2023 Faculty Survey Results

Survey Distribution and Analysis Supported by Academic Senate, Academic Affairs, and the Center for Faculty Excellence

Information does not necessarily represent the specific opinions of the Academic Senate, Academic Affairs, Center for Faculty Excellence, or associated faculty

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Survey Overview

- Distributed via Survey Monkey to UAMS faculty
- Anonymous survey
- Data collected in November and December 2023
- 401 respondents

Respondent Demographics

Primary Appointment
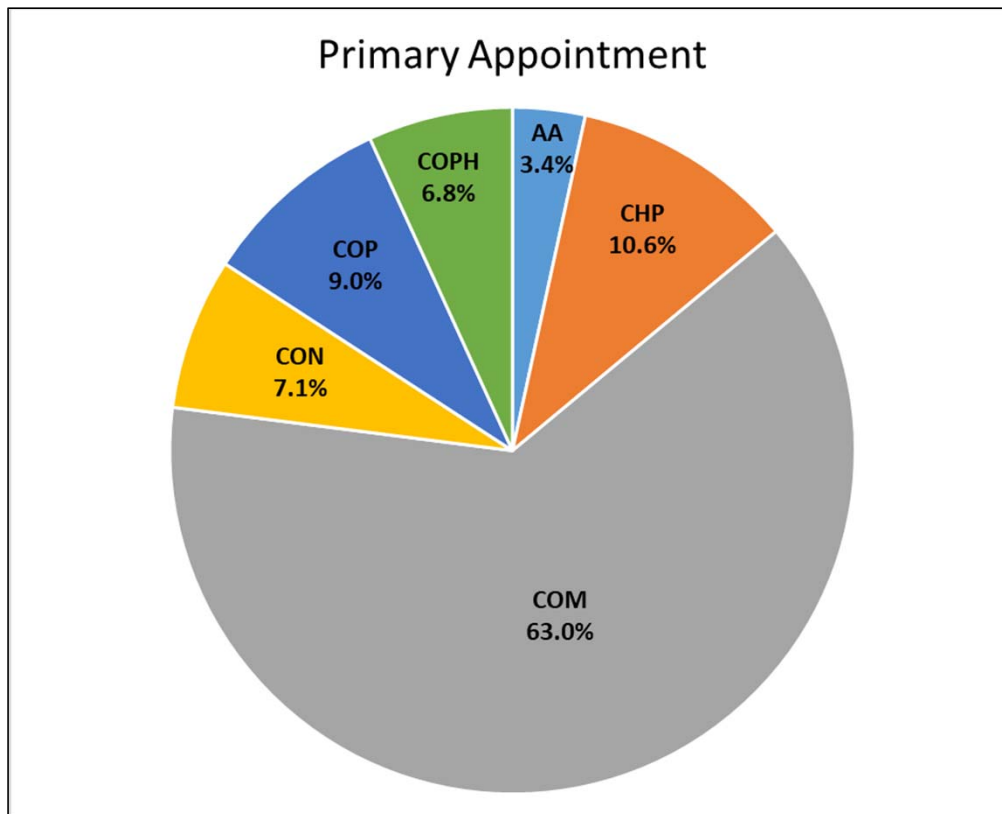
College/Group	Estimated Response Rate
Academic Affairs	33.3%
College of Nursing	39.0%
College of Health Professions	32.7%
College of Public Health	39.3%
College of Pharmacy	34.1%
College of Medicine	12.1%

- 18% skipped the question
- Denominator based off paid faculty (full and part-time) and exclude adjuncts and academic appointments

Respondent Demographics

Years at UAMS

- Over 20 years 14.9%
- 0-5 years 36.6%
- 16-20 years 9.2%
- 11-15 years 14.3%
- 6-10 years 25.0%

Primary Work Location

- UAMS NW 3.9%
- CAVHS 0.3%
- ACH/ACRI 11.6%
- Other 2.7%
- Regional Campus 1.5%
- Remote 2.7%
- UAMS LR 77.4%
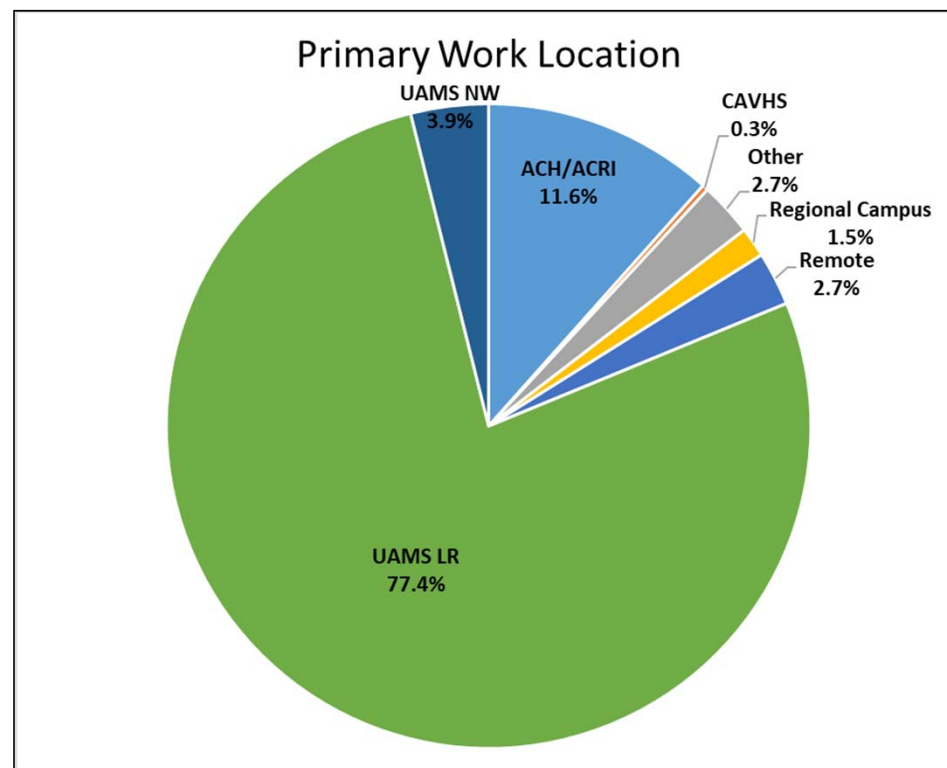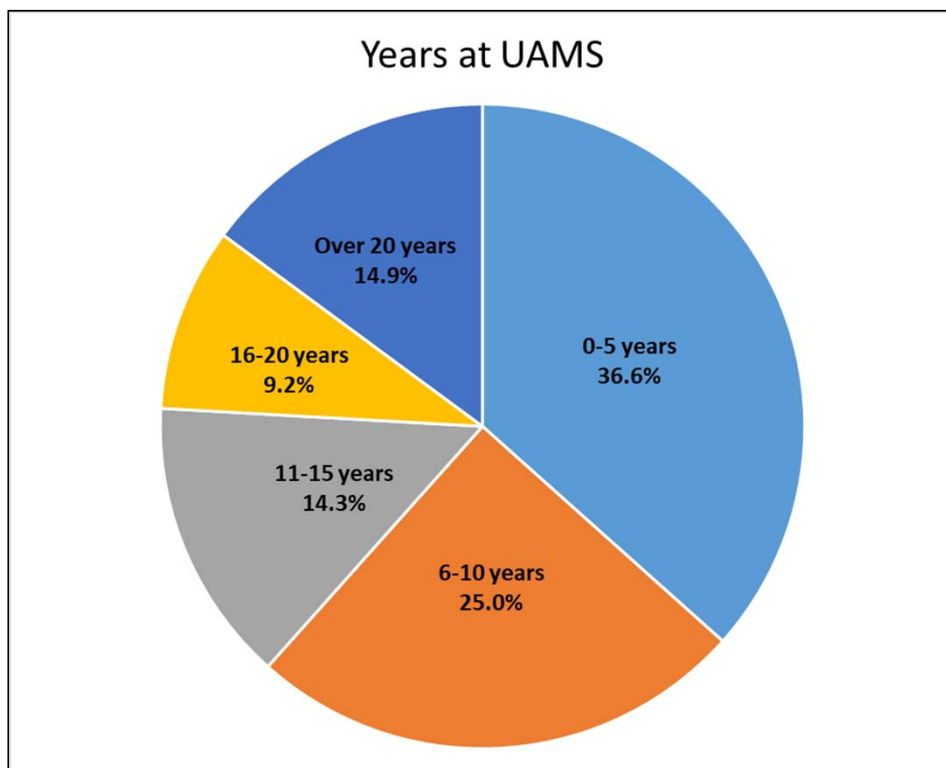
Respondent Demographics

- 50% Tenured or tenure track

Rank

- Instructor 6.4%
- Professor 21.0%
- Professor Emeritus 2.2%
- Assistant Professor 38.5%
- Associate Professor 31.9%
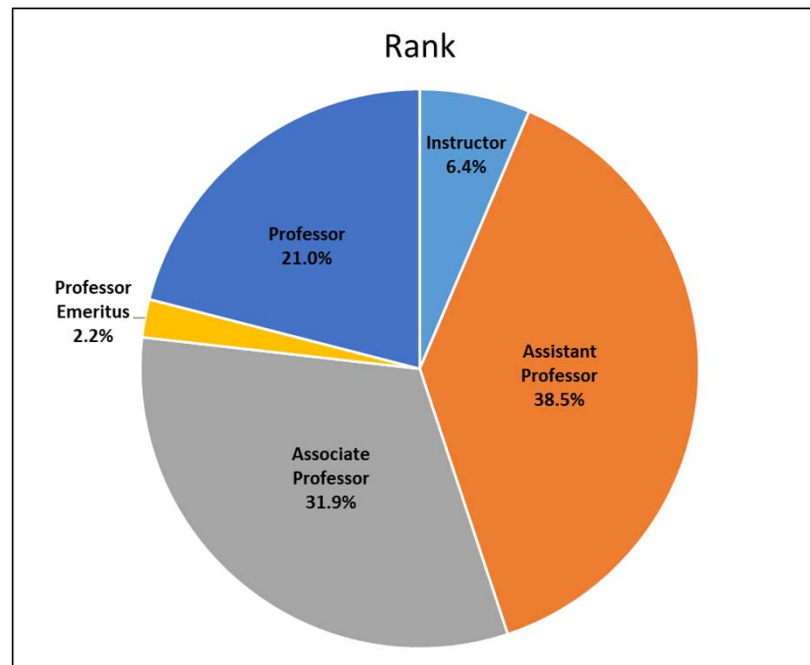
Respondent Demographics

- Primary mission area
  - Clinical: 33.8%   (n=130)
  - Administrative: 14.6%   (n=48)
  - Education: 41.2%   (n=135)
  - Research: 39.6%   (n=111)
- 92% full time employees
- 59% female respondents

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Respondent Demographics

- Race/ethnicity
    - 36% did not provide race/ethnicity
    - Among those who responded
        - 86% White
        - 9% Asian
        - ≤10 respondents for all other categories

Satisfaction with Campus Support Services

Service	Very Dissatisfied/Dissatisfied	No Opinion	Satisfied/Very Satisfied
IT Technical Support Center (IT Help Desk)	9%	5%	86%
Library	3%	12%	85%
Campus Security (UAMS Police)	3%	17%	81%
Classroom IT/Audiovisual support	14%	15%	71%
Educational and Student Success Center	2%	28%	70%
Simulation Center	3%	27%	70%
Center for Faculty Excellence	4%	27%	69%
Blackboard/eLearning/Instructional Design Support Services	7%	26%	67%
Creative Services	16%	18%	66%
Student Wellness Center	4%	33%	62%
Clinical Skills Center	1%	39%	61%
Employee Assistance Program	11%	35%	54%
Registrar's office	12%	35%	53%
Fitness Center	17%	40%	43%
Division of People and Culture (HR)	38%	28%	34%

Campus Support comments

- Slow HR response time and challenges with hiring/firing
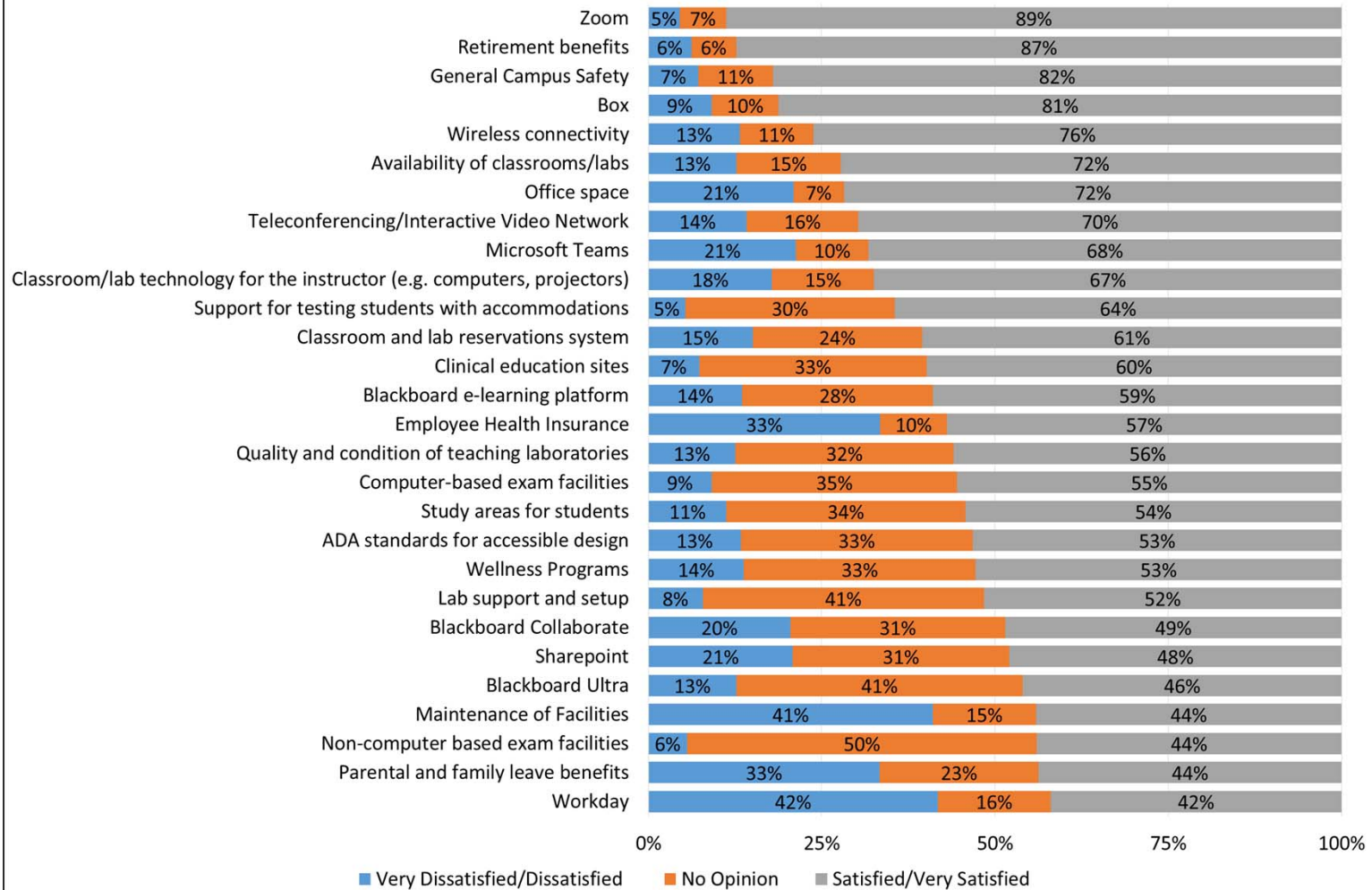- These services are less accessible for NWA, ACH, and Regional Programs
- Simulation lab and Center for Faculty Excellence focus too much on COM
- The UAMS website needs improvement
- Understaffed educational support teams (e.g., AV)
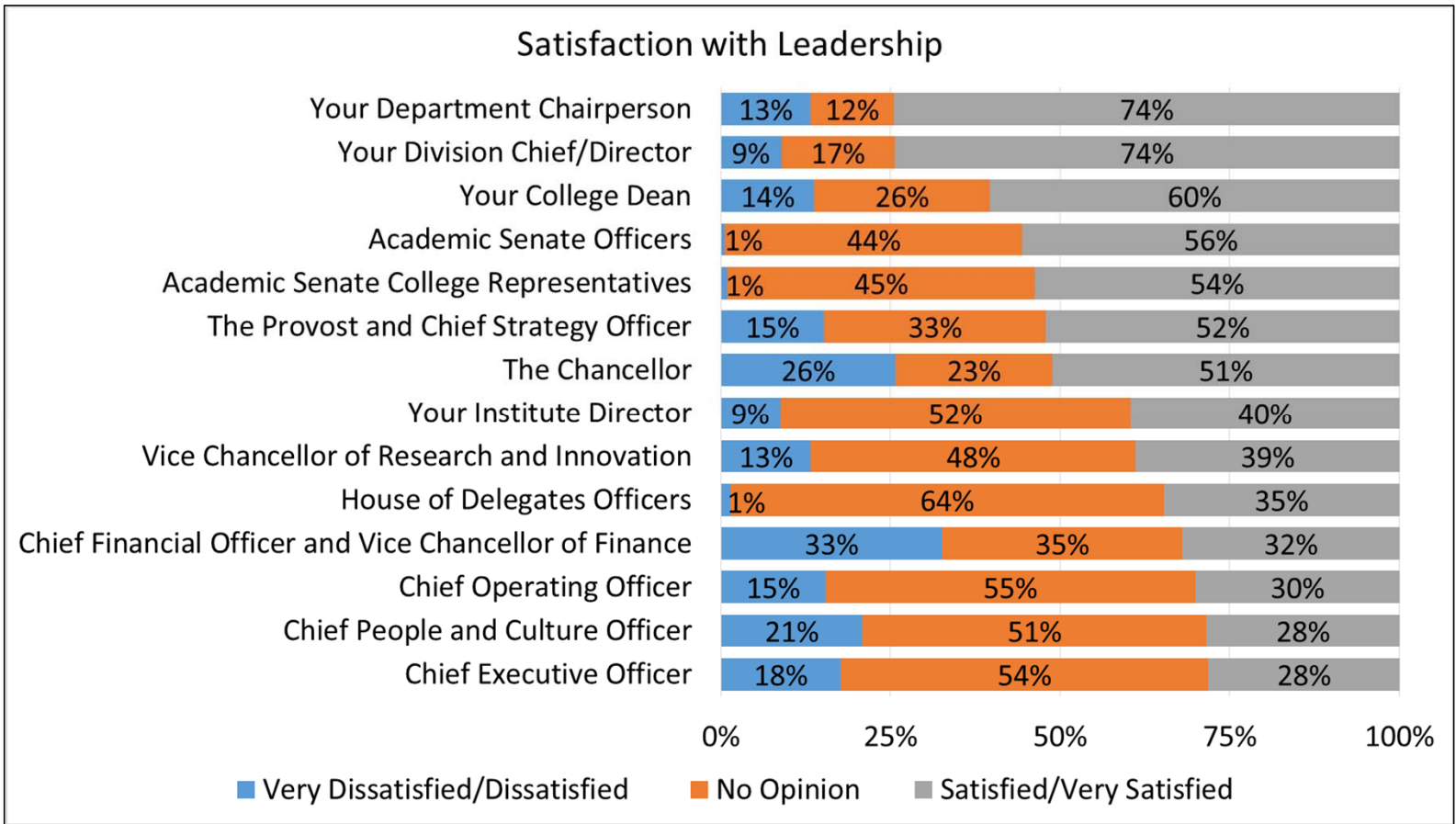- Creative services website is outdated and their processes are slow

Satisfaction with Campus Resources

Resource	Very Dissatisfied/Dissatisfied	No Opinion	Satisfied/Very Satisfied
Zoom	5%	7%	89%
Retirement benefits	6%	6%	87%
General Campus Safety	7%	11%	82%
Box	9%	10%	81%
Wireless connectivity	13%	11%	76%
Availability of classrooms/labs	13%	15%	72%
Office space	21%	7%	72%
Teleconferencing/Interactive Video Network	14%	16%	70%
Microsoft Teams	21%	10%	68%
Classroom/lab technology for the instructor (e.g. computers, projectors)	18%	15%	67%
Support for testing students with accommodations	5%	30%	64%
Classroom and lab reservations system	15%	24%	61%
Clinical education sites	7%	33%	60%
Blackboard e-learning platform	14%	28%	59%
Employee Health Insurance	33%	10%	57%
Quality and condition of teaching laboratories	13%	32%	56%
Computer-based exam facilities	9%	35%	55%
Study areas for students	11%	34%	54%
ADA standards for accessible design	13%	33%	53%
Wellness Programs	14%	33%	53%
Lab support and setup	8%	41%	52%
Blackboard Collaborate	20%	31%	49%
Sharepoint	21%	31%	48%
Blackboard Ultra	13%	41%	46%
Maintenance of Facilities	41%	15%	44%
Non-computer based exam facilities	6%	50%	44%
Parental and family leave benefits	33%	23%	44%
Workday	42%	16%	42%

■ Very Dissatisfied/Dissatisfied ■ No Opinion ■ Satisfied/Very Satisfied

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Campus Resources Comments

- More cleaning staff is needed
- Buildings need maintenance
  - EDII and NWA; elevators
  - Rats and bug infestations
- Internet is bad in some areas
- ACH and UAMS domains/interfaces do not work well together
- Preferences regarding software (Zoom; Dropbox)
- Educational AV resources are not high quality in some rooms
  - Need more FLC and ALC rooms
- Insurance coverage is not adequate

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Satisfaction with Leadership

	Very Dissatisfied/Dissatisfied	No Opinion	Satisfied/Very Satisfied
Your Department Chairperson	13%	12%	74%
Your Division Chief/Director	9%	17%	74%
Your College Dean	14%	26%	60%
Academic Senate Officers	1%	44%	56%
Academic Senate College Representatives	1%	45%	54%
The Provost and Chief Strategy Officer	15%	33%	52%
The Chancellor	26%	23%	51%
Your Institute Director	9%	52%	40%
Vice Chancellor of Research and Innovation	13%	48%	39%
House of Delegates Officers	1%	64%	35%
Chief Financial Officer and Vice Chancellor of Finance	33%	35%	32%
Chief Operating Officer	15%	55%	30%
Chief People and Culture Officer	21%	51%	28%
Chief Executive Officer	18%	54%	28%

- Leadership raises and new buildings during RIFs are not good
- Faculty should be able to evaluate Chairs/Deans/Associate Deans
- Hearing about things on the news rather than from leadership is not ideal
- Lack of understanding of each of these leadership positions
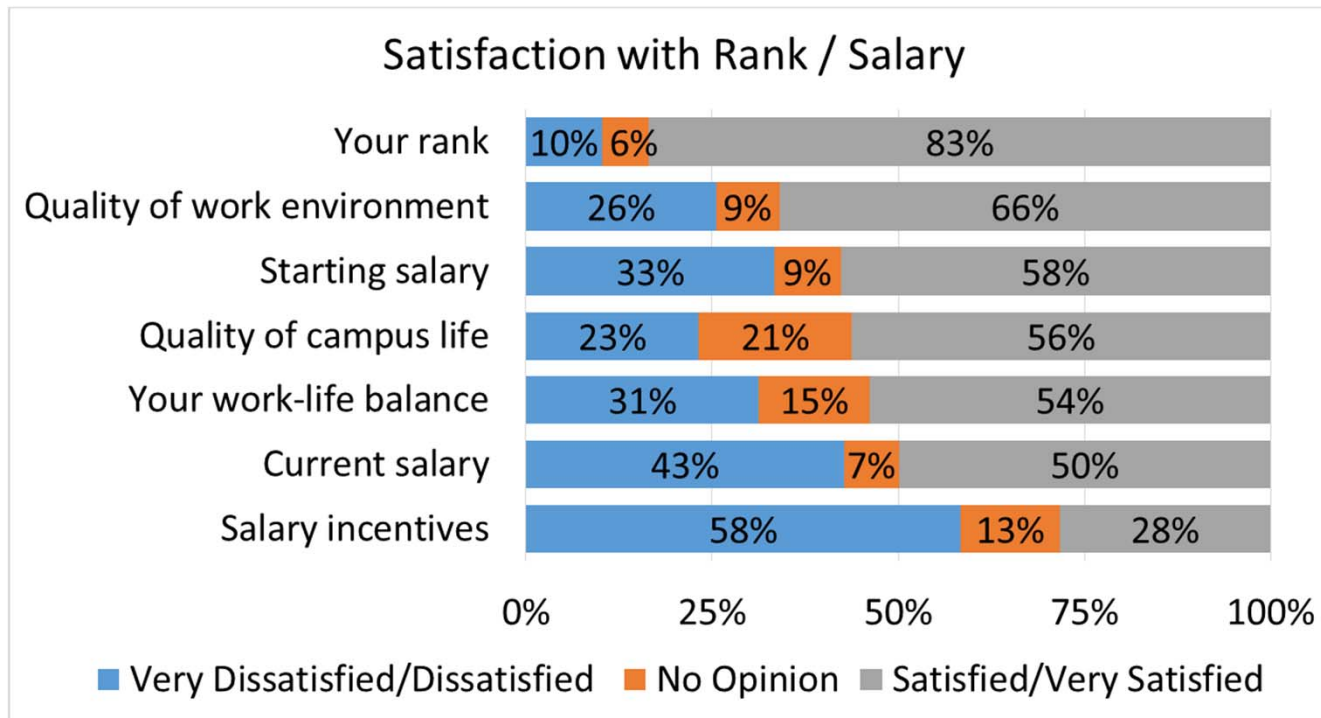- More ground-up leadership is needed

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Administrator Satisfaction- by College/Mission

	% Satisfied or Very Satisfied							
	AA (n=11)	CHP (n=34)	COM (n=203)	CON (n=23)	COP (n=29)	COPH (n=22)	Clinical (n=130)	Not Clinical (n=198)
Department Chairperson	75.0	89.3	75.4	52.4	85.7	71.4	75.4	76.7
Division Chief/Director	80.0	80.0	78.1	61.5	73.7	50.0	79.1	72.8
College Dean	60.0	88.2	53.3	60.9	92.9	40.9	56.0	62.7
Provost/Chief Strategy Officer	45.5	75.0	45.9	63.6	65.4	59.1	37.5	61.2
The Chancellor	50.0	72.7	46.1	60.9	51.9	71.4	42.9	56.8
VC of Research & Innov.	20.0	52.0	37.4	41.2	50.0	47.6	33.7	43.9
VC of Finance	18.2	66.7	25.6	36.8	33.3	38.1	27.4	35.4
Chief Operating Officer	20.0	55.6	31.3	27.8	26.3	18.8	31.4	31.6
Chief People & Culture Officer	30.0	59.3	25.3	26.7	38.1	22.2	28.8	29.4
Chief Executive Officer	22.2	53.6	28.3	27.8	26.3	23.5	28.0	30.5

Column Ns represented the number of individuals within that College/Mission area. Individuals were excluded if they did not answer the question or if they indicated that the given question did not apply.

>= 67% indicated Satisfied or Very Satisfied
<= 33% indicated Satisfied or Very Satisfied

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Satisfaction with Rank / Salary

	Very Dissatisfied/Dissatisfied	No Opinion	Satisfied/Very Satisfied
Your rank	10%	6%	83%
Quality of work environment	26%	9%	66%
Starting salary	33%	9%	58%
Quality of campus life	23%	21%	56%
Your work-life balance	31%	15%	54%
Current salary	43%	7%	50%
Salary incentives	58%	13%	28%

- Cost of living increases as well as merit-based raises are needed
- Salaries are not competitive nationally
- Incentives are not equal across faculty (e.g., APRNs)
- There are inequities in pay (e.g., gender-based)

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Rank/Salary Satisfaction- by College/Mission

	% Satisfied or Very Satisfied							
	AA (n=11)	CHP (n=34)	COM (n=203)	CON (n=23)	COP (n=29)	COPH (n=22)	Clinical (n=130)	Not Clinical (n=198)
Your rank	60.0	94.1	83.2	69.6	92.9	90.9	82.3	84.7
Quality of work environment	81.8	85.3	63.9	39.1	67.9	61.9	69.2	62.8
Starting salary	50.0	67.6	55.9	47.8	53.8	85.7	57.8	57.7
Quality of campus life	72.7	80.0	53.2	52.4	55.6	35.0	60.7	51.1
Your work-life balance	72.7	50.0	56.2	26.1	42.9	59.1	53.1	53.6
Current salary	45.5	58.8	51.2	47.8	44.4	59.1	59.2	44.7
Salary incentives	0.0	28.6	34.7	4.8	12.0	59.1	29.6	30.7

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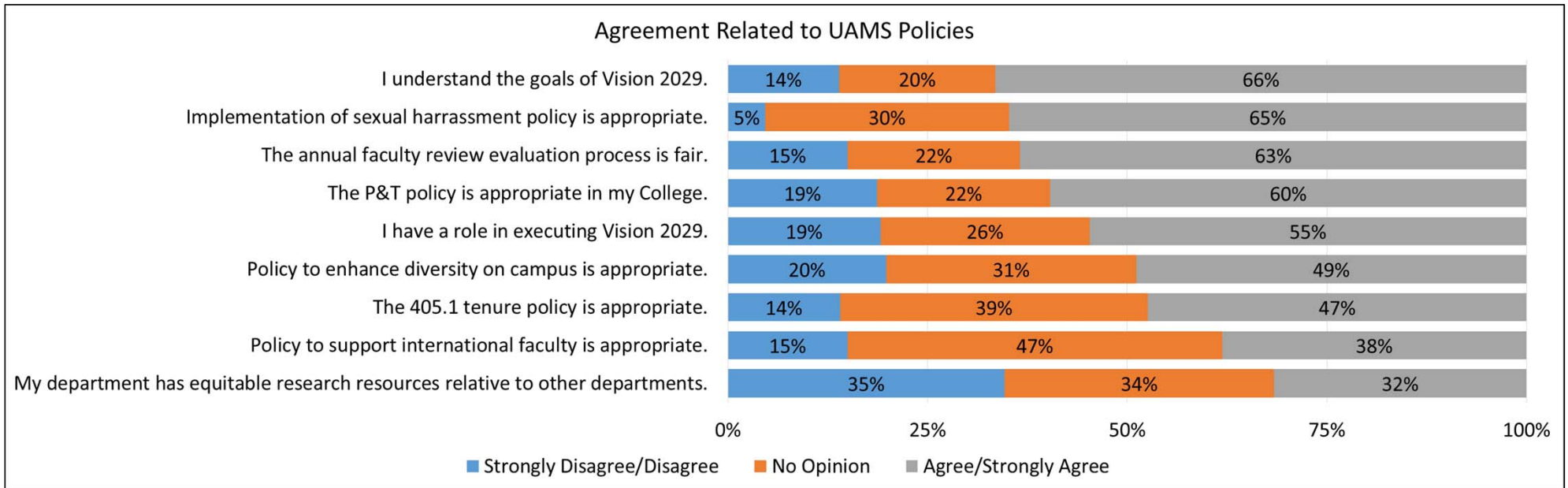
Agreement Regarding Workload and Support
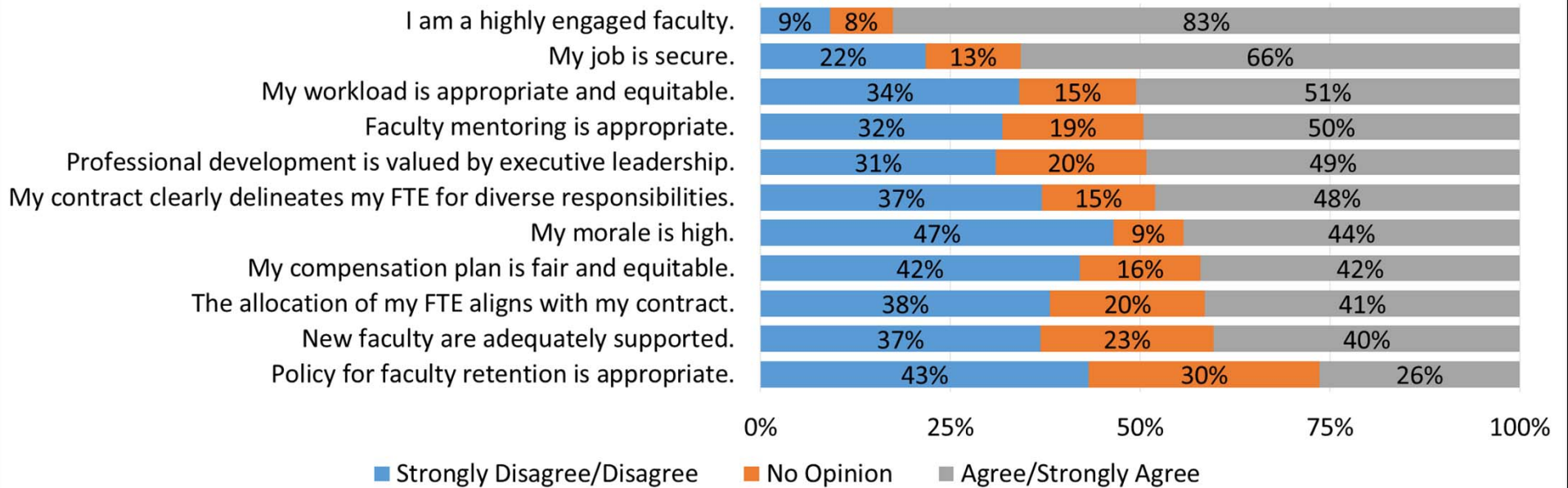
- There is lack of FTE allotment for teaching and research (for clinical faculty)
- There is lack of funding for travel (e.g., conferences)
- There are not faculty contracts
- We need more senior faculty to mentor
- P&T committee is mainly clinical and does not value research

Workload Satisfaction- by College/Mission

	% Agree or Strongly Agree							
	AA (n=11)	CHP (n=34)	COM (n=203)	CON (n=23)	COP (n=29)	COPH (n=22)	Clinical (n=130)	Not Clinical (n=198)
I am highly engaged.	90.9	85.3	82.2	82.6	93.1	72.7	81.5	84.8
My job is secure.	36.4	64.7	68.2	43.5	75.0	68.2	71.5	60.2
Faculty mentoring is appropriate.	63.6	64.5	54.7	30.4	51.9	40.9	56.7	47.2
Professional development is valued.	81.8	79.4	42.6	40.9	57.1	54.5	44.6	52.3
My workload is appropriate and equitable.	72.7	42.4	54.5	13.6	41.4	40.9	51.5	49.5
My contract delineates FTE distributions.	33.3	65.6	50.0	22.7	65.4	23.8	45.6	49.2
My morale is high.	36.4	55.9	45.3	30.4	50.0	36.4	46.1	44.4
My compensation plan is fair.	36.4	45.5	46.0	21.7	33.3	54.5	50.0	38.5
New faculty are adequately supported.	54.5	69.7	37.9	22.7	44.0	40.9	38.3	42.9
FTE allocation aligns with contract.	37.5	50.0	42.2	14.3	53.8	30.0	31.0	46.9
Policy for faculty retention is appropriate.	36.4	41.9	26.0	25.0	21.4	18.2	27.9	26.5

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Agreement Related to UAMS Policies

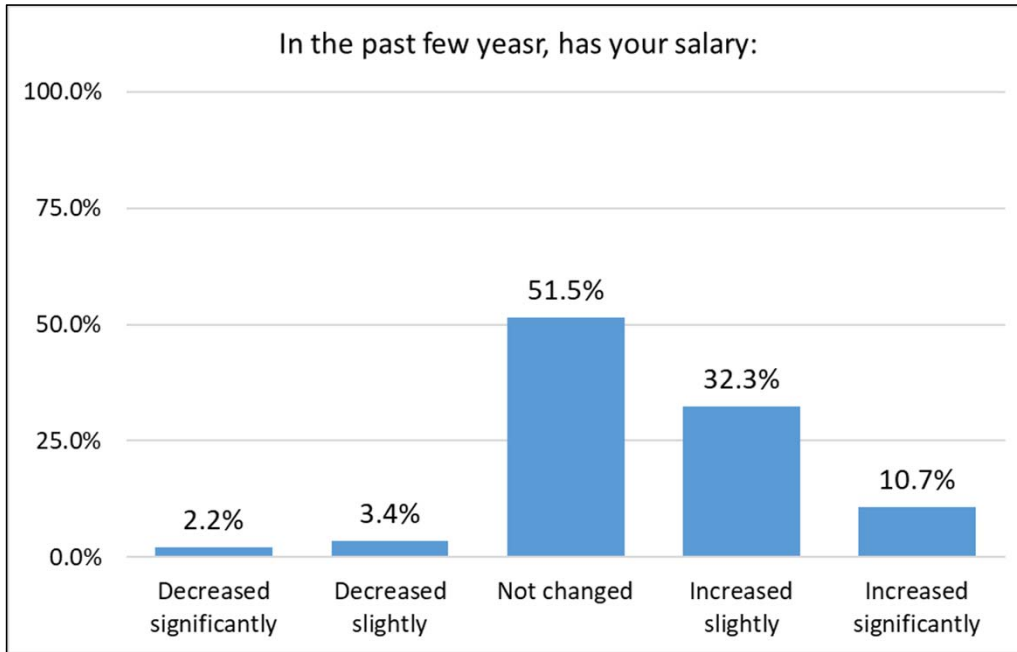| Statement	Strongly Disagree/Disagree	No Opinion	Agree/Strongly Agree
I understand the goals of Vision 2029.	14%	20%	66%
Implementation of sexual harrassment policy is appropriate.	5%	30%	65%
The annual faculty review evaluation process is fair.	15%	22%	63%
The P&T policy is appropriate in my College.	19%	22%	60%
I have a role in executing Vision 2029.	19%	26%	55%
Policy to enhance diversity on campus is appropriate.	20%	31%	49%
The 405.1 tenure policy is appropriate.	14%	39%	47%
Policy to support international faculty is appropriate.	15%	47%	38%
My department has equitable research resources relative to other departments.	35%	34%	32%

- Too much focus and resource allocation towards cancer-based research and NCI designation
- Disagreement regarding DDEI (too much, too little, lack of focus on specific groups [e.g., those with disabilities])
- Issues with subjectively addressing harassment complaints
- Faculty evaluations are vague and are not used for the positive (e.g., don't lead to raises

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Policy Satisfaction- by College/Mission

	% Agree or Strongly Agree							
	AA (n=11)	CHP (n=34)	COM (n=203)	CON (n=23)	COP (n=29)	COPH (n=22)	Clinical (n=130)	Not Clinical (n=198)
I understand the goals of Vision 2029.	90.9	85.3	63.9	78.3	74.1	54.5	55.0	75.1
Sexual harassment policy is appropriate.	63.6	81.8	66.7	54.5	70.4	50.0	68.3	63.5
Annual faculty review process is fair.	63.6	78.8	61.5	47.8	80.8	59.1	59.5	66.2
P&T policy is appropriate in my College.	40.0	69.7	60.8	36.4	76.9	54.5	59.7	59.9
I have a role in executing Vision 2029.	81.8	79.4	44.8	60.9	80.8	59.1	43.5	61.5
Policy to enhance diversity is appropriate.	18.2	64.7	49.0	45.5	51.9	42.9	46.9	50.8
The 405.1 tenure policy is appropriate.	28.6	64.5	45.8	35.0	54.2	52.6	42.2	51.4
Policy to support international faculty is appropriate.	36.4	50.0	38.5	40.0	34.8	21.1	37.5	39.0
My department has equitable research resources relative to other departments.	42.9	40.0	32.0	26.1	33.3	28.6	27.7	34.4

Salary Change

In the past few yeasr, has your salary:

Bar	Value
Decreased significantly	2.2%
Decreased slightly	3.4%
Not changed	51.5%
Increased slightly	32.3%
Increased significantly	10.7%

	% Increased Slightly or Increased Significantly
ALL	43%
CHP	85%
COM	41%
COPH	39%
CON	38%
COP	25%
AA	11%

- Multiple comments indicating that slight increase is **offset by larger increase in inflation.**

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Agreement Regarding Communication

Statement	Strongly Disagree/Disagree	No Opinion	Agree/Strongly Agree
Good faculty communication exists within your Department/Division.	20%	7%	72%
Good faculty communication exists within your College.	31%	15%	53%
The amount of UAMS email communication is within a manageable level.	32%	18%	50%
I can freely express my opinions about UAMS policy.	34%	21%	45%
The UAMS emails I receive are relevant and valuable to me.	35%	23%	42%
I am given the opportunity to participate in decisions (shared governance).	43%	19%	38%
Good faculty communication exists between Colleges.	42%	25%	33%
I trust executive leadership will engage faculty in policy decisions.	49%	22%	29%
Leadership communicates financial decisions in a timely/transparent manner.	48%	23%	29%

■ Strongly Disagree/Disagree   ■ No Opinion   ■ Agree/Strongly Agree
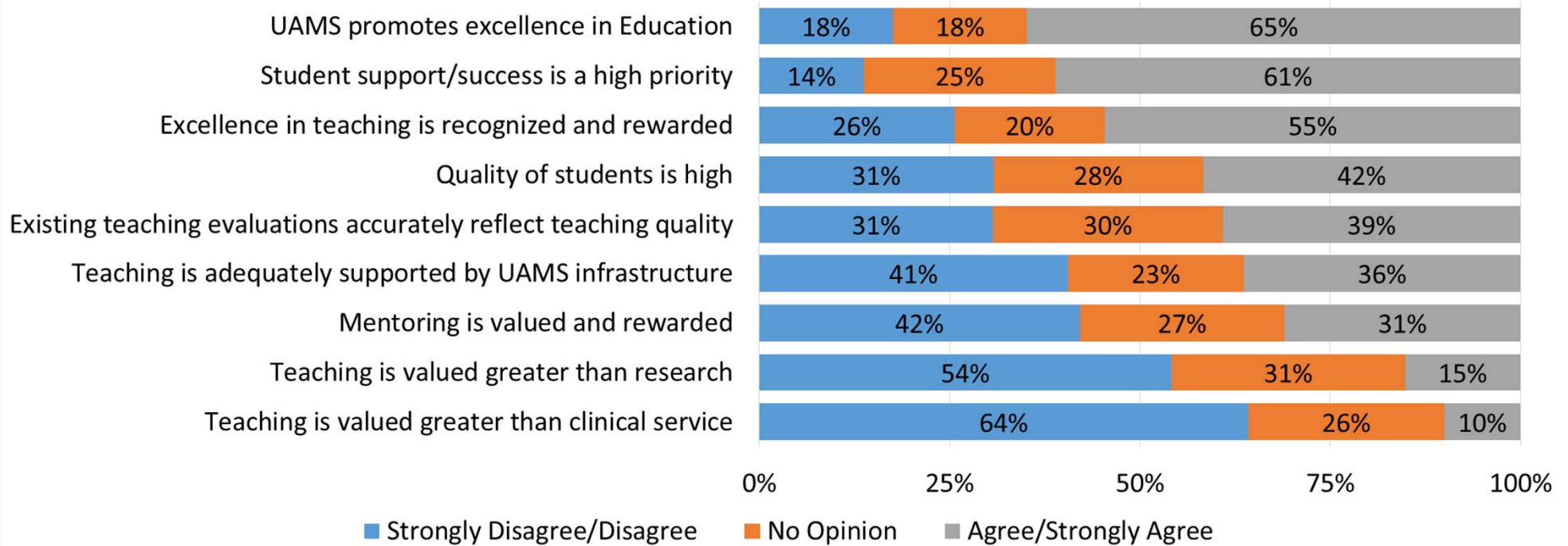
- ## We receive too many emails
  - Consider focused emails or list serves
- ## Leadership emails are vague and not transparent
- ## It is difficult to access "inside UAMS" from off campus

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Communication – by College/Mission

	AA (n=11)	CHP (n=34)	COM (n=203)	CON (n=23)	COP (n=29)	COPH (n=22)	Clinical (n=130)	Not Clinical (n=198)
					% Agree or Strongly Agree			
Good communication within Department.	81.8	88.2	76.4	26.1	85.7	63.6	76.7	71.1
Good communication within College.	75.0	73.5	50.7	34.8	75.0	36.4	48.0	56.1
Amount of UAMS email is manageable.	36.4	66.7	50.0	43.5	48.3	50.0	45.4	53.6
I can freely express my opinions about policy.	27.3	51.5	51.7	21.7	44.4	40.9	40.2	49.2
UAMS emails I receive are relevant/valuable.	54.5	57.6	39.9	47.8	34.5	36.4	33.8	47.7
I am given the opportunity to participate in decisions.	27.3	66.7	32.2	30.4	82.8	13.6	31.8	42.1
Good communication between Colleges.	30.0	54.5	30.2	26.1	35.7	27.3	30.2	33.8
Leadership communicates financial decisions in a timely/transparent manner.	27.3	39.4	27.7	34.8	24.1	40.9	29.2	28.1
I trust leadership will engage faculty in decisions.	18.2	45.5	27.1	30.4	31.0	31.8	28.5	28.9

Agreement Regarding Teaching and Mentorship

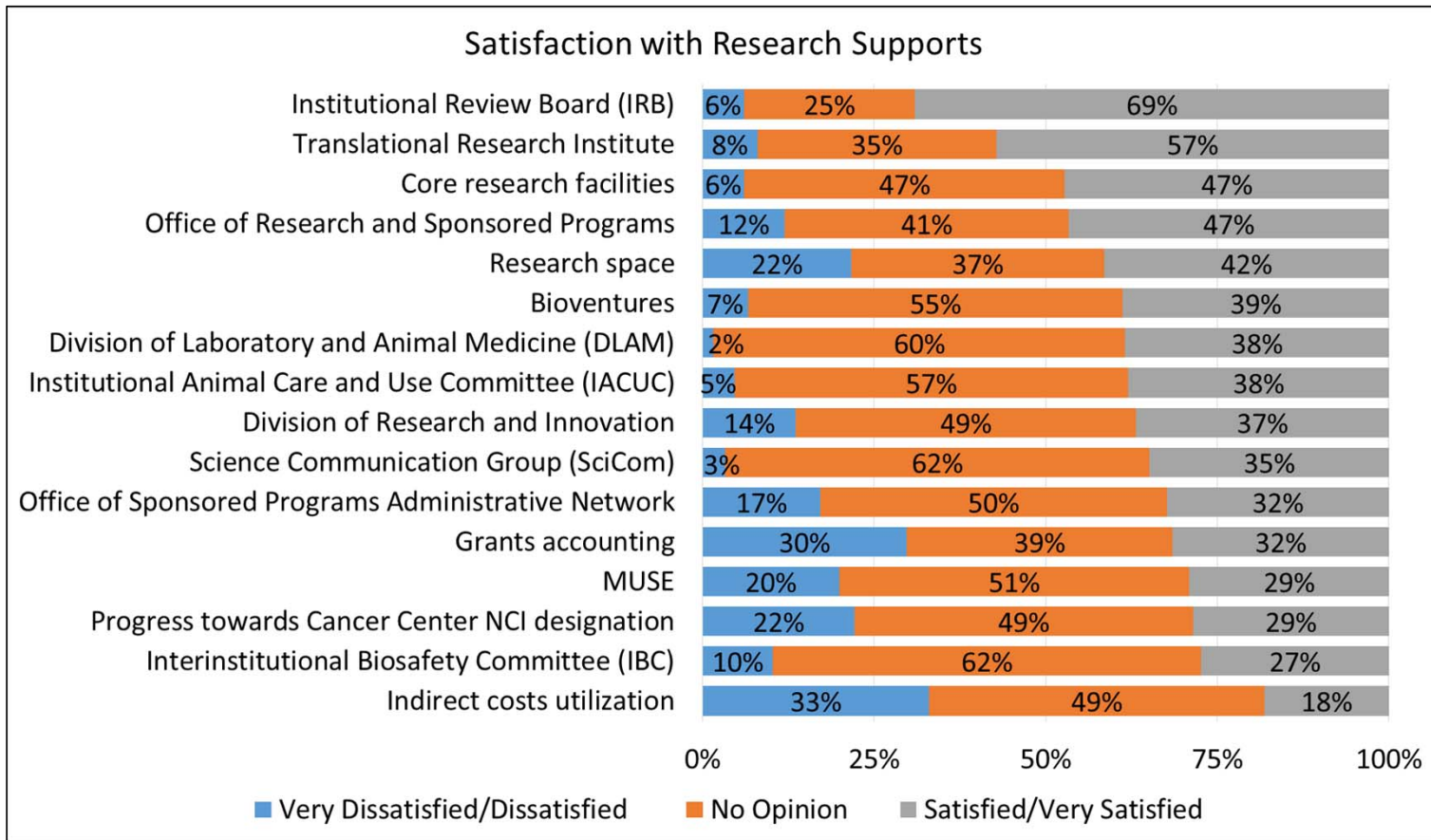| Statement	Strongly Disagree/Disagree	No Opinion	Agree/Strongly Agree
UAMS promotes excellence in Education	18%	18%	65%
Student support/success is a high priority	14%	25%	61%
Excellence in teaching is recognized and rewarded	26%	20%	55%
Quality of students is high	31%	28%	42%
Existing teaching evaluations accurately reflect teaching quality	31%	30%	39%
Teaching is adequately supported by UAMS infrastructure	41%	23%	36%
Mentoring is valued and rewarded	42%	27%	31%
Teaching is valued greater than research	54%	31%	15%
Teaching is valued greater than clinical service	64%	26%	10%

- Not enough protected time for teaching.
- Mentoring is valued but not rewarded.
- Teaching evaluations are not looked at / used
- DDEI efforts for student admissions

Teaching- by College/Mission

	% Agree or Strongly Agree							
	AA (n=11)	CHP (n=34)	COM (n=203)	CON (n=23)	COP (n=29)	COPH (n=22)	Clinical (n=130)	Not Clinical (n=198)
UAMS promotes excellence in Education	90.9	73.5	61.6	73.9	75.9	50.0	65.4	64.1
Student support/success is a high priority	60.0	82.4	56.7	69.6	85.7	38.1	57.6	63.0
Excellence in teaching is recognized/rewarded	54.5	64.7	55.3	56.5	55.2	40.9	50.4	56.3
Quality of students is high	66.7	70.6	39.4	34.8	39.3	22.7	45.3	39.1
Teaching evaluations reflect teaching quality	44.4	58.8	36.2	36.4	53.6	23.8	34.9	41.1
Teaching is supported by UAMS infrastructure	45.5	58.8	32.8	26.1	42.9	42.9	33.6	37.8
Mentoring is valued and rewarded	30.0	50.0	33.5	9.1	25.9	18.2	32.6	29.6
Teaching is valued greater than research	0.0	29.4	17.9	4.3	11.1	4.5	20.2	11.6
Teaching is valued greater than clinical service	0.0	20.6	8.2	8.7	15.4	5.3	13.2	7.1

Satisfaction with Research Supports

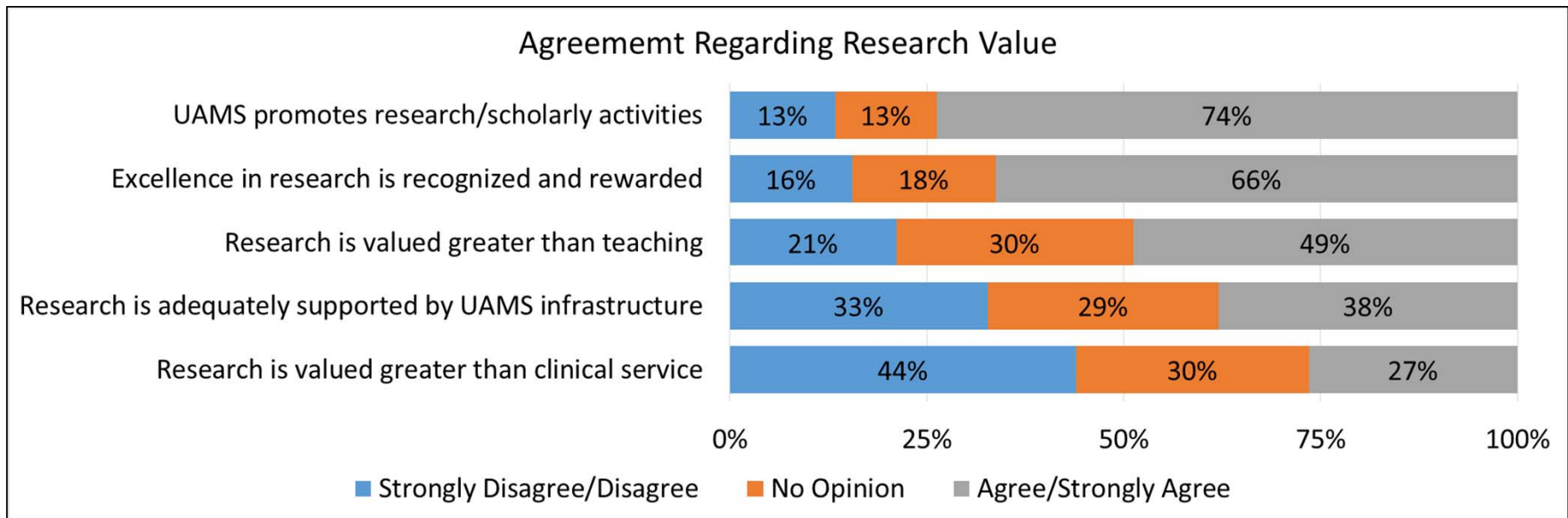|	Very Dissatisfied/Dissatisfied	No Opinion	Satisfied/Very Satisfied
Institutional Review Board (IRB)	6%	25%	69%
Translational Research Institute	8%	35%	57%
Core research facilities	6%	47%	47%
Office of Research and Sponsored Programs	12%	41%	47%
Research space	22%	37%	42%
Bioventures	7%	55%	39%
Division of Laboratory and Animal Medicine (DLAM)	2%	60%	38%
Institutional Animal Care and Use Committee (IACUC)	5%	57%	38%
Division of Research and Innovation	14%	49%	37%
Science Communication Group (SciCom)	3%	62%	35%
Office of Sponsored Programs Administrative Network	17%	50%	32%
Grants accounting	30%	39%	32%
MUSE	20%	51%	29%
Progress towards Cancer Center NCI designation	22%	49%	29%
Interinstitutional Biosafety Committee (IBC)	10%	62%	27%
Indirect costs utilization	33%	49%	18%

- Grants accounting and procurement needs improvement.
- Indirect cost utilization is not transparent
- Efforts to obtain NCI designation hurt other areas

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Research Support – by College/Mission

	% Satisfied or Very Satisfied							
	AA (n=11)	CHP (n=34)	COM (n=203)	CON (n=23)	COP (n=29)	COPH (n=22)	Clinical (n=130)	Not Clinical (n=198)
IRB	62.5	66.7	69.0	84.2	78.3	65.0	64.2	73.5
TRI	42.9	58.8	53.6	64.7	61.1	68.4	47.9	61.3
Core research facilities	NA	30.8	50.0	38.5	76.9	26.7	27.1	56.2
ORSP	50.0	47.1	44.3	31.3	76.5	50.0	29.5	53.3
Research space	20.0	26.7	45.0	33.3	50.0	45.0	30.6	48.5
Bioventures	NA	11.1	46.2	0.0	57.1	27.3	22.9	47.2
IACUC	20.0	11.1	42.7	22.2	60.0	NA	8.3	49.4
DLAM	20.0	11.1	43.6	22.2	50.0	NA	8.6	50.0
Div. of Research & Innovation	33.3	46.7	33.3	28.6	73.3	33.3	27.3	40.3
SciCom	20.0	27.3	34.0	18.2	62.5	53.8	10.0	45.6
Grants accounting	33.3	33.3	27.5	37.5	52.9	40.0	25.4	34.7
OSPAN	33.3	28.6	28.6	37.5	50.0	38.9	18.4	36.2
Progress towards NCI designation	33.3	46.2	29.0	0.0	46.7	29.4	21.8	30.7
MUSE	33.3	30.8	27.1	8.3	41.2	46.7	12.0	35.1
IBC	20.0	20.0	31.6	0.0	33.3	16.7	10.0	33.3
Indirect costs utilization	16.7	14.3	14.7	14.3	37.5	30.0	12.5	20.5

NA: Denominator <5

Agreememt Regarding Research Value

	Strongly Disagree/Disagree	No Opinion	Agree/Strongly Agree
UAMS promotes research/scholarly activities	13%	13%	74%
Excellence in research is recognized and rewarded	16%	18%	66%
Research is valued greater than teaching	21%	30%	49%
Research is adequately supported by UAMS infrastructure	33%	29%	38%
Research is valued greater than clinical service	44%	30%	27%

- Grant dollars are valued more than research quality.
- We need more statistical help as well as scientific writers.
- QI and educational research are not valued as strongly as other research.

Research Value- by College/Mission

	% Agree or Strongly Agree							
	AA (n=11)	CHP (n=34)	COM (n=203)	CON (n=23)	COP (n=29)	COPH (n=22)	Clinical (n=130)	Not Clinical (n=198)
UAMS promotes research/scholarly activities	90.9	88.2	68.7	69.6	93.1	77.3	70.3	76.6
Excellence in research is recognized and rewarded	72.7	85.3	61.0	60.9	78.6	77.3	63.8	68.7
Research is valued greater than teaching	63.6	55.9	39.9	69.6	50.0	81.8	43.9	51.8
Research is adequately supported by UAMS infrastructure	36.4	75.8	29.7	47.8	58.3	31.8	30.4	44.4
Research is valued greater than clinical service	9.1	57.6	17.7	56.5	44.0	30.0	28.2	27.1

Satisfaction with Academic Senate

	Strongly Disagree/Disagree	No Opinion	Agree/Strongly Agree
Academic Senate effectively communicates with me.	16%	33%	50%
Academic Senate addresses issues that are important to me.	8%	42%	50%
I trust my representatives to reflect my views.	11%	41%	48%
Composition of Academic Senate adequately represents college faculty.	9%	45%	46%
Academic Senate effectively interacts with executive leadership.	7%	54%	39%

- There is need for more representation from remote, Regional, ACH, and NWA campuses
- There is lack of understanding of the purpose of Academic Senate
- There should be more efforts to meet in person
- Academic senate should advocate for
  - more transparency
  - better educational infrastructure (e.g., AV equipment)
  - ways to provide anonymous feedback (to leadership and Academic Senate)
  - improved grants administration and purchasing

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Major Take-away Findings

- Faculty feel undervalued and want higher salary and improved benefits
- Clinical faculty would appreciate more protected time for administration and teaching
- Cost-of-living adjustments are needed as well as the ability to obtain merit-based raises
- Efforts to obtain NCI designation has hurt other areas
- Non-Main Campus locations should have greater representation in Academic senate, more support of various resources, etc.
- More positive thoughts/support within College and Division Admin vs University Admin

Questions or Feedback?

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