

Academic Senate UAMS Faculty Satisfaction and Concern Survey

1. 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.

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

Academic Senate UAMS Faculty Satisfaction and Concern Survey

4. 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

5. Are you a part-time employee?

- Yes
- No

6. What year did you begin working at UAMS?

7. What is your gender?

- Male
- Female

8. On a five-point scale, to what extent do you agree with the following statements (strongly agree, agree, no opinion, disagree, strongly disagree, not applicable)

Teaching/Mentoring:

	strongly agree	agree	no opinion	disagree	strongly disagree	N/A
1. The UAMS environment encourages overall Academic excellence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Existing teaching evaluations accurately reflect teaching quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Excellence in teaching is recognized and rewarded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Teaching is valued equally with research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Teaching at UAMS is adequately supported with the current infrastructure and resources (Academic computing, library, bookstore, administrative support for running courses)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Mentoring contributions (to other faculty and trainees) are valued and rewarded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Academic Senate UAMS Faculty Satisfaction and Concern Survey

9. The Academic Senate could assist in the area of Teaching/Mentoring by:

10. Are you a clinician?

- Yes, and if Yes, please continue on to the next set of questions
- No, and if No, you may skip down to "Research/Scholarly activities"

11. Clinical activities: To what extent do you agree with the following statements

	strongly agree	agree	no opinion	disagree	strongly disagree	N/A
1. There is clear communication between the hospital management and UAMS leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. An appropriate forum for team coordination is in place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. There is encouragement to submit ideas to superiors/administration for improvements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Submitted ideas for improvement are implemented	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. System and process flaws are corrected promptly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Clinical staffing (doctors, nurses, etc) is adequate for the patient load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Staffing of technologists is adequate for the patient load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Appropriate areas of clinical excellence have been designated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Relative Value Units (RVU) measurements are fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Incentives for clinical, educational, and research roles are appropriately balanced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. The changes being implemented in response to the outside consultant review of the UAMS clinical enterprise will improve the effectiveness of the clinical mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Academic Senate UAMS Faculty Satisfaction and Concern Survey

13. 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"/>

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

15. 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"/>

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

Academic Senate UAMS Faculty Satisfaction and Concern Survey

17. 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"/>

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

Academic Senate UAMS Faculty Satisfaction and Concern Survey

19. 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	<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. computing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. quality of students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. advising responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. committee responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. quality of work environment at UAMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. support for new faculty members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. financial and academic support for attending conferences, seminars, workshops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. 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"/>
21. 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"/>
22. institutional treatment of faculty representing underrepresented ethnic/racial groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. institutional support for international faculty members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. sexual harassment policy and implementation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. 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"/>
26. your life outside of UAMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Academic Senate UAMS Faculty Satisfaction and Concern Survey

20. Communication: To what extent do you agree with the following statements

	strongly agree	agree	no opinion	disagree	strongly disagree	N/A
1. Efficient clinical communication is provided with current systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Complete clinical communication is provided with current systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Good inter-faculty communication exists between Colleges of UAMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Good inter-faculty communication exists in your College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Good inter-faculty communication exists in your Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Communication: The Academic Senate can best improve communication across campus by:

22. Rate the quality (excellent, very good, good, fair, poor) of give and take collegial discussions between you and each of the following:

	excellent	very good	good	fair	poor	N/A
1. The Chancellor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Your Dean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Your Chairman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Your division chief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Your peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Your mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Your mentee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Your students/residents/fellows	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>