

Faculty Climate Survey



1. Please rate the following:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion	Rating Count
UHD maintains high standards for its students.	7.6% (6)	36.7% (29)	17.7% (14)	29.1% (23)	8.9% (7)	0.0% (0)	79
The UHD Administration (Deans and above) promotes and supports research and scholarship.	5.1% (4)	45.6% (36)	11.4% (9)	24.1% (19)	11.4% (9)	2.5% (2)	79
The UHD Rank and Tenure policies assure high professional standards for tenured and tenure-track professors.	10.3% (8)	38.5% (30)	15.4% (12)	20.5% (16)	7.7% (6)	7.7% (6)	78
The UHD rank and tenure procedures are fair and equally applied to all tenured and tenure-track professors.	12.7% (10)	25.3% (20)	8.9% (7)	29.1% (23)	12.7% (10)	11.4% (9)	79
The UHD Administration (Deans and above) makes decisions congruent with principles of shared governance.	1.3% (1)	31.6% (25)	15.2% (12)	25.3% (20)	19.0% (15)	7.6% (6)	79
The UHD Administration (Deans and above) take the advice and expertise of faculty seriously in hiring and personnel decisions.	2.5% (2)	30.4% (24)	15.2% (12)	22.8% (18)	20.3% (16)	8.9% (7)	79
The general academic climate at UHD has improved since the last climate survey administered in Spring 2011.	6.3% (5)	25.3% (20)	21.5% (17)	24.1% (19)	16.5% (13)	6.3% (5)	79
Your workload during the academic year at UHD is reasonable.	3.8% (3)	25.3% (20)	15.2% (12)	34.2% (27)	21.5% (17)	0.0% (0)	79
You are treated fairly by your immediate supervisor.	29.1% (23)	36.7% (29)	15.2% (12)	11.4% (9)	7.6% (6)	0.0% (0)	79
You are adequately compensated for your responsibilities at UHD.	2.5% (2)	10.1% (8)	7.6% (6)	39.2% (31)	40.5% (32)	0.0% (0)	79

You consider yourself professionally satisfied.	7.7% (6)	34.6% (27)	16.7% (13)	29.5% (23)	11.5% (9)	0.0% (0)	78
Library resources are adequate.	13.9% (11)	51.9% (41)	19.0% (15)	7.6% (6)	3.8% (3)	3.8% (3)	79
Library staff are responsive to needs and queries.	46.2% (36)	41.0% (32)	6.4% (5)	0.0% (0)	0.0% (0)	6.4% (5)	78
answered question							79
skipped question							0

2. Please indicate how many hours per week on average (during regular semesters) you spend on each of the following activities:





	0-9	10-19	20-29	30-39	40+	Rating Count
Teaching-related activities (including class time)	0.0% (0)	16.7% (13)	42.3% (33)	30.8% (24)	10.3% (8)	78
Scholarly/Creative Activity	41.0% (32)	48.7% (38)	9.0% (7)	0.0% (0)	1.3% (1)	78
Service (all types non-compensated only)	29.5% (23)	47.4% (37)	12.8% (10)	7.7% (6)	2.6% (2)	78
answered question						78
skipped question						1

3. How do you rate the overall job performance of the following individuals/groups over the last 2 years?







	Excellent	Good	Average	Below Average	Poor	No Opinion	Rating Count
Vice President Academic Affairs/Provost Brian Chapman	0.0% (0)	12.7% (10)	6.3% (5)	13.9% (11)	60.8% (48)	6.3% (5)	79
Vice President Administration and Finance Mr. David Bradley	23.1% (18)	32.1% (25)	14.1% (11)	3.8% (3)	3.8% (3)	23.1% (18)	78
Vice President Student Services and Enrollment Management Dr. Lisa Montgomery	2.6% (2)	11.7% (9)	15.6% (12)	5.2% (4)	11.7% (9)	53.2% (41)	77
Vice President Employment Services and Operations Ms. Ivonne Montalbano	6.4% (5)	23.1% (18)	21.8% (17)	7.7% (6)	6.4% (5)	34.6% (27)	78
Vice President Advancement and External Relations Ms. Johanna Wolfe	14.3% (11)	18.2% (14)	16.9% (13)	5.2% (4)	3.9% (3)	41.6% (32)	77
Associate Vice President Information Technology Mr. Hossein Shahrokhi	18.2% (14)	28.6% (22)	16.9% (13)	2.6% (2)	3.9% (3)	29.9% (23)	77
Associate Vice President for Institutional Effectiveness Dr. Pat Williams	1.3% (1)	19.2% (15)	17.9% (14)	15.4% (12)	10.3% (8)	35.9% (28)	78
Assistant Vice President Facilities Management Mr. Chris McCall	13.0% (10)	27.3% (21)	14.3% (11)	3.9% (3)	2.6% (2)	39.0% (30)	77
Assistant Vice President Student Success and Dean of Students Mr. Tommy Thomason	20.5% (16)	33.3% (26)	9.0% (7)	0.0% (0)	6.4% (5)	30.8% (24)	78
Assistant Vice President Employee Services and Records Management Ms. Betty Powell	16.7% (13)	33.3% (26)	9.0% (7)	6.4% (5)	5.1% (4)	29.5% (23)	78
Assistant Vice President Employment Training & Campus Relations/Affirmative Action Officer Dr. Doug TeDuits	24.1% (19)	36.7% (29)	19.0% (15)	6.3% (5)	1.3% (1)	12.7% (10)	79
Assistant Vice President Business Affairs Mr. George Anderson	5.2% (4)	9.1% (7)	7.8% (6)	3.9% (3)	3.9% (3)	70.1% (54)	77

Faculty Senate	10.7% (8)	38.7% (29)	25.3% (19)	10.7% (8)	8.0% (6)	6.7% (5)	75
Associate Vice President Academic Affairs/Vice Provost/Dean of Graduate Students Dr. Michael Dressman	5.2% (4)	23.4% (18)	15.6% (12)	11.7% (9)	22.1% (17)	22.1% (17)	77
Assistant Vice President Academic Affairs/Dean of Undergraduate Students Dr. Gary Stading	6.5% (5)	33.8% (26)	16.9% (13)	13.0% (10)	6.5% (5)	23.4% (18)	77
answered question							79
skipped question							0

4. I am in the College of . . .

		Response Percent	Response Count
COB		19.2%	15
CHSS		46.2%	36
CPS		17.9%	14
CST		16.7%	13
UC		0.0%	0
answered question			78
skipped question			1

5. How do you rate the overall job performance of you Dean over the last 2 years?




		Response Percent	Response Count
Excellent		13.9%	11
Good		27.8%	22
Average		29.1%	23
Below Average		5.1%	4
Poor		16.5%	13
No Opinion		7.6%	6
answered question			79
skipped question			0

6. Please rate the following:



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Opinion	Rating Count
Classroom space is adequate.	26.3% (20)	53.9% (41)	5.3% (4)	13.2% (10)	1.3% (1)	0.0% (0)	76
The furniture in my classroom is adequate.	13.9% (11)	57.0% (45)	12.7% (10)	13.9% (11)	2.5% (2)	0.0% (0)	79
The whiteboards in my classroom are adequate.	16.5% (13)	60.8% (48)	11.4% (9)	8.9% (7)	1.3% (1)	1.3% (1)	79
The technology in my classroom is adequate.	19.0% (15)	59.5% (47)	10.1% (8)	8.9% (7)	2.5% (2)	0.0% (0)	79
The technology in my classroom is properly supported.	21.5% (17)	51.9% (41)	13.9% (11)	7.6% (6)	5.1% (4)	0.0% (0)	79
Space for special events or programs is adequate.	10.3% (8)	46.2% (36)	19.2% (15)	12.8% (10)	2.6% (2)	9.0% (7)	78
Laboratory facilities are adequate.	2.6% (2)	15.6% (12)	13.0% (10)	11.7% (9)	10.4% (8)	46.8% (36)	77
Office facilities are adequate.	15.6% (12)	49.4% (38)	15.6% (12)	14.3% (11)	5.2% (4)	0.0% (0)	77
Campus security is adequate.	14.1% (11)	43.6% (34)	9.0% (7)	21.8% (17)	10.3% (8)	1.3% (1)	78
I favor developing on/near campus child care services.	38.5% (30)	32.1% (25)	12.8% (10)	0.0% (0)	7.7% (6)	9.0% (7)	78
I favor continuing/institutionalizing the Freshman Convocation.	21.5% (17)	44.3% (35)	20.3% (16)	3.8% (3)	2.5% (2)	7.6% (6)	79
I feel that the university administration values my department	3.8% (3)	30.8% (24)	17.9% (14)	23.1% (18)	23.1% (18)	1.3% (1)	78
I have access to adequate hardware for my research.	5.1% (4)	35.9% (28)	19.2% (15)	6.4% (5)	12.8% (10)	20.5% (16)	78
I have access to adequate software for my research.	8.0% (6)	37.3% (28)	12.0% (9)	17.3% (13)	13.3% (10)	12.0% (9)	75
Outside of the classroom I have access to adequate hardware for	7.7% (6)	50.0% (39)	15.4% (12)	10.3% (8)	9.0% (7)	7.7% (6)	78

my teaching.							
Outside of the classroom I have access to adequate software for my teaching.	9.0% (7)	52.6% (41)	9.0% (7)	16.7% (13)	9.0% (7)	3.8% (3)	78
I am adequately informed about issues relating to UHDs budget.	2.6% (2)	35.9% (28)	33.3% (26)	10.3% (8)	15.4% (12)	2.6% (2)	78
I favor the expansion of the testing center to support course delivery (both face-to-face and online).	29.5% (23)	33.3% (26)	19.2% (15)	0.0% (0)	6.4% (5)	11.5% (9)	78
UHD provides adequate services to support student success.	6.4% (5)	29.5% (23)	26.9% (21)	23.1% (18)	12.8% (10)	1.3% (1)	78
answered question							79
skipped question							0






7. UHDs website . . .

		Response Percent	Response Count
Is effectively searchable.		60.5%	23
Is effectively organized.		57.9%	22
Is up to date.		39.5%	15
answered question			38
skipped question			41

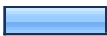



8. Please indicate your sex.

		Response Percent	Response Count
Male		45.2%	33
Female		54.8%	40
answered question			73
skipped question			6

9. Please describe your race/ethnicity.

		Response Percent	Response Count
African American		4.3%	3
Asian		7.2%	5
Hispanic		4.3%	3
White		78.3%	54
Other		5.8%	4
answered question			69
skipped question			10

10. What is your current rank at UHD?

		Response Percent	Response Count
Lecturer		15.1%	11
Assistant Professor		26.0%	19
Associate Professor		45.2%	33
Professor		13.7%	10
answered question			73
skipped question			6

11. In years how long have you been employed at UHD?

		Response Percent	Response Count
1-4		21.9%	16
5-8		24.7%	18
9-12		20.5%	15
13-16		9.6%	7
17-21		11.0%	8
22+		12.3%	9
answered question			73
skipped question			6

12. What do you think are the most important challenges you face in carrying out your work?

	Response Count
	58
answered question	58
skipped question	21

13. What are the underlying causes of these challenges?

	Response Count
	53
answered question	53
skipped question	26

14. What solutions do you think would address or resolve these challenges?

Response
Count

50

answered question

50

skipped question

29

15. What do you see as the greatest strength of UHD right now?

Response
Count

56

answered question

56

skipped question

23

16. What do we need to do to capitalize on that strength?

Response
Count

49

answered question

49

skipped question

30

17. Comments:

Response
Count

19

answered question

19

skipped question

60