

10. The school or organisational unit/administrative division in which you work is best described as being located in:
- Central Administration 1
- Faculty of Arts 2
- Faculty of Economics, Business and Law 3
- Faculty of Education, Health and Professional Studies 4
- Faculty of The Sciences 5
- University Research Centre/Institute (eg AGBU, CWPR) 6
- Other, please specify _____ 7
- _____

11. If not located in a faculty, the function of the organisational unit/administrative division in which you work can best be described as:
- Academic and Support Services (eg T&LC, International Office, Language Training Centre, Sports Union, Academic Registrar's Unit, Oorala Aboriginal Centre, rural properties) 1
- Colleges 2
- Administration (eg HRS, Financial Services, Chancellery, Research Services, Public Affairs and Marketing) 3
- Information Services (eg MIPS, ITS, Library) 4
- Facilities Management Services 5
- Other, please specify _____ 6
- _____

Part II: Perspectives on current University-wide consultative structures and procedures

The following questions ask for your opinion. Please circle the response that best indicates your level of agreement.

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
1. I am happy with the degree of my involvement in setting University mission, goals and objectives.....	1	2	3	4	5
2. I would like to have more involvement in setting University mission, goals and objectives	1	2	3	4	5
3. I feel that I am adequately consulted with respect to decisions and policies affecting:					
the immediate school/area in which I work.....	1	2	3	4	5
the faculty/division/unit	1	2	3	4	5
the University as a whole.....	1	2	3	4	5
4. There is considerable goodwill within the University to engage in problem-solving for the benefit of the entire institution.....	1	2	3	4	5
5. There is a need for more explicit statements on who has the authority for what kinds of decisions	1	2	3	4	5
6. All staff understand who is responsible for what decisions	1	2	3	4	5
7. I have the opportunity through appropriate channels to provide input into the decision making process	1	2	3	4	5
8. I am kept well informed about the major issues facing the University	1	2	3	4	5
9. Procedures for involving staff in the formation of policy that directly affects them are adequate	1	2	3	4	5
10. There is a need to encourage more open communication within the University	1	2	3	4	5

Part III: Perspectives on current school/organisational unit consultative structures and procedures

1. In my area there is a free flow of information between the head of school/organisational unit and the staff	1	2	3	4	5
2. The head in my school/organisational unit encourages all staff to participate in decision making.....	1	2	3	4	5
3. The head in my school/organisational unit accepts and uses many of the suggestions made by the other staff.....	1	2	3	4	5

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
4. My school/organisational unit does not have enough committees, task forces, etc. that allow staff to participate in decisions which affect them	1	2	3	4	5
5. The school/organisational unit meetings I attend are productive	1	2	3	4	5
6. I have sufficient involvement in the development of policies and procedures related to my area of responsibility	1	2	3	4	5
7. Staff representatives keep my school/organisational unit well informed	1	2	3	4	5
8. Union representatives keep my school/organisational unit well informed	1	2	3	4	5

Part IV: Perspectives on hindrances to consultation

1. I do not know enough about the issues to participate meaningfully in the consultative process	1	2	3	4	5
2. In influencing key policy decisions, the unions are more effective than the collegium (whether it be Academic Board, Faculty Boards or School Boards).....	1	2	3	4	5
3. The unions perform an excellent job in representing the interests of all staff with respect to terms and conditions of employment	1	2	3	4	5
4. The unions perform an excellent job in representing the interests of all staff with respect to future directions of the University	1	2	3	4	5
5. Too often the interests of a particular group are favoured over those of the University as a whole	1	2	3	4	5
6. There is a need for more staff to focus on University interests rather than personal interests.....	1	2	3	4	5
7. Staff whom the decision makers consult have access to necessary information.....	1	2	3	4	5
8. Decision making is too centralised.....	1	2	3	4	5
9. UNE staff development programs meet my needs with respect to giving me the confidence to participate in consultative processes	1	2	3	4	5

Part V: Perspectives on attributes for future consultative structures and procedures

1. I want consultation on issues of direct concern to my employment	1	2	3	4	5
2. All staff members should have a substantial voice in key institutional decisions	1	2	3	4	5
3. I would prefer union officials to represent my interests.....	1	2	3	4	5
4. On issues such as salary, management should consult all staff affected collectively	1	2	3	4	5
5. On issues such as salary, management should consult staff affected individually.....	1	2	3	4	5
6. On issues such as salary, management should consult solely with union officials	1	2	3	4	5
7. On issues such as salary, management should not consult	1	2	3	4	5
8. Management should consult unions before staff	1	2	3	4	5

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
9. 'Communication', 'consultation', and 'decision making' should be better defined and differentiated in institutional policies	1	2	3	4	5
10. Consultation is more important than consensus	1	2	3	4	5
11. There is a need to better distinguish between information gathering, consultation, and decision making	1	2	3	4	5
12. There is need to limit the consultation period so that decisions are made within a reasonable time frame	1	2	3	4	5
13. Before managers make hard decisions in their areas of authority, they need to develop support for such decisions among all those affected	1	2	3	4	5

Part VI: Other comments

Please use this space if you want to expand on any of your responses or comment on any other issues. Recommendations on improvements to the University's consultation structures and procedures would be appreciated.

THANK YOU FOR YOUR HELP

The requirements of the Human Research Ethics Committee have been met and anyone having concerns about the manner in which the research has been conducted should contact the Secretary, Human Research Ethics Committee, UNE.