

University of Florida
University of Florida Faculty Survey 2004
EDUCATION OVERALL AND NORMATIVE REPORT 1/2
Volume UOF-012

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.

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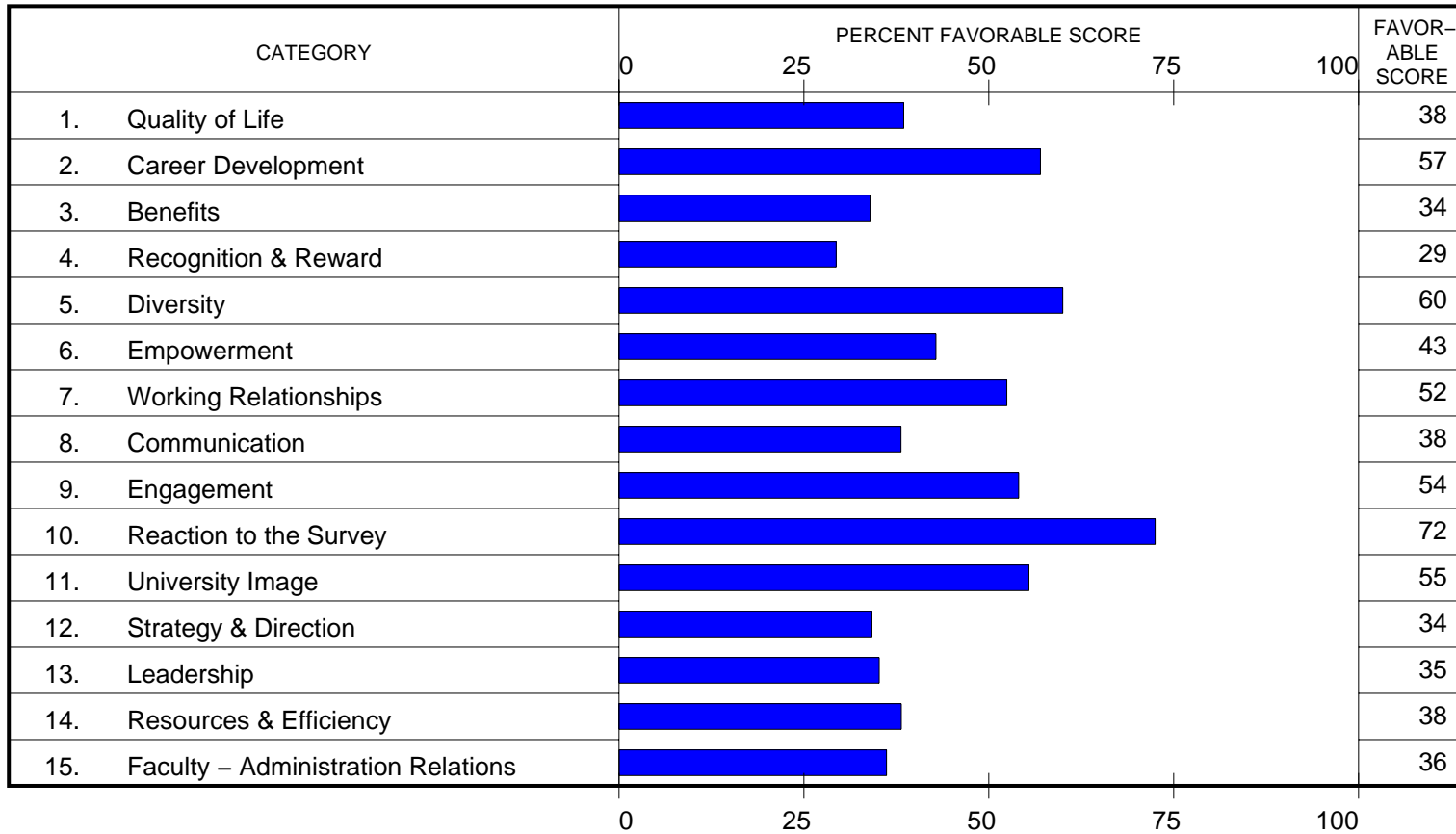
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Category Summary

GROUP SYMBOL NUMBER
 EDUCATION A 47

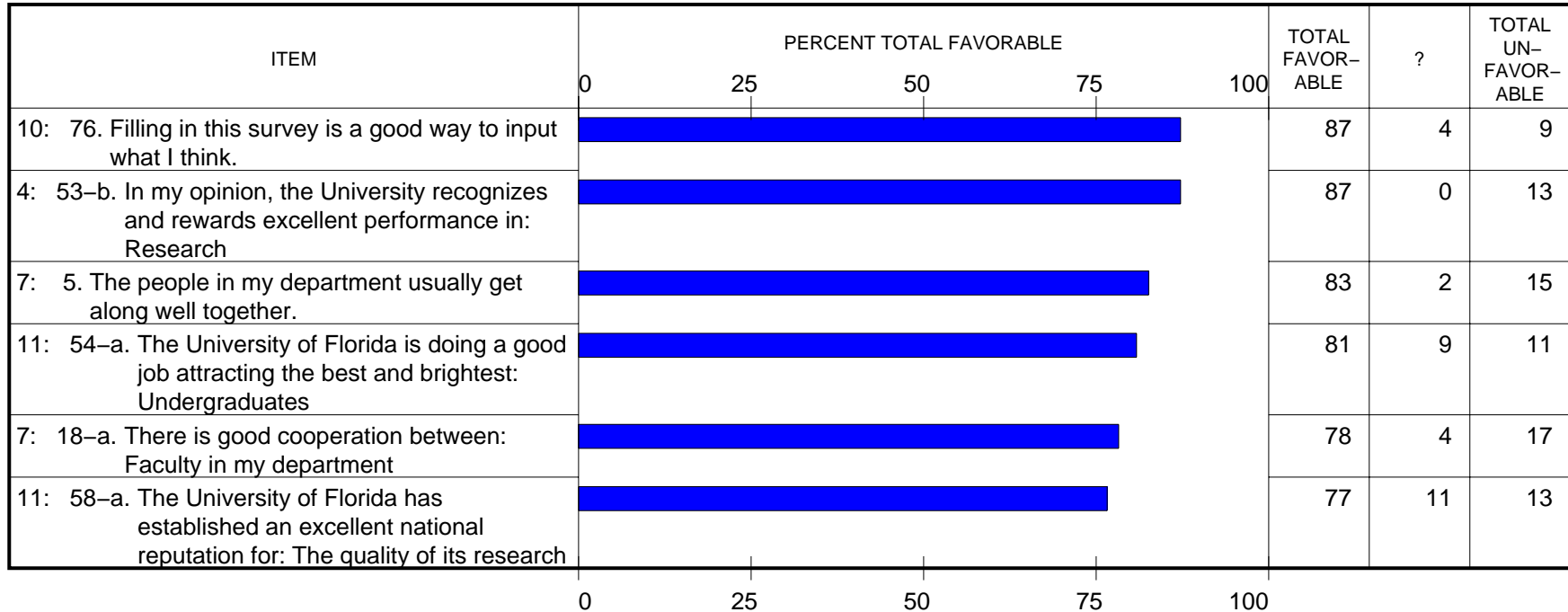


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Ten Items with the Most Favorable Results

GROUP SYMBOL NUMBER
 EDUCATION A 47

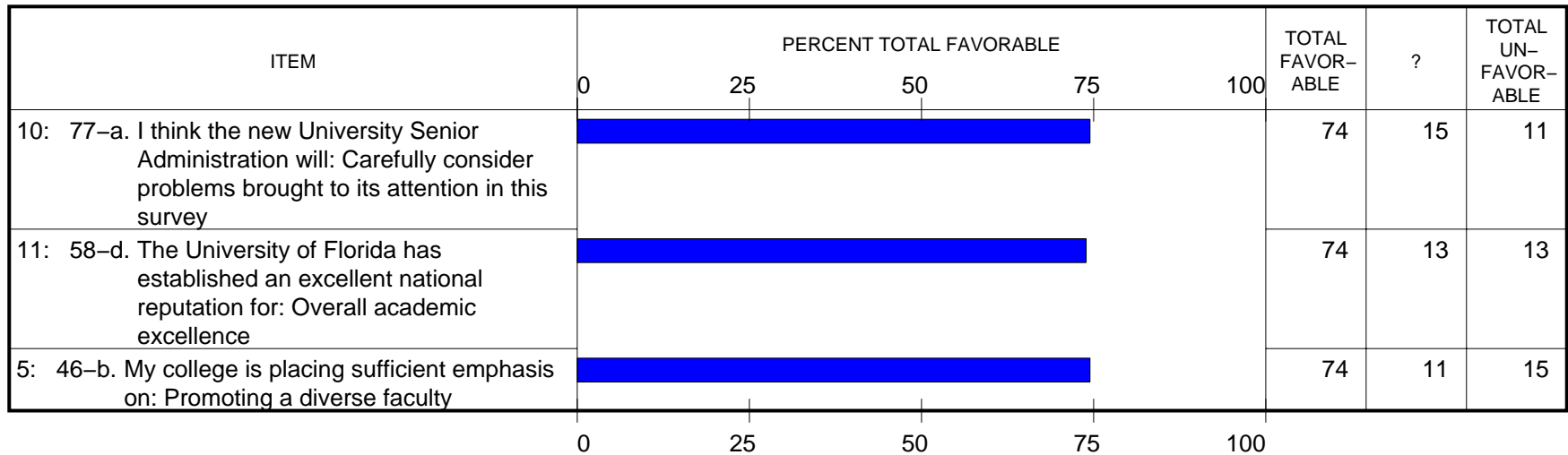
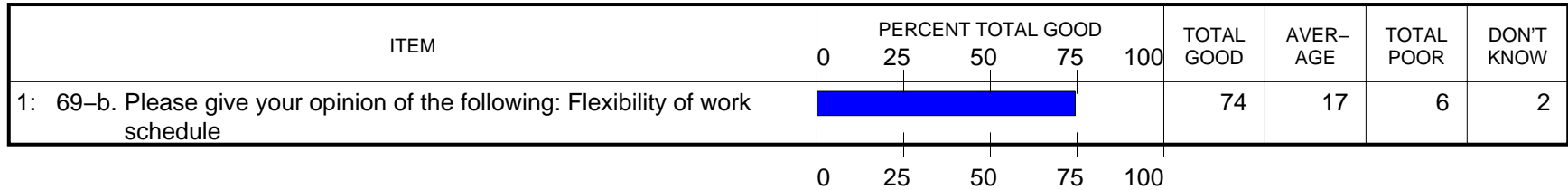


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Ten Items with the Most Favorable Results

GROUP SYMBOL NUMBER
 EDUCATION A 47

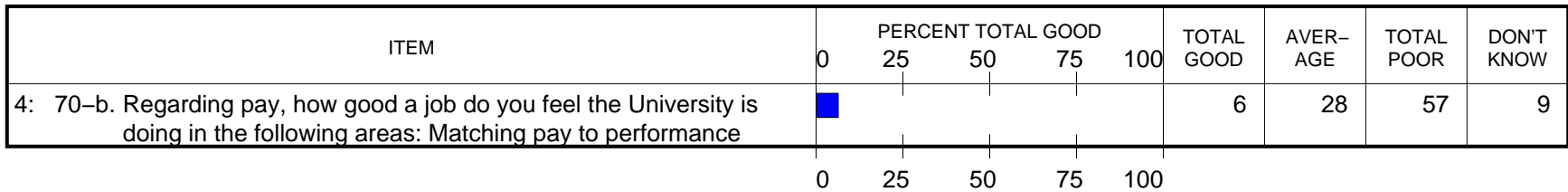
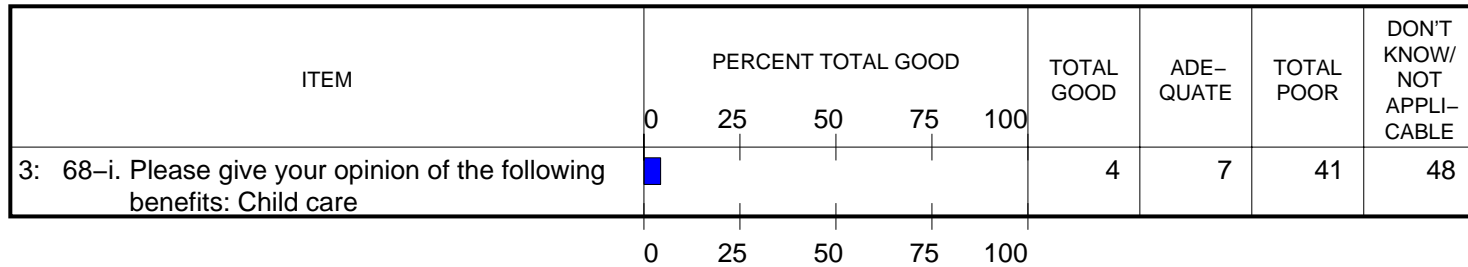
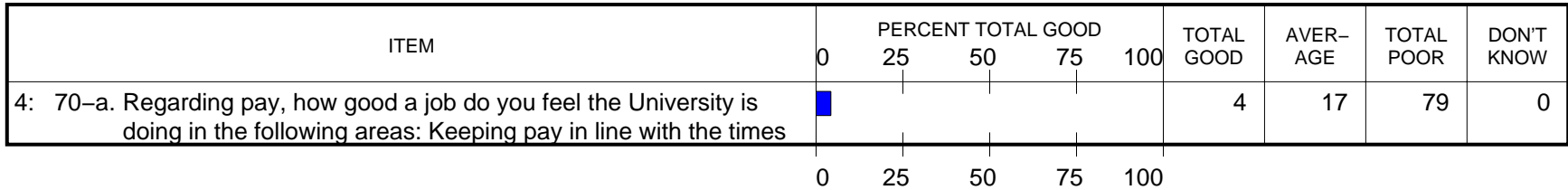


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Ten Items with the Least Favorable Results

GROUP SYMBOL NUMBER
 EDUCATION A 47

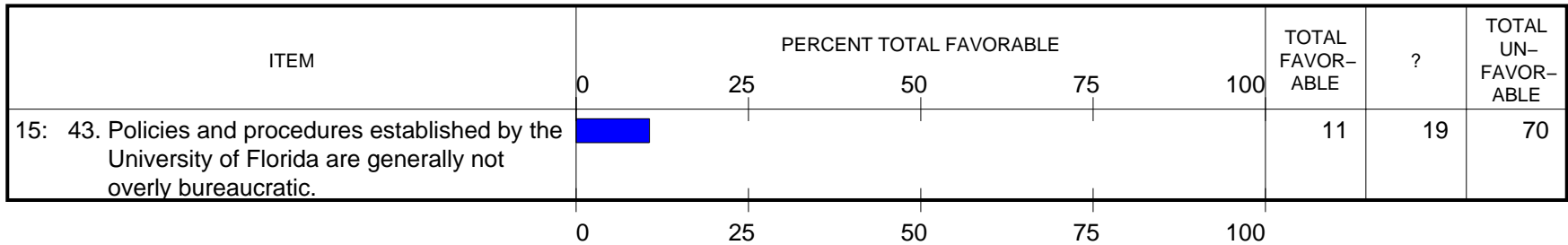
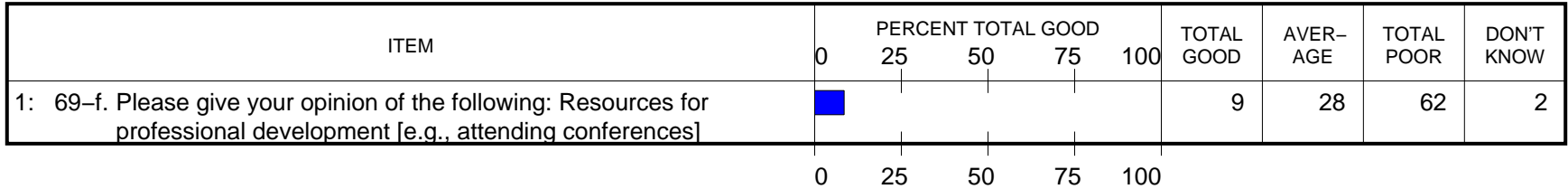
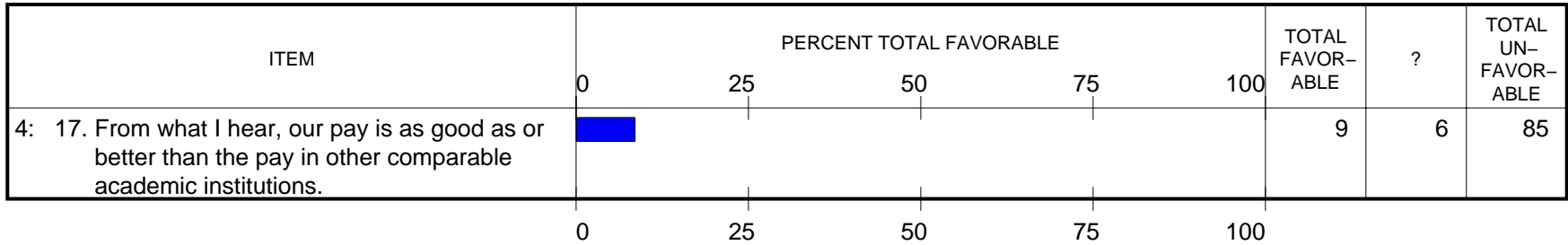


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Ten Items with the Least Favorable Results

GROUP SYMBOL NUMBER
 EDUCATION A 47

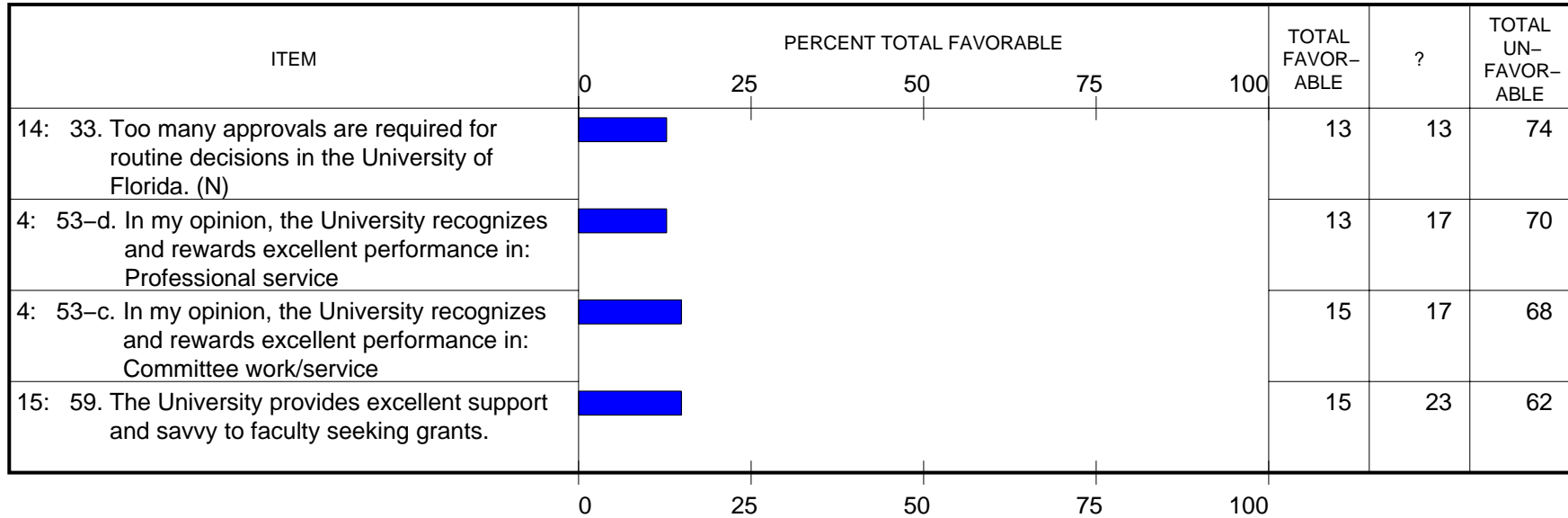


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Ten Items with the Least Favorable Results

GROUP SYMBOL NUMBER
 EDUCATION A ■ 47







(N) Disagreeing is the Favorable Response.










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Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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
	1635					49	2	17	32	7	27	16	44
	28761					64	-13	28	36	9	17	10*	27*
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
	1629					29	-6	5	24	32	24	15	39*
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
	1618					19	-3	5	14	39	20	22	42

(N) Disagreeing is the Favorable Response.





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



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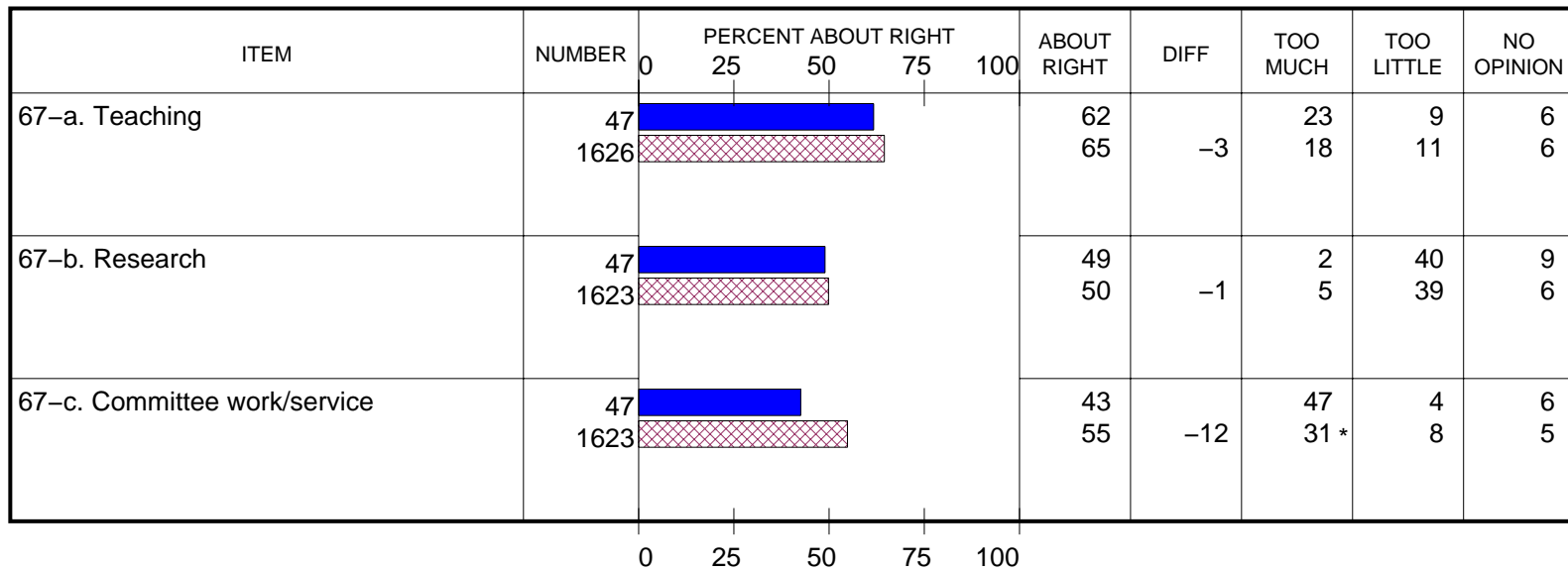
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Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

CATEGORY 1: Quality of Life (Continued)

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







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



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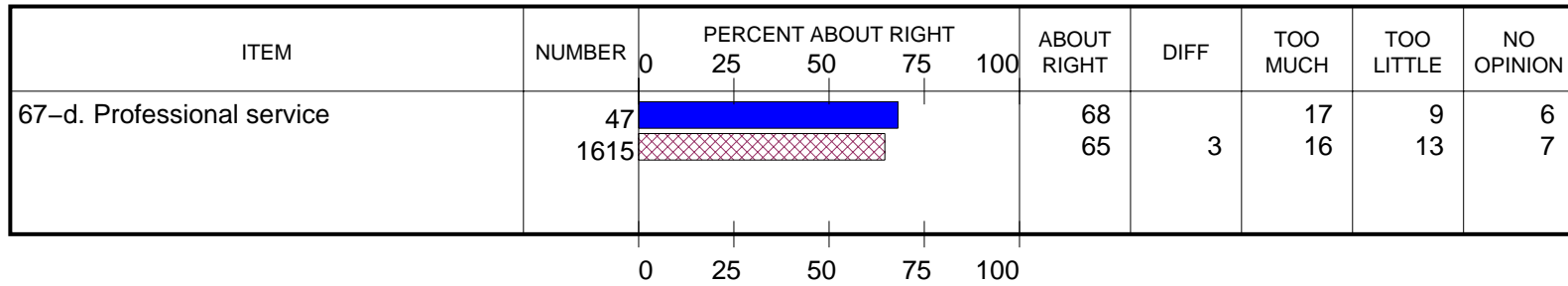
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GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
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CATEGORY 1: Quality of Life (Continued)





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



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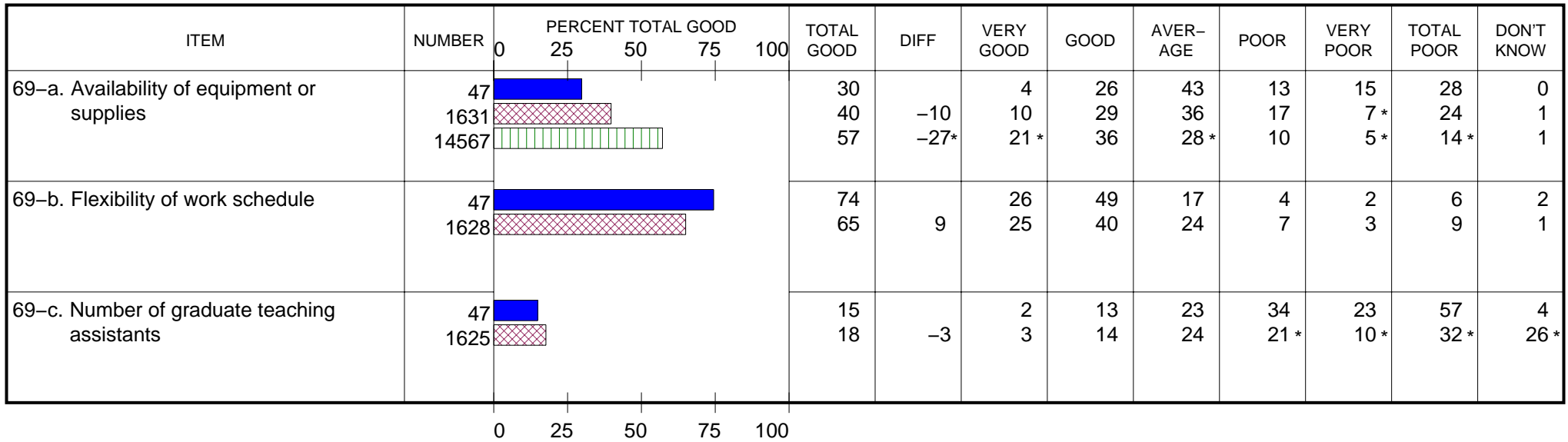
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EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:







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



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GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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U.S. HIGH PERFORMANCE NORM	D 	53431

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-d. Parking facilities	47						30	16 *	11	19	34	11	23	34	2
	1626						14		3 *	10	22	22	39 *	60 *	4
69-e. Program/Clerical/Admin Support	47						32	4	9	23	34	21	11	32	2
	1618						28		7	21	36	23	11	34	2
69-f. Resources for professional development [e.g., attending conferences]	47						9	-17*	0	9	28	34	28	62	2
	1625						25		7	18	28	27	18	45 *	2





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EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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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-g. Space to work	47						38		13	26	36	13	13	26	0
	1620						36	2	13	23	33	17	13	30	0
	5018						54	-16*	25*	29	27	11	7	18	1
		0	25	50	75	100									

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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								
12. I understand how my performance on the job is evaluated.	47					68		23	45	11	17	4	21
	1639					73	-5	32	41	7	12	7	20
	65313					71	-3	36	35	10	12	7	19
	24997					75	-7	37	38	9	11	5	16
13. The current qualifications for tenure are clear to me.	45					62		24	38	13	9	16	24
	1626					65	-3	32	33	14	13	8	21
26. I think my performance on the job is evaluated fairly.	47					57		19	38	19	11	13	23
	1631					65	-7	24	41	14	12	9	21
	91331					68	-11	32	36	13	12	7	19
	34212					74	-16*	36*	37	12	10	5*	15
35. I receive sufficiently regular feedback on my performance.	47					55		11	45	6	26	13	38
	1621					60	-5	19	41	13	18	9	27
	102015					63	-8	30*	33	10	17	10	27
	35472					67	-12	32*	35	8	17	8	24*





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U.S. HIGH PERFORMANCE NORM	D 	53431

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								
45. In my opinion, the University does a good job of promoting the most competent people.	47					40		6	34	19	15	26	40
	1639					43	-2	7	36	20	23	14 *	38
	68606					43	-3	13	30	21	21	15 *	35
	18709					48	-8	15	33	24	18	9 *	27 *
52. I am generally satisfied with my career progress in the University of Florida to date.	46					67		17	50	7	11	15	26
	1622					66	1	24	43	9	15	10	25
	5295					65	2	29	36 *	11	15	9	24
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
	1613					67	1	21	46	11	13	8	22
	130221					64	4	30 *	34 *	12	15	9	24
	37482					71	-3	34 *	36 *	11	13	6	19
60. I think the University of Florida offers long-term opportunities for me.	47					57		15	43	19	11	13	23
	1619					57	0	20	37	19	14	10	24
	15871					58	0	26	32	17	15	11	25





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U.S. HIGH PERFORMANCE NORM	D 	53431

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								
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
	1623					42	3	8	34	26	24	9*	33
	15346					56	-12	18*	38	19	19	6*	25
63. There are sufficient opportunities for faculty to receive mentoring regarding the tenure process	47					49		6	43	11	21	19	40
	1625					45	4	13	32	21	20	15	34

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EDUCATION	A	47
UNIVERSITY OF FLORIDA FACULTY 2004	B	1639
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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								
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
	1639					37	-11	12	25	17	25	21	46
	80528					65	-39*	30*	35*	16	12*	7*	20*
	28094					70	-44*	32*	38*	16	10*	5*	15*
16. This University's benefits program fits my needs.	47					53		15	38	11	21	15	36
	1639					57	-3	15	42	10	23	11	34
	66469					74	-21*	34*	40	10	10*	6*	16*
	18714					76	-22*	35*	41	9	10*	5*	15*
27. I can easily access the information I need about my benefits.	47					72		23	49	6	19	2	21
	1623					67	5	25	42	14	15	4	19
	18058					85	-13*	43*	42	6	6*	2	9*
	9205					85	-13*	48*	37	4	8*	3	11*





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Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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
	1627					52	-20*	24	28	22	6	2	8	18*
	14956					63	-31*	29*	34*	27	5	3	8	2*
68-b. Holidays	47					36		17	19	36	2	4	6	21
	1624					53	-16*	23	29	31	6	1	8	9*
	9313					61	-25*	27	34*	28	6	3	9	2*
68-c. Life insurance	47					34		15	19	36	17	6	23	6
	1623					32	2	10	22	39	15	4	19	10

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Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A	47
UNIVERSITY OF FLORIDA FACULTY 2004	B	1639
U.S. NATIONAL NORM	C	159436
U.S. HIGH PERFORMANCE NORM	D	53431

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-d. Hospital/medical insurance	47						36		17	19	32	23	6	30	2
	1624						36	0	13	24	34	20	7	27	3
	14952						54	-18*	22	32	30	7*	4	11*	5
68-e. Pension/retirement plan	46						39		15	24	26	28	4	33	2
	1625						43	-4	16	27	35	15*	5	20*	2
	14283						49	-10	19	30	29	9*	6	15*	7
68-f. Sick pay	47						38		15	23	28	9	2	11	23
	1619						43	-4	17	26	31	5	2	7	19

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EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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-g. Personal days	47						32		13	19	21	6	2	9	38
	1621						28	4	11	18	24	6	3	10	38
68-h. Parental leave	47						15		9	6	23	13	6	19	43
	1624						18	-4	7	11	16	9	6	15	51
68-i. Child care	46						4		2	2	7	22	20	41	48
	1623						8	-3	3	5	10	15	12	27*	56





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EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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-j. Sabbatical leaves	47						23		6	17	26	15	21	36	15
	1625						15	9	5	10	19	19	18	38	28 *
		0	25	50	75	100									

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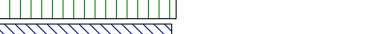

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UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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
	1635					25	7	7	18	9	30	35	66
	20306					43	-11	13	30	16	23	18*	41*
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
	1636					14	-6	3	11	10	32	44	76
	114951					46	-38*	17*	29*	20*	20*	14*	33*
	40573					45	-36*	16*	29*	23*	21	12*	32*

(N) Disagreeing is the Favorable Response.





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



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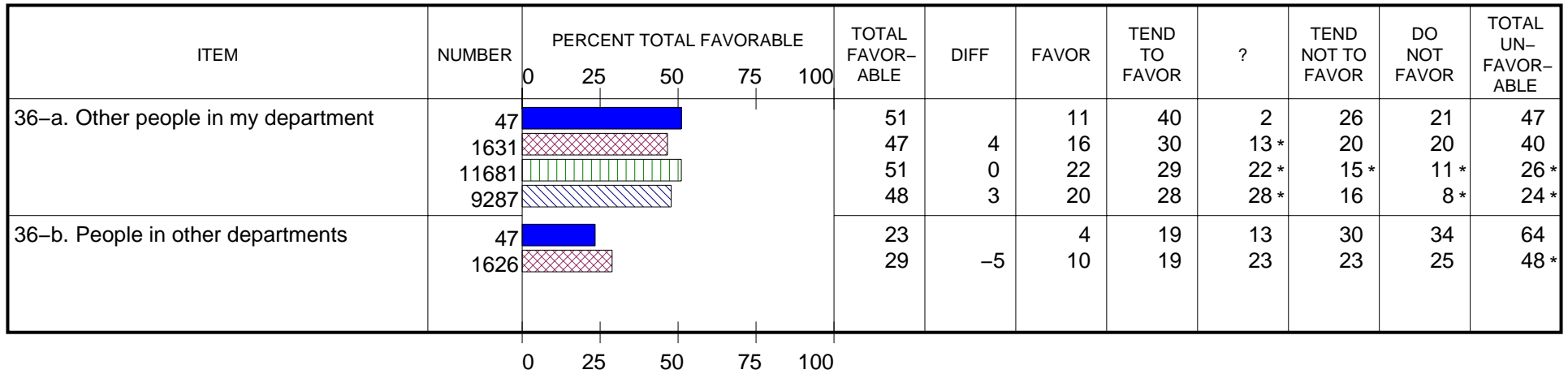
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GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

CATEGORY 4: Recognition & Reward (Continued)

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







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



University of Florida

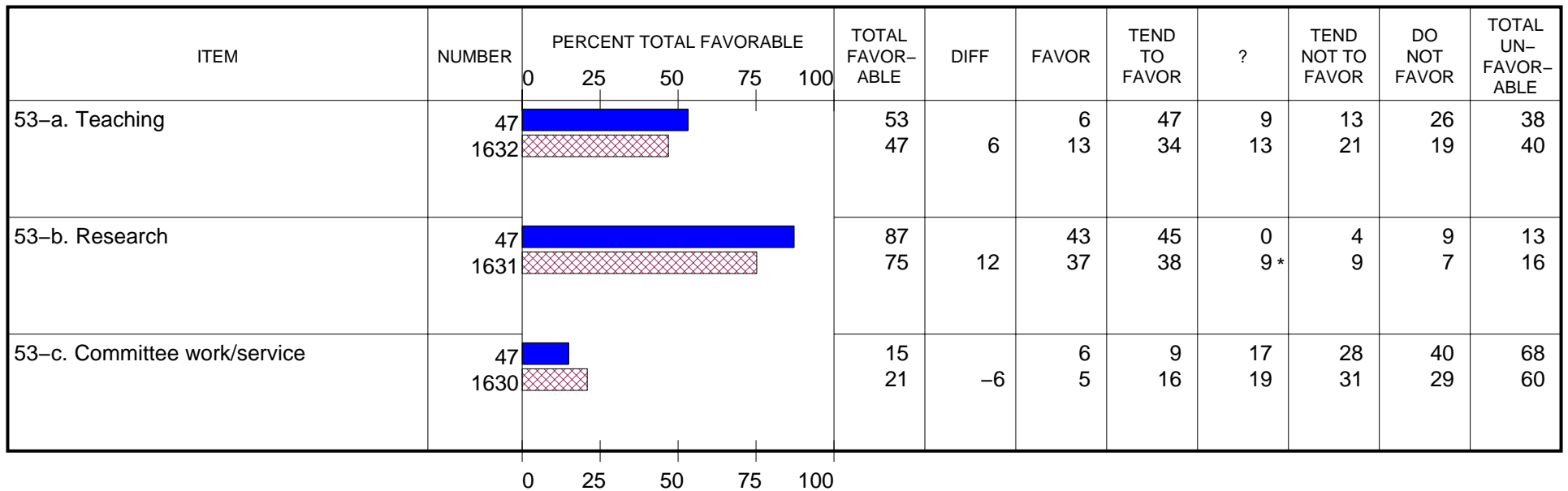
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
EDUCATION	A 	47
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

CATEGORY 4: Recognition & Reward (Continued)

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







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



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GROUP	SYMBOL	NUMBER
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CATEGORY 4: Recognition & Reward (Continued)

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





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								
53-d. Professional service	47					13		2	11	17	28	43	70
	1624					27	-14*	7	20	19	28	26 *	54 *
		0	25	50	75 100								

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

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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	100									
70-a. Keeping pay in line with the times	47						4		2	2	17	36	43	79	0
	1639						8	-4	2	6	19	35	36	71	2
	12497						32	-27*	9	23*	35*	19*	11*	30*	4
70-b. Matching pay to performance	47						6		4	2	28	17	40	57	9
	1627						8	-2	2	7	24	33*	31	65	3*
	72671						31	-25*	8	24*	33	18	12*	30*	6
	28026						35	-29*	9	27*	33	16	10*	26*	6

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








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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								
3. In general, the University supports diversity in the workplace.	47					64		21	43	15	13	9	21
	1639					71	-7	26	45	12	12	5	17
	51033					75	-11	39*	35	13	8	5	12
	18676					81	-17*	46*	35	11	5*	3*	8*
37. I feel that equal opportunity truly exists at the University of Florida.	46					41		9	33	15	35	9	43
	1630					53	-11	16	36	20	20*	8	27*
	26732					69	-28*	38*	31	11	12*	8	20*





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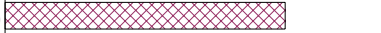




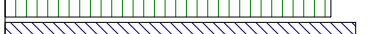



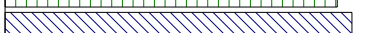

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EDUCATION	A 	47
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CATEGORY 5: Diversity (Continued)

28. This University provides a working environment that is accepting 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								
28-a. Ethnic differences	47					60		11	49	21	11	9	19
	1639					73	-13*	27*	46	14	9	4	13
	28031					89	-29*	57*	32*	7*	3*	2*	5*
	12500					92	-33*	60*	32*	5*	2*	1*	3*
28-b. Cultural or lifestyle differences	47					53		11	43	17	19	11	30
	1627					67	-14*	25*	42	15	13	5	18*
	39902					85	-32*	50*	35	9	4*	2*	6*
	15178					91	-38*	58*	33	5*	3*	1*	4*
28-c. Gender differences	47					55		13	43	19	17	9	26
	1626					67	-12	27*	41	14	13	5	18
	30190					87	-31*	54*	32	7*	5*	2*	7*
	15144					90	-35*	57*	33	5*	3*	1*	4*

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CATEGORY 5: Diversity (Continued)

46. My college is placing sufficient emphasis on:

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								
46-a. Recruiting a diverse faculty	47					72	16 *	32	40	6	15	6	21
	1628					57							
46-b. Promoting a diverse faculty	47					74	19 *	34	40	11	9	6	15
	1626					55							

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



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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								
4. Most of the time it is safe to speak up here.	47					57		23	34	4	26	13	38
	1632					53	5	19	34	12	20	15	35
	89443					60	-2	24	36	13	17	11	28
	21961					63	-6	24	39	14	15*	8	23*
14. This University has a climate where faculty can challenge our traditional ways of doing things.	47					32		6	26	11	34	23	57
	1633					28	4	7	21	18	32	22	54
	84570					55	-23*	20*	35	17	19*	9*	27*
	27982					55	-23*	18*	36	20	19*	7*	26*
29. I am satisfied with my involvement in decisions that affect my work.	46					57		7	50	9	24	11	35
	1630					50	6	14	37	12	24	13	38
	88032					66	-9	29*	37	10	17	8	24
	37327					72	-16*	34*	38	8	15	5	20*
47. Decisions seem to be made at the appropriate level in this University.	47					26		2	23	32	30	13	43
	1621					32	-6	5	27	31	23	14	38
	4581					53	-27*	15*	38*	20*	19	8	27*





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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	75								
5. The people in my department usually get along well together.	46					83		22	61	2	7	9	15
	1635					76	7	35	41 *	7	10	8	18
	23368					87	-4	49 *	38 *	4	6	3 *	9
	9361					90	-7	52 *	38 *	3	5	2 *	7 *
23. The culture of the University fosters collaboration between disciplines.	47					23		2	21	2	62	13	74
	1633					41	-18*	9	32	16 *	30 *	12	43 *
38. The University Senior Administration actively works to remove barriers to interdisciplinary collaboration.	46					26		4	22	30	28	15	43
	1627					27	0	6	20	36	24	13	37

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CATEGORY 7: Working Relationships (Continued)

18. There is good cooperation between:

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								
18-a. Faculty in my department	46					78		24	54	4	13	4	17
	1633					76	2	34	42	6	11	7	17
	80097					78	0	38	40	8	10	4	14
	24966					83	-5	43*	41	7	7	3	10
18-b. My department and other departments	47					62		13	49	11	21	6	28
	1632					57	5	16	40	17	19	7	27
	121600					67	-5	25	42	13	14	6	20
	34271					71	-10	28*	43	12	13	4	17*
18-c. My college and other colleges	47					43		9	34	21	21	15	36
	1627					33	9	9	25	32	23	12	34





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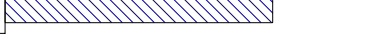




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CATEGORY 8: Communication





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								
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
	1639					56	-16*	23 *	33	12	17 *	15	32 *
	122360					63	-23*	23 *	40	12	17 *	8	25 *
	37451					70	-29*	27 *	43	11	14 *	5 *	19 *
19. Faculty receives adequate information on University policies and practices.	47					62		13	49	15	19	4	23
	1638					58	4	14	44	18	18	6	24
	19739					72	-11	29 *	43	10	13	5	18
	12452					79	-17*	36 *	43	7 *	10 *	3	14 *

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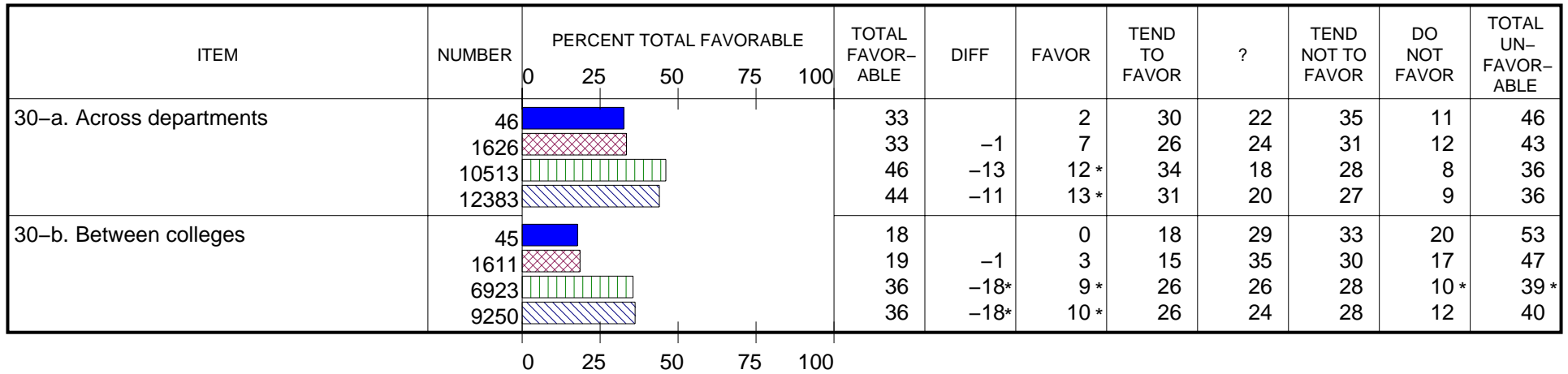
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CATEGORY 8: Communication (Continued)

30. There is effective sharing of information:



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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
	1636					69	-10	28	41	13	13	5	18*
20. I would recommend the University of Florida as a good place to work.	47					43		11	32	21	28	9	36
	1634					65	-22*	19	46	17	11*	7	19*
	113692					78	-36*	43*	35	11*	7*	4	11*
	37378					83	-41*	49*	34	10*	5*	2*	7*
31. I am proud to be a part of the University of Florida.	47					72		21	51	17	6	4	11
	1631					79	-6	40*	38	12	6	3	10
	102485					83	-11	51*	32*	10	4	2	7
	28243					89	-17*	57*	32*	8*	2*	1*	3*
39. It would take a lot to make me look for another employer.	47					43		17	26	11	21	26	47
	1632					42	1	15	27	15	25	18	44





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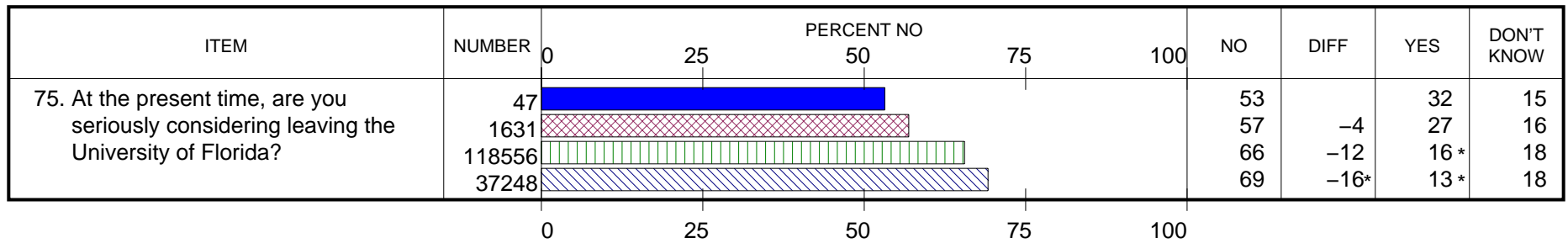
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EDUCATION	A 	47
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CATEGORY 9: Engagement (Continued)







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CATEGORY 10: Reaction to the Survey

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								
76. Filling in this survey is a good way to input what I think.	47					87		40	47	4	6	2	9
	1619					67	20 *	29	38	17 *	11	4	15
	14266					69	19 *	34	34	15 *	11	6	17

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								
77-a. Carefully consider problems brought to its attention in this survey	47					74		51	23	15	11	0	11
	1629					58	16 *	28 *	31	30 *	8	3	12
	51959					62	13	26 *	36	16	14	8 *	22
	18569					70	4	31 *	39 *	13	11	6	17





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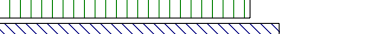

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CATEGORY 10: Reaction to the Survey (Continued)

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								
77-b. Act on problems identified	47					64		36	28	21	13	2	15
	1624					49	15 *	22 *	27	36 *	11	4	15
	93981					51	13	21 *	30	20	17	12 *	29 *
	30973					59	5	25	34	18	15	8	23
77-c. Communicate decisions to faculty	45					64		40	24	24	11	0	11
	1620					58	6	27 *	31	32	7	3	10
	45935					65	-1	28	37	15	12	7	20
	21638					73	-8	32	41 *	13 *	9	5	14





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CATEGORY 11: University Image





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								
21. In my opinion, the University of Florida is socially responsible in the community.	47					49		6	43	19	23	9	32
	1639					57	-8	16	41	25	13*	5	18*
	39974					78	-29*	41*	37	15	5*	2*	7*
	9379					79	-30*	42*	37	16	3*	1*	5*
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
	1610					31	-1	7	25	40	19	10	29

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University of Florida

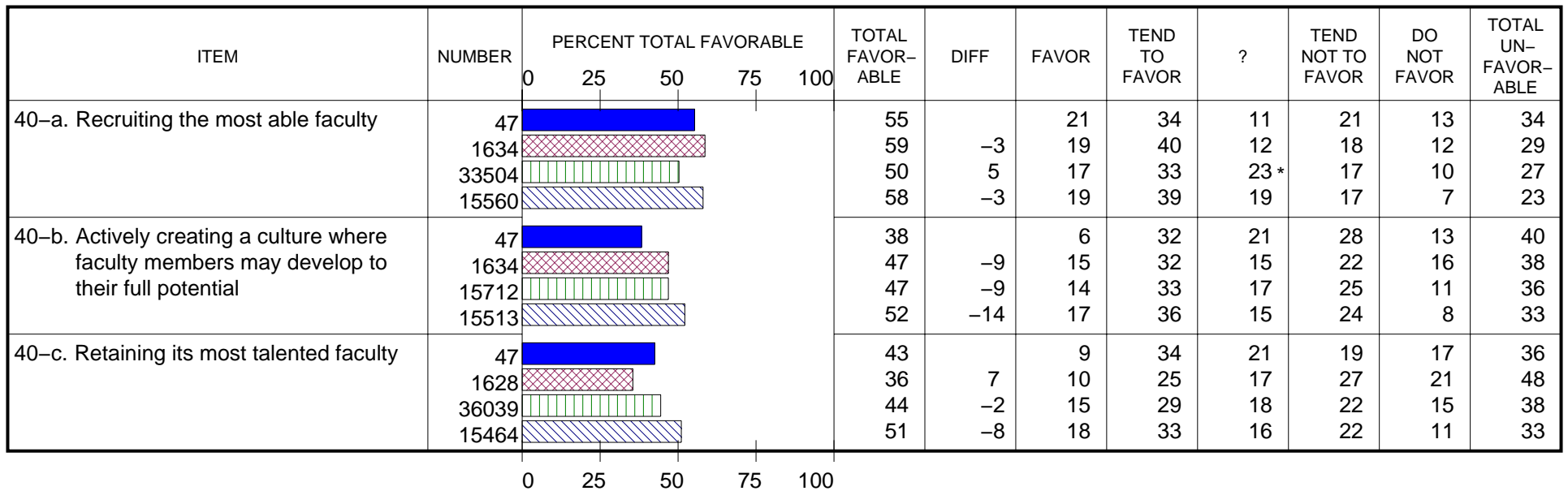
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CATEGORY 11: University Image (Continued)

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







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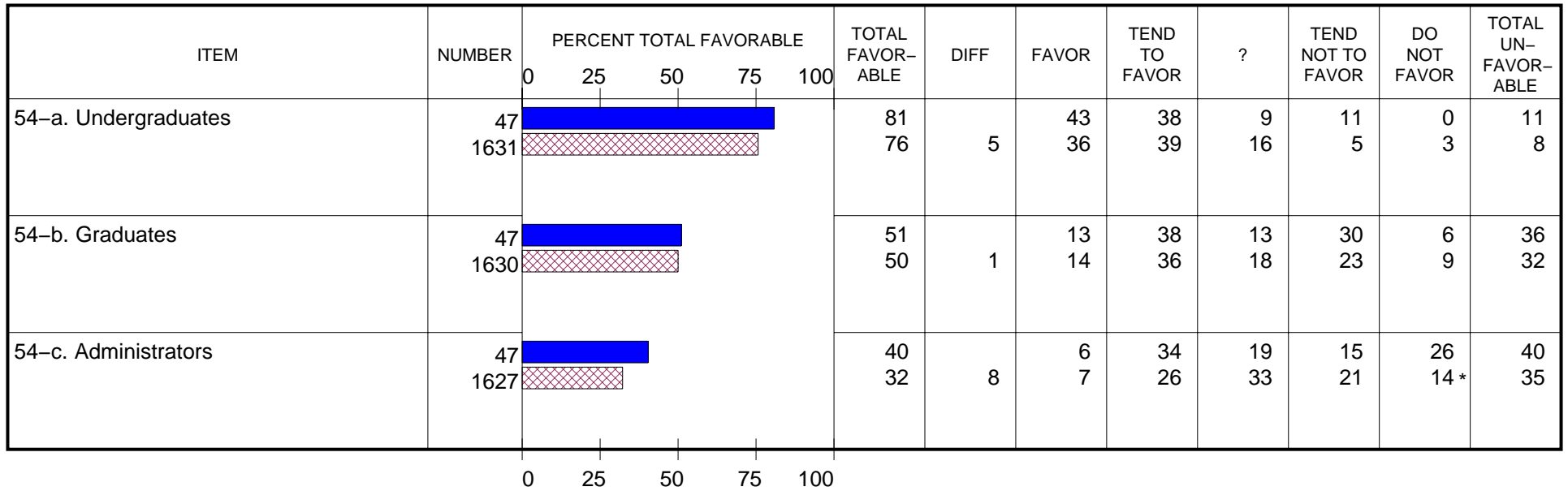
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CATEGORY 11: University Image (Continued)

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







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



University of Florida

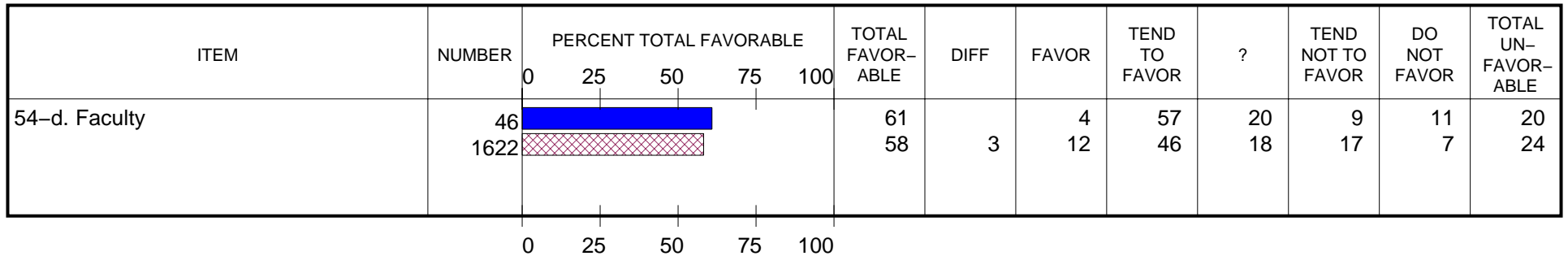
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CATEGORY 11: University Image (Continued)





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



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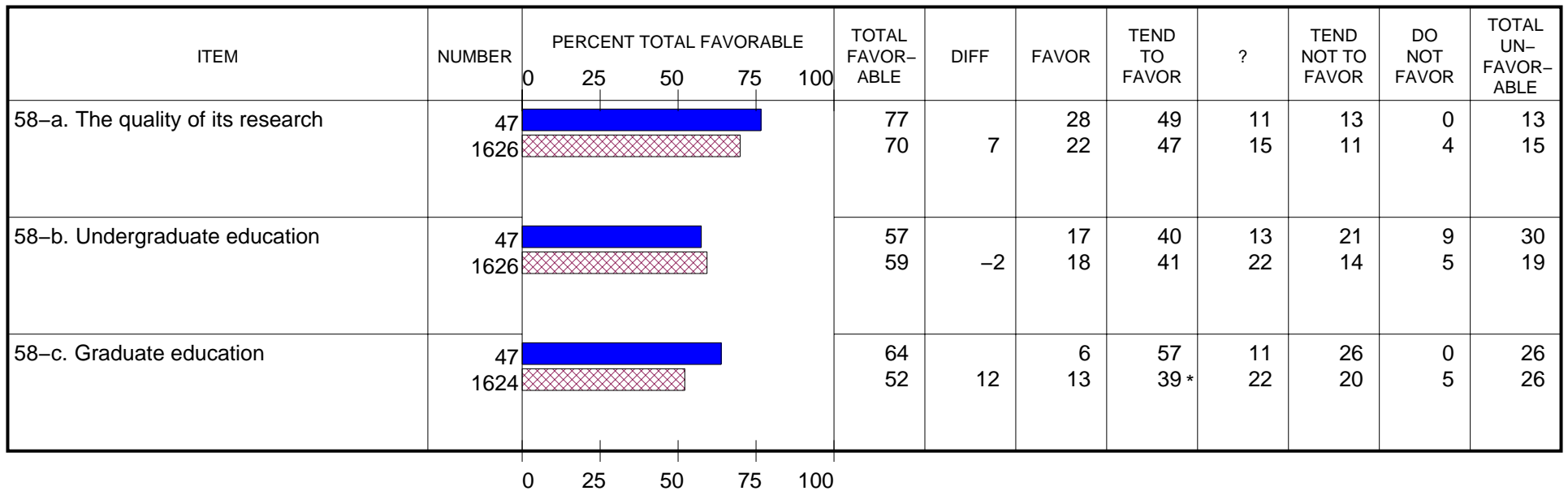
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CATEGORY 11: University Image (Continued)

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







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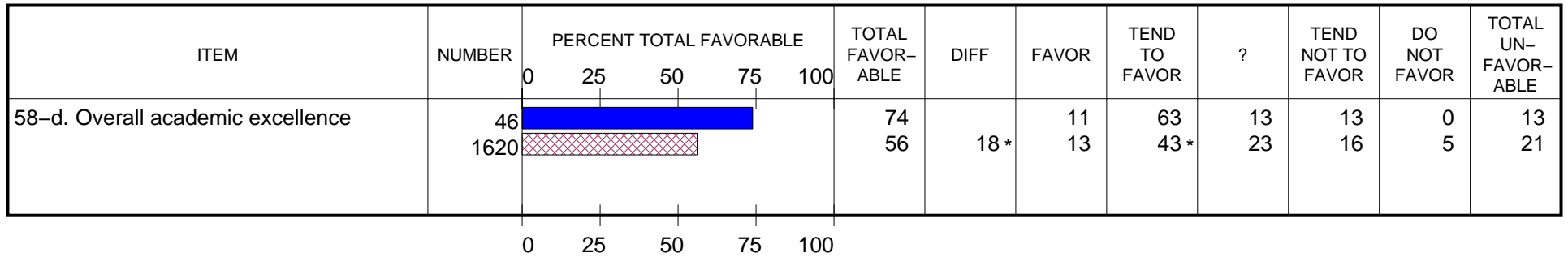
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CATEGORY 11: University Image (Continued)

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







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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
	1634					31	-7	5	26	23	29	17	46
	10904					62	-39*	26*	37*	22	11*	5*	16*
	9374					66	-42*	26*	40*	22	8*	4*	12*





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
	1623					48	-27*	13*	26	13*

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

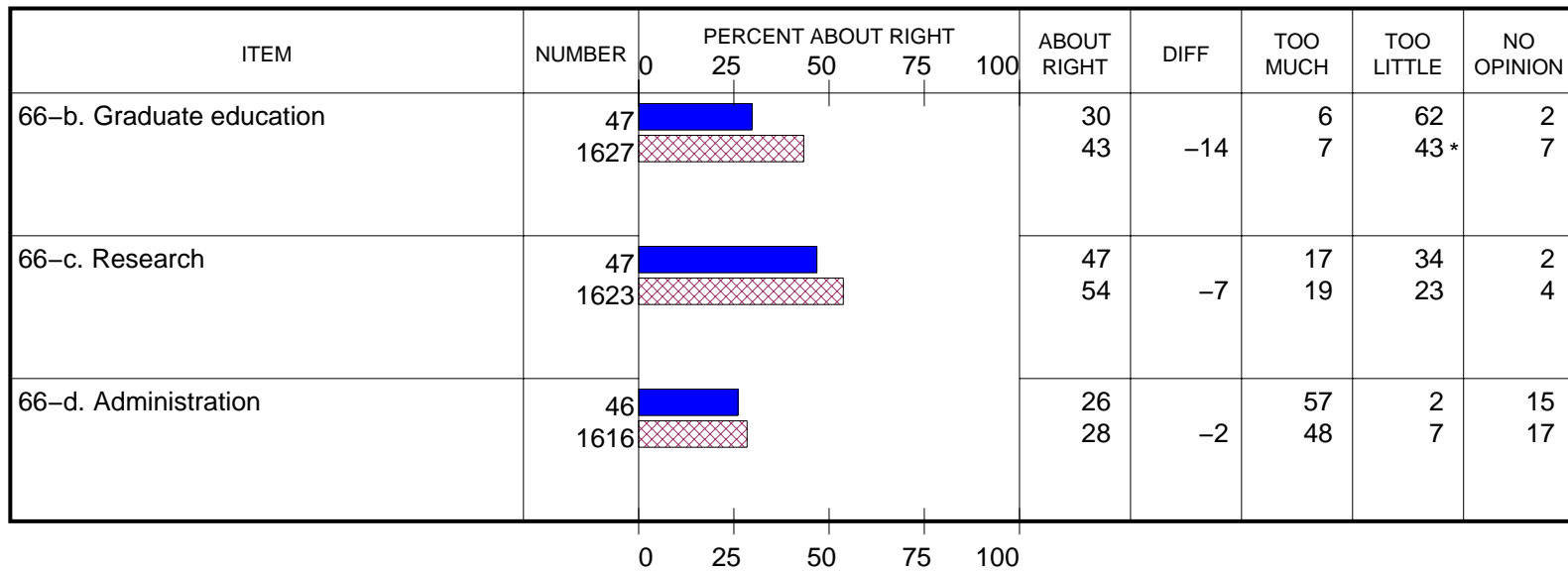


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U.S. HIGH PERFORMANCE NORM	D 	53431

CATEGORY 12: Strategy & Direction (Continued)





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



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

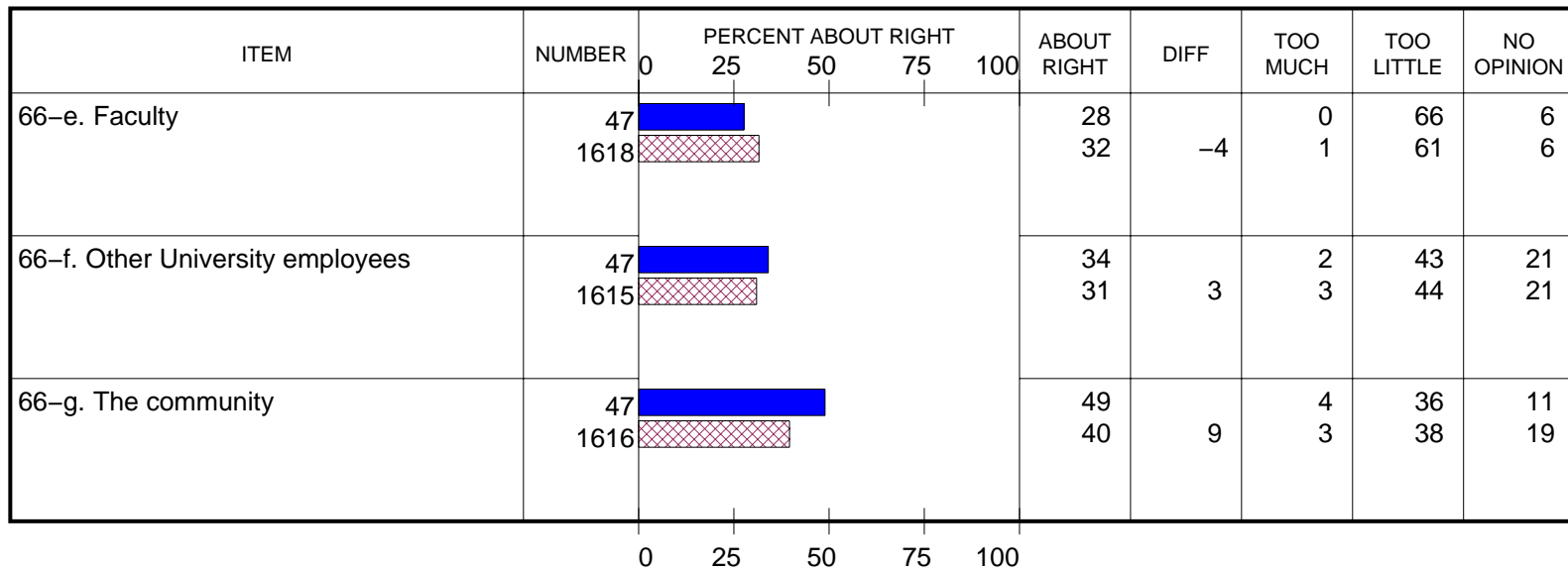


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CATEGORY 12: Strategy & Direction (Continued)





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



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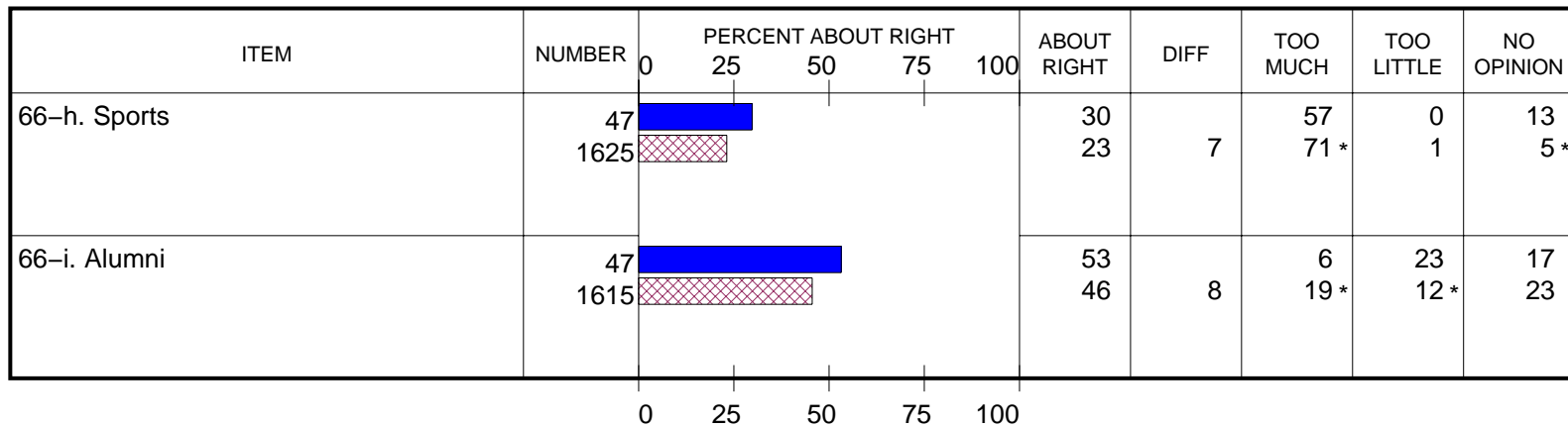
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CATEGORY 12: Strategy & Direction (Continued)

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







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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
	1630	48	38	6	8
	44040	43	37	11 *	9
	12472	48	38	7	7

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

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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
	1630					33	6	6	27	31	24	12	36
	48103					64	-26*	24 *	40	16 *	14	7 *	20
	9388					71	-32*	26 *	45 *	14 *	11	4 *	15 *
22. Employees throughout the University of Florida are treated with respect, regardless of their job.	46					37		2	35	13	33	17	50
	1632					46	-9	11	35	20	22	12	34 *
	107013					71	-34*	33 *	38	9	13 *	7 *	20 *
	36848					77	-40*	40 *	37	8	11 *	5 *	15 *
32. Our University Senior Administration is generally respected by faculty.	47					45		13	32	21	21	13	34
	1629					38	6	10	28	22	24	15	39
	30430					66	-22*	27 *	39	12 *	14	7	22 *





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



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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
	1639					34	-11	8	26	28	27	11	38
	30600					79	-56*	41 *	38 *	12 *	7 *	3 *	9 *
	7331					85	-61*	45 *	40 *	9 *	5 *	1 *	6 *
41-b. University decisions are consistent with these values	47					26		0	26	40	17	17	34
	1629					27	-2	6	22	40	20	12	32
	42780					63	-38*	26 *	37	20 *	11	5 *	17 *
	16629					69	-43*	29 *	40 *	20 *	9 *	3 *	12 *

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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								
49-a. Respects the faculty	47					32		4	28	21	32	15	47
	1628					37	-5	8	29	25	21	18	38
49-b. Is interested in the well-being of faculty	47					36		4	32	17	32	15	47
	1626					35	1	8	27	25	22	18	40
	58801					64	-28*	28*	37	14	13*	8	21*
	24930					75	-39*	32*	42	12	10*	4*	13*

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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
	1628					18	7	3	15	33	24	8	32	17
	60987					51	-26*	18 *	34	28	11	5 *	16 *	5 *
	18733					63	-38*	25 *	39 *	22	8 *	3 *	11 *	4 *
71-b. Making decisions promptly	47					19		4	15	34	23	2	26	21
	1627					15	4	3	12	32	25	9	34	18
	66188					44	-25*	15 *	29 *	29	14	7	22	5 *
	18688					53	-34*	21 *	32 *	26	11 *	4	15 *	6 *
71-c. Communicating with people	46					17		4	13	26	24	15	39	17
	1625					16	1	3	13	32	28	13	42	10
	46634					45	-28*	17 *	28 *	28	15	9	24 *	3 *
	9329					53	-35*	22 *	31 *	26	12 *	7 *	19 *	2 *

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

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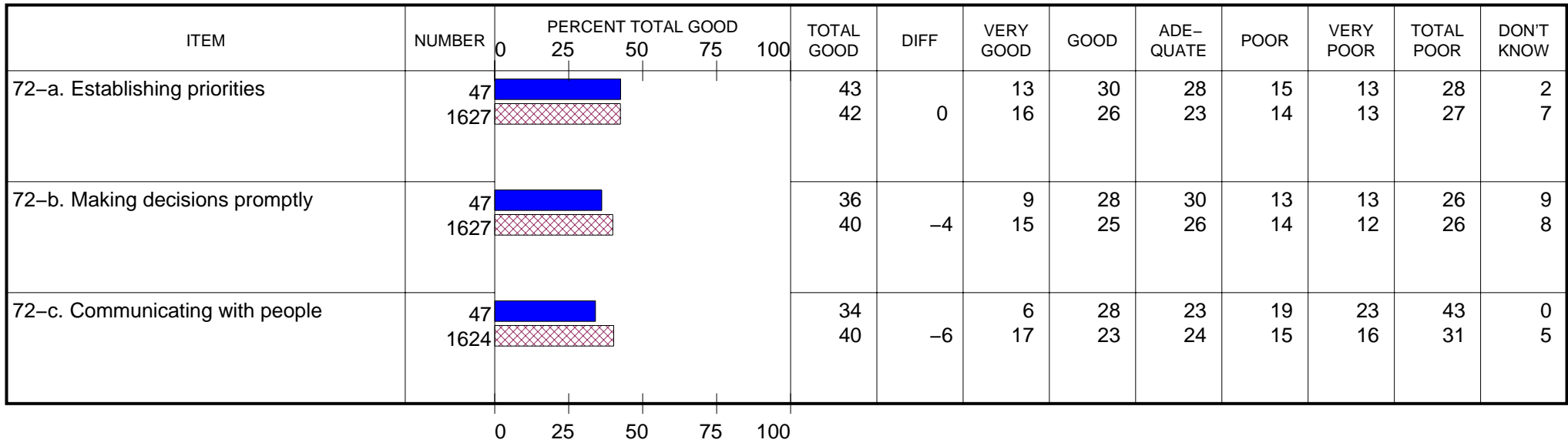
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CATEGORY 13: Leadership (Continued)





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



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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	-5	11	41	17	13	13	26	4
	1622						57		27 *	29	20	10	10	20	3
73-b. Making decisions promptly	46						46	-12	13	33	22	22	7	28	4
	1618						58		30 *	28	19	11 *	9	19	4
73-c. Communicating with people	45						53	-3	22	31	22	7	13	20	4
	1614						56		30	26	19	10	12	22	3

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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
	1634					63	3	20	42	8	19	10	29
	47099					72	-6	31 *	41 *	8	14	6	20
	15620					78	-12	35 *	42	6	13 *	3	16 *
24. The work in my department is well organized.	47					53		21	32	11	32	4	36
	1632					59	-6	17	42	13	19 *	9	28
	33127					68	-15*	25	43	9	16 *	7	23 *
33. Too many approvals are required for routine decisions in the University of Florida. (N)	47					13		2	11	13	32	43	74
	1632					11	2	2	9	23	33	33	66
	11732					33	-20*	7	25 *	17	28	23 *	51 *
42. In my opinion, decisions are made in a timely manner at the University of Florida.	46					26		2	24	24	37	13	50
	1625					23	3	4	19	28	32	17	49

(N) Disagreeing is the Favorable Response.

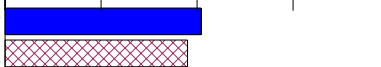



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CATEGORY 14: Resources & Efficiency (Continued)





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								
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
	1639					48	4	17	30	6	25	22	47
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
	1611					40	-8	8	32	21	26	13	39
	60602					73	-42*	31 *	42	12	11 *	4 *	15 *
	16665					76	-44*	31 *	45 *	12	10 *	3 *	13 *

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

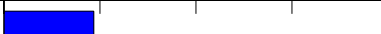



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CATEGORY 14: Resources & Efficiency (Continued)





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	-4	64	2	11
	1639						27		52	2	19
65. In my judgment, the graduate student population growth rate is:	46						20	-17*	15	61	4
	1629						37		16	30*	17*

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CATEGORY 14: Resources & Efficiency (Continued)

ITEM	NUMBER	PERCENT ABOUT RIGHT				ABOUT RIGHT	DIFF	TOO SMALL	TOO LARGE	NOT APPLI-CABLE
		0	25	50	75					
74. The normal class size I am required to teach is:	47					60		2	28	11
	1639					55	5	2	21	22
		0	25	50	75	100				










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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
	1631					37	-3	11	25	34	16	13	29
	10182					49	-15*	20*	29	31	13	8	21
25. In my opinion, the faculty has adequate input into decisions regarding important University matters.	47					21		6	15	13	32	34	66
	1628					21	0	4	17	19	34	26	60
34. In general, there are good relations between faculty and administration.	47					38		4	34	15	34	13	47
	1632					42	-4	7	35	21	24	13	37
43. Policies and procedures established by the University of Florida are generally not overly bureaucratic.	47					11		2	9	19	30	40	70
	1627					15	-4	2	13	20	36	28	64





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CATEGORY 15: Faculty – Administration Relations (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								
59. The University provides excellent support and savvy to faculty seeking grants.	47					15		9	6	23	32	30	62
	1627					34	-19*	8	26*	25	26	15*	41*
		0	25	50	75	100							

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								
56--a. University Senior Administration	47					36		9	28	30	19	15	34
	1623					31	5	6	25	31	22	16	38
		0	25	50	75	100							





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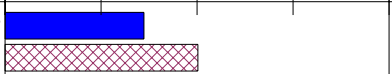
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CATEGORY 15: Faculty – Administration Relations (Continued)





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								
56-b. The Dean of my college	47					36		13	23	23	17	23	40
	1625					50	-14	20	30	17	17	16	33
		0	25	50	75	100							

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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	5	19	43	11	19	9	28
	1626					56		19	38	17	18	8	27
61-b. Adequately meets my needs	47					57	3	17	40	11	23	9	32
	1627					54		16	38	19	18	9	27
61-c. Performs a role that is important to my success	47					51	-5	19	32	13	28	9	36
	1624					56		20	36	19	15*	10	24

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



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