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## **Staff Attitudes Survey 2023**

May 2023

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The online survey reached 265 staff members 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 (4.2 / 5.0) and the lowest satisfaction with the overall performance of Dr. Ron K. Patterson (3.6 / 5.0)
  - Of the 35 comments about the administration, 13 mention the administration's positive impact on campus, however 7 mention concerns with low salaries and 5 mention specific administrators with poor communication policies
- Respondents feel that UNA most effectively addresses issues relating to disability or able-ism & racism this year (3.8 / 5.0), and least effectively addresses issues relating to age or ageism (3.6 / 5.0)
  - The percentage that indicate they have experienced discriminatory harassment has slightly declined compared to last year (down from 14% to 10%). Harassment due to gender has declined from 30% of those who experienced harassment last year to 24% this year
- Most respondents feel they have sufficient technology support (233 of 260), are satisfied with their physical work environment (206 of 260), and feel safe on campus (246 of 260)
  - Of the 30 who commented concerning technology, 14 mentioned internet outages and poor access, and 7 indicate they need better or newer equipment
  - Of the 39 who commented concerning work environment, 15 desire HVAC improvements throughout campus and 7 feel that buildings are in need of repair
  - Of the 28 who commented concerning campus safety, 8 mentioned concerns around active shooters, and 6 feel that buildings are too easily accessible for anyone to enter
- Concerning compensation, respondents are most likely to agree that the hiring process is clear and fair (3.4 / 5.0) and least likely to agree that compared to peers at similar universities, they are adequately compensated (2.5 / 5.0)
  - Of the 48 who commented concerning salaries and benefits, 15 desire a pay increase

## Executive Summary (2 of 2)

- Respondents have a basic understanding of how the compensation plan works (3.6 / 5.0) and indicate high satisfaction with their insurance offerings (3.9+ / 5.0)
  - 91% are aware of the Healthy UNA worksite wellness program offered to employees
- 157 of 261 of respondents review the Staff Digest every time it is published
  - 65 review the digest weekly and 30 review it monthly
  - 9 are unaware of the Staff Digest
- Respondents feel that the Staff Senate currently represents their interests more so than last year (3.4 in 2022, to 3.6 / 5.0 in 2023), and 5 of the 20 who supplied comments concerning the Staff Senate indicate that they are not updated enough or do not know enough about what the Staff Senate does
- Over half of respondents are aware of the Hy-Flex policy for their department, with 138 of 258 respondents indicating they are aware of the program
  - Respondents do not feel that the program is equitably impacting students, staff, and faculty – 135 of 217 indicate that they feel it is being executed inequitably
  - 30 of 68 comments about Hy-Flex policy mentioned that the program is not applied equitably for staff
- Of the 22 respondents who commented concerning additional department/cost concerns, the most-discussed topics are that some employees / departments seem favored over others (5); 4 mention feeling understaffed and 3 mention feeling underfunded
- Of the 44 respondents who commented concerning topics for next year's survey, the top topics to address next year are compensation / benefits (12) and hybrid / remote work / Hy-Flex policy (8)

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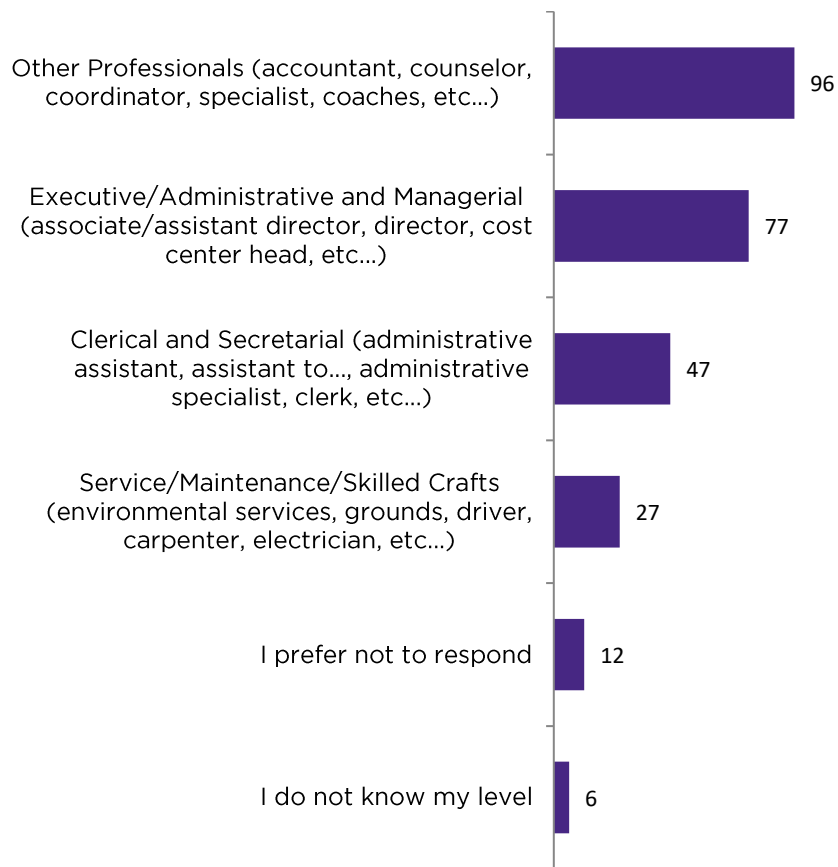
- Approach
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# Respondent Profile

## Staff Member Level N=98.9%

Choice Count

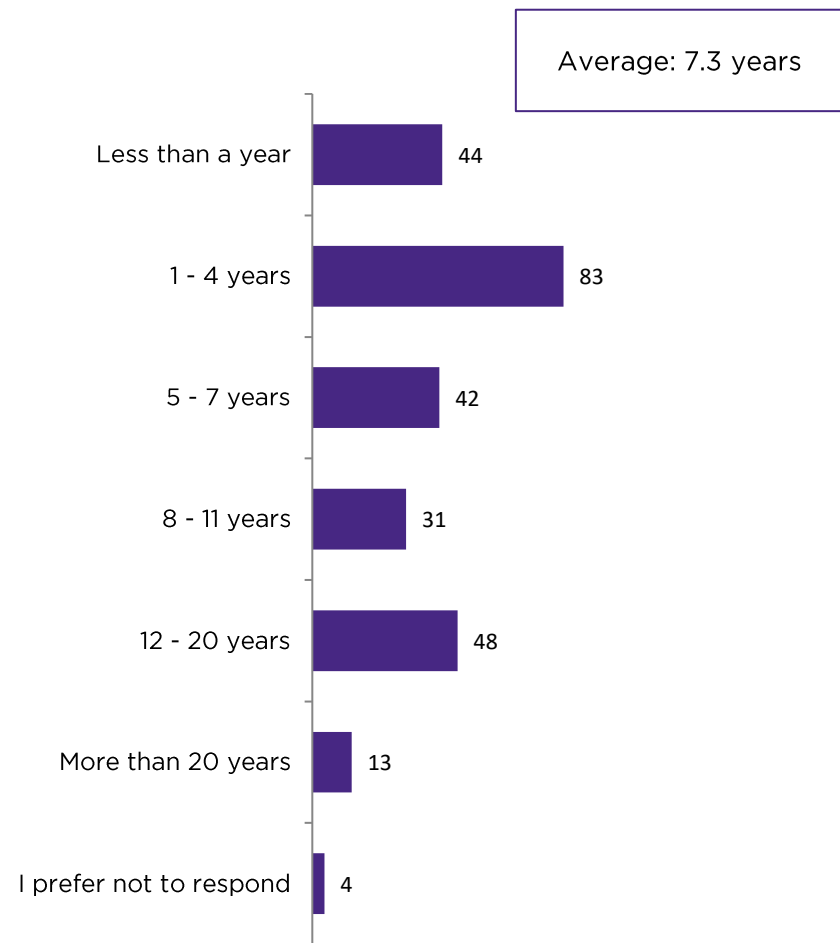
of 265



## Years Worked at UNA N=98.9%

Choice Count

of 265





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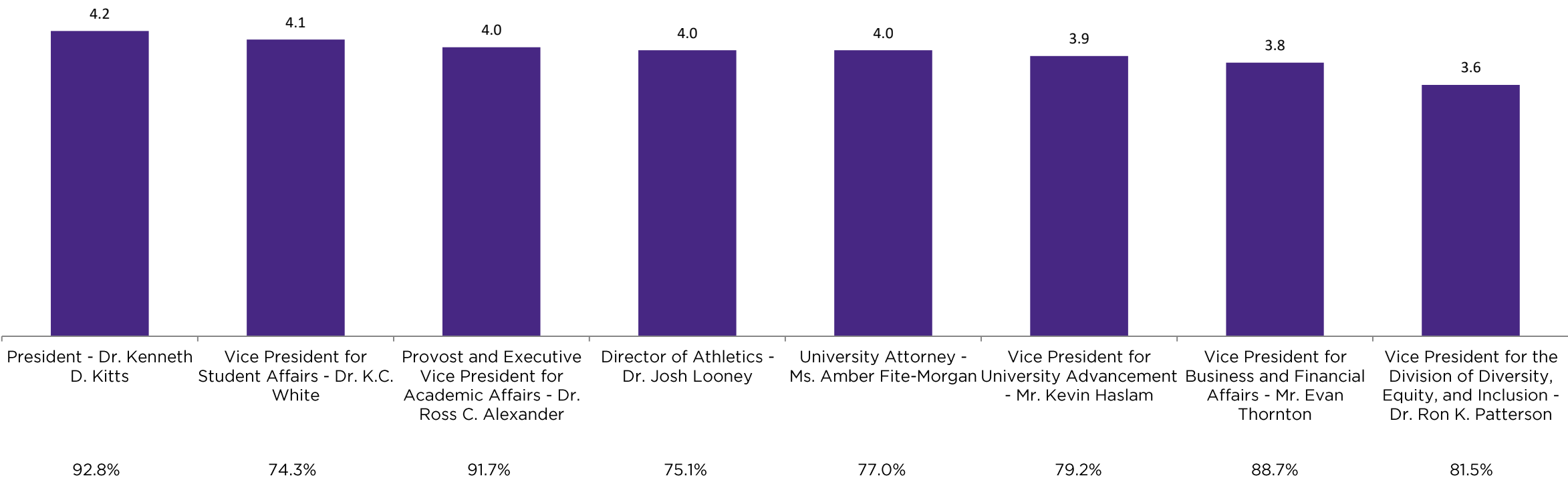
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# Satisfaction with Administrators' Job Performance

## Satisfaction With Administrators' Job Performance

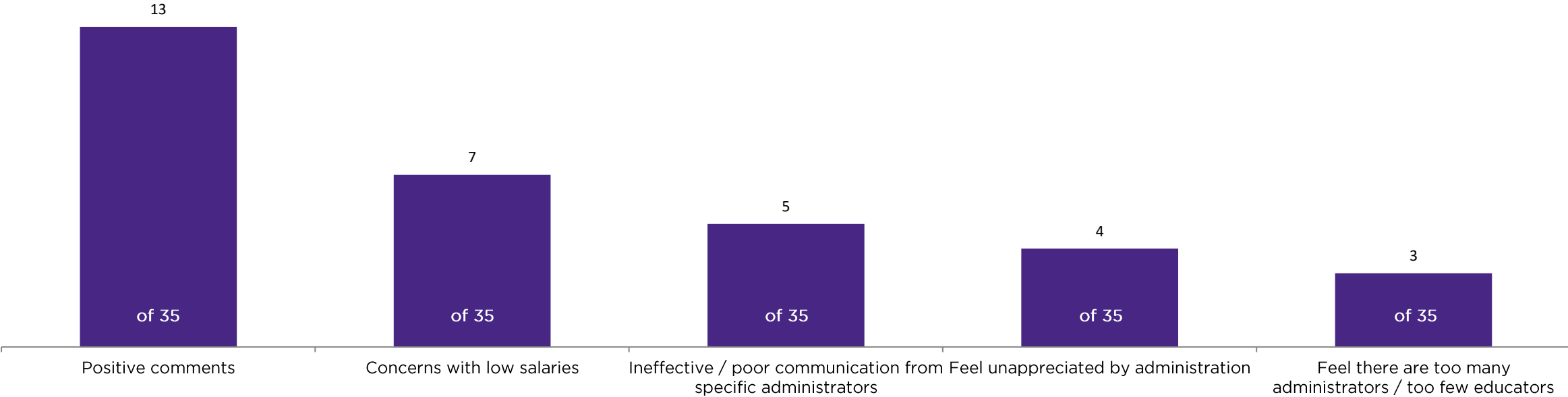
Concerning the members of the Executive Council, I am satisfied with the overall job performance of:  
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



# Comments Concerning Administration

## Administration Comments N=13.2%

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



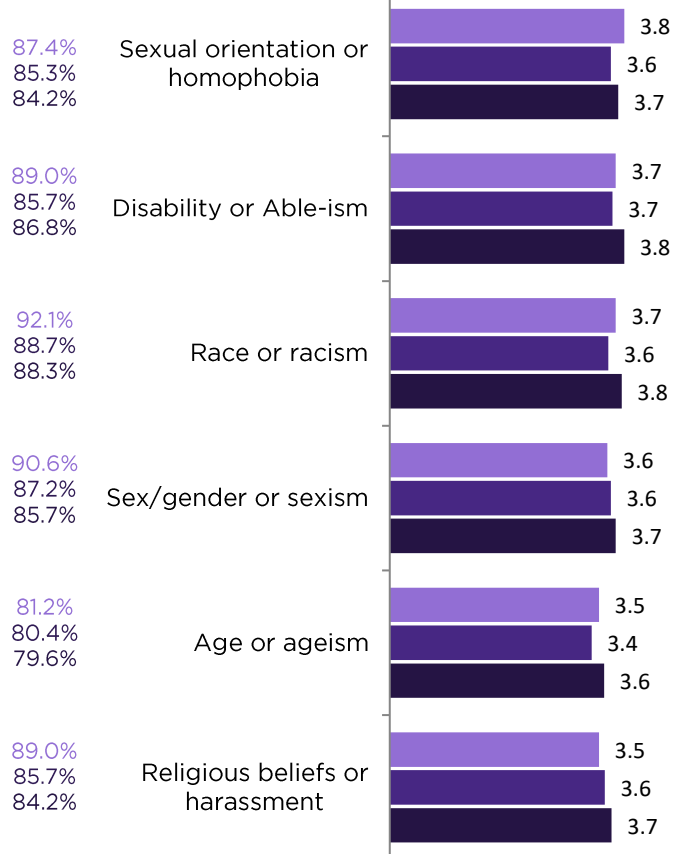
# Diversity Evaluation & Harassment Experiences

## Diversity Issues Addressed

Concerning diversity: UNA thoroughly addresses campus issues related to:

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

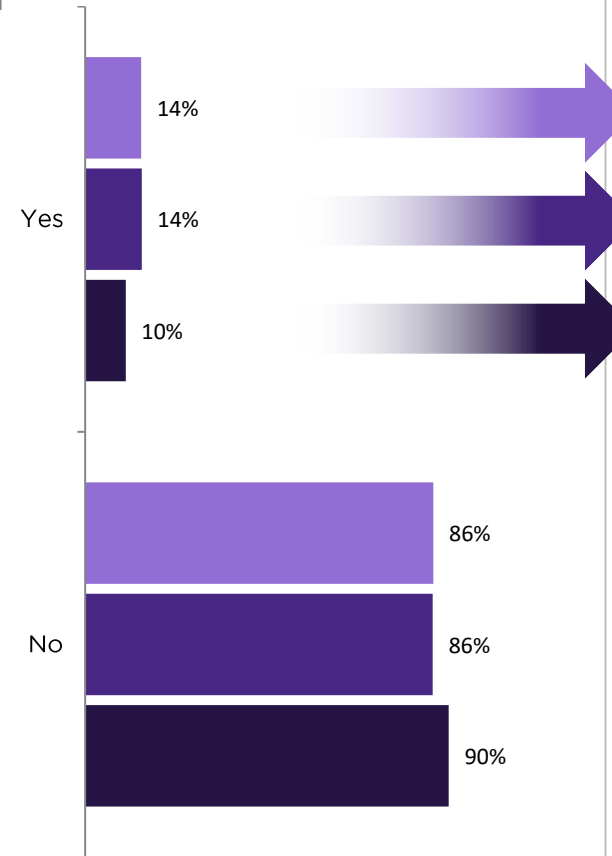
N =



## Harassment Experienced N=98.5%, 97.3%, 98.1%

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

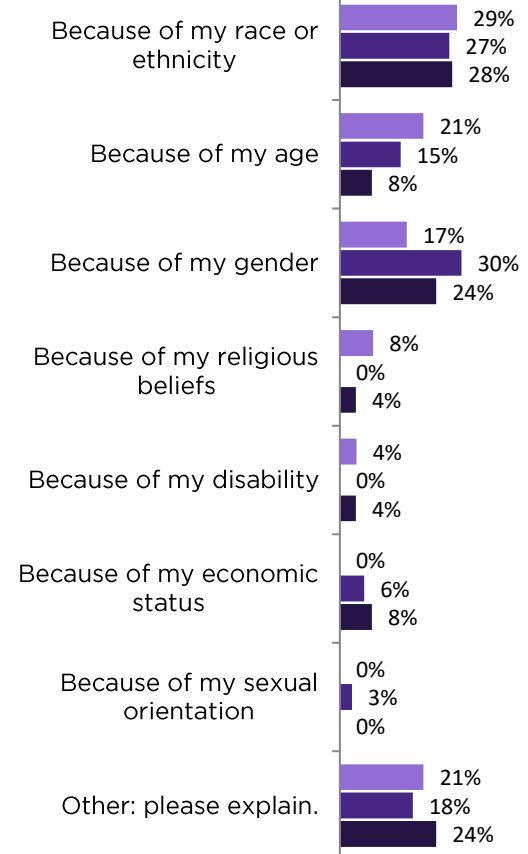
Percent Selected



## Primary Reason - Discrimination N=12.6%, 12.4%, 9.4%

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

Percent Selected

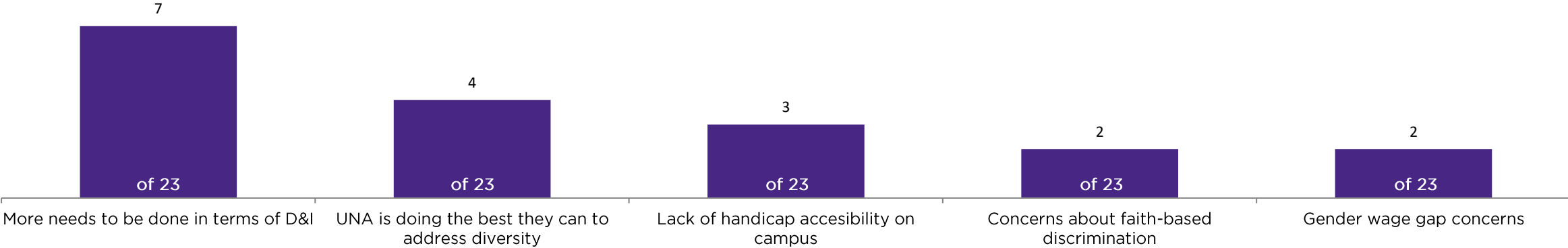


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# Comments on How UNA Addresses Diversity

**How UNA Addresses Diversity N=8.7%**  
Please share any additional comments regarding how UNA addresses diversity:  
Top 5 Coded Responses



# Comments Around Discriminatory Harassment

## Discriminatory Harassment Comments N=6.0%

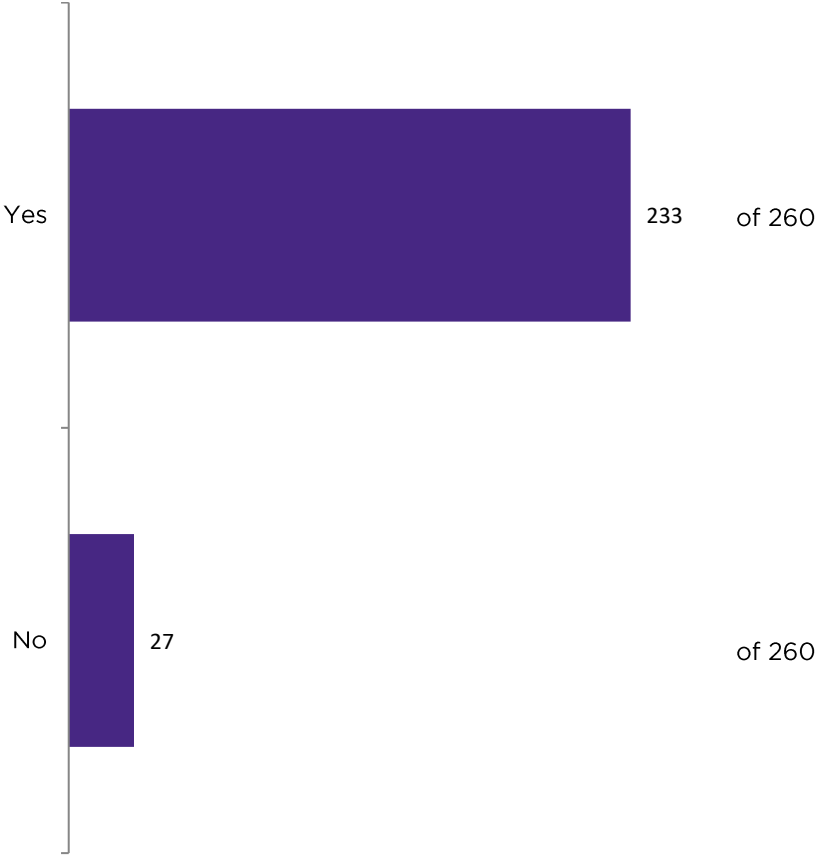
Please share any additional comments concerning discriminatory harassment on campus.  
Top 5 Coded Responses



# Technology Support & Technology on Campus Comments

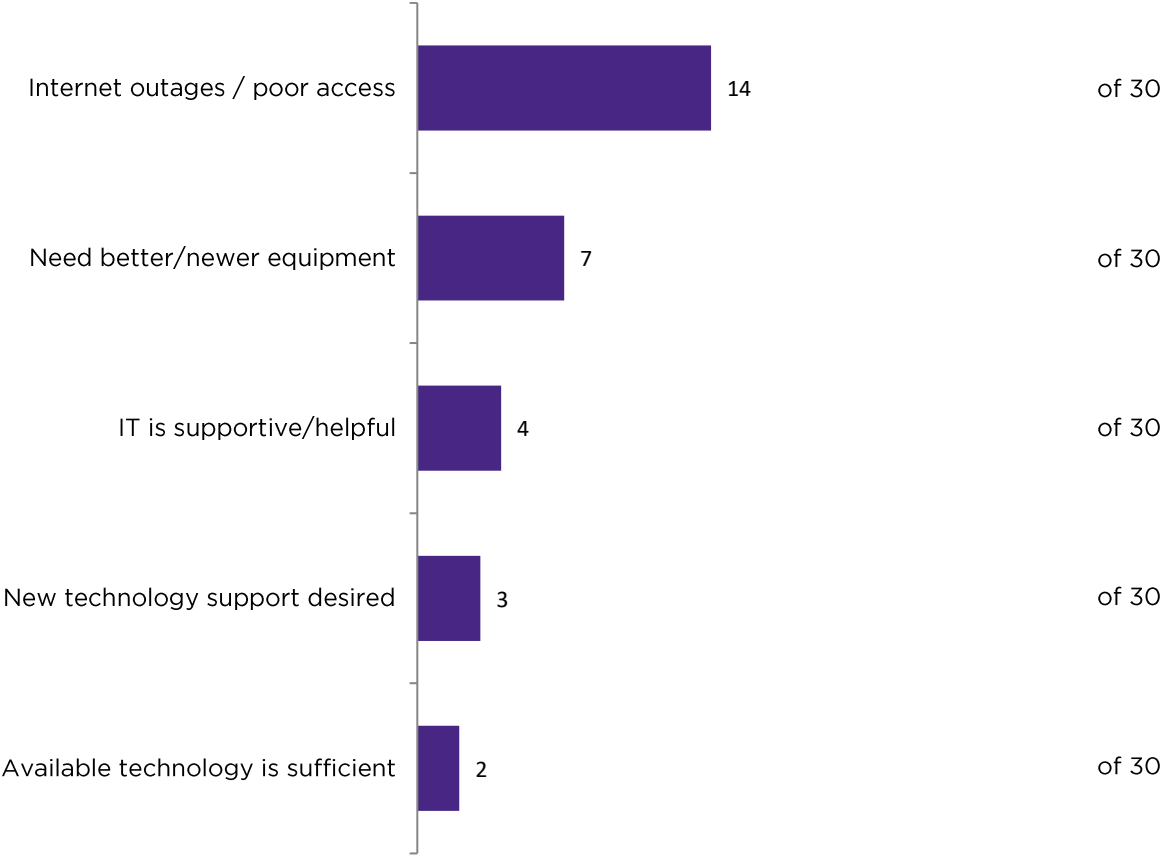
## Sufficient Technology Support N=98.1%

I have sufficient technology to support my needs.  
Choice Count



## Technology On Campus Comments N=11.3%

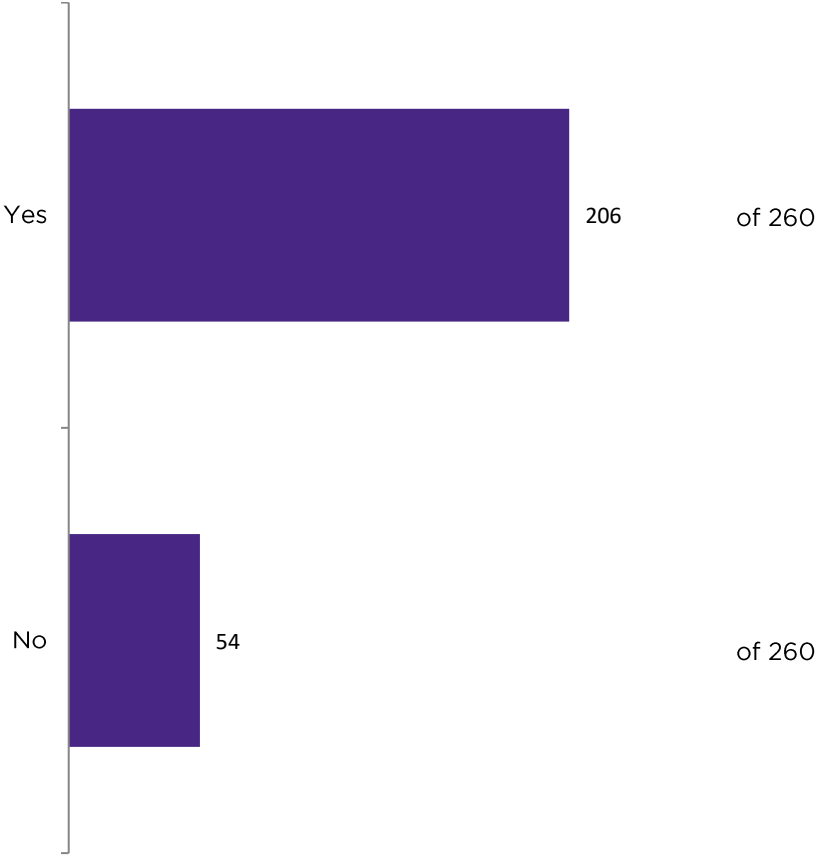
Please share any additional comments concerning technology on campus.  
Top 5 Coded Responses



# Satisfaction With Physical Work Environment & Work Environment Comments

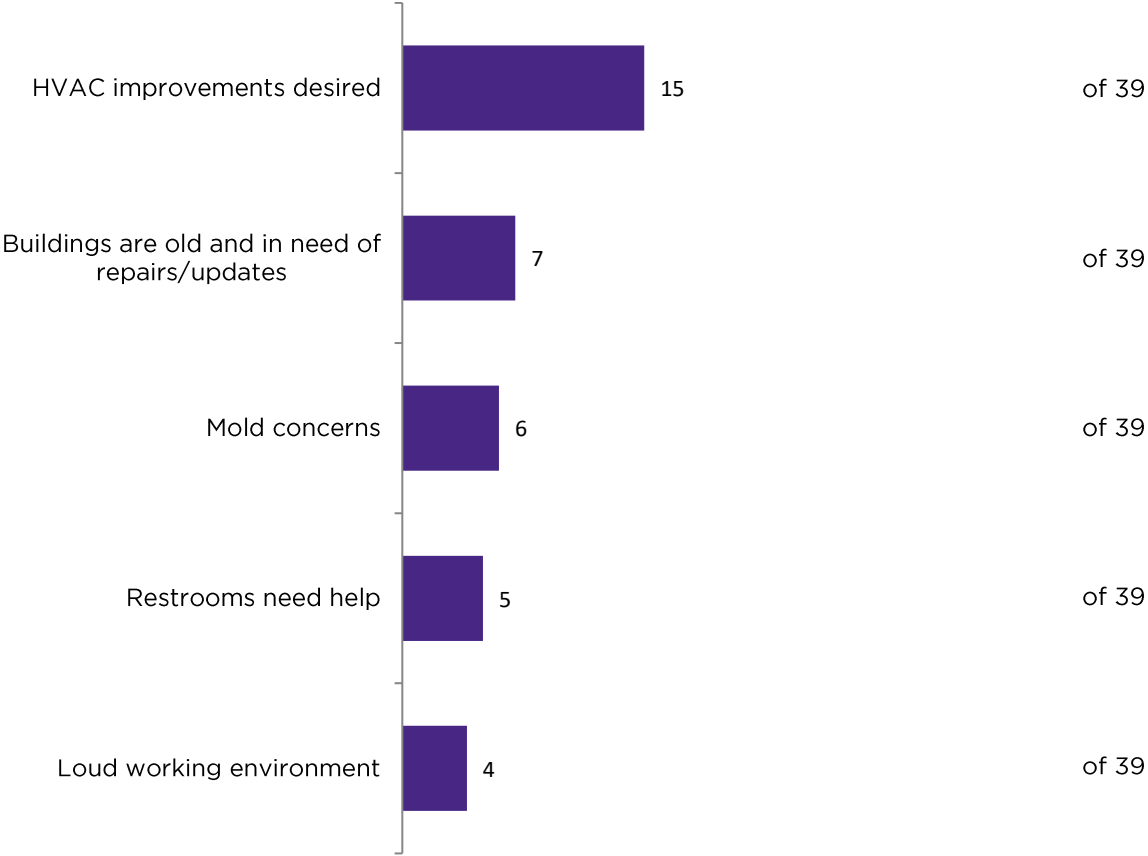
## Satisfaction With Physical Work Environment N=98.1%

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



## Work Environment Comments N=14.7%

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

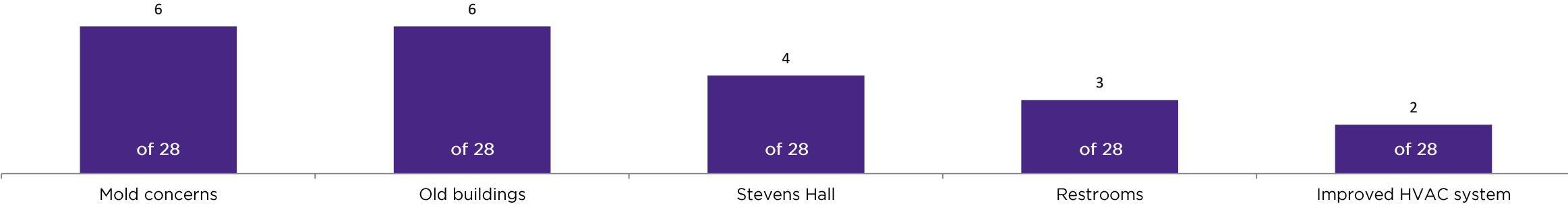




# Campus Areas to be Addressed

## Campus Areas to be Addressed N=10.6%

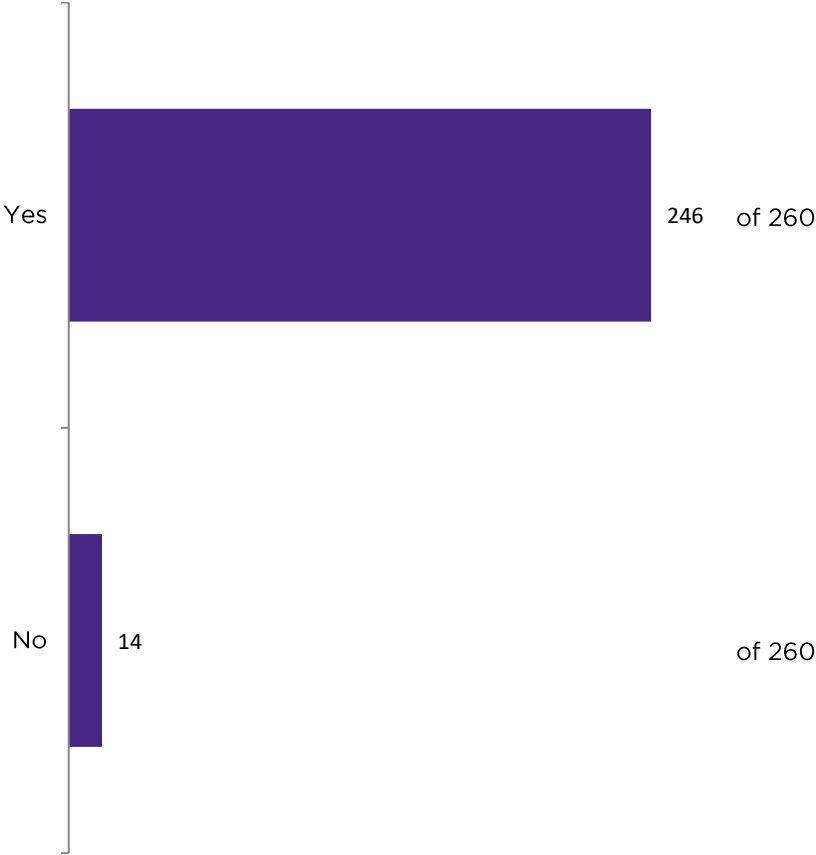
Please state the areas on campus that you see need to be addressed.  
Top 5 Coded Responses



# Campus Safety Agreement & Comments

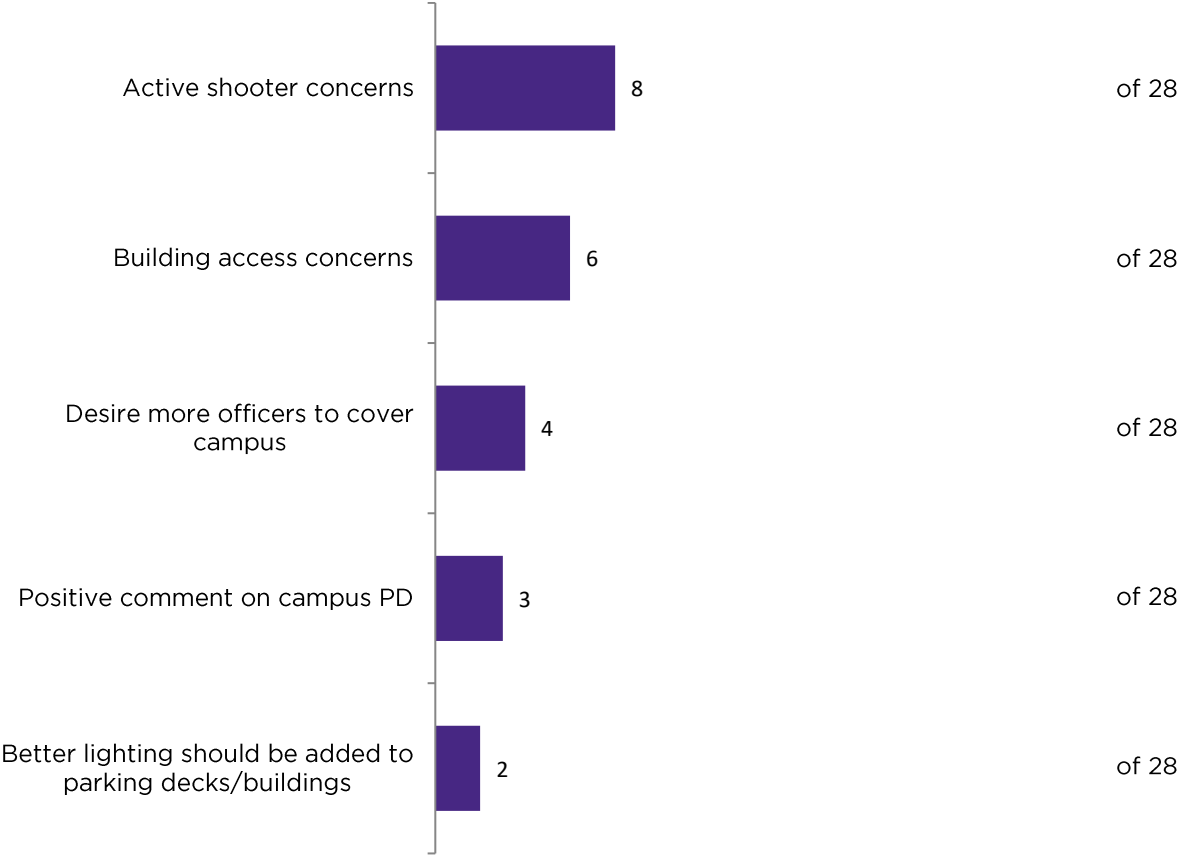
## Feel Safe on Campus N=98.1%

I feel safe on campus.  
Choice Count



## Campus Safety Comments N=10.6%

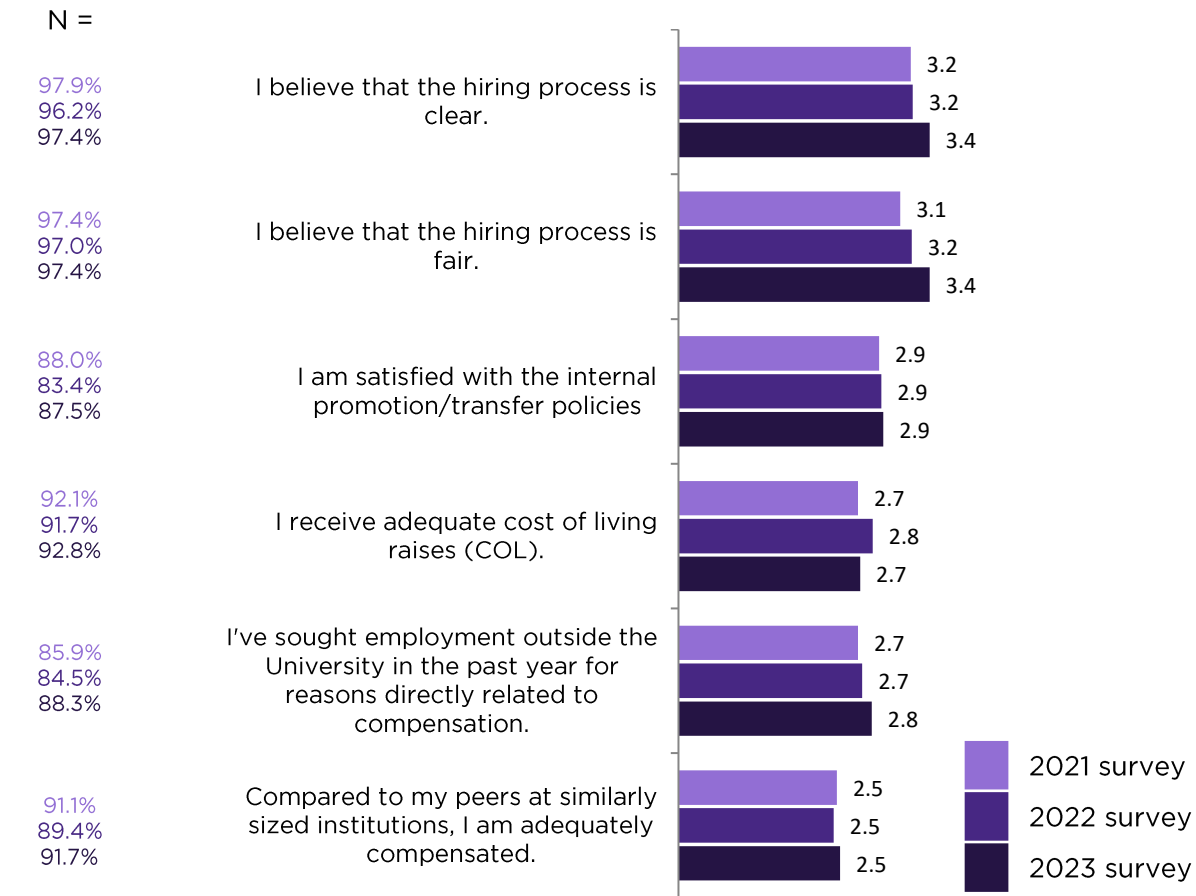
Please share any additional comments concerning safety of the campus.  
Top 5 Coded Responses



# Salary/Support/Benefit Attitudes & Comments

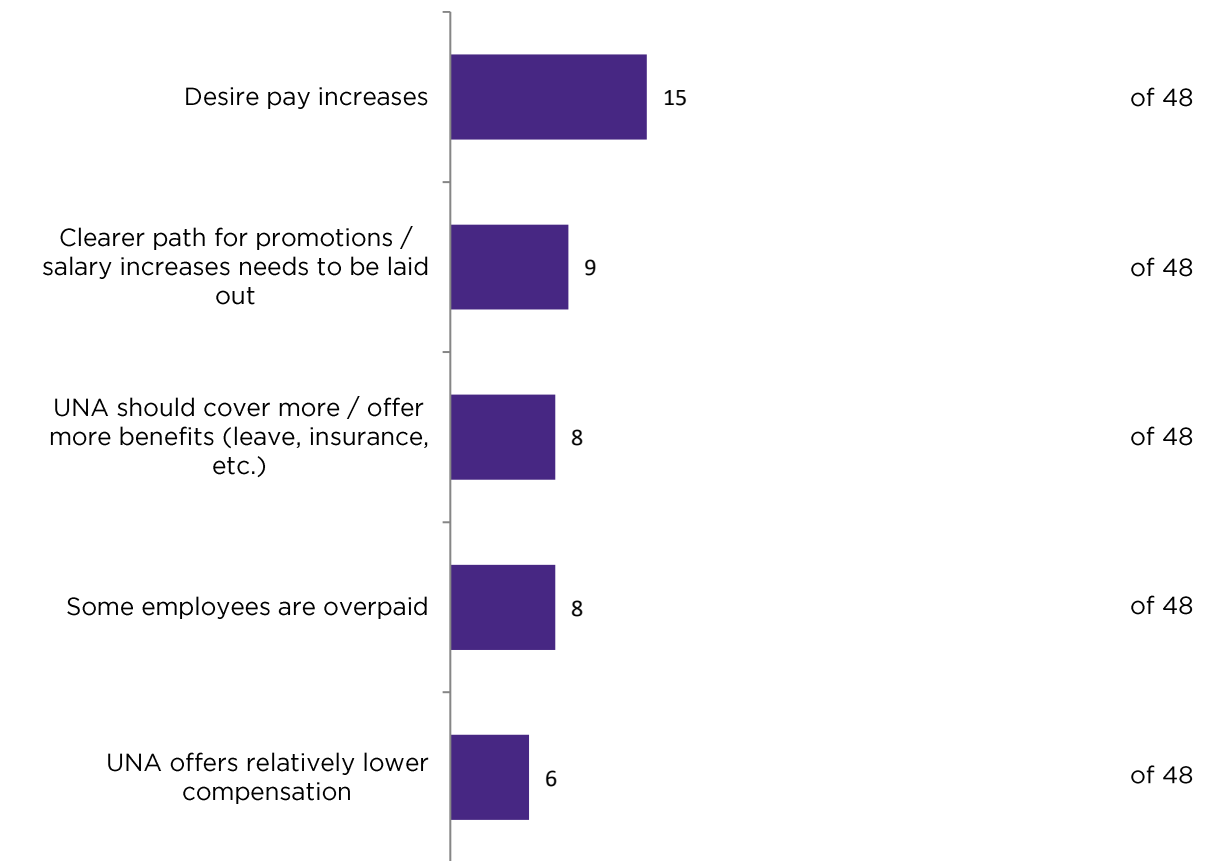
## Salary, Support, and Benefit Attitudes

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



## Salary and Benefits Comments N=18.1%

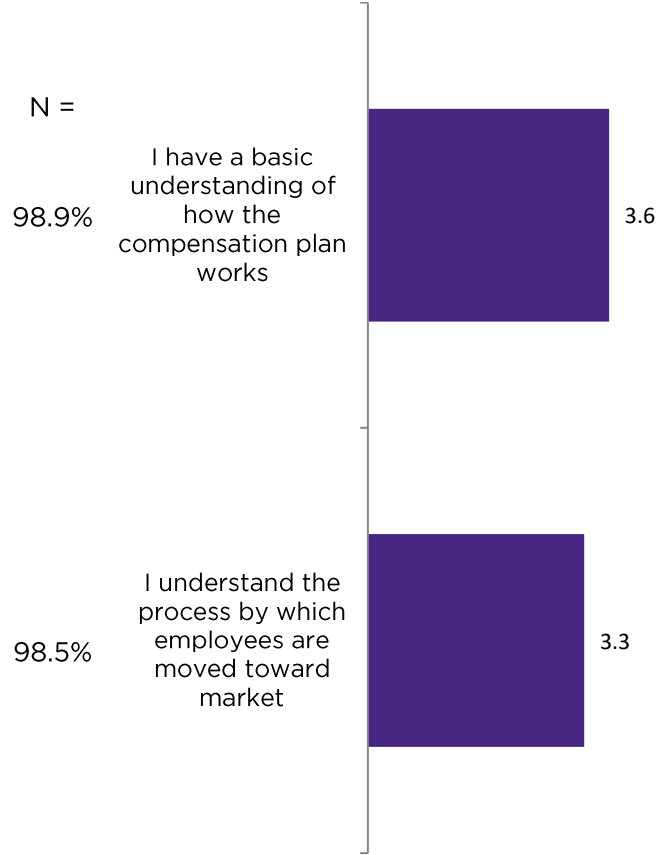
Please share any additional comments concerning technology on salaries and benefits.  
Top 5 Coded Responses



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

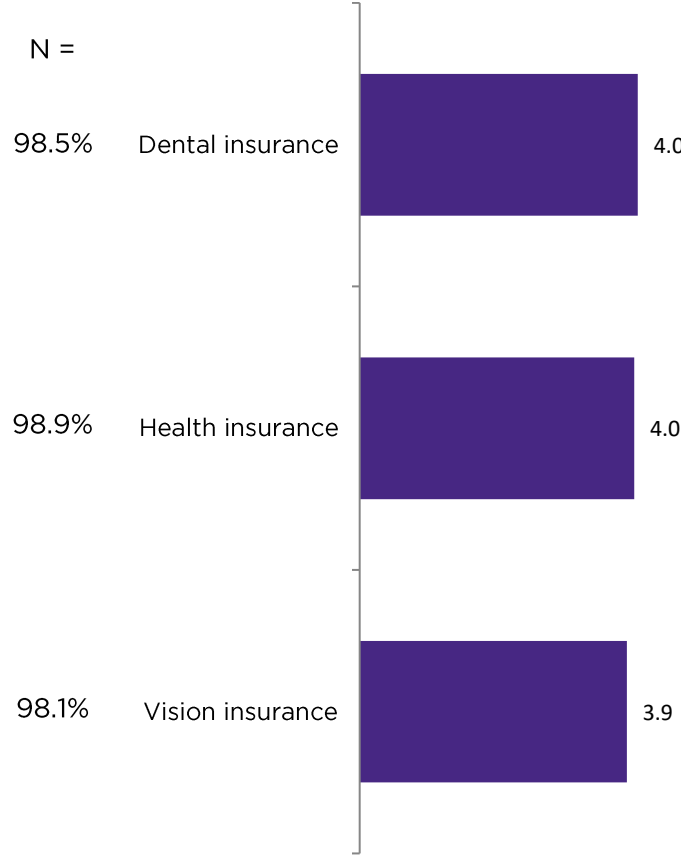
## Pay Plan Understanding

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



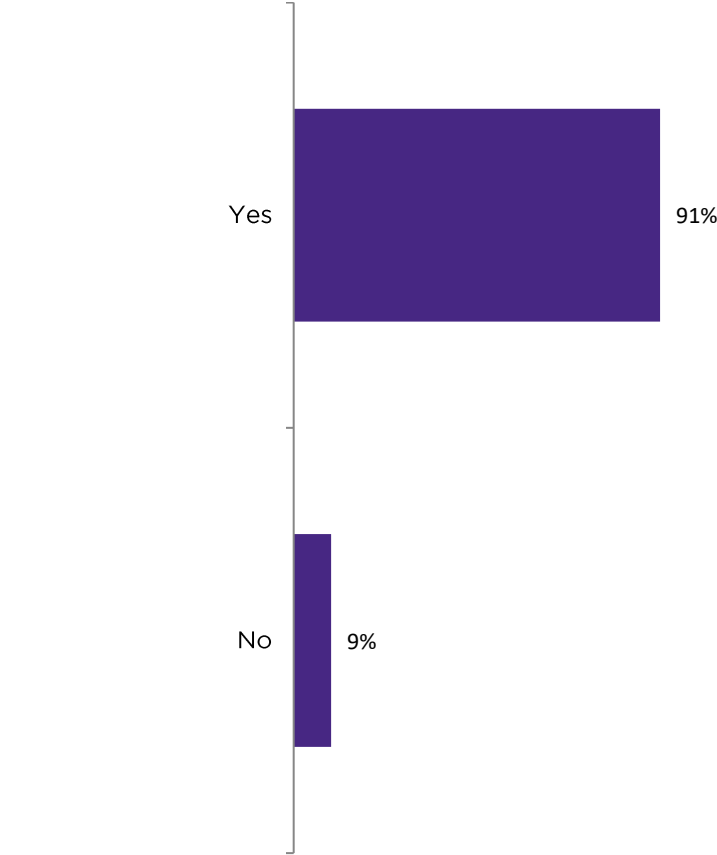
## Insurance Satisfaction

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

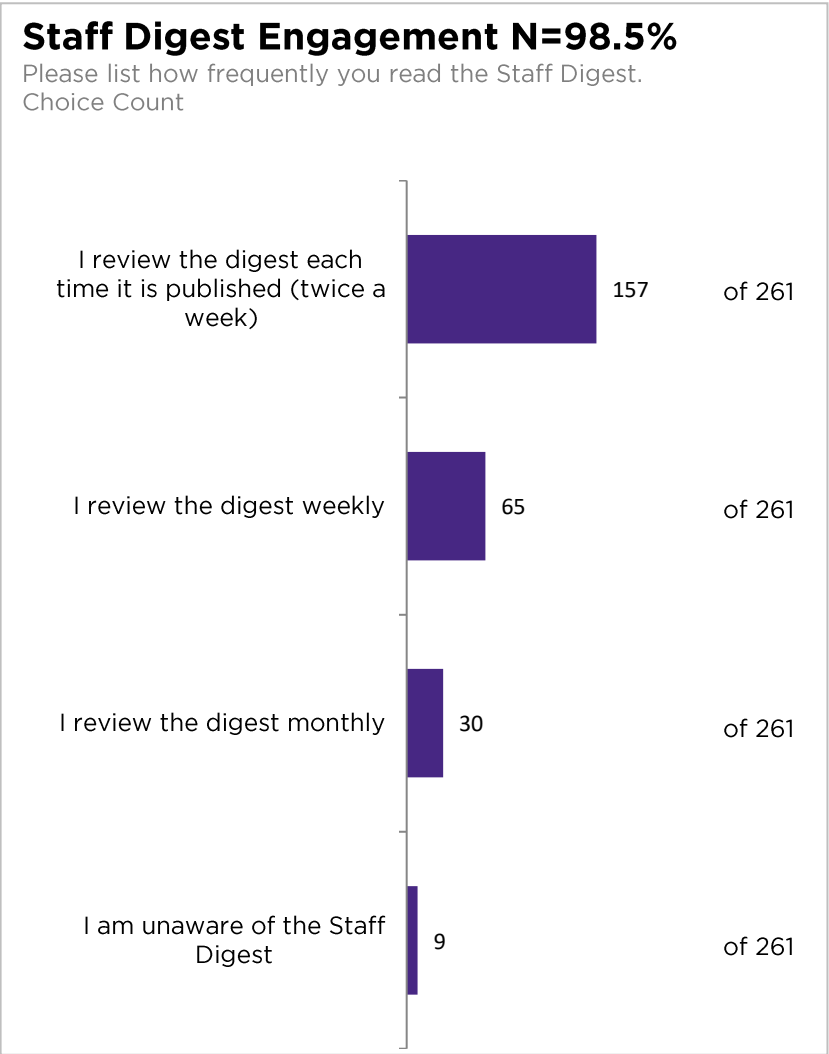


## Healthy UNA Awareness N=97.7%

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



# Frequency of Engagement with Staff Digest

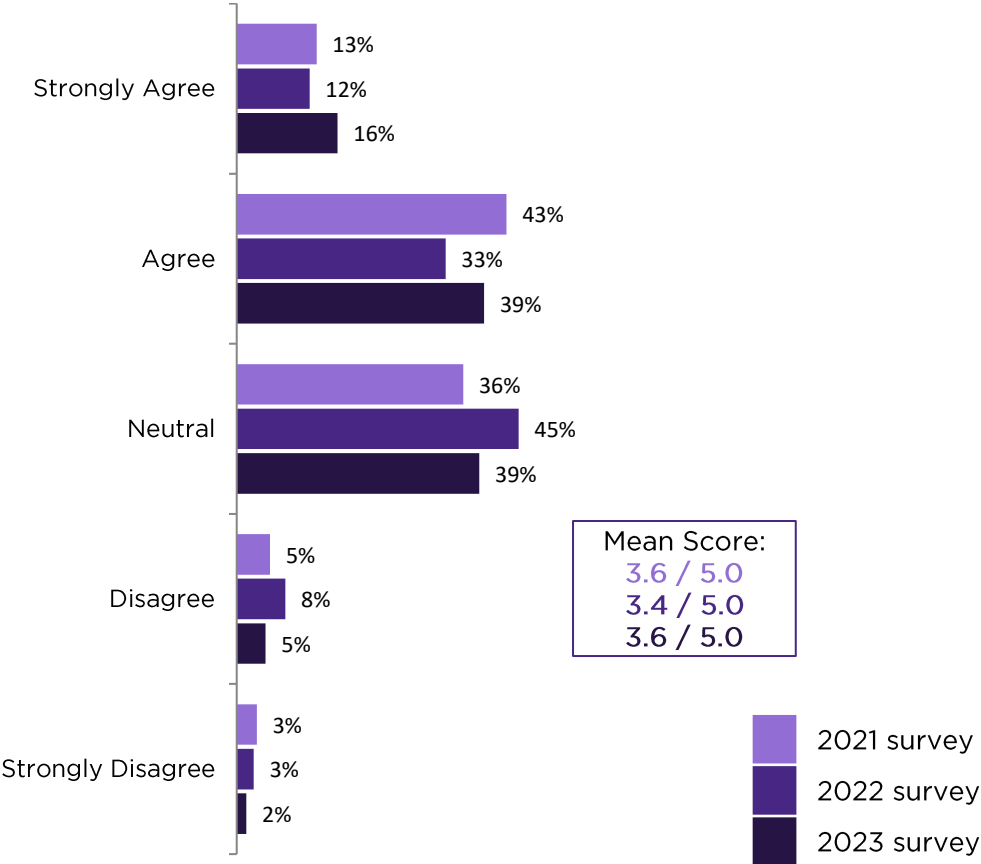


# Attitudes Towards Staff Senate/Shared Governance & Staff Senate Comments

## Attitudes Towards Staff Senate & Shared Governance

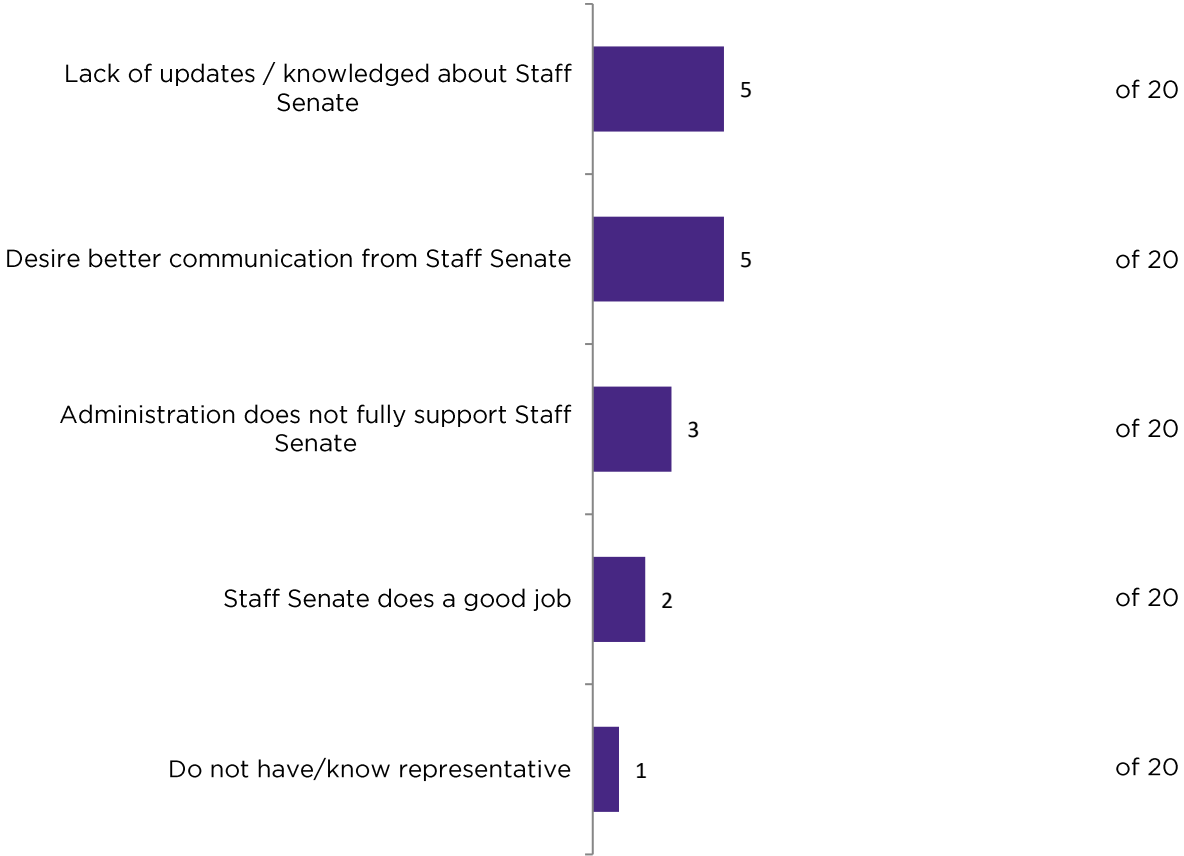
N=99.0% / N=97.7% / N=98.9%

Effectively represents Staff interests.  
Percent Selected



## Staff Senate Comments N=7.5%

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



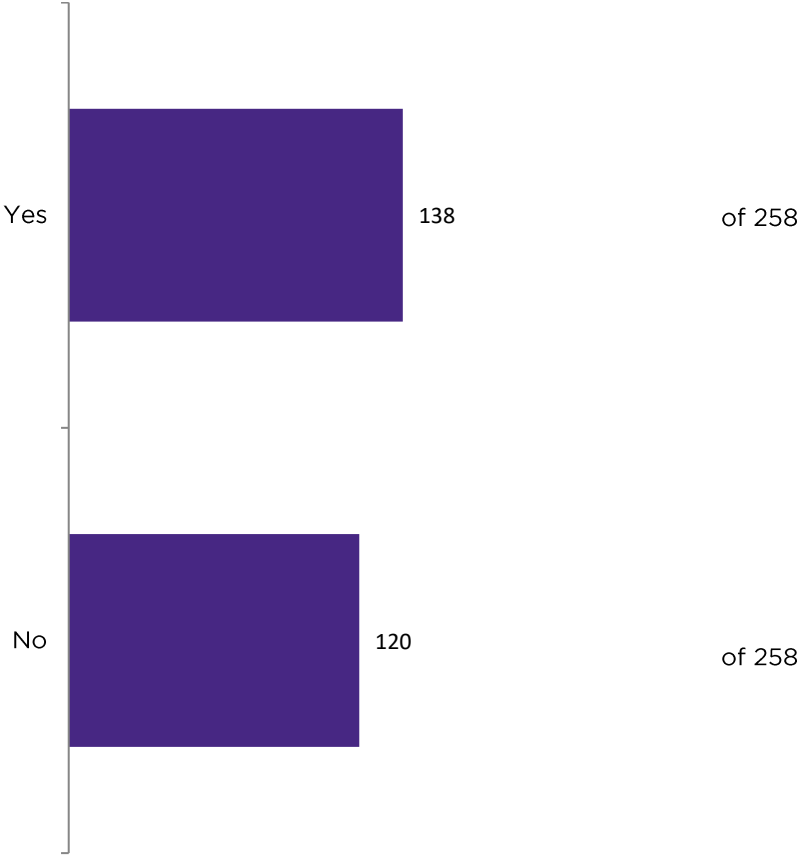
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# Hy-Flex Policy Awareness & Implementation

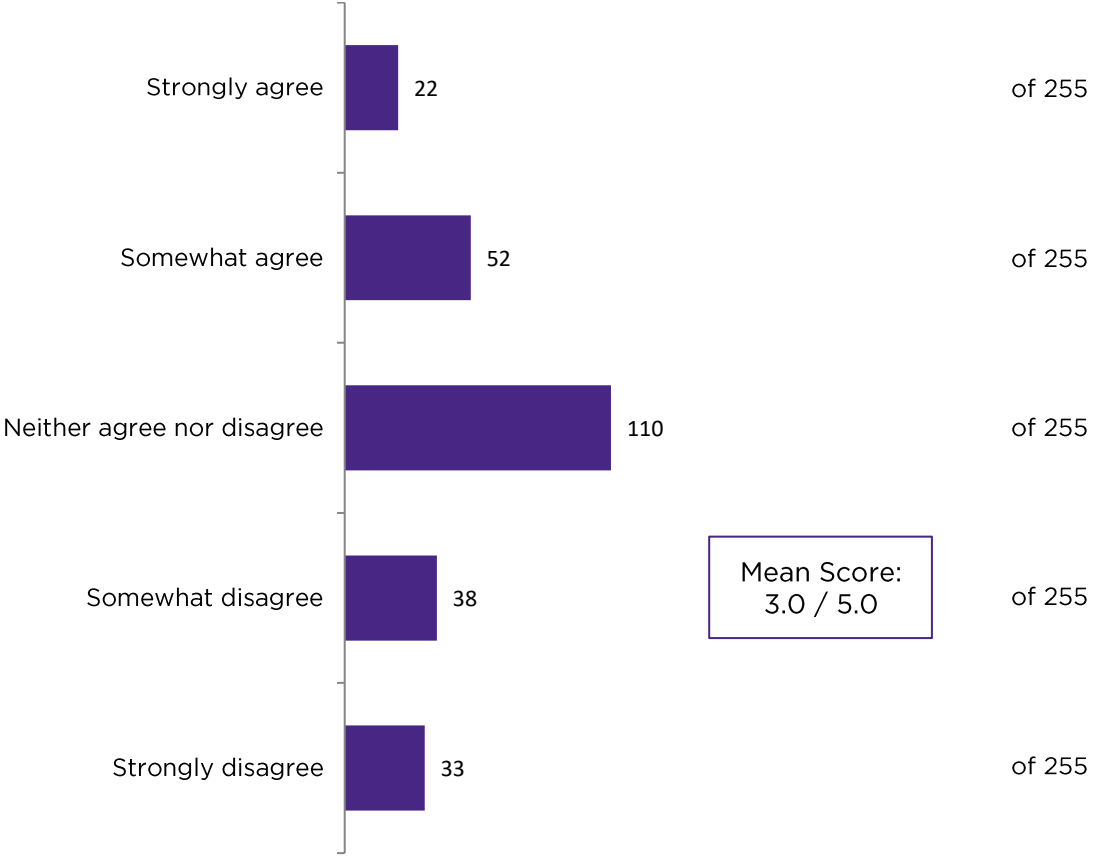
## Hy-Flex Policy Awareness N=97.4%

Are you aware of the Hy-Flex policy for your department?  
Choice Count



## Hy-Flex Policy Implementation Consistent? N=96.2%

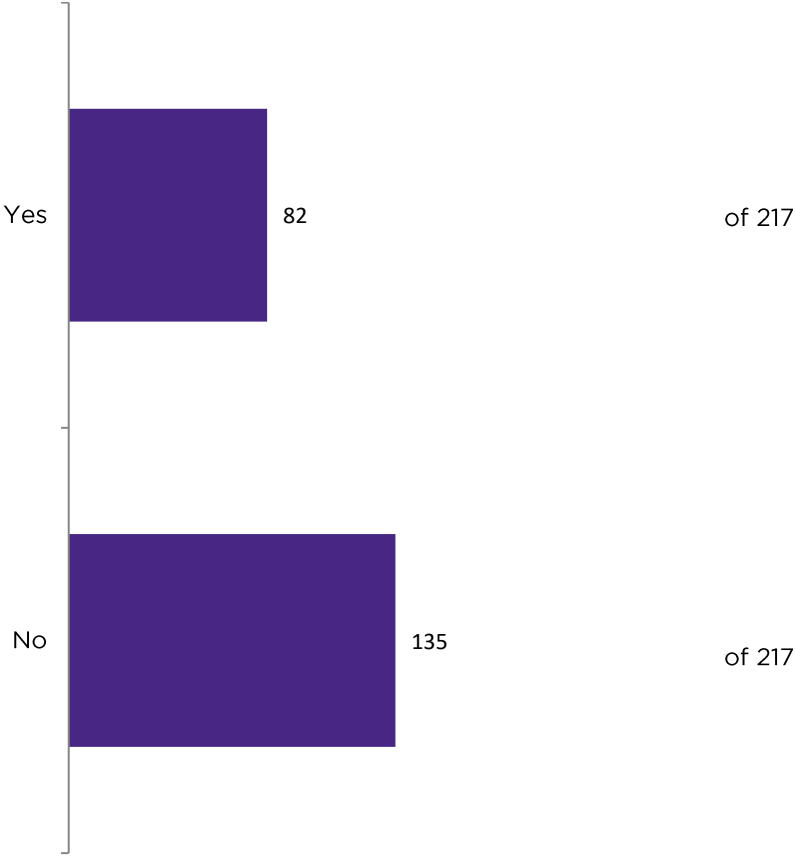
Is the implementation of the Hy-Flex Policy consistent within your division? The implementation of the Hy-Flex Policy is consistent within my division.  
Choice Count



# Hy-Flex Policy Impact & Additional Comments

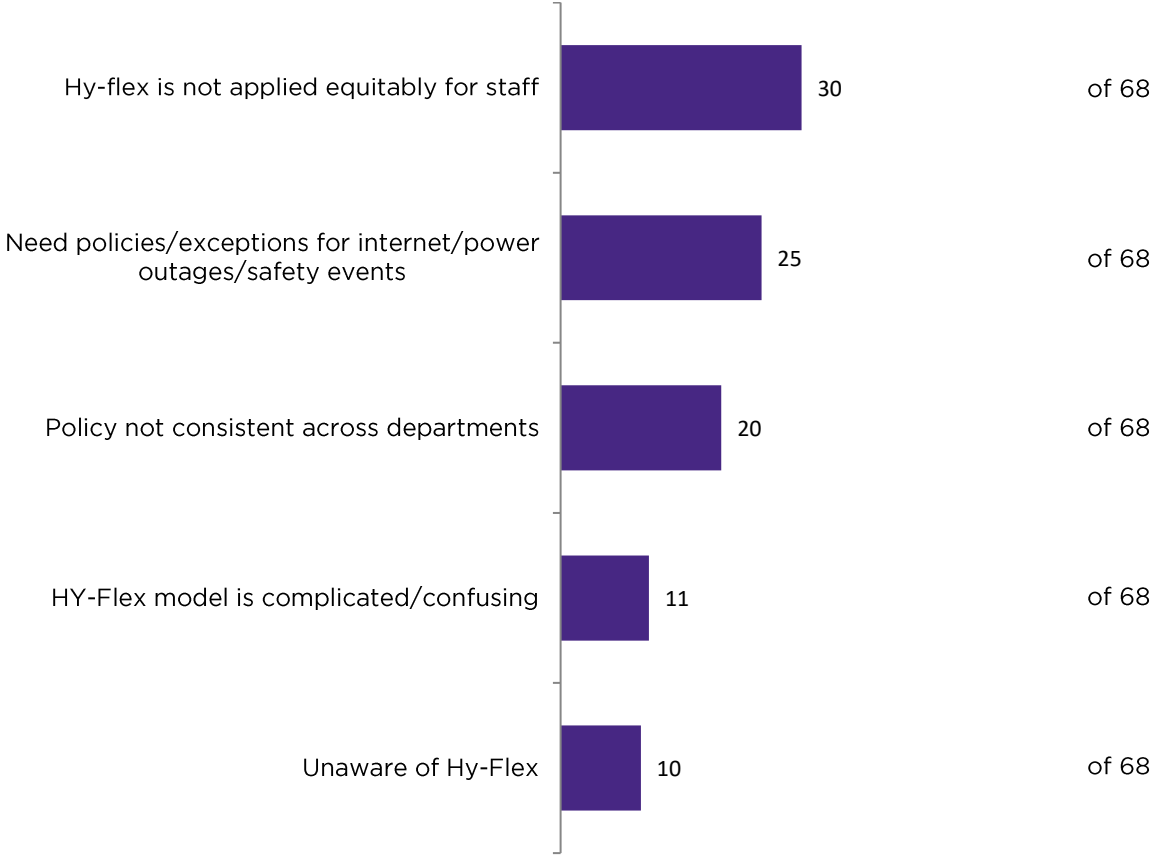
## Hy-Flex Policy Impacts Equitably N=81.9%

Does the Hy-Flex Policy impact Staff, Faculty and Students equitably?  
Choice Count



## Additional Hy-Flex Policy Comments N=25.7%

Please share any additional comments pertaining to the Hy-flex model.  
Choice Count





# Additional Departmental Concerns & Topics for Staff Senate to Address

## Additional Department/Cost Center Concerns N=8.3%

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=16.6%

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

