



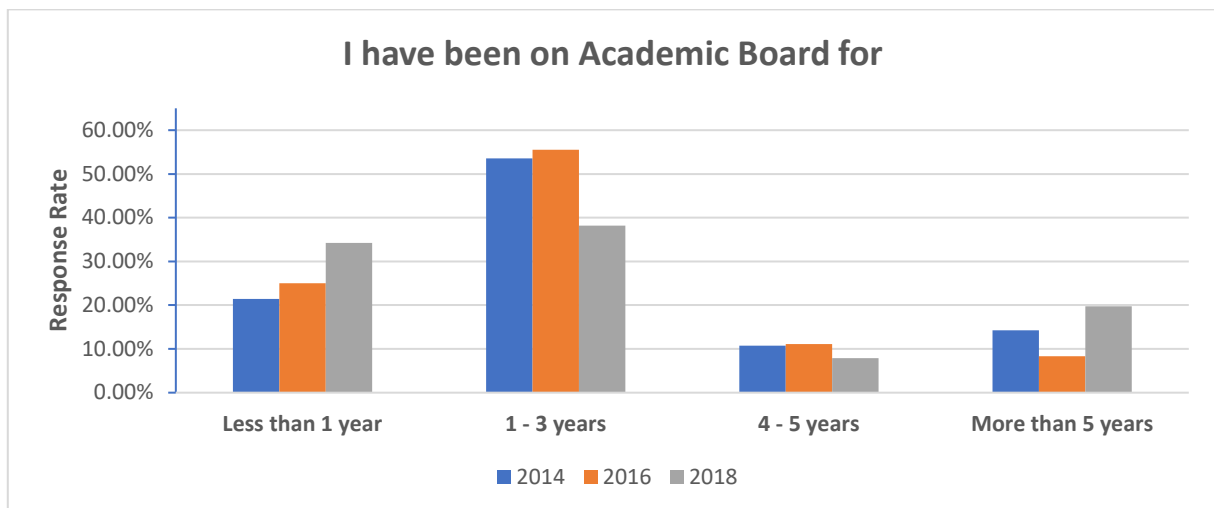
Academic Board Self Review Survey Timeseries Report – (2014 – 2018)

Response Rate Comparison (2014-2018)

	2014	2016	2018
Number of Academic Board members invited	81	78	247
Responses Received	28	36	77
Response Rate	34.57%	46.15%	31.17%

Compared to 2016, the number of board members has increased from 78 to 247. For 2018 response rates, 77 responses have been received (of which 10 incomplete responses have been removed from the analysis), broadly covering all areas of representation, but a slight under-representation of regional campuses.

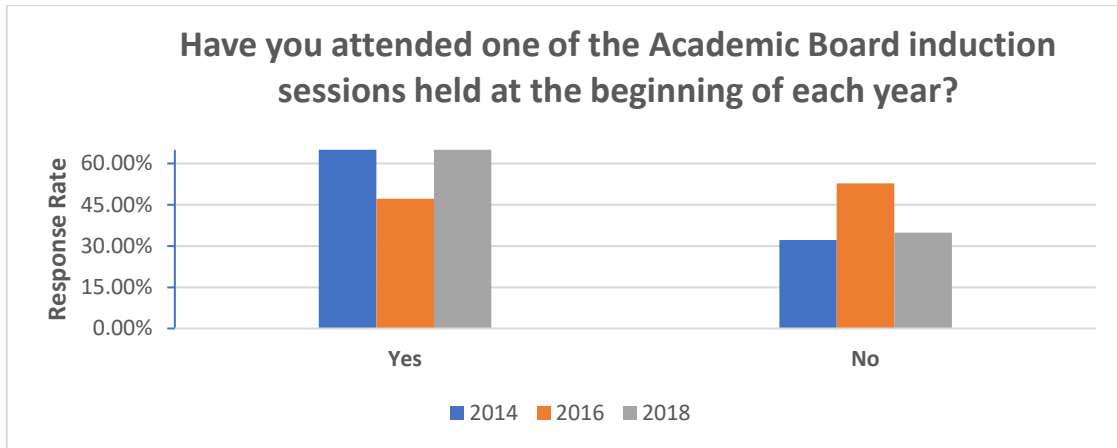
Membership



Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
I have been on Academic Board for	Less than 1 year	21.43%	25.00%	34.21%	↑ 9.21
	1 - 3 years	53.57%	55.56%	38.16%	↓ -17.40
	4 - 5 years	10.71%	11.11%	7.89%	↓ -3.22
	More than 5 years	14.29%	8.33%	19.74%	↑ 11.41
	Response Count				
	Less than 1 year	6	9	22	↑ 13
	1 - 3 years	15	20	25	↑ 5
	4 - 5 years	3	4	6	↓ 2
	More than 5 years	4	3	13	↑ 10
	Total	28	36	66	↑ 30

Of the 169 new board members, 26 have taken the survey. Steps may be required to promote the survey benefits and engage the newer board members.

Response rate from board members of more than 5 years has increased significantly.



Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
Have you attended one of the Academic Board induction sessions held at the beginning of each year?	Yes	67.86%	47.22%	65.15%	↑ 17.93
	No	32.14%	52.78%	34.85%	↓ - 17.93
	Response Count				
	Yes	19	17	43	↑ 26.00
	No	9	19	23	↑ 4.00
Total	28	36	66	↑ 30.00	

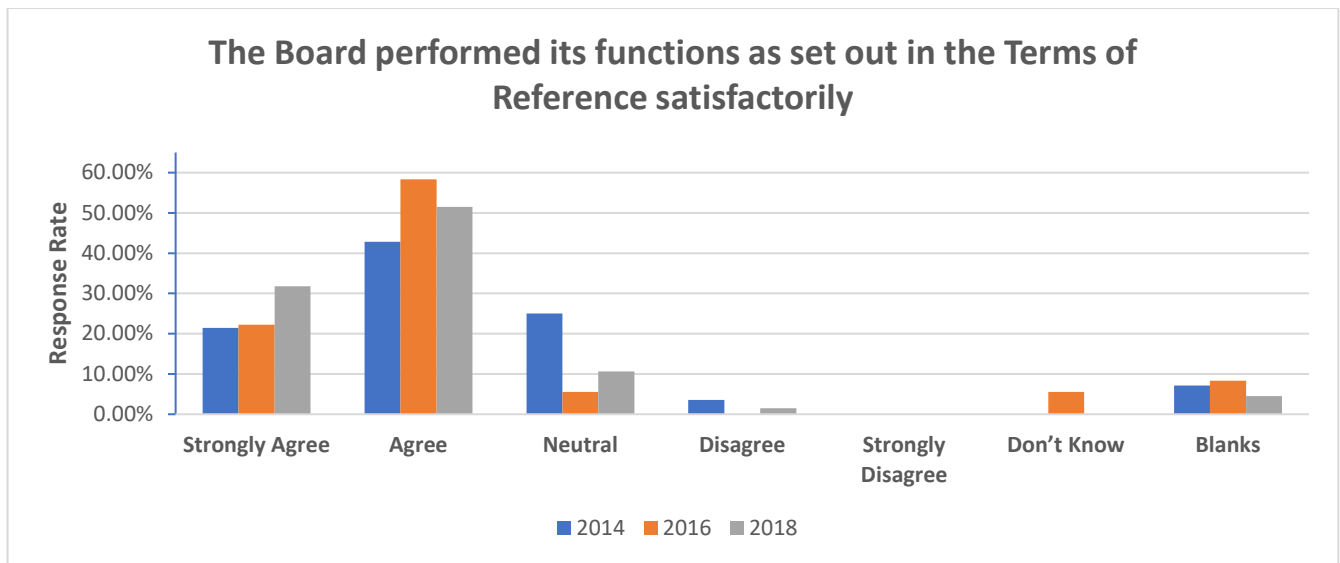
Of the 30 respondents who have not attended an induction, 66% of the members have been part of the Board for more than 1 year.

Responsibilities

For the section covering Board Responsibilities, 78% (52) of the respondents agree suggesting that the Board has met its responsibilities as laid out in the survey.

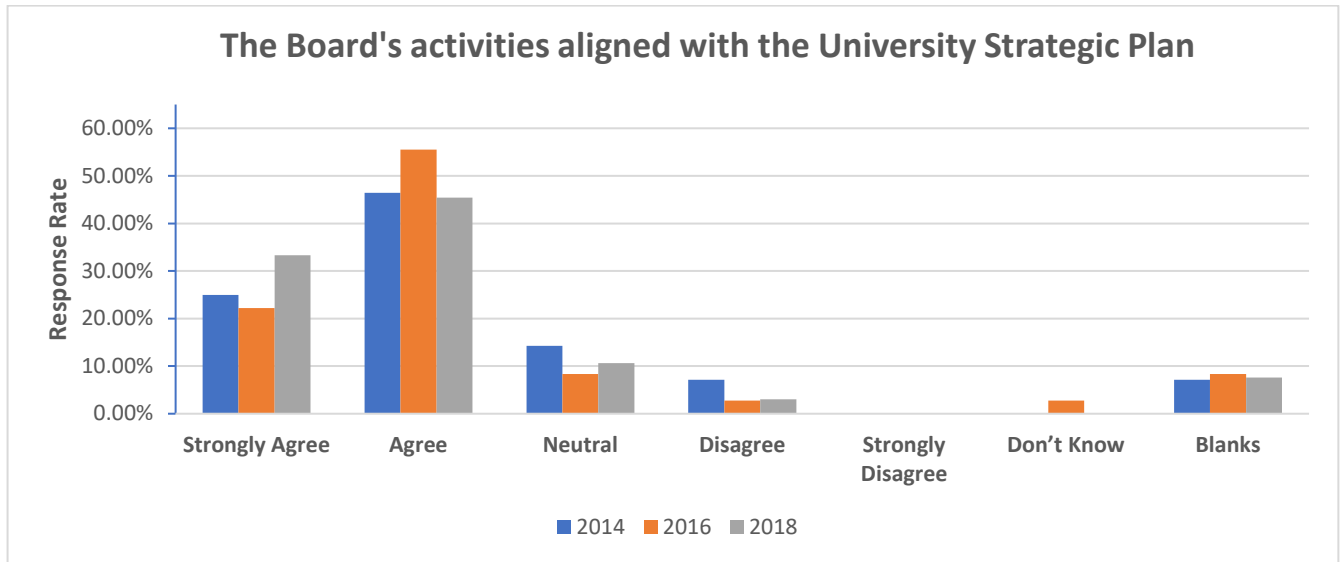
However, for the following 2 questions two questions ***The Board developed and monitored academic policies effectively (15%)*** and ***The Board promoted Teaching & Learning and Research satisfactorily (20%)***, the number of neutral respondents were not aligned with other questions (10%). If this is the board needs further insight on this suggest that further questions may be required.

Q 3.1



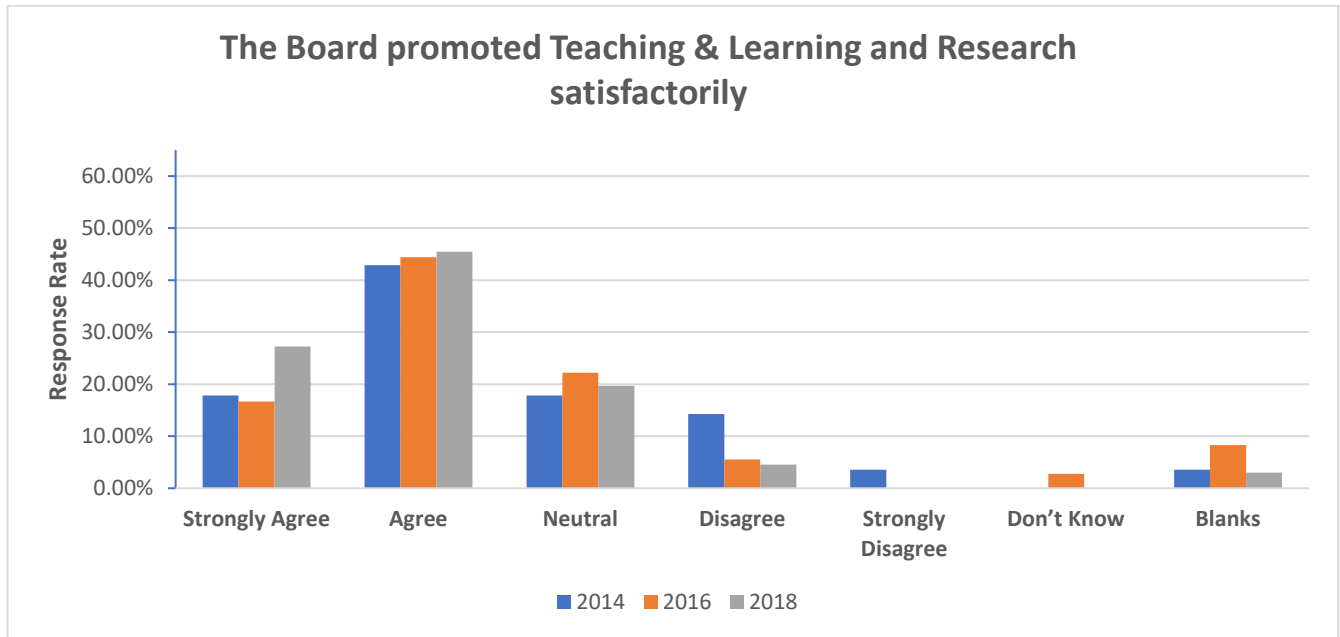
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The Board performed its functions as set out in the Terms of Reference satisfactorily	Strongly Agree	21.43%	22.22%	31.82%	↑ 9.60%
	Agree	42.86%	58.33%	51.52%	↓ -6.82%
	Neutral	25.00%	5.56%	10.61%	↑ 5.05%
	Disagree	3.57%	0.00%	1.52%	↑ 1.52%
	Strongly Disagree	0.00%	0.00%	0.00%	↑ 0.00%
	Don't Know	0.00%	5.56%	0.00%	↑ -5.56%
	Blanks	7.14%	8.33%	4.55%	↑ -3.79%
	Response Count				
	Strongly Agree	6	8	21	↑ 13
	Agree	12	21	34	↑ 13
	Neutral	7	2	7	↑ 5
	Disagree	1	-	1	↑ 1
	Strongly Disagree	-	-	-	↑ 0
	Don't Know	-	2	-	↓ -2
Blanks	2	3	3	↑ 0	
Total	28	36	66	↑ 30	

Q 3.2



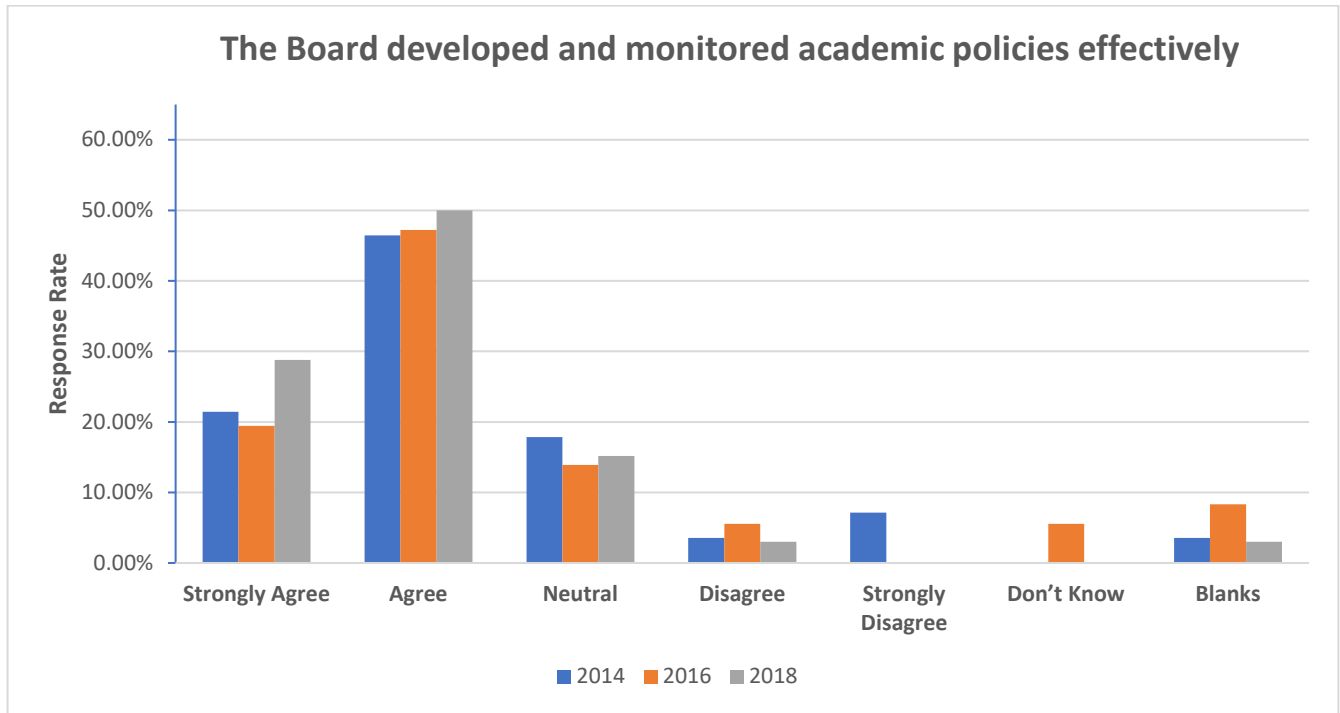
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The Board's activities aligned with the University Strategic Plan	Strongly Agree	25.00%	22.22%	33.33%	↑ 11.11%
	Agree	46.43%	55.56%	45.45%	↓ -10.10%
	Neutral	14.29%	8.33%	10.61%	↑ 2.27%
	Disagree	7.14%	2.78%	3.03%	↑ 0.25%
	Strongly Disagree	0.00%	0.00%	0.00%	↑ 0.00%
	Don't Know	0.00%	2.78%	0.00%	↑ -2.78%
	Blanks	7.14%	8.33%	7.58%	↑ -0.76%
	Response Count				
	Strongly Agree	7	8	22	↑ 14
	Agree	13	20	30	↑ 10
	Neutral	4	3	7	↑ 4
	Disagree	2	1	2	↑ 1
	Strongly Disagree	-	-	-	↑ -
	Don't Know	-	1	-	↓ 1
Blanks	2	3	5	↑ 2	
Total	28	36	66	↑ 30	

Q 3.3



Survey Question	Response Rate					
	2014	2016	2018	Variance 2016-2018		
The Board promoted Teaching & Learning and Research satisfactorily	Strongly Agree	17.86%	16.67%	27.27%	↑	10.61%
	Agree	42.86%	44.44%	45.45%	↑	1.01%
	Neutral	17.86%	22.22%	19.70%	↑	-2.53%
	Disagree	14.29%	5.56%	4.55%	↑	-1.01%
	Strongly Disagree	3.57%	0.00%	0.00%	↑	0.00%
	Don't Know	0.00%	2.78%	0.00%	↑	-2.78%
	Blanks	3.57%	8.33%	3.03%	↓	-5.30%
	Response Count					
	Strongly Agree	5	6	18	↑	12
	Agree	12	16	30	↑	14
	Neutral	5	8	13	↑	5
	Disagree	4	2	3	↑	1
	Strongly Disagree	1	-	-	↑	-
	Don't Know	-	1	-	↓	1
Blanks	1	3	2	↓	1	
Total	28	36	66	↑	30	

Q 3.4



Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The Board developed and monitored academic policies effectively	Strongly Agree	21.43%	19.44%	28.79%	↑ 9.34%
	Agree	46.43%	47.22%	50.00%	↑ 2.78%
	Neutral	17.86%	13.89%	15.15%	↑ 1.26%
	Disagree	3.57%	5.56%	3.03%	↑ -2.53%
	Strongly Disagree	7.14%	0.00%	0.00%	↑ 0.00%
	Don't Know	0.00%	5.56%	0.00%	↓ -5.56%
	Blanks	3.57%	8.33%	3.03%	↑ -5.30%
	Response Count				
	Strongly Agree	6	7	19	↑ 12
	Agree	13	17	33	↑ 16
	Neutral	5	5	10	↑ 5
	Disagree	1	2	2	↑ -
	Strongly Disagree	2	-	-	↑ -
	Don't Know	-	2	-	↓ - 2
Blanks	1	3	2	↑ - 1	
Total	28	36	66	↑ 30	

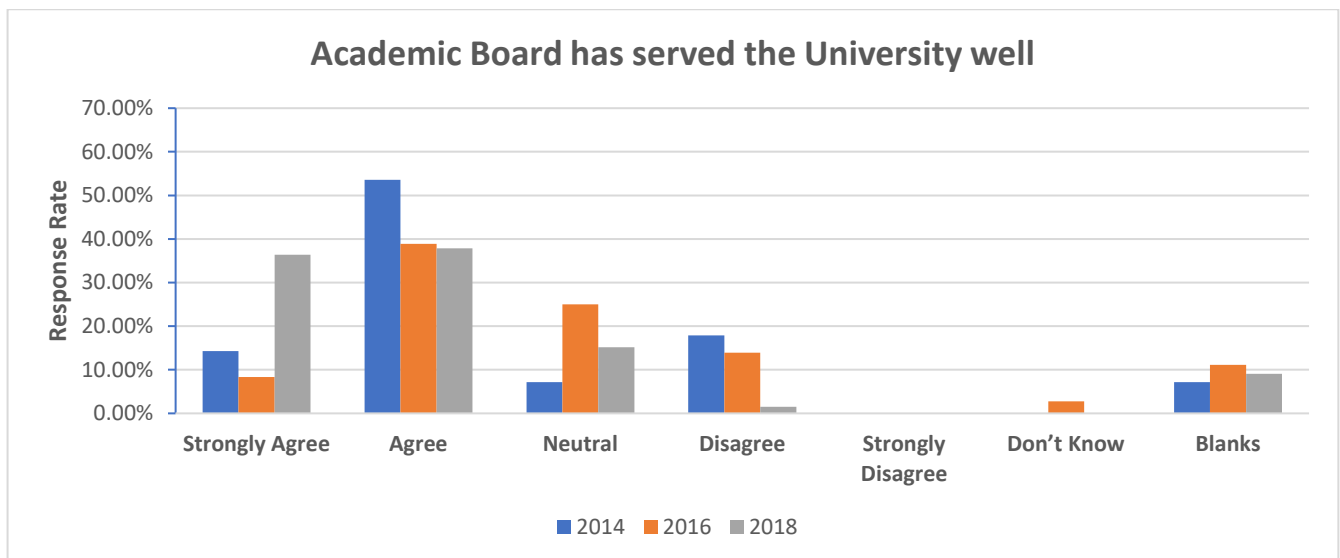
Organisational Matters

For the section covering Organizational Matters, 82% (54) of the respondents agree with the questions suggesting that the organizational duties have been performed satisfactorily.

However, for one question **the structure of the Board's agenda was satisfactory**, the disagreement rate was 12 % which is not line with the other questions 2%, suggesting further questions might be warranted to understand why the members have disagreed and what steps can be taken to improve the response.

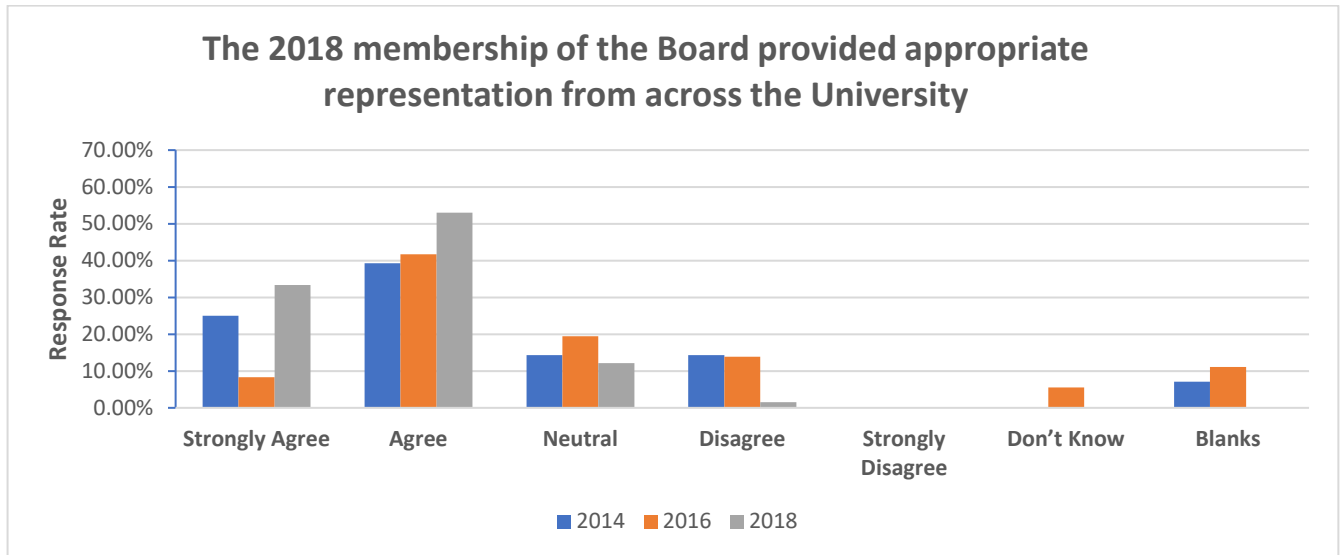
For four questions the number of neutral respondents were not in in line with other questions (9%). **Academic Board has served the University well (15%), The 2018 membership of the Board provided appropriate representation from across the University (12%), The structure of the Board's agenda was satisfactory (11%) and The standard of submissions/attached papers was satisfactory (14%)** suggest that further questions to the board members might be warranted to understand why members are less likely to agree to these questions.

Q 5.1



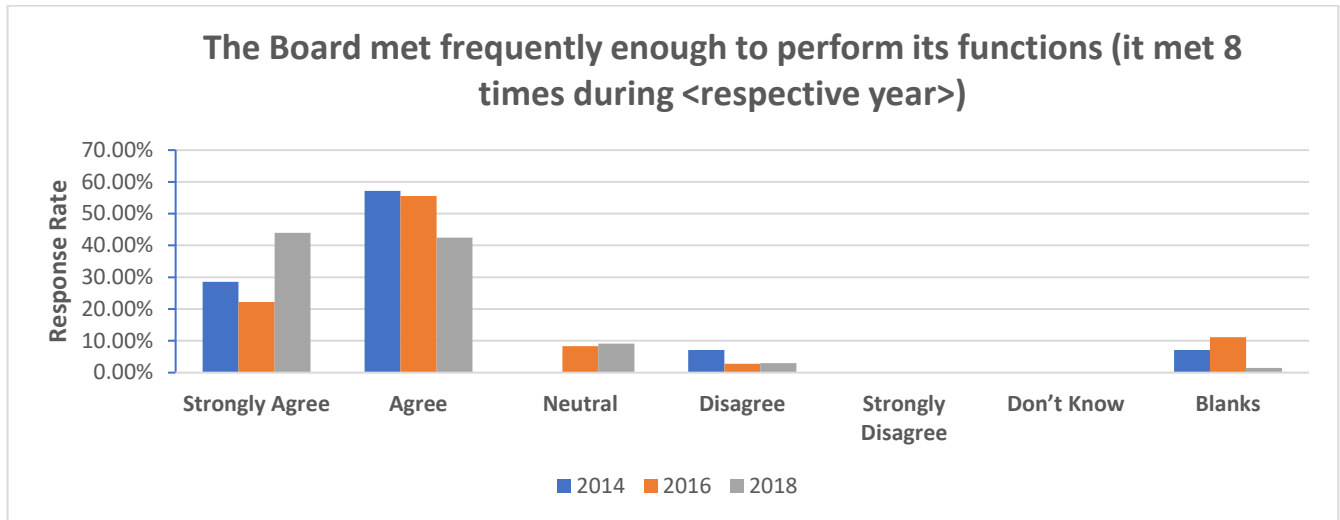
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
Academic Board has served the University well	Strongly Agree	14.29%	8.33%	36.36%	↑ 28.03
	Agree	53.57%	38.89%	37.88%	↓ -1.01
	Neutral	7.14%	25.00%	15.15%	↓ -9.85
	Disagree	17.86%	13.89%	1.52%	↓ -12.37
	Strongly Disagree	0.00%	0.00%	0.00%	↑ 0.00
	Don't Know	0.00%	2.78%	0.00%	↓ -2.78
	Blanks	7.14%	11.11%	9.09%	↓ -2.02
	Response Count				
	Strongly Agree	4	3	24	↑ 21
	Agree	15	14	25	↑ 11
	Neutral	2	9	10	↑ 1
	Disagree	5	5	1	↓ -4
	Strongly Disagree	-	-	-	↑ -
	Don't Know	-	1	-	↑ -1
Blanks	2	4	6	↑ 2	
Total	28	36	66	↑ 30	

Q 5.2



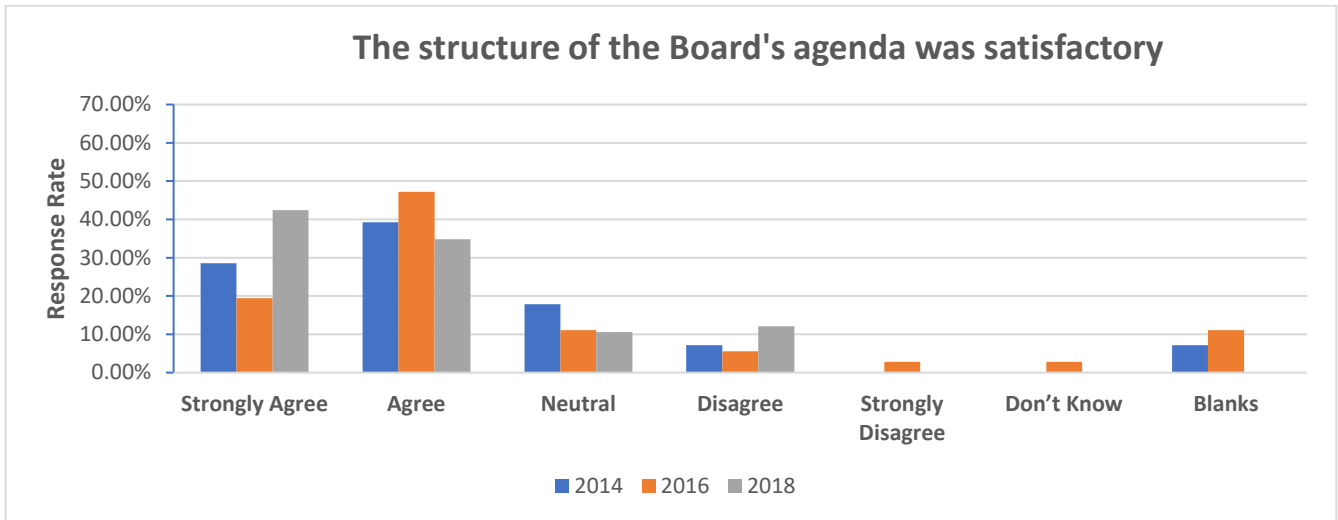
Survey Question	Response Rate					
	2014	2016	2018	Variance 2016-2018		
The 2018 membership of the Board provided appropriate representation from across the University	Strongly Agree	25.00%	8.33%	33.33%	↑	25.00
	Agree	39.29%	41.67%	53.03%	↑	11.36
	Neutral	14.29%	19.44%	12.12%	↓	-7.32
	Disagree	14.29%	13.89%	1.52%	↓	-12.37
	Strongly Disagree	0.00%	0.00%	0.00%	↑	0.00
	Don't Know	0.00%	5.56%	0.00%	↓	-5.56
	Blanks	7.14%	11.11%	0.00%	↓	-11.11
	Response Count					
	Strongly Agree	7	3	22	↑	19
	Agree	11	15	35	↑	20
	Neutral	4	7	8	↑	1
	Disagree	4	5	1	↓	4
	Strongly Disagree	-	-	-	↑	-
	Don't Know	-	2	-	↑	2
Blanks	2	4	-	↑	4	
Total	28	36	66	↑	30	

Q 5.3



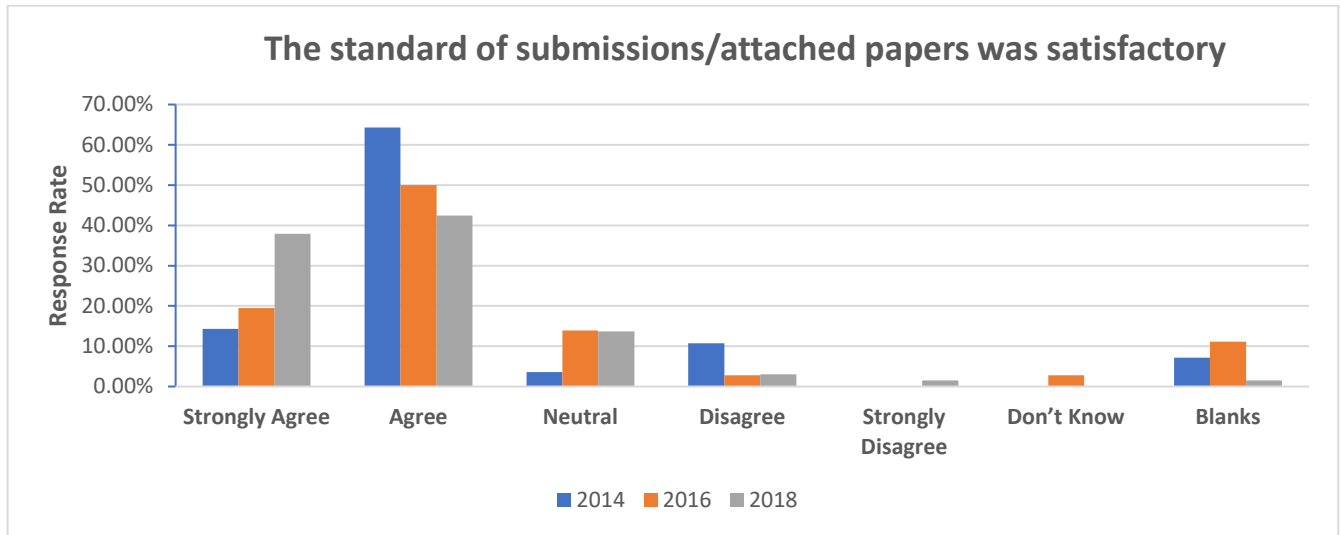
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The Board met frequently enough to perform its functions (it met 8 times during <respective year>)	Strongly Agree	28.57%	22.22%	43.94%	↑ 21.72
	Agree	57.14%	55.56%	42.42%	↓ -13.13
	Neutral	0.00%	8.33%	9.09%	↑ 0.76
	Disagree	7.14%	2.78%	3.03%	↑ 0.25
	Strongly Disagree	0.00%	0.00%	0.00%	↑ 0.00
	Don't Know	0.00%	0.00%	0.00%	↑ 0.00
	Blanks	7.14%	11.11%	1.52%	↓ -9.60
	Response Count				
	Strongly Agree	8	8	29	↑ 21
	Agree	16	20	28	↑ 8
	Neutral	-	3	6	↑ 3
	Disagree	2	1	2	↑ 1
	Strongly Disagree	-	-	-	↑ -
	Don't Know	-	-	-	↑ -
Blanks	2	4	1	↑ - 3	
Total	28	36	66	↑ 30	

Q 5.4



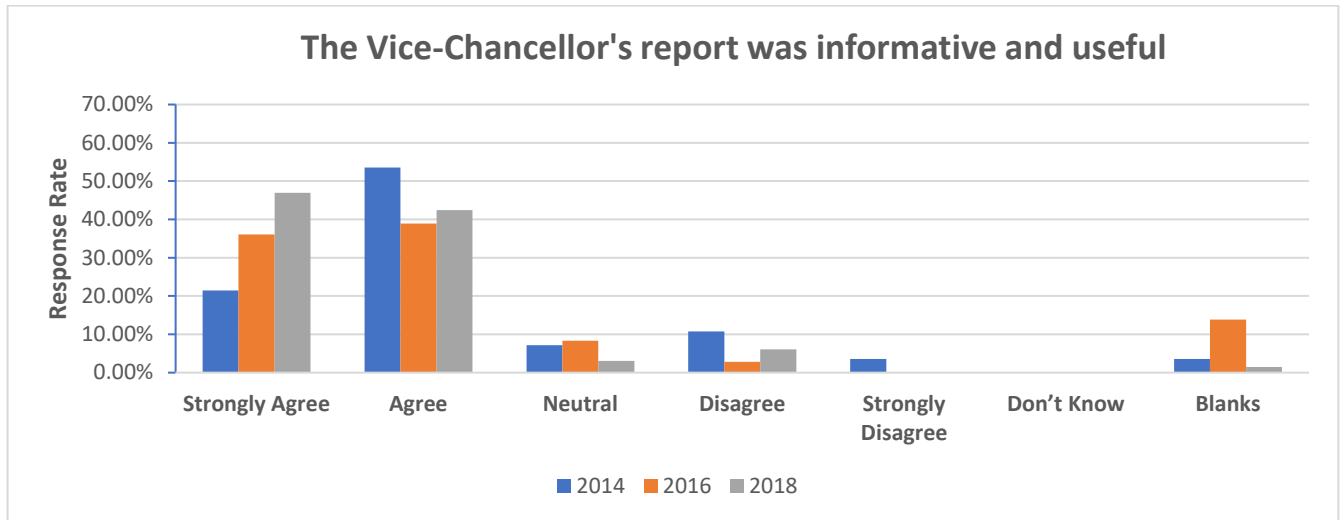
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The structure of the Board's agenda was satisfactory	Strongly Agree	28.57%	19.44%	42.42%	↑ 22.98
	Agree	39.29%	47.22%	34.85%	↓ -12.37
	Neutral	17.86%	11.11%	10.61%	↓ -0.51
	Disagree	7.14%	5.56%	12.12%	↑ 6.57
	Strongly Disagree	0.00%	2.78%	0.00%	↓ -2.78
	Don't Know	0.00%	2.78%	0.00%	↓ -2.78
	Blanks	7.14%	11.11%	0.00%	↓ -11.11
	Response Count				
	Strongly Agree	8	7	28	↑ 21
	Agree	11	17	23	↑ 6
	Neutral	5	4	7	↑ 3
	Disagree	2	2	8	↑ 6
	Strongly Disagree	-	1	-	↑ - 1
	Don't Know	-	1	-	↑ - 1
Blanks	2	4	-	↑ - 4	
Total	28	36	66	↑ 30	

Q 5.5



Survey Question	Response Rate				
	2014	2016	2018	Variance 2016-2018	
The standard of submissions/attached papers was satisfactory	Strongly Agree	14.29%	19.44%	37.88%	↑ 18.43
	Agree	64.29%	50.00%	42.42%	↓ -7.58
	Neutral	3.57%	13.89%	13.64%	↓ -0.25
	Disagree	10.71%	2.78%	3.03%	↑ 0.25
	Strongly Disagree	0.00%	0.00%	1.52%	↑ 1.52
	Don't Know	0.00%	2.78%	0.00%	↓ -2.78
	Blanks	7.14%	11.11%	1.52%	↓ -9.60
	Response Count				
	Strongly Agree	4	7	25	↑ 18
	Agree	18	18	28	↑ 10
	Neutral	1	5	9	↑ 4
	Disagree	3	1	2	↑ 1
	Strongly Disagree	-	-	1	↑ 1
	Don't Know	-	1	-	↑ - 1
Blanks	2	4	1	↑ - 3	
Total	28	36	66	↑ 30	

Q 5.6



Survey Question	Response Rate					
	2014	2016	2018	Variance 2016-2018		
The Vice-Chancellor's report was informative and useful	Strongly Agree	21.43%	36.11%	46.97%	↑	10.86
	Agree	53.57%	38.89%	42.42%	↑	3.54
	Neutral	7.14%	8.33%	3.03%	↓	-5.30
	Disagree	10.71%	2.78%	6.06%	↑	3.28
	Strongly Disagree	3.57%	0.00%	0.00%	↑	0.00
	Don't Know	0.00%	0.00%	0.00%	↑	0.00
	Blanks	3.57%	13.89%	1.52%	↓	-12.37
	Response Count					
	Strongly Agree	6	13	31	↑	18
	Agree	15	14	28	↑	14
	Neutral	2	3	2	↑ -	1
	Disagree	3	1	4	↑	3
	Strongly Disagree	1	-	-	↑	-
Don't Know	-	-	-	↑	-	
Blanks	1	5	1	↑ -	4	
Total	28	36	66	↑	30	

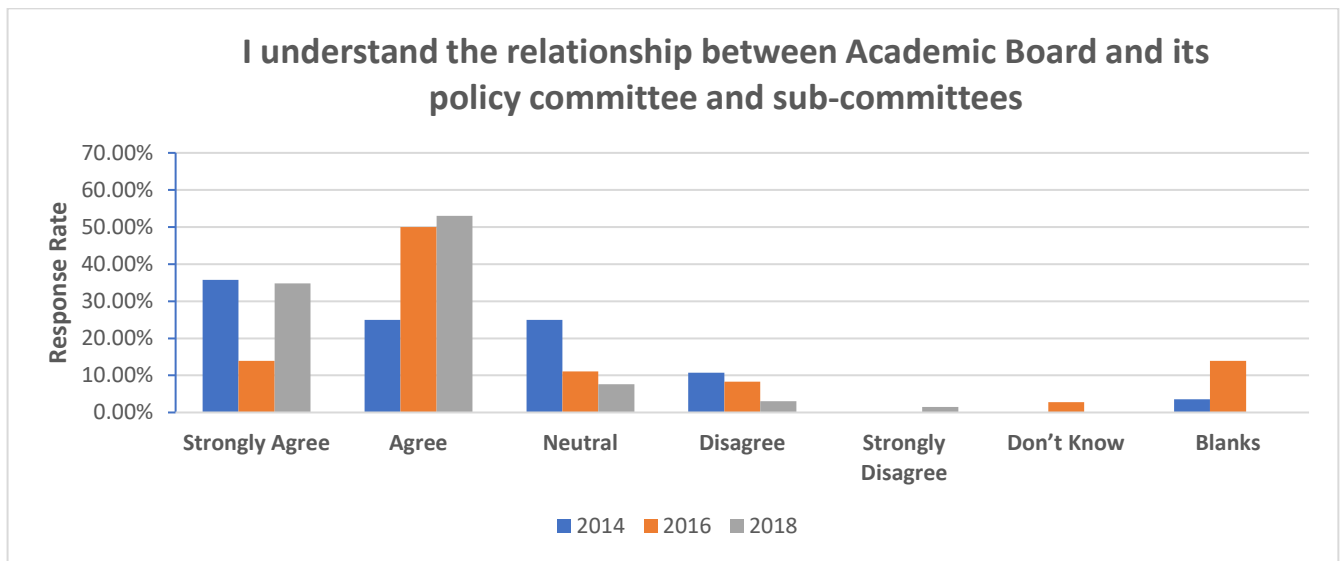
Stakeholder Relationships

For the section covering Stakeholder Relationships, 73% (48) of the respondents agree with the questions suggesting that the organizational duties have been performed satisfactorily.

However, for one question the disagreement rate is not in line with the other questions (6%). **The Board communicates its decisions effectively to staff and students (23%)**, suggesting further questions might be warranted to understand why the members have disagreed and the reason behind the response.

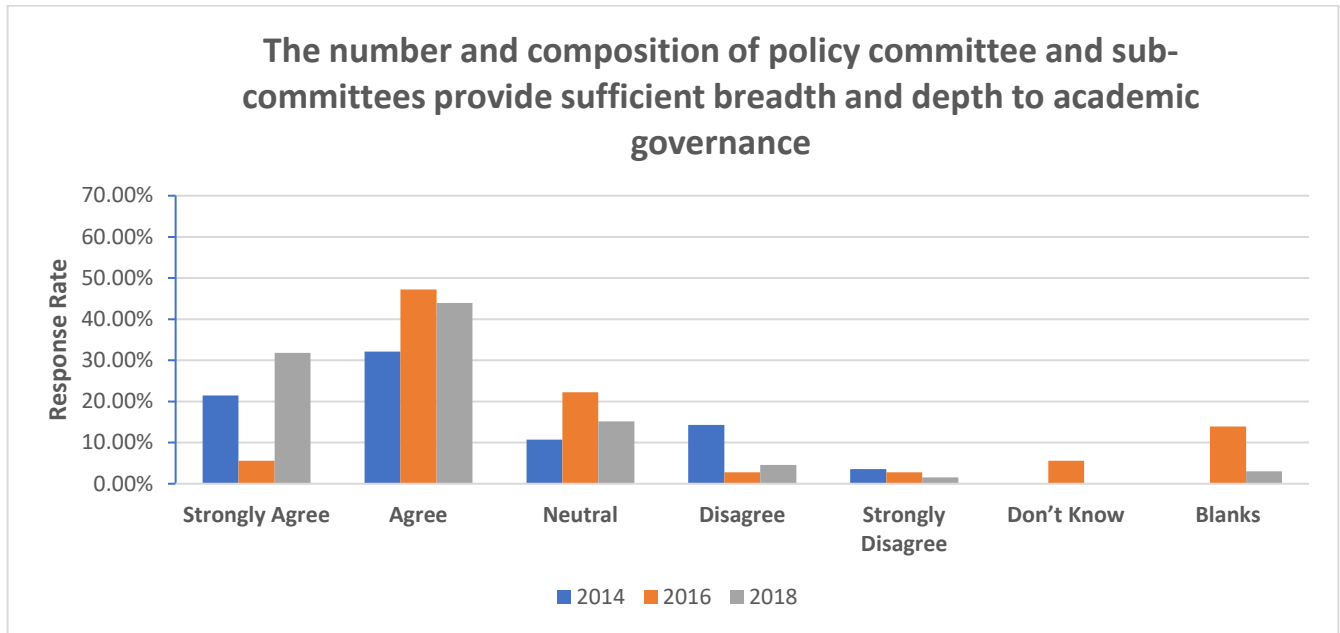
For three questions the number of neutral respondents were not in line with other questions (8%). **The number and composition of policy committee and sub-committees provide sufficient breadth and depth to academic governance (15%)**, **The reports from policy committee and sub-committees of Academic Board provide enough detail for informed discussion (20%)** and **The Board communicates its decisions effectively to staff and students (15%)** suggest that further questions to the board members might be warranted to understand why members are less likely to agree to these questions.

Q 7.1



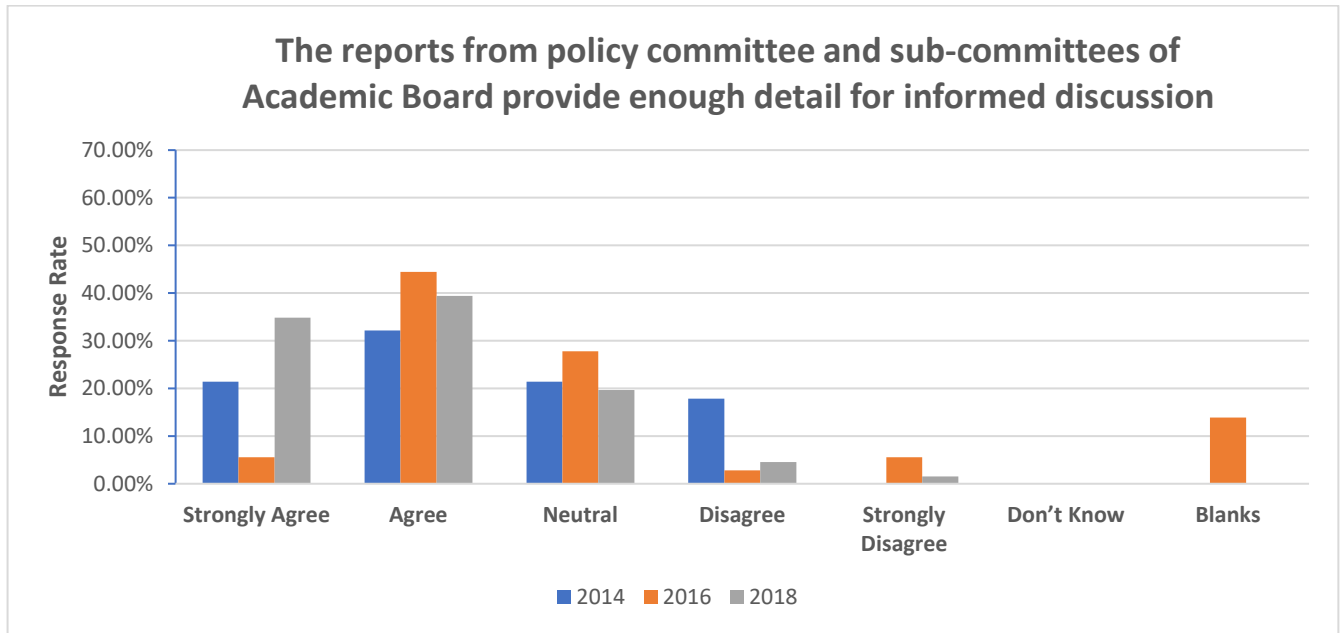
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
I understand the relationship between Academic Board and its policy committee and sub-committees	Strongly Agree	35.71%	13.89%	34.85%	↑ 20.96
	Agree	25.00%	50.00%	53.03%	↑ 3.03
	Neutral	25.00%	11.11%	7.58%	↓ -3.54
	Disagree	10.71%	8.33%	3.03%	↓ -5.30
	Strongly Disagree	0.00%	0.00%	1.52%	↑ 1.52
	Don't Know	0.00%	2.78%	0.00%	↓ -2.78
	Blanks	3.57%	13.89%	0.00%	↑ -13.89
	Response Count				
	Strongly Agree	10	5	23	↑ 18
	Agree	7	18	35	↑ 17
	Neutral	7	4	5	↑ 1
	Disagree	3	3	2	↑ - 1
	Strongly Disagree	-	-	1	↑ 1
	Don't Know	-	1	-	↑ - 1
Blanks	1	5	-	↑ - 5	
Total	28	36	66	↑ 30	

Q 7.2



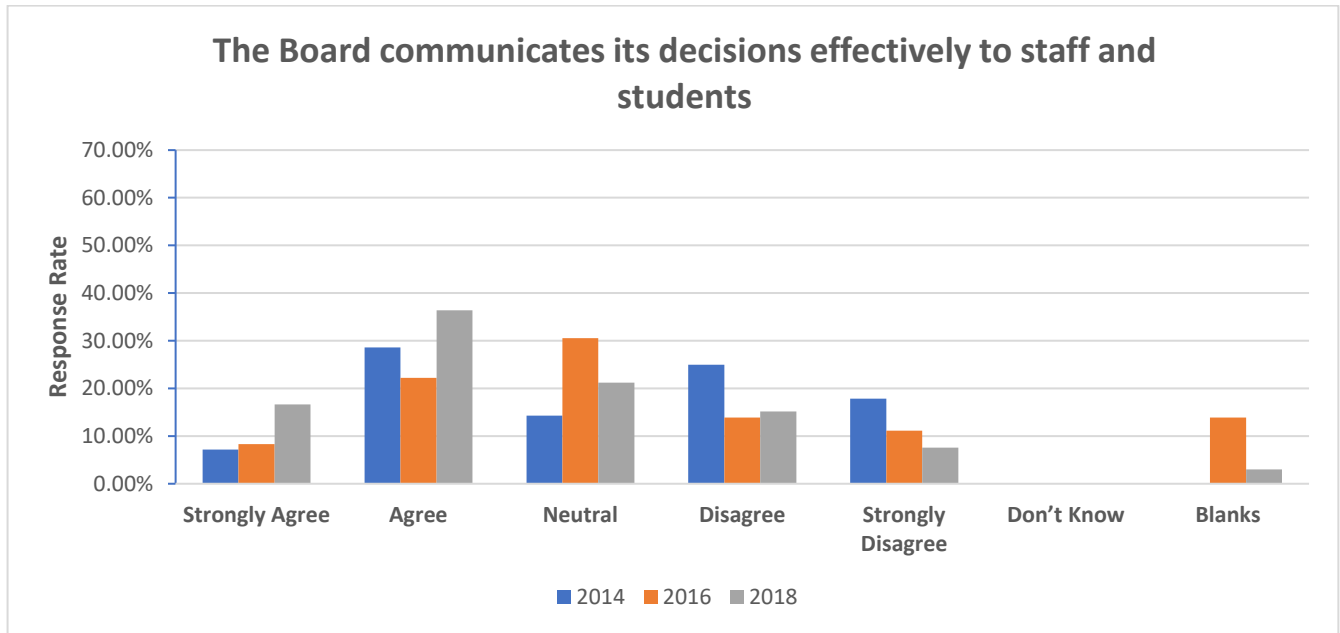
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The number and composition of policy committee and sub-committees provide sufficient breadth and depth to academic governance	Strongly Agree	21.43%	5.56%	31.82%	↑ 26.26
	Agree	32.14%	47.22%	43.94%	↓ -3.28
	Neutral	10.71%	22.22%	15.15%	↓ -7.07
	Disagree	14.29%	2.78%	4.55%	↑ 1.77
	Strongly Disagree	3.57%	2.78%	1.52%	↓ -1.26
	Don't Know	0.00%	5.56%	0.00%	↓ -5.56
	Blanks	0.00%	13.89%	3.03%	↑ -10.86
	Response Count				
	Strongly Agree	6	2	21	↑ 19
	Agree	9	17	29	↑ 12
	Neutral	3	8	10	↑ 2
	Disagree	4	1	3	↑ 2
	Strongly Disagree	1	1	1	↑ -
	Don't Know	-	2	-	↑ 2
Blanks	-	5	2	↑ 3	
Total	28	36	66	↑ 30	

Q 7.3



Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The reports from policy committee and sub-committees of Academic Board provide enough detail for informed discussion	Strongly Agree	21.43%	5.56%	34.85%	↑ 29.29
	Agree	32.14%	44.44%	39.39%	↓ -5.05
	Neutral	21.43%	27.78%	19.70%	↓ -8.08
	Disagree	17.86%	2.78%	4.55%	↑ 1.77
	Strongly Disagree	0.00%	5.56%	1.52%	↓ -4.04
	Don't Know	0.00%	0.00%	0.00%	↑ 0.00
	Blanks	0.00%	13.89%	0.00%	↑ -13.89
	Response Count				
	Strongly Agree	6	2	23	↑ 21
	Agree	9	16	26	↑ 10
	Neutral	6	10	13	↑ 3
	Disagree	5	1	3	↑ 2
	Strongly Disagree	-	2	1	↑ - 1
	Don't Know	-	-	-	↑ -
Blanks	-	5	-	↑ - 5	
Total	28	36	66	↑ 30	

Q 7.4



Survey Question	Response Rate					
	2014	2016	2018	Variance 2016-2018		
The Board communicates its decisions effectively to staff and students	Strongly Agree	7.14%	8.33%	16.67%	↑	8.33
	Agree	28.57%	22.22%	36.36%	↑	14.14
	Neutral	14.29%	30.56%	21.21%	↓	-9.34
	Disagree	25.00%	13.89%	15.15%	↑	1.26
	Strongly Disagree	17.86%	11.11%	7.58%	↓	-3.54
	Don't Know	0.00%	0.00%	0.00%	↑	0.00
	Blanks	0.00%	13.89%	3.03%	↑	-10.86
	Response Count					
	Strongly Agree	2	3	11	↑	8
	Agree	8	8	24	↑	16
	Neutral	4	11	14	↑	3
	Disagree	7	5	10	↑	5
	Strongly Disagree	5	4	5	↑	1
	Don't Know	-	-	-	↑	-
Blanks	-	5	2	↑	3	
Total	28	36	66	↑	30	

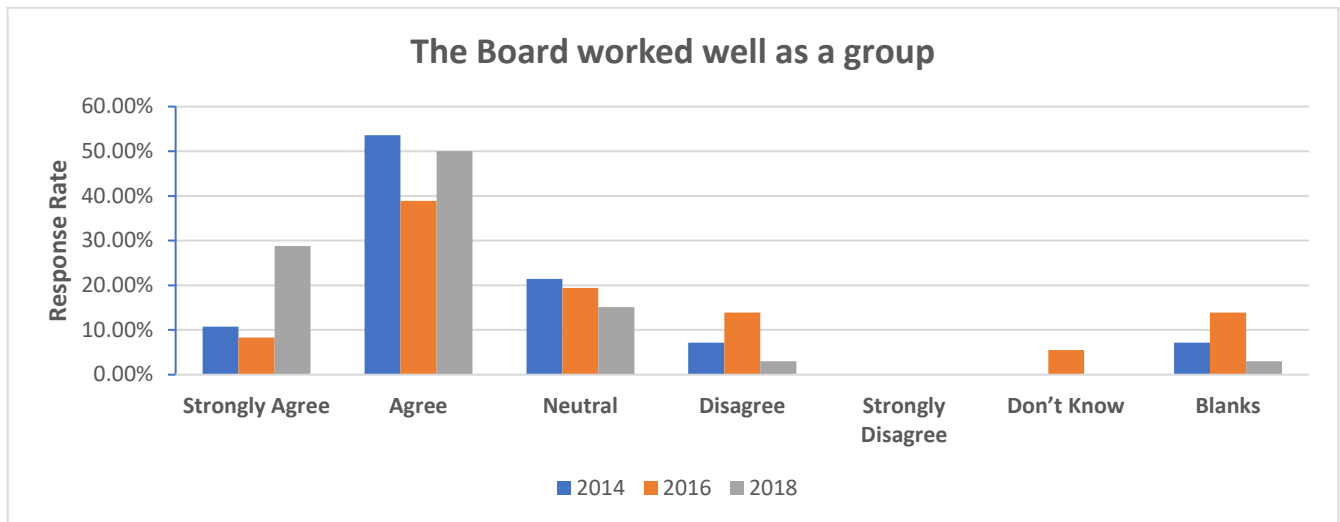
Operational Matters

For the section covering Operational Matters, 72% (48) of the respondents agree with the questions suggesting that the organizational duties have been performed satisfactorily.

However, for three questions the disagreement rate is not in line with the other questions (2%). **The level of discussion on each item was appropriate (23%), I felt encouraged to contribute to discussion during Board meetings (14%)** and **I am satisfied with my own contributions at Board meetings (15%)** suggesting further questions might be warranted to understand why the members have disagreed.

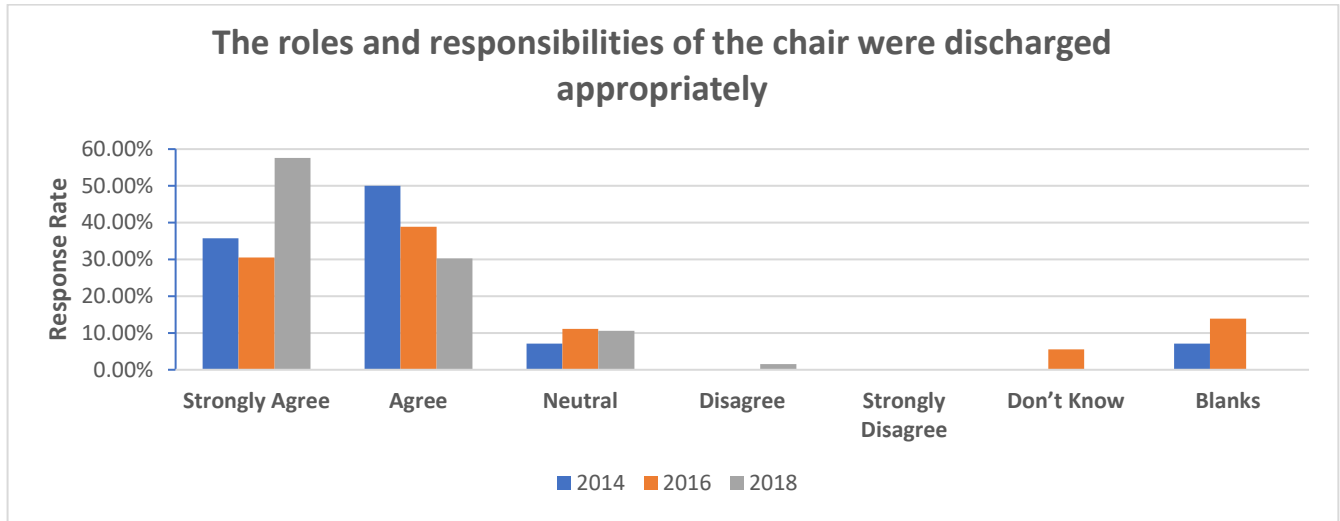
The neutral respondents are all the question except for question 9.3 are higher (20%) compared to the threshold of 10%. suggest that further questions to the board members might be warranted to understand why members are less likely to agree to these questions.

Q 9.1



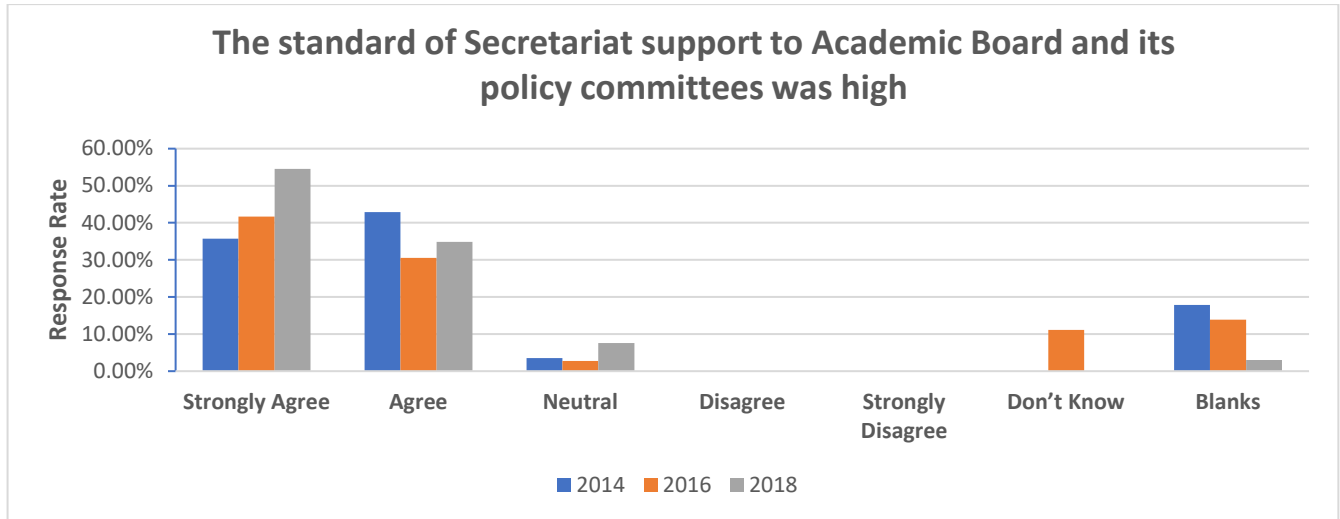
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The Board worked well as a group	Strongly Agree	10.71%	8.33%	28.79%	↑ 20.45
	Agree	53.57%	38.89%	50.00%	↑ 11.11
	Neutral	21.43%	19.44%	15.15%	↓ -4.29
	Disagree	7.14%	13.89%	3.03%	↓ -10.86
	Strongly Disagree	0.00%	0.00%	0.00%	↑ 0.00
	Don't Know	0.00%	5.56%	0.00%	↓ -5.56
	Blanks	7.14%	13.89%	3.03%	↑ -10.86
	Response Count				
	Strongly Agree	3	3	19	↑ 16
	Agree	15	14	33	↑ 19
	Neutral	6	7	10	↑ 3
	Disagree	2	5	2	↓ - 3
	Strongly Disagree	-	-	-	↑ -
	Don't Know	-	2	-	↑ - 2
Blanks	2	5	2	↑ - 3	
Total	28	36	66	↑ 30	

Q 9.2



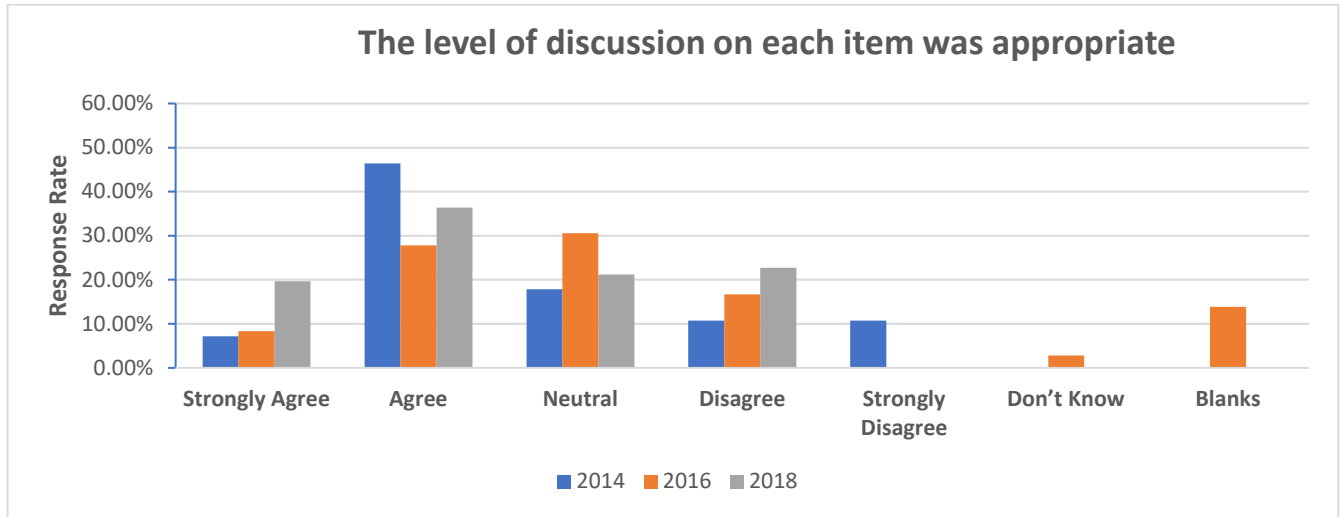
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The roles and responsibilities of the chair were discharged appropriately	Strongly Agree	35.71%	30.56%	57.58%	↑ 27.02
	Agree	50.00%	38.89%	30.30%	↓ -8.59
	Neutral	7.14%	11.11%	10.61%	↓ -0.51
	Disagree	0.00%	0.00%	1.52%	↑ 1.52
	Strongly Disagree	0.00%	0.00%	0.00%	↑ 0.00
	Don't Know	0.00%	5.56%	0.00%	↓ -5.56
	Blanks	7.14%	13.89%	0.00%	↓ -13.89
	Response Count				
	Strongly Agree	10	11	38	↑ 27
	Agree	14	14	20	↑ 6
	Neutral	2	4	7	↑ 3
	Disagree	-	-	1	↑ 1
	Strongly Disagree	-	-	-	↑ -
	Don't Know	-	2	-	↑ - 2
Blanks	2	5	-	↑ - 5	
Total	28	36	66	↑ 30	

Q 9.3



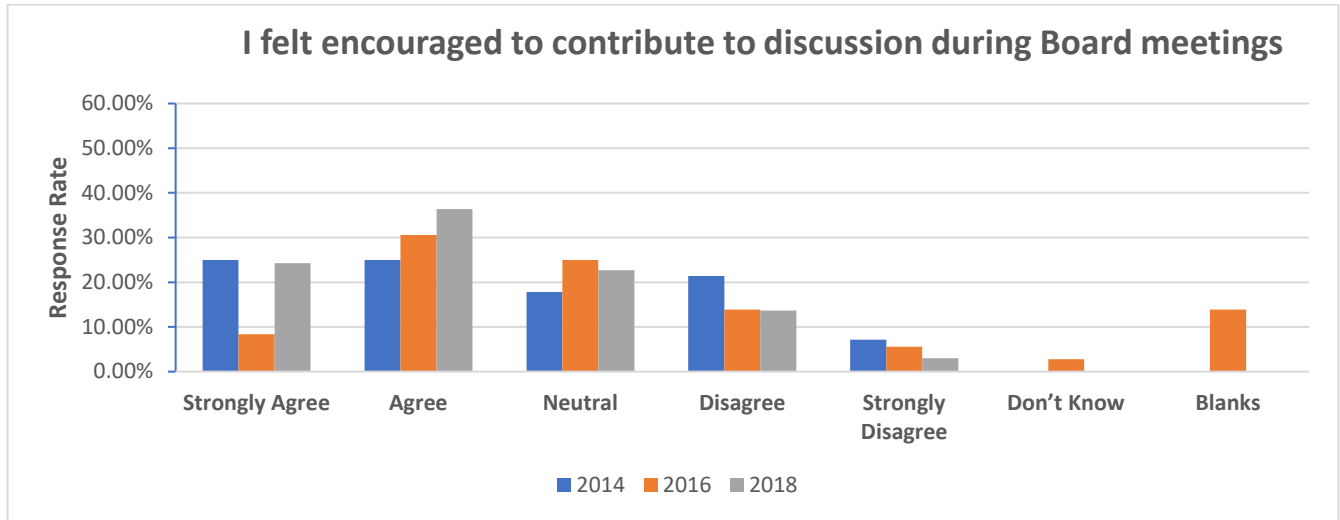
Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
The standard of Secretariat support to Academic Board and its policy committees was high	Strongly Agree	35.71%	41.67%	54.55%	↑ 12.88
	Agree	42.86%	30.56%	34.85%	↑ 4.29
	Neutral	3.57%	2.78%	7.58%	↑ 4.80
	Disagree	0.00%	0.00%	0.00%	↑ 0.00
	Strongly Disagree	0.00%	0.00%	0.00%	↑ 0.00
	Don't Know	0.00%	11.11%	0.00%	↓ -11.11
	Blanks	17.86%	13.89%	3.03%	↓ -10.86
	Response Count				
	Strongly Agree	10	15	36	↑ 21
	Agree	12	11	23	↑ 12
	Neutral	1	1	5	↑ 4
	Disagree	-	-	-	↑ -
	Strongly Disagree	-	-	-	↑ -
	Don't Know	-	4	-	↓ - 4
Blanks	5	5	2	↑ - 3	
Total	28	36	66	↑ 30	

Q 9.4



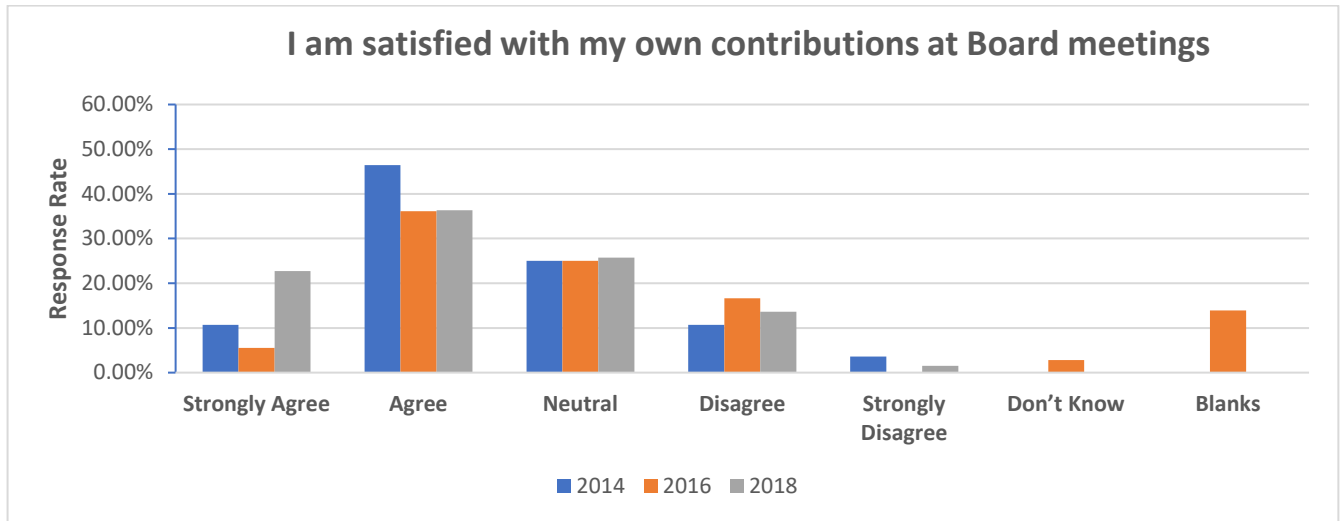
Survey Question	Response Rate					
	2014	2016	2018	Variance 2016-2018		
The level of discussion on each item was appropriate	Strongly Agree	7.14%	8.33%	19.70%	↑	11.36
	Agree	46.43%	27.78%	36.36%	↑	8.59
	Neutral	17.86%	30.56%	21.21%	↓	-9.34
	Disagree	10.71%	16.67%	22.73%	↑	6.06
	Strongly Disagree	10.71%	0.00%	0.00%	↑	0.00
	Don't Know	0.00%	2.78%	0.00%	↓	-2.78
	Blanks	0.00%	13.89%	0.00%	↓	-13.89
	Response Count					
	Strongly Agree	2	3	13	↑	10
	Agree	13	10	24	↑	14
	Neutral	5	11	14	↑	3
	Disagree	3	6	15	↑	9
	Strongly Disagree	3	-	-	↑	-
	Don't Know	-	1	-	↑	1
Blanks	-	5	-	↑	5	
Total	28	36	66	↑	30	

Q 9.5



Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
I felt encouraged to contribute to discussion during Board meetings	Strongly Agree	25.00%	8.33%	24.24%	↑ 15.91
	Agree	25.00%	30.56%	36.36%	↑ 5.81
	Neutral	17.86%	25.00%	22.73%	↓ -2.27
	Disagree	21.43%	13.89%	13.64%	↓ -0.25
	Strongly Disagree	7.14%	5.56%	3.03%	↓ -2.53
	Don't Know	0.00%	2.78%	0.00%	↓ -2.78
	Blanks	0.00%	13.89%	0.00%	↓ -13.89
	Response Count				
	Strongly Agree	7	3	16	↑ 13
	Agree	7	11	24	↑ 13
	Neutral	5	9	15	↑ 6
	Disagree	6	5	9	↑ 4
	Strongly Disagree	2	2	2	↑ -
	Don't Know	-	1	-	↑ 1
Blanks	-	5	-	↑ 5	
Total	28	36	66	↑ 30	

Q 9.6



Survey Question	Response Rate				Variance 2016-2018
	2014	2016	2018		
I am satisfied with my own contributions at Board meetings	Strongly Agree	10.71%	5.56%	22.73%	↑ 17.17
	Agree	46.43%	36.11%	36.36%	↑ 0.25
	Neutral	25.00%	25.00%	25.76%	↑ 0.76
	Disagree	10.71%	16.67%	13.64%	↓ -3.03
	Strongly Disagree	3.57%	0.00%	1.52%	↑ 1.52
	Don't Know	0.00%	2.78%	0.00%	↓ -2.78
	Blanks	0.00%	13.89%	0.00%	↓ -13.89
	Response Count				
	Strongly Agree	3	2	15	↑ 13
	Agree	13	13	24	↑ 11
	Neutral	7	9	17	↑ 8
	Disagree	3	6	9	↑ 3
	Strongly Disagree	1	-	1	↑ 1
	Don't Know	-	1	-	↑ - 1
Blanks	-	5	-	↑ - 5	
Total	28	36	66	↑ 30	