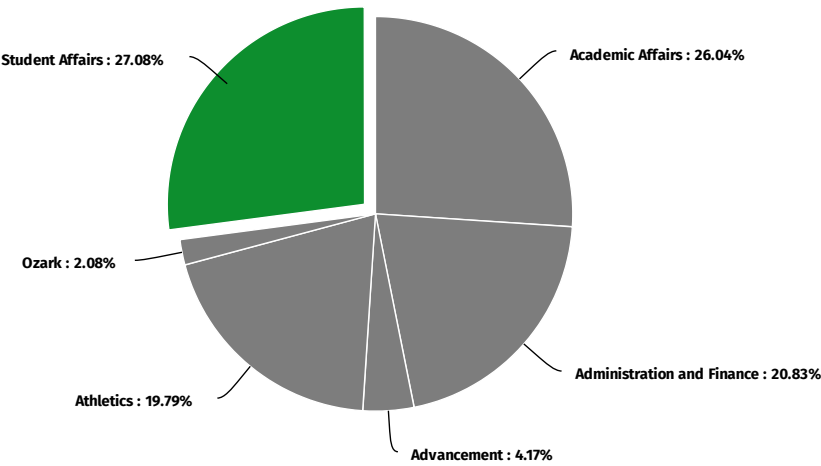


2023-24' Staff Senate Survey - Dashboard

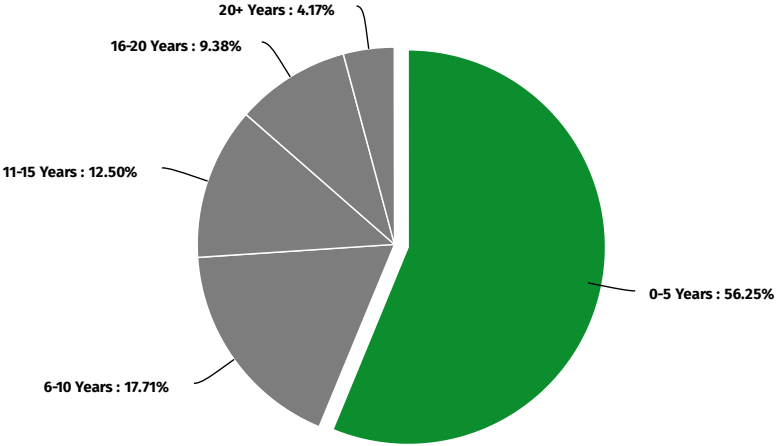
1,123	96	82	85.42%	14	14 min
Viewed	Total Responses	Completed	Completion Rate	Dropouts	Average Time

2. What Division do you work in?



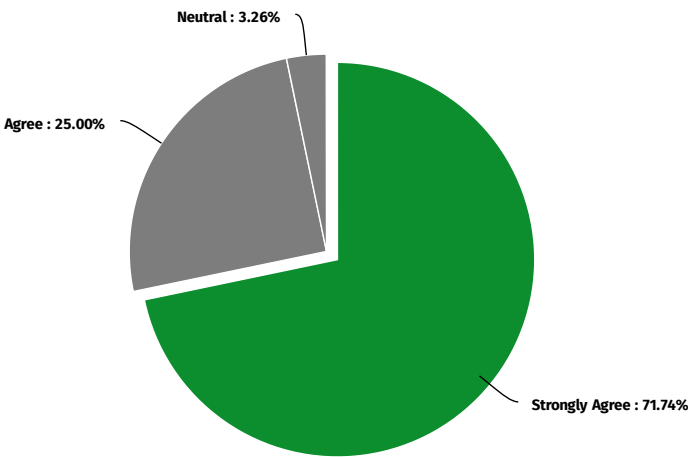
Answer	Count	Percent	20%	40%	60%	80%	100%
Academic Affairs	25	26.04%	<div></div>				
Administration and Finance	20	20.83%	<div></div>				
Advancement	4	4.17%	<div></div>				
Athletics	19	19.79%	<div></div>				
Ozark	2	2.08%	<div></div>				
Student Affairs	26	27.08%	<div></div>				
Total	96	100 %					

3. How many years have you worked at ATU?



Answer	Count	Percent	20%	40%	60%	80%	100%
0-5 Years	54	56.25%	<div></div>				
6-10 Years	17	17.71%	<div></div>				
11-15 Years	12	12.5%	<div></div>				
16-20 Years	9	9.38%	<div></div>				
20+ Years	4	4.17%	<div></div>				
Total	96	100 %					

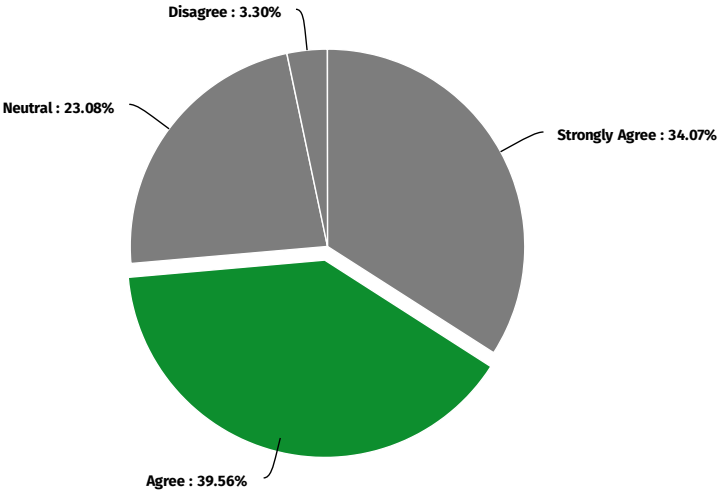
4. I feel safe on campus during the daytime.



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	66	71.74%	<div></div>				
Agree	23	25%	<div></div>				
Neutral	3	3.26%	<div></div>				
Disagree	0	0%	<div></div>				
Strongly Disagree	0	0%	<div></div>				
Total	92	100 %					

I feel safe on campus during the daytime. - Dynamic Text / Comments

5. I feel safe on campus at night.

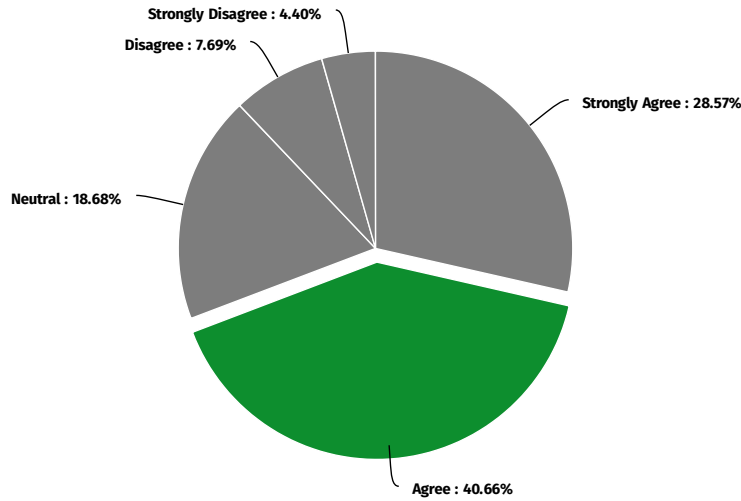


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	31	34.07%	<div></div>				
Agree	36	39.56%	<div></div>				
Neutral	21	23.08%	<div></div>				
Disagree	3	3.3%	<div></div>				
Strongly Disagree	0	0%	<div></div>				
Total	91	100 %					

I feel safe on campus at night. - Dynamic Text / Comments

12/07/2023	119737660	[Disagree] Arkansas Tech University is an open campus, and you don't see police patrolling the campus often at night.
11/28/2023	119211525	[Disagree] Most of the time I leave after dark, especially with the time changes. I feel that I need to hurry to my vehicle as the lighting on campus while better than 5-10 years ago, it still leaves a lot to be desired. I carry my keys in such a way to be used as a weapon in case I need it. There are rarely any visible officers on campus.

6. The air quality in my building/work environment is good.



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	26	28.57%	<div></div>				
Agree	37	40.66%	<div></div>				
Neutral	17	18.68%	<div></div>				
Disagree	7	7.69%	<div></div>				
Strongly Disagree	4	4.4%	<div></div>				
Total	91	100 %					

The air quality in my building/work environment is good. - Dynamic Text / Comments

12/12/2023	119963888	[Disagree] We have stuff that falls out of our air vents constantly
12/07/2023	119739527	[Disagree] N/A
12/06/2023	119690459	[Strongly Disagree] The air in tucker coliseum men's basketball offices is 1 of 2 things. Extremely cold or extremely hot. It's either 63 degrees or 73 degrees There's no in between.
12/05/2023	119615111	[Strongly Disagree] The air in my office specifically is awful. It's either extremely hot or extremely cold.
12/05/2023	119609767	[Disagree] The temperature in Tucker Coliseum is always an extreme. Either really cold or really hot. And lately the dust is all over because of roof construction.
12/04/2023	119548562	[Strongly Disagree] Our building is not cleaned consistently due to staff shortage .
12/04/2023	119533936	[Disagree] We have a black substance that comes out through the air vents in several offices
11/28/2023	119244507	[Disagree] Not sure if this falls under air quality, but the temperature in tucker is inconsistent and uncomfortable at times. I understand it's a large building and hard to control but it would be nice to have some control independent of FAMA
11/28/2023	119211525	[Strongly Disagree] The vents push out black specs of dirt/dust or black mold(?) that land on my work station especially over the weekends or days holidays when the university is closed. I have to wipe my station down before I can begin work. I cough and sneeze and sometimes have to wear a mask until I get my station cleaned up enough to begin work. Not only that, it is either freezing in this building during winter or too hot during the warmer months. I get saving on utilities, but it defeats the purpose when we have to run heaters and wrap up in winter clothing and gloves and blankets because it is so cold or run fans because it is too hot.

11/28/2023119207827

[Disagree]
mold

11/28/2023119206162

[Disagree]
There are stains on the ceiling tile and wall outside of my office. I do not know if it is an old leak that has been fixed and no one cleaned up the stains from the leak or if it is a continuing leak. I use a small air purifier in my office. I have asthma.

7. I have the equipment and supplies to do my job well.

Strongly Disagree : 1.18%

Disagree : 7.06%

Neutral : 7.06%

Agree : 52.94%

Strongly Agree : 31.76%

Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	27	31.76%	<div></div>				
Agree	45	52.94%	<div></div>				
Neutral	6	7.06%	<div></div>				
Disagree	6	7.06%	<div></div>				
Strongly Disagree	1	1.18%	<div></div>				
Total	85	100 %					

I have the equipment and supplies to do my job well. - Dynamic Text / Comments

12/12/2023119963888

[Disagree]
There are many programs and supplies that could make my job easier and my performance better but due to budgets, these things are all but a wish

12/08/2023119809124

[Disagree]
Need more equipment, to keep our players safe.

12/08/2023119797589

[Disagree]
Need equipment but do not have the budget to purchase equipment

12/05/2023119609767

[Strongly Disagree]
I have to raise around \$50,000 a year to simply operate! If I don't raise the money, we would not be able to travel, feed our players, or buy the gear such as uniforms to wear for our competitions.

11/29/2023119303564

[Disagree]
Supplies are barren as the constant response is "we do not have money for that"

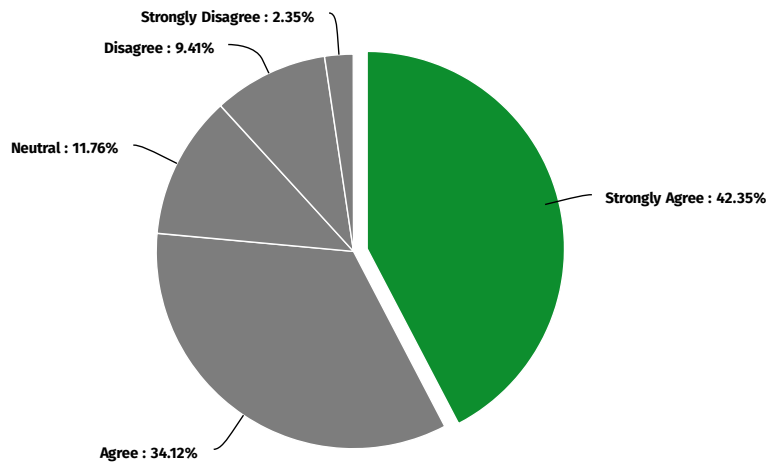
11/28/2023119211525

[Disagree]
Honestly, I have had to beg for the equipment I have to do my job. If it breaks down, I have to tinker with it to make it work or just do without. If I ask for better equipment I get told, it costs too much, or let's see if we can change out a part and continue to use what is there.

11/28/2023119202116

[Disagree]
Funding is poor and makes it difficult.

8. If a situation occurred, I would feel comfortable contacting the Human Resources/Title IX.

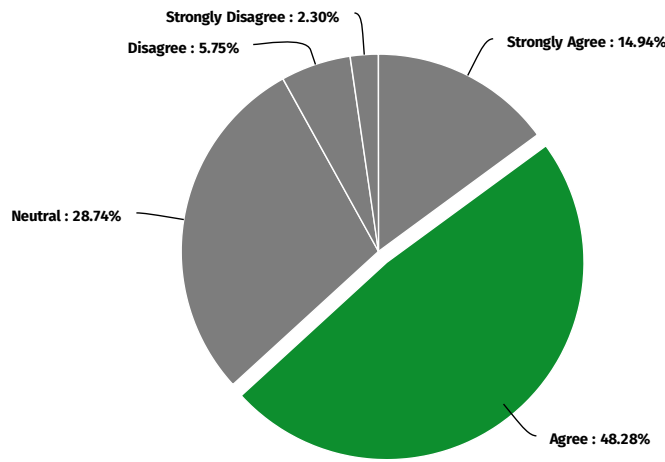


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	36	42.35%	<div></div>				
Agree	29	34.12%	<div></div>				
Neutral	10	11.76%	<div></div>				
Disagree	8	9.41%	<div></div>				
Strongly Disagree	2	2.35%	<div></div>				
Total	85	100 %					

If a situation occurred, I would feel comfortable contacting the Human Resources/Title IX. - Dynamic Text / Comments

12/12/2023	119963980	[Disagree] There are individuals in those offices I feel comfortable contacting, but I do not feel comfortable as a whole.
12/07/2023	119756942	[Disagree] Strongly disagree.
12/07/2023	119739527	[Strongly Disagree] Don't trust employees in either department and nothing would be done with it.
11/30/2023	119345405	[Disagree] There is someone in HR that likes to talk to others on campus about personal issues and I do not feel comfortable talking in the office.
11/28/2023	119231982	[Disagree] In a small office setting, I feel as though it would be hard to keep issues truly anonymous, therefore, I would be concerned about retaliation or negative consequences.
11/28/2023	119211525	[Strongly Disagree] No, I do not feel comfortable contacting HR/Title IX. I am required to follow the hierarchy and usually, it will stop at my supervisor and go nowhere. The few times I've needed to go directly to HR, I don't because I don't want to lose my job or be on anyone's 'radar'. So, I just generally work around the issue or just deal with it. Besides, I can rarely find anyone who knows what I am asking to give me a valid answer the few times I have contacted HR. I get told they will look in to it, then never hear anything back.
11/28/2023	119204598	[Disagree] Unsure about whether or not they actually have our backs
11/28/2023	119203581	[Disagree] Human Resources is hard to get ahold of and incredibly unreliable.

9. The Staff Senate represents my concerns to the administration of ATU.

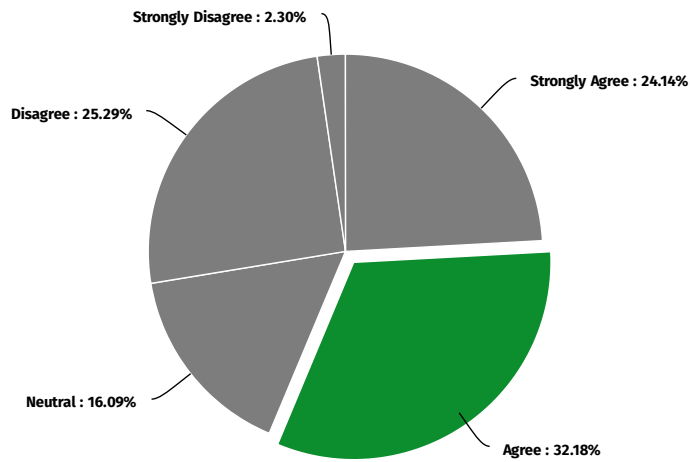


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	13	14.94%	<div></div>				
Agree	42	48.28%	<div></div>				
Neutral	25	28.74%	<div></div>				
Disagree	5	5.75%	<div></div>				
Strongly Disagree	2	2.3%	<div></div>				
Total	87	100 %					

The Staff Senate represents my concerns to the administration of ATU. - Dynamic Text / Comments

12/07/2023	119756942	[Disagree] Disagree
12/07/2023	119739527	[Disagree] Suggestions and been placed in the past and nothing has come of it.
12/07/2023	119738250	[Disagree] I do not feel represented by Staff Senate.
12/07/2023	119737987	[Strongly Disagree] I do not believe the Staff Senate represents the interests of ATU staff in a professional manner.
12/07/2023	119737163	[Disagree] Would love better health care. Plenty of great options just not thinking outside the box.
11/28/2023	119211525	[Disagree] No, I feel the staff senate don't address the concerns I have to the administration. I believe the staff senate addresses concerns that are directly related to the staff senate, not the staff as a whole.
11/28/2023	119207827	[Strongly Disagree] until the issue of paying staff a livable wage is righted, staff senate will never meet the needs of staff at ATU.

10. I am aware that ATU has Staff Senate Anonymous Contact Form.



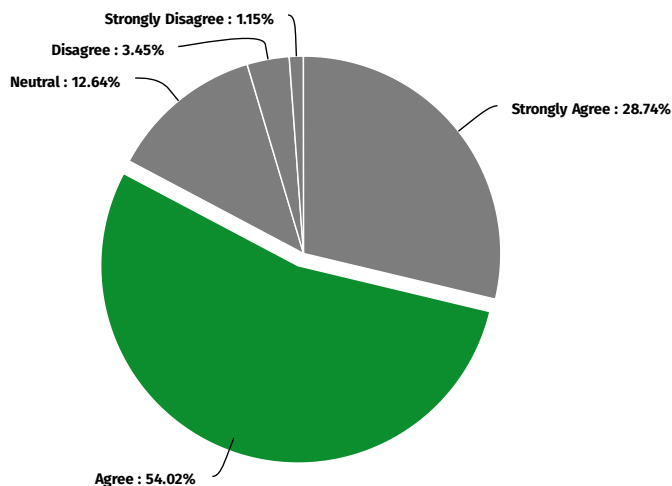
Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	21	24.14%	<div></div>				
Agree	28	32.18%	<div></div>				
Neutral	14	16.09%	<div></div>				
Disagree	22	25.29%	<div></div>				
Strongly Disagree	2	2.3%	<div></div>				
Total	87	100 %					

I am aware that ATU has Staff Senate Anonymous Contact Form. - Dynamic Text / Comments

12/12/2023	119942301	[Disagree] I did not know this form was available nor where it is located.
12/11/2023	119905583	[Disagree] I didn't realize this existed.
12/08/2023	119809124	[Disagree] Didn't know that
12/07/2023	119739537	[Disagree] was not aware
12/07/2023	119739527	[Disagree] Nothing is anonymous on campus.
12/07/2023	119738432	[Disagree] I was not aware until taking this survey today.
12/07/2023	119737660	[Disagree] I was not aware of that; however, it is good to know.
12/07/2023	119737441	[Strongly Disagree] didn't know this was available
12/07/2023	119737163	[Disagree] I didn't know that
12/06/2023	119701032	[Disagree] I did not realize there was an anonymous contact form.
12/05/2023	119615122	[Disagree] I did not know that this exists

12/04/2023	119533936	[Disagree] Didn't know
12/02/2023	119482476	[Strongly Disagree] I was not aware that there is an anonymous staff senate contact form.
11/29/2023	119303564	[Disagree] I did not know this
11/28/2023	119244507	[Disagree] Was unaware of this. Would be interested to know the intent and use of it
11/28/2023	119217536	[Disagree] Didn't know there was one.
11/28/2023	119211525	[Disagree] No, I did not know that there was an 'anonymous' contact form that I could use. But I would be leery of using it because is it really anonymous?
11/28/2023	119205499	[Disagree] I was not aware of this, but I figured there was one since most staff senates have one. I have worked at other colleges where the Staff Senate has an anonymous contact form.
11/28/2023	119202282	[Disagree] Did not know
11/28/2023	119202248	[Disagree] Did not know
11/28/2023	119202116	[Disagree] Was previously unaware
11/28/2023	119201676	[Disagree] I did not know that.

11. I am aware of University expectations relevant to me and my department.



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	25	28.74%	<div></div>				
Agree	47	54.02%	<div></div>				
Neutral	11	12.64%	<div></div>				
Disagree	3	3.45%	<div></div>				
Strongly Disagree	1	1.15%	<div></div>				
Total	87	100 %					

I am aware of University expectations relevant to me and my department. - Dynamic Text / Comments

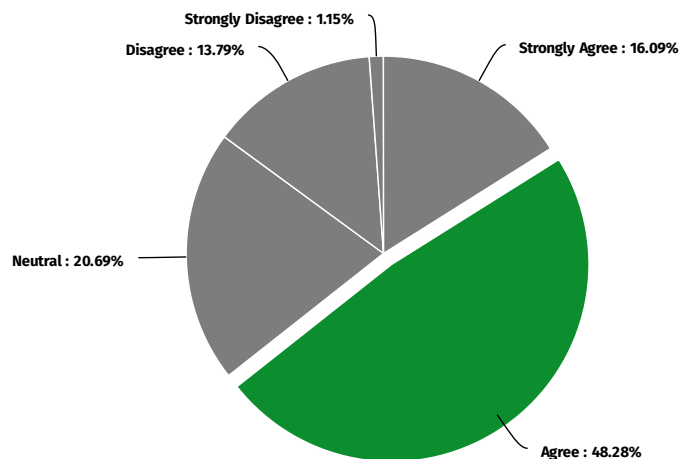
12/08/2023 119797589 [Strongly Disagree]
do not know nor ever visited about what expectations are; with the exception of graduation rates we do know

12/05/2023 119609767 [Disagree]
I am not! Do they want our program to be successful and be the front porch of our University, so to speak? We can't sustain a successful program at this commitment level! Some increases in budget have to be made to even operate!

11/28/2023 119211525 [Disagree]
No, I am not sure of the University's expectations relevant to me and my department.

11/28/2023 119202116 [Disagree]
It's a moving target with all the administrative unrest.

12. I understand the role of the President's Executive Council.

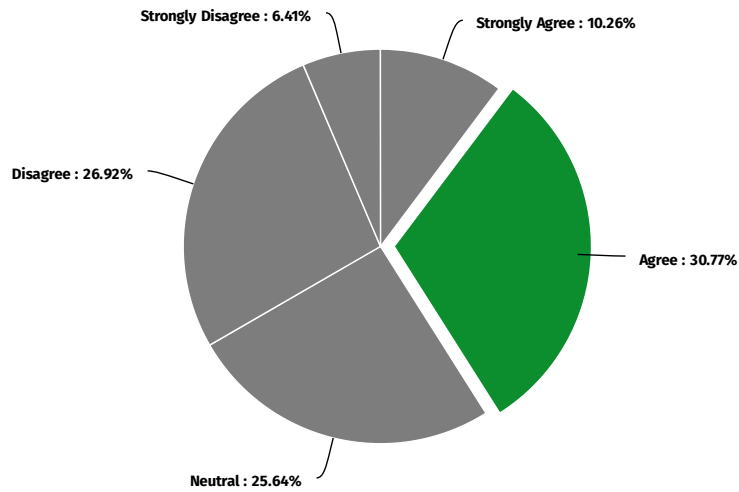


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	14	16.09%	<div></div>				
Agree	42	48.28%	<div></div>				
Neutral	18	20.69%	<div></div>				
Disagree	12	13.79%	<div></div>				
Strongly Disagree	1	1.15%	<div></div>				
Total	87	100 %					

I understand the role of the President's Executive Council. - Dynamic Text / Comments

12/12/2023	119963980	[Disagree] I do not know who is one the council nor do I understand their roles or functions.
12/07/2023	119740318	[Disagree] I guess I do not fully understand their roles. Mainly because I've not been to a meeting or know where to go online to read about this Council.
12/04/2023	119533936	[Disagree] Not exactly sure what they do...
12/02/2023	119482476	[Disagree] I do not understand their role.
11/29/2023	119303564	[Disagree] I have not been told who this person/people are or what their role is
11/28/2023	119244507	[Disagree] Would love to know more of their role in decision making and their meetings
11/28/2023	119224458	[Disagree] This has not been communicated to me.
11/28/2023	119211525	[Disagree] No, I'm not sure what their role actually is or why it is needed. A group to waste money that could be going to the staff who haven't had even a COLA in at least 4 years, much less a raise?

13. I am satisfied with the current health benefits offered by ATU.



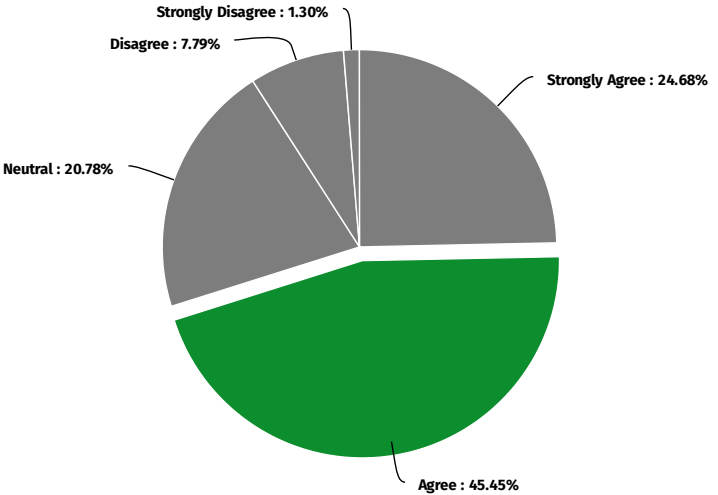
Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	8	10.26%	<div></div>				
Agree	24	30.77%	<div></div>				
Neutral	20	25.64%	<div></div>				
Disagree	21	26.92%	<div></div>				
Strongly Disagree	5	6.41%	<div></div>				
Total	78	100 %					

I am satisfied with the current health benefits offered by ATU. - Dynamic Text / Comments

12/12/2023	119963980	[Strongly Disagree] I came from two other state institutions prior to here. My insurance at both places was significantly better and cost me significantly less in month fees to me as well as co-pays and deductibles. I do my annual exams and nothing more with this insurance.
12/12/2023	119963888	[Disagree] Our plans are too expensive for what we get.
12/11/2023	119909862	[Disagree] Premiums and deductibles are much too high. Feels like we just have a major medical policy.
12/08/2023	119806363	[Disagree] Deductibles are high and spousal premiums are expensive.
12/08/2023	119803840	[Disagree] Our deductibles are too high.
12/07/2023	119739527	[Disagree] As much money as the University has coming in and the little pay employees receive the University should pay employees.
12/07/2023	119738432	[Disagree] The insurance options cover very little in the way of behavioral health benefits and some of my prescriptions.
12/07/2023	119737987	[Disagree] I believe we need to negotiate insurance options with BlueCross and BlueShield.
12/07/2023	119737624	[Disagree] We do not have adequate coverage for what we all pay. It is a disservice to everyone here that we pay the outrageous amount we do and yet continue to have terrible coverage especially within the area we live. It discourages employees to go to the doctor because we don't make enough to cover the costs because our coverage is awful and we are having to pay so much out of pocket for it anyway.
12/07/2023	119737441	[Strongly Disagree] I shouldn't have to pay for health care

12/07/2023	119734715	[Disagree] I don't have insurance through ATU because the price is so ridiculous but I hear what coworkers go through. It is sad when you can't afford to keep your families healthy and live.
12/06/2023	119690459	[Strongly Disagree] Expensive. I can't afford to even put my daughter on my health insurance. Another 400\$ a month. Unreal.
12/04/2023	119534081	[Disagree] I still feel that we pay high premiums to continue to have high copays and deductibles.
12/01/2023	119423061	[Disagree] I have seen the health insurance cost decrease over the past 10 years.
11/30/2023	119345405	[Disagree] Insurance is not very good and is too expensive to add a spouse or family to a plan. It is cheaper to find individual insurance.
11/29/2023	119274462	[Disagree] Expensive and still have to pay good amount for care.
11/28/2023	119231982	[Disagree] If I had used the health insurance offered through Tech for my child and spouse the cost would have been 1/3 of my monthly paycheck. I also cannot afford therapy appointments as the copay is too expensive.
11/28/2023	119217361	[Disagree] Very expensive for the salary.
11/28/2023	119211525	[Disagree] No, I am not satisfied with the health benefits, but I realize that the University pays for it as part of our compensation.
11/28/2023	119203581	[Disagree] Maternity leave is abysmal and hard to set up. Jumping through hoops to get stuff accomplished is almost impossible. Giving workers only 8 weeks too short.
11/28/2023	119202712	[Disagree] I feel like we could do better with our health insurance benefits.
11/28/2023	119202366	[Strongly Disagree] While I appreciate just having health insurance, our current plans are more like major medical plans. \$3000 and \$4000 deductibles are very high.

14. I am satisfied with other benefits (e.g., employee tuition waiver, dependent/spousal tuition, vacation/sick leave, workplace flexibility, etc.) offered by ATU.

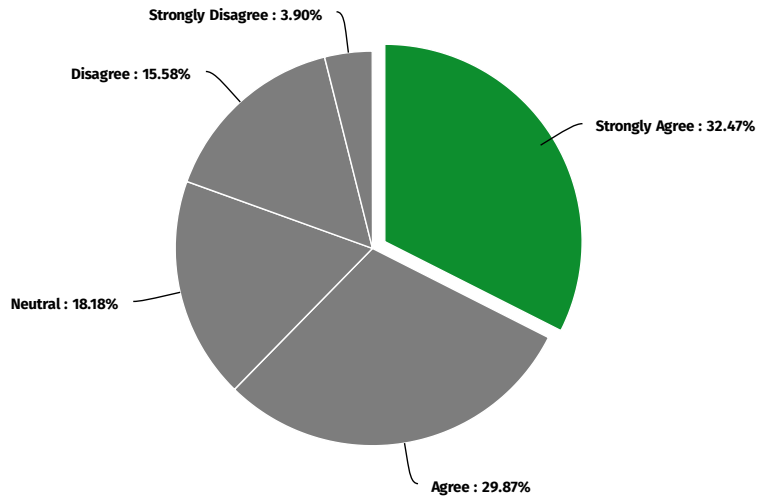


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	19	24.68%	<div></div>				
Agree	35	45.45%	<div></div>				
Neutral	16	20.78%	<div></div>				
Disagree	6	7.79%	<div></div>				
Strongly Disagree	1	1.3%	<div></div>				
Total	77	100 %					

I am satisfied with other benefits (e.g., employee tuition waiver, dependent/spousal tuition, vacation/sick leave, workplace flexibility, etc.) offered by ATU. - Dynamic Text / Comments

11/28/2023	119217361	[Disagree] Tuition waiver doesn't help those who do not plan to go back to school. Maybe another form of benefit can be more beneficial to them,
11/28/2023	119211525	[Disagree] I am satisfied with the employee tuition waiver, the sick/vacation leave, and workplace flexibility, it is on par with other entities. However, there are other services offered that the staff no nothing about. That by accident I found out when I had to make a special trip to HR. I was shocked honestly. Why are these perks hidden? Will it cost the University more money if staff use them?
11/28/2023	119205499	[Disagree] I was discouraged to learn that the sick leave is not paid out at all for non-classified employees that leave/retire from Tech. Other state jobs and other universities pay out a portion if you have over a certain amount (like Tech does for classified employees). Employees work hard and if they are able to not take sick leave and accumulate enough to be paid a portion then they should not have to forfeit that. With the way it is now the university is getting double benefits (the person doesn't take time off and the university never has to pay the sick time). I also think that new employees transferring from other universities that are already vested in ARTRS (Teacher Retirement) should be allowed to stay in ARTRS and not have to start over in TIAA. I was vested 15 years in ARTRS but could not continue in ARTRS but had to start a new account in TIAA. This is a disservice and discouragement to those employees that have Higher Ed knowledge from transferring to Tech. You would think Tech would encourage and welcome those with prior HE knowledge to come work at Tech.
11/28/2023	119203581	[Disagree] My workplace flexibility is not flexible at all. We have three people in our section and one of those three works from home. This puts a huge strain on the other two of us to be in office to have coverage. My other co-coworker has a baby and is out a lot. This means that I am stuck in office and am not allowed to use vacation leave or sometimes even go to lunch.
11/28/2023	119202712	[Disagree] It would be nice if we could have 3 hours a week of flex time to take a class, work out, etc. and not have to use our lunch hour.

15. Summer/Winter/Spring Break hours are beneficial to me and my work-life balance.



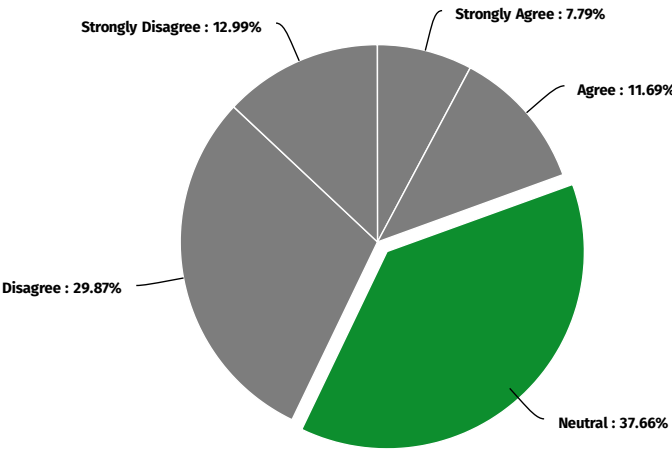
Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	25	32.47%	<div></div>				
Agree	23	29.87%	<div></div>				
Neutral	14	18.18%	<div></div>				
Disagree	12	15.58%	<div></div>				
Strongly Disagree	3	3.9%	<div></div>				
Total	77	100 %					

Summer/Winter/Spring Break hours are beneficial to me and my work-life balance. - Dynamic Text / Comments

01/02/2024	120843865	[Strongly Disagree] Didn't really see any changes- there are some positions that don't get to participate in this. I don't find it fair at all.
12/14/2023	120084866	[Disagree] At this time, we are not offered those hours. We would love to be able to have those during those times.
12/08/2023	119803840	[Disagree] I have accrued leave and can take off when I want to. Managing people with 9 hour days and vacations and all of that can be difficult.
12/07/2023	119756942	[Disagree] Not enough
12/07/2023	119739537	[Disagree] don't like adding an extra hour to an already long day doesn't work well for commuters
12/07/2023	119738250	[Disagree] 8-5 M-F is the best schedule, I don't like the shifting of hours and making up time here and there. Just take the vacation if you want a half day on Friday.
12/07/2023	119737660	[Disagree] It is my understanding that Arkansas Tech does not offer its' employees Spring Break when the students are out.
12/05/2023	119615122	[Disagree] I would be great if we had options to work remotely on days when there are no/few students on campus, as there is usually little to contact from anyone all day - and sometimes for multiple days - during these times.
12/04/2023	119533936	[Strongly Disagree] Breaks should follow the public school system. Being required to use leave time during campus closures at the end of the year is terrible.
11/30/2023	119349788	[Disagree] Very little break time.

11/28/2023	119231982	[Disagree] Unfortunately, not all positions get to benefit from the reduced hours to the same extent. The hours would be beneficial to me if I was able to participate the same as other offices.
11/28/2023	119217361	[Strongly Disagree] My position is one of the few in the office that isn't offered those hours, although it is very possible to do so.
11/28/2023	119207827	[Disagree] I don't get that flexibility
11/28/2023	119206162	[Disagree] I do not receive summer/winter/spring break hours. Summer hours are offered to staff.

16. The administration demonstrates the value of ATU staff by advocating for appropriate pay/compensation.



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	6	7.79%	<div></div>				
Agree	9	11.69%	<div></div>				
Neutral	29	37.66%	<div></div>				
Disagree	23	29.87%	<div></div>				
Strongly Disagree	10	12.99%	<div></div>				
Total	77	100 %					

The administration demonstrates the value of ATU staff by advocating for appropriate pay/compensation. - Dynamic Text / Comments

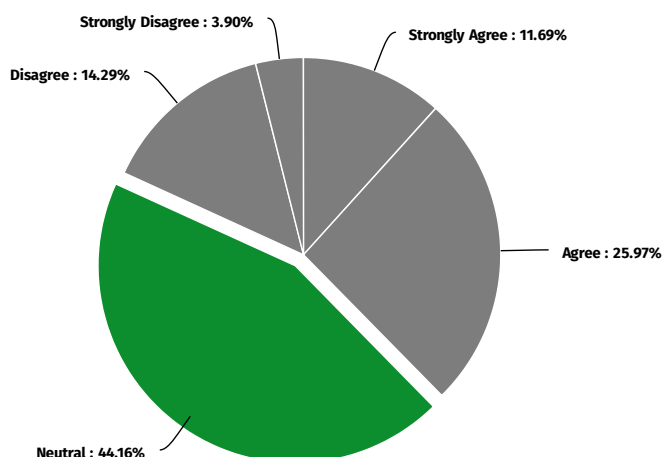
01/02/2024	120843865	[Strongly Disagree] I've noticed that the pay grade across the board for almost the same "position" in Student Affairs is not even close. For example, Coordinator position in Campus Life is not the same as the coordinator position in other departments. Work load is almost the same, if not one is more than the other but not getting paid the same or way less.
12/18/2023	120239675	[Disagree] We are not paid as well as other institutions, and with no bonus or pay increases this is discouraging.
12/14/2023	120084866	[Disagree] Admissions employees, in my opinion, are underpaid for the work they do and the expectations that are required of them. The admissions team is one of the most important offices, if not THE most important office on campus. It's important to award your employees to keep them here and keep them motivated. Bonuses are fantastic. Yearly evaluations are necessary and boost motivation.
12/12/2023	119963980	[Disagree] I am not fairly compensated for what I do. Positions like mine in other places are titled differently and paid more.
12/12/2023	119963888	[Strongly Disagree] I am constantly asked by my peers why I continue to work for ATU when I could leave and get \$20,000 more a year.
12/12/2023	119953362	[Disagree] I know that the positions are regulated by the state. In my opinion, paying staff a competitive wage might entice more people to stay at their jobs or attract higher-quality employees.
12/11/2023	119909862	[Disagree] Much of the administration seems to be out of touch with needs of regular staff.
12/07/2023	119756942	[Strongly Disagree] Zero appreciation
12/07/2023	119740318	[Disagree] Unfortunately, it is difficult to provide for myself each month without help having a rent and utility payment and a car payment on my current salary. I am an Administrative Specialist III.

12/07/2023	119739527	[Disagree] No one gets paid what they are worth at this University.
12/07/2023	119738001	[Disagree] Disagree
12/07/2023	119737441	[Strongly Disagree] Most staff do not get paid an appropriate wage. This is completely untrue.
12/07/2023	119734715	[Disagree] Our pay is not adequate when compared to other similar universities. Unless you are one of the "administration" level positions getting hired in being paid more than what employees that have been here 30 years in other high positions are getting paid. CUPA is getting the lower level jobs raises but the middle man is getting left behind even with cost of living going through the roof.
12/05/2023	119615122	[Strongly Disagree] Many staff on campus do not make a livable wage, saw no raise or cost of living adjustment last year, rarely see bonuses, etc.
12/04/2023	119536854	[Disagree] Admin Specialists are not paid enough for what their duties are. That is why there is such a turn over.
12/04/2023	119534081	[Disagree] The vast majority of us are underpaid and haven't had any real raises in years. The COLA raises are tiny and do not compare to the inflation that we are experiencing. I have a master's degree and make mid40s. We have students graduating with a bachelors making that much or more. Our poor admins and FAMA staff are grossly underpaid as well. Having the free health insurance for them helps compensate for that, but it is still hard to make it on the salaries that most staff make, and when we do get a raise it often bumps us up to the next tier on the insurance scale so we have to pay more for our health care so there still isn't a real benefit. I have wonderful job performance reviews from my supervisor, but I haven't had a raise to compensate for the work that I do, and the majority of us have picked up extra duties because we are short staffed. We have lost a lot of good staff members because of this.
11/30/2023	119349788	[Disagree] Haven't received COL or raise in 3+ years.
11/30/2023	119349028	[Disagree] I do not believe positions should be paid the same. A new person to a position does not have the experience that a person who has been doing the job for some time, therefore they should not be paid at the same rate.
11/30/2023	119345405	[Disagree] Staff is not paid the CUPA standards like most. It seems the people that don't do the work are paid more than the ones busting their tails to get the work done in a timely manner. Those people are not rewarded but the ones not doing work are given more money.
11/29/2023	119280108	[Disagree] Same salary as I had 8 yrs ago
11/28/2023	119231982	[Strongly Disagree] I strongly disagree with this point. I do not get paid a living wage while being expected to not only do my job and the job of a previously cut position but also any extra work created by vacancies.
11/28/2023	119227473	[Disagree] We should be paid more the amount of hours we put in.
11/28/2023	119224458	[Strongly Disagree] When positions become vacant, the work is offloaded onto other employees for months at a time with zero financial compensation.
11/28/2023	119217361	[Disagree] I do feel that my salary is a little low for the work load that is required of my position.
11/28/2023	119211525	[Strongly Disagree] By far the staff compared to other Universities and entities, do not receive an appropriate pay or compensation. We do not get paid a living wage. The compensation in the form of comp time, has to be scheduled and used immediately instead of getting a monetary time and half pay for working over the allotted hours in a work week. And many of us do work longer hours through the week to cover areas that no longer have staff to do them. The lower a person is on the pay scale the harder they work. There seems to be an overabundance of upper administration that receives excellent pay while the rest of us get wages that are ridiculously low compared to other Universities or companies. By taking the staff out of the classified designation and moved to the non-classified designation, supposed to ensure that overtime could be paid, was a mistake as we do not get that monetary pay. All we get now are more work piled on us and no wages to compensate for the added job duties.
11/28/2023	119207827	[Strongly Disagree] in what universe? No. Not in all my years. If by support you mean administration will admit they don't pay staff a livable wage, then sure. But support is a business paying people a livable wage.
11/28/2023	119206162	[Disagree] It is not clear what compensation is offered to employees or how employees can promote within their departments. Moving positions and/or departments happens now.
11/28/2023	119203581	[Disagree] I'm paid less than my counterpart even though we have the same job title. Apparently, her position was made into a steppingstone for my position, but it not really enough to ever be used as one. Also, the pay for the amount of work we do is not great.

[Disagree]

Staff is underpaid based on industry comparisons for similar job skills and requirements. As a university we spend, spend, spend on one building after another, while staff doesn't even receive COLA raises or industry comparison increases, much less consider individuals for merit-based incentives. It can be very discouraging. There is very little incentive for strong individual performance.

17. I have opportunities to advance in my career at ATU.



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	9	11.69%	<div></div>				
Agree	20	25.97%	<div></div>				
Neutral	34	44.16%	<div></div>				
Disagree	11	14.29%	<div></div>				
Strongly Disagree	3	3.9%	<div></div>				
Total	77	100 %					

I have opportunities to advance in my career at ATU. - Dynamic Text / Comments

12/12/2023 119963980

[Disagree]

I am at my ceiling at Tech. At other universities I have two more steps before I hit my ceiling.

12/08/2023 119806363

[Disagree]

Advancement does not happen unless someone leaves a higher position which does not happen a lot. Meaning employees look outside of ATU for a different career.

12/07/2023 119756942

[Strongly Disagree]

Strongly disagree.

12/07/2023 119738001

[Disagree]

Disagree

12/07/2023 119737441

[Disagree]

Nope. I have to leave to get a promotion

12/04/2023 119534081

[Disagree]

I would like to say that this is true, however I find that often times job opportunities are very political. The most qualified person is not always chosen. Experience, committment, and education are not always valued.

11/28/2023 119211525

[Strongly Disagree]

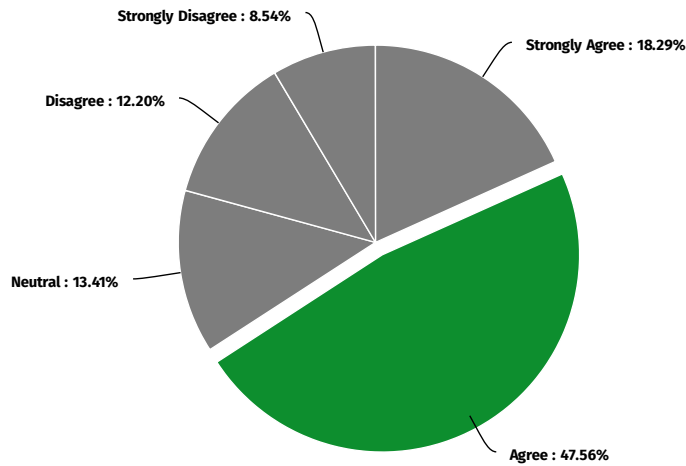
ATU does not offer the ability to advance in a career especially in certain areas. You get into a position and you're stuck there, then to not get any raises or COLAs, that just makes it worse.

11/28/2023 119203581

[Disagree]

There is nowhere I can go to advance.

18. My job description reflects what I really do.



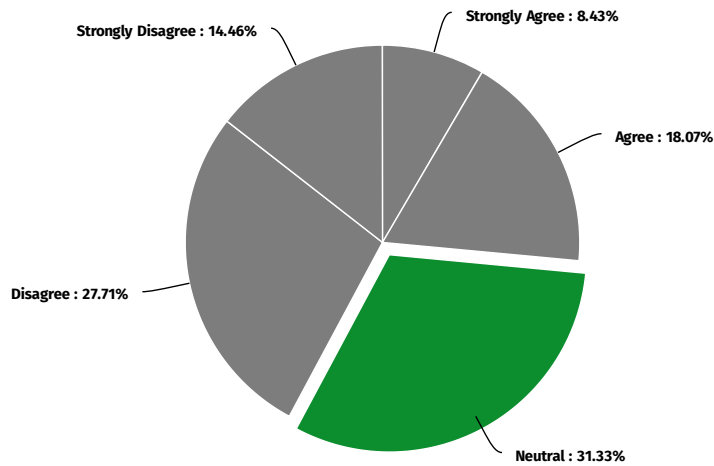
Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	15	18.29%	<div></div>				
Agree	39	47.56%	<div></div>				
Neutral	11	13.41%	<div></div>				
Disagree	10	12.2%	<div></div>				
Strongly Disagree	7	8.54%	<div></div>				
Total	82	100 %					

My job description reflects what I really do. - Dynamic Text / Comments

12/12/2023	119963980	[Disagree] Since I started my job description does not reflect what I do. A large portion of my job falls in the other duties section.
12/12/2023	119963888	[Strongly Disagree] My job description reflects the pay I am given (roughly) not what I actually do
12/07/2023	119756942	[Strongly Disagree] Doing a job of three
12/07/2023	119739527	[Disagree] For what I get paid with everything I do my job description is completely wrong.
12/07/2023	119737441	[Strongly Disagree] Nope. Not even close.
12/06/2023	119690459	[Disagree] Assistant basketball coach, plus facilities manager. Our men's and women's basketball staff is ALWAYS setting up and taking down baskets, chairs, carpets. In tucker coliseum. We are also in charge of the floor and with the roof being replaced. We put 8 hours a week CLEANING THE FLOOR.
12/05/2023	119609767	[Disagree] Again, my biggest job is raising money so that my program can operate! If I could devote most of my time to my team, it would make all the difference.
12/05/2023	119609334	[Disagree] My job has almost become entirely the "other duties as assigned" catrgory.
12/04/2023	119534081	[Disagree] The job descriptions are out of date. Processes have changed and many of us have taken on extra duties because we are short staffed and there is no one else to do it.
12/04/2023	119533936	[Disagree] Turnover has basically morphed jobs into two or more roles.

11/30/2023	119345405	[Disagree] my job title has nothing to do with my actual job. It is just a state title given to me when my title changed.
11/28/2023	119244507	[Disagree] For the most part this is true, but what I actually end up doing is really the job of 3-4 people. It is also really hard to set a 100% accurate job description of my role. It's the hardest question I ever get asked "what do I do" because it's so many different things
11/28/2023	119231982	[Disagree] I am constantly being asked to take on extra work around the office and to do the work created by constant vacancies, with no extra pay.
11/28/2023	119224458	[Strongly Disagree] Often times "other duties as assigned" becomes a catch-all for when an office is severely understaffed.
11/28/2023	119211525	[Strongly Disagree] No, there are many times extra job duties are added on to a person's work load. Especially right now with the University struggling to pay for everything. I have seen employees take on extra job duties that went with another position that was phased out, but the employees don't get any extra pay compensation. But instead, what they do get is flak from HR about the original position no longer being valid therefore the pay scale must be changed to something less than what the employee is already making. An employee cannot refuse to do the extra job duties because they may be risking the position they do have.
11/28/2023	119207827	[Strongly Disagree] A lot got dumped on me in the pandemic, and I'm still handling the new workloads. My job description would need to be updated to accurately reflect what I do.

19. Given the responsibilities and performance expectations of my job, I am paid fairly.



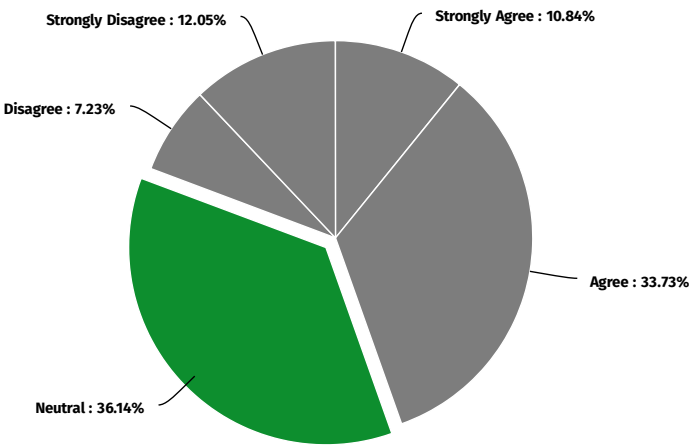
Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	7	8.43%	<div></div>				
Agree	15	18.07%	<div></div>				
Neutral	26	31.33%	<div></div>				
Disagree	23	27.71%	<div></div>				
Strongly Disagree	12	14.46%	<div></div>				
Total	83	100 %					

Given the responsibilities and performance expectations of my job, I am paid fairly. - Dynamic Text / Comments

01/02/2024	120843865	[Strongly Disagree] I've noticed that the pay grade across the board for almost the same "position" in Student Affairs is not even close. For example, Coordinator position in Campus Life is not the same as the coordinator position in other departments. Work load is almost the same, if not one is more than the other but not getting paid the same or way less.
12/18/2023	120239675	[Disagree] I feel like we could be compensated better, some positions are extending themselves and not being paid more for doing more than others in the same position in other departments.
12/14/2023	120084866	[Strongly Disagree] Being a supervisor, the pay is not fair. It's also not fair for what is expected of us.
12/12/2023	119963980	[Disagree] I am not paid according to what I do I am paid according to what my job description says I do.
12/12/2023	119963888	[Strongly Disagree] I perform the responsibilities that 3 employees previously performed for the same amount of pay
12/12/2023	119953362	[Disagree] I am in an academic department and my role can generate revenue by the nature of the position. I teach as well as other responsibilities and feel some of the faculty get paid a lot more for little effort. In my opinion, I have more contact hours with students by the nature of my position and some faculty in my department just do the bare minimum and don't fulfill their requirements for their peer review.
12/07/2023	119756942	[Strongly Disagree] Underpaid
12/07/2023	119740318	[Disagree] I simply disagree.
12/07/2023	119739527	[Disagree] No one does
12/07/2023	119738001	[Disagree] Disagree, but others are paid even more unfairly

12/07/2023	119737441	[Strongly Disagree] Don't make me laugh.
12/07/2023	119734715	[Disagree] The pay within our entire office is lower than pay of same positions in comparable universities.
12/05/2023	119615122	[Strongly Disagree] Staff plays a variety of roles in their positions and compensation needs improvement (please see previous comments on pay)
12/05/2023	119609767	[Disagree] Not compared to most of the upper tier coaches in our region! As a matter of fact, quite a few are paid double what my salary is. In our league, I am probably competitive in salary. But my staff is not paid very well. Since I have been here, we have had a grad assistant spot taken away.
12/05/2023	119609334	[Disagree] I am a full-time professional with over 5 years experience and still have 4 roommates to afford housing.
12/04/2023	119534081	[Disagree] The majority of staff are underpaid. We have all taken on extra responsibilities because of being short staffed. We are not really compensated for experience/service (seniority) and education. If we have been here long enough then we get a yearly bonus (from the state), but not an actual raise. No raises for earning a degree or continuing our education. When I compare my job duties, experience, and education to others (even across campus) I am definitely underpaid.
12/02/2023	119482476	[Disagree] I am not compensated fairly.
11/30/2023	119349788	[Disagree] The required master's degree for the position and the pay are not equal. Given 13+ years, education required and experience for my job the pay is lacking.
11/30/2023	119349028	[Disagree] I believe at the bare minimum, cost of living raises should be given each year.
11/30/2023	119345405	[Strongly Disagree] I wish I was paid for doing everything that I do in my job.
11/29/2023	119303564	[Disagree] Universities ask and demand a tremendous amount of athletic coaches. People on campus do FAR less and yet are paid much more.
11/29/2023	119280108	[Disagree] I feel that a replacement for my pos would make more than me.
11/28/2023	119244507	[Strongly Disagree] Again, I feel that I do the job of 3-4 people at times and have to give consideration to all our sports and not focus on just one or two. Others that have that limited focus are paid more which is frustrating at times, especially when it's busy
11/28/2023	119231982	[Strongly Disagree] My pay isn't fair for one job let alone the added responsibilities constantly being added on.
11/28/2023	119227473	[Disagree] I am the lowest paid head coach in our conference.
11/28/2023	119224458	[Disagree] It feels as though the goalpost for my job responsibilities is constantly moving and easily added onto by my superiors.
11/28/2023	119217361	[Disagree] Given the responsibilities and expectations of my job, my salary could be more than what it is. The work load is already a lot but when you add events constantly, it makes it a lot tougher.
11/28/2023	119211525	[Strongly Disagree] No, I am not paid fairly. Based on the State's pay scale, I should be making approximately \$10,000 to \$15,000 more than I am, including insurance benefits. But since the University is no longer under the State's pay scale but some trumped up Higher Education pay scale from 2008-2010, we, all the staff, faculty as well, do not receive the compensation we deserve.
11/28/2023	119207827	[Strongly Disagree] I'm a supervisor, and I don't make what a supervisor should make.
11/28/2023	119206162	[Disagree] No, but public institutions are not paid at a labor market rate, so I would respond that no one is fairly paid for responsibilities and expectations.
11/28/2023	119203581	[Disagree] We take on a lot from other departments.
11/28/2023	119201861	[Disagree] Low compared to similar requirements in other industries

20. In my area, promotions and advancements are based on objective, performance-related criteria rather than on a subjective basis, such as having the right connections.



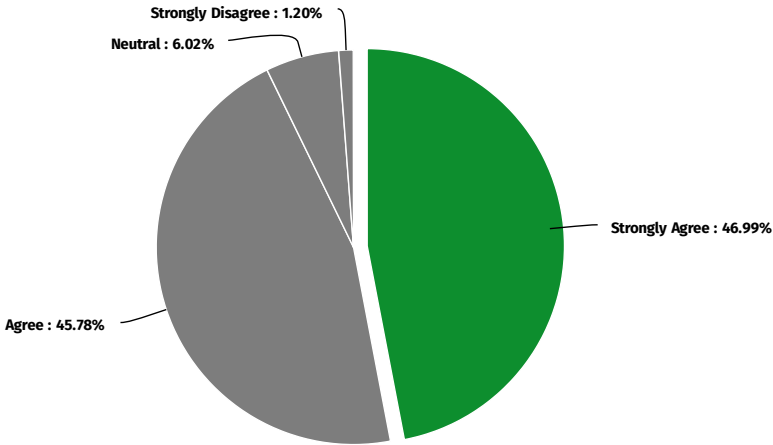
Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	9	10.84%	<div></div>				
Agree	28	33.73%	<div></div>				
Neutral	30	36.14%	<div></div>				
Disagree	6	7.23%	<div></div>				
Strongly Disagree	10	12.05%	<div></div>				
Total	83	100 %					

In my area, promotions and advancements are based on objective, performance-related criteria rather than on a subjective basis, such as having the right connections. - Dynamic Text / Comments

12/14/2023	120084866	[Strongly Disagree] There aren't really any promotions and advancements. No raises or incentives.
12/07/2023	119756942	[Strongly Disagree] Based on nepotism.
12/07/2023	119739527	[Disagree] N/A
12/07/2023	119737441	[Strongly Disagree] nope.
12/07/2023	119737163	[Strongly Disagree] I disagree
12/05/2023	119609334	[Disagree] My response would be neutral, but I felt it important to specify that there is no clear promotion in my area.
12/04/2023	119534081	[Strongly Disagree] Unfortunately, it is very political. Having the right connections definitely gets you further than job excellence. Again, dedication/experience/commitment/seniority are often overlooked and not valued. Even education and degrees are not valued as they should be.
11/29/2023	119274462	[Disagree] If you do well in coaching, Connections get you jobs/promotions. If you don't do well connections keep your job or don't.
11/28/2023	119244507	[Strongly Disagree] I have not seen anyone receive any kind of "promotion" for their work. There are several people who need to have titles and salaries adjusted to better reflect what they do within the athletic department

11/28/2023	119217361	[Disagree] To me, promotions are almost unheard of here. I'm still fairly new to ATU, but I have not heard of any employee evaluations and/or any raises/incentives that employees receive, if any.
11/28/2023	119211525	[Strongly Disagree] We do not get the opportunity to advance or get promotions like faculty. We get into a position and there we stay until we look for a different position elsewhere.
11/28/2023	119207827	[Strongly Disagree] there are no promotions or advancements
11/28/2023	119203581	[Strongly Disagree] Connections are everything in Russellville.

21. Vacation leave is approved fairly in my area.

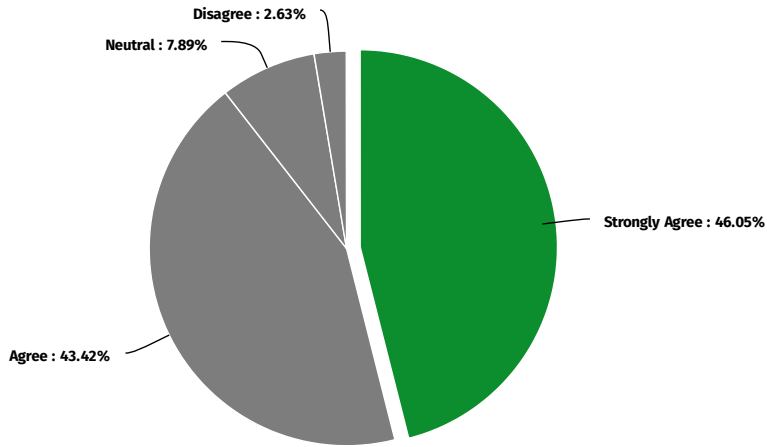


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	39	46.99%	<div></div>				
Agree	38	45.78%	<div></div>				
Neutral	5	6.02%	<div></div>				
Disagree	0	0%	<div></div>				
Strongly Disagree	1	1.2%	<div></div>				
Total	83	100 %					

Vacation leave is approved fairly in my area. - Dynamic Text / Comments

11/28/2023	119203581	[Strongly Disagree] No, have to get approved by 2+ people and can't take off more than a certain amount of time.
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22. I am treated well in my work environment.

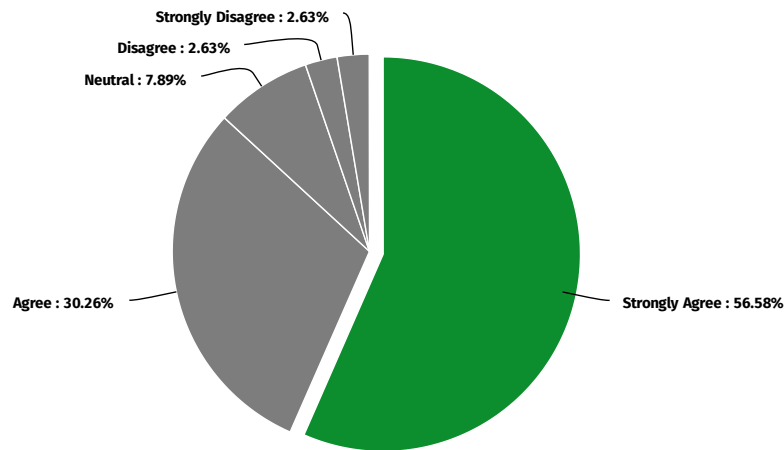


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	35	46.05%	<div></div>				
Agree	33	43.42%	<div></div>				
Neutral	6	7.89%	<div></div>				
Disagree	2	2.63%	<div></div>				
Strongly Disagree	0	0%	<div></div>				
Total	76	100 %					

I am treated well in my work environment. - Dynamic Text / Comments

12/07/2023 119756942	[Disagree] Not always
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23. Taking time off when needed is NOT a problem in my area.

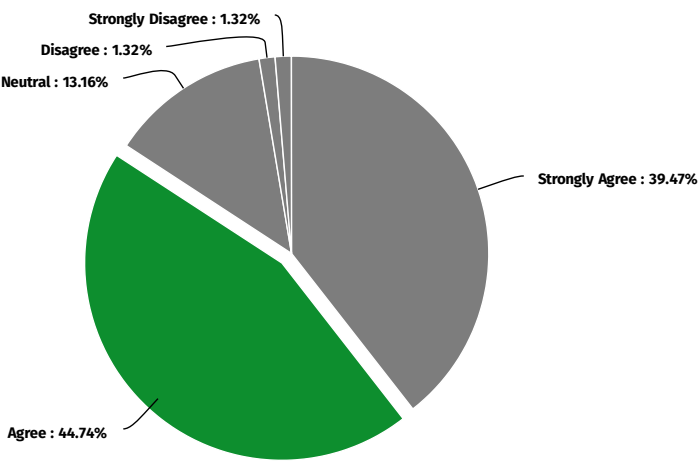


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	43	56.58%	<div></div>				
Agree	23	30.26%	<div></div>				
Neutral	6	7.89%	<div></div>				
Disagree	2	2.63%	<div></div>				
Strongly Disagree	2	2.63%	<div></div>				
Total	76	100 %					

Taking time off when needed is NOT a problem in my area. - Dynamic Text / Comments

12/12/2023	119963888	[Disagree] Time off is given too freely without regard to the schedule of others. It leaves the office only manned by one or two people rather frequently
12/07/2023	119756942	[Strongly Disagree] It is a big problem.
12/07/2023	119739527	[Disagree] If I need to take time off I have to find my own replacement when it should be my supervisor job since that is what they get paid for.
11/28/2023	119203581	[Strongly Disagree] Huge problem. Coverage is bad and almost feels frowned upon.

24. My supervisor allows Flex scheduling per Flexible Work Arrangement Policy.



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	30	39.47%	<div></div>				
Agree	34	44.74%	<div></div>				
Neutral	10	13.16%	<div></div>				
Disagree	1	1.32%	<div></div>				
Strongly Disagree	1	1.32%	<div></div>				
Total	76	100 %					

My supervisor allows Flex scheduling per Flexible Work Arrangement Policy. - Dynamic Text / Comments

- 12/07/2023 119756942

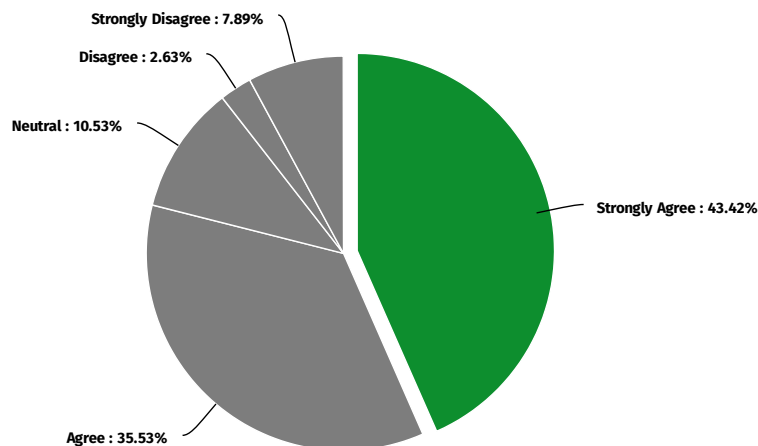
[Strongly Disagree]

I am the only staff member in my office.
- 11/28/2023 119231982

[Disagree]

I do not receive the option of flex scheduling.

25. I am comfortable discussing my job-related concerns and issues with my supervisor.

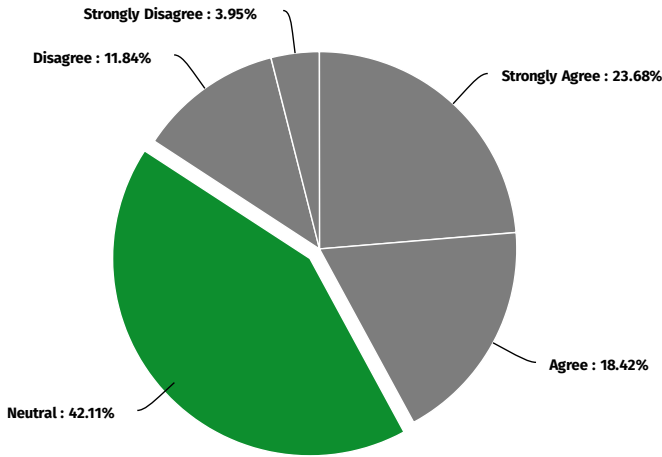


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	33	43.42%	<div></div>				
Agree	27	35.53%	<div></div>				
Neutral	8	10.53%	<div></div>				
Disagree	2	2.63%	<div></div>				
Strongly Disagree	6	7.89%	<div></div>				
Total	76	100 %					

I am comfortable discussing my job-related concerns and issues with my supervisor. - Dynamic Text / Comments

12/12/2023	119963888	[Strongly Disagree] I have a fear of retaliation
12/08/2023	119797589	[Disagree] we can discuss issues but feel there is no or little steps taken to working on solving concerns or issues
12/07/2023	119756942	[Strongly Disagree] Strongly disagree
12/07/2023	119739527	[Strongly Disagree] If I talk to my supervisor and it is negative I have to reap the negativity with them on what has been brought up.
11/28/2023	119227473	[Strongly Disagree] We have discussed our concerns multiple times as individuals and as a staff to our AD. She does not listen to what we have to say, nor does she take action when needed. We need new leadership in place with our AD.
11/28/2023	119207827	[Strongly Disagree] It's never worked out for me
11/28/2023	119203581	[Strongly Disagree] She is not someone who handles issues well.

26. I am comfortable discussing my job-related concerns and issues with my Divisional Leadership Team.

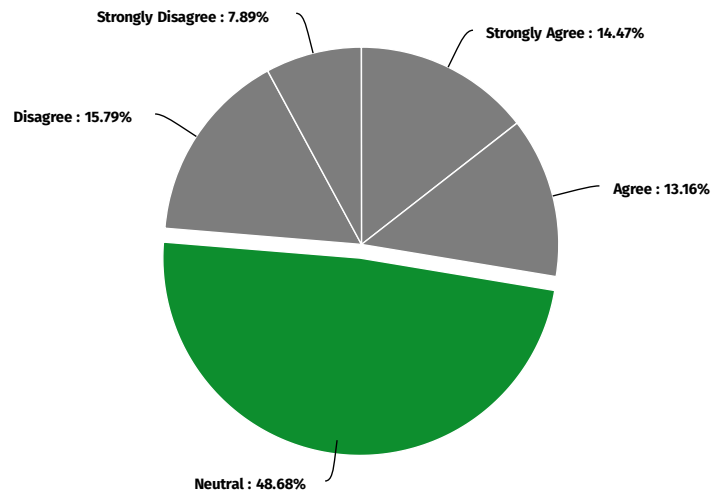


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	18	23.68%	<div></div>				
Agree	14	18.42%	<div></div>				
Neutral	32	42.11%	<div></div>				
Disagree	9	11.84%	<div></div>				
Strongly Disagree	3	3.95%	<div></div>				
Total	76	100 %					

I am comfortable discussing my job-related concerns and issues with my Divisional Leadership Team. - Dynamic Text / Comments

12/11/2023	119909862	[Disagree] I do not feel connected to my divisional leadership team in any way (dean/AVPAA/VPAA).
12/08/2023	119797589	[Disagree] feel that we don't discuss concerns or issues because nothing will be done to solve the issues or concerns or take steps to solve
12/07/2023	119756942	[Strongly Disagree] Strongly disagree
12/07/2023	119739527	[Strongly Disagree] People about my boss thinks they hung the mood and is the best employee on campus and nothing gets done.
11/28/2023	119231982	[Disagree] I do not believe my job-related concerns are of much importance to my Division Leadership Team, or if they are personally concerned they do not feel as though they can do anything about it.
11/28/2023	119227473	[Disagree] We have discussed my concerns and nothing ever changes with our administration.
11/28/2023	119224458	[Disagree] I feel as though my job is too insignificant for my Divisional Leadership Team to truly care about.
11/28/2023	119211525	[Disagree] Ha, I have to go through my supervisor. Hierarchy has to be maintained.
11/28/2023	119207827	[Strongly Disagree] Who?

27. ATU offers adequate supervisory training.



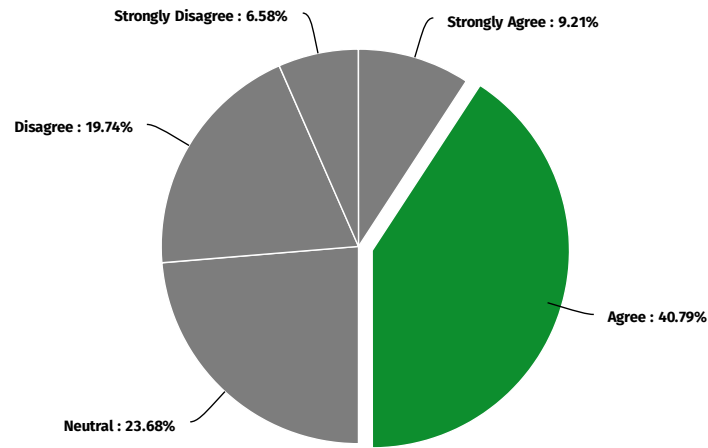
Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	11	14.47%	<div></div>				
Agree	10	13.16%	<div></div>				
Neutral	37	48.68%	<div></div>				
Disagree	12	15.79%	<div></div>				
Strongly Disagree	6	7.89%	<div></div>				
Total	76	100 %					

ATU offers adequate supervisory training. - Dynamic Text / Comments

12/14/2023	120084866	[Disagree] If there is one, I've never heard of it.
12/08/2023	119806363	[Disagree] There are forms on certain things for supervisors but not any in person or video trainings for supervisors.
12/08/2023	119803840	[Disagree] I feel like with all the required training that we are required to have it would be helpful to have mental health training as well.
12/07/2023	119756942	[Strongly Disagree] None
12/07/2023	119739527	[Disagree] They put people in positions that has no training in that position and gets paid well for doing nothing but micro managing.
12/07/2023	119738250	[Disagree] Name one institution of higher education that spends time on supervisory training! Job tasks will always take the priority.
12/07/2023	119737441	[Strongly Disagree] What supervisory training?
12/05/2023	119609334	[Disagree] From my perspective it feels as though supervisors are taught how to do the paperwork (kind of) and not anything about the roles of those they supervise.
12/04/2023	119534081	[Disagree] I believe there is room for improvement here.
12/04/2023	119533936	[Disagree] I was able to ask questions to someone in my position previously and there was an onboarding that was required, but I trained myself on many things and this continues to evolve as the campus climate changes
11/30/2023	119345405	[Disagree] It would be great to have a mentor program or job shadowing so people could see how much work areas take on.

11/28/2023	119211525	[Strongly Disagree] Do they actually have supervisory training? This is the first I've heard of it.
11/28/2023	119207827	[Strongly Disagree] They do?
11/28/2023	119206162	[Disagree] We need more supervisor training.

28. My section/department/office is adequately staffed.



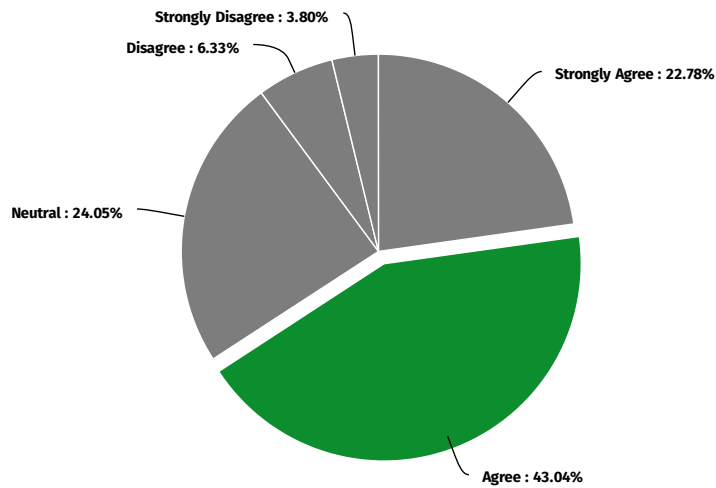
Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	7	9.21%	<div></div>				
Agree	31	40.79%	<div></div>				
Neutral	18	23.68%	<div></div>				
Disagree	15	19.74%	<div></div>				
Strongly Disagree	5	6.58%	<div></div>				
Total	76	100 %					

My section/department/office is adequately staffed. - Dynamic Text / Comments

12/14/2023	120084866	[Disagree] It's in the works. Hiring process takes a very long time.
12/12/2023	119963888	[Strongly Disagree] We have constantly had one position open since I arrived at ATU. Not only that, our office has also been reduced in size multiple times.
12/08/2023	119809124	[Disagree] Could use more help. We are understaffed compared to competitors.
12/08/2023	119797589	[Strongly Disagree] We have had people leave and choose not replace them Example training staff had 3 trainers and now has 2. This is not taking care of our athletes. Facilities : had 5 now have 2. Which our facilities are not taken care of on a daily basis for example taking out the trash or cleaning restrooms.
12/07/2023	119738001	[Disagree] Disagree
12/07/2023	119737624	[Disagree] We are expected to maintain the level of service to students that was performed pre-COVID with 1/3 of the staff in our area. It is not realistic and people are beginning to get burned out more quickly.
12/07/2023	119737441	[Strongly Disagree] Not since 2019
12/07/2023	119734715	[Disagree] In the last year due to poor financial decision making by past President and her "yes-men/women" the university has suffered a great deal. Our area lost multiple positions and are still trying to function, with normal work hours because we don't get to adjust ours like other offices, and we are still expected to offer and improve our level of customer service across the board. Losing 4-7 positions within a year is a lot for any department.
12/06/2023	119690459	[Disagree] In 2020, we had two graduate assistants. That has been cut to 1. We need 2 grad assistants.

11/29/2023	119274462	[Disagree] In order to succeed we could use 2-3 more Operations positions
11/28/2023	119231982	[Disagree] My office constantly has multiple long-term vacancies. This means lower-level staff are tasked with taking on responsibilities with no extra pay.
11/28/2023	119227473	[Disagree] We have lost our custodian and our secretary 2 years ago and neither have been replaced.
11/28/2023	119224458	[Disagree] While I realize some turnover is normal, my office has not been fully staffed in years.
11/28/2023	119217361	[Disagree] Lots of positions still needing to be filled in order for our office to run smoothly.
11/28/2023	119211525	[Strongly Disagree] We are very short staffed for the work that is required of us to do.
11/28/2023	119207827	[Strongly Disagree] Not since 2019
11/28/2023	119206162	[Disagree] Turnover, budget cuts. My division has not been fully staff since I started in the office.
11/28/2023	119205499	[Disagree] My area has been understaffed more than not since I started. It is getting better and we are getting closer to being fully staffed.
11/28/2023	119203581	[Disagree] We could have more help.

29. My department leaders communicate The Administration's plans and vision appropriately.

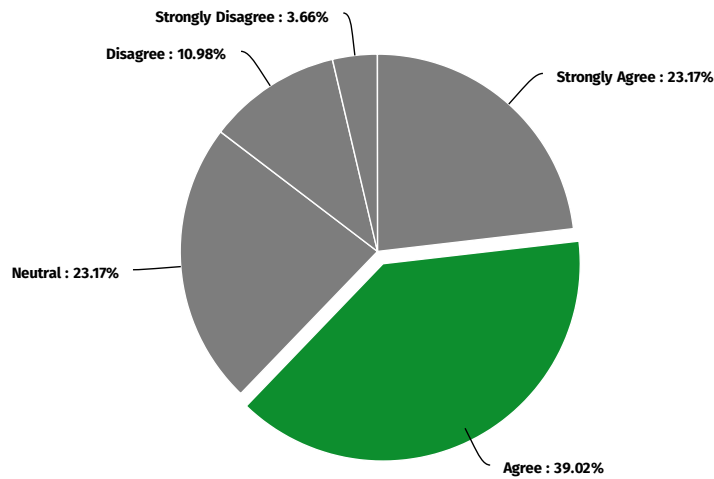


Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	18	22.78%	<div></div>				
Agree	34	43.04%	<div></div>				
Neutral	19	24.05%	<div></div>				
Disagree	5	6.33%	<div></div>				
Strongly Disagree	3	3.8%	<div></div>				
Total	79	100 %					

My department leaders communicate The Administration's plans and vision appropriately. - Dynamic Text / Comments

12/08/2023	119809124	[Strongly Disagree] I have never heard anything from our Athletic Director.
12/08/2023	119797589	[Disagree] There are plans discussed but no steps or actions happening. Talked about to make us feel like something is happening but does not have action. Don't know what the vision of athletics is.
12/07/2023	119734715	[Disagree] They cannot communicate things that they are unaware of. The Administration has done a very poor job of communication and being transparent as to what is going on and why. Hopefully, we will see a change in this.
12/05/2023	119609334	[Disagree] Everything seems to make it down to my level with a "wish I could tell you, but I can't even though the decision that was made directly impacts you".
11/29/2023	119303564	[Strongly Disagree] I couldn't tell you one thing our athletic department leader has clearly communicated to anyone in athletics. Our athletic department does not have a mission/vision clearly stated that every athletics member should believe in. Which goes back to original comment of our athletics department leader has yet to communicate anything clearly to members of the athletic department as a whole.
11/28/2023	119227473	[Strongly Disagree] There is very little communication between our administration with the vision. We are normally told very vague information.
11/28/2023	119201572	[Disagree] Communication between supervisors and the people that report to them is very lacking. Any information usually comes from elsewhere instead of supervisors.

30. Overall, I am satisfied working at ATU.



Answer	Count	Percent	20%	40%	60%	80%	100%
Strongly Agree	19	23.17%	<div></div>				
Agree	32	39.02%	<div></div>				
Neutral	19	23.17%	<div></div>				
Disagree	9	10.98%	<div></div>				
Strongly Disagree	3	3.66%	<div></div>				
Total	82	100 %					

Overall, I am satisfied working at ATU. - Dynamic Text / Comments

12/08/2023	119809124	[Strongly Disagree] Hav
12/08/2023	119797589	[Strongly Disagree] we have staff personal problems that have been addressed but nothing has improved for 3 or more years example: Dr Brown cannot get in to see him with athletes in an appropriate time, they feel like he is not concerned about all the sports, and his evaluations of injuries is questioned , don't receive reports on our athletes after they see him we have budget problems some of the worst in the GAC conference we have to raise money to pay basic budget needs like travel, equipment, officials, scholarships (where other schools use fundraising as a means to add extra things for their athletes) our facility are not taken care of due to staff shortage our facility is out dated and hurts us in recruiting our scholarships are some of the worst in the GAC to compete we cannot properly take care of our players due to budgets like feeding them the right way have to pay for things personally like flying in recruits, personal money to recruit and then get reimbursed, or buy meals for our teams we are not provided the basic necessary needs to provide a good service to our players , opportunity to be successful every year, retention, and compete at conference level (budgets, facility, equipment, staff, decisions being made on personal problems)
12/07/2023	119756942	[Disagree] Overlooked and dismissed
12/07/2023	119738001	[Disagree] Disagree
12/07/2023	119737441	[Disagree] I love the people and the students that I work with, but if they left then i'd have to leave since they are the only reason i'm here.
12/04/2023	119534081	[Disagree] I love my job, but I do not believe that I am valued or compensated accordingly. I am not actively looking to leave, but I am very open to other better opportunities. I have been here over 12 years. I love ATU, but would consider leaving if the right opportunity arose. If I were compensated better I would definitely say that I am more than satisfied working here.
11/28/2023	119231982	[Disagree] I feel as though I am not valued by ATU as a whole. While the other workers in my office may see my value and see me as hardworking, the lack of pay and constant extra responsibilities make it hard to feel satisfied. I am also not satisfied with being tasked with higher position responsibilities for months on end with no pay, saying I am doing a great job and would be excellent in that position, but ultimately not being allowed to apply because I am in progress with the degree required.

11/28/2023	119227473	[Disagree] I love ATU but over the years with the budget cuts and very little support has made me think about leaving. I would love to stay with different leadership.
11/28/2023	119211525	[Disagree] I have a position that provides financial security for my family even if it is less that it should be.