

2020 Faculty Attitude Survey Report

Committee Members:

Jason Imbrogno (Chair)

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Submitted to the President of the Faculty Senate of the University of North
Alabama on August 17, 2020

The 2020 Faculty Attitude Survey at the University of North Alabama (UNA) was available from May 5 through May 14, 2020. Unfortunately, due to the COVID-19 complications during the Spring 2020 semester, the survey came out *after* classes ended (about a month later than usual). The survey was again administered online using the Qualtrics platform. As part of their contractual agreement with UNA, Qualtrics also provides descriptions of 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, 201 faculty members completed the survey (approximately 50% response rate), just one fewer than the previous year despite the less than ideal timing. Different (though similar) surveys were administered depending on whether the respondent was an adjunct/part-time instructor or not.

Based on the recommendations of the prior year, part of our task as the Faculty Attitude Survey Committee was to adapt and change the survey so as to help Faculty Senate prioritize its business for the upcoming school year. While the committee kept that in mind throughout our preparation of the 2020 survey, it proved more difficult to put into practice than expected. The committee is hopeful that future iterations of the survey can be more useful in helping to develop a working agenda for Faculty Senate. That being said, some potential agenda items for Faculty Senate stemming from this survey could be: **getting faculty help with closed captioning on videos, revamping the course and instructor evaluation process, informing the faculty of who the shared governance committee is and what it does, and addressing academic dishonesty across campus.**

The 2020 Faculty Attitude Survey Committee included Jason Imbrogno (chair), Lori Alford, Prema Monteiro, Craig Robertson, and Laura Williams. The committee met briefly in Fall 2019 and then many times throughout the Spring 2020 semester to prepare the survey, using the previous year's version as an initial guide. The committee chose to incorporate mostly minor changes to the previous version of the survey for various reasons, most importantly that significant changes were already made the previous year (see the 2019 Faculty Attitude Survey Report for an explanation of those changes). In keeping with our task of helping Faculty Senate develop its agenda for the upcoming year, we focused more heavily on the issues of Americans with Disabilities Act (ADA) compliance and cheating in the classroom. We believed that the survey results *could* potentially help guide Faculty Senate in addressing those issues with the UNA administration. We also specifically dropped questions asking faculty about the quality and maintenance of their offices, classrooms, and buildings, since we figured those issues were well beyond the scope of Faculty Senate to address anyway. We also dropped questions related to UNA's approach to Title IX since the survey respondents in 2019 expressed high levels of satisfaction with it and the 2020 survey committee did not see any significant changes in training or other Title IX-related issues.

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. 201 faculty members completed the survey (110 tenured or tenure track professors, 68 adjunct or part-time instructors, 21 full-time instructors, and 2 visiting professors). The total number of

survey participants is basically unchanged from the 2019 survey, though the composition has shifted a bit. About 20 fewer tenure/tenure-track professors completed the survey in 2020 as compared to 2019, and about 10 fewer full-time instructors did the same, with the difference being made up with an increase of about 30 adjunct or part-time instructors participating this year over last year.

2. Over half the responses came from Arts and Science faculty, as in 2019.

Adjunct/part-time instructors:

3. Adjunct/part-time instructors overwhelmingly support the goal of creating an inclusive environment for students from diverse backgrounds.
4. Adjunct/part-time instructors are comfortable leading class discussions dealing with sensitive cultural diversity issues.
5. Adjunct/part-time instructors have the resources needed to teach.
6. However, a bare majority of adjunct/part-time instructors know how to effectively caption their instructional materials.
7. Half of adjunct/part-time instructors attend campus athletic or cultural events, but way fewer use the health and wellness resources on campus.
8. One-third of the adjunct/part-time instructors who teach online courses are either not in compliance with ADA standards or are unsure of their compliance. Closed captioning is their most common, most immediate need in that regard.
9. Adjunct/part-time instructors do not view academic dishonesty as a problem in their classes.
10. Adjunct/part-time instructors are about evenly split regarding whether they are fairly compensated or underpaid (or have no basis for judgment). This is a significant improvement over 2019, when over half the respondents said they were underpaid. (A pay increase was implemented in Fall 2019.)
11. Adjunct/part-time instructors are about evenly split regarding whether the instructor and course evaluation process at UNA is a good indicator of teaching skills.

The rest of the faculty respondents (full-time instructors, tenured/tenure-track professors, and visiting professors) were grouped together in the survey and will be called “faculty” below.

12. As in 2019, faculty have more positive than negative sentiment toward both President Kitts and Provost Alexander.
13. As in 2019, faculty are positive toward the performance of other high-level administrators (deans, department chairs, chief of campus police, athletics director, etc.).
14. Like adjunct/part-time instructors, faculty overwhelmingly support the goal of creating an inclusive environment for students from diverse backgrounds.
15. Faculty heavily support the recently approved pay increase for adjuncts, and wish adjunct pay was tied to cost-of-living-adjustment (COLA) pay raises in the future.
16. The change in graduation attendance expectations for faculty (previously faculty were required to attend one ceremony per year, now they are “encouraged” to attend them all) is supported by the faculty.

17. A bare majority of faculty believe that all of the freedoms enshrined in the First Amendment are alive and well at UNA, though this is a small increase over 2019. (The percentage disagreeing with those freedoms being alive and well at UNA also increased slightly from 2019, while the percentage of survey respondents replying “neutral” to the question declined.)
18. Freedom of speech and freedom of the press were most often cited as being under duress at UNA.
19. Like adjunct/part-time instructors, one-third of faculty report that their online courses are not ADA compliant (or are unsure of their compliance). Again, as with adjuncts/part-time instructors, faculty cite video captioning training as their most important need in this regard.
20. In both live lecture and online courses, over 60% of faculty view academic dishonesty as a problem (small or huge) at UNA. (Only 30% view academic dishonesty as “not a problem” in live lecture courses and only 20% say the same about online courses.)
21. Regarding academic dishonesty, faculty recommend Honorlock or other lockdown browsers as a requirement for online courses, suggest that students need more training on research and citations, and say that the burden of proof for cheating should not be on the staff.
22. A much greater percentage of faculty survey respondents teach a summer course than a winter course.
23. Pluralities of faculty believe that administrators make more work for faculty, administrative expansion is a problem at UNA, and that administrative expansion comes at the expense of hiring new faculty. However, the percentage of faculty agreeing with each of those statements fell significantly from 2019.
24. Faculty do not believe the instructor and course evaluation process at UNA is a good indicator of teaching skills.
25. Faculty are not as knowledgeable about the shared governance committee at UNA as they are about Faculty Senate.



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Faculty Attitudes Survey 2020

June 2020

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

The online survey reached 201 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, 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 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



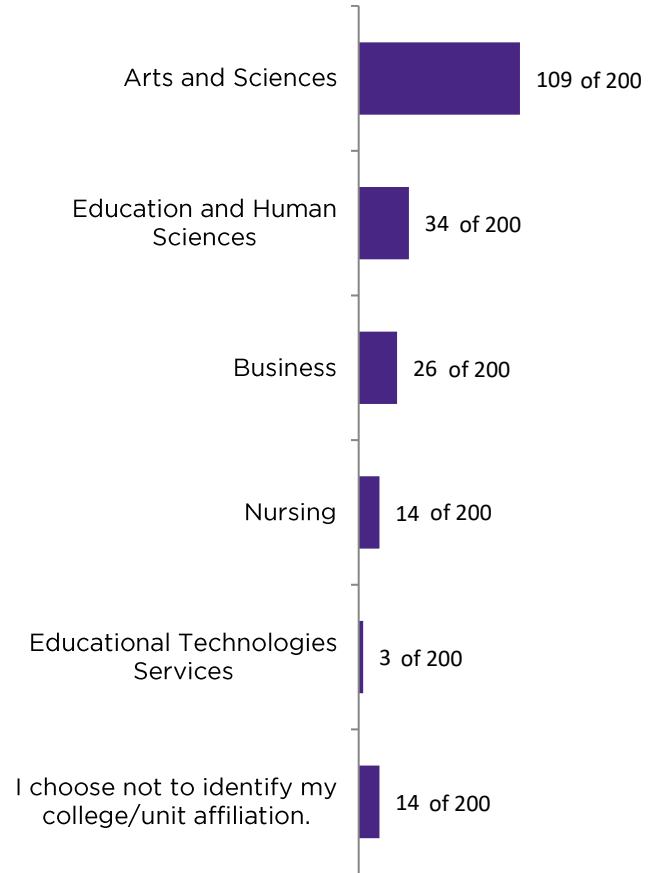
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- Full Sample Results

Respondent Profile

College Unit/Affiliation N=99.5%

Would you please identify your college/unit affiliation?
Choice Count



Faculty Classification N=100.0%

Please indicate your faculty classification.
Choice Count

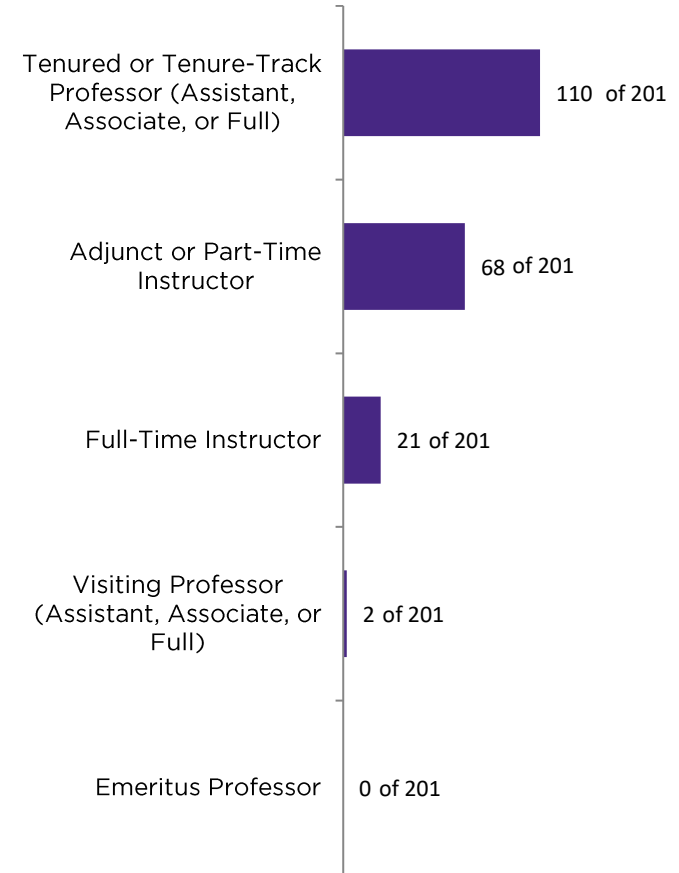


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Diversity Statement Agreement

Diversity Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I support the goal of creating an inclusive environment for students from diverse backgrounds.	97%	1%	0%	1%	33.8%
I support the goal of creating an inclusive environment for faculty/staff from diverse backgrounds.	93%	6%	0%	1%	33.8%
I am comfortable leading class discussions dealing with sensitive cultural diversity issues.	71%	15%	4%	10%	33.8%



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Teaching & Technology Statement Agreement

Teaching & Technology Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I have sufficient technology to teach effectively.	79%	13%	7%	0%	33.8%
My departmental colleagues appreciate the work I do.	75%	9%	6%	10%	33.8%
My departmental colleagues are respectful of me as a professional.	75%	7%	9%	9%	33.8%
I have the resources I need to teach well.	74%	13%	12%	1%	33.8%
It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery.	62%	13%	12%	13%	33.8%
I would like to be more involved in work that pertains to my academic department.	62%	31%	0%	7%	33.8%
I know how to effectively caption my instructional materials.	56%	15%	19%	10%	33.8%
I have sufficient technology to support my research.	51%	12%	7%	29%	33.8%
I have the resources I need to do the type of research that is important to my career.	32%	19%	6%	43%	33.8%



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.	57%	43%		33.8%
Since I have been working at UNA, I have attended athletic events.	49%	51%		33.8%
Since I have been working at UNA, I have received health care from Bennett Infirmary.	22%	78%		33.8%
Since I have been working at UNA, I have taken advantage of the Faculty/Staff Wellness Center.	15%	85%		33.8%

ADA Compliance Statements | Agreement

Percent Selected

Statement	Yes	No	Unsure	I do not teach this type of class		N
My <u>live lecture</u> courses are compliant with standards related to the Americans with Disabilities Act (ADA).	47%	0%	12%	41%		33.8%
My <u>online</u> courses are compliant with standards related to the Americans with Disabilities Act (ADA).	40%	1%	19%	40%		33.8%

ADA Compliance Needs

ADA Compliance Needs | Live Lectures N=2.0%

What would your single most immediate need be in order to make your live lecture courses compliant with ADA standards?

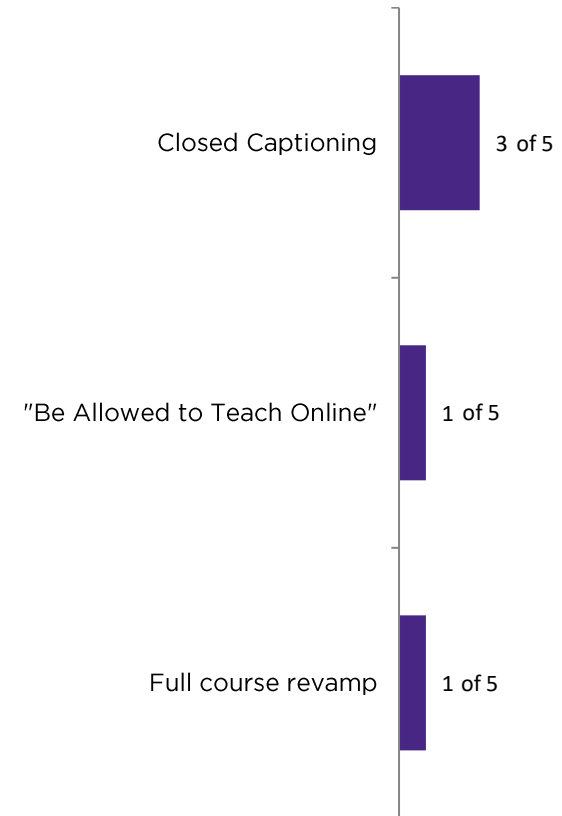
Coded Responses



ADA Compliance Needs | Online Lectures N=2.4%

What would your single most immediate need be in order to make your online lecture courses compliant with ADA standards?

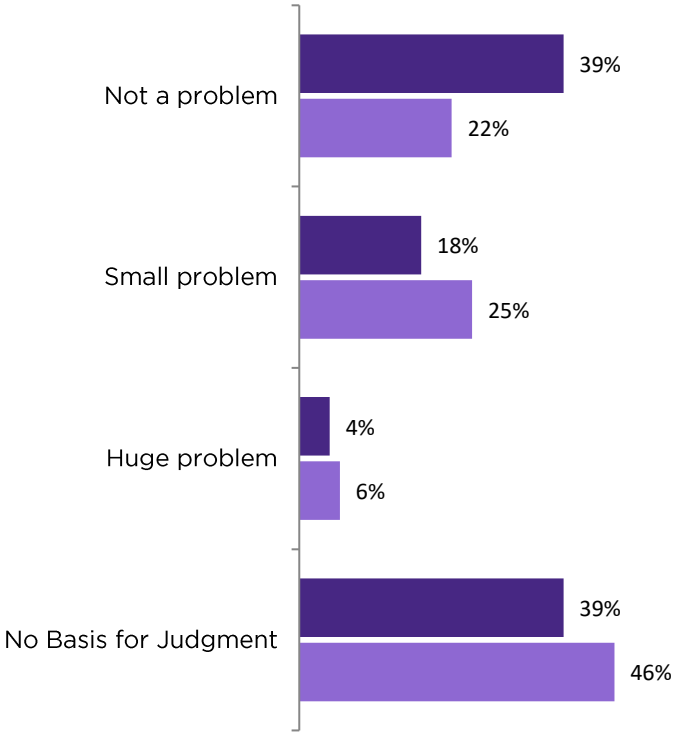
Coded Responses



Academic Dishonesty Problem Level & Exam Proctoring Service Evaluation

Academic Dishonesty Problem Level N=33.3%

How significant of a problem is academic dishonesty in my live lecture/online classes?
Percent Selected



Exam Proctoring Service | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The exam proctoring service my college uses for online courses has helped to reduce cheating in those courses.	10%	16%	1%	72%	33.8%



Live Lecture Classes
 Online Classes

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.	46%	15%	15%	24%	33.3%
My work environment may adversely affect my health.	16%	18%	45%	21%	33.3%

Campus Safety Statements | Agreement

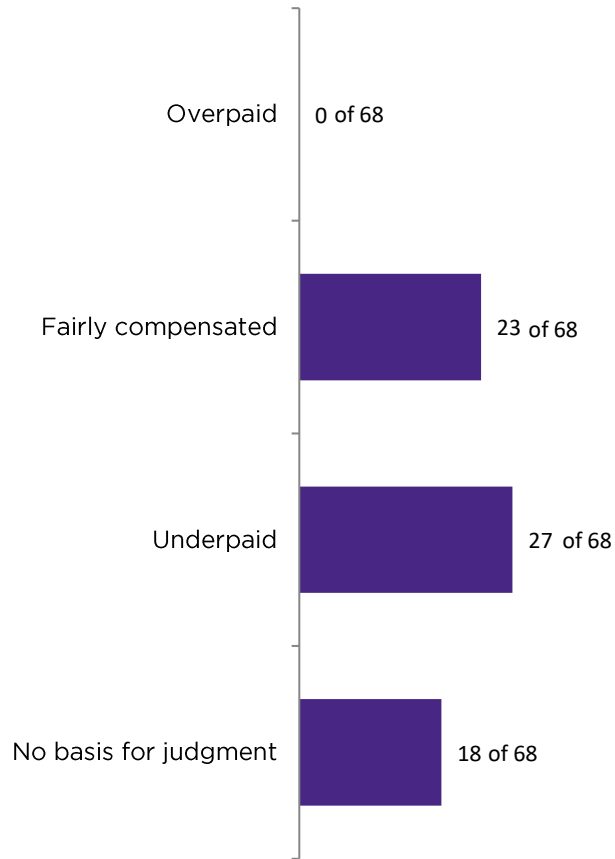
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The campus is safe and secure for students.	66%	16%	3%	15%	33.3%
I work in a safe and secure environment.	64%	16%	4%	15%	33.3%
There is adequate lighting on campus.	60%	15%	9%	16%	33.3%
Personal belongings in my office are secure from theft.	48%	10%	6%	36%	33.3%
The emergency call boxes are adequately distributed across campus.	39%	16%	12%	33%	33.3%
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	37%	22%	14%	28%	32.3%
I feel safe when I park in the parking deck.	28%	13%	12%	46%	33.3%

Compensation Satisfaction & Compensation Improvement Suggestions

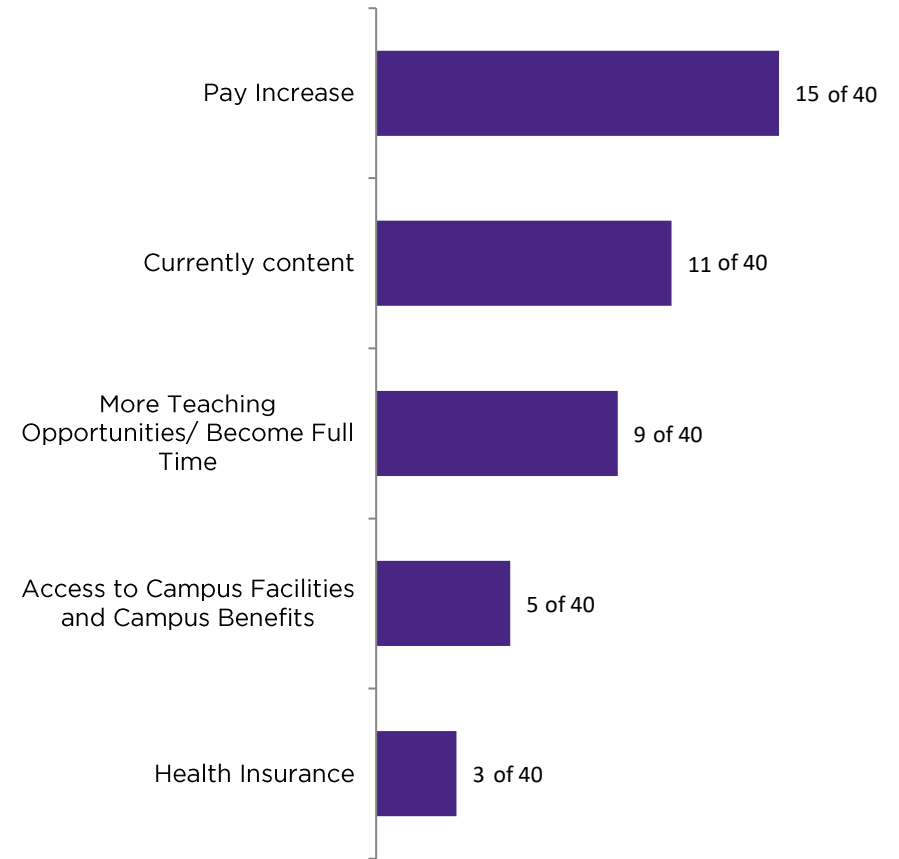
Compensation Satisfaction N=33.8%

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



Compensation Improvement Suggestions N=20.4%

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



Recruitment/Evaluation Statements & Issues/Concerns Impacting Performance

Recruitment/Evaluation Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The University has made progress in providing services that will successfully retain students.	52%	15%	7%	25%	33.3%
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	50%	34%	4%	12%	33.8%
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	26%	35%	21%	18%	33.8%
It is my perception that grade inflation is a problem at UNA.	15%	22%	21%	42%	33.3%

Issues/Concerns Impacting Job Performance N=5.5%

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.

Top 5 Coded Responses

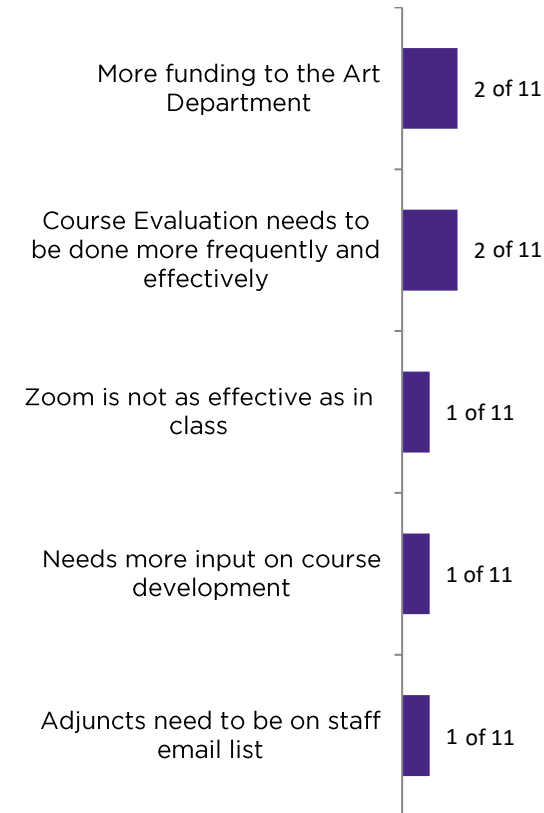


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President Kenneth Kitts & VP Ross Alexander Evaluations

President Kenneth Kitts Evaluation

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

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Effective in implementing strategies to increase awareness of UNA at the state level (one of the stated goals of "Project 208").	92%	5%	0%	4%	66.2%
Effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 208").	89%	6%	0%	5%	66.2%
Communication with the faculty.	81%	14%	4%	2%	66.2%
Overall job performance.	79%	14%	2%	5%	66.2%
Support of academic programs.	78%	15%	5%	2%	66.2%
Clear statements of University policies.	74%	18%	6%	2%	66.2%
Support for shared governance.	66%	11%	7%	16%	66.2%
Allocation of available funds giving proper priority to academic programs.	62%	14%	11%	13%	66.2%
Representation of faculty members' views to the Board of Trustees.	55%	13%	6%	26%	65.7%

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
Communication with the faculty.	71%	15%	13%	2%	66.2%
Responsiveness in addressing academic issues.	70%	13%	12%	5%	66.2%
Clear statements of University policies.	70%	15%	11%	5%	66.2%
Overall job performance.	70%	15%	12%	3%	66.2%
Budget proposal's support for academic programs.	68%	9%	14%	10%	66.2%
Accessibility to the faculty.	65%	15%	12%	8%	66.2%

Academic & Associate Dean Evaluations

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.	83%	8%	4%	5%	66.2%
Is a good listener.	75%	10%	6%	9%	66.2%
Promotes a team work type atmosphere.	74%	8%	10%	8%	66.2%
Can be trusted (does what she/he says they will do).	72%	11%	8%	9%	66.2%
Addresses any concerns I have promptly and fairly.	71%	11%	7%	11%	66.2%
Supports me in making professional decisions that are important to me.	68%	11%	7%	14%	66.2%
Is more proactive than reactive (makes things happen rather than reacting to what happens).	67%	13%	11%	9%	65.7%
Shows no favoritism towards employees.	62%	10%	14%	14%	66.2%
Is the type of leader I would pattern myself after.	59%	20%	14%	8%	65.7%

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.	85%	2%	5%	8%	66.2%
Is a good listener.	80%	5%	5%	11%	66.2%
Promotes a team work type atmosphere.	79%	3%	5%	13%	66.2%
Maintains an "open door" policy.	75%	4%	5%	16%	66.2%
Addresses any concerns I have promptly and fairly.	73%	7%	6%	14%	66.2%
Can be trusted (does what she/he says they will do).	73%	9%	5%	14%	66.2%
Supports me in making professional decisions that are important to me.	68%	8%	5%	20%	66.2%
Is more proactive than reactive (makes things happen rather than reacting to what happens).	62%	12%	7%	19%	66.2%
Shows no favoritism towards employees.	62%	9%	8%	20%	66.2%
Is the type of leader I would pattern myself after.	60%	18%	10%	12%	65.7%
Regularly asks for my ideas and opinions.	51%	20%	11%	18%	66.2%

Department Chair Evaluation

Department Chair Evaluation

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

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Treats me with respect and dignity.	85%	9%	2%	3%	64.2%
Maintains an "open door" policy.	85%	11%	1%	3%	64.2%
Supports me in making professional decisions that are important to me.	82%	8%	6%	4%	64.2%
Promotes a team work type atmosphere.	79%	9%	8%	4%	64.2%
Is a good listener.	79%	12%	5%	3%	64.2%
Regularly asks for my ideas and opinions.	78%	10%	8%	4%	64.2%
Is always trying to improve.	78%	12%	5%	4%	64.2%
Is consistent and fair in dealing with me.	77%	13%	7%	3%	63.7%
Makes honesty and integrity a top priority.	76%	16%	5%	3%	64.2%

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Addresses any concerns I have promptly and fairly.	74%	13%	9%	4%	64.2%
Voluntarily accepts ownership of a concern and follows through until it is resolved.	72%	12%	12%	4%	64.2%
Leads by example.	71%	15%	9%	5%	64.2%
Can be trusted (does what she/he says they will do).	71%	15%	10%	4%	64.2%
Shows no favoritism towards employees.	71%	9%	15%	5%	64.2%
Is more proactive than reactive (makes things happen rather than reacting to what happens).	67%	13%	15%	5%	64.2%
Tracks my performance and shows me ways to improve.	65%	19%	8%	9%	64.2%
Is the type of leader I would pattern myself after.	60%	19%	16%	5%	64.2%

Satisfaction With Administrator Job Performances

Satisfaction with Job Performances

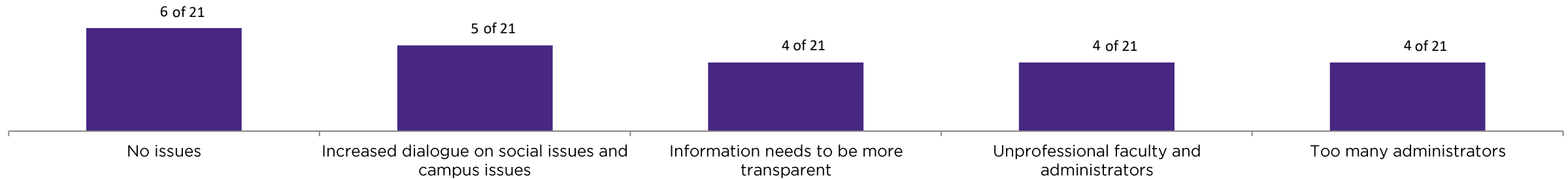
Concerning other administrators, I am satisfied with the overall job performance of:
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Vice President for Business and Financial Affairs and Chief Financial Officer - Mr. Evan Thornton	52%	13%	2%	33%	66.2%
Chief Enrollment Officer and Assistant to the President for Diversity - Mr. Ron Patterson	43%	17%	12%	28%	66.2%
Chief of Campus Police - Mr. Kevin Gillilan	42%	11%	8%	39%	66.2%
Director of Athletics - Mr. Mark Linder	40%	14%	5%	41%	66.2%
Vice President for Student Affairs - Dr. Kimberly Greenway	37%	13%	5%	45%	66.2%
Senior Vice Provost for International Affairs - Dr. Chunsheng Zhang	33%	14%	8%	44%	66.2%
Vice President for University Advancement - Mr. Kevin Haslam	29%	14%	5%	53%	66.2%

Comments Pertaining to UNA Administration

UNA Administration Comments N=10.0%

Please inform us of any additional thoughts or issues pertaining to UNA's administration you would like to express.
Top 5 Coded Responses



Diversity Statement Agreement

Diversity Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I support the goal of creating an inclusive environment for students from diverse backgrounds.	95%	2%	2%	0%	66.2%
I support the goal of creating an inclusive environment for faculty/staff from diverse backgrounds.	92%	4%	2%	2%	66.2%
I am comfortable leading class discussions dealing with sensitive cultural diversity issues.	72%	17%	6%	5%	66.2%
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.	56%	19%	22%	4%	66.2%
I have received appropriate training in becoming a liaison for culturally diverse students.	53%	26%	14%	8%	66.2%



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Hiring & Technology Statement Agreement

Hiring Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The hiring of new faculty is done fairly and equitably.	57%	17%	14%	11%	66.2%
The allocation of resources to hire new faculty are fair and equitable.	44%	18%	20%	18%	66.2%
The hiring of new staff is done fairly and equitably.	44%	14%	13%	29%	65.7%
The hiring of new administrators is done fairly and equitably.	41%	17%	18%	24%	66.2%
The allocation of resources to hire new administrators are fair and equitable.	40%	15%	19%	26%	66.2%
The allocation of resources to hire new staff are fair and equitable.	37%	15%	14%	34%	66.2%

Technology Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Information Technology Services' policies and procedures have responded positively to the changing needs of UNA faculty.	77%	14%	5%	5%	66.2%
I have sufficient technology to teach effectively.	76%	12%	12%	0%	66.2%
Training/Workshops focused on instructional design have been helpful to me.	73%	15%	5%	7%	66.2%
I have sufficient technology to support my research.	69%	11%	17%	2%	65.7%
It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery.	66%	17%	12%	5%	66.2%
I know how to effectively caption my instructional materials.	53%	18%	23%	5%	65.7%
The criteria by which technology resources are allocated are clear to me.	47%	23%	26%	5%	66.2%

Policy Statement Agreement

Policy Statements | Agreement

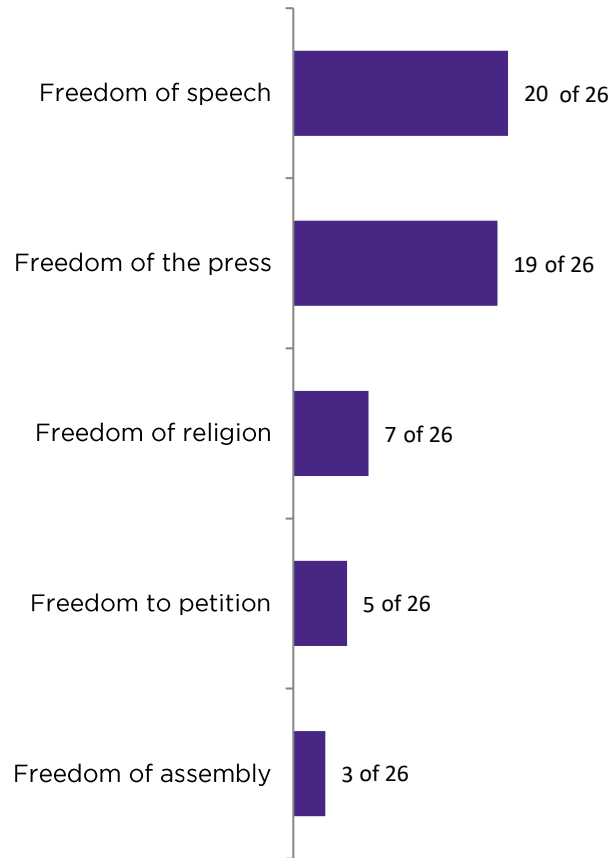
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I support the recently approved pay increase for adjuncts.	88%	6%	2%	5%	66.2%
Adjunct and overload pay must be tied to any general cost of living salary increases.	72%	11%	5%	12%	66.2%
The recently approved policy creating Lecturer and Senior Lecturer positions advances these instructors' interests.	70%	13%	8%	10%	66.2%
As compared to the old policy of all faculty members being required to attend one graduation ceremony per year, the new policy of being "encouraged" to attend as many as possible is a welcome change.	68%	17%	11%	3%	66.2%
UNA's administration must make public an annual examination of adjunct salaries.	63%	19%	4%	14%	66.2%
The recently approved policy creating Lecturer and Senior Lecturer positions will likely promote the quality of instruction expected of such instructors.	62%	19%	10%	10%	66.2%
The recently approved "merit pay" policy for professors will encourage greater productivity from UNA's senior faculty.	53%	18%	10%	19%	66.2%
All of the freedoms enshrined in the First Amendment are alive and well at UNA.	53%	17%	23%	8%	66.2%
I have been provided sufficient training by UNA to advise current students effectively.	53%	22%	18%	8%	66.2%
I have been provided sufficient training by UNA to advise incoming students effectively.	51%	20%	20%	10%	66.2%
Advising students takes away significant time from other service, teaching, and research responsibilities.	47%	19%	23%	11%	66.2%
The suggested process to direct outside press inquiries to Michelle Eubanks (Interim Associate Director of Communications and Marketing) is appropriate.	42%	20%	20%	18%	66.2%
The timing of SOAR sessions throughout the summer is convenient for my schedule.	42%	22%	15%	21%	66.2%
The recently approved "merit pay" policy for professors adequately addresses salary inequity/compression issues on this campus.	35%	22%	20%	23%	66.2%

First Amendment Freedoms Under Duress & Reasons Why

First Amendment Freedoms Under Duress N=12.4%

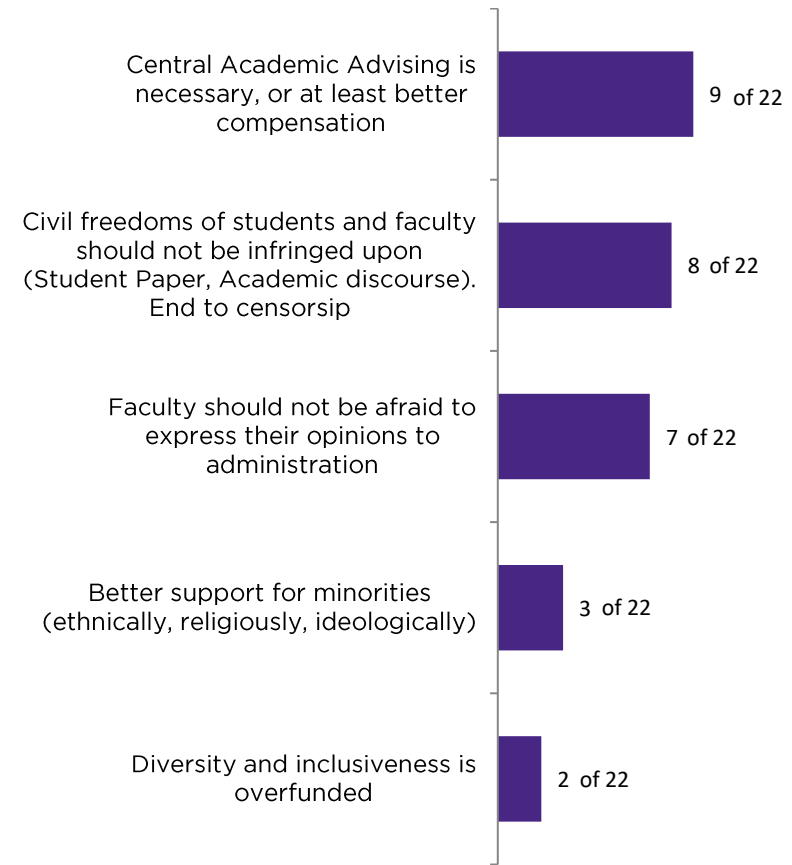
Which freedoms enshrined in the First Amendment are under duress at UNA? Check all that apply.
Choice Count



Why Freedoms Are Under Duress N=10.5%

Please elaborate on why you feel this way and what remedies Faculty Senate should potentially pursue to correct it.

Top 5 Coded Responses



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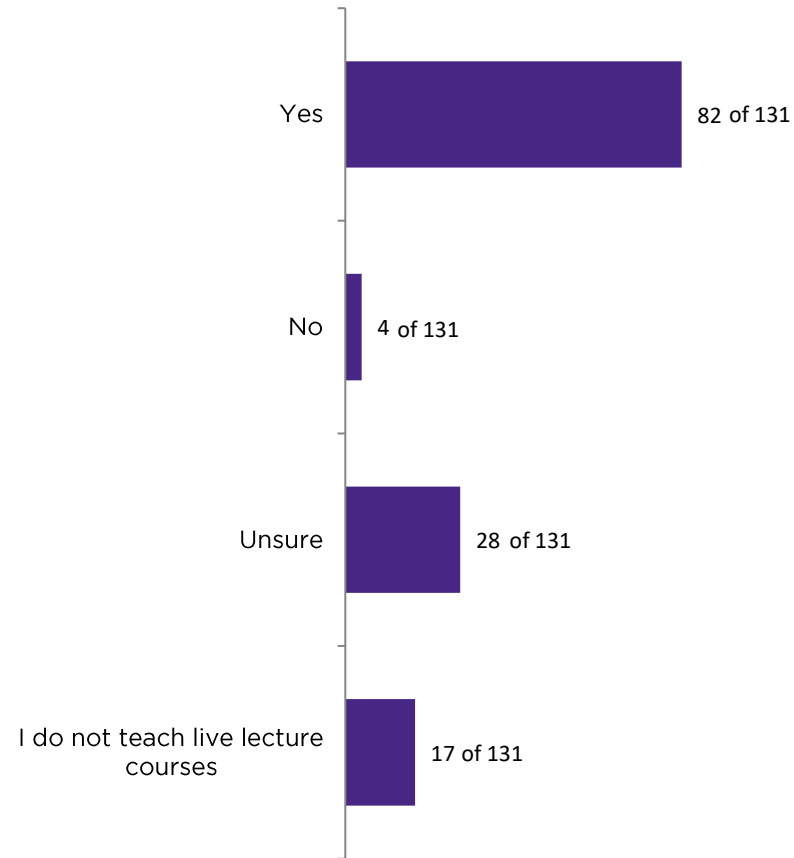


Live Lecture Course ADA Compliance & Methods to Increase Compliance

Live Lecture Course ADA Compliance N=63.3%

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

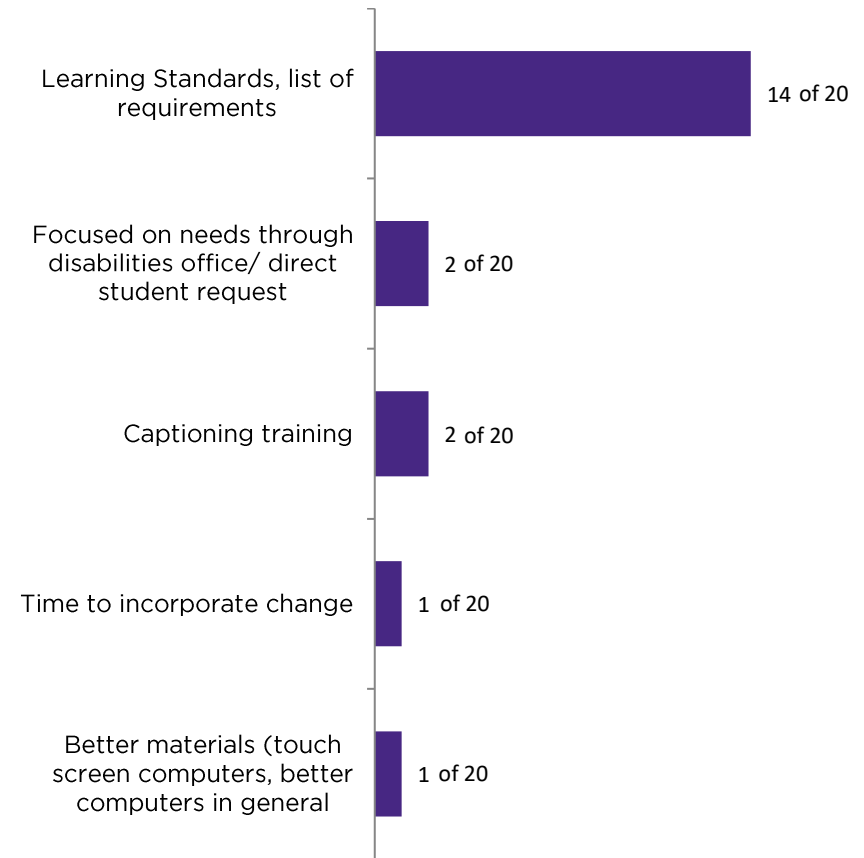
Percent Selected



How to Make Live Lecture Courses ADA Compliant N=9.5%

What would your most immediate need be in order to begin making your live lecture courses compliant with ADA standards?

Top 5 Coded Responses



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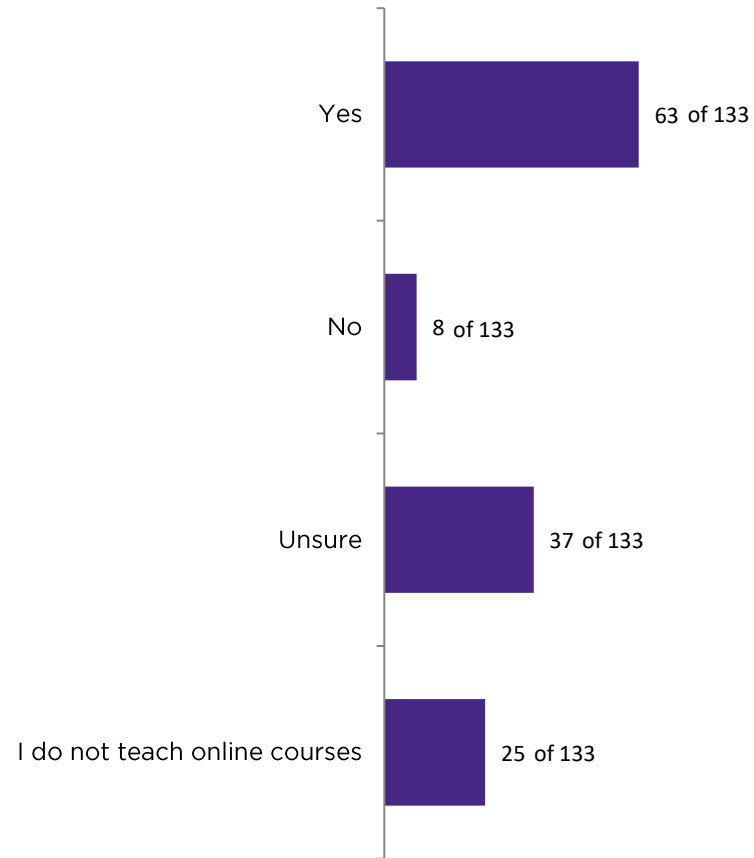


Online Course ADA Compliance & Methods to Increase Compliance

Online Course ADA Compliance N=66.2%

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

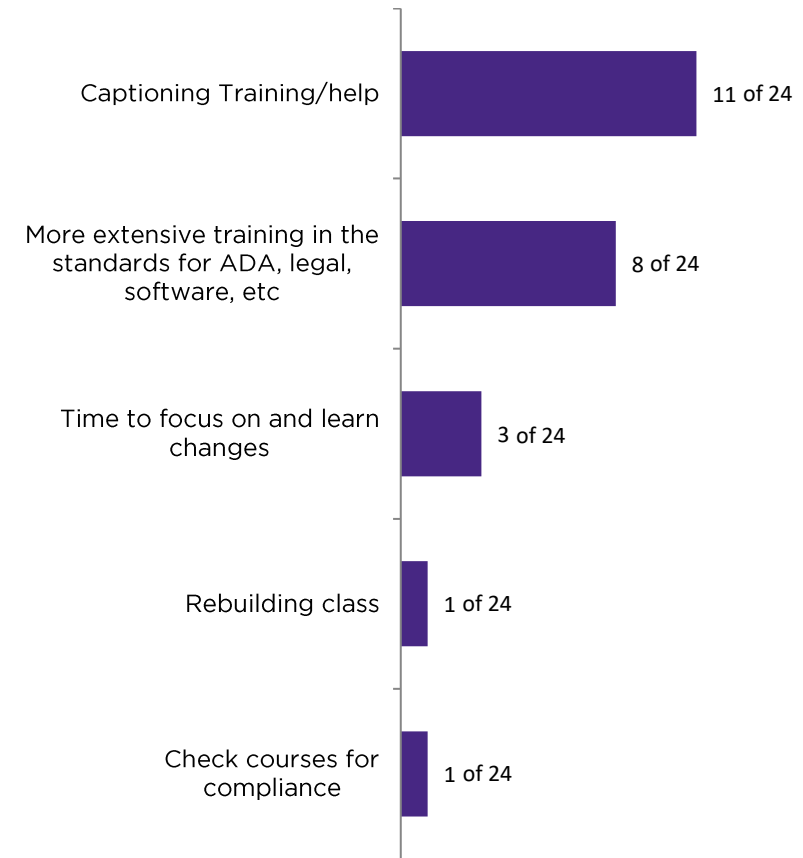
Percent Selected



How to Make Online Courses ADA Compliant N=12.4%

What would your most immediate need be in order to begin making your online courses compliant with ADA standards?

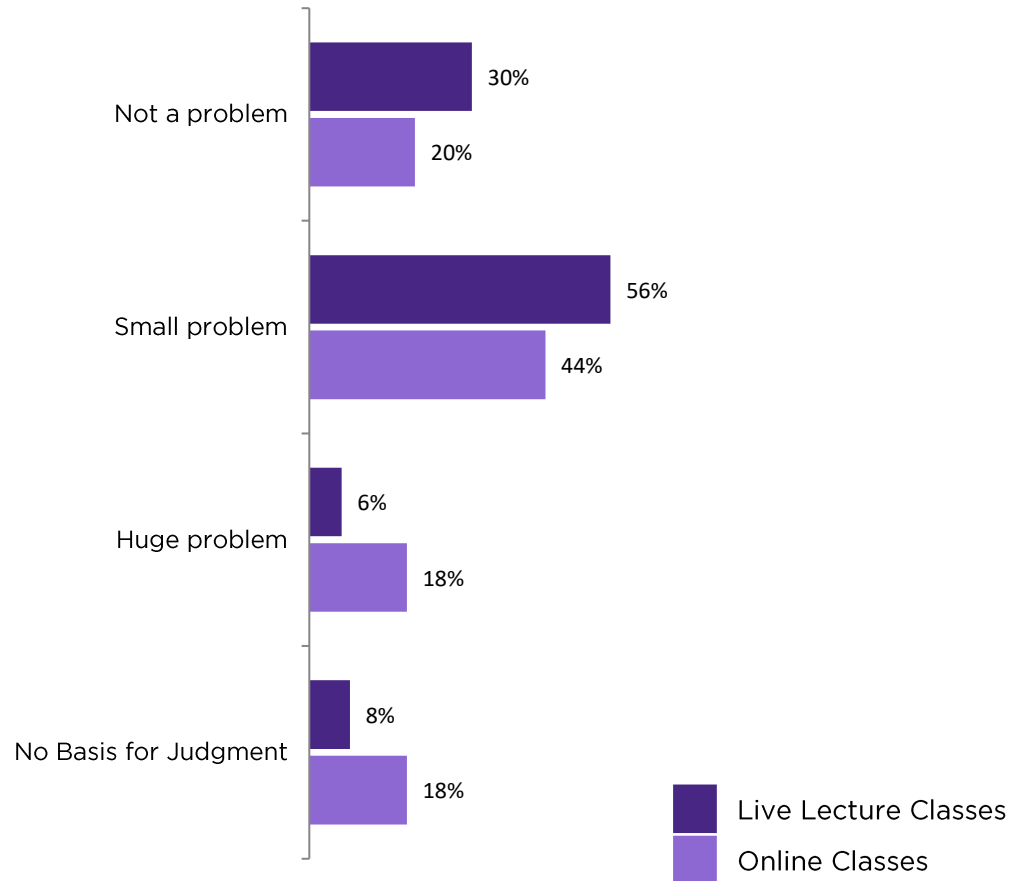
Top 5 Coded Responses



Academic Dishonesty Problem Level & Handling Methods

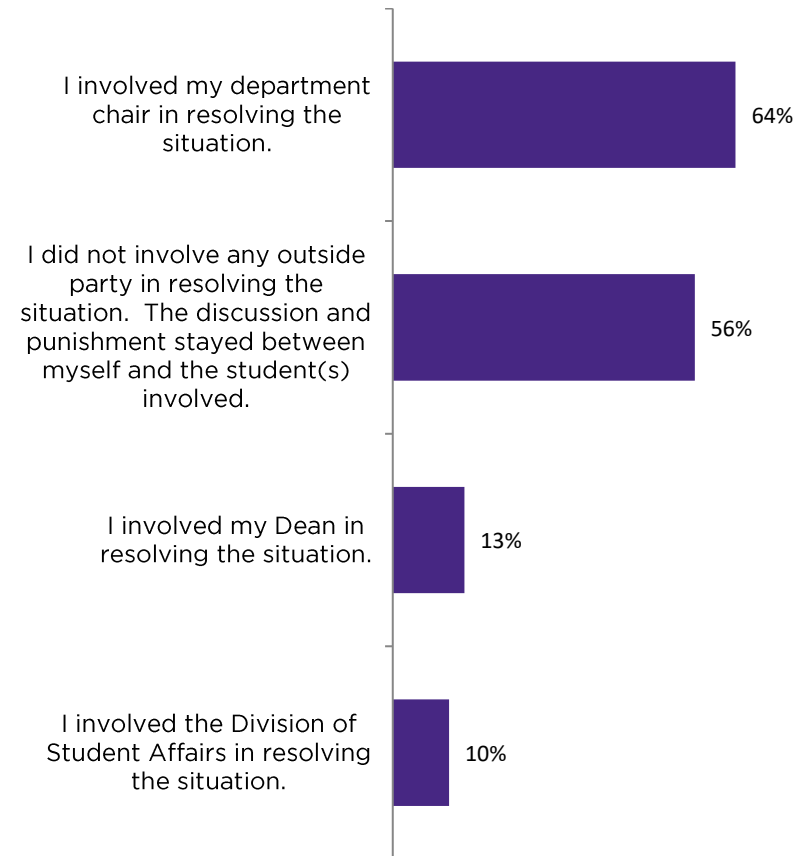
Academic Dishonesty Problem Level N=65.7%

How significant of a problem is academic dishonesty in my live lecture/online classes?
Percent Selected



How Academic Dishonesty Has Been Handled N=52.2%

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

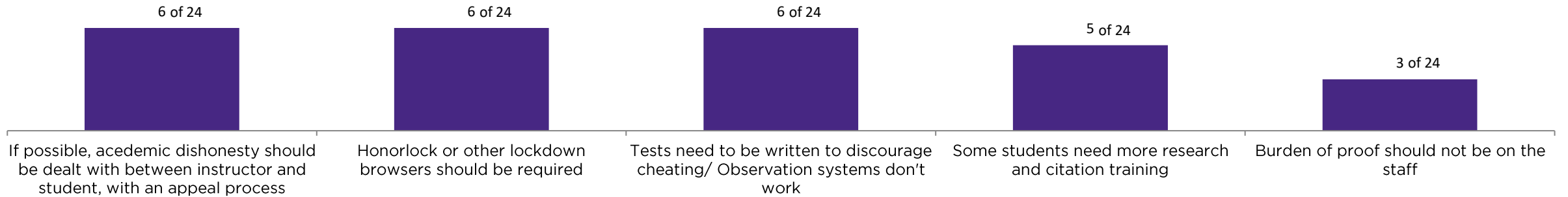


Comments Around Academic Dishonesty & UNA Response

Comments on Academic Dishonesty and UNA Response N=11.9%

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 5 Coded Responses



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Exam Proctor Service & UNA Health Services Statement Agreement

Exam Proctor Service | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The exam proctoring service my college uses for online courses has helped to reduce cheating in those courses.	37%	9%	12%	41%	65.2%

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.	86%	6%	8%	66.2%
Overall, I am satisfied with the quality of services provided by Health Services.	62%	2%	36%	66.2%

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.	81%	3%	9%	7%	66.2%
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.	75%	5%	6%	14%	66.2%
I taught a course during this past summer session.	59%	1%	26%	14%	66.2%
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.	41%	11%	23%	26%	66.2%
I am interested in teaching a course during a future winter session.	36%	12%	44%	8%	65.7%
The addition of winter session courses could reduce summer course enrollments significantly enough to put some summer courses in danger of cancellation.	28%	25%	21%	26%	66.2%
The newly created "banded tuition" policy could reduce summer course enrollments significantly enough to put some summer courses in danger of cancellation.	22%	30%	14%	35%	66.2%
I taught a course during this past winter session.	13%	0%	72%	15%	64.7%



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Administrative Growth Statement Agreement

Administrative Growth | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Administrators make more work for faculty.	38%	26%	20%	17%	66.2%
Administrative expansion is a problem at UNA.	36%	28%	14%	21%	65.7%
Expansion at the administrative ranks is coming at the expense of hiring new faculty.	35%	22%	13%	30%	66.2%



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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.	77%	14%	8%	0%	66.2%
It is my perception that the campus is safe and secure for students.	73%	16%	8%	3%	65.7%
I am confident that personal belongings in my office are secure from theft.	59%	22%	19%	1%	66.2%
There is adequate lighting on campus.	55%	23%	17%	5%	65.2%
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	42%	24%	27%	7%	66.2%
The emergency call boxes are adequately distributed across campus.	37%	28%	16%	19%	65.7%
I feel safe when I park in the parking deck.	29%	15%	17%	39%	65.7%



Research Statement Agreement & Compensation Satisfaction

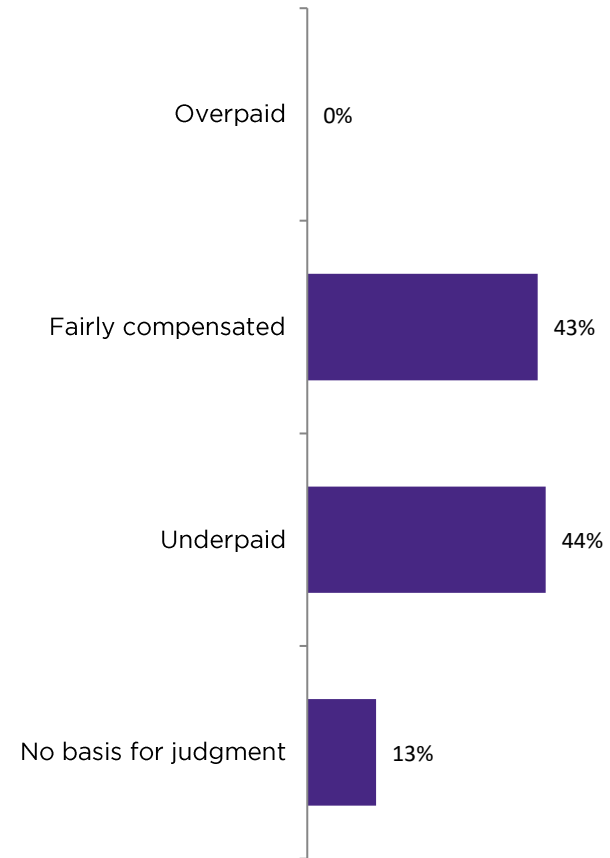
Research | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I have an active research agenda.	74%	17%	4%	5%	66.2%
Faculty who fail to conduct any research often still advance at UNA.	46%	19%	7%	29%	66.2%
I have access to sufficient travel funds to present my research.	35%	21%	34%	10%	65.7%
I have access to sufficient funds to conduct my research.	32%	32%	28%	8%	66.2%

Compensation Satisfaction N=66.2%

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



Recruitment/Evaluation & Faculty Senate Statement Agreement

Recruitment/Evaluation Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The University has made progress in providing services that will successfully retain students.	67%	15%	5%	13%	65.7%
Faculty members are given sufficient authority for the improvement of the educational programs at UNA.	64%	22%	10%	5%	66.2%
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	48%	40%	7%	5%	66.2%
It is my perception that grade inflation is an issue at UNA.	35%	28%	19%	18%	66.2%
The Quality Enhancement Plan (QEP) has benefitted my students by increasing their abilities in undergraduate research and associated skills.	28%	26%	16%	30%	66.2%
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	19%	25%	54%	2%	66.2%

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.	63%	15%	10%	12%	66.2%
Provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	59%	18%	10%	14%	66.2%
Effectively represents faculty interests.	57%	20%	12%	11%	66.2%

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.	55%	11%	27%	7%	65.7%
The process involved in filling shared governance committees is fair and equitable.	54%	16%	10%	20%	66.2%
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	48%	20%	9%	23%	66.2%
The shared governance system effectively represents faculty interests.	41%	29%	11%	20%	65.7%
The method by which changes are made through shared governance is clear and appropriate.	41%	27%	12%	20%	66.2%
The shared governance committees keep me informed about how campus problems or issues have been addressed.	41%	21%	23%	16%	66.2%

Policy Development Statements | Agreement

Percent Selected

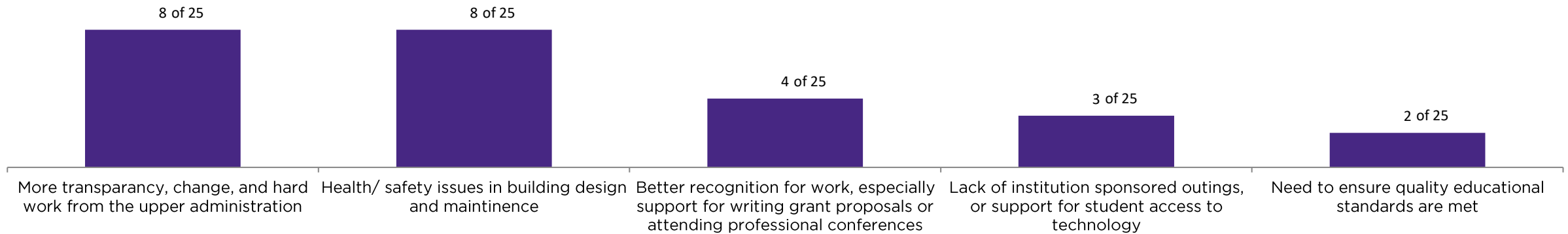
Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Policy development is effectively addressed through the current two-tiered system of governance.	39%	24%	14%	23%	66.2%
Policy development is efficiently addressed through the current two-tiered system of governance.	28%	27%	22%	23%	65.7%

Issues/Concerns Impacting Job Performance

Issues/Concerns Impacting Job Performance N=12.4%

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 5 Coded Responses



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