

A Questionnaire Survey on Corporate Governance in University of Wollongong

Dear Participant,

Thank you for your participation. The purpose of this survey is to examine the perception of UOW's staff about the current governance practices in the University. Moreover, it seeks to find out what are the major governance issues in the University from the employees' perspective.

It will not take more than **12 minutes** of your time and **your answers will remain private and confidential**.

Kind Regards,
UOW Council

Part - I: Participant's Demographic Information

1 Please indicate your occupation type.

- Permanent Academic Staff
- Casual Academic Staff
- Permanent General Staff
- Casual General Staff

2 In which faculty you are working?

- Business
- Engineering and Information Sciences
- Law, Humanities and the Arts
- Science, Medicine and Health
- Social Sciences

3 In which campus(es) you are working?

- Main Campus
- Sydney
- Innovation Campus
- Shoalhaven
- Batemans Bay
- Bega
- Southern Sydney
- Southern Highlands

4 Gender

- Male
- Female

5 How long have you been in your present position?

- Less than 6 months
- 6- 12 months
- 1- 5 years
- 5- 10 years
- Over 10 years

5 Have you work in any other University in Australia?

- Yes
- No

**6 Highest educational qualification
(Tick one box only)**

- Diploma or under
- Bachelor's Degree
- Post Graduate Diploma
- Master's Degree
- Doctoral Degree
- Other (Please specify)

Part - II: Concept of Corporate Governance

Please circle a scale from **1 – 5** to indicate the extend of your agreement with the given statement

		Strongly Disagree				Strongly Agree
8	I am familiar with the principles of corporate governance	1	2	3	4	5
9	I know the difference between governance and management	1	2	3	4	5
10	I know the people on the governing body of UOW	1	2	3	4	5
11	I can count at least 3 duties of the governing body of UOW	1	2	3	4	5
12	I am familiar with the definition of stakeholders in an organisation	1	2	3	4	5
13	I can count at least 4 groups of stakeholders in UOW	1	2	3	4	5

Part - III: Staff's Perception about Major Issues Should Be Taken into Account in Governing University of Wollongong

Please indicate to what extent you regard the following issues as either major or minor issues in governing and directing the University of Wollongong.

Circle a scale from **1 – 5** to indicate the importance of the issue.

		Minor Issue				Major Issue
14	Lack of Integrity and ethics among top management	1	2	3	4	5
15	Lack of transparency in financial reporting	1	2	3	4	5
16	Insider trading	1	2	3	4	5
17	Conflict of interest of directors	1	2	3	4	5
18	Inefficient risk management	1	2	3	4	5
19	Inadequate protection of minority stakeholders' rights	1	2	3	4	5
20	Please specify of any other issue that you may concern: -----					

Part - IV: Current Status of Governance Practices in the University of Wollongong

Please complete the form indicating your individual opinion regarding the current situation of compliance with the principles of good corporate governance in UOW.

Where possible, in the right-hand column, note down the evidence that led you to your choice.

	I strongly disagree	I disagree	I neither agree or disagree	I agree	I strongly agree	Evidence
21. The governing body focuses on the strategic direction of the University.						
22. The governing body does not become involved in day-to-day operational decisions.						
23. The governing body regularly reviews a range of information from different sources to ensure the University is acting in line with its purpose.						
24. The governing body members receive regular and timely information from the staff.						
25. The governing body encourages and enables the engagement of key stakeholders in planning and decision making.						
26. The governing body members receive the advice and information that they need to make good decisions.						
27. The governing body ensures having the appropriate systems of internal control and performance reporting.						

<p>28. The governing body ensures that the provided assets are used to deliver the University objectives.</p>						
<p>29. The governing body takes appropriate professional advice from experts before making important decisions.</p>						
<p>30. The governing body ensures the organisation's values and ethos are enshrined in its policies and practices.</p>						
<p>31. The governing body fosters the environment that welcomes different points of view.</p>						
<p>32. The governing body has clear policies and procedures for whistleblowing.</p>						
<p>33. The governing body ensures there is a strategy for regular and effective communication with all stakeholders.</p>						
<p>34. The governing body ensures that UOW is fair and open to all sections of the community.</p>						
<p>35. The governing body recognises its accountability to wider communities, society and the environment.</p>						