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

1998
- Presidents’ Commission on the Status of Women and the Status of Racial and Ethnic Minorities

1999
- Faculty Experiences Survey

2000
- Staff Experiences Survey

2001
- Central Florida Research Park and UCF Needs Assessment Survey

2002
- Quality of Life Surveys

2003
- The UCF Strategic Plan 2002-2007
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

With career In UCF position

- Faculty: 85% (Positive) vs. 62% (Positive)
- A&P: 88% (Positive) vs. 71% (Positive)
- Staff: 75% (Neutral) vs. 64% (Neutral)
Experience in College, Department or Unit
Perceptions of Impact

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

Closer look
My department values a supportive social climate

- Faculty: 55%
- A&P: 70%
- Staff: 65%

I have opportunities to network and collaborate with colleagues

- Faculty: 57%
- A&P: 76%
- Staff: 73%

5-pt scale:
Positive: strongly agree and agree
Neutral: neither agree nor disagree
Negative: strongly disagree and disagree
Effective evaluation criteria are a priority in my department

- Faculty: 51%
- A&P: 57%
- Staff: 55%

My department has written evaluation criteria

- Faculty: 60%

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

Tenure criteria appropriate: 62%
Tenure procedures defined: 58%

Tenured and tenure-earning faculty
Perception of Chair, Director or Supervisor

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

- Values service: 68% Faculty, 67% A&P, 66% Staff
- Values professional development: 67% Faculty, 64% A&P, 62% Staff
- Values work: 74% Faculty, 72% A&P
Perception of Chair, Director or Supervisor

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

- Promotion and tenure: 56%
- Research: 72%
- Grants: 67%
- Publishing: 68%
- Department politics: 67%
- Careers: 74%
- Policies: 75%
- Performance: 74%
- Received mentoring: %
- % Positive: %

UCF
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

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- survey instruments
  - faculty survey:
    - http://iaaweb.ucf.edu/survey/faculty_quality.htm
  - A&P survey:
  - staff survey:
    - http://www.iaaweb.ucf.edu/survey/staff_quality.htm