Agenda of the Faculty Senate
October 14, 2021
Zoom Meeting
3:30-5:00pm

I. Recognize proxies

II. Approval of agenda

III. Approval of minutes from September 9, 2021

IV. Remarks from Dr. Ken Kitts, President

V. Remarks from Dr. Ross Alexander, Provost/EVPAA

VI. Remarks from Dr. Jason Watson, Faculty Senate President

VII. Shared Governance Committee Vacancy Elections

    a. Graphics Standards and Web Communications Committee (2019-2022 COEHS Faculty)
    b. Academic and Student Affairs Committee (2019-2022 COEHS Faculty)
    c. Undergraduate Curriculum Committee (2019-2022 COBT Faculty)

VIII. Reports

    a. Standing Committees
        i. Faculty Affairs
        ii. Academic Affairs
        iii. Faculty Attitude Survey
            1. Report to Faculty Senate
        iv. Faculty Handbook Oversight

IX. Unfinished Business

    a. None

X. New Business

    a. UNA Conflict of Interest and Financial Disclosure Policy (SGEC: FS)

XI. Information items

XII. Adjourn

Faculty Senate Minutes
9 September 2021

Call to order:
A regular meeting of the University of North Alabama's Faculty Senate convened via Zoom Video Conferencing at 3.30pm with President Watson presiding.

I. Recognized Proxies and New Senators
George Makowski for Ansley Quiros
Tim Loughrist for Chris Purser

Members in attendance
Lori Alford, Alejandra Alvarado-Brizuela, Rae Atencio, Lisa Ann Blankinship, Tabitha Blasingame, Greg Buckley, Dan Burton, Cory Cagle, Justin Carter, Lisa Clayton, Chris Cottingham, Frank Diaz, Litzy Galarza, Felicia Harris, Betsy Heckert, Achini Herath, John Hodges, Andrea Hunt, Ann-Marie Irons, Lisa Kirch, Christopher Klein, Ian Loeppky, Thomas Lukowicz, Jennifer Maddox, Janna Malone, John McGee, Jessica Mitchell, Prema Monteiro, Katie Owens-Murphy, Cheryl Price, Craig Robertson, Jason Price, Vincent Salpietro, Patrick Shremshock, Lindsey Sherrill, Sunhui Sim, Kevin Stoltz, Jessica Stovall, Jillian Stupiansky, Jason Watson, Laura Williams, Gretchen Windt

Members not in attendance (without proxy)
Lauren Killen, Pete Williams

II. Approval of the Agenda
Senator Stovall made a motion to approve the agenda. The motion was seconded by Senator Robertson. Motion approved.

III. Approval of minutes from the 6 May 2021 Meeting
Senator Monteiro made a motion to approve the minutes from the 6 May 2021 meeting. The motion was seconded by Senator Robertson. Motion approved.

IV Remarks from Dr. Ken Kitts, UNA President
President Kitts provided the following update:

- **Enrollment:**
  - Strong numbers; already in record territory six weeks before census; Provost Alexander will provide more detailed information in his report.
  - For now, will note this is welcome news in terms of our budget since 2/3 of all revenue is tied to enrollment.
- **Fall Activity in Montgomery:**
  - Special Session of the legislature likely for last week of October on redistricting; intriguing possibility of Florence moving into 4th Congressional District.
  - Also, possible special sessions on prison reform and/or lottery and gaming. Latter would be of direct interest to us as relates to distribution of new revenue.
  - Rep. Bill Poole moves from House to Finance Department; working to build good relationship with new WME Chair Danny Garrett and Vice Chair Joe Lovvorn.

- o Year Five of Project 208: Stakes remain very high for UNA; special presentation being planned for next month for interested Faculty and Staff.
- **New Leadership in Athletics:**
  - o Dr. Josh Looney began work as AD on September 1. Brief note on background.
  - o Strong academic background and strong track record of academic performance at institutions he has served; committed to outreach across campus.
  - o Note final year of transition to Div I and need to create new narrative for Athletics
- **Board of Trustees on Campus for Quarterly Meeting:**
  - o Fortunate to have strong group of trustees who believe in shared governance and are champions for UNA in Project 208, leadership of new campaign, etc.
  - o Proposed budget up for approval for FY 22 includes 3% COLA for all FT faculty and staff.
- **UNA's Reputation and Visibility:**
  - o Annual USN&WR Rankings of colleges due out next week.
  - o Dozens of organizations that purport to rank colleges; most are very suspect. USNWR is established and respected – good and broad gauge of how University's reputation is faring among peers across region and country
  - o Top 20 for first time in 2019 at #19, then rise to #17 last year. Specific information embargoed at this point but stay tuned for good news!

V. Remarks from Dr. Ross Alexander, Provost and Executive Vice President for Academic Affairs

Provost Alexander provided the following updates to the senate:

Enrollment

- **Record University enrollment** for Fall 2021—11th straight term
- Census date is October 29
  - o Fall 2 new enrollees (+350-400 students)
- Closer to **9,000** than 8,500 for final Fall enrollment
- Over 9% increase to Freshman class
  - o *Computing Excellence* scholars (double size of CSIS program and number of graduates)
  - o Cole Honors College
  - o Emphasis on **workforce-focused** programs that lead directly to job (CSIS, Nursing, Engineering, Business, but also Elementary Education, Social Work)
  - o Targeted marketing, housing scholarships, meal plan scholarships, earlier packaging of financial aid
- Robust online graduate enrollment (one-third of student body)
  - o Diversity of programmatic growth (across all colleges)
- Early College/Dual Enrollment gains—pathway to UNA matriculation as Freshman

FY22 Budget

- Planned 3% COLA for all employees (approx. $2,000,000)
- Promotions (faculty and staff), move-to-midpoint for staff, position re-classifications, salary adjustments for faculty and staff, etc... (approx. $1,000,000)

- New positions (almost all in Academics) (approx. $1,500,000)
- Increases in scholarships ("standard" scholarships, "Computing Excellence," "New Start," international students, learning agreement partners, eSports, Bass Fishing, performance, etc…) (approx. $3,000,000)
  - **Total: $7,500,000**
- Open positions for FY22 (many fewer in Academics compared to FY21), miscellaneous cost mitigations strategies (CARES Act funds), etc…will offset approx. $3,200,000
  - FY22 budget presented to BOT will contain a **$4,300,000 deficit**

Academic Updates

Fall 2021 New Programs

1) Ph.D. in Exercise Science and Health Promotions (COEHS)
2) M.S. in Instructional Technology and Design (COEHS)
3) B.B.A. in Data Analytics (COBT)

New Programs in Development (next 18-24 months)

1) M.S. in Healthcare Management (online) (COBT)
2) Doctor of Nursing Practice (DNP) (online) (ACONHP)
3) MSN—Mental Health concentration (online) (ACONHP)
4) B.S. in Respiratory Care (ACONHP)
5) A.A.S. in Mechatronics (CASE)
6) A.A.S. in Culinary Arts (CASE)
7) A.A.S. in Hospitality Events Management (CASE)
8) Several micro-credentials across all colleges

Capital Projects

- **Computer Science and Mathematics Building** (October start; Summer 2023 completion)
- **Music Building** renovation and expansion (planning and design ongoing; 18-24-month completion timeline)
- LaGrange demolition; new residence hall for **Cole Honors College** (LaFayette renovations and international student use)
- **Human Performance Lab** completed
- Renovations to **541 W. College Street** for COBT use ongoing (Spring 2022 completion)
- **One-Stop Center** in Gunn Commons (Registrar, Student Accounts, Financial Aid) (Sept. 13 completion)—1st floor Gunn Commons during 2021-22 academic year

Miscellaneous

- Chinese Ministry of Education has given "preliminary approval" for the **Guizhou University-University of North Alabama International College of Engineering and Technology**, our collaboration with Guizhou University
  - **B.S. in Engineering Technology**
  - **M.S. in Applied Manufacturing Engineering**
  - **B.S. in Occupational Health Sciences**

- o **B.S. in Sustainability**
- o Final approval expected in approximately one month
- o First cohorts of students in Fall 2022
- o UNA faculty travel to China beginning in Fall 2023
- **OER Initiative** outpacing expectations and goals (Prof. Pate, Mr. McGee, and faculty leaders)

VI. Remarks from Dr. Jason Watson, Faculty Senate President

- President Watson asks that senators email his direct email (jwatson5@una.edu) rather than using the faculty senate president email address (facultysenatepres@una.edu).
- Due to the continued Covid-19 pandemic, faculty senate will meet via Zoom for the Fall 2021 semester.
- When possible, President Watson would like to vote of items that generate low or no discussion the same day that the items are brought forward rather than tabling the vote until the following month. Any items that need a delayed vote will be delayed to the following month's meeting.
- Senator McGee will be running the voting software for this year.

VII. Share Governance Committee Vacancy Elections

- Graphics Standards and Web Communications Committee (2021-2024 Faculty-At-Large)
  - o Motion to close nomination by Senator Monteiro with a second by Senator Robertson. Mr. Daniel Leonar dos de Souza elected.
- Graphics Standards and Web Communications Committee (2019-2022 COEHS Faculty)
  - o No nominations from COEHS so moved to Old Business and COEHS faculty asked to find a COEHS faculty to serve.
- Safety and Emergency Preparedness Committee (2020-20223 Faculty-At-Large)
  - o Motion to close nominations by Senator Malone and seconded by Senator L. Williams. Dr. Gary L. Padgett elected.
- Multicultural Advisory Committee (2020-2023 Nursing Faculty)
  - o Motion to accept single nomination by Senator Blankinship and seconded by Dr. Alvarado-Brizuela. Ms. Vickie Green elected.
- Academic and Student Affairs Committee (2029-2022 COEHS Faculty)
  - o No nominations from COEHS so moved to Old Business and COEHS faculty asked to find a COEHS faculty to serve.

VIII. Reports
Standing Committees

- Faculty Affairs – Proposal for Revisions to the Faculty Handbook Relative to the Selection Process for Department Chairs [Department of Visual Arts and Design (VAD) (F)] – Update posted until October 2021 meeting.
- Academic Affairs – Committee has not yet formed.
- Faculty Attitude Survey – Committee has not yet formed.
- Faculty Handbook Oversight – Committee has not yet formed.

IX. Old Business

- Proposal from the Technologies Advisory Committee for revisions to the Administrative Privileges and the Network Monitoring Policy (SGEC: FS/SS)
  - Motion to approve proposal as stated by Senator L. Williams and seconded by Senator Stovall. Vote to approve (Y:43/ N:0/ A:0)
- UNA Faculty Handbook updated with Bookmarks and Links (SGEC: FS)
  - Motion to approve as amended (discussion below) proposed by Senator Robertson and seconded by Senator Shremshock. Vote passes (Y:43/ N:0/ A:0).
  - Discussion: Corrections to wording proposed by Senator Maddox to clearly separate Collier Library and Information Services as ETS and the library are separate units (pg. 18/19) and to consistently use the title of University Librarian rather than Executive Director for Library (pg. 19).
  - Motion to append by Senator Maddox and seconded by Senator L. Williams.
  - Policy wording will be taken to Academic Affairs.
  - Senator Maddox proposed that Distance Learning and compensation change be discussed at October 2021 meeting.
- Proposal for Admissions Requirements Revisions (SGEC: ASA/FS/SGA)
  - Proposed changes would drop ATC requirement for Admissions.
  - Motion to approve by Senator Owens- Murphy and seconded by Senator Robertson. Vote passes (Y:36/ N:3/ A:1)
  - Discuss: Senator Stovall reported that Acuplacer (used by English) and ALEKS (used by Math) be included in application materials so that incoming students scores would be available for placement. Banner does not currently show placement exam score. Mr. Mitch Powell (Registrar) will create space in banner and require updates of all impacted courses as Acuplacer and ALEKS are recognized as official replacement tests. Senator Robertson asked who covers costs for Acuplacer and ALEKS. Ms. Julie Taylor (Admissions) and Mr. Powell said that most students cover the cost as these are low cost tests though perhaps scholarships could be offered for special cases. Senator Cottingham asked about biology placement exam with Ms. Taylor stating that it was to up each department to decide.
- Proposal for Scholastic Standards Revision to Academic Warning and Academic Probation (SGEC: ASA/FS/SGA)
  - Proposed change academic warning at 2.0 (for all students), probation (take less than 13hr), then suspension (for 1 semester) rather than currently used tier system which isn't followed by peer institutions.
  - Motion to approve made by Senator Stovall and seconded by Senator Monteiro. Vote to approve (Y:37/ N:1/ A:0).
  - Discussion: Mr. Powell addressed questions posed by Senators Owens-Murphy, Malone, Stoltz, Monteiro, Buckley, and Kirch to clarify active suspension (requires UNA105), the success of active suspension compared to suspension requiring students to not take classes for a semester, communication with students that they are on warning/ probation/ suspension, and second chance provision for returning students. Mr. Powell will provide numbers for active suspensions and probation as requested by Senator Kirch.

X. New Business

- Proposal for an Increase to the Department Chair Supplement (SGEC: FS)
    - Motion to approve proposal by Senator Alvarado-Brizuela and seconded by Senator Robertson. Vote to accept (Y:39, N:0, A:1).
    - Discussion by Senator Stovall as to when the increase would occur. The increase would occur next year.

XI. Information Items

- None

XII. Adjourn

Motion to adjourn proposed by Senator Stovall and seconded by Senator Monteiro. Meeting adjourned at 5.13pm.

DRAFT 05032021University of North Alabama Conflict of Interest and Financial Disclosure Policy

Prepared for
The University of North Alabama

By
The Office of Grants and Sponsored Programs
http://www.una.edu/sponsored-programs

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University Grants Council (review and comment): 02/03/2021
Council of Academic Deans:
Shared Governance Executive Committee:
Faculty Senate:
Staff Senate:
Student Government Association Senate:

**THE UNIVERSITY OF NORTH
ALABAMA
CONFLICT OF INTEREST AND FINANCIAL DISCLOSURE POLICY IN
RESEARCH AND OTHER SPONSORED PROGRAMS**

I.   BACKGROUND

The University of North Alabama (UNA) realizes that actual or potential conflicts of interest may occur in the normal course of research and other sponsored activities. The University has developed this policy relating to conflicts of interest applicable to all UNA investigators. The policy applies to all Sponsored Programs, including federal, state and local government; industry; or not-for-profit sponsors. The policy also covers UNA intellectual property licensed to an entity in which a UNA investigator owns an interest or serves as an employee, officer, or member of the Board of Directors regardless of the source of funding. The policy is to be administered in conjunction with laws and policies setting forth standards of conduct including Title 42 Code of Federal Regulations (CFR) Part 50, Subpart F; Title 45 CFR Part 94; and the Ethics Act of the State of Alabama.

The Public Health Service (PHS) (which includes the National Institutes of Health) and the National Science Foundation (NSF) have regulations promoting objectivity in research by requiring that a university applying for grants or cooperative agreements for research insure that there is no reasonable expectation that the design, conduct, and reporting of the research to be funded pursuant to the application will be biased by any significant financial interest of the investigator or other personnel with decision making capacity working on the research and that the research environment is one that promotes faithful attention to high ethical standards. In further support of this expectation the federal government has issued an agency-wide requirement that policies and procedures regarding financial conflicts of interest be issued on research and other sponsored programs federally funded. The University has adopted this Policy on Conflict of Interest to prevent or resolve, through management and/or mitigation, real or apparent conflicts that may exist in relation to research, instruction, and service activities undertaken by University investigators.

II. POLICY STATEMENT RELATING TO CONFLICTS OF INTEREST

It is the purpose of this policy to insure that no proposed, awarded or ongoing UNA research or sponsored programs (hereinafter referred to collectively as "research") shall be biased by Significant Financial Interest, as defined below, or by a conflicting commitment of UNA investigators responsible for the design, conduct, or reporting of that research.

All UNA faculty or staff who serve as Principal Investigators, Co-Principal Investigators, Project Directors, Co-Project Directors or in a decision making capacity on a grant, contract, cooperative agreement or other sponsored agreement, who have a five percent (5%) or more ownership in a

company or receive $10,000 or more income from the company will disclose that ownership to allow a review of potential conflicts of interest, conflicts of commitment, conflicts regarding employment and/or use of graduate students in the company.

This policy also applies to any faculty, staff, student, fellow, trainee, or other individual who, under the aegis of UNA or pursuant to the review and approval of UNA's Institutional Review Board for the Protection of Human Subjects (IRB), conducts research involving human subjects.

Prior to seeking UNA approvals for submission of any research or sponsored project proposal or application, each investigator, as defined under definitions below, must have submitted to UNA's Office of Sponsored Programs a financial disclosure statement certifying they have no conflict of interest or if they believe they have a conflict of interest listing all Significant Financial Interests of the investigator and the investigator's immediate family, as defined under definitions below. Each such financial disclosure statement must be updated during the course of the award either on an annual basis, or as new reportable Significant Financial Interests are obtained.

The Office of Grants and Sponsored Programs will maintain confidential records, identifiable by investigator, award and/or company, of all financial disclosures and all actions taken with respect to each Significant Financial Interest for at least three years beyond the termination or completion of the award, or until resolution of any action by a granting agency involving the records, whichever is longer. In the case of faculty or staff ownership of a company, all financial disclosures and all actions taken with respect to each Significant Financial Interest will be held for the life of the company.

This policy establishes guidelines for the appropriate structuring of relationships with industry and other outside ventures to prevent conflict with previously established responsibilities to UNA. Investigators are expected to make reasonable inquiry as to whether their relationships and activities fall within the provisions of this policy. It is not the intent of this policy to eliminate or prohibit all situations involving potential conflicts of interest. Rather, the policy is intended to enable investigators to recognize situations that may pose a conflict of interest, to provide processes for reporting these situations to UNA's Office of Grants and Sponsored Programs and for working with the Office of Grants and Sponsored Programs to manage these situations. This policy is intended to maintain the professional autonomy of researchers inherent in the self-regulation of research and scholarship.

In the event that an investigator participates in research subject to this policy and the research is being simultaneously supported by an organization that has a commercial interest in the outcome of the research project, the research support by such organization must be provided through UNA. Any direct compensation or payment to the Investigator under that support must be disclosed, regardless of the amount. This policy will provide assurance to the investigators, UNA, and, most importantly, the public, that relationships with industry and for-profit entities have been examined and will be conducted in a manner consistent with UNA and public values.

III. DEFINITIONS

A. **Deciding Official.** The University official who makes final determinations on managing conflicts of interest. At UNA, the Executive Vice President for Academic Affairs and Provost will be the Deciding Official.

B. **Financial Conflict of Interest.** A Significant Financial Interest that could directly and significantly affect the design, conduct, or reporting of Sponsored Research.

C. Immediate Family. Immediate family includes the investigator, his/her spouse, and dependent children.

D. **Investigator.** Investigator means UNA faculty or staff members who are principal investigators or project directors, co-principal investigators, or other persons at the university responsible for the design, conduct, or reporting of research, educational, or service activities funded, or proposed for funding, by an external sponsor.

E. **Research Compliance Officer (RCO) aka Director, Office of Sponsored Programs.** The RCO will be the first point of contact for investigators on issues relating to conflict of interest and will perform the initial review of the Statement of Potential Conflict of Interest. The RCO will also coordinate the review of this statement with the University's Institutional Review Board for the Protection of Human Subject. The RCO will process all paperwork related to conflict of interest disclosures and, if appropriate, conflict of interest management plans.

The Research Compliance Officer is responsible for keeping the appropriate external funding agency informed if UNA finds it is unable to satisfactorily manage an actual or potential conflict of interest for any activity in which that agency requires that it be notified in such an instance.

FE. **Sponsored Research.** Sponsored Research means research, training and instructional projects involving funds, materials, or other compensation from external sources.

G. **Research**. Research means a systematic investigation designed to develop or contribute to knowledge.

H. **Research Integrity Officer (RIO).** The University Official responsible for determining if a significant financial interest or other condition creates a conflict of interest for an investigator and responsible for managing conflicts of interest. The Research Integrity Officer will be the Senior Vice Provost for Academic Affairs.

I. **Significant Financial Interest.** Significant Financial Interest means anything of monetary value or potential monetary value including, but not limited to, salary or other payments for services (e.g. consulting fees or honoraria), travel expenses (whether paid directly on behalf of the investigator or reimbursed to the investigator), equity interests (e.g. stocks, stock options, or other ownership interests), and intellectual property rights (e.g. patents, copyrights, licensing agreements, and royalties from such rights) of an investigator or investigator's immediate family that meets any of the following, when related to the investigator's institutional responsibilities:

1) An equity interest or compensation that, when aggregated for an investigator and the investigator's immediate family, exceeds $5,000 from any publicly traded or privately held entity in the 12 months immediately preceding disclosure;
2) Intellectual property rights and interests (e.g. patents, copyrights), upon receipt of income related to such rights and interests.
3) Any amount when the proposed project requires the use of human subjects and approval of the Institutional Review Board.

Except for the following:

1) Interest(s) held directly through funds such as mutual funds, pension funds, or other institutional investment funds in which the investigator or the investigator's family does not control the selection of investments.

2) Salary or other remuneration received from UNA, including salary received from external sources through sponsored research agreements administered by UNA;

3) Standard royalties received for published scholarly work or other professional writings;

4) Income from seminars, lectures, or teaching engagements sponsored by a federal, state, or local government agencies; an institution of higher education, an academic teaching hospital, medical center, or research institute;

5) Income from services on advisory committees or review panels for a federal, state, or local government agencies; an institution of higher education, an academic teaching hospital, medical center, or research institute.

CONFLICTS OF INTEREST

A potential or actual conflict of interest exists when an investigator or an investigator's immediate family has a significant financial interest, as defined above, in an outside funding source which interest could directly and significantly affect decision making in the design, conduct, or reporting of externally funded instruction, research, or service activities performed on behalf of the University.

V. PROCEDURES

A.   All Investigators must certify to the University's Research Compliance Officer (RCO) knowledge of and compliance with UNA's policy for promoting objectivity in research by managing, reducing, or eliminating conflicts of interest as outlined herein (the Statement of Potential Conflict of Interest). This certification and disclosure form also requires similar information about members of the investigator's immediate family. Statements must include detailed supplemental information if an investigator marks any "yes" box.

B.   Investigators must disclose to the RCO on an ad hoc basis new situations in which Significant Financial Interests are obtained and which may raise questions of conflicts of interest as soon as such situations develop.

C.   The Research Compliance Officer (RCO) will review the certification and disclosure statement to determine whether a potential for a conflict of interest exists. A potential conflict of interest exists when the RCO reasonably determines that a Significant Financial Interest could affect the design, conduct, or reporting of the research or educational activities in question. If it is determined that no conflict exists, the RCO will sign the statement and maintain a record of the certification in accordance with this policy. If the RCO determines that there may be a potential for conflict of interest covered by this policy, the RCO will forward this determination along with the submitted materials to the Research Integrity Officer (RIO).

D.   Should the RIO agree that the situation represents potential for a conflict of interest, and recommend development of a conflict of interest management plan; the RCO shall work with the Investigator to develop the plan to manage, reduce, or eliminate the actual or potential conflict of interest. The plan will then be submitted to the RIO who then may recommend approval of the plan as developed or may recommend modification of the plan.

E.   Examples of conditions or restrictions that might be part of the plan to manage, reduce, or eliminate actual or potential conflicts of interest include:

   1.   Public disclosure of Significant Financial Interests;
   2.   Monitoring of the research by independent reviewers;
   3.   Modification of the research plan;
   4.   Disqualification from participation in all or a portion of the research project in question;
   5.   Divestiture of Significant Financial Interests; and,

6. Severance of relationships that create actual or potential conflicts.

F. Once a plan approved by the RIO is developed, the RCO will work with the investigator on the implementation and management of the plan.

G. If the management recommendation involves divestiture of financial interests or severance of relationships that create actual or potential conflicts, the RIO will confer with the Deciding Official. The Deciding Official has the authority to require the divestiture of significant financial interests and/or the severance of relationships that create actual or potential conflicts.

VI. Appeals

Appeals of Recommendations made by RIO. Should an Investigator wish to appeal a decision made by the RIO, he/she may present the appeal to the Deciding Official. The RIO will confer with the Deciding Official. In such cases, the Deciding Official shall review all of the materials relating to the action in question, shall discuss the findings/decisions with the investigator, RCO, and RIO. After review, the Deciding Official shall make a final decision as to the action.
All decisions of the Deciding Official of an appeal under this policy are final.

VII. INVESTIGATOR RESPONSIBILITIES

A. **Responsibilities of Investigators.** UNA Investigators involved in research shall be responsible for:

1. Reading, understanding and following this policy;

2. Disclosing financial interests to the Research Compliance Officer by completing, signing, and submitting the Statement of Potential Conflict of Interest on or before a specified date or before submission of the grant/contract application;

3. Updating the statement with the Research Compliance Officer as changes occur, so that the statement on file is current and accurate at all times when an award is pending or in force;

4. To the extent possible, ensuring that funded research carried out through subgrantees, contractors, or collaborators complies with UNA's Policy on Conflict of Interest or that these entities provide assurance of compliance with all federal regulations and state law;

VIII. REPORTING

A.   For externally funded or sponsored activities, the University must report any financial conflict of interest to the funding source prior to expending any funds, and any financial conflict of interest identified subsequent to the initial report must be reported within 60 days of that identification. Further, the University agrees to make conflict of interest information available, upon request, to any external funding source potentially or actually affected by this information. If it is determined that an investigator has biased externally funded or sponsored activities, the University will promptly notify the funding source of the corrective action taken or to be taken. In the case where a project to evaluate a drug, medical device or treatment, and or equipment was conducted by an investigator with a conflict that was not disclosed or managed, the University will require the investigator to disclose the conflict in each public presentation of the results of the research. The RCO shall be responsible for reporting as required in this section.

B.   The institution may be required to conduct a retrospective review of cases of noncompliance and to notify and report cases where bias is found. In cases of noncompliance, the Research Integrity Officer will review and report in accordance with the policies of the external funder.

IX. PUBLIC ACCESSIBILITY

A.   Upon receipt of a written request for access to financial conflict of interest information by the Research Integrity Officer, the RIO will evaluate the request and any requirements for public disclosure, including timeliness and content of disclosures, and disclose financial conflict of interests in accordance with the policies of the external sponsor.

X.   SUBRECIPIENT INSTITUTIONS

A.   UNA will incorporate as part of a written agreement terms that establish whether the UNA Policy on Conflict of Interest or that of the subrecipient will apply to subrecipient investigators and include time periods to meet disclosure and/or financial conflict of interest reporting requirements. Subrecipient institutions which rely on their financial conflict of interest policies must report identified financial conflict of interests to UNA within 30 days of identification of the conflict of interest to provide sufficient time for UNA to report the financial conflict of interest to the funding agency to meet reporting obligations.

XI. TRAINING REQUIREMENTS

A.   Each investigator must complete training prior to engaging in sponsored activity related to any funded grant or contract at least every four years and immediately under the designated circumstances:
- Institutional FCOI policies change in a manner that affects investigator requirements;
- An investigator is new to an institution;
- An institution finds an investigator non-compliant with the institution's FCOI policy or management plan.

XI. ENFORCEMENT

A. UNA anticipates that its investigators will comply fully and in a timely manner with this policy. Instances of deliberate breach, including: (i) failure to submit required statements or updates thereof; (ii) failure to provide additional information requested by the Research Compliance Officer (RCO), or the RIO; (iii) knowingly filing an incomplete, erroneous, or misleading statement; (iv) knowingly violating applicable laws, UNA policies or procedures; (v) or failure to comply with prescribed conditions or restrictions that have been imposed pursuant to this policy, may subject the investigator to disciplinary action under UNA policies or procedures. Such action could result in a formal reprimand, non-renewal of appointment, termination of appointment for good cause, or any other enforcement action mandated by a granting agency.

XII. Use of Human Subjects

A. **Use of Human Subjects.** Any faculty, or staff, student, fellow, trainee, administrator, volunteer, or other individual who, under the aegis of UNA or pursuant to the review and approval of UNA's Institutional Review Board for the Protection of Human Subjects (IRB), conducts research involving human subjects must complete and submit a statement for review by the Research Compliance Officer (RCO). The statement must be updated as circumstances of the Investigator or his/her spouse or dependent children change.

2021 Faculty Attitude Survey Report

Committee Members:

Jason Imbrogno (Chair)
Lori Alford
Prema Monteiro
Stephanie Clark
Chris Purser

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

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

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
- Academic dishonesty evaluation

- Agreement with work environment statements
- Campus safety evaluation

- Recruitment, retention, and educational programming

- Agreement with technology statements

- Agreement with winter/summer teaching statements
- Administrator evaluation

- Attitudes towards salaries, support, and benefits

- COVID protocol evaluation

- 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
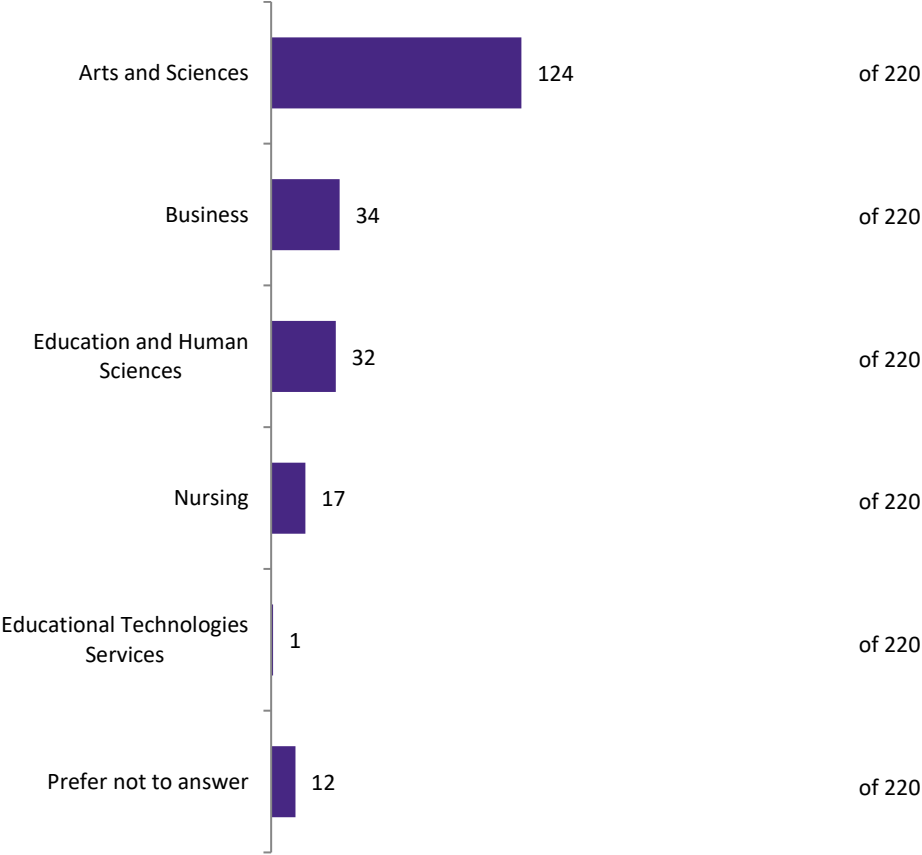
Faculty Classification N=100.0%

Please indicate your faculty classification.
Choice Count
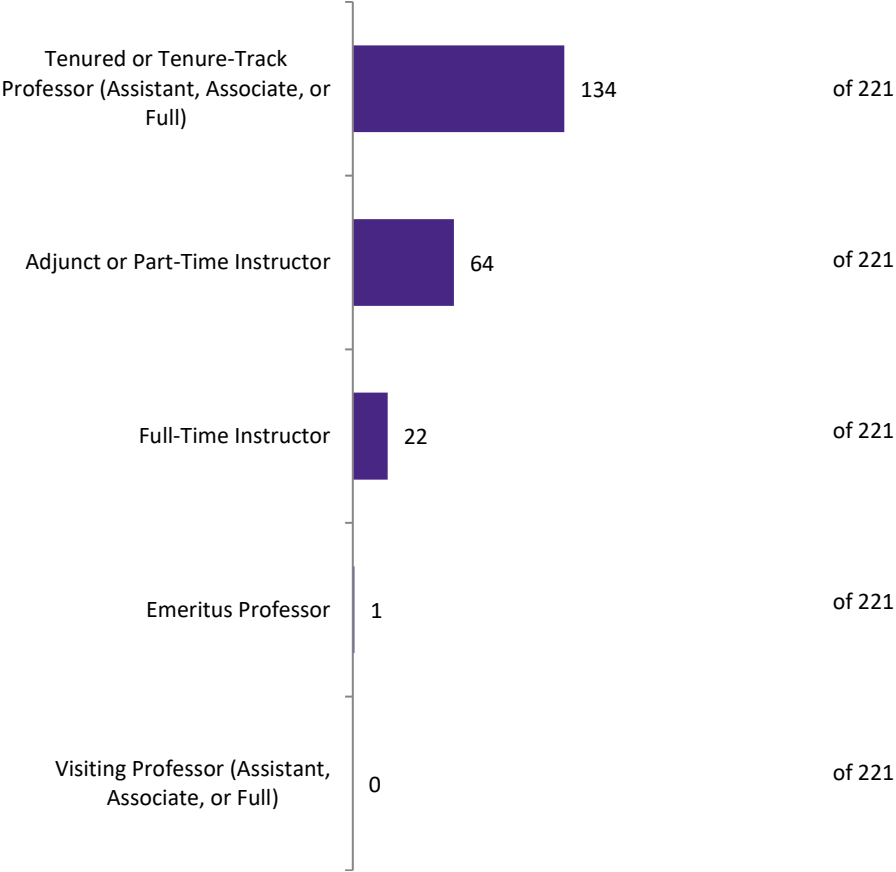
Tenured or Tenure-Track Professor (Assistant, Associate, or Full)	134	of 221
Adjunct or Part-Time Instructor	64	of 221
Full-Time Instructor	22	of 221
Emeritus Professor	1	of 221
Visiting Professor (Assistant, Associate, or Full)	0	of 221

- 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
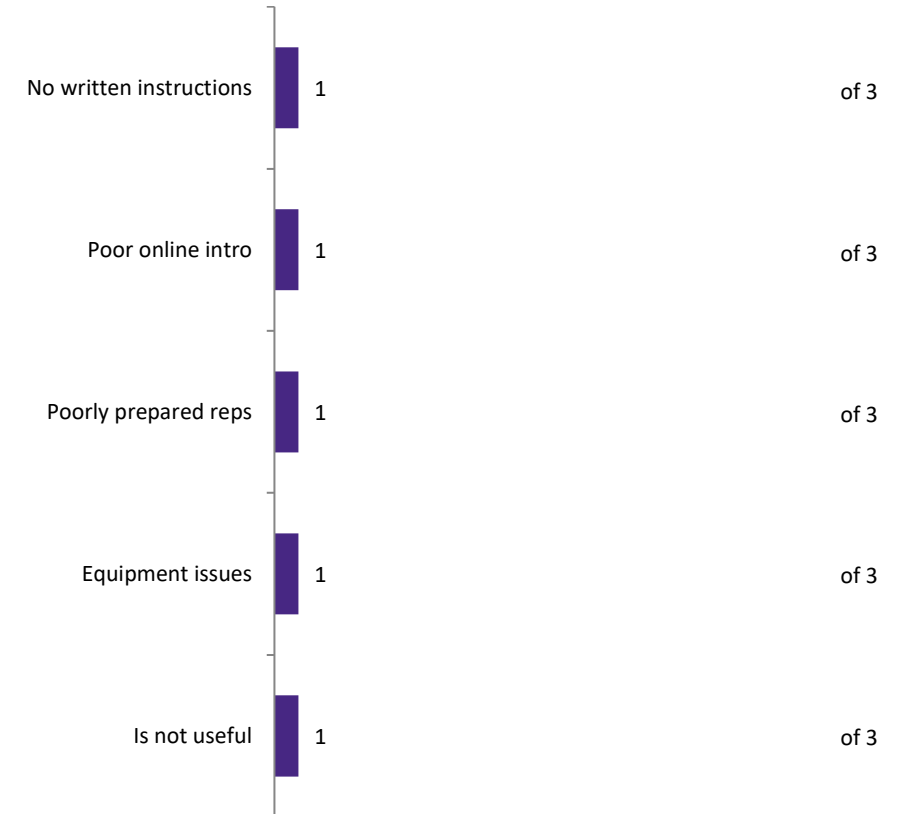
Facilities Usage Statements | Agreement
Percent Selected

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%

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Academic Dishonesty Problem Level & Academic Standards Statement Agreement

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% (Live Lecture Classes), 30% (Online Classes)
- Small problem: 23% (Live Lecture Classes), 37% (Online Classes)
- Huge problem: 3% (Live Lecture Classes), 8% (Online Classes)
- No Basis for Judgment: 35% (Live Lecture Classes), 25% (Online Classes)
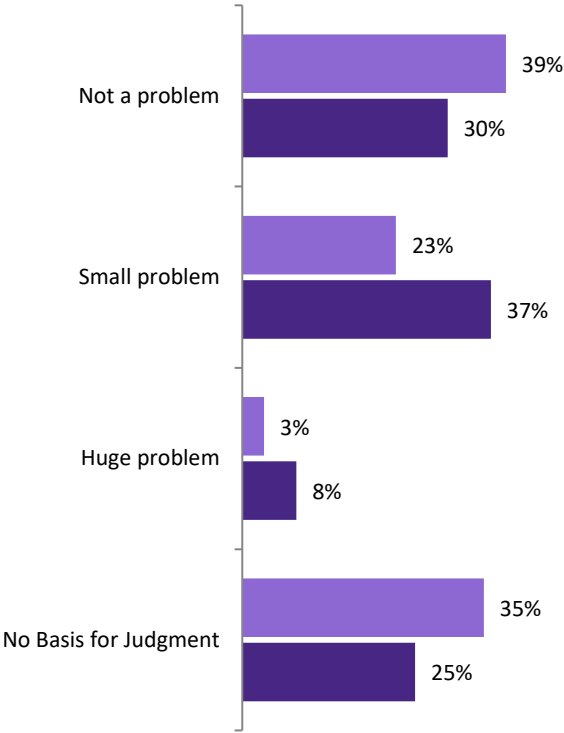
Academic Standards Statements | Agreement

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%

Live Lecture Classes
Online Classes
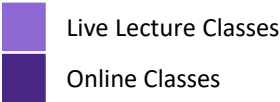
Physical Working Conditions | Agreement
Percent Selected

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 & Other Desired Benefits

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

Category	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
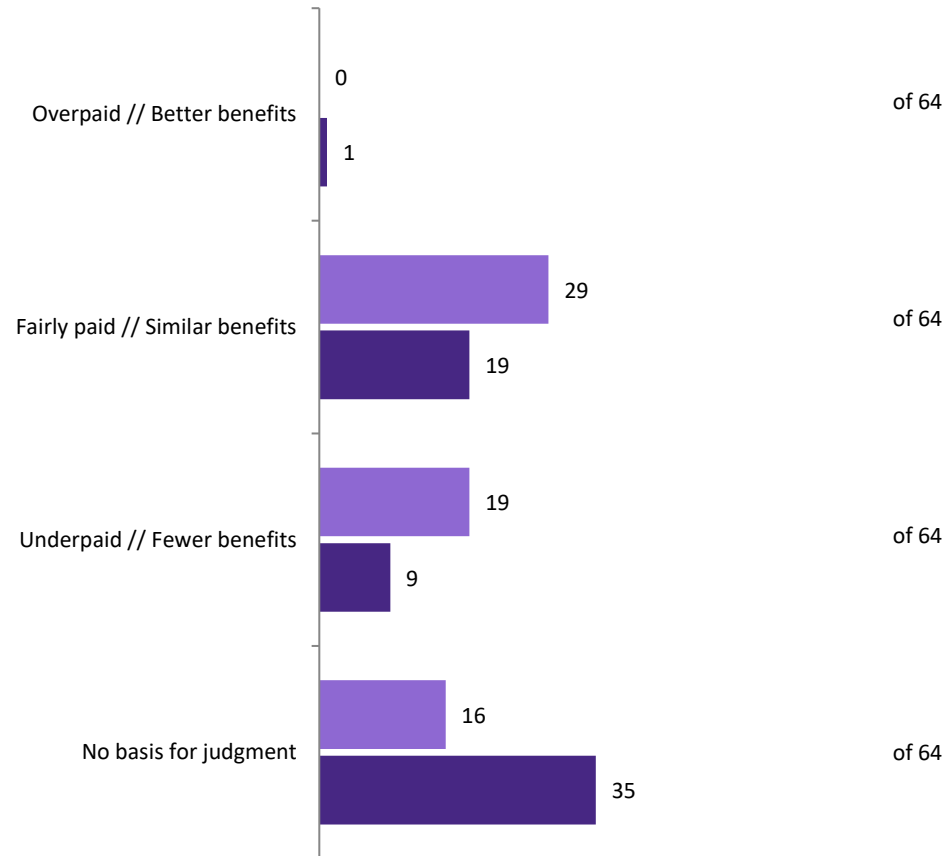
Desired Benefits in Adjunct Contract N=12.7%

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

Benefit	Count	
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

Legend: Compensation / Benefits

16
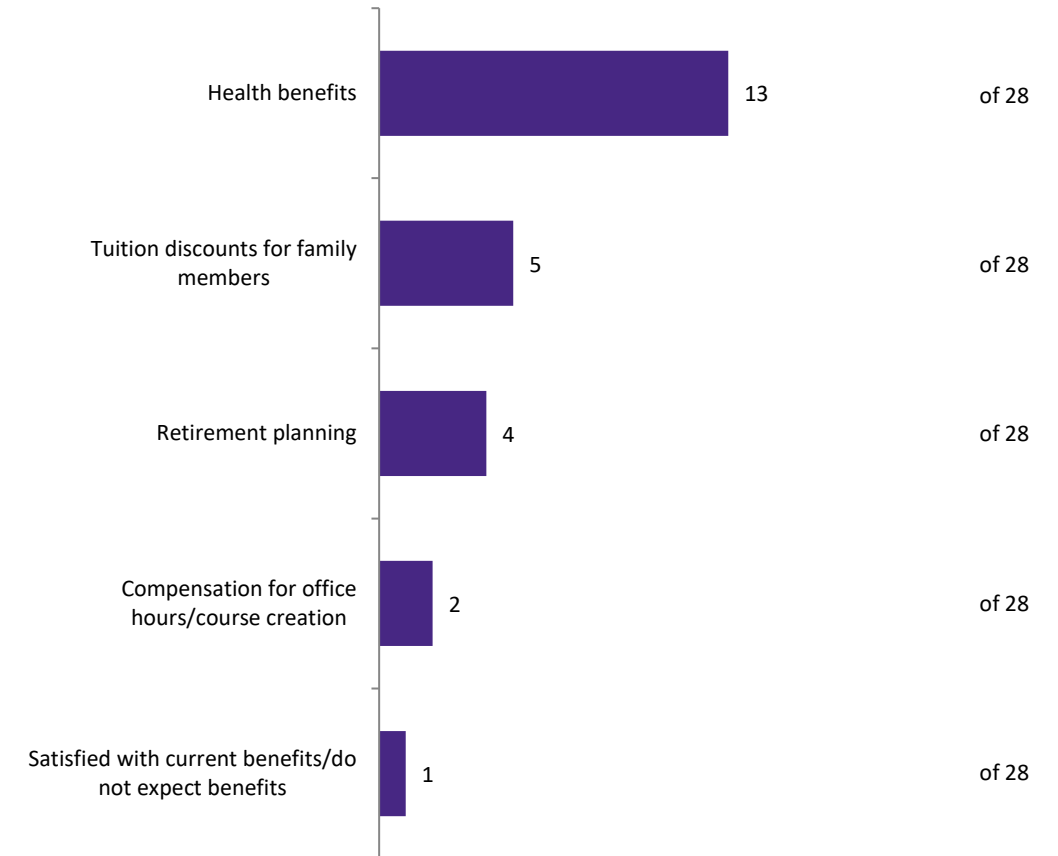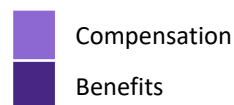
Recruitment/Evaluation Statements & Issues/Concerns Impacting Performance

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
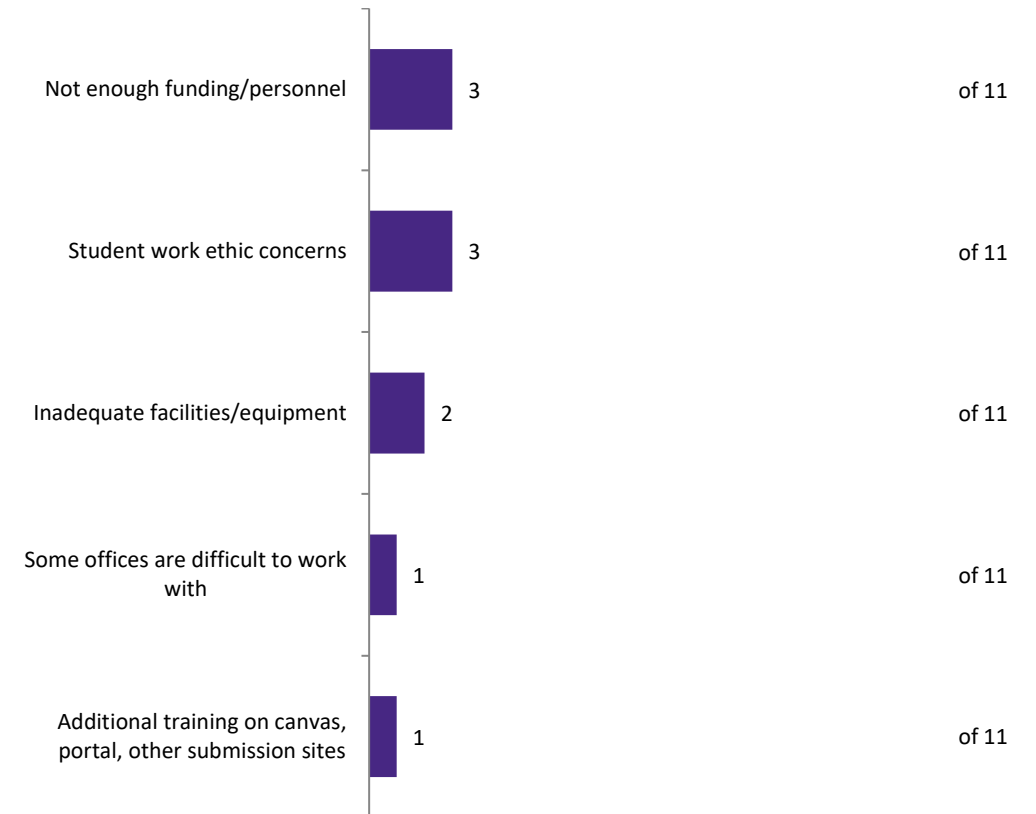
UNA Administration Comments N=14.5%

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
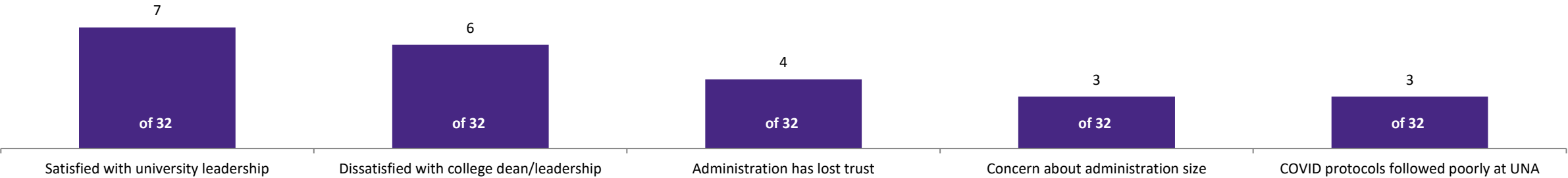
7	6	4	3	3
of 32	of 32	of 32	of 32	of 32
Satisfied with university leadership	Dissatisfied with college dean/leadership	Administration has lost trust	Concern about administration size	COVID protocols followed poorly at UNA

- 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 Administrator Job Performances

Satisfaction with Job Performances

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

Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
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%

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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%

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 & Handling Methods

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
- Live Lecture Classes: 40%
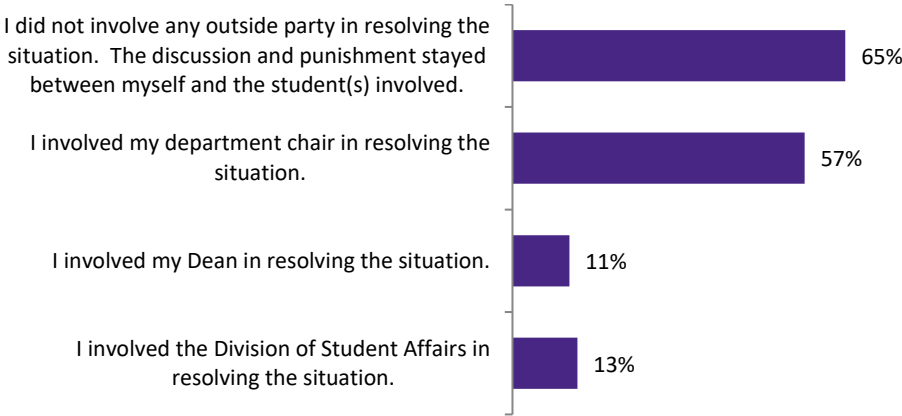- Online Classes: 24%

Small problem
- Live Lecture Classes: 44%
- Online Classes: 49%

Huge problem
- Live Lecture Classes: 4%
- Online Classes: 17%

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

Legend: Live Lecture Classes, Online Classes
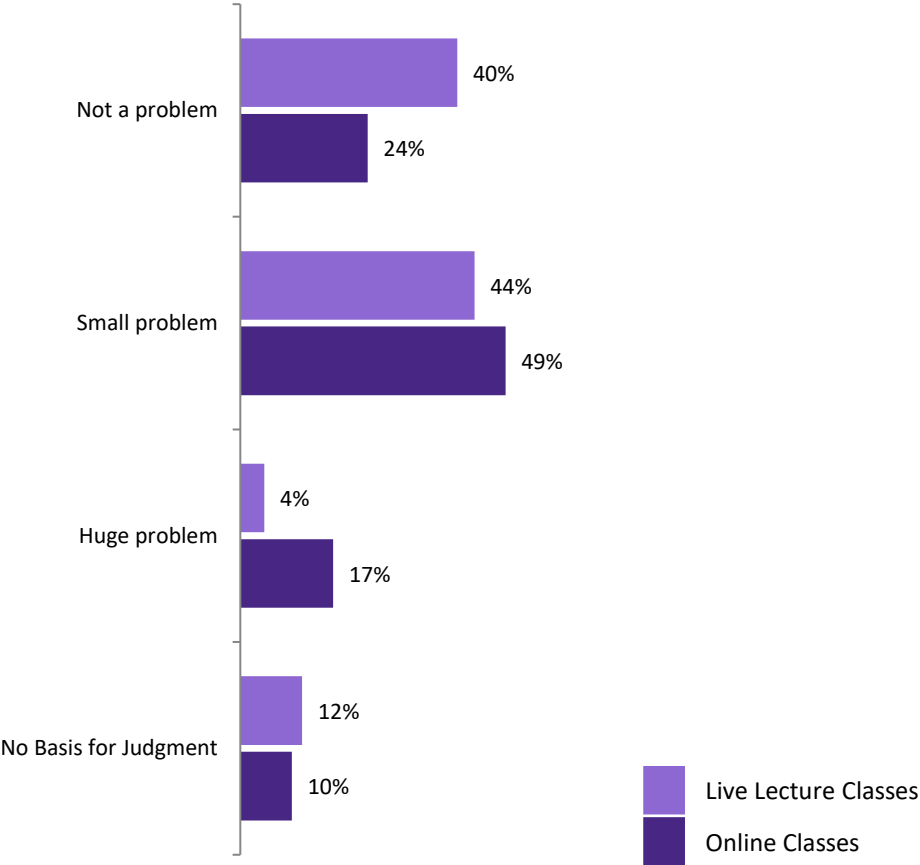
How Academic Dishonesty Has Been Handled N=57.0%
How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty.
Percent Selected

- 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

5 of 12	3 of 12	3 of 12	of 12 1	of 12 1
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
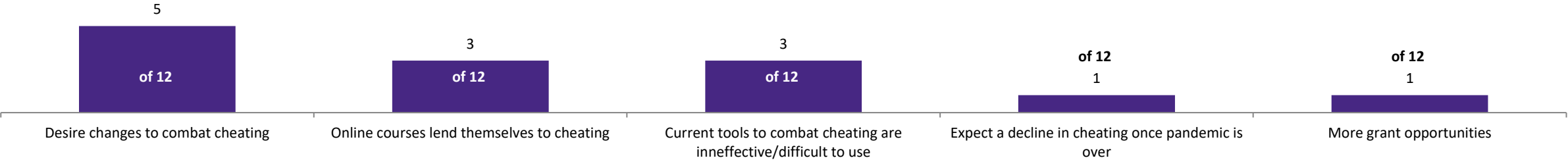
Administrative Growth | Agreement

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
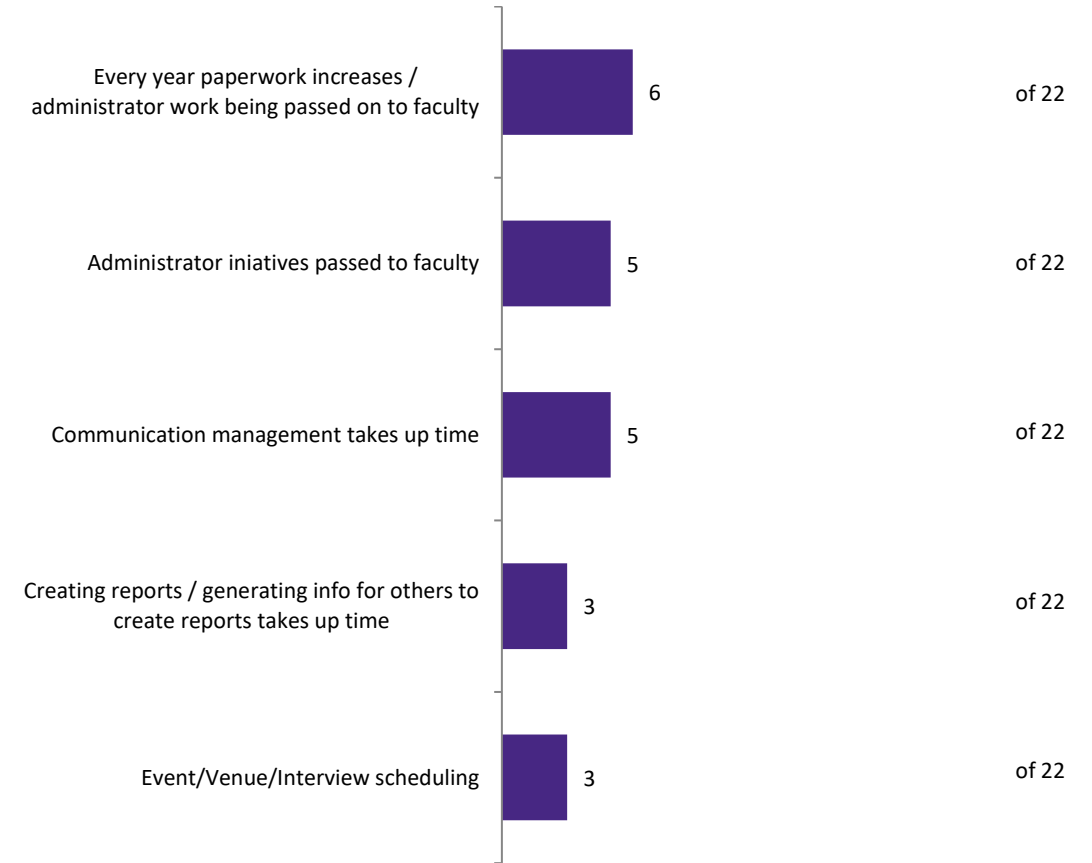
Involvement with Accreditation N=69.7%

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

Yes — 56%

No — 44%
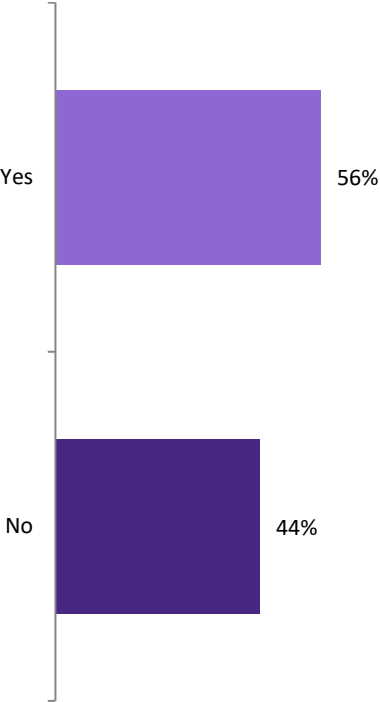
Specifics of Involvement N=37.6%

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%
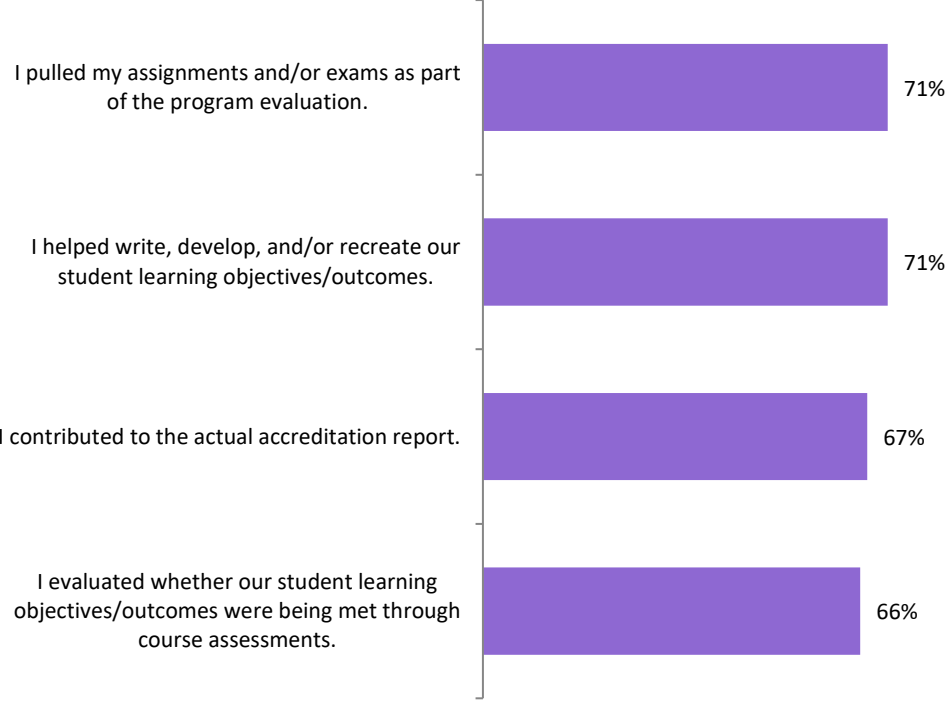
Accreditation Statements | Agreement
Percent Selected

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%

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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

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
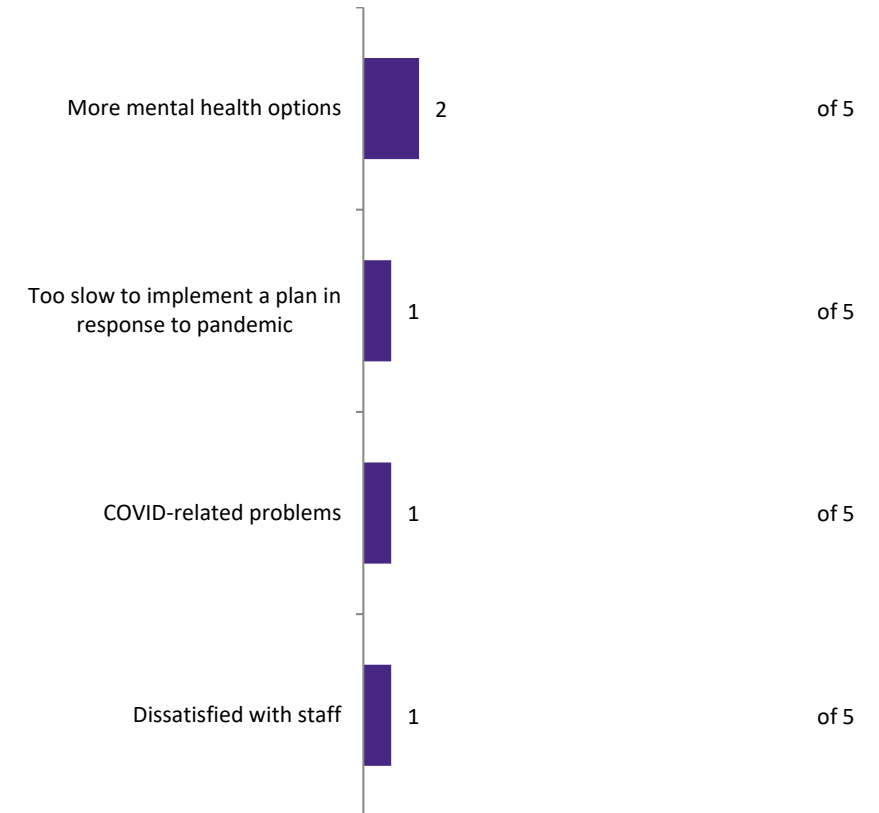
Winter/Summer School Statements | Agreement
Percent Selected

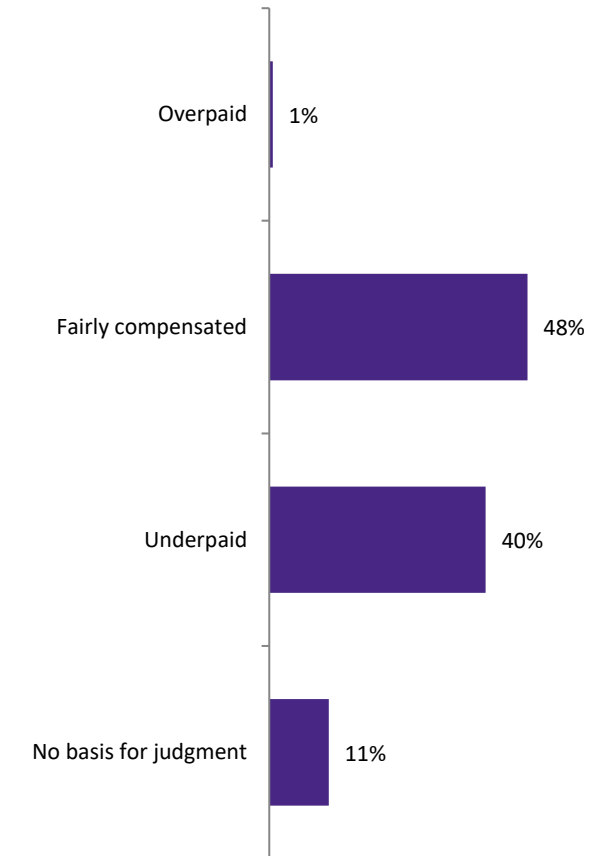| Statement	Agree	Neutral	Disagree	No Basis for Judgment		N
I view summer teaching as a way to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	79%	6%	5%	10%		70.1%
I view winter teaching as a way to achieve a salary level that I cannot otherwise achieve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

Research Statement Agreement & Compensation Satisfaction

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%

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