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Staff Attitudes Survey 2020

June 2020

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- Survey Results



The online survey reached 209 staff at UNA. The goal of this study was to gather staff feedback about the campus climate, on matters such as attitudes towards administrators, diversity/inclusivity, satisfaction with technology and working environment, attitudes around salary, insurance, and benefits, and an evaluation of the Staff Senate.

Key Metrics Evaluated

- Administrator evaluation
- UNA addressing discriminatory issues
- Previous discrimination or harassment experience
- Evaluation of technological support
- Satisfaction with working environment
- Attitudes towards salary, support, and benefits
- Understanding of pay plan policies
- Satisfaction with insurance options
- Attitudes toward staff senate
- Additional comments or topics for next year's survey

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Executive Summary (1 of 2)

- Respondents indicate the greatest satisfaction with the overall performance of Dr. Kenneth Kitts (4.1 / 5.0) and the lowest satisfaction with the overall performance of Mr. Ron K. Paterson (3.6 / 5.0)
 - Of the 27 comments about the administration, 41% mentioned the administration's positive impact on campus, however 37% of comments perceive the administration as aggressive or corrupt
- Respondents feel that UNA addresses homophobia and ableism most effectively (3.9 / 5.0 and 3.8 / 5.0) while ageism is least effectively addressed (3.6 / 5.0)
 - 28% of respondents have felt discriminatory harassment on campus, primarily due to gender (32%) and race/ethnicity (23%)
- Most respondents feel they have sufficient technology support (90%), are satisfied with their physical work environment (73%), and feel safe on campus (91%)
 - Of the 25 who commented concerning technology , 1 in 3 feel that technology equipment needs to be updated more often
 - Of the 47 who commented concerning work environment, 53% say that the general cleanliness of the campus is lacking, especially concerning mold
 - Of the 20 who commented concerning campus safety, 40% say that campus policing need to be more common
- Respondents most strongly disagree that they are compensated adequately compared to their peers (2.6 / 5.0)
 - Of the 32 who commented concerning salaries and benefits, 34% desire better benefits



Executive Summary (2 of 2)

- Respondents have some understanding of how the compensation plan works (3.5 / 5.0) and indicate high satisfaction with their insurance offerings (4.0+ / 5.0)
 - 89% are aware of the Healthy UNA worksite wellness program offered to employees
- 63% of respondents review the Staff Digest every time it is published
 - 22% review the digest weekly and 11% review it monthly
 - Only 4% are unaware of the Staff Digest
- Respondents feel that the Staff Senate somewhat represents their interests (3.6 / 5.0), but 44% of the 18 who supplied comments concerning the Staff Senate indicate they feel that it is ineffective at representing the staff's opinions
- Of the 21 respondents who commented concerning additional department/cost concerns, the most-discussed topic is the buildings/facilities of the campus are outdated (38%)
- Of the 18 respondents who commented concerning topics for next year's survey, the top two desires are addressing better communication (22%) and allowing staff members to complete performance evaluations for their supervisors (22%)

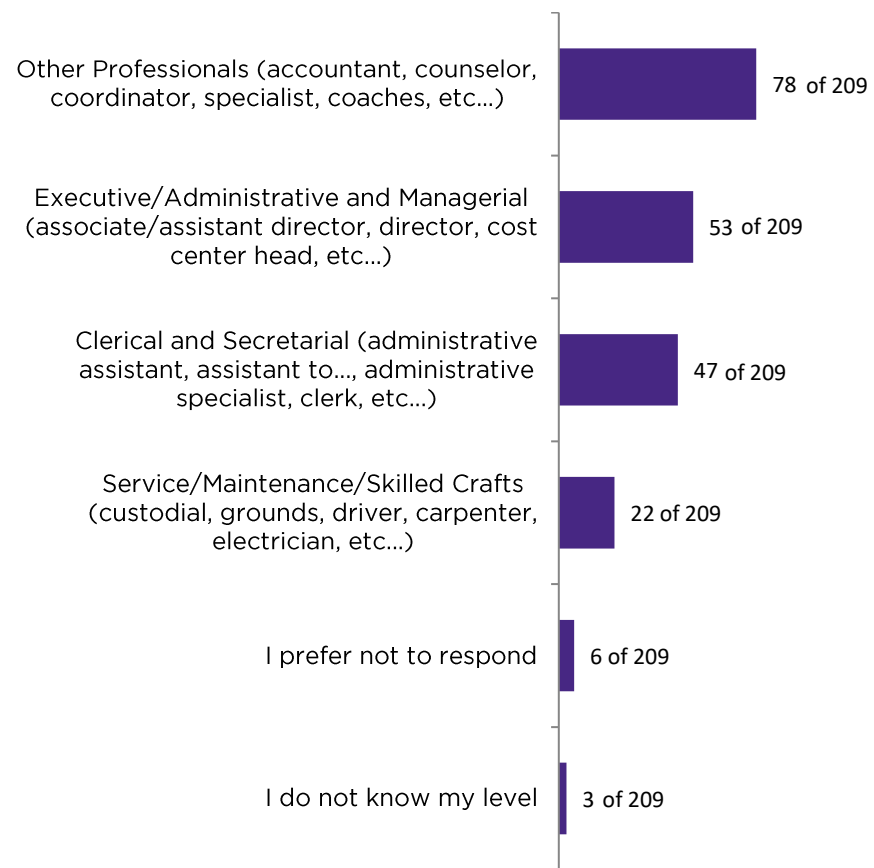
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Respondent Profile

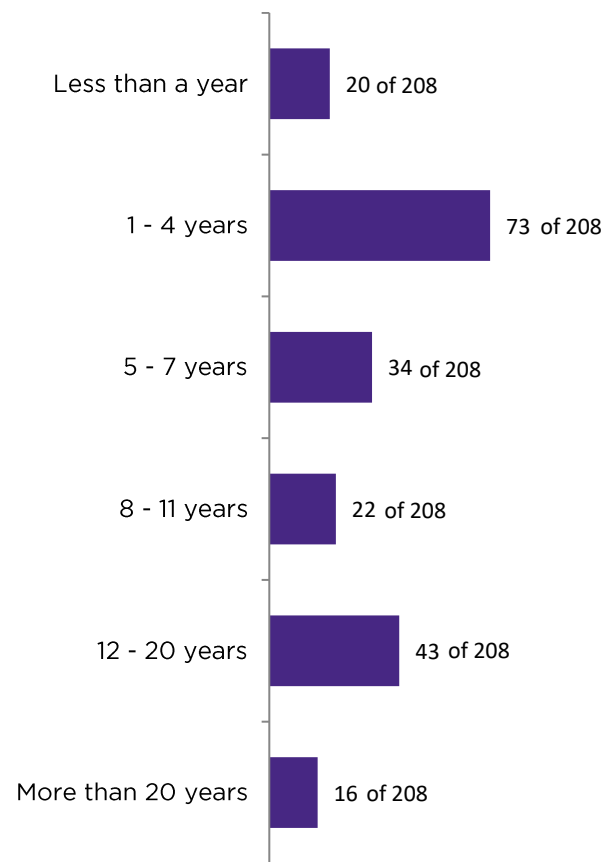
Staff Member Level N=100.0%

Choice Count



Years Worked at UNA N=99.5%

Choice Count



Average: 8.1 years



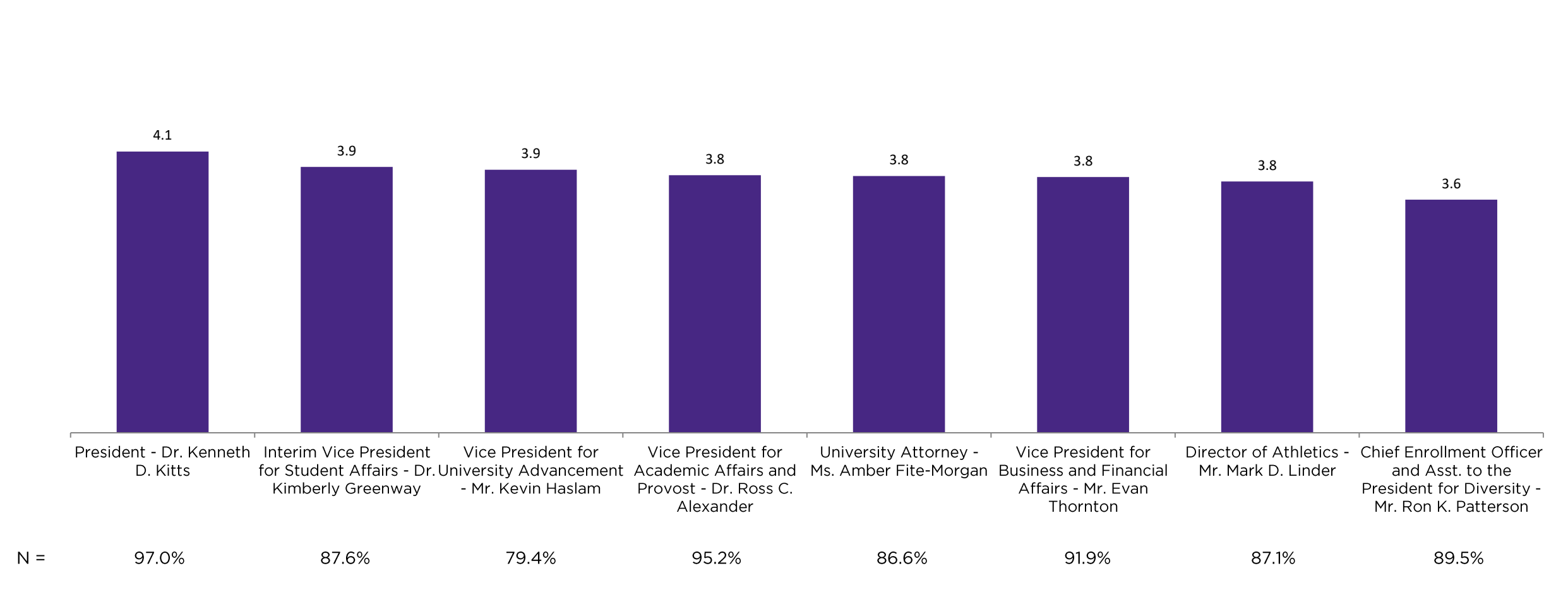
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Satisfaction with Administrators' Job Performance

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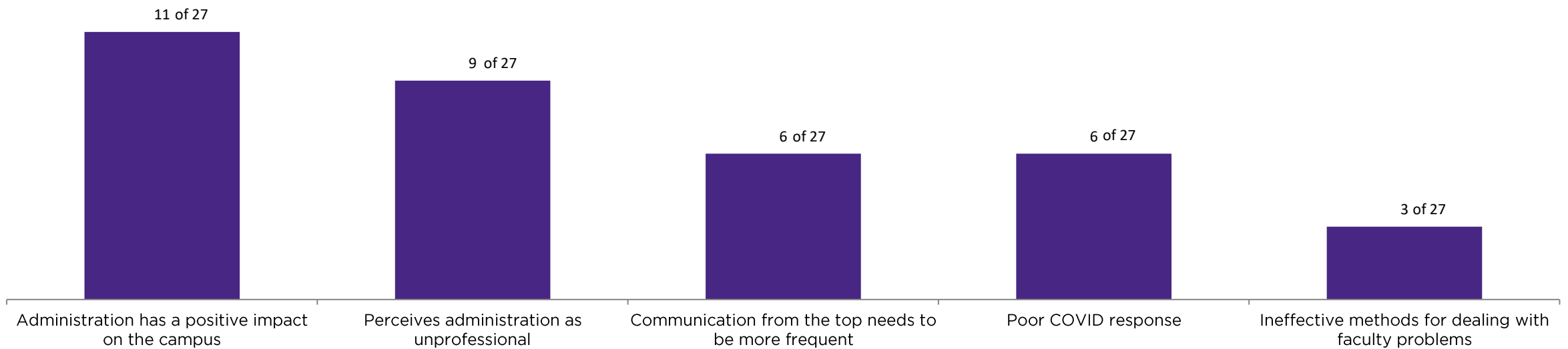
Concerning the members of the Executive Council, I am satisfied with the overall job performance of:
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



Comments Concerning Administration

Administration Comments N=12.9%

Please share any additional comments concerning the administration.
Top 5 Coded Responses



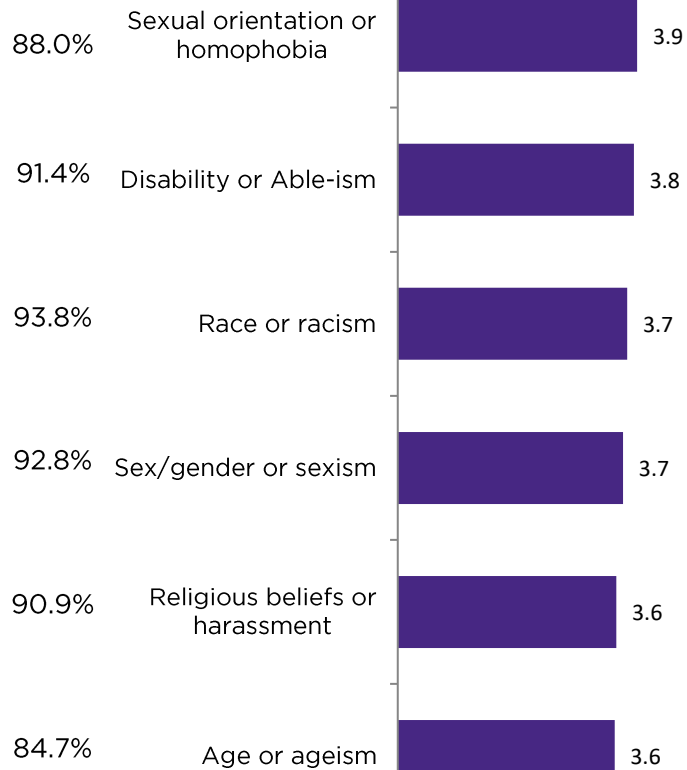
Diversity Evaluation & Harassment Experiences

Diversity Issues Addressed

Concerning diversity: UNA thoroughly addresses campus issues related to:

Mean Score: 5 = Strongly agree; 1 = Strongly disagree

N =



Harassment Experienced N=99.5%

Have you ever felt discriminatory harassment (even subtly) on this campus?

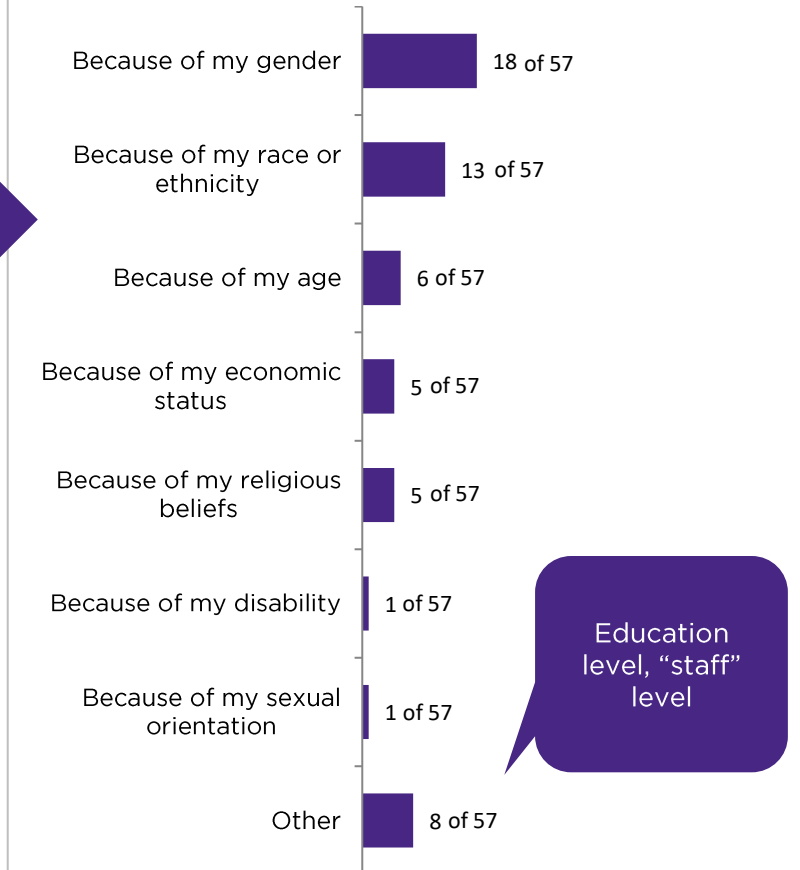
Choice Count



Primary Reason - Discrimination N=27.3%

What do you believe was the primary reason that you were discriminated against or harassed?

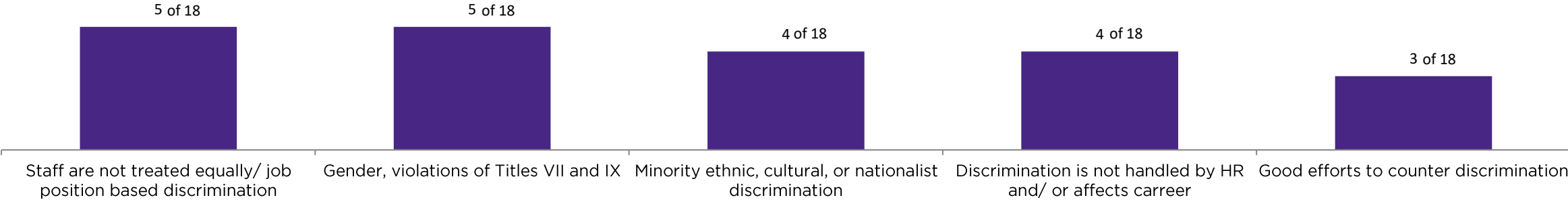
Choice Count



Comments Around Discriminatory Harassment

Discriminatory Harassment Comments N=8.6%

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

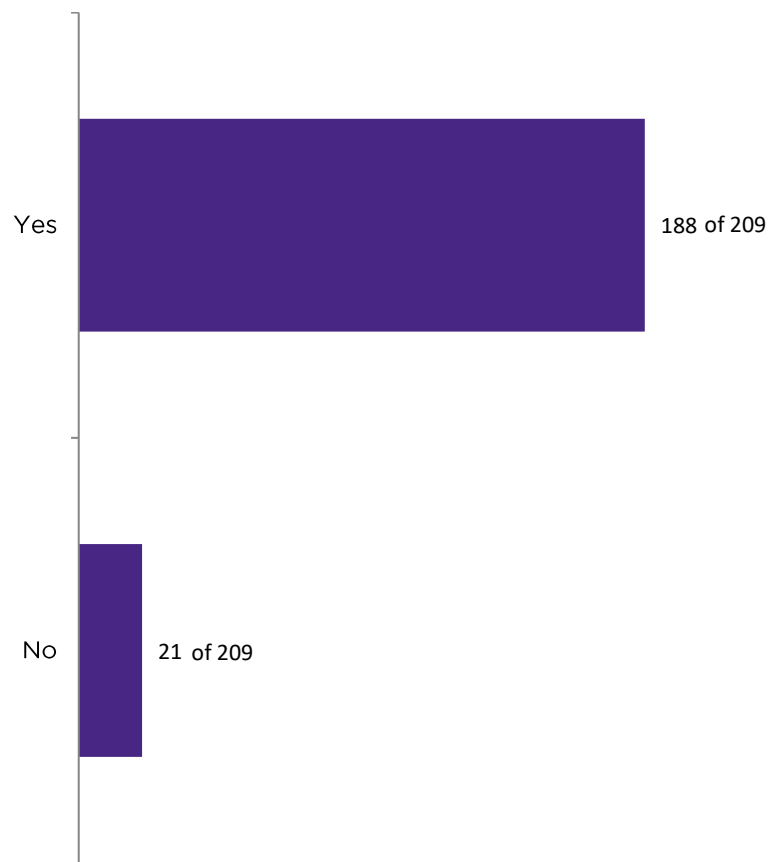


Technology Support & Technology on Campus Comments

Sufficient Technology Support N=100.0%

I have sufficient technology to support my needs.

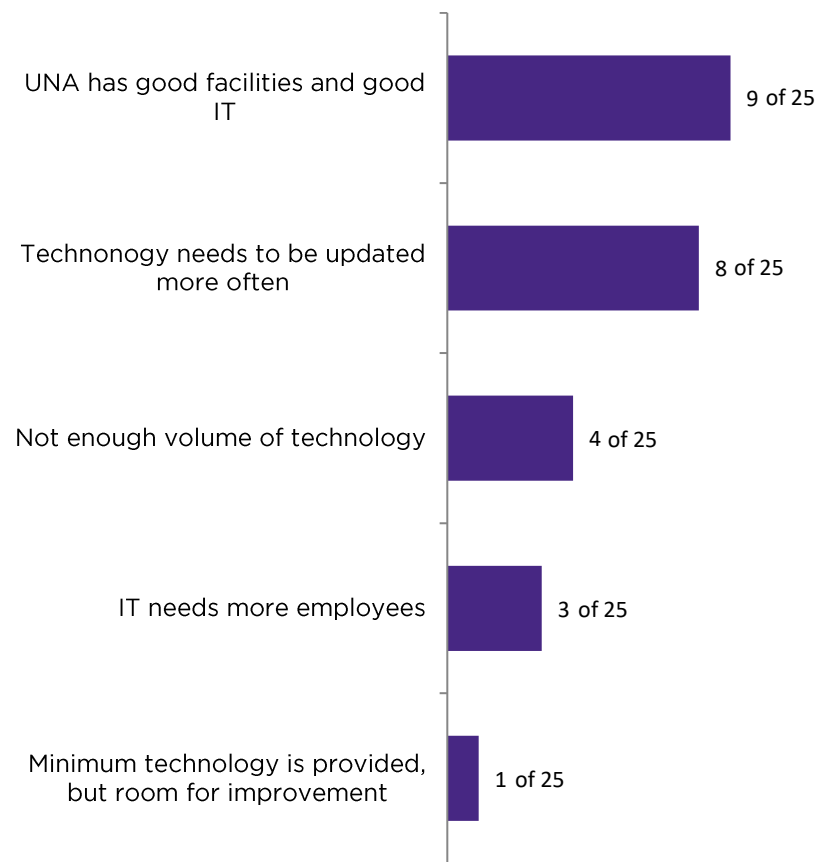
Choice Count



Technology On Campus Comments N=12.0%

Please share any additional comments concerning technology on campus.

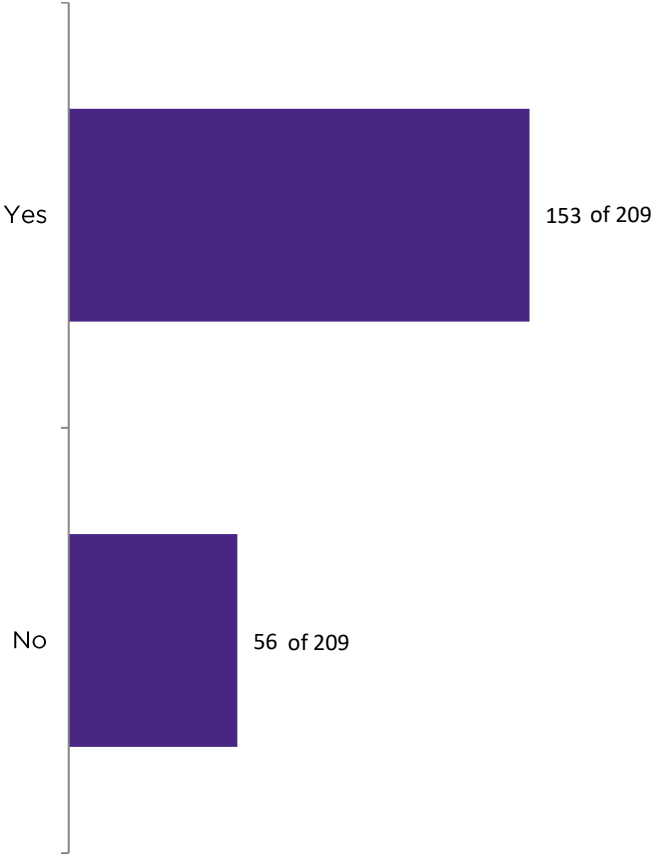
Top 5 Coded Responses



Satisfaction With Physical Work Environment & Work Environment Comments

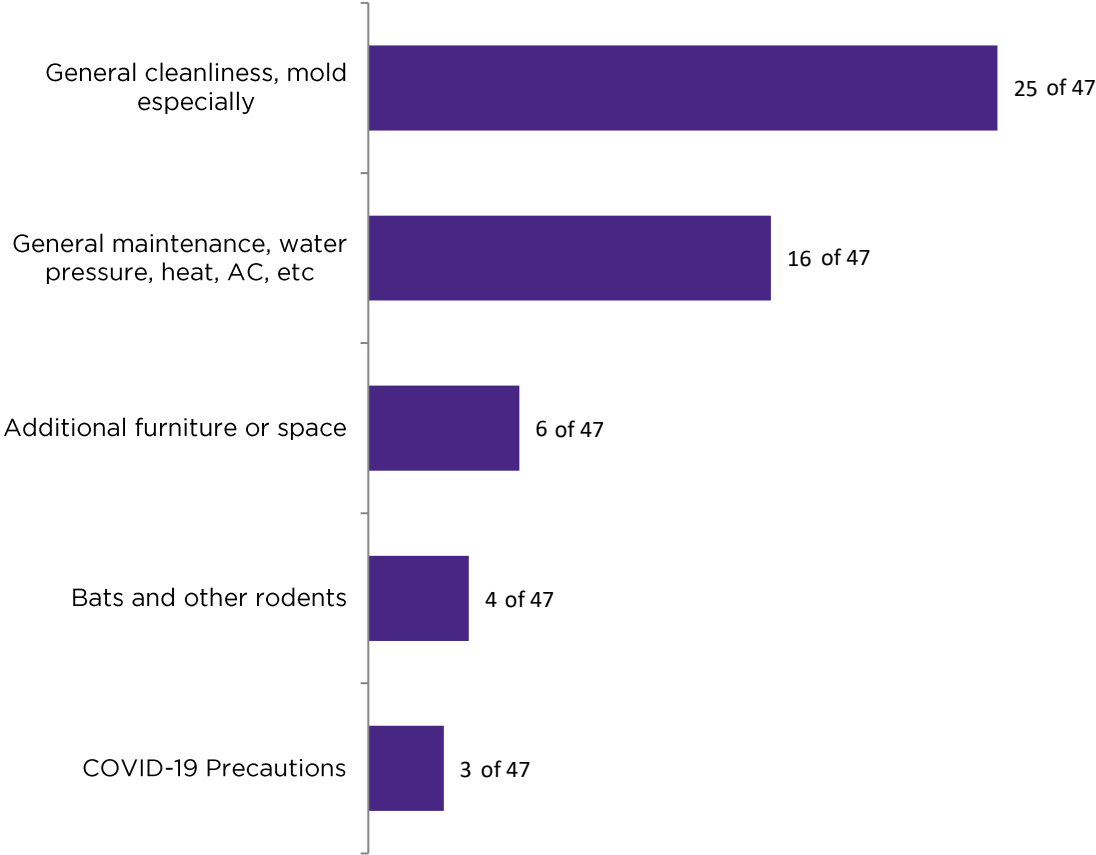
Satisfaction With Physical Work Environment N=100.0%

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



Work Environment Comments N=22.5%

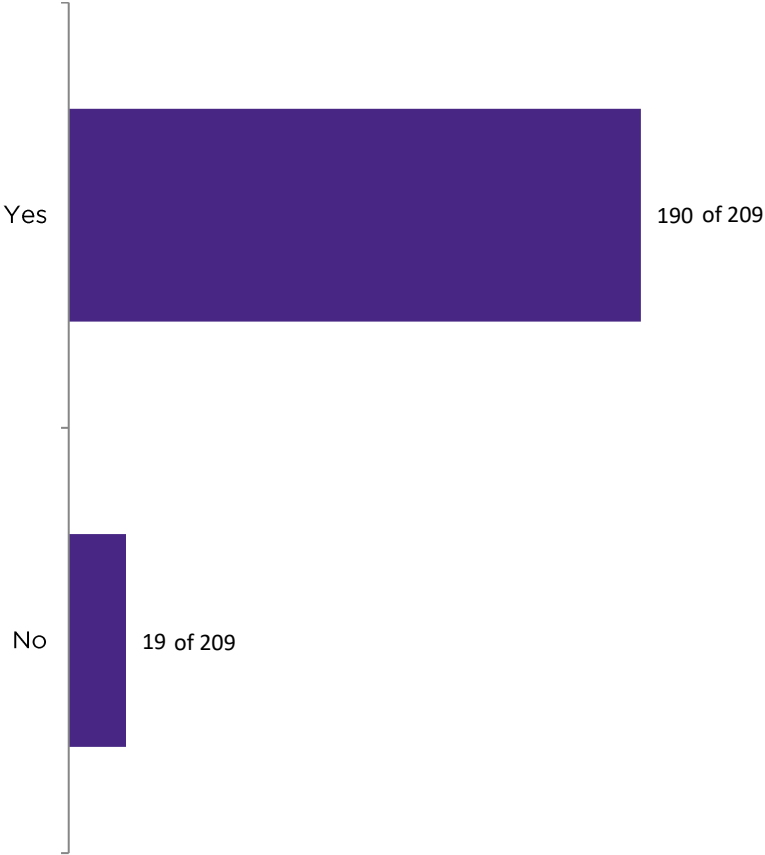
Please share any additional comments concerning your work environment.
Top 5 Coded Responses



Campus Safety Agreement & Comments

Feel Safe on Campus N=100.0%

I feel safe on campus.
Choice Count



Campus Safety Comments N=9.6%

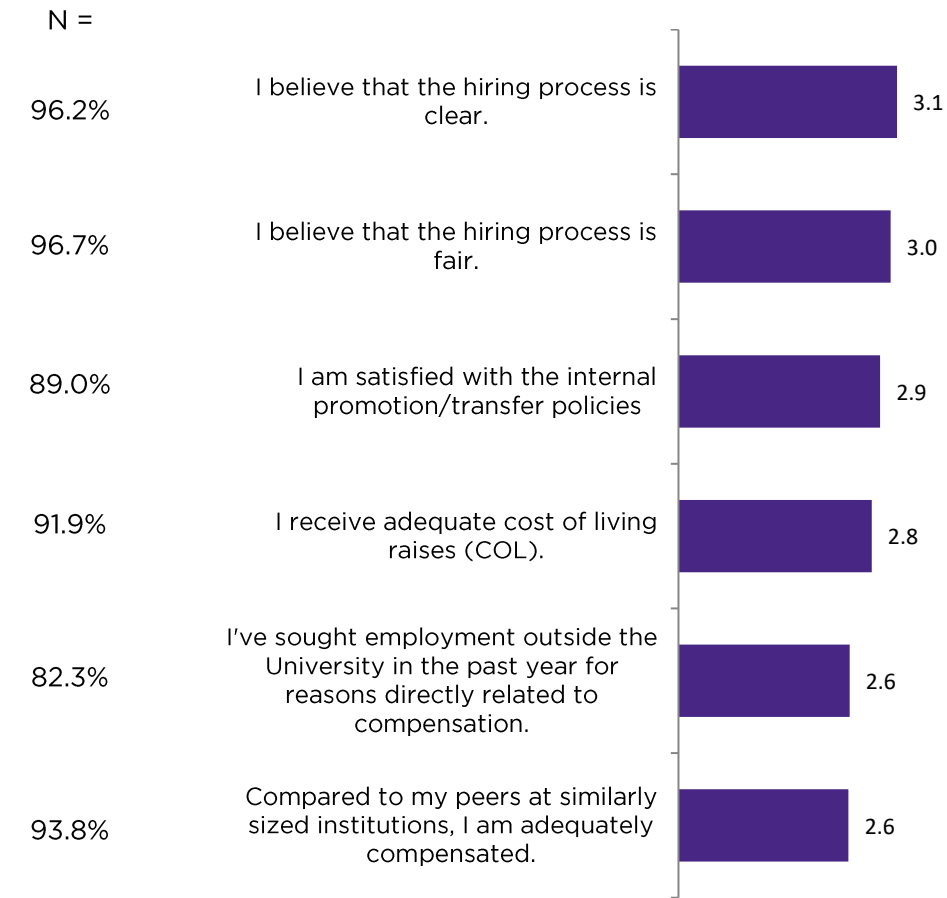
Please share any additional comments concerning safety of the campus.
Top 5 Coded Responses



Salary/Support/Benefit Attitudes & Comments

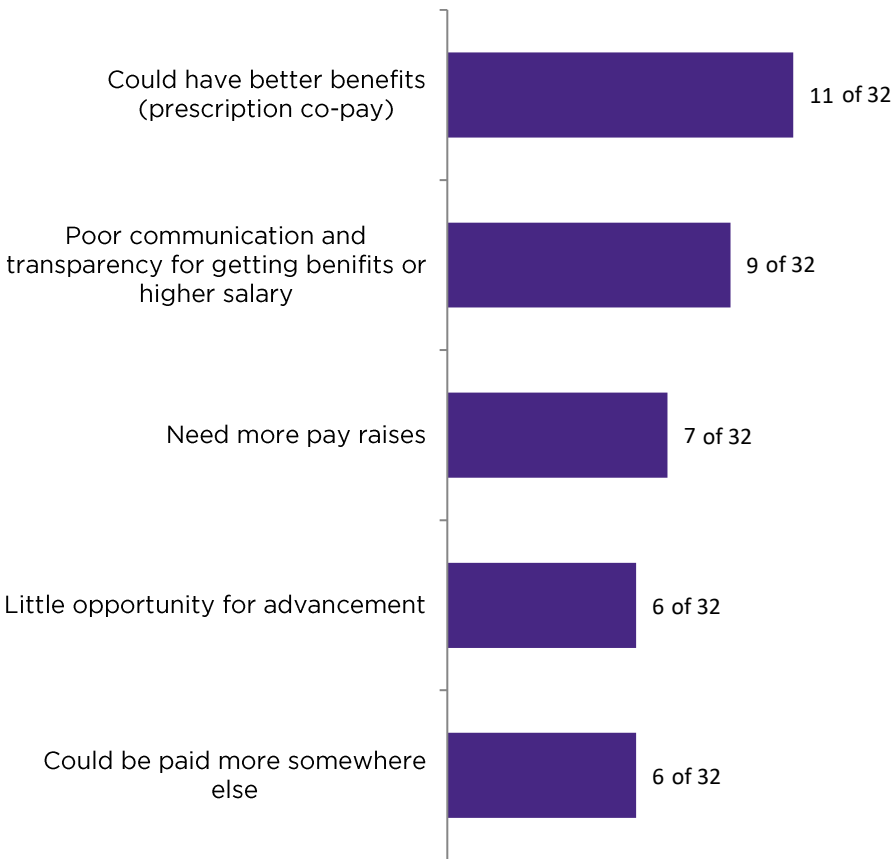
Salary, Support, and Benefit Attitudes

Concerning salaries:
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



Salary and Benefits Comments N=15.3%

Please share any additional comments concerning technology on salaries and benefits.
Top 5 Coded Responses

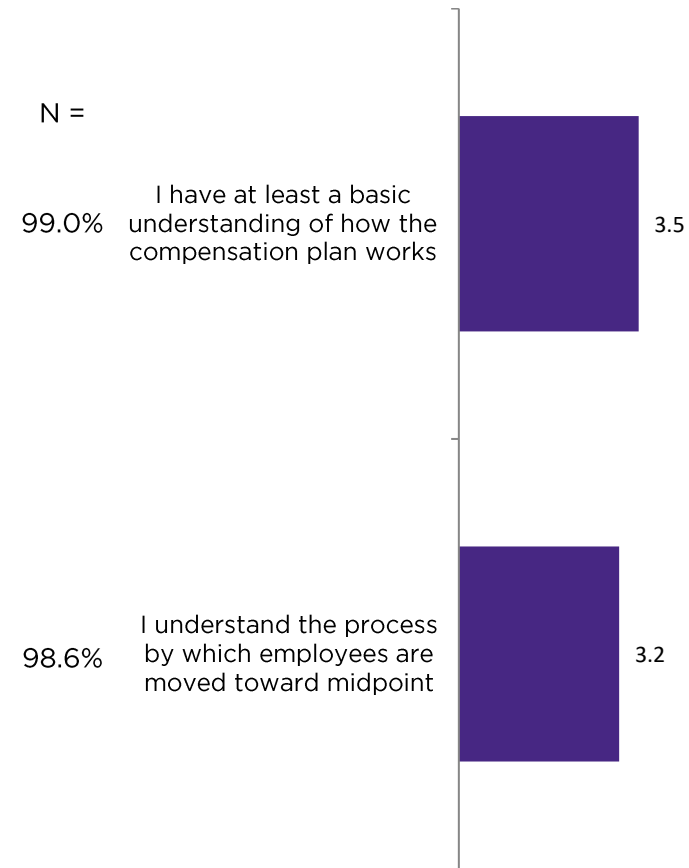


Pay Plan Understanding, Insurance Satisfaction, and Awareness of UNA Worksite Wellness Program

Pay Plan Understanding

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

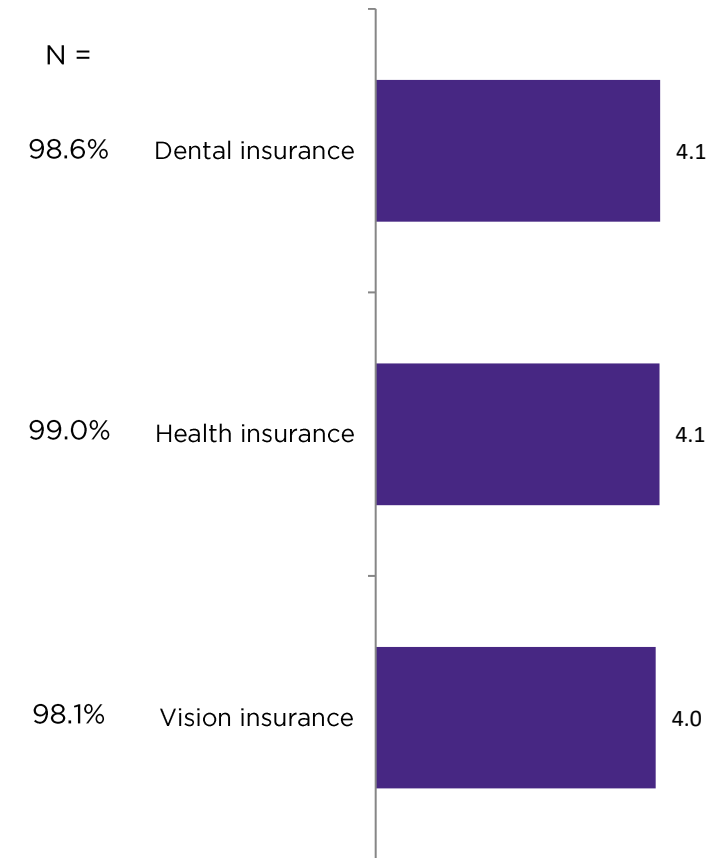
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



Insurance Satisfaction

Concerning the University's current insurance providers I am satisfied with my:

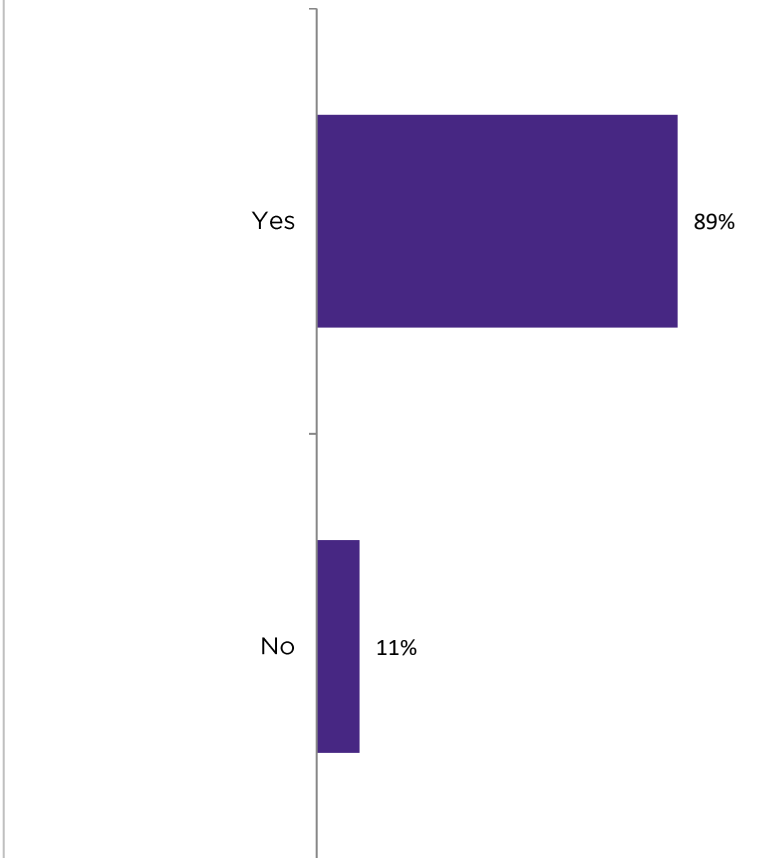
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



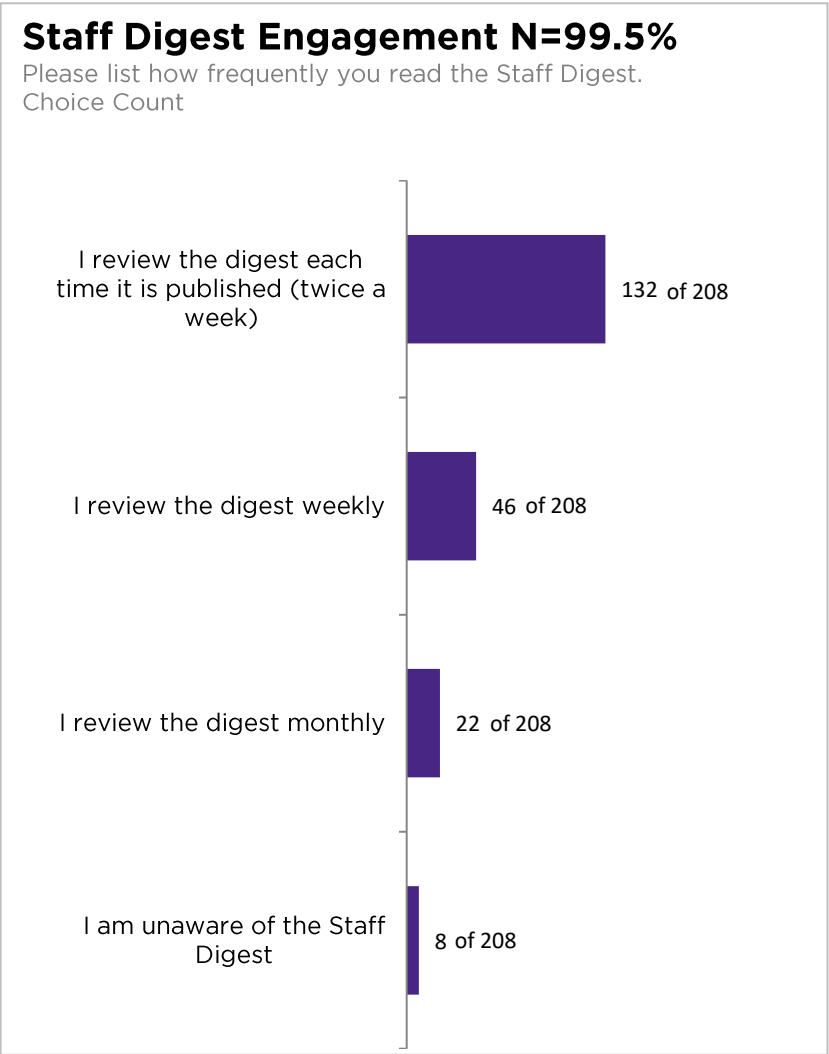
Healthy UNA Awareness N=99.0%

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

Percent Selected



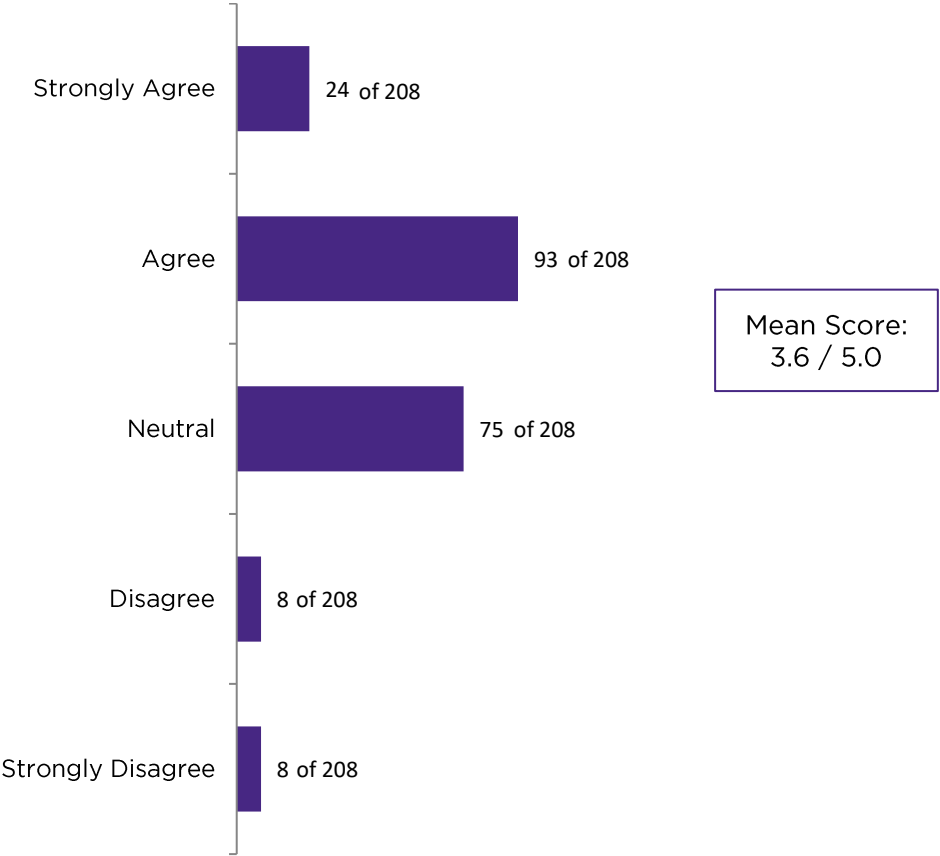
Frequency of Engagement with Staff Digest



Attitudes Towards Staff Senate/Shared Governance & Staff Senate Comments

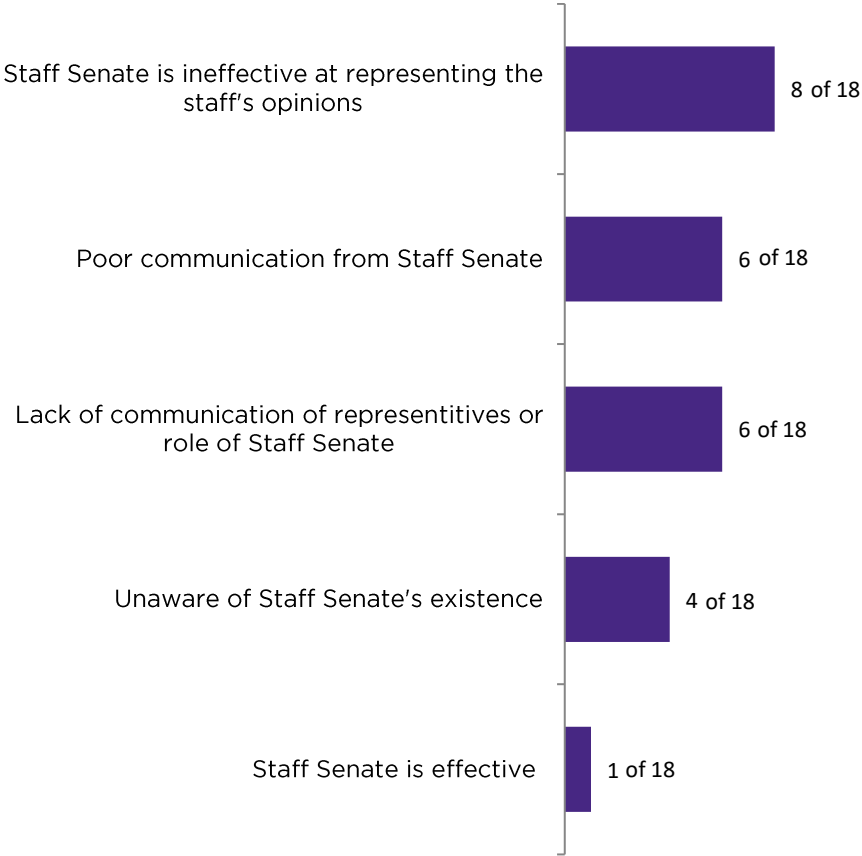
Attitudes Towards Staff Senate & Shared Governance N=99.5%

Effectively represents Staff interests.
Choice Count



Staff Senate Comments N=8.6%

Please share any additional comments concerning the Staff Senate.
Top 5 Coded Responses

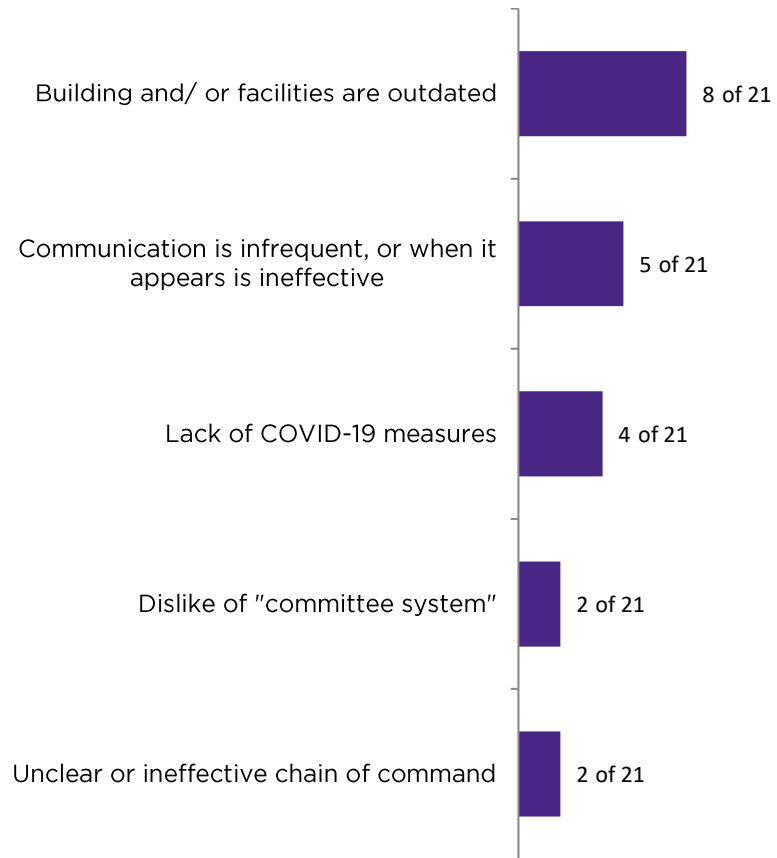


Additional Departmental Concerns & Topics for Staff Senate to Address

Additional Department/Cost Center Concerns N=10.0%

Please inform us of additional concerns pertaining to your department or cost center that have an immediate impact on you and your ability to perform your job.

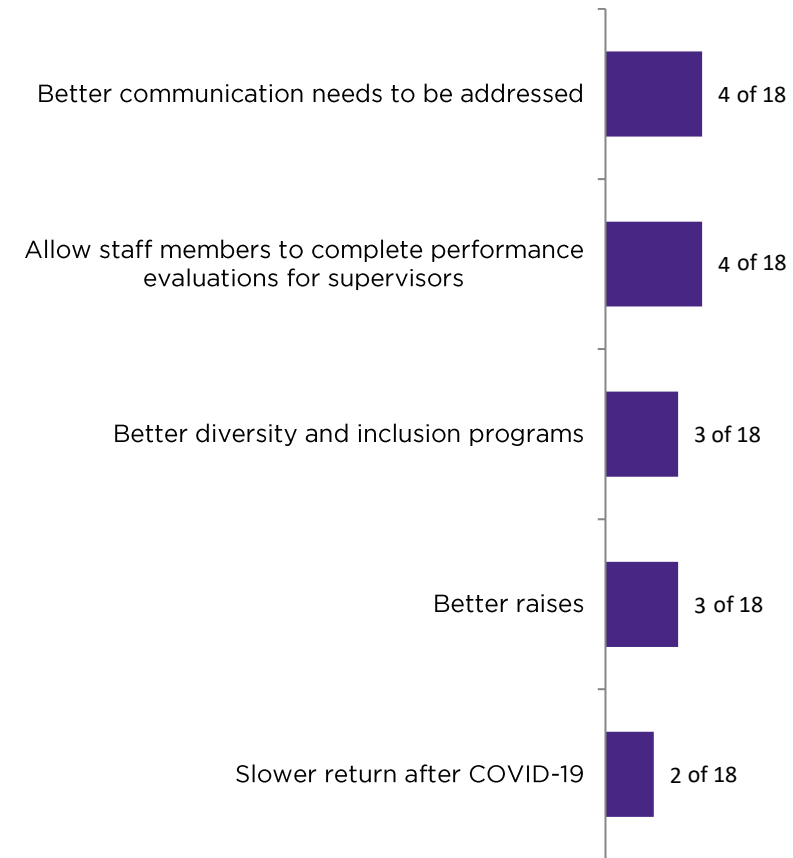
Top 5 Coded responses



Additional Topics for Staff Senate to Address N=8.6%

Please list additional topics that should be addressed by the Staff Senate and, perhaps, included in the next Staff Attitudes survey.

Top 5 Coded Responses



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