

# **ATU Faculty Satisfaction Survey 2022 – 2023**

**April 26, 2023**

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## PRIMARY FINDINGS OF THE FACULTY SATISFACTION SURVEY

Mean scores are in **bold** type and underlined.

### Level of Satisfaction

(1 = very dissatisfied, 2 = dissatisfied, 3 = neutral, 4 = satisfied, 5 = very satisfied)

- The mean response to the satisfaction item “how satisfied are you with your position as a faculty member at Arkansas Tech” was **3.21**.
- Participants reported mean scores of **3.22** for teaching load, **3.78** for faculty/student ratio, **3.22** for instructional support, and **2.90** for classroom facilities.
- Overall, participants reported a mean score of **2.50** for satisfaction with salary.
- The mean score for satisfaction with the President of the University was **2.22**, satisfaction with the President’s decision-making process was **2.13**, and satisfaction with the President’s vision was **2.23**.
- Satisfaction with the Vice President for Academic Affairs was not measured in this survey because of turnover at the position.
- Mean score for satisfaction with the level of transparency at the University was **2.06**.
- Low scores were also reported relating to regard for faculty input in University matters (**2.16**), the state of shared governance (**2.34**), and the role of faculty in University decision-making (**2.19**). The mean satisfaction score for the commitment of institutional leaders to ongoing improvements was **2.40**.
- Satisfaction with University support for new faculty lines was **2.20**.
- The mean score for satisfaction with health benefits was **2.64**.
- Satisfaction for representation provided by Faculty Senate was **3.39**.
- Mean satisfaction scores for the response of Faculty Senate and the President to the previous year’s satisfaction survey were **3.52** and **2.32** respectively.

## Level of Agreement

(1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree)

- The mean scores for level of agreement regarding the evaluation of senior leadership were: senior leaders being evaluated by employees in their unit (4.35), faculty evaluating the VPAA (4.39), and faculty evaluating the President (4.39).
- Participants reported low levels of agreement with the University commitment to transparency (2.06), the President's commitment to shared governance (2.22), and senior leadership valuing faculty input (2.13).
- Participants reported a neutral level of agreement with the transitioning the VPAA position to an Academic Provost/VPAA as consistent with the faculty's recommendation for transitioning the position to Provost and Senior Vice President. (3.05)
- Participants reported low levels of agreement in understanding how (2.41) or why (2.19) decisions are made, as well as decisions being communicated effectively (2.32). The mean score for level of agreement with decisions being made in the best interest of the University was 2.21.
- Participants did not agree that the University budget is being managed effectively (1.94).
- Participants did not agree there is an appropriate ratio of faculty lines to administrative positions (1.84), that hiring an adequate number of faculty is a budget priority (2.00), or that budget priorities reflect a commitment to student success (2.07).
- Mean scores for level of agreement with faculty morale being high were: in the participant's department, 2.09; in the participant's college, 2.02; across the University, 1.79. The mean score for participant's feeling appreciated at Tech was 2.54.
- The mean score for level of agreement that Arkansas Tech is headed in the right direction was 1.87.
- Participants agreed that faculty should have input into decisions made on health care coverage (4.41).
- Participant level of agreement with being proud to work at Tech was 3.23 and recommending Tech as a good place to work was 2.64.
- Mean score for level of agreement that shared governance is practiced at Tech was 2.32. Score for level of agreement with a faculty commitment to shared governance was 3.49.

## Open-Ended Responses

The analysis of open-ended questions is provided at the end of this report.

### Faculty Satisfaction Survey Four-Year Results Summary

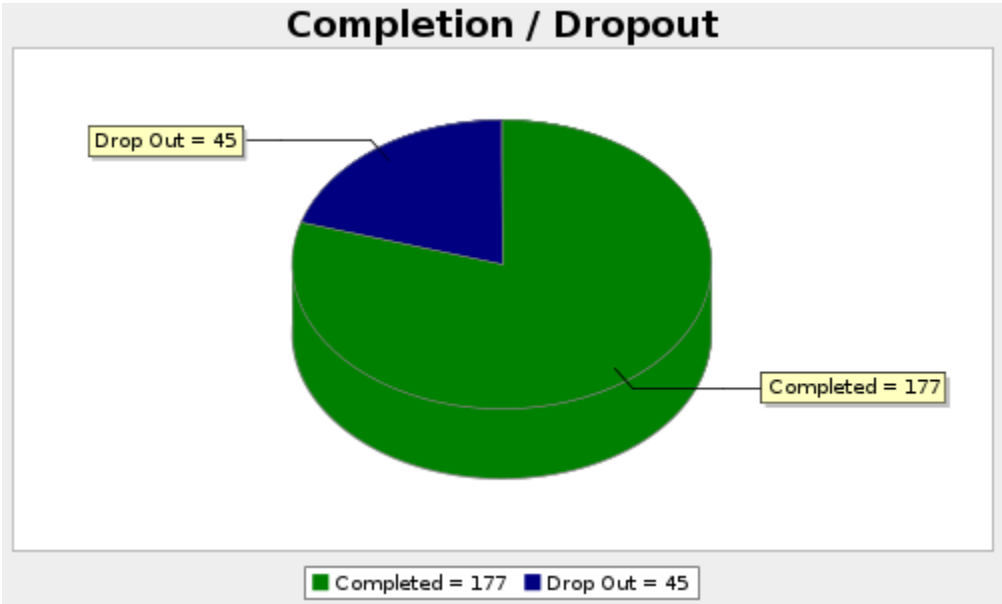
	2019-2020		2020-2021		2021-2022		2022-2023	
<b>Rate your level of satisfaction with the following: (1 – extremely dissatisfied; 2 – dissatisfied, 3 – neutral; 4 – satisfied; 5 – extremely satisfied)</b>	<b>Mean</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
position as a faculty member at Arkansas Tech	<b>3.58</b>	1.14	<b>3.36</b>	1.28	<b>3.22</b>	1.13	<b>3.21</b>	1.20
your salary	<b>2.60</b>	1.16	<b>2.68</b>	1.15	<b>2.52</b>	1.16	<b>2.50</b>	1.23
your teaching load	<b>3.14</b>	1.24	<b>3.12</b>	1.24	<b>2.98</b>	1.11	<b>3.22</b>	1.13
faculty to student ratio in your courses	<b>3.66</b>	1.10	<b>3.63</b>	1.15	<b>3.68</b>	1.04	<b>3.78</b>	.99
instructional support offered by the University	<b>3.51</b>	1.08	<b>3.52</b>	1.19	<b>3.40</b>	1.07	<b>3.22</b>	1.17
classroom facilities	<b>3.18</b>	1.14	<b>3.31</b>	1.21	<b>2.97</b>	1.30	<b>2.90</b>	1.26
university support for scholarship/creative activities	<b>2.93</b>	1.10	<b>2.86</b>	1.18	<b>2.52</b>	1.13	<b>2.52</b>	1.16
your service load	<b>3.24</b>	1.06	<b>3.18</b>	1.16	<b>3.18</b>	1.01	<b>3.25</b>	1.10
annual evaluation process	<b>3.11</b>	1.07	<b>3.36</b>	1.09	<b>3.16</b>	1.11	<b>3.24</b>	1.16
promotion policies	<b>3.55</b>	1.52	<b>3.59</b>	1.40	<b>3.27</b>	1.08	<b>3.53</b>	1.26
tenure policies	<b>4.02</b>	1.50	<b>3.82</b>	1.40	<b>3.51</b>	1.12	<b>3.81</b>	1.23
professional development opportunities at the University	<b>3.11</b>	1.10	<b>3.17</b>	1.16	<b>2.91</b>	1.10	<b>2.94</b>	1.15
University support for new faculty lines	<b>2.45</b>	1.13	<b>2.44</b>	1.19	<b>2.21</b>	1.08	<b>2.20</b>	1.11
your health benefits	<b>2.00</b>	1.07	<b>2.26</b>	1.18	<b>2.15</b>	1.15	<b>2.64</b>	1.26
Arkansas Techs senior leadership (Executive Council)								
Vice President for Academic Affairs	<b>3.54</b>	.98	<b>3.79</b>	1.09				
President of the University	<b>2.94</b>	1.29	<b>2.54</b>	1.39	<b>2.32</b>	1.14	<b>2.22</b>	1.24
Executive Council decision-making process								
President's decision-making process	<b>2.71</b>	1.25	<b>2.43</b>	1.36	<b>2.23</b>	1.11	<b>2.13</b>	1.20
role of faculty in University decision making	<b>2.56</b>	1.05	<b>2.38</b>	1.20	<b>2.11</b>	1.03	<b>2.19</b>	1.17
representation provided by Faculty Senate	<b>3.37</b>	.98	<b>3.45</b>	1.01	<b>3.52</b>	1.07	<b>3.39</b>	1.13
state of shared governance on campus	<b>2.66</b>	1.03	<b>2.46</b>	1.18	<b>2.21</b>	1.01	<b>2.34</b>	1.10
amount of faculty control over the curriculum	<b>3.52</b>	1.08	<b>3.29</b>	1.18	<b>3.29</b>	1.03	<b>3.35</b>	1.12
level of regard for faculty input on University matters	<b>2.55</b>	1.09	<b>2.36</b>	1.22	<b>2.02</b>	1.00	<b>2.16</b>	1.16
level of transparency in University decision making	<b>2.30</b>	1.06	<b>2.16</b>	1.21	<b>1.85</b>	0.98	<b>1.93</b>	1.12
your sense of belonging to the University	<b>3.09</b>	1.26	<b>2.87</b>	1.27	<b>2.64</b>	1.28	<b>2.68</b>	1.32
commitment of institutional leaders to ongoing improvements	<b>2.88</b>	1.10	<b>2.60</b>	1.23	<b>2.46</b>	1.13	<b>2.40</b>	1.19
contribution of your work to the institutional mission	<b>3.82</b>	.86	<b>3.74</b>	1.03	<b>3.50</b>	1.08	<b>3.61</b>	1.02
President's vision	<b>3.02</b>	1.20	<b>2.58</b>	1.35	<b>2.32</b>	1.16	<b>2.23</b>	1.23
Faculty Senate's response to the previous Faculty Satisfaction Survey results	<b>3.09</b>	.81	<b>3.07</b>	.98	<b>3.25</b>	1.15	<b>3.10</b>	1.13
President's response to the previous Faculty Satisfaction Survey results	<b>2.58</b>	1.09	<b>2.38</b>	1.2	<b>1.97</b>	1.07	<b>2.07</b>	1.18

I	2019-2020		2020-2021		2021-2022		2022-2023	
<b>Rate your level of agreement with the following: (1 – strongly disagree; 2 – disagree; 3 – neutral; 4 – agree; 5 – strongly agree)</b>	<b>Mean</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
There is a faculty commitment to shared governance at Arkansas Tech.	<b>3.45</b>	.98	<b>3.53</b>	1.10	<b>3.61</b>	1.01	<b>3.49</b>	1.14
Senior-level leadership are committed to shared governance at Arkansas								
The President is committed to shared governance at Arkansas Tech.	<b>2.87</b>	1.14	<b>2.52</b>	1.31	<b>2.25</b>	1.10	<b>2.22</b>	1.20
Shared governance is practiced at Arkansas Tech.	<b>2.70</b>	1.06	<b>2.51</b>	1.27	<b>2.21</b>	1.06	<b>2.32</b>	1.20
There is a commitment to transparency at Arkansas Tech.	<b>2.43</b>	1.14	<b>2.28</b>	1.30	<b>2.07</b>	1.00	<b>2.06</b>	1.14
In general, senior-level leadership value faculty input.	<b>2.25</b>	1.16	<b>2.42</b>	1.29	<b>2.03</b>	1.07	<b>2.13</b>	1.19
The University budget is being effectively managed.	<b>2.43</b>	1.11	<b>2.15</b>	1.22	<b>2.21</b>	1.11	<b>1.94</b>	1.13
The ratio of faculty lines to administrative positions is appropriate.	<b>2.26</b>	1.09	<b>2.13</b>	1.21	<b>1.88</b>	0.97	<b>1.84</b>	1.09
Hiring adequate numbers of faculty is a budget priority at Arkansas Tech.	<b>2.33</b>	1.19	<b>2.29</b>	1.26	<b>2.12</b>	1.11	<b>2.01</b>	1.21
The budget priorities reflect a commitment to student success.	<b>2.59</b>	1.11	<b>2.47</b>	1.24	<b>2.29</b>	1.03	<b>2.07</b>	1.15
I understand how decisions are made at Arkansas Tech.	<b>2.57</b>	1.15	<b>2.68</b>	1.26	<b>2.38</b>	1.17	<b>2.41</b>	1.29
I understand why decisions are made at Arkansas Tech.	<b>2.51</b>	1.14	<b>2.55</b>	1.23	<b>2.06</b>	1.00	<b>2.19</b>	.09
The VPAA position should transition to Provost and Senior VP. (2022-23) The transition to Academic Provost/VPAA consistent with faculty recommendation	<b>3.67</b>	1.14	<b>3.72</b>	1.19	<b>4.03</b>	1.09	<b>3.05</b>	1.24
Arkansas Tech should transition to rotating department chairs.	<b>2.77</b>	1.34	<b>2.94</b>	1.34				
Executive Council decisions are clearly communicated to faculty.								
The Presidents decisions are clearly communicated to faculty.	<b>2.59</b>	1.14	<b>2.69</b>	1.28	<b>2.35</b>	1.08	<b>2.32</b>	1.17
Decisions are made in the best interests of the University.	<b>2.75</b>	1.11	<b>2.60</b>	1.23	<b>2.33</b>	1.08	<b>2.21</b>	1.16
Arkansas Tech is heading in the right direction.	<b>2.83</b>	1.15	<b>2.44</b>	1.27	<b>2.06</b>	1.00	<b>1.87</b>	1.09
The job performance of senior leadership should be evaluated on a yearly basis by all employees in their respective administrative units.	<b>4.20</b>	.78	<b>4.26</b>	.88	<b>4.38</b>	0.80	<b>4.35</b>	.92
Faculty should evaluate job performance of the VPAA on a yearly basis.	<b>4.13</b>	.81	<b>4.14</b>	.93	<b>4.42</b>	0.67	<b>4.39</b>	.85
Faculty should evaluate job performance of the President on yearly basis.	<b>4.23</b>	.83	<b>4.30</b>	.90	<b>4.38</b>	0.89	<b>4.39</b>	.97
Faculty should have input into decisions made on health care coverage.	<b>4.43</b>	.77	<b>4.47</b>	.73	<b>4.28</b>	0.84	<b>4.41</b>	.76
My professional contributions as a faculty member are valued.	<b>2.97</b>	1.23	<b>2.92</b>	1.28	<b>2.63</b>	1.16	<b>2.78</b>	1.27
Faculty morale is high in my department.	<b>2.85</b>	1.22	<b>2.56</b>	1.30	<b>2.26</b>	1.11	<b>2.09</b>	1.10
Faculty morale is high in my college.	<b>2.65</b>	1.06	<b>2.41</b>	1.20	<b>2.19</b>	1.00	<b>2.02</b>	1.04
Faculty morale is high across the University.	<b>2.36</b>	1.01	<b>2.15</b>	1.14	<b>1.81</b>	0.78	<b>1.79</b>	.96
Diversity is valued at the University.					<b>2.81</b>	1.23	<b>3.00</b>	1.28
I feel appreciated at Arkansas Tech.	<b>2.86</b>	1.30	<b>2.77</b>	1.37	<b>2.57</b>	1.21	<b>2.54</b>	1.26
I have a satisfactory work/life balance at Arkansas Tech.	<b>3.06</b>	1.27	<b>2.97</b>	1.26	<b>2.84</b>	1.21	<b>2.89</b>	1.28
Senior leadership consider faculty work/life balance in making decisions.	<b>2.92</b>	1.24	<b>2.82</b>	1.34	<b>2.56</b>	1.21	<b>2.49</b>	1.35
I would recommend Arkansas Tech as a good place to work.	<b>3.20</b>	1.16	<b>2.94</b>	1.28	<b>2.71</b>	1.04	<b>2.64</b>	1.16
I am proud to work at Arkansas Tech.	<b>3.63</b>	1.15	<b>3.44</b>	1.25	<b>3.25</b>	1.13	<b>3.23</b>	1.17

	19/20	20/21	21/22	22/23
<b>Rate your level of satisfaction with the following: (1 – extremely dissatisfied; 2 – dissatisfied, 3 – neutral; 4 – satisfied; 5 – extremely satisfied)</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
position as a faculty member at Arkansas Tech	3.58	3.36	3.22	3.21
your salary	2.60	2.68	2.52	2.50
your teaching load	3.14	3.12	2.98	3.22
faculty to student ratio in your courses	3.66	3.63	3.68	3.78
instructional support offered by the University	3.51	3.52	3.40	3.22
classroom facilities	3.18	3.31	2.97	2.90
university support for scholarship/creative activities	2.93	2.86	2.52	2.52
your service load	3.24	3.18	3.18	3.25
annual evaluation process	3.11	3.36	3.16	3.24
promotion policies	3.55	3.59	3.27	3.53
tenure policies	4.02	3.82	3.51	3.81
professional development opportunities at the University	3.11	3.17	2.91	2.94
University support for new faculty lines	2.45	2.44	2.21	2.20
your health benefits	2.00	2.26	2.15	2.64
Arkansas Techs senior leadership (Executive Council)				
Vice President for Academic Affairs	3.54	3.79		
President of the University	2.94	2.54	2.32	2.22
Executive Council decision-making process				
President's decision-making process	2.71	2.43	2.23	2.13
role of faculty in University decision making	2.56	2.38	2.11	2.19
representation provided by Faculty Senate	3.37	3.45	3.52	3.39
state of shared governance on campus	2.66	2.46	2.21	2.34
amount of faculty control over the curriculum	3.52	3.29	3.29	3.35
level of regard for faculty input on University matters	2.55	2.36	2.02	2.16
level of transparency in University decision making	2.30	2.16	1.85	1.93
your sense of belonging to the University	3.09	2.87	2.64	2.68
commitment of institutional leaders to ongoing improvements	2.88	2.60	2.46	2.40
contribution of your work to the institutional mission	3.82	3.74	3.50	3.61
President's vision	3.02	2.58	2.32	2.23
Faculty Senate's response to the previous Faculty Satisfaction Survey results	3.09	3.07	3.25	3.10
President's response to the previous Faculty Satisfaction Survey results	2.58	2.38	1.97	2.07

I	19/20	20/21	21/22	22/23
Rate your level of agreement with the following: (1 – strongly disagree; 2 – disagree; 3 – neutral; 4 – agree; 5 – strongly agree)	Mean	Mean	Mean	Mean
There is a faculty commitment to shared governance at Arkansas Tech.	3.45	3.53	3.61	3.49
Senior-level leadership are committed to shared governance at Arkansas				
The President is committed to shared governance at Arkansas Tech.	2.87	2.52	2.25	2.22
Shared governance is practiced at Arkansas Tech.	2.70	2.51	2.21	2.32
There is a commitment to transparency at Arkansas Tech.	2.43	2.28	2.07	2.06
In general, senior-level leadership value faculty input.	2.25	2.42	2.03	2.13
The University budget is being effectively managed.	2.43	2.15	2.21	1.94
The ratio of faculty lines to administrative positions is appropriate.	2.26	2.13	1.88	1.84
Hiring adequate numbers of faculty is a budget priority at Arkansas Tech.	2.33	2.29	2.12	2.01
The budget priorities reflect a commitment to student success.	2.59	2.47	2.29	2.07
I understand how decisions are made at Arkansas Tech.	2.57	2.68	2.38	2.41
I understand why decisions are made at Arkansas Tech.	2.51	2.55	2.06	2.19
The VPAA position should transition to Provost and Senior VP.	3.67	3.72	4.03	3.05
Arkansas Tech should transition to rotating department chairs.	2.77	2.94		
Executive Council decisions are clearly communicated to faculty.				
The Presidents decisions are clearly communicated to faculty.	2.59	2.69	2.35	2.32
Decisions are made in the best interests of the University.	2.75	2.60	2.33	2.21
Arkansas Tech is heading in the right direction.	2.83	2.44	2.06	1.87
The job performance of senior leadership should be evaluated on a yearly basis by all employees in their respective administrative units.	4.20	4.26	4.38	4.35
Faculty should evaluate job performance of the VPAA on a yearly basis.	4.13	4.14	4.42	4.39
Faculty should evaluate job performance of the President on yearly basis.	4.23	4.30	4.38	4.39
Faculty should have input into decisions made on health care coverage.	4.43	4.47	4.28	4.41
My professional contributions as a faculty member are valued.	2.97	2.92	2.63	2.78
Faculty morale is high in my department.	2.85	2.56	2.26	2.09
Faculty morale is high in my college.	2.65	2.41	2.19	2.02
Faculty morale is high across the University.	2.36	2.15	1.81	1.79
Diversity is valued at the University.			2.81	3.00
I feel appreciated at Arkansas Tech.	2.86	2.77	2.57	2.54
I have a satisfactory work/life balance at Arkansas Tech.	3.06	2.97	2.84	2.89
Senior leadership consider faculty work/life balance in making decisions.	2.92	2.82	2.56	2.49
I would recommend Arkansas Tech as a good place to work.	3.20	2.94	2.71	2.64
I am proud to work at Arkansas Tech.	3.63	3.44	3.25	3.23

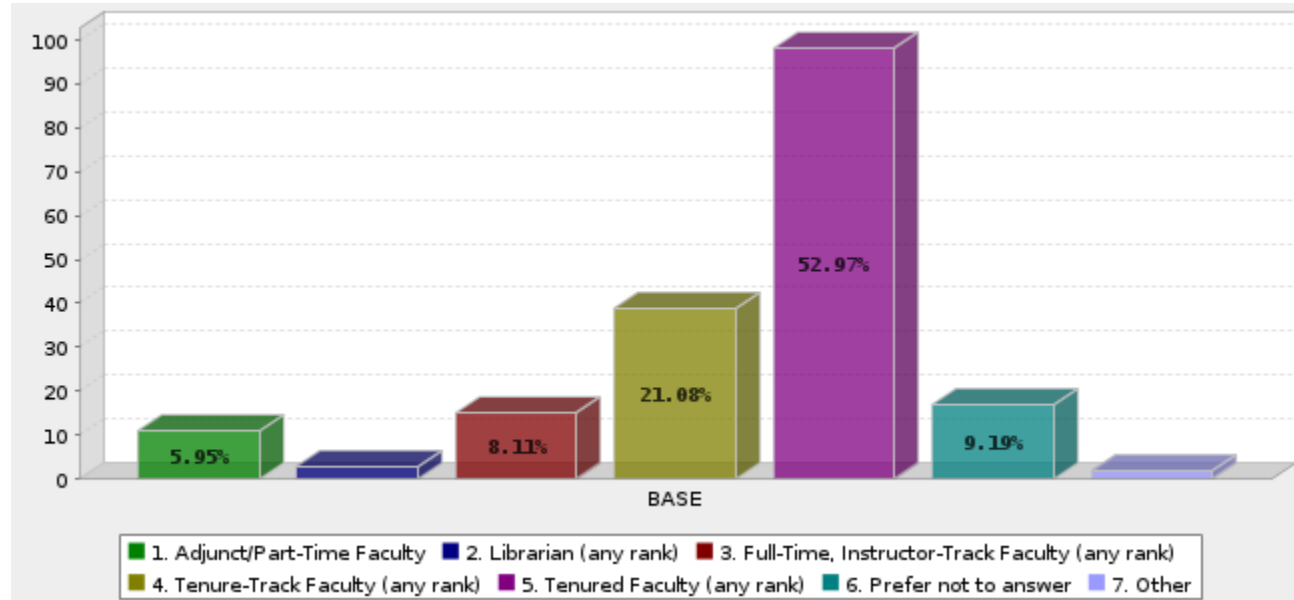
# Survey Overview



Viewed	Started	Completed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
1724	222	177	79.73%	45	13 minutes



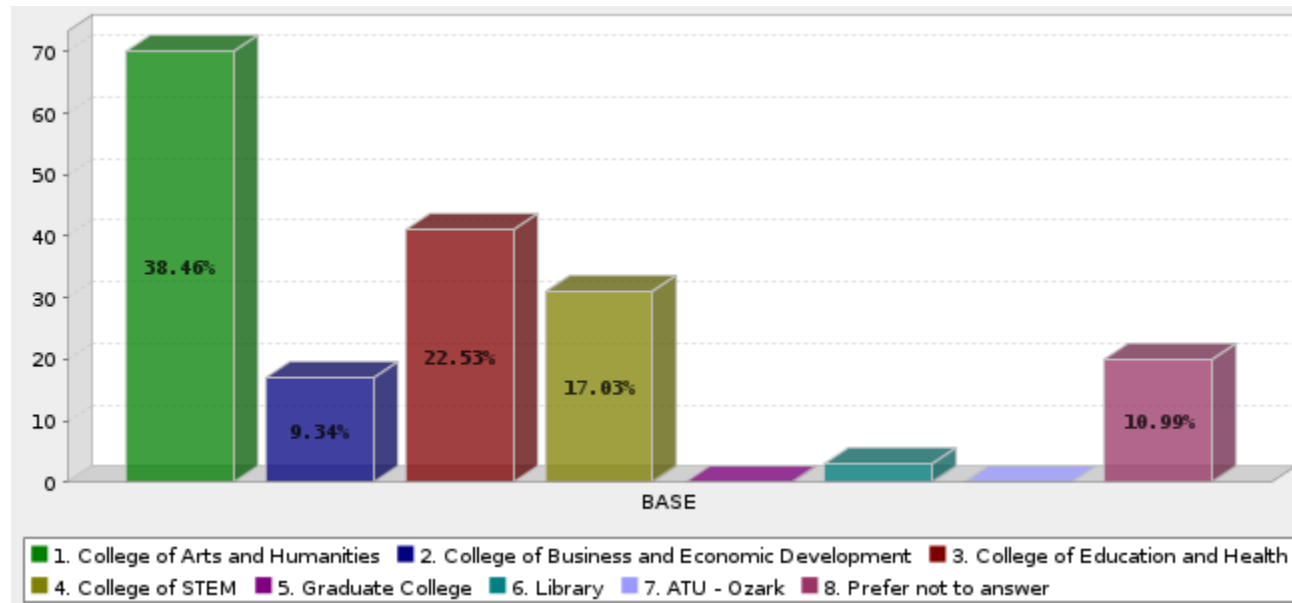
**Q5-C55. Please select the option that best describes your current status and academic rank:**



	Answer	Count	Percent
1.	Adjunct/Part-Time Faculty	11	5.95%
2.	Librarian (any rank)	3	1.62%
3.	Full-Time, Instructor-Track Faculty (any rank)	15	8.11%
4.	Tenure-Track Faculty (any rank)	39	21.08%
5.	Tenured Faculty (any rank)	98	52.97%
6.	Prefer not to answer	17	9.19%
7.	Other	2	1.08%

	Total		185	100%
Mean : <b>4.454</b>	Confidence Interval @ 95% : <b>[4.279 - 4.629]</b>	Standard Deviation : <b>1.216</b>	Standard Error : <b>0.089</b>	

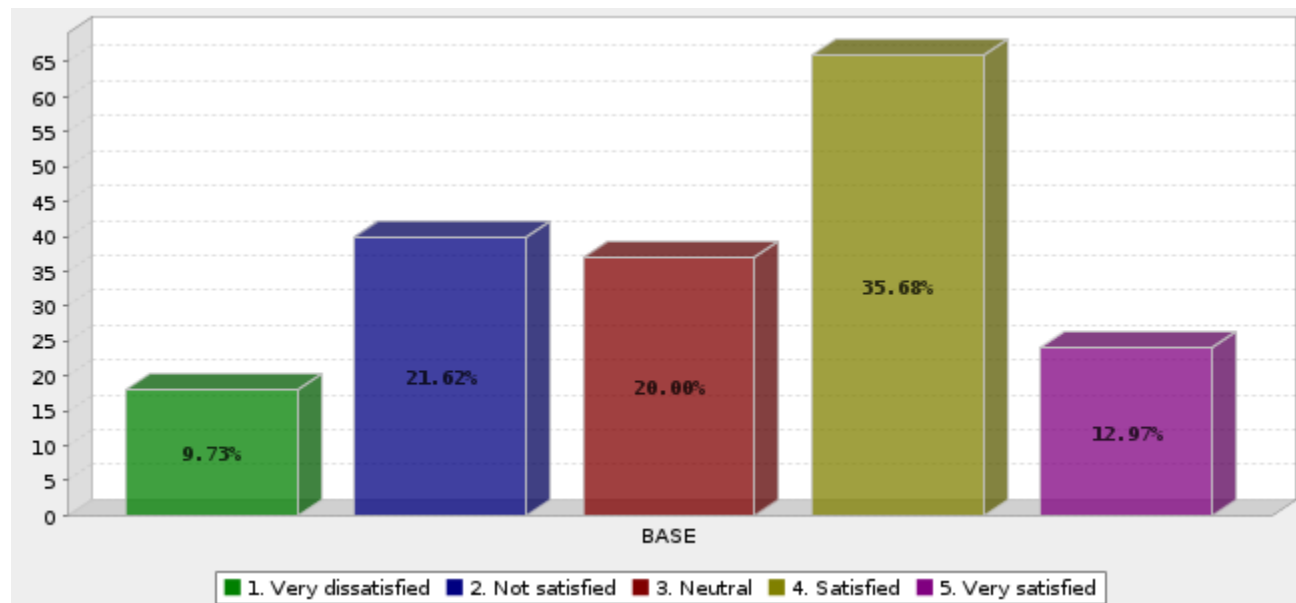
## Q6. Please identify the college to which you are assigned.



	Answer	Count	Percent
1.	College of Arts and Humanities	70	38.46%
2.	College of Business and Economic Development	17	9.34%
3.	College of Education and Health	41	22.53%
4.	College of STEM	31	17.03%
5.	Graduate College	0	0.00%
6.	Library	3	1.65%
7.	ATU - Ozark	0	0.00%
8.	Prefer not to answer	20	10.99%

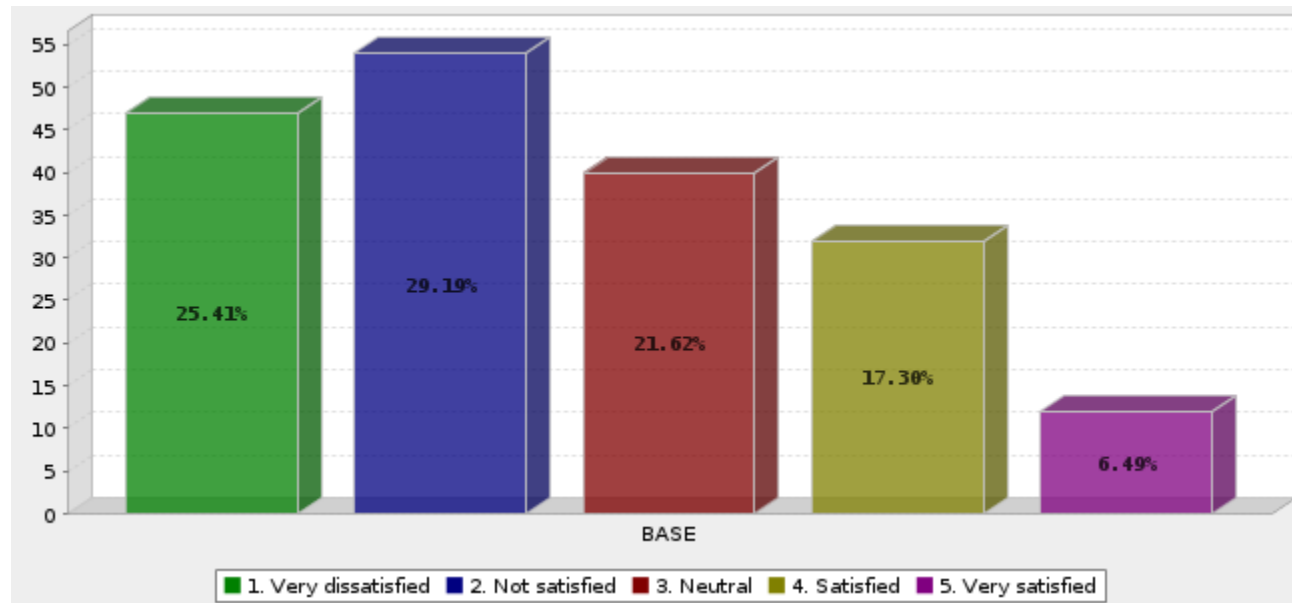
	Total		182	100%
Mean : <b>2.907</b>	Confidence Interval @ 95% : <b>[2.591 - 3.222]</b>	Standard Deviation : <b>2.171</b>	Standard Error : <b>0.161</b>	

### Q3. How satisfied are you with your position as a faculty member at Arkansas Tech?



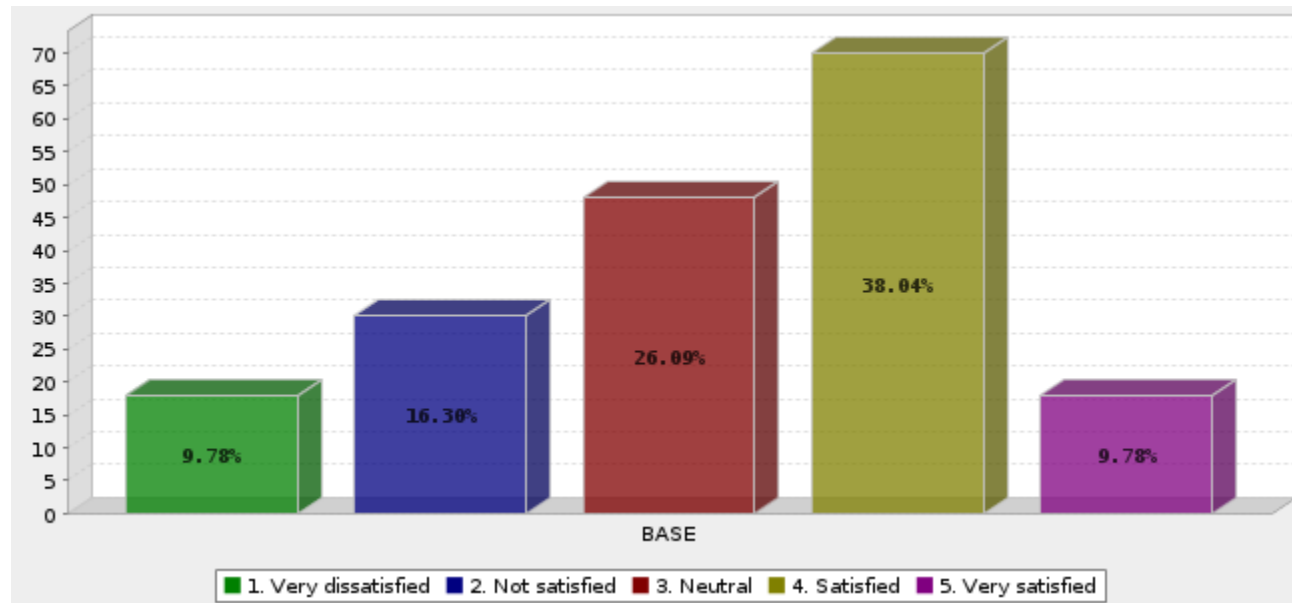
	Answer	Count	Percent
1.	Very dissatisfied	18	9.73%
2.	Not satisfied	40	21.62%
3.	Neutral	37	20.00%
4.	Satisfied	66	35.68%
5.	Very satisfied	24	12.97%
	Total	185	100%
Mean : <b>3.205</b>		Confidence Interval @ 95% : <b>[3.032 - 3.379]</b>	Standard Deviation : <b>1.203</b>
		Standard Error : <b>0.088</b>	

## Q12. How satisfied are you with your salary?



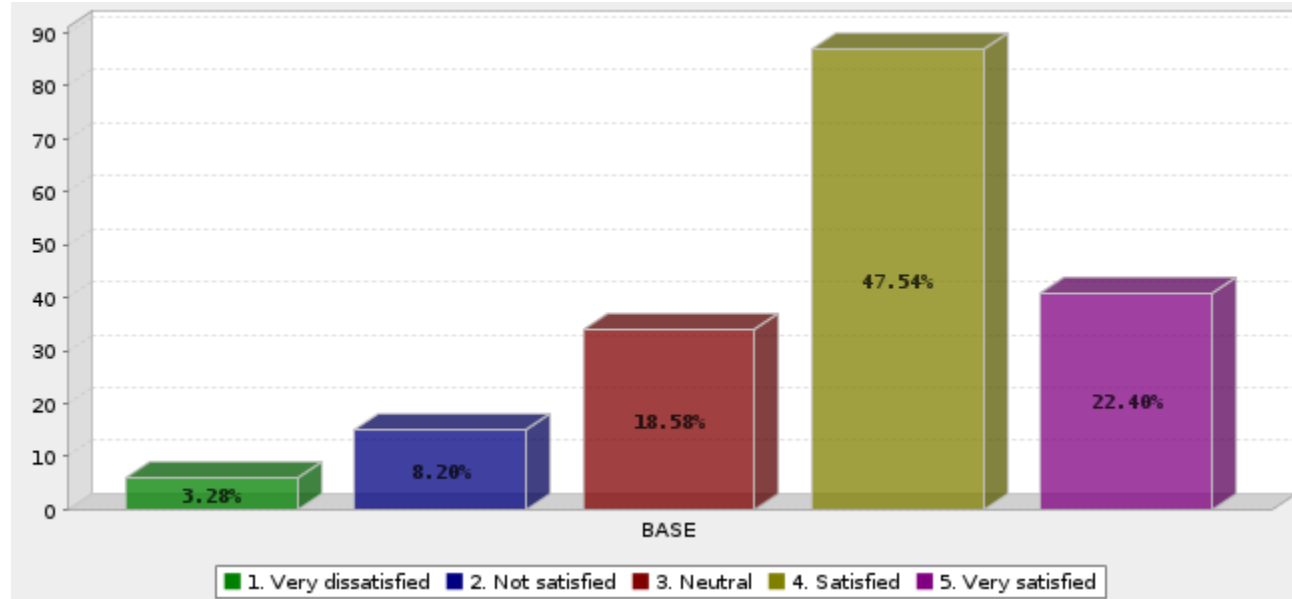
	Answer	Count	Percent
	1. Very dissatisfied	47	25.41%
	2. Not satisfied	54	29.19%
	3. Neutral	40	21.62%
	4. Satisfied	32	17.30%
	5. Very satisfied	12	6.49%
	Total	185	100%
Mean : <b>2.503</b>		Confidence Interval @ 95% : <b>[2.326 - 2.679]</b>	Standard Deviation : <b>1.225</b>
		Standard Error : <b>0.090</b>	

## Q18. How satisfied are you with your teaching load?



	Answer	Count	Percent
	1. Very dissatisfied	18	9.78%
	2. Not satisfied	30	16.30%
	3. Neutral	48	26.09%
	4. Satisfied	70	38.04%
	5. Very satisfied	18	9.78%
	Total	184	100%
Mean : <b>3.217</b>		Confidence Interval @ 95% : <b>[3.054 - 3.381]</b>	Standard Deviation : <b>1.134</b>
		Standard Error : <b>0.084</b>	

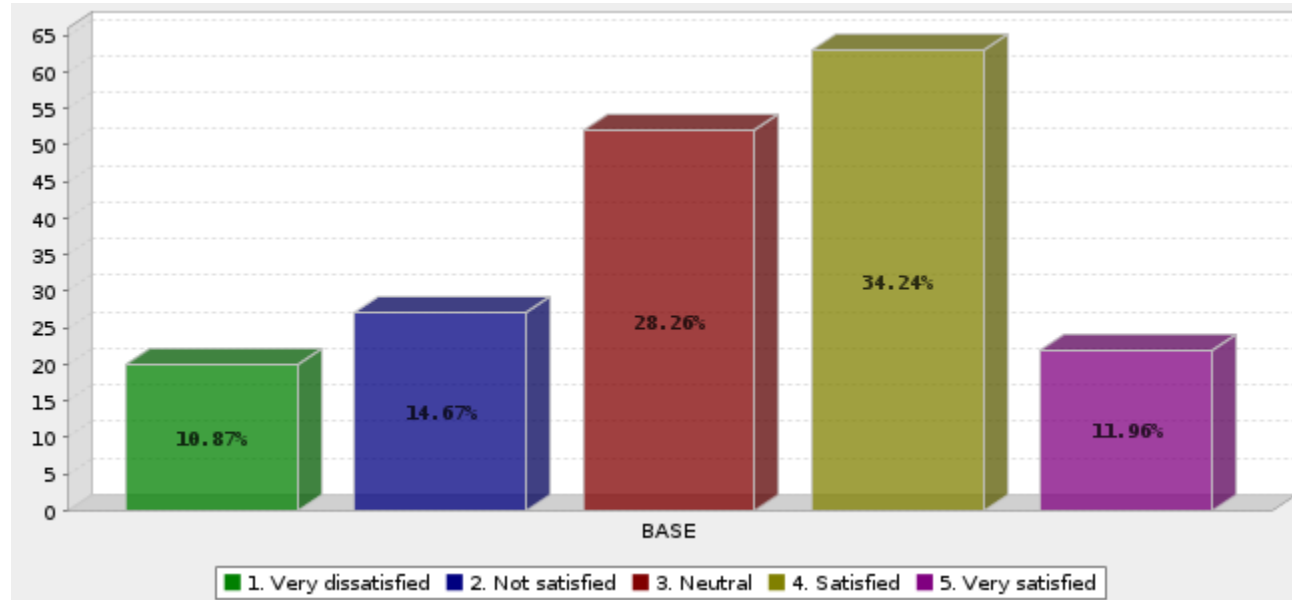
## Q23. How satisfied are you with the faculty to student ratio in your courses?



	Answer	Count	Percent
1.	Very dissatisfied	6	3.28%
2.	Not satisfied	15	8.20%
3.	Neutral	34	18.58%
4.	Satisfied	87	47.54%
5.	Very satisfied	41	22.40%
	Total	183	100%
Mean : 3.776		Confidence Interval @ 95% : [3.632 - 3.920]	Standard Deviation : 0.994
		Standard Error : 0.073	

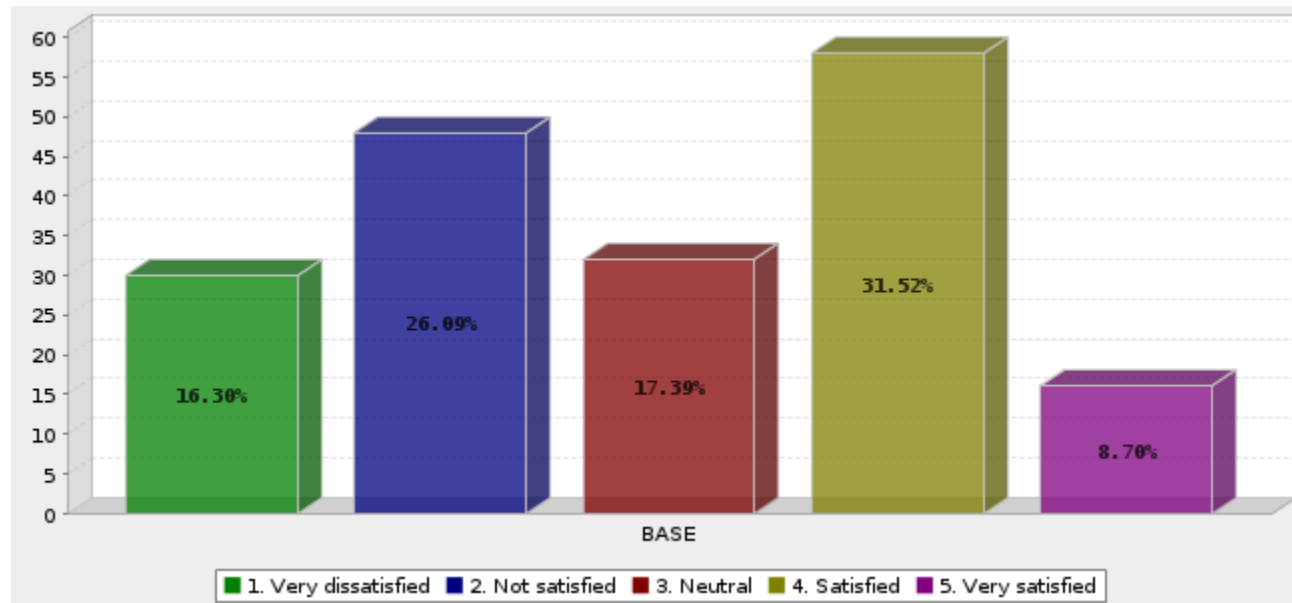


## Q21. How satisfied are you with instructional support offered by the University?



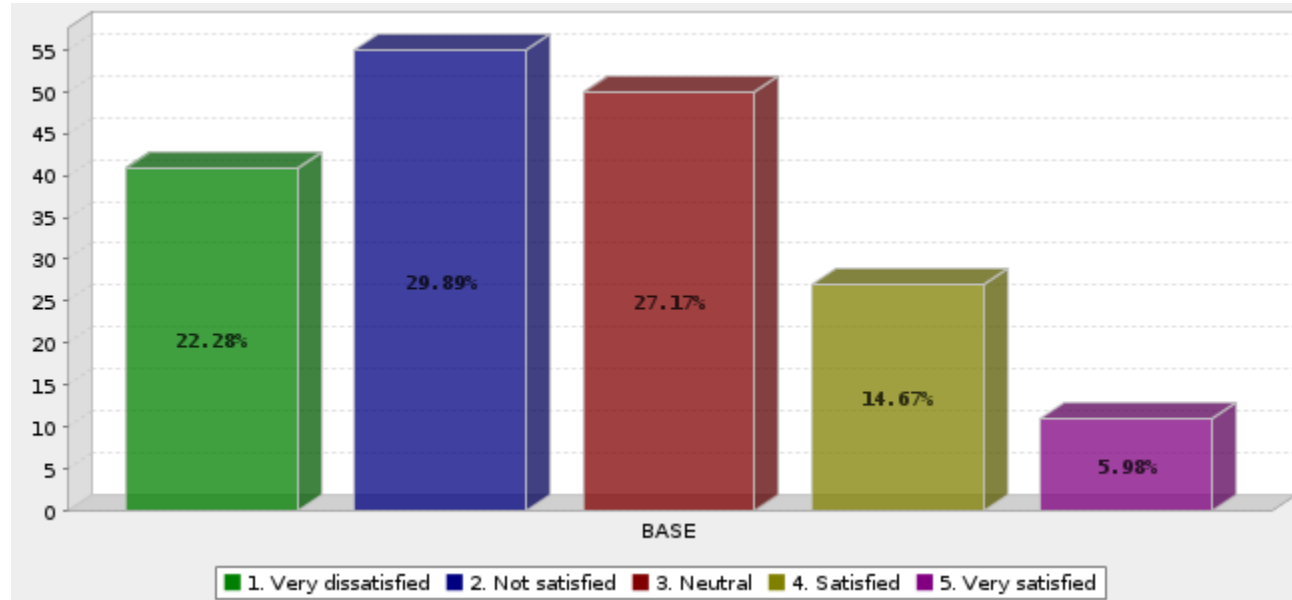
	Answer	Count	Percent
	1. Very dissatisfied	20	10.87%
	2. Not satisfied	27	14.67%
	3. Neutral	52	28.26%
	4. Satisfied	63	34.24%
	5. Very satisfied	22	11.96%
	Total	184	100%
Mean : 3.217		Confidence Interval @ 95% : [3.049 - 3.386]	Standard Deviation : 1.167
		Standard Error : 0.086	

## Q22. How satisfied are you with classroom facilities?



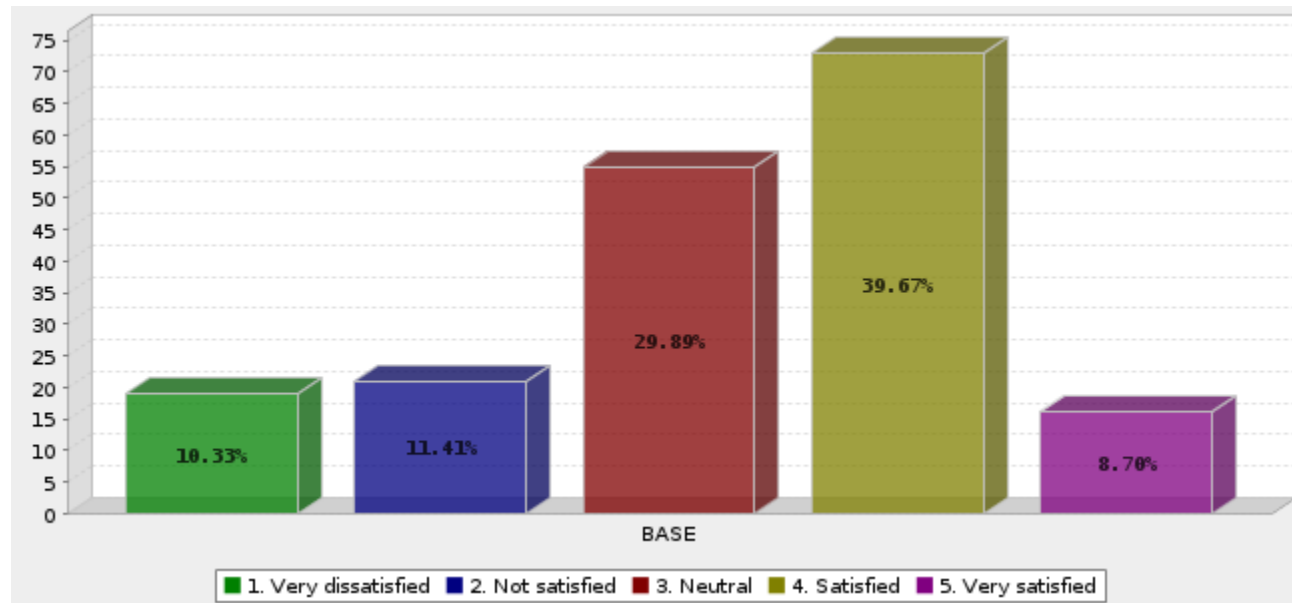
	Answer	Count	Percent
	1. Very dissatisfied	30	16.30%
	2. Not satisfied	48	26.09%
	3. Neutral	32	17.39%
	4. Satisfied	58	31.52%
	5. Very satisfied	16	8.70%
	Total	184	100%
Mean : <b>2.902</b>		Confidence Interval @ 95% : <b>[2.721 - 3.084]</b>	Standard Deviation : <b>1.255</b>
		Standard Error : <b>0.093</b>	

## Q19. How satisfied are you with University support for scholarship/creative activities?



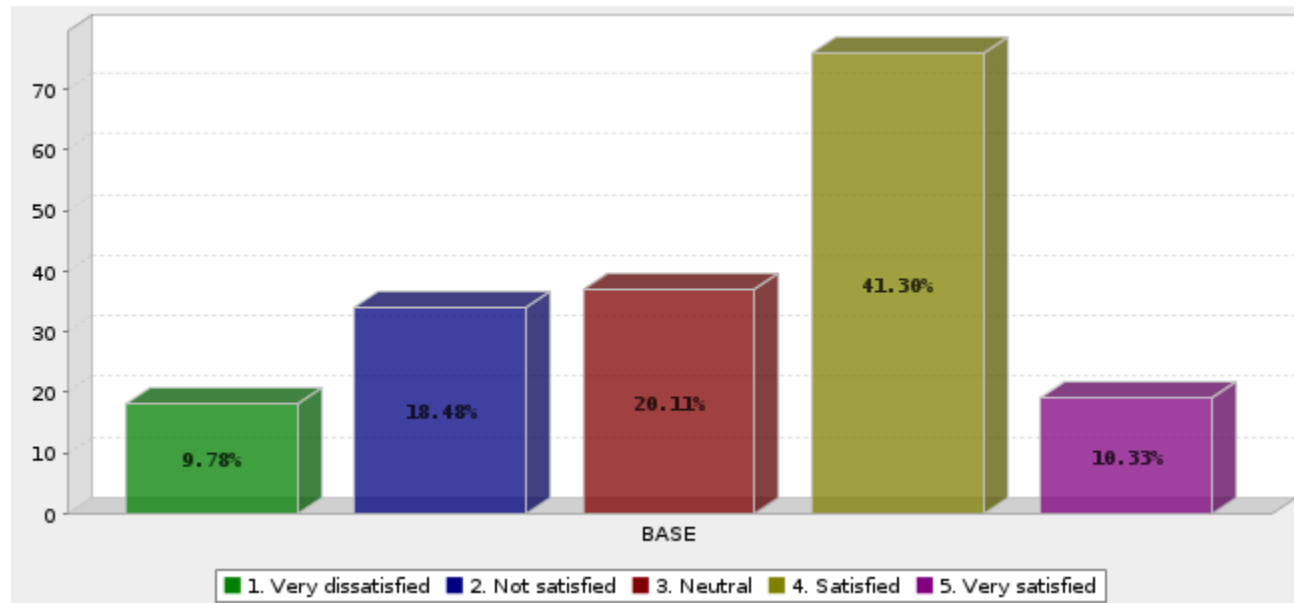
	Answer	Count	Percent
	1. Very dissatisfied	41	22.28%
	2. Not satisfied	55	29.89%
	3. Neutral	50	27.17%
	4. Satisfied	27	14.67%
	5. Very satisfied	11	5.98%
	Total	184	100%
Mean : 2.522		Confidence Interval @ 95% : [2.354 - 2.690]	Standard Deviation : 1.164
		Standard Error : 0.086	

## Q20. How satisfied are you with your service load?



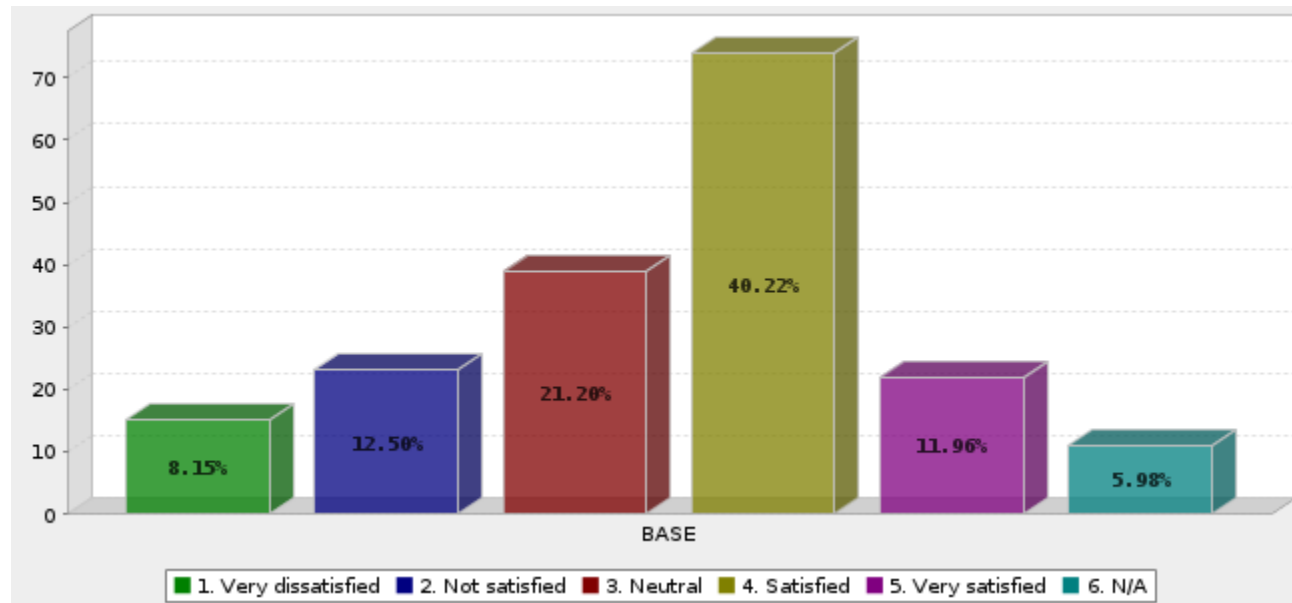
	Answer	Count	Percent
	1. Very dissatisfied	19	10.33%
	2. Not satisfied	21	11.41%
	3. Neutral	55	29.89%
	4. Satisfied	73	39.67%
	5. Very satisfied	16	8.70%
	Total	184	100%
Mean : <b>3.250</b>		Confidence Interval @ 95% : <b>[3.091 - 3.409]</b>	Standard Deviation : <b>1.103</b>
		Standard Error : <b>0.081</b>	

### Q33. How satisfied are you with the annual evaluation process?



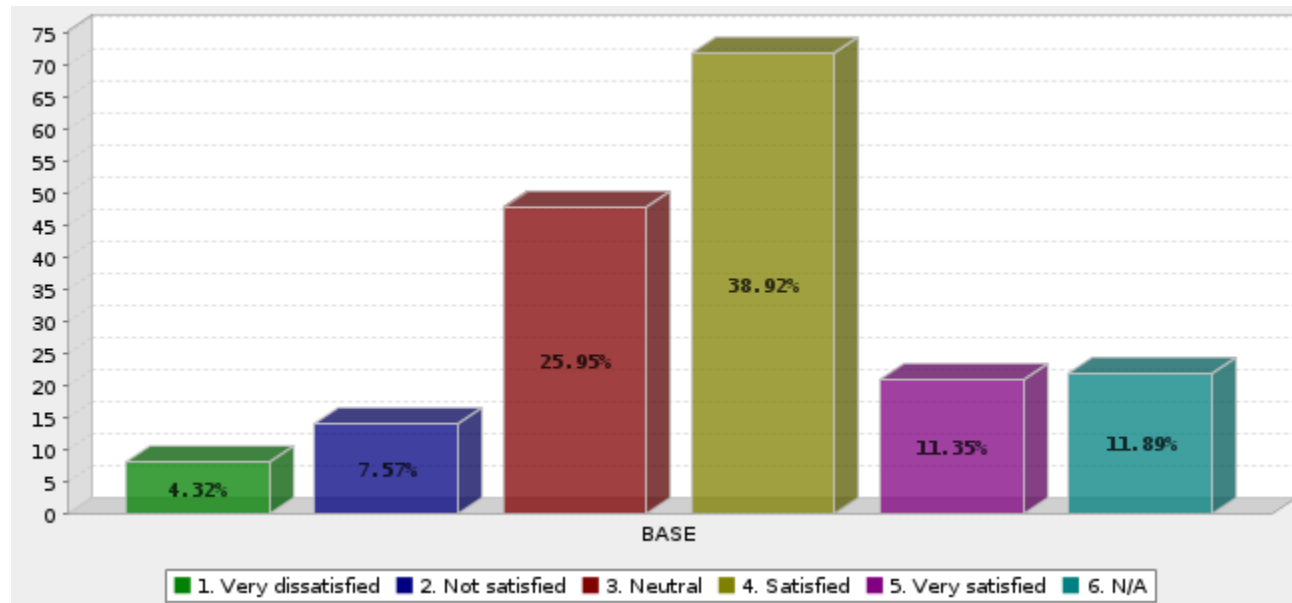
	Answer	Count	Percent
	1. Very dissatisfied	18	9.78%
	2. Not satisfied	34	18.48%
	3. Neutral	37	20.11%
	4. Satisfied	76	41.30%
	5. Very satisfied	19	10.33%
	Total	184	100%
Mean : 3.239		Confidence Interval @ 95% : [3.071 - 3.407]	Standard Deviation : 1.163
		Standard Error : 0.086	

### Q34. How satisfied are you with promotion policies?



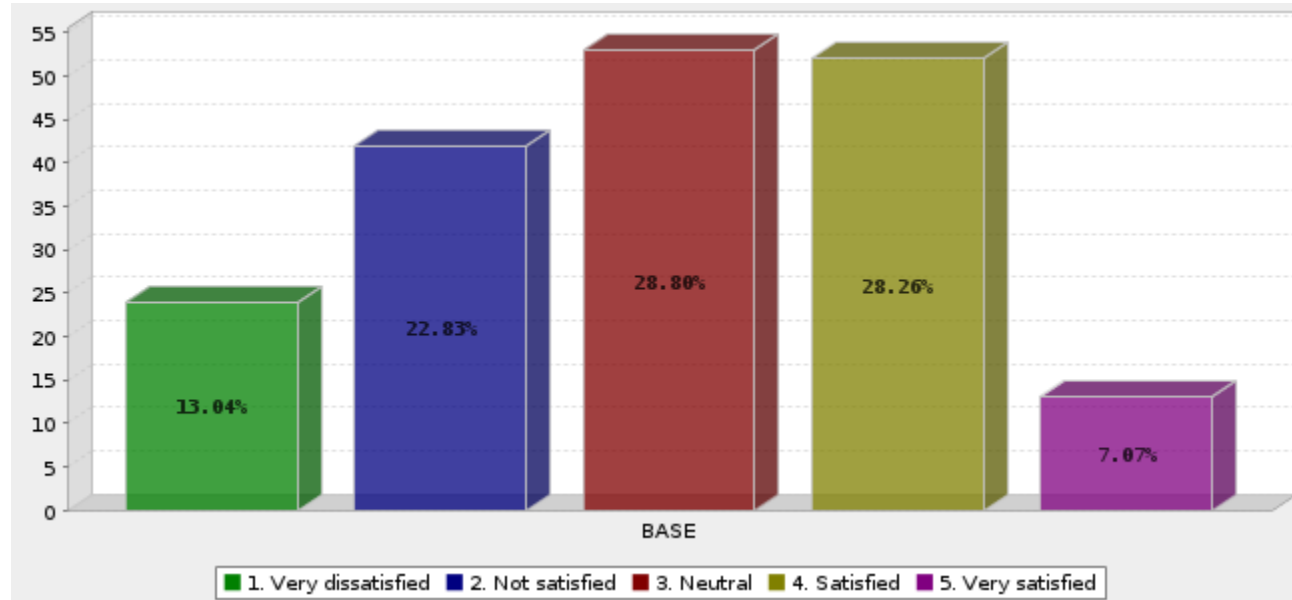
	Answer	Count	Percent
	1. Very dissatisfied	15	8.15%
	2. Not satisfied	23	12.50%
	3. Neutral	39	21.20%
	4. Satisfied	74	40.22%
	5. Very satisfied	22	11.96%
	6. N/A	11	5.98%
	Total	184	100%
Mean : <b>3.533</b>		Confidence Interval @ 95% : <b>[3.350 - 3.715]</b>	Standard Deviation : <b>1.263</b>
		Standard Error : <b>0.093</b>	

### Q35. How satisfied are you with the tenure policies?



	Answer	Count	Percent
	1. Very dissatisfied	8	4.32%
	2. Not satisfied	14	7.57%
	3. Neutral	48	25.95%
	4. Satisfied	72	38.92%
	5. Very satisfied	21	11.35%
	6. N/A	22	11.89%
	Total	185	100%
Mean : <b>3.811</b>		Confidence Interval @ 95% : <b>[3.634 - 3.988]</b>	Standard Deviation : <b>1.230</b>
		Standard Error : <b>0.090</b>	

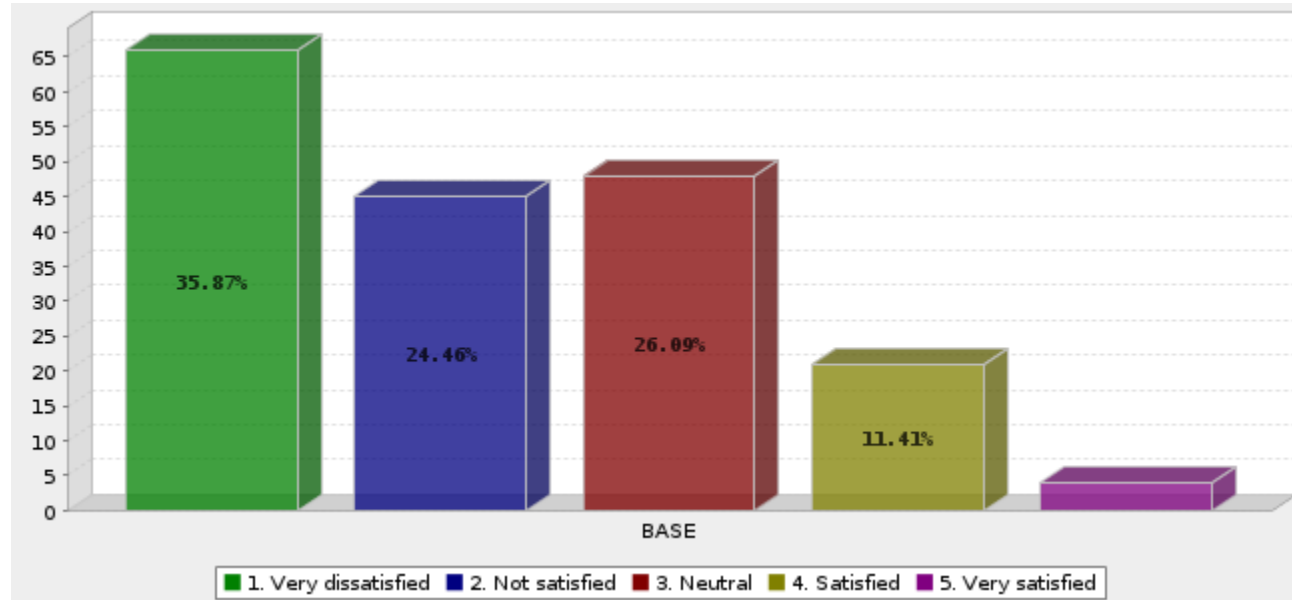
## Q27. How satisfied are you with professional development opportunities at the University?



	Answer	Count	Percent
	1. Very dissatisfied	24	13.04%
	2. Not satisfied	42	22.83%
	3. Neutral	53	28.80%
	4. Satisfied	52	28.26%
	5. Very satisfied	13	7.07%
	Total	184	100%
Mean : 2.935		Confidence Interval @ 95% : [2.769 - 3.101]	Standard Deviation : 1.148
		Standard Error : 0.085	

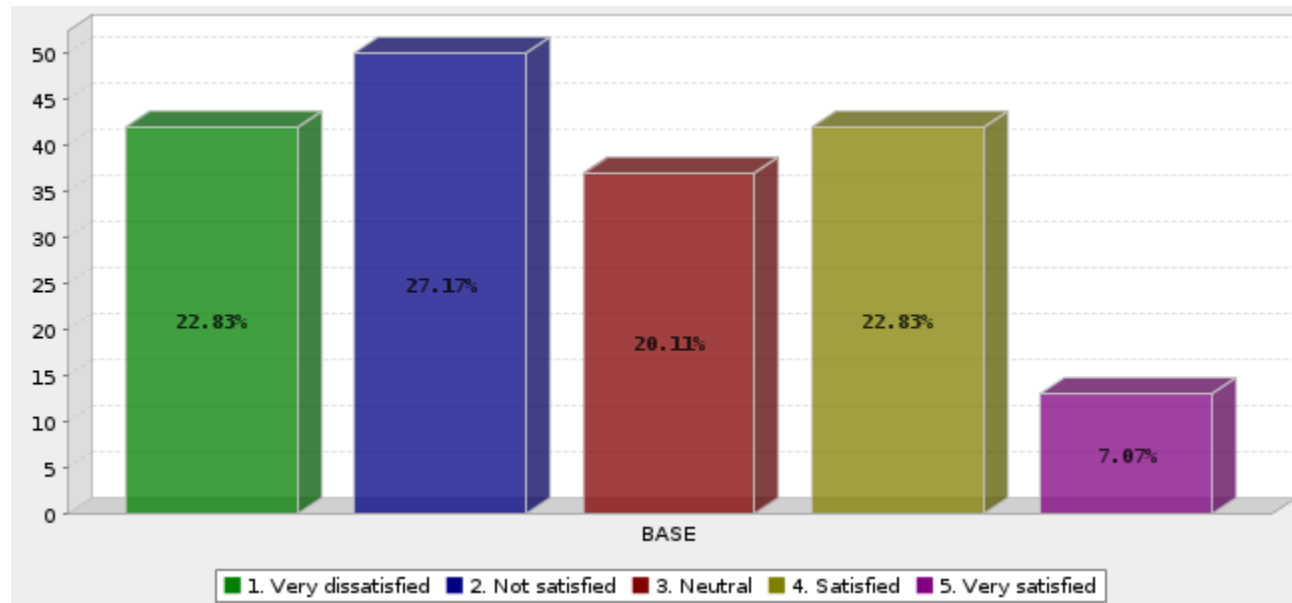


### Q30. How satisfied are you with University support for new faculty lines?



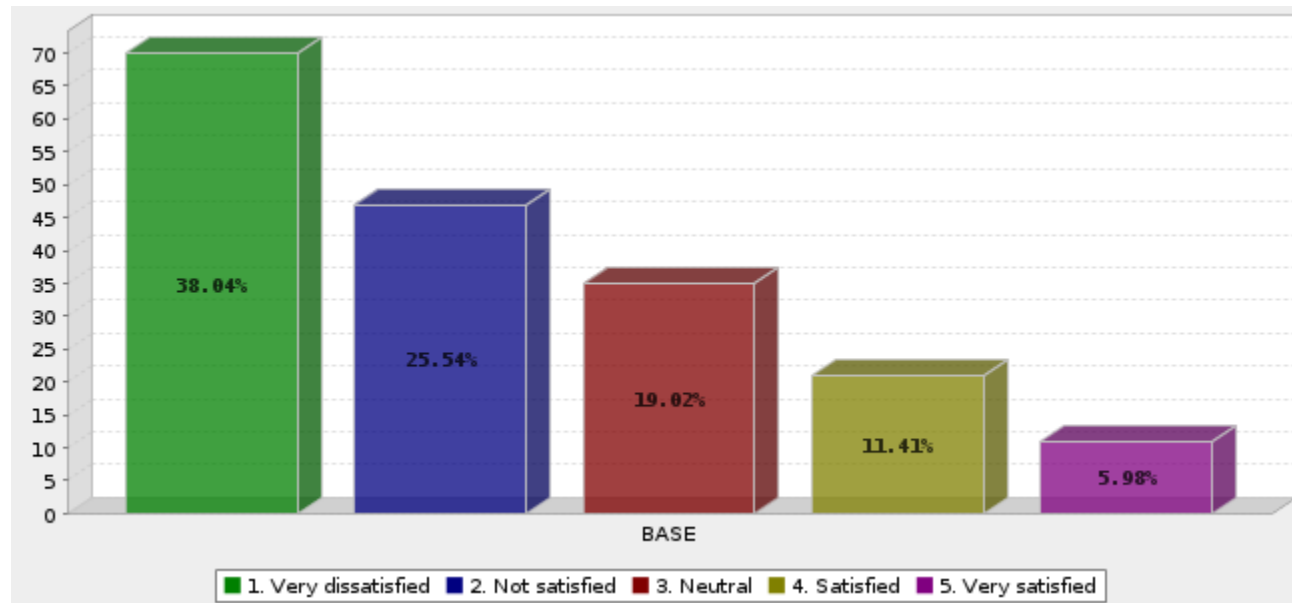
	Answer	Count	Percent
	1. Very dissatisfied	66	35.87%
	2. Not satisfied	45	24.46%
	3. Neutral	48	26.09%
	4. Satisfied	21	11.41%
	5. Very satisfied	4	2.17%
	Total	184	100%
Mean : 2.196		Confidence Interval @ 95% : [2.035 - 2.357]	Standard Deviation : 1.114
		Standard Error : 0.082	

### Q38. How satisfied are you with your health benefits?



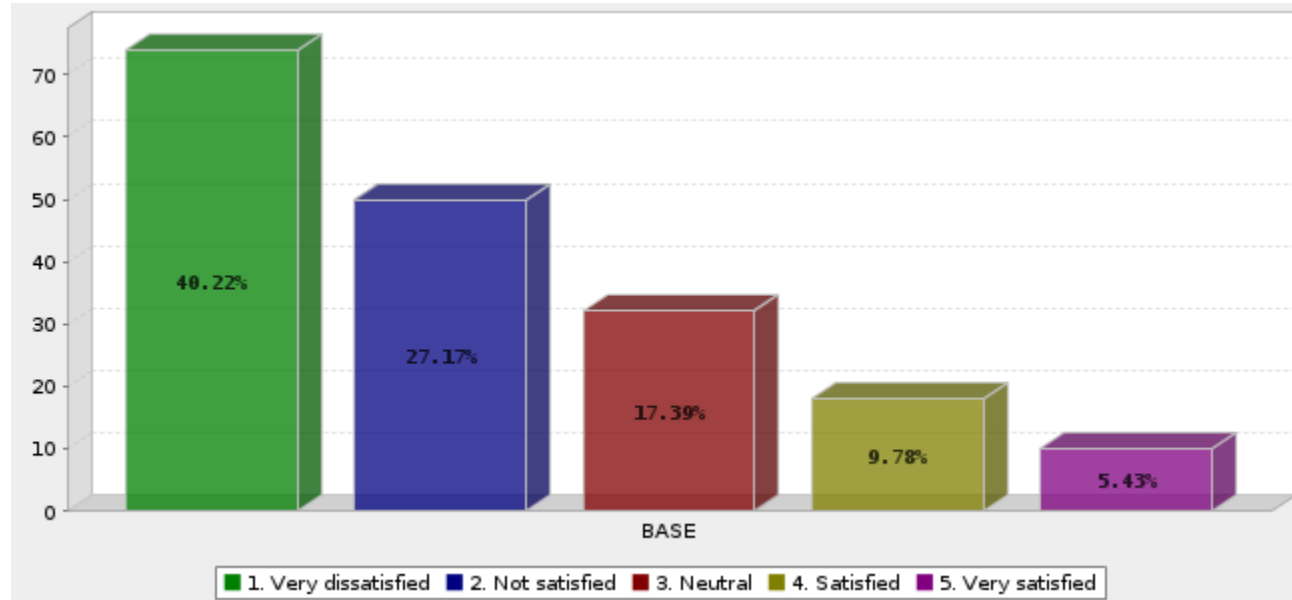
	Answer	Count	Percent
1.	Very dissatisfied	42	22.83%
2.	Not satisfied	50	27.17%
3.	Neutral	37	20.11%
4.	Satisfied	42	22.83%
5.	Very satisfied	13	7.07%
	Total	184	100%
Mean : <b>2.641</b>		Confidence Interval @ 95% : <b>[2.460 - 2.823]</b>	Standard Deviation : <b>1.255</b>
		Standard Error : <b>0.093</b>	

## Q16. How satisfied are you with the President of the University?



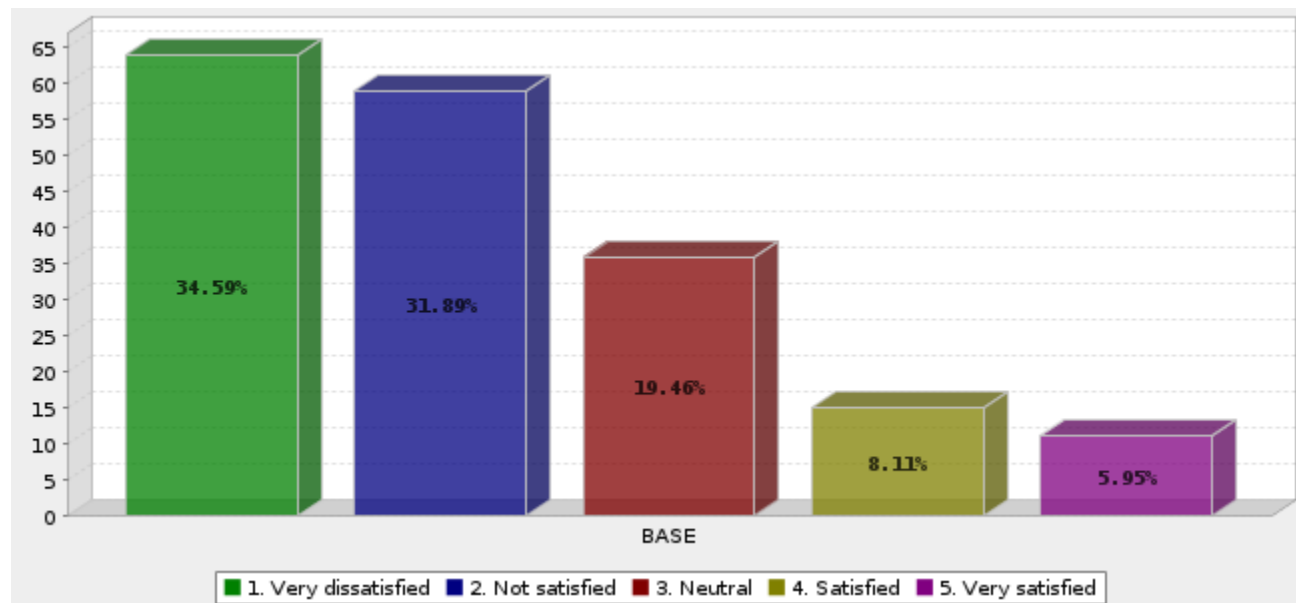
	Answer	Count	Percent
1.	Very dissatisfied	70	38.04%
2.	Not satisfied	47	25.54%
3.	Neutral	35	19.02%
4.	Satisfied	21	11.41%
5.	Very satisfied	11	5.98%
	Total	184	100%
Mean : 2.217		Confidence Interval @ 95% : [2.039 - 2.396]	Standard Deviation : 1.235
		Standard Error : 0.091	

## Q17. How satisfied are you with the President's decision-making process?



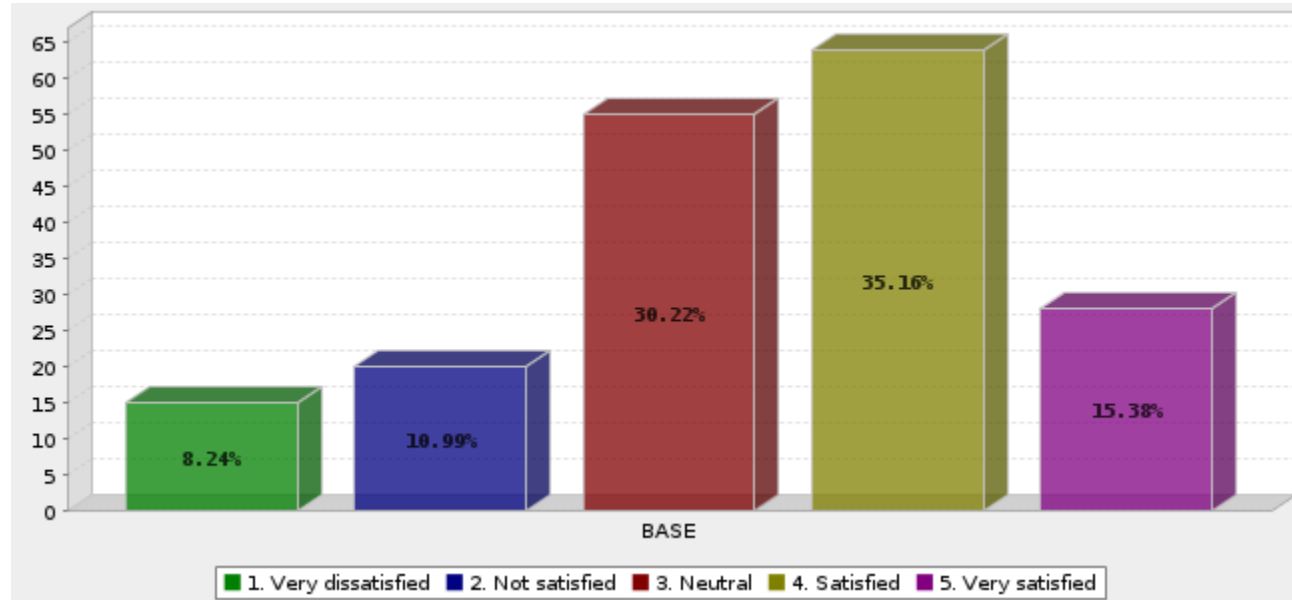
	Answer	Count	Percent
	1. Very dissatisfied	74	40.22%
	2. Not satisfied	50	27.17%
	3. Neutral	32	17.39%
	4. Satisfied	18	9.78%
	5. Very satisfied	10	5.43%
	Total	184	100%
Mean : <b>2.130</b>		Confidence Interval @ 95% : <b>[1.957 - 2.304]</b>	Standard Deviation : <b>1.203</b>
		Standard Error : <b>0.089</b>	

## Q8. How satisfied are you with the role of faculty in University decision making?



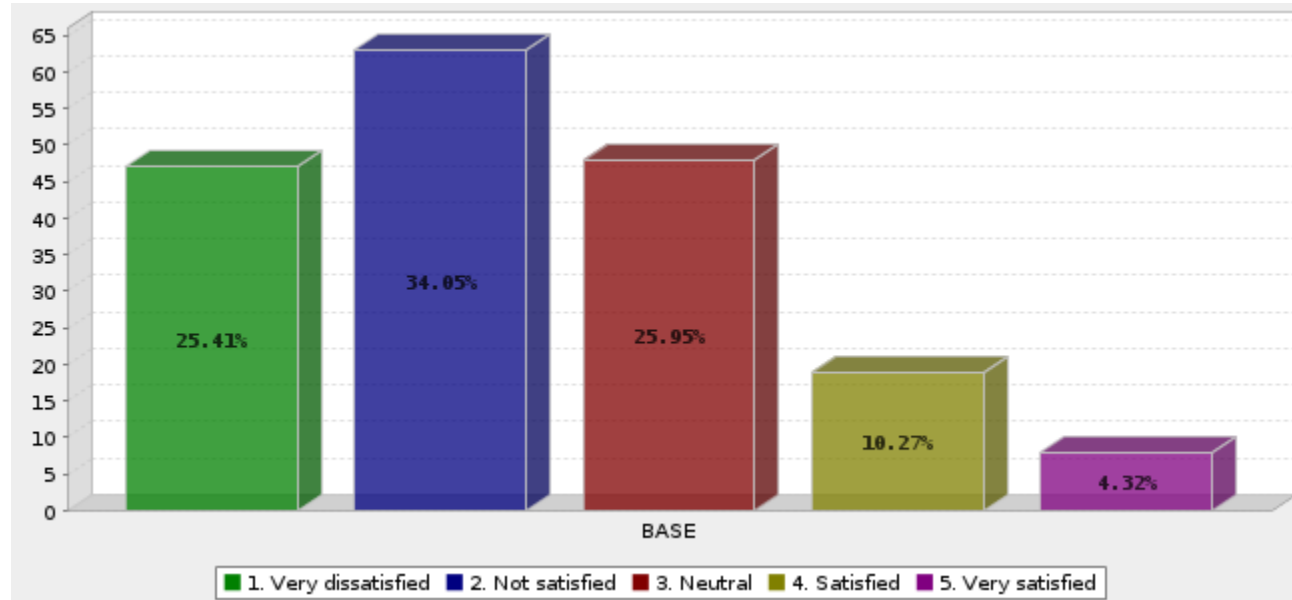
	Answer	Count	Percent
	1. Very dissatisfied	64	34.59%
	2. Not satisfied	59	31.89%
	3. Neutral	36	19.46%
	4. Satisfied	15	8.11%
	5. Very satisfied	11	5.95%
	Total	185	100%
Mean : <b>2.189</b>		Confidence Interval @ 95% : <b>[2.020 - 2.358]</b>	Standard Deviation : <b>1.171</b>
		Standard Error : <b>0.086</b>	

## Q29. How satisfied are you with the representation provided by Faculty Senate?



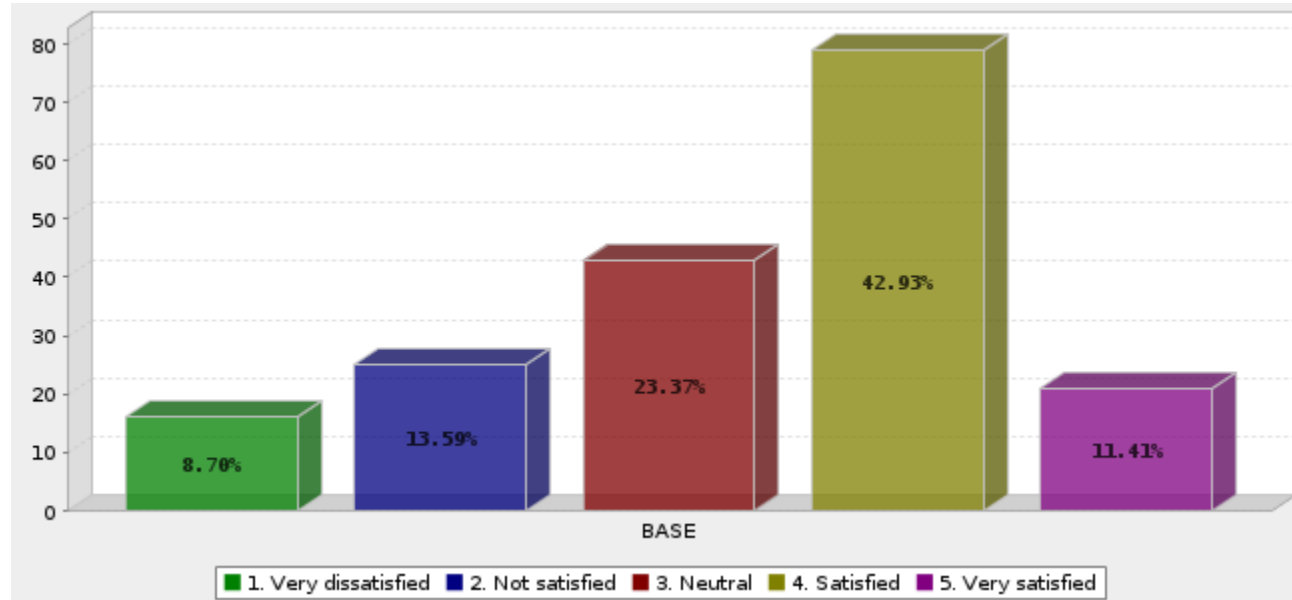
	Answer	Count	Percent
	1. Very dissatisfied	15	8.24%
	2. Not satisfied	20	10.99%
	3. Neutral	55	30.22%
	4. Satisfied	64	35.16%
	5. Very satisfied	28	15.38%
	Total	182	100%
Mean : <b>3.385</b>		Confidence Interval @ 95% : <b>[3.221 - 3.548]</b>	Standard Deviation : <b>1.125</b>
		Standard Error : <b>0.083</b>	

## Q25. How satisfied are you with the state of shared governance on campus?



	Answer	Count	Percent
	1. Very dissatisfied	47	25.41%
	2. Not satisfied	63	34.05%
	3. Neutral	48	25.95%
	4. Satisfied	19	10.27%
	5. Very satisfied	8	4.32%
	Total	185	100%
Mean : <b>2.341</b>		Confidence Interval @ 95% : <b>[2.182 - 2.499]</b>	Standard Deviation : <b>1.097</b>
		Standard Error : <b>0.081</b>	

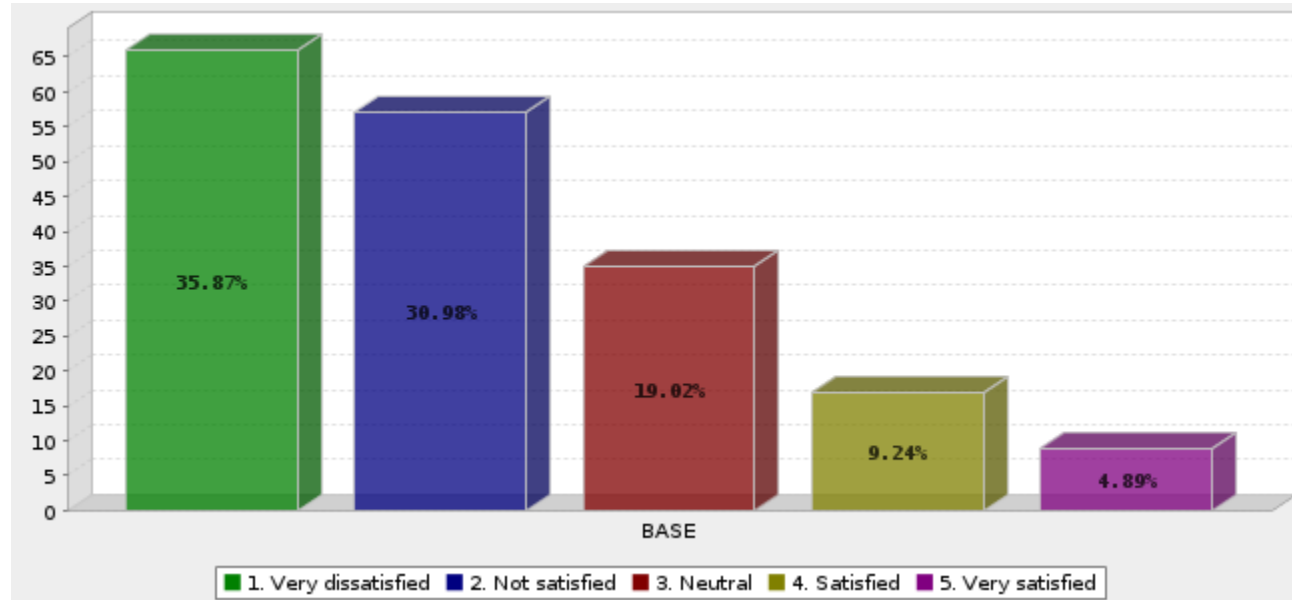
## Q26. How satisfied are you with the amount of faculty control over the curriculum?



	Answer	Count	Percent
	1. Very dissatisfied	16	8.70%
	2. Not satisfied	25	13.59%
	3. Neutral	43	23.37%
	4. Satisfied	79	42.93%
	5. Very satisfied	21	11.41%
	Total	184	100%
Mean : <b>3.348</b>		Confidence Interval @ 95% : <b>[3.186 - 3.510]</b>	Standard Deviation : <b>1.120</b>
		Standard Error : <b>0.083</b>	

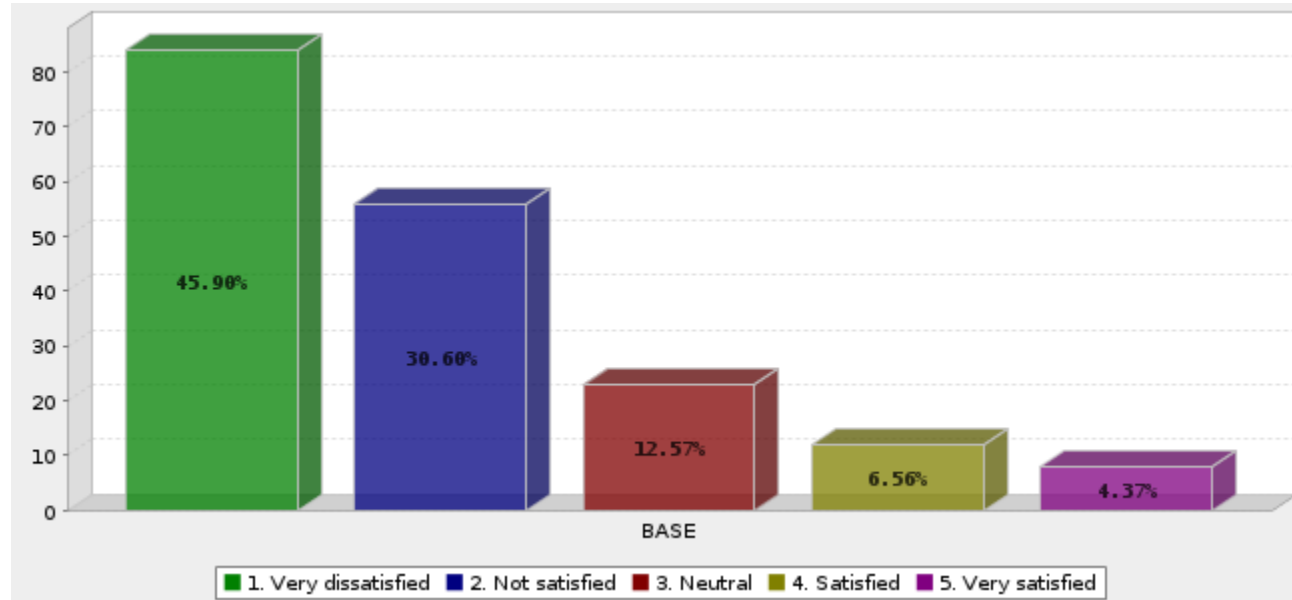


### Q30. How satisfied are you with the level of regard for faculty input on University matters?



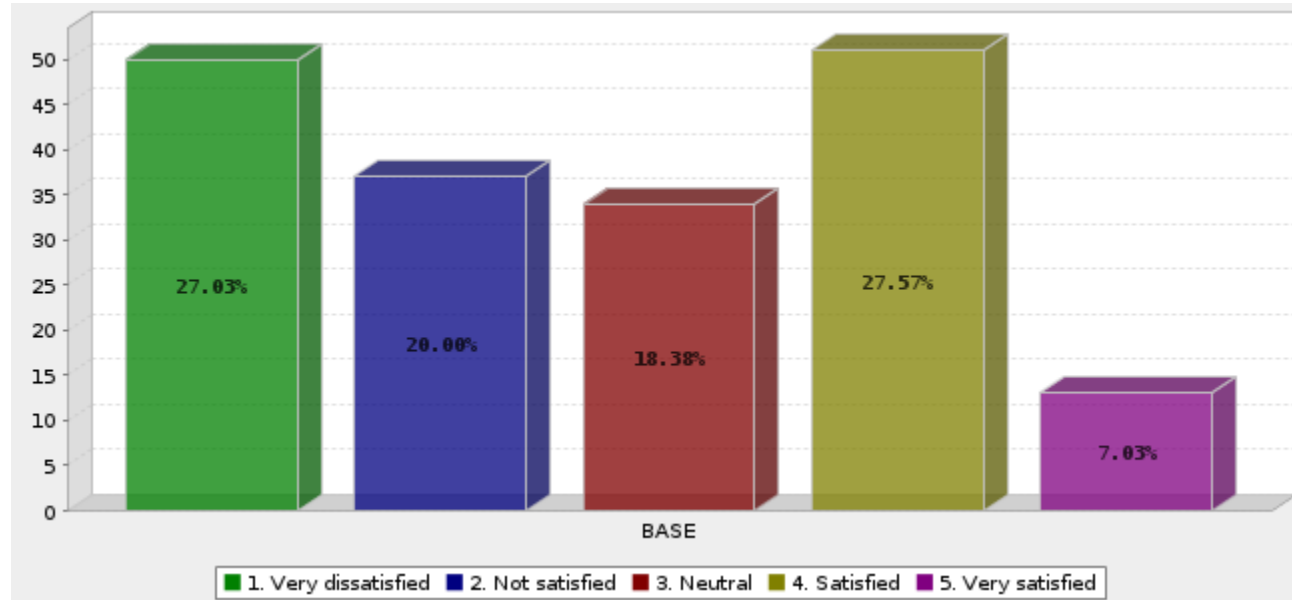
	Answer	Count	Percent
	1. Very dissatisfied	66	35.87%
	2. Not satisfied	57	30.98%
	3. Neutral	35	19.02%
	4. Satisfied	17	9.24%
	5. Very satisfied	9	4.89%
	Total	184	100%
Mean : <b>2.163</b>		Confidence Interval @ 95% : <b>[1.996 - 2.330]</b>	Standard Deviation : <b>1.157</b>
		Standard Error : <b>0.085</b>	

## Q28. How satisfied are you with the level of transparency in University decision making?



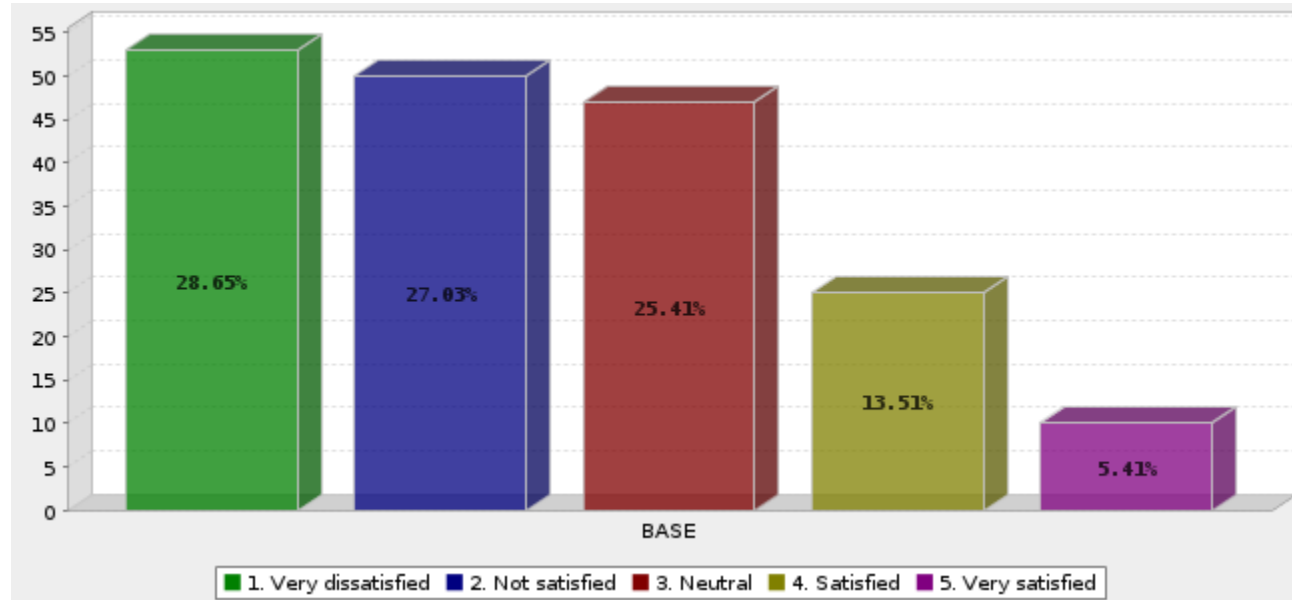
	Answer	Count	Percent
	1. Very dissatisfied	84	45.90%
	2. Not satisfied	56	30.60%
	3. Neutral	23	12.57%
	4. Satisfied	12	6.56%
	5. Very satisfied	8	4.37%
	Total	183	100%
Mean : 1.929		Confidence Interval @ 95% : [1.767 - 2.090]	Standard Deviation : 1.115
		Standard Error : 0.082	

## Q62. How satisfied are you with your sense of belonging to the University?



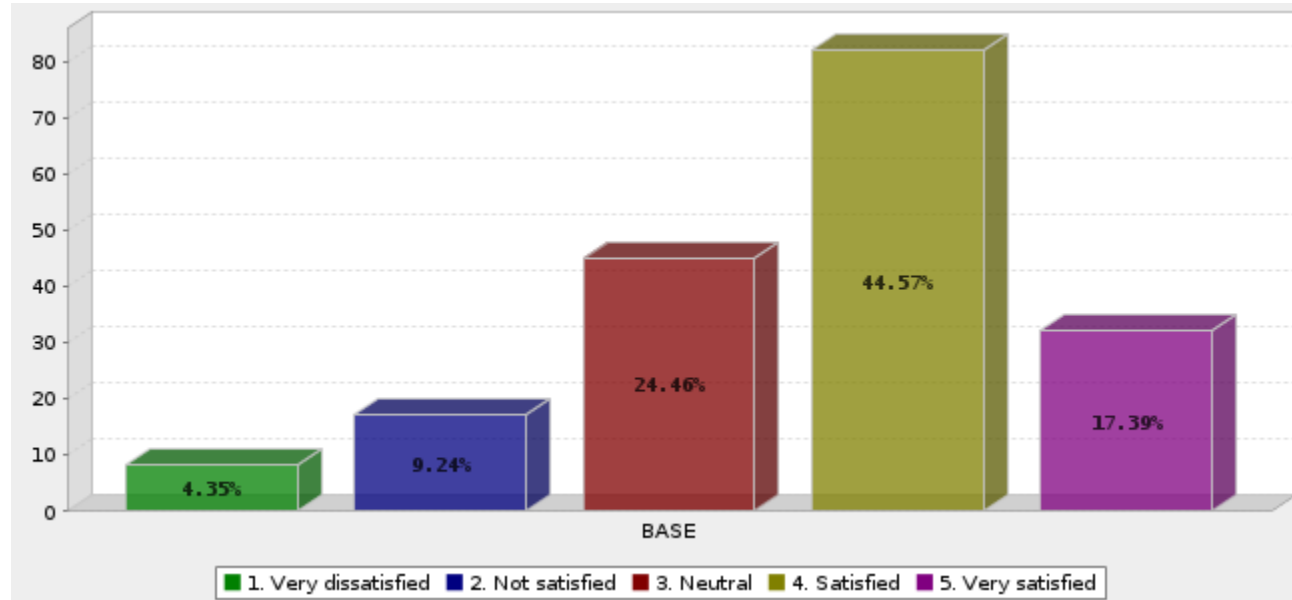
	Answer	Count	Percent
	1. Very dissatisfied	50	27.03%
	2. Not satisfied	37	20.00%
	3. Neutral	34	18.38%
	4. Satisfied	51	27.57%
	5. Very satisfied	13	7.03%
	Total	185	100%
Mean : <b>2.676</b>		Confidence Interval @ 95% : <b>[2.485 - 2.866]</b>	Standard Deviation : <b>1.320</b>
		Standard Error : <b>0.097</b>	

### Q63. How satisfied are you with the commitment of institutional leaders to ongoing improvements?



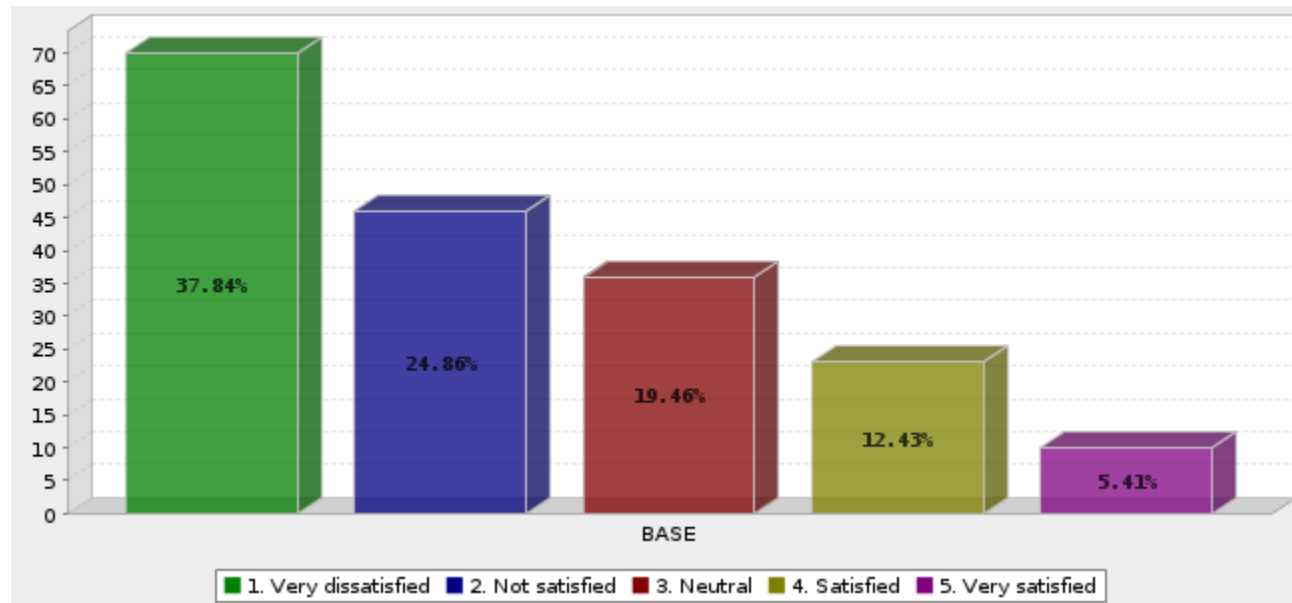
	Answer	Count	Percent
1.	Very dissatisfied	53	28.65%
2.	Not satisfied	50	27.03%
3.	Neutral	47	25.41%
4.	Satisfied	25	13.51%
5.	Very satisfied	10	5.41%
	Total	185	100%
Mean : <b>2.400</b>		Confidence Interval @ 95% : <b>[2.229 - 2.571]</b>	Standard Deviation : <b>1.190</b>
		Standard Error : <b>0.087</b>	

## Q64. How satisfied are you with the contribution of your work to the institutional mission?



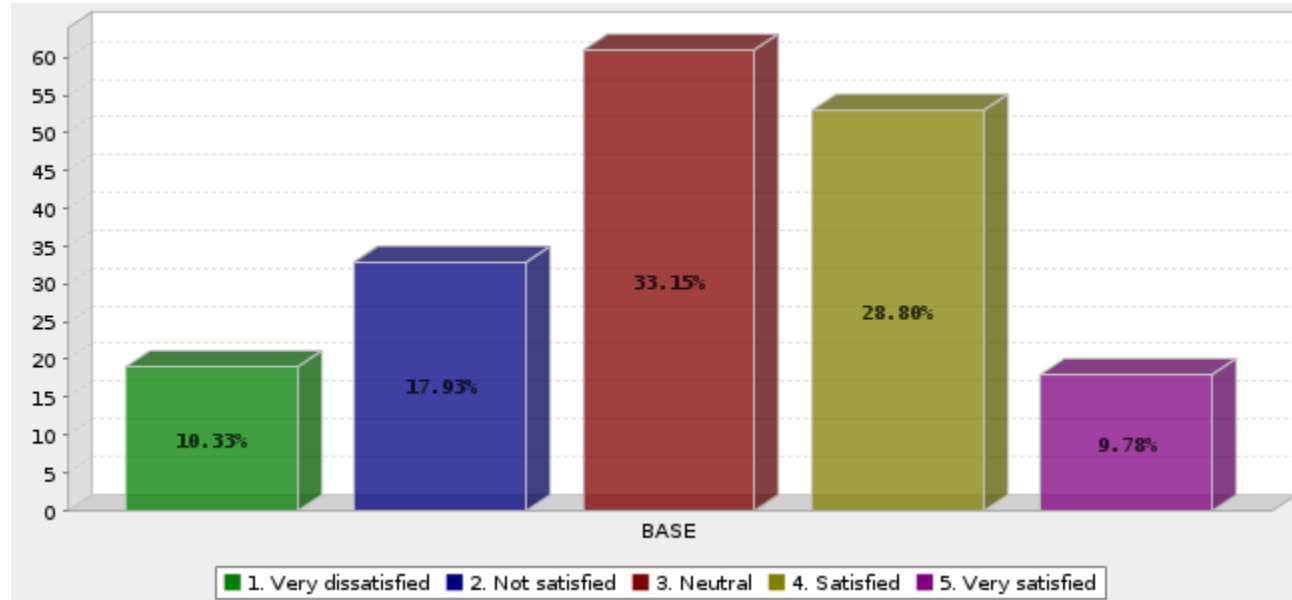
	Answer	Count	Percent
	1. Very dissatisfied	8	4.35%
	2. Not satisfied	17	9.24%
	3. Neutral	45	24.46%
	4. Satisfied	82	44.57%
	5. Very satisfied	32	17.39%
	Total	184	100%
Mean : <b>3.614</b>		Confidence Interval @ 95% : <b>[3.467 - 3.761]</b>	Standard Deviation : <b>1.018</b>
		Standard Error : <b>0.075</b>	

## Q65. How satisfied are you with the President's vision?



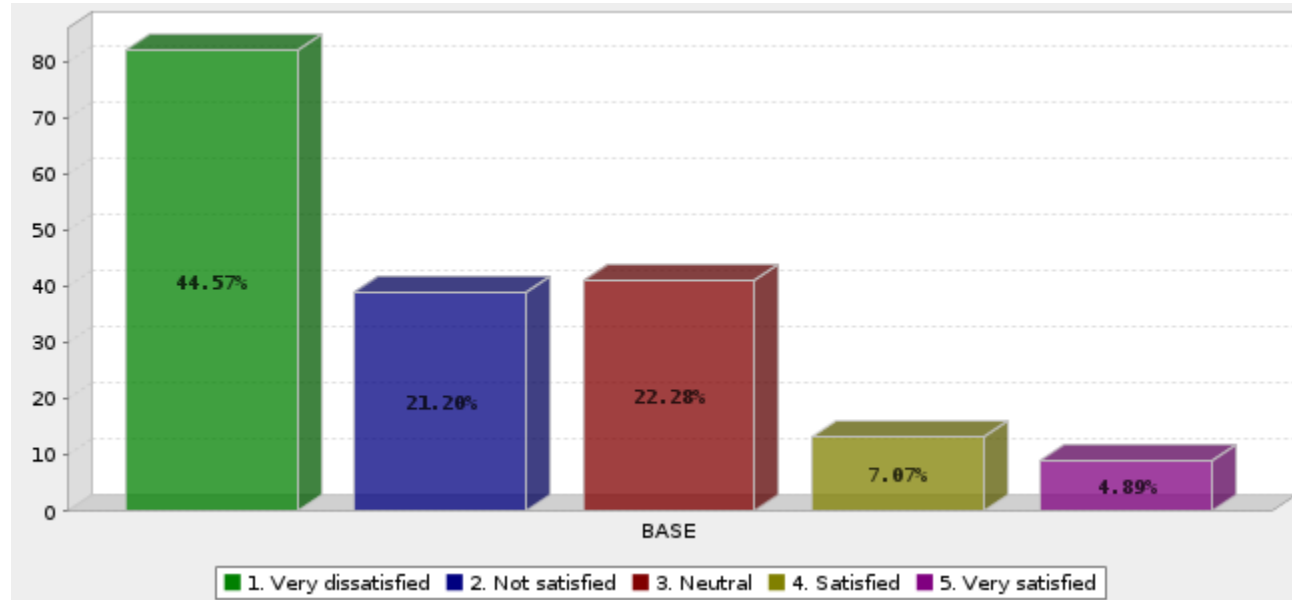
	Answer	Count	Percent
	1. Very dissatisfied	70	37.84%
	2. Not satisfied	46	24.86%
	3. Neutral	36	19.46%
	4. Satisfied	23	12.43%
	5. Very satisfied	10	5.41%
	Total	185	100%
Mean : 2.227		Confidence Interval @ 95% : [2.050 - 2.404]	Standard Deviation : 1.230
		Standard Error : 0.090	

## Q66. How satisfied are you with Faculty Senate's response to previous survey results?



	Answer	Count	Percent
	1. Very dissatisfied	19	10.33%
	2. Not satisfied	33	17.93%
	3. Neutral	61	33.15%
	4. Satisfied	53	28.80%
	5. Very satisfied	18	9.78%
	Total	184	100%
Mean : <b>3.098</b> Confidence Interval @ 95% : <b>[2.935 - 3.261]</b> Standard Deviation : <b>1.127</b> Standard Error : <b>0.083</b>			

## Q67. How satisfied are you with the President's response to previous survey results?



	Answer	Count	Percent
	1. Very dissatisfied	82	44.57%
	2. Not satisfied	39	21.20%
	3. Neutral	41	22.28%
	4. Satisfied	13	7.07%
	5. Very satisfied	9	4.89%
	Total	184	100%
Mean : <b>2.065</b>		Confidence Interval @ 95% : <b>[1.895 - 2.236]</b>	Standard Deviation : <b>1.181</b>
		Standard Error : <b>0.087</b>	



## Q57. Please include any additional comments regarding your overall satisfaction at Arkansas Tech.

I am relatively satisfied with my job. Arkansas Tech can be a beautiful, welcoming place. My colleagues and staff are friendly, smart, and kind. It can be a real joy to work with students, and seeing how impactful we can be in their lives fills me with renewed hope, and I remember that I do is purposeful and meaningful. I appreciate how lucky I am in that regard. ATU can be a great place to work at times. So if there's dissatisfaction, it's only because I know how great it can be, and it is failing to live up to its potential. We seem to be caught in a dangerous feedback loop. Every time we have a budget crisis, we pull the same levers: incentivize the loss of institutional knowledge through retirements, lay off or cut positions of lower paid staff, target Academics with the biggest cuts, and raise fees and raise tuition. We then start to function at greater inefficiency, lack money to recruit, and drive students away with our excessive prices, triggering another budget crisis. Rinse and repeat. I hope that we would try something new this time. Freeze tuition and fees. Maybe cut the salaries and positions of those who make the most money (instead of the least). Reduce scholarship spending. Sell off some of that property we own on El Paso and do little with. Be creative in our marketing strategies to appeal to the students who would come here. Get back to our roots. It is starting to feel like a Henderson State situation where the faculty are shouting out warnings, but the administration is not listening. Then, when the whole thing fails, they'll move on to better jobs and suffer none of the consequences. I do feel dissatisfied at the president because I think she is no longer listening to faculty and there is no vision to build us up (just shrink us down). Her talk at the beginning of the semester was not reassuring in the least. Her discussion of 'rumors' like she had been replaced by a robot seemed unnecessary and antagonistic. As though all faculty concerns could be dismissed as ridiculous conspiracy. The rec center will cast a long shadow at Tech. I hope it pays off. But will the students want to pay for it? Are they coming to college for a gym or an education? I wish the faculty would issue responses to some of the things that are happening. They have the protections most of us do not. I would like them to take a stronger, more formal position on some of these matters to protect jobs and the institution. I wish they were more involved in the EC as regular, voting members instead of 'guests'. I think there should be a real provost, not one in name only. I think that decision was more of a lip-service than an actual response to faculty concerns.

I believe that lip service is given to shared governance and faculty voice. If a difficult decision is made, then a committee of faculty is made that provides recommendations. A decision seems to already be made by the president and she then "claims" self governance because a committee was formed. But as anyone who has served on these committees knows, they provide recommendations only and are often handpicked to get the outcome the president wants. She has NO CLUE what the faculty are experiencing as she is totally insulated from the day to day operations of the university. She claims to have responded to previous surveys, but it is not clear that she has done anything except have some Communication

meeting that is out of touch with the university. She continues to show she is out of touch with the university by pushing forward expensive construction and building projects when we can't even get students to enroll. Every semester we are asked to do more with less. Every year the handbook is modified without faculty input. She should be gone!

We are regularly threatened with our jobs being eliminated due to a variety of budget/enrollment issues. Yet the full fiscal picture of the university is never provided. It makes it feel like these regular warnings/threats are meant to ensure a feeling of precarity, and when you make your faculty feel like they can be fired at a moments notice, it makes that faculty start looking for other employment opportunities.

Some leaders are vindictive and put their M.O. over their leadership and let it drive their own personal success instead of letting highly trained professors actually serve in the topics of their expertise. Continually disappointing.

The amount of turnover in administration has been disheartening. We need stability. We need to see a true commitment to academics on our campus. We need transparency. We need true Shared Governance. What happened to that committee? The new VPAA needs to be Provost. This needs to be more than a title. This is second in command and there needs to be a change to the organizational framework for the university. Otherwise it is just a title.

ATU can be a great place to work, but morale has decreased substantially in recent years. Much of this seems to be due to a lack of transparency and faculty input on university matters. The university has increased administrative positions while decreasing faculty positions. This lack of admin/faculty balance cost the university \$700k last year. Faculty salaries have changed little in recent years, despite unprecedented inflation and record salary increases in the broader society. This all combines to make faculty feel unappreciated and uncertain about the future of our university. The stress and low morale are palpable, and are certainly felt by our students. In our strategic plan ATU preaches a student-centered focus in goals 1-2 and faculty/staff support in goal 3. Recent university decisions and priorities do not match these goals. The purpose of a university is education. We need to refocus our priorities towards academics to maintain ATU's reputation and ensure its long-term viability.

So incredibly confused by the message delivered by the President at the beginning of the year regarding how much money Tech had in "savings" and then very shortly after I'm being involved in conversations regarding the closing of entire programs. My department is gutted, the facilities I teach in and have my office in can't even be temperature regulated, and I'm continually being reminded that "y'all are smart, we're sure you can find creative ways to save more money for the university". I'm being asked to continually do more with less - it's beyond ridiculous!

Dr. Bowen has the best interest of the University at heart. However, doesn't have the cerebral capability to get us out of the mess we are in. She needs to step down.

Negativity is not useful and everyone should be working toward improving enrollment and retention instead of finding negativity and discontent with the President.

When will the extreme turnover in administration around the president clue the Board of Trustees that there is a problem?  
No one can work with and survive alongside the president of ATU.

Recent events, budget cuts, and program closures are disheartening.

This survey is a joke.

Excellent place to be employed. Very fortunate. Senior Adm has carried a very heavy load since COVID and should be commended. I think Sr Adm are managing the situation(s) and adapting to rapid change in real time. This management practice is in -combination with a legislature that is mostly misinformed on all matters relating to education and take their directives from third parties out of state. Faculty can get lost in their own trivial days and either forget or become uninformed to the numbers of challenges facing higher education today. As a faculty member, I would like to see a strategy that counters the attacks made from political groups and/or media on faculty, adm, and higher education as an institution. I know these attacks are not new in our history, but they seem to be getting momentum in 26 states. I would like to see that strategy handed down through the ranks to prepare faculty to avoid the fodder. Communication through the ranks is not always perfect, but is to be expected and doesn't mean the process is broken. As a tenure track faculty member, I am concerned about teaching classes as service. This practice should be avoided or, at a minimum, have the practice included in a contract to include a minimal expectation for the service just to clean up the process. Occasionally, I expect to teach a class for service, but some practices need to be cleaned up so that annual reviews reflect a proper accounting for service, etc.... For example, teaching a 3 credit class can't be seen as the same "amount" of service as attending a Time Out for Tech or 1 off.

Faculty Senate is toxic and good faculty will not serve because of current leadership on faculty senate. I ask that you all resign and let new faculty join. It is insane how you focus on the wrong issues. I care about faculty, faculty development, and how to be the best professor I can be. You all make this about something it's not.

Why are you asking about shared governance? It never happened. As far as I know, the committee only met once EVER and that was this year, and they didn't do anything or address any issues. It's a joke. Dr. Furst-Bowe has been good for our university these past couple of years. Too bad she is only temporary. Wish we could keep her.

Faculty senate is a crazy group of humans who only want drama. None of us want to be part of this group because of the high level of drama. Faculty like me, are focused on teaching and publishing. This is a great place to work, I say get rid of faculty senate---

This school is becoming a joke. Students are not coming, enrollment is down, budget cuts year after year... and rather than put an emphasis on building our programs and academics to get them to come and get a degree... we spend hundreds of thousands on salaries for more administrators. Faculty are retiring and leaving but not being replaced. Those of us still here are taking on larger teaching loads due to cut courses and programs while our teaching facilities are stuck in the 1990s.

But, maybe a multi million student union will bring more students? Hard to believe when they don't have a reason to stay.... Lastly, the inflation rate is through the roof and we get a \$1000 bonus... yay! Until its absorbed in our checks!?! Who decided that. Most of us saw less than a 1/3 make it past taxes, benefit withdrawals. How about a separate bonus next time. SOMETHING to make us feel appreciate. Better yet.... an appropriate raise!!!!

I believe our president is out of touch with the community we serve. If we continue down this path, I'm afraid our student population will continue to decline to the point of no return.

Thanks!

Administrative inflexibility regarding reduction of time toward tenure and promotion of highly experienced (over 20 years) new faculty is appalling. Administrative refusal to negotiate rank and competitive salary at time of hire is equally appalling. To attract, hire and keep competent faculty, ATU must do better.

I thank President Bowen for her leadership. President Bowen is an excellent and brilliant leader. President Bowen is the best leader at ATU.

ATU was once the best place to work but this has changed drastically and no one can explain how we are in such severe debt. Is it true we are 10 million in arrears? Please find a leader with a strong financial plan to help save Tech. Offering early retirement than not filling faculty vacancies is unreal to me. We are advised to cut overload for faculty but administration states no new faculty hires to be anticipated so that means our class sizes will Just double without compensation.

This president does not understand the first thing about finances. 1) She always wants to cut positions and expenses on the academic side....and we are the only revenue generators on campus!!!! 2) She persuaded the board to move forward with a \$50+ million student center while knowing we are experiencing declining enrollment (one of only two schools in the state for which this is occurring) and is using a large portion of our reserves to help fund it. ATU issued new bonds for the remainder of the funding. This puts ATU in a much more precarious financial position in the event of another pandemic, natural disaster, etc. 3) She has increased the number of administrative positions in student affairs.....and again, we are facing declining enrollment so what are those people doing? 4) She has not required the "Enrollment Management" group to live within the budgeted scholarship funds and those employees are not even attending many conferences and other available recruiting events for high school students (East Conference, FBLA conference, etc.) or 2-year college students. Additionally, if you look at the turnover in all of the upper-level positions since she arrived it is appalling. 1) VP of Academic Affairs: John Watson, AJ Anglin (intentional interim VP), Mohamed Abdelrahman, Phil Bridgmon, Barbara Johnson, AJ Anglin/Julie Furst-Bowe (interim)....with a new one (hopefully) coming next year. That will be eight (8) different people (one holds it at two different times) holding that position in her time as president. 2) VP of Finance & Administration: David Mosley, Bernadette Hinkle, Walter Branson (interim), Laury Fiorello .....that is four different people in an area (finance/accounting) that needs stability!!!! 3) Deans - all of the dean positions have turned over three+

times. Each time you change leadership, there is a learning curve for the leader and for the faculty that serve in that area. Business has had three different deans (full-time) and two interims.

Pres. Bowen has received a vote of "No confidence" for the last several surveys, yet the Board of Trustees has done nothing. Tech is disintegrating under her "leadership," and faculty morale is at an all-time low. (As are faculty salaries.)

In what I assume is an attempt to follow current trends in higher ed, the president/university has lost sight of the core issues. The students' dorms are falling apart. The following is just one example from many. An athlete in my class has been continually sick because of the black mold in her dorm room. Witherspoon is literally falling apart, including a flooding problem; however, these issues are ignored or a superficial repair is made. Students are leaving the university because of this problem. One of my students transfer to UCA because she was afraid that the ceiling in her dorm room would collapse on her while she slept. These are real problems. The students are complaining about the new student center and why so much money is being wasted building it when they have no interest in using it. Listening to students conversations before class, I hear that \*The students\* themselves feel the money could be better spent. In addition to the maintenance problems, we have an upper-administrative overload of personnel while we hemorrhage faculty and students. The Humanities is being hit hard. You might want to consider that STEM scientists thought it might be a good idea to experiment with a Corona virus. Someone from the Humanities might have looked at the bigger picture and realized that it might not be a good idea. Students need a strong background in the Humanities so that they can actually see that bigger picture, instead of just being focused on their own specific discipline. Stop trying to follow trends, and get to know your own university and the community at large, and ask the question, "What will work for Arkansas Tech?"

Hopeless. My building is disgusting, unsafe, and embarrassing. Brand new ceiling tiles are being put up all the time, but they only temporarily cover the black mold because it keeps eating through. HVAC is often broken. The heat is bad, but the lack of circulation is dangerous in my opinion. This is a major reason why students are leaving in my opinion.

Ask the students if facilities are acceptable, clean, and in good repair. Ask the students if they feel diversity and inclusion should be placed on equal footing as academics. Ask the students if they understand why faculty no longer wish to get to know them personally because of fear they will accidentally offend someone because they used the wrong pronoun. The only thing we are obligated to do is teach, the rest is just a distraction from our jobs. The more we point out our differences, the more we notice them and greater likelihood of discrimination.

Barbara Johnson was an EXCELLENT VPAA. Too bad Dr. Bowen blamed her for the faculty's vote of no confidence. Instead, she should've worked to find out WHY the faculty didn't/doesn't have confidence. The blame game gets you nowhere. Take some responsibility for your own actions. Seems difficult to keep certain executive office positions filled, the VPAA, the university attorney, etc. WHAT is the president's vision???

On the one hand, we're expected to be here for the students; on the other hand, Senior Administration sees no role for faculty input. There IS no shared governance; it is as it has always been: we are TOLD what we're going to do. Since there

seems to be this budget crisis that has been years in the making, we are told to do more with less, but student affairs gets to do more with more. Athletics gets to do more with more. The Interim VPAA was more engaged in her short tenure than the President. Sad. The Interim VPAA did more for faculty than the President, by at least providing ceremonial funding to various endeavors where there had been merely lip service in the past by the President. How is it that there is STILL no University-level office of diversity, equity and inclusion? How is it that student affairs has any role whatsoever in an area clearly under the auspices of academics, at the very least, and the entire university, at most? This slight continues to speak volumes about what the President thinks about diversity. As a teaching university, it is a core tenet that diversity, equity and inclusion is best served using an academic perspective. No faculty will willingly participate in training sessions conducted by anyone in student affairs. Going one step further, no faculty will willingly participate in training sessions conducted by external non-marginalized leaders from the majority community. Faculty Senate did a fair job in bringing these points to the attention of the Board of Trustees; nothing happened; nothing changed. Equity, diversity and inclusion are what makes this nation strong and independent; Tech should not shy away from these fundamental principles.

The president needs to go.

Why bother. No one listens to us. As soon as I can find another job, I am gone.

The recent VPAA search has been a joke, which is not surprising. Key positions that would help stabilize the university and improve recruitment, retention, morale, etc. remain unfilled. Faculty are always treated as the problem, as if we are what is standing in the way of recruitment and retention. Academics and academic programs are treated as disposable. Transparency also remains a joke. There is no vision guiding the marketing/recruiting efforts of the university. Enrollment statistics and projections are impossible to understand. Everyone I know sees the university as a sinking ship.

ATU is leaderless right now while facing serious budgetary problems. But the Administration is going to protect Athletics and build a multi-million dollar Student Union building in the middle of a budget crisis?

The starting meeting of the Spring semester where we wasted an hour hearing how the finances of the university were fine and everything was great to only hear two months later that we were millions short and cutting things to fix the short term problem that will have long term impacts on our ability to meet our mission.... was insulting. We are cutting class students needs. We have cut degrees that graduated high earners (and financial supporters of Tech) and now will cut several education degrees right as Arkansas tries to recruit new people into the profession? I don't understand how that is going to help our financial situation.

As more long-term employees leave the institution, it becomes apparent that everyone is expendable, and the institution is fine with those losses of university history and commitment. It's feeling more like a job than a career. And Faculty Senate should focus on what faculty are interested in vs. assuming they know faculty concerns. Why not send something to find out faculty concerns vs. this tool to use against the president. I'm sensing a lack of vision at multiple levels. I didn't use to feel this way.

I would like to stress that this latest round of cuts and budget crisis comes as a bit of a surprise considering the rhetoric from administration for the last year or so has been that we have survived the storm and that the institution is on "sound financial footing." Apparently saying this as a mantra is supposed to be a way to manifest it into existence, yet here we are in yet another budget crisis with academics apparently on the chopping block yet again. This is incredibly disheartening considering that academics is the lifeblood of generating credit hours and ensuring the continued existence of the university. Our pay is FAR below what it should be. Our opportunities to eke out a slightly more comparable salary via doing extra work through service and additional teaching is also in jeopardy through efforts to scale back pay for additional labor. What incentive remains to stay at the university? Continuing down this path ensures that the people who can leave will do so and those who stay will be either waiting out their remaining year till retirement or feel stuck and demoralized. It shows to the students and it affects campus culture all around.

The current situation at ATU is a case study in failed leadership.

We are evaluated according to our ability to do a predetermined job; we are not valued for our individual abilities. Individual needs of faculty are not accommodated. Faculty mental health is not good, and the administration doesn't seem to care. Mixers and other group activities will not cut it; some of us don't want to spend more time with colleagues than we already do. Minority faculty are not treated well. We are not tokens; just hiring us is not good enough; we need to be empowered to speak freely, and the unique challenges we face as minorities need to be acknowledged. Recently there was a proposal to go to a 4-day-a-week schedule. All I heard from colleagues was about how we can't do it. What about what we want? There is a prevailing fatalistic attitude, and a lack of creative thinking. The callousness of the administration has filtered down to the dean and department head levels, and I have even experienced it from some of my peers. This may be the biggest problem of all. No one is standing up for anyone.

This is a university that is completely off the rails. This president has destroyed our standing in the state, our student population, our budget, our benefits, our morale, our facilities, and our university mission. No one can work with Dr. Bowen because she is a horribly cruel and nasty individual. Before you defend her from this statement, go talk to the numerous vice presidents who have left this university thankful to be away from her. Our administrative turnover is not normal and it is because of her. It is also why faculty, staff and students want to stay far away from any initiatives now. They know if you work with something on Bowen's radar, you will get burned. This university is in a death spiral and it will take a new leadership team that can rebuild some trust and offer good will to the faculty, staff and students to fix it. If the board doesn't take action immediately, we will be the next Henderson State.

Those who do are asked/expected to do more ... and more ... and more. This is not sustainable.

I am more satisfied with my salary because of my overload pay.

This do more with less is killing faculty moral. Faculty lines are on hold but student affairs continues to hire and replace people. It should be holds on both sides of academic affairs and students affairs so faculty do not feel like this university is

so one sided. Yes I understand enrollment is down and budgets are tight. But why take it out on faculty only? We are the back bone of this university. If you don't have faculty, you don't have students butts in seats. If you don't have students in classrooms, then you don't have tuition dollars coming in to the university. It seems so simple but this administration just doesn't seem to get it and focuses on the wrong division, student affairs.

Faculty have received only one raise in the past 4 years, however, Administration salaries have received raises every year. Why are faculty overloads and other supplemental pay being cut and not administration salaries? ATU continues to create high-paying administrative positions (e.g., Vice Presidents and Associate Deans) out of thin air, all while telling faculty and staff that they need to "do more with less." Administration should take a pay cut and redistribute those funds to the faculty and staff.

I understand our enrollment has declined. I feel if faculty lines keep getting cut or 'cut back', students will go elsewhere because we are not able to offer the needed gen ed required for specialized programs. Then our program is getting a hard hit and potential students, again are going elsewhere to finish their degree. The mindset that is portrayed is not what is occurring---especially transparency. We do not essentially have a shared governance, and if it were not for the faculty senate---I'm glad the numbers of senators increased---we would really not know information. Faculty morale remains low. Our department heads and deans are stressed, seems like they are just waiting for another initiative or 'bucket' to come and take great faculty and programs away.....Did COVID hit-- yes, did enrollment take a hit--yes, did our university receive emergency funds--yes, what did we do during the pandemic to recruit/retain students?--feels like put it on faculty? What are we doing post pandemic to recruit/retain? Feels like it is put on faculty--yes....where are the recruitment monies going? I'm more worried at the 40 who just retired---are they our gen ed faculty? No one is saying who they are yet...another unknown.--yet we are hiring another upper level admin. I marked 'not satisfied' with the president's vision because I really don't know what it is. With all this said, I really do love what I do and my departmental colleagues I work with. Just feel helpless and it is discouraging at times.

I don't know enough about what is going on in most cases to have a truly informed opinion.

The campus is in chaos. No one appears to be in charge. The rules & policies seem to change daily.

The course load is too high and the courses regularly over caps, the salary is very low and there are fewer opportunities to get additional courses (like during summer). I don't feel valued by the administration for my work.

We need a lot of things instead of the Bowen Student Center. How do we from from "firm financial footing" at the faculty welcome back meeting on January 7th to needing to cut \$8,000,000 on April 7th? Were we being lied to then, or now????

ATU's current trajectory is that of a snowball headed for hell (ATU is the snowball). The president has a 90s mentality about academia and that is just not going to work in the modern day. The univeristy would be better suited if the president and other higher ranking officials within the univeristy parted ways. ATU has regressed since I have been here, not



progressed. The "ATU is teaching school" is incompetent nonsense. The future of higher education is experiential learning and research, the sooner ATU jumps on board with that, the sooner we will see progressive change at this univeristy. Some sreious decisions need to be made in the coming months regarding the leadership at ATU.

Faculty senate and committees are made to make recommendations. This president ignores those and does her own thing. Committees are a facade for her to blame bad decisions.

Great work environment. My department works well together and is incredibly supportive. I love the outdoor space on campus and enjoy the many beautiful parks and trails nearby. I suggest MUCH stronger salaries, especially for newer faculty and those who are not yet tenured. The salary in my department is significantly lower than most comparable universities, not to say anything of trying to be 'competitive'. I came here from another university and I am puzzled by the lack of promoting and advertising. I regularly see social media ads for schools like Henderson State and UARK and even SAU. Why am I not seeing the "why I love Tech" or "a day in the life of a Tech Student" type videos? I've also heard of some really neat experiences on campus, students traveling to conference etc... We can capitalize on the good things. Why am I not seeing clips for on social media about those things? Perhaps that could help create some new interested as we fight for numbers.

The problem here is continuity of academic leadership. Things collapse because it's impossible to keep up with an institution whose academic leaders are constantly in flux. Eight or nine VPS in as many years has made many faculty simply give up on leadership from above. That's a distinct sign of discontinuity, and it's contributing to the problems of curricular change, enrollment management, retention, and the whole bag of issues we face as an institution that has shrunk precipitously. Moreover, the candidates for VP have been less than stellar and, for some reason, there's a reluctance to look at anyone internally, even as interims. We have several people internally who are far more qualified than the finalists who were brought in. In some cases, it's not even close.

Faculty senate's presence is null. Responsibilities are given to the failure people and no transparency in any selection process in leadership roles. Same people (6-7) are in most of the important committee and no role or involvement for new faculties and minorities. Needs a lot of improvement for the future of TECH.

It's time for Dr. Bowen to go. She is ruining this University.

I am still astonished that the president pushed through an enormous and expensive non-academic construction project and is only now--with the bond secured--willing to acknowledge the financial realities of the school that mean we are essentially trading tenure lines for a student union, and that she's getting away with it. This is not shared governance, responsible stewardship of university resources, or necessary to the instructional core of the university. Students are furious about this, since they'll pay for it without ever using it, and I do not know any faculty who see the point in it either--after all, money is never available to completely repair the buildings in which we teach and work. As not only enrollment, but in-person enrollment specifically, continue to fall, making the addition of a lavish student union ever more baffling, it's

hard not to see this as the death knell of the university. This has become a deeply frustrating place to work; I value my students and my colleagues, but as the administration gears up to slash academic budgets once again, without attending to the ways in which instructional spending is necessary to maintain enrollment and bring in tuition dollars, I no longer believe this is a good place to either study or work.

I get that sense that the executive leadership has zero regard for faculty, students, and existing facilities. I thought we'd escaped the fiefdom mentality when Brown retired, but clearly that is not the case. Teaching, learning, and living facilities are crumbling, faculty and students are outwardly disgruntled and the administration is openly antagonistic towards us all. The President is clearly scared of anyone who is smarter than her in any area of possible knowledge and treats faculty as an obstacle or a child to taunt. The only priority seems to be the new student union that no one but her wants. I feel completely disrespected having now spent over a decade teaching and learning in classrooms with no heating and cooling and with leaky roofs. If I didn't love teaching so much and if my partner didn't have a great job locally, I'd be gone. This is reaching the level of surreal absurdity.

Originally, I wasn't going to complete this survey because it never seems to mean anything. I've never heard the President address the results of this survey and this isn't my first rodeo. But I am doing my due diligence because maybe one day these results will matter. I'm not holding my breath though. I'm pretty pissed that we keep losing faculty and they are not replacing those lines. It's making me more and more burnt out with my job because more and more keeps getting dumped on my plate. I am so sick of the "do more with less" mentality at ATU. It's not the compliment that you think it is.

The University is in the worst shape of my lengthy tenure here. The culture has gone from being part of something meaningful to just getting by. Faculty have NO say in decisions beyond being put on committees that are headed by administrators who make the decisions for the committee. Faculty input is not only not sought but not welcome. With the turnover with our VPAA academics has not had an advocate and this means academics are no longer at the heart of important decisions. Furthermore, recent and upcoming retirements, we are losing some valuable faculty and staff. This seems to be the goal because history with the institution (and the knowledge gained) is unwelcome with this President. Enrollment issues are anticipated with fewer high school students/graduates, but we are experiencing a greater percentage of losses than other institutions (such as UCA). This is undoubtedly due to the choices the President has made causing faculty, staff, and students to be unhappy. Every week seems to bring more bad news - when will we get some relief?

Honestly, the only thing constant at ATU is this survey, the weakness of the Board of Trustees, the dictatorship of Dr. Bowen, and Keegan Nichols getting a raise even when everyone else is making budget cuts. There is NO transparency. Can we please end this experiment? You ask, we tell you what needs to change, you do the opposite, we lose students, we have to let go of faculty. When will it be the administration's time to go!?! Why do we have to keep losing GREAT faculty? Why and for how long are we going to let Dr. Bowen turn us into UACCR (Uof A -Community College of Russellville) as Student Affairs continues to run our university?

I am very disappointed with the president and her role at the institution. She needs to go away. Maybe then we'll have an

opportunity to move on.

Overall, I feel that faculty concerns are disregarded. The decision making process (esp concerning administration) seems completely one-sided. Many of the recent decisions made, especially as it pertains to budget, seem short sighted and without regard for students or faculty. I left a better paying job to take this position because I loved ATU as a student and I couldn't wait to be back in the department that helped me become the successful individual I am today. However, I left one job with major issues for this job with the same major issues- dissatisfaction with administration, having no say in decisions that affect my position made by administration , and generally feeling disregarded by administration. If you are not part of the upper echelon at ATU, you and your opinions simply do not count. Faculty are simply expendable. I am worried for the future of ATU, and if my position will even exist in the future.

We have totally fake "transparency" and "shared governance." They ask our opinion when that can't really be avoided - they have us do a ton of work on stuff - then they LITERALLY DO WHATEVER THEY WANT!!!!!!!!!!!!!!!!!!!!!!!!!!!!!! That is not shared governance. AND the most embarrassing part for our Administrators is they act like we can't possibly notice what they do. Well we do notice. So, you want to know why morale is so low? It seems like nothing we do matters or is listened to, and we are very, very fed up with that. Of course, I'm also pretty confident that no one above a dean is ever going to read this because the administration just does not care. ALSO HIRE SOME RECRUITERS IN ADMISSIONS. There rests the core of the enrollment problem.

It often appears that rather than true shared governance, we're simply playing a role in collaboration theatre with little or no actual impact on policies, procedures, or decisions. There's a lack of transparency about the decision-making process at all levels. And while there is regular communication, it's usually just informing us of decisions that were made rather than explaining the rationale behind those decisions (and why faculty input has essentially been ignored). In addition, there are often major disconnects in logic. For example, you can't say that the university is in sound financial condition (to dispel worries), then turn around moments later and talk about the potential for RIFs. That's simply not good leadership.

Pre-Bowen faculty/staff/leaders appear to feel threatened by the new environment that we find ourselves in. They continue to lash out against anything/anyone new simply because they are new and different and not a part of the 'old clique'. Apparently, they are not able, or perhaps willing, to keep up/compete. This is creating an increasingly hostile working environment

The constant rate of turnover in the VPAA position has made it next to impossible to make any long term plans as a department. We are all tired of being asked to do more with less- particularly because it is becoming hard to fathom what 'less' will look like from our current position.

None

Why is it a mystery what is going on? We have a terrible president. We had no confidence in her in 2021. We continue to

have no confidence. Why would that have changed? Has something improved? Things are only worse. The trustees should have listened. Dr. Bowen has no vision. She provides no leadership. We do not trust her to get us out of the current crisis. We blame her for being where we are. We are completely justified in blaming her. As our leader, she is responsible, no matter how much deflecting and finger-pointing she tries. Want to raise morale? Want to give the campus community a sense of hope? Want to give us something to rally around? Toss the president out. Everyone knows that this needs to happen. The faculty know. The staff know. The students know. The community knows. Trustees, do your job. We are in for ugly times now no matter what. With a new president, we have a chance. We have no chance with Dr. Bowen. Toss her out---the sooner, the better. Today, if possible. And, if some trustees choose to value one person over an entire university's future, then let the better leaders outvote those mistaken individuals. Do your job, trustees. Because it may already be too late.

we are not working together.. groups have agendas and work against our overall well being. I hope we don't end up in a worse spot.

I love the university and my position. I am not satisfied with an administration that has become top-heavy, financially burdensome in terms of administrative positions and pay, and yet is consistently failing to turn around the universities growth. This past year,. it seems this failure has now been laid at the feet of the faculty to come up with and institute ways to increase enrollment through community outreach- which is a ludicrous expectation to put on faculty who are teaching a full load, researching, and fulfilling service obligations. As a faculty we had now expressed our feelings on our university president twice (and in generally resounding fashion) only to have our voices ignored. I am personally losing faith that our oversight boards (i.e. Trustees and Faculty Senate) are truly working with the universities needs as their top priority- they seem more interested in pacification of the faculktly than they are inclined to take actual action.

While Dr. Furst-Bowe is putting forth a valiant effort, it is clear that she is an interim and views her role as interim. Not much is getting done in terms of cleaning up 'messes' in AA.

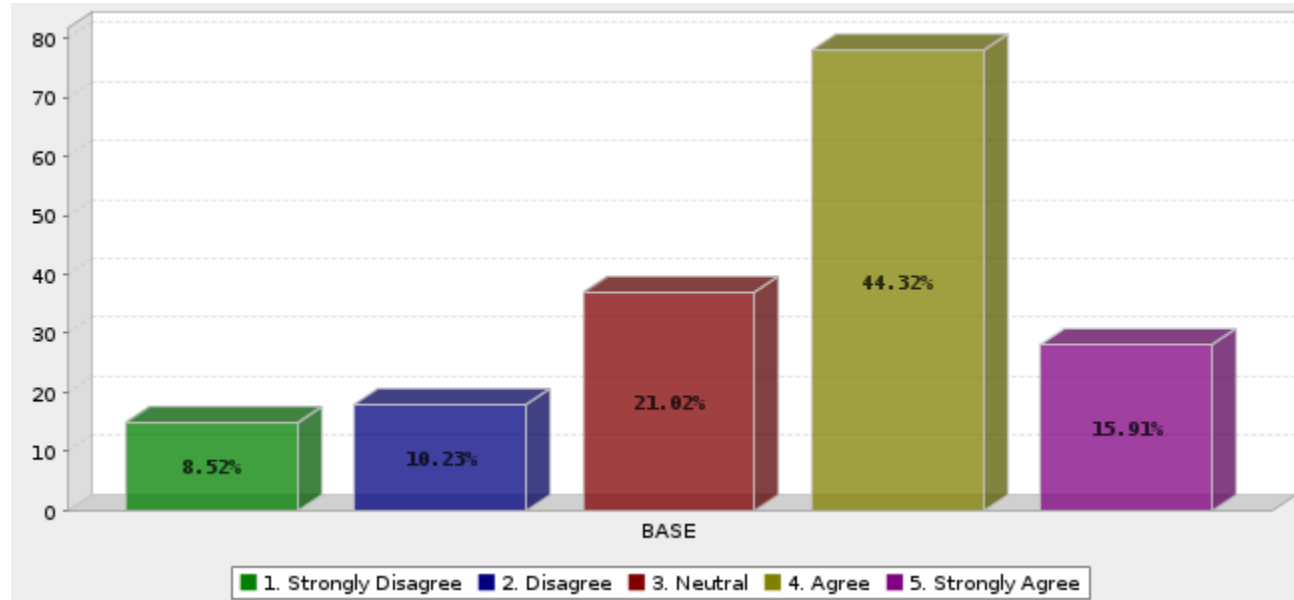
The budget situation is terrible.

I feel insecure in my satisfaction about ATU and my place at ATU. How could I not be, given the creation of the "Committee for Program Elimination.," which is a suck-ass way to use shared governance but oh, so, administrative in its deployment.

ATU may be spiraling the drain because of poor decisions and lack of accountability. We have doubled down on a \$50 million facility that no one wants. We are told it is about contributions but those pledges will not be realized for some time AND they are dedicated to green spaces around the facility not the facility itself. We see continuing budget crises blamed on demographic cliffs, which seem to contradict the data available. We have low recruitment capacity keeping our enrollment down and our costs (tuition and fees going up; rec center costs placed on student's backs) and deferred maintenance issues are driving students away (is anyone listening to the students on social media??). A change in

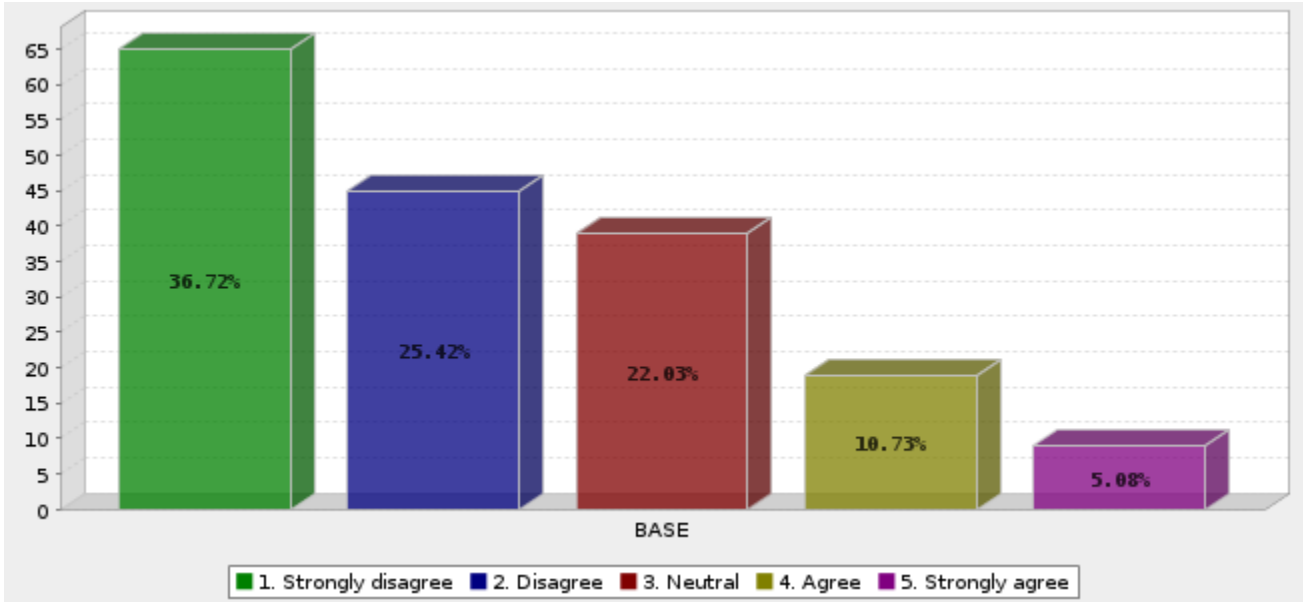
leadership must happen. Toxic upper administrators (and there is more than one toxic administrator) should be replaced. If something doesn't happen soon, we are looking at a complete collapse of morale among the faculty , staff, and students. I wish someone would please just listen to us and either help us to understand what is happening or save us from our leadership before we all find ourselves as an institution in an unrecoverable position.

## Q20. There is a faculty commitment to shared governance at Arkansas Tech.



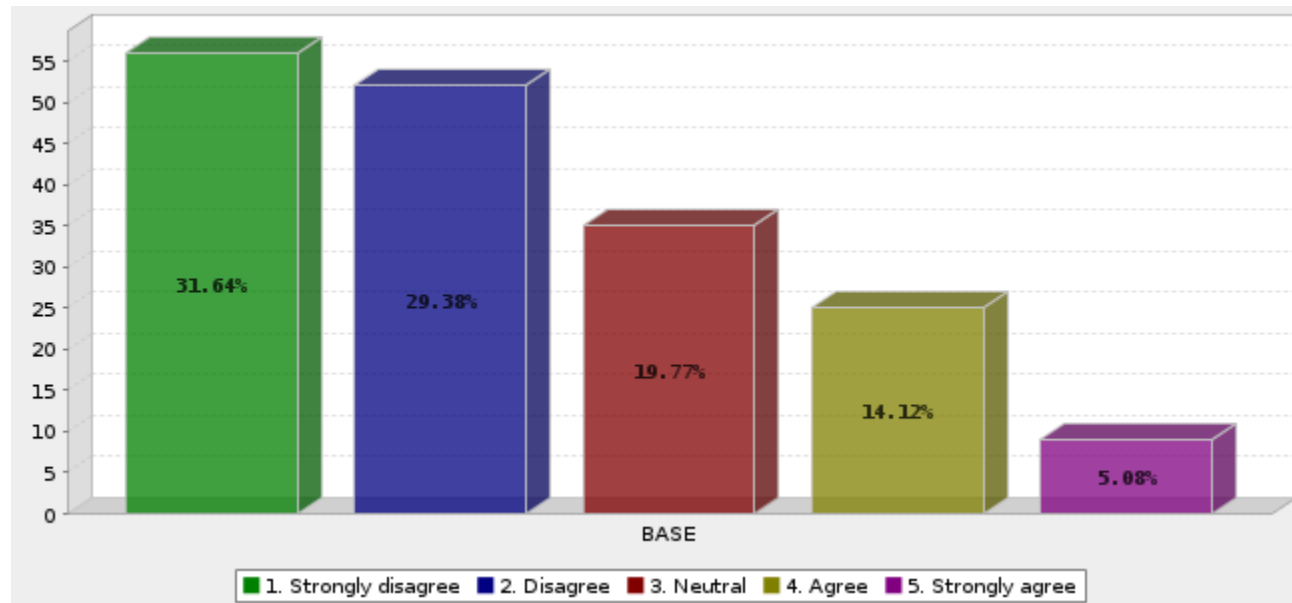
	Answer	Count	Percent
	1. Strongly Disagree	15	8.52%
	2. Disagree	18	10.23%
	3. Neutral	37	21.02%
	4. Agree	78	44.32%
	5. Strongly Agree	28	15.91%
	Total	176	100%
Mean : <b>3.489</b>		Confidence Interval @ 95% : <b>[3.321 - 3.657]</b>	Standard Deviation : <b>1.136</b>
		Standard Error : <b>0.086</b>	

Q56. The President is committed to shared governance at Arkansas Tech.



	Answer	Count	Percent
	1. Strongly disagree	65	36.72%
	2. Disagree	45	25.42%
	3. Neutral	39	22.03%
	4. Agree	19	10.73%
	5. Strongly agree	9	5.08%
	Total	177	100%
Mean : 2.220		Confidence Interval @ 95% : [2.044 - 2.397]	Standard Deviation : 1.198
		Standard Error : 0.090	

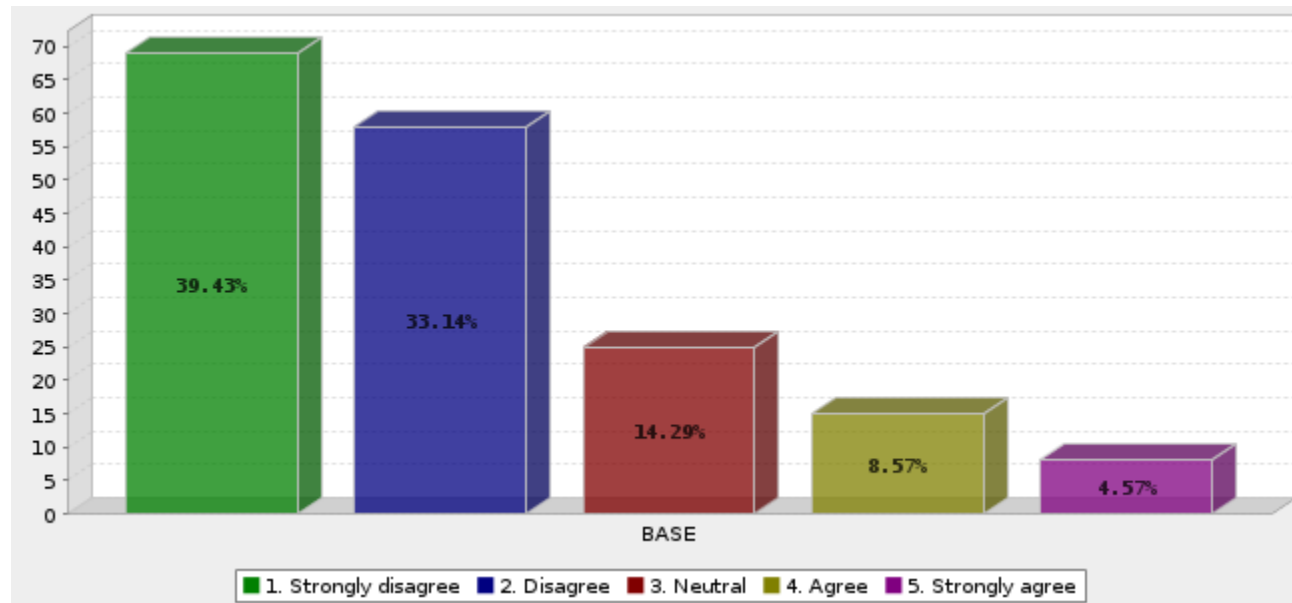
### Q31. Shared governance is practiced at Arkansas Tech.



	Answer	Count	Percent
1.	Strongly disagree	56	31.64%
2.	Disagree	52	29.38%
3.	Neutral	35	19.77%
4.	Agree	25	14.12%
5.	Strongly agree	9	5.08%
	Total	177	100%
Mean : 2.316		Confidence Interval @ 95% : [2.139 - 2.493]	Standard Deviation : 1.202
		Standard Error : 0.090	

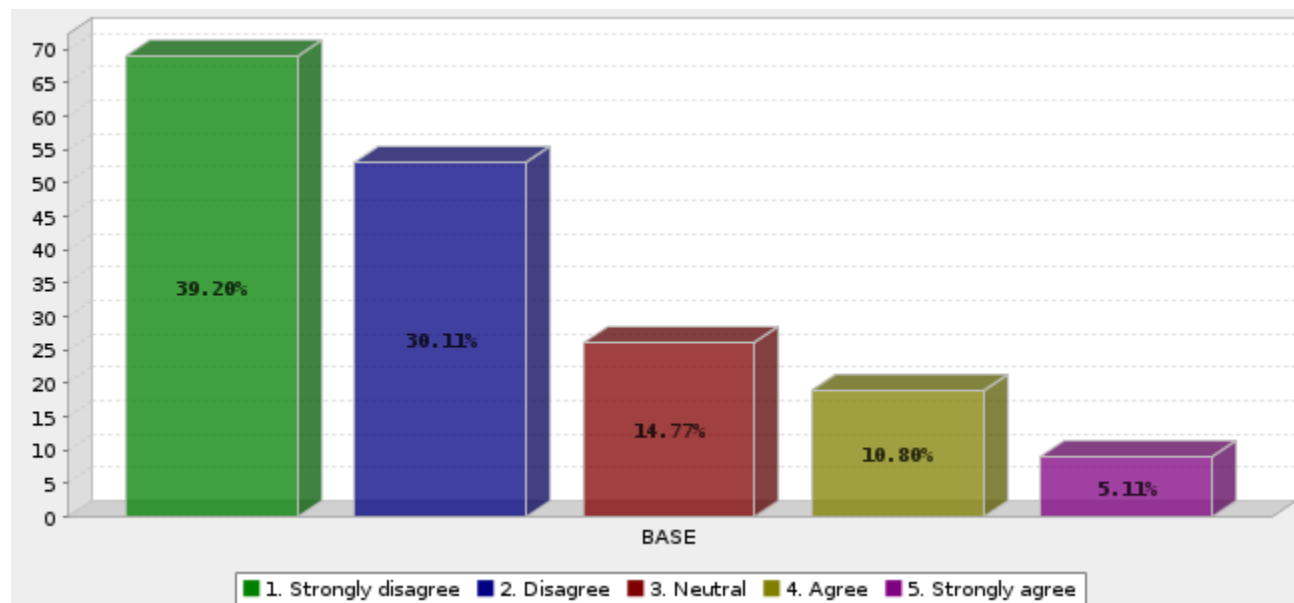


## Q29. There is a commitment to transparency at Arkansas Tech.



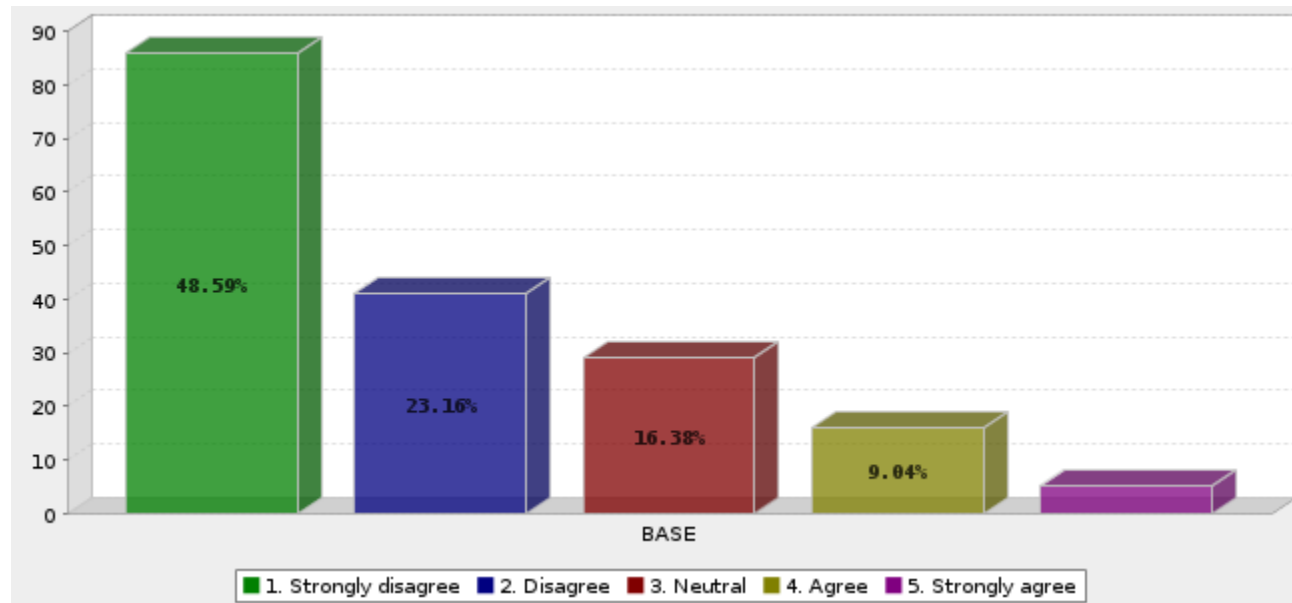
	Answer	Count	Percent
1.	Strongly disagree	69	39.43%
2.	Disagree	58	33.14%
3.	Neutral	25	14.29%
4.	Agree	15	8.57%
5.	Strongly agree	8	4.57%
	Total	175	100%
Mean : <b>2.057</b>		Confidence Interval @ 95% : <b>[1.889 - 2.226]</b>	Standard Deviation : <b>1.138</b>
		Standard Error : <b>0.086</b>	

## Q52. In general, senior-level leadership value faculty input.



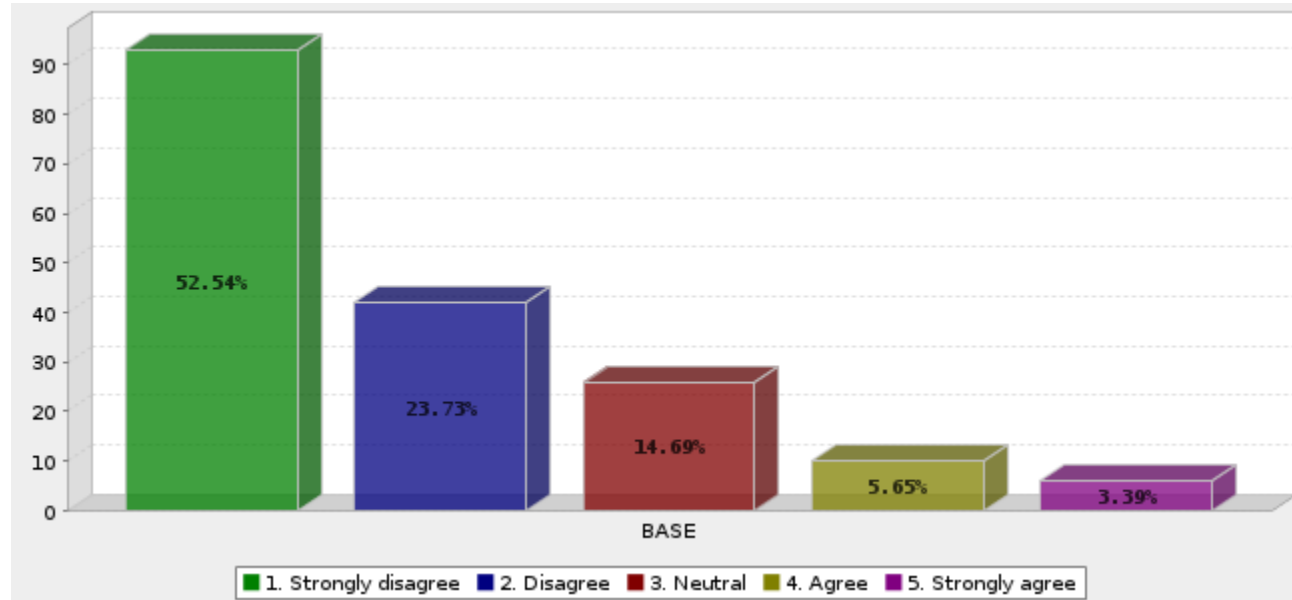
	Answer	Count	Percent
	1. Strongly disagree	69	39.20%
	2. Disagree	53	30.11%
	3. Neutral	26	14.77%
	4. Agree	19	10.80%
	5. Strongly agree	9	5.11%
	Total	176	100%
Mean : <b>2.125</b>		Confidence Interval @ 95% : <b>[1.949 - 2.301]</b>	Standard Deviation : <b>1.193</b>
		Standard Error : <b>0.090</b>	

## Q45. The University budget is being effectively managed.



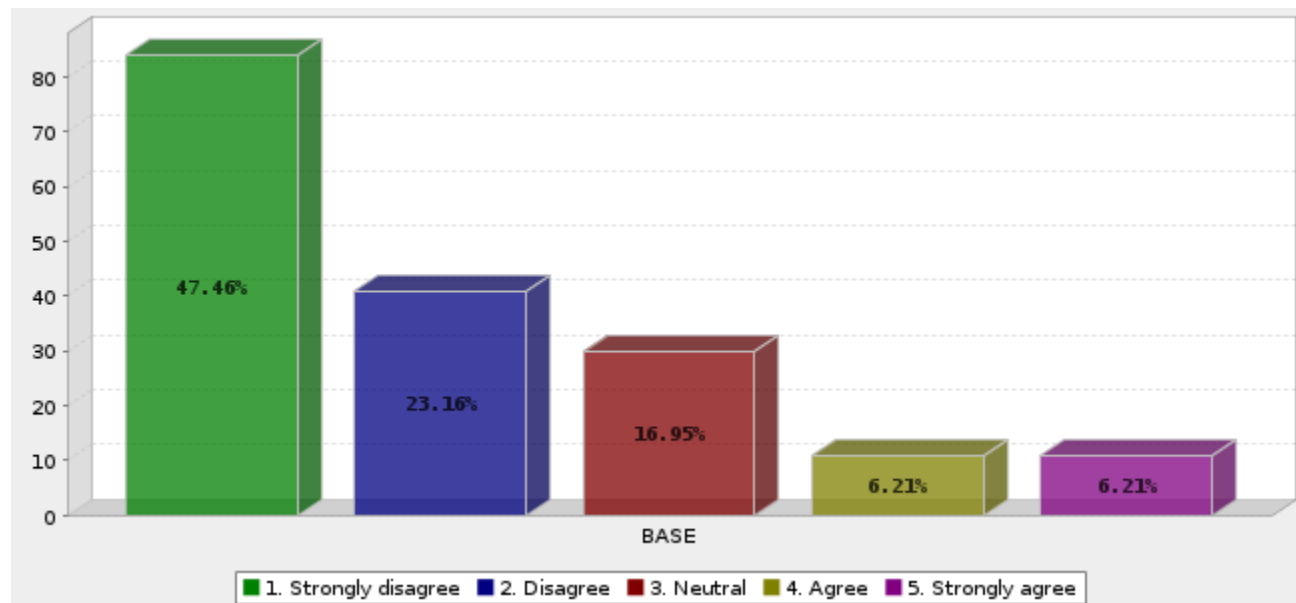
	Answer	Count	Percent
	1. Strongly disagree	86	48.59%
	2. Disagree	41	23.16%
	3. Neutral	29	16.38%
	4. Agree	16	9.04%
	5. Strongly agree	5	2.82%
	Total	177	100%
Mean : <b>1.944</b>		Confidence Interval @ 95% : <b>[1.778 - 2.109]</b>	Standard Deviation : <b>1.127</b>
		Standard Error : <b>0.085</b>	

**Q51. The ratio of faculty lines to administrative positions at Arkansas Tech is appropriate.**



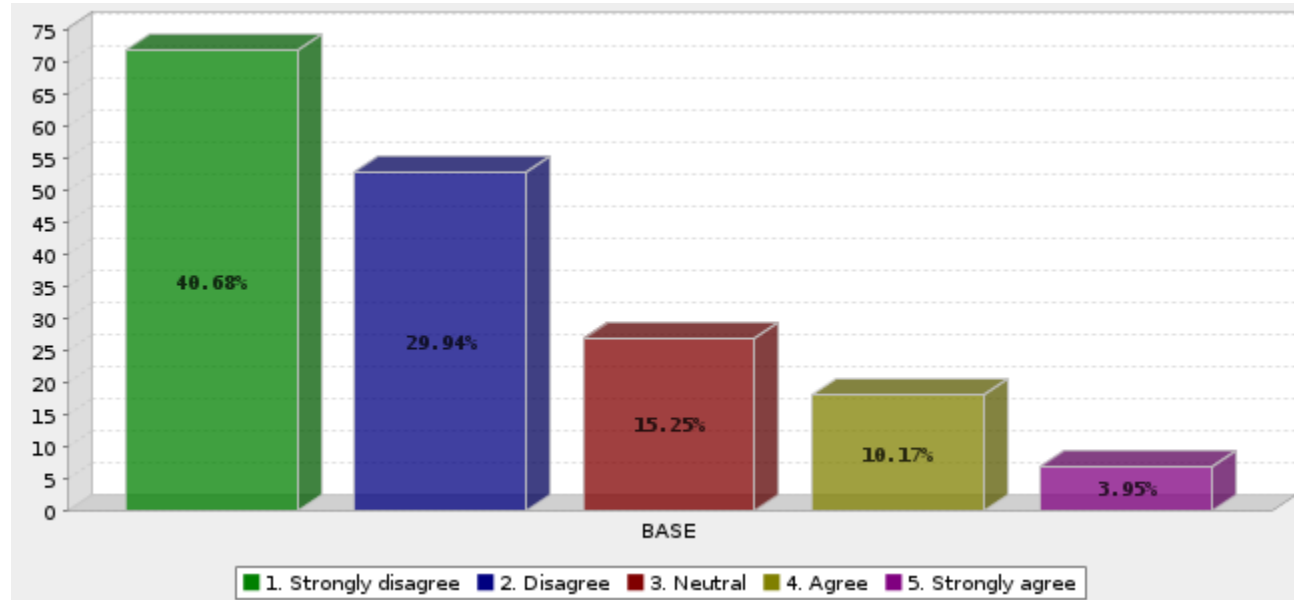
	Answer	Count	Percent
	1. Strongly disagree	93	52.54%
	2. Disagree	42	23.73%
	3. Neutral	26	14.69%
	4. Agree	10	5.65%
	5. Strongly agree	6	3.39%
	Total	177	100%
Mean : <b>1.836</b>		Confidence Interval @ 95% : <b>[1.676 - 1.996]</b>	Standard Deviation : <b>1.088</b>
		Standard Error : <b>0.082</b>	

## Q53. Hiring adequate numbers of faculty is a budget priority at Arkansas Tech.



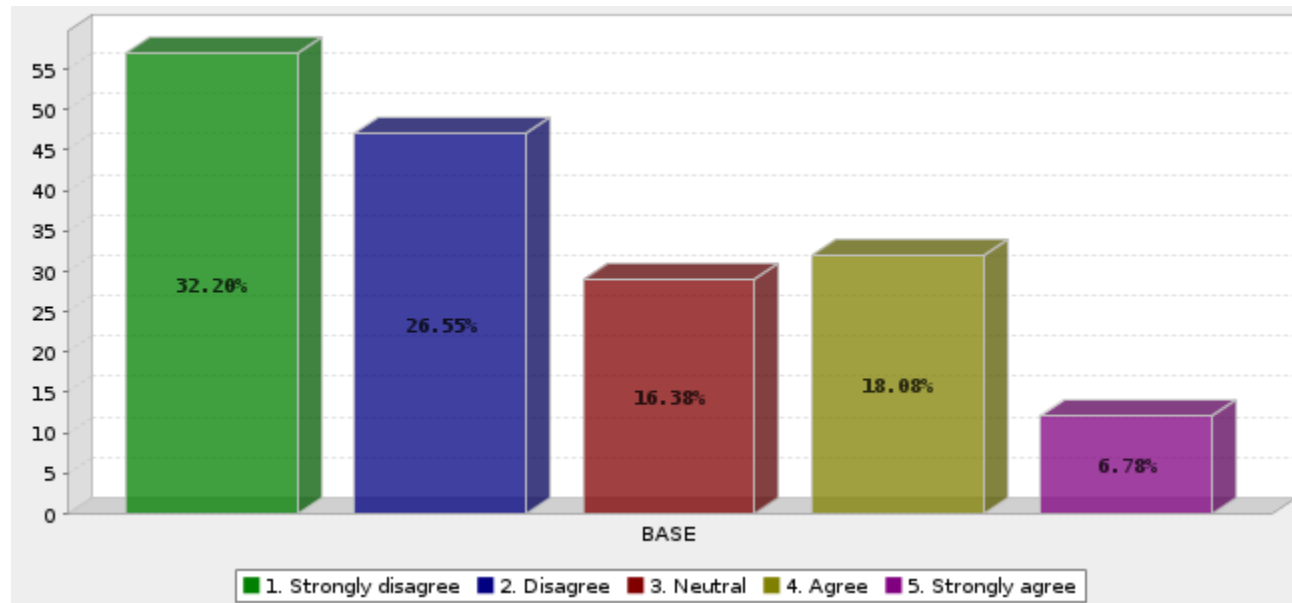
	Answer	Count	Percent
	1. Strongly disagree	84	47.46%
	2. Disagree	41	23.16%
	3. Neutral	30	16.95%
	4. Agree	11	6.21%
	5. Strongly agree	11	6.21%
	Total	177	100%
Mean : <b>2.006</b>		Confidence Interval @ 95% : <b>[1.828 - 2.184]</b>	Standard Deviation : <b>1.208</b>
		Standard Error : <b>0.091</b>	

**Q61. The budget priorities at Arkansas Tech reflect a commitment to student success.**



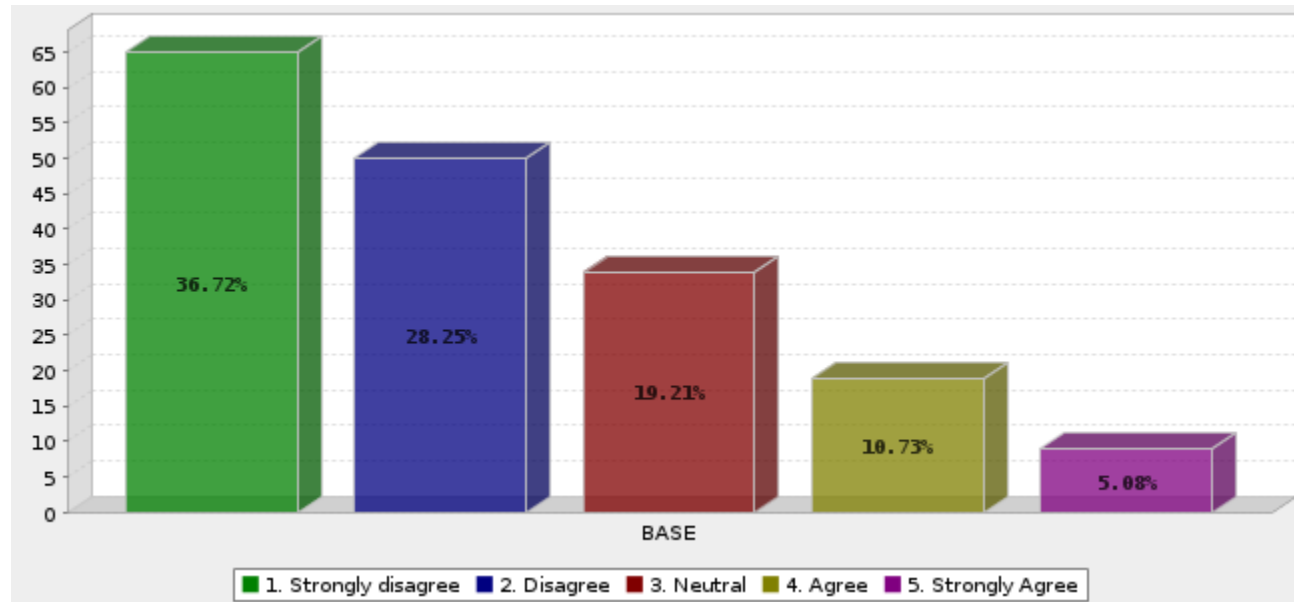
	Answer	Count	Percent
	1. Strongly disagree	72	40.68%
	2. Disagree	53	29.94%
	3. Neutral	27	15.25%
	4. Agree	18	10.17%
	5. Strongly agree	7	3.95%
	Total	177	100%
Mean : <b>2.068</b>		Confidence Interval @ 95% : <b>[1.898 - 2.237]</b>	Standard Deviation : <b>1.151</b>
		Standard Error : <b>0.087</b>	

### Q30. I understand how decisions are made at Arkansas Tech.



	Answer	Count	Percent
1.	Strongly disagree	57	32.20%
2.	Disagree	47	26.55%
3.	Neutral	29	16.38%
4.	Agree	32	18.08%
5.	Strongly agree	12	6.78%
	Total	177	100%
Mean : <b>2.407</b>		Confidence Interval @ 95% : <b>[2.217 - 2.597]</b>	Standard Deviation : <b>1.290</b>
		Standard Error : <b>0.097</b>	

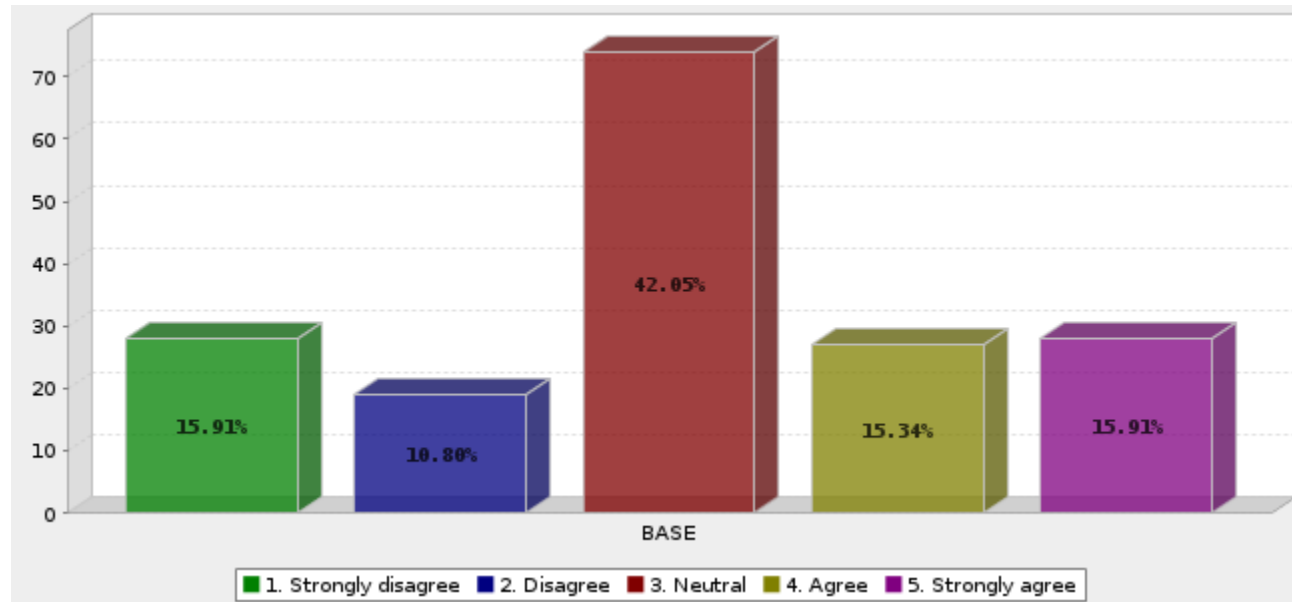
## Q48. I understand why decisions are made at Arkansas Tech.



	Answer	Count	Percent
1.	Strongly disagree	65	36.72%
2.	Disagree	50	28.25%
3.	Neutral	34	19.21%
4.	Agree	19	10.73%
5.	Strongly Agree	9	5.08%
	Total	177	100%
Mean : <b>2.192</b>		Confidence Interval @ 95% : <b>[2.017 - 2.367]</b>	Standard Deviation : <b>1.191</b>
		Standard Error : <b>0.089</b>	



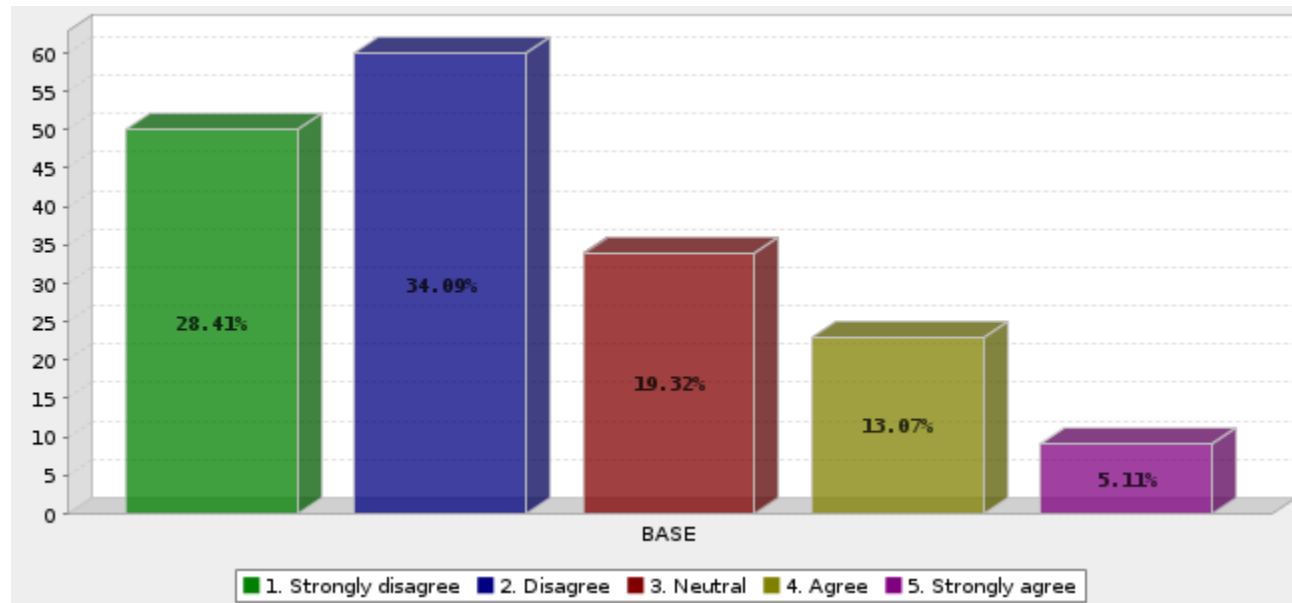
**Q59. Transitioning the VPAA position to an Academic Provost/VPAA is consistent with the faculty's recommendation for transitioning the position to Provost and Senior Vice President.**



	Answer	Count	Percent
1.	Strongly disagree	28	15.91%
2.	Disagree	19	10.80%
3.	Neutral	74	42.05%
4.	Agree	27	15.34%
5.	Strongly agree	28	15.91%
	Total	176	100%

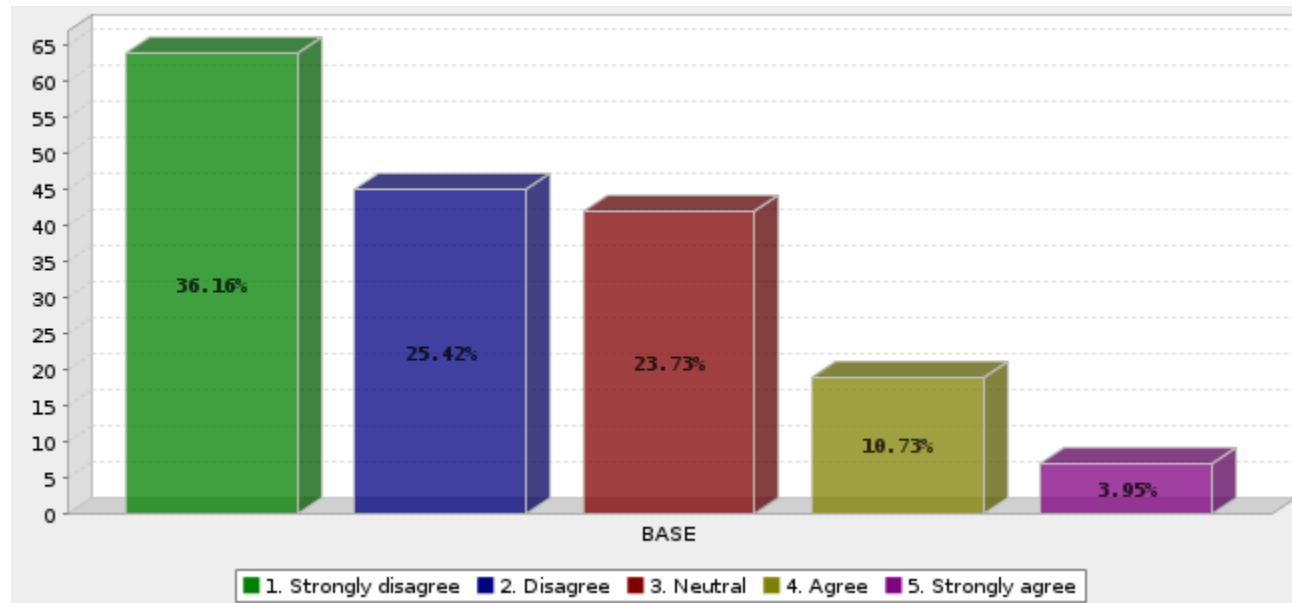
Mean : <b>3.045</b>	Confidence Interval @ 95% : <b>[2.862 - 3.229]</b>	Standard Deviation : <b>1.241</b>	Standard Error : <b>0.094</b>
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## Q47. The President's decisions are clearly communicated to faculty.



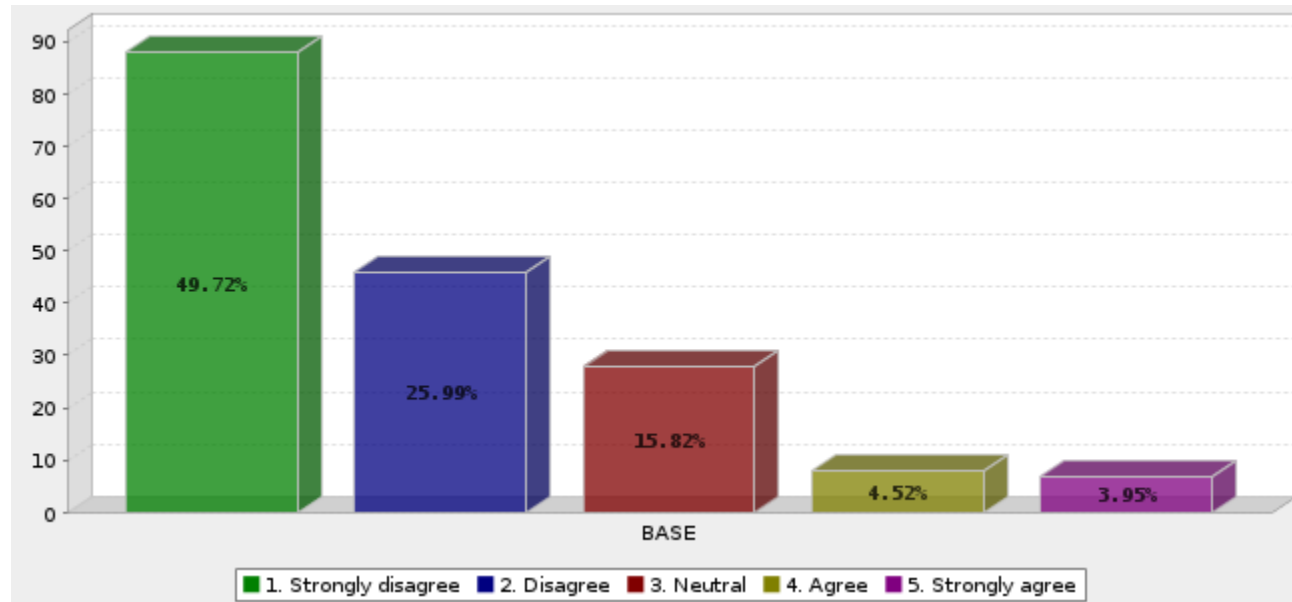
	Answer	Count	Percent
	1. Strongly disagree	50	28.41%
	2. Disagree	60	34.09%
	3. Neutral	34	19.32%
	4. Agree	23	13.07%
	5. Strongly agree	9	5.11%
	Total	176	100%
Mean : <b>2.324</b>		Confidence Interval @ 95% : <b>[2.151 - 2.496]</b>	Standard Deviation : <b>1.168</b>
		Standard Error : <b>0.088</b>	

## Q50. Decisions are made in the best interests of the University.



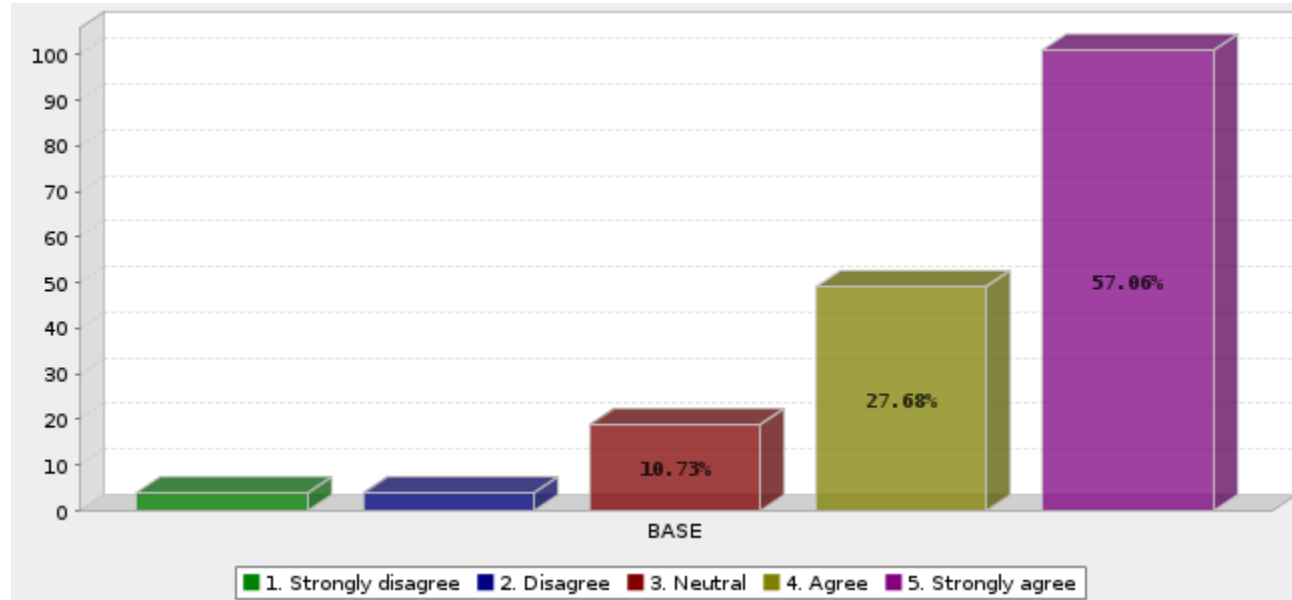
	Answer	Count	Percent
	1. Strongly disagree	64	36.16%
	2. Disagree	45	25.42%
	3. Neutral	42	23.73%
	4. Agree	19	10.73%
	5. Strongly agree	7	3.95%
	Total	177	100%
Mean : <b>2.209</b>		Confidence Interval @ 95% : <b>[2.038 - 2.380]</b>	Standard Deviation : <b>1.161</b>
		Standard Error : <b>0.087</b>	

## Q49. Arkansas Tech is heading in the right direction.



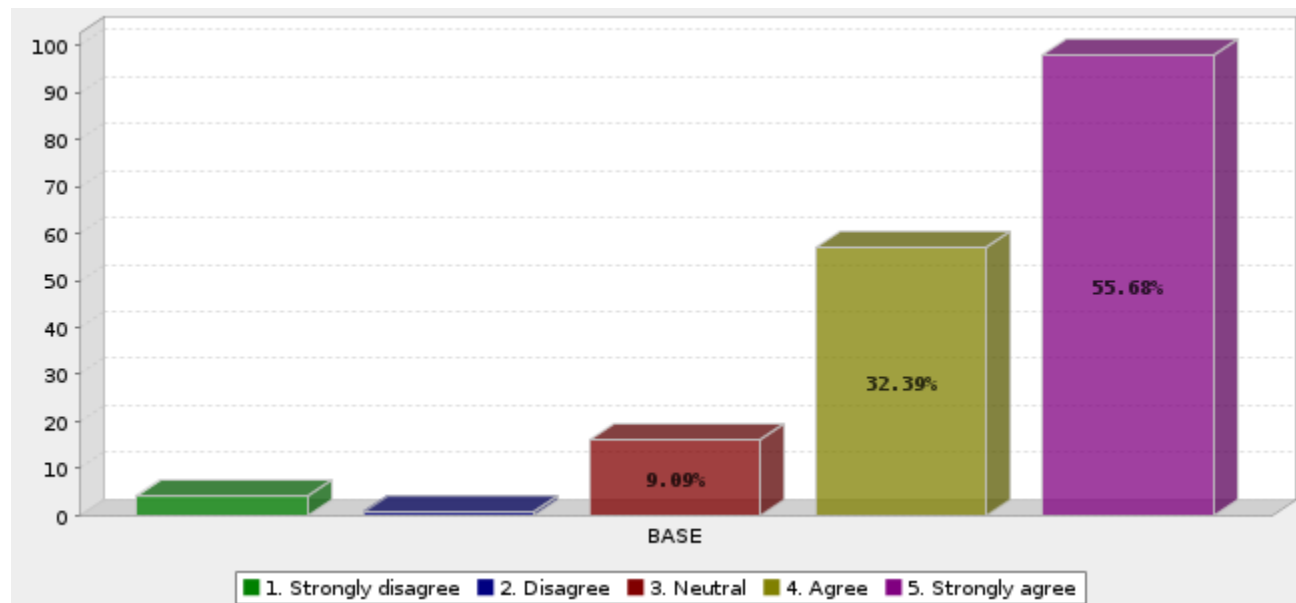
	Answer	Count	Percent
	1. Strongly disagree	88	49.72%
	2. Disagree	46	25.99%
	3. Neutral	28	15.82%
	4. Agree	8	4.52%
	5. Strongly agree	7	3.95%
	Total	177	100%
Mean : <b>1.870</b>		Confidence Interval @ 95% : <b>[1.710 - 2.030]</b>	Standard Deviation : <b>1.087</b>
		Standard Error : <b>0.082</b>	

**Q62. The job performance of senior leadership should be evaluated on a yearly basis by all employees in their respective administrative units.**



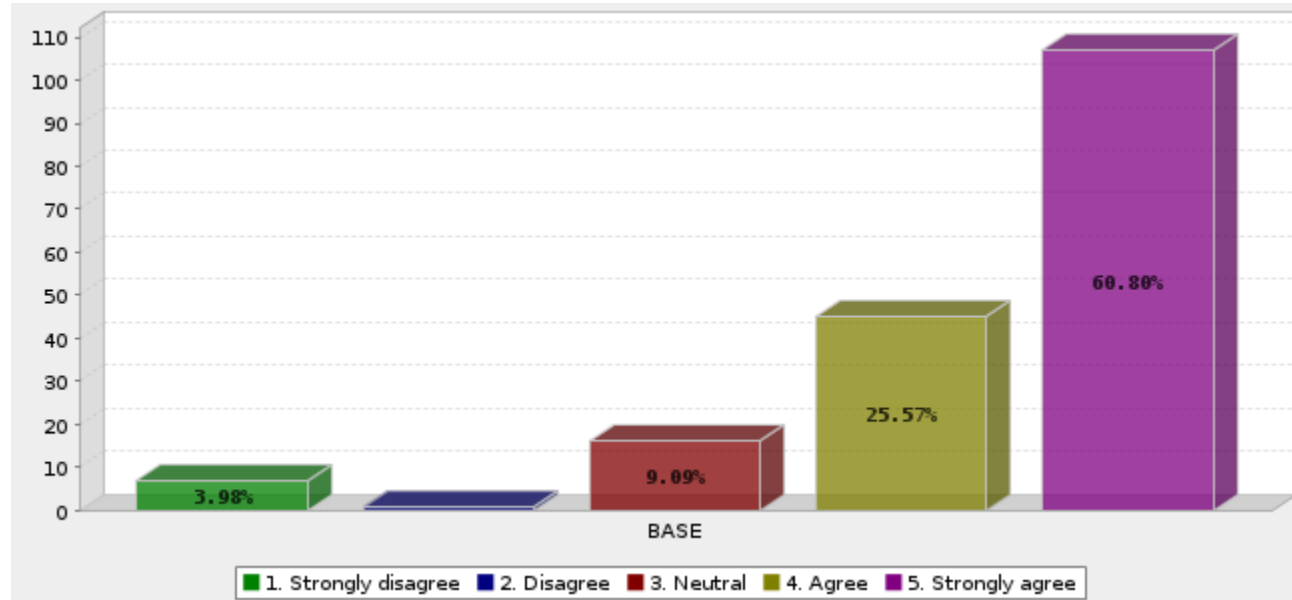
	Answer	Count	Percent
	1. Strongly disagree	4	2.26%
	2. Disagree	4	2.26%
	3. Neutral	19	10.73%
	4. Agree	49	27.68%
	5. Strongly agree	101	57.06%
	Total	177	100%
Mean : <b>4.350</b>		Confidence Interval @ 95% : <b>[4.214 - 4.486]</b>	Standard Deviation : <b>0.924</b>
		Standard Error : <b>0.069</b>	

## Q31. Faculty should evaluate the job performance of the Vice President for Academic Affairs on a yearly basis.



	Answer	Count	Percent
	1. Strongly disagree	4	2.27%
	2. Disagree	1	0.57%
	3. Neutral	16	9.09%
	4. Agree	57	32.39%
	5. Strongly agree	98	55.68%
	Total	176	100%
Mean : <b>4.386</b>		Confidence Interval @ 95% : <b>[4.260 - 4.513]</b>	Standard Deviation : <b>0.854</b>
		Standard Error : <b>0.064</b>	

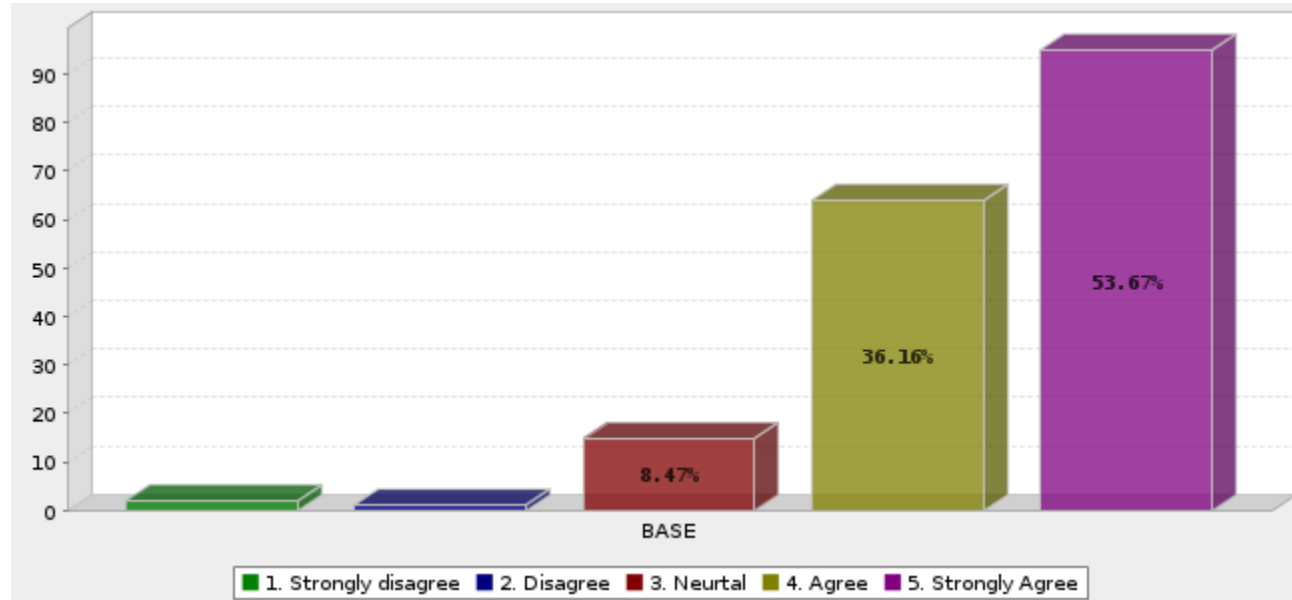
## Q32. Faculty should evaluate the job performance of the University President on a yearly basis.



	Answer	Count	Percent
	1. Strongly disagree	7	3.98%
	2. Disagree	1	0.57%
	3. Neutral	16	9.09%
	4. Agree	45	25.57%
	5. Strongly agree	107	60.80%
	Total	176	100%
Mean : <b>4.386</b>		Confidence Interval @ 95% : <b>[4.243 - 4.529]</b>	Standard Deviation : <b>0.967</b>
		Standard Error : <b>0.073</b>	

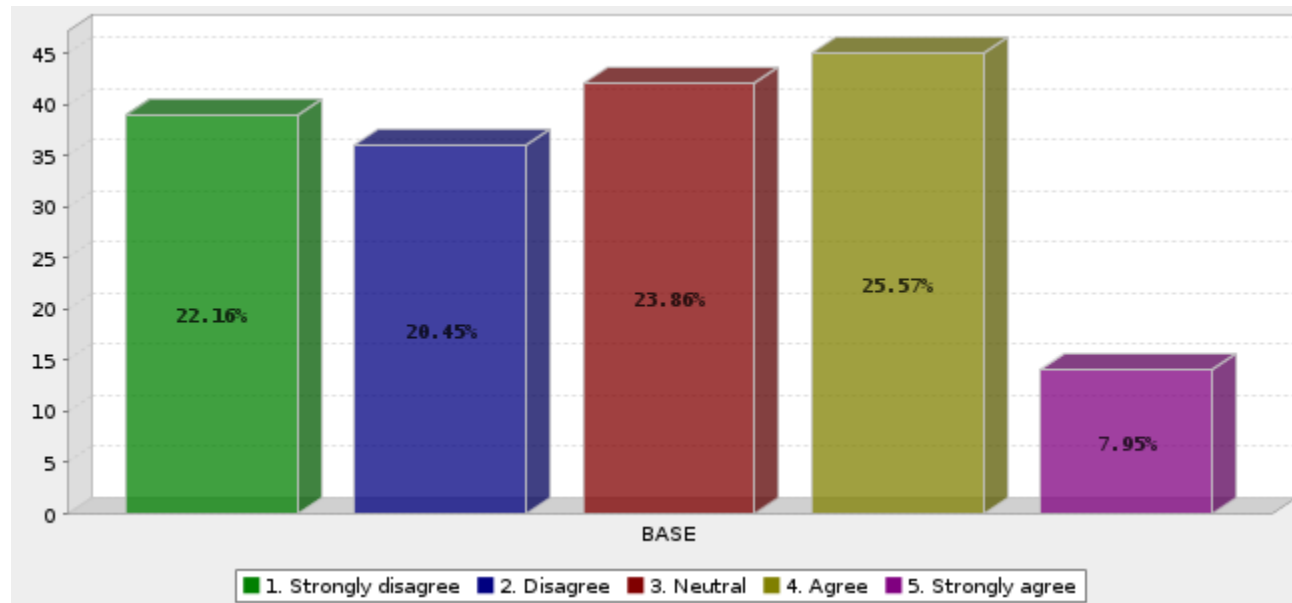


### Q36. Faculty should have input into decisions made on health care coverage.



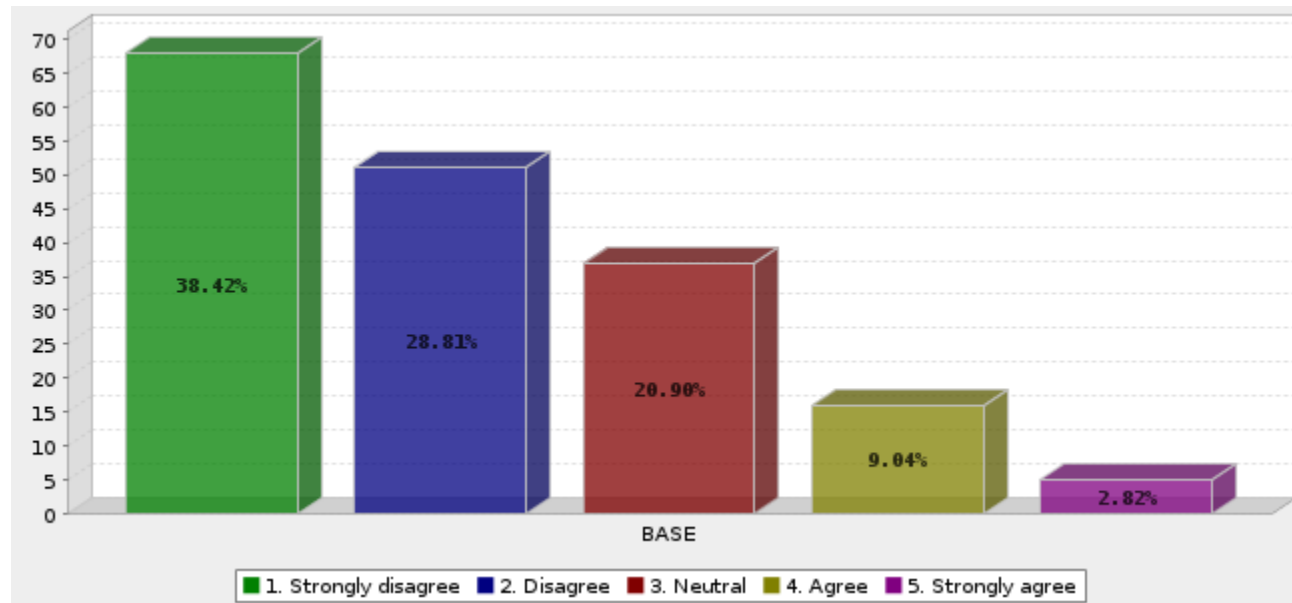
	Answer	Count	Percent
	1. Strongly disagree	2	1.13%
	2. Disagree	1	0.56%
	3. Neutral	15	8.47%
	4. Agree	64	36.16%
	5. Strongly Agree	95	53.67%
	Total	177	100%
Mean : 4.407		Confidence Interval @ 95% : [4.294 - 4.519]	
		Standard Deviation : 0.764	
		Standard Error : 0.057	

### Q39. My professional contributions as a faculty member are valued.



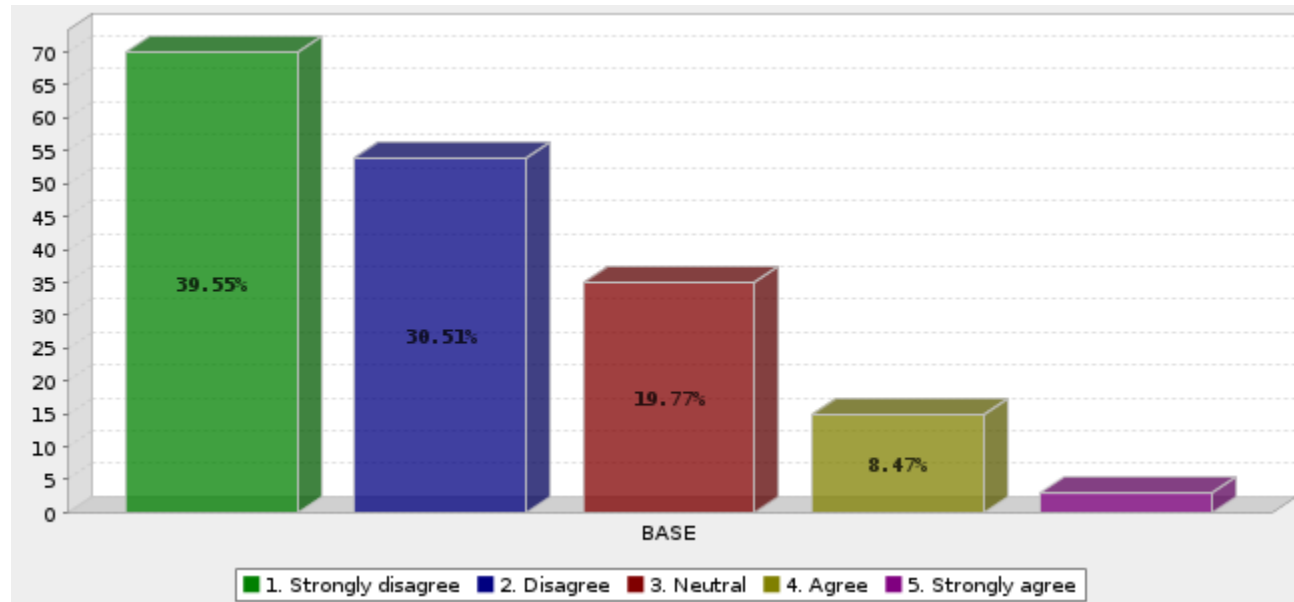
	Answer	Count	Percent
	1. Strongly disagree	39	22.16%
	2. Disagree	36	20.45%
	3. Neutral	42	23.86%
	4. Agree	45	25.57%
	5. Strongly agree	14	7.95%
	Total	176	100%
Mean : 2.767		Confidence Interval @ 95% : [2.579 - 2.955]	Standard Deviation : 1.273
		Standard Error : 0.096	

## Q40. Faculty morale is high in my department.



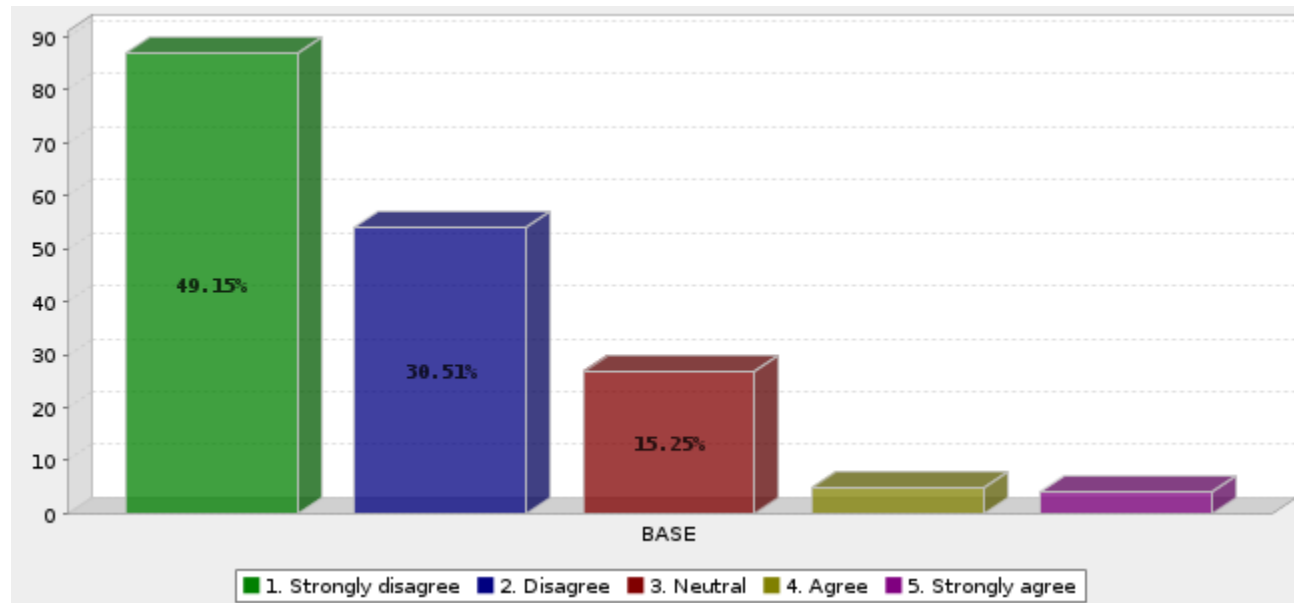
	Answer	Count	Percent
1.	Strongly disagree	68	38.42%
2.	Disagree	51	28.81%
3.	Neutral	37	20.90%
4.	Agree	16	9.04%
5.	Strongly agree	5	2.82%
	Total	177	100%
Mean : <b>2.090</b>		Confidence Interval @ 95% : <b>[1.928 - 2.252]</b>	Standard Deviation : <b>1.099</b>
		Standard Error : <b>0.083</b>	

## Q42. Faculty morale is high in my college.



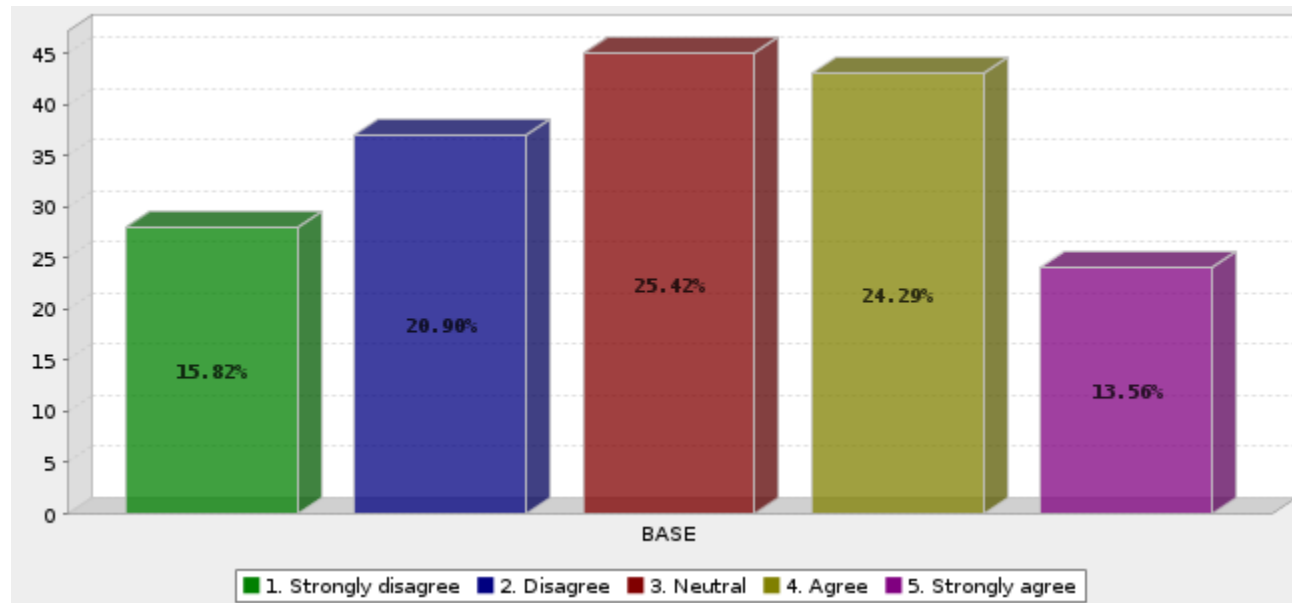
	Answer	Count	Percent
	1. Strongly disagree	70	39.55%
	2. Disagree	54	30.51%
	3. Neutral	35	19.77%
	4. Agree	15	8.47%
	5. Strongly agree	3	1.69%
	Total	177	100%
Mean : <b>2.023</b>		Confidence Interval @ 95% : <b>[1.869 - 2.176]</b>	Standard Deviation : <b>1.044</b>
		Standard Error : <b>0.078</b>	

### Q43. Faculty morale is high across the University.



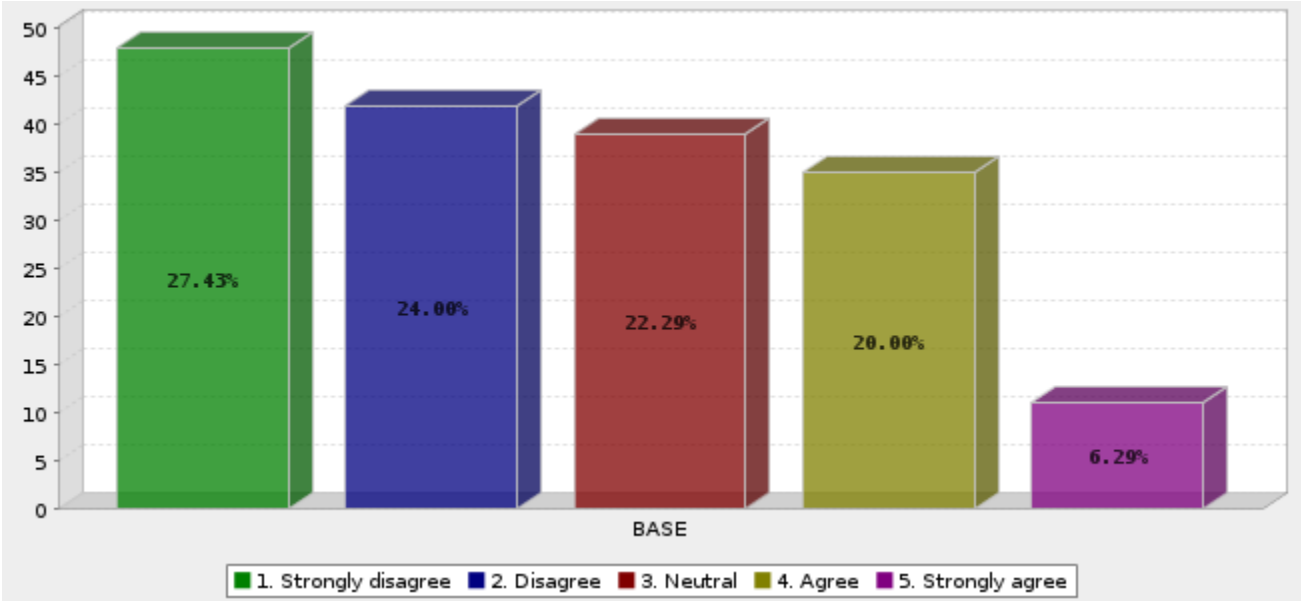
	Answer	Count	Percent
	1. Strongly disagree	87	49.15%
	2. Disagree	54	30.51%
	3. Neutral	27	15.25%
	4. Agree	5	2.82%
	5. Strongly agree	4	2.26%
	Total	177	100%
Mean : <b>1.785</b>		Confidence Interval @ 95% : <b>[1.644 - 1.927]</b>	Standard Deviation : <b>0.959</b>
		Standard Error : <b>0.072</b>	

## Q43-C67. Diversity is valued at the University.



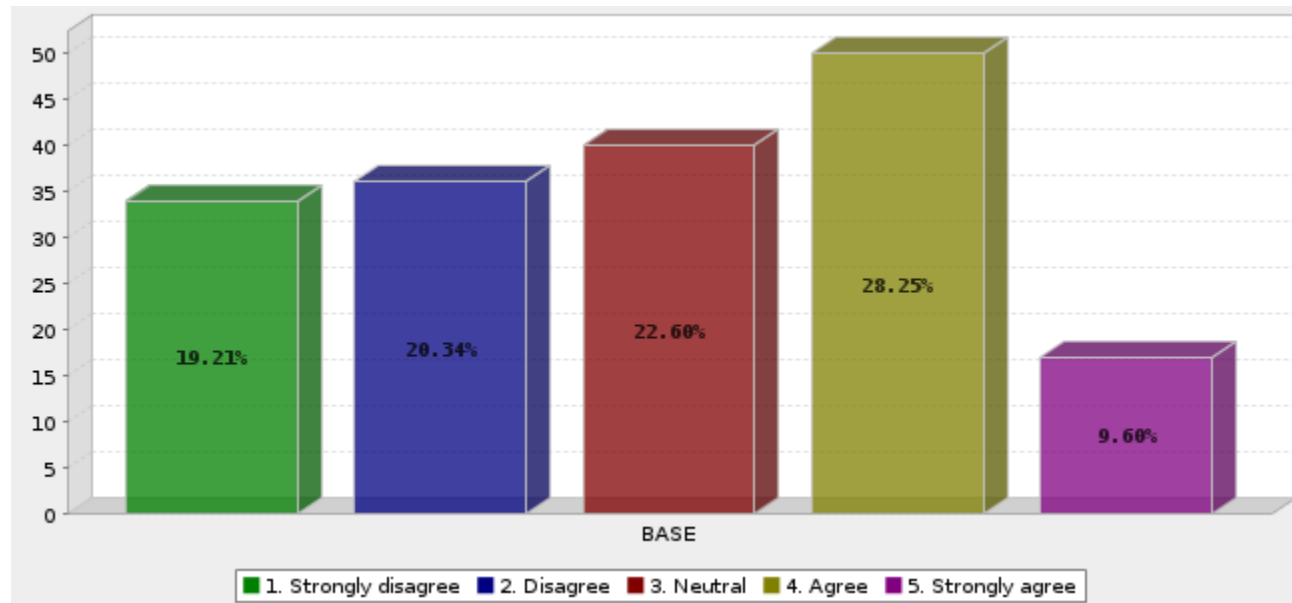
	Answer	Count	Percent
	1. Strongly disagree	28	15.82%
	2. Disagree	37	20.90%
	3. Neutral	45	25.42%
	4. Agree	43	24.29%
	5. Strongly agree	24	13.56%
	Total	177	100%
Mean : <b>2.989</b>		Confidence Interval @ 95% : <b>[2.800 - 3.177]</b>	Standard Deviation : <b>1.279</b>
		Standard Error : <b>0.096</b>	

Q54. I feel appreciated at Arkansas Tech.



	Answer	Count	Percent
	1. Strongly disagree	48	27.43%
	2. Disagree	42	24.00%
	3. Neutral	39	22.29%
	4. Agree	35	20.00%
	5. Strongly agree	11	6.29%
	Total	175	100%
Mean : 2.537		Confidence Interval @ 95% : [2.351 - 2.724]	Standard Deviation : 1.258
		Standard Error : 0.095	

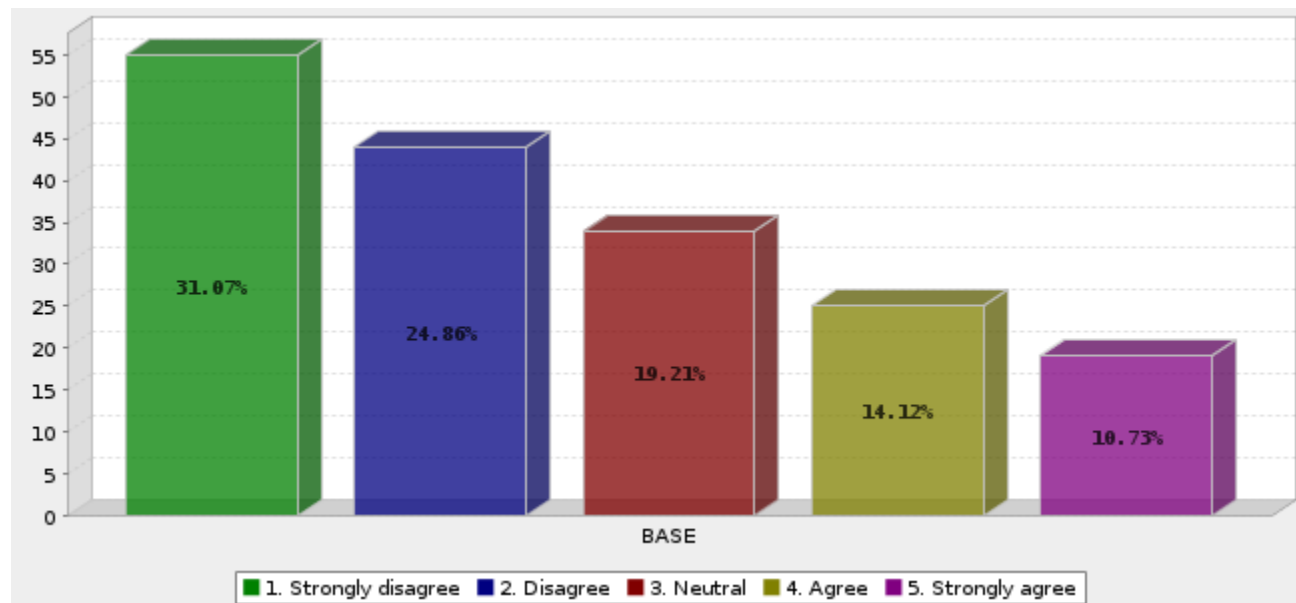
## Q55. I have a satisfactory work/life balance at Arkansas Tech.



	Answer	Count	Percent
	1. Strongly disagree	34	19.21%
	2. Disagree	36	20.34%
	3. Neutral	40	22.60%
	4. Agree	50	28.25%
	5. Strongly agree	17	9.60%
	Total	177	100%
Mean : <b>2.887</b>		Confidence Interval @ 95% : <b>[2.699 - 3.075]</b>	Standard Deviation : <b>1.279</b>
		Standard Error : <b>0.096</b>	

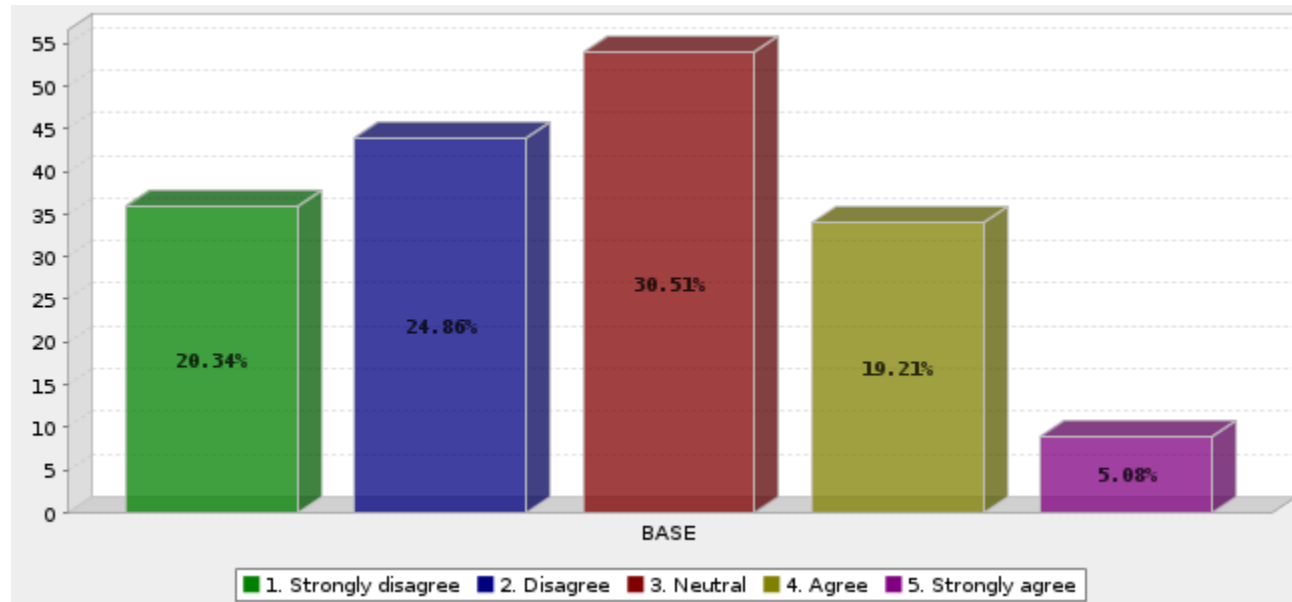


**Q56. I think senior leadership consider faculty work/life balance when making decisions.**



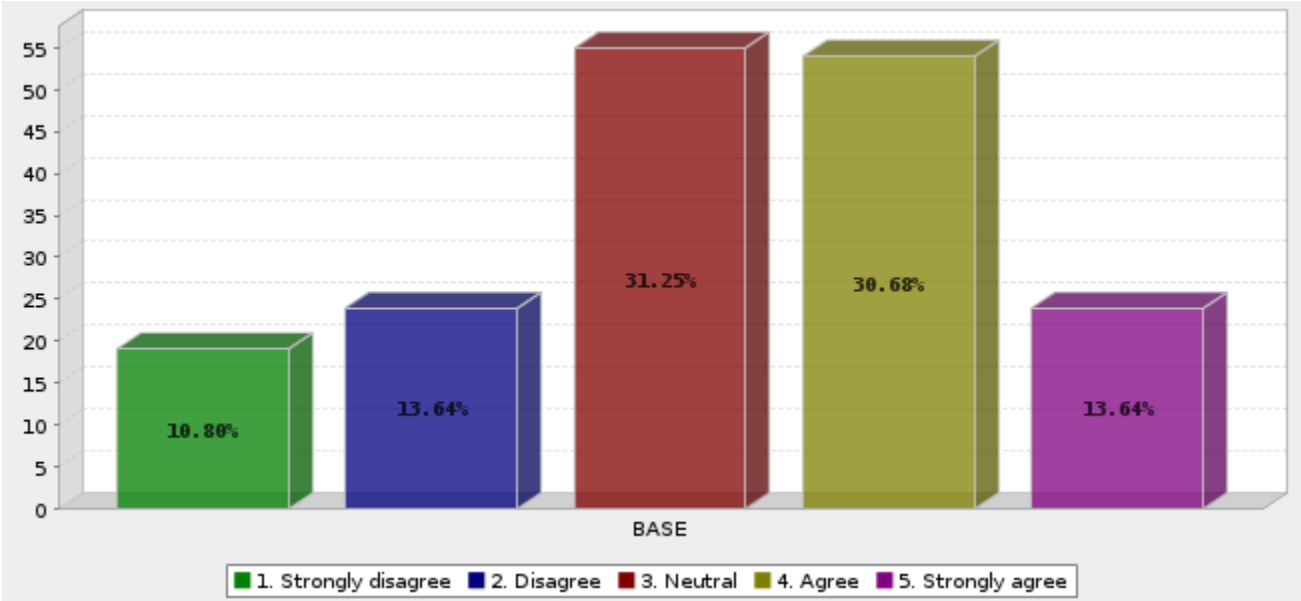
	Answer	Count	Percent
	1. Strongly disagree	55	31.07%
	2. Disagree	44	24.86%
	3. Neutral	34	19.21%
	4. Agree	25	14.12%
	5. Strongly agree	19	10.73%
	Total	177	100%
Mean : <b>2.486</b>		Confidence Interval @ 95% : <b>[2.288 - 2.684]</b>	Standard Deviation : <b>1.345</b>
		Standard Error : <b>0.101</b>	

## Q44. I would recommend Arkansas Tech as a good place to work.



	Answer	Count	Percent
	1. Strongly disagree	36	20.34%
	2. Disagree	44	24.86%
	3. Neutral	54	30.51%
	4. Agree	34	19.21%
	5. Strongly agree	9	5.08%
	Total	177	100%
Mean : 2.638		Confidence Interval @ 95% : [2.468 - 2.809]	Standard Deviation : 1.155
		Standard Error : 0.087	

Q46. I am proud to work at Arkansas Tech.



	Answer	Count	Percent
	1. Strongly disagree	19	10.80%
	2. Disagree	24	13.64%
	3. Neutral	55	31.25%
	4. Agree	54	30.68%
	5. Strongly agree	24	13.64%
	Total	176	100%
Mean : 3.227		Confidence Interval @ 95% : [3.054 - 3.401]	Standard Deviation : 1.173
		Standard Error : 0.088	

## Q67. Please tell us about any issues that impact your ability to effectively carry out your responsibilities as faculty.

Position cuts and pending position cuts obviously impact my load and my anxiety.
My department head is in over his head. It doesn't help that our administrative office is not staffed full time.
We are being asked to do more with fewer faculty and less money.
It is almost impossible to serve the university through various committee work, keep up with the teaching load, and have time for scholarly work. It feels like we are putting out one fire after another and then there is another resignation or change in leadership.
Reduced faculty lines. The decision to not fill existing faculty lines when they become vacant.
Travel and taking students on field trips has become very difficult. The lack of sufficient vans and the age of the vans we have has become an issue that is impacting how I administer my classes.
My concern for the future state of ATU impacts my ability to encourage the potential generic student to come to Tech. I'm able to encourage students for certain majors because I know the faculty will be positive within those majors.
Low enrollment is impacting everyone and bad publicity may stop students from seeking a degree at ATU. Better enrollment and retention with support of administration is necessary to improve. Faculty Senate consistently looking for negativity is not helping in improvement at ATU. Everyone needs to work together. Faculty have the opportunity for input and say in the running of the university now more than ever. This is a GREAT university on many levels. However, constant complaining and lack of remembering why we are here is detrimental to our success and our student improvement.
Not enough faculty for our program. Need to maintain and update buildings so they are livable for students and create a warm environment for teaching, not black tarps and buckets full of what with stained ceiling tiles and dull walls and classrooms.
Knowing that there are 10-12 academic programs under review due to low numbers directly impacts my ability to carry out daily responsibilities. This has created stress to those involved. This institution has emphasized the focus is academics but yet that is the area on the list of elimination while Athletics is left fully intact. Hours dedicated to recruitment efforts

appear to not even be considered. Conversations must be had directly with the programs impacted to gain insight about what is going on in their profession, trends, need for professionals in this area, etc. While the numbers are vital, so are the conversations with the programs to understand the full picture.

There is no clear procedure for post-tenure review. We have tenured faculty teaching 8 am classes that don't show up till 9 or 10 am because they live out of town and get away with it. The same individuals constantly bow out of service opportunities they have volunteered for or do such a poor job others must redo everything they have done. They make excuses and "mental health issues," but when it comes down to it, if you can't do the job, treat students with respect, and maintain collegiality, you shouldn't teach in higher education. The faculty taking on extra tasks to make up for others' shortcomings shouldn't have to do it at the expense of their students and work-life balance.

I think some processes can be simplified...for example, the hiring process. The faculty should have involvement in areas of hiring faculty, but should not be running the search committees unless given more authority to make decisions. Right now, there are 4-5 offices involved in the process which does not make for an efficient use of time. One office with the authority to make decisions or move things forward should handle the hiring process where faculty provide input on candidates and interviews. White Paper proposals have a template, but could use a common format to complete them in order to make for a more expeditious proposal and read by administrators.

Not enough faculty positions to support current programs. Faculty in my department are constantly teaching overloads which is draining, unsustainable and unappreciated. It's becoming the norm when it should not be.

My daily work outside of instruction (service) is an issue. At 10% service, I think I should be working 4 hours/week on service - I spend at least 2-3x that (I'm including academic advising, committee work, and other departmental obligations like peer review in the spring). Because I prioritize students (teaching responsibilities), I am frequently taking work home to try to keep up... not a good formula for healthy work/life balance. Campus funding issues exacerbate this because teaching responsibilities increase when faculty lines decrease. And I feel somewhat demoralized by the constant stream of changes in administration/organization - none of which seem to have improved what I am able to provide to my students in my classes.

Faculty Senate is the main issue on campus causing morale issues.

More questions about faculty governance here. We don't have it. You know we don't have it. Why are you asking about it? Shared governance never existed. Probably never will. Also, I have needed marketing help in my department. MARCOMM doesn't know much about marketing. They know how to do "stuff" like make graphic designs and videos and such, but if you go to them for a comprehensive marketing strategy they are not helpful. I don't think anyone there knows how to market. Faculty don't have time to learn marketing strategies and all the details of such, yet I'm doing just that. Can't we hire a marketing strategy professional for that department who can help smaller programs do the marketing that is needed? We need to do more than just send recruiters to high schools. It isn't just recent high school graduates who come

to ATU. MARCOMM cannot seem to get out of that mindset.

Just faculty senate drama is the biggest issue.

We have lost 4 faculty members this academic year, and none are being replaced. I am scared of the class sizes and teaching load I will have to take next year so that we can "absorb" these positions. We are a service department and house many 1000 level courses. How can I teach 20 hours with more students than in the past due to sections but, and be motivated to be successful without better bonus to reward taking on the extra load. We do not even have an appropriate department head. Interim from across campus? Someone who doesn't understand the student dynamic we deal with. It's all a mess this year!

Misallocation of funds. Good programs being short changed while ridiculous programs being well funded.

Thanks!

Since our faculty lines are continually decreasing in number and we are not allowed any faculty hires right now, I feel as if I am drowning, a little more each semester. Responsibilities of prior faculty are just being assigned to us who are still here. I seem to have so many more administrative duties that it is becoming harder to harder to keep up with my full load of courses. It has not always been that way at Tech, but it is now.

Significant lack of funding toward updated equipment and needed equipment to keep competitive with other institutions.

The College of Business and Economic Development should encourage and motivate diversity

Witherspoon is a nightmare to work in and an insult to the students who have to take classes in a building in such disrepair

The shared governance standing committee has not met so this is a concern when you have multiple questions about shared governance. This committee needs an internal review.

The equipment in several of the classrooms in Witherspoon do not work properly, and even when the system does work, the setup is subpar.

Senior administration keeps getting raises and signing off on expensive new buildings while the old ones are falling apart. Staff and faculty are treated as underlings in my opinion.

Teaching is not fun anymore. Too many rules of engagement so I often choose not to engage. I have not learned my students names for several years because it just isn't worth it.

Having speakers come in and tell us that we, the faculty, need to do more so enrollment increases is insulting. In my college, some depts. automatically have a hands-on approach due to the nature of the major. We KNOW our students. We

work side-by-side with them on a daily basis. Students are dissatisfied with some of the campus facilities---the dorms---as well with lack of 'fun things' to do in the community. These are things the faculty cannot change as is the community lacking fun activities. Department politics.
Triple, not double, standards. Doing three times the work for none of the credit. Expected to do far more than others, with far less.
Lack of support from administration in filling faculty positions and providing the facilities needed for academics.
I am constantly asked to do more and more. "Do more with less" in the ATU motto. My classes are not taught as well as they were before.
Cancelling tenure track faculty searches while candidates are in Russellville and on the ATU campus sends a signal that ATU is seriously mismanaged to a nation-wide audience. Other Arkansas Universities began making tougher budgetary decisions in August and September of 2022; ATU pretended everything was fine and business as usual until February of 2023.
Our department is losing a lot of faculty with talk of only replacing one and that as an emergency hire for only one semester. We are already cutting classes students need and now look like we will all take on overloads instead of getting adequate faculty. Our input on what students need on the schedule is not being listened too. Also public school teachers this fall will make more than most instructors on campus. I expect we will see more instructors who are already dissatisfied and feeling mistreated and mistrusted leave for better pay. I also get different answers about things when I ask different people (department head vs dean vs faculty senate vs announcements) on timelines for program cuts and requirements. Does anyone know what is really going on? Are the financials all "fine" like the meeting in the Spring told us or are we millions behind? Are we cutting a lot of programs and not telling students until its too late to register elsewhere and get a scholarship? Are we going to have people who truly understand how programs can work together to fill classes evaluate the schedule or just let people chop whatever classes they want no matter the repercussions? We were promised clear communications and explanations but we don't even seem to have honesty.
The change to the VPAA position is not going to do anything except placate Faculty Senate until they know they've been played.
When academic departments replace faculty lines with instructors and adjuncts, it increases the workload on tenure track faculty. Adjuncts do not advise or do service as part of their job which increases the workload on remaining faculty.
Constant emails for seemingly minor administrative tasks add up quickly. And I find I am spending much more time on those + committee work than I am on what is supposed to be the bulk of my job: instruction in the classroom, emailing and meeting with students, grading student work, mentoring students in research, etc. The added tasks that come to faculty from the desire by deans and administrators to show their bosses that they're doing something (anything) get in the way of

the essential duties of faculty.

Faculty have a diversity of abilities and challenges, but we are treated and evaluated in a one-size-fits-all manner. There is pressure - including peer pressure - on us to work harder and longer. This is not good for everyone.

Adjunct salaries are shamefully pitiful - they haven't increased at all for at least 12 years (which is the number of years that I have been teaching) probably even much longer - not even by one penny. Arkansas Tech used to be a good place to work - I am proud to work here, that is, if I happen to luck out and be given a class to teach. I teach one of the more popular electives; however, where I was once given 3 sections per semester to teach, now I'm lucky if I get one section over an entire year. ATU needs to put their focus back on recruitment to increase student enrollment.

My classroom conditions are horrible and not suitable for learning. We are missing faculty and barely able to cover essential classes for our major. But at least we will have a new rec center! Maybe we should move academic programs to Dr. Nichols so that she can run them into the ground too! #leadership

Dept. Heads and Deans appear paralyzed for some unknown reason. No one seems to know how much is left in our budgets and what we can spend to complete the academic year. It is important to remember that classes are still running. On a larger scale, this also means that all forward progress at program levels has halted.

Collapsing infrastructure hinders my ability to recruit and train students. I can't teach in buildings with huge leaks, no air conditioning, and no heat. I can't grow the major or the program without additional logistical and physical support. Students regularly report to me that they are making plans to leave the university and advise their peers not to come here. If my role as faculty is to pump out Intro classes to students who fail them at high rates - then my position is perfectly organized. If I am supposed to be contributing to local, regional, and national service and research efforts, or effectively training students for careers in my field - then I would say that I am doing my best in spite of ATU leadership and general campus wide trends.

Academic department head uses students recordings as a way to attack faculty members they don't like!

Not enough faculty really makes my job harder and leads me to feel very burned out by the end of the semester. It makes me question if this is the right place for me to work honestly. I love what I do and I love teaching my students. But when is enough enough and I have to do what is best for me and my own physical and mental health by finding a employer who cares??

Increased additional responsibilities previously fulfilled by marketing and recruiting offices.

No one making decisions seems to understand basic accounting.

course load too high, course caps too high (and these caps are regularly overridden anyway)



Salary, Budget, Professional Dev

Looming budget cuts caused by administration bungling.

The facility I teach in is not conducive to student learning. The ceiling is falling in, and no one can control the temperature. Departmental budgets do not allow faculty to purchase the items necessary to facilitate quality instruction. Budget restraints make it impossible to hire replacement faculty for programs that need those instructors. Essentially successful programs are being penalized for the programs that have not lost faculty even while their enrollments have gone down. My colleagues are weary. Tired of the constant budget cuts and emphasis on student affairs and athletics. They don't believe teaching or service is valued, so a lot of quiet quitting is taking place right now. That is understandable, but it makes it difficult for the rest of us. Something has to be done about faculty morale on campus. The revolving door in academic affairs and whatever is currently happening with the VPAA search is not helping.

Anxiety about the state of the university impacts my ability to carry out my responsibilities as a faculty member.

Faculty salaries are significantly below the national average. Moving my family here, buying a house, and trying to put down roots in this post-pandemic era is impossible on 50K. I give my best to the students and "get the job done." I wish I could give more to the students but much of my brain space and energy is used trying to find ways to make ends meet and stressing about going further into debt every single month. I love what I do, but it is simply not sustainable.

I think the principal problem is the very notion of communication. It's not always clear what is to be communicated and to whom. Saying that we should communicate everything is not as clear as such direction may be intended, especially since many items shared at meetings are available elsewhere on campus or on digital media. Should we really share everything? As a result, choices are made, which can cloud the situation as much as clarify it. And cascading "information" is not the same as communicating a vision or articulating a position. Communication is complicated, and information sharing merely a piece of it. I really think there should be more direct communication from the VP on academic directives. Relying on deans and heads to get every detail right is a risky proposition. Sometimes the direct approach is best. Not always, but on very important issues, a little more direction can prevent a number of misunderstandings and rumors.

Too much work and unnecessary disturbances such as unfriendly work environment.

Lack of resources to teach some of my courses adequately.

It doesn't effect my ability to carry out my responsibilities, however, the pay for adjunct faculty is ridiculous. With the prices in this economy, we as adjunct faculty need a livable wage. Are we not valued enough find the money in the budget? Why are we so top heavy in administration? How many hoops do we have to jump through till we are paid adequately?

I teach in a building with inconsistent HVAC, where the wifi never works, and there's an ant infestation every spring. The

other day a student couldn't come to class because they'd sprained their ankle and their dorm doesn't have a working elevator. Deferred maintenance is bad for instruction.

I've started a pool where we're betting on how much longer teaching and learning facilities with basic requirements like functioning roofs and heating and cooling can continue to be at the bottom of executive leadership's list of priorities. Based on past experience, I'm betting another ten years.

The lack of faculty in our high-performing department is insulting. We effectively carry our college in terms of majors/minors and are really strong when compared to the rest of the university. Yet, we are in the crappiest building with the crappiest salaries and have the worst student-faculty ratios and advising loads across the entire university. Tech is a business but it treats its best employees like crap. It's exploitation at its finest.

The classroom situations are really problematic especially in McEver. I have taught in several different classrooms in the older and new portion of the building and multiple rooms have ceiling tile damage and leaks. I understand dealing with actively leaks, but then everything is left open, ceiling sagging for the rest of the semester. I teach in one particular classroom that was 80 degrees with no airflow (this was over a couple weeks). All of this undermines the student's ability to focus and learning opportunities.

I feel that we are consistently asked to do more with less as faculty. We also are not paid more even though we are working harder and harder.

It is hard to advise students with majors in areas that have been deleted. The main issue being that no plans were made to phase out the students. The classes they need to graduate, per degree works, no longer exist. Faculty are left, scrambling to figure out how to make it work just to get them to graduation. It's hard to recommend ATU as a good place to work because of the anxiety, I feel on a daily basis due to budget decisions. Pertaining, but not limited, to: hiring freezes, deletion of programs, and general lack of regard for faculty as stakeholders at the university. It has also been hard to have the responsibility of recruitment and retainment placed solely on faculty shoulders. I do my best to teach, advise, and be available to my students on a daily basis. But with the added strain of recruitment and retainment as major parts of my day-to-day job, I feel stretched in too many directions. I do not believe that faculty members are paid enough to take on this added job duty, nor do they have time to take on this added job duty. If more emphasis and focus were placed on the office of admissions and ensuring, they have the tools and monies they need for success, the strain could be alleviated.

Program directors are expected to do all their own marketing and recruiting, yet we are given few if any resources or support to do that. There's literally no budget for this vital task, and only minimal staff support (student workers). In addition, most program directors don't have the background or training necessary to create an effective campaign. Thus this expectation is essentially a "bricks without straw" situation. To complicate matters, our alumni database is minimal at best. I graduated from college in Texas decades ago ... but despite my moves over the years, my alma mater's alumni association somehow always keeps track of me. To this day, they sends me regular positive updates (as they do all

alumni). That's not only great PR, but a strong base for fund-raising. By contrast, ATU's alumni association's database is minimal at best. Whenever I want to reach out to our graduates (even recent ones), I have to do a lot of detective work to track them down. To be fair, I don't know our alumni association's situation, and they're probably understaffed and underfunded. But this lack of essential data is a major barrier to doing any effective marketing, promotion, or recruiting. Personally, I have experience in marketing plus some leftover funds from a previous grant, so I've been able to create a few reasonable solutions for my campaign. I'm also able to dedicate a few nights each month to this project. But few other program directors have those advantages. And even if they do, this primarily remains an unfunded mandate. And without a strong, active, INDIVIDUALIZED marketing and promotion strategy, and the resources to create and maintain the same, any given program's well of incoming students will eventually run dry. Pre-COVID, many high school seniors automatically went to college. Those days are long over. The results of the aftermath of COVID, combined with the highly-successful efforts of Charlie Kirk (Turning Point USA) to discredit higher education, plus the demographic drop in the total number of students even available have all played a role in this massive enrollment drop. And in this new environment, active, effective marketing and promotion of our programs is even more important than ever!

I'm not sure how putting 1 faculty member on a committee means there is shared governance. Faculty are informed of decisions after they occur. In a time of looming serious budget cuts and retrenchment, faculty are also being hit with a new faculty workload policy, which in itself is a disaster as it was written not be a committee, but by 1 person.

As an institution, we continue a long standing pattern of selecting lower level leadership (Program coordinator, Dept Head, Director, Dean, etc) based on a popularity vote and not on performance, capability, vision, etc.

There are no issues so serious that my ability to effectively carry out my responsibilities as faculty are affected. As faculty, we need to think about how the things we say and how we operate affects retention of faculty. We need to change our faculty culture so that new scholars want to stay at Tech.

None

the constant changing of employees in offices across campus so that I am rarely dealing with people who have institutional knowlege and/or have not had much training.

Senior leadership keeps asking faculty to do more with less... and then seems surprised that we can't work miracles.

ATU's best and brightest warned the trustees of Dr. Bowen's ineptitude in 2021. They were completely ignored. The enormity of that mistake cannot be overstated. We are now seeing what results when our best employees are ignored.

We wait too long to make decisions about cancelling classes etc... we need to set some firm dates so decisions could be made.

Monetary support for student activities and technological resources in campus classrooms throughout the campus are

lacking and in some cases becoming antiquated.

Budget. Money. Facilities. Enrollment. I feel that the University is not putting enough attention on declining enrollment. What are the steps taken to increase enrollment?

When a department is not funded to the level where a pull-down screen in a classroom cannot be replaced, (because that's our responsibility) then that's an issue. When the president clearly states that she is committed to the continued existence and 'growth' of THE UNIVERSITY, then that is an issue. Why? Because the connotative meaning is that there is a commitment to the entity we call Arkansas Tech University, but not necessarily to ALL the programs that make ATU what it is. When offices (such as human resources, travel and procurement) are moved to the point one cannot keep up with the moves, than that's an issue.

We are in perpetual budget crisis. How can I teach and do research in a place where the classroom temperatures are intolerable and the equipment dated and beyond repair? How can I get promoted based on handbook requirements when the resources just aren't there to support me in meeting those expectations? How do I know what I am supposed to do or who is in charge when we've gone through so many administrators? How many interim administrators do we actually have now? I am tired. I am burned out. I will continue to do what I can for the students, but I don't know if I will continue my employment should these trends hold. I have already started sending out applications, as have many of my colleagues. ATU is about to have a "brain drain" and I don't think the administrators care much less want to do something about it. Most of my peers are completely demoralized, as am I. When will someone finally listen to us? When will someone do something?

The poor facilities and a very heavy teaching overload have made my job very difficult to perform. While I have the support of my dean and department chair, I do not feel valued and cared for by any senior administrators.

Facilities in Witherspoon Hall Students chronically undersleeping due to conditions in dorms Lack of timely communication regarding professional development seminars at the beginning of the semester

## **Q58. Please include any additional comments regarding your experiences as a member of the Arkansas Tech faculty.**

The buildings in which most of the general education courses are taught are the buildings most prone to leaks, HVAC issues, and poor classroom experiences. If we want to look at retention, maybe spend the money on classrooms instead of a rec center.

I used to believe that administration cared deeply about student success. Now I know that it is only a catchy phrase because there is not an actionable follow-through.

I am here for the students. I am ready to get back to a point where I am happy to walk into work and to share my passion with my students.

The lack of trust between faculty and administration hinders problem solving at ATU. Faculty are interested in promoting and improving ATU, yet the administration would rather hire a consultant than look to the faculty for advice. The administration is removed from teaching and therefore, does not understand how their decisions impact teaching.

I still believe in ATU.

I feel valued and able to teach and work with my students on a daily basis. If everyone would do their best toward each other, students, and the administration, we would see immediate improvement in enrollment and retention. We must all work together. This constant trying to find something wrong is long past DONE. This survey is an example - why do you list the negative responses first instead of the positive responses? I have NEVER seen a survey done this way before and it tends to lean toward a person selecting the negative response before a positive one. This survey is very one sided and seems to be looking for details on the negative side and not seeking to provide improvement recommendations or input on any level.

It's not good. We have too many vice presidents that make decisions and are so far removed from the classroom that it loads more on fewer faculty and staff. There aren't enough Deans. Not enough Deans load so much on department heads that we can't keep them because of stress. Department heads are required to teach too many hours to accomplish the tasks needed to maintain a healthy department.

I enjoy working with my colleagues, but I feel pretty cloistered in my area of campus; it would be nice to have some time to participate in campus wide events/activities.

Working with others across campus has made my experience strong at ATU.
I would like to point out that one shining star at our university is the campus support center. They never fail to address issues immediately and do so with a positive attitude over the phone. They are remarkable and I'm very grateful for the exceptional work that they do. Their performance is crucial to our work as faculty.
Faculty are so toxic, I just try to stay at home because working with some of the senate has been toxic and felt like I am bullied.
I have been here 17 years. Nothing good has come since Dr. Brown left. It's a steady decline in all areas....
Thanks!
I enjoy my colleagues at Tech, but I fear that many more of them will be leaving because of issues that so negatively affect our ability to do our primary jobs--to teach.
My experience and skill set is valued within my department. I can not say the same about the administrative end.
The College of Business and Economic Development should encourage and motivate diversity
communication between administration, faculty and staff is unreliable.
Work life balance is a concern with increased faculty responsibilities with faculty decreases across campus
We are all about budget cuts and trimming here and there but I have not heard of any administrative cuts. Have these been reviewed? Why are faculty lines looked at but not administrative?
A continual emphasis is placed on "shared governance." The full-time faculty and instructors don't want to govern, we want to teach. Do your job effectively, Keep the faculty informed to maintain integrity and let us voice concerns, if necessary, but as I mentioned before, get to know what will work at Arkansas Tech, Russellville, Arkansas.
Lets get back to basics. Be the University that students want to attend because it pushes their personal boundaries. And quit trying to be something we are not nor will we ever be. Be the University that will take that students no one else wants who wants to improve themselves and get them to their goals. People come to ATU not because we are flashy but because we are friendly and we care.
Campus morale has steadily gone downhill over the past 6+ years. Telling us we're doing a good job every now and then goes a loooong way especially if an improvement can be attributed to the faculty as a whole; that is, other than at graduation.
I have never felt valued as a member of ATU faculty outside my department.

Q: Is the subject a smart move for the university? Faculty: Of course not. This is asinine and makes no common sense.  
President and Board: It's a great idea!

Honestly, I cannot think of anything positive to say about ATU.

Online/hyflex is killing the on-campus experience. This campus is dead on the weekdays. This, I think, contributes to low faculty morale. There is no vibrancy or energy to daily life on campus.

Morale and ATU will never live up to its potential with its current leadership team.

Administration at all levels needs to stop communicating with faculty during vacation periods.

The incredible pressure on faculty regarding recruitment and retention is so insulting when faculty are working so hard and constantly asked to do more with less. No one should be adding that pressure when: our program fairs are empty of students due to poor planning or communication issues on the administrative side, staff posts go empty for months on end, prospective students report waiting weeks to hear from admissions about "on boarding" and how to enroll, the dorms are either freezing or without water, etc. We're doing our part. Administration needs to do theirs.

We are being made to solve problems we did not cause. Students consistently say that the best asset of ATU is the faculty, but the burden of solving recruitment and retention is put on us.

I have been at ATU for approximately 20 years. I was proud to work here and all we accomplish as a university. Unfortunately, I no longer feel this way. Ask faculty if they would send their own children here. The most common answer is a "no". And it isn't because of the faculty. We have great faculty who try to do their best. It is all of the non-academic issues and budget cuts in academic areas. The buildings are falling apart. I have to cancel classes early due to wasp swarms. This year one of the buildings had repeated power water outages. Some of my classes are in rooms without heat or air. Some of my classes are in rooms with broken heat or air so that the classroom is in the upper 50s or over 90. My students are in dorms that are freezing cold or sweltering heat. They also frequently go without hot water to shower in and have frequent late night fire alarms leaving them outside for over an hour in the middle of the night. Great faculty see the writing on the wall and are leaving. Programs are being closed with little faculty input. To add insult to this morale collapsing atmosphere, we are about to be the most expensive university in the state. Read that again, the most expensive in the state. Would you rather your child go to ATU or U of A, ATU or ASU, ATU or UCA? If my child told me the stories of black mold, bug infestations, lack of basic utilities, unhealthy food options, unsafe living environments, and condemnable learning environments, I would pull them out of that university as quick as I could. We are not the university we used to be. And this degradation of our university is directly linked to the decisions that Dr. Bowen has made as president. She should be removed as soon as possible to prevent even more damage. Further, she should be investigated for potential criminal liabilities in fiscal mismanagement and violating the housing laws like the implied warranty of habitability. If the board does nothing, maybe students should start reporting their dorm conditions to the local housing

authority and let the city, state, and federal authorities start addressing our campus living conditions through the court systems. Maybe then the board could see that there are substantial issues that need to be fixed.

We are now facing our 3rd round of budget cuts/restructuring/etc. Remember that old saying about insanity being defined as repeating the same action and expecting a different result? The budget is not the source of the problem. It's the result of the problem.

My Departmental and College level leadership is strong, and I have found a lot of support at this level. The upper-level leadership at ATU seems wildly disconnected from the faculty or this level of Admin. My salary is comparable to newly legislated public school teacher salaries. I could do more impactful work and make more money teaching at a public school in Bentonville. I have been here 3-years, and I am actively exploring opportunities to leave ATU. Academic or otherwise.

Life would be better if the administration showed more support for faculty and adjuncts by giving us budgets and enough faculty/staff to not have to work 50+ hours a week.

Trim the waste at the top.

I feel valued by my colleagues in my department and college. I wish shared governance had a stronger presence on campus.

Enrollment will continue to decline until the University as a whole (faculty, staff, students) sees an articulated vision that will work. Until then, they will remain disengaged. Dr. Bowen has shown she does not have the ability to create a vision that the University will embrace. Therefore, enrollment will not improve until she is gone.

The university appears to be headed towards closure.

The course load is too high and classes are regularly over the cap (which is high to begin with); the facilities are falling apart; salaries for faculty are very low. I feel overworked, underpaid, and undervalued.

Academics needs to come first. Administration exists to support faculty. Faculty do not exist to support administration. Saying that academics comprises 58% of the budget and therefore should carry 58% of the cuts is asinine. Cut the things that DO NOT generate SSCH first.

Our health insurance is a joke. You have to have it to guard against any catastrophic health event, but I would be better off declining the insurance and paying my health care costs out of my pocket. There has been no significant progress in addressing salary compression, and I don't see any relief soon based on the budget information we are receiving. Can we let the UofA buy us out and be a satellite campus in the UofA system already? We might have a fighting chance to have heat in the classrooms and hot water in the dorms. It is painful to watch the slow death of this institution. Do we need to



bother with this survey? It has absolutely no impact. The president and the trustees see the results, and nothing ever changes. I will tell you I am relieved that athletics is being held harmless in the new budget. Thank goodness for that.

The university does not make use of the immense talent and skills provided by their own faculty.

I am proud to work here, and despite the pandemic and budget cuts and a multitude of issues, it's a great institution. Why? Because of the people I work with. But there are so many instances of misfiring, miscommunication, that such things have hampered efforts to improve the educational landscape.

Stop bullying junior faculty, transparency, fair, diversity and inclusion, and respect to other people should be given higher priority.

When I first came to ATU I was 100% committed to my job. It was a great place to work and I felt appreciated. However, since the arrival of Dr. Bowen, things have gone downhill. Regardless of what she says, she does not support the education of our students. Resources for teaching are constantly being cut. Faculty positions are not being replaced. The physical appearance of the campus is treble. I don't believe she values what faculty do in the classroom. The new student center is a great idea, but perhaps money would have been spent better off in housing, classrooms, general appearance of the campus, etc. It's obvious she doesn't know how to manage money. The constant budget cuts has really hurt programs. If the budget continues to be cut, and she develops land as she is proposing, programs which is a viable program now, will be closed down within the next few years.

I feel valued in my department. I feel heard and like I belong within my department. I do not feel valued as a whole by the university or the administration. We need job security and a pay raise. We deserve a pay raise and recognition for how many years we have been serving this university.

I do not understand the choice to call the provost position an "Academic" Provost. This seems redundant unless, as I fear, it is meant to curb academic interests. In most universities, the term Provost (alone) refers to the the chief academic officer. Why not here?

I'm not sure if things could get more surreal, but they will when we have a brand new \$50+ million dollar student union and no students to use it. There are other issues that must be addressed that faculty and students have been pointing to for over a decade. Also the decision to turn the VPAA into an "Academic Provost" rather than a "Provost" feels like a very deliberate slap in the face.

I'm a straight, white, male and I'm treated like shit here. I can't imagine what it's like for my colleagues who are not straight, white, and/or male. You keep focusing on recruitment and retention but you don't seem to see that those two are related. When you allow 98% of applicants to be accepted, the retention rate is going to be high. The problem is you don't care. You don't seem to care that you are setting up students for failure. As long as you get that tuition and fee money, you don't care that they will likely drop out. It's a scam and I feel guilty sometimes, despite the fact that I'm simply doing my

job. You keep telling us to retain students without sacrificing standards. It's almost impossible to do that at this point.

With current discussions happening regarding faculty workloads, course delivery methods, and class sizes it would be great if faculty had real input. These are all conditions that will impact the institution's ability to attract and retain faculty and students.

All the restructuring was to save a dean's salary. Then ATU takes the "saved" money and spends it on a DEI dean...the point here is neither of these decisions have been demonstrated to increase enrollment - why restructure? there is no consistent/clear answer to this question. Why invest in a DEI dean? will it increase enrollment? So we are in a recruitment and retention crisis but we are spending a whole bunch of money to not fix the problem. The budget is so well managed that we make all the cuts 1.5 years ago and then we are doing it again. I get it that things change, and we need to adapt, but the way this is presented from the upper levels of admin, feels like the faculty are getting double talk.

I find it interesting that the secretary for the president makes over \$78,000 a year....more than most professors...I guess it literally pays to be in the president's good graces.

My experiences as an ATU faculty member has been wonderful in my department in college. I feel seen, heard, and appreciated on a daily basis. It is extremely unfortunate that faculty cannot feel this attitude from administration. It is hard not to feel dejected every time I think about it. I truly worry for the future of ATU, as an institution, going forward.

Some clarification: While I continue to be proud to work at ATU and greatly appreciate our history of student-centered instruction, faculty morale has fallen rapidly since the reorganization. Many feel that Dr. Branson came in with a set plan, and that the solicitation of faculty input was simply for show (and a total waste of time). Many excellent ideas were ignored and instead, short-term solutions were implemented that looked good on paper ... and those are now having significant negative consequences. Add to this overall deterioration the fact that our particular Department Chair is a top-down style leader who rarely listens, and the result is that a once "great place to work" has morphed into a hostile work environment. In addition, my specific program the best of its type in the state. But rather than celebrating that and building on it, the current focus is on reducing expenses at all costs. For example, faculty who leave are either not replaced, or replaced by new faculty with minimal experience because they can be paid less. And the not-so-subtle move to push our most experienced faculty out the door (many of whom are leaders in their field) and replace them with newbies is not helpful, nor are the constant hints of the potential for RIFs. This approach is self-defeating at best. While I love my job and continue to be thrilled by our graduates' amazing accomplishments, the current environment makes it more and more difficult to stay here. Several colleagues have gone to other universities, and are now making much more money with fewer responsibilities and less stress. Obviously our huge drop in undergrad enrollment necessitates changes in order to stay solvent. But the current approach (and the bad decisions made during the restructuring) simply are simply creating a downward spiral. Success breeds success. Our primary focus should be on identifying, supporting, and expanding our successful programs (with strong, active marketing of the same) instead of fixating on the institution's financial struggles and crumbling infrastructure. Universities that do the former will survive and thrive in this challenging environment; the

rest will end up like Henderson ... wondering how much longer they can hold out. All of that having been said, my hope is that eventually we will regain our positive focus, and once more reflect our mission to be "a responsive campus community providing opportunities for progressive intellectual development and civic engagement."

ATU has plenty of problems and shortcomings. But, re: the last question, yes, I am still proud to work here. I would probably be proud to work at the vast majority of US colleges and universities. I take pride in having the opportunity to teach. I take pride in my students. In general, I take pride in all of our students. In my experience, people in the community (RussVegas, Pope/Yell counties) appreciate TECH and take pride in having a university here. I am proud of that too. The community respects the faculty, sometimes even showing deference to us. I don't need the deference but I appreciate the respect. It makes be proud to be respected. I feel zero shame in working for ATU, so, yes, I am proud to work at TECH.

Isolation ... segregation ... bullying ... 'old Tech vs New Tech' ... treated as an outsider since I am not a part of the 'pre-Bowen clique'

The environment that has been created in the past 4 years has made this a very difficult place to work. The prevailing opinion of ATU was already not well regarded state-wide, and with the continual rounds of cuts and changes in directions it is difficult to blame people for holding the opinion that this university is slightly above a community college. There are simply no resources for any academic innovation at any level. There are no resources for faculty development or research. It's hard to imagine how anyone, particularly a president of a university, would have a hard time understanding why morale is so low across campus.

Faculty Senate does not represent all faculty. Many times I feel that Faculty Senators represent their own opinions and agenda and do not entertain opinions/facts that contradict their own notions about "how things are." For the future of the university, faculty must engage in shared governance instead of lamenting that things aren't staying the same or being upset when we don't get our way. Compromise is a part of governance. We have to stop talking about how we did things 10 years ago and expect it to work now. This institution must modernize (and there is so much opportunity to do so!) and focus on retention...retention is in the purview of the faculty, and our retention rate is abysmal. Our budget would be in a much better place if there was focus on why students are leaving once they get here (and there are a lot leaving and not graduating...look at the retention and graduation rates), not a witch hunt on what admissions is doing wrong. I have heard members of our our own faculty say they encourage students to leave on a regular basis.

None

Trustees, the faculty do not believe that Dr. Bowen reads or has ever read these Faculty Satisfaction Surveys. Her comments are always vague and general. At a meeting, consider asking her pointed questions about the survey. One of three things will happen: 1. We will see that she has read the surveys and a rumor can be put to bed; 2. We will see that she has not read the surveys and her negligence will be on display; or 3. She will catch wind of the coming questions and will finally study the surveys in an attempt to save face. All options are wins for faculty.

I would love to see what our faculty could do if we were asked to "do more with more"- under our current administration the message has consistently (and contradictory) been that while the university is in good financial position that the faculty needs to find ways to "do more with less"- this mixed messaging seems self-serving on the part of the administration and is no longer playing well amongst those of us who are trying to service our students' needs. Having a university president who touts having received an honor as the top university president in the U.S. from a body that serves to promote student unions on college campuses and failing to name the source of that award (as if any faculty member on this campus is not going to do their research to find out anyway) is both misleading and insulting to our intelligence; it's not the behavior I think any reasonable person would expect of a person who is communicating to people who share the same (and maximum) level of educational attainment as the person touting the award. I don't like having my intelligence insulted in this way.

This used to be such a thriving, fun, family-like atmosphere to work at. Now, it's not.

Now, I am not only suppose to use my hard-earned PhD to teach, inspire, and shape young adult lives, but I am also expected to become a carnival barker and sell my program. Additionally, now I am suppose to assume guilt because students don't bother to fill out online evaluations. Ironically, the web-based speaker suggested that, among other solutions, evaluations be done IN CLASS. What a novel idea!

I don't have the energy to share any more than I've already shared. We all know that the administration and board will just continue their dance and pretend to care. There will be meetings and committees and thanks for input, and everything that signals virtue, concern, and participation. Nothing will change and we will continue to lose enrollment because of how entrenched these administrators have become. My hope is that I am wrong; trends suggest my comments are probably accurate predictions.

## Q67. Please recommend additional questions you would like to see in future faculty satisfaction surveys.

A dedicated spot for productive suggestions would be nice. Such as "what specific recommendations would you make to the president, academic affairs, budget, student affairs, etc."
I believe that grade inflation is rampant in the newer faculty. Please ask this question. I feel pressure to pass poor performing students in my classes.
Statements should be worded better and responses start with positive instead of negative responses. Several statements or poorly written and confusing as to what you are asking.
When did you request a faculty line, and how long did it take to get approved? When did you last see any vice president in your building discussing how to accomplish best what they oversee or how their area could reduce unnecessary workload by making simple "free changes" to process and forms?
Please ask questions in the future about campus/IT support. They are integral to our work as faculty, and right now they are rock stars. They deserve to hear it. Please pass this along to them. Also ask about MARCOMM as they, too, are important to our work, especially while our enrollment is suffering. The lack of marketing strategies and assistance to departments has an impact on faculty.
Focus on development of programs and faculty development
Thanks!
I thank President Bowen for her leadership. President Bowen is an excellent and brilliant leader. President Bowen is the best leader at ATU.
You desperately need to address the concerns of students regarding state of the dorms, academic buildings, cost and lack of concern for their well-being.
Include an opportunity for faculty to comment on the satisfaction of deans and department heads.
Replacing members of the Board of Trustees.

"Are you looking for other employment?" just to get a sense of how many people at ATU want out.
I think it would be good to know what amount of faculty are currently working second jobs and/or interviewing looking for work elsewhere. I fear many feel they are on a sinking ship and that may show just how bad faculty view the current situation.
What about questions about how Faculty Senate is performing as the "Committee on Committees." How do we evaluate your work to represent the faculty?
We should have faculty no confidence votes every year until Dr. Bowen leaves.
Workshop for newly hired department heads
Faculty senate should work in favor of faculty not for a few people benefits.
Why not do a student survey on how they feel about the new student center. I think you may be surprised.
"Did you just waste your time filling out another faculty satisfaction survey?"
This is a great set of questions. No additional suggestions to add.
It has been suggested that the wording and order of some of the questions seem to be geared towards eliciting specific responses. Perhaps it is time for Senate to engage an external agency to help create a survey that could be externally vetted as being unbiased. That could remove any claims that faculty are just whining.
The question about what college you belong to does not reflect the restructure that happened well before this survey was sent out. That is unfortunate and isn't a good look for the senate. This survey should be focused on things that are in the purview of faculty senate...that is, if there is dissatisfaction, you can use that information to help you specifically deal with those issues in your purview for the next year. For example, if there is dissatisfaction with aspects covered in the faculty handbook, Faculty Senate can work on that. Faculty Senate should not focus their time on personnel decisions and protocols (i.e., who evaluates whom and when) and how much like they or dislike a particular person. I'm honestly really discouraged by the way things are being handled by faculty senate. Retention of students is probably the biggest place where faculty can make an immediate impact on the future of ATU, and that is all but left out of faculty senate discussions and surveys. Other questions you could ask include things like "If I have a concern, do I feel I can take it to faculty senate?"; "I feel as though faculty senate deals with concerns and issues in a professional and collegial manner"; "I feel that Faculty Senate is a positive influence on the culture of this University."
None
please update the colleges to our current system of colleges. The names on that question were incorrect.

N/A. Everything seems futile with a hopeless president.

Please ask: What are some ideas you have to improve Arkansas Tech's financial situation

Really, you need to add an additional choice: Insecure!

Nothing. Faculty senate does a good job of trying. These surveys should be continued.

Impact of facilities on teaching/job satisfaction

**Q68. Finally, please take a moment to share any comments or opinions you may have on any positive aspect of Arkansas Tech University and/or what makes Arkansas Tech University strong.**

Great question. I have one simple answer: People. The people here make us strong. The students form relationships with the faculty and staff here who go the extra mile to cut through the nonsense to meet their needs. The teaching here can be great. We should be advertising this as our strength--individualized attention, 'small-town' setting, a close-knit community that cares. I think we have a lot going for us in terms of our setting and our community. But our people treat students as more than a number. Shame we are losing so many of them.

Faculty work hard and generally excel in their areas of academia. This is the only strength of the institution.

I love ATU and plan to stay here for many years. The people are what makes this university a great place for both faculty and students. Morale was very high a decade ago, so we know it is possible again in the future.

I love my job and I love my students. My daily interactions with students are very positive and I always feel good about coming to school. I can't imagine a better job than teaching at a small university.

The strength of ATU is its faculty. It is a pleasure to work with the colleagues I have across the campus. I especially enjoy the positive folks!

The strengths of Arkansas Tech are its people = from students to faculty to administration. We all need to work together to provide our best for each other. This is what makes us strong and any negativity weakens us as a whole.

What we do is important and changes students lives. Empower us to do more, do not run off the students because they have to live in dorms with cockroaches, poor facilities, etc. Use the decreased numbers to close buildings that need repairs and use our best facilities for living and teaching.

College Restructuring has been a positive experience even though it looked uncertain. It would have more beneficial for this to have occurred 10 years ago.

I love my students and want them to succeed and show pride in the education we provide them.

I think we have an educational niche in Arkansas - serving rural students by providing a broad, hopefully balanced



university education and bridging those who are interested to graduate level education; in some ways, I think we still manage to prioritize that mission. My students seem to appreciate what we do (in the classroom) and I enjoy being a part of their professional career path.

Faculty Senate should focus on publishing and curriculum.

There are some good people on this campus who work hard to make this a great place for students. I think faculty are a strong area for our university. However, this feels like an unstable environment with so many people across campus leaving unexpectedly, and not having a VPAA who stays around for long. My best description for ATU is "unstable." I hate that, because I actually love working here.

I am embarrassed by faculty senate. You are not professional and bully others.

The tradition and alumni support.

Get off the WOKE nonsenses. There are men and women and mental illnesses. We need to be on the side of getting them the mental help they need and not enabling their psychosis. That is the compassionate thing to do.

Thanks!

We do demonstrate that we care about our students. We spend many hours advising, etc, for our students that is not teaching. We help them in and out of the classroom.

I am impressed with a great many of my colleagues across campus, and in particular, the students. They have shown themselves to be eager, kind and hard working.

I thank President Bowen for her leadership. President Bowen is an excellent and brilliant leader. President Bowen is the best leader at ATU.

Within the College of Arts and Humanities there is a collegiality that i do not see in other colleges.

I love ATU- saddens me to hear so many negative comments about what was once my favorite place to be.

Arkansas Tech has a strong and rich history of preparing amazing students to go into the workforce. It's hard to be positive when you constantly hear about the dire situation with the budget.

I continually hear from the students how "awesome" the teachers are at ATU. The one-on-one, student-teacher relations is our strongest selling point.

The faculty are amazing. They just deserve better because there is a sense of hopelessness in the air. I'm afraid the best will leave.

See the previous comments.

I like the students we have here; respectful, hard-working (for the most part), pleasant to be around and fun to work with and get to know.

The cattle and the surrounding properties make ATU unique and beautiful, and is part of the heritage of the River Valley. It is too bad this bucolic setting is about to be permanently and irrevocably disfigured.

The focus has shifted mostly to diversity and inclusion and not on academics.

You felt the need to add in a positive note because you realized that this survey would cause a shitstorm.

I nearly fell out of my chair when I read this question. There are no positive aspects of ATU. I take that back. The trees look nice in the fall. I guess that is something.

I like and respect the people I work with in my department. I enjoy the interactions with students in face-to-face classes.

I love that Arkansas Tech has been a place where people can come and leave better. As a first gen college student myself, finding a place that believed in me and offered me a chance for social mobility changed my life and I want to see Tech be that for the surrounding area, for all Arkansans, and for those around the world. Let's care about and take care of these River Valley kids and raise leaders who will make an impact for generations to come.

Students, always.

Faculty generally support each other. Faculty generally have buy-in from students. Most people who work here sincerely desire to put students first.

Our products are academic programs and academic courses yet we are continuing to reduce our offering of both, resulting in a smaller offering of products for our customers (prospective students). A new union will not hide the fact that both the quality and quantity of our product is declining each year, as more and more faculty are driven away and not replaced. Taking away over-loads and summer courses is a pay cut to faculty during a time of historically high inflation while faculty work loads are higher than ever due to faculty exodus. Morale has never been lower. The university is in a downward spiral of making decisions that make our university less attractive to students leading to fewer students each year and less attractive to good faculty who are leaving or looking to leave ASAP. If we are not already, we will soon be the university in the state with the largest decline in enrollment--it will be difficult to put a positive spin on that of any kind for prospective students or faculty. The scholarships for all A students was a terrible idea. Many high schools offer easier classes to non-college bound students that result in non-college ready students having all A's that we are offering large amounts of money to now. The VPAA is once again being hired externally who will be expensive and not care about ATU and who will have no choice but to fully agree with every decision handed to them or be fired in the never ending

revolving door of VPAAAs. What decent candidate would want to come here and VPAA under these conditions?
I don't know how we do it, but the faculty somehow pull together and offer the best possible education with no resources. I am proud of so many faculty members and the work so many of our departments do. It is absolutely inspiring! Do not let Dr. Bowen use these stories as inspiration though. We do this in spite of her horrific leadership.
Even in these trying times, we still have those faculty & staff who are giving 110%. This gives me hope.
Grit, I guess. Which for faculty translates into working twice as hard to get base-level opportunities and experiences to students. And for students, this means living in delapidated dorms and attending classes in buildings that are falling apart. How are they suppose to have pride in that? Haven't they mostly been overcoming these barriers their entire lives? Good luck.
We have a lot of great faculty and staff that care about our students and seeing them succeed. The administration needs to step up to the plate and make sure these great faculty and staff stay here before it's too late and we all decide enough is enough and go elsewhere.
The faculty seem to really take interest in their students and, if not overworked, can really work to make positive changes for the students who are dedicated to learning.
Faculty, Staff, Students...
Faculty are committed to the students.
I can find a parking space easily, so there is that.
I enjoy my colleagues.
Great camaraderie in my department. Very supportive and encouraging faculty. My department head is a kind and thoughtful person. Wonderful students.
As I indicated above, it's the people that make working here worthwhile. And for that reason alone, I intend to keep on plugging away and trying to make things better.
Students are awesome!!
There are good faculty and staff here. It's a shame they are not supported by the upper administration.
My colleagues are great. I think most of the faculty here are really committed to teaching well, producing good scholarship, and supporting the university.

I love and respect (and feel respected by) almost all of my faculty colleagues across campus.
The faculty make this place strong. Students come here and stay here because of us. Not a single student comes to ATU or stays at ATU because of upper administration. They hate you and I don't blame them one bit.
My colleagues are the only bright spot at ATU. We have supported one another throughout trying times.
Some of my coworkers in the department and many of the students I interact with
I feel great positive regard for my department in college, as well as my students. I feel genuine care and concern from all of these entities. I am so lucky to have had this experience and I wouldn't trade it for anything. It is because of this experience as a faculty member, and as a former student, that I care so much for this university. I only want ATU to succeed. It is my genuine belief that this university plays a major role in our community and ensuring future success for students from all walks of life and socioeconomic status. ATU is a gateway to a better future and I want nothing more for it to succeed, even as our society and culture change. It is my greatest hope that students will have the experience I had during their tenure at ATU. They were some of the very best years of my life. It is this atmosphere and attitude that I try to convey to my students during their brief time with me. It is the very least I can do.
If Bowen and Nichols don't go soon, our future is is DEEP, DEEP peril.
Our greatest strength has always been (and remains) our student-centered philosophy and the high quality of our faculty. This is what makes ATU unique! That's why many of us are very concerned at changes that chip away at those vital foundations.
Regardless of the situation that Tech currently finds itself in, we continue to have a core of faculty who are dedicated to providing high quality student opportunities. We also have faculty who are seeking additional resources to support these activities.
One faculty member's promotion was unanimously opposed by the department tenure and promotion committee, the department head, and the dean, but the person was still promoted. This speaks volumes for President Bowen's unwillingness to listen.
ATU is full of opportunity and great students and faculty. There is so much good here--please don't get so caught up in trying to move your own agendas forward that we miss the forest for the trees. A few people may get a long-awaited win in pushing administrator(s) out, but ultimately we all lose in the environment created along the way.
None
We have amazing students. We have amazing faculty and staff. There are so many people here who are doing their jobs well.

Commitment to first generation students.

We have so much potential. We could easily bounce back after covid. But do we have a plan to do so?

Jeff Cass is a bright spot. My department, small but determined to survive is a bright spot. Tammy and Brandi in the Registrar's office are positives (as is the continued development of "Degree Works"). The continued work of the faculty senate, staff senate, and student senate are a bright spot. Hey, even the ever-moving administrative offices house supportive, positive folks (when you can find them). And, finally, our students.

I spent all of the time and energy I have on the comments above.

I feel fortunate to have colleagues in my department that I respect and that care deeply for our students.

I am proud to work in my department and college.