

Staff Attitude Survey 2024 (N=251)

A 5.2% decrease in participation (N = 265 for the 2023 SAS)

July 15th 2024 – Results Compiled

RESPONDENT PROFILE

Q1. Please identify your current level as a UNA staff member.

Answer	%	Count 2024	Count 2023
Service/Maintenance/Skilled Crafts (environmental services, grounds, driver, carpenter, electrician, etc...)	7.97%	20	27
Other Professionals (accountant, counselor, coordinator, specialist, coaches, etc...)	39.04%	98	96
I prefer not to respond	4.38%	11	12
I do not know my level	1.99%	5	6
Executive/Administrative and Managerial (associate/assistant director, director, cost center head, etc...)	32.27%	81	77
Clerical and Secretarial (administrative assistant, assistant to..., administrative specialist, clerk, etc...)	14.34%	36	47
Total	100%	251	265

Q2. How many years have you worked at UNA?

Answer	%	Count 2024	Count 2023
Less than a year	9.96%	25	44
1 - 4 years	32.27%	81	84
5 - 7 years	18.33%	46	42
8 - 11 years	12.35%	31	32
12 - 20 years	18.33%	46	48
More than 20 years	5.58%	14	13
I prefer not to respond	3.19%	8	4
Total	100%	251	265

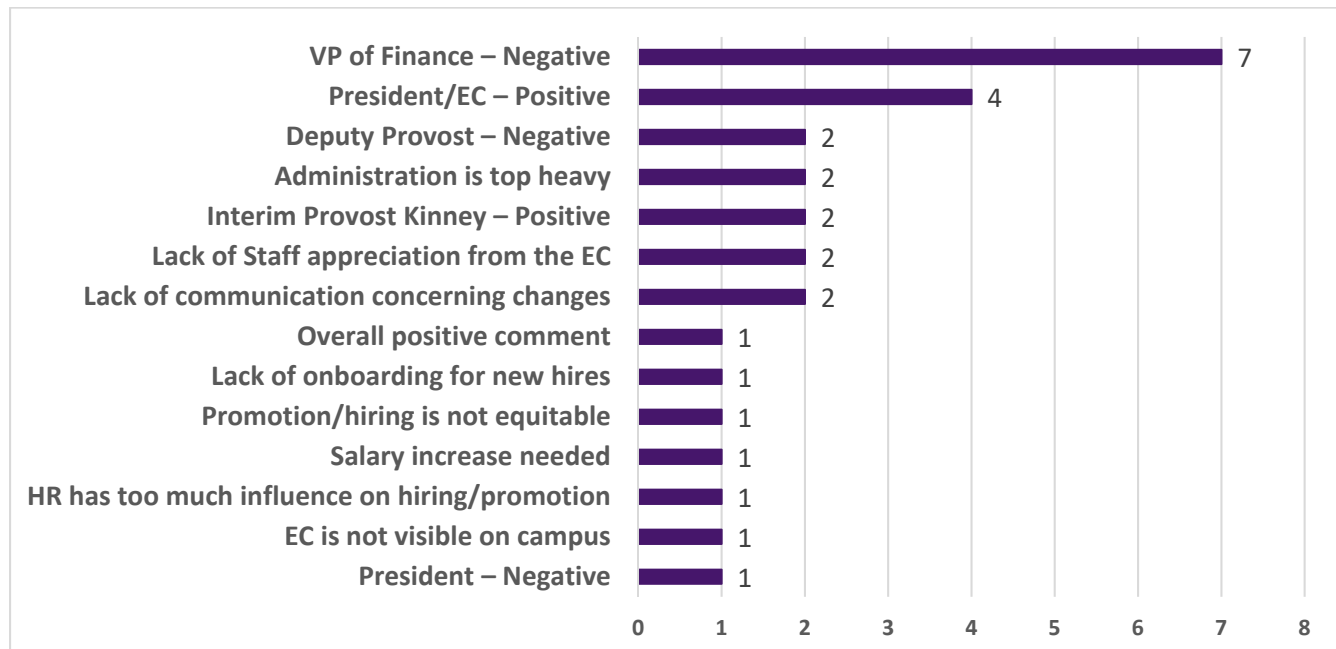
ATTITUDES TOWARD ADMINISTRATION

Q3. Concerning the members of the Executive Council, I am satisfied with the overall job performance of:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean 2024	Mean 2023	Count
Chief Diversity Officer - Ms. Minnette Ellis	1.96%	1.96%	21.08%	29.90%	45.10%	4.14	N/A	204
Director of Athletics - Dr. Josh Looney	0.51%	2.05%	29.23%	32.82%	35.38%	4.01	3.98	195
Executive Director, Governmental Relations & Economic Development - Mr. Jason Cochran	3.25%	2.60%	38.31%	24.68%	31.17%	3.78	N/A	154
Interim Provost and Executive Vice President for Academic Affairs - Dr. Katherine Kinney	2.19%	3.95%	17.98%	33.33%	42.54%	4.10	N/A	228
President - Dr. Kenneth D. Kitts	2.60%	5.63%	12.55%	35.50%	43.72%	4.12	4.17	231
University Attorney - Ms. Amber Fite-Morgan	1.02%	2.04%	23.98%	35.71%	37.24%	4.06	3.97	196
Vice President for Business and Financial Affairs - Mr. Evan Thornton	11.82%	13.18%	20.00%	26.36%	28.64%	3.47	3.84	220
Vice President for Student Affairs - Dr. K.C. White	1.91%	1.44%	17.22%	35.89%	43.54%	4.18	4.17	209
Vice President for University Advancement - Mr. Kevin Haslam	1.96%	2.45%	21.08%	36.76%	37.75%	4.06	3.91	204

Q4. Please share any additional comments concerning the administration. N=23*

*The topics below may contain more than the overall # of responses due to a breakdown of responses into various topics



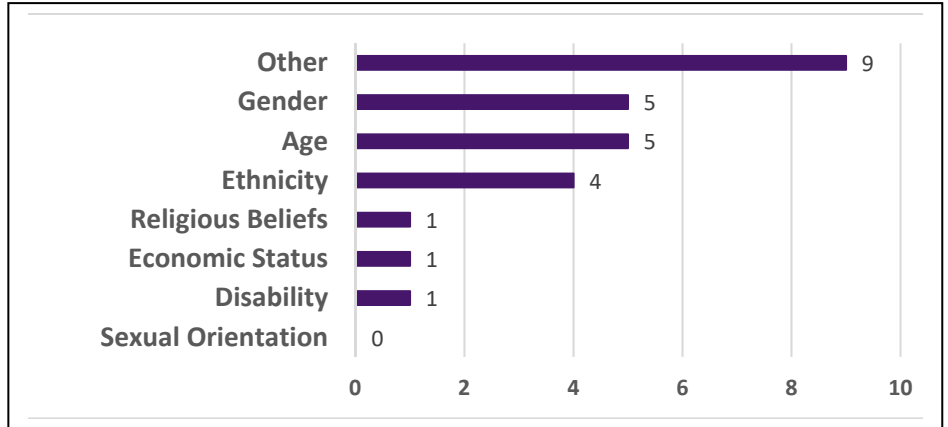
DIVERSITY EVALUTION & HARASSMENT EXPERIENCES

Q5. UNA thoroughly addresses campus issues related to:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean 2024	Mean 2023	Count
Age or ageism	3.43%	12.25%	32.35%	34.80%	17.16%	3.50	3.56	204
Disability or Able-ism	4.46%	8.48%	23.66%	45.09%	18.30%	3.64	3.79	224
Race or racism	3.52%	7.05%	23.35%	44.93%	21.15%	3.73	3.77	227
Religious beliefs or harassment	3.64%	8.64%	31.82%	39.55%	16.36%	3.56	3.64	220
Sex/gender or sexism	3.15%	9.91%	26.13%	41.89%	18.92%	3.64	3.70	222
Sexual orientation or homophobia	1.87%	7.01%	30.37%	42.06%	18.69%	3.69	3.73	214

Q6. Have you felt discriminatory harassment (even subtly) on this campus within the last year?

Answer	2024 %	2023 %	Count
Yes	10.76%	10.27%	27
No	89.24%	89.73%	224
Total	100%	100%	251

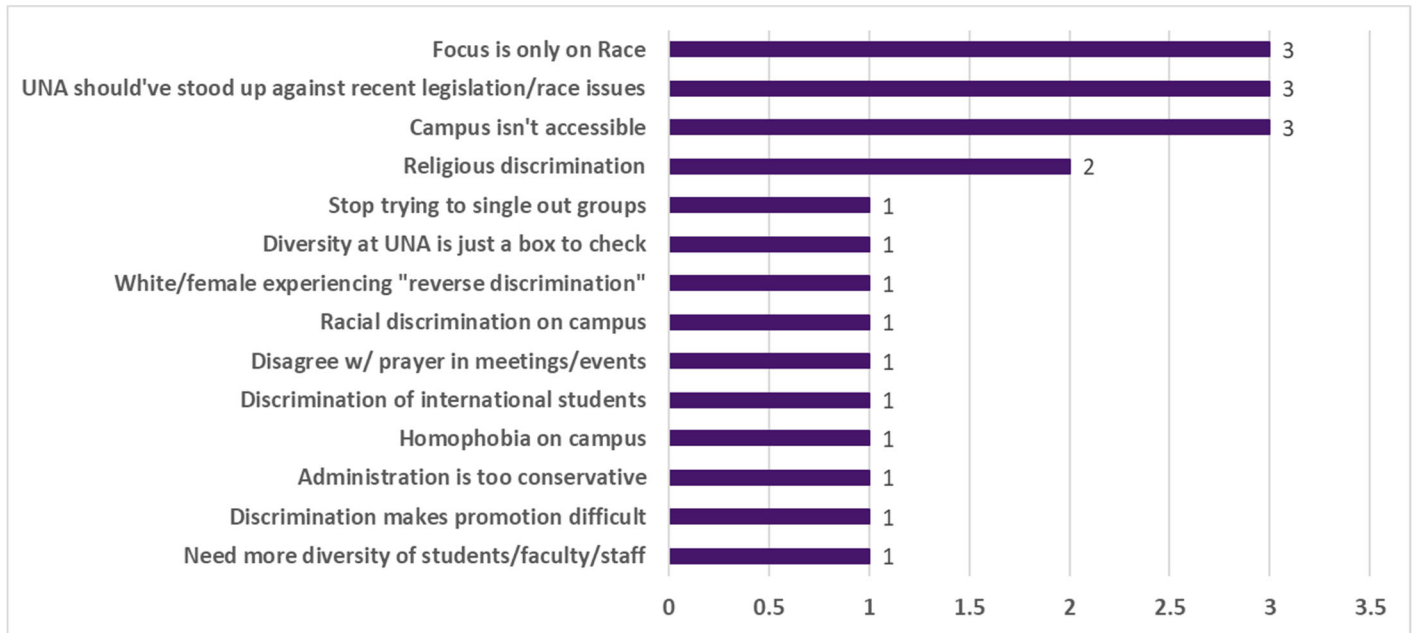


Other: please explain. N=5

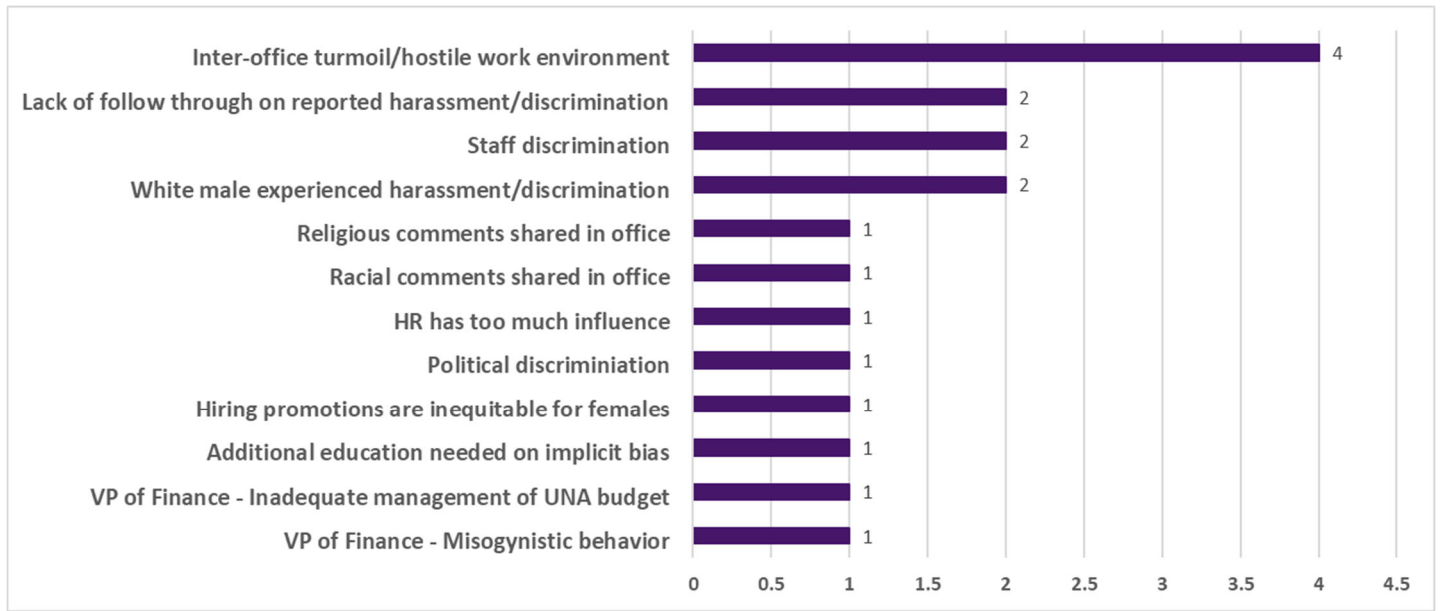
Lack of degrees
Anger expressed by supervisor who lacked conflict resolution skills
Spoke truth and administration did not like that
FMLA
Personal opinion of administrator

DIVERSITY EVALUATION & HARASSMENT EXPERIENCES (CONT.)

Q7. Please share any additional comments regarding how UNA addresses diversity:



Q8. Please share any additional comments concerning discriminatory harassment on campus.

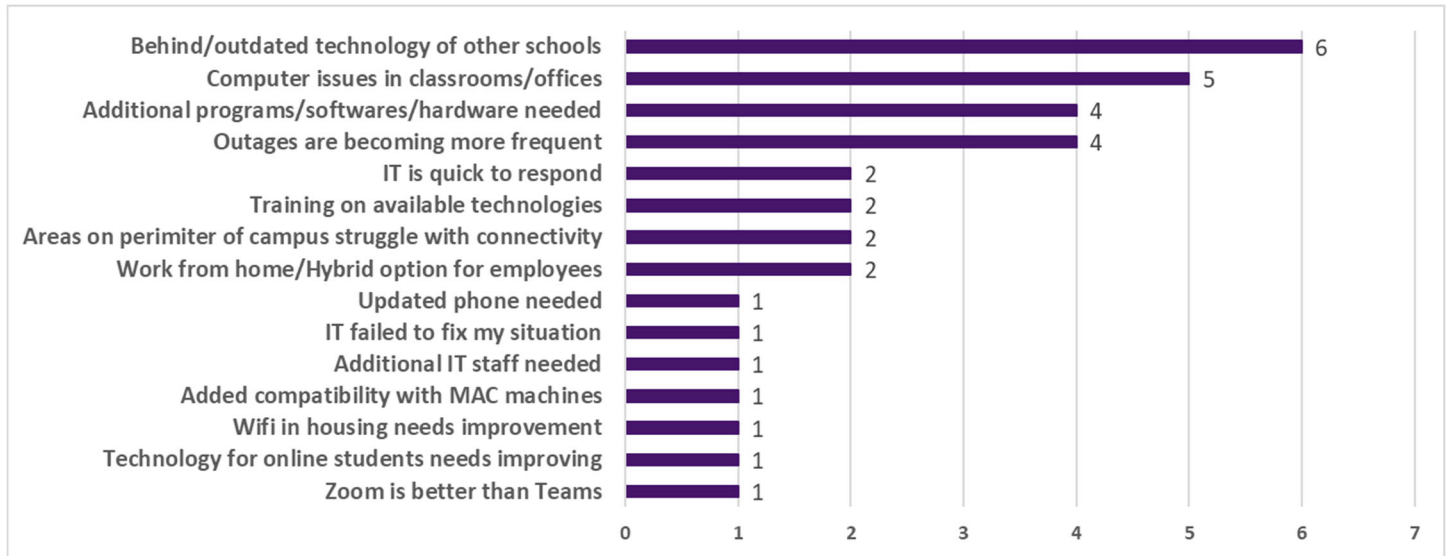


INFORMATION TECHNOLOGY

Q9. I have sufficient technology to support my needs.

Answer	2024 %	2023 %
Yes	85.94%	89.73%
No	14.06%	10.27%
Total	249	263

Q10. Please share any additional comments concerning technology on campus.

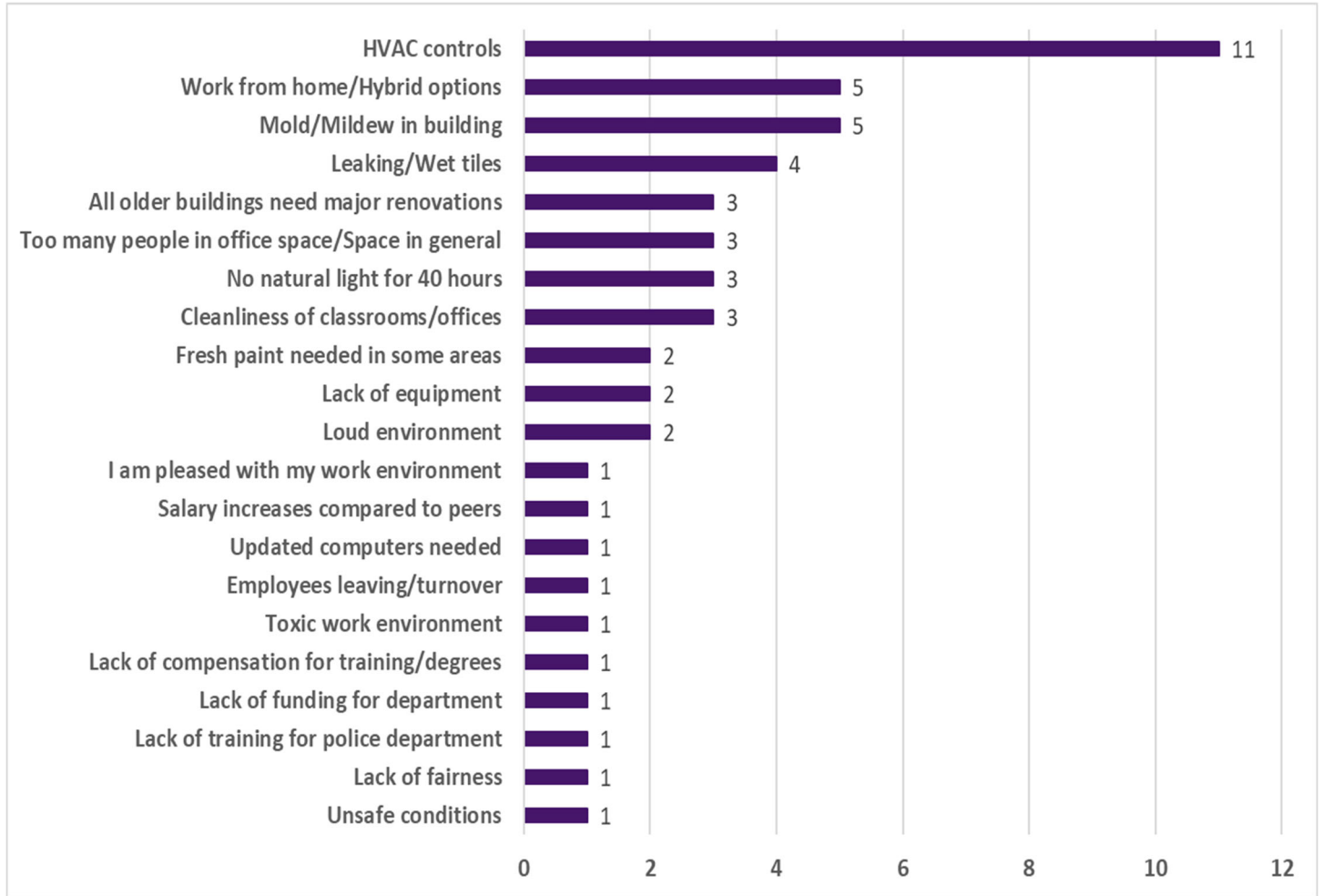


WORKING CONDITIONS

Q11. I am satisfied with the conditions of my physical work environment.

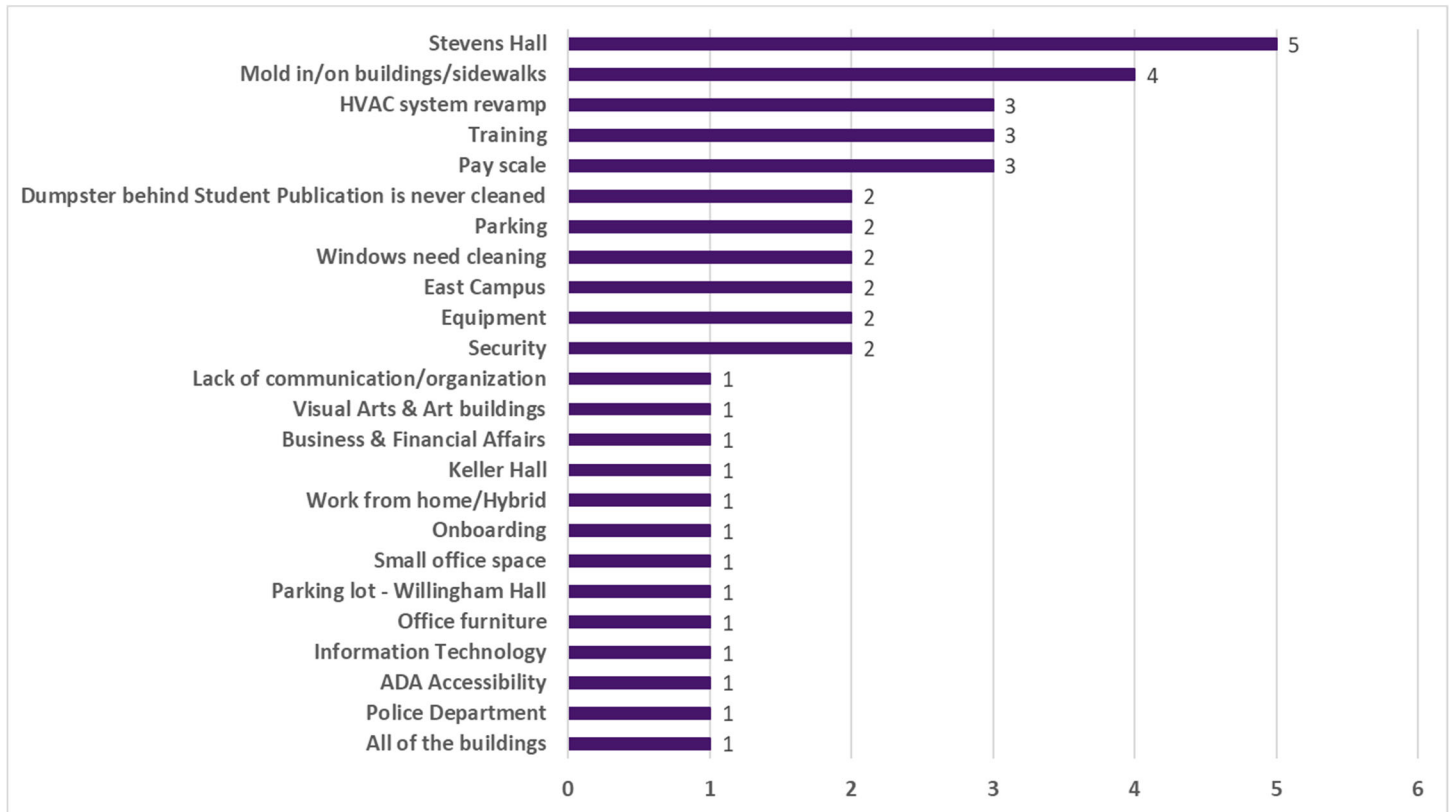
Answer	2024 %	2023 %
Yes	78.09%	79.47%
No	21.91%	20.53%
Total	251	263

Q12. Please share any additional comments concerning your work environment.



WORKING CONDITIONS (CONT.)

Q13. Please state the areas on campus that you see need to be addressed.

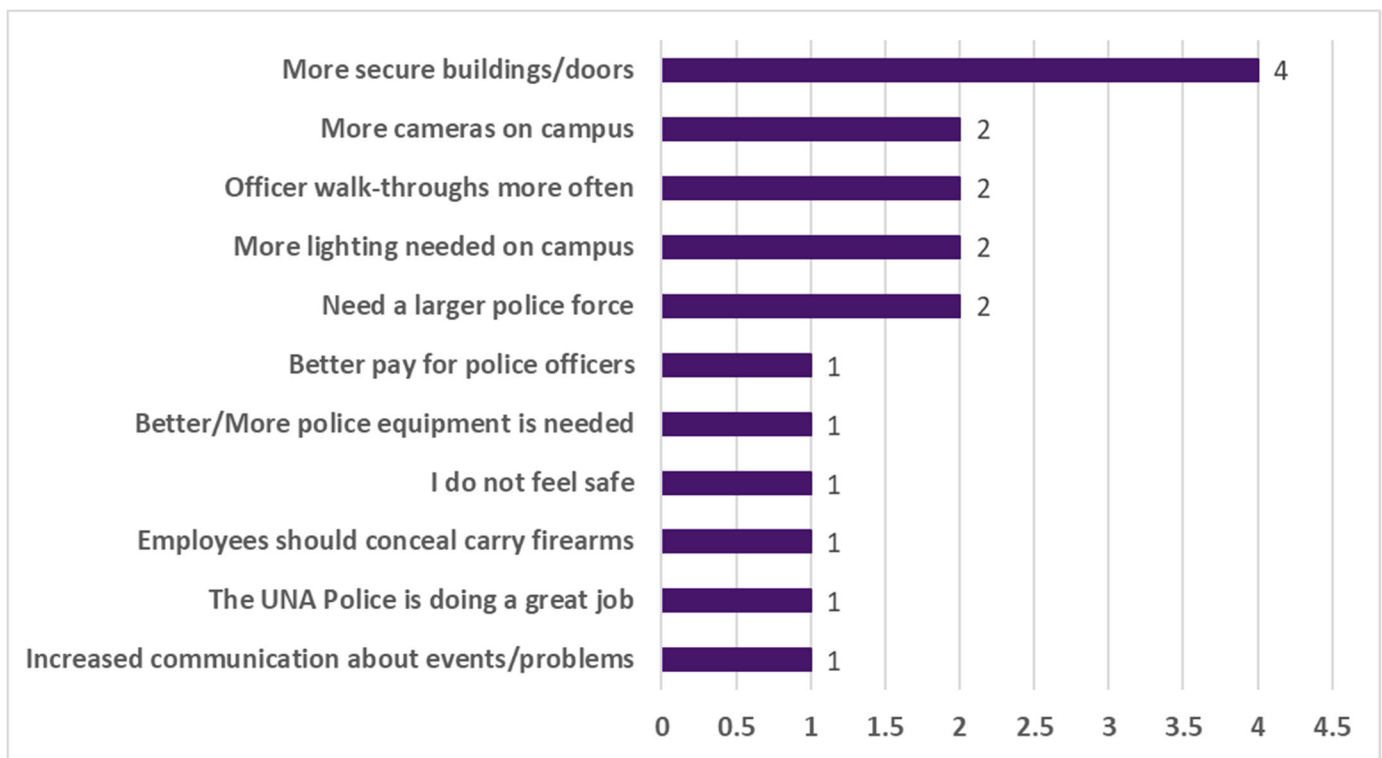


SAFETY

Q14. I feel safe on campus.

Answer	2024 %	2023 %	Count
Yes	97.60%	94.68%	244
No	2.40%	5.32%	6
Total	100%	100%	250

Q15. Please share any additional comments concerning safety of the campus.



SALARIES, SUPPORTS, & BENEFITS

Q16. Concerning salaries:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean 2024	Mean 2023	Count
I've sought employment outside the University in the past year for reasons directly related to compensation.	20.26%	21.55%	15.52%	25.86%	16.81%	2.97	2.83	232
I receive adequate cost of living raises (COL).	17.55%	23.27%	15.10%	36.33%	7.76%	2.93	2.72	245
I believe that the hiring process is fair.	10.61%	17.96%	20.41%	36.33%	14.69%	3.27	3.39	245
I believe that the hiring process is clear.	9.76%	17.48%	19.11%	39.43%	14.23%	3.31	3.38	246
I am satisfied with the internal promotion/transfer policies.	18.78%	20.96%	24.89%	23.58%	11.79%	2.89	2.95	229
Compared to my peers at similarly sized institutions, I am adequately compensated.	28.03%	35.98%	13.39%	16.74%	5.86%	2.36	2.52	239

Q17. Concerning pay plan policies:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean 2024	Mean 2023	Count
I have a basic understanding of how the compensation plan works.	3.57%	10.32%	17.06%	57.54%	11.51%	3.63	3.60	252
I understand the process by which employees are moved toward market.	4.40%	19.60%	19.60%	44.00%	12.40%	3.40	3.34	250

Q18. Concerning the University's current insurance providers, I am satisfied with my:

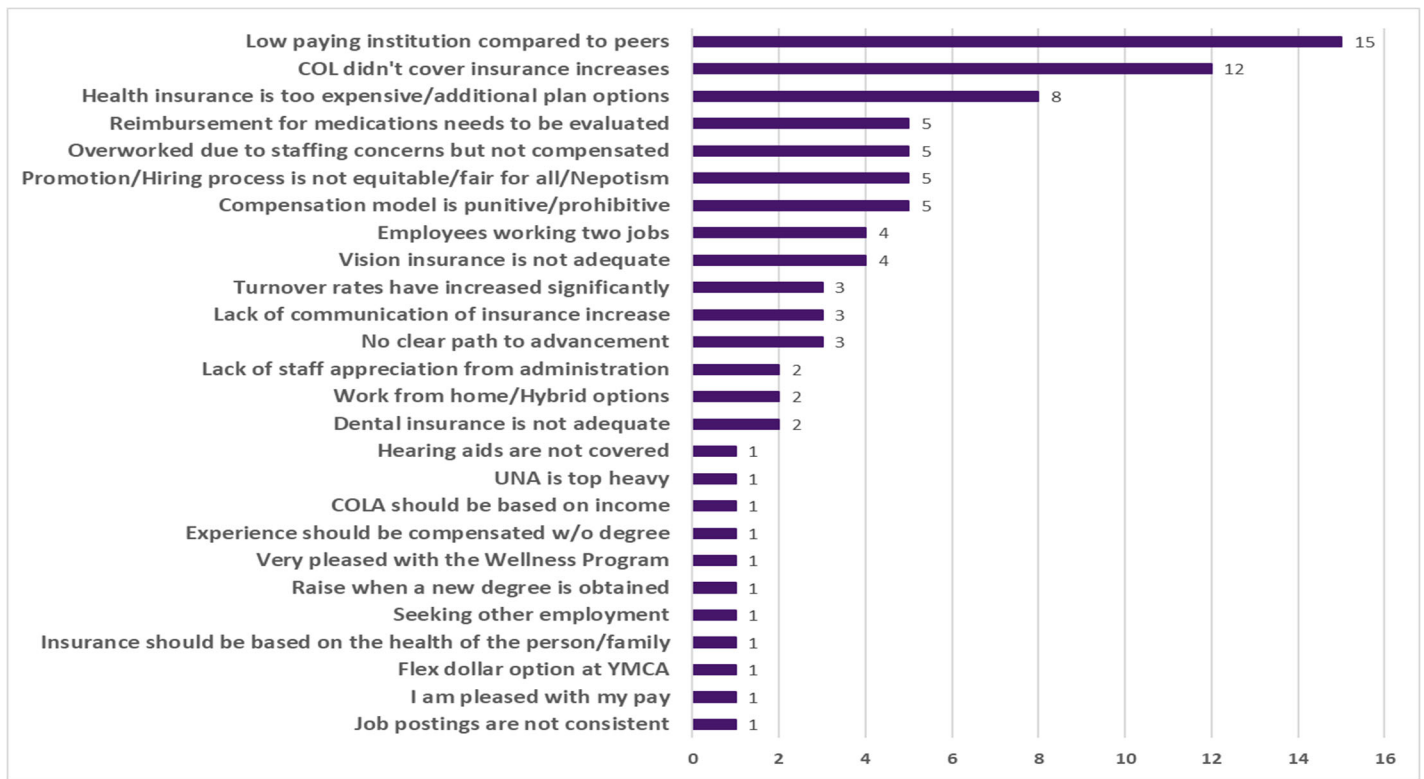
Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean 2024	Mean 2023	Count
dental insurance	3.60%	6.40%	12.80%	58.40%	18.80%	3.82	4.01	250
health insurance	3.98%	13.94%	13.55%	48.21%	20.32%	3.67	3.96	251
vision insurance	3.20%	9.20%	16.80%	53.20%	17.60%	3.73	3.89	250

Q19. I am aware of the Healthy UNA wellness program offered to UNA employees.

Answer	2024 %	2023 %	Count
Yes	92.80%	90.46%	232
No	7.20%	9.54%	18
Total	100%	100%	250

SALARIES, SUPPORTS, & BENEFITS (CONT.)

Q20. Please share any additional comments concerning salaries and benefits.



Q21. Please list how frequently you read the Staff Digest

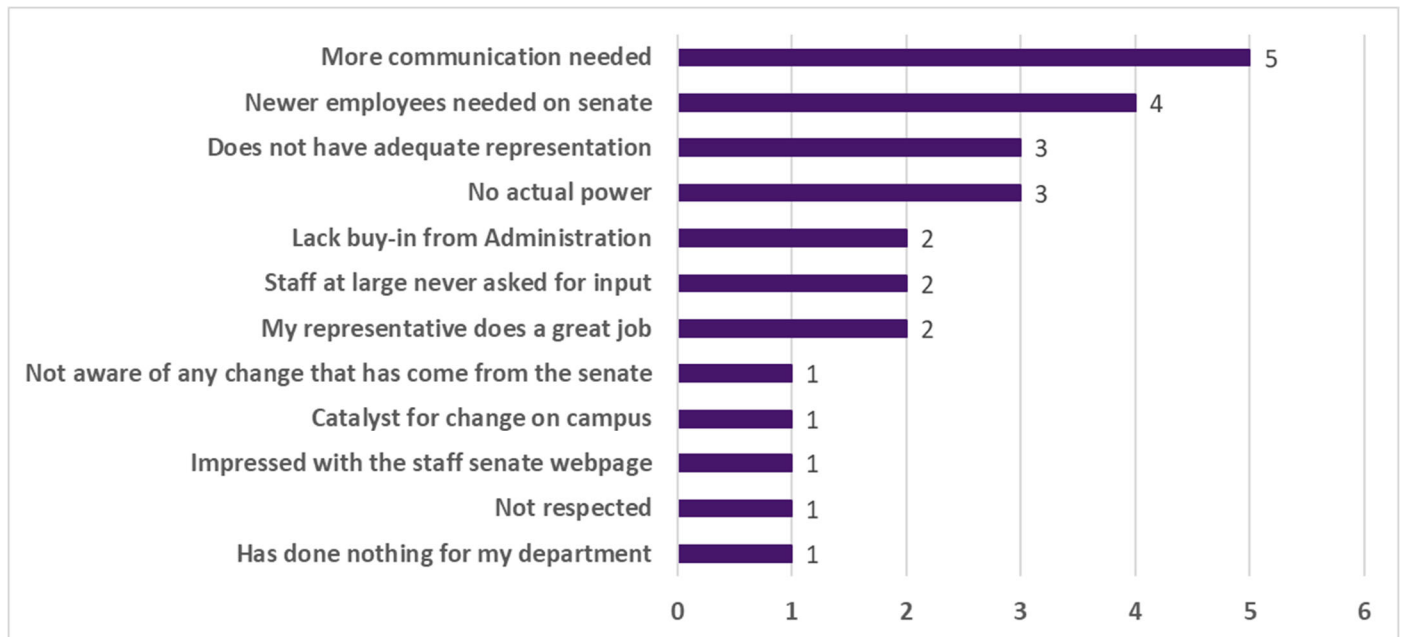
Answer	2024 %	2023 %	Count
I am unaware of the Staff Digest	3.97%	3.41%	10
I review the digest monthly	11.90%	12.12%	30
I review the digest weekly	26.59%	24.62%	67
I review the digest each time it is published (twice a week)	57.54%	59.85%	145
Total	100%	100%	252

ATTITUDES TOWARD THE STAFF SENATE & SHARED GOVERNANCE

**Q22. The Staff Senate at UNA:
Effectively represents Staff interest.**

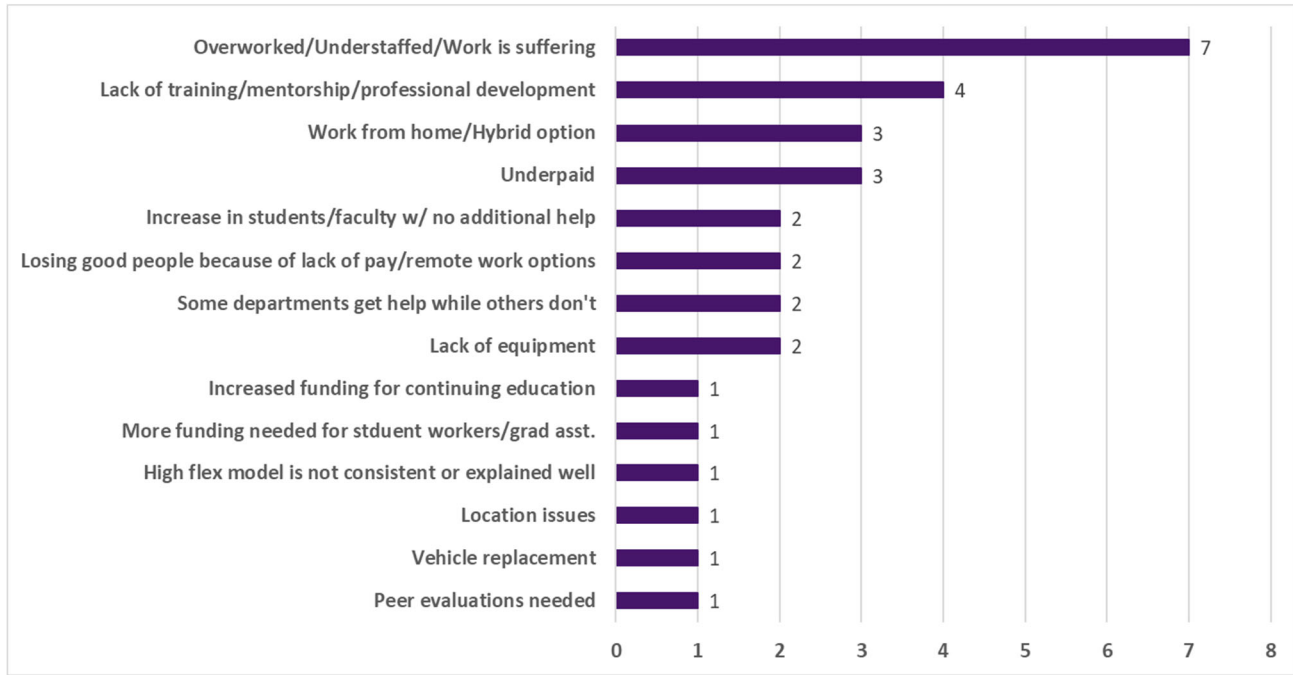
Answer	Percentage
Strongly Disagree	1.99%
Disagree	6.37%
Neutral	35.06%
Agree	39.84%
Strongly Agree	16.73%
Mean	3.63
Total	251

Q23. Please share any additional comments concerning the Staff Senate.



CONCERNS PERTAINING TO YOUR DEPARTMENT OR COST CENTER

Q24. Please inform us of additional concerns pertaining to your department or cost center that have an immediate impact on you and your ability to perform your job.



HY-FLEX PROTOCOLS

Q25. Are you aware of Hy-Flex protocols in your department?

Answer	2024 %	2023 %	Count
Yes	74.29%	53.26%	182
No	25.71%	46.74%	63
Total	100%	100%	245

Q26. Is the implementation of Hy-Flex protocols consistent within your division?

Answer	2024 %	2023 %	Count
Strongly Disagree	12.60%	12.84%	31
Disagree	14.23%	14.79%	35
Neutral	26.42%	43.58%	65
Agree	32.93%	20.23%	81
Strongly Agree	13.82%	8.56%	34
Total	100%	100%	246

Q27. Do Hy-Flex protocols impact your department/division equitably?

Answer	2024 %	2023 %	Count
Yes	54.55%	37.90%	126
No	45.45%	62.10%	105
Total	100%	100%	231

Q28. Please share any additional comments pertaining to HyFlex protocols (For example, do you have any suggestions that would help make HyFlex protocols clearer for staff).



Q29. Please list additional topics that should be addressed by the Staff Senate and, perhaps, included in the next Staff Attitudes survey.

