

2022 Faculty Attitude Survey Report

Committee Members:

Chris Purser (Chair)

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Submitted to the President of the Faculty Senate of the University of North
Alabama on August 17, 2022

The 2022 Faculty Attitude Survey at the University of North Alabama (UNA) was available from April 26 through May 13, 2022. The 2022 survey was disseminated approximately a week later than 2021, largely due to the establishing of a new university Qualtrics liaison. While admittedly this was over one month after the final survey instrument was ratified by the FAS (late March), had it not been for the diligent work by our new Qualtrics liaison (in addition to their normal responsibilities, and including working with Qualtrics during weekends and holidays), the survey would have been delivered much later. Despite the slight delay, the timeline of the 2022 survey is largely congruent with the historical timeline for survey delivery and collection. 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 respondents could only complete the survey once. Overall, 168 faculty members completed the survey, down 24% from the corresponding numbers in 2021 (221 respondents) and 16.5% from 2020 (201 respondents). Separate (though similar) surveys were administered for full-time faculty/instructors and adjunct/part-time instructors. It is the view of the committee that the primary reason for the lower response rate was due to the survey's administration during the week of final exams and the following two weeks.

Based on the recommendations of the previous years, part of our task as the Faculty Attitude Survey Committee was to revise the survey so as to help Faculty Senate prioritize its business for the upcoming school year. While the committee remained cognizant of that throughout our preparation of the 2022 survey, it is a daunting task, and the committee is hopeful that future iterations of the survey can improve upon 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: **revising and updating the university's parental-leave policies; cost-of-living adjustments being comparable to actual increases in the cost of living; the placement and safety (e.g., visibility) of campus crosswalks; the vehicle registration process being cumbersome and the potential for receiving decals via campus mail; ethical issues regarding online proctoring tools that require students to pay for the services; more support/guidance for faculty involved in the accreditation process; excessive frequency and time commitment associated with mandatory trainings; and some degree of standardization regarding the academic calendar, particularly pertaining to the start and end dates of academic terms.**

The 2022 Faculty Attitude Survey Committee included Chris Purser (chair), Stephanie Clark, Kevin Stoltz, Jessica Stovall, and Xiaonan Zhu. The committee was convened in February, 2022, and met weekly, revising the previous year's survey, until the instrument was finalized on March 18. The committee chose to incorporate numerous, but primarily minor, changes to the previous version of the survey for litany of reasons, most notably due to the fact that the committee deemed some issues had largely become irrelevant, and other emerging issues deserved attention. The biggest differences with this and the 2021 Faculty Attitude Survey are the following:

- Revamped questions about placement and safety regarding crosswalks on campus
- Revised some questions pertaining to attitudes toward department chairs and college deans
- Added questions related to faculty member level of support from administration on

accreditation process

- Added questions related to standardization of the academic calendar
- Added questions regarding need for university parental leave policy
- Added question on the adequacy of COLA's in relation to actual increases in cost-of-living.
- Eliminated questions relating to hiring procedures being in congruence with university policy, given the large percentage of "no basis for judgment" responses
- Added questions regarding administration supporting faculty by completing administrative tasks without burdening faculty members

The Qualtrics summary of the full survey results is available as part of this report. It begins on page 7. 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. 168 faculty members completed the survey (102 tenured or tenure track professors, 43 adjunct or part-time instructors, 3 full-time instructors, 1 visiting professor, and 0 emeritus professors. The total number of survey participants is approximately 20% lower than the previous two years. As compared to 2021, this is largely due to a significant decline in tenure-track (23.9% decline) and adjunct/part-time instructor participants (32.8% decline).
2. Well over half the responses (61.3%) came from Arts and Science faculty, similar to previous years.

Adjunct/part-time instructors:

3. Adjunct/part-time instructors continue to reveal they are comfortable leading class discussions dealing with sensitive cultural diversity issues.
4. Adjunct/part-time instructors have the resources needed to teach, and use Canvas effectively.
5. While nearly half (49%) of adjunct/part-time instructors know how to effectively caption their instructional materials, this is down from 64% in 2020.
6. While over half (56%) of adjunct/part-time instructors agree that their departmental colleagues appreciate the work they do, this is down from 78% in 2020.
7. 42% of adjunct/part-time instructors agree that they would like to be more involved in work that pertains to their department, similar to the corresponding numbers (44%) in 2020.
8. 56% of adjunct/part-time instructors attend cultural events on campus, but slightly less than half (44%) have attended athletic events on campus.
9. Only 21% of adjunct/part-time instructors use the health and wellness resources on campus, up from 19% in 2020.
10. Adjunct/part-time instructors do not view academic dishonesty as a problem in their traditional or online classes.
11. The overwhelming majority of adjunct/part-time instructors agree they know what UNA

considers a violation of academic standards (91%), and how to report academic conduct violations at UNA (81%). (This was a new question to the 2022 survey.)

12. As was the case in 2021, adjunct/part-time instructors are about evenly split regarding whether they are fairly (34.8%) or unfairly (37.2%) compensated, though unlike 2021, more respondents feel underpaid than fairly paid. Consequently, the 2022 numbers match the 2020 survey. Regarding benefits satisfaction, the modal response category was “no basis for judgment” (55.8%).
13. The most cited benefit (6 of 27 respondents) that adjuncts/part-time instructors would like to see is health benefits.
14. Adjunct/part-time instructors are more likely to agree (47%) that UNA has made progress toward student retention and that the university’s recruitment efforts (42%) should be geared toward attracting higher quality students rather than maximizing enrollment.
15. The majority of adjunct/part-time instructors (are either neutral or disagree) do not agree that the instructor and course evaluation process at UNA is a good indicator of teaching skills, but the modal response category (49%) was neutral.
16. Only 26% of adjunct/part-time instructors agree that grade inflation is a problem at UNA, but the modal response category (35%) was “no basis for judgment”.

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

17. As in 2020 and 2021, faculty have more positive than negative sentiment toward both President Kitts and Provost Alexander, particularly pertaining to overall job performance.
18. An overwhelming majority of faculty (89%) agree that President Kitts’ “Project 208” has been effective.
19. A smaller percentage, but still a majority of faculty (62%) agree that President Kitts and Provost Alexander (56%) support the primary endeavors of faculty by not burdening faculty with the completion of administrative tasks. (A new question for the 2022 survey.)
20. Regarding Provost Alexander, a majority of faculty (64%) agree that he is responsive in addressing academic issues.
21. As in 2020 and 2021, generally speaking, faculty are positive toward the performance of other high-level administrators (vice presidents, deans/associate deans, department chairs, chief of campus police, athletics director, etc.).
22. The most cited comment with UNA administration was a concern related to loss of faculty and understaffing (8 comments) and a concern about efforts to increase enrollment at the expense of academic standards (7).
23. The majority of faculty respondents report being comfortable leading class discussions dealing with sensitive cultural issues and indicate they have received appropriate training concerning becoming a liaison for cultural diversity and inclusion.
24. The majority of faculty respondents believe that hiring practices concerning staff, faculty, and administrators are done fairly and equitably.
25. The overwhelming majority of faculty indicate they are able to use Canvas effectively and know how to create audio/video presentations of lectures.

26. Faculty indicate less agreement regarding the university adopting and funding (less than 50% agree) a comprehensive proctoring service across all colleges and departments, and only 36% agree that they need more services/support than Respondus for proctoring online exams.
27. Faculty report being aware of experiential and work-based learning support programs, but only half of the respondents are aware of the QEP on experiential and work-based learning.
28. Faculty view cheating as at least an occasional problem in face-to-face (52% agree) and online courses (48% agree). Relatedly, the majority of respondents (68%) did not involve any outside party in resolving the academic dishonesty incident, with the issue being handled between the faculty member and student.
29. In open-ended responses, faculty suggest that the university handles academic dishonesty inconsistently (4 responses), and online academic dishonesty is more prevalent (3 comments).
30. Half of faculty respondents indicate administrative expansion is a problem at UNA, and half of respondents agree that administrative expansion comes at the expense of hiring faculty. Moreover, a majority of faculty is either neutral (27%) or disagree (27%) that administrators support the primary endeavors of faculty by completing administrative tasks without burdening other faculty members.
31. Over half of faculty respondents are involved in some way with accreditation, with vast majority of those involved indicating they pulled course materials as part of a program evaluation, and they evaluated whether student learning objectives/outcomes were being met through course materials. (Slightly less than half of the faculty agreed with a litany of items concerning becoming more familiar/knowledgeable on the accreditation process.)
32. While not a majority, faculty indicate some level of agreement (more than 1/3) on mandatory training requirements being too numerous, too frequent, and too lengthy.
33. Faculty agreed that their physical office and classrooms are conducive to productivity and learning, while nearly 1/3 report that their physical work environment may adversely affect their health.
34. While the overwhelming majority of faculty indicate feeling safe on campus, less (but still a majority) agree that appropriate security is in place to protect equipment/supplies stored in classrooms (55%) and that campus crosswalks are safe to use (52%) and located in appropriate areas (57%). Less than half of faculty respondents report that emergency call boxes are adequately distributed across campus.
35. An overwhelming majority of faculty (77%) agree that parking decals should be made available via campus mail, and slightly over 1/3 of faculty agree that the registration process and documentation required to receive parking decals is too complex.
36. Faculty were generally positive toward the efforts of CRTF and University Health Services.
37. Nearly 2/3 of faculty (65%) agree to standardized starting dates for academic terms (e.g., semesters beginning no earlier than January 10), and over half agree that a review of the academic calendar is needed.
38. While over 70% of faculty view summer teaching as a means to achieve a salary level that cannot be reached on a 9-month contract, less than 1/4 view the winter term in this manner.
39. While the overwhelming majority of faculty report having an active research agenda, most

report not having sufficient time and funds to conduct their research.

40. Faculty generally express support in the university's efforts in student retention and that recruitment efforts should be geared toward attracting higher quality students to UNA. Moreover, faculty are generally satisfied with their level of autonomy in improving academic programs.
41. By a 4-to-1 margin, faculty do not believe the instructor and course evaluation process at UNA is a good indicator of teaching skills, and slightly more than 1/3 see grade inflation as a problem at UNA.
42. A slight majority of faculty view the Faculty Senate as playing an important role at the university, providing a line of communication between faculty and The Board of Trustees, and effectively representing faculty interests.
43. While nearly 1 in 3 faculty agree UNA's parental leave policy needs to be reviewed and updated, over half of respondents reported no basis for judgement.
44. While more faculty support the role and efficacy of shared governance at UNA, a relatively sizable percentage of respondents report no basis for judgment.



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Faculty Attitudes Survey 2022

May 2022

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- Respondent Profile
- Adjunct / PT Instructor Results
- Full-Time Instructor Results



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The online survey reached 168 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
- Agreement with winter/summer teaching statements
- COVID protocol evaluation
- Academic dishonesty evaluation
- Campus safety evaluation
- Recruitment, retention, and educational programming
- Administrator evaluation
- Attitudes towards salaries, support, and benefits



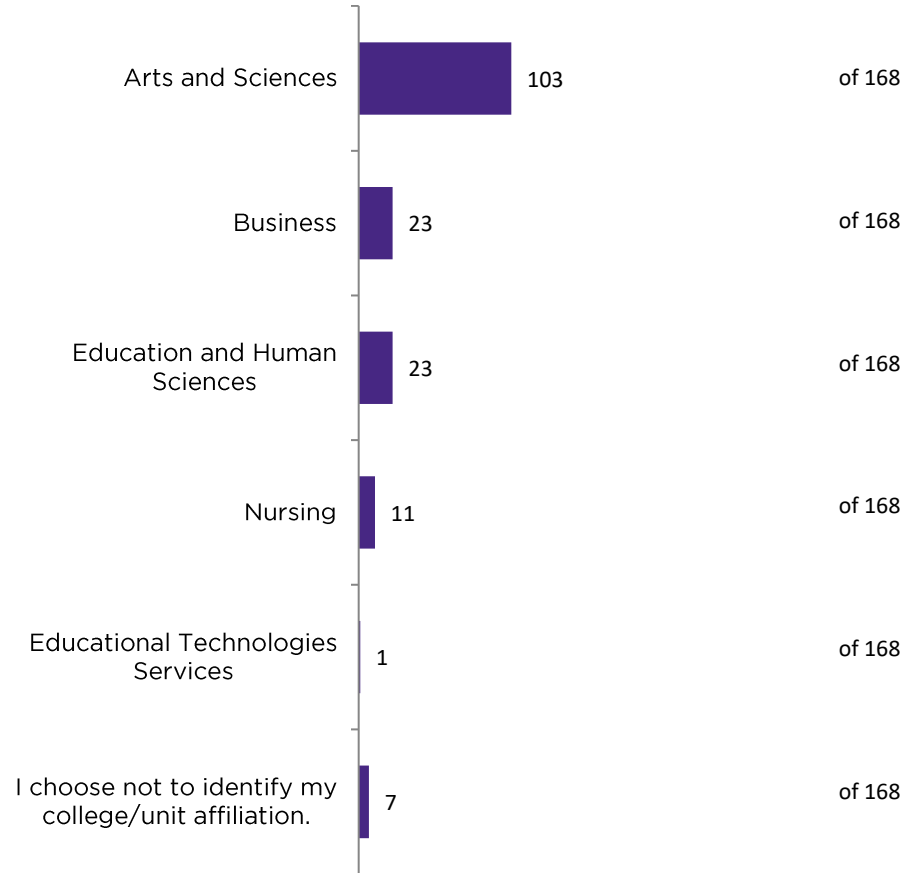
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Respondent Profile

College Unit/Affiliation N=100.0%

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



Faculty Classification N=100.0%

Please indicate your faculty classification.
Choice Count

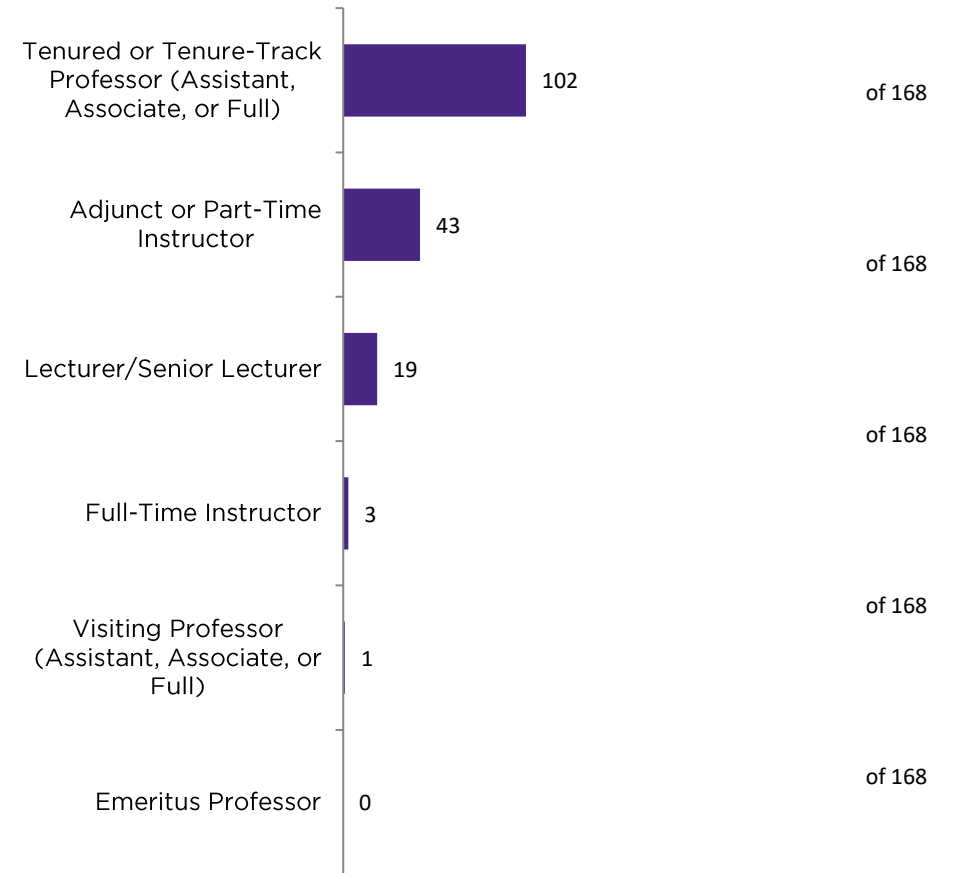


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Diversity Statement Agreement

Diversity Statement | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I am comfortable leading class discussions dealing with sensitive cultural diversity issues.	71%	10%	5%	14%	25.0%



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Teaching & Technology Statement Agreement

Teaching & Technology Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I am able to use Canvas effectively.	88%	7%	2%	2%	25.6%
I have the resources I need to teach well.	79%	16%	5%	0%	25.6%
My departmental colleagues are respectful of me as a professional.	77%	12%	7%	5%	25.6%
I have sufficient technology to teach effectively.	72%	7%	12%	9%	25.6%
I know how to create audio/video presentations of my classroom lectures for instructional delivery.	72%	12%	9%	7%	25.6%
Information Technology Services responds positively to the needs of UNA faculty.	70%	12%	5%	14%	25.6%
My departmental colleagues appreciate the work I do.	56%	21%	9%	14%	25.6%
Educational Technology Services training/workshops focused on instructional design have been helpful to me.	49%	26%	2%	23%	25.6%
I know how to caption my instructional materials.	49%	23%	9%	19%	25.6%
I would like to be more involved in work that pertains to my academic department.	42%	35%	12%	12%	25.6%
The University should adopt and fund a comprehensive proctoring service across all colleges and departments.	23%	37%	12%	28%	25.6%
I need more services/support than Respondus provides for proctoring online exams.	16%	30%	14%	40%	25.6%

Problems with Canvas N=0.6%

Please describe your problems or difficulties with Canvas in more detail.

Coded Responses

Online seminar was clumsy/poorly prepared

1

of 1

Facilities Usage Statement Agreement

Facilities Usage Statements | Agreement

Percent Selected

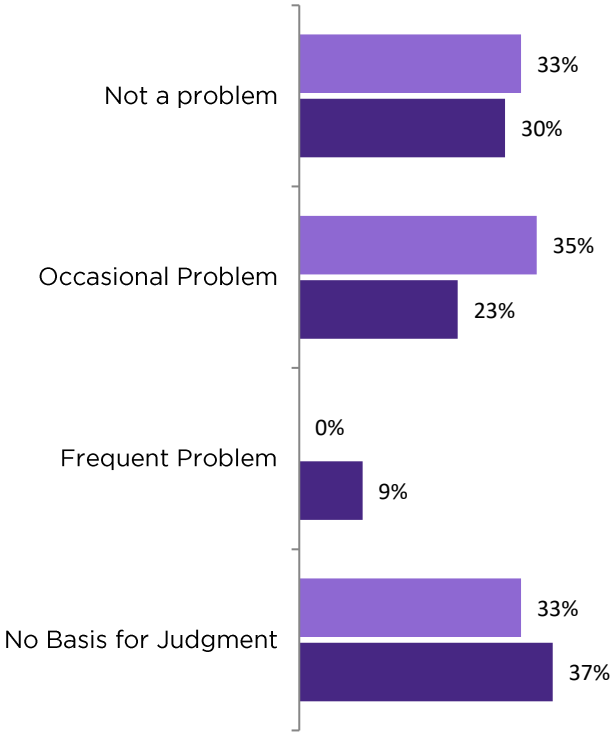
Statement	Yes	No		N
Since I have been working at UNA, I have attended cultural events on campus.	56%	44%		26.5%
Since I have been working at UNA, I have attended athletic events.	44%	56%		26.5%
Since I have been working at UNA, I have received health care from University Health Services.	21%	79%		26.5%
Since I have been working at UNA, I have taken advantage of the Faculty/Staff Wellness Center.	2%	98%		26.5%



Academic Dishonesty Problem Level & Academic Standards Statement Agreement

Academic Dishonesty Problem Level N=26.5%

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



Academic Standards Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I know what UNA considers a violation of academic standards.	91%	5%	2%	2%	26.5%
I know how to report academic conduct violations at UNA.	81%	9%	5%	5%	26.5%



Face-to-Face Courses
 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 opinion that the physical classroom environment is conducive to learning.	63%	12%	7%	19%	26.5%
It is my opinion that my physical office environment is conducive to productivity.	44%	5%	9%	42%	26.5%
It is my opinion that my physical work environment may adversely affect my health.	7%	26%	37%	30%	26.5%

Campus Safety Statements | Agreement

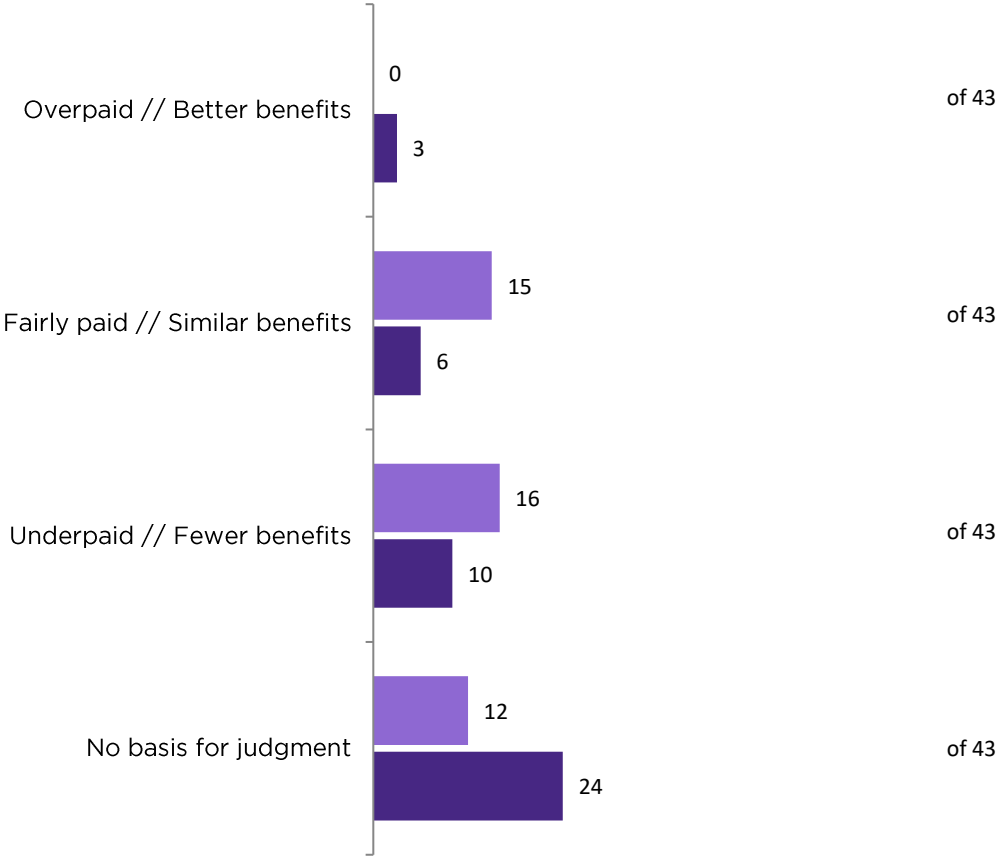
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I work in a safe and secure environment.	72%	9%	2%	16%	26.5%
There is adequate lighting on campus.	65%	7%	9%	19%	26.5%
The campus is safe and secure for students, faculty, and staff.	63%	14%	7%	16%	26.5%
I feel safe parking on campus and walking to/from my office.	63%	9%	2%	26%	26.5%
Crosswalks are located appropriately.	63%	14%	0%	23%	26.5%
Crosswalks are well-marked and safe for use.	63%	19%	0%	19%	26.5%
Personal belongings in my office are secure from theft.	49%	9%	5%	37%	26.5%
The emergency call boxes are adequately distributed across campus.	44%	19%	7%	30%	26.5%
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	42%	21%	9%	28%	26.5%

Compensation / Benefits Satisfaction & Other Desired Benefits

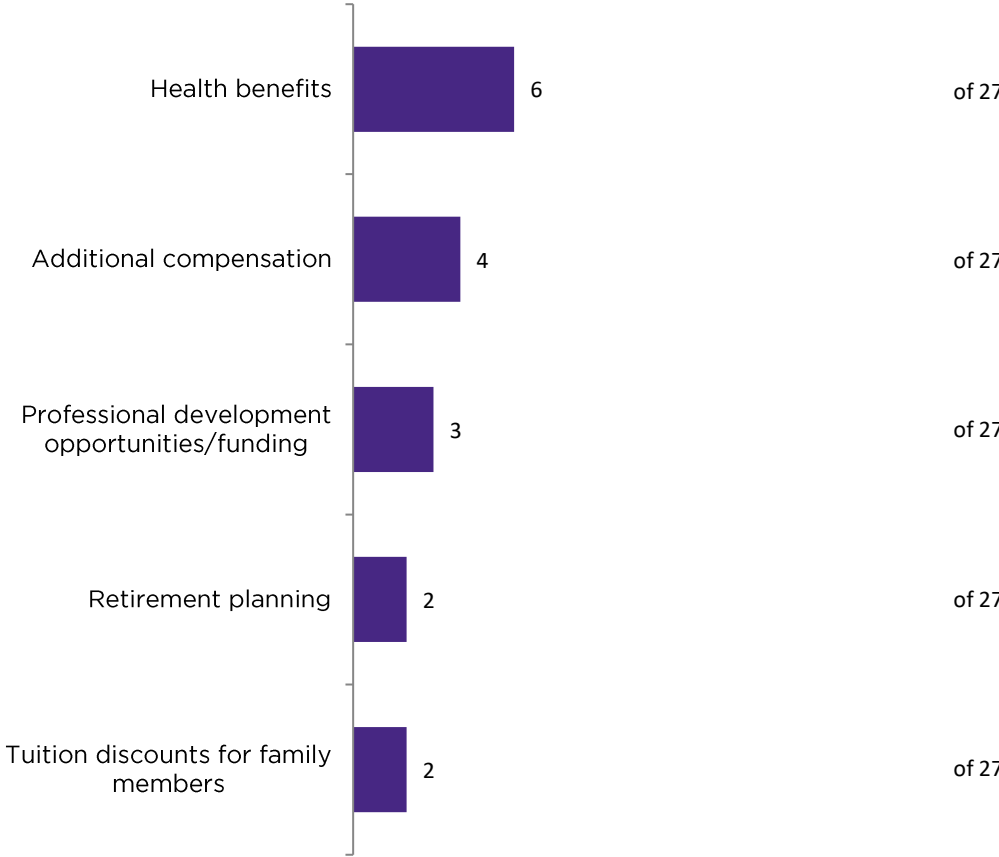
Compensation & Benefits Satisfaction N=26.5%

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



Desired Benefits in Adjunct Contract N=16.1%

What other benefits would you like to see UNA provide with your adjunct contract?
 Top 5 Coded Responses



Recruitment/Evaluation Statements & Issues/Concerns Impacting Performance

Recruitment/Evaluation Statements | Agreement

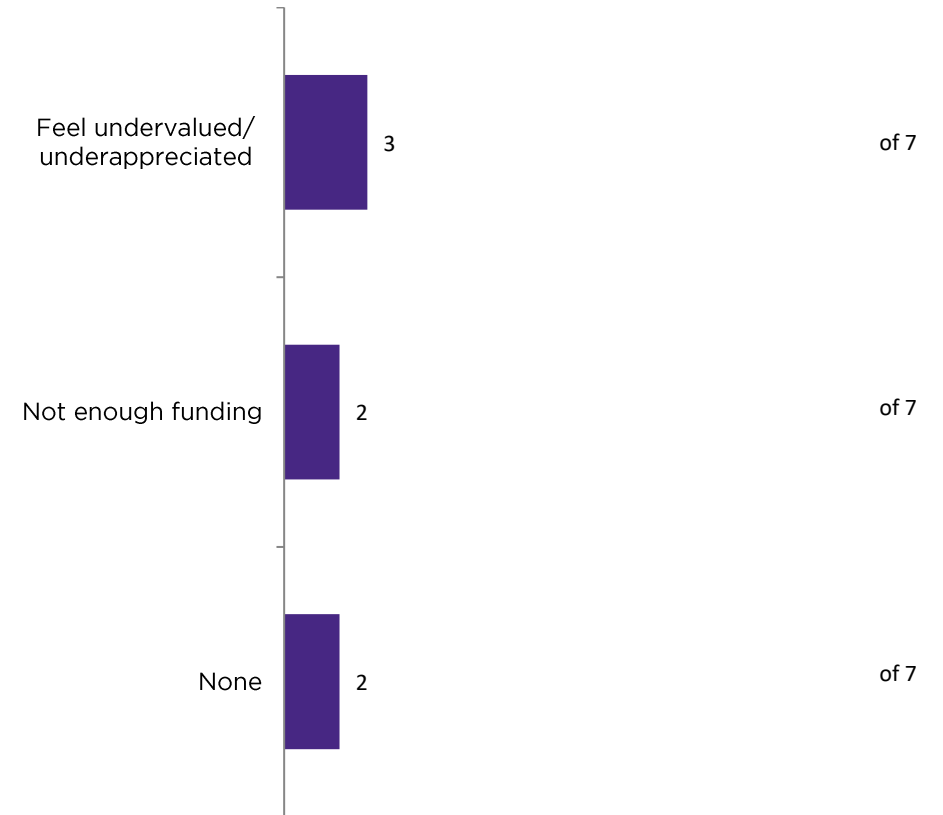
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The University has made progress in providing services that will successfully retain students.	47%	28%	2%	23%	26.5%
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	42%	30%	12%	16%	26.5%
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	37%	49%	12%	2%	26.5%
It is my perception that grade inflation is a problem at UNA.	26%	21%	19%	35%	26.5%

Issues/Concerns Impacting Job Performance N=4.2%

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.

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
Effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 208").	89%	3%	2%	6%	74.4%
Communication with the faculty.	86%	7%	3%	4%	74.4%
Overall job performance.	85%	8%	2%	5%	74.4%
Support of academic programs.	74%	14%	6%	6%	74.4%
Clear statements of University policies.	72%	15%	5%	7%	73.2%
Support for shared governance.	66%	10%	4%	19%	74.4%
Support of the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	62%	14%	8%	15%	74.4%
Allocation of available funds giving proper priority to academic programs.	56%	18%	10%	16%	74.4%
Representation of faculty members' views to the Board of Trustees.	53%	14%	3%	30%	74.4%

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.	70%	13%	14%	3%	74.4%
Accessibility to the faculty.	68%	10%	12%	10%	74.4%
Overall job performance.	68%	16%	13%	3%	74.4%
Clear statements of University policies.	66%	15%	11%	8%	74.4%
Responsiveness in addressing academic issues.	64%	17%	9%	10%	74.4%
Budget proposal's support for academic programs.	57%	14%	14%	16%	74.4%
Support of the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	56%	15%	18%	11%	74.4%

Academic & Associate Dean Evaluations

Academic Dean Evaluation

My College's Academic Dean...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
treats me with respect and dignity.	86%	4%	8%	2%	73.8%
Promotes a positive work atmosphere.	80%	12%	7%	1%	73.2%
Performs their job well.	77%	16%	6%	1%	73.8%
Supports academic freedom.	74%	11%	6%	9%	73.8%
Is a good listener.	71%	11%	9%	9%	73.8%
Supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	70%	15%	9%	6%	73.2%
Addresses any concerns I have promptly and fairly.	67%	15%	6%	13%	73.8%
Can be trusted.	66%	16%	11%	7%	73.2%
Is more proactive than reactive.	60%	16%	13%	10%	73.8%
Shows no favoritism towards employees.	58%	16%	15%	11%	73.8%

Associate Dean Evaluation

My College's Associate Dean...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Treats me with respect and dignity.	79%	7%	4%	10%	74.4%
Maintains an "open door" policy.	76%	8%	1%	15%	73.8%
Performs their job well.	74%	14%	4%	8%	74.4%
Supports academic freedom.	72%	6%	5%	17%	74.4%
Promotes a positive work atmosphere.	72%	12%	6%	10%	73.8%
Is a good listener.	70%	9%	7%	14%	74.4%
Addresses any concerns I have promptly and fairly.	66%	11%	6%	17%	74.4%
Can be trusted.	64%	18%	9%	10%	74.4%
Supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	64%	9%	11%	16%	74.4%
Is more proactive than reactive.	61%	11%	12%	16%	74.4%
Shows no favoritism towards employees.	58%	11%	14%	18%	74.4%
Regularly asks for my ideas and opinions.	50%	14%	21%	16%	74.4%

Department Chair Evaluation

Department Chair Evaluation

My Department Chair...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Maintains an "open door" policy.	86%	6%	5%	3%	72.6%
Treats me with respect and dignity.	84%	7%	5%	3%	72.6%
Supports academic freedom.	80%	8%	4%	8%	72.6%
Evaluates my performance and discusses opportunities for improvement.	79%	10%	5%	7%	72.0%
Addresses any concerns I have promptly and fairly.	76%	10%	11%	3%	72.6%
Supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	75%	11%	8%	5%	72.6%
Performs their job well.	75%	11%	10%	4%	72.6%

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Is a good listener.	74%	11%	11%	3%	72.6%
Can be trusted.	72%	18%	7%	3%	72.6%
Promotes a positive work atmosphere.	71%	14%	11%	3%	72.6%
Regularly asks for my ideas and opinions.	71%	11%	14%	4%	72.0%
Leads by example.	67%	15%	15%	3%	72.6%
Shows no favoritism towards employees.	67%	13%	16%	4%	72.6%
Is more proactive than reactive.	66%	15%	16%	3%	72.6%

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
Senior Vice Provost for Academic Affairs - Dr. Joy Borah	59%	7%	6%	28%	74.4%
Vice President for Student Affairs - Dr. Kimberly Greenway	52%	13%	9%	26%	74.4%
Vice President for the Division of Diversity, Equity, and Inclusion - Mr. Ron Patterson	50%	10%	12%	28%	74.4%
Vice Provost for Academic Affairs and Dean of Graduate & Online Education - Dr. Amber Paulk	48%	10%	9%	32%	73.8%
Assistant Vice President and Dean of Students for Student Affairs - Ms. Tammy Jacques	46%	6%	2%	46%	73.8%
Vice President for University Advancement - Mr. Kevin Haslam	46%	8%	4%	42%	74.4%
Vice President for Business and Financial Affairs and Chief Financial Officer - Mr. Evan Thornton	45%	10%	3%	42%	74.4%

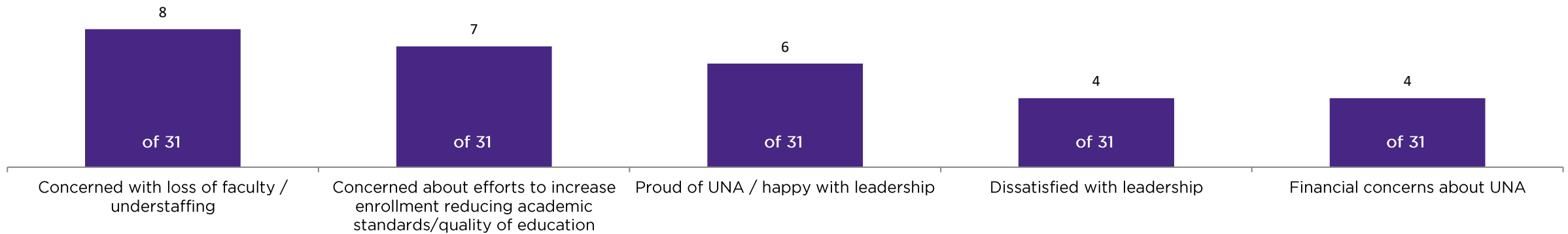
Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Senior Vice Provost for International Affairs - Dr. Chunsheng Zhang	45%	10%	6%	38%	74.4%
Associate Vice President for Business and Financial Affairs - Ms. Cindy Conlon	42%	6%	1%	51%	74.4%
Chief of Campus Police - Mr. A. Les Jackson	36%	8%	2%	54%	74.4%
Director of Athletics - Mr. Joshua M. Looney	34%	7%	1%	58%	74.4%
Title IX Coordinator - Ms. Kayleigh Baker	34%	11%	15%	40%	74.4%
Associate Vice President and Dean of Students for Student Affairs - Ms. Minnette C. Ellis	26%	6%	2%	66%	74.4%

Comments Pertaining to UNA Administration

UNA Administration Comments N=18.5%

Please inform us of any additional thoughts or issues pertaining to your department, college, or UNA administration you would like to express.

Top 5 Coded Responses



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Diversity Statement Agreement

Diversity Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I am comfortable leading class discussions dealing with sensitive cultural diversity, equity, and inclusion issues.	67%	18%	11%	4%	74.4%
I have received appropriate training in becoming a liaison for cultural diversity, equity, and inclusion.	58%	24%	14%	4%	74.4%



Hiring & Technology Statement Agreement

Hiring Statements | Agreement

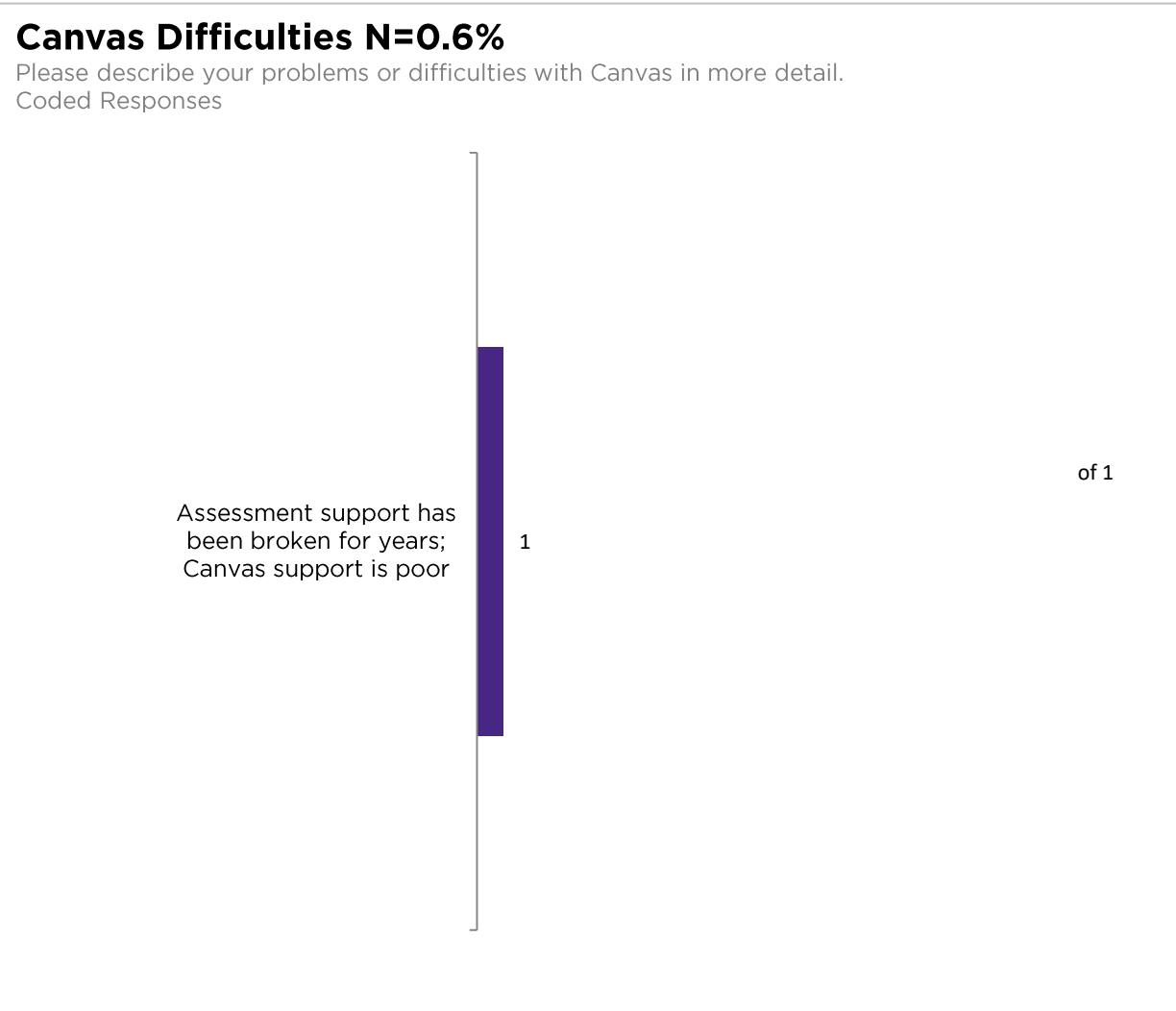
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The hiring of new faculty is done fairly and equitably.	65%	14%	16%	5%	74.4%
The hiring of new staff is done fairly and equitably.	48%	10%	9%	32%	73.8%
The hiring of new administrators is done fairly and equitably.	37%	14%	18%	32%	74.4%

Technology Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I am able to use Canvas effectively.	94%	4%	2%	1%	74.4%
I know how to create audio/video presentations of my classroom lectures for instructional delivery.	93%	5%	2%	1%	74.4%
Information Technology Services responds positively to the needs of UNA faculty.	89%	5%	6%	1%	74.4%
I have sufficient technology to teach effectively.	86%	10%	4%	0%	74.4%
I know how to caption my instructional materials.	78%	8%	11%	2%	74.4%
Educational Technology Services training/workshops focused on instructional design have been helpful to me.	77%	10%	4%	10%	74.4%
The University should adopt and fund a comprehensive proctoring service (e.g., Honorlock, Examity, etc.) across all colleges and departments.	46%	25%	19%	10%	74.4%
I need more services/support than Respondus provides for proctoring online exams.	36%	23%	22%	18%	74.4%



Experiential Learning Statement Agreement

Experiential Learning | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I am aware of experiential and work-based learning support for our programs.	65%	10%	21%	4%	74.4%
I am aware of the QEP on experiential and work-based learning.	50%	15%	29%	6%	73.8%



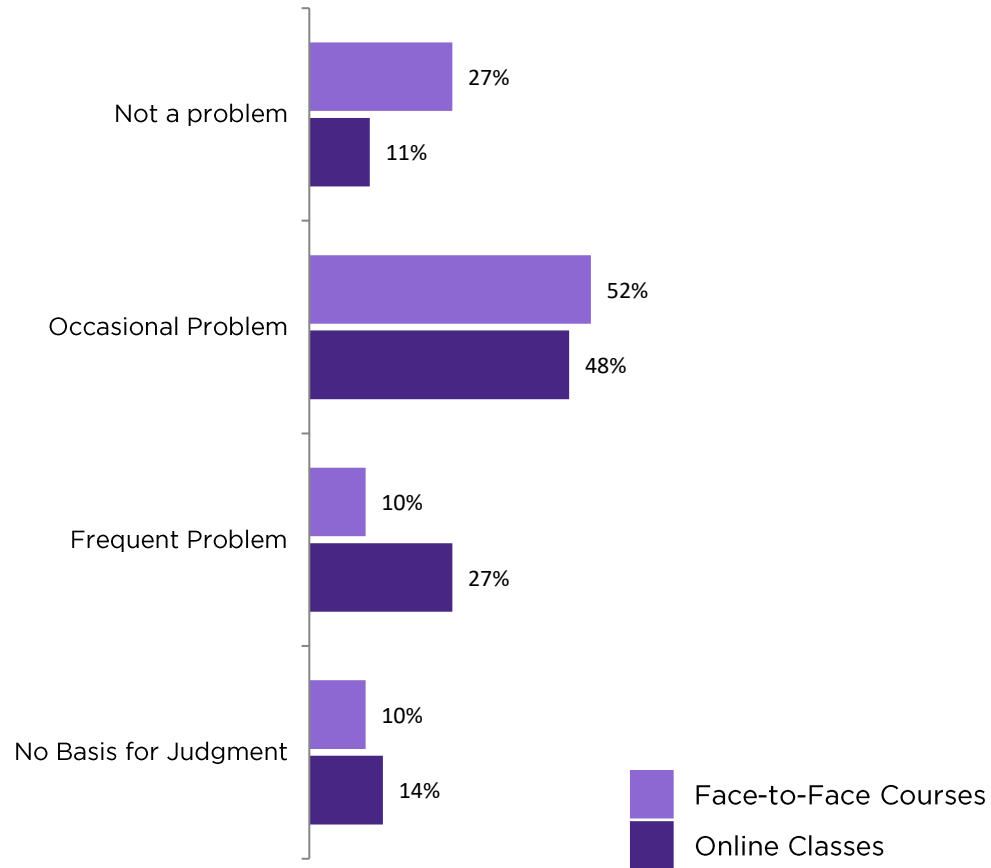
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Academic Dishonesty Problem Level & Handling Methods

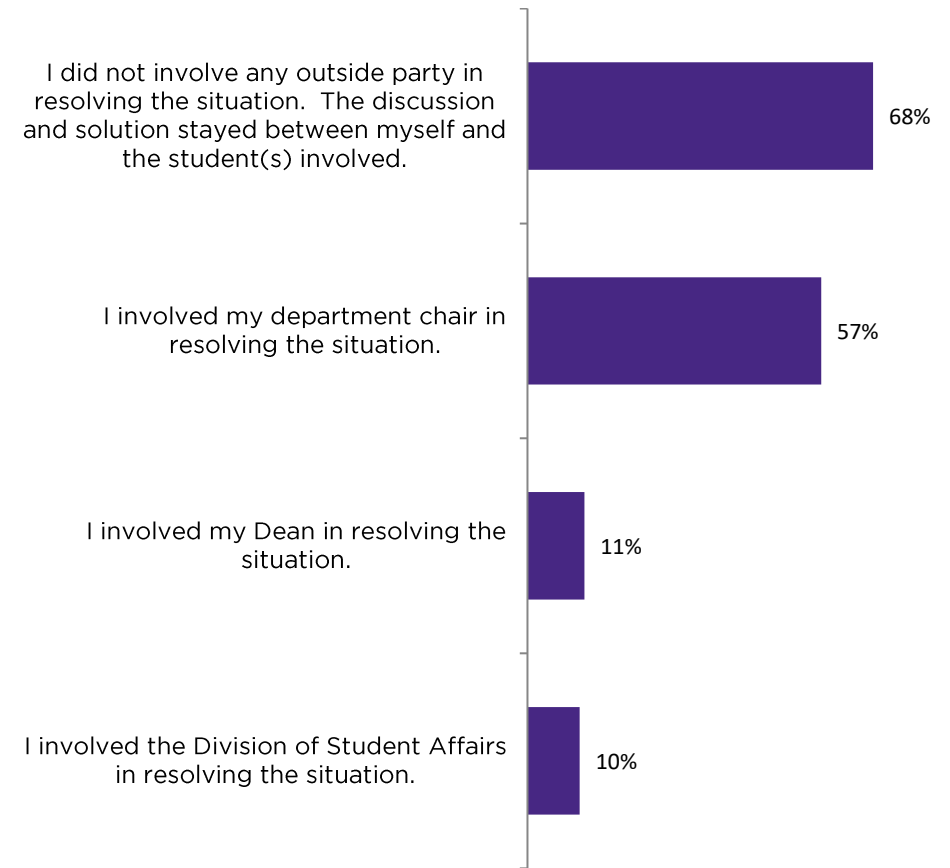
Academic Dishonesty Problem Level N=73.8%

How significant of a problem is academic dishonesty in my traditional, face-to-face/online assessments?
Percent Selected



How Academic Dishonesty Has Been Handled N=64.3%

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



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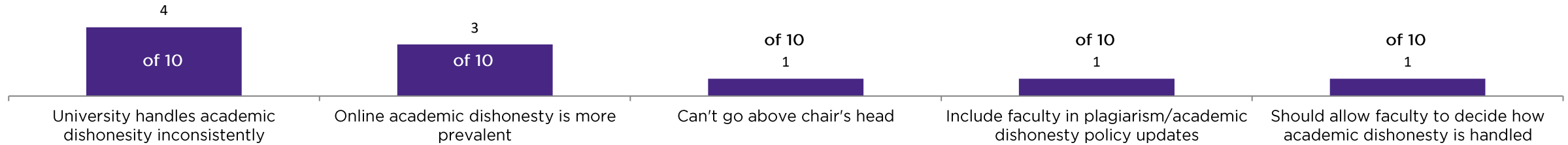


Comments Around Academic Dishonesty & UNA Response

Comments on Academic Dishonesty and UNA Response N=6.0%

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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Administrative Growth Statements & Administrative Work Assigned

Administrative Growth | Agreement

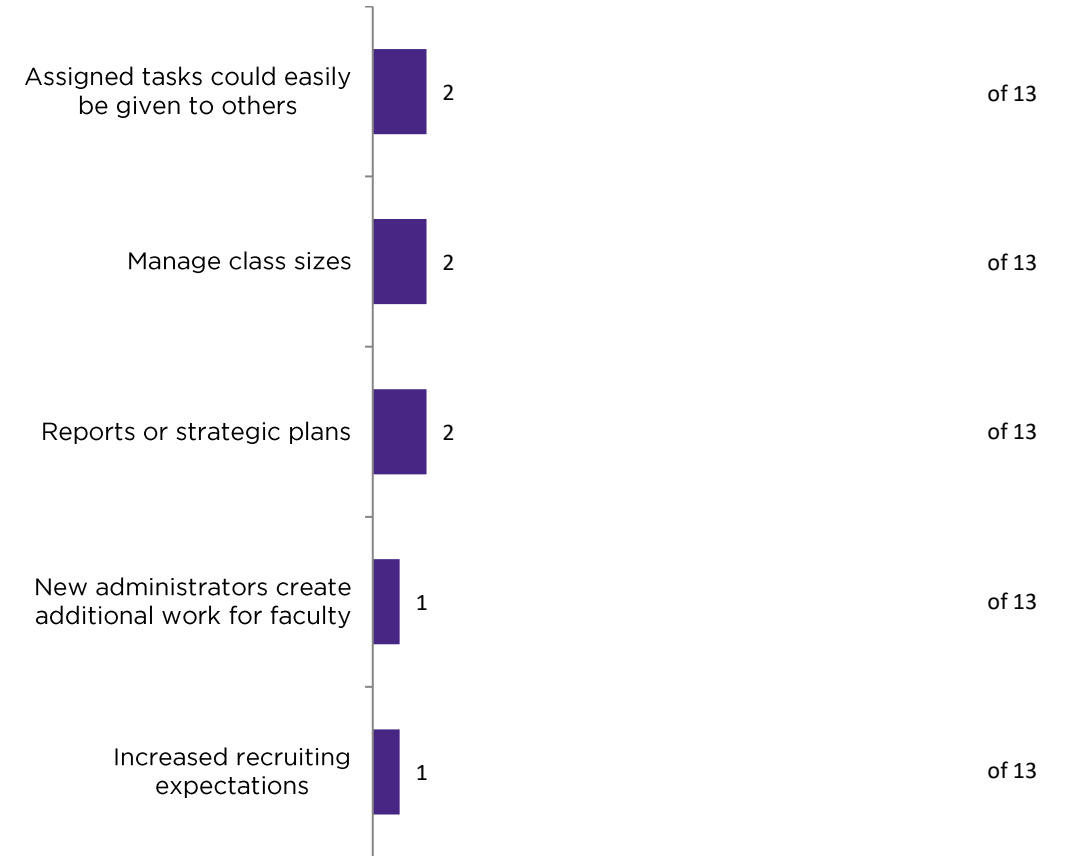
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Administrative expansion is a problem at UNA.	50%	22%	17%	12%	74.4%
Expansion at the administrative ranks is coming at the expense of resources for faculty.	50%	20%	16%	14%	74.4%
Administrators and administrative staff support the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	34%	27%	27%	11%	73.8%

Administrative Work Assigned N=7.8%

Please explain what administrative work you've been assigned and how it has hindered the performance of your actual professional duties and obligations.

Top 5 Coded Responses



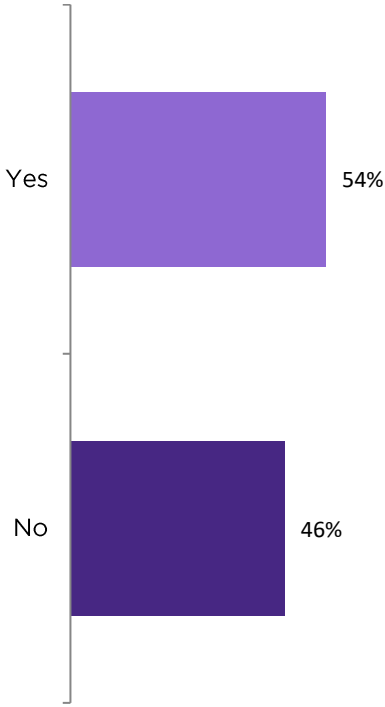
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Accreditation Involvement & Specifics

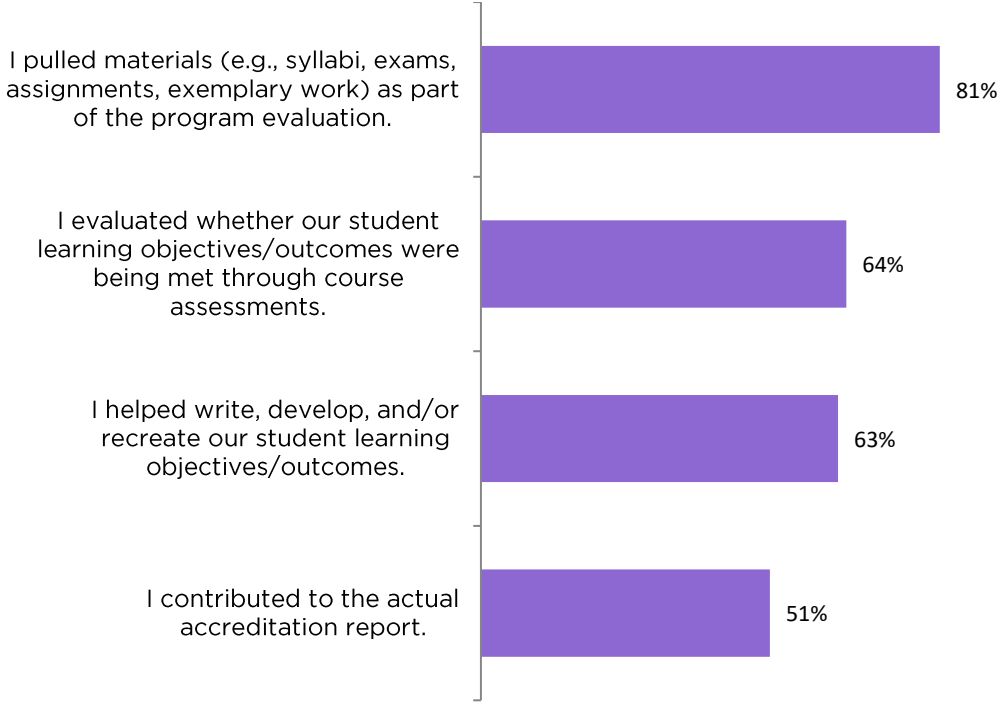
Involvement with Accreditation N=74.4%

Have you been involved with accreditation, in any way, during the past two years at UNA?
Percent Selected



Specifics of Involvement N=39.9%

In what ways have you been involved with the accreditation process? Check all that apply.
Percent Selected



Accreditation Statement Agreement

Accreditation Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I have sufficient support/assistance for accreditation processes.	53%	28%	15%	4%	40.5%
I want to learn more about how to create course assessments that align with my program's student learning objectives/outcomes for proper evaluation.	46%	28%	24%	3%	73.2%
I want to learn more about aligning my individual course objectives with my program's student learning objectives/outcomes.	45%	29%	23%	3%	73.2%
I want to learn more about accreditation documentation for my own courses.	40%	31%	25%	4%	73.2%



Mandatory Trainings and Physical Working Conditions Statement Agreement

Mandatory Trainings Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The length of trainings is excessive.	42%	31%	24%	2%	74.4%
The frequency of trainings is excessive.	38%	34%	26%	2%	74.4%
The number of trainings is excessive.	35%	38%	25%	2%	74.4%

Physical Working Conditions Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
It is my opinion that my physical office environment is conducive to productivity.	67%	16%	17%	0%	74.4%
It is my opinion that the physical classroom environment is conducive to learning.	65%	20%	14%	1%	74.4%
It is my opinion that my physical work environment may adversely affect my health.	31%	15%	50%	4%	74.4%



Campus Safety & Parking Registration Statement Agreement

Campus Safety Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I feel safe parking on campus and walking to/from my office.	92%	6%	2%	1%	74.4%
Personal belongings in my office are secure from theft.	83%	9%	8%	0%	73.8%
I work in a safe and secure environment.	80%	13%	6%	1%	74.4%
The campus is safe and secure for students, faculty, and staff.	75%	15%	8%	2%	74.4%
There is adequate lighting on campus.	66%	21%	9%	5%	74.4%
Crosswalks are located in appropriate areas.	57%	15%	25%	2%	73.8%
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	55%	23%	15%	7%	73.8%
Crosswalks are well-marked and safe to use.	52%	23%	22%	2%	73.8%
The emergency call boxes are adequately distributed across campus.	40%	21%	15%	24%	73.8%

Parking Registration Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Decals should be available via campus mail.	77%	17%	3%	2%	73.8%
The registration process and documentation required to obtain campus parking deals is too complex.	34%	22%	40%	4%	73.8%

COVID Response & UHS Statement Agreement

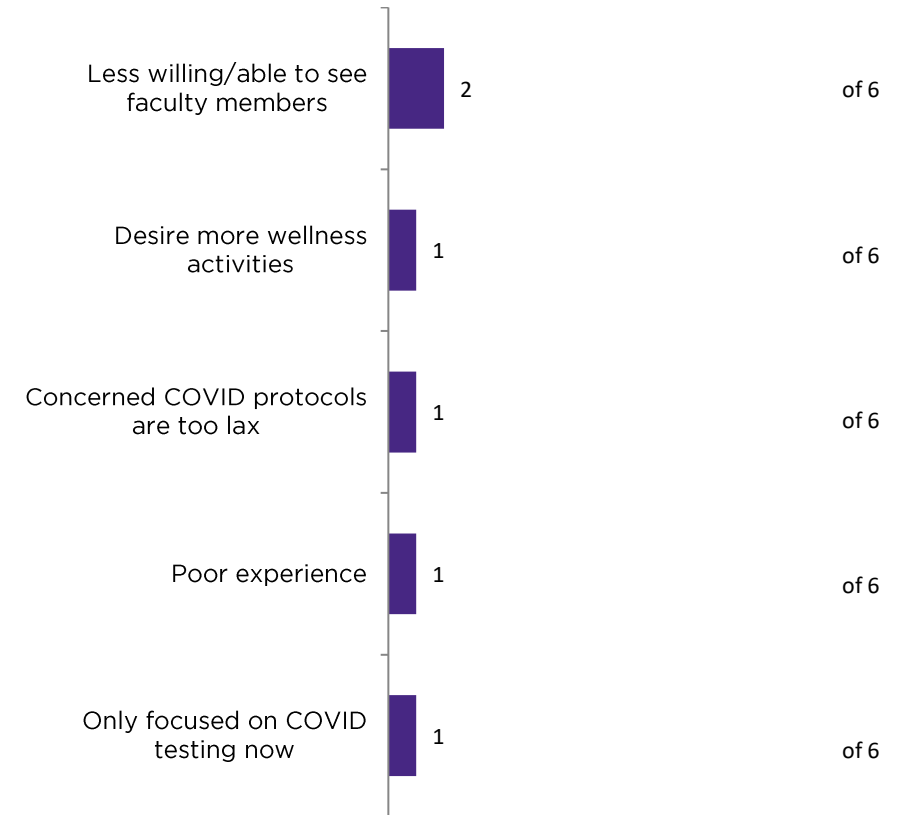
COVID Response & UHS Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I was satisfied with the communications from the CRTF.	77%	11%	10%	2%	74.4%
I was satisfied with UNA's overall response to COVID.	65%	16%	18%	2%	74.4%
I was satisfied with the decisions made by the CRTF regarding campus operations.	62%	16%	20%	2%	74.4%
Overall, I am satisfied with the quality of services provided by Health Services.	58%	13%	8%	22%	74.4%

UHS Performance

Please elaborate on the performance of University Health Services.
Coded Responses



Fall/Spring and Winter/Summer School Statement Agreement

Fall/Spring Semester Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Standardized starting date ranges (e.g., no earlier than January 10) for academic terms should be established.	65%	23%	4%	8%	74.4%
A review of the academic calendar is needed.	57%	18%	22%	4%	74.4%

Winter/Summer School Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I view summer teaching as necessary to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	72%	15%	10%	4%	73.8%
I view winter teaching as necessary to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	23%	23%	35%	18%	74.4%

Research Statement Agreement & Compensation Comparison

Research | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I have an active research agenda.	72%	19%	4%	5%	73.8%
I have a clear understanding of research expectations in tenure and promotion.	70%	12%	15%	3%	73.8%
I have access to sufficient travel funds to present my research.	46%	20%	24%	10%	73.8%
I have access to sufficient funds to conduct my research.	41%	31%	19%	10%	73.8%
In order to have sufficient time to conduct research, I have to forgo summer and winter teaching assignments.	31%	25%	32%	12%	73.8%
There is no disincentive for failing to conduct research as a full-time faculty member.	28%	28%	28%	15%	73.2%
I have sufficient time to conduct research during the academic year.	23%	23%	48%	6%	73.8%

Compensation Comparison

Percent Selected

Statement	Higher	Similar	Lower	No Basis for Judgment	N
Including pay for teaching in the summer and winter, my salary compared to other faculty members at my rank at institutions similar to UNA is:	12%	46%	17%	25%	74.4%
Not including pay for teaching in the summer and winter, my salary compared to other faculty members at my rank at institutions similar to UNA is:	10%	30%	38%	22%	74.4%
COLA's received in comparison to actual increases in the cost of living are:	2%	22%	54%	22%	74.4%

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.	60%	22%	9%	10%	74.4%
Faculty members are given sufficient authority for the improvement of the educational programs at UNA.	57%	26%	14%	3%	74.4%
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	56%	31%	11%	2%	74.4%
The recruitment efforts toward finding faculty members of diverse backgrounds at UNA is sufficient.	55%	14%	22%	9%	74.4%
It is my perception that grade inflation is an issue at UNA.	35%	30%	21%	14%	74.4%
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	14%	26%	58%	2%	74.4%

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.	58%	16%	11%	15%	74.4%
Provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	58%	18%	12%	12%	74.4%
Effectively represents faculty interests.	51%	20%	14%	15%	74.4%

Parental Leave & Shared Governance Statement Agreement

Parental Leave Policy Statement | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
UNA's parental leave policy needs to be reviewed and updated.	31%	7%	3%	58%	74.4%

Shared Governance Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I know who my shared governance committee representatives are.	59%	13%	23%	6%	73.8%
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	52%	18%	8%	22%	74.4%
The process involved in filling shared governance committees is fair and equitable.	50%	20%	8%	22%	74.4%
The shared governance system effectively represents faculty interests.	44%	23%	15%	19%	73.8%
Policy development is effectively addressed through the current two-tiered system of governance.	44%	21%	14%	22%	73.8%
The method by which changes are made through shared governance is clear and appropriate.	43%	22%	15%	20%	73.8%
The shared governance committees keep me informed about how campus problems or issues have been addressed.	43%	19%	26%	13%	73.8%



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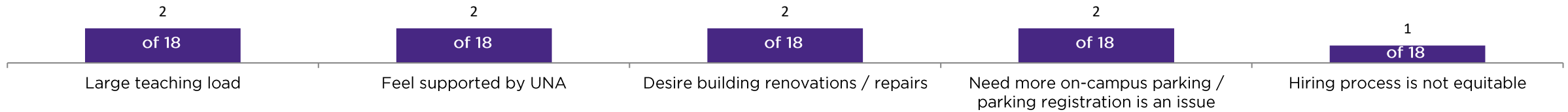


Issues/Concerns Impacting Job Performance

Issues/Concerns Impacting Job Performance N=10.7%

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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