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Staff Attitudes Survey 2019

May 2019

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The online survey reached 300 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 (4.0 / 5.0) and the lowest satisfaction with the overall performance of Dr. Deborah L. Shaw (3.3 / 5.0)
 - Comments about the administration are varied, but the top comment is the idea that the administration does not care about their staff and they work in a hostile environment (17%)
- Respondents feel that UNA addresses racism and ableism most effectively (3.8 / 5.0 and 3.7 / 5.0) while ageism is least effectively addressed (3.4 / 5.0)
 - About 1 in 4 respondents has felt discriminatory harassment on campus, primarily due to gender (32%)
- Most respondents feel they have sufficient technology support (87%), are satisfied with their physical work environment (75%), and are safe on campus (94%)
 - However, 1 in 5 who supplied an answer feel that technology equipment is outdated
 - 36% say that mold, mildew, dirt, or roaches are present in their work space
 - 26% say that the UNA Police do a great job, while 15% indicate there are poorly lit areas that should be fixed
- Respondents most strongly disagree that they are compensated adequately compared to their peers (2.4 / 5.0)
 - 31% of those who supplied an answer feel that their salary is lower than at other institutions

Executive Summary (2 of 2)

- Respondents have some understanding of how the compensation plan works (3.4 / 5.0) and indicate high satisfaction with their insurance offerings (4.0+ / 5.0)
 - 63% are aware of the Healthy UNA worksite wellness program offered to employees
- Respondents feel that the Staff Senate somewhat represents their interests (3.5 / 5.0), but 47% of those who supplied comments indicate they feel that communication and updates from the senate are lacking
- The biggest departmental or cost center concern is a lack of communication, or miscommunication (23%)
- The topic respondents would most like to see addressed by Staff Senate and potentially included in next year's survey is a merit incentive for staff (15%)



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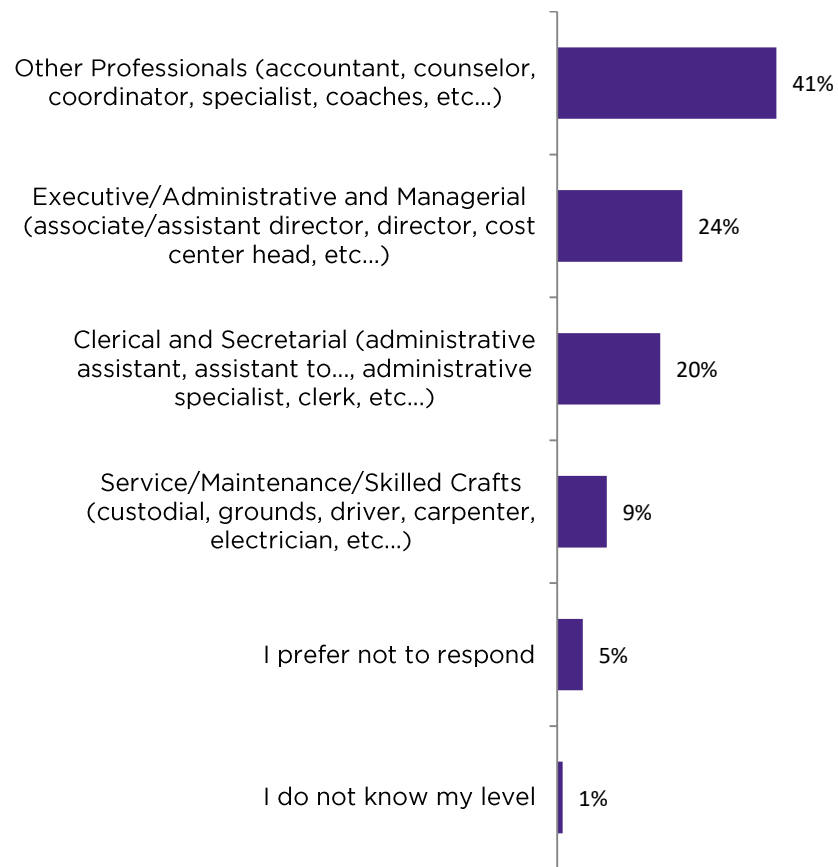
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Respondent Profile

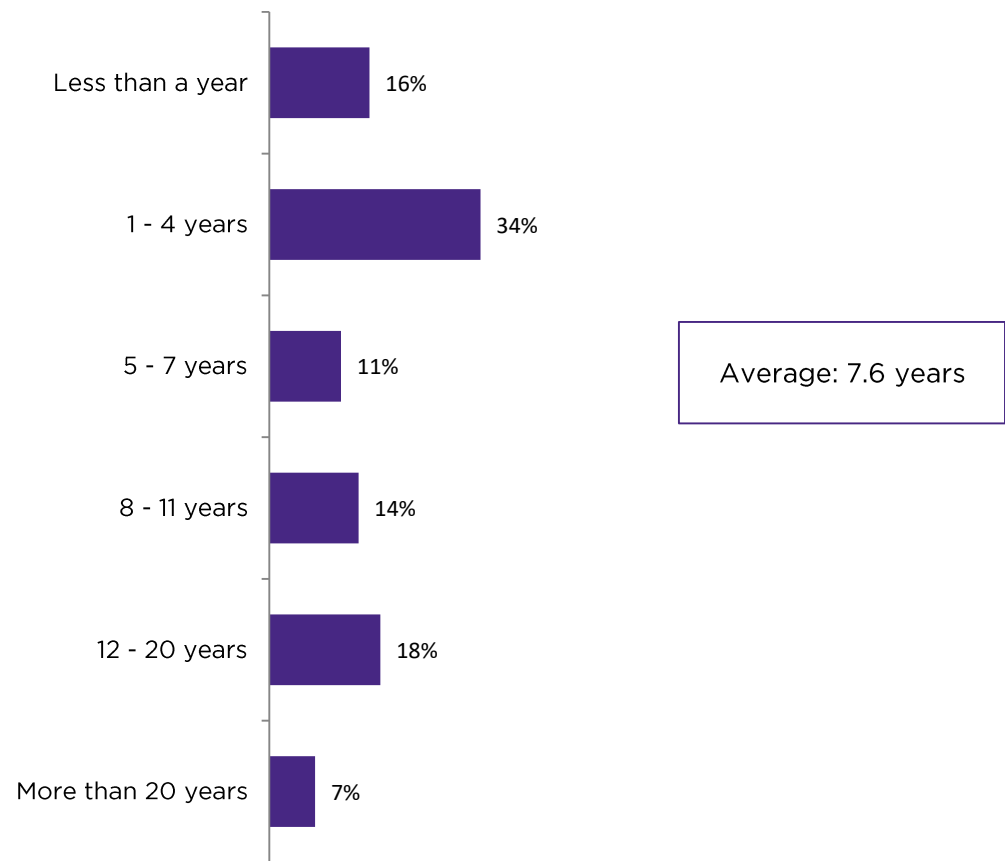
Staff Member Level

Percent Selected
N = 287



Years Worked at UNA

Percent Selected
N = 289



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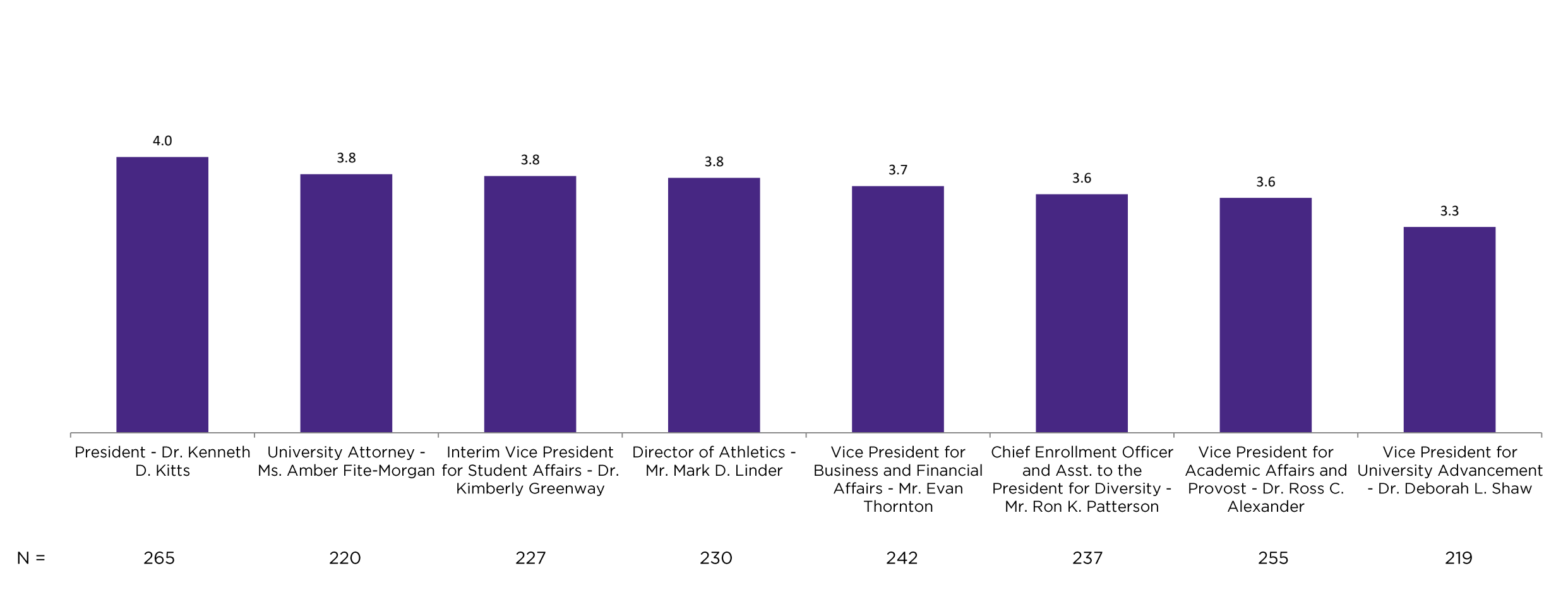
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Satisfaction with Administrators' Job Performance

Satisfaction With Administrators' Job Performance

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



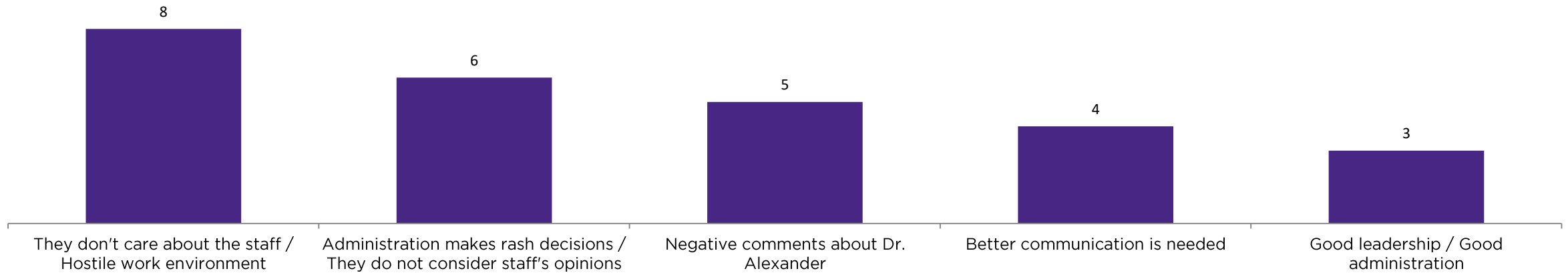
Comments Concerning Administration

Administration Comments

Please share any additional comments concerning the administration.

Top 5 Coded Responses

N = 48



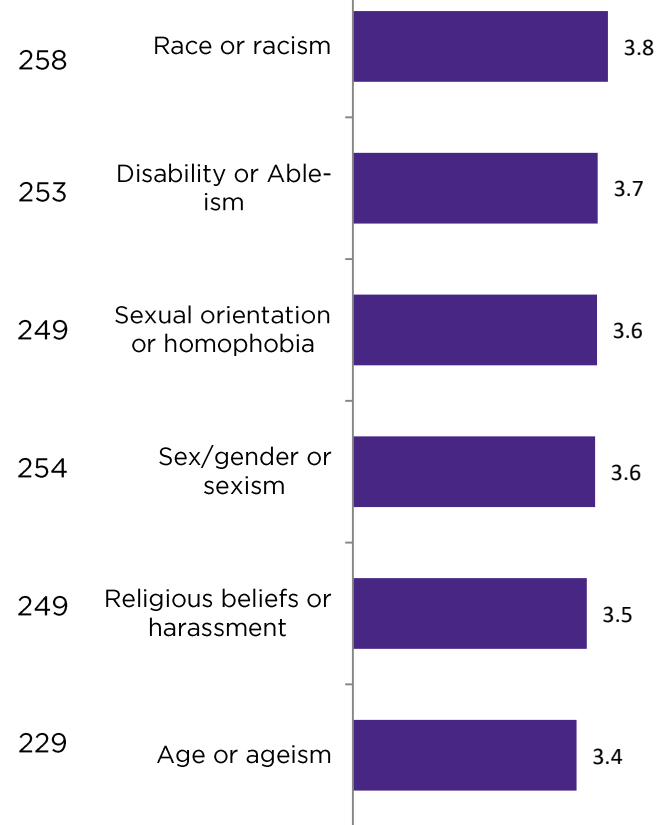
Diversity Evaluation & Harassment Experiences

Diversity Issues Addressed

Concerning diversity: UNA thoroughly addresses campus issues related to:

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

N =

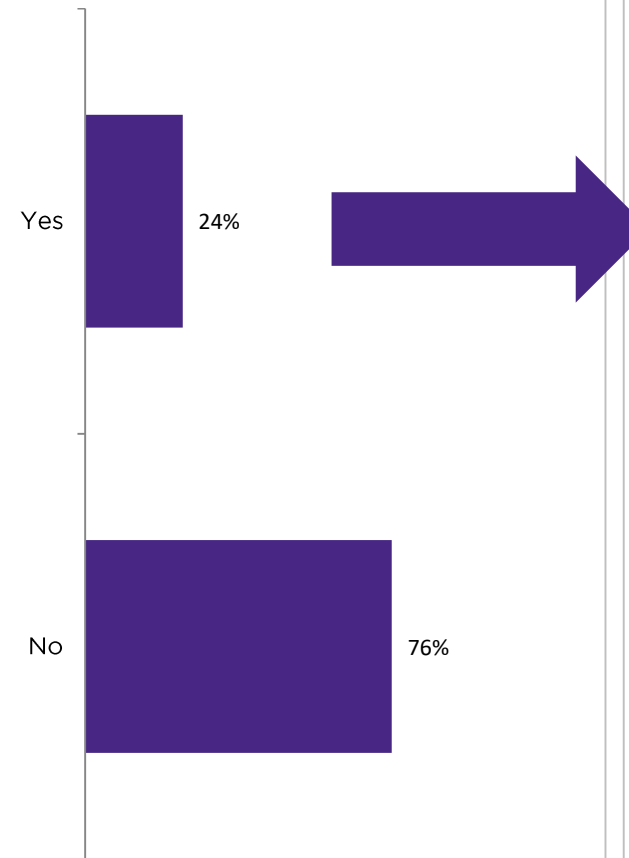


Discriminatory Harassment Experienced

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

Percent Selected

n = 282

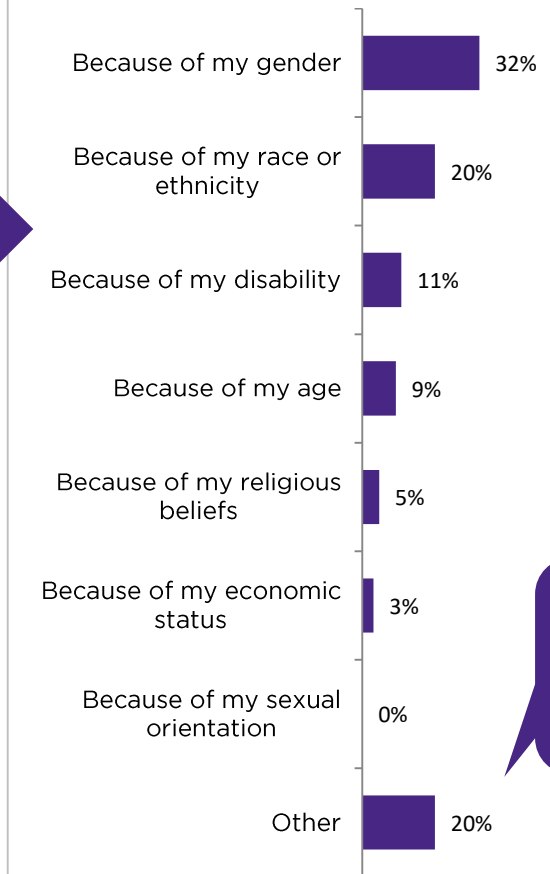


Primary Reason for Discrimination

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

Percent Selected

n = 65



Admin doesn't follow same rules as staff, nepotism, length of employment



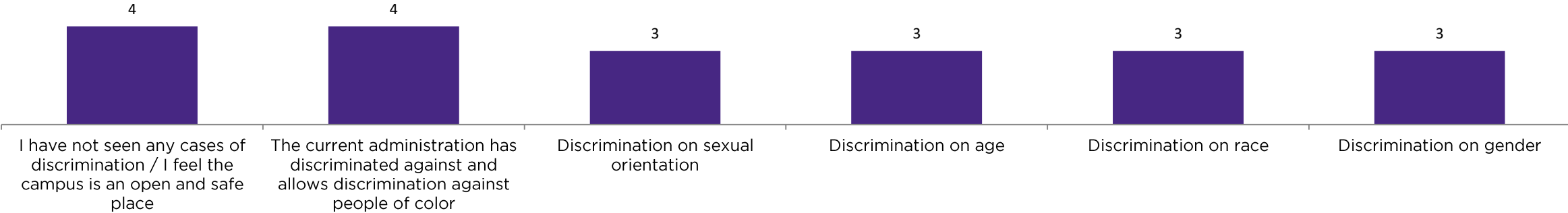
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Comments Around Discriminatory Harassment

Discriminatory Harassment Comments

Please share any additional comments concerning discriminatory harassment on campus.
Top 6 Coded Responses
N = 29



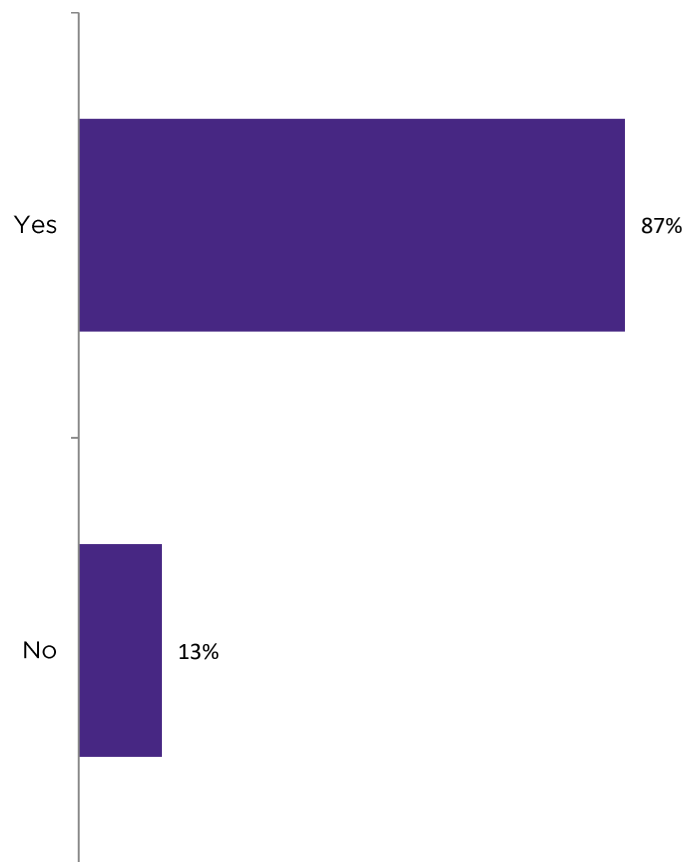
Technology Support & Technology on Campus Comments

Sufficient Technology Support

I have sufficient technology to support my needs.

Percent Selected

N = 288

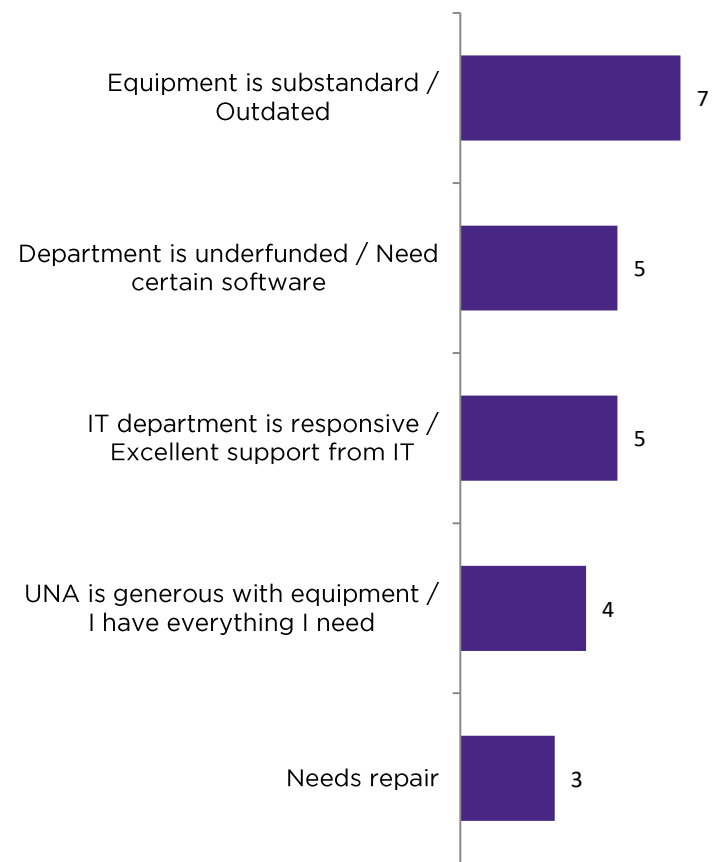


Technology On Campus Comments

Please share any additional comments concerning technology on campus.

Top 5 Coded Responses

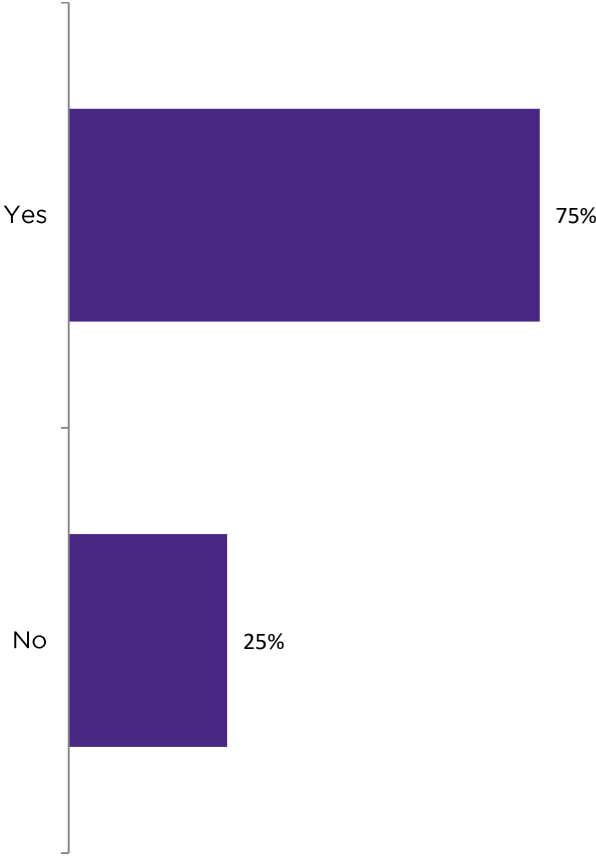
N = 35



Satisfaction With Physical Work Environment & Work Environment Comments

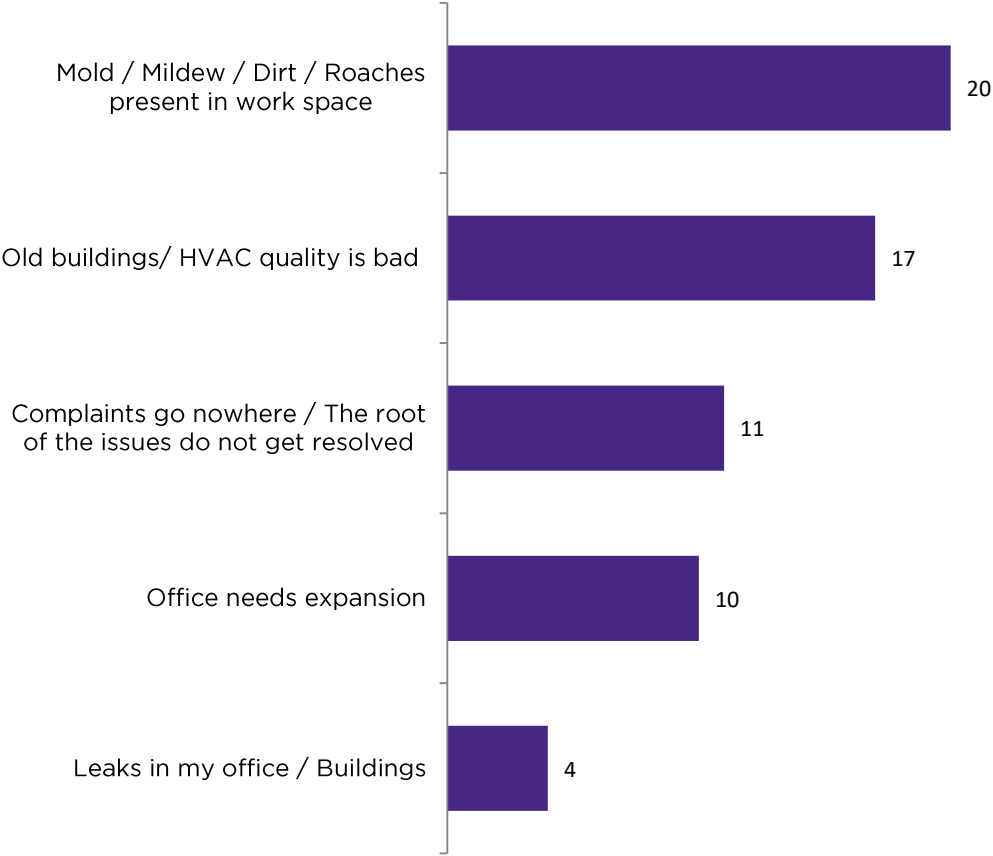
Satisfaction With Physical Work Environment

I am satisfied with the conditions of my physical work environment.
Percent Selected
N = 286



Work Environment Comments

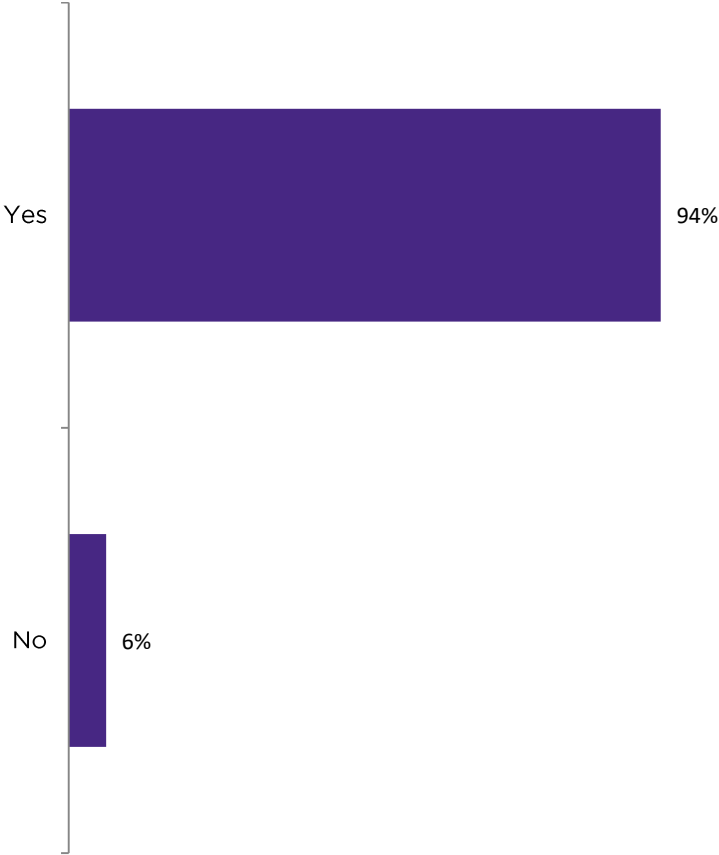
Please share any additional comments concerning your work environment.
Top 5 Coded Responses
N = 55



Campus Safety Agreement & Comments

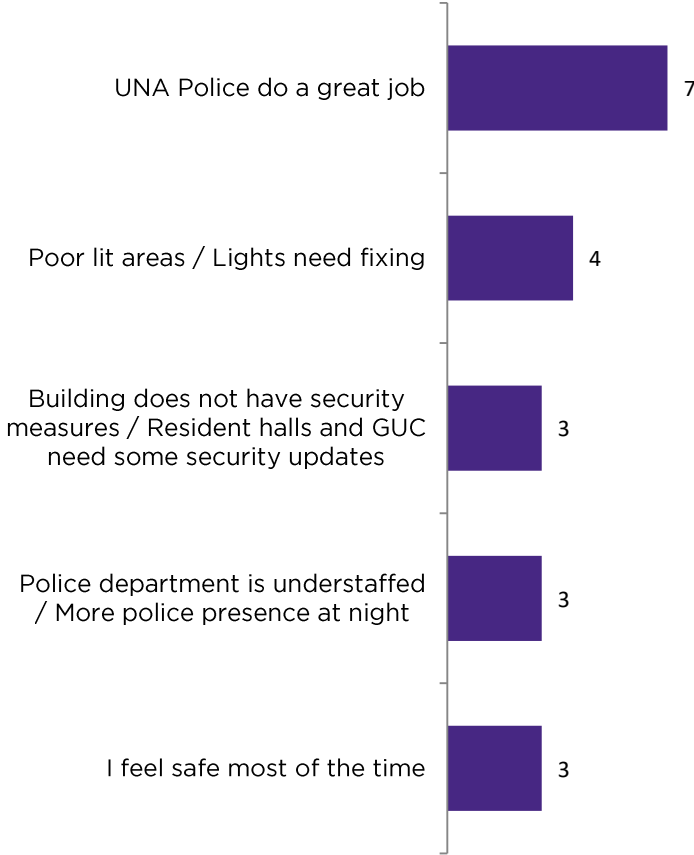
Feel Safe on Campus

I feel safe on campus.
Percent Selected
N = 287



Campus Safety Comments

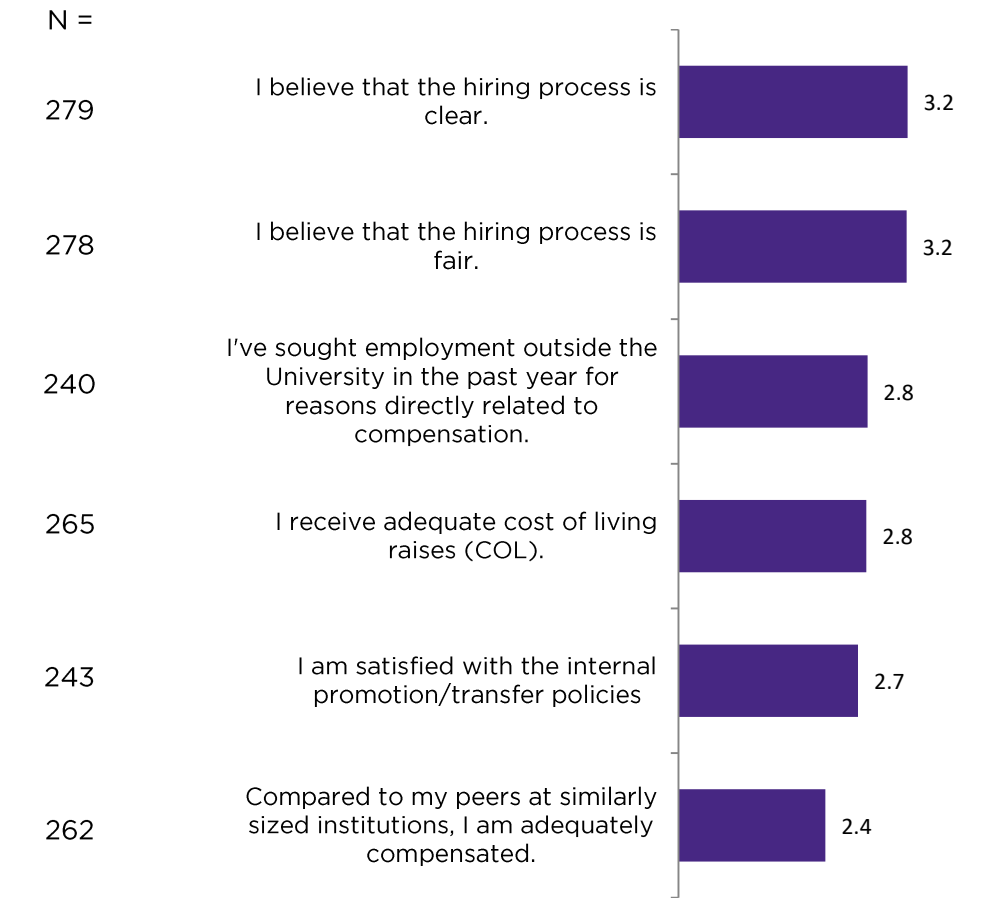
Please share any additional comments concerning safety of the campus.
Top 5 Coded Responses
N = 27



Salary/Support/Benefit Attitudes & Comments

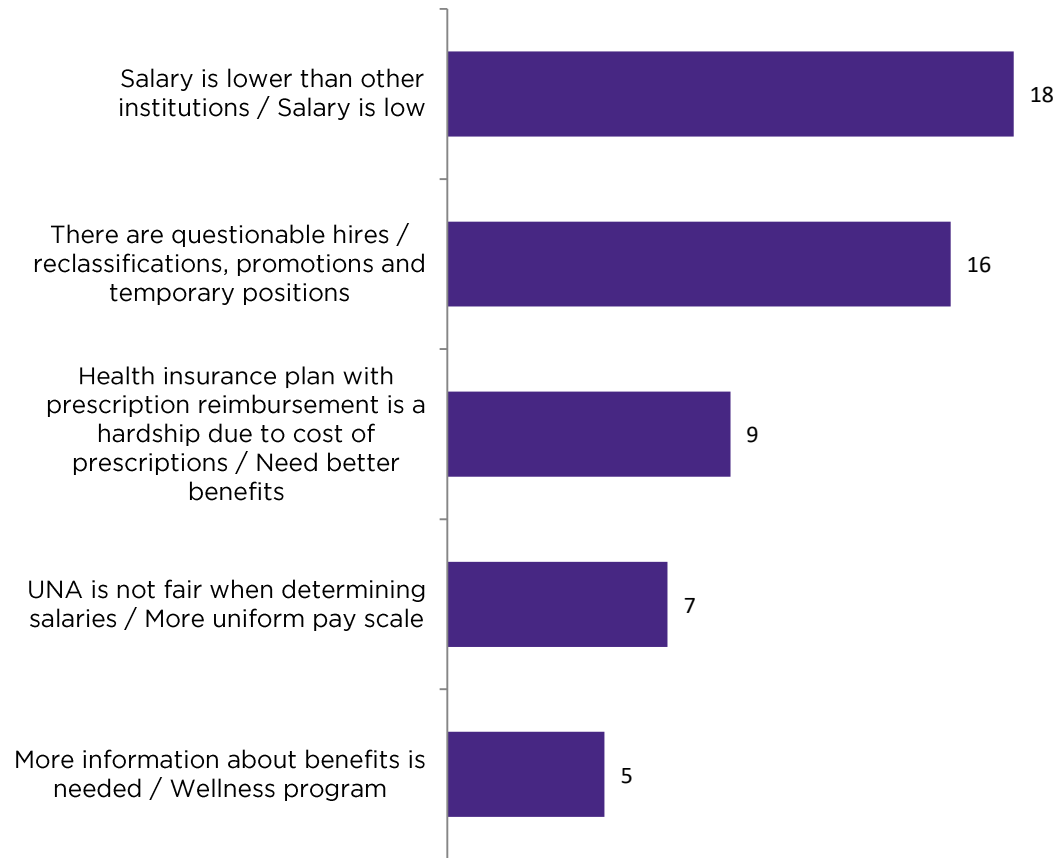
Salary, Support, and Benefit Attitudes

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



Salary and Benefits Comments

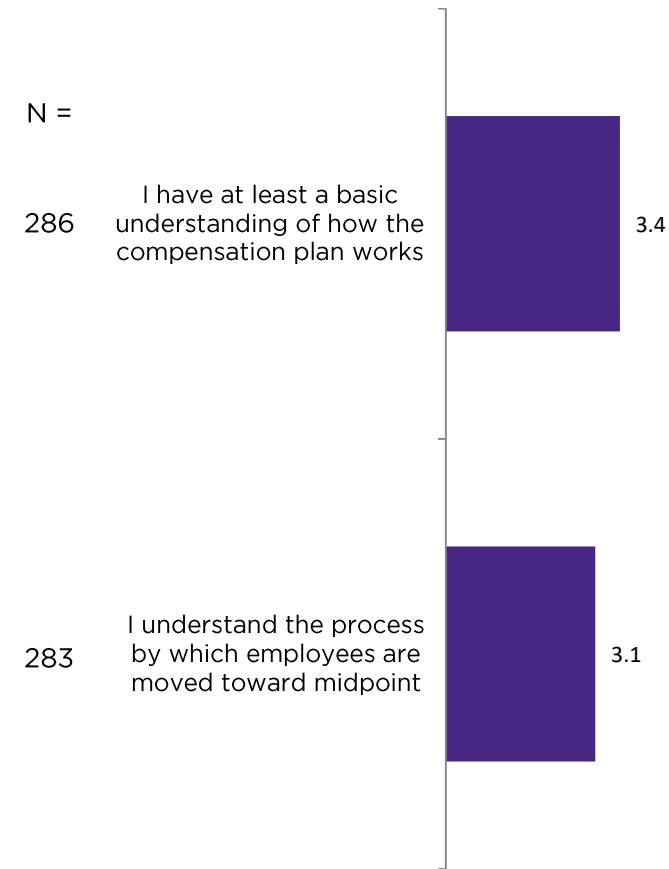
Please share any additional comments concerning technology on salaries and benefits.
Top 5 Coded Responses
N = 59



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

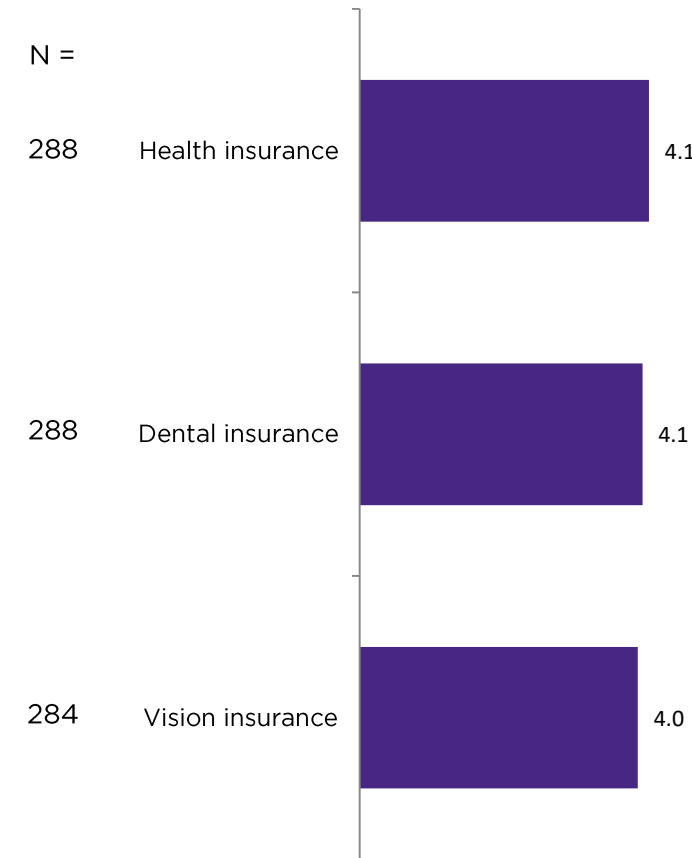
Pay Plan Understanding

The purpose of this section is to determine if the policies are clear to most employees.
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



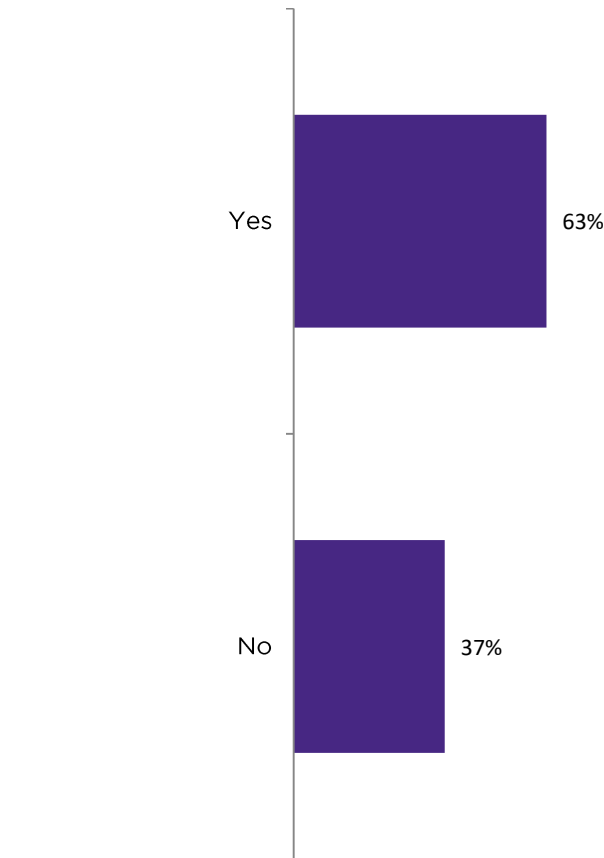
Insurance Satisfaction

Concerning the University's current insurance providers I am satisfied with my:
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



Awareness of UNA Worksite Wellness

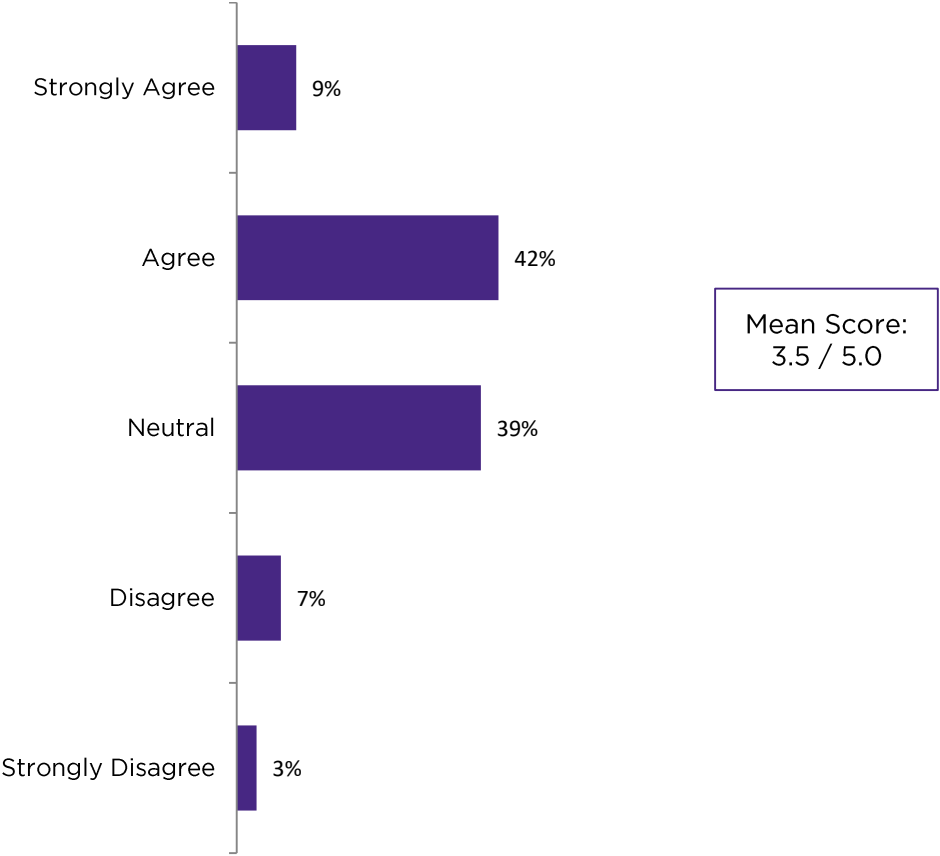
I am aware of the Healthy UNA worksite wellness program offered to UNA employees.
Percent Selected
n = 286



Attitudes Towards Staff Senate/Shared Governance & Staff Senate Comments

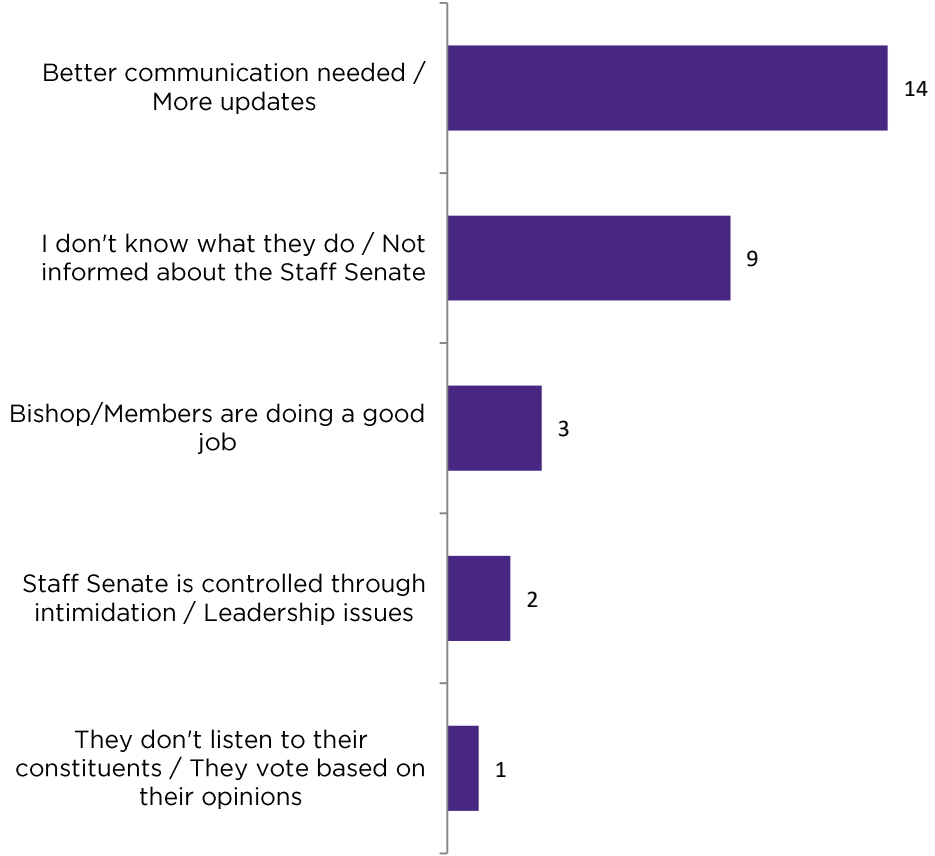
Attitudes Towards Staff Senate & Shared Governance

Effectively represents Staff interests.
Percent Selected
N = 286



Staff Senate Comments

Please share any additional comments concerning the Staff Senate.
Top 5 Coded Responses
N = 30



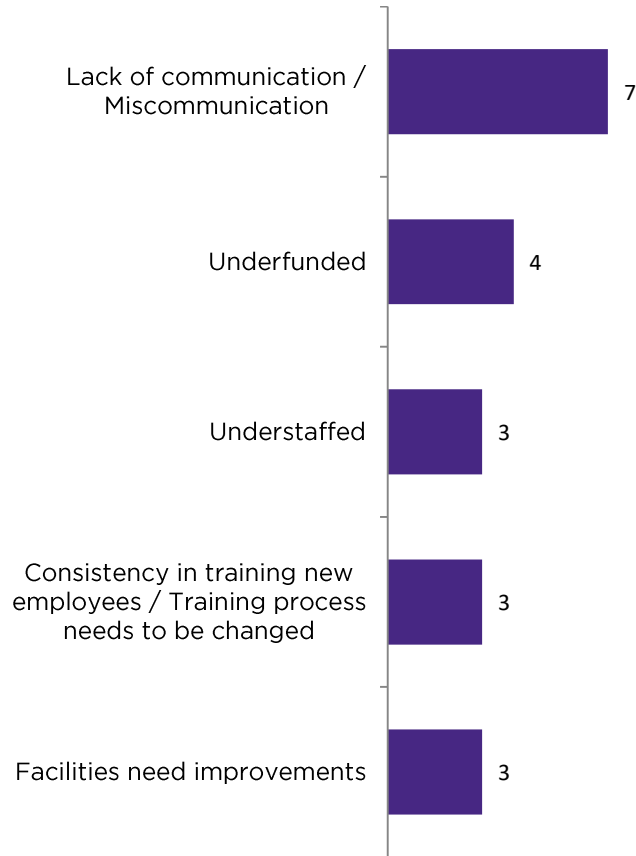
Additional Departmental Concerns & Topics for Staff Senate to Address

Additional Department/Cost Center Concerns

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

N = 31



Additional Topics for Staff Senate to Address

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

N = 26

