

2025 UAMS Faculty Survey

Qualitative Results

- Faculty consistently highlight challenges related to understaffing.
 - Multiple different groups were noted as having understaffing.
 - Most commonly cited: HR, Environmental Services, ORSP, OUR, SEHS
 - Less cited: grants accounting, classroom support, creative services, simulation center, health literacy staff
 - This largely relates to delayed processes for faculty across all mission areas.
 - Clinical: staff burnout and high workload were noted
 - Research: slow travel, hiring, and grants accounting were noted
 - Education: lack of support for instructional design
 - Overall: lack of mentoring due to few senior faculty
- There were many comments related to productivity expectations.
 - Clinical faculty noted significant productivity pressures.
 - Inability to have flexible time off, including losing minor holidays and needing to schedule time off 90 days out.
 - Little FTE coverage for research, teaching, and faculty development.
- There were many comments related to challenges with HR
 - Hiring is slow, responses vary based on who you ask, and faculty would like clearer expectations at the time of hire as well as in explicitly stated annual appointment letters.
 - There are challenges with onboarding faculty and clinical students, particularly at ACH (vaccinations, badges, etc. all have to be done twice).
 - There were many concerns about the challenges with reimbursement after travel, noting the desire to have per diems and not have to rent a car.
 - Several respondents felt that the maternity leave was too short, unclear, and too restrictive with respect to eligibility.
 - Faculty would prefer the ability to have a more flexible work schedule and the ability to work from home (inconsistencies across departments/colleges with the ability to work from home)
 - There were noted concerns about insurance.
 - Premiums have increased overall and relative to salary.
 - UMR does not have good prescription coverage and few behavioral health providers.
 - Faculty consistently noted low salary relative to national and local benchmarks, which leads to feeling undervalued and reduces incentive to stay at UAMS.
 - Faculty noted the desire for improved merit-based pay.

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- Faculty noted that salaries should increase with cost of living/inflation.
 - Faculty noted the need to have increases in salary with extended time at UAMS without having to have a promotion.
 - There were a few noted concerns about differences in pay across genders.
- Faculty noted dissatisfaction with reduction in funding for conference travel and faculty development.
- Faculty requested improved ability to carry funds over from year to year.
- Faculty highlight challenges related to research infrastructure.
 - There were many comments related to challenges with ORSP and grants accounting, and a few comments about IRB. (understaffed and slow; not many comments about the workers themselves).
 - Many faculty wanted to be able to just call ORSP, grants accounting, or IRB
 - Faculty expressed frustrations with pre- and post-award support across the continuum, with particular frustrations related to grants accounting.
 - Generally, faculty felt that research support was less for community-engaged work and work that is not NIH funded.
 - Some faculty noted that internal grants that do not cover salary are not helpful for many researchers, whose only real cost is their own FTE and a computer.
 - Several faculty highlighted frustration related to the focus on cancer, which makes other areas feel undervalued.
 - Several faculty noted issues with accessing journals in the library and that the library needed more funding for journal subscriptions.
- With respect to teaching, faculty noted several concerns.
 - A very common theme was challenges related to academic integrity and professionalism, with specific comments that leadership preferred not hurting student feelings over trusting faculty decisions.
 - There were some specific notes related to AI.
 - Several faculty highlighted the need for improved instructional design support.
 - Faculty noted that current teaching evaluations were not reflective of teaching quality.
 - Faculty noted that mentorship is not highly valued.
 - Faculty felt increased frustrations with the need to cater to distance learners across multiple programs and modalities.

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- Faculty had many concerns about the COM testing software and feel it is antiquated and also confusing to faculty and students to have multiple platforms.
- Some classrooms have outdated furniture and AV equipment as well as poor heating/air.
- Faculty highlighted multiple burdensome processes that lead to burnout.
 - Regular required Workday trainings are not helpful and are burdensome.
 - Workday was noted as a challenge by some, particularly as it relates to hiring, budgets, and academic admissions/processes.
 - Faculty are frustrated with the multiple different technology platforms (e.g., Box vs Sharepoint, multiple testing software, Teams vs Zoom).
 - Faculty want more full Zoom licenses.
 - ACH vs UAMS interoperability is poor.
- Faculty highlighted several issues broadly related to campus operations
 - Faculty highlighted a number of maintenance issues, including bathrooms, carpets, ceilings, tiles, faucets, heating/AC, elevators
 - There are still spots that have spotty WiFi.
 - UAMS website contains broken links and outdated information.
 - Some buildings still have access for people without badges, sometimes with those individuals being let in by people with badges.
 - Some faculty reported slow campus safety response times and follow up.
 - Some faculty noted dark areas on campus in the night/morning hours.
 - There were notes regarding non-ADA compliant ramps and pathways.
 - Faculty noted several issues with access to affordable and varied food options.
 - NWA has limited options and no menus.
 - Night shift and holiday workers have few options
 - There are limited options for healthy, allergen-free, plant-based, and grab-and-go options.
 - Faculty were frustrated with the cost of parking.
- Some groups of faculty feel less value than others.
 - Non-MD/DO faculty should be considered for COM faculty roles.
 - All professions should be valued equally across UAMS
 - Academic Senate should include more NWA and regional campus representatives and non-MD clinicians.
 - Generally, research and teaching is seen as less valued than clinical service.
- With respect to governance and transparency, faculty generally felt recent improvements in transparency by the interim chancellor, with some faculty feeling

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that the tone of recent emails may lower morale and increase frustrations with workload.

- Faculty did not feel that recent personnel cuts (June 2025) were transparent.
- Faculty would strongly prefer the ability to provide reviews of chairs and college-level leadership.
- Faculty highlighted challenges related to P&T.
 - They noted that guidelines were unclear, inconsistent across colleges, and cumbersome.
 - Faculty noted that there were some issues with transparency of P&T guideline changes.
 - Faculty suggested
 - Career ladders
 - Removal of minimum requirement for promotion
 - Pre-review across all colleges
 - Self-assessment methods that were updated and perhaps not self-conducted.
- There were several comments related to access to high-quality patient care.
 - There were many comments related to challenges with interpreter services in terms of availability overall and in person.
 - Faculty were frustrated with the ability to access quick services for themselves, particularly outpatient.
 - Clinical workflows should not be overseen by administrators that do not have clinical training.
 - Approaches that penalize treatment of high-risk, low-income patients makes it challenging for faculty to follow the mission of UAMS.