

University of Florida
University of Florida Faculty Survey 2004
EDUCATION DEMOGRAPHIC REPORT 2/2
Volume UOF-013

Data Collected 2nd quarter of 2004

INTERNATIONAL SURVEY RESEARCH
OFFICES WORLDWIDE



INTERNATIONAL SURVEY RESEARCH

READING SURVEY DATA REPORTS

A. Statistical Significance

When an * appears by any number in the data report it indicates that there is a statistically significant difference between a particular group's response and that of a comparison group. The statistical test that produces the * is set at a certain confidence level which will be shown in the footnote on each page, for example, "* A statistically significant difference at the 95% confidence level." The confidence level of 95% is the most commonly used and means that there are only five chances in a hundred that a difference that large could occur by chance given the size of the groups compared and the distribution of scores.

B. Category Summary Report

These reports summarize favorable responses to entire categories of items. The favorable responses to the items in each category are averaged to give an overview of the higher and lower-scoring areas in the survey. These category averages are displayed in bar graphs showing the "Total Favorable" response; the difference column displays differences from the top line in the comparison.

In category summaries that show comparisons among groups, only items that were asked of **all** groups in the comparison will be averaged. In normative comparisons data will frequently be unavailable for every item because some survey items are unique to your company and are not normed; in prior survey comparisons items may have been added to the current survey and have no prior year comparisons. In both cases a smaller number of items is being averaged than in comparisons containing only internal company groups of the current year's survey. In consequence, the score averages reported for a category may differ depending upon the comparison in which they are found.

C. Item Detail Report

These reports show each item in the survey grouped by category. Responses to the items will be displayed by graphs and a series of columns reporting the percentage of people who selected each response. Graphs may display only the "Total Favorable" response or may show more responses such as "Total Favorable", "?", and "Total Unfavorable" in a stacked bar format.

D. Category Target Reports

Target reports show information in a grid format rather than a graph. Category targets are most useful for showing a great deal of information on a single page. A typical comparison selected for a Target Report would be the major divisions of a company, its geographical regions, or its functional groups compared to the company as a whole.

The category averages for the group to which all others are compared appears across the top of the grid in a shaded bar; each row displays the difference between the Overall group and one of its subsets for each category. Positive differences are unsigned; negative differences are signed.

E. Ten Most Favorable / Least Favorable Item Report

These are special summary reports that select a "top ten" or "bottom ten" items based on a factor such as difference from prior year, difference from norm, or an absolute scoring level. For example, the report might show the ten items that have the greatest negative difference from norm or the ten highest-scoring items in the survey. Your report may have a number in front of the survey question number. This number represents the category number in which the survey question is located.

University of Florida
 University of Florida Faculty Survey 2004

TABLE OF CONTENTS

	PAGE
Comparison 1 _____	1
EDUCATION (N= 47)	
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR (N= 33)	
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR (N= 14)	
Category Summary _____	1
Item Detail _____	4
Category Target _____	50
Comparison 2 _____	51
EDUCATION (N= 47)	
EDUCATION: TENURED (N= 33)	
EDUCATION: TENURE TRACK & NOT TENURE TRACK (N= 14)	
Category Summary _____	51
Item Detail _____	54
Category Target _____	100



University of Florida
University of Florida Faculty Survey 2004

TABLE OF CONTENTS (Continued)

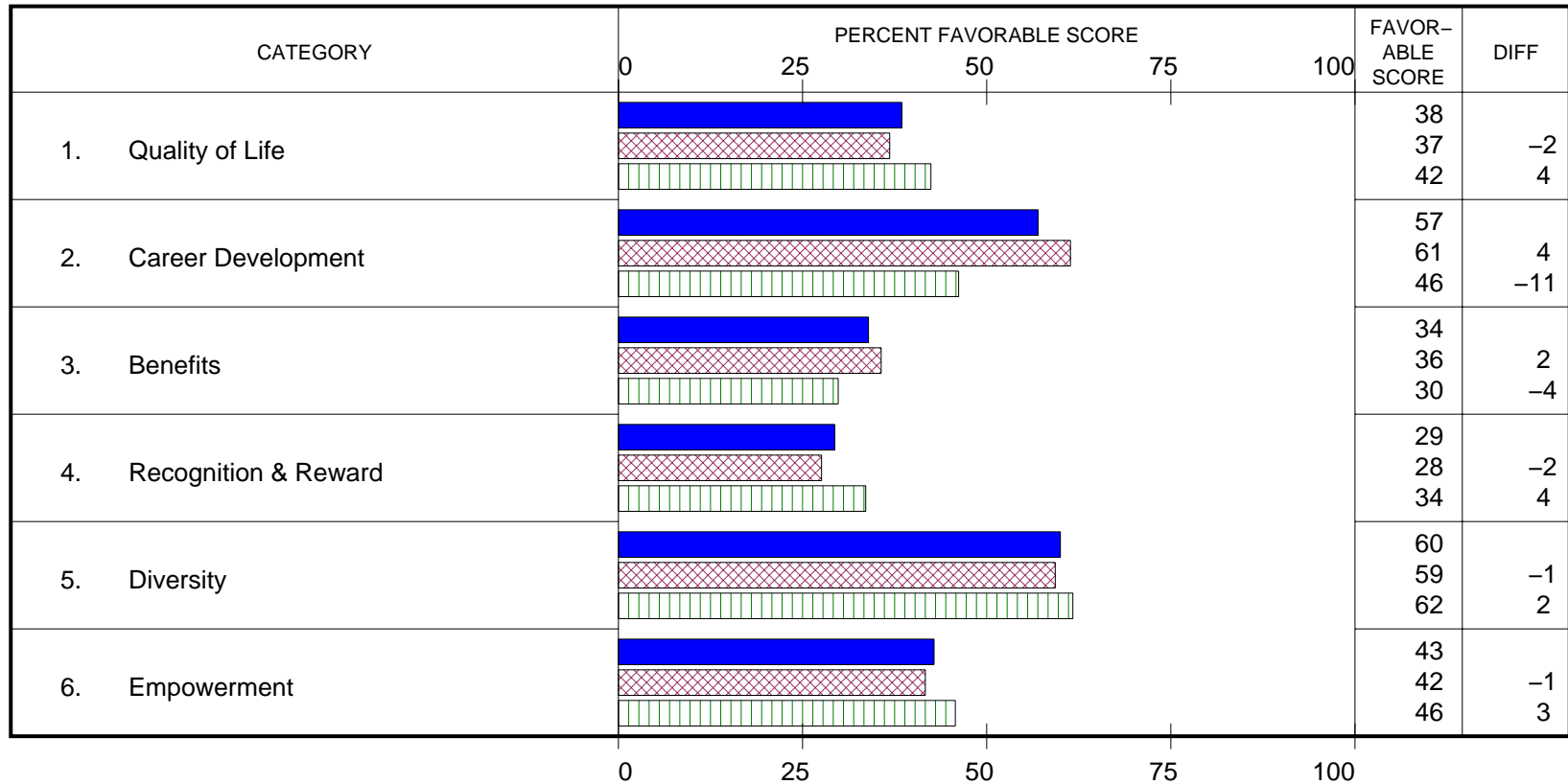
	PAGE
Comparison 3 _____	101
EDUCATION (N= 47)	
EDUCATION: MALE (N= 23)	
EDUCATION: FEMALE (N= 24)	
Category Summary _____	101
Item Detail _____	104
Category Target _____	150

University of Florida

University of Florida Faculty Survey 2004

Category Summary

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

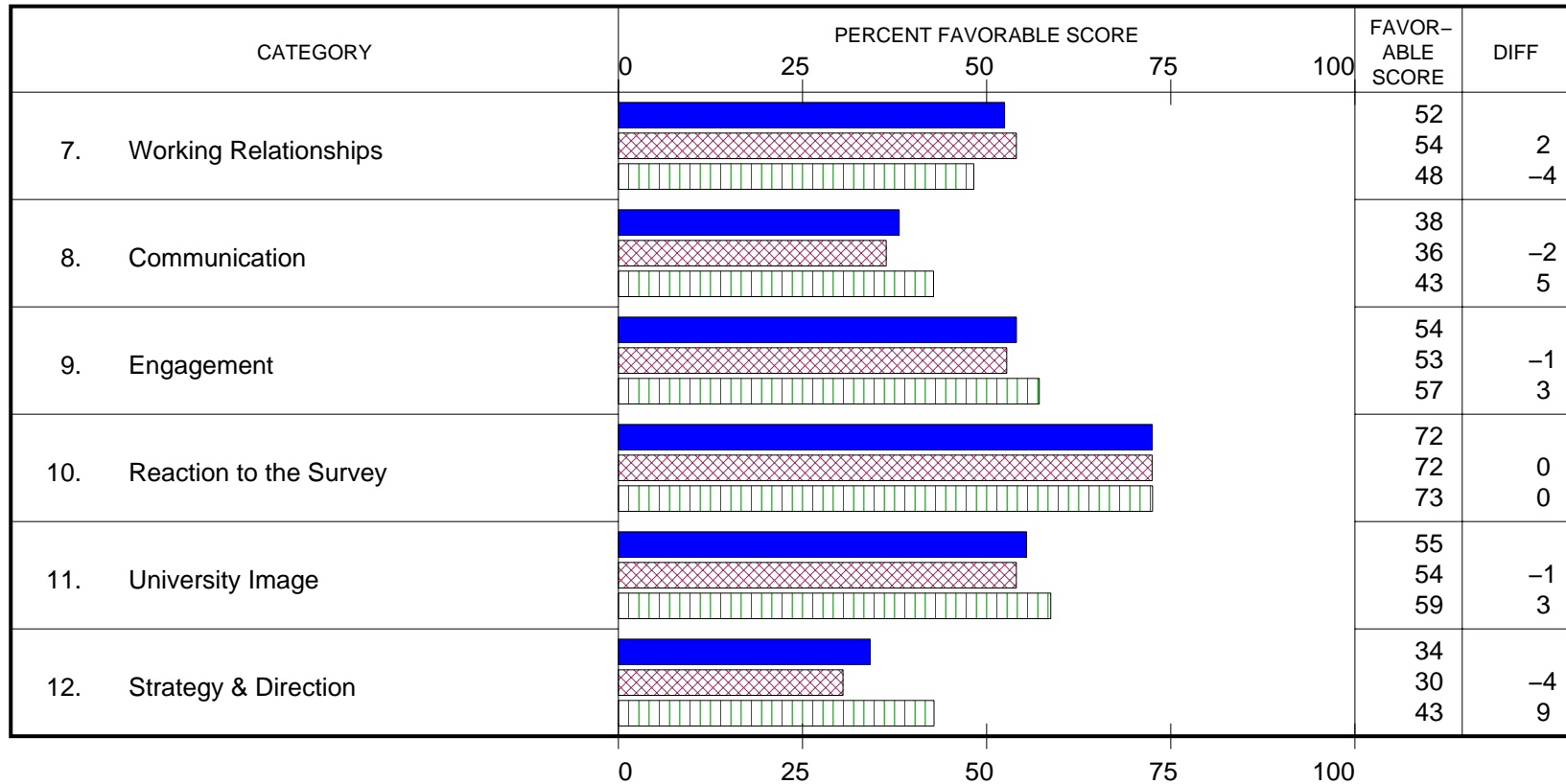


University of Florida

University of Florida Faculty Survey 2004

Category Summary

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

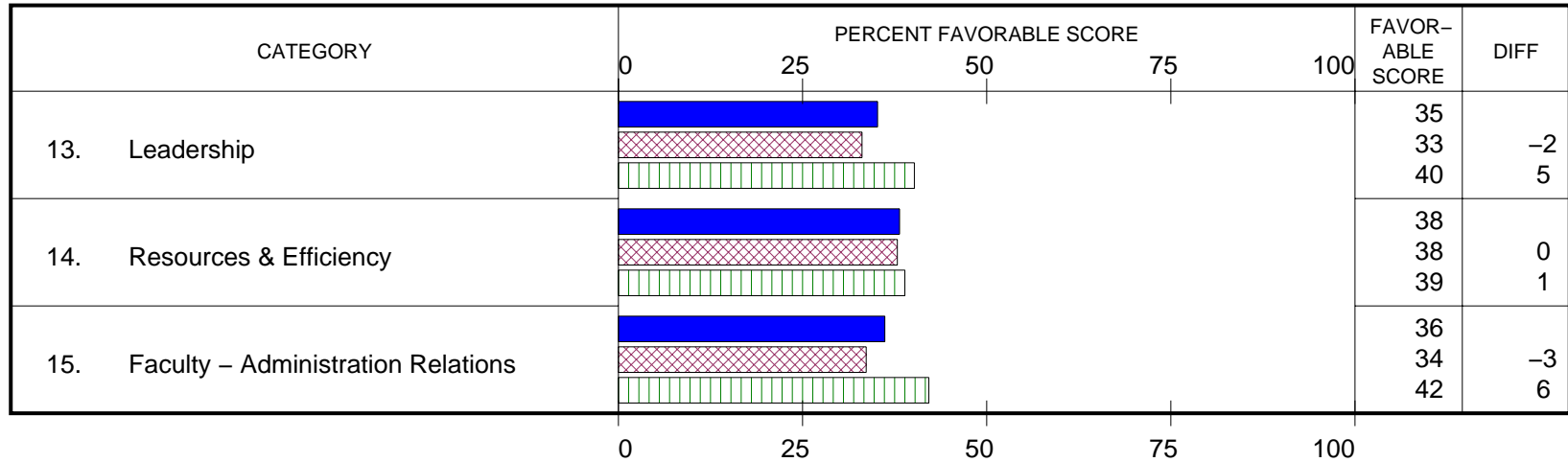


University of Florida

University of Florida Faculty Survey 2004

Category Summary

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 1: Quality of Life

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
8. I find it very difficult to balance my work and personal responsibilities. (N)	47					51		19	32	6	23	19	43
	33					55	3	24	30	6	21	18	39
	14					43	-8	7	36	7	29	21	50
44. In my opinion, the University of Florida does as good a job as other universities in helping faculty members balance their work and family responsibilities [e.g., via family-friendly policies and programs].	47					23		0	23	21	32	23	55
	33					24	1	0	24	21	33	21	55
	14					21	-2	0	21	21	29	29	57
51. In my opinion, there is sufficient assistance for faculty spouses or partners to secure University positions.	45					16		7	9	36	16	33	49
	32					16	0	6	9	41	13	31	44
	13					15	0	8	8	23	23	38	62

(N) Disagreeing is the Favorable Response.



University of Florida

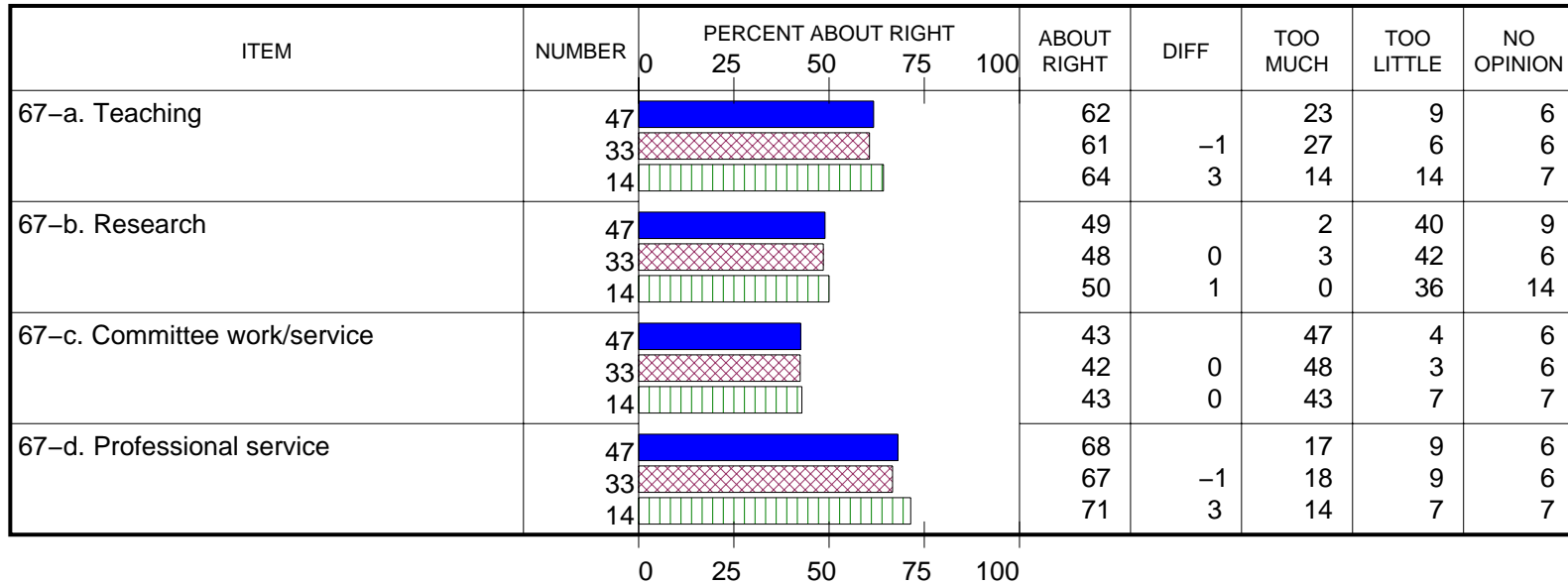
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 1: Quality of Life (Continued)

67. Please rate the following with regard to the amount of time you devote to them at present:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
69-a. Availability of equipment or supplies	47						30		4	26	43	13	15	28	0
	33						30	1	6	24	39	12	18	30	0
	14						29	-1	0	29	50	14	7	21	0
69-b. Flexibility of work schedule	47						74		26	49	17	4	2	6	2
	33						70	-5	21	48	21	6	3	9	0
	14						86	11	36	50	7	0	0	0	7
69-c. Number of graduate teaching assistants	47						15		2	13	23	34	23	57	4
	33						12	-3	0	12	30	33	24	58	0
	14						21	7	7	14	7	36	21	57	14
69-d. Parking facilities	47						30		11	19	34	11	23	34	2
	33						24	-6	12	12	39	9	24	33	3
	14						43	13	7	36	21	14	21	36	0
69-e. Program/Clerical/Admin Support	47						32		9	23	34	21	11	32	2
	33						30	-2	6	24	33	21	12	33	3
	14						36	4	14	21	36	21	7	29	0

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
69-f. Resources for professional development [e.g., attending conferences]	47					9		0	9	28	34	28	62	2
	33					0	-9	0	0	30	42	27	70	0
	14					29	20	0	29	21	14	29	43	7
69-g. Space to work	47					38		13	26	36	13	13	26	0
	33					36	-2	9	27	33	18	12	30	0
	14					43	5	21	21	43	0	14	14	0

University of Florida

University of Florida Faculty Survey 2004

Item Detail

EDUCATION	GROUP	SYMBOL	NUMBER
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	A		47
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	B		33
	C		14

CATEGORY 2: Career Development

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
12. I understand how my performance on the job is evaluated.	47						68		23	45	11	17	4	21
	33						70	2	24	45	12	15	3	18
	14						64	-4	21	43	7	21	7	29
13. The current qualifications for tenure are clear to me.	45						62		24	38	13	9	16	24
	33						73	11	30	42	6	9	12	21
	12						33	-29	8	25	33	8	25	33
26. I think my performance on the job is evaluated fairly.	47						57		19	38	19	11	13	23
	33						61	3	21	39	18	12	9	21
	14						50	-7	14	36	21	7	21	29
35. I receive sufficiently regular feedback on my performance.	47						55		11	45	6	26	13	38
	33						58	2	9	48	9	24	9	33
	14						50	-5	14	36	0	29	21	50
45. In my opinion, the University does a good job of promoting the most competent people.	47						40		6	34	19	15	26	40
	33						48	8	6	42	12	15	24	39
	14						21	-19	7	14	36	14	29	43



University of Florida

University of Florida Faculty Survey 2004

Item Detail

EDUCATION	GROUP	SYMBOL	NUMBER
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	A		47
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	B		33
	C		14

CATEGORY 2: Career Development (Continued)

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
52. I am generally satisfied with my career progress in the University of Florida to date.	46						67		17	50	7	11	15	26
	32						69	1	22	47	6	13	13	25
	14						64	-3	7	57	7	7	21	29
57. I believe I have the opportunity for personal development and growth at the University of Florida.	47						68		15	53	11	11	11	21
	33						73	5	18	55	9	9	9	18
	14						57	-11	7	50	14	14	14	29
60. I think the University of Florida offers long-term opportunities for me.	47						57		15	43	19	11	13	23
	33						67	9	18	48	15	6	12	18
	14						36	-22	7	29	29	21	14	36
62. This University provides people with the necessary information and resources to manage their own careers effectively.	45						44		7	38	22	13	20	33
	31						42	-3	6	35	32	13	13	26
	14						50	6	7	43	0	14	36	50
63. There are sufficient opportunities for faculty to receive mentoring regarding the tenure process	47						49		6	43	11	21	19	40
	33						55	6	3	52	12	21	12	33
	14						36	-13	14	21	7	21	36	57












University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 3: Benefits

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
1. From what I hear, our benefits are as good as or better than the benefits in other universities.	47					26		13	13	17	34	23	57
	33					27	2	12	15	18	24	30	55
	14					21	-4	14	7	14	57	7	64
16. This University's benefits program fits my needs.	47					53		15	38	11	21	15	36
	33					52	-2	15	36	12	21	15	36
	14					57	4	14	43	7	21	14	36
27. I can easily access the information I need about my benefits.	47					72		23	49	6	19	2	21
	33					79	6	30	48	9	12	0	12
	14					57	-15	7	50	0	36	7	43

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DONT KNOW/ NOT APPLI-CABLE
		0	25	50	75	100									
68-a. Vacations	47						32		13	19	19	4	0	4	45
	33						27	-5	9	18	24	3	0	3	45
	14						43	11	21	21	7	7	0	7	43
68-b. Holidays	47						36		17	19	36	2	4	6	21
	33						36	0	12	24	36	0	0	0	27
	14						36	0	29	7	36	7	14	21	7
68-c. Life insurance	47						34		15	19	36	17	6	23	6
	33						33	-1	18	15	33	18	9	27	6
	14						36	2	7	29	43	14	0	14	7
68-d. Hospital/medical insurance	47						36		17	19	32	23	6	30	2
	33						45	9	21	24	24	24	6	30	0
	14						14	-22	7	7	50	21	7	29	7

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLI-CABLE
		0	25	50	75	100									
68–e. Pension/retirement plan	46						39		15	24	26	28	4	33	2
	33						42	3	15	27	21	27	6	33	3
	13						31	-8	15	15	38	31	0	31	0
68–f. Sick pay	47						38		15	23	28	9	2	11	23
	33						45	7	12	33	27	0	3	3	24
	14						21	-17	21	0*	29	29	0	29	21
68–g. Personal days	47						32		13	19	21	6	2	9	38
	33						30	-2	9	21	24	3	3	6	39
	14						36	4	21	14	14	14	0	14	36
68–h. Parental leave	47						15		9	6	23	13	6	19	43
	33						15	0	6	9	24	15	3	18	42
	14						14	-1	14	0	21	7	14	21	43

* A statistically significant difference at the 95 % Confidence Level.



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE- QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLI- CABLE
		0	25	50	75	100									
68-i. Child care	46						4		2	2	7	22	20	41	48
	32						3	-1	0	3	9	25	16	41	47
	14						7	3	7	0	0	14	29	43	50
68-j. Sabbatical leaves	47						23		6	17	26	15	21	36	15
	33						27	4	3	24	27	18	21	39	6
	14						14	-9	14	0	21	7	21	29	36

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 4: Recognition & Reward

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
2. For the work I do, I am very much underpaid. (N)	47					32		6	26	6	30	32	62
	33					27	-5	3	24	3	33	36	70
	14					43	11	14	29	14	21	21	43
17. From what I hear, our pay is as good as or better than the pay in other comparable academic institutions.	47					9		0	9	6	32	53	85
	33					3	-5	0	3	6	33	58	91
	14					21	13	0	21	7	29	43	71

(N) Disagreeing is the Favorable Response.



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 4: Recognition & Reward (Continued)

36. At the University of Florida, I think I am fairly paid compared with:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
36-a. Other people in my department	47						51		11	40	2	26	21	47
	33						55	3	9	45	0	24	21	45
	14						43	-8	14	29	7	29	21	50
36-b. People in other departments	47						23		4	19	13	30	34	64
	33						24	1	3	21	12	24	39	64
	14						21	-2	7	14	14	43	21	64



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 4: Recognition & Reward (Continued)

53. In my opinion, the University recognizes and rewards excellent performance in:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
53-a. Teaching	47						53		6	47	9	13	26	38
	33						55	1	6	48	12	6	27	33
	14						50	-3	7	43	0	29	21	50
53-b. Research	47						87		43	45	0	4	9	13
	33						88	1	52	36	0	3	9	12
	14						86	-2	21	64	0	7	7	14
53-c. Committee work/service	47						15		6	9	17	28	40	68
	33						12	-3	6	6	18	30	39	70
	14						21	7	7	14	14	21	43	64
53-d. Professional service	47						13		2	11	17	28	43	70
	33						6	-7	0	6	18	30	45	76
	14						29	16	7	21	14	21	36	57



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 4: Recognition & Reward (Continued)

70. Regarding pay, how good a job do you feel the University is doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
70-a. Keeping pay in line with the times	47					4		2	2	17	36	43	79	0
	33					0	-4	0	0	12	39	48	88	0
	14					14	10	7	7	29	29	29	57	0
70-b. Matching pay to performance	47					6		4	2	28	17	40	57	9
	33					6	0	3	3	27	21	42	64	3
	14					7	1	7	0	29	7	36	43	21

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 5: Diversity

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50								
3. In general, the University supports diversity in the workplace.	47				64		21	43	15	13	9	21
	33				67	3	15	52	15	9	9	18
	14				57	-7	36	21	14	21	7	29
37. I feel that equal opportunity truly exists at the University of Florida.	46				41		9	33	15	35	9	43
	33				39	-2	6	33	21	30	9	39
	13				46	5	15	31	0	46	8	54

University of Florida

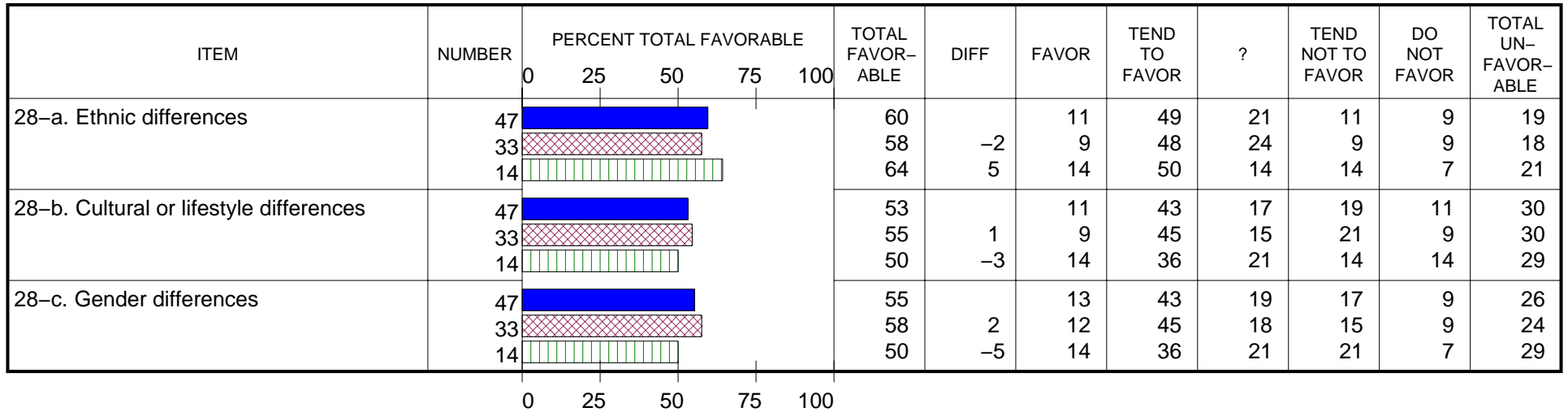
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 5: Diversity (Continued)

28. This University provides a working environment that is accepting of:



University of Florida

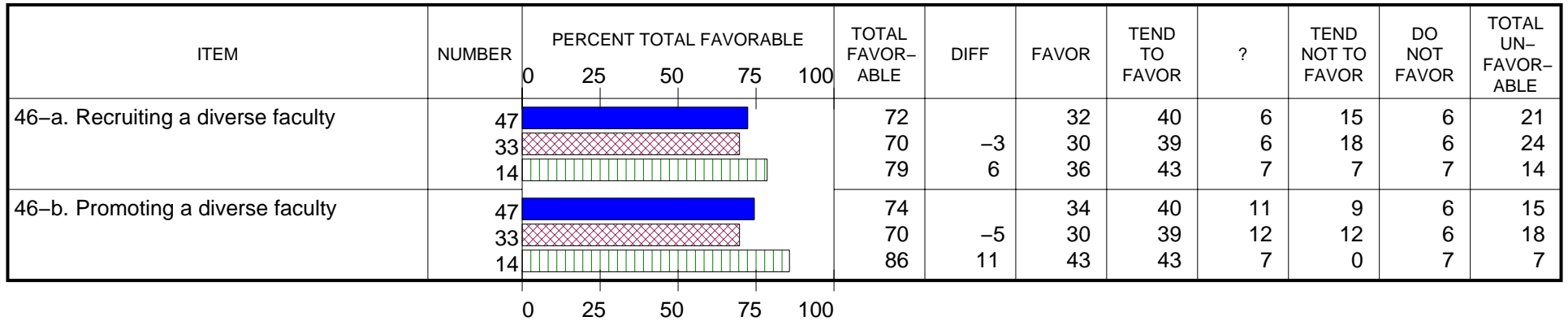
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 5: Diversity (Continued)

46. My college is placing sufficient emphasis on:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 6: Empowerment

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
4. Most of the time it is safe to speak up here.	47					57		23	34	4	26	13	38
	33					58	0	24	33	6	24	12	36
	14					57	0	21	36	0	29	14	43
14. This University has a climate where faculty can challenge our traditional ways of doing things.	47					32		6	26	11	34	23	57
	33					33	1	6	27	9	36	21	58
	14					29	-3	7	21	14	29	29	57
29. I am satisfied with my involvement in decisions that affect my work.	46					57		7	50	9	24	11	35
	33					55	-2	6	48	9	27	9	36
	13					62	5	8	54	8	15	15	31
47. Decisions seem to be made at the appropriate level in this University.	47					26		2	23	32	30	13	43
	33					21	-4	0	21	30	36	12	48
	14					36	10	7	29	36	14	14	29












University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 7: Working Relationships

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50								
5. The people in my department usually get along well together.	46				83		22	61	2	7	9	15
	33				88	5	21	67	3	3	6	9
	13				69	-13	23	46	0	15	15	31
23. The culture of the University fosters collaboration between disciplines.	47				23		2	21	2	62	13	74
	33				21	-2	0	21	3	67	9	76
	14				29	5	7	21	0	50	21	71
38. The University Senior Administration actively works to remove barriers to interdisciplinary collaboration.	46				26		4	22	30	28	15	43
	33				30	4	0	30	30	27	12	39
	13				15	-11	15	0	31	31	23	54

University of Florida

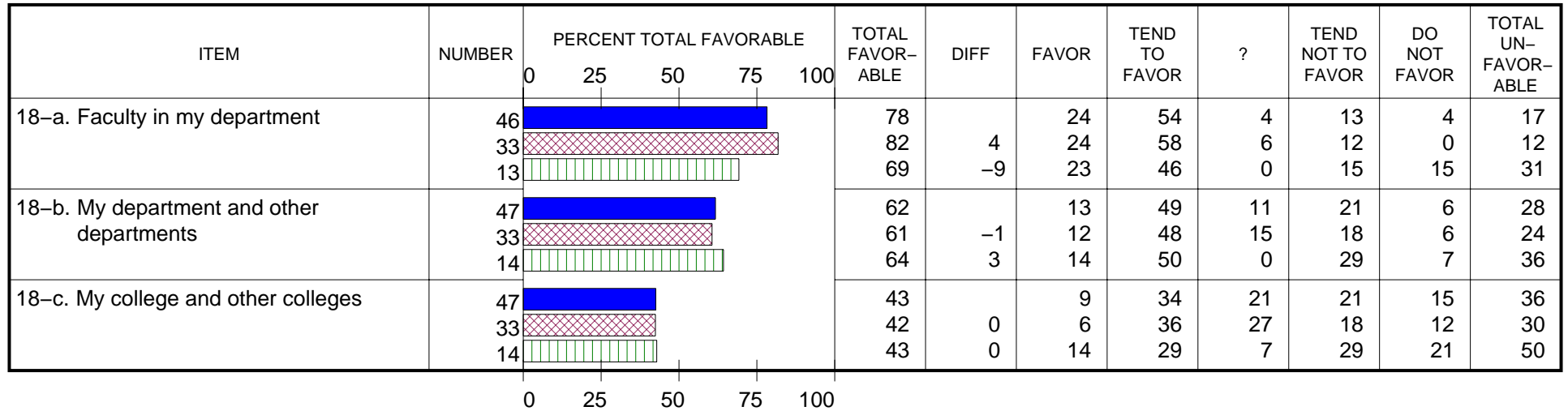
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 7: Working Relationships (Continued)

18. There is good cooperation between:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 8: Communication

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75								
6. The Dean of my college does an excellent job of keeping faculty informed about matters affecting us.	47					40		11	30	13	32	15	47
	33					33	-7	6	27	12	39	15	55
	14					57	17	21	36	14	14	14	29
19. Faculty receives adequate information on University policies and practices.	47					62		13	49	15	19	4	23
	33					70	8	15	55	12	15	3	18
	14					43	-19	7	36	21	29	7	36

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 8: Communication (Continued)

30. There is effective sharing of information:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
30-a. Across departments	46						33		2	30	22	35	11	46
	33						27	-5	0	27	21	42	9	52
	13						46	14	8	38	23	15	15	31
30-b. Between colleges	45						18		0	18	29	33	20	53
	33						15	-3	0	15	33	36	15	52
	12						25	7	0	25	17	25	33	58













University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 9: Engagement

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
7. I feel I fit well into the culture of the University of Florida.	47					60		17	43	9	21	11	32
	33					58	-2	21	36	12	21	9	30
	14					64	5	7	57	0	21	14	36
20. I would recommend the University of Florida as a good place to work.	47					43		11	32	21	28	9	36
	33					39	-3	9	30	24	27	9	36
	14					50	7	14	36	14	29	7	36
31. I am proud to be a part of the University of Florida.	47					72		21	51	17	6	4	11
	33					70	-3	21	48	18	9	3	12
	14					79	6	21	57	14	0	7	7
39. It would take a lot to make me look for another employer.	47					43		17	26	11	21	26	47
	33					42	0	18	24	9	21	27	48
	14					43	0	14	29	14	21	21	43



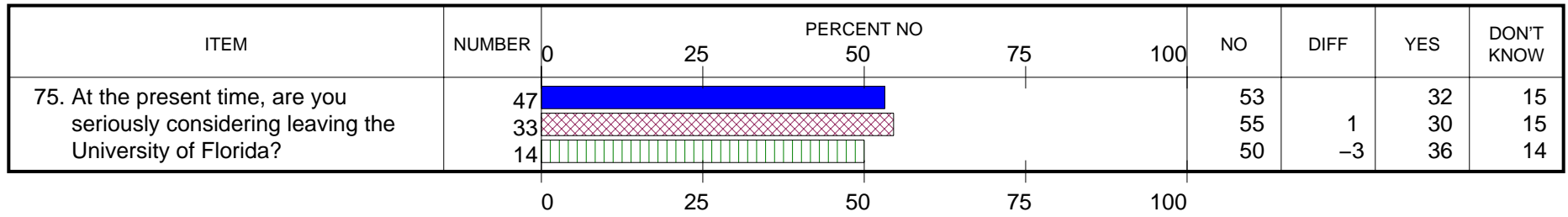
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 9: Engagement (Continued)



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 10: Reaction to the Survey

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75 100								
76. Filling in this survey is a good way to input what I think.	47					87		40	47	4	6	2	9
	33					88	1	36	52	3	6	3	9
	14					86	-2	50	36	7	7	0	7
		0	25	50	75 100								

77. I think the new University Senior Administration will:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75 100								
77-a. Carefully consider problems brought to its attention in this survey	47					74		51	23	15	11	0	11
	33					73	-2	55	18	15	12	0	12
	14					79	4	43	36	14	7	0	7
		0	25	50	75 100								



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 10: Reaction to the Survey (Continued)

77. I think the new University Senior Administration will:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75	100								
77-b. Act on problems identified	47						64		36	28	21	13	2	15
	33						64	0	36	27	21	12	3	15
	14						64	0	36	29	21	14	0	14
77-c. Communicate decisions to faculty	45						64		40	24	24	11	0	11
	32						66	1	44	22	25	9	0	9
	13						62	-3	31	31	23	15	0	15



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 11: University Image

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
21. In my opinion, the University of Florida is socially responsible in the community.	47					49		6	43	19	23	9	32
	33					45	-3	6	39	21	27	6	33
	14					57	8	7	50	14	14	14	29
48. The University excels at collaborating with external partners [e.g., businesses, government bodies, other universities and schools].	46					30		7	24	52	13	4	17
	32					25	-5	3	22	59	13	3	16
	14					43	12	14	29	36	14	7	21

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 11: University Image (Continued)

40. I think my college is doing a good job of:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
40-a. Recruiting the most able faculty	47						55		21	34	11	21	13	34
	33						55	-1	15	39	12	18	15	33
	14						57	2	36	21	7	29	7	36
40-b. Actively creating a culture where faculty members may develop to their full potential	47						38		6	32	21	28	13	40
	33						45	7	3	42	21	21	12	33
	14						21	-17	14	7	21	43	14	57
40-c. Retaining its most talented faculty	47						43		9	34	21	19	17	36
	33						42	0	3	39	27	15	15	30
	14						43	0	21	21	7	29	21	50



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 11: University Image (Continued)

54. The University of Florida is doing a good job attracting the best and brightest:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
54-a. Undergraduates	47						81		43	38	9	11	0	11
	33						76	-5	39	36	12	12	0	12
	14						93	12	50	43	0	7	0	7
54-b. Graduates	47						51		13	38	13	30	6	36
	33						55	3	9	45	12	30	3	33
	14						43	-8	21	21	14	29	14	43
54-c. Administrators	47						40		6	34	19	15	26	40
	33						36	-4	0	36	24	15	24	39
	14						50	10	21	29	7	14	29	43
54-d. Faculty	46						61		4	57	20	9	11	20
	32						53	-8	0	53	28	6	13	19
	14						79	18	14	64	0	14	7	21



University of Florida

University of Florida Faculty Survey 2004

Item Detail

EDUCATION	GROUP	SYMBOL	NUMBER
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	A		47
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	B		33
	C		14

CATEGORY 11: University Image (Continued)

58. The University of Florida has established an excellent national reputation for:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
58-a. The quality of its research	47						77		28	49	11	13	0	13
	33						79	2	24	55	9	12	0	12
	14						71	-5	36	36	14	14	0	14
58-b. Undergraduate education	47						57		17	40	13	21	9	30
	33						55	-3	15	39	15	21	9	30
	14						64	7	21	43	7	21	7	29
58-c. Graduate education	47						64		6	57	11	26	0	26
	33						67	3	6	61	15	18	0	18
	14						57	-7	7	50	0	43	0	43
58-d. Overall academic excellence	46						74		11	63	13	13	0	13
	33						70	-4	9	61	18	12	0	12
	13						85	11	15	69	0	15	0	15


University of Florida

University of Florida Faculty Survey 2004



Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 12: Strategy & Direction

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
15. I believe the University of Florida has a clear vision for the future.	46					24		2	22	22	37	17	54
	32					25	1	0	25	22	41	13	53
	14					21	-2	7	14	21	29	29	57
		0	25	50	75	100							

66. Please rate the amount of emphasis placed on the following:

ITEM	NUMBER	PERCENT ABOUT RIGHT				ABOUT RIGHT	DIFF	TOO MUCH	TOO LITTLE	NO OPINION
		0	25	50	75					
66-a. Undergraduate education	46					22		48	28	2
	32					16	-6	56	25	3
	14					36	14	29	36	0
66-b. Graduate education	47					30		6	62	2
	33					27	-3	6	64	3
	14					36	6	7	57	0
		0	25	50	75	100				

University of Florida

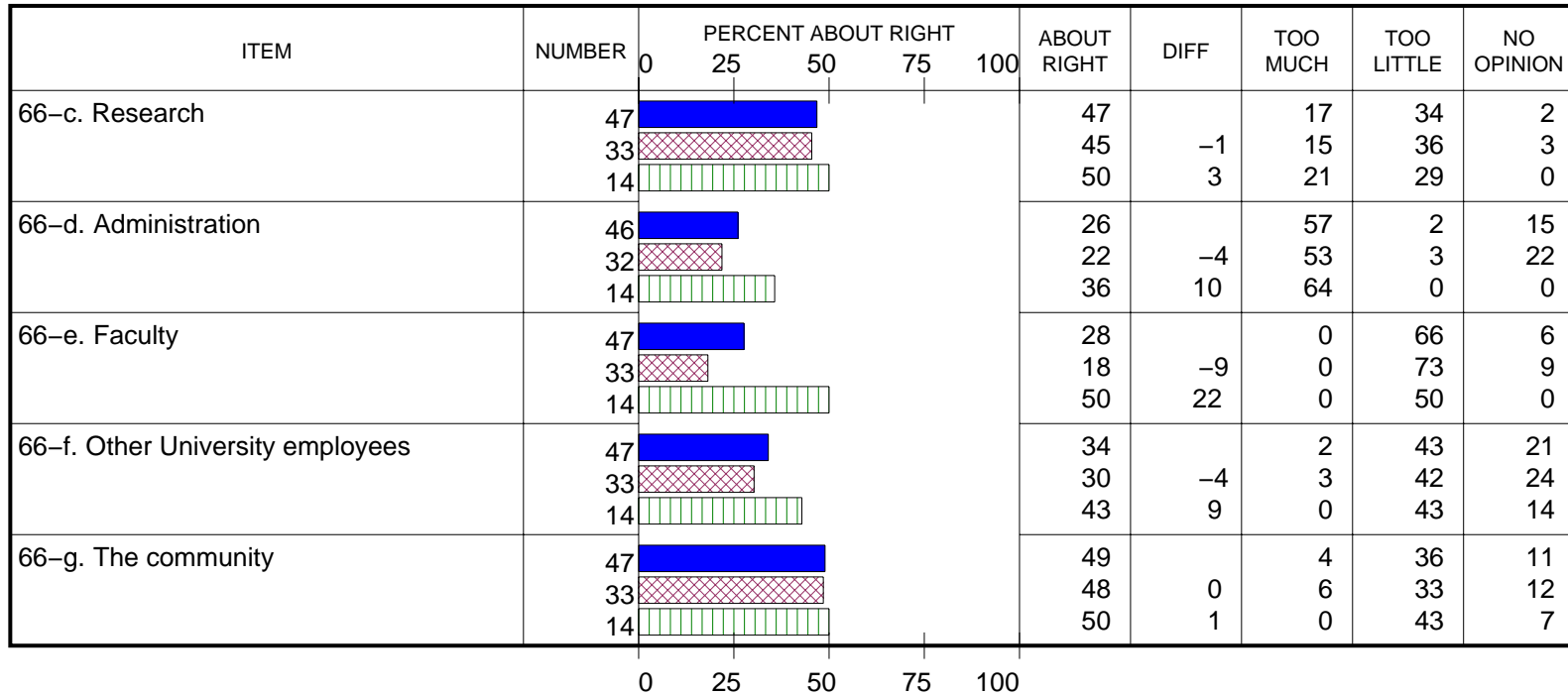
University of Florida Faculty Survey 2004

Item Detail

EDUCATION	GROUP	SYMBOL	NUMBER
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	A		47
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	B		33
	C		14

CATEGORY 12: Strategy & Direction (Continued)

66. Please rate the amount of emphasis placed on the following:



University of Florida

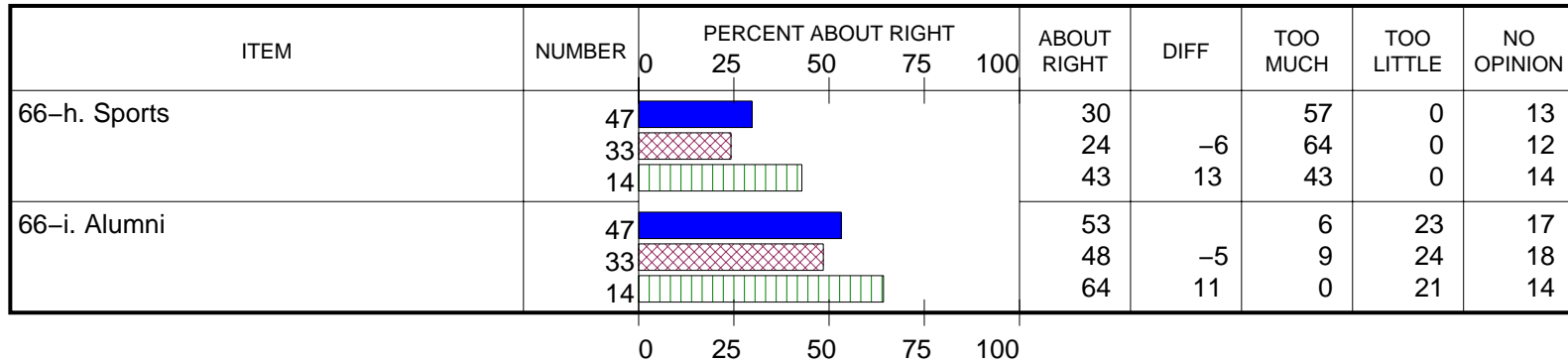
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 12: Strategy & Direction (Continued)

66. Please rate the amount of emphasis placed on the following:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 12: Strategy & Direction (Continued)

ITEM	NUMBER	CHANGE FOR THE BETTER	STAY THE SAME	CHANGE FOR THE WORSE	NO OPINION
78. Looking ahead to the next year or so, I think the University of Florida will:	47	55	40	2	2
	33	64	30	3	3
	14	36	64	0	0

University of Florida

University of Florida Faculty Survey 2004

Item Detail

EDUCATION	GROUP	SYMBOL	NUMBER
EDUCATION		A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR		B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR		C	14

CATEGORY 13: Leadership

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75								
9. The decisions University Senior Administration makes concerning faculty are usually fair.	47					38		9	30	32	15	15	30
	33					36	-2	9	27	36	12	15	27
	14					43	5	7	36	21	21	14	36
22. Employees throughout the University of Florida are treated with respect, regardless of their job.	46					37		2	35	13	33	17	50
	33					33	-4	3	30	18	36	12	48
	13					46	9	0	46	0	23	31	54
32. Our University Senior Administration is generally respected by faculty.	47					45		13	32	21	21	13	34
	33					39	-5	9	30	24	24	12	36
	14					57	12	21	36	14	14	14	29



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 13: Leadership (Continued)

41. Regarding the University's core values, I believe:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
41-a. The values are clear	47						23		4	19	26	32	19	51
	33						24	1	3	21	24	33	18	52
	14						21	-2	7	14	29	29	21	50
41-b. University decisions are consistent with these values	47						26		0	26	40	17	17	34
	33						27	2	0	27	39	18	15	33
	14						21	-4	0	21	43	14	21	36

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 13: Leadership (Continued)

49. University Senior Administration:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
49-a. Respects the faculty	47						32		4	28	21	32	15	47
	33						27	-5	0	27	24	33	15	48
	14						43	11	14	29	14	29	14	43
49-b. Is interested in the well-being of faculty	47						36		4	32	17	32	15	47
	33						36	0	0	36	15	33	15	48
	14						36	0	14	21	21	29	14	43

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 13: Leadership (Continued)

71. With all things considered, how good a job is University Senior Administration doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
71-a. Establishing priorities	47						26		4	21	26	19	13	32	17
	33						21	-4	0	21	30	15	15	30	18
	14						36	10	14	21	14	29	7	36	14
71-b. Making decisions promptly	47						19		4	15	34	23	2	26	21
	33						15	-4	0	15	39	21	0	21	24
	14						29	9	14	14	21	29	7	36	14
71-c. Communicating with people	46						17		4	13	26	24	15	39	17
	32						13	-5	0	13	31	22	16	38	19
	14						29	11	14	14	14	29	14	43	14

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 13: Leadership (Continued)

72. With all things considered, how good a job is the Dean of your college doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
72-a. Establishing priorities	47						43		13	30	28	15	13	28	2
	33						42	0	9	33	24	15	15	30	3
	14						43	0	21	21	36	14	7	21	0
72-b. Making decisions promptly	47						36		9	28	30	13	13	26	9
	33						33	-3	6	27	30	9	18	27	9
	14						43	7	14	29	29	21	0	21	7
72-c. Communicating with people	47						34		6	28	23	19	23	43	0
	33						30	-4	3	27	21	24	24	48	0
	14						43	9	14	29	29	7	21	29	0

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 13: Leadership (Continued)

73. With all things considered, how good a job is your Department Chair doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
73-a. Establishing priorities	46						52		11	41	17	13	13	26	4
	32						53	1	16	38	19	16	13	28	0
	14						50	-2	0	50	14	7	14	21	14
73-b. Making decisions promptly	46						46		13	33	22	22	7	28	4
	32						44	-2	19	25	28	19	9	28	0
	14						50	4	0	50	7	29	0	29	14
73-c. Communicating with people	45						53		22	31	22	7	13	20	4
	32						53	0	25	28	22	9	16	25	0
	13						54	1	15	38	23	0	8	8	15

University of Florida

University of Florida Faculty Survey 2004

Item Detail

EDUCATION	GROUP	SYMBOL	NUMBER
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	A		47
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	B		33
	C		14

CATEGORY 14: Resources & Efficiency

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
10. My department operates efficiently.	47					66		11	55	6	23	4	28
	33					64	-2	9	55	9	24	3	27
	14					71	5	14	57	0	21	7	29
24. The work in my department is well organized.	47					53		21	32	11	32	4	36
	33					55	1	18	36	15	30	0	30
	14					50	-3	29	21	0	36	14	50
33. Too many approvals are required for routine decisions in the University of Florida. (N)	47					13		2	11	13	32	43	74
	33					9	-4	0	9	18	21	52	73
	14					21	9	7	14	0	57	21	79
42. In my opinion, decisions are made in a timely manner at the University of Florida.	46					26		2	24	24	37	13	50
	32					28	2	0	28	31	31	9	41
	14					21	-5	7	14	7	50	21	71
50. I have sufficient support [e.g., from clerical, technical, staff support] to be able to do my job effectively.	47					51		19	32	2	23	23	47
	33					48	-3	15	33	0	30	21	52
	14					57	6	29	29	7	7	29	36

(N) Disagreeing is the Favorable Response.



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 14: Resources & Efficiency (Continued)

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
55. The University's commitment to quality education is apparent in what we are asked to do on a day-to-day basis.	47					32		2	30	17	38	13	51
	33					33	1	0	33	21	30	15	45
	14					29	-3	7	21	7	57	7	64

ITEM	NUMBER	PERCENT ABOUT RIGHT				ABOUT RIGHT	DIFF	TOO FAST	TOO SLOW	NO OPINION
		0	25	50	75					
64. In my judgment, the undergraduate student population growth rate is:	47					23		64	2	11
	33					18	-5	67	0	15
	14					36	12	57	7	0
65. In my judgment, the graduate student population growth rate is:	46					20		15	61	4
	32					19	-1	13	66	3
	14					21	2	21	50	7



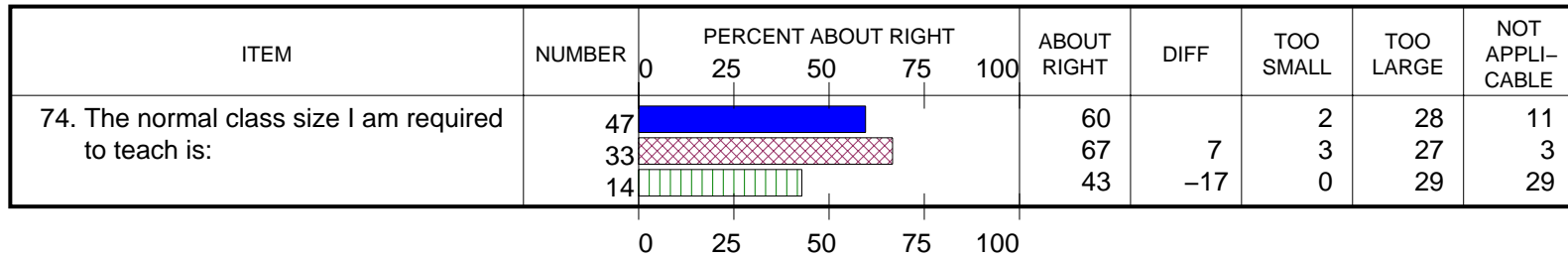
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 14: Resources & Efficiency (Continued)



University of Florida

University of Florida Faculty Survey 2004

Item Detail

EDUCATION	GROUP	SYMBOL	NUMBER
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	A		47
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	B		33
	C		14

CATEGORY 15: Faculty – Administration Relations

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
11. I am satisfied with the procedures available for resolving faculty complaints.	47					34		6	28	38	19	9	28
	33					33	-1	6	27	36	21	9	30
	14					36	2	7	29	43	14	7	21
25. In my opinion, the faculty has adequate input into decisions regarding important University matters.	47					21		6	15	13	32	34	66
	33					15	-6	6	9	18	36	30	67
	14					36	14	7	29	0	21	43	64
34. In general, there are good relations between faculty and administration.	47					38		4	34	15	34	13	47
	33					33	-5	3	30	18	36	12	48
	14					50	12	7	43	7	29	14	43
43. Policies and procedures established by the University of Florida are generally not overly bureaucratic.	47					11		2	9	19	30	40	70
	33					9	-2	0	9	18	33	39	73
	14					14	4	7	7	21	21	43	64
59. The University provides excellent support and savvy to faculty seeking grants.	47					15		9	6	23	32	30	62
	33					18	3	9	9	18	39	24	64
	14					7	-8	7	0	36	14	43	57

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C	14

CATEGORY 15: Faculty – Administration Relations (Continued)

56. The following do an excellent job supporting faculty, allowing faculty to concentrate on research and/or teaching:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
56-a. University Senior Administration	47						36		9	28	30	19	15	34
	33						36	0	6	30	30	18	15	33
	14						36	0	14	21	29	21	14	36
56-b. The Dean of my college	47						36		13	23	23	17	23	40
	33						39	3	9	30	24	15	21	36
	14						29	-8	21	7	21	21	29	50



University of Florida

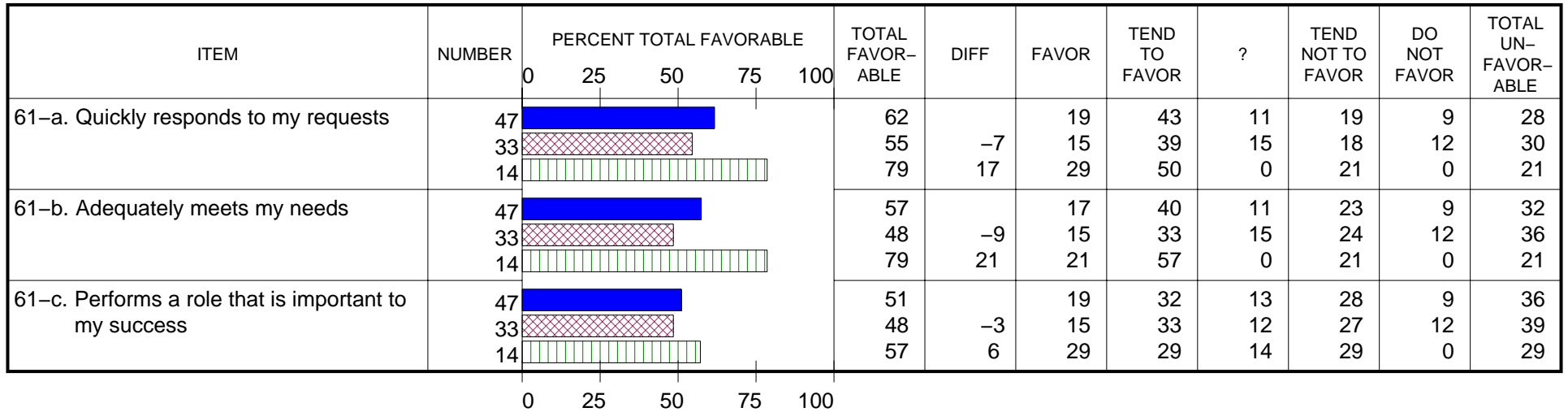
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	33
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR	C 	14

CATEGORY 15: Faculty – Administration Relations (Continued)

61. In general, the University Administration staff with whom I work on a day-to-day basis:



University of Florida

University of Florida Faculty Survey 2004

Category Target

- A. Quality of Life
- B. Career Development
- C. Benefits
- D. Recognition & Reward
- E. Diversity
- F. Empowerment
- G. Working Relationships
- H. Communication

- I. Engagement
- J. Reaction to the Survey
- K. University Image
- L. Strategy & Direction
- M. Leadership
- N. Resources & Efficiency
- O. Faculty – Administration Relations

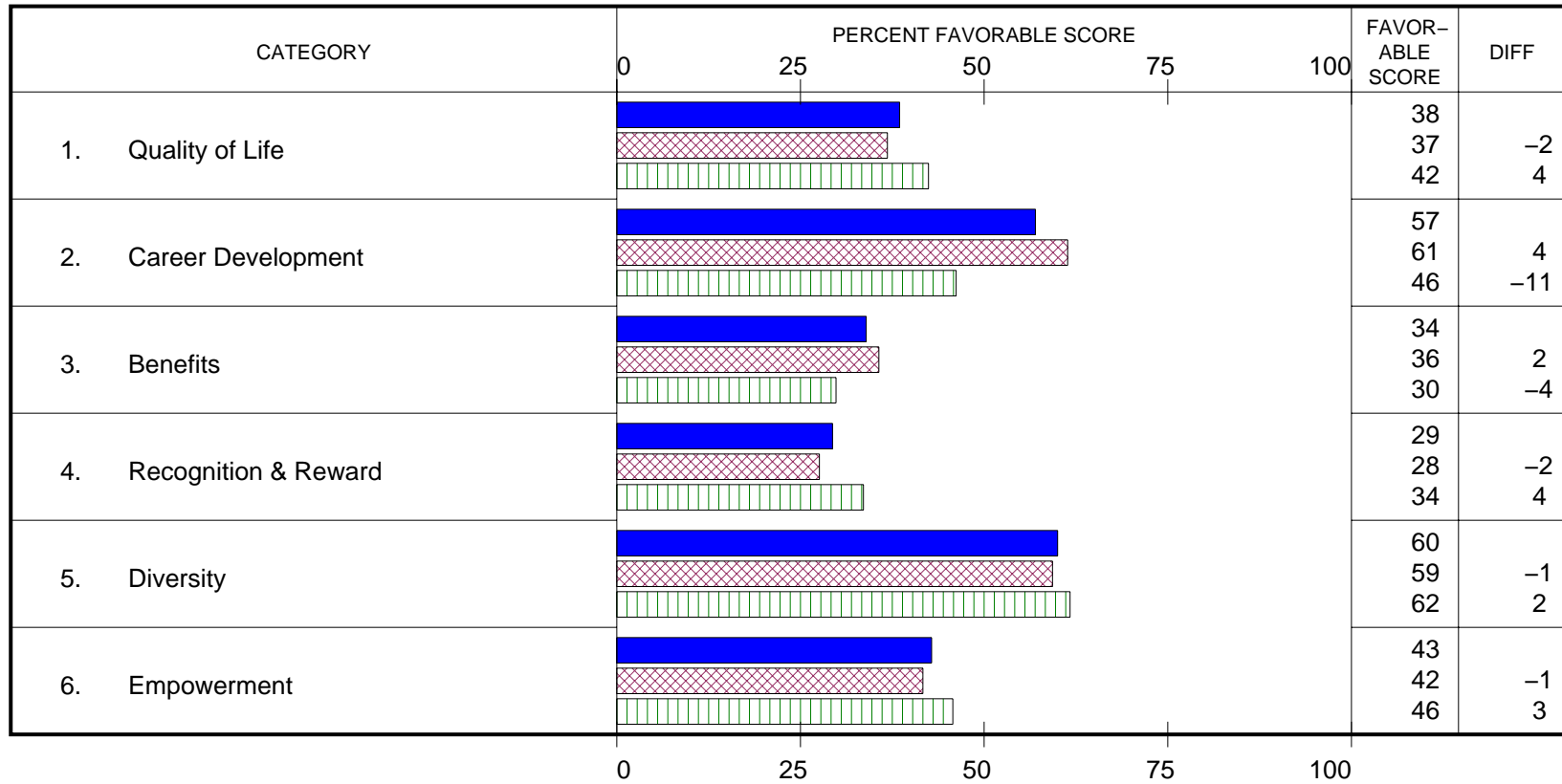
GROUP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Average Difference
EDUCATION (N=47)	38	57	34	29	60	43	52	38	54	72	55	34	35	38	36	
EDUCATION: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR (N=33)	-2	4	2	-2	-1	-1	2	-2	-1	0	-1	-4	-2	0	-3	-1
EDUCATION: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBR (N=14)	4	-11	-4	4	2	3	-4	5	3	0	3	9	5	1	6	2

University of Florida

University of Florida Faculty Survey 2004

Category Summary

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

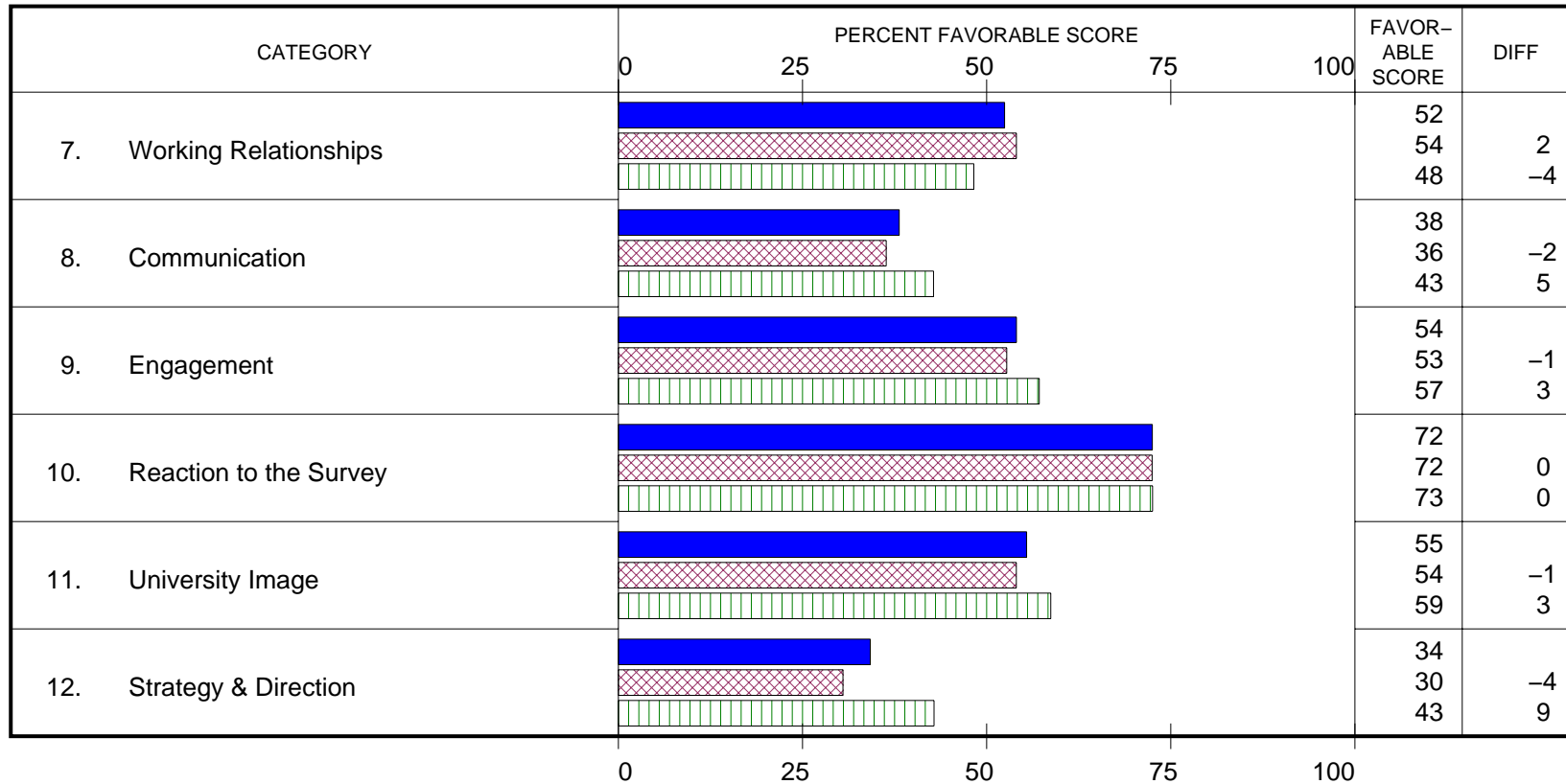


University of Florida

University of Florida Faculty Survey 2004

Category Summary




GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

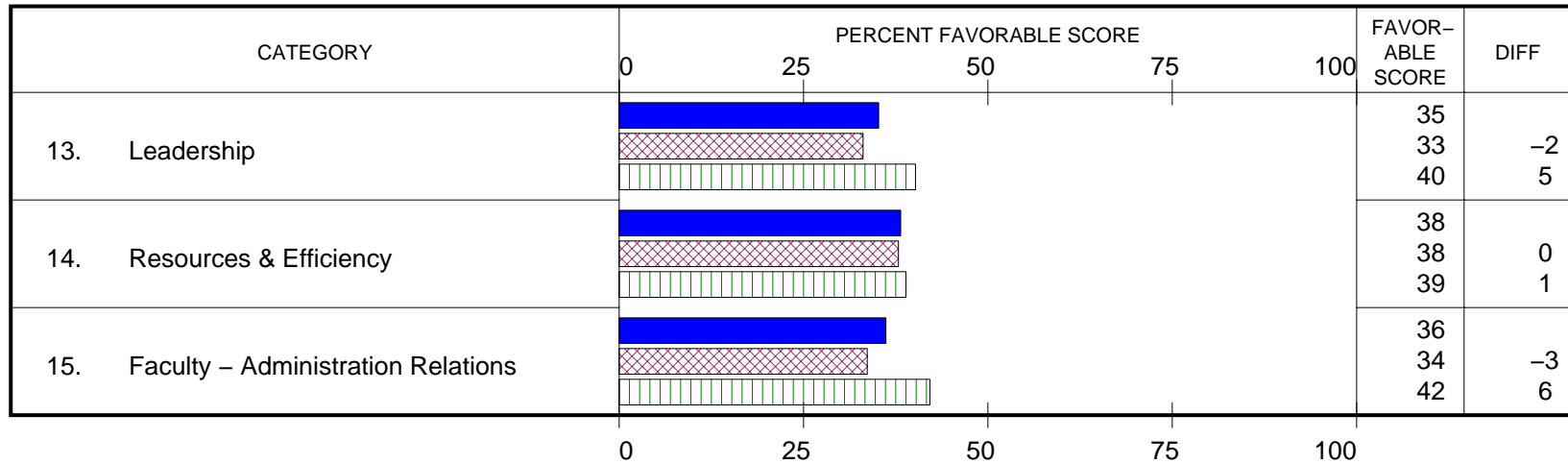


University of Florida

University of Florida Faculty Survey 2004

Category Summary

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 1: Quality of Life

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
8. I find it very difficult to balance my work and personal responsibilities. (N)	47					51		19	32	6	23	19	43
	33					55	3	24	30	6	21	18	39
	14					43	-8	7	36	7	29	21	50
44. In my opinion, the University of Florida does as good a job as other universities in helping faculty members balance their work and family responsibilities [e.g., via family-friendly policies and programs].	47					23		0	23	21	32	23	55
	33					24	1	0	24	21	33	21	55
	14					21	-2	0	21	21	29	29	57
51. In my opinion, there is sufficient assistance for faculty spouses or partners to secure University positions.	45					16		7	9	36	16	33	49
	32					16	0	6	9	41	13	31	44
	13					15	0	8	8	23	23	38	62

(N) Disagreeing is the Favorable Response.



University of Florida

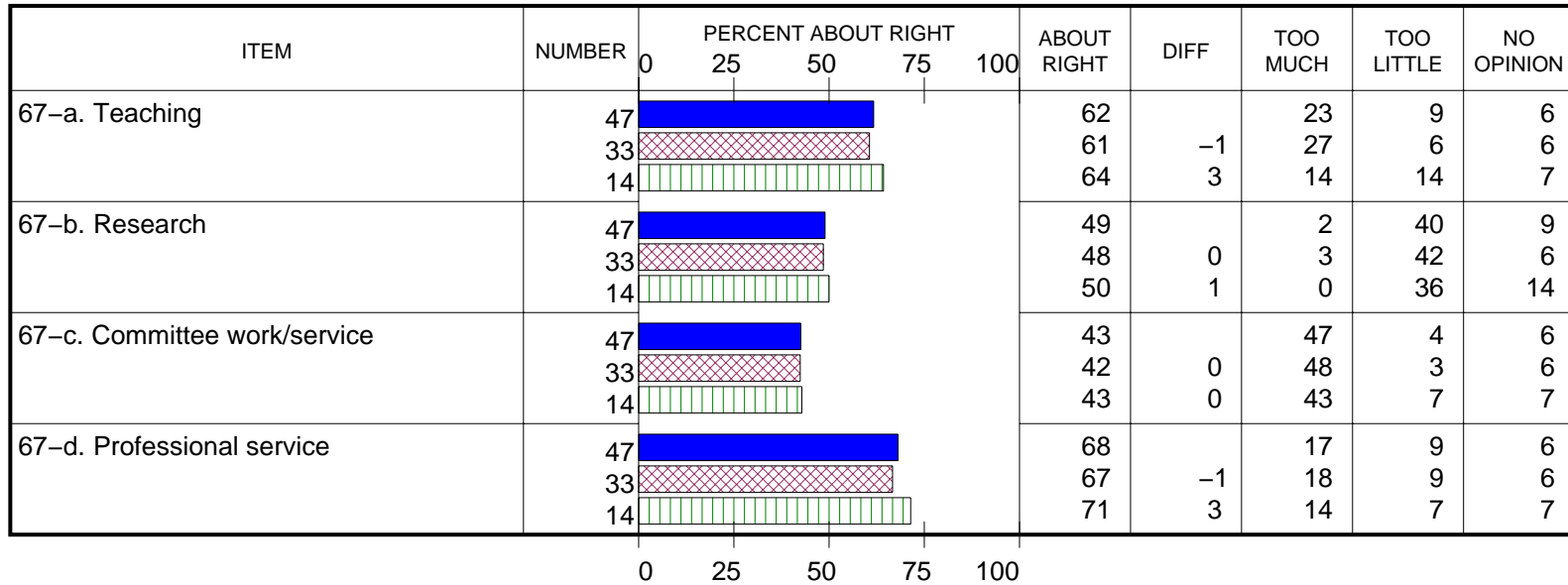
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 1: Quality of Life (Continued)

67. Please rate the following with regard to the amount of time you devote to them at present:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
69-a. Availability of equipment or supplies	47						30		4	26	43	13	15	28	0
	33						30	1	6	24	39	12	18	30	0
	14						29	-1	0	29	50	14	7	21	0
69-b. Flexibility of work schedule	47						74		26	49	17	4	2	6	2
	33						70	-5	21	48	21	6	3	9	0
	14						86	11	36	50	7	0	0	0	7
69-c. Number of graduate teaching assistants	47						15		2	13	23	34	23	57	4
	33						12	-3	0	12	30	33	24	58	0
	14						21	7	7	14	7	36	21	57	14
69-d. Parking facilities	47						30		11	19	34	11	23	34	2
	33						24	-6	12	12	39	9	24	33	3
	14						43	13	7	36	21	14	21	36	0
69-e. Program/Clerical/Admin Support	47						32		9	23	34	21	11	32	2
	33						30	-2	6	24	33	21	12	33	3
	14						36	4	14	21	36	21	7	29	0

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
69-f. Resources for professional development [e.g., attending conferences]	47					9		0	9	28	34	28	62	2
	33					0	-9	0	0	30	42	27	70	0
	14					29	20	0	29	21	14	29	43	7
69-g. Space to work	47					38		13	26	36	13	13	26	0
	33					36	-2	9	27	33	18	12	30	0
	14					43	5	21	21	43	0	14	14	0

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 2: Career Development

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
12. I understand how my performance on the job is evaluated.	47						68		23	45	11	17	4	21
	33						70	2	24	45	12	15	3	18
	14						64	-4	21	43	7	21	7	29
13. The current qualifications for tenure are clear to me.	45						62		24	38	13	9	16	24
	33						73	11	30	42	6	9	12	21
	12						33	-29	8	25	33	8	25	33
26. I think my performance on the job is evaluated fairly.	47						57		19	38	19	11	13	23
	33						61	3	21	39	18	12	9	21
	14						50	-7	14	36	21	7	21	29
35. I receive sufficiently regular feedback on my performance.	47						55		11	45	6	26	13	38
	33						58	2	9	48	9	24	9	33
	14						50	-5	14	36	0	29	21	50
45. In my opinion, the University does a good job of promoting the most competent people.	47						40		6	34	19	15	26	40
	33						48	8	6	42	12	15	24	39
	14						21	-19	7	14	36	14	29	43



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 2: Career Development (Continued)

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
52. I am generally satisfied with my career progress in the University of Florida to date.	46						67		17	50	7	11	15	26
	32						69	1	22	47	6	13	13	25
	14						64	-3	7	57	7	7	21	29
57. I believe I have the opportunity for personal development and growth at the University of Florida.	47						68		15	53	11	11	11	21
	33						73	5	18	55	9	9	9	18
	14						57	-11	7	50	14	14	14	29
60. I think the University of Florida offers long-term opportunities for me.	47						57		15	43	19	11	13	23
	33						67	9	18	48	15	6	12	18
	14						36	-22	7	29	29	21	14	36
62. This University provides people with the necessary information and resources to manage their own careers effectively.	45						44		7	38	22	13	20	33
	31						42	-3	6	35	32	13	13	26
	14						50	6	7	43	0	14	36	50
63. There are sufficient opportunities for faculty to receive mentoring regarding the tenure process	47						49		6	43	11	21	19	40
	33						55	6	3	52	12	21	12	33
	14						36	-13	14	21	7	21	36	57












University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 3: Benefits

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
1. From what I hear, our benefits are as good as or better than the benefits in other universities.	47					26		13	13	17	34	23	57
	33					27	2	12	15	18	24	30	55
	14					21	-4	14	7	14	57	7	64
16. This University's benefits program fits my needs.	47					53		15	38	11	21	15	36
	33					52	-2	15	36	12	21	15	36
	14					57	4	14	43	7	21	14	36
27. I can easily access the information I need about my benefits.	47					72		23	49	6	19	2	21
	33					79	6	30	48	9	12	0	12
	14					57	-15	7	50	0	36	7	43

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLICABLE
		0	25	50	75	100									
68-a. Vacations	47						32		13	19	19	4	0	4	45
	33						27	-5	9	18	24	3	0	3	45
	14						43	11	21	21	7	7	0	7	43
68-b. Holidays	47						36		17	19	36	2	4	6	21
	33						36	0	12	24	36	0	0	0	27
	14						36	0	29	7	36	7	14	21	7
68-c. Life insurance	47						34		15	19	36	17	6	23	6
	33						33	-1	18	15	33	18	9	27	6
	14						36	2	7	29	43	14	0	14	7
68-d. Hospital/medical insurance	47						36		17	19	32	23	6	30	2
	33						45	9	21	24	24	24	6	30	0
	14						14	-22	7	7	50	21	7	29	7

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLICABLE
		0	25	50	75	100									
68-e. Pension/retirement plan	46						39		15	24	26	28	4	33	2
	33						42	3	15	27	21	27	6	33	3
	13						31	-8	15	15	38	31	0	31	0
68-f. Sick pay	47						38		15	23	28	9	2	11	23
	33						45	7	12	33	27	0	3	3	24
	14						21	-17	21	0*	29	29	0	29	21
68-g. Personal days	47						32		13	19	21	6	2	9	38
	33						30	-2	9	21	24	3	3	6	39
	14						36	4	21	14	14	14	0	14	36
68-h. Parental leave	47						15		9	6	23	13	6	19	43
	33						15	0	6	9	24	15	3	18	42
	14						14	-1	14	0	21	7	14	21	43

* A statistically significant difference at the 95 % Confidence Level.



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLI-CABLE
		0	25	50	75	100									
68-i. Child care	46						4		2	2	7	22	20	41	48
	32						3	-1	0	3	9	25	16	41	47
	14						7	3	7	0	0	14	29	43	50
68-j. Sabbatical leaves	47						23		6	17	26	15	21	36	15
	33						27	4	3	24	27	18	21	39	6
	14						14	-9	14	0	21	7	21	29	36

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 4: Recognition & Reward

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
2. For the work I do, I am very much underpaid. (N)	47					32		6	26	6	30	32	62
	33					27	-5	3	24	3	33	36	70
	14					43	11	14	29	14	21	21	43
17. From what I hear, our pay is as good as or better than the pay in other comparable academic institutions.	47					9		0	9	6	32	53	85
	33					3	-5	0	3	6	33	58	91
	14					21	13	0	21	7	29	43	71

(N) Disagreeing is the Favorable Response.



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 4: Recognition & Reward (Continued)

36. At the University of Florida, I think I am fairly paid compared with:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
36-a. Other people in my department	47					51		11	40	2	26	21	47
	33					55	3	9	45	0	24	21	45
	14					43	-8	14	29	7	29	21	50
36-b. People in other departments	47					23		4	19	13	30	34	64
	33					24	1	3	21	12	24	39	64
	14					21	-2	7	14	14	43	21	64



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 4: Recognition & Reward (Continued)

53. In my opinion, the University recognizes and rewards excellent performance in:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
53-a. Teaching	47					53		6	47	9	13	26	38
	33					55	1	6	48	12	6	27	33
	14					50	-3	7	43	0	29	21	50
53-b. Research	47					87		43	45	0	4	9	13
	33					88	1	52	36	0	3	9	12
	14					86	-2	21	64	0	7	7	14
53-c. Committee work/service	47					15		6	9	17	28	40	68
	33					12	-3	6	6	18	30	39	70
	14					21	7	7	14	14	21	43	64
53-d. Professional service	47					13		2	11	17	28	43	70
	33					6	-7	0	6	18	30	45	76
	14					29	16	7	21	14	21	36	57



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 4: Recognition & Reward (Continued)

70. Regarding pay, how good a job do you feel the University is doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
70-a. Keeping pay in line with the times	47					4		2	2	17	36	43	79	0
	33					0	-4	0	0	12	39	48	88	0
	14					14	10	7	7	29	29	29	57	0
70-b. Matching pay to performance	47					6		4	2	28	17	40	57	9
	33					6	0	3	3	27	21	42	64	3
	14					7	1	7	0	29	7	36	43	21

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 5: Diversity

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
3. In general, the University supports diversity in the workplace.	47					64		21	43	15	13	9	21
	33					67	3	15	52	15	9	9	18
	14					57	-7	36	21	14	21	7	29
37. I feel that equal opportunity truly exists at the University of Florida.	46					41		9	33	15	35	9	43
	33					39	-2	6	33	21	30	9	39
	13					46	5	15	31	0	46	8	54

University of Florida

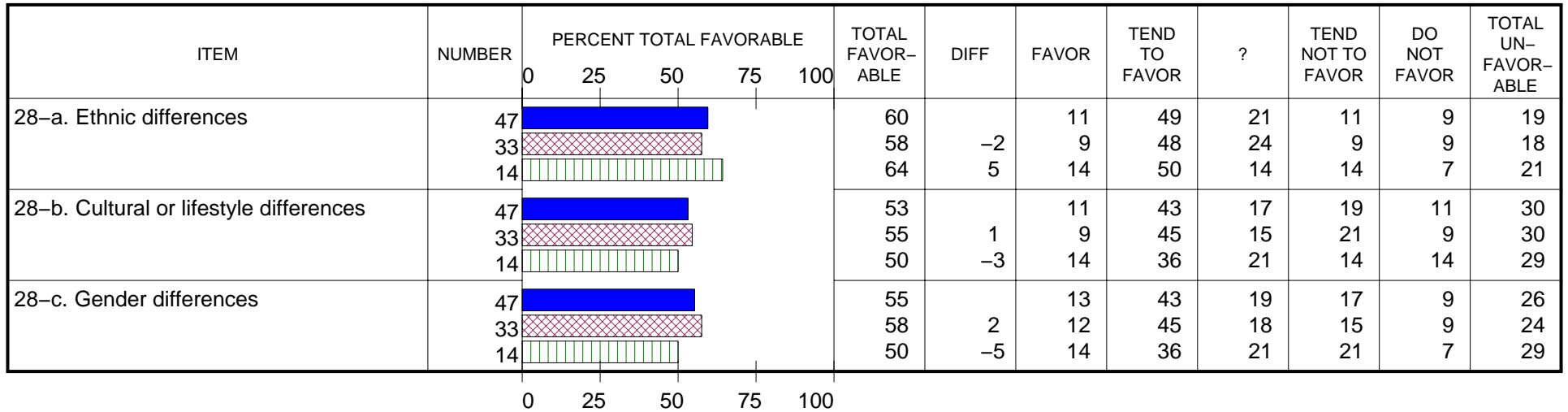
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 5: Diversity (Continued)




28. This University provides a working environment that is accepting of:



University of Florida

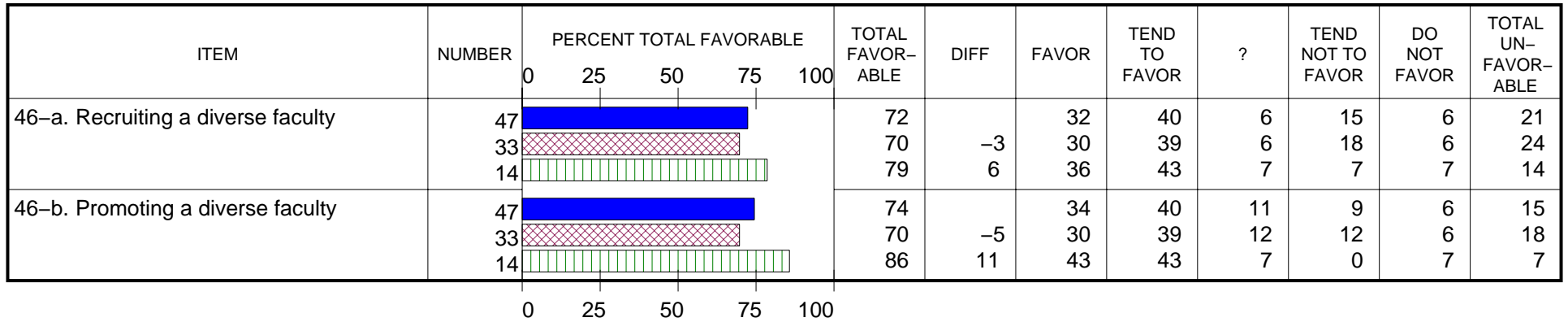
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 5: Diversity (Continued)

46. My college is placing sufficient emphasis on:














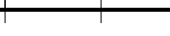
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 6: Empowerment

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
4. Most of the time it is safe to speak up here.	47					57		23	34	4	26	13	38
	33					58	0	24	33	6	24	12	36
	14					57	0	21	36	0	29	14	43
14. This University has a climate where faculty can challenge our traditional ways of doing things.	47					32		6	26	11	34	23	57
	33					33	1	6	27	9	36	21	58
	14					29	-3	7	21	14	29	29	57
29. I am satisfied with my involvement in decisions that affect my work.	46					57		7	50	9	24	11	35
	33					55	-2	6	48	9	27	9	36
	13					62	5	8	54	8	15	15	31
47. Decisions seem to be made at the appropriate level in this University.	47					26		2	23	32	30	13	43
	33					21	-4	0	21	30	36	12	48
	14					36	10	7	29	36	14	14	29












University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 7: Working Relationships

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50								
5. The people in my department usually get along well together.	46				83		22	61	2	7	9	15
	33				88	5	21	67	3	3	6	9
	13				69	-13	23	46	0	15	15	31
23. The culture of the University fosters collaboration between disciplines.	47				23		2	21	2	62	13	74
	33				21	-2	0	21	3	67	9	76
	14				29	5	7	21	0	50	21	71
38. The University Senior Administration actively works to remove barriers to interdisciplinary collaboration.	46				26		4	22	30	28	15	43
	33				30	4	0	30	30	27	12	39
	13				15	-11	15	0	31	31	23	54

University of Florida

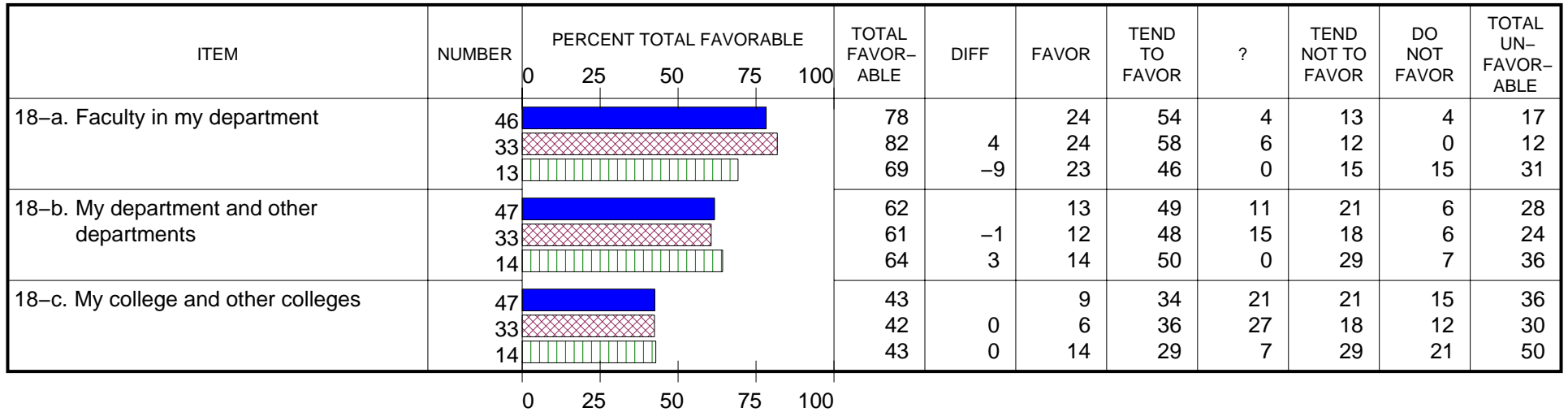
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 7: Working Relationships (Continued)

18. There is good cooperation between:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 8: Communication

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
6. The Dean of my college does an excellent job of keeping faculty informed about matters affecting us.	47					40		11	30	13	32	15	47
	33					33	-7	6	27	12	39	15	55
	14					57	17	21	36	14	14	14	29
19. Faculty receives adequate information on University policies and practices.	47					62		13	49	15	19	4	23
	33					70	8	15	55	12	15	3	18
	14					43	-19	7	36	21	29	7	36

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 8: Communication (Continued)

30. There is effective sharing of information:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
30-a. Across departments	46					33		2	30	22	35	11	46
	33					27	-5	0	27	21	42	9	52
	13					46	14	8	38	23	15	15	31
30-b. Between colleges	45					18		0	18	29	33	20	53
	33					15	-3	0	15	33	36	15	52
	12					25	7	0	25	17	25	33	58

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 9: Engagement




ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
7. I feel I fit well into the culture of the University of Florida.	47					60		17	43	9	21	11	32
	33					58	-2	21	36	12	21	9	30
	14					64	5	7	57	0	21	14	36
20. I would recommend the University of Florida as a good place to work.	47					43		11	32	21	28	9	36
	33					39	-3	9	30	24	27	9	36
	14					50	7	14	36	14	29	7	36
31. I am proud to be a part of the University of Florida.	47					72		21	51	17	6	4	11
	33					70	-3	21	48	18	9	3	12
	14					79	6	21	57	14	0	7	7
39. It would take a lot to make me look for another employer.	47					43		17	26	11	21	26	47
	33					42	0	18	24	9	21	27	48
	14					43	0	14	29	14	21	21	43



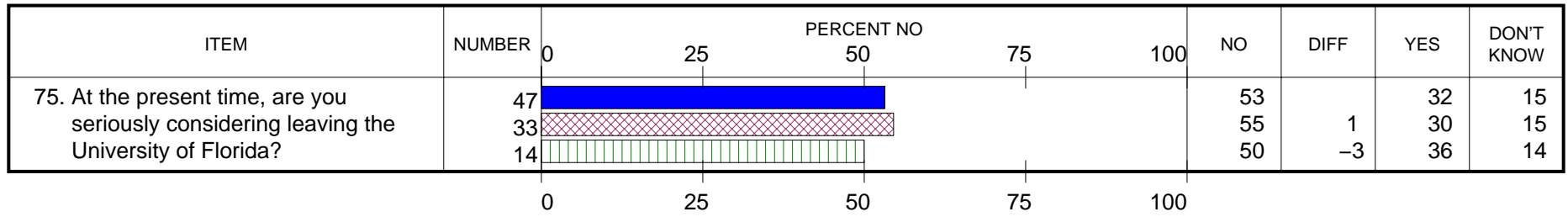
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 9: Engagement (Continued)



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 10: Reaction to the Survey

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75								
76. Filling in this survey is a good way to input what I think.	47					87		40	47	4	6	2	9
	33					88	1	36	52	3	6	3	9
	14					86	-2	50	36	7	7	0	7
		0	25	50	75	100							

77. I think the new University Senior Administration will:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75								
77-a. Carefully consider problems brought to its attention in this survey	47					74		51	23	15	11	0	11
	33					73	-2	55	18	15	12	0	12
	14					79	4	43	36	14	7	0	7
		0	25	50	75	100							



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 10: Reaction to the Survey (Continued)

77. I think the new University Senior Administration will:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
77-b. Act on problems identified	47						64		36	28	21	13	2	15
	33						64	0	36	27	21	12	3	15
	14						64	0	36	29	21	14	0	14
77-c. Communicate decisions to faculty	45						64		40	24	24	11	0	11
	32						66	1	44	22	25	9	0	9
	13						62	-3	31	31	23	15	0	15

University of Florida

University of Florida Faculty Survey 2004

Item Detail

	GROUP	SYMBOL	NUMBER
EDUCATION		A	47
EDUCATION: TENURED		B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK		C	14

CATEGORY 11: University Image

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50								
21. In my opinion, the University of Florida is socially responsible in the community.	47				49		6	43	19	23	9	32
	33				45	-3	6	39	21	27	6	33
	14				57	8	7	50	14	14	14	29
48. The University excels at collaborating with external partners [e.g., businesses, government bodies, other universities and schools].	46				30		7	24	52	13	4	17
	32				25	-5	3	22	59	13	3	16
	14				43	12	14	29	36	14	7	21

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 11: University Image (Continued)

40. I think my college is doing a good job of:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
40-a. Recruiting the most able faculty	47						55		21	34	11	21	13	34
	33						55	-1	15	39	12	18	15	33
	14						57	2	36	21	7	29	7	36
40-b. Actively creating a culture where faculty members may develop to their full potential	47						38		6	32	21	28	13	40
	33						45	7	3	42	21	21	12	33
	14						21	-17	14	7	21	43	14	57
40-c. Retaining its most talented faculty	47						43		9	34	21	19	17	36
	33						42	0	3	39	27	15	15	30
	14						43	0	21	21	7	29	21	50



University of Florida

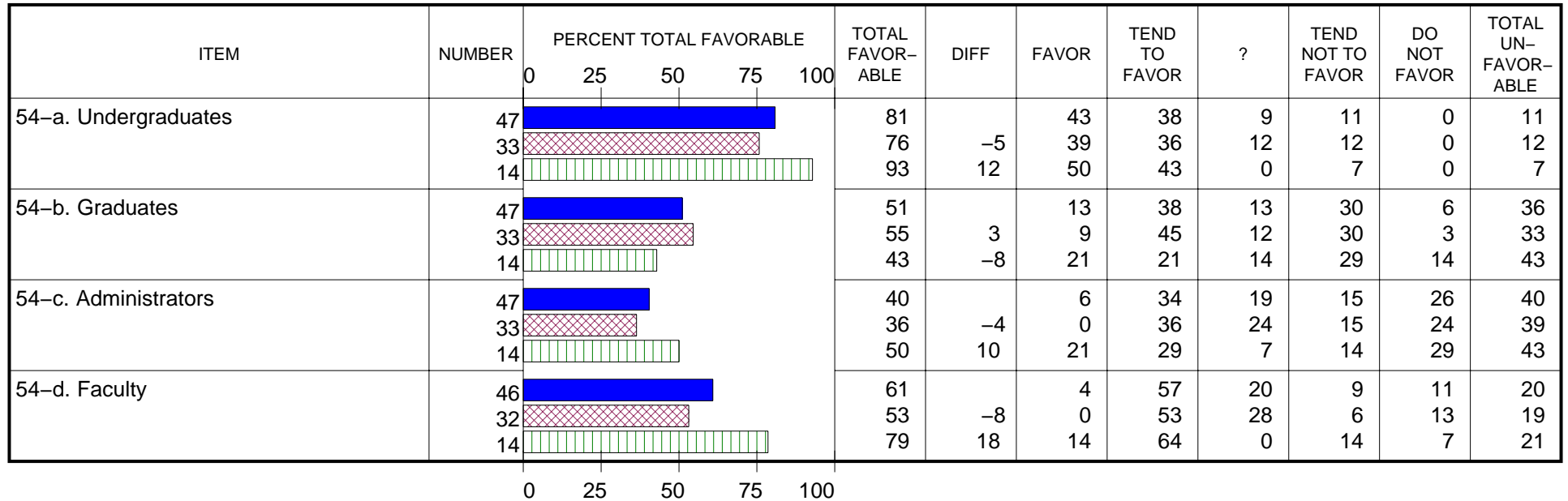
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 11: University Image (Continued)

54. The University of Florida is doing a good job attracting the best and brightest:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 11: University Image (Continued)

58. The University of Florida has established an excellent national reputation for:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
58-a. The quality of its research	47						77		28	49	11	13	0	13
	33						79	2	24	55	9	12	0	12
	14						71	-5	36	36	14	14	0	14
58-b. Undergraduate education	47						57		17	40	13	21	9	30
	33						55	-3	15	39	15	21	9	30
	14						64	7	21	43	7	21	7	29
58-c. Graduate education	47						64		6	57	11	26	0	26
	33						67	3	6	61	15	18	0	18
	14						57	-7	7	50	0	43	0	43
58-d. Overall academic excellence	46						74		11	63	13	13	0	13
	33						70	-4	9	61	18	12	0	12
	13						85	11	15	69	0	15	0	15



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 12: Strategy & Direction

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
15. I believe the University of Florida has a clear vision for the future.	46					24		2	22	22	37	17	54
	32					25	1	0	25	22	41	13	53
	14					21	-2	7	14	21	29	29	57
		0	25	50	75	100							

66. Please rate the amount of emphasis placed on the following:

ITEM	NUMBER	PERCENT ABOUT RIGHT				ABOUT RIGHT	DIFF	TOO MUCH	TOO LITTLE	NO OPINION
		0	25	50	75					
66-a. Undergraduate education	46					22		48	28	2
	32					16	-6	56	25	3
	14					36	14	29	36	0
66-b. Graduate education	47					30		6	62	2
	33					27	-3	6	64	3
	14					36	6	7	57	0
		0	25	50	75	100				



University of Florida

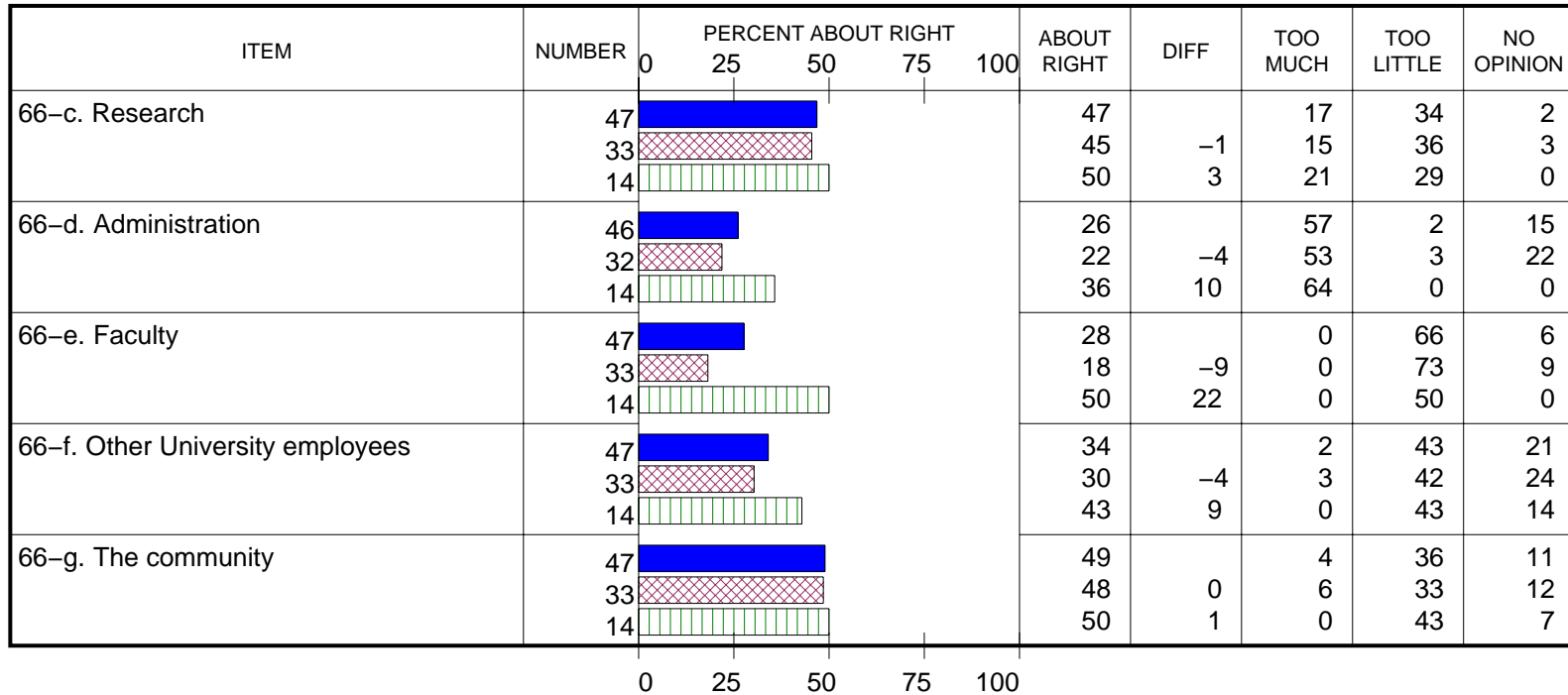
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 12: Strategy & Direction (Continued)

66. Please rate the amount of emphasis placed on the following:



University of Florida

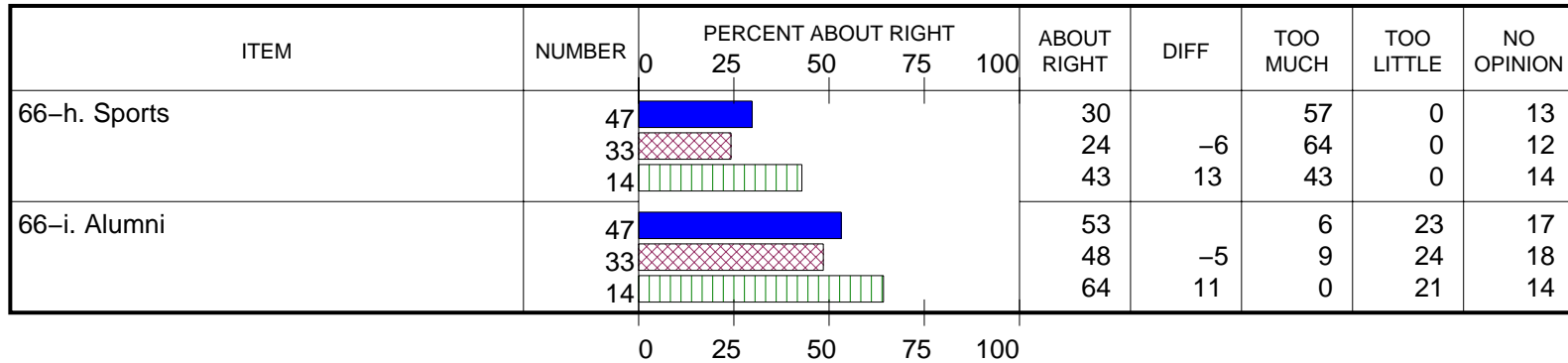
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 12: Strategy & Direction (Continued)




66. Please rate the amount of emphasis placed on the following:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 12: Strategy & Direction (Continued)

ITEM	NUMBER	CHANGE FOR THE BETTER	STAY THE SAME	CHANGE FOR THE WORSE	NO OPINION
78. Looking ahead to the next year or so, I think the University of Florida will:	47	55	40	2	2
	33	64	30	3	3
	14	36	64	0	0










University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 13: Leadership

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
9. The decisions University Senior Administration makes concerning faculty are usually fair.	47					38		9	30	32	15	15	30
	33					36	-2	9	27	36	12	15	27
	14					43	5	7	36	21	21	14	36
22. Employees throughout the University of Florida are treated with respect, regardless of their job.	46					37		2	35	13	33	17	50
	33					33	-4	3	30	18	36	12	48
	13					46	9	0	46	0	23	31	54
32. Our University Senior Administration is generally respected by faculty.	47					45		13	32	21	21	13	34
	33					39	-5	9	30	24	24	12	36
	14					57	12	21	36	14	14	14	29



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 13: Leadership (Continued)




41. Regarding the University's core values, I believe:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
41-a. The values are clear	47						23		4	19	26	32	19	51
	33						24	1	3	21	24	33	18	52
	14						21	-2	7	14	29	29	21	50
41-b. University decisions are consistent with these values	47						26		0	26	40	17	17	34
	33						27	2	0	27	39	18	15	33
	14						21	-4	0	21	43	14	21	36

University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 13: Leadership (Continued)

49. University Senior Administration:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
49-a. Respects the faculty	47						32		4	28	21	32	15	47
	33						27	-5	0	27	24	33	15	48
	14						43	11	14	29	14	29	14	43
49-b. Is interested in the well-being of faculty	47						36		4	32	17	32	15	47
	33						36	0	0	36	15	33	15	48
	14						36	0	14	21	21	29	14	43

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 13: Leadership (Continued)

71. With all things considered, how good a job is University Senior Administration doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
71-a. Establishing priorities	47					26		4	21	26	19	13	32	17
	33					21	-4	0	21	30	15	15	30	18
	14					36	10	14	21	14	29	7	36	14
71-b. Making decisions promptly	47					19		4	15	34	23	2	26	21
	33					15	-4	0	15	39	21	0	21	24
	14					29	9	14	14	21	29	7	36	14
71-c. Communicating with people	46					17		4	13	26	24	15	39	17
	32					13	-5	0	13	31	22	16	38	19
	14					29	11	14	14	14	29	14	43	14

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 13: Leadership (Continued)

72. With all things considered, how good a job is the Dean of your college doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
72-a. Establishing priorities	47						43		13	30	28	15	13	28	2
	33						42	0	9	33	24	15	15	30	3
	14						43	0	21	21	36	14	7	21	0
72-b. Making decisions promptly	47						36		9	28	30	13	13	26	9
	33						33	-3	6	27	30	9	18	27	9
	14						43	7	14	29	29	21	0	21	7
72-c. Communicating with people	47						34		6	28	23	19	23	43	0
	33						30	-4	3	27	21	24	24	48	0
	14						43	9	14	29	29	7	21	29	0

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 13: Leadership (Continued)

73. With all things considered, how good a job is your Department Chair doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
73-a. Establishing priorities	46						52		11	41	17	13	13	26	4
	32						53	1	16	38	19	16	13	28	0
	14						50	-2	0	50	14	7	14	21	14
73-b. Making decisions promptly	46						46		13	33	22	22	7	28	4
	32						44	-2	19	25	28	19	9	28	0
	14						50	4	0	50	7	29	0	29	14
73-c. Communicating with people	45						53		22	31	22	7	13	20	4
	32						53	0	25	28	22	9	16	25	0
	13						54	1	15	38	23	0	8	8	15

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 14: Resources & Efficiency

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50								
10. My department operates efficiently.	47				66		11	55	6	23	4	28
	33				64	-2	9	55	9	24	3	27
	14				71	5	14	57	0	21	7	29
24. The work in my department is well organized.	47				53		21	32	11	32	4	36
	33				55	1	18	36	15	30	0	30
	14				50	-3	29	21	0	36	14	50
33. Too many approvals are required for routine decisions in the University of Florida. (N)	47				13		2	11	13	32	43	74
	33				9	-4	0	9	18	21	52	73
	14				21	9	7	14	0	57	21	79
42. In my opinion, decisions are made in a timely manner at the University of Florida.	46				26		2	24	24	37	13	50
	32				28	2	0	28	31	31	9	41
	14				21	-5	7	14	7	50	21	71
50. I have sufficient support [e.g., from clerical, technical, staff support] to be able to do my job effectively.	47				51		19	32	2	23	23	47
	33				48	-3	15	33	0	30	21	52
	14				57	6	29	29	7	7	29	36

(N) Disagreeing is the Favorable Response.



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 14: Resources & Efficiency (Continued)

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
55. The University's commitment to quality education is apparent in what we are asked to do on a day-to-day basis.	47					32		2	30	17	38	13	51
	33					33	1	0	33	21	30	15	45
	14					29	-3	7	21	7	57	7	64
		0	25	50	75	100							




ITEM	NUMBER	PERCENT ABOUT RIGHT				ABOUT RIGHT	DIFF	TOO FAST	TOO SLOW	NO OPINION
		0	25	50	75					
64. In my judgment, the undergraduate student population growth rate is:	47					23		64	2	11
	33					18	-5	67	0	15
	14					36	12	57	7	0
65. In my judgment, the graduate student population growth rate is:	46					20		15	61	4
	32					19	-1	13	66	3
	14					21	2	21	50	7
		0	25	50	75	100				



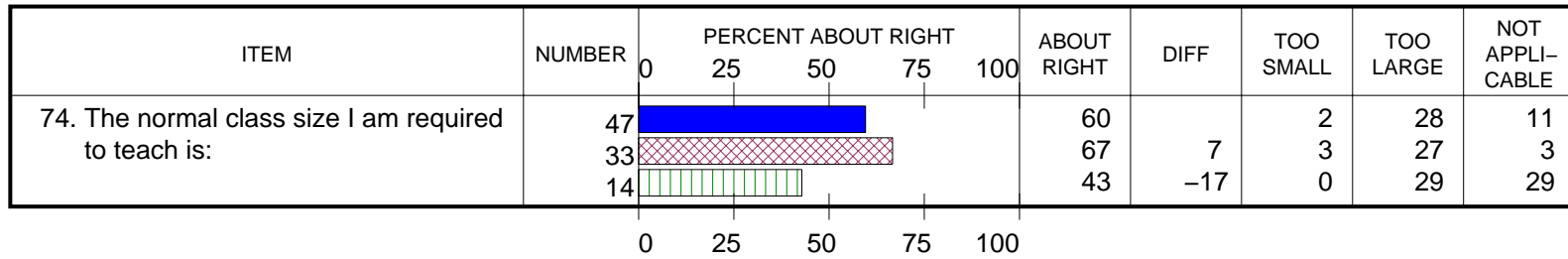
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: TENURED	B 	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C 	14

CATEGORY 14: Resources & Efficiency (Continued)



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 15: Faculty – Administration Relations

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
11. I am satisfied with the procedures available for resolving faculty complaints.	47					34		6	28	38	19	9	28
	33					33	-1	6	27	36	21	9	30
	14					36	2	7	29	43	14	7	21
25. In my opinion, the faculty has adequate input into decisions regarding important University matters.	47					21		6	15	13	32	34	66
	33					15	-6	6	9	18	36	30	67
	14					36	14	7	29	0	21	43	64
34. In general, there are good relations between faculty and administration.	47					38		4	34	15	34	13	47
	33					33	-5	3	30	18	36	12	48
	14					50	12	7	43	7	29	14	43
43. Policies and procedures established by the University of Florida are generally not overly bureaucratic.	47					11		2	9	19	30	40	70
	33					9	-2	0	9	18	33	39	73
	14					14	4	7	7	21	21	43	64
59. The University provides excellent support and savvy to faculty seeking grants.	47					15		9	6	23	32	30	62
	33					18	3	9	9	18	39	24	64
	14					7	-8	7	0	36	14	43	57



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 15: Faculty – Administration Relations (Continued)

56. The following do an excellent job supporting faculty, allowing faculty to concentrate on research and/or teaching:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
56-a. University Senior Administration	47						36		9	28	30	19	15	34
	33						36	0	6	30	30	18	15	33
	14						36	0	14	21	29	21	14	36
56-b. The Dean of my college	47						36		13	23	23	17	23	40
	33						39	3	9	30	24	15	21	36
	14						29	-8	21	7	21	21	29	50

University of Florida

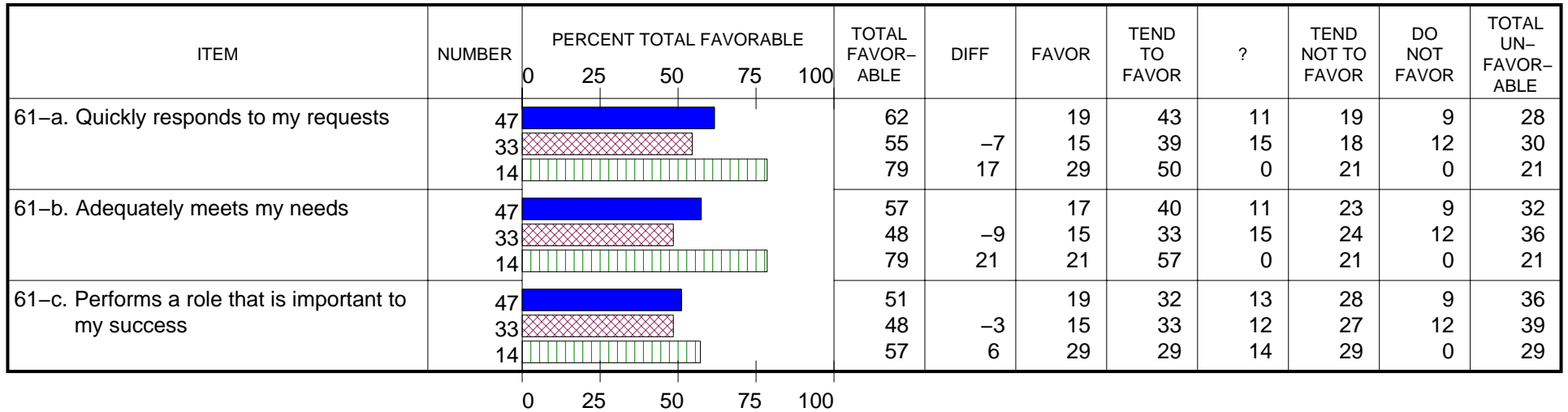
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: TENURED	B	33
EDUCATION: TENURE TRACK & NOT TENURE TRACK	C	14

CATEGORY 15: Faculty – Administration Relations (Continued)

61. In general, the University Administration staff with whom I work on a day-to-day basis:



University of Florida

University of Florida Faculty Survey 2004

Category Target

- A. Quality of Life
- B. Career Development
- C. Benefits
- D. Recognition & Reward
- E. Diversity
- F. Empowerment
- G. Working Relationships
- H. Communication

- I. Engagement
- J. Reaction to the Survey
- K. University Image
- L. Strategy & Direction
- M. Leadership
- N. Resources & Efficiency
- O. Faculty – Administration Relations

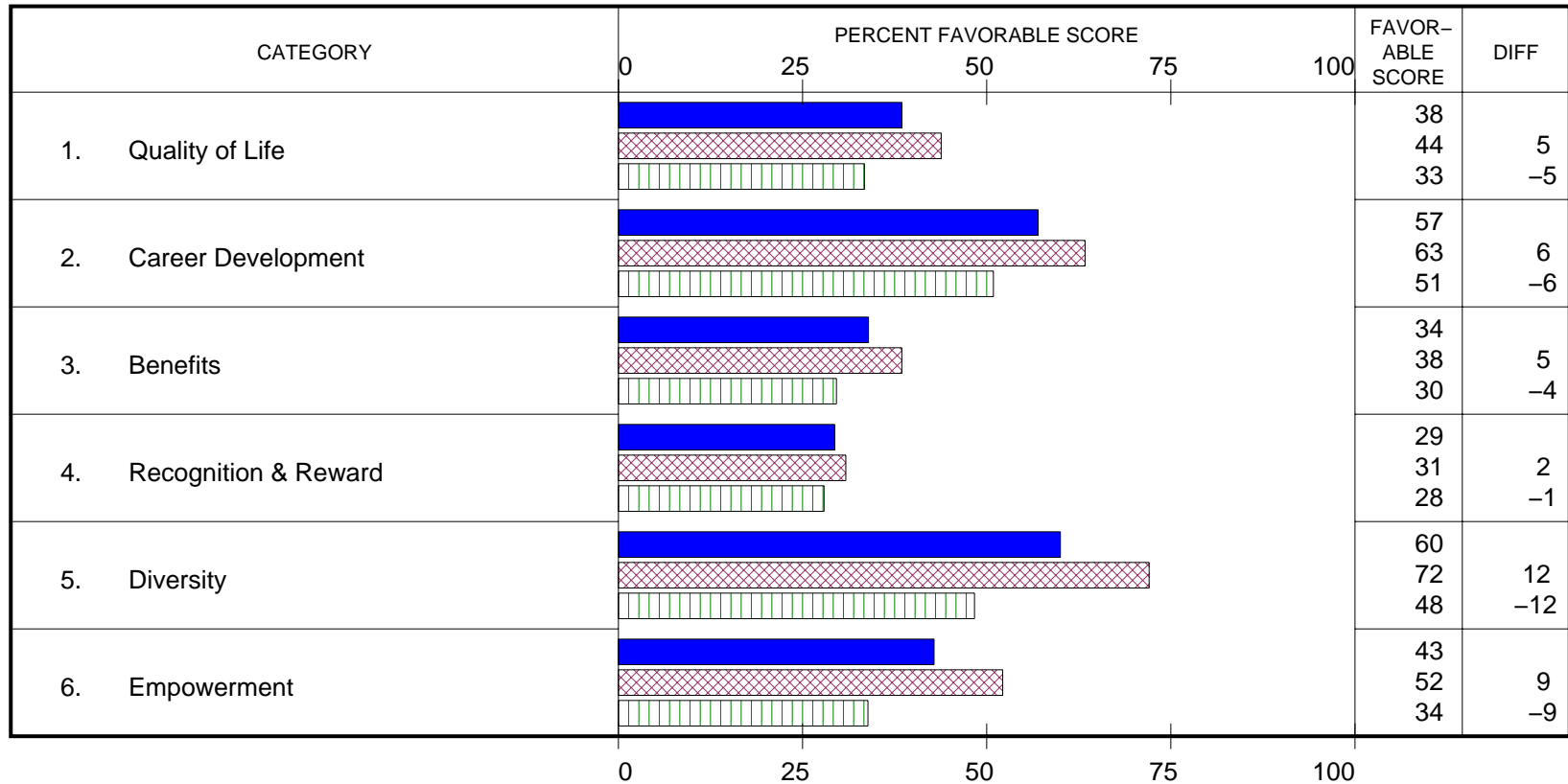
GROUP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Average Difference
EDUCATION (N=47)	38	57	34	29	60	43	52	38	54	72	55	34	35	38	36	
EDUCATION: TENURED (N=33)	-2	4	2	-2	-1	-1	2	-2	-1	0	-1	-4	-2	0	-3	-1
EDUCATION: TENURE TRACK & NOT TENURE TRACK (N=14)	4	-11	-4	4	2	3	-4	5	3	0	3	9	5	1	6	2

University of Florida

University of Florida Faculty Survey 2004

Category Summary




GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

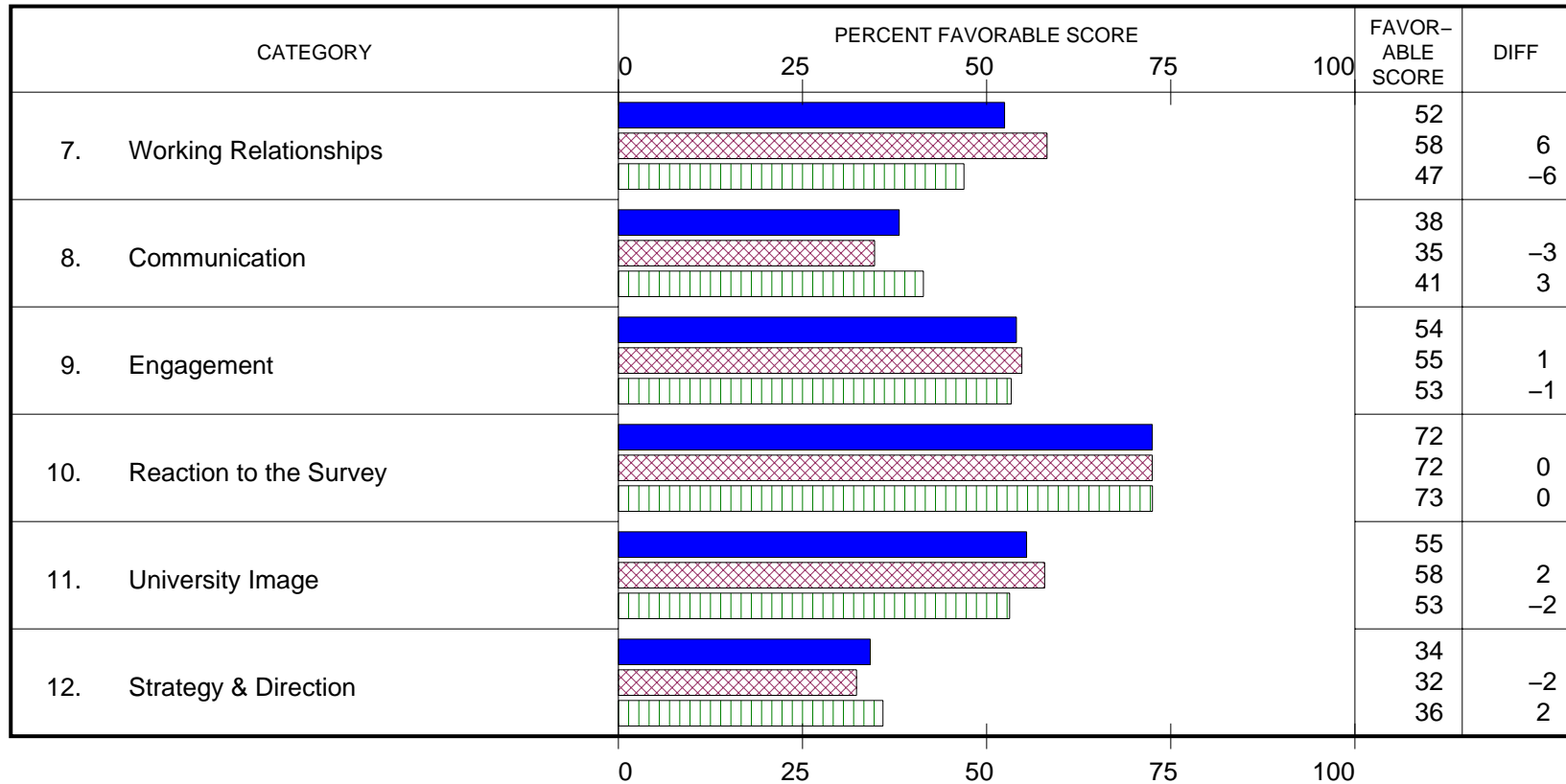


University of Florida

University of Florida Faculty Survey 2004

Category Summary




GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

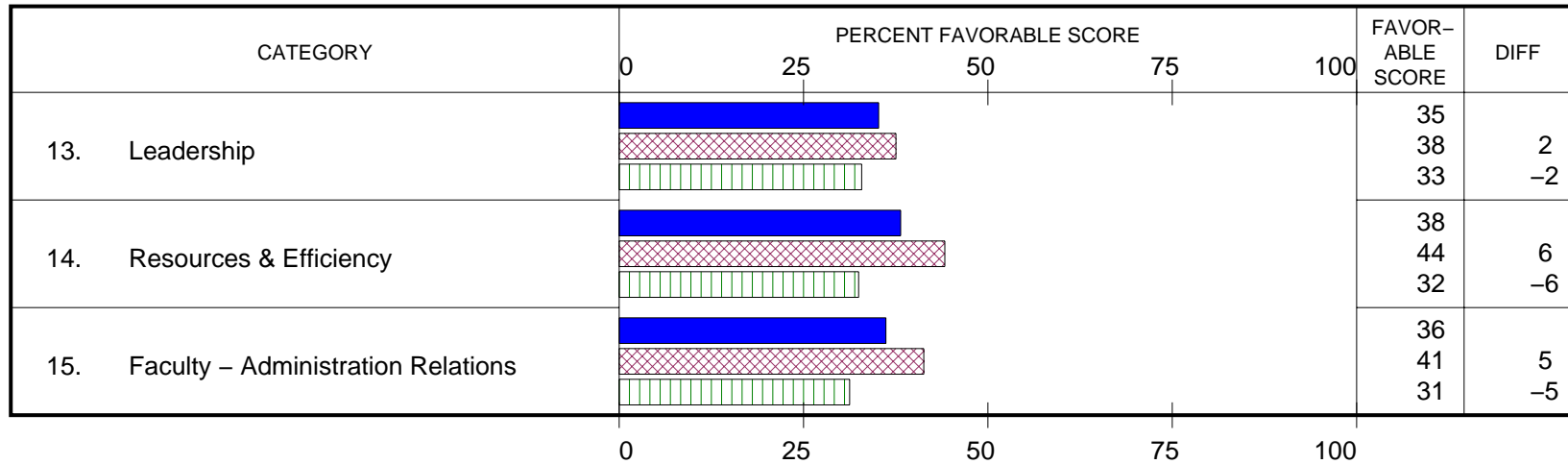


University of Florida

University of Florida Faculty Survey 2004

Category Summary




GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24












University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 1: Quality of Life

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
8. I find it very difficult to balance my work and personal responsibilities. (N)	47					51		19	32	6	23	19	43
	23					65	14	26	39	4	26	4	30
	24					38	-14	13	25	8	21	33	54
44. In my opinion, the University of Florida does as good a job as other universities in helping faculty members balance their work and family responsibilities [e.g., via family-friendly policies and programs].	47					23		0	23	21	32	23	55
	23					39	16	0	39	26	17	17	35
	24					8	-15	0	8	17	46	29	75
51. In my opinion, there is sufficient assistance for faculty spouses or partners to secure University positions.	45					16		7	9	36	16	33	49
	22					9	-6	5	5	50	18	23	41
	23					22	6	9	13	22	13	43	57

(N) Disagreeing is the Favorable Response.



University of Florida

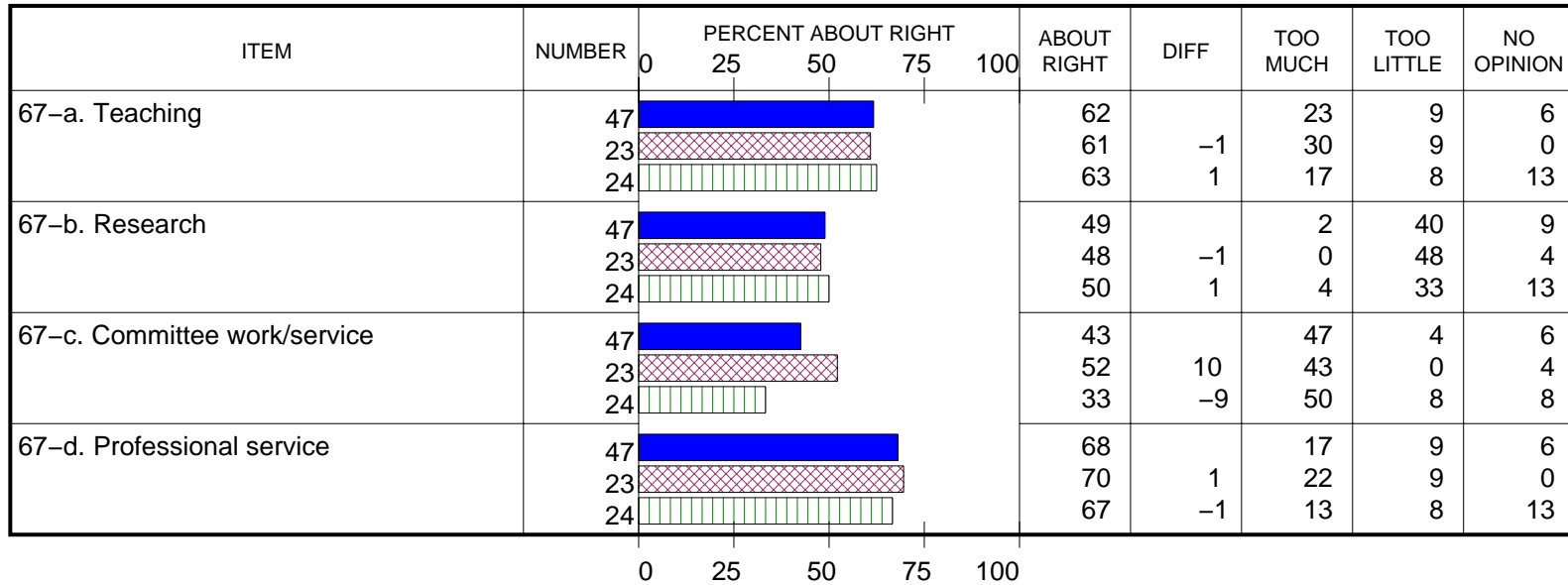
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 1: Quality of Life (Continued)

67. Please rate the following with regard to the amount of time you devote to them at present:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 1: Quality of Life (Continued)




69. Please give your opinion of the following:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
69-a. Availability of equipment or supplies	47						30		4	26	43	13	15	28	0
	23						48	18	9	39	43	0	9	9	0
	24						13	-17	0	13	42	25	21	46	0
69-b. Flexibility of work schedule	47						74		26	49	17	4	2	6	2
	23						78	4	17	61	13	4	4	9	0
	24						71	-4	33	38	21	4	0	4	4
69-c. Number of graduate teaching assistants	47						15		2	13	23	34	23	57	4
	23						17	2	0	17	22	30	26	57	4
	24						13	-2	4	8	25	38	21	58	4
69-d. Parking facilities	47						30		11	19	34	11	23	34	2
	23						35	5	13	22	22	9	30	39	4
	24						25	-5	8	17	46	13	17	29	0
69-e. Program/Clerical/Admin Support	47						32		9	23	34	21	11	32	2
	23						43	12	9	35	35	13	9	22	0
	24						21	-11	8	13	33	29	13	42	4

University of Florida

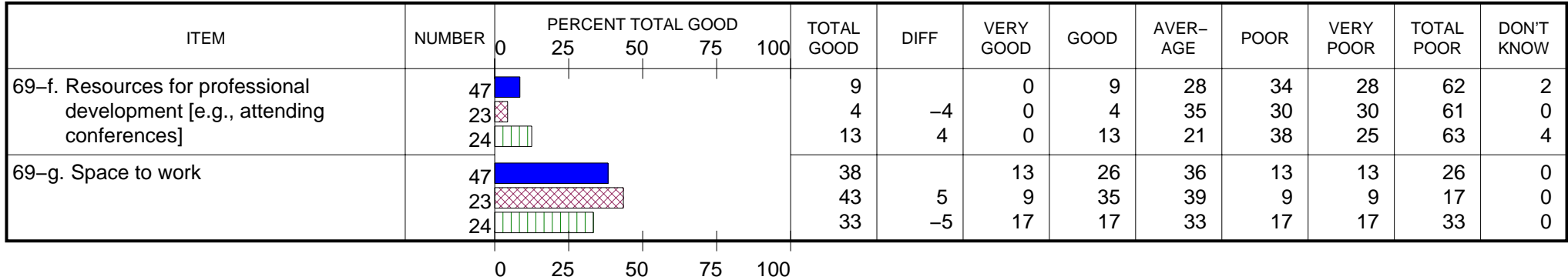
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 2: Career Development

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
12. I understand how my performance on the job is evaluated.	47						68		23	45	11	17	4	21
	23						70	1	22	48	9	22	0	22
	24						67	-1	25	42	13	13	8	21
13. The current qualifications for tenure are clear to me.	45						62		24	38	13	9	16	24
	23						65	3	26	39	13	13	9	22
	22						59	-3	23	36	14	5	23	27
26. I think my performance on the job is evaluated fairly.	47						57		19	38	19	11	13	23
	23						61	3	22	39	13	17	9	26
	24						54	-3	17	38	25	4	17	21
35. I receive sufficiently regular feedback on my performance.	47						55		11	45	6	26	13	38
	23						70	14	4	65	4	22	4	26
	24						42	-14	17	25	8	29	21	50
45. In my opinion, the University does a good job of promoting the most competent people.	47						40		6	34	19	15	26	40
	23						48	7	9	39	13	22	17	39
	24						33	-7	4	29	25	8	33	42



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 2: Career Development (Continued)

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50								
52. I am generally satisfied with my career progress in the University of Florida to date.	46				67		17	50	7	11	15	26
	22				68	1	27	41	9	9	14	23
	24				67	-1	8	58	4	13	17	29
57. I believe I have the opportunity for personal development and growth at the University of Florida.	47				68		15	53	11	11	11	21
	23				78	10	17	61	9	4	9	13
	24				58	-10	13	46	13	17	13	29
60. I think the University of Florida offers long-term opportunities for me.	47				57		15	43	19	11	13	23
	23				61	3	17	43	22	13	4	17
	24				54	-3	13	42	17	8	21	29
62. This University provides people with the necessary information and resources to manage their own careers effectively.	45				44		7	38	22	13	20	33
	21				52	8	10	43	24	10	14	24
	24				38	-7	4	33	21	17	25	42
63. There are sufficient opportunities for faculty to receive mentoring regarding the tenure process	47				49		6	43	11	21	19	40
	23				61	12	0	61	13	17	9	26
	24				38	-11	13	25	8	25	29	54

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 3: Benefits

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
1. From what I hear, our benefits are as good as or better than the benefits in other universities.	47						26		13	13	17	34	23	57
	23						26	1	13	13	17	35	22	57
	24						25	-1	13	13	17	33	25	58
16. This University's benefits program fits my needs.	47						53		15	38	11	21	15	36
	23						61	8	17	43	9	17	13	30
	24						46	-7	13	33	13	25	17	42
27. I can easily access the information I need about my benefits.	47						72		23	49	6	19	2	21
	23						70	-3	26	43	13	17	0	17
	24						75	3	21	54	0	21	4	25

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLI-CABLE
		0	25	50	75	100									
68-a. Vacations	47						32		13	19	19	4	0	4	45
	23						30	-1	13	17	22	9	0	9	39
	24						33	1	13	21	17	0	0	0	50
68-b. Holidays	47						36		17	19	36	2	4	6	21
	23						43	7	17	26	30	4	0	4	22
	24						29	-7	17	13	42	0	8	8	21
68-c. Life insurance	47						34		15	19	36	17	6	23	6
	23						35	1	22	13	35	17	9	26	4
	24						33	-1	8	25	38	17	4	21	8
68-d. Hospital/medical insurance	47						36		17	19	32	23	6	30	2
	23						48	12	22	26	22	26	4	30	0
	24						25	-11	13	13	42	21	8	29	4

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:




ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLI-CABLE
		0	25	50	75	100									
68-e. Pension/retirement plan	46						39		15	24	26	28	4	33	2
	23						43	4	17	26	22	30	4	35	0
	23						35	-4	13	22	30	26	4	30	4
68-f. Sick pay	47						38		15	23	28	9	2	11	23
	23						57	18	17	39	22	4	4	9	13
	24						21	-17	13	8	33	13	0	13	33
68-g. Personal days	47						32		13	19	21	6	2	9	38
	23						35	3	13	22	22	9	4	13	30
	24						29	-3	13	17	21	4	0	4	46
68-h. Parental leave	47						15		9	6	23	13	6	19	43
	23						17	2	4	13	26	9	0	9	48
	24						13	-2	13	0	21	17	13	29	38



University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 3: Benefits (Continued)




68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLI-CABLE
		0	25	50	75	100									
68-i. Child care	46						4		2	2	7	22	20	41	48
	22						5	0	0	5	5	32	9	41	50
	24						4	0	4	0	8	13	29	42	46
68-j. Sabbatical leaves	47						23		6	17	26	15	21	36	15
	23						30	7	4	26	26	13	26	39	4
	24						17	-7	8	8	25	17	17	33	25







University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 4: Recognition & Reward

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
2. For the work I do, I am very much underpaid. (N)	47					32		6	26	6	30	32	62
	23					35	3	9	26	4	39	22	61
	24					29	-3	4	25	8	21	42	63
17. From what I hear, our pay is as good as or better than the pay in other comparable academic institutions.	47					9		0	9	6	32	53	85
	23					9	0	0	9	4	39	48	87
	24					8	0	0	8	8	25	58	83




(N) Disagreeing is the Favorable Response.



University of Florida



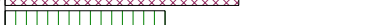



University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 4: Recognition & Reward (Continued)

36. At the University of Florida, I think I am fairly paid compared with:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
36-a. Other people in my department	47					51		11	40	2	26	21	47
	23					61	10	17	43	0	22	17	39
	24					42	-9	4	38	4	29	25	54
36-b. People in other departments	47					23		4	19	13	30	34	64
	23					30	7	4	26	13	26	30	57
	24					17	-7	4	13	13	33	38	71

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 4: Recognition & Reward (Continued)




53. In my opinion, the University recognizes and rewards excellent performance in:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
53-a. Teaching	47						53		6	47	9	13	26	38
	23						52	-1	4	48	9	9	30	39
	24						54	1	8	46	8	17	21	38
53-b. Research	47						87		43	45	0	4	9	13
	23						91	4	57	35	0	4	4	9
	24						83	-4	29	54	0	4	13	17
53-c. Committee work/service	47						15		6	9	17	28	40	68
	23						9	-6	4	4	17	35	39	74
	24						21	6	8	13	17	21	42	63
53-d. Professional service	47						13		2	11	17	28	43	70
	23						9	-4	0	9	13	35	43	78
	24						17	4	4	13	21	21	42	63

University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 4: Recognition & Reward (Continued)




70. Regarding pay, how good a job do you feel the University is doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
70-a. Keeping pay in line with the times	47 					4		2	2	17	36	43	79	0
	23 					4	0	0	4	13	39	43	83	0
	24 					4	0	4	0	21	33	42	75	0
70-b. Matching pay to performance	47 					6		4	2	28	17	40	57	9
	23 					9	2	4	4	30	17	39	57	4
	24 					4	-2	4	0	25	17	42	58	13







University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24




CATEGORY 5: Diversity

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75	100								
3. In general, the University supports diversity in the workplace.	47						64		21	43	15	13	9	21
	23						78	14	30	48	4	13	4	17
	24						50	-14	13	38	25	13	13	25
37. I feel that equal opportunity truly exists at the University of Florida.	46						41		9	33	15	35	9	43
	23						61	20	9	52	4	35	0	35
	23						22	-20	9	13	26	35	17	52

University of Florida

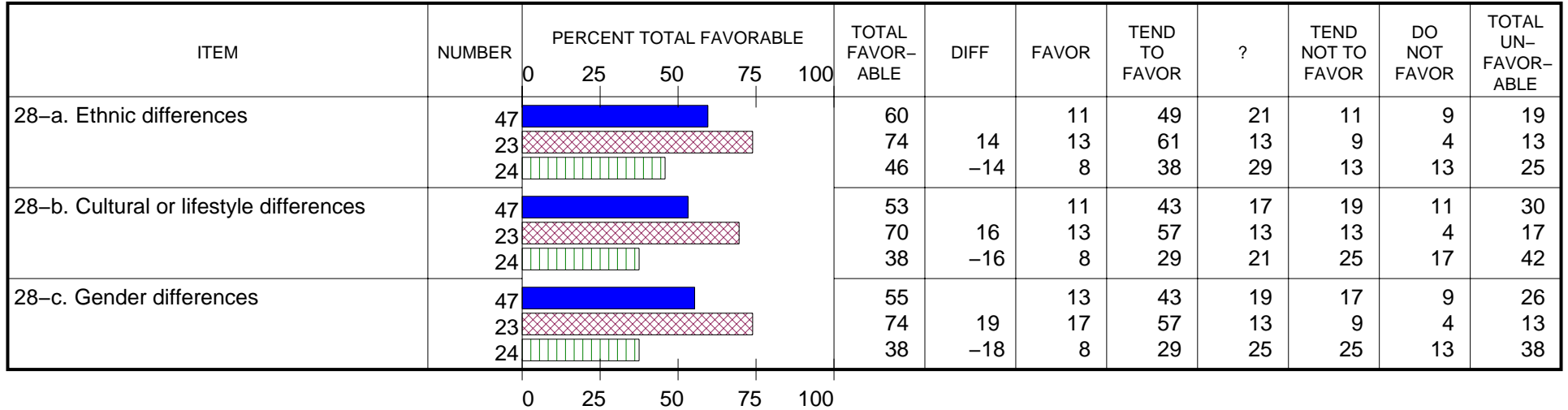
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 5: Diversity (Continued)




28. This University provides a working environment that is accepting of:



University of Florida

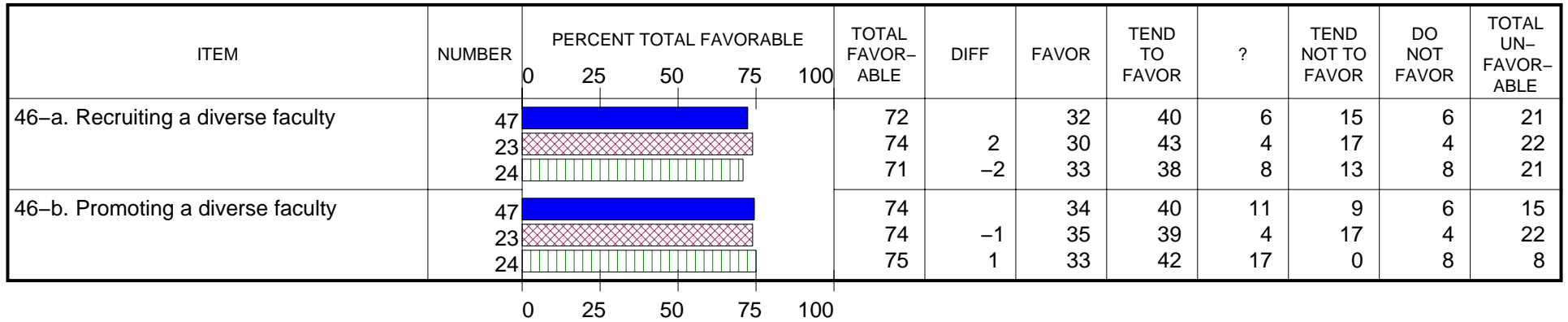
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 5: Diversity (Continued)

46. My college is placing sufficient emphasis on:



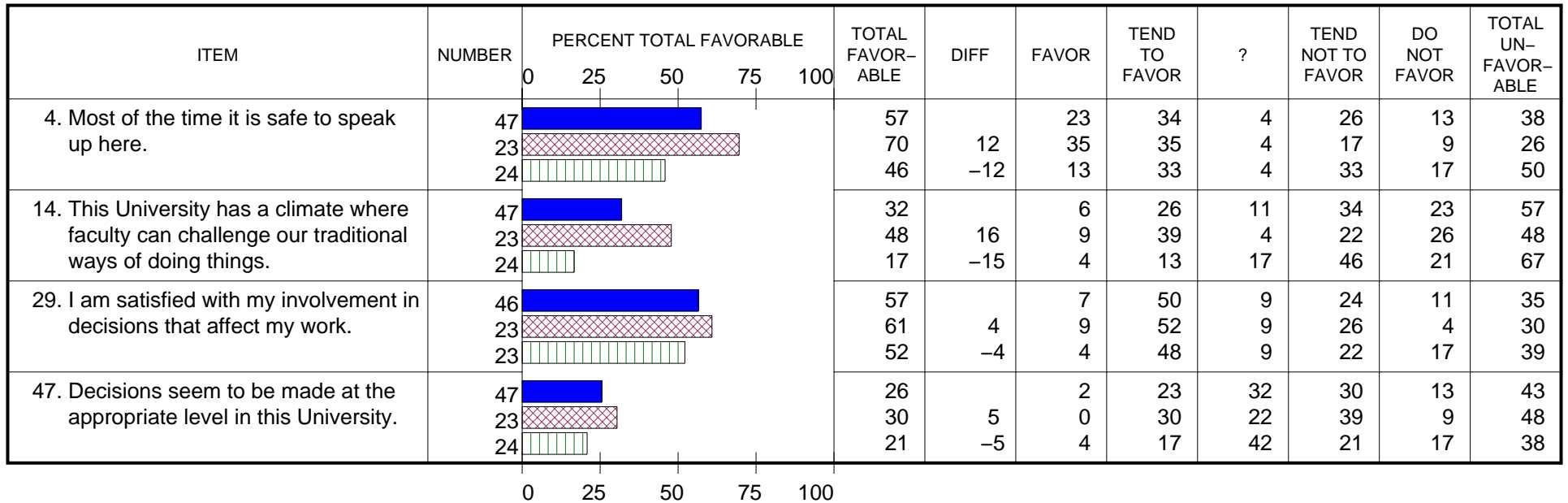
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24




CATEGORY 6: Empowerment












University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24




CATEGORY 7: Working Relationships

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50								
5. The people in my department usually get along well together.	46				83		22	61	2	7	9	15
	23				83	0	26	57	0	9	9	17
	23				83	0	17	65	4	4	9	13
23. The culture of the University fosters collaboration between disciplines.	47				23		2	21	2	62	13	74
	23				30	7	0	30	4	61	4	65
	24				17	-7	4	13	0	63	21	83
38. The University Senior Administration actively works to remove barriers to interdisciplinary collaboration.	46				26		4	22	30	28	15	43
	22				32	6	0	32	36	18	14	32
	24				21	-5	8	13	25	38	17	54

University of Florida










University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 7: Working Relationships (Continued)

18. There is good cooperation between:




ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75	100								
18-a. Faculty in my department	46						78		24	54	4	13	4	17
	23						83	4	26	57	0	13	4	17
	23						74	-4	22	52	9	13	4	17
18-b. My department and other departments	47						62		13	49	11	21	6	28
	23						74	12	13	61	13	9	4	13
	24						50	-12	13	38	8	33	8	42
18-c. My college and other colleges	47						43		9	34	21	21	15	36
	23						48	5	4	43	17	22	13	35
	24						38	-5	13	25	25	21	17	38









University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24




CATEGORY 8: Communication

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75 100								
6. The Dean of my college does an excellent job of keeping faculty informed about matters affecting us.	47					40		11	30	13	32	15	47
	23					22	-19	4	17	17	39	22	61
	24					58	18	17	42	8	25	8	33
19. Faculty receives adequate information on University policies and practices.	47					62		13	49	15	19	4	23
	23					74	12	22	52	13	13	0	13
	24					50	-12	4	46	17	25	8	33

University of Florida

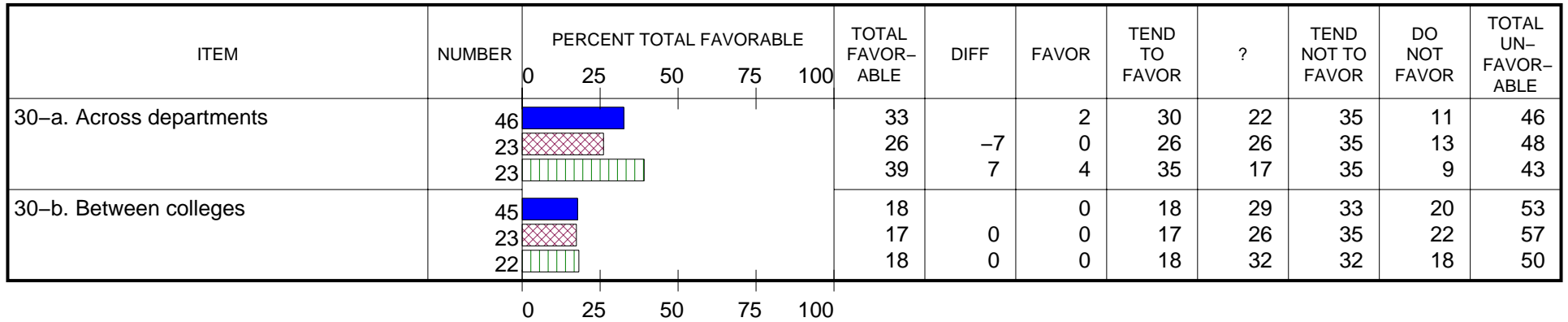
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 8: Communication (Continued)

30. There is effective sharing of information:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 9: Engagement




ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75								
7. I feel I fit well into the culture of the University of Florida.	47					60		17	43	9	21	11	32
	23					65	6	26	39	9	26	0	26
	24					54	-5	8	46	8	17	21	38
20. I would recommend the University of Florida as a good place to work.	47					43		11	32	21	28	9	36
	23					39	-3	13	26	26	30	4	35
	24					46	3	8	38	17	25	13	38
31. I am proud to be a part of the University of Florida.	47					72		21	51	17	6	4	11
	23					70	-3	26	43	22	9	0	9
	24					75	3	17	58	13	4	8	13
39. It would take a lot to make me look for another employer.	47					43		17	26	11	21	26	47
	23					48	5	26	22	9	22	22	43
	24					38	-5	8	29	13	21	29	50



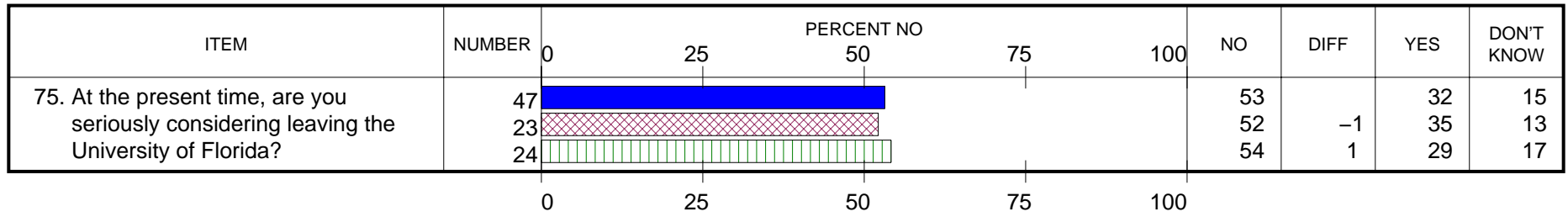
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24




CATEGORY 9: Engagement (Continued)






University of Florida

University of Florida Faculty Survey 2004




Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 10: Reaction to the Survey

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75 100								
76. Filling in this survey is a good way to input what I think.	47					87		40	47	4	6	2	9
	23					87	0	48	39	0	9	4	13
	24					88	0	33	54	8	4	0	4
		0	25	50	75 100								




77. I think the new University Senior Administration will:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75 100								
77-a. Carefully consider problems brought to its attention in this survey	47					74		51	23	15	11	0	11
	23					74	-1	52	22	17	9	0	9
	24					75	1	50	25	13	13	0	13
		0	25	50	75 100								

University of Florida







University of Florida Faculty Survey 2004

Item Detail




GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 10: Reaction to the Survey (Continued)







77. I think the new University Senior Administration will:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
77-b. Act on problems identified	47						64		36	28	21	13	2	15
	23						61	-3	35	26	26	9	4	13
	24						67	3	38	29	17	17	0	17
77-c. Communicate decisions to faculty	45						64		40	24	24	11	0	11
	22						68	4	41	27	27	5	0	5
	23						61	-4	39	22	22	17	0	17

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24




CATEGORY 11: University Image

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50								
21. In my opinion, the University of Florida is socially responsible in the community.	47				49		6	43	19	23	9	32
	23				57	8	9	48	17	17	9	26
	24				42	-7	4	38	21	29	8	38
48. The University excels at collaborating with external partners [e.g., businesses, government bodies, other universities and schools].	46				30		7	24	52	13	4	17
	22				36	6	9	27	50	9	5	14
	24				25	-5	4	21	54	17	4	21

University of Florida


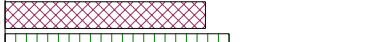






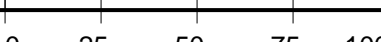
University of Florida Faculty Survey 2004

Item Detail




GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 11: University Image (Continued)

40. I think my college is doing a good job of:

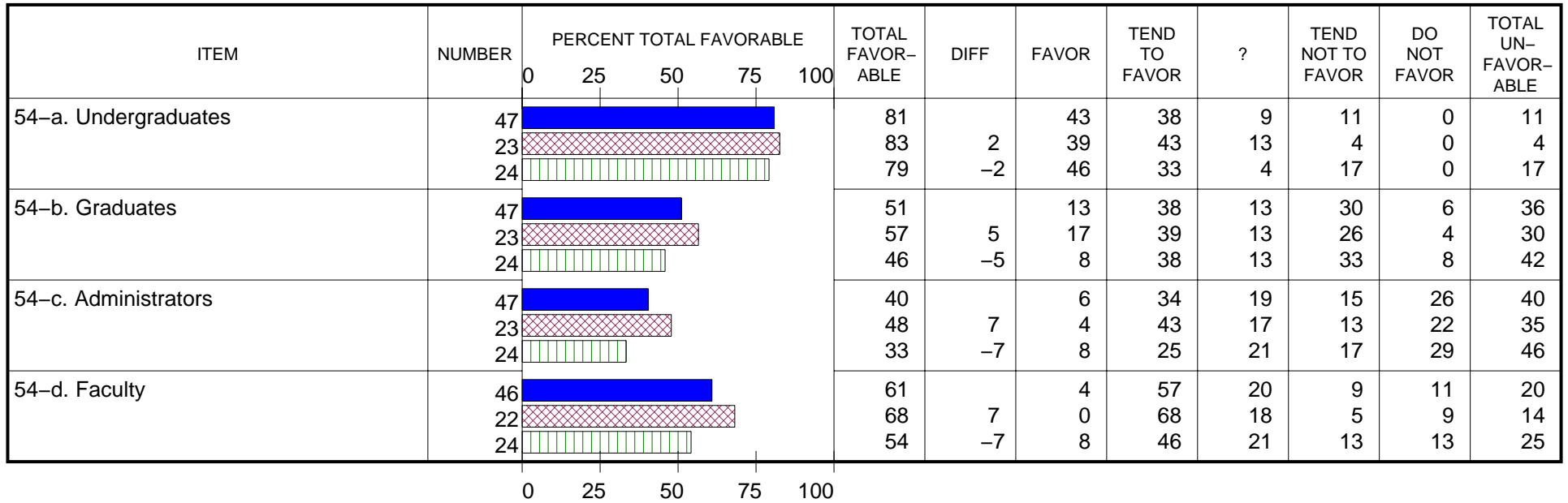
ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
40-a. Recruiting the most able faculty	47						55		21	34	11	21	13	34
	23						52	-3	22	30	13	22	13	35
	24						58	3	21	38	8	21	13	33
40-b. Actively creating a culture where faculty members may develop to their full potential	47						38		6	32	21	28	13	40
	23						48	10	4	43	22	17	13	30
	24						29	-9	8	21	21	38	13	50
40-c. Retaining its most talented faculty	47						43		9	34	21	19	17	36
	23						39	-3	4	35	26	13	22	35
	24						46	3	13	33	17	25	13	38

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 11: University Image (Continued)

54. The University of Florida is doing a good job attracting the best and brightest:



University of Florida

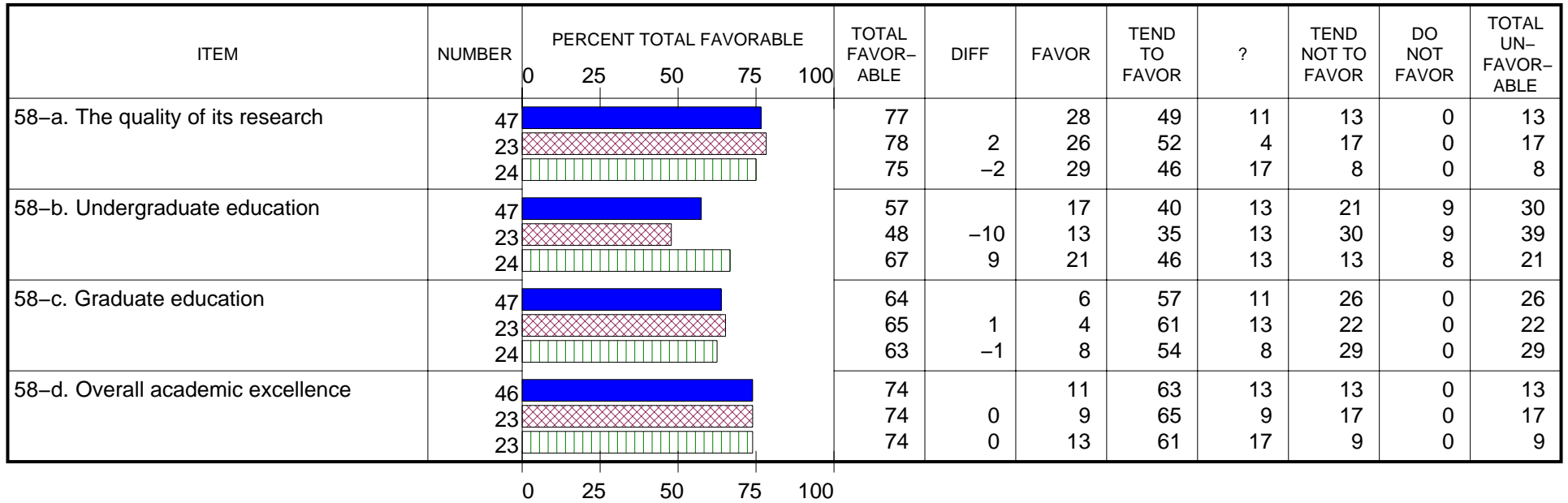
University of Florida Faculty Survey 2004

Item Detail




GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 11: University Image (Continued)




58. The University of Florida has established an excellent national reputation for:









University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 12: Strategy & Direction

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75	100								
15. I believe the University of Florida has a clear vision for the future.	46						24		2	22	22	37	17	54
	23						26	2	0	26	22	35	17	52
	23						22	-2	4	17	22	39	17	57

66. Please rate the amount of emphasis placed on the following:

ITEM	NUMBER	PERCENT ABOUT RIGHT					ABOUT RIGHT	DIFF	TOO MUCH	TOO LITTLE	NO OPINION
		0	25	50	75	100					
66-a. Undergraduate education	46						22		48	28	2
	22						14	-8	45	36	5
	24						29	7	50	21	0
66-b. Graduate education	47						30		6	62	2
	23						26	-4	4	65	4
	24						33	4	8	58	0

University of Florida

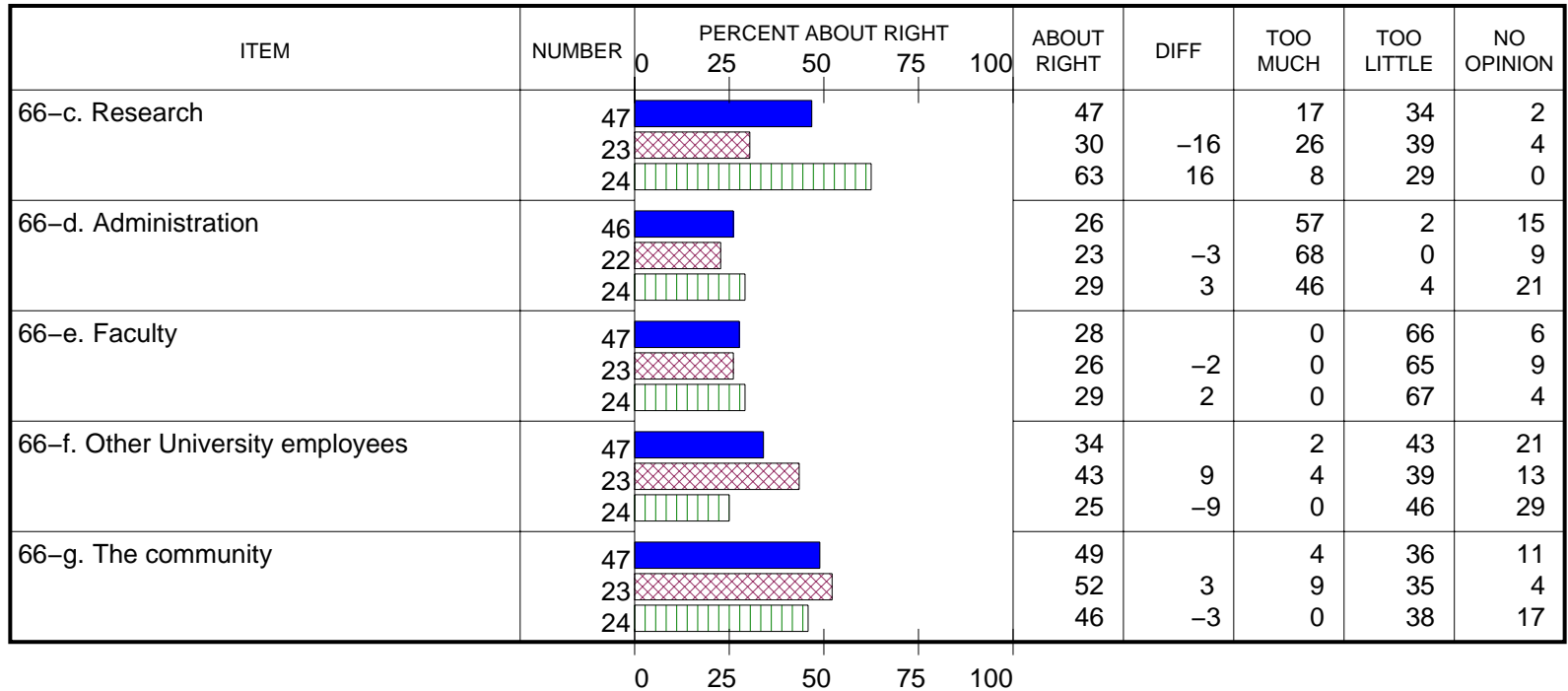
University of Florida Faculty Survey 2004

Item Detail




GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 12: Strategy & Direction (Continued)

66. Please rate the amount of emphasis placed on the following:

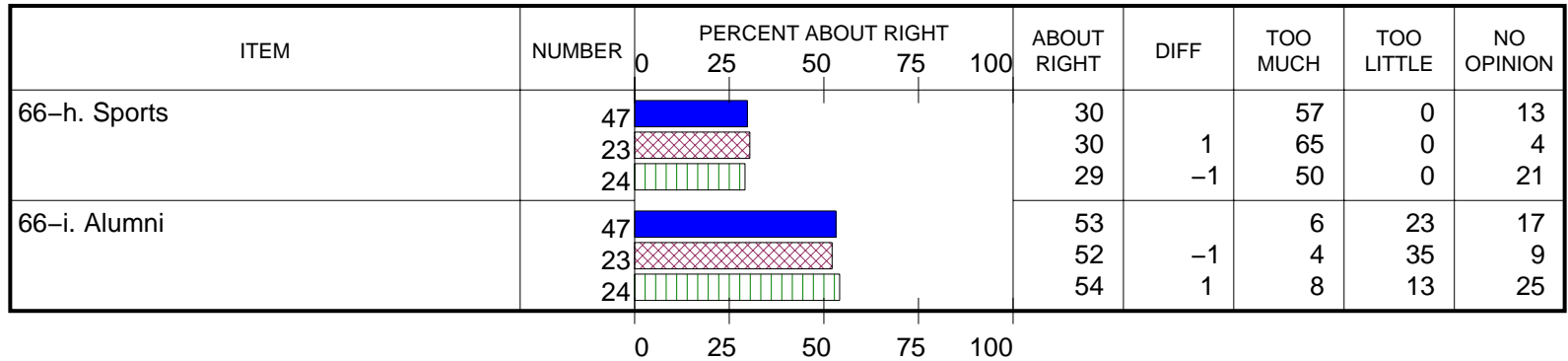


University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 12: Strategy & Direction (Continued)

66. Please rate the amount of emphasis placed on the following:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24




CATEGORY 12: Strategy & Direction (Continued)

ITEM	NUMBER	CHANGE FOR THE BETTER	STAY THE SAME	CHANGE FOR THE WORSE	NO OPINION
78. Looking ahead to the next year or so, I think the University of Florida will:	47	55	40	2	2
	23	52	39	4	4
	24	58	42	0	0

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 13: Leadership




ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
9. The decisions University Senior Administration makes concerning faculty are usually fair.	47					38		9	30	32	15	15	30
	23					52	14	13	39	22	9	17	26
	24					25	-13	4	21	42	21	13	33
22. Employees throughout the University of Florida are treated with respect, regardless of their job.	46					37		2	35	13	33	17	50
	23					48	11	4	43	9	30	13	43
	23					26	-11	0	26	17	35	22	57
32. Our University Senior Administration is generally respected by faculty.	47					45		13	32	21	21	13	34
	23					48	3	17	30	13	22	17	39
	24					42	-3	8	33	29	21	8	29



University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 13: Leadership (Continued)




41. Regarding the University's core values, I believe:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
41-a. The values are clear	47						23		4	19	26	32	19	51
	23						35	11	4	30	22	30	13	43
	24						13	-11	4	8	29	33	25	58
41-b. University decisions are consistent with these values	47						26		0	26	40	17	17	34
	23						39	14	0	39	39	13	9	22
	24						13	-13	0	13	42	21	25	46

University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 13: Leadership (Continued)

49. University Senior Administration:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
49-a. Respects the faculty	47						32		4	28	21	32	15	47
	23						35	3	4	30	13	35	17	52
	24						29	-3	4	25	29	29	13	42
49-b. Is interested in the well-being of faculty	47						36		4	32	17	32	15	47
	23						43	7	4	39	13	26	17	43
	24						29	-7	4	25	21	38	13	50

University of Florida University of Florida Faculty Survey 2004 Item Detail




GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 13: Leadership (Continued)

71. With all things considered, how good a job is University Senior Administration doing in the following areas:










ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
71-a. Establishing priorities	47						26		4	21	26	19	13	32	17
	23						30	5	4	26	17	22	22	43	9
	24						21	-5	4	17	33	17	4	21	25
71-b. Making decisions promptly	47						19		4	15	34	23	2	26	21
	23						26	7	4	22	30	26	4	30	13
	24						13	-7	4	8	38	21	0	21	29
71-c. Communicating with people	46						17		4	13	26	24	15	39	17
	22						23	5	5	18	18	32	23	55	5
	24						13	-5	4	8	33	17	8	25	29

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 13: Leadership (Continued)

72. With all things considered, how good a job is the Dean of your college doing in the following areas:

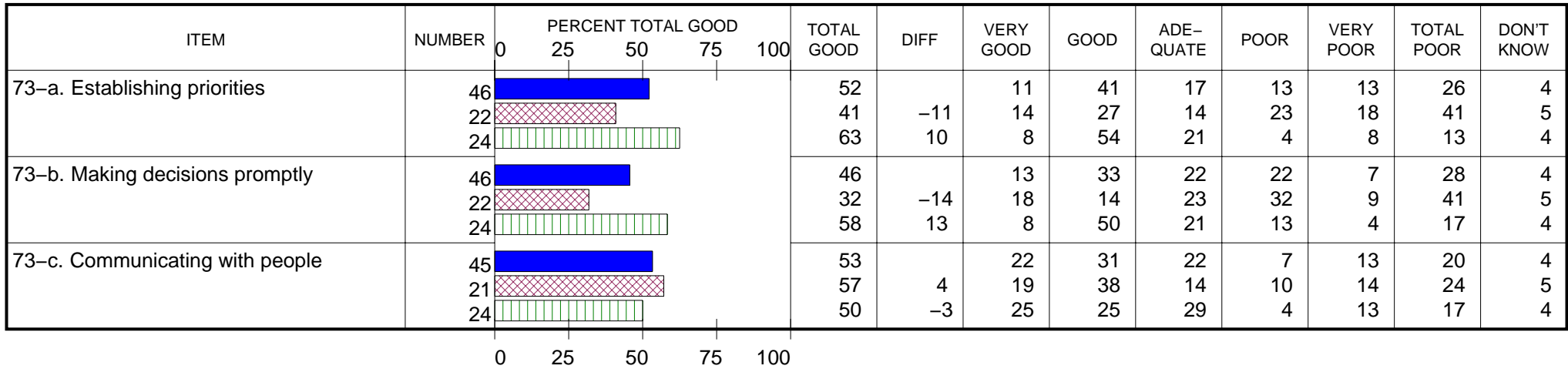
ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
72-a. Establishing priorities	47						43		13	30	28	15	13	28	2
	23						39	-3	9	30	35	4	22	26	0
	24						46	3	17	29	21	25	4	29	4
72-b. Making decisions promptly	47						36		9	28	30	13	13	26	9
	23						30	-6	9	22	35	13	22	35	0
	24						42	5	8	33	25	13	4	17	17
72-c. Communicating with people	47						34		6	28	23	19	23	43	0
	23						22	-12	9	13	26	22	30	52	0
	24						46	12	4	42	21	17	17	33	0

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 13: Leadership (Continued)




73. With all things considered, how good a job is your Department Chair doing in the following areas:


















University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 14: Resources & Efficiency

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
10. My department operates efficiently.	47					66		11	55	6	23	4	28
	23					70	4	9	61	9	22	0	22
	24					63	-3	13	50	4	25	8	33
24. The work in my department is well organized.	47					53		21	32	11	32	4	36
	23					57	3	22	35	4	35	4	39
	24					50	-3	21	29	17	29	4	33
33. Too many approvals are required for routine decisions in the University of Florida. (N)	47					13		2	11	13	32	43	74
	23					17	5	0	17	9	30	43	74
	24					8	-4	4	4	17	33	42	75
42. In my opinion, decisions are made in a timely manner at the University of Florida.	46					26		2	24	24	37	13	50
	22					41	15	0	41	27	23	9	32
	24					13	-14	4	8	21	50	17	67
50. I have sufficient support [e.g., from clerical, technical, staff support] to be able to do my job effectively.	47					51		19	32	2	23	23	47
	23					61	10	26	35	4	22	13	35
	24					42	-9	13	29	0	25	33	58




(N) Disagreeing is the Favorable Response.






University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 14: Resources & Efficiency (Continued)

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
55. The University's commitment to quality education is apparent in what we are asked to do on a day-to-day basis.	47						32		2	30	17	38	13	51
	23						39	7	0	39	17	35	9	43
	24						25	-7	4	21	17	42	17	58
		0	25	50	75	100								




ITEM	NUMBER	PERCENT ABOUT RIGHT					ABOUT RIGHT	DIFF	TOO FAST	TOO SLOW	NO OPINION
		0	25	50	75	100					
64. In my judgment, the undergraduate student population growth rate is:	47						23		64	2	11
	23						26	3	57	4	13
	24						21	-3	71	0	8
65. In my judgment, the graduate student population growth rate is:	46						20		15	61	4
	23						26	7	17	57	0
	23						13	-7	13	65	9
		0	25	50	75	100					



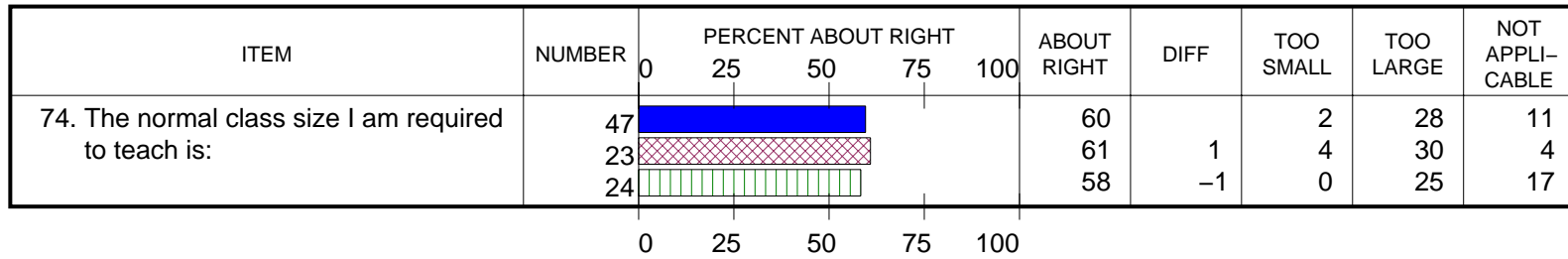
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 14: Resources & Efficiency (Continued)



University of Florida

University of Florida Faculty Survey 2004

Item Detail




GROUP	SYMBOL	NUMBER
EDUCATION	A	47
EDUCATION: MALE	B	23
EDUCATION: FEMALE	C	24

CATEGORY 15: Faculty – Administration Relations

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
11. I am satisfied with the procedures available for resolving faculty complaints.	47					34		6	28	38	19	9	28
	23					43	9	4	39	35	17	4	22
	24					25	-9	8	17	42	21	13	33
25. In my opinion, the faculty has adequate input into decisions regarding important University matters.	47					21		6	15	13	32	34	66
	23					26	5	9	17	13	22	39	61
	24					17	-5	4	13	13	42	29	71
34. In general, there are good relations between faculty and administration.	47					38		4	34	15	34	13	47
	23					43	5	4	39	9	35	13	48
	24					33	-5	4	29	21	33	13	46
43. Policies and procedures established by the University of Florida are generally not overly bureaucratic.	47					11		2	9	19	30	40	70
	23					13	2	0	13	26	30	30	61
	24					8	-2	4	4	13	29	50	79
59. The University provides excellent support and savvy to faculty seeking grants.	47					15		9	6	23	32	30	62
	23					26	11	13	13	30	35	9*	43
	24					4	-11	4	0	17	29	50	79







* A statistically significant difference at the 95 % Confidence Level.

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 15: Faculty – Administration Relations (Continued)

56. The following do an excellent job supporting faculty, allowing faculty to concentrate on research and/or teaching:




ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
56-a. University Senior Administration	47						36		9	28	30	19	15	34
	23						52	16	13	39	9*	17	22	39
	24						21	-15	4	17	50	21	8	29
56-b. The Dean of my college	47						36		13	23	23	17	23	40
	23						43	7	13	30	17	9	30	39
	24						29	-7	13	17	29	25	17	42

* A statistically significant difference at the 95 % Confidence Level.

University of Florida


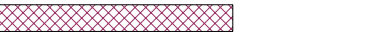







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
EDUCATION: MALE	B 	23
EDUCATION: FEMALE	C 	24

CATEGORY 15: Faculty – Administration Relations (Continued)

61. In general, the University Administration staff with whom I work on a day-to-day basis:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
61-a. Quickly responds to my requests	47						62		19	43	11	19	9	28
	23						61	-1	22	39	13	17	9	26
	24						63	1	17	46	8	21	8	29
61-b. Adequately meets my needs	47						57		17	40	11	23	9	32
	23						57	-1	17	39	13	22	9	30
	24						58	1	17	42	8	25	8	33
61-c. Performs a role that is important to my success	47						51		19	32	13	28	9	36
	23						48	-3	17	30	17	26	9	35
	24						54	3	21	33	8	29	8	38



University of Florida

University of Florida Faculty Survey 2004

Category Target

- A. Quality of Life
- B. Career Development
- C. Benefits
- D. Recognition & Reward
- E. Diversity
- F. Empowerment
- G. Working Relationships
- H. Communication

- I. Engagement
- J. Reaction to the Survey
- K. University Image
- L. Strategy & Direction
- M. Leadership
- N. Resources & Efficiency
- O. Faculty – Administration Relations

GROUP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Average Difference
EDUCATION (N=47)	38	57	34	29	60	43	52	38	54	72	55	34	35	38	36	
EDUCATION: MALE (N=23)	5	6	5	2	12	9	6	-3	1	0	2	-2	2	6	5	4
EDUCATION: FEMALE (N=24)	-5	-6	-4	-1	-12	-9	-6	3	-1	0	-2	2	-2	-6	-5	-4

University of Florida
University of Florida Faculty Survey 2004

This is the last page.