



University of Central Florida

# **UCF Quality of Life Survey Spring 2005**

**Deans, Directors and Chairs Meeting**

**November 18, 2005**

**Women's Research Center**

**Diversity and Inclusiveness Counsel**

**Operational Excellence and Assessment Support**





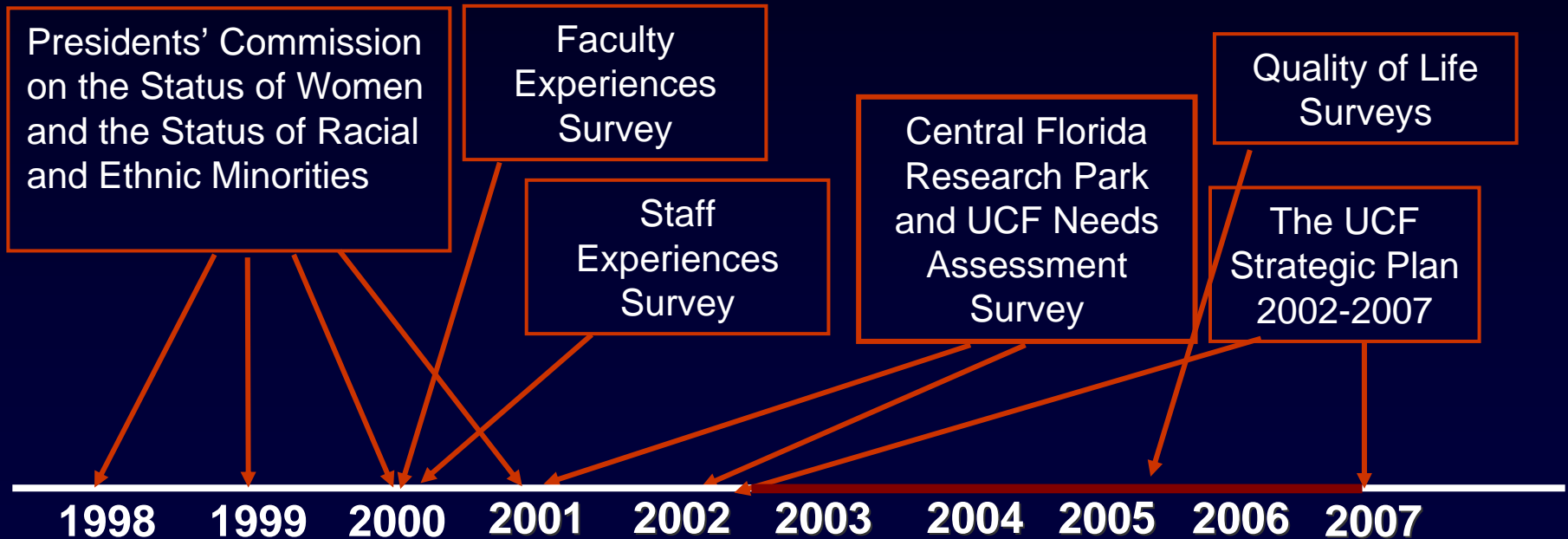
# Agenda



- background and survey methodology
- key findings
- preview of results
  - experience in college, department or unit
  - perceptions of chair, director or supervisor
  - department and university climate
  - faculty mentoring
- UCF directions
- deeper analysis requests



# Time Line of Related Initiatives at UCF





# Methodology



- response to Strategic Initiative 10: Enhance UCF Community
- Women's Research Center and OEAS plan and draft surveys for 3 groups: faculty, A&P, and staff:
  - items reflected previous surveys
  - items derived from other universities' instruments
- review process for survey development:
  - 3 advisory councils; people who would give feedback:
    - content of items (expertise in topic areas)
    - item construction (expertise in survey development)
- web delivery and paper English and Spanish
  - personal e-mail letters; 2 follow up requests
  - president's letter of introduction



# Survey Respondents



## UCF Community Spring 2005

### Faculty

n = 575  
Response rate: 36%

### A&P

n = 368  
Response rate: 44%

### USPS & OPS

n = 713  
Response Rate: 29%



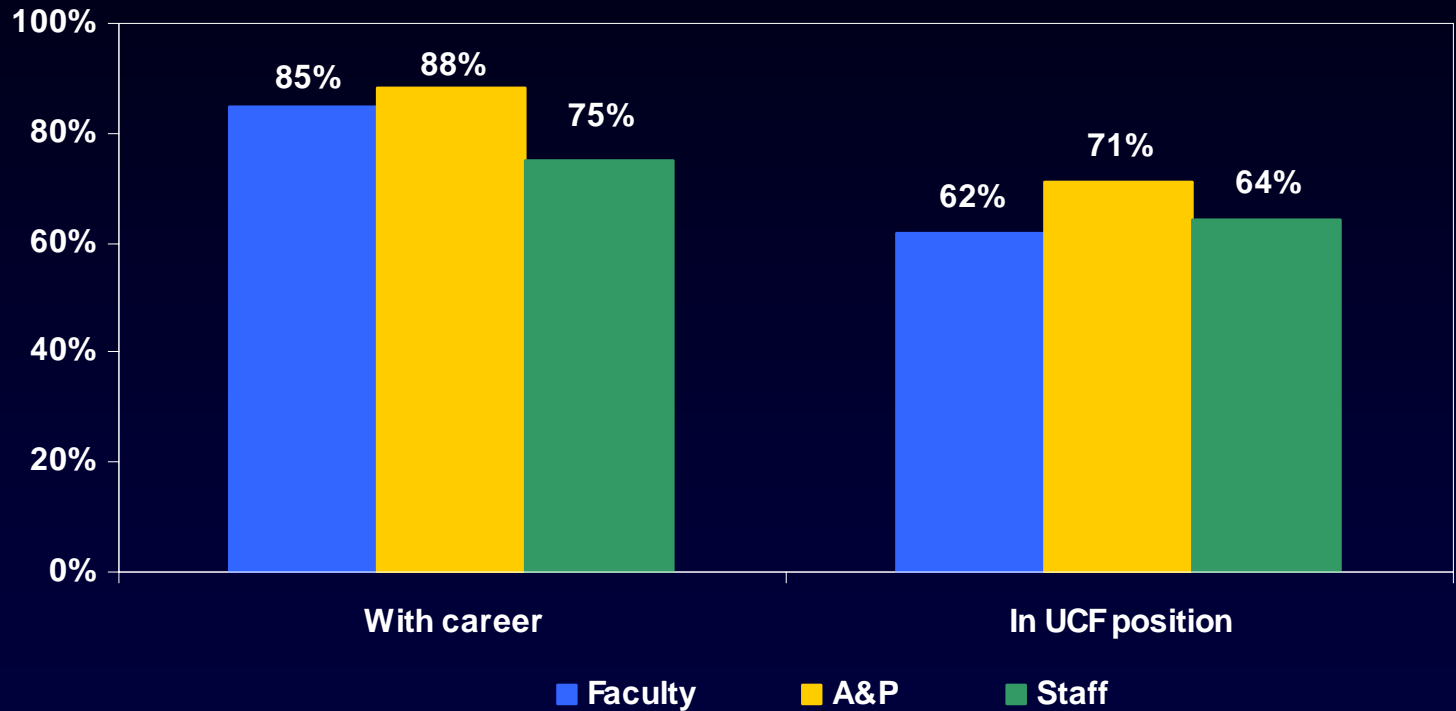
# Key Findings



- All personnel are generally satisfied in their departments and units; A & P are the most satisfied.
- There are differences between groups in perceptions of quality and maintenance of physical environment.
- Faculty who are mentored (in many areas) are satisfied with their mentoring.
- There are some gender and ethnic minority group differences among faculty.
- All personnel indicate their departments and units are tolerant of all groups.



# General Satisfaction



5-pt scale:  
 Positive: very satisfied and satisfied  
 Neutral: neutral  
 Negative: not at all satisfied and not satisfied





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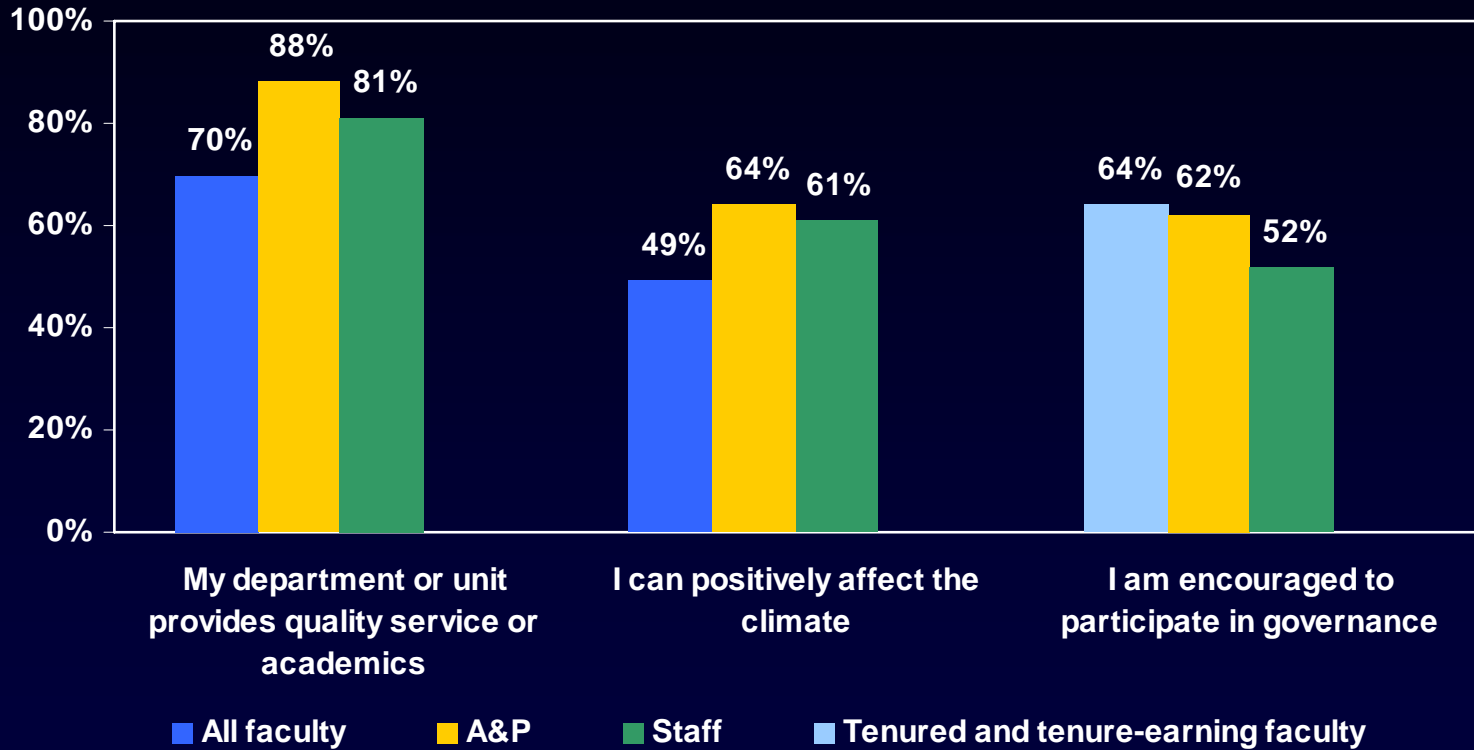
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# Experience in College, Department or Unit





# Perceptions of Impact



## Closer look

5-pt scale:

Positive: strongly agree and agree

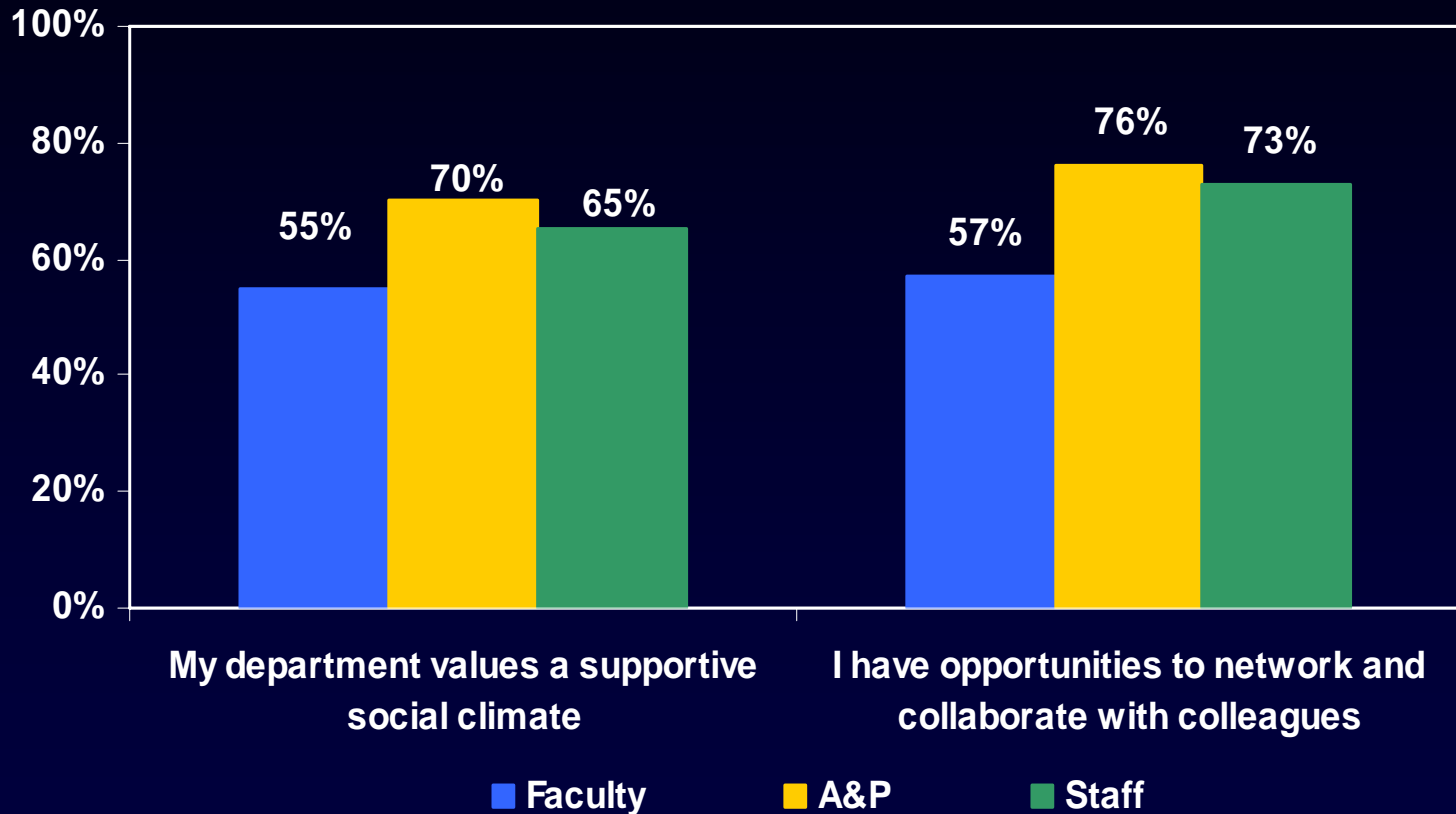
Neutral: neither agree nor disagree

Negative: strongly disagree and disagree





# Climate Factors: Interpersonal Relations



5-pt scale:

Positive: strongly agree and agree

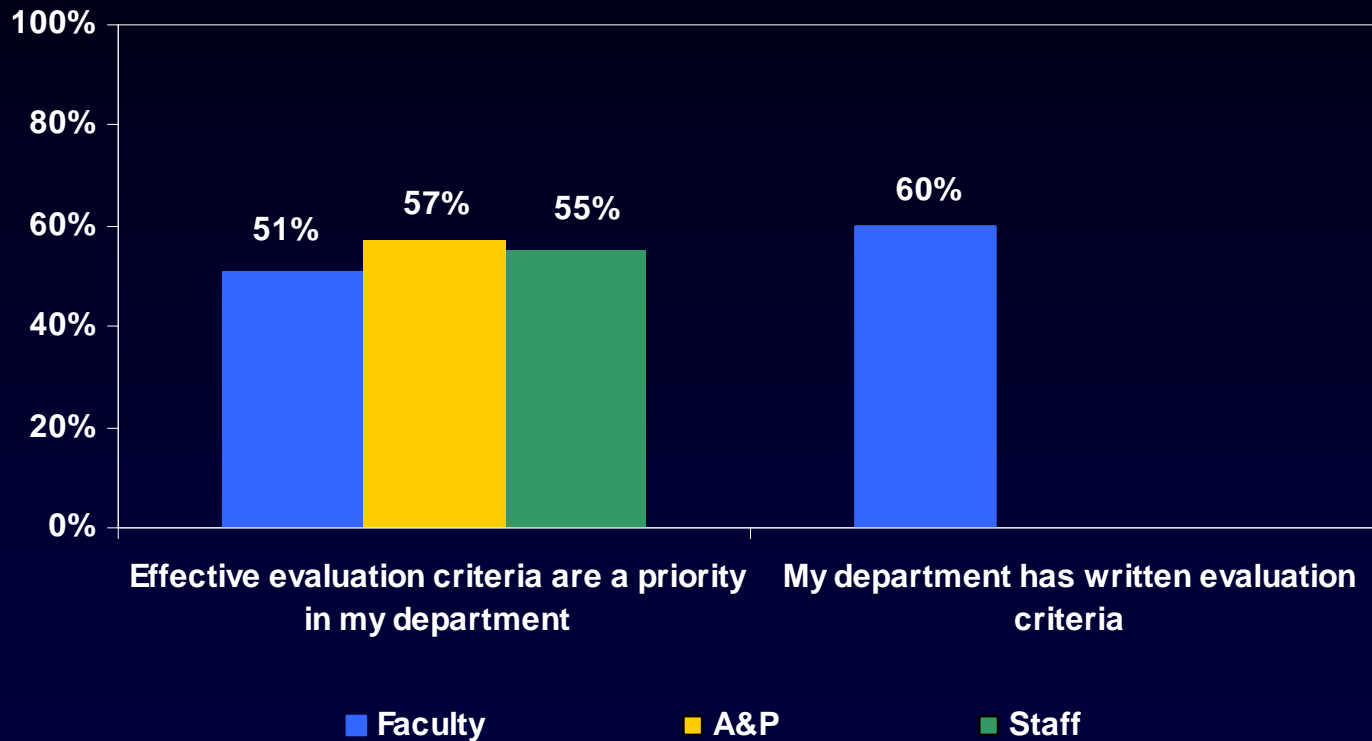
Neutral: neither agree nor disagree

Negative: strongly disagree and disagree





# Department Evaluation of Performance



## 5-pt scale:

Positive: strongly agree and agree

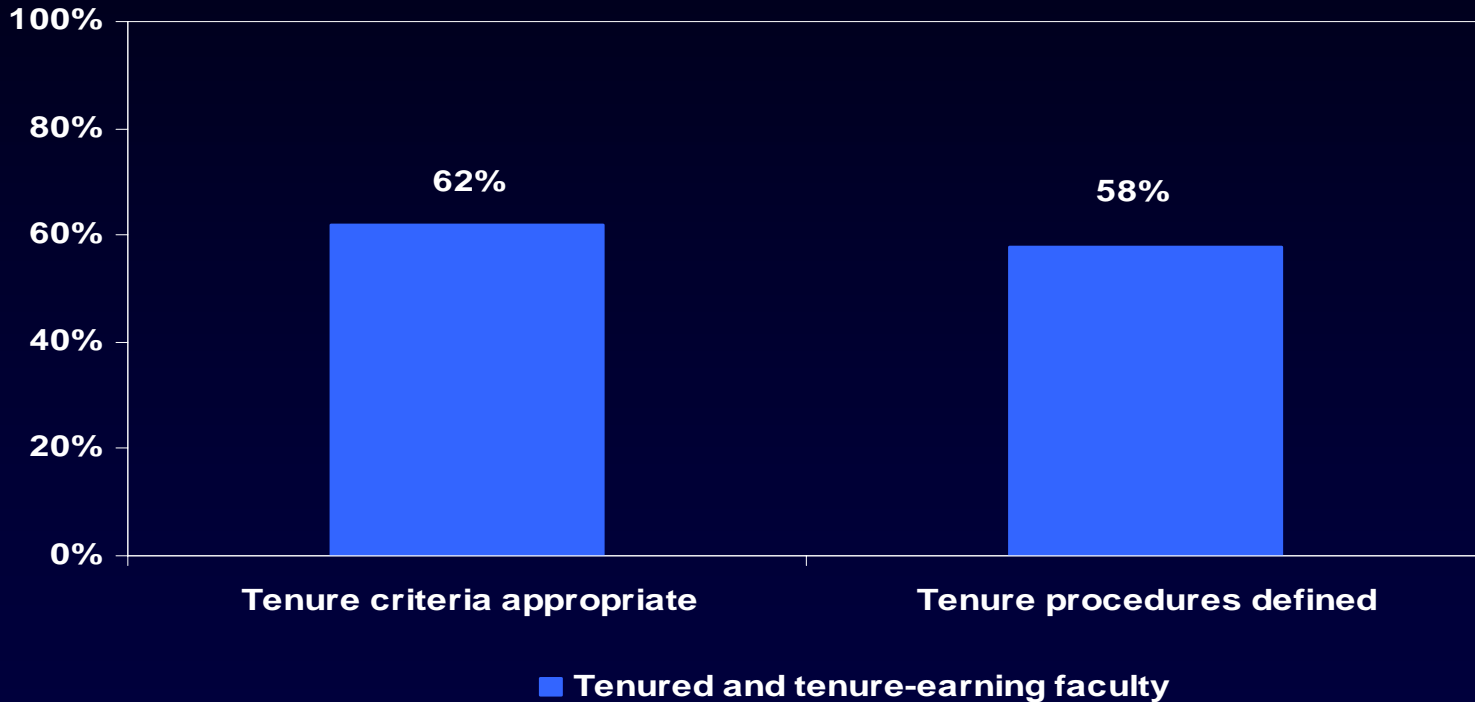
Neutral: neither agree nor disagree

Negative: strongly disagree and disagree





# Department Evaluation of Performance



**5-pt scale:**

Positive: strongly agree and agree

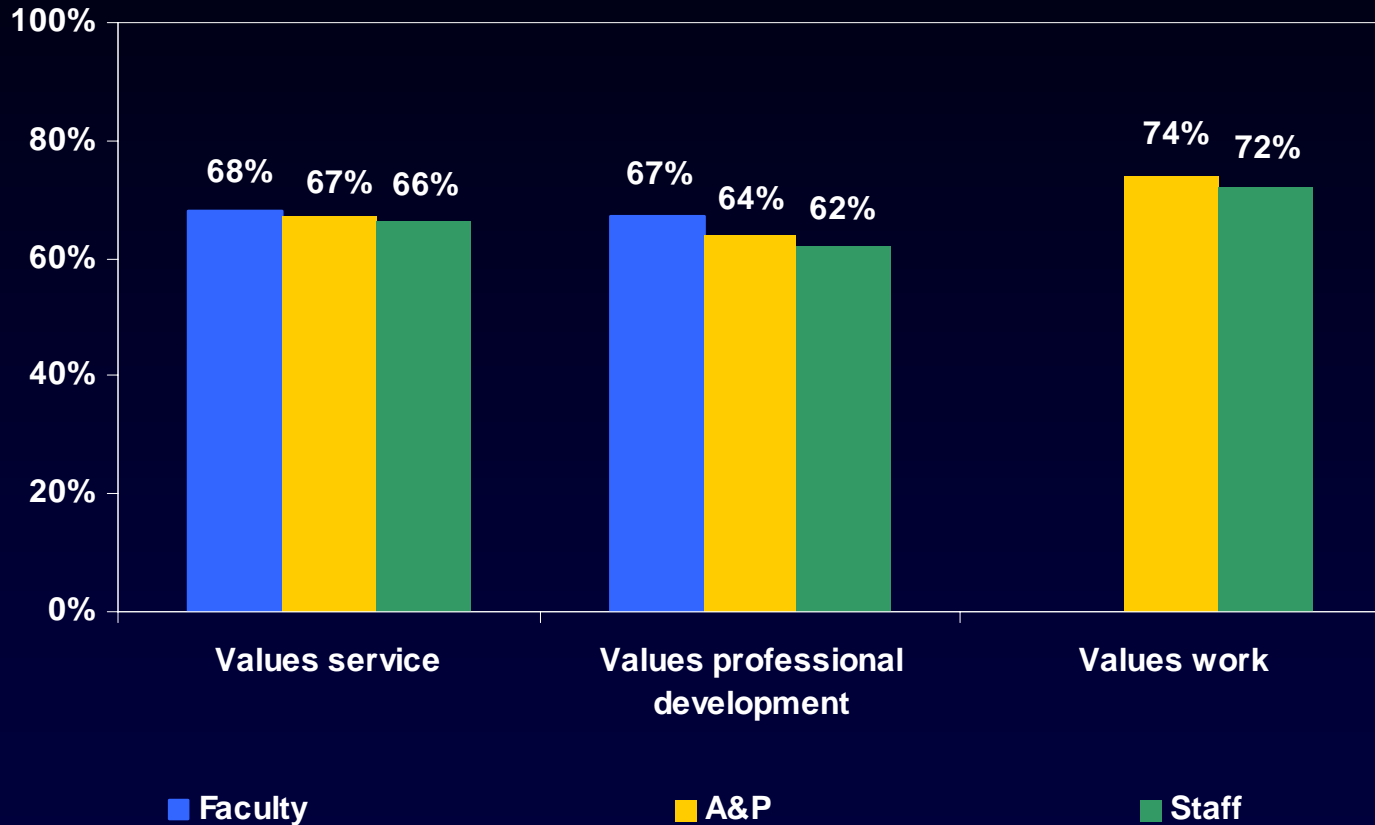
Neutral: neither agree nor disagree

Negative: strongly disagree and disagree





# Perception of Chair, Director or Supervisor



5-pt scale:

Positive: strongly agree and agree

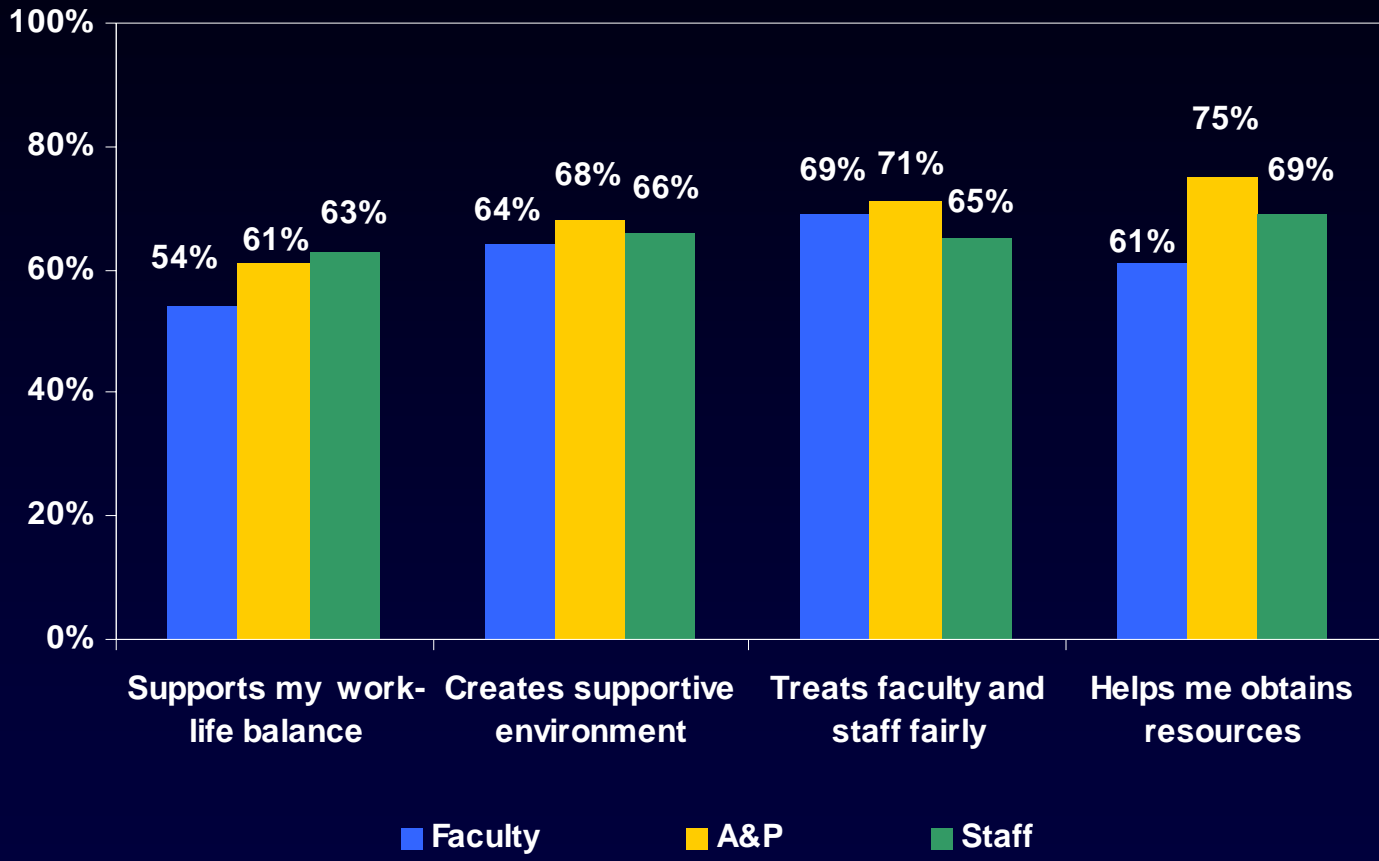
Neutral: neither agree nor disagree

Negative: strongly disagree and disagree





# Perception of Chair, Director or Supervisor



**5-pt scale:**  
**Positive:** strongly agree and agree  
**Neutral:** neither agree nor disagree  
**Negative:** strongly disagree and disagree



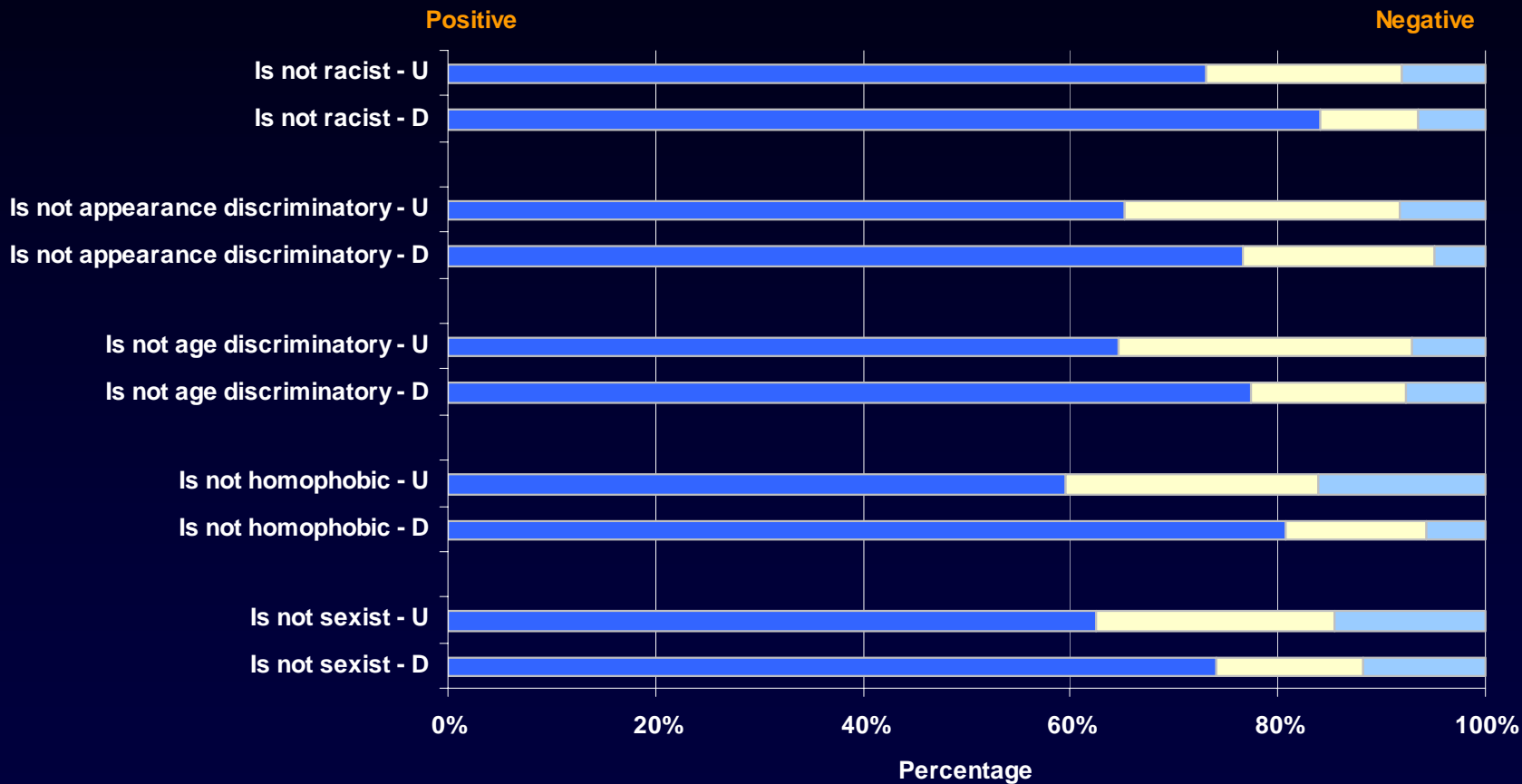


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# University and Department Climate



# University – Department Climate Comparison: Faculty



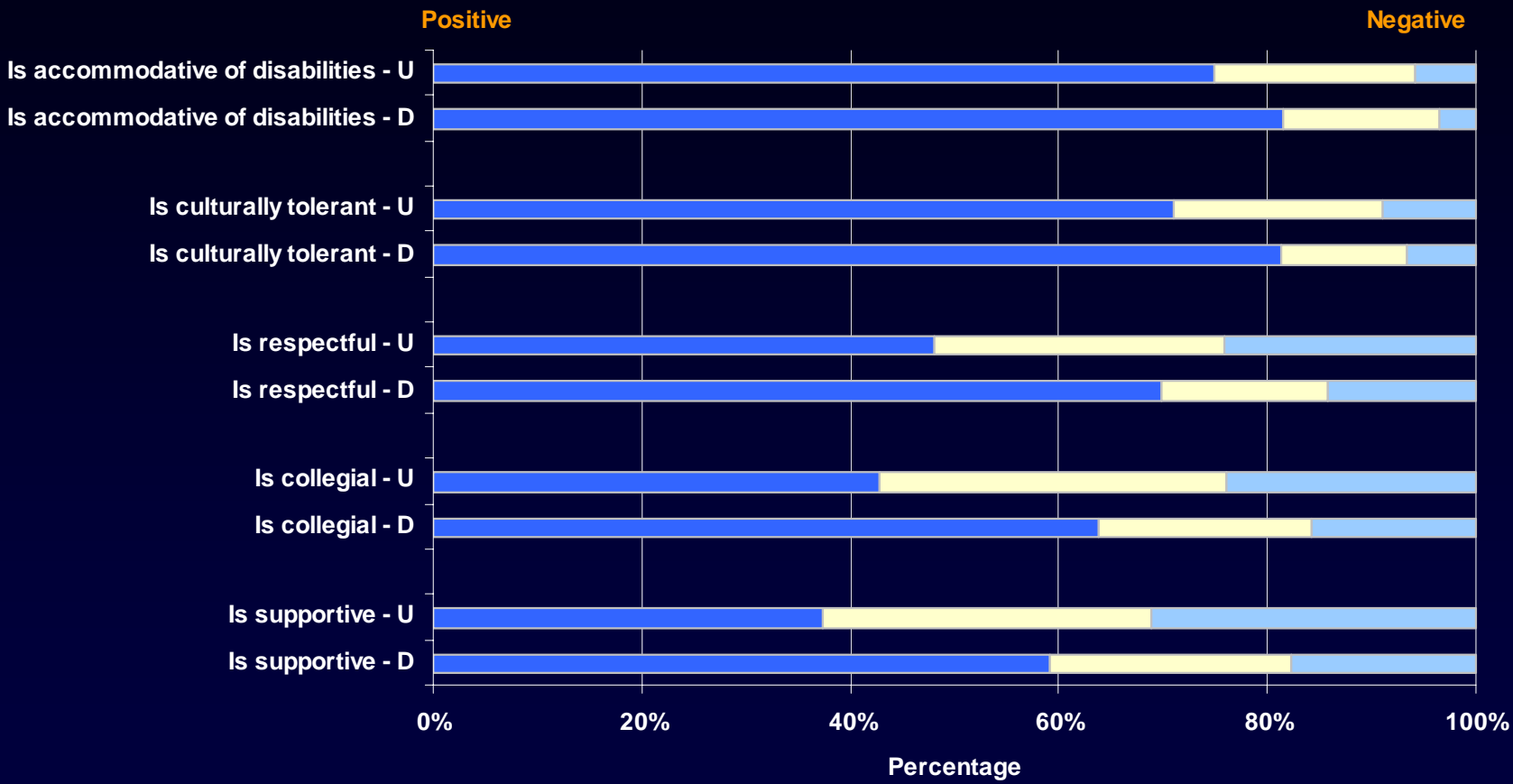
Bi-polar 5 pt. scale:  
 Positive: 5 and 4  
 Neutral: 3  
 Negative: 2 and 1







# University – Department Climate Comparison: Faculty

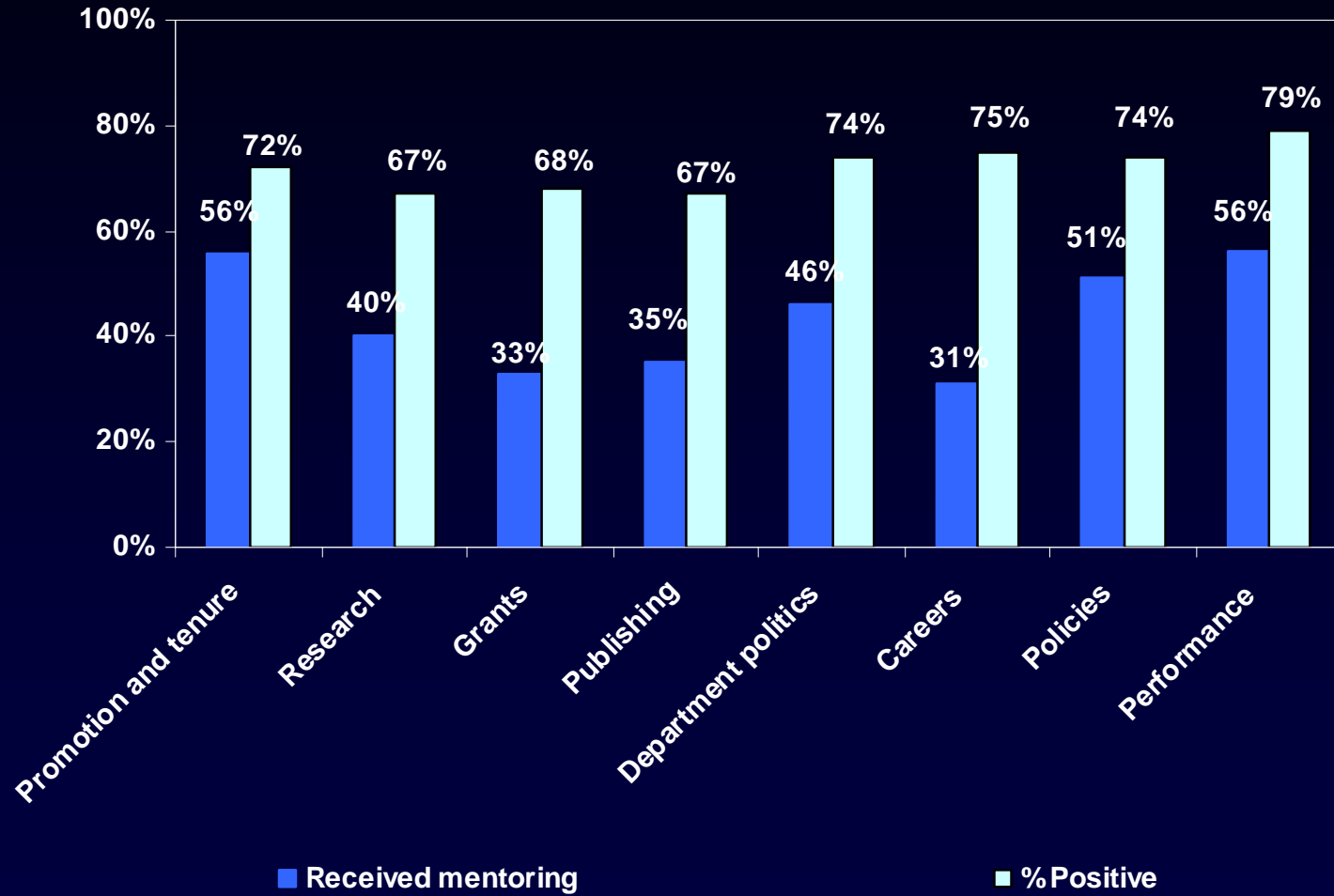


Bi-polar 5 pt. scale:  
 Positive: 5 and 4  
 Neutral: 3  
 Negative: 2 and 1





# Faculty Mentoring





# UCF Directions



- focused presentations for UCF constituents
  - deans, directors and chairs
  - faculty
  - staff
  - strategic initiative coordinators
  
- conduct focus groups
  - clarify results
  - obtain additional faculty feedback
  
- work within strategic planning process
  - SI 3: Research and Creative Activities
  - SI 7: Collaboration
  - SI 10: UCF Community



# Deeper Analysis and Information



- submit specialized analysis requests
  - gender, ethnic and college group differences
  
- contact: Dr. Patrice Lancey  
email: [plancey@mail.ucf.edu](mailto:plancey@mail.ucf.edu)  
phone: 407-882-0279
  
- survey instruments
  - faculty survey:
    - [http://iaaweb.ucf.edu/survey/faculty\\_quality.htm](http://iaaweb.ucf.edu/survey/faculty_quality.htm)
  
  - A&P survey:
    - [http://www.iaaweb.ucf.edu/survey/adminpers\\_quality.htm](http://www.iaaweb.ucf.edu/survey/adminpers_quality.htm)
  
  - staff survey:
    - [http://www.iaaweb.ucf.edu/survey/staff\\_quality.htm](http://www.iaaweb.ucf.edu/survey/staff_quality.htm)