

2021 Faculty Attitude Survey Report

Committee Members:

Jason Imbrogno (Chair)

Lori Alford

Prema Monteiro

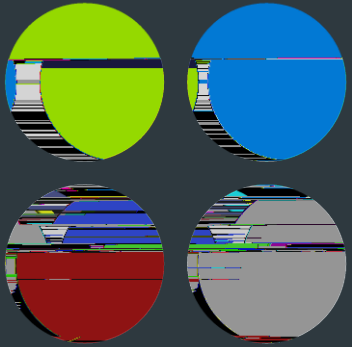
Stephanie Clark

Chris Purser

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

The 2021

The Qualtrics summary of the full survey results is available as part of this report. It begins on page 5. The committee has chosen 0.8 (o)7



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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
Agreement with technology statements	Recruitment, retention, and educational programming
Agreement with winter/summer teaching statements	Administrator evaluation
COVID protocol evaluation	Attitudes towards salaries, support, and benefits

Approach

Respondent Profile

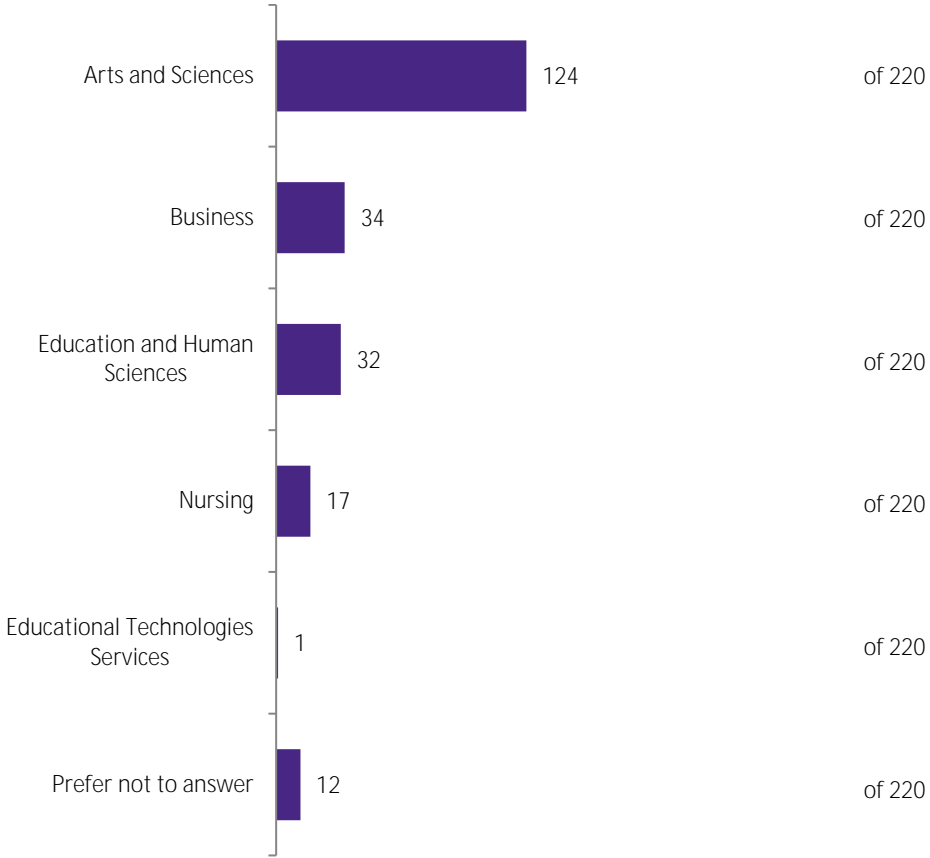
Adjunct / PT Instructor Results

Full-Time Instructor Results

Respondent Profile

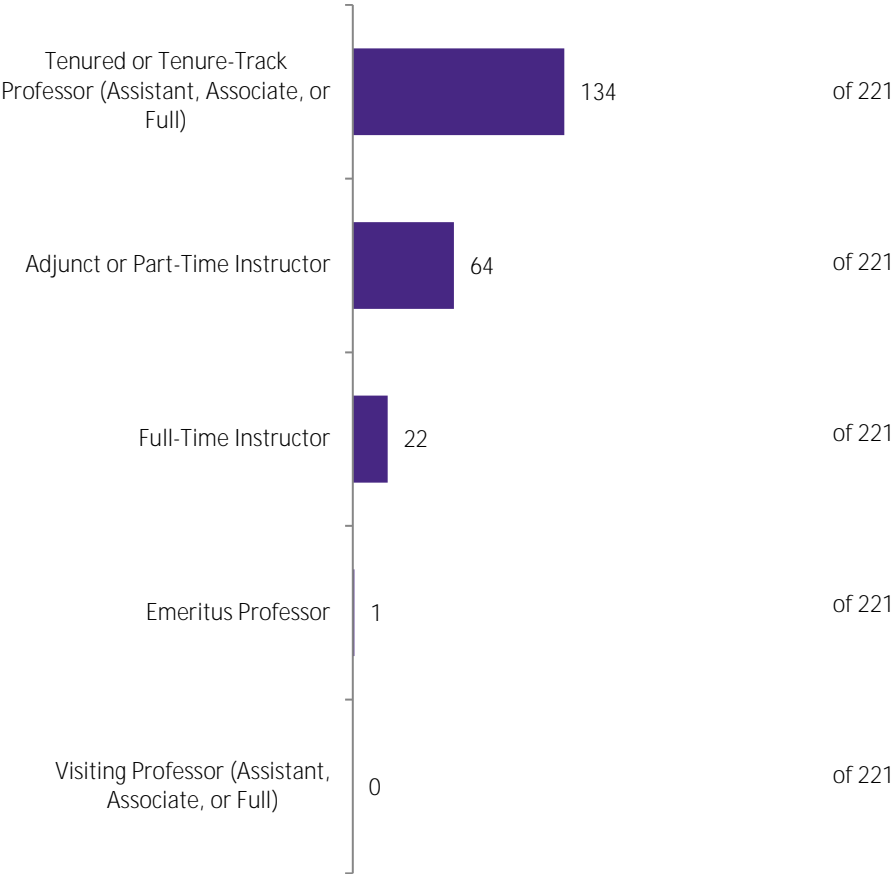
College Unit/Affiliation N=99.9%

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



Faculty Classification N=100.0%

Please indicate your faculty classification.
Choice Count



Approach

Respondent Profile

Adjunct / PT Instructor Results

Full-Time Instructor Results

Diversity Statement | Agreement
Percent Selected

I am comfortable leading class discussions dealing with sensitive cultural diversity issues.	70%	9%	3%	17%	29.0%



Teaching & Technology Statement Agreement

Teaching & Technology Statements | Agreement

Percent Selected

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					
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Facilities Usage & ADA Compliance Statement Agreement

Facilities Usage Statements | Agreement

Percent Selected

Statement	Percent Selected	Percent Selected	Percent Selected	Percent Selected
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

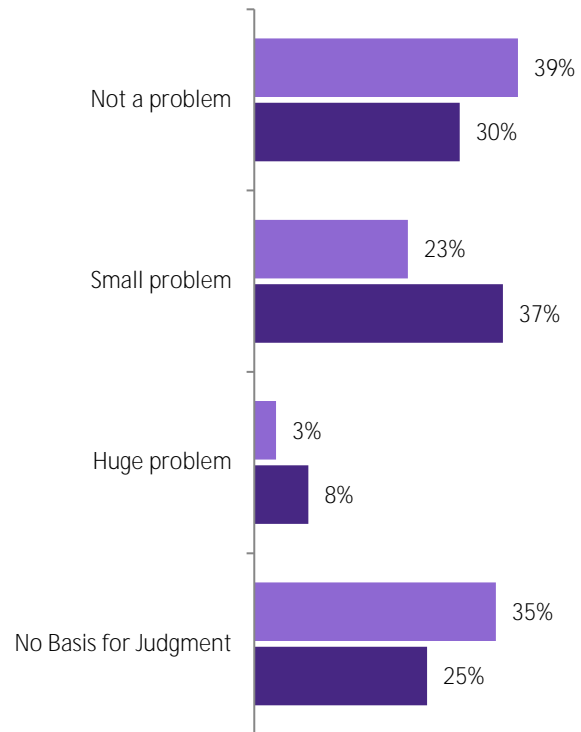
Statement	Percent Selected	Percent Selected	Percent Selected	Percent Selected
I am on campus at UNA at least 5 times during the semesters that I teach.	66%	34%		29.0%

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



Physical Working Conditions & Campus Safety Statement Agreement

Physical Working Conditions | Agreement

Percent Selected

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%		

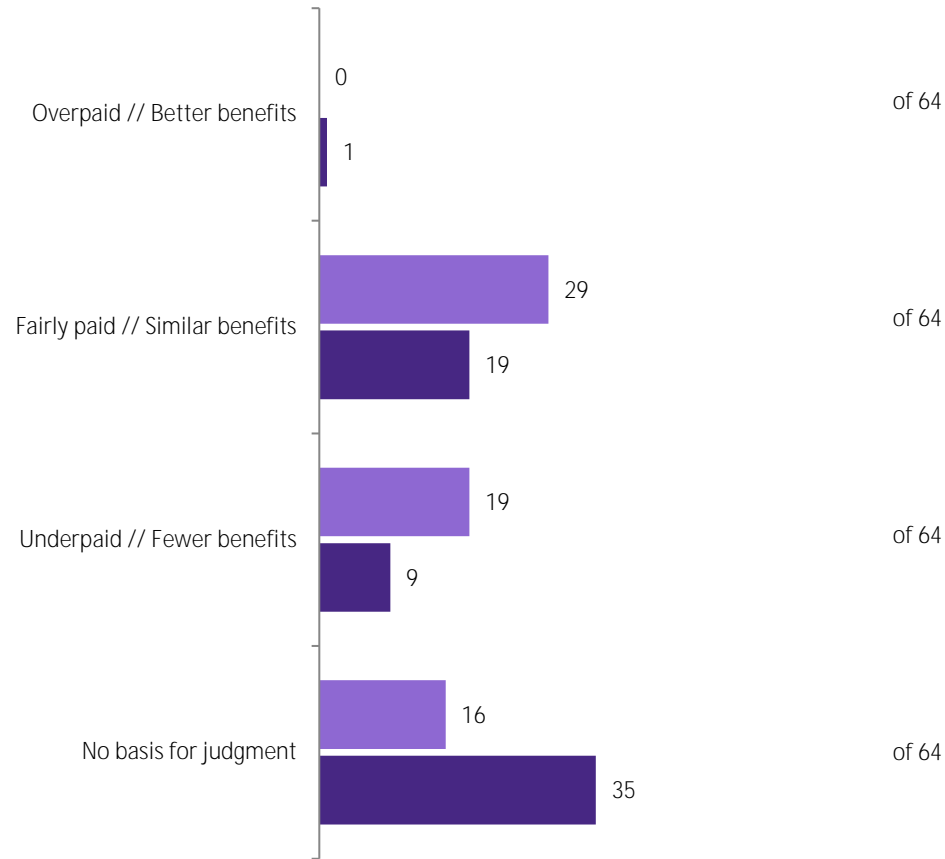
Campus Safety Statements | Agreement

Percent Selected

Compensation / Benefits Satisfaction & Other Desired Benefits

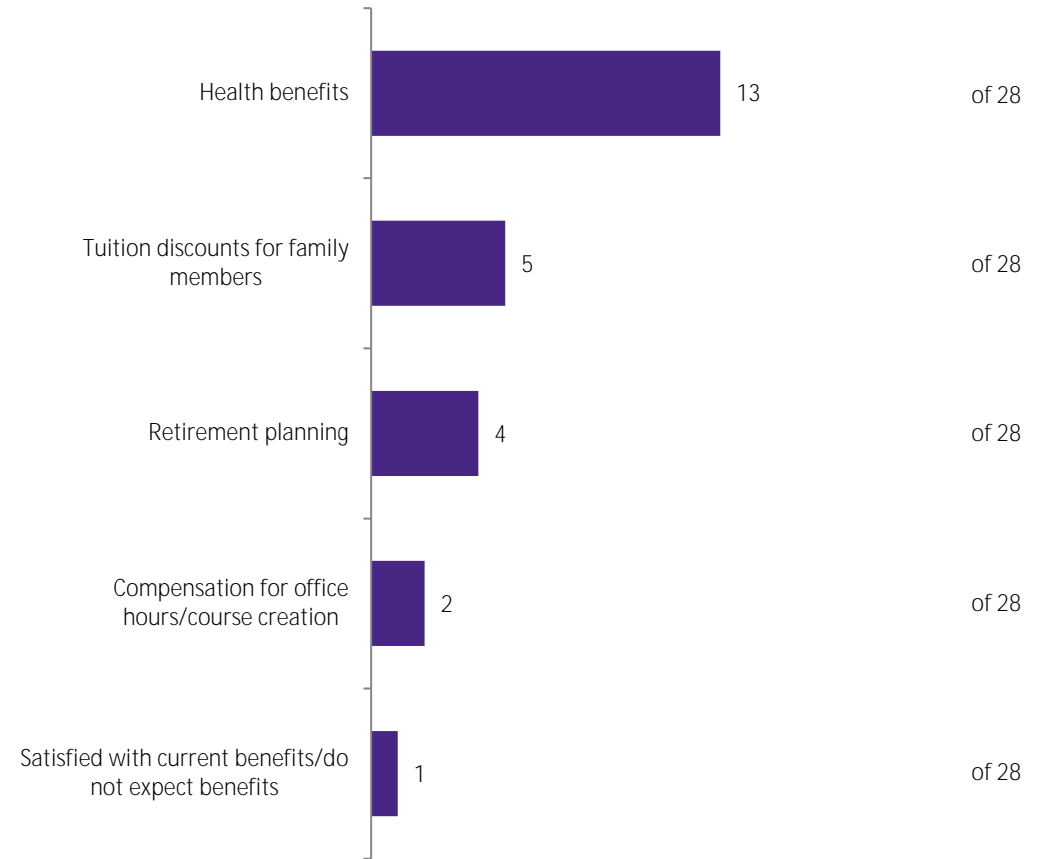
Compensation & Benefits Satisfaction N=33.8%

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



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



Recruitment/Evaluation Statements & Issues/Concerns Impacting Performance

Recruitment/Evaluation Statements | Agreement

Percent Selected

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
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.

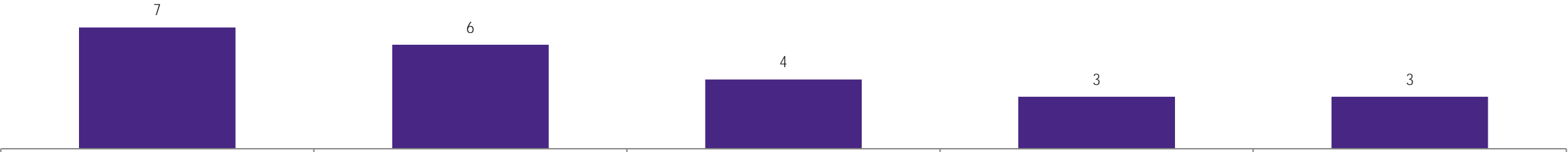


Comments Pertaining to UNA Administration

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



Approach

Respondent Profile

Adjunct / PT Instructor Results

Full-Time Instructor Results

Academic & Associate Dean Evaluations

Academic Dean Evaluation

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

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

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%



Satisfaction With Administrator Job Performances

Satisfaction with Job Performances

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

Diversity Statements | Agreement
Percent Selected

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 & Technology Statement Agreement

Hiring Statements | Agreement

Percent Selected

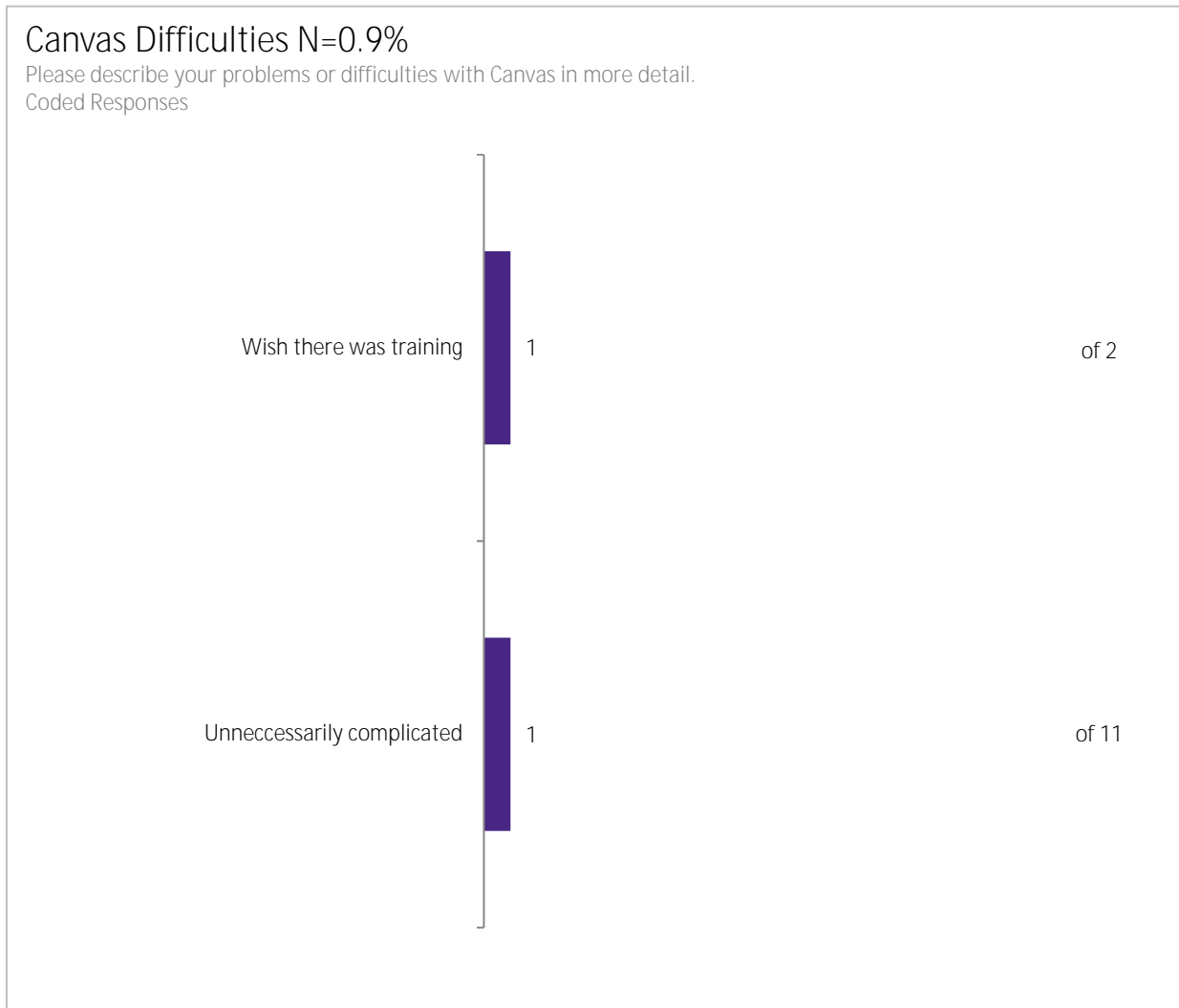
Statement	5	4	3	2	1	Total
The hiring of new faculty is done fairly and equitably.	54%	20%	17%	9%		70.1%
The allocation of resources to hire new faculty are fair and equitable.	49%	15%	21%	15%		70.1%
The hiring of new staff is done fairly and equitably.	41%	17%	12%	31%		70.1%
The allocation of resources 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	5	4	3	2	1	Total
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%				



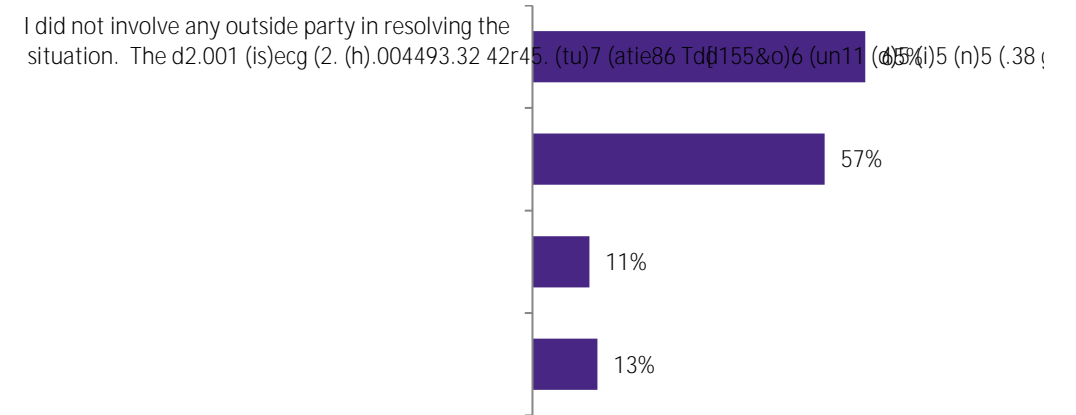


Academic Dishonesty Problem Level & Handling Methods

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



Comments Around Academic Dishonesty & UNA Response

Comments on Academic Dishonesty and UNA Response N=5.4%

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Exam Proctor Service & UNA Health Services Statement Agreement

Administrative Growth | Agreement

Percent Selected

Expansion at the administrative ranks is coming at the expense of resources for faculty.	45%					

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

Accreditation Statements | Agreement

Percent Selected



Campus Safety Statements | Agreement

Percent Selected

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%



Research Statement Agreement & Compensation Satisfaction

Research | Agreement

Percent Selected

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.)y0(e)5 (d)to					



Recruitment/Evaluation & Faculty Senate Statement Agreement

Faculty Senate Statements | Agreement

Concerning the Faculty Senate at UNA...
Percent Selected



Shared Governance & Policy Development Statement Agreement

Policy Development Statements | Agreement

Percent Selected

Issues/Concerns Impacting Job Performance

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

