








# My Report







Last Modified: 09/09/2013

1. Would you please identify your division?

#	Answer	Bar	Response	%
1	Academic Affairs and Provost		54	25%
2	Athletics		13	6%
3	Business and Financial Affairs		39	18%
4	Enrollment Management and Diversity		13	6%
5	Student Affairs		41	19%
6	University Advancement		13	6%
7	I prefer not to respond		42	20%
Total			215	

Statistic	Value
Min Value	1
Max Value	7
Mean	3.84
Variance	4.87
Standard Deviation	2.21
Total Responses	215

2. Please identify your current level as a UNA staff member.

#	Answer	Bar	Response	%
1	Clerical and Secretarial (administrative assistant, assistant to..., administrative specialist, clerk, etc...)		50	22%
2	Executive/Administrative and Managerial (associate/assistant director, director, cost center head, etc...)		50	22%
3	Other Professionals (accountant, counselor, coordinator, specialist, counselor,coaches, etc...)		71	31%
4	Service/Maintenance/Skilled Crafts (custodial, grounds, driver, carpenter, electrician, etc...)		35	15%
5	I do not know my level		1	0%
6	I prefer not to respond		21	9%
Total			228	

Statistic	Value
Min Value	1
Max Value	6
Mean	2.78
Variance	2.06
Standard Deviation	1.43
Total Responses	228

3. How many years have you worked at UNA?

#	Answer	Bar	Response	%
1	Less than a year		21	9%
2	1 - 4 years		41	18%
3	5 - 7 years		61	27%
4	8 - 11 years		37	16%
5	12 - 20 years		39	17%
6	more than 20 years		30	13%
Total			229	

Statistic	Value
Min Value	1
Max Value	6
Mean	3.53
Variance	2.29
Standard Deviation	1.51
Total Responses	229

4. ATTITUDES TOWARDS ADMINISTRATION Concerning my Supervisor, I am satisfied with:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	His/Her fair treatment of department members.	6	18	24	60	114	222	4.16
2	His/Her representation of my department to upper administration.	4	17	23	65	112	221	4.19
3	His/Her providing me with timely communications from higher-level administrators.	5	22	23	70	104	224	4.10
4	His/Her commitment to ensuring that hiring procedures are in accordance with policy.	3	9	28	61	104	205	4.24
5	His/Her following of established procedures related to the termination of staff.	1	4	31	39	71	146	4.20
6	His/Her fair handling of budgetary requests/expenditures.	7	8	34	54	108	211	4.18
7	His/Her overall job performance.	4	16	23	62	116	221	4.22

Statistic	His/Her fair treatment of department members.	His/Her representation of my department to upper administration.	His/Her providing me with timely communications from higher-level administrators.	His/Her commitment to ensuring that hiring procedures are in accordance with policy.	His/Her following of established procedures related to the termination of staff.	His/Her fair handling of budgetary requests/expenditures.	His/Her overall job performance.
Min Value	1	1	1	1	1	1	1
Max Value	5	5	5	5	5	5	5
Mean	4.16	4.19	4.10	4.24	4.20	4.18	4.22
Variance	1.17	1.05	1.16	0.90	0.84	1.10	1.04
Standard Deviation	1.08	1.02	1.08	0.95	0.91	1.05	1.02
Total Responses	222	221	224	205	146	211	221



5. ATTITUDES TOWARDS ADMINISTRATION Concerning other administrators, I am satisfied with the overall job performance of:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	The President - Dr. William G. Cale	6	13	28	69	92	208	4.10
2	The Provost and Vice President for Academic Affairs - Dr. John Thornell	6	5	28	77	65	181	4.05
3	The Vice President for Business and Financial Affairs - Dr. Steve Smith	6	8	27	70	87	198	4.13
4	The Vice President of University Advancement - Dr. Daniel L. Hendricks	1	2	38	41	34	116	3.91
5	The Vice President for Student Affairs - Mr. David Shields	7	19	43	61	51	181	3.72
6	The Vice President for Enrollment Management and Diversity - Dr. Thomas Calhoun	5	8	34	66	52	165	3.92
7	The Vice Provost for International Affairs - Dr. Chunsheng Zhang	4	9	46	48	25	132	3.61
8	The Director of Athletics - Mr. Mark Linder	5	14	39	55	44	157	3.76
9	The Director of Library Services - Dr. Melvin Davis	1	1	31	56	36	125	4.00
10	The Director of Institutional, Research, and Planning - Dr. Andrew L. Luna	4	2	29	74	40	149	3.97
11	Director of University Police - Chief Robert Pastula	13	30	36	54	67	200	3.66



Statistic	The President - Dr. William G. Cale	The Provost and Vice President for Academic Affairs - Dr. John Thornell	The Vice President for Business and Financial Affairs - Dr. Steve Smith	The Vice President of University Advancement - Dr. Daniel L. Hendricks	The Vice President for Student Affairs - Mr. David Shields	The Vice President for Enrollment Management and Diversity - Dr. Thomas Calhoun	The Vice Provost for International Affairs - Dr. Chunsheng Zhang	The Director of Athletics - Mr. Mark Linder	The Director of Library Services - Dr. Melvin Davis	The Director of Institutional, Research, and Planning - Dr. Andrew L. Luna	Director of University Police - Chief Robert Pastula
Min Value	1	1	1	1	1	1	1	1	1	1	1
Max Value	5	5	5	5	5	5	5	5	5	5	5
Mean	4.10	4.05	4.13	3.91	3.72	3.92	3.61	3.76	4.00	3.97	3.66
Variance	1.08	0.93	1.00	0.76	1.21	0.99	0.94	1.12	0.65	0.76	1.59
Standard Deviation	1.04	0.96	1.00	0.87	1.10	0.99	0.97	1.06	0.80	0.87	1.26
Total Responses	208	181	198	116	181	165	132	157	125	149	200

**7. ATTITUDES TOWARD WORKING CONDITIONS** Concerning diversity: UNA  
thoroughly addresses campus issues related to:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	Age or ageism	2	12	44	97	31	186	3.77
2	Disability or Able-ism	3	14	42	96	41	196	3.81
3	Race or racism	6	11	41	95	46	199	3.82
4	Religious beliefs or harassment	3	7	53	89	36	188	3.79
5	Sex/gender or sexism	5	9	43	96	37	190	3.79
6	Sexual orientation or homophobia	3	8	46	78	35	170	3.79

Statistic	Age or ageism	Disability or Able-ism	Race or racism	Religious beliefs or harassment	Sex/gender or sexism	Sexual orientation or homophobia
Min Value	1	1	1	1	1	1
Max Value	5	5	5	5	5	5
Mean	3.77	3.81	3.82	3.79	3.79	3.79
Variance	0.71	0.81	0.90	0.72	0.81	0.78
Standard Deviation	0.84	0.90	0.95	0.85	0.90	0.89
Total Responses	186	196	199	188	190	170

8. Have you ever felt discriminated against or harassed (even subtly) on this campus?

#	Answer	Bar	Response	%
1	Yes		52	24%
2	No		169	76%
	Total		221	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.76
Variance	0.18
Standard Deviation	0.43
Total Responses	221

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

#	Answer	Bar	Response	%
1	Because of my age		1	2%
2	Because of my disability		2	3%
3	Because of my economic status		2	3%
4	Because of my gender		5	8%
5	Because of my race or ethnicity		14	23%
6	Because of my religious beliefs		4	7%
7	Because of my sexual orientation		1	2%
8	Other: please explain.		32	52%
	Total		61	



11. ATTITUDES TOWARD WORKING CONDITIONS Concerning computer and technology resources, policies, and procedures, I am satisfied with:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	The e-mail system	6	15	22	114	66	223	3.98
2	Information retrieval from Self-Service Banner	4	14	31	118	48	215	3.89
3	The new phone system	2	21	51	101	40	215	3.73

Statistic	The e-mail system	Information retrieval from Self-Service Banner	The new phone system
Min Value	1	1	1
Max Value	5	5	5
Mean	3.98	3.89	3.73
Variance	0.91	0.79	0.83
Standard Deviation	0.95	0.89	0.91
Total Responses	223	215	215

12. ATTITUDES TOWARD WORKING CONDITIONS It is my perception that:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	I have sufficient technology to support my needs.	2	21	22	109	68	222	3.99
2	The criteria by which technology resources are allocated are clear to me.	6	30	47	85	46	214	3.63
3	Information Technology Services' policies and procedures have adapted in response to the changing needs of UNA staff.	3	23	32	99	56	213	3.85

Statistic	I have sufficient technology to support my needs.	The criteria by which technology resources are allocated are clear to me.	Information Technology Services' policies and procedures have adapted in response to the changing needs of UNA staff.
Min Value	1	1	1
Max Value	5	5	5
Mean	3.99	3.63	3.85
Variance	0.87	1.12	0.96
Standard Deviation	0.93	1.06	0.98
Total Responses	222	214	213

13. How old is your university-owned computer?

#	Answer	Bar	Response	%
1	Less than one year		36	16%
2	One to three years		112	51%
3	More than three years		35	16%
4	I don't know		36	16%
Total			219	



Statistic	Value
Min Value	1
Max Value	4
Mean	2.32
Variance	0.88
Standard Deviation	0.94
Total Responses	219

15. ATTITUDES TOWARD WORKING CONDITIONS Work environment

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	I am pleased with the buildings I work in on campus.	14	42	39	87	42	224	3.45
2	I am confident that the buildings I work in on campus do not negatively affect my health.	24	45	50	65	37	221	3.21

Statistic	I am pleased with the buildings I work in on campus.	I am confident that the buildings I work in on campus do not negatively affect my health.
Min Value	1	1
Max Value	5	5
Mean	3.45	3.21
Variance	1.38	1.57
Standard Deviation	1.17	1.25
Total Responses	224	221



17. Have you, in the past 12 months, personally contacted University Police (by telephone or email) to request a police presence, an escort, or some kind of assistance?

#	Answer	Bar	Response	%
1	Yes		76	34%
2	No		145	66%
	Total		221	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.66
Variance	0.23
Standard Deviation	0.48
Total Responses	221



18. Did you receive a satisfactory response (please briefly describe your experience)?

#	Answer	Bar	Response	%
1	Yes		70	85%
2	No		12	15%
	Total		82	

19. Please rate your level of agreement with the following statements.

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	I feel safe on campus.	4	20	36	96	67	223	3.91
2	I'm comfortable with the current level of police presence on campus.	11	44	46	72	47	220	3.45
3	I feel that the University police keep the campus community informed in the event of a safety issue.	8	29	39	88	57	221	3.71



Statistic	I feel safe on campus.	I'm comfortable with the current level of police presence on campus.	I feel that the University police keep the campus community informed in the event of a safety issue.
Min Value	1	1	1
Max Value	5	5	5
Mean	3.91	3.45	3.71
Variance	0.98	1.38	1.21
Standard Deviation	0.99	1.18	1.10
Total Responses	223	220	221

21. ATTITUDES TOWARD SALARIES, SUPPORTS, AND  
BENEFITS Concerning salaries:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	UNA offers periodic updates of job descriptions.	16	59	55	55	19	204	3.01
2	Compared to staff members at my level at institutions similar to UNA, I receive adequate cost of living (COL) raises.	66	72	28	23	4	193	2.10



Statistic	UNA offers periodic updates of job descriptions.	Compared to staff members at my level at institutions similar to UNA, I receive adequate cost of living (COL) raises.
Min Value	1	1
Max Value	5	5
Mean	3.01	2.10
Variance	1.25	1.15
Standard Deviation	1.12	1.07
Total Responses	204	193

22. Do you have five years of service in your current position?

#	Answer	Bar	Response	%
1	Yes		146	65%
2	No		78	35%
	Total		224	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.35
Variance	0.23
Standard Deviation	0.48
Total Responses	224

23. Are you currently at midpoint or higher on the pay scale?

#	Answer	Bar	Response	%
1	Yes		67	55%
2	No		55	45%
	Total		122	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.45
Variance	0.25
Standard Deviation	0.50
Total Responses	122



24. Concerning insurance costs and benefits:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	The University provides good insurance coverage for its employees.	4	11	19	105	75	214	4.10
2	I believe there should be a separate coverage option for a family of two with no dependents. (UNA currently offers one family coverage plan, regardless of dependents).	6	4	45	74	64	193	3.96
3	I'm satisfied with our current health-care provider.	3	10	23	111	64	211	4.06





Statistic	The University provides good insurance coverage for its employees.	I believe there should be a separate coverage option for a family of two with no dependents. (UNA currently offers one family coverage plan, regardless of dependents).	I'm satisfied with our current health-care provider.
Min Value	1	1	1
Max Value	5	5	5
Mean	4.10	3.96	4.06
Variance	0.81	0.93	0.73
Standard Deviation	0.90	0.96	0.85
Total Responses	214	193	211

**26. ATTITUDES TOWARD SALARIES, SUPPORTS, AND BENEFITS** Concerning University Health Services:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	Overall, I am satisfied with the care provided by Health Services.	3	10	23	107	56	199	4.02
2	University Health Services should be made available to the spouses and dependents of faculty and staff.	3	12	45	76	65	201	3.94
3	The hours of operation are convenient.	1	18	33	109	35	196	3.81
4	The check-in process is efficient.	1	6	22	114	47	190	4.05
5	The staff are courteous.	1	7	12	89	83	192	4.28
6	My medical questions/concerns are answered.	0	11	18	99	61	189	4.11
7	I am confident in the medical care I receive.	1	12	31	93	52	189	3.97

Statistic	Overall, I am satisfied with the care provided by Health Services.	University Health Services should be made available to the spouses and dependents of faculty and staff.	The hours of operation are convenient.	The check-in process is efficient.	The staff are courteous.	My medical questions/concerns are answered.	I am confident in the medical care I receive.
Min Value	1	1	1	1	1	2	1
Max Value	5	5	5	5	5	5	5
Mean	4.02	3.94	3.81	4.05	4.28	4.11	3.97
Variance	0.74	0.92	0.73	0.54	0.61	0.64	0.74
Standard Deviation	0.86	0.96	0.85	0.73	0.78	0.80	0.86
Total Responses	199	201	196	190	192	189	189

27. On average, how often do you use University Health Services?

#	Answer	Bar	Response	%
1	Less than 3 times a semester		162	74%
2	3 - 5 times a semester		21	10%
3	More than 5 times a semester		1	0%
4	Never		35	16%
	Total		219	






Statistic	Value
Min Value	1
Max Value	4
Mean	1.58
Variance	1.22
Standard Deviation	1.10
Total Responses	219

28. Have you used University Health Services within the past year?

#	Answer	Bar	Response	%
1	Yes		150	69%
2	No		67	31%
	Total		217	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.31
Variance	0.21
Standard Deviation	0.46
Total Responses	217

29. What is the primary reason you did not use University Health Services with the past year?

#	Answer	Bar	Response	%
1	The hours are not convenient for me		5	5%
2	I prefer a different health care provider		14	13%
3	I have health conditions that require care beyond what University Health Services can offer		25	23%
4	I have not required treatment or consultation with the past year		48	44%
5	Other, please explain		17	16%
	Total		109	



**31. ATTITUDES TOWARD INTERNAL OPERATIONS** Concerning UNA's  
move towards Division I athletics:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	I support the Board of Trustees' decision to move towards Division I athletics.	55	42	59	39	15	210	2.60
2	I believe that UNA administration is doing a good job of addressing Staff concerns as it moves UNA towards Division I athletics.	36	53	55	49	11	204	2.74

Statistic	I support the Board of Trustees' decision to move towards Division I athletics.	I believe that UNA administration is doing a good job of addressing Staff concerns as it moves UNA towards Division I athletics.
Min Value	1	1
Max Value	5	5
Mean	2.60	2.74
Variance	1.57	1.36
Standard Deviation	1.25	1.17
Total Responses	210	204

**33. ATTITUDES TOWARD THE STAFF SENATE AND SHARED GOVERNANCE** The Staff Senate at UNA:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	Plays an appropriate role in the University's decision-making process.	4	23	52	76	16	171	3.45
2	Provides a line of communication between the staff and the Board of Trustees that effectively represents staff members' concerns.	7	23	51	70	17	168	3.40
3	Overall, the Staff Senate effectively represents Staff interests.	6	26	52	72	12	168	3.35
4	I would be interested in receiving a monthly newsletter from the staff senate.	3	10	41	91	50	195	3.90

Statistic	Plays an appropriate role in the University's decision-making process.	Provides a line of communication between the staff and the Board of Trustees that effectively represents staff members' concerns.	Overall, the Staff Senate effectively represents Staff interests.	I would be interested in receiving a monthly newsletter from the staff senate.
Min Value	1	1	1	1
Max Value	5	5	5	5
Mean	3.45	3.40	3.35	3.90
Variance	0.85	0.97	0.90	0.80
Standard Deviation	0.92	0.99	0.95	0.90
Total Responses	171	168	168	195

**35. ATTITUDES TOWARD THE STAFF SENATE AND SHARED GOVERNANCE** Concerning the system of shared governance at UNA:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Responses	Mean
1	The process involved in filling shared governance committees is fair.	4	17	61	58	10	150	3.35
2	I know who my shared governance committee representatives are.	15	52	50	56	8	181	2.94
3	The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	7	22	65	50	8	152	3.20
4	The method by which changes are made through shared governance are clear.	13	42	60	35	7	157	2.88
5	The shared governance committees keep me informed about how campus problems or issues have been addressed.	20	56	52	32	7	167	2.70
6	Overall, the shared governance system effectively represents staff interests.	10	39	59	42	7	157	2.98

Statistic	The process involved in filling shared governance committees is fair.	I know who my shared governance committee representatives are.	The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	The method by which changes are made through shared governance are clear.	The shared governance committees keep me informed about how campus problems or issues have been addressed.	Overall, the shared governance system effectively represents staff interests.
Min Value	1	1	1	1	1	1
Max Value	5	5	5	5	5	5
Mean	3.35	2.94	3.20	2.88	2.70	2.98
Variance	0.75	1.11	0.83	0.99	1.09	0.95
Standard Deviation	0.87	1.05	0.91	1.00	1.04	0.98
Total Responses	150	181	152	157	167	157