

# Analysis of Employee Survey Responses:

## Question 1

**How do/could AI tools help make your work more efficient? Please share specific examples from your role.**

## Major Themes

### 1. Writing and Content Creation Assistance

Several respondents mentioned using AI for writing tasks and content creation.

#### Notable quotes:

- "ChatGPT saves me enormous time editing."
- "Sometimes I use Chat GPT as a proofreader after I draft something."
- "I use AI to write alt tags for images we share online, to get text from images and PDFs for screen readers, to generate captions of videos that we share."

### 2. Educational Resource Development

Many faculty mentioned using AI to help develop teaching materials.

#### Notable quotes:

- "I like using it to brainstorm lessons and projects"
- "I use AI to create rubrics for the assignments I have come up with."
- "I use AI to give me ideas for in-class activities. It can also help me describe ideas in more simple ways"

### 3. Administrative Task Automation

Some respondents highlighted AI's potential for automating administrative work.

#### Notable quotes:

- "AI could automate reporting processes."
- "If A.I. could make a tutor schedule for me that would be great."
- "Other community colleges have implemented AI in determining whether applications are legitimate or fraud; that would be a HUGE help to Enrollment Services!!!!"

#### 4. Interest in Learning More

A substantial number of respondents expressed interest in learning about AI applications but indicated limited current knowledge.

##### **Notable quotes:**

- "I don't know but would like to learn"
- "I can't say that I know for sure, but I would be interested in learning more about it and see how I can incorporate it into my job."
- "Not sure, still not sold on AI"

#### 5. Resistance or Concern About AI Use

Some respondents expressed resistance to using AI or concerns about its appropriateness.

##### **Notable quotes:**

- "It would not. I am fully against the use of AI, especially generative AI in any work of any context."
- "I do not think AI is appropriate for any of my work as it requires human thought and critical evaluation."
- "Efficient does not equal ethical."

#### 6. AI Creating Additional Work

Some faculty noted that AI has actually increased their workload rather than making things more efficient.

##### **Notable quote:**

- "AI is NOT making any aspects of my job easier. I feel like I am a police officer tracking down students who use AI to do their assignments."

#### 7. Translation and Language Support

A few respondents mentioned using AI for translation work.

##### **Notable quote:**

- "I have a few colleagues I've worked with on projects that have used DeepL to start translating documents/messages we are sharing with students."

## Minor Themes

- Assistance with grading ("If it could grade for me, that would be awesome.")
- Brainstorming and ideation ("Brainstorming")
- Text reformatting ("I've used it to reformat text/numbers for Excel and emails.")
- Checking for plagiarism ("Checking for plagiarism and copy right of images used in submissions.")
- Note-taking assistance ("assist with notetaking for meetings")

The responses show a wide range of engagement with AI tools, from enthusiastic adoption to strong resistance, with many expressing curiosity but uncertainty about how AI might benefit their specific roles. There appears to be particular interest in using AI for content creation, educational resource development, and administrative task automation.

## Questions 2:

### Is there anything else you would like to share about AI use at our college?

I've analyzed the responses to the final survey question asking for additional comments about AI use at the college. Several important themes emerged from these responses.

## Major Themes

### 1. Urgent Need for Clear College-Wide AI Policies

The strongest theme by far was the call for clear institutional policies around AI use, particularly for students.

#### Notable quotes:

- "I wish there was more policy on use across the campus and for students"
- "I feel we are behind in our official college policies in regard to AI. We have students using it all the time, but no clear rules on how/when it is acceptable to use for their coursework."
- "We need ethical guidelines publicly available for students and professors. Something we can point to when there is dispute."

### 2. Student Usage & Academic Integrity Challenges

Many respondents highlighted the widespread student use of AI and associated challenges.

#### Notable quotes:

- "It is rampant amongst students. As a composition teacher, it consistently puts me in very tight spots. The lack of any definitive way to prove the use of AI is like navigating a minefield."
- "Students are using them increasingly in emails and on forms"
- "Some students use it frequently, even when it clearly conflicts with course AI policy."

### 3. Need for Education & Training

Several respondents emphasized the importance of education for both faculty and students on AI use.

#### Notable quotes:

- "Faculty and staff need a basic understanding of how what it actually does in nontechnical terms to understand both FERPA implications and the ways in which it can be wrong"
- "We need clear rules and also training for staff to be able to support our students and educate them on proper use and boundaries."
- "Students need clear guidance about what is acceptable and effective and what is neither."

### 4. Conflicting Perspectives on AI in Education

Responses revealed divergent viewpoints on AI's appropriate role in education.

#### Notable quotes:

- "Generative AI has absolutely no place in higher education of any kind. It allows students writing, research, and study skills to atrophy..."
- "It's a new tool like the internet we are learning how to use it. It will create issues like social media did and the internet has (mis/dis-information) but it's here so we need to work with it and understand it or we will become obsolete."
- "The college needs to wake up to the reality that AI is the future and to really consider what that means for how we think about the purpose of the college."

### 5. Concerns About Fairness and Equity

Some responses raised issues of fairness and equity in AI use.

#### Notable quotes:

- "It's also an equity issue because the paid services are better."
- "I am concerned that faculty are accusing students of academic dishonesty because they use a tool like Grammarly."

## 6. Pedagogical Adaptations

Several respondents discussed adapting teaching approaches in response to AI.

### Notable quotes:

- "I try to combat the problem my inventing assignments where using AI would not help, or where students experiment with it to see its advantages and disadvantages. This is quite time-consuming."
- "Use of AI is particularly a problem in online courses that require written assignments. It is worth considering instructional methods that are less virtual...such as verbal presentations, discussions, etc."
- "Have a policy in your syllabus. That's the only way to protect you and your students."

### Minor Themes

- Institutional reputation concerns ("Our AI output will reflect on us as an institution.")
- Interest in further involvement ("I would love to find out more about joining the AI task force!!")
- Balance of control vs. adaptation ("We need to remove incentives for students to be dishonest about their AI use.")

These responses highlight a college community grappling with rapid technological change, with many faculty and staff feeling they lack adequate institutional guidance on managing AI in educational contexts.

## Question 3.

**What is one thing you wish college leadership knew about AI use in your department?**

### Major Themes

#### 1. Realities of Student AI Use

Many respondents emphasized that leadership should recognize the extent to which students are already using AI.

### Notable quotes:

- "How prevalent student use of AI is in our classes. Students use AI for all assignments: journals, wikis, discussions, presentations, and essays. They also use AI to read assignments for them."
- "Students are constantly using it, and it's bringing more work to us faculty and more stress."
- "We've seen students use it for everything from written assignments to exams."

## 2. Need for Institutional Policies and Guidelines

Respondents expressed a desire for clear, college-wide guidance on AI use.

### Notable quotes:

- "Students are confused about what uses are permissible."
- "Without a clear shared AI policy, the responsibility of creating ethical policies becomes an additional burden for faculty."
- "Realistic understanding of how it can be used, and how people feel about using it."

## 3. Quality and Reliability Concerns

Some respondents highlighted issues with AI's performance and accuracy.

### Notable quotes:

- "How absolutely abysmal it is. It's unreliable and often gives incorrect information insisting it's the truth."
- "AI does not have a good grasp on American Sign Language and should not be a replacement for a live human interpreter."

## 4. Increased Faculty Workload

Several responses noted how AI has created additional work for faculty.

### Notable quotes:

- "How much time I spend continually adapting my courses because of the challenges posed by AI! Teaching well at this time is SO MUCH work, and I don't think that college leadership understand that at all."
- "It is very time consuming for English faculty to have to check each students' essay for use of AI."

## 5. Practical Applications and Benefits

Some respondents highlighted positive or practical uses for AI.

### **Notable quotes:**

- "Generative tools are innately built into most software used for digital media production... they are regularly used in our field and help alleviate mundane technical tasks."
- "How could it help make administrative tasks more efficient and free up time for people-centered work?"
- "That it enhances and does not detract from my work and that it does not replace human intelligence."

## **6. Ethical and Environmental Concerns**

A few respondents raised concerns about broader ethical implications.

### **Notable quotes:**

- "How to quantify the environmental and ethical impacts"
- "That we cannot endorse the use of these tools without acknowledging how fundamentally problematic they are."
- "I think it's being used for some administrative tasks without adequate respect to privacy."

## **7. Educational Opportunities**

Some suggested incorporating AI education into the curriculum.

### **Notable quote:**

- "An Intro to AI class would be valuable. Students are confused about what uses are permissible. As with researching a database, most students don't know which guidance to provide."

### **Minor Themes**

- Concern about the future of online education ("Online classes are no longer viable for most departments")
- Acknowledgment of departmental variation in AI applicability ("We don't have much use for it here yet")
- Balance in perspective ("There are practical uses for AI. It's not all evil")

These responses reveal a complex landscape of AI adoption at the college, with faculty and staff navigating its implications for teaching, administrative work, and student learning with minimal institutional guidance.

## **Question 4: What is your biggest concern about using AI tools in your work?**

### **Major Themes**

#### **1. Academic Integrity and Student Learning Concerns**

Many respondents expressed worry about students using AI as a substitute for developing critical skills.

##### **Notable quotes:**

- "Students who are disadvantaged in academic writing will never learn the skills if they rely on AI. How will they become experts in anything? AI is a C at best."
- "Students need to develop their own writer's voices and critical thinking skills."
- "The biggest concern I have is that students are not learning to read and write on their own."

#### **2. Accuracy and Reliability Issues**

Respondents frequently mentioned concerns about AI's tendency to produce inaccurate information.

##### **Notable quotes:**

- "AI hallucinations, inaccuracies, and biases. Sometimes you get real information and other times you don't."
- "It hallucinates and tends to generate crap when it comes to in depth knowledge."
- "I'm worried about information accuracy... some AI tools make up information or pull from outdated sources."

#### **3. Ethical and Copyright Concerns**

Many respondents raised ethical issues around AI use, particularly regarding content creation and intellectual property.

##### **Notable quotes:**

- "Generative AI such as ChatGPT, Midjourney, and other models steal and plagiarize work from actual writers, artists, and creators."
- "I do not think it is ethical to use AI tools with the current lack of any legal/regulatory protections for content creators."
- "Using it in an ethical way and not violating copy write laws."



## 4. Privacy and Data Security

Several respondents expressed concerns about data privacy and security implications.

### Notable quotes:

- "I worry about where the data/information that I enter is stored? Whose cloud has my history?"
- "Security of institutional information and data, including PII of students and staff."
- "To allow AI access to BANNER could be dangerous in terms of security of personal information."

## 5. Human Connection and Authenticity

Some respondents worried about losing authentic human connection and voice in their work.

### Notable quotes:

- "I think that being authentic in my work is important, so use of a tool like ChatGPT would result in my work not being in my 'voice.'"
- "I'm worried about potentially losing the connection to students."
- "lack of personal touch"

## 6. Job Displacement and Devaluation of Human Skills

A subset of respondents expressed concern about AI replacing human roles or devaluing human skills.

### Notable quotes:

- "My biggest concern about using AI tools in my work is the slow degradation of reliable information, as well as the continued devaluation of human labor."
- "My main concern is that AI will replace me as an instructor or make writing instruction obsolete."
- "I'm concerned about non-experts and professionals thinking that human work can be replaced by AI tools."

## 7. Practical Implementation Challenges

Some responses highlighted concerns about implementation guidelines, efficiency, and practicality.

### Notable quotes:

- "No clear guidelines"
- "Needless steps and just one more distracting thing"

- "Personally concerned about time spent reviewing output--seems much easier just to do it myself without the use of AI, given the uneven output quality."

### Minor Themes

- Environmental concerns ("contributing to environmental degradation")
- Concern about becoming over-reliant on AI ("I don't want to be incapable of thinking for myself")
- Homogenization of content ("Everything begins to sound the same")

A few respondents indicated having no concerns about using AI tools.

The responses reflect a workplace that is grappling with the implications of AI integration, with particular focus on how it affects student learning outcomes and professional responsibilities.