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Staff Attitudes Survey 2021

- Approach
- Executive Summary
- Respondent Profile
- Survey Results

The online survey reached 191 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 (4.2 / 5.0)** and the lowest satisfaction with the overall performance of **Mr. Ron K. Patterson (3.5 / 5.0)**
 - Of the 22 comments about the administration, 6 mentioned the administration's positive impact on campus, however 6 felt that the administration as a whole employed poor communication, and 4 mentioned specific administrators with poor communication policies
- Respondents feel that UNA **addresses campus issues related to homophobia and ableism most effectively (3.8 / 5.0 and 3.7 / 5.0)** while those related to religious beliefs/harassment are least effectively addressed (3.5 / 5.0)
 - 26 out of 188 respondents have felt discriminatory harassment on campus, primarily due to race/ethnicity (7 of 24) or age (5 of 24)
- Most respondents feel they **have sufficient technology support (174 of 188)**, are satisfied with their **physical work environment (149 of 189)**, and feel safe on campus (184 of 189)
 - Of the 18 who commented concerning technology , 7 feel that technology is in a good place while 3 indicate buildings need technology updates
 - Of the 23 who commented concerning work environment, 8 feel that their building is poorly maintained, often moldy
 - Of the 14 who commented concerning campus safety, 5 feel that the campus is safe and police are doing well while 2 would like more safety infrastructure added
- Respondents most strongly agree that the **hiring process is clear (3.2 / 5.0)** and disagree that they are compensated adequately compared to their peers **(2.5 / 5.0)**
 - Of the 30 who commented concerning salaries and benefits, 11 feel that the internal hiring processes need to be reworked to become more fair

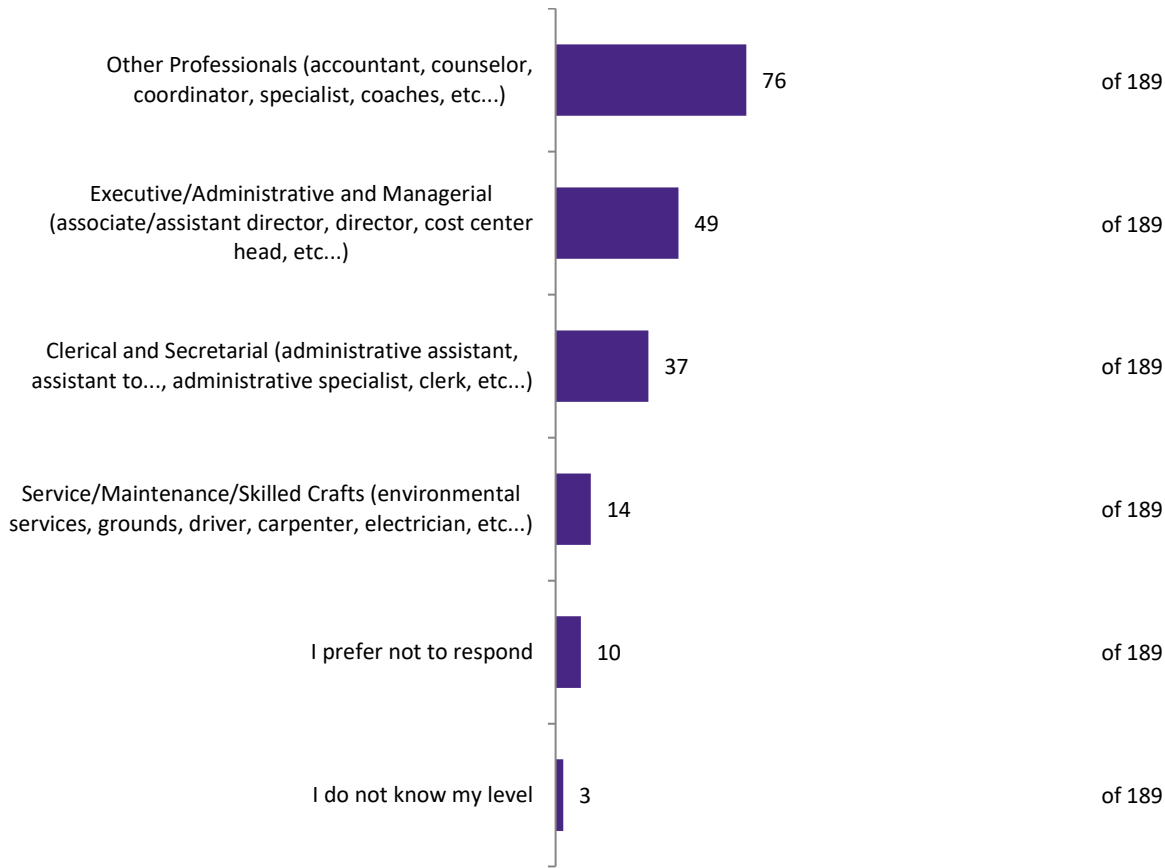
- Respondents have some understanding of how the compensation plan works (3.4 / 5.0) and indicate high satisfaction with their insurance offerings (3.9+ / 5.0)
 - 89% are aware of the Healthy UNA worksite wellness program offered to employees
- 129 of 188 of respondents review the Staff Digest every time it is published
 - 41 review the digest weekly and 17 review it monthly
 - Only 1 is unaware of the Staff Digest
- Respondents feel that the Staff Senate somewhat represents their interests (3.6 / 5.0), but 12 of the 17 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 satisfied with CRTF's communications (4.2 / 5.0) and decisions (4.0 / 5.0) this year
- Of the 24 respondents who commented concerning additional department/cost concerns, the most-discussed topics are the ineffectiveness and inconsistency of management/leadership (6) and the feeling that UNA is understaffed (6)
- Of the 22 respondents who commented concerning topics for next year's survey, the top topic to address next year is the addition/expansion of mental and women's health benefits (4)

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Respondent Profile

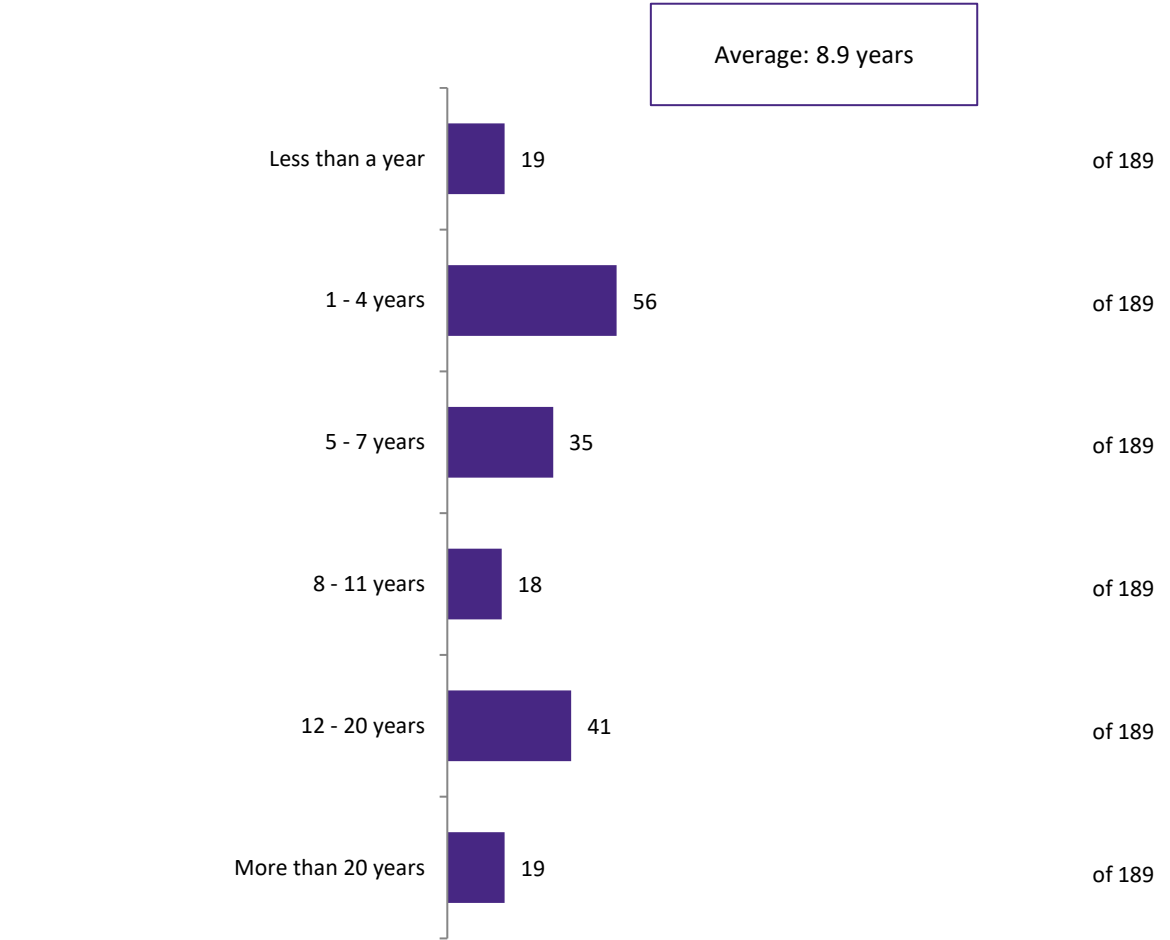
Staff Member Level N=99.0%

Choice Count



Years Worked at UNA N=98.4%

Choice Count

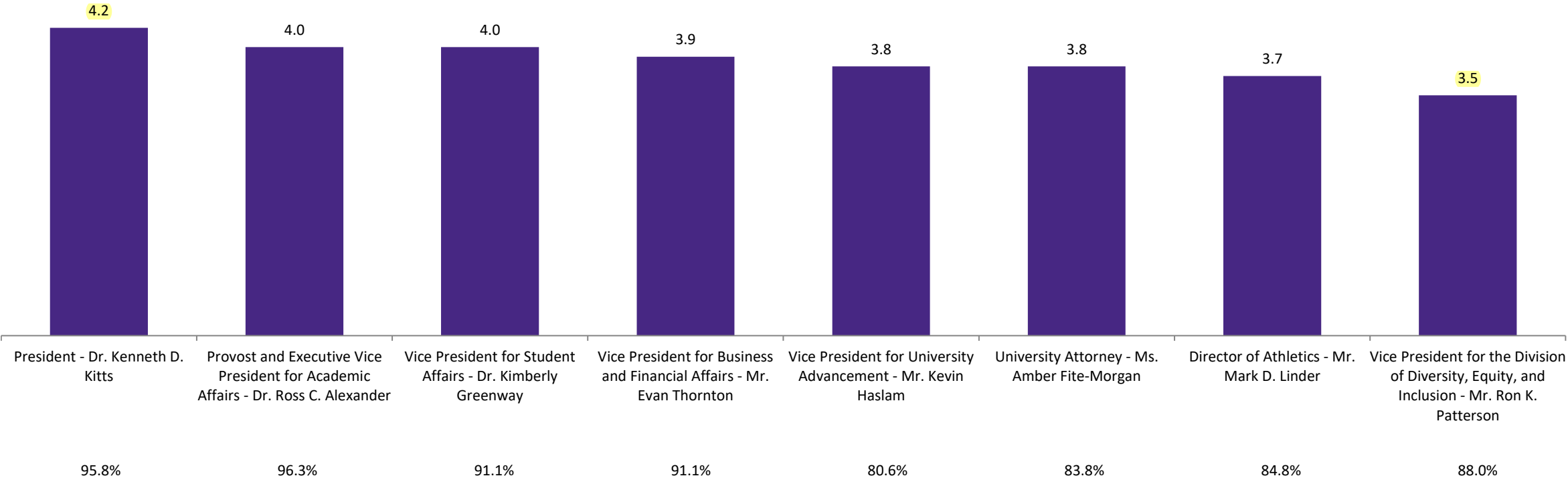


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Satisfaction with Administrators' Job Performance

Satisfaction With Administrators' Job Performance

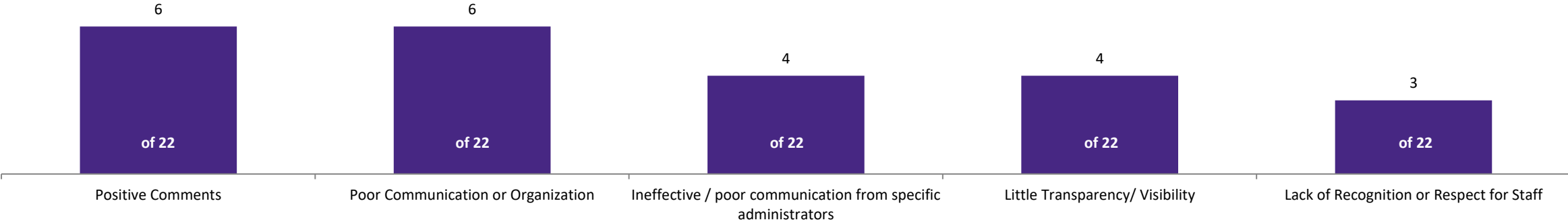
Concerning the members of the Executive Council, I am satisfied with the overall job performance of:
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



Comments Concerning Administration

Administration Comments N=11.5%

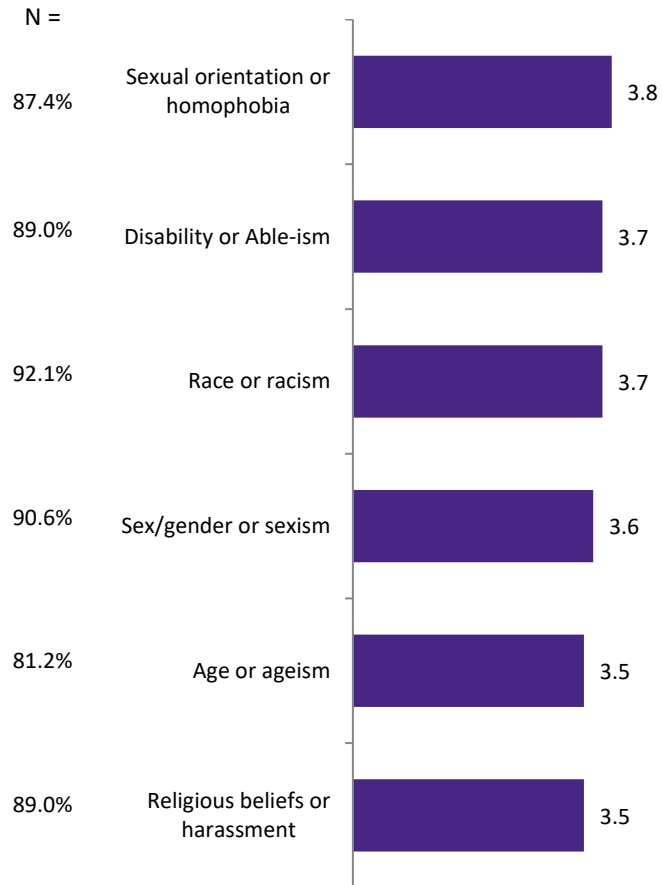
Please share any additional comments concerning the administration.
Top 5 Coded Responses



Diversity Evaluation & Harassment Experiences

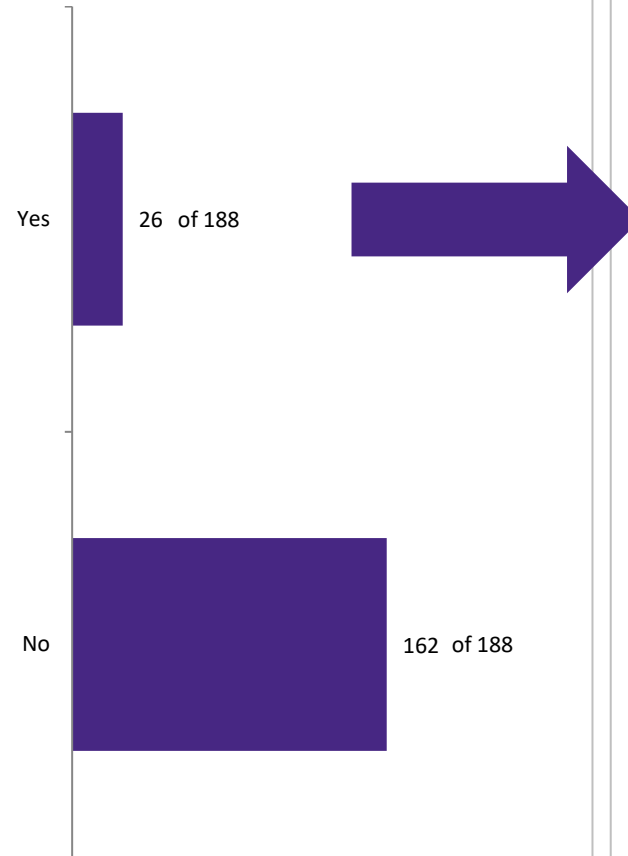
Diversity Issues Addressed

Concerning diversity: UNA thoroughly addresses campus issues related to:
Mean Score: 5 = Strongly agree; 1 = Strongly disagree



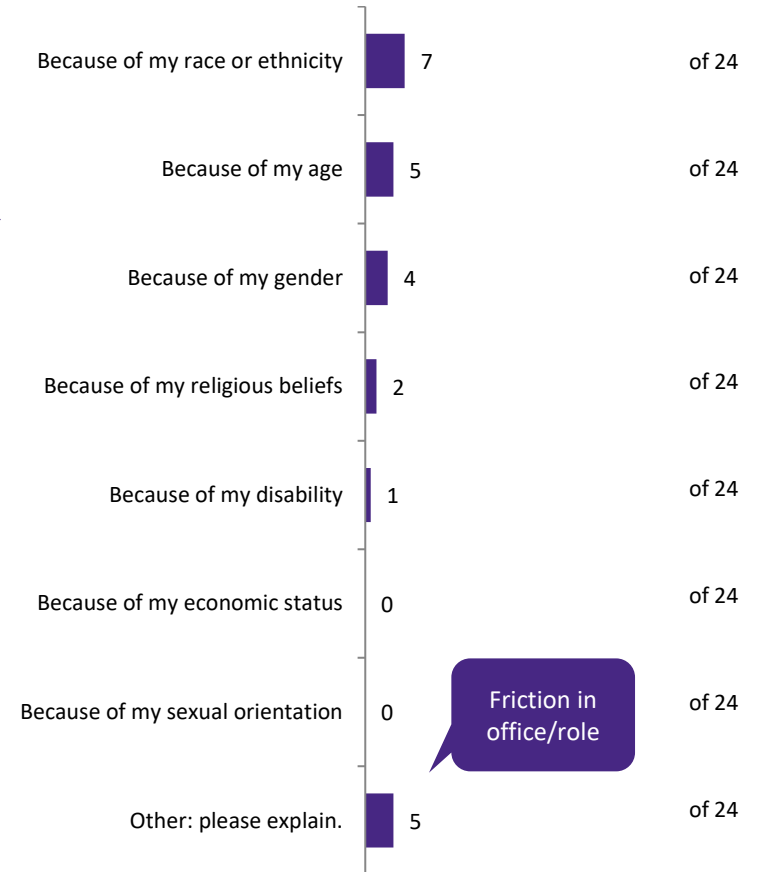
Harassment Experienced N=98.4%

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



Primary Reason - Discrimination N=12.6%

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

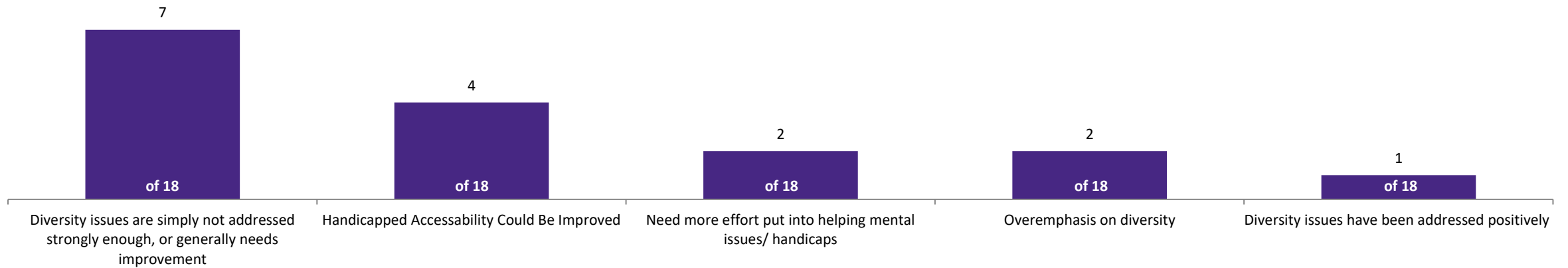


Comments on How UNA Addresses Diversity

How UNA Addresses Diversity N=9.4%

Please share any additional comments regarding how UNA addresses diversity:

Top 5 Coded Responses



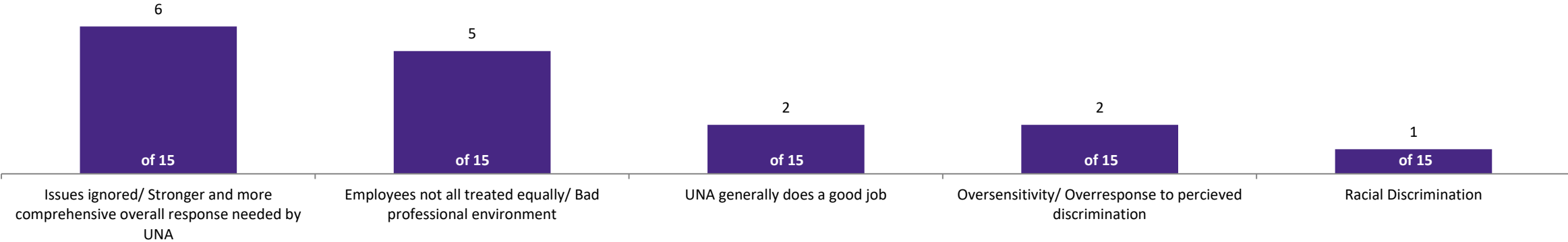
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Comments Around Discriminatory Harassment

Discriminatory Harassment Comments N=7.5%

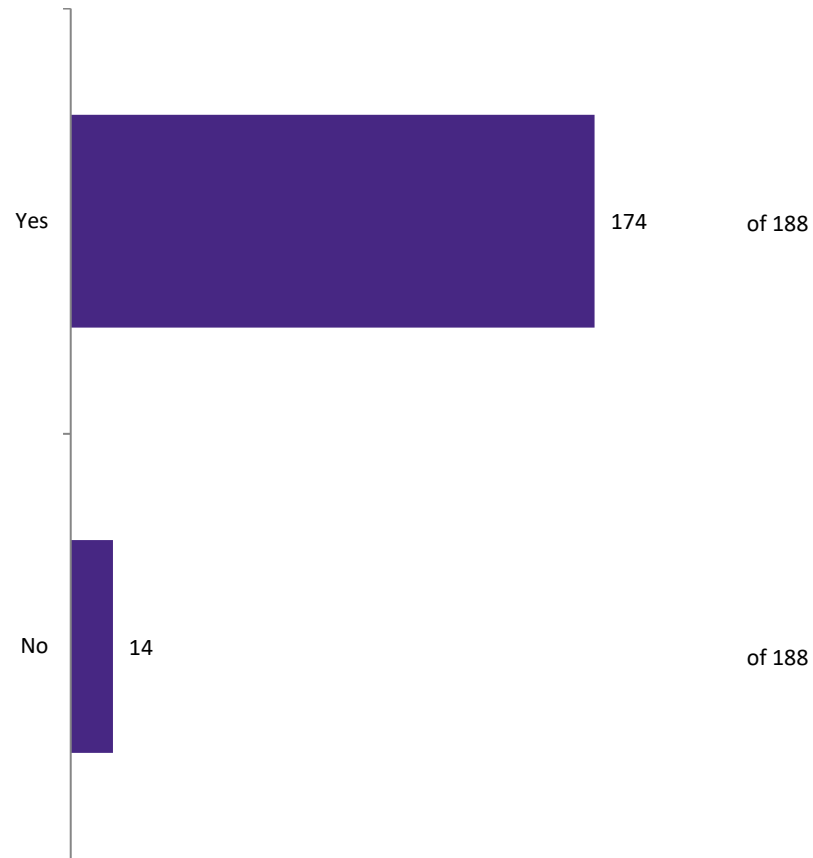
Please share any additional comments concerning discriminatory harassment on campus.
Top 5 Coded Responses



Technology Support & Technology on Campus Comments

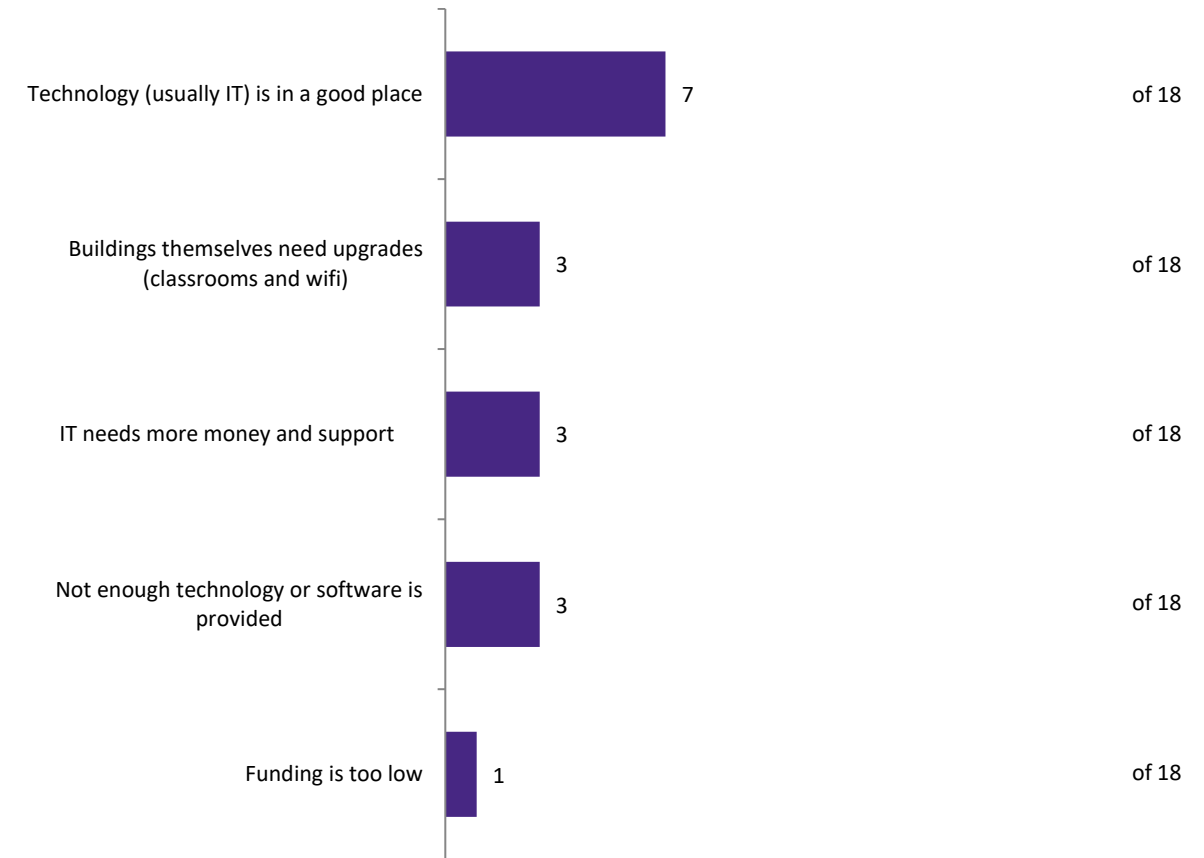
Sufficient Technology Support N=98.4%

I have sufficient technology to support my needs.
Choice Count



Technology On Campus Comments N=9.4%

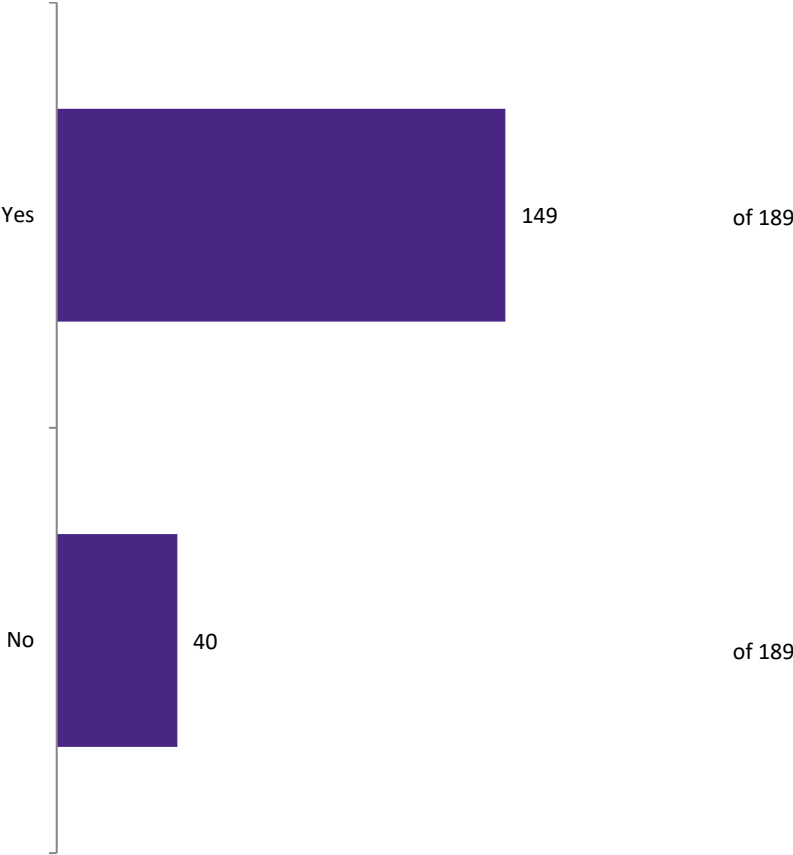
Please share any additional comments concerning technology on campus.
Top 5 Coded Responses



Satisfaction With Physical Work Environment & Work Environment Comments

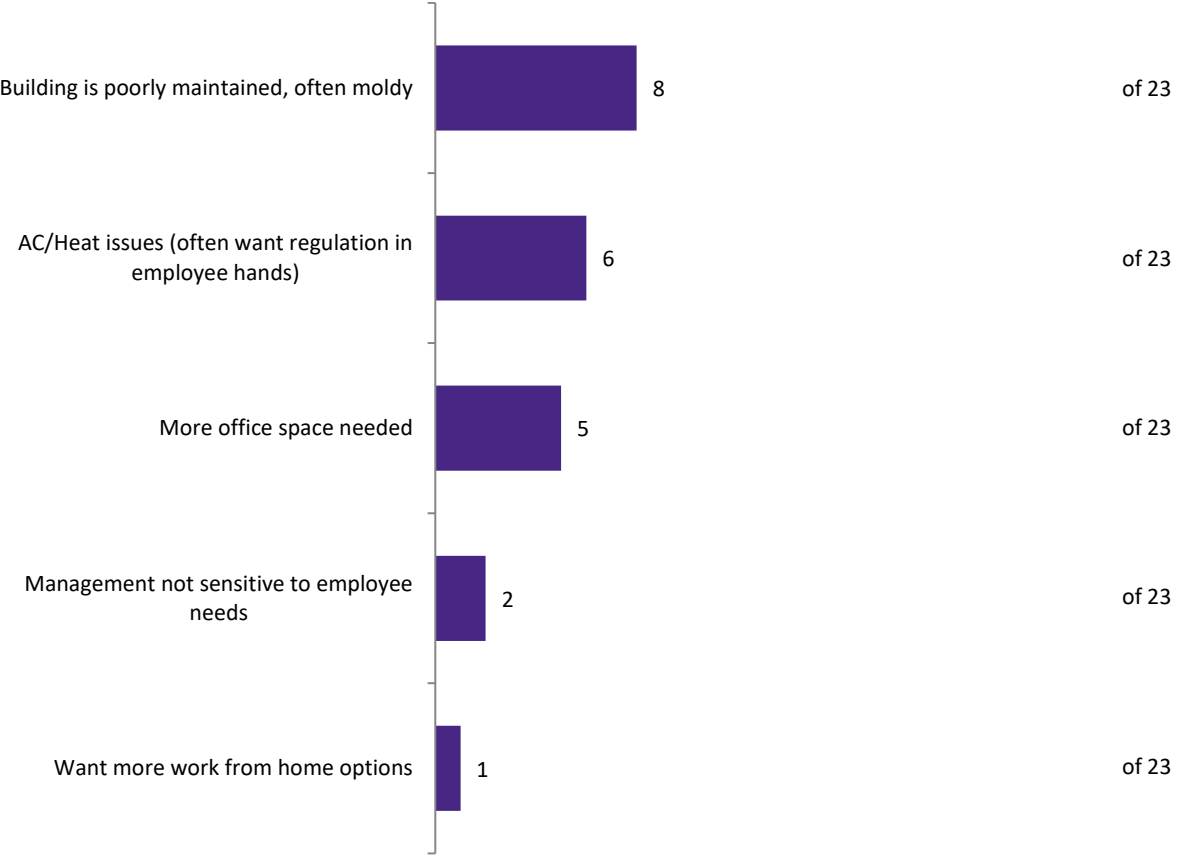
Satisfaction With Physical Work Environment N=99.0%

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



Work Environment Comments N=12.0%

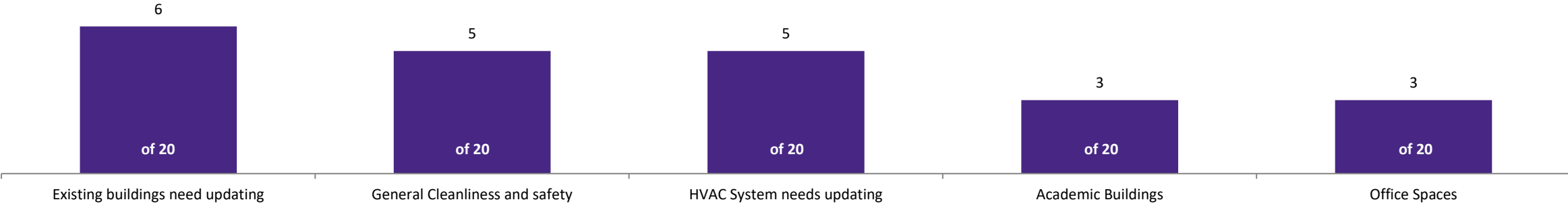
Please share any additional comments concerning your work environment.
Top 5 Coded Responses



Campus Areas to be Addressed

Campus to Areas to be Addressed N=10.5%

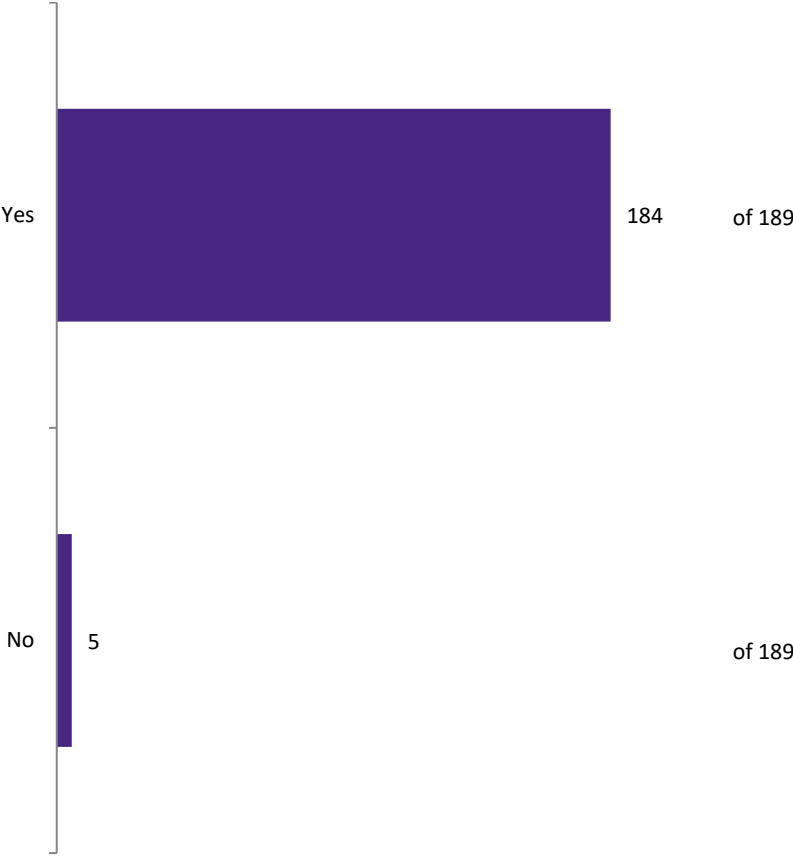
Please state the areas on campus that you see need to be addressed.
Top 5 Coded Responses



Campus Safety Agreement & Comments

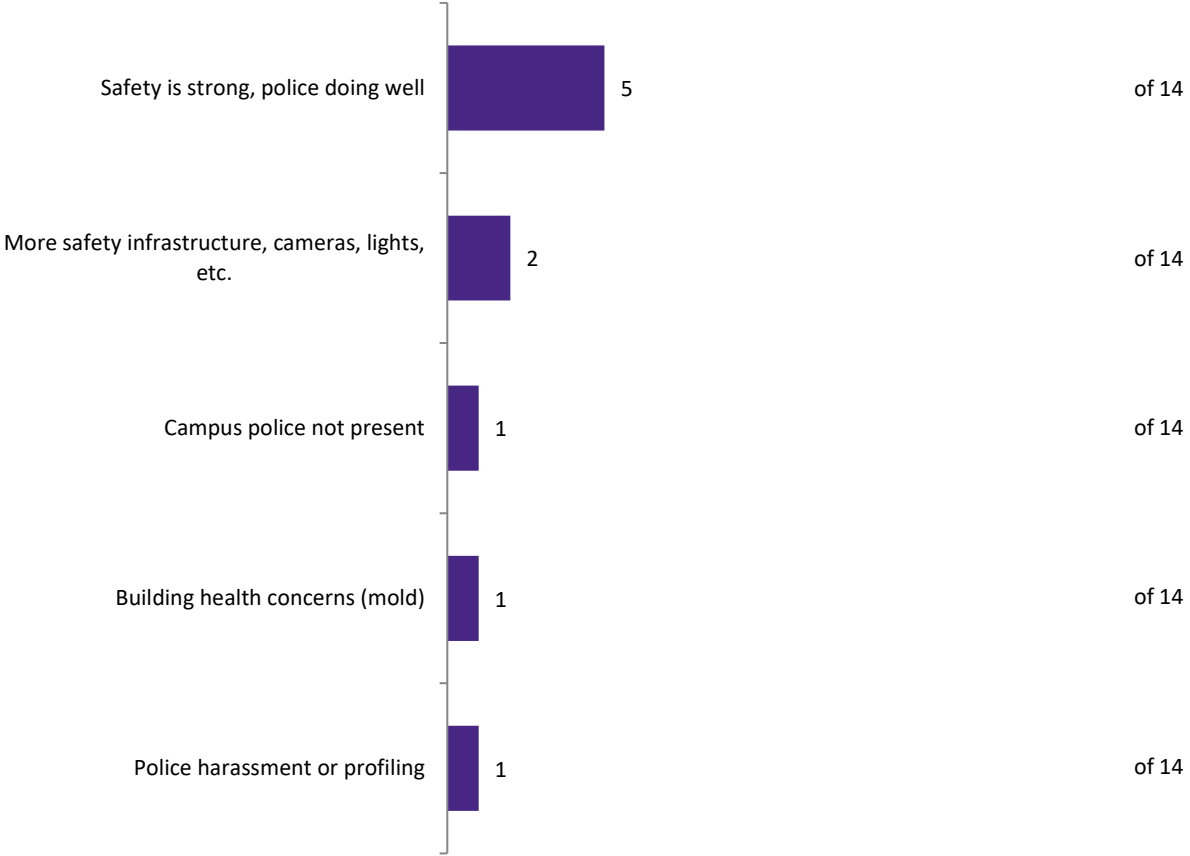
Feel Safe on Campus N=99.0%

I feel safe on campus.
Choice Count



Campus Safety Comments N=7.3%

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



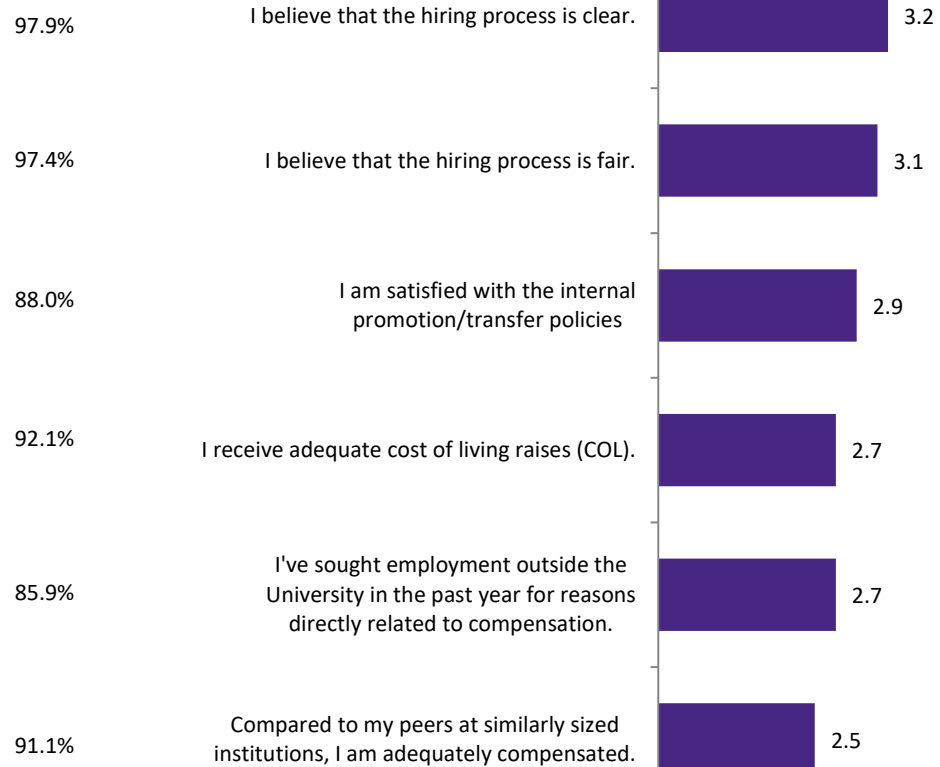
Salary/Support/Benefit Attitudes & Comments

Salary, Support, and Benefit Attitudes

Concerning salaries:

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

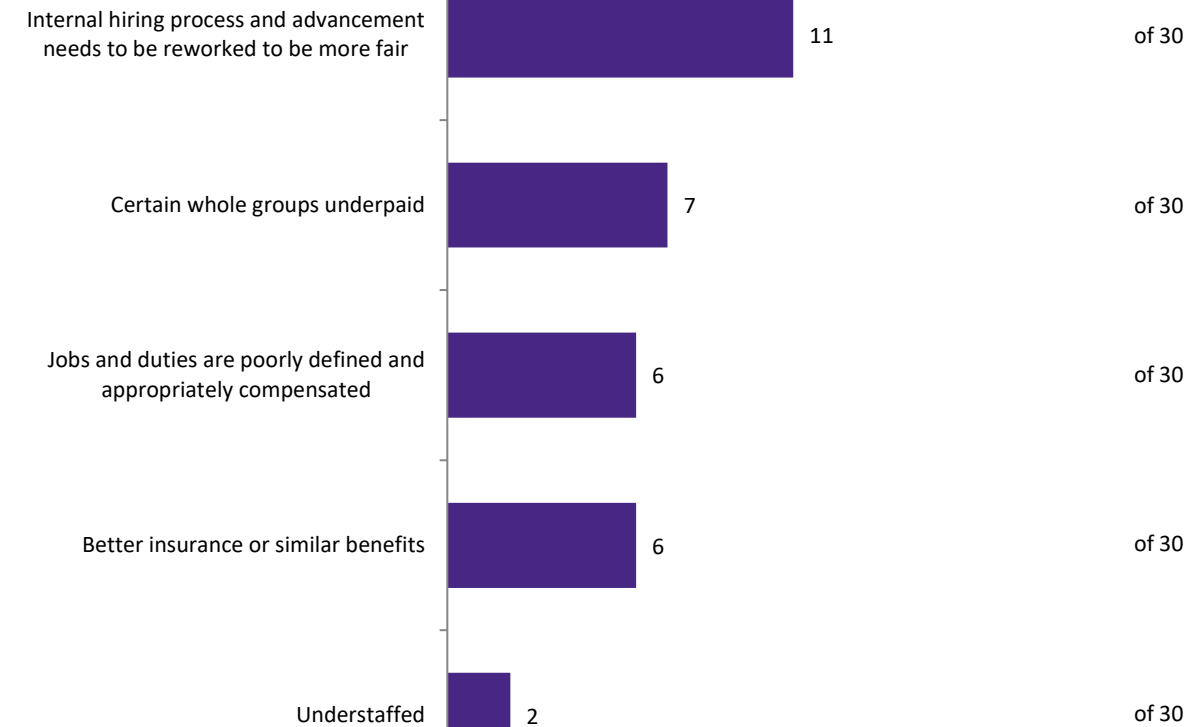
N =



Salary and Benefits Comments N=15.7%

Please share any additional comments concerning technology on salaries and benefits.

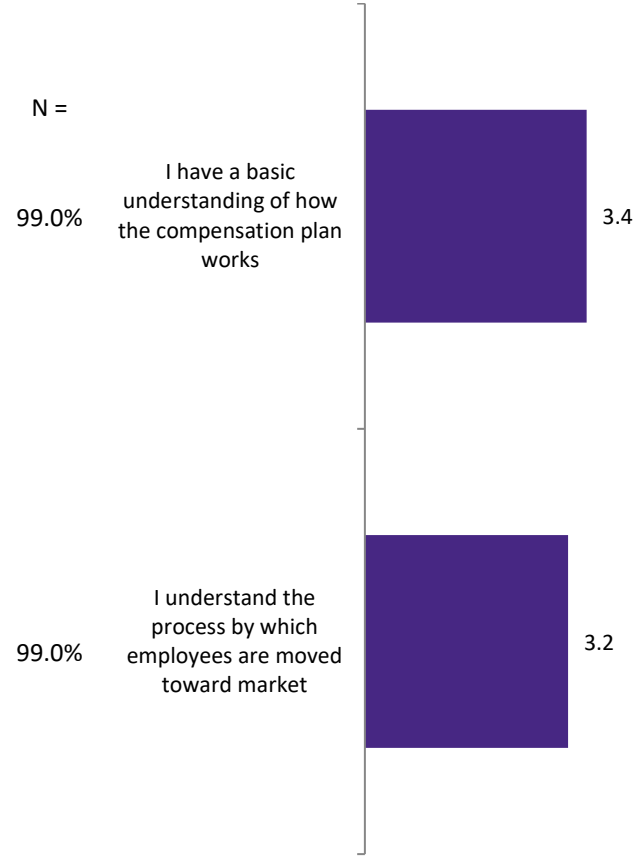
Top 5 Coded Responses



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

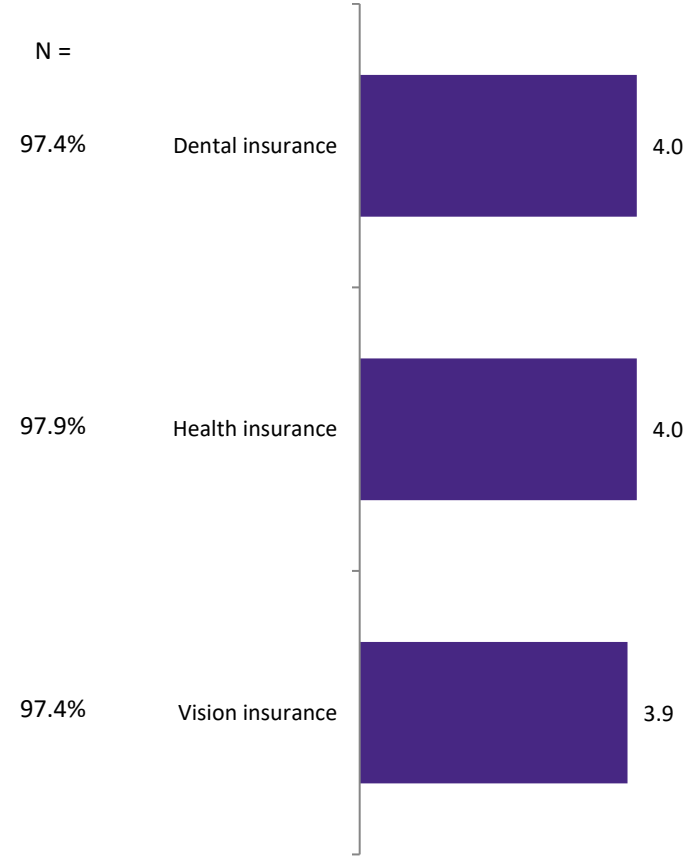
Pay Plan Understanding

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



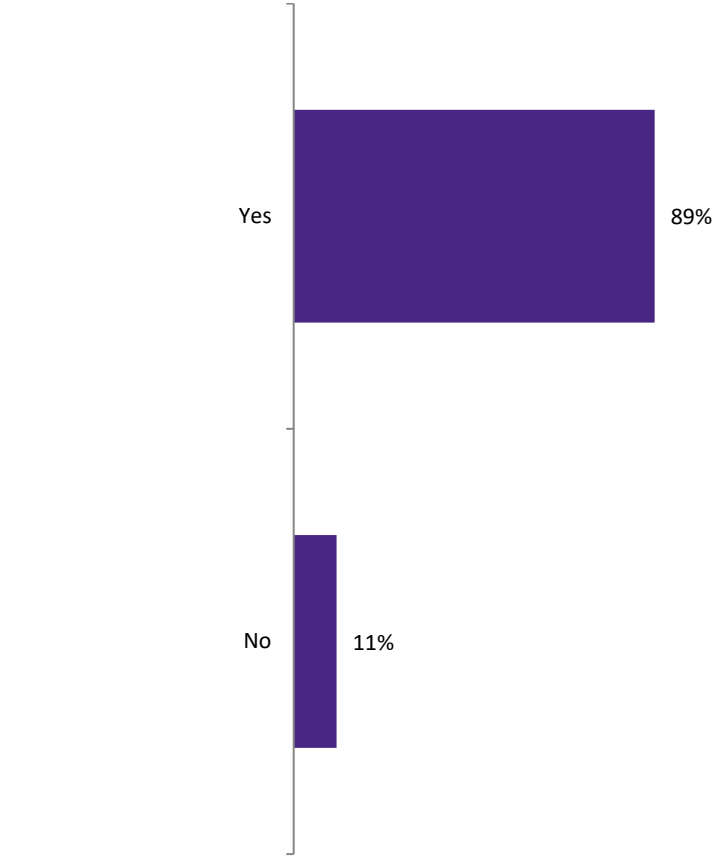
Insurance Satisfaction

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

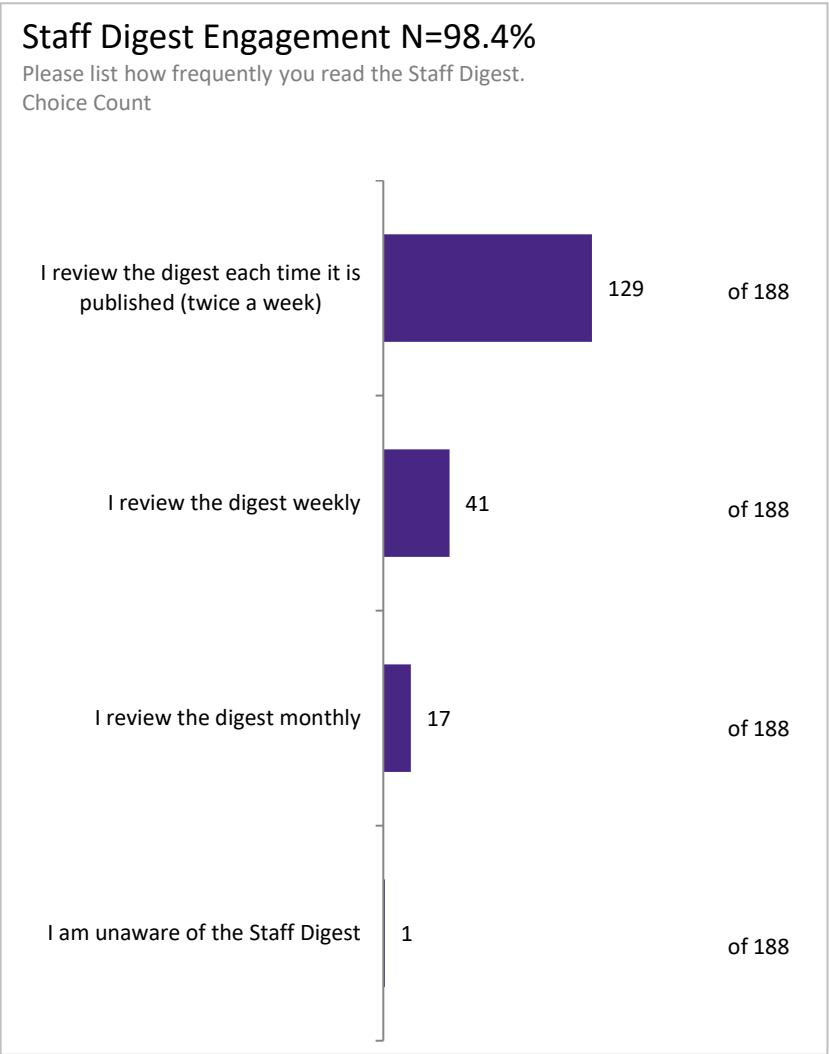


Healthy UNA Awareness N=99.0%

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



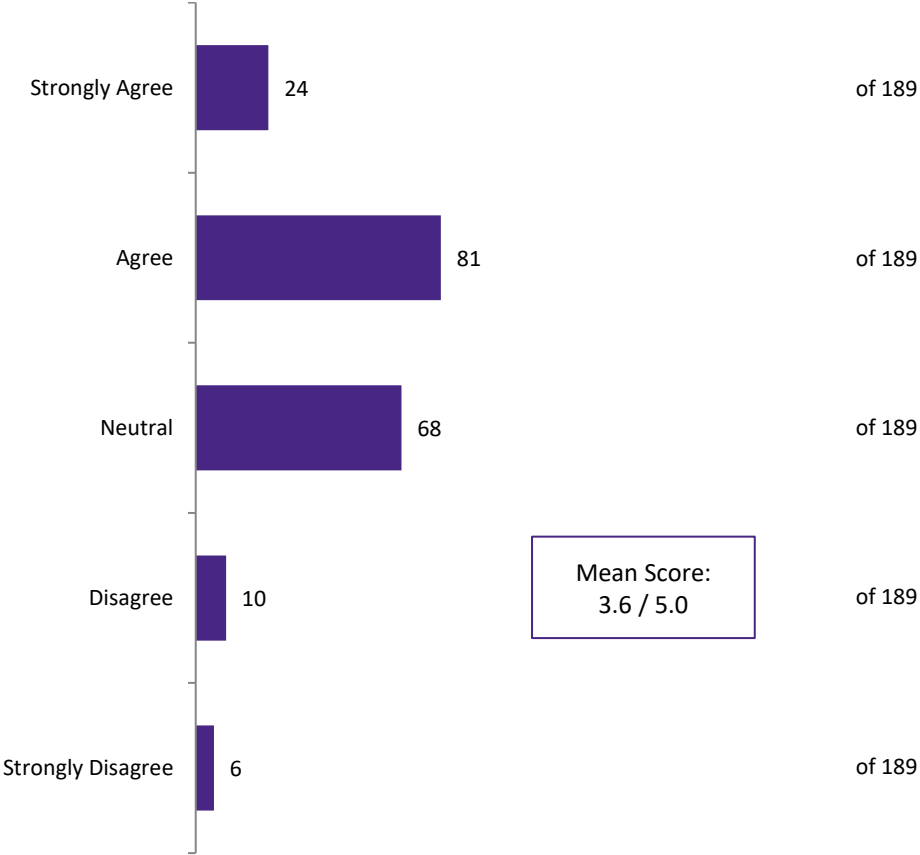
Frequency of Engagement with Staff Digest



Attitudes Towards Staff Senate/Shared Governance & Staff Senate Comments

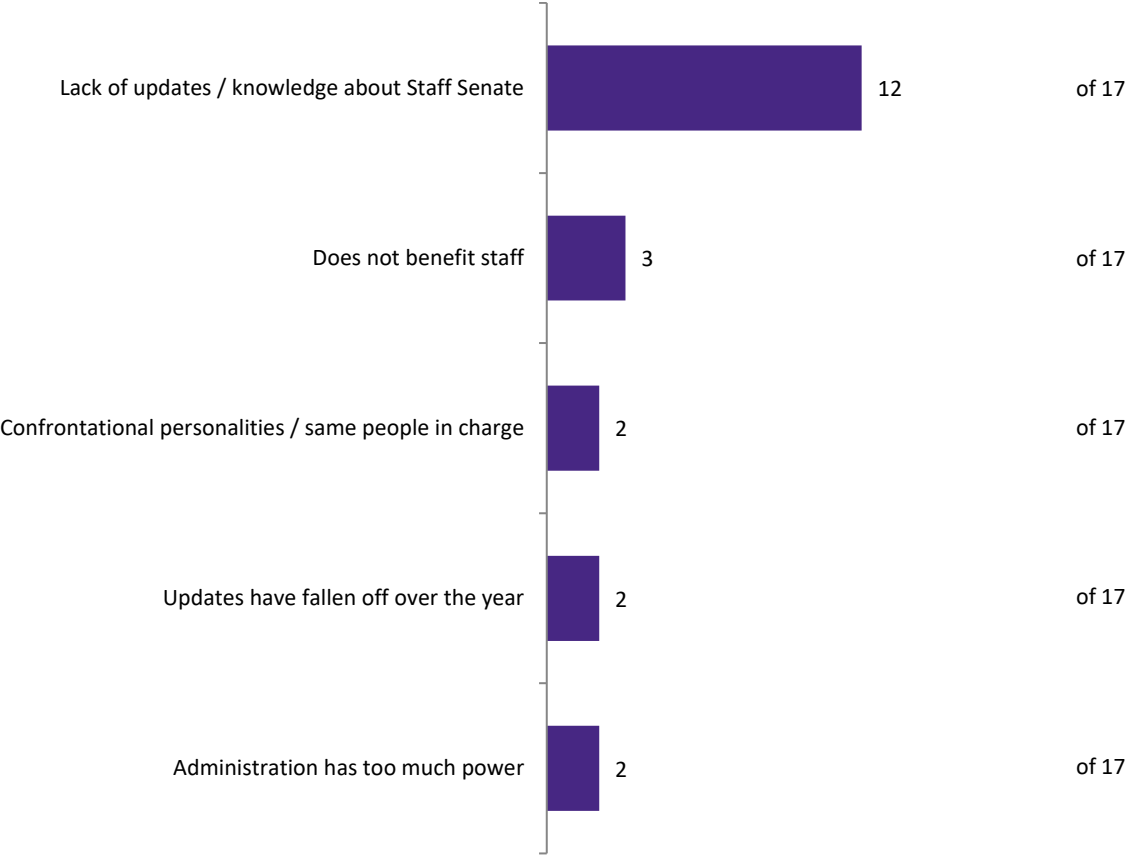
Attitudes Towards Staff Senate & Shared Governance N=99.0%

Effectively represents Staff interests.
Choice Count



Staff Senate Comments N=8.9%

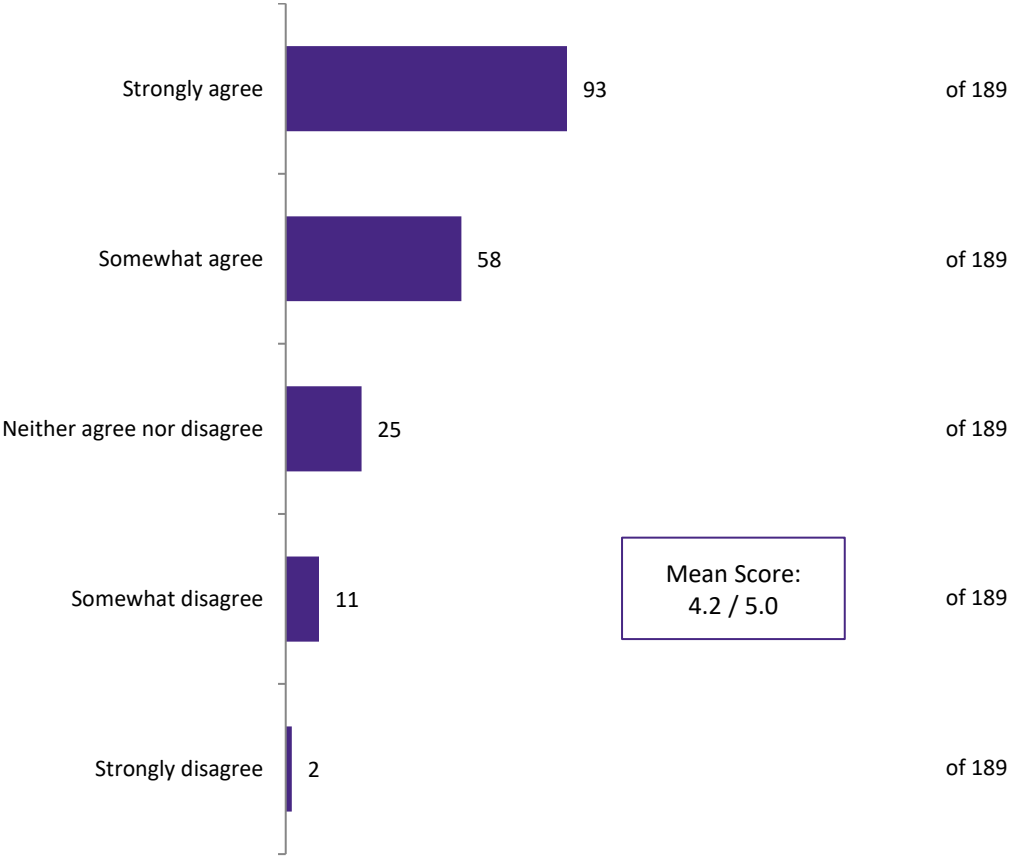
Please share any additional comments concerning the Staff Senate.
Top 5 Coded Responses



Communication & Decision Satisfaction - CRTF

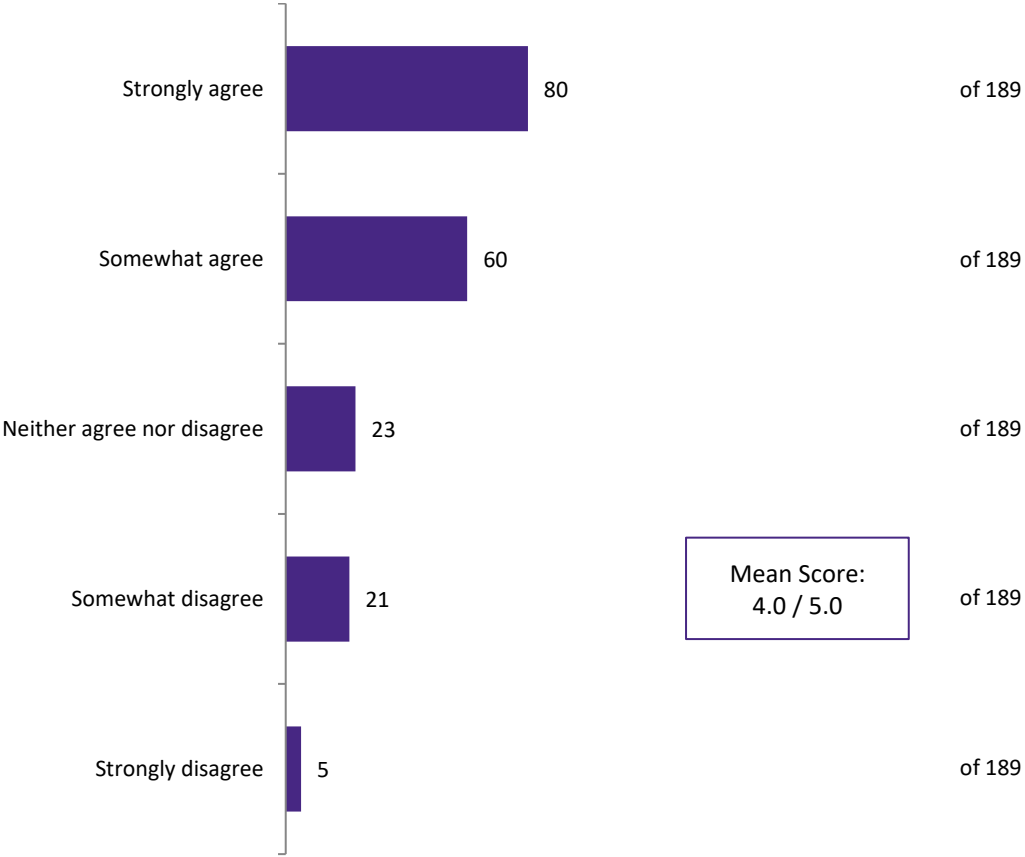
Satisfaction with CRTF Communications N=99.0%

I was satisfied with the communications from the CRTF regarding campus operations for the 20-21 academic year.
Choice Count



Satisfaction with CRTF Decisions N=99.0%

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=12.6%

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.

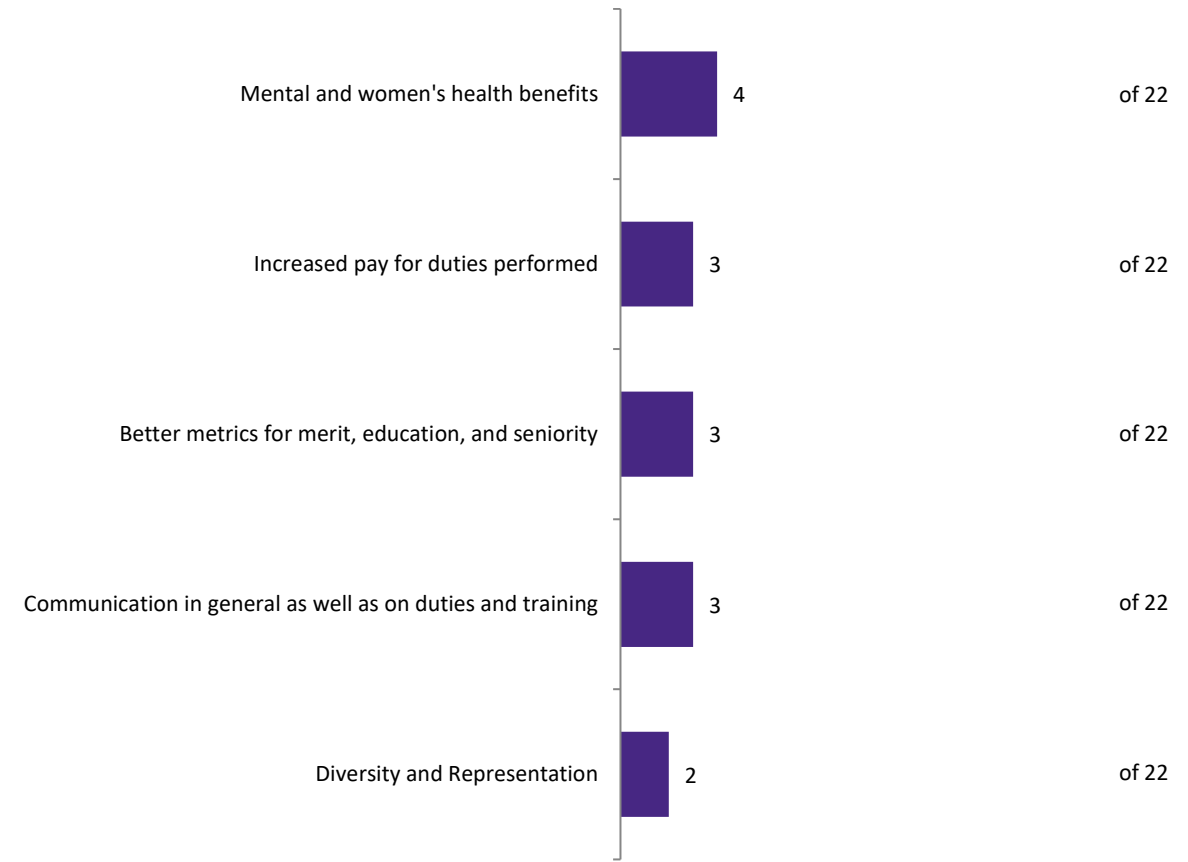
Top 5 Coded responses



Additional Topics for Staff Senate to Address N=11.5%

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



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