

# Human Resources Professional Development Survey

## Selected Preliminary Results

### Summary of Results for Preferred Day, Time and Format for Professional Development

#### Introduction

This preliminary analysis of selected items from the 2003 Professional Development Survey has been prepared to facilitate immediate professional development scheduling decisions. A more in depth analysis of the results may reveal preference patterns by employee characteristics. If these patterns are present, they may facilitate professional development planning for specific employee groups. An in depth analysis of these results will be presented in the full report.

#### Day and Time Most and Least Preferred

Respondents were asked to choose the days they most and least preferred to attend a professional development session. Please note that as respondents were allowed to choose more than one day and time, percents will not sum to 100%.

- ***Day most likely to attend a session:*** About equal numbers of respondents (59% – 62%) said they were most likely to attend a professional development session held on Tuesday, Wednesday or Thursday. Monday was the least preferred day (37% would attend) followed by Friday (49% would attend).
- ***Day least likely to attend a session:*** 53% of respondents said they would be least likely to attend a session held on Monday and 39% said they would be least likely to attend a session held on Friday.
- ***Time periods most likely to attend a session:*** Most respondent preferred session scheduling between 9 a.m. and 4 p.m. 69% of respondents preferred a professional development session held from 9:00 am to 12:00 p.m. and 63% stated they were likely to attend a session held from 1:00 p.m. to 4:00 p.m. Only 25% would attend 4 p.m. to 5 p.m. and even fewer (18%) would attend before 9:00 a.m.
- ***Time periods least likely to attend a session:*** A majority of respondents (67%) would be least likely to attend a session after 5 p.m. or before 9 a.m. (56%)

#### Format for several sessions

Respondents were asked to choose the format they most preferred, if training were needed to take place over several sessions.

- ***Most preferred training format for multiple sessions:*** A majority of respondents (41%) said they preferred a full day instead of separate occurrences. About equal numbers said they preferred one session a week during the morning (23%) or afternoon (22%) for the necessary number of weeks. Only 11% preferred a lunch and learn format.

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**Tables of Selected Preliminary Results**

**What days of the week are you most likely to attend a professional development session?**

	Frequency	Percent
Monday	206	36.6
Missing	357	63.4
Total	563	100.0

**What days of the week are you most likely to attend a professional development session?**

	Frequency	Percent
Tuesday	333	59.1
Missing	230	40.9
Total	563	100.0

**What days of the week are you most likely to attend a professional development session?**

	Frequency	Percent
Wednesday	350	62.2
Missing	213	37.8
Total	563	100.0

**What days of the week are you most likely to attend a professional development session?**

	Frequency	Percent
Thursday	343	60.9
Missing	220	39.1
Total	563	100.0

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**What days of the week are you most likely to attend a professional development session?**

	Frequency	Percent
Friday	278	49.4
Missing	285	50.6
<b>Total</b>	<b>563</b>	<b>100.0</b>

**What days of the week are you least likely to attend a professional development session?**

	Frequency	Percent
Monday	300	53.3
Missing	263	46.7
<b>Total</b>	<b>563</b>	<b>100.0</b>

**What days of the week are you least likely to attend a professional development session?**

	Frequency	Percent
Tuesday	92	16.3
Missing	471	83.7
<b>Total</b>	<b>563</b>	<b>100.0</b>

**What days of the week are you least likely to attend a professional development session?**

	Frequency	Percent
Wednesday	87	15.5
Missing	476	84.5
<b>Total</b>	<b>563</b>	<b>100.0</b>

**What days of the week are you least likely to attend a professional development session?**

	Frequency	Percent
Thursday	84	14.9
Missing	479	85.1
<b>Total</b>	<b>563</b>	<b>100.0</b>

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**What days of the week are you least likely to attend a professional development session?**

	Frequency	Percent
Friday	219	38.9
Missing	344	61.1
Total	563	100.0

**During what time periods are you most likely to attend a professional development session?**

	Frequency	Percent
Before 9:00 a.m.	103	18.3
Missing	460	81.7
Total	563	100.0

**During what time periods are you most likely to attend a professional development session?**

	Frequency	Percent
9:00 a.m. - 12:00 p.m.	387	68.7
Missing	176	31.3
Total	563	100.0

**During what time periods are you most likely to attend a professional development session?**

	Frequency	Percent
12:00 p.m. - 1:00 p.m.	143	25.4
Missing	420	74.6
Total	563	100.0

**During what time periods are you most likely to attend a professional development session?**

	Frequency	Percent
1:00 p.m. - 4:00 p.m.	351	62.3
Missing	212	37.7
Total	563	100.0

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**During what time periods are you most likely to attend a professional development session?**

	Frequency	Percent
4:00 p.m. - 5:00 p.m.	141	25.0
Missing	422	75.0
<b>Total</b>	<b>563</b>	<b>100.0</b>

**During what time periods are you most likely to attend a professional development session?**

	Frequency	Percent
After 5:00 p.m.	75	13.3
Missing	488	86.7
<b>Total</b>	<b>563</b>	<b>100.0</b>

**During what time periods are you least likely to attend a professional development session?**

	Frequency	Percent
Before 9:00 a.m.	316	56.1
Missing	247	43.9
<b>Total</b>	<b>563</b>	<b>100.0</b>

**During what time periods are you least likely to attend a professional development session?**

	Frequency	Percent
9:00 a.m. - 12:00 p.m.	70	12.4
Missing	493	87.6
<b>Total</b>	<b>563</b>	<b>100.0</b>

**During what time periods are you least likely to attend a professional development session?**

	Frequency	Percent
12:00 p.m. - 1:00 p.m.	116	20.6
Missing	447	79.4
<b>Total</b>	<b>563</b>	<b>100.0</b>

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**During what time periods are you least likely to attend a professional development session?**

	Frequency	Percent
1:00 p.m. - 4:00 p.m.	76	13.5
Missing	487	86.5
<b>Total</b>	<b>563</b>	<b>100.0</b>

**During what time periods are you least likely to attend a professional development session?**

	Frequency	Percent
4:00 p.m. - 5:00 p.m.	172	30.6
Missing	391	69.4
<b>Total</b>	<b>563</b>	<b>100.0</b>

**During what time periods are you least likely to attend a professional development session?**

	Frequency	Percent
After 5:00 p.m.	377	67.0
Missing	186	33.0
<b>Total</b>	<b>563</b>	<b>100.0</b>

**If training is needed to take place over several sessions, which would you most prefer?**

	Frequency	Percent
Once a week during the morning	132	23.4
Once a week during the afternoon	125	22.2
Once a week in a lunch and learn format	63	11.2
One full day instead of seperate occurrences	233	41.4
<b>Total</b>	<b>553</b>	<b>98.2</b>
Missing	10	1.8
<b>Total</b>	<b>563</b>	<b>100.0</b>

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**In what college or unit do you work?**

	Frequency	Percent
College of Arts & Sciences	85	15.1
College of Business Administration	15	2.7
College of Education	35	6.2
College of Engineering	26	4.6
College of Health & Public Affairs	42	7.5
School of Optics/CREOL	5	.9
Burnett Honors College	5	.9
Rosen School of Hospitality	9	1.6
Administration and Finance	65	11.5
President's Division	15	2.7
University Relations	6	1.1
Academic Affairs	95	16.9
Other	102	18.1
Total	505	89.7
Missing	58	10.3
Total	563	100.0

**If in Academic Affairs, please specify your unit.**

	Frequency	Percent
Graduate Studies	12	2.1
Planning & Evaluation	9	1.6
Information Technologies & Resources	22	3.9
Student Development & Enrollment Services	72	12.8
Sponsored Research	9	1.6
No Response	438	77.8
Total	562	99.8
Missing	1	.2
Total	563	100.0

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### Other university employment.

	Frequency	Percent
No Response	451	80.1
Academic Affairs-Area Campuses	1	.2
Academic Affairs	1	.2
Administration - Cocoa Campus	1	.2
Area Campuses	2	.4
Arena	1	.2
Athletics	2	.4
Basketball Coach Athletics	1	.2
CDWS	1	.2
Center for Autism & Related Disabilities	1	.2
Center for Multilingual Multicultural Studies	1	.2
cmms	1	.2
Computer Center	1	.2
Computer Services	3	.5
Counseling Center	1	.2
Faculty Suite, housing Education, Nursing, Health Professions, Social Work	1	.2
Finance & Accounting	2	.4
Financial Aid	2	.4
Florida Solar Energy Center	6	1.1
Florida Space Institute	1	.2
Foundation	1	.2
FSEC	5	.9
Graduate Admissions	1	.2
Graduate Studies	1	.2
Housing	2	.4
Human Resources	2	.4
HVAC	1	.2
Information Technology & Resources	1	.2
Institute for Simulation & Training	8	1.4
International Students	1	.2
International Studies	1	.2
IST/OoR	1	.2
ITR	3	.5
Library	17	3.0
Library Systems	1	.2
Office of Research	4	.7
OIS	1	.2
Physical Plant	6	1.1
Physical Plant Warehouse	1	.2
Research	1	.2
Research Institute	1	.2
SDES - Campus Life Division	1	.2
SDES - SLP	1	.2
SDES	5	.9
SDES/ student leadership programs	1	.2
Student Activities	1	.2
Student Development & Enrollment Services	1	.2
STUDENT DISABILITY SERVICES	1	.2
Student Government	1	.2
Student Health Center	1	.2
Student Union/RWC	1	.2
UCF Arena	1	.2
UCF Foundation	2	.4
UCF FOUNDATION	1	.2
UCF Police	3	.5
Undergrad Admissions	1	.2
<b>Total</b>	<b>563</b>	<b>100.0</b>

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**What is your current employment status at UCF?**

	Frequency	Percent
Faculty	122	21.7
USPS	236	41.9
A&P	151	26.8
OPS	34	6.0
Other	11	2.0
No Response	8	1.4
Total	562	99.8
Missing	1	.2
Total	563	100.0

**Please indicate your gender.**

	Frequency	Percent
Male	171	30.4
Female	382	67.9
Total	553	98.2
Missing	10	1.8
Total	563	100.0