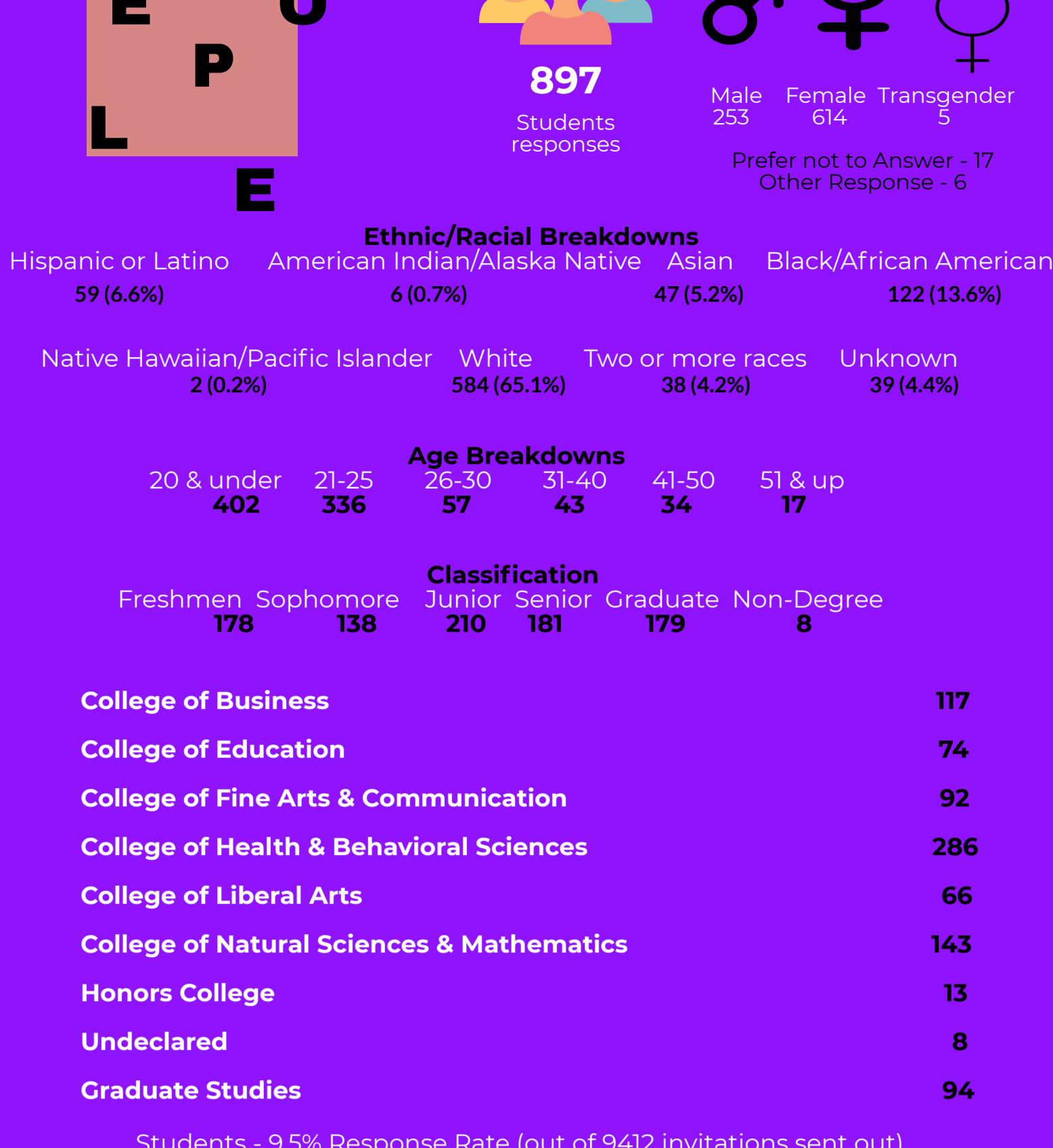


2020 UCA Campus Climate Survey Results

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.

Student sample demographics & 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

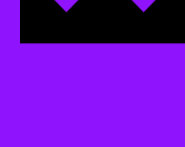


Goal Markers of 5.5 (out of 7) were set by SkyFactor to gauge UCA's performance in the 14 areas. The following areas represent factors that met and/or exceeded the goal markers.

- Perceptions of the Institution
- Visibility
- Personal Attitudes and Behaviors
- Co-Curricular Environment
- 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 (5.18)
- Perception of Administration (5.28)
- Policies (5.48)
- Campus Safety (5.49)
- Campus Training - focused on sexual assault (5.46)



STUDENT OPEN RESPONSES



When asked "How would you describe the campus culture at UCA?"

Words Used Consistently
Diverse, Welcoming, Different, Accepting (appeared 50 or more times)

Repeated Themes in Open Responses

Diverse in terms of race & ethnicity as well as beliefs

Mostly welcoming, accepting, & inclusive of all students

A safe environment

Encourages Student Involvement - hosts activities for students to get involved

Students of different backgrounds and organizations with different causes do not engage each other enough

Online students, Non-traditional students, Commuting students, and transfer students do not feel a part of the campus community.

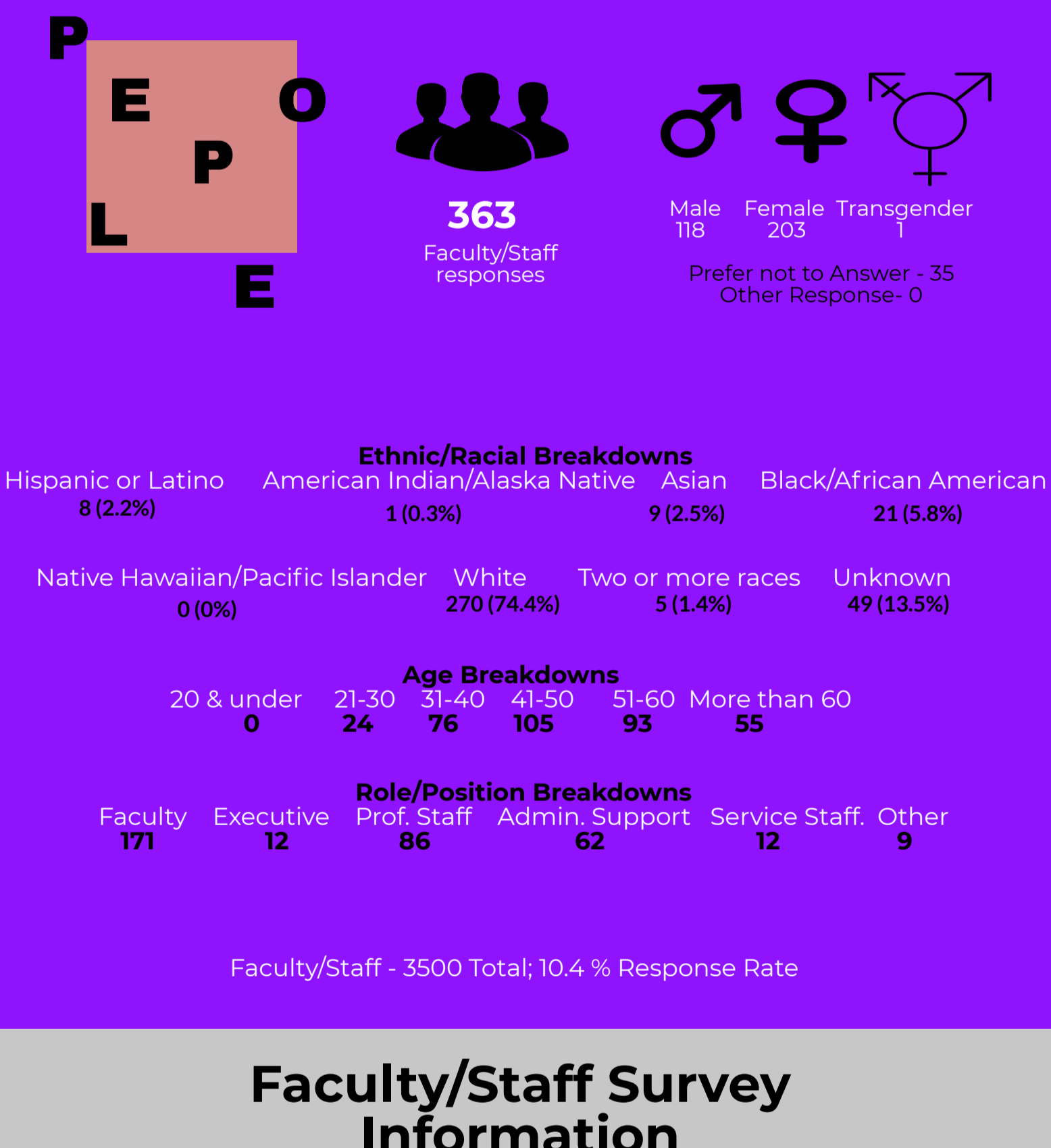
Liberal Leaning and some religious bias

Suggested Improvements by Students

1. OPPORTUNITIES FOR STUDENTS FROM DIFFERENT BACKGROUNDS TO INTERACT AND LEARN FROM EACH OTHER.
2. OPPORTUNITIES TO TALK ABOUT DIFFICULT TOPICS & HAVE DIFFICULT CONVERSATIONS.
3. INCREASE FACULTY DIVERSITY.
4. BETTER COMMUNICATION OF EVENTS AND ACTIVITIES THAT PROMOTE DIVERSE PERSPECTIVES, BELIEFS, & ORGANIZATIONS.

Faculty/Staff Survey Results

Faculty/Staff sample demographics & response rate



Faculty/Staff Survey Information

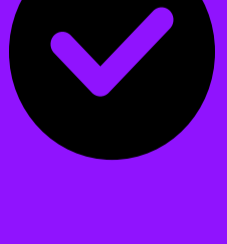
The survey asked faculty/staff to respond to questions surrounding 15 factors that included:

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 Behaviors
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

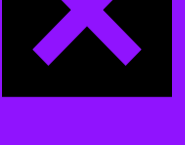


Goal Markers of 5.5 (out of 7) were set by SkyFactor to gauge UCA's performance in the 14 areas. The following areas represent factors that met and/or exceeded the goal markers.

- Work Environment
- Perception of Staff
- Perception of Students
- 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.

- Perceptions of the Institution (5.46)
- Perception of Faculty (5.42)
- Perception of Administration (4.91)
- Visibility (5.09)
- Campus Accessibility (5.42)
- Campus Safety (5.37)
- Administrative Policies (5.38)



FACULTY/STAFF OPEN RESPONSES



When asked "How would you describe the culture?"

Words Used Consistently
Welcoming, Good, and Inclusive (appeared 15 or more times)

Themes

The culture has improved but there are still key areas of improvement (library sign incident, problems of leadership in departments, limited view of diversity, and lack of resources devoted to diversity & inclusion)

Perceived political and religious bias

Minimal Advancement opportunities & low pay (impacts moral)

Hierarchy that values faculty over staff

Limited faculty diversity

Suggested Improvements by Faculty/Staff

1. Improved transparency by administration.
2. Improve Shared-Governance.
3. Increase Staff Inclusion and Support.
4. Increase Faculty Diversity (specifically Faculty of Color) and Diversity in Administration.
5. Improve Sense of Belonging among LGBTQ+ population.

Questions about this data?

Please contact:

Dr. Darshon Anderson, Director of Assessment for Diversity Initiatives
Office of Institutional Diversity, Bernard Hall 207
501-450-3135; andersond@uca.edu

John Fincher, Assistant Vice President for Division Operations
Division of Student Services, SHC 309
501-450-3133; jfincher@uca.edu