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Staff Attitudes Survey 2022

May 2022

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- Approach
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- Respondent Profile
- Survey Results



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 (4.1 / 5.0) and the lowest satisfaction with the overall performance of Dr. Ron K. Patterson (3.6 / 5.0)
 - Of the 22 comments about the administration, 7 mention the administration's positive impact on campus, however 3 mention specific administrators with poor communication policies, and 4 mention a desire for greater connection between staff and administration
- Respondents feel that UNA most effectively addresses issues relating to disability or able-ism this year (3.7 / 5.0), and least effectively addresses issues relating to age or ageism (3.4 / 5.0)
 - The percentage that indicate they have experienced discriminatory harassment has remained constant compared to last year (14%), however harassment due to gender has increased from 17% of those who experienced harassment last year to 30% this year
- Most respondents feel they have sufficient technology support (237 of 261), are satisfied with their physical work environment (206 of 259), feel safe on campus (250 of 259), feel that department morale is good (195 of 259), and feel that university morale is good (179 of 258)
 - Of the 22 who commented concerning technology , 10 indicate they need better or newer equipment, and 4 feel IT is supportive/helpful
 - Of the 37 who commented concerning work environment, 14 desire HVAC improvements throughout campus and 9 feel that buildings are in need of repair
 - Of the 14 who commented concerning campus safety, 2 mention that university police are highly visible, and 2 feel cameras should be installed at parking decks and inside buildings
 - Of the 42 who commented concerning university morale, 11 feel that morale is poor while 8 feel morale is “good” or “okay”



Executive Summary (2 of 2)

- Both this year and last, respondents most strongly agree that the hiring process is clear (3.2 / 5.0) and are least likely to agree that they are compensated adequately compared to their peers (2.5 / 5.0)
 - Of the 33 who commented concerning salaries and benefits, 10 feel that UNA should offer more benefits, or cover a greater share of costs
- Respondents have a basic understanding of how the compensation plan works (3.5 / 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
- 154 of 259 of respondents review the Staff Digest every time it is published
 - 61 review the digest weekly and 35 review it monthly
 - 9 are unaware of the Staff Digest
- Respondents feel that the Staff Senate currently represents their interests less compared to last year (3.6 > 3.4 / 5.0), and 11 of the 18 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
- Respondents are highly satisfied with CRTF's communications (4.4 / 5.0) and decisions (4.1 / 5.0) this year
- Of the 31 respondents who commented concerning additional department/cost concerns, the most-discussed topics are that they feel understaffed (8) and underfunded (6); 5 feel that the decision-making process within their department needs to be improved
- Of the 20 respondents who commented concerning topics for next year's survey, the top topic to address next year is applying consistent policies for all employees as they relate to weather closings, pandemic practices and remote work (3)

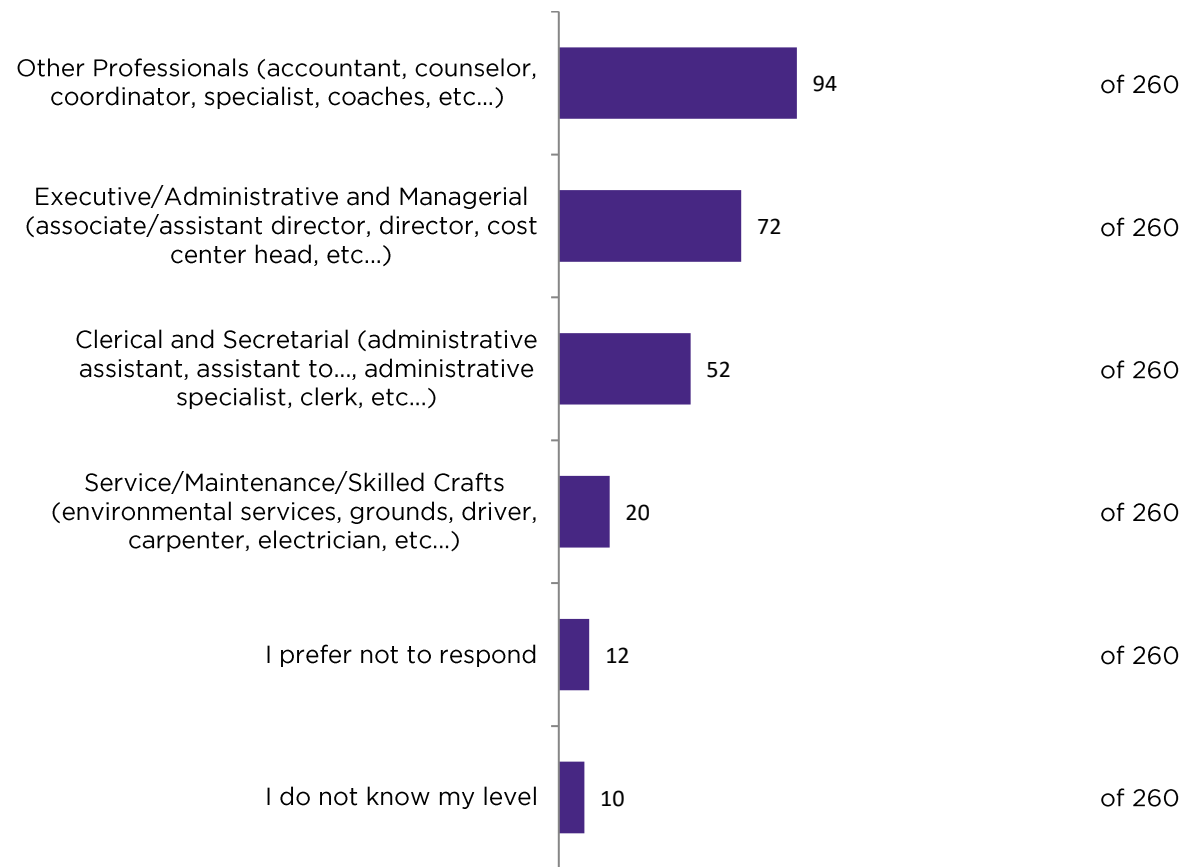
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Respondent Profile

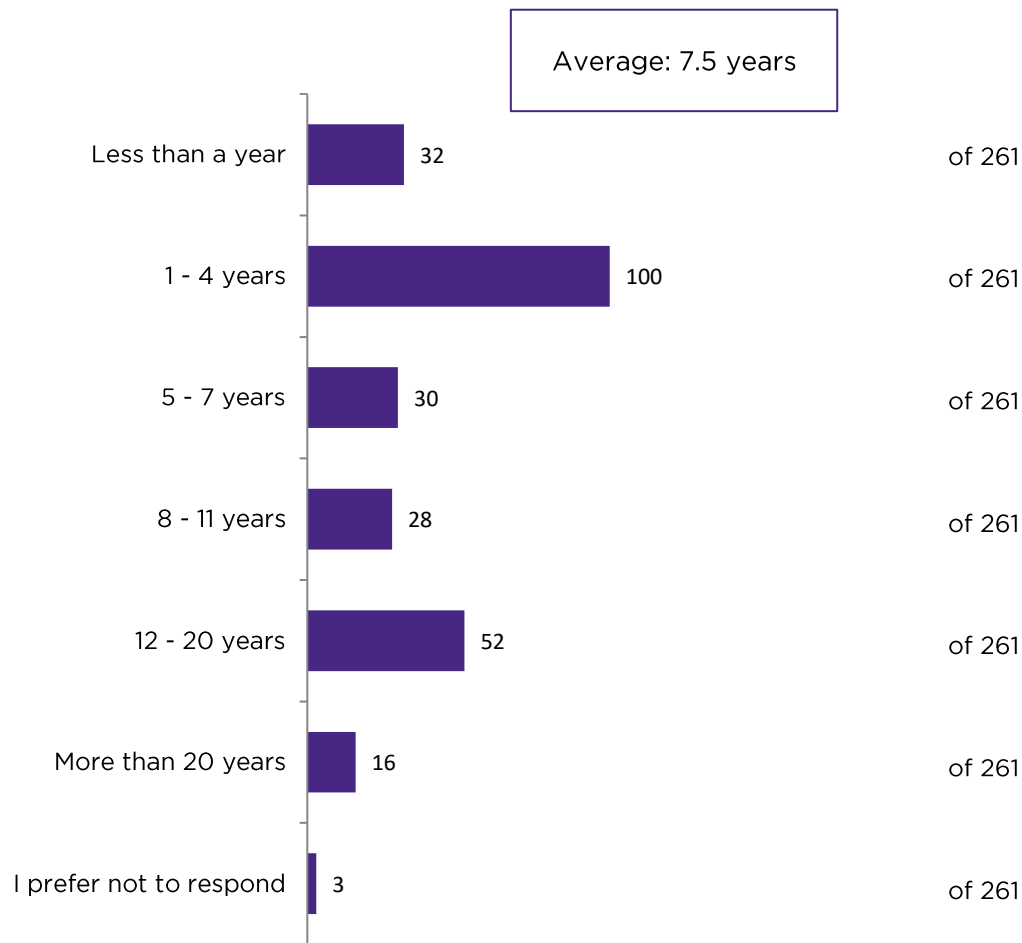
Staff Member Level N=98.1%

Choice Count



Years Worked at UNA N=98.5%

Choice Count



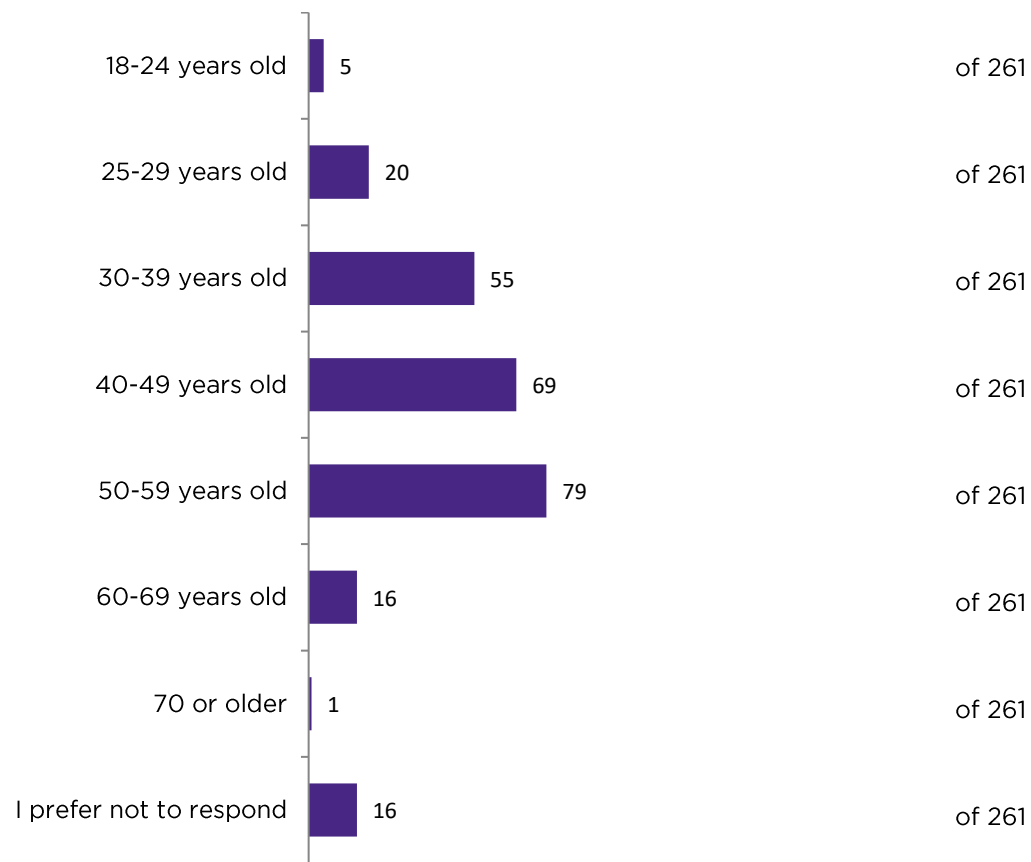
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Respondent Profile

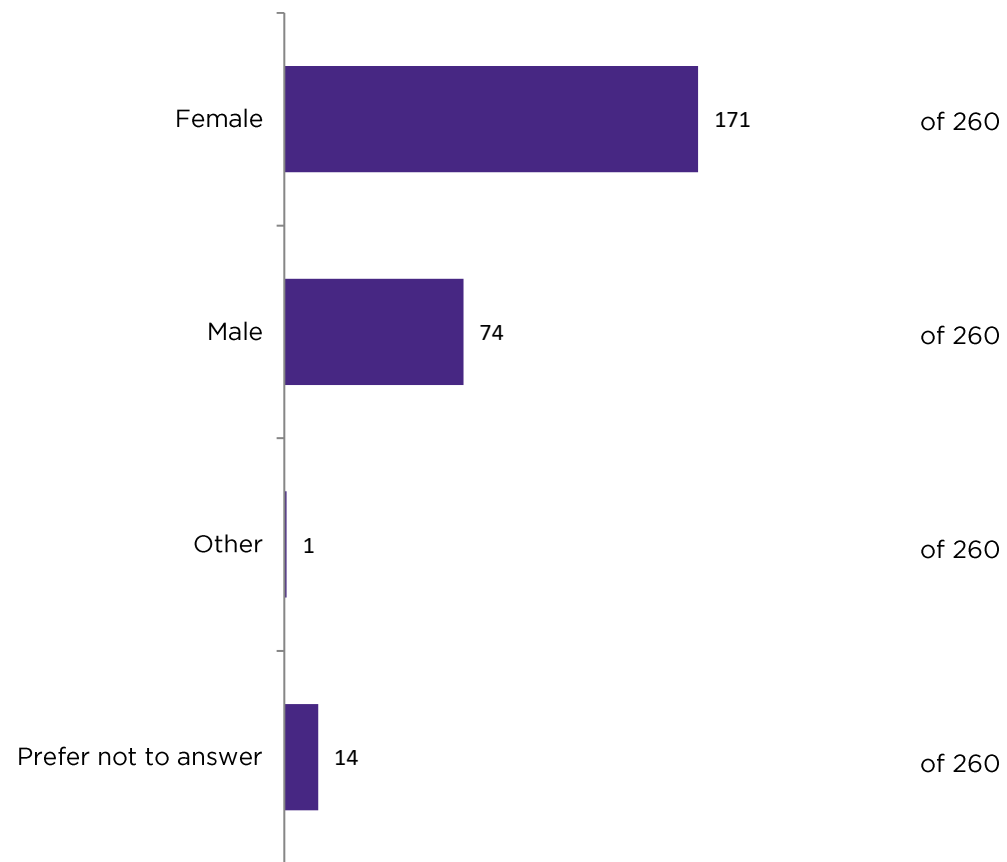
Respondent Age N=98.5%

Choice Count



Respondent Gender N=98.1%

Choice Count



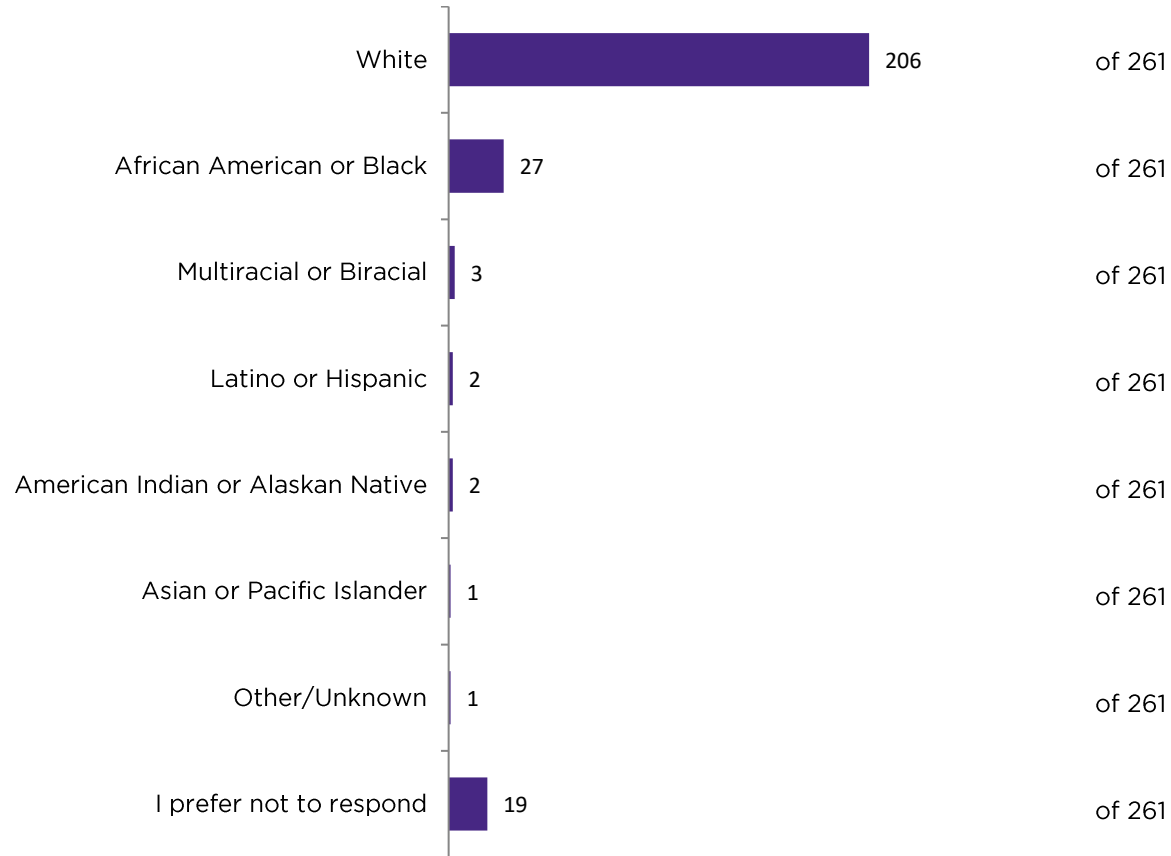
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Respondent Profile

Respondent Ethnicity N=98.5%

Choice Count



Respondent Sexual Orientation N=98.1%

Choice Count

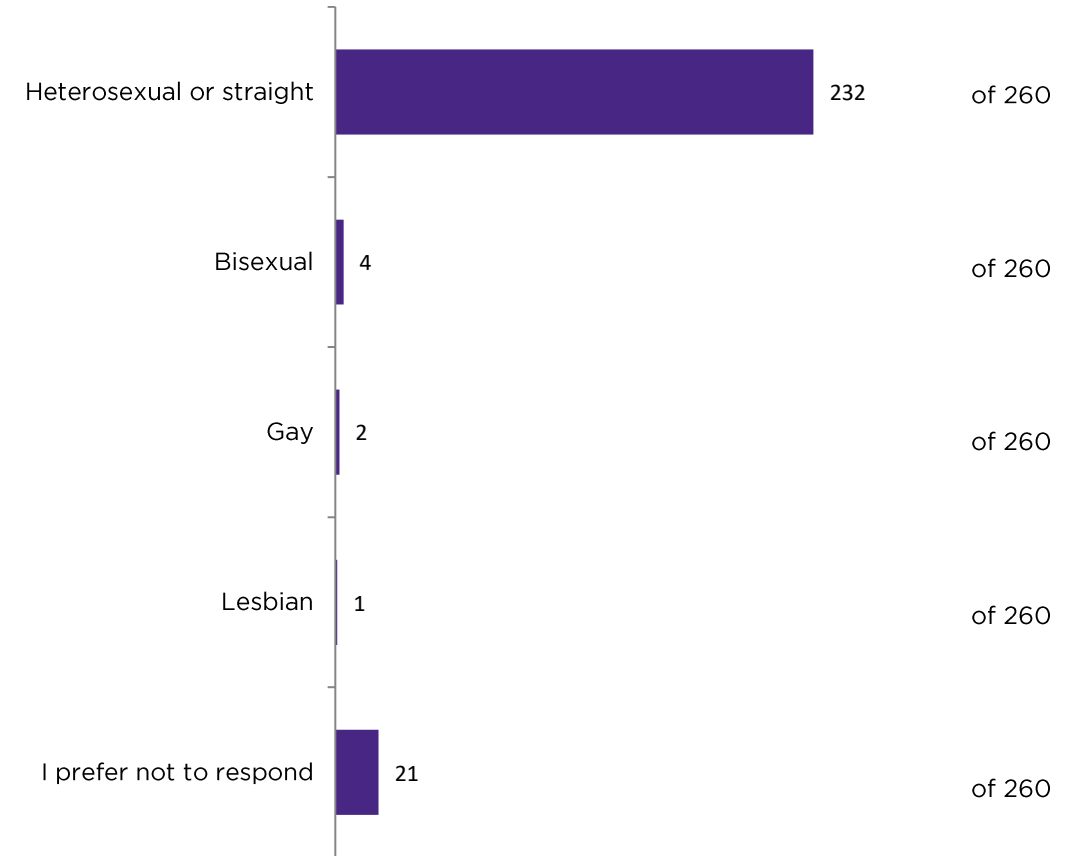


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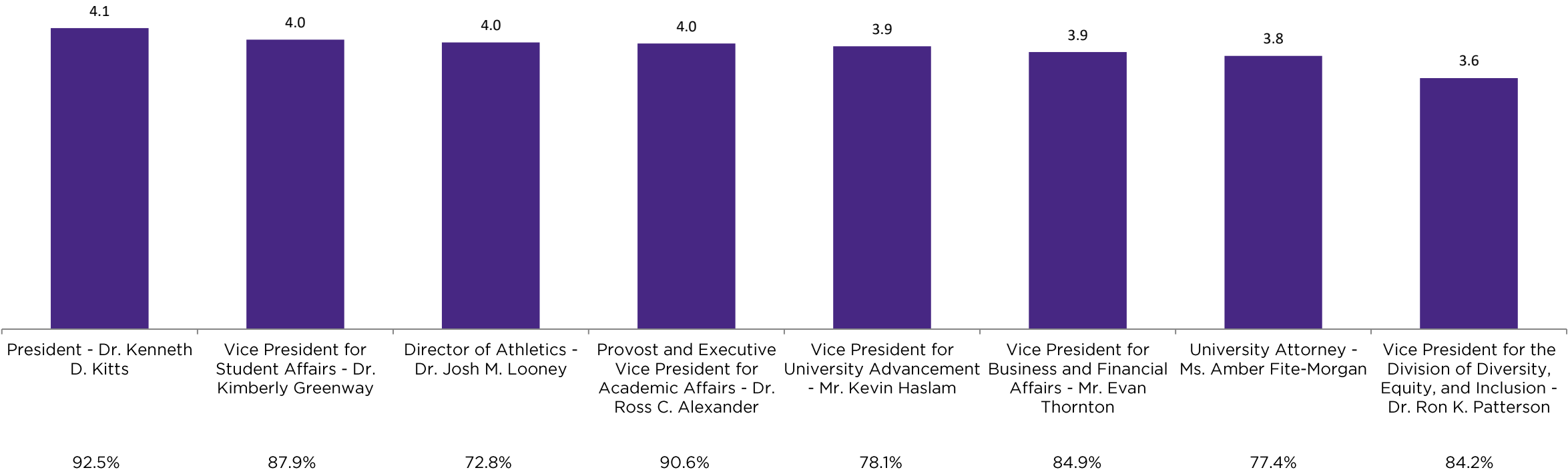
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Satisfaction with Administrators' Job Performance

Satisfaction With Administrators' Job Performance

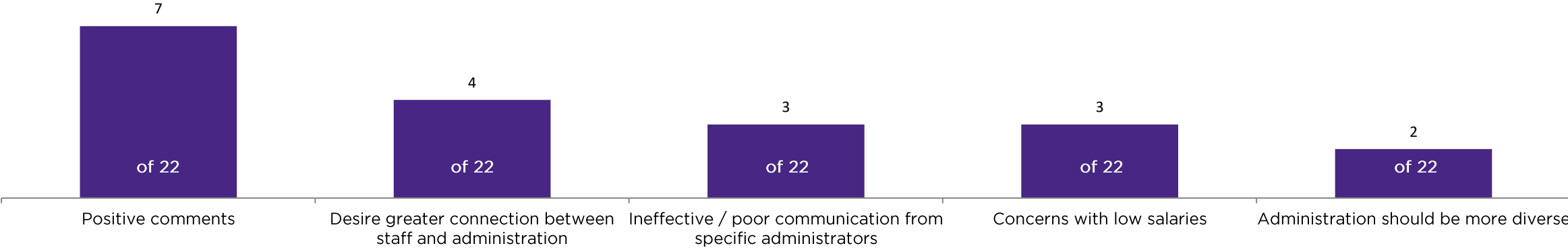
Concerning the members of the Executive Council, I am satisfied with the overall job performance of:
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



Comments Concerning Administration

Administration Comments N=8.3%

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

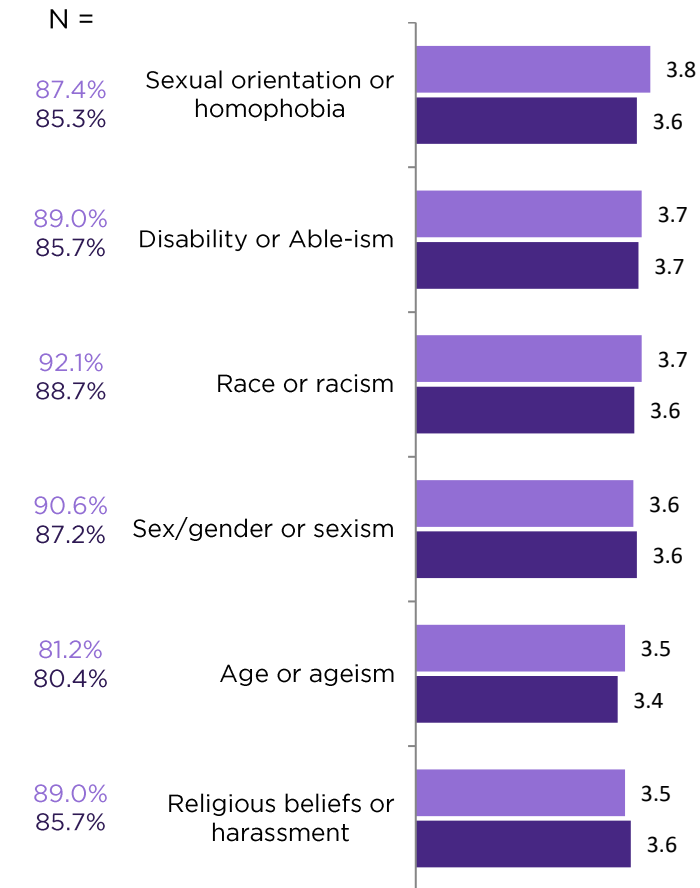


Diversity Evaluation & Harassment Experiences

Diversity Issues Addressed

Concerning diversity: UNA thoroughly addresses campus issues related to:

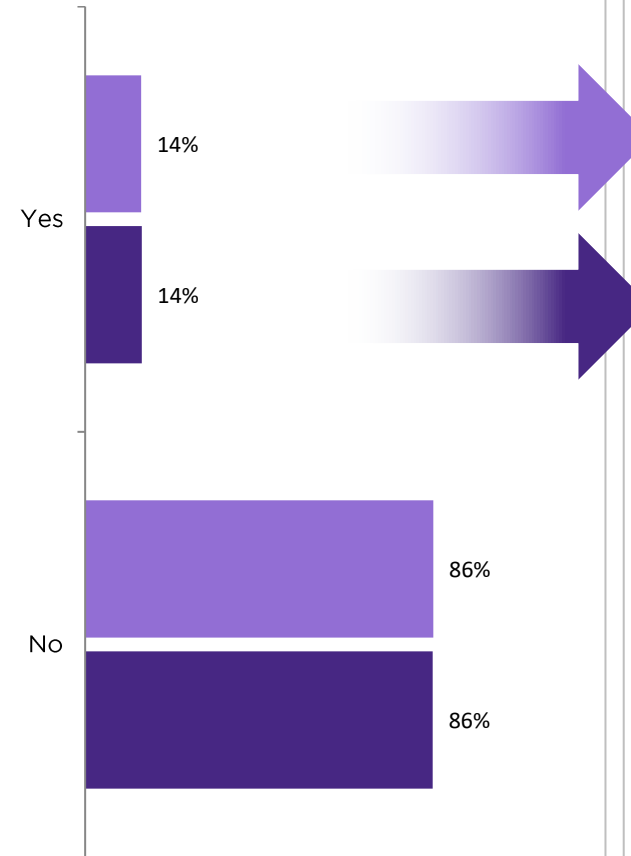
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



Harassment Experienced N=98.4%, 97.3%

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

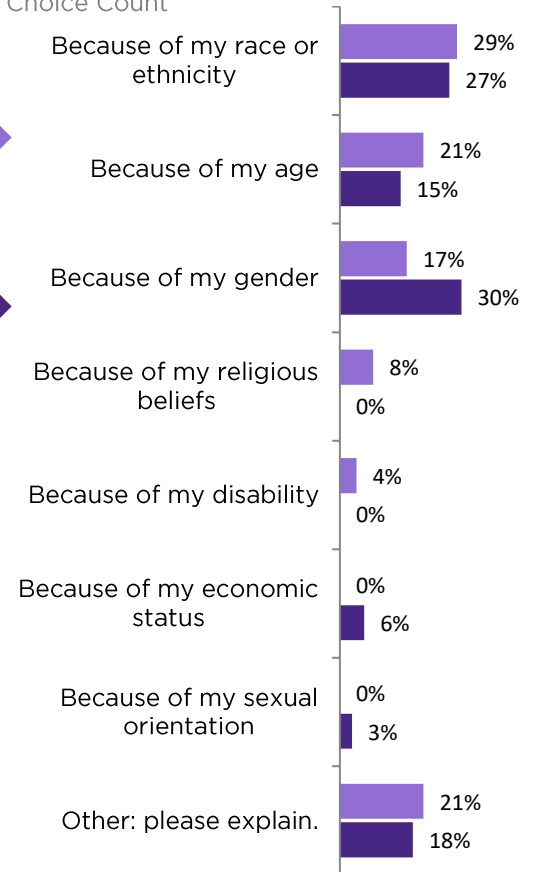
Choice Count



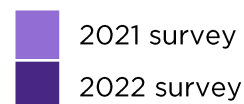
Primary Reason - Discrimination N=12.6%, 12.4%

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

Choice Count



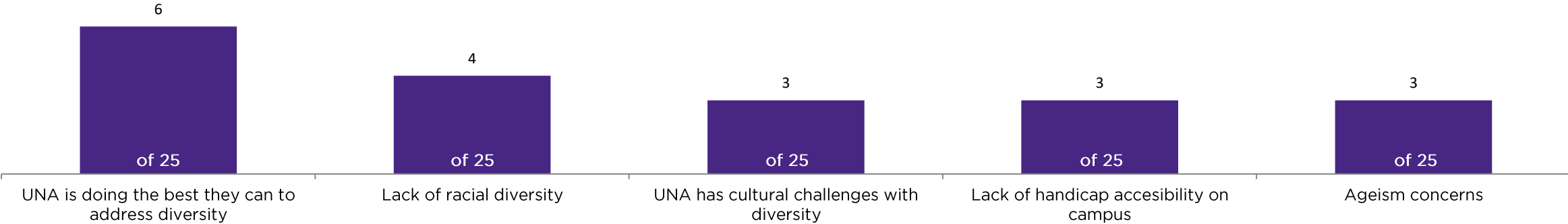
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Comments on How UNA Addresses Diversity

How UNA Addresses Diversity N=9.4%

Please share any additional comments regarding how UNA addresses diversity:
Top 5 Coded Responses



Comments Around Discriminatory Harassment

Discriminatory Harassment Comments N=7.9%

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

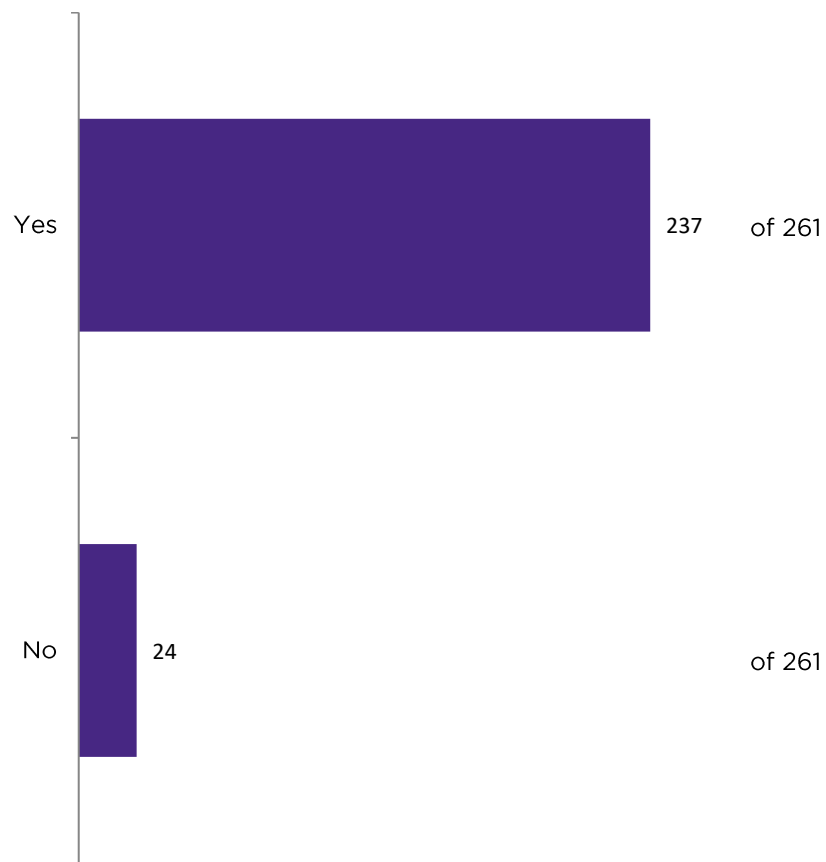


Technology Support & Technology on Campus Comments

Sufficient Technology Support N=98.5%

I have sufficient technology to support my needs.

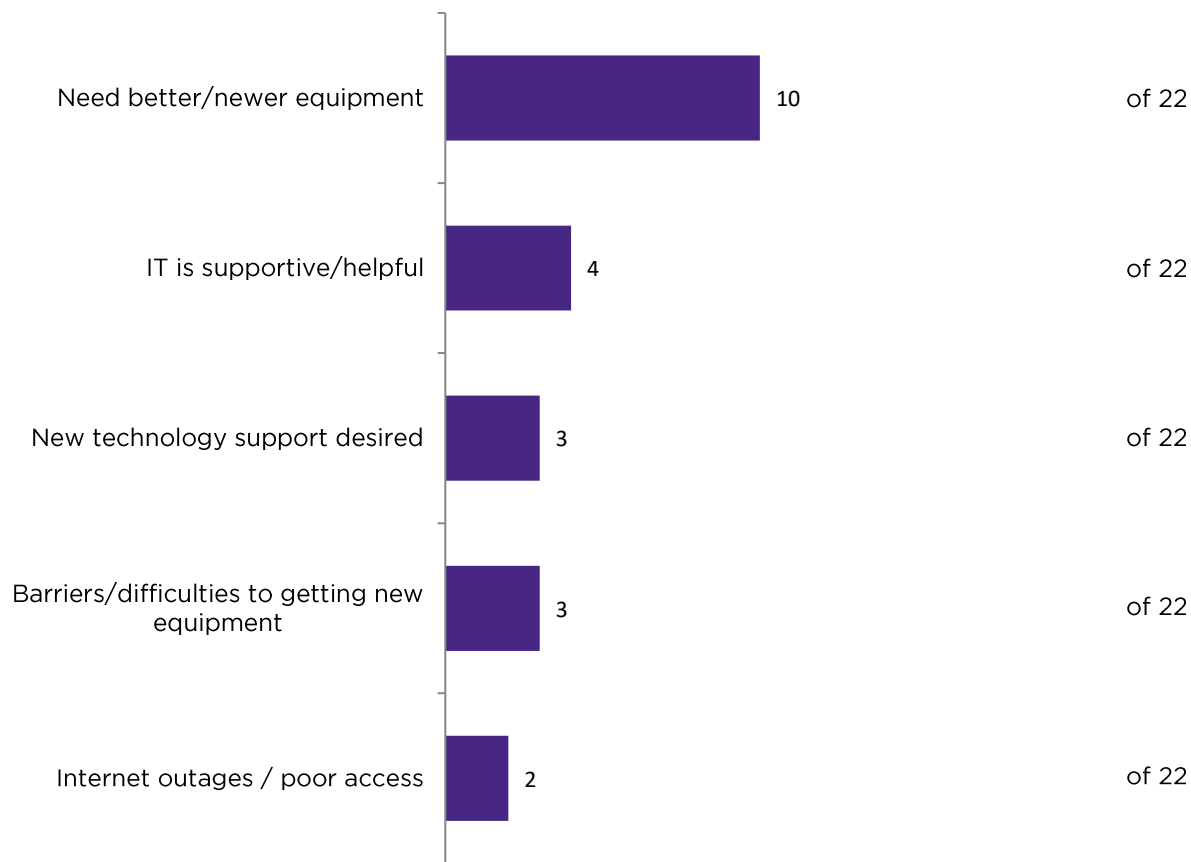
Choice Count



Technology On Campus Comments N=8.3%

Please share any additional comments concerning technology on campus.

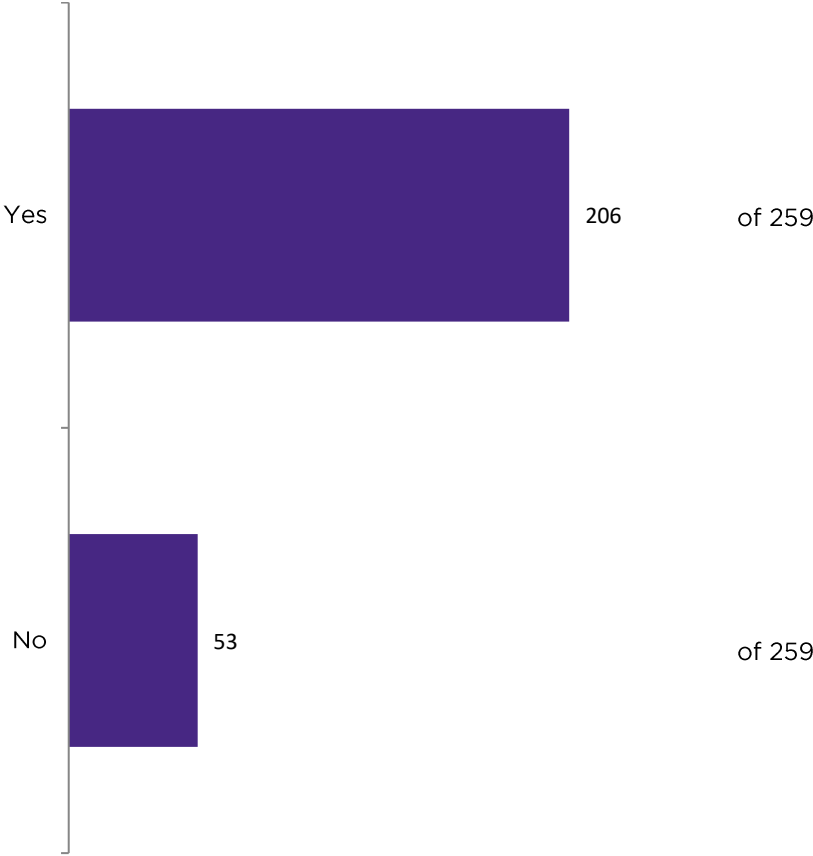
Top 5 Coded Responses



Satisfaction With Physical Work Environment & Work Environment Comments

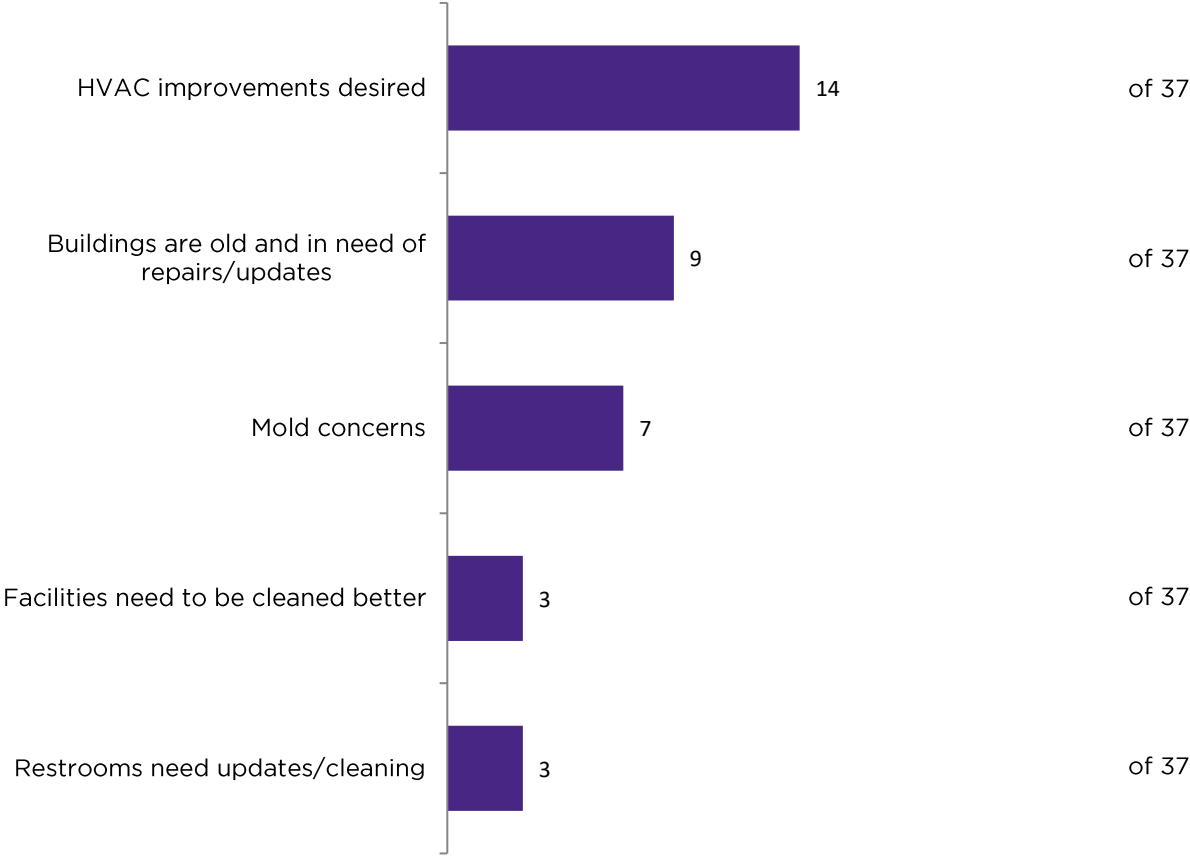
Satisfaction With Physical Work Environment N=97.7%

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



Work Environment Comments N=14.0%

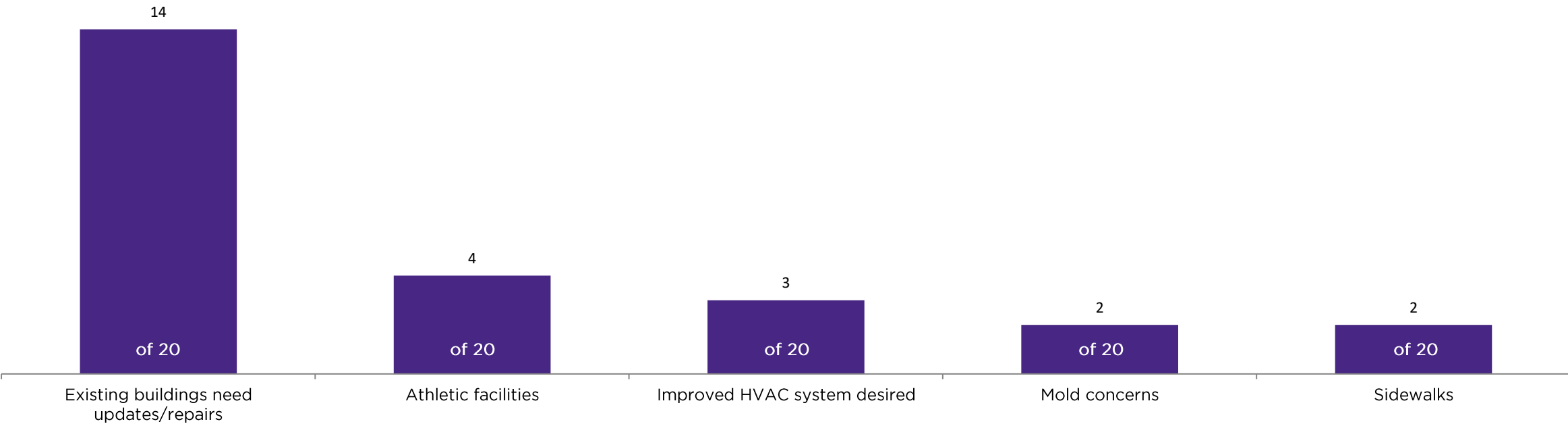
Please share any additional comments concerning your work environment.
Top 5 Coded Responses



Campus Areas to be Addressed

Campus to Areas to be Addressed N=9.8%

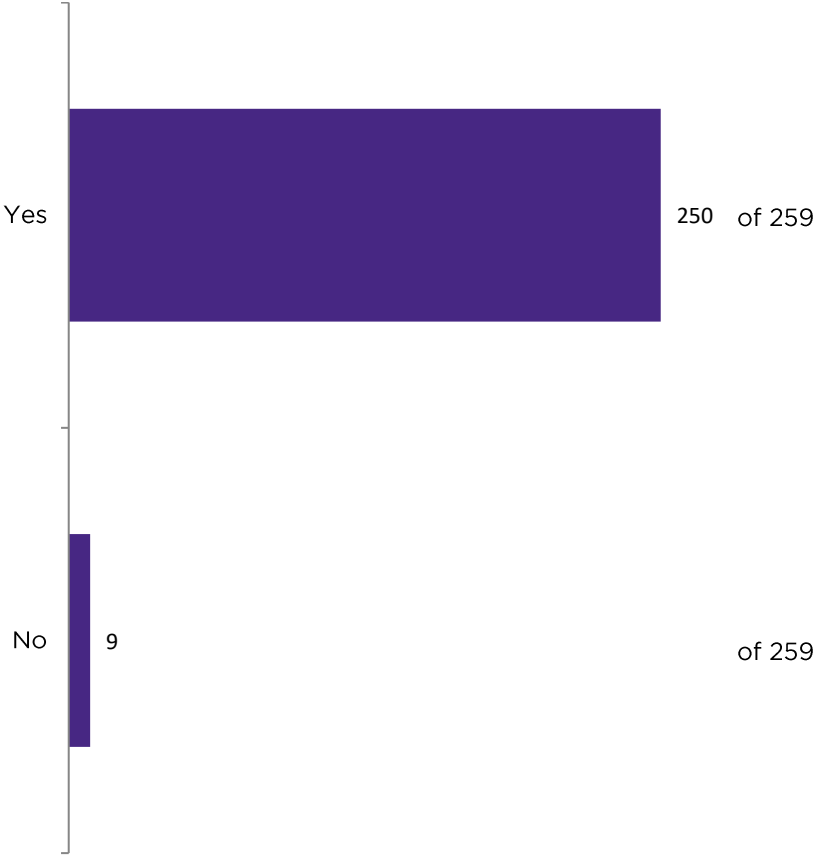
Please state the areas on campus that you see need to be addressed.
Top 5 Coded Responses



Campus Safety Agreement & Comments

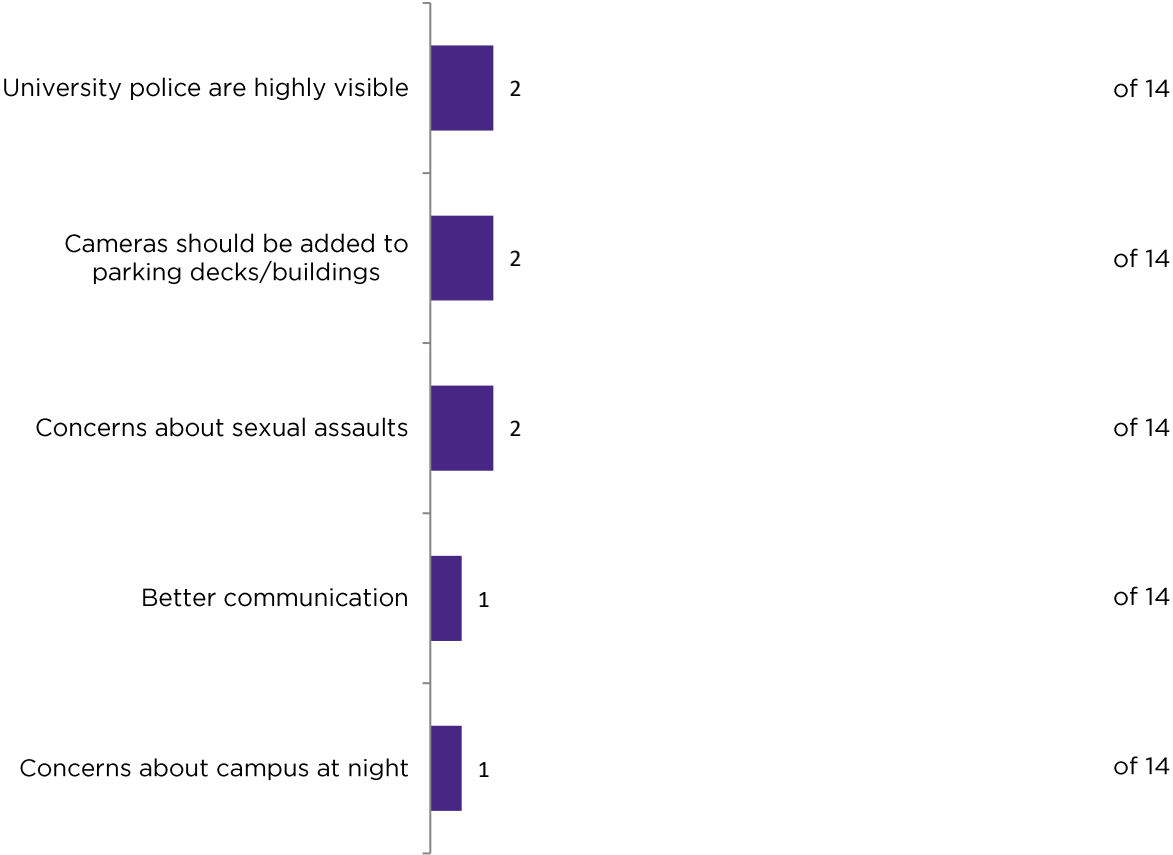
Feel Safe on Campus N=97.7%

I feel safe on campus.
Choice Count



Campus Safety Comments N=5.3%

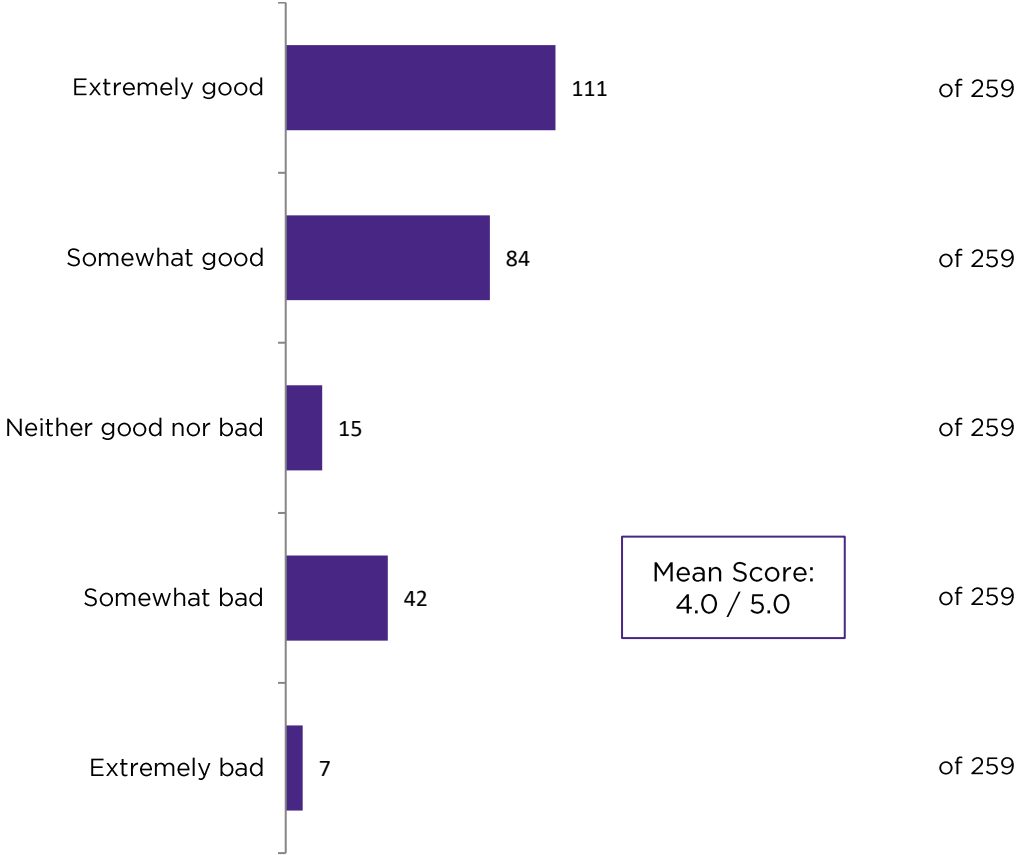
Please share any additional comments concerning safety of the campus.
Top 5 Coded Responses



Department and University Morale

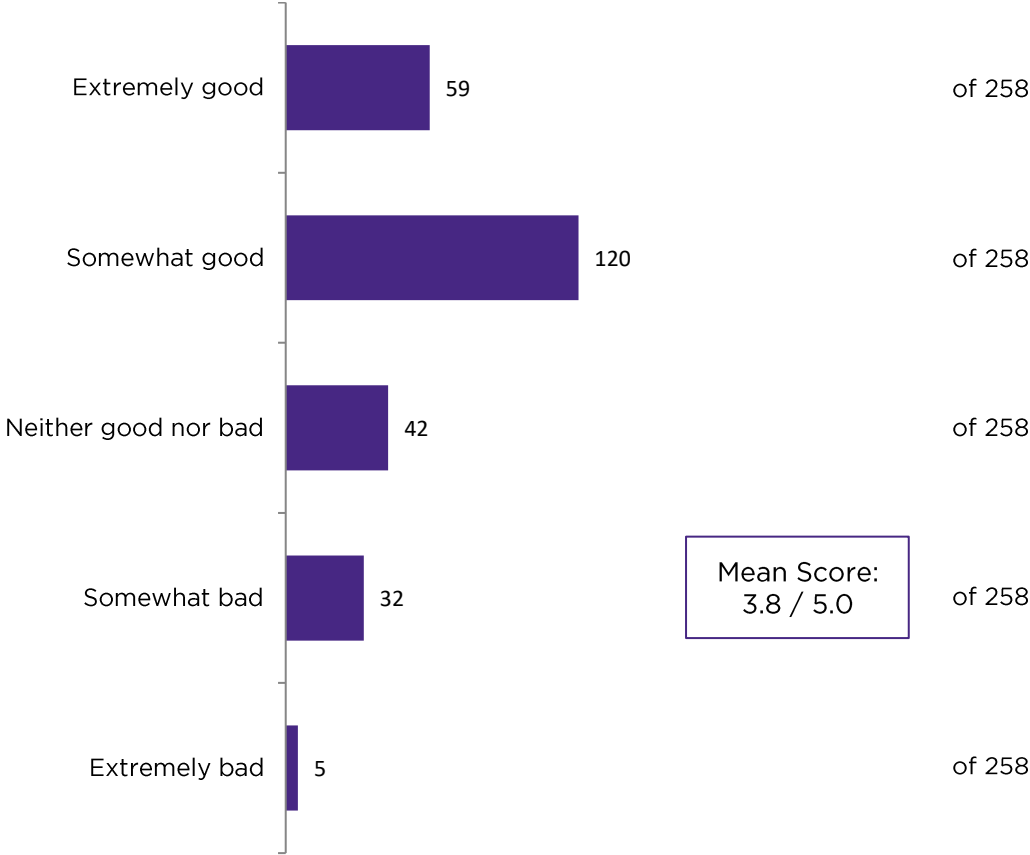
Morale of Department N=97.7%

How do you perceive the morale of your department/unit?
Choice Count



Morale of University N=97.4%

How do you perceive the morale of the university as a whole?
Choice Count



Comments Around University Morale

University Morale Comments N=15.8%

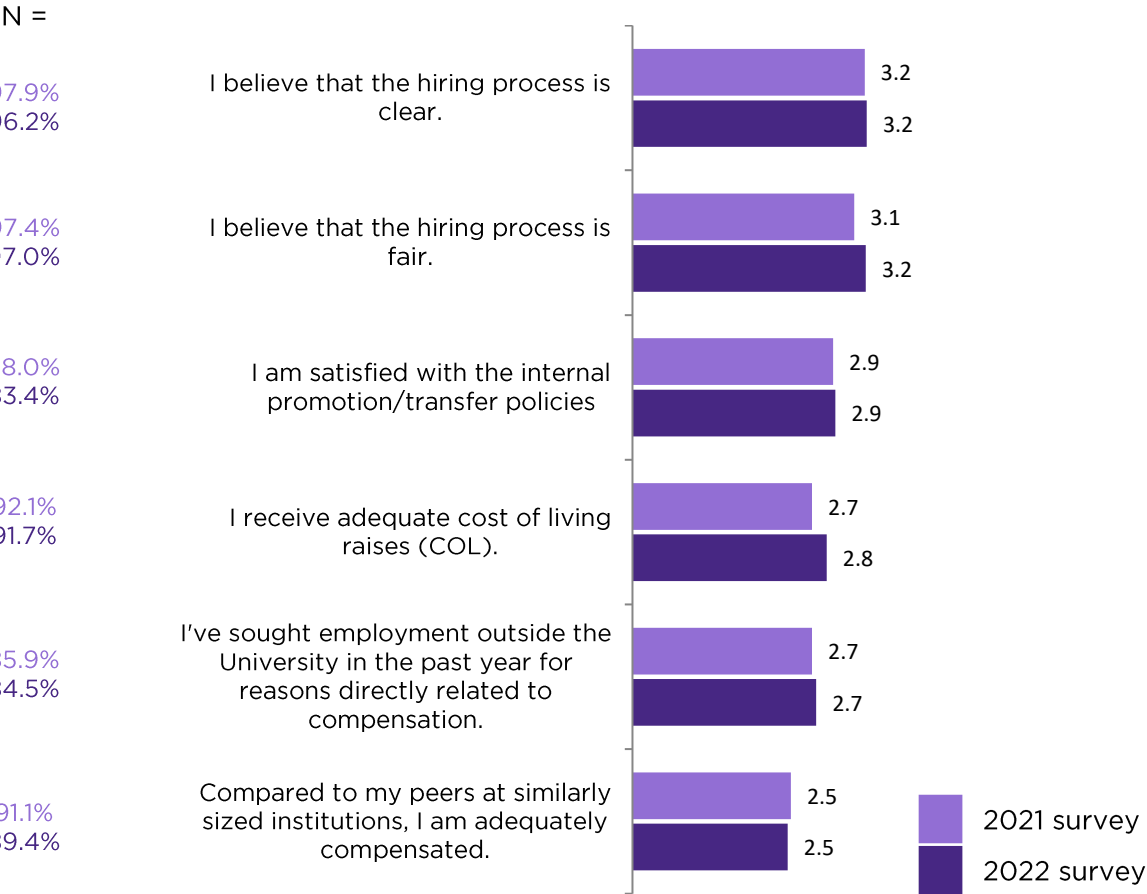
Please share any additional comments concerning morale within your department/unit or the university.
Top 5 Coded Responses



Salary/Support/Benefit Attitudes & Comments

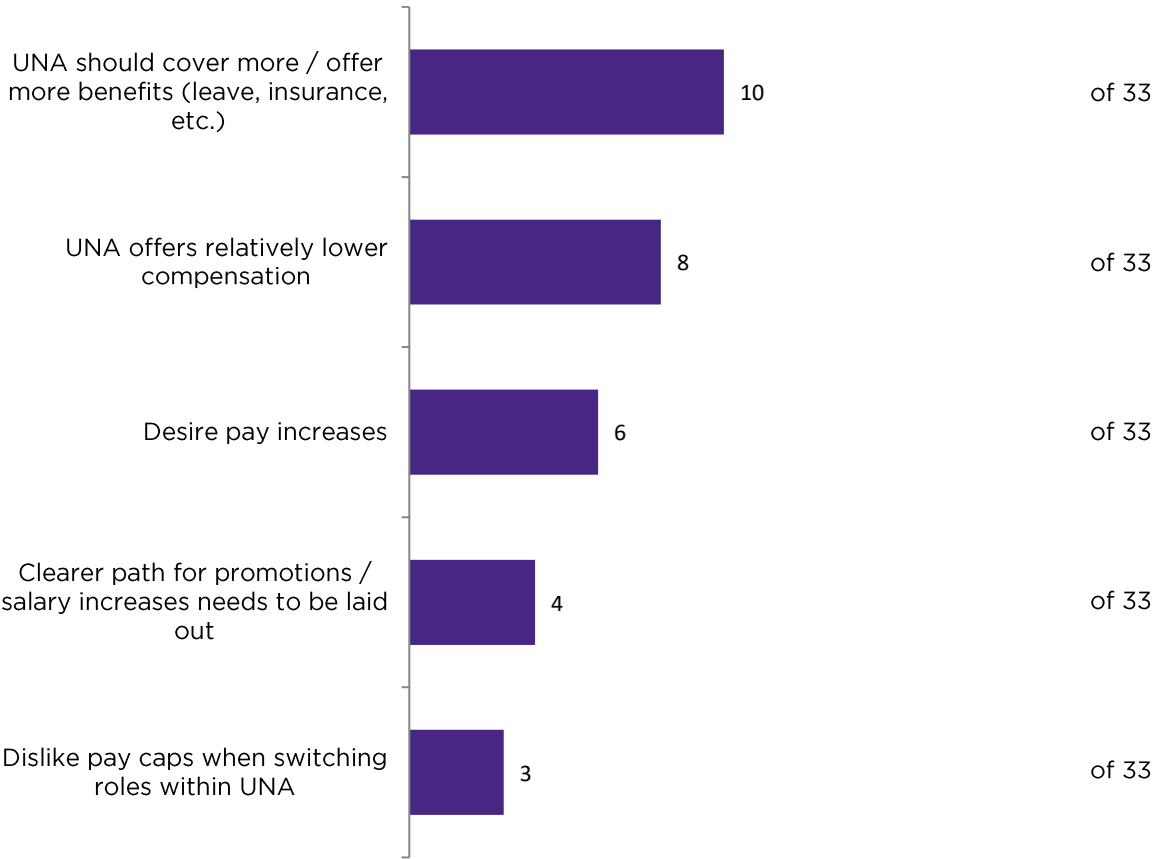
Salary, Support, and Benefit Attitudes

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



Salary and Benefits Comments N=12.5%

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



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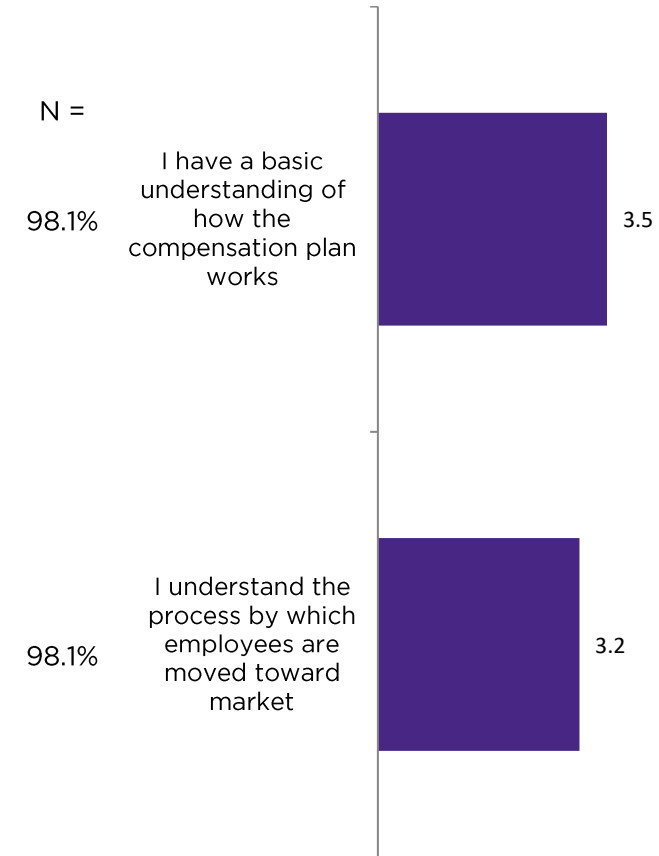


Pay Plan Understanding, Insurance Satisfaction, and Awareness of UNA Worksite Wellness Program

Pay Plan Understanding

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

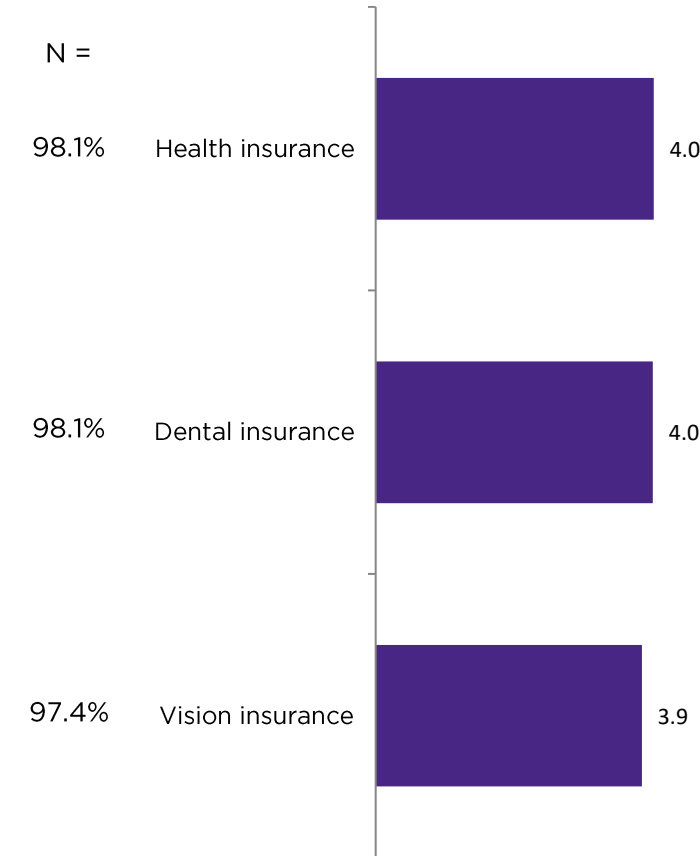
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



Insurance Satisfaction

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

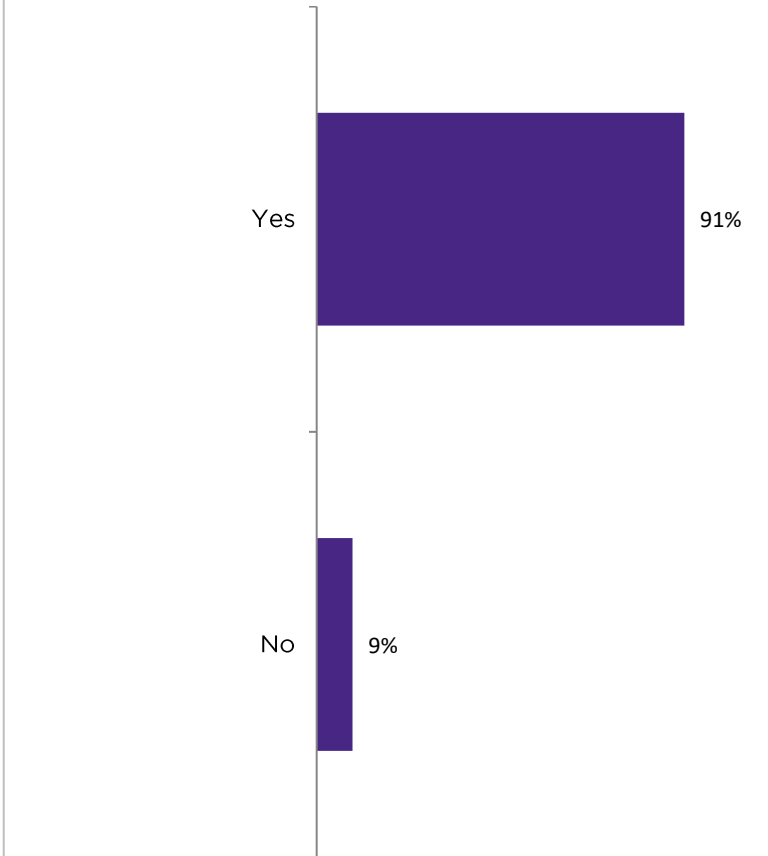
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



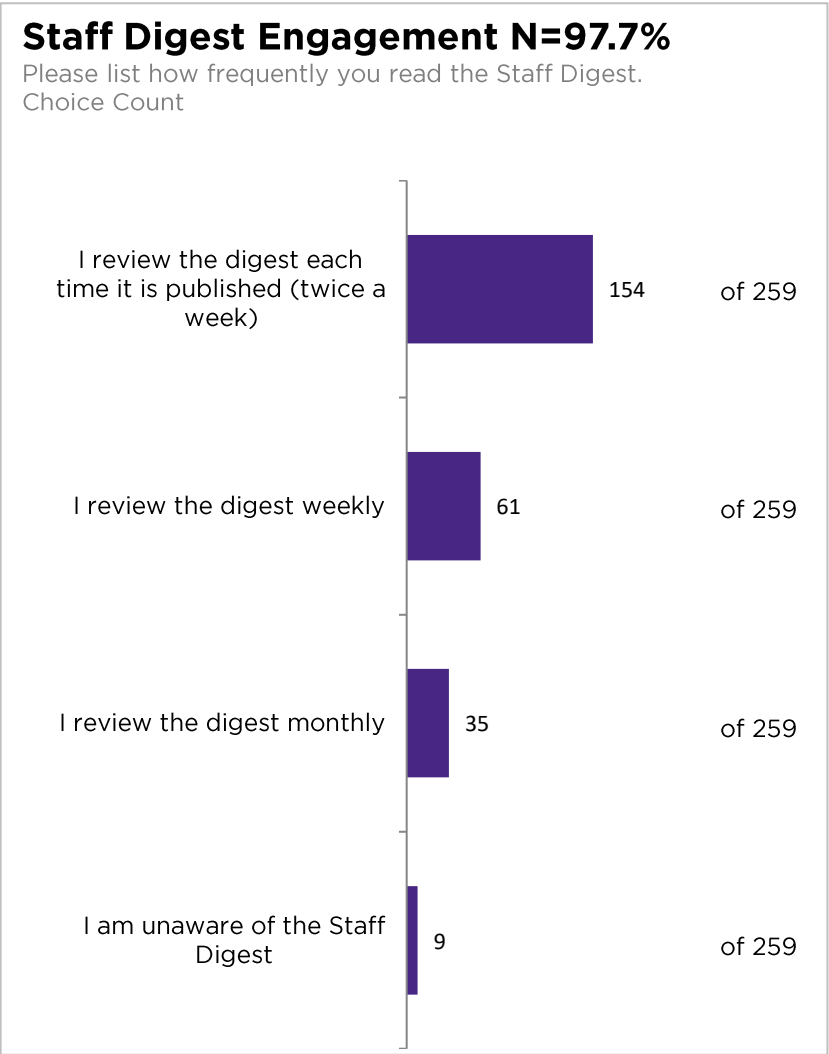
Healthy UNA Awareness N=98.1%

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

Percent Selected



Frequency of Engagement with Staff Digest

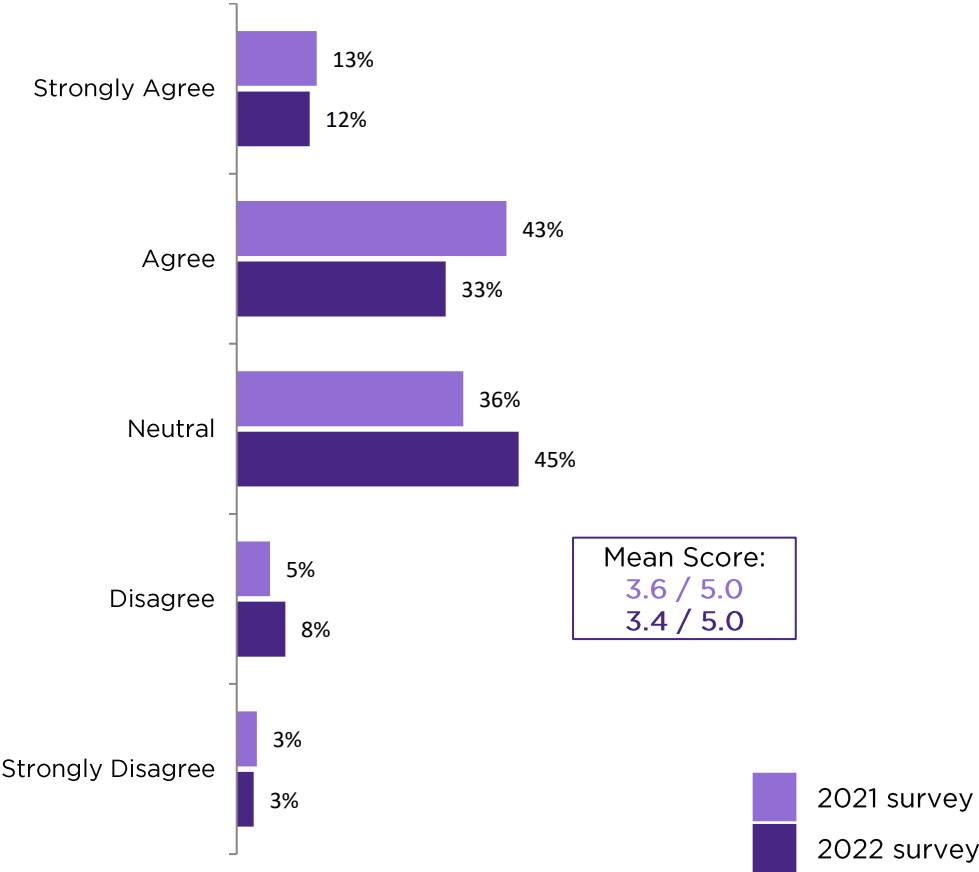


Attitudes Towards Staff Senate/Shared Governance & Staff Senate Comments

Attitudes Towards Staff Senate & Shared Governance

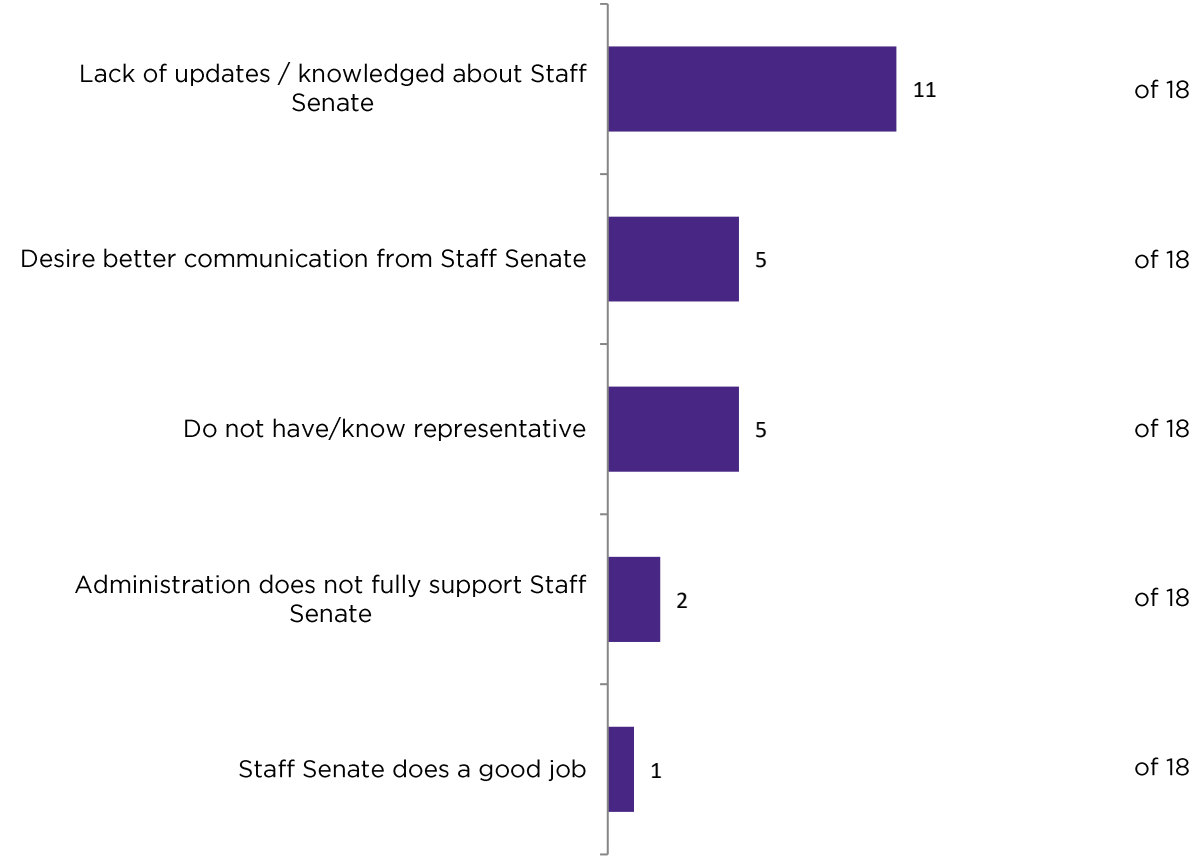
N=99.0% / N=97.7%

Effectively represents Staff interests.
Percent Selected



Staff Senate Comments N=10.9%

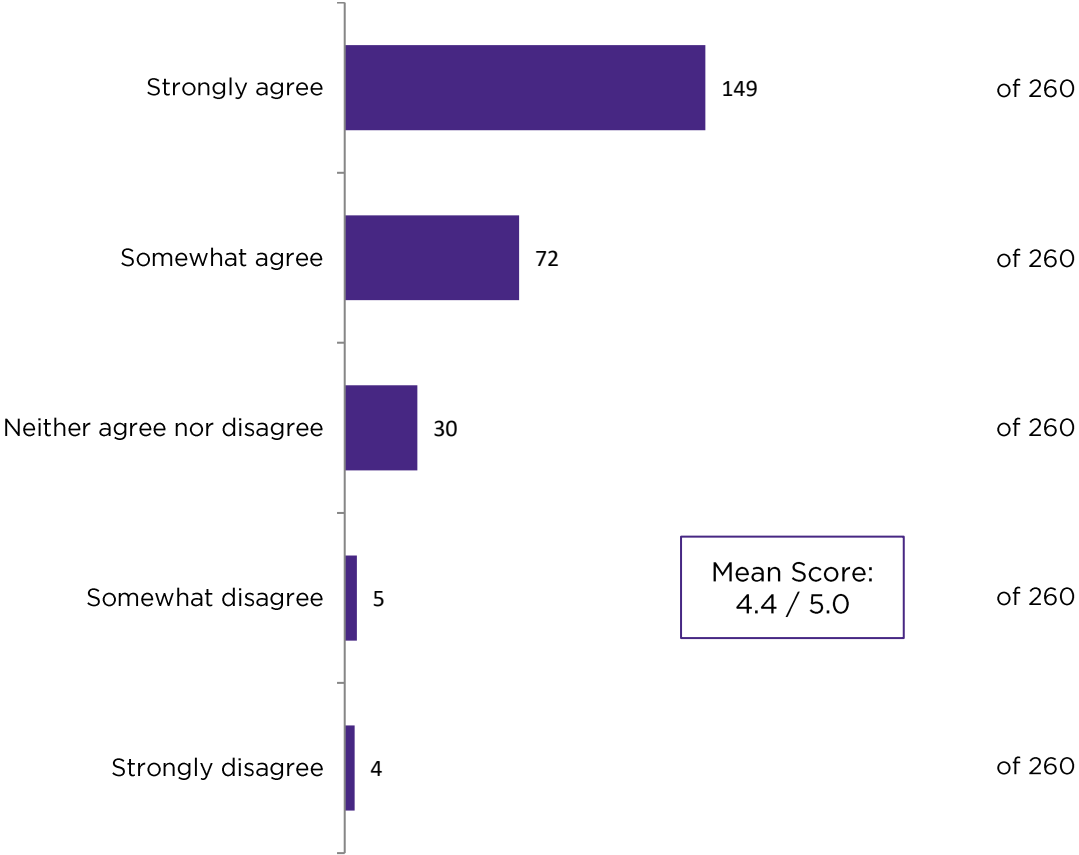
Please share any additional comments concerning the Staff Senate.
Top 5 Coded Responses



Communication & Decision Satisfaction - CRTF

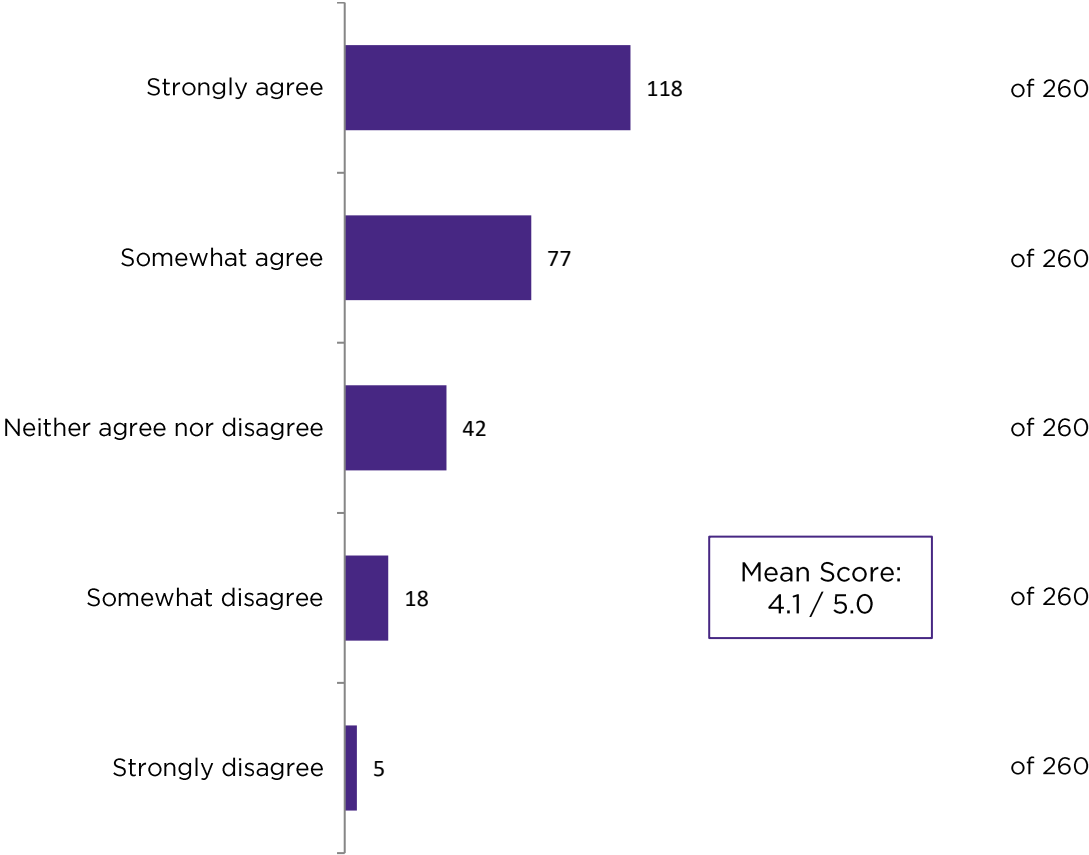
Satisfaction with CRTF Communications N=98.1%

I was satisfied with the communications from the COVID Recovery Task Force (CRTF) regarding campus operations for the 21-22 academic year.
Choice Count



Satisfaction with CRTF Decisions N=98.1%

I was satisfied with the decisions made by the CRTF regarding campus operations for the 20-21 academic year.
Choice Count



Additional Departmental Concerns & Topics for Staff Senate to Address

Additional Department/Cost Center Concerns N=11.7%

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=7.5%

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

