2026 Faculty Attitude Survey Report

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The 2025-26 University of North Alabama (UNA) Faculty Attitude Survey (FAS) was available from March 3rd to April 3rd, 2026. The survey was administered online using the Qualtrics platform. Each faculty member at UNA was provided a unique link to ensure that respondents could only complete the survey once. The survey implementation process was examined for anonymity by the chair, who worked with the Office of Institutional Research to confirm that all potential collection of identifying information in Qualtrics was turned off (e.g., e-mails not tracked, IP addresses not tracked, etc).

The 2026 FASC included Michael Floren (Chair), Stephanie Clark, Christopher Purser, Patrick Shremshock, and Gretchen Windt. The committee was convened in August of 2025 and met throughout the Fall and Spring. Given the expansive edits made to the survey by the previous year's committee, minimal edits were made to this year's survey. Four questions were added, focusing on mental health, the employee assistance program, and the tenure and promotion process.

Results from this year's survey were summarized by the UNA Office of Institutional Research (OIR). This summary includes complete breakdowns for adjunct/part-time instructors and full-time faculty, with several items broken down by college, and is provided after the executive summary below. Raw qualitative feedback has been made available in an independent document to protect faculty anonymity. Requests for qualitative feedback can be made via e-mail to the faculty senate president.

While by no means comprehensive, the committee has chosen to highlight some of the most noteworthy outcomes of the survey below. Additionally, this year's process has identified several gaps in the implementation and use of the FAS, which we note with corresponding process recommendations.

Highlighted Outcomes

- Regarding administration, respondents report broad satisfaction with Department Chairs, Associate Deans, Deans, and the President on most issues, though some respondents expressed dissatisfaction with the VPAA, VPFA, and AVP of Facilities.
- Respondents indicate continued concern regarding academic honesty both in-person and online. Similar to last year, the majority of all respondents indicate that AI is a significant contributor to academic dishonesty in online courses (51%) and state that further training on AI and detecting student usage of AI is needed (58%). Compared to last year, a larger proportion of respondents are involving the department chair and Student Affairs in resolving academic dishonesty situations. Also following patterns from last year, a plurality of respondents report that grade inflation is a problem at UNA (39%), with a majority indicating that high school grade inflation is a problem for the university (66%).
- Regarding the academic calendar, 54% of full-time faculty participants indicated that a review of the academic calendar is needed, with 64% indicating that they believe standardized starting date ranges for academic terms (e.g., no earlier than

Jan 10) should be established. An increasing proportion of these participants also indicated that they would benefit from more time between the close of the examination period and the required posting of grades (50%).

- Regarding health insurance, the majority of respondents are satisfied with the quality of health insurance (65%). With this said, an increasing number believe the costs for family coverage to be high (64%), with the majority expressing that a negotiation process regarding the premium and plan are needed (52%). Additionally, 59% hope that UNA would offer more flexible plans with varied premiums and coverages. These views are similar to those expressed by respondents from the last couple years.
- Regarding compensation, the majority of respondents indicate their total pay (including summer/winter) is lower than those at other institutions (52%), though 45% indicate it to be similar. Large proportions indicate that COLAs are lower than the actual increases in their cost of living (67%) and that compensation for independent studies is not sufficient for the work expended (78%). These views are similar to those expressed by respondents to last year's survey.
- Regarding research, the majority/plurality of full-time faculty respondents indicate lacking sufficient time to conduct research during the academic year (52%), with roughly an even Agree/Disagree split regarding sufficiency of funds to conduct research, travel funds to disseminate research, and for professional development.
- As the university grows, respondents indicated (via majority or plurality) that the university is supporting this growth in almost all areas surveyed: facilities (60%), class load (50%), advising load (52%), student success resources (67%), student services (68%), and faculty lines (46%). These percentages are meaningful improvements from the previous year. The only category surveyed where respondents did not feel growth was supported was in parking (48% indicated lack of support in this area, which is almost identical to last year).

Process Notes/Recommendations

- While removing items, the FASC faced multiple cases where apparent stakeholders were not aware if items were being used (in any context). We recommend further transparency of if/when/how results from this survey are being used, as well as for wider dissemination of results to potentially interested parties. We recommend that items that continue to be unused or unactionable be removed to shorten the survey and clarify what actionable information is being collected.
- Relatedly, the survey response rate this year was quite low. We are concerned that an increasing number of faculty perceive participation in and results of the survey as inutile. Given this, we reiterate our recommendation of transparency of if/when/how results from this survey are being used. We also encourage senate to consider the dissemination of these uses to the faculty at large.

Faculty Attitude Survey 2026 (N = 189)

April 29th, 2026 – Results Compiled

(N = 225 in 2025)

RESPONDENT PROFILE

Q1. Please identify your college/unit affiliation.

Answer	2026 %	Count 2026	2025 %	Count 2025
College of Arts, Sciences, and Engineering	55.56%	105	52.89%	119
Sanders College of Business and Technology	11.64%	22	18.22%	41
College of Education and Human Sciences	15.34%	29	14.22%	32
Anderson College of Nursing and Health Professions	10.58%	20	9.33%	21
Educational Technologies Services	0.53%	1	0.44%	1
I choose not to identify my college/unit affiliation.	6.35%	12	4.90%	11
Total	100%	189	100%	225

Q2. Please indicate your faculty classification.

Answer	2026 %	Count 2026	2025 %	Count 2025
Adjunct or Part-Time Instructor	22.22%	40	23.83%	51
Full-Time Instructor	3.33%	6	2.34%	5
Lecturer/Senior Lecturer	13.33%	24	11.68%	25
Tenured or Tenure-Track Professor (Assistant, Associate, or Full)	60.56%	109	60.75%	130
Visiting Professor (Assistant, Associate, or Full)	0.56%	1	0.47%	1
Emeritus Professor	0.00%	0	0.93%	2
Total	100%	180	100%	214

ATTITUDES TOWARD UNIVERSITY GROWTH

Q3. The University is supporting the growth rate of the University in the areas of:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Facilities	21.39%	19.08%	59.54%	173	2.38	2.30
Parking	48.24%	23.53%	28.24%	170	1.80	1.76
Class Load	20.71%	29.59%	49.70%	169	2.29	2.11
Advising Load	14.89%	33.33%	51.77%	141	2.37	2.25
Student Success Resources	4.85%	28.48%	66.67%	165	2.62	2.52
Faculty Lines	28.39%	25.81%	45.81%	155	2.17	1.85
Student Services (Registrar, Business Office, DSS, Counseling)	7.50%	25.62%	66.88%	160	2.59	2.52

Q4. Please describe any additional concerns regarding growth at the expense of resources.

N = 37

Open ended responses available to view upon request

ATTITUDES TOWARD THE ADMINISTRATION

Q5. Concerning President Kenneth Kitts, I am satisfied with his:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
communication with the faculty.	9.09%	12.50%	78.41%	176	2.69	2.72
support of academic programs.	7.60%	16.37%	76.02%	171	2.68	2.61
clear statements of University policies.	7.06%	15.88%	77.06%	170	2.70	2.68
effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 208").	3.61%	9.04%	87.35%	166	2.84	2.78
allocation of available funds giving proper priority to academic programs.	16.05%	24.69%	59.26%	162	2.43	2.32
support for shared governance.	10.13%	20.25%	69.62%	158	2.59	2.59
support of the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	12.58%	19.50%	67.92%	159	2.55	2.45
overall job performance.	6.40%	14.53%	79.07%	172	2.79	2.69

Q6. Concerning Vice President for Academic Affairs and Provost Brien Smith, I am satisfied with his:

Question	Disagree	Neutral	Agree	Total	Mean 2026	Mean 2025
communication with the faculty.	24.48%	33.57%	41.96%	143	2.23	1.99
responsiveness in addressing academic issues.	19.63%	38.65%	41.72%	163	2.17	1.95
accessibility to the faculty.	25.00%	26.83%	48.17%	164	2.15	1.96
clear statements of University policies.	19.08%	36.18%	44.74%	152	2.26	2.13
allocation of available funds giving proper priority to academic programs.	25.00%	35.42%	39.58%	144	2.15	1.92
overall job performance.	29.33%	26.67%	44.00%	150	2.22	2.02

Q7. Concerning other Administrators, I am satisfied with the overall job performance of:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
VP for Student Affairs (SA) - Dr. K.C. White	7.46%	21.64%	70.90%	134	2.63	2.68
AVP & Dean of Students for SA – Dr. Minnette Ellis	4.93%	23.24%	71.83%	142	2.67	2.70
AVP for Student Affairs - Dr. Tammy Jacques	2.19%	23.36%	74.45%	137	2.72	2.75
Title IX Coordinator – Dr. Kate Hanbery	4.24%	22.03%	73.73%	118	2.69	2.66
Chief of Campus Police - Mr. A. Les Jackson	4.58%	25.95%	69.47%	131	2.65	2.63
VP for Business and Fin. Affairs - Mr. Evan Thornton	24.29%	27.86%	47.86%	140	2.24	2.19
AVP & Executive Director for Facilities Admin. & Planning - Ms. Cindy Conlon	20.57%	29.08%	50.35%	141	2.30	2.38
VP for University Advancement - Mr. Kevin Haslam	5.97%	24.63%	69.40%	134	2.63	2.63
V. Prov. for IA & Dean of International College - Dr. Po Hu	16.36%	30.00%	53.64%	110	2.37	2.39
Deputy Provost for Academic Affairs & Dean of Graduate & Online Education - Dr. Amber Paulk	15.67%	26.12%	58.21%	134	2.43	2.36
Director of Athletics - Dr. Joshua M. Looney	6.87%	20.61%	72.52%	131	2.66	2.70

Q8. Regarding administration at UNA.

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Administrative expansion is a problem at UNA.	20.75%	32.08%	47.17%	159	2.26	2.25
Expansion within the administrative ranks is coming at the expense of faculty resources.	21.43%	30.52%	48.05%	154	2.27	2.26
Administrators and administrative staff support the primary endeavors of faculty (teaching, research, service) by completing administrative tasks without burdening other faculty.	21.51%	32.56%	45.93%	172	2.24	2.16
There is a clear hiring and promotion process for administration.	27.78%	31.48%	40.74%	162	2.13	2.13

Q9. Please describe any additional concerns regarding administrative expansion here: N = 21

Open ended responses available to view upon request

Q10. If applicable, please explain what administrative work you have been assigned and how it has hindered your other professional obligations. N = 19

Open ended responses available to view upon request

ATTITUDES TOWARD DEAN/ASSOCIATE DEAN/CHAIR

Q11. My College's Academic Dean...

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
treats me with respect and dignity.	6.52%	11.41%	82.07%	184	2.76	2.81
promotes a positive work atmosphere.	9.34%	14.29%	76.37%	182	2.67	2.71
addresses any concerns I have promptly and fairly.	11.36%	11.93%	76.70%	176	2.65	2.72
is a good listener.	9.71%	12.57%	77.71%	175	2.68	2.78
is more proactive than reactive.	15.82%	20.34%	63.84%	177	2.48	2.55
can be trusted.	14.61%	15.17%	70.22%	178	2.56	2.61
shows no favoritism towards employees.	17.82%	14.94%	67.24%	174	2.49	2.54
supports academic freedom.	5.78%	11.56%	82.66%	173	2.77	2.84
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	10.17%	11.86%	77.97%	177	2.68	2.74
performs their job well.	10.50%	16.57%	72.93%	181	2.62	2.70

Q12. My College's Associate Dean or School's Assistant Dean...

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
treats me with respect and dignity.	4.07%	6.40%	89.53%	172	2.85	2.86
maintains an "open door" policy.	3.03%	7.27%	89.70%	165	2.87	2.85
promotes a positive work atmosphere.	5.85%	7.02%	87.13%	171	2.81	2.79
addresses any concerns I have promptly and fairly.	4.85%	12.12%	83.03%	165	2.78	2.79
is a good listener.	4.76%	9.52%	85.71%	168	2.81	2.84
is more proactive than reactive.	7.14%	14.29%	78.57%	168	2.71	2.69
can be trusted.	7.19%	13.17%	79.64%	167	2.72	2.74
shows no favoritism towards employees.	9.70%	14.55%	75.76%	165	2.66	2.71
supports academic freedom.	4.19%	8.98%	86.83%	167	2.83	2.86
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	6.59%	9.58%	83.83%	167	2.77	2.80
performs their job well.	6.47%	8.82%	84.71%	170	2.78	2.80

Q13. Additional comments regarding my College's Associate Dean or School's Assistant Dean: N = 26

Open ended responses available to view upon request

Q14. My Department Chair...

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
treats me with respect and dignity.	4.42%	8.29%	87.29%	181	2.83	2.79
maintains an "open door" policy.	5.00%	7.78%	87.22%	180	2.82	2.82
promotes a positive work atmosphere.	6.63%	14.36%	79.01%	181	2.72	2.71
regularly asks for my ideas and opinions.	10.11%	13.48%	76.40%	178	2.66	2.56
addresses any concerns I have promptly and fairly.	7.26%	13.97%	78.77%	179	2.72	2.69
leads by example.	10.61%	15.64%	73.74%	179	2.63	2.65
is a good listener.	6.70%	12.29%	81.01%	179	2.74	2.78
is more proactive than reactive.	15.34%	15.34%	69.32%	176	2.54	2.58
can be trusted.	7.82%	11.17%	81.01%	179	2.73	2.71
shows no favoritism towards employees.	14.53%	9.30%	76.16%	172	2.62	2.61
supports academic freedom.	2.27%	8.52%	89.20%	176	2.87	2.86
considers my input on my workload balance of teaching assignments, service expectations, and scholarship.	8.62%	10.92%	80.46%	174	2.72	2.71
fairly evaluates my performance and discusses opportunities for improvement.	5.23%	13.95%	80.81%	172	2.76	2.78
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	5.65%	12.99%	81.36%	177	2.76	2.78
performs their job well.	6.70%	16.76%	76.54%	179	2.70	2.73

Q15. Additional comments regarding my Department Chair: N = 30

Open ended responses available to view upon request

Q16. Please make note of any additional thoughts or concerns pertaining to your department, college, or UNA administration you would like to express. N = 33

Open ended responses available to view upon request

ATTITUDES TOWARD WORKING CONDITIONS

Q17. Please share any concerns you have regarding campus safety (e.g., general safety, office/classroom security, pedestrian lighting, bike/skateboard safety, other). Please be as detailed as you feel comfortable. N = 43

Open ended responses available to view upon request

Q18. Please describe concerns regarding parking here. N = 84

Open ended responses available to view upon request

Q19. Concerning my physical work conditions:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The classroom is conducive to learning.	9.84%	23.50%	66.67%	183	2.57	2.58
My office is conducive to productivity.	11.93%	15.34%	72.73%	176	2.61	2.63
My work environment may adversely affect my health.	44.69%	17.88%	37.43%	179	1.93	1.92

Q20. Please describe additional concerns regarding my physical work conditions here. N = 41

Open ended responses available to view upon request

ATTITUDES TOWARD TEACHING & ACCREDITATION

Q21. Concerning academic dishonesty:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I know what UNA considers a violation of academic standards.	11.60%	12.71%	75.69%	181	2.64	2.73
Academic dishonesty is a significant problem in my face-to-face courses.	50.60%	33.13%	16.27%	166	1.66	1.72
Academic dishonesty is a significant problem in my online courses.	30.63%	26.88%	42.50%	160	2.12	2.13
AI significantly contributes to academic dishonesty in my face-to-face courses.	30.06%	39.26%	30.67%	163	2.01	2.02
AI significantly contributes to academic dishonesty in my online courses.	18.75%	30.63%	50.63%	160	2.32	2.29
I need further training on AI and how to detect student usage of AI.	19.67%	22.40%	57.92%	183	2.38	2.39

Q22. Please describe any other concerns or situations you have regarding academic dishonesty here. N = 34

Open ended responses available to view upon request

Q23. How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty over the last academic year (i.e., from last August until now).

Answer	Count 2026	2026 %	Count 2025	2025 %
The discussion and solution stayed between myself and the student(s) involved.	112	78.32%	145	81.92%
I involved my department chair in resolving the situation.	74	51.75%	79	44.63%
I involved my Dean in resolving the situation.	19	13.29%	25	14.12%
I involved the Division of Student Affairs in resolving the situation.	14	9.79%	12	6.78%

Q24. Concerning technology and its application to instruction:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Information Technology Services responds positively to the needs of UNA faculty.	5.98%	15.76%	78.26%	184	2.72	2.77
I know how to caption my audio/visual instructional materials.	14.12%	14.12%	71.75%	177	2.58	2.54
Respondus/SmarterProctoring provides sufficient services/support for proctoring online exams.	23.08%	33.85%	43.08%	130	2.20	2.23
Internet outages are a significant barrier to perform my duties.	39.01%	31.32%	29.67%	182	1.91	2.00

Q25. Please respond to the following statements as they relate to your work environment and level of job satisfaction.

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I would like to be more involved in work within my academic department.	22.78%	46.67%	30.56%	180	2.08	2.09
My departmental colleagues appreciate the work I do.	10.22%	15.05%	74.73%	186	2.65	2.60
My departmental colleagues are respectful of me as a professional.	5.38%	10.22%	84.41%	186	2.79	2.76
I have the resources I need to teach well.	5.85%	21.81%	72.34%	188	2.66	2.63

Q26. I am comfortable leading class discussions dealing with intercultural and engagement initiatives.

Answer	2026 %	2026 Count
Disagree	7.06%	12
Neutral	16.47%	28
Agree	76.47%	130
Mean	2.69	
Total	100%	170

Q27. Attitudes toward recruitment, retention, educational programming, and evaluation:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Grade inflation is a problem at UNA.	27.85%	33.54%	38.61%	158	2.11	2.08
Grade inflation in high schools is a problem for UNA.	9.09%	25.17%	65.73%	143	2.57	2.55

Q28. Concerning experiential learning:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I am aware of experiential and work-based learning support for our programs.	7.26%	11.17%	81.56%	179	2.74	2.63
I am aware of the QEP on experiential and work-based learning.	8.47%	13.56%	77.97%	177	2.69	2.55

Q29. Please describe any additional concerns that have an immediate impact on you or your ability to perform your job. N = 22

Open ended responses available to view upon request

Q30. In what ways have you been involved with any accreditation process in the last year (i.e., from August till now)? Check all that apply.

Answer	2026 %	2026 Count
I pulled materials (e.g., syllabi, exams, assignments, exemplary work) as part of the program evaluation.	44.02%	81
I helped write, develop, and/or recreate our student learning objectives/outcomes.	37.50%	69
I evaluated whether our student learning objectives/outcomes were being met through course assessments.	42.39%	78
I contributed to the actual accreditation report.	22.83%	42
I wasn't involved with any accreditation process in the last year.	38.04%	70
Other:	4.35%	8
Total		184

Q30. (Cont.) Specify Other:

training
meta assessment committee
i attended a AACSB meeting; that is all I recall that I did
helped to develop specific assessment tools and reviewed past assessment porcedures and results
I met with the accreditation committee to discuss recruitment, retention, and marketing initiatives for enrollments.
I contributed to the on-campus visit of the accreditation team.
CPIR

Q31. I have sufficient support/assistance for the accreditation processes.

Answer	2026 %	2026 Count
Disagree	6.29%	11
Neutral	12.00%	221
Agree	48.00%	84
I wasn't involved with any accreditation process in the last year.	33.71%	59
Mean	3.09	
Total		175

Q32. Regarding accreditation (whether you have been involved or not):

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I need to learn more about accreditation documentation for my courses.	39.18%	30.99%	29.82%	171	1.91	2.04
I need to learn more about how to create course assessments that align with my program's student learning objectives/outcomes.	46.86%	28.00%	25.14%	175	1.78	1.83
I need to learn more about aligning my course objectives with my program's student learning objectives/outcomes.	48.57%	25.71%	25.71%	175	1.77	1.82

Q33. Would you benefit from more time between the close of the examination period and the required posting of final grades?

Answer	2026 %	2026 Count
Yes	46.84%	89
No	45.79%	87
This does not apply to me	7.37%	14
Total	100%	190

ATTITUDES TOWARD JOB SATISFACTION, SALARY, AND BENEFITS

Q34. Consider only your monetary compensation for this question. Compared to adjunct faculty members at institutions similar to UNA, I am:

Answer	2026 %	2026 Count	2025 %	2025 Count
Underpaid	41.38%	12	59.52%	25
Fairly paid	58.62%	17	40.48%	17
Overpaid	0.00%	0	0.00%	0
Total	100%	29	100%	42

Q35. Consider only your benefits for this question. Compared to adjunct faculty members at institutions similar to UNA, I receive:

Answer	2026 %	2026 Count	2025 %	2025 Count
Fewer benefits	36.84%	7	44.44%	12
Similar benefits	57.89%	11	55.56%	15
Better benefits	5.26%	1	0.00%	0
Total	100%	19	100%	27

Q36. What benefits would you like to see UNA provide with your adjunct contract? N = 14

Open ended responses available to view upon request

Q37. Concerning hiring:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The hiring of new administrators is done fairly.	27.54%	23.91%	48.55%	138	2.21	2.12
The hiring of new faculty is done fairly.	13.71%	14.86%	71.43%	175	2.58	2.48
The hiring of new staff is done fairly and equitably.	14.08%	19.01%	66.90%	142	2.53	2.47

Q38. Please describe additional concerns or questions regarding the hiring process here. N = 13

Open ended responses available to view upon request

Q39. Since I have been working at UNA, I have...

Question	Yes 2026	Yes 2025	No	Did not know I was eligible	Total
utilized the Faculty/Staff Wellness Center.	35.64%	36.49%	58.51%	5.85%	188
utilized University Health Services.	53.16%	45.95%	44.21%	2.63%	190
utilized on-campus mental health resources	2.65%	N/A	89.95%	7.41%	189
utilized the Employee Assistance Program (EAP)	2.65%	N/A	86.24%	11.11%	189
attended athletic events.	66.84%	63.96%	32.11%	1.05%	190
attended cultural events on campus.	82.63%	70.59%	16.32%	1.05%	190

Q40. Concerning University Health Services:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Overall, I am satisfied with the quality of services provided by Health Services.	4.96%	15.70%	79.34%	121	2.74	2.69
I am comfortable using University Health Services.	8.39%	18.88%	72.73%	143	2.64	2.65

Q41. Please elaborate on the performance of or concerns related to University Health Services. N = 8 Open ended responses available to view upon request

Q42. Concerning Health Insurance:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The process of modifying the health insurance premium and plan is transparent.	26.39%	20.83%	52.78%	144	2.26	2.13
A negotiation process regarding changes in the health insurance premium and plan is needed.	12.23%	35.97%	51.80%	139	2.40	2.44
I hope UNA will offer more flexible health insurance plans with varied premiums and coverages to better meet the diverse needs of our faculty.	7.95%	33.11%	58.94%	151	2.51	2.53
Overall, I am satisfied with the quality of the health insurance.	13.29%	21.52%	65.19%	158	2.52	2.56
I am aware of the mental health resources provided by our health insurance plan.	28.85%	19.87%	51.28%	156	2.22	N/A

Q43. The cost of the health insurance for spouse, children, or family coverage is …

Answer	2026 %	2026 Count	2025 %	2025 Count
Low	1.67%	2	2.11%	3
Fair	34.17%	41	38.73%	55
High	64.17%	77	59.15%	84
Mean			2.63	
Total			100%	142

Q44. Please describe additional concerns regarding the health insurance here. N = 14

Open ended responses available to view upon request

Q45. Concerning Fall/Spring semester starting dates:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
A review of the academic calendar is needed.	21.71%	31.43%	46.86%	175	2.25	2.29
Standardized starting date ranges (e.g., no earlier than Jan 10) for academic terms should be established.	6.94%	32.95%	60.12%	173	2.53	2.49

Q46. Attitudes concerning winter and summer school:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I view summer teaching as necessary to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	10.53%	9.87%	79.61%	152	2.69	2.78
I view winter teaching as necessary to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	38.89%	20.63%	40.48%	126	2.02	2.04

Q47. Concerning research:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I have a clear understanding of research expectations in tenure and promotion.	14.77%	14.09%	71.14%	149	2.56	2.59
I have an active research agenda.	10.96%	20.55%	68.49%	146	2.58	2.55
I have sufficient time to conduct research during the academic year.	51.05%	20.28%	28.67%	143	1.78	1.66
In order to have sufficient time to conduct research, I have to forgo summer and winter teaching assignments.	42.64%	26.36%	31.01%	129	1.88	1.91
I have access to sufficient funds to conduct my research.	39.85%	25.56%	34.59%	133	1.95	1.90
I have access to sufficient travel funds to disseminate my research.	40.88%	19.71%	39.42%	137	1.99	1.89
There are penalties for failing to conduct research as a full-time faculty member.	24.03%	26.36%	49.61%	129	2.26	2.25
I have access to sufficient funds for professional development.	36.05%	27.89%	36.05%	147	2.00	1.93

Q48. Concerning salaries:

Question	Lower	Similar	Higher	Count 2026	Mean 2026	Mean 2025
Not including pay for teaching in the summer and winter, my salary compared to other faculty members at my rank at institutions similar to UNA is:	51.80%	44.60%	3.60%	139	1.52	1.50
Including pay for teaching in the summer and winter, my salary compared to other faculty members at my rank at institutions similar to UNA is:	34.43%	51.64%	13.93%	122	1.80	1.83
COLAs received in comparison to actual increases in the cost of living are:	66.67%	29.79%	3.55%	141	1.37	1.39
Payment for the independent study is sufficient for the work expended by the faculty member.	78.00%	17.00%	5.00%	100	1.27	1.19

Q49. I believe my annual allotted amount for travel expenses meets my needs for yearly professional development and/or research dissemination.

Answer	2026 %	2026 Count	2025 %	2025 Count
Yes	50.83%	92	44.39%	91
No	49.17%	89	55.61%	114
Total	100%	181	100%	205

ATTITUDES TOWARD THE FACULTY SENATE AND SHARED GOVERNANCE

Q50. The Faculty Senate at UNA...

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
plays an appropriate role in the University's decision-making process.	15.00%	18.75%	66.25%	160	2.51	2.66
provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	14.72%	19.02%	66.26%	163	2.52	2.68
effectively represents faculty interests.	19.14%	24.07%	56.79%	162	2.38	2.57

Q51. How could faculty senate better serve your needs as a faculty member? N = 31

Open ended responses available to view upon request

Q52. Concerning the system of Shared Governance at UNA:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The process involved in filling shared governance committees is fair and equitable.	12.98%	28.24%	58.78%	131	2.46	2.51
I know who my shared governance committee representatives are.	23.08%	10.26%	66.67%	156	2.44	2.32
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	15.67%	25.37%	58.96%	134	2.43	2.58
The method by which changes are made through shared governance is clear and appropriate.	20.28%	34.27%	45.45%	143	2.25	2.39
The shared governance system effectively represents faculty interests.	16.43%	32.14%	51.43%	140	2.35	2.45
Policy development is effectively addressed through the current two-tiered system of governance.	20.00%	26.67%	53.33%	135	2.33	2.42

Q53. How could shared governance at UNA be improved? N = 18

Open ended responses available to view upon request

Q54. Please inform us of additional issues and concerns that have an immediate impact on you and your ability to perform your job. If you do not wish to make any comments, please go to the next page and submit your responses. N = 20

Open ended responses available to view upon request

Faculty Attitude Survey *Full-Time Results**

2026 (N = 150)

April 29th 2026 – Results Compiled

(N = 174 in 2025) increase in response rate

RESPONDENT PROFILE

Q1. Please identify your college/unit affiliation.

Answer	2026 %	Count 2026	2025 %	Count 2025
College of Arts, Sciences, and Engineering	51.33%	77	50.57%	88
Sanders College of Business and Technology	11.33%	17	17.82%	31
College of Education and Human Sciences	16.00%	24	13.79%	24
Anderson College of Nursing and Health Professions	12.67%	19	10.92%	19
Educational Technologies Services	0.67%	1	0.57%	1
I choose not to identify my college/unit affiliation.	8.00%	12	6.33%	11
Total	100%	150	100%	174

Q2. Please indicate your faculty classification.

Answer	2026 %	Count 2026	2025 %	Count 2025
Full-Time Instructor	4.29%	6	3.07%	5
Lecturer/Senior Lecturer	17.14%	24	15.34%	25
Tenured or Tenure-Track Professor (Assistant, Associate, or Full)	77.86%	109	79.75%	130
Visiting Professor (Assistant, Associate, or Full)	0.71%	1	0.61%	1
Emeritus Professor	0.00%	0	1.23%	2
Total	100%	140	100%	163

ATTITUDES TOWARD UNIVERSITY GROWTH

Q3. The University is supporting the growth rate of the University in the areas of:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Facilities	25.55%	17.52%	56.93%	137	2.31	2.25
Parking	51.82%	22.63%	25.55%	137	1.74	1.75
Class Load	24.09%	30.66%	45.26%	137	2.21	2.01
Advising Load	16.80%	32.80%	50.40%	125	2.34	2.25
Student Success Resources	5.26%	30.08%	64.66%	133	2.59	2.51
Faculty Lines	30.30%	25.76%	43.94%	132	2.14	1.80
Student Services (Registrar, Business Office, DSS, Counseling)	8.53%	26.36%	65.12%	129	2.57	2.50

******skipped questions in this report are open-ended comments that can be found in the overall report.

ATTITUDES TOWARD THE ADMINISTRATION

Q5. Concerning President Kenneth Kitts, I am satisfied with his:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
communication with the faculty.	9.42%	10.14%	80.43%	138	2.71	2.73
support of academic programs.	6.67%	14.81%	78.52%	135	2.72	2.58
clear statements of University policies.	7.41%	13.33%	79.26%	135	2.72	2.67
effectiveness in implementing strategies to increase funding for UNA at the state level (one of the stated goals of "Project 208").	3.76%	7.52%	88.72%	133	2.85	2.79
allocation of available funds giving proper priority to academic programs.	15.15%	23.48%	61.36%	132	2.46	2.29
support for shared governance.	11.54%	17.69%	70.77%	130	2.59	2.58
support of the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	13.08%	16.92%	70.00%	130	2.57	2.42
overall job performance.	6.52%	12.32%	81.16%	138	2.75	2.67

Q6. Concerning Vice President for Academic Affairs and Provost Brien Smith, I am satisfied with his:

Question	Disagree	Neutral	Agree	Total	Mean 2026	Mean 2025
communication with the faculty.	29.31%	34.48%	36.21%	116	2.11	1.92
responsiveness in addressing academic issues.	22.56%	40.60%	36.84%	133	2.07	1.87
accessibility to the faculty.	30.08%	28.57%	41.35%	133	2.05	1.89
clear statements of University policies.	23.20%	38.40%	38.40%	125	2.15	2.06
allocation of available funds giving proper priority to academic programs.	27.50%	36.67%	35.83%	120	2.08	1.86
overall job performance.	35.25%	24.59%	40.16%	122	2.14	1.96

Q7. Concerning other Administrators, I am satisfied with the overall job performance of:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
VP for Student Affairs (SA) - Dr. K.C. White	8.26%	22.02%	69.72%	109	2.61	2.63
AVP & Dean of Students for SA – Dr. Minnette Ellis	6.03%	22.41%	71.55%	116	2.66	2.69
AVP for Student Affairs - Dr. Tammy Jacques	2.65%	21.24%	76.11%	113	2.73	2.74
Title IX Coordinator – Dr. Kate Hanbery	4.12%	21.65%	74.23%	97	2.70	2.61
Chief of Campus Police - Mr. A. Les Jackson	5.50%	25.69%	68.81%	109	2.63	2.59
VP for Business and Fin. Affairs - Mr. Evan Thornton	26.50%	27.35%	46.15%	117	2.20	2.09
AVP & Executive Director for Facilities Admin. & Planning - Ms. Cindy Conlon	23.73%	27.97%	48.31%	118	2.25	2.33
VP for University Advancement - Mr. Kevin Haslam	7.21%	21.62%	71.17%	111	2.64	2.60
V. Prov. for IA & Dean of International College - Dr. Po Hu	17.98%	29.21%	52.81%	89	2.35	2.31
Deputy Provost for Academic Affairs & Dean of Graduate & Online Education - Dr. Amber Paulk	17.12%	25.23%	57.66%	111	2.41	2.29
Director of Athletics - Dr. Joshua M. Looney	7.34%	19.27%	73.39%	109	2.66	2.71

Q8. Regarding administration at UNA

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Administrative expansion is a problem at UNA.	20.93%	31.01%	48.06%	129	2.27	2.25
Expansion within the administrative ranks is coming at the expense of faculty resources.	20.80%	29.60%	49.60%	125	2.29	2.22
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	22.86%	34.29%	42.86%	140	2.20	2.13
There is a clear hiring and promotion process for administration.	28.79%	31.82%	39.39%	132	2.11	2.14

ATTITUDES TOWARD DEAN/ASSOCIATE DEAN/CHAIR

Q11. My College's Academic Dean...

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
treats me with respect and dignity.	7.28%	10.60%	82.12%	151	2.75	2.85
promotes a positive work atmosphere.	10.00%	13.33%	76.67%	150	2.67	2.72
addresses any concerns I have promptly and fairly.	12.75%	10.74%	76.51%	149	2.64	2.73
is a good listener.	10.96%	11.64%	77.40%	146	2.66	2.80
is more proactive than reactive.	16.33%	20.41%	63.27%	147	2.47	2.54
can be trusted.	15.44%	14.77%	69.80%	149	2.54	2.65
shows no favoritism towards employees.	18.62%	14.48%	66.90%	145	2.48	2.57
supports academic freedom.	6.94%	9.72%	83.33%	144	2.76	2.84
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	11.33%	10.67%	78.00%	150	2.67	2.74
performs their job well.	11.33%	16.67%	72.00%	150	2.61	2.72

Supplemental Crosstab by College for Q11.

Question	CASE		SCOBT		COEHS		ACONHP		Overall
	2026	2025	2026	2025	2026	2025	2026	2025	2026
treats me with respect and dignity.	2.79	2.83	2.76	2.97	2.54	2.74	2.89	2.89	2.75
promotes a positive work atmosphere.	2.74	2.63	2.65	2.97	2.25	2.48	2.95	3.00	2.67
addresses any concerns I have promptly & fairly.	2.72	2.67	2.65	2.93	2.21	2.57	2.84	3.00	2.64
is a good listener.	2.63	2.70	2.76	2.97	2.42	2.78	3.00	3.00	2.66
is more proactive than reactive.	2.47	2.47	2.44	2.74	2.25	2.39	2.89	2.84	2.47
can be trusted.	2.51	2.54	2.69	2.90	2.33	2.48	2.84	2.95	2.54
shows no favoritism towards employees.	2.45	2.40	2.69	2.84	2.35	2.55	2.74	2.84	2.48
supports academic freedom.	2.77	2.79	3.00	3.00	2.58	2.78	2.74	2.89	2.76
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	2.62	2.63	2.88	2.97	2.46	2.73	2.89	2.89	2.67
performs their job well.	2.64	2.64	2.65	2.90	2.25	2.52	2.95	3.00	2.61
N*	77	88	17	31	24	23	19	19	150

*Total N will not equal above table, because everyone did not choose a college

Q12. My College's Associate Dean or School's Assistant Dean...

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
treats me with respect and dignity.	3.55%	3.55%	92.91%	141	2.89	2.88
maintains an "open door" policy.	3.68%	4.41%	91.91%	136	2.88	2.87
promotes a positive work atmosphere.	5.71%	5.00%	89.29%	140	2.84	2.81
addresses any concerns I have promptly and fairly.	5.84%	9.49%	84.67%	137	2.79	2.79
is a good listener.	4.35%	7.25%	88.41%	138	2.84	2.87
is more proactive than reactive.	7.30%	11.68%	81.02%	137	2.74	2.71
can be trusted.	5.11%	13.87%	81.02%	137	2.76	2.76
shows no favoritism towards employees.	8.70%	15.22%	76.09%	138	2.67	2.74
supports academic freedom.	4.35%	5.80%	89.86%	138	2.86	2.87
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	7.25%	6.52%	86.23%	138	2.79	2.79
performs their job well.	5.76%	7.91%	86.33%	139	2.81	2.80

Supplemental Crosstab by College for Q12.

Question	CASE		SCOBT		COEHS		ACONHP		Overall
	2026	2025	2026	2025	2026	2025	2026	2025	2026
treats me with respect and dignity.	2.85	2.88	2.88	2.93	2.91	2.79	3.00	3.00	2.89
maintains an "open door" policy.	2.83	2.82	2.88	3.00	2.91	2.78	3.00	3.00	2.88
promotes a positive work atmosphere.	2.77	2.75	2.88	2.93	2.82	2.78	3.00	2.95	2.84
addresses any concerns I have promptly and fairly.	2.74	2.72	2.88	2.93	2.74	2.74	2.94	3.00	2.79
is a good listener.	2.78	2.85	2.88	2.97	2.87	2.74	2.94	3.00	2.84
is more proactive than reactive.	2.68	2.61	2.88	2.93	2.73	2.73	2.89	3.84	2.74
can be trusted.	2.69	2.65	2.88	2.93	2.77	2.74	2.89	3.00	2.76
shows no favoritism towards employees.	2.58	2.66	2.82	2.90	2.77	2.68	2.74	2.89	2.67
supports academic freedom.	2.83	2.87	2.94	3.00	2.87	2.78	2.79	2.89	2.86
supports the primary endeavors of faculty (TRS) by completing admin. tasks w/o burdening other faculty members.	2.74	2.72	2.88	2.96	2.74	2.70	2.88	3.00	2.79
performs their job well.	2.79	2.74	2.88	2.93	2.70	2.74	2.94	3.00	2.81
N*	75	84	17	29	23	24	17	19	139

*Total N will not equal above table, because everyone did not choose a college

Q14. My Department Chair...

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
treats me with respect and dignity.	5.67%	7.80%	86.52%	141	2.81	2.78
maintains an "open door" policy.	6.47%	12.95%	80.58%	139	2.82	2.83
promotes a positive work atmosphere.	2.90%	7.25%	89.86%	138	2.68	2.68
regularly asks for my ideas and opinions.	16.67%	8.70%	74.64%	138	2.66	2.58
addresses any concerns I have promptly and fairly.	10.71%	12.86%	76.43%	140	2.67	2.68
leads by example.	7.80%	16.31%	75.89%	141	2.58	2.61
is a good listener.	7.91%	17.99%	74.10%	139	2.71	2.79
is more proactive than reactive.	5.67%	7.09%	87.23%	141	2.49	2.57
can be trusted.	12.86%	16.43%	70.71%	140	2.71	2.70
shows no favoritism towards employees.	17.14%	16.43%	66.43%	140	2.58	2.61
supports academic freedom.	8.51%	12.06%	79.43%	141	2.87	2.86
considers my input on my workload balance of teaching assignments, service expectations, and scholarship.	6.02%	15.04%	78.95%	133	2.69	2.70
fairly evaluates my performance and discusses opportunities for improvement.	10.87%	9.42%	79.71%	138	2.73	2.77
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	8.63%	12.23%	79.14%	139	2.74	2.77
performs their job well.	8.57%	15.71%	75.71%	140	2.66	2.72

Supplemental Crosstab by College for Q14.

Question	CASE		SCOBT		COEHS		ACONHP		Overall
	2026	2025	2026	2025	2026	2025	2026	2025	2026
treats me with respect and dignity.	2.83	2.75	2.88	2.82	2.74	2.77	2.79	2.89	2.81
maintains an "open door" policy.	2.89	2.85	2.76	3.00	2.57	2.45	2.95	2.89	2.82
promotes a positive work atmosphere.	2.70	2.67	2.82	2.79	2.41	2.45	2.89	2.89	2.68
regularly asks for my ideas and opinions.	2.68	2.54	2.76	2.68	2.50	2.52	2.74	2.79	2.66
addresses concerns I have promptly & fairly.	2.68	2.65	2.88	2.78	2.48	2.50	2.84	2.95	2.67
leads by example.	2.57	2.57	2.59	2.75	2.43	2.32	2.89	2.95	2.58
is a good listener.	2.70	2.74	2.82	2.93	2.65	2.64	2.84	2.94	2.71
is more proactive than reactive.	2.46	2.55	2.53	2.64	2.32	2.43	2.84	2.79	2.49
can be trusted.	2.70	2.64	2.82	2.82	2.65	2.73	2.79	2.84	2.71
shows no favoritism towards employees.	2.54	2.50	2.76	2.71	2.52	2.76	2.79	2.89	2.58
supports academic freedom.	2.87	2.81	3.00	3.00	2.74	2.86	2.95	2.89	2.87
considers my input on my workload balance of teaching assign., service expect., & scholarship.	2.64	2.66	2.88	2.82	2.61	2.71	2.89	2.89	2.69
fairly evaluates my performance and discusses opportunities for improvement.	2.79	2.75	2.75	2.77	2.55	2.71	2.83	2095	2.73
supports the primary endeavors of faculty (teaching, research, and service) by completing administrative tasks without burdening other faculty members.	2.73	2.72	2.81	2.89	2.61	2.67	3.00	2.95	2.74
performs their job well.	2.69	2.69	2.76	2.82	2.48	2.55	2.79	2.95	2.66
N*	70	85	17	28	23	22	19	19	139

*Total N will not equal above table, because everyone did not choose a college

ATTITUDES TOWARD WORKING CONDITIONS

Q19. Concerning my physical work conditions:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The classroom is conducive to learning.	11.49%	23.65%	64.86%	148	2.53	2.57
My office is conducive to productivity.	14.00%	13.33%	72.67%	150	2.59	2.64
My work environment may adversely affect my health.	41.67%	20.14%	38.19%	144	1.97	1.96

ATTITUDES TOWARD TEACHING & ACCREDITATION

Q21. Concerning academic dishonesty:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I know what UNA considers a violation of academic standards.	11.27%	14.79%	73.94%	142	2.63	2.67
Academic dishonesty is a significant problem in my face-to-face courses.	51.52%	34.09%	14.39%	132	1.63	1.69
Academic dishonesty is a significant problem in my online courses.	27.13%	28.68%	44.19%	129	2.17	2.24
AI significantly contributes to academic dishonesty in my face-to-face courses.	30.00%	40.77%	29.23%	130	1.99	1.97
AI significantly contributes to academic dishonesty in my online courses.	17.83%	29.46%	52.71%	129	2.35	2.32
I need further training on AI and how to detect student usage of AI.	16.55%	22.07%	61.38%	145	2.45	2.37

Q23. How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty over the last academic year (i.e., from last August until now).

Answer	Count 2026	2026 %	2025 %	Count 2025
The discussion and solution stayed between myself and the student(s) involved.	89	78.07%	123	84.25%
I involved my department chair in resolving the situation.	62	54.39%	65	44.52%
I involved my Dean in resolving the situation.	17	14.91%	23	15.75%
I involved the Division of Student Affairs in resolving the situation.	14	12.28%	9	6.16%

Q24. Concerning technology and its application to instruction:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Information Technology Services responds positively to the needs of UNA faculty.	7.53%	17.12%	75.34%	146	2.68	2.77
I know how to caption my audio/visual instructional materials.	13.48%	14.18%	72.34%	141	2.59	2.53
Respondus/SmarterProctoring provides sufficient services/support for proctoring online exams.	26.73%	35.64%	37.62%	101	2.11	2.15
Internet outages are a significant barrier to perform my duties.	34.48%	33.10%	32.41%	145	1.98	2.07

Q25. Please respond to the following statements as they relate to your work environment and level of job satisfaction.

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I would like to be more involved in work within my academic department.	25.69%	47.92%	26.39%	144	2.01	2.01
My departmental colleagues appreciate the work I do.	11.49%	14.86%	73.65%	148	2.62	2.61
My departmental colleagues are respectful of me as a professional.	6.76%	10.81%	82.43%	148	2.76	2.78
I have the resources I need to teach well.	6.76%	23.65%	69.59%	148	2.63	2.59

Q26. I am comfortable leading class discussions dealing with intercultural and engagement initiatives.

Answer	Count 2026	2026 %	Count 2025	2025 %
Disagree	12	8.89%	15	9.80%
Neutral	20	14.81%	21	13.73%
Agree	103	76.30%	117	76.47%
Mean	2.67		2.67	
Total	135	100%	153	100%

Q27. Attitudes toward recruitment, retention, educational programming, and evaluation:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Grade inflation is a problem at UNA.	26.72%	33.59%	39.69%	131	2.13	2.16
Grade inflation in high schools is a problem for UNA.	7.69%	26.50%	65.81%	117	2.58	2.57

Q28. Concerning experiential learning:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I am aware of experiential and work-based learning support for our programs.	3.47%	8.33%	88.19%	144	2.85	2.72
I am aware of the QEP on experiential and work-based learning.	5.59%	10.49%	83.92%	143	2.78	2.64

Q30. In what ways have you been involved with any accreditation process in the last year (i.e., from August till now)? Check all that apply.

Answer	Count 2026	2026 %	Count 2025	2025 %
I pulled materials (e.g., syllabi, exams, assignments, exemplary work) as part of the program evaluation.	76	52.41%	81	48.21%
I helped write, develop, and/or recreate our student learning objectives/outcomes.	66	45.52%	76	45.24%
I evaluated whether our student learning objectives/outcomes were being met through course assessments.	74	51.03%	92	54.76%
I contributed to the actual accreditation report.	38	26.21%	46	27.38%
I wasn't involved with any accreditation process in the last year.	43	29.66%	46	27.38%

Supplemental Crosstab by College for Q30.

Question	CASE		SCOBT		COEHS		ACONHP	
	2026	2025	2026	2025	2026	2025	2026	2025
I pulled materials (e.g., syllabi, exams, assignments, exemplary work) as part of the program evaluation.	46%	41%	47%	50%	77%	64%	75%	6%
I helped write, develop, and/or recreate our student learning objectives/outcomes	45%	38%	41%	43%	64%	68%	50%	6%
I evaluated whether our student learning objectives/outcomes were being met through course assessments.	45%	43%	65%	63%	77%	73%	56%	74%
I contributed to the actual accreditation rpt.	22%	19%	29%	23%	27%	46%	56%	5%
I wasn't involved with any accreditation process in the last year.	34%	1%	18%	3%	9%	5%	19%	0%
Other:	4%	35%	12%	23%	5%	18%	6%	5%
N*	76	86	17	30	22	22	16	19

*Total N will not equal above table, because everyone did not choose a college

Q30. (Cont.) Specify Other:

Training	Helped to develop specific assessment tools & review past assessment procedures & results
Meta assessment committee	I contributed to the on-campus visit of the accreditation team
I attended a AACSB meeting; that is all I recall that I did	CPIR

Q31. I have sufficient support/assistance for the accreditation processes (2025 Mean = 2.92).

Answer	2026 %	Count 2026
Disagree	7.14%	10
Neutral	12.86%	18
Agree	51.43%	72
I wasn't involved with any accreditation process in the last year.	28.57%	40
Mean	3.01	
Total		140

Q32. Regarding accreditation (whether you have been involved or not):

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I need to learn more about accreditation documentation for my courses.	42.75%	30.43%	26.81%	138	1.84	2.00
I need to learn more about how to create course assessments that align with my program's student learning objectives/outcomes.	49.65%	27.66%	22.70%	141	1.73	1.79
I need to learn more about aligning my course objectives with my program's student learning objectives/outcomes.	50.71%	25.00%	24.29%	140	1.74	1.79

Q33. Would you benefit from more time between the close of the examination period and the required posting of final grades?

Answer	2026 %	Count 2026	2025 %	Count 2025
Yes	50.00%	75	46.51%	80
No	43.33%	65	51.16%	88
This does not apply to me	6.67%	10	2.33%	4
Total	100%	150	100%	172

ATTITUDES TOWARD JOB SATISFACTION, SALARY, AND BENEFITS

Q37. Concerning hiring:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The hiring of new administrators is done fairly.	29.06%	25.64%	45.30%	117	2.16	2.10
The hiring of new faculty is done fairly.	13.89%	14.58%	71.53%	144	2.58	2.51
The hiring of new staff is done fairly and equitably.	13.56%	20.34%	66.10%	118	2.53	2.48

Q39. Since I have been working at UNA, I have...

Question	Yes 2026	Yes 2025	No	Did not know I was eligible	Total
utilized the Faculty/Staff Wellness Center.	40.54%	42.20%	56.76%	2.70%	148
utilized University Health Services.	60.67%	53.18%	38.67%	0.67%	150
utilized on-campus mental health resources	3.36%	N/A	91.28%	5.37%	149
utilized the Employee Assistance Program (EAP)	3.36%	N/A	87.25%	9.40%	149
attended athletic events.	70.67%	69.36%	29.33%	0.00%	150
attended cultural events on campus.	86.00%	75.58%	14.00%	0.00%	150

Q40. Concerning University Health Services

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Overall, I am satisfied with the quality of services provided by Health Services.	3.85%	17.31%	78.85%	104	2.75	2.68
I am comfortable using University Health Services.	7.44%	20.66%	71.90%	121	2.64	2.65

Supplemental Crosstab by College for Q40.

Question	CASE		SCOBT		COEHS		ACONHP	
	2026	2025	2026	2025	2026	2025	2026	2025
Overall, I am satisfied with the quality of services provided by Health Services.	2.64	2.68	2.83	2.56	2.93	2.90	3.00	2.73
I am comfortable using University Health Services.	2.54	2.62	2.71	2.57	3.00	2.82	2.79	2.75
N	63	60	14	21	17	22	14	16

Q42. Concerning Health Insurance:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The process of modifying the health insurance premium and plan is transparent.	27.48%	20.61%	51.91%	131	2.24	2.13
A negotiation process regarding changes in the health insurance premium and plan is needed.	11.11%	35.71%	53.17%	126	2.42	2.46
I hope UNA will offer more flexible health insurance plans with varied premiums and coverages to better meet the diverse needs of our faculty.	8.89%	34.07%	57.04%	135	2.48	2.51
Overall, I am satisfied with the quality of the health insurance.	11.72%	22.76%	65.52%	145	2.54	2.57
I am aware of the mental health resources provided by our health insurance plan.	27.66%	20.57%	51.77%	141	2.24	N/A

Q43. The cost of the health insurance for spouse, children, or family coverage is …

Answer	2026 %	Count 2026	2025 %	Count 2025
Low	1.83%	2	2.31%	3
Fair	33.94%	37	4.00%	52
High	64.22%	70	57.69%	75
Mean	2.62		2.55	
Total		109	100%	130

Q45. Concerning Fall/Spring semester starting dates:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
A review of the academic calendar is needed.	17.61%	28.87%	53.52%	142	2.36	2.40
Standardized start date ranges (e.g., no earlier than 1/10) for academic terms should be established.	5.67%	30.50%	63.83%	141	2.58	2.56

Q46. Attitudes concerning winter and summer school:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I view summer teaching as necessary to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	10.53%	8.27%	81.20%	133	2.71	2.79
I view winter teaching as necessary to achieve a salary level that I cannot otherwise achieve as a faculty member on a nine-month contract.	40.37%	20.18%	39.45%	109	1.99	2.03

Q47. Concerning research:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I have a clear understanding of research expectations in tenure and promotion.	14.39%	12.95%	72.66%	139	2.58	2.63
I have an active research agenda.	8.82%	19.85%	71.32%	136	2.63	2.60
I have sufficient time to conduct research during the academic year.	52.27%	19.70%	28.03%	132	1.76	1.63
In order to have sufficient time to conduct research, I have to forgo summer and winter teaching assignments.	42.98%	26.45%	30.58%	121	1.88	1.89
I have access to sufficient funds to conduct my research.	38.40%	25.60%	36.00%	125	1.98	1.94
I have access to sufficient travel funds to disseminate my research.	39.69%	19.08%	41.22%	131	2.02	1.94
There are penalties for failing to conduct research as a full-time faculty member.	25.00%	25.00%	50.00%	124	2.25	2.25
I have access to sufficient funds for professional development.	35.51%	28.26%	36.23%	138	2.01	1.98

Supplemental Crosstab by College for Q47.

Question	CASE		SCOBT		COEHS		ACONHP		Overall
	2026	2025	2026	2025	2026	2025	2026	2025	2026
I have a clear understanding of research expectations in tenure and promotion.	2.54	2.51	2.60	2.85	2.70	2.68	2.68	3.00	2.58
I've an active research agenda.	2.59	2.59	2.73	2.70	2.63	2.57	2.82	2.71	2.63
I have sufficient time to conduct research during academic year.	1.68	1.55	2.14	1.75	1.85	1.80	1.81	1.31	1.76
In order to have sufficient time to conduct research, I have to forgo summer/winter teaching assignments.	2.07	2.05	1.62	1.84	1.28	1.63	1.67	1.56	1.88
I have access to suff. funds to conduct my rsch.	1.94	1.92	2.57	2.38	1.68	1.74	2.25	1.67	1.98
I have access to sufficient travel funds to disseminate my research.	1.99	1.95	2.79	2.64	1.53	1.45	2.07	1.67	2.02
There are penalties for failing to conduct research as a full-time faculty member.	2.15	2.20	2.36	2.65	2.37	1.95	2.54	2.47	2.25
I have access to sufficient funds for prof. dev.	1.90	1.95	2.56	2.54	1.57	1.57	2.19	2.00	2.01
N*	73	87	16	27	21	22	16	18	139

Q48. Concerning salaries:

Question	Lower	Similar	Higher	Count 2026	Mean 2026	Mean 2025
Not including pay for teaching in the summer and winter, my salary compared to other faculty members at my rank at institutions similar to UNA is:	53.23%	43.55%	3.23%	127	1.50	1.51
Including pay for teaching in the summer and winter, my salary compared to other faculty members at my rank at institutions similar to UNA is:	33.93%	51.79%	14.29%	112	1.80	1.84
COLAs in comparison to actual increases in the COL are:	66.93%	29.92%	3.15%	124	1.36	1.40
Payment for the independent study is sufficient for the work expended by the faculty member.	80.85%	15.96%	3.19%	94	1.22	1.15

Supplemental Crosstab by College for Q48.

Question	CASE		SCOBT		COEHS		ACONHP		Overall
	2026	2025	2026	2025	2026	2025	2026	2025	2026
Not including pay for teaching in the summer and winter, my salary compared to other faculty members at my rank at institutions similar to UNA is:	1.55	1.54	1.46	1.65	1.53	1.50	1.20	1.28	1.51
Including pay for teaching in the summer and winter, my salary compared to other faculty members at my rank at institutions similar to UNA is:	1.97	1.94	1.54	1.83	1.78	1.90	1.40	1.61	1.84
COLAs received in comparison to actual increases in the cost of living are:	1.43	1.44	1.36	1.29	1.37	1.42	1.20	1.44	1.40
Payment for the independent study is sufficient for the work expended by the faculty member.	1.29	1.14	1.20	1.27	1.08	1.00	1.20	1.29	1.15
N*	69	72	13	26	19	20	15	18	124

Q49. I believe my annual allotted amount for travel expenses meets my needs for yearly professional development and/or research dissemination.

Answer	2026 %	Count 2026	2025 %	Count 2025
Yes	50.34%	75	43.71%	73
No	49.66%	74	56.29%	94
Total	100%	149	100%	167

ATTITUDES TOWARD THE FACULTY SENATE AND SHARED GOVERNANCE

Q50. The Faculty Senate at UNA...

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
plays an appropriate role in the University's decision-making process.	17.02%	18.44%	64.54%	141	2.48	2.67
provides a line of communication between the faculty and the Board of Trustees that effectively represents faculty members' concerns.	15.97%	19.44%	64.58%	144	2.49	2.68
effectively represents faculty interests.	21.83%	24.65%	53.52%	142	2.32	2.58

Q52. Concerning the system of Shared Governance at UNA:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The process involved in filling shared governance committees is fair and equitable.	14.53%	29.06%	56.41%	117	2.42	2.49
I know who my shared governance committee representatives are.	18.84%	10.87%	70.29%	138	2.51	2.40
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	16.10%	24.58%	59.32%	118	2.43	2.57
The method by which changes are made through shared governance is clear and appropriate.	20.31%	36.72%	42.97%	128	2.23	2.41
The shared governance system effectively represents faculty interests.	17.32%	33.07%	49.61%	127	2.32	2.43
Policy development is effectively addressed through the current two-tiered system of governance.	20.49%	27.87%	51.64%	122	2.31	2.40

Faculty Attitude Survey 2026

Adjunct/PT Instructor Results (N = 39)

(N = 51 in 2025)

RESPONDENT PROFILE

Q1. Please identify your college/unit affiliation.

Answer	2026 %	Count 2026	2025 %	Count 2025
College of Arts, Sciences, and Engineering	71.79%	28	60.78%	31
Sanders College of Business and Technology	12.82%	5	19.61%	10
College of Education and Human Sciences	12.82%	5	15.69%	8
Anderson College of Nursing and Health Professions	2.56%	1	3.92%	2
Educational Technologies Services	0.00%	0	0.00%	0
I choose not to identify my college/unit affiliation.	0.00%	0	0.00%	0
Total	100%	39	100%	51

Q19. Concerning my physical work conditions:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
The classroom is conducive to learning.	2.86%	22.86%	74.29%	35	2.71	2.66
My office is conducive to productivity.	0.00%	26.92%	73.08%	26	2.73	2.59
My work environment may adversely affect my health.	57.14%	8.57%	34.29%	35	1.77	1.71

Q21. Concerning academic dishonesty:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I know what UNA considers a violation of academic standards.	12.82%	5.13%	82.05%	39	2.69	2.94
Academic dishonesty is a significant problem in my face-to-face courses.	47.06%	29.41%	23.53%	34	1.76	1.84
Academic dishonesty is a significant problem in my online courses.	45.16%	19.35%	35.48%	31	1.90	1.66
AI significantly contributes to academic dishonesty in my face-to-face courses.	30.30%	33.33%	36.36%	33	2.06	2.26
AI significantly contributes to academic dishonesty in my online courses.	22.58%	35.48%	41.94%	31	2.19	2.15
I need further training on AI and how to detect student usage of AI.	31.58%	23.68%	44.74%	38	2.13	2.46

Q23. How have you responded to academic dishonesty at UNA? Please check all that have ever applied from all instances of academic dishonesty over the last academic year (i.e., from last August until now).

Answer	Count 2026	2026 %	2025 %	Count 2025
The discussion and solution stayed between myself and the student(s) involved.	23	79.31%	22	70.97%
I involved my department chair in resolving the situation.	12	41.38%	14	45.16%
I involved my Dean in resolving the situation.	2	6.90%	2	6.45%
I involved the Division of Student Affairs in resolving the situation.	0	0.00%	3	9.68%

Q24. Concerning technology and its application to instruction:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Information Technology Services responds positively to the needs of UNA faculty.	0.00%	10.53%	89.47%	38	2.89	2.74
I know how to caption my audio/visual instructional materials.	16.67%	13.89%	69.44%	36	2.53	2.57
Respondus/SmarterProctoring provides sufficient services/support for proctoring online exams.	10.34%	27.59%	62.07%	29	2.52	2.52
Internet outages are a significant barrier to perform my duties.	56.76%	24.32%	18.92%	37	1.62	1.76

Q25. Please respond to the following statements as they relate to your work environment and level of job satisfaction.

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
I would like to be more involved in work within my academic department.	11.11%	41.67%	47.22%	36	2.36	2.43
My departmental colleagues appreciate the work I do.	5.26%	15.79%	78.95%	38	2.74	2.56
My departmental colleagues are respectful of me as a professional.	0.00%	7.89%	92.11%	38	2.92	2.72
I have the resources I need to teach well.	2.50%	15.00%	82.50%	40	2.80	2.78

Q26. I am comfortable leading class discussions dealing with intercultural and engagement initiatives.

Answer	2026 %	2026 Count	2025 %	2025 Count
Disagree	0.00%	0	2.27%	1
Neutral	22.86%	8	6.82%	3
Agree	77.14%	27	90.91%	40
Mean	2.77		2.89	
Total	100%	35	100%	44

Q27. Attitudes toward recruitment, retention, educational programming, and evaluation:

Question	Disagree	Neutral	Agree	Count 2026	Mean 2026	Mean 2025
Grade inflation is a problem at UNA.	33.33%	33.33%	33.33%	27	2.00	1.76
Grade inflation in high schools is a problem for UNA.	15.38%	19.23%	65.38%	26	2.50	2.45

Q34. Consider only your monetary compensation for this question. Compared to adjunct faculty members at institutions similar to UNA, I am:

Answer	2026 %	2026 Count	2025 %	2025 Count
Underpaid	41.38%	12	59.52%	25
Fairly paid	58.62%	17	40.48%	17
Overpaid	0.00%	0	0.00%	0
Total	100%	29	100%	42

Q35. Consider only your benefits for this question. Compared to adjunct faculty members at institutions similar to UNA, I receive:

Answer	2026 %	2026 Count	2025 %	2025 Count
Fewer benefits	36.84%	7	44.44%	12
Similar benefits	57.89%	11	55.56%	15
Better benefits	5.26%	1	0.00%	0
Total	100%	19	100%	27

Q39. Since I have been working at UNA, I have...

Question	Yes 2026	Yes 2025	No	Did not know I was eligible	Total
utilized the Faculty/Staff Wellness Center.	17.50%	16.33%	65.00%	17.50%	40
utilized University Health Services.	25.00%	20.41%	65.00%	10.00%	40
utilized on-campus mental health resources	0.00%	N/A	85.00%	15.00%	40
utilized the Employee Assistance Program (EAP)	0.00%	N/A	82.50%	17.50%	40
attended athletic events.	52.50%	44.90%	42.50%	5.00%	40
attended cultural events on campus.	70.00%	53.06%	25.00%	5.00%	40