

University of Alabama Faculty Climate Survey

A Faculty Climate Survey was administered to full-time and part-time faculty by the Faculty Senate of the University of Alabama during April 2015. The survey itself was written by the Faculty Life committee of the Senate during the 2014-15 academic year, with the goal of gathering the opinions and interests of the faculty with regard to a set of key issues. The survey was designed so that it might be administered in a similar form in future years, so as to gather comparative data. The survey data were compiled and analyzed by the Faculty Life Committee and the Steering Committee during summer 2015 and made publically available early in the 2015-16 academic year.

The survey consisted of 54 questions to be answered on an Agree-Disagree continuum, with an opportunity for the respondent to offer narrative comments regarding each survey area. To protect the anonymity of respondents from small groups, the survey instructions stated that no results would be reported for any respondent group with fewer than 10 members.

The survey results are found in two documents:

1. Tabular data (this document)

- Demographic data. Percentage of each respondent class with regard to sex, race, ethnic group, faculty position/rank and College. In some cases the self-identified classifications do not correspond to those maintained by OIRA, making these data less reliable.
- Survey results sorted by College. Responses from the Law School were omitted as not meeting the 10-respondent minimum.
- Survey results sorted by sex, race and ethnicity. Responses from persons identifying as American Indian / Alaskan Native were omitted as not meeting the 10-respondent minimum.
- Survey results sorted by faculty position/rank. Responses from persons identified by OIRA as Administration and as Temporary Full-Time were omitted as not meeting the 10-respondent minimum.

2. Narrative responses (separate document). The unsorted narrative comments for each of the major question categories. Several responses that were deemed by the Faculty Life Committee and Steering Committee to be malicious or disparaging were redacted, but otherwise the comments are reproduced exactly as submitted.

Survey respondents

	<u>number</u>	<u>fraction of group responding</u>
Tenured or tenure-track	412	0.50
Not tenure track	101	0.10
Contract faculty	78	?
Administrator	4	
No response	14	
Prof	144	0.42
Assoc Prof	157	0.48
Asst Prof	156	0.39
Instr	134	0.18
No response	18	
Reg Full time	549	0.44
Temp Part Time	51	0.09
Temp Full Time	8	0.18
Reg Part Time	1	0.08
Arts and Sciences	238	0.36
Commerce and Business Adr	53	0.31
Communication and Informa	35	0.31
Community Health Sciences	12	0.16
Education	29	0.18
English Language Institute	0	0.00
Engineering	38	0.26
Human Environmental Scien	23	0.15
Honors College	0	0.00
Law	9	0.11
University Libraries	21	0.53
Nursing	21	0.22
Social Work	13	0.18
No response	117	
Male	279	0.28
Female	268	0.32
Transgender	0	
Other	18	
No response	44	
Not Hispanic / Latino	486	
Hispanic / Latino	15	0.43
No response	108	
White	483	0.32
Black / African-American	27	0.23
Asian	18	0.13
American Indian / Alaskan N	6	?
No response	75	

Demographic data (from OIRA)

	<u>number</u>
Tenured	578
Tenure Track	247
Non-Tenure Track	1001
Retired Tenure	27
Total	1853
Professor	342
Associate Professor	328
Assistant Professor	403
Instructor	735
Lecturer	35
Not Specified	10
Regular Full Time	1239
Temporary Part Time	558
Temporary Full Time	44
Regular Part Time	12
Arts and Sciences	657
Commerce and Busine:	169
Communication and In	114
Community Health Scie	73
Education	158
English Language Instit	21
Engineering	145
Human Environmental	152
Honors College	43
Law	83
University Libraries	40
Nursing	96
Social Work	74
Air Force Studies	5
Continuing Studies	11
Financial Affairs	1
Military	11
Men	1008
Women	845
White	1530
African American or Bl:	120
Hispanic of any race	35
Asian	141
Hawaiian Native or Oth	1
Two or more races	6
Unknown	20

Faculty Climate survey 2015. Responses by College.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

	Overall	A&S	CBA	CIS	CHS	Ed	Eng	HES	Law	Lib	Nur	SW	Not spec
# of responses	609	238	53	35	12	29	38	23	9	21	21	13	117
2a) Mentoring for junior faculty in my department/division is adequate and helpful.	3.3	3.5	3.5	3.4	2.9	3.5	2.8	3.7		2.4	3.1	2.7	3.3
2b) The retention, tenure and promotion processes in my department/division are applied fairly.	3.6	4.0	3.5	3.0	2.8	3.8	3.0	3.5		3.3	3.2	3.3	3.5
2c) Feedback from the tenure and promotion committee and chair/head/dean of my department/division is adequate and helpful.	3.7	4.0	3.9	3.6	2.8	3.8	3.4	3.9		2.9	3.2	3.3	3.5
2d) Requirements for retention, tenure and promotion process in my department/division are clear.	3.5	3.9	3.3	2.8	2.3	3.6	2.9	3.8		3.9	3.2	2.4	3.2
2e) My contributions are valued in tenure / promotion / raise decisions.	3.5	3.6	3.7	3.2	3.7	3.6	3.2	3.3		3.2	3.3	3.9	3.5
2f) The University provides opportunities for career advancement for non-tenure track and contract faculty.	2.6	2.5	2.8	3.2	3.8	2.8	2.2	3.2		1.8	3.1	1.5	2.4
3a) Hiring policies and practices of the University are sufficient to ensure a diverse faculty.	3.5	3.5	3.8	3.6	3.3	3.4	3.3	4.1		3.6	3.7	2.5	3.6
3b) At this time the faculty of the University is representative and diverse.	3.0	2.8	3.3	3.2	3.0	3.1	3.2	3.8		3.0	3.8	2.0	3.0
3c) University policies with regard to student recruitment and admission are sufficient to ensure a representative and diverse student body.	3.3	3.2	3.8	3.4	3.6	3.3	3.4	4.0		3.3	3.7	2.4	3.4
3d) Membership and opportunity policies of student organizations are sufficient to ensure fairness and diversity in membership and opportunity.	2.8	2.2	3.6	3.1	2.8	3.2	3.4	4.0		2.4	3.4	2.3	3.0
4a) The University is supportive of dual-career couples.	3.3	3.3	3.1	3.5	3.5	3.1	2.7	3.6		3.1	3.9	3.0	3.3
4b) Childcare services on campus are affordable and readily available.	2.2	1.9	1.9	1.8	1.0	2.3	1.9	3.2		2.6	2.8	1.4	2.7
4c) Parking is readily available in my area.	3.1	3.0	3.7	2.6	3.7	2.3	3.0	2.4		3.5	4.7	1.3	3.2
4d) Parking fees are reasonably priced.	2.5	2.6	2.9	2.3	3.0	2.0	2.7	2.4		3.0	2.8	2.2	2.4
4e) I have a good understanding of the benefits available to me as a University employee.	3.8	3.8	4.0	3.6	3.8	3.8	3.5	3.8		4.0	4.1	3.6	3.7
4f) The Human Resources website has the information that I need to answer my questions and make informed decisions about my benefits.	3.6	3.6	3.8	3.6	3.6	3.5	3.5	3.8		3.5	4.2	3.8	3.5
5a) How satisfied are you with the rates associated with the medical plan? (5 Covers all that is reasonable / 3 I am comfortable with the plan / 1 Not at all)	3.3	3.2	3.4	3.4	3.0	2.9	3.3	4.1		3.3	3.7	3.0	3.2

Faculty Climate survey 2015. Responses by College.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

		Overall	A&S	CBA	CIS	CHS	Ed	Eng	HES	Law	Lib	Nur	SW	Not spec
	# of responses	609	238	53	35	12	29	38	23	9	21	21	13	117
5b) How satisfied are you with the rates and coverage of the vision plan?	3.0		2.8	3.3	2.7	3.7	2.7	2.8	3.8		3.2	3.8	2.4	3.0
5c) How satisfied are you with the rates associated with the dental plan?	3.0		2.9	3.2	3.1	3.4	3.1	2.8	4.1		3.1	3.7	2.8	2.9
5d) How satisfied are you with the rates associated with the pharmaceutical plan?	3.0		2.9	3.4	3.1	3.2	2.9	2.9	3.8		2.9	3.7	2.6	3.0
6a) University governance is an open and inclusive process where input from faculty is valued and respected.	2.7		2.3	3.2	3.0	3.3	2.5	2.6	3.4		2.9	3.9	2.3	2.8
6b) The Faculty Senate provides valuable representation for faculty concerns and issues.	3.2		3.0	3.3	3.8	3.4	3.0	3.0	4.0		3.8	3.9	3.0	3.0
6c) I am willing to serve on the Faculty Senate in the future.	3.4		3.5	3.2	3.3	3.1	3.4	3.2	3.1		4.2	3.8	4.0	3.3
7a) University technology and technical support for research is appropriate and adequate (e.g., data storage, high performance computing, cloud resources, academic software, grant application software).	3.6		3.4	3.9	3.6	3.5	4.0	3.0	4.1		4.0	4.6	3.9	3.7
7b) University technology and technical support for teaching is appropriate and adequate (online and classroom, classware hardware and software, internet access, Tegrity, Blackboard, course media production).	3.7		3.6	3.9	3.8	3.3	3.9	3.3	4.1		4.1	4.5	3.7	3.8
7c) University on-campus computer connectivity is appropriate and adequate (WiFi, ethernet, web conferencing and collaboration).	3.6		3.4	3.8	3.6	3.5	4.2	3.2	4.3		3.6	4.6	3.7	3.8
7d) University off-campus computer connectivity is appropriate and adequate (e.g., web portals, resource access, VPN).	3.7		3.6	4.0	4.0	3.4	4.0	3.2	4.3		3.8	4.5	3.5	3.6
7e) When I have an IT issue or question, I know who to contact.	3.9		3.6	4.2	3.9	3.6	4.3	3.4	4.2		4.0	4.8	4.2	4.0
8a) The Student Opinion of Instruction is an effective measure of instructional quality and is useful in helping me improve my instruction.	2.3		2.2	2.3	2.4	2.4	2.0	2.4	3.2		2.4	2.6	2.3	2.3
8b) My course load (number of courses) is manageable and reasonable for my discipline (include traditional and on-line classes).	3.7		3.7	3.8	4.0	3.7	3.9	3.2	4.3		3.4	3.5	4.4	3.6
8c) My class size (number of students per class) is manageable and reasonable (include traditional and on-line classes).	3.4		3.4	3.3	3.7	4.0	3.6	2.8	4.2		3.4	3.2	4.4	3.3

Faculty Climate survey 2015. Responses by College.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

	Overall	A&S	CBA	CIS	CHS	Ed	Eng	HES	Law	Lib	Nur	SW	Not spec
# of responses	609	238	53	35	12	29	38	23	9	21	21	13	117
8d) The number and variety of undergraduate classes is adequate and appropriate for my unit's degree program (If you do not teach undergraduates, please answer "Don't know" for this and the next 3 questions).	3.6	3.5	3.8	3.8	3.0	3.8	3.0	4.2		3.5	3.9	3.5	3.8
8e) University support for undergraduate teaching is adequate and appropriate.	3.2	3.2	3.5	3.2	3.0	3.5	2.5	3.8		3.3	3.8	3.7	3.1
8f) Classroom and meeting spaces for undergraduate education are adequate and appropriate.	3.1	3.1	3.4	3.0	3.0	3.7	2.5	3.8		3.0	4.0	2.8	3.1
8g) Class sizes are of an appropriate size to allow effective undergraduate instruction.	3.0	2.8	2.9	3.5	3.0	3.3	2.6	3.8		2.5	3.5	3.1	3.1
9a) The number and variety of graduate classes is adequate and appropriate for my unit's degree program. (If you do not teach graduate students, please answer "Don't know " for this and the next 3 questions).	3.4	3.2	3.7	3.2	3.4	3.2	2.8	3.9		3.0	4.1	3.4	3.6
9b) University support for graduate teaching is adequate and appropriate.	3.1	2.9	3.3	3.0	2.8	3.4	2.7	3.9		3.0	3.5	3.3	3.4
9c) Class sizes are of an appropriate size to allow effective graduate instruction (include traditional and on-line classes).	3.9	3.9	3.9	3.7	4.0	3.8	4.2	4.3		3.3	3.8	3.5	4.0
9d) Financial support for graduate students (GRA, GTA, fellowships, etc) is adequate and appropriate.	2.7	2.4	3.1	2.9	2.0	2.5	2.2	3.6		2.5	3.3	2.6	3.0
10a) Research is a priority in my department and college.	3.8	3.8	4.2	3.6	2.1	4.3	3.6	4.0		2.5	4.2	4.1	3.7
10b) My department/college adequately rewards research excellence.	3.6	3.6	4.1	3.3	2.5	3.7	3.1	4.1		3.2	3.8	3.8	3.5
10c) I have sufficient time, unencumbered by other demands, to allocate to research and scholarship.	2.5	2.4	2.9	2.5	1.7	2.8	2.4	3.1		1.6	2.3	2.5	2.6
10d) Policies for long and short term leave for research are adequate to help me improve my research profile.	2.5	2.3	3.0	2.7	1.8	2.9	2.6	3.9		1.9	2.7	3.0	2.7
10e) Research administrative support (Sponsored Programs, Grant Accounting, Research Compliance, Purchasing, etc) is helpful for my work.	3.0	2.9	2.6	3.0	3.3	2.8	3.6	3.8		3.1	3.1	4.2	3.1
10f) Internal funding mechanisms are adequate to help me improve my research profile.	2.8	2.6	3.0	2.9	2.7	3.0	2.4	3.8		2.3	3.4	3.8	3.0
11a) The quality of the student body is ___ it was 5 years ago. (Much higher than / Somewhat higher than / About the same as / Somewhat lower than / Much lower than)	3.3	3.3	3.2	3.3	3.6	3.3	3.5	3.5		3.9	3.5	3.6	3.2

Faculty Climate survey 2015. Responses by College.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

	Overall	A&S	CBA	CIS	CHS	Ed	Eng	HES	Law	Lib	Nur	SW	Not spec
# of responses	609	238	53	35	12	29	38	23	9	21	21	13	117
11b) The quality of the faculty is ___ it was 5 years ago.	3.5	3.6	3.5	3.6	3.6	3.5	3.3	3.6		3.2	3.5	4.0	3.3
11c) The quality and worth of research and scholarship is ___ it was 5 years ago.	3.4	3.5	3.2	3.3	3.7	3.7	2.9	3.9		3.4	3.6	3.7	3.3
11d) The rigor of academic courses and degree programs is ___ it was 5 years ago.	2.8	2.8	2.9	3.0	2.6	3.2	2.6	3.2		3.0	3.3	2.9	2.7
11e) The value of a degree from the University of Alabama is ___ it was 5 years ago.	3.3	3.2	3.4	3.4	3.7	3.3	3.0	3.5		3.5	3.5	3.4	3.2
11f) The external image of the University is ___ it was 5 years ago.	3.4	3.2	3.7	3.7	3.6	3.3	3.3	3.8		3.8	3.9	3.4	3.5
12a) The University of Alabama is an affordable option for most students.	3.2	3.1	3.9	3.5	3.3	2.8	3.4	3.8		3.3	2.9	3.5	3.1
12b) The growth of the student body has improved the educational experience.	2.9	2.8	2.7	3.0	2.9	3.0	2.6	3.1		3.1	3.1	3.4	2.8
12c) The growth of the student body has improved the external image of the University.	3.6	3.5	3.6	3.8	3.1	3.5	3.6	3.6		4.1	4.1	3.9	3.5

Faculty Climate survey 2015. Responses by sex, race, ethnicity.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

	Overall 609	Female 268	Male 279	Other 18	Not specified 44	Hispanic 15	Not Hispanic 486	Not specified 108	Am Ind Alaskan 6	Asian 18	Black Afr Am 27	White 483	Not specified 75
2a) Mentoring for junior faculty in my department/division is adequate and helpful.	3.3	3.2	3.5	3.2	3.0	2.9	3.3	3.3		2.7	3.5	3.4	3.3
2b) The retention, tenure and promotion processes in my department/division are applied fairly.	3.6	3.4	3.8	3.2	3.8	3.4	3.6	3.6		3.3	3.6	3.6	3.7
2c) Feedback from the tenure and promotion committee and chair/head/dean of my department/division is adequate and helpful.	3.7	3.6	3.8	3.2	3.5	3.3	3.7	3.6		3.7	3.7	3.7	3.6
2d) Requirements for retention, tenure and promotion process in my department/division are clear.	3.5	3.4	3.6	2.9	3.3	3.7	3.5	3.3		3.2	3.5	3.5	3.4
2e) My contributions are valued in tenure / promotion / raise decisions.	3.5	3.3	3.7	3.4	3.3	3.1	3.5	3.5		3.7	3.3	3.5	3.6
2f) The University provides opportunities for career advancement for non-tenure track and contract faculty.	2.6	2.5	2.8	2.5	2.3	2.5	2.6	2.5		2.4	2.9	2.6	2.3
3a) Hiring policies and practices of the University are sufficient to ensure a diverse faculty.	3.5	3.5	3.7	3.3	3.0	3.5	3.7	3.1		3.2	2.7	3.7	3.0
3b) At this time the faculty of the University is representative and diverse.	3.0	2.9	3.2	2.4	2.7	3.0	3.1	2.6		3.1	2.3	3.1	2.6
3c) University policies with regard to student recruitment and admission are sufficient to ensure a representative and diverse student body.	3.3	3.3	3.5	2.8	2.8	3.8	3.4	2.9		3.4	2.7	3.5	2.9
3d) Membership and opportunity policies of student organizations are sufficient to ensure fairness and diversity in membership and opportunity.	2.8	2.7	2.8	3.4	2.4	2.8	2.8	2.4		3.1	2.4	2.8	2.6
4a) The University is supportive of dual-career couples.	3.3	3.4	3.2	2.8	3.0	2.9	3.3	3.3		3.2	3.5	3.3	3.3
4b) Childcare services on campus are affordable and readily available.	2.2	2.0	2.3	2.0	2.2	2.0	2.1	2.3		2.1	3.1	2.1	2.3
4c) Parking is readily available in my area.	3.1	3.1	3.1	2.9	2.9	3.4	3.1	2.9		2.9	3.1	3.1	3.1
4d) Parking fees are reasonably priced.	2.5	2.5	2.6	2.2	2.1	3.6	2.6	2.3		2.9	2.6	2.6	2.3
4e) I have a good understanding of the benefits available to me as a University employee.	3.8	3.8	3.8	3.7	3.8	3.7	3.8	3.7		3.7	3.5	3.8	3.7
4f) The Human Resources website has the information that I need to answer my questions and make informed decisions about my benefits.	3.6	3.7	3.5	3.2	3.6	3.6	3.6	3.5		3.9	3.6	3.6	3.5
5a) How satisfied are you with the rates associated with the medical plan? (5 Covers all that is reasonable / 3 I am comfortable with the plan / 1 Not at all)	3.3	3.3	3.4	2.8	3.0	3.0	3.3	3.1		3.1	2.9	3.3	3.1
5b) How satisfied are you with the rates and coverage of the vision plan?	3.0	2.9	3.1	2.5	2.7	2.8	3.0	2.8		2.9	3.0	3.0	2.8
5c) How satisfied are you with the rates associated with the dental plan?	3.0	3.1	3.0	2.7	2.8	2.8	3.1	2.9		2.8	2.9	3.1	3.1
5d) How satisfied are you with the rates associated with the pharmaceutical plan?	3.0	3.1	3.1	2.5	2.8	3.0	3.1	2.9		2.9	3.1	3.0	3.0
6a) University governance is an open and inclusive process where input from faculty is valued and respected.	2.7	2.9	2.7	1.6	2.5	2.5	2.8	2.4		2.8	3.0	2.7	2.3
6b) The Faculty Senate provides valuable representation for faculty concerns and issues.	3.2	3.4	3.1	2.2	2.9	3.3	3.2	2.9		3.6	3.9	3.2	2.8
6c) I am willing to serve on the Faculty Senate in the future.	3.4	3.5	3.4	3.0	3.3	3.4	3.4	3.5		4.1	3.9	3.4	3.4

Faculty Climate survey 2015. Responses by sex, race, ethnicity.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)
 Categories with fewer than 10 responses have been removed

	Overall 609	Female 268	Male 279	Other 18	Not specified 44	Hispanic 15	Not Hispanic 486	Not specified 108	Am Ind Alaskan 6	Asian 18	Black Afr Am 27	White 483	Not specified 75
7a) University technology and technical support for research is appropriate and adequate (e.g., data storage, high performance computing, cloud resources, academic software, grant application software).	3.6	3.8	3.5	3.3	3.4	3.3	3.7	3.4		3.6	4.0	3.6	3.4
7b) University technology and technical support for teaching is appropriate and adequate (online and classroom, classware hardware and software, internet access, Tegrity, Blackboard, course media production).	3.7	3.9	3.6	3.5	3.7	3.5	3.8	3.5		3.8	4.1	3.7	3.6
7c) University on-campus computer connectivity is appropriate and adequate (WiFi, ethernet, web conferencing and collaboration).	3.6	3.7	3.6	3.3	3.5	3.5	3.7	3.5		3.7	4.2	3.6	3.6
7d) University off-campus computer connectivity is appropriate and adequate (e.g., web portals, resource access, VPN).	3.7	3.9	3.6	3.8	3.4	3.3	3.8	3.4		3.6	4.0	3.8	3.6
7e) When I have an IT issue or question, I know who to contact.	3.9	3.9	3.8	3.9	3.9	3.7	3.9	3.7		4.1	4.1	3.9	3.8
8a) The Student Opinion of Instruction is an effective measure of instructional quality and is useful in helping me improve my instruction.	2.3	2.4	2.3	1.6	1.8	2.1	2.4	2.0		2.6	2.6	2.3	1.9
8b) My course load (number of courses) is manageable and reasonable for my discipline (include traditional and on-line classes).	3.7	3.7	3.8	3.1	3.5	3.2	3.8	3.4		3.3	4.0	3.7	3.6
8c) My class size (number of students per class) is manageable and reasonable (include traditional and on-line classes).	3.4	3.4	3.5	3.1	3.3	2.9	3.5	3.3		3.3	4.0	3.4	3.2
8d) The number and variety of undergraduate classes is adequate and appropriate for my unit's degree program (If you do not teach undergraduates, please answer "Don't know" for this and the next 3 questions).	3.6	3.6	3.7	3.2	3.5	3.1	3.7	3.5		3.4	3.8	3.6	3.6
8e) University support for undergraduate teaching is adequate and appropriate.	3.2	3.3	3.2	3.1	3.0	3.0	3.3	3.0		3.1	3.3	3.3	3.0
8f) Classroom and meeting spaces for undergraduate education are adequate and appropriate.	3.1	3.2	3.1	2.9	3.3	3.3	3.2	2.9		3.0	3.6	3.1	3.1
8g) Class sizes are of an appropriate size to allow effective undergraduate instruction.	3.0	3.1	2.9	2.4	3.1	2.9	3.0	2.8		2.9	3.5	3.0	2.8
9a) The number and variety of graduate classes is adequate and appropriate for my unit's degree program. (If you do not teach graduate students, please answer "Don't know " for this and the next 3 questions).	3.4	3.5	3.3	2.9	3.3	3.1	3.4	3.4		3.8	3.8	3.3	3.3
9b) University support for graduate teaching is adequate and appropriate.	3.1	3.4	3.0	2.5	3.1	2.8	3.1	3.2		3.2	3.2	3.2	2.9
9c) Class sizes are of an appropriate size to allow effective graduate instruction (include traditional and on-line classes).	3.9	3.9	3.9	3.8	3.9	3.3	3.9	3.9		4.1	4.1	3.9	3.7
9d) Financial support for graduate students (GRA, GTA, fellowships, etc) is adequate and appropriate.	2.7	2.7	2.7	2.0	2.6	2.3	2.7	2.6		3.3	2.8	2.7	2.4
10a) Research is a priority in my department and college.	3.8	3.7	3.9	2.9	3.7	3.7	3.8	3.6		3.5	4.3	3.8	3.6
10b) My department/college adequately rewards research excellence.	3.6	3.5	3.7	2.9	3.4	3.0	3.6	3.4		2.9	4.0	3.6	3.3

Faculty Climate survey 2015. Responses by sex, race, ethnicity.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

	Overall 609	Female 268	Male 279	Other 18	Not specified 44	Hispanic 15	Not Hispanic 486	Not specified 108	Am Ind Alaskan 6	Asian 18	Black Afr Am 27	White 483	Not specified 75
10c) I have sufficient time, unencumbered by other demands, to allocate to research and scholarship.	2.5	2.3	2.8	2.1	2.1	2.4	2.5	2.3		2.6	3.2	2.5	2.3
10d) Policies for long and short term leave for research are adequate to help me improve my research profile.	2.5	2.4	2.8	2.1	1.9	2.6	2.6	2.2		3.2	2.7	2.6	2.2
10e) Research administrative support (Sponsored Programs, Grant Accounting, Research Compliance, Purchasing, etc) is helpful for my work.	3.0	3.1	3.1	2.1	2.8	2.8	3.1	2.8		4.1	3.4	3.0	2.7
10f) Internal funding mechanisms are adequate to help me improve my research profile.	2.8	2.9	2.8	2.0	2.5	3.2	2.8	2.6		3.1	3.0	2.8	2.6
11a) The quality of the student body is ___ it was 5 years ago. (5 Much higher than / 4 Somewhat higher than / 3 About the same as / 2 Somewhat lower than / 1 Much lower than)	3.3	3.4	3.4	2.9	3.0	3.3	3.4	3.2		2.8	2.7	3.4	3.1
11b) The quality of the faculty is ___ it was 5 years ago.	3.5	3.6	3.5	3.2	3.4	3.7	3.6	3.4		3.7	3.8	3.5	3.5
11c) The quality and worth of research and scholarship is ___ it was 5 years ago.	3.4	3.6	3.3	2.9	3.2	3.4	3.4	3.2		3.4	3.7	3.4	3.3
11d) The rigor of academic courses and degree programs is ___ it was 5 years ago.	2.8	2.9	2.8	2.4	2.7	2.7	2.9	2.6		2.9	2.9	2.9	2.7
11e) The value of a degree from the University of Alabama is ___ it was 5 years ago.	3.3	3.3	3.3	2.7	3.1	3.4	3.3	3.1		3.0	3.1	3.3	3.1
11f) The external image of the University is ___ it was 5 years ago.	3.4	3.4	3.5	3.5	3.0	3.4	3.5	3.2		3.1	3.4	3.5	3.3
12a) The University of Alabama is an affordable option for most students.	3.2	3.2	3.4	3.1	2.9	3.2	3.3	3.1		3.9	3.2	3.2	3.0
12b) The growth of the student body has improved the educational experience.	2.9	2.8	2.9	2.9	2.6	2.9	2.9	2.8		2.6	2.6	2.9	2.9
12c) The growth of the student body has improved the external image of the University.	3.6	3.5	3.7	3.5	3.1	4.0	3.6	3.5		3.1	3.7	3.6	3.5

Faculty Climate survey 2015. Responses by faculty position/rank.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

	Overall 609	Admin 4	Contract 78	Not TT 101	Ten / TT 412	Not spec 14		Asst Prof 156	Assoc Prof 157	Instr 134	Prof 144	Not spec 18		Reg FT 549	Temp FT 8	Temp PT 51
2a) Mentoring for junior faculty in my department/division is adequate and helpful.	3.3		3.0	3.4	3.4	2.3		3.1	3.4	3.2	3.6	3.1		3.3		3.2
2b) The retention, tenure and promotion processes in my department/division are applied fairly.	3.6		2.8	3.1	3.8	2.9		3.3	3.9	3.0	4.0	3.2		3.7		2.9
2c) Feedback from the tenure and promotion committee and chair/head/dean of my department/division is adequate and helpful.	3.7		2.9	3.3	3.9	3.1		3.5	3.8	3.2	4.1	3.3		3.7		3.2
2d) Requirements for retention, tenure and promotion process in my department/division are clear.	3.5		2.8	3.1	3.6	2.8		3.1	3.8	3.0	3.8	3.2		3.5		3.3
2e) My contributions are valued in tenure / promotion / raise decisions.	3.5		2.7	3.1	3.7	3.0		3.4	3.7	2.7	3.8	3.1		3.6		2.6
2f) The University provides opportunities for career advancement for non-tenure track and contract faculty.	2.6		2.5	2.2	2.8	1.4		2.6	2.7	2.2	3.1	1.7		2.6		2.6
3a) Hiring policies and practices of the University are sufficient to ensure a diverse faculty.	3.5		3.7	3.7	3.5	3.2		3.5	3.5	3.8	3.5	3.0		3.5		3.9
3b) At this time the faculty of the University is representative and diverse.	3.0		3.4	3.3	2.9	2.5		2.8	2.8	3.5	3.1	2.5		3.0		3.8
3c) University policies with regard to student recruitment and admission are sufficient to ensure a representative and diverse student body.	3.3		3.4	3.6	3.3	2.8		3.3	3.2	3.5	3.5	2.8		3.3		3.8
3d) Membership and opportunity policies of student organizations are sufficient to ensure fairness and diversity in membership and opportunity.	2.8		3.3	3.1	2.6	3.3		2.8	2.4	3.3	2.6	2.3		2.7		3.5
4a) The University is supportive of dual-career couples.	3.3		3.4	3.6	3.2	4.0		3.2	3.1	3.5	3.4	3.2		3.3		3.4
4b) Childcare services on campus are affordable and readily available.	2.2		2.7	2.3	2.0	2.4		1.9	2.1	2.5	2.3	2.0		2.1		3.2
4c) Parking is readily available in my area.	3.1		3.0	3.1	3.1	3.0		3.4	3.0	2.9	3.1	3.1		3.1		2.6
4d) Parking fees are reasonably priced.	2.5		2.2	2.3	2.7	2.2		2.9	2.4	2.2	2.7	2.1		2.6		2.2
4e) I have a good understanding of the benefits available to me as a University employee.	3.8		3.6	3.8	3.8	3.8		3.8	3.8	3.7	3.8	3.6		3.8		3.5
4f) The Human Resources website has the information that I need to answer my questions and make informed decisions about my benefits.	3.6		3.7	3.6	3.6	3.7		3.6	3.6	3.8	3.4	3.4		3.6		3.5
5a) How satisfied are you with the rates associated with the medical plan? (5 Covers all that is reasonable / 3 I am comfortable with the plan / 1 Not at all)	3.3		3.4	3.3	3.2	3.4		3.4	3.2	3.3	3.3	2.9		3.3		3.4
5b) How satisfied are you with the rates and coverage of the vision plan?	3.0		3.5	3.1	2.8	2.6		3.1	2.7	3.3	2.9	2.6		2.9		3.3
5c) How satisfied are you with the rates associated with the dental plan?	3.0		3.2	3.2	3.0	2.6		3.3	2.9	3.1	2.8	2.6		3.0		3.1
5d) How satisfied are you with the rates associated with the pharmaceutical plan?	3.0		3.4	3.0	3.0	3.3		3.2	2.8	3.1	3.0	2.5		3.0		3.3
6a) University governance is an open and inclusive process where input from faculty is valued and respected.	2.7		3.0	3.2	2.5	2.5		3.0	2.4	3.1	2.5	2.3		2.7		2.8

Faculty Climate survey 2015. Responses by faculty position/rank.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

	Overall 609	Admin 4	Contract 78	Not TT 101	Ten / TT 412	Not spec 14		Asst Prof 156	Assoc Prof 157	Instr 134	Prof 144	Not spec 18		Reg FT 549	Temp FT 8	Temp PT 51
6b) The Faculty Senate provides valuable representation for faculty concerns and issues.	3.2		3.5	3.5	3.0	3.0		3.4	2.9	3.4	3.0	2.7		3.2		3.4
6c) I am willing to serve on the Faculty Senate in the future.	3.4		3.4	3.3	3.4	3.8		3.7	3.4	3.4	3.1	3.5		3.4		3.1
7a) University technology and technical support for research is appropriate and adequate (e.g., data storage, high performance computing, cloud resources, academic software, grant application software).	3.6		4.0	3.7	3.5	3.7		3.7	3.4	4.0	3.5	3.5		3.6		4.1
7b) University technology and technical support for teaching is appropriate and adequate (online and classroom, classware hardware and software, internet access, Tegrity, Blackboard, course media production).	3.7		4.1	3.8	3.6	3.8		3.7	3.6	4.1	3.6	3.8		3.7		4.2
7c) University on-campus computer connectivity is appropriate and adequate (WiFi, ethernet, web conferencing and collaboration).	3.6		4.1	3.8	3.5	3.8		3.6	3.5	4.0	3.6	3.6		3.6		4.2
7d) University off-campus computer connectivity is appropriate and adequate (e.g., web portals, resource access, VPN).	3.7		4.1	4.0	3.6	3.9		3.8	3.7	4.1	3.4	3.3		3.7		4.3
7e) When I have an IT issue or question, I know who to contact.	3.9		4.0	4.0	3.8	3.8		3.8	3.8	4.0	3.9	3.8		3.8		4.1
8a) The Student Opinion of Instruction is an effective measure of instructional quality and is useful in helping me improve my instruction.	2.3		2.8	2.4	2.2	2.0		2.5	2.1	2.6	2.2	1.9		2.2		3.2
8b) My course load (number of courses) is manageable and reasonable for my discipline (include traditional and on-line classes).	3.7		3.9	3.5	3.8	2.8		3.9	3.6	3.6	3.8	3.1		3.7		4.1
8c) My class size (number of students per class) is manageable and reasonable (include traditional and on-line classes).	3.4		3.6	3.4	3.4	3.1		3.7	3.2	3.4	3.4	3.3		3.4		4.1
8d) The number and variety of undergraduate classes is adequate and appropriate for my unit's degree program (If you do not teach undergraduates, please answer "Don't know" for this and the next 3 questions).	3.6		3.9	3.8	3.5	3.1		3.8	3.5	3.8	3.4	3.1		3.6		3.8
8e) University support for undergraduate teaching is adequate and appropriate.	3.2		3.5	3.3	3.2	2.5		3.5	3.1	3.3	3.1	2.9		3.2		3.6
8f) Classroom and meeting spaces for undergraduate education are adequate and appropriate.	3.1		3.5	3.3	3.0	3.3		3.5	2.7	3.4	2.9	3.1		3.1		3.8
8g) Class sizes are of an appropriate size to allow effective undergraduate instruction.	3.0		3.3	3.2	2.9	3.2		3.3	2.7	3.3	2.7	2.6		2.9		3.8
9a) The number and variety of graduate classes is adequate and appropriate for my unit's degree program. (If you do not teach graduate students, please answer "Don't know " for this and the next 3 questions).	3.4		3.6	3.9	3.3	2.8		3.5	3.3	3.6	3.3	3.6		3.4		3.7
9b) University support for graduate teaching is adequate and appropriate.	3.1		3.6	3.6	3.0	2.8		3.4	3.1	3.4	2.8	3.3		3.1		3.5
9c) Class sizes are of an appropriate size to allow effective graduate instruction (include traditional and on-line classes).	3.9		4.0	4.2	3.9	3.5		4.1	3.8	3.9	3.9	3.7		3.9		4.0

Faculty Climate survey 2015. Responses by faculty position/rank.

All responses except Q5 and Q11a-f range from 5 (Agree strongly) to 1 (Disagree strongly)

Categories with fewer than 10 responses have been removed

	Overall 609	Admin 4	Contract 78	Not TT 101	Ten / TT 412	Not spec 14		Asst Prof 156	Assoc Prof 157	Instr 134	Prof 144	Not spec 18		Reg FT 549	Temp FT 8	Temp PT 51
9d) Financial support for graduate students (GRA, GTA, fellowships, etc) is adequate and appropriate.	2.7		3.4	3.1	2.6	3.0		3.1	2.4	3.2	2.5	2.4		2.7		3.2
10a) Research is a priority in my department and college.	3.8		3.7	3.4	3.8	3.7		3.9	3.7	3.7	3.8	3.5		3.8		3.8
10b) My department/college adequately rewards research excellence.	3.6		3.5	3.5	3.6	3.1		3.6	3.6	3.6	3.6	3.2		3.6		3.6
10c) I have sufficient time, unencumbered by other demands, to allocate to research and scholarship.	2.5		2.4	2.1	2.6	1.8		2.7	2.4	2.2	2.6	1.8		2.5		3.0
10d) Policies for long and short term leave for research are adequate to help me improve my research profile.	2.5		2.6	2.5	2.6	1.5		2.4	2.6	2.3	2.8	1.6		2.5		3.0
10e) Research administrative support (Sponsored Programs, Grant Accounting, Research Compliance, Purchasing, etc) is helpful for my work.	3.0		2.9	2.7	3.1	2.4		3.3	2.9	2.6	3.0	2.7		3.0		2.8
10f) Internal funding mechanisms are adequate to help me improve my research profile.	2.8		2.7	2.8	2.8	2.4		3.2	2.7	2.6	2.7	2.8		2.8		2.8
11a) The quality of the student body is ___ it was 5 years ago. (Much higher than / Somewhat higher than / About the same as / Somewhat lower than / Much lower than)	3.3		3.3	3.1	3.4	2.8		3.4	3.4	3.1	3.5	2.6		3.3		3.5
11b) The quality of the faculty is ___ it was 5 years ago.	3.5		3.5	3.4	3.6	3.2		3.6	3.6	3.5	3.4	3.1		3.5		3.6
11c) The quality and worth of research and scholarship is ___ it was 5 years ago.	3.4		3.7	3.4	3.4	3.0		3.6	3.5	3.5	3.2	3.0		3.4		3.6
11d) The rigor of academic courses and degree programs is ___ it was 5 years ago.	2.8		3.0	2.9	2.8	2.3		2.9	2.8	2.9	2.8	2.4		2.8		3.1
11e) The value of a degree from the University of Alabama is ___ it was 5 years ago.	3.3		3.4	3.3	3.3	2.9		3.3	3.3	3.2	3.3	3.0		3.3		3.5
11f) The external image of the University is ___ it was 5 years ago.	3.4		3.6	3.3	3.4	3.1		3.4	3.4	3.4	3.5	3.2		3.4		3.5
12a) The University of Alabama is an affordable option for most students.	3.2		3.0	3.2	3.3	3.1		3.3	3.4	3.0	3.2	2.9		3.2		3.2
12b) The growth of the student body has improved the educational experience.	2.9		3.1	2.8	2.8	2.7		3.0	2.9	2.9	2.8	2.5		2.8		3.2
12c) The growth of the student body has improved the external image of the University.	3.6		3.8	3.3	3.6	3.4		3.6	3.6	3.5	3.7	3.2		3.6		3.6