



# 2025 Faculty Survey Results

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

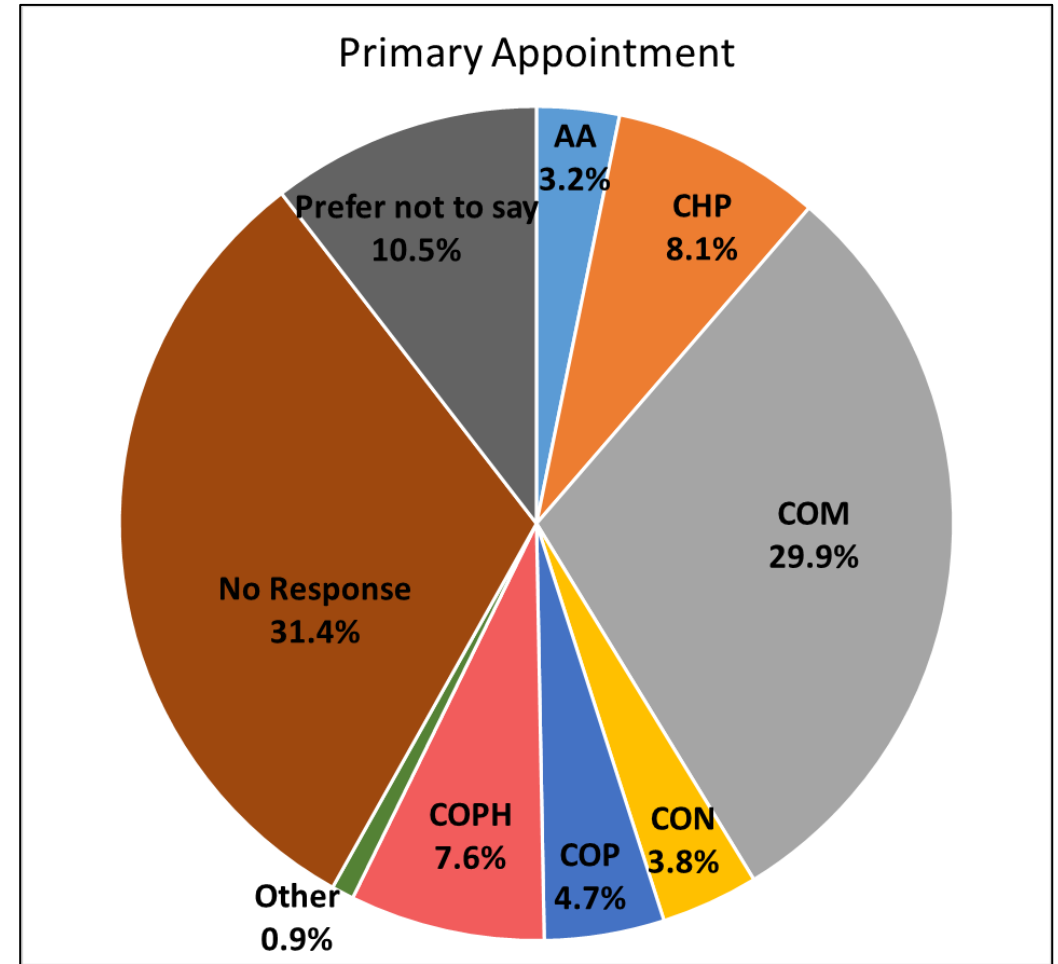
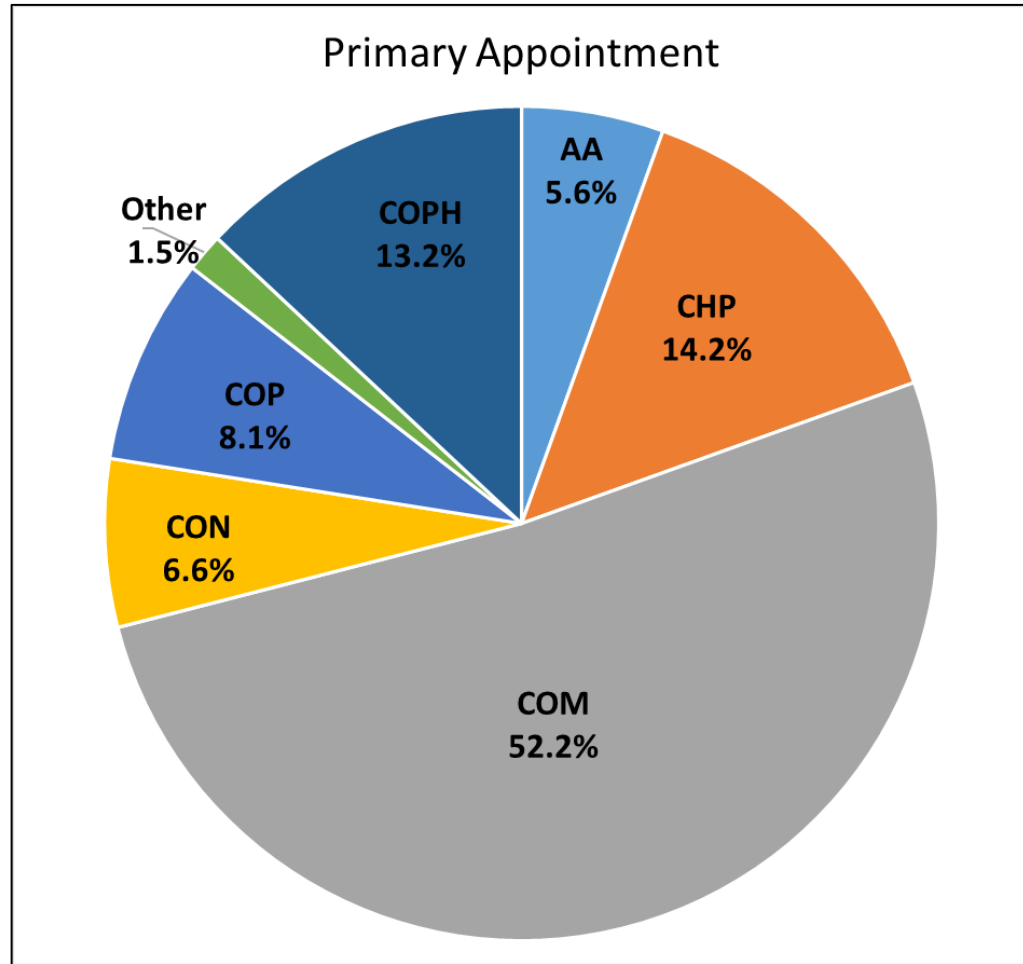
*Information does not necessarily represent the specific opinions  
of the Academic Senate, Academic Affairs, Center for Faculty  
Excellence, or associated faculty*

# Survey Overview

- Distributed via Survey Monkey to UAMS faculty
- Anonymous survey
- Data collected in December 2025 and January 2026
- 345 respondents



# Respondent Demographics



# Estimated Response Rate, by Appointment

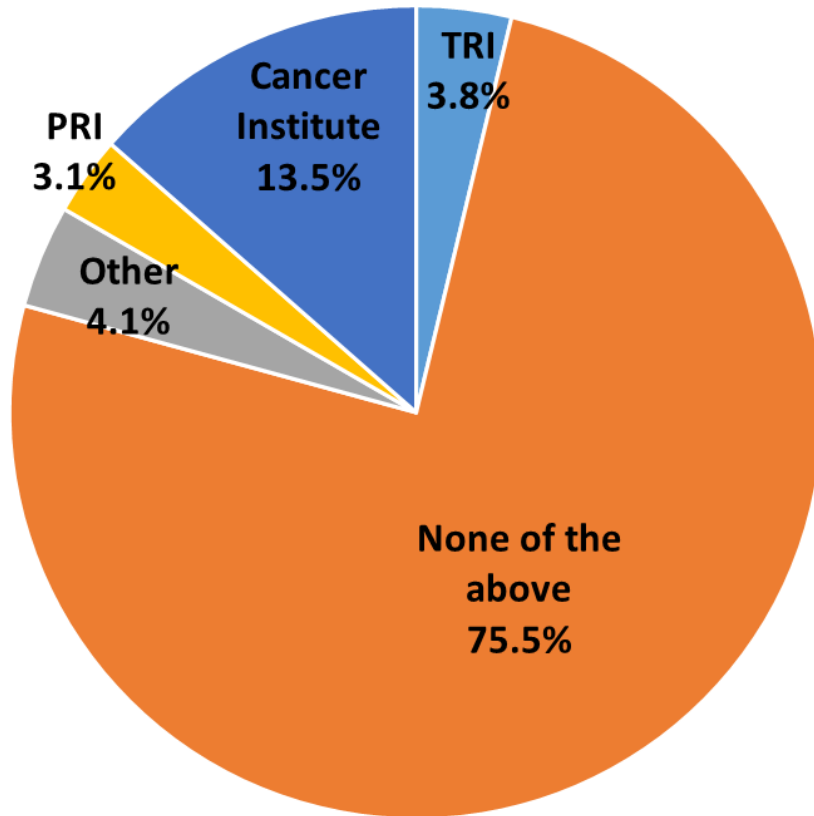
<b>Appointment</b>	<b>Total N</b>	<b>Full-Time N</b>	<b>Weighted N</b>	<b>Estimated Response Rate</b>
<b>Academic Affairs</b>	11	11	19	63%
<b>College of Nursing</b>	13	12	22	42%
<b>College of Health Professions</b>	28	26	48	56%
<b>College of Public Health</b>	26	25	45	75%
<b>College of Pharmacy</b>	16	15	28	28%
<b>College of Medicine</b>	103	93	177	12%

*Weighted N created by multiplying Full-Time N by 1.72  
(i.e., 100% / 58.1% of respondents who answered the appointment question).*

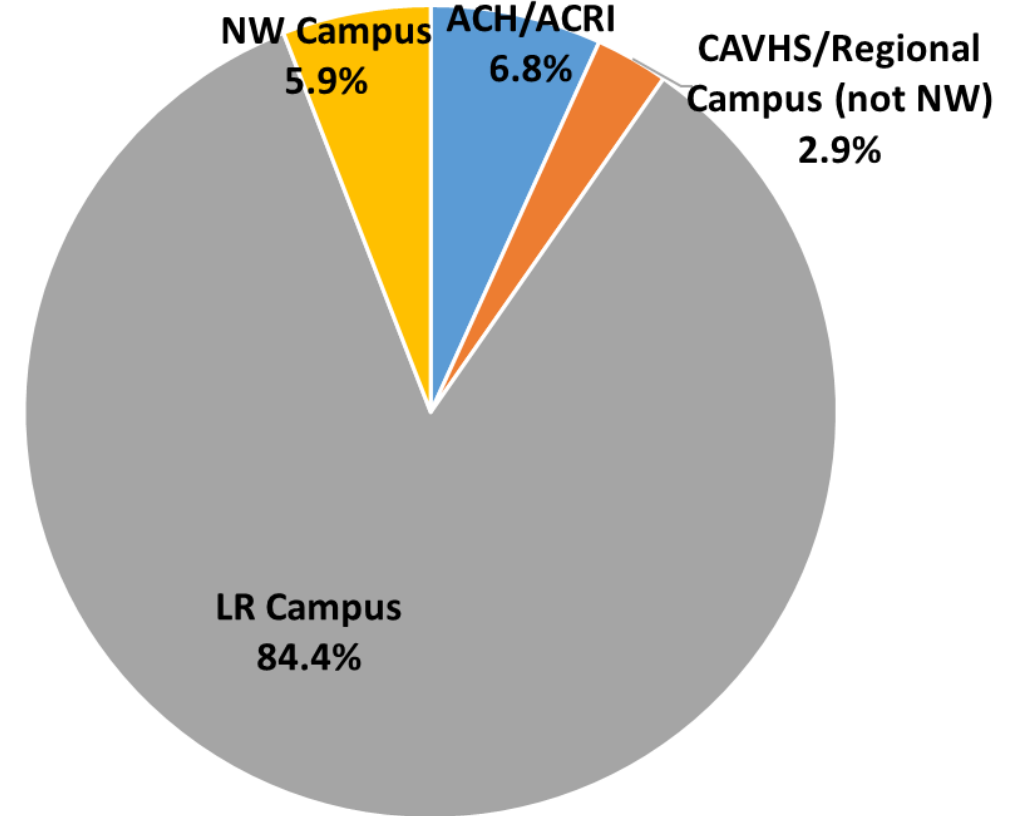
*Estimated response rate comes from Weighted N divided by total estimated number of full-time faculty.*

# Respondent Demographics

Primary Institute

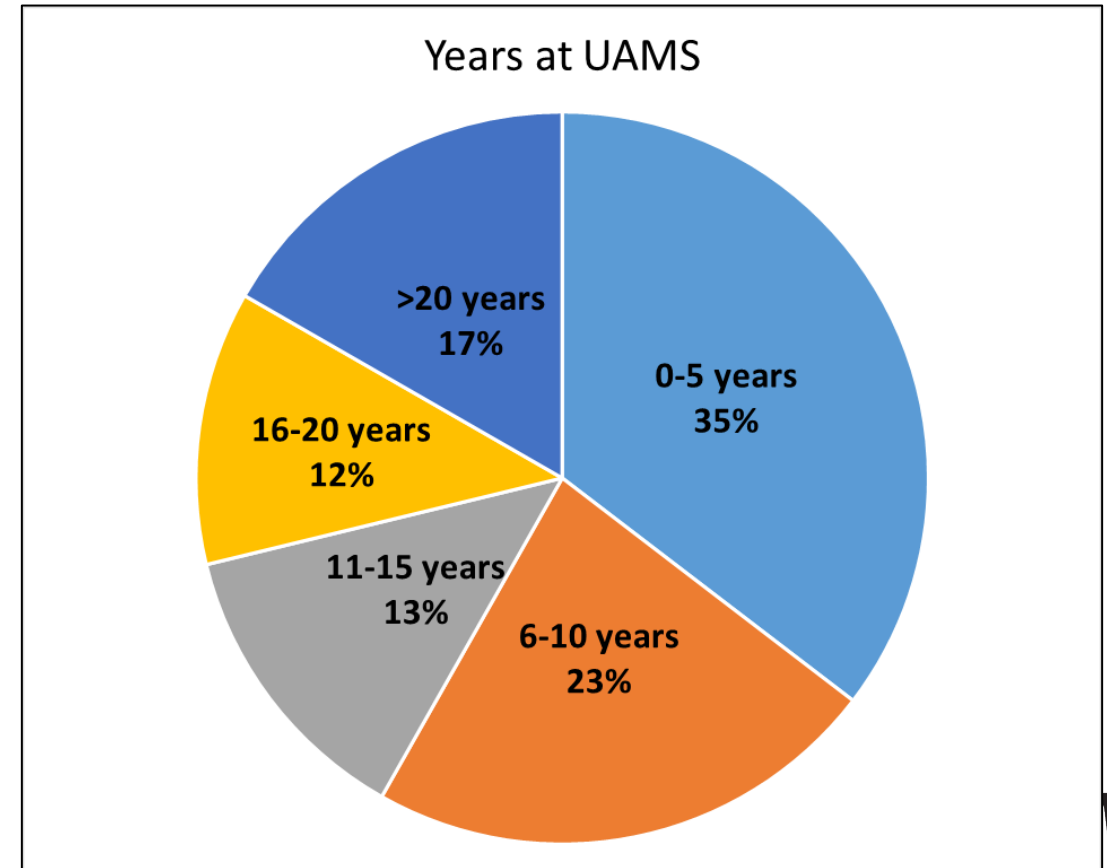
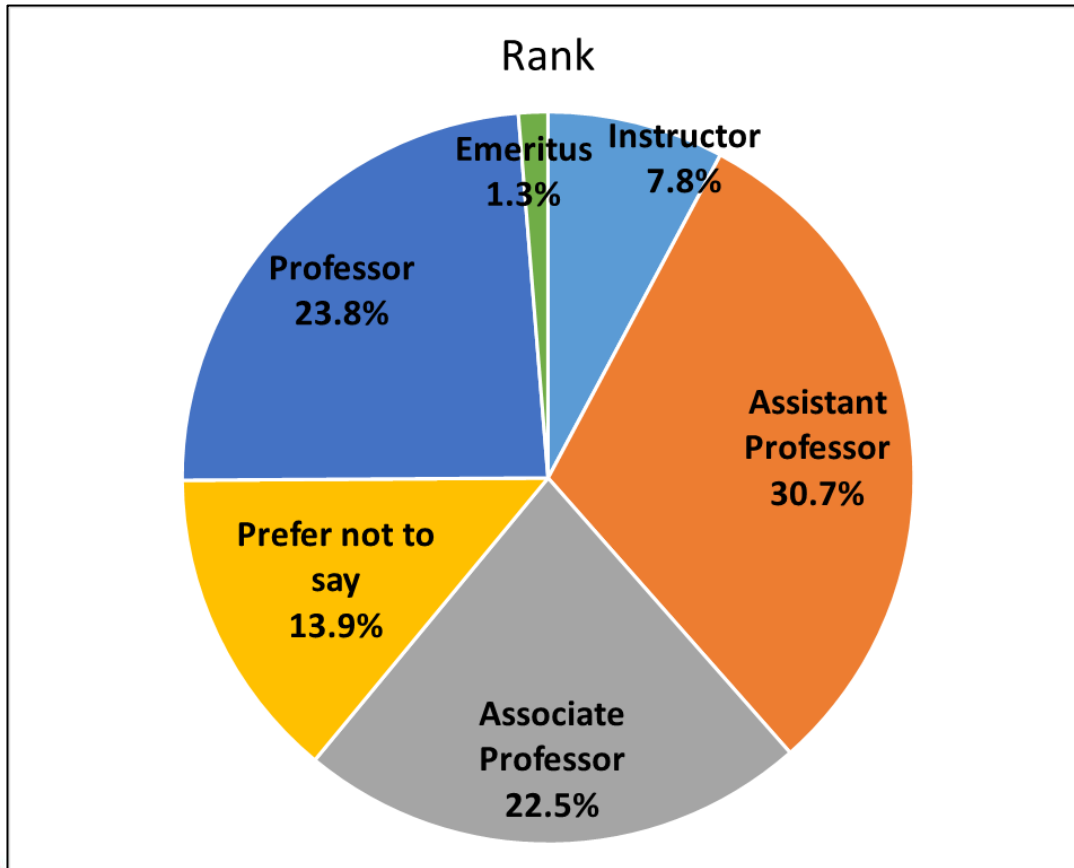


Primary Work Location



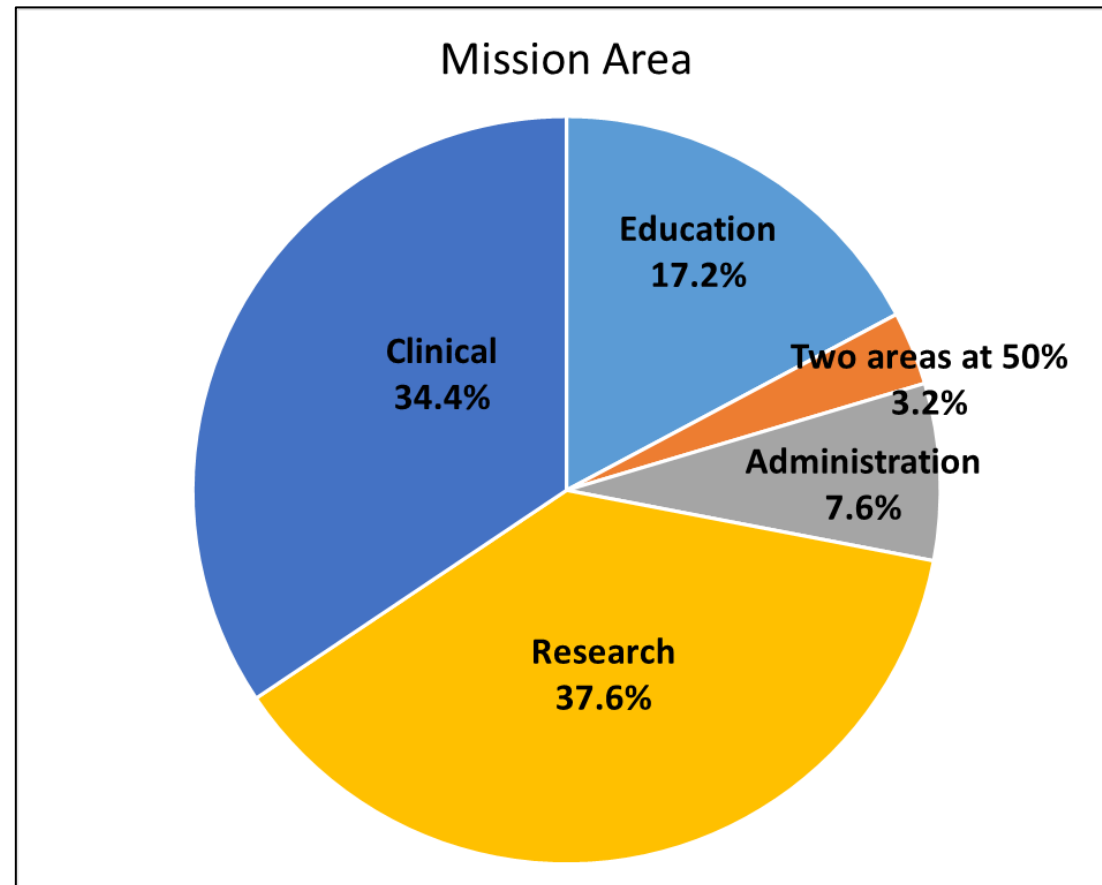
# Respondent Demographics

- 48% Tenured or Tenure Track

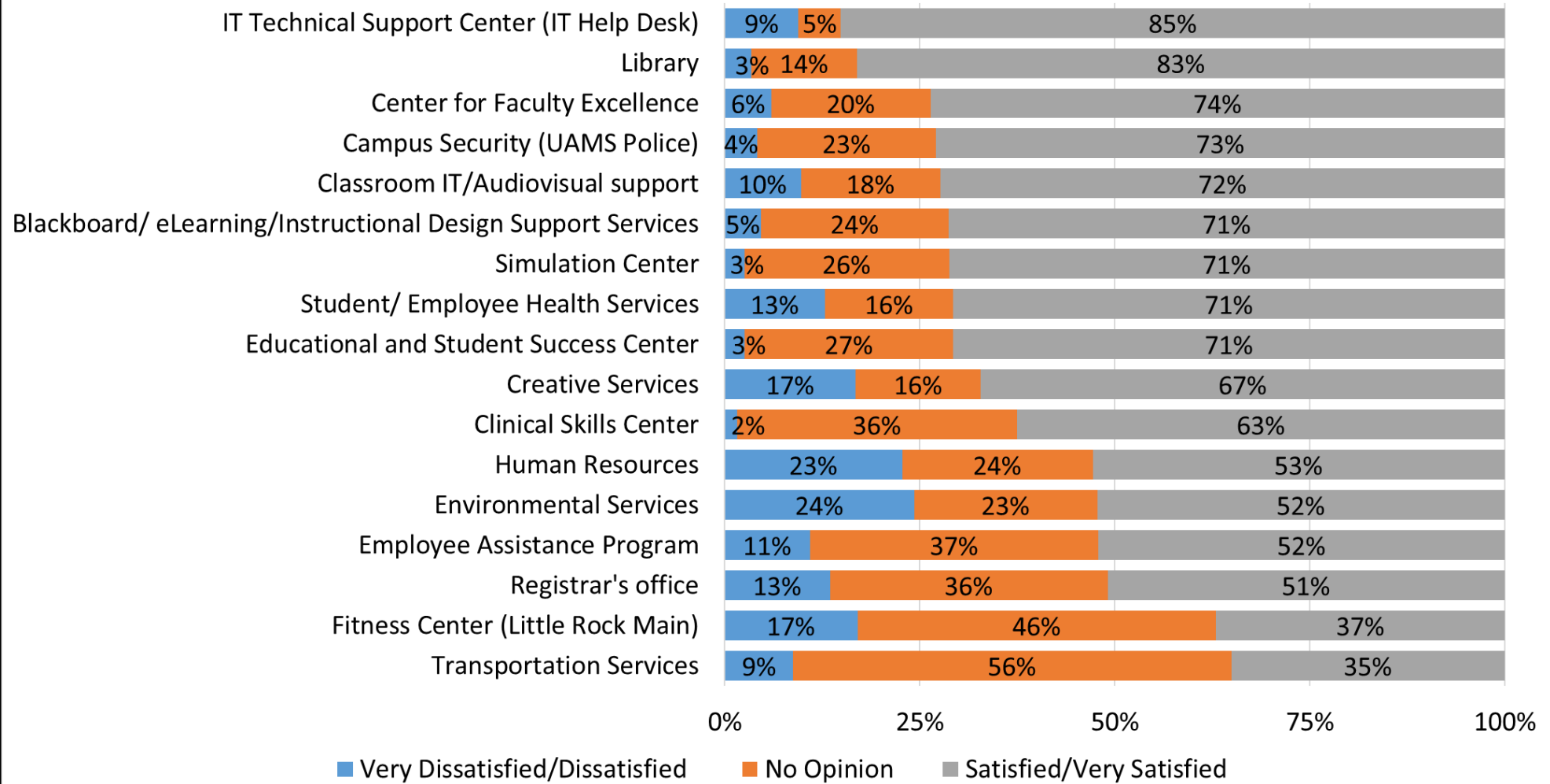


# Respondent Demographics

- 94% full time employees
- 59% female respondents



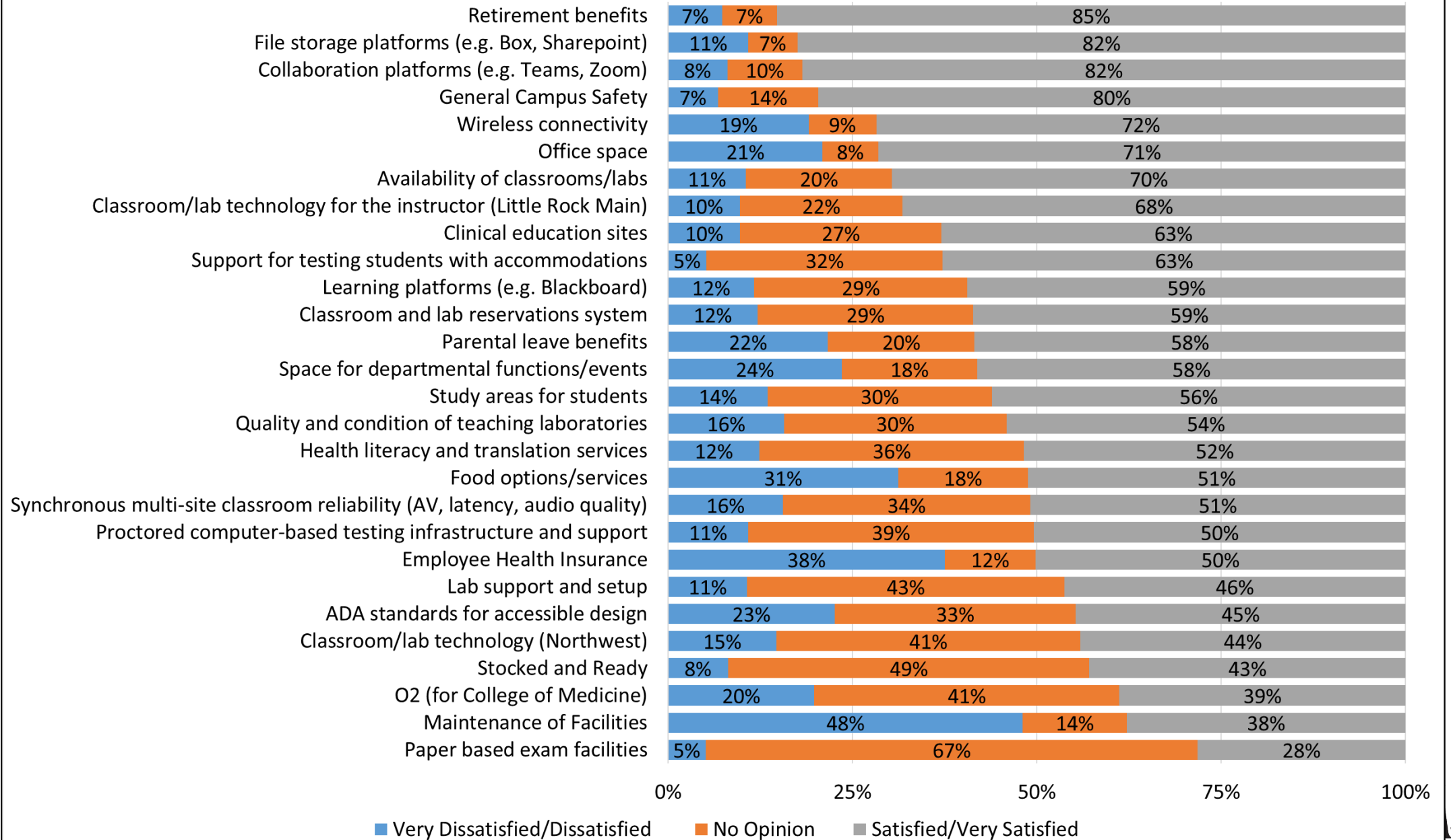
### Satisfaction with Campus Support Services



# Campus Support comments

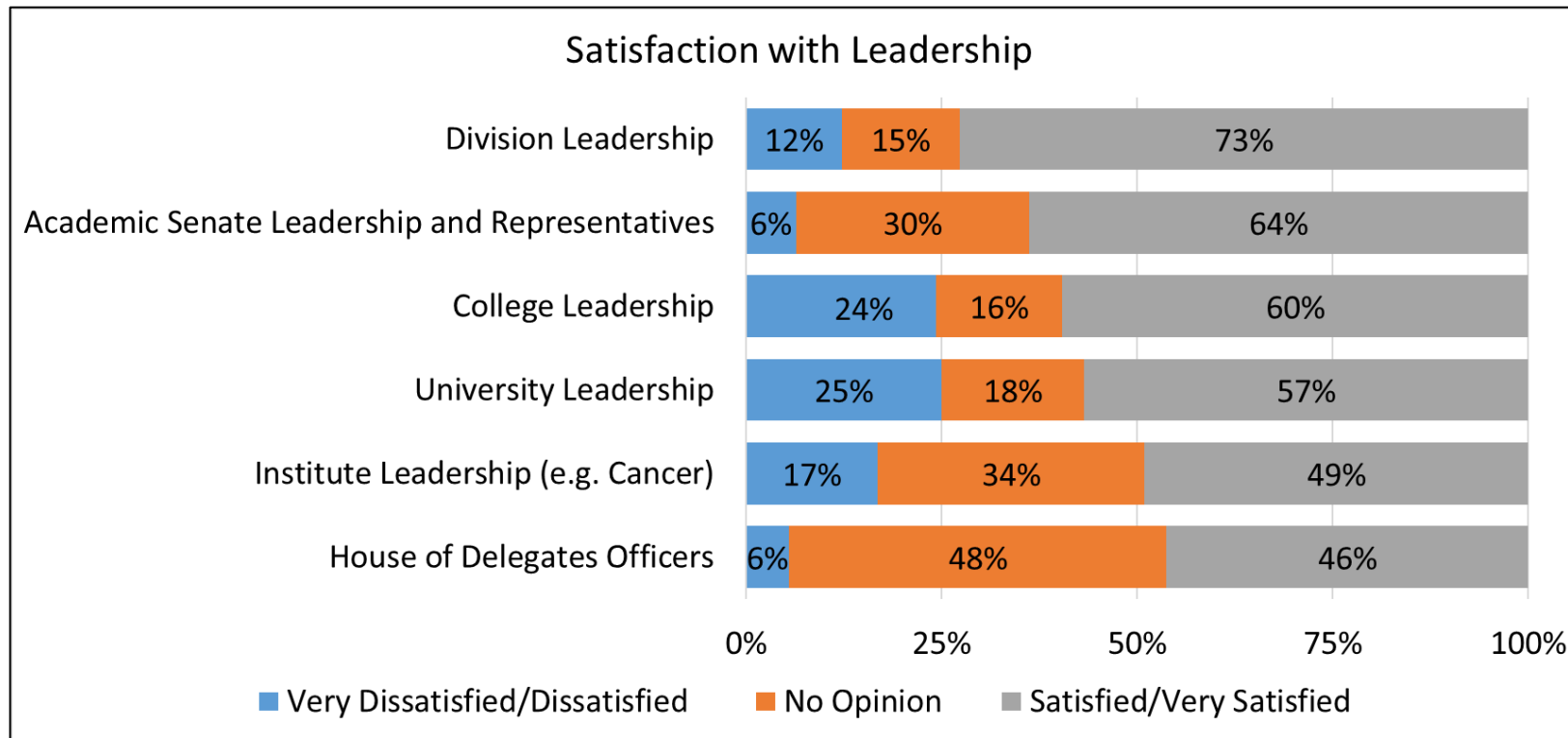
- Understaffing drives inefficiency across mission areas, tasks, and services
  - Multiple comments related to creative services, OUR, HR, and SEHS
- Environmental services has improved, but there are still significant issues
  - primary issues include bathrooms and carpets
  - largely due to understaffing and not the personnel specifically
- HR has multiple challenges
  - slow hiring processes, delayed responses, and different responses depending on who you ask a question
- Kudos given to the classroom support, AV folks, and Blackboard support

## Satisfaction with Campus Resources



# Campus Resources Comments

- There are significance building maintenance issues
  - broken tiles, ceilings, faucets, elevators, central heating/AC, classrooms (e.g., chairs), and access to hot tap water
- There is a need for improved food access in the cafeteria/delis
  - lower prices, better options for night-shift and holiday employees, and more diverse food options
    - allergen free foods, healthier foods, grab and go options, and plant-based options
  - The reduction in the employee discount is not ideal
  - Food is not as accessible at the NW campus, and there is no menu
- Employee insurance premiums and copays have increased, while coverage has declined overall
  - There is poor coverage for prescriptions and in-network behavioral health providers
- There is significant frustration with technology platforms
  - O2, ExamSoft, Blackboard Ultra are difficult to use
  - There are conflicting systems for the same functions (e.g., Box vs Sharepoint)
  - Zoom licenses should be more easily accessible and is preferred to Teams
- Access to translation services for patients is too limited (not available for an extended time each day), and ideally such services are consistently available in person



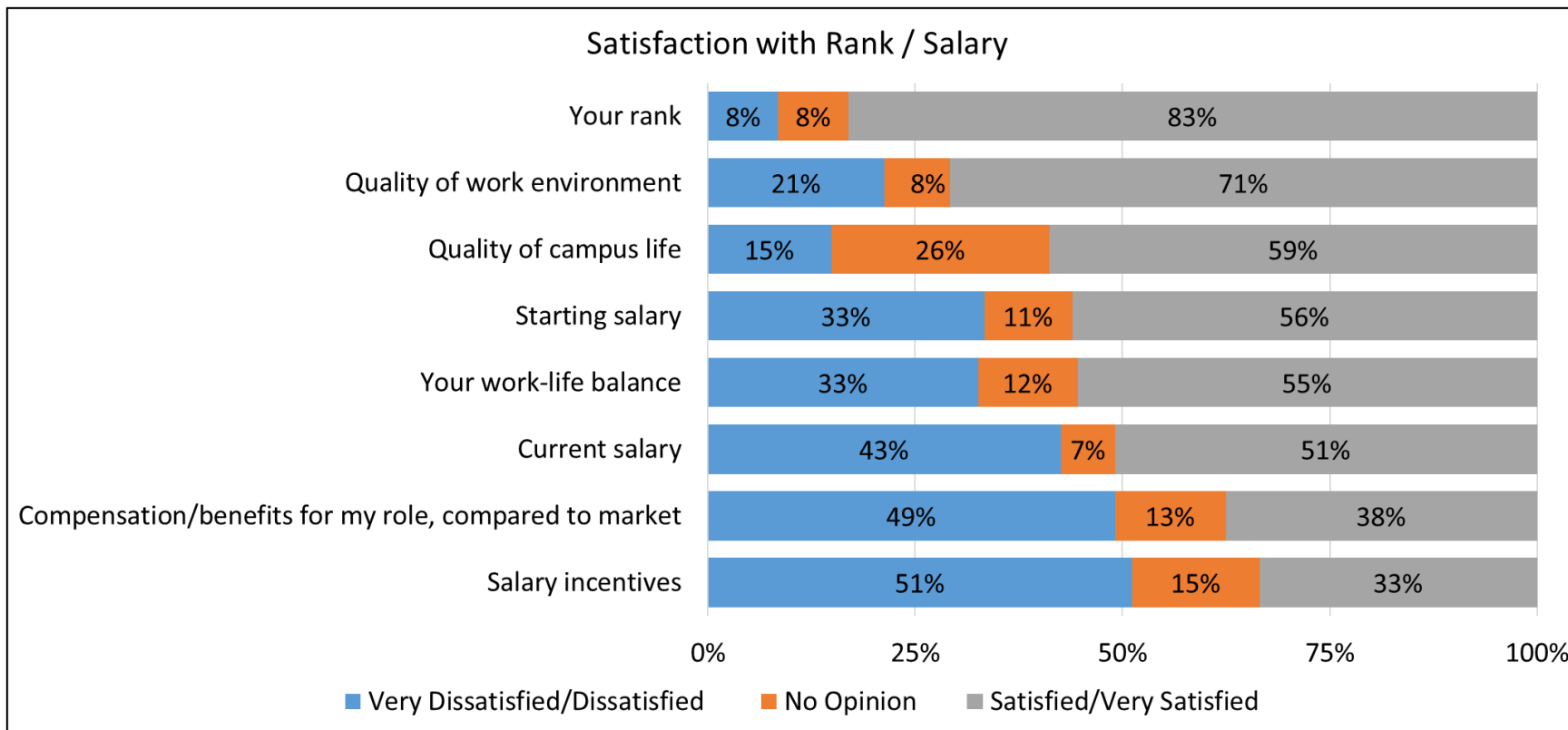
- Faculty want increased salaries that are competitive with national and local pay
- Faculty want increased transparency and accountability of leadership, including chairs and deans

# Administrator Satisfaction- by College/Mission

	% Satisfied or Very Satisfied							
	AA (n=11)	CHP (n=28)	COM (n=103)	CON (n=13)	COP (n=16)	COPH (n=26)	Clinical (n=56)	Not Clinical (n=113)
University Leadership	60%	79%	53%	77%	56%	56%	61%	55%
Institute Leadership	50%	75%	45%	50%	50%	44%	52%	46%
College Leadership	56%	89%	46%	69%	88%	36%	49%	57%
Division Leadership	73%	92%	72%	56%	77%	55%	67%	72%
Academic Senate	80%	96%	45%	80%	79%	88%	47%	75%
House of Delegates Officers	57%	86%	32%	57%	50%	50%	33%	51%

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

*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. Blank values represent <5 respondents for that cell.*

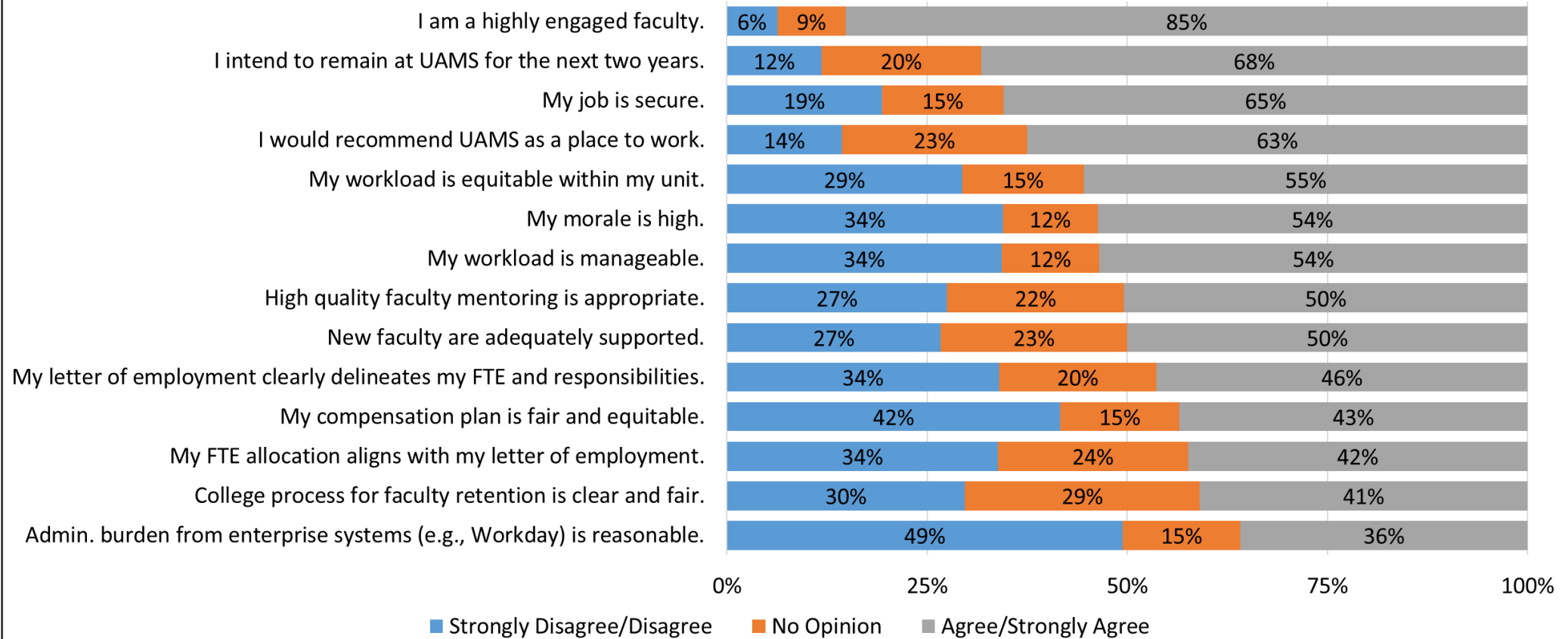


- Salaries should be increased to account for cost-of-living increases
  - Merit-based increases are also needed
  - Salaries are not competitive nationally
- Need for increased flexibility (e.g., clinical time off, hybrid work, etc.)
- Significant burden due to inefficient systems (Workday, procurement, grants accounting)
- Lack of time for research and teaching
- Lack of leadership accountability

# Rank/Salary Satisfaction- by College/Mission

	% Satisfied or Very Satisfied							
	AA (n=11)	CHP (n=28)	COM (n=103)	CON (n=13)	COP (n=16)	COPH (n=26)	Clinical (n=56)	Not Clinical (n=113)
Your rank	91%	100%	80%	77%	94%	92%	80%	87%
Starting salary	64%	56%	59%	62%	44%	69%	64%	55%
Current salary	45%	41%	49%	69%	38%	64%	59%	46%
Quality of work environment	82%	89%	69%	62%	81%	77%	70%	69%
Quality of campus life	73%	78%	60%	46%	56%	72%	58%	59%
Your work-life balance	64%	57%	56%	62%	31%	73%	56%	52%
Salary incentives	22%	41%	32%	38%	21%	48%	33%	41%
Compensation compared to the market	27%	43%	34%	38%	31%	46%	38%	36%

## Agreement Regarding Workload and Support

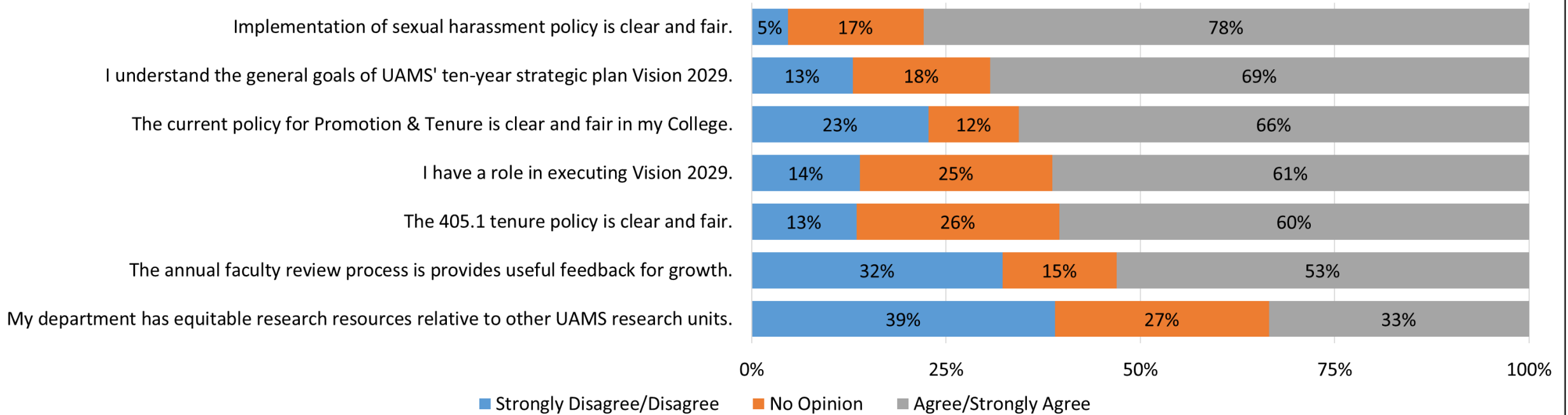


- There is lack of FTE allotment for teaching and research (for clinical faculty)
- There are not faculty contracts and/or appointment letters
- We need more senior faculty to mentor
- Faculty retention is poor, largely due to low salaries and high workload
- Workday causes substantial challenges with efficiency

# Workload Satisfaction- by College/Mission

	% Agree or Strongly Agree							
	AA (n=11)	CHP (n=28)	COM (n=103)	CON (n=13)	COP (n=16)	COPH (n=26)	Clinical (n=56)	Not Clinical (n=113)
My morale is high.	73%	82%	47%	46%	63%	50%	47%	54%
My job is secure.	45%	89%	64%	62%	75%	77%	75%	63%
I am highly engaged.	91%	100%	79%	92%	94%	88%	79%	89%
College process for faculty retention is clear and fair.	45%	63%	44%	31%	44%	19%	50%	38%
New faculty are adequately supported.	55%	75%	47%	38%	73%	42%	55%	47%
High quality faculty mentoring is appropriate.	60%	78%	50%	46%	38%	31%	56%	49%
My workload is manageable.	73%	57%	54%	46%	50%	50%	55%	50%
My workload is equitable within my unit.	82%	68%	58%	54%	56%	35%	61%	51%
My compensation plan is fair and equitable.	50%	39%	41%	46%	50%	42%	48%	40%
My letter of employment clearly delineates my FTE.	50%	64%	39%	15%	67%	62%	38%	46%
My FTE aligns with my appointment letter.	44%	61%	34%	15%	60%	60%	36%	42%
Administrative burden is reasonable.	80%	50%	40%	31%	27%	27%	44%	33%
I intend to remain at UAMS for the next two years.	73%	81%	63%	62%	75%	77%	68%	69%
I would recommend UAMS as a place to work.	82%	86%	58%	69%	56%	65%	61%	58%

### Agreement Related to UAMS Policies

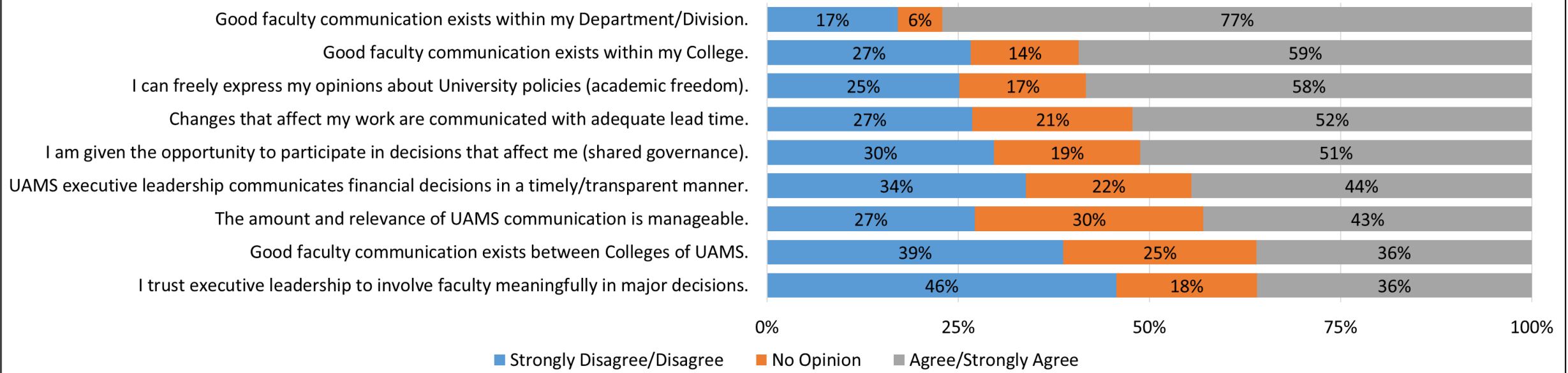


- The P&T process should be clearer and less cumbersome; there should be better transparency when P&T guidelines are modified; and all there should be more consistent requirements across colleges and departments
- Current self-assessment approaches are inconsistent (with respect to timing), and we should have review for leadership
- Space and research support is inconsistent across departments and colleges

# Policy Satisfaction- by College/Mission

	% Agree or Strongly Agree							Clinical (n=56)	Not Clinical (n=113)
	AA (n=11)	CHP (n=28)	COM (n=103)	CON (n=13)	COP (n=16)	COPH (n=26)			
The current policy for Promotion & Tenure is clear and fair in my College.	50%	79%	67%	62%	93%	32%	64%	62%	
The 405.1 tenure policy is clear and fair.	56%	77%	55%	73%	93%	54%	60%	60%	
The annual faculty review process is provides useful feedback for growth.	56%	82%	46%	38%	73%	44%	40%	53%	
I understand the general goals of UAMS' ten-year strategic plan Vision 2029.	80%	96%	62%	69%	80%	58%	59%	74%	
I have a role in executing Vision 2029.	90%	81%	51%	75%	92%	50%	50%	70%	
Implementation of sexual harassment policy is clear and fair.	82%	100%	78%	100%	75%	67%	85%	74%	
My department has equitable research resource allocation relative to other UAMS research units	30%	35%	42%	20%	36%	23%	36%	35%	

### Agreement Regarding Communication

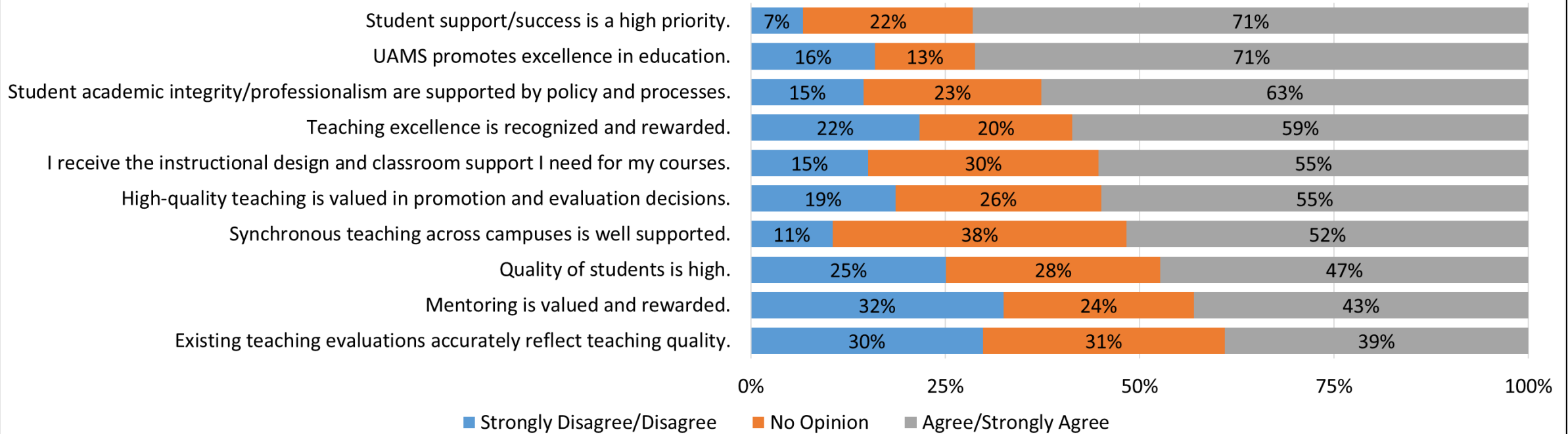


- Faculty noted improved communication from the current chancellor, with some comments related to focus on revenue
- Faculty noted the continued lack of transparency in decision making
  - Broadly, faculty do not feel they have a voice that is considered.

# Communication – by College/Mission

	% Agree or Strongly Agree							
	AA (n=11)	CHP (n=28)	COM (n=103)	CON (n=13)	COP (n=16)	COPH (n=26)	Clinical (n=56)	Not Clinical (n=113)
Good communication exists between Colleges	36%	39%	41%	8%	38%	32%	40%	31%
Good communication exists within my College	82%	82%	57%	31%	75%	50%	55%	57%
Good communication exists within my Department/Division	91%	93%	76%	38%	88%	77%	75%	76%
I can freely express my opinions about University policies (academic freedom)	60%	82%	55%	46%	69%	64%	56%	58%
I am given the opportunity to participate in decisions that affect me (shared governance)	70%	71%	48%	69%	63%	46%	52%	53%
UAMS executive leadership communicates financial decisions in a timely and transparent manner	60%	68%	41%	54%	44%	54%	41%	49%
I trust executive leadership to involve faculty meaningfully in major decisions	64%	54%	31%	54%	19%	38%	36%	36%
The amount and relevance of UAMS communication is manageable.	80%	50%	44%	31%	44%	46%	43%	46%
Changes that affect my work (e.g., platform shifts, policy updates) are communicated with adequate lead time.	78%	86%	48%	46%	63%	46%	46%	56%

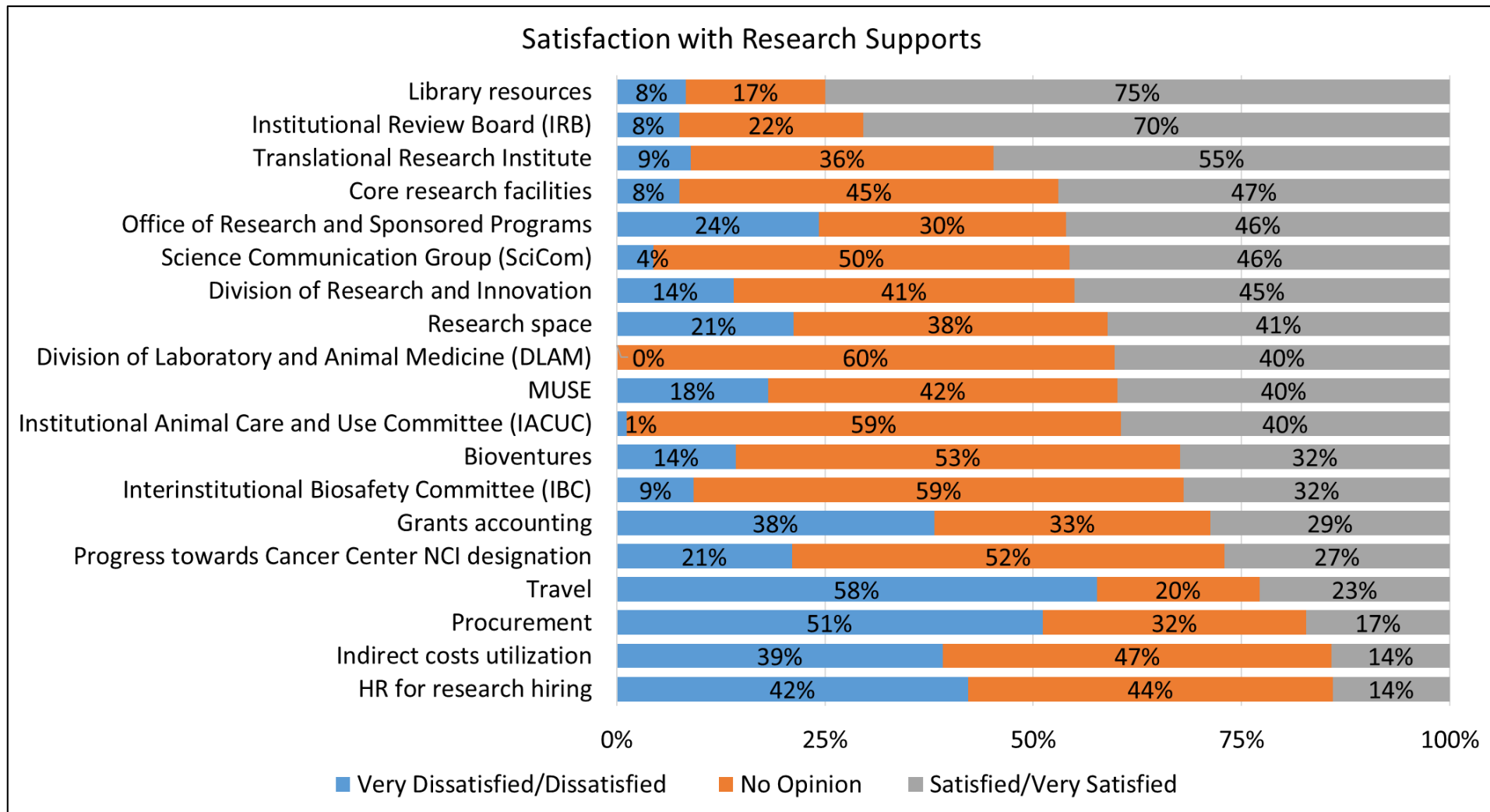
### Agreement Regarding Teaching and Mentorship



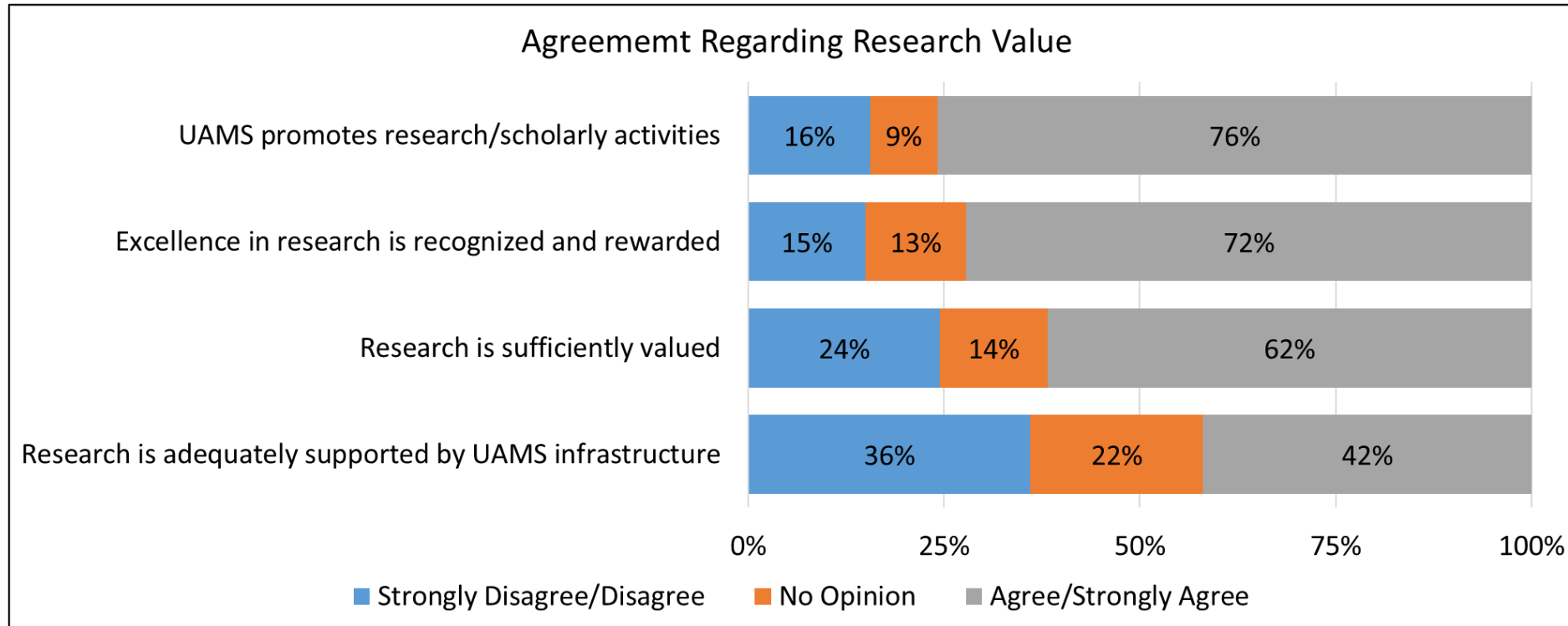
- Multiple comments noting the lack of ability for faculty to hold students accountable for lack of professionalism or academic integrity
  - Overall and with respect to AI

# Teaching- by College/Mission

	% Agree or Strongly Agree							Clinical (n=56)	Not Clinical (n=113)
	AA (n=11)	CHP (n=28)	COM (n=103)	CON (n=13)	COP (n=16)	COPH (n=26)			
UAMS promotes excellence in education.	91%	93%	66%	92%	81%	58%	67%	72%	
Teaching excellence is recognized and rewarded.	73%	71%	56%	69%	69%	32%	56%	57%	
Teaching evaluations reflect teaching quality.	44%	57%	39%	23%	19%	38%	43%	33%	
High-quality teaching is valued for P&T.	70%	74%	53%	69%	63%	33%	58%	49%	
I receive the instructional design and classroom support I need for my courses.	67%	82%	40%	58%	67%	67%	39%	58%	
Mentoring is valued and rewarded.	56%	52%	46%	33%	44%	39%	53%	42%	
Quality of students is high.	82%	79%	43%	46%	44%	23%	43%	45%	
Student support/success is a high priority.	82%	96%	68%	92%	73%	46%	71%	68%	
Student academic integrity and professionalism are adequately supported by policy and processes.	80%	82%	62%	69%	63%	54%	61%	64%	
Synchronous teaching across campuses is supported.	50%	71%	44%	73%	80%	52%	51%	52%	



- The library needs a larger budget and the ability to subscribe to more journals.
- Grants accounting and procurement have significant issues, particularly with respect to travel.

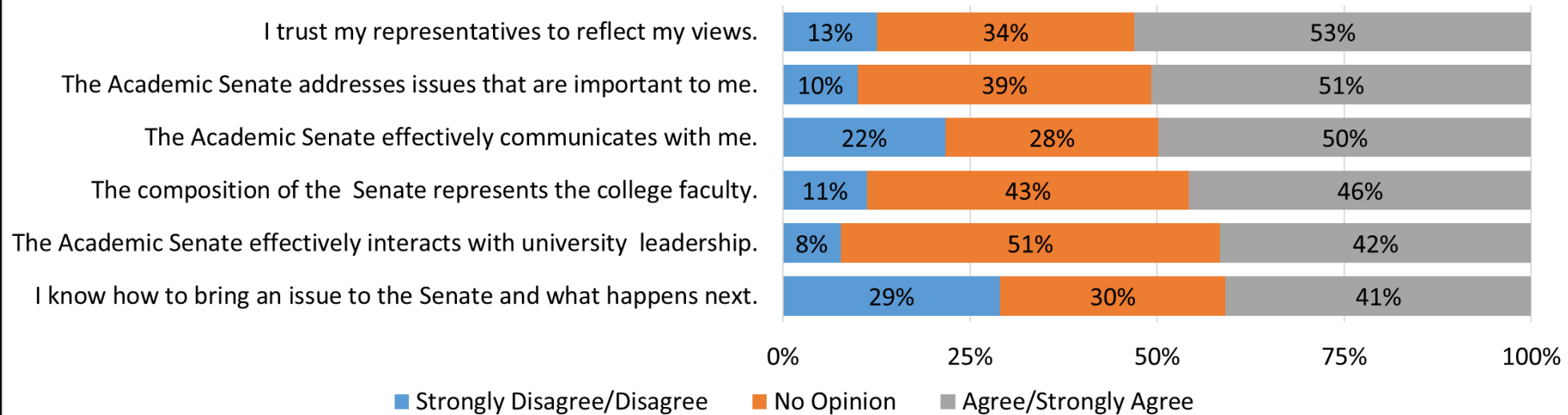


- Research is not as strongly valued as clinical work
- Non-clinical research is less valued
- Clinical faculty do not have adequate time for research

# Research Value- by College/Mission

	% Agree or Strongly Agree						Clinical (n=56)	Not Clinical (n=113)
	AA (n=11)	CHP (n=28)	COM (n=103)	CON (n=13)	COP (n=16)	COPH (n=26)		
UAMS promotes research/scholarly activities	82%	89%	68%	100%	81%	85%	67%	78%
Excellence in research is recognized and rewarded	82%	96%	62%	92%	75%	77%	58%	75%
Research is sufficiently valued	80%	85%	47%	85%	75%	73%	49%	66%
Research is adequately supported by UAMS infrastructure	64%	79%	32%	55%	53%	42%	35%	47%

### Satisfaction with Academic Senate



- There is need for more representation from Regional programs and NWA campuses as well as clinicians, including non-physicians.
- There is lack of understanding of the purpose of Academic Senate
- Academic senate should advocate for
  - more transparency and better communication between faculty and leadership
  - ways to provide feedback of leadership without punishment
  - time protection for faculty development, teaching, and research
  - better research supports, including pre/post award support, space, journal access, and accounting
  - pay and benefits that increase over time (comparable to increases in insurance premiums, etc.)
  - continued and broader faculty input, particularly from smaller colleges

# New takeaways from 2025

- Workday student is difficult
- Faculty want the ability to call HR, ORSP, grants accounting, and IRB
- Clinical interpreter services need to revert to older approaches and increase access overall
- There are issues with faculty not having the final say for student integrity and professionalism concerns
- Food availability and affordability concerns

# Major Positive Take-aways

- General positive thoughts towards individual personnel, with issues largely being related to number of personnel for a given task
- Several mentions of kudos given to the Blackboard team, classroom support, and AV support
- Retirement benefits and general campus safety had high levels of satisfaction
- Faculty feel satisfied with available file storage and collaboration platforms, with preference for Zoom and Box

# Major Constructive Take-aways

- Faculty want higher salaries, including merit-based pay and cost of living increases
- Clinical faculty would appreciate more protected time for administration, research, and teaching
- Many support services are understaffed, including environmental services, ORSP, HR, and others
- Maintenance of facilities remains a major concern
- Many systems (e.g., Workday, educational platforms) and associated tasks are burdensome

# Recommendations with minimal cost

- Establish a mechanism for department chair and/or college leadership review
- Create a clear mechanism to submit maintenance complaints (including WiFi)
- Send reminders about
  - Building entry/badge safety
  - Reporting lighting safety concerns (dark areas)
  - Reporting ADA compliance issues
  - Ability to report department leadership unprofessionalism without retribution

# Recommendations with costs

- Improve approaches to protect faculty during student integrity and professionalism complaints
- Increase full Zoom licenses
- Increase library journal budget
- Establish phone calling ability for HR, IRB, ORSP, and grants accounting
- Instate per diem for travel or other tools to improve efficiency of processing
- Increase food options and affordability
- Consolidate technology platforms

# Questions or Feedback?

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