

2021 Campus Climate Survey Results – Students

1. Sample Size & Demographics

- 550 Respondents (3.7% of total survey links sent out -15,000)
- Mostly 20-25, Cisgender female, White, Junior and Senior Students
 - However, the demographics of the sample closely resemble those of the student population. See Bear Facts Demographics at <https://uca.edu/ir/facts-and-figures/bear-facts/>

2. Survey Information –

- The survey asked students to respond to questions surrounding 14 factors that include:
 - Perception of the Institution
 - Visibility
 - Personal Attitudes & Behaviors
 - Co-Curricular Environment
 - Perception of Peers
 - Perceptions of Faculty/Staff
 - Perceptions of Administration
 - Policies
 - Campus Accessibility
 - Campus Safety
 - Sexual Assault
 - Campus Training
 - Overall Learning
 - Overall Satisfaction

3. Individual Factors that did not meet the 5.5 goal marker

- Visibility
- Perception of Peers (score improved from last assessment)
- Perception of Administration (score improved from last assessment)
 - Focus groups were held with students and SGA senators in the past to gain insight into who students saw as administrators. Generally, students considered administrators as Deans and Department Chairs. SGA senators considered administrators as the President and VPs.
- Campus Training – questions focus on the format training was presented in

4. Comparison with Peer and Participating Institutions for Satisfaction

- We were relatively close with our peer and participating institutions on all factors

5. Top Predictors of Overall Satisfaction

- Perception of Administration
- Co-Curricular Environment

6. Open-Ended Question Words & Themes – Describe campus culture at UCA (318 responses)

- Words Used Consistently – Diverse & Welcoming (appeared 50 or more times)
- Themes –
 - Lack of engagement with students and nonexistent community due to Covid pandemic
 - Discrimination and harassment towards people with unpopular or conservative view points.
 - Students of different backgrounds and organizations with different causes do not engage with each other.
 - Online students and commuting students do not have an opinion of campus culture because they are not on campus.
 - Non-traditional students feel their concerns are overlooked.

7. Suggested Improvements offered by students (307 responses)

- Provide opportunities for students from different backgrounds to interact and learn from each other (several suggestions for a cultural fair or day).
- Provide more opportunities for difficult dialogue and diversity of thought (especially in the classroom).
- Offer better communication of events, organizations, and activities (especially that promote diverse perspectives and beliefs).
- Offer opportunities for students to study, work, and build community that are not hosed online or via zoom.
- Increase faculty and administration diversity.
- Improve lighting (and add emergency call alarms) on campus and in off-campus parking lots.

2021 Campus Climate Survey Results – Faculty/Staff

1. Sample Size & Demographics

- 443 Respondents (12.7% of total 3500 survey links sent out); Mostly 40-60, Cisgender female, White, Faculty and professional staff respondents.

2. Survey Information –

- The survey asked Faculty/Staff to respond to questions surrounding 15 factors that include:
 - Perceptions of Institution
 - Campus Environment
 - Visibility
 - Work Environment
 - Perceptions of Faculty
 - Perceptions of Staff
 - Perceptions of Students
 - Perceptions of Administration
 - Administrative Policies
 - Campus Accessibility
 - Campus Safety
 - Individual Response to Sexual Assault
 - Institutional Response to Sexual Assault
 - Personal Attitudes and Behaviors
 - Overall Perceptions

3. Individual Factor that did not meet the 5.5 goal marker

- Perception of Administration (Score improved from previous assessment)
- Visibility (Score improved from previous assessment)

4. Comparison with Peer and Participating Institutions for Perceptions

- We were higher than our Peer Institutions and All Participating Institutions on all factors.

5. Top Predictors of Overall Perceptions

- Work Environment
- Perceptions of the Institution

6. Open-Ended Question Words & Themes – How would you describe the campus culture at UCA?

Words Used Consistently – Welcoming, Inclusive, and Supportive (appeared 20 or more times)

Themes –

- Positive atmosphere; student-centered
- Major improvements have been made but there is more work to be done.
- There are concerns that voices are not heard and feedback given is not taken seriously by administration.
- Concerns that UCA is intolerant of conservative values and non-religious beliefs.
- Severe lack of faculty and administrator diversity.
- Concern for a lack of institutional action in addressing diversity concerns.
- Supervisor concerns
- Workload concerns (pre and post covid)
- Low pay of staff continues to be a concern and a primary consideration for leaving UCA.

7. Suggested Improvements offered by Faculty and Staff (189 responses)

- Increase Faculty, Staff, & Administration diversity.
- Increase the commitment to diversity (funding for academic initiatives; accountability for toxic and hostile environments.
- Promote opportunities that enhance understanding of different beliefs and backgrounds.
- Offer more opportunities for people from different departments and professional positions to connect.
- Create a dedicated staff position for support of LGBTQI+ students, faculty, and staff.