UCF Quality of Life Survey
Spring, 2005
Faculty Senate
February 23, 2006
Women's Research Center
Diversity and Inclusiveness Council
Operational Excellence and Assessment Support

Agenda

- background and survey methodology
- key findings
- preview of results
  - experience in college, department or unit
  - perceptions of chair, director or supervisor
  - department and university climate
  - faculty mentoring
  - benefits
- UCF directions
- Faculty Senate directions
  - deeper analysis requests

Time Line of Related Initiatives at UCF

Presidential Commission on the Status of Women and the Status of Racial and Ethnic Minorities
Faculty Experiences Survey
Student Experiences Survey
Central Florida Research Park and UCF Needs Assessment Survey
Quality of Life Survey
The UCF Strategic Plan 2001-2005

Methodology

- response to Strategic Initiative 10: Enhance UCF Community

- Women's Research Center and OEAS plan and draft surveys for 3 groups: faculty, A&P, and staff:
  - items reflected previous surveys
  - items derived from other universities' instruments

- review process for survey development:
  - 3 advisory councils, people who would give feedback:
    - content of items (expertise in topic areas)
    - item construction (expertise in survey development)

- web delivery and paper English and Spanish
  - personal e-mail letters, 2 follow up requests
  - president's letter of introduction

Survey Respondents

UCF Community
Spring 2005

<table>
<thead>
<tr>
<th>Type</th>
<th>Faculty Respondents</th>
<th>UCF Faculty Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total N</td>
<td>575</td>
<td>1591</td>
</tr>
<tr>
<td>Tenured</td>
<td>34%</td>
<td>42%</td>
</tr>
<tr>
<td>Tenure-Track</td>
<td>16%</td>
<td>24%</td>
</tr>
<tr>
<td>Non-Tenure Track</td>
<td>50%</td>
<td>34%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>
Faculty College Distribution

<table>
<thead>
<tr>
<th>College</th>
<th>Tenured or Tenure-earning</th>
<th>Non-tenure-earning or Multiple-year appointees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>QOL Sample (n=1773)</td>
<td>UCF* (n=971)</td>
</tr>
<tr>
<td>CAS</td>
<td>53%</td>
<td>36%</td>
</tr>
<tr>
<td>CBA</td>
<td>7%</td>
<td>10%</td>
</tr>
<tr>
<td>COE</td>
<td>11%</td>
<td>25%</td>
</tr>
<tr>
<td>CESS</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>COHPA</td>
<td>10%</td>
<td>11%</td>
</tr>
<tr>
<td>OTHERS*</td>
<td>4%</td>
<td>5%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

*UCF* includes faculty members of the Robinson College of Business and Burnett Honors College

Faculty Population vs. Faculty Respondent Characteristics

- gender fairly representative
- females somewhat over represented in tenured and tenure-earning track and non-tenure track groups
- ethnic groups fairly representative
- minority assistant professors under represented
- college representation
- CAS and COHPA over represented
- CBA, COE, COP and Burnett Honors College under represented

A&P and Staff
UCF Population vs. Survey Respondents

- gender fairly representative
- females somewhat over represented
- ethnicity fairly representative
Analysis Strategy

- Significant differences between faculty, A&P and staff
- Significant differences between faculty: tenured and tenure-earning and non-tenure-earning
- Tenured
  - Gender differences
  - Ethnic group differences
  - College differences
- When group sample size was small
  - Applied following rule to explore group differences:
    - Negative scale score was 20% or more and
    - Negative scale score difference between groups was 10% or more

Key Findings

- All personnel are generally satisfied in their departments and units; A & P are the most satisfied.
- Faculty who are mentored (in many areas) are satisfied with their mentoring.
- There are some gender and ethnic minority group differences among faculty.
- All personnel indicate their departments and units are tolerant of all groups.

General Satisfaction

- Chart showing general satisfaction levels among different groups.
Benefits

- intent of questions
  - rate importance "to the UCF community" of currently offered benefits
  - rate importance "to the UCF community" of benefits that are not currently offered
  - items derived from other university surveys
- conditions were not imposed on respondent ratings
  - cost to employees and institution
  - feasibility

Top Seven Currently Offered Benefits* Ranked Importance for UCF Community by Tenured and Tenure-earning Faculty

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement Plan</td>
<td>97%</td>
</tr>
<tr>
<td>Tuition Waiver</td>
<td>97%</td>
</tr>
<tr>
<td>Sabbatical Leave</td>
<td>90%</td>
</tr>
<tr>
<td>Faculty Development Leave</td>
<td>87%</td>
</tr>
<tr>
<td>Health and Life Insurance</td>
<td>80%</td>
</tr>
<tr>
<td>Employee Assistance Programs</td>
<td>77%</td>
</tr>
<tr>
<td>On-Campus Services</td>
<td>77%</td>
</tr>
<tr>
<td>Wellness and Fitness Programs</td>
<td>75%</td>
</tr>
</tbody>
</table>

*Items across categories: workplace & training, home & family, health & safety, and financial & legal

Top Seven NOT Currently Offered Benefits* Ranked Importance for UCF Community by Tenured and Tenure-earning Faculty

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition waivers for dependents</td>
<td>89%</td>
</tr>
<tr>
<td>Medical Clinics for Faculty/Staff</td>
<td>77%</td>
</tr>
<tr>
<td>Health Screenings</td>
<td>74%</td>
</tr>
<tr>
<td>Legal Services</td>
<td>64%</td>
</tr>
<tr>
<td>Flextime</td>
<td>69%</td>
</tr>
<tr>
<td>Full Child and Infant Care</td>
<td>54%</td>
</tr>
<tr>
<td>Modified Duties for Ill Family Care</td>
<td>54%</td>
</tr>
<tr>
<td>Financial Counseling</td>
<td>54%</td>
</tr>
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</table>

*Items across categories: workplace & training, home & family, health & safety, and financial & legal
UCF Directions

- focused presentations for UCF constituents
  - deans, directors, and chairs
  - faculty
  - staff
  - strategic initiative coordinators

- conduct focus groups
  - clarify results
  - obtain additional faculty feedback

- work within strategic planning process
  - SI 3: Research and Creative Activities
  - SI 7: Collaboration
  - SI 10: UCF Community

Faculty Senate Directions

- deeper analysis requests

- partner to conduct focus groups
  - clarify results
  - obtain additional faculty feedback

Deeper Analysis and Information

- submit specialized analysis requests
  - gender, ethnic and college group differences

- contact: Dr. Patrice Lancey
  - email: plancey@mail.ucf.edu
  - phone: 407-828-2079

- survey instruments
  - faculty survey:
    - http://iaaweb.ucf.edu/survey/faculty_quality.htm
  - A&P survey:
  - staff survey:
    - http://iaaweb.ucf.edu/survey/staff_quality.htm
"Opportunities to network and collaborate" - a closer look

Tenured and tenuee earning: gender differences

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Non-tenure-earning</td>
<td>87%</td>
<td>13%</td>
</tr>
<tr>
<td>Non-tenue-earning</td>
<td>93%</td>
<td>7%</td>
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Tenured and tenure-earning: gender differences

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<tbody>
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<td>Non-tenure-earning</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Non-tenue-earning</td>
<td>26%</td>
<td>74%</td>
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"Course load fair" - a closer look

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"Valume research" - a closer look

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UCF