

# 2025 Faculty Attitude Survey Report

## Committee Members:

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Alabama on October 06, 2025

The 2024-25 University of North Alabama (UNA) Faculty Attitude Survey (FAS) was available from April 9<sup>th</sup> to May 9<sup>th</sup>, 2025. 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. The survey implementation process was examined for anonymity by the chair, who worked with the Office of Institutional Research to confirm that all potential collection of identifying information in Qualtrics was turned off (e.g., e-mails not tracked, IP addresses not tracked, etc). Based on the previous years' recommendations and directives from the senate president, part of the Faculty Attitude Survey Committee's (FASC) task was to revise the survey to reduce the size and scope of the FAS. The committee remained mindful of that throughout the preparation of this year's survey and is hopeful that the steps taken here are a helpful step moving forward.

The 2025 FASC included Michael Floren (Chair), Stephanie Clark, Christopher Purser, Patrick Shremshock, and Xiaonan Zhu. The committee was convened in August of 2024 and met throughout the Fall and Spring. While edits are too extensive to be reported here, an emphasis on utility was made in all FASC edits, and two primary themes of edits were made. First, the committee implemented a series of question removals, prioritizing the removal of policy-related questions who showed large scale (e.g., "I know how to report academic conduct violations at UNA" with 85%+ agreement) agreement and questions which (after conversation with the committee, senate president, and other relevant stakeholders) not actionable. Second, the committee implemented a series of question updates and rephrases to make items more actionable.

Results from this year's survey were summarized by the UNA Office of Institutional Research (OIR). This summary includes complete breakdowns for adjunct/part-time instructors and full-time faculty, with several items broken down by college, and is provided after the executive summary below. Raw qualitative feedback has been summarized by the Faculty Senate President, with the summarized information included at the end of this report. Requests for qualitative feedback can be made via e-mail to the FASC chair or appropriate OIR staff.

While by no means comprehensive, the committee has chosen to highlight some of the most noteworthy outcomes of the survey below. Additionally, this year's process has identified several gaps in the implementation and use of the FAS, which we note with corresponding process recommendations.

### **Highlighted Outcomes**

- Regarding administration, respondents report broad satisfaction with Department Chairs, Associate Deans, Deans, and the President on most issues, though indicate relatively broad concerns regarding the Provost.
- Respondents indicate that academic honesty is an increasing concern both in-person and online. This is especially true of full-time faculty respondents, with 50% reporting that academic dishonesty is a significant problem in online courses and 32% indicating that Respondus/SmarterProctoring do not provide sufficient support. The majority of all

participants indicate that AI is a significant contributor to academic dishonesty in online courses (51%), and state that further training on AI and detecting student usage of AI is needed (58%). With this said, an increasing proportion of full-time faculty respondents indicate solutions to academic dishonesty stay between themselves and the student (84% this year vs 63% last year). Finally, a plurality of respondents report that grade inflation is a problem at UNA (38%), with a majority indicating that high school grade inflation is a problem for the university (67%).

- Regarding the academic calendar, 50% of participants indicated that a review of the academic calendar is needed, with 60% indicating that they believe standardized starting date ranges for academic terms (e.g., no earlier than Jan 10) should be established. A large proportion of participants also indicated that they would benefit from more time between the close of the examination period and the required posting of grades (47%).
- Regarding health insurance, the majority of respondents are satisfied with the quality of health insurance (67%). With this said, many believe the costs for family coverage to be high (59%) and believe a negotiation process regarding the premium and plan are needed (54%). Additionally, 61% hope that UNA would offer more flexible plans with varied premiums and coverages. These views are similar to those expressed by respondents to last year's survey.
- Regarding compensation, the majority of respondents indicate their total pay (including summer/winter) is comparable to those at other institutions (55%), though 31% indicate it to be lower. Large proportions indicate that COLAs are lower than the actual increases in their cost of living (68%) and that compensation for independent studies in particular is not sufficient for the work expended (86%). These views are similar to those expressed by respondents to last year's survey.
- Regarding research, the majority/plurality of full-time faculty respondents indicate lacking sufficient time to conduct research during the academic year (57%), lacking sufficient funds to conduct research (37%), lacking sufficient travel funds to disseminate research (41%), and lacking sufficient funds for professional development (37%). In the supplemental crosstabs provided by OIR, respondents from colleges with greater penalties for failing to conduct research typically have more resources available to them (with the exception of nursing, where participants respond lowest regarding access to sufficient funds and second highest regarding penalties for failing to conduct).
- As the university grows, respondents indicated (via majority or plurality) that the university is supporting this growth in almost all areas surveyed: facilities (54%), class load (40%), advising load (44%), student success resources (60%), and student services (63%). The only exceptions where respondents did not feel growth was supported were in parking and faculty lines (49% and 43% indicated lack of support in these areas, respectively)

### **Process Notes/Recommendations**

- While removing items, the FASC faced multiple cases where apparent stakeholders were not aware if items were being used (in any context). We recommend further

transparency of if/when/how results from this survey are being used, as well as for wider dissemination of results to potentially interested parties. We recommend that items that continue to be unused or unactionable be removed to shorten the survey and clarify what actionable information is being collected.

- Relatedly, we have been informed that the current timeline of implementation of the FAS precludes use in setting yearly senate committee goals/targets. We recommend earlier dissemination of the FAS to allow for earlier development of the report and use of the findings.

# Faculty Attitude Survey 2025 (N=225)

July 9th 2025 – Results Compiled

(N = 227 in 2024)

## **RESPONDENT PROFILE**

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

Answer	2025 %	Count 2025	2024 %	Count 2024
College of Arts, Sciences, and Engineering	52.89%	119	56.50%	126
Sanders College of Business and Technology	18.22%	41	13.90%	31
College of Education and Human Sciences	14.22%	32	17.49%	39
Anderson College of Nursing and Health Professions	9.33%	21	4.48%	10
Educational Technologies Services	0.44%	1	0.00%	0
I choose not to identify my college/unit affiliation.	4.90%	11	7.63%	17
Total	100%	225	100%	223

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

Answer	2025 %	Count 2025	2024 %	Count 2024
Adjunct or Part-Time Instructor	23.83%	51	31.28%	71
Full-Time Instructor	2.34%	5	2.64%	6
Lecturer/Senior Lecturer	11.68%	25	11.45%	26
Tenured or Tenure-Track Professor (Assistant, Associate, or Full)	60.75%	130	52.42%	119
Visiting Professor (Assistant, Associate, or Full)	0.47%	1	0.88%	2
Emeritus Professor	0.93%	2	1.32%	3
Total	100%	214	100%	227

## **ATTITUDES TOWARD UNIVERSITY GROWTH**

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Facilities	24.12%	22.11%	53.77%	199	2.30	2.26
Parking	48.73%	26.40%	24.87%	197	1.76	1.66
Class Load	28.86%	31.34%	39.80%	201	2.11	2.21
Advising Load	18.93%	37.28%	43.79%	169	2.25	2.26
Student Success Resources	7.94%	31.75%	60.32%	189	2.52	2.59
Faculty Lines	43.01%	29.03%	27.96%	186	1.85	1.99
Student Services (Registrar, Business Office, DSS, Counseling)	11.17%	26.06%	62.77%	188	2.52	2.56

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

**N = 42**

Summary of qualitative responses provided at end of report.

## **ATTITUDES TOWARD THE ADMINISTRATION**

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
communication with the faculty.	5.88%	16.67%	77.45%	210	2.72	2.64
support of academic programs.	9.45%	20.40%	70.15%	199	2.61	2.55
clear statements of University policies.	7.43%	17.33%	75.25%	205	2.68	2.59
effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 208").	2.06%	17.53%	80.41%	202	2.78	2.74
allocation of available funds giving proper priority to academic programs.	21.51%	24.73%	53.76%	192	2.32	2.35
support for shared governance.	8.15%	24.46%	67.39%	186	2.59	2.56
support of the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	15.51%	23.53%	60.96%	188	2.45	2.47
overall job performance.	6.93%	17.33%	75.74%	208	2.69	2.64

**Q6. Concerning Vice President for Academic Affairs and Provost Brien Smith, I am satisfied with his:**

Question	Disagree	Neutral	Agree	Total	2025 Mean
communication with the faculty.	38.83%	23.40%	37.77%	188	1.99
responsiveness in addressing academic issues.	38.92%	27.54%	33.53%	167	1.95
accessibility to the faculty.	40.24%	23.17%	36.59%	164	1.96
clear statements of University policies.	28.90%	28.90%	42.20%	173	2.13
allocation of available funds giving proper priority to academic programs.	39.76%	28.31%	31.93%	166	1.92
overall job performance.	32.77%	32.20%	35.03%	177	2.02

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
VP for Student Affairs (SA) - Dr. K.C. White	5.15%	22.06%	72.79%	136	2.68	2.65
AVP & Dean of Students for SA – Dr. Minnette Ellis	2.03%	26.35%	71.62%	148	2.70	2.67
AVP for Student Affairs - Dr. Tammy Jacques	1.45%	21.74%	76.81%	138	2.75	2.76
Title IX Coordinator – Dr. Kate Hanbery	4.58%	25.19%	70.23%	131	2.66	2.67
Chief of Campus Police - Mr. A. Les Jackson	4.76%	27.89%	67.35%	147	2.63	2.64
VP for Business and Fin. Affairs - Mr. Evan Thornton	29.27%	22.56%	48.17%	164	2.19	2.29
AVP & Executive Director for Facilities Admin. & Planning - Ms. Cindy Conlon	16.67%	28.21%	55.13%	156	2.38	2.59
VP for University Advancement - Mr. Kevin Haslam	6.25%	24.38%	69.38%	160	2.63	2.67
V. Prov. for IA & Dean of International College - Dr. Po Hu	12.60%	36.22%	51.18%	127	2.39	2.55
Deputy Provost for Academic Affairs & Dean of Graduate & Online Education - Dr. Amber Paulk	19.59%	25.00%	55.41%	148	2.36	2.36
Director of Athletics - Dr. Joshua M. Looney	4.05%	21.62%	74.32%	148	2.70	2.59

## Q8. Regarding administration at UNA

the options were reversed in this question: instead of an Agree - Neutral - Disagree it was Agree - Disagree - Neutral.

This may have affected responses.

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Administrative expansion is a problem at UNA.	27.81%	23.53%	48.66%	187	2.25	2.26
Expansion within the administrative ranks is coming at the expense of faculty resources.	24.00%	25.14%	50.86%	175	2.26	2.28
Administrators and administrative staff support the primary endeavors of faculty (teaching, research, service) by completing administrative tasks without burdening other faculty.	28.64%	27.64%	43.72%	199	2.16	2.23
There is a clear hiring and promotion process for administration.	32.78%	27.22%	40.00%	180	2.13	2.12

## Q9. Please describe any additional concerns regarding administrative expansion here: N = 22

Summary of qualitative responses provided at end of report.

## Q10. If applicable, please explain what administrative work you have been assigned and how it has hindered your other professional obligations. N = 10

Summary of qualitative responses provided at end of report.

## ATTITUDES TOWARD DEAN/ASSOCIATE DEAN/CHAIR

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
treats me with respect and dignity.	5.26%	8.13%	86.60%	209	2.81	2.78
promotes a positive work atmosphere.	8.78%	11.71%	79.51%	205	2.71	2.71
addresses any concerns I have promptly and fairly.	6.53%	14.57%	78.89%	199	2.72	2.65
is a good listener.	2.50%	17.00%	80.50%	200	2.78	2.68
is more proactive than reactive.	12.32%	20.20%	67.49%	203	2.55	2.63
can be trusted.	10.29%	18.14%	71.57%	204	2.61	2.58
shows no favoritism towards employees.	15.42%	15.42%	69.15%	201	2.54	2.51
supports academic freedom.	2.45%	11.27%	86.27%	204	2.84	2.71
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	3.94%	17.73%	78.33%	203	2.74	2.65
performs their job well.	7.62%	14.29%	78.10%	210	2.70	2.74

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
treats me with respect and dignity.	2.51%	8.54%	88.94%	199	2.86	2.83
maintains an "open door" policy.	2.60%	9.90%	87.50%	192	2.85	2.83
promotes a positive work atmosphere.	5.00%	11.00%	84.00%	200	2.79	2.78
addresses any concerns I have promptly and fairly.	5.13%	10.77%	84.10%	195	2.79	2.71
is a good listener.	2.59%	10.36%	87.05%	193	2.84	2.78
is more proactive than reactive.	9.28%	12.89%	77.84%	194	2.69	2.64
can be trusted.	7.14%	11.73%	81.12%	196	2.74	2.72
shows no favoritism towards employees.	9.47%	10.00%	80.53%	190	2.71	2.73
supports academic freedom.	1.54%	10.77%	87.69%	195	2.86	2.77
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	4.66%	10.88%	84.46%	193	2.80	2.73
performs their job well.	4.55%	11.11%	84.34%	198	2.80	2.79

## Q13. Additional comments regarding my College's Associate Dean or School's Assistant Dean: N = 22

Summary of qualitative responses provided at end of report.

## Q14. My Department Chair...

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
treats me with respect and dignity.	7.58%	6.16%	86.26%	211	2.79	2.80
maintains an "open door" policy.	5.24%	7.14%	87.62%	210	2.82	2.87
promotes a positive work atmosphere.	9.05%	10.95%	80.00%	210	2.71	2.71
regularly asks for my ideas and opinions.	14.15%	15.61%	70.24%	205	2.56	2.55
addresses any concerns I have promptly and fairly.	9.80%	11.27%	78.92%	204	2.69	2.66
leads by example.	10.68%	14.08%	75.24%	206	2.65	2.63
is a good listener.	5.34%	11.65%	83.01%	206	2.78	2.74
is more proactive than reactive.	11.65%	18.45%	69.90%	206	2.58	2.51
can be trusted.	8.21%	13.04%	78.74%	207	2.71	2.72
shows no favoritism towards employees.	14.43%	9.95%	75.62%	201	2.61	2.58
supports academic freedom.	2.40%	9.13%	88.46%	208	2.86	2.82
considers my input on my workload balance of teaching assignments, service expectations, and scholarship.	10.34%	7.88%	81.77%	203	2.71	2.76
fairly evaluates my performance and discusses opportunities for improvement.	5.50%	11.00%	83.50%	200	2.78	2.71
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	4.85%	12.62%	82.52%	206	2.78	2.74
performs their job well.	7.21%	12.50%	80.29%	208	2.73	2.69



## Q15. Additional comments regarding my Department Chair: N = 27

Summary of qualitative responses provided at end of report.

## Q16. Please make note of any additional thoughts or concerns pertaining to your department, college, or UNA administration you would like to express. N =40

Summary of qualitative responses provided at end of report.

## **ATTITUDES TOWARD WORKING CONDITIONS**

### Q17. Please share any concerns you have regarding campus safety (e.g., general safety, office/classroom security, pedestrian lighting, bike/skateboard safety, other). Please be as detailed as you feel comfortable. N = 49

Summary of qualitative responses provided at end of report.

### Q18. Please describe concerns regarding parking here. N = 101

Summary of qualitative responses provided at end of report.

### Q19. Concerning my physical work conditions:

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The classroom is conducive to learning.	11.88%	17.82%	70.30%	202	2.58	2.55
My office is conducive to productivity.	10.61%	15.66%	73.74%	198	2.63	2.56
My work environment may adversely affect my health.	44.55%	18.81%	36.63%	202	1.92	1.88

### Q20. Please describe additional concerns regarding my physical work conditions here. N = 56

Summary of qualitative responses provided at end of report.

## **ATTITUDES TOWARD TEACHING & ACCREDITATION**

### Q21. Concerning academic dishonesty:

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I know what UNA considers a violation of academic standards.	9.22%	8.76%	82.03%	217	2.73	2.72
Academic dishonesty is a significant problem in my face-to-face courses.	53.40%	21.47%	25.13%	191	1.72	1.62
Academic dishonesty is a significant problem in my online courses.	32.09%	22.99%	44.92%	187	2.13	1.98
AI significantly contributes to academic dishonesty in my face-to-face courses.	35.00%	28.33%	36.67%	180	2.02	N/A
AI significantly contributes to academic dishonesty in my online courses.	22.65%	25.97%	51.38%	181	2.29	N/A
I need further training on AI and how to detect student usage of AI.	19.44%	22.22%	58.33%	216	2.39	N/A

**Q22. Please describe any other concerns or situations you have regarding academic dishonesty here. N = 31**

Summary of qualitative responses provided at end of report.

**Q23. How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty over the last academic year (i.e., from last August until now).**

Answer	Count 2025	2025 %	2024 %	Count 2024
The discussion and solution stayed between myself and the student(s) involved.	145	55.56%	64.2%	113
I involved my department chair in resolving the situation.	79	30.27%	59.1%	104
I involved my Dean in resolving the situation.	25	9.58%	15.3%	27
I involved the Division of Student Affairs in resolving the situation.	12	4.60%	10.2%	18
Total	261	100%	100%	176

**Q24. Concerning technology and its application to instruction:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Information Technology Services responds positively to the needs of UNA faculty.	8.92%	5.63%%	85.45%	213	2.77	2.65
I know how to caption my audio/visual instructional materials.	17.24%	11.82%	70.94%	203	2.54	N/A
Respondus/SmarterProctoring provides sufficient services/support for proctoring online exams.	28.28%	20.69%	51.03%	145	2.23	N/A
Internet outages are a significant barrier to perform my duties.	34.60%	30.33%	35.07%	211	2.00	N/A

**Q25. Please respond to the following statements as they relate to your work environment and level of job satisfaction.**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I would like to be more involved in work within my academic department.	22.27%	46.45%	31.28%	211	2.09	2.06
My departmental colleagues appreciate the work I do.	10.90%	18.01%	71.09%	211	2.60	2.64
My departmental colleagues are respectful of me as a professional.	5.99%	11.52%	82.49%	217	2.76	2.73
I have the resources I need to teach well.	8.22%	20.55%	71.23%	219	2.63	2.70

**Q26. I am comfortable leading class discussions dealing with intercultural and engagement initiatives.**

Answer	2025 %	2025 Count
Disagree	8.12%	16
Neutral	12.18%	24
Agree	79.70%	157
Mean	2.72	
Total	100%	197

**Q27. Attitudes toward recruitment, retention, educational programming, and evaluation:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Grade inflation is a problem at UNA.	30.00%	31.67%	38.33%	180	2.08	2.22
Grade inflation in high schools is a problem for UNA.	11.95%	21.38%	66.67%	159	2.55	N/A

**Q28. Concerning experiential learning:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I am aware of experiential and work-based learning support for our programs.	11.27%	14.22%	74.51%	204	2.63	2.47
I am aware of the QEP on experiential and work-based learning.	15.42%	13.93%	70.65%	201	2.55	2.55

**Q29. Please describe any additional concerns that have an immediate impact on you or your ability to perform your job. N = 21**

Summary of qualitative responses provided at end of report.

**Q30. In what ways have you been involved with any accreditation process in the last year (i.e., from August till now)? Check all that apply.**

Answer	2025 %	2025 Count
I pulled materials (e.g., syllabi, exams, assignments, exemplary work) as part of the program evaluation.	22.64%	91
I helped write, develop, and/or recreate our student learning objectives/outcomes.	20.40%	82
I evaluated whether our student learning objectives/outcomes were being met through course assessments.	25.12%	101
I contributed to the actual accreditation report.	12.19%	49
I wasn't involved with any accreditation process in the last year.	18.41%	74
Other:	1.24%	5
Total	100%	402

**Q30. (Cont.) Specify Other:**

I'm not entirely sure what counts as "involvement", but I know there has been material pulled from some of my classes to evaluate learning objectives/outcomes, so I am assuming that applies.
Aligned program processes with college and university processes. Worked with accreditation leaders. Received training.
Helped with the redesign of rubrics and led data meetings with partners.
Provided data for accreditation report
I redesigned a course that received Quality MAtters accreditation.

**Q31. I have sufficient support/assistance for the accreditation processes.**

Answer	2025 %	2025 Count
Disagree	7.04%	14
Neutral	16.08%	32
Agree	42.71%	85
I wasn't involved with any accreditation process in the last year.	34.17%	68
Mean	3.04	68
Total	100%	199

**Q32. Regarding accreditation (whether you have been involved or not):**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025
I need to learn more about accreditation documentation for my courses.	33.33%	29.29%	37.37%	198	2.04
I need to learn more about how to create course assessments that align with my program's student learning objectives/outcomes.	40.61%	27.45%	27.94%	204	1.83
I need to learn more about aligning my course objectives with my program's student learning objectives/outcomes.	46.34%	24.88%	28.78%	205	1.82

**Q33. Would you benefit from more time between the close of the examination period and the required posting of final grades?**

Answer	2025 %	2025 Count
Yes	46.85%	104
No	47.75%	106
This does not apply to me	5.41%	12
Total	100%	222

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

**Q34. Consider only your monetary compensation for this question. Compared to adjunct faculty members at institutions similar to UNA, I am:**

Answer	2025 %	2025 Count	2024 %	2024 Count
Underpaid	59.52%	25	60.71%	34
Fairly paid	40.48%	17	39.29%	22
Overpaid	0.00%	0	0.00%	0
Total	100%	42	100%	56

**Q35. Consider only your benefits for this question. Compared to adjunct faculty members at institutions similar to UNA, I receive:**

Answer	2025 %	2025 Count	2024 %	2024 Count
Fewer benefits	44.44%	12	37.50%	6
Similar benefits	55.56%	15	62.50%	10
Better benefits	0.00%	0	0.00%	0
Total	100%	27	100%	16

**Q36. What benefits would you like to see UNA provide with your adjunct contract? N = 17**

Summary of qualitative responses provided at end of report.

**Q37. Concerning hiring:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The hiring of new administrators is done fairly.	28.03%	31.85%	40.13%	157	2.12	2.22
The hiring of new faculty is done fairly.	16.67%	18.75%	64.58%	192	2.48	2.45
The hiring of new staff is done fairly and equitably.	15.03%	22.88%	62.09%	153	2.47	2.41

**Q38. Please describe additional concerns or questions regarding the hiring process here.**  
**N = 20**

Summary of qualitative responses provided at end of report.

**Q39. Since I have been working at UNA, I have...**

Question	Yes	No	Did not know I was eligible	Total
taken advantage of the Faculty/Staff Wellness Center.	36.49%	53.60%	9.91%	222
received health care from University Health Services.	45.95%	45.95%	8.11%	222
attended athletic events.	63.96%	33.33%	2.70%	222
attended cultural events on campus.	70.59%	26.70%	2.71%	221

**Q40. Concerning University Health Services (Mean = 2.68 in 2023):**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025
Overall, I am satisfied with the quality of services provided by Health Services.	5.60%	20.00%	74.40%	125	2.69
I am comfortable using University Health Services.	6.21%	22.76%	71.03%	145	2.65

**Q41. Please elaborate on the performance of or concerns related to University Health Services. N = 16**

Summary of qualitative responses provided at end of report.

**Q42. Concerning Health Insurance:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The process of modifying the health insurance premium and plan is transparent.	29.27%	28.05%	42.68%	164	2.13	2.09
A negotiation process regarding changes in the health insurance premium and plan is needed.	10.39%	35.71%	53.90%	154	2.44	2.41
I hope UNA will offer more flexible health insurance plans with varied premiums and coverages to better meet the diverse needs of our faculty.	8.77%	29.82%	61.40%	171	2.53	2.55
Overall, I am satisfied with the quality of the health insurance.	10.87%	22.28%	66.85%	184	2.56	2.54

**Q43. The cost of the health insurance for spouse, children, or family coverage is ...**

Answer	2025 %	2025 Count	2024 %	2024 Count
Low	2.11%	3	2.13%	3
Fair	38.73%	55	46.10%	65
High	59.15%	84	51.77%	73
Mean	2.57		2.50	
Total	100%	142	100%	141

#### Q44. Please describe additional concerns regarding the health insurance here. N = 21

Summary of qualitative responses provided at end of report.

#### Q45. Concerning Fall/Spring semester starting dates:

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
A review of the academic calendar is needed.	20.29%	29.95%	49.76%	207	2.29	2.34
Standardized starting date ranges (e.g., no earlier than Jan 10) for academic terms should be established.	10.24%	30.24%	59.51%	205	2.49	2.51

#### Q46. Attitudes concerning winter and summer school:

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
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.	4.49%	13.48%	82.02%	178	2.78	2.73
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.	34.75%	26.24%	39.01%	141	2.04	2.03

#### Q47. Concerning research:

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I have a clear understanding of research expectations in tenure and promotion.	15.25%	10.73%	74.01%	177	2.59	2.61
I have an active research agenda.	12.43%	20.34%	67.23%	177	2.55	2.63
I have sufficient time to conduct research during the academic year.	54.34%	24.86%	20.81%	173	1.66	1.73
In order to have sufficient time to conduct research, I have to forgo summer and winter teaching assignments.	38.31%	32.47%	29.22%	154	1.91	1.84
I have access to sufficient funds to conduct my research.	39.87%	30.38%	29.75%	158	1.90	1.97
I have access to sufficient travel funds to disseminate my research.	43.83%	23.46%	32.72%	162	1.89	2.03
There are penalties for failing to conduct research as a full-time faculty member.	26.03%	23.29%	50.68%	146	2.25	2.31
I have access to sufficient funds for professional development.	40.72%	25.75%	33.53%	167	1.93	N/A

#### Q48. Concerning salaries:

Question	Lower	Similar	Higher	Count 2025	Mean 2025	Mean 2024
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:	57.23%	35.84%	6.94%	173	1.50	1.50
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:	31.17%	54.55%	14.29%	154	1.83	1.85
COLAs received in comparison to actual increases in the cost of living are:	67.90%	25.31%	6.79%	162	1.39	1.38
Payment for the independent study is sufficient for the work expended by the faculty member.	86.21%	8.62%	5.17%	116	1.19	1.15

#### Q49. I believe my annual allotted amount for travel expenses meets my needs for yearly professional development and/or research dissemination.

Answer	2025 %	2025 Count	2024 %	2024 Count
Yes	44.39%	91	46.60%	96
No	55.61%	114	53.40%	110
Total	100%	205	100%	206

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

#### Q50. The Faculty Senate at UNA...

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
plays an appropriate role in the University's decision-making process.	7.69%	18.13%	74.18%	182	2.66	2.34
provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	7.57%	17.30%	75.14%	185	2.68	2.35
effectively represents faculty interests.	9.19%	24.86%	65.95%	185	2.57	2.31

#### Q51. How could faculty senate better serve your needs as a faculty member? N = 27

Summary of qualitative responses provided at end of report.



**Q52. Concerning the system of Shared Governance at UNA:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The process involved in filling shared governance committees is fair and equitable.	12.00%	24.67%	63.33%	150	2.51	2.37
I know who my shared governance committee representatives are.	28.49%	11.29%	60.22%	186	2.32	2.30
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	9.33%	23.33%	67.33%	150	2.58	2.46
The method by which changes are made through shared governance is clear and appropriate.	17.31%	26.28%	56.41%	156	2.39	2.28
The shared governance system effectively represents faculty interests.	11.32%	32.70%	55.97%	159	2.45	2.31
Policy development is effectively addressed through the current two-tiered system of governance.	14.86%	28.38%	56.76%	148	2.42	2.26

**Q53. How could shared governance at UNA be improved? N = 23**

Summary of qualitative responses provided at end of report.

**Q54. 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.**

Summary of qualitative responses provided at end of report.

# Faculty Attitude Survey *Full-Time Results\**

## 2025 (N=174)

July 9th 2025 – Results Compiled

(N = 156 in 2024) 11.5% increase in response rate

### **RESPONDENT PROFILE**

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

Answer	2025 %	Count 2025	2024 %	Count 2024
College of Arts, Sciences, and Engineering	50.57%	88	58.33%	91
Sanders College of Business and Technology	17.82%	31	14.10%	22
College of Education and Human Sciences	13.79%	24	11.54%	18
Anderson College of Nursing and Health Professions	10.92%	19	6.41%	10
Educational Technologies Services	0.57%	1	0.00%	0
I choose not to identify my college/unit affiliation.	6.33%	11	9.62%	15
<b>Total</b>	<b>100%</b>	<b>174</b>	<b>100%</b>	<b>156</b>

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

Answer	2025 %	Count 2025	2024 %	Count 2024
Full-Time Instructor	3.07%	5	3.82%	6
Lecturer/Senior Lecturer	15.34%	25	16.56%	26
Tenured or Tenure-Track Professor (Assistant, Associate, or Full)	79.75%	130	76.43%	119
Visiting Professor (Assistant, Associate, or Full)	0.61%	1	1.27%	2
Emeritus Professor	1.23%	2	1.92%	3
<b>Total</b>	<b>100%</b>	<b>163</b>	<b>100%</b>	<b>156</b>

### **ATTITUDES TOWARD UNIVERSITY GROWTH**

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Facilities	25.95%	22.78%	51.27%	158	2.25	2.17
Parking	49.69%	25.79%	24.53%	159	1.75	1.59
Class Load	33.54%	31.65%	34.81%	158	2.01	2.10
Advising Load	18.92%	37.16%	43.92%	148	2.25	2.25
Student Success Resources	8.55%	31.58%	59.87%	152	2.51	2.54
Faculty Lines	46.41%	27.45%	26.14%	153	1.80	1.92
Student Services (Registrar, Business Office, DSS, Counseling)	11.41%	27.52%	61.07%	149	2.50	2.51

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

## **ATTITUDES TOWARD THE ADMINISTRATION**

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
communication with the faculty.	6.88%	13.75%	79.38%	160	2.73	2.63
support of academic programs.	10.69%	20.75%	68.55%	159	2.58	2.52
clear statements of University policies.	7.55%	17.61%	74.84%	159	2.67	2.55
effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 208").	2.53%	15.82%	81.65%	158	2.79	2.77
allocation of available funds giving proper priority to academic programs.	22.88%	24.84%	52.29%	153	2.29	2.33
support for shared governance.	8.72%	24.16%	67.11%	149	2.58	2.56
support of the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	17.11%	23.68%	59.21%	152	2.42	2.45
overall job performance.	7.50%	18.13%	74.38%	160	2.67	2.63

**Q6. Concerning Vice President for Academic Affairs and Provost Brien Smith, I am satisfied with his:**

Question	Disagree	Neutral	Agree	Total	2025 Mean
communication with the faculty.	42.67%	22.67%	34.67%	150	1.92
responsiveness in addressing academic issues.	44.12%	25.00%	30.88%	136	1.87
accessibility to the faculty.	44.44%	22.22%	33.33%	135	1.89
clear statements of University policies.	31.43%	30.71%	37.86%	140	2.06
allocation of available funds giving proper priority to academic programs.	42.96%	28.15%	28.89%	135	1.86
overall job performance.	35.42%	33.33%	31.25%	144	1.96

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
VP for Student Affairs (SA) - Dr. K.C. White	6.60%	23.58%	69.81%	106	2.63	2.64
AVP & Dean of Students for SA – Dr. Minnette Ellis	2.56%	25.64%	71.79%	117	2.69	2.66
AVP for Student Affairs - Dr. Tammy Jacques	1.85%	22.22%	75.93%	108	2.74	2.74
Title IX Coordinator – Dr. Kate Hanbery	5.94%	26.73%	67.33%	101	2.61	N/A
Chief of Campus Police - Mr. A. Les Jackson	6.19%	28.32%	65.49%	113	2.59	2.61
VP for Business and Fin. Affairs - Mr. Evan Thornton	32.82%	25.19%	41.98%	131	2.09	2.21
AVP & Executive Director for Facilities Admin. & Planning - Ms. Cindy Conlon	19.05%	29.37%	51.59%	126	2.33	2.55
VP for University Advancement - Mr. Kevin Haslam	7.75%	24.03%	68.22%	129	2.60	2.64
V. Prov. for IA & Dean of International College - Dr. Po Hu	15.15%	38.38%	46.46%	99	2.31	2.52
Deputy Provost for Academic Affairs & Dean of Graduate & Online Education - Dr. Amber Paulk	23.33%	24.17%	52.50%	120	2.29	2.33
Director of Athletics - Dr. Joshua M. Looney	3.51%	21.93%	74.56%	114	2.71	2.59

## Q8. Regarding administration at UNA

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Administrative expansion is a problem at UNA.	26.14%	24.18%	49.67%	153	2.25	2.30
Expansion within the administrative ranks is coming at the expense of faculty resources.	23.61%	27.08%	49.31%	144	2.22	2.34
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	29.11%	29.11%	41.77%	158	2.13	2.19
There is a clear hiring and promotion process for administration.	32.88%	26.71%	40.41%	146	2.14	2.12

## ATTITUDES TOWARD DEAN/ASSOCIATE DEAN/CHAIR

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
treats me with respect and dignity.	3.51%	8.19%	88.30%	171	2.85	2.78
promotes a positive work atmosphere.	8.28%	11.24%	80.47%	169	2.72	2.69
addresses any concerns I have promptly and fairly.	6.06%	14.55%	79.39%	165	2.73	2.61
is a good listener.	2.42%	15.15%	82.42%	165	2.80	2.66
is more proactive than reactive.	13.02%	19.53%	67.46%	169	2.54	2.61
can be trusted.	8.38%	17.96%	73.65%	167	2.65	2.55
shows no favoritism towards employees.	14.02%	14.63%	71.34%	164	2.57	2.46
supports academic freedom.	2.40%	11.38%	86.23%	167	2.84	2.67
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	4.79%	16.77%	78.44%	167	2.74	2.59
performs their job well.	7.69%	13.02%	79.29%	169	2.72	2.73

### Supplemental Crosstab by College for Q11.

Question	CASE	SCOBT	COEHS	ACONHP	Overall
treats me with respect and dignity.	2.83	2.97	2.74	2.89	2.85
promotes a positive work atmosphere.	2.63	2.97	2.48	3.00	2.72
addresses any concerns I have promptly and fairly.	2.67	2.93	2.57	3.00	2.73
is a good listener.	2.70	2.97	2.78	3.00	2.80
is more proactive than reactive.	2.47	2.74	2.39	2.84	2.54
can be trusted.	2.54	2.90	2.48	2.95	2.65
shows no favoritism towards employees.	2.40	2.84	2.55	2.84	2.57
supports academic freedom.	2.79	3.00	2.78	2.89	2.84
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	2.63	2.97	2.73	2.89	2.74
performs their job well.	2.64	2.90	2.52	3.00	2.72
N*	88	31	23	19	161

\*Total N will not equal above table, because everyone did not choose a college

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

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
treats me with respect and dignity.	2.44%	6.71%	90.85%	164	2.88	2.81
maintains an "open door" policy.	2.55%	8.28%	89.17%	157	2.87	2.82
promotes a positive work atmosphere.	4.91%	9.20%	85.89%	163	2.81	2.76
addresses any concerns I have promptly and fairly.	5.59%	9.94%	84.47%	161	2.79	2.68
is a good listener.	2.52%	8.18%	89.31%	159	2.87	2.75
is more proactive than reactive.	8.92%	11.46%	79.62%	157	2.71	2.59
can be trusted.	6.88%	10.63%	82.50%	160	2.76	2.69
shows no favoritism towards employees.	9.09%	7.79%	83.12%	154	2.74	2.71
supports academic freedom.	1.89%	8.81%	89.31%	159	2.87	2.75
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	5.66%	9.43%	84.91%	159	2.79	2.70
performs their job well.	5.52%	8.59%	85.89%	163	2.80	2.78

## Supplemental Crosstab by College for Q12.

Question	CASE	SCOBT	COEHS	ACONHP	Total
treats me with respect and dignity.	2.88	2.93	2.79	3.00	2.88
maintains an "open door" policy.	2.82	3.00	2.78	3.00	2.87
promotes a positive work atmosphere.	2.75	2.93	2.78	2.95	2.81
addresses any concerns I have promptly and fairly.	2.72	2.93	2.74	3.00	2.79
is a good listener.	2.85	2.97	2.74	3.00	2.87
is more proactive than reactive.	2.61	2.93	2.73	3.84	2.71
can be trusted.	2.65	2.93	2.74	3.00	2.76
shows no favoritism towards employees.	2.66	2.90	2.68	2.89	2.74
supports academic freedom.	2.87	3.00	2.78	2.89	2.87
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	2.72	2.96	2.70	3.00	2.79
performs their job well.	2.74	2.93	2.74	3.00	2.80
N*	84	29	24	19	156

\*Total N will not equal above table, because everyone did not choose a college

## Q14. My Department Chair...

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
treats me with respect and dignity.	7.98%	6.13%	85.89%	163	2.78	2.75
maintains an "open door" policy.	5.52%	6.13%	88.34%	163	2.83	2.85
promotes a positive work atmosphere.	9.82%	12.27%	77.91%	163	2.68	2.65
regularly asks for my ideas and opinions.	14.20%	13.58%	72.22%	162	2.58	2.57
addresses any concerns I have promptly and fairly.	11.25%	9.38%	79.38%	160	2.68	2.60
leads by example.	11.73%	15.43%	72.84%	162	2.61	2.56
is a good listener.	4.94%	11.11%	83.95%	162	2.79	2.69
is more proactive than reactive.	13.04%	17.39%	69.57%	161	2.57	2.40
can be trusted.	8.64%	12.35%	79.01%	162	2.70	2.67
shows no favoritism towards employees.	14.91%	8.70%	76.40%	161	2.61	2.57
supports academic freedom.	2.48%	8.70%	88.82%	161	2.86	2.81
considers my input on my workload balance of teaching assignments, service expectations, and scholarship.	11.73%	6.17%	82.10%	162	2.70	2.75
fairly evaluates my performance and discusses opportunities for improvement.	6.45%	9.68%	83.87%	155	2.77	2.70
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	5.56%	11.73%	82.72%	162	2.77	2.69
performs their job well.	8.02%	11.73%	80.25%	162	2.72	2.63

## Supplemental Crosstab by College for Q14.

Question	CASE	SCOBT	COEHS	ACONHP	Total
treats me with respect and dignity.	2.75	2.82	2.77	2.89	2.78
maintains an "open door" policy.	2.85	3.00	2.45	2.89	2.83
promotes a positive work atmosphere.	2.67	2.79	2.45	2.89	2.68
regularly asks for my ideas and opinions.	2.54	2.68	2.52	2.79	2.58
addresses any concerns I have promptly and fairly.	2.65	2.78	2.50	2.95	2.68
leads by example.	2.57	2.75	2.32	2.95	2.61
is a good listener.	2.74	2.93	2.64	2.94	2.79
is more proactive than reactive.	2.55	2.64	2.43	2.79	2.57
can be trusted.	2.64	2.82	2.73	2.84	2.70
shows no favoritism towards employees.	2.50	2.71	2.76	2.89	2.61
supports academic freedom.	2.81	3.00	2.86	2.89	2.86
considers my input on my workload balance of teaching assignments, service expectations, and scholarship.	2.66	2.82	2.71	2.89	2.70
fairly evaluates my performance and discusses opportunities for improvement.	2.75	2.77	2.71	2.095	2.77
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	2.72	2.89	2.67	2.95	2.77
performs their job well.	2.69	2.82	2.55	2.95	2.72
N*	85	28	22	19	154

\*Total N will not equal above table, because everyone did not choose a college

## **ATTITUDES TOWARD WORKING CONDITIONS**

**Q19. Concerning my physical work conditions:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The classroom is conducive to learning.	13.17%	16.77%	70.06%	167	2.57	2.51
My office is conducive to productivity.	10.53%	15.20%	74.27%	171	2.64	2.56
My work environment may adversely affect my health.	42.26%	19.05%	38.69%	168	1.96	1.95

## **ATTITUDES TOWARD TEACHING & ACCREDITATION**

**Q21. Concerning academic dishonesty:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I know what UNA considers a violation of academic standards.	11.90%	9.52%	78.57%	168	2.67	2.69
Academic dishonesty is a significant problem in my face-to-face courses.	55.19%	20.78%	24.03%	154	1.69	1.55
Academic dishonesty is a significant problem in my online courses.	26.32%	23.68%	50.00%	152	2.24	1.99
AI significantly contributes to academic dishonesty in my face-to-face courses.	36.91%	29.53%	33.56%	149	1.97	N/A
AI significantly contributes to academic dishonesty in my online courses.	22.30%	23.65%	54.05%	148	2.32	N/A
I need further training on AI and how to detect student usage of AI.	20.59%	21.76%	57.65%	170	2.37	2.36

**Q23. How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty over the last academic year (i.e., from last August until now).**

Answer	Count 2025	2025 %	2024 %	Count 2024
The discussion and solution stayed between myself and the student(s) involved.	123	84.25%	63.85%	83
I involved my department chair in resolving the situation.	65	44.52%	65.38%	85
I involved my Dean in resolving the situation.	23	15.75%	20.00%	26
I involved the Division of Student Affairs in resolving the situation.	9	6.16%	13.08%	17
Total	146	100%	100%	130

**Q24. Concerning technology and its application to instruction:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Information Technology Services responds positively to the needs of UNA faculty.	8.43%	6.02%	85.54%	166	2.77	2.72
I know how to caption my audio/visual instructional materials.	17.83%	11.46%	70.70%	157	2.53	2.51
Respondus/SmarterProctoring provides sufficient services/support for proctoring online exams.	32.46%	20.18%	47.37%	114	2.15	N/A
Internet outages are a significant barrier to perform my duties.	30.91%	30.91%	38.18%	165	2.07	N/A

**Q25. Please respond to the following statements as they relate to your work environment and level of job satisfaction.**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I would like to be more involved in work within my academic department.	26.63%	46.15%	27.22%	169	2.01	1.97
My departmental colleagues appreciate the work I do.	11.76%	15.29%	72.94%	170	2.61	2.66
My departmental colleagues are respectful of me as a professional.	5.85%	10.53%	83.63%	171	2.78	2.75
I have the resources I need to teach well.	10.00%	21.18%	68.82%	170	2.59	2.68

**Q26. I am comfortable leading class discussions dealing with intercultural and engagement initiatives (wording changed from 2024 survey, there is no comparison).**

Answer	2025 %	2025 Count
Disagree	9.80%	15
Neutral	13.73%	21
Agree	76.47%	117
Mean	2.67	
Total	100%	153

**Q27. Attitudes toward recruitment, retention, educational programming, and evaluation:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Grade inflation is a problem at UNA.	26.53%	31.29%	42.18%	147	2.16	2.24
Grade inflation in high schools is a problem for UNA.	10.00%	23.08%	66.92%	130	2.57	N/A



## Q28. Concerning experiential learning:

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I am aware of experiential and work-based learning support for our programs.	8.28%	11.83%	79.88%	169	2.72	2.60
I am aware of the QEP on experiential and work-based learning.	12.57%	10.78%	76.65%	167	2.64	2.68

## Q30. In what ways have you been involved with any accreditation process in the last year (i.e., from August till now)? Check all that apply.

Answer	2025 %	2025 Count
I pulled materials (e.g., syllabi, exams, assignments, exemplary work) as part of the program evaluation.	48.21%	81
I helped write, develop, and/or recreate our student learning objectives/outcomes.	45.24%	76
I evaluated whether our student learning objectives/outcomes were being met through course assessments.	54.76%	92
I contributed to the actual accreditation report.	27.38%	46
I wasn't involved with any accreditation process in the last year.	27.38%	46
Other:	1.79%	3
Total		168

## Supplemental Crosstab by College for Q30.

Question	CASE	SCOBT	COEHS	ACONHP	ETS	No College	All
I pulled materials (e.g., syllabi, exams, assignments, exemplary work) as part of the program evaluation.	40.70%	50.00%	63.64%	68.42%	0.00%	40.00%	48.21%
I helped write, develop, and/or recreate our student learning objectives/outcomes.	38.37%	43.33%	68.18%	63.16%	0.00%	30.00%	45.24%
I evaluated whether our student learning objectives/outcomes were being met through course assessments.	43.02%	63.33%	72.73%	73.68%	0.00%	60.00%	54.76%
I contributed to the actual accreditation rpt.	18.60%	23.33%	45.45%	52.63%	0.00%	30.00%	27.38%
I wasn't involved with any accreditation process in the last year.	1.16%	3.33%	4.55%	0.00%	0.00%	0.00%	27.38%
Other:	34.88%	23.33%	18.18%	5.26%	100%	30.00%	1.79%
N*	86	30	22	19	1	10	168

\*Total N will not equal above table, because everyone did not choose a college

## Q30. (Cont.) Specify Other:

I'm not entirely sure what counts as "involvement", but I know there has been material pulled from some of my classes to evaluate learning objectives/outcomes, so I am assuming that applies.
Aligned program processes with college and university processes. Worked with accreditation leaders. Received training.
Helped with the redesign of rubrics and led data meetings with partners.

**Q31. I have sufficient support/assistance for the accreditation processes (Mean = 2.58 in 2024).**

Answer	2025 %	2025 Count
Disagree	8.81%	14
Neutral	17.61%	28
Agree	46.54%	74
I wasn't involved with any accreditation process in the last year.	27.04%	43
Mean	2.92	
Total	100%	159

**Q32. Regarding accreditation (whether you have been involved or not):**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025
I need to learn more about accreditation documentation for my courses.	35.58%	28.83%	35.58%	163	2.00
I need to learn more about how to create course assessments that align with my program's student learning objectives/outcomes.	46.11%	28.74%	25.15%	167	1.79
I need to learn more about aligning my course objectives with my program's student learning objectives/outcomes.	47.31%	26.35%	26.35%	167	1.79

**Q33. Would you benefit from more time between the close of the examination period and the required posting of final grades?**

Answer	2025 %	2025 Count
Yes	46.51%	80
No	51.16%	88
This does not apply to me	2.33%	4
Total	100%	172

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

**Q37. Concerning hiring:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The hiring of new administrators is done fairly.	29.20%	31.39%	39.42%	137	2.10	N/A
The hiring of new faculty is done fairly.	15.76%	17.58%	66.67%	165	2.51	N/A
The hiring of new staff is done fairly and equitably.	14.96%	22.05%	62.99%	127	2.48	2.38

### Q39. Since I have been working at UNA, I have...

Question	Yes	No	Did not know I was eligible	Total
taken advantage of the Faculty/Staff Wellness Center.	42.20%	53.76%	4.05%	173
received health care from University Health Services.	53.18%	42.77%	4.05%	173
attended athletic events.	69.36%	30.64%	0.00%	173
attended cultural events on campus.	75.58%	23.84%	0.58%	172

### Q40. Concerning University Health Services

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Overall, I am satisfied with the quality of services provided by Health Services.	5.41%	20.72%	73.87%	111	2.68	2.63
I am comfortable using University Health Services.	5.38%	23.85%	70.77%	130	2.65	N/A

### Supplemental Crosstab by College for Q40.

Question	CASE	SCOBT	COEHS	ACONHP	ETS	All
Overall, I am satisfied with the quality of services provided by Health Services.	2.68	2.56	2.90	2.73	3.00	2.68
I am comfortable using University Health Services.	2.62	2.57	2.82	2.75	3.00	2.65
N*	60	21	22	16	1	130

### Q42. Concerning Health Insurance:

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The process of modifying the health insurance premium and plan is transparent.	28.86%	28.86%	42.28%	149	2.13	2.09
A negotiation process regarding changes in the health insurance premium and plan is needed.	8.57%	37.14%	54.29%	140	2.46	2.43
I hope UNA will offer more flexible health insurance plans with varied premiums and coverages to better meet the diverse needs of our faculty.	9.68%	29.68%	60.65%	155	2.51	2.54
Overall, I am satisfied with the quality of the health insurance.	10.06%	23.08%	66.86%	169	2.57	2.54

### Q43. The cost of the health insurance for spouse, children, or family coverage is ...

Answer	2025 %	2025 Count	2024 %	2024 Count
Low	2.31%	3	2.38%	3
Fair	4.00%	52	47.62%	60
High	57.69%	75	50.00%	63
Mean	2.55		2.48	
Total	100%	130	100%	124

**Q45. Concerning Fall/Spring semester starting dates:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
A review of the academic calendar is needed.	16.17%	27.54%	56.29%	167	2.40	2.40
Standardized starting date ranges (e.g., no earlier than Jan 10) for academic terms should be established.	8.33%	27.38%	64.29%	168	2.56	2.55

**Q46. Attitudes concerning winter and summer school:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
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.	4.29%	12.88%	82.82%	163	2.79	2.75
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.	34.43%	25.98%	38.58%	127	2.03	2.00

**Q47. Concerning research:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I have a clear understanding of research expectations in tenure and promotion.	13.94%	9.09%	76.97%	165	2.63	2.66
I have an active research agenda.	9.94%	19.88%	70.19%	161	2.60	2.67
I have sufficient time to conduct research during the academic year.	56.96%	22.78%	20.25%	158	1.63	1.71
In order to have sufficient time to conduct research, I have to forgo summer and winter teaching assignments.	39.46%	31.97%	28.57%	147	1.89	1.87
I have access to sufficient funds to conduct my research.	36.99%	32.19%	30.82%	146	1.94	2.09
I have access to sufficient travel funds to disseminate my research.	40.67%	24.67%	34.67%	150	1.94	2.02
There are penalties for failing to conduct research as a full-time faculty member.	26.06%	23.24%	50.70%	142	2.25	2.30
I have access to sufficient funds for professional development.	37.25%	27.45%	35.29%	153	1.98	N/A

### Supplemental Crosstab by College for Q47.

Question	CASE	SCOBT	COEHS	ACONHP	ETS	No College	All
I have a clear understanding of research expectations in tenure and promotion.	2.51	2.85	2.68	3.00	3.00	2.30	2.63
I have an active research agenda.	2.59	2.70	2.57	2.71	0.00	2.30	2.60
I have sufficient time to conduct research during the academic year.	1.55	1.75	1.80	1.31	0.00	2.20	1.63
In order to have sufficient time to conduct research, I have to forgo summer and winter teaching assignments.	2.05	1.84	1.63	1.56	0.00	1.75	1.89
I have access to suff. funds to conduct my rsch.	1.92	2.38	1.74	1.67	0.00	1.78	1.94
I have access to sufficient travel funds to disseminate my research.	1.95	2.64	1.45	1.67	0.00	1.50	1.94
There are penalties for failing to conduct research as a full-time faculty member.	2.20	2.65	1.95	2.47	0.00	1.78	2.25
I have access to sufficient funds for prof. dev.	1.95	2.54	1.57	2.00	0.00	1.67	1.98
N*	87	27	22	18	1	10	165

### Q48. Concerning salaries:

Question	Lower	Similar	Higher	Count 2025	Mean 2025	Mean 2024
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:	58.85%	35.62%	7.53%	146	1.51	1.52
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:	31.11%	53.33%	15.56%	135	1.84	1.91
COLAs in comparison to actual increases in the COL are:	66.20%	27.46%	6.34%	142	1.40	1.38
Payment for the independent study is sufficient for the work expended by the faculty member.	88.57%	7.62%	3.81%	105	1.15	1.12

### Supplemental Crosstab by College for Q48.

Question	CASE	SCOBT	COEHS	ACONHP	ETS	No College	All
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:	1.54	1.65	1.50	1.28	0.00	1.30	1.51
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:	1.94	1.83	1.90	1.61	0.00	1.56	1.84
COLAs received in comparison to actual increases in the cost of living are:	1.44	1.29	1.42	1.44	0.00	1.29	1.40
Payment for the independent study is sufficient for the work expended by the faculty member.	1.14	1.27	1.00	1.29	0.00	1.00	1.15
N*	72	26	20	18	0	10	146

**Q49. I believe my annual allotted amount for travel expenses meets my needs for yearly professional development and/or research dissemination.**

Answer	2025 %	2025 Count	2024 %	2024 Count
Yes	43.71%	73	47.33%	71
No	56.29%	94	52.67%	79
Total	100%	167	100%	150

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

**Q50. The Faculty Senate at UNA...**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
plays an appropriate role in the University's decision-making process.	8.50%	16.34%	75.16%	153	2.67	2.33
provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	7.74%	16.13%	76.13%	155	2.68	2.31
effectively represents faculty interests.	8.97%	23.72%	67.31%	156	2.58	2.29

**Q52. Concerning the system of Shared Governance at UNA:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The process involved in filling shared governance committees is fair and equitable.	13.53%	24.06%	62.41%	133	2.49	2.37
I know who my shared governance committee representatives are.	24.84%	10.56%	64.60%	161	2.40	2.43
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	9.02%	24.81%	66.17%	133	2.57	2.44
The method by which changes are made through shared governance is clear and appropriate.	15.22%	28.26%	56.52%	138	2.41	2.27
The shared governance system effectively represents faculty interests.	12.06%	32.62%	55.32%	141	2.43	2.27
Policy development is effectively addressed through the current two-tiered system of governance.	15.79%	28.57%	55.64%	133	2.40	2.23

# Faculty Attitude Survey 2025

## Adjunct/PT Instructor Results (N=51)

(N = 71 in 2024)

### RESPONDENT PROFILE

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

Answer	2025 %	Count 2025	2024 %	Count 2024
College of Arts, Sciences, and Engineering	60.78%	31	50.70%	36
Sanders College of Business and Technology	19.61%	10	12.68%	9
College of Education and Human Sciences	15.69%	8	29.58%	21
Anderson College of Nursing and Health Professions	3.92%	2	0.00%	0
Educational Technologies Services	0.00%	0	0.00%	0
I choose not to identify my college/unit affiliation.	0.00%	0	7.04%	5
<b>Total</b>	<b>100%</b>	<b>51</b>	<b>100%</b>	<b>71</b>

**Q19. Concerning my physical work conditions:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
The classroom is conducive to learning.	5.71%	22.86%	71.43%	167	2.66	2.69
My office is conducive to productivity.	11.11%	18.52%	70.37%	171	2.59	2.57
My work environment may adversely affect my health.	55.88%	17.65%	26.47%	168	1.71	1.67

**Q21. Concerning academic dishonesty:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I know what UNA considers a violation of academic standards.	0.00%	6.12%	93.88%	49	2.94	2.78
Academic dishonesty is a significant problem in my face-to-face courses.	45.95%	24.32%	29.73%	37	1.84	1.83
Academic dishonesty is a significant problem in my online courses.	57.14%	20.00%	22.86%	35	1.66	1.67
AI significantly contributes to academic dishonesty in my face-to-face courses.	25.81%	22.58%	51.61%	31	2.26	N/A
AI significantly contributes to academic dishonesty in my online courses.	24.24%	36.36%	39.39%	33	2.15	N/A
I need further training on AI and how to detect student usage of AI.	15.22%	23.91%	60.87%	46	2.46	2.45

**Q23. How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty over the last academic year (i.e., from last August until now).**

Answer	Count 2025	2025 %	2024 %	Count 2024
The discussion and solution stayed between myself and the student(s) involved.	22	70.97%	65.22%	30
I involved my department chair in resolving the situation.	14	45.16%	41.30%	19
I involved my Dean in resolving the situation.	2	6.45%	2.17%	1
I involved the Division of Student Affairs in resolving the situation.	3	9.68%	2.17%	1
Total	31	100%	100%	46

**Q24. Concerning technology and its application to instruction:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Information Technology Services responds positively to the needs of UNA faculty.	10.64%	4.26%	85.11%	47	2.74	2.79
I know how to caption my audio/visual instructional materials.	15.22%	13.04%	71.74%	46	2.57	2.42
Respondus/SmarterProctoring provides sufficient services/support for proctoring online exams.	12.90%	22.58%	64.52%	31	2.52	N/A
Internet outages are a significant barrier to perform my duties.	47.83%	28.26%	23.91%	46	1.76	N/A

**Q25. Please respond to the following statements as they relate to your work environment and level of job satisfaction.**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
I would like to be more involved in work within my academic department.	4.76%	47.62%	47.62%	42	2.43	2.30
My departmental colleagues appreciate the work I do.	7.32%	29.27%	63.41%	41	2.56	2.58
My departmental colleagues are respectful of me as a professional.	6.52%	15.22%	78.26%	46	2.72	2.68
I have the resources I need to teach well.	2.04%	18.37%	79.59%	49	2.78	2.73



**Q26. I am comfortable leading class discussions dealing with intercultural and engagement initiatives.**

Answer	2025 %	2025 Count
Disagree	2.27%	1
Neutral	6.82%	3
Agree	90.91%	40
Mean	2.89	
Total	100%	44

**Q27. Attitudes toward recruitment, retention, educational programming, and evaluation:**

Question	Disagree	Neutral	Agree	Count 2025	Mean 2025	Mean 2024
Grade inflation is a problem at UNA.	45.45%	33.33%	21.21%	33	1.76	2.14
Grade inflation in high schools is a problem for UNA.	20.69%	13.79%	65.52%	29	2.45	N/A

**Q34. Consider only your monetary compensation for this question. Compared to adjunct faculty members at institutions similar to UNA, I am:**

Answer	2025 %	2025 Count	2024 %	2024 Count
Underpaid	59.52%	25	60.71%	34
Fairly paid	40.48%	17	39.29%	22
Overpaid	0.00%	0	0.00%	0
Total	100%	42	100%	56

**Q35. Consider only your benefits for this question. Compared to adjunct faculty members at institutions similar to UNA, I receive:**

Answer	2025 %	2025 Count	2024 %	2024 Count
Fewer benefits	44.44%	12	37.50%	6
Similar benefits	55.56%	15	62.50%	10
Better benefits	0.00%	0	0.00%	0
Total	100%	27	100%	16

**Q39. Since I have been working at UNA, I have...**

Question	Yes	No	Did not know I was eligible	Total
taken advantage of the Faculty/Staff Wellness Center.	16.33%	53.06%	30.61%	49
received health care from University Health Services.	20.41%	57.14%	22.45%	49
attended athletic events.	44.90%	42.86%	12.24%	49
attended cultural events on campus.	53.06%	36.73%	10.20%	49

# Open-Ended Comments Report

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

N = 42

Category	N
Parking shortage/limited spaces/construction impact	11
Faculty lines not increasing despite growth/overloads normalized	9
Facilities issues (mold, unsafe, delays, space needs, stadium prioritized)	6
Administrative expansion prioritized over faculty/students	5
Student support/resources needed (tutoring, DSS, Dropout Detective, Success Center)	4
Class sizes too large/graduate overloads	3
Lack of long-term planning/strategy for growth, traffic, resource allocation	3
Positive comment (improvement in climate under current provost)	1

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

N = 22

Category	N
Resource/staffing support concerns (overworked department admins, need for lower-level staff, IT infrastructure outdated, budgeting processes stagnant/lacking transparency)	5
Administrative expansion unnecessary / too many positions created	5
Nepotism/cronyism in appointments and promotions	3
Lack of transparency in hiring/position creation	3
Concerns with Provost (missteps, irregular selection, poor engagement)	3
Administrative positions pulling faculty out of classrooms	2
Positive comment (recognition of some administrators providing necessary support)	1

---

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

**N = 10**

<b>Category</b>	<b>N</b>
Administrative workload overwhelming / multiple roles / another job	6
Program/admin tasks reallocated without proper support or release time (e.g., reports, Early College, Performance Attendance, LSAMP, tutoring center)	3
Excessive advising loads due to lack of faculty	1

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

**N = 25**

<b>Category</b>	<b>N</b>
Positive/supportive comments about Associate/Assistant Deans (helpful, attentive, collaborative, responsive, caring, approachable)	9
Praise for specific individuals (e.g., Jana, Stovall, Zayac, Price, Green, Kirkman, Helms)	7
Too many Associate/Assistant Deans / administrative bloat concerns	3
Lack of transparency/trust concerns	2
Limited interaction / don't know them	2
Other concerns (outside hires, nepotism)	2

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

**N = 27**

<b>Category</b>	<b>N</b>
Positive/supportive comments (general praise, fair, supportive, approachable, strong leadership)	9
Praise for specific individuals (e.g., Sanders, Coleman-Reed, Crews, Price, Infanger, Jesse)	7
Chair overworked/too many responsibilities/department too large	3
Limited availability/communication issues (rarely available, delayed responses, not proactive)	3
Negative comments (apathy, favoritism, toxic environment, lack of advocacy, dishonesty)	3
Adjuncts excluded from communication/limited interaction	2

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

**N = 40**

<b>Category</b>	<b>N</b>
Concerns regarding Provost Smith (engagement, communication, lack of decision-making)	7
Positive/supportive comments (general praise for departments, administrators like Zayac, COEHS leadership team)	6
Facilities concerns (Visual Arts, Music, unsafe conditions, mold, space needs)	3
Low morale/lack of transparency from upper administration	3
Administrative overreach/loss of autonomy in hiring and chair selection	2
Athletics prioritized over academics/resources diverted	2
Adjunct issues (pay, communication, lack of inclusion/recognition)	2
Workload/course allocation/faculty support concerns	2
Budget/financial mismanagement concerns	2
Negative leadership in specific colleges (CASE, COEHS)	2
Admissions/academic standards concerns (unprepared students, lowered standards)	2
Other isolated concerns (AP credit policy, parking, online faculty remote work, faculty webpages, environmental sustainability, etc.)	7

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**Q20. Please describe additional concerns regarding my physical work conditions here.**

**N = 56**

<b>Category</b>	<b>N</b>
Mold/mildew/air quality issues across buildings (Willingham, Stevens, Music, etc.)	14
HVAC/temperature extremes (too hot/cold, inconsistent regulation, humidity)	11
Facility disrepair/aging infrastructure (leaks, water damage, asbestos, outdated plumbing/wiring)	7
Specific building concerns (Willingham flooding, Stevens updates, Music safety hazards, Wesleyan/Keller/Flowers)	6
Technology/equipment issues (outdated AV, unreliable internet, lack of smartboards, computers)	5
Classroom/office design problems (noise, lack of soundproofing, cramped layouts, furniture restrictions)	4
General lack of maintenance / facilities poorly maintained	3
Other facilities/maintenance issues (lighting, pests, pollution, cosmetic updates)	3
Faculty well-being concerns tied to administrative overload/stress	2
Positive comment (facilities issues being addressed in some areas)	1

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**Q22. Please describe any other concerns or situations you have regarding academic dishonesty here.**

**N = 31**

<b>Category</b>	<b>N</b>
Need clear, consistent university-wide policies and training on AI related academic dishonesty	9
AI-related concerns (misuse in writing, discussion posts, plagiarism, difficulty detecting)	8
Online cheating/proctoring issues (poor systems, burdensome video review, weak integrity in online courses)	5
Policy clarity/consistency concerns (ambiguous catalog language, inconsistent enforcement, lack of reporting process)	3
Student preparedness and language/English proficiency concerns (reliance on AI/translation tools)	2
General increase in dishonesty/grade-seeking culture	2
Calls for stricter/punitive policies	2

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**Q29. Please describe any additional concerns that have an immediate impact on you or your ability to perform your job.**

**N = 21**

<b>Category</b>	<b>N</b>
Student preparedness, skills, and attitudes (academic readiness, late work, grade complaints, mastery mindset)	9
Workload/administrative and technology burdens (course preps, Smarter Proctoring, ITS blocks, excessive tasks)	7
Facilities and resource concerns (Visual Art, Music, equipment, library licensing)	3
Compensation/benefits concerns (COLAs, adjunct pay)	1
Positive comment (support for experiential learning initiatives at UNA)	1

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**Q36. What benefits would you like to see UNA provide with your adjunct contract?**

**N = 17**

<b>Category</b>	<b>N</b>
Higher pay/commensurate compensation (raise to \$3000 per class, competitive pay, overload pay, eliminate pro-rating)	5
Health/medical insurance options (buy-in, coverage, benefits)	4
Retirement plan access (401k, RSA1, university contribution)	2
Raises/rewards based on service (longevity raises, recognition, stipends, small perks like shirts/gift cards)	2
Tuition remission/assistance for family (spouse/children classes, tuition assistance)	2
Access to software/tools/resources (Adobe)	1
Better travel reimbursement	1

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**Q38. Please describe additional concerns or questions regarding the hiring process here.**

**N = 20**

<b>Category</b>	<b>N</b>
Lack of transparency, fairness, and consistency (policies ignored, pre-determined outcomes, bias, nepotism/politics in hiring)	7
HR process and leadership concerns (delays, bottlenecks, lack of cross-training, confidentiality breaches, unprofessional behavior)	5
Delays and inefficiencies in faculty hiring (late postings, spring searches, slow approvals leading to lost candidates)	5
Resource and staffing concerns (departments understaffed, lack of admin support, poor vetting of candidates compared to past)	3

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**Q41. Please elaborate on the performance of or concerns related to University Health Services.**

**N = 16**

<b>Category</b>	<b>N</b>
Service quality concerns (staff professionalism, wait times, limited trust in scope of care)	5
Lack of awareness/clarity of services for faculty/adjuncts	4
Positive comments (well-run, great resource, medical staff do a good job)	3
Services geared more toward students than faculty/staff / confidentiality concerns	2
Need for expanded resources (especially mental health)	2

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**Q44. Please describe additional concerns regarding the health insurance here.**

**N = 21**

<b>Category</b>	<b>N</b>
Prescription drug costs and reimbursement system a hardship (delays, out-of-pocket burden, excessive prices)	7
Premiums and overall costs too high / recent increases unaffordable	6
Desire for more flexible plan options (HSA-eligible plan, family-size pricing, co-pays, Point-of-Sale coverage)	4
Concerns about plan changes and lack of transparency (unexplained hikes, communication gaps)	2
Requests for expanded coverage or eligibility (e.g., weight loss meds, adjunct access)	2

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**Q51. How could faculty senate better serve your needs as a faculty member?****N = 27**

<b>Category</b>	<b>N</b>
Meeting format (face-to-face meetings, more engagement, discourage zoning out online)	8
Strengthen role and effectiveness (increase senate power, better relationship with administration, new initiatives/training)	7
Improve communication and feedback loops (clearer reporting from senators, routine updates, more transparency)	6
Positive/supportive comments about current leadership and representation (commendation of Faculty Senate, praise for Andrea Hunt, responsiveness, collaboration)	4
Advocate more strongly on compensation/benefits (COLAs, adjunct salaries)	2

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**Q53. How could shared governance at UNA be improved?****N = 23**

<b>Category</b>	<b>N</b>
Increase transparency and communication (newsletters, reports, public tracker, annual list of committees/members)	6
Review/overhaul governance structure (outdated 25+ years, external consultant, committee charges, alignment with current needs)	5
Administration should respect and engage with shared governance (follow handbook, listen to faculty, stop ignoring/dismissing SG)	5
Strengthen committees and representation (steering authority, fairer selection process, better deadlines/procedures)	4
Lack of awareness or critical views of SG (faculty don't understand role, SG seen as weak or unnecessary)	3

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**Q54. Please inform us of additional issues and concerns that have an immediate impact on you and your ability to perform your job.**

**N = 27**

<b>Category</b>	<b>N</b>
Concerns about Provost (communication, engagement)	5
Student preparedness and admission standards too low (unprepared freshmen, lowered standards, first-year struggles)	4
Inadequate research and travel support (funding, space, inequities)	4
Adjunct compensation, benefits, and recognition (pay, bonus exclusion, interview consideration)	3
Facilities and technology concerns (outdated classrooms, labs, faculty web pages, bookstore contract)	3
Administrative/process frustrations (resource allocation, expense forms, chair stipends, short deadlines)	3
Other isolated concerns (student evaluations, TRIO scheduling, parking, independent study pay)	4
Positive comment (thankful for work done towards parking)	1