

2022 Faculty Attitude Survey Report

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Submitted to the President of the Faculty Senate of the University of North
Alabama on August 17, 2022

The 2022 Faculty Attitude Survey at the University of North Alabama (UNA) was available from April 26 through May 13, 2022

considers a violation of academic standards (91%), and how to report academic conduct violations at UNA (81%). (This was a new question to the 2022 survey.)

12. As was the case in 2021, adjunct/part-time instructors are about evenly split regarding whether they are fairly (34.8%) or unfairly (37.2%) compensated, though unlike 2021, more respondents feel underpaid than fairly paid. Consequently, the 2022 numbers match the 2020 survey. Z P Œ]vP v (]š • • š](š]}vU šZ u} o Œ •%o }v • š basis for judgment (55.8%).
13. The most cited benefit (6 of 27 respondents) that adjuncts/part

26. Faculty indicate less agreement regarding the university adopting and funding (less than 50% agree) a comprehensive proctoring service across all colleges and departments, and only 36% agree that they need more services/support than Respondus for proctoring online exams.
27. Faculty report being aware of experiential and work-based learning support programs, but only half of the respondents are aware of the QEP on experiential and work-based learning.
28. Faculty view cheating as at least an occasional problem in face-to-face (52% agree) and online courses (48% agree). Relatedly, the majority of respondents (68%) did not involve any outside party in resolving the academic dishonesty incident, with the issue being handled between the faculty member and student.
29. In open-ended responses, faculty suggest that the university handles academic dishonesty inconsistently (4 responses), and online academic dishonesty is more prevalent (3 comments).
30. Half of faculty respondents indicate administrative expansion is a problem at UNA, and half

report not having sufficient time and funds to conduct their research.

40. Faculty generally express support in the university that recruitment efforts should be geared toward attracting higher quality students to UNA.

Moreover, faculty are generally satisfied with their level of autonomy in improving academic programs.

41. By a 4-to-1 margin, faculty do not believe the instructor and course evaluation process at UNA is a good indicator of teaching skills, and slightly more than 1/3 see grade inflation as a problem at UNA.

42.

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- f* Approach
 - f* Respondent Profile
 - f* ~~Adjunct / PT Instructor Results~~
 - f* Full-~~Time~~

The qualitative study involved 100 faculty members at UNL. This was a general survey of the opinions of full-time, part-time, and adjunct professors. The goal of this study was to gather faculty feedback about the campus climate on matters such as creating an inclusive environment, evaluation of work environment, technology and its usage in instruction, and perceptions of the administrative staff.

Key Metrics Evaluated

- ‡ Agreement with diversity statements
- ‡ Agreement with work environment statements
- ‡ Agreement with diversity statements
- ‡ Agreement with winter/summer teaching statements
- ‡ COVID-19 impact evaluation
- ‡ Academic dishonesty evaluation
- ‡ Campus safety evaluation
- ‡ Recruitment, retention, and educational programming
- ‡ Administrator evaluation
- ‡ Attitudes towards salaries, support and benefits

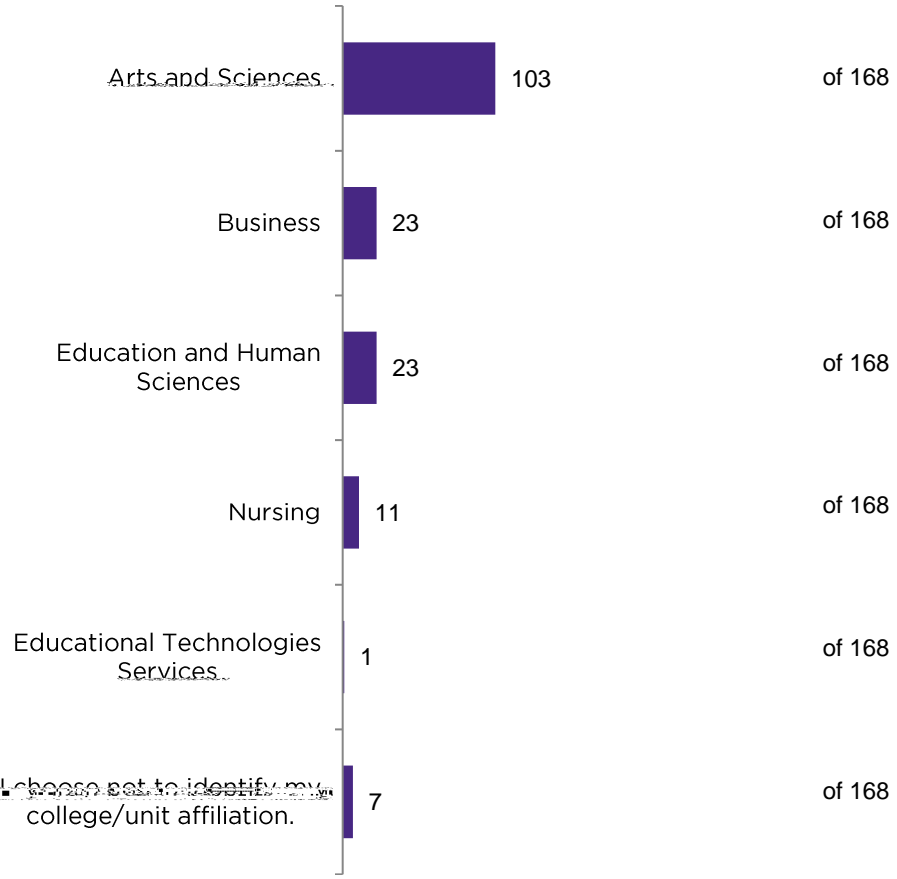
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- f* Approach
- f* Adjunct / PT Instructor Results
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Respondent Profile

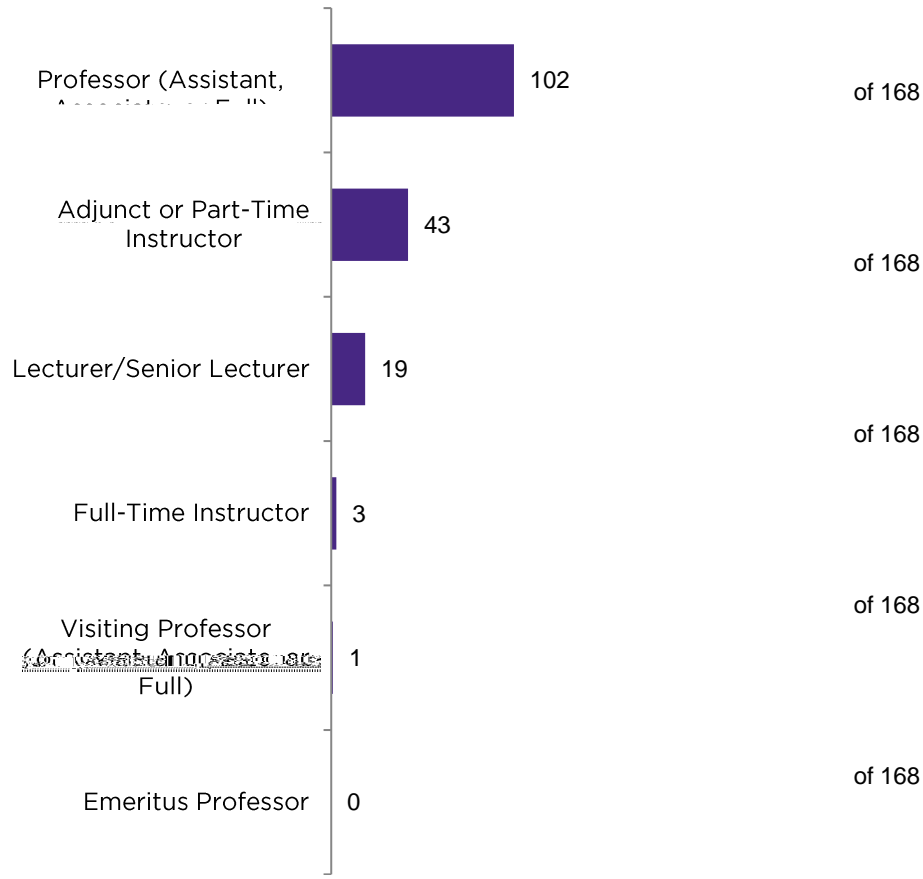
College Unit/Affiliation N=100.0%

Choice Count



Please indicate your faculty classification.

Choice Count





Statement: Agreement: Diverse

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for	N
<u>It is not comfortable to discuss our discussions dealing with sensitive information.</u>	71%	10%	5%	14%	25.0%



Teaching & Technology Statements | Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for	N
I have the resources I need to teach well.	88%	7%	3%	3%	25.6%
I have sufficient technology to teach effectively.	79%	16%	5%	0%	25.6%
I have sufficient technology to create audio/video instructional delivery.	77%	10%	7%	5%	25.6%
I know how to create audio/video instructional delivery.	72%	7%	10%	9%	25.6%
My departmental colleagues appreciate the work I do.	70%	10%	5%	14%	25.6%
Educational Technology Services design has been helpful in my course.	56%	31%	9%	14%	25.6%
I know how to caption my instructional materials.	49%	26%	3%	23%	25.6%

Facilities Usage Statement Agreement

Facilities Usage Statements | Agreement

Percent Selected

Statement	Yes	No	N
Since I have been working at JNA, I have attended cultural events on campus.	56%	44%	26.5%
Since I have been working at JNA, I have attended athletic events.	44%	56%	26.5%
Since I have been working at UNA, I have received	21%	79%	26.5%
advantage of the Faculty/Staff Wellness Center.	20%	88%	26.5%

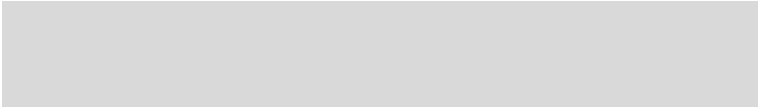


How significant of a problem is content distribution in my live lecture/online class?

Percent Selected

Physical Working Conditions | Agreement

Percent Selected



Physical Working Conditions | Agreement

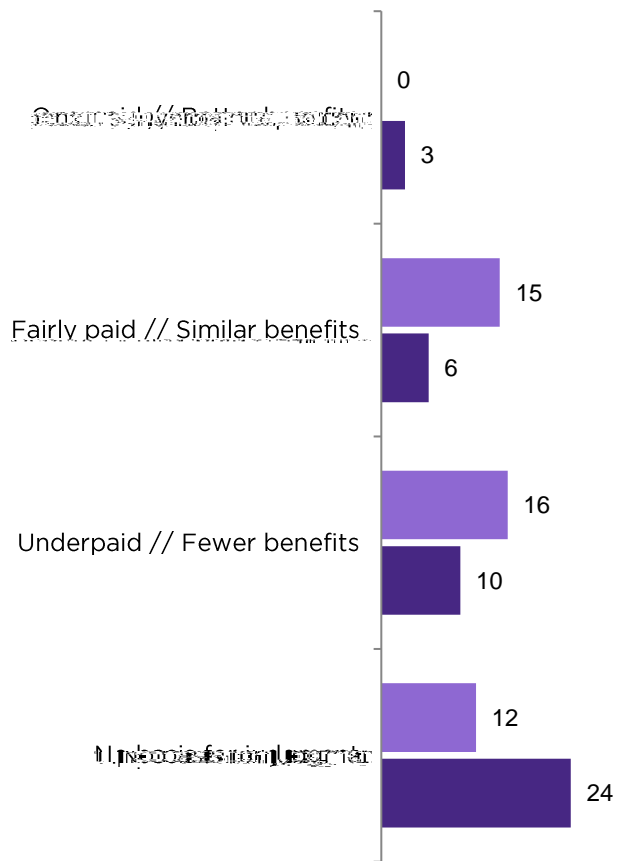
Percent Selected



Comparison of Benefit Satisfaction N=26.5%

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

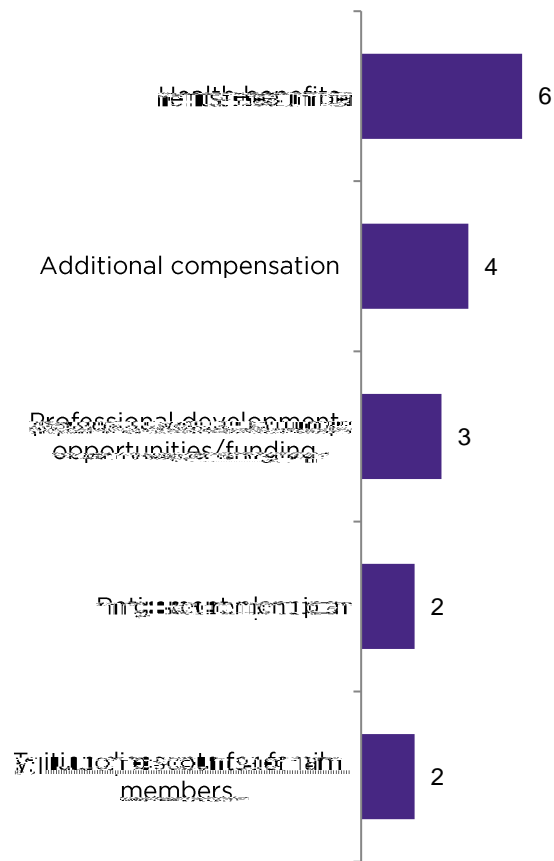
Choice Count



Desired Benefits for Adjuncts N=16.1%

What other benefits would you like to see UNA provide with your adjunct contract?

Top 5 Coded Responses





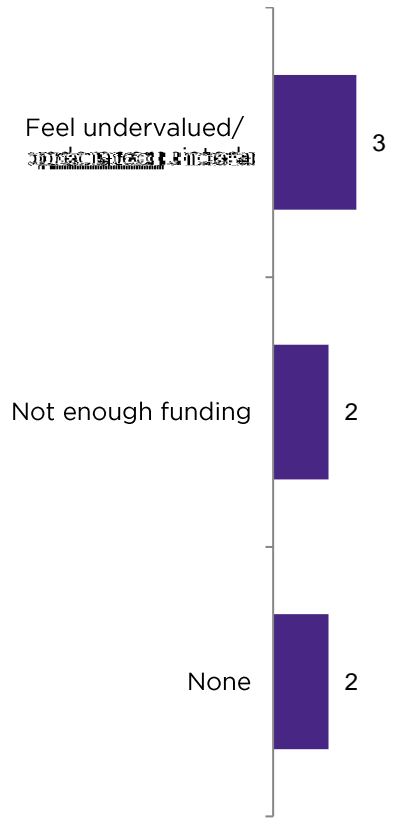
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for	N
providing services that will successfully retain students.	47%	28%	23%	2%	26.5%
The current level of resources should be geared toward attracting high quality students to the university.	42%	30%	18%	10%	26.5%
The current instructor/course evaluation process at UNA is a good	37%	49%	10%	4%	26.5%
is a problem at UNA.	26%	21%	19%	35%	26.5%

Issues/Concerns Impacting Job Performance N=4 (2%)

have an immediate impact on you or your ability to perform your job.

Based on responses:



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President Kenneth Kirtz Evaluation

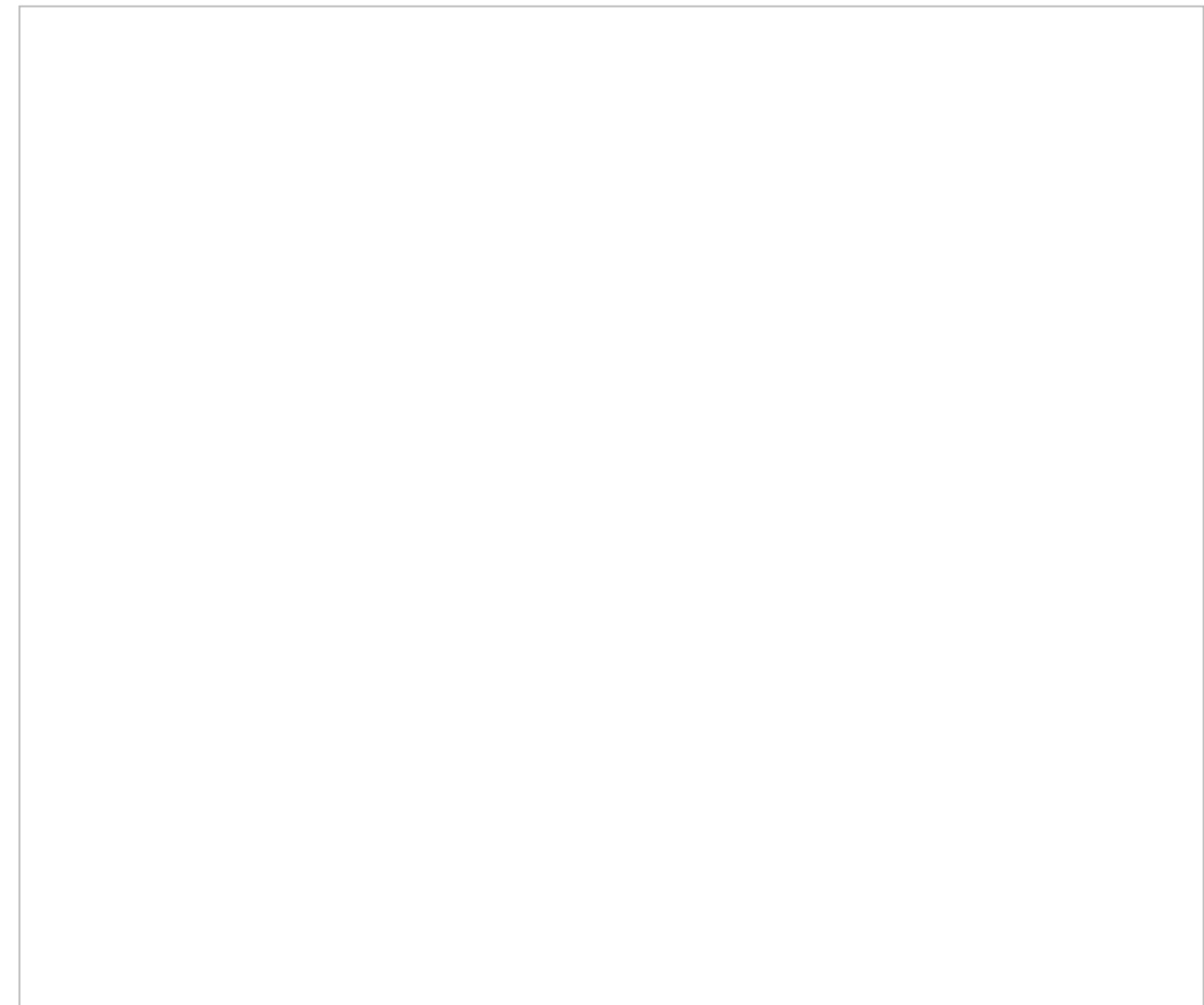
Concerning President Kenneth Kirtz's performance with his
Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for	N
Effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 2004")	89%	3%	3%	6%	74.4%
Communication with the faculty.	86%	7%	3%	4%	74.4%
Overall job performance.	85%	8%	3%	5%	74.4%

Vice President for AA & Provost Ross Alexander Evaluation

Percent Selected





UNA Administration Comments N=18.5%

Please see comments for more details on the work to be done to improve our current environment and how we can UNA and the initiatives we want to like to

Diversity Statements Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for		N



Experiential Learning Statement Agreement

Percent Selected

Academic Dishonesty: Detection Level & Use of Honesty Method

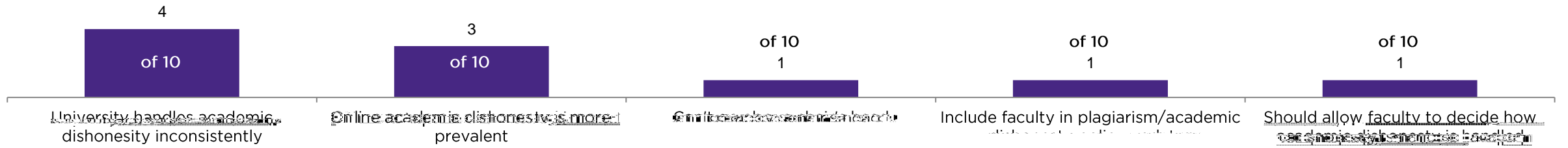
How Academic Dishonesty Detection Level Headline No 64736

How have you seen people detect academic dishonesty at UAG? Please check all that have been marked as general. In other words, you can select all that apply.

Percent Selected



to academic dishonesty among students
Top 5 Coded Responses





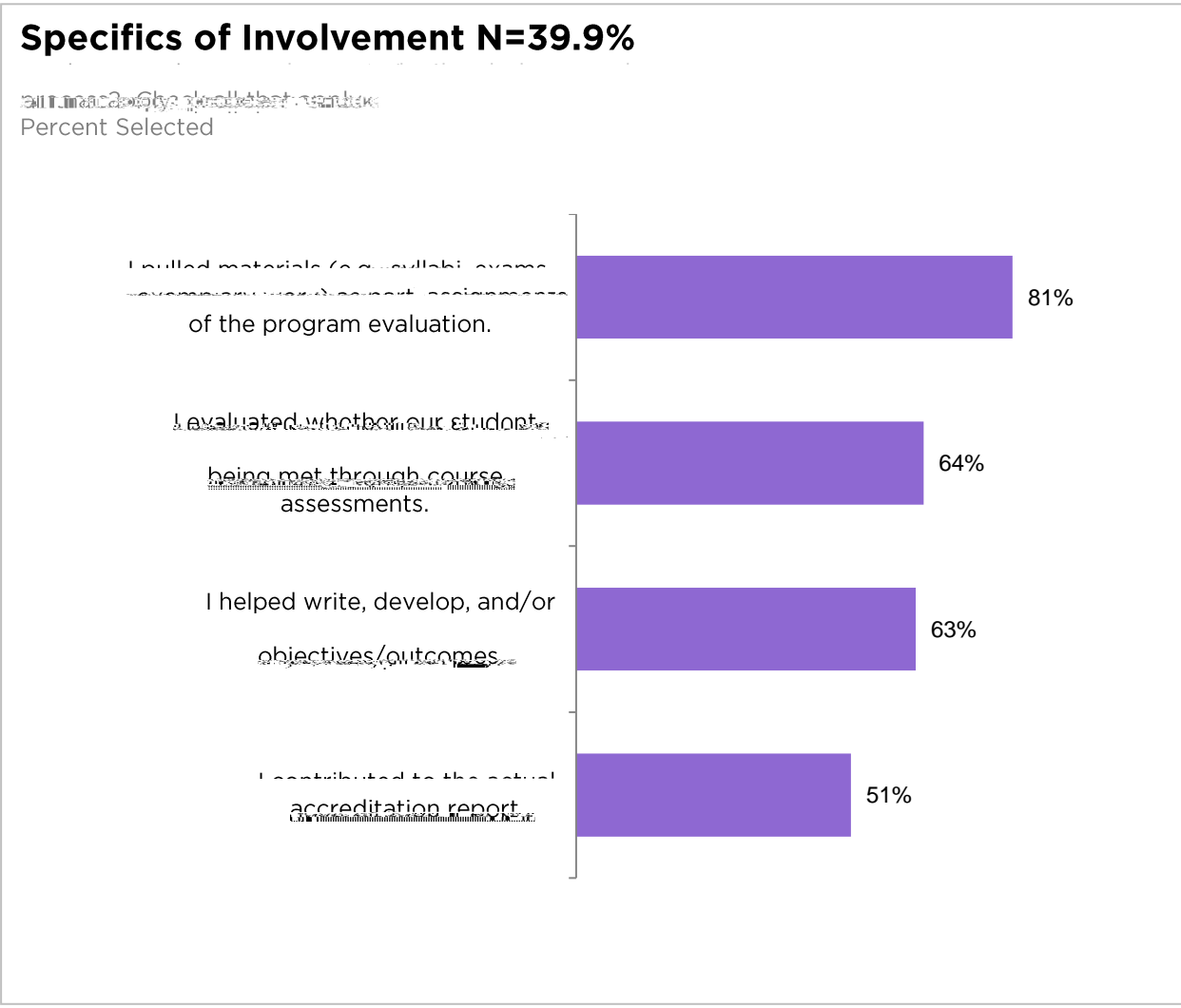
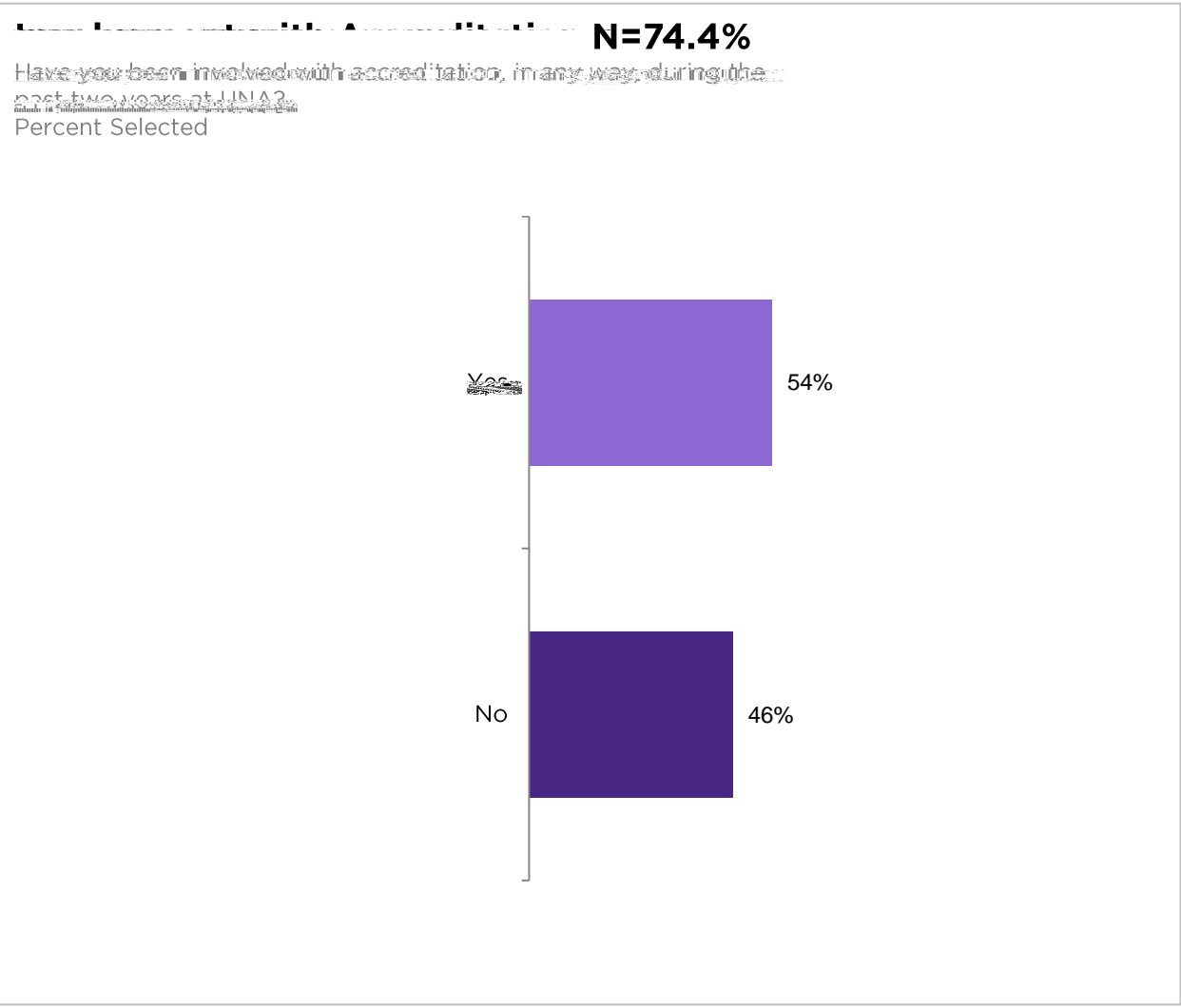
Percent Selected

Statement	Agree	Neutral				



Please explain what administrative work you've been assigned and how it has hindered the

Top 5 Coded Responses



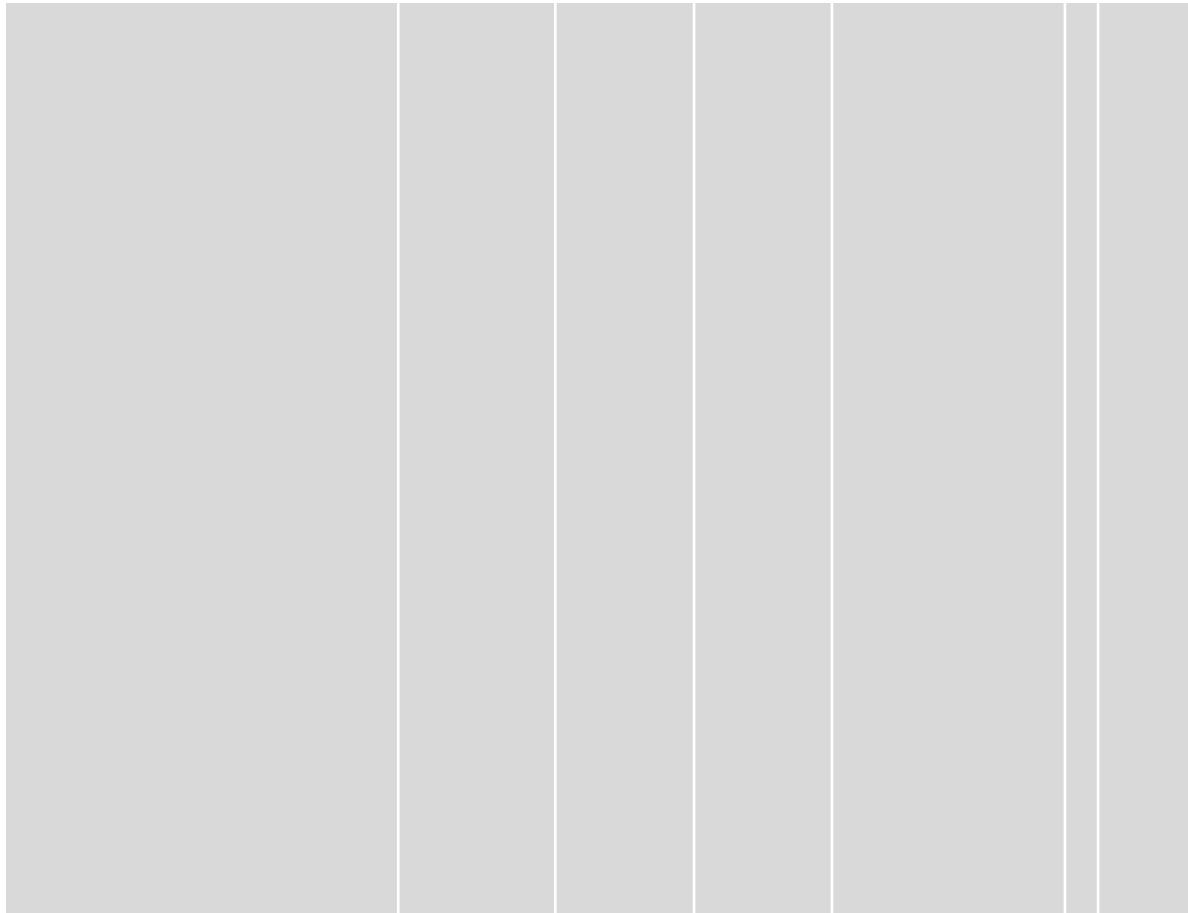
Accreditation Concerns Agreement

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for	N
I have sufficient support/assistance for accreditation processes.	53%	28%	15%	4%	40.5%
I want to learn more about how to create course objectives/outcomes for proper student evaluation.	46%	28%	23%	3%	73.2%
I want to learn more about aligning my individual courses with my program's subject area.	45%	29%	23%	3%	73.2%
I want to learn more about accreditation documentation for my own courses.	40%	28%	25%	4%	73.2%

Campus Safety Statements | Agreement

Percent Selected





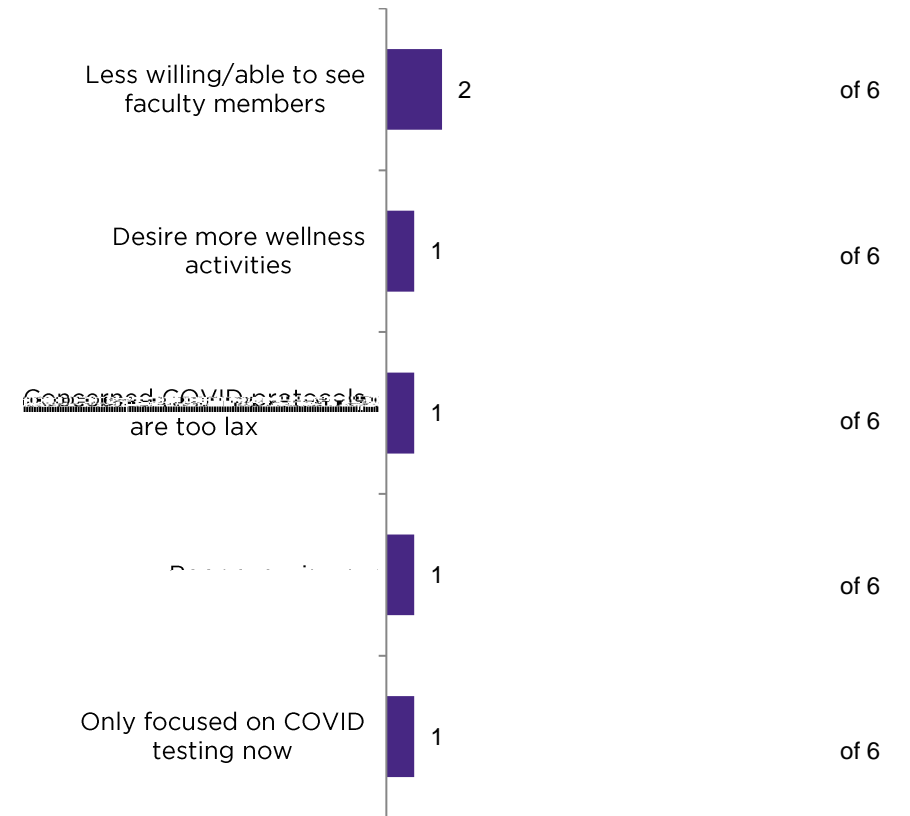
COVID Response & UHS Statements - Assessment

Percent Selected

Statement	Agree	Neutral	Disagree	No Basis for	N
I was notified with the correct timelines from the CRTF.	77%	11%	10%	3%	74.4%
I was satisfied with UNA's overall response to COVID.	65%	16%	18%	3%	74.4%
I was satisfied with the decisions made by the CRTF.	63%	16%	18%	3%	74.4%
Overall, I am satisfied with the quality of services provided by Health Services.	58%	13%	8%	22%	74.4%

UHS Performance

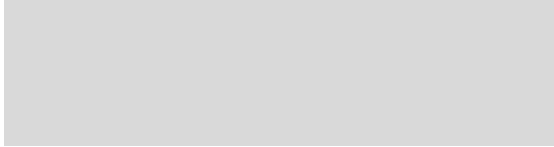
Please select the statement that best describes your opinion of the UHS performance. (6 responses)





Fall 2022 Survey Summary: Student Statement of Assessment

Percent Selected



Recruitment/Evaluation & Faculty Senate Statement Agreement

Agreement

Concerning the Faculty Senate at UNH
Percent Selected

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Parental Leave & Shared Governance Statement Agreement

Statement	Agree	Neutral	Disagree	No Basis for	N
	59%	13%	23%	6%	73.8%
The shared governance system ensures delegated to the appropriate committee.	52%	18%	8%	22%	74.4%
The process involved in filling shared equitable.	50%	2%	8%	22%	74.4%
The shared governance system effectively represents faculty interests	44%	23%	15%	19%	73.8%
Policy development is effectively addressed through the current two-tiered system of governance	44%	21%	14%	22%	

Issues/Concerns Impacting Job Performance

University of North Carolina at Chapel Hill - Research Center for Health Equity Promotion

Top 5 Coded Responses

