality of instruction expected of such instructors.	52%	18%	18%	12%		162
All of the freedoms enshrined in the First Amendment are alive and well at UNA.	48%	24%	21%	7%		161
The suggested process to direct outside press inquiries to Bryan Rachal (UNA Director of Communications and Marketing) is appropriate.	41%	16%	27%	16%		162
The recently approved "merit pay“ policy for professors adequately addresses salary inequity/compression issues on this campus.	32%	23%	27%	18%		162

© 2018 Qualtrics – Confidential & Proprietary

First Amendment Freedoms Under Duress & Reasons Why

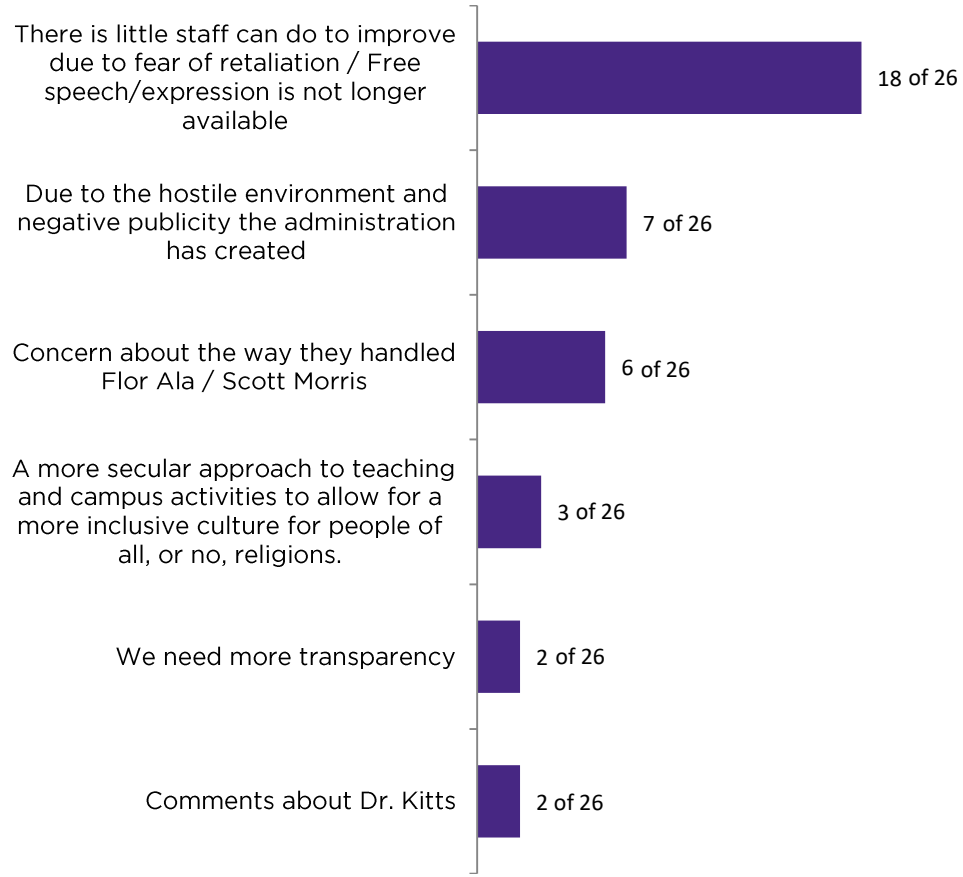
First Amendment Freedoms Under Duress

Which freedoms enshrined in the First Amendment are under duress at UNA? Check all that apply.
Percent Selected
N = 59



Why Freedoms Are Under Duress

Please elaborate on why you feel this way and what remedies Faculty Senate should potentially pursue to correct it.
Top 6 Coded Responses
N = 26

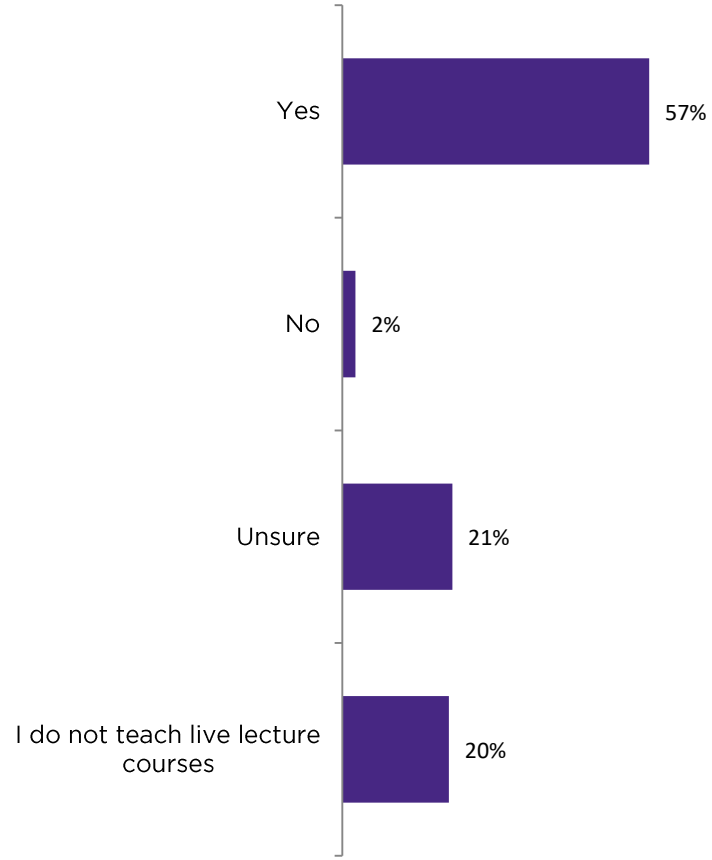


© 2018 Qualtrics – Confidential & Proprietary

Live Lecture Course ADA Compliance & Methods to Increase Compliance

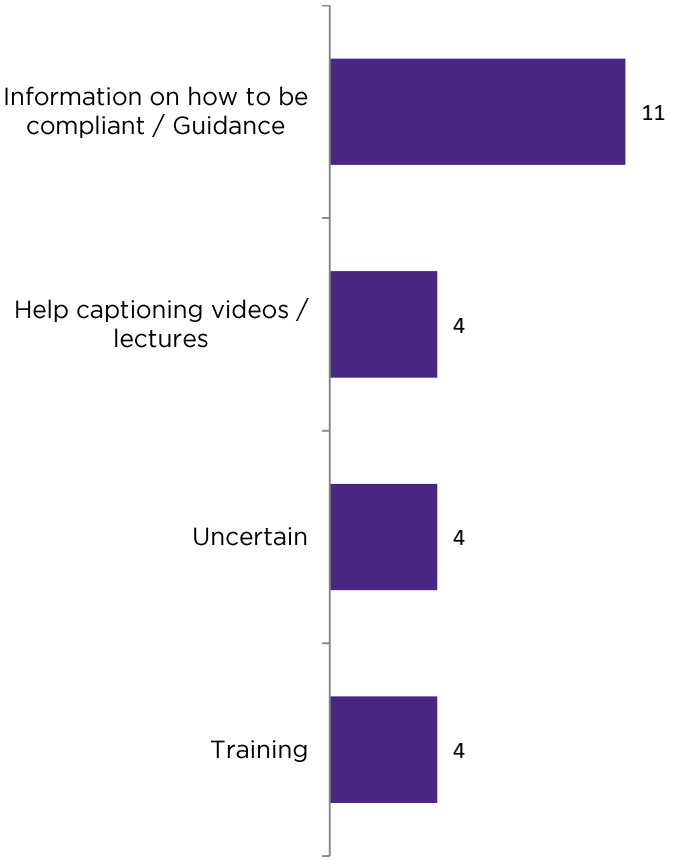
Live Lecture Course ADA Compliance

My live lecture courses are compliant with standards related to the Americans with Disabilities Act (ADA).
Percent Selected
N = 161



How to Make Live Lecture Courses ADA Compliant

What would your most immediate need be in order to begin making your live lecture courses compliant with ADA standards?
Top 4 Coded Responses
N = 33

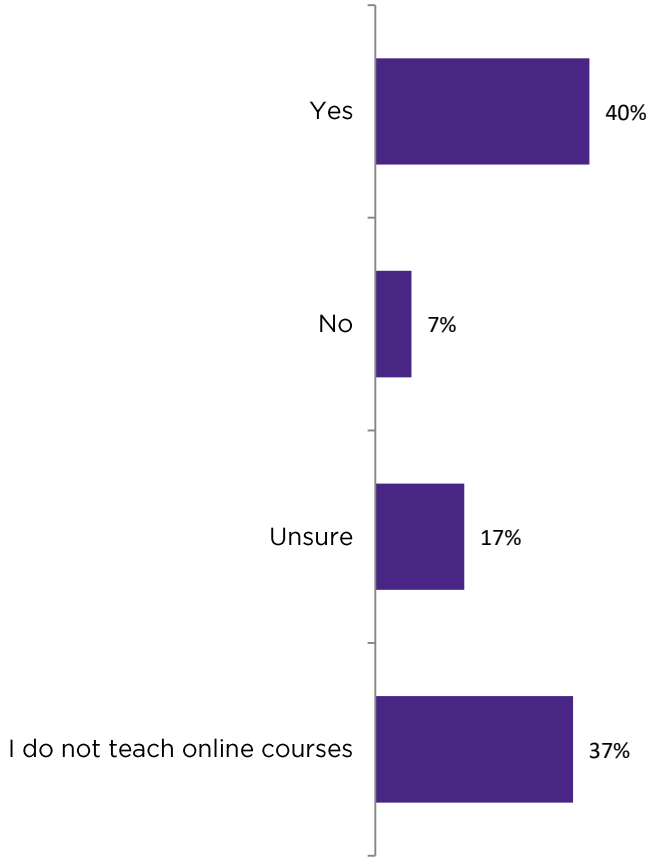


© 2018 Qualtrics – Confidential & Proprietary

Online Course ADA Compliance & Methods to Increase Compliance

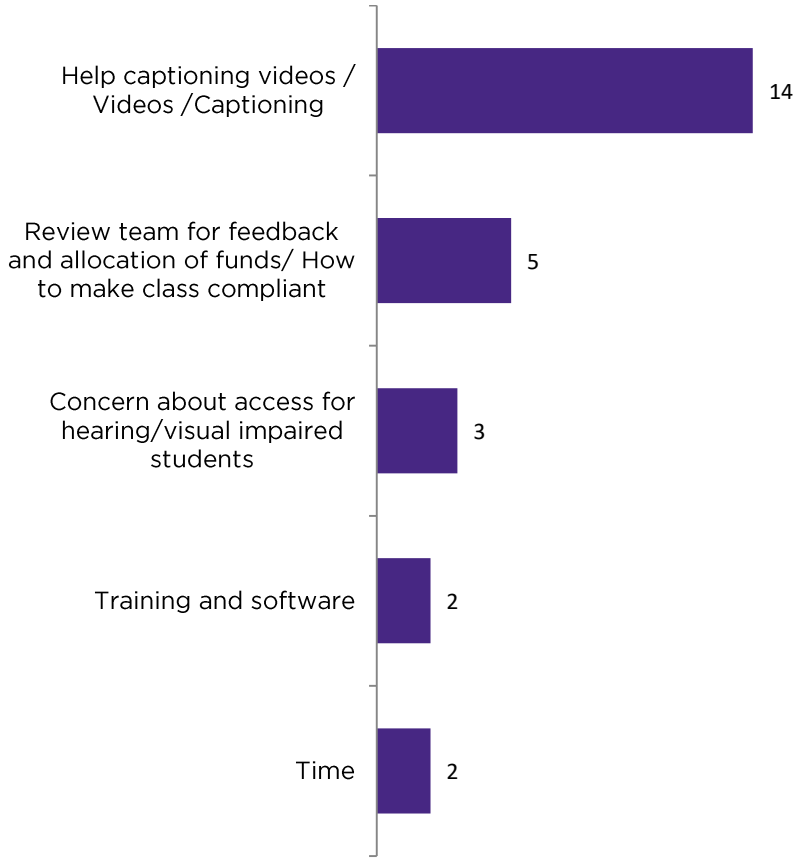
Online Course ADA Compliance

My online courses are compliant with standards related to the Americans with Disabilities Act (ADA).
Percent Selected
N = 163



How to Make Online Courses ADA Compliant

What would your most immediate need be in order to begin making your online courses compliant with ADA standards?
Top 5 Coded Responses
N = 37

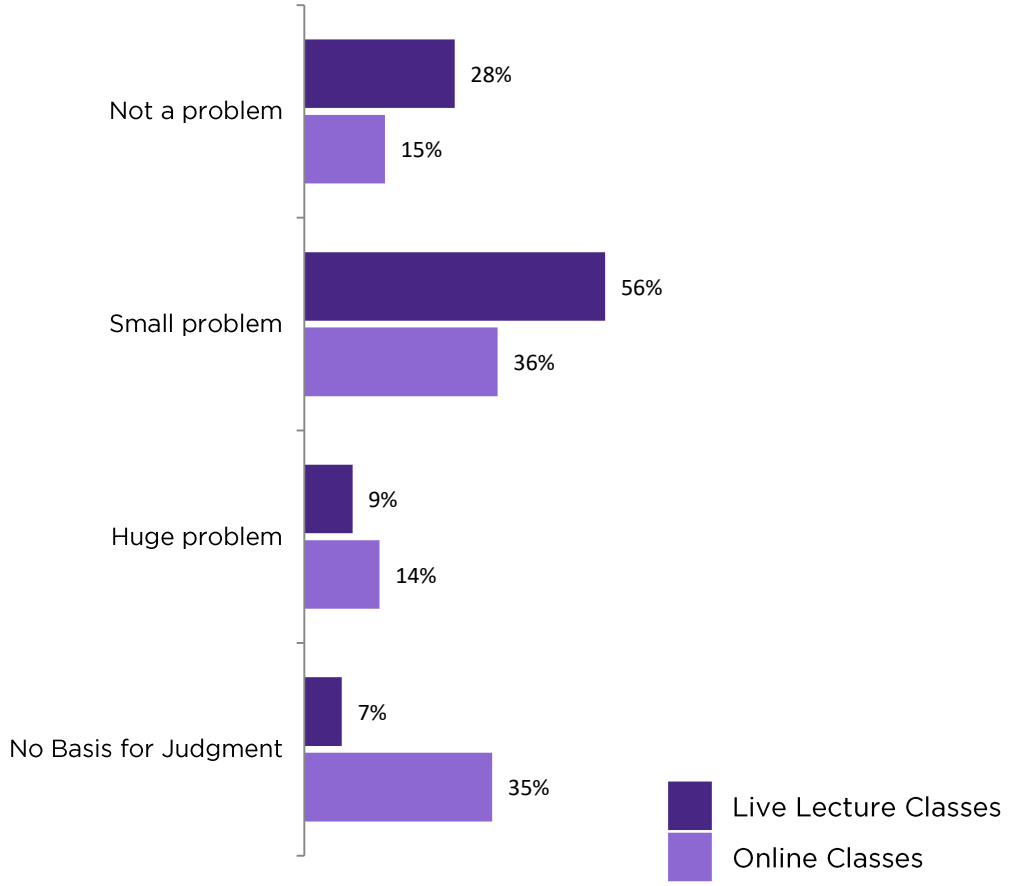


© 2018 Qualtrics – Confidential & Proprietary

Academic Dishonesty Problem Level & Handling Methods

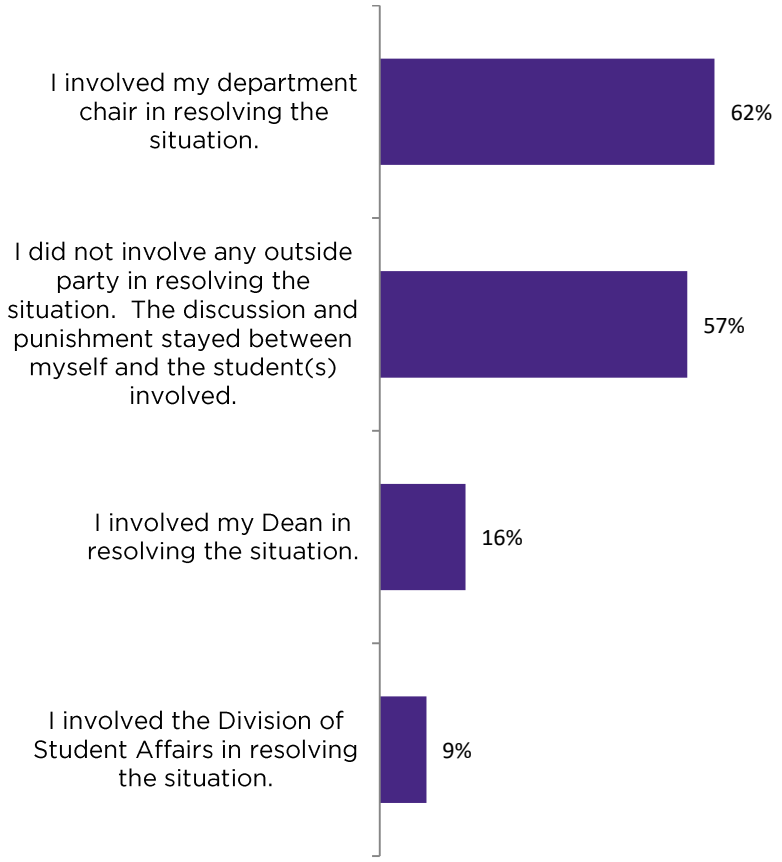
Academic Dishonesty Problem Level

How significant of a problem is academic dishonesty in my live lecture/online classes?
Percent Selected
N = 163, 162



How Academic Dishonesty Has Been Handled

How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty.
Percent Selected
N = 138

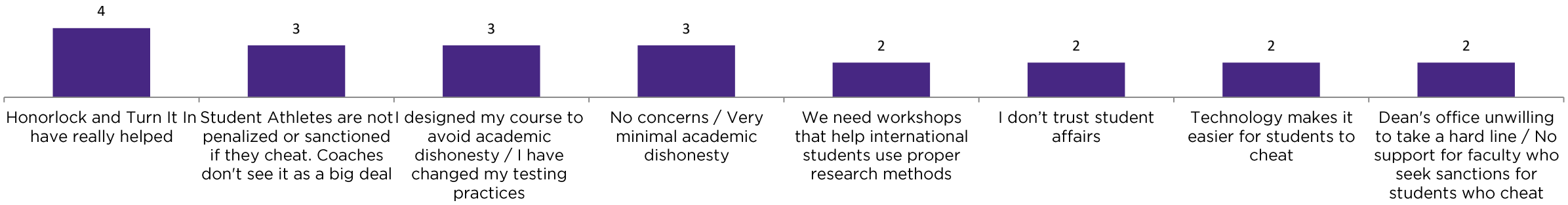


© 2018 Qualtrics – Confidential & Proprietary

Comments Around Academic Dishonesty & UNA Response

Comments on Academic Dishonesty and UNA Response

Please include any additional comments or concerns you have regarding academic dishonesty among students and/or UNA's response to academic dishonesty among students.
Top 8 Coded Responses
N = 29



© 2018 Qualtrics – Confidential & Proprietary

UNA Health Services Statement Agreement

UNA Health Services | Agreement

Percent Selected

Statement	Yes	No	No Basis for Judgment		N
I am aware of the Healthy UNA Wellness Program offered to employees.	63%	28%	9%		161
Overall, I am satisfied with the quality of services provided by Health Services.	62%	5%	33%		162

© 2018 Qualtrics – Confidential & Proprietary

Winter/Summer School Statement Agreement

Winter/Summer School Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I am interested in teaching a course during a future summer session.	89%	3%	6%	3%		160
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.	83%	7%	4%	6%		160
I taught a course during this past summer session.	65%	0%	25%	10%		161
The addition of winter session courses could reduce summer course enrollments significantly enough to put some summer courses in danger of cancellation.	42%	19%	18%	21%		160
I view winter teaching as a way to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	35%	13%	35%	18%		159
I am interested in teaching a course during a future winter session.	31%	9%	51%	9%		160
The newly created "banded tuition" policy could reduce summer course enrollments significantly enough to put some summer courses in danger of cancellation.	31%	26%	16%	28%		160
I taught a course during this past winter session.	14%	1%	74%	11%		160

© 2018 Qualtrics – Confidential & Proprietary

Administrative Growth Statement Agreement

Administrative Growth | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Expansion at the administrative ranks is coming at the expense of hiring new faculty.	52%	13%	10%	25%		162
Administrative expansion is a problem at UNA.	50%	19%	10%	22%		162
Administrators make more work for faculty.	49%	23%	10%	18%		162

© 2018 Qualtrics – Confidential & Proprietary

Campus Safety Statement Agreement

Campus Safety Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
It is my perception that I work in a safe and secure environment.	84%	9%	7%	0%		162
It is my perception that the campus is safe and secure for students.	82%	10%	6%	1%		162
I am confident that personal belongings in my office are secure from theft.	65%	22%	10%	3%		162
There is adequate lighting on campus.	64%	15%	19%	2%		162
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	52%	22%	21%	6%		162
The emergency call boxes are adequately distributed across campus.	46%	20%	19%	15%		162
I feel safe when I park in the parking deck.	30%	7%	12%	51%		162

© 2018 Qualtrics – Confidential & Proprietary

Research Statement Agreement & Compensation Satisfaction

Research | Agreement

Percent Selected

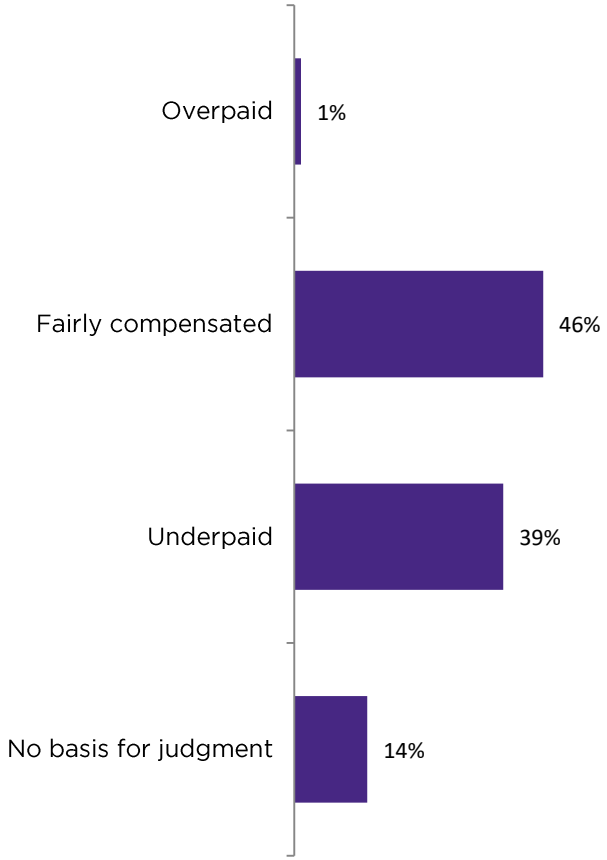
Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I have an active research agenda.	74%	18%	6%	2%		161
Faculty who fail to conduct any research often still advance at UNA.	40%	18%	13%	29%		160
I have access to sufficient travel funds to present my research.	38%	18%	37%	7%		161
I have access to sufficient funds to conduct my research.	37%	25%	27%	11%		161

Compensation Satisfaction

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

Percent Selected

N= 162



© 2018 Qualtrics – Confidential & Proprietary

Recruitment/Evaluation & Faculty Senate Statement Agreement

Recruitment/Evaluation Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	61%	27%	9%	4%		162
Faculty members are given sufficient authority for the improvement of the educational programs at UNA.	60%	19%	17%	4%		162
The University has made progress in providing services that will successfully retain students.	49%	22%	14%	15%		162
It is my perception that grade inflation is an issue at UNA.	40%	33%	13%	14%		162
The Quality Enhancement Plan (QEP) has benefitted my students by increasing their abilities in undergraduate research and associated skills.	31%	27%	19%	23%		161
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	12%	32%	53%	2%		162

Faculty Senate Statements | Agreement

Concerning the Faculty Senate at UNA...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Plays an appropriate role in the University's decision-making process.	64%	18%	9%	9%		161
Effectively represents faculty interests.	57%	24%	10%	9%		161
Provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	57%	18%	13%	12%		161

© 2018 Qualtrics – Confidential & Proprietary

Shared Governance & Policy Development Statement Agreement

Shared Governance Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I know who my shared governance committee representatives are.	58%	13%	21%	8%		160
The process involved in filling shared governance committees is fair and equitable.	50%	19%	10%	21%		160
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	49%	22%	6%	23%		160
The shared governance system effectively represents faculty interests.	42%	34%	9%	15%		158
The shared governance committees keep me informed about how campus problems or issues have been addressed.	42%	20%	26%	13%		159
The method by which changes are made through shared governance is clear and appropriate.	41%	24%	17%	18%		160

Policy Development Statements | Agreement

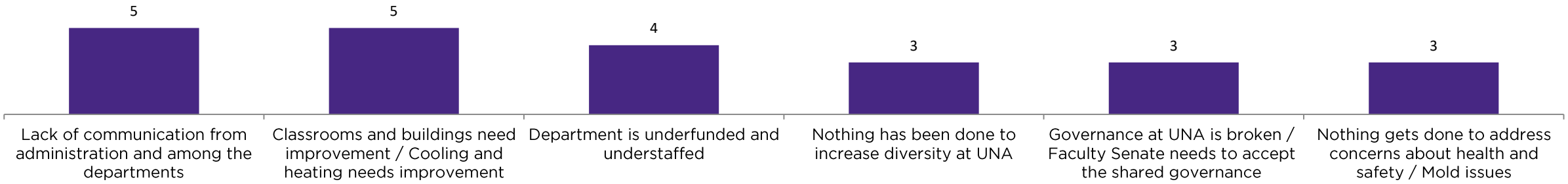
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Policy development is effectively addressed through the current two-tiered system of governance.	41%	25%	14%	20%		160
Policy development is efficiently addressed through the current two-tiered system of governance.	28%	26%	24%	22%		159

© 2018 Qualtrics – Confidential & Proprietary

Issues/Concerns Impacting Job Performance

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.
Top 6 Coded Responses
N = 44



© 2018 Qualtrics – Confidential & Proprietary