



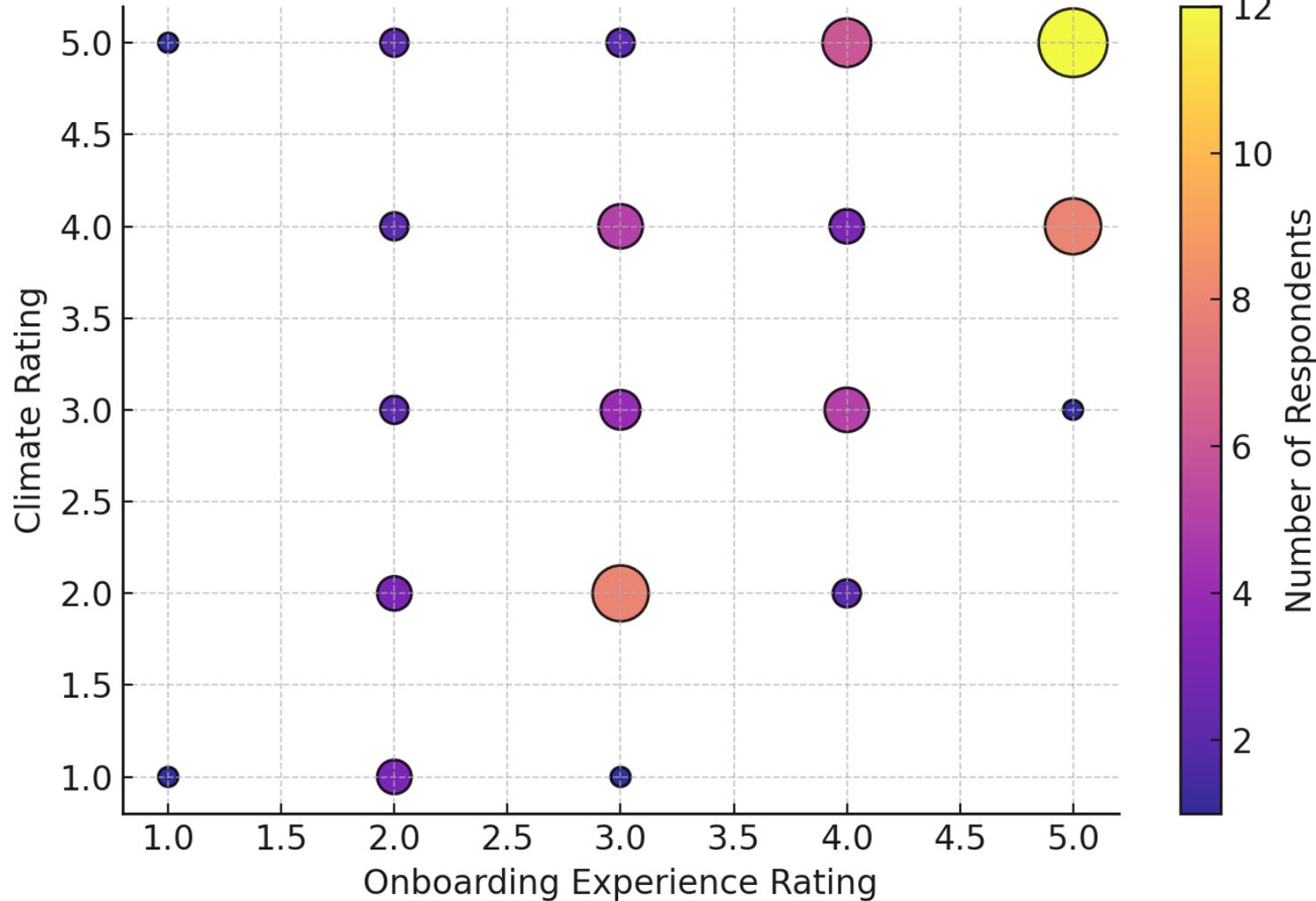
International Faculty Survey

Faculty Salaries and Welfare Committee
Auburn University Faculty Senate

Climate Survey

76 Participants

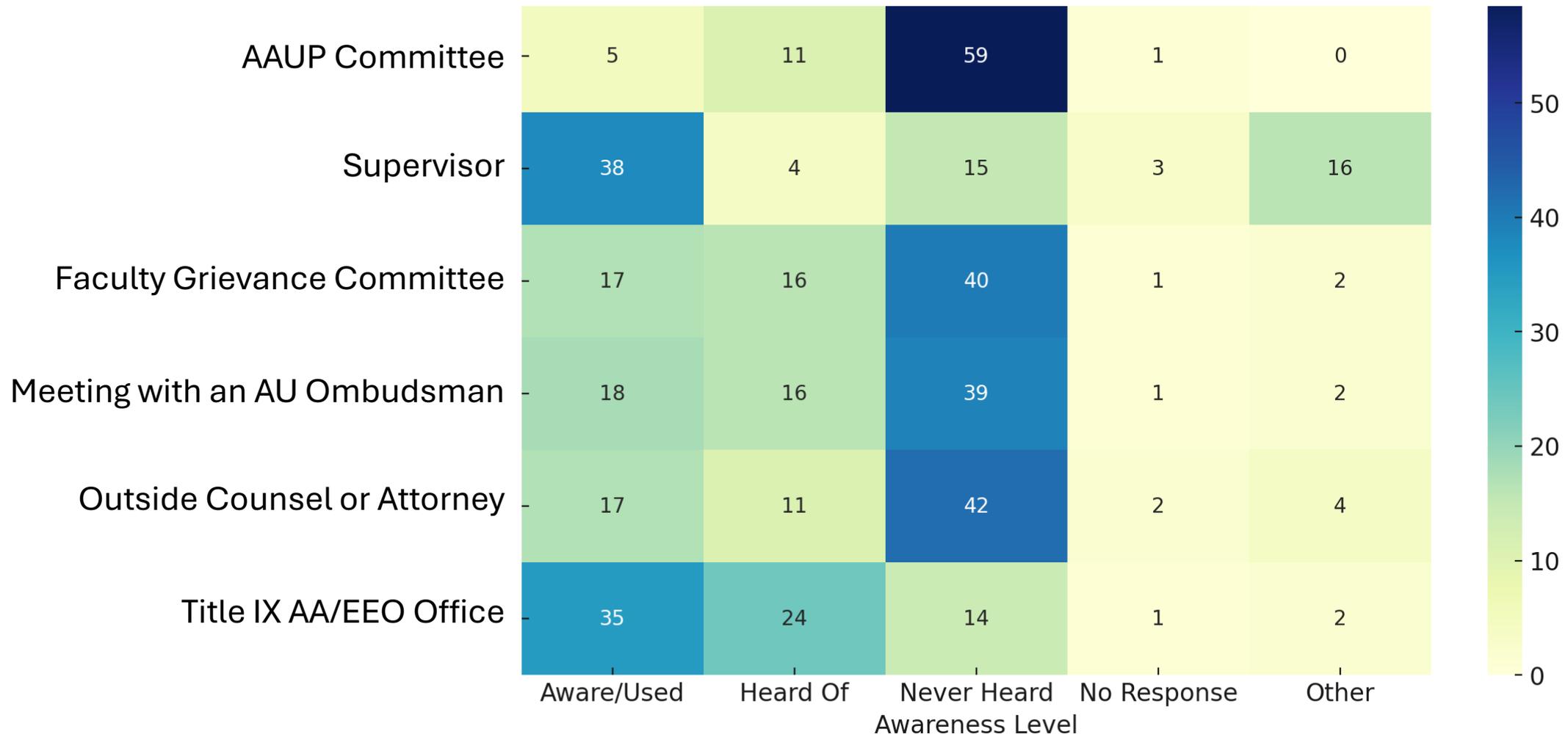
Climate Rating vs. Onboarding Experience



Climate Rating vs. Onboarding Experience

- There's a general upward trend: better onboarding correlates with a more positive perception of climate.
- Some variation exists by faculty status (e.g., tenured, visiting).
- Individuals from different countries have different experiences (India and Spain – high positive experience)

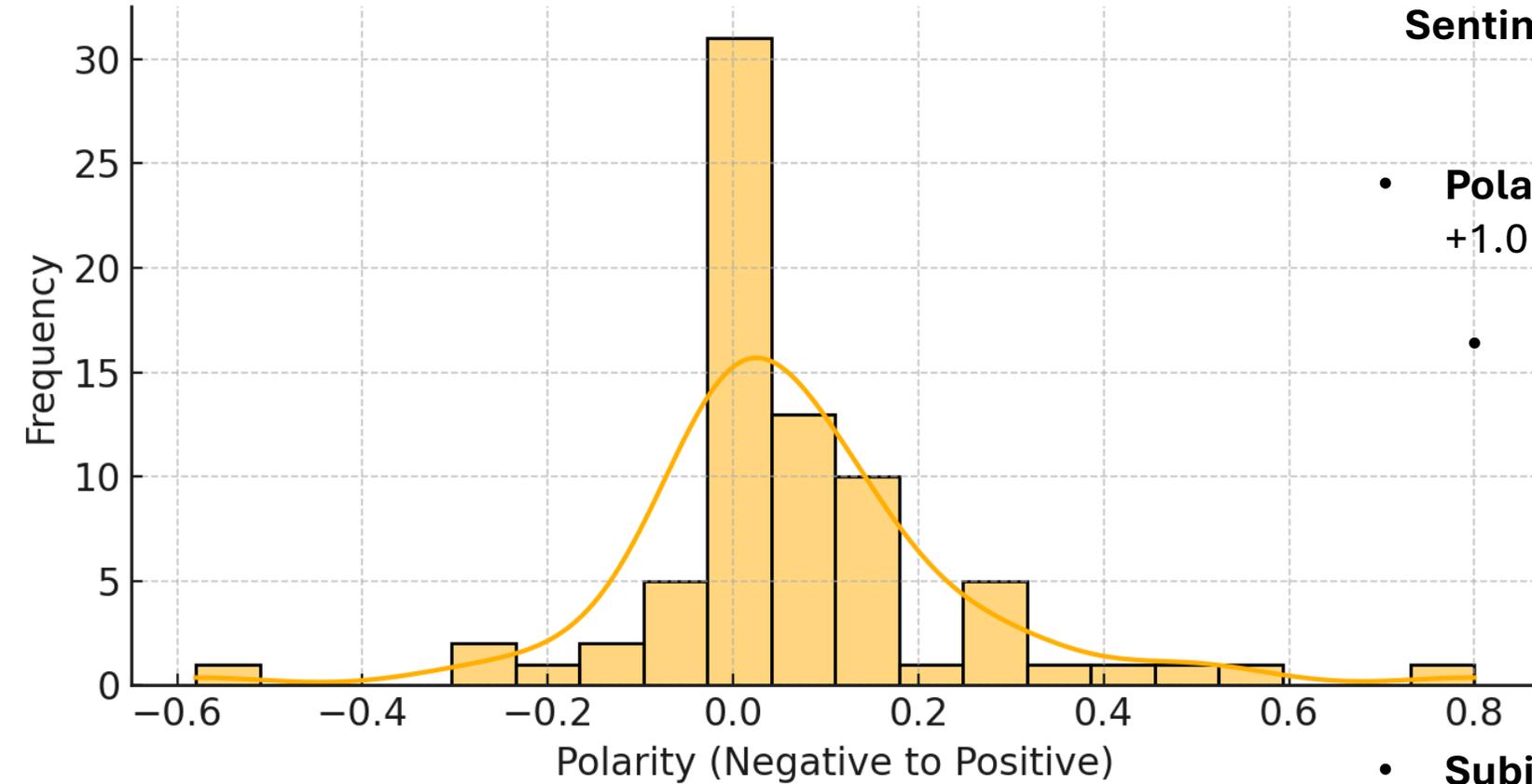
Awareness of Faculty Support Resources to Discuss International Issues



- **Direct Contact with Supervisor** is the most recognized resource (majority marked as "Aware/Used").
- **Faculty Grievance Committee** and **AAUP Committee** are among the least known, with a notable number of "Never Heard of this Resource to Discuss International Issues" responses.
- There's also a considerable portion of "No Response" across all categories, especially for **Outside Counsel/Attorney** and **Ombudsperson**.

Distribution of Sentiment Polarity

Sentiment Analysis Summary (76 Open-Ended Responses)



- **Polarity Range:** from -1.0 (very negative) to $+1.0$ (very positive)
- Polarity (tone) ranges from -0.58 (very negative) to $+0.80$ (very positive)
 - Mean Polarity: $+0.066$ — slightly positive overall
 - 25% of responses are neutral or negative (≤ 0)
- **Subjectivity Range:** from 0.0 (very objective) to 1.0 (very subjective)
 - Subjectivity (opinion vs. fact) ranges from 0 (factual) to 0.9 (opinion-heavy)
 - Mean Subjectivity: 0.30 — responses tend to be factual or mixed
 - Some comments are purely objective, others more personal

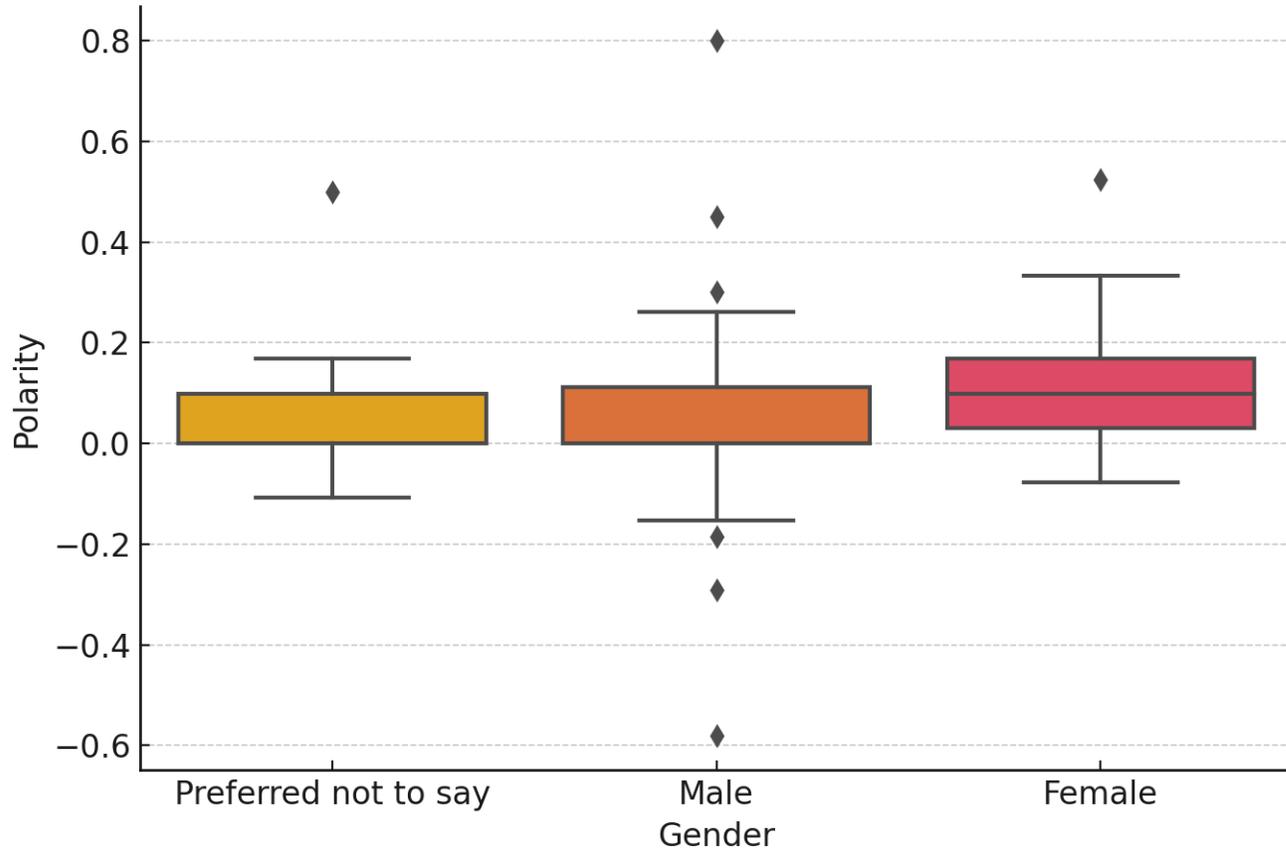
Top 3 Positive Comments

- 1."Feeling welcome and engaged"** (Polarity: +0.80, Rating: 3)
- 2."Poultry science people are welcoming... Vet School folks are very helpful."** (Polarity: +0.53, Rating: 4)
- 3."I don't feel safe to share this... but thankful for those who support me."** (Polarity: +0.50, Rating: 2)

Top 3 Negative Comments

- 1."The OIP is a terrible office... unresponsive and unhelpful."** (Polarity: -0.58, Rating: 2)
- 2."212e section for J1s. Hard to understand. Confusing and disorganized."** (Polarity: -0.29, Rating: 5)
- 3."Do not seem to be taken seriously. A mess. Slow process."** (Polarity: -0.25, Rating: N/A)

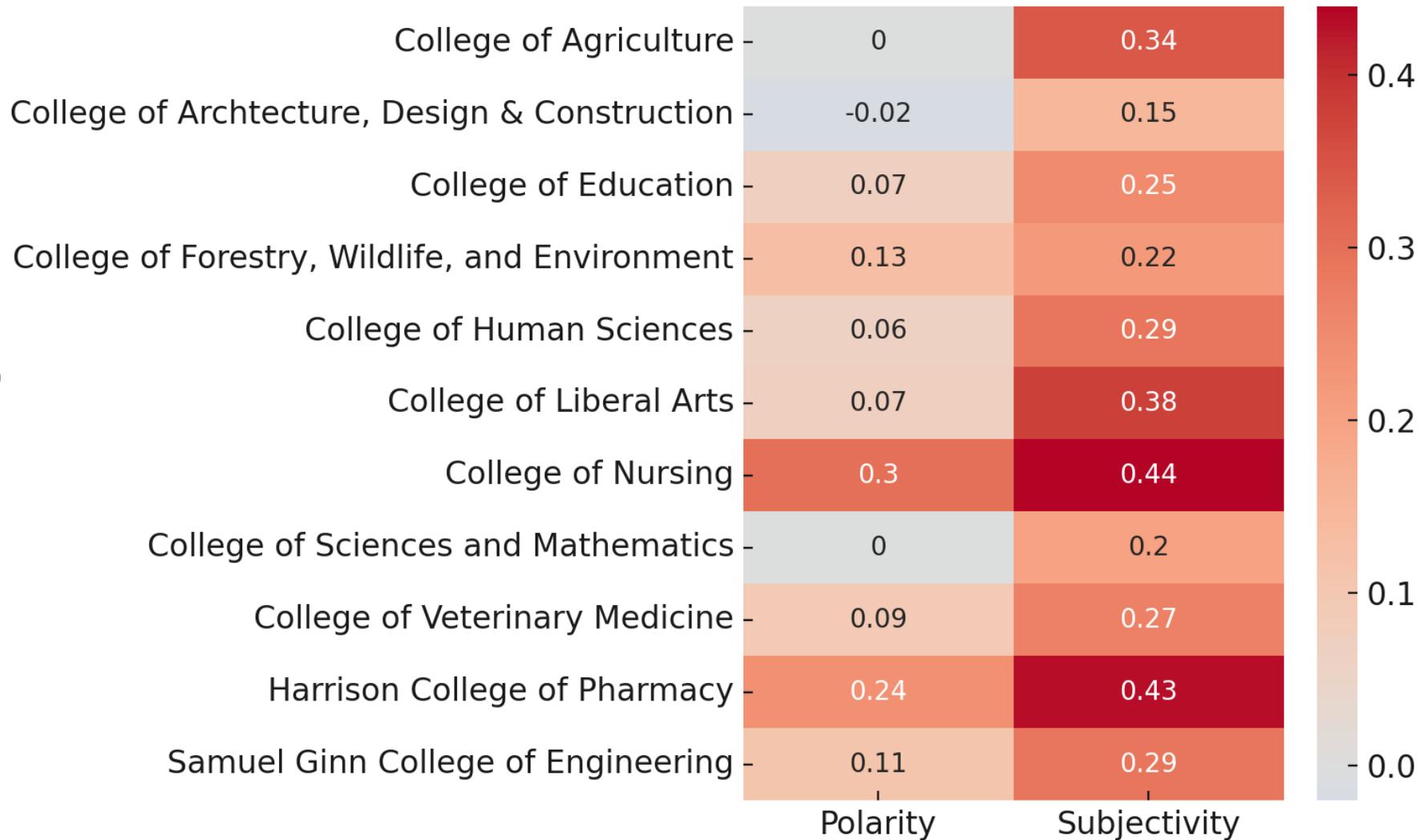
Sentiment Polarity by Gender



• **Female respondents** had the **most positive average tone**.

• **Male** and "**Preferred not to say**" groups had similar, slightly lower averages with greater variation, especially among males.

Sentiment Heatmap by College



- **Forestry and Education** show slightly more positive tone (+0.13 and +0.07 respectively).
- **Agriculture** is neutral in tone but fairly subjective.
- **Architecture** is slightly negative in tone (-0.02) and the least subjective — indicating more factual or formal responses.

Emotionally Charged Terms in Survey Responses

welcoming difficult
helpful
challenging isolated
friendly
confused

Insights:

- Frequently mentioned negative terms include "**frustrated**", "**slow**", and "**confused**", indicating procedural or communication issues.
- Positive terms like "**welcomed**", "**supported**", and "**helpful**" are present but less prominent—suggesting that **positive experiences exist but are outnumbered** by frustrations.
- Words like "**racism**", "**bias**", and "**isolated**" also appear, reflecting deeper concerns related to inclusivity and belonging.

Recommendations

- Slightly positive to neutral overall results are a decent sign.
- Negative experiences indicate a room for improvement in
 - Understanding international faculty
 - Informing them of AU resources that would help them
 - Flyers
 - Seminars
- College- and Department-level efforts should be initiated to ensure positive experiences for international faculty
- OIP needs some improvements in policies and procedures.

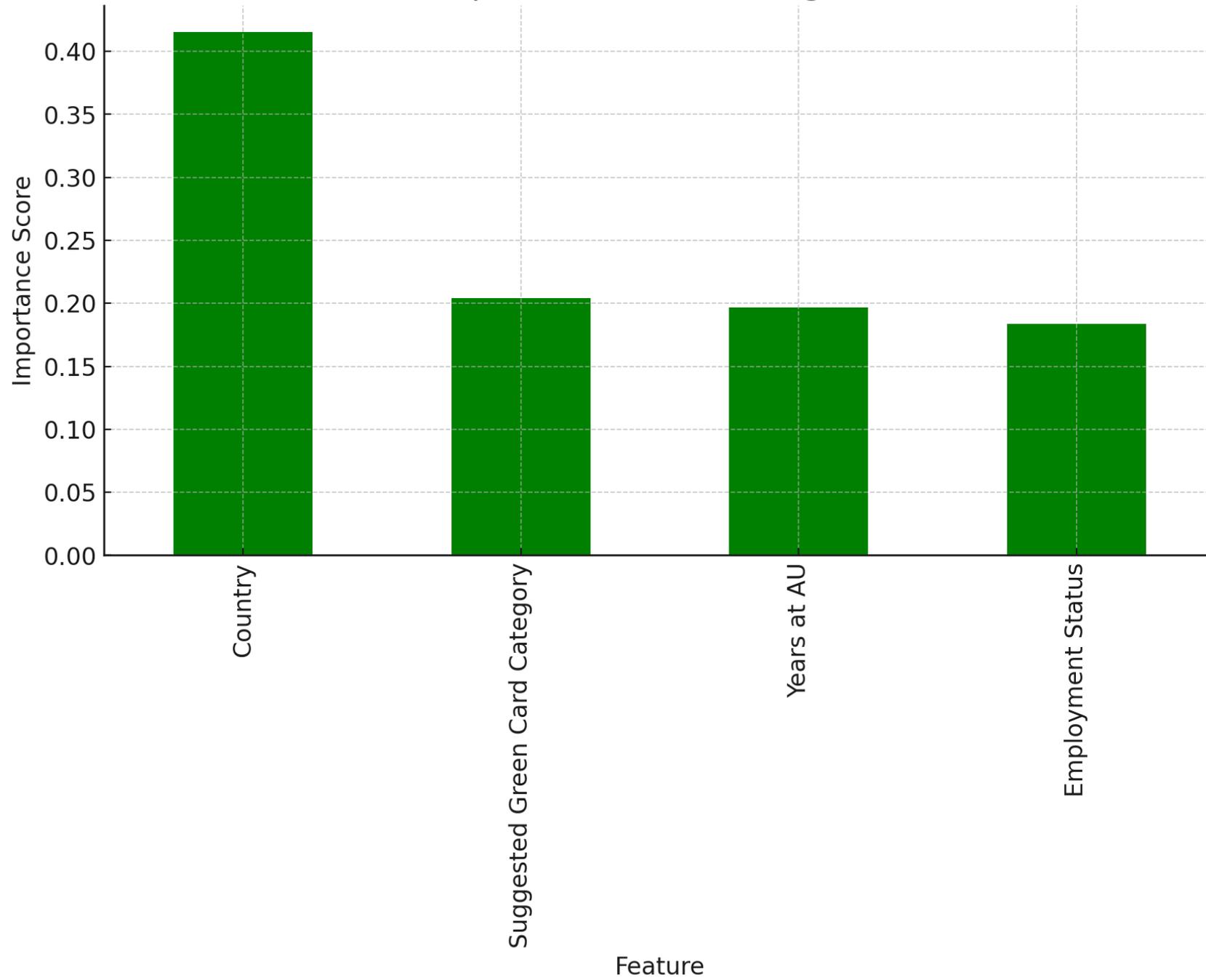
Green Card Survey

59 Participants

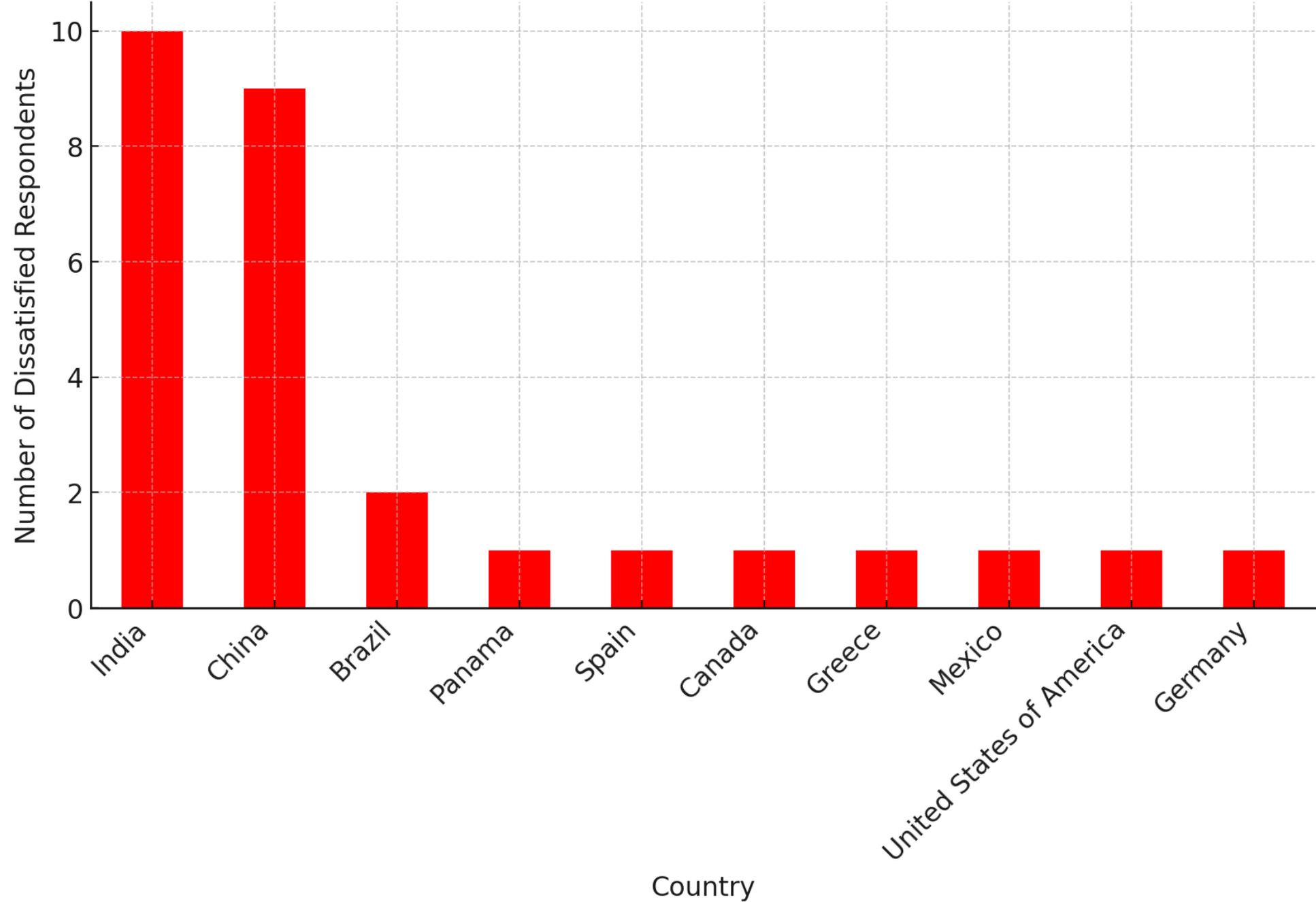
Satisfaction Levels by Employment Status (Ordered)



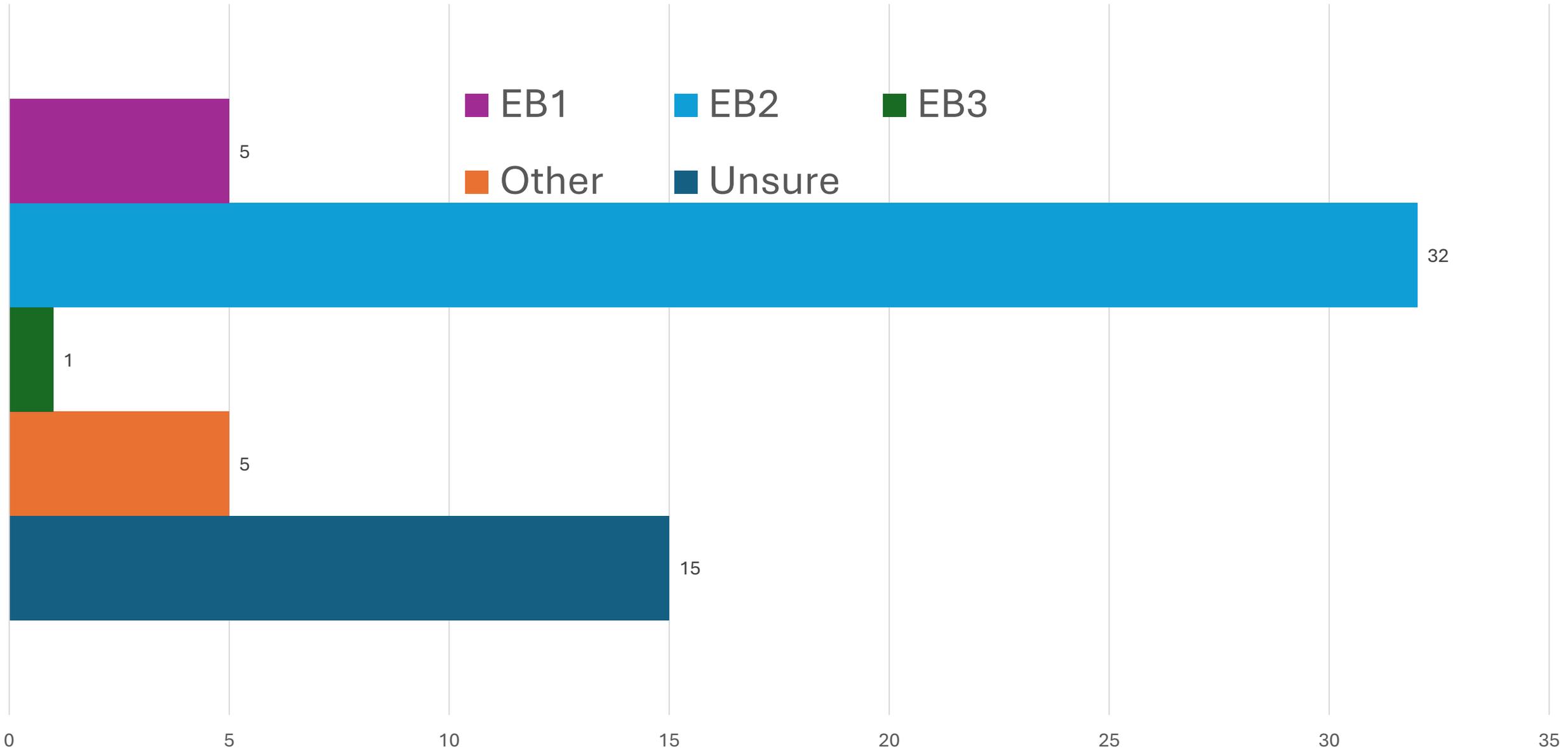
Feature Importance in Predicting Satisfaction



Dissatisfaction Levels by Country

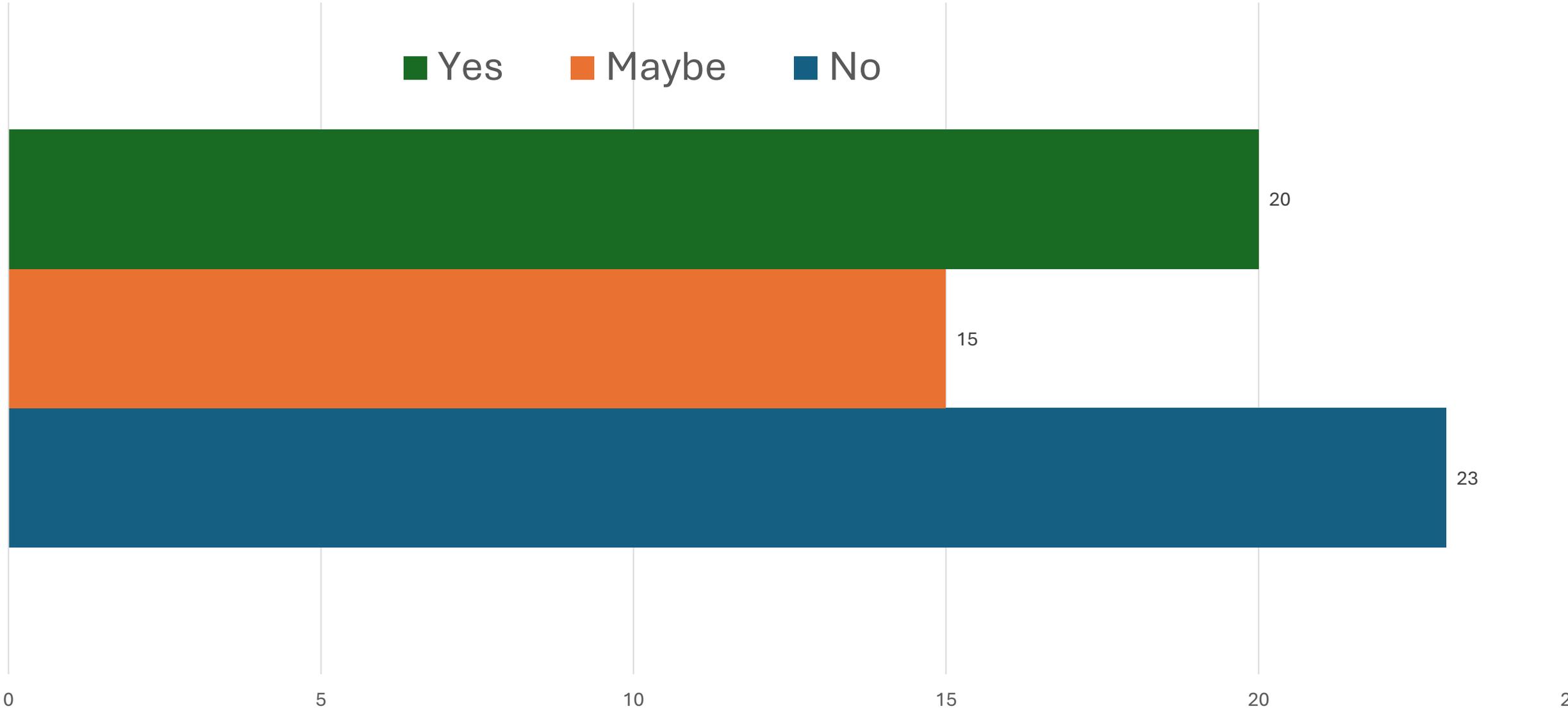


1.5. What Green Card category was suggested by the Office of International Program?

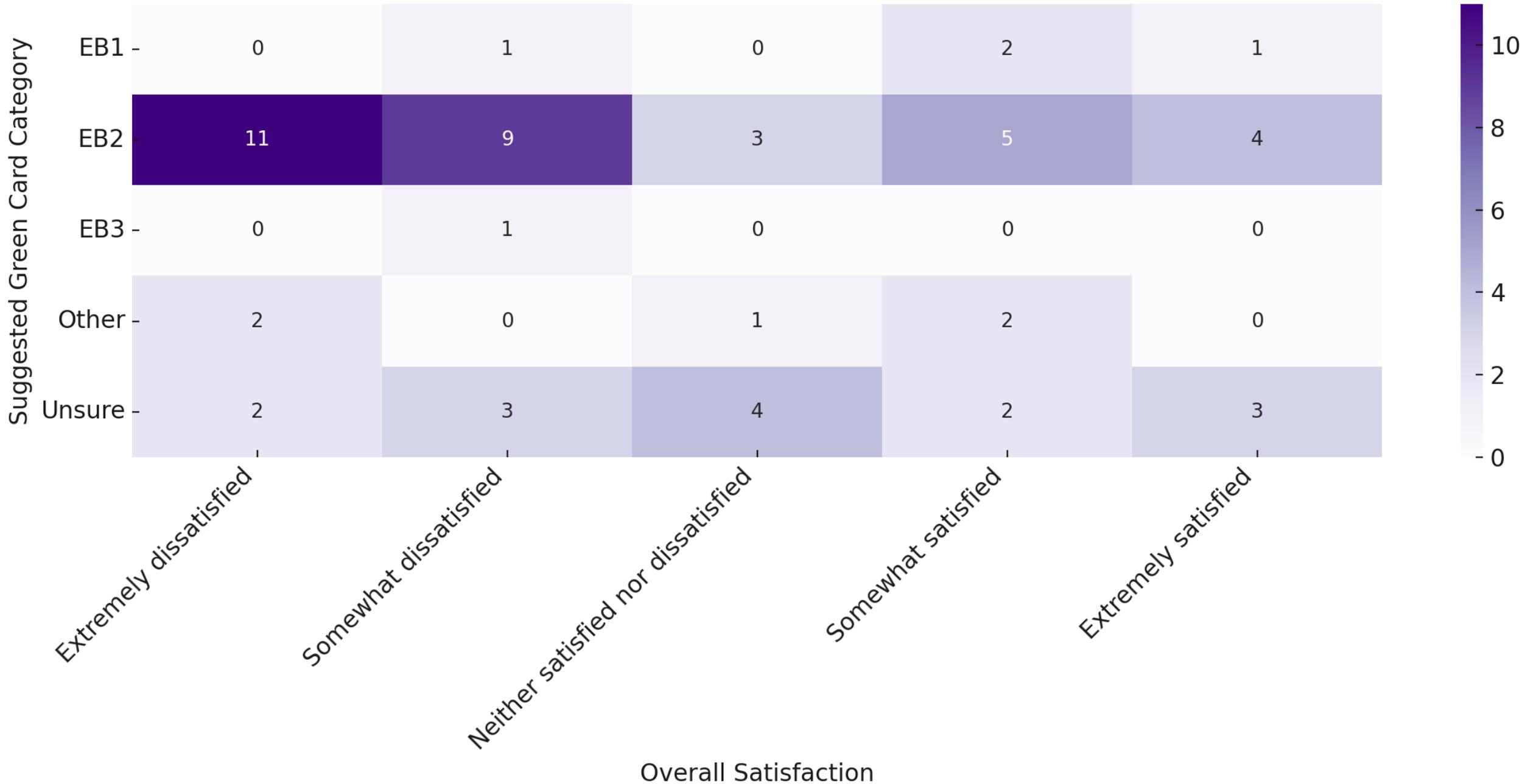


1.6. In your opinion, was the Green Card category recommended to you by the Office of International Programs the most suitable to get the green card?

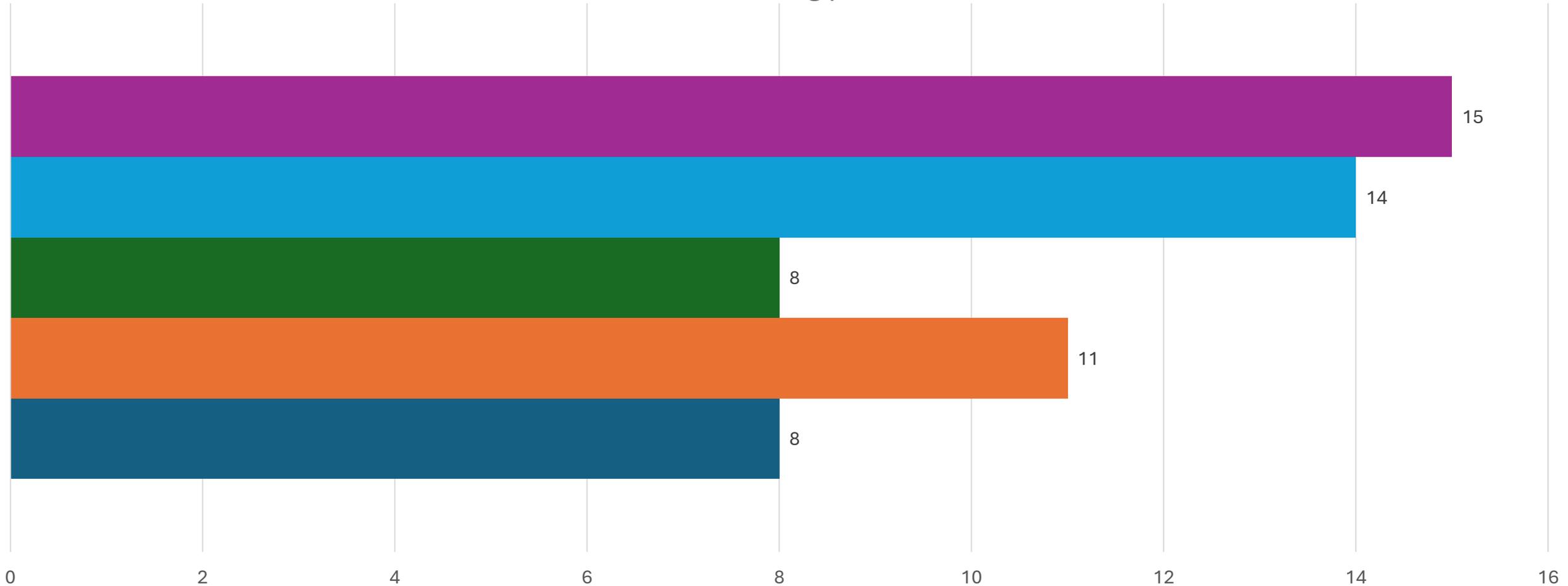
■ Yes ■ Maybe ■ No



AU Suggested Green Card Category vs. Overall Satisfaction (Ordered)



2.1. How satisfied are you with the Office of International Program's overall support during your Green Card filing process?



Extremely dissatisfied

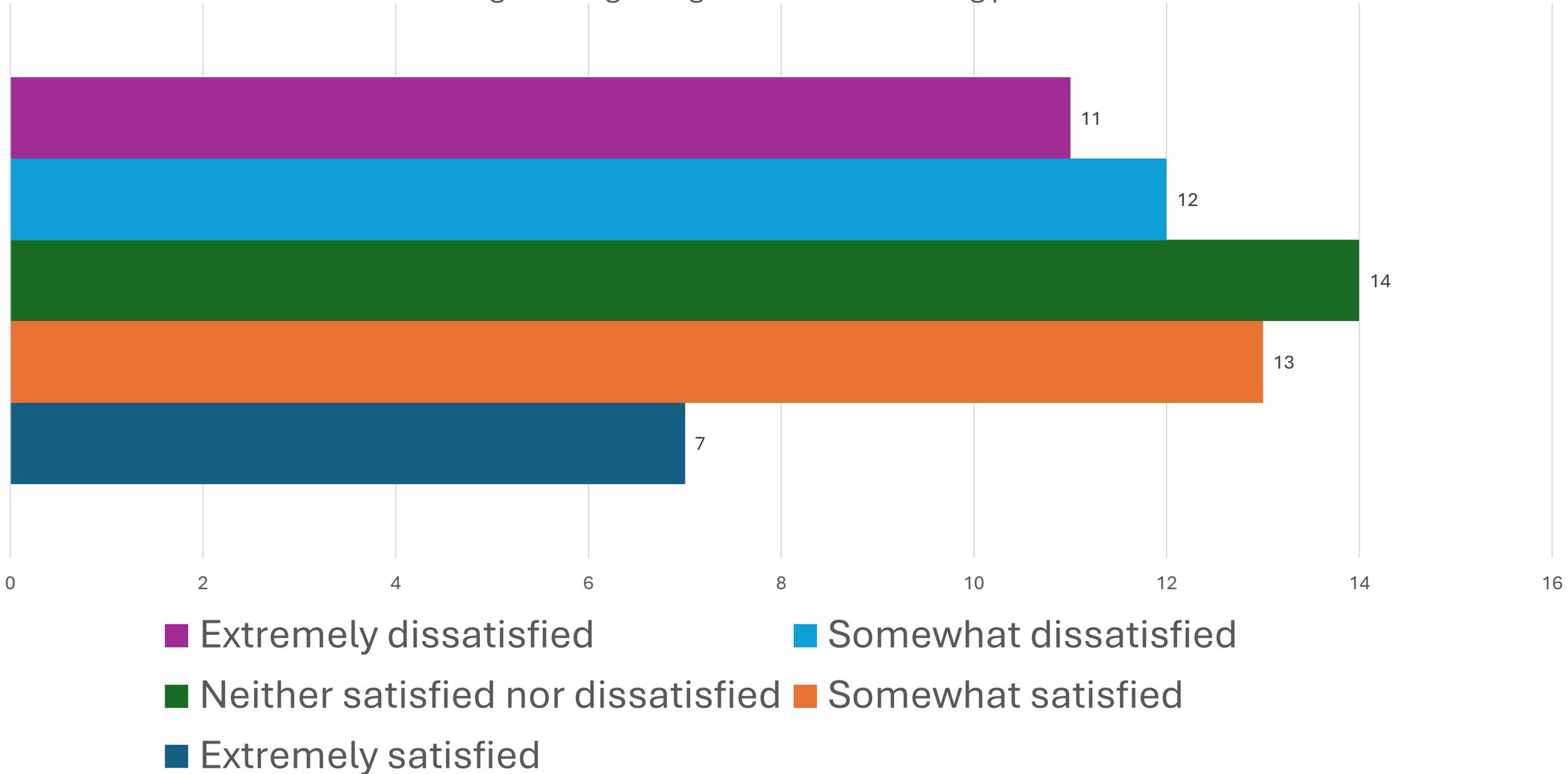
Somewhat dissatisfied

Neither satisfied nor dissatisfied

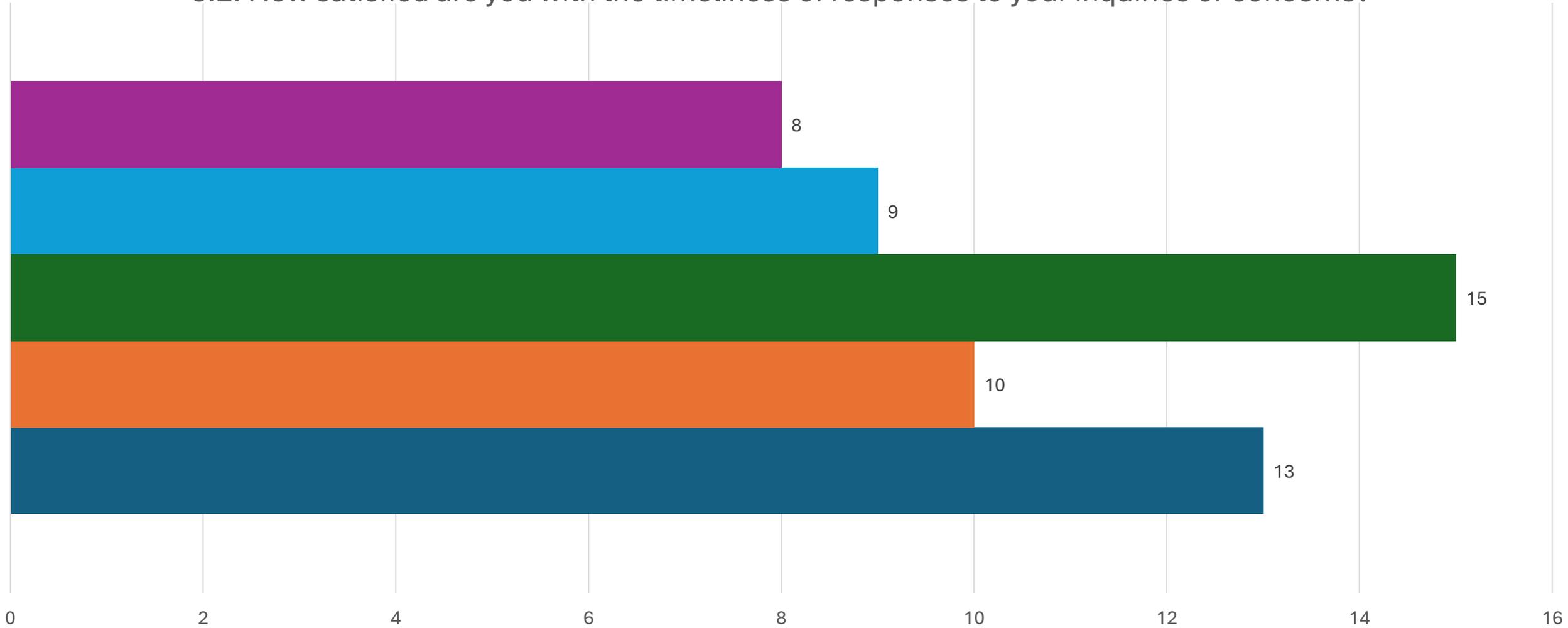
Somewhat satisfied

Extremely satisfied

3.1. How satisfied are you with the clarity of communication from the Office of International Programs regarding the Green Card filing process?

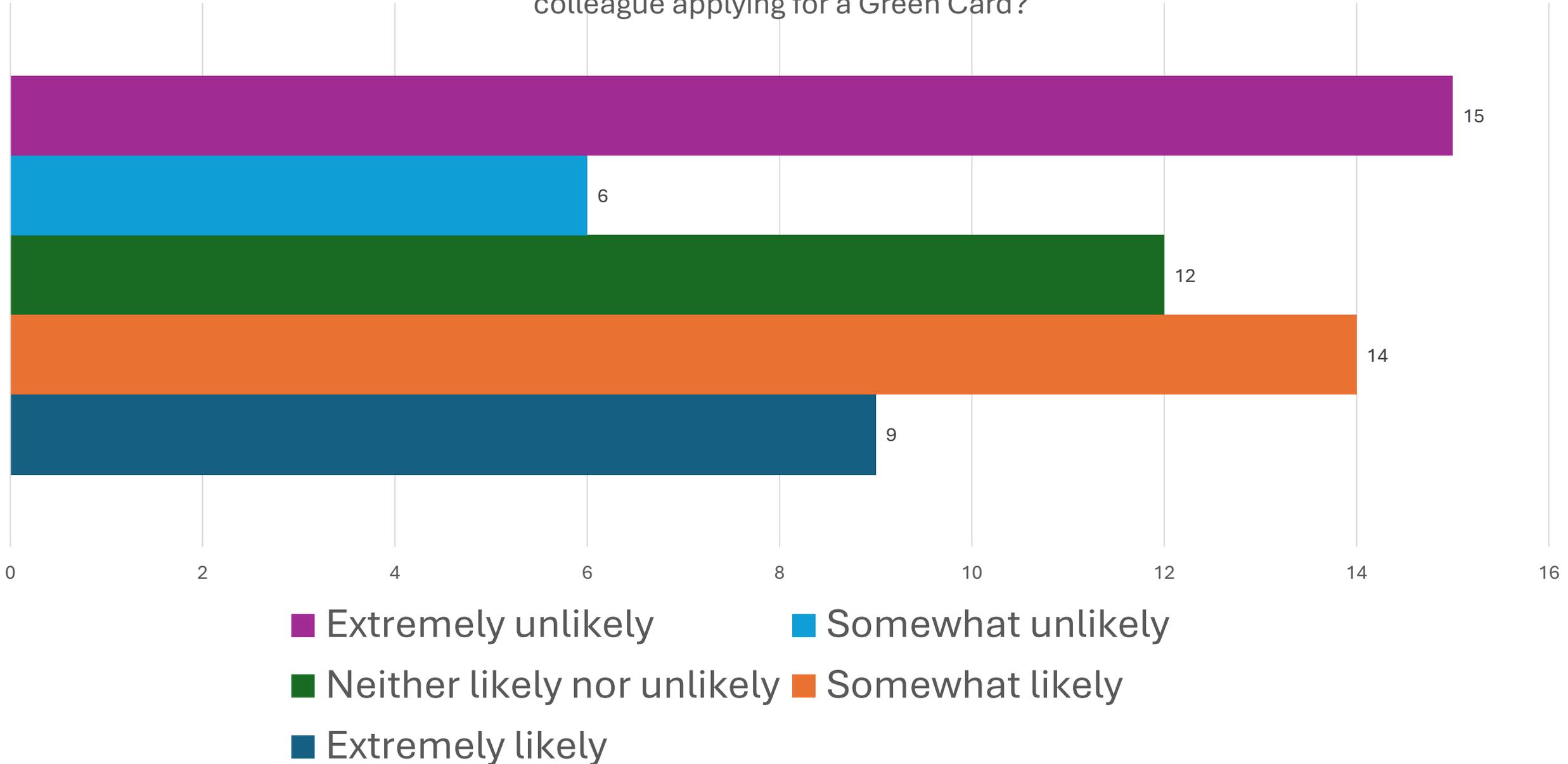


3.2. How satisfied are you with the timeliness of responses to your inquiries or concerns?



- Extremely dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Extremely satisfied

2.2. How likely are you to recommend the Office of International Program's services to a colleague applying for a Green Card?



Recommendation

- **Communication:**

- Many respondents emphasized the need for more timely, transparent, and helpful communication.
- Concerns were raised about the inability to get answers to specific questions or updates on progress.

- **Process Clarity and Support:**

- Several comments mentioned the difficulty in navigating the process, especially with minimal institutional guidance.
- Respondents felt the office could offer more proactive support, especially when compared to practices at other universities.

- **Flexibility and Approach:**

- A number of responses highlighted dissatisfaction with what they perceived as a rigid or overly conservative approach to Green Card filing.
- Suggestions included a more case-by-case assessment rather than a one-size-fits-all strategy.

- **Comparative Feedback:**

- Some individuals noted that other universities start the process earlier or provide more hands-on legal support.

- **Emotional Impact:**

- Several comments revealed the stress and confusion experienced by applicants, underscoring the importance of a smoother, more empathetic process.

Motion to Accept the Recommendation

The Faculty Salaries and Welfare Committee moves that the Senate accept the committee's recommendations based on findings from the International Faculty Climate Survey and the subsequent Green Card Survey.