



UNIVERSITY OF FLORIDA

J. Bernard Machen
President

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Dear Colleagues:

It gives me great pleasure to share with you the results of the first University of Florida Staff Opinion Survey. The Survey was administered during March and April and received a solid response rate of more than 61%. Thank you all for taking the time to complete the survey and to share your opinions. I would also like to thank all of those who worked on the design and administration of the survey. Your efforts are truly appreciated.

You can find the results of the survey on the president's website at <http://www.president.ufl.edu> and on the Human Resource website at <http://www.hr.ufl.edu>. In addition, we will make arrangements to share the information with those employees who do not have access to a computer.

The results of the survey demonstrate areas where we are doing well and areas that we need to strengthen. According to your comments, staff pay is a major concern and it is certainly one of our highest priorities. The upcoming 3.6% salary increase is the single largest increase our staff has received over the past several years and is a step in the right direction. Attracting and retaining quality staff is a key to our pursuit of becoming a top ten institution, and a competitive compensation program will need to be one of our ongoing initiatives.

During the past two years, the campus has been challenged with significant change, and the survey results bear that out. Communication at all levels is in need of improvement as is the relationship between staff and the administration. The implementation of the PeopleSoft computer program is another area you noted. Although the survey results reflect the challenges our staff have encountered, I was pleased to see that many indicated that they believe we are moving toward a period of stabilization and improvement.

The results also indicate positive feelings in a number of areas, especially when compared to those of the benchmark group. High levels of satisfaction are reported with certain aspects of the University including the work environment, our work/life balance, the collective sense of safety on campus, training programs and career opportunities.

My hope is that we will be able to use the information from the survey as a foundation for our continued growth. However, the survey data is currently the subject of litigation.

Again, I want to thank all of you for participating and invite each of you to review the results of this important endeavor.

Sincerely,

A handwritten signature in black ink that reads "J. Bernard Machen".

J. Bernard Machen
President