

UFF Faculty Climate Survey (2013)

The 2013 UFF Faculty Climate Survey is being conducted to establish an initial data-based reading of faculty opinion of the practices and performance of UF's administration. This survey represents the first UFF-UF effort in many years to collect information on the faculty's perception of administration. Information gathered through this survey is intended to inform the UF community about administrative areas of perceived strength or weakness, so that effective efforts may be undertaken to improve institutional climate.

The survey will be administered by the UFF president/designee. Each response will be sent in via a link sent to a faculty member of the colleges represented by UFF. Each link can be used only once. Nobody, including the survey administrator, will be able to identify the person, email address, link or the computer from which any response came. Only the UFF-UF council will see the (anonymized) narrative responses provided by the Survey monkey system. The statistical summaries of the survey will be posted on the UFF-UF website, <http://www.uff-uf.org>, and the link will be emailed to all faculty in the participating colleges (the colleges represented by UFF).

Future surveys will be conducted annually, and the results compared with those of prior years' surveys, to monitor changes in faculty perception of the UF work environment.

This survey will take roughly 10 to 20 minutes to complete, and is completely voluntary.

Thank you in advance for your participation.

Support for faculty

- 1.) My activities and my department's activities are well-supported by the administration.
- 2.) Audit and paperwork demands on me and my department are well-justified and kept to a reasonable level.
- 3.) Collaboration among departments and colleges is encouraged, recognized and meaningfully supported.

Individual Faculty Rights

- 4.) Collective bargaining rights and the UF faculty handbook regulations are respected and upheld by the administration.
- 5.) I feel free to conduct research in areas of my choice and in a manner considered meritorious by my research peers.

- 6.) I am able to exercise academic freedom in my teaching duties.
- 7.) I am able to openly express a dissenting opinion about college and/or university policies without fear of reprisal.
- 8.) The processes for tenure and promotion are fairly administered.

Shared governance

- 9.) The flow of information is such that faculty can effectively participate in decision-making.
- 10.) The administration clearly communicates its decisions about strategic direction, policies, and actions.
- 11.) The process of shared governance, as it exists at UF, meaningfully incorporates my input in the important decisions, affairs and operations of my college and the university.

Resource Allocation

- 12.) The allocation of resources is well balanced between administrative needs and faculty needs.
- 13.) Resources that are earmarked for faculty needs are being apportioned fairly in a manner consistent with policies developed via shared governance.

Accountability

- 14.) There is a climate of accountability for the actions of administrators.

Overall Climate

- 15.) The administration gives clear indication that it values my success and respects my work.
- 16.) There is a healthy working climate between faculty and administrators at UF.

Administrative Leadership

- 17.) I have confidence that the administration is making well-researched and strategically sound decisions to set the future course of my college and UF.
- 18.) I have confidence in the performance and leadership of Dean (insert name).
- 19.) I have confidence in the performance and leadership of Provost Glover.
- 20.) I have confidence in the performance and leadership of President Machen.

Narrative Responses

1. Please use the space below to share any concerns or recommendations that you may have with respect to the practices and performance of UF's administration.
2. If you have a question that you would like incorporated in future surveys, please state it here, providing your rationale for including it.

Strongly Agree

Somewhat Agree

Neutral

Somewhat Disagree

Strongly Disagree

Unable to Judge