

ATU Faculty Satisfaction Survey 2021 – 2022

April 27, 2022

facultysenate@atu.edu

PRIMARY FINDINGS OF THE FACULTY SATISFACTION SURVEY

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

Level of Satisfaction

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

- The mean response to the satisfaction item “how satisfied are you with your position as a faculty member at Arkansas Tech” was **3.22**.
- Participants reported mean scores of **2.98** for teaching load, **3.68** for faculty/student ratio, **3.40** for instructional support, and **2.97** for classroom facilities.
- Overall, participants reported a mean score of **2.52** for satisfaction with salary.
- The mean score for satisfaction with the President of the University was **2.32**, satisfaction with the President’s decision-making process was **2.23**, and satisfaction with the President’s vision was **2.32**.
- Satisfaction with the Vice President for Academic Affairs was not measured in this survey because of turnover at the position.
- Mean score for satisfaction with the level of transparency at the University was **1.85**.
- Low scores were also reported relating to regard for faculty input in University matters (**2.02**), the state of shared governance (**2.21**), and the role of faculty in University decision-making (**2.11**). The mean satisfaction score for the commitment of institutional leaders to ongoing improvements was **2.46**.
- Satisfaction with University support for new faculty lines was **2.21**.
- The mean score for satisfaction with health benefits was **2.15**.
- Satisfaction for representation provided by Faculty Senate was **3.52**.
- Mean satisfaction scores for the response of Faculty Senate and the President to the previous year’s satisfaction survey were **3.25** and **1.97** 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 (4.38), faculty evaluating the VPAA (4.42), and faculty evaluating the President (4.38).
- Participants reported low levels of agreement with the University commitment to transparency (2.07), the President's commitment to shared governance (2.25), and senior leadership valuing faculty input (2.03).
- Participants reported low levels of agreement in understanding how (2.38) or why (2.06) decisions are made, as well as decisions being communicated effectively (2.35). The mean score for level of agreement with decisions being made in the best interest of the University was 2.33.
- Participants did not agree that the University budget is being managed effectively (2.21).
- Participants did not agree there is an appropriate ratio of faculty lines to administrative positions (1.88), that hiring an adequate number of faculty is a budget priority (2.12), or that budget priorities reflect a commitment to student success (2.29).
- Mean scores for level of agreement with faculty morale being high were: in the participant's department, 2.26; in the participant's college, 2.19; across the University, 1.81. The mean score for participant's feeling appreciated at Tech was 2.57.
- The mean score for level of agreement that Arkansas Tech is headed in the right direction was 2.06.
- Participants agreed that faculty should have input into decisions made on health care coverage (4.28).
- Participant level of agreement with being proud to work at Tech was 3.25 and recommending Tech as a good place to work was 2.71.
- Mean score for level of agreement that shared governance is practiced at Tech was 2.21. Score for level of agreement with a faculty commitment to shared governance was 3.61.

Open-Ended Responses

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

Faculty Satisfaction Survey Four-Year Results Summary

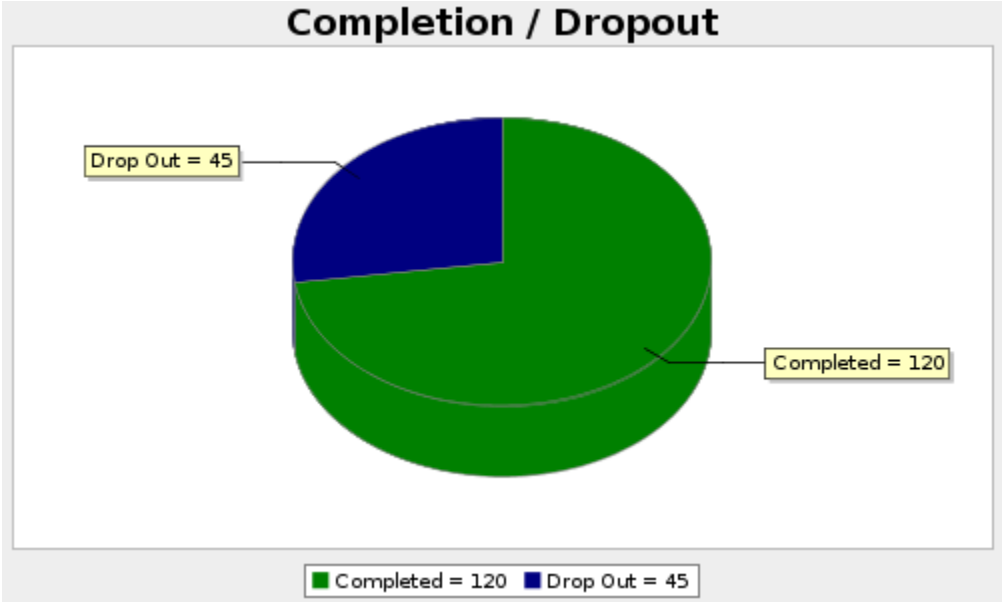
	2018-2019		2019-2020		2020-2021		2021-2022	
Rate your level of satisfaction with the following: (1 – extremely dissatisfied; 2 – dissatisfied, 3 – neutral; 4 – satisfied; 5 – extremely satisfied)	Mean	SD	Mean	SD	Mean	SD	Mean	SD
	N=179		N=212		N=237		N=120	
position as a faculty member at Arkansas Tech	3.43	1.21	3.58	1.14	3.36	1.28	3.22	1.13
your salary	2.55	1.15	2.60	1.16	2.68	1.15	2.52	1.16
your teaching load	2.85	1.22	3.14	1.24	3.12	1.24	2.98	1.11
faculty to student ratio in your courses	3.51	1.18	3.66	1.10	3.63	1.15	3.68	1.04
instructional support offered by the University	3.42	1.12	3.51	1.08	3.52	1.19	3.40	1.07
classroom facilities	3.14	1.21	3.18	1.14	3.31	1.21	2.97	1.30
university support for scholarship/creative activities	2.95	1.15	2.93	1.10	2.86	1.18	2.52	1.13
your service load	3.23	1.09	3.24	1.06	3.18	1.16	3.18	1.01
annual evaluation process	3.06	1.16	3.11	1.07	3.36	1.09	3.16	1.11
promotion policies	3.41	1.42	3.55	1.52	3.59	1.40	3.27	1.08
tenure policies	3.70	1.34	4.02	1.50	3.82	1.40	3.51	1.12
professional development opportunities at the University	2.96	1.05	3.11	1.10	3.17	1.16	2.91	1.10
University support for new faculty lines	2.09	1.04	2.45	1.13	2.44	1.19	2.21	1.08
your health benefits	2.20	1.07	2.00	1.07	2.26	1.18	2.15	1.15
Arkansas Techs senior leadership (Executive Council)	2.37	1.10						
Vice President for Academic Affairs	3.37	1.19	3.54	.98	3.79	1.09		
President of the University	2.66	1.31	2.94	1.29	2.54	1.39	2.32	1.14
Executive Council decision-making process	2.31	1.08						
President's decision-making process			2.71	1.25	2.43	1.36	2.23	1.11
role of faculty in University decision making	2.28	1.03	2.56	1.05	2.38	1.20	2.11	1.03
representation provided by Faculty Senate	3.44	.97	3.37	.98	3.45	1.01	3.52	1.07
state of shared governance on campus	2.49	1.08	2.66	1.03	2.46	1.18	2.21	1.01
amount of faculty control over the curriculum	3.35	1.19	3.52	1.08	3.29	1.18	3.29	1.03
level of regard for faculty input on University matters	2.31	1.12	2.55	1.09	2.36	1.22	2.02	1.00
level of transparency in University decision making	2.05	1.12	2.30	1.06	2.16	1.21	1.85	0.98
your sense of belonging to the University			3.09	1.26	2.87	1.27	2.64	1.28
commitment of institutional leaders to ongoing improvements			2.88	1.10	2.60	1.23	2.46	1.13
contribution of your work to the institutional mission			3.82	.86	3.74	1.03	3.50	1.08
President's vision			3.02	1.20	2.58	1.35	2.32	1.16
Faculty Senate's response to the 2018-2019 Faculty Satisfaction Survey results			3.09	.81	3.07	.98	3.25	1.15
President's response to the 2018-2019 Faculty Satisfaction Survey results			2.58	1.09	2.38	1.2	1.97	1.07

I	2018-2019		2019-2020		2020-2021		2021-2022	
Rate your level of agreement with the following: (1 – strongly disagree; 2 – disagree; 3 – neutral; 4 – agree; 5 – strongly agree)	Mean N=179	SD	Mean N=212	SD	Mean N=237	SD	Mean N=120	SD
There is a faculty commitment to shared governance at Arkansas Tech.	3.39	1.03	3.45	.98	3.53	1.10	3.61	1.01
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	2.25	1.10
Shared governance is practiced at Arkansas Tech.	2.50	1.05	2.70	1.06	2.51	1.27	2.21	1.06
There is a commitment to transparency at Arkansas Tech.	2.26	1.13	2.43	1.14	2.28	1.30	2.07	1.00
In general, senior-level leadership value faculty input.	2.33	1.11	2.25	1.16	2.42	1.29	2.03	1.07
The University budget is being effectively managed.	2.13	1.14	2.43	1.11	2.15	1.22	2.21	1.11
The ratio of faculty lines to administrative positions is appropriate.	2.00	1.04	2.26	1.09	2.13	1.21	1.88	0.97
Hiring adequate numbers of faculty is a budget priority at Arkansas Tech.	2.17	1.18	2.33	1.19	2.29	1.26	2.12	1.11
The budget priorities reflect a commitment to student success.	2.44	1.18	2.59	1.11	2.47	1.24	2.29	1.03
I understand how decisions are made at Arkansas Tech.	2.40	1.21	2.57	1.15	2.68	1.26	2.38	1.17
I understand why decisions are made at Arkansas Tech.	2.28	1.09	2.51	1.14	2.55	1.23	2.06	1.00
The VPAA position should transition to Provost and Senior VP.	3.62	1.02	3.67	1.14	3.72	1.19	4.03	1.09
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	2.35	1.08
Decisions are made in the best interests of the University.	2.49	1.08	2.75	1.11	2.60	1.23	2.33	1.08
Arkansas Tech is heading in the right direction.	2.49	1.17	2.83	1.15	2.44	1.27	2.06	1.00
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	4.38	0.80
Faculty should evaluate job performance of the VPAA on a yearly basis.	4.23	.84	4.13	.81	4.14	.93	4.42	0.67
Faculty should evaluate job performance of the President on yearly basis.	4.23	.90	4.23	.83	4.30	.90	4.38	0.89
Faculty should have input into decisions made on health care coverage.	4.48	.64	4.43	.77	4.47	.73	4.28	0.84
My professional contributions as a faculty member are valued.	2.88	1.23	2.97	1.23	2.92	1.28	2.63	1.16
Faculty morale is high in my department.	2.67	1.22	2.85	1.22	2.56	1.30	2.26	1.11
Faculty morale is high in my college.	2.47	1.10	2.65	1.06	2.41	1.20	2.19	1.00
Faculty morale is high across the University.	2.29	1.00	2.36	1.01	2.15	1.14	1.81	0.78
Diversity is valued at the University.							2.81	1.23
I feel appreciated at Arkansas Tech.	2.76	1.30	2.86	1.30	2.77	1.37	2.57	1.21
I have a satisfactory work/life balance at Arkansas Tech.	2.90	1.30	3.06	1.27	2.97	1.26	2.84	1.21
Senior leadership consider faculty work/life balance in making decisions.	2.61	1.28	2.92	1.24	2.82	1.34	2.56	1.21
I would recommend Arkansas Tech as a good place to work.	3.07	1.17	3.20	1.16	2.94	1.28	2.71	1.04
I am proud to work at Arkansas Tech.	3.53	1.12	3.63	1.15	3.44	1.25	3.25	1.13

	18/19	19/20	20/21	21/22
Rate your level of satisfaction with the following: (1 – extremely dissatisfied; 2 – dissatisfied, 3 – neutral; 4 – satisfied; 5 – extremely satisfied)	Mean	Mean	Mean	Mean
	N=179	N=212	N=237	N=120
position as a faculty member at Arkansas Tech	3.43	3.58	3.36	3.22
your salary	2.55	2.60	2.68	2.52
your teaching load	2.85	3.14	3.12	2.98
faculty to student ratio in your courses	3.51	3.66	3.63	3.68
instructional support offered by the University	3.42	3.51	3.52	3.40
classroom facilities	3.14	3.18	3.31	2.97
university support for scholarship/creative activities	2.95	2.93	2.86	2.52
your service load	3.23	3.24	3.18	3.18
annual evaluation process	3.06	3.11	3.36	3.16
promotion policies	3.41	3.55	3.59	3.27
tenure policies	3.70	4.02	3.82	3.51
professional development opportunities at the University	2.96	3.11	3.17	2.91
University support for new faculty lines	2.09	2.45	2.44	2.21
your health benefits	2.20	2.00	2.26	2.15
Arkansas Techs senior leadership (Executive Council)	2.37			
Vice President for Academic Affairs	3.37	3.54	3.79	
President of the University	2.66	2.94	2.54	2.32
Executive Council decision-making process	2.31			
President's decision-making process		2.71	2.43	2.23
role of faculty in University decision making	2.28	2.56	2.38	2.11
representation provided by Faculty Senate	3.44	3.37	3.45	3.52
state of shared governance on campus	2.49	2.66	2.46	2.21
amount of faculty control over the curriculum	3.35	3.52	3.29	3.29
level of regard for faculty input on University matters	2.31	2.55	2.36	2.02
level of transparency in University decision making	2.05	2.30	2.16	1.85
your sense of belonging to the University		3.09	2.87	2.64
commitment of institutional leaders to ongoing improvements		2.88	2.60	2.46
contribution of your work to the institutional mission		3.82	3.74	3.50
President's vision		3.02	2.58	2.32
Faculty Senate's response to the 2018-2019 Faculty Satisfaction Survey results		3.09	3.07	3.25
President's response to the 2018-2019 Faculty Satisfaction Survey results		2.58	2.38	1.97

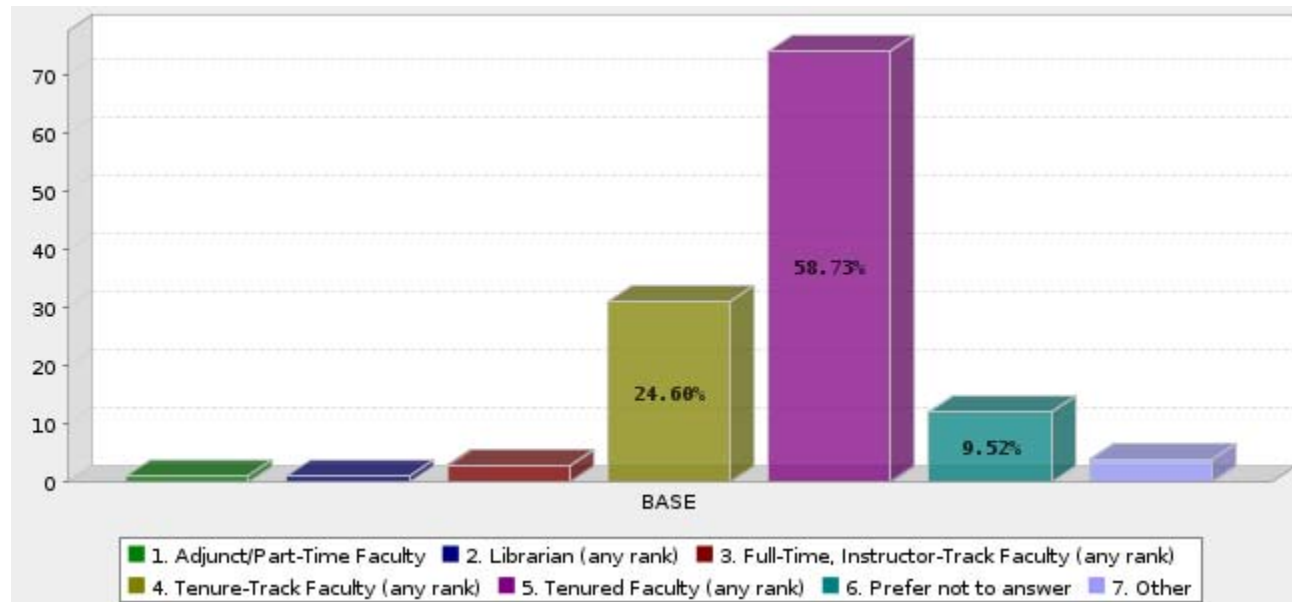
I	18/19	19/20	20/21	21/22
Rate your level of agreement with the following: (1 – strongly disagree; 2 – disagree; 3 – neutral; 4 – agree; 5 – strongly agree)	Mean N=179	Mean N=212	Mean N=237	Mean N=120
There is a faculty commitment to shared governance at Arkansas Tech.	3.39	3.45	3.53	3.61
Senior-level leadership are committed to shared governance at Arkansas	2.47			
The President is committed to shared governance at Arkansas Tech.		2.87	2.52	2.25
Shared governance is practiced at Arkansas Tech.	2.50	2.70	2.51	2.21
There is a commitment to transparency at Arkansas Tech.	2.26	2.43	2.28	2.07
In general, senior-level leadership value faculty input.	2.33	2.25	2.42	2.03
The University budget is being effectively managed.	2.13	2.43	2.15	2.21
The ratio of faculty lines to administrative positions is appropriate.	2.00	2.26	2.13	1.88
Hiring adequate numbers of faculty is a budget priority at Arkansas Tech.	2.17	2.33	2.29	2.12
The budget priorities reflect a commitment to student success.	2.44	2.59	2.47	2.29
I understand how decisions are made at Arkansas Tech.	2.40	2.57	2.68	2.38
I understand why decisions are made at Arkansas Tech.	2.28	2.51	2.55	2.06
The VPAA position should transition to Provost and Senior VP.	3.62	3.67	3.72	4.03
Arkansas Tech should transition to rotating department chairs.	2.97	2.77	2.94	
Executive Council decisions are clearly communicated to faculty.	2.14			
The Presidents decisions are clearly communicated to faculty.		2.59	2.69	2.35
Decisions are made in the best interests of the University.	2.49	2.75	2.60	2.33
Arkansas Tech is heading in the right direction.	2.49	2.83	2.44	2.06
The job performance of senior leadership should be evaluated on a yearly basis by all employees in their respective administrative units.	4.23	4.20	4.26	4.38
Faculty should evaluate job performance of the VPAA on a yearly basis.	4.23	4.13	4.14	4.42
Faculty should evaluate job performance of the President on yearly basis.	4.23	4.23	4.30	4.38
Faculty should have input into decisions made on health care coverage.	4.48	4.43	4.47	4.28
My professional contributions as a faculty member are valued.	2.88	2.97	2.92	2.63
Faculty morale is high in my department.	2.67	2.85	2.56	2.26
Faculty morale is high in my college.	2.47	2.65	2.41	2.19
Faculty morale is high across the University.	2.29	2.36	2.15	1.81
Diversity is valued at the University.				2.81
I feel appreciated at Arkansas Tech.	2.76	2.86	2.77	2.57
I have a satisfactory work/life balance at Arkansas Tech.	2.90	3.06	2.97	2.84
Senior leadership consider faculty work/life balance in making decisions.	2.61	2.92	2.82	2.56
I would recommend Arkansas Tech as a good place to work.	3.07	3.20	2.94	2.71
I am proud to work at Arkansas Tech.	3.53	3.63	3.44	3.25

Survey Overview



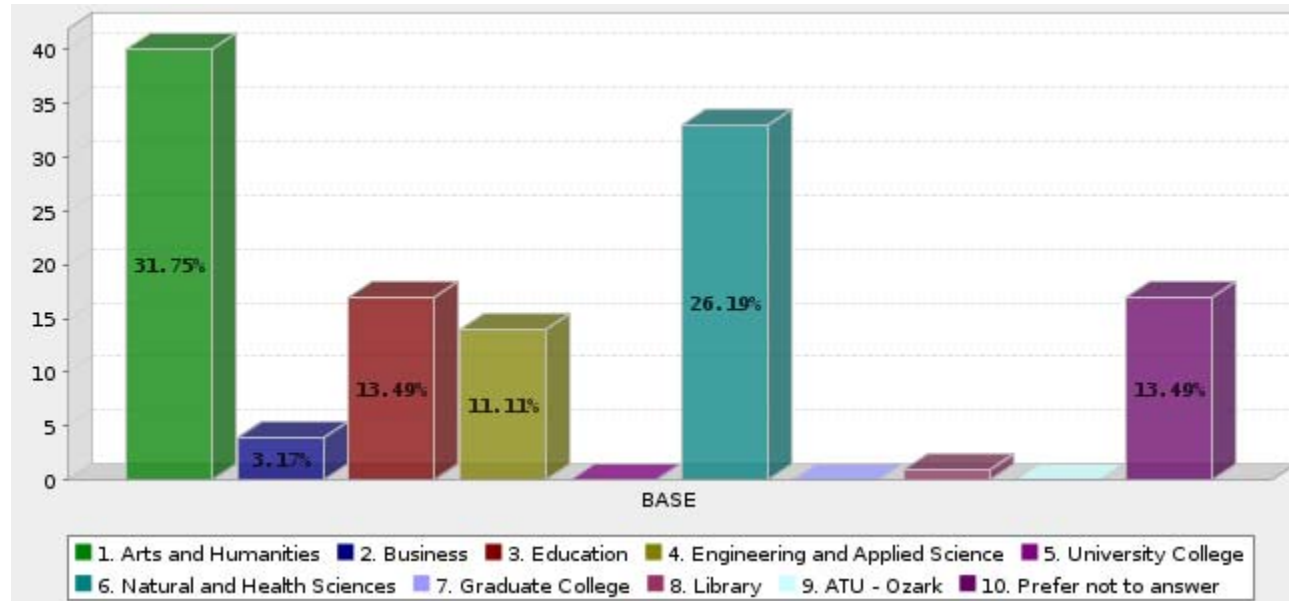
Viewed	Started	Completed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
567	165	120	72.73%	45	10 minutes

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



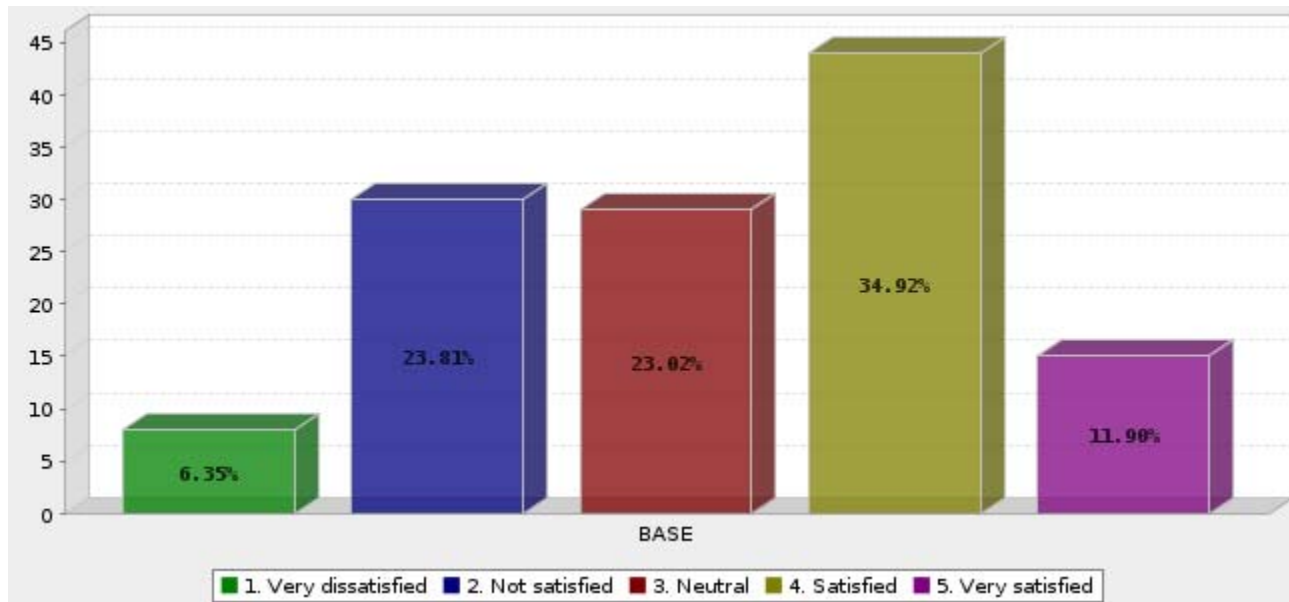
	Answer	Count	Percent
1.	Adjunct/Part-Time Faculty	1	0.79%
2.	Librarian (any rank)	1	0.79%
3.	Full-Time, Instructor-Track Faculty (any rank)	3	2.38%
4.	Tenure-Track Faculty (any rank)	31	24.60%
5.	Tenured Faculty (any rank)	74	58.73%
6.	Prefer not to answer	12	9.52%
7.	Other	4	3.17%
	Total	126	100%
Mean : 4.810		Confidence Interval @ 95% : [4.660 - 4.959]	Standard Deviation : 0.855
			Standard Error : 0.076

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



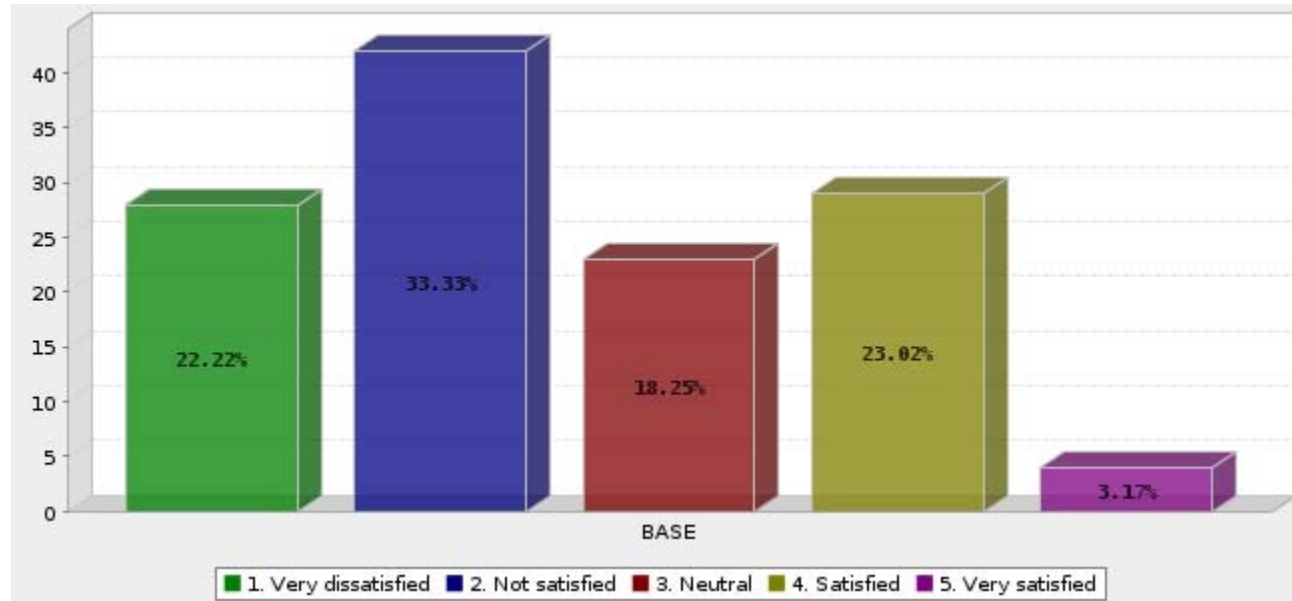
		Answer	Count	Percent
1.		Arts and Humanities	40	31.75%
2.		Business	4	3.17%
3.		Education	17	13.49%
4.		Engineering and Applied Science	14	11.11%
5.		University College	0	0.00%
6.		Natural and Health Sciences	33	26.19%
7.		Graduate College	0	0.00%
8.		Library	1	0.79%
9.		ATU - Ozark	0	0.00%
10.		Prefer not to answer	17	13.49%
		Total	126	100%

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



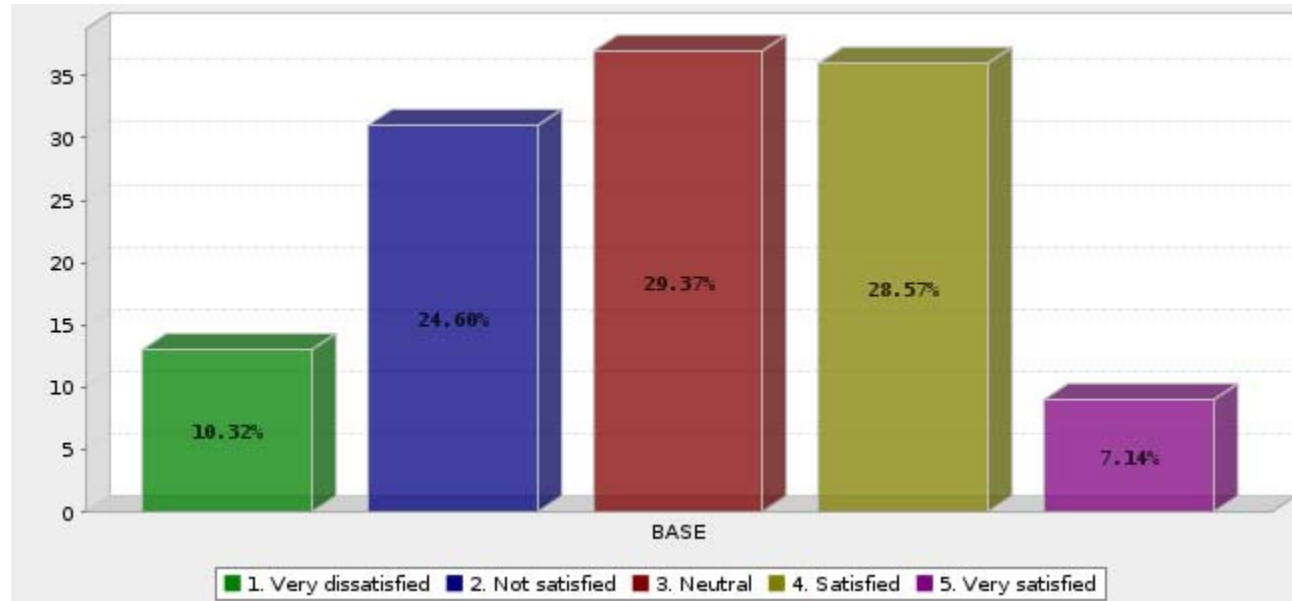
	Answer	Count	Percent
1.	Very dissatisfied	8	6.35%
2.	Not satisfied	30	23.81%
3.	Neutral	29	23.02%
4.	Satisfied	44	34.92%
5.	Very satisfied	15	11.90%
	Total	126	100%
Mean : 3.222		Confidence Interval @ 95% : [3.025 - 3.420]	Standard Deviation : 1.131
		Standard Error : 0.101	

Q12. How satisfied are you with your salary?



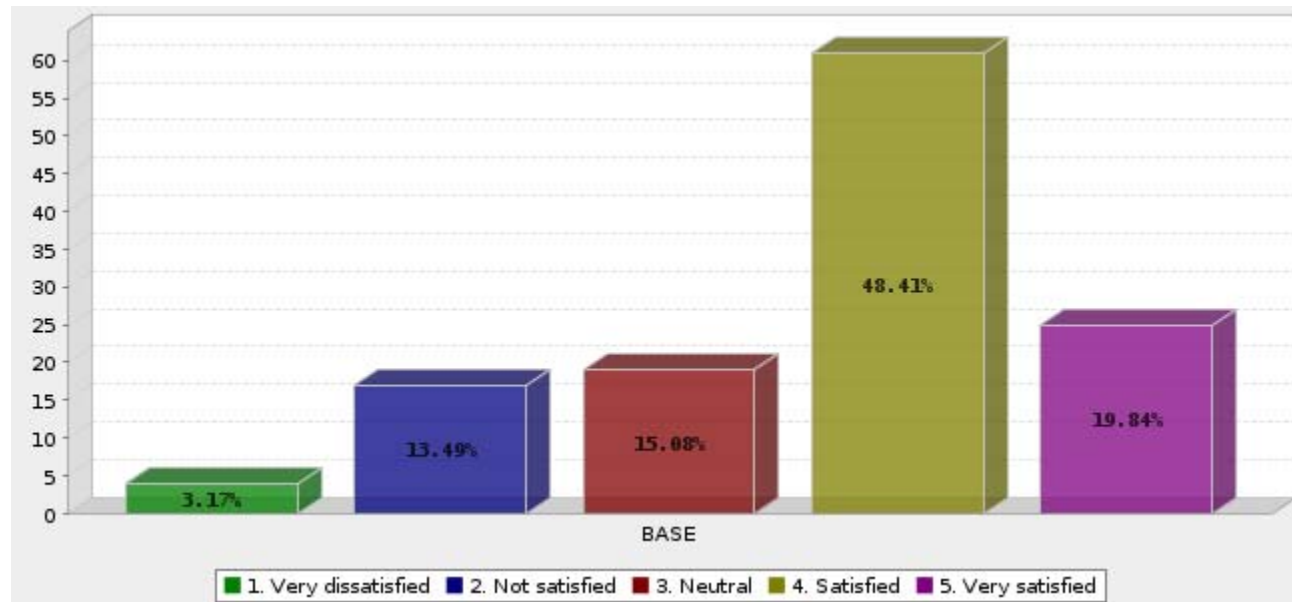
	Answer	Count	Percent
1.	Very dissatisfied	28	22.22%
2.	Not satisfied	42	33.33%
3.	Neutral	23	18.25%
4.	Satisfied	29	23.02%
5.	Very satisfied	4	3.17%
	Total	126	100%
Mean : 2.516		Confidence Interval @ 95% : [2.313 - 2.719]	Standard Deviation : 1.164
		Standard Error : 0.104	

Q18. How satisfied are you with your teaching load?



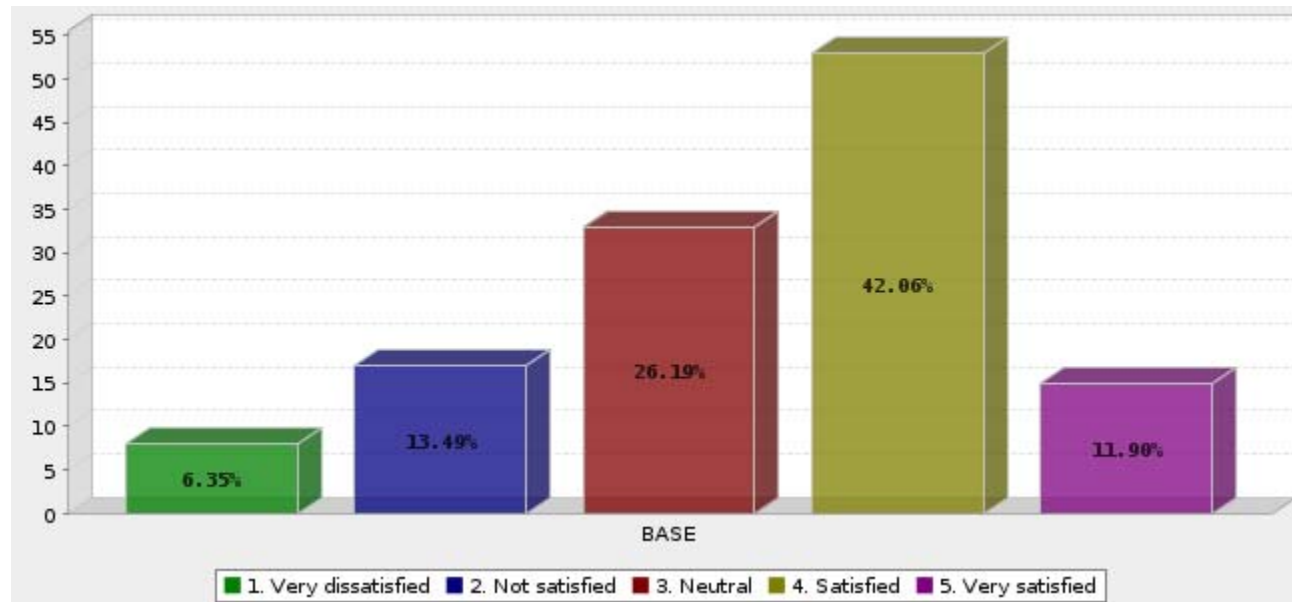
	Answer	Count	Percent
1.	Very dissatisfied	13	10.32%
2.	Not satisfied	31	24.60%
3.	Neutral	37	29.37%
4.	Satisfied	36	28.57%
5.	Very satisfied	9	7.14%
	Total	126	100%
Mean : 2.976		Confidence Interval @ 95% : [2.782 - 3.171]	Standard Deviation : 1.113
		Standard Error : 0.099	

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



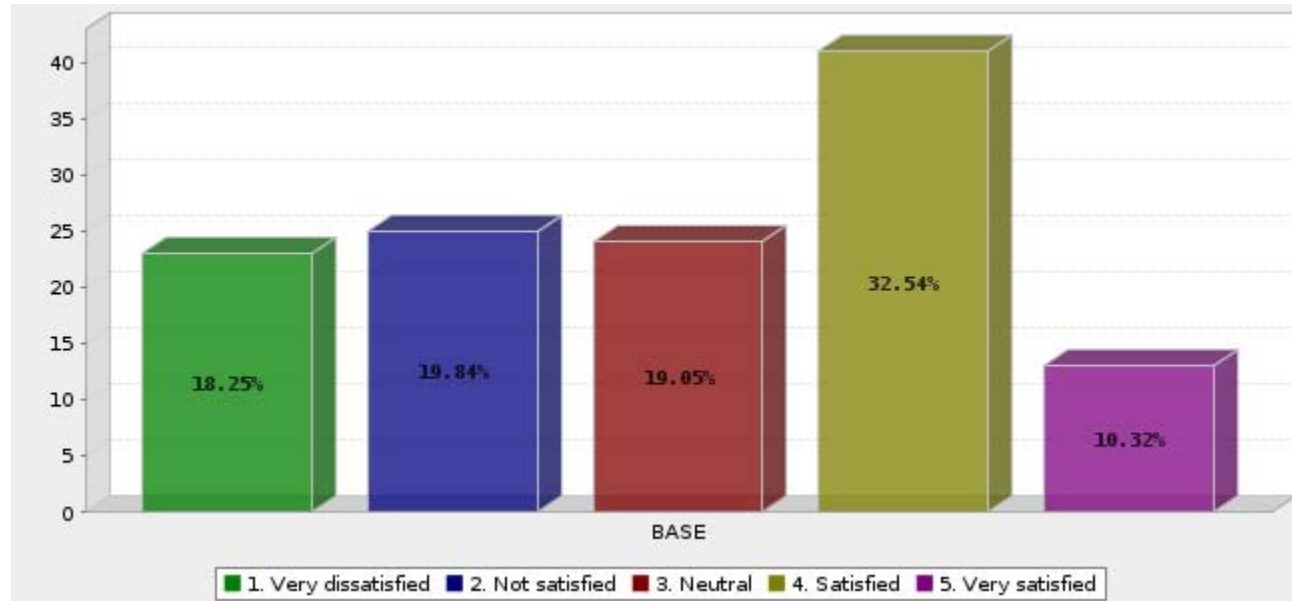
	Answer	Count	Percent
1.	Very dissatisfied	4	3.17%
2.	Not satisfied	17	13.49%
3.	Neutral	19	15.08%
4.	Satisfied	61	48.41%
5.	Very satisfied	25	19.84%
	Total	126	100%
Mean : 3.683		Confidence Interval @ 95% : [3.501 - 3.864]	Standard Deviation : 1.040
		Standard Error : 0.093	

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



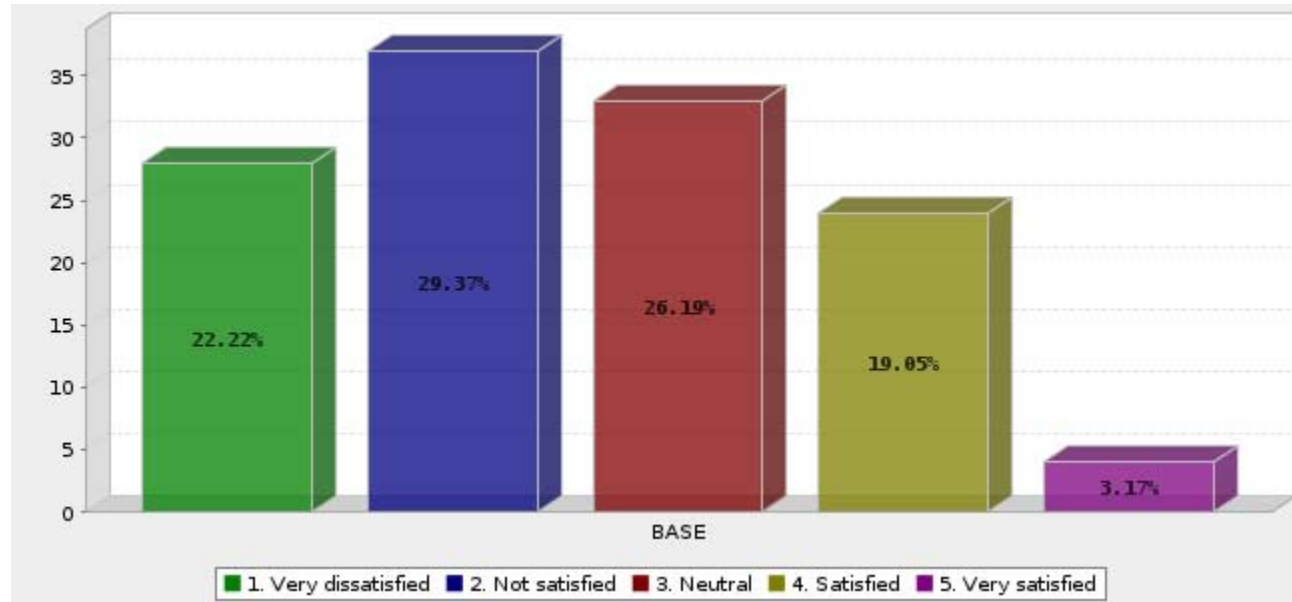
	Answer	Count	Percent
1.	Very dissatisfied	8	6.35%
2.	Not satisfied	17	13.49%
3.	Neutral	33	26.19%
4.	Satisfied	53	42.06%
5.	Very satisfied	15	11.90%
	Total	126	100%
Mean : 3.397		Confidence Interval @ 95% : [3.211 - 3.583]	Standard Deviation : 1.066
		Standard Error : 0.095	

Q22. How satisfied are you with classroom facilities?



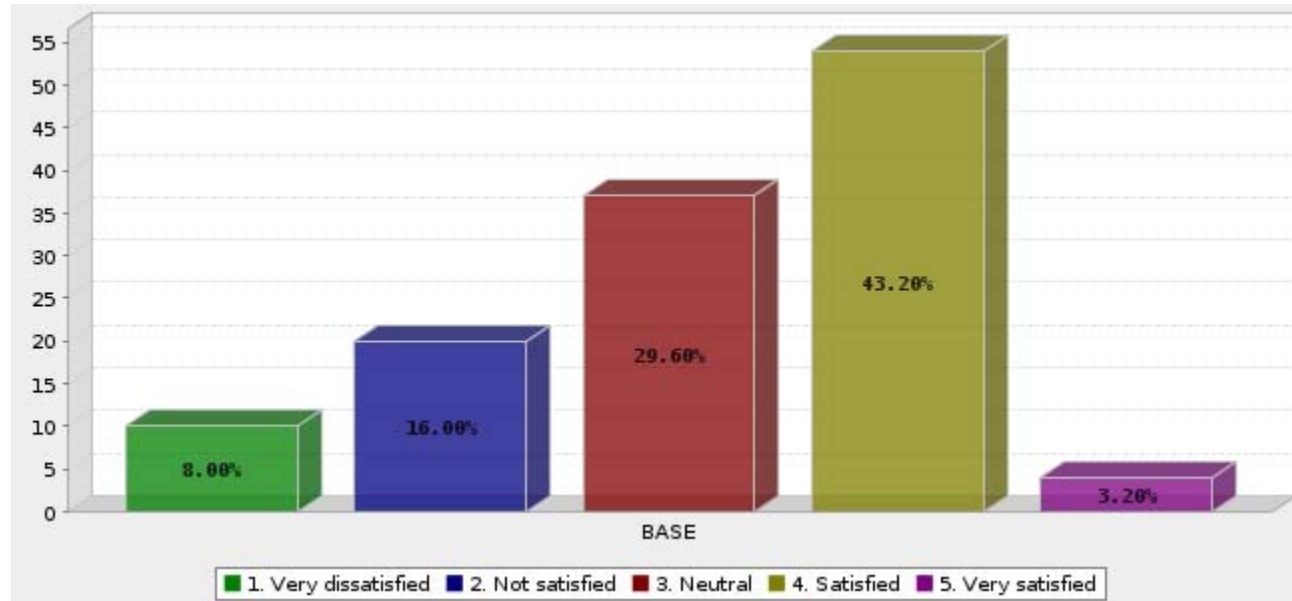
	Answer	Count	Percent
1.	Very dissatisfied	23	18.25%
2.	Not satisfied	25	19.84%
3.	Neutral	24	19.05%
4.	Satisfied	41	32.54%
5.	Very satisfied	13	10.32%
	Total	126	100%
Mean : 2.968		Confidence Interval @ 95% : [2.742 - 3.195]	Standard Deviation : 1.296
		Standard Error : 0.115	

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



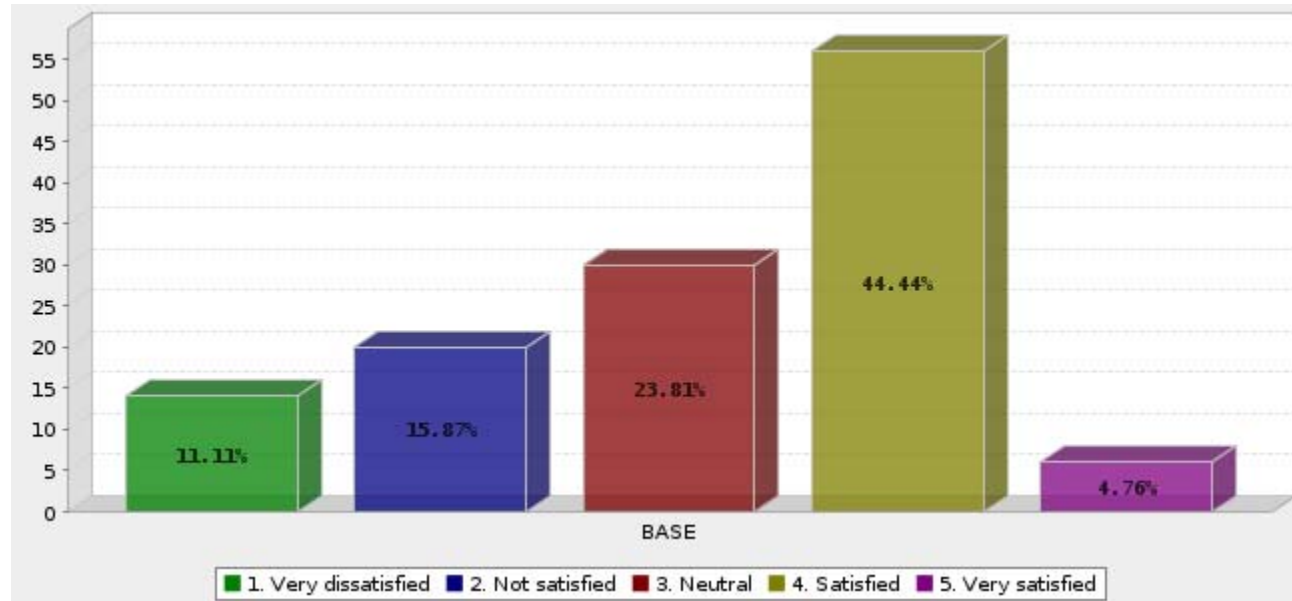
	Answer	Count	Percent
1.	Very dissatisfied	28	22.22%
2.	Not satisfied	37	29.37%
3.	Neutral	33	26.19%
4.	Satisfied	24	19.05%
5.	Very satisfied	4	3.17%
	Total	126	100%
Mean : 2.516		Confidence Interval @ 95% : [2.319 - 2.713]	Standard Deviation : 1.129
		Standard Error : 0.101	

Q20. How satisfied are you with your service load?



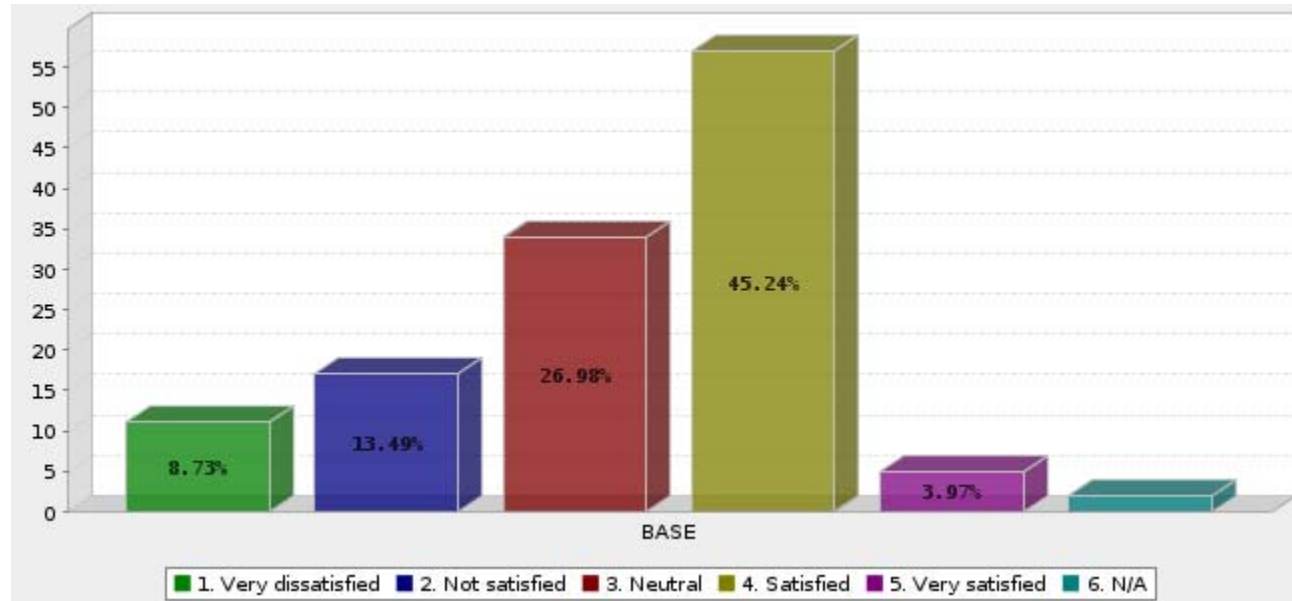
	Answer	Count	Percent
	1. Very dissatisfied	10	8.00%
	2. Not satisfied	20	16.00%
	3. Neutral	37	29.60%
	4. Satisfied	54	43.20%
	5. Very satisfied	4	3.20%
	Total	125	100%
Mean : 3.176		Confidence Interval @ 95% : [2.999 - 3.353]	Standard Deviation : 1.009
		Standard Error : 0.090	

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



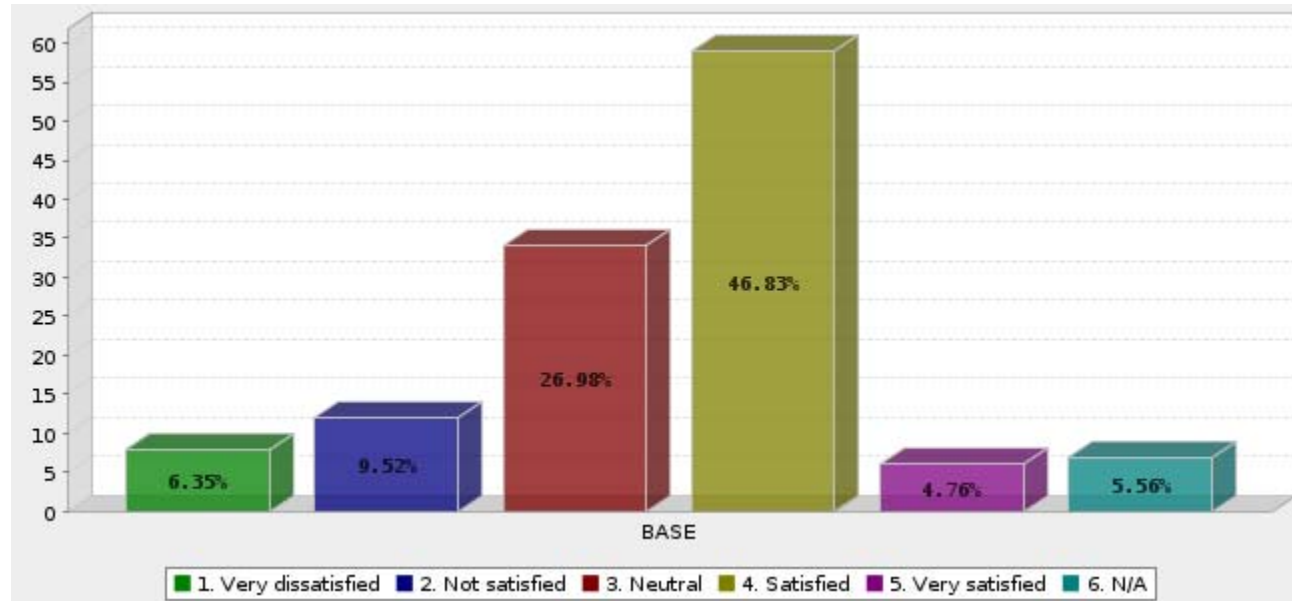
	Answer	Count	Percent
1.	Very dissatisfied	14	11.11%
2.	Not satisfied	20	15.87%
3.	Neutral	30	23.81%
4.	Satisfied	56	44.44%
5.	Very satisfied	6	4.76%
	Total	126	100%
Mean : 3.159		Confidence Interval @ 95% : [2.966 - 3.352]	Standard Deviation : 1.106
		Standard Error : 0.099	

Q34. How satisfied are you with promotion policies?



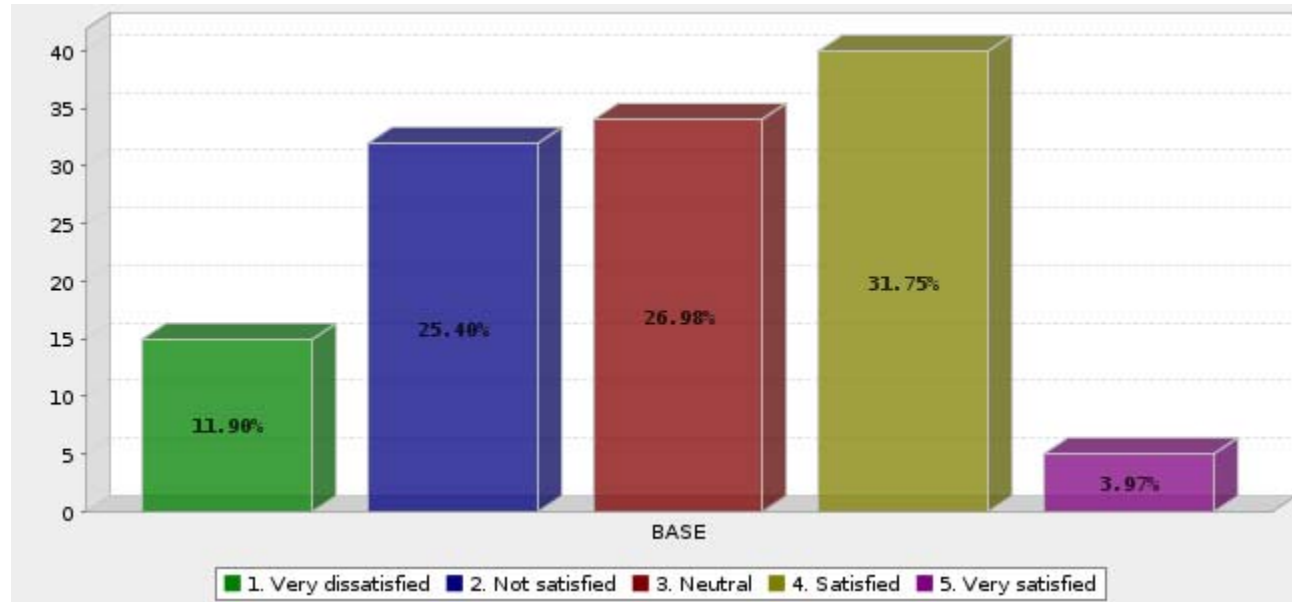
	Answer	Count	Percent
	1. Very dissatisfied	11	8.73%
	2. Not satisfied	17	13.49%
	3. Neutral	34	26.98%
	4. Satisfied	57	45.24%
	5. Very satisfied	5	3.97%
	6. N/A	2	1.59%
	Total	126	100%
Mean : 3.270		Confidence Interval @ 95% : [3.081 - 3.459]	Standard Deviation : 1.084
		Standard Error : 0.097	

Q35. How satisfied are you with the tenure policies?



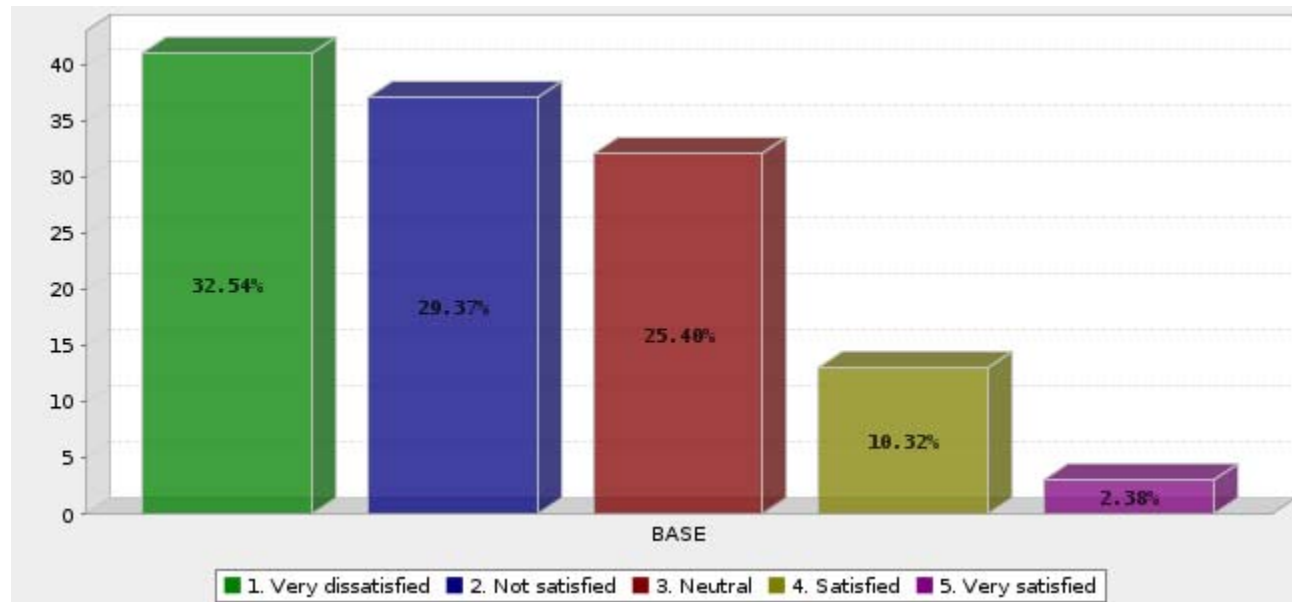
	Answer	Count	Percent
	1. Very dissatisfied	8	6.35%
	2. Not satisfied	12	9.52%
	3. Neutral	34	26.98%
	4. Satisfied	59	46.83%
	5. Very satisfied	6	4.76%
	6. N/A	7	5.56%
	Total	126	100%
Mean : 3.508		Confidence Interval @ 95% : [3.312 - 3.704]	Standard Deviation : 1.122
		Standard Error : 0.100	

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



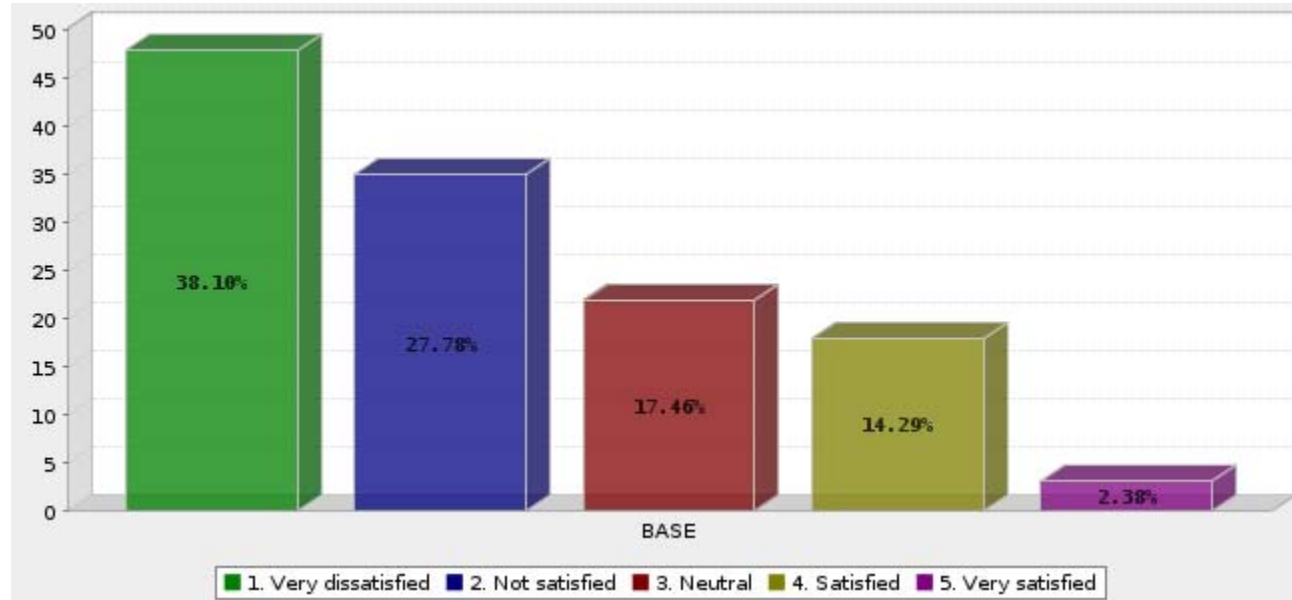
	Answer	Count	Percent
1.	Very dissatisfied	15	11.90%
2.	Not satisfied	32	25.40%
3.	Neutral	34	26.98%
4.	Satisfied	40	31.75%
5.	Very satisfied	5	3.97%
	Total	126	100%
Mean : 2.905		Confidence Interval @ 95% : [2.713 - 3.097]	Standard Deviation : 1.099
		Standard Error : 0.098	

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



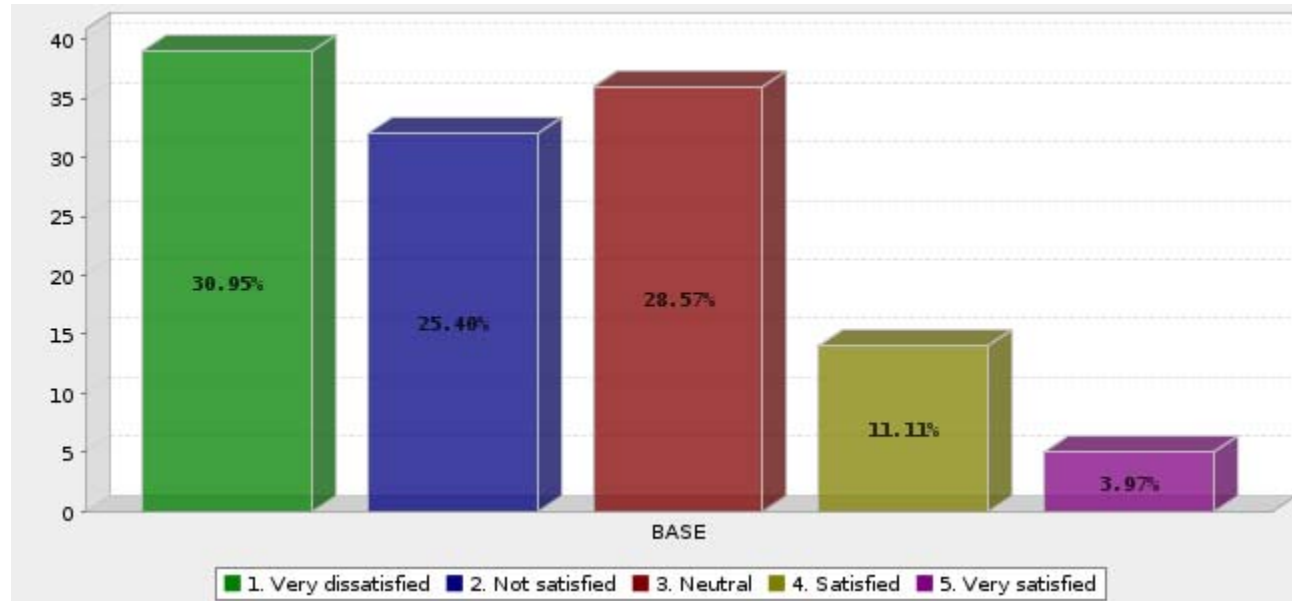
	Answer	Count	Percent
1.	Very dissatisfied	41	32.54%
2.	Not satisfied	37	29.37%
3.	Neutral	32	25.40%
4.	Satisfied	13	10.32%
5.	Very satisfied	3	2.38%
	Total	126	100%
Mean : 2.206		Confidence Interval @ 95% : [2.017 - 2.395]	Standard Deviation : 1.083
		Standard Error : 0.096	

Q38. How satisfied are you with your health benefits?



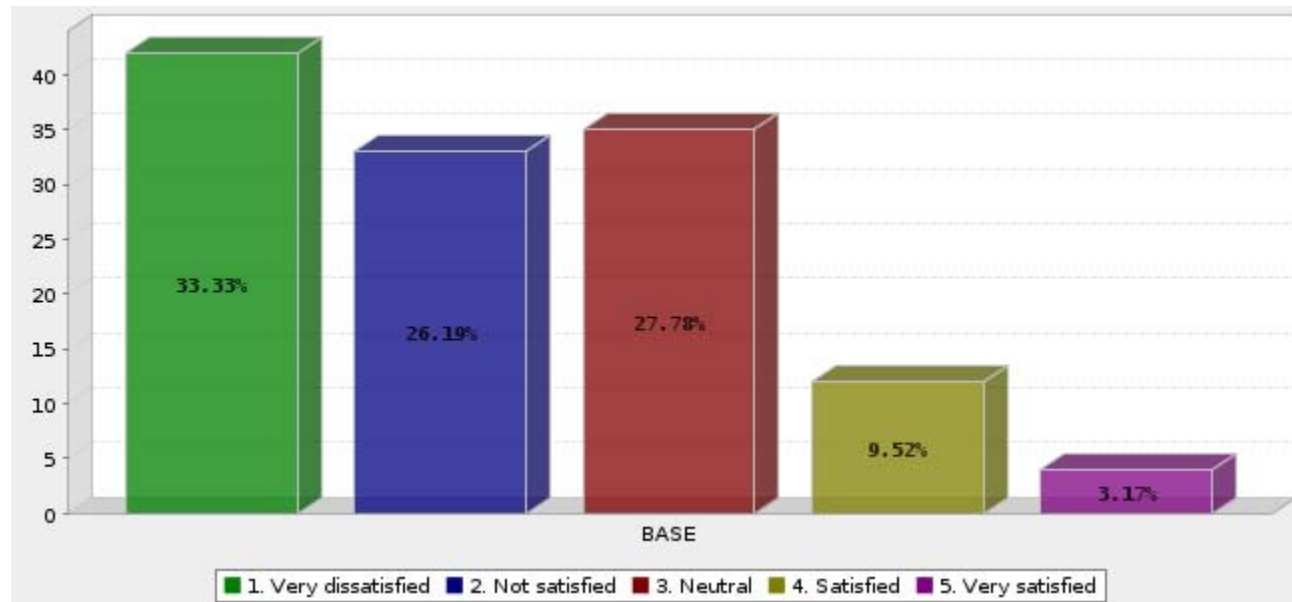
	Answer	Count	Percent
1.	Very dissatisfied	48	38.10%
2.	Not satisfied	35	27.78%
3.	Neutral	22	17.46%
4.	Satisfied	18	14.29%
5.	Very satisfied	3	2.38%
	Total	126	100%
Mean : 2.151		Confidence Interval @ 95% : [1.949 - 2.352]	Standard Deviation : 1.153
		Standard Error : 0.103	

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



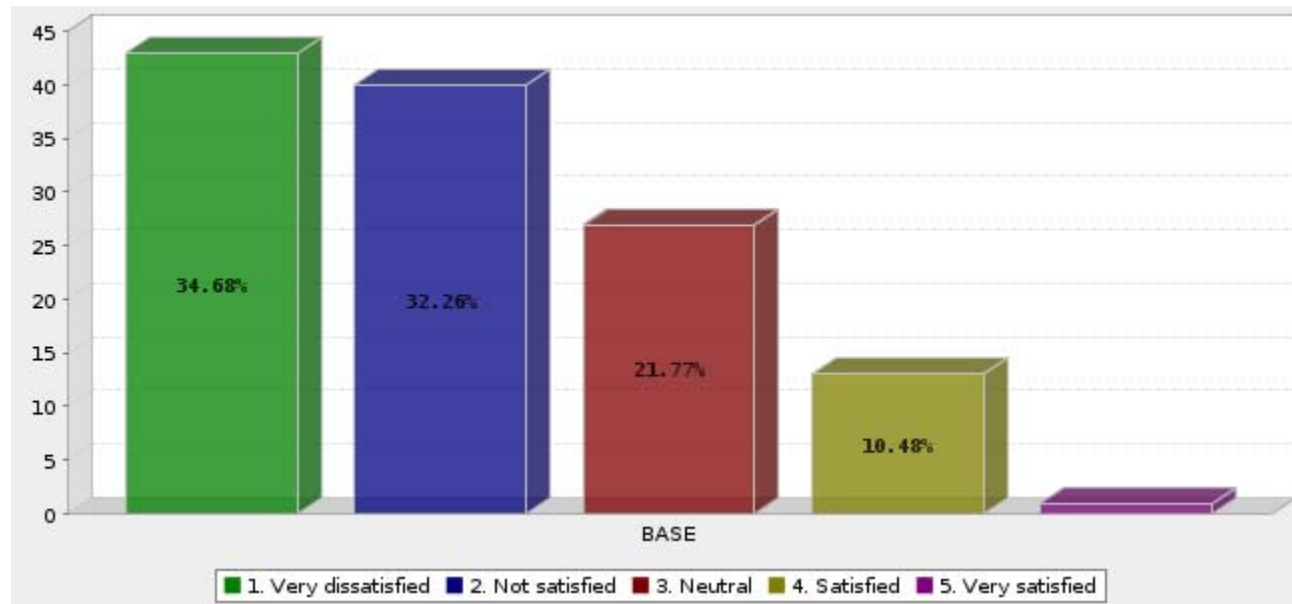
	Answer	Count	Percent
1.	Very dissatisfied	39	30.95%
2.	Not satisfied	32	25.40%
3.	Neutral	36	28.57%
4.	Satisfied	14	11.11%
5.	Very satisfied	5	3.97%
	Total	126	100%
Mean : 2.317		Confidence Interval @ 95% : [2.118 - 2.517]	Standard Deviation : 1.143
		Standard Error : 0.102	

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



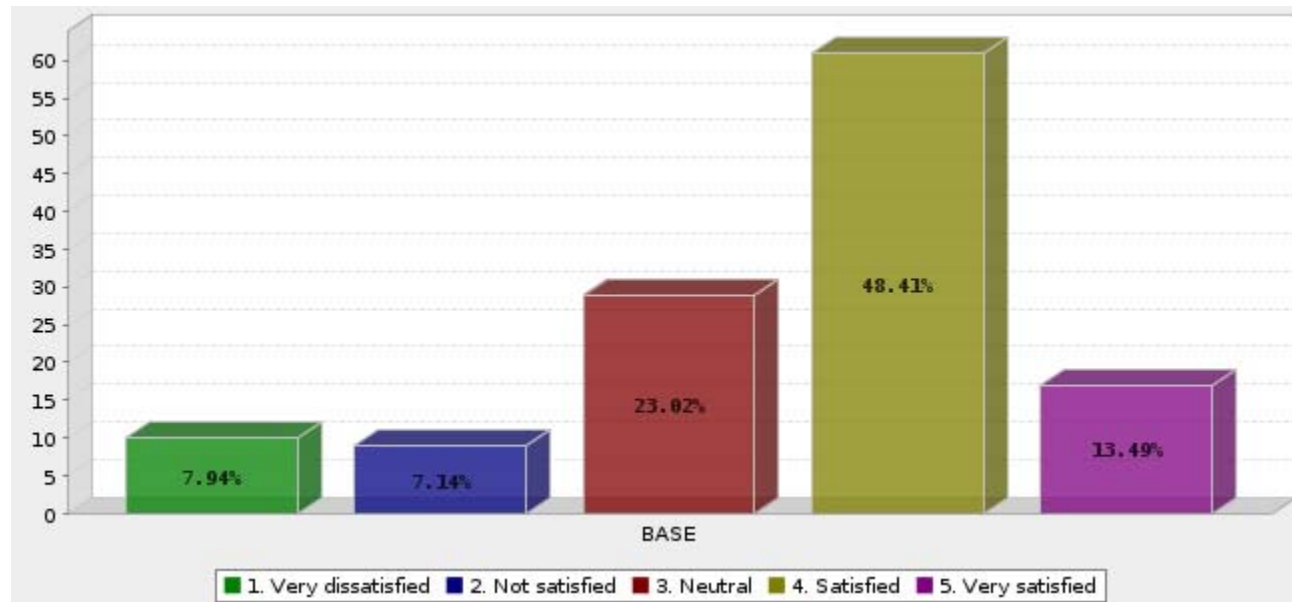
	Answer	Count	Percent
1.	Very dissatisfied	42	33.33%
2.	Not satisfied	33	26.19%
3.	Neutral	35	27.78%
4.	Satisfied	12	9.52%
5.	Very satisfied	4	3.17%
	Total	126	100%
Mean : 2.230		Confidence Interval @ 95% : [2.036 - 2.424]	Standard Deviation : 1.111
		Standard Error : 0.099	

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



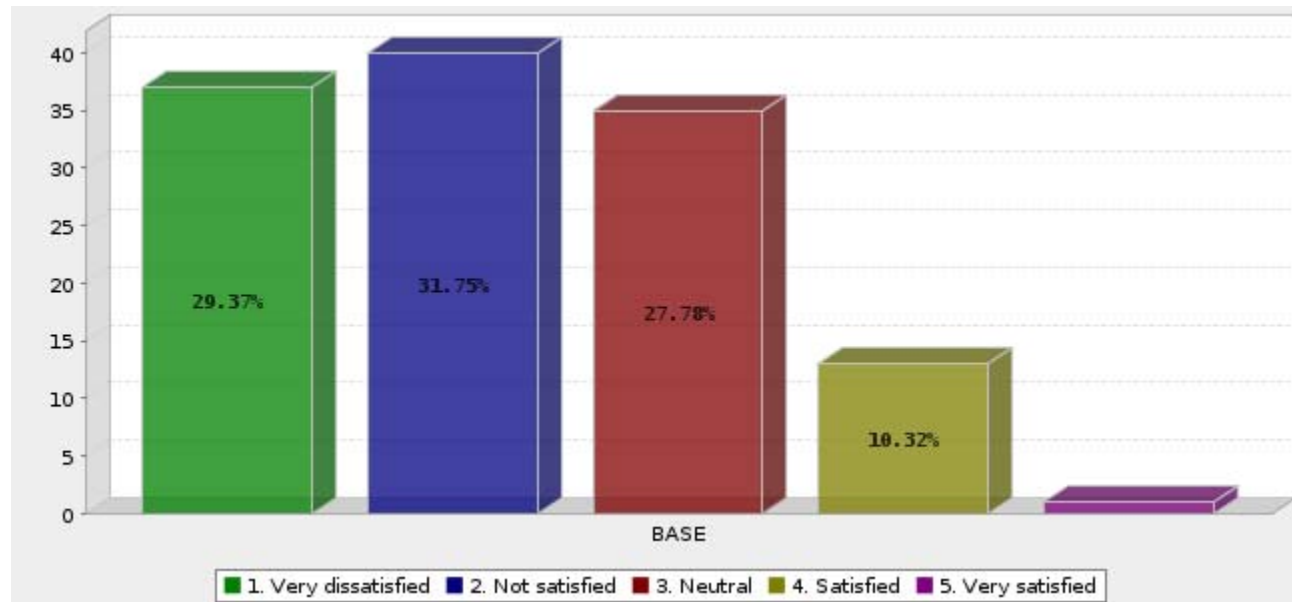
	Answer	Count	Percent
1.	Very dissatisfied	43	34.68%
2.	Not satisfied	40	32.26%
3.	Neutral	27	21.77%
4.	Satisfied	13	10.48%
5.	Very satisfied	1	0.81%
	Total	124	100%
Mean : 2.105		Confidence Interval @ 95% : [1.924 - 2.286]	Standard Deviation : 1.027
		Standard Error : 0.092	

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



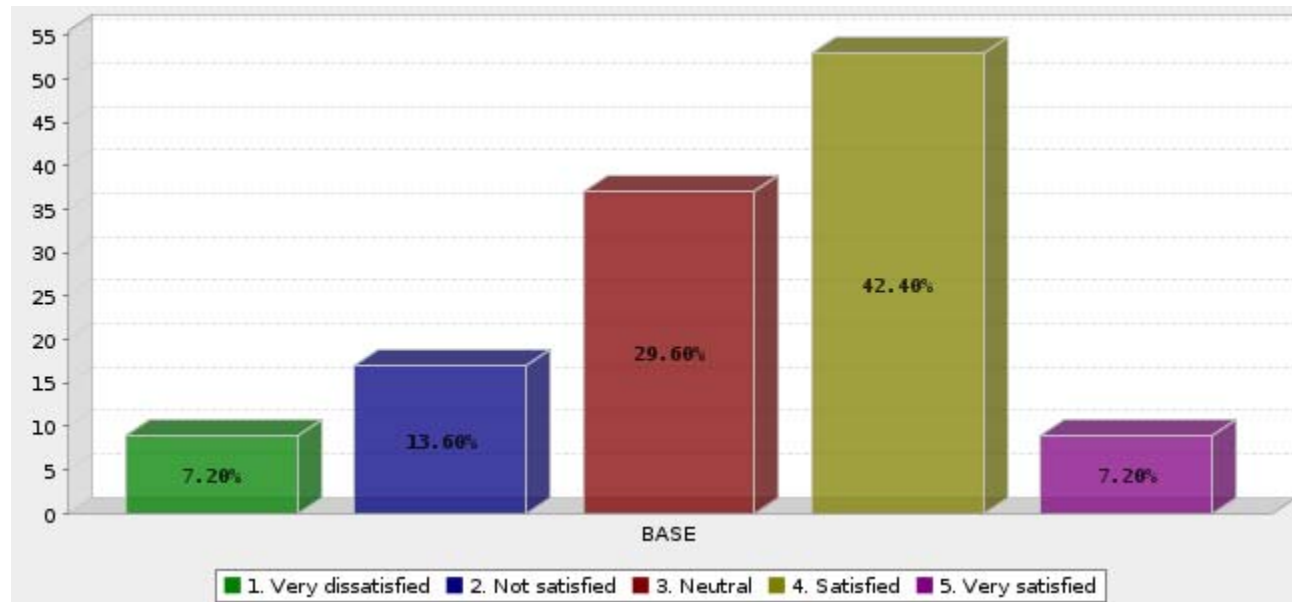
	Answer	Count	Percent
1.	Very dissatisfied	10	7.94%
2.	Not satisfied	9	7.14%
3.	Neutral	29	23.02%
4.	Satisfied	61	48.41%
5.	Very satisfied	17	13.49%
	Total	126	100%
Mean : 3.524		Confidence Interval @ 95% : [3.337 - 3.711]	Standard Deviation : 1.071
		Standard Error : 0.095	

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



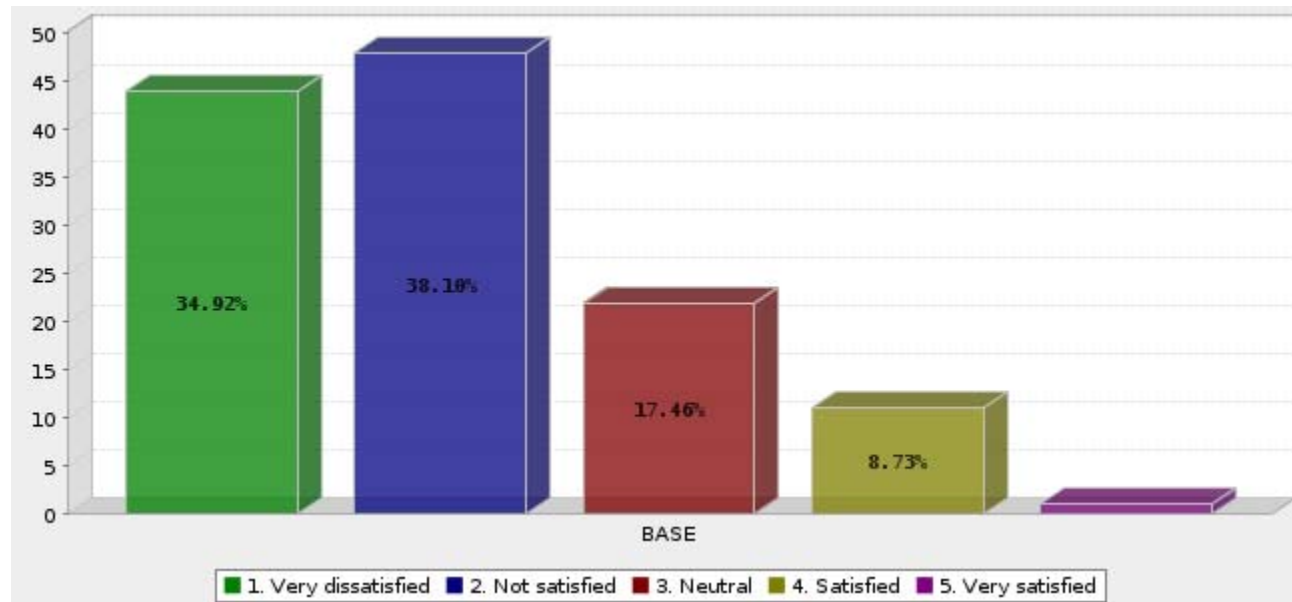
	Answer	Count	Percent
1.	Very dissatisfied	37	29.37%
2.	Not satisfied	40	31.75%
3.	Neutral	35	27.78%
4.	Satisfied	13	10.32%
5.	Very satisfied	1	0.79%
	Total	126	100%
Mean : 2.214		Confidence Interval @ 95% : [2.038 - 2.390]	Standard Deviation : 1.009
		Standard Error : 0.090	

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



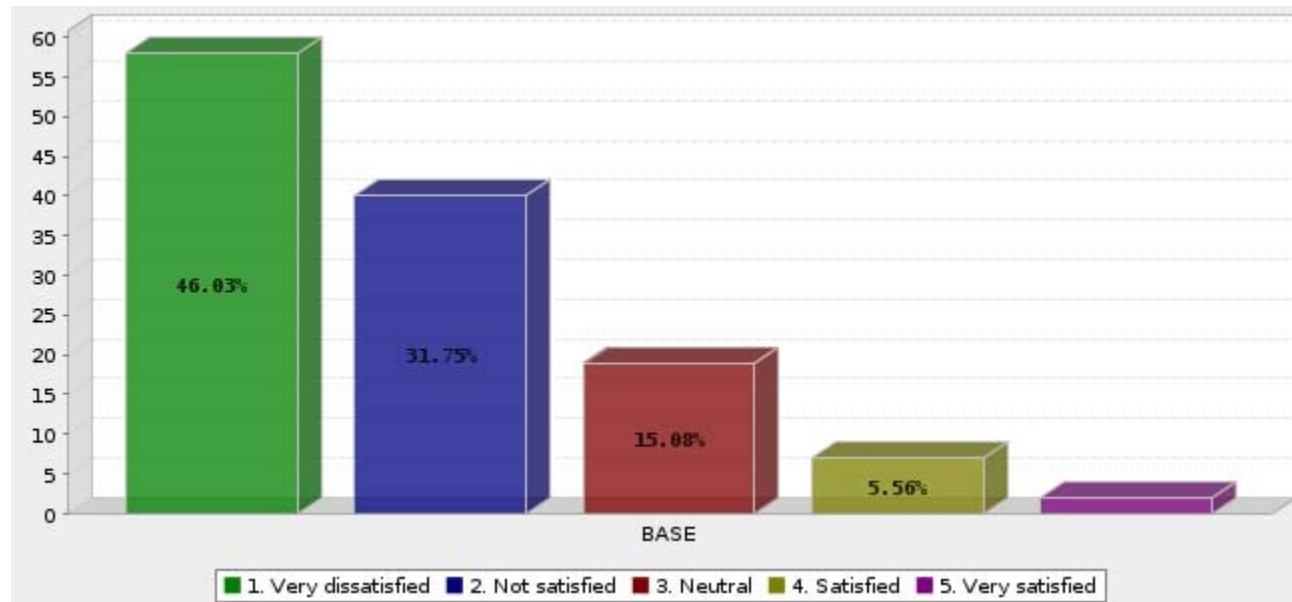
	Answer	Count	Percent
1.	Very dissatisfied	9	7.20%
2.	Not satisfied	17	13.60%
3.	Neutral	37	29.60%
4.	Satisfied	53	42.40%
5.	Very satisfied	9	7.20%
	Total	125	100%
Mean : 3.288		Confidence Interval @ 95% : [3.107 - 3.469]	Standard Deviation : 1.030
		Standard Error : 0.092	

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



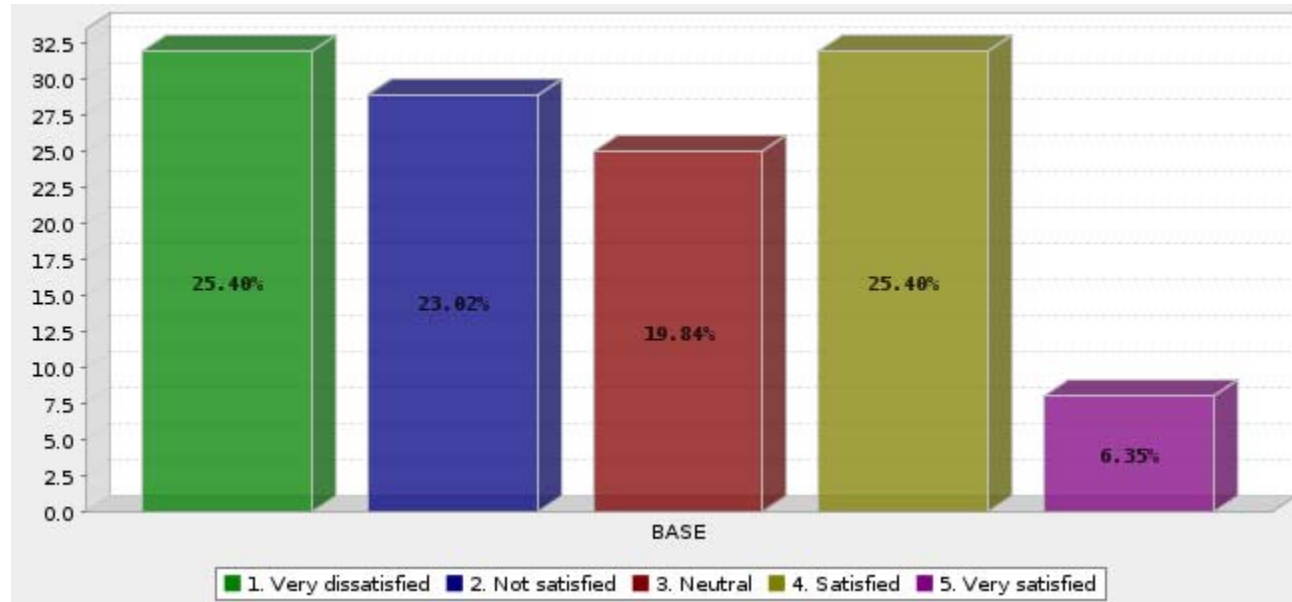
	Answer	Count	Percent
1.	Very dissatisfied	44	34.92%
2.	Not satisfied	48	38.10%
3.	Neutral	22	17.46%
4.	Satisfied	11	8.73%
5.	Very satisfied	1	0.79%
	Total	126	100%
Mean : 2.024		Confidence Interval @ 95% : [1.853 - 2.194]	Standard Deviation : 0.975
		Standard Error : 0.087	

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



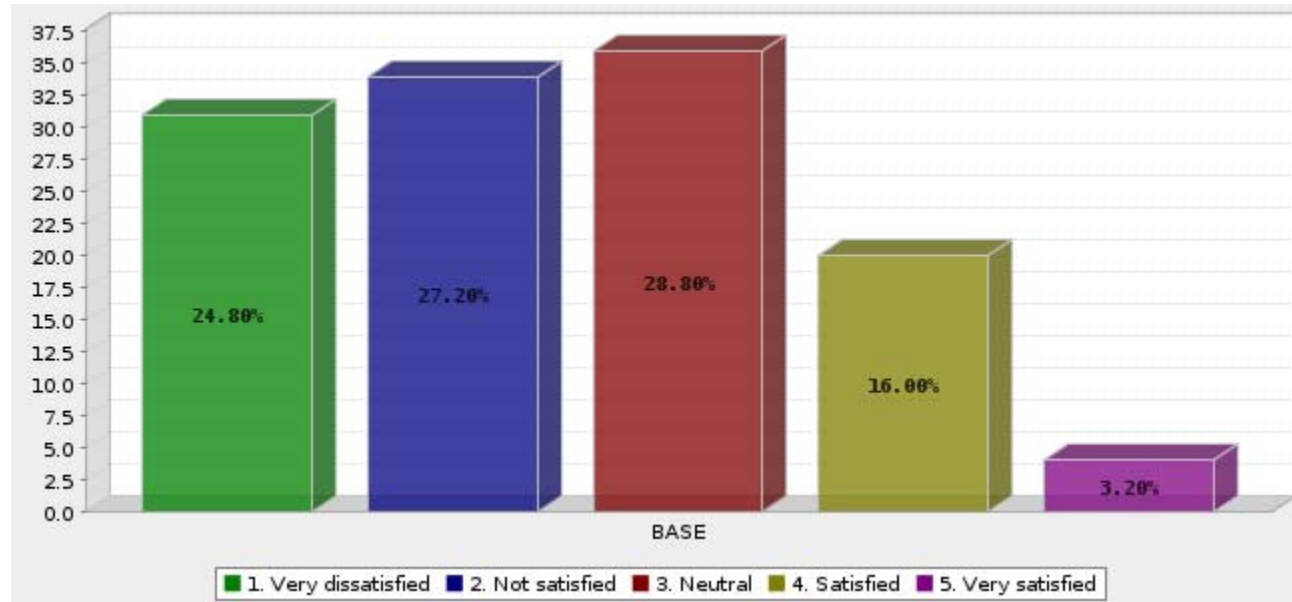
	Answer	Count	Percent
1.	Very dissatisfied	58	46.03%
2.	Not satisfied	40	31.75%
3.	Neutral	19	15.08%
4.	Satisfied	7	5.56%
5.	Very satisfied	2	1.59%
	Total	126	100%
Mean : 1.849		Confidence Interval @ 95% : [1.678 - 2.020]	Standard Deviation : 0.980
		Standard Error : 0.087	

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



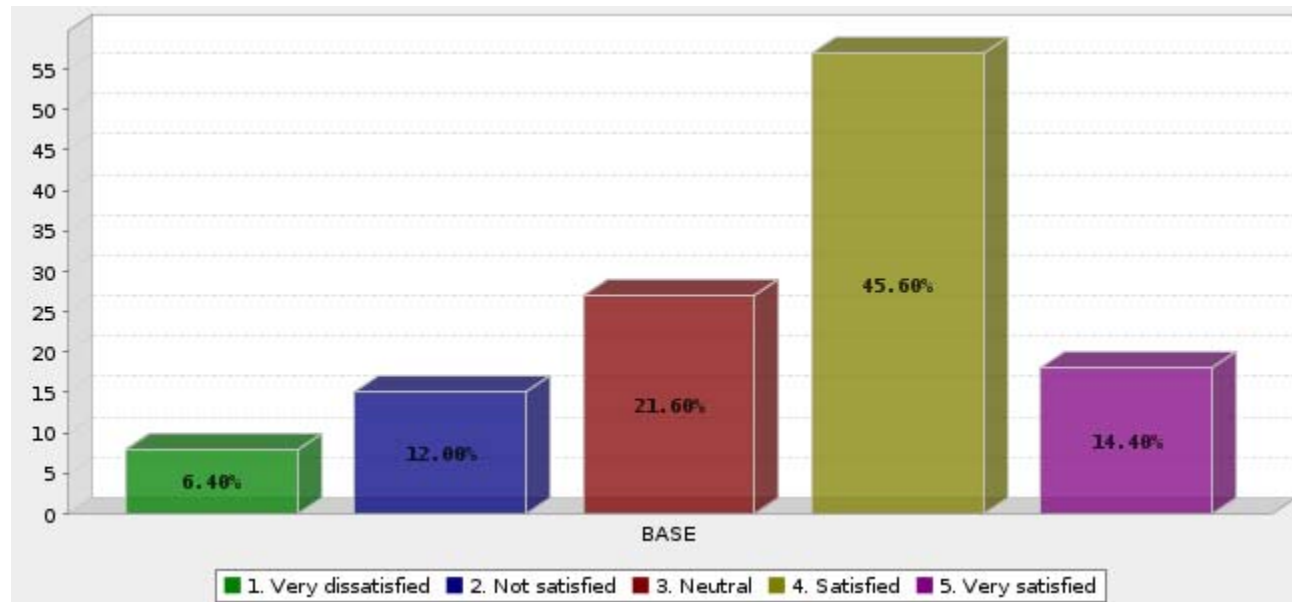
	Answer	Count	Percent
1.	Very dissatisfied	32	25.40%
2.	Not satisfied	29	23.02%
3.	Neutral	25	19.84%
4.	Satisfied	32	25.40%
5.	Very satisfied	8	6.35%
	Total	126	100%
Mean : 2.643		Confidence Interval @ 95% : [2.419 - 2.866]	Standard Deviation : 1.280
		Standard Error : 0.114	

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



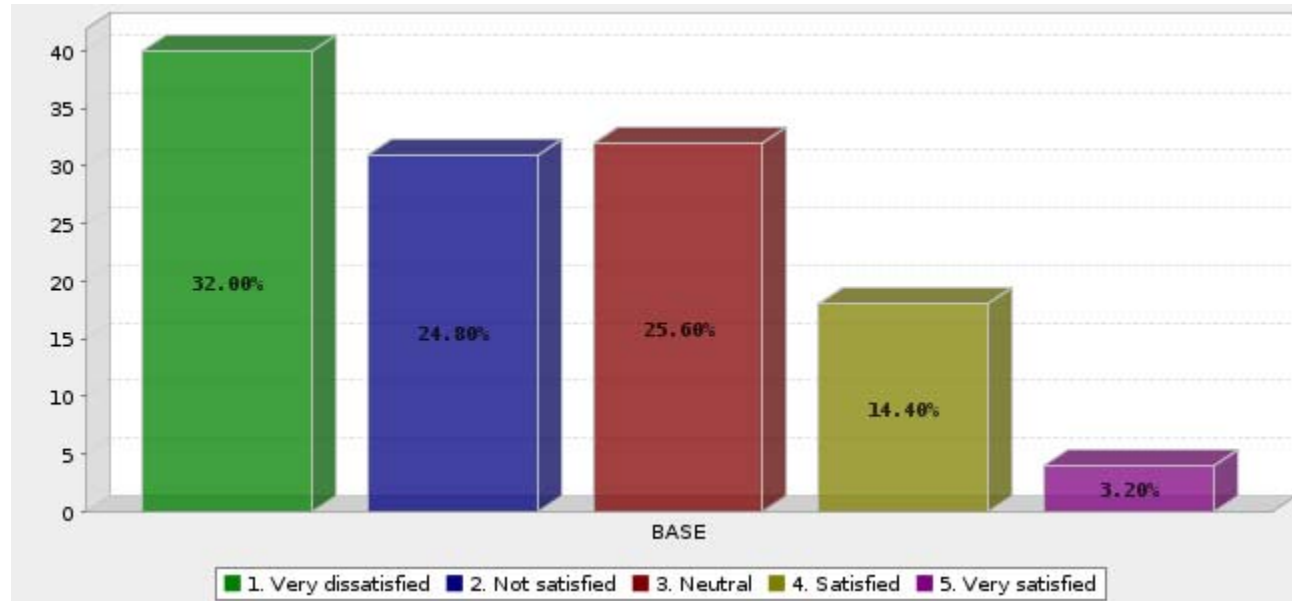
	Answer	Count	Percent
1.	Very dissatisfied	31	24.80%
2.	Not satisfied	34	27.20%
3.	Neutral	36	28.80%
4.	Satisfied	20	16.00%
5.	Very satisfied	4	3.20%
	Total	125	100%
Mean : 2.456		Confidence Interval @ 95% : [2.259 - 2.653]	Standard Deviation : 1.125
		Standard Error : 0.101	

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



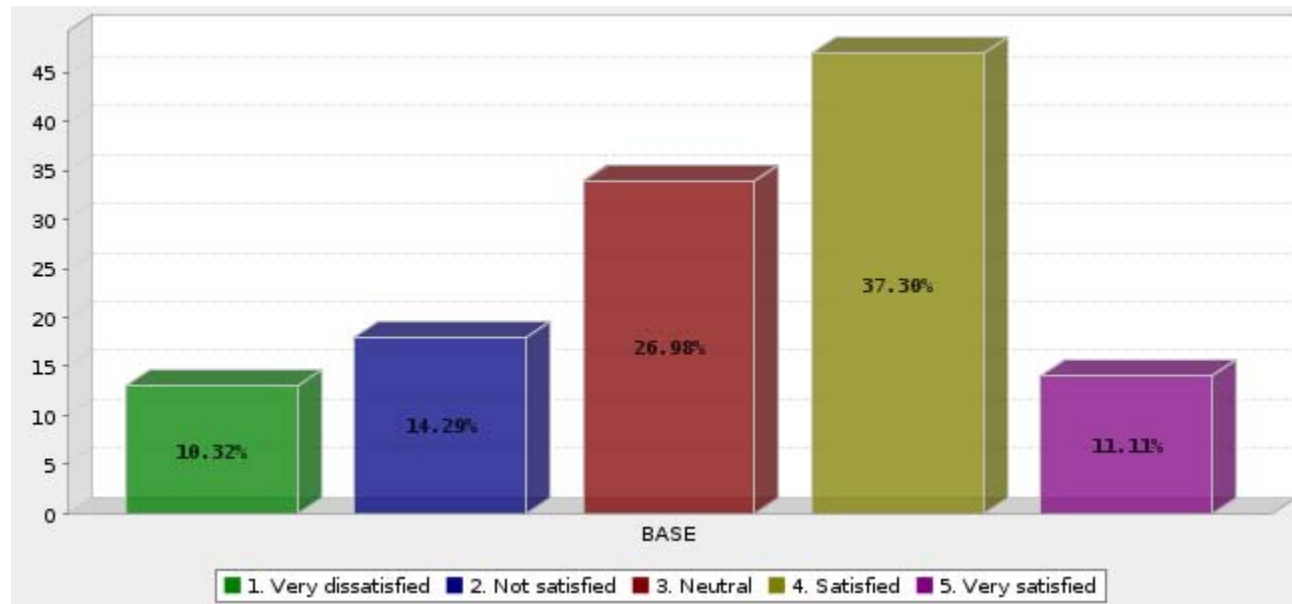
	Answer	Count	Percent
1.	Very dissatisfied	8	6.40%
2.	Not satisfied	15	12.00%
3.	Neutral	27	21.60%
4.	Satisfied	57	45.60%
5.	Very satisfied	18	14.40%
	Total	125	100%
Mean : 3.496		Confidence Interval @ 95% : [3.306 - 3.686]	Standard Deviation : 1.082
		Standard Error : 0.097	

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



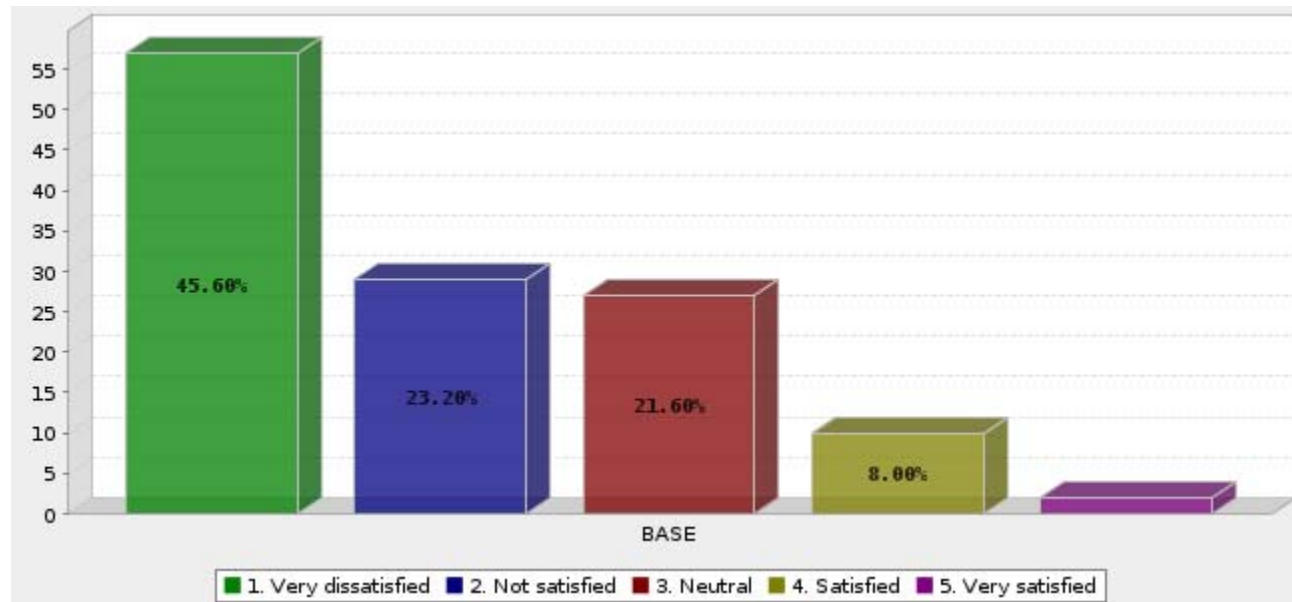
	Answer	Count	Percent
	1. Very dissatisfied	40	32.00%
	2. Not satisfied	31	24.80%
	3. Neutral	32	25.60%
	4. Satisfied	18	14.40%
	5. Very satisfied	4	3.20%
	Total	125	100%
Mean : 2.320		Confidence Interval @ 95% : [2.116 - 2.524]	Standard Deviation : 1.161
		Standard Error : 0.104	

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



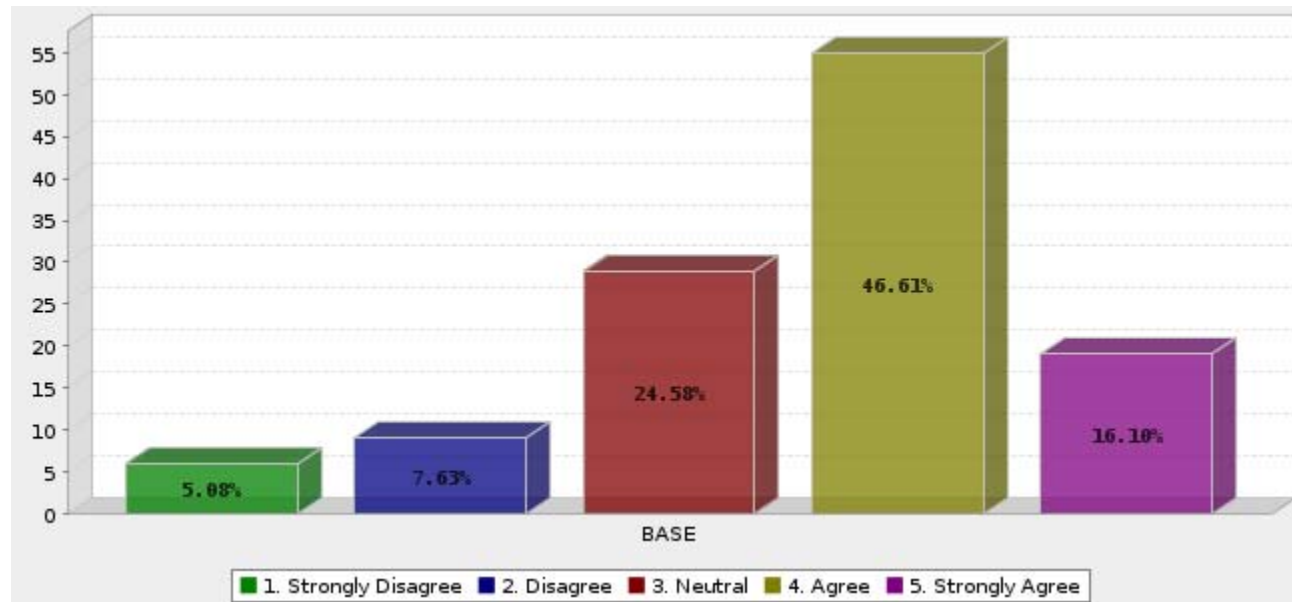
	Answer	Count	Percent
1.	Very dissatisfied	13	10.32%
2.	Not satisfied	18	14.29%
3.	Neutral	34	26.98%
4.	Satisfied	47	37.30%
5.	Very satisfied	14	11.11%
	Total	126	100%
Mean : 3.246		Confidence Interval @ 95% : [3.045 - 3.447]	Standard Deviation : 1.150
		Standard Error : 0.102	

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



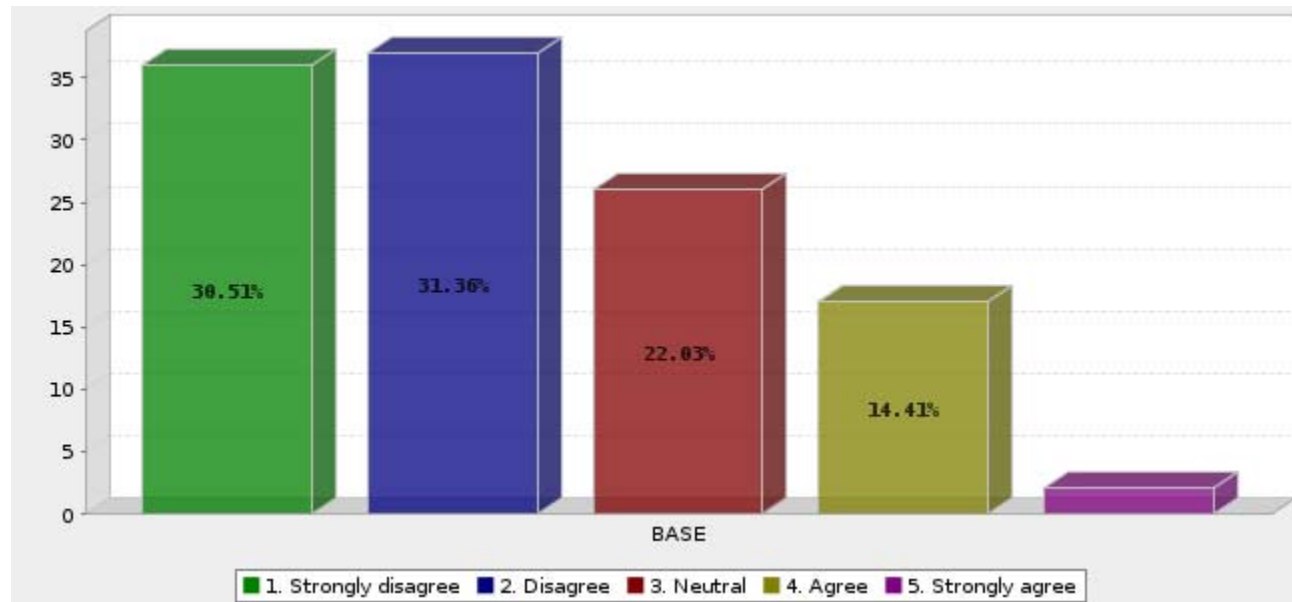
	Answer	Count	Percent
1.	Very dissatisfied	57	45.60%
2.	Not satisfied	29	23.20%
3.	Neutral	27	21.60%
4.	Satisfied	10	8.00%
5.	Very satisfied	2	1.60%
	Total	125	100%
Mean : 1.968		Confidence Interval @ 95% : [1.780 - 2.156]	Standard Deviation : 1.070
		Standard Error : 0.096	

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



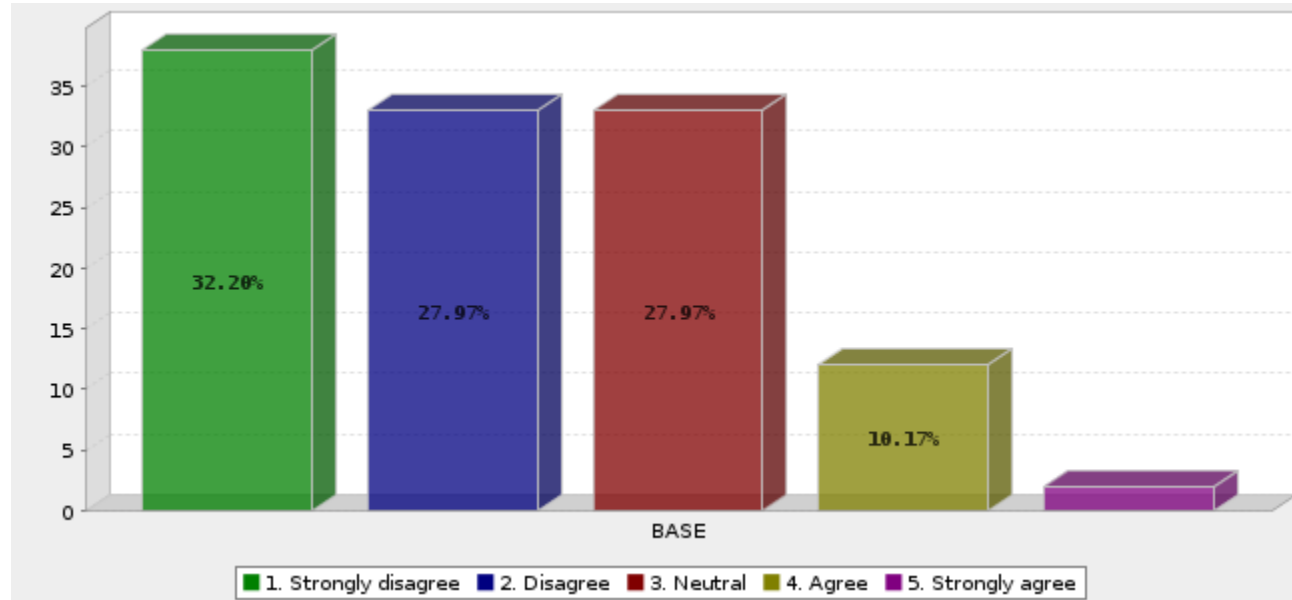
	Answer	Count	Percent
	1. Strongly Disagree	6	5.08%
	2. Disagree	9	7.63%
	3. Neutral	29	24.58%
	4. Agree	55	46.61%
	5. Strongly Agree	19	16.10%
	Total	118	100%
Mean : 3.610		Confidence Interval @ 95% : [3.427 - 3.793]	Standard Deviation : 1.013
		Standard Error : 0.093	

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



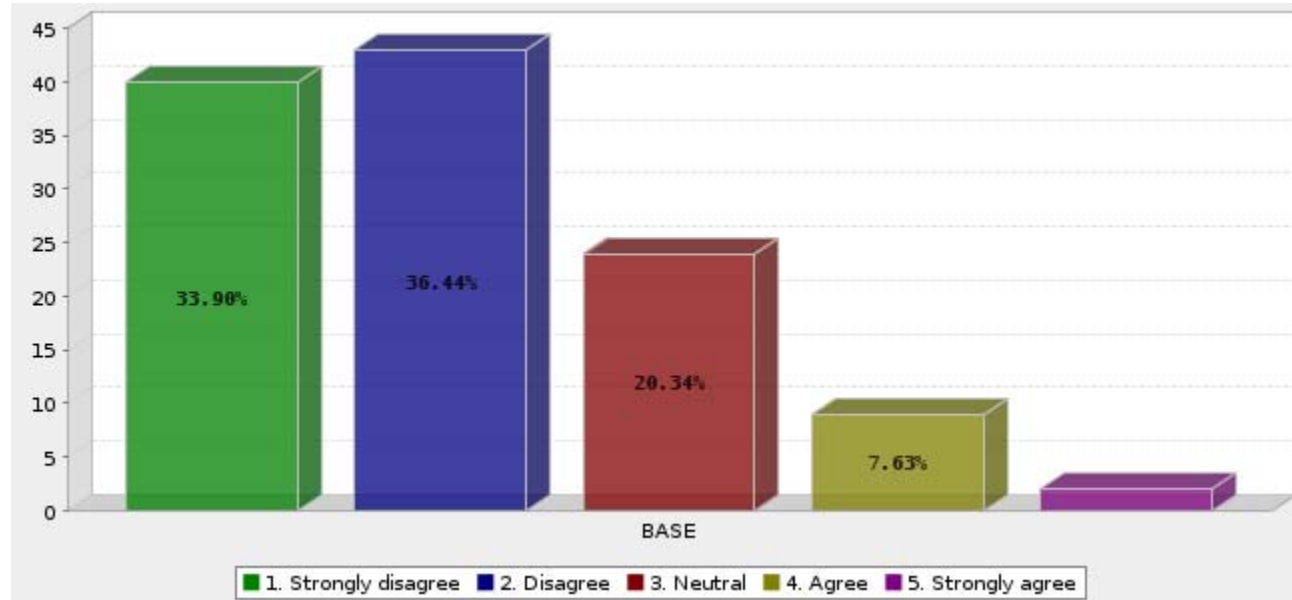
	Answer	Count	Percent
1.	Strongly disagree	36	30.51%
2.	Disagree	37	31.36%
3.	Neutral	26	22.03%
4.	Agree	17	14.41%
5.	Strongly agree	2	1.69%
	Total	118	100%
Mean : 2.254 Confidence Interval @ 95% : [2.057 - 2.452] Standard Deviation : 1.095 Standard Error : 0.101			

Q31. Shared governance is practiced at Arkansas Tech.



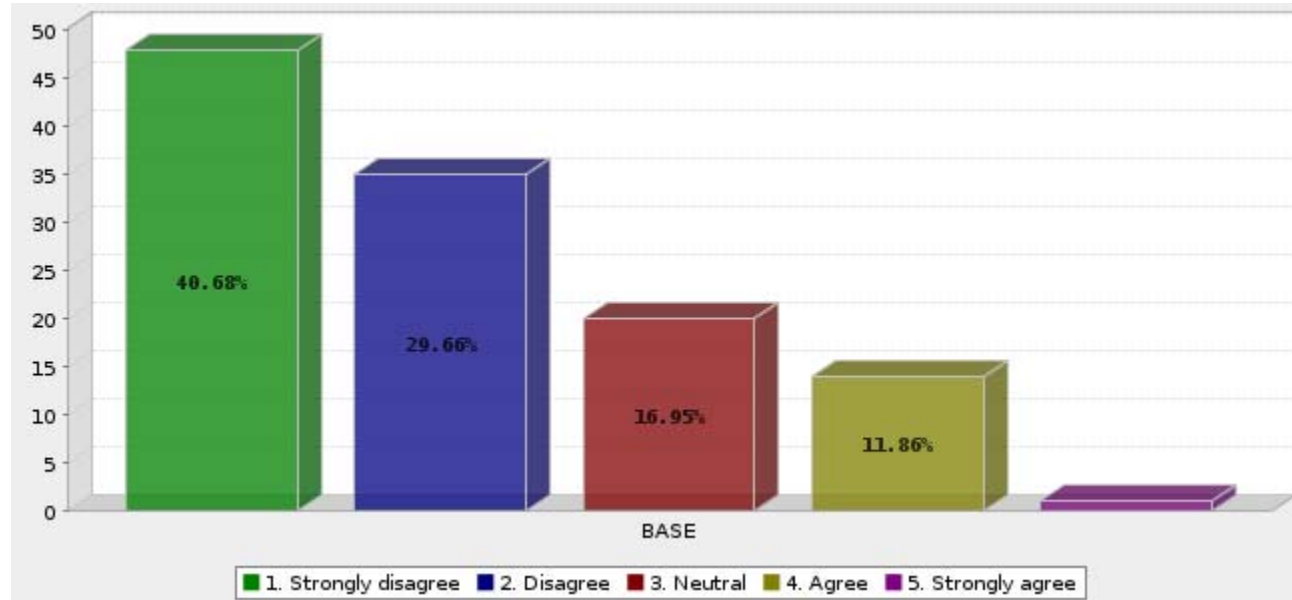
	Answer	Count	Percent
1.	Strongly disagree	38	32.20%
2.	Disagree	33	27.97%
3.	Neutral	33	27.97%
4.	Agree	12	10.17%
5.	Strongly agree	2	1.69%
	Total	118	100%
Mean : 2.212		Confidence Interval @ 95% : [2.020 - 2.403]	Standard Deviation : 1.061
		Standard Error : 0.098	

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



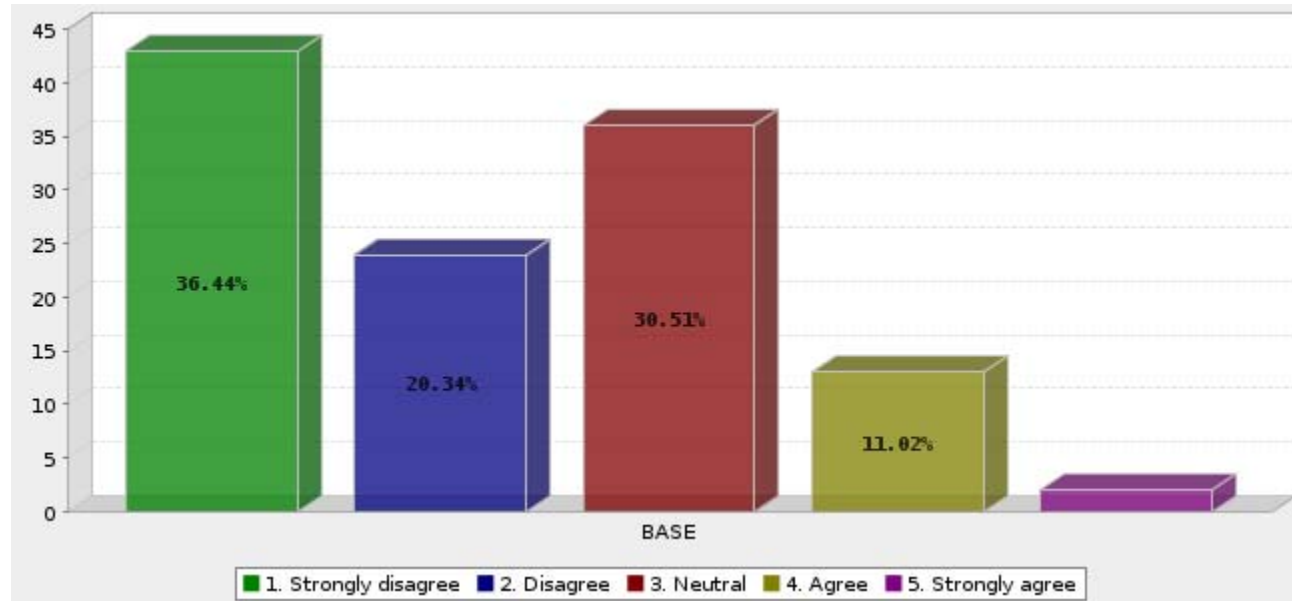
	Answer	Count	Percent
	1. Strongly disagree	40	33.90%
	2. Disagree	43	36.44%
	3. Neutral	24	20.34%
	4. Agree	9	7.63%
	5. Strongly agree	2	1.69%
	Total	118	100%
Mean : 2.068		Confidence Interval @ 95% : [1.887 - 2.249]	Standard Deviation : 1.002
		Standard Error : 0.092	

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



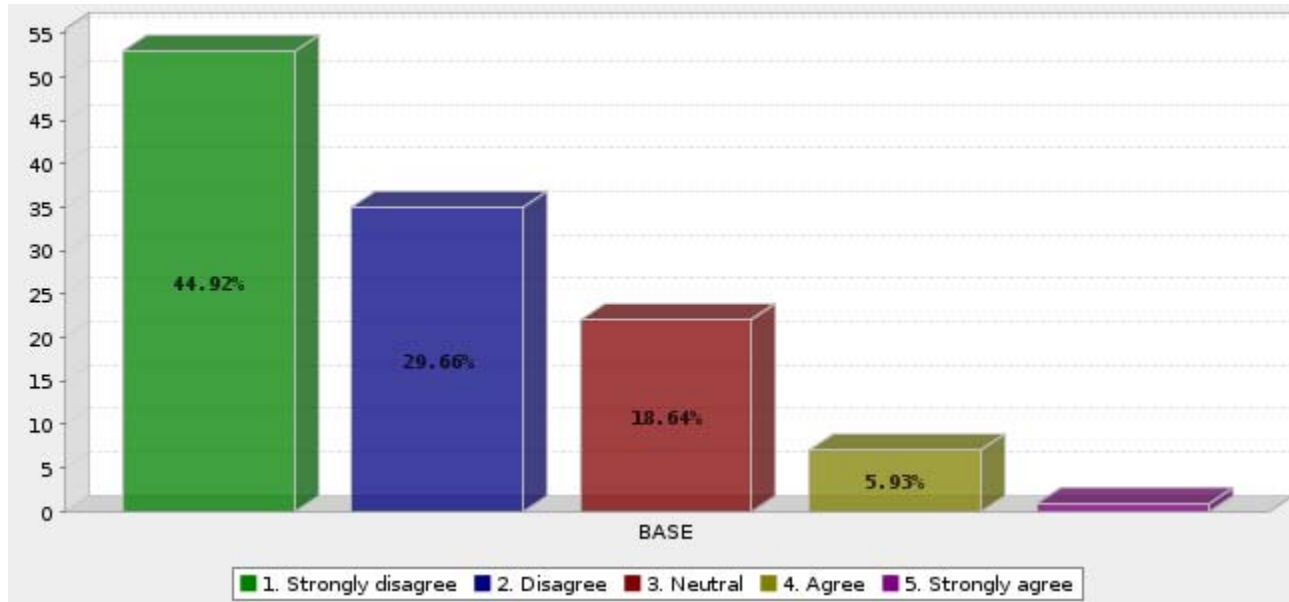
	Answer	Count	Percent
	1. Strongly disagree	48	40.68%
	2. Disagree	35	29.66%
	3. Neutral	20	16.95%
	4. Agree	14	11.86%
	5. Strongly agree	1	0.85%
	Total	118	100%
Mean : 2.025		Confidence Interval @ 95% : [1.833 - 2.218]	Standard Deviation : 1.066
		Standard Error : 0.098	

Q45. The University budget is being effectively managed.



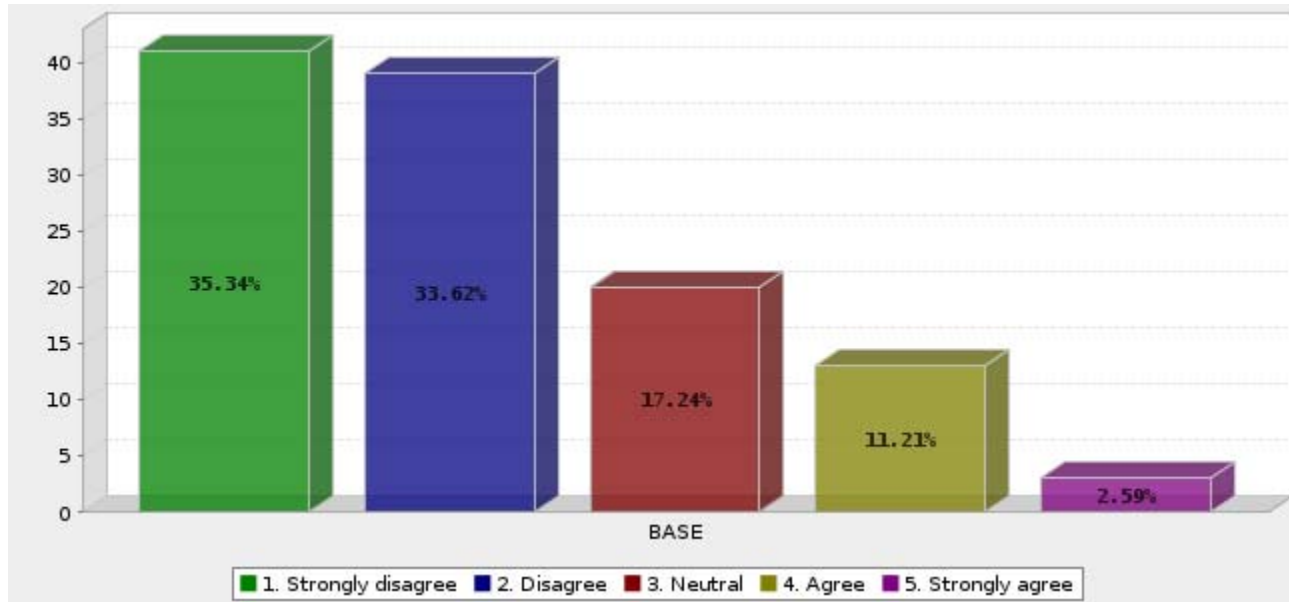
	Answer	Count	Percent
1.	Strongly disagree	43	36.44%
2.	Disagree	24	20.34%
3.	Neutral	36	30.51%
4.	Agree	13	11.02%
5.	Strongly agree	2	1.69%
	Total	118	100%
Mean : 2.212		Confidence Interval @ 95% : [2.012 - 2.412]	Standard Deviation : 1.108
		Standard Error : 0.102	

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



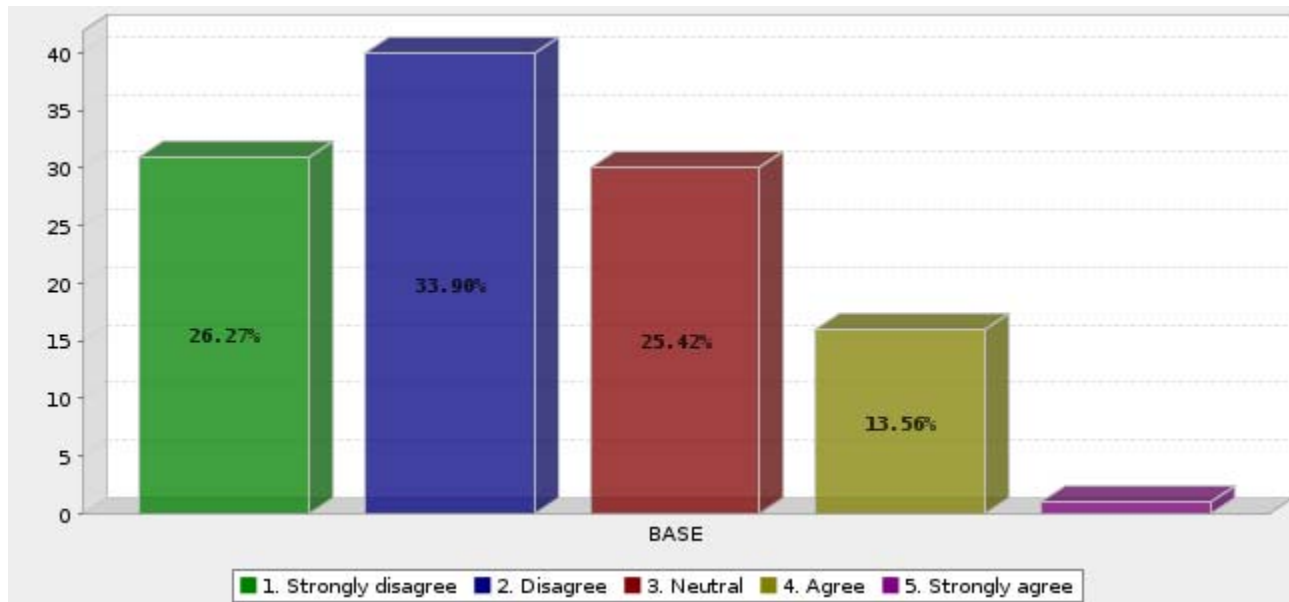
	Answer	Count	Percent
	1. Strongly disagree	53	44.92%
	2. Disagree	35	29.66%
	3. Neutral	22	18.64%
	4. Agree	7	5.93%
	5. Strongly agree	1	0.85%
	Total	118	100%
Mean : 1.881		Confidence Interval @ 95% : [1.706 - 2.057]	Standard Deviation : 0.971
		Standard Error : 0.089	

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



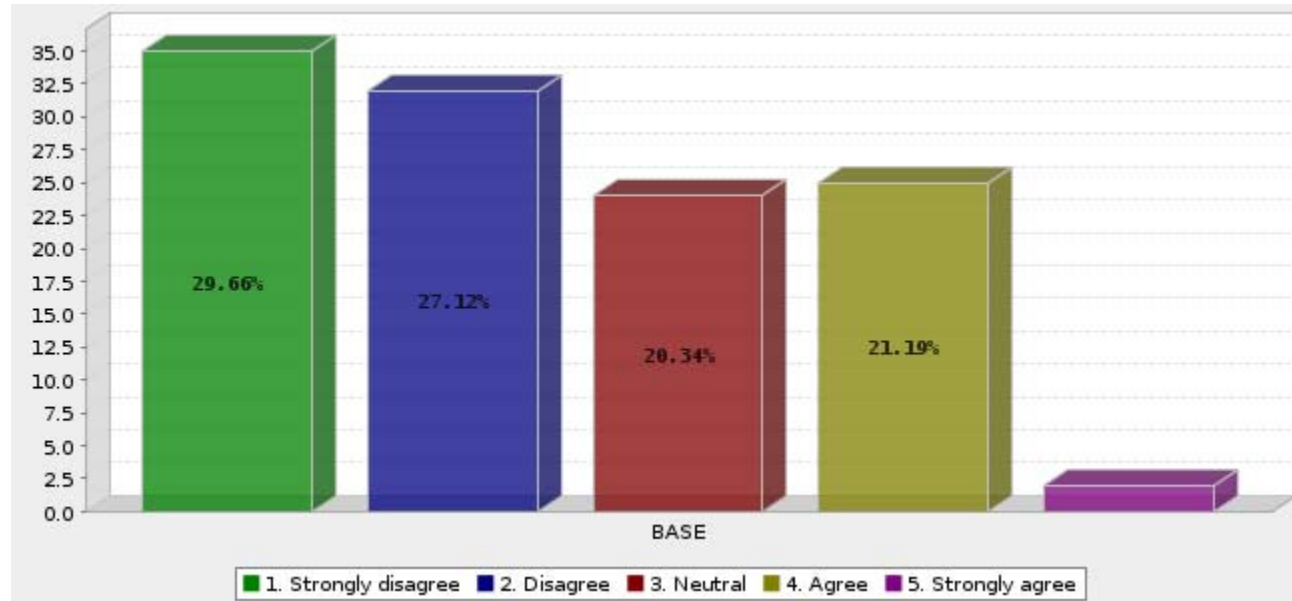
	Answer	Count	Percent
	1. Strongly disagree	41	35.34%
	2. Disagree	39	33.62%
	3. Neutral	20	17.24%
	4. Agree	13	11.21%
	5. Strongly agree	3	2.59%
	Total	116	100%
Mean : 2.121		Confidence Interval @ 95% : [1.921 - 2.320]	Standard Deviation : 1.097
		Standard Error : 0.102	

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



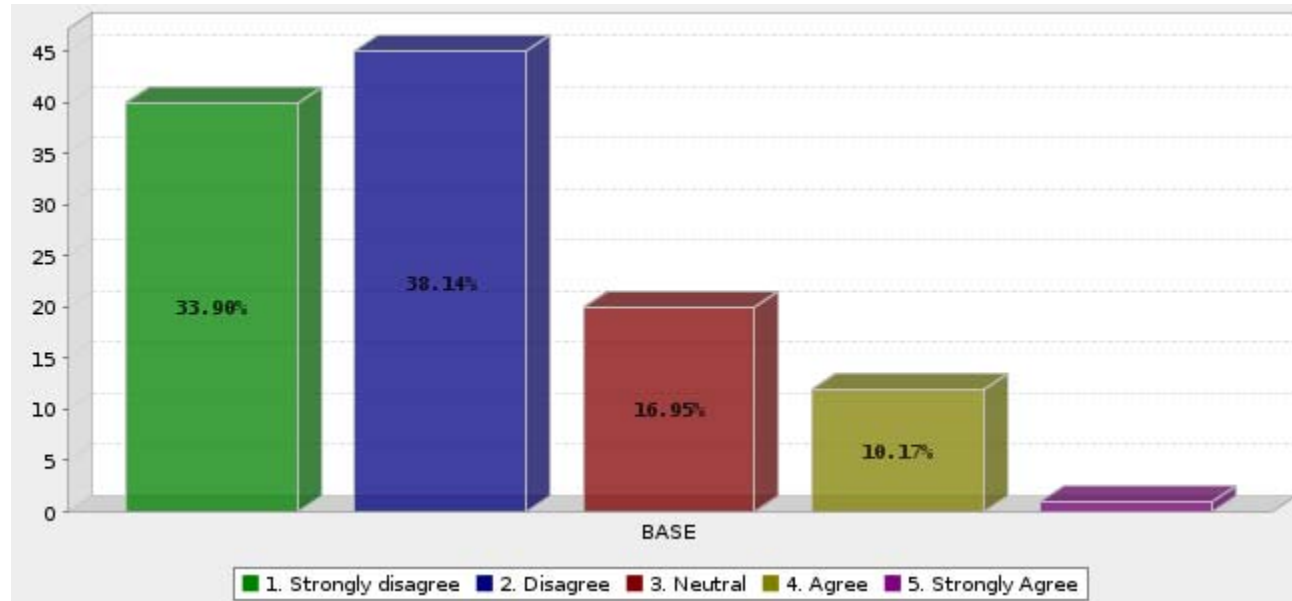
	Answer	Count	Percent
	1. Strongly disagree	31	26.27%
	2. Disagree	40	33.90%
	3. Neutral	30	25.42%
	4. Agree	16	13.56%
	5. Strongly agree	1	0.85%
	Total	118	100%
Mean : 2.288		Confidence Interval @ 95% : [2.102 - 2.474]	Standard Deviation : 1.030
		Standard Error : 0.095	

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



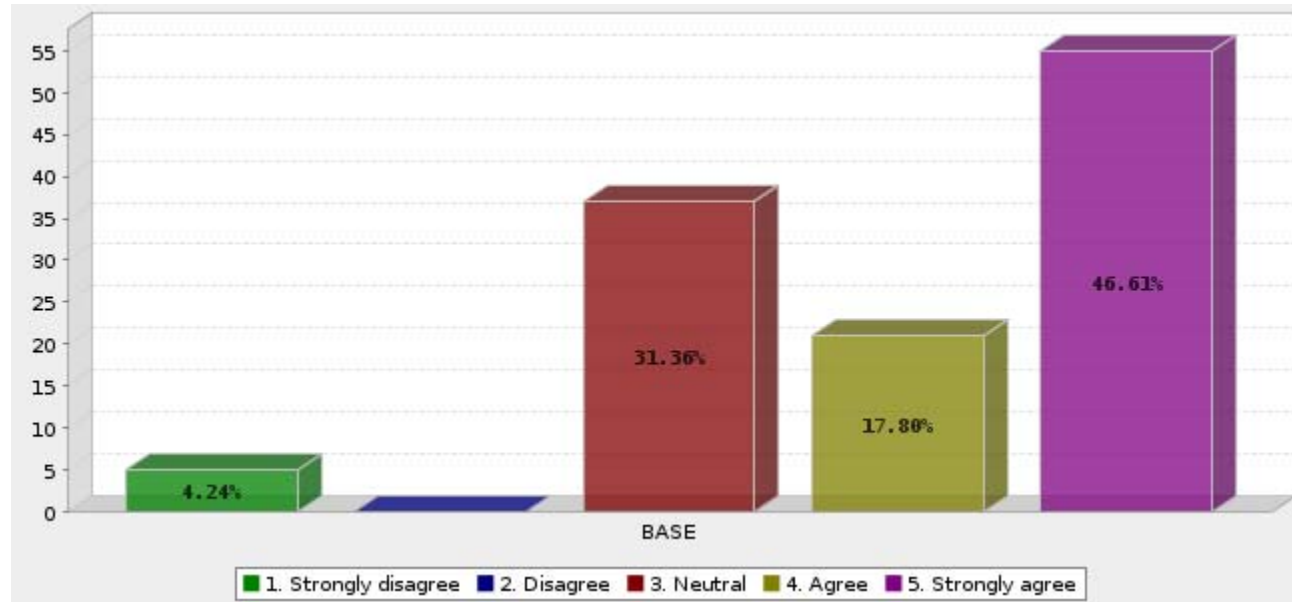
	Answer	Count	Percent
	1. Strongly disagree	35	29.66%
	2. Disagree	32	27.12%
	3. Neutral	24	20.34%
	4. Agree	25	21.19%
	5. Strongly agree	2	1.69%
	Total	118	100%
Mean : 2.381		Confidence Interval @ 95% : [2.170 - 2.592]	Standard Deviation : 1.169
		Standard Error : 0.108	

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



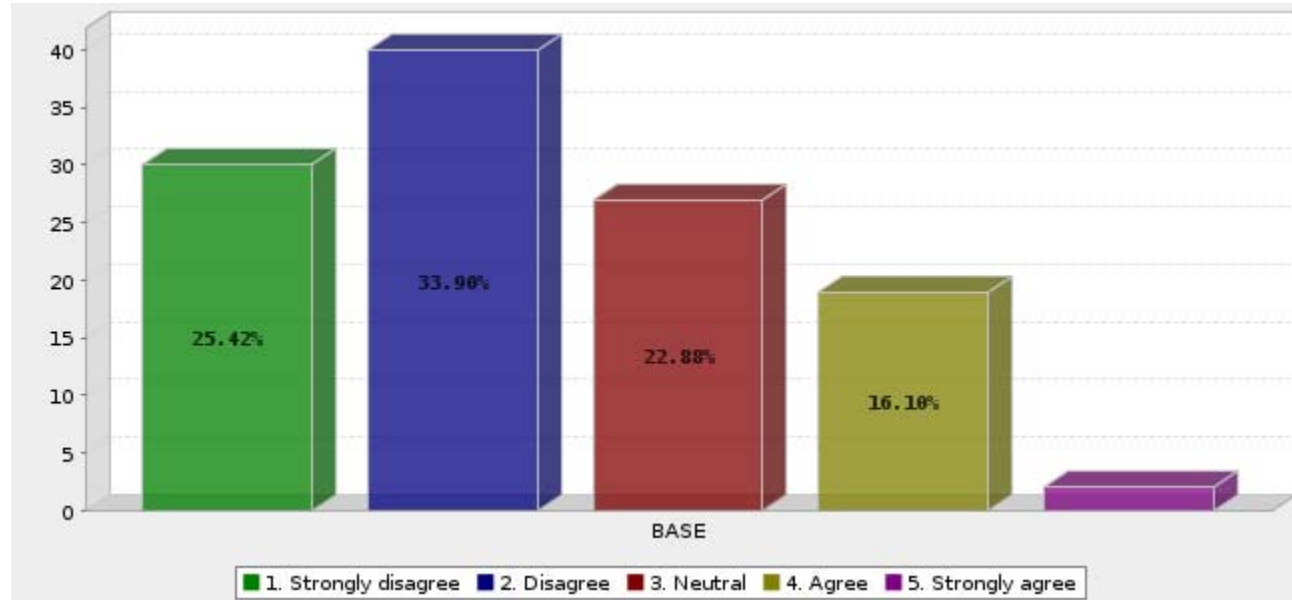
	Answer	Count	Percent
	1. Strongly disagree	40	33.90%
	2. Disagree	45	38.14%
	3. Neutral	20	16.95%
	4. Agree	12	10.17%
	5. Strongly Agree	1	0.85%
	Total	118	100%
Mean : 2.059		Confidence Interval @ 95% : [1.879 - 2.239]	Standard Deviation : 0.998
		Standard Error : 0.092	

Q59. The Vice President for Academic Affairs position at Arkansas Tech should transition to Provost and Senior Vice President.



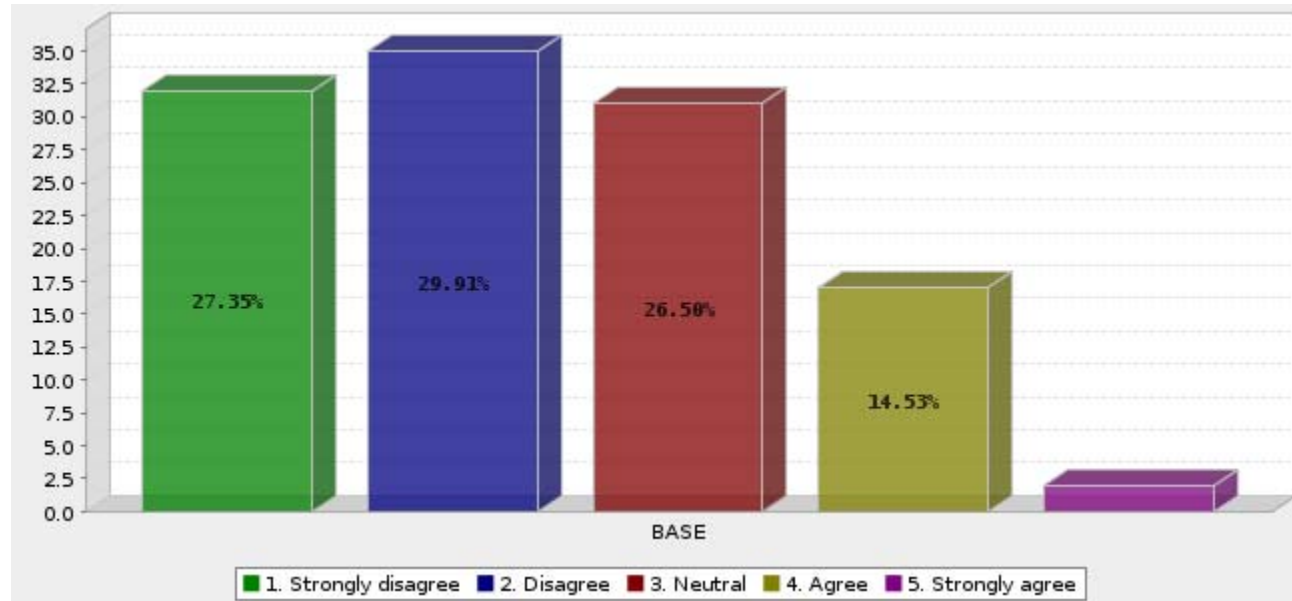
	Answer	Count	Percent
1.	Strongly disagree	5	4.24%
2.	Disagree	0	0.00%
3.	Neutral	37	31.36%
4.	Agree	21	17.80%
5.	Strongly agree	55	46.61%
	Total	118	100%
Mean : 4.025		Confidence Interval @ 95% : [3.830 - 4.221]	Standard Deviation : 1.082
		Standard Error : 0.100	

Q47. The President's decisions are clearly communicated to faculty.



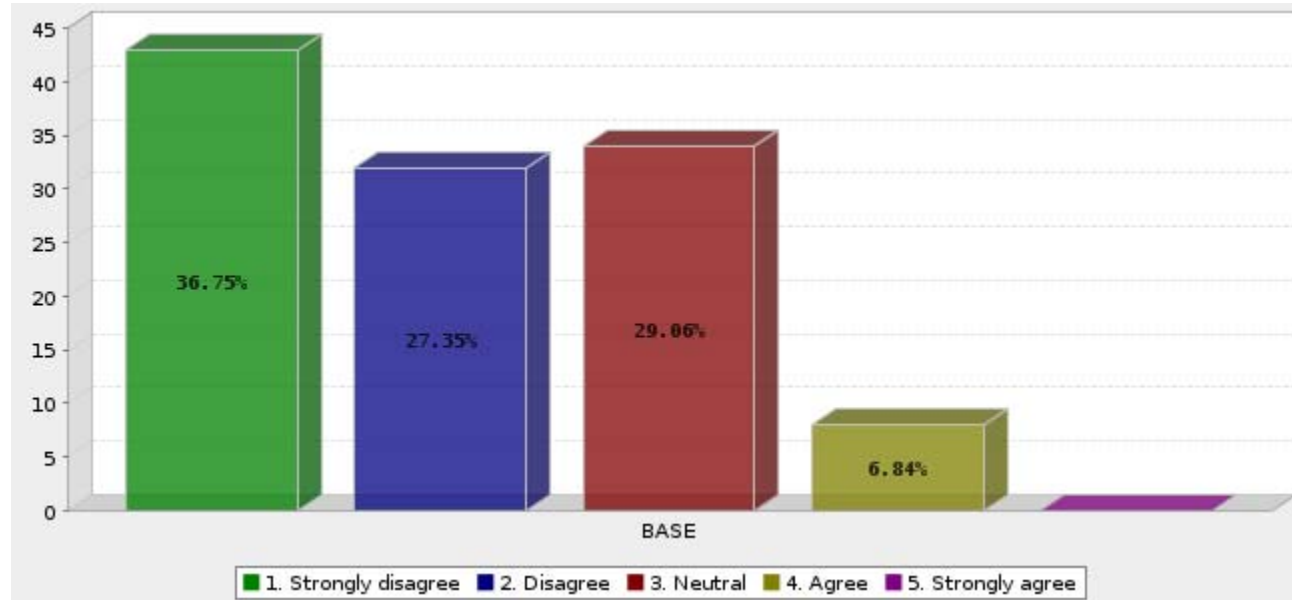
	Answer	Count	Percent
	1. Strongly disagree	30	25.42%
	2. Disagree	40	33.90%
	3. Neutral	27	22.88%
	4. Agree	19	16.10%
	5. Strongly agree	2	1.69%
	Total	118	100%
Mean : 2.347		Confidence Interval @ 95% : [2.152 - 2.543]	Standard Deviation : 1.081
		Standard Error : 0.100	

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



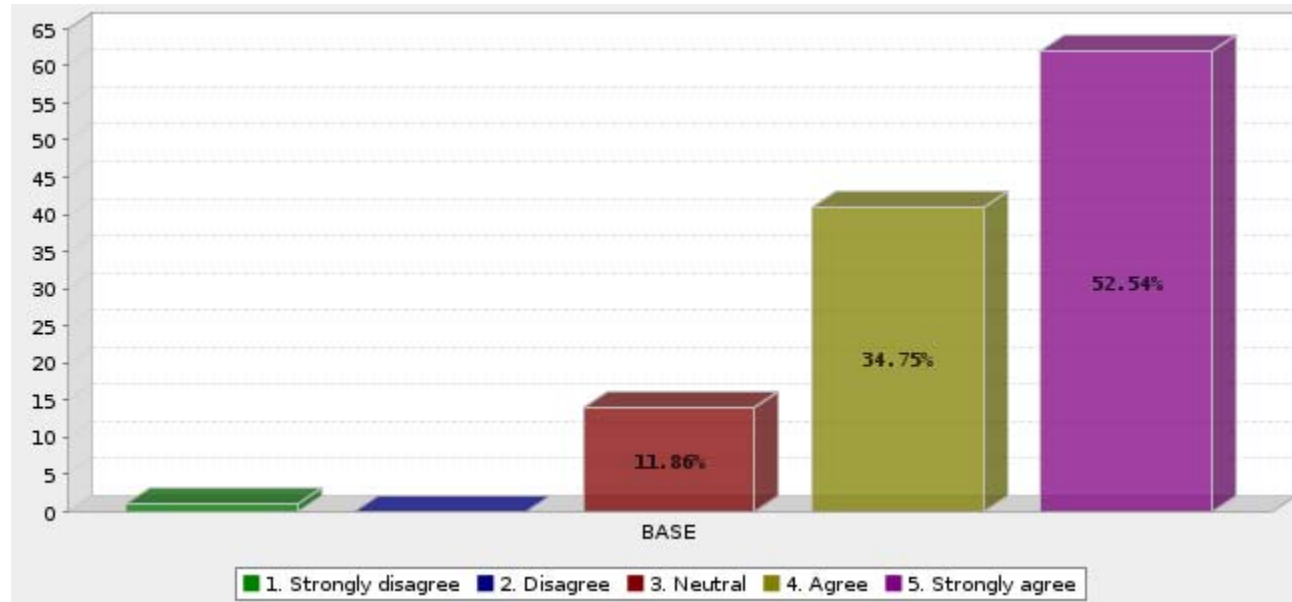
	Answer	Count	Percent
	1. Strongly disagree	32	27.35%
	2. Disagree	35	29.91%
	3. Neutral	31	26.50%
	4. Agree	17	14.53%
	5. Strongly agree	2	1.71%
	Total	117	100%
Mean : 2.333		Confidence Interval @ 95% : [2.137 - 2.530]	Standard Deviation : 1.083
		Standard Error : 0.100	

Q49. Arkansas Tech is heading in the right direction.



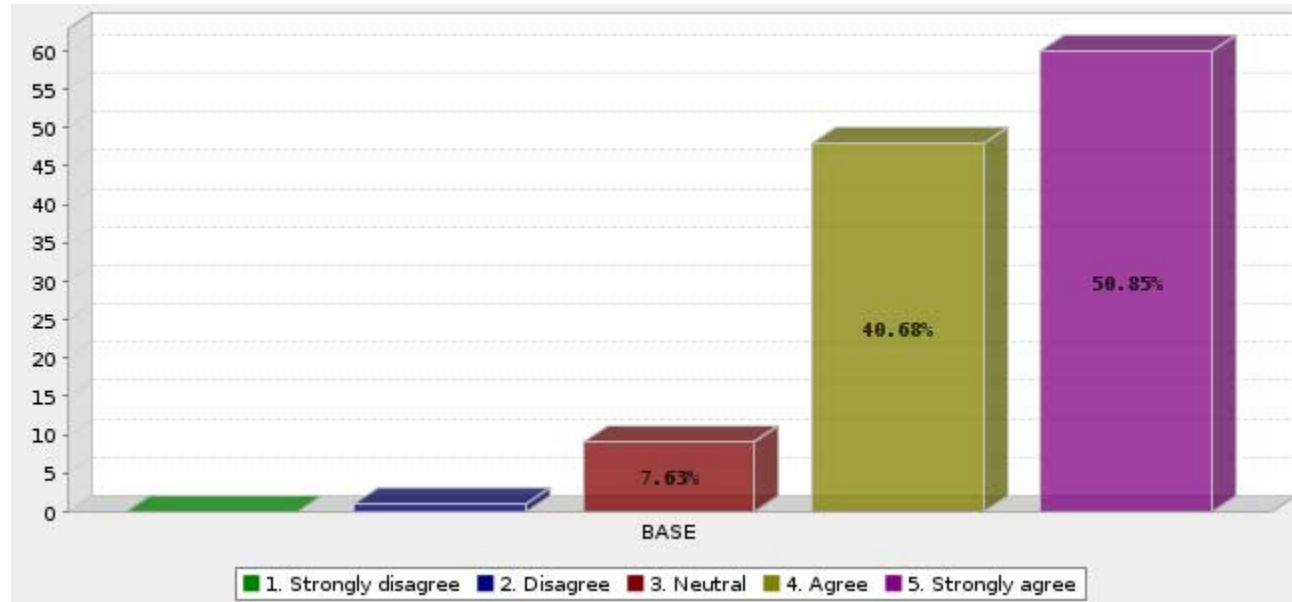
	Answer	Count	Percent
	1. Strongly disagree	43	36.75%
	2. Disagree	32	27.35%
	3. Neutral	34	29.06%
	4. Agree	8	6.84%
	5. Strongly agree	0	0.00%
	Total	117	100%
Mean : 2.060		Confidence Interval @ 95% : [1.885 - 2.235]	Standard Deviation : 0.967
		Standard Error : 0.089	

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



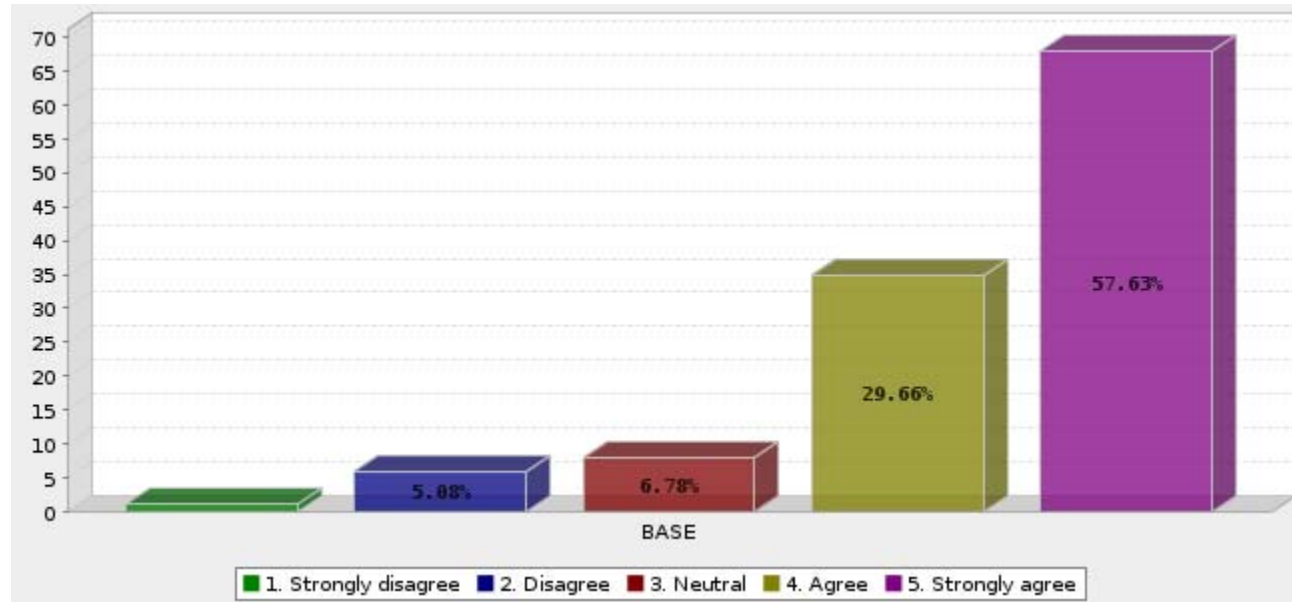
	Answer	Count	Percent
1.	Strongly disagree	1	0.85%
2.	Disagree	0	0.00%
3.	Neutral	14	11.86%
4.	Agree	41	34.75%
5.	Strongly agree	62	52.54%
	Total	118	100%
Mean : 4.381		Confidence Interval @ 95% : [4.244 - 4.519]	Standard Deviation : 0.761
		Standard Error : 0.070	

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



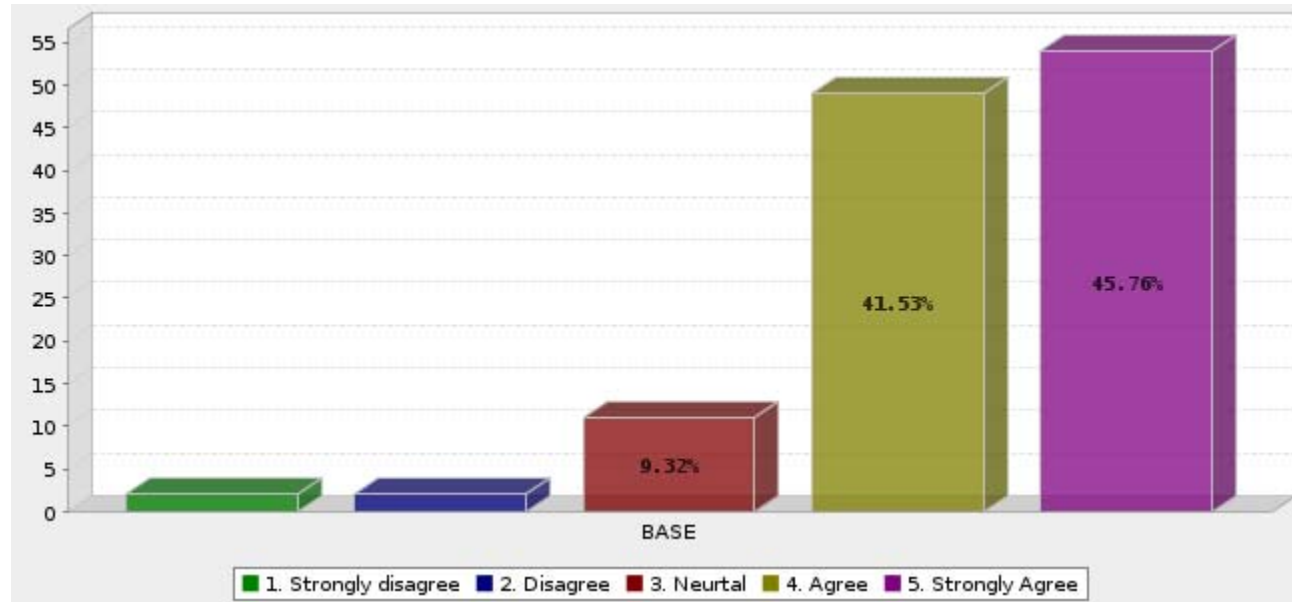
	Answer	Count	Percent
	1. Strongly disagree	0	0.00%
	2. Disagree	1	0.85%
	3. Neutral	9	7.63%
	4. Agree	48	40.68%
	5. Strongly agree	60	50.85%
	Total	118	100%
Mean : 4.415		Confidence Interval @ 95% : [4.294 - 4.536]	Standard Deviation : 0.671
		Standard Error : 0.062	

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



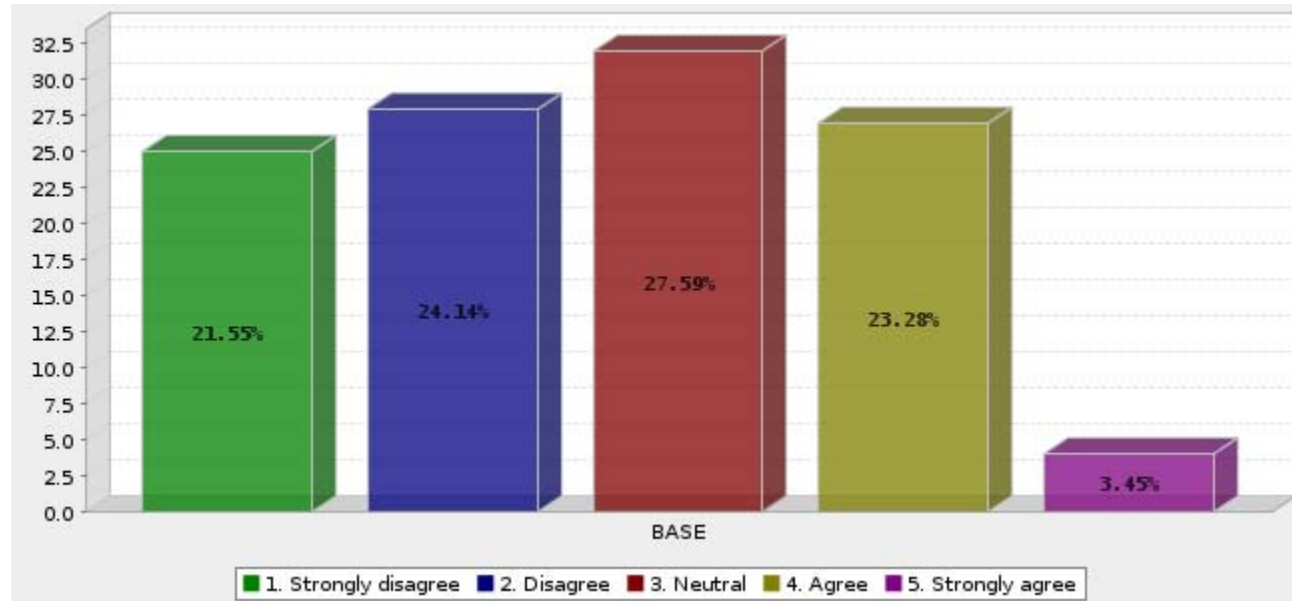
	Answer	Count	Percent
	1. Strongly disagree	1	0.85%
	2. Disagree	6	5.08%
	3. Neutral	8	6.78%
	4. Agree	35	29.66%
	5. Strongly agree	68	57.63%
	Total	118	100%
Mean : 4.381		Confidence Interval @ 95% : [4.221 - 4.541]	Standard Deviation : 0.886
		Standard Error : 0.082	

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



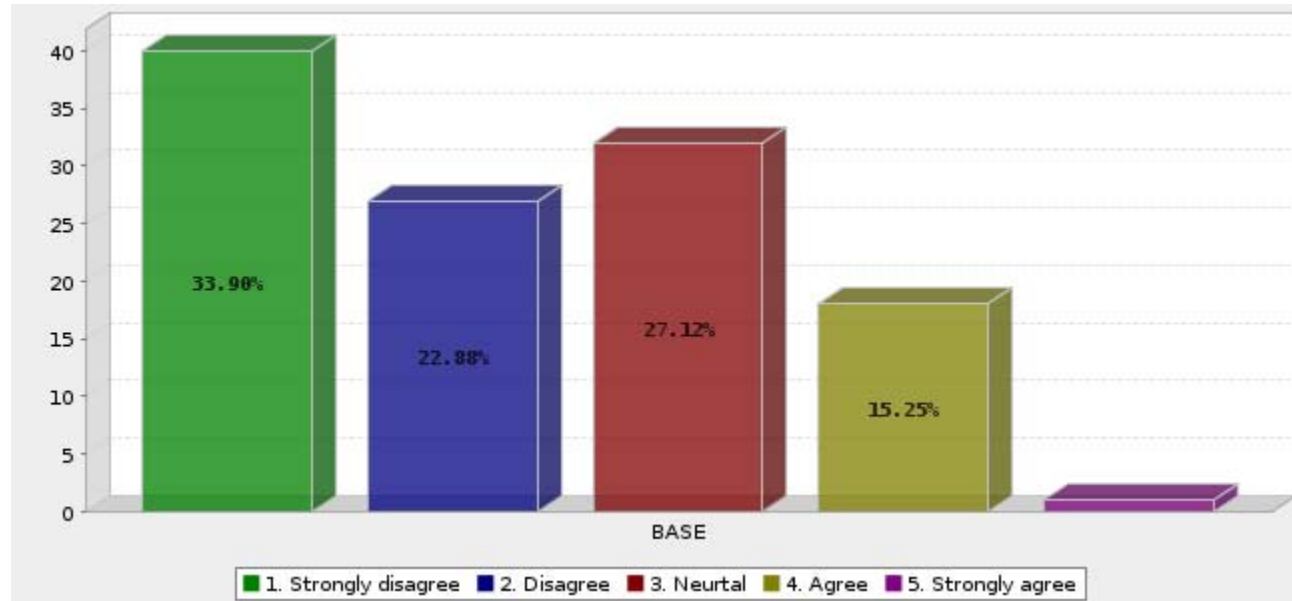
	Answer	Count	Percent
	1. Strongly disagree	2	1.69%
	2. Disagree	2	1.69%
	3. Neutral	11	9.32%
	4. Agree	49	41.53%
	5. Strongly Agree	54	45.76%
	Total	118	100%
Mean : 4.280		Confidence Interval @ 95% : [4.129 - 4.431]	Standard Deviation : 0.836
		Standard Error : 0.077	

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



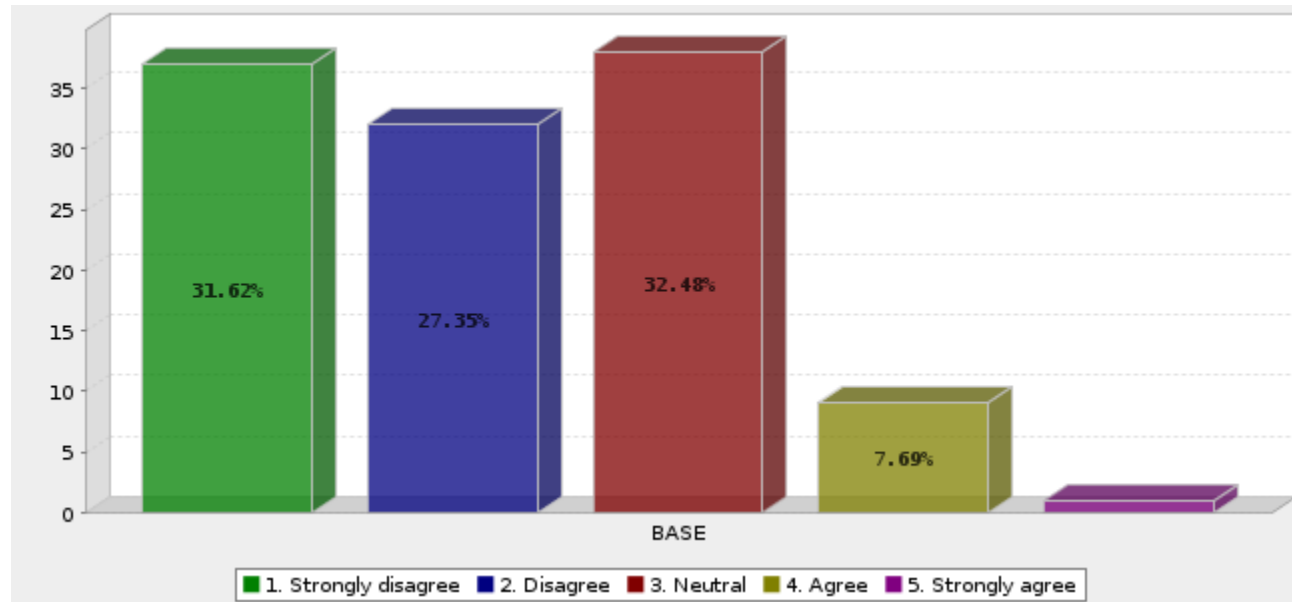
	Answer	Count	Percent
	1. Strongly disagree	25	21.55%
	2. Disagree	28	24.14%
	3. Neutral	32	27.59%
	4. Agree	27	23.28%
	5. Strongly agree	4	3.45%
	Total	116	100%
Mean : 2.629		Confidence Interval @ 95% : [2.418 - 2.841]	Standard Deviation : 1.161
		Standard Error : 0.108	

Q40. Faculty morale is high in my department.



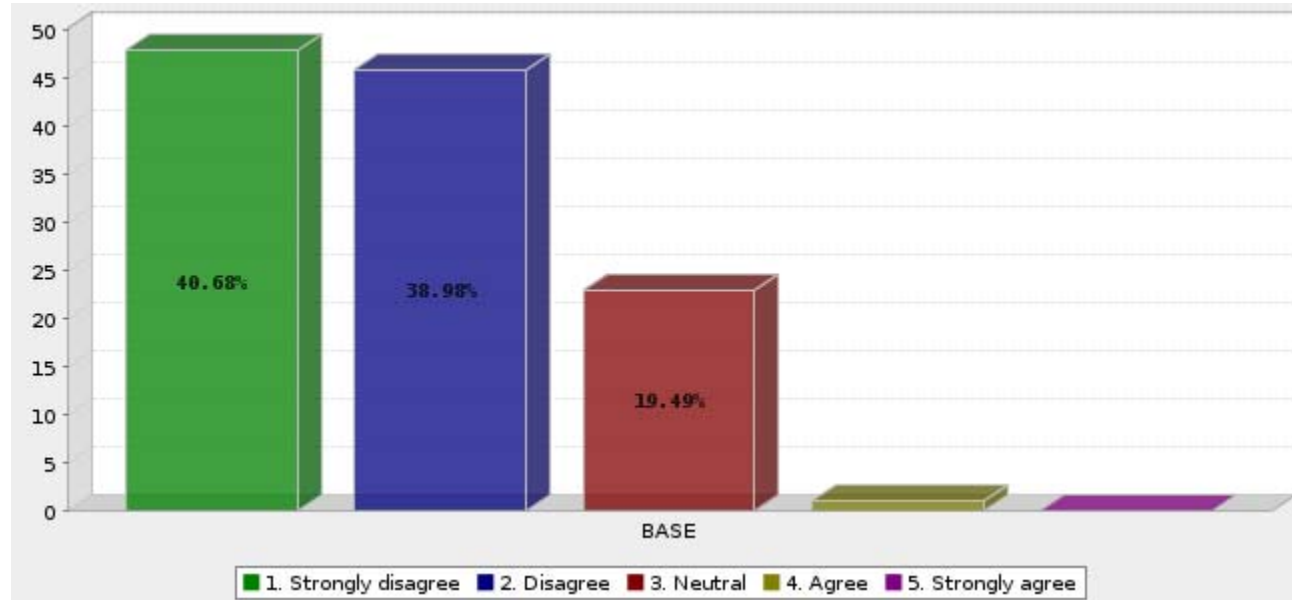
	Answer	Count	Percent
	1. Strongly disagree	40	33.90%
	2. Disagree	27	22.88%
	3. Neutral	32	27.12%
	4. Agree	18	15.25%
	5. Strongly agree	1	0.85%
	Total	118	100%
Mean : 2.263		Confidence Interval @ 95% : [2.062 - 2.463]	Standard Deviation : 1.113
		Standard Error : 0.102	

Q42. Faculty morale is high in my college.



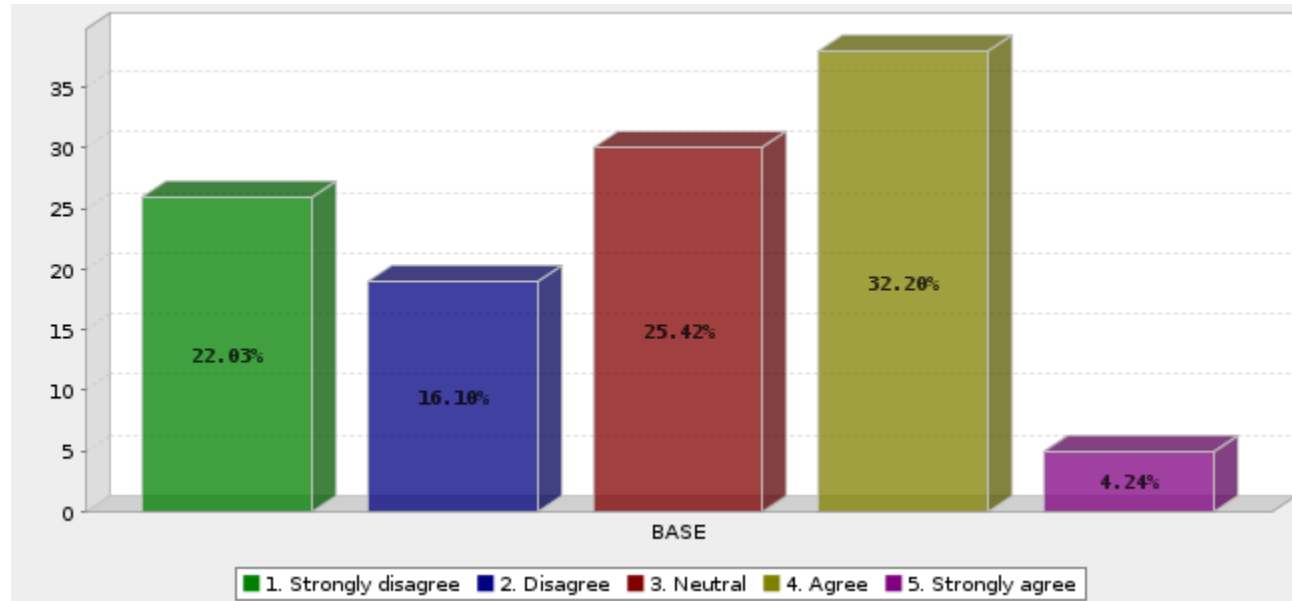
	Answer	Count	Percent
1.	Strongly disagree	37	31.62%
2.	Disagree	32	27.35%
3.	Neutral	38	32.48%
4.	Agree	9	7.69%
5.	Strongly agree	1	0.85%
	Total	117	100%
Mean : 2.188		Confidence Interval @ 95% : [2.007 - 2.369]	Standard Deviation : 0.999
		Standard Error : 0.092	

Q43. Faculty morale is high across the University.



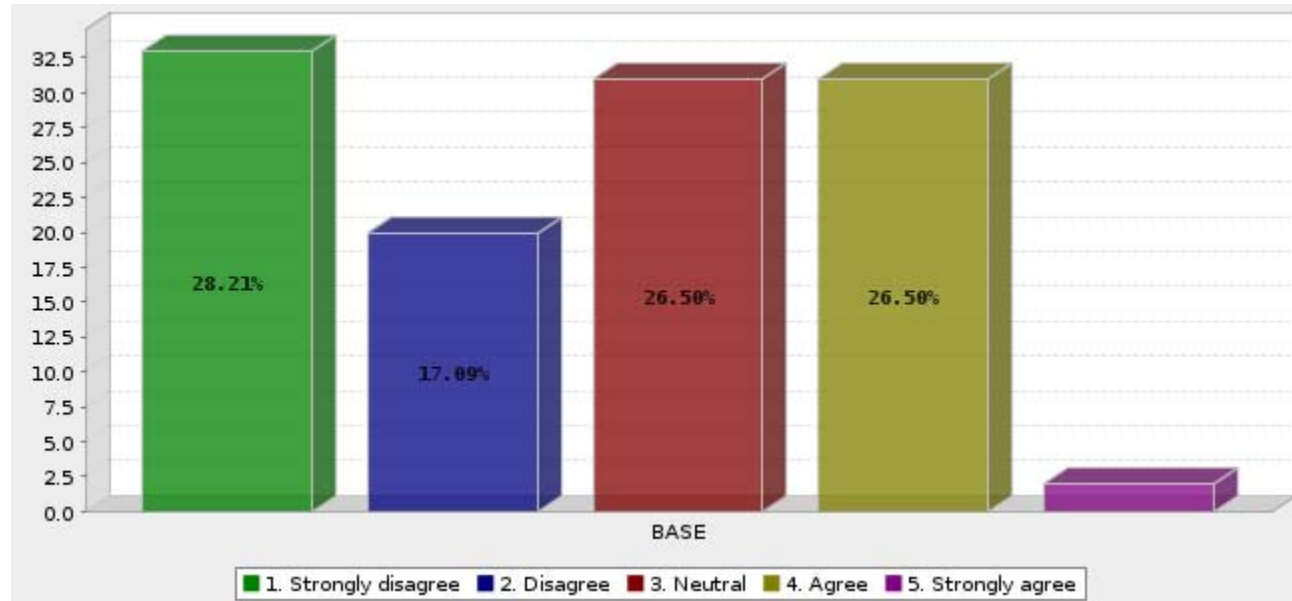
	Answer	Count	Percent
	1. Strongly disagree	48	40.68%
	2. Disagree	46	38.98%
	3. Neutral	23	19.49%
	4. Agree	1	0.85%
	5. Strongly agree	0	0.00%
	Total	118	100%
Mean : 1.805		Confidence Interval @ 95% : [1.665 - 1.945]	Standard Deviation : 0.776
		Standard Error : 0.071	

Q43-C67. Diversity is valued at the University.



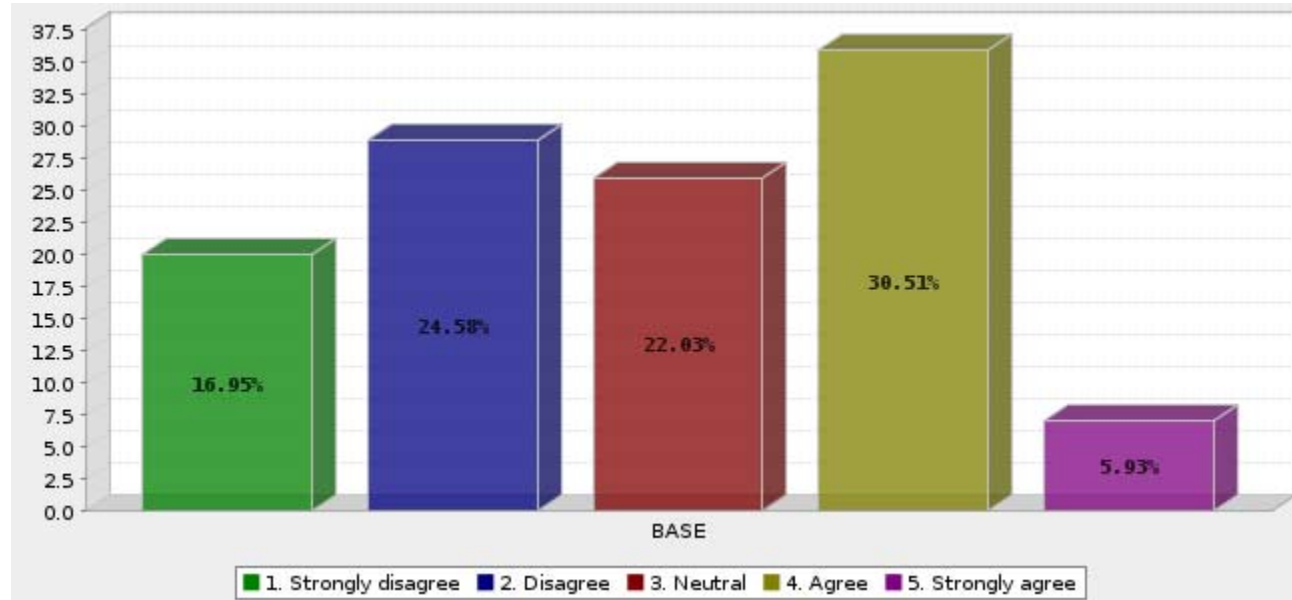
	Answer	Count	Percent
	1. Strongly disagree	26	22.03%
	2. Disagree	19	16.10%
	3. Neutral	30	25.42%
	4. Agree	38	32.20%
	5. Strongly agree	5	4.24%
	Total	118	100%
Mean : 2.805		Confidence Interval @ 95% : [2.583 - 3.027]	Standard Deviation : 1.228
		Standard Error : 0.113	

Q54. I feel appreciated at Arkansas Tech.



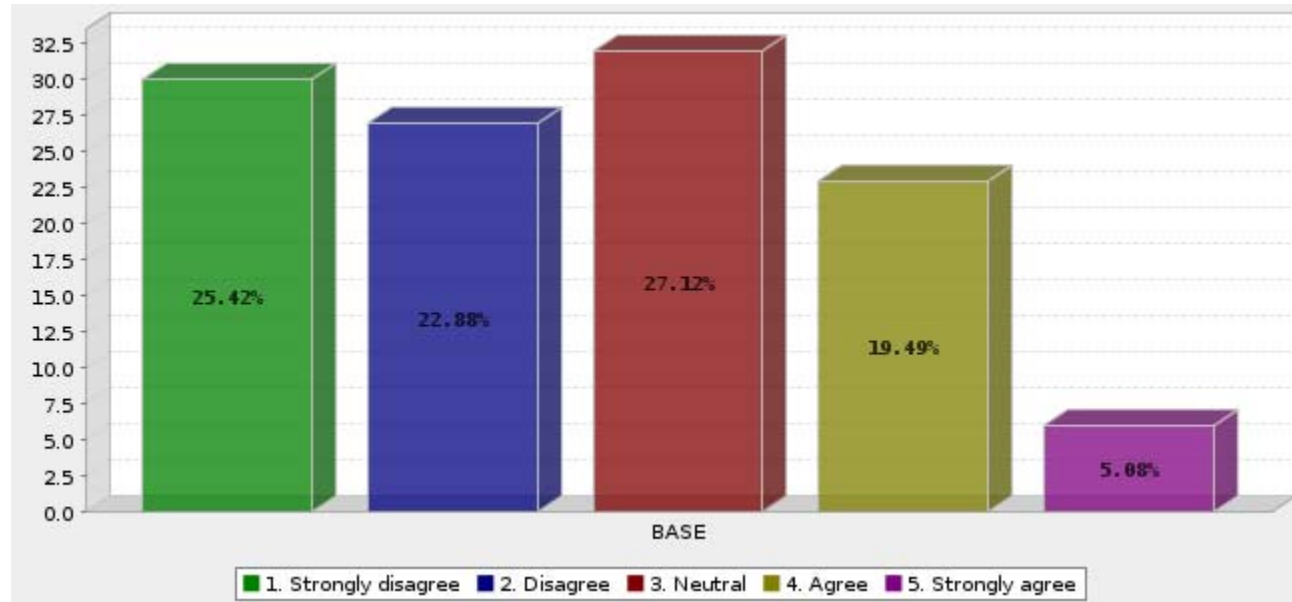
	Answer	Count	Percent
1.	Strongly disagree	33	28.21%
2.	Disagree	20	17.09%
3.	Neutral	31	26.50%
4.	Agree	31	26.50%
5.	Strongly agree	2	1.71%
	Total	117	100%
Mean : 2.564 Confidence Interval @ 95% : [2.346 - 2.783] Standard Deviation : 1.206 Standard Error : 0.112			

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



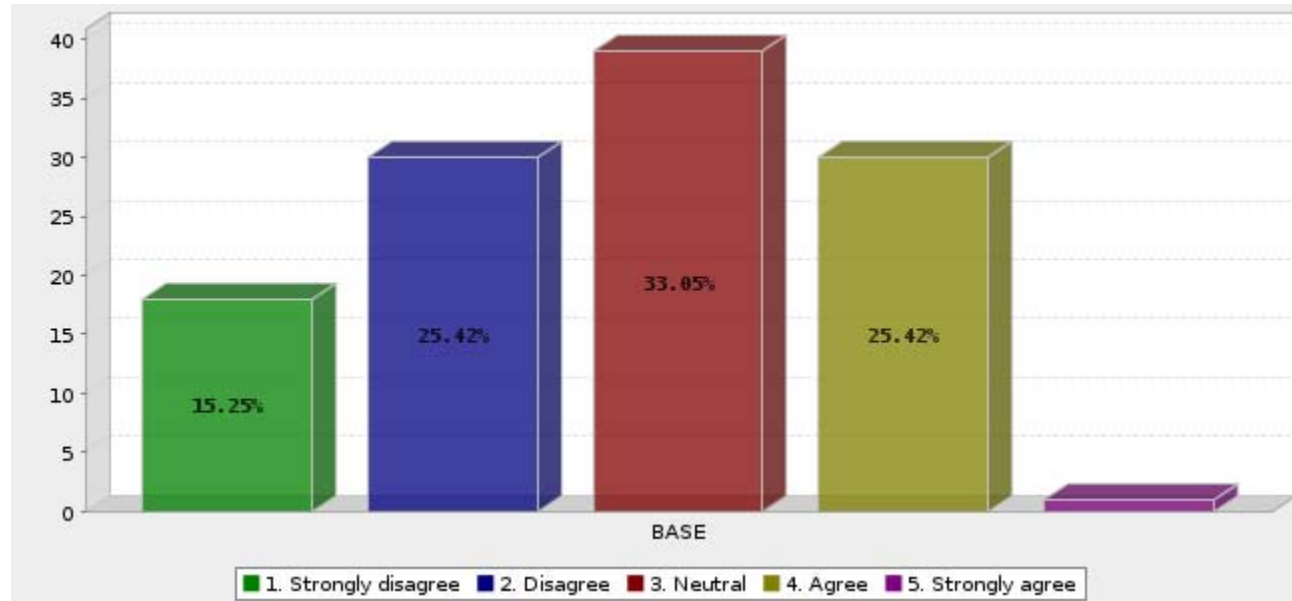
	Answer	Count	Percent
	1. Strongly disagree	20	16.95%
	2. Disagree	29	24.58%
	3. Neutral	26	22.03%
	4. Agree	36	30.51%
	5. Strongly agree	7	5.93%
	Total	118	100%
Mean : 2.839		Confidence Interval @ 95% : [2.622 - 3.056]	Standard Deviation : 1.205
		Standard Error : 0.111	

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



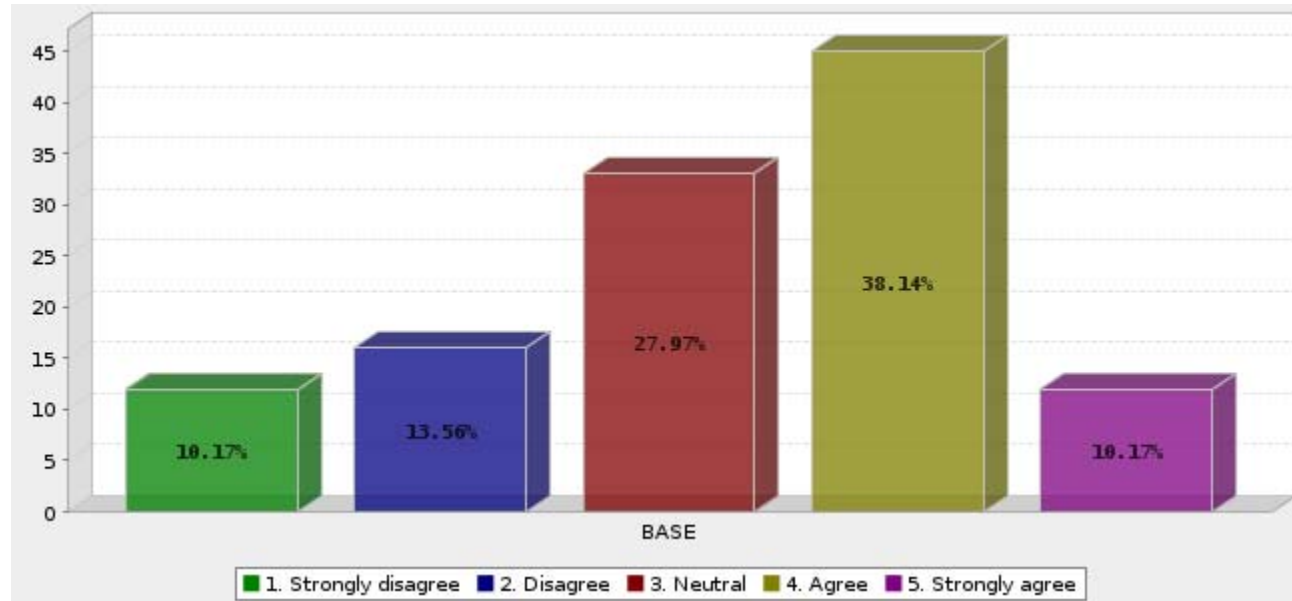
	Answer	Count	Percent
	1. Strongly disagree	30	25.42%
	2. Disagree	27	22.88%
	3. Neutral	32	27.12%
	4. Agree	23	19.49%
	5. Strongly agree	6	5.08%
	Total	118	100%
Mean : 2.559		Confidence Interval @ 95% : [2.341 - 2.778]	Standard Deviation : 1.209
		Standard Error : 0.111	

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



	Answer	Count	Percent
	1. Strongly disagree	18	15.25%
	2. Disagree	30	25.42%
	3. Neutral	39	33.05%
	4. Agree	30	25.42%
	5. Strongly agree	1	0.85%
	Total	118	100%
Mean : 2.712		Confidence Interval @ 95% : [2.524 - 2.899]	Standard Deviation : 1.039
		Standard Error : 0.096	

Q46. I am proud to work at Arkansas Tech.



	Answer	Count	Percent
	1. Strongly disagree	12	10.17%
	2. Disagree	16	13.56%
	3. Neutral	33	27.97%
	4. Agree	45	38.14%
	5. Strongly agree	12	10.17%
	Total	118	100%
Mean : 3.246		Confidence Interval @ 95% : [3.042 - 3.450]	Standard Deviation : 1.132
		Standard Error : 0.104	

ATU Faculty Satisfaction Survey 2021 – 2022

Open-Ended Comments

Qualitative Analysis of Faculty Satisfaction Survey: Year 2021-2022

Open-ended responses from the Faculty Satisfaction Survey were open-coded by systematically labeling words, phrases, and sentences that represented meaningful expressions of faculty satisfaction and dissatisfaction. Data was then coded using an axial coding process to thematically cluster and create categories and subcategories by reorganizing and refining the coding scheme throughout the analysis. After a thorough content analysis that examined the emergent patterns and the relationships between the codes and categories, several recurring themes were identified.

During the academic year 2021-2022, respondents reported dissatisfaction with the following: inconsistency and turnover at the VPAA position, the board of trustees and Dr. Bowen's disregard and inaction concerning the vote of no confidence, issues of transparency and lack of shared governance, faculty and staff morale, and classrooms and other facilities on campus.

Findings

Respondents expressed high levels of dissatisfaction with turnover in the VPAA position and a lack of consistency in Academic Affairs. Respondents perceive a lack of stability at the VPAA position has had a trickle-down effect and is affecting retention, recruitment, and the ability for faculty to do their jobs effectively.

"The turnover in leadership in the VPAA position has been a huge blow to our university and faculty. I was happy working with Dr. Johnson and loved having Dr. Robertson in the Assistant VPAA position. I finally felt like we had some stability. That stability was short-lived. It seems we continue to have key people leaving our university. I would love to feel good about ATU again. I love the people in my department and my students. That is what keeps me here. I want to feel some stability at ATU. It is important for faculty, staff, and students. I feel that the Faculty Senate worked hard to address the many problems on our campus and it was not handled well by leadership on campus or with the BOT."

"The fact that we can't keep VPAA's, AVPAA's, Deans, DH, and program directors speaks volumes to the overall climate of this university and the workload placed on these people. The fact that we are talking of adding new recruiters and admissions people when there aren't enough faculty lines to adequately cover the number of programs and students we presently have speaks to the lack of commitment to faculty."

"The revolving door that is the VPAA position is a tragicomedy at best, and a full disservice to students and faculty at worst. Dr. Johnson remains the best VPAA this university could ever hope to have. No clear explanation has ever been proffered by the President as to why Dr. Johnson was forced out of the role."

"The rotations in the VPAA position make it difficult to bring about long-term changes to faculty issues."

"Every university across the country has issues, but the fact that we cannot keep a VPAA in place for longer than a 6 month stretch is devastating the long-term trajectory of this institution. Without consistent leadership on the academic front, it is hard to believe any statements about making academics the priority from the executive leadership. As of writing this, there have been more VPAA's than years I have been a faculty member at ATU."

“I am incredibly disappointed that these surveys have not generated any meaningful change in the way the university is governed, in the direction for the university, or in stemming the constant leak of talented people, both faculty and staff, from the university. I believe that the faculty senate caved to the request of certain board members not to hold a vote of no confidence. The highly touted AGB consultant was useless and did a cursory job. One look at the numbers of VPAAAs and interim VPAAAs alone over the past seven years should be enough to show that there is something systemically wrong here, but that problem is compounded when other higher level position turnover is added. I am not hopeful for the future.”

Respondents were dissatisfied with the handling of the vote of no confidence. Faculty expressed frustration with the board and Dr. Bowen for not addressing the results in a satisfactory manner. Moreover, faculty feel the lack of engagement and any attempt to repair the situation has further fractured the relationship between faculty, the board, and Dr. Bowen. This is also correlated with the low morale of faculty and staff. The responses also reflect faculty’s increasing frustration with the lack of shared governance and transparency in decision-making.

“Shared governance and distributed leadership are a joke on campus. Never has this been clearer than when the Faculty Senate’s vote of No Confidence was completely disregarded by the administration, President, and Board of Trustees. It is no surprise that campus morale and employee retention are low. The lack of faculty and staff satisfaction is palpable to everyone on campus. This trickles down to affect student recruiting, performance, and retention. Much lip service is given to ATU strategic plan, but actions speak louder than words. Until ATU administration prioritizes academics – the backbone of higher education and the core of ATU’s Strategic Plan -- the university will continue to fail in its mission. I sincerely hope the administration will embrace shared governance and make the changes necessary to avoid irreparable harm to ATU’s human core, reputation, and future.”

“The lack of respect for faculty by the Board of Trustees and president, as shown by their decision making and complete indifference to the vote of no confidence is disheartening. The tremendous turnover in top level administration under the president should be a telling indication of a problem with the environment and culture being produced by university leadership.”

“President Bowen and the Board of Trustees did NOTHING to address the faculty’s concerns and the vote of no confidence. Instead, both President Bowen and the Board blamed COVID as the cause for faculty dissatisfaction. The inaction of the board proved to faculty that we really have no say in ANYTHING that takes place on campus. And, that regardless of how well documented the dissatisfaction is and has been for several years, they chose to stand by Bowen and further alienate faculty.”

“Where is the shared governance here? Where is the distributed leadership here? You won’t find it. I will continue to give all I have to my students, my instructional responsibilities, and my research to inform my practice and instruction. What I will no longer do is give the institution my blood, sweat, and tear and free labor. The institution has driven many of us to this point. When the faculty attempts to have its voice heard and is immediately dismissed by the Board of Trustees (as soon as they could, one might add) then the faculty lose hope of improvement. On that note, when did the Board of Trustees meet to generate the letter delivered to the faculty in response to the vote of no confidence? Did the Board of Trustees meet in a called, public meeting? How was the response determined? If the Board of Trustees did not meet in a public manner to generate the response from chair it is problematic from a transparency standpoint.

Also, most of points of rebuttal in the Board of Trustees letter attributed to the president were the result of the work of the faculty.”

“A significant amount of lip-service is given to "shared governance," but the reality is that while faculty input is actively solicited, for the most part that input is subsequently ignored. At least that is the perception of most faculty members that I know.”

“Transparency and shared governance are joke at ATU. Meanwhile, the President's salary has increased by \$20,000 every year, administrative positions--associate deans, new VPs, etc.--have been created out of thin air and given six figure salaries. Faculty members have not received any raises in years--not even a cost of living adjustment. Further, we hired consultants to help with restructuring at hefty prices. When asked about the raises and salaries, the consultants responded, "administration salaries need to be competitive to attract the best talent." What does that say for everyone else at ATU? Are we not the best talent, or not important enough to receive competitive salaries. ATU is a joke and faculty and staff are the punchline.”

“Department, College and faculty Senate need to be far more transparent, diverse, and inclusive. University and departments need to create streamlined processes with rubrics and point value for annual faculty evaluation to be objective and streamlined. There should be more elections rather selections/ nominations on the basis of high accomplishments by deserving faculty. More objectivity should be brought while teaching, mentoring and shaping students future careers. Equal opportunity should be given to the deserving faculty rather than giving opportunity in committees through "Buddy/ chocolate boy" culture. All faculty and staff should be given professional respect rather than bullying and threatening new faculty and staff.”

Faculty report very low levels of morale. Respondents reported that a lack of incentives, being overworked and undercompensated, and a lack of institutional support contributed to feelings of apathy and frustration. This also contributes to a feeling among faculty that they are under-appreciated, and therefore only contribute the minimum amount of effort to their jobs.

“Once I made the conscious decision to not care about my job more than this job cares about me, I have felt a sense of relief. The higher ups at this university do not care about faculty. They ask for our input but then ignore it. We fill out these satisfaction surveys and then no one in the administration ever addresses them. Now that I'm tenured, I come in and teach my classes to my students and then I go home and do other things that bring me far more joy than working at ATU. I am not rewarded for going above and beyond so I have learned to not. I will be saying no more and more the longer I am here. I do not owe this university a damn thing and they treat me like I'm highly replaceable. Students love me and that's really all that matters to me. When this place inevitably burns to the ground by the administration, I'll find a better job elsewhere or in industry. For now, I'll just coast on by doing my own thing and not giving a crap what anyone in the administration thinks.

“Why put out a survey asking faculty how we feel? We did this already when we had an overwhelming vote of no confidence for Dr. Bowen. No one cared. This is frustrating and adds to the already terrible morale around campus among faculty.”

“I would like to see a much stronger commitment to excellent education. I think this can be achieved by over hauling faculty line numbers. Many are simply teaching too much. If you overload talented faculty, you are disrupting student learning. Moreover, if faculty teachings loads are too high (4/4 is too high), then this restricts scholarly output. I would advise the university to seek a 2/2 load but maintain a focus on teaching. A 2/2 load would allow for less intellectual oppression, increased classroom/educational output, and more scholarly output. I

believe there to be much larger opportunities in undergraduate education than people realize and we can harness these opportunities by providing relief to the faculty.”

“My opinion of Arkansas Tech has steadily declined as the years go by, along with my sense of the President's vision and the ability of the President and staff/administration to accomplish their proposed goals. As we face the possibility (likelihood?) of record inflation and economic downturn it is essential to invest in the resource that is the heart of the university: the faculty. No amount of recruiting or material amenities will sustain students and leave them with a sense of deep learning and accomplishment throughout their college careers. Students can see when faculty are demoralized and struggling to survive instead of thriving, and even if you bring them in with flashy recruiting they won't want to stay. Working conditions, healthcare, and pay for faculty should all be a major focus for the new strategic plan in the works.”

“Feels like a labor camp. All recommendations by faculty have been completely ignored by the President, EC, and the Board of Trustees. All recommendations by external bodies have been completely ignored by the President, EC and Board of Trustees. Since \$46M has been raised it seems the ignoring will continue. Removing vital pieces of academics to place in student affairs is yet a new low that one would think would not be experienced, yet, here we are. The thoughtful, difficult work put into creating a meaningful document in the recruitment and retention plan has been replaced by sloganism. Faculty and employees who believed in the ATU mission have been summarily removed from their roles, with no mention whatsoever.”

“What I’m seeing now is that faculty have given up hope. They are doing the bare minimum because there is no point in giving more to a place that doesn’t value their work or their lives in any meaningful way. Most of the department heads I know are on the verge of quitting, because they are treated like hourly laborers who must clock in and out, are paid no better than their faculty, and have no power to make decisions to improve their programs in any way. Why would *anyone* want that job? We’re losing faculty and staff left and right, because there is no incentive to stay here. It’s demoralizing to work here, from the dictatorial way HR treats faculty and staff, to the fascist budget office who will find any means to avoid reimbursing folks for their work, to micromanaging deans who block new curriculum ideas, to the recruitment office who now expects faculty to do the majority of recruiting, to the ADA office who now dictates how faculty can arrange their own personal desks, to working in buildings that haven’t had AC in years, to mouse-ridden and moldy offices, to a horrid website with broken links everywhere, to the executive board who is not interested in academic pursuits, expertise, research, or scholarship. It’s like the ATU leadership saw the Great Places to Work survey and decided the best thing was to choose to do the worst in all categories. Things will only continue to get worse here until the Trustees put their feet down and demand better.”

“Demoralization continues. The Board was dismissive of the issues raised. The President doesn't care about the input of the faculty. All of us would like to move forward but we can't. We are overworked from the loss of positions and just plain burned out. The students are becoming more and more disengaged and even confrontational in the classes. Our administrators turn over near constantly. We need better leadership. When that happens, satisfaction will increase across campus. Permanent austerity kills initiative, creativity, and hope. I have a stronger work-life balance now because I stopped trying to invest more than the basic minimum at work. I think Arkansas Tech could be a great place to work if I was ONLY doing my own job. But as vacancies arise, we've assumed more responsibility. And because we just do it (because the students need us), no one sees the need to hire anyone to replace those who left. But this impacts how much I can give to service, research, innovation. It makes me not want to serve on committees or volunteer any more time than is needed to complete my job. It makes me not enjoy my job or feel

that it is valued. Also, it is difficult and embarrassing to teach in classrooms that are either freezing cold or burning hot. Difficult to teach students who couldn't get good sleep in burning hot or freezing dorm. We need to address deferred maintenance.”

“The president came in and got us to participate in the great places to work survey. A few years later, we did it again and there was a sharp decline in how we rated our experiences at ATU. Then for multiple years, the faculty survey responses continued to show massive problems at ATU and the president's leadership (or lack thereof). Then we voted no confidence in the president's leadership. Guess what changed after YEARS of these signs of major leadership problems at ATU? We have kept declining in every metric and the president continues to destroy ATU piece by piece. I asked several colleagues if they would send their own children here for college. None of them said that they would. This wasn't always the case. We used to be proud and had a chip on our shoulder at being overlooked and underfunded. We wanted to show we were the best and prove people wrong. Now it is just embarrassing. Our facilities are absolutely falling apart, pay is stagnant, and our administrative hires are just sad. Is this the best and brightest that we can attract? Do you really think most of our deans could get hired as deans at places we call equivalent institutions (UCA or ASU)? What about our VPs? The answer is absolutely not! It is sad to see this decline get so low and to know that we are going to slip further in the future. We are in a classic death spiral for a university. Same thing happened to schools like Henderson State and look what they are going through.”

“The University President was given formal job review by the faculty last year...didn't make an ounce of difference. So why should we take the time and effort to do so? The senior leadership has their own plans - the faculty can't stop them, the executive committee has the veto power...so why bother?

“We are losing faculty. Other faculty then have to pick up the classes. Our entire department and most in our college are teaching overloads with classes that have too many students. At the same time, students are being told by administrators out of Student Affairs that they can decide to move their work online, despite classes being in person. This has got to stop. It is honestly like no one above the rank of dean understands what it is that faculty actually do. We are already burning out. These issues and many more are just increasing the likelihood that we will not be able to maintain. These pressures and burnout coupled with no raises or small increases that don't keep up with inflation essentially mean that faculty are working harder and harder for less and less each year. It is interesting that the administrators still maintain their high pay and even get increases. These are supposedly the "best hires" making "competitive salaries" to get the "best people" per our own President. Yet, there is near constant administrative turnover. It's like the higher ups honestly don't know what we do or what they are doing. Something needs to change and fast!!!!!!”

Dissatisfaction with the disparity in compensation is of great concern. Faculty continually see administration—specifically Dr. Bowen and upper-level administration—as grossly overpaid and inconsistent with other university salaries (per CUPA median salaries). Responses reflect a frustration with overwork and a lack of resources, while Dr. Bowen and others have received multiple raises. The disparity in salary and compensation was also reported to have a negative impact on the ability of faculty to do their jobs effectively.

“Every complaint from faculty is met with excuses or with blame shifting. For example, we ask “Why is our insurance so God-awful compared to other institutions?” “Because you all aren’t healthy enough,” we hear in reply. Really? It’s our fault we have terrible insurance? If I were a

president who makes ABOVE the CUPA median (~\$340k), then an \$8k deductible wouldn't feel so awful. But if I'm a tenure-track professor making \$50K (which is BELOW the CUPA median), then the \$8k deductible is far more of my salary than I can spend and still survive."

"How can I do my job to the best of my ability when we do not have enough faculty to manage the high advising loads? I have to do a lot of tasks that usually my admin assistant would be doing but she is also having to do multiple jobs because we cannot hire enough staff either. But we don't hesitate to get executive council members replaced when someone leaves. The priorities are not focused on faculty and students at ATU, they are focused on the higher administration having what they need before anyone else's needs are met."

"Academics are no longer a priority at ATU. Faculty are under-appreciated and overlooked as critical members of the campus community. Faculty are dramatically underpaid and overloaded. Why is our target for faculty salary 90% of what they are worth (and we don't even meet this 90% CUPA goal)? Why have faculty not received COLA raises in years despite record inflation? Why does salary compression never get addressed? Faculty are not only underpaid, but they are chronically overloaded due to a lack of support for faculty lines. The university has been extremely resistant to filling vacancies in existing faculty lines, much less adding new faculty lines. We can't even keep a permanent VPAA due to the toxicity of the administration towards this position and academic affairs."

Respondents are highly dissatisfied with facilities on campus and the priority with which new buildings are constructed and/or repaired, while older buildings have continued to deteriorate. This has also affected faculty's ability to teach effectively as it has created an environment that is not conducive to student learning, student success, or student recruitment and retention.

"It is difficult and embarrassing to teach in classrooms that are either freezing cold or burning hot. Difficult to teach students who couldn't get good sleep in burning hot or freezing dorm. We need to address deferred maintenance."

"The facilities problems related to deferred maintenance clearly lay bare the fact that the administration has not commitment to the University mission. I've been teaching in classrooms without effective climate control almost my entire 10+ year career here and have sought remedy consistently with no results. It is absurd to think that a 55 degree classroom is a conducive learning environment. Yet the administration thinks that what we need is a new student union, not fixes to decades old climate control issues in dorms and classrooms. How out of touch can the administration possibly be? Or are they receiving kickbacks on construction contracts perhaps?"

"I am continually baffled at the enthusiasm for adding shiny new student-services types of infrastructure at Tech while the buildings in which we perform the core functions of a university--teaching and research--are in serious disrepair. We seem desperate to recruit students; we don't seem so interested in the ways that overworked faculty, buildings without hvac, overloaded classes that make it impossible to work with or know students individually, and the sprint to put all our classes online without regard for the needs of the subject being taught, will prevent students from developing the kind of security and relationships that drive retention."

"The physical conditions are impacting my ability to teach. I had a class in Dean Hall in the Fall 2021 semester, and I had eight different class periods affected by building conditions (water main break, power outage, broken air conditioning). This semester, the HVAC work in Witherspoon has impacted many faculty members."

“The biggest problem is resourcing all the programs. This year facilities issues have risen to the top because of the Dean and Witherspoon HVAC situations. So many classes were dispersed across campus, access to offices was available but in a very difficult space situation because of the repairs. Indeed, the deferred maintenance chickens have come home to roost.”

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

I feel that faculty have little if any say in most matters at the university, but that many issues are stated as being our decisions or our wishes, when they are clearly the president's. I do not understand what the president will actually do to help us out of our financial issues, and I don't think the Board has any real idea what is going on - or any idea how to govern a university.

This used to be a fun place to work at. I haven't felt that way in two years. COVID had a role, but the budget process was so terribly mishandled.

I think some things are improving after the vote of no confidence--namely the willingness or perceived willingness to ask for input in an attempt to make conditions better. I'm not sure how that will translate into a long-term culture change, but it is an outward recognition that our voices may be important enough to warrant listening. However, listening and taking action are two continents separated by a vast ocean. I'm much more interested in action. Time will tell.

In my opinion, faculty are continuously being asked to do more, but are being adequately compensated. Faculty concerns continue to be ignored or dismissed. Furthermore, faculty are wondering about job security! It feels like there is a contentious spirit in the air.

I am very satisfied with Dr. Bowen. Where my concern lies is with department leadership. I currently feel the department I work within is very toxic. Tenured faculty get promotion and do not contribute to mentoring of other non tenured faculty, or have any scholarship or service based on faculty accomplishments that the university publishes. Maybe not my business but this certainly weighs heavy when the number of students are declining and most of this faculty's courses are not full. I also think the department head is someone who creates this toxic place by favoring certain faculty and staff and not viewing the reason why everyone is at Tech- student success.

While I have been afforded some opportunities to succeed at ATU, it seems like every success has come at tremendous cost in terms of constant administrative bungling that clearly demonstrates I as a faculty member don't really get to have a stake or a say in the university.

Facilities have been way too warm and cold. It would nice to be notified when buildings are going to be a different temperature than expected to dress accordingly and possibly move to a virtual learning environment if we find it hard for students to focus in the heat. I would like to see more information about how got and didn't get promotions and why. I am not sure people should apply for promotion when several don't get it even though they work hard and there is very little income increase right now for some reason for the promotions? And how will that reflect on the University. It seems the president's view of shared governance is appoint a committee of people she likes to look into it while they are doing a thousand other things or spend money on an outside group to share how she feels about it.

Nothing has changed. And outside of the foundation and advancement being able to bring in more funds, this place is still a living hell. It is become more than apparent that the governor doesn't give a damn about Tech, and neither does the governor appointed board of trustees. It is more than apparent that our board of trustees has turned into a who's who of future and current Republican political powerhouses. It is even more apparent that if you are not a woman, you will not be promoted at Tech. How could you be satisfied when no one who has worked here for the past 8 years has had the same executive committee for more than one year. And why do we have to keep doing surveys, when 85% of us voted for the President to resign.

I am satisfied with my position within the structure of my department and college. What I am most dissatisfied about is the lack of primacy of the instructional role of the university. We have to recognize that the status of our university is ultimately determined by student interactions with faculty (both inside and outside the classroom). I seek a lack of commitment of administration to the functional role of instruction to the success of our university. This lack of commitment is evidenced by reduced departmental budgets, lack of support for faculty professional development, lack of inclusion of faculty in university decisions, and our inability to offer competitive salaries for faculty.

Ho many VPAAAs in Dr. Bowen's tenure? That says it all!

Why do we still talk about "shared governance" and "transparency" when we don't have it, and likely never will? I just learned two hours ago that deans/administrators make up a committee to discuss/decide issues related to graduate faculty loads, but no one is included on that committee who is a graduate faculty member (other than deans). They do not include people who are simply graduate faculty professors for input. I heard the list of names of those who are make up that committee, and do not recall the name of anyone who is just regular graduate faculty. I didn't even know the committee existed. Is this shared governance? NO. Is it even

transparent? NO. Did anyone ask me for input on these graduate faculty load issues? NO. Has this committee been discussed among Graduate Program Directors? NO. Has it been discussed in Graduate Council? NO.

When a new dept head is hired and has no prior experience, he/she should go through a workshop to understand how leadership supposed to be. Have noticed many dept heads in various depts that are very qualified and are treasure for this place leaving because they did not have the professional support and instead we see dept heads that are incompetent and unfortunately given the impression that they are successful. What a shame.

Check faculty education credentials. Some are not qualified to teach in the assigned field. Some got 1/4 of teaching load and did not have any responsibility to do with 3/4 of the work. However, that person gets paid for doing 1/4 of the contract.

Why are we asked to evaluate the President, but not the VPAA or the Dean within the scope of this survey?

Thank you!

The New Faculty Academy experience was an awful experience. The director didn't seem to care and be supportive. It is a good concept and the assistant director and some committee members were great. They are the first exposure for new faculty who might just moved from a different state and were adjusting to a completely new environment. I hope the university could reconsider a better leader for the new faculty academy.

The turnover in leadership in the VPAA position has been a huge blow to our university and faculty. I was happy working with Dr. Johnson and loved having Dr. Robertson in the Assistant VPAA position. I finally felt like we had some stability. That stability was short-lived. It seems we continue to have key people leaving our university. I would love to feel good about ATU again. I love the people in my department and my students. That is what keeps me here. I want to feel some stability at ATU. It is important for faculty, staff, and students. I feel that the Faculty Senate worked hard to address the many problems on our campus and it was not handled well by leadership on campus or with the BOT.

Too much cronyism/favoritism. High performing faculty are routinely treated as a threat to under-performing/non-performing cronies/favorites and are punished or driven out of ATU. Very, very hostile working environment for anyone attempting to excel.

Academics are no longer a priority at ATU. Faculty are under-appreciated and overlooked as critical members of the campus community. Faculty are dramatically underpaid and overloaded. Why is our target for faculty salary 90% of what they are worth (and we don't even meet this 90% CUPA goal)? Why have faculty not received

COLA raises in years despite record inflation? Why does salary compression never get addressed? Faculty are not only underpaid, but they are chronically overloaded due to a lack of support for faculty lines. The university has been extremely resistant to filling vacancies in existing faculty lines, much less adding new faculty lines. We can't even keep a permanent VPAA due to the toxicity of the administration towards this position and academic affairs. Our academic buildings are crumbling and embarrassing. Parents tour our campus and see facilities that pale in comparison to most high schools. Rather than repair and modernize our academic buildings we are making enormous investments in non-academic infrastructure. Shared governance and distributed leadership are a joke on campus. Never has this been more clear than when the Faculty Senate's vote of No Confidence was completely disregarded by the administration, President, and Board of Trustees. It is no surprise that campus morale and employee retention are low. The lack of faculty and staff satisfaction is palpable to everyone on campus. This trickles down to affect student recruiting, performance, and retention. Much lip service is given to ATU strategic plan, but actions speak louder than words. Until ATU administration prioritizes academics -- the backbone of higher education and the core of ATU's Strategic Plan -- the university will continue to fail in its mission. I sincerely hope the administration will embrace shared governance and make the changes necessary to avoid irreparable harm to ATU's human core, reputation, and future.

With regard to VPAA, seven different ones in eight years is unacceptable.

I am actively looking for employment elsewhere. The President and the idiots she has hired as Vice Presidents have managed to virtually destroy a quality regional university. Her arrogance has killed faculty morale. ATU is close to death and Dr. Bowen bears full responsibility.

I think there should be more support for research for the new faculty hires. The yearly promotional tenure review is not transparent at all. There is no appreciation for good work done by the new hires. The teaching load is too much to handle and also impacts research.

We need stability at the VPAA position.

The fundamental mission of the university (academics) cannot succeed until the president can maintain stable leadership in the Division of Academic Affairs. It continues to create both short-term and long-term damage to the institution. It is apparent the institution will not allow Academic Affairs to have strong leadership or to assume the primacy among equals (e.g., a provost) and its proper standing in the governance and leadership of the institution. The president's leadership remains in question as her direct hires and direct reports continue to be dismissed, minimized, or reduced in stature. There is little hope for constructive change at an institution that is collapsing around us from an infrastructure standpoint. How do we effectively recruit students to our institution

when we cannot provide stable, basic housing expectations in the the newest facilities on the campus? How do we recruit students to campus with a food service (Chartwell's cafeteria) that continues to degrade its offerings? It is a shell of its former self. Academic Affairs remains understaffed and under-supported, while Student Affairs continues its bloated ways. Shared Governance does not exist as described. But wait, you say, we have a Shared Governance committee. True. But shared governance does not exist for the faculty when a department head is appointed to a permanent department head line without any involvement, discussion, or consideration from the faculty in the department. Where is the shared governance here? Where is the distributed leadership here? You won't find it. I will continue to give all I have to my students, my instructional responsibilities, and my research to inform my practice and instruction. What I will no longer do is give the institution my blood, sweat, and tear and free labor. The institution has driven many of us to this point. When the faculty attempts to have its voice heard and is immediately dismissed by the Board of Trustees (as soon as they could, one might add) then the faculty lose hope of improvement. On that note, when did the Board of Trustees meet to generate the letter delivered to the faculty in response to the vote of no confidence? Did the Board of Trustees meet in a called, public meeting? How was the response determined? If the Board of Trustees did not meet in a public manner to generate the response from chair it is problematic from a transparency standpoint. Also, most of points of rebuttal in the Board of Trustees letter attributed to the president were the result of the work of the faculty.

Fix our health care. Excuses are not solutions.

Dr. Bowen should work to find out what the faculty want and why they are unhappy. She should engage with them more personally instead of asking for them to report to her. The perception is that she is ignoring the hard work that they do.

Not satisfied.

In going through several changes and processes this past year, it seems that the left hand doesn't know what the right hand is doing. Deadlines are often confused as well as various processes/steps. It makes it that much more difficult to get things done and done well.

The buildings are crumbling, the pay is stagnant, shared governance is a mirage, our students are unprepared with no supports, our leaders can only point and blame, and our board consists of enablers and someone who had to resign from the governor's cabinet due to ethics concerns. I feel like this whole campus needs to go to therapy and see that we are classic examples of abuse victims. We are talented individuals who are treated like absolute filth and we come back year after year expecting things to change. Guess what? It won't change. No matter how many times we get told "we are heard" or "we are valued", we will get abused again and again.

We are paid so much less than other faculty around the state. I can make more money working in my field instead of teaching. If you want to keep good faculty then you need to provide them with the ability to support their family. I have to work 2 jobs to pay bills. The medical benefits keep getting more expensive and are worthless. Every opening meeting in August we know that the president is going to say insurance is going up and another benefit is being taken away. When I started working at ATU I had free insurance that covered me well and I received a raise each year. We haven't gotten a raise for several years. Its really hard to maintain my position. There is no incentive to stay. The tenure policy is so confusing and should be easier to follow.

Once I made the conscious decision to not care about my job more than this job cares about me, I have felt a sense of relief. The higher ups at this university do not care about faculty. They ask for our input but then ignore it. We fill out these satisfaction surveys and then no one in the administration ever addresses them. Now that I'm tenured, I come in and teach my classes to my students and then I go home and do other things that bring me far more joy than working at ATU. I am not rewarded for going above and beyond so I have learned to not. I will be saying no more and more the longer I am here. I do not owe this university a damn thing and they treat me like I'm highly replaceable. Students love me and that's really all that matters to me. When this place inevitably burns to the ground by the administration, I'll find a better job elsewhere or in industry. For now, I'll just coast on by doing my own thing and not giving a crap what anyone in the administration thinks.

Faculty Senate needs to step up and provide a rebuttal to the board of trustee's dismissal of the vote of no confidence! Provide them with specific problems like the turnover in the VPAA and other direct report positions, decline in our enrollment vs. the enrollment stability and/or growth at other Arkansas institutions, etc. The ridiculous amount of material we are required to submit for the annual evaluation process is a waste of time & effort. For example, I do not know why we have to include our syllabi since we have already uploaded those in OneTech. The more we are required to include, the more any tenured faculty members have to review as part of the DPTC process.....please streamline this process for all concerned.....especially for those of us who are already tenured.

A significant amount of lip-service is given to "shared governance," but the reality is that while faculty input is actively solicited, for the most part that input is subsequently ignored. At least that is the perception of most faculty members that I know.

Why put out a survey asking faculty how we feel? We did this already when we had an overwhelming vote of no confidence for Dr. Bowen. No one cared. This is frustrating and adds to the already terrible morale around campus among faculty.

The lack of respect for faculty by the Board of Trustees and president, as shown by their decision making and complete indifference to the vote of no confidence is disheartening. The tremendous turnover in top level administration under the president should be a telling indication of a problem with the environment and culture being produced by university leadership.

President Bowen and the Board of Trustees did NOTHING to address the faculty's concerns and the vote of no confidence. Instead, both President Bowen and the Board blamed COVID as the cause for faculty dissatisfaction. The inaction of the board proved to faculty that we really have no say in ANYTHING that takes place on campus. And, that regardless of how well documented the dissatisfaction is and has been for several years, they chose to stand by Bowen and further alienate faculty. Transparency and shared governance are joke at ATU. Meanwhile, the President's salary has increased by \$20,000 every year, administrative positions--associate deans, new VPs, etc.--have been created out of thin air and given six figure salaries. Faculty members have not received any raises in years--not even a cost of living adjustment. Further, we hired consultants to help with restructuring at hefty prices. When asked about the raises and salaries, the consultants responded, "administration salaries need to be competitive to attract the best talent." What does that say for everyone else at ATU? Are we not the best talent, or not important enough to receive competitive salaries. ATU is a joke and faculty and staff are the punchline.

I know I took the job and expectations were laid out in the beginning etc. But The amount of service and research in addition to changing my teaching every single semester. I know much of that is due to COVID, but my last couple rounds with the promotion and tenure committee message has been "do more". Frankly, I am tapped out. I have routinely been working just about 7 days a week since I started here. Spending parts of my "time off" writing grants and papers. Yes, I agreed to the compensation package, when taking the job. One of the points made about Russellville was that the cost of living was low here so it was possible to get by on a smaller amount. However, having lived here for two years, it was OKAY in the beginning not good but manageable. Health Insurance is the worst I have had in the last 8 years, and with the current inflation issue. I am always looking for some side work to make it work each month. I am looking for summer work now. And then the committee is telling me to keep doing more. I am tapped out. Housing is more affordable here than other places, but when it comes to food, utilities, and other things...it is not cheaper. I am always on the look out for other jobs, just saying. I give feedback in the surveys to the "Steering committee and others" but I never here responses to the suggestions. I assume they read them - but no response? Maybe they just bin them. Who knows. I think that Tech is trying to mimic UofA. We shouldn't we will never be able to compete with them. We should stick to and invest in our undergraduates. Become really good at that stop messing with research and equity junk. If we develop a really good product at a good price, then you will get students from all over wanting to

come here. We don't need to resort to some cherry picking by skin color or ethnicity. We need to focus on our strengths - why should students come here compared to other schools? UofA Campuses are way ahead with graduate programs and research, unless we want to make a massive massive investment in those areas to try to 'catch up' we will always be chasing other schools in AR.

I feel ATU has no future direction. The focus seems too heavily on getting enough students for monetary reasons. I feel like we have lost the commitment to educating students and promoting learning. I fear that our acceptance rate is far too high and we are admitting too many students that are ill-prepared to handle college workload. Things feel a bit better since there has been some alleviation due to COVID, but uncertainty about ATU's future remains too high to feel comfortable here. I would like to see a much stronger commitment to excellent education. I think this can be achieved by over hauling faculty line numbers. Many are simply teaching too much. If you overload talented faculty, you are disrupting student learning. Moreover, if faculty teachings loads are too high (4/4 is too high), then this restricts scholarly output. I would advise the university to seek a 2/2 load but maintain a focus on teaching. A 2/2 load would allow for less intellectual oppression, increased classroom/educational output, and more scholarly output. I believe there to be much larger opportunities in undergraduate education than people realize and we can harness these opportunities by providing relief to the faculty. Faculty, I feel, are overlooked in terms of wellness. You cannot just improve the situation for students, you must also improve it for faculty for lasting impacts. Thank you for the opportunity to comment on this.

There are individuals in positions of power at ATU that are not fit (from multiple perspectives) to lead an institution of higher learning.

The 4 big items for me are: Salaries, Faculty lines, Revolving door of administrators (and too many) and Presidential leadership in general. Disappointed in our Board of Trustees as well. A university with a large percentage of faculty voting 'no confidence' in the President cannot move forward effectively. In most professions that should be a deal-breaker.

My opinion of Arkansas Tech has steadily declined as the years go by, along with my sense of the President's vision and the ability of the President and staff/administration to accomplish their proposed goals. As we face the possibility (likelihood?) of record inflation and economic downturn it is essential to invest in the resource that is the heart of the university: the faculty. No amount of recruiting or material amenities will sustain students and leave them with a sense of deep learning and accomplishment throughout their college careers. Students can see when faculty are demoralized and struggling to survive instead of thriving, and even if you bring them in

with flashy recruiting they won't want to stay. Working conditions, healthcare, and pay for faculty should all be a major focus for the new strategic plan in the works.

The fact that we can't keep VPAAAs, AVPAAs, Deans, DH, and program directors speaks volumes to the overall climate of this university and the workload placed on these people. The fact that we are talking of adding new recruiters and admissions people when there aren't enough faculty lines to adequately cover the number of programs and students we presently have speaks to the lack of commitment to faculty.

I am concerned with the turnover of the VPAA position. Having no stability in that position makes us feel as if there is no stability in academics as a whole.

Department, College and faculty Senate need to be far more transparent, diverse, and inclusive. University and departments need to create streamlined processes with rubrics and point value for annual faculty evaluation to be objective and streamlined. There should be more elections rather selections/ nominations on the basis of high accomplishments by deserving faculty. More objectivity should be brought while teaching, mentoring and shaping students future careers. Equal opportunity should be given to the deserving faculty rather than giving opportunity in committees through "Buddy/ chocolate boy" culture. All faculty and staff should be given professional respect rather than bullying and threatening new faculty and staff.

If a faculty member dropped a gold brick (400troy oz) on the ground, there would be 3 inquisitions, 9 new committees, 50 pages added to the faculty handbook, etc. and the gold brick would never be taken to the bank. The faculty member would get a ticket for littering!

I don't feel like the President or any of her executive council listen to the faculty's perspective. I think she ignores us and just does what she, executive council, and the board of trustees want to do. I think we are looked at as replaceable so who care if we are happy or not.

Asking the Faculty Senate or University Administration to be productive and enact meaningful policies is like asking a caterpillar to square dance. It might happen, but it is certainly not what it was designed to do.

Feels like a labor camp. All recommendations by faculty have been completely ignored by the President, EC, and the Board of Trustees. All recommendations by external bodies have been completely ignored by the President, EC and Board of Trustees. Since \$46M has been raised it seems the ignoring will continue. Removing vital pieces of academics to place in student affairs is yet a new low that one would think would not be experienced, yet, here we are. The thoughtful, difficult work put into creating a meaningful document in the recruitment and retention plan has been replaced by sloganism. Faculty and employees who believed in the ATU

mission have been summarily removed from their roles, with no mention whatsoever. The revolving door that is the VPAA position is a tragicomedy at best, and a full disservice to students and faculty at worst. Dr. Johnson remains the best VPAA this university could ever hope to have. No clear explanation has ever been proffered by the President as to why Dr. Johnson was forced out of the role. Dr. Johnson should assume the Presidency of this university; however, the Board of Trustees has made it clear they find no issues with ALL the continuing mounting evidence of the current failures in the role. Creating "stackable degrees" at the expense of real learning is a sham. Stackables could be created, with thoughtful direct input from faculty. That has yet to occur. Putting lipstick on a pig won't improve the looks, and serves to anger the Razorback.

I think we need another ranking category: Just don't care anymore.

I'm just absolutely worn out. There is such a lack of communication and disregard for my well-being. I feel that I don't matter at all.

It's been a rollercoaster couple of years, but I've seen a lot worse situations. This place, whatever its faults, tries to help people.

The rotations in the VPAA position make it difficult to bring about long-term changes to faculty issues. The Faculty Senate spends too much time on matters that are of little benefit to the faculty, as a whole. Much of my dissatisfaction stems from issues that are, perhaps, out of the control of the administration. For example, budgetary limitations at the present time obviously have an impact on new faculty lines. Dissatisfaction with things like the vision of the president does not translate into my belief that she should be fired. She was hired to administer and direct the ship; I was hired to teach four classes per semester and advise some students. How can I complain about my duties if that is what I agreed to do from the beginning? The university president is responsible to the Board of Trustees. If they are pleased with her leadership and performance, then that is all that really matters. Employees always complain about employers.

I felt misrepresented by the faculty senate letter that accompanied the no confidence vote because those statements as to why there was no confidence were not part of the survey. To get more transparency, we need to make sure we are being transparent as well.

Every complaint from faculty is met with excuses or with blame shifting. For example, we ask "Why is our insurance so God-awful compared to other institutions?" "Because you all aren't healthy enough," we hear in reply. Really? It's our fault we have terrible insurance? If I were a president who makes ABOVE the CUPA median (~\$340k), then an \$8k deductible wouldn't feel so awful. But if I'm a tenure-track professor making

\$50K (which is BELOW the CUPA median), then the \$8k deductible is far more of my salary than I can spend and still survive. Maybe we're sicker than average because we cannot afford to go to the doctor for preventative care! What I'm seeing now is that faculty have given up hope. They are doing the bare minimum because there is no point in giving more to a place that doesn't value their work or their lives in any meaningful way. Most of the department heads I know are on the verge of quitting, because they are treated like hourly laborers who must clock in and out, are paid no better than their faculty, and have no power to make decisions to improve their programs in any way. Why would *anyone* want that job? We're losing faculty and staff left and right, because there is no incentive to stay here. It's demoralizing to work here, from the dictatorial way HR treats faculty and staff, to the fascist budget office who will find any means to avoid reimbursing folks for their work, to micromanaging deans who block new curriculum ideas, to the recruitment office who now expects faculty to do the majority of recruiting, to the ADA office who now dictates how faculty can arrange their own personal desks, to working in buildings that haven't had AC in years, to mouse-ridden and moldy offices, to a horrid website with broken links everywhere, to the executive board who is not interested in academic pursuits, expertise, research, or scholarship. It's like the ATU leadership saw the Great Places to Work survey and decided the best thing was to choose to do the worst in all categories. Things will only continue to get worse here until the Trustees put their feet down and demand better.

Demoralization continues. The Board was dismissive of the issues raised. The President doesn't care about the input of the faculty. All of us would like to move forward but we can't. We are overworked from the loss of positions and just plain burned out. The students are becoming more and more disengaged and even confrontational in the classes. Our administrators turn over near constantly. We need better leadership. When that happens, satisfaction will increase across campus.

As faculty we are being treated like we should be so "thankful" to have a job and just keep doing what we are doing. Doesn't matter if we work 60+ hours a week, while staff "work" from home. We need stuff done and can't reach support staff, we have so much red tape to deal with to send students to conferences, to pay for events, etc. Systems change (like the awful transition to the new OneTech) and no one asks us if it is better or if it works well. We advise hundreds of students, help out, look up classes, and the new system has added at least 10 minutes to advising appointments because of how inefficient it is. We are just expected to show up and keep doing the work, with no show of appreciation, no support from upper administration. We are expected to keep doing more with less and stay motivated and encouraging students.

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

Is there a lower option than "strongly disagree" for "the University budget is being handled effectively"?

Permanent austerity kills initiative, creativity, and hope. I have a stronger work-life balance now because I stopped trying to invest more than the basic minimum at work. I think Arkansas Tech could be a great place to work if I was ONLY doing my own job. But as vacancies arise, we've assumed more responsibility. And because we just do it (because the students need us), no one sees the need to hire anyone to replace those who left. But this impacts how much I can give to service, research, innovation. It makes me not want to serve on committees or volunteer any more time than is needed to complete my job. It makes me not enjoy my job or feel that it is valued. Also, it is difficult and embarrassing to teach in classrooms that are either freezing cold or burning hot. Difficult to teach students who couldn't get good sleep in burning hot or freezing dorm. We need to address deferred maintenance.

Email is getting ridiculous. Blackboard is needless complicated.

I mentioned before that my department is very toxic. There is a new department head who is very moody, volatile, and very unpredictable. When we are in our faculty staff meeting it is like a roller coaster- one minute up the next soaring down the tallest peak. He shares information that probably is too personal with students and staff, makes inappropriate jokes and has even made some questionable comments about faculty. I don't trust he Has the right vision for where our department needs to go. I personally I am very uncomfortable being by myself with him if he comes in my office. Afraid to mention this to HR because of repercussions from this person. This survey is designed to ask our opinion and I feel this department head is wrong for the department and university.

The facilities problems related to differed maintenance clearly lay bare the fact that the administration has not commitment to the University mission. I've been teaching in classrooms without effective climate control almost my entire 10+ year career here and have sought remedy consistently with no results. It is absurd to think that a 55 degree classroom is a conducive learning environment. Yet the administration thinks that what we need is a new student union, not fixes to decades old climate control issues in dorms and classrooms. How out of touch can the administration possibly be? Or are they receiving kickbacks on construction contracts perhaps?

The decision to eliminate motor pool has strongly impacted my school. My school frequently takes students on class field trips and the cost of that student travel, including maintenance of vehicles has been transferred to individual departments. We have been unable to work out agreements within the University to set up mechanisms for funding vehicle maintenance and replacement. Outsourcing to Enterprise ends up costing the university much more than maintaining our own fleet of vehicles.

As a graduate program director, I need more advertising and more recruitment assistance to keep our program going. I learned that the Grad College recruitment budget was decreased from \$10,000.00 to \$100.00. So essentially there is NO money for recruitment. How does a program recruit with ZERO dollars? This may come as a shock to some, but not all recruitment efforts should solely be online. I know that seems like the best way to do it because it's cheap, but that doesn't work for all programs. It definitely will not work for mine. We need recruitment money to keep our program going.

Lack of professional dept head.

I am continually baffled at the enthusiasm for adding shiny new student-services types of infrastructure at Tech while the buildings in which we perform the core functions of a university--teaching and research--are in serious disrepair. We seem desperate to recruit students; we don't seem so interested in the ways that overworked faculty, buildings without hvac, overloaded classes that make it impossible to work with or know students individually, and the sprint to put all our classes online without regard for the needs of the subject being taught, will prevent students from developing the kind of security and relationships that drive retention. It often feels to me like this is a school that wants to LARP at being a university instead of committing to the actual concrete activities that make a university.

Strong racism in my department.

The time spent with students is a top priority. However, the expectations for committee work, scholarly activity, and service is not factored into the workload. It is extremely hard to give 100% to anything at ATU.

Faculty in my area have repeatedly responded to requests for 2+2, certificate, interdisciplinary, etc. academic programs. We have recently been informed that not a single one of these has ever made its way to Academic Affairs. Evidence is mounting that our troubles actually reside in the lower levels of the chain of command and not the upper Administration.

Low pay, course overloads, unfilled faculty lines, inconsistent VPAA leadership, inconsistent college/dean leadership, constantly being asked to do more with less.

According to page 12 of faculty handbook, "the tenured faculty and administration should create and sustain an intellectual environment where non-tenured colleagues can think, investigate, speak, write, and teach, secure in the knowledge that their intellectual vitality is both essential and welcome" THIS IS A LIE IN MY DEPRATMENT/COLLEGE! People are promoted that do NOT contribute, are not effective teachers and yet they continue to be rewarded! It is difficult to remain positive when nothing I do or give or contribute matters or is respected...

The level of harassment and discrimination I have experienced during my employment is appalling. HR is worthless. The only competent VPAA we have had since John Watson was Anglin on his first tour. The firings of Lisa Toms and David Pumphrey were without merit and gravely damaged the students at ATU. The President defames and punishes anyone who dares to tell the truth about the ongoing corruption taking place at ATU.

The physical conditions are impacting my ability to teach. I had a class in Dean Hall in the Fall 2021 semester, and I had eight different class periods affected by building conditions (water main break, power outage, broken air conditioning). This semester, the HVAC work in Witherspoon has impacted many faculty members.

Supplies and services have been reduced to ineffective levels. The institution expects scholarly output and research, but has decimated the available funds to colleges, departments, and professional development grants. On the other hand, service and scholarship are defined as 10% of our faculty expectations. That is the equivalent of four hours a week for a nine-month period.

I am in a department (HPS) and a college (A&H) that both function well. Tension is minimal or non-existent. Cooperation and interaction are the norm. It is much easier to cope with tight budgets, dormant hiring, mysterious EC activity, mysterious facilities' repairs (or lack of them), and covid restrictions when one has confidence in one's department, department head, college, and dean.

I wish the president would stop insisting that we all agree with her ideas. Sometimes we do, often we don't. That's okay.

We need to hire all the current faculty lines. Faculty leave and we can't always replace them let alone hire new lines. This leaves use understaffed.

Although my morale as a faculty member is good, I still see my colleagues struggle with how they see ATU. This appears to be due to EC decisions, Dean decisions, President's decisions, VPAA decisions, and the state of our facilities.

Give opportunity to the deserving members of the faculty.

The president came in and got us to participate in the great places to work survey. A few years later, we did it again and there was a sharp decline in how we rated our experiences at ATU. Then for multiple years, the faculty survey responses continued to show massive problems at ATU and the president's leadership (or lack thereof). Then we voted no confidence in the president's leadership. Guess what changed after YEARS of these signs of major leadership problems at ATU? We have kept declining in every metric and the president continues to destroy ATU piece by piece. I asked several colleagues if they would send their own children here for college. None of them said that they would. This wasn't always the case. We used to be proud and had a chip on our shoulder at being overlooked and underfunded. We wanted to show we were the best and prove people wrong. Now it is just embarrassing. Our facilities are absolutely falling apart, pay is stagnant, and our administrative hires are just sad. Is this the best and brightest that we can attract? Do you really think most of our deans could get hired as deans at places we call equivalent institutions (UCA or ASU)? What about our VPs? The answer is absolutely not! It is sad to see this decline get so low and to know that we are going to slip further in the future. We are in a classic death spiral for a university. Same thing happened to schools like Henderson State and look what they are going through.

Is this school ever going to care about academics again? Faculty are overworked and underpaid. If I gave one single shit anymore, I would be burnt out. I feel bad for the faculty who are adjuncts, NTT, or non-tenured. They have to pretend to care and I'm sure they a lot of them are burnt out and hate their lives. This is a freaking university. Invest in faculty and academic staff. Stop with the administrative bloat. You are not what keeps a university going. You suck the resources away, misallocate them, and then ask faculty to do your jobs for them. It is your job to recruit. It is your job to retain. Pay me your salaries and I'll do your job for you. So many people in administration at this university think they are of more value than they really are.

The access to professional development funds is not consistent in paperwork for the dept, college, and university levels. There needs to be one form that can be used for requesting funds for professional development. Each faculty should have a standard amount of funds for professional development and then able to request additional funds. Teaching evaluations need to have a variety of methods like peer observations and dept/program assessments. There is too much emphasis on student evaluations.

Ever decreasing funds available for travel for presentations, research, etc. make it more difficult to meet the scholarship requirements to achieve tenure and to keep up with external accreditation requirements. Expecting faculty to teach "hi-flex" without providing any in-class support is beyond appalling. No one can effectively

teach, keep an eye on the "in-class" students to see if they have questions, and the computer for questions from those participating synchronously online!! This process also creates many academic integrity issues that no one seems to have addressed.

For those of us who are program directors with heavy advisory loads, the recent reduction in course releases was a heavy blow. Combine that with an increase in expectations (especially in regards to creating and publishing research), and it effectively results in significantly more work for less pay, not to mention less time to do our jobs. This has had a negative impact on morale, with some excellent faculty members choosing to leave, retire, or simply quit being program directors. The course releases weren't much, but at least they served as some recognition for the enormous amount of time and effort we put into our programs. Frankly, for the minor amount of money saved, this was a very short-sighted decision.

ATU is a wonderful place to work. I get concerned sometimes that faculty don't fully understand their role in serving both the academy and the organization at the same time. Being a good employee is critical to doing good business. Perhaps professional development can be slowly and carefully introduced in this area of defining the dual role of the faculty in doing good business for the organization. In serving the organization, for example, we contribute to recruitment and retention. In serving the academy, we leave personal agendas or political ideologies aside. My biggest concern to date is the political forces in LR may try to influence (if they haven't already) curriculum and employment in higher education to fit an ideology. Higher education is often a political target, and I hope academic freedom or tenure would be strongly defended by our senior leadership. Of course, it must be interpreted as worth defending, however, and that takes faculty who understand their role in preserving it and not destroying its' validity. There are topics of conversation academics must remain free to openly discuss/debate in their classrooms. Critical Race Theory (CRT) is a good example. Although it would probably never become a topic of discussion in my classes due to the nature of the content/discipline, I would be concerned if academics were not able to discuss the strengths and flaws of the theory as ANY theory should be taught. In sum, I think faculty understand we have a responsibility to the curriculum, but perhaps we need to be encouraged to uphold our other responsibilities to the organization to do good business.

During pandemics and inclement weather we are told to transition to online instruction for a day...a month... what ever. If the university is going to require I work from home and use my my personal internet service, they should at least offer partial compensation for the internet plan that best serves this activity. To conduct synchronous classes from home is almost impossible unless the you have the high end service plan which I personally do not normally require for my own use.

Lack of faculty to teach the classes we need to offer each semester. Our dean always says the same thing to us, "No money to hire new faculty." This has hurt our growth. When other universities are expanding their offerings, we can only watch from the sidelines as we are unable to compete. And, we lack of resources for almost everything we need in our classrooms. Example, my classroom has chairs held together with duct tape because they are over 20 years old and falling apart. We, again, are told we have no money for such things.

Excessive administrative responsibilities passed to faculty due to lack of lower level administrative infrastructure at ATU.

Please see previous comment. The University President was given formal job review by the faculty last year...didn't make an ounce of difference. So why should we take the time and effort to do so? The senior leadership has their own plans - the faculty can't stop them, the executive committee has the veto power...so why bother?

My biggest concern is pay. I'm struggling to make ends meet because the base salary is so low, and that forces me to take on multiple overloads in addition to the various unpaid labor that is demanded of us through service and scholarship requirements. Burnout is real.

Annual evaluation done by DPTC committees and department heads are subjective rather objective in many departments. There is no set up standards or examples shared while carrying out these annual evaluations. These are biased and based on seniority rather accomplishments done by a faculty in the evaluation. There is no encouragement for innovative teaching, significant scholarship and service. New faculty are neither having a chance for leadership role nor having information in a timely manner from the department. New faculty do not feel the sense of belonging in the department and are bullied all the time.

Complete and total disrespect of my contributions to my program and the institution as a whole by my chain-of-command. They are only interested in their own careers. I push forward and upward and am continually shat upon by an entrenched system of low performers.

How can I do my job to the best of my ability when we do not have enough faculty to manage the high advising loads? I have to do a lot of tasks that usually my admin assistant would be doing but she is also having to do multiple jobs because we cannot hire enough staff either. But we don't hesitate to get executive council members replaced when someone leaves. The priorities are not focused on faculty and students at ATU, they are focused on the higher administration having what they need before anyone else's needs are met.

You folks have got to let go of this "shared governance" incantation you like to whisper in your secret rituals of insurrection and discontent. After the Titanic hit the iceberg it really didn't matter who was steering the silly boat. This University is headed for the bottom, no one knows how to use the lifeboats, and the leadership is arguing about which way to steer a sinking vessel. I have an idea, plug the hole, then decide which port to head towards. Everyone is happy so long as they are steering. Unfortunately, that won't keep this place from going down.

Faculty are responsible for being able to guide learners to reach their own conclusions. At Tech, if you don't fall in lockstep with the antiquated ideas and approaches to teaching, you are unemployed.

There are constantly more duties added to my plate but no release time to get things done so I end up working all day and then going home in the evenings and working. I'm worn out mentally and physically.

The biggest problem is resourcing all the programs. This year facilities issues have risen to the top because of the Dean and Witherspoon HVAC situations. So many classes were dispersed across campus, access to offices was available but in a very difficult space situation because of the repairs. Indeed, the deferred maintenance chickens have come home to roost.

At present, limits on financial resources for research and professional development travel.

Reduction of faculty lines causes people to have to take overloads if they are committed to student completion.

Department Head using his authority for personal attack on accomplished faculty.

I currently do the work of what would be four separate full-time positions at another institution.

Every university across the country has issues, but the fact that we cannot keep a VPAA in place for longer than a 6 month stretch is devastating the long-term trajectory of this institution. Without consistent leadership on the academic front, it is hard to believe any statements about making academics the priority from the executive leadership. As of writing this, there have been more VPAA's than years I have been a faculty member at ATU.

We are losing faculty. Other faculty then have to pick up the classes. Our entire department and most in our college are teaching overloads with classes that have too many students. At the same time, students are being told by administrators out of Student Affairs that they can decide to move their work online, despite classes being in person. This has got to stop. It is honestly like no one above the rank of dean understands what it is that faculty actually do. We are already burning out. These issues and many more are just increasing the likelihood

that we will not be able to maintain. These pressures and burnout coupled with no raises or small increases that don't keep up with inflation essentially mean that faculty are working harder and harder for less and less each year. It is interesting that the administrators still maintain their high pay and even get increases. These are supposedly the "best hires" making "competitive salaries" to get the "best people" per our own President. Yet, there is near constant administrative turnover. It's like the higher ups honestly don't know what we do or what they are doing. Something needs to change and fast!!!!!!

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

Restructuring was handled terribly. But the main problem - falling enrollment - still has not been adequately addressed. Several committees were formed, but the committees themselves were constrained on what they could suggest. Enrollment decline post-COVID is the only issue that matters. We have to right this ship, and do it now.

I hope more faculty speak up and step up under the new environment of "listening to faculty". It does us no favors to ask for a seat at the table and then not show up/speak up. We are sometimes our biggest obstacle to real transformation. I hope faculty senate would ask about scholarship spending and how this new GPA scholarship plan will address the over-expenditure year-after-year in E&G. People lost jobs and positions were left vacant so scholarship could over-extend their budget by 1.5 million every year straight for 3 or 4 years. If the plan to buy students isn't working, let's change the plan. Given the many issues we have in common with staff and students, I would be interested if there could be more cooperation on initiatives between the governance groups. Inclement weather policy, for example, needs to be re-examined. As well as the tuition 'benefit'.

For the most part, I love my job because of the students and some faculty. I feel since it is an academic setting there are faculty and staff that no one manages and they just get to do whatever no matter who it might affect. I would love to have tenured faculty from My department be better mentors and leadership Who lead and not threaten or say things like I popped into the classroom and I brutalized the students. I also feel the department head and program chair treat faculty and non tenured faculty different- even if the non tenured are getting glowing reviews about their portfolios or evaluations. I don't have a solution but would love to see more of an investment in working with leaders, like the department head, and help with training them how to better manage their unique department and faculty.

The ATU administration has not only lost the confidence of the faculty, they have now lost the confidence of the students as well as evidenced by the current petition demanding refunds on housing fees and the constant complaints about classroom climate control that is uncondusive to learning. Without prompting, my students are openly accusing Dr. Bowen of running a personal scam. The wasting of tens of millions of dollars on a new

student union while classroom facilities and dorms rot, while junior faculty, junior administrators and students flee in droves, all while Dr. Bowen takes home one of the highest salaries in the state will be seen through the eyes of history as one of the biggest boondoggles in the history of higher education in the state of Arkansas. It's a boondoggle that will, tragically, cost many people their livelihoods and their credibility. Sad.

I genuinely fear for the survival of ATU. I see decisions made that appear to contradict our instructional mission as a university. Any decision on campus should at least consider the ramifications of the decision with respect to the educational mission of our university. We should reevaluate budgeting priorities to prioritize the instructional mission of ATU.

ATU is a very unstable place. People we depend upon to get our jobs done are leaving. Administration seems very autocratic, but with "transparency" and "shared governance" on their lips. It makes me sad. This could (and should) be the best place in the world to work because most faculty here are truly committed to the well being of students and the campus as a whole. Instead we are all just feeling like we are in a very unstable place.

Faculty should be heard when they have concerns. That's not the case with the current administrators. If you have an incompetent dept head there is no where to turn to. No one cares.

very disappointed.

A lot has changed in the past several years and it cannot be blamed on the pandemic. The problems were here before covid.

Perhaps I have led a sheltered life, but I have never been exposed to the level of lies, deceit and treachery that I have encountered since my coming to ATU.

I am incredibly disappointed that these surveys have not generated any meaningful change in the way the university is governed, in the direction for the university, or in stemming the constant leak of talented people, both faculty and staff, from the university. I believe that the faculty senate caved to the request of certain board members not to hold a vote of no confidence. The highly touted AGB consultant was useless and did a cursory job. One look at the numbers of VPAAAs and interim VPAAAs alone over the past seven years should be enough to show that there is something systemically wrong here, but that problem is compounded when other higher level position turnover is added. I am not hopeful for the future.

The faculty senate promised they would continue work related to their vote of no confidence. This issue seems to have stalled just because the President and Board of Trustees said they disagree. Faculty clearly feel

undervalued and morale is at an all-time low. Further action needs to be taken by the Faculty Senate to continue to advocate in the best interest of faculty and academics.

We sure do have many deans, VPs, associate deans and it is all very confusing. Student services side changes titles all the time and the job was never posted. I love this campus, I lvoe the students and I appreciate the president...but my morale and pride is waning due to many issues that need repaired. We say student success, yet students are in dorms with multiple issues and how CAN students be successful when there is no heat/too much heat/bitter cold/leaks and the list goes on...we are losing students and that makes sad and I feel so bad for the students enduring all of this. This campus promotes people with no reason and next thing you know people are gone/promoted and no communication. That is NOT what transparency looks like.

For any administrator at Tech to be effective, that person must gain the leadership support from the President's office, particularly VPAA. The current turnover rate is not good for effective management of the institution's affairs

The students are wonderful and deserve better from this administration. Academics should come first. The faculty do not exist for the rest of the university. The rest of the university exists to support the teaching efforts of faculty. Period.

ATU's biggest mistake in recent years was the trustees allowing Dr. Bowen's salary to balloon out of proportion with comparable presidential salaries and to do this before she had proven her worth. In 2019, the faculty was ready for Dr. Bowen to go (see the Faculty Satisfaction Surveys). In 2019, I believe, Dr. Bowen was ready to go. After all, a lot of Dr. Bowen's policies at the time (emphasis on non-revenue-generating concurrents, scholarships for under-performing students, handing out associate degrees to anyone and everyone) only make sense for a president who plans to leave so is more concerned with short-term over long-term success.. Plus, five or six years is a common tenure for university presidents. If she had moved along in 2019, all parties would have been pleased. So, why didn't she leave? I think it is because her salary was so disproportionately large for someone with her experience and accomplishments that she could not find another job without taking an enormous pay cut. In other words, if her salary had been more in line with what it ought to have been, then she would have been able to move on and ATU could have avoided an ugly chapter. So what do we do now? The solution is in the hands of the trustees. First, they must make sure that the president's salary stagnates from this point on Faculty are paid way below the average. The president is paid above. That situation must right itself. Second, when Dr. Bowen inevitably leaves, the trustees must make sure that their mistake is not repeated. The

next president must be paid below the national average, like the rest of us---at least to start. If that salary makes it harder for us to recruit presidents, at least it makes it harder for them to outstay their welcome.

University facilities and the need for expedient repairs has impinged upon my ability to be the best faculty member I can be. It is crazy that Crabaugh, Dean, and Witherspoon have all been "off-line" this spring semester (particularly faculty offices in Crabaugh & Dean!!!).

I am happy in my position because our department head is wonderful.

Non-intellectual culture is nurtured at TECH.

We have some pretty big building projects scheduled soon. I wonder if our newest board member plans on getting some kickback money from any of these? That has been how he has run things in the past. Future FBI investigations will be a great recruitment tool.

The way this university and community treats people who are minority group members is sickening. The best part about this job is that I only have to be here for 8 months out of the year. I can spend the other 4 months wherever I want and actually cultivate meaning my life. What a joke of a university. The administration should be ashamed with the current state of this university. But they don't care either. They receive their bloated salaries for messing shit up and then act like it's not their fault this place sucks.

I feel like I am appreciated when working is smaller committees and in my department.

One additional negative impact on morale was the refusal to honor certain policies in the previous Faculty Handbook because "they were not officially approved by the board in the proper manner."

All have been wonderful.

I work closely with a number of part time instructors (adjuncts). I believe their compensation should receive periotic cost of living increases. It would not be a huge burden because they receive hardly any other benefit rom the university and it would go a long way in showing them they are appreciated as they are a vital resource in the accomplishment of our mission.

I had some friends ask about sending their kids to ATU. I recommended they look at UCA instead. I told them ATU is a train wreck. I cannot in good conscious recommend ATU to anyone I know.

Although I am proud to work at ATU, it is NOT what it used to be where faculty's input is respected. I still recommend teaching to anyone with a passion for it, even if it was somewhere else. I do feel morale is down and expectations of faculty have gotten "laxed" and faculty responsibilities are not enforced.
I am proud to be a part of this university but that is because of the students we work with and get to open doors for. The environment under which we operate is not the most positive and conducive to successful higher education.
The realm of higher learning is moving beyond the understanding of senior leadership at ATU.
Faculty senate Must do a survey among new faculty for their satisfaction over departmental and college processes to ensure that they are retained at ATU
I am 'resistant' to the idea of being punished because of my chain-of-command's foul-ups.
Considering looking for other work even though I love my students and what I do here. This university is becoming toxic and it is not worth my own physical and mental health if the executive council is not going to be here to support faculty to do what we are called to do, educate.
It could be a great place to work. Too bad it isn't.
There is no diversity of thought at the very top of this university. Faculty care about students and their success beyond Tech. Student Affairs is not the appropriate umbrella for academically-driven outcomes. Student Affairs should handle the following areas ONLY: development and implementation of various programs and services that focus on the non-academic aspects of the student's life in college. Examples include career services, and removing all financial, physical and personal barriers to student success (residence life, student activities, financial aid, student employment, initial orientation). NOT ACADEMICS.
Look. Here's what "shared governance" means: A line of action is developed by the President, and her underlings are involved in meetings where the action is promoted. Faculty have a say in how faculty will be made responsible for the carrying out of the action. For example, recruitment is a line of action. Whether your department lives or dies, depends on your department faculty deciding what to do to survive which means faculty assuming additional responsibilities as sales people. We are sharing in the decision to recruit, albeit under pressure....
I love ATU and have built a solid legacy but I'm burned out.

Expand the sabbatical program.

Being a faculty member at this place will lead a person straight into depression. A seminar will not cure that—especially when for that seminar you bring in a mental health expert from ANOTHER institution who has the same qualifications as someone who already works here. Why not ask our own expert? That is the level of disrespect for ATU faculty that makes this place so depressing! Being valued for our work and expertise is the only thing that will help. But amazingly, that's never the direction chosen by ATU administration.

Please someone listen to the faculty. These are not irrelevant complaints. The staff and the faculty are burning out.

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

Have an open-ended question about something like, "what specific changes would you (the faculty member) propose to make ATU a better place? be sure these suggestions are measurable after X years" or something.

I would like to see a question about the Board of Trustees. Given how involved they are recently in faculty senate business, I think they are fair game in this survey. I was dismayed the most recent appointment, who does not have a very strong character reputation. I'm also interested in how Duffield and her husband & brother-in-law will politically and financially benefit from her position. It is my understanding that they will have access to these surveys and may occasionally read them. I know they could give a fig about our opinions or insights, but I want them to know we are watching them very closely.

Workshop for dept heads.

Questions about satisfaction with recruiting efforts for freshmen. What we do now is pathetic. I worry for the institution due to the terrible job admissions has done and is doing.

Ask directly about facilities.

Maybe ask us to list positive things that different groups---Academic Affairs, the President, the Senate---have done. That might keep this survey from being relentless negative.

Questions about how one's Dean "colors" the faculty member's view of upper administration and how our view of EC reflects upon our satisfaction as a faculty member.

NA

Evaluation of the board members

It's not like anyone who can make changes reads them anyways.

Moving forward, what is the single biggest challenge facing Arkansas Tech University?

Why bother? The administration doesn't care what we think.
Please do a survey among new faculty satisfaction.
Are those fume hoods installed yet? If so, when will students be able to use them?
I just don't even know what to say anymore. Enough is enough. We need major change here at ATU before we lose all the best and brightest faculty and staff to our sister schools (UCA, U of A, UAFS, UALR, etc.).
Why won't Tech become a flagship of the University of Arkansas? Maybe then there could be real leadership.
I marked a lot of neutrals because I honestly have no basis for evaluation. For example, I don't know about the level of morale of the university's faculty. Heck, I'm not even sure I can peg the morale of my own department.
Survey on the Faculty Senate, its mission, its vision, its commitment to faculty issues, its usefulness, its actions.
Our faculty senate rep is committed to keeping us informed. Our faculty senate rep is open to input from faculty. I am aware of faculty senate agendas before the meeting. I know how to attend a faculty senate meeting. the University provides enough administrative support (admins, student workers, etc..) to get my job done.
Please ask us about our satisfaction with the Board of Trustees