

ATU Staff Senate
Potential Survey Results
May 12, 2021

Table of Contents:

Summary of Findings3

Response Data5

Response Data with Corresponding Comments.....8

Summary of Findings

Participation: 212/523 Total ATU Employees = **40.54%**

	Count	Completed/Started	Completed/Viewed	Started/Viewed
Completed	212	100.00%	21.61%	21.61%
Terminates	0			
Incompletes	0			
Total Responses	212			
Viewed	981			

Levels of Satisfaction

(1 = Very Dissatisfied, 2 = Not Satisfied, 3 = Neutral, 4 = Satisfied, 5 = Very Satisfied)

- Meeting Satisfaction (Responses with a Mean Higher Than 4.0)
 - No responses had a mean score higher than 4.0
- Not Meeting Satisfaction (Responses with a Mean of Less Than 4.0)
 - Annual evaluation process = 3.00
 - Position as staff member at ATU = 3.33
 - Representation provided by Staff Senate = 3.38
 - Contribution of your work to mission of ATU = 3.71
- Not Satisfied or Very Dissatisfied (Responses with a Mean of Less Than 3.0)
 - Transparency in university decision making = 1.96
 - Health benefits = 2.07
 - Leadership = 2.16
 - Promotion policies = 2.22
 - Commitment of university leadership to ongoing improvements = 2.32
 - Salary = 2.50
 - Professional development opportunities = 2.63
 - Sense of belonging to university = 2.64

Levels of Agreement

(1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree)

- In Agreement (Responses with a Mean Score Higher than 4.0)
 - Staff should have input into decisions made on health coverage = 4.42
- Not in Agreement (Responses with a Mean Score of Less than 4.0)
 - I have a satisfactory work/life balance at ATU = 3.05
 - I am proud to work at ATU = 3.29
- Disagreement or High Disagreement (Responses with a Mean Score of Less Than 3.0)

- Staff morale is high across the university = 1.71
- University budget is being effectively managed = 1.92
- Hiring adequate numbers of staff is a budget priority at ATU = 2.01
- ATU leadership values staff input = 2.04
- ATU leadership decisions are clearly communicated to staff = 2.05
- ATU is heading in the right direction = 2.10
- Staff morale is high in my department = 2.13
- There is a commitment to transparency at ATU = 2.18
- I understand why decisions are made at ATU = 2.18
- Decisions are made in the best interest of the university = 2.29
- I understand how decisions are made at ATU = 2.35
- I feel appreciated at ATU = 2.43
- I would recommend ATU as a good place to work = 2.67
- My positive and professional contributions are valued as a staff member = 2.81

Additional Findings

- The majority of staff members (72.7%) would prefer to work from home at least part time.
- The majority of staff members prefer e-mail as their preferred method of communication, with 186 respondents selecting it.
- The rewards and motivations that are most meaningful to staff members are:
 - Having random Fridays off (167)
 - Closing campus at noon before holidays (138)
- For essential employees, the highest responses for “what rewards/motivation is meaningful to you in situations where campus is closed, but essential personnel must still be on campus to work?” were:
 - Cash incentive based on number of hours/shifts worked (71)
 - Perks (meals, daycare expenses, travel reimbursement (mileage, lodging, etc.) (59)

(Note: This question did not have a N/A or ‘skip’ option, so answers may be skewed)
- Professional development opportunities that ATU employees prefer are:
 - Gain a certification (i.e., Microsoft Office, Word, Excel, etc.) (115)
 - Gain a more in-depth perspective of how departments within ATU are run (93)
- Having a lower insurance deductible (180), low or no cost insurance premiums (178), and the faculty/staff tuition waiver (136) are important benefits to staff members

Response Data

Levels of Satisfaction:

Question	Mean = 1-5	Standard Deviation = 1-5	Very Dissatisfied = 1	Not Satisfied = 2	Neutral =3	Satisfied = 4	Very Satisfied = 5
How satisfied are you with your position as a staff member at Arkansas Tech?	3.33	1.17	6.73%	20.67%	22.12%	34.13%	16.35%
How satisfied are you with your salary?	2.50	1.18	22.82%	32.52%	21.36%	17.96%	5.34%
How satisfied are you with the annual evaluation process?	3.00	1.10	11.00%	21.05%	30.62%	31.10%	6.22%
How satisfied are you with the promotion policies?	2.22	0.94	25.36%	35.41%	32.54%	5.26%	1.44%
How satisfied are you with the professional development opportunities at Arkansas Tech?	2.63	1.01	16.27%	24.88%	40.19%	16.75%	1.91%
How satisfied are you with your health benefits?	2.07	1.07	35.58%	36.54%	15.87%	9.13%	2.88%
How satisfied are you with Arkansas Tech Leadership?	2.16	1.12	36.67%	27.62%	20.95%	12.38%	2.38%
How satisfied are you with the level of transparency in University decision making?	1.96	1.03	40.58%	30.43%	19.32%	8.21%	1.45%
How satisfied are you with your sense of belonging to the University?	2.64	1.20	20.00%	30.00%	22.38%	21.43%	6.19%
How satisfied are you with the commitment of University leadership to ongoing improvements?	2.32	1.10	27.27%	32.54%	23.44%	14.35%	2.39%
How satisfied are you with the contribution of your work to the mission of Arkansas Tech?	3.71	1.02	5.24%	6.67%	19.52%	49.05%	19.52%
How satisfied are you with the representation provided by Staff Senate?	3.38	1.00	5.71%	11.90%	30.48%	42.86%	9.05%

Levels of Agreement:

Question	Mean = 1-5	Standard Deviation = 1-5	Strongly Disagree = 1	Disagree =2	Neutral = 3	Agree = 4	Strongly Agree = 5
There is a commitment to transparency at Arkansas Tech.	2.18	1.08	31.58%	34.93%	20.57%	10.05%	2.87%
In general, Arkansas Tech leadership values staff input.	2.04	1.06	39.42%	30.29%	18.27%	10.58%	1.44%
The University budget is being effectively managed.	1.92	0.99	43.27%	29.81%	19.23%	6.73%	0.96%
Hiring adequate numbers of staff is a budget priority at Arkansas Tech.	2.01	1.09	40.67%	31.10%	17.70%	7.18%	3.35%
The budget priorities at Arkansas Tech reflect a commitment to student success.	2.45	1.06	20.95%	31.90%	31.43%	12.38%	3.33%
I understand how decisions are made at Arkansas Tech.	2.35	1.15	27.27%	33.97%	18.66%	16.75%	3.35%
I understand why decisions are made at Arkansas Tech.	2.18	1.09	32.38%	33.81%	19.52%	11.90%	2.38%
Arkansas Tech leadership decisions are clearly communicated to staff.	2.05	1.06	36.54%	36.06%	16.35%	8.17%	2.88%
Decisions are made in the best interests of the University.	2.29	1.15	32.38%	25.24%	27.14%	11.43%	3.81%
Arkansas Tech is heading in the right direction.	2.10	1.11	39.52%	25.71%	23.33%	8.57%	2.86%
Staff should have input into decisions made on health care coverage.	4.42	0.84	2.38%	1.90%	2.86%	36.67%	56.19%
My positive and professional contributions as a staff member are valued.	2.81	1.12	14.29%	26.67%	27.14%	27.62%	4.29%
Staff morale is high in my department.	2.13	1.16	39.23%	26.32%	20.10%	10.53%	3.83%
Staff morale is high across the University.	1.71	0.93	53.81%	27.14%	15.24%	1.90%	1.90%
I feel appreciated at Arkansas Tech.	2.43	1.22	30.00%	24.29%	22.38%	19.05%	4.29%
I have a satisfactory work/life balance at Arkansas Tech.	3.05	1.19	12.86%	19.05%	28.10%	30.00%	10.00%
I would recommend Arkansas Tech as a good place to work.	2.67	1.16	20.00%	23.33%	32.86%	17.62%	6.19%
I am proud to work at Arkansas Tech.	3.29	1.10	8.57%	11.90%	34.76%	31.90%	12.86%

If given the option, would you like to continue working remotely from home?		
Yes, every day	48	23.41%
Yes, part-time	101	48.27%
No, I prefer working on campus	56	27.23%

For campus news which communication method do you prefer? (Select all that apply)	
Email	186
The Scoop	46
OneTech Announcements	87
Other	13

What rewards/motivation are meaningful to you? (Select all that apply)	
Work from home during Spring and Fall Break	112
Work from home (if allowed by supervisor)	108
Having random Fridays off (like when everyone was working from home during pandemic)	138
Closing campus at noon before holidays	167
Staff picnic	28
Staff Awards	44
Summer hours year round (Monday – Thursday, 9 hrs ea day, Fridays 8 a.m. – 12 p.m.)	92
Other	36

If you are essential personnel, what rewards/motivation is meaningful to you in situations where campus is closed, but essential personnel must still be on campus to work? (Select all that apply)	
Perks (meals, daycare expenses, travel reimbursement (mileage, lodging, etc.))	59
Cash incentive – flat dollar amount	46
Cash incentive – percentage based on salary	49
Cash incentive – base on hours/shifts worked	71
Other	28

What professional development would you like to see offered to staff? (Select all that apply)	
Leadership skills	92
Gain a more in-depth perspective of how departments within ATU are run	93
Improve presentation skills	37
Gain a certification (i.e., Microsoft Office, Word, Excel, etc.)	115
How to become a Notary	48
Other	26

What benefits are important to you? (Select all that apply)	
F/S Tuition/Fees Waiver	136
Low or no cost insurance premiums	178
Lower insurance deductible	180
Other	24

Tell us what you think of this survey.		
Right amount of questions	163	83.59%
Too many questions	13	6.67%
Questions not relevant	4	2.05%
Other	15	7.69%

Response Data with Corresponding Comments

For campus news which communication method do you prefer? (Select all that apply)	
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Other	13

Comments/Suggestions:

- It is almost mean that we are having to start back full time on campus at such a slow time of year. Why can't we wait until mid August? Working remotely has worked. Our pay is terrible so at least give us this perk.
- I am highly discouraged with leadership (EC, Bowen, and the BoT). I am afraid of where Arkansas Tech is heading.
- I was sorry to hear the food pantry closed which was a great help to me. I was better off when first hired in 2012.
- Staff morale is going to be low because some staff members will be cut, the anxiety of not knowing is not benefitting anyone. It may of been better to not mention it until it was happening but now that you mentioned it, give people the respect and time to know their time is up at ATU in their roles. However, I do appreciate the new employee orientation and the friendliness of all parties at ATU
- I work for minimum wage, we are always short handed...summer work is awful our insurance deductible is 4000.00 on minimum wage....THATS A DISGRACE...DO WE AS CUSTODIANS FEEL APPRECIATED...COME WORK IN OUR PLACE THIS SUMMER AND THEN YOU ANSWER THAT QUESTION...As far as staff Senate goes I dont have a clue who it is and never am told anything..so what good does it do in our interest. When i first started here it was good place to work..i took pride..7 years later its awful ...sorry but I'm just being honest.
- With the elimination of benefits, and the low public opinion I usually do not recommend anyone to seek employment at Tech. The staff is only considered liabilities (dollars) to the Executives. We can all see ways to save the university and students money, but no one ask.
- Staff Senate is less than not effective, with people on it afraid or not personally inclined to question decisions made by Administration. People in departments where large changes are being proposed should be consulted as to their opinions, the history of the department in a similar situation and if the change has been tried in the past. Keep friends and personal life separate from the business of managing the university and what's best for students' education. No one should supervise a friend or relative, which is also being done at ATU. I love getting to work with students whether the leadership promotes the opportunities or not. I love my co-workers, but the commodore across campus is very dismal. If we are supposed to support each other, I don't understand why the is the atmosphere other than it starts from the top. I don't think the work environment is a place to play favorites or give special attention to one

department or another. I believe balance across the board is the only RIGHT choice for balance. As for benefits and salary, there are salaries on campus that do not meet the work. Several are overpaid and should be brought down to reality and others are barely living above minimum wage. The tuition waiver has been a benefit since the beginning of time and it is hard to comprehend how the University would have been losing out on money all of those years unless it was to make up for the low wages. If leadership is asking their employees to lose their jobs or take furloughs, then it is my belief that they should take pay cuts also to help with the issue so employees may not have to lose jobs or go on furlough. If you supposedly care so much about your employees, then other options can be made to balance this out until the storm has passed. Dragging out the notification process is unprofessional. People should have the opportunity to find other jobs if they are losing theirs. Letting a lot of people go at one time and fighting for jobs is selfish. Selfish to keep them working until you don't need them and selfish to put them all out there fighting for a few jobs all at once and tell them they have access to resources at the University without saying what those resources are is also unprofessional and not transparent. It is just trying to ease the conscience of those making the cuts. The insurance is completely ridiculous to the point of people being able to get policies from another source cheaper. Unfortunately, we can't since the University offers the coverage, so we are stuck with these high-priced plans that don't cover much of anything. Budgets continue to be cut, but these are budgets that are meant to serve the students. If the student is first, why are the prices at the bookstore and food so expensive? Why is the customer 'unservice' of the foodservice provider allowed to be so rude and quite hateful to our students, faculty, and staff? If students are first, why is the priority not on administration and departments working together and faculty and staff working together in collaboration for the success of the student during college for their post-graduate success? Why is the atmosphere so territorial and uncooperative to each other? Talk to departments before your departments and staff specifically and in detail to completely understand the jobs and contribution to the University.

- If a department is being changed or evaluated for future changes, leadership should talk to the STAFF of that department. Why are you making decisions about us when you obviously know nothing about us and have not even spoken to us to find out what we think, when we are the experts of what we do? It would be nice to feel as if we had a voice. I also do not understand why certain leadership is receiving raises when we have so many people losing their jobs for 'budgetary reasons' Finally, why is Career Services and Academic Advising being merged when the President has no evidence to support that decision? Has it been successful at other universities? Is that a model that would fit our university's needs? Why Student Affairs? It literally says 'Academic' in the name. They should stay under Academic Affairs.
- I have been a part of the Tech community for a very long time between being a student and staff member. I have NEVER seen morale so low or people so unhappy. I have seen a major erosion of happiness at Tech over the past 5 years. People do not feel valued or like they are being listened. We watch those at the top earn massive salaries while we watch our benefits get cut and don't get raises. I used to think Tech was a prime place to work in this community. I no longer feel this way and that makes me very sad. We need administration to listen to us and REALLY consider what we are saying. We are hurting and it feels like we have just been left out in the dark to fend for ourselves.
- The working from home doesn't pertain to us . we have been here from day one of covid 19
- Administration officials need to look around campus and see how hard the grounds crew & custodial staff work tirelessly through the pandemic and not appreciated while folks work from home. It would be really nice if these folks were to be appreciated on how hard they work each and every day making campus safe and clean. Restrooms cleaned where people are not afraid to catch something when they use facilities. These folks work so hard and no appreciation shown. It's not gonna break the bank for a board member or the president to stand outside at clock out time and say thank you for our service and support to the University. Donuts would be a nice gesture or lunch at Chambers cafeteria, it's the small things that matter. Next time look at the hallways and restrooms on how sanitary they are. It's done by folks who care and work hard. One thing is a person cannot move up in positions, nepotism is shown but cannot say due

to don't want repercussions for saying anything. But we work hard and come into work no matter how we feel if we can and do and give 100% and I can tell you 95% of us don't feel appreciated and if the small folks don't feel appreciated; that's the backbone of us as a whole. If you don't take care of your people in your business; the business will not thrive. Richard Branson is so right on that topic. I work hard each day keeping things cleaned and nice. There are some who care. But I'm saddened how this dept is not appreciated and it's been shown. Why can't we work 4/10's instead of 4/9hr days while most worked from home for over a year and can't tell me they worked 8 hours a day. Must be nice, but most of us just want to keep our jobs to support our family and not be let go. I'm hoping it's by the ones who was hired last that gets let go; or the ones who chose to not do their job (pictures and documentation of this and sent to management) but nothing is done about w just have someone else come in behind them to do their job for them. How can students get to work nights with no supervision? Not fair and it's documented in how poorly their job is done. but we just want to be appreciated is all it comes down to

- I love the department I work in. I am very satisfied with this department and our supervisor. I do agree that overall the moral on the ATU campus has declined and something needs to change. Departments need an adequate amount of staff in order to function and it appears as that is not happening now nor plans to make that happen in the future. I have worked here for several years and the turnover rate is terrible....someone else is leaving every week. We need to find a way to keep good staff at ATU. That benefits the students.
- this survey is a valued part of our program, thank you.
- insurance premium and deductibles are going up. no raises. no overtime or pto. green a
- nd gold pantry shutting down. the list goes on and on. you get the idea. and yet we can afford to spend over \$40,000,000 on a buuilding. we are understaffed and several that are left have work restrictions that puts the load on just a few. people who could find jobs have already jumped ship. just look at hr and payroll complete changing of the guard. we have no plumbers siply because the salary is so low and the benefits are so poor that no one will take the job. it is sad wfhcn minimum wage goes up and alot of your employees get a raise. and the rest are now making barely above mi9nimum wage
- I have enjoyed my time
- Nothing ever pertains to custodial staff we don't work form home. Insurance is way to high. And as for promotions there is none. I've been here for 13 years.
- From watching the last board meeting and recent faculty senate and staff senate meetings, it is clear that university leaders do not understand the intricacies of the decisions they have made. If university leaders do not understand the decisions enough to clearly communicate, explain and justify them to faculty and staff in detail, then that indicates all possible options and decisions were not thoroughly researched or considered. This is irresponsible decision making that jeopardizes the university's faculty, staff, and students-- far more than the few decision makers.
- The ability to work from home was an unfair opportunity for certain people that were forced to come in and couldn't do their job while others sat at home and did nothing. If you can't change that then at least change the hold music that I've been listening to the past 8 months while everyone was at home, not working, during the pandemic.
- The leadership at ATU is lacking. The President talks a good game but actions speak louder than words. Her performance at the faculty meeting was very telling. She was not prepared or capable to answer pointed questions. The emperor has no clothes.
- ATU finds itself floundering under an Administration that seems to be struggling with delivering substance over flash. The quality of education suffers as frustrations for staff and faculty mount and morale hits rock bottom. Fees continue to rise for students in the name of increased offerings that are meant to draw more students. While the data that was shared at the Board meeting justifying the additional fees for the Rec Center listed facilities as a top reason students choose a University it was followed by less than one percentage point by cost as the second highest consideration. President Bowen says that she 'loves' data, then why was that data disregarded?. Tech thrived as a reasonably priced institution that

offered solid employment to local people for its staffing and needs to get back to that mindset to recover from the financial crisis we find ourselves in. In short, less fluff and party planning and more regard for the work that is required by those working in the trenches.

- Thank you
- These questions are hard to answer because I feel appreciated, valued, and communicated with from my department and even in my division, but not from executive level leadership. I appreciate you, staff senate, for representing us so boldly these last few weeks. The staff senate has been created to look good as an accomplishment on a resume, but never been given the chance to contribute to our campus community. I am proud of you all for holding the meeting with Dr. Bowen and asking our questions and concerns. That was worth more to me than any pie or cookie.
- I've been working at ATU for several years. At first I loved my job and was proud to work at Arkansas Tech. However, Dr. Bowen and EC have turned Arkansas Tech into a money hungry institution that does not value staff, faculty, or students. I have no confidence in the leadership at ATU and am looking for a new job as soon as I am able.
- The university is in a very bad situation and I am tired of hearing Covid to blame. ATU was an excellent choice for students and now we are just pricing ourselves right out of the market with a mediocre education, but oh so much 'fun' while attending. Really. Staff are not really heard. We sit on committee after committee with no real voice. Where are our reserves? Departments that do a good job are just asked to do more and more while others are given accolades for outsourced work.
- I have been working at ATU for over 19 years now. I've always wanted to work at ATU mainly because of the benefits offered to its employees. Such as, affordable health insurance, the opportunity to take classes and finish your degree if needed, and, to have the chance to advance in your job. Now none of those are options for the employees. To see what we came from to what we are now is almost an embarrassment. To say ATU has no money available due to COVID-19 or other circumstances is not a feasible excuse or reason at all. The reason is because of the lack of leadership ATU has had over the past couple of years. Especially, when it comes to finances and spending money on what is really needed at ATU. Being an employee now is a necessity for me, especially since I don't know if I will even have a job within the next month. The whole process has been an awful, frustrating and horrible experience to say the least. And with 19 years of service, I really hate to leave and find other employment. At this point in my life, I should be looking forward to and preparing for retirement. The unknown future of ATU, is very depressing and it has caused a severe disturbance in my daily life more that COVID-19 ever could. Yes, I'm thankful for my job and am truly grateful and blessed that I get to work with a wonderful group of co-workers who actually make a difference in the students' lives. Which, is our main goal at ATU, 'Ever Student Counts' right? Well what about the people who make that happen, which are the employees. The worst part is knowing that some of us are going to lose our job due to no fault of our own, but to the fault of the upper management and their careless decisions. To say I've been very displeased with how things have been be handled at ATU the past few years would be a major understatement.
- I believe that the benefits, pride, and enthusiasm of working at ATU has sharply declined over the past few years. At this time, so many people are concerned about the loss of employment, benefits, staffing, working more hours for the same pay, providing quality services, and worrying everyday what will happen next. There used to be a sense of community and pride to work at ATU. It is hard to feel that these days. We are losing good people who have left for many reasons, some being the morale, the fear of being on the chopping block, getting a job before they get fired, not feeling appreciated or compensated for their work, loss of the waivers, the unfair hiring/promoting protocol, bias, and so on. The turnover has impacted a lot of offices who have more new people than experienced employees. The decisions from the top do not seem to match up with what is needed. For instance, the One-Stop-Shop, in my opinion, is a complete waste of funds. Student facing offices are housed together in Brown for a reason. They already help student with various issues. They go above and beyond, but apparently, the administration feels that having student workers, grad students, and new people manning a desk is more helpful and provides a

better experience for the students. Most of our offices have transitioned well to working from home. We have worked out the kinks and have become very efficient in this environment. The students are very accustomed to this as well. It is a small benefit that could easily be given to help with the declining morale.

- There is no transparency and the President does not have the university's best interest at heart. Nothing but poor decisions and bad management have occurred since she came and then she is going to try and blame the past president for things. They continually ask about staff morale when they do not care at all because everything that was a benefit to working at ATU is being taken away and it is not because of the pandemic. The fact that the board voted on a change to the Faculty/Staff waiver without the faculty and staff getting to see the suggested changes is absurd. You ask a question and she circles around and never gives a true answer. I was so hopeful when she was hired but I can see now that she is trying so hard to make the university into something we aren't and she is in the wrong demographic. She is the reason so many students are no longer looking at ATU and going elsewhere and why so many staff members are leaving. Mr. Branson wants to complain about being underpaid yet most staff are being paid ridiculously low amounts and now lets take away being able to take courses for free. It is obvious staff is not cared about and we are all replaceable but a university cannot function without staff.
- The EC is not acknowledging that our budget issues began well before covid, with budgetary cuts every year for the last 5-6 years. Now, it feels like staff members are the ones being punished for the mismanagement of university money by the EC. Staff are extremely under paid, but the benefits made up for that. Now, our once great benefits are dissolving along with the university as a whole. Our leaders should be the ones sacrificing, since they are the reason we are in this position.
- I want to be clear- when I put VERY DISSATISFIED with the leadership of Arkansas Tech University - I mean Dr. Bowen. I've met and have full confidence in Dr. Barbara Johnson, Ms. Ashley Golleher, Dr. Blake Bedsole, Ms. Abby Davis, Mr. Thomas Pennington, and I've heard good things about Mr. Jason Geiken and Mr. Bruce Sikes. I would like to see a vote of NO-CONFIDENCE for Dr. Bowen, Dr. Gunter, and Dr. Nichols. The following are unacceptable from a University President and Dr. Bowen is responsible for them all here at ATU:
 - Mismanagement of University funds - what happened to our reserve funds
 - Rejecting better insurance options
 - Circumventing Open Meeting Law (sunshine law) by meeting with the Board of Directors one-on-one
 - Ignoring the advice, votes, opinions of the Executive Council to go rogue and promote personal agenda
 - Making a joke of shared governance and distributive leadership by lying and telling half-truths and using the EC as a scapegoat when Dr. Bowen made the decision
 - why are positions still being posted when employees will still be laid off? What happened to the job fair? Why promote an individual to Associate Dean with a \$70,000 salary when we are supposed to be holding off- nothing against this individual - she likely deserves it)
 - Unnecessarily firing faculty and staff when legitimate, viable alternatives are available
 - Derogatory comments about the VPAA and the VPPEM
 - Using CARES funds to cover mismanagement of university funds
 - Spending exuberant amounts on consultants to ignore their advice
 - Demoralizing the human core of ATU
 - Cutting student access by cutting scholarships and raising tuition
 - Demoting a successful VP who makes data-driven decisions, known to speak in opposition of the President and does it to say she has made cuts to her EC (despite a division of EM existing because two different ACRAO consultants advised one be created)
 - Inflating the division of student affairs to build the resume of her proclaimed 'bestie'
 - Positioning herself to be in the top 1-2 highest-paid University Presidents in Arkansas (\$379,047.96 salary, housing allowance, and car allowance)
 - Refusing to give notice to staff being laid off because they will become the 'walking dead'

-High turnover in VP, Dean, & Department head positions either due to poor hiring decisions, they see the disaster they walked into, or Dr. Bowen running them off because they speak up for what is right (Dr. Bridgemon)

-Comparing the position and \$50,000 salary of Julie Morgan that was converted to Dr. Mary Gunter's position and salary of \$172,000

-Calling loyal, hardworking faculty and staff the WALKING DEAD!!!!!!

- Departmental Admins are not treated equally across the board. Some in smaller departments were awarded upgrades from ADM 1 to 2's and 2s-3s while others working in the larger departments were not upgraded at all. Still remaining after years at a 1. But yet receiving appreciation awards and Wow awards but no promotion. I do not believe that anyone in the upper management has any idea what Departmental admins do on a daily basis. We do it all, we complete the work and pass it on up to which ever department needs to be processed. We are well versed in every field on this campus plus interaction with students daily to help them maintain a good course of education. No one takes notice, no promotions, bonuses taken away from us and referred to as disposable or easily replaced. A cookie in line does not fix the morale issue of the underpaid and underappreciated departmental Staff in the Departments. They go above and beyond everyday to please students, faculty, Department heads and Deans. We are personable, kind and understanding. Our doors are always open, phones always answered, budgets balanced, forms submitted, timesheets of student workers collected, approved and submitted and a spreadsheet to balance on those accounts as well. We show up everyday and enter every piece of information that climbs the ladder to make the circle complete at ATU, yet we are never promoted after years of dedicated service and honors and awards. We love our jobs because we love our students and could be proud to be part of the 'ATU team if we were allowed to be a part. it is never taken into consideration that every admin on this campus is married and is just a helper with finances at home but are the finances at home. They respect their job and Tech and want to continue to be a part but are truly living at poverty level due to no promotions and poverty level pay. Check it, yes it is below poverty level. We take on 2nd and 3rd jobs just to make ends meet and then asked to fill out a form at the end of the year so you can see if we are doing our jobs properly at Tech. I could say so much more. I will say we love our departments and we are dedicated, not respected or noticed.
- I love my boss and my current job at ATU. If I didn't work in the department I do, I do not think I would stay at ATU. The morale, as a campus, is not good. Too many VP jobs with high salaries (or other random leadership roles created) while departments cannot fill multiple vacancies because ATU somehow doesn't have money to fill jobs that were previously around.
- I feel very strongly that some positions and types of work can be done remotely satisfying employee desire and benefiting the university as well. For example, we already have faculty who teach online classes remotely saving the university money in office space (and possibly other ways.) Programmer/developer positions would fall in this category. I'm sure there are other areas where remote work could benefit both the employee and the university.
- TECH has a rich history, and though albeit a little slow to adapt at times, remains a continuous innovator within the state, outpacing larger neighbors at times. 'OLD TECH' is something to be proud of, not stamped out, understanding that our experiences can drive our accomplishments, without losing who we 'are'. The question is 'Who Are We'? Our mission statement says we are ...dedicated to student success, access, and excellence... while ...embracing and expanding upon its technological traditions, Tech inspires and empowers to achieve their goals... striving for the betterment of Arkansas, the Nation and the World. Wouldn't it be nice, if this statement applied to the operations of TECH as well. dedicated to the success of its people, embracing its traditions, empowering and supporting their goals and ensuring the likelihood that they will improve the lives of their students and themselves, along with their success in Arkansas, The Nation and The World.
- Stop funding 'Special Projects' or 'Pet Projects' of the President like the 'ATU STEM/STEAM Center' and focus on keeping CURRENT employees and students.

- Working from home has saved me 2 hours per day commuting. It has also saved me over \$3000 a year in gas and car maintenance. I am willing to work one day a week on campus.
- I don't want or need the president's or administration's two cents on current events. I would rather just receive communication on work related topics only.
- Communication has always been a difficult discussion on this campus. There was a time that everything was sent via email, but we were then innodated with emails that we can't keep up with. When we started using OneTech, it was decided that we would consume announcements on that platform, however, many of our faculty and staff do not regularly log into OneTech and when they do, it's for a specific purpose and they breeze by the announcements. I believe the OneTech announcements are generally an ineffective method of communication. 'The Scoop' emails that come out regularly are good for informing us about events going on, but it seems the scope of those is generally limited to things that make the public news and don't necessarily pertain to the day-to-day workings of the University. Communication is a difficult problem to tackle and I think there should be a group that examines all the different ways we can communicate with each other most effectively. But there must be some individual responsibility placed on each Faculty and Staff member to stay informed. The adage 'You can lead a horse to water, but you can't make it drink' holds true when it comes to campus communication.
- What leadership is saying and what they are doing are not the same. I hear they will listen to staff and faculty, but I see decisions being made that negatively impact offices and departments. I hear research is being done about certain decisions, but I never see any evidence or specific examples pointing to that research. I hear I am valued and appreciated, but I see my every action questioned.
- I am satisfied with my work life balance currently, but the push to return everyone to campus when non student facing departments have demonstrated how effective they can be remotely is a poor decision and will push competent employees away now that they know it isn't a matter of if we can do it effectively but that they will not allow it.
- I understand that we are in uncharted waters due to the pandemic, but my confidence in the administration is at an all-time low. Good and experienced people are leaving the university and taking years of Institutional knowledge with them. It does not appear that institutional knowledge is valued by the administration. I've heard about the Faculty Senate is discussing having a vote of no confidence for Dr. Bowen. I would support a similar vote for the Staff Senate if that were an option. Something has to be done, and soon.
- There is a lot of fear around who will still be here next year. Members of my department make efforts to keep each other calm but I'm not sure how others are handling it because it's such a sensitive subject we don't bring it up to others.
- Pick one. I am not on OneTech enough, except to go to the things I need. Too many ways and none of them have the same information.
- While I enjoy the position/job that I have, the lower pay no longer outweighs the benefits. People took the jobs @ Tech knowing the pay was less, but knew the benefits outweighed that. This is no longer the case. I've not received a raise in years, years! Yet my job duties continue to multiple. When I ask for a raise, I'm told there's no money for me, yet I watch as others in my department receive raises with no other additional duties added to them. I watch as others receive time off & I'm told I can't. I watch as some get to have flexible hours, and I can not. I watched all of this for years, yet I receive high scores on my evaluation. Which obviously means nothing. So no matter how hard I work or what I take on, there is no reflection of that in pay.
- I have a weird role at Tech because I get faculty senate information and staff senate information and I teach but do admin responsibilities.. This survey comes at a time when I feel like certain people on campus are just unsatisfied and acting as bullies to get other faculty/staff involved. It is embarrassing. In my opinion, most faculty here have it good. They have an ok salary for where we live, they work 9 months, they get promoted and tenured, and can apply for a sabbatical. I feel if you are unhappy with your job, well there are other places hiring. I feel some of the faculty raising concerns have not even been on

campus during the pandemic. I know some of them took the opportunity to teach 100% online. I came back to teach in the fall and spring. Since our department teaches hands on, we were immersed around students and campus, following COVID protocols. Now to comment on some of the survey questions- transparency from leadership. That is not the best, but even though this is a higher educational facility, it has to be run like a business. We are fortunate that we have not been shut down due to COVID or that everyone lost their job. Sometimes leaders make decisions because the issue is posed and they have to act fast. I feel we are moving to a better process of communication and hopefully, the people who are so upset will see that they are included in the conversation. As far as Staff morale, in my department it is good. We are small and work together well. I am not sure about on campus because do not talk to a lot of people since my office is off campus. Again, if people are upset and this is not the job for them, well there are companies hiring. Promotion- well in my job I do not go through the process of P&T. If I want to be promoted, I can look on the HR site and apply for a different job and that is fine. There are people who have been promoted and may not exactly meet the minimum qualifications, but this has happened a long time at tech, event before Dr. Bowen. As far as healthcare- I feel need to comment, it is a high deductible but I am happy I have insurance. It would be ideal if we could figure out a plan that works for people who are healthy and don't necessarily go to the doctor for routine sick visits. I fall in the category, and the copay is great but I will never meet the deductible in the year. So if this cannot ever be lowered, maybe have a roll over option, the credit is applied and we I can eventually meet that deductible, maybe after a couple of years. In closing, I have been at Tech for over 16 years. I first started in 2002 and then left in 2012 to earn my Masters. When I came back to my current department, I feel like it is the best fit. I have the best job, I teach students and manage events. I also have a different viewpoint of Dr. Bowen, since she is a guest of the events my department hosts and she supports our meals. I feel confident she can lead this University. She is one person and not solely the reason the University is struggling. It takes a village and there are people who advise her and there are others who do what they want regardless of policy. Across the country Universities are struggling due to decreased enrollment and Covid. With that said, I am disappointed in a select few that may have got their feelings hurt and now taking it out on our president and other leadership in the University. If you ask me to vote a no confidence, I support Dr. Bowen. Again, appalled at people across campus for continuing to bring this up.

- Health benefits are not affordable. I am barely making it and I make more than most. They need to decrease family monthly costs and more affordable plans that are not HIGH DEDUCTIBLE options. I do not feel valued. I literally offer input and my subordinates are still able to ask my supervisor for the same thing and my decision is voided. I am stuck because there are not a lot of higher ed jobs in Arkansas or I would leave. I do not believe anyone values the work I do because no one trust me with important projects or respect my decision and ideas without changing everything. Also, there are ppl getting promoted who do not have the experience or credentials and they are making a lot of money in new positions. There are people who are not getting paid what their male counter parts are getting paid. The pay raise increases are not accounting for inflation. Also, working from home should be an option without questions. It is clear we can do it and if you can do it for a year you can do it period. Working from home is the only place I feel safe.
- We need help who do we go to this University is on a down hill slide who is going to come to our defense before we are wash away?
- COVID has obviously changed the work environment and the administration should explore cost-saving options by allowing Staff to continue working from home. The upper administration seems to be open to dissolving low wage positions essential to university operations instead of pay cuts or leave options for upper level wage earners.
- We should invest more in our current employees, and give them first chance to promote.
- It has been sad to watch the demise of the university over the last few years. We went from a university on solid financial ground, to barely making ends meet. Our health insurance is extraordinarily expensive per the actual benefits we receive. It's never been fantastic, but when I didn't have to pay for it, it wasn't

that big of a deal. Now that we have to pay high premiums for terrible insurance, the benefits of working at the university are getting worse. The most recent decision to require employees to pay tuition takes away another benefit. It seems as though there are a couple of people making most of the decisions, yet it's called transparency and shared governance because there are committees meeting across campus and more consultants than I knew existed being paid to come on campus, but time and time again, we are paying for input no one actually follows. Recommendations of the committees are ignored, the fees we have paid in software and consultants is enough to pay the salaries of the positions across campus being cut, yet we are told to do more with less. We are supposed to be thankful for putting in extra hours we don't get paid for, taking on extra work because we aren't able to hire vacant positions, but at least we still have a job. Per the area, most positions are paid fairly well, but the lack of bonuses, cost of living raises, or possibility of promotion is demoralizing. Instead of giving away pies and cookies, how about we take that money and save it up for something meaningful. There's not enough to give everyone a raise, but if it could save one or two of our barely minimum wage positions across campus, they can have my pie.

- Tech used to be a place where people wanted to work. Benefits were always great and morale was good. Now, Tech is a joke to the community. People are not appreciated. Staff is overworked for very little pay. No one cares about the stupid cookies or pies that are given out as a 'treat' to the staff and faculty. It is a waste of time. People want to see half days of work, more pay, better benefits, the ability to work without getting screamed at when they know how to do their jobs and have been doing them well for many years.
- I am proud of my division and communication. Division of Student Affairs does a great job with communication.
- I would like there to be a vote of confidence in our current leadership as I feel they are not doing an adequate job.
- Communication has yet to improve across campus for the past 3 years. It is difficult to get others to recognize the work you do, or even to take the time to listen to the innovations you have made within your department. If what you do is not of the background or interest of the leadership, then they refuse to listen, no matter the larger impact you are making on the University as a whole.

What rewards/motivation are meaningful to you? (Select all that apply)	
Work from home during Spring and Fall Break	112
Work from home (if allowed by supervisor)	108
Having random Fridays off (like when everyone was working from home during pandemic)	138
Closing campus at noon before holidays	167
Staff picnic	28
Staff Awards	44
Summer hours year round (Monday – Thursday, 9 hrs ea day, Fridays 8 a.m. – 12 p.m.)	92
Other	36

Other:

- We should begin at 7:00am and have every Friday off. Students leave campus on weekends.
- Acknowledgement of a job well done
- PTO

- See really none of this pertains to custodial staff
- Increase in pay
- Actually being valued as an employee and compensated appropriately.
- Pay raise
- Yearly salary raises
- Being able to take courses for free. Pay raises that aren't a slap in the face.
- Bonuses for working on campus every day while most of the rest of the staff have "random Fridays off."
- Spring and Fall break off especially since you're laying people off and expecting us to take on a larger workload when we are already overworked. or just not fire people
- Feeling that my contribution is valued, I'm part of the solution not just another cog in the machine.
- Let Units define their motivators
- Departmental Socials - Good for Bonding and Morale
- Merit based promotions
- 4 day work week option
- Early registration for staff & dependents
- Stop reducing or getting rid of benefits
- My motivation comes from working for an institution that supports my values and values my contribution. ATU needs to get back to the business of educating the students and remembering its core mission and values.
- PAY! #1
- Custodial Services can not work from home or have summer hours when school starts. I would like to offer them one hours lunch break, maybe once a month.
- I have brought it up to my Dept Head and Dean, would love to negotiate a 9 month contract. I am a 12 month and during the summer do not teach because of our ft faculty. I would take a decrease in pay and ask for June, July, August off.
- better insurance where you do not feel guilty having to go to the doctor.
- Pay increases that can truly impact your ability to pay bills and enjoy the fruits of your labor / 100% FREE TUITION WAIVERS
- These do not apply to my department
- Casual dress (jeans w/ nicer shirt. They cannot expect people to buy suitable clothes for a job if they are not willing to pay them better.
- Raises/Bonuses
- Faculty/staff/students happy with the work I've done and the help that I've provided them
- free tuition to finish degree

Comments/Suggestions:

- Rewards and Motivations should be selected by the staff, not just by leadership. They don't seem to understand what staff truly appreciates. Picnics and awards are not that great, giving us flexibility in knowing we can get our work accomplished no matter where we are working is respect.
- It would be nice to have the flexibility to work from home in the summer. This allows parents who have children who cannot drive, to get their kid to summer practices, etc and not have to worry about having someone come pick them up all the time.
- Instead of working from home during Spring Break and Fall Break, close the University and allow Staff to enjoy time off as well. The students and faculty get it, so we should too.

- It is nice to have a little time during the week to run errands with out having to use vacation time to do so. I appreciate the flexibility. It is disheartening to know that you have to use vacation to run simple errands because the places are closed on Weekends and you have to complete the task through out the week.
- Pay raises
- If we are going to take random Fridays or random half days throughout the year, we need plenty of advanced notice. As an office who serves students, if I have a solid day planned with students, I cannot cancel because we get a phone call about keeping it on the DL that we are closing. Not all offices have the flexibility to just lock our doors and turn off the phones, so while it might be nice for some offices, all offices need some advanced notice.
- Pay your staff based on the quality & quantity of their job duties. I'm so tired of being told, 'your a valuable employee', 'I don't want to lose you', 'I never have to watch over anything you do'. Then pay me!
- Staff have become accustomed to working from home and have obviously found effective ways to do so since university operations have continued uninterrupted throughout the pandemic. Allowing staff to continue working from home would alleviate some concerns including finding child care and increase staff morale since the vast majority of those I know personally and have spoken to support this initiative.
- I have none no one listens
- See the other on the question above.
- Having the option to work from home during the summer term.
- Virtual Fridays are nice, but aren't a necessary reward for me personally. I do think there are some staff who would benefit from it. I would support it, especially if we could show value in expenses (A/C, electricity, etc.), but if not we should be here.
- Knowing the every position cannot benefit from the same reward and motivation and that's okay as long as every type employee is offered something.
- Relaxed dress code days are also a reward that would cost nothing and boost morale.
- These rewards/motivations are great, but don't feel like enough to compensate for the stress and anxiety that is bringing down morale across campus.
- Flexible work schedules make for happier employees. Allowing supervisors to manage their employees' time and giving them the latitude to decide when, how, and where the employee works will provide the best experience for the employees and can provide another added benefit for employees. Each department has different needs for different types of employees and establishing a university-wide policy may not be the most effective. Additionally, I believe my department has proven that we can be as productive, or even more productive, from home.
- The Pandemic has been hard on everyone. It has effected social bonding within departments and across departments. It has effected Morale, and Mental and Physical Health of employees from all areas of ATU. As we come back to campus, we need to be mindful of the challenges that may be imposed on employees to work from the office full time and not have any work from at home time. Day Cares have closed due to the decrease in need caused by the Pandemic. This will make it more difficult for employees to find day care again within an already strained Day Care area. Some k-12 schools in the area are going to a 4-day school week, which will also create Child Care Challenges for employees. Perhaps we could explore staggering work hours for some employees in a manner that will cover offices 5 days a week and allow employees to work 4 days a week if needed. Some K-12 schools will be closed on Mondays. I thought the previous discussions on 4-day work weeks at ATU were for Fridays off. These adjustments to hours should be explored now and possible changes identified to make plans now to accommodate the changes in daily\hourly availability the workforce in our surrounding areas. If

we are going to think ahead to prepare for the students in our future, we should do the same for the dedicated employees who have made ATU sustainable all these years.

- The greatest reward or motivation would be a climate where staff feel like their input matters and they are given the resources to do their jobs without undue stress.
- Bring Bonuses Back. Give us a reason to feel appreciated and motivated. Some cannot work from home due to a conflict within the home. It is not much of a morale reward when you say oh you can have spring break and fall break working from home when it is a stressful situation at home due to a sick family member, small children, etc. Having a random Friday off and a yearly bonus based on evaluations are truly an act of appreciation. That should be an easy one to figure. We shouldn't have to be asked to make decisions when everyone has conflicts and differences.
- Individuals are just that. They need individual motivation and accolades that mean something to them. Allow the units to determine this and within boundaries, act on those motivators.
- Consider employee needs on a personal, department, or type of work basis in order to provide the best benefit to both employees and the university rather than refusing a benefit (like remote work) for all under a false guise of 'fairness'. There are many employee benefits/privileges that are not currently (and never could be) applied universally. Don't hide behind that excuse and cause unnecessary and very costly employee turnover.
- I would rate my department as better than most of ATU. I'd say most of the problems are from the top. Some of the problems, like pay and promotion, may be out of the administration's hands, although hiring enough staff is not. Almost everyone I have met and worked with really wants to do a good job and contribute to student and ATU success. ATU has and had many promising attributes compared to other institutions in the state. I feel ATU is slipping and is becoming a lower-tier institution in the area.
- Let each department work the way that does best for them. Our office has done great work during the pandemic and working remotely and now rotating who is in office and working remotely. Let us continue this it saves electricity and it helps save employees money since health care cost, course costs and everything else is going up.
- I had no idea people were skipping Fridays.
- I would value working from home as much as possible. I am definitely more productive without the interruptions that occur when in office. Removing a commute time is extremely valuable to me due to not living in Russellville. The flexibility in hours is also a benefit. I usually work a lot of hours during certain times of the year and I would rather be at home than in the office until late each night or extremely early in the mornings. Working from home has become a very common situation. It would be a benefit of working at ATU and a move toward the new normal in working environments.
- I've been here a while and never seen morale this low. President Bowen may think we would be 'the walking dead' (what an awful comment for her to make) if we knew we were losing our jobs, but at least that would be a smaller number of employees -- almost everyone here now is in daily fear that they are going to be laid off come June. The university budget is a joke...just look at the cuts to student-serving budgets across all divisions that will take effect if this restructuring plan is put in place. Our health care costs are terrible and keep rising. I really hope something changes before this place goes too far downhill to turn back.
- Tokens of appreciation like hot dogs and pies fall on deaf ears when staff are overwhelmed with all the day to day frustrations that stem from either short sighted decisions or the lack of decision making ability from University Administration.
- Letting our staff senate have more of a place at the table in shared governance would be motivation. Other staff senate's in the state have budgets to be able to create opportunities for their staff, the least our university could do is let us have a voice (or send out an official survey).
- Monetary staff awards, recognition of contributions which leads to promotions instead of just a little pat on the back...

- Quit spending funds on food that is not taken. Ex. Pies
- We need better position opportunities. I make minimum wage and have no hope of that increasing even though my positions tasks and responsibilities have almost doubled this year. And after all that, I still don't know if I'm being fired or not which leads me to have little confidence or pride in working at ATU.
- In this new working environment the university has proven that a flexible working schedule is possible as long as students have adequate access to staff for services needed.
- Is is a hole lot like staff senate it does not pertain to us. We feel its one sided make sick hours go it 5 a pay period instead of 4
- more pto would be nice. a way to earn it not just be given it
- Just being appreciated by administrators would be nice to see.
- When to put in 2 days of holiday at Christmas tech should give us holiday pay so we don't have to use our time for those 2 days a parking spot for Custodial department 3 days off for funeral without using our time.
- We could have flex schedule on Fridays, with the office being open, but rotating one person each week to answer questions/calls in the department, with approval from the supervisor. If you are unable to give raises, this would be a great substitute.
- 2 days off during spring break week or paid holiday break instead of having o use vacation. The tuition waiver is a huge benefit as well
- Just care about the employees - ALL of them
- I love these ideas for motivation/awards. We boast being a 'family' but it feels like we are a dysfunctional one! Being able to get to know each other in a laid-back setting and having our contributions recognized would be nice. But you'd have to actually do the work to see what everyone has been doing instead of recognizing top people all of the time.
- Staff picnics or snacks seem to be a waste of an already stretched budget and almost like a slap in the face that we are only worth a hot dog or a cookie.
- It seems that virtual Fridays could save some money
- I feel like money should be saved in what would be spent on awards, picnics, etc. and put towards bonuses or raises. Or, into another area that may be able to use the funds.

If you are essential personnel, what rewards/motivation is meaningful to you in situations where campus is closed, but essential personnel must still be on campus to work? (Select all that apply)	
Perks (meals, daycare expenses, travel reimbursement (mileage, lodging, etc.))	59
Cash incentive – flat dollar amount	46
Cash incentive – percentage based on salary	49
Cash incentive – base on hours/shifts worked	71
Other	28

(Note: This question did not have a N/A or 'skip' option, so answers may be skewed)

Other:

- I am not an essential worker, but could not skip this question.
- To be able to stay home and same...these are adults here on campus and can clean up after them selves...was that way for years and years....
- Not "essential"
- n/a
- not considered essential
- PTO

- Comp time double time. But truly I don't want to be essential for the first 10 years we wear not !
- Get payed for overtime when we actually work overtime, instead of straight time
- Comp time off equal to time given to those that did not come to work.
- Not essential personnel
- not an essential staff member
- A compensatory day is sufficient
- I'm not officially considered essential, although had to be on campus often.
- Same as above - individuals
- Adjusted hours of operation to allow for Safety Concerns\ Comp time to be used within the same Fiscal Year
- none of the above
- Market value compensation and to be valued as a contributing member of the university.
- Understanding in tardiness since it may take extra time to get to campus

Comments/Suggestions:

- I am not essential personnel
- this question is dumb
- I am not classified as essential personnel, but I would assume a cash incentive based on hours worked would be the most effective reward system.
- Not essential
- Aren't we all essential?
- I signed on knowing my position requires weekend and evening work. I am also feel my compensation reflects that. However, there are many staff who are not in the same position. I believe there should be some compensation for those who have to be here when others do not. Personally though, I do not require them.
- Any and all incentives, need to be driven by the specifics on the need for reward. Sometimes money, sometime time, sometimes recognition
- I don't have specific suggestions for this, but think some benefit or reward should be extended in those type situations.
- I'm essential staff who has worked at Tech throughout the pandemic while receiving complaints about not doing my part for the campus.
- Our salaries are way behind peers, and our employees have to do the jobs of 2-3 normal employees at other places. So we are literally overworked and underpaid.
- It is expected that us essential employees come to work on weather days. In other industries it is common that comp time is given and not financial compensation.
- During the big winter storm a lot of the essential employees were considered to be working over time but were refused the pay of overtime. I think that's unjust when the explanation is 'budget cuts.' The main office gets payed plenty and they can't afford to scrounge a few extra dollars for the guys that come in and work in these extreme conditions.
- We were not provided water to drink last summer due to the water fountain closures and empty drink machines.
- Enjoyed work.
- PTO would be great
- Essential personnel are not appreciated
- Comp time double time
- Not an essential employee
- Custodial doesn't really have many perks

What professional development would you like to see offered to staff? (Select all that apply)	
Leadership skills	92
Gain a more in-depth perspective of how departments within ATU are run	93
Improve presentation skills	37
Gain a certification (i.e., Microsoft Office, Word, Excel, etc.)	115
How to become a Notary	48
Other	26

Other:

- n/a
- being able to take classes without being penalized
- Students in our dept need shown how to clean because they don't do a good job in my book
- Educational Opportunities
- Free college classes
- Job specific on a professional level
- Faculty/staff waiver modifications de-incentivise professional development.
- promotional development activities
- We have enough responsibilities, don't shove more down to us.
- Training for skills within our job scope or to advance within our job areas
- Having the budget to go to conventions and learn from other colleges.
- more in depth training
- None
- The ASBTDC offers a notary course. I would like to see more pd about our changing student and how we can teach to this person.
- Return to 100% staff tuition waiver
- Professional Development
- Free classes again
- learning how to balance work/life

Comments/Suggestions:

- I feel like there should be some cross-training going on (within areas, and departments). This way, because we are all overworked and underpaid (and additional staff are not being hired to help), we can step in when needed if someone is out sick, on vacation, etc.
- ATU actually has a lot of good information for staff but the amount of webpages is exhausting and the ATU search results are not up to standard. To combat that more live training with sign ups would be good.
- DONT CARE
- I feel the greatest type of professional development is to allow staff to take courses to advance their education. I agree there should be limits, but there should also be an allowance for extenuating circumstances.
- Conferences directly related to our position
- Also, if having to travel for professional development, actually reimburse us for the money spent on food instead of a percentage. We do not get paid enough to only get a small portion back.
- how about money or food. that certificate and \$5.00 will get you a cup of coffee at Baz-Tech

- I would like the university to re-instate the tuition credit that was sold to all of us upon entering employment at ATU. The was sold to us as a benefit. Not a scholarship. One more instance of the President talking out of both sides of her mouth. If we cannot afford it anymore say so. Quit trying to sugar coat and outright lie to staff and faculty. We are all grown adults and we either choose to work here or we move on. Most staff are skilled and choose to work at a lower than community average rate for whatever reason. Quit treating us as minimum wage hourly employees. It is very insulting.
- Get rid of Leadership Tech. It is a huge expense.
- Staff Senate should include all non-faculty staff members. Or, a professional staff assembly should be created to include those currently excluded by the staff senate.
- Computer development (even without certification) could be helpful in daily tasks
- A college should have a staff of highly educated people in all departments. It is hard to encourage potential students to attend when the person they are talking to doesn't have a degree themselves, hasn't attend classes, or can't afford to take any more classes.
- Again, no specific suggestion, but feel professional development is important both for the employee and the university.
- 1st we have to have a designated promotional path, then professional development that leads to that promotion
- Cross training with other departments. It would be nice to understand how to understand the Financial Aid screens in Banner.
- I've always been supported by my department when I wanted to seek additional training related to my position, but this was entirely based on my desire to learn. Training beyond what is required by law would be beneficial for every position on campus.
- See other
- Leaders managed more than they are. They get the position and that's is it.
- The staff tuition waiver was touted as an incentive toward professional development and advancement opportunity when I first signed onto my position at Tech. Without a pay increase to offset the tuition waiver reduction, I can no longer afford to finish the degree I started.
- I paid for training this year myself because my supervisor would not.
- These all seem like weak attempts to pacify employees who are not valued. How about giving offices adequate budgets to provide travel to national conferences?
- It is helpful to know how your job affects/is affected by, other departments on campus.
- Seriously, the change to make staff pay 25% tuition and all fees is pretty crummy. The program worked fine before. Leave it the way it was.
- Being able to attend conferences. Senior Staff/Administration already have all of these skills & resume builders. Share some of those opportunities with lower/entry-level staff so that they can have a better opportunity to move up.
- I have great opportunities.
- I am offered plenty of professional development opportunities within the division that I report to and time to do those opportunities is supported by my direct supervisors.

What benefits are important to you? (Select all that apply)		
F/S Tuition/Fees Waiver	136	26.25%
Low or no cost insurance premiums	178	34.36%
Lower insurance deductible	180	34.75%
Other	24	4.63%

Other:

- We have the highest deductible...that awful...i get sick i CANT AFFORD TO GO TO DR...
- Higher wages
- Free Tech Fit membership
- Higher pay would be nice
- PTO
- 3 paid day off for a funeral with out it costing us our time
- Insurance plans that are accepted by health care providers
- Retirement
- Fair pay for the work being done and seniority
- Tuition benefits at other AR public universities
- Leave our retirement (contributions by ATU) alone!
- The generous leave policy of the university has always been important to me.
- individual choices
- Child Care Assistance
- Retirement
- Work from Home
- Retirement
- Everything taken away lately
- Affordable healthcare that also has provides good coverage
- Retirement
- Comp time
- Vacation/Sick Time
- Raises with promotion

Comments/Suggestions:

- I didn't choose to work in higher education for the benefits, I chose to work here for the students. So the benefits are an added perk but not something I have ever put much thought into.
- The tuition waiver is a HUGE motivator for working for ATU. I don't believe it is abused, but used by individuals trying to improve their knowledge and skills within their work area.
- Insurance used to be so much lower - pay is not increasing, but insurance costs sure is!
- I have been pursuing my masters with the F/S waiver, because this is being taken away I will no longer be able to take classes. My tuition and fees for two classes would be close to a month's paycheck. The only reason I am comfortable being paid lower salary is because of the F/S benefits, with that going away this is no longer acceptable.
- Our health plan deductible is out of control. I have a family of four. With a \$4000 deductible for each person, I have to have up to \$16,000 saved up just for medical emergencies, because I know the insurance isn't going to pay for anything.
- I don't mind to pay for decent health coverage. I have paid a lot more for insurance than I do now at previous jobs, but it was excellent insurance. I do mind to pay such a high premium for terrible insurance. I have told many colleagues when picking between the high deductible HSA or the PPO, it's all about how badly you want to get screwed- having to pay \$4,000 per person before anything kicks in or having to pay \$50 for an office visit and spend a small fortune on prescriptions. Those of us that carry the family insurance are in a bad spot- we either have to pray nothing happens or that we

have enough saved up in our HSA because I certainly do not make enough per month to even cover my deductible with the HSA, much less the family deductible.

- The amount of vacation time is hard because you have to slowly build it up and then use it for any time off. Also some staff don't build comp time even though they work extra hours.
- Changing tuition and not grandfathering people in was poor form. Now they are on the hook for unplanned expenses or must choose to drop out.
- Annual raises/opportunities for promotion
- What will it mean for us if we go self-insured?
- All of state higher education should be under one insurance policy to spread out any adverse claim experiences through a larger population. ATU cannot afford to self-insure or even split fund.
- Retirement needs to stay at the same level. The recent cut to that for new hires is a disincentive to work here. Also, holiday and sick time off is valued.
- A different insurance with better co pay and Deductible. And a pay scale that lets you make more money for like For example for 5 and 10 and 15 years and so on. A person that is just hired make the same as someone that has been here 20 years!
- Perhaps a raise
- Why is other state agencies insurance different then Tech such as they carry Health advantage and it lower co-pay and lower deductible and cheaper than what we pay now.
- a way to earn more PTO
- The Tuition wavier should go back to 100%
- If the university switched to a self-insurance plan (or whatever it is called), would the majority of local, regional, and state healthcare providers accept the insurance?
- Stop lying about why the insurance benefits are what they are. We are not stupid. We all have spouses and family that are experiencing change in the insurance dynamic. With the pool of ATU employees our rates and benefits are not being shopped effectively and that is more than apparent. Get your shit together and do a better job next time.
- The reduction in staff tuition waiver is another significant reduction in what we have seen in the last few years as a total disintegration of our benefits package. It seems for some to be the final nail in the coffin of the benefit incentive that Tech could use to appeal to quality individuals for employment here.
- I don't know how many times we have to share this, but it just ridiculous that the tuition waiver is being changed, especially for those who are currently enrolled in classes. And for Dr. Bowen to not even realize that the people using this waiver are the ones who are paid the least on our campus. They can't afford to 'pitch in' to save 2-4 jobs! So much for that 'social mobility' she preaches...
- Our health care premiums are WAYYYYY more expensive than what my colleagues at other institutions pay. I can't believe we don't have other options.
- HSA vs. PPO should NOT have the same deductible. HSA is known as a High deductible plan and is expected, therefore a PPO plan should have much lower deductibles.
- I've had to take part time work to make up the difference in the lowered insurance coverage since I first higher Ed onto Tech. There is little incentive in this area for new higher.
- Contributions to the 403b/retirement are a huge benefit.
- Health Insurance is both a major cost and one of the biggest incentives. Finding that balance is hard, but the closer we can get the better.
- Great health insurance premiums/deductible and faculty/staff tuition waiver were our benefits. I am not talented in researching prescription costs, and I'm pretty sure I gave wrong information to a pharmacy from an insurance document trying to scavenge for a deal recently.
- As a staff member, I have watched my benefits widdled way year after year since Dr. Bowen was hired in 2014. Higher Education has always been a place that has underpaid its staff compared to

market value, but the benefits compensated for that somewhat. However, over the last six years, we have seen the administration take away more and more of our benefits while the administration continues to take home handsome salaries that are well above market value for the Russellville area.

- Free tuition is the ONLY reason I'm still employed at ATU.
- The main reason I started my journey here at tech was the tuition waiver. The University seemed to want it's staff to be as educated as possible and immersed in the culture of education. I had plans to possibly start an graduate program here, but that will not be happening now that the tuition waiver has changed. It's extremely disappointing and considering the way it was touted as a huge benefit not even a few months ago to new hires, it's a blow to morale that it is changing the way it is.
- I feel this is the biggest Lie the university has perpetrated. We were told that we were changing the free tuition to a percentage to be more inline with other universities in the state. Research was done and found that was not true. Only one major university pays 75%, the rest are around 80%-90%. None of them require a 1 year waiting period. I feel that the 1 year waiting period is set to deter anyone from taking any classes. I feel this administration wants to get rid of it all together. I have recently found out that the university has had two viable options for health care and passed on both. Either one of them would have saved us more and lowered our deductible.
- Cheap insurance that provides lesser coverage or that basically only serves as catastrophic health insurance is not a good benefit to staff.
- Also the overmatching of retirement contributions.
- Insurance that has mental health coverage BEFORE meeting the deductible
- I cant afford healthcare. I literally have to decide should I go or just wait it out. Should I go to the emergency room since it will cost me \$1400+ to see if I am going to die or not? These should not be thoughts for person who pay for health care.
- The health insurance offered when I accepted my job position had a much lower deductible and lower premium for superior benefits compared to the plans currently offered by the university.

Tell us what you think of this survey.		
Right amount of questions	163	83.59%
Too many questions	13	6.67%
Questions not relevant	4	2.05%
Other	15	7.69%

Other:

- some questions to vague
- Makes no difference...nobody cares...come to work...always short handed more and more benefits are taken every years. See people bullied everyday...WRONG..yes i have bad attitude but tech has made me this way..
- enough questions, but it really doesn't matter what is asked nothing will change
- Some questions are vague
- Many of the questions hide a slant for interpretation.
- No strong opinion about the survey.
- Not sure how the questions were chosen
- It's long overdue!
- No Comment

Comments/Suggestions:

- There are way too many questions on this survey and I am not sure what the point of this survey is.
- Good survey
- Good Luck!!!! and I appreciate the hard work you have put in to do this!
- If you aren't happy here, find work other places. This is a little ridiculous
- Pretty good survey for the most part. I just want to add that I feel valued as an employee IN MY DEPARTMENT. The folks I work with are a great supportive bunch. I don't feel that the University as a whole (admin, particularly) really cares about me. This matches what I've heard from many other people here. Departments are great, but the University as a whole, not so much.
- Without transparency it is hard to honestly answer many of the questions related to the budget and leadership.
- I appreciate the attempts of the staff senate. My ill will is not directed at any member of the staff senate as I do not think they as a governing body are appreciated either. Much like the cookies and ice cream parties, it was an attempt to pacify people who the administration doesn't value. It seems as though any initiatives or effort they put forth are either ignored or disregarded.
- I might answer these questions differently in the next couple of months after budget decisions are implemented. Especially if I don't have a job.
- More to the point of what do you think the problem has been the last few years and that we are treated like we are backwoods Arkansas people from the President who agrees?
- thank you for giving us a voice and outlet
- good survey
- I feel it is being administered as a result of faculty and faculty senate trying to push leadership out.
- I think this is a great survey! Good job.
- No matter how hard I work it's still not good enough. I am down several positions and not allowed to hire. The administration is going to have to realize without these positions response time is not as quick. But, the only thing the administration cares about is numbers. For students to want to come here we have to show we care about them as an individual but right now they are literally counted as numbers. I've never felt so beat down before in my entire life. I'm trying not to let that show to my staff or the students but I'm not sure how much more I can take. I'm so proud to work at ATU but I can't let this place ruin my happiness.
- Staff Senate ran a good meeting with the president a few weeks ago. Items like that are more meaningful than picnics. Overall, morale is the lowest I've seen in my more than 10 years as a staff member. People are disgruntled and feel betrayed by the revolving door of administrators. Those on the front lines helping students are working more hours than ever and the administration has no connection or idea of the day-to-day activities of the divisions they oversee. Some staff members are hoping they are part of the restructure so they can leave this place without quitting. Others are fearful of what it will be like to be left behind and have to pick up the extra duties. Staff Senate is put in a position by the administration to plan parties for staff and not be their voice. The last year has changed a lot of that, and Staff Senate should continue to ask the hard questions and not take 'no' for an answer. Make the administration hear staff and listen to staff. ATU needs its staff.
- I get it, there is a beast within all of us right now that is fighting to be released. We are angry, tired, have cabin fever, and no one trusts each other. We need someone to blame things on. The political climate is tense, unsettling, and atrocious. I have seen the past year turn wonderful humans into ravenous wolves, needing to show their fangs and fight in packs. We as employees at ATU need to have a scout mentality, where we seek to listen and understand. We as a collective have developed a soldier mentality, where we are emboldened to our ideas grounded in absolutely no research or

understanding. I believe we are at a crossroads of ready, shoot, aim. We fire off before we have fully engaged, listened, or tried. As soldiers, our adrenaline is elevated, and our actions stem from our deeply ingrained reflexes, reflexes that are rooted in a need to protect ourselves and our SIDE and to defeat the enemy. We should be more like scouts. The scout's job is not to attack or defend; it's to understand. The scout is the one going out, mapping the terrain, identifying potential obstacles. Above all, the scout wants to know what's really out there as accurately as possible. In an actual army, both the soldier and the scout are essential. I believe it is time to put our agendas down and listen. We are being ripped apart from the inside out. It isn't external forces. It is our own cancer that is beating us to death. I hope Staff Senate does not fall into the same trap as Faculty Senate. Because, 'anger is an acid that can do more harm to the vessel in which it is stored than to anything on which it is poured.' - Mark Twain!

- Thank you for putting this together and please share the responses once the survey closes.
- This is a much better survey than the previous one. It might be nice to have a comment/suggestion box after every question.
- Arkansas Tech University no longer reflects the Russellville community or the state of Arkansas. You might as well take 'Arkansas' out of the name.
- Staff morale here is the lowest of anywhere I have ever worked. And this in including retail. Staff do not feel appreciated. Departmental Admins get tons of work piled on them and get nothing in return. There is nothing in place to raise the morale. Pies at Thanksgiving doesn't really cut it. There should not be a reason that we should not be able to get a bonus. In the 4 years that I have worked here, I have never received a bonus from the College. Fortunately, our department sees how hard we work and how we keep things running smoothly. So they pool money out of their own pockets to ensure that we do feel appreciated, if only at a departmental level. I have never worked at a job that does not distribute bonuses. I am sure upper administration has received bonuses over the past 4 years. Rather than working 'summer hours' during the summer, we should have the option to work from home if needed. Due to obligations, I am not able to work until 6pm. Nor am I able to come in any sooner than 8am. Summer hours are not do-able for everyone. Working from home should definitely be an option for those that cannot conform to summer hours
- Good survey. I do not think the voices of the staff are being heard. ATU is not treating us right.
- Our administration continues to drill transparency and distributed leadership, however, it seems that we only have an illusion of distributed leadership, and a committee's recommendations to EC are often ignored and EC makes whatever rulings they see fit. Additionally, changes that are presented to the Board of Trustees are not communicated to the staff until after they have been presented and approved by the board with little question or discussion. Additionally, we've seen a long series of consultants who were brought to campus to tell us how we are doing it wrong even though we had seen 18 consecutive years of record enrollment before Dr. Bowen came on board. We've seen a number of high-level hires that seem to have been made in the name of diversity and inclusion instead of hiring the best candidate for the job and people who have been doing good for the university for decades have been ignored, subverted, and eventually left the university. This place has been my second home for many years both as a staff member and alumni and I have high hopes that we will recover from the damage that has been done by this administration before it's too late.
- Base surveys in future on questions presented to Staff Senate by the employees.
- I replied favorably to the work/life balance because of work-from-home. I know working from home has improved this for me and several in my department. On the effectiveness of Staff Senate. I appreciate what they do, but I don't feel that the administration recognizes them or values their input. Related to the Administration and the budget. The president's and Mr. Branson's answers to the question of if Executive Council had considered reductions in salary came across flippant and tone deaf. To make the case that the individuals that are among the highest paid university employees couldn't afford a cut because they were comparatively underpaid, while at the same time making the

case for layoffs (100% reduction in salaries for those employees) comes across as self serving double talk.

- I understand the necessity to cut back in budgets and positions. Anyone's salaries should be competitive, including executive leadership. But why does EC get to be competitive while the rest of us struggle with the rising cost of living? I don't want to hear about comparisons to other Universities - other Universities in the state aren't in this position and I'm not sure why we're being told that. My friends/family at UCA, UALR and UARK are shocked at ATU's financial position. We're in a higher ed network and can know this information. When we are in this state of panic, why are we investing in a one-stop-shop that no one can give clear answers about? Why not just cross-train offices for free? Why not give student workers and GA's lists of FAQs from these offices and set up a couple of booths on campus? Is that not what the one-stop-shop essentially is?? How does that cost \$200,000? Put that back into our insurance. As for retention, I do A LOT of over-the-top hand-holding with conditionally-admitted students who are underprepared for college, and they still drop out because they choose not to meet the standards and expectations of higher education. Apart from knocking on their residence hall doors and leashing them around to tutoring, academic coaching, professor office hours, and making them log into their email and Blackboard, I am doing way more than I should to try to retain students who ultimately fail by lack of personal responsibility. EC needs to stop trying to put blame on staff for low retention. Speaking on the amount of effort we have to exert for little payout, the employee evaluation is frustrating. My benefits are reduced and I don't get a raise, but I need to identify 3 goals for how I'll improve my performance every year. Drop the goals. I'm already working more than 40 hours a week with no comp to try to help my students. We were told good evaluations were supposed to be incentive for extra pay... if that's not an incentive, why should we do evaluations?
- Overall a good survey. I'm not sure of the Neutral choice and how you interpret it. Could be doesn't affect me, could be I'm on the fence and it could be I don't prefer to answer.
- I'm proud of our Staff Senate for putting forth this survey despite Dr. Bowen and Mr. Branson trying to say no. The staff voice needs to be heard and hopes these surveys are taken seriously. The staff are very vulnerable and for us to speak up it should be a clear message to the Board of Trustees that this cannot continue. This is not a result of restricting - this is a result of years of abuse of her power and we are finally done. BOARD- do not let her fool you. We are done. If you will not act we will reach out to the Governor for action. I encourage a similar student survey. Faculty, staff, and students are ready for a new President. It is a sad time when people from the community (churches, doctors offices, grocery stores) stop you and express their dislike for the President of ATU and fear of the future of the university and our city. Dr. Brown was right she is going to run ATU into the ground!
- I left a job and took a pay cut to come to ATU so I could finish my college degree. I have a family and a full time job and so as to not put a strain on either I took 1 or 2 courses each semester. I still have a ways to go and now I don't know if I will be able to finish it. The main benefit that was given has been taken away and it is not going to give the university a bunch of money. There is no reason to not grandfather in those who have been steadily working towards their degree. You cannot say it would be too hard to track because we have always had to fill out the form and you can easily search those and see who has a form on file prior to the change and who does not. Why are we cutting staff but the President is cutting her ridiculous salary at all?
- The comments required you to put in words even if you didn't have any comments or you couldn't progress. Also, the questions about 'if you are essential personnel' didn't have an option for those who don't qualify under the question.
- Good survey. I know the faculty senate is doing a vote on the leadership, can we do something too?
- I would like for Staff Senate to put forth a vote of no confidence in our president. She is not transparent, she is not compassionate, and she has zero clue what it's like for staff members or 'the walking dead' as she likes to refer to us as. It's apparent that leaders who speak up are ignored, quickly

silenced, demoted, or forced out. How the Board of Trustees continues to let her brainwash them in their 'one on one' meetings is beyond me.

- Thank you for this survey. I feel like someone is finally listening to my opinions. I hope someone at the top of the pyramid is willing to listen as my concerns are passed along.
- I appreciate this survey being sent out to staff.
- I think it would be helpful to ask the questions more specific to the area 'Do you feel....in your department?' or 'Do you feel...at the university as a whole?'
- Let's do this quarterly. I don't feel like this feedback will go anywhere and the President may read some results but will dictate in her fascist state how she sees fit anyway. It does give a change to vent and I feel better. Thank You!
- There should be a question about your impression of your supervisor and directors roles on whether they were adequate or not.
- enjoyed working at Tech
- about 3/4 this may questions
- I have worked at this university for sixteen years making the same money that anyone walking in off the street would make in my position. I am driving a twelve year old car and I do not make enough to get a new one because I don't make enough to get the things that I need as it is. I know that this university is struggling with its funding but, so are the the people that stay committed to it that are taking on more and more responsibilities for nothing in return because kind words do not pay the bills.
- I really hope that this survey is taken seriously by the administration at ATU no matter the results.
- An option to answer with “Does not apply” for questions that do not apply to me.
- But we will see if these depts get the recognition that each of them deserve. Not for them campuses would be so dirty in all aspects and each need and deserve the recognition for their hard work and dedication to the university and to each student by doing the best of their ability to make this campus clean and safe for us all.
- One thing that really bothers me is I've been here 14 year and when a new person is hired they make the .same Amount of pay that I do and I've been 15 years and I just walked in off the street! That really needs to change . This survey will be good if people listen to what we say And do something about it .
- Great questions. Relevant and easy to go through. I appreciate that you all are asking us for our input and asking these difficult questions. I love Arkansas Tech, but I hate all of the turmoil we are in right now. I hope we can come together as a university and get through this. Thank you for your time and effort.
- I appreciate my opinion being requested. I do hope it is taken into consideration rather than just sending a survey to pacify the staff or to make us think someone actually cares about what is happening. ATU is an icon in this community and it is very heartbreaking to see what this situation has become on campus. I have respected and adored this place all of my life. I have a passion for my job and I love the contribution I am able to make here, but it makes me sad to see where we are heading.
- The overall belief regarding restructuring is that there is no plan. Just a Nichols grab for more departments to gain control of more money.
- I feel the president does not see how the staff or faculty are paramount in making sure students are taken care of and that academics remain the forefront of our institution. A reduction in force, when there is already a deficit in force and most are overworked and overstressed, should be the last thing considered. Her arrogant attitude of not taking a pay cut to remain 'competitive' is indicative of her feelings toward her employees. The comment of those losing their jobs, most of whom make less than she does in ONE MONTH, that they would turn into the 'walking dead' shows how she really feels

about the backbone of the institution. I do not trust a word that comes out of her mouth. I do, however, fear retaliation, which is a happening on a regular basis.

- Some of the questions are a little vague.
- Some of the questions weren't relevant to my department.