# 2019 Faculty Attitude Survey Report

Committee Members:

Jason Imbrogno (Chair)

Andrea Hunt

Karen Townsend

Craig Robertson

Lee Renfroe

Submitted to the Faculty Senate of the University of North Alabama on August 20, 2019

The online survey reached 226 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 [redacted] on, and [redacted]

[redacted]

Average of attendance statements

Academic dishonesty evaluation

Statements

afety evaluation

Recruitment, retention, and educational programming

environment statements

Administrator evaluation

statements

Attitudes towards salaries, support and benefits

Compliance with ADA standards



© 2018 Qualtrics – Confidential & Proprietary

© 2018 Qualtrics – Confidential & Proprietary

# Table of Contents

Approach

Respondent Profile

Adjusted / RT Hypothesis Results

Full Sample Results



© 2018 Qualtrics – Confidential & Proprietary

## Teaching & Technology Statements | Agreement

Percent Selected



© 2018 Qualtrics – Confidential & Proprietary

## Facilities Usage Statements | Agreement

Percent Selected

| Statement | | No | | N |
|---|---|---|---|---|
| Since I have been working at UNA, I have attended cultural events on campus. | | | | |
| | | | | |
| | | | | |
| | | | | |

## ADA Compliance Statements | Agreement

Percent Selected

© 2018 Qualtrics – Confidential & Proprietary

## Level

Percent Selected

© 2018 Qualtrics – Confidential & Proprietary

## Agreement

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis for Judgment | | N |
|---|---|---|---|---|---|---|
| It is my perception that the classroom temperatures are conducive to learning. | 44% | | | | | |
| | | | | | | |

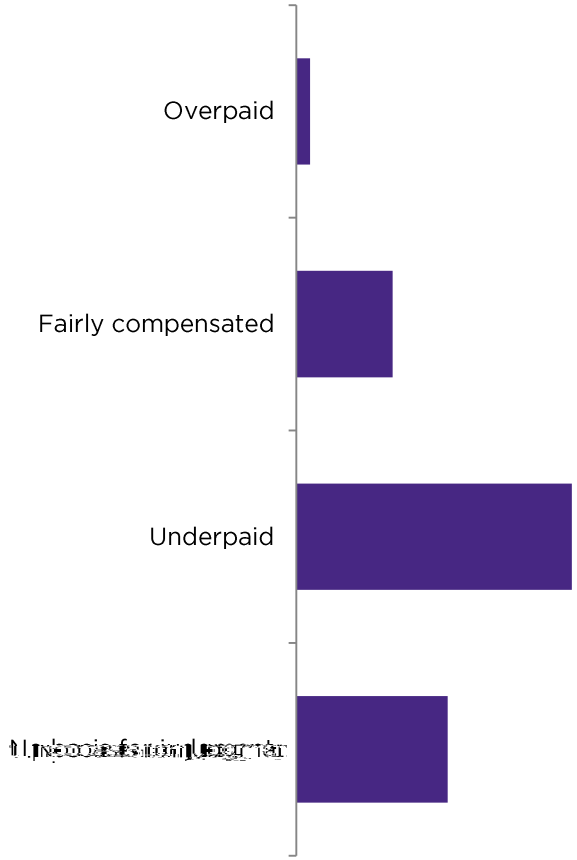
## Campus Safety Statement | Agreement

Percent Selected

© 2018 Qualtrics – Confidential & Proprietary

## Compensation Satisfaction

Compared to adjunct faculty members at institutions similar to UNA, I am:
Percent Selected
N= 39




## Compensation Improvement Suggestions

What suggestion would you like to offer UNA to improve your adjunct compensation?
Top 5 Coded Responses
N = 28

© 2018 Qualtrics – Confidential & Proprietary

# Recruitment/Evaluation Statements & Issues/Concerns Impacting Performance

Percent Selected

| Statement | | | | | | |
|---|---|---|---|---|---|---|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

© 2018 Qualtrics – Confidential & Proprietary

© 2018 Qualtrics – Confidential & Proprietary

## President Kenneth Kitts Evaluation

Percent Selected

| Statement | Agree | Neutral | Disagree | | | |
|---|---|---|---|---|---|---|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

Percent Selected

© 2018 Qualtrics – Confidential & Proprietary

© 2018 Qualtrics

## Department Chair Evaluation

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis | | |
|---|---|---|---|---|---|---|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

© 2018 Qualtrics – Confidential & Proprietary

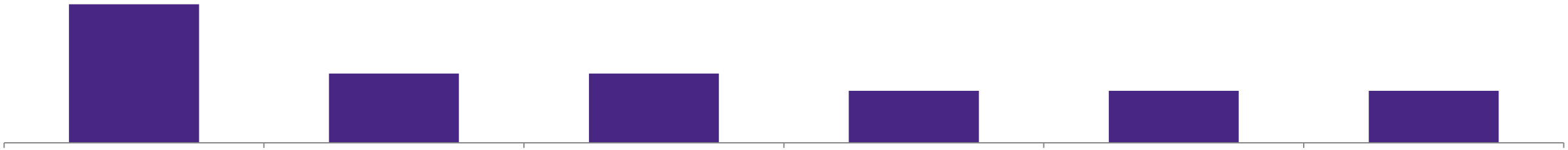
## Satisfaction with Job Performances

Percent Selected

| Statement | Agree | Neutral | | | | |
|---|---|---|---|---|---|---|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

© 2018 Qualtrics – Confidential & Proprietary

Top 6 Coded Responses
N = 38



© 2018 Qualtrics – Confidential & Proprietary

# Diversity & Title IX Statement Agreement

## Diversity Statements | Agreement

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis for Judgment | | N |
|---|---|---|---|---|---|---|
| [redacted] an inclusive environment for students [redacted] | | 16% | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

## Title IX Statements | [redacted]

Percent Selected

© 2018 Qualtrics – Confidential & Proprietary

## Hiring Statements | Agreement

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis for Judgment | | N |
|---|---|---|---|---|---|---|
| It is my perception that hiring of new faculty in [illegible] | 63% | 14% | 17% | 6% | | 163 |
| It is my perception that hiring of new staff is done fairly and equitably. | 47% | 15% | 13% | 25% | | 163 |
| It is my perception that the allocation of resources to hire new faculty are fair and equitable. | 45% | 17% | 26% | [illegible] | | 163 |
| It is my perception that the allocation [illegible] and equitable. | [illegible] | 13% | 18% | 28% | | 163 |
| It is my perception that hiring of new administrators is done fairly and equitably. | 38% | 18% | 18% | 26% | | 163 |
| It is my perception that the allocation of resources to hire new administrators are fair and equitable. | 37% | 17% | 19% | 28% | | 162 |

## Technology Statements | Agreement

Percent Selected

© 2018 Qualtrics – Confidential & Proprietary

## Policy Statements | Agreement

Percent Selected

| Statement | Agree | Neutral | Disagree | Prefer not to say | | N |
|---|---|---|---|---|---|---|
| I support the recently approved pay increase for adjuncts. | 98% | 1% | 1% | 1% | | 162 |
| Adjunct and overload pay must be tied to any general cost of living salary increases. | 78% | 12% | 4% | 6% | | 162 |
| advances these instructors' interests. | 64% | 10% | 15% | 10% | | 162 |
| | 63% | 19% | 6% | 12% | | 162 |
| The recently approved "merit pay" policy for professors will encourage greater | 55% | 18% | 10% | 17% | | 162 |
| The recently approved policy creating Lecturer and Senior Lecturer positions will | 52% | 18% | 18% | 12% | | 162 |
| [illegible] | 48% | 24% | 21% | 7% | | 161 |
| The suggested process to direct outside press inquiries to Bryan Rachal (UNA Director of Communications and Marketing) is appropriate. | 41% | 16% | 27% | 16% | | 162 |
| The recently approved "merit pay" policy for professors will encourage greater [illegible] only for professors who [illegible] | 32% | 23% | 27% | 18% | | 162 |

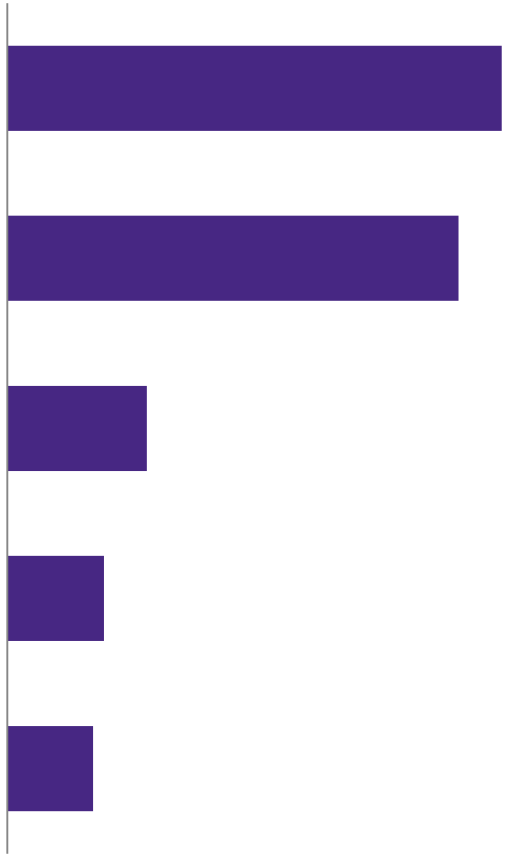


© 2018 Qualtrics – Confidential & Proprietary

# First Amendment Freedoms Under Duress & Reasons Why

## First Amendment Freedoms Under Duress

Which freedoms enshrined in the First Amendment are under duress at UNA? Check all that apply.
Percent Selected
N = 59



## Why Freedoms Are Under Duress

pursue to correct it.
Top 6 Coded Responses
N = 26

© 2018 Qualtrics – Confidential & Proprietary

# Implantes Cosmo ADA Compliance & Methodist Lecture Series Compliance

## rec ive Lecture Course ADA Compl a

Multiple lecture courses are compliant with standards related to the Americans with Disabilities Act (ADA).

Percent Selected

N = 161

## Verbatim Feedback for Improving Compliance

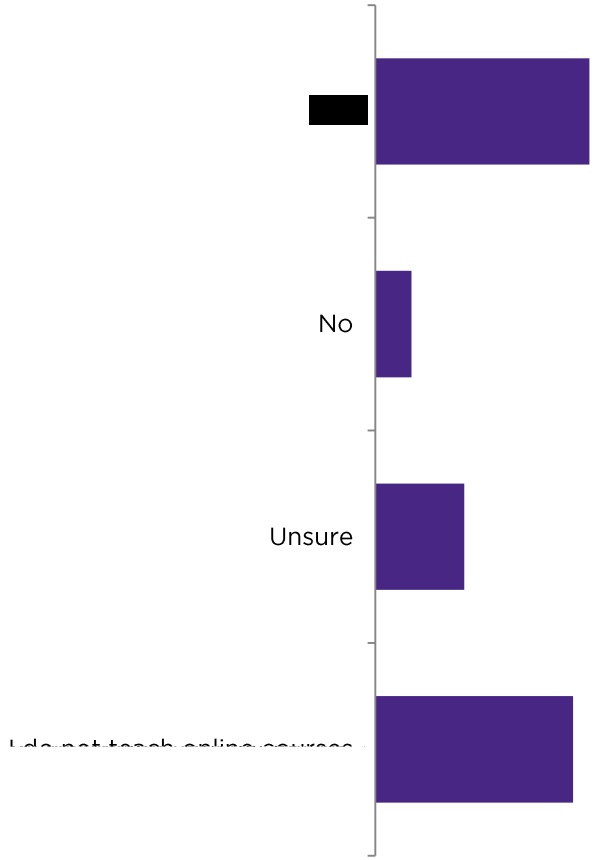
What would you want immediately to see in order to begin making your lecture courses

Top 4 Coded Responses

N = 33

© 2018 Qualtrics – Confidential & Proprietary

(ADA).
Percent Selected
N = 163




## How to Make Online Courses ADA Compliant

What would your most immediate need be in order to begin making your online courses compliant with ADA standards?

Top 5 Coded Responses

© 2018 Qualtrics – Confidential & Proprietary

## UNA Health Services | Agreement

Percent Selected

| Statement | [illegible] | No | No Basis for Judgment | | N |
|---|---|---|---|---|---|
| I am aware of the Healthy UNA Wellness Program offered to | [illegible] | 28% | 9% | | [illegible] |
| Overall, I am satisfied with the quality of services provided by Health Services | 62% | 5% | 33% | | 162 |



© 2018 Qualtrics – Confidential & Proprietary

## Winter/Summer School Statements | Agreement

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis for Judgment | | N |
|---|---|---|---|---|---|---|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

© 2018 Qualtrics – Confidential & Proprietary

# Administrative Growth Statement Agreement

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis for Judgment | | N |
|---|---|---|---|---|---|---|
| Expansion at the administrative ranks [illegible] faculty. | 52% | 13% | 10% | 25% | | 162 |
| Administrative expansion is a problem at UNA. | 50% | 19% | 10% | 22% | | 162 |
| Administrators make more work for faculty. | 49% | 23% | 10% | 18% | | 162 |

© 2018 Qualtrics – Confidential & Proprietary

## Campus Safety Statement | Agreement

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis for Judgment | | N |
|---|---|---|---|---|---|---|
| It is my perception that I work environment. | 84% | 9% | 7% | 0% | | 162 |
| It is my perception that the campus is safe and secure for students. | 82% | 10% | 6% | 1% | | 162 |
| I am confident that personal belongings in my office are [redacted] | 65% | 22% | 10% | 3% | | 162 |
| There is adequate lighting on campus. | 64% | 15% | 19% | 2% | | 162 |
| Appropriate security is in place to protect equipment [illegible] | | | | | | |
| | | | | | | |
| | | | | | | |

© 2018 Qualtrics – Confidential & Proprietary

## Research | Agreement

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis for Judgment | | N |
|---|---|---|---|---|---|---|
| I have an active research agenda | 74% | 18% | 6% | 2% | | 101 |
| Faculty who fail to conduct any | | | | | | |
| | | | | | | |
| | | | | | | |

© 2018 Qualtrics – Confidential & Proprietary

Percent Selected

| Statement | Agree | Neutral | Disagree | No Basis for Judgment | | N |
|---|---|---|---|---|---|---|
| The University's recruitment efforts should be geared toward attracting [illegible] | 61% | 27% | 9% | 4% | | 162 |
| [illegible] authority for the improvement of the educational programs at UNA. | [illegible] | 19% | 17% | 4% | | 162 |
| [illegible] the University has made progress in successfully providing services to retain students. | 49% | 22% | 14% | 15% | | 162 |
| [illegible] is an issue at UNA. | [illegible] | 33% | 13% | 14% | | 162 |
| The Quality Enhancement Plan (QEP) has benefitted students by increasing their abilities in undergraduate research and [illegible] | [illegible] | 27% | 19% | 23% | | 162 |
| The current instructor/course evaluation process at UNA is a good | 12% | 32% | 53% | 3% | | 162 |

## 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. | 64% | 18% | 9% | 9% | | 162 |
| Effectively represents faculty... | 57% | [illegible] | 10% | 9% | | 162 |
| Provides a line of [illegible] communication between the Trustees that effectively represents faculty members' concerns. | 57% | 18% | 13% | 12% | | 162 |



© 2018 Qualtrics – Confidential & Proprietary

## Policy Development Statements | Agreement

Percent Selected

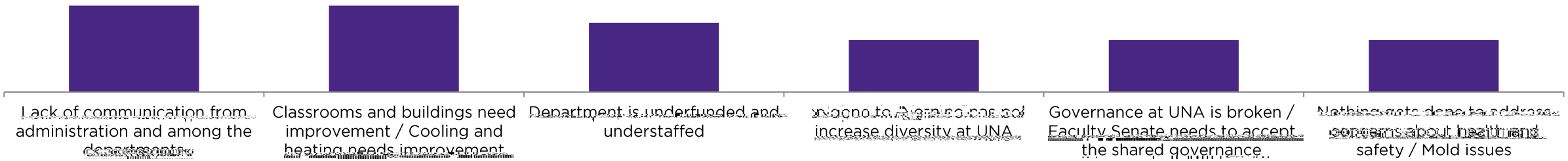
© 2018 Qualtrics – Confidential & Proprietary

# Issues/Concerns Impacting Job Performance

[illegible] on you job and you're able to perform your

Top 6 Coded Responses

N = 44






© 2018 Qualtrics – Confidential & Proprietary