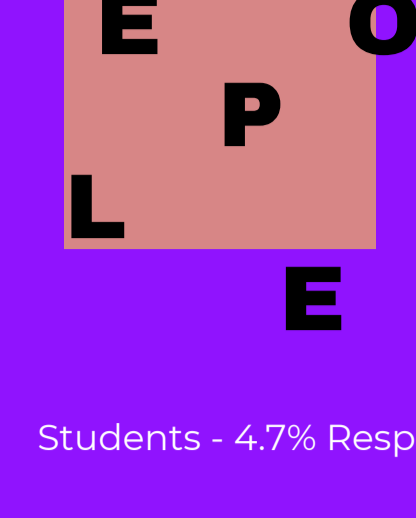


# 2016 UCA Campus Climate Survey Results

The Campus Climate Survey was administered to gain information that helps UCA to realize its aspiration of attracting and supporting a diverse student, faculty and staff community, participate in enhanced multicultural learning opportunities as well as provide support and knowledge for diversity and inclusion.

## Sample Demographics & Response Rates



501  
Students responses  
Mostly 20's and younger, Female, Caucasian, and Seniors



454  
Faculty/Staff responses  
Mostly 50's and older, Female, Caucasian, and Faculty/Professional Staff

Students - 4.7% Response Rate (sample comparable to University's student Demographics)

Faculty/Staff - 30% Response Rate

## Student Survey Information

The survey asked students to respond to questions surrounding 14 factors that included:

1. Perception of the Institution
2. Visibility
3. Personal Attitudes & Behaviors
4. Co-Curricular Environment
5. Perception of Peers
6. Perceptions of Faculty/Staff
7. Perceptions of Administration
8. Policies
9. Campus Accessibility
10. Campus Safety
11. Sexual Assault
12. Campus Training\* - Focused only on Sexual Assault Training
13. Overall Learning
14. Overall Satisfaction

Students were asked to provide their satisfaction with each factor.

Responses were given using a 1 to 7 scale (1 -Strongly Disagree to 7- Strongly Agree)

## Overall Satisfaction & Learning - Student Survey



Goal Markers of 5.5 (out of 7) were set by SkyFactor to gauge UCA's performance in the 14 areas. The following areas represent factors that met and/or exceeded the goal markers.

- Perceptions of the Institution
- Visibility
- Personal Attitudes and Behaviors
- Perceptions of Faculty/Staff
- Campus Accessibility
- Sexual Assault
- Overall Learning
- Overall Satisfaction

The following areas represent factors that fell slightly below the 5.5 goal markers.

- Perception of Peers (4.96)
- Perception of Administration (5.20)
- Co-Curricular Environment (5.39)
- Policies (5.45)
- Campus Safety (5.47)
- Campus Training - focused on sexual assault (5.31)



## Comparisons with Peer, Carnegie, and other Participating Institutions



1. We were even with (or higher than) our Peer Institutions on all but one factor:

- a. Campus Training, which focused only on Sexual Assault Training

2. We were even with (or higher than) our Carnegie Class on all factors.

3. We were even with (or higher than) all other participating institutions on all factors except:

- a. Personal Attitudes and Behaviors
- b. Perception of Peers
- c. Campus Training, which focused only on Sexual Assault Training

## STUDENT OPEN RESPONSES



When asked "How would you describe the culture?"

Words Used Consistently  
Diverse, Different, Welcoming, Good, Greek, and Accepting (appeared 25 or more times)

Themes  
Not welcoming/policy friendly toward non-traditional or transfer students

Political and religious discrimination and intolerance

Greek life seen as most important student population on campus (receives more resources than other student groups)

Student voices/perspectives not heard or valued by administration

Safety concerns due to lack of lighting in certain areas of campus

Focused Group sessions also revealed students would like the institution to do more as it concerns sexual assault training.

Suggested Improvements by Students

1. DIVERSITY FESTIVAL/EVENT OR SIMILAR DIVERSITY PROGRAM THAT HAPPENS ANNUALLY TO BRING CAMPUS TOGETHER.
2. INCREASE DIVERSITY IN ADMINISTRATION AND FACULTY.
3. IMPROVE DIVERSITY IN MARKETING AND COMMUNICATIONS.
4. INCREASE DIVERSITY COURSE OFFERINGS (SPECIFICALLY IN UPPER DIVISION COURSES).
5. PROVIDE ACTIVITIES TO ENGAGE NON-TRADITIONAL AND TRANSFER STUDENTS.
6. IMPROVE LIGHTING ACROSS CAMPUS BUT SPECIFICALLY NEAR LIBRARY AND LEWIS SCIENCE CENTER.
7. STRONGER FOCUS ON SEXUAL ASSAULTS AND HARASSMENT.

## Faculty/Staff Survey Information

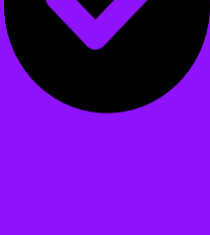
The survey asked faculty/staff to respond to questions surrounding 15 factors that included:

1. Perception of the Institution
2. Campus Environment
3. Visibility
4. Work Environment
5. Perception of Faculty
6. Perceptions of Staff
7. Perceptions of Students
8. Perceptions of Administration
9. Administrative Policies
10. Campus Accessibility
11. Campus Safety
12. Individual Response to Sexual Assault
13. Institutional Response to Sexual Assault
14. Personal Attitudes and Beliefs
15. Overall Perceptions

For each factor faculty/staff were asked to provide their satisfaction.

Responses were given using a 1 to 7 scale (1 -Strongly Disagree to 7- Strongly Agree)

## Overall Satisfaction - Faculty Survey



Goal Markers of 5.5 (out of 7) were set by SkyFactor to gauge UCA's performance in the 14 areas. The following areas represent factors that met and/or exceeded the goal markers.

- Perceptions of the Institution
- Work Environment
- Perception of Faculty
- Perception of Staff
- Perception of Students
- Campus Accessibility
- Campus Safety
- Individual Response to Sexual Assault
- Institutional Response to Sexual Assault
- Personal Attitudes and Behaviors
- Overall Perceptions

The following areas represent factors that fell slightly below the 5.5 goal markers.

- Perception of Administration (4.75)
- Visibility (5.17)
- Campus Environment (5.42)
- Administrative Policies (5.46)



## Comparisons with Peer, Carnegie, and other Participating Institutions



1. We were even with (or higher than) our Peer Institutions on all factors.

2. We were even with (or higher than) our Carnegie Class on all factors.

3. We were even with (or higher than) all other participating institutions on all factors.

## FACULTY/STAFF OPEN RESPONSES



When asked "How would you describe the culture?"

Words Used Consistently  
Good, Positive, and Welcoming (appeared 25 or more times)

Themes  
Questionable hiring practices (Lack of external searches)

Lack of collaboration across departments at student's expense

Adjunct Faculty not valued/included

Transparency and open dialogue by administration lacking

Lack of diversity in leadership/administration

Gap/hierarchy between faculty and staff

Employee Relations/Concerns not addressed

Safety concerns due to lack of lighting

Suggested Improvements by Faculty/Staff

1. INCREASE DIVERSITY IN FACULTY, STAFF, AND ADMINISTRATION (PERSONS OF COLOR AND WOMEN).
2. HOST A DIVERSITY WEEK THAT PROVIDES LEARNING OPPORTUNITIES.
3. INCREASE DIVERSITY COURSES INTERNSHIPS/SERVICE LEARNING/STUDY ABROAD OPPORTUNITIES TO ENHANCE MULTICULTURALISM.
4. HOSTS FOCUS GROUPS OR SMALL GROUP FORUMS WITH FACULTY, STAFF, AND STUDENTS ON CRITICAL ISSUES (SUCH AS NATIONAL OR LOCAL CONCERNS).
5. INCREASE COLLABORATION BETWEEN DEPARTMENTS.
6. INCLUDE MANDATED TRAINING ON DISABILITY AND ACCESSIBILITY INCLUSION.
7. IMPLEMENT POLICE ROUNDS IN BUILDINGS AT NIGHT AND IMPROVE LIGHTING ACROSS CAMPUS.

Questions about this data?

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