



# Faculty Survey 2005

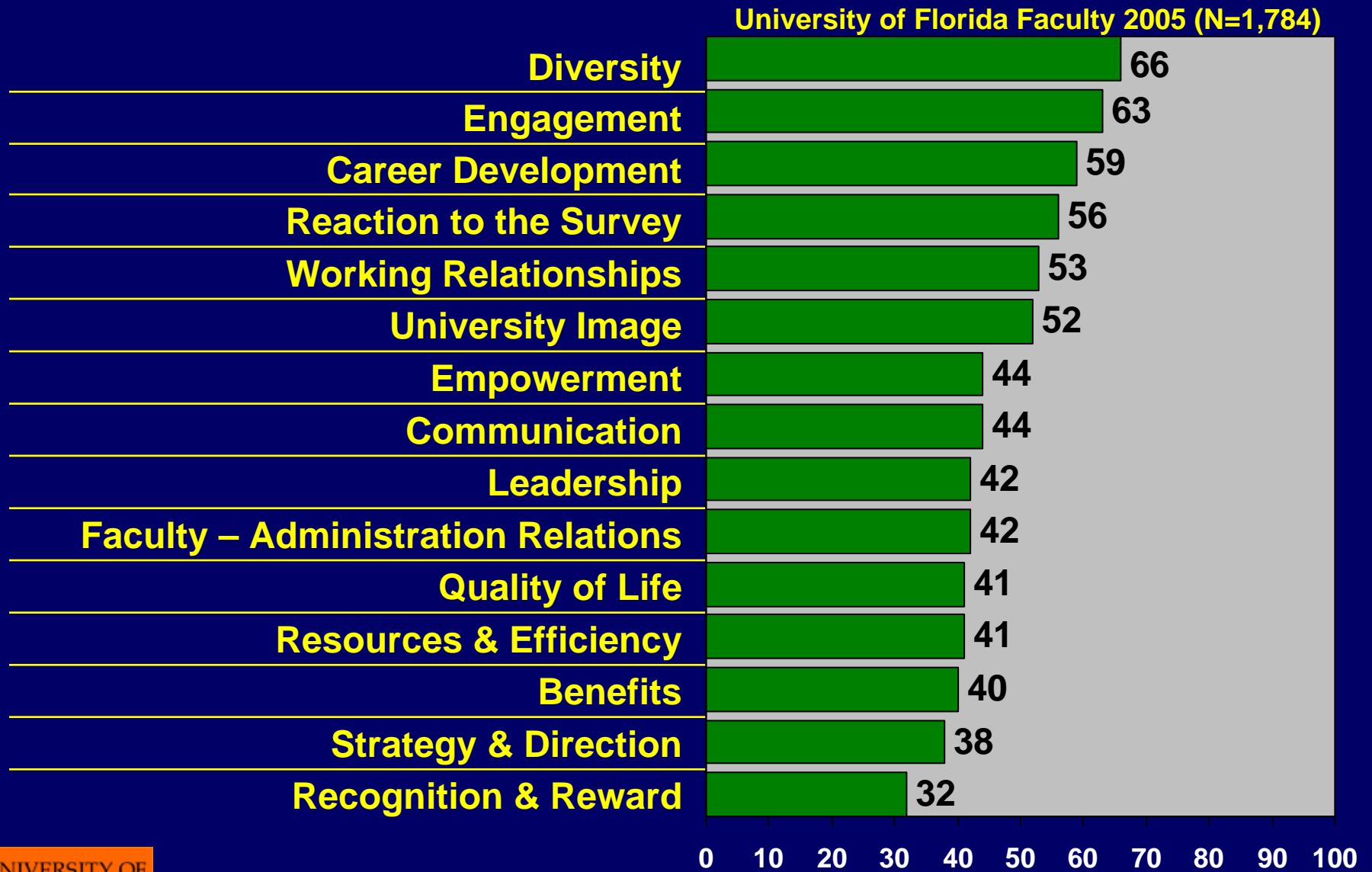
Data collected: 2nd quarter 2005

# Return Rate

<b>Participation Rates</b>		
	<b>University of Florida Faculty 2005</b>	<b>University of Florida Faculty 2004</b>
<b>Surveys Outgoing:</b>	<b>3,933</b>	<b>3,846</b>
<b>Surveys Returned:</b>	<b>1,784</b>	<b>1,639</b>
<b>Return Rate:</b>	<b>45%</b>	<b>43%</b>

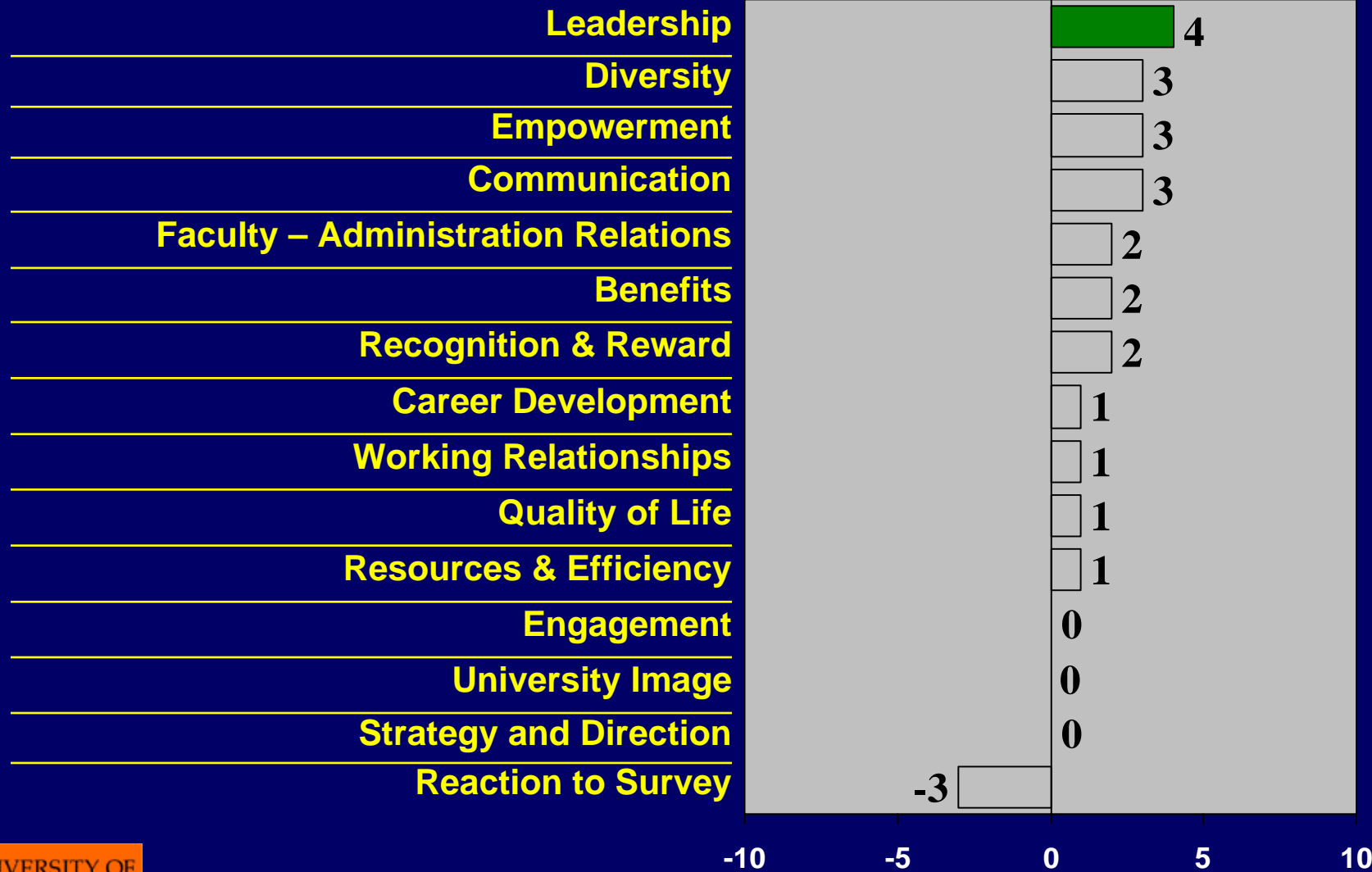
# University of Florida Faculty Survey 2005

## Percent Favorable Response



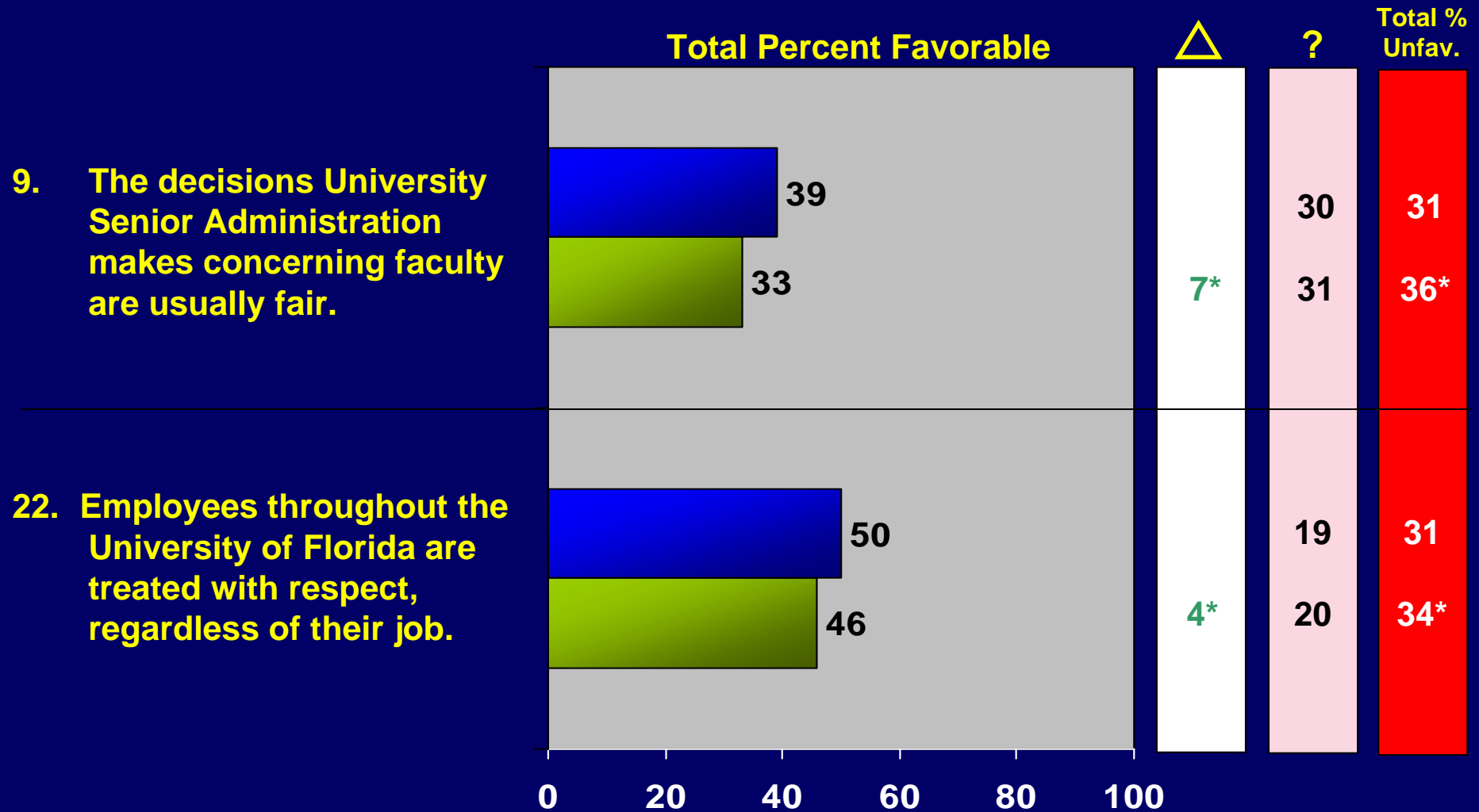
# University of Florida Faculty Survey 2005 Comparison With UF Faculty Survey 2004

Center Line:  
UF Faculty Survey 2004 (N=1,639)



# University of Florida Faculty Survey 2005

## Leadership

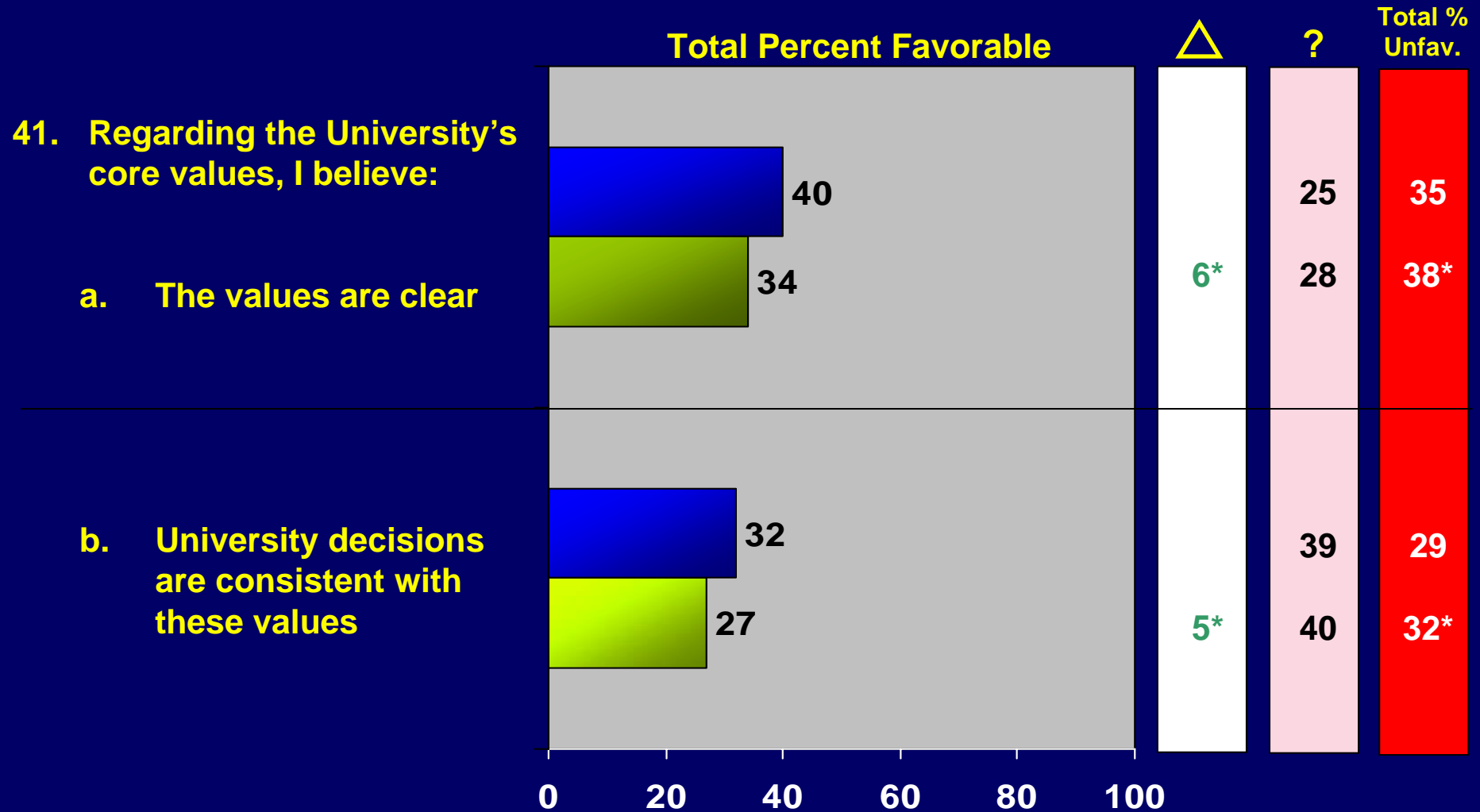


■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Leadership



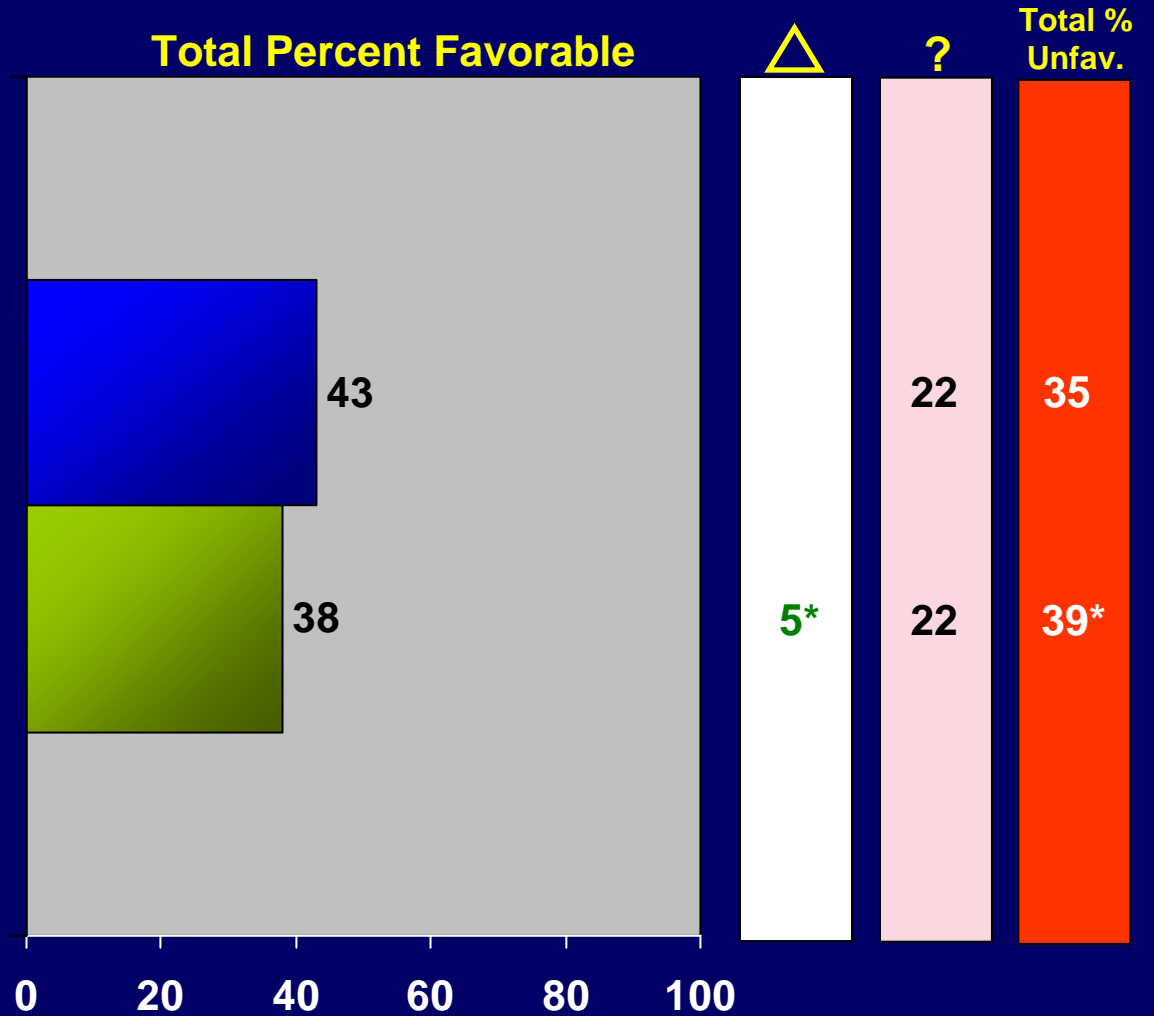
University of Florida Faculty 2005 (N=1,784)  
 University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Leadership

32. Our University Senior Administration is generally respected by faculty.



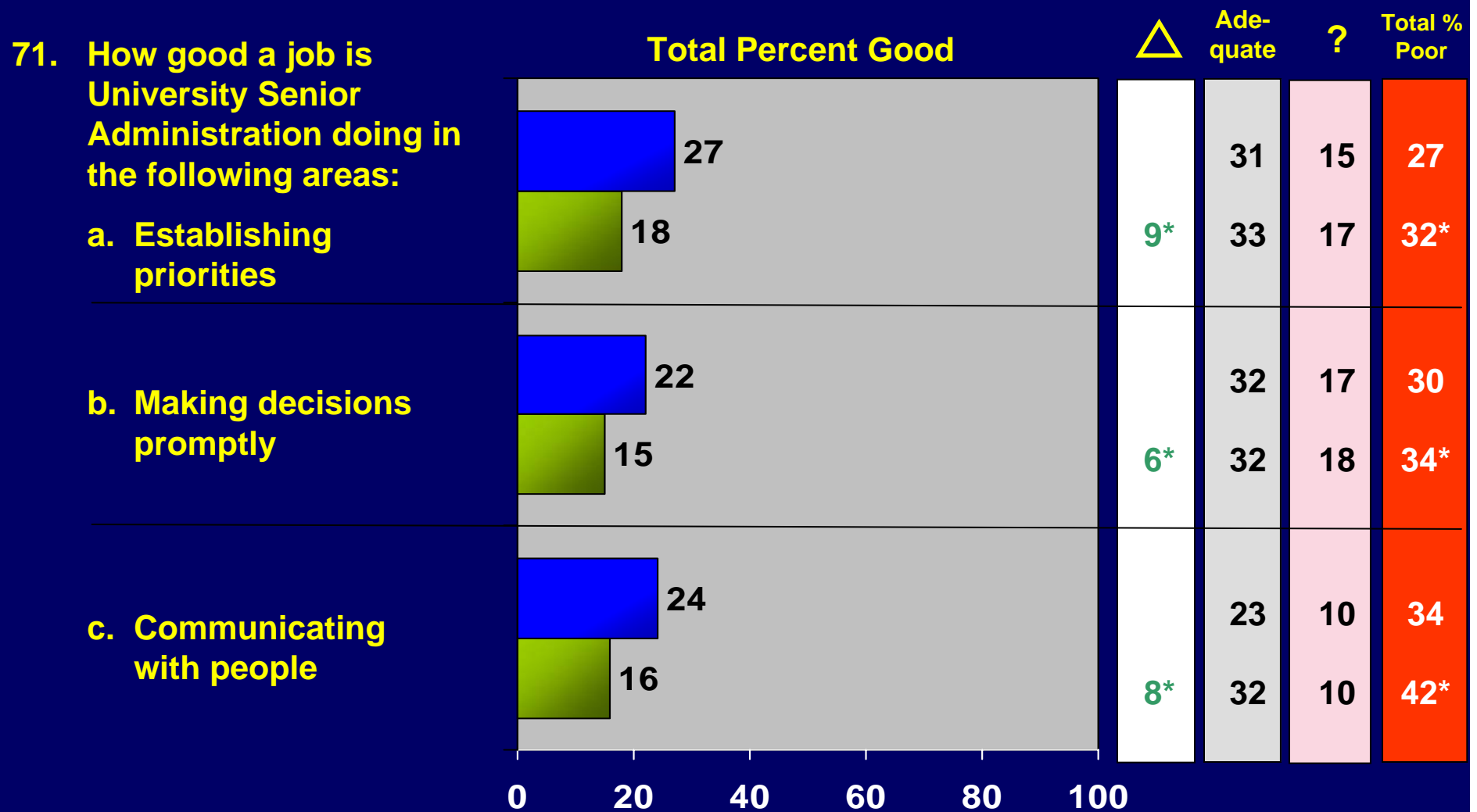
\*A statistically significant difference.



■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

# University of Florida Faculty Survey 2005

## Leadership

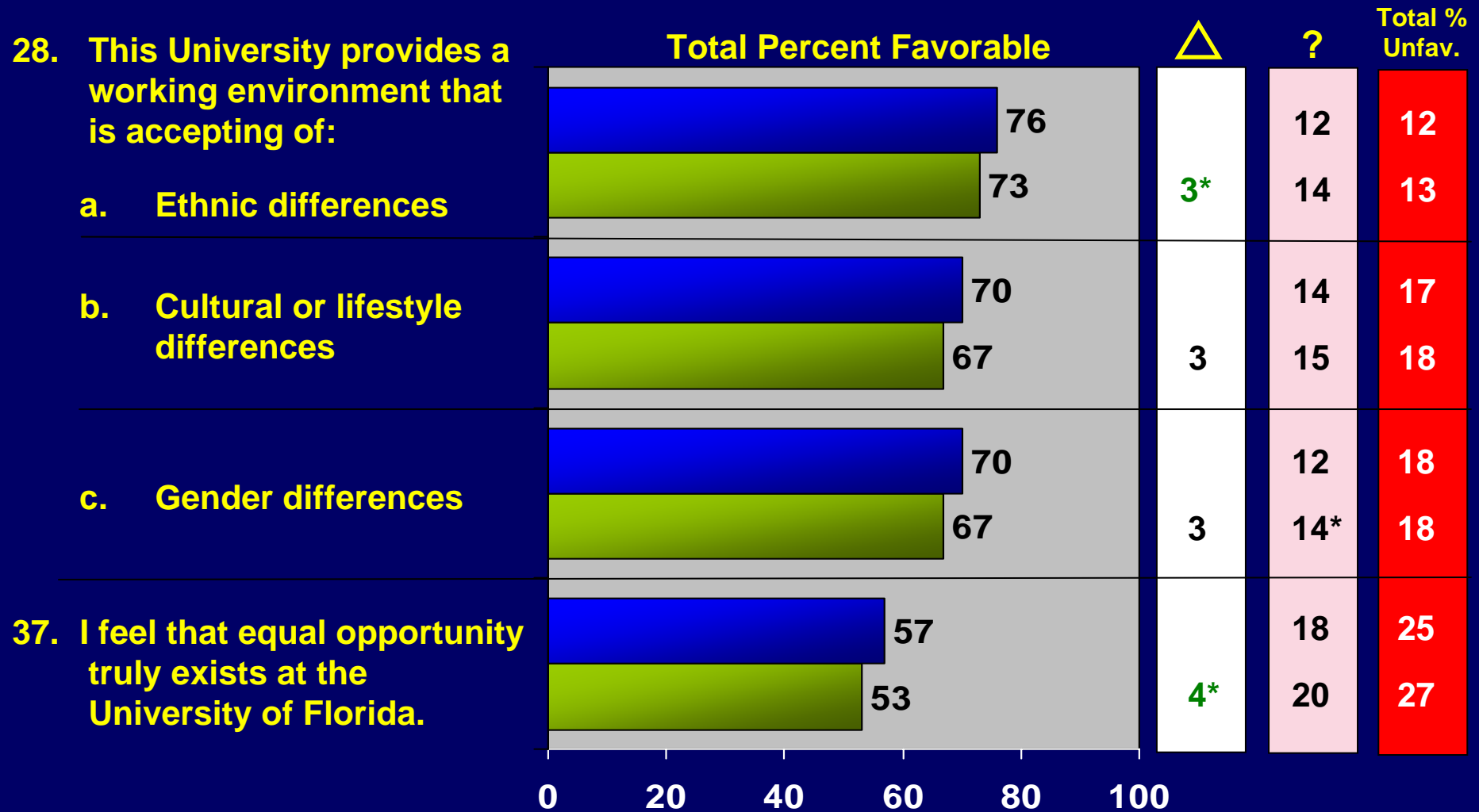


University of Florida Faculty 2005 (N=1,784)  
 University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Diversity

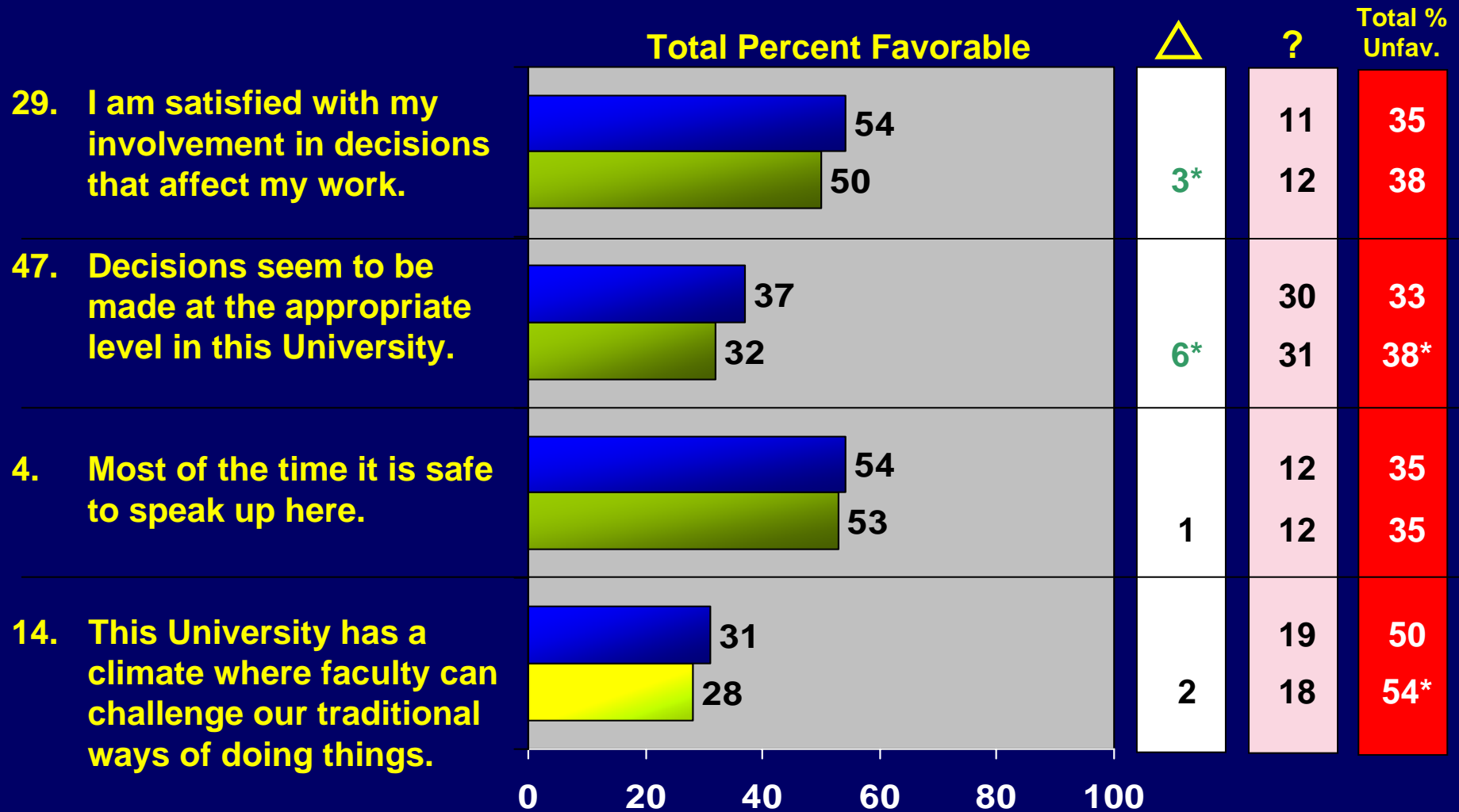


University of Florida Faculty 2005 (N=1,784)  
 University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Empowerment

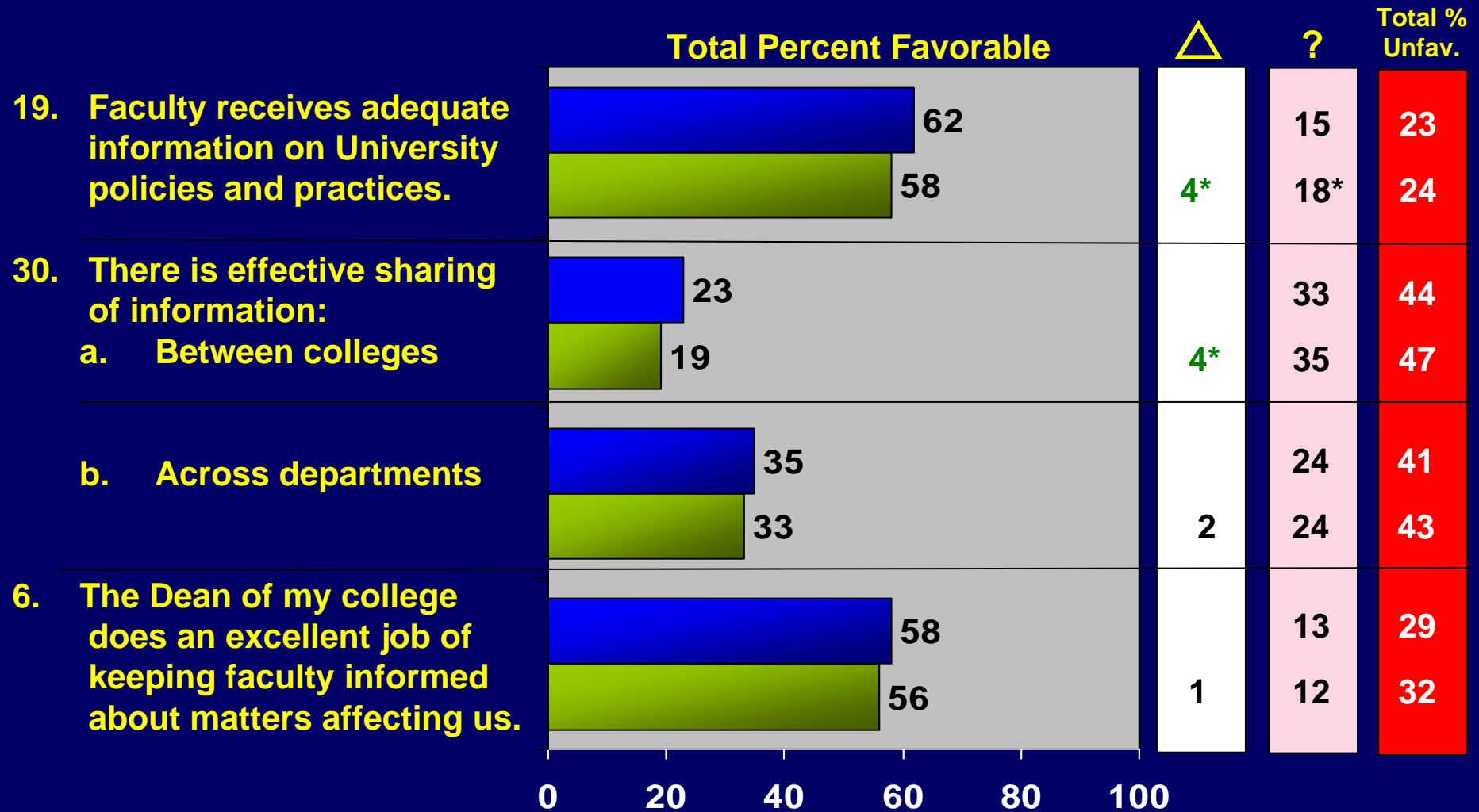


■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

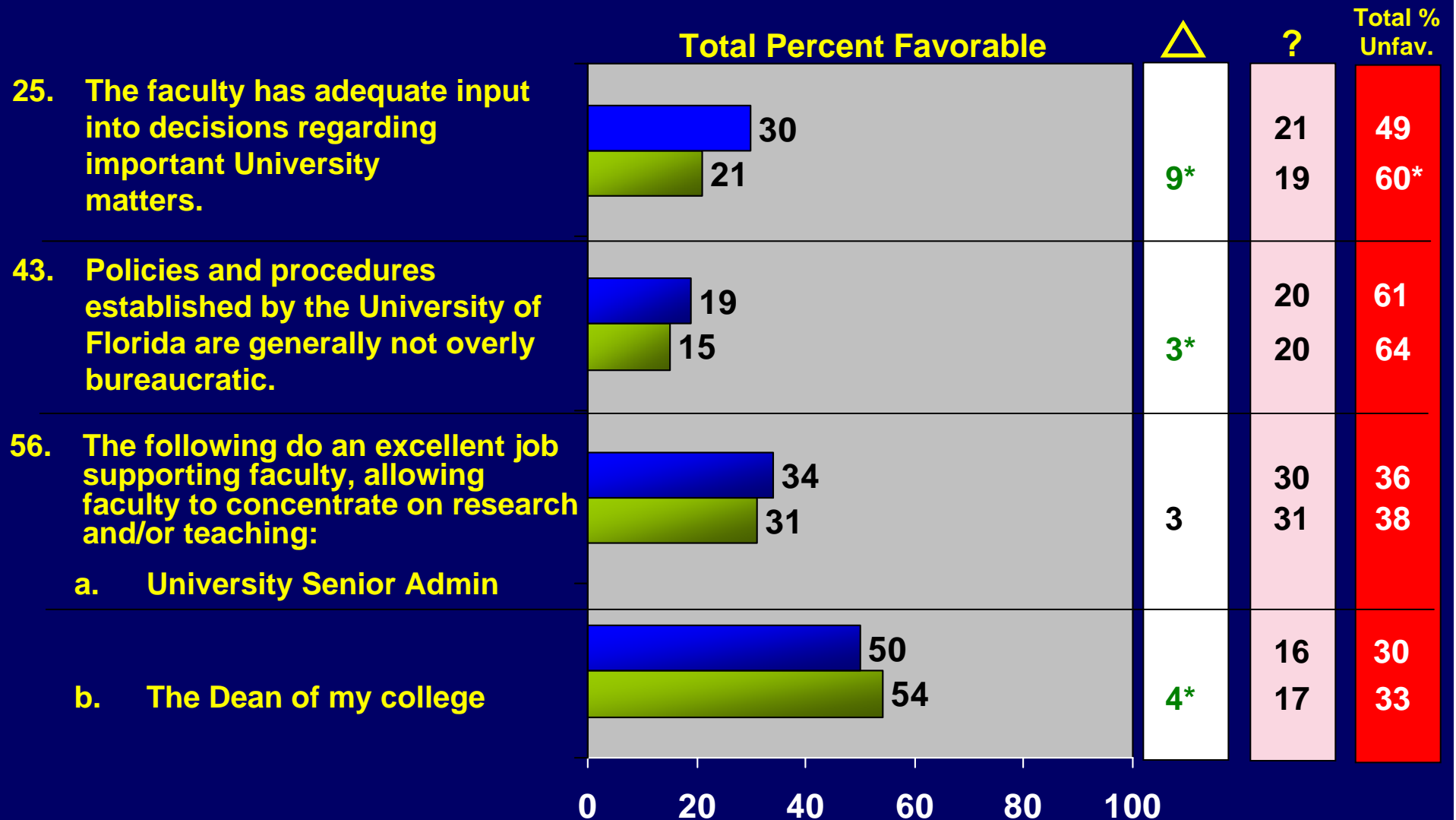
# University of Florida Faculty Survey 2005

## Communication



# University of Florida Faculty Survey 2005

## Faculty – Administration Relations



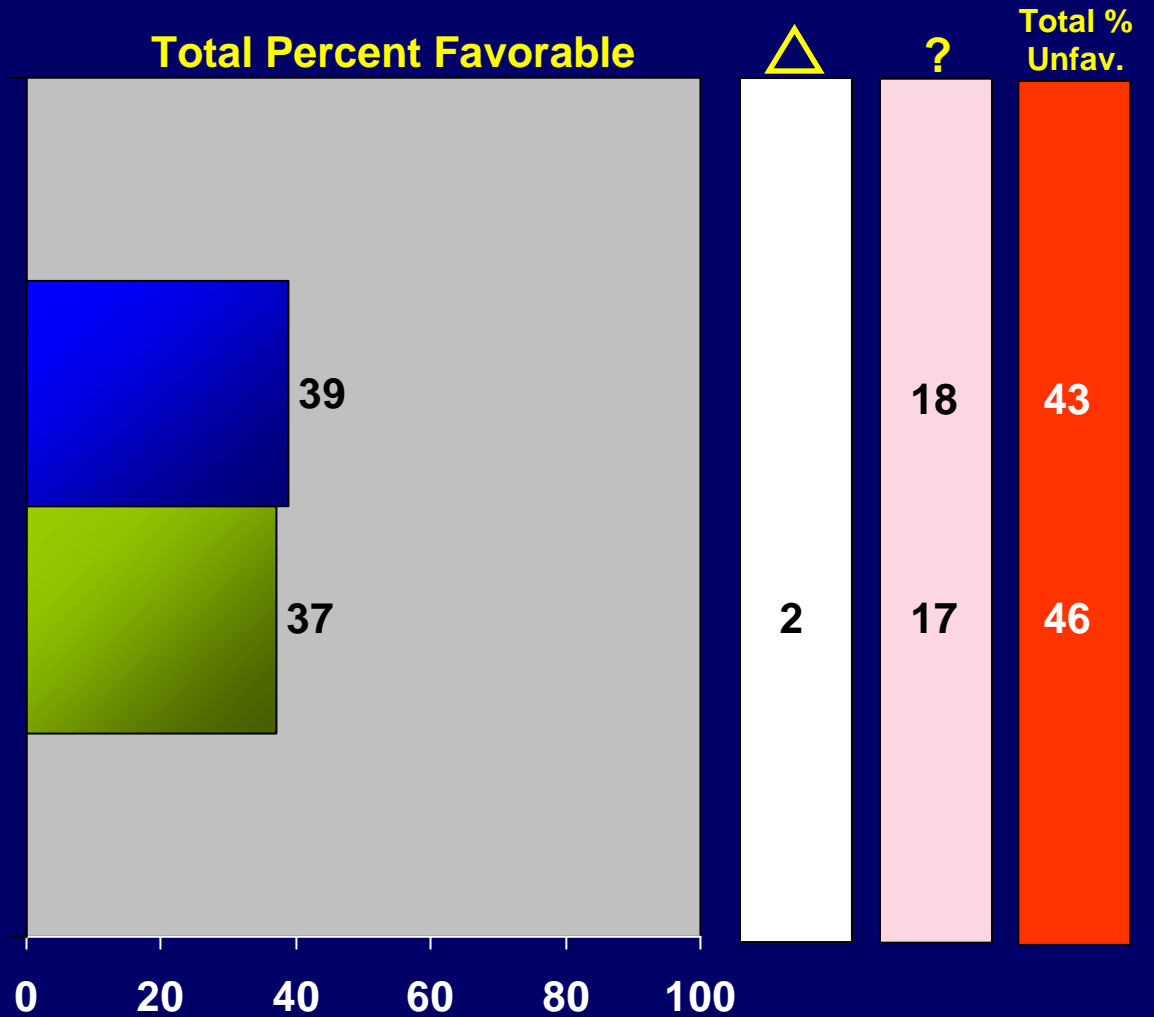
University of Florida Faculty 2005 (N=1,784)  
 University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Benefits

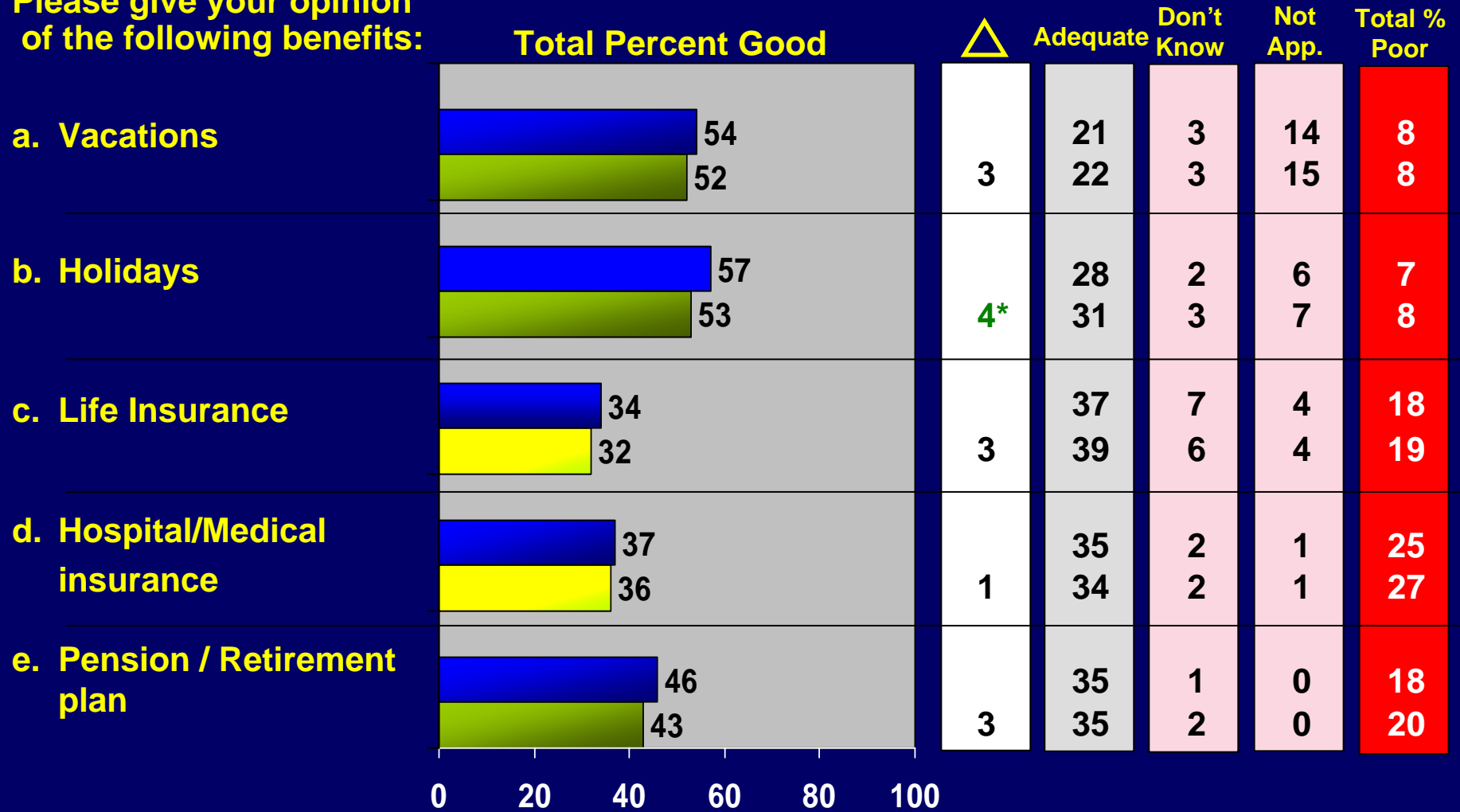
1. From what I hear, our benefits are as good as or better than the benefits in other universities.



# University of Florida Faculty Survey 2005

## Benefits

68. Please give your opinion of the following benefits:



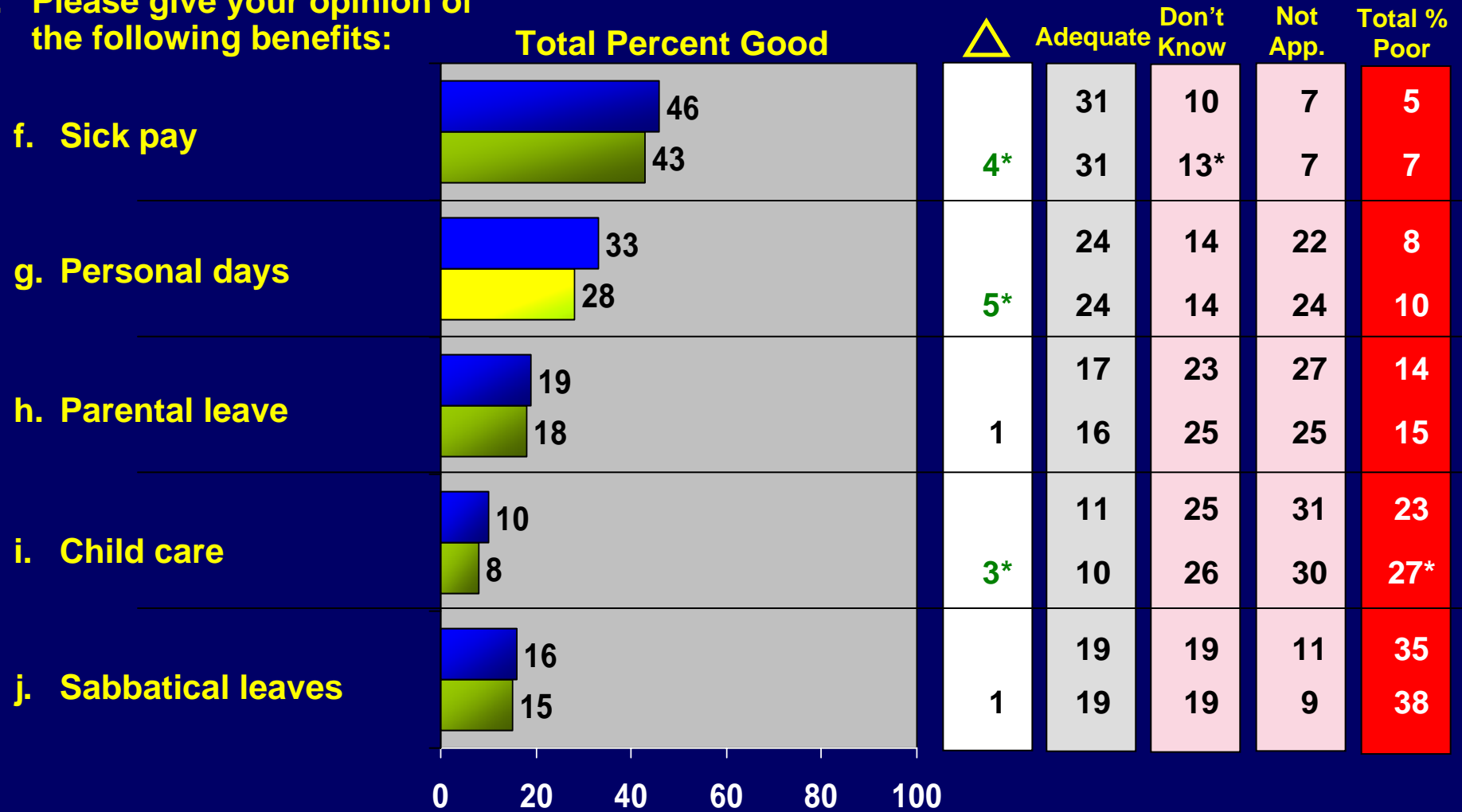
 University of Florida Faculty 2005 (N=1,784)  
 University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Benefits

68. Please give your opinion of the following benefits:

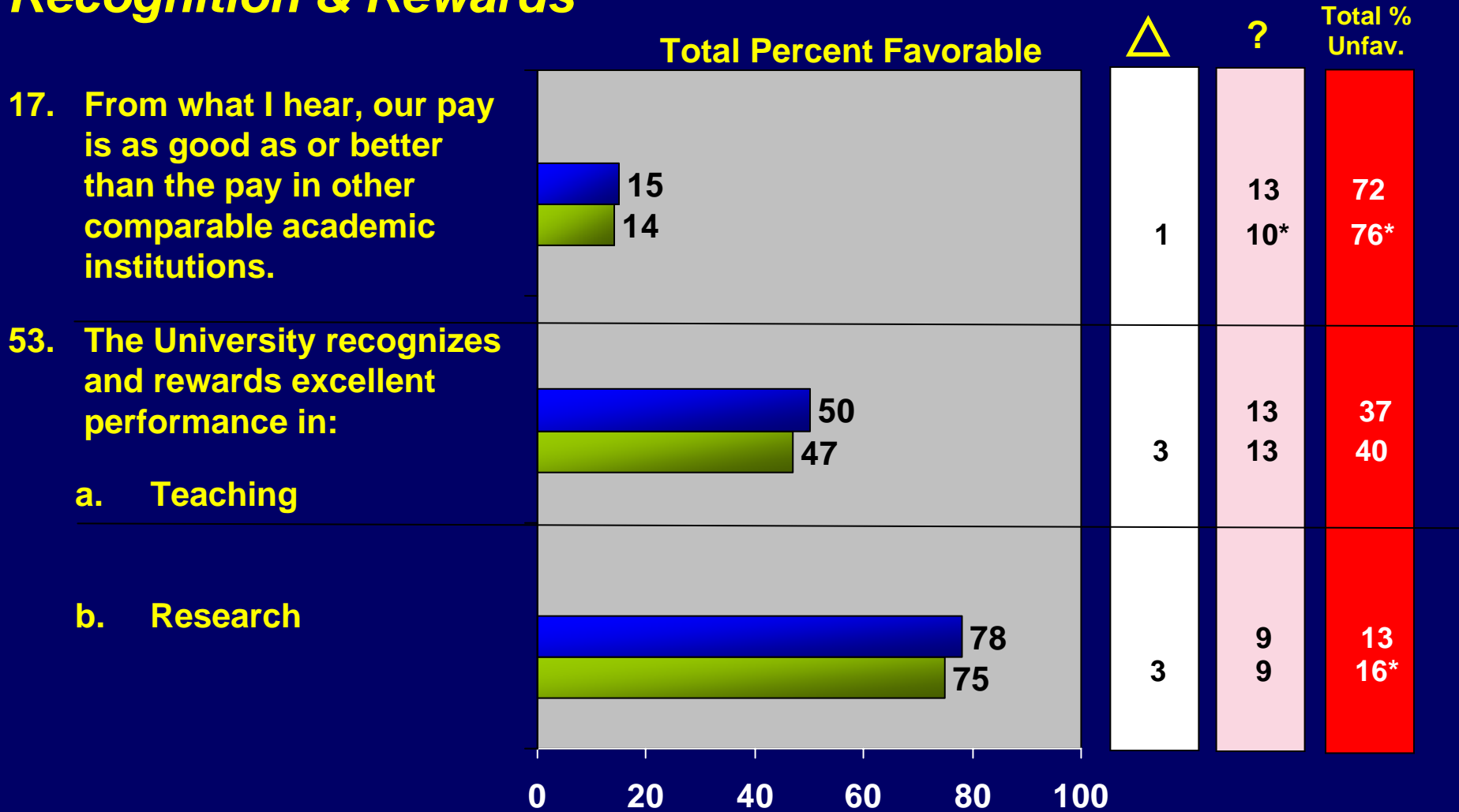


 University of Florida Faculty 2005 (N=1,784)  
 University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Recognition & Rewards



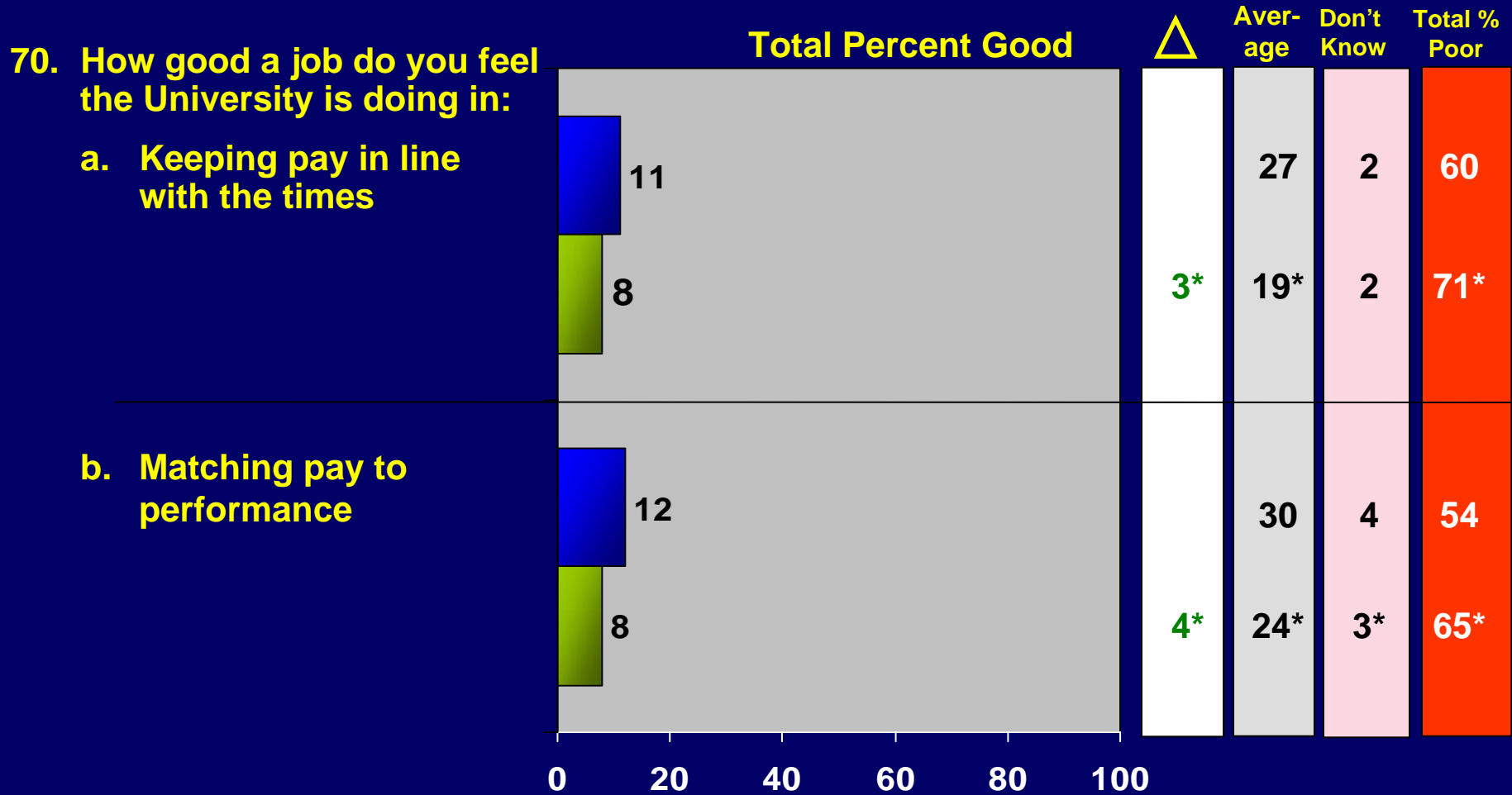
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■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

# University of Florida Faculty Survey 2005

## Recognition & Rewards

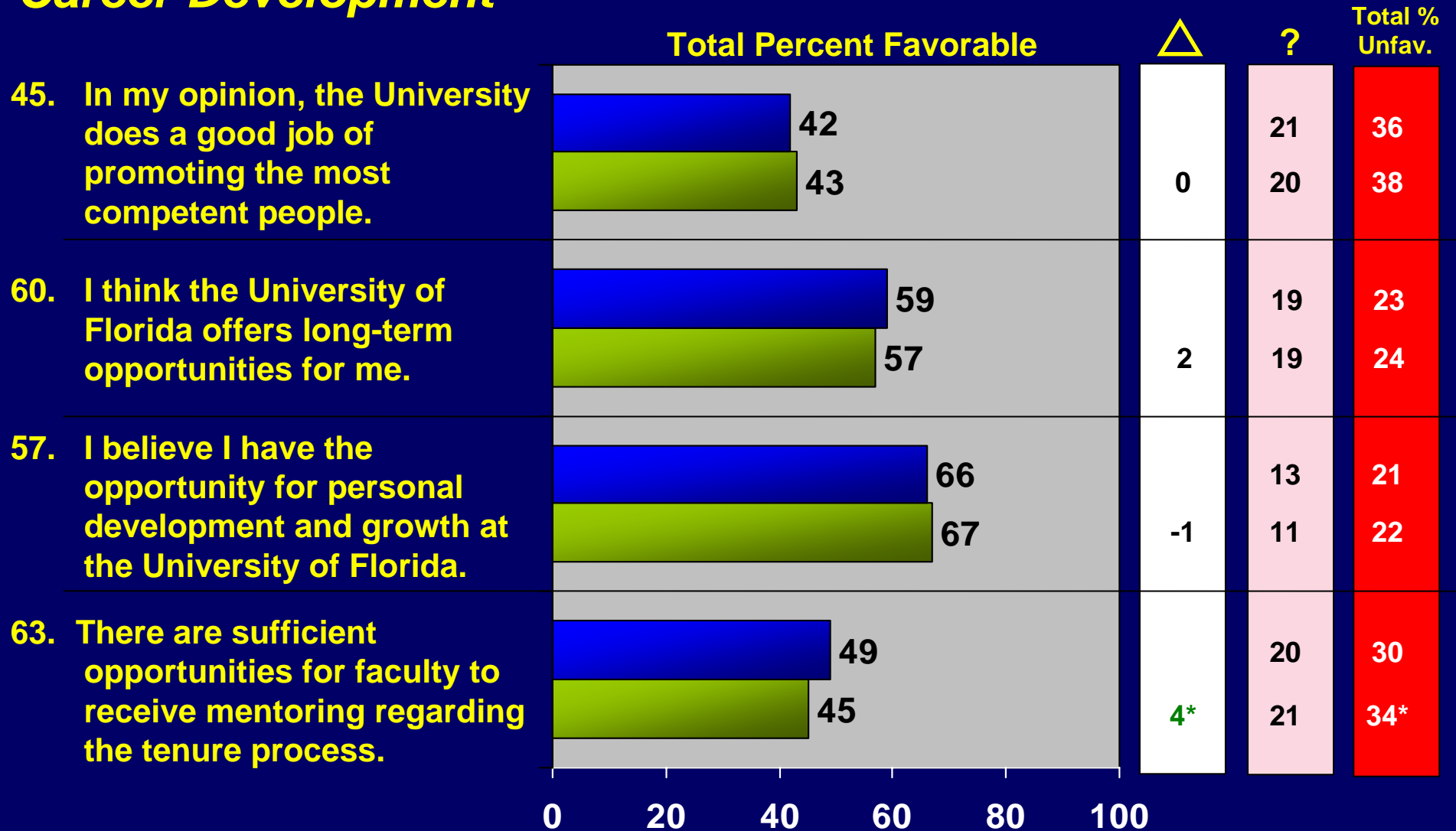


■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Career Development

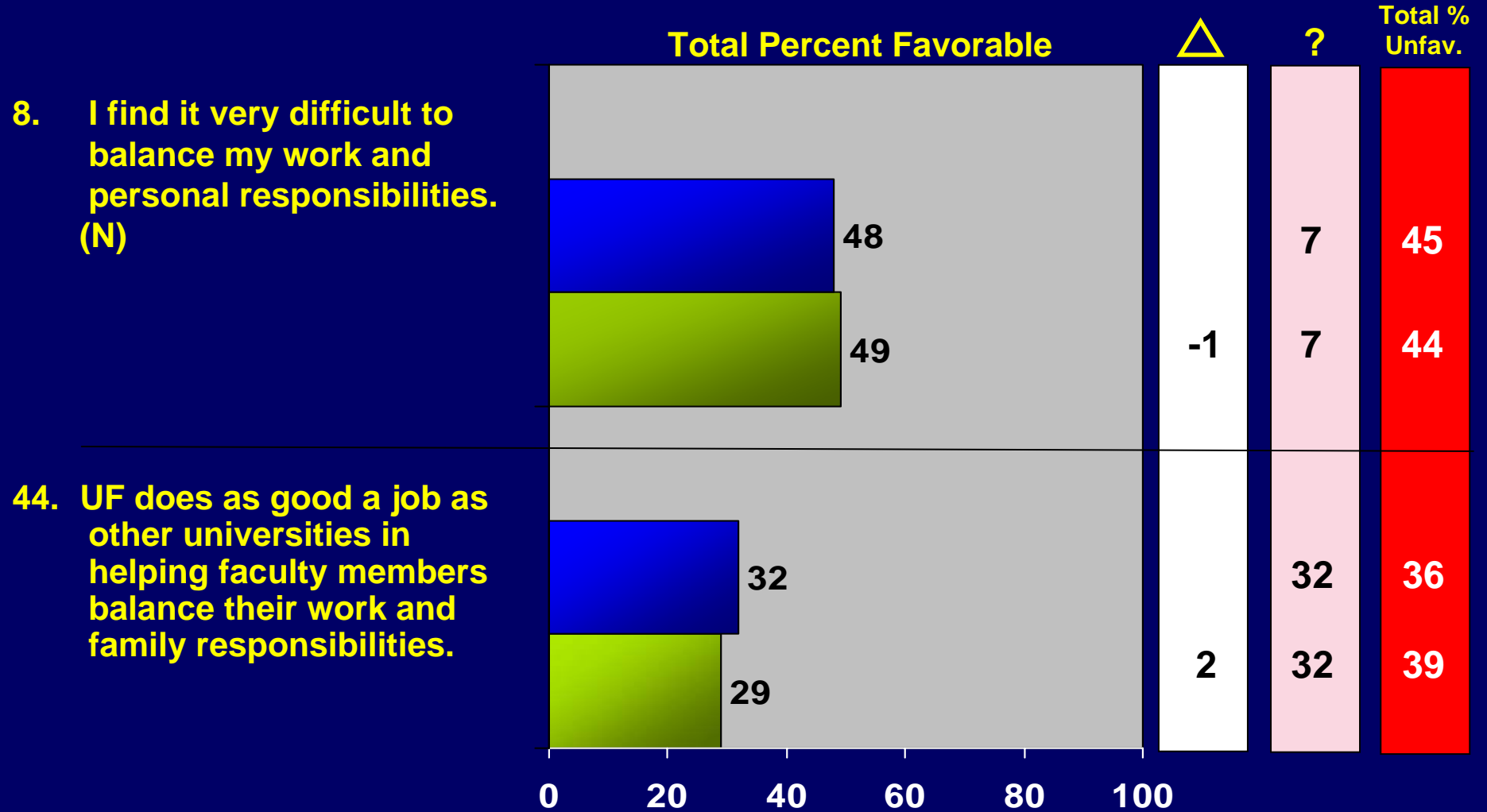


■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Quality of Life



■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

(N) indicates Disagreeing is the Favorable Response.

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

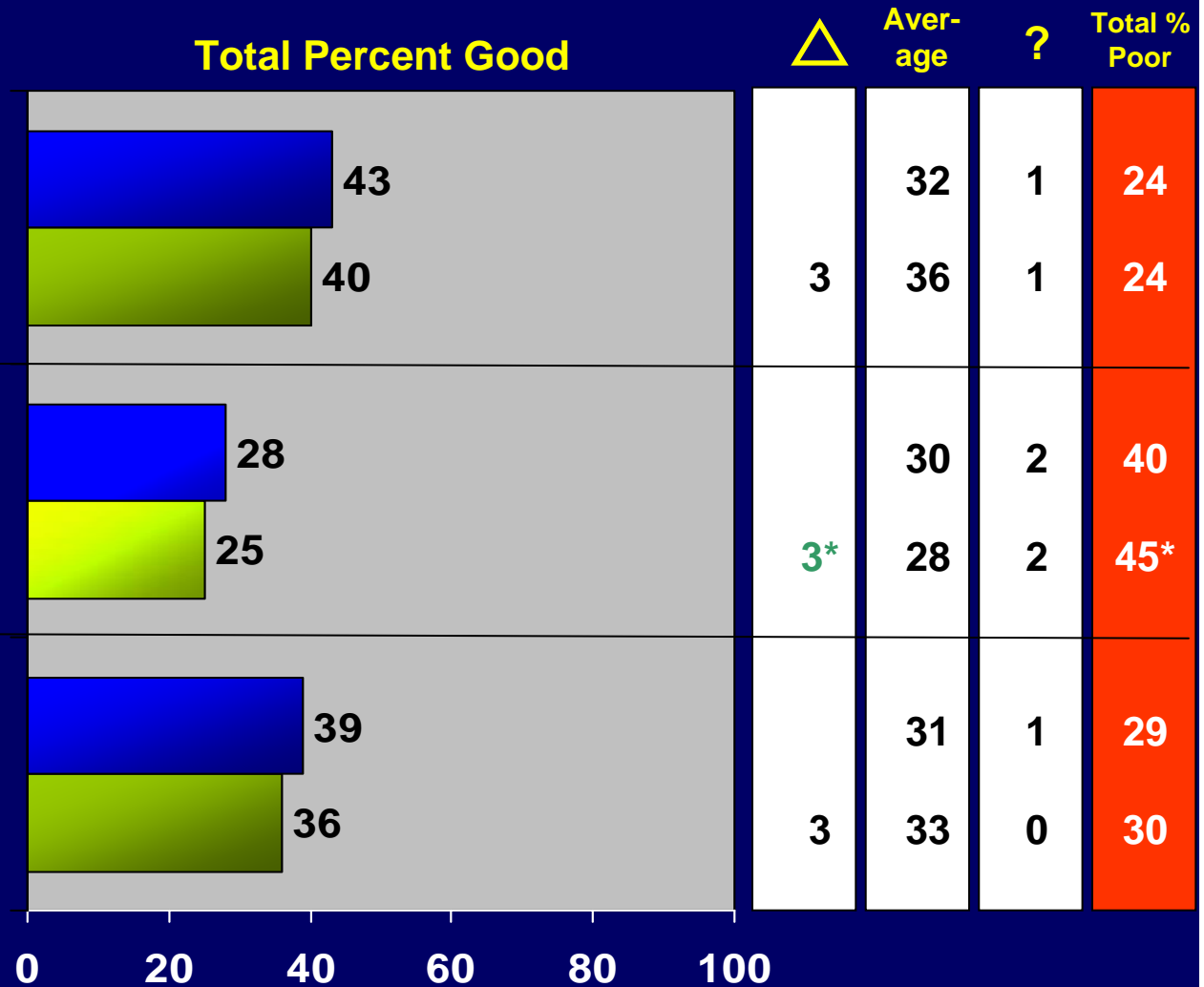
## Quality of Life

69. Please give your opinion of the following:

a. Availability of equipment or supplies

f. Resources for professional development

g. Space to work

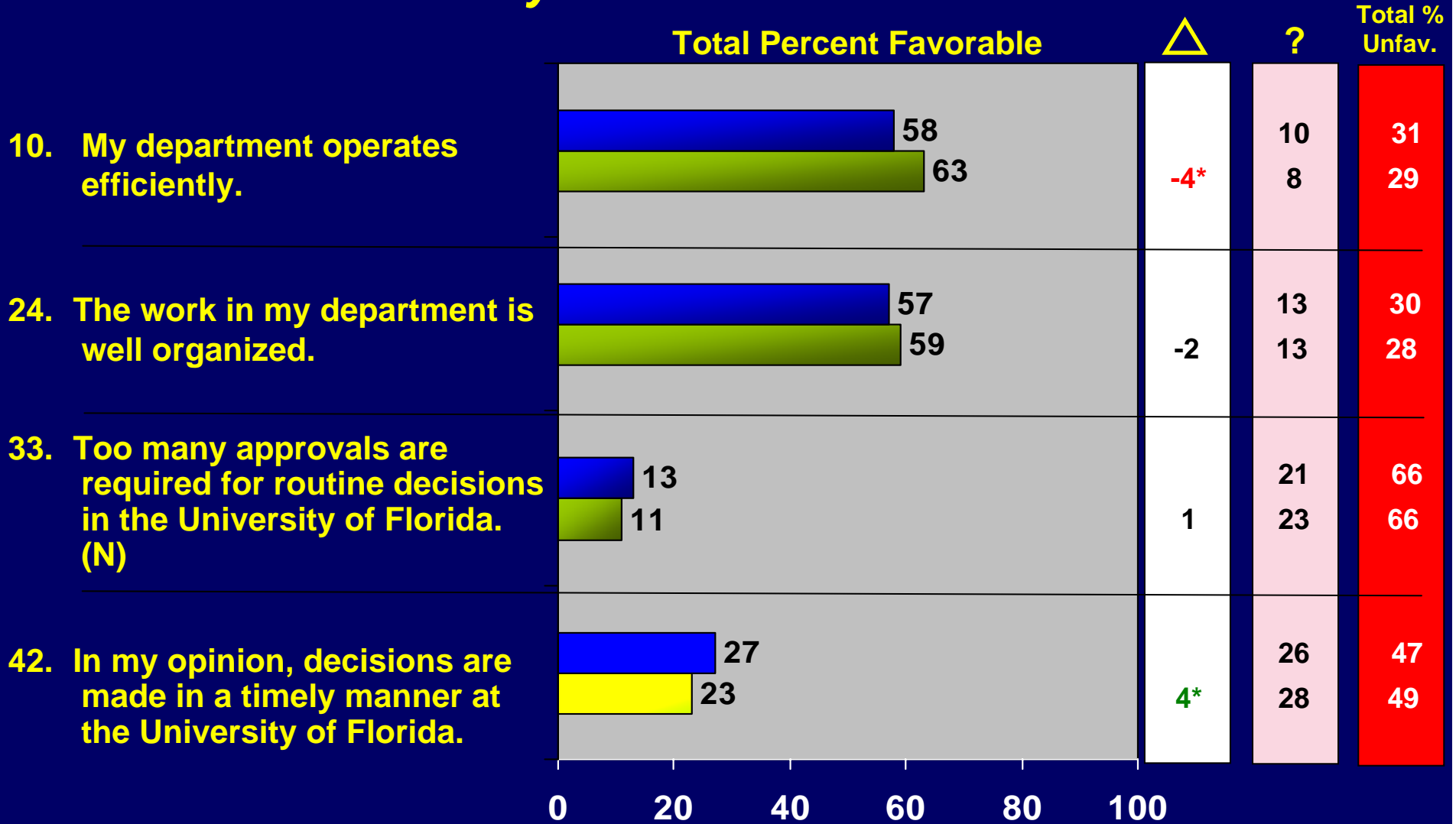


■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## Resources & Efficiency



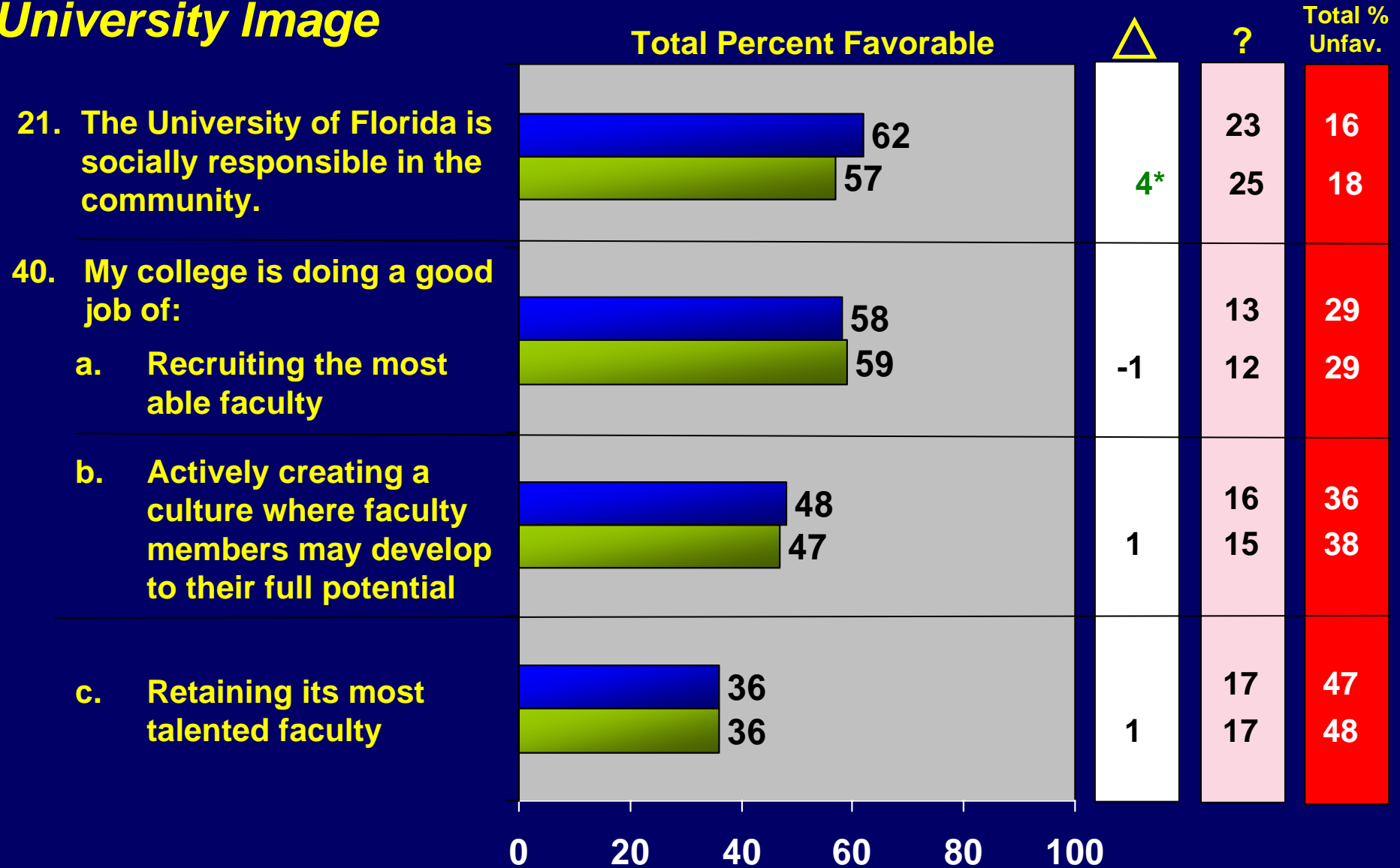
University of Florida Faculty 2005 (N=1,784)  
 University of Florida Faculty 2004 (N=1,639)

(N) indicates Disagreeing is the Favorable Response.

\*A statistically significant difference.

# University of Florida Faculty Survey 2005

## University Image



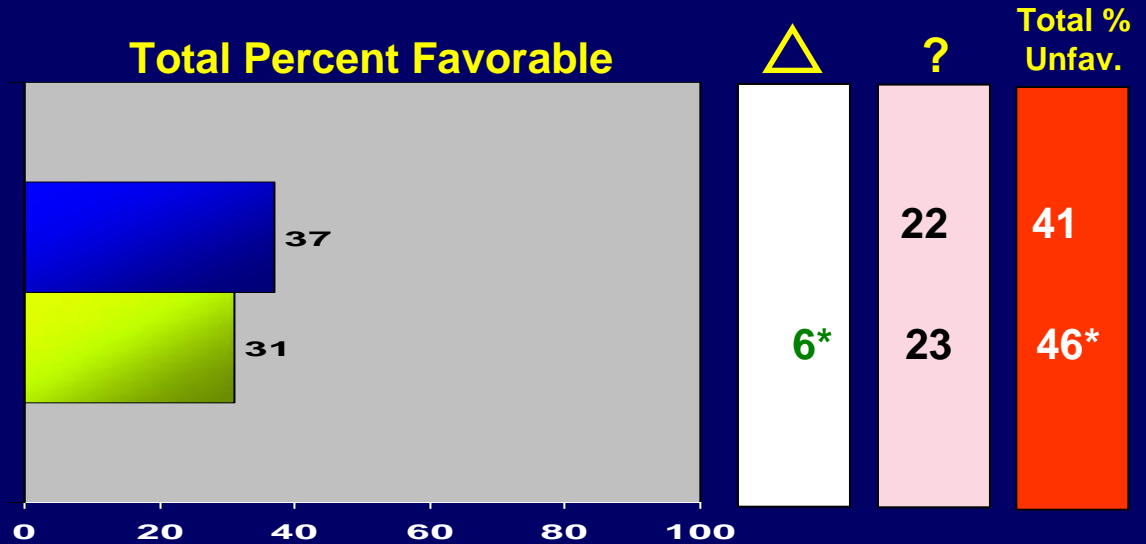
■ University of Florida Faculty 2005 (N=1,784)  
■ University of Florida Faculty 2004 (N=1,639)

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# University of Florida Faculty Survey 2005

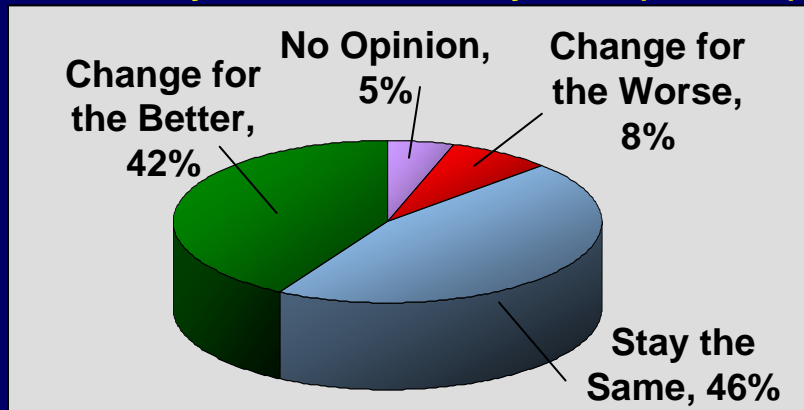
## Strategy & Direction

15. I believe the University of Florida has a clear vision of the future.



78. Looking ahead to the next year or so, I think the University of Florida will:

University of Florida Faculty 2005 (N=1,784)



	Change for the Better	Stay the Same	Change for the Worse	No Opinion
ISR'S UF Faculty 2004	48%	38%	6%	8%

# University of Florida Faculty Survey 2005

## Strategy & Direction

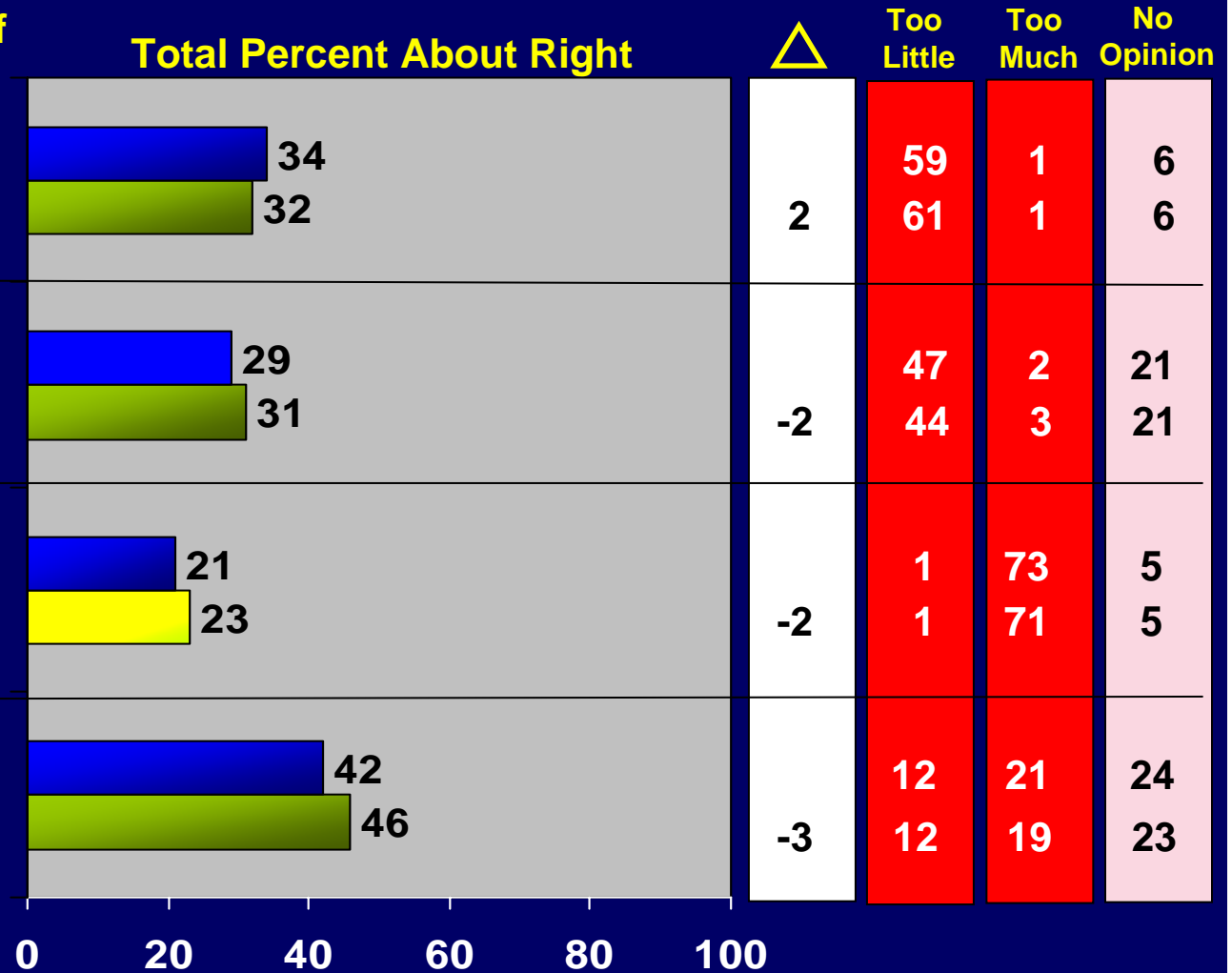
66. Please rate the amount of emphasis placed on the following:

e. Faculty

f. Other University employees

h. Sports

i. Alumni



University of Florida Faculty 2005 (N=1,784)  
 University of Florida Faculty 2004 (N=1,639)

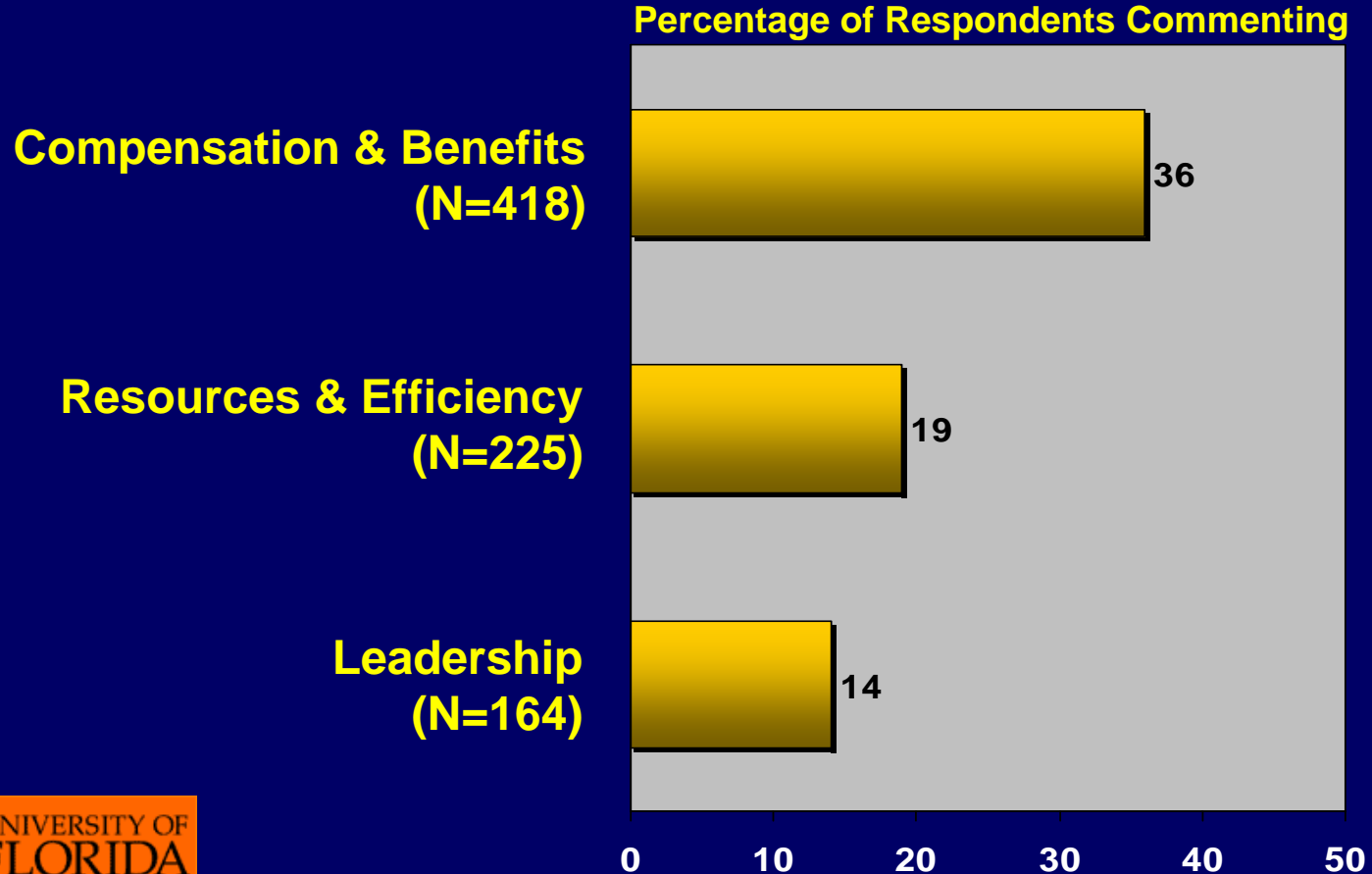
\*A statistically significant difference.

# University of Florida Staff Survey 2005

## Comment Highlights

Question: What specific changes, if any, would you suggest to improve the University environment for faculty?

(1,164 [65%] staff made comments)



# University of Florida Faculty Survey 2005

## College/Unit Comparison

- |                     |                   |                  |                           |                        |
|---------------------|-------------------|------------------|---------------------------|------------------------|
| A. Quality of Life  | D. Recog & Reward | G. Working Rel   | J. Reaction to the Survey | M. Leadership          |
| B. Career Developmt | E. Diversity      | H. Communication | K. University Image       | N. Resources & Effic   |
| C. Benefits         | F. Empowerment    | I. Engagemnt     | L. Strategy & Direction   | O. Faculty – Admin Rel |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Business Administration (N=46)	12	8	0	10	-3	-3	-9	-1	0	-9	-1	1	1	4	2
Dentistry (N=91)	1	-7	2	-2	2	-2	2	7	-5	4	7	8	7	6	3
Design, Constr & Planning (N=37)	-2	-3	1	-3	4	1	-10	-16	1	6	-2	0	-7	1	4
Education (N=49)	-3	-7	-1	-5	0	1	-6	0	-4	24*	6	-1	-3	-1	-1
Engineering (N=141)	1	-1	-5	1	6	3	0	1	4	2	4	2	2	3	3
Fine Arts (N=41)	-15*	-4	-12	-9	-3	-6	-6	-17*	-2	4	-2	-10	-10	-6	-9
FL Museum of Nat History (N=13)	-1	10	-4	2	-4	20	22	19	3	-11	9	-2	-2	-6	6
Health & Human Perform (N=39)	-4	-10	1	-3	-10	-8	-11	-7	-5	4	0	-1	-3	-1	7
Inst of Food & Agri Science (N=271)	1	5	3	-2	6*	2	3	-1	5	-1	7*	3	-1	0	3
Journalism & Commun (N=51)	-5	-16*	-6	-4	-5	-15*	-11	-8	-12	2	-6	-6	-5	-3	-11
Law (N=24)	6	1	-4	4	-7	1	-10	-1	0	2	-2	-6	4	-2	0
Liberal Arts & Sciences (N=322)	-2	1	-11*	-6*	-2	-5	-3	-6*	-9*	-9*	-9*	-7*	-7*	-1	-6
Libraries (N=40)	-9	-1	4	0	-1	-9	-1	-15	-4	8	-7	-3	-14	-9	-15
Medicine (Gainesville) (N=278)	-1	-1	5	4	-8*	-1	1	2	3	1	-4	1	4	-1	-2
Medicine – Jacksonville (N=52)	-5	-10	6	-4	1	-12	-9	-12	-5	-17*	-10	-6	-9	-14*	-13
Nursing (N=53)	11	13	16*	17*	12	22*	15*	32*	18*	22*	15*	11	31*	15*	25*
Pharmacy (N=53)	8	4	11	9	13	12	18*	16*	9	-2	16*	11	15*	11	11
Pub Health & Health Profs (N=57)	3	5	11	7	-2	7	2	12	0	6	6	5	7	-3	6
Veterinary Medicine (N=49)	-3	6	-1	3	2	9	6	7	5	0	-1	-3	-3	0	2
College or Unit not listed (N=11)	-4	-11	-10	-3	-2	-5	-3	-1	-10	1	2	-6	-2	-7	1
Other Colleges or Units (N=36)	2	-1	11	8	-5	7	12	8	10	0	4	-2	3	0	4

# University of Florida Faculty Survey 2005

## Faculty Rank Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Distinguished (Prof/Grad Res Prof) & Distinguished Service (Prof/Eminent Scholar/Curator) (N=66)	7	13*	-5	13*	10	3	-1	-1	12	-2	1	0	4	6	-3
Professor/Scholar/Scientist/Engineer/Curator (N=584)	3	6*	-2	1	5*	2	2	-1	2	-2	2	2	-1	2	1
Assoc Professor/Scholar/Scientist/Engineer/Curator (N=475)	-3	-4	-2	-5*	-3	-2	-2	-1	-3	1	-2	-2	-2	-1	-2
Asst Professor/Scholar/Scientist/Engineer/Curator (N=533)	-1	-4	3	1	-3	0	0	2	-1	2	-1	-1	3	-1	1
Lecturer, Senior or Master Lecturer (N=85)	3	-6	7	5	-4	3	3	5	4	-2	7	3	4	1	6
Librarians, Assoc & Asst Librarians (N=41)	-10	-2	3	-2	-4	-9	0	-15	0	7	-9	-4	-14	-9	-14

# University of Florida Faculty Survey 2005

## Gender Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	41	59	40	32	66	44	53	44	63	56	52	38	42	41	42
Male (N=1,195)	1	1	-1	0	5*	1	1	-1	1	-2	0	1	-1	1	0
Female (N=574)	-3	-3	2	0	-10*	-2	-1	2	-2	4	-1	-2	2	-1	-1

# University of Florida Faculty Survey 2005

## Joint Appointment Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	41	59	40	32	66	44	53	44	63	56	52	38	42	41	42
Has Joint Appointment (N=249)	0	2	3	2	0	2	4	3	3	-1	-1	1	2	1	0
Does Not Have Joint Appointment (N=1,518)	0	0	0	0	0	0	-1	-1	-1	0	0	0	0	0	0

# University of Florida Faculty Survey 2005

## Administration Appointment/Faculty Position Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	41	59	40	32	66	44	53	44	63	56	52	38	42	41	42
Has Admin Appt in Addition to Faculty Position (N=420)	3	9*	7*	8*	7*	11*	9*	10*	9*	3	9*	6*	9*	6*	10*
Does Not Have Admin Appt (N=1,345)	-1	-3	-2	-3	-2	-4*	-3	-3	-3	-1	-3	-2	-3	-2	-3

# University of Florida Faculty Survey 2005

## Faculty Rank Comparison

### (University of Florida 2005 – including all groups)

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (including all groups) (N=2,033)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	41	59	41	32	66	45	53	46	64	56	53	38	42	41	43
Distinguished (Prof/Grad Res Prof) & Distinguished Service (Prof/Eminent Scholar/Curator) (N=66)	7	13*	-6	13*	9	2	-2	-3	10	-3	0	0	3	6	-4
Professor/Scholar/Scientist/Engineer/Curator (N=584)	3	6*	-4	1	5*	1	1	-2	1	-3	1	2	-2	2	0
Assoc Professor/Scholar/Scientist/Engineer/Curator (N=475)	-3	-4	-4	-5*	-4	-3	-3	-2	-4	0	-3	-2	-3	-1	-3
Asst Professor/Scholar/Scientist/Engineer/Curator (N=533)	-1	-4	2	1	-3	-1	0	1	-3	2	-2	-1	3	-1	0
Lecturer, Senior or Master Lecturer (N=85)	3	-6	5	5	-4	3	2	4	3	-2	6	3	3	1	5
Librarians, Assoc & Asst Librarians (N=41)	-10	-2	2	-2	-5	-10	0	-16*	-1	7	-10	-4	-15	-9	-15
Associate In or Assistant In (N=128)	2	-7	8	-2	-1	-2	-1	5	3	3	3	-1	-3	-5	-2
County Extension Agent (N=103)	-3	13*	18*	8	13*	17*	9	17*	15*	6	15*	5	17*	4	19*
P.K. Yonge Faculty (N=14)	-8	-19	-1	-6	-4	-7	4	-6	-4	-20	1	-4	-14	1	-6



*\*A statistically significant difference.*

# University of Florida Faculty Survey 2005

## Employment Status Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	41	59	40	32	66	44	53	44	63	56	52	38	42	41	42
Full time – 12 months (N=1,101)	1	2	6*	3	2	4*	4*	5*	4*	2	4*	3	4*	1	3
Full time – 9 months (N=636)	-2	-3	-10*	-6*	-3	-7*	-7*	-9*	-7*	-4	-7*	-6*	-6*	-2	-6*
Part time – 12 months (N=25)	-2	-13	4	0	-14	-5	-9	-6	-5	1	-7	-2	-7	-3	-7
Part time – 9 months (N=13)	5	0	2	-1	9	8	1	11	2	2	3	14	2	1	2

# University of Florida Faculty Survey 2005

## Tenure Status Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Tenured (N=1,011)	1	3	-3	-1	2	-1	0	-2	0	0	0	0	-3	1	-1
Tenure Track (N=375)	-3	-2	-3	-1	-6*	-4	0	-2	-3	0	-5	-4	-1	-2	-2
Not Tenure Track (N=384)	2	-7*	10*	5	2	6*	2	8*	4	1	5	4	8*	1	5
Permanent Status (N=10)	6	-2	16	-2	-13	6	-1	10	9	-3	12	10	9	11	14

# University of Florida Faculty Survey 2005

## Years in Current Rank Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	41	59	40	32	66	44	53	44	63	56	52	38	42	41	42
0-6 Years Current Rank (N=957)	-2	-1	1	0	-2	0	1	1	-2	1	-1	-1	1	-1	0
7-14 Years Current Rank (N=462)	1	0	-1	0	0	-1	-1	-2	1	-1	2	1	0	0	0
15-25 Years Current Rank (N=272)	1	1	-3	-1	3	1	-1	-1	1	-3	0	1	-3	1	0
More Than 25 Years Current Rank (N=82)	10	8	5	4	9	6	4	0	11*	-2	8	4	2	6	3

# University of Florida Faculty Survey 2005

## Length of Service Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
0-6 Years of Service (N=683)	-1	-2	2	2	-2	0	0	1	-2	3	-1	0	2	-1	1
7-14 Years of Service (N=402)	-1	1	0	0	-2	0	1	1	0	0	-1	-1	0	0	-1
15-25 Years of Service (N=449)	0	2	-2	-2	1	1	-1	-2	1	-2	1	1	-2	1	0
More Than 25 Years of Service (N=238)	4	3	0	-2	8*	-1	2	-2	6	-2	3	1	-3	2	-1

# University of Florida Faculty Survey 2005

## Race/Ethnicity Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Hispanic (N=56)	-2	-5	-7	-3	-13*	-4	-8	-11	-4*	2	-4	-1	0	-5	-1
White (N=1,518)	0	1	1	0	2	1	1	1	1	0	1	1	0	1	0
African American (N=41)	0	-1	-3	1	-24*	-5	-4	-2	1	11	6	-2	-1	0	5
Asian (N=120)	-4	-7	-7*	-2	-8	-4	-3	1	-4	6	-9	-4	-2	-2	-3
Multiple Ethnic Groups (N=29)	-1	-6*	-15	-2	-10*	-15*	-7	-10*	-18*	-15	-8	-8	-7	-10	-12

# University of Florida Faculty Survey 2005

## Marital Status Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Married (N=1,354)	41	59	40	32	66	44	53	44	63	56	52	38	42	41	42
Partnered (N=55)	1	2	1	1	2	2	1	2	2	1	1	1	1	1	1
Single (N=226)	-5	-3	-7	-5	-17*	-10	-1	-8	-9	-6	-8	-11	-5	-5	-8
Divorced/Widowed (N=128)	-4	-7*	0	-2	-6	-4	-2	-3	-6	0	-4	-3	-2	-3	-3
	-2	-7	-4	-5	-5	-5	-2	-4	-5	-4	-3	-4	-4	-2	-3

# University of Florida Faculty Survey 2005

## Dependent Children Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	41	59	40	32	66	44	53	44	63	56	52	38	42	41	42
1 Dependent Child (N=375)	0	-1	-3	0	0	2	0	-1	1	1	-1	0	0	1	-1
2 Dependent Children (N=538)	0	0	1	0	0	-1	0	1	1	-1	1	0	-1	-1	-1
3 Dependent Children (N=168)	2	4	3	0	6	3	1	4	2	0	4	4	6	1	5
4 Dependent Children (N=40)	8	12	8	7	12	15	3	7	10	2	11	13	8	11	12
More Than 4 Dependent Children (N=18)	12	18	11	10	15	12	10	13	2	-7	8	12	13	11	11

# University of Florida Faculty Survey 2005

## Other Dependents Comparison

- |                         |                           |                                       |
|-------------------------|---------------------------|---------------------------------------|
| A. Quality of Life      | F. Empowerment            | K. University Image                   |
| B. Career Development   | G. Working Relationships  | L. Strategy & Direction               |
| C. Benefits             | H. Communication          | M. Leadership                         |
| D. Recognition & Reward | I. Engagement             | N. Resources & Efficiency             |
| E. Diversity            | J. Reaction to the Survey | O. Faculty – Administration Relations |

University of Florida Faculty 2005 (N=1,784)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	41	59	40	32	66	44	53	44	63	56	52	38	42	41	42
1 (Self) (N=457)	-2	-4	-1	-2	-6*	-2	-2	-2	-3	-1	-3	-3	-2	-1	-1
2 Non-children Dependents (N=1,006)	1	2	1	1	3	1	1	0	2	1	1	1	1	1	0
3 Non-children Dependents (N=88)	2	1	-4	0	1	3	2	2	3	4	2	2	4	2	2
4 Non-children Dependents (N=52)	1	-1	1	1	2	-8	2	2	2	2	1	-3	2	-1	-3
More Than 4 Non-children Dependents (N=21)	-6	3	-3	-1	3	1	-3	12	-4	-12	0	3	3	-3	3

# Overall Summary

- Improvement since the prior survey is seen on 11 of 15 survey categories, largest improvement in **leadership** (significant 4 point increase).
- Area scoring below (not statistically significant) 2004 benchmark:
  - Reaction to Survey: *Senior administration considering problems brought to its attention in the survey; senior administration acting on identified problems*
- Areas that have improved the most (excluding leadership) compared to the 2004 benchmark:
  - Communication: *Information to faculty on policies/practices; information sharing between colleges*
  - Diversity: *Equal opportunities; environment accepting of differences*
  - Empowerment: *Involvement in decisions; decisions made at the appropriate level*