

**Faculty Senate's 2019
ATU Faculty Satisfaction Survey
May 7, 2019**

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PRIMARY FINDINGS OF THE FACULTY SATISFACTION SURVEY

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 3.39. There was no statistically significant difference in satisfaction based on faculty status/rank or college. Job satisfaction was lowest among adjuncts (3.0) and highest among full-time, instructor-track faculty (3.71). Based on college affiliation, the College of eTech reported the lowest satisfaction score (2.0) and the College of Natural and Health Sciences the highest (3.79).
- Participants reported mean scores of 2.83 for teaching load, 3.51 for faculty/student ratio, 3.43 for instructional support, and 3.11 for classroom facilities.
- Overall, participants reported a mean score of 2.51 for satisfaction with salary. Adjunct/part-time faculty reported the lowest satisfaction score (1.94) and full-time, instructor-track the highest (3.24).
- A mean score for satisfaction with senior-leadership (Executive Council) was 2.37; satisfaction with the VPAA was 3.38 and the President 2.66. Satisfaction for the Executive Council decision-making process was 2.32.
- Participants were most dissatisfied with the level of transparency at the University (2.04). Low scores were also reported relating to regard for faculty input in University matters (2.32), the state of shared governance (2.48), and the role of faculty in University decision-making (2.27).
- Satisfaction with University support for new faculty lines was 2.10.
- The mean score for satisfaction with health benefits was 2.21.
- No mean scores reached the point of some satisfaction (4.0 or above).

Level of Agreement

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

- The highest mean score levels of agreement were regarding the evaluation of senior leadership, including senior leaders being evaluated by employees in their unit (4.24), faculty evaluating the VPAA (4.24), and faculty evaluating the President (4.22).
- Participants reported low levels of agreement in the University commitment to transparency (2.25), senior leadership commitment to shared governance (2.45), and senior leadership valuing faculty input (2.32). Participants also reported low levels of agreement in understanding how (2.39) or why (2.27) decisions are made, as well as decisions being communicated effectively (2.13). The level of agreement for decisions being made in the best interest of the University was 2.49.
- Participants did not agree that the University budget is being managed effectively (2.12). Additionally, participants did not agree there is an appropriate ratio of faculty lines to administrative positions (2.00), that hiring an adequate number of faculty is a budget priority (2.17), or that budget priorities reflect a commitment to student success (2.46).
- Regarding faculty morale, the reported level of agreement with morale being high in the participant's department was 2.69, in the college 2.50, and across the University 2.30.
- Approximately 28% of participants agreed that Arkansas Tech is headed in the right direction.
- 92% of respondents indicated a desire for Faculty Senate to administer a version of this survey at the end of each academic year.

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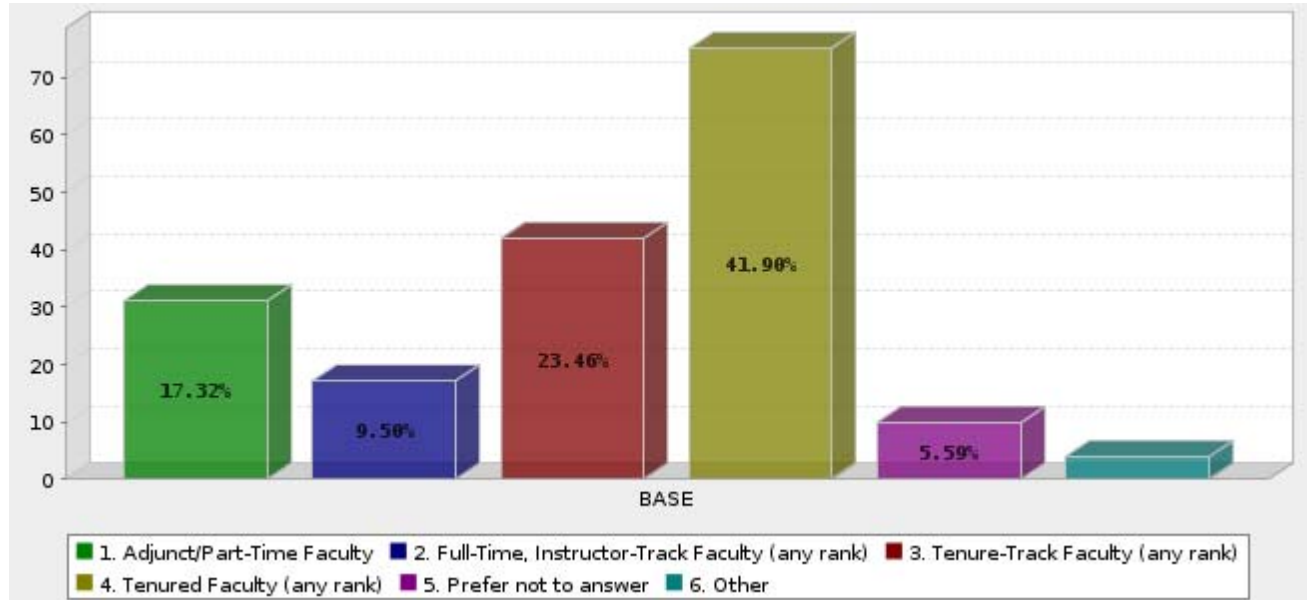
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| Summary of Satisfaction Test Items (1 = very dissatisfied, 2 = not satisfied, 3 = neutral, 4 = satisfied, 5 = very dissatisfied) | Mean | Std Dev |
|---|-------------|----------------|
| 1. How satisfied are you with your position as a faculty member at Arkansas Tech? | 3.39 | 1.17 |
| 2. How satisfied are you with your salary? | 2.51 | 1.22 |
| 3. How satisfied are you with your teaching load? | 2.83 | .09 |
| 4. In general, how satisfied are you with the faculty to student ratio in your courses? | 3.51 | 1.18 |
| 5. How satisfied are you with instructional support offered by the University? | 3.43 | 1.09 |
| 6. How satisfied are you with classroom facilities? | 3.11 | 1.19 |
| 7. How satisfied are you with University support for scholarship/creative activities? | 2.94 | 1.15 |
| 8. How satisfied are you with your service load? | 3.24 | 1.08 |
| 9. How satisfied are you with the annual evaluation process? | 3.05 | 1.15 |
| 10. How satisfied are you with promotion policies? | 3.28 | 1.39 |
| 11. How satisfied are you with the tenure policies? | 3.15 | 1.34 |
| 12. How satisfied are you with professional development opportunities at the University? | 2.93 | 1.06 |
| 13. How satisfied are you with University support for new faculty lines? | 2.10 | 1.05 |
| 14. How satisfied are you with your health benefits? | 2.21 | 1.07 |
| 15. How satisfied are you with Arkansas Tech's senior leadership (Executive Council)? | 2.37 | 1.09 |
| 16. How satisfied are you with the Vice President of Academic Affairs? | 3.38 | 1.16 |
| 17. How satisfied are you with the President of the University? | 2.66 | 1.29 |
| 18. How satisfied are you with the Executive Council decision-making process? | 2.32 | 1.07 |
| 19. How satisfied are you with the role of faculty in University decision making? | 2.27 | 1.02 |
| 20. How satisfied are you with the representation provided by Faculty Senate? | 3.44 | .97 |
| 21. How satisfied are you with the state of shared governance on campus? | 2.48 | 1.07 |
| 22. How satisfied are you with the amount of faculty control over the curriculum? | 3.23 | 1.22 |
| 23. How satisfied are you with the level of regard for faculty input on University matters? | 2.32 | 1.14 |
| 24. How satisfied are you with the level of transparency in University decision making? | 2.04 | 1.13 |
| ($\alpha = .91$) | | |

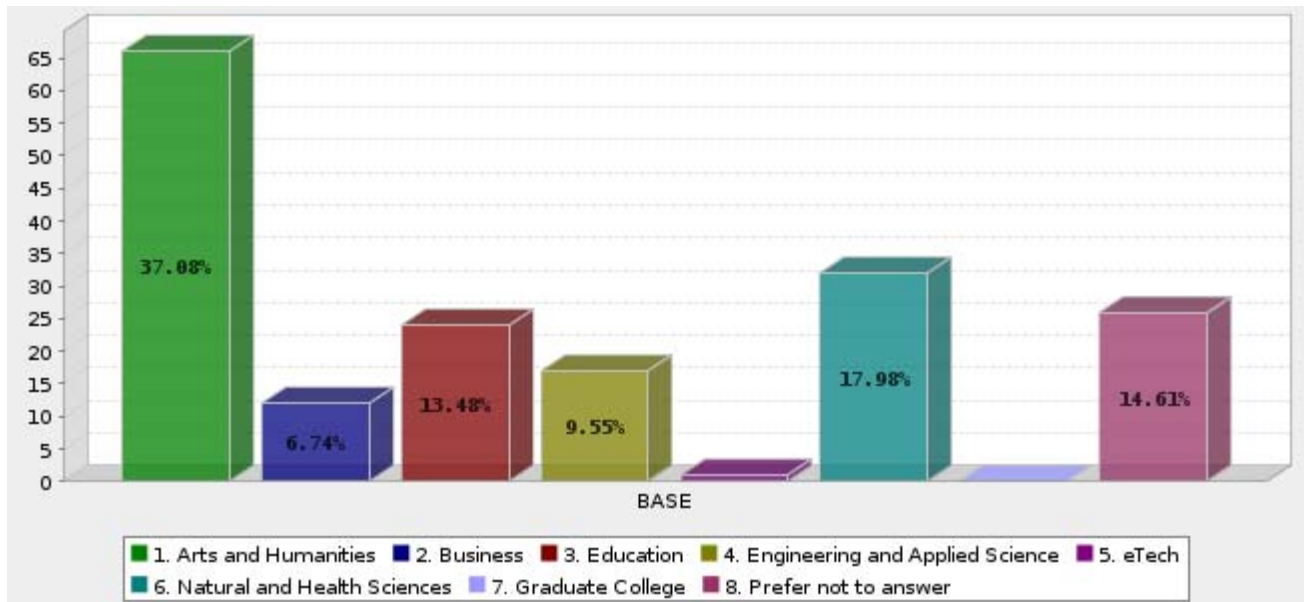
| Summary of Attitude Test Items (1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree) | Mean | Std Dev |
|---|-------------|----------------|
| 1. There is a faculty commitment to shared governance at Arkansas Tech. | 3.36 | 1.03 |
| 2. Senior-level leadership are committed to shared governance at Arkansas Tech. | 2.45 | 1.11 |
| 3. Shared governance is practiced at Arkansas Tech. | 2.50 | 1.05 |
| 4. There is a commitment to transparency at Arkansas Tech. | 2.25 | 1.13 |
| 5. In general, senior-level leadership value faculty input. | 2.32 | 1.11 |
| 6. The University budget is being effectively managed. | 2.12 | 1.14 |
| 7. The ratio of faculty lines to administrative positions at Arkansas Tech is appropriate. | 2.00 | 1.04 |
| 8. Hiring adequate numbers of faculty is a budget priority at Arkansas Tech. | 2.17 | 1.19 |
| 9. The budget priorities at Arkansas Tech reflect a commitment to student success. | 2.46 | 1.18 |
| 10. I understand how decisions are made at Arkansas Tech. | 2.39 | 1.21 |
| 11. I understand why decisions are made at Arkansas Tech. | 2.27 | 1.09 |
| 12. The VPAA position at Arkansas Tech should transition to Provost and Senior Vice President. | 3.63 | 1.03 |
| 13. Arkansas Tech should transition to rotating department chairs. | 2.98 | 1.34 |
| 14. Executive Council decisions are clearly communicated to faculty. | 2.13 | 1.05 |
| 15. Decisions are made in the best interests of the University. | 2.49 | 1.07 |
| 16. Arkansas Tech is heading in the right direction. | 2.49 | 1.16 |
| 17. The job performance of senior leadership should be evaluated on a yearly basis by all employees in their respective administrative units. | 4.24 | .82 |
| 18. Faculty should evaluate the job performance of the VPAA on a yearly basis. | 4.24 | .84 |
| 19. Faculty should evaluate the job performance of the University President on a yearly basis. | 4.22 | .91 |
| 20. Faculty should have input into decisions made on health care coverage. | 4.48 | .64 |
| 21. My professional contributions as a faculty member are valued. | 2.89 | 1.22 |
| 22. Faculty morale is high in my department. | 2.69 | 1.21 |
| 23. Faculty morale is high in my college. | 2.50 | 1.09 |
| 24. Faculty morale is high across the University. | 2.30 | 1.01 |
| 25. I feel appreciated at Arkansas Tech. | 2.78 | 1.30 |
| 26. I have a satisfactory work/life balance at Arkansas Tech. | 2.92 | 1.30 |
| 27. I think senior leadership consider faculty work/life balance when making decisions. | 2.61 | 1.28 |
| 28. I would recommend Arkansas Tech as a good place to work. | 3.08 | 1.18 |
| 29. I am proud to work at Arkansas Tech. | 3.51 | 1.12 |
| ($\alpha = .92$) | | |

PARTICIPANTS

179 participants out of approximately 450 faculty (~40% response rate).



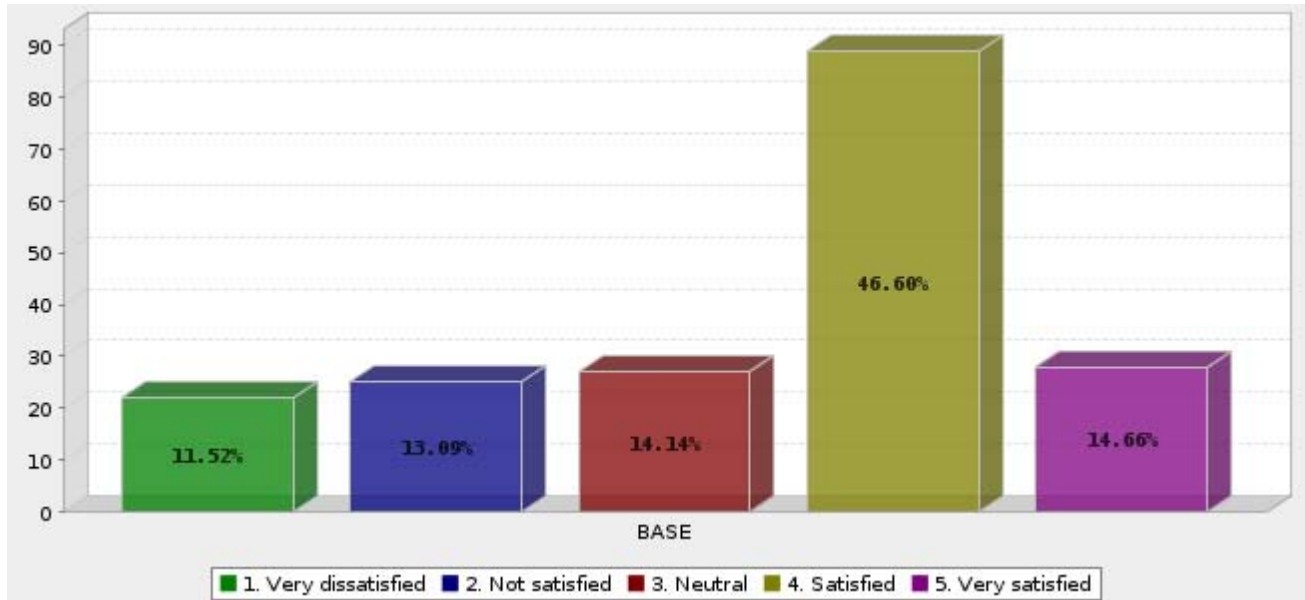
| | Answer | Count | Percent |
|----|--|-------|---------|
| 1. | Adjunct/Part-Time Faculty | 31 | 17.32% |
| 2. | Full-Time, Instructor-Track Faculty (any rank) | 17 | 9.50% |
| 3. | Tenure-Track Faculty (any rank) | 42 | 23.46% |
| 4. | Tenured Faculty (any rank) | 75 | 41.90% |
| 5. | Prefer not to answer | 10 | 5.59% |
| 6. | Other | 4 | 2.23% |
| | Total | 179 | 100% |



| | Answer | Count | Percent |
|----|---------------------------------|-------|---------|
| 1. | Arts and Humanities | 66 | 37.08% |
| 2. | Business | 12 | 6.74% |
| 3. | Education | 24 | 13.48% |
| 4. | Engineering and Applied Science | 17 | 9.55% |
| 5. | eTech | 1 | 0.56% |
| 6. | Natural and Health Sciences | 32 | 17.98% |
| 7. | Graduate College | 0 | 0.00% |
| 8. | Prefer not to answer | 26 | 14.61% |
| | Total | 178 | 100% |

SATISFACTION ITEM GRAPHS

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



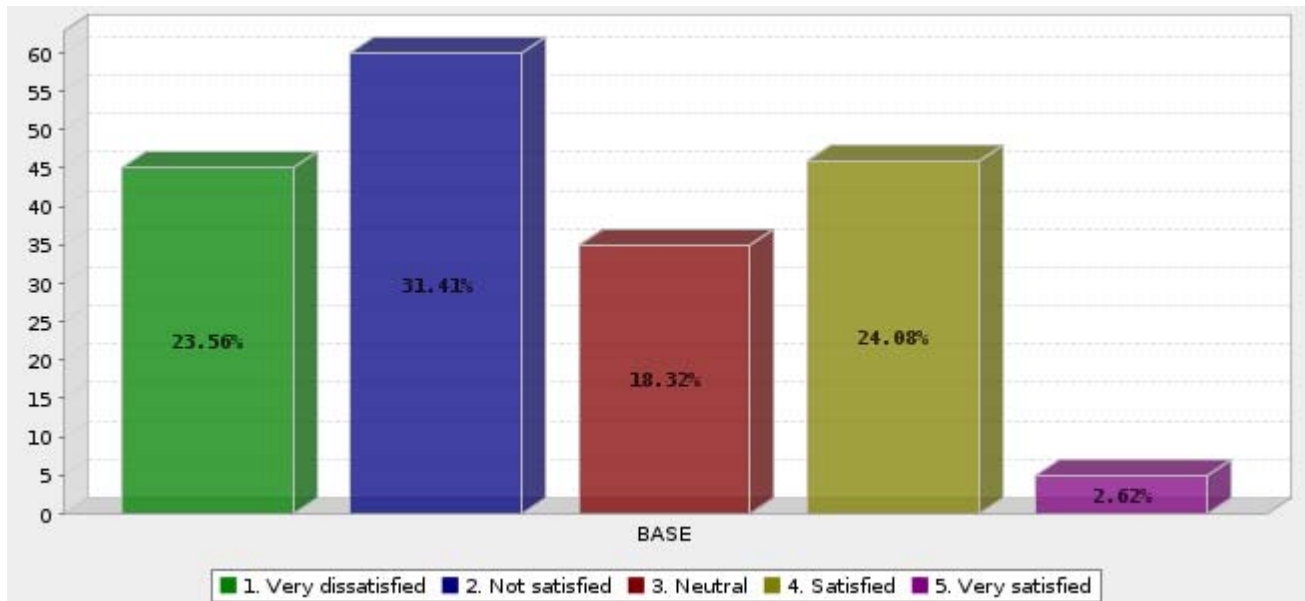
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| 1. | Very dissatisfied | 22 | 11.52% |
| 2. | Not satisfied | 25 | 13.09% |
| 3. | Neutral | 27 | 14.14% |
| 4. | Satisfied | 89 | 46.60% |
| 5. | Very satisfied | 28 | 14.66% |
| Mean : 3.398 | Confidence Interval @ 95% : [3.225 - 3.571] | Standard Deviation : 1.222 | Standard Error : 0.088 |

1a. Satisfaction by faculty status/rank

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

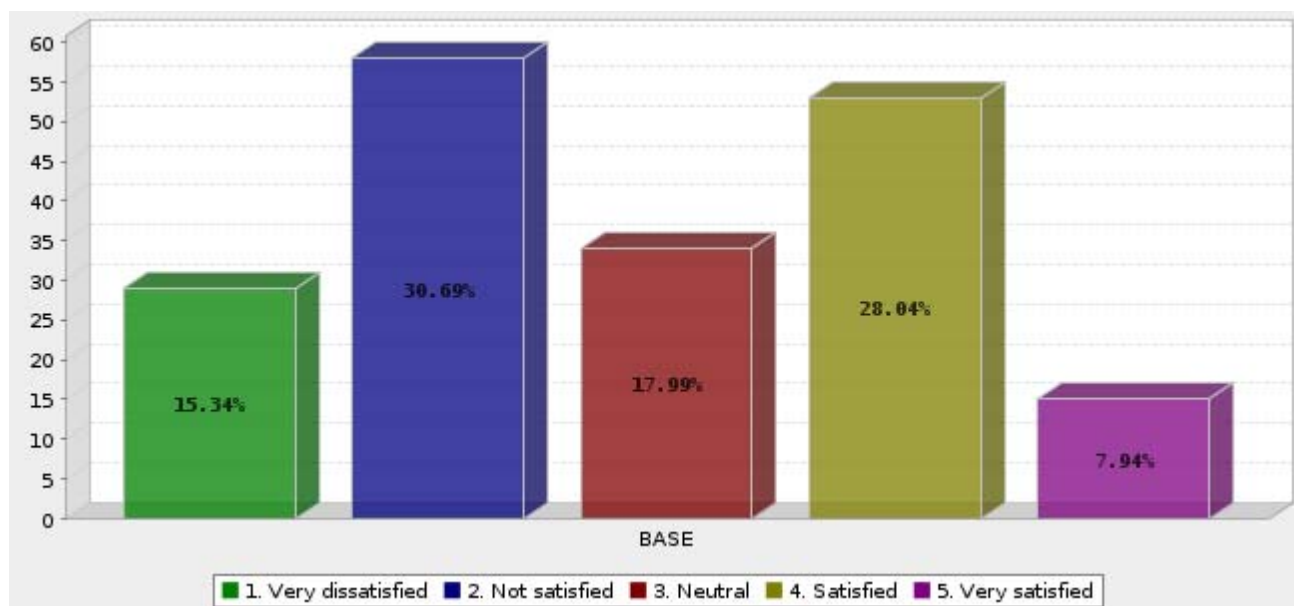
| | Mean | N | Std. Deviation |
|--|------|-----|----------------|
| Adjunct/Part-Time Faculty | 3.00 | 32 | 1.22 |
| Full-Time, Instructor-Track Faculty (any rank) | 3.71 | 17 | .99 |
| Tenure-Track Faculty (any rank) | 3.35 | 43 | 1.15 |
| Tenured Faculty (any rank) | 3.42 | 81 | 1.27 |
| Prefer not to answer | 4.00 | 10 | 1.16 |
| Other | 3.00 | 5 | 1.41 |
| Total | 3.38 | 188 | 1.22 |

2. How satisfied are you with your salary?



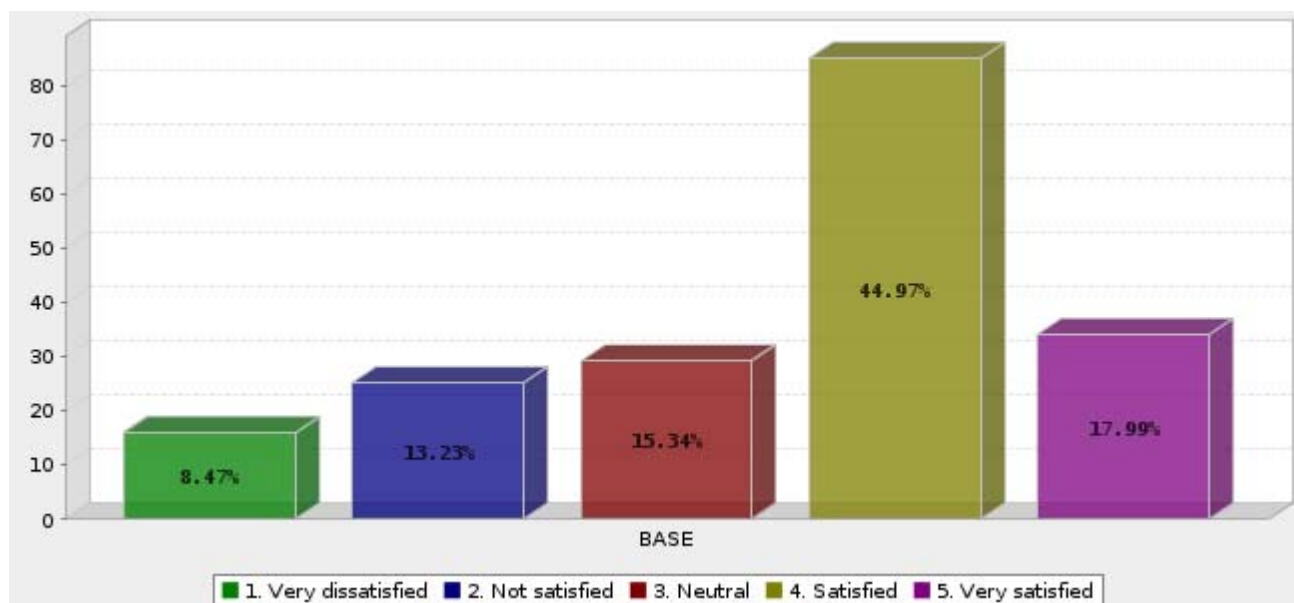
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 45 | 23.56% |
| | 2. Not satisfied | 60 | 31.41% |
| | 3. Neutral | 35 | 18.32% |
| | 4. Satisfied | 46 | 24.08% |
| | 5. Very satisfied | 5 | 2.62% |
| Mean : 2.508 | Confidence Interval @ 95% : [2.342 - 2.674] | Standard Deviation : 1.169 | Standard Error : 0.085 |

3. How satisfied are you with your teaching load?



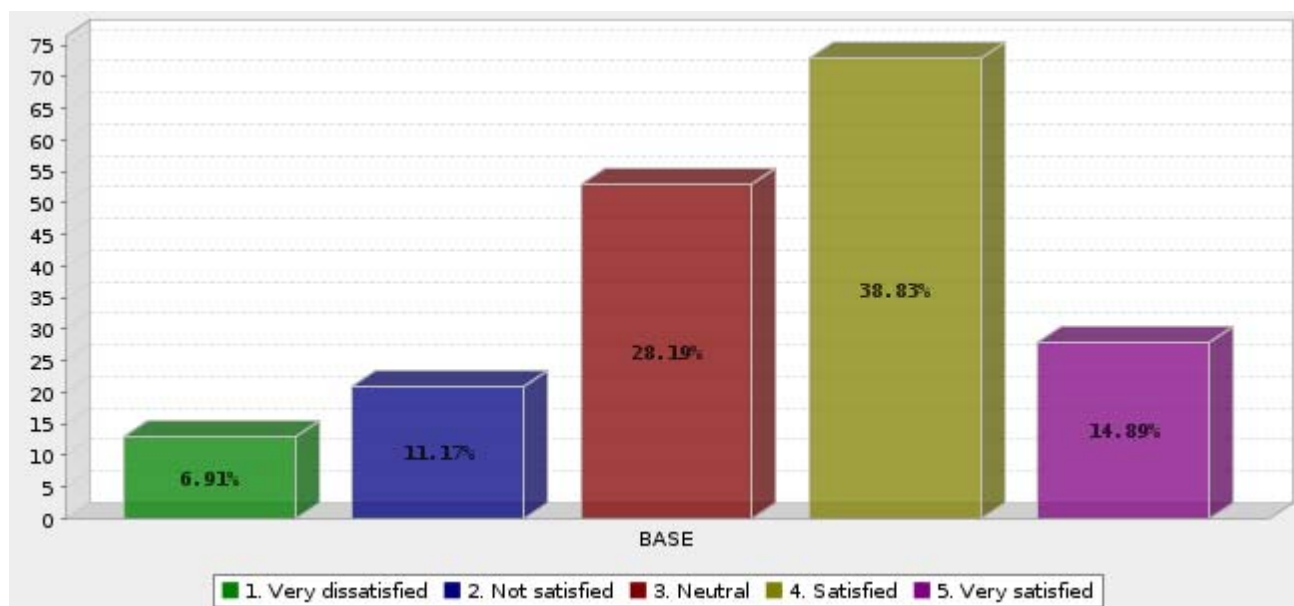
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 29 | 15.34% |
| | 2. Not satisfied | 58 | 30.69% |
| | 3. Neutral | 34 | 17.99% |
| | 4. Satisfied | 53 | 28.04% |
| | 5. Very satisfied | 15 | 7.94% |
| Mean : 2.825 | Confidence Interval @ 95% : [2.651 - 3.000] | Standard Deviation : 1.223 | Standard Error : 0.089 |

4. In general, how satisfied are you with the faculty to student ratio in your courses?



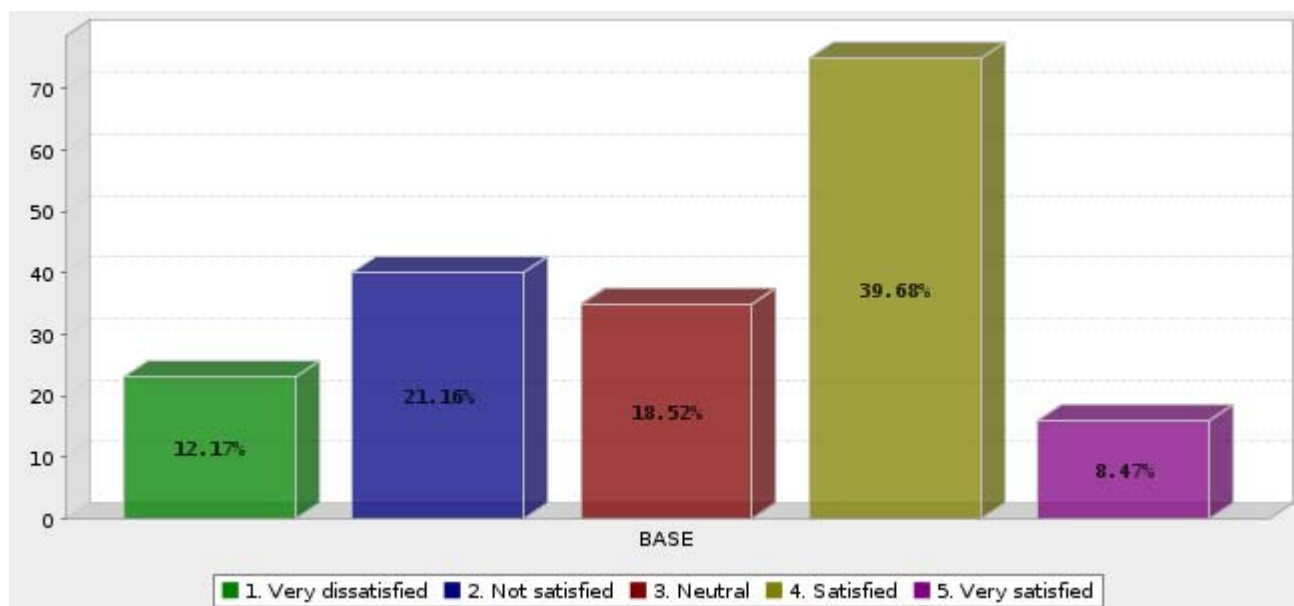
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 16 | 8.47% |
| | 2. Not satisfied | 25 | 13.23% |
| | 3. Neutral | 29 | 15.34% |
| | 4. Satisfied | 85 | 44.97% |
| | 5. Very satisfied | 34 | 17.99% |
| Mean : 3.508 | Confidence Interval @ 95% : [3.340 - 3.676] | Standard Deviation : 1.179 | Standard Error : 0.086 |

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



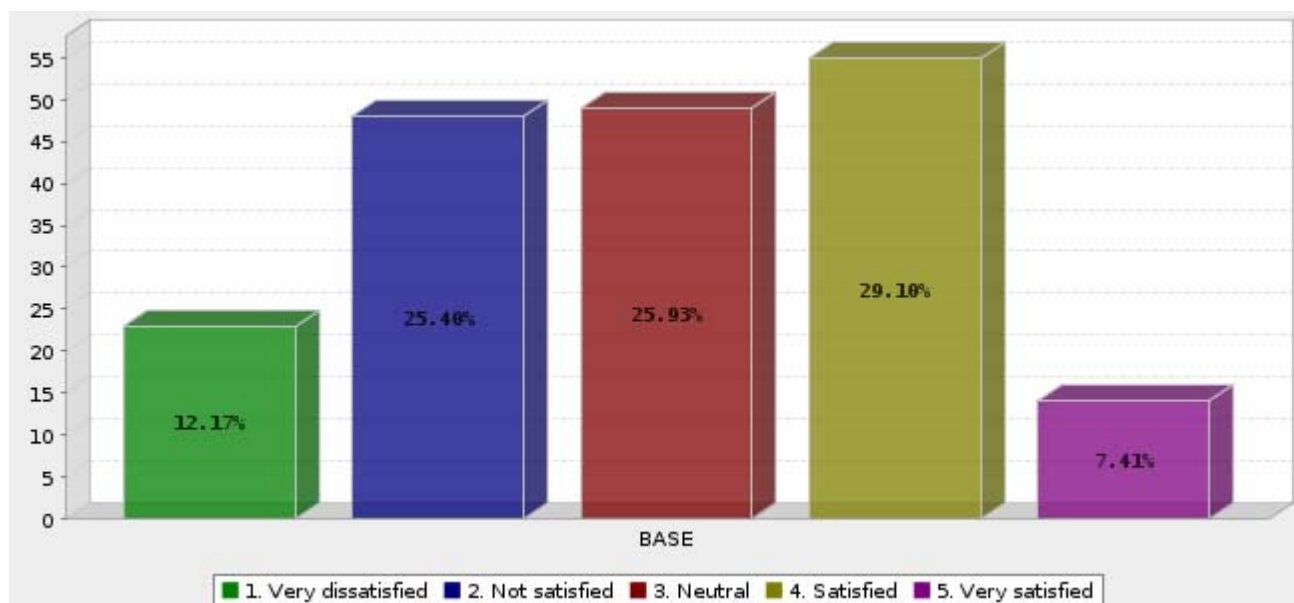
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 13 | 6.91% |
| | 2. Not satisfied | 21 | 11.17% |
| | 3. Neutral | 53 | 28.19% |
| | 4. Satisfied | 73 | 38.83% |
| | 5. Very satisfied | 28 | 14.89% |
| Mean : 3.436 | Confidence Interval @ 95% : [3.280 - 3.592] | Standard Deviation : 1.090 | Standard Error : 0.080 |

6. How satisfied are you with classroom facilities?



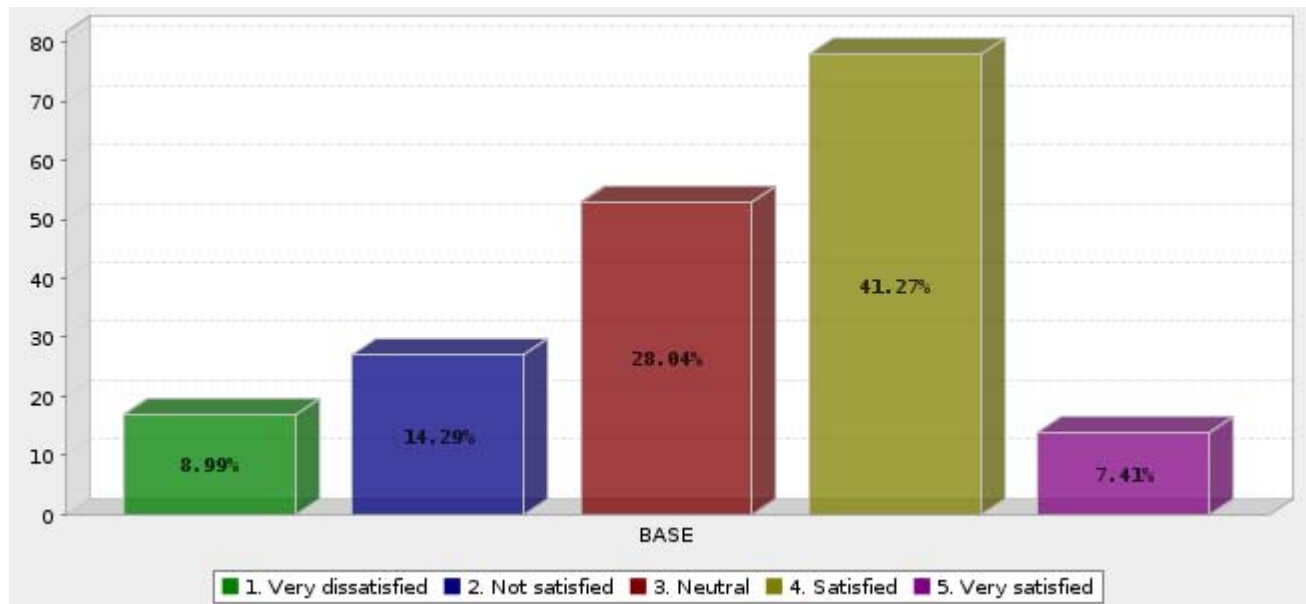
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 23 | 12.17% |
| | 2. Not satisfied | 40 | 21.16% |
| | 3. Neutral | 35 | 18.52% |
| | 4. Satisfied | 75 | 39.68% |
| | 5. Very satisfied | 16 | 8.47% |
| Mean : 3.111 | Confidence Interval @ 95% : [2.941 - 3.282] | Standard Deviation : 1.195 | Standard Error : 0.087 |

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



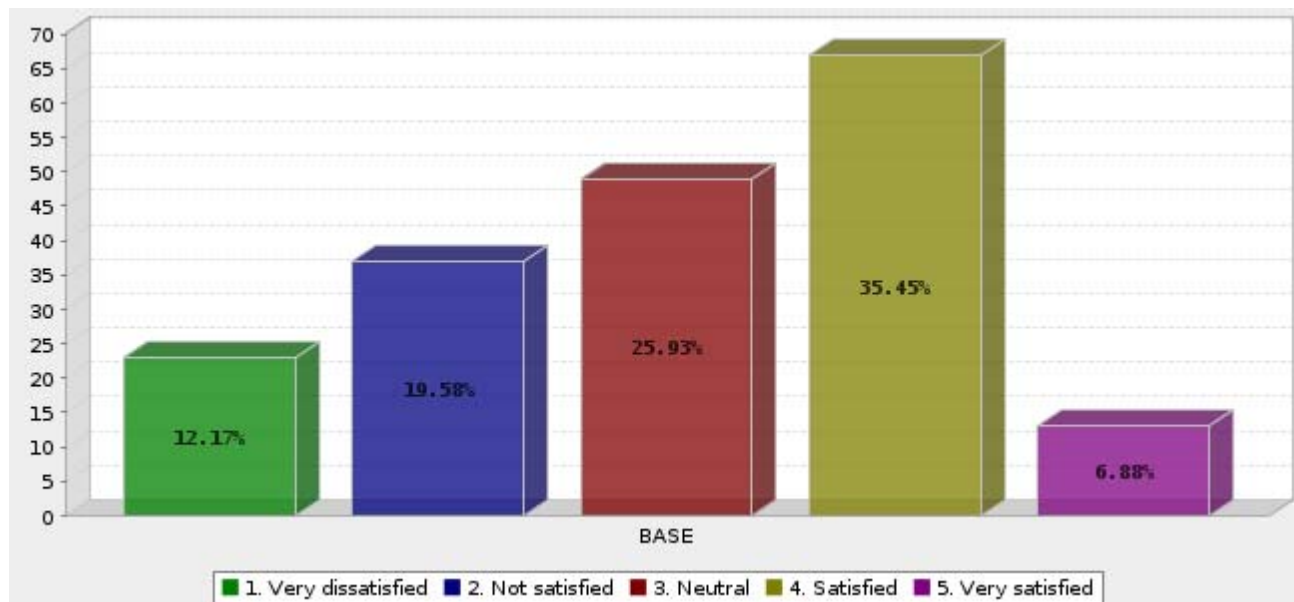
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 23 | 12.17% |
| | 2. Not satisfied | 48 | 25.40% |
| | 3. Neutral | 49 | 25.93% |
| | 4. Satisfied | 55 | 29.10% |
| | 5. Very satisfied | 14 | 7.41% |
| Mean : 2.942 | Confidence Interval @ 95% : [2.777 - 3.106] | Standard Deviation : 1.154 | Standard Error : 0.084 |

8. How satisfied are you with your service load?



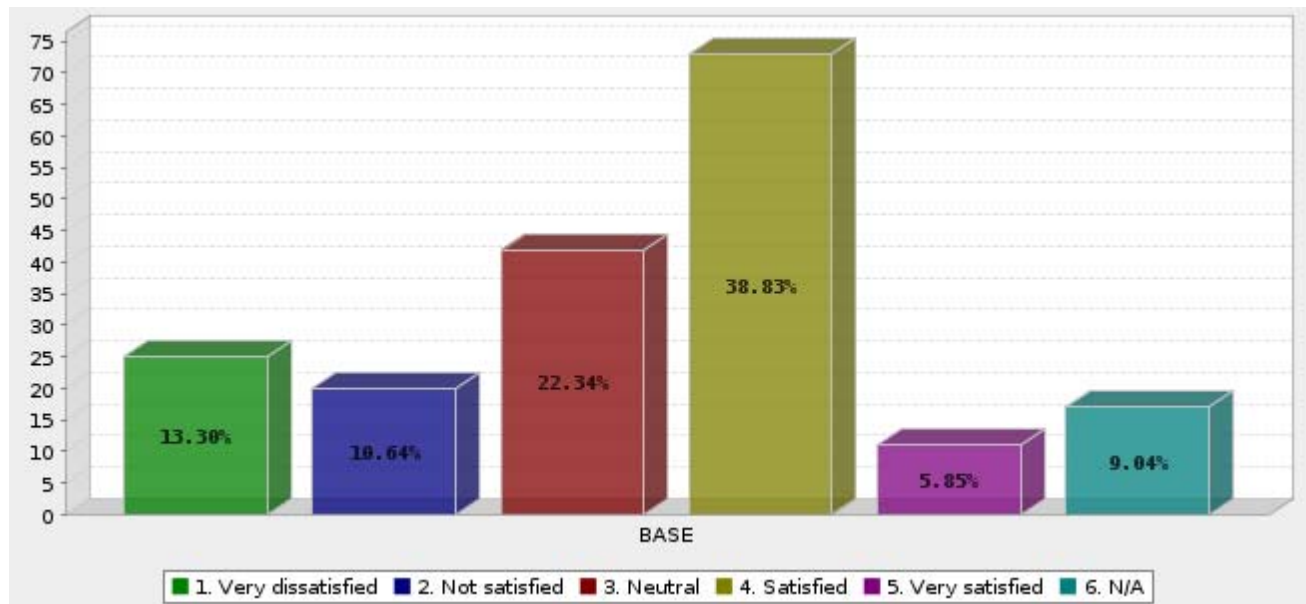
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 17 | 8.99% |
| | 2. Not satisfied | 27 | 14.29% |
| | 3. Neutral | 53 | 28.04% |
| | 4. Satisfied | 78 | 41.27% |
| | 5. Very satisfied | 14 | 7.41% |
| Mean : 3.238 | Confidence Interval @ 95% : [3.084 - 3.392] | Standard Deviation : 1.078 | Standard Error : 0.078 |

9. How satisfied are you with the annual evaluation process?



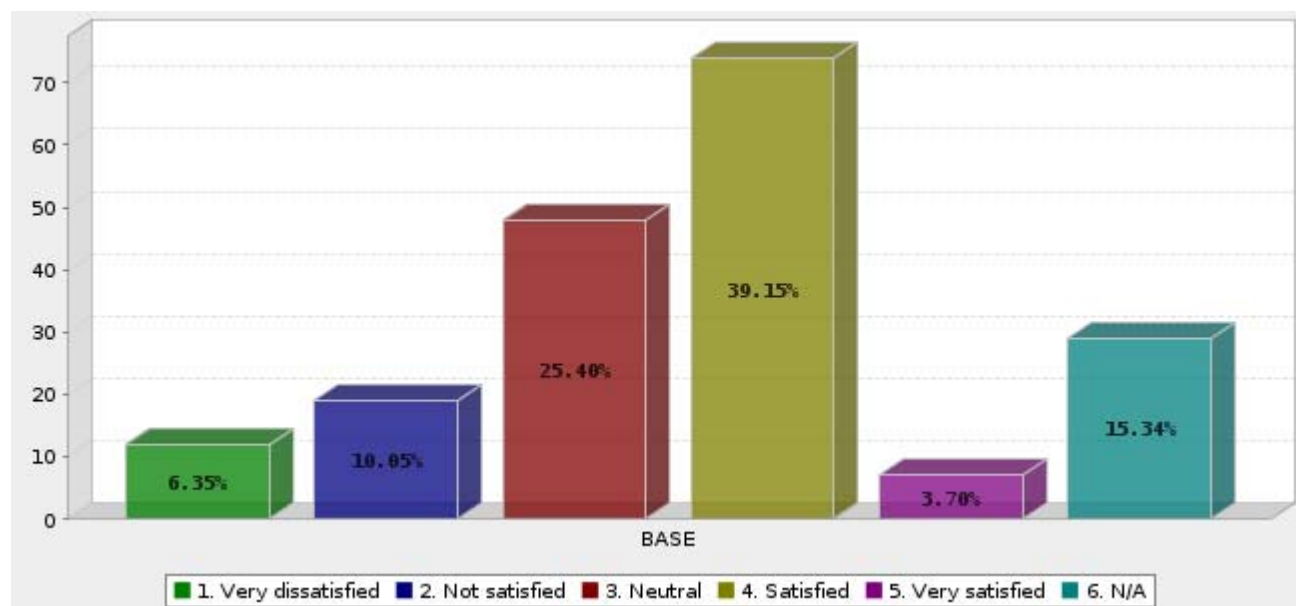
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 23 | 12.17% |
| | 2. Not satisfied | 37 | 19.58% |
| | 3. Neutral | 49 | 25.93% |
| | 4. Satisfied | 67 | 35.45% |
| | 5. Very satisfied | 13 | 6.88% |
| Mean : 3.053 | Confidence Interval @ 95% : [2.889 - 3.216] | Standard Deviation : 1.147 | Standard Error : 0.083 |

10. How satisfied are you with promotion policies?



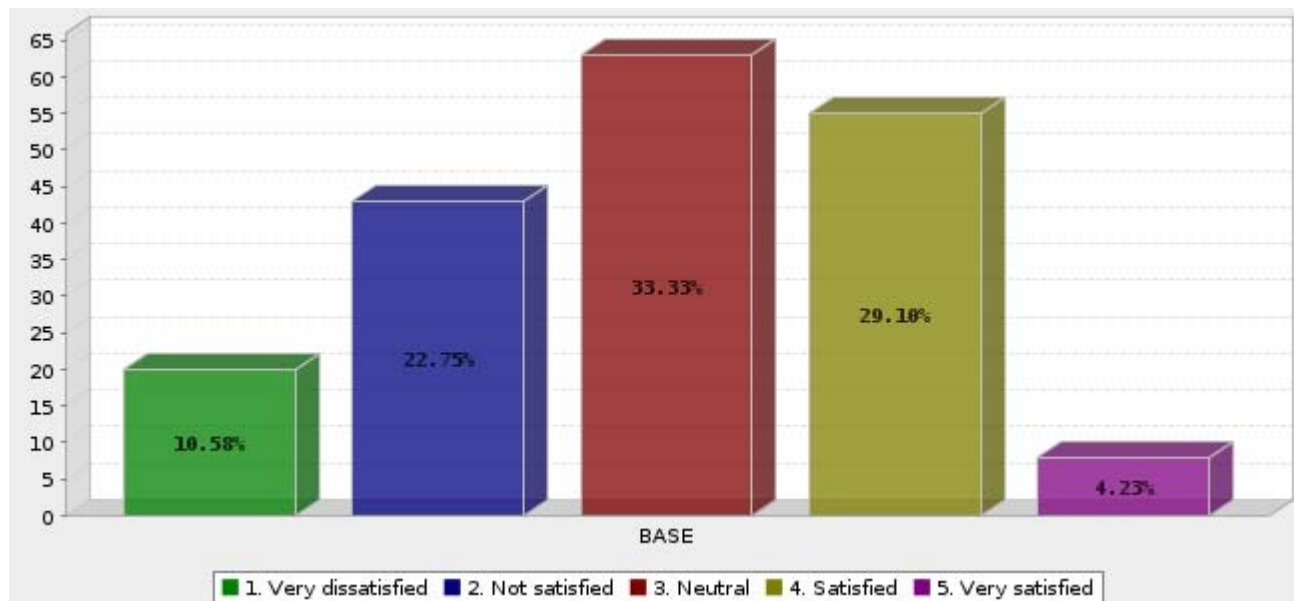
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 25 | 13.30% |
| | 2. Not satisfied | 20 | 10.64% |
| | 3. Neutral | 42 | 22.34% |
| | 4. Satisfied | 73 | 38.83% |
| | 5. Very satisfied | 11 | 5.85% |
| | 6. N/A | 17 | 9.04% |
| Mean : 3.281 | Confidence Interval @ 95% : [3.206 - 3.602] | Standard Deviation : 1.386 | Standard Error : 0.101 |

11. How satisfied are you with the tenure policies?



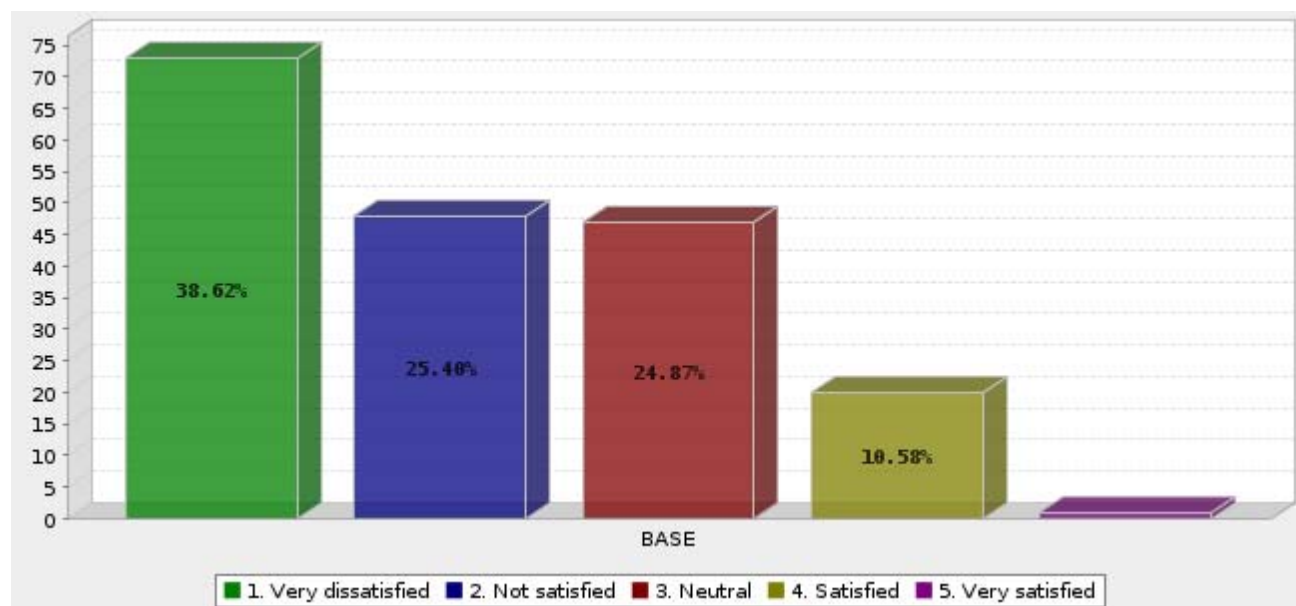
| | Answer | Count | Percent |
|---------------------|--|-----------------------------------|-------------------------------|
| | 1. Very dissatisfied | 12 | 6.35% |
| | 2. Not satisfied | 19 | 10.05% |
| | 3. Neutral | 48 | 25.40% |
| | 4. Satisfied | 74 | 39.15% |
| | 5. Very satisfied | 7 | 3.70% |
| | 6. N/A | 29 | 15.34% |
| Mean : 3.151 | Confidence Interval @ 95% : [3.507 - 3.890] | Standard Deviation : 1.340 | Standard Error : 0.098 |

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



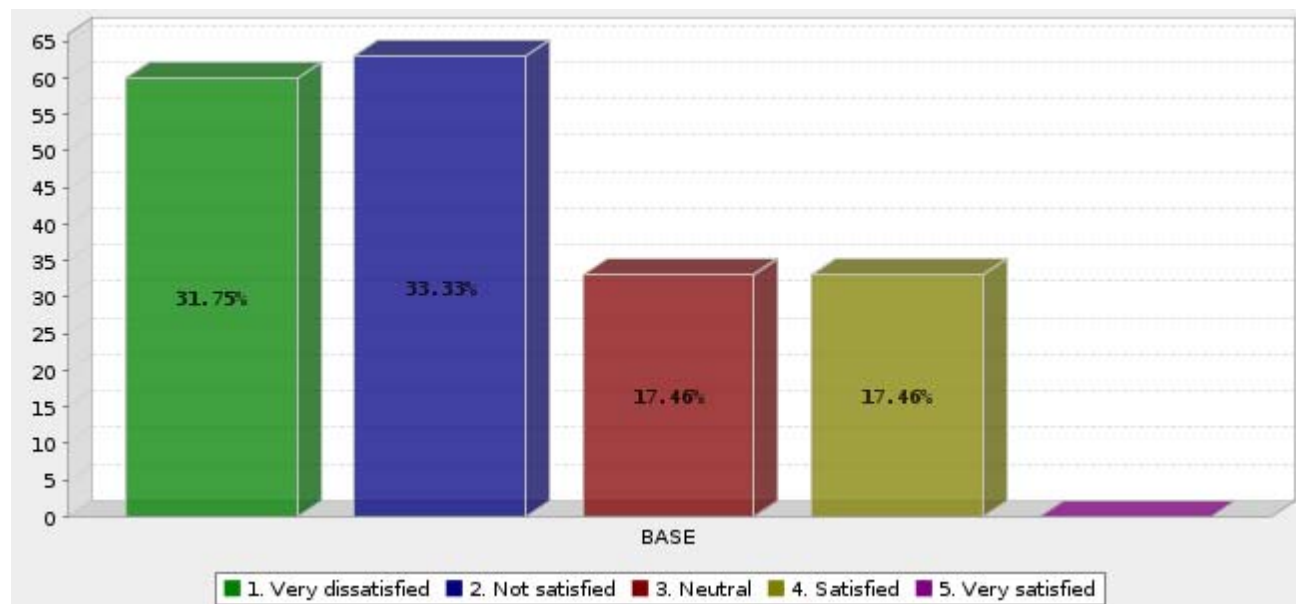
| | Answer | Count | Percent |
|---------------------|---|-----------------------------------|-------------------------------|
| | 1. Very dissatisfied | 20 | 10.58% |
| | 2. Not satisfied | 43 | 22.75% |
| | 3. Neutral | 63 | 33.33% |
| | 4. Satisfied | 55 | 29.10% |
| | 5. Very satisfied | 8 | 4.23% |
| Mean : 2.937 | Confidence Interval @ 95% : [2.786 - 3.087] | Standard Deviation : 1.055 | Standard Error : 0.077 |

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



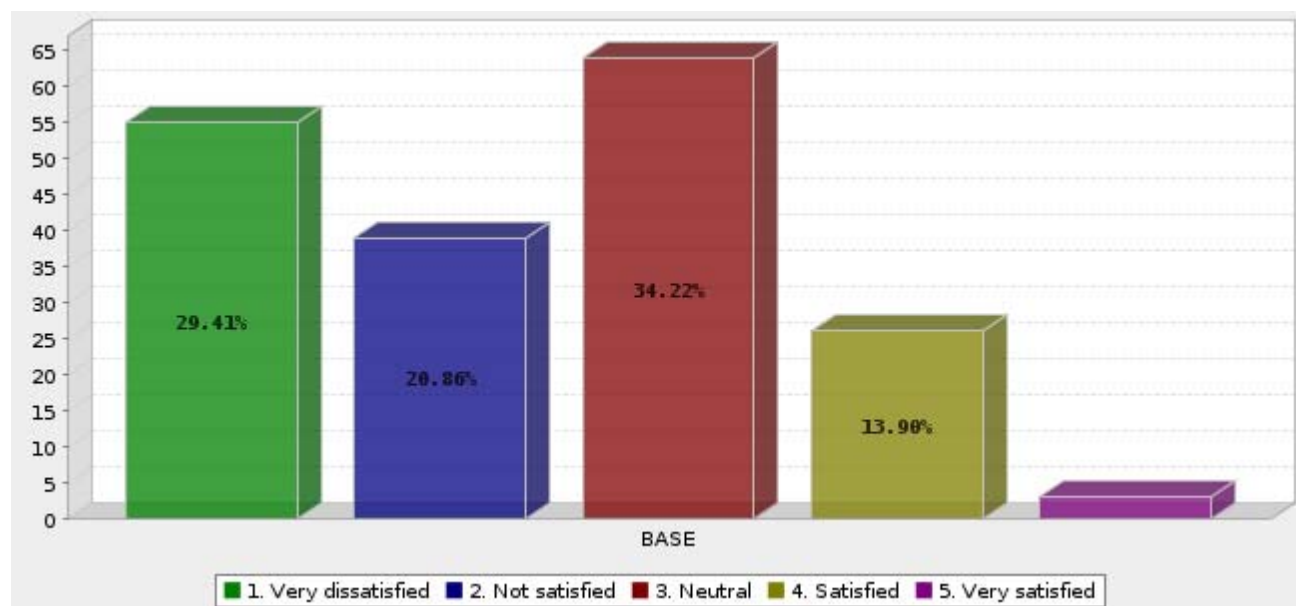
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 73 | 38.62% |
| | 2. Not satisfied | 48 | 25.40% |
| | 3. Neutral | 47 | 24.87% |
| | 4. Satisfied | 20 | 10.58% |
| | 5. Very satisfied | 1 | 0.53% |
| Mean : 2.090 | Confidence Interval @ 95% : [1.940 - 2.240] | Standard Deviation : 1.051 | Standard Error : 0.076 |

14. How satisfied are you with your health benefits?



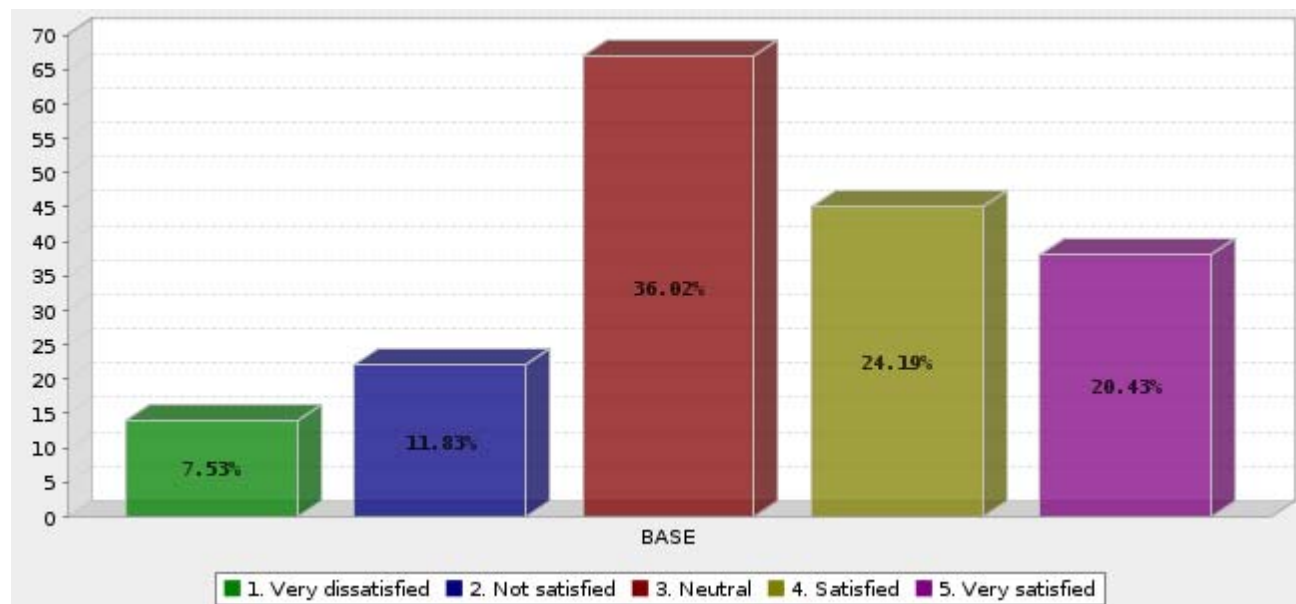
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 60 | 31.75% |
| | 2. Not satisfied | 63 | 33.33% |
| | 3. Neutral | 33 | 17.46% |
| | 4. Satisfied | 33 | 17.46% |
| | 5. Very satisfied | 0 | 0.00% |
| Mean : 2.206 | Confidence Interval @ 95% : [2.053 - 2.360] | Standard Deviation : 1.074 | Standard Error : 0.078 |

15. How satisfied are you with Arkansas Tech's senior leadership (Executive Council)?



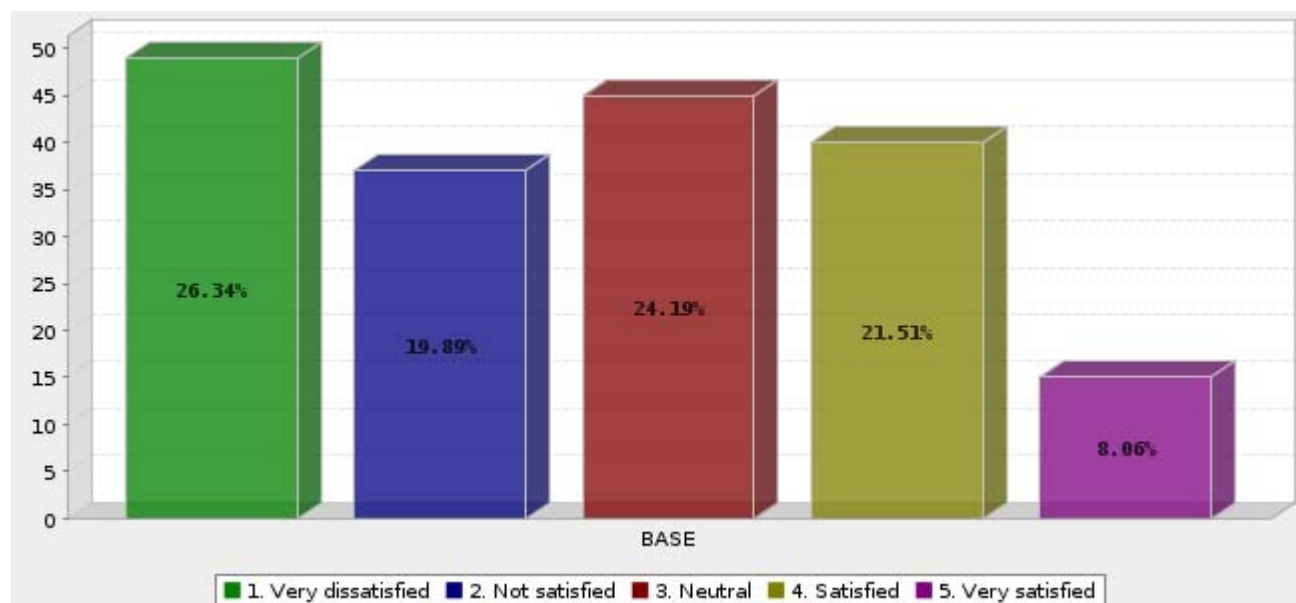
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 55 | 29.41% |
| | 2. Not satisfied | 39 | 20.86% |
| | 3. Neutral | 64 | 34.22% |
| | 4. Satisfied | 26 | 13.90% |
| | 5. Very satisfied | 3 | 1.60% |
| Mean : 2.374 | Confidence Interval @ 95% : [2.217 - 2.532] | Standard Deviation : 1.097 | Standard Error : 0.080 |

16. How satisfied are you with the Vice President of Academic Affairs?



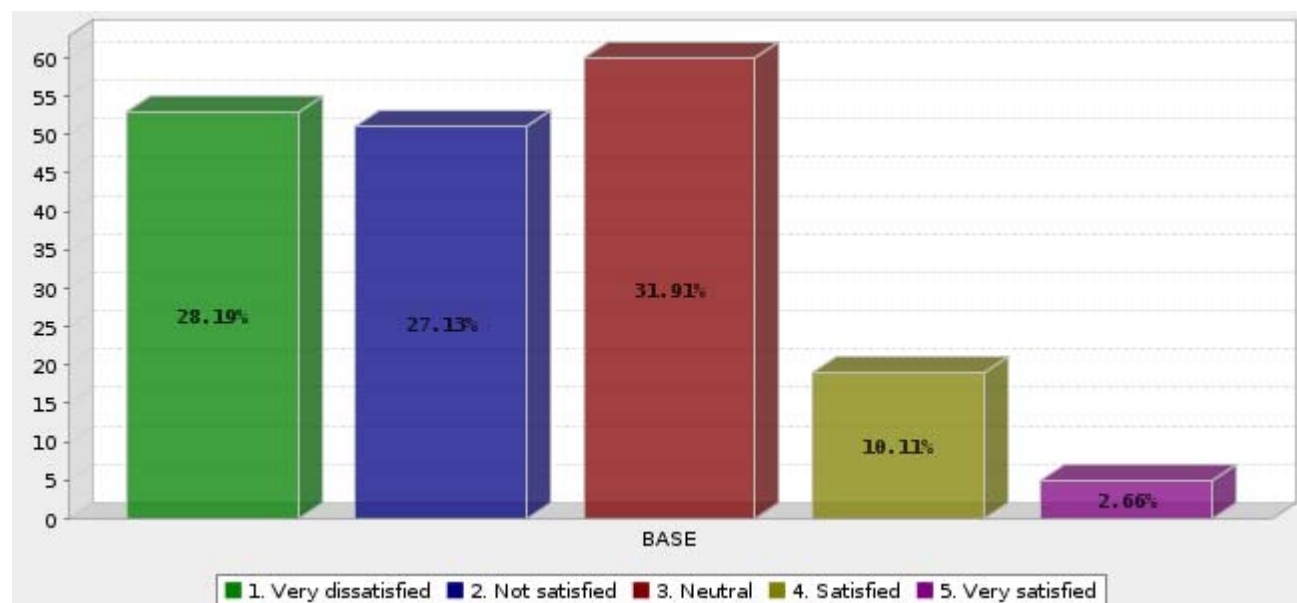
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 14 | 7.53% |
| | 2. Not satisfied | 22 | 11.83% |
| | 3. Neutral | 67 | 36.02% |
| | 4. Satisfied | 45 | 24.19% |
| | 5. Very satisfied | 38 | 20.43% |
| Mean : 3.382 | Confidence Interval @ 95% : [3.215 - 3.548] | Standard Deviation : 1.158 | Standard Error : 0.085 |

17. How satisfied are you with the President of the University?



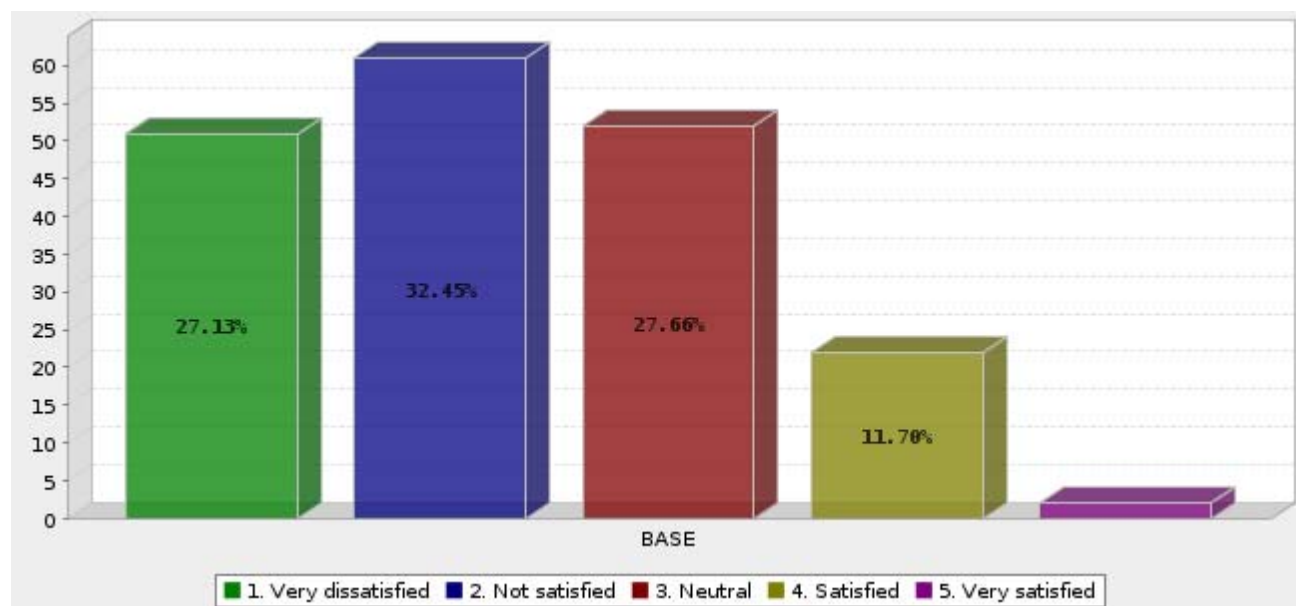
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 49 | 26.34% |
| | 2. Not satisfied | 37 | 19.89% |
| | 3. Neutral | 45 | 24.19% |
| | 4. Satisfied | 40 | 21.51% |
| | 5. Very satisfied | 15 | 8.06% |
| Mean : 2.651 | Confidence Interval @ 95% : [2.464 - 2.837] | Standard Deviation : 1.295 | Standard Error : 0.095 |

18. How satisfied are you with the Executive Council decision-making process?



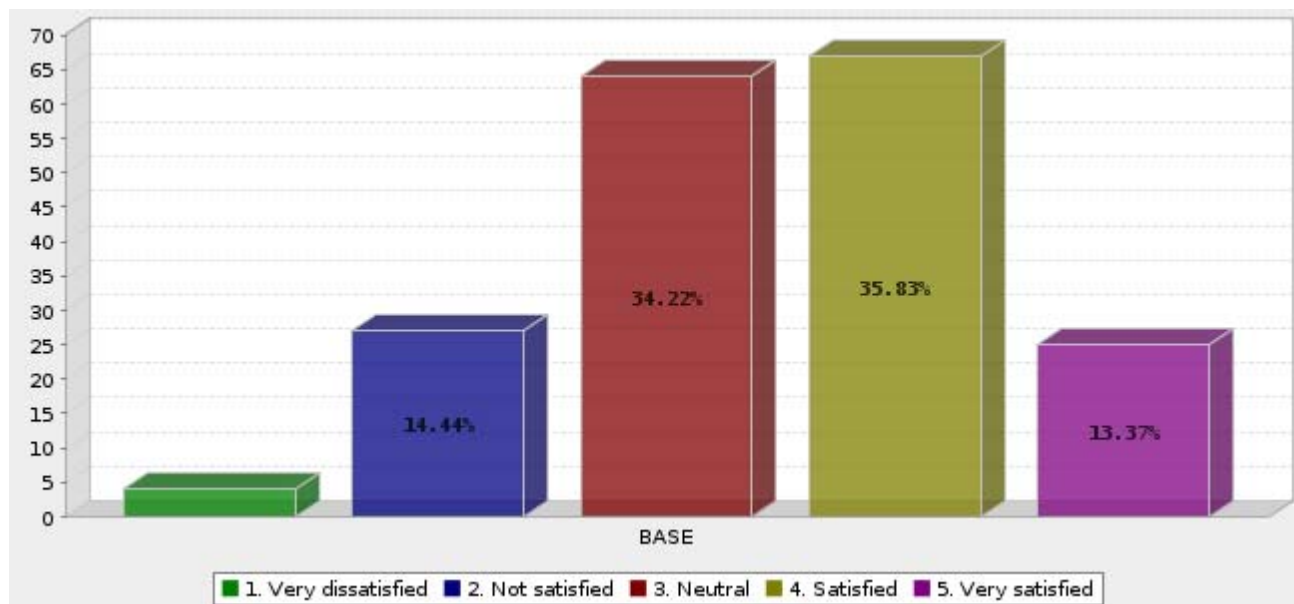
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 53 | 28.19% |
| | 2. Not satisfied | 51 | 27.13% |
| | 3. Neutral | 60 | 31.91% |
| | 4. Satisfied | 19 | 10.11% |
| | 5. Very satisfied | 5 | 2.66% |
| Mean : 2.319 | Confidence Interval @ 95% : [2.166 - 2.472] | Standard Deviation : 1.072 | Standard Error : 0.078 |

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



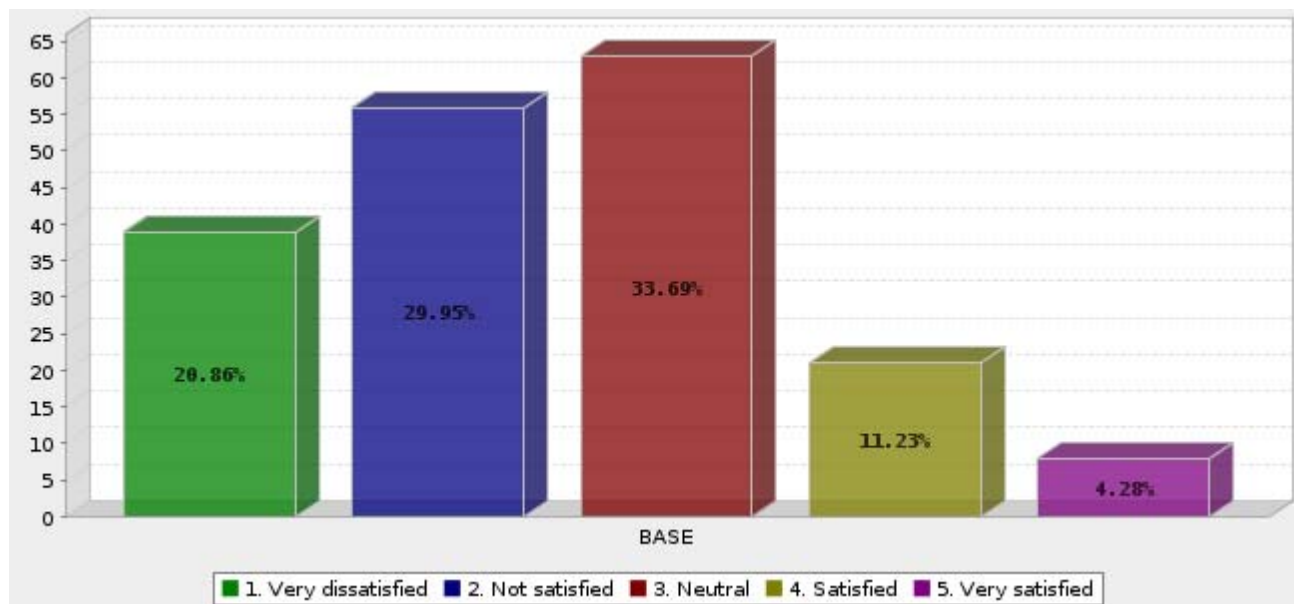
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 51 | 27.13% |
| | 2. Not satisfied | 61 | 32.45% |
| | 3. Neutral | 52 | 27.66% |
| | 4. Satisfied | 22 | 11.70% |
| | 5. Very satisfied | 2 | 1.06% |
| Mean : 2.271 | Confidence Interval @ 95% : [2.125 - 2.417] | Standard Deviation : 1.022 | Standard Error : 0.075 |

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



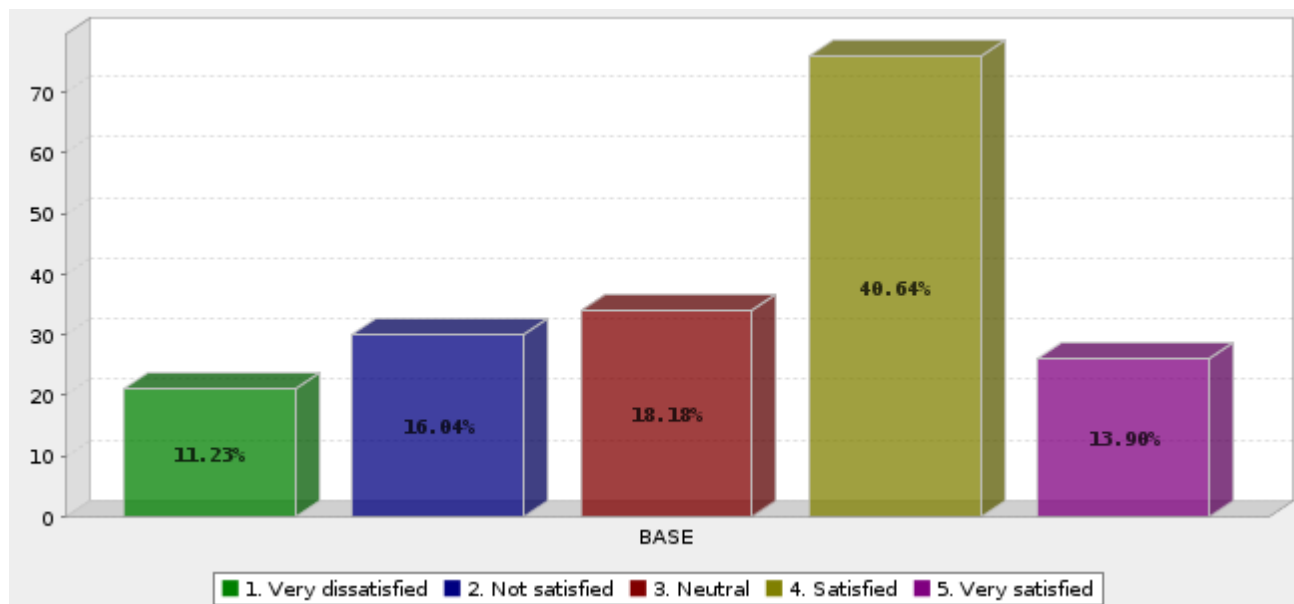
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 4 | 2.14% |
| | 2. Not satisfied | 27 | 14.44% |
| | 3. Neutral | 64 | 34.22% |
| | 4. Satisfied | 67 | 35.83% |
| | 5. Very satisfied | 25 | 13.37% |
| Mean : 3.439 | Confidence Interval @ 95% : [3.300 - 3.577] | Standard Deviation : 0.967 | Standard Error : 0.071 |

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



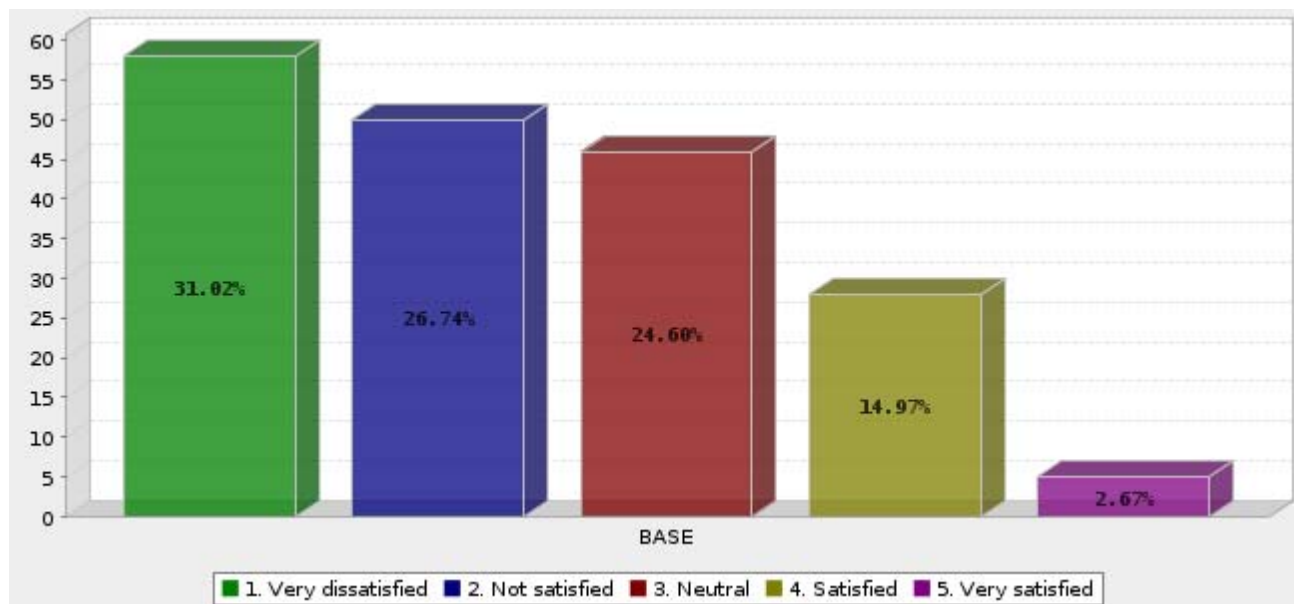
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 39 | 20.86% |
| | 2. Not satisfied | 56 | 29.95% |
| | 3. Neutral | 63 | 33.69% |
| | 4. Satisfied | 21 | 11.23% |
| | 5. Very satisfied | 8 | 4.28% |
| Mean : 2.481 | Confidence Interval @ 95% : [2.327 - 2.635] | Standard Deviation : 1.074 | Standard Error : 0.079 |

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



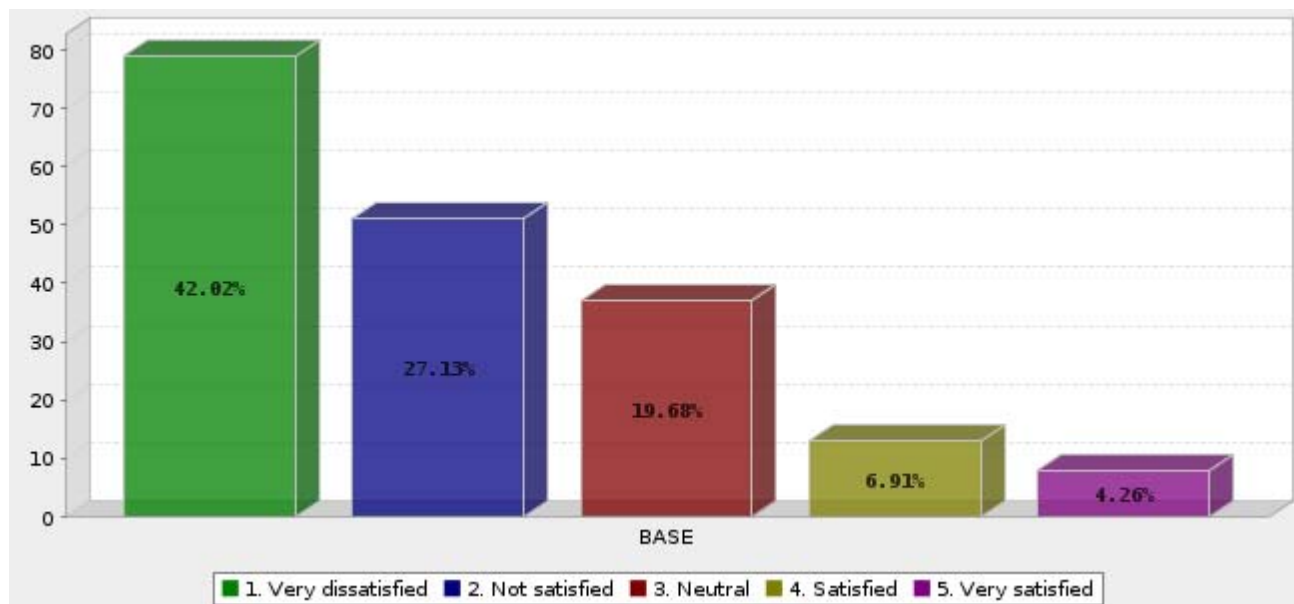
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 21 | 11.23% |
| | 2. Not satisfied | 30 | 16.04% |
| | 3. Neutral | 34 | 18.18% |
| | 4. Satisfied | 76 | 40.64% |
| | 5. Very satisfied | 26 | 13.90% |
| Mean : 3.299 | Confidence Interval @ 95% : [3.124 - 3.474] | Standard Deviation : 1.221 | Standard Error : 0.089 |

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



| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 58 | 31.02% |
| | 2. Not satisfied | 50 | 26.74% |
| | 3. Neutral | 46 | 24.60% |
| | 4. Satisfied | 28 | 14.97% |
| | 5. Very satisfied | 5 | 2.67% |
| Mean : 2.316 | Confidence Interval @ 95% : [2.152 - 2.479] | Standard Deviation : 1.142 | Standard Error : 0.083 |

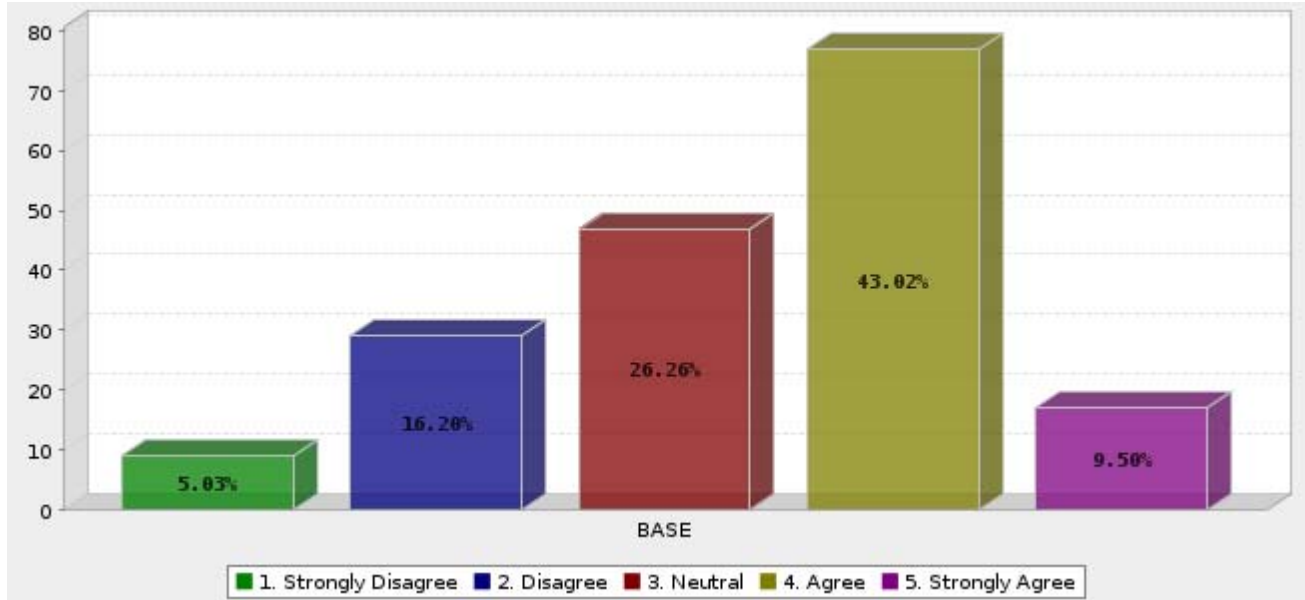
24. How satisfied are you with the level of transparency in University decision making?



| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Very dissatisfied | 79 | 42.02% |
| | 2. Not satisfied | 51 | 27.13% |
| | 3. Neutral | 37 | 19.68% |
| | 4. Satisfied | 13 | 6.91% |
| | 5. Very satisfied | 8 | 4.26% |
| Mean : 2.043 | Confidence Interval @ 95% : [1.881 - 2.204] | Standard Deviation : 1.132 | Standard Error : 0.083 |

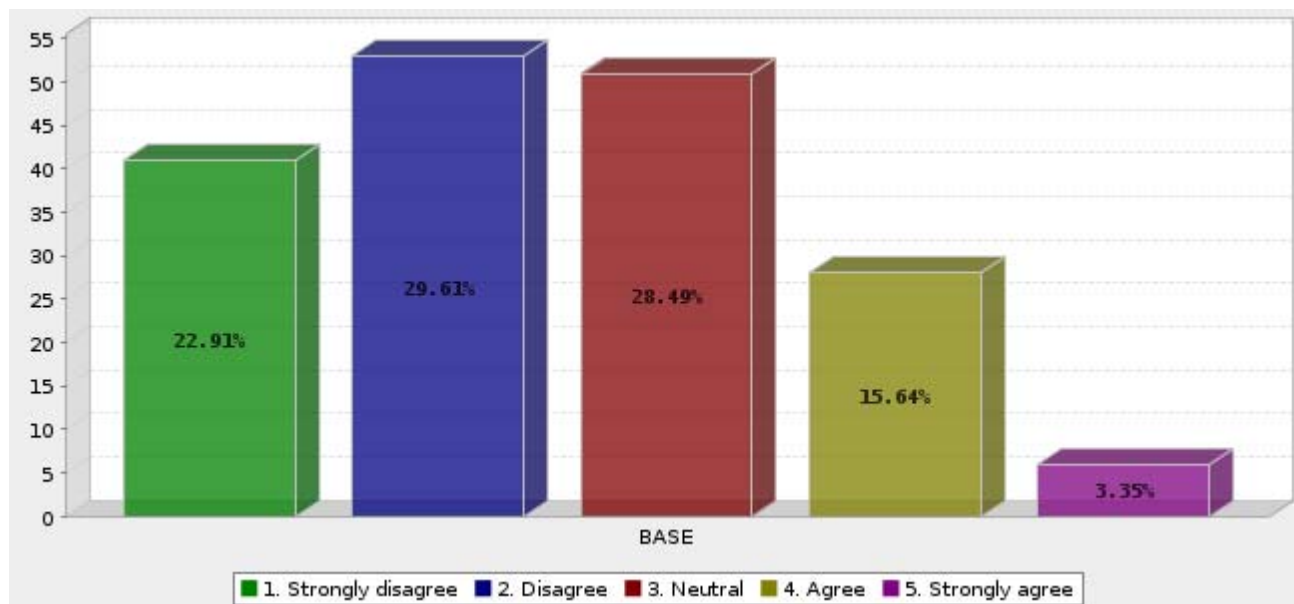
ATTITUDE ITEM GRAPHS

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



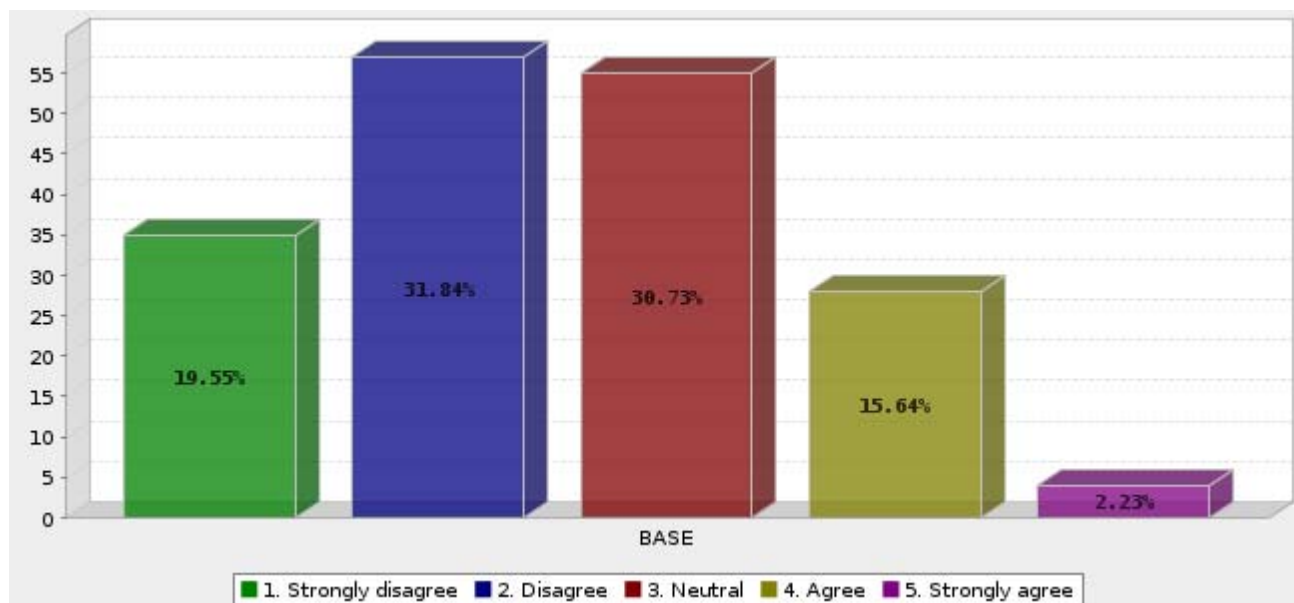
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly Disagree | 9 | 5.03% |
| | 2. Disagree | 29 | 16.20% |
| | 3. Neutral | 47 | 26.26% |
| | 4. Agree | 77 | 43.02% |
| | 5. Strongly Agree | 17 | 9.50% |
| Mean : 3.358 | Confidence Interval @ 95% : [3.207 - 3.508] | Standard Deviation : 1.025 | Standard Error : 0.077 |

2. Senior-level leadership are committed to shared governance at Arkansas Tech.



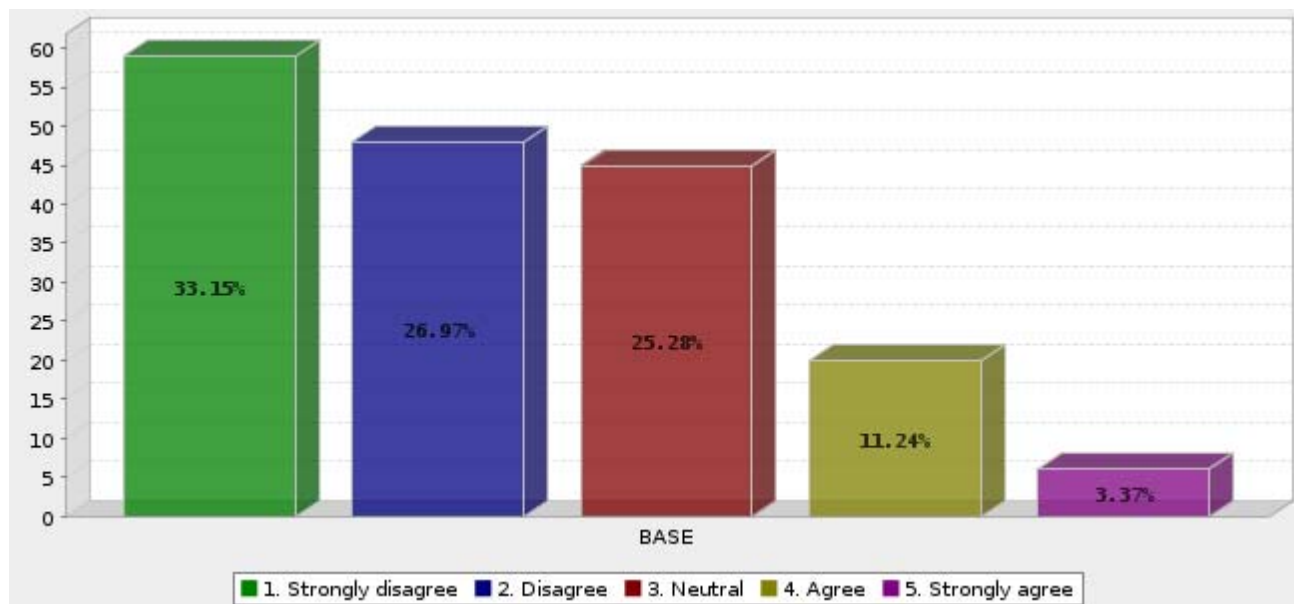
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 41 | 22.91% |
| | 2. Disagree | 53 | 29.61% |
| | 3. Neutral | 51 | 28.49% |
| | 4. Agree | 28 | 15.64% |
| | 5. Strongly agree | 6 | 3.35% |
| Mean : 2.469 | Confidence Interval @ 95% : [2.307 - 2.632] | Standard Deviation : 1.108 | Standard Error : 0.083 |

3. Shared governance is practiced at Arkansas Tech.



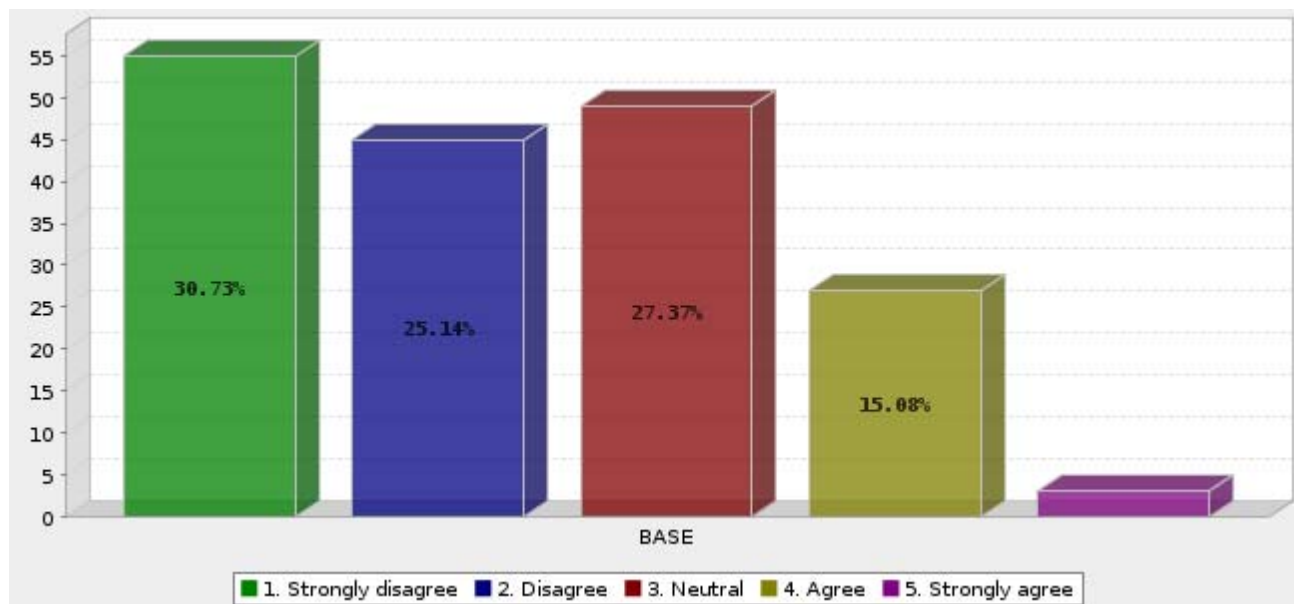
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 35 | 19.55% |
| | 2. Disagree | 57 | 31.84% |
| | 3. Neutral | 55 | 30.73% |
| | 4. Agree | 28 | 15.64% |
| | 5. Strongly agree | 4 | 2.23% |
| Mean : 2.492 | Confidence Interval @ 95% : [2.338 - 2.645] | Standard Deviation : 1.046 | Standard Error : 0.078 |

4. There is a commitment to transparency at Arkansas Tech.



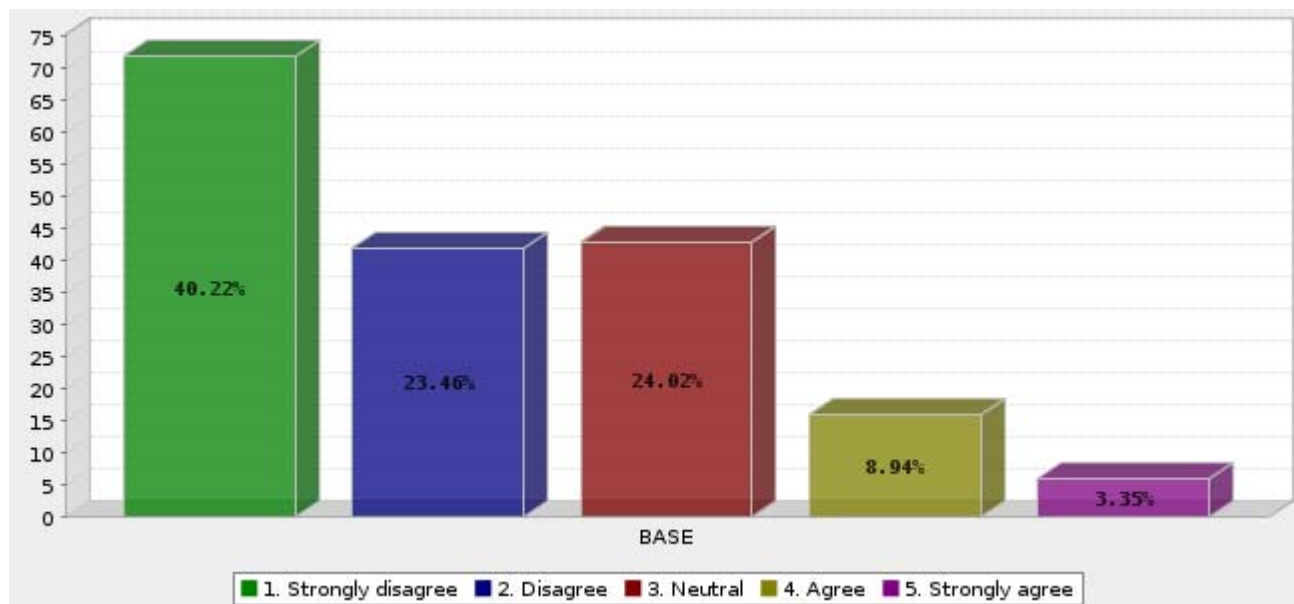
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 59 | 33.15% |
| | 2. Disagree | 48 | 26.97% |
| | 3. Neutral | 45 | 25.28% |
| | 4. Agree | 20 | 11.24% |
| | 5. Strongly agree | 6 | 3.37% |
| Mean : 2.247 | Confidence Interval @ 95% : [2.081 - 2.414] | Standard Deviation : 1.133 | Standard Error : 0.085 |

5. In general, senior-level leadership value faculty input.



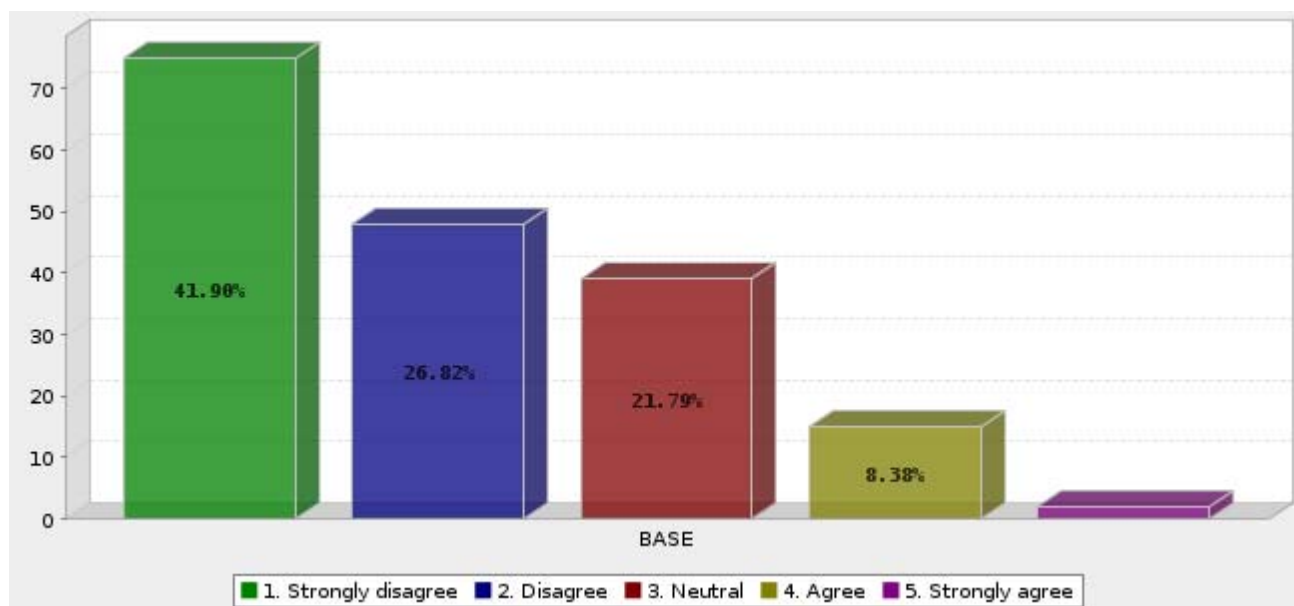
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 55 | 30.73% |
| | 2. Disagree | 45 | 25.14% |
| | 3. Neutral | 49 | 27.37% |
| | 4. Agree | 27 | 15.08% |
| | 5. Strongly agree | 3 | 1.68% |
| Mean : 2.318 | Confidence Interval @ 95% : [2.155 - 2.482] | Standard Deviation : 1.114 | Standard Error : 0.083 |

6. The University budget is being effectively managed.



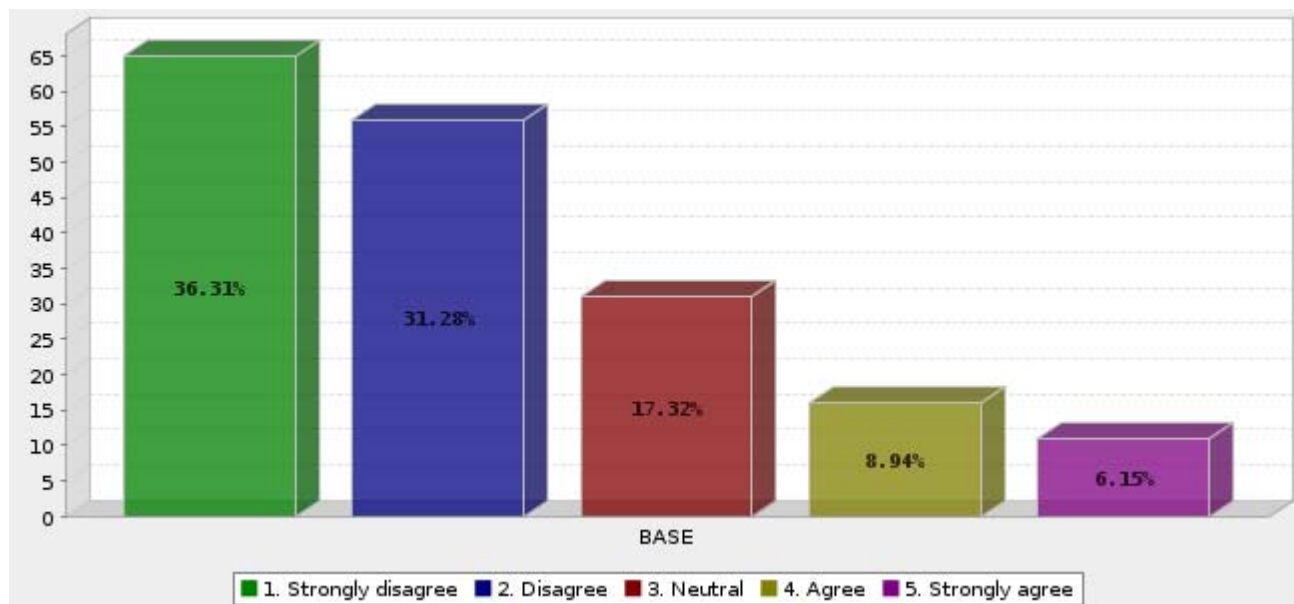
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 72 | 40.22% |
| | 2. Disagree | 42 | 23.46% |
| | 3. Neutral | 43 | 24.02% |
| | 4. Agree | 16 | 8.94% |
| | 5. Strongly agree | 6 | 3.35% |
| Mean : 2.117 | Confidence Interval @ 95% : [1.951 - 2.284] | Standard Deviation : 1.138 | Standard Error : 0.085 |

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



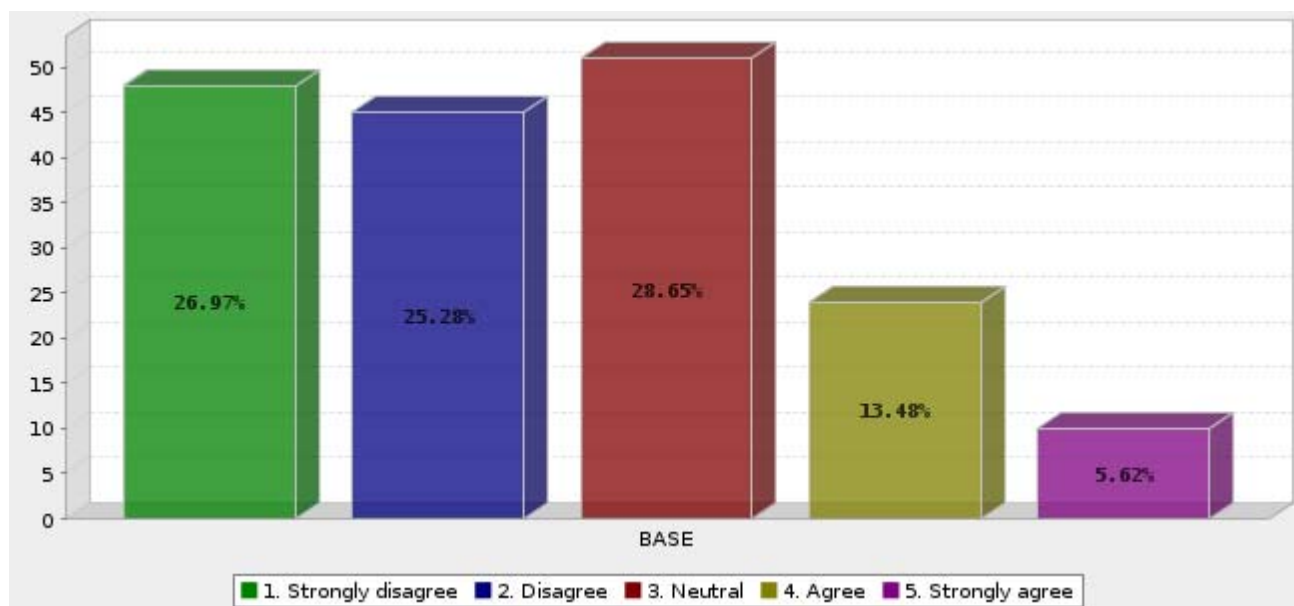
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 75 | 41.90% |
| | 2. Disagree | 48 | 26.82% |
| | 3. Neutral | 39 | 21.79% |
| | 4. Agree | 15 | 8.38% |
| | 5. Strongly agree | 2 | 1.12% |
| Mean : 2.000 | Confidence Interval @ 95% : [1.848 - 2.152] | Standard Deviation : 1.039 | Standard Error : 0.078 |

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



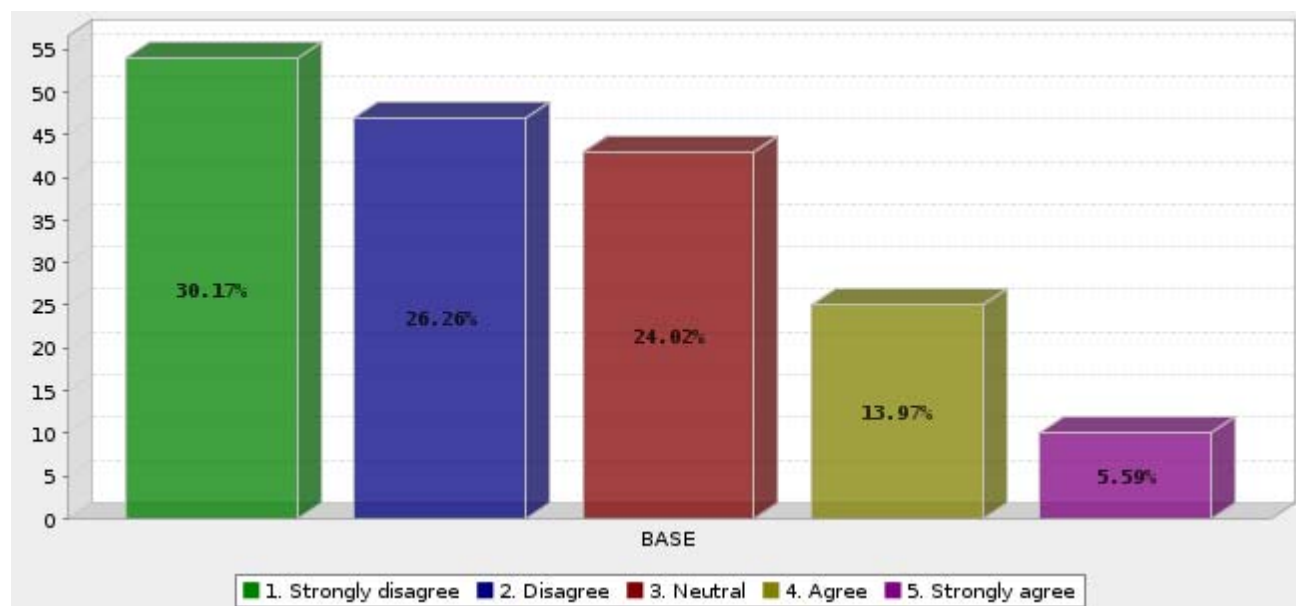
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 65 | 36.31% |
| | 2. Disagree | 56 | 31.28% |
| | 3. Neutral | 31 | 17.32% |
| | 4. Agree | 16 | 8.94% |
| | 5. Strongly agree | 11 | 6.15% |
| Mean : 2.173 | Confidence Interval @ 95% : [1.998 - 2.348] | Standard Deviation : 1.194 | Standard Error : 0.089 |

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



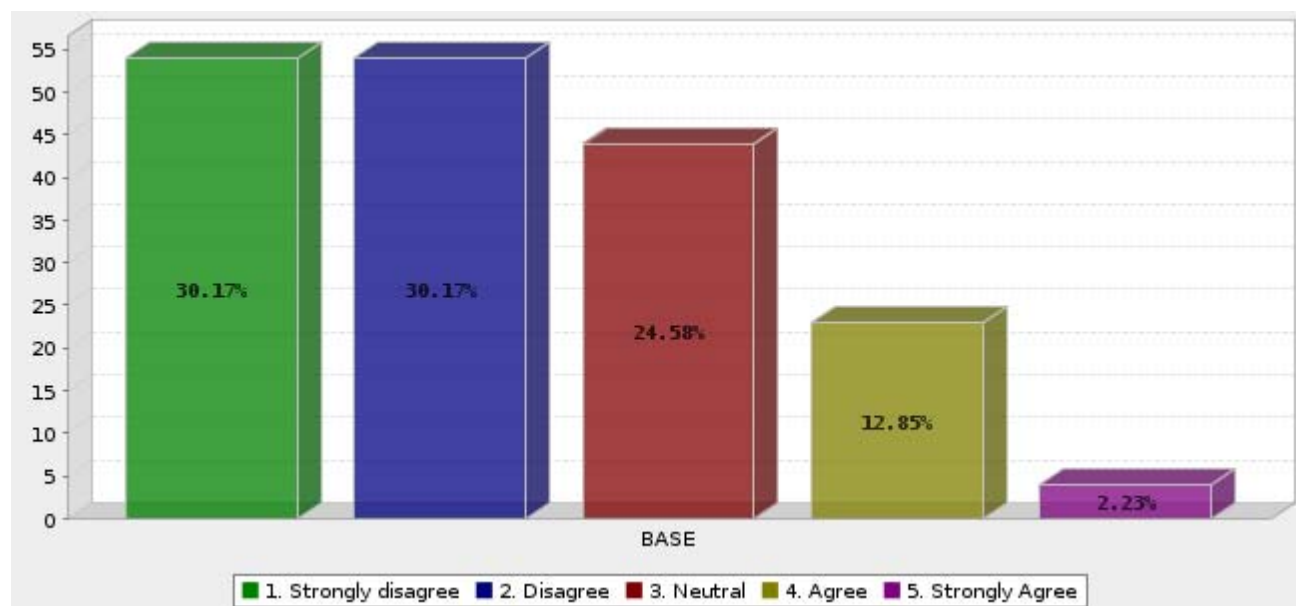
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 48 | 26.97% |
| | 2. Disagree | 45 | 25.28% |
| | 3. Neutral | 51 | 28.65% |
| | 4. Agree | 24 | 13.48% |
| | 5. Strongly agree | 10 | 5.62% |
| Mean : 2.455 | Confidence Interval @ 95% : [2.281 - 2.629] | Standard Deviation : 1.184 | Standard Error : 0.089 |

10. I understand how decisions are made at Arkansas Tech.



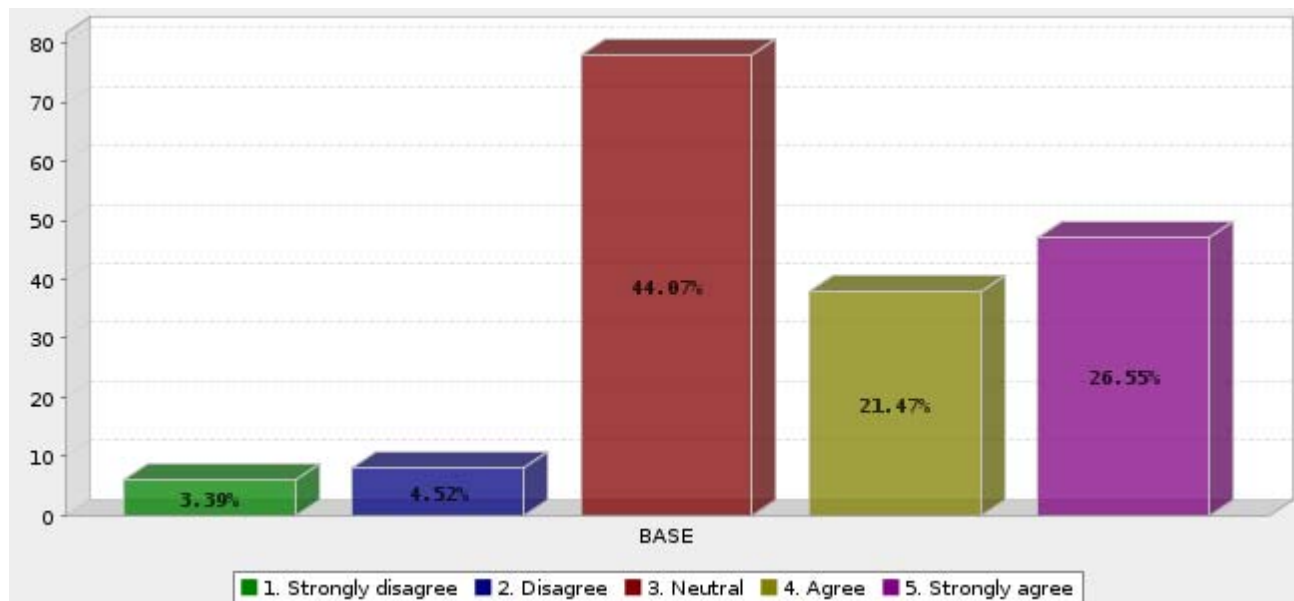
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 54 | 30.17% |
| | 2. Disagree | 47 | 26.26% |
| | 3. Neutral | 43 | 24.02% |
| | 4. Agree | 25 | 13.97% |
| | 5. Strongly agree | 10 | 5.59% |
| Mean : 2.385 | Confidence Interval @ 95% : [2.208 - 2.563] | Standard Deviation : 1.210 | Standard Error : 0.090 |

11. I understand why decisions are made at Arkansas Tech.



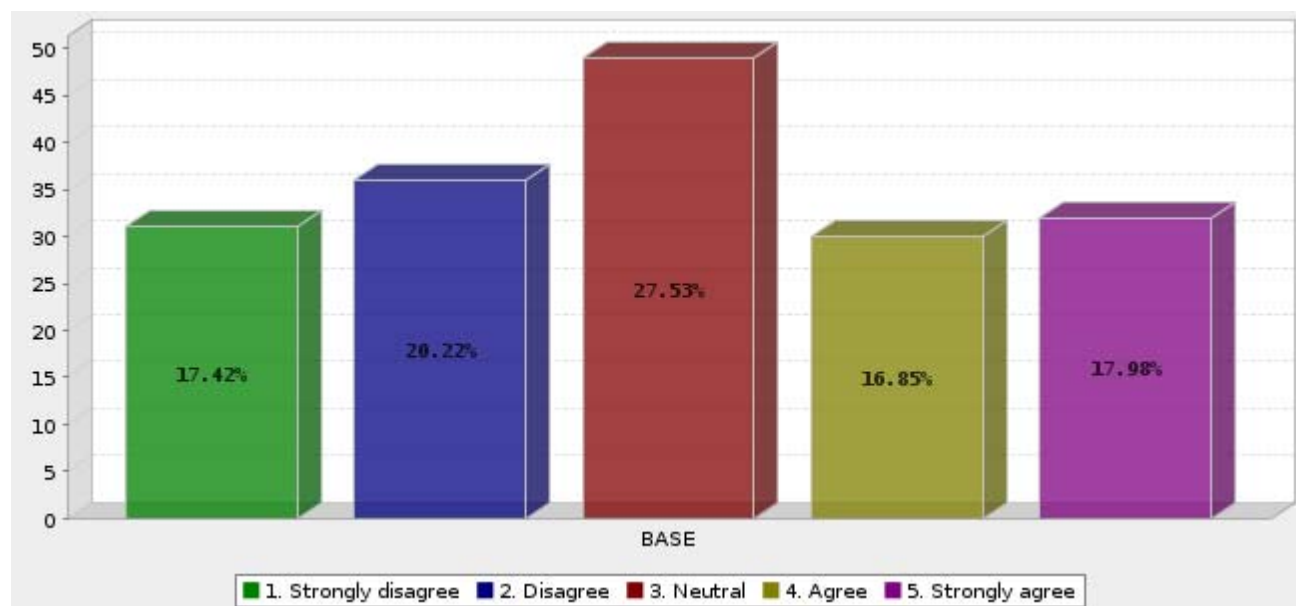
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 54 | 30.17% |
| | 2. Disagree | 54 | 30.17% |
| | 3. Neutral | 44 | 24.58% |
| | 4. Agree | 23 | 12.85% |
| | 5. Strongly Agree | 4 | 2.23% |
| Mean : 2.268 | Confidence Interval @ 95% : [2.108 - 2.428] | Standard Deviation : 1.094 | Standard Error : 0.082 |

12. The Vice President of Academic Affairs position at Arkansas Tech should transition to Provost and Senior Vice President.



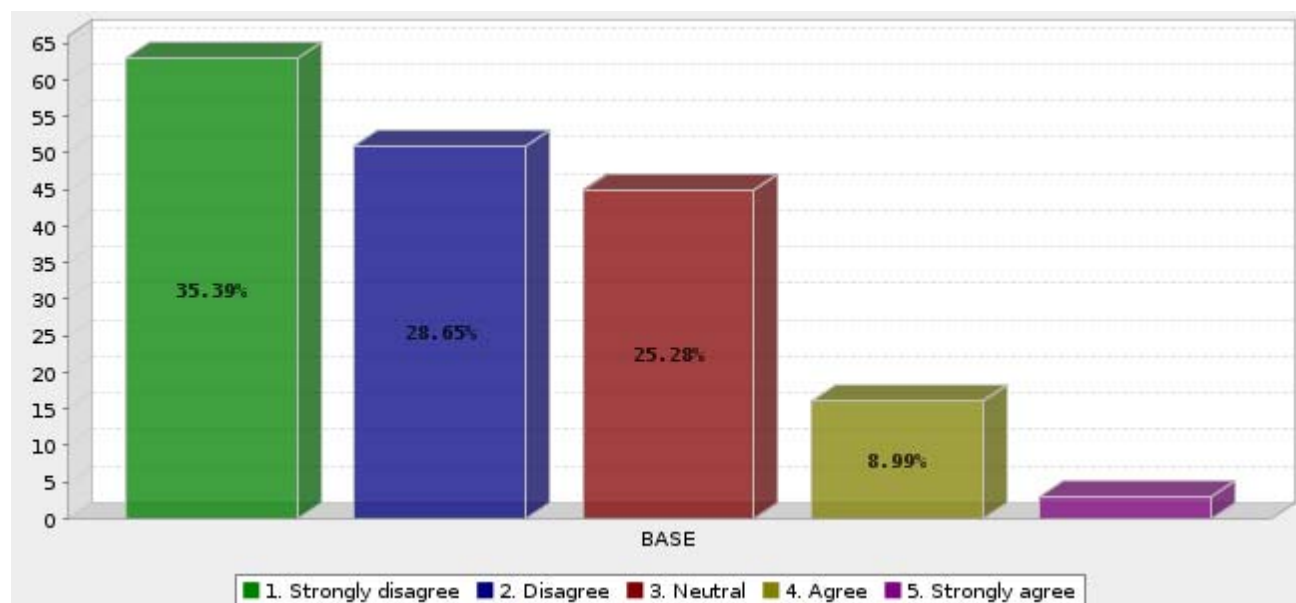
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 6 | 3.39% |
| | 2. Disagree | 8 | 4.52% |
| | 3. Neutral | 78 | 44.07% |
| | 4. Agree | 38 | 21.47% |
| | 5. Strongly agree | 47 | 26.55% |
| Mean : 3.633 | Confidence Interval @ 95% : [3.481 - 3.785] | Standard Deviation : 1.031 | Standard Error : 0.078 |

14. Arkansas Tech should transition to rotating department chairs.



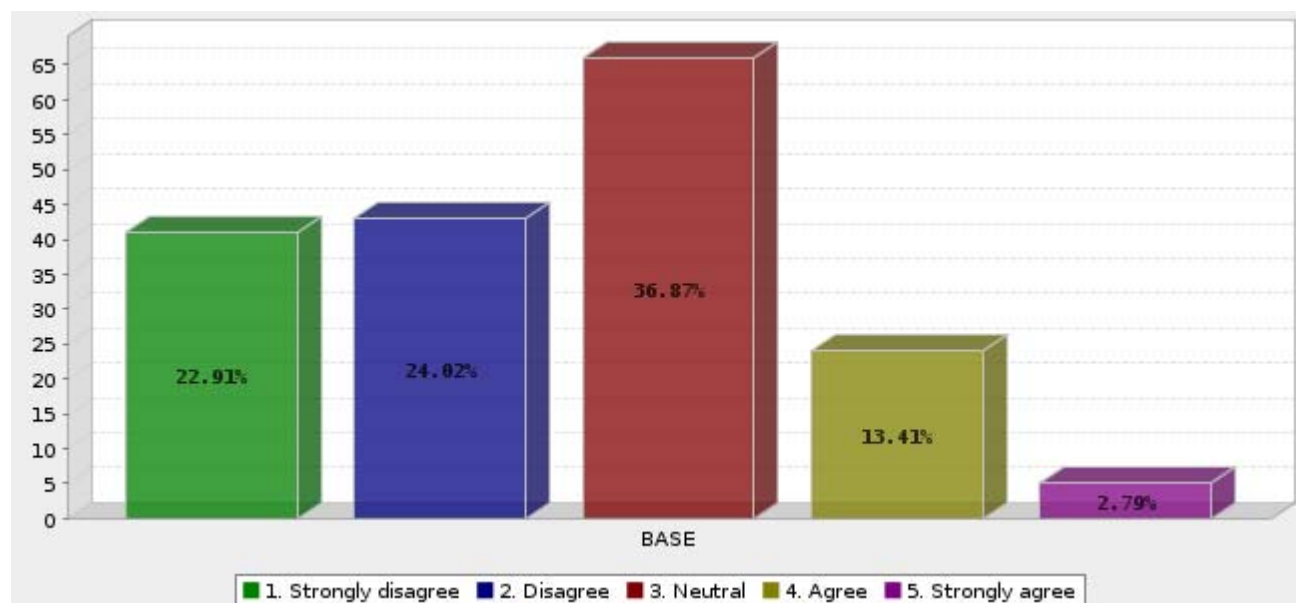
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 31 | 17.42% |
| | 2. Disagree | 36 | 20.22% |
| | 3. Neutral | 49 | 27.53% |
| | 4. Agree | 30 | 16.85% |
| | 5. Strongly agree | 32 | 17.98% |
| Mean : 2.978 | Confidence Interval @ 95% : [2.781 - 3.174] | Standard Deviation : 1.340 | Standard Error : 0.100 |

15. Executive Council decisions are clearly communicated to faculty.



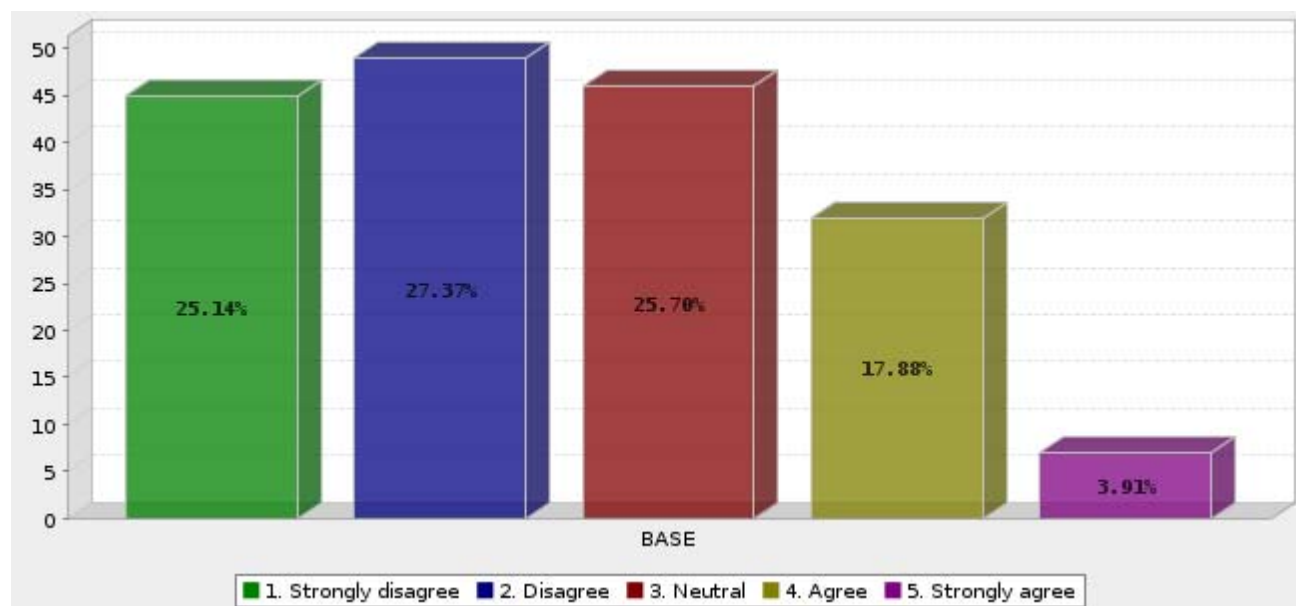
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 63 | 35.39% |
| | 2. Disagree | 51 | 28.65% |
| | 3. Neutral | 45 | 25.28% |
| | 4. Agree | 16 | 8.99% |
| | 5. Strongly agree | 3 | 1.69% |
| Mean : 2.129 | Confidence Interval @ 95% : [1.975 - 2.284] | Standard Deviation : 1.052 | Standard Error : 0.079 |

15. Decisions are made in the best interests of the University.



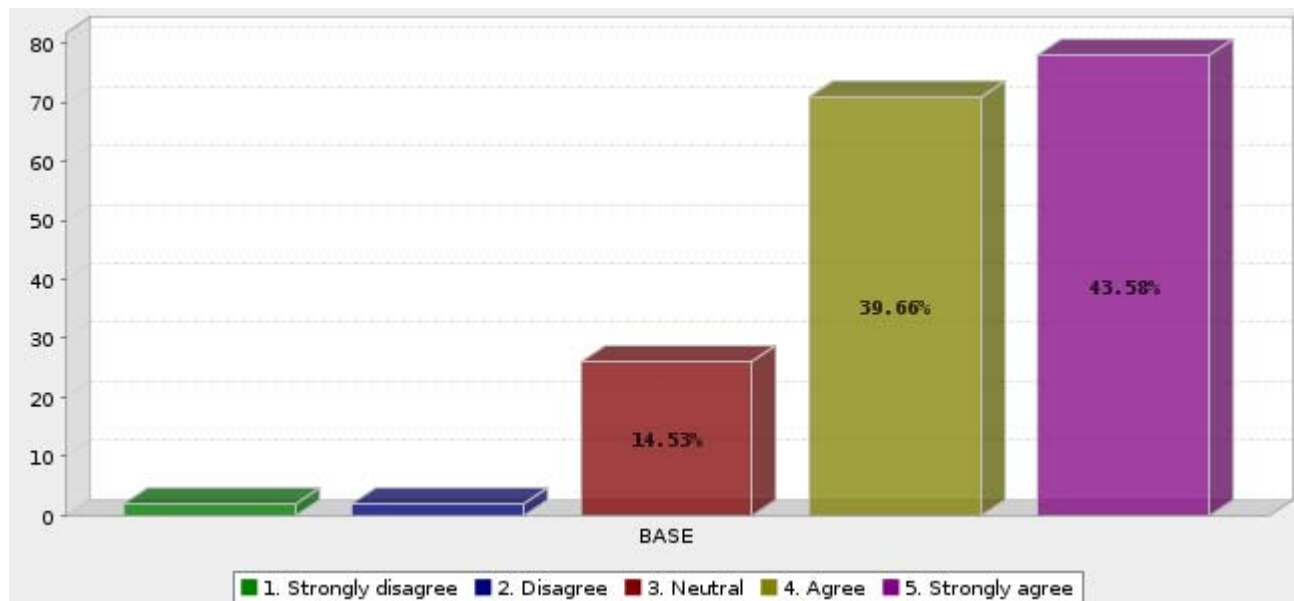
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 41 | 22.91% |
| | 2. Disagree | 43 | 24.02% |
| | 3. Neutral | 66 | 36.87% |
| | 4. Agree | 24 | 13.41% |
| | 5. Strongly agree | 5 | 2.79% |
| Mean : 2.492 | Confidence Interval @ 95% : [2.335 - 2.649] | Standard Deviation : 1.072 | Standard Error : 0.080 |

16. Arkansas Tech is heading in the right direction.



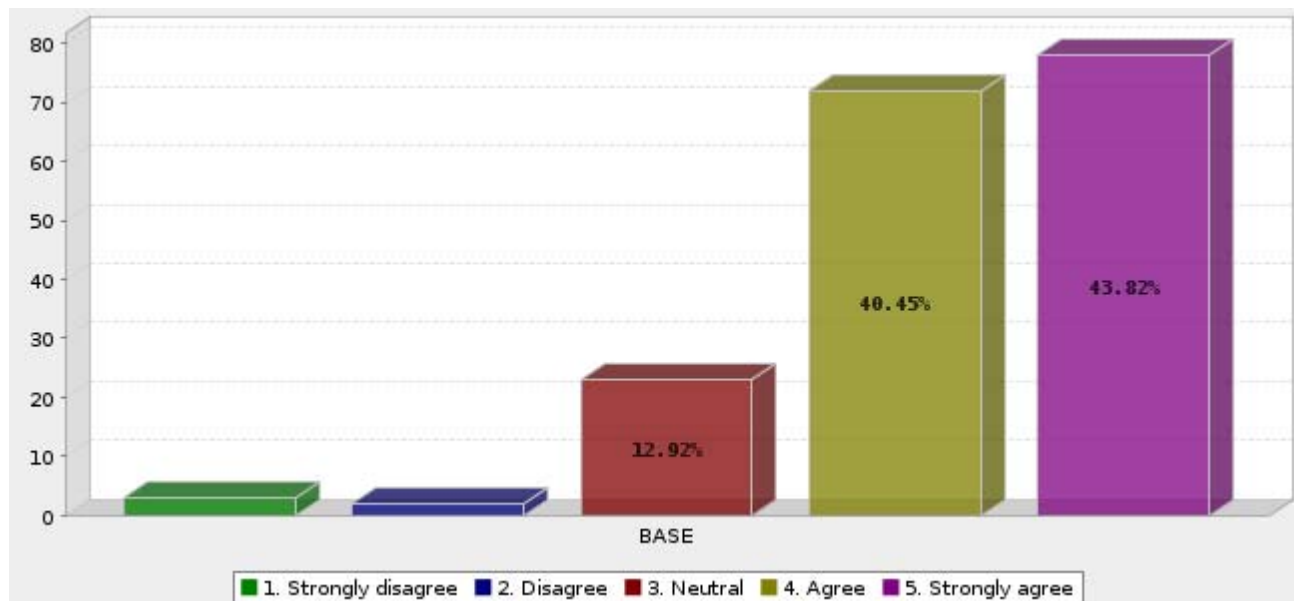
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 45 | 25.14% |
| | 2. Disagree | 49 | 27.37% |
| | 3. Neutral | 46 | 25.70% |
| | 4. Agree | 32 | 17.88% |
| | 5. Strongly agree | 7 | 3.91% |
| Mean : 2.480 | Confidence Interval @ 95% : [2.310 - 2.651] | Standard Deviation : 1.163 | Standard Error : 0.087 |

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



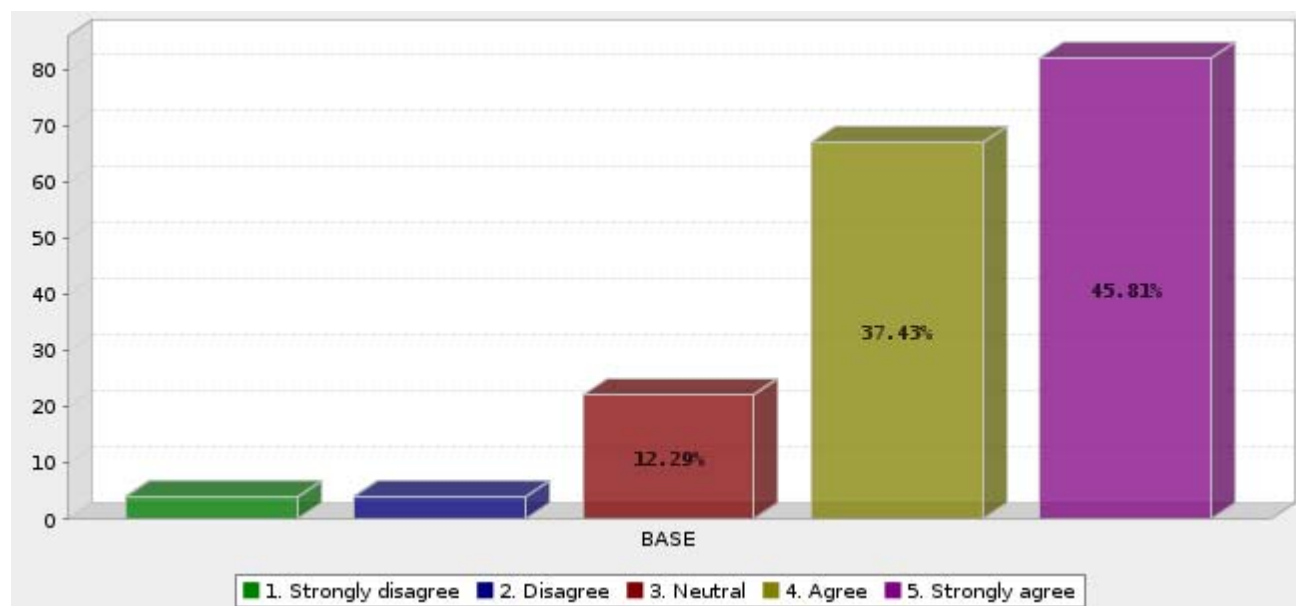
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 2 | 1.12% |
| | 2. Disagree | 2 | 1.12% |
| | 3. Neutral | 26 | 14.53% |
| | 4. Agree | 71 | 39.66% |
| | 5. Strongly agree | 78 | 43.58% |
| Mean : 4.235 | Confidence Interval @ 95% : [4.114 - 4.355] | Standard Deviation : 0.822 | Standard Error : 0.061 |

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



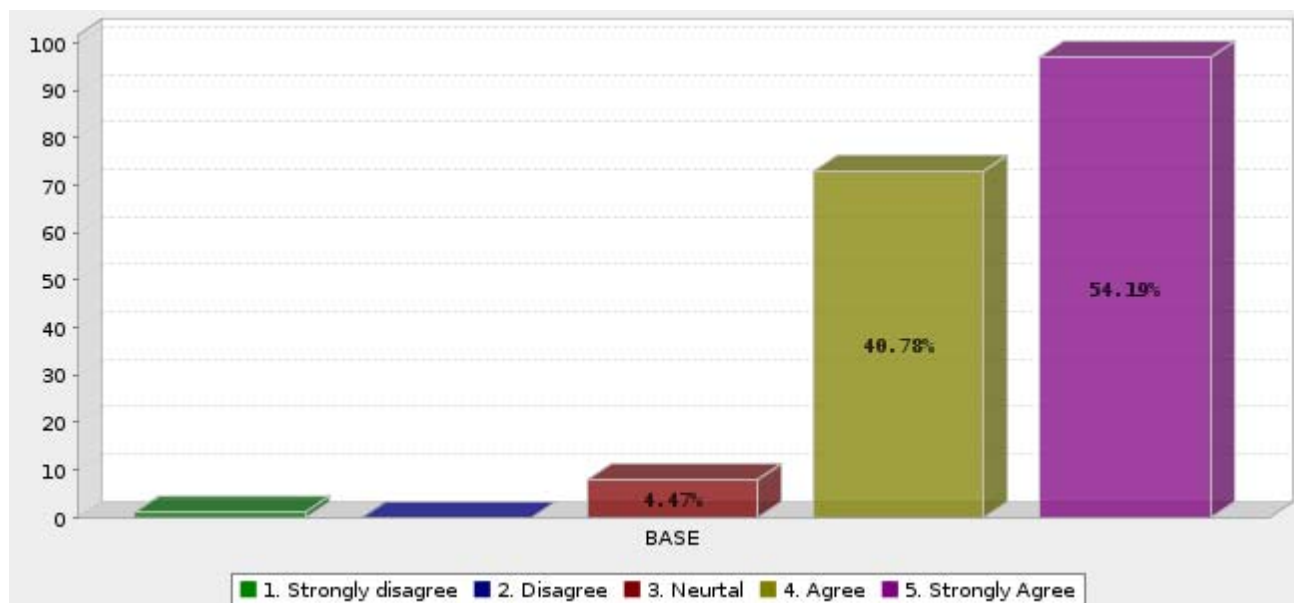
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 3 | 1.69% |
| | 2. Disagree | 2 | 1.12% |
| | 3. Neutral | 23 | 12.92% |
| | 4. Agree | 72 | 40.45% |
| | 5. Strongly agree | 78 | 43.82% |
| Mean : 4.236 | Confidence Interval @ 95% : [4.112 - 4.360] | Standard Deviation : 0.844 | Standard Error : 0.063 |

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



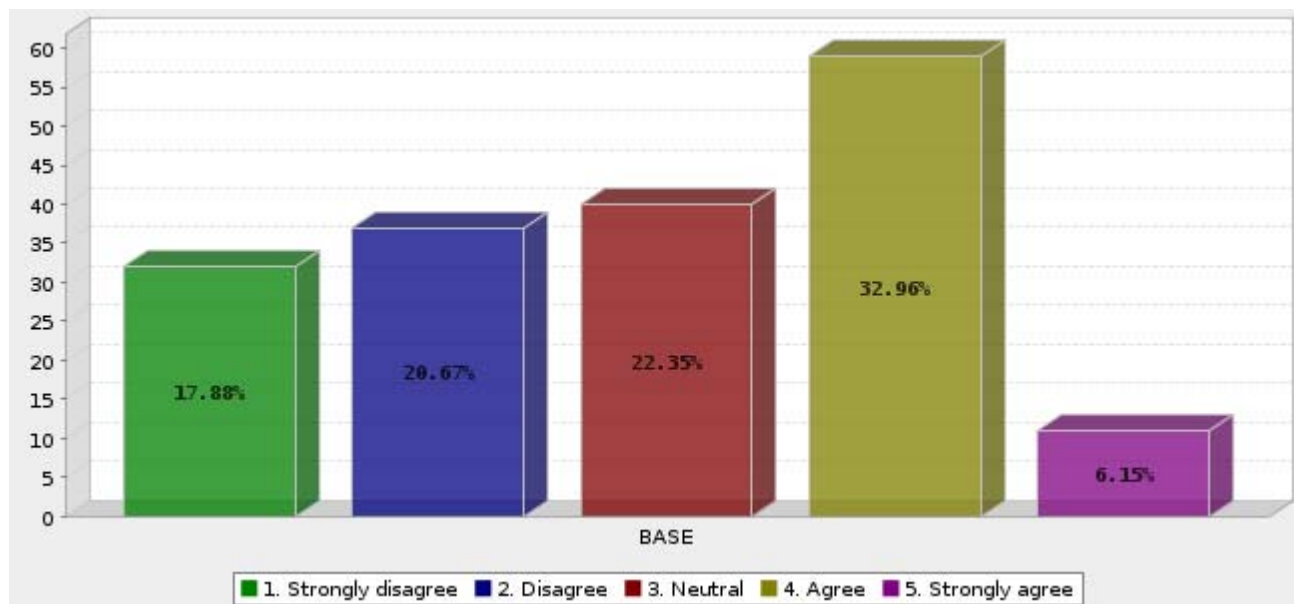
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 4 | 2.23% |
| | 2. Disagree | 4 | 2.23% |
| | 3. Neutral | 22 | 12.29% |
| | 4. Agree | 67 | 37.43% |
| | 5. Strongly agree | 82 | 45.81% |
| Mean : 4.223 | Confidence Interval @ 95% : [4.090 - 4.357] | Standard Deviation : 0.909 | Standard Error : 0.068 |

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



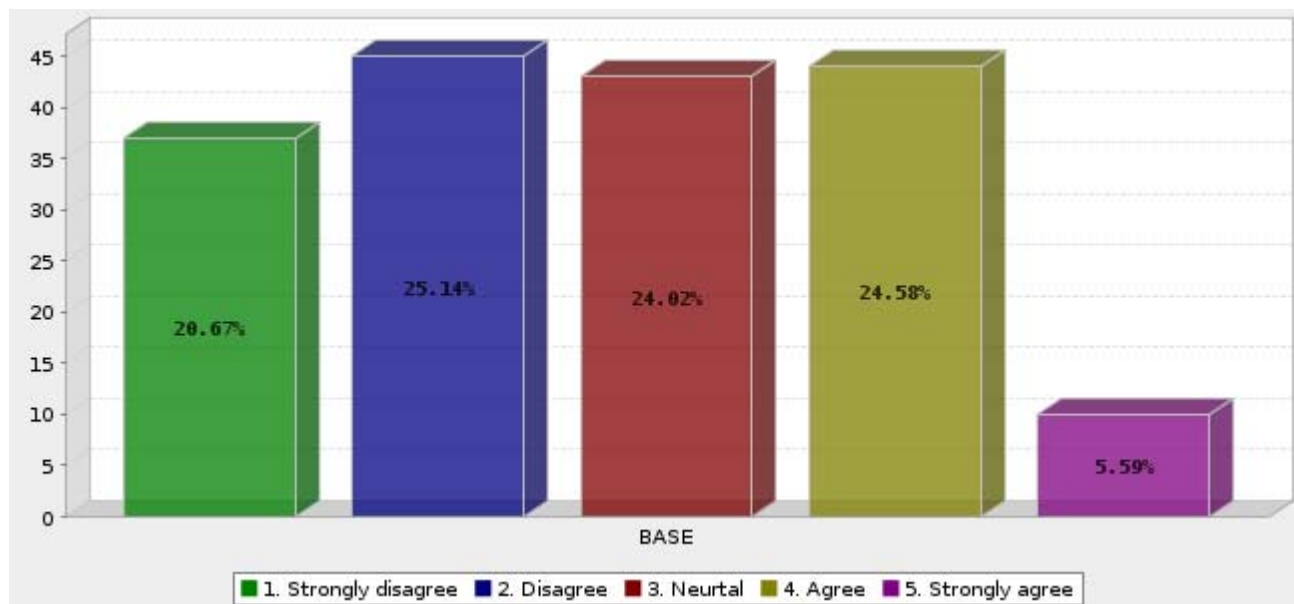
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 1 | 0.56% |
| | 2. Disagree | 0 | 0.00% |
| | 3. Neutral | 8 | 4.47% |
| | 4. Agree | 73 | 40.78% |
| | 5. Strongly Agree | 97 | 54.19% |
| Mean : 4.480 | Confidence Interval @ 95% : [4.387 - 4.574] | Standard Deviation : 0.639 | Standard Error : 0.048 |

21. My professional contributions as a faculty member are valued.



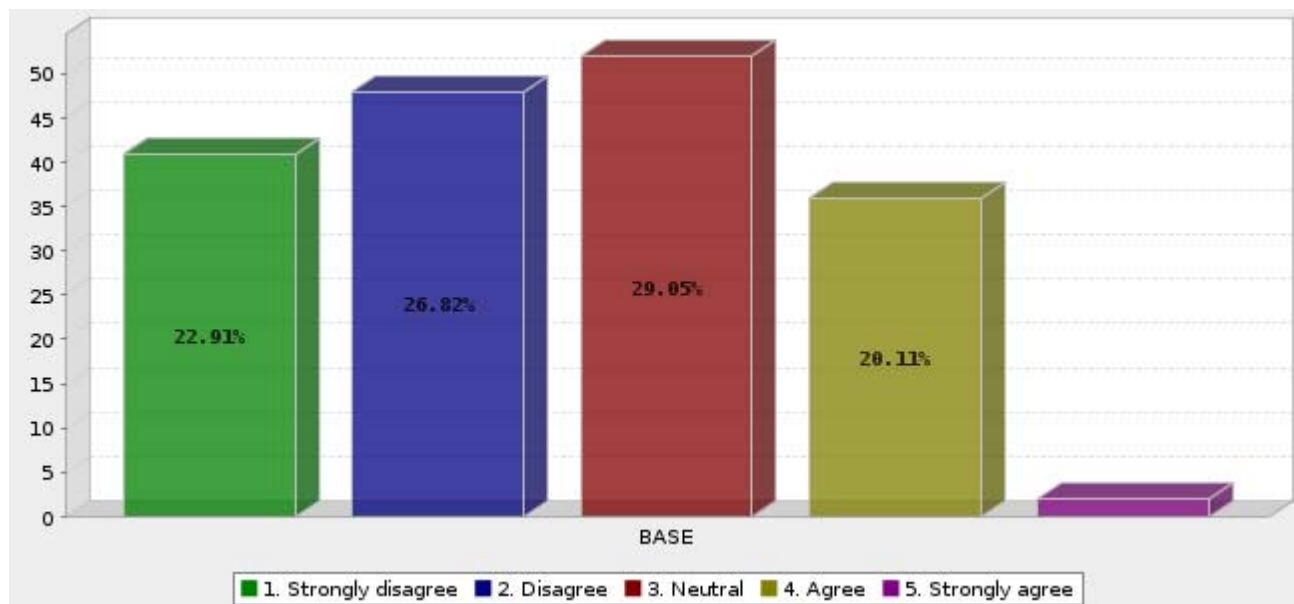
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 32 | 17.88% |
| | 2. Disagree | 37 | 20.67% |
| | 3. Neutral | 40 | 22.35% |
| | 4. Agree | 59 | 32.96% |
| | 5. Strongly agree | 11 | 6.15% |
| Mean : 2.888 | Confidence Interval @ 95% : [2.709 - 3.067] | Standard Deviation : 1.222 | Standard Error : 0.091 |

22. Faculty morale is high in my department.



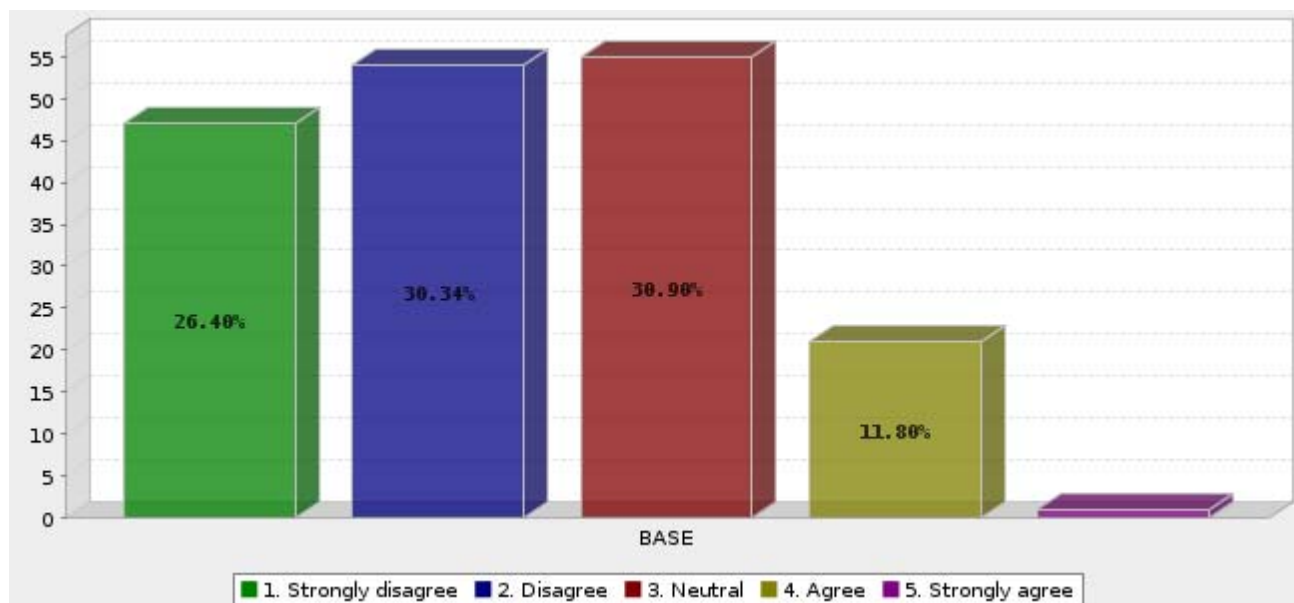
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 37 | 20.67% |
| | 2. Disagree | 45 | 25.14% |
| | 3. Neutral | 43 | 24.02% |
| | 4. Agree | 44 | 24.58% |
| | 5. Strongly agree | 10 | 5.59% |
| Mean : 2.693 | Confidence Interval @ 95% : [2.516 - 2.870] | Standard Deviation : 1.209 | Standard Error : 0.090 |

23. Faculty morale is high in my college.



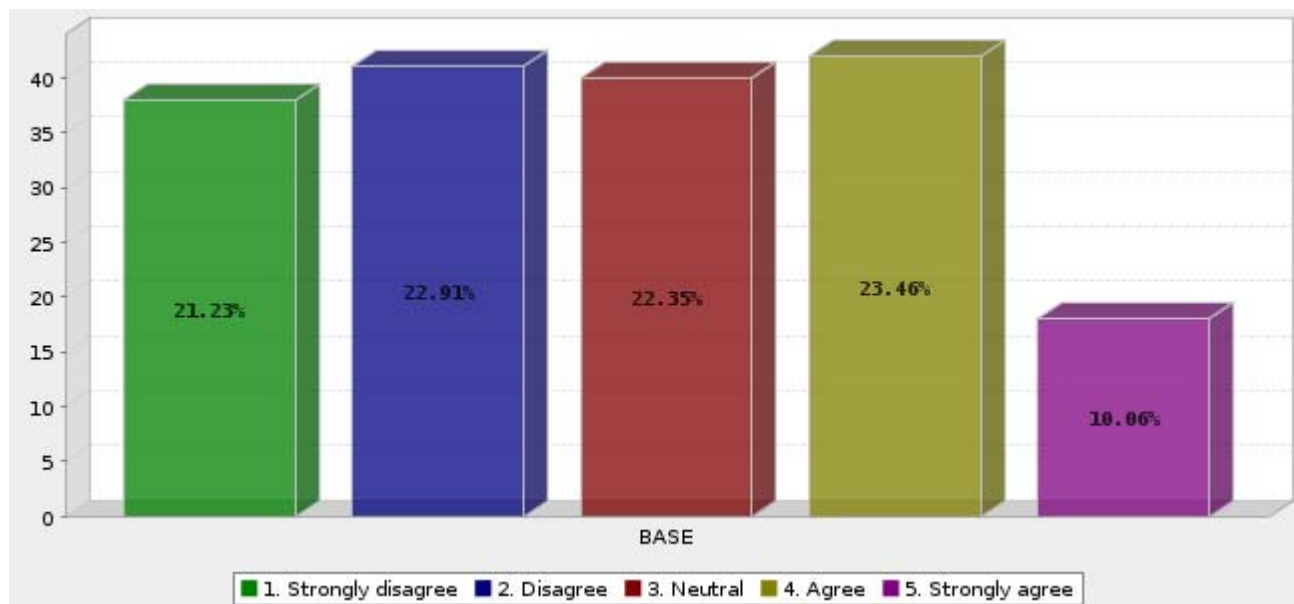
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 41 | 22.91% |
| | 2. Disagree | 48 | 26.82% |
| | 3. Neutral | 52 | 29.05% |
| | 4. Agree | 36 | 20.11% |
| | 5. Strongly agree | 2 | 1.12% |
| Mean : 2.497 | Confidence Interval @ 95% : [2.338 - 2.657] | Standard Deviation : 1.088 | Standard Error : 0.081 |

24. Faculty morale is high across the University.



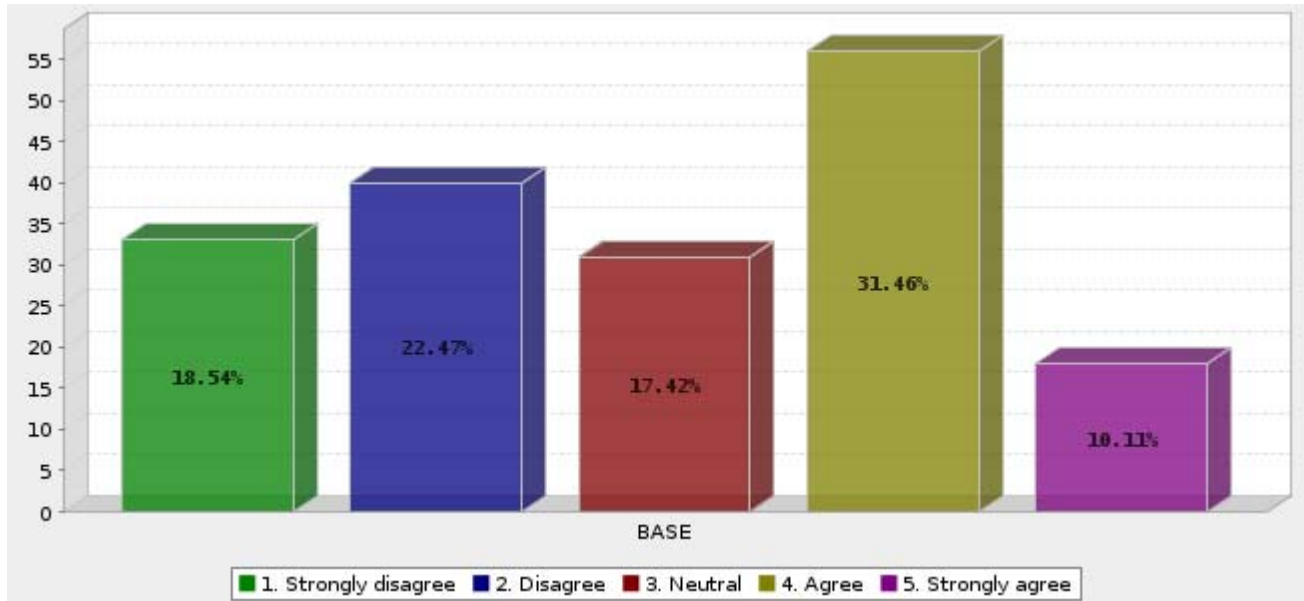
| | Answer | Count | Percent |
|---------------------|---|-----------------------------------|-------------------------------|
| | 1. Strongly disagree | 47 | 26.40% |
| | 2. Disagree | 54 | 30.34% |
| | 3. Neutral | 55 | 30.90% |
| | 4. Agree | 21 | 11.80% |
| | 5. Strongly agree | 1 | 0.56% |
| Mean : 2.298 | Confidence Interval @ 95% : [2.150 - 2.446] | Standard Deviation : 1.006 | Standard Error : 0.075 |

25. I feel appreciated at Arkansas Tech.



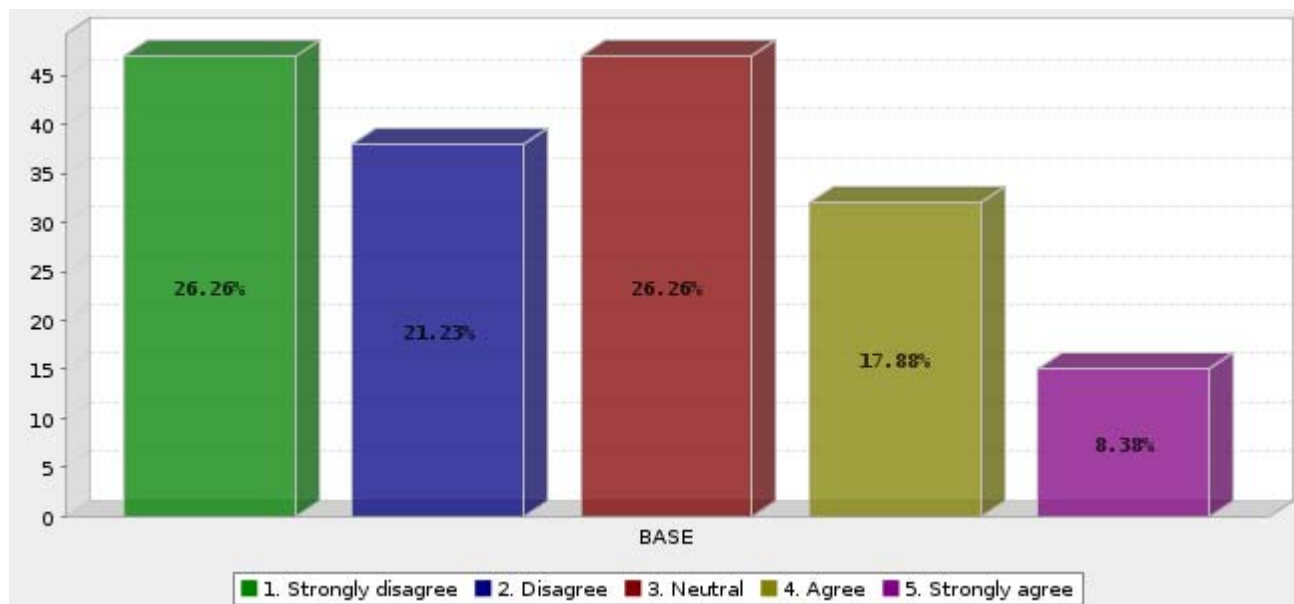
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 38 | 21.23% |
| | 2. Disagree | 41 | 22.91% |
| | 3. Neutral | 40 | 22.35% |
| | 4. Agree | 42 | 23.46% |
| | 5. Strongly agree | 18 | 10.06% |
| Mean : 2.782 | Confidence Interval @ 95% : [2.592 - 2.972] | Standard Deviation : 1.295 | Standard Error : 0.097 |

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



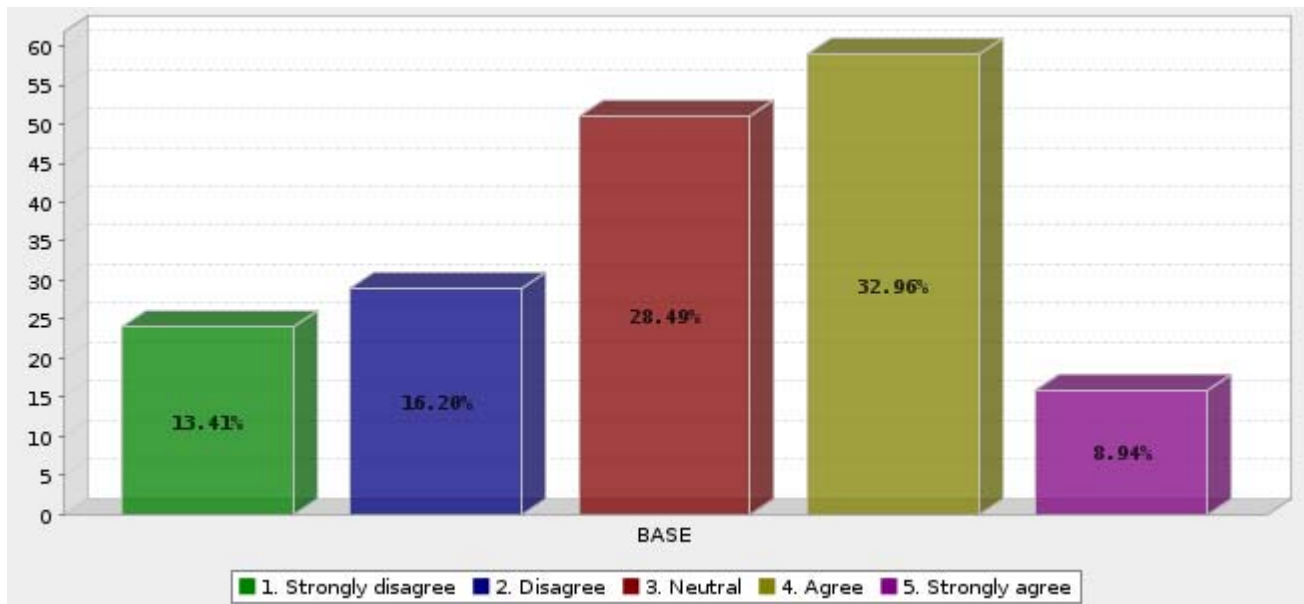
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 33 | 18.54% |
| | 2. Disagree | 40 | 22.47% |
| | 3. Neutral | 31 | 17.42% |
| | 4. Agree | 56 | 31.46% |
| | 5. Strongly agree | 18 | 10.11% |
| Mean : 2.921 | Confidence Interval @ 95% : [2.730 - 3.112] | Standard Deviation : 1.299 | Standard Error : 0.097 |

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



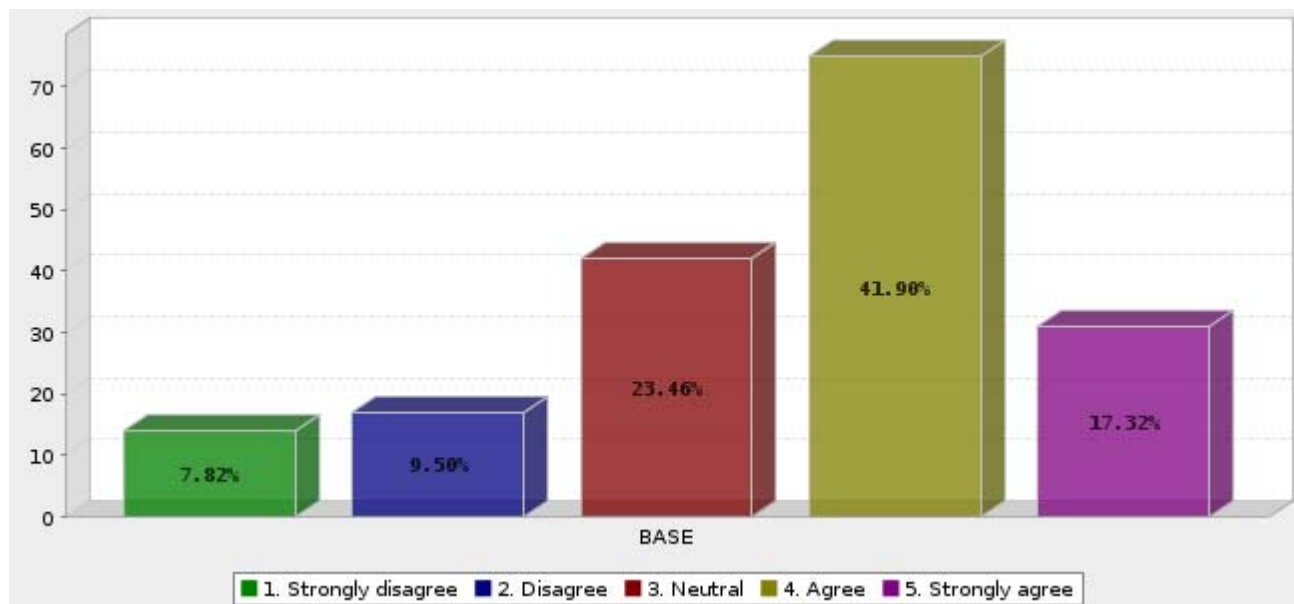
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 47 | 26.26% |
| | 2. Disagree | 38 | 21.23% |
| | 3. Neutral | 47 | 26.26% |
| | 4. Agree | 32 | 17.88% |
| | 5. Strongly agree | 15 | 8.38% |
| Mean : 2.609 | Confidence Interval @ 95% : [2.422 - 2.796] | Standard Deviation : 1.278 | Standard Error : 0.096 |

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



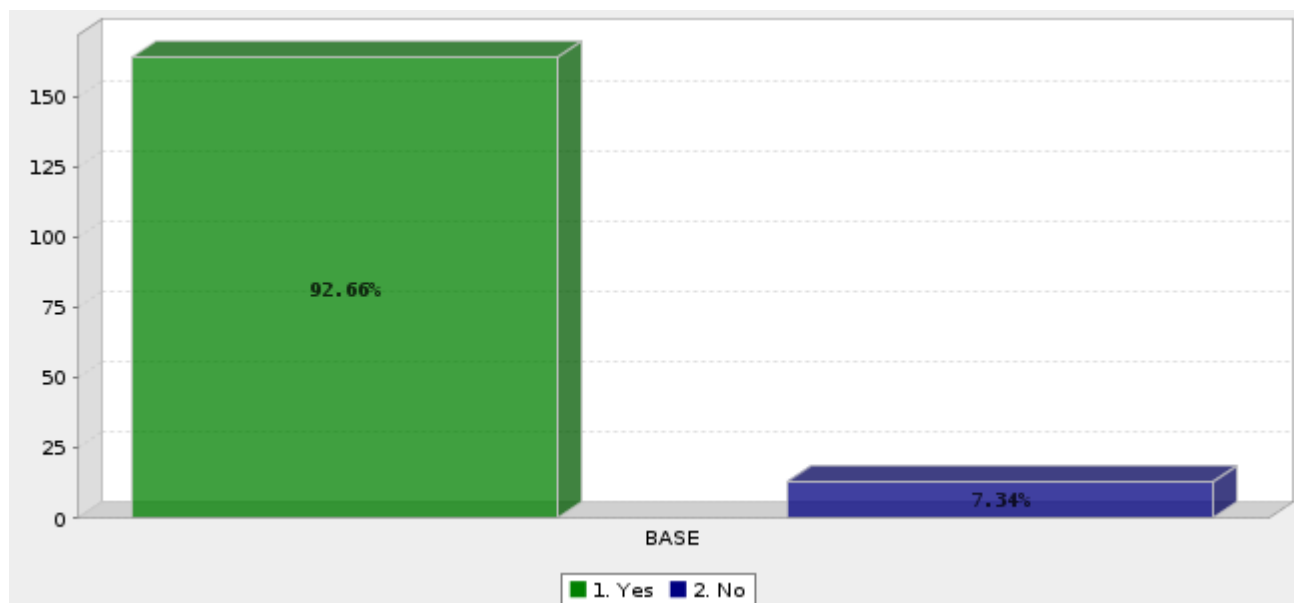
| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 24 | 13.41% |
| | 2. Disagree | 29 | 16.20% |
| | 3. Neutral | 51 | 28.49% |
| | 4. Agree | 59 | 32.96% |
| | 5. Strongly agree | 16 | 8.94% |
| Mean : 3.078 | Confidence Interval @ 95% : [2.906 - 3.251] | Standard Deviation : 1.178 | Standard Error : 0.088 |

29. I am proud to work at Arkansas Tech.



| | Answer | Count | Percent |
|--------------|---|----------------------------|------------------------|
| | 1. Strongly disagree | 14 | 7.82% |
| | 2. Disagree | 17 | 9.50% |
| | 3. Neutral | 42 | 23.46% |
| | 4. Agree | 75 | 41.90% |
| | 5. Strongly agree | 31 | 17.32% |
| Mean : 3.514 | Confidence Interval @ 95% : [3.349 - 3.679] | Standard Deviation : 1.124 | Standard Error : 0.084 |

Q60. Faculty Senate should administer a version of this survey at the completion of each academic year.



| | Answer | Count | Percent |
|---------------------|---|-----------------------------------|-------------------------------|
| | 1. Yes | 164 | 92.66% |
| | 2. No | 13 | 7.34% |
| Mean : 1.073 | Confidence Interval @ 95% : [1.035 - 1.112] | Standard Deviation : 0.262 | Standard Error : 0.020 |

Open-Ended Responses

Please include any additional comments regarding your job satisfaction at Arkansas Tech.

Still a nice place to work, and, at least in our college, things are better than a couple years ago, but there's still room for improvement.

I did not answer my satisfaction with the VPAA. I am very satisfied with our current Interim VPAA Dr. Bridgmon; however, I am very concerned with the selection of Dr. Johnson as incoming VPAA. Thus, I wish this question regarding the VPAA had been reworded.

Faculty play a secondary role at best in all affairs and our voices should be far more distinct in a university setting. Without faculty, the entire academic process is impossible.

I'm very satisfied with our current Interim VPAA; I'm very concerned about what potential exists with our in-coming VPAA. I'm very concerned about faculty morale on the campus. It appears to be at an all-time low.

It has become glaringly obvious that the President only cares about the women in her inner-circle (I'm a female faculty member). If you aren't Gunter, Nichols, Bean, or Hinkle-you don't matter!!! We can't have new lines, faculty are overworked but that hasn't stopped some very visible admins from making \$\$\$\$. This administration has become a joke. We are in the national news as being racists and it's true. We are not students first. We are admin first. So disappointing.

Used to really enjoy being part of Arkansas Tech. Now, I have no loyalty to the University.

On some matters I indicated "neutral" because I am aware of only a small fraction of those issues. My dissatisfaction has increased this semester because of the Link Scholarship matter; a year ago I would have given higher marks on faculty input, shared governance, and role of faculty on decision-making; however, in general the administration seems to be moving in a "top-down" direction.

The faculty do not have a voice in the larger decision making roles. The upper administration including the EC and President make decisions with no input from outside stakeholders. Decisions made are often not in the best interest of students or faculty.

There is only shared governance if you have a spot on the EC.

Leadership at the top University level is self-serving, and has proven destructive to the growth of the student body and their academic success. Happy faculty = happy students = successful and growing University.

Adjunct/Part-Time Faculty members desperately need a raise, recognition, and more voice. They put in hours of hard work and teach many of the foundation level courses for our students. Many tenure-track faculty treat adjuncts as less than peers, because they have not chosen academia as their full time career. The \$700.00/credit hour pay is very outdated and hasn't be increased in a long time to match changes in inflation/cost-of-living.

Recently, racism is increasing at all the levels at this university!

Dr. Bowen, look at your most recent record with VPAA's. Abdulraman was a complete failure because he lacked experience as either a department chair AND Dean. He was a total failure at Tech. What do you do, go and hire another VPAA without any significant experience as chair or dean. Do you know the definition of insanity? Let me remind you, doing the same thing and expecting different results. Either your clueless or incompetent to build an executive committee based on you results for the past five years. Shameful, I tell, completely shameful!

Sometimes I receive 4 full course loads. This allows me to work very hard, yet have no benefits, no guarantee of a job in the future, no salary. Full-time is 5 classes. If I were to be allowed to teach only 1 more class, then I could have an increase of pay and benefits. Some classes that I teach is a merge of two separate classes, but I only get paid for teaching one class. I am exploited. I work so very hard for the university and I only make \$12,600 annually. There are those without a high school diploma working at fast food chains that make more money than I do teaching at a respected major university. I requested a guest lecturer from LA worth over 4 million dollars as an artist and activist for equality. The guest was very interested. But, after I was told that no one ever received my proposal, (my email was reported as sent) and that it would never be funded (almost as a joke that I would actually ask for a millionaire lecturer to speak to my classes about equality in the US). Then I see an announcement from the president about allowing Holocaust denier's to donate 190k and allow a neo-Nazi rally occur. Yet, my guest lecturer to speak on equality was denied due to "not enough funds." It is embarrassing that I have no office or computer at work. I have to wait on a graduate student to finish their work before I can begin doing mine on the computer in the break room. I have other places that I can store my exams, yet it goes unlocked. And many times, I can't have access to anything else school-related either (example: the university always have provided scantrons to the professor to help with grading. This semester I had to purchase my own to get the grading done. I did not know that I was to supply my own supplies at this major university.). I feel that I have been completely exploited by this university. The income paid is the least amount possible, yet the work I put into the job is the most I can do. I am not rewarded for hard work. Sometimes, I feel that I am just a warm body filling a spot that students pay for. And I have so much passion for the discipline that I teach in. It is my happiness in my life. I thoroughly enjoy teaching. Yet, the pay and benefits and lack of office, ect. makes me feel like I mean nothing to the university. I am in the process of looking for other jobs. I'm on welfare and I'm struggling so much financially. And then I stand in front of 55 students (knowing how much they pay per class) and do my best at teaching knowledge. I'm not sure how much more I can do it with such low income, the discrimination that is rampant on

campus, and the privileges certain students receive that is completely unfair. Please give me hope that things will change and ethical practices are held high. .

(1) I have concerns about the Faculty Senate interference in curriculum changes. The Senate should not make decisions about curriculum and proposed course changes. (2) The election of university faculty standing committees should be done using an anonymous survey, not using Blackboard. The confidentiality of survey data must be of utmost importance. (3) The minutes of the Faculty Senate meetings should be available to all the faculty members. (4) Complete transparency with the faculty should be a higher priority to the Faculty Senate.

Dr. Bowen is doing fantastic jobs

I have seen higher expectations in research and service, while the teaching load has increased. This is not sustainable.

Transparency, what transparency? The most recent VPAA search proved we are opaque. 90% of median of CUPA for SREB 3 schools? That means less than average of a pack of schools selected by whom?

Very satisfied with current VPAA Bridgmon. Very dissatisfied with selection of incoming VPAA due to lack of experience and ethical conflict of interest.

I enjoy teaching at ATU

Students are always made to come first and ensure their satisfaction yet, faculty are not focused on as much. Salary is not competitive and we should not have to pay for basic health. There are many areas that need updated on campus for simple heat/air/technology. Each building should offer the same amenities as the next. You will NEVER make everyone happy but, striving for equality among staff compensation/hours in overload should be priority.

I've lost track of how many years I have been an Adjunct. No raise and UACCM makes more per course. I create and teach 3000 & 4000 level courses and receive the same pay as those teaching intro courses. Good think I enjoy teaching.

It's hard to have several "offers" from Dean level come my way to only have them removed and not an option. Several times this has occurred. Our workload has increased without real pay increase...

Very administratively heavy. Not sure about the role some of these people making twice my salary are doing. Too many hires from outside when qualified current employees are applying. Lots of gray areas, not quite transparent.

Where do I begin? There are so many things wrong with Arkansas Tech from the top down. From hiring practices to conflicts of interests. Would you like examples? I'll provide some: Jason Warnick appointed Amanda Johnson to her current position as

director. No consistency. What works for some is does not work for others. Mary Gunter was appointed to her position. No interviews were done. Lies were told and said there were. When interviews do occur, positions are written for people who are already selected before the interviews begin (A. Pennington) Using hiring consultants is a waste of time and money when the person for the position has been chosen prior to interviewing. How about saving some of that money for the faculty lines that have been cut? Academic affairs is run by one person and it's no secret who that one person is. The Director of Admissions and her sister both work in admissions. This is a conflict of interest even though the sister "reports" to someone else. At least that's what we are told. Our legal counsel (T. Pennington) and our AVP and Dean of Students (A. Pennington) are a conflict of interest. Student conduct issues go before the dean of students. If legal matters arise, is our legal counsel involved? If so, this is a conflict. Compliance officer was arrested for drinking and driving. Think about what this says to our athletes. Student affairs continue to add positions while faculty lines are cut. There is no diversity on our Executive Council. Therefore, LGBTQ, individuals of color, diverse religions, etc. have no representation. The hiring of our new VPAA will have one person of color. Still not enough diversity. We are told that it is against to the law to have internal postings but UCA currently has internal postings on their website. We are told one thing but see other things happening. The president cannot be trusted. She says one thing and does another. The dean in the college of education sits in the hallway and puts puzzles together quite often. It's nice to make six figures and put puzzles together on a regular basis. Shared governance does not exist even though that's all we hear about. There are people on the Executive Council who vote on academic matters. These people have no knowledge of academics. Why are they voting on academic matters? I have no faith in our Executive Council. The Michael Link scholarship issue was not handled well at all. Administration knew about these things months in advance. Now ATU is making news nationally and it's not positive news. People at ATU talk about being nice and how this is a family atmosphere and everyone is so friendly. IT'S ALL LIES! This is a hostile environment and everyone is not friendly. People are downright rude. If someone is gay/lesbian, they are not welcomed. If someone is dating or married to a different race, they are not welcomed. If someone is not a Christian, they are not welcomed. If you are not from Russellville or Arkansas, you do not fit in.

The choice of a VP of Academic Affairs was a ridiculous farce. Lack of salary levels and the way we have been forced to hire nonqualified faculty for diversity reasons is very sad.

Too much teaching. Too many unprepared students to teach. Too many extra activities beyond teaching, e.g. recruiting activities. Incorrect emphasis on student success. Lack of recognition and defense of new teaching ideas. As a faculty member, I generally feel unimportant and I feel that most students do not value what I have to share. I feel the university does not value me as a faculty member.

The left hand doesn't know what the right hand is doing.. Blind eyes and disinterested parties are running things they know little about. Quality and arts need attention. Job placement assistance fo students needs improvement.

I am very happy with the current VPAA. I am very dissatisfied with the choice of the next VPAA. I am very dissatisfied with the lack of regard for what most of the university wanted in this decision. The poor woman coming in will have a very uphill battle and starts with 4 strikes against her. She has been set up for failure and to take the fall for the failures of the president. I am very dissatisfied that the president feathers her nest with vice presidents and does not value the people who actually do the work of the university and actually take care of students.

I would like to be paid as much as instructors in other disciplines such as the business department. I am able to make much more money in the field than as a teacher. Each year our benefits get worse and worse and our class sizes get bigger and bigger. Yes the students are important but the faculty are important too. I work with multiple other loads every semester with no sign of relief. The pay for overloads is terrible. I recently went back to school and completed my terminal degree and there is no financial reimbursement for my hard work. There is no raise, student loan reimbursement but I was required to go back to school to keep my job. We should also get more credit for extra stuff that we do with students like being faculty advisers for student organizations or being on committees. Hard work and dedication is not rewarded. We should not be so concerned with diversity that we overlook qualified faculty because of their race.

I was told, by a faculty senator, that the question of the 'trailing spouse' had come up in the senate several years ago, but this has not really been addressed in my situation. I am grossly overloaded. When someone leaves my department, the solution is always to hire adjuncts. That only creates more service work for me. I advise their students, and I have to be their first line of defense when they get in trouble. Students shouldn't have to care whether or not their primary point of contact, mentor/teacher is on a tenure track. I can only speak for my department, but we are drowning. The perception is that there are too many administrators and not enough faculty. I remember someone asking whether or not I/we noticed a picture on Professional Development day in which a new VP could be seen, and there had been no announcement. It does NOT seem fair that I should be on an overload almost every semester, and that I have to constantly comply with new policies as the administration turns over again and again. A few semesters ago, I had to turn in a ridiculous version of my resume because a VP who has come and gone simply decided we all had to do that. My dean was powerless to stop that incredible waste of time. The websites are an embarrassment. Every obscure section of every course that is not even being taught should not be on my page. I believed that Dr. Bowen was going to champion Diversity and Inclusion, but the way Mary Bentley came after some well-meaning students, and the horrible fear that was in the air as that office was eviscerated was beyond embarrassing. The recent issue with the Link scholarship is another example - the tone-deaf responses in the 'announcement' section on One-Tech that expire if you don't look for them are just legal responses. We are asked, every day, to work in a place that is not pushing back against hate, and I think she should take a stand. I am sure she worries about the political Right, especially right now, but by not being who I thought she was, she has all but lost my vote, and joined the timid souls who know neither victory nor defeat. Worse than that, I am sitting right there behind her in the cowardly position of being led into battle not really knowing what my leader believes. If I could leave, I probably would.

There was such high hopes for Dr. Bowen when she came to ATU. She talked and continues to talk a good game. Unfortunately, her actions do not live up to her words. She talks about distributed leadership and transparency but then micro-manages, points fingers, call into question every action on campus and then makes decisions behind closed doors. We have gone backwards as an institution and have been damaged during Dr. Bowen's tenure. We have reached a point of institutional paralysis and we are going backwards by every available metric. She has assembled a collection of the worst possible administrators on the Executive Council one could hire. They are negative and vengeful. Together with the President, they have beaten the morale out of the staff and faculty. I am truly worried about the state of the institution and our future. At some point, our board of trustees needs to stand up and say enough is enough!

I liked the current VP of Academic Affairs. Why did we not offer him the job????? This ethical issue with the new hire is disturbing. And she has no experience is what I heard. Why did we hire her????

I continue to be an adjunct because I enjoy teaching young students. This is the only reason I continue. The pay is shameful

I am very dissatisfied with the process/outcome surrounding the hiring of the new VPAA and the resulting domino effect it had on other prominent campus positions. The disregard for faculty and staff was frankly shocking but not unexpected.

I think the President has made a lot of sharp, good decisions in the past, and brought much needed improvements to our campus culture. However, we seem to be sliding back into closed, non-transparent leadership. Recent decisions in particular demonstrate a shocking lack of awareness and concern for faculty input. We are making absurd financial decisions at a time we can least afford it. I have a lot of questions about some of these more problematic decisions: How much was the branding study? Why are we using all these headhunters/consultants to hire leadership (and is this truly transparent? And how much does that cost?) Why are we allowing admitted freshmen to register for classes before seniors? Why did we hire a person as our VPAA while she was actively our HLC liaison? Why were we not more transparent about the candidates? And why on God's green earth did we name a scholarship after someone who was so controversial??? The rumors of his mental illness and holocaust denial were common knowledge even when I started years ago. How could EC be so unaware and so blind to the inevitable consequences? And still unwilling to concede error? This was handled so very badly, that it clouds all the good things Bowen did at the start. I love my job, and I love the people I work with. I am lucky to have this job. But I don't want to work for a diploma mill, a soap opera, or a school full of white supremacists.

I feel like the university does not care about faculty advising and teaching loads. I also feel like the DTPC committee was not clear on portfolio requirements under the new faculty handbook and caused a lot of confusion and worry for faculty this year.

There seems to be quite a bit of micro-managing that quickly becomes overwhelming. Additionally, I believe that student evaluations holds too much weight. If less than 5% of your students have a complaint, that should not be an item of concern to discuss during faculty evaluations.

Very happy with current IVPAA, not so happy about the choosing of the underqualified new one.

Since this administration came on board, the College of Education has been destroyed. The hiring has been very unsatisfactory. The president has deserted under represented populations on this campus. This has led to a faculty that has also been less than sensitive. There is no equality in the college of education. People are not treated equally. You could easily get caught in a witch hunt.

Please give adjunct faculty red parking permits, instead of yellow.

There is shared governance in name only - faculty have very little input into decisions at ATU. Faculty Senate recommendations are often overturned with little explanation.

Clicking radio buttons rarely tells the narrative behind the action. Let me clarify my stance. First, I am/have been very satisfied by the CURRENT interim VPAA. He has worked to heal the scars of the previous VPAA and earned the trust of faculty of all ranks on the ATU campus. I marked my answer as neutral because I haven't a clue how the incoming VPAA will do in terms of building trust between her office and the faculty. Second, the Executive Committee is a mystery to me and probably is meant to be a mystery to most of us. There is no transparency, no rationale for decisions, and, apparently, no recourse once those decisions are made. Sadly, they may only be creating a layer of insulation between Dr. Bowen and the faculty. As for the President of ATU, I am afraid that the recent Link Scholarship fiasco, and the inability or unwillingness of the Administration, and Dr. Bowen, to walk back the decision to move forward with the now-tainted money of the scholarship, has left me disappointed in her as a leader and as an enlightened 21st century woman. I remain committed to my small but excellent department, our chair, and my college. I remain committed to my students and my mission as an educator. However, I am embarrassed to admit I teach at ATU.

Unlike some, I think Dr. Bowen handled the situation regarding Dr. Link well. I feel that he has been unfairly disparaged. He often said that "time and culture make history hard to understand." I don't think he ever foresaw himself as the history that was being misunderstood though. I was a student of Dr. Link's in the late 1990s, and we studied the Holocaust, respectfully and thoroughly; therefore, I am confused by the current accusations that he was a Holocaust denier. I know someone who had planned to take his graduate-level class that is now the bases of the controversy. His intention was to have the students read the books and then challenge them to look into the sources to show them the biases of the books. Did he use bad judgement, yes, but was he a Nazi, "No." Was he punished for his bad judgement, "Severely." In the class that I had with him, he would make up information and when the students would challenge him, he would smile and say, "Good, never just assume that because a professor said something that it is fact or that it is true." I am glad that Dr. Bowen did not allow herself to be bullied by faculty who were, I'm sure, well meaning, but were judging a man and his intentions from a different worldview perspective.

Honestly, my satisfaction has declined due to the way the university has handled recent events. It shows me that they value an easy buck over most other things.

I am not satisfied with this survey. Many of the questions could lead to several interpretations. It is not enough to know whether people are satisfied or not. It is more important to know the reason.

There needs to be more faculty lines available. My advising load is ridiculous (87+) The expectations for scholarship are too high when you factor in advising, teaching (4/4) loads plus Special Problem/Independent Study courses, lack of institutional support in the form of funding, and service expectations. The changes to health insurance without change in salary have been devastating to some.

Dr Bowen needs to resign. She is destroying the university with her Perversity/diversity agenda and her desire to make ATU a Research University. Faculty and staff morale is extremely low . y

In my experience, our university demonstrates a highly corrupt institutional structure; it is not based on openness and transparency, but on patronage and the fear of retribution. Disagreement, conflicts, and complaints are not handled appropriately, according to established protocols of employee protection or faculty governance. University counsel does not respect or demand proper norms of documentation. Additionally, as a whole, the school does not appropriately defend and protect minority students and faculty, the LGBTQ community, or mixed-race couples.

I would like some clarification on how administrative positions are created, yet we need more faculty and those positions are not filled. We have students who are qualified to enter our program; yet, no faculty positions to enable this. We have been promised faculty positions, those positions go unfilled, then asked to work in overload. I am regretful Dr. Bridgemon withdrew his application for VPAA as he has been very helpful and works well with faculty. I do not support the use of MARCOMM. The processes they use as well as the changes they have made are not useful. We tell them what we need since we know our student population best and they disregard. We have had meetings and communications that go nowhere. Their marketing materials are subpar when compared to other Universities we compete with. I have received multiple complaints about the new website as have many faculty in our department. This is how we present ourselves online and if we want to attract students, our marketing materials need to be attractive. To give you an example, how does "750+ campus jobs available to students, 100+ year old campus made up of more than 500 acres, 30+ restaurants and businesses offer student discounts, how does this appeal to online students? It doesn't. Yet, this is what MARCOMM says we have to use to be "standardized." Why not listen to the people who know the students...FACULTY! I will do everything I can to go around using MARCOMM because they do not take input and create things as suggested. Facility updates are still in great need on this campus. I would rather place money into upgrading/improving than creating admin positions. Still need to work on salaries. I strongly disagree with getting paid the same as a new faculty member with zero experience simply because they are hired into that position.

Our president has invested a lot of university money to surround herself with individuals (the Executive Council and other upper-level administrators) who have no demonstrated competence during their tenure and little to recommend them apart from no prior

association with Arkansas Tech. They serve at the expense of those of us who know what we are doing. These individuals advise the president poorly, have no vision and no meaningful results to show for their salaries; they are incapable leaders and serve primarily to insulate the president from what the university really thinks. Our university is hemorrhaging dollars; health care is a wreck; we can't trust our president to do something so simple as to make a prudent hire; and we are now made embarrassed on a national stage. Many of us had high hopes for diversity and tolerance initiatives, but those hopes have been largely dashed. If the Bowen presidency is to prove a success at long last, something drastic must be done. I suggest starting by purging the Executive Council and upper administration.

When answering this question, "How satisfied are you with the Vice President of Academic Affairs?" My response is directly related to Dr. Bridgeman. Dr. Bridgeman has been the greatest asset to faculty and this university during his tenure as Interim VPAA. There is a great need for additional faculty on campus yet emphasis has been placed on creating new administrative leadership positions, adding new departments etc. rather than hiring or opening faculty positions. I am very disappointed with the new PR office (Marcomm) and their autocratic role in developing handouts used in student recruitment. They took a well prepared document developed by faculty and turned it into multiple confusing pages. The ATU website is difficult to navigate making advisement problematic for faculty. We have students call and verbalize trouble with locating curriculum and courses required on a frequent basis. Award winning or not, it is not easy to navigate and important information is lost in the numerous links and menus.

I'm micromanaged in my position in a way that prevents me from becoming invested in my classes. My books, and assignments are dictated to me. I am the only content expert teaching my class, and I have expressed concerns about the content of the book and the substance of the class. Despite the fact that the person who made these choices is not a content expert my comments were disregarded. The way the university has handled the Link scholarship is very disappointing. I would go as far as to call it an embarishment and near embrace of white supremacy.

President Bowen's, Dean Woods, Dr. Carl Brucker's and the Board's handling of the Link Scholarship controversy and their treatment of Drs. Stein and Vork are shameful and a major source of dissatisfaction.

I wouldn't complain about a pay raise, but more than anything I want more classes. It is ridiculous that I have a masters degree in my field and I have to rely on second jobs in order to pay my bills. Teaching should be my only income and the fact that it doesn't offer me enough opportunities to make that a reality makes me feel undervalued as an adjunct.

The university could and should do better with paying faculty members + paying for summer courses + paying overloads. The amounts are minuscule -- and even worse for adjuncts. The health benefits issue is a dumpster fire and all faculty senators should focus on that as a top priority.

It's not clear whether the selection of our next VPAA was the top choice of Deans & faculty, or whether this was a selection made by the rest of the Executive Council over the wishes of the Academic Affairs division. Student Services and other divisions ought not have primacy over the selection of academic leadership at a master's level university.

upgrade computer/screen in Witherspoon Hall Better communication between faculty, administration, community (recent Link episode as an example)-better pr of success of students, create more internship possibilities for students, more pr for faculty scholarship-to community, board of trustees and state legislature

I am ready for a vote of no confidence in Dr. Bowen. Things are that bad.

We are suffering from a series of "bad" external hires. Our department head and dean are jerks at best and malicious/unethical at worse, at least 5 faculty in our department are actively looking for work elsewhere; an additional number have retired. We will likely be losing accreditation because faculty lines are being removed as faculty leave--but by all means keep those meaningless VP positions! True or not the perception on campus is that the new VPAA gave the worse interview and was hired because of a personal friendship with the president. Never imagined leaving Tech a few years ago, now I am actively filling out applications and do not plan on letting my children attend here.

I feel as if our voices do not matter anymore. We constantly being overlooked and disregarded when it comes curriculum and university matters. We aren't receiving enough classes and our pay is unacceptable. Adjuncts cannot live on this wage anymore.

More money solves everything. Do a better job lobbying. Lobby state legislators 24/7. This is all that matters right now.

I am very satisfied with Dr. Bridgman and appreciate his time and service to our university. I answered neutral on this question because it is hard to say if I am satisfied or not with the VPAA. It has changed yearly.

Arkansas Tech is a wonderful place to work.

Chronic lies, deceit and treachery from the EC. Chronic exclusion of any faculty member who has experience, shows up for a full day of work, puts forth more than minimum effort, etc. Chronic favoritism towards nonperforming faculty, staff.

We have a very well performing program but can get no additional faculty. There is very little communication downward to faculty from the Executive Council . Tenure and promotion is on the way to being better, but it still appears to happen at the whim of administraton.

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

*Faculty morale in my department is high in regards to departmental affairs but low in regards to university and our perception of how we as faculty are valued by university administration and faculty salaries. Additionally, the severe cuts to our department budget have impacted us as faculty.

At this point, this is becoming just a job. I do not have faith in our leadership and no longer believe the hype I was given when I started here.

Arkansas Tech is a fabulous place to work.

Again, the Link scholarship events have soured my perspective. I also believe that too high an emphasis is placed on student retention, pressuring faculty and conflicting with our ostensible desire to foster "grit" in our students.

University leadership has structuring a process that makes junior faculty "buy in" almost impossible.

I think that an invitation should be extended to the adjunct faculty to be allowed to participate in commencement exercises as peers and colleagues. These members of the campus community are some of the most passionate about student success and should be recognized as such.

I wish the board had both sides of the story you are trying to perpetuate at ATU Why can't your VPFinance answer questions in budget advisory committee Dr. Bowen? because she is incompetent, that is why?

Please evaluate lecturers based on the classroom environment, the knowledge passed on to students, and how well they mentor students outside of the classroom. I have only had one other Professor in the department stop by one of my classes to drop in because he was interested in the lecture given. This made me feel important. I would love for those above me to actually view, listen, and participate in any class that I lecture. I feel that no one cares what I do in the classroom. But, my integrity and ethical values push me towards giving the best lecture that I can every class period, whether anyone that has clout is watching. I'm also surprised, this semester, rules that were set by my syllabus (in January, assuming they were approved) were disavowed by someone with more standing than I have. As in, I had to go against my rules stated in January in order for a student to get an extra chance. I had no say so in this. I felt that all students should follow my "approved" rules for the class. Yet, when it came down to it, the student did not follow the rules, and the student still was able to get a privilege. This is real life. And I'm the lowest on the totem pole as a part time adjunct instructor. I have no say in what goes on. Those with more power do what they think is right. Which, don't get me wrong, they have much more experience with these things. And I respect that. But it was unethical and not fair for the rest of the class. I'm supposed to just keep it quiet.

My experiences in delivering a great student experience have been positive. Faculty should remain engaged in determining their role that aligns with professional standards for teaching, scholarship, and service.

Dr. Bowen is doing fantastic jobs

As a woman, when Dr. Bowen was first hired I was elated. I saw that many of our past paternal, "good ol boy" practices would go away. President Bowen, you have set a poor role model for women in leadership. Your "grit" as evidenced by the wrong headedness of taking us in a failing direction is leading us to become a "boutique" university of exclusion and concurrent students. My daughter gets a \$160 month allowance in highschool. She pays for her school lunches and gas. She has about \$80 she has saved extra in a jar in her bedroom. The other day she wanted another \$20 from me for a special discretionary purchase. I ask her why she doesn't spend what she already has in her jar in her room. She says "well you have more and you give my big sister at college more" (her expenses are more). She was forced to use some of her money to do what needed to cover her discretionary spending... just like you Dr. Bowen, Tech has a budget of \$160 million?, and you want more from the legislature and believe there is a conspiracy of the Admin in the Higher-ed Cartel to keep Tech down (your words, not mine). You know, if you would just go to the Arknsas.gov/auditors report where we deposited \$9,000,000 in cash into our approx \$83 million dollar cash account I believe as a mother I would say spend what you have before you come sticking your hand out for more. No wonder you have wasted five years pandering to the legislature and have come up empty handed. They see the legislative auditors report. They won't give you more, and neither would I, especially the way you have kept faculty wages down and continue to build (sports complex) and hire nothing but (incompetent) administrators .

Appreciate the financial support for students activities.

Will miss Dr. Bridgmon as the VPAA. He has been wonderful. There are undercurrents of unhappiness across campus, so I think faculty members are a bit on edge these days, worried about where ATU is headed. Morale across campus seems low, although it seems high in my own department.

I support Dr. Bowen and other involved university officials in their exoneration of Dr. Michael Link. Accusation is not proof; hearsay is not evidence. The refusal of certain faculty members to accept the university's decision substantiates that they are interested only in causing dissension, rather than knowing the truth.

We need additional faculty positions and increased faculty pay. Currently it is very difficult to recruit and retain high-quality faculty members due to low pay and high course loads (double sections, etc.).

Faculty workload is bad now. We used to love our jobs, but increased work load, no extra pay, and unrealistic demands now results in I must work from home A LOT!!! I still love teaching buy I miss that part being the focus of my job. The faculty work loads are causing classes to not be able to really be developed and taught like they used to...Used to, with Brown's administration, I had a fair amount of work. That is no longer the case. Many years, I worked in industry and made a lot more money, and had more free time. Many faculty we are aware of the increased work load and are job shopping because of this 15 hour expectation & committee work on top. I want my kids to attend here...we care about tech and my kids getting a good education. We want to enjoy teaching again without constant demands of everything else and an extra class with no extra pay... but the current administration is really changing things to where we are having to consider other options for our kids to go to school We want a place where the faculty enjoy teaching again. Tech is a teaching institution & it is being pushed to be a research institution based on the newest hires across tech and the messages being communicated.

Thank you for this survey. I finally feel like I am being heard. Please do this again next year. In my opinion, if a "Worst Colleges and Universities to Work" survey was sent out nationally, ATU would make the Top 3 for sure.

I do not feel anyone understand work/life balance truly. I often feel I have to give up my family life in order to get things done. Some might say this is a personal issue, but I wish my employee cared more about this. I just feel that I am an employee and that is it. I do not feel human most days.

Completely unappreciated and unsupported. Embarrassed. Disappointed. Frustrated.

I am embarrassed to work at Tech at the moment. I understand why decisions are made ... to further the personal interests of the president, not the best interests of the University. She has done more damage to Tech in five years than anyone who preceded her or than funding of the Legislature. My contributions are clearly not valued. I have definitely been exploited with unpaid work for years. Morale is good in my college with respect to interactions with each other and with decisions made by us and our immediate leadership, in spite of rather than because of the president's actions and decisions. Rotating chairs would be an unmitigated disaster in my college. That would be a really bad idea for us.

In my view we need to focus in teaching and supporting our students to give their best in everything — lets continue to be respectful and make life better to all

I don't feel that I really have health care. I think it should be illegal for me to be charged this kind of money and still have huge copays and specialist charges. As far as faculty vs. admin. In budgeting, this is probably the worst thing happening here right now. A tenure-track faculty member with a doctorate is almost ALWAYS a person who has given up any or type of profession to become an expert in that one thing. We give our lives to a school. I mean no offense to administrators, but that skill set is more flexible in my opinion. The idea that experts in my department leave and we should replace them with people with masters degrees who can't

help us run the school is NOT a shared governance model to me. That effectively squeezes tenured faculty members into a middle-management position. We have all of the responsibility and little of the latitude to be excellent at what we do. Moreover, we have to do that working with, well-meaning people with masters degrees while we know we are often using them at their own cost. In other words, we are happy to allow them to put their lives on hold and maybe never go back for a terminal degree, while we give them just enough money to barely survive here. Saving a buck in that department while we hire more administrators is not right. Finally, the fact that someone is only NOW asking me what I think about this in a serious manner is troubling. Thank you faculty senate - please understand that I appreciate being asked. I just want you to know that I believe I should have been asked during every cycle. All tenured faculty should have a voice. For that matter, untenured faculty should have a voice - a REAL voice.

I think we have lost our vision of what type of university we want to be. It looks like all we care about are numbers (students and financial) and diversity. Let's just get students and faculty who are committed.

We need a new president and executive council immediately!

The budget deficit - how did this happen? Is someone being held accountable???

I do enjoy my time and my students here at Tech. I just wish we could shake the "redneck tech" label and come a cultural enrichment and progressive voice in our communities and in the lives of our students. What happened this week was a deep backwards step, and will hurt our enrollment of minorities and recruitment of diverse faculty.

We are constantly told that the university lacks necessary funding given its size, yet there is always money available to create yet another mid/high level administration position.

I feel lost when it comes to decision made above my college level. I do not get regular updates from my faculty senators and usually do not know what is going on with faculty senate. The same goes for administrative council and the VPAA. I would like to know more about what is going on before I hear of things like the Link Scholarship or Williamson Hall on fire from the university instead of hearing them on the news or on social media.

Desire a provost, but then would need to hire someone qualified and experienced to be that, not what we have done. Faculty morale is circling the toilet, so is confidence in the organizational structure of the university (EC) and finance & budget. The President (and EC) should widen the circle in which they obtain information about the university. The faculty are tired of the endless tail wagging the dog.

Please see my comments in the earlier section.

It could be a lot better.

The questionnaire needs work to clarify questions. Faculty with wildly different points of view could mark the same choices on many of the questions. In many cases the average member of the faculty would have no basis on which to provide an evaluation of senior administrators, the budget, etc. If such practices were to be adopted, education and training would be needed. Faculty evaluations have been the same way. Those doing the evaluating often have little background or understanding of how to provide meaningful, substantive formative or summative evaluations. Has this survey been evaluated for in terms of reliability and validity?

THE Board needs to replace Dr Bowen. Too many faculty and staff have left because of her. She is destroying the university with her Perversity/diversity agenda and her desire to make ATU a Research University. Faculty and staff morale is extremely low .

See previous comments.

There was too much secrecy around the interview choices for VPAA. By the time the fourth interviewee came in, it was clear that the administration had hand-picked that candidate and had intentionally tried to hide the fact. In addition, we have added too many new administrators while being told not to fill existing faculty lines.

My students make me feel welcome and appreciated, but I want to be clear that I feel my value as an adjunct professor is not recognized effectively by the upper echelon of Tech. I feel like a liability to them more than an asset. Especially since it feels like they are trying their hardest to remove us with concurrent classes in High School and other alternatives.

On the last question, this survey should be done every 3 years. Faculty should not be evaluated for every class just because it can be done. I'm proud to work at TECH and I am proud that colleagues like Dr. Moses have stepped up to set the record straight on what exactly has transpired concerning Dr. Link (decd.).

Why were we so secretive about the VPAA search (ie. names announced the day before and then all materials immediately pulled down after the interview)? What about the conflict of interest of interviewing an HLC representative before she has informed her employer? Did she not sign a conflict of interest statement with Academic Search on behalf of ATU? Why was the VPAA search committee forbidden to perform background on-list and off-list reference checks? Why do we have an \$83,000,000 surplus account not addressing our immediate needs in hiring needed faculty? What is a rainy fund for? Why does our university not perform research BEFORE we accept "questionable money" for scholarships especially after the president was warned about the proposed conflict? With the recent protest at the Hindsman bell tower, why would administration want to move our police station 1/4 mile off campus... will that improve or reduce response times? Why does the president refuse to hire or promote others within our academic community (ie. Phil Bridgmon)? Why are over 1/2 of all department chairs Interim? Since 2015, our on campus enrollment was 8800 and as of 2019 it is now 7005. What accounts for the 20% decrease in enrollment when other schools have only seen 5-7% drops during that same period (excluding UALR who has other issues)? When will our board smell the coffee and see that something is driving this university down the slope pretty quickly?

Better communication between Senate and faculty-meetings with individual departments once a month would help; realistic appraisal by both faculty and administration on future of the university

The environment at Tech has decreased significantly. Morale is at an all time low. There is not respect for full time and part time faculty from the higher admins. We are disposable at this point. There is not family unity anymore.

Overall things could be much worse. But more emphasis could be put on faculty in some ways. I think administration is doing a very good job, even though I disagree with how many administrators we have now. Truthfully I get the feeling that Faculty Senate whines a bunch over things that have no bearing on most of our lives.

Simply because I choose to put forth more than minimum effort, write grants to better my classroom facilities/teaching, show up for a full day of work, etc., I am ostracized/ignored/passed over/etc.

I want more work done on health care benefits. Are we even considering outside help in evaluating benefits and/or other providers? I have concerns about projections we make regarding enrollment. We made a big deal about record enrollment, but concurrent students don't pay the bills.

I feel respected and supported as a member of the Arkansas Tech faculty.

While shared governance is a nice idea, the implementation process has not gone well at ATU and does not reflect the stated value of shared governance.

The communication from "above" is largely non-existent or does not make its way down to faculty members. We are given little guidance, for example, on how to deal with activities like the controversy over the Link scholarship or the protests that occurred.

Departments should have a choice in whether to rotate department heads.