

# 2024 Faculty Attitude Survey Report

## Committee Members:

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of North Alabama on August 12, 2024

The 2024 Faculty Attitude Survey at the University of North Alabama (UNA) was available from February 5th through May 8, 2024. The survey was administered online using the Qualtrics platform. Each faculty member at UNA was provided a unique link to ensure that respondents could only complete the survey once. Based on the previous years' recommendations, part of the Faculty Attitude Survey Committee's task was to revise the survey to help the Faculty Senate prioritize business for the upcoming academic year. The committee remained mindful of that throughout the preparation of the 2024 survey, and the committee is hopeful that the results contained herein, and future iterations of the survey can improve upon helping to develop a working agenda for the Faculty Senate.

The 2024 Faculty Attitude Survey Committee included Xiaonan Zhu (Chair), Stephanie Clark, Andrea Hunt, Christopher Purser, and Patrick Shremshock. The committee was convened in January 2024 and met regularly, revising the previous year's survey, until the instrument was finalized on March 13, 2024. The committee chose to incorporate numerous, but primarily minor, changes to the previous version of the survey for, most notably, several issues deemed to have become irrelevant, while other emerging issues required more attention. The biggest differences between this and the 2023 Faculty Attitude Survey are the following:

- Included Schools' Assistant Deans in the questions about administrators.
- Added a question about the first two levels of the parking deck.
- Added a question about office and classroom temperatures.
- Added questions about academic dishonesty due to AI.
- Added a question about the frequency of internet outages.
- Added questions about health insurance.
- Removed questions about MS Teams.
- Removed a question about the policy of parental leave.

This year, the descriptions of the final survey, including a series of tables and charts that appear in this report, were summarized by the Office of Institutional Research. The summary of the full survey results consists of three parts:

- Adjunct/PT Instructor Results
- Full-Time Faculty Results
- Open-Ended Comments Report.

It begins on page 8. 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. 227 faculty members completed the survey (119 tenured or tenure track professors, 71 adjunct or part-time instructors, 6 full-time instructors, 2 visiting professors, and 3 emeritus professors. The total number of survey participants is approximately **6.2% lower** than the previous year, largely due to a **15.6% drop in tenured/tenure-track** faculty participation.
2. Well over half the responses (56.5%) came from Arts, Sciences, and Engineering faculty, similar to previous years. 13.9% came from Business faculty; 17.49% came from Education and Human Sciences, 4.48% came from Nursing faculty, and 7.62% chose not to identify their college/unit affiliation.

### Adjunct/part-time instructors:

- A **14.5% increase** in participation of adjunct faculty and part-time instructors from 2023.
- Adjunct faculty and part-time instructors continue to report they are comfortable leading class discussions dealing with sensitive cultural diversity issues. (78.95% Agree)
- Adjunct faculty and part-time instructors (83.33%) report that ITS responds positively to their needs.
- Adjunct faculty and part-time instructors report that 44.44% believe the internet outages have become more frequent and 35.19% are Neutral.
- Most adjunct faculty and part-time instructors (79.1%) feel they get enough advanced notices for scheduled internet outages.
- Adjunct faculty and part-time instructors know how to effectively caption their instructional materials (62.71%), **an 11% increase from 2023**.
- Adjunct faculty and part-time instructors have the resources needed to teach well.
- Adjunct faculty and part-time instructors report only 68.63% believe ETS training/workshops on instructional design have been helpful, **up 19% since 2023**.
- Adjunct faculty and part-time instructors report at the low rate of 28.57% that they need more services/support than Respondus provides for online exam proctoring. 40.48% report Neutral.
- Adjunct faculty and part-time instructors believe the university should adopt and fund a comprehensive proctoring service across all campuses at a rate of 38.78%, while 46.94% are neutral.
- Adjunct faculty and part-time instructors consider their colleagues respectful of them as professionals (79.10% Agree) and appreciate their work (68% Agree).
- Adjunct faculty and part-time instructors report that they would like to be more involved in work that pertains to their department (40%).
- Adjunct faculty and part-time instructors know what UNA considers a violation of academic standards (82.09%) and how to report academic conduct violations at UNA (86.57%), the latter rate **being up approximately 10% since last year**.
- Adjunct faculty and part-time instructors report 14.29% use of the Faculty/Staff Wellness Center and 20% received health care from University Health Services.
- Adjunct faculty and part-time instructors report that 38.57% attended athletic events, and only 4.29% attended cultural events on campus.
- As a majority, adjunct faculty and part-time instructors do not view academic dishonesty as a problem in their traditional or online classes and more than half of adjunct faculty and part-time instructors (58.82%) did not involve any outside party in resolving the situation
- Adjunct faculty and part-time instructors agree by a majority that the physical working conditions and campus safety are positive aspects of the UNA campus. However, more than 45% of adjunct faculty and part-time instructors think their office and classroom temperatures are not conducive to work and learning.
- The percentage of adjunct faculty and part-time instructors who believe they are fairly compensated **dropped from 48% in 2023 to 39% in 2024**, while the percentage who believe they are unfairly compensated increased from 58% to 61%. More respondents continue to feel underpaid than fairly paid, as they did in 2023.
- The majority of adjunct faculty and part-time instructors (62.5%) think they have similar benefits compared to adjunct faculty members at institutions similar to UNA.
- In an open-ended question regarding benefits with adjunct contracts, adjunct faculty and part-time instructors yielded 28 responses. The top 3 responses are
  - Higher pay/standard raises for years worked/bonuses (6/28)

- Health (5/28)
- University contributes some funds toward retirement (3/28).
- Adjunct faculty and part-time instructors are more likely to agree (67.35%) that UNA has made progress toward student retention and that the university's recruitment efforts (63.16%) should be geared toward attracting higher-quality students rather than maximizing enrollment.
- Adjunct faculty and part-time instructors primarily agree (37.5%) or are neutral (30.36%) that the instructor and course evaluation process at UNA is a good indicator of teaching skills
- Adjunct faculty and part-time instructors agree that grade inflation is a problem at UNA at a rate of 34.88%, **being up about 20% since last year.**
- In an open-ended question regarding any additional concerns that have an immediate impact on them or their ability to perform their job, adjunct faculty and part-time instructors yielded 6 responses. The top response is
  - Cramer Way TVs are too small for learning in the classroom/Classrooms need laptop and connectors/projectors (2/6).

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."

#### Faculty:

- A **13.3% drop** in participation from 2023 and a **15.6% drop** in tenured/tenure-track faculty participation.
- Faculty report university growth by a majority in the areas of student success resources, facilities, student services, and advising load. The lowest area in supporting student growth is parking.
- Faculty made 75 open-ended comments regarding growth at the expense of resources. The top 5 responses are
  - Parking: Limited spaces/Blocked off for Visitors or construction (17/75)
  - Faculty lines/administrative support needed (14/75)
  - Facilities are inadequate/Outgrown space (9/75)
  - Increases in enrollment without additional resources (6/75)
  - Faculty searches need to be approved in the fall, it's too late in early spring (5/75).
- Faculty continue to have more positive than negative sentiments toward both President Kitts and Provost Kinney, particularly pertaining to communication with the faculty and overall job performance.
- Continue to agree that President Kitts' "Project 208" has been effective (82.78% Agree).
- Faculty agree that President Kitts (58.62%) supports the primary endeavors of faculty by not burdening faculty with the completion of administrative tasks.
- Faculty agree that Provost Kinney is responsive in addressing academic issues (62.69%).
- Faculty remain primarily positive toward the performance of other high-level administrators (vice presidents, deans/colleges or schools' associate deans, department chairs, chief of campus police, athletics director, etc.).
- Faculty made 74 various open-ended comments regarding administration. The top 3 responses are
  - Positive comment (8/74)
  - Financial procedures are not transparent/lack of communication (5/74)
  - The hiring/promotion process is not consistent/fair (4/74).

- More than half of faculty believe that administrative expansion is a problem at UNA (50.76%) and expansion within the administrative ranks is coming at the expense of faculty resources (53.60%).
- Faculty made 31 open-ended comments regarding administration. The top 3 responses are
  - Administrative positions created at the expense of faculty lines/resources/staff/students (7/31)
  - Dean/Associate Dean salaries need their own University budget line (4/31)
  - Top heavy administration (3/31)
  - Grievances against certain administrators are ignored (3/31).
- While the overwhelming majority of faculty (82.35%) indicate feeling safe on campus, less (but still a majority) agree that appropriate security is in place to protect equipment/supplies stored in classrooms (66.22%), campus crosswalks are safe to use (57.89%) and located in appropriate areas (62.84%).
- Of 44 open-ended responses regarding campus safety concerns, the 4 most common responses are
  - Crosswalk issues: more flashing lights/more around campus/repainted/elephant paths (15/44)
  - Pine St. issues: needs speed bump/crosswalk is faded/dangerous (8/44)
  - Additional lighting throughout campus (5/44)
  - Building in need of repair: mold/HVAC issues (2/44)
- A majority of faculty (71.43%) agree that parking decals should be made available via campus mail, and 66% of faculty agree that the registration process and documentation required to receive parking decals is simple, **a 31% increase from 2023.**
- 63.70% of faculty believe that the first two levels of the parking deck should be reserved for faculty and staff.
- Of 27 open-ended responses regarding parking, the 5 most common responses are
  - Not enough parking/more employee reserved spots needed (10/44)
  - Reserve some parking deck levels for staff/faculty (3/44)
  - Parking closed w/o warning (2/44)
  - Spots being lost to construction (2/44)
  - SGA dictating the level of parking fines is not helpful (2/44).
- Faculty agreed that their physical office and classrooms are conducive to productivity and learning, while 37.33% report that their physical work environment may adversely affect their health, **a 25% increase from 2023.**
- Of 77 open-ended responses regarding physical work conditions, the 4 most common coded responses are
  - HVAC issues/humid/too cold/too hot (37/77)
  - Mold/mildew (15/77)
  - Classrooms need to be renovated/peeling plaster/patched floors (8/77)
  - Leaks (5/77).
- Faculty are more likely to report academic dishonesty as a problem in online courses as opposed to face-to-face courses (37.31% vs 15.56%), and the majority chose not to involve any outside party or only involved their department chair when handling the issue of academic dishonesty.
- More than half of faculty (55.03%) need further training on AI and how to detect student usage of AI.
- Of 25 open-ended responses regarding academic dishonesty, the 5 most common responses are
  - Plagiarism/AI is a problem on campus (7/25)
  - AI is a concern, but can be an advantage - training needed for faculty/staff/students (4/25)

- Standard policy on AI/plagiarism (2/25)
  - University should not pursue any generative AI tools or tools to detect AI usage-not reliable (2/25)
  - There hasn't been any training related to academic dishonesty (2/25).
- Faculty indicate they have sufficient technology to teach effectively; are pleased with ETS training and workshops (74.64%) and ITS services (82.24%), report knowing how to caption instructional materials (66%).
- Faculty believe the university should adopt and pay for a comprehensive proctoring service (54.74%), **an 11% increase from last year**; and believe Respondus provides adequate support for proctoring exams (39.34%).
- The majority of faculty claim that internet outages have become more frequent (70.25%) and they get enough advanced notices for scheduled internet outages (61.84%).
- In an open-ended question regarding any additional concerns that have an immediate impact on them or their ability to perform their job, faculty yielded 24 responses. The top 4 common responses are
  - Additional resources for students and faculty are needed in the classroom (4/26)
  - Course evaluations are not given to small class sizes/lack of participation/not representative of instruction/Median calc is flawed (3/26)
  - Cramer Way TVs are too small for learning in the classroom/Classrooms need laptops and connectors/projectors (3/26)
  - Teaching and advising loads are heavy and coupled with research is unreachable/Teaching Research and Service expectations not defined (3/26).
- Faculty consider their colleagues respectful of them as professionals (81.05%) and appreciate their work (75.5%).
- At a rate of 70.29% faculty report being comfortable leading class discussions dealing with sensitive cultural issues, **an 11% increase from 2023**.
- 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 (60.93%).
- Faculty report that they are aware of the QEP on experiential and work-based learning by an overwhelming majority of 76.55%.
- Faculty also report awareness of experiential and work-based learning support for our programs by a majority of 72.60%.
- Faculty have been involved in some way with accreditation (54.67%), **a 10 % decrease from 2023**, with the vast majority of those involved indicating they helped write, develop, and/or recreate our student learning objectives/outcomes (68.35%); pulled course materials as part of a program evaluation (72.15%); and evaluated whether student learning objectives/outcomes were being met through course materials (68,35%). Slightly less than half of the faculty (43.04%) state they contributed to the actual accreditation report.
- 70% of faculty report having sufficient support for accreditation processes, and less than 30% wish to learn more about accreditation documentation for their own courses, how to create course assessments that align with my program's student learning objectives/outcomes, and aligning my course objectives with my program's student learning objectives/outcomes.
- 66.67% of faculty agreed that instructors would benefit from being allotted more time between the close of the examination period and the required posting of final grades, **an 11% increase from 2023**.
- Faculty believe that hiring practices concerning staff and faculty are done fairly and equitably. Results related to the hiring of administration are more closely divided with 43.90% agreeing

- administration hiring is fair and equitable and 26.02% disagreeing.
- In an open-ended question regarding hiring process concerns, faculty provided 31 answers. The top 3 responses are
    - More consistency in hiring/approval of hiring across campus/bias in hiring or nepotism or favoritism (12/31)
    - Due to financial mismanagement of the administration some departments are having to share administrative support and it is not enough (4/31)
    - The hiring timeline for tenure track positions is too late (3/31).
  - Faculty report 44.44% use of the Faculty/Staff Wellness Center and 60.78% received health care from University Health Services,
  - Faculty report that 67.32% attended athletic events, and 82.12% attended cultural events on campus.
  - Faculty, at a rate of 72.22% state satisfaction with the quality of services provided by University Health Services (UHS), **a 14% increase from 2023.**
  - In an open-ended question regarding the performance of University Health Services (UHS), the top 2 common responses are
    - The staff are excellent and do a great job (4/17)
    - The messaging needs to be clearer for non-students on services available and how it impacts insurance (2/17).
  - While the majority of Faculty (65.79%) are satisfied with the quality of the health insurance, 54.26% believe a negotiation process regarding changes in the health insurance premium and plan is needed and 62.88% hope UNA will offer more flexible health insurance plans with varied premiums and coverages to better meet the diverse needs of our faculty.
  - 50% of faculty believe the cost of the health insurance for spouse, children, or family coverage is high and 47.62% believe fair.
  - In an open-ended question regarding the health insurance, the top 4 common responses are
    - Deductible/Out of pocket maximum/CoPays too high (4/20)
    - Increase in premium/Wiped out COLA (3/20)
    - No option for adjunct (2/20)
    - Prescription reimbursement is a concern and creates a health equity barrier (2/20).
  - More than half of faculty (51.35%) agree to standardized starting dates for academic terms (e.g., semesters beginning no earlier than January 10), and 60.93% agree that a review of the academic calendar is needed.
  - While over 79.31% of faculty view summer teaching to achieve a salary level that cannot be reached on a 9-month contract, and 33.59% view the winter term in this manner.
  - While the majority of faculty report understanding research expectations in tenure and promotion and report having an active research agenda (75.34%), 38.24% report not having sufficient funds to conduct and present their research, 27.21% state they must forgo summer and winter teaching assignments to have time to conduct research, and 49.65% state they do not have sufficient time to conduct research throughout the academic year.
  - 52.67% of faculty believe their annual allotted amount for travel expenses meets their needs for yearly professional development and/or research dissemination.
  - 40.57% and 59.46% of faculty believed their salary, including summer and winter pay for teaching, compared to other faculty members at the same rank at similar institutions was similar and higher, resp., and only 29.14% and 21.62% believe their salary, not including summer and winter teaching, as compared to other same-ranked faculty members at like institutions to be similar and higher, resp.

- 29.58% of faculty believe COLAs received were lower in comparison to the actual increased cost of living, **a 28% decrease from 2023.**
- 65.63% of faculty view payment for independent study is not sufficient for the amount of work put in by the faculty member.
- Over one-half of faculty (55.26%) do not believe the instructor and course evaluation process at UNA is a good indicator of teaching skills, and 45.19% see grade inflation as a problem at UNA, **a 23% increase from 2023.**
- A majority of faculty (54.81%) 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.
- While a majority of faculty (61.70%) know who their shared governance committee representatives are, 44.80% agree that the shared governance system effectively represents faculty interests, 45.45% agree that policy development is effectively addressed through the current two-tiered system of governance, and 48% agree that the method by which changes are made through shared governance is clear and appropriate.



# Faculty Attitude Survey 2024 – Adjunct/PT Instructor Results (N=71)

July 12th 2024 – Results Compiled

(14.5% increase in participation from 2023)

## **RESPONDENT PROFILE**

**Q1. Please identify your college/unit affiliation.**

Answer	%	Count 2024	Count 2023
Anderson College of Nursing and Health Professions	0%	0	0
I choose not to identify my college/unit affiliation.	7.04%	5	5
College of Education and Human Sciences	29.58%	21	10
Educational Technologies Services	0%	0	1
Sanders College of Business and Technology	12.68%	9	6
College of Arts, Sciences, and Engineering	50.70%	36	40
<b>Total</b>	<b>100%</b>	<b>71</b>	<b>62</b>

**Q28. I am comfortable leading class discussions dealing with sensitive cultural diversity, equity, and inclusion issues (M=2.71 in 2023).**

Answer	%	Count
Disagree	10.53%	6
Neutral	10.53%	6
Agree	78.95%	45
Mean	2.68	
<b>Total</b>	<b>100%</b>	<b>57</b>

**Q26. Concerning technology and its application to instruction:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
The internet outages have become more frequent.	20.37%	35.19%	44.44%	2.24	N/A	54
The University should adopt and fund a comprehensive proctoring service (e.g., Honorlock, Examity, etc.) across all colleges and departments.	14.29%	46.94%	38.78%	2.24	2.12	49
Information Technology Services responds positively to the needs of UNA faculty.	4.55%	12.12%	83.33%	2.79	2.75	66
I need more services/support than Respondus provides for proctoring online exams.	30.95%	40.48%	28.57%	1.98	2.00	42
I know how to caption my instructional materials.	20.34%	16.95%	62.71%	2.42	2.38	59
I have sufficient technology to teach effectively.	11.94%	8.96%	79.10%	2.67	2.75	67
I feel we get enough advanced notices for scheduled internet outages.	6.56%	18.03%	75.41%	2.69	N/A	61
Educational Technology Services training/workshops focused on instructional design have been helpful to me.	3.92%	27.45%	68.63%	2.65	2.70	51

**Q27. Please respond to the following statements as they relate to your work environment and level of job satisfaction.**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
I would like to be more involved in work within my academic department.	10.00%	50.00%	40.00%	2.30	2.28	60
My departmental colleagues appreciate the work I do.	10.53%	21.05%	68.42%	2.58	2.59	57
My departmental colleagues are respectful of me as a professional.	6.45%	19.35%	74.19%	2.68	2.69	62
I have the resources I need to teach well.	5.97%	14.93%	79.10%	2.73	2.69	67

**Q42. Since I have been working at UNA, I have...**

Question	Yes	No	Not Eligible/Part-Time Faculty	Total
taken advantage of the Faculty/Staff Wellness Center.	14.29%	51.43%	34.29%	70
received health care from University Health Services.	20.00%	44.29%	35.71%	70
attended athletic events.	38.57%	37.14%	24.29%	70
attended cultural events on campus.	4.29%	31.43%	24.29%	70

**Q23. Concerning academic dishonesty:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
I know what UNA considers a violation of academic standards.	4.48%	13.43%	82.09%	2.78	2.72	67
I know how to report academic conduct violations at UNA.	8.96%	4.48%	86.57%	2.78	2.60	67
Academic dishonesty is a significant problem in my face-to-face courses.	48.08%	21.15%	30.77%	1.83	1.53	52
Academic dishonesty is a significant problem in my online courses.	40.00%	24.00%	36.00%	1.96	1.67	50
Academic dishonesty is a significant problem in face-to-face and online courses due to AI.	24.53%	22.64%	52.83%	2.28	N/A	53
I need further training on AI and how to detect student usage of AI.	16.67%	21.67%	61.67%	2.45	N/A	60

**Q25. How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty.**

Answer	%	Count
I did not involve any outside party in resolving the situation. The discussion and solution stayed between myself and the student(s) involved.	58.82%	30
I involved my department chair in resolving the situation.	37.25%	19
I involved my Dean in resolving the situation.	1.96%	1
I involved the Division of Student Affairs in resolving the situation.	1.96%	1
<b>Total</b>	<b>100.00%</b>	<b>51</b>

**Q21. Concerning my physical work conditions:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
The classroom is conducive to learning.	8.16%	14.29%	77.55%	2.69	2.58	49
My office is conducive to productivity.	10.81%	21.62%	67.57%	2.57	2.47	37
My work environment may adversely affect my health.	57.14%	18.37%	24.49%	1.67	1.46	49
Office and classroom temperatures are conducive to work and learning.	34.78%	19.57%	45.65%	2.11	N/A	46

**Q17. Concerning campus safety:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
The campus is safe and secure for students, faculty, and staff.	1.75%	15.79%	82.46%	2.81	2.85	57
There is adequate lighting on campus.	16.07%	14.29%	69.64%	2.54	2.62	56
Emergency call boxes are adequately distributed across campus.	15.69%	11.76%	72.55%	2.57	2.46	51
I feel safe parking on campus and walking to/from my office.	5.45%	12.73%	81.82%	2.76	2.81	55
Personal belongings in my office are secure from theft.	6.98%	9.30%	83.72%	2.77	2.71	43
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	11.11%	20.00%	68.89%	2.58	2.33	45
Crosswalks are located appropriately.	12.96%	7.41%	79.63%	2.67	2.51	54
Crosswalks are well-marked and safe for use.	12.50%	10.71%	76.79%	2.64	2.50	56

**Q37. Consider only your monetary compensation for this question. Compared to adjunct faculty members at institutions similar to UNA, I am:**

Answer	%	Count
Underpaid	60.71%	34
Fairly paid	39.29%	22
Overpaid	0.00%	0
<b>Total</b>	<b>100%</b>	<b>56</b>

**Q38. Consider only your benefits for this question. Compared to adjunct faculty members at institutions similar to UNA, I receive:**

Answer	%	Count
Fewer benefits	37.50%	6
Similar benefits	62.50%	10
Better benefits	0.00%	0
<b>Total</b>	<b>100%</b>	<b>16</b>

**Q39. What benefits would you like to see UNA provide with your adjunct contract?**

Category	N
Higher pay/standard raises for years worked/bonuses	6
Health	5
University contribute some funds toward retirement	3
Happy with current pay and benefits	2
Compensation per students taught if course has a large number of students/or additional sections added	2
Full-time option/opportunities	2
Access to UNA events/discount to athletic events	2
More opportunities for TA work	1
Laptops	1
Family tuition discount for immediate family	1
faculty listing in directory	1
Offer part-time positions	1
Literally anything	1

**Q29. Attitudes toward recruitment, retention, educational programming, and evaluation:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
University recruitment efforts should be geared toward higher-quality students rather than maximizing enrollment.	7.02%	29.82%	63.16%	2.56	2.31	57
The University has made progress in providing services that will successfully retain students.	14.29%	18.37%	67.35%	2.53	2.43	49
Grade inflation is a problem at UNA.	20.93%	44.19%	34.88%	2.14	2.09	43
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	32.14%	30.36%	37.50%	2.05	2.16	56

**Q31. Please describe any additional concerns that have an immediate impact on you or your ability to perform your job.**

Category	N
Cramer Way TVs are too small for learning in the classroom/Classrooms need laptop connectors/projectors needed	2
Administrative pressure to lower admission standards top increase enrollment	1
Inclusion is a distraction to the classroom	1
More tutoring needed for science courses	1
Archaic legislation and no clear messaging from the University	1

# Faculty Attitude Survey 2024\*

## Full-Time Faculty Results (N=156)

July 12th 2024 – Results Compiled

(13.3% drop in participation from 2023; 15.6% drop in tenured/tenure-track faculty participation)

### **RESPONDENT PROFILE**

#### **Q1. Please identify your college/unit affiliation.**

Answer	%	Count 2024	Count 2023
Anderson College of Nursing and Health Professions	6.54%	10	18
I choose not to identify my college/unit affiliation.	7.84%	12	18
College of Education and Human Sciences	11.76%	18	25
Educational Technologies Services	0.00%	0	0
Sanders College of Business and Technology	14.38%	22	31
College of Arts, Sciences, and Engineering	59.48%	91	88
Total	100%	153	180

#### **Q2. Please indicate your faculty classification.**

Answer	%	Count 2024	Count 2023
Visiting Professor (Assistant, Associate, or Full)	1.27%	2	1
Tenured or Tenure-Track Professor (Assistant, Associate, or Full)	76.43%	119	141
Lecturer/Senior Lecturer	16.56%	26	32
Full-Time Instructor	3.82%	6	5
Emeritus Professor	1.91%	3	1
Total	100%	156	180

\*skipped questions in this report are open-ended comments that can be found in the open-ended comments report.

## **ATTITUDES TOWARD UNIVERSITY GROWTH**

**Q3. The University is supporting the growth rate of the University in the areas of:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
Facilities	31.72%	19.31%	48.97%	2.17	2.40	145
Parking	55.17%	30.34%	14.48%	1.59	1.72	145
Class Load	29.25%	31.29%	39.46%	2.10	2.16	147
Advising Load	15.94%	43.48%	40.58%	2.25	2.25	138
Student Success Resources	7.97%	29.71%	62.32%	2.54	2.53	138
Faculty Lines	40.56%	26.57%	32.87%	1.92	2.16	143
Student Services (Registrar, Business Office, Disability Support, Counseling Services)	10.79%	27.34%	61.87%	2.51	2.53	139

## **ATTITUDES TOWARD THE ADMINISTRATION**

**Q5. Concerning President Kenneth Kitts, I am satisfied with his:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
communication with the faculty.	11.84%	13.82%	74.34%	2.63	2.79	152
support of academic programs.	14.97%	17.69%	67.35%	2.52	2.65	147
clear statements of University policies.	12.08%	21.81%	67.11%	2.55	2.70	149
effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 208").	5.96%	11.26%	82.78%	2.77	2.80	151
allocation of available funds giving proper priority to academic programs.	19.44%	28.47%	52.08%	2.33	2.42	144
support for shared governance.	11.97%	20.42%	67.61%	2.56	2.61	142
support of the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	13.79%	27.59%	58.62%	2.45	2.49	145
overall job performance.	8.00%	20.67%	71.33%	2.63	2.72	150

**Q6. Concerning Interim Vice President for Academic Affairs and Provost Katie Kinney, I am satisfied with her:**

Question	Disagree	Neutral	Agree	Mean	Total
communication with the faculty.	11.11%	22.22%	66.67%	2.56	144
clear statements of University policies.	12.50%	25.00%	62.50%	2.50	136
accessibility to the faculty.	10.37%	24.44%	65.19%	2.55	135
responsiveness in addressing academic issues.	13.43%	23.88%	62.69%	2.49	134
overall job performance.	11.89%	21.68%	66.43%	2.55	143



**Q7. Concerning other Administrators, I am satisfied with the overall job performance of:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
Vice President for University Advancement - Mr. Kevin Haslam	2.94%	30.39%	66.67%	2.64	2.63	102
Vice President for Student Affairs - Dr. K.C. White	6.90%	21.84%	71.26%	2.64	2.66	87
Vice President for Business and Financial Affairs - Mr. Evan Thornton	24.04%	30.77%	45.19%	2.21	2.63	104
University Investigator and Deputy Title IX Coord. - Dr. John Gurley	7.37%	21.05%	71.58%	2.64	2.65	95
Director of Athletics - Dr. Joshua M. Looney	6.21%	28.57%	65.31%	2.59	2.71	98
Deputy Provost for Academic Affairs and Dean of Grad & Online Ed - Dr. Amber Paulk	20.79%	25.74%	53.47%	2.33	2.55	101
Chief of Campus Police - Mr. A. Les Jackson	3.19%	32.98%	63.83%	2.61	2.62	94
Associate Vice Provost for International Affairs - Dr. Po Hu	9.52%	28.57%	61.90%	2.52	N/A	84
AVP for Facilities Administration and Planning - Ms. Cindy Conlon	9.90%	24.75%	65.35%	2.55	2.65	101
Associate Vice President and Dean of Students for Student Affairs - Ms. Minnette C. Ellis	5.83%	22.33%	71.84%	2.66	2.71	103
Assistant Vice President and Dean of Students for Student Affairs - Dr. Tammy Jacques	2.22%	21.11%	76.67%	2.74	2.75	90

**Q8. Regarding administration at UNA**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
Administrative expansion is a problem at UNA.	28.03%	21.21%	50.76%	2.30	2.33	132
Expansion within the administrative ranks is coming at the expense of faculty resources.	26.40%	20.00 %	53.60%	2.34	2.27	125
Administrators and administrative staff support the primary endeavors of faculty (teaching, research, service) by completing administrative tasks without burdening other faculty.	22.56%	29.32%	48.12%	2.19	2.20	133
There is a clear hiring and promotion process for administration.	31.25%	28.13%	40.63%	2.12	N/A	128

## ATTITUDES TOWARD DEAN/ASSOCIATE DEAN/CHAIR

### Q11. My College's Academic Dean...

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
treats me with respect and dignity.	5.76%	10.79%	83.45%	2.78	2.76	139
promotes a positive work atmosphere.	7.14%	17.14%	75.71%	2.69	2.69	140
addresses any concerns I have promptly and fairly.	10.61%	17.42%	71.97%	2.61	2.63	132
is a good listener.	8.21%	17.16%	74.63%	2.66	2.66	134
is more proactive than reactive.	8.76%	21.17%	70.07%	2.61	2.45	137
can be trusted.	12.32%	20.29%	67.39%	2.55	2.57	138
shows no favoritism towards employees.	15.91%	21.97%	62.12%	2.46	2.52	132
supports academic freedom.	9.09%	15.15%	75.76%	2.67	2.73	132
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	9.42%	21.74%	68.84%	2.59	2.62	138
performs their job well.	7.25%	12.32%	80.43%	2.73	2.67	138

#### Supplemental Crosstab by College for Q11.

Question	CASE	SCOBT	COEHS	ACONHP	Overall
treats me with respect and dignity.	2.73	2.82	2.83	3.00	2.78
promotes a positive work atmosphere.	2.59	2.77	2.89	3.00	2.69
addresses any concerns I have promptly and fairly.	2.52	2.64	2.83	2.90	2.61
is a good listener.	2.60	2.59	2.89	3.00	2.66
is more proactive than reactive.	2.49	2.91	2.82	2.70	2.61
can be trusted.	2.40	2.73	2.89	2.90	2.55
shows no favoritism towards employees.	2.35	2.64	2.67	2.60	2.46
supports academic freedom.	2.58	2.80	2.83	2.80	2.67
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	2.51	2.81	2.72	2.70	2.59
performs their job well.	2.64	2.95	2.83	2.90	2.73

## Q12. My College's Associate Dean or School's Assistant Dean...

#	Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
1	treats me with respect and dignity.	5.00%	8.57%	86.43%	2.81	2.83	140
2	maintains an "open door" policy.	3.79%	10.61%	85.61%	2.82	2.85	132
3	promotes a positive work atmosphere.	8.09%	7.35%	84.56%	2.76	2.72	136
4	regularly asks for my ideas and opinions.	18.38%	17.65%	63.97%	2.43	2.47	136
5	addresses any concerns I have promptly and fairly.	7.75%	16.28%	75.97%	2.68	2.76	129
6	is a good listener.	5.26%	14.29%	80.45%	2.75	2.72	133
7	is more proactive than reactive.	11.94%	17.16%	70.90%	2.59	2.62	134
8	can be trusted.	10.29%	10.29%	79.41%	2.69	2.64	136
9	shows no favoritism towards employees.	8.66%	11.81%	79.53%	2.71	2.60	127
10	supports academic freedom.	5.22%	14.18%	80.60%	2.75	2.73	134
11	supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	7.35%	15.44%	77.21%	2.70	2.62	136
12	performs their job well.	5.71%	10.71%	83.57%	2.78	2.76	140

### Supplemental Crosstab by College for Q12.

#	Question	CASE	SCOBT	COEHS	ACONHP	Total
1	treats me with respect and dignity.	2.74	3.00	2.89	2.90	2.81
2	maintains an "open door" policy.	2.73	3.00	2.89	3.00	2.82
3	promotes a positive work atmosphere.	2.67	2.95	2.89	2.90	2.76
4	regularly asks for my ideas and opinions.	2.34	2.62	2.67	2.70	2.43
5	addresses any concerns I have promptly and fairly.	2.60	2.77	2.82	2.89	2.68
6	is a good listener.	2.64	2.95	2.88	3.00	2.75
7	is more proactive than reactive.	2.51	2.73	2.82	2.60	2.59
8	can be trusted.	2.59	2.91	2.88	2.80	2.69
9	shows no favoritism towards employees.	2.62	3.00	2.83	2.60	2.71
10	supports academic freedom.	2.71	2.86	2.83	2.80	2.75
11	supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	2.62	2.91	2.83	2.70	2.70
12	performs their job well.	2.69	3.00	2.89	2.90	2.78

## Q14. My Department Chair...

#	Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
1	treats me with respect and dignity.	8.09%	8.82%	83.09%	2.75	2.82	136
2	maintains an "open door" policy.	3.68%	8.09%	88.24%	2.85	2.83	136
3	promotes a positive work atmosphere.	12.50%	10.29%	77.21%	2.65	2.74	136
4	regularly asks for my ideas and opinions.	16.30%	10.37%	73.33%	2.57	2.59	135
5	addresses any concerns I have promptly and fairly.	13.24%	13.24%	73.53%	2.60	2.70	136
6	leads by example.	13.43%	17.16%	69.40%	2.56	2.62	134
7	is a good listener.	9.56%	11.76%	78.68%	2.69	2.73	136
8	is more proactive than reactive.	20.90%	18.66%	60.45%	2.40	2.56	134
9	can be trusted.	10.37%	11.85%	77.78%	2.67	2.71	135
10	shows no favoritism towards employees.	12.59%	17.78%	69.63%	2.57	2.64	135
11	supports academic freedom.	4.44%	10.37%	85.19%	2.81	2.80	135
12	considers my input on my workload balance of teaching assignments, service expectations, and scholarship.	8.09%	8.82%	83.09%	2.75	2.79	136
13	evaluates my performance and discusses opportunities for improvement.	8.15%	14.07%	77.78%	2.70	2.77	135
14	supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	8.09%	14.71%	77.21%	2.69	2.78	136
15	performs their job well.	11.68%	13.87%	74.45%	2.63	2.74	137

<b>Supplemental Crosstab by College for Q14.</b>						
<b>#</b>	<b>Question</b>	<b>CASE</b>	<b>SCOBT</b>	<b>COEHS</b>	<b>ACONHP</b>	<b>Total</b>
1	treats me with respect and dignity.	2.69	2.77	2.88	3.00	2.75
2	maintains an "open door" policy.	2.79	2.86	3.00	3.00	2.85
3	promotes a positive work atmosphere.	2.57	2.73	2.88	2.70	2.65
4	regularly asks for my ideas and opinions.	2.59	2.36	2.71	2.60	2.57
5	addresses any concerns I have promptly and fairly.	2.53	2.73	2.71	2.80	2.60
6	leads by example.	2.50	2.55	2.75	2.80	2.56
7	is a good listener.	2.61	2.68	3.00	2.90	2.69
8	is more proactive than reactive.	2.30	2.36	2.75	2.70	2.40
9	can be trusted.	2.56	2.86	2.88	2.90	2.67
10	shows no favoritism towards employees.	2.49	2.73	2.82	2.50	2.57
11	supports academic freedom.	2.80	2.82	2.88	2.70	2.81
12	considers my input on my workload balance of teaching assignments, service expectations, and scholarship.	2.68	2.82	2.88	3.00	2.75
13	evaluates my performance and discusses opportunities for improvement.	2.64	2.71	2.76	3.00	2.70
14	supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	2.64	2.73	2.82	2.80	2.69
15	performs their job well.	2.56	2.68	2.82	2.80	2.63

## **ATTITUDES TOWARD WORKING CONDITIONS**

### **Q17. Concerning campus safety:**

<b>Question</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Mean 2024</b>	<b>Mean 2023</b>	<b>Total</b>
The campus is safe and secure for students, faculty, and staff.	7.19%	10.46%	82.35%	2.75	2.76	153
There is adequate lighting on campus.	6.58%	14.47%	78.95%	2.72	2.73	152
Emergency call boxes are adequately distributed across campus.	10.536%	20.30%	69.17%	2.59	2.49	133
I feel safe parking on campus and walking to/from my office.	3.27%	9.80%	86.93%	2.84	2.79	153
Personal belongings in my office are secure from theft.	3.95%	13.16%	82.89%	2.79	2.69	152
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	16.22%	17.57%	66.22%	2.50	2.54	148
Crosswalks are located appropriately.	20.95%	16.22%	62.84%	2.42	2.23	148
Crosswalks are well-marked and safe for use.	24.34%	17.76%	57.89%	2.34	2.24	152

**Q19. Concerning parking:**

Question	Disagree	Neutral	Agree	Mean	Total
The registration process and documentation required to obtain campus parking decals is simple.	16.00%	18.00%	66.00%	2.50	150
Decals should be available via campus mail.	4.08%	24.49%	71.43%	2.67	147
The first two levels of the parking deck should be reserved for faculty and staff.	8.89%	27.41%	63.70%	2.55	135

**Q21. Concerning my physical work conditions:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
The classroom is conducive to learning.	14.38%	20.26%	65.36%	2.51	2.55	153
My office is conducive to productivity.	15.03%	14.38%	70.59%	2.56	2.54	153
My work environment may adversely affect my health.	42.67%	20.00%	37.33%	1.95	1.71	150
Office and classroom temperatures are conducive to work and learning.	46.71%	23.68%	29.61%	1.83	N/A	152

**ATTITUDES TOWARD TEACHING & ACCREDITATION**

**Q23. Concerning academic dishonesty:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
I know what UNA considers a violation of academic standards.	9.87%	11.18%	78.95%	2.69	2.68	152
I know how to report academic conduct violations at UNA.	7.95%	11.26%	80.79%	2.73	2.68	151
Academic dishonesty is a significant problem in my face-to-face courses.	60.54%	23.81%	15.65%	1.55	1.60	147
Academic dishonesty is a significant problem in my online courses.	38.81%	23.88%	37.31%	1.99	2.10	134
Academic dishonesty is a significant problem in face-to-face and online courses due to AI.	27.41%	36.30%	36.30%	2.09	N/A	135
I need further training on AI and how to detect student usage of AI.	19.46%	25.50%	55.03%	2.36	N/A	149

**Q25. How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty.**

Answer	%	Count
I did not involve any outside party in resolving the situation. The discussion and solution stayed between myself and the student(s) involved.	63.85%	83
I involved my department chair in resolving the situation.	65.38%	85
I involved my Dean in resolving the situation.	20.00%	26
I involved the Division of Student Affairs in resolving the situation.	13.08%	17
<b>Total</b>		130

**Q26. Concerning technology and its application to instruction:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
The internet outages have become more frequent.	6.12%	23.13%	70.75%	2.65	N/A	147
The University should adopt and fund a comprehensive proctoring service (e.g., Honorlock, Examity, etc.) across all colleges and departments.	16.79%	28.47%	54.74%	2.38	2.27	137
Information Technology Services responds positively to the needs of UNA faculty.	10.53%	7.24%	82.24%	2.72	2.79	152
I need more services/support than Respondus provides for proctoring online exams.	37.70%	22.95%	39.34%	2.02	2.03	122
I know how to caption my instructional materials.	15.44%	18.12%	66.44%	2.51	2.44	149
I have sufficient technology to teach effectively.	6.58%	14.47%	78.95%	2.72	2.81	152
I feel we get enough advanced notices for scheduled internet outages.	15.79%	22.37%	61.84%	2.46	N/A	152
Educational Technology Services training/workshops focused on instructional design have been helpful to me.	9.42%	15.94%	74.64%	2.65	2.71	138

**Q27. Please respond to the following statements as they relate to your work environment and level of job satisfaction.**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
I would like to be more involved in work within my academic department.	29.53%	44.30%	26.17%	1.97	1.92	149
My departmental colleagues appreciate the work I do.	9.27%	15.23%	75.50%	2.66	2.68	151
My departmental colleagues are respectful of me as a professional.	5.88%	13.07%	81.05%	2.75	2.80	153
I have the resources I need to teach well.	7.89%	15.79%	76.32%	2.68	2.79	152

**Q28. I am comfortable leading class discussions dealing with sensitive cultural diversity, equity, and inclusion issues (M = 2.48 in 2023).**

Answer	%	Count
Disagree	15.22%	21
Neutral	14.49%	20
Agree	70.29%	97
Mean	2.55	
Total	100%	138

**Q29. Attitudes toward recruitment, retention, educational programming, and evaluation:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
University recruitment efforts should be geared toward higher-quality students rather than maximizing enrollment.	7.95%	31.13%	60.93%	2.53	2.55	151
The University has made progress in providing services that will successfully retain students.	10.49%	34.97%	54.55%	2.44	2.59	143
Grade inflation is a problem at UNA.	20.74%	34.07%	45.19%	2.24	2.08	135
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	55.26%	28.29%	16.45%	1.61	1.62	152

**Q30. Concerning experiential learning:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
I am aware of experiential and work-based learning support for our programs.	13.01%	14.38%	72.60%	2.60	2.67	146
I am aware of the QEP on experiential and work-based learning.	8.97%	14.48%	76.55%	2.68	2.82	145

**Q32. Have you been involved with any accreditation process during the past two years at UNA?**

Answer	2024%	2023%	Count
Yes	54.67%	64.44%	82
No	45.33%	35.56%	68
Total	100%	100%	150



**Q33. In what ways have you been involved with any accreditation process? Check all that apply.**

Answer	%	Count
I pulled materials (e.g., syllabi, exams, assignments, exemplary work) as part of the program evaluation.	72.15%	57
I helped write, develop, and/or recreate our student learning objectives/outcomes.	68.35%	54
I evaluated whether our student learning objectives/outcomes were being met through course assessments.	70.89%	56
I contributed to the actual accreditation report.	43.04%	34
<b>Total</b>		<b>79</b>

**Q34. I have sufficient support/assistance for the accreditation processes (Mean = 2.50 in 2023).**

Answer	%	Count
Disagree	12.50%	10
Neutral	17.50%	14
Agree	70.00%	56
Mean	2.58	
<b>Total</b>	<b>100%</b>	<b>80</b>

**Q35. Regarding accreditation (whether you have been involved or not):**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
I want to learn more about accreditation documentation for my courses.	25.33%	43.33%	31.33%	2.06	2.02	150
I want to learn more about how to create course assessments that align with my program's student learning objectives/outcomes.	27.33%	34.00%	38.67%	2.11	2.16	150
I want to learn more about aligning my course objectives with my program's student learning objectives/outcomes.	27.81%	33.77%	38.41%	2.11	2.13	151

**Q36. Would faculty instructors benefit from being allotted more time between the close of the examination period and the required posting of final grades**

Answer	%	Count
Yes	66.67%	100
No	30.67%	46
This does not apply to me	2.67%	4
Total	100%	150

**ATTITUDES TOWARD JOB SATISFACTION, SALARY, AND BENEFITS**

**Q40. Concerning hiring:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
The hiring of new administrators is done fairly and equitably.	26.02%	30.08%	43.90%	2.18	2.15	123
The hiring of new faculty is done fairly and equitably.	17.93%	19.31%	62.76%	2.45	2.52	145
The hiring of new staff is done fairly and equitably.	17.86%	25.89%	56.25%	2.38	2.45	112

**Q42. Since I have been working at UNA, I have...**

Question	Yes	No	Not Eligible/Part-Time Faculty	Total
taken advantage of the Faculty/Staff Wellness Center.	44.44%	55.56%	0%	153
received health care from University Health Services.	60.78%	39.22%	0%	153
attended athletic events.	67.32%	32.68%	0%	153
attended cultural events on campus.	82.12%	17.88%	0%	151

**Q43. Concerning University Health Services (Mean = 2.68 in 2023):**

Answer	%	Count
Neutral	18.52%	20
Disagree	9.26%	10
Agree	72.22%	78
Mean	2.63	

**Q45. Concerning Health Insurance:**

Question	Disagree	Neutral	Agree	Mean	Total
The process of modifying the health insurance premium and plan is transparent.	34.56%	22.06%	43.38%	2.09	136
A negotiation process regarding changes in the health insurance premium and plan is needed.	11.63%	34.11%	54.26%	2.43	129
I hope UNA will offer more flexible health insurance plans with varied premiums and coverages to better meet the diverse needs of our faculty.	8.57%	28.57%	62.88%	2.54	140
Overall, I am satisfied with the quality of the health insurance.	11.84%	22.37%	65.79%	2.54	152

**Q46. Consider the cost of the health insurance for spouse, children, or family coverage. It is...**

Answer	%	Count
Low	2.38%	3
Fair	47.62%	60
High	50.00%	63
Mean	2.48	
Total	100%	124

**Q48. Concerning Fall/Spring semester starting dates:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
A review of the academic calendar is needed.	11.49%	37.16%	51.35%	2.40	2.34	148
Standardized starting date ranges (e.g., no earlier than Jan 10) for academic terms should be established.	5.96%	33.11%	60.93%	2.55	2.57	151

**Q49. Attitudes concerning winter and summer school:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
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.	4.14%	16.55%	79.31%	2.75	2.68	145
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.	33.59%	32.81%	33.59%	2.00	1.88	128

**Q50. Concerning research:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
There are penalties for failing to conduct research as a full-time faculty member.	18.75%	32.03%	49.22%	2.30	2.34	133
In order to have sufficient time to conduct research, I have to forgo summer and winter teaching assignments.	40.44%	32.35%	27.21%	1.87	1.91	145
I have sufficient time to conduct research during the academic year.	49.65%	29.37%	20.98%	1.71	1.76	159
I have an active research agenda.	8.22%	16.44%	75.34%	2.67	2.63	162
I have a clear understanding of research expectations in tenure and promotion.	10.88%	12.24%	76.87%	2.66	2.62	157
I have access to sufficient travel funds to present my research.	34.04%	23.40%	42.55%	2.09	2.14	155
I have access to sufficient funds to conduct my research.	36.03%	25.74%	38.24%	2.02	2.13	147

**Q51. Concerning salaries:**

Question	Lower	Similar	Higher	Mean 2024	Mean 2023	Total
Payment for the independent study is sufficient for the work expended by the faculty member.	65.63%	30.47%	3.91%	1.16	1.12	128
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:	26.77%	55.91%	17.32%	1.52	1.64	127
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:	54.62%	39.23%	6.15%	1.91	2.01	130
COLAs received in comparison to actual increases in the cost of living are:	85.59%	12.61%	1.80%	1.38	1.34	111

**Q52. I believe my annual allotted amount for travel expenses meets my needs for yearly professional development and/or research dissemination (Yes = 57.71% in 2023).**

Answer	%	Count
Yes	47.33%	71
No	52.67%	79
<b>Total</b>	<b>100%</b>	<b>150</b>

## **ATTITUDES TOWARD THE FACULTY SENATE AND SHARED GOVERNANCE**

### **Q53. The Faculty Senate at UNA...**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	23.70%	21.48%	54.81%	2.31	2.50	135
plays an appropriate role in the University's decision-making process.	23.70%	20.00%	56.30%	2.33	2.50	135
effectively represents faculty interests.	21.05%	28.57%	50.38%	2.29	2.38	133

### **Q54. Concerning the system of Shared Governance at UNA:**

Question	Disagree	Neutral	Agree	Mean 2024	Mean 2023	Total
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	14.17%	27.50%	58.33%	2.44	2.52	120
The shared governance system effectively represents faculty interests.	17.60%	37.60%	44.80%	2.27	2.32	125
The process involved in filling shared governance committees is fair and equitable.	21.49%	24.79%	53.72%	2.32	2.46	121
The method by which changes are made through shared governance is clear and appropriate.	20.80%	31.20%	48.00%	2.27	2.32	125
Policy development is effectively addressed through the current two-tiered system of governance.	22.31%	32.23%	45.45%	2.23	2.31	121
I know who my shared governance committee representatives are.	19.15%	19.15%	61.70%	2.43	2.41	141

# Faculty Attitude Survey 2024 (N=227)

## Open-Ended Comments Report\*

July 12th 2024 – Results Compiled

(6.2% drop in participation from 2023; 15.6% drop in tenured/tenured-track faculty participation)

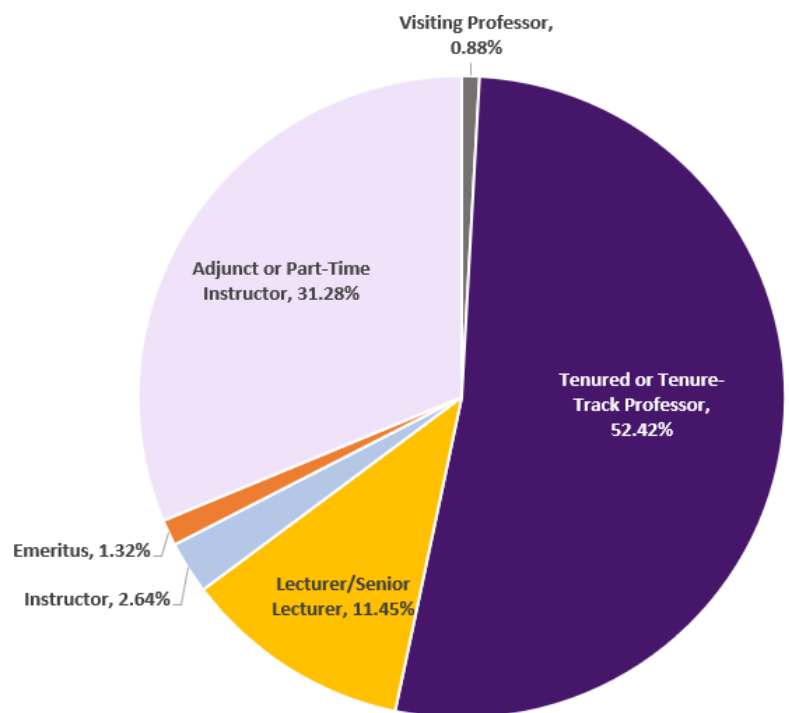
### RESPONDENT PROFILE

#### Q1. Please identify your college/unit affiliation.

Answer	%	Count 2024	Count 2023
Anderson College of Nursing and Health Professions	4.48%	10	18
I choose not to identify my college/unit affiliation.	7.62%	17	23
College of Education and Human Sciences	17.49%	39	35
Educational Technologies Services	0.00%	0	1
Sanders College of Business and Technology	13.90%	31	37
College of Arts, Sciences, and Engineering	56.50%	126	128
Total	100%	223	242

#### Q2. Please indicate your faculty classification.

Answer	%	Count 2024	Count 2023
Visiting Professor (Assistant, Associate, or Full)	0.88%	2	1
Tenured or Tenure-Track Professor (Assistant, Associate, or Full)	52.42%	119	141
Lecturer/Senior Lecturer	11.45%	26	32
Full-Time Instructor	2.64%	6	5
Emeritus Professor	1.32%	3	1
Adjunct or Part-Time Instructor	31.28%	71	62
Total	100%	227	242



\*The open-ended responses in this report contain all comments from both FT and PT faculty

**Q4. Please describe any additional concerns regarding growth at the expense of resources.**

<b>Category</b>	<b>N</b>
Parking: Limited spaces/Blocked off for Visitors or construction	17
Faculty lines/administrative support needed	14
Facilities are inadequate/Outgrown space	9
Increases in enrollment without additional resources	6
Faculty searches need to be approved in the fall, it's too late in early spring	5
Overloads more common/Overload compensation has not increased with inflation	4
Increases in enrollment have reduced the quality of instruction/student success	4
Adjuncts teaching full loads +/Adjunctification/Adjunct pay/Adjunct space	4
Roof leaks, HVAC issues, mold, hot water, wall tiles, etc.	3
Facilities is understaffed/resources are not consistent throughout campus	3
I enjoy teaching here	2
Lay off employees/don't replace positions & place those duties on others w/o compensation	2
Early college increases are short-sighted/detrimental to departments	2
Administrators hired/promoted while facilities/faculty lines are ignored	2
Registrar's office is severely understaffed	2
Student Success Center hires are poorly trained & lack good communication skills	2
Increased compensation for faculty needed	2
Poorly managed institutional budget	2
Online/Early College/International pulling resources from in-classroom students	1
More DSS collaboration with faculty	1
I feel heard	1
Understaffed	1
Wi-fi issues for students	1
Severe lack of transportation services	1
Quality online instruction is lacking when compared to traditional instruction	1

**Q9. Please describe any additional concerns regarding administrative expansion here:**

<b>Category</b>	<b>N</b>
Administrative positions created at the expense of faculty lines/resources/staff/students	7
Dean/Associate Dean salaries need their own University budget line	4
Top heavy administration	3
Grievances against certain administrators are ignored	3
Additional administrative support needed in academic departments	2
Lack of communication on office changes/tenure renewals	2
Poor handling of the University budget is affecting faculty lines/resources	2
Deputy Provost negative comment	2
Complete administrative overhaul is needed	2
Open ended question for Deans, Provost, and President needed as a survey option	1
Employees are allowed to speak, but are not heard	1
University strategy supports administrative expansion predominately	1
Too much turnover in administration	1
Lack of transparency in hiring/promoting processes	1
More administrators lead to added work on faculty in order to justify their positions	1
Favoritism/Nepotism in hiring/promoting administrators	1
Loss of faculty/staff due to poor administrative supervision	1
I hope UNA won't be influenced by race-based ideology	1
VP of Finance negative comment	1
Early college increasing is not an enrollment plan	1
Spousal power concerns	1
Adjunct pay is low	1
Administrators promoted/hired w/o any experience	1
Too many interim positions	1
Some administrators have too many balls in the air and areas are suffering	1
Too many directors/executive directors on campus	1



**Q10. If applicable, please explain what administrative work you have been assigned and how it has hindered your other professional obligations.**

Category	N
Committee appointments/taskforce assignments affecting work/life balance	6
I feel so much pressure, but not enough time to complete everything well	1
Faculty lines needed	1
Adjunct asked to perform duties outside assigned tasks	1
Reviewing and hiring for early college	1
Redundant information input into system w/o clear purpose	1
Help given to departments is not based on size	1
W/o additional help I will not be able to continue in my current role	1
Workload for service is not fairly distributed	1
Too many zoom meeting post-COVID	1
Faculty pressure to recruit is beyond our scope	1
Department Chair - workload makes research difficult	1
The only acknowledgement faculty receive is from administrative tasks	1
Every year brings a new report or event we have to attend	1
faculty release time for administrative work to save the University money makes teaching/research/service difficult to do well	1
Positive comment about leadership	1
Work is not demanding, it's the process of moving work through that is the hindrance	1
Program Coordinators are completing tasks assigned to the Department Chair	1
Supervisor left, I was asked to take over their duties (as well as complete mine) w/ no additional compensation	1

**Q13. Additional comments regarding my College's Associate Dean or School's Assistant Dean:**

Category	N
Positive comment	5
CASE Assistant Deans - Positive	3
Why do we need 3 CASE Assistant Deans?	3
COBT Associate Dean - Positive	3
CASE is too large - needs to be broken up	1
CASE Assistant Deans - do not know enough about the programs they supervise	1
CASE Assistant Deans - make busy work for Chairs	1
Lacks experience	1
Poor communication	1
Negative comment	1
Associate Deans exist to solve small problems	1
Adjunct classes cut w/o explanation or warning - CASE	1
I've never met my AD	1

**Q15. Additional comments regarding my Department Chair:**

Category	N
Positive comment	8
CASE Chairs are strong advocates	2
Needs training in communication	1
Needs training in leadership	1
CASE Chairs provide good lines of communication to the Dean's office	1
Negative comment	1
Department too large for one Chair	1

**Q16. Please make note of any additional thoughts or concerns pertaining to your department, college, or UNA administration you would like to express.**

Category	N
Positive comment	8
Financial procedures are not transparent/lack of communication	5
The hiring/promotion process is not consistent/fair	4
Disappointed in Provost search/lacked transparency/input	3
VP of Finance negative comments	3
Adjuncts should be more recognized for years of service/contribution to student success/access to benefits	3
Promotions are unfair and not equitable/Promotion of CIO/Nepotism	3
Lack of diversity in the administration & decisions being made based on likeness/Implicit bias/Racism in dept.	3
Lack of effective communication	2
It is hard to pass judgement because there are so many interim roles	2
Faculty lines are being denied, but administrative expansion continues	2
Administration needs to give more resources to core student services - Registrar/Advising	2
University turnover is the highest it has ever been	2
President needs to be more involved in the day-to-day	2
Building maintenance and upkeep is lacking for some structures/Music building	2
Deputy Provost negative comment	2
Too much DEI in hiring	1
Due process policies are not being followed	1
Junior faculty need more help/training/resources	1
Marketing of housing is not an accurate representation of living conditions	1
How do I manage the research component of my job?	1
University is not consistent with approving resources for academic departments	1
Unclear guidelines for Hy-Flex work	1
SET building temperature hurting equipment/sewage concerns	1
Negative comment - Communications Chair	1
Higher pay for Administrative Assistants/Higher quality of assistance	1
PhD requirements for certain degrees is unnecessary and hinder searches	1
Adjuncts need higher pay due to inflation/larger class sizes	1
Happy with research funding in my department	1
OIA leader negative comment	1
China program needs to be re-evaluated	1

**Q16. Cont.**

Wages have not increased with inflation/Asked to do more with less	1
Kinesiology has too many older adjuncts that are not preparing students well	1
Early college program is a mess/Gives illusion of increased enrollment but students never step foot on campus	1
MOUs/micro-credentials are worthless	1
Department Chairs should be solely administrative	1
Admission standards for graduate students is concerning	1
Money spent seems more for image and show than for providing a safe & welcoming home for students	1
Time to limit online efforts	1
Hiring not in line with growth	1
Recycling efforts are lagging/use of single-use plastics	1
Construction and cutting down of trees, bushes, and flora take away from the ambience of campus	1

**Q18. Please describe additional concerns regarding campus safety here.**

Category	N
Crosswalk issues: more flashing lights/more around campus/repainted/elephant paths	15
Pine St. issues: needs speed bump/crosswalk is faded/dangerous	8
Additional lighting throughout campus	5
Building in need of repair: mold/HVAC issues	2
Better signage for stops in from of the commons	1
Blue call box needed by Kinesiology building	1
I would not feel safe walking on campus at night	1
The University is doing a good job with safety	1
Students need to shut down lab computers to decrease wear/difficulty for next student	1
Art complex doors are not safe in an emergency situation	1
Office doors left open after cleaning crew leaves	1
Employees should be able to conceal carry	1
Satellite campuses need attention/repair	1
Sidewalks: needed around Steven's	1
No protocol/training for an emergency situation	1
Parking is a problem	1
Parking deck is dangerous/dimly lit	1
Dormitory drive entrance is narrow/unattractive	1

**Q20. Please describe additional concerns regarding parking here.**

<b>Category</b>	<b>N</b>
Not enough parking/more employee reserved spots needed	10
Reserve some parking deck levels for staff/faculty	3
Parking closed w/o warning	2
Spots being lost to construction	2
SGA dictating the level of parking fines is not helpful	2
Better lighting in parking deck	1
Parking tag process is unclear and unavailable outside of normal business hours	1
Parking enforcement is great!	1
UNA should waive faculty/staff tickets	1
Not all of the electric car chargers don't work	1
US government vehicle should follow the same as employees	1
Where will everyone park when the stadium construction starts?	1
All parking should be first-come; first-serve	1

**Q22. Please describe additional concerns regarding my physical work conditions here.**

<b>Category</b>	<b>N</b>
HVAC issues/humid/too cold/too hot	37
Mold/mildew	15
Classrooms need to be renovated/peeling plaster/patched floors	8
Leaks	5
HVAC is too loud for students to learn and faculty to teach	2
Inoperable windows	2
Athletes too loud in hallways of Flowers during class time	2
Lack of consistent/controllable temp controls are wearing down equipment	1
Lights flickering	1
Computers not connecting to AV equipment	1
No cleaning schedule for filter replacement or floor cleaning	1
Music building needs renovations	1
People are too loud in my building	1
Parking	1
Outdated/subpar equipment	1
Vending machine outside office is too loud	1

**Q24. Please describe any other concerns or situations you have regarding academic dishonesty here.**

Category	N
Plagiarism/AI is a problem on campus	7
AI is a concern, but can be an advantage - training needed for faculty/staff/students	4
Standard policy on AI/plagiarism	2
University should not pursue any generative AI tools or tools to detect AI usage-not reliable	2
There hasn't been any training related to academic dishonesty	2
Leading question regarding Academic Dishonesty	1
Administration needs to stand behind plagiarism decisions	1
Faculty/Staff need training on academic dishonesty/intellectual property	1
A student signature should not be required to report academic dishonesty	1
Need better test taking software - Respondus is not good.	1
Professors just need to be creative and this AI buzz will go away	1
The integrity/development of the student is part of the process	1
Higher admissions standards needed	1
The policy of self-plagiarism needs to be re-evaluated	1

**Q31. Please describe any additional concerns that have an immediate impact on you or your ability to perform your job.**

Category	N
Additional resources for students and faculty are needed in the classroom	4
Course evaluations not give to small class sizes/lack of participation/not representative of instruction/Median calc is flawed	3
Cramer Way TVs are too small for learning in the classroom/Classrooms need laptop connectors/projectors needed	3
Teaching and advising loads are heavy and coupled with research is unreachable/Teaching Research and Service expectations not defined	3
Building seriously impacts ability to perform job well/HVAC issues	2
Administrative pressure to lower admission standards top increase enrollment	2
Employee morale is low/Do not feel concerns are being heard by administration	1
Inclusion is a distraction to the classroom	1
No reward for hard work/Those who do work hard get more responsibilities with same pay while those who won't aren't confronted	1
Department Chair shows bias to other programs and faculty/Not supportive	1
Sustainability is siloed from the Geoscience dept and thus does not have access to the facilities and services of their dept	1
International students not understanding the language	1
Cheating is rampant in online courses	1
Too many password walls to just get to my classroom PowerPoint	1
More tutoring needed for science courses	1
Loss of internet connection is increasing	1
Archaic legislation and no clear messaging from the University	1

**Q39. What benefits would you like to see UNA provide with your adjunct contract?**

Category	N
Higher pay/standard raises for years worked/bonuses	6
Health	5
Happy with current pay and benefits	2
Compensation per students taught if course has a large number of students/or additional sections added	2
Full-time option/opportunities	2
Access to UNA events/discount to athletic events	1
More opportunities for TA work	1
Laptops	1
University contribute some funds toward retirement	3
Family tuition discount for immediate family	1
faculty listing in directory	1
Offer part-time positions	1
Literally anything	1

**Q41. Please describe additional concerns or questions regarding the hiring process here.**

Category	N
More consistency in hiring/approval of hiring across campus/bias in hiring/nepotism/favoritism	12
Due to financial mismanagement of the administration some departments are having to share administrative support and it is not enough	4
Hiring timeline for tenure track positions is too late	3
Too much concentration on DEI/hiring should be based on merit not gender and/or ethnicity	2
Last minute change in the provost search coupled with being announced during spring break creates mistrust in the administration	2
Hiring process was is tedious and lengthy	1
Staff and faculty areas are understaffed on campus	1
Not all areas should require a PhD	1
Internal promotions at UNA have not complied with equality of opportunity	1
Departments that routinely make bad hires continue to make bad hires	1
The positions that are being filled are to assist the administration and not the faculty	1
UNA hiring lacks diversity	1
Too many inside faculty hires	1

**Q44. Please elaborate on the performance of or concerns related to University Health Services.**

Category	N
The staff are excellent and do a great job	4
The messaging needs to be clearer for non-students on services available and how it impacts insurance	2
They seem to offer antibiotic and steroid shot for all ailments	1
We need psychiatry services on campus	1
The location is not convenient	1
They will give a student an excuse for anything	1
They need more equipment and resources	1
Front desk staff is rude	1
Very convenient	1

**Q47. Please describe additional concerns regarding the health insurance here.**

Category	N
Deductible/Out of pocket maximum/CoPays too high	4
Increase in premium/Wiped out COLA	3
No option for adjunct	2
Prescription reimbursement is a concern and creates a health equity barrier	2
Poor coverage on prescriptions	1
Coverage for family is more affordable	1
Higher deductible lower premium option for families is needed	1
Why isn't a PEEHIP program an option?	1
The country's system needs help, but UNA does a good job with the available options	1
HR department does an excellent job	1
Cost for spouse only is the same as a family with multiple children	1
Point of sale pharmaceuticals are a big concern	1
Optometry and mental health options are subpar	1

**Q55. Please inform us of additional issues and concerns that have an immediate impact on you and your ability to perform your job. If you do not wish to make any comments, please go to the next page and submit your responses.**

Category	N
Shared governance's impact is lessened each year with upper administration usurping	3
Clean buildings need to be a priority	2
Faculty Senate does not address problems with the upper administration	2
Early college/adjunct communication is lacking	2
Parking is still a problem	2
Pay scale needs to be evaluated	2
More environmental staff hired	1
Pressure to recruit and increase enrollment is much/lack of appreciation of recruiting and retention efforts is lacking	1
The amount paid for independent study is comically low	1
Research expectations are too high when combined with teaching load and significant service expectations	1
Adjuncts are not represented fairly on campus	1
Pay for adjuncts hasn't increased in years/Underpaid compared to peers	1
A lot of complaining liberals w/out enough to do serving in the ranks	1
Too much ambiguity in rules around leave/alternate class formats/last minute adjustments	1
Faculty research, travel, and professional funding are too low	1
Too many adjuncts in some departments/full-time faculty lines needed	1
Evaluate new International Affairs director	1
Faculty Senate needs to start meeting face to face again	1
Security concerns on campus	1
HR has been complicit in discriminatory employment practices	1
Faculty Senate Presidents in the last few years have been working for the administration and awarded with promotions/pay raises	1
Faculty/Staff shouldn't be able to use wellness center while classes are being taught	1
The effectiveness of marketing graduate program offerings is lacking in the Provost's office	1
We need to go back to allowing travel funds to be allocated to faculty via departmental budgets	1
Administrative transparency with decision making is a problem	1
Simple Syllabus is a joke	1
Faculty Success CV uploading function is horrendous	1
Lack of institutional identity hinders smart growth, relationships, and culture	1
Updated technology needed in classrooms especially Cramer Way	1
Lack of communication on anti-DEI bills, anti-LGBTQ+A legislations, etc. impacts teaching and research	1
The entire system is bloated and self-serving with no focus on the long-term success, image, trajectory, or welfare of the institution	1
Administration only cares about money	1
Every year faculty are asked to do more and more with less	1
VP of Finance negative comment	1
UNA doesn't value research, only credit hour production	1
Monday-Thursday teaching schedule	1
We should be off the entire week of Thanksgiving to align with the primary/secondary school system	1