

**ATU 2020-2021 Faculty Satisfaction Survey**

**April 9, 2021**

**[facultysenate@atu.edu](mailto:facultysenate@atu.edu)**

## PRIMARY FINDINGS OF THE FACULTY SATISFACTION SURVEY

### Level of Satisfaction

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

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

- The mean response to the satisfaction item “how satisfied are you with your position as a faculty member at Arkansas Tech” was **3.35**.
- Participants reported mean scores of **3.12** for teaching load, **3.63** for faculty/student ratio, **3.51** for instructional support, and **3.18** for classroom facilities.
- Overall, participants reported a mean score of **2.66** for satisfaction with salary.
- The mean score for satisfaction with the President of the University was **2.54**, satisfaction with the President’s decision-making process was **2.43**, and satisfaction with the President’s vision was **2.58**.
- The mean score for satisfaction with the Vice President of Academic Affairs was **3.79**.
- Mean score for satisfaction with the level of transparency at the University was (**2.16**). Low scores were also reported relating to regard for faculty input in University matters (**2.36**), the state of shared governance (**2.46**), and the role of faculty in University decision-making (**2.38**). The mean satisfaction score for the commitment of institutional leaders to ongoing improvements was **2.59**.
- Satisfaction with University support for new faculty lines was **2.44**.
- The mean score for satisfaction with health benefits was **2.26**.
- Satisfaction for representation provided by Faculty Senate was **3.45**.
- Mean satisfaction scores for the response of Faculty Senate and the President to the previous year’s satisfaction survey were **3.07** and **2.38** respectively.

### Level of Agreement

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

- The mean scores for level of agreement regarding the evaluation of senior leadership were: senior leaders being evaluated by employees in their unit (4.26), faculty evaluating the VPAA (4.14), and faculty evaluating the President (4.30).
- Participants reported low levels of agreement with the University commitment to transparency (2.28), the President's commitment to shared governance (2.52), and senior leadership valuing faculty input (2.42).
- Participants reported low levels of agreement in understanding how (2.68) or why (2.55) decisions are made, as well as decisions being communicated effectively (2.69). The mean score for level of agreement with decisions being made in the best interest of the University was 2.60.
- Participants did not agree that the University budget is being managed effectively (2.15).
- Participants did not agree there is an appropriate ratio of faculty lines to administrative positions (2.13), that hiring an adequate number of faculty is a budget priority (2.29), or that budget priorities reflect a commitment to student success (2.47).
- Mean scores for level of agreement with faculty morale being high were: in the participant's department, 2.56; in the participant's college, 2.41; across the University, 2.15. The mean score for participant's feeling appreciated at Tech was 2.77.
- The mean score for level of agreement that Arkansas Tech is headed in the right direction was 2.44.
- Participants agreed that faculty should have input into decisions made on health care coverage (4.47).
- Participant level of agreement with being proud to work at Tech was 3.44 and recommending Tech as a good place to work was 2.94.
- Mean score for level of agreement that shared governance is practiced at Tech was 2.51. Score for level of agreement with a faculty commitment to shared governance was 3.53.

### Open-Ended Responses

The responses to open-ended questions are provided at the end of this report.

**TABLE OF CONTENTS**

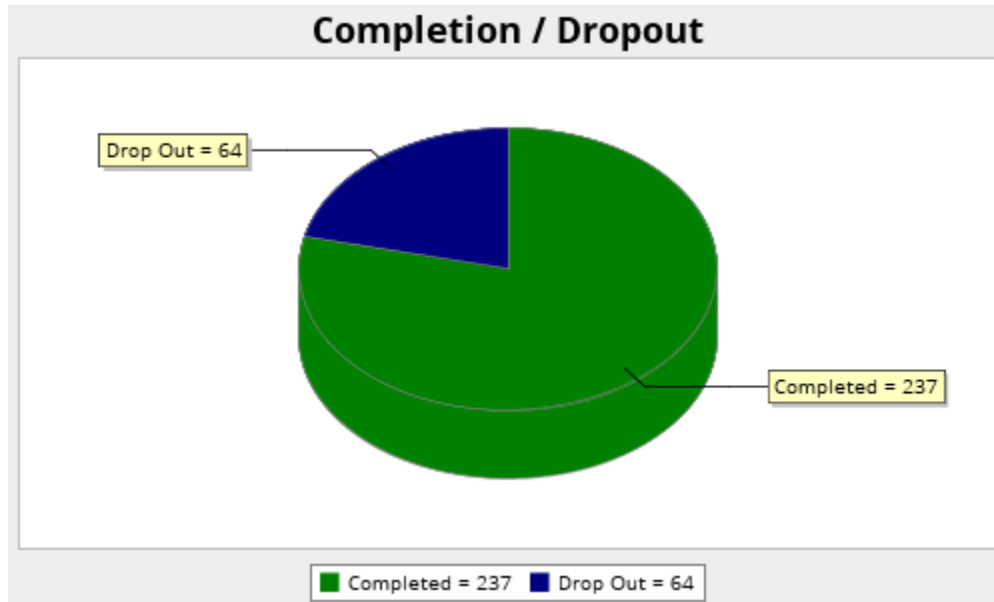
<b>Three-Year Results Summary</b>	<b>5</b>
<b>Participants</b>	<b>8</b>
<b>Satisfaction Items</b>	<b>10</b>
<b>Agreement Items</b>	<b>39</b>
<b>Open-Ended Responses</b>	
<b>Job Satisfaction</b>	<b>69</b>
<b>Issues</b>	<b>89</b>
<b>Experiences</b>	<b>100</b>
<b>Recommendations</b>	<b>111</b>

### Three-Year Results Summary

Item	2018-2019		2019-2020		2020-2021	
	N = 179		N = 212		N = 237	
<b>Rate your level of satisfaction with the following: (1 – extremely dissatisfied; 2 – dissatisfied, 3 – neutral; 4 – satisfied; 5 – extremely satisfied)</b>	<b>Mean</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>	<b>Mean</b>	<b>SD</b>
How satisfied are you with your position as a faculty member at Arkansas Tech?	<b>3.43</b>	1.21	<b>3.58</b>	1.14	<b>3.36</b>	1.28
How satisfied are you with your salary?	<b>2.55</b>	1.15	<b>2.60</b>	1.16	<b>2.68</b>	1.15
How satisfied are you with your teaching load?	<b>2.85</b>	1.22	<b>3.14</b>	1.24	<b>3.12</b>	1.24
How satisfied are you with the faculty to student ratio in your courses?	<b>3.51</b>	1.18	<b>3.66</b>	1.10	<b>3.63</b>	1.15
How satisfied are you with instructional support offered by the University?	<b>3.42</b>	1.12	<b>3.51</b>	1.08	<b>3.52</b>	1.19
How satisfied are you with classroom facilities?	<b>3.14</b>	1.21	<b>3.18</b>	1.14	<b>3.31</b>	1.21
How satisfied are you with University support for scholarship/creative activities?	<b>2.95</b>	1.15	<b>2.93</b>	1.10	<b>2.86</b>	1.18
How satisfied are you with your service load?	<b>3.23</b>	1.09	<b>3.24</b>	1.06	<b>3.18</b>	1.16
How satisfied are you with the annual evaluation process?	<b>3.06</b>	1.16	<b>3.11</b>	1.07	<b>3.36</b>	1.09
How satisfied are you with promotion policies?	<b>3.41</b>	1.42	<b>3.55</b>	1.52	<b>3.59</b>	1.40
How satisfied are you with the tenure policies?	<b>3.70</b>	1.34	<b>4.02</b>	1.50	<b>3.82</b>	1.40
How satisfied are you with professional development opportunities at the University?	<b>2.96</b>	1.05	<b>3.11</b>	1.10	<b>3.17</b>	1.16
How satisfied are you with University support for new faculty lines?	<b>2.09</b>	1.04	<b>2.45</b>	1.13	<b>2.44</b>	1.19
How satisfied are you with your health benefits?	<b>2.20</b>	1.07	<b>2.00</b>	1.07	<b>2.26</b>	1.18
How satisfied are you with Arkansas Techs senior leadership (Executive Council)?	<b>2.37</b>	1.10	-	-	-	-
How satisfied are you with the Vice President for Academic Affairs?	<b>3.37</b>	1.19	<b>3.54</b>	.98	<b>3.79</b>	1.09
How satisfied are you with the President of the University?	<b>2.66</b>	1.31	<b>2.94</b>	1.29	<b>2.54</b>	1.39
How satisfied are you with the Executive Council decision-making process?	<b>2.31</b>	1.08	-	-	-	-
How satisfied are you with the President's decision-making process?	-	-	<b>2.71</b>	1.25	<b>2.43</b>	1.36
How satisfied are you with the role of faculty in University decision making?	<b>2.28</b>	1.03	<b>2.56</b>	1.05	<b>2.38</b>	1.20
How satisfied are you with the representation provided by Faculty Senate?	<b>3.44</b>	.97	<b>3.37</b>	.98	<b>3.45</b>	1.01
How satisfied are you with the state of shared governance on campus?	<b>2.49</b>	1.08	<b>2.66</b>	1.03	<b>2.46</b>	1.18
How satisfied are you with the amount of faculty control over the curriculum?	<b>3.35</b>	1.19	<b>3.52</b>	1.08	<b>3.29</b>	1.18
How satisfied are you with the level of regard for faculty input on University matters?	<b>2.31</b>	1.12	<b>2.55</b>	1.09	<b>2.36</b>	1.22
How satisfied are you with the level of transparency in University decision making?	<b>2.05</b>	1.12	<b>2.30</b>	1.06	<b>2.16</b>	1.21
How satisfied are you with your sense of belonging to the University?	-	-	<b>3.09</b>	1.26	<b>2.87</b>	1.27
How satisfied are you with the commitment of institutional leaders to ongoing improvements?	-	-	<b>2.88</b>	1.10	<b>2.60</b>	1.23
How satisfied are you with the contribution of your work to the institutional mission?	-	-	<b>3.82</b>	.86	<b>3.74</b>	1.03
How satisfied are you with the President's vision?	-	-	<b>3.02</b>	1.20	<b>2.58</b>	1.35
How satisfied are you with Faculty Senate's response to the 2018-2019 Faculty Satisfaction Survey results?	-	-	<b>3.09</b>	.81	<b>3.07</b>	.98
How satisfied are you with the President's response to the 2018-2019 Faculty Satisfaction Survey results?	-	-	<b>2.58</b>	1.09	<b>2.38</b>	1.2

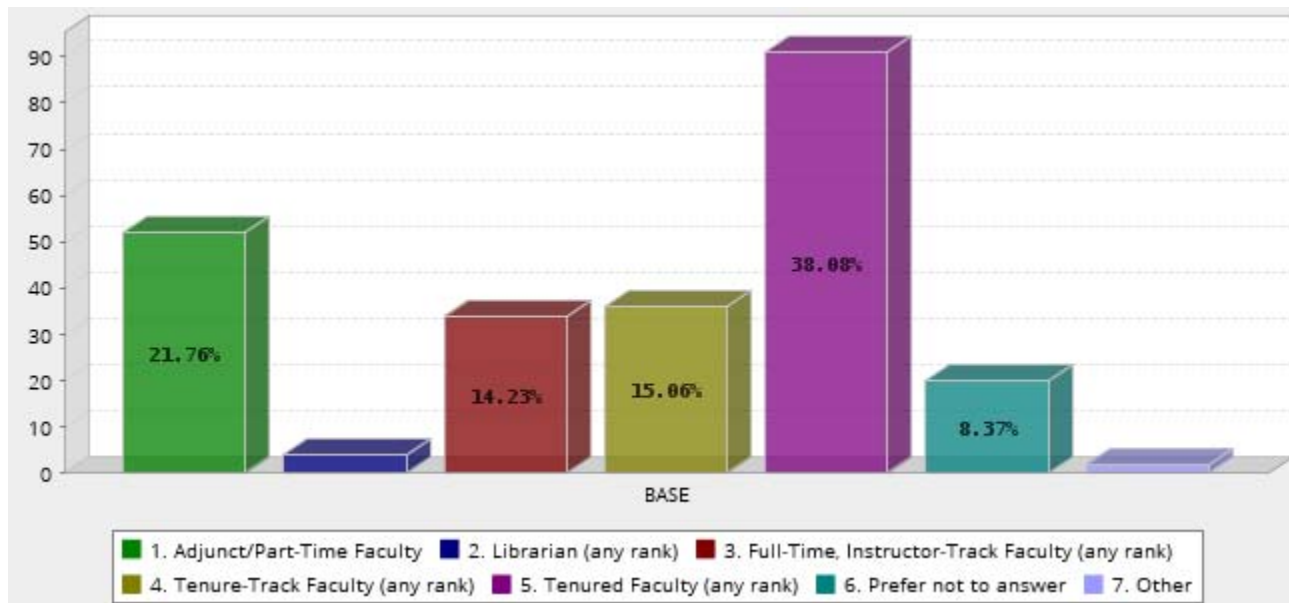
Item	2018-2019		2019-2020		2020-2021	
	N = 179		N = 212		N =	
Rate your level of agreement with the following: (1 – strongly disagree; 2 – disagree; 3 – neutral; 4 – agree; 5 – strongly agree)	Mean	SD	Mean (SD)		Mean (SD)	
There is a faculty commitment to shared governance at Arkansas Tech.	3.39	1.03	3.45	.98	3.53	1.10
Senior-level leadership are committed to shared governance at Arkansas Tech.	2.47	1.11	-		-	
The President is committed to shared governance at Arkansas Tech.	-		2.87	1.14	2.52	1.31
Shared governance is practiced at Arkansas Tech.	2.50	1.05	2.70	1.06	2.51	1.27
There is a commitment to transparency at Arkansas Tech.	2.26	1.13	2.43	1.14	2.28	1.30
In general, senior-level leadership value faculty input.	2.33	1.11	2.25	1.16	2.42	1.29
The University budget is being effectively managed.	2.13	1.14	2.43	1.11	2.15	1.22
The ratio of faculty lines to administrative positions at Arkansas Tech is appropriate.	2.00	1.04	2.26	1.09	2.13	1.21
Hiring adequate numbers of faculty is a budget priority at Arkansas Tech.	2.17	1.18	2.33	1.19	2.29	1.26
The budget priorities at Arkansas Tech reflect a commitment to student success.	2.44	1.18	2.59	1.11	2.47	1.24
I understand how decisions are made at Arkansas Tech.	2.40	1.21	2.57	1.15	2.68	1.26
I understand why decisions are made at Arkansas Tech.	2.28	1.09	2.51	1.14	2.55	1.23
The VPAA position at Arkansas Tech should transition to Provost and Senior VP.	3.62	1.02	3.67	1.14	3.72	1.19
Arkansas Tech should transition to rotating department chairs.	2.97	1.36	2.77	1.34	2.94	1.34
Executive Council decisions are clearly communicated to faculty.	2.14	1.06	-		-	
The Presidents decisions are clearly communicated to faculty.	-		2.59	1.14	2.69	1.28
Decisions are made in the best interests of the University.	2.49	1.08	2.75	1.11	2.60	1.23
Arkansas Tech is heading in the right direction.	2.49	1.17	2.83	1.15	2.44	1.27
The job performance of senior leadership should be evaluated on a yearly basis by all employees in their respective administrative units.	4.23	.81	4.20	.78	4.26	.88
Faculty should evaluate the job performance of the VPAA on a yearly basis.	4.23	.84	4.13	.81	4.14	.93
Faculty should evaluate the job performance of the President on a yearly basis.	4.23	.90	4.23	.83	4.30	.90
Faculty should have input into decisions made on health care coverage.	4.48	.64	4.43	.77	4.47	.73
My professional contributions as a faculty member are valued.	2.88	1.23	2.97	1.23	2.92	1.28
Faculty morale is high in my department.	2.67	1.22	2.85	1.22	2.56	1.30
Faculty morale is high in my college.	2.47	1.10	2.65	1.06	2.41	1.20
Faculty morale is high across the University.	2.29	1.00	2.36	1.01	2.15	1.14
I feel appreciated at Arkansas Tech.	2.76	1.30	2.86	1.30	2.77	1.37
I have a satisfactory work/life balance at Arkansas Tech.	2.90	1.30	3.06	1.27	2.97	1.26
I think senior leadership consider faculty work/life balance when making decisions.	2.61	1.28	2.92	1.24	2.82	1.34
I would recommend Arkansas Tech as a good place to work.	3.07	1.17	3.20	1.16	2.94	1.28
I am proud to work at Arkansas Tech.	3.53	1.12	3.63	1.15	3.44	1.25

## Survey Overview



Viewed	Started	Completed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
1392	301	237	78.74%	64	14 minutes

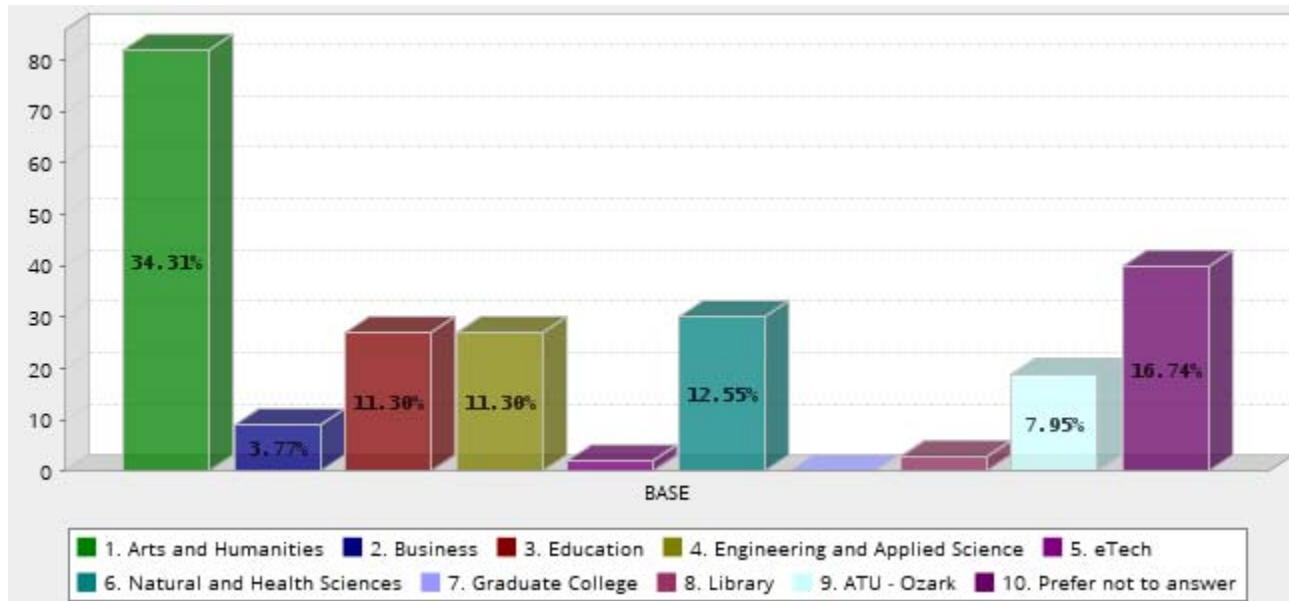
Please select the option that best describes your current status and academic rank:



	Answer	Count	Percent
	1. Adjunct/Part-Time Faculty	52	21.76%
	2. Librarian (any rank)	4	1.67%
	3. Full-Time, Instructor-Track Faculty (any rank)	34	14.23%
	4. Tenure-Track Faculty (any rank)	36	15.06%
	5. Tenured Faculty (any rank)	91	38.08%
	6. Prefer not to answer	20	8.37%
	7. Other	2	0.84%
	Total	239	100%
Mean : 3.745		Confidence Interval @ 95% : [3.529 - 3.961]	Standard Deviation : 1.704
			Standard Error : 0.110

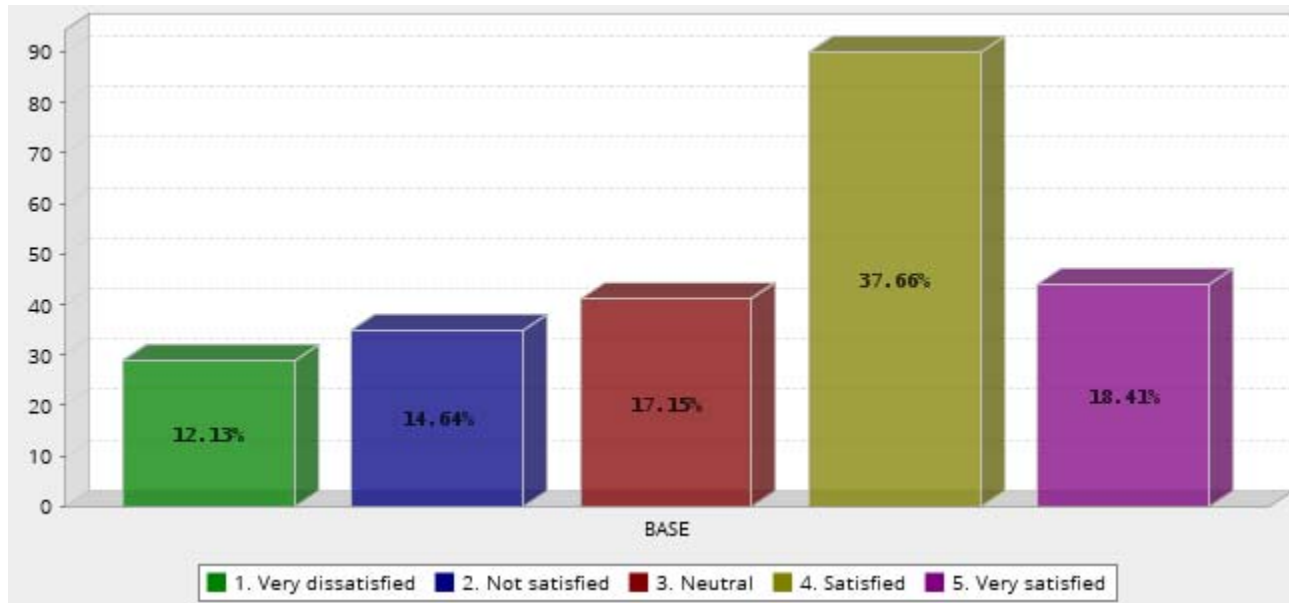


Please identify the college to which you are assigned.



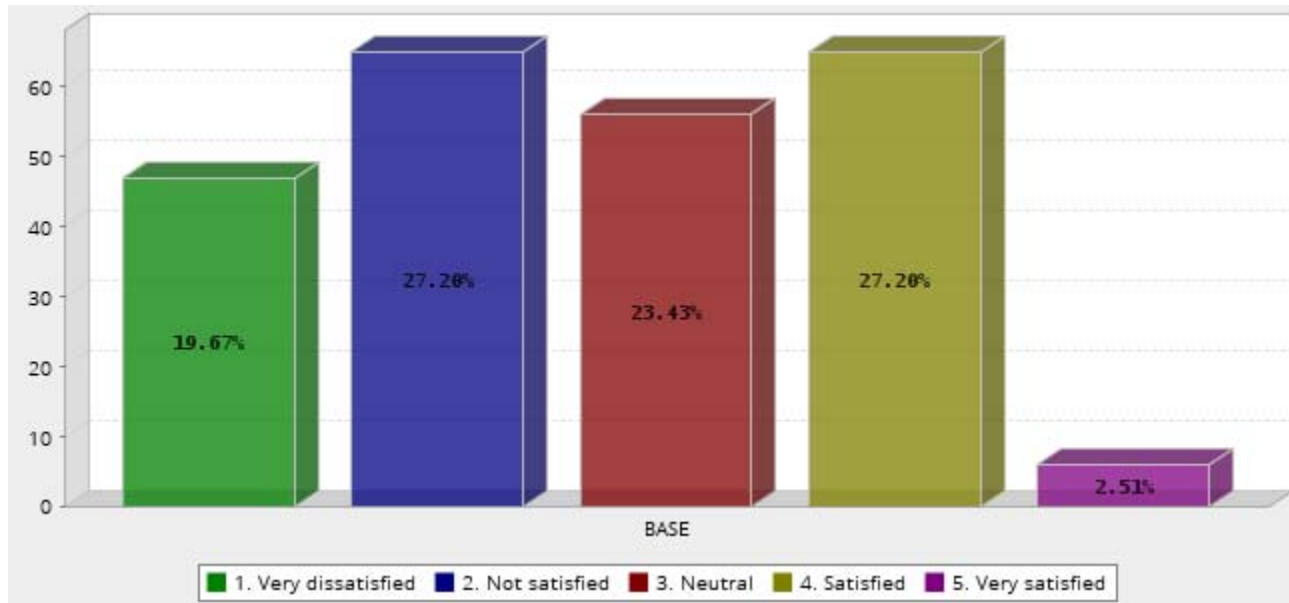
	Answer	Count	Percent
	1. Arts and Humanities	82	34.31%
	2. Business	9	3.77%
	3. Education	27	11.30%
	4. Engineering and Applied Science	27	11.30%
	5. eTech	2	0.84%
	6. Natural and Health Sciences	30	12.55%
	7. Graduate College	0	0.00%
	8. Library	3	1.26%
	9. ATU - Ozark	19	7.95%
	10. Prefer not to answer	40	16.74%
	Total	239	100%
Mean : <b>4.494</b>		Confidence Interval @ 95% : <b>[4.057 - 4.931]</b>	Standard Deviation : <b>3.447</b>
		Standard Error : <b>0.223</b>	

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



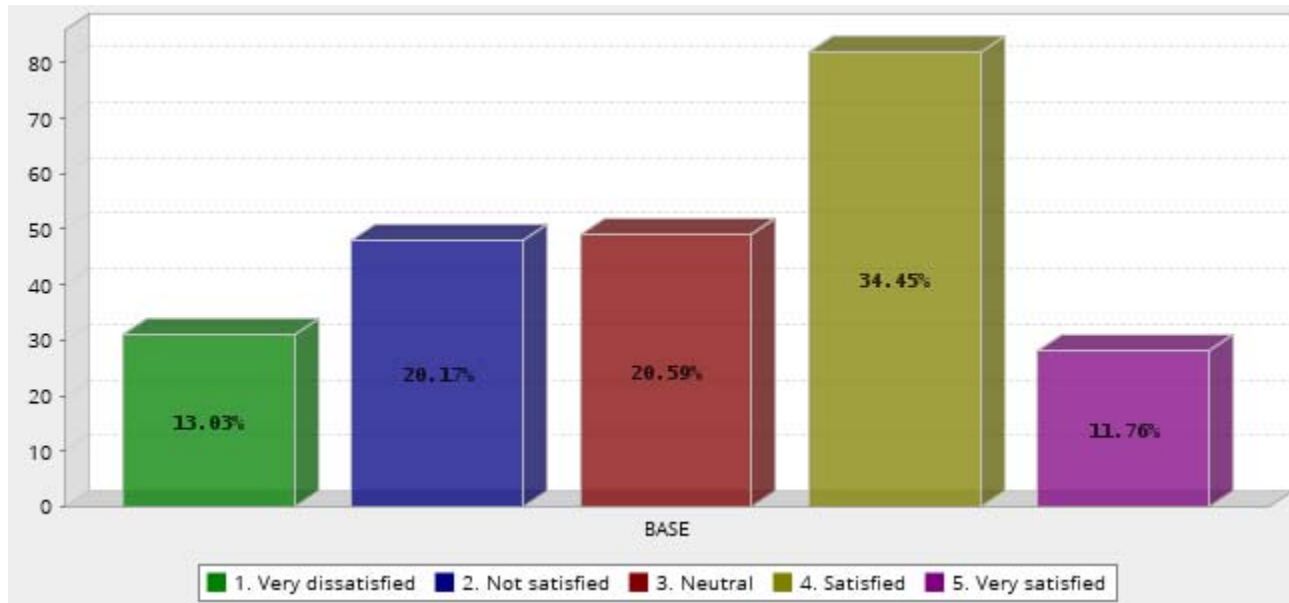
	Answer	Count	Percent
	1. Very dissatisfied	29	12.13%
	2. Not satisfied	35	14.64%
	3. Neutral	41	17.15%
	4. Satisfied	90	37.66%
	5. Very satisfied	44	18.41%
	Total	239	100%
Mean : <b>3.356</b> Confidence Interval @ 95% : <b>[3.194 - 3.517]</b> Standard Deviation : <b>1.275</b> Standard Error : <b>0.082</b>			

### How satisfied are you with your salary?



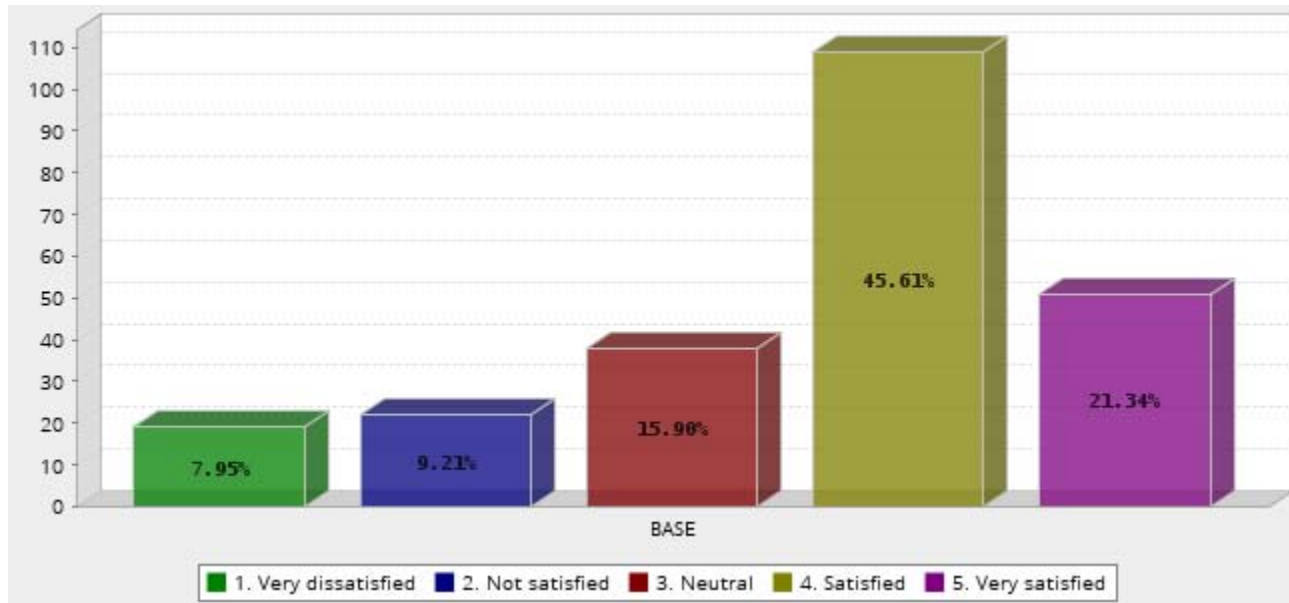
	Answer	Count	Percent
	1. Very dissatisfied	47	19.67%
	2. Not satisfied	65	27.20%
	3. Neutral	56	23.43%
	4. Satisfied	65	27.20%
	5. Very satisfied	6	2.51%
	Total	239	100%
Mean : <b>2.657</b> Confidence Interval @ 95% : <b>[2.511 - 2.802]</b> Standard Deviation : <b>1.148</b> Standard Error : <b>0.074</b>			

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



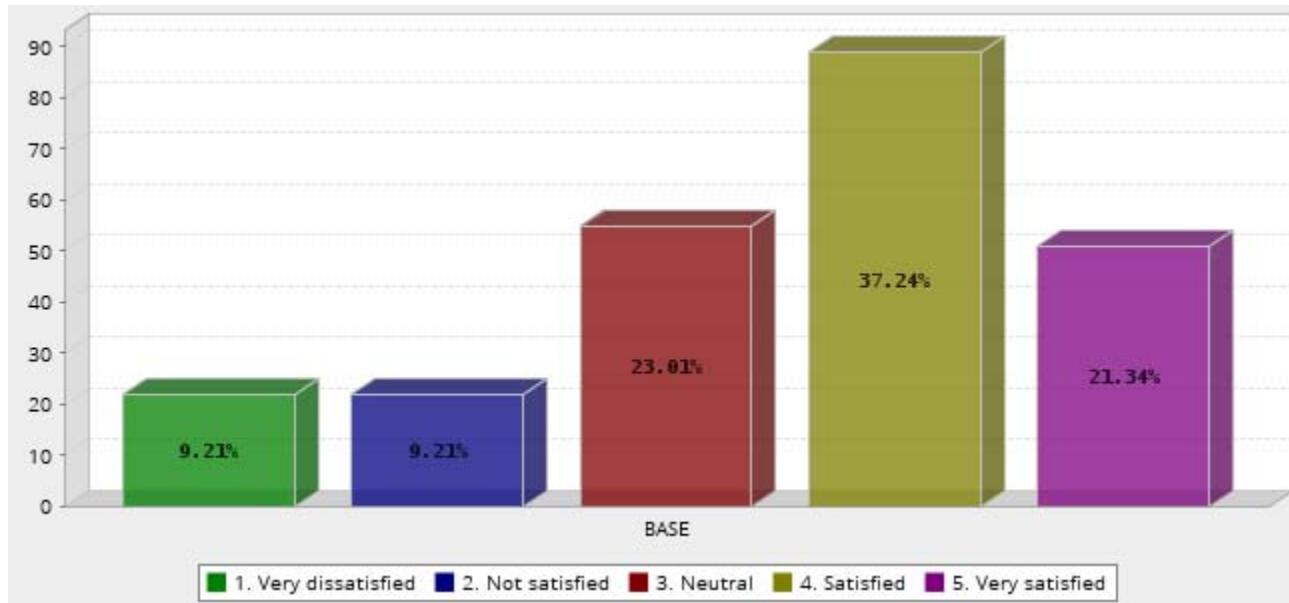
	Answer	Count	Percent
	1. Very dissatisfied	31	13.03%
	2. Not satisfied	48	20.17%
	3. Neutral	49	20.59%
	4. Satisfied	82	34.45%
	5. Very satisfied	28	11.76%
	Total	238	100%
Mean : <b>3.118</b> Confidence Interval @ 95% : <b>[2.960 - 3.275]</b> Standard Deviation : <b>1.237</b> Standard Error : <b>0.080</b>			

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



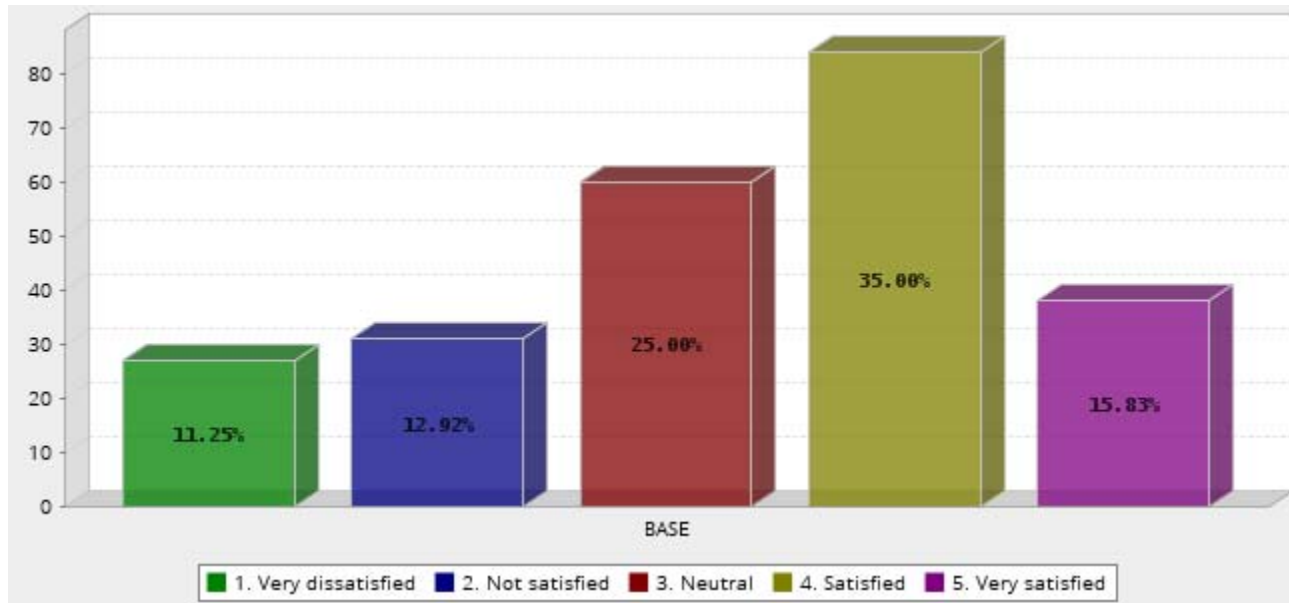
	Answer	Count	Percent
	1. Very dissatisfied	19	7.95%
	2. Not satisfied	22	9.21%
	3. Neutral	38	15.90%
	4. Satisfied	109	45.61%
	5. Very satisfied	51	21.34%
	Total	239	100%
Mean : <b>3.632</b> Confidence Interval @ 95% : <b>[3.486 - 3.778]</b> Standard Deviation : <b>1.152</b> Standard Error : <b>0.074</b>			

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



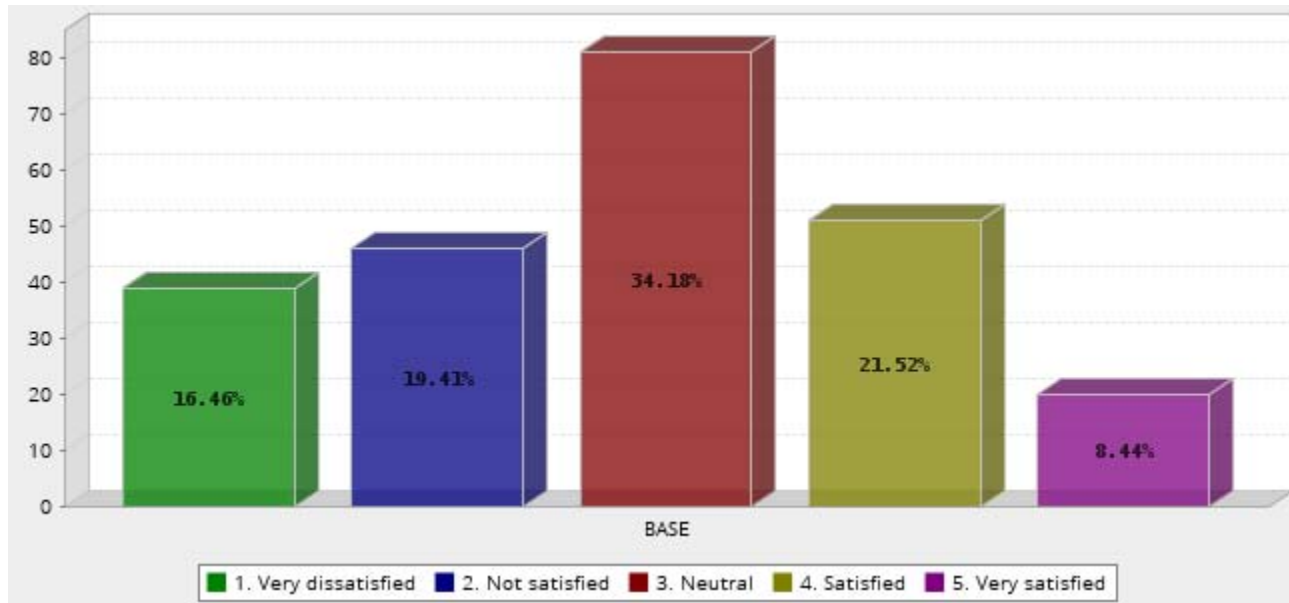
	Answer	Count	Percent
	1. Very dissatisfied	22	9.21%
	2. Not satisfied	22	9.21%
	3. Neutral	55	23.01%
	4. Satisfied	89	37.24%
	5. Very satisfied	51	21.34%
	Total	239	100%
Mean : <b>3.523</b> Confidence Interval @ 95% : <b>[3.372 - 3.674]</b> Standard Deviation : <b>1.191</b> Standard Error : <b>0.077</b>			

### How satisfied are you with classroom facilities?



	Answer	Count	Percent
	1. Very dissatisfied	27	11.25%
	2. Not satisfied	31	12.92%
	3. Neutral	60	25.00%
	4. Satisfied	84	35.00%
	5. Very satisfied	38	15.83%
	Total	240	100%
Mean : <b>3.312</b> Confidence Interval @ 95% : <b>[3.159 - 3.466]</b> Standard Deviation : <b>1.213</b> Standard Error : <b>0.078</b>			

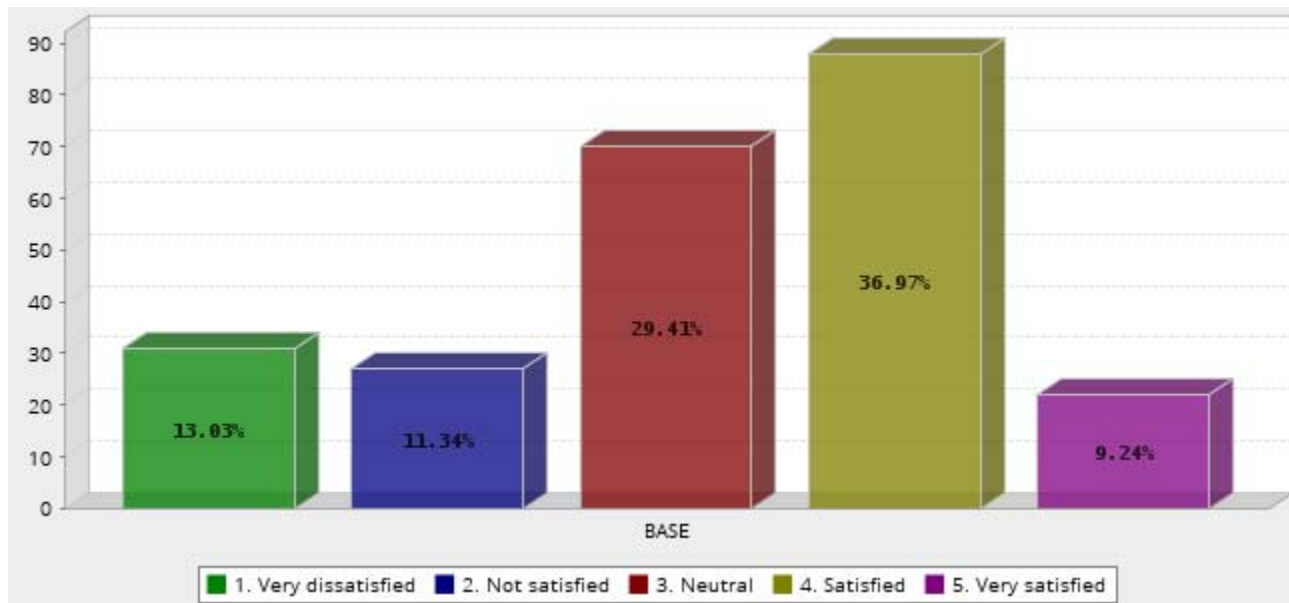
## How satisfied are you with University support for scholarship/creative activities?



	Answer	Count	Percent
	1. Very dissatisfied	39	16.46%
	2. Not satisfied	46	19.41%
	3. Neutral	81	34.18%
	4. Satisfied	51	21.52%
	5. Very satisfied	20	8.44%
	Total	237	100%
Mean : <b>2.861</b> Confidence Interval @ 95% : <b>[2.711 - 3.011]</b> Standard Deviation : <b>1.180</b> Standard Error : <b>0.077</b>			

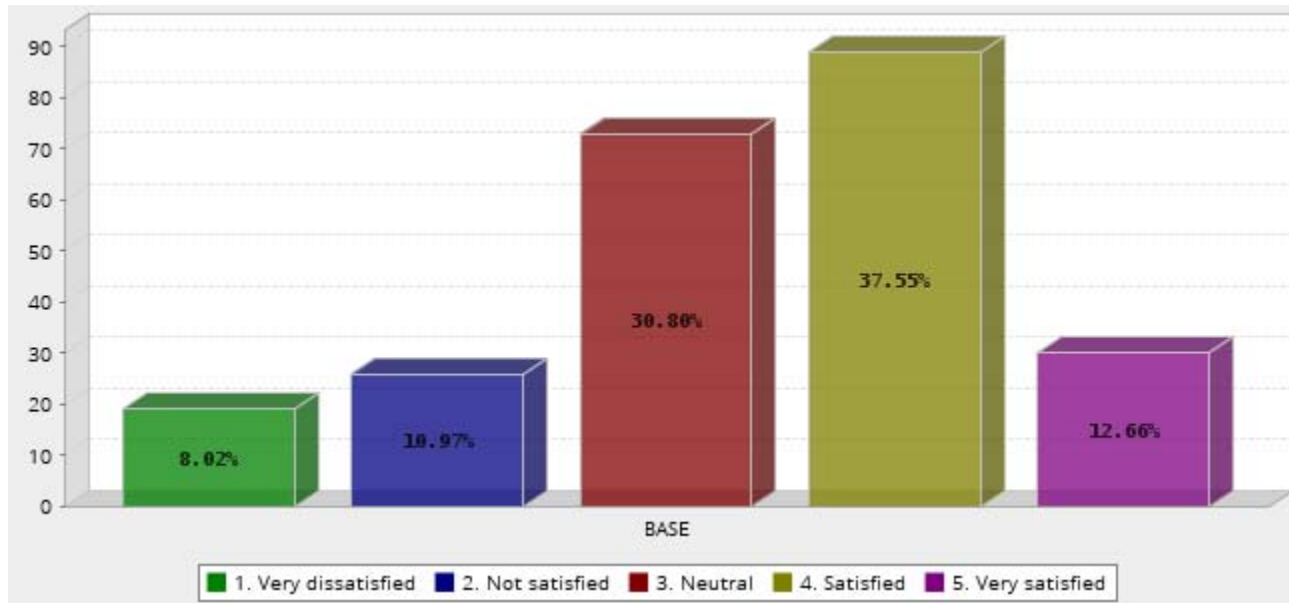


### How satisfied are you with your service load?



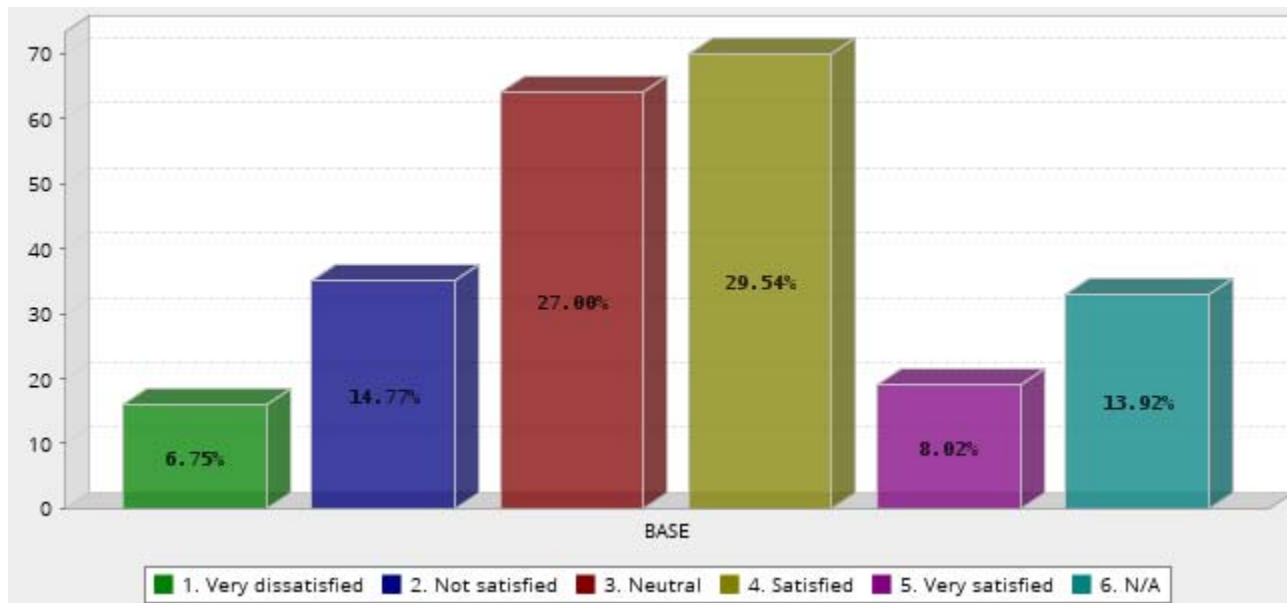
	Answer	Count	Percent
	1. Very dissatisfied	31	13.03%
	2. Not satisfied	27	11.34%
	3. Neutral	70	29.41%
	4. Satisfied	88	36.97%
	5. Very satisfied	22	9.24%
	Total	238	100%
Mean : <b>3.181</b> Confidence Interval @ 95% : <b>[3.033 - 3.328]</b> Standard Deviation : <b>1.161</b> Standard Error : <b>0.075</b>			

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



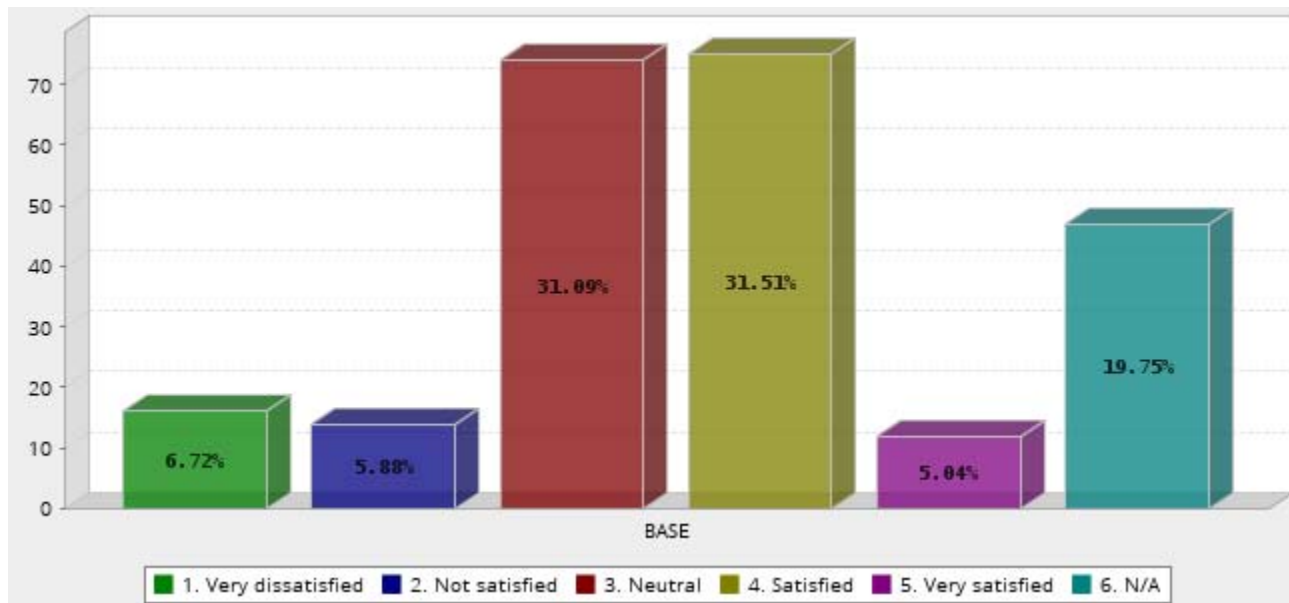
	Answer	Count	Percent
	1. Very dissatisfied	19	8.02%
	2. Not satisfied	26	10.97%
	3. Neutral	73	30.80%
	4. Satisfied	89	37.55%
	5. Very satisfied	30	12.66%
	Total	237	100%
Mean : <b>3.359</b> Confidence Interval @ 95% : <b>[3.220 - 3.497]</b> Standard Deviation : <b>1.090</b> Standard Error : <b>0.071</b>			

### How satisfied are you with promotion policies?



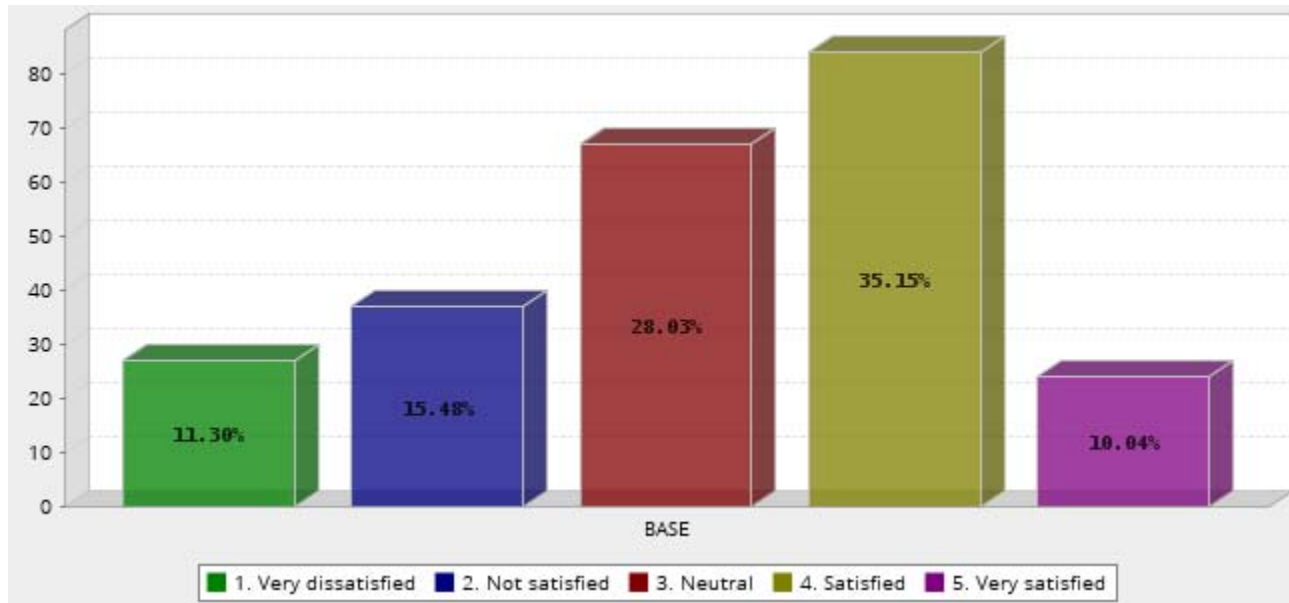
	Answer	Count	Percent
	1. Very dissatisfied	16	6.75%
	2. Not satisfied	35	14.77%
	3. Neutral	64	27.00%
	4. Satisfied	70	29.54%
	5. Very satisfied	19	8.02%
	6. N/A	33	13.92%
	Total	237	100%
Mean : <b>3.591</b> Confidence Interval @ 95% : <b>[3.413 - 3.768]</b> Standard Deviation : <b>1.395</b> Standard Error : <b>0.091</b>			

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



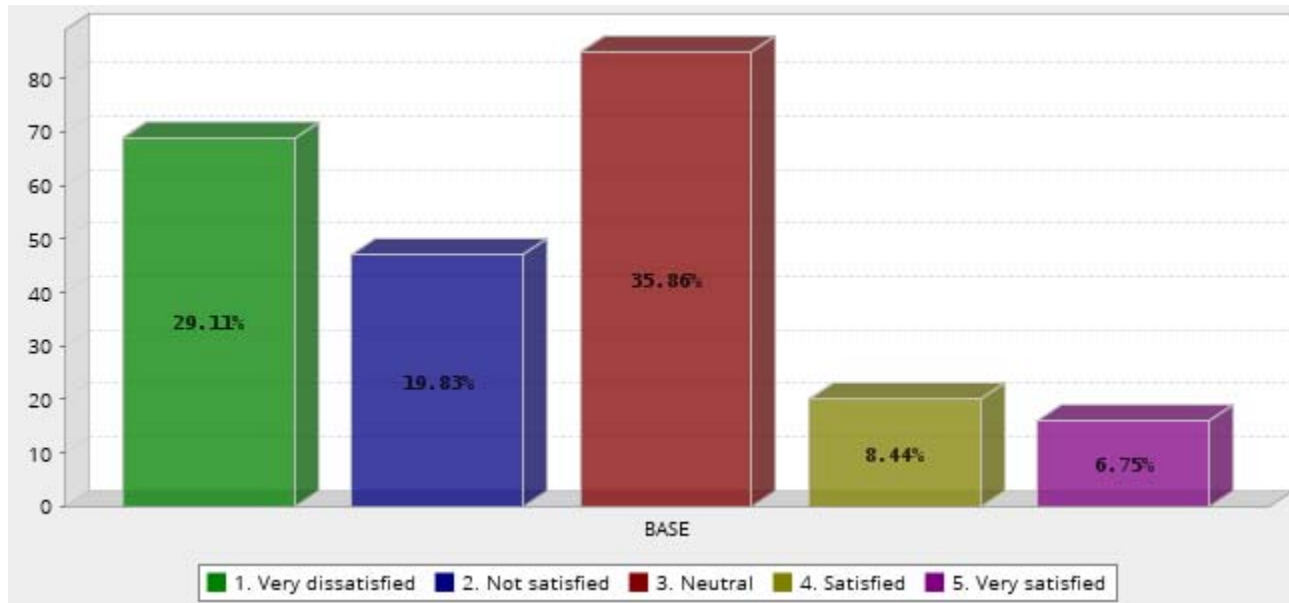
	Answer	Count	Percent
	1. Very dissatisfied	16	6.72%
	2. Not satisfied	14	5.88%
	3. Neutral	74	31.09%
	4. Satisfied	75	31.51%
	5. Very satisfied	12	5.04%
	6. N/A	47	19.75%
	Total	238	100%
Mean : <b>3.815</b>		Confidence Interval @ 95% : <b>[3.637 - 3.993]</b>	Standard Deviation : <b>1.402</b>
		Standard Error : <b>0.091</b>	

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



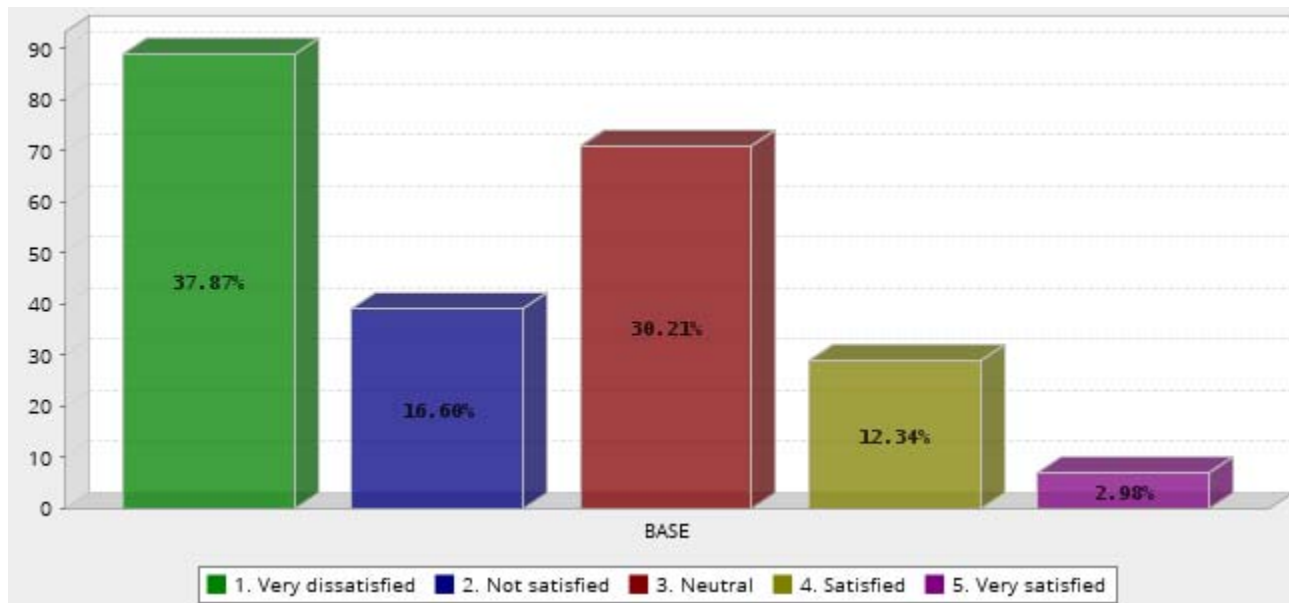
	Answer	Count	Percent
	1. Very dissatisfied	27	11.30%
	2. Not satisfied	37	15.48%
	3. Neutral	67	28.03%
	4. Satisfied	84	35.15%
	5. Very satisfied	24	10.04%
	Total	239	100%
Mean : <b>3.172</b> Confidence Interval @ 95% : <b>[3.025 - 3.318]</b> Standard Deviation : <b>1.156</b> Standard Error : <b>0.075</b>			

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



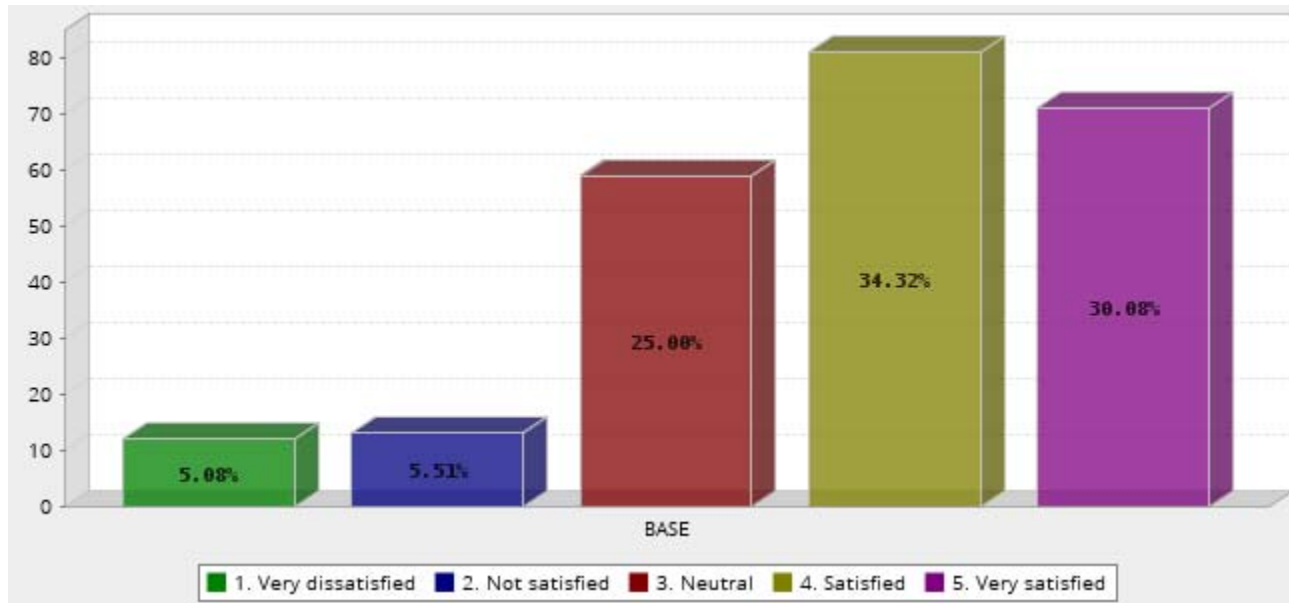
	Answer	Count	Percent
	1. Very dissatisfied	69	29.11%
	2. Not satisfied	47	19.83%
	3. Neutral	85	35.86%
	4. Satisfied	20	8.44%
	5. Very satisfied	16	6.75%
	Total	237	100%
Mean : <b>2.439</b> Confidence Interval @ 95% : <b>[2.288 - 2.590]</b> Standard Deviation : <b>1.187</b> Standard Error : <b>0.077</b>			

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



	Answer	Count	Percent
	1. Very dissatisfied	89	37.87%
	2. Not satisfied	39	16.60%
	3. Neutral	71	30.21%
	4. Satisfied	29	12.34%
	5. Very satisfied	7	2.98%
	Total	235	100%
Mean : <b>2.260</b> Confidence Interval @ 95% : <b>[2.109 - 2.410]</b> Standard Deviation : <b>1.175</b> Standard Error : <b>0.077</b>			

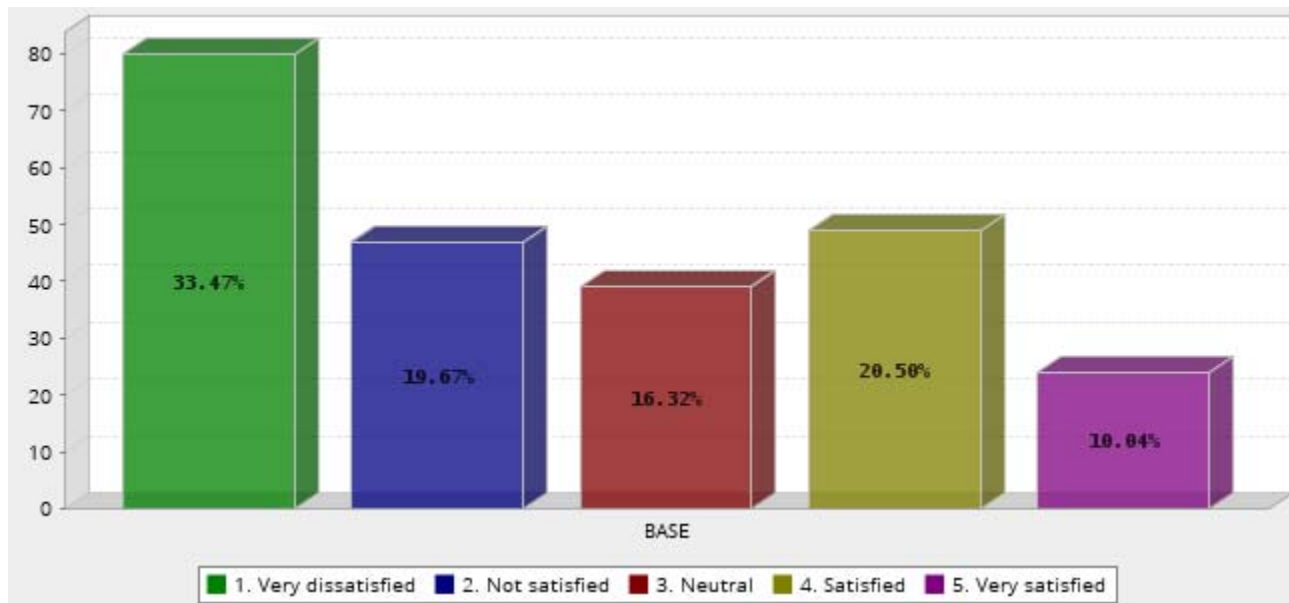
### How satisfied are you with the Vice President for Academic Affairs?



	Answer	Count	Percent
	1. Very dissatisfied	12	5.08%
	2. Not satisfied	13	5.51%
	3. Neutral	59	25.00%
	4. Satisfied	81	34.32%
	5. Very satisfied	71	30.08%
	Total	236	100%
Mean : <b>3.788</b> Confidence Interval @ 95% : <b>[3.649 - 3.927]</b> Standard Deviation : <b>1.090</b> Standard Error : <b>0.071</b>			

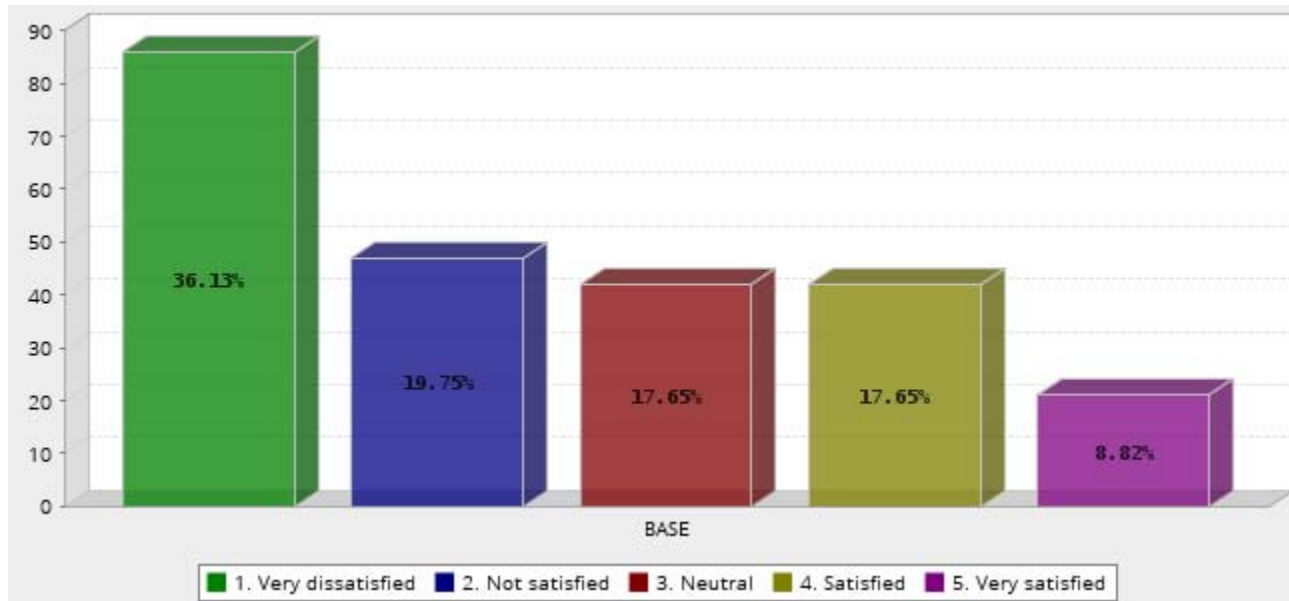


### How satisfied are you with the President of the University?



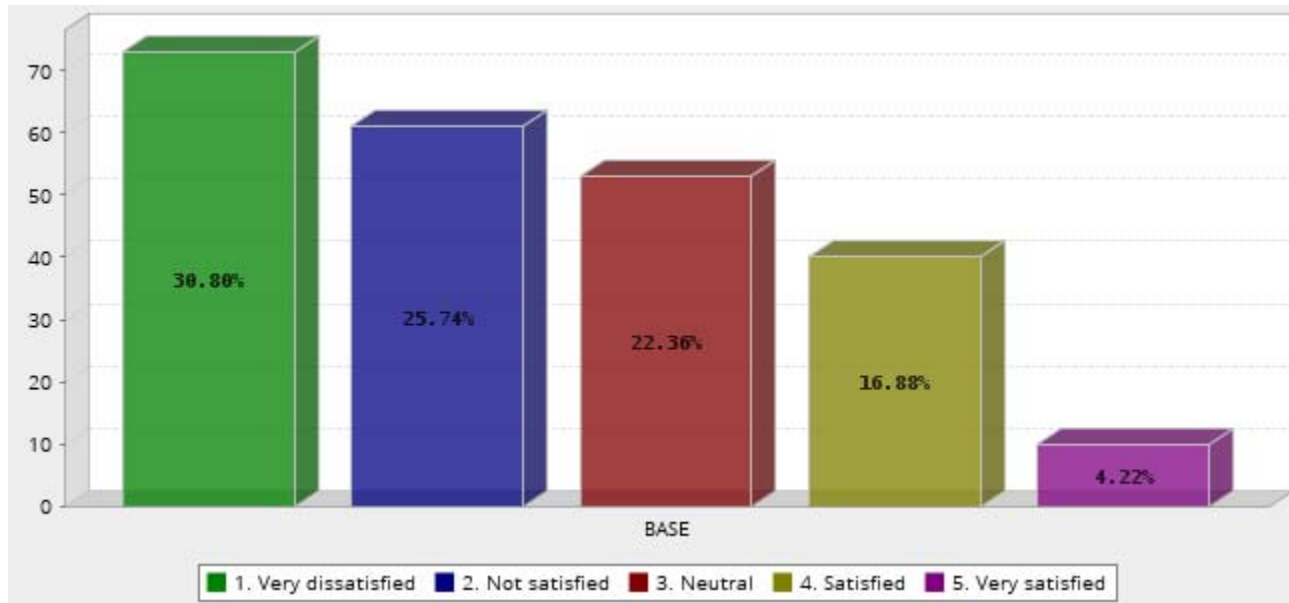
	Answer	Count	Percent
	1. Very dissatisfied	80	33.47%
	2. Not satisfied	47	19.67%
	3. Neutral	39	16.32%
	4. Satisfied	49	20.50%
	5. Very satisfied	24	10.04%
	Total	239	100%
Mean : <b>2.540</b> Confidence Interval @ 95% : <b>[2.363 - 2.716]</b> Standard Deviation : <b>1.392</b> Standard Error : <b>0.090</b>			

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



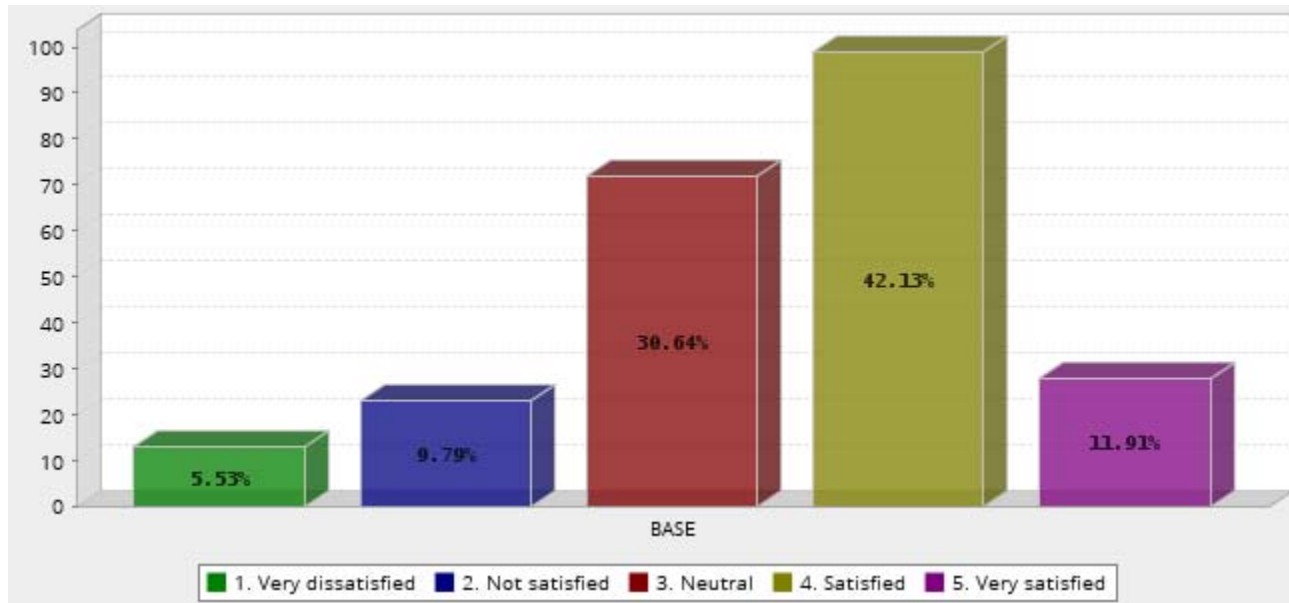
	Answer	Count	Percent
	1. Very dissatisfied	86	36.13%
	2. Not satisfied	47	19.75%
	3. Neutral	42	17.65%
	4. Satisfied	42	17.65%
	5. Very satisfied	21	8.82%
	Total	238	100%
Mean : <b>2.433</b> Confidence Interval @ 95% : <b>[2.260 - 2.606]</b> Standard Deviation : <b>1.363</b> Standard Error : <b>0.088</b>			

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



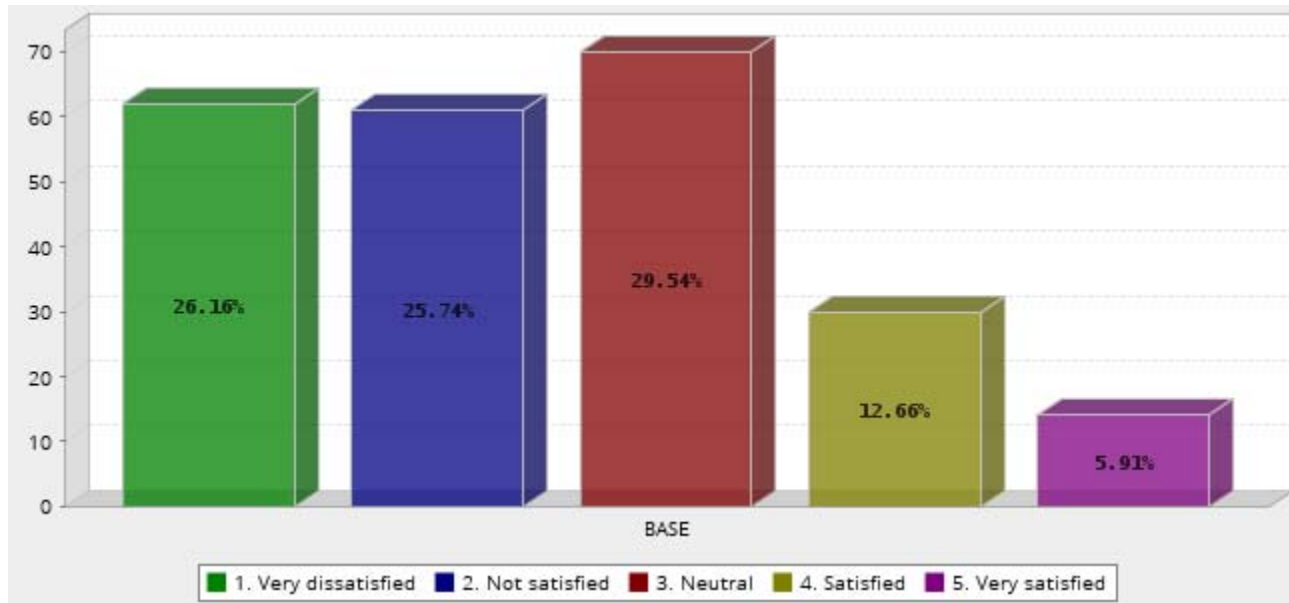
	Answer	Count	Percent
	1. Very dissatisfied	73	30.80%
	2. Not satisfied	61	25.74%
	3. Neutral	53	22.36%
	4. Satisfied	40	16.88%
	5. Very satisfied	10	4.22%
	Total	237	100%
Mean : <b>2.380</b> Confidence Interval @ 95% : <b>[2.227 - 2.533]</b> Standard Deviation : <b>1.203</b> Standard Error : <b>0.078</b>			

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



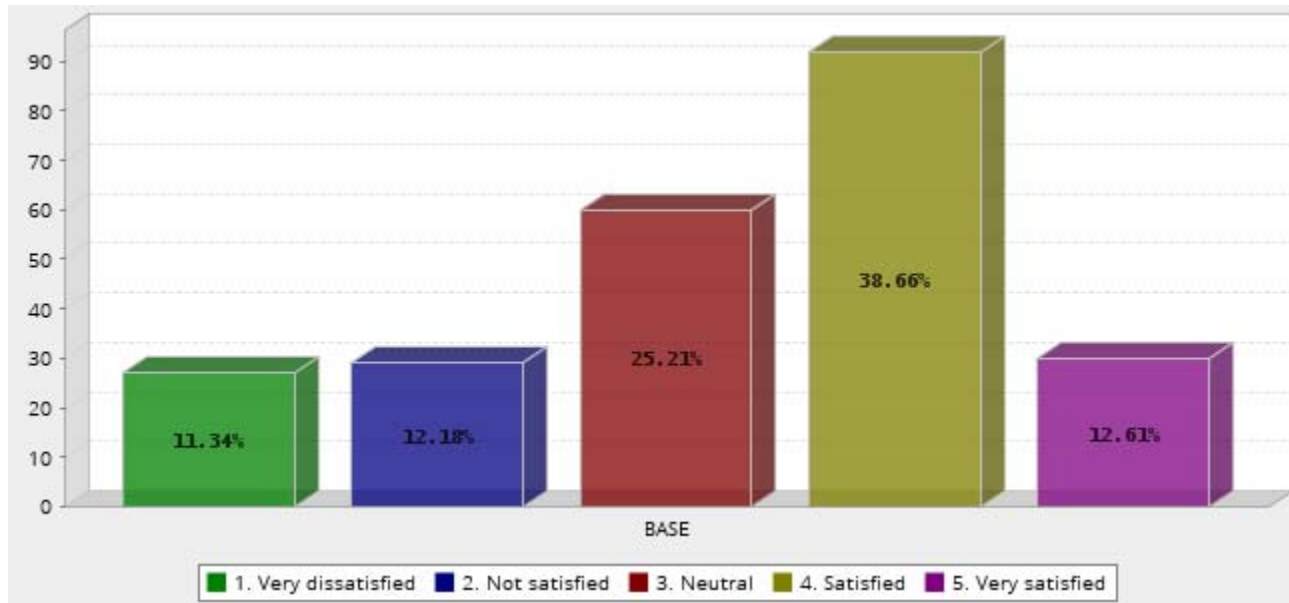
	Answer	Count	Percent
	1. Very dissatisfied	13	5.53%
	2. Not satisfied	23	9.79%
	3. Neutral	72	30.64%
	4. Satisfied	99	42.13%
	5. Very satisfied	28	11.91%
	Total	235	100%
Mean : <b>3.451</b> Confidence Interval @ 95% : <b>[3.322 - 3.580]</b> Standard Deviation : <b>1.009</b> Standard Error : <b>0.066</b>			

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



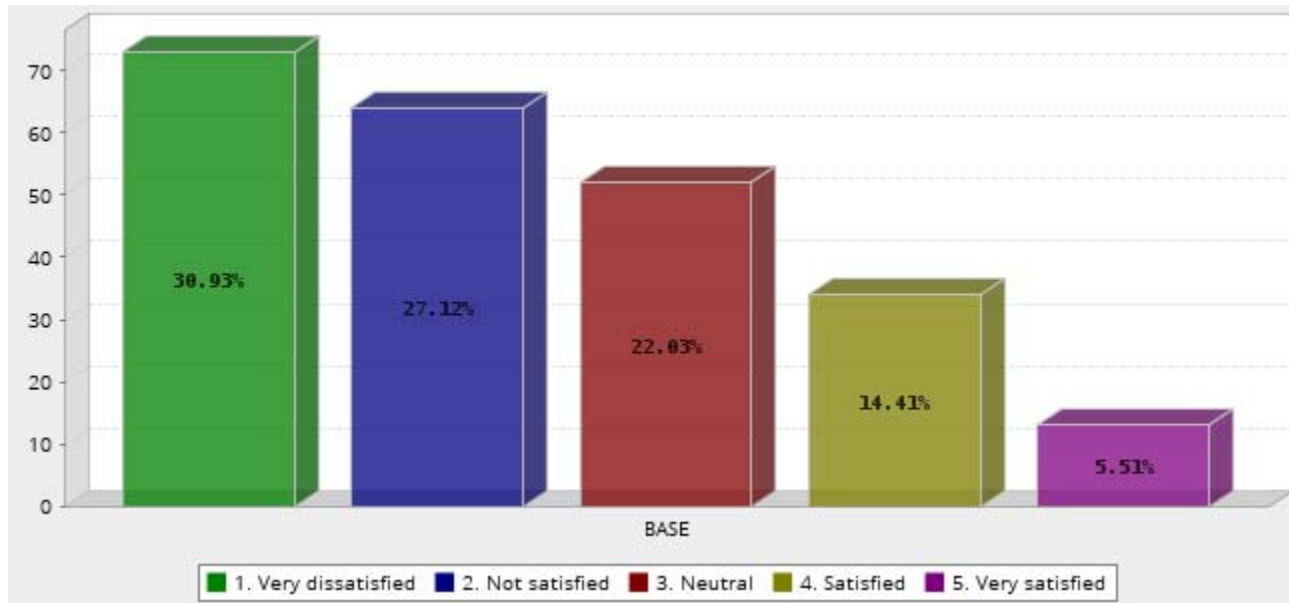
	Answer	Count	Percent
	1. Very dissatisfied	62	26.16%
	2. Not satisfied	61	25.74%
	3. Neutral	70	29.54%
	4. Satisfied	30	12.66%
	5. Very satisfied	14	5.91%
	Total	237	100%
Mean : <b>2.464</b> Confidence Interval @ 95% : <b>[2.314 - 2.614]</b> Standard Deviation : <b>1.177</b> Standard Error : <b>0.076</b>			

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



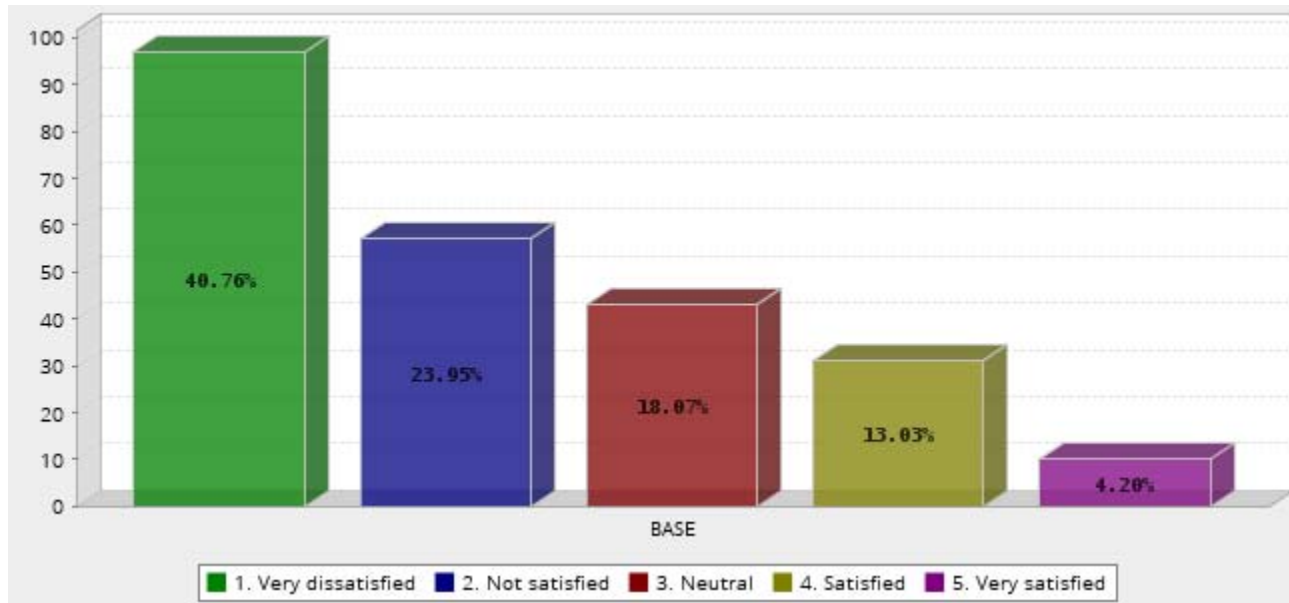
	Answer	Count	Percent
	1. Very dissatisfied	27	11.34%
	2. Not satisfied	29	12.18%
	3. Neutral	60	25.21%
	4. Satisfied	92	38.66%
	5. Very satisfied	30	12.61%
	Total	238	100%
Mean : <b>3.290</b> Confidence Interval @ 95% : <b>[3.140 - 3.440]</b> Standard Deviation : <b>1.178</b> Standard Error : <b>0.076</b>			

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



	Answer	Count	Percent
	1. Very dissatisfied	73	30.93%
	2. Not satisfied	64	27.12%
	3. Neutral	52	22.03%
	4. Satisfied	34	14.41%
	5. Very satisfied	13	5.51%
	Total	236	100%
Mean : <b>2.364</b> Confidence Interval @ 95% : <b>[2.209 - 2.519]</b> Standard Deviation : <b>1.215</b> Standard Error : <b>0.079</b>			

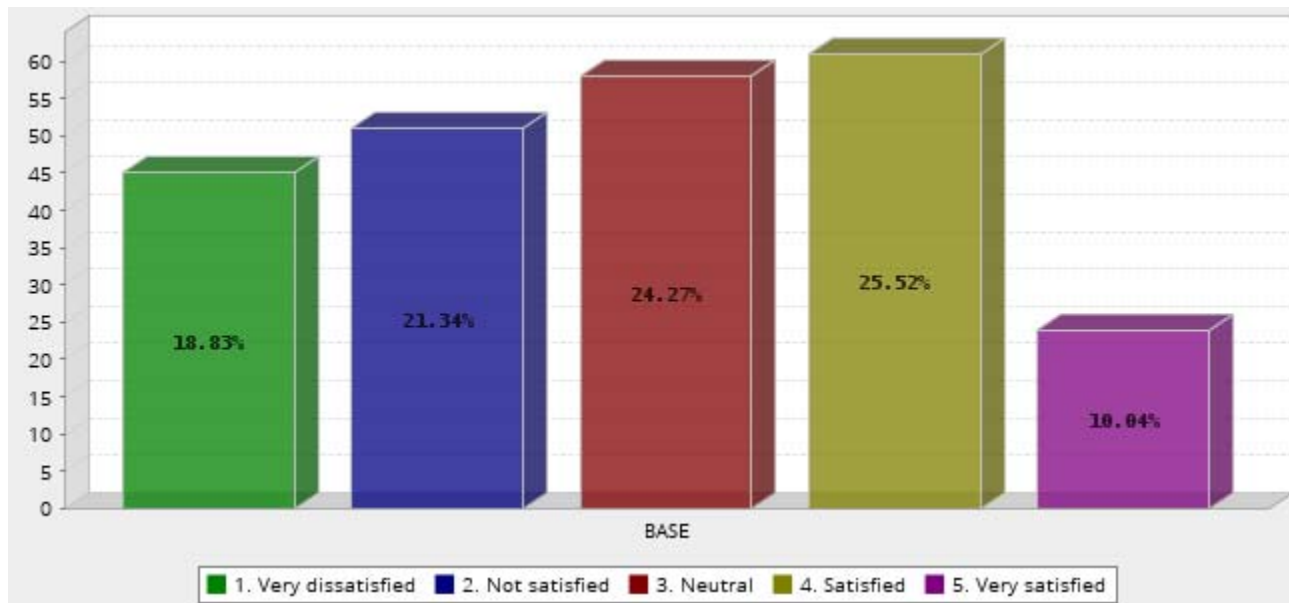
### How satisfied are you with the level of transparency in University decision making?



	Answer	Count	Percent
	1. Very dissatisfied	97	40.76%
	2. Not satisfied	57	23.95%
	3. Neutral	43	18.07%
	4. Satisfied	31	13.03%
	5. Very satisfied	10	4.20%
	Total	238	100%
Mean : <b>2.160</b> Confidence Interval @ 95% : <b>[2.006 - 2.314]</b> Standard Deviation : <b>1.212</b> Standard Error : <b>0.079</b>			

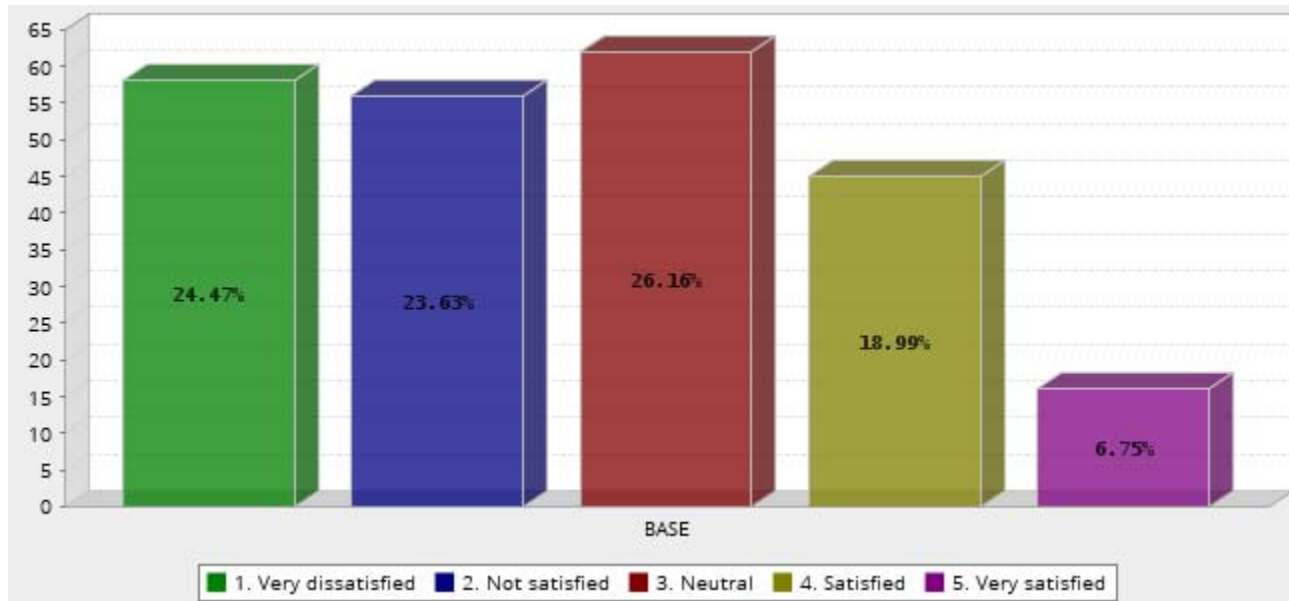


### How satisfied are you with your sense of belonging to the University?



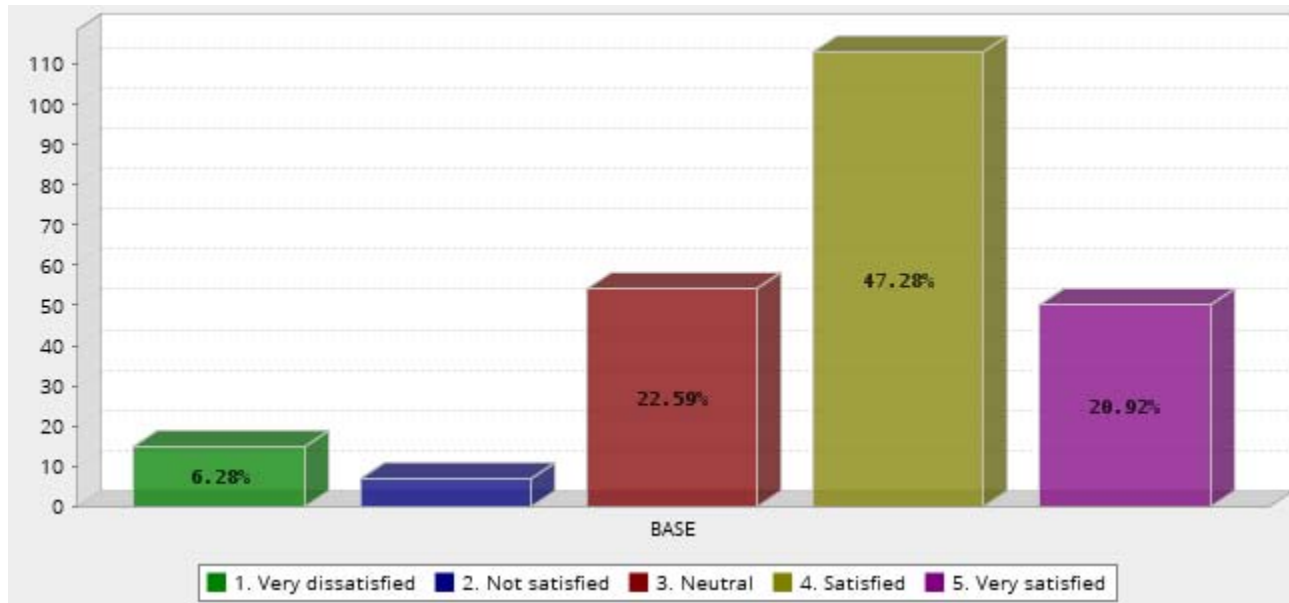
	Answer	Count	Percent
	1. Very dissatisfied	45	18.83%
	2. Not satisfied	51	21.34%
	3. Neutral	58	24.27%
	4. Satisfied	61	25.52%
	5. Very satisfied	24	10.04%
	Total	239	100%
Mean : <b>2.866</b> Confidence Interval @ 95% : <b>[2.705 - 3.027]</b> Standard Deviation : <b>1.270</b> Standard Error : <b>0.082</b>			

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



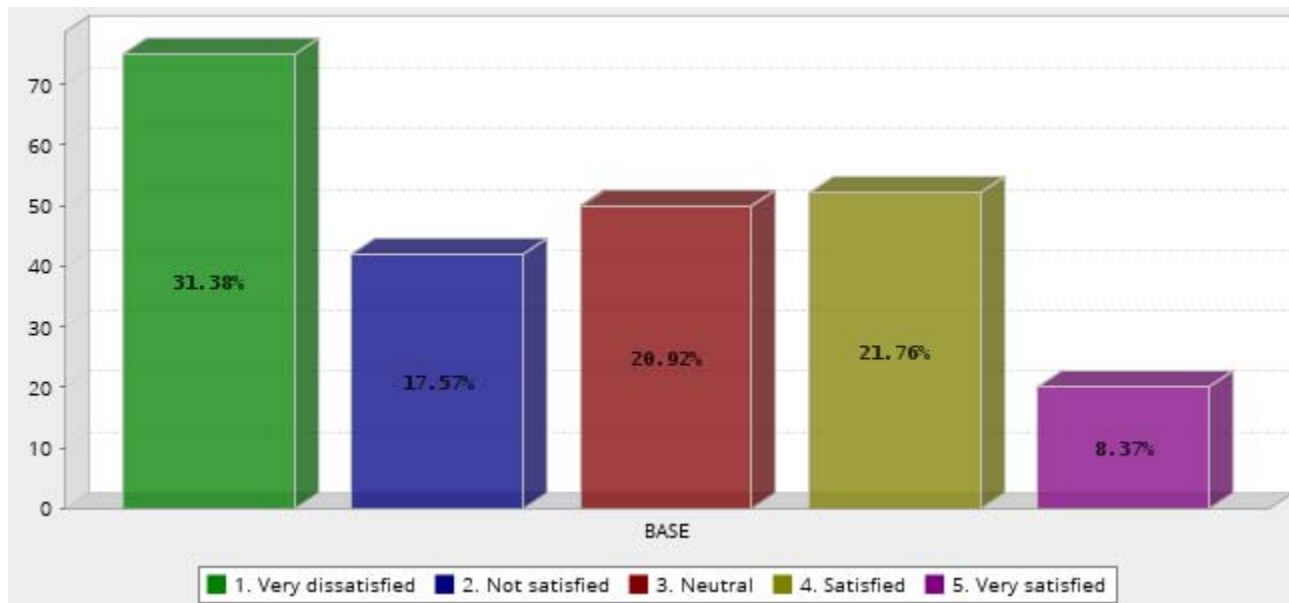
	Answer	Count	Percent
	1. Very dissatisfied	58	24.47%
	2. Not satisfied	56	23.63%
	3. Neutral	62	26.16%
	4. Satisfied	45	18.99%
	5. Very satisfied	16	6.75%
	Total	237	100%
Mean : <b>2.599</b> Confidence Interval @ 95% : <b>[2.442 - 2.756]</b> Standard Deviation : <b>1.233</b> Standard Error : <b>0.080</b>			

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



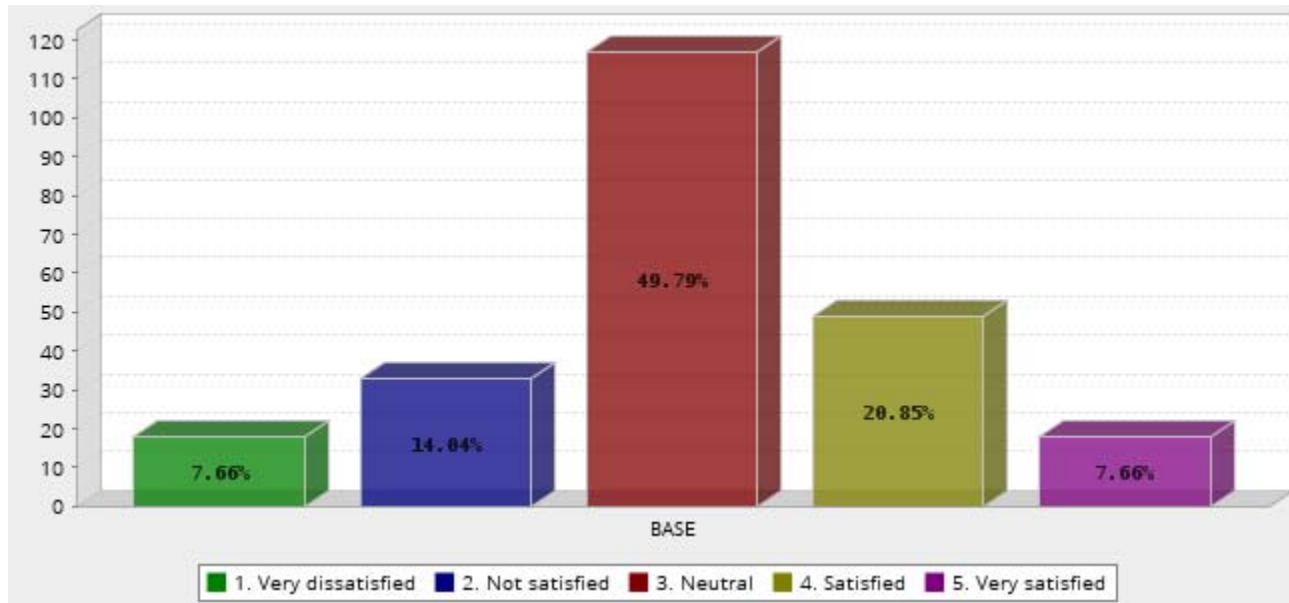
	Answer	Count	Percent
	1. Very dissatisfied	15	6.28%
	2. Not satisfied	7	2.93%
	3. Neutral	54	22.59%
	4. Satisfied	113	47.28%
	5. Very satisfied	50	20.92%
	Total	239	100%
Mean : <b>3.736</b> Confidence Interval @ 95% : <b>[3.606 - 3.866]</b> Standard Deviation : <b>1.026</b> Standard Error : <b>0.066</b>			

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



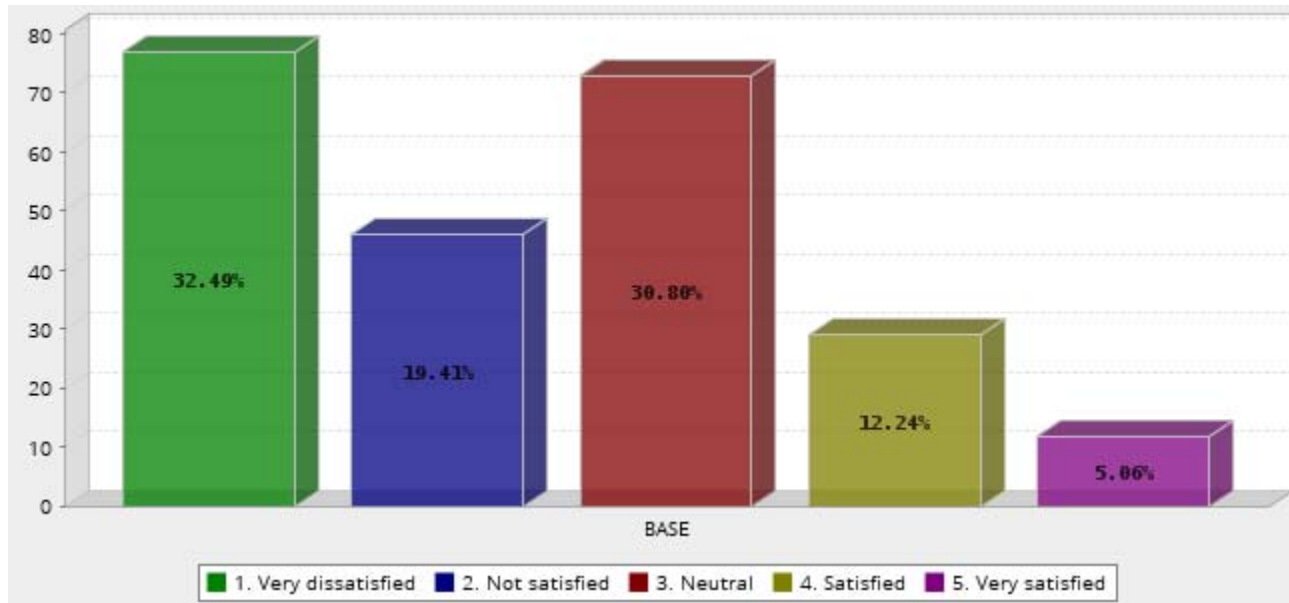
	Answer	Count	Percent
	1. Very dissatisfied	75	31.38%
	2. Not satisfied	42	17.57%
	3. Neutral	50	20.92%
	4. Satisfied	52	21.76%
	5. Very satisfied	20	8.37%
	Total	239	100%
Mean : <b>2.582</b> Confidence Interval @ 95% : <b>[2.411 - 2.752]</b> Standard Deviation : <b>1.348</b> Standard Error : <b>0.087</b>			

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



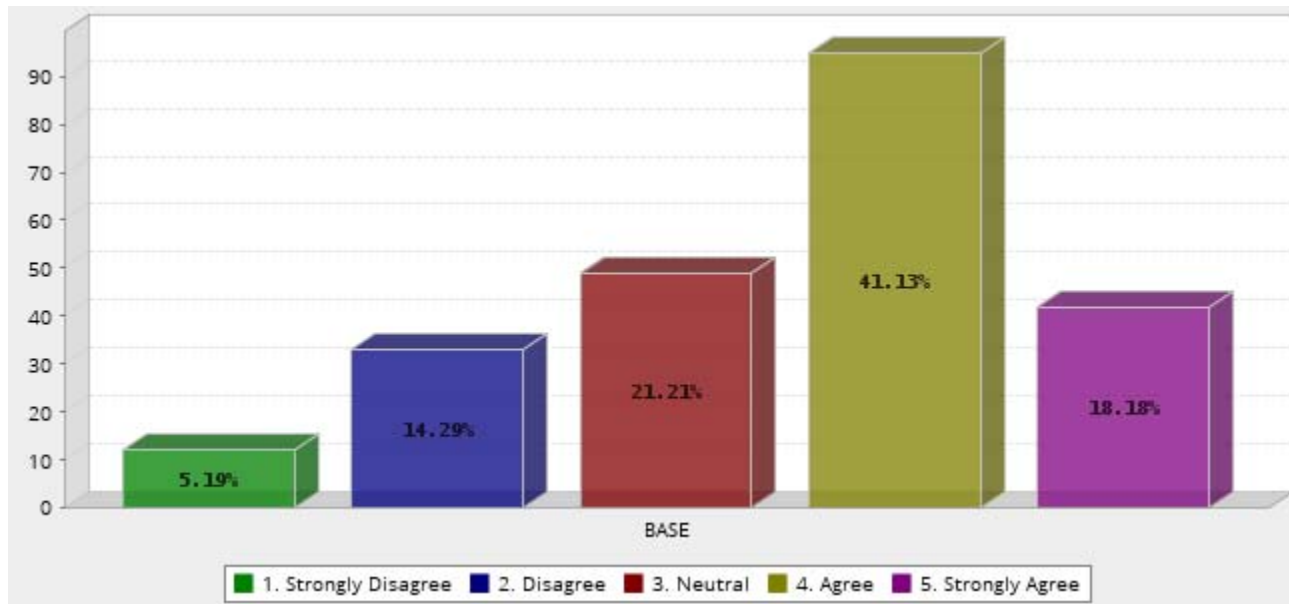
	Answer	Count	Percent
	1. Very dissatisfied	18	7.66%
	2. Not satisfied	33	14.04%
	3. Neutral	117	49.79%
	4. Satisfied	49	20.85%
	5. Very satisfied	18	7.66%
	Total	235	100%
Mean : <b>3.068</b> Confidence Interval @ 95% : <b>[2.943 - 3.193]</b> Standard Deviation : <b>0.980</b> Standard Error : <b>0.064</b>			

**How satisfied are you with the President's response to previous survey results?**



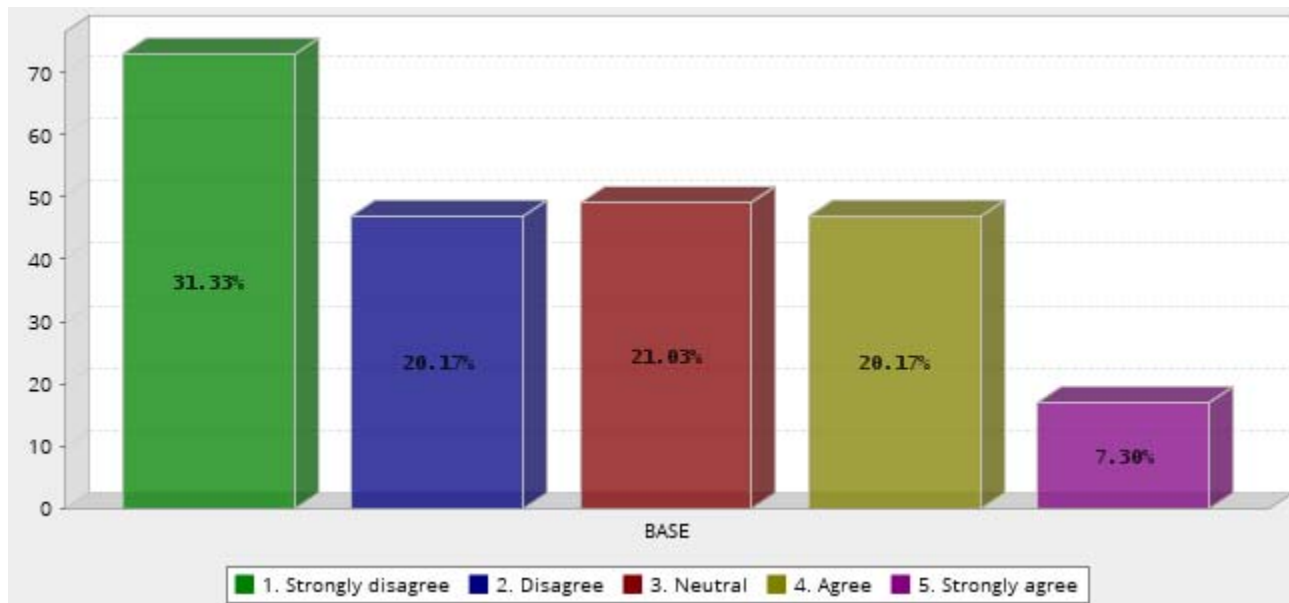
	Answer	Count	Percent
	1. Very dissatisfied	77	32.49%
	2. Not satisfied	46	19.41%
	3. Neutral	73	30.80%
	4. Satisfied	29	12.24%
	5. Very satisfied	12	5.06%
	Total	237	100%
Mean : <b>2.380</b> Confidence Interval @ 95% : <b>[2.227 - 2.533]</b> Standard Deviation : <b>1.200</b> Standard Error : <b>0.078</b>			

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



	Answer	Count	Percent
	1. Strongly Disagree	12	5.19%
	2. Disagree	33	14.29%
	3. Neutral	49	21.21%
	4. Agree	95	41.13%
	5. Strongly Agree	42	18.18%
	Total	231	100%
Mean : <b>3.528</b>		Confidence Interval @ 95% : <b>[3.386 - 3.670]</b>	Standard Deviation : <b>1.103</b>
		Standard Error : <b>0.073</b>	

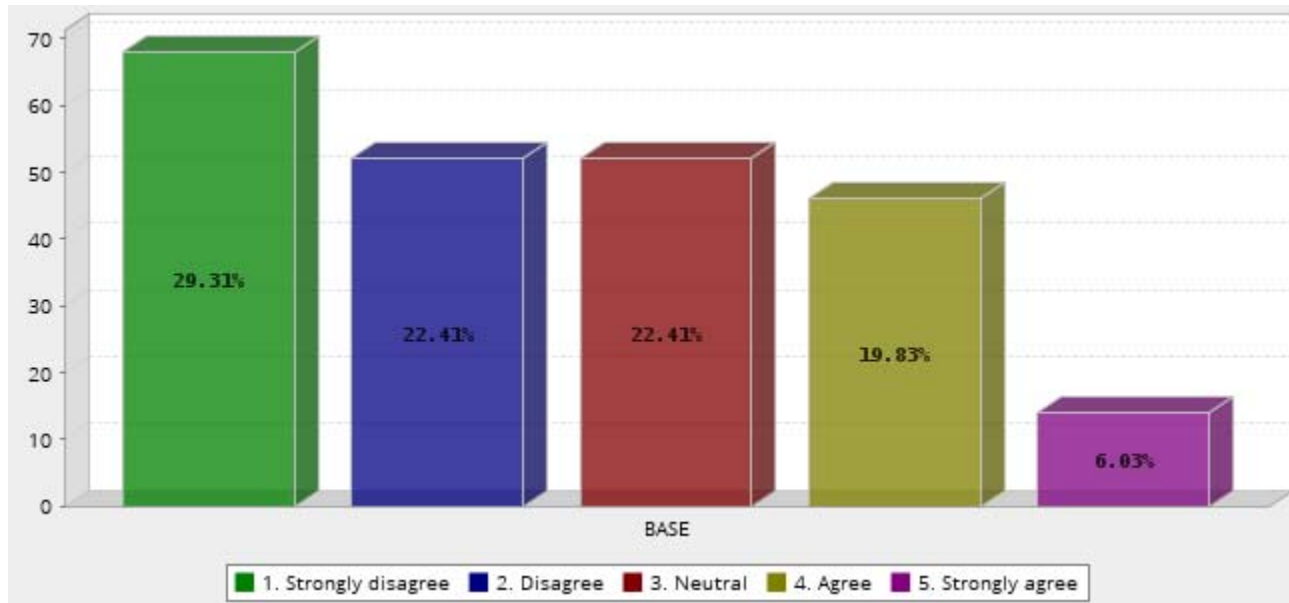
The President is committed to shared governance at Arkansas Tech.



	Answer	Count	Percent
	1. Strongly disagree	73	31.33%
	2. Disagree	47	20.17%
	3. Neutral	49	21.03%
	4. Agree	47	20.17%
	5. Strongly agree	17	7.30%
	Total	233	100%
Mean : <b>2.519</b> Confidence Interval @ 95% : <b>[2.351 - 2.688]</b> Standard Deviation : <b>1.313</b> Standard Error : <b>0.086</b>			

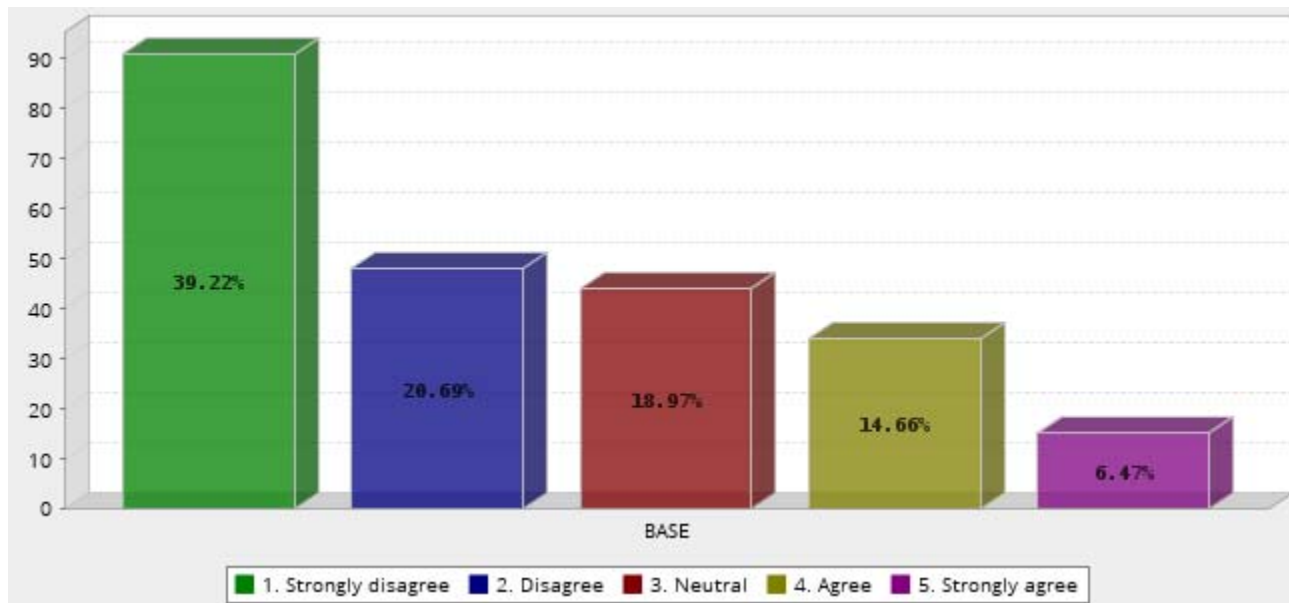


### Shared governance is practiced at Arkansas Tech.



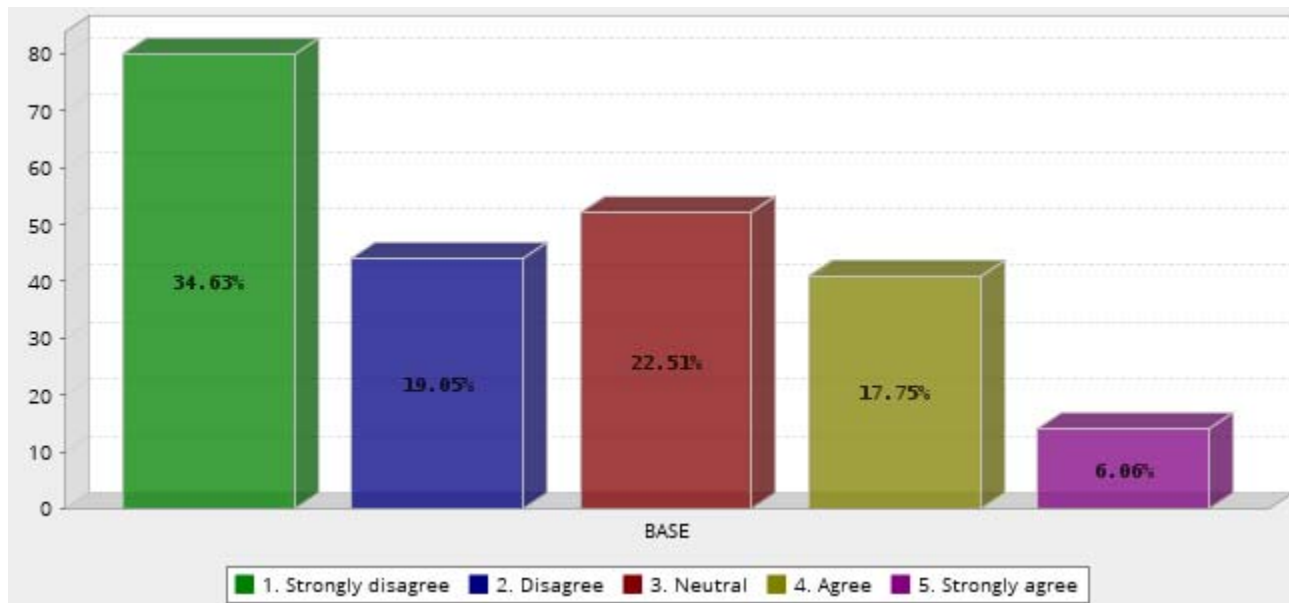
	Answer	Count	Percent
	1. Strongly disagree	68	29.31%
	2. Disagree	52	22.41%
	3. Neutral	52	22.41%
	4. Agree	46	19.83%
	5. Strongly agree	14	6.03%
	Total	232	100%
Mean : <b>2.509</b> Confidence Interval @ 95% : <b>[2.346 - 2.671]</b> Standard Deviation : <b>1.266</b> Standard Error : <b>0.083</b>			

There is a commitment to transparency at Arkansas Tech.



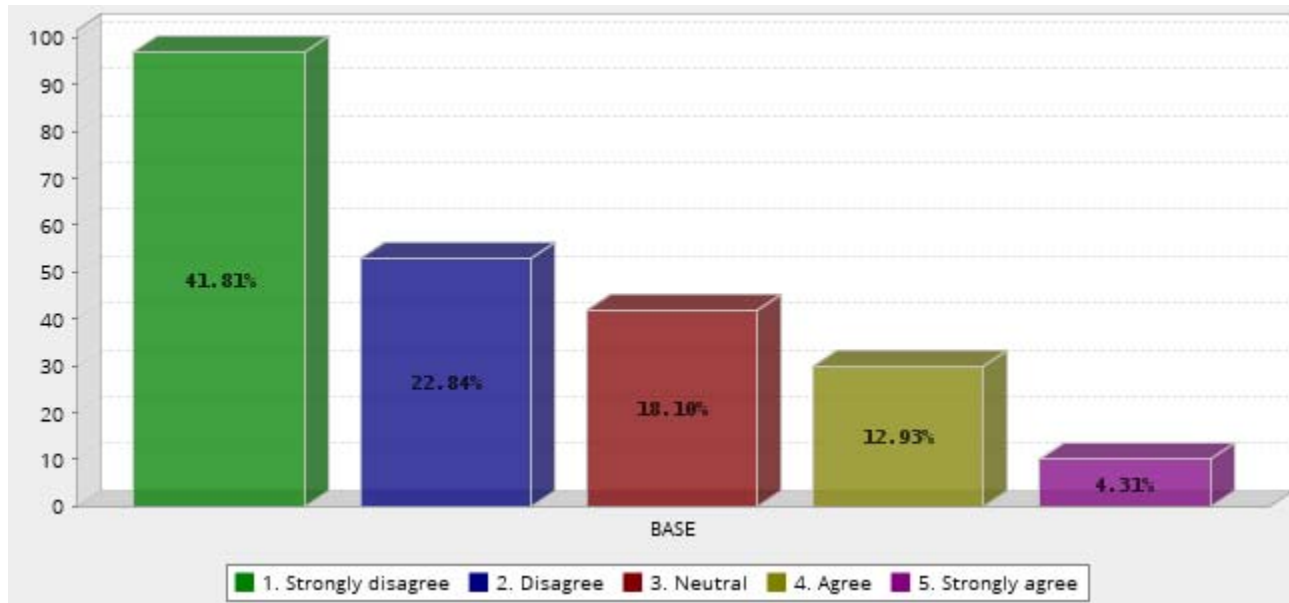
	Answer	Count	Percent
	1. Strongly disagree	91	39.22%
	2. Disagree	48	20.69%
	3. Neutral	44	18.97%
	4. Agree	34	14.66%
	5. Strongly agree	15	6.47%
	Total	232	100%
Mean : <b>2.284</b> Confidence Interval @ 95% : <b>[2.118 - 2.451]</b> Standard Deviation : <b>1.295</b> Standard Error : <b>0.085</b>			

In general, senior-level leadership value faculty input.



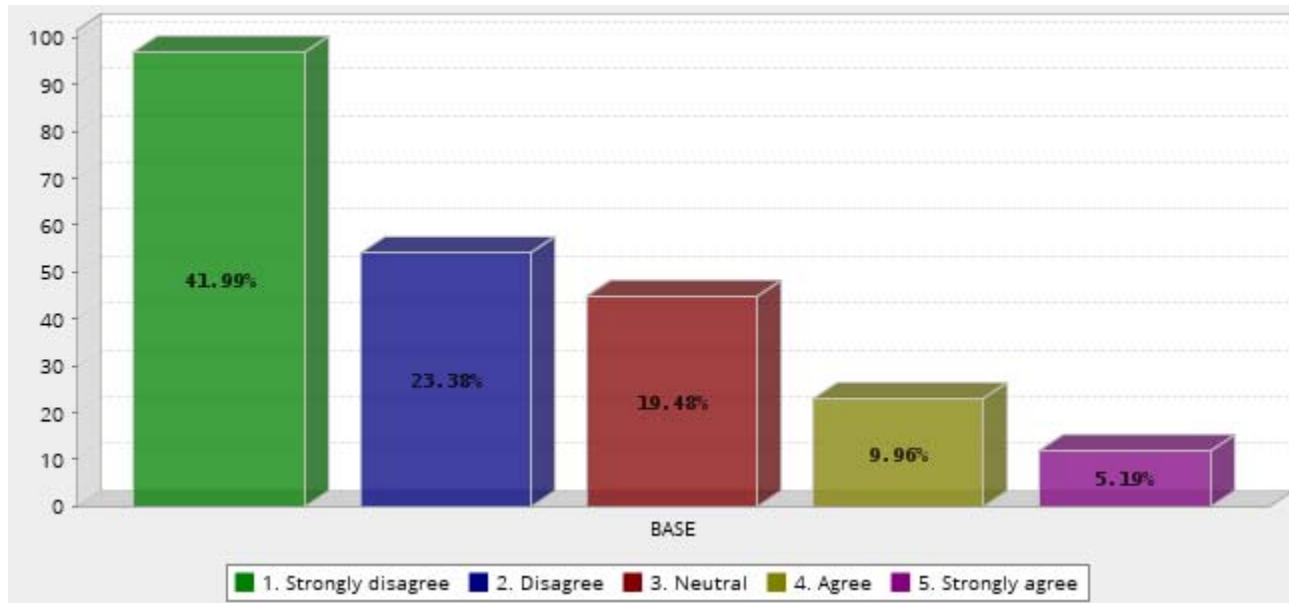
	Answer	Count	Percent
	1. Strongly disagree	80	34.63%
	2. Disagree	44	19.05%
	3. Neutral	52	22.51%
	4. Agree	41	17.75%
	5. Strongly agree	14	6.06%
	Total	231	100%
Mean : <b>2.416</b> Confidence Interval @ 95% : <b>[2.249 - 2.582]</b> Standard Deviation : <b>1.289</b> Standard Error : <b>0.085</b>			

The University budget is being effectively managed.



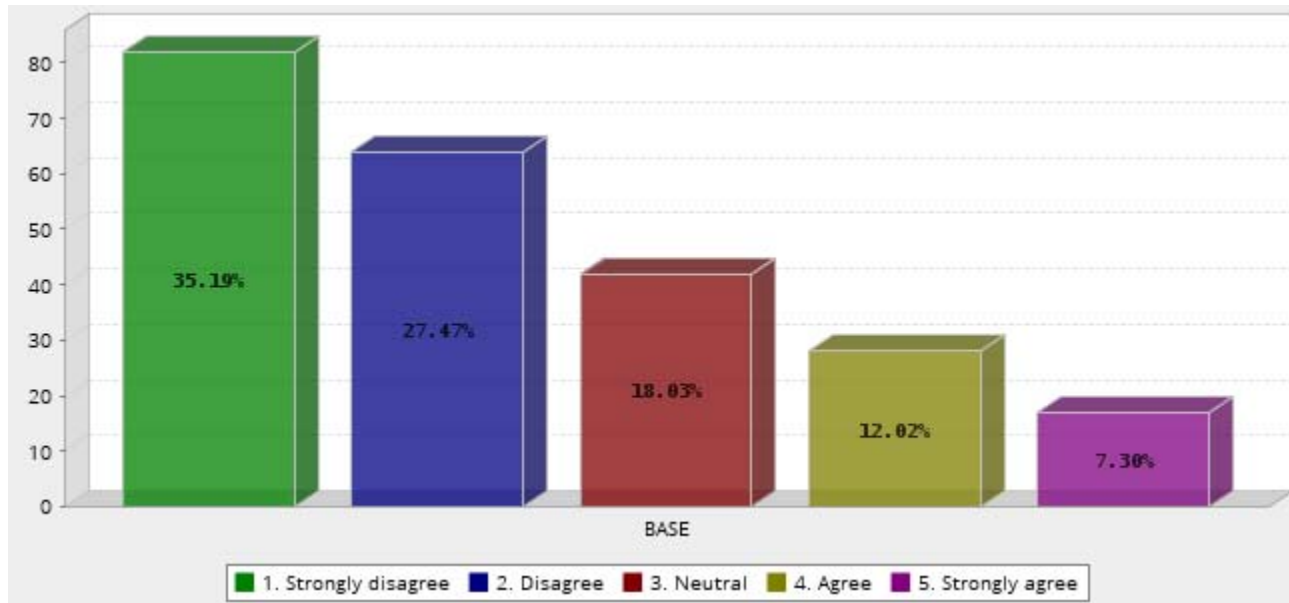
	Answer	Count	Percent
	1. Strongly disagree	97	41.81%
	2. Disagree	53	22.84%
	3. Neutral	42	18.10%
	4. Agree	30	12.93%
	5. Strongly agree	10	4.31%
	Total	232	100%
Mean : <b>2.151</b>		Confidence Interval @ 95% : <b>[1.994 - 2.308]</b>	Standard Deviation : <b>1.220</b>
		Standard Error : <b>0.080</b>	

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



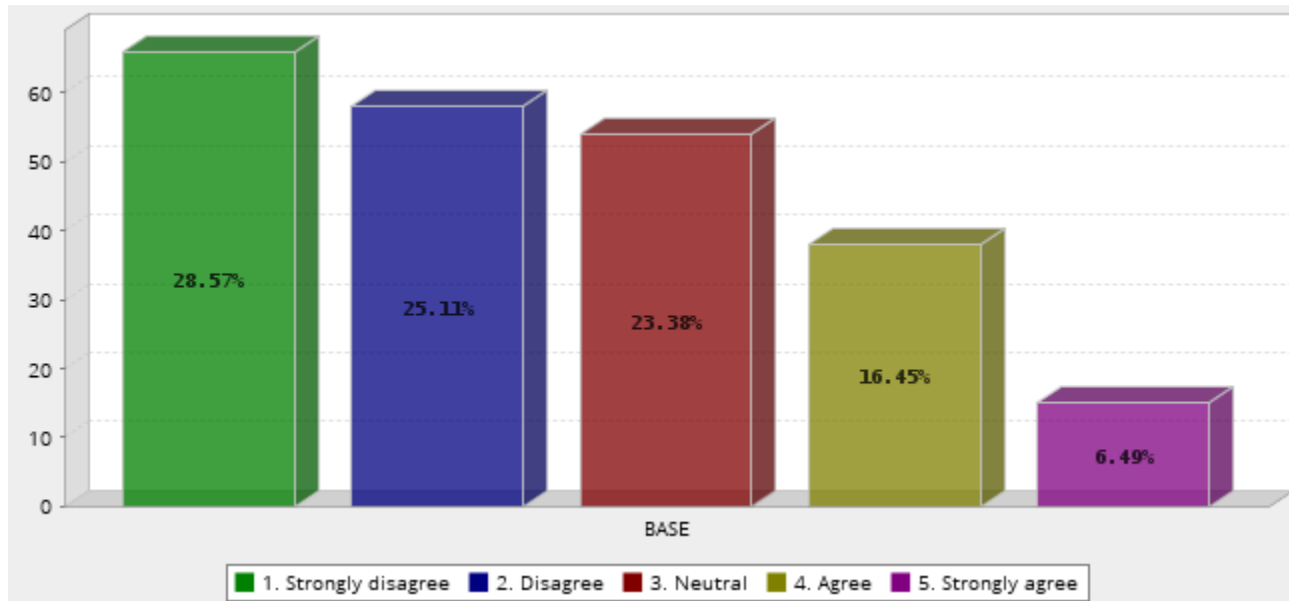
	Answer	Count	Percent
	1. Strongly disagree	97	41.99%
	2. Disagree	54	23.38%
	3. Neutral	45	19.48%
	4. Agree	23	9.96%
	5. Strongly agree	12	5.19%
	Total	231	100%
Mean : <b>2.130</b>		Confidence Interval @ 95% : <b>[1.974 - 2.286]</b>	Standard Deviation : <b>1.212</b>
		Standard Error : <b>0.080</b>	

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



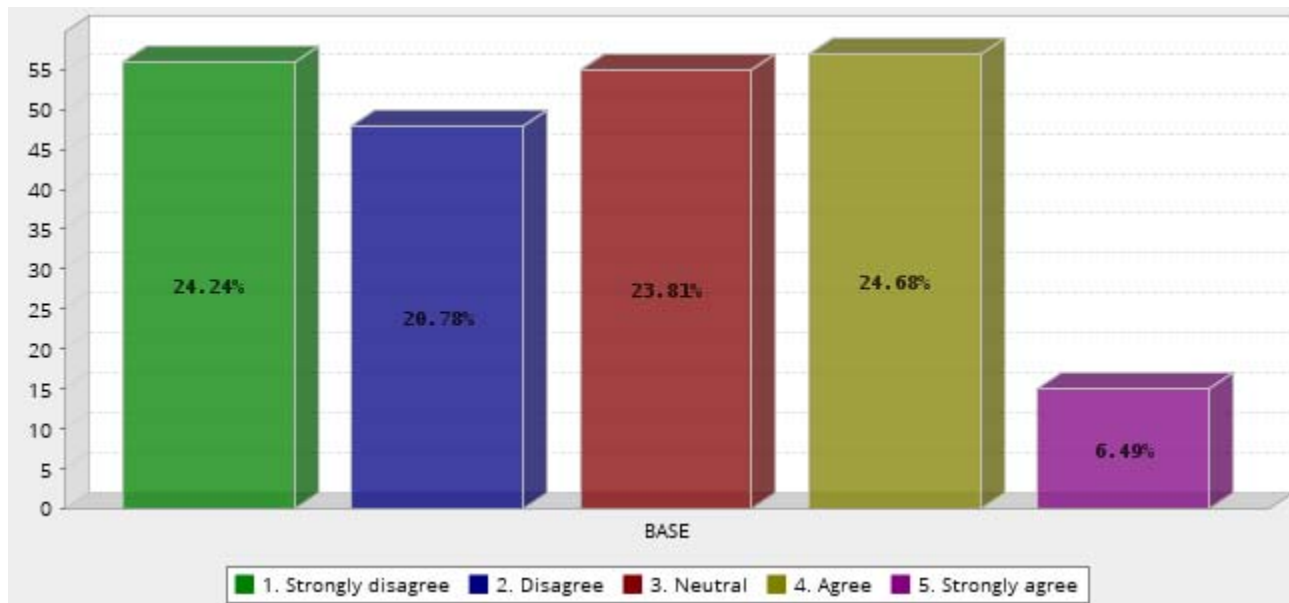
	Answer	Count	Percent
	1. Strongly disagree	82	35.19%
	2. Disagree	64	27.47%
	3. Neutral	42	18.03%
	4. Agree	28	12.02%
	5. Strongly agree	17	7.30%
	Total	233	100%
Mean : <b>2.288</b> Confidence Interval @ 95% : <b>[2.125 - 2.450]</b> Standard Deviation : <b>1.262</b> Standard Error : <b>0.083</b>			

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



	Answer	Count	Percent
	1. Strongly disagree	66	28.57%
	2. Disagree	58	25.11%
	3. Neutral	54	23.38%
	4. Agree	38	16.45%
	5. Strongly agree	15	6.49%
	Total	231	100%
Mean : <b>2.472</b> Confidence Interval @ 95% : <b>[2.312 - 2.632]</b> Standard Deviation : <b>1.243</b> Standard Error : <b>0.082</b>			

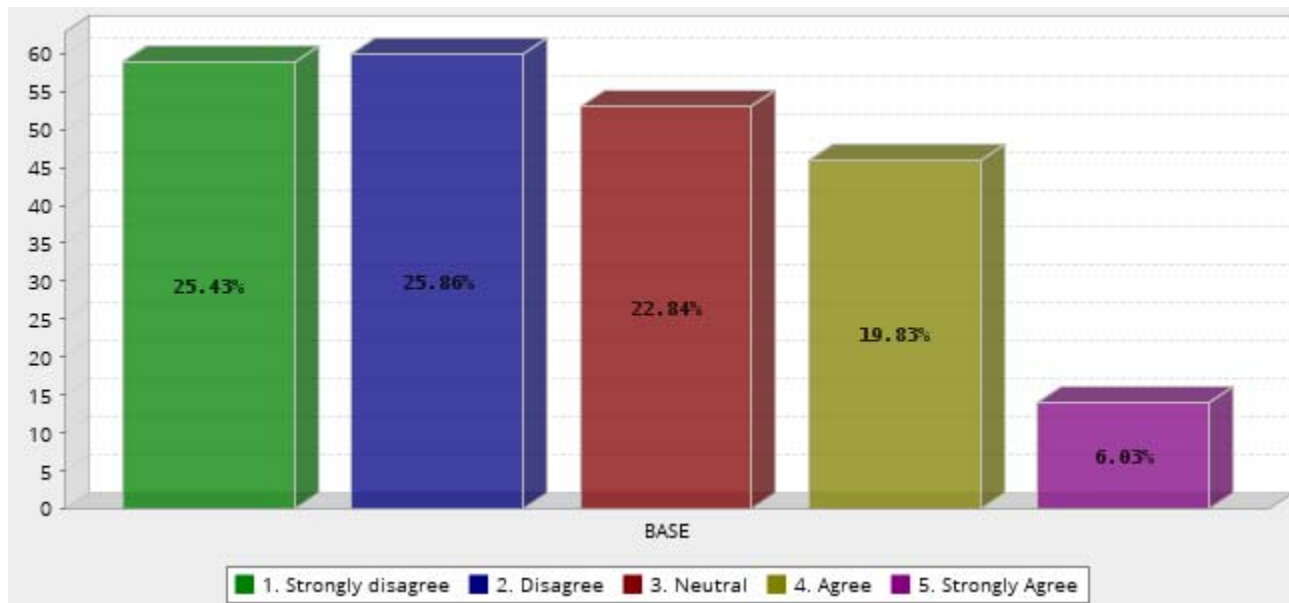
I understand how decisions are made at Arkansas Tech.



	Answer	Count	Percent
	1. Strongly disagree	56	24.24%
	2. Disagree	48	20.78%
	3. Neutral	55	23.81%
	4. Agree	57	24.68%
	5. Strongly agree	15	6.49%
	Total	231	100%
Mean : <b>2.684</b> Confidence Interval @ 95% : <b>[2.521 - 2.847]</b> Standard Deviation : <b>1.261</b> Standard Error : <b>0.083</b>			

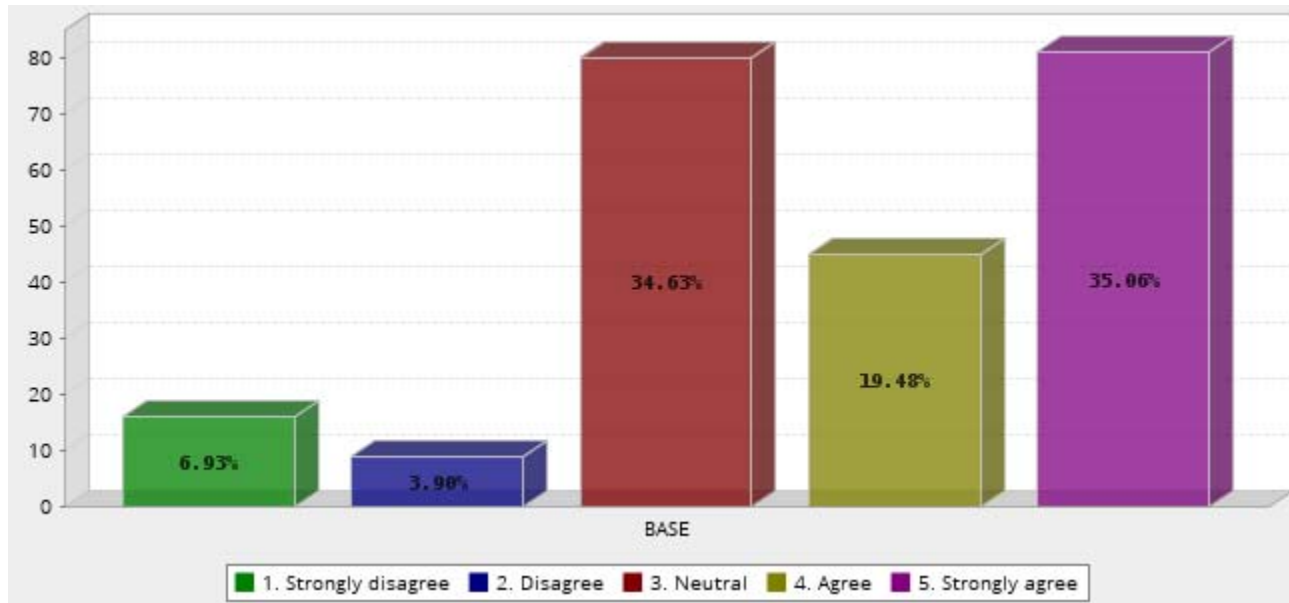


I understand why decisions are made at Arkansas Tech.



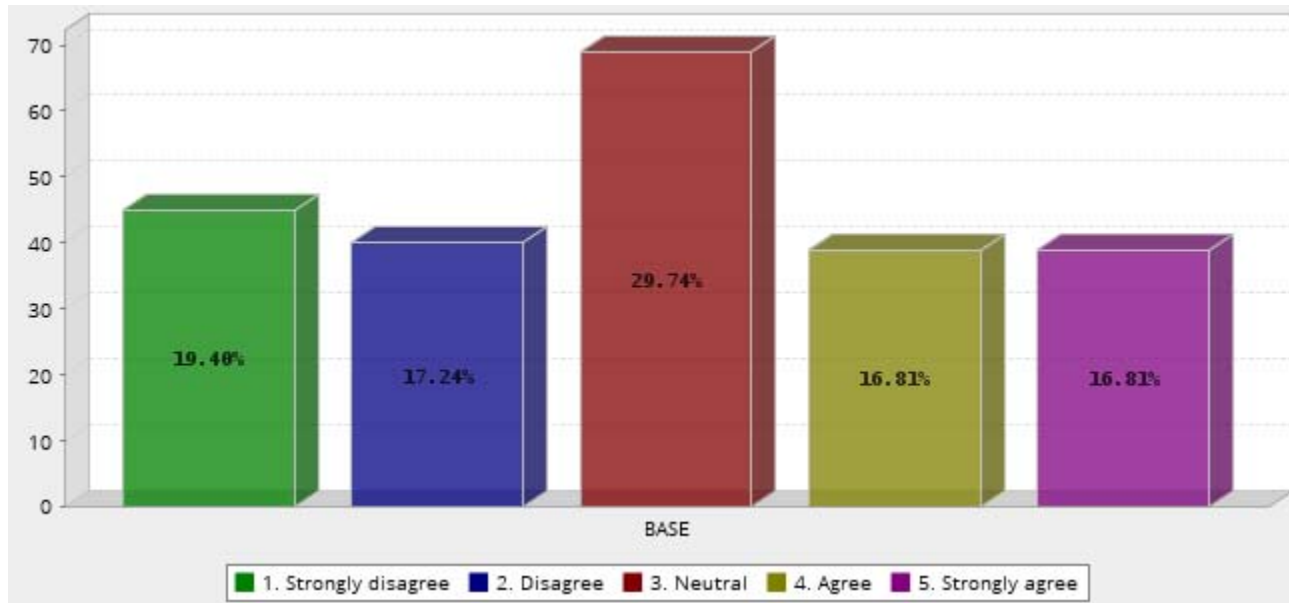
	Answer	Count	Percent
	1. Strongly disagree	59	25.43%
	2. Disagree	60	25.86%
	3. Neutral	53	22.84%
	4. Agree	46	19.83%
	5. Strongly Agree	14	6.03%
	Total	232	100%
Mean : <b>2.552</b> Confidence Interval @ 95% : <b>[2.393 - 2.710]</b> Standard Deviation : <b>1.233</b> Standard Error : <b>0.081</b>			

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



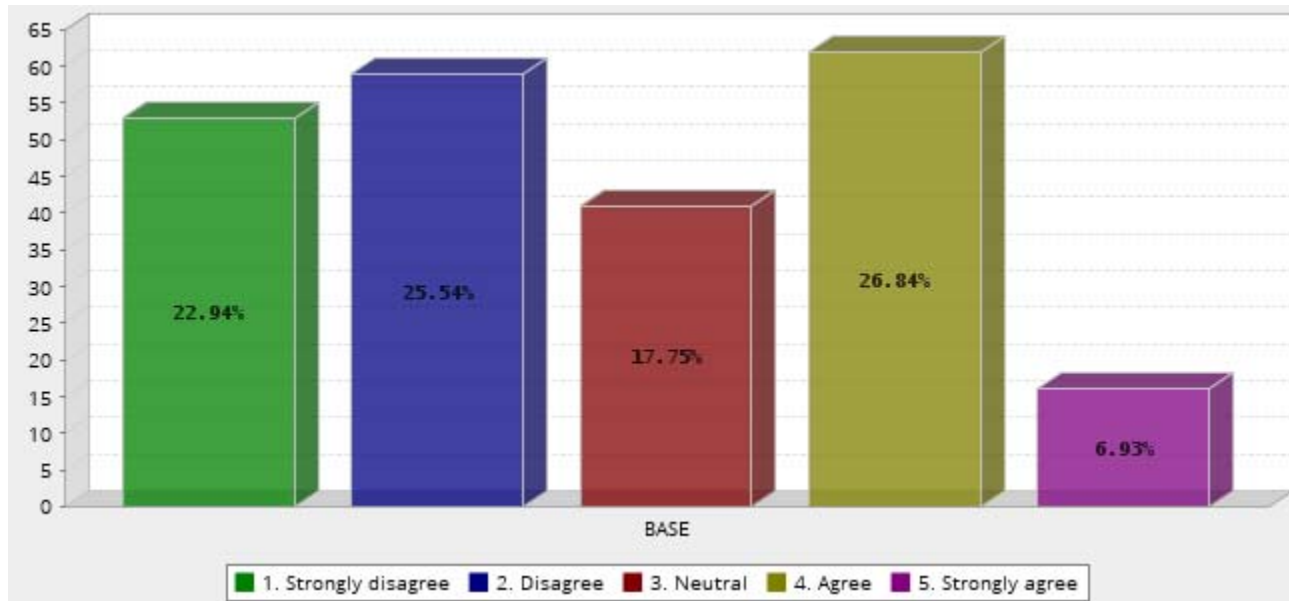
	Answer	Count	Percent
	1. Strongly disagree	16	6.93%
	2. Disagree	9	3.90%
	3. Neutral	80	34.63%
	4. Agree	45	19.48%
	5. Strongly agree	81	35.06%
	Total	231	100%
Mean : <b>3.719</b> Confidence Interval @ 95% : <b>[3.566 - 3.871]</b> Standard Deviation : <b>1.185</b> Standard Error : <b>0.078</b>			

**Arkansas Tech should transition to rotating department chairs.**



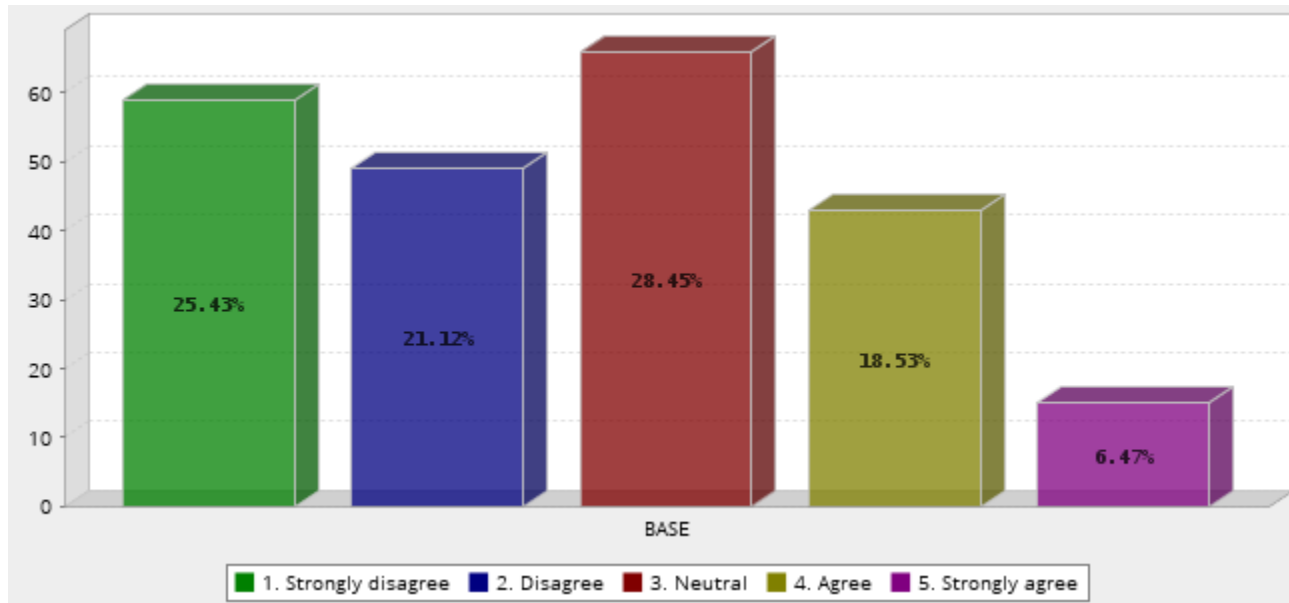
	Answer	Count	Percent
	1. Strongly disagree	45	19.40%
	2. Disagree	40	17.24%
	3. Neutral	69	29.74%
	4. Agree	39	16.81%
	5. Strongly agree	39	16.81%
	Total	232	100%
Mean : <b>2.944</b> Confidence Interval @ 95% : <b>[2.772 - 3.116]</b> Standard Deviation : <b>1.339</b> Standard Error : <b>0.088</b>			

**The President's decisions are clearly communicated to faculty.**



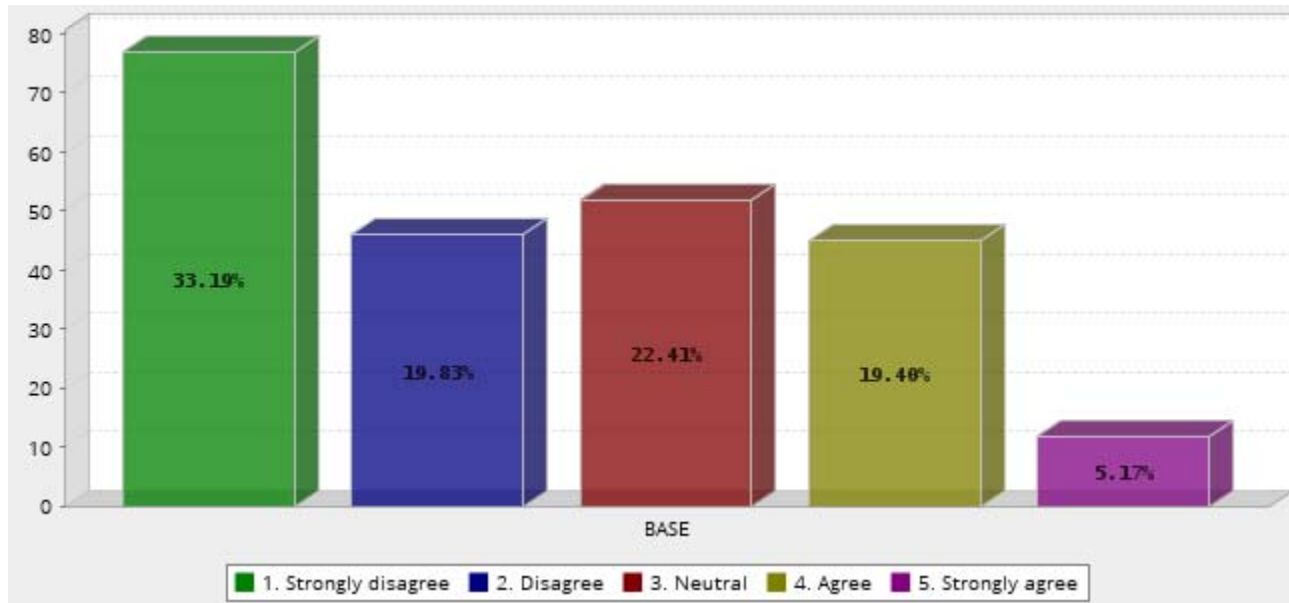
	Answer	Count	Percent
	1. Strongly disagree	53	22.94%
	2. Disagree	59	25.54%
	3. Neutral	41	17.75%
	4. Agree	62	26.84%
	5. Strongly agree	16	6.93%
	Total	231	100%
Mean : <b>2.693</b> Confidence Interval @ 95% : <b>[2.528 - 2.857]</b> Standard Deviation : <b>1.277</b> Standard Error : <b>0.084</b>			

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



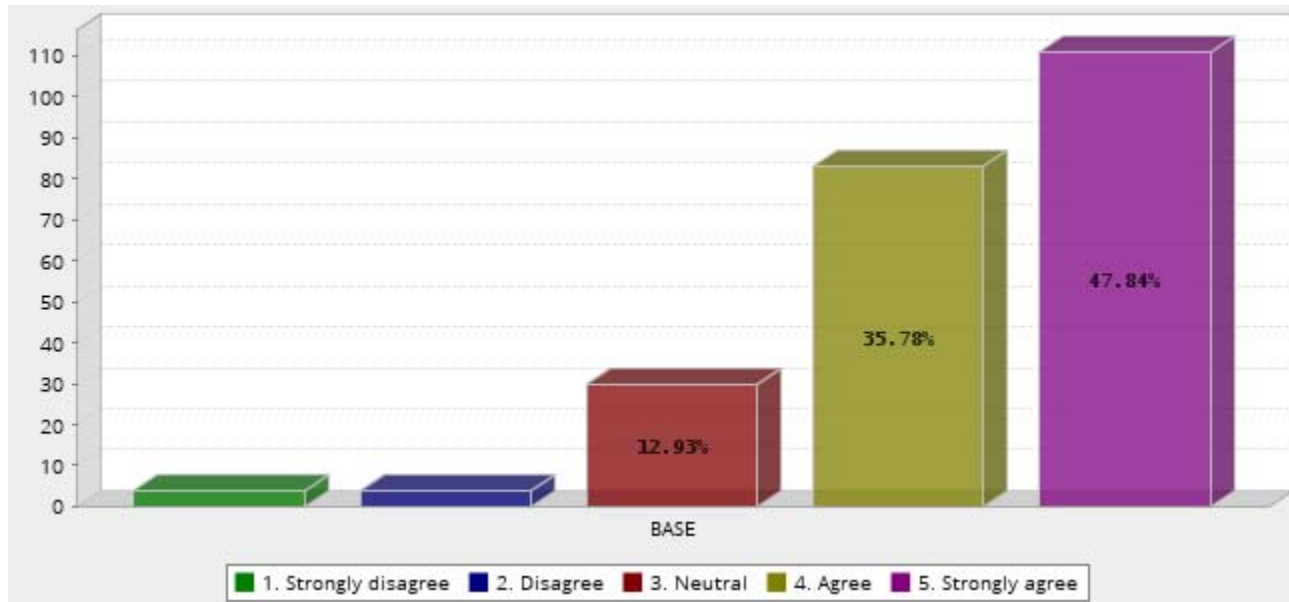
	Answer	Count	Percent
	1. Strongly disagree	59	25.43%
	2. Disagree	49	21.12%
	3. Neutral	66	28.45%
	4. Agree	43	18.53%
	5. Strongly agree	15	6.47%
	Total	232	100%
Mean : <b>2.595</b> Confidence Interval @ 95% : <b>[2.436 - 2.753]</b> Standard Deviation : <b>1.231</b> Standard Error : <b>0.081</b>			

**Arkansas Tech is heading in the right direction.**



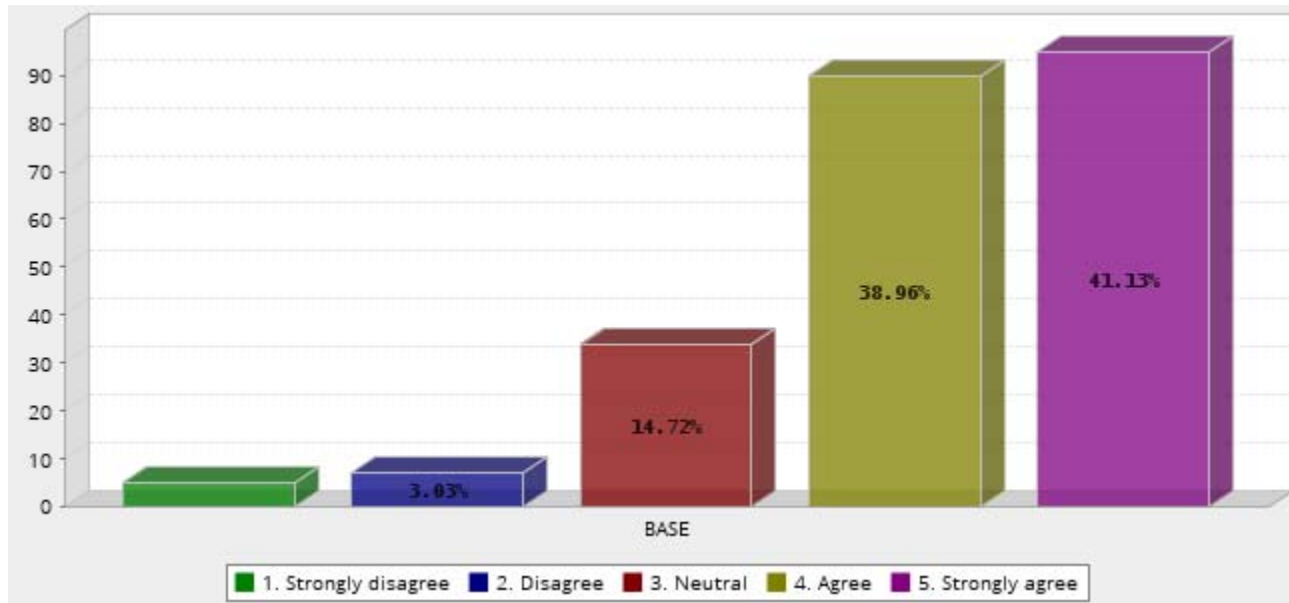
	Answer	Count	Percent
	1. Strongly disagree	77	33.19%
	2. Disagree	46	19.83%
	3. Neutral	52	22.41%
	4. Agree	45	19.40%
	5. Strongly agree	12	5.17%
	Total	232	100%
Mean : <b>2.435</b>		Confidence Interval @ 95% : <b>[2.272 - 2.599]</b>	Standard Deviation : <b>1.271</b>
		Standard Error : <b>0.083</b>	

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



	Answer	Count	Percent
	1. Strongly disagree	4	1.72%
	2. Disagree	4	1.72%
	3. Neutral	30	12.93%
	4. Agree	83	35.78%
	5. Strongly agree	111	47.84%
	Total	232	100%
Mean : <b>4.263</b> Confidence Interval @ 95% : <b>[4.150 - 4.376]</b> Standard Deviation : <b>0.875</b> Standard Error : <b>0.057</b>			

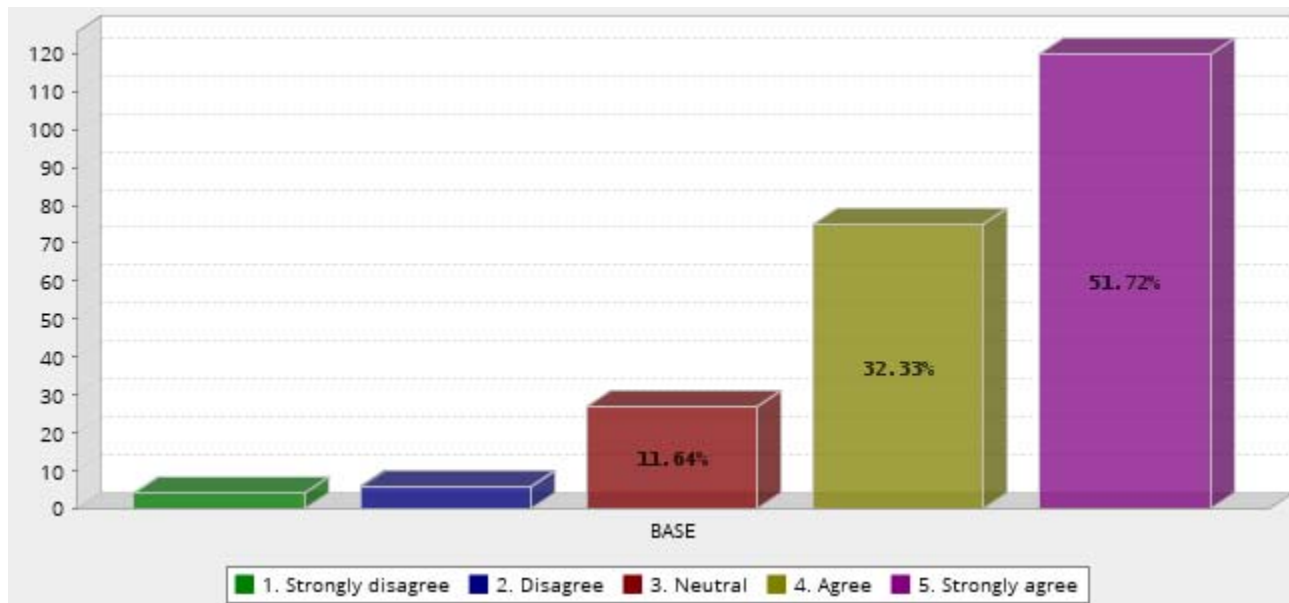
**Faculty should evaluate the job performance of the Vice President for Academic Affairs on a yearly basis.**



	Answer	Count	Percent
	1. Strongly disagree	5	2.16%
	2. Disagree	7	3.03%
	3. Neutral	34	14.72%
	4. Agree	90	38.96%
	5. Strongly agree	95	41.13%
	Total	231	100%
Mean : <b>4.139</b> Confidence Interval @ 95% : <b>[4.019 - 4.258]</b> Standard Deviation : <b>0.927</b> Standard Error : <b>0.061</b>			

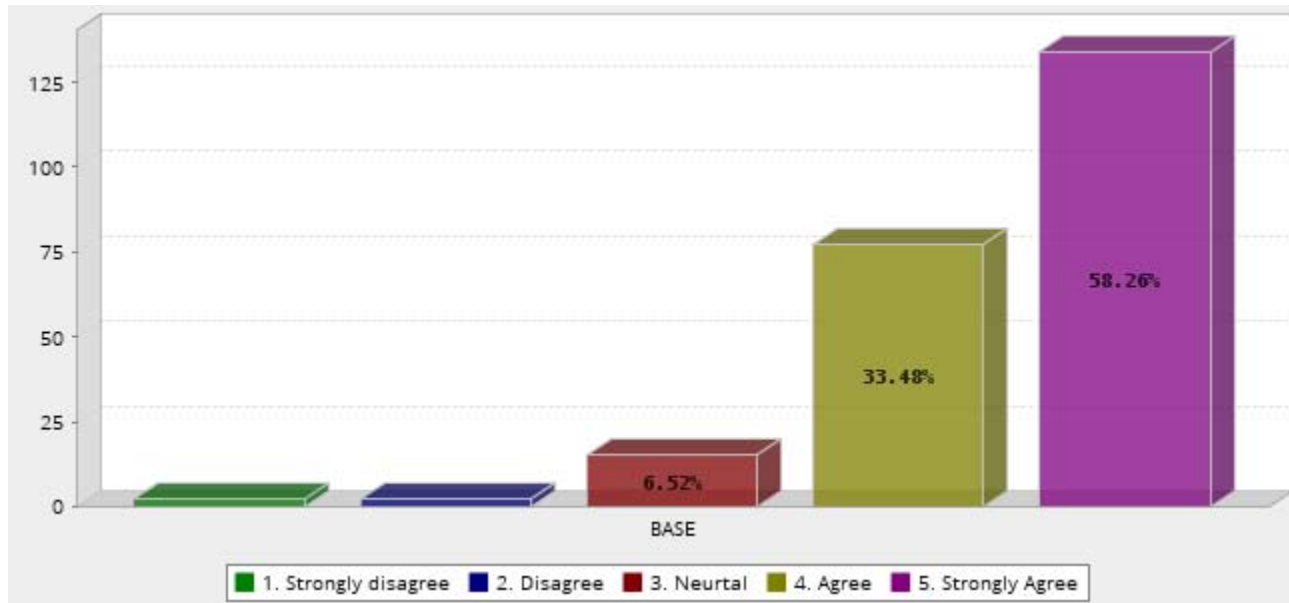


**Faculty should evaluate the job performance of the University President on a yearly basis.**



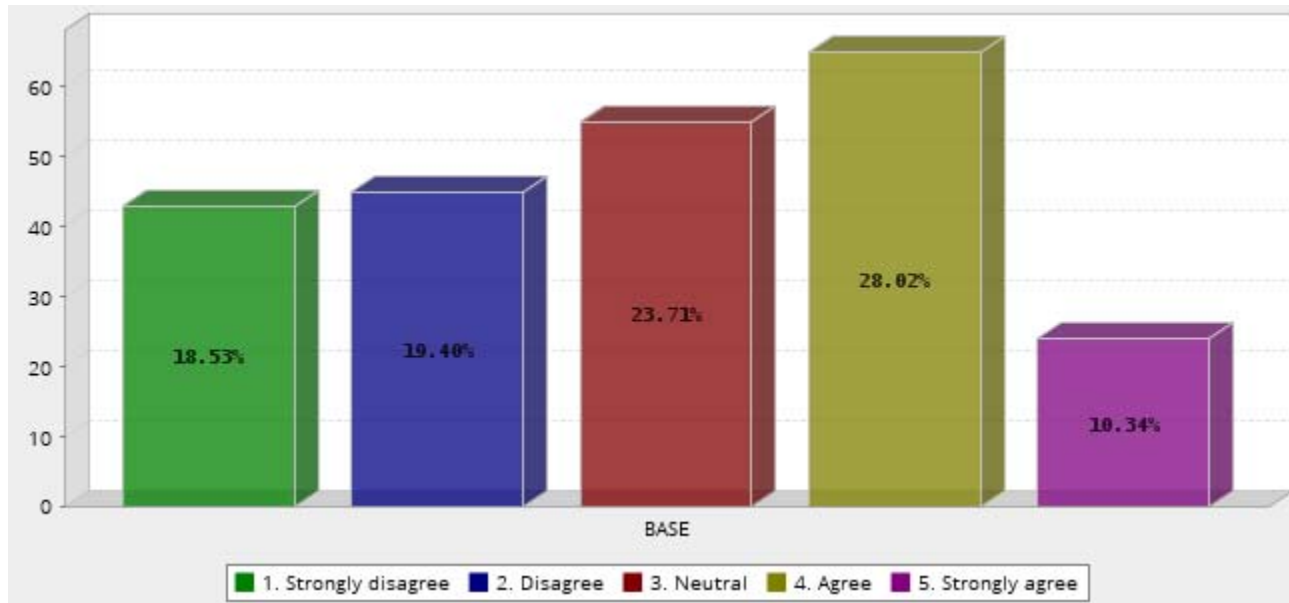
	Answer	Count	Percent
	1. Strongly disagree	4	1.72%
	2. Disagree	6	2.59%
	3. Neutral	27	11.64%
	4. Agree	75	32.33%
	5. Strongly agree	120	51.72%
	Total	232	100%
Mean : <b>4.297</b> Confidence Interval @ 95% : <b>[4.182 - 4.413]</b> Standard Deviation : <b>0.898</b> Standard Error : <b>0.059</b>			

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



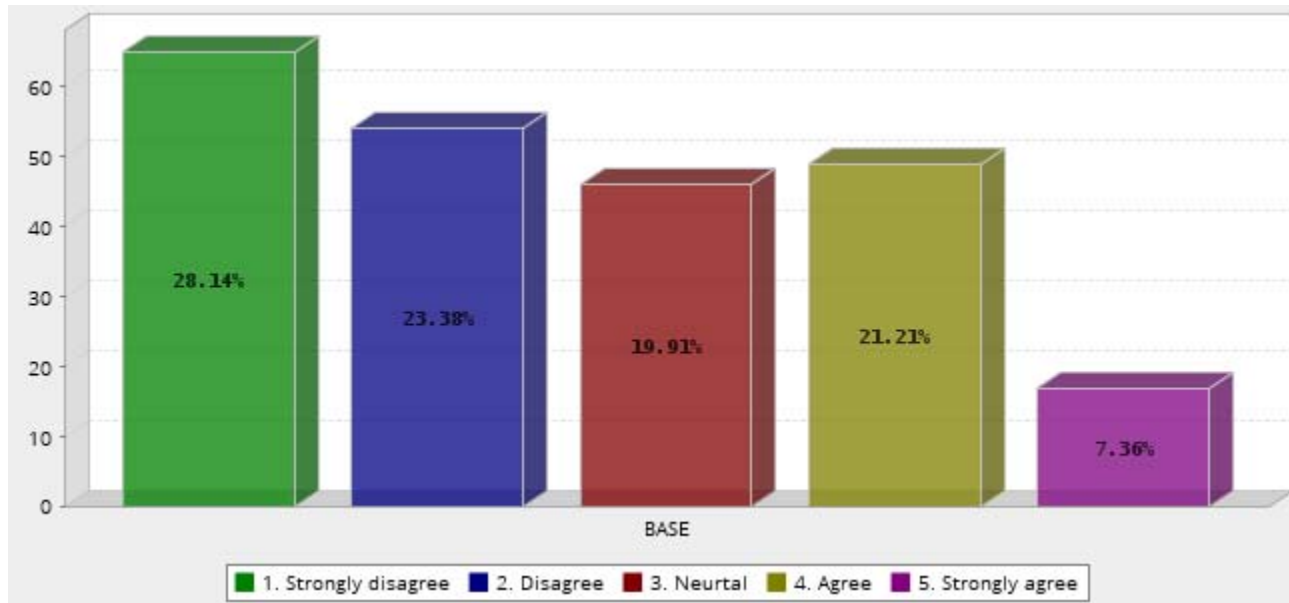
	Answer	Count	Percent
	1. Strongly disagree	2	0.87%
	2. Disagree	2	0.87%
	3. Neutral	15	6.52%
	4. Agree	77	33.48%
	5. Strongly Agree	134	58.26%
	Total	230	100%
Mean : <b>4.474</b> Confidence Interval @ 95% : <b>[4.379 - 4.569]</b> Standard Deviation : <b>0.734</b> Standard Error : <b>0.048</b>			

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



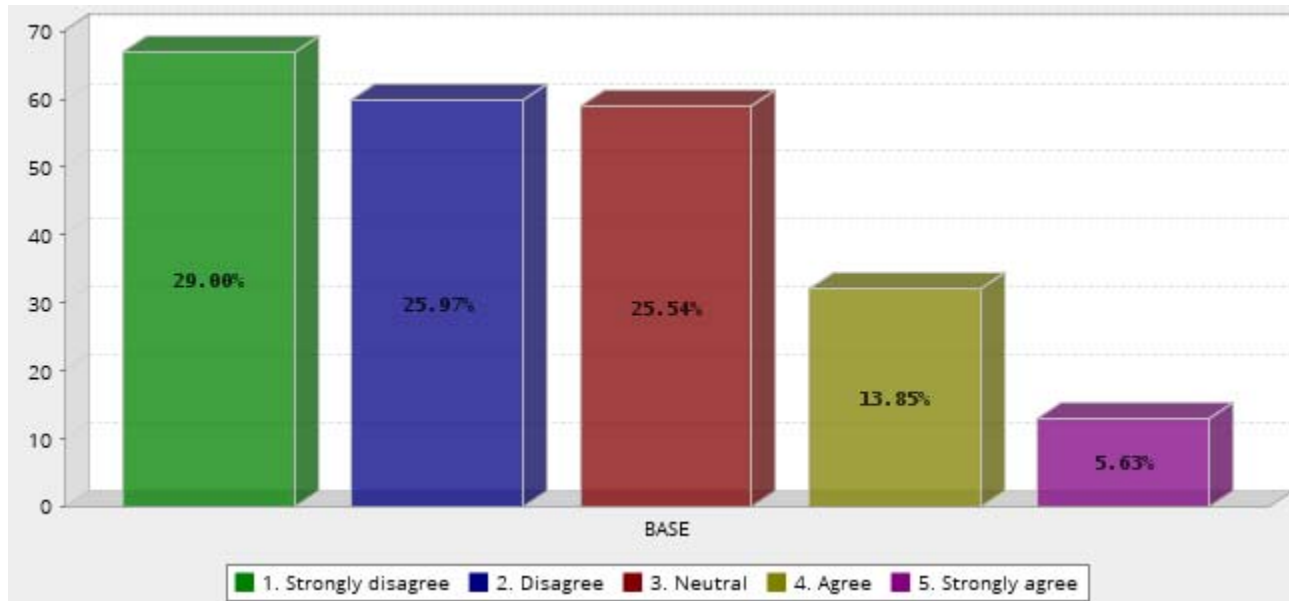
	Answer	Count	Percent
	1. Strongly disagree	43	18.53%
	2. Disagree	45	19.40%
	3. Neutral	55	23.71%
	4. Agree	65	28.02%
	5. Strongly agree	24	10.34%
	Total	232	100%
Mean : <b>2.922</b> Confidence Interval @ 95% : <b>[2.758 - 3.087]</b> Standard Deviation : <b>1.277</b> Standard Error : <b>0.084</b>			

**Faculty morale is high in my department.**



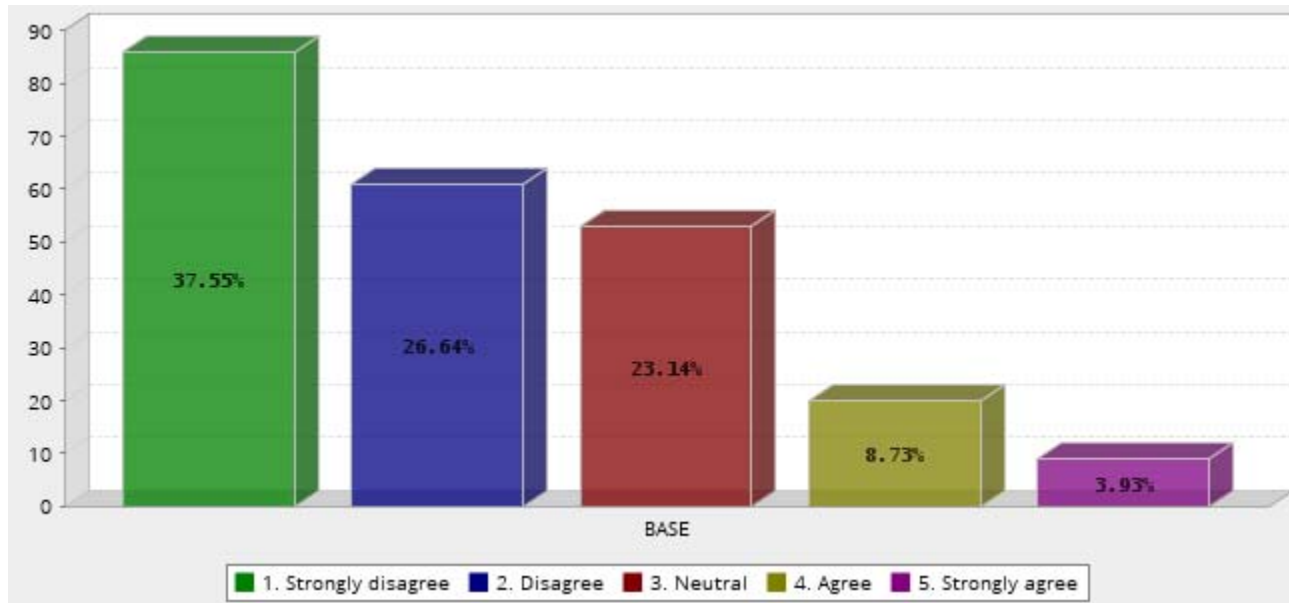
	Answer	Count	Percent
	1. Strongly disagree	65	28.14%
	2. Disagree	54	23.38%
	3. Neutral	46	19.91%
	4. Agree	49	21.21%
	5. Strongly agree	17	7.36%
	Total	231	100%
Mean : <b>2.563</b> Confidence Interval @ 95% : <b>[2.396 - 2.730]</b> Standard Deviation : <b>1.297</b> Standard Error : <b>0.085</b>			

**Faculty morale is high in my college.**



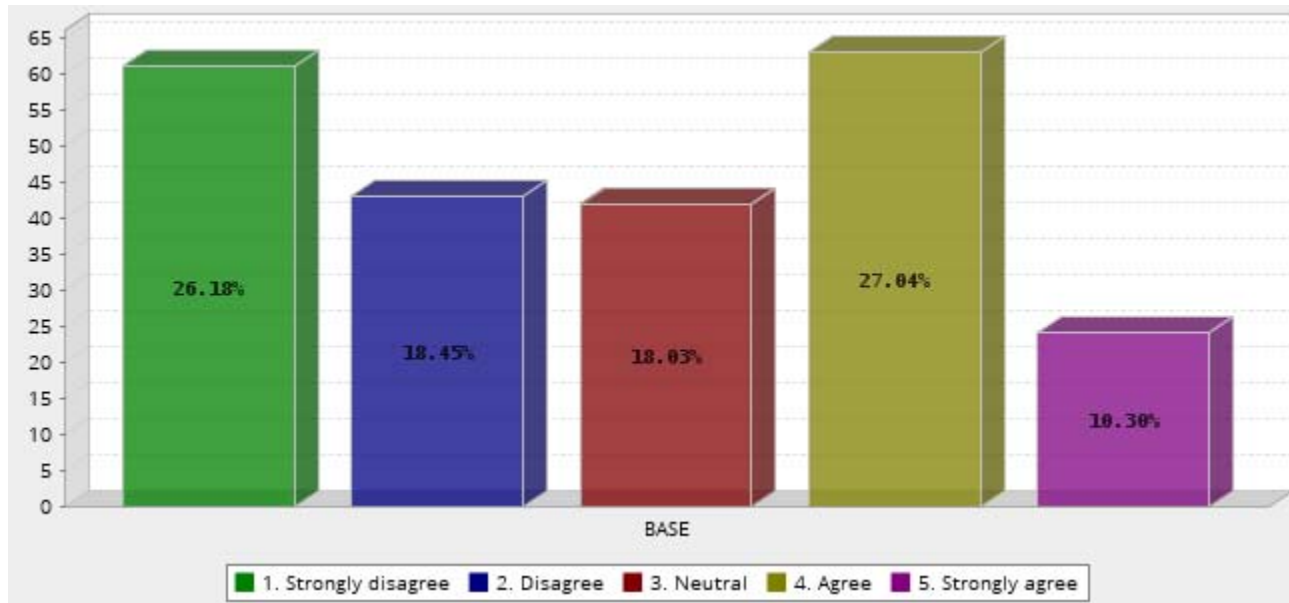
	Answer	Count	Percent
	1. Strongly disagree	67	29.00%
	2. Disagree	60	25.97%
	3. Neutral	59	25.54%
	4. Agree	32	13.85%
	5. Strongly agree	13	5.63%
	Total	231	100%
Mean : <b>2.411</b> Confidence Interval @ 95% : <b>[2.256 - 2.566]</b> Standard Deviation : <b>1.201</b> Standard Error : <b>0.079</b>			

**Faculty morale is high across the University.**



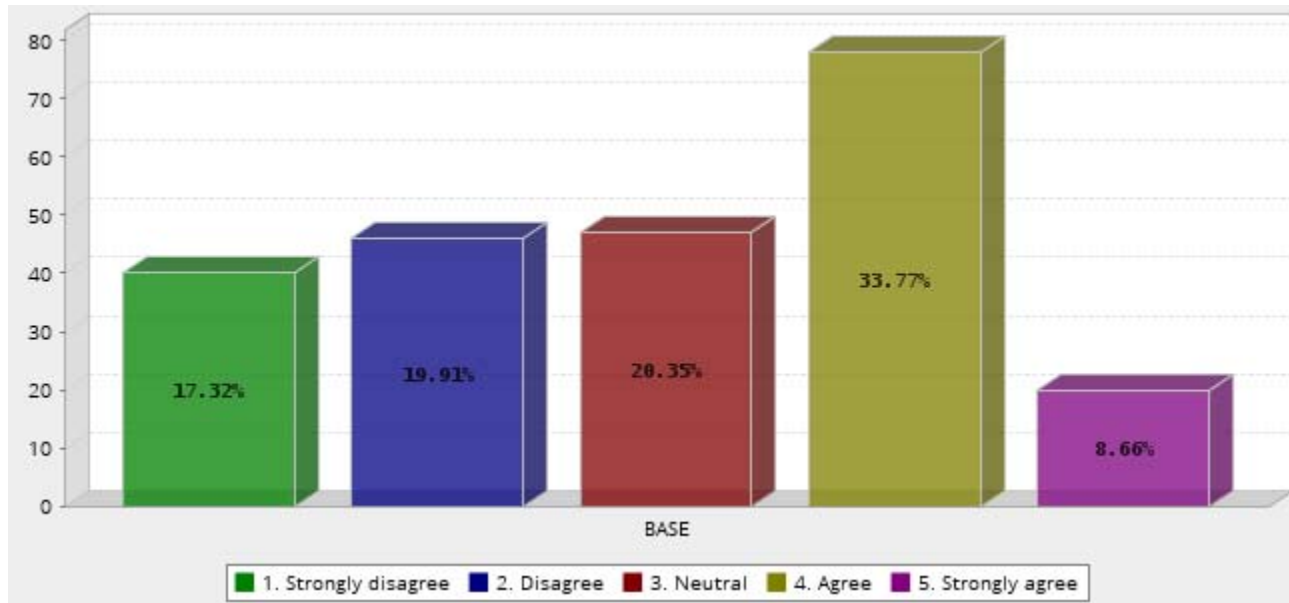
	Answer	Count	Percent
	1. Strongly disagree	86	37.55%
	2. Disagree	61	26.64%
	3. Neutral	53	23.14%
	4. Agree	20	8.73%
	5. Strongly agree	9	3.93%
	Total	229	100%
Mean : <b>2.148</b> Confidence Interval @ 95% : <b>[2.001 - 2.296]</b> Standard Deviation : <b>1.137</b> Standard Error : <b>0.075</b>			

**I feel appreciated at Arkansas Tech.**



	Answer	Count	Percent
	1. Strongly disagree	61	26.18%
	2. Disagree	43	18.45%
	3. Neutral	42	18.03%
	4. Agree	63	27.04%
	5. Strongly agree	24	10.30%
	Total	233	100%
Mean : <b>2.768</b> Confidence Interval @ 95% : <b>[2.593 - 2.944]</b> Standard Deviation : <b>1.367</b> Standard Error : <b>0.090</b>			

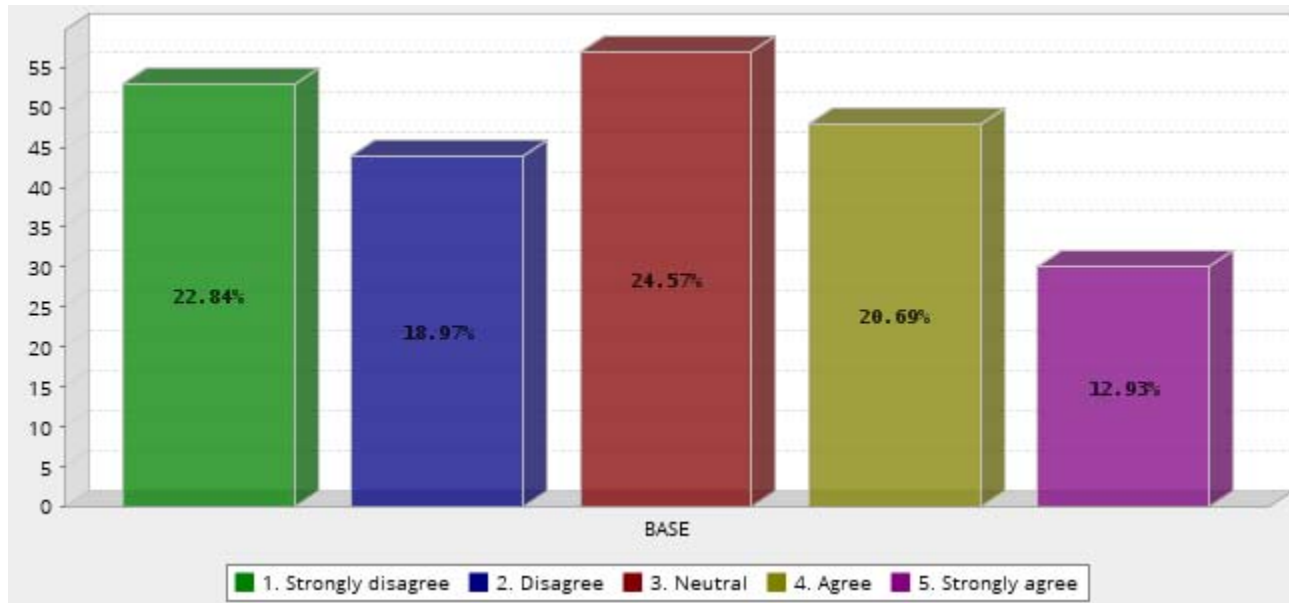
**I have a satisfactory work/life balance at Arkansas Tech.**



	Answer	Count	Percent
	1. Strongly disagree	40	17.32%
	2. Disagree	46	19.91%
	3. Neutral	47	20.35%
	4. Agree	78	33.77%
	5. Strongly agree	20	8.66%
	Total	231	100%
Mean : <b>2.965</b> Confidence Interval @ 95% : <b>[2.803 - 3.128]</b> Standard Deviation : <b>1.258</b> Standard Error : <b>0.083</b>			

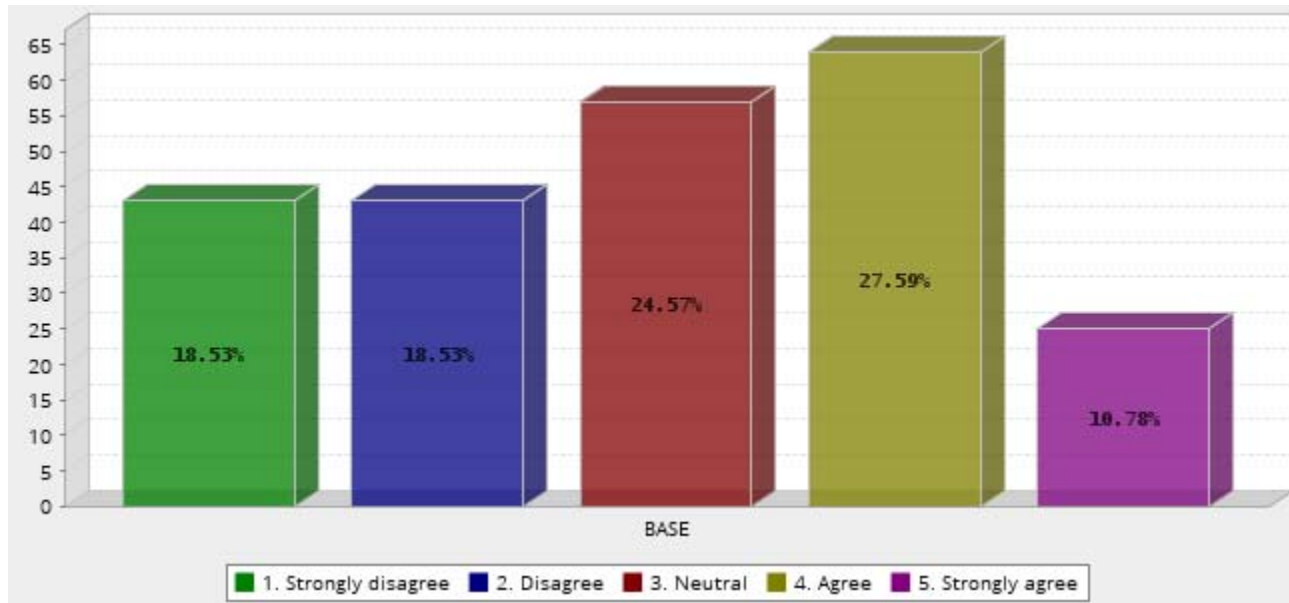


I think senior leadership consider faculty work/life balance when making decisions.



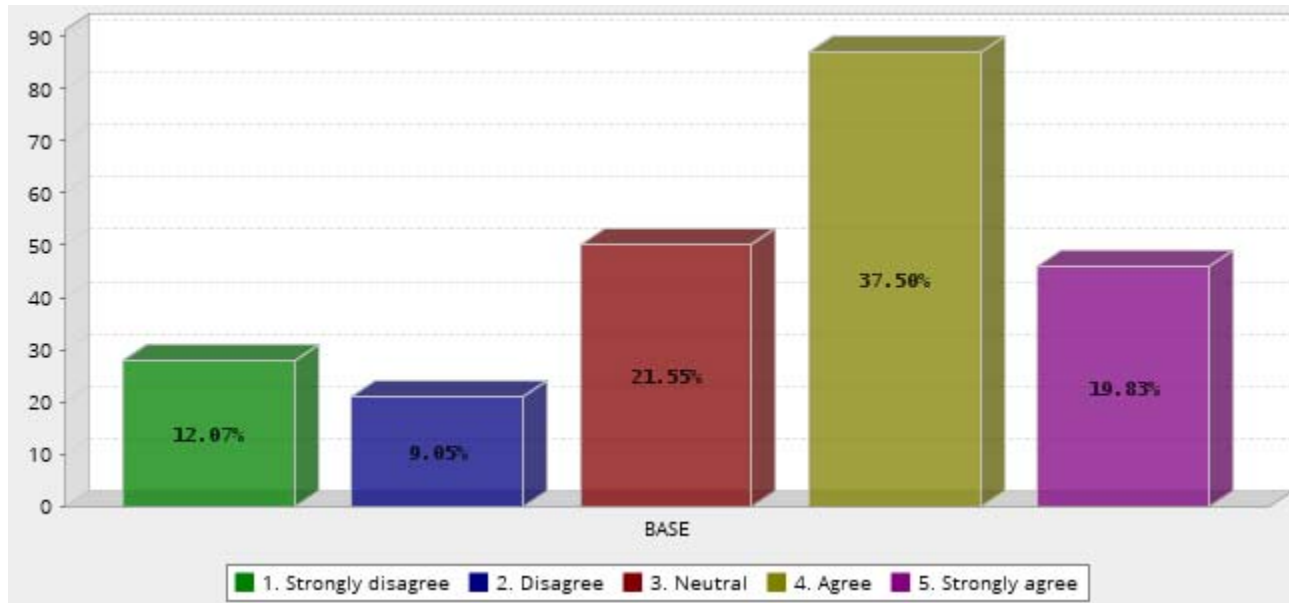
	Answer	Count	Percent
	1. Strongly disagree	53	22.84%
	2. Disagree	44	18.97%
	3. Neutral	57	24.57%
	4. Agree	48	20.69%
	5. Strongly agree	30	12.93%
	Total	232	100%
Mean : <b>2.819</b> Confidence Interval @ 95% : <b>[2.646 - 2.992]</b> Standard Deviation : <b>1.343</b> Standard Error : <b>0.088</b>			

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



	Answer	Count	Percent
	1. Strongly disagree	43	18.53%
	2. Disagree	43	18.53%
	3. Neutral	57	24.57%
	4. Agree	64	27.59%
	5. Strongly agree	25	10.78%
	Total	232	100%
Mean : <b>2.935</b> Confidence Interval @ 95% : <b>[2.771 - 3.100]</b> Standard Deviation : <b>1.279</b> Standard Error : <b>0.084</b>			

**I am proud to work at Arkansas Tech.**



	Answer	Count	Percent
	1. Strongly disagree	28	12.07%
	2. Disagree	21	9.05%
	3. Neutral	50	21.55%
	4. Agree	87	37.50%
	5. Strongly agree	46	19.83%
	Total	232	100%
Mean : <b>3.440</b>		Confidence Interval @ 95% : <b>[3.279 - 3.600]</b>	Standard Deviation : <b>1.247</b>
		Standard Error : <b>0.082</b>	



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

Over the last year, my satisfaction at my job has DRASTICALLY lessened. Perhaps it is due to the Pandemic and the need to completely overhaul my entire professional and personal lives, but only in part. This year I have bore witness to a University culture that does little to nothing to promote faculty/staff wellness. In fact, it often puts in place policies and procedures which seek to continue the comfort of those at the top, sacrificing those at the bottom so that they continue to appear in a good light. Only once can I remember anyone from administration reaching out to the faculty expressing concern for our wellness. Forget that we are disconnected from our students, working ridiculous hours just to continue to serve our students in an environment that we may not have been prepared for nor courses conducive to, having to somehow find a way (and time) to take care of ourselves and our families, and handling the sometimes numerous deaths..I know of five faculty at Tech that in the last 6 months have felt so helpless and alone, unsupported, neglected, and/or ignored, that they have gone into psychiatric crisis; most considered 'checking out' (read: suicide) altogether. The only "Wellness" programs are put on by those already stretched too thin, and GIVEN NO BUDGET. Where is HR? Where are budget lines for those things? If faculty fall apart, what happens to this University? If staff continue to be overworked and underpaid, losing benefits, etc., what happens then? While the Executive Council was sitting posh, never having to worry about their paychecks or job security, they instead set up a culture of suspicion and worry. When the 'big reveal' day came and went with vague references to layoffs, the most non-transparent examination of the budget, and a Board of Trustees who barely challenged or asked for explanations behind any of the cuts, I believe any faith in this University to have our best interests at heart that may have held on to hope, was quickly dispelled. I am disenchanted. I am p\*ssed that I left everyone I knew to be here, thinking I'd be valued, heard, and make a difference. Any claims to support diversity, are just claims to push through accreditation. Power is stripped from those who are actually diverse, replaced by those who will push the hidden agenda and who, by many of their own admission, can only attest to gender diversity (note: not gender identity, just gender). This University is one ongoing hypocrisy, claiming to be a 'teaching institution first.' I CALL BULLSH\*T. Let's call it what it really is, and where the administration puts the majority of their funds and power.....This is a daycamp for college-aged kids with daily TEDTalks. So, why don't we all get transparent FOR ONCE. Put Up Or Shut Up!

I love teaching at Tech. I do not love working at Tech. I generally feel that the administration views faculty as a budget line expenditure, rather than the generators of both real and financial value in an \*academic institution\*. Workloads cannot be infinite expanded without damaging academic outcomes and reputation. The murky double-speak of the restructuring process has been especially demoralizing. and I

think demoralization is an important term here. It's hard to keep pouring myself into a job like this while the school makes it clear that it values having a rec center with video games more than it does having tenure lines.

Let me first start by saying that I hate these surveys. Not that I believe them to be unnecessary. Moreso, I feel that everything I'm about to write will be dismissed as previous submissions were ignored, as my contributions have been disregarded or ownership has been given to others, as I have seen my concerns barely register a blink of the President's lashes. I feel that my concerns, much like the President's monologues regarding equity on this campus, sound good but in the end...nothing will be done. I find it most frustrating that I must focus my concerns on simply a few of the many things that many of the faculty feel is destroying our campus. In order to do so, I will be blunt. I am concerned about the blatant racism that is being showcased from our university's highest office. I will not be coerced into calling it something flowy or not as offensive, such as a misunderstanding. In Dr. Bowen's tenure at this university, we have had three VPAAAs including, Dr. Bridgmon as interim. While one retired, the other two male administrators left their positions, both obtaining lateral or higher positions at larger universities. While neither made their exits dramatic, it has been well-known throughout campus by both faculty and staff that neither got along with Dr. Bowen. Dr. Bowen's demeanor and speech toward the two previous VPAAAs has been called "hostile" by those who have witnessed exchanges during meetings. However, despite the instability in not being able to keep a VPAA, the university saw an increase in student enrollment. (I'll let other colleagues focus their concerns on the ridiculous and non-sustainable scholarship budget). Now we have Dr. Johnson. Honestly, I did not expect Dr. Johnson to be as successful in this position as she has been, in spite of the global pandemic, budget constraints, and an apparent lack of support from her peers or the office of the President. If you ask any faculty member their initial thoughts about Dr. Johnson, the majority, if truthful, admit that we were not enthusiastic. We felt that she was being hired as a mouthpiece for the President who was already receiving major complaints about her leadership campus-wide. We have been pleasantly surprised at her collegiately, hard-work, and perseverance. Due to that, it seems inexplicable to take academic units that need full collaboration of faculty (student services, student success, academic advising, career services, and enrollment and admissions) and hand them to the unqualified student affairs division. Quite honestly, as we are starting to see and experience enrollment decreases, the only things that have increased on this campus are the number of employees in student affairs, student affairs position titles, student affairs salaries, and specifically the salaries of Dr. Bowen and Dr. Keegan Nichols. I find it odd that it is at this time, with the success of the new VPAA, who happens to be a Black woman, our President believes that these units would be best served under a division who has not been successful in increasing student engagement in their own programs. Every university in this state has a Provost. The position line for which Dr. Johnson filled was for a VPAA/Provost (check the budget line). When faculty proposed that Dr. Johnson become the Provost

and submitted that to the Shared Governance committee, they reported back that Dr. Bowen denied the request without an explanation. Keep in mind that Dr. Bowen was once a VPAA. But let's call it what it is. If Dr. Johnson was "elevated" to Provost, she would become the direct supervisor of Dr. Keegan Nichols, who we all know is Dr. Bowen's best friend. Typically, I would feel it juvenile to even discuss the personal friendships of our President and EC members, except for Drs. Bowen and Nichols friendship has resulted in the "empire building" of Dr. Nichols and student affairs. It's as if the notion of there being no institution without faculty is completely lost on either of these administrators. It's as if the support staff for the academic offices are unnecessary. The only people who matter on this campus is whomever is under the direction of Dr. Keegan Nichols. There is no reason why a "One-Stop-Shop" could not function in Office of Student Services, under the direction of VPAA, Dr. Johnson. So now Dr. Nichols and Student Affairs, who again, HAVE NOT INCREASED STUDENT PARTICIPATION AND ENGAGEMENT on this campus (didn't they hire ANOTHER dean for that at almost \$90k/year) which is THEIR JOB will not be over recruitment and retention. This is not only offensive, it's plain stupid. Dr. Bowen is taking away academic units from the academic office of AN ACADEMIC INSTITUTION and giving it to the Office of Event Planning. I respect the staff who do work in student affairs. I respect them enough to know that neither they nor our students should suffer the consequences of a President who wants to help her best friend position herself to become the university president she informed us she would like to become during her open forum interview. Dr. Bowen cannot explain why these offices have been placed in student affairs, she has not explained why admissions and enrollment were not under the direction of the VPAA initially, she cannot explain why Dr. Johnson cannot serve as our university provost. And before someone think none of this aligns to racism and discrimination, please review the organizational charts of our state institutions. I would tell you to reach out to our diverse faculty and staff, but due to the response the last time they spoke out, many of them are too afraid to speak out again. So I will use this space to advocate for all of us to please view this from different viewpoints and not just on the topic of the budget. Ask yourself why? Why is she moving these units, why can Dr. Johnson not be provost, why is student affairs always front and center...with declining enrollment? None of this makes sense, even for budgetary reasons. EMPIRE BUILDING.

I am very dissatisfied that Executive Council did NOT take any sort of pay cut, all while firing dozens of employees. The stated reason was because EC 'wanted to keep their salaries competitive'. Um. Competitive with what? You all already have a job here! What school are we competing with? What a terrible, terrible public decision by this President.

Morale among faculty & staff is at an all-time low on the campus. This is very distressing! The process used this fall for departments to assess programs was abysmal: 1) Program Evals written by departments were not thoroughly read by

Deans & upper admin and 2) the financial data provided by Deans had not been shared with departments previously. Thus, departments were 1) not able to fully understand the process for arriving at the financial data; 2) not able to verify the data; and 3) not able to make necessary budget corrections prior to decisions regarding programs. If a department or unit is going to be based upon financial data, that data must be shared prior to needed changes - everyone should be provided the measure upon which they are being assessed BEFORE the period of assessment. The process this fall has led me and others to distrust the institution. Which is quite difficult because I have loved ATU!

The issue of shared governance seems to have been pushed to the wayside during the budget decisions. The issue of diversity and inclusion has not been addressed by the President; campus organizations have not been given a seat at the table to come up with real solutions for the continuing problems of systemic racism at ATU. Using the cover of "first amendment" fails to note that speech that advocates crime and violence is not protected. Lots of talk about shared governance - recommendations about inclusion, addressing real-world problems by including members of groups that have and continue to experience systemic racism - have been talk only. Opportunities have been squandered. Elevating the VPAA to the Provost position is but one glaring example. Another includes removing core functions from the Office of Academic Affairs, and placing those core functions under "student activities and associations" is a slap in the face to academicians and researchers at ATU.

N/A

It is hard to be satisfied with my work, which I love, when I see the long-term outlooks for ATU going in the tank. Someone has to ask who is accountable for the declines in morale, enrollment, finances, administrative turnover, etc. A reasonable person could conclude that the problem is at the top.

I am extremely disappointed in the new tuition waiver policy. It is not in line with most universities in Arkansas.

Happy we went to 90% Cupa but we should really aim to be better and reach at least the Cupa median. Also, there has been an increased emphasis on scholarship without an increase in resources. It's the same "do more with less" that is often said as a joke but is standard operating procedure around here. Until course releases and meaningful resources are provided, we need to stick with and emphasize our core mission as a teaching institution. More recognition of those that excel in the classroom would be welcomed instead of accolades for those that shirk their teaching and service responsibilities to focus on research.

There is too much work for faculty that has nothing to do with the classroom. There are extremely limited resources available to support faculty to do high-quality research. I do not feel cared for as a faculty member.



With the continued hiring of VPs, Deans, and other administrative roles, it is easy to see why there isn't enough money to pay adjunct faculty more than \$700/crh.

Dr. Bowen acts like there is shared governance at ATU but this is just a smoke screen. There is no shared governance, transparency, etc when it comes to the decision making process. Just look at this last round of budget cuts. Faculty were never informed or involved through the whole process. There was a chance to hear why we need to cut budgets at the beginning, and then an announcement of here is what we are going to do. That was it through the whole process. No opportunity for any input.

President Bowen has had terrible decision making for about 4 years. Now we all pay the price

Dr Bowen has a lot to account for. She espouses transparency at every opportunity; however, she is the shadiest, least transparent administrator I've ever encountered. Her actions do not match her promises. Faculty senate and the board should be asking clarifying questions and investigating the facts behind the president's responses. I and several others would like to know why we don't have truly open board meetings? Is it because the President is meeting one on one with the board beforehand to avoid open meeting laws? Please examine other board meetings across the state...ATU's are far from the norm. Why is this acceptable? Transparent, right? How about the approximate 13 million dollars in budget cuts? Has anyone seen what that entails? General expenses? Hmmm...transparent. What about the millions of dollars in CARES funds ATU is receiving? Why are we laying off a large portion of faculty and staff and cancelling programs when we have an influx of funds? Or reserves? Or have those been spent? What about student access? The students are complaining about being charged an exorbitant amount in tuition and fees while their resources are being diminished? Are these funds going to support their education or will they go into the Presidential coffers? Transparency...again. Or how about the President insisting on the need for several high paying administrative positions and then none of them lasting more than 1-2 years. Or that we've had 5 VP of Academics in 6 years? Or the turnover rate of our Dean's and Department Heads? Our human core is being destroyed, budgets are becoming non-existent, majors and course offerings are dwindling and the students are unhappy. How bad does it need to get before it's time to facilitate change? I've lost complete confidence in our leadership and her "transparency". Faculty senate, it's time for a vote of no confidence.

It is hard to answer about the President's vision because I don't know what it is anymore. It seemed clear and hopeful when she started -- there was a tangible boost in morale. However, over time she closed herself off and finally has completely disconnected from faculty.

Full-time faculty receive a pay bump at the rank of associate professor and professor. If I receive my last significant pay bump at roughly 46/47 years old, where is my

financial motivation moving forward? I will easily teach another 15 years and maybe 20. Why isn't there another pay bump? I can't produce any \*more\* than I'm producing (in terms of teaching, service, or research). Am I expected to keep things at the same level with zero economic incentive(s)? This is a somewhat bleak economic outlook. Oh, and don't feed us the previous administration's line of being grateful for what we've got. Come up with something better (and don't count a COLA increase because that doesn't truly keep up with the cost of living). Do better. Is being a professor a professional job? Pay us like professionals. Give one GOOD reason why there's no pay bump every 6-7 years following promotion to full professor. Award (or reward?) full professors earning less than \$100,000 per year with an 8.5% bump in pay every six years following the successful achievement of the rank of full professor. If a full professor is already earning above \$100,000 per year OR reaches \$100,000 with 8.5% pay increases every six years, then that professor only receives COLA increases thereafter. So much of our paychecks go to insurance coverage and now we have to shell out more for our retirement, the university should really pay faculty better.

Happy with the job I am doing

Faculty lines should be key priority as this is an academic institution; working with less faculty and a drive to increase enrollment placed current faculty in overload and increased risk for burnout; I feel that we as faculty are being asked to take on larger roles/more responsibilities in an effort to offset the budget which can jeopardize the education of our students. ATU is an administrative heavy institution when compared to other universities on its size. Health promotion should be encouraged at the university level: employees should be serviced through the wellness center as a means to reduce insurance costs; ATU needs a full wellness program in an effort to reduce insurance costs. Employees should participate in wellness screenings/ health assessments then insurance premiums be determined based on specified health standards. Benefits of wellness programs for both employees and employer are well documented. Reduced insurance costs for employer and employee, reduced illnesses and increased productivity among employees who participate are a few.

It is hard to be satisfied when you work day to day not knowing if your program will make the cut.

Some of these are hard to answer. For example, at this point I am satisfied with my load. However, if loads increase my response will change. The same holds for health benefits. Right now, I am satisfied (even though my co-pays are outrageous). If, however, the floated idea towards "self insuring," -- and what does THAT mean anyway? -- becomes reality, I may not be as satisfied!

just tell the adjuncts you don't want them anymore and quit the torture

I've learned that at ATU the President may or MAY NOT be telling faculty the truth at any given time. The president stood in front of faculty and said that "we did

everything possible” to avoid the destruction of our health care. In fact, the President was told that the university could make a very small financial concession that would have saved the faculty, but she CHOSE not to. The “Covid Task Force” is a farce. Like the EC and “shared governance” the President uses these terms to conceal her decisions and deflect blame. The “Covid Task Force” has rarely been given questions by faculty and middle admin. The President makes all decisions. Also, the EC may provide advice, but the President makes all decisions. When the President makes unpopular decisions, she blames the EC. She should be responsible. After a decade of near constant enrollment growth, ONE year of down enrollment was the cause of a YEAR LONG multi million-dollar university and budget restructuring CRISIS? The obvious fiscal mismanagement of ATU should result in administration overhaul. Instead, academics were cut the highest dollar amount of any element of our university. The psychological strategy of this administration is both horrible and transparent. For the entirety of the last year, we have been GROOMED by the President to think that as long as we have a job and can feed our families, we should be grateful for ANY fiscal austerity imposed due to the leadership’s poor management. I love ATU students, my colleagues, and my subject matter. My department head and dean do the best that they can. This could be a great institution, if leadership were responsible for its decisions and to tell the truth. It’s incredibly sad that what we currently achieve is DESPITE upper administration practice and policy.

The way the last few months has been handled has resulted in an uncertain cloud of impending layoffs and is negatively impacting students. Overworked faculty members told to do twice the work during the pandemic, while at the same time being told they may be let go, results in very low morale. Nonacademic departments that help student are likewise burdened. At the very least, students will feel the lack of excitement; others will see programs and faculty disappear and just look elsewhere because of the chaos.

What presidential vision? We've had years discussing the student "cliff" and yet all that's happened is discussion, hand-wringing and hiring of unrelated consultants. We need a president focused on the current institution's success vs. building her vita.

A N/A option would have been nice on several of the questions, as well as an Unknown option for others.

For years they’ve justified lower than average pay with the benefits, which were great. The benefits are being whittled away and pay isn’t being increased. The griping about the cost of employing educators in an educational institution is ridiculous. That should be a primary cost. Not permanent chess tables or rebranding again. We see money being poured into areas that surely have little to no ROI while being asked to milk the already dry academic budget. Transparency about grants and sources of unnecessary expenditure would help. Covid exposed the the years of unnecessary spending and telling people to not use space heaters isn’t going to fix it.

Faculty are undervalued. Our expertise is ignored.

The president has shown that we will stand by our agreed upon commitments even with pressure to change.

In addition of being a librarian, I am an adjunct faculty. This allows me to be very aware of what happens in the classroom and how my teaching colleagues feel about their work environment.

I've reviewed Carnegie classifications of institutions of higher education and did not find a "Student Affairs" intensive institutional classification listed. Is this the futures model we've been hearing so much about? Is becoming the first Student Affairs intensive institution part of a new strategic plan? It makes sense. This must be why our library is funded at a lesser rate than all universities and even some community colleges in the state, but we are building a \$40M rec center for a declining population of students. Yes, a university with a doctoral program (ATU) funds its library at a lesser rate than some community colleges in the state. Review the IPEDS data. It is all there. I suspect this is also why units that are housed within Academic Affairs in 99.99% of other institutions, Academic Advising for example, are being moved to Student Affairs. There are significantly more deans in Student Affairs, as well as upper-level administrators. I'm curious to know what the performance metrics are for Student Affairs programming. Is that unit so effective as to justify the move of Academic Advising and Career Services? The "one-stop-shop" model could easily be run by Academic Affairs (and is at many other institutions), so there MUST be some evidence-based justification for moving academic support programs out of Academic Affairs and into Student Affairs. I'd love to see best practices or any type of supporting information for moving Academic Advising outside of academics. If not, then this move looks personal and not strategic. One might even say this move is being made to put the faculty, particularly the Faculty Senate, and maybe even the VPAA, in their place. The unfortunate thing is that faculty and student affairs professionals typically work well together. The decisions to increasingly disenfranchise the academic side of the house are only going to create division and low morale and negatively impact students. I'd be more satisfied if we improved our standing as a teaching institution. #fundacademics Also, Faculty Senate, the president is making these decisions, but you also bear some responsibility here. What have you done to prioritize academics? Has a standing agenda item been enough? The VPAA has shouldered the brunt of the president privileging Student Affairs. What has Faculty Senate done to reduce that burden? An award. Is that all? It is possible the time for simple gestures has passed unless we are all on board with working at a Student Affairs intensive institution.

If ADMIN created the budget problem, why do FACULTY have to be cut? It's not our fault. also Why on earth are we cutting five years of gaps now? Why not wait and see what happens literally next year?

Very dissatisfied with administration continuing to hire outside firms and spend money but not get much of value in return.

The attempt at shared governance has turned into a few faculty members being involved who seem to best agree with those in leadership. I also feel increasingly that the students I am responsible for are less prepared for college, have more issues which with they need assistance, and I have less support to be able to serve them. I'd love to be able to help every student but it will take a smaller class load, more tutoring and grader support, and most importantly a better way to support the mental health of my students than we current have.

My job satisfaction with Arkansas Tech University has changed immensely over the past few years - much more dissatisfied.

My salary got significantly cut in the Spring semester. I feel Tech is not supporting adjuncts at all. I am very pessimistic about my future at this institution.

NA

Please consider the removal of the current president of the University. She is self-serving and destructive to the university.

I have zero confidence in the current administration. I don't say that lightly.

I feel like we are being asked to do more with less. Which is understandable in current times but at the same time, where does it end? If we make major revisions in how we operate within our departments, take on more work, same pay, less benefits, will we ever have a sense of "normal"? Will our success in making it through these times result in "continue with less"?

I think it is very inconsiderate to wait until May to let faculty and employees know if they still have their job. There is so much talk that we are faculty and student centered, but the action to reflect this is wholly lacking. I've been here over a decade and become more disillusioned with each passing year. I am grateful for a job, but why has it become so soul-sucking? Dr. Johnson seems like the only truly authentic admin we have. Dr. Johnson is universally respected and appreciated by every faculty member I've spoken with, yet seems to be overcoming additional barriers set only for her.

Every year, morale gets lower, pay remains stagnant, health benefits cost more, benefits continue to disappear, the university becomes more student affairs-focused, academics takes another major cut to its funding, faculty are dismissed as being beneath the EC's incredible example of leadership, and the faculty senate sits on its hands and does nothing. We are in a sinking ship folks! We need a no confidence vote immediately. And if the faculty senate refuses to do so, we need to do a no confidence vote on them. We have got to fix this now!

I work in Ozark, so I'm not familiar with some of the people or departments mentioned in the survey. In Ozark, I love Sheila Jacobs, Peter Clifton, Shirley Bonner, Lynn Washington, and Mr. Sikes! In Russellville, I love Dr. Cass, Dr. Ward and Dr. Bowen! Campus support gives fast computer advice for the students and me. ATU has an amazing network of good, hard working people. The feeling at ATU is like a private college, inclusive, positive, and cozy. I appreciate the opportunity to be a part of it for the past 6 1/2 years.

Far as I can tell the Senate doesn't have any real power against decisions the board or president wishes to make. It exists merely to placate the faculty and completely ignores the wants and needs of adjuncts when they're too worried about their own promotions/raises.

Re COVID and campus: yes, we need protocols for safety and public health; yes, we need to mask up and social distance. But disappointing to see how many faculty members seemed to use covid as an excuse to rarely (even never) step on campus. This, even after it was very clear that protocols worked and contact tracing showed that very, very few cases were result of classroom or office interactions. I assumed that faculty members would enjoy and seek out as much contact as possible (and safe) with students and with their colleagues in a time when such contact would be minimized. Instead, we got paranoia (fear of talking to students while standing 10 feet apart and outside ??? ) and a bizarre embrace of "how can I maximize Webex use so that I only need to come to campus 2 days a week." It's my understanding (and perhaps I'm wrong) that one department even came to believe that "virtual Fridays" were an expectation for all classes. No. "Virtual Fridays" were an expectation for office staff, and an option for professors in some classes. Of course, there are always explanations (profs with health conditions, profs who live far away and benefited from less commuting) but "modern mausoleum" is not a good look nor a good vibe for a university campus.

I believe that we can always learn from other universities and I believe that as University we need to continue to expand our Engineering college to joint with other colleges such as Mechanical Engineering with emphasis in Business Administration- these partnerships will allow us to grow and bring more new students from all over the world.

I believe the current "re-structuring" process is an over response to our situation and the constraints of the process are putting an undue burden on currently successful programs. The idea of considering all programs for possible cuts/reorganization/etc. sounds fair, but it has ended up just being an across the board cut at the VP level instead of every program/department. Some fairly large (student count wise) departments are being punished because they don't teach service classes and thus have fewer faculty. These departments do have fewer faculty, but have many more majors than many other "larger" departments. Servicing these large numbers of majors takes up a lot of time.

The president is more focused on political correctness rather than truth

It most often appears that no one in the administration reads these survey results.

The latest restructuring plans were made with token faculty involvement and nonexistent transparency.

I think the university is administrative heavy and that faculty and their needs are treated as if they are non-existent. Faculty has not had a raise in several years but have been asked to preform miracles during the pandemic. In the fall 2021 semester, we will be teaching a greater number of students. The faculty takes pride in their performance as educators, but the administration acts as if we are novice grade school teachers. We teach at a university level. We don't need extra \*programs\* at the end or beginning of semesters that take time away from either to prepping for our classes or destressing from the semester. For the most part, these extra programs amount to nothing in the way of substance, and the last thing we need is to waste money on outside motivational speakers. We are motivated. We would not have chosen this profession if we weren't. Trust us, and I guess that is the bottom line. I've never felt that Dr. Bowen has ever felt that we, the faculty, are competent to do our jobs, and most of us have been teaching for more years than we care to remember. We stay current with our field and want to continually educate ourselves so that we can educate our students, which one of the joys of the job.

I prefer we stop putting so much of an emphasis on CETL activities. They are crafting their own policies and activities to define their existence. I am not saying they do not need to exist. A role in new faculty support might be required, but only if new faculty need it. Pressuring already overburdened faculty to create professional development experiences and then "certifying" participation as a service component seems like an underhanded way to build and maintain power. Shifting to Faculty Senate, there is not too much to critique since their hands are tied. However, the development of an award for administrators who are "friendly" to faculty concerns seemed an odd move. However, I have appreciation for it if Faculty Senate was trying to make a point on how administrators frequently come up with their own new awards to distribute to administration-friendly people. On shared governance, I needed a definition to help frame the survey designer's intent. Am I satisfied with the university's shared governance? If you mean am I satisfied with increased faculty burdens related to administrative tasks while administrators continue to build an increasingly layered, top-heavy bureaucracy, I am not satisfied. Finally, in regards to "sense of belonging," I need some context as well. If you mean am I satisfied with an oligarchical system that unilaterally makes decisions, my answer is no. However, if you are framing "sense of belonging" in the traditional way, I'm OK with things. I don't necessarily feel like my professional satisfaction is based on being a part of the Tech "family." It is based on my teaching, research, and service, which I predominantly control on my own - as I should, though more resources for each of those areas with me having the power to determine how to use them would be nice.

Recognition for quality faculty should depend on that, not personal connections, whether referencing current administrative culture or the growing factions seeking to dictate life after the revolution.

Dr. Bowen's reign has been a disaster for this university. Enrollment is down, our budget is broken, we go through VPs on an annual basis. Bowen claims shared governance then overrides hiring committees. She argues we are a teaching university then hires more administration spots. If I hear one more time about shared governance that never happens, or some sense of shared sacrifice, I will throw up. But let me make sure I don't do it near the Health Center since ATU is so cheap faculty can't even go there.

Working at the Ross Pendergraft Library has been wonderful, and I am hoping for any more years here!

Ms. Bowen has consistently demonstrated her blatant disregard for faculty morale. While building the monstrosity top-heavy administration, she has provided no raises for faculty during her tenure as president. Calling a 1% dollop a "cost of living raise" is an insult to intelligent, educated professionals. In evaluating Ms. Bowen's presidency, I can only fall back on the ancient maxim "Never attribute to malice that which can be explained by gross incompetence." Well, there seems to be considerable malice in her administration too. How she has lasted this long remains a dark mystery.

Tech is generally a good University with good people with a good direction. However, to me those "pros" don't outweigh the relatively low salary. It is a constant source of stress. If I was offered even a little more money elsewhere - I can't say that I would stay

Wish Chief of Academic Affairs and/or Chancellor was visible on campus. Understand they are busy.

Overall, I am very satisfied with my job at ATU-Ozark. I appreciate the autonomy allowed to complete my work and the flexibility and responsiveness of the executive staff. They have always been receptive and helpful to request. However, it is very frustrating that Ozark faculty are not allowed the same privileges as faculty on the Russellville campus, such as teaching award recognitions and monetary prizes.

I like my job. I am however dissatisfied with the illusion of shared governance and the lack of regard for academic affairs. The reason to have a university is academics. Academic affairs should be the primary focus for funding rather than cuts.

People being promoted to positions of authority should be evaluated more carefully for competency. Input from all faculty and adjunct should be used. There are a lot of vindictive back stabbing politics going on and it seems the more a person plays into



those politics the more they are promoted, while the people they step on that work hard are ignored and treated like dirt.

The President, Dr. Bowen, is doing a very good job. Thank you.

Teaching load and salary for adjuncts should be improved

The very NON transparent nature of the restructuring process had a huge impact on my responses in this survey. Despite claims of shared governance and openness to faculty input, decisions appeared to be made primarily behind closed doors. In addition, many of the formulas used to determine the ROI on individual programs were massively flawed and did not truly represent each program's financial contribution to the institution. For example, in one program, a large Walton Foundation grant provides tuition and fees for numerous students. However, since the money first went to the University and then was disbursed to students, those funds were counted AGAINST the program as an expense (since the funds ultimately came out of a university account). Obviously this massively skewed actual ROI results. And as any researcher knows, faulty data results in faulty decisions. This is just one example of poor procedures brought in by our "temporary vice-president" ... procedures that looked great on paper, but did not accurately reflect the true situation. Frankly, this was a great opportunity for effective restructuring, but instead expediency, haste, and reliance on faulty systems have created new issues that we will now be struggling with for years. Please note that prior to this, I was a strong supporter of Dr. Bowen and felt she was doing a great job. However, I fear that the decisions she was pushed into by Branson (plus the fact that the rhetoric about transparency was in sharp contrast to the reality) may have seriously damaged her future effectiveness on this campus.

How can we claim to put teaching first if the ratio to faculty:student does not support this mission and vision? Furthermore, teaching schools usually put a focus on providing undergraduate students research opportunities. With our teaching loads and service loads that is not nearly possible. Even if my own research output is hindered by the expectations, the bigger issue is how we hinder the undergrad experience through my work load expectation. It's hard to feel satisfied in your job when your job promotes social mobility for its graduating students, but continues to put both its faculty and staff in a position where its social mobility has been taken away. How can education be put forth as improving their lives while it is given as a reason for our limited salaries.

The university uses adjuncts. They don't pay us enough, even if I accepted the premise that we're just "part-time" faculty. The university can't function without us. The full-time faculty would be crushed under the weight of the extra courses they'd be forced to teach, along with their committee and scholarship requirements, but they seem as unwilling as the university to own up to that in any significant way. I am extremely tired of hearing FT folks say they know we should be paid more, but "it

just can't happen right now." Bullshit. No one wants to help us because they're too busy helping themselves. But unless you'd like to have to teach the additional 60% of classes that adjuncts teach currently (and not get paid any extra either, because once the university gets done screwing the adjuncts, they'll come for you), the Senate needs to make advocating for the adjuncts a priority and not just an "I wish we could" lament.

Although I could write a book, I have come to realize that it really doesn't matter what we, as faculty, are dissatisfied with. I will just say that as someone who has been a part of the ATU community/family for over 2 decades, I am saddened by what we have become. We are not serving our students the way we should. We are not providing them the BEST. We have overspent on frivolous things and admin salaries so much that we can't support academics anymore. Departments that were thriving just a few years ago have lost AWESOME people because administration drove them away. With so much faculty turnover, mandated curriculum changes, the constant message of "do more with less" . . . and now, the added "we will have to cut positions, but we can't tell you yet who we're going to cut" (because we want to get through the semester before we tell people they aren't going to have a job) . . . ATU has become unrecognizable.

I am unsatisfied because the administration talks about "shared governance" and "distributive leadership" but they are empty words. There is no real communication between the faculty and the administration. Faculty are treated as the workers instead of as partners. "Tone deaf" is the term most frequently used when describing the administration, especially the president, in regards to Tech faculty.

It seems as if the format of this survey has changed in order to limit the amount of unstructured feedback from faculty. I seem to remember multiple text boxes for individual questions, particularly those pertaining to the the President and other upper-level administration. When I say I am "very dissatisfied" with professional development, that is not meant to imply I want more opportunities for it. I find CETL to be an invasive presence given its twice weekly emails and overwhelming menu of events and opportunities it pushes on faculty, not to mention the new "badge" opportunity, which reeks of something you'd find in middle school. How can anyone teaching 4 different classes who is also juggling service and scholarship responsibilities supposed to do any of this stuff? The president is committed to what I will call "faux transparency," which is the appearance of transparency without actually saying anything meaningful at all. If the weekly State of University emails are intended to address the perceived lack of transparency, then they are woefully inadequate. Most of the time it is a bunch of empty platitudes and cheerleading that seems patronizing. Shared governance still seems like a joke. The break-neck pace of the restructuring also seemed like a joke. I think I read that UALR did something similar...over the course of 2 years, not a few months. Because everything is now geared toward assessment, will we ever know if students who take classes that are

part of a degree plan being offered fully online are taking the online classes because they are actually trying to complete the degree online or because a face-to-face section of the class is not being offered in the semester they choose to take it? Why can't OIS provide each classroom with a simple overview of each classroom's technology and how to use it?

The restructuring process has been a mess. I understand the University and leaders need time to gather data and conduct research, but there is no reason why the faculty and staff could not have been a bigger part of the process. Turn in two pages why we should keep your program?? How about talk to us about what it is that we do and how we prepare leaders for the ever-changing future. The process has been very stressful--for two semesters--and it should not have been that way, with everyone wondering if they would have a job next year.

I didn't become a professor to be customer service representative and to be constantly encumbered with growing bureaucratic process and requirements that make it increasingly less likely that we can engage in real and impactful teaching, learning, and research. It is a shame to see the university moving in this direction. I love what I do but I am very dissatisfied with the direction in which the President is steering it.

I love my job but do not feel as though faculty matters to the current administration.

It's hard to be satisfied with the president's vision when there is none. Academic/shared governance is a joke, and it's not the VP's fault.

I AbSoLuTeLy LoVe My JoB At ATU. ThERe iS nO BeTTeR pLAcE tO WoRK

I believe that the President put us all through the ringer for nothing. She continually make student services more powerful and takes away power from faculty.

This is the worst year that I have experienced at Arkansas Tech. It feels like everything is falling apart. Colleagues are whispering to the new faculty that they should not buy houses in Russellville and should look for other jobs. A friend said that her daughter was a high school senior and was getting a lot of texts and messages from ATU. I said that was great: at least one thing is being done right. She said, no, it's not great: her daughter's grades are terrible and she's going to beauty school. I have been here a long time. It is shocking how low we have sunk. It is the fault of Dr. Robin Bowen.

I am quite happy to be helping out during this pandemic..

I frustrated that the recent reorganization talked about distributed leadership but truly was not.

I have no confidence in the President of this university. I believe the Faculty Senate should have a serious discussion about the destruction of morale and any hope for the future that has been created by this President. It should not be ok to take money for a

scholarship from the estate of a holocaust denier. It should not be ok for faculty and staff to be forced into silent deliberations that result in programs being cut. It should not be ok for all departments in the school to go through the horrible, demoralizing, process of identifying 20% cuts. 20% is way more than just a pound of flesh. The only result that can come from this is that this school will not be attractive to highly trained experts, and the level of quality will continue to slide until we are at the level of a community college. No confidence.

I am very satisfied with my pay and with my interactions with students and colleagues. But I don't think I have adequate staffing support or time to really give what the job requires. I get the sense that academics are not appreciated as much as student affairs, and it shows with the recent decisions being made. If I was at another university, perhaps I would have the adequate time to participate in professional development or service. Here, I'm racing from one crisis to the next, and I don't have time to publish or research or invest in the time I need to do something I truly believe would help my profession and my institution. I'm doing not only my job, but the jobs of former colleagues who have left or retired and were never replaced. And I'm looking down the barrel of more of the same, wondering what I have to give up in order to just keep serving students (who will always be my greatest priority). It saddens me more than anything, and makes me wonder what I could have achieved if I worked at another institution. While I feel like many other faculty have gone to the trouble of creating these professional development opportunities, I now have less time and energy to participate. I do not know how the president responded to previous survey results. I know we had the AAUP speaker come and recommend we make our VPAA a Provost, but that was rejected. I believe our President has acknowledged the concerns of a lack of transparency or the call for more shared governance, but so far, I've only seen talk and no action. A good faith gesture would be to include a faculty member on the EC--that doesn't seem like a big deal. Or take minutes for the EC and post them publicly. That would be transparent. These budget restructuring committee members all signed NDA's--so was that very transparent? These proposals to change the tuition benefit, change the retirement benefit, or offer a rather strange retirement incentive to faculty were never brought before any governing body before the plans were approved by the board. Is that shared governance? The Faculty Senate sent out that report to Bowen and the EC about the budget issues, but nothing came of it, and the President did not acknowledge its existence. Feels like she is not interested in true shared governance at all. I know the President talks a lot about this "Futures" model from some Chamber of Commerce event, but I have yet to see a copy of this model. I guess I need to be in more of those fancy Chamber of Commerce luncheons before I can see what some consultant thinks we should do.

Each year, the president makes the institution worse and limits further the resources for faculty and academics while increasing her own salary. She is paid at the top of

CUPA, and faculty are paid at the bottom of CUPA. It's unconscionable behavior, and makes it demoralizing to work at ATU as a faculty member.

Faculty who 'step-up-to-the-plate', 'go the extra mile' or otherwise perform beyond their colleagues are routinely punished/pushed to the side/ignored. This is behavior unbecoming an institution such as ATU.

P & T policies and guidelines are just for show. No administrators use or follow them. Everything is personal.

I will only add this. This morning (Friday, March 19), I listened to Restructuring Information in which "programs" will be cut, health insurance may take a direction toward "self-insuring," the critical juncture of this budget plan is 2022, and the ATU president can take no joy in our recent Accreditation Renewal. BUT AT THE SAME TIME -- we are going to develop a STEM (or STEAM) college. Excuse me? When the small boat we are all working to bail out is at risk of sinking; when people will lose jobs, it makes no sense to build an ocean liner.

It appears that ATU will not survive President Bowen's tenure. Congratulations to Dr. Bowen on this achievement.

Little to no regard for Faculty and Staff welfare and benefits.

President Bowen has a \$30,000 a year car and housing allowance. Did she give up those during 'these trying times'? NOPE. Did she or the executive council take a pay cut? NOPE. Did she respond at all to the multi-page Faculty Senate budget document? NOPE. Did she honor our request to meet with the faculty before the Board meeting? NOPE. In fact, she did it the day after the Board meeting. Just so she can rub it in our face! She brought in Mr. Branson, the man who singlehandedly cut HUNDREDS of faculty positions at Wright State to be the fall guy. But this is all on Dr. Bowen. How many executive council members have been hired by Bowen and then fired by Bowen within 18 months? What are we up to, 20 different VPs under Bowen in just 6 years? Spare me your crocodile tears about not celebrating HLC accreditation. YOUR policies did this. I repeat, YOUR policies, YOUR VP hires, YOUR strategy, YOUR wasteful spending did this. And now faculty have to suffer. I guess the definition of shared governance is when faculty suffer for YOUR mistakes.

Do not ask faculty to serve on committees to make it look like administration/the president cares about what we think. If administration has already decided what it wants to do, then own it and stop acting like you care what faculty think. We already have a high enough workload (and will soon have more due to ever bigger classes due to few adjuncts and/or overloads) to serve on committees which serve no real purpose.

Things have progressively gotten worse with Dr. Bowen's leadership year after year. She led us into this financial crisis, and her solution is to cut more and more from

already unstaffed and underfunded academics—while at the same time giving herself raises that put her salary at the top of CUPA. Her faculty, on the other hand, are paid at the bottom of CUPA.

I am in absolute shock and disbelief over the decision to further inflate Student Affairs with the entire division of Enrollment Management, and the attempt to convince us that barely demoting one VP constitutes the President "doing her part" in the cuts. Adding insult to injury, the ACADEMIC ADVISING CENTER will be moved out of the Academic umbrella. At this point, the VP for Student Affairs is functioning as a Provost regardless of title. The level of responsibility and oversight is unbelievable. What an insult to the VPAA and the Academic Affairs division to be continually disregarded and diminished, under the guise of "transparency" and "distributive leadership". STOP saying transparent. You are anything but. STOP giving us Hallmark card thank yous. It does so much more harm than good. STOP giving us pies, cookies, and ice cream socials. Instead spend your time coming to our departments and seeing what we do. Visit a classroom. Talk to our students. Not for a handy anecdote but TO LEARN AND LISTEN what we do. You've been here years now and you STILL do not understand Arkansas Tech, or want to. We don't want you to fail, we just hope ATU survives you.

TOO MUCH! TOO MUCH TOO MUCH! It's always do more with less. 4, 4 teaching load, increased emphasis on research and then not valued by Mr. Branson or Dr. Bowen. No one every asks us "little people" how things can be improved at ATU. Budget restructuring on the backs of academic affairs and faculty. No evidence of anyone except us being asked to make sacrifices.

Congratulations to the presidents office for making this a miserable workplace and driving what is left of the institutions reputation into the ground. A job well done.

I think the President has not handled the current budget crises well at all. She has yet to show some contrition or acknowledgement that the organization that she put into place caused the current budget crisis. Growing the number of vice-presidents and their role on the executive council has diminished the role of academics on campus. ATU needs to step back and recognize that the current organizational structure is heavily loaded towards administration, including student services, enrollment management and the president's office, and those things are taking us away from our mission of serving the educational needs of students. At this point I have no confidence in the President's ability to lead us out of this budget crisis. "We cannot solve our problems with the same thinking we used when we created them." – Albert Einstein

I am leaving as soon as I find another job

The President continues to say we have distributed leadership, transparency, and faculty/staff input but the reality seems to suggest otherwise. The members of the committees who worked on the restructuring project we asked to sign a non-

disclosure and that is not transparency. This process has created a great deal of anxiety because of the protracted timeline and lack of transparency. Faculty and staff have been left with rumors and unknowns. This has created a very unsettled workforce. How can faculty and staff be expected to take care of our students when they don't feel valued or supported?

the whole way that information has been disseminated on the restructuring has been crazy. We are told one day something will happen, then in the board meeting, it isn't discussed, then the next day, we are sent an email to keep what we were told a secret (which was way too late and ridiculous). And faculty not being told until May if they need to search for a new job is WAY too late. Those positions should have been told at the initial announcement meetings. Programs should not be waiting either. Faculty only have about once a year to find a position and the jobs are usually gone by May. The keeping secrets and not telling people early is what is causing more dissatisfaction and stress. JUST TELL US!!!! We are big people and can handle it if we know what we are working with.

The meeting today was a waste of time. Dr. Bowen is clearly tone-deaf on the impact of her timing of the full disclosure on restructuring and how the job market works for faculty. The timeline is also very disrespectful to staff that may be affected. The Senate should call for a full faculty vote for No Confidence. It is time to see some action and for the Senate and its leadership to grow a spine. Each member of the EC should have a separate vote of confidence or no confidence, as well as the overall budget process. For the faculty I've spoken with, this entire budget process has been horrible. The restructuring, what we know of it at least, makes no sense and is destroying faculty morale. Dr. Bowen also seems to be privileging Dr. Nichols over Dr. Johnson, which is a reflection of the more basic faculty issue that academics are not a priority under Dr. Bowen. The faculty have seen time and time again how Dr. Bowen is dismissive and just plain rude to Dr. Johnson in public meetings, while at the same time singing the praises of Dr. Nichols. The latest restructuring appears to be an effort to expand the purview of Dr. Nichols into what are traditionally academic realms. The consequences of this change, especially moving advising and other units under Dr. Nichols, will have serious unanticipated consequences like devaluing and deprioritizing academics yet again. By expanding Dr. Nichols' control to include what are historically academic units, this university moves from an academic and teaching-centered institution to an all-inclusive resort where you may learn a few things. Further, I know there was a lot of talk about shared governance, but there was really none through this process. There was no transparency (NDAs) and no real faculty or even staff input beyond a symbolic membership on a committee. In fact, the whole process appears to be off the cuff and squarely in the hands of the president. The whole charade over shared governance was merely an effort to diffuse responsibility and gaslight us all. I am confident that Dr. Bowen used a crisis to hide financial mismanagement engineered by her and to expand the administrative control of Dr. Nichols who is clearly Dr. Bowen's favorite administrator. The problem for the

faculty is that we now have to adapt to and live with her bad decisions stemming from her inability to lead and manage.

Thank you!

I have lost all trust and have a vote of no confidence in our President, VP of Finance, and Board of Trustees. Faculty are not cared about here at this university and that directly impacts students and their success here at ATU.



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

Lack of faculty yet increasing workload/expectations, lack of funding, lack of support, lack of transparency, inconsistency between what is said and what is done, faculty/advisee ratio.

The more students you have, the less effectively you can teach them. Small class size is critical to student engagement, success, and retention. Continuing to expand course caps hurts not just faculty in terms of their sanity and workload, but hurts students who become anonymous numbers in a sea--a professor can't get to know and mentor every student when they have so many of them.

I believe I am valued, appreciated, supported and encouraged within my department first and foremost, and supported in my college, but not as a university as a whole. The sense of belonging and value in the full spectrum of the University is not felt, and it impacts performance and well as recruitment for the University. I feel that Diversity and Inclusion should be less of a conversation and checking off boxes, but action lead, this is happening in some areas, but it should be throughout.

Robin Bowen and Walter Branson! My jaw drops every time I watch a meeting with our leadership. No one ever takes any personal responsibility, it's all finger pointing and excuses. The sooner we change leadership at the top, the better.

Difficult to be told by the Dean that we are not to discuss our department's change as of 7/1/21 with students but to have students ask us directly about the change! When will a public announcement be made??? To not answer direct questions from students about the dissolving of our department is to create distrust with students -- this directly impacts our ability to be an effective instructor.

I am partially disabled, but accommodations have been made to ensure that I can perform my job satisfactorily

I am proud to work in my department and my college. I feel support from my department, college, and division. The president's vision is a joke. Morale for her leadership is a joke. Our declining budgets and rising health care costs and further reduction in benefits are ridiculous. Something has to change or ATU will be the next Henderson.

I am concerned about how the restructuring process is going to affect my department and my colleagues. Faculty and staff members who will be losing their jobs should

have more warning. I also believe students, and possibly future students, are worried about losing their program. Decisions should be more transparent.

I am asked to do way too much service. I am not provided the resources to carry out scholarship. I am not given the time to effectively teach my teaching load.

Our current administration is expecting more and more from faculty with very little resources to be successful.

Very little if no, financial support for teaching.

having a 1:1 VP-to-student ratio!!!!!!

Lack of budget, resources, outdated equipment while hundred of thousands of dollars are spent on consultants.

The only recommendation that I would make is to have a smaller class ratio to the instructor teaching the class.

Outside of the global pandemic? Office computer needs replacing.

In our department, we work as a team.

The lack of transparency through the assessment of programs has been poor. There are other departments on this campus that have already heard from their department head and dean that their programs are safe while other department chairs and dean are silent. The outcome of the cuts should have been shared with the programs in the event further justification could have been submitted prior to the May board meeting. Not all department heads and deans are fully knowledgeable about the programs under their leadership. This is a problem. Program budgets are not adequate for the amount of educators in the programs.

I think that there may be two meanings of "shared governance," within different camps. After working at other universities, public school systems, and a couple of business organizations, it has become clear to me that "shared governance," to upper management is "we will let you give input about a proposed plan, and if your input fits our plan, then shared decision making and shared governance has occurred." However, those below upper management may consider shared governance to be an interaction where there is not an administrative agenda, so that each party is contributing to the development of a shared agenda. In the case of ATU, and after seven years, I believe there is an administrative agenda that is ultimately driving the shared decision making/shared governance process.

Witherspoon Hall needs to be replaced

I've learned that at ATU the President may or MAY NOT be telling faculty the truth at any given time. The president stood in front of faculty and said that "we did everything possible" to avoid the destruction of our health care. In fact, the President

was told that the university could make a very small financial concession that would have saved the faculty, but she CHOSE not to. The “Covid Task Force” is a farce. Like the EC and “shared governance” the President uses these terms to conceal her decisions and deflect blame. The “Covid Task Force” has rarely been given questions by faculty and middle admin. The President makes all decisions. Also, the EC may provide advice, but the President makes all decisions. When the President makes unpopular decisions, she blames the EC. She should be responsible. After a decade of near constant enrollment growth, ONE year of down enrollment was the cause of a YEAR LONG multi million-dollar university and budget restructuring CRISIS? The obvious fiscal mismanagement of ATU should result in administration overhaul. Instead, academics were cut the highest dollar amount of any element of our university. The psychological strategy of this administration is both horrible and transparent. For the entirety of the last year, we have been GROOMED by the President to think that as long as we have a job and can feed our families, we should be grateful for ANY fiscal austerity imposed due to the leadership’s poor management. I love ATU students, my colleagues, and my subject matter. My department head and dean do the best that they can. This could be a great institution, if leadership were responsible for its decisions and to tell the truth. It’s incredibly sad that what we currently achieve is DESPITE upper administration practice and policy.

See previous comments

The stress of this year was enough without wondering what was going to be lost (positions/resources) with budget cuts.

Constantly having meetings that could be emails

Too many responsibilities with too few resources and support

While there is effectively shared governance at the university level, this sharing does not involve the faculty enough. It is disappointing to hear the president repeat and repeat that this is a teaching university while the teaching body has very little to say about major university decisions. The EC moves are not taken in accordance to the concept of teaching university. While we agree that the budget priorities at Arkansas Tech reflect a commitment to student success, this commitment is NOT towards the academic success of the student.

Support academics. Support the people who have the most direct influence on student success. I went to a R1 institution for undergrad and grad school. Their facilities were top-notch. I couldn't tell you much about those facilities now, but I sure do remember all of the professors who supported and encouraged me. We should be in the business of creating high-impact, engaging, life altering experiences for students IN THEIR ACADEMIC PROGRAMS. If we do not have the resources to do that, we are not going to recruit and retain students.

When I started here, Tech was an up-and-coming school with balanced budgets, increasing enrollment, and a supportive family culture. Now, Tech is a broke, declining school that is desperate to rid itself of any local ties. Are President Bowen and her hand-picked Executive Council proud of these results? If not, fix it!

The current uncertainty of the future of the university and projection of departments weighs heavily. I also feel the tug between ensuring students success and lowering our expectations for courses. I worry that when it comes time to be promoted I won't get an adequate increase like has recently happened to other groups who were promoted during the pandemic.

Lowered payment/ volunteer work Unstableness of the job Lack of diversity in the school Lack of transparency in admin

During the time I have worked for AR Tech University-Ozark I have felt encouraged and well supported.

It is a problem that directing MA theses is not part of the faculty load. It is so time consuming to direct a quality thesis.

Too many non-teaching responsibilities.

Too few faculty lines. Teaching overloads.

The pandemic has completely obliterated normal work/home boundaries. We are now expected to be available 24/7 (implicitly). Burn-out and low morale is real.

How about the EC's contribution to the rock bottom morale on campus, or their role in promoting racism, sexism, and work place harassment across all divisions? How about the terrible work place conditions, increasing student to faculty ratios, declining support of scholarship, and increased service to pay lip service to shared governance (even though the EC decides to ignore it)? I think that would impact my ability to carry out my responsibilities as faculty. Also the horrible pay and declining benefits make me understand that my hard work is not valued. We need a vote of no confidence on each member of the EC. This is not going to get fixed until we get these folks off of our campus. It is time for the faculty senate to actually do something.

Our program requires clinical rotations and a lot of time is needed to develop clinical rotations and deal with getting students cleared and approved for clinical rotations. Also, clinical rotations have been harder to get due to the current health crisis. A clinical coordinator would be such a benefit for all the Allied Health programs.

A few of the Ozark High School students make the job difficult to enjoy. I would like to quit working to get away from them, but have to make money. I'm looking for counseling work now, so I can quit. (Sorry).

Without a consistent promise for classes, I am constantly worried about whether or not I'll receive enough work to pay my bills. As it is I do not earn enough for the work that I do and have to supplement with a second full-time job. This is inexcusable and exploitative. And this stress makes it difficult for me to do my job and be a good teacher.

Need better facilities. We have new buildings but who gets to use them is not necessarily the majors with the most students. Feel like our college and department has done more with less for so long and would like to be a priority.

None

The growth of a faculty base through creative and productive activities with students, hiring of more faculty, and the use of budget funds to create better educational and classroom resources would be top priority for me. There are many small/regional PUIs who successfully budget more funds for research and creative opportunities for faculty, and the teaching loads are around the same as ATU.

The president is more interested in political correctness [ e.g. . critical race theory] rather than truth at this university

Work-Life balance is at best given lip service by administrators and is at worst completely ignored.

Academics does not have the status necessary for a university "dedicated to student success, access, and excellence". Promoting the VPAA position to provost or senior VP would be the first step to remedy this situation.

My department head cares about his people, and I feel that the dean does also. The computer equipment in Witherspoon is below standard and should be updated. I wish money could be appropriated for the department to bring in notable key speakers, such as authors or writers, who could help our program grow. Since teaching film, I have noted this is an area that students have a keen interest. I think more thought should be given to how to develop this program.

Myself and most of the faculty in my department are expected to carry overloads because we are not allowed to hire for faculty position that has been empty for a while.

N/A

The diminishing level of morale at ATU during Ms. Bowen's administration negatively impacts faculty performance at all levels. Through her arrogance, commitment to disinformation, and disregard for faculty morale, she has relegated the faculty to the status of peons, which negatively affects our performance. The Board of Trustees' slavish acceptance and support of Ms. Bowen's ineffectual leadership

further diminishes morale because it is obvious that they cannot be trusted to support the faculty, who perform the most significant functions at ATU.

It would be wonderful to have more up to date technology; specifically a Smart Board as our student interns will most likely be placed in a school that has this important technology.

Rotating deans, rotating chairs, rotating expectations. The only thing consistent at ATU is its inconsistency

The President, Dr. Bowen, is doing a very good job. Thank you.

There are not enough faculty in our unit to provide the required upper division electives students need. There are so few professors classes have to be scheduled at the same time and students can't schedule what they need. Just because people work in the same department doesn't mean they can be moved around and teach effectively in every part of the unit.

Witherspoon Hall needs to be updated

Actions speak louder than words Talk and rhetoric have been great, inspirational and complete bullshit, actions prove that it is all talk.

Moral is so low no one wants to do anything to fix issues even at the department level. Instead of wanting to fix things to make life better for students and faculty, it is a feeling of not wanting to give more when we will receive nothing in return. Internal motivation is not enough to sustain anyone or any configuration of people. Academia puts too much on internal motivation and clearly its been awhile since anyone has read the literature on it. By cutting staff at the department and college level is not going to improve anything. That puts more work on the faculty for a continued in balance in expectation. We need staff so that we can function as a university. What is with all the out dated paper policies on campus? How many times do you have to hear from a non-academic department "That's the way we have always done it." You want us to teach students so that have social mobility and to make them future innovators and leaders. Yet, you cannot see your moral is so low that no one wants to fix broken processes on your own campus. University focusing on a business model as if it was corporation that is suppose to turn a profit. Professors and lectures should not be treated as cheap labor and how to it get cheaper while paying upper administration salaries that make them appear as CEOs.

This year alone - teach 4 preps (and 3 of them are overloaded), redesign all degrees in your department, redo your entire assessment process, conduct 4 faculty searches, advise over 100 students . . . need I go on? I am working 70-80 hours a week and still can't get it all done. And I will NOT short-change my students, who pay to be here and deserve my best.

We are stretched too thin in terms of faculty lines. Morale is low. I feel unappreciated and under-valued. There is a wealth of potential in the senior faculty, but the administration is squandering it.

Always budget issues regarding travel for required conferences and continuing professional development in the field.

An ever growing load of service and bureaucratic tasks combined with a shrinking pool of resources and faculty to carry out the required tasks is not conducive to carrying out my responsibilities. Do more with less is getting to be a tiresome motto. The lip service to shared governance and transparency combined with actions by the President that are not in the spirit of these things wears on my drive to carry through. The President and the people she has hired have clearly mismanaged the budget and now the impacts are being taken out on rank and file faculty. Horrible classroom facilities and a lack of commitment to giving students access to technology by using stimulus funds is incredibly short sighted and makes it very difficult to succeed as a teacher.

The administration has created a number of additional administrative positions under Dr. Bowen, even as faculty lines are eliminated or held in abeyance. Huge sums of money are spent on consultants, while faculty are stretched beyond what is reasonable or healthy. The priorities of the current administration are completely backwards.

The transparency idea is a joke. There is zero transparency around how major budget decisions are made.

I am so sick of hearing that we "do more with less" like that's some amazing compliment. Any competent administration would realize that a faculty who does more with less could do even more with more. But they would rather hire more interim vice presidents of bullshit than actually put money into their faculty and academics. ATU is becoming an absolute joke and it's not because we have incompetent faculty. It's because we have incompetent administration. Anyone who says this is a great place to work is either in denial, completely checked out, or bullshitting their way into upper administration.

VPAA needs to be Provost to assure the primacy of academics. There is no way that we should cut 10% of our budget. Unreal!

The biggest issue facing our university is Dr. Robin Bowen who needs to be removed immediately. The faculty, staff, senates, deans, administrators, students, community members, and trustees need to band together and get rid of the single biggest problem that Arkansas Tech is facing and, possibly, has ever faced. The restructure is meaningless as long as it not lead to the removal of the our single biggest problem. Here are reasons to support Dr. Bowen's removal: 1. She has no record of success during the time that she has been here. In fact, she is the worst ATU president in

living memory. This is not an opinion but can be supported by facts. We are seeing declining enrollment. Her accomplishments pre-pandemic are slight. She has overseen our descent into the worst financial crisis in living memory. She is the only president in living memory who has made the institution worse in the time that she has served. 2. Her role in the financial crisis should have been the first consideration in the restructure; instead, it seems not to have been considered at all. She needs to be held accountable. Dr. Bowen likes to blame the pandemic and demographics for her failure. To do so, she cherry-picks examples from universities around the country that mean nothing. Instead, we should look at Arkansas schools in situations like ours. We are doing worse than other institutions in the state. The only ones in a similar situation are UALR and Henderson State. In both these cases, their leaders were removed at the time when their financial crises came to light. That is what should have happened here. Dr. Bowen should have been asked to leave in August. Now, we are worse off than UALR and Henderson State because our failing president is still in place. 3. Dr. Bowen has constructed the entire restructure to insulate herself from responsibility. Take, for example, the "executive restructure": she is getting rid of the Division of Enrollment Management and its VP. Let us not forget that she is the only one who ever thought a division of Enrollment Management was a good idea. Also, she left a failing VP in place long after the rest of us had realized his ineptitude. It is insulting that her key contribution to the restructure is to solve a problem that she created all by herself. Added to this, she has labeled her office "fixed costs" so that she is not eligible for the same cuts that the rest of us face. It is fairly clear that hatchet-man Branson is supposed to look at everyone but her. If he were authorized to train his eyes on Dr. Bowen, we all believe that she would be gone in half a second. It is unfair and demoralizing. 4. Dr. Bowen has seen her salary rise from \$375K in 2019 to \$379 in 2021. She is the highest paid president in ATU history. She is in a high percentile for president pay within our peer group, while the rest of us employees are in a low percentile. I know that, in the face of our budget woes, this is a small thing: but it is a strong indication---if not of a pathological selfishness---at least of a tone-deafness utterly inappropriate to her position. To repeat, Dr. Bowen bears responsibility for our current crisis---possibly primary responsibility. She has not been held accountable in any way. It is demoralizing. More importantly, none of us believe that she will lead us out of the financial distress that she likely created. Why would we think she could do this? She has no accomplishments of note; she has the biggest record of failure in ATU living memory; and she is totally fixated on self-preservation. Can we please get rid of her?

I meet the required and preferred qualifications for the job I applied for, but for the 2nd year, I was offered a lesser position. My supervisor speaks to me in a demeaning tone, and the chair does not want to get involved. That is why I am leaving.

This pandemic has created many challenges, but I think everyone is "pitching in"!



The amount of paperwork and the fast response time sometimes takes away from time that could be spent in teaching and connecting with students.

I am exhausted every day. I can't believe that swearing people to secrecy while they are forced to deliberate about the future of the school is anything other than exploiting a temporary crisis. Mismanagement of money in non-academic areas should result in those areas being restructured instead of squeezing faculty and their families until they can't function in a healthy manner and need to leave.

As I said earlier, I don't have the time to participate in much service or professional development as I'm covering for vacancies which are now permanent. Because my priority is to students, I will continue to give them my time and try to carve out my other duties as best as I can, but I no longer have the will to work nights and weekends to 'get it all done'. I think the pandemic and this restructuring process has caused me some burn-out, and perhaps that will diminish by next year, but it is hard to be motivated to do anything extra when you are too exhausted after completing the main part of your job. I see my counterparts in other universities being celebrated for their major projects, awards, and publications, while I am just trying to keep my head above water here. If my department were staffed appropriately--even somewhere near the lower third of our peer institutions--I would have more time to devote to improve my instructional materials, improve my teaching methods, develop better assessments, take on new projects, serve on more committees, and contribute to my profession. But it is hard to think of these things when all I can see on the horizon is how we need to cut more, do more, and sacrifice more. For what? So we can build a student rec center? So we can keep giving scholarships to students with ACT scores of 15 who will spend three or four semesters wasting their money and time on a four-year degree they were never prepared to finish? So we can build this "one stop shop" (and why exactly is moving around personnel going to cost \$200,000? Are we building them new offices in a brand new building?) I remember distinctly Mr. Branson nearly pleading with us over Webex to try to think of new programs and new ideas, as part of the bucket exercises, as I imagine there were not a lot of suggestions in that bucket. But it strikes me as unrealistic to come up with new opportunities under such a cloud of despair. And that's how I feel now--how can I be "satisfied" about my job when all I see is the expectation to continue to produce scholarship and service without adequate resources to do so, under the additional strain of less resources to do the other 80% of my job, under an administration that doesn't value academics as much as student services, all while we transition from a four-year institution of higher learning to a four-year trade school/diploma mill? So while I am satisfied I have a job, a job I love, I think it can be much better if the administration invested in its academic personnel as much as they invested in 'consultants' and recreation centers.

We don't have any money to do anything with in academics. Absolutely none. We can't even buy basic supplies, even money to replace lightbulbs when they burn out.

Bowen took everything from academics. Yet, she still have a chief of staff, a housing allowance, and 12 deans in student affairs. It's miserable for faculty to work at ATU now. And it wasn't always this way.

ATU has faculty who routinely operate at a level above many Dept. Heads and Deans. As one example, they write grants for building (i.e. lab) renovations/upgrades. While some of these renovations have been nothing more than installation of counters & cabinets, the most recent project literally resulted in contractors using a 'jack-hammer' to break out sections of the floor of a lab in order to reroute drain lines. This is a major construction event designed and paid for by a faculty written grant. Since it occurred over the winter break, a faculty member had to be present to answer questions, approve options/changes, open doors, move equipment, etc. There was zero appreciation for their time/effort. There was zero discussion of how the funding/execution of this project might be incorporated into a larger project. While this sounds like a personal gripe, it is important to remember that ATU has a number of faculty members operating at this level. There is ZERO appreciation for their time & efforts. In fact, they are generally treated as 'threats' to those above them.

No rules! No one follows the guidelines.

Why is the VP of Student Services running ATU?

Too many delegated tasks.

Too much turnover in administrative leadership at both the university and college level (dept heads, deans, VPs,, etc.). Some faculty are routinely assigned to serve on committees that require little to no service time while others are on multiple "high service" committees. There needs to be a better distribution of the workload.

We don't have money in academics for anything. Nothing at all. We can't buy basic supplies.

Our "President" is only interested in her own reputation and agenda. Her leadership is a joke - she asks her executive council to be courageous followers and speak up, but demotes one of her most successful VP's who is known for asking questions, making data driven decisions, and bringing logical solutions to the table. She continued employment of the VP of Admin and Finance who repeatedly made mistakes costing the university money because of a box the VP checked that kept the Presidents image and agenda going. She plans to build up contingency funds and is projecting a 1.9 million dollar profit for the next 5 years, but she is okay FIRING employees with a day notice. The only reason as faculty we will have more notice is because we had the foresight to add it to our handbook. She wants to pat herself on the back for not taking a pay raise, but has no problem firing faculty and not refilling needed positions. How can we trust a Board of Directors who willingly meets with the President one on one to AVOID PUBLIC MEETING LAW. What confidence do we have that a proven untrustworthy President is open and honest with each board

member and not telling each board member what they want to hear. How can we trust a board who openly approves firing employees, demoting a successful VP, and approving mass budget changes without open discussion. Why move a division under Dr. Nichols and not increase her title? How does this improve functions by adding more layers to an already large division. From all appearances and word of mouth Dr. Nichols and Dr. Bledsole worked very well together. Or is this just another move for Dr. Bowen to show her empathy and how “she” made sacrifices too? Our course load is higher than ever, our adjuncts are being let go to consolidate adding more burden back onto faculty. Resulting in less courses for students. Our president is putting forth an innovation hub to check another box at the expense of our students and faculty. There is no shared governance at Arkansas Tech. This is a dictatorship and everyone is too scared to call it. I use to take pride in working for this institution, but we’ve let our students, ourselves and our community down.

Too many classes, too many students, not enough faculty and we have a very successful department that needs faculty lines. I am EXHAUSTED. Worrying about fellow faculty, job cuts, and now simple quality of life things like no fridge and reduced heat and air conditioning makes me even more burned out and feeling underappreciated. I work day and night but it is never enough.

We have a lack of clarity on the mission of our department and program. Every year seems like a constant battle to secure adequate resources for our program. I am tired of the fight.

Work life balance is not an option with everything we are expected to do to keep students happy. I am exhausted. Many days I work 12-15 hours or more with no breaks I feel like I am on call 24/7 to help them. If you don't--it reflects in your reviews...which should NOT be a thing. I find myself doing things that are way beyond normal expectations to try and make sure my evaluations don't suffer. Student evaluations need to go. (and just FYI--mine are good. I am not complaining just because I have bad ones)

I've made most of my comments in the earlier box. Faculty Senate should initiate a vote of no confidence

Thank you!

Bullying in departments by administrators.

I am not proud to work at ATU. Faculty are not included in decision made at this university. I feel like my voice is not heard or valued. It has made me question if I really want to have a career here at ATU even though I love my students and working with my colleagues.

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

Can we have revolving Board of Trustees? I MOVE A VOTE OF NO CONFIDENCE FOR BOWEN (among others). I am disgusted with the underhanded proliferation of racism, prejudice and discrimination on this campus in policies, procedures, and individual treatment of students, faculty and staff from a NUMBER of disenfranchised/marginalized groups. Why did we hire a guy for budget who effectively caused Wright State to implode? Everyone says that Dr. Brown was a tyrant, well....at least he was authentically himself and not a wolf in sheep's clothing. Bowen and the overextended and overreaching power held by several Sr. Administration members and Student Affairs Professionals NEEDS.TO.STOP.

Personally I have a good experience as a faculty member, but I have been exposed and witnessed many of the negative actions towards colleagues.

According to Bowen and her staff, employees hired in January 2021 currently using tuition waivers lose the waiver this Fall ONLY because 'it is too hard to enter that info into the system'. What a perfect metaphor for Bowen's overall reign at ATU: incompetence and cruel indifference that results in institutional decline. Remember the fiasco with Bowen initially demanding housing payments in April from students stuck at home with COVID? How much enrollment decline did that cost us?

Morale is high in our department with each other because we each explicitly trust each other; however, our discussions with each other indicate no one's morale is high as an ATU faculty member. We are all very concerned about the state of ATU and the decisions affecting faculty and staff. It is disturbing that upper admin salaries have not been cut - as many executive salaries across the country have been- but staff & faculty are being let go.

N/A

I am concerned with overspending on scholarships.

There is a lot of talk about shared governance on this campus but it seems that faculty and the faculty senate are left out of conversations and decision making. The latest restructuring is an example. Decisions were made but after sitting through the Board meeting and the president's presentation the next day, I still do not know what departments are being eliminated or moved. How are faculty supposed to weigh in on these matters when we are kept in the dark. It is clear that transparency and shared governance are just buzz words thrown around but they are not practiced. In regards

to faculty representation, it seems as if the current leadership of the senate does not represent the true sense of the faculty. The senate should've been more forceful and louder in our lack of participation in the restructuring process. A couple of faculty on a committee sworn to secrecy with NDAs is not an open and transparent process. I wish the current senate president had not followed a course of appeasement but had stood up to the administration by representing the faculty's interests instead of his own. The faculty needed stronger and better representation from the faculty senate president during this time as the administration is making systemic changes to the university and the primacy of academics that will affect this university for generations to come. Finally, I want to commend Dr. Johnson and her leadership of academic affairs. I understand that she is doing her best during the restructuring. Despite the lip service about the importance of academics on this campus the EC and student services have clearly been steering the ship. I recognize the hard work of the VPAA in representing faculty interest. The VPAA really should be a provost and they should be above the other VPs.

The workplace makes me excessively tired on a daily basis. I feel worn down.

I'll be honest, there was a time when I was proud to say I worked at ATU. However, currently, I would have a hard time encouraging individuals to consider working here. Dr. Bowen does great lip service saying how she cares about our well being, but at the same time she is proposing all these budget cuts that is putting more money into her budget, giving her more opportunity to spend money however she sees fit. The one thing Dr. Bowen has done well is swade the Board Members to Approve whatever she proposes.

I really feel this University is going down hill quickly. Dr. Bowen talks like quality education for students is important but there is no support for this. I strongly feel her slogan "every student counts" has nothing to do with the well being of the student, it only counts towards dollars that student brings in.

When President Bowen is inevitably fired in a year or two, we will all look back on the October 2020 "open forum" budget meeting with Mr. Branson as the turning point. His ridiculous presentation was a master class in how NOT to be transparent, open, or receptive. Then later on Bowen had the audacity to shrug her shoulders on camera and say "faculty never gave us input lol lol"? What a bad look that was. oh and did you all know that our EC was not going to raise tuition this year until the Deans stepped in? We could have had 100 faculty firings! Plus why are we doing 5 years of cuts at once? it's no wonder we are in this mess with such terrible math-challenged leadership

My students are unhappy and becoming disengaged. A TRANSPARENT student satisfaction survey should be administered to the student body.

I could not say that I am not proud to work at Tech, because our students are great and I am part of a supportive department. However, the morale is low across campus

with faculty and most staff. I am sad about the complete lack of transparency and the disconnect between the faculty and the President. Early in her time at ATU, the President listened and tried to implement good policies. However, due to fear, racism, and bias, some members of the AR Generally Assembly and people who collaborated with them made concerted efforts to attack the President viciously and publically. Those people finally "won" such that the President closed herself off to only a few people. I worry that at least one of the people she listens to has motives that are not in the best interest of the university. Faculty and staff are fearful due to a lack of transparency honest discussions. Instead of finding common ground, there is growing division especially between faculty and student affairs. We are losing minority faculty and staff of which we only had a few. It is our deserving students who lose in the end. I deeply, genuinely worry about ATU's future.

Student Affairs has taken on more than it needs to take on. It is as if Student Affairs comes first, over instruction.

I love my job and everyone, including the IT support, faculty and leadership staff have all been supportive.

I've turned down or flat-out refused to do departmental or college "administrative" work because the duties far outweigh the "benefit" of a course reduction. Having worked at other institutions (as both faculty/administrator and administrator), I can say that faculty who do administrative work at other institutions are paid a little more, have greater course reductions, and (depending on the position) become 12-month faculty rather than 9/10-month faculty. ATU faculty are almost abused (except they agree to it, for some reason).

The cost of living at Russellville is reasonable.

There are many continued expansions for buildings, laying of sod, etc. but academic programs appear to not be priority. I understand there needs to be services that draw students to this campus; however, there needs to be more efforts in retaining quality faculty members.

I believe I have joined the ranks of the cynics. Not sure there is room in Diogenes' ATU tub for one more of us...

Dean and Chair are professional, helpful and respectful

I've learned that at ATU the President may or MAY NOT be telling faculty the truth at any given time. The president stood in front of faculty and said that "we did everything possible" to avoid the destruction of our health care. In fact, the President was told that the university could make a very small financial concession that would have saved the faculty, but she CHOSE not to. The "Covid Task Force" is a farce. Like the EC and "shared governance" the President uses these terms to conceal her decisions and deflect blame. The "Covid Task Force" has rarely been given questions

by faculty and middle admin. The President makes all decisions. Also, the EC may provide advice, but the President makes all decisions. When the President makes unpopular decisions, she blames the EC. She should be responsible. After a decade of near constant enrollment growth, ONE year of down enrollment was the cause of a YEAR LONG multi million-dollar university and budget restructuring CRISIS? The obvious fiscal mismanagement of ATU should result in administration overhaul. Instead, academics were cut the highest dollar amount of any element of our university. The psychological strategy of this administration is both horrible and transparent. For the entirety of the last year, we have been GROOMED by the President to think that as long as we have a job and can feed our families, we should be grateful for ANY fiscal austerity imposed due to the leadership's poor management. I love ATU students, my colleagues, and my subject matter. My department head and dean do the best that they can. This could be a great institution, if leadership were responsible for its decisions and to tell the truth. It's incredibly sad that what we currently achieve is DESPITE upper administration practice and policy.

The silos between Academic Affairs and Student Affairs will only grow with the proposed restructure.

Being told that our assessments aren't appropriate when we are meeting (and exceeding) our accrediting body's expectations. It is Dr. Austin & University leadership's responsibility to clearly communicate additional assessment needs to meet the University's additional assessment needs. The university's failure to communicate and address assessment gaps does not reflect departmental/faculty performance and I'm tired of it being presented that way.

There is very little reward for putting in so much effort.

Bowen creates College of eTech. Bowen closes College of eTech. Bowen moves enrollment out of Academic Affairs and creates Division of Enrollment Management and new VP. Bowen layers Division of Enrollment Management, demotes new VP, and moves Enrollment Management to Student Affairs. Bowen has significant executive level turnover, particularly VPAA's. Bowen accepts money from the estate of a Holocaust denier. Bowen preaches diversity but restricts diversity efforts to a single unit that is layered in whiteness. Bowen approves increased scholarship spending. Increased scholarship spending bankrupts the University. For this record, Bowen has been rewarded with the third highest executive pay in the state. Who is going to hold Bowen accountable? Will it be Faculty Senate? I'd like someone to explain the role of Faculty Senate to me, particularly in a time when a university president is so openly hostile to the academic functions of the institution and is personally hostile to the VPAA. It has to be obvious by now that Dr. Bowen sees Dr. Johnson as some kind of threat. I hear nothing but praise for Dr. Johnson's efforts from other faculty, department heads, deans and yet she is having resources taken from her and moved to another division. How is Senate going to sit by as academic advising, yes ACADEMIC ADVISING, is moved out of academics? If there is no

action by the Senate, they might as well start pushing for the VP of Student Affairs to be Provost. If they do that, at least they'd get Bowen to sign off on one of their recommendations.

If I ever hear 'restructuring' again, I will throw up! Or maybe not, since that's probably not covered anymore by our shrinking health benefits!

Administration should be facilitating faculty and students achieving their goals and potential, but often the simplest things ATU over complicates and has a bureaucracy as inclined to just say no instead of developing a process that creates a way for them to say yes.

I love this University. And the students. My department head appreciates me as do the members of department. Lately it hasn't felt that way past my department though. There's been a lot of mumblings lately that as new changes emerge we need to get on board or get out which doesn't feel like shared governance, caring leadership, or transparentness.

NA

It is a problem that the leadership does not always seem to understand the difference between recruitment and retention. Research shows that working with faculty on research projects, community-based problem solving, and things like study abroad stick with students for years after they graduate. Facilities recruit but meaningful experiences in their programs (high impact practices) retain. Faculty right now though don't have the time or support to develop those enough at Tech. Make that a priority would be helpful for accreditation, too.

Low faculty pay is causing existing faculty to leave the university and potential faculty to decline offers to join the university.

I have loved working with Dr. Johnson. She has been a breath of fresh air. Honestly, her commitment to academics is honorable. I want to see her position elevated to Provost. I think ATU needs that commitment to academics.

We have been going in the wrong direction for years. When is the faculty senate going to do something? We should have had a no confidence vote years ago. We need one immediately for each member of the EC. We cannot work collaboratively with this president. She has burned every bridge we've put in place for her. We need to get Dr. Bowen, Dr. Nichols, and Dr. Bedsole out of here immediately. Together they have destroyed our budget and our campus culture. Vote on them now!

I have enjoyed my position at ATU Ozark and am proud to be a part of the ATU Ozark family.

I love ATU and love 99.9% of the students.



I feel marginalized, I feel like nobody listens to anything we say. Senate only cares about actual faculty, Adjunct Faculty Senate is a joke of an organization that does nothing to fix the core issues... because Faculty Senate doesn't listen to them. If I didn't need the money I would have left a long time ago. The only thing this pandemic and budget restructuring have taught me is that Tech doesn't care about their adjunct faculty members and the work they do.

I absolutely love my coworkers. They are amazing, hard workers. Better facilities are needed and more faculty. I realize the budget issues we may face, yet see other competing universities expanding their enrollment and we struggle to get extra faculty, work in overload, and turn students away.

Though I suppose that most of the damage has already been done at this point, I am weary of hearing the refrain that our budget crisis is due to the pandemic. The fact is that we were in poor shape to confront a budget shortfall due to years of increased spending without a corresponding increase in revenue. Moving forward, I would urge the administration to adopt a more data-driven and evidence-based approach in its management of the university.

Is an honor to serve ATU

Since I have been here, it appears that anti-institutionalism is something that becomes very trendy for this university. When I first arrived, the sentiment was "Oh you should have been here when Brown was president, it was worse". Today, it seems more of the same. Perhaps it is a different situation. However, increasing faculty morale and institutionalists is about being heard, getting clear guidance on policies, and receiving regular action-oriented feedback. This is a broader higher ed issue (as I am sure ATU is not alone), but my sense is that this is also more a trait of this university, which will ebb and flow with the issues of the day.

The Registrar's Office is the worst administrative unit that faculty have no choice but to interact with. The Registrar's Office cannot continue to send passive-aggressive emails about deadlines and requirements, then take three months to process one Degree Audit and two months to process a second Degree Audit.

The university has had a long history of governing from the top down. Very little has changed in the recent administration except to give lip service to share governance.

Each year and even semester more and more benefits are taken away. There is very little incentive to work at ATU. I can work in my field and make so much more money. The reason that I choose to teach is the benefits and hours. Now that benefits are being taken away, there really isn't anything encouraging me to stay. This is also the reason that we can not attract good faculty to work for us.

Faculty rotation for department chair might be a good move, but only for faculty who desire to serve in that capacity. Don't make this a forced policy.

As a 40+ year member of the ATU faculty, I watched Dr. Robert Brown build the university from a modestly sized cow college to a school of significant status in the state. Since Dr. Brown's retirement, I have seen the incompetent leadership of Ms. Bowen reverse those gains, to the point at which we are losing students at a significant rate. I wish to stress strongly that this process is not a result of the COVID-19 pandemic, but had begun before the pandemic struck in the spring of 2020. In keeping with her longstanding policy of disinformation, Ms. Bowen has used the pandemic as an excuse for the failure of her administrative policies.

The music faculty is incredibly uplifting and supportive. I really appreciate that! The Department head is very quick in answering questions and taking action on issues. He is very open to any suggestions and ready to help at all times.

I have come to realize that all administrative duties have been dumped on faculty.... while we are yet expected to teach increasing loads while our peers are being layed off... Morale is down the toilet. The President is all for shared governance except her modus operandi is to make a decision then box a committee into a choice of 1.) what she wants or 2.) something far worse. The continual marry go around of incompetence is outstanding. Look at how we do recruiting.... Our avearge ACT has now declined three years running. which makes my job harder in the classroom teaching ill prepared, intellectually cemented students.

The President, Dr. Bowen, is doing a very good job. Thank you.

Treated very well by History Department

We have not taken care of our business and therefore have let go and lost the power to take care of business.

The feeling that HR department is for show and not actually allowed to do its job. In the last few university presentations the mention of the HR department has sounded as who to blame when the decisions are made by executive council and the president. The HR department should be making sure the university is in compliance with state and federal laws.

The constant attitude of "do more with less" cannot is not sustainable. We are collapsing as an institution. The president is touting a new STEM building and we can't even fix water leaks in Corley. We can't purchase needed supplies or equipment. We can't keep faculty who have served this institution for decades are who are EXCELLENT teachers.

When I say I "agree" that I understand how and why decisions are made at Tech, I mean that it is clear to me that a few close colleagues of the president, maybe four or five people, work with her to make all the decisions. That's who she listens too. If people disagree, they disappear. This administration has set up a barrier between itself and the academic side of the institution and it's all about self-preservation. The

president is interested in maintaining good relations with the board, trying to implement programs here that will give her credit in her job searches, and trying not to let people see how weak her leadership is and how poor her decision-making is. This university will never really be moving in the right direction until the president and the entire upper echelon of the administration are removed. They've been throwing money at the problem of trying to get more students with nothing to show for it. They are now using the COVID crisis as cover to try to recoup some of those losses and fill those holes. The president has not understood the budget process from the beginning, doesn't really understand finance it seems. And I don't think the former VP for Finance did either. They have been faking it for years and can't afford to let faculty into that process because they will be exposed. It's all about covering up and self-preservation. No vision. Little interest in the true well-being of the institution. All entirely self-serving. And this coming from someone who was once a supporter of the president. I lost confidence in her abilities quite some time ago and have little regard for her leadership.

I've been an adjunct in the Dept of World languages for over 25 years. I'd like to be full time!

I had great hope for Dr. Bowen's presidency, but she has been a complete failure. It is time to move on.

I never see Dr. Bowen unless there are cameras around.

Classes get bigger, support services get smaller. Even the student facing staff offices are being gutted. How does that support student success?

I have no faith in Dr. Bowen's ability to turn this into a great place to work. I would petition for a vote of no confidence for Dr. Bowen. She's just using this job as a stepping stone for another job and it's clear. I fear for any university that hires her as their president.

I would love to continue working at ATU, but it looks like I am a victim of budget cuts.

We are all holding our breath, waiting for Dr. Bowen to go away. If the trustees won't make her leave, then we just sit here, hoping that someone else will ignore her record and choose to hire her, or that she will finally think of someone besides herself and leave before she causes more damage. It is so difficult to believe that ATU can improve with her here. Our university is in a terrible situation with an easy fix. But, until that fix occurs, we are all sitting here, quietly praying that our school will hold together until the biggest problem that ATU has ever faced---not the restructure nor the pandemic, but the presidency of Dr. Robin Bowen---has been passed us by..

It's great to be retired and teaching just one course!

I think overall, I'm grateful to be a faculty member and have a job here. I think there is potential to improve the lives of so many Arkansans in this state, and I'm proud of the work we do to truly help students succeed and get out of generational poverty. But I am concerned we are moving in the wrong direction. I feel that this administration is emphasizing the student life experience at the expense of the academic experience. I am frustrated that our scholarship spending out of E&G is out of control--who gets to overspend the budget year after year by millions of dollars and still keep their job??? Bedsole should be fired, not just demoted. I'm increasingly concerned at the lack of transparency of the EC and of Bowen. Particularly right now. Withholding this information about program closures, mergers, and staff layoffs is just increasing rumor and speculation, as well as fear and paranoia. This is not compassionate or even reasonable. By taking away Academic Advising from Academic Affairs, Bowen has yet again shown a clear preference for Keegan Nichols over Barbara Johnson. Dr. Johnson, I believe, has performed well under these circumstances, has given us straight answers when she can, but it is clear she is not second in command (as she should be). While I have no doubt that Dr. Nichols performs well at her job, too, she ought not be in control of this university, and she should not be in charge of programs which clearly fall under academic purview. Why we are building a 40 million dollar recreation center in the middle of declining enrollment and a financial crisis is beyond me. To me, that is a bad decision, and one that defies logic. And here's another thing--how did we get here so quickly? How did we go from surviving the pandemic without major layoffs to suddenly requiring a complete overhaul of our university to avoid financial insolvency in 2023? If we were truly interested in avoid long-range problems, give us another year to work openly on long-term solutions with clear reasons/data/justification for restructuring in a methodical way. So much of this process was rushed and hushed. Is there something we ought to know? Are we using the 'demographic cliff' and the pandemic as a cover for a deep financial problem caused by mismanagement or bad policies? Why did we suddenly lose so many people in finance and administration last year, so abruptly, including the VP? Again--no transparency any of these issues, and so rumor and speculation fill in the gaps. It all makes me NOT proud to work here, and NOT interested in serving this university in any capacity other than what I can directly do for students. It galls me that the president harps on this restructuring process as being transparent and involving shared governance, when it has not seemed transparent at all. And the people on these committees signed NDAs, so we don't know if this restructuring plan was truly their idea or Dr. Bowen's or the EC. And if our opinion is so valued, then why were no questions taken at the presentation on Friday afternoon? Why has Bowen not addressed the Faculty Senate before the plan was approved? Why didn't these governing bodies have input on the policy changes that didn't involve direct personnel decisions? (e.g. tuition benefit). If the Faculty Senate puts in a vote of No Confidence for the president, along with clear 'whereas's' addressing issues like the ones I've stated above, I support it.

We have the worst insurance around, our benefits are repeatedly cut, our buildings are falling apart and full of mold, and our president hates all faculty. Why would anyone want to teach at ATU in these conditions?

I am routinely treated as a 2nd class citizen. I have zero involvement in the decision making process. I am routinely excluded from conversations that directly impact my job and my program.

Very disappointed.

I think that the President has her definition of shared governance and the faculty has it's own definition of shared governance. I believe that what is practiced as share governance between Dr. Bowen (and others in her circle) and the faculty leans toward input that is processed by the Upper Administration Machine and then spit out if faculty input does not align with already determined actions to be taken at the EC/Presidential level.

President Bowen needs to look in the mirror and identify the single budget cut that would make a real difference. Just leave!

Extremely low morale.

I find the annual faculty evaluation process to be a very cumbersome process that serves no point - especially for anyone who has already received tenure and promotion to Associate Professor. Our evaluation process has no impact on salary at all. Salary is impacted by the separate process of applying for promotion to associate professor or professor only. The only other salary increases relate to a standard 1% or 2% "cost of living adjustment" which does not keep up with inflation. So why are we spending all this time on those portfolios once we have tenure and hold the rank of associate professor? The amount of time it takes to assemble your own portfolio is crazy and then the amount of time it takes to review your peers portfolios is sheer torture. When I worked in industry, every salaried employee completed a four page self-evaluation and every hourly employee completed a two-page self-evaluation. I do not understand the need for such massive portfolios!!

PPE

I would like to see a NO CONFIDENCE VOTE in Dr. Bowen and Mr. Branson. They do NOT respect faculty and do not see us as people. It is absolutely appalling that they would lay off faculty and not let them know until May 8th. That essentially makes faculty members unemployable that late in the semester. But they just don't seem to care. They don't understand or don't want to understand the relationship between faculty members and student enrollment, retention and satisfaction. They form committees but then don't listen to input from faculty. They choose the same people for many of the committees and many of us, who have valuable things to say or ignored or never heard. They mislead the Board of Trustees by not allowing them

to really hear from faculty members. This is a bad financial time, but I am not convinced that ATU was in a budget mess before now. And now, students and faculty are bearing the brunt of this. Dr. Bowen and Mr. Branson have no understanding or empathy!

This is a miserable place to work. Easily the worst job I have ever held, regardless of age or industry. This has clearly been a goal of the president: to drive everything worthwhile and good about ATU into the ground to implement an shortsighted, poorly planned, and misguided vision of what a university like this should be. I simply could not imagine a worse university administrator for this institution.

I am appalled that Dr. Johnson is waiting until May to announce which programs will be terminated or monitored. This is bad for all faculty, students, and obviously Admissions. Also, all the work that the budget committees did regarding restructuring was pointless when Walter Branson decided to do whatever he wanted anyway with his leaky buckets.

I'm a long-timer at ATU. I want to work for a university that I'm proud of. I want to work for a university that I can recommend to high-achieving students everywhere. What I see is a continual degradation of working conditions and support for academics. I see the trend towards turning ATU into an advanced community college. Our administration needs to develop some recognition that without academics ATU is nothing but a cafeteria and a housing complex.

I love my job. I would like to quit being asked to attend meetings and recruitment events late at night and on weekends.

Thank you!

There should be a review about how faculty of color are treated on this campus.

President Bowen and the rest of executive council are responsible for the "budget crisis". I am tired of all the being told we are in the loop but we are not. President Bowen needs to learn how to communicate with faculty and value the faculty instead of telling us only what she wants us to know!

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

How many times did you think about quitting, on average, a month?
On a scale of 1 to 5, where 1 is 'not excited at all' and 5 is 'very excited', how excited are you to lose your job during a global pandemic while ATU builds a \$50 million rec center that no one wants or needs?
Do you think 6 hours a week for office hours is enough for students to contact you? Do you meet with students outside of your set office hours?
Can you provide some type of health benefits to part time/adjunct faculty?
What needs to be done for a vote of no confidence? How many more budget reductions, declines in enrollment, cuts in faculty lines and in student support across the board, are acceptable before we make a change?
“if President Bowen was TRYING to make Arkansas Tech a weaker institution, would she be doing anything differently?”
I would like to see a salary comparison of Dr Bowen’s compensation package compared to others across the state.
How much do these surveys matter in bringing about change? Do the results reach the Board or anyone outside of ATU?
Please ask questions about opportunities for administrative-level experience and part-time admin jobs that only have a course release for compensation. Also, ask questions about "training up" for administrative roles. If we were to go to a rotating (or elected) chair for departments, how comfortable would someone be in that position? What kind of opportunities would prepare them for that role?
Questions related to how effective the department head/dean are with communicating information that comes down from President or Academic Affairs.
Some questions need tweaking. For example, the question concerning "instructional support," could be clearer. Are we talking the ATU library? The folks at technical support services? My department chair? Answered "neutral" to this one.
Add questions that address specific needs of adjuncts
You need the opportunity to follow up to specific questions. Have a comment section at the end of each page.
Please include N/A options for anything that doesn’t pertain to Ozark
Senate, please do something!

I would remove a question: I don't care about the provost/VP issue. And I have never met anyone that cares about that issue outside of a few Faculty Senators. I'm sure there is a good argument for changing it, so whatever anyone decides on that issue is fine.

I'd like to review the effectiveness of our support options and programs individually. A survey of how much time is spent on each of our responsibilities would also be informative.

NA

We need a no confidence vote for each member of the EC.

A question about the effects of COVID would be good. I, along with everyone else, worked very hard last year. We put in outrageous numbers of hours to keep the school functional for students. I think it's led to burnout for me. In previous years, I could handle the High School students, but now, just one or two complaints to their principal and I'm ready to quit. My immunity to criticism is almost nonexistent.

why not ask adjuncts what they want, huh? Too afraid to see exactly how many people support consistent class schedules or higher pay? Is it just that obvious that it's not worth asking?

Satisfaction with the Registrar's Office and Satisfaction with Degree Audits.

Cheese Puffs are delicious on Tuesdays.

Will adjuncts get health benefits in the future?

Why has the faculty not held a vote of no confidence?

Teaching load.

What level of participation (personally) is being taken in the professional development opportunities and training offered to faculty?

This survey is written with FT faculty in mind, but is also given to the adjuncts to complete. Maybe consider that the adjuncts don't have access to the same level of information that the FT faculty do, and retool future surveys so they can give more substantive responses. Or simply start providing them with the same level of information the FT faculty have. The adjunct faculty may not have the same level of responsibilities the FT faculty have, but they're perfectly capable of understanding them.

Is it time for a vote of no confidence?

What's the point? No one besides the faculty actually read these comments. If upper administration actually does read these comments, then they're cowards for not addressing them.



Maybe ask yearly if we have confidence in our president. We can't afford another Bowen any time in our future. Our university will not be able to endure another Bowen.

I know how I can get my concerns heard. I feel that that all faculty have an opportunity to introduce new ideas.

You need a questions regarding policies and benefits satisfaction in general. Not just health benefits.

When ATU is bankrupt next year, which university system in the state would you prefer to join and why?

E

Should we call for a vote of no confidence for our President, Dr. Bowen?

How difficult do you think it is to attract and retain new faculty members to ATU?

Question: The president believes there is shared governance on campus. (Dr. President, please stop saying "distributed leadership," when you really mean Executive Council leadership). Follow up question: I believe there is shared governance on campus. Question: Should non-disclosure agreements be permitted on committees?

I would like to see the Faculty Senate get the word out to a broader audience about what is going on at ATU. Faculty and staff have been dissatisfied here for several years. That information needs to go to our local government, local legislatures, and news outlets. I strongly believe that problems never get better unless you shine a light on them.

Pay is the lowest here. Health benefits are one of the worst. Too much teaching load. No appreciation of good research. No funds for research available. I am sorry to say, my colleagues do not appreciate the good work i do for the department. My suggestions to improving the course is ignored.

This survey should always include a confidence vote for each administrator.

Thank you!

Not sure what to recommend to actually get some change around here before we lose more and more faculty that are very valued and needed for student success/learning.