UNI Campus Climate Survey: Faculty/Staff and Student Campus Climate, Safety and Sexual Assault Assessment 2015-2016

University of Northern Iowa. Office of Institutional Research and Effectiveness.

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UNI Campus Climate Survey

Faculty/Staff and Student
Campus Climate, Safety and Sexual Assault Assessment
2015-2016
UNI Climate Assessments

- **Survey Administration**
  - Faculty/Staff
    - February 29, 2016 to March 18, 2016
    - N=1,149 (50.5% response rate)
  - Students
    - February 29, 2016 to March 18, 2016
    - N=944 (8.8% response rate)
UNI Climate Assessments

• Survey Publicity
  – All
    • Email invitation
    • InsideUNI
  – Students Only
    • On campus TV monitors
    • Outreach to student organizations
      – Additional emails sent
      – Social media presence
### Most/Least Satisfied Factors: Faculty/Staff

<table>
<thead>
<tr>
<th>Factors</th>
<th>N</th>
<th>Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Perceptions</td>
<td>1134</td>
<td>5.90</td>
</tr>
<tr>
<td>Personal Attitudes and Behaviors</td>
<td>1139</td>
<td>5.44</td>
</tr>
<tr>
<td>Campus Accessibility</td>
<td>90</td>
<td>5.98</td>
</tr>
<tr>
<td>Work Environment</td>
<td>1138</td>
<td>5.67</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>1133</td>
<td>5.66</td>
</tr>
<tr>
<td>Perceptions of Students</td>
<td>1081</td>
<td>5.80</td>
</tr>
<tr>
<td>Perceptions of Staff</td>
<td>1113</td>
<td>5.50</td>
</tr>
<tr>
<td>Campus Safety</td>
<td>1135</td>
<td>5.44</td>
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<tr>
<td>Campus Environment</td>
<td>1133</td>
<td>5.09</td>
</tr>
<tr>
<td>Perceptions of Faculty</td>
<td>1018</td>
<td>5.08</td>
</tr>
<tr>
<td>Perceptions of Institution</td>
<td>1137</td>
<td>5.07</td>
</tr>
<tr>
<td>Administrative Policies</td>
<td>1128</td>
<td>5.03</td>
</tr>
<tr>
<td>Perceptions of Administration</td>
<td>1121</td>
<td>4.44</td>
</tr>
<tr>
<td>Visibility</td>
<td>1137</td>
<td>4.43</td>
</tr>
</tbody>
</table>
## Recommendations for Improvement: Faculty and Staff

<table>
<thead>
<tr>
<th>Overall Program Effectiveness Factors</th>
<th>Impact on Overall Program Effectiveness</th>
<th>Contribution to the Total Impact Factor Performance</th>
<th>Recommendation Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceptions of Institution</td>
<td>1st Predictor</td>
<td>14.4%</td>
<td>Below Goal (5.07)</td>
</tr>
<tr>
<td>Perceptions of Students</td>
<td>2nd Predictor</td>
<td>13.5%</td>
<td>Above Goal (5.60)</td>
</tr>
<tr>
<td>Work Environment</td>
<td>3rd Predictor</td>
<td>12.6%</td>
<td>Above Goal (5.67)</td>
</tr>
<tr>
<td>Perceptions of Faculty</td>
<td>4th Predictor</td>
<td>7.6%</td>
<td>Below Goal (5.08)</td>
</tr>
<tr>
<td>Perceptions of Administration</td>
<td>5th Predictor</td>
<td>5.9%</td>
<td>Below Goal (4.44)</td>
</tr>
</tbody>
</table>
Faculty/Staff Priority Matrix

University of Northern Iowa > All Respondents (no filter selected)

Priority Matrix

Performance

Low Mean

High Mean

Impact: Overall Perceptions

Low Impact

High Impact

Monitor

Maintain

Top Priority

Maintain or Improve

Low Impact / Lower Performance

Low Impact / Higher Performance

High Impact / Lower Performance

High Impact / Higher Performance

Maintain

Personal Attitudes and Behaviors

Work Environment

Perceptions of Students

Campus Environment

Campus Safety

Perceptions of Faculty

Perceptions of Administration

Perceptions of Staff
Top Priority Factors for Faculty/Staff

• Perceptions of Institution
  – To what extent do you agree with the following statements:
    • This institution is welcoming
    • This institution is respectful
    • This institution encourages free and open discussion on difficult topics
    • This institution makes me feel included as a member of the community
    • This institution encourages faculty and staff to openly share their ideas
    • This institution has a strong commitment to diversity
Top Priority Factors for Faculty/Staff

• Perceptions of Faculty
  – To what extent do you agree with the following statements:
    • Faculty treat me with respect
    • Faculty display an appreciation for those from diverse backgrounds
    • Faculty value the work I do
    • Faculty value my feedback
Top Priority Factors for Faculty/Staff

• Perceptions of Administration
  – To what extent do you agree with the following statements:
    • Administrators are genuinely concerned about my welfare
    • Administrators respect with faculty and staff think
    • Administrators value the work I do
### Most/Least Satisfied Factors: Students

<table>
<thead>
<tr>
<th>Factors</th>
<th>N</th>
<th>Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Satisfaction</td>
<td>928</td>
<td>5.78</td>
</tr>
<tr>
<td>Campus Accessibility</td>
<td>100</td>
<td>5.91</td>
</tr>
<tr>
<td>Perceptions of the Institution</td>
<td>940</td>
<td>5.64</td>
</tr>
<tr>
<td>Perceptions of Faculty/Staff</td>
<td>934</td>
<td>5.63</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>916</td>
<td>5.58</td>
</tr>
<tr>
<td>Campus Safety - 1st Predictor</td>
<td>922</td>
<td>5.63</td>
</tr>
<tr>
<td>Co-Curricular Environment</td>
<td>891</td>
<td>5.22</td>
</tr>
<tr>
<td>Policies</td>
<td>906</td>
<td>5.23</td>
</tr>
<tr>
<td>Perceptions of Administration</td>
<td>916</td>
<td>5.14</td>
</tr>
<tr>
<td>Perceptions of Peers - 2nd Predictor</td>
<td>920</td>
<td>4.99</td>
</tr>
<tr>
<td>Visibility</td>
<td>938</td>
<td>4.91</td>
</tr>
</tbody>
</table>
## Recommendations for Improvement: Students

<table>
<thead>
<tr>
<th>Overall Program Effectiveness Factors</th>
<th>Impact on Overall Program Effectiveness</th>
<th>Contribution to the Total Impact</th>
<th>Factor Performance</th>
<th>Recommendation Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Safety</td>
<td>1st Predictor</td>
<td>24.3%</td>
<td>Above Goal (5.53)</td>
<td>Maintain or Improve</td>
</tr>
<tr>
<td>Perceptions of Peers</td>
<td>2nd Predictor</td>
<td>19.0%</td>
<td>Below Goal (4.95)</td>
<td>Top Priority</td>
</tr>
</tbody>
</table>
Student Priority Matrix

University of Northern Iowa > All Respondents (no filter selected)

Priority Matrix

- Maintain
- Low Impact / Lower Performance
- High Impact / Lower Performance
- Maintain or Improve
- Top Priority
- Low Impact
- Low Mean
- High Mean

- Campus Safety
- Perceptions of Peers

Impact: Overall Satisfaction

Performance
Top Priority Factor for Students

• Perceptions of Peers
  – To what extent do you agree with the following statements:
    • Students at this institution encourage free and open discussion on difficult topics
    • Students at this institution are willing to talk about group differences
    • Students at this institution are open-minded when it comes to sharing different ideas and beliefs