

UCA CAMPUS CLIMATE SURVEY

FACULTY & STAFF

ABOUT THE SURVEY

The Campus Climate Survey is 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.



14 FACTORS WERE EVALUATED



Survey ratings ranged from 1 to 7 with 7 being strongly agree

ABOUT RESPONDENTS

475

TOTAL RESPONDENTS



YEARS OF SERVICE

- less than a year (9.4%)
- 1 to 2 years (10.7%)
- 3 to 5 years (5.9%)
- 6 to 10 years (15.9%)
- 11 to 20 years (26.6%)
- 21 to 30 years (13.3%)
- more than 30 years (3.0%)

POINTS OF PRIDE



All 14 factors were rated good or excellent.



WORK ENVIRONMENT
6.13 mean



PERSONAL ATTITUDES
AND BEHAVIORS
6.55 mean



PERCEPTIONS
OF INSTITUTION
5.51 mean



OVERALL
PERCEPTIONS
5.66 mean

OPPORTUNITIES

While these mean responses are still on the more satisfied side of the scale, there are opportunities for improvement.



ADMINISTRATORS ARE
GENUINELY CONCERNED
ABOUT MY WELFARE
4.97 mean



ADMINISTRATORS VALUE
THE WORK I DO
5.02 mean



ADMINISTRATORS RESPECT WHAT
FACULTY AND STAFF THINK
4.95 mean

COMMON THEMES FROM OPEN ENDED QUESTIONS



Train faculty and staff on how to have difficult conversations



Identify and implement strategies to increase inclusion for all identities



Improve facilities to be accessible



Review pay and compensation

CAMPUS CLIMATE SURVEY

UPDATES

Below is a list of select action items based on feedback shared in this year's Campus Climate Survey. Your responses matter and continue to improve our campus. Thank you, UCA Bears!



Physical Plant has budgeted \$100,000 to improve/replace campus sidewalks. \$65,000 went to the sidewalk in front of McAlister Hall.



Physical Plant hosts Campus Safe Walks with UCA Administration and SGA to identify priority areas for outdoor lighting.



Physical Plant has been working to identify areas on campus that are prone to flooding during rain. A contractor was hired to fix the flooding around Harrin Hall.



The Safe@UCA app has a Mobile BlueLight function to alert UCA Police to your device's location as well as call UCA Police Dispatch.



The Safe@UCA app has a Friend Walk feature that allows you to send your location in real-time to a friend so they can watch you as you walk to your destination. There is also a feature to start an emergency call, if needed.



Multiple training sessions are offered through Employee Engagement and Enrichment on difficult conversations, including using models created by Braver Angels.



Diversity, Belonging, Inclusion & Equity Week was created in 2022 to address some campus climate survey concerns. DBIE Week was held October 2-6, 2023.