

Staff Attitude Survey 2025 (N=259)

A 3.2% increase in participation over 2024 (N = 251 for the 2024 SAS)

July 8th 2025 – Results Compiled

RESPONDENT PROFILE

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

Answer	Count 2025	2025 %	Count 2024	2024 %
Clerical and Secretarial (administrative assistant, assistant to..., administrative specialist, clerk, etc...)	36	13.90%	36	14.34%
Executive/Administrative and Managerial (associate/assistant director, director, cost center head, etc...)	83	32.05%	81	32.27%
Other Professionals (accountant, counselor, coordinator, specialist, coaches, etc...)	96	37.07%	98	39.04%
Service/Maintenance/Skilled Crafts (environmental services, grounds, driver, carpenter, electrician, etc...)	20	7.72%	20	7.97%
I do not know my level	5	1.93%	5	1.99%
I prefer not to respond	19	7.33%	11	4.39%
Total	259	100%	251	100%

Q2. How many years have you worked at UNA?

Answer	Count 2025*	2025 %	Count 2024	2024 %
Less than a year	30	11.72%	25	9.96%
1 - 4 years	90	35.16%	81	32.27%
5 - 7 years	45	17.58%	46	18.33%
8 - 11 years	35	13.67%	31	12.35%
12 - 20 years	33	12.89%	46	18.33%
More than 20 years	15	5.86%	14	5.58%
I prefer not to respond	8	3.12%	8	3.18%
Total	256	100%	251	100%

*The total for each question will not always equal the total respondents of 259, as some chose not to answer certain questions.

ATTITUDES TOWARD ADMINISTRATION

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

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Count 2025	Mean 2025	Mean 2024
President - Dr. Kenneth D. Kitts	3.73%	6.22%	14.52%	34.02%	41.49%	241	4.03	4.12
Provost and Executive Vice President for Academic Affairs – Dr. Brien Smith	11.93%	13.30%	36.70%	20.64%	17.43%	218	3.18	N/A
Vice President for Business and Financial Affairs - Mr. Evan Thornton	12.12%	11.26%	27.27%	22.51%	26.84%	231	3.41	3.47
Vice President for Student Affairs - Dr. K.C. White	2.22%	0.89%	19.56%	33.78%	43.56%	225	4.16	4.18
Director of Athletics - Dr. Josh Looney	1.42%	3.32%	27.49%	28.44%	39.34%	211	4.01	4.01
Vice President for University Advancement - Mr. Kevin Haslam	2.82%	5.16%	27.70%	30.05%	34.27%	213	3.88	4.06
University General Counsel - Ms. Amber Fite-Morgan	3.45%	2.96%	33.00%	30.05%	30.54%	203	3.81	4.06
Associate VP & Dean of Students, Ex. Director for University Priorities - Ms. Minnette Ellis	2.40%	3.37%	23.08%	29.33%	41.83%	208	4.05	4.14
Executive Director, Governmental Relations & Economic Development - Mr. Jason Cochran	1.75%	1.75%	42.69%	24.56%	29.24%	171	3.78	3.78

DIVERSITY EVALUTION & HARASSMENT EXPERIENCES

Q4. UNA thoroughly addresses campus issues related to:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	2025 Count	Mean 2025	Mean 2024
Age or ageism	4.43%	8.87%	32.51%	34.98%	19.21%	203	3.56	3.50
Disability or Able-ism	4.13%	10.55%	20.64%	42.66%	22.02%	218	3.68	3.64
Race or racism	4.11%	8.68%	25.57%	40.64%	21.00%	219	3.66	3.73
Religious beliefs or harassment	4.13%	5.96%	33.03%	36.24%	20.64%	218	3.63	3.56
Sex/gender or sexism	3.24%	7.87%	31.02%	37.50%	20.37%	216	3.64	3.64
Sexual orientation or homophobia	3.23%	5.99%	32.26%	35.94%	22.58%	217	3.69	3.69

Q5. Have you felt discriminatory harassment (even subtly) on this campus within the last year? This had a 51.9% increase in respondents who chose yes over last year (n=27).

Answer	2025 Count	2025 %	2024 %
Yes	41	15.83%	10.76%
No	218	84.17%	89.24%
Total	259	100%	100%

Q6. What do you believe was the primary reason that you were discriminated against or harassed?

Reason	N
Gender	13
Age	9
Other (see below)	6
Race/Ethnicity	5
Economic Status	3
Religious Beliefs	2
Disability	1

INFORMATION TECHNOLOGY

Q7. I have sufficient technology to support my needs.

Answer	2025 %	2024 %
Yes	92.28%	85.94%
No	7.72%	14.06%
Total	259	249

WORKING CONDITIONS

Q8. I am satisfied with the conditions of my physical work environment.

Answer	2025 %	2024 %
Yes	77.22%	78.09%
No	22.78%	21.91%
Total	259	251

SAFETY

Q9. I feel safe on campus.

Answer	Count	2025 %	2024 %
Yes	245	94.59%	97.60%
No	14	5.41%	2.40%
Total	259	100%	100%

SALARIES, SUPPORTS, & BENEFITS

Q10. Concerning salaries:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Count 2025	Mean 2025	Mean 2024
Compared to my peers at similarly sized institutions, I am adequately compensated.	24.48%	36.10%	12.86%	18.67%	7.88%	241	2.49	2.36
I receive adequate cost of living raises (COL).	17.30%	23.63%	20.25%	27.43%	11.39%	237	2.92	2.93
I've sought employment outside the University in the past year for reasons directly related to compensation.	23.01%	24.78%	16.37%	21.68%	14.16%	226	2.79	2.97
I believe that the hiring process is clear.	11.46%	19.76%	17.00%	36.36%	15.42%	253	3.25	3.31
I believe that the hiring process is fair.	11.16%	15.94%	19.92%	37.45%	15.54%	251	3.30	3.27
I am satisfied with the internal promotion/transfer policies.	12.44%	10.67%	25.33%	35.11%	16.44%	225	3.32	2.89

Q11. Concerning pay plan policies:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Count 2025	Mean 2025	Mean 2024
I have a basic understanding of how the compensation plan works.	3.10%	12.79%	13.57%	52.71%	17.83%	258	3.69	3.63
I understand the process by which employees are moved toward market.	5.06%	15.95%	19.07%	42.41%	17.51%	257	3.51	3.40

Q12. Concerning the University's current insurance providers, I am satisfied with my:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Count 2025	Mean 2025	Mean 2024
health insurance	2.73%	13.28%	11.72%	48.05%	24.22%	256	3.78	3.67
dental insurance	1.56%	7.39%	14.79%	54.09%	22.18%	257	3.88	3.82
vision insurance	3.50%	9.34%	14.40%	52.14%	20.62%	257	3.77	3.73

Q13. I am aware of the Healthy UNA wellness program offered to UNA employees.

Answer	Count 2025	2025 %	2024 %
Yes	243	94.19%	92.80%
No	15	5.81%	7.20%
Total	258	100%	100%

SALARIES, SUPPORTS, & BENEFITS (CONT.)

Q14. Please list how frequently you read the Staff Digest

Answer	Count 2025	2025 %	2024 %
I am unaware of the Staff Digest	5	1.95%	3.97%
I review the digest monthly	28	10.89%	11.90%
I review the digest weekly	62	24.12%	26.59%
I review the digest each time it is published (twice a week)	162	63.04%	57.54%
Total	257	100%	100%

ATTITUDES TOWARD THE STAFF SENATE & SHARED GOVERNANCE

Q15. The Staff Senate at UNA:

Effectively represents Staff interest.

Answer	Count 2025	2025 %	2024 %
Strongly Disagree	6	2.33%	1.99%
Disagree	10	3.89%	6.37%
Neutral	92	35.80%	35.06%
Agree	108	42.02%	39.84%
Strongly Agree	41	15.95%	16.73%
Mean		3.65	3.63
Total	257	251	

HY-FLEX/WEATHER PROTOCOLS

Q16. Are you familiar with UNA's guidelines regarding weather threat levels and campus operational status (Green, Yellow, Orange, Red)?

Answer	Count 2025	2025 %	2024 %
Yes	241	93.05%	N/A
No	18	6.95%	N/A
Total	245	100%	N/A

Q17. Do you feel the weather-related guidance and operational changes is an improvement from Hy-flex?

Answer	Count 2025	2025 %	2024 %
Yes	171	68.40%	N/A
No	79	31.60%	N/A
Total	250	100%	N/A

Q18. Do you feel that weather-related guidance and operational changes are communicated clearly, applied fairly across departments, and provide equitable support for all employees, including those required to be on-site?

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Count 2025	Mean 2025	Mean 2024
Do you feel that weather-related guidance and operational changes are communicated clearly?	4.65%	11.24%	15.89%	47.29%	20.93%	258	3.69	N/A
Applied fairly across departments?	10.08%	17.44%	22.48%	31.78%	18.22%	258	3.31	N/A
Provide equitable support for all employees, including those required to be on-site?	10.08%	15.89%	26.36%	31.01%	16.67%	258	3.28	N/A