

1. 2013 Academic Senate UAMS Faculty Satisfaction and Concern Survey

The mission of the Academic Senate is to enhance the success of the faculty and thereby the Institution. Thus, we need to understand the “state of the faculty” across the campus, and to identify the strengths and challenges that exist in the multiple colleges, and ways in which the Academic Senate can help to meet those challenges. We first surveyed the faculty in early 2011. It is now time to compare those results with your current satisfactions and concerns.

This is the second University-wide, anonymous, survey that provides you, the UAMS faculty, an opportunity to identify issues that need addressing and to evaluate performance of many entities across campus. As with the last survey, summaries of the results will be provided to the faculty, as well as the Chancellor and College Deans. The 2011 and 2013 summaries will be available to you on the Academic Senate website (www.academicssenate.uams.edu).

Please help us obtain this critical information by participating in the enclosed survey by clicking on the Survey Monkey link below. We need everyone’s opinion so that the Academic Senate can act in the interests of ALL UAMS faculty. The survey should take less than 10 minutes to complete.

1. Which of the following academic tracks best describes your current promotional path

- Tenure track
- Non-tenure track
- Already tenured
- Does not apply

2. Your primary appointment is in which College

- College of Health Related Professions
- College of Medicine
- College of Nursing
- College of Pharmacy
- College of Public Health

3. Your secondary appointment is in which College

- College of Health Related Professions
- College of Medicine
- College of Nursing
- College of Pharmacy
- College of Public Health
- Does not apply

4. Which UAMS-affiliated institution is your primary work location?

- UAMS
- Arkansas Children's Hospital
- CAVAHS
- Northwest Arkansas UAMS satellite campus
- AHEC (if AHEC is primary please specify site in box below)

If AHEC, please specify site

5. Which UAMS-affiliated institution is your secondary work location?

- Does not apply
- UAMS
- Arkansas Children's Hospital
- CAVAHS
- Northwest Arkansas UAMS satellite campus
- AHEC (if AHEC is primary please specify site in box below)

If AHEC, please specify site

6. In which primary domain/specialty area is (are) your track(s)/positions?

- Research
- Research and Education
- Clinical
- Clinical and Education
- Clinical and Research
- Education
- Administration

7. Are you a part-time employee?

- Yes
- No

8. What year did you begin working at UAMS?

9. What is your gender?

- Male
- Female

14. As a result of the previous survey, the Clinical Affairs Committee that was formed worked toward increasing RVU transparency between departments, increasing unfunded research support, and reducing purchasing delays/increasing purchasing transparency.

To what extent have Clinical Affairs been improved for you?

Improved significantly	Improved somewhat	No change	Worsened somewhat	Worsened significantly	Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

15. Clinical activities: The Academic Senate could assist in improving the Clinical mission by:

16. Research / Scholarly activities: To what extent do you agree with the following statements

	strongly agree	agree	no opinion	disagree	strongly disagree	N/A
1. UAMS policy encourages research/scholarly activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Appropriate forums for UAMS research presentations are in place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. An appropriate forum for UAMS research coordination is in place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Appropriate areas of research excellence have been designated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Research at UAMS is supported adequately with the current infrastructure and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I understand the goals of the Center for Clinical and Translational Research and its relevance to UAMS growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I have many opportunities to collaborate with other faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. As a result of the previous survey, the Research Committee that was formed worked to improve access to research cores and infrastructure across campus, diminish excess compliance regulations, and identify mechanisms to increase unfunded research support.

To what extent have Research activities been improved for you?

Improved significantly	Improved somewhat	No change	Worsened somewhat	Worsened significantly	Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

18. Research activities: In what ways can the Academic Senate help to support the research mission at UAMS?

19. The following Administrative support entities and policies effectively facilitate research on campus:

	strongly agree	agree	no opinion	disagree	strongly disagree	N/A
1. Grants office (Research and Sponsored Programs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. UAMS Grants accounting and financial management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Grants accounting in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Indirect costs utilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Division of Laboratory and Animal Medicine (DLAM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Institutional Review Board (IRB)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Institutional Animal Care and Use Committee (IACUC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Research incentives and rewards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Core facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Bridging research funding mechanisms for faculty between extramural grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Financial management of purchasing, travel, etc	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Administrative Support: In what ways can the Academic Senate help to address issues related to administrative support function at UAMS?

21. Faculty Affairs: To what extent do you agree with the following statements

	strongly agree	agree	no opinion	disagree	strongly disagree	N/A
1. Policy for recruitment of faculty in your College is appropriate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Policy for retention of faculty in your College is sufficient to retain key faculty at UAMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Good faculty discussion and communication across departments/divisions is fostered in your College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Faculty are allowed time to ask questions and comment at College faculty meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Faculty are allowed time to ask questions and comment at Department faculty meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Faculty mentoring in your department/division is appropriate and sufficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. College policies encourage faculty to go up for promotion and tenure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Annual Letters of Appointment are prompt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Annual Letters of Appointment are well explained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Pay agreements are well explained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Annual pay agreements include collegial two way discussions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. UAMS Board policies were followed in appointment letters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. UAMS Board policies were followed in pay issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. The faculty have been well recognized for their role in returning the hospital to profitability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. As a result of the previous survey, the Faculty Affairs Committee that was formed worked to develop a faculty exit survey for the campus and to increase focus on faculty retention on Campus.

To what extent have Faculty Affairs issues important to you been improved?

	Improved significantly	Improved somewhat	No change	Worsened somewhat	Worsened significantly	Not applicable
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

23. The Academic Senate can best improve Faculty Affairs by helping to address:

24. How well are you satisfied with:

	very satisfied	satisfied	no opinion	dissatisfied	very dissatisfied
1. your rank	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. starting salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. current salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. salary increases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. salary incentives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. processes used in annual reviews of job performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. health benefits (employee, family, domestic partners)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. research space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. library resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. IT/computing resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. IT/computing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. IT/computing policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. quality of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. advising responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. committee responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. quality of work environment at UAMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. support for new faculty members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. financial and academic support for attending conferences, seminars, workshops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. staff support for the preparation of proposals to external funding agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. staff support for the submission of proposals for IRB, IACUC, and other UAMS approvals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. institutional treatment of faculty representing underrepresented groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. institutional support for international faculty and/or faculty of foreign national origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. sexual harassment policy and implementation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. quality of campus life (opportunities and settings to participate in collegial or faculty activities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. your life outside of UAMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. To what extent is the Academic Senate serving your needs as a UAMS Faculty member?

Very well

Somewhat

A little

Not at all

Do not know/no comment



31. What can the Academic Senate do that we are not yet doing to serve your needs?