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Staff Attitudes Survey 2022

May 2022

f Executive Summary

f Respondent Profile

f Survey Results

The online survey reached 265 staff members at UNA. The goal of this study was to gather staff feedback about the campus climate on issues such as harassment, attitudes towards salary, insurance, and benefits, and an evaluation of the Staff Senate.

Key Metrics Evaluated

- ‡ Administrator evaluation
- ‡ Attitudes towards salary, support, and benefits
- ‡ UNA addressing issues
- ‡ Understanding of pay plan policies
- ‡ Harassment experience
- ‡ Grievance options
- ‡ Support
- ‡ Attitudes towards staff senate
- ‡ Satisfaction with working environment
- ‡ Additional comments or topics

f Approach

f Respondent Profile

f Survey Results

x ~~...~~ satisfaction with the overall performance
PG %S 3PO , 1BUUFSTPO

x ~~...~~ the administration's positive impact on campus, however, 3 ~~...~~ with poor communication policies, and 4 ~~...~~ desire for greater connection between staff and administration.

x Respondents feel that UINA most effectively addresses issues relating to disability or able-ism (4.7 / 5.0) and that ~~...~~ effectively addresses issues relating to age or ageism (3.4 / 5.0).

x The percentage that indicate they have experienced discriminatory harassment has remained constant compared to last year (14%), however harassment ~~...~~ increased from 17% of the respondents in 2017, reported down to 7% this year.

x Most respondents feel that the campus is efficient (4.7 / 5.0) and that they feel safe on campus (4.5 / 5.0).

x Of the 22 who commented concerning technology, 10 indicated that ~~...~~ equipment, and 1 feel IT is unresponsive/helpful.
x ~~...~~ are in need of repair

x Of the 14 who commented concerning campus safety, 2 mention that ~~...~~ visible, and 2 feel cameras should be installed at parking decks and inside buildings

x Of the 10 who commented concerning ~~...~~ ~~...~~





- x Of the 33 who commented concerning salaries and benefits, 10 feel that UNA should offer more benefits or cover a greater share of costs
- x 91% are aware of the Healthy UNA worksite wellness program offered to employees
- x 154 of 259 of respondents review the Staff Digest every time it is published
 - x 9 are unaware of the Staff Digest
- x Respondents are highly satisfied with CDE's communications (4.4 / 5.0) and decisions (4.1 / 5.0) this year
- x Of the 71 most critical respondents who commented on their transition and department costs, 6 discussed topics are that they feel understaffed (9) and underfunded (6); 5 feel that the decision-making process within the department needs to be improved
- x consistent policies for all employees as they relate to weather closings, pandemic practices and remote work (3)



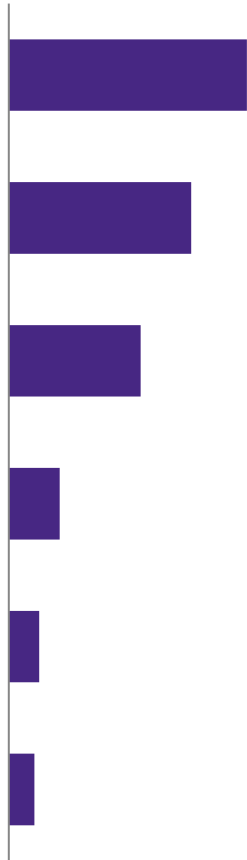
f ~~Approach~~

f Executive Summary

f Survey Results

Staff Member Level N=98 1%

Choice Count



Years Worked at UNA N=98.5%

Choice Count



Respondent Age N=98.5%

Choice Count



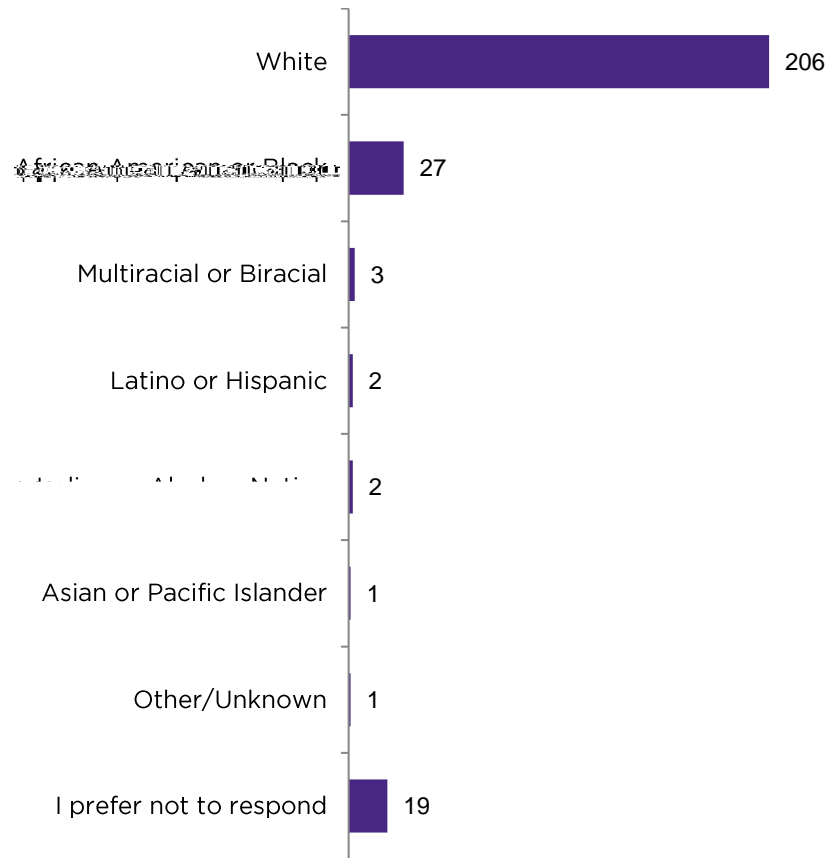
Respondent Gender N=98.1%

Choice Count

Respondent Profile

Respondent Ethnicity: N=298 5%

Choice Count



Respondent Orientation: N=307 1%

Choice Count



f Approach

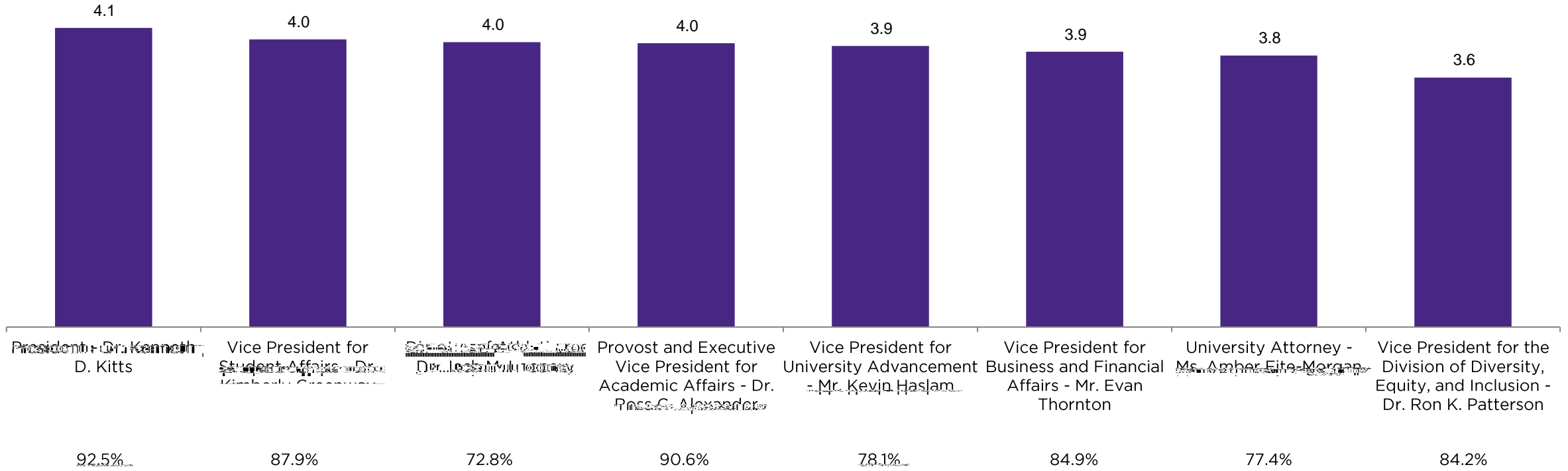
f Executive Summary

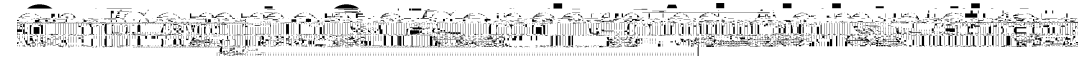
f Respondent Profile



Satisfaction With Administrative Job Performance

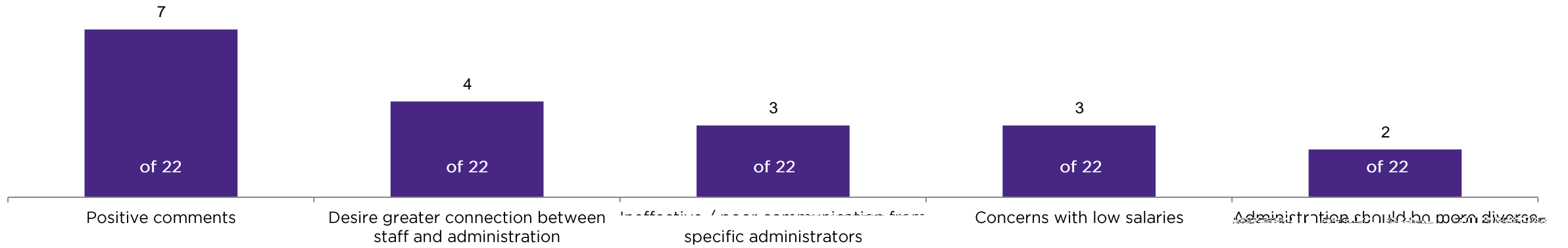
Concerning the members of the Executive Council, how satisfied with the overall job performance of
Mean Score: Five (Strongly agree) = 5; Strongly disagree = 1





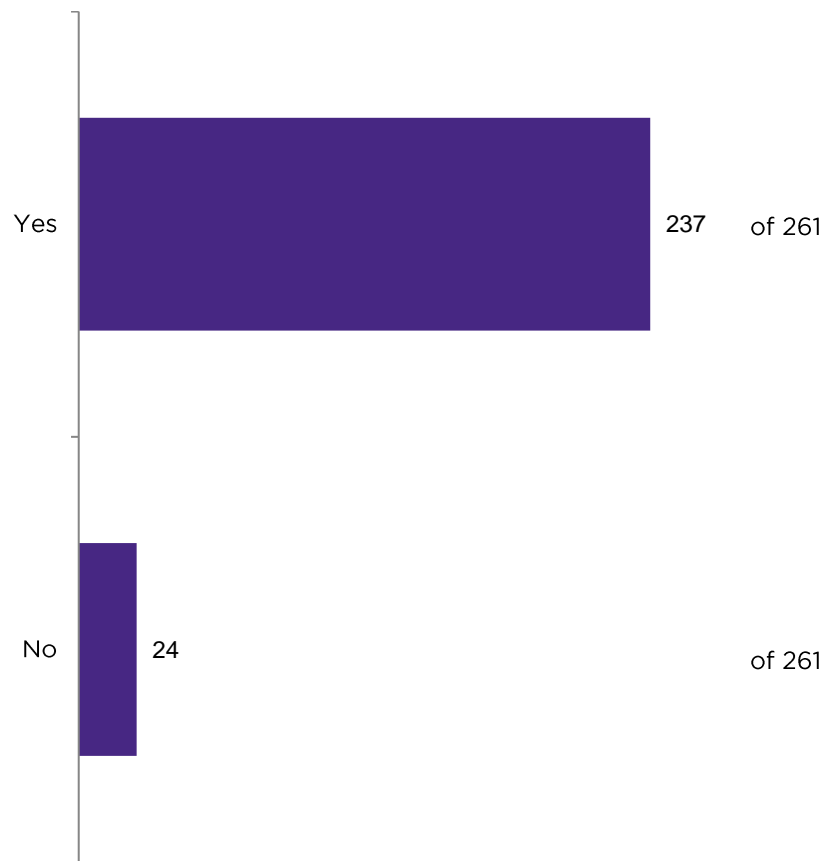
Administration Comments N=8.3%

Top 5 Coded Responses



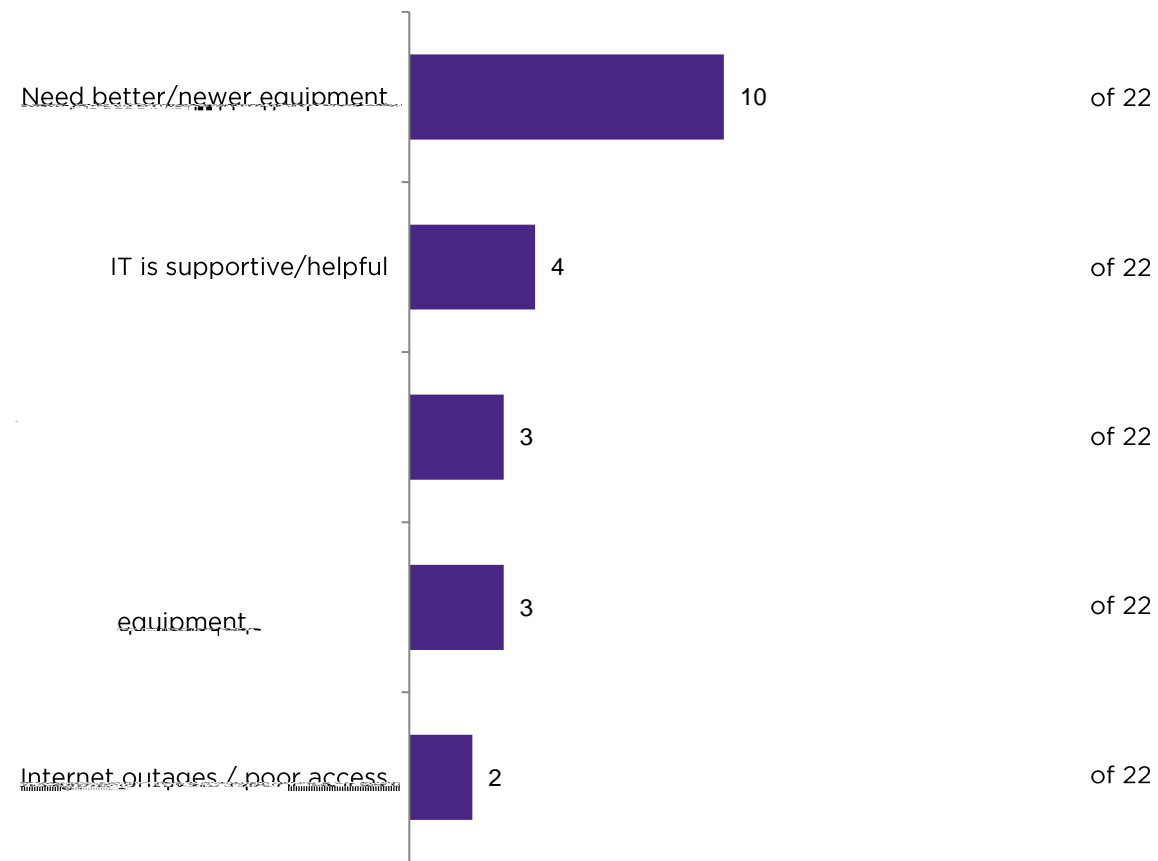
Sufficient Technology Support N=98.5%

Choice Count



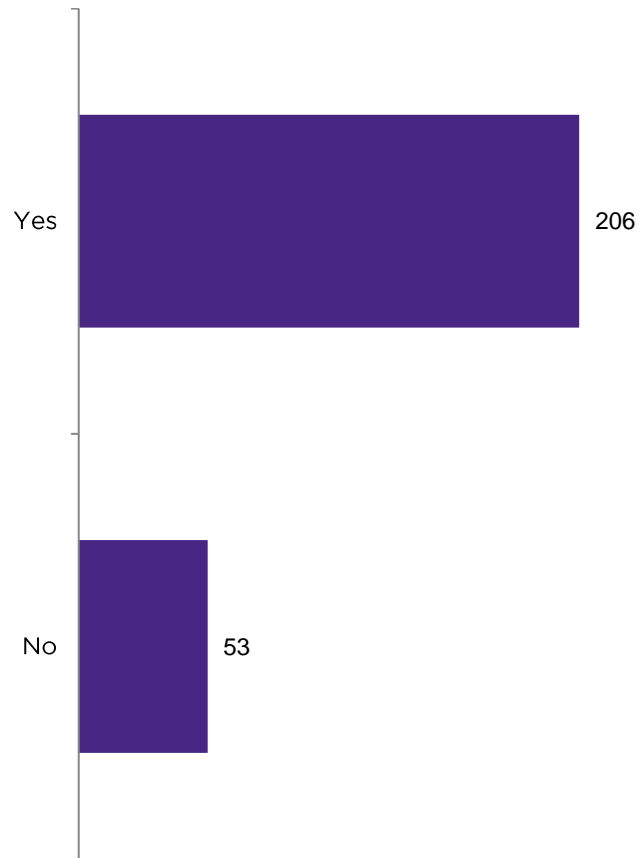
Technology On Campus Comments N=8.3%

Please share any additional comments concerning technology on campus.
Top 5 Coded Responses



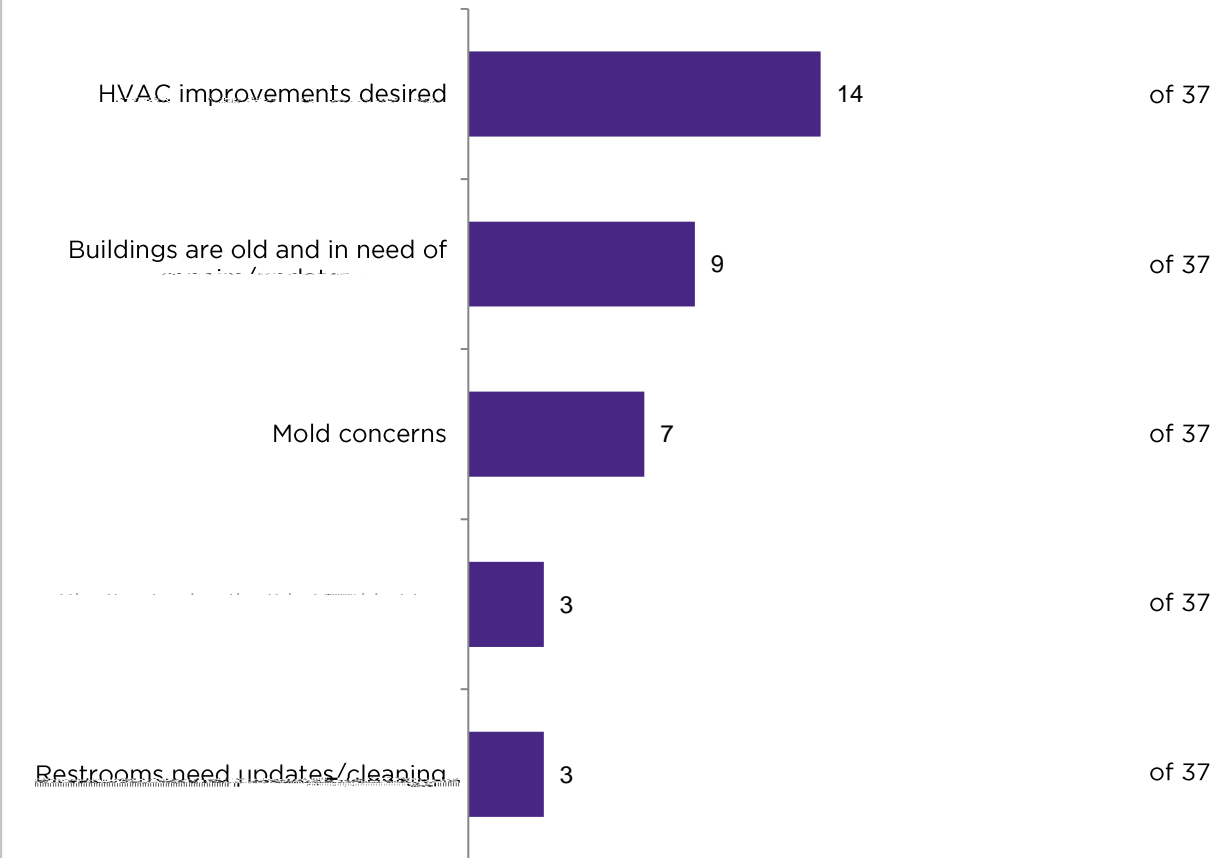
Satisfaction With Physical Work Environment & Work Environment Comments

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



Work Environment Comments N=14.0%

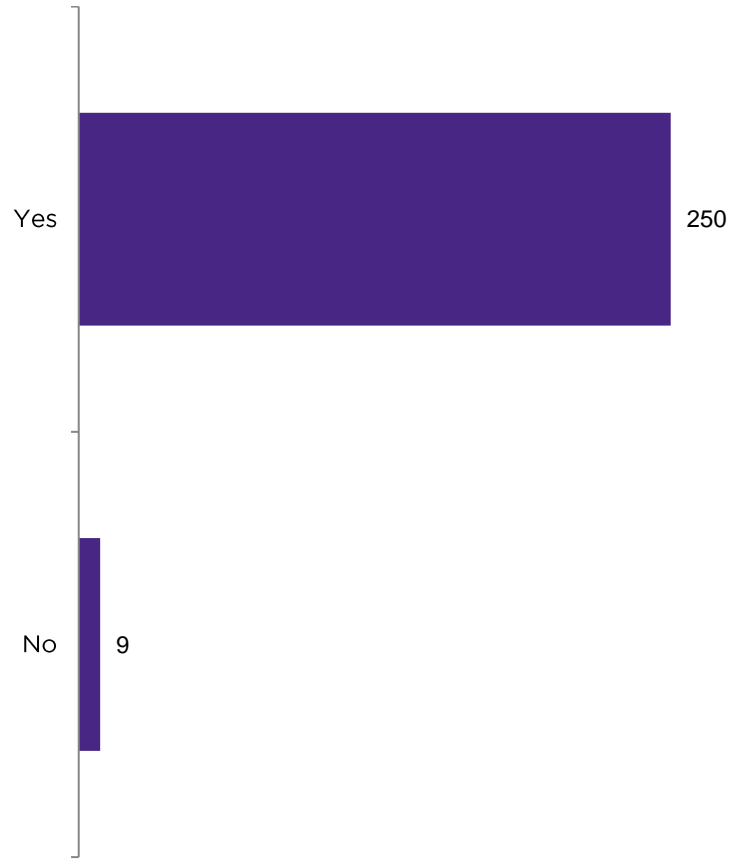
Please share any additional comments concerning your work environment.
Top 5 Coded Responses





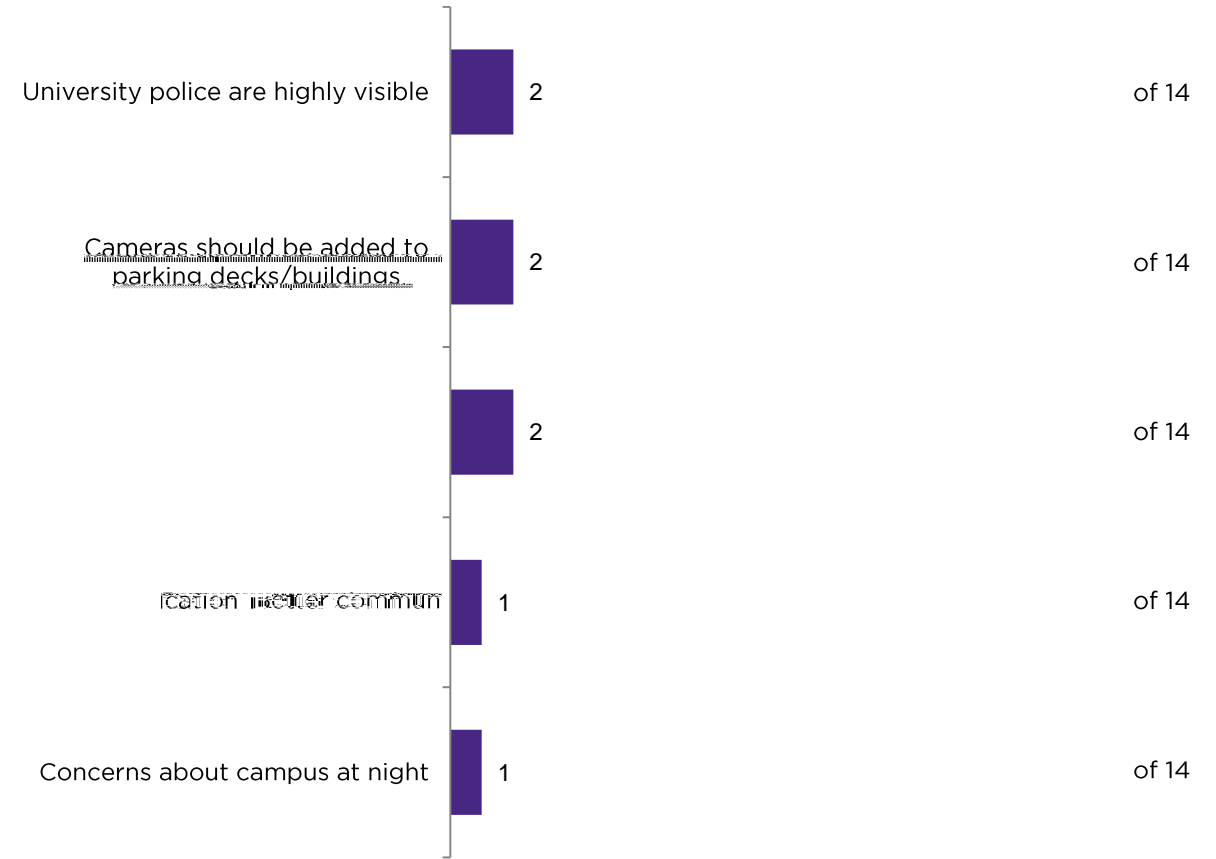
Feel Safe on Campus N=97.7%

I feel safe on campus.
Choice Count



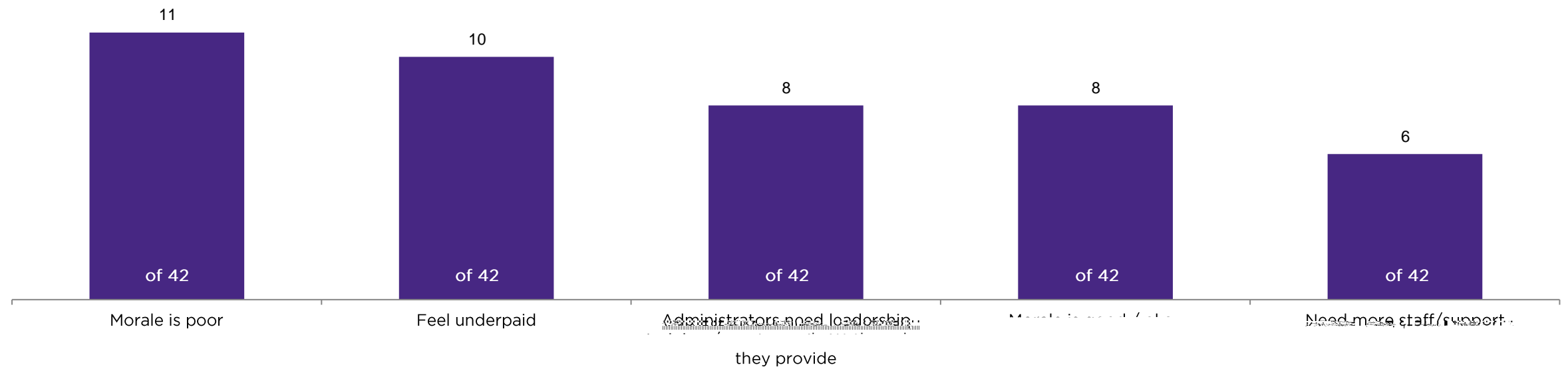
Campus Safety Comments N=5.7%

Top 5 Coded Responses





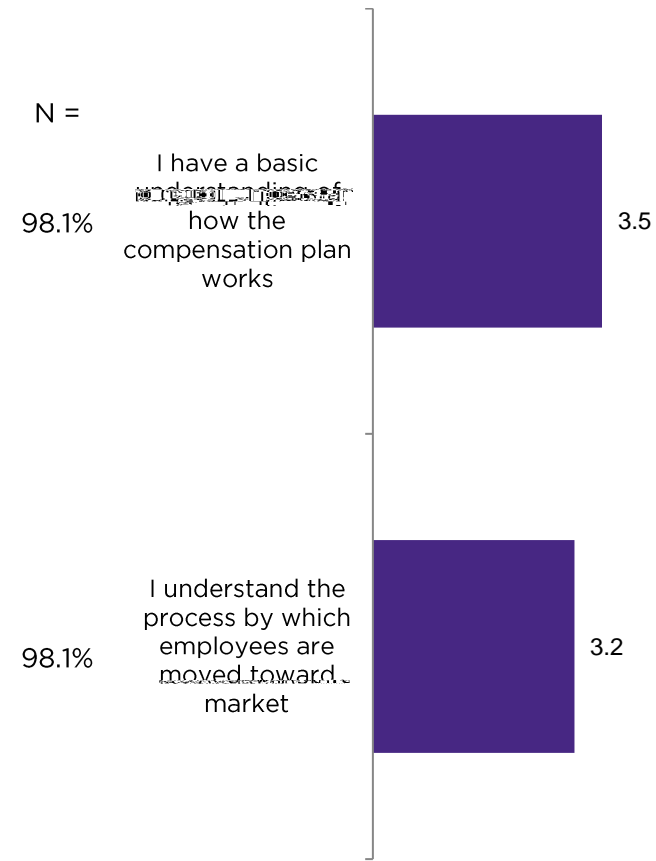
Top 5 Coded Responses





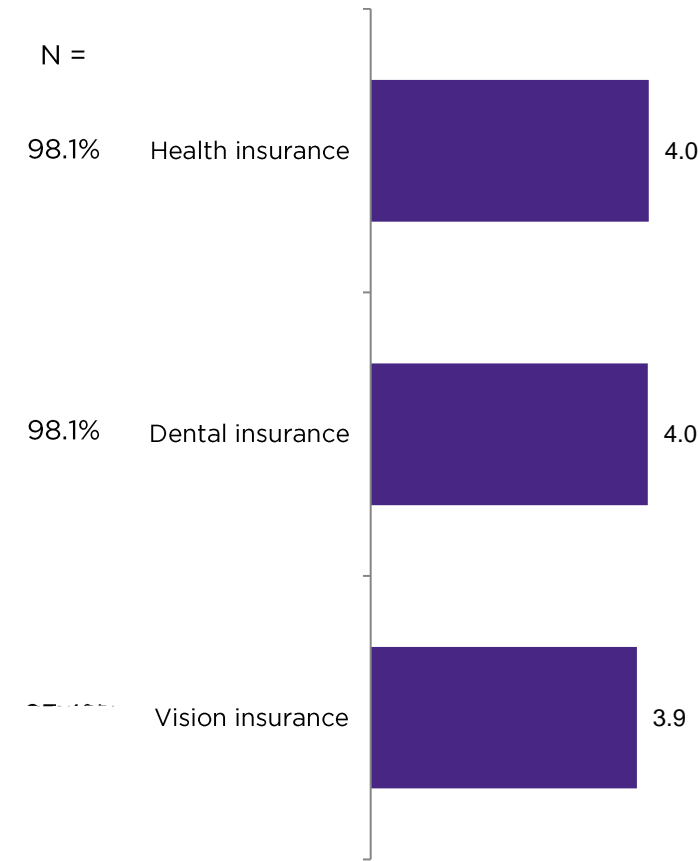
The purpose of this section is to determine if the policies are clear to most employees.

Mean Score: 5.0 Strongly agree 1 = Strongly disagree



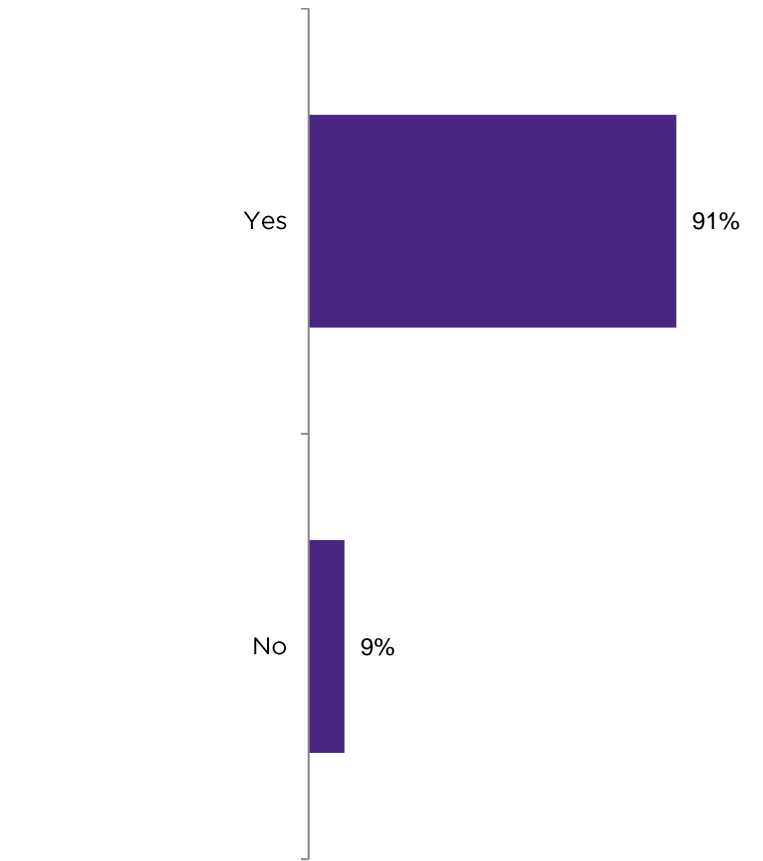
Concern in the University's financial position is a significant concern

Mean Score: 5.0 Strongly agree 1 = Strongly disagree



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

Percent Selected

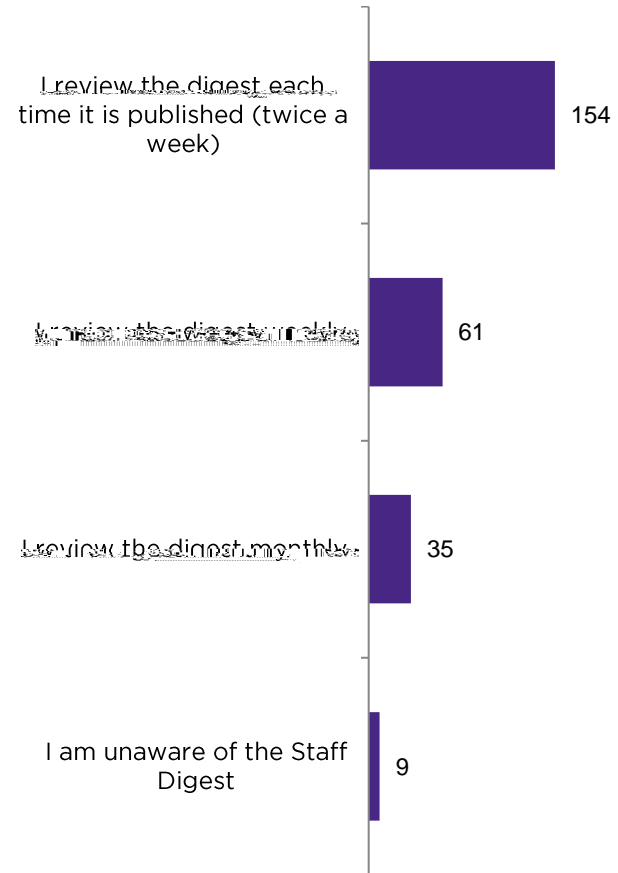


Frequency of Engagement with Staff Digest

Staff Digest

Please list how frequently you read the Staff Digest

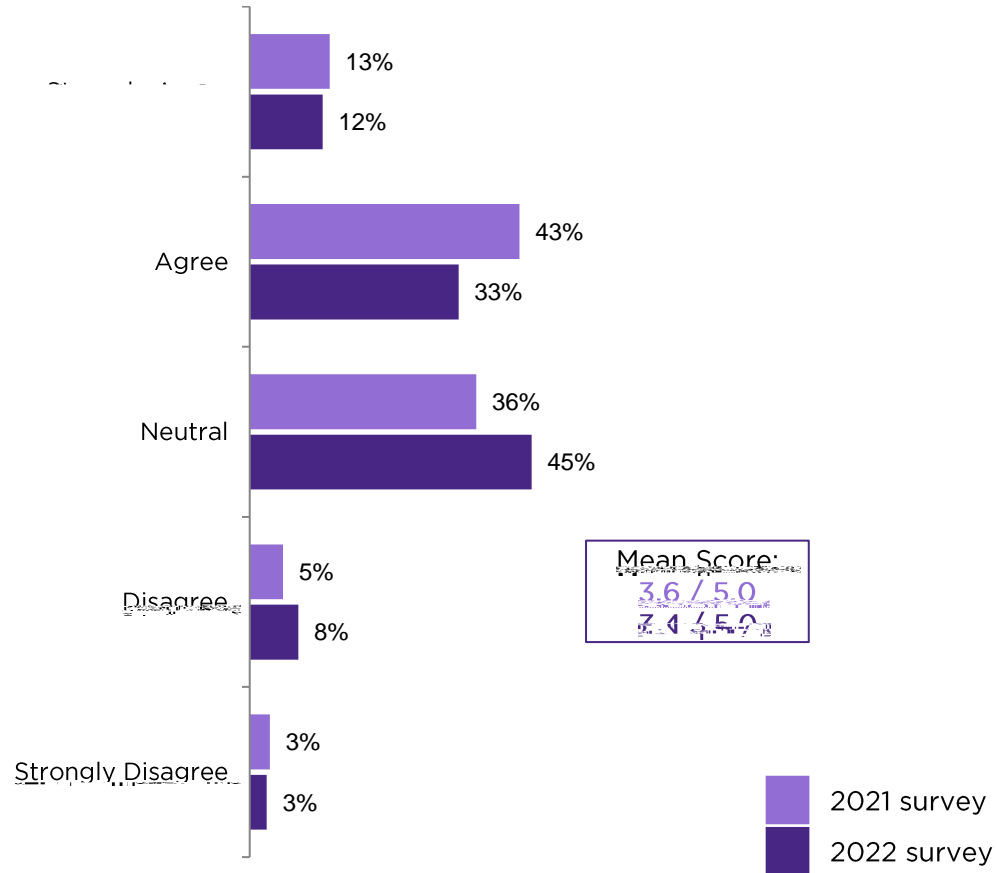
Choice Count



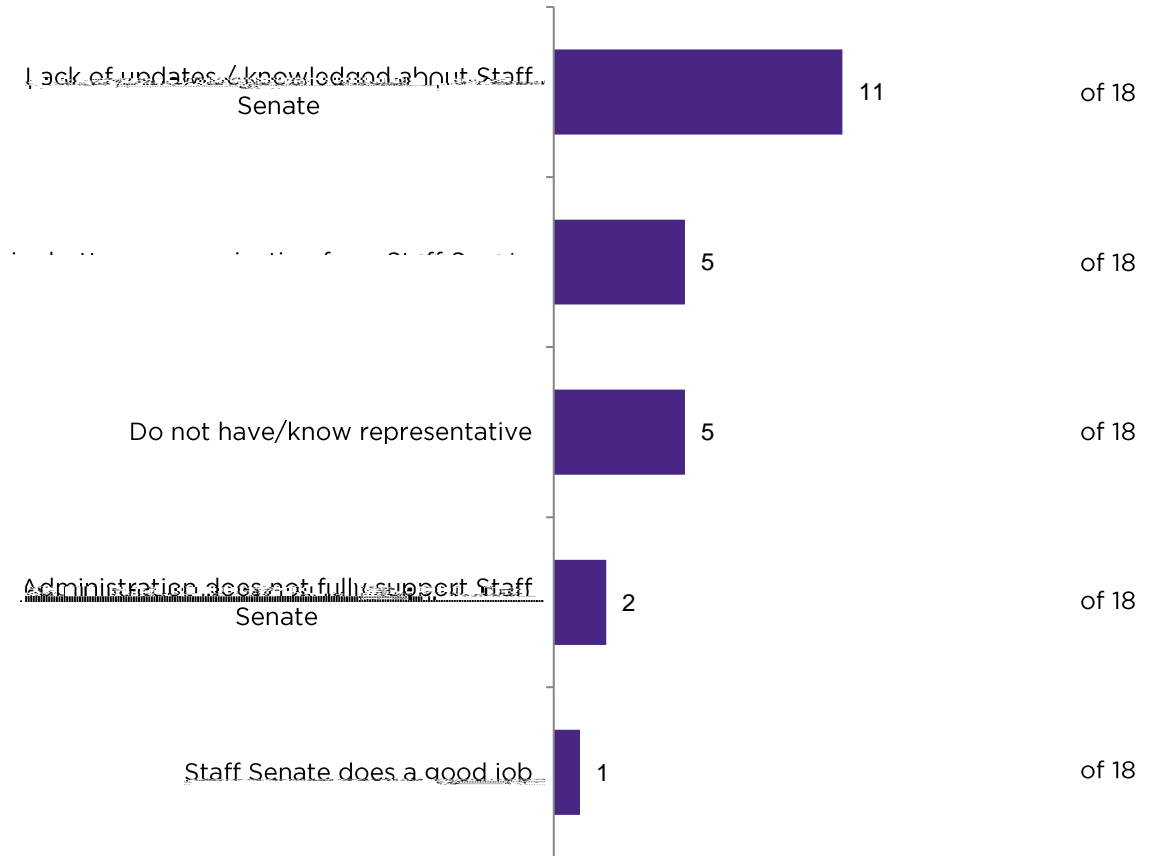
Attitudes Towards Staff Senate / Shared Governance of Staff Senate Governance

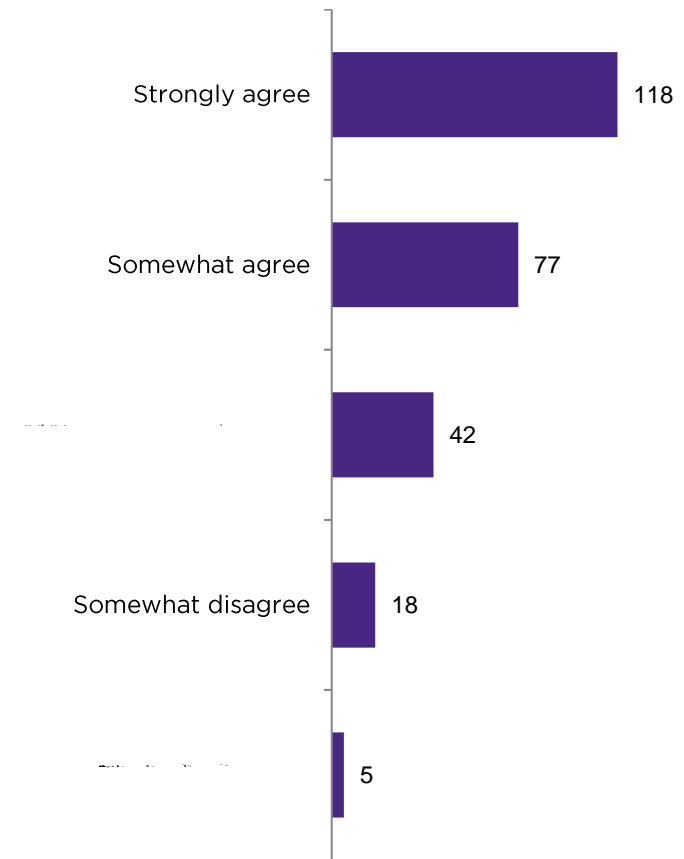
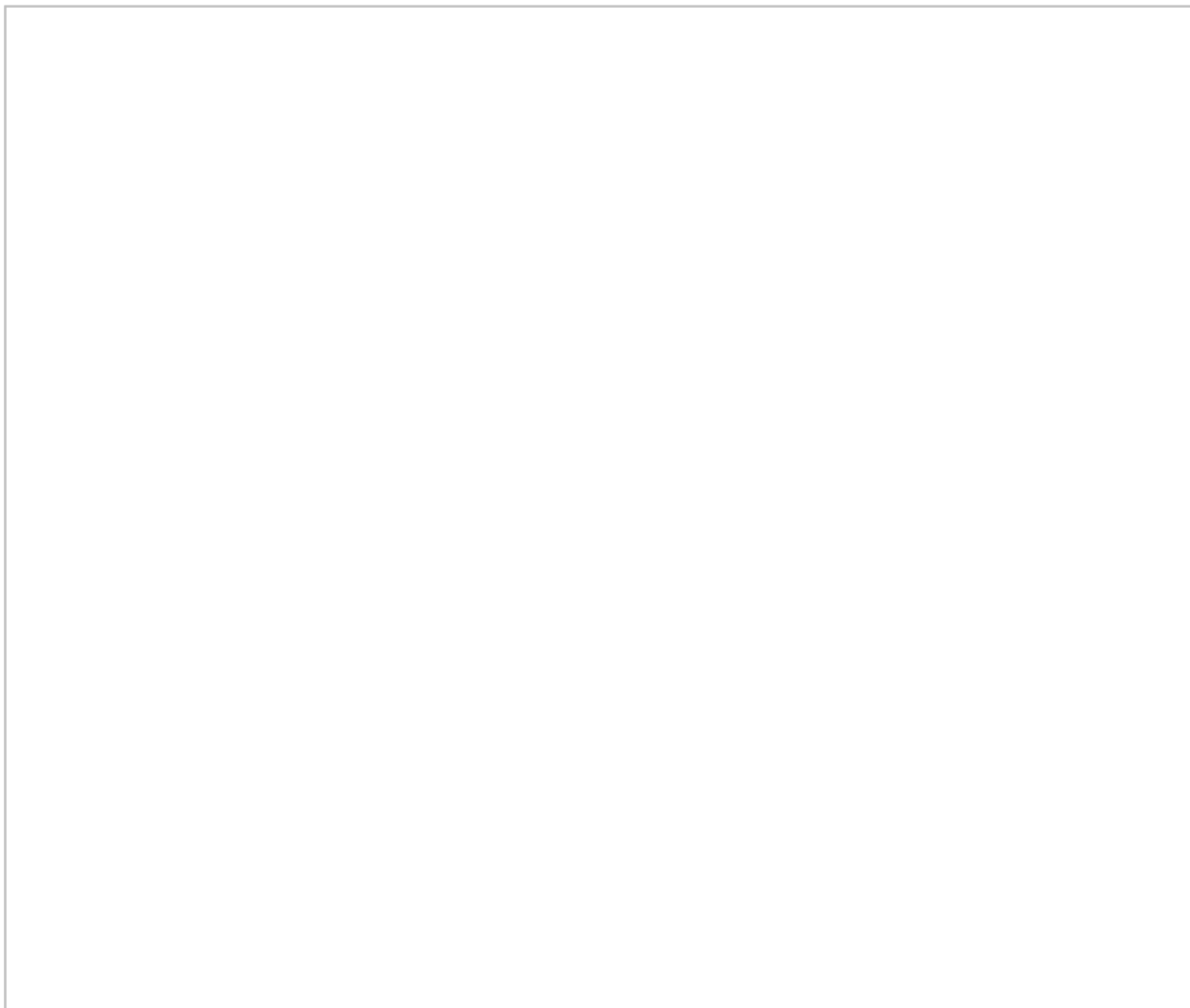
N=99.0% / N=97.7%

Efficiently represents staff interests
Percent Selected



Top 5 Coded Responses

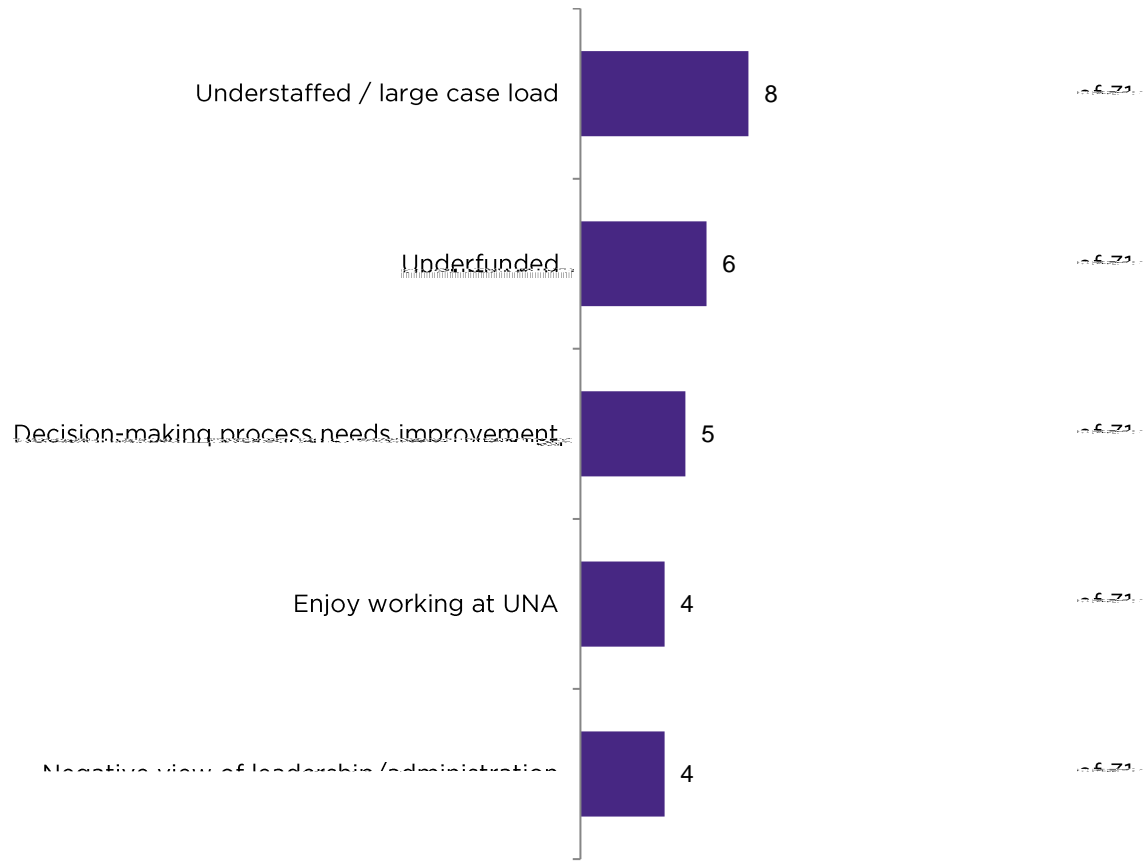






Please inform us of additional concerns pertaining to your department's greatest needs that have an immediate impact on you and your ability to perform your job.

Top 5 Coded responses



Please let us know if there is anything that you would like to see change in the next Staff Attitudes survey.

Top 5 Coded Responses

