

University of North Alabama  
Fall 2004 Pilot Campus Climate Survey  
Results

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**Fall 2004 Pilot Campus Climate Survey Results**

On February 5, 2003, the University of North Alabama's shared governance Institutional Effectiveness Committee recommended a three-year cycle of stakeholder surveys to assess the satisfaction of students, alumni, employers of UNA graduates, and UNA employees. Also included in the cycle is a survey of advisors/advisees. The survey cycle was approved by the Board of Trustees for the University of North Alabama on March 7, 2003, and results of completed surveys are posted on the web page of the Office of Research, Planning, and Institutional Effectiveness for use in assessment, planning, and decision-making. Included in the three year cycle was a survey of faculty and staff to measure the "campus climate" at UNA. "Campus climate" refers to the way that students, faculty, staff, and administrators perceive the campus. Fall 2005 was established as the beginning date of the cycle for the administration of the Campus Climate Survey. During the fall of 2004, a pilot survey, approved by the shared governance Institutional Effectiveness Committee, was administered in order to establish a baseline and initially measure the climate for the purpose of identifying UNA's strengths, weaknesses, and areas needing change.

The pilot **Campus Climate Survey** was disseminated to University of North Alabama faculty and staff by e-mail on November 30, 2004 (approximately 550 e-mail addresses). Seventy-two of the addresses were "undeliverable" as recipient's mailbox was "over quota". Supervisors of employees without access to e-mail were asked to print a paper copy of the survey and make it available to all employees. Response to the survey was voluntary and anonymous. Participants were given the option of leaving the answer to any question blank. At the end of the two-week period established for completion of the survey, 201 faculty, staff, administrators and service personnel had responded. Of those responding, 14 paper surveys were submitted and all others were submitted electronically.

The survey was divided into five sections: 1) General Information about Respondents; 2) Overall Campus Atmosphere; 3) Quality of Work Life, Diversity, and Communication and Decision Making; 4) Comments; and 5) Suggestions to Improve the 2005 Campus Climate Survey. Page 3 of this Campus Climate Survey Results Report contains demographic data about survey respondents by classification, full-time/part-time status, area/division employed, gender, age, years employed, ethnicity, and disability status.

The Overall Campus Atmosphere Section included 11 sets of descriptive words with respondents asked to rate which word in the set best describes the general climate at UNA. A high rating (5) indicated a positive assessment of the campus climate and a low rating (1) indicated a negative assessment of the campus climate. The overall mean for **Campus Atmosphere** was **3.49**. See page 4 of this report for complete responses to the campus atmosphere question.

Section 3 was divided into 3 topics with respondents asked to rate their level of agreement with 57 statements about Quality of Work Life, Diversity, and Communication and Decision Making. Respondents' opinions were entered as (5) Strongly agree, (4) Agree, (3) Neither agree nor

disagree, (2) Disagree, or (1) Strongly disagree. “Strongly agree” represented a positive assessment and “strongly disagree” represented a negative assessment. The overall mean for **Quality of Work Life** was **3.68**; the overall mean for **Diversity** was **3.35**; and the overall mean for **Communication and Decision Making** was **3.50**. Pages 5 through 7 of this report contain complete results for Section 3.

Section 4 (Question 77) provided an opportunity for respondents to enter comments and included a specific request for suggestions for improvement regarding any question to which the respondent answered “strongly disagree”. Forty-five comments were entered, many of which included multiple suggestions.

Section 5 (Questions 78 and 79) contained a list from which respondents were asked to select additional topics to be included in the Fall 2005 Campus Climate Survey and also included an area for respondents to provide suggestions for improving the survey. All 15 of the topics received requests for inclusion in the 2005 survey, with the greatest percentage of respondents selecting “Employee Benefits” (54.2%), “Professional Development” (43.8%), “Parking and Security” (36.8%), and “Personnel Services” (33.8%) as the areas they wanted to see included in the survey. “Financial Services” (10.9%) and “Campus Bookstore” (13.9%) received the fewest number of requests. Page 8 contains the complete list of responses to question 78. Fifteen respondents entered “Suggestions for Improvement to the Survey” on question 79.

Results of the survey are posted on the web page of the Office of Research, Planning, and Institutional Effectiveness at <http://www2.una.edu/research/>. A complete list of comments and suggestions from Questions 77 and 79 is available to individuals and departments upon request for use in identifying strengths, weaknesses, and areas needing improvement. Responses will also be considered in preparing a survey instrument for the 2005 Campus Climate Survey.

**GENERAL INFORMATION ABOUT SURVEY RESPONDENTS**

**201 Total Respondents**

<b>CLASSIFICATION</b>	
Staff	49%
Faculty	42%
Administration	6%
Service	3%

<b>ETHNICITY</b>	
Black	3%
Hispanic	1%
Other	1%
White	88%

<b>STATUS</b>	
Full-time	93%
Part-time	6%

<b>GENDER</b>	
Female	60%
Male	39%

<b>AREA</b>	
Academic Affairs	65%
Student Affairs	19%
Advancement/Administration	12%
Fiscal Affairs	3%
Athletics	1%

<b>YEARS AT UNA</b>	
Less than 3	21%
>3 but <6	14%
>6 but <9	10%
>9 but <12	9%
>12	42%

<b>AGE</b>	
18-24	2%
25-34	18%
35-44	22%
45-54	28%
55+	23%

<b>DISABILITY</b>	
No	87%
Yes, hearing	3%
Yes, mobility	2%

**OVERALL CAMPUS ATMOSPHERE QUESTIONS**

**Overall Campus Atmosphere Mean = 3.49**

Describe your feeling about the overall “campus climate” at UNA by marking the appropriate number. The higher rating indicates that you perceive the climate is more like the descriptive word on the right. The lower rating indicates that you perceive the climate to be more like the description on the left. *(circle one number 1 through 5 to rate each question)*

<b>Question #</b>	<b>Left (1)</b>	<b>Right (5)</b>	<b>Mean</b>
11	Hostile	Friendly	3.76
15	Uncomfortable	Comfortable	3.75
13	Disrespectful	Respectful	3.68
14	Intolerant	Tolerant	3.59
12	Uncooperative	Cooperative	3.51
9	Tense	Relaxed	3.47
10	Unsupportive	Supportive	3.44
16	Closed	Open	3.39
18	Indifferent	Interested	3.29
19	Artificial	Sincere	3.28
17	Much conflict	Harmonious	3.27

**QUALITY OF WORK LIFE QUESTIONS**

**Overall Quality of Work Life Mean = 3.68**

Strongly Disagree = 1, Disagree = 2, Neither Agree nor Disagree = 3, Agree = 4, Strongly Agree = 5

<b>Q#</b>	<b>Question</b>	<b>Mean</b>
20	I am proud to be a part of UNA.	4.28
25	My work is interesting.	4.25
35	Overall, I am satisfied with my relationship with my immediate supervisor.	4.16
26	My work is challenging.	4.15
34	Overall, I am satisfied with my relationship with my co-workers.	4.05
29	I would encourage a prospective employee to accept a position at UNA.	3.93
32	Knowing this job now, I would take it all over again.	3.92
21	If I had the opportunity to get another job at equal pay, I would still stay at UNA.	3.89
27	My skills/abilities are being used effectively in my job.	3.85
30	My work area is suitable for my job requirements.	3.53
22	My workload is reasonable.	3.43
23	The time pressures of my job are reasonable.	3.41
31	Equipment and materials in my area are adequate for my job requirements.	3.41
33	At this point in my career, I feel my present position satisfies my professional goals and aspirations.	3.37
24	I have a job description that clearly and adequately defines my responsibilities.	3.17
28	I feel appreciated at UNA.	3.17
36	My department has sufficient budget to adequately fulfill its mission.	2.60

**DIVERSITY QUESTIONS**

**Overall Diversity Mean = 3.35**

Strongly Disagree = 1, Disagree = 2, Neither Agree nor Disagree = 3, Agree = 4, Strongly Agree = 5

<b>Q#</b>	<b>Question</b>	<b>Mean</b>
37	At UNA, I feel comfortable when I participate in campus activities that focus on cultures other than my own.	3.72
46	Both women and men are adequately represented on important University committees.	3.65
40	I am satisfied with the diversity of the ethnic backgrounds of administrators at UNA.	3.61
39	I am satisfied with the diversity of the ethnic backgrounds of the staff at UNA.	3.59
38	I am satisfied with the diversity of the ethnic backgrounds of the faculty at UNA.	3.53
45	Racial/ethnic minorities are adequately represented on important University committees.	3.53
49	Students who are not proficient in English are able to benefit from educational experiences at UNA.	3.46
47	Prejudice among faculty and staff is not a problem on campus.	3.39
48	Prejudice among students is not a problem on campus.	3.25
51	Disability support services for employees are adequate.	3.22
41	Women faculty members are given the same respect, recognition and opportunities for promotion as male faculty members.	3.18
44	UNA's administrators are genuinely committed to equal opportunities for prospective and current employees regardless of race or gender.	3.17
42	Women staff members are given the same respect, recognition and opportunities for advancement as male staff members.	3.06
50	UNA's campus is adequately accessible to people with disabilities.	3.00
43	A staff member may take an entry position at UNA without fear that he/she will be classified as in a "dead end job" and ineligible for promotion, because staff promotions are made on the basis of qualifications and experience.	2.82

**COMMUNICATION AND DECISION MAKING QUESTIONS**

**Overall Diversity Mean = 3.50**

Strongly Disagree = 1, Disagree = 2, Neither Agree nor Disagree = 3, Agree = 4, Strongly Agree = 5

<b>Q#</b>	<b>Question</b>	<b>Mean</b>
72	E-mail is very important to me as a source of information about campus issues.	4.36
56	The person to whom I report values and often uses my suggestions or ideas.	3.93
65	There is a sense of mutual respect between supervision and faculty/staff in my department or unit.	3.86
55	I am encouraged to make suggestions for improvement in my department/unit.	3.85
58	There is a sense of teamwork among those who work in my area.	3.80
64	In my department we focus on understanding how we can provide better service to internal and/or external stakeholders.	3.78
52	I have easy access to information/data necessary to do my job.	3.77
54	I am kept well informed about what is happening in my division or unit.	3.76
59	Communication is good between faculty and/or staff in my department/unit.	3.75
67	I am encouraged to participate in the planning and evaluation activities in my unit.	3.73
71	Written correspondence is very important to me as a source of information about campus issues.	3.70
57	I am aware of appropriate and effective channels for making my suggestions heard at the institutional level.	3.65
68	When a decision affecting me is being made, I have the opportunity to provide input.	3.63
70	Information from evaluations in my unit is used to make improvements.	3.39
75	The University's web site is very important to me as a source of information about campus issues.	3.38
62	I am optimistic about what can be achieved through consensus-based decision-making and shared governance.	3.34
61	People from different departments or units at UNA often work cooperatively to achieve a common goal.	3.29
63	I have the opportunity to participate meaningfully in shared governance at UNA.	3.27
74	Campus publications are very important to me as a source of information about campus issues.	3.23
53	I am kept well informed about what is happening at UNA.	3.20
76	Students are asked for their ideas when decisions are made on campus that affect them.	3.14
66	The University's policy for addressing grievances and other problems is effective and efficient.	3.08
60	There is an atmosphere of cooperation between departments/operational units on campus.	3.05
69	UNA's administration encourages decision-making at the lowest possible level.	2.79
73	"The rumor mill" is very important to me as a source of information about campus issues.	2.67

## TOPICS THAT SHOULD BE CONSIDERED IN FUTURE CLIMATE SURVEYS

Question #78 - These additional topics should be considered in development of the Fall 2005 Campus Climate Survey: (*check all areas for which you think questions should be included on the next survey*)

### Percentage of Respondents Who Checked Each Topic

Topic	Percentage of Respondents
Employee Benefits	54.2%
Professional Development	43.8%
Parking and Security	36.8%
Personnel Services	33.8%
Physical Plant and Facilities	29.9%
Administration	27.9%
University Purpose and Opportunities	26.4%
Food Services	24.9%
Campus/Employee Services	23.9%
Information Technologies and Library Service	21.4%
Fundraising and Scholarship	18.9%
Student Services	15.9%
Institutional Research, Institutional Effectiveness, Grant and Contract Services	14.4%
Campus Bookstore	13.9%
Financial Services	10.9%

Office of Research, Planning, and Institutional Effectiveness

University of North Alabama  
17 Bibb Graves Hall

UNA Box 5121  
Florence, AL 35632

Phone: (256) 765-4221  
FAX: (256) 765-4962