

# **Shared Governance & Communication Survey:**

## **Summary of Survey Results**

**Strategic Planning and Resources Council**

**University of Central Arkansas**

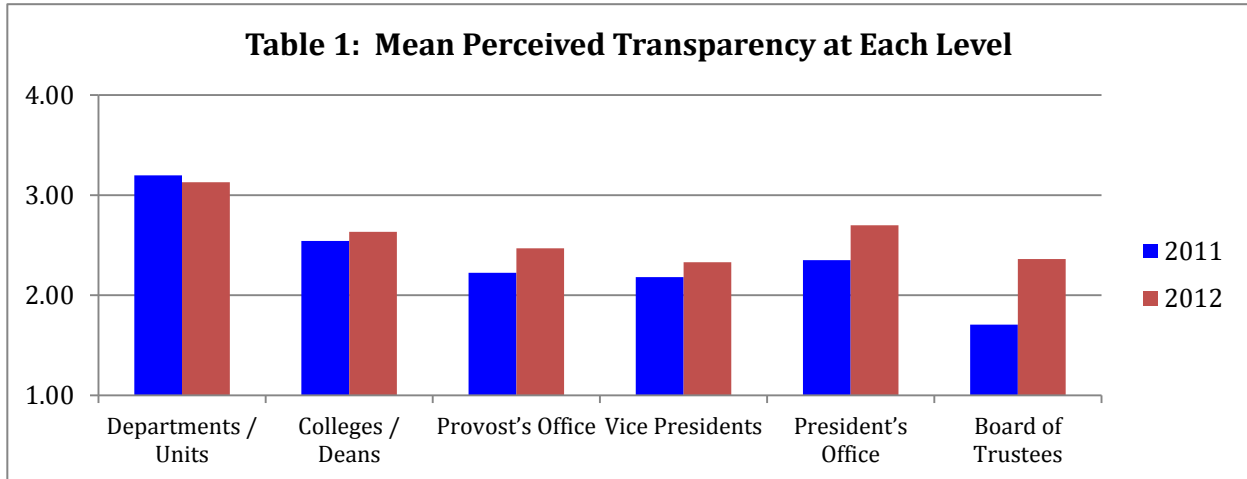
**2012-13**

The Shared Governance and Communication Survey (SGCS) was sent to the UCA campus community in November 2012. With the exception of minor modifications, the 2012 survey was identical to the SGCS administered to the campus community in fall 2011. A total of 312 people responded to the 2012 survey, as compared to 209 respondents in 2011. Not all respondents answered every survey question. What follows is a summary of the results of the 2012 SGCS and a comparison of the 2012 results with those obtained in 2011. A complete set of numerical data from both the 2011 and the 2012 surveys may be viewed beginning on page 6 of this document.

### Major Survey Findings

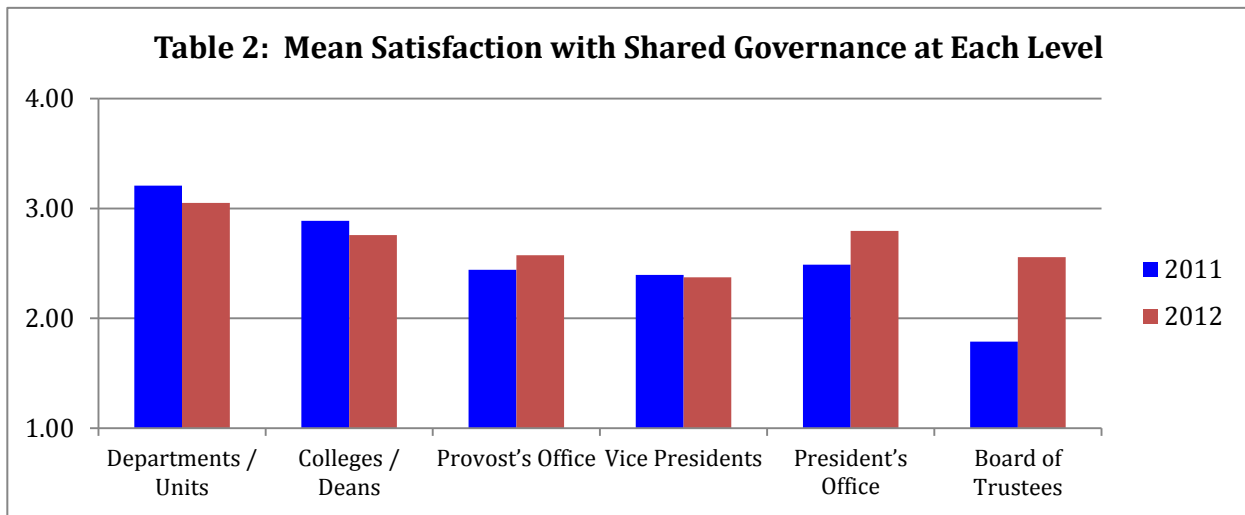
**The perceived transparency of decision-making was significantly higher in 2012 than in 2011 at the levels of the Board of Trustees, President’s Office, and Provost’s Office.**

When asked the question “How transparent is the decision making process at the following levels?”, there was a statistically significant increase ( $p < 0.5$ ) in the average reported level of transparency at the level of the Board of Trustees, the President’s Office, and the Provost’s Office (see Table 1). While the highest level of transparency in decision making on campus continued to be at the level of the department or unit, the average score for transparency at that level declined slightly, although not significantly, from 2011 to 2012.

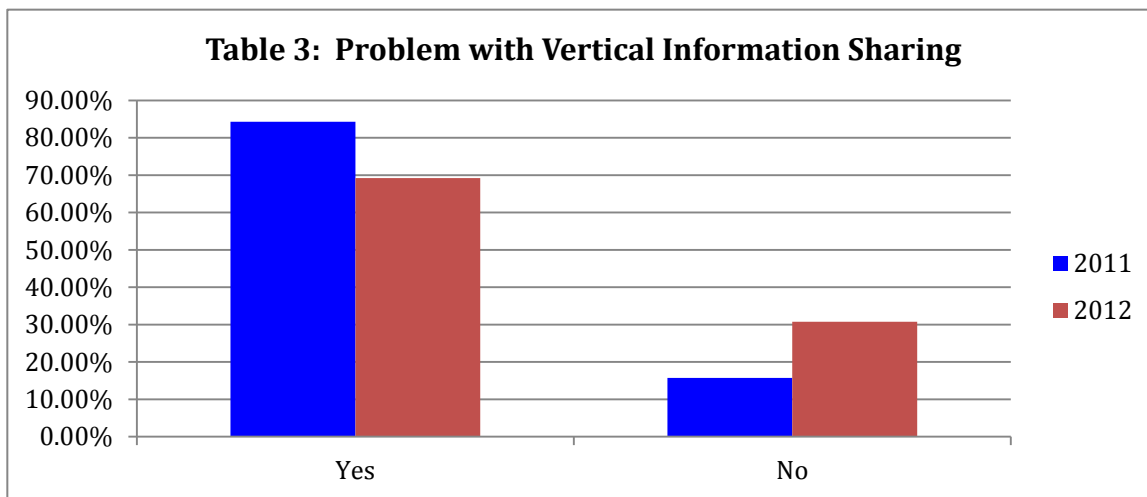


**Satisfaction with the shared governance process was significantly greater at the level of the Board of Trustees and the President’s Office in 2012 as compared to 2011.**

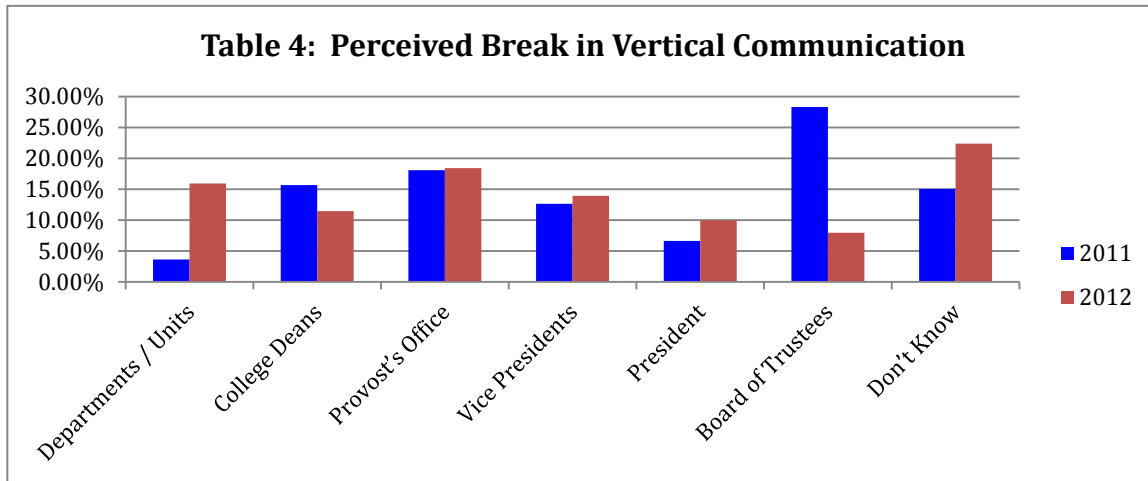
When asked the questions “How satisfied are you with the shared governance process at the following levels?”, there was a statistically significant increase ( $p < 0.5$ ) in the average reported level of satisfaction at the level of the Board of Trustees and the President’s Office (see Table 2). As was seen with transparency, the highest level of satisfaction with shared governance continued to be at the level of the department or unit with that score declining slightly, but not significantly, from 2011 to 2012.



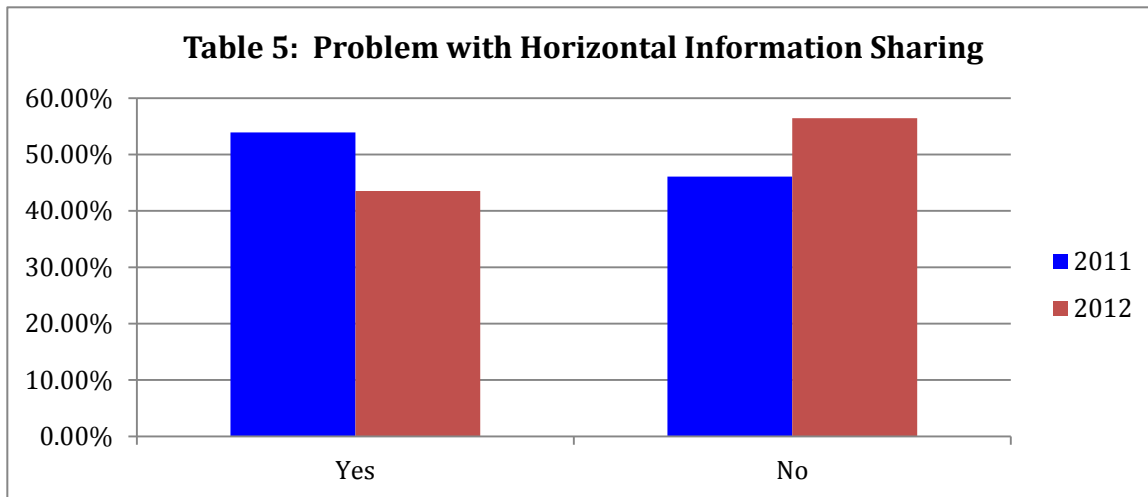
**There was a statistically significant ( $p < 0.5$ ) decrease in the percentage of respondents answering “yes” when asked “Do you think there is a problem with the sharing of information vertically on campus?”.** In 2011, 84% of respondents answered “yes” to this question while 16% answered “no”. In 2012, the percentage of respondents answering “yes” declined to 69% and the percentage of respondents answering “no” increased to 31% (see Table 3).



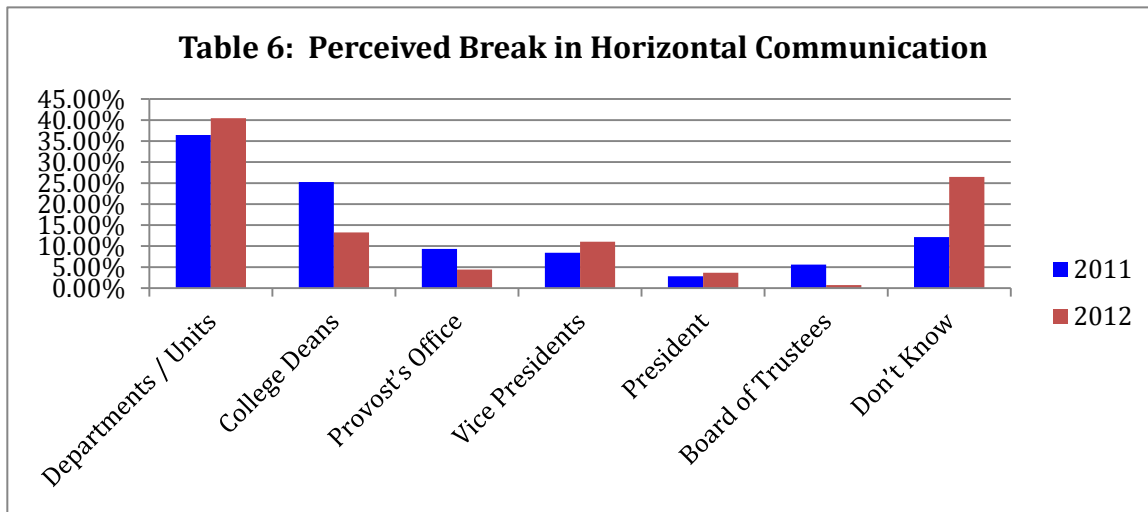
**For those reporting a perceived break in vertical communication, there was a significant change in where that break in communication was occurring.** In 2011, the largest break in vertical communication was perceived to occur at the level of the Board of Trustees with 28% of those answering the question reporting the largest break at that level. In 2012, the percent of respondents pointing to the Board level as the area where the largest break in communication occurred was down to 8%. Conversely, there was an increase, from 4% in 2011 to 16% in 2012, in the percentage of respondents who reported that the largest break in communication occurred at the department or unit level (see Table 4).



**There was a statistically significant ( $p < 0.5$ ) decrease in the percentage of respondents answering “yes” when asked “Do you think there is a problem with the sharing of information horizontally on campus?”.** In 2011, 54% of respondents answered “yes” to this question while 46% answered “no”. In 2012, the percentage of respondents answering “yes” declined to 44% and the percentage of respondents answering “no” increased to 56% (see Table 5).



**For those reporting a perceived break in horizontal communication, there was a significant change in where that break in communication was occurring.** When asked “At what level do you identify the largest break in horizontal information?” the department or unit level was identified as the largest break in both 2011 and 2012. However, for some areas, the percentage of respondents who reported a problem with horizontal communication declined from 2011 to 2012. Most notable was at the level of the college deans and at the level of the Board of Trustees (see Table 6). The percentage of respondents answering “don’t know” to this question more than doubled from 2011 to 2012.



**Some changes occurred in the reported means by which respondents obtained information about campus happenings.** The top four means of obtaining information reported in 2011 and 2012 were as follows:

- | <u>2011</u>               | <u>2012</u>               |
|---------------------------|---------------------------|
| 1) Administrative e-mails | 1) Administrative e-mails |
| 2) Newspapers             | 2) Word of mouth*         |
| 3) UCA website            | 3) UCA website            |
| 4) Department meetings    | 4) Newspapers             |

Significant declines ( $p < .05$ ) occurred from 2011 to 2012 in the percentage of people who reported obtaining information “sometimes” or “often” from the following sources: Faculty Senate website, minutes, and e-mails, Staff Senate minutes, and the Bear Ledger.

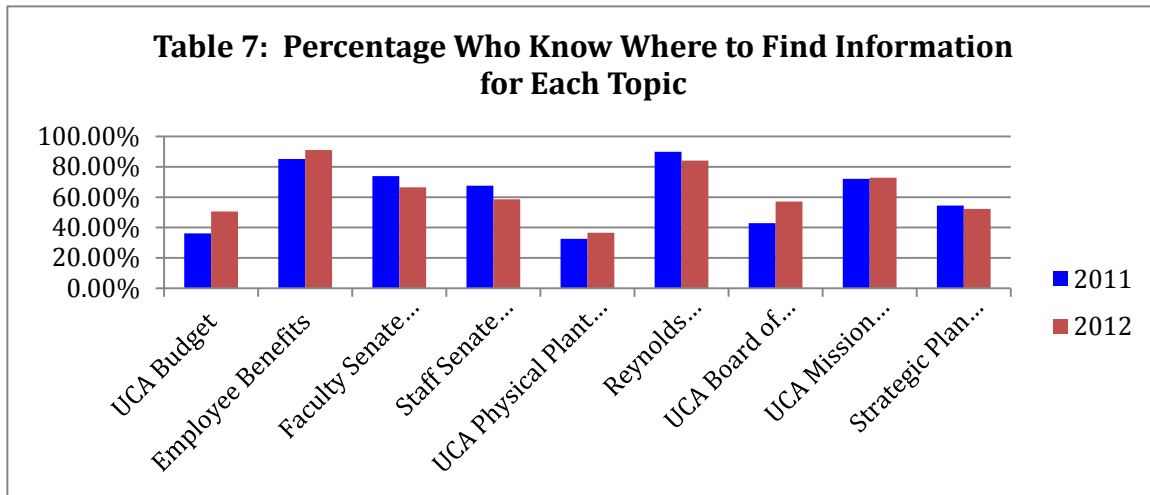
**Some changes occurred in the sources reported to be effective at sharing information.** The sources reported to be most effective at sharing information in 2011 and 2012 were as follows:

- | <u>2011</u>               | <u>2012</u>               |
|---------------------------|---------------------------|
| 1) Faculty Senate minutes | 1) Administrative e-mails |
| 2) Staff Senate minutes   | 2) Newspapers             |
| 3) Administrative e-mails | 3) UCA website            |
| 4) Faculty Senate e-mails | 4) Word of mouth*         |

Significant declines ( $p < .05$ ) occurred from 2011 to 2012 in the percentage of people who reported the following sources as effective at sharing information: Staff Senate website, minutes, and e-mails; and Faculty Senate minutes and e-mails.

**Changes occurred in the percentage of respondents reporting familiarity with where to find information on a variety of topics.** As can be seen in Table 7, many of

these changes were significant ( $p < 0.5$ ), including an increase in the percentage of respondents familiar with where to find information on the budget, employee benefits, UCA Physical Plant activities, and UCA Board of Trustees' policies.



\* Not an option on 2011 survey

UCA Shared Governance and Communication Survey Results  
 Fall 2011 and Fall 2012  
 Frequencies and Percentages

1.A. How transparent is the decision-making process at the following levels?

	VT (1)		ST (2)		NVT (3)		NAAT (4)		DK		DA	
	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
Departments / Units	39.1%	35.8%	41.1%	41.0%	9.7%	9.4%	5.3%	7.2%	3.4%	4.9%	1.4%	1.6%
	(81)	(110)	(85)	(126)	(20)	(29)	(11)	(22)	(7)	(15)	(3)	(5)
Colleges / Deans	9.7%	11.6%	36.4%	34.3%	23.8%	18.5%	11.7%	10.2%	12.6%	17.2%	5.8%	8.3%
	(20)	(35)	(75)	(104)	(49)	(56)	(24)	(31)	(26)	(52)	(12)	(25)
Provost's Office	2.9%	10.8%	32.4%	30.4%	26.6%	22.5%	19.8%	15.0%	15.0%	16.0%	3.4%	5.2%
	(6)	(33)	(67)	(93)	(55)	(69)	(41)	(46)	(31)	(49)	(7)	(16)
Vice Presidents	3.4%	8.8%	28.0%	25.4%	25.1%	21.2%	20.8%	18.6%	21.3%	21.8%	1.4%	4.2%
	(7)	(27)	(58)	(78)	(52)	(65)	(43)	(57)	(44)	(67)	(3)	(13)
President's Office	9.7%	19.3%	34.3%	36.9%	17.9%	15.4%	23.7%	15.0%	14.0%	11.4%	0.5%	2.0%
	(20)	(59)	(71)	(113)	(37)	(47)	(49)	(46)	(29)	(35)	(1)	(6)
Board of Trustees	1.9%	11.6%	18.4%	33.1%	18.8%	13.9%	47.8%	25.8%	12.6%	13.2%	0.5%	2.3%
	(4)	(35)	(38)	(100)	(39)	(42)	(99)	(78)	(26)	(40)	(1)	(7)

KEY: VT = Very Transparent; ST = Somewhat Transparent; NVT = Not Very Transparent; NAAT = Not At All Transparent; DK = Don't Know; DA = Doesn't Apply

1.B. For those answering 3 or 4, what could be done at this level to make the decision-making process more transparent?

	Frequencies		Percentages	
	2011	2012	2011	2012
Board of Trustees Openness / Changes	15	11	14.0%	7.4%
President Openness / Changes	9	14	8.4%	9.5%
Provost Openness / Changes	6	10	5.6%	6.7%
Dean Openness / Changes	2	7	1.9%	4.7%
Department/Unit Openness / Changes	2	8	1.9%	5.4%
Campus-Wide Decision-Making	12	22	11.2%	14.9%
Communicate Information	40	43	37.4%	29.1%
Follow Procedure	10	11	9.3%	7.4%
Improve Trust/Honesty	0	20	0%	13.5%
Don't Know	5	2	4.7%	1.4%
Other	6	0	5.6%	0%
Total	107	148	100%	100%

2.A. How satisfied are you with the shared governance process at the following levels?

	VS (1)		SS (2)		NVS (3)		NAAS (4)		DK		DA	
	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
Departments / Units	44.4%	40.5%	35.7%	35.2%	10.6%	9.9%	4.3%	3.3%	2.4%	3.3%	2.4%	2.3%
	(92)	(123)	(74)	(107)	(22)	(30)	(14)	(39)	(5)	(5)	(10)	(7)
Colleges / Deans	20.8%	18.7%	37.7%	37.5%	16.4%	12.4%	6.8%	13.0%	11.1%	13.0%	7.2%	10.0%
	(43)	(56)	(78)	(112)	(34)	(37)	(14)	(39)	(23)	(39)	(15)	(30)
Provost's Office	6.4%	14.7%	36.6%	33.7%	25.2%	23.0%	13.4%	14.0%	13.9%	14.0%	4.5%	6.0%
	(13)	(44)	(74)	(101)	(51)	(69)	(27)	(42)	(28)	(42)	(9)	(18)
Vice Presidents	6.9%	11.0%	29.9%	31.2%	27.0%	20.6%	13.2%	21.6%	20.1%	21.6%	2.9%	5.0%
	(14)	(33)	(61)	(94)	(55)	(62)	(27)	(65)	(41)	(65)	(6)	(15)
President's Office	12.9%	23.0%	35.6%	34.7%	19.8%	17.3%	18.8%	11.7%	11.4%	11.7%	1.5%	2.7%
	(26)	(69)	(72)	(104)	(40)	(52)	(38)	(35)	(23)	(35)	(3)	(8)
Board of Trustees	2.9%	12.6%	17.6%	32.7%	24.9%	18.7%	42.0%	14.3%	10.2%	14.3%	2.4%	3.4%
	(6)	(37)	(36)	(96)	(51)	(55)	(86)	(42)	(21)	(42)	(5)	(10)

KEY: VS = Very Satisfied; SS = Somewhat Satisfied; NVS = Not Very Satisfied; NAAS = Not At All Satisfied; DK = Don't Know; DA = Doesn't Apply

2.B. For those answering 3 or 4, what could be done at this level to increase your level of satisfaction with the governance process?

	Frequencies		Percentages	
	2011	2012	2011	2012
Board of Trustees Openness / Changes	20	11	23.0%	12.4%
President Openness / Changes	9	11	10.3%	12.4%
Provost Openness / Changes	3	6	3.4%	6.7%
Dean Openness / Changes	2	3	2.3%	3.4%
Department/Unit Openness / Changes	5	6	5.7%	6.7%
Campus-Wide Decision-Making	10	15	11.5%	16.8%
Communicate Information	12	16	13.8%	18.0%
Follow Procedure	5	3	5.7%	3.4%
Improve Trust/Honesty	0	8	0%	9.0%
Don't Know	3	2	3.4%	2.2%
See Response to #1	6	5	6.9%	5.6%
Other	1	3	1.1%	3.4%
Total	87	89	100%	100%

3. Concerns expressed by my colleagues or me are taken seriously.

	Frequencies		Percentages	
	2011	2012	2011	2012
Always	44	66	21.2%	21.4%
Sometimes	125	171	60.1%	55.5%
Rarely	34	62	16.3%	20.1%
Never	5	9	2.4%	2.9%
Total	208	308	100%	99.9%

4. In what area is UCA BEST able to demonstrate shared governance? That is, on what topics do you feel you are best able to have input?

	Frequencies		Percentages	
	2011	2012	2011	2012
Hiring / Promotion and Tenure	5	6	3.8%	2.8%
Staff Senate Activities	5	7	3.8%	3.3%
Faculty Senate Activities	10	17	7.6%	8.0%
Committee Activities	9	9	6.8%	4.2%
Curriculum Issues	25	25	18.9%	11.7%
Strategic Planning / Budgeting	9	14	6.8%	6.6%
Department / Unit/ Activities	27	40	20.5%	18.8%
Sharing Information	12	10	9.1%	4.7%
Student-Related Issues	3	7	2.3%	3.3%
Academic Affairs / Academics	N/A	10	N/A	4.7%
General Education	N/A	8	N/A	3.8%
Fringe Benefits	N/A	3	N/A	1.4%
President / BOT	N/A	4	N/A	1.9%
Generally All Issues	2	5	1.3%	2.3%
Nothing	6	24	4.5%	11.3%
Don't Know	10	8	7.6%	3.8%
Other	9	16	6.8%	7.5%
Total	132	213	100%	100%

N/A = Not defined as a category by survey analyzers in 2011

5. In what area is UCA WORST able to demonstrate shared governance? That is, on what topics do you feel you are least able to have input?

	Frequencies		Percentages	
	2011	2012	2011	2012
Board of Trustees Decision-Making	19	14	13.5%	6.6%
President Decision-Making	6	11	4.3%	5.2%
Provost Decision-Making	3	12	2.1%	5.7%
College Decision-Making	3	7	2.1%	3.3%
Departmental/Unit Decision-Making	7	3	5.0%	1.4%
Campus-Wide Communication	11	8	7.8%	3.8%
Hiring / Personnel Issues	29	28	20.6%	13.3%
Budget Issues	30	34	21.3%	16.1%
Salaries	13	19	9.2%	9.0%
General Education	N/A	8	N/A	3.8%
Admissions	N/A	5	N/A	2.4%
Long-Term Planning	N/A	2	N/A	1.0%
Athletics	N/A	10	N/A	4.7%
Faculty Senate	N/A	5	N/A	2.4%
Generally All Issues	N/A	10	N/A	4.7%
Nothing	N/A	9	N/A	4.3%
Don't Know	8	7	5.7%	3.3%
Other	12	19	8.5%	9.0%
Total	141	211	100%	100%

N/A = Not defined as a category by survey analyzers in 2011

6. Do you think there is a problem with the sharing of information vertically on campus, that is, up and down the various levels?

	Frequencies		Percentages	
	2011	2012	2011	2012
Yes	161	189	84.3%	69.2%
No	30	84	15.7%	30.8%
Total	191	273	100%	100%

7. At what level do you identify the largest break in vertical communication?

	Frequencies		Percentages	
	2011	2012	2011	2012
Departments / Units	6	32	3.6%	15.9%
College Deans	26	23	15.7%	11.4%
Provost's Office	30	37	18.1%	18.4%
Vice Presidents	21	28	12.7%	13.9%
President	11	20	6.6%	10.0%
Board of Trustees	47	16	28.3%	8.0%
Don't Know	25	45	15.1%	22.4%
Total	166	201	100%	100%

8. Do you think the break in communication happens primarily with information being shared downward (from administration to faculty and staff) or upward (from the faculty and staff to the administration)?

	Frequencies		Percentages	
	2011	2012	2011	2012
Downward	128	97	78.5%	47.5%
Upward	35	12	21.5%	5.9%
Both	NAO	82	NAO	40.2%
Don't Know	NAO	13	NAO	6.4%
Total	163	204	100%	100%

NAO = Not an option on the 2011 survey

9. Do you think there is a problem with the sharing of information horizontally on campus, that is, across membership in the same level?

	Frequencies		Percentages	
	2011	2012	2011	2012
Yes	103	118	53.9%	43.5%
No	88	153	46.1%	56.5%
Total	191	271	100%	100%

10. At what level do you identify the largest break in horizontal information?

	Frequencies		Percentages	
	2011	2012	2011	2012
Departments / Units	39	55	36.4%	40.4%
College Deans	27	18	25.2%	13.2%
Provost's Office	10	6	9.3%	4.4%
Vice Presidents	9	15	8.4%	11.0%
President	3	5	2.8%	3.7%
Board of Trustees	6	1	5.6%	0.7%
Don't Know	13	36	12.1%	26.5%
Total	107	136	100%	100%

11.A. From what means do you obtain information as to what is happening on campus?

	Often		Sometimes		Never		Doesn't Apply	
	2011	2012	2011	2012	2011	2012	2011	2012
Faculty Senate Website	14.2%	10.6%	49.2%	43.3%	25.7%	31.1%	10.9%	15.0%
	(26)	(27)	(90)	(110)	(47)	(79)	(20)	(38)
Staff Senate Website	9.9%	8.9%	38.6%	32.7%	38.6%	44.4%	12.9%	14.0%
	(17)	(23)	(66)	(84)	(66)	(114)	(22)	(36)
Faculty Senate Minutes	31.8%	17.2%	46.5%	49.6%	11.8%	18.8%	10.0%	14.5%
	(54)	(44)	(79)	(127)	(20)	(48)	(17)	(37)
Staff Senate Minutes	24.9%	18.5%	41.4%	35.9%	21.9%	32.0%	11.8%	13.5%
	(42)	(48)	(70)	(93)	(37)	(83)	(20)	(35)
Faculty Senate Emails	32.7%	28.3%	41.5%	35.9%	11.1%	19.5%	14.6%	16.3%
	(56)	(71)	(71)	(90)	(19)	(49)	(25)	(41)
Staff Senate Emails	27.4%	21.0%	40.5%	42.4%	20.2%	23.7%	11.9%	12.8%
	(46)	(54)	(68)	(109)	(34)	(61)	(20)	(33)
Bear Ledger	25.4%	19.9%	51.9%	44.8%	21.6%	31.4%	1.1%	3.8%
	(47)	(52)	(96)	(117)	(40)	(82)	(2)	(10)
Campus Forums	25.7%	20.3%	54.1%	61.7%	19.7%	15.2%	0.5%	2.7%
	(47)	(52)	(99)	(158)	(36)	(39)	(1)	(7)
Administrative Emails	60.3%	61.5%	36.0%	35.5%	3.7%	2.3%	0%	0.8%
	(114)	(163)	(68)	(94)	(7)	(6)	(0)	(2)
UCA Website	42.6%	38.6%	50.5%	56.1%	6.9%	4.5%	0%	0.8%
	(80)	(102)	(95)	(148)	(13)	(12)	(0)	(2)
Departmental Meetings	64.2%	62.4%	25.8%	25.6%	7.9%	7.5%	2.1%	4.5%

	(122)	(166)	(49)	(68)	(15)	(20)	(4)	(12)
Echo	26.2%	24.2%	54.6%	51.7%	18.0%	22.3%	1.1%	1.9%
	(48)	(64)	(100)	(137)	(33)	(59)	(2)	(5)
Newspapers	40.4%	48.7%	54.3%	42.7%	5.3%	7.1%	0%	1.5%
	(76)	(130)	(102)	(114)	(10)	(19)	(0)	(4)
Television	19.6%	21.9%	53.3%	48.8%	27.2%	26.5%	0%	2.7%
	(36)	(57)	(98)	(127)	(50)	(69)	(0)	(7)
University Media Outlets	NAO	12.1%	NAO	54.0%	NAO	29.8%	NAO	4.0%
	NAO	(30)	NAO	(134)	NAO	(74)	NAO	(10)
Word of Mouth	NAO	49.2%	NAO	45.1%	NAO	3.4%	NAO	2.3%
	NAO	(131)	NAO	(120)	NAO	(9)	NAO	(6)
Other	27.8%	6.2%	8.9%	8.6%	12.7%	12.3%	50.6%	72.8%
	(22)	(5)	(7)	(7)	(10)	(10)	(40)	(59)

NAO = Not an option on the 2011 survey

11.B. From what means do you obtain information as to what is happening on campus?

Other

	Frequencies		Percentages	
	2011	2012	2011	2012
Rumors	24	1	72.3%	6.3%
Media	7	3	21.1%	18.7%
Other	2	12	6.1%	75.0%
Total	33	16	100%	100%

12.A. How effective at sharing information are the following?

	Often		Sometimes		Never		Doesn't Apply	
	2011	2012	2011	2012	2011	2012	2011	2012
Faculty Senate Website	23.5%	18.3%	43.2%	41.7%	9.3%	11.1%	24.1%	28.9%
	(38)	(43)	(70)	(98)	(15)	(26)	(39)	(68)
Staff Senate Website	17.0%	18.0%	44.8%	40.8%	6.1%	12.0%	32.1%	29.2%
	(28)	(42)	(74)	(95)	(10)	(28)	(53)	(68)
Faculty Senate Minutes	37.8%	28.3%	42.1%	38.3%	3.7%	8.7%	16.5%	24.8%
	(62)	(65)	(69)	(88)	(6)	(20)	(27)	(57)
Staff Senate Minutes	30.5%	27.8%	42.5%	37.6%	3.0%	9.8%	24.0%	24.8%
	(51)	(65)	(71)	(88)	(5)	(23)	(40)	(58)
Faculty Senate	35.0%	23.8%	38.8%	42.3%	5.0%	10.1%	21.3%	23.8%

Emails								
	(56)	(54)	(62)	(96)	(8)	(23)	(34)	(54)
Staff Senate Emails	31.7%	25.8%	39.0%	44.6%	5.5%	9.0%	23.8%	20.6%
	(52)	(60)	(64)	(104)	(9)	(21)	(39)	(48)
Bear Ledger	27.3%	22.6%	50.9%	52.2%	12.1%	15.5%	9.7%	9.7%
	(45)	(51)	(84)	(118)	(20)	(35)	(16)	(22)
Campus Forums	33.9%	26.4%	54.5%	58.4%	7.3%	7.8%	4.2%	7.4%
	(56)	(61)	(90)	(135)	(12)	(18)	(7)	(17)
Administrative Emails	47.9%	49.8%	46.7%	46.0%	4.8%	2.6%	0.6%	1.7%
	(80)	(117)	(78)	(108)	(8)	(6)	(1)	(4)
UCA Website	30.5%	31.3%	61.1%	61.8%	7.8%	4.7%	0.6%	2.1%
	(51)	(73)	(102)	(144)	(13)	(11)	(1)	(5)
Departmental Meetings	55.2%	62.4%	33.1%	25.6%	6.3%	7.5%	5.4%	4.5%
	(101)	(132)	(50)	(79)	(14)	(15)	(4)	(13)
Echo	15.1%	19.0%	64.5%	62.5%	14.5%	12.5%	6.0%	6.0%
	(25)	(44)	(107)	(145)	(24)	(29)	(10)	(14)
Newspapers	29.4%	34.6%	57.1%	55.3%	11.7%	5.1%	1.8%	5.1%
	(48)	(82)	(93)	(131)	(18)	(12)	(3)	(12)
Television	15.5%	17.1%	53.4%	60.3%	22.2%	12.0%	8.7%	10.7%
	(25)	(40)	(86)	(141)	(36)	(28)	(14)	(25)
University Media Outlets	NAO	10.6%	NAO	62.4%	NAO	15.9%	NAO	11.1%
	NAO	(24)	NAO	(141)	NAO	(36)	NAO	(25)
Word of Mouth	NAO	33.2%	NAO	56.5%	NAO	6.0%	NAO	4.3%
	NAO	(77)	NAO	(131)	NAO	(14)	NAO	(10)
Other	14.1%	7.4%	12.5%	10.3%	6.3%	11.8%	67.2%	70.6%
	(9)	(5)	(8)	(7)	(4)	(8)	(43)	(48)

NOA = Not an option on the 2011 survey

#### 12.B. How effective at sharing information are the following? Other

	Frequencies		Percentages	
	2011	2012	2011	2012
Rumors	7	0	53.8%	0%
Newsletter	1	0	7.7%	0%
Administrative Meetings	1	0	7.7%	0%
Other	4	14	30.8%	100%
Total	13	14	100%	100%

13. For what types of information is UCA BEST able to share? That is, about what do you receive plenty of information?

	Frequencies		Percentages	
	2011	2012	2011	2012
Staff Senate Info	3	2	2.4%	1.1%
Faculty Senate Info	11	3	8.9%	1.6%
Student Info	N/A	4	N/A	2.1%
Athletics / Sports	19	29	15.4%	15.5%
Administrative Info	31	29	25.2%	15.5%
Departmental Info	N/A	9	N/A	4.8%
Campus Events	38	31	30.9%	16.6%
Info from Human Resources	N/A	21	N/A	11.2%
Negative Info	9	15	7.3%	8.0%
Positive Info	3	13	2.4%	7.0%
All	N/A	3	N/A	1.6%
Other	9	19	7.3%	10.2%
Don't Know	N/A	5	N/A	2.7%
Total	123	187	100%	100%

N/A = Not defined as a category by survey analyzers in 2011

14. For what types of information is UCA WORST able to share? That is, about what would you like to receive more information?

	Frequencies		Percentages	
	2011	2012	2011	2012
Hiring / Personnel Decisions	N/A	13	N/A	8.6%
Raises / Salaries	N/A	12	N/A	7.9%
Administrative Decisions	37	30	32.2%	19.9%
Staff-related Info	10	0	8.7%	0%
Faculty-related Info	10	5	8.7%	3.3%
Academic / Curriculum Info	9	6	7.8%	4.0%
Budget Info	25	27	21.7%	17.9%
Campus Events	N/A	3	N/A	2.0%
Departmental Info	N/A	3	N/A	2.0%
Nothing	5	4	4.3%	2.6%
Negative Info	7	12	6.1%	7.9%
Positive Info	N/A	15	N/A	9.9%
Don't Know	N/A	11	N/A	7.3%
Other	12	10	10.4%	6.6%
Total	115	151	100%	100%

N/A = Not defined as a category by survey analyzers in 2011

15. Do you know where you would go to find information in the following topics?

	Yes		Maybe		No		Doesn't Apply	
	2011	2012	2011	2012	2011	2012	2011	2012
UCA Budget	36.1%	50.2%	20.4%	31.2%	33.5%	17.8%	0%	0.7%
	(69)	(135)	(58)	(84)	(64)	(48)	(0)	(2)
Employee Benefits	85.2%	91.1%	13.8%	7.7%	1.1%	0%	0%	1.1%
	(161)	(247)	(26)	(21)	(2)	(0)	(0)	(3)
Faculty Senate Activities	73.9%	66.5%	10.6%	16.3%	6.4%	8.7%	9.0%	8.4%
	(139)	(175)	(20)	(43)	(12)	(23)	(17)	(22)
Staff Senate Activities	67.6%	58.6%	18.5%	23.7%	1.7%	3.8%	12.1%	13.9%
	(117)	(156)	(32)	(63)	(3)	(10)	(21)	(37)
UCA Physical Plant Activities	32.6%	36.6%	41.6%	30.6%	24.7%	28.7%	1.1%	4.2%
	(62)	(97)	(79)	(81)	(47)	(76)	(2)	(11)
Reynolds Performance Hall Activities	89.9%	84.1%	9.5%	13.0%	0.5%	1.9%	0%	1.1%
	(170)	(227)	(18)	(35)	(1)	(5)	(0)	(3)
UCA Board of Trustees' Policies	42.9%	57.1%	36.0%	27.1%	20.6%	14.3%	0.5%	1.5%
	(81)	(152)	(68)	(72)	(39)	(38)	(1)	(4)
UCA Mission Statement	72.1%	72.8%	21.1%	19.8%	6.8%	6.0%	0%	1.5%
	(137)	(195)	(40)	(53)	(13)	(16)	(0)	(4)
Strategic Plan Initiatives	54.5%	52.3%	33.2%	29.9%	12.3%	17.0%	0%	0.8%
	(102)	(138)	(62)	(79)	(23)	(45)	(0)	(2)

16. What is your employment status?

	Frequencies		Percentages	
	2011	2012	2011	2012
Full-time	191	269	99.5%	98.5%
Part-time	1	4	0.5%	1.5%
Total	192	273	100%	100%

17. Are you classified primarily as a faculty member, staff member, or an administrator (Chair or higher administrator)?

	Frequencies		Percentages	
	2011	2012	2011	2012
Faculty	95	137	50.3%	51.5%
Staff-Classified	36	56	19.0%	21.1%
Staff-Non-Classified	30	52	15.9%	19.5%
Administrator	28	21	14.8%	7.9%
Total	189	266	100%	100%