2021 Faculty Attitude Survey Report

Committee Members:

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Submitted to the President of the Faculty Senate of the University of North Alabama on October 6, 2021

The 2021 Faculty Attitude Survey at the University of North Alabama (UNA) was available from April 13 through April 23, 2021. In 2020, the same survey came out about a month later than that due to scheduling complications from COVID-19. The timeline of the 2021 survey fits with the historical timeline used for many years prior to the aberration in 2020. The survey was again administered online using the Qualtrics platform. As part of their contractual agreement with UNA, Qualtrics also provides descriptions of the final survey results in a series of tables and charts that appear in this report. Each faculty member at UNA was provided a unique link to ensure that everyone could only complete the survey once. Overall, 221 faculty members completed the survey (slightly above a 50% response rate). This is about 10% more responses than seen in the previous two years (201 responses in 2020 and 202 in 2019). Different (though similar) surveys were administered depending on whether the respondent was an adjunct/part-time instructor or not.

Based on the recommendations of the prior year, part of our task as the Faculty Attitude Survey Committee was to adapt and change the survey so as to help Faculty Senate prioritize its business for the upcoming school year. While the committee kept that in mind throughout our preparation of the 2021 survey, it proved more difficult to put into practice than expected. The committee is hopeful thatfuture iterations of the survey can be more useful in helping to develop a working agenda for Faculty Senate. That being said, some potential agenda items for Faculty Senate stemming from this survey could be: **evaluating online proctoring tools and suggesting changes on them across campus, pushing for cost-of-living adjustments to include adjuncts, and a revamping of the instructor and course evaluation process**. Also, some faculty members contacted members of the committee after the survey was finalized but before it was distributed with suggestions to include for next year. Those include UNA developing a parental leave policy that is more substantial than the combination of FMLA and sick time (especially for junior faculty members having children) and the development of a faculty dining hall.

The 2021 Faculty Attitude Survey Committee included Jason Imbrogno (chair), Lori Alford, Prema Monteiro, Stephanie Clark, and Chris Purser. The committee met briefly in Fall 2020 and then many times throughout the Spring 2021 semester to prepare the survey, using the previous year's version as an initial guide. The committee chose to incorporate mostly minor changes to the previous version of the survey for various reasons, most importantly that significant changes were already made the previous few years (see the 2019 Faculty Attitude Survey Report for an explanation of those changes). The biggest differences with this and the 2020 Faculty Attitude Survey are the following:

- Revamped questions about security on campus

- Added questions related to the work of the Covid Recovery Task Force (CRTF) over the past year

- Added questions related to faculty member commitments on accreditation

- Eliminated questions related to faculty support of diversity initiatives given overwhelming support declared in previous years

- Eliminated questions about First Amendment freedoms being under duress

The Qualtrics summary of the full survey results is available as part of this report. It begins on page 5. The committee has chosen to highlight what it views as the most noteworthy outcomes of the survey and presents those as bullet points next.

Overall:
1. 221 faculty members completed the survey (134 tenured or tenure track professors, 64 adjunct or part-time instructors, 22 full-time instructors, 1 emeritus professor, and 0 visiting professors). The total number of survey participants is about 10% higher than past years. As compared to 2020, this is mainly due to a significant increase in tenured or tenure track participation; as compared to 2019, this is mainly due to a significant increase in adjunct participation.
2. Over half the responses came from Arts and Science faculty, as in previous years.

Adjunct/part-time instructors:
3. Adjunct/part-time instructors are comfortable leading class discussions dealing with sensitivecultural diversity issues.
4. Adjunct/part-time instructors have the resources needed to teach.
5. Adjunct/part-time instructors know how to effectively caption their instructional materials (as compared to the responses from 2020, 8 percentage points more now agree they can effectively caption and 5 percentage points less disagree that they can effectively caption).
6. 40% of adjunct/part-time instructors attend campus athletic or cultural events, but way fewer use the health and wellness resources on campus.
7. One-third of the adjunct/part-time instructors are on campus fewer than 5 times per semester, meaning that they almost certainly teach exclusively online courses.
8. Adjunct/part-time instructors do not view academic dishonesty as a problem in their classes.
9. Adjunct/part-time instructors are about evenly split regarding whether they are fairly or unfairly compensated, though more respondents feel fairly than unfairly compensated. This is a small improvement over 2020, when the numbers were somewhat similar but more said unfairly than fairly compensated, and a significant improvement over 2019, when over half the respondents said they were unfairly compensated and underpaid. (A pay increase for adjunct/part-time instructors was implemented in Fall 2019.)
10. The most cited benefit that adjuncts/part-time instructors would like to see is health benefits.
11. Adjunct/part-time instructors are about evenly split regarding whether the instructor and courseevaluation process at UNA is a good indicator of teaching skills.

The rest of the faculty respondents (full-time instructors, tenured/tenure-track professors, and emeritus professors) were grouped together in the survey and will be called "faculty" below.
12. As in 2019 and 2020, faculty have more positive than negative sentiment toward both President Kitts and Provost Alexander.
13. An overwhelming majority of faculty agree that President Kitts' "Project 208" has been

effective.

14. As in 2019 and 2020, faculty are positive toward the performance of other high-level administrators(deans, department chairs, chief of campus police, athletics director, etc.).
15. The majority of faculty respondents believe that hiring practices and resource allocation are done fairly and equitably. (In all fairness, though, there is more disagreement regarding fair and equitable hiring practices and resource allocation than seen in the responses of much of the rest of the survey.)
16. Faculty heavily support tying adjunct pay to cost-of-living-adjustment pay raises.
17. Faculty support the university's approach on ensuring free speech on campus while also ensuring the safety of students and staff and preventing classroom disruptions.
18. Faculty view cheating as a more significant problem in online courses than in live lecture courses.
19. In open responses, faculty suggest that the current tools used to combat online cheating are not effective enough. (Different online proctoring services are available across the different colleges within UNA, and no service was mentioned specifically by name.)
20. Pluralities of faculty believe that administrators make more work for faculty, administrative expansion is a problem at UNA, and that administrative expansion comes at the expense of hiring new faculty. Multiple open responses cite paperwork and other administrator initiatives being passed on faculty, which interferes with the job of teaching, serving, and researching.
21. Over half of faculty respondents are involved in some way with accreditation.
22. Faculty were overwhelming positive toward the efforts of CRTF.
23. By a 3-to-1 margin, faculty do not believe the instructor and course evaluation process at UNA is a good indicator of teaching skills.
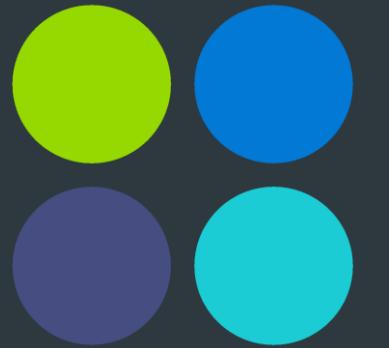
Faculty Attitudes Survey 2021

The online survey reached 221 faculty members at UNA. This survey was a comprehensive review of faculty members, including full-time, part-time, and adjunct professors. The goal of this study was to gather faculty feedback about the campus climate, on matters such as creating an inclusive environment, evaluation of work environment, technology and its usage in instruction, and perceptions of the administrative staff.

Key Metrics Evaluated

- Agreement with diversity statements

- Agreement with work environment statements

- Agreement with technology statements

- Agreement with winter/summer teaching statements

- COVID protocol evaluation

- Academic dishonesty evaluation

- Campus safety evaluation

- Recruitment, retention, and educational programming

- Administrator evaluation

- Attitudes towards salaries, support, and benefits

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

College Unit/Affiliation N=99.9%

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

Arts and Sciences	124 of 220
Business	34 of 220
Education and Human Sciences	32 of 220
Nursing	17 of 220
Educational Technologies Services	1 of 220
Prefer not to answer	12 of 220
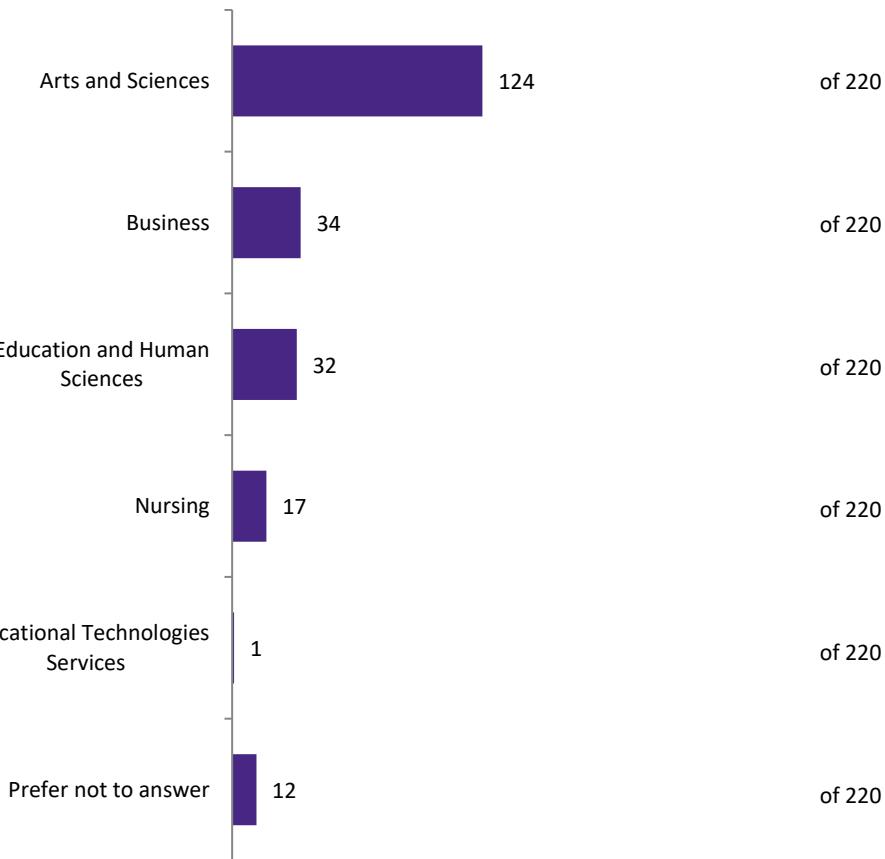
Faculty Classification N=100.0%

Please indicate your faculty classification.
Choice Count

Tenured or Tenure-Track Professor (Assistant, Associate, or Full)	134 of 221
Adjunct or Part-Time Instructor	64 of 221
Full-Time Instructor	22 of 221
Emeritus Professor	1 of 221
Visiting Professor (Assistant, Associate, or Full)	0 of 221
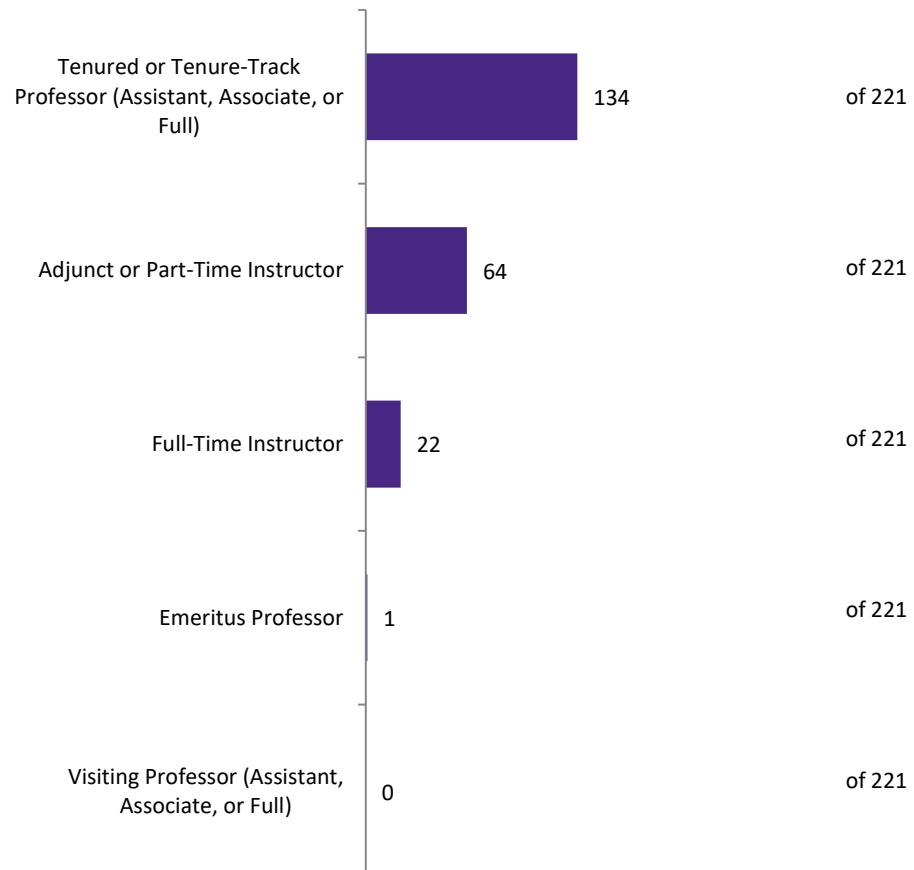
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- Approach

- Respondent Profile

- Adjunct / PT Instructor Results

- Full-Time Instructor Results

Diversity Statement | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I am comfortable leading class discussions dealing with sensitive cultural diversity issues.	70%	9%	3%	17%		29.0%

Teaching & Technology Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
My departmental colleagues are respectful of me as a professional.	88%	3%	5%	5%	29.0%
I have the resources I need to teach well.	86%	9%	5%	0%	29.0%
I am able to use Canvas effectively.	84%	9%	6%	0%	29.0%
I have sufficient technology to teach effectively.	83%	11%	6%	0%	29.0%
My departmental colleagues appreciate the work I do.	78%	8%	8%	6%	29.0%
It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery.	69%	9%	9%	13%	29.0%
I know how to effectively caption my instructional materials.	64%	13%	14%	9%	29.0%
I have sufficient technology to support my research.	44%	17%	5%	33%	29.0%
I would like to be more involved in work that pertains to my academic department.	44%	47%	3%	6%	29.0%
I have the resources I need to do the type of research that is important to my career.	31%	27%	2%	41%	29.0%

Problems with Canvas N=1.4%
Please describe your problems or difficulties with Canvas in more detail.
Coded Responses

No written instructions	1	of 3
Poor online intro	1	of 3
Poorly prepared reps	1	of 3
Equipment issues	1	of 3
Is not useful	1	of 3
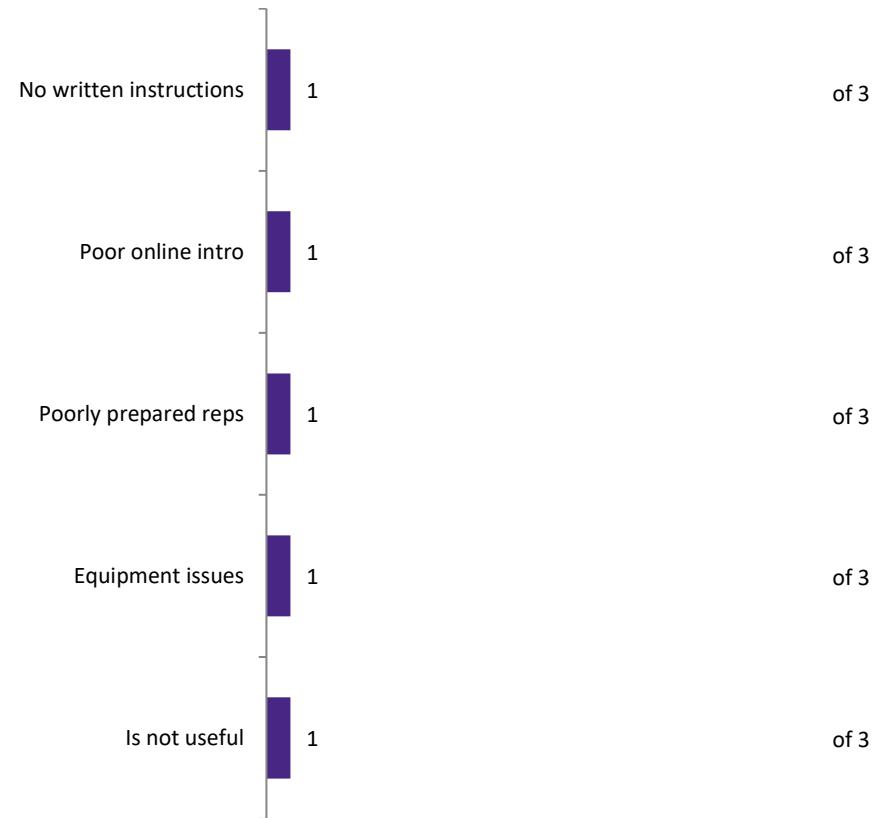
Facilities Usage Statements | Agreement
Percent Selected

Statement	Yes	No		N
Since I have been working at UNA, I have attended athletic events.	40%	60%		19.0%
Since I have been working at UNA, I have attended cultural events on campus.	40%	60%		19.0%
Since I have been working at UNA, I have received health care from Bennett Infirmary.	19%	81%		19.0%
Since I have been working at UNA, I have taken advantage of the Faculty/Staff Wellness Center.	5%	95%		19.0%

Visit Campus at Least 5 Times Per Semester | Agreement
Percent Selected

Statement	Yes	No		N
I am on campus at UNA at least 5 times during the semesters that I teach.	66%	34%		29.0%

Academic Dishonesty Problem Level N=28.5%

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

Not a problem
- 39%
- 30%

Small problem
- 23%
- 37%

Huge problem
- 3%
- 8%

No Basis for Judgment
- 35%
- 25%
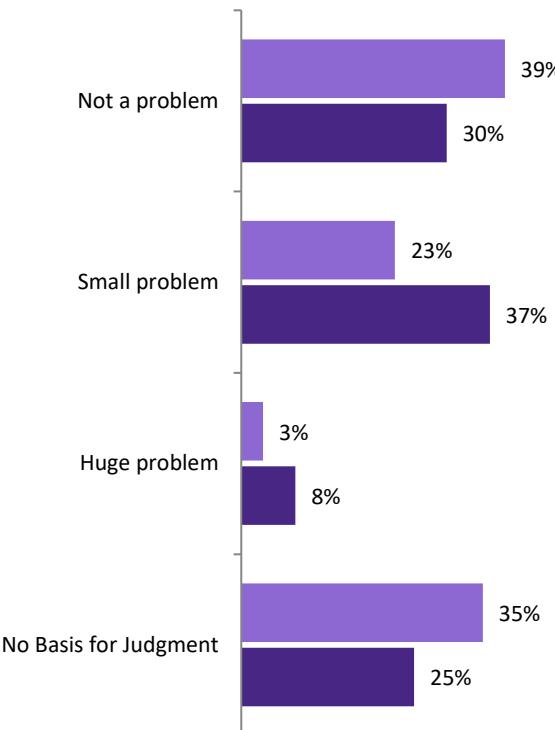
Academic Standards Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I know what UNA considers a violation of academic standards in online assignments for live lecture courses.	73%	3%	3%	20%	19.0%
I know how to pursue academic conduct violations at UNA.	73%	9%	13%	5%	19.0%
I know what UNA considers a violation of academic standards in an online course.	72%	6%	3%	19%	19.0%
The exam proctoring service my college uses for online courses has helped to reduce cheating in those courses.	25%	13%	2%	61%	19.0%

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■ Live Lecture Classes
■ Online Classes

Physical Working Conditions | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
It is my perception that the classroom temperatures are conducive to learning.	42%	11%	13%	34%	29.0%
I can control the temperature in my office effectively.	14%	6%	27%	53%	29.0%
My work environment may adversely affect my health.	9%	19%	38%	34%	29.0%

Campus Safety Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I work in a safe and secure environment.	73%	6%	0%	20%	29.0%
The campus is safe and secure for students.	69%	9%	2%	20%	29.0%
I feel safe parking on campus and walking to/from my office.	68%	5%	0%	27%	28.5%
There is adequate lighting on campus.	66%	9%	2%	23%	29.0%
Personal belongings in my office are secure from theft.	48%	5%	2%	45%	29.0%
The emergency call boxes are adequately distributed across campus.	44%	9%	5%	42%	29.0%
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	41%	11%	8%	41%	29.0%
I have blinds or curtains on my office windows.	20%	6%	8%	66%	29.0%

Compensation & Benefits Satisfaction N=33.8%

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

	Compensation	Benefits	
Overpaid // Better benefits	0	1	of 64
Fairly paid // Similar benefits	29	19	of 64
Underpaid // Fewer benefits	19	9	of 64
No basis for judgment	16	35	of 64
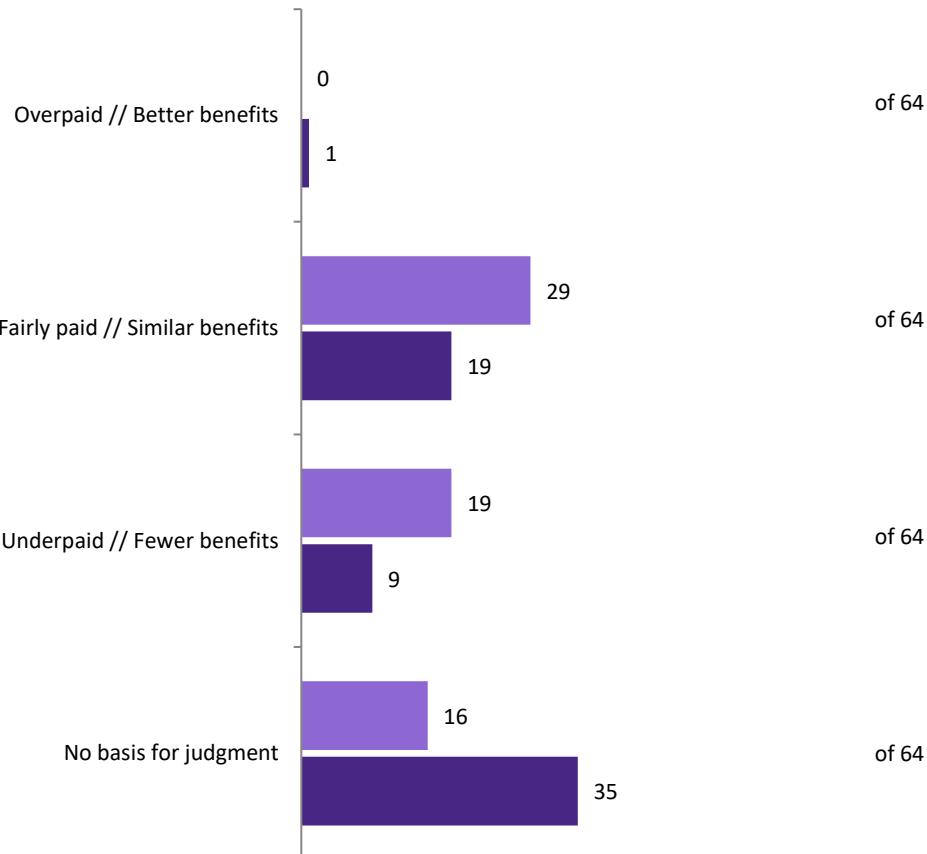
Desired Benefits in Adjunct Contract N=12.7%

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

Health benefits	13	of 28
Tuition discounts for family members	5	of 28
Retirement planning	4	of 28
Compensation for office hours/course creation	2	of 28
Satisfied with current benefits/do not expect benefits	1	of 28

Compensation
Benefits

16
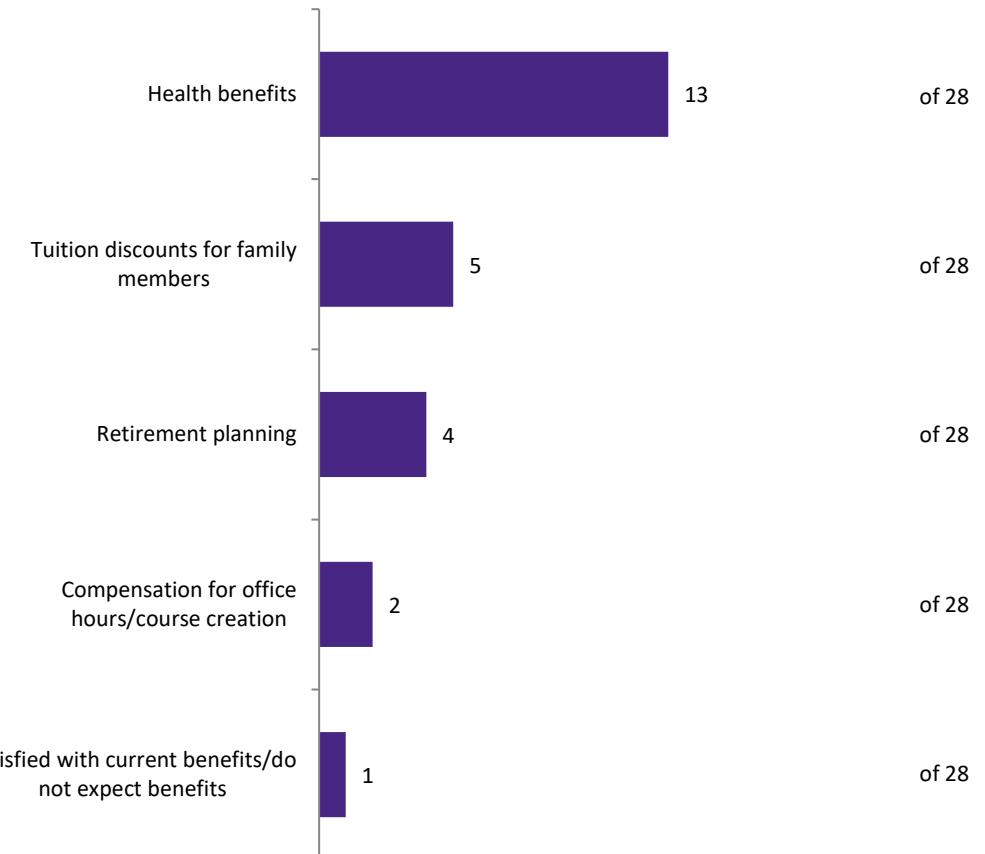
Recruitment/Evaluation Statements & Issues/Concerns Impacting Performance

Recruitment/Evaluation Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The University has made progress in providing services that will successfully retain students.	56%	17%	5%	22%	29.0%
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	45%	30%	9%	16%	29.0%
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	31%	36%	22%	11%	29.0%
It is my perception that grade inflation is a problem at UNA.	20%	19%	19%	42%	29.0%

Issues/Concerns Impacting Job Performance N=5.0%

Please describe any additional issues and concerns pertaining to your department or cost center that have an immediate impact on you or your ability to perform your job.
Top 5 Coded Responses

Not enough funding/personnel	3	of 11
Student work ethic concerns	3	of 11
Inadequate facilities/equipment	2	of 11
Some offices are difficult to work with	1	of 11
Additional training on canvas, portal, other submission sites	1	of 11

UNA Administration Comments N=14.5%

Please inform us of any additional thoughts or issues pertaining to your department, college, or UNA administration you would like to express.
Top 5 Coded Responses
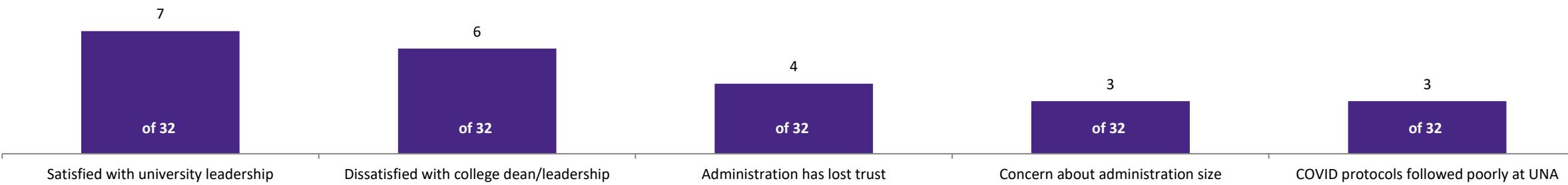
7 of 32	6 of 32	4 of 32	3 of 32	3 of 32
Satisfied with university leadership	Dissatisfied with college dean/leadership	Administration has lost trust	Concern about administration size	COVID protocols followed poorly at UNA

- Approach

- Respondent Profile

- Adjunct / PT Instructor Results

- Full-Time Instructor Results

President Kenneth Kitts Evaluation

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

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Effectiveness in implementing strategies to increase awareness of UNA at the state level (one of the stated goals of "Project 208").	87%	3%	2%	8%	70.6%
Effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 208").	86%	5%	2%	7%	70.6%
Communication with the faculty.	79%	13%	5%	3%	70.6%
Overall job performance.	79%	15%	3%	3%	69.7%
Support of academic programs.	74%	16%	4%	6%	70.6%
Clear statements of University policies.	74%	15%	6%	5%	70.1%
Support for shared governance.	67%	17%	5%	11%	70.1%
Allocation of available funds giving proper priority to academic programs.	60%	20%	10%	11%	70.6%
Representation of faculty members' views to the Board of Trustees.	56%	12%	7%	25%	69.7%

Provost and Executive Vice President Ross Alexander Evaluation

Concerning Provost and Executive Vice President Ross Alexander, I am satisfied with his: Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Overall job performance.	70%	17%	10%	3%	70.6%
Communication with the faculty.	66%	18%	13%	3%	70.6%
Responsiveness in addressing academic issues.	65%	17%	9%	9%	70.1%
Clear statements of University policies.	64%	21%	10%	5%	70.1%
Accessibility to the faculty.	63%	18%	10%	10%	70.1%
Budget proposal's support for academic programs.	58%	18%	10%	13%	70.6%

Academic Dean Evaluation
Concerning my College's Academic Dean, she/he...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Treats me with respect and dignity.	77%	12%	8%	3%	69.7%
Promotes a team work type atmosphere.	69%	16%	12%	3%	69.7%
Supports me in making professional decisions that are important to me.	64%	17%	10%	9%	69.2%
Is a good listener.	63%	18%	13%	6%	69.7%
Can be trusted (does what she/he says they will do).	63%	19%	13%	5%	69.7%
Addresses any concerns I have promptly and fairly.	62%	21%	10%	7%	69.7%
Is more proactive than reactive (makes things happen rather than reacting to what happens).	56%	21%	16%	7%	69.7%
Shows no favoritism towards employees.	49%	16%	24%	11%	69.2%
Is the type of leader I would pattern myself after.	46%	26%	22%	6%	69.7%

Associate Dean Evaluation
Concerning my College's Associate Dean, she/he...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Treats me with respect and dignity.	76%	7%	6%	10%	70.1%
Maintains an "open door" policy.	74%	6%	4%	16%	70.1%
Promotes a team work type atmosphere.	69%	10%	9%	12%	70.1%
Is a good listener.	66%	10%	7%	17%	70.1%
Addresses any concerns I have promptly and fairly.	65%	11%	10%	14%	70.1%
Can be trusted (does what she/he says they will do).	64%	14%	8%	15%	70.1%
Supports me in making professional decisions that are important to me.	58%	12%	9%	21%	70.1%
Shows no favoritism towards employees.	57%	14%	12%	17%	70.1%
Is more proactive than reactive (makes things happen rather than reacting to what happens).	56%	21%	8%	15%	70.1%
Is the type of leader I would pattern myself after.	56%	18%	12%	14%	70.1%
Regularly asks for my ideas and opinions.	54%	18%	17%	11%	70.1%

Department Chair Evaluation

Concerning my Department Chair, she/he…
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Maintains an "open door" policy.	87%	5%	3%	5%	69.2%
Treats me with respect and dignity.	82%	6%	7%	5%	69.2%
Supports me in making professional decisions that are important to me.	79%	9%	7%	5%	69.2%
Is consistent and fair in dealing with me.	78%	9%	9%	5%	69.2%
Regularly asks for my ideas and opinions.	78%	7%	11%	5%	69.2%
Makes honesty and integrity a top priority.	77%	9%	9%	5%	69.2%
Can be trusted (does what she/he says they will do).	77%	9%	10%	5%	69.2%
Is a good listener.	76%	11%	8%	5%	69.2%
Is always trying to improve.	76%	10%	8%	6%	69.2%

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Promotes a team work type atmosphere.	74%	10%	11%	5%	69.2%
Addresses any concerns I have promptly and fairly.	74%	9%	13%	5%	69.2%
Voluntarily accepts ownership of a concern and follows through until it is resolved.	73%	10%	11%	5%	69.2%
Leads by example.	73%	11%	10%	6%	69.2%
Shows no favoritism towards employees.	73%	10%	12%	5%	69.2%
Tracks my performance and shows me ways to improve.	69%	15%	9%	7%	69.2%
Is more proactive than reactive (makes things happen rather than reacting to what happens).	66%	16%	13%	5%	69.2%
Is the type of leader I would pattern myself after.	63%	15%	16%	5%	69.2%

Satisfaction with Job Performances

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

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Vice President for Student Affairs - Dr. Kimberly Greenway	53%	12%	9%	25%		69.7%
Vice President for Business and Financial Affairs and Chief Financial Officer - Mr. Evan Thornton	53%	8%	3%	36%		69.7%
Vice Provost for Academic Affairs and Dean of Graduate & Online Education - Dr. Amber Paulk	51%	10%	10%	29%		69.7%
Vice President for the Division of Diversity, Equity, and Inclusion - Mr. Ron Patterson	46%	18%	9%	27%		69.7%
Director of Athletics - Mr. Mark Linder	42%	14%	6%	39%		69.7%
Interim Chief of Campus Police - Mr. A. Les Jackson	41%	12%	3%	44%		69.7%
Vice President for University Advancement - Mr. Kevin Haslam	40%	9%	2%	49%		69.7%
Senior Vice Provost for International Affairs - Dr. Chunsheng Zhang	36%	14%	6%	44%		69.7%

Diversity Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I am comfortable leading class discussions dealing with sensitive cultural diversity, equity, and inclusion issues.	69%	15%	12%	4%		70.6%
I have received appropriate training in becoming a liaison for cultural diversity, equity, and inclusion.	56%	24%	15%	5%		70.6%
I support the university's decision to implement a new "one book" policy that requires all incoming freshmen to read a book focused on diversity, equity, and inclusion.	53%	24%	17%	5%		70.6%

Hiring Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The hiring of new faculty is done fairly and equitably.	54%	20%	17%	9%	70.1%
The allocation of resources to hire new faculty are fair and equitable.	49%	15%	21%	15%	70.1%
The hiring of new staff is done fairly and equitably.	41%	17%	12%	31%	70.1%
The allocation of resources to hire new staff are fair and equitable.	35%	19%	15%	31%	70.1%
The allocation of resources to hire new administrators are fair and equitable.	34%	17%	20%	29%	70.1%
The hiring of new administrators is done fairly and equitably.	26%	16%	23%	35%	70.1%

Technology Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I am able to use Canvas effectively.	90%	6%	3%	1%	70.1%
I have sufficient technology to teach effectively.	81%	8%	11%	1%	70.1%
It is easy for me to create audio/video presentations of my classroom lectures for instructional delivery.	79%	10%	10%	1%	69.7%
Information Technology Services' policies and procedures have responded postively to the changing needs of UNA faculty.	74%	19%	4%	3%	70.1%
I know how to effectively caption my instructional materials.	65%	10%	22%	3%	70.1%
Training/Workshops focused on instructional design have been helpful to me.	61%	16%	10%	13%	70.1%
The criteria by which technology resources are allocated are clear to me.	53%	21%	23%	3%	70.1%

25

Canvas Difficulties N=0.9%

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

Wish there was training   1   of 2

Unneccessarily complicated   1   of 11

Policy Statements | Agreement
Percent Selected

| Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
Adjunct and overload pay must be tied to any general cost of living salary increases.	79%	12%	1%	7%		70.6%
I support the university's approach on ensuring free speech for outside groups while ensuring the safety of students and faculty and preventing disruptions to learning environments.	74%	9%	11%	6%		70.6%
UNA's administration must make public an annual examination of adjunct salaries.	56%	21%	7%	16%		70.6%
The "merit pay" policy for professors encourages greater productivity from UNA's senior faculty.	47%	12%	9%	31%		70.6%
The "merit pay" policy for professors adequately addresses salary inequity/compression issues on this campus.	28%	23%	17%	32%		70.1%

Academic Dishonesty Problem Level N=70.6%

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

Not a problem
- 40% (Live Lecture Classes)
- 24% (Online Classes)

Small problem
- 44% (Live Lecture Classes)
- 49% (Online Classes)

Huge problem
- 4% (Live Lecture Classes)
- 17% (Online Classes)

No Basis for Judgment
- 12% (Live Lecture Classes)
- 10% (Online Classes)

Legend:
- Live Lecture Classes
- Online Classes
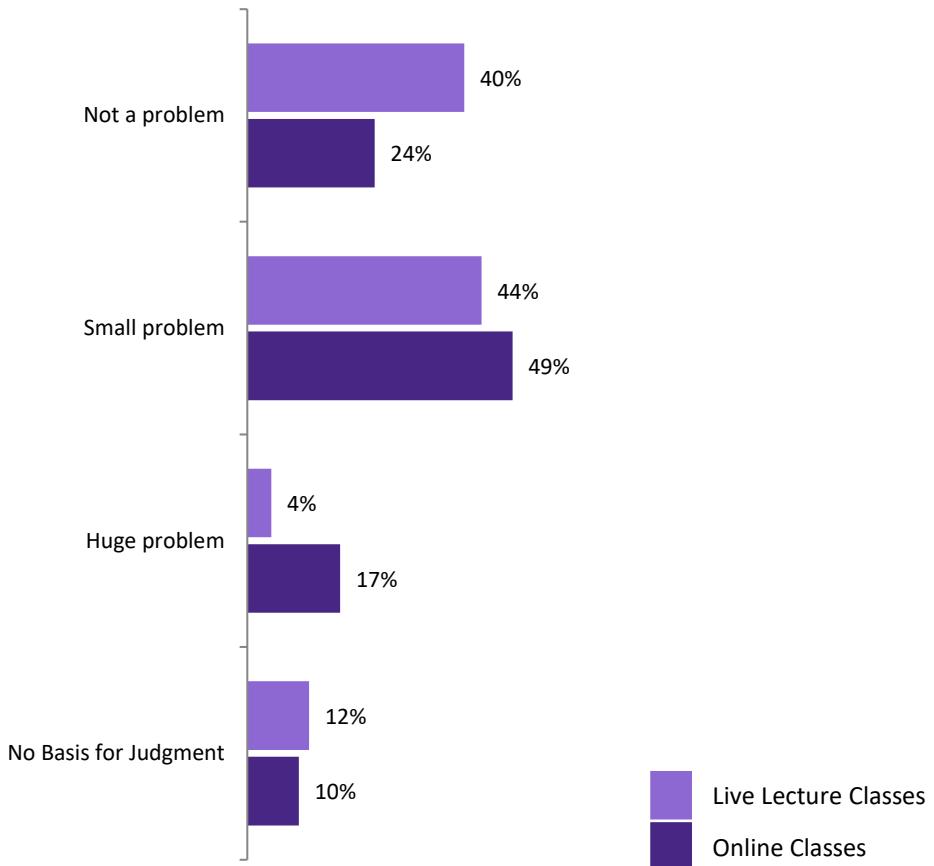
How Academic Dishonesty Has Been Handled N=57.0%

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

- I did not involve any outside party in resolving the situation. The discussion and punishment stayed between myself and the student(s) involved. — 65%
- I involved my department chair in resolving the situation. — 57%
- I involved my Dean in resolving the situation. — 11%
- I involved the Division of Student Affairs in resolving the situation. — 13%
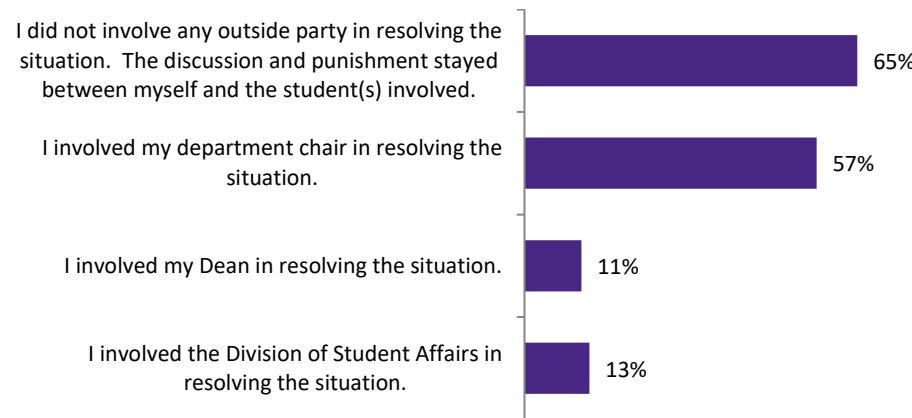
Exam Proctoring Service Statement Agreement

Percent Selected

| Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
The exam proctoring service my college uses for online assessments has helped to reduce cheating in those courses.	37%	20%	13%	30%		70.5%

Comments on Academic Dishonesty and UNA Response N=5.4%

Please include any additional comments or concerns you have regarding academic dishonesty among students and/or UNA's response to academic dishonesty among students.
Top 5 Coded Responses

Desire changes to combat cheating	Online courses lend themselves to cheating	Current tools to combat cheating are inneffective/difficult to use	Expect a decline in cheating once pandemic is over	More grant opportunities
5 of 12	3 of 12	3 of 12	of 12 1	of 12 1
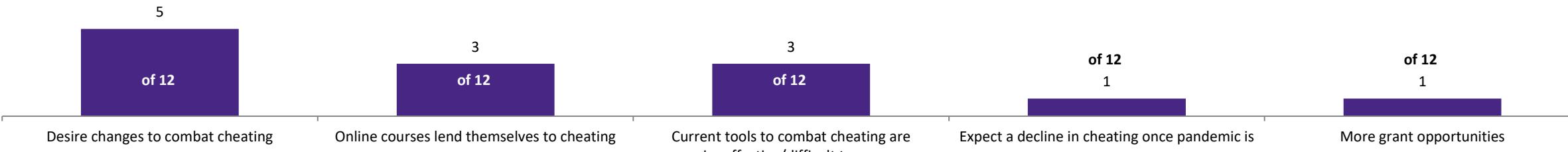
Administrative Growth | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Expansion at the administrative ranks is coming at the expense of resources for faculty.	45%	17%	12%	25%	70.1%
Administrative expansion is a problem at UNA.	45%	22%	12%	21%	70.1%
Administrators and administrative staff support the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening faculty members.	30%	25%	29%	17%	70.1%

Administrative Work Assigned N=10.0%

Please explain what administrative work you've been assigned and how it has hindered the performance of your actual professional duties and obligations.
Top 5 Coded Responses

| Response	Count	
Every year paperwork increases / administrator work being passed on to faculty	6	of 22
Administrator iniatives passed to faculty	5	of 22
Communication management takes up time	5	of 22
Creating reports / generating info for others to create reports takes up time	3	of 22
Event/Venue/Interview scheduling	3	of 22
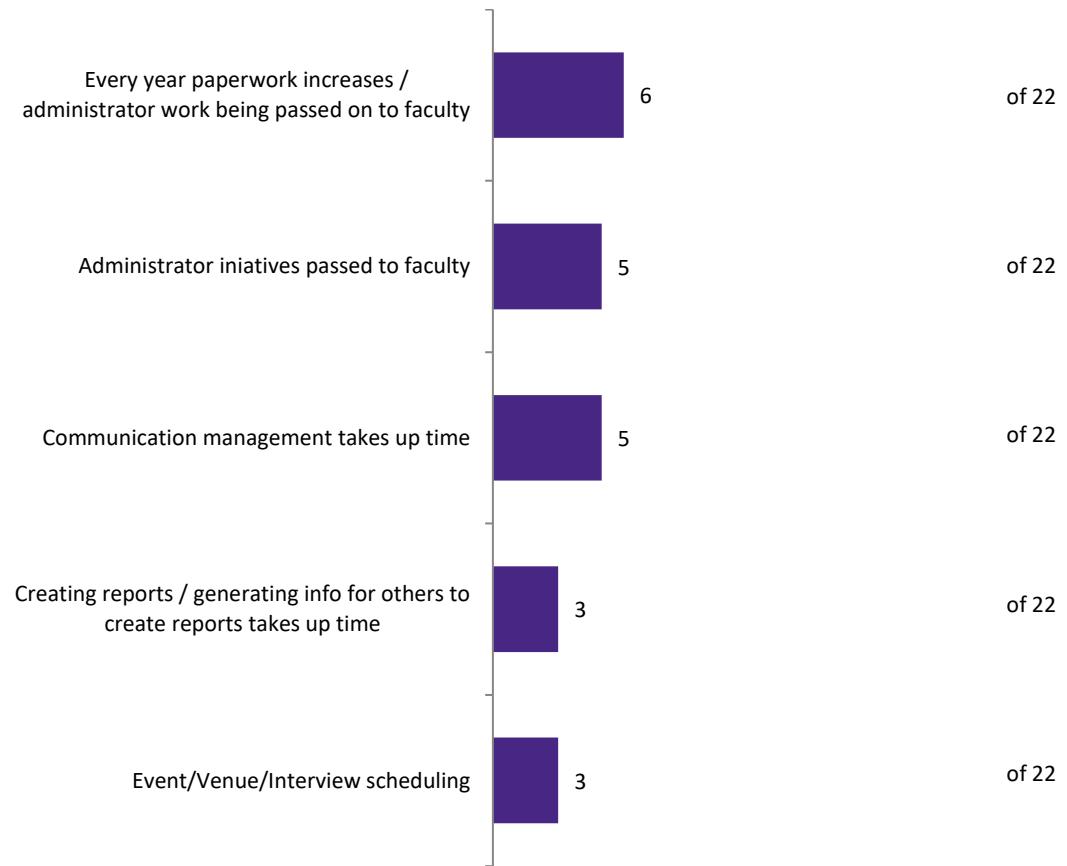
Involvement with Accreditation N=69.7%

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

Yes — 56%

No — 44%
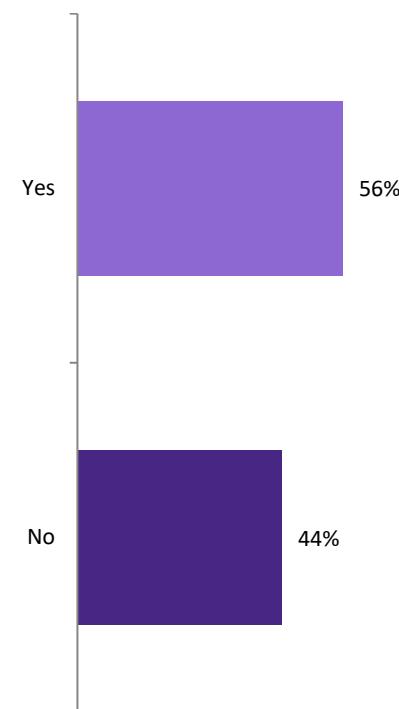
Specifics of Involvement N=37.6%

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

I pulled my assignments and/or exams as part of the program evaluation. — 71%

I helped write, develop, and/or recreate our student learning objectives/outcomes. — 71%

I contributed to the actual accreditation report. — 67%

I evaluated whether our student learning objectives/outcomes were being met through course assessments. — 66%
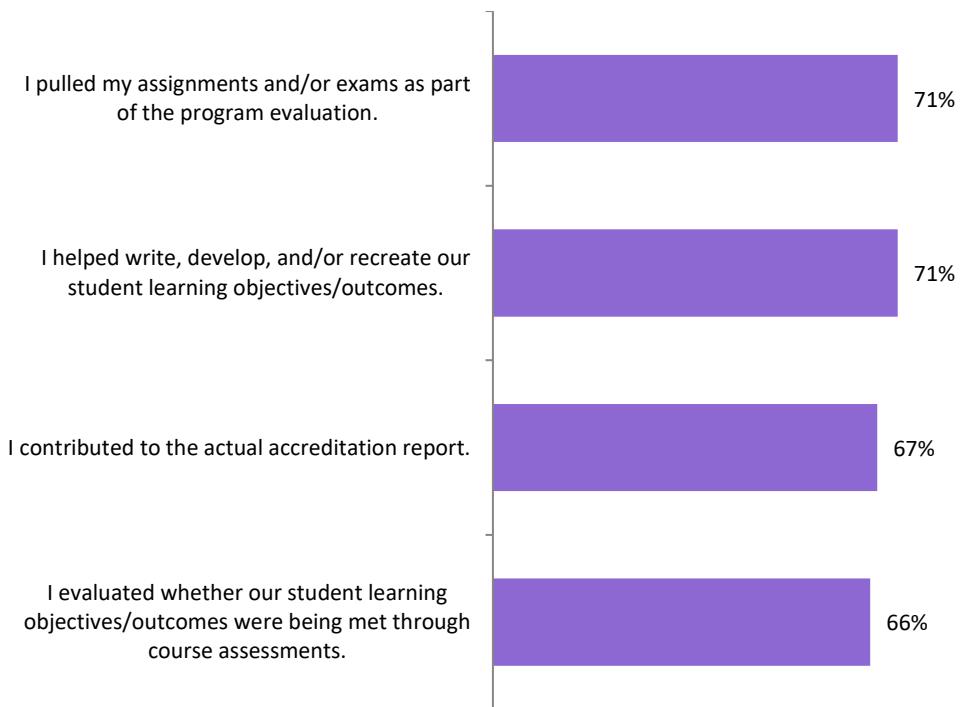
Accreditation Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I want to receive training on how to create course assessments that align with my program's student learning objectives/outcomes for proper evaluation.	40%	31%	25%	5%		69.2%
I want to receive training on aligning my individual course objectives with my program's student learning objectives/outcomes.	39%	34%	22%	5%		68.8%
I want to receive training on accreditation documentation for my own courses.	39%	32%	23%	7%		69.2%

Campus Safety Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I feel safe parking on campus and walking to/from my office.	87%	6%	6%	1%		69.7%
I work in a safe and secure environment.	82%	14%	4%	0%		69.7%
The campus is safe and secure for students.	75%	16%	5%	4%		70.1%
Personal belongings in my office are secure from theft.	75%	14%	10%	1%		69.2%
There is adequate lighting on campus.	66%	14%	12%	8%		69.7%
I have blinds or curtains on my office windows.	66%	5%	21%	9%		69.7%
Appropriate security is in place to protect equipment and/or supplies stored in classrooms.	58%	19%	18%	5%		69.2%
The emergency call boxes are adequately distributed across campus.	41%	22%	12%	25%		69.2%

COVID Response & UHS Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I was satisfied with UNA's overall responses to COVID during the Summer 2020 semester, including the movement of all courses to online formats.	81%	5%	6%	9%		70.1%
I was satisfied with UNA's overall response to COVID during the Spring 2020 semester (when COVID first hit), including the cessation of all campus activities and the movement of all courses to online formats.	80%	6%	9%	5%		70.1%
I was satisfied with the communications from the CRTF regarding campus operations for the Spring 2021 semester.	78%	11%	10%	1%		70.1%
I was satisfied with the communications from the CRTF regarding campus operations for the Fall 2020 semester.	75%	11%	12%	3%		70.1%
I was satisfied with the decisions made by the CRTF regarding campus operations for the Spring 2021 semester.	72%	10%	17%	1%		70.1%
I was satisfied with the decisions made by the CRTF regarding campus operations for the Fall 2020 semester.	72%	11%	15%	3%		70.1%
Overall, I am satisfied with the quality of services provided by Health Services.	65%	13%	6%	17%		70.6%

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

	Count	
More mental health options	2	of 5
Too slow to implement a plan in response to pandemic	1	of 5
COVID-related problems	1	of 5
Dissatisfied with staff	1	of 5
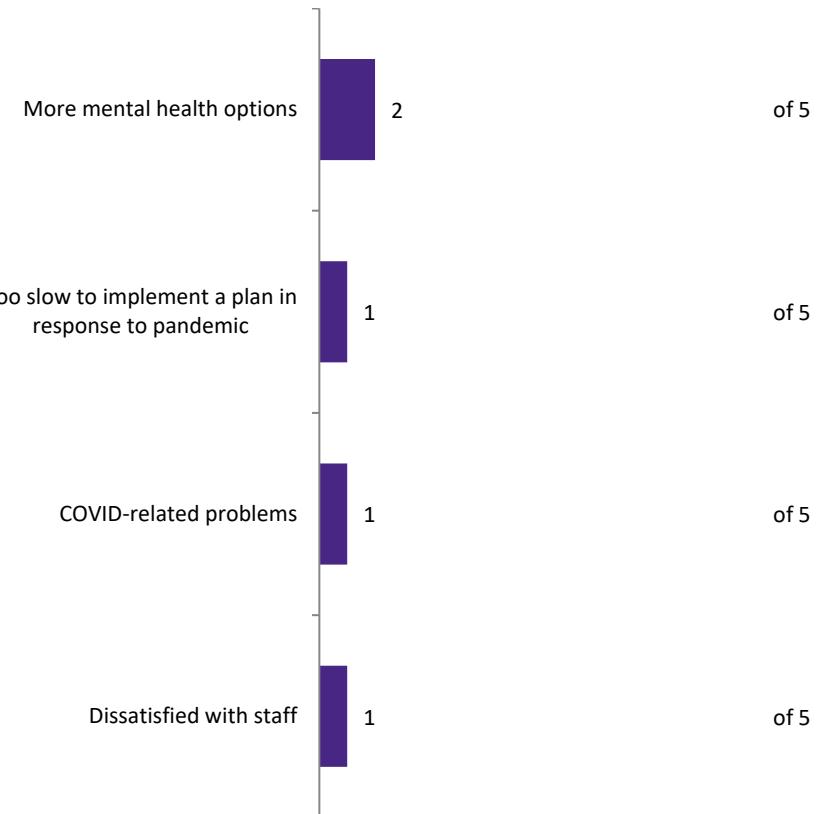
Winter/Summer School Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I view summer teaching as a way to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	79%	6%	5%	10%		70.1%
I view winter teaching as a way to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	41%	16%	15%	27%		70.1%

Research | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I have an active research agenda.	70%	18%	7%	5%		69.7%
I have a clear understanding of research expectations in tenure and promotion.	68%	16%	14%	3%		69.7%
I have access to sufficient funds to conduct my research (including purchasing data sets, software, editing services, other technology tools, etc.).	40%	26%	25%	10%		69.7%
I have access to sufficient travel funds to present my research.	38%	22%	29%	11%		68.8%
There is no disincentive for failing to conduct research as a full-time faculty member.	26%	25%	32%	17%		69.2%

Compensation Satisfaction N=69.7%

Compared to faculty members at my rank and at institutions similar to UNA, I am:
Percent Selected

Overpaid — 1%
Fairly compensated — 48%
Underpaid — 40%
No basis for judgment — 11%

qualtrics.

36

Recruitment/Evaluation Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
The University's recruitment efforts should be geared toward attracting higher quality students rather than maximizing enrollment.	60%	26%	8%	6%	70.1%
Faculty members are given sufficient authority for the improvement of the educational programs at UNA.	59%	18%	15%	8%	70.1%
The University has made progress in providing services that will successfully retain students.	56%	20%	14%	10%	70.1%
It is my perception that grade inflation is an issue at UNA.	37%	26%	24%	12%	70.1%
The recruitment efforts toward finding faculty members of diverse backgrounds at UNA is sufficient.	37%	21%	31%	12%	70.1%
The Quality Enhancement Plan (QEP) has benefitted my students by increasing their abilities in undergraduate research and associated skills.	18%	28%	21%	34%	70.1%
The current instructor/course evaluation process at UNA is a good indicator of my teaching skills.	16%	32%	48%	4%	70.1%

Faculty Senate Statements | Agreement
Concerning the Faculty Senate at UNA...
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Plays an appropriate role in the University's decision-making process.	61%	15%	7%	17%	70.1%
Provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	60%	11%	9%	20%	70.1%
Effectively represents faculty interests.	60%	18%	8%	14%	70.1%

Shared Governance Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
I know who my shared governance committee representatives are.	59%	13%	18%	10%	69.2%
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	50%	17%	6%	27%	69.2%
The process involved in filling shared governance committees is fair and equitable.	43%	18%	10%	30%	69.7%
The shared governance committees keep me informed about how campus problems or issues have been addressed.	42%	24%	19%	16%	69.2%
The shared governance system effectively represents faculty interests.	42%	27%	10%	21%	69.2%
The method by which changes are made through shared governance is clear and appropriate.	41%	20%	18%	21%	69.2%

Policy Development Statements | Agreement
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for Judgment	N
Policy development is effectively addressed through the current two-tiered system of governance.	38%	28%	12%	22%	69.2%

Issues/Concerns Impacting Job Performance N=13.6%

Please inform us of additional issues and concerns pertaining to your department or cost center that have an immediate impact on you and your ability to perform your job.
Top 5 Coded Responses

4 of 30	3 of 30	3 of 30	2 of 30	2 of 30
More equipment/supplies/ resources/personnel	Desire academic changes (drop date, +/- system, etc.)	Building maintenance concern (ventilation, repairs, etc.)	Generally satisfied	Would prefer a different department chair