

## Staff Attitudes Survey 2017

August 31st 2017, 9:35 am CDT

### Q2 - Would you please identify your division?

#	Answer	%	Count
1	Academic Affairs and Provost	28.57%	50
2	Athletics	13.14%	23
3	Business and Financial Affairs	13.14%	23
4	Enrollment Management and Diversity	13.14%	23
5	Student Affairs	16.57%	29
6	University Advancement	4.00%	7
7	I prefer not to respond	11.43%	20
	Total	100%	175

### Q3 - Please identify your current level as a UNA staff member.

#	Answer	%	Count
1	Clerical and Secretarial (administrative assistant, assistant to..., administrative specialist, clerk, etc...)	22.47%	40
2	Executive/Administrative and Managerial (associate/assistant director, director, cost center head, etc...)	23.03%	41
3	Other Professionals (accountant, counselor, coordinator, specialist, coaches, etc...)	39.33%	70
4	Service/Maintenance/Skilled Crafts (custodial, grounds, driver, carpenter, electrician, etc...)	6.74%	12
5	I do not know my level	1.69%	3
6	I prefer not to respond	6.74%	12
	Total	100%	178

### Q4 - How many years have you worked at UNA?

#	Answer	%	Count
1	Less than a year	7.30%	13
2	1 - 4 years	32.02%	57

3	5 - 7 years	13.48%	24
4	8 - 11 years	21.35%	38
5	12 - 20 years	17.98%	32
6	more than 20 years	7.87%	14
	Total	100%	178

**Q5 - ATTITUDES TOWARD ADMINISTRATION Concerning my Supervisor, I am satisfied with:**

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
4	Their commitment to ensuring that hiring procedures are in accordance with policy.	6.10%	9.15%	15.24%	23.17%	46.34%	164
6	Their fair handling of budgetary requests/expenditures.	6.06%	11.52%	11.52%	25.45%	45.45%	165
1	Their fair treatment of department members.	6.32%	14.94%	12.07%	20.69%	45.98%	174
5	Their following of established procedures related to the termination of staff.	6.72%	10.92%	17.65%	24.37%	40.34%	119
7	Their overall job performance.	7.02%	11.70%	9.94%	23.39%	47.95%	171
3	Their providing me with timely communications from higher-level administrators.	10.40%	9.25%	13.87%	23.70%	42.77%	173
2	Their representation of my department to upper administration.	5.23%	13.95%	11.05%	22.67%	47.09%	172

#	Field	Mean	Count
1	Their fair treatment of department members.	3.85	174
2	Their representation of my department to upper administration.	3.92	172
3	Their providing me with timely communications from higher-level administrators.	3.79	173
4	Their commitment to ensuring that hiring procedures are in accordance with policy.	3.95	164
5	Their following of established procedures related to the termination of staff.	3.81	119
6	Their fair handling of budgetary requests/expenditures.	3.93	165
7	Their overall job performance.	3.94	171

**Q6 - ATTITUDES TOWARD ADMINISTRATION** Concerning other administrators, I am satisfied with the overall job performance of:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
12	Associate Vice President for Enrollment Management - Mr. Ron Patterson	3.31%	7.28%	21.85%	41.72%	25.83%	151
8	Director of Athletics - Mr. Mark Linder	6.54%	5.88%	22.88%	37.91%	26.80%	153
9	Interim Vice President for Business and Financial Affairs - Mr. Evan Thornton	2.63%	2.63%	19.08%	39.47%	36.18%	152
6	President - Dr. Kenneth Kitts	4.09%	2.34%	18.13%	39.77%	35.67%	171
2	Provost and Vice President for Academic Affairs - Dr. John Thornell	3.82%	12.10%	21.02%	33.76%	29.30%	157
17	University Attorney/Chief Diversity Officer - Ms. Amber Fite-Morgan	4.38%	5.11%	29.20%	32.12%	29.20%	137
5	Vice President for Student Affairs - Mr. David Shields, Jr.	9.09%	11.04%	20.13%	35.06%	24.68%	154
16	Vice President for University Advancement - Dr. Deborah L. Shaw	6.67%	4.44%	37.04%	34.07%	17.78%	135

#	Field	Mean	Count
1	President - Dr. Kenneth Kitts	4.01	171
2	Provost and Vice President for Academic Affairs - Dr. John Thornell	3.73	157
3	Associate Vice President for Enrollment Management - Mr. Ron Patterson	3.79	151
4	Interim Vice President for Business and Financial Affairs - Mr. Evan Thornton	4.04	152
5	Vice President for Student Affairs - Mr. David Shields, Jr.	3.55	154
6	Director of Athletics - Mr. Mark Linder	3.73	153
7	Vice President for University Advancement - Dr. Deborah L. Shaw	3.52	135
8	University Attorney/Chief Diversity Officer - Ms. Amber Fite-Morgan	3.77	137

**Q8 - ATTITUDES TOWARD WORKING CONDITIONS Concerning diversity: UNA thoroughly addresses campus issues related to:**

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Age or ageism	3.33%	10.67%	24.00%	45.33%	16.67%	150
Disability or Able-ism	3.16%	8.86%	19.62%	50.00%	18.35%	158
Race or racism	5.06%	6.33%	17.72%	51.27%	19.62%	158
Religious beliefs or harassment	7.05%	4.49%	18.59%	52.56%	17.31%	156
Sex/gender or sexism	5.56%	10.49%	17.90%	49.38%	16.67%	162
Sexual orientation or homophobia	4.40%	6.92%	19.50%	50.94%	18.24%	159

#	Field	Mean	Count
1	Age or ageism	3.61	150
2	Disability or Able-ism	3.72	158
3	Race or racism	3.74	158
4	Religious beliefs or harassment	3.69	156
5	Sex/gender or sexism	3.61	162
6	Sexual orientation or homophobia	3.72	159

**Q9 - Have you ever felt discriminatory harassment (even subtly) on this campus?**

#	Answer	%	Count
1	Yes	23.56%	41
2	No	76.44%	133
	Total	100%	174

#	Answer	%	Count
1	Because of my age	11.11%	4

2	Because of my disability	0.00%	0
3	Because of my economic status	0.00%	0
4	Because of my gender	47.22%	17
5	Because of my race or ethnicity	11.11%	4
6	Because of my religious beliefs	5.56%	2
7	Because of my sexual orientation	5.56%	2
8	Other: please explain.	19.44%	7
	Total	100%	36

## Q12 - ATTITUDES TOWARD WORKING CONDITIONS It is my perception that:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
2	The criteria by which technology resources are allocated are clear to me.	3.59%	17.37%	14.97%	40.72%	23.35%	167
3	Information Technology Services' policies and procedures have adapted in response to the changing needs of UNA staff.	3.73%	7.45%	13.66%	47.83%	27.33%	161
1	I have sufficient technology to support my needs.	1.74%	8.72%	11.05%	50.58%	27.91%	172

#	Field	Mean	Count
1	I have sufficient technology to support my needs.	3.94	172
2	The criteria by which technology resources are allocated are clear to me.	3.63	167
3	Information Technology Services' policies and procedures have adapted in response to the changing needs of UNA staff.	3.88	161

### Q13 - How old is your university-owned computer?

#	Answer	%	Count
1	Less than one year	20.93%	36
2	One to three years	47.67%	82
3	More than three years	16.86%	29
4	I don't know	14.53%	25
	Total	100%	172

### Q15 - ATTITUDES TOWARD WORKING CONDITIONS Work environment

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
3	UNA should allocate more resources to capital improvements (roofing, painting, flooring, HVAC upgrades, furniture, etc.)	1.79%	2.38%	13.10%	29.76%	52.98%	168
1	I am pleased with the buildings I work in on campus.	8.67%	24.86%	14.45%	38.15%	13.87%	173
2	I am confident that the buildings I work in on campus do not negatively affect my health.	11.70%	19.88%	24.56%	29.82%	14.04%	171

#	Field	Mean	Count
1	I am pleased with the buildings I work in on campus.	3.24	173
2	I am confident that the buildings I work in on campus do not negatively affect my health.	3.15	171
3	UNA should allocate more resources to capital improvements (roofing, painting, flooring, HVAC upgrades, furniture, etc.)	4.30	168

### Q17 - 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	%	Count
1	Yes	28.65%	49
2	No	71.35%	122
	Total	100%	171

**Q19 - Please rate your level of agreement with the following statements.**

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
4	I'm satisfied with parking enforcement.	20.61%	26.67%	13.33%	30.91%	8.48%	165
2	I'm comfortable with the current level of police presence on campus.	2.42%	12.12%	12.73%	52.12%	20.61%	165
3	I feel that the University police keeps the campus community informed in the event of a safety issue.	2.38%	8.93%	13.69%	50.60%	24.40%	168
1	I feel safe on campus.	0.59%	2.37%	10.06%	52.66%	34.32%	169
7	I believe the campus would be safer if there were more security cameras.	0.00%	8.86%	18.35%	42.41%	30.38%	158

#	Field	Mean	Count
1	I feel safe on campus.	4.18	169
2	I'm comfortable with the current level of police presence on campus.	3.76	165
3	I feel that the University police keeps the campus community informed in the event of a safety issue.	3.86	168
4	I'm satisfied with parking enforcement.	2.80	165
5	I believe the campus would be safer if there were more security cameras.	3.94	158

**Q21 - ATTITUDES TOWARD WORKING CONDITIONS Concerning campus atmosphere:**

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
1	I feel that my department is respected by the administration.	7.69%	21.30%	24.26%	36.09%	10.65%	169
2	I feel that my department has a voice in policies in which it is directly involved and/or that directly affect it.	13.02%	23.08%	24.85%	30.77%	8.28%	169

#	Field	Mean	Count
1	I feel that my department is respected by the administration.	3.21	169
2	I feel that my department has a voice in policies in which it is directly involved and/or that directly affect it.	2.98	169

## Q22 - ATTITUDES TOWARD SALARIES, SUPPORTS, AND BENEFITS Concerning salaries:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
3	I've sought employment outside the University in the past year for reasons directly related to compensation.	17.14%	30.00%	13.57%	20.00%	19.29%	140
5	I believe that the hiring process is fair.	9.76%	17.68%	29.27%	33.54%	9.76%	164
4	I believe that the hiring process is clear.	9.82%	12.27%	25.77%	42.33%	9.82%	163
6	I am satisfied with the internal promotion/transfer policies	18.12%	24.64%	29.71%	20.29%	7.25%	138
2	Compared to staff members at my level at institutions similar to UNA, I receive adequate cost of living (COL) raises.	21.19%	38.41%	18.54%	17.22%	4.64%	151

#	Field	Mean	Count
1	Compared to staff members at my level at institutions similar to UNA, I receive adequate cost of living (COL) raises.	2.46	151
2	I've sought employment outside the University in the past year for reasons directly related to compensation.	2.94	140
3	I believe that the hiring process is clear.	3.30	163
4	I believe that the hiring process is fair.	3.16	164
5	I am satisfied with the internal promotion/transfer policies	2.74	138

## Q23 - Concerning pay plan policies: The purpose of this section is to determine if the policies are clear to most employees.



#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
4	I have at least a basic understanding of how the compensation plan works	7.78%	14.37%	18.56%	55.69%	3.59%	167
1	I understand the process by which employees are moved toward midpoint	11.38%	29.34%	23.95%	31.74%	3.59%	167
2	I understand the salary schedule	7.83%	20.48%	25.90%	40.36%	5.42%	166
3	I understand promotion and transfer policies	12.65%	30.12%	28.92%	24.70%	3.61%	166

#	Field	Mean	Count
1	I have at least a basic understanding of how the compensation plan works	3.33	167
2	I understand the process by which employees are moved toward midpoint	2.87	167
3	I understand the salary schedule	3.15	166
4	I understand promotion and transfer policies	2.77	166

#### Q24 - Concerning insurance costs and benefits:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
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).	2.08%	2.78%	18.75%	29.17%	47.22%	144
3	I'm satisfied with our current health-care provider.	0.62%	3.09%	9.88%	52.47%	33.95%	162
1	The University provides good insurance coverage for its employees.	0.61%	3.03%	9.09%	49.70%	37.58%	165

#	Field	Mean	Count
1	The University provides good insurance coverage for its employees.	4.21	165
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).	4.17	144
3	I'm satisfied with our current health-care provider.	4.16	162

## Q26 - ATTITUDES TOWARD SALARIES, SUPPORTS, AND BENEFITS Concerning University Health Services:

#	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
2	University Health Services should be made available to the spouses and dependents of faculty and staff.	3.36%	8.05%	22.15%	34.90%	31.54%	149
5	The staff are courteous.	0.00%	0.67%	5.37%	51.68%	42.28%	149
3	The hours of operation are convenient.	0.66%	6.62%	17.22%	56.95%	18.54%	151
4	The check-in process is efficient.	0.00%	0.00%	10.34%	62.07%	27.59%	145
1	Overall, I am satisfied with the care provided by Health Services.	0.68%	0.68%	9.59%	56.85%	32.19%	146
6	My medical questions/concerns are answered.	0.00%	1.36%	8.84%	57.82%	31.97%	147
8	I would prefer if walk-in appointments were available all the time.	0.70%	7.75%	23.24%	45.07%	23.24%	142
7	I am confident in the medical care I receive.	0.00%	4.14%	13.10%	57.93%	24.83%	145

#	Field	Mean	Count
1	Overall, I am satisfied with the care provided by Health Services.	4.19	146
2	University Health Services should be made available to the spouses and dependents of faculty and staff.	3.83	149
3	The hours of operation are convenient.	3.86	151
4	The check-in process is efficient.	4.17	145
5	The staff are courteous.	4.36	149
6	My medical questions/concerns are answered.	4.20	147
7	I am confident in the medical care I receive.	4.03	145
8	I would prefer if walk-in appointments were available all the time.	3.82	142

## Q27 - On average, how often do you use University Health Services?

#	Answer	%	Count
1	Less than 3 times a semester	76.19%	128

2	3 - 5 times a semester	5.95%	10
3	More than 5 times a semester	0.00%	0
4	Never	17.86%	30
	Total	100%	168

### Q28 - Have you used University Health Services within the past year?

#	Answer	%	Count
1	Yes	69.46%	116
2	No	30.54%	51
	Total	100%	167

#	Answer	%	Count
1	The hours are not convenient for me	0.00%	0
2	I prefer a different health care provider	12.77%	6
3	I have health conditions that require care beyond what University Health Services can offer	10.64%	5
4	I have not required treatment or consultation with the past year	72.34%	34
5	Other, please explain	4.26%	2
	Total	100%	47

### Q31 - If you are a supervisor, would you allow/encourage your employees to attend professional development events?

#	Answer	%	Count
4	Yes	85.98%	92
5	Maybe	13.08%	14
6	No	0.93%	1

**Q32 - Would you be interested in attending professional development events if they were offered on campus?**

#	Answer	%	Count
1	Yes	72.73%	112
2	Maybe	24.68%	38
3	No	2.60%	4
	Total	100%	154

#	Answer	%	Count
1	UNA-specific topics (ex. Policies, Accounting Procedures, IT, etc.)	41.48%	95
2	Diversity Education	17.90%	41
3	Motivation/Collaboration	35.37%	81
4	Other	5.24%	12
	Total	100%	229

**Q34 - ATTITUDES TOWARD THE STAFF SENATE AND SHARED GOVERNANCE The Staff Senate at UNA:**

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Provides a line of communication between the staff and the Board of Trustees that effectively represents staff members' concerns.	3.79%	11.36%	26.52%	38.64%	19.70%	132
Plays an appropriate role in the University's decision-making process.	2.33%	10.85%	27.91%	40.31%	18.60%	129

Overall, the Staff Senate effectively represents Staff interests.	3.76%	8.27%	29.32%	42.11%	16.54%	133
I have enjoyed receiving the newly developed staff newsletter.	3.15%	6.30%	33.07%	38.58%	18.90%	127
I have a better idea of Staff Senate's mission and activities now than I did previously	4.41%	16.91%	34.56%	30.15%	13.97%	136

#	Field	Mean	Count
1	Plays an appropriate role in the University's decision-making process.	3.62	129
2	Provides a line of communication between the staff and the Board of Trustees that effectively represents staff members' concerns.	3.59	132
3	Overall, the Staff Senate effectively represents Staff interests.	3.59	133
4	I have enjoyed receiving the newly developed staff newsletter.	3.64	127
5	I have a better idea of Staff Senate's mission and activities now than I did previously	3.32	136

**Q35 - Two years ago, Staff Senate initiated an annual Wellness Day. Have you participated in this event?**

#	Answer	%	Count
1	Yes	38.75%	62
2	No	53.75%	86
3	I've never heard of Wellness Day	7.50%	12
	Total	100%	160

#	Field	Mean	Count
1	Two years ago, Staff Senate initiated an annual Wellness Day. Have you participated in this event?	1.69	160

**Q36 - Would you like to see more events like Wellness Day?**

#	Answer	%	Count
1	Yes	51.90%	82
2	Maybe	42.41%	67
3	No	5.70%	9
	Total	100%	158

#	Field	Mean	Count
1	Would you like to see more events like Wellness Day?	1.54	158

### Q37 - Are you interested in participating in an employee Wellness Program?

#	Answer	%	Count
1	Yes	43.40%	69
2	Maybe	43.40%	69
3	No	13.21%	21
	Total	100%	159

#	Field	Mean	Count
1	Are you interested in participating in an employee Wellness Program?	1.70	159

### Q39 - 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
3	The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	5.08%	15.25%	34.75%	38.98%	5.93%	118

5	The shared governance committees keep me informed about how campus problems or issues have been addressed.	7.75%	25.58%	35.66%	24.81%	6.20%	129
1	The process involved in filling shared governance committees is fair.	3.57%	8.04%	34.82%	45.54%	8.04%	112
4	The method by which changes are made through shared governance are clear.	8.00%	21.60%	37.60%	28.00%	4.80%	125
6	Overall, the shared governance system effectively represents staff interests.	7.38%	18.85%	37.70%	29.51%	6.56%	122
2	I know who my shared governance committee representatives are.	9.86%	35.92%	22.54%	25.35%	6.34%	142
7	I feel that there has been improvement in Staff Senate since the last survey.	5.79%	9.09%	47.11%	30.58%	7.44%	121

#	Field	Mean	Count
1	The process involved in filling shared governance committees is fair.	3.46	112
2	I know who my shared governance committee representatives are.	2.82	142
3	The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	3.25	118
4	The method by which changes are made through shared governance are clear.	3.00	125
5	The shared governance committees keep me informed about how campus problems or issues have been addressed.	2.96	129
6	Overall, the shared governance system effectively represents staff interests.	3.09	122
7	I feel that there has been improvement in Staff Senate since the last survey.	3.25	121