

JULY 2020

COMPREHENSIVE ANALYSIS OF KEY SURVEY ITEMS FROM FACULTY/ADMINISTRATOR AND STAFF MEMBER SURVEYS





























PREAMBLE

The Interim Chief Equity, Inclusion and Diversity Officer, Dr. S. Kent Butler, contracted with Viewfinder® Campus Climate Surveys, LLC to conduct three Campus Climate Surveys (faculty and administrators, staff members, and students) in spring 2020 to inform strategic planning. Operational Excellence and Assessment Support (OEAS) was contacted by Dr. Butler in May 2020 to assist with the analysis and summary of the findings gleaned from the Campus Climate Surveys.

This report contains important findings from the 2020 Campus Climate Survey for faculty/administrator (response rate: 15.8%) and staff member surveys (response rate: 23.4%). It is organized into seven broad categories: a) Overall climate at UCF; b) Work experience at UCF; c) How welcoming is UCF to different groups of people; d) Search committee and departmental process; e) Campus diversity plan; f) Personal experiences of discrimination, bias, or harassment; and g) Safety on campus and in the surrounding community.

Within each category, results from various survey items are displayed in a graphical and tabular form comparing endorsement rates for faculty/administrators and staff members. Additionally, each section includes select survey items that were evaluated using Chi-square tests of independence (95% confidence level) to identify differences in responses across certain employee groups. Sub-levels within each of the four employee groups – gender (2 sub-groups), years of employment at UCF (2 sub-groups), rank (faculty/administrator survey – 4 sub-groups) or staff group (staff member survey – 3 sub-groups), and employee of color (2 sub-groups) – where enough counts and responses by all levels were available, were compared. Furthermore, employee sub-groups within each faculty/administrator respondent group that had endorsements one standard deviation above or below the average of all other sub-groups were highlighted in the tables. Similar analysis was also performed for staff member respondents. Also, a full distribution for key survey items for all groups can be found in the appendices.

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EXECUTIVE SUMMARY

The executive summary compares important findings from the 2020 Campus Climate Survey for faculty/administrators and staff member surveys. We begin with a short description of survey administration and analysis that was conducted to identify the survey items of interest. We next summarize important findings grouped into seven broad categories: a) Overall climate at UCF; b) Work experience at UCF; c) How welcoming is UCF to different groups of people; d) Search committee and departmental process; e) Campus diversity plan; f) Personal experiences of discrimination, bias, or harassment; and g) Safety on campus and in the surrounding community.

Survey administration: Campus Climate Surveys, LLC administered three Viewfinder® Campus Climate Survey instruments to faculty and administrators, staff members, and students in spring 2020. Of the 3,174 faculty and administrators and 4,368 staff members invited to participate, 503 faculty/administrators (response rate: 15.8%) and 1,021 staff members (response rate: 23.4%) responded to the survey.

Demographic and respondent characteristics: In the faculty/administrator survey more than half the respondents self-identified as professors, associate professors, or assistant professors. Over half of respondents were female (56%) and almost 20% self-identified as employees of color. More than half of respondents have been employed at UCF for over five years (57%). In the staff member survey slightly less than half (45%) of the respondents self-identified as Administrative and Professional (A&P) employees, while 16% were University Support Personnel System (USPS) employees, and the rest did not endorse either category. Almost two in three respondents were female (65%) and more than quarter of the respondents (27%) self-identified as employees of color. More than half of respondents have been employed at UCF for over five years (51%).

Analysis and Limitations: An empirical approach was designed by Operational Excellence and Assessment Support (OEAS) where multiple criteria were applied. Criteria used to identify key findings included the following: a) Chi-square group difference statistical tests for the following employee groups – gender, years of employment, faculty/administrator rank or staff member group, employee of color – where enough counts and responses by all levels were available, were compared; b) thresholds for percent positive, negative, "I don't know," and "not applicable" responses on survey items; and c) sub-groups (e.g. female and male) within each employee group (e.g. gender) which had endorsements one standard deviation above or below the average of all other sub-groups were highlighted in the tables. The sub-groups within the four employee groups were – gender (2 sub-groups), years of employment at UCF (2 sub-groups), rank (faculty/administrator survey – 4 sub-groups) or staff group (staff member survey – 3 sub-groups), and employee of color (2 sub-groups).

It should be noted that the four faculty/administrator and staff member groups are not mutually exclusive. In some cases, there may be large overlap between these groups and any inferences drawn from this analysis should keep that in mind. Please note that caution must be exercised when drawing inferences from univariate and bivariate tables. Additionally, the response rates for both faculty/administrator and staff member surveys, though adequate to draw meaningful insights about respondent experiences, is not sufficient large or representative to generalize to the overall UCF population.

Corroborative Evidence: Important to note is that the responses to survey items that queried about sense of belonging, mentoring, bullying, and feeling valued are consistent with the findings of three other research explorations conducted recently at UCF. The 2020 Compliance and Ethics Culture (CECS) which was conducted to evaluate the compliance and ethics culture at UCF and the Collaborative on Academic Careers in Higher Education (COACHE) surveys were administered to faculty in an effort to improve outcomes in faculty recruitment, development, and retention. Lastly in 2019, a Diversity & Inclusion Focus Group Study was specifically conducted to discern how lived experiences of underrepresented stakeholders impacted scholarship, teaching practices, interactions with students, and involvement with local communities as these factors relate to UCF recruitment and retention practices.

The CECS was administered in partnership with Ethisphere, a global leader in defining and advancing the standards of ethical business practices. The COACHE surveys were administered in partnership with the Harvard Graduate School of Education and is dedicated to the discovery of and

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insight into the postsecondary faculty experience. Six Faculty Focus Group sessions were facilitated by Dr. S. Kent Butler with support from the office of Operational Excellence and Assessment Support (OEAS) to leverage a unified approach to recruitment and retention of faculty from marginalized communities.

It is clear through each study that transparency was a factor that a majority of respondents perceived as lacking at the university. In contrast, though not generalizable, the voices of faculty and staff of color vary widely from their White counterparts in how they perceive the sense of belonging, mentoring, bullying, and feeling valued at UCF. For additional information on the reports cited in this section please contact Dr. S. Kent Butler.

The next part of the report summarizes key findings for different topical areas on the UCF 2020 Climate Survey.

Overall climate at UCF: An overwhelming majority of respondents were satisfied with their interactions with other employees (86% - faculty/administrators; 88% - staff members), would recommend UCF to others considering working here (74% - faculty/administrators; 78% - staff members), and felt respected by other employees (84% - faculty/administrators; not asked on staff member survey). However, almost half of the respondents indicated that all personnel (46% - faculty/administrators; 46% - staff members), including campus leadership (45% - faculty/administrators; 40% - staff members), are not held to the same code of professional ethics and conduct. Additionally, about one in three respondents reported that their contributions to campus diversity efforts have not been recognized (awards, financial, incentives, etc.) (38% - faculty/administrators; 33% - staff members) and the policy to improve campus climate via diverse hiring was not effective (37% - faculty/administrators; not asked on staff member survey) [Chart 1 – page 5; Table 1.a. – page 6]. Faculty/administrators of color as well as staff members of color had lower rates of positive endorsements for several survey items in this section compared to their peers. [Table 1.b. – page 7; Table 1.c. – page 8]

Work experience at UCF: Majority of the survey respondents love their job (74% - faculty/administrators; 68%^{1: a} - staff members) and believe that mentors were important for junior faculty or staff members (90% - faculty/administrators; 88%^{1: c} - staff members). A sizeable majority of respondents also reported positively that they can get career advice from their peers (77% -

faculty/administrators; 65% - staff members). Nevertheless, only a little over half the faculty/administrator respondents felt their research (57%) or writing (53%^{1: c}) was supported. Similarly, half of the staff respondents (50%^{1: b, c}) disagreed or strongly disagreed that the merit and promotion processes are fair. However, almost three in four (74%^{1: a,c,d}) staff members agreed or strongly agreed that their ideas are acknowledged by their co-workers and supervisor. [Chart 2 – page 9; Table 2.a. – page 10]. It should be noted that among faculty/administrators – lecturers/adjunct professors/instructors – had lower rates of positive endorsements compared to their peers for many survey items in this section. Similarly, among staff members – USPS employees – had lower rates of positive endorsements compared to their peers. [Table 2.b. – page 11; Table 2.c. – page 12]

How welcoming is UCF to different groups of people: More than three in four respondents believe that diversity and inclusion is somewhat or very important to campus leadership (77%^{1: d} – faculty/administrators; 80%^{1: b, d} – staff members). Chart 3 and Table 3.a. summarize positive responses (Very welcoming or Somewhat welcoming) about how welcoming UCF is to different groups of people. UCF is perceived by employees to be more welcoming to certain groups compared to others. [Chart 3 – page 14; Table 3.a. – page 15]

More than two in three faculty/administrator or staff member respondents (>67%) rated positively (Very welcoming or Somewhat welcoming) that UCF is welcoming to the following groups:

- o Caucasian/Whites (80%^{1: b} faculty/administrators; 83%^{1: c} staff members)
- o Women (74%^{1: a} faculty/administrators; 78%^{1: a,b,c} staff members)
- First-generation students (72%^{1:b} faculty/administrators; 75%^{1:b} staff members)
- o Military and Veterans (70% faculty/administrators; 73%^{1: b} staff members)
- o Hispanic/Latinos (68%^{1: b,c,d} faculty/administrators; 74%^{1: d} staff members)
- International students and employees (62%^{1: a, d} faculty/administrators; 67% ^{1: b,d} staff members)

However, there were several groups that faculty/administrator and staff member respondents felt were not welcomed at the same high rates. These groups were:

African Americans (57%^{1: b,c,d} – faculty/administrators; 66%^{1: c} – staff members)

- o People with Disabilities (57%^{1: a,b,c} faculty/administrators; 64% staff members)
- o People from the Middle East (46%1: a,b,c,d faculty/administrators; 55%1: d staff members)
- Muslims (45%^{1: a,b,c,d} faculty/administrators; 55%^{1: b,d} staff members)
- o Undocumented students (20%1: d faculty/administrators; 29%1: d staff members)

It should be noted that among faculty/administrators – faculty/administrators of color, those who have been employed at UCF for five years or less, and assistant professors – ratings of their perception of how welcoming UCF was to different groups were lower than their peers. Similarly, among staff members – USPS employees – had lower rates of positive endorsements compared to their peers. [Table 3.b. – page 16; Table 3.c. – page 17]

Search committee and departmental process: Of the faculty/administrator respondents who served on faculty search committees in the past two years (n = 240), 83% agreed or strongly agreed that their search committee required a diverse pool of candidates. "Don't know," "disagree" and "strongly disagree" responses were prevalent for many items that measured search committee and departmental hiring processes. For example, 50% of respondents disagreed or strongly disagreed and more than a quarter reported "Don't know" about proactive departmental recruitment practices such as hosted events for future diverse faculty on campus^{1: d} or having pipeline programs to attract diverse faculty. Survey items related to the search committee and departmental process were not asked on the staff member survey. [Chart 4 – page 18; Table 4.a. – page 19]

Campus diversity plan: While a minority of respondents endorsed that UCF had a campus-wide strategic diversity plan (35%^{1: b,c,d} - faculty/administrators; 42%^{1: b,d} staff members), a majority of respondents endorsed "Don't know" (56%^{1: b,c,d} - faculty/administrators; 50%^{1: b,d} staff members). Of the 157 faculty/administrators and 370 staff members who responded to the campus-wide strategic diversity plan items, about three in four respondents agreed or strongly agreed that senior leadership establishes the campus vision for diversity (74% - faculty/administrators; 75% - staff members), though a smaller proportion of respondents believe that the senior leadership creates a culture of accountability (48% - faculty/administrators; 59% - staff members). However, less than a quarter of respondents believe there is adequate financial support to drive campus diversity efforts (21% - faculty/administrators; 24%^{1: d} - staff members). Additionally, slightly more than a quarter of the

respondents believe that their department has a way to effectively measure their departmental diversity success (26% - faculty/administrators; 29% - staff members). [Chart 5 – page 21; Table 5.a. – page 22]

It should be noted that for all the items in this section, faculty/administrators of color had positive endorsements below the average. Similarly, among staff members – A&P employees – had lower rates of positive endorsements compared to their peers while female staff members had higher rates of positive endorsements compared to their male counterparts. [Table 5.b. – page 23; Table 5.c. – page 24]

Personal experiences of discrimination, bias, or harassment: A majority of the respondents know where to report incidents of discrimination, bias, or harassment at UCF (77%^{1: b,c} – faculty/administrators; 79%^{1: b} – staff members). Almost four in five respondents agreed or strongly agreed they know how to support someone who shared with them their experience of sexual or relationship violence (79%^{1: c} – faculty/administrators; 80% – staff members). However, only slightly over one in three respondents endorsed that they have NOT experienced any of the following: illegal activity, bullying, discrimination, bias, harassment, relationship or sexual violence, stalking, or retaliation (34%^{1: a,b,c} – faculty/administrators; 38%^{1: a,b,c,d} – staff members). A notable number of faculty/administrators and staff member respondents, more than one in three, also reported having witnessed or experienced bullying (38%^{1: a,c,d} – faculty/administrators; 40%^{1: a,b,c} – staff members).

Respondents were asked to endorse if they experienced any of the following types of discrimination, bias, or harassment based on: gender, race/ethnicity, age, lack of English language proficiency (foreign accent), political views/affiliations, religion/non-religion/worldviews/spiritual affiliation, national origin, gender identity/expression, medical condition or illness, sexual identity/orientation, socioeconomic status, pregnancy, disability, parental status, marital status, veteran status, genetic information. Slightly more than half the respondents endorsed that they had experienced at least one of the types of discrimination, bias, or harassment listed above (55%^{1: a,b,c} – faculty/administrators; 50%^{1: b,d} – staff members). [Chart 6 – page 26; Table 6.a. – page 27]

The most prevalent types of discrimination, bias, or harassment witnessed or experienced that were reported were:

Based on gender: (33%^{1: a,b} – faculty/administrators; 25%^{1: b,c,d} – staff members)

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- o Based on race/ethnicity: (27%^{1: a,b}— faculty/administrators; 27%^{1: b,d} staff members)
- o Based on age: (18%^{1: a,b} faculty/administrators; 22%^{1: b} staff members)
- Based on lack of English language proficiency (foreign accent): (18%^{1: b}–faculty/administrators; 18%^{1: b,d} staff members)
- Based on political views/affiliations: (18%^{1: b} faculty/administrators; 14%^{1: a} staff members)

It should be noted that female faculty/administrators reported having witnessed or experienced different forms of discrimination, bias, or harassment more often compared to their male counterparts. Similarly, female faculty/administrators have witnessed or experienced bullying or sexual harassment at higher rates compared to their male counterparts. Additionally, faculty/administrators of color as well as staff members of color reported having witnessed or experienced such incidences at a higher rate. Also, assistant professors and staff members who have been employed with UCF for more than five years reported having witnessed or experienced different forms of discrimination, bias, or harassment more often compared to their peers. Same as female faculty/administrators, female staff members have witnessed or experienced bullying at higher rates compared to their male counterparts. [Table 6.b.2. – page 29; Table 6.c.2. – page 32]

Safety on campus and in the surrounding community: An overwhelming majority of respondents agreed or strongly agreed that they feel safe on campus (88% - faculty/administrators; 91% - staff members) and off campus (85% - faculty/administrators; 84%^{1: a,d} - staff members).

At least three in four (>75%) faculty/administrator or staff member respondents indicated the following safety measures must exist to feel safe:

- Ability to anonymously report concerns about a student or employee (someone who may be suicidal, mentally unstable, engaged in an illegal activity, etc.) (84%^{1: a} faculty/administrators; 84% staff members)
- o Parking lot lighting (83%^{1: a} faculty/administrators; 84%^{1: d} staff members)
- Walkway lighting (79%^{1: a} faculty/administrators; 82%^{1: d} staff members)
- Street lighting (75% faculty/administrators; 76%^{1: d} staff members)
- Maintenance of improperly working safety items (69% ^{1: a} faculty/administrators; 75% ^{1: d} staff members)

About half the respondents strongly agreed or agreed that employees at UCF are supportive of other employees who have experienced incidences of emotional confrontation (54%^{1: b,d} –

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faculty/administrators; 56%^{1: b,d} – staff members) or physical confrontation (53%^{1: a} – faculty/administrators; 55%^{1: d} – staff members). [Chart 7.a – page 34; Chart 7.b. – page 35; Table 7.a.1. – page 36; Table 7.a.2. – page 37]

For survey items that address sentiments of safety on and off campus, faculty/administrators and staff members of color and lecturers/adjunct professors/instructors were one standard deviation below the average. [Table 7.b.1. – page 38; Table 7.c.1. – page 40]

The next part of the report enumerates in greater detail the methodology and analysis strategy employed to identify key survey items.

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INTRODUCTION

The Interim Chief Equity, Inclusion and Diversity Officer, Dr. S. Kent Butler, contracted with Viewfinder® Campus Climate Surveys, LLC to conduct three Campus Climate Surveys (faculty and administrators, staff members, and students) in spring 2020 to inform strategic planning. Operational Excellence and Assessment Support (OEAS) was contacted by Dr. Butler in May 2020 to assist with the analysis and summary of the findings gleaned from the Campus Climate Surveys.

METHODOLOGY

Survey Instruments, Administration, and Data Sources

Campus Climate Surveys, LLC administered three Viewfinder® Campus Climate Survey instruments to faculty and administrators, staff members, and students in spring 2020. A total of 3,174 faculty and administrators and 4,368 staff members were invited to participate in the Campus Climate Survey study through eight email invitations during the period February 24, 2020 to March 16, 2020. Campus Climate Surveys, LLC provided three SPSS data files and frequency reports as well as the final survey instruments.

Demographics and Respondent Characteristics

Of the 3,174 faculty and administrators invited to participate, 503 responded to the survey (response rate: 15.8%). The characteristics and demographics of the faculty/administrators who responded to the survey items are summarized below:

- Faculty/Administrator Rank: 94 (19%) identified as professor, 86 (17%) as associate professor, 80 (16%) as assistant professor, 67 (14%) as lecturer, 48 (10%) as adjunct professor, 16 (3%) as senior administrators (assistant VP or above), and 41 (8%) as other administrators (dean, department chair, executive directors, etc.).
- Gender: Of the respondents who provided their gender, 226 (56%) were female, and 167 (42%) were males, and 4 (1%) identified as non-binary/nonconforming. There were 102 respondents who did not provide their gender, but these individuals were included in analysis.

Length of Employment with UCF: 51 (10%) indicated they had been employed at UCF for less than one year, 157 (32%) for 1-5 years, 99 (20%) for 6-10 years, 64 (13%) for 11-15 years, 66 (13%) for 16-20 years, and 55 (11%) for 21 years or more.

- Military Veterans and Disability: 24 (5%) respondents identified themselves as military veterans while 23 (5%) self-identified as having a disability.
- LGBTQIA+: 57 (12%) respondents self-identified within the LGBTQIA+ community.
- Employee of Color: 93 (20%) respondents self-identified as employee of color.
- o **International Faculty/Administrator**: 41 (9%) of the respondents were an international faculty/administrator member.

Of the 4,368 staff members invited to participate, 1,021 responded to the survey (response rate: 23.4%). The characteristics and demographics of the staff members who responded to the survey items are summarized below:

- Staff group: 459 (45%) self-identified as Administrative and Professional (A&P), 165 (16%) as members of University Support Personnel System (USPS), and 395 (39%) respondents who did not self-identify as A&P or USPS were grouped in the Other category which includes respondents who did not pick "A&P" or "USPS," but endorsed at least one of the following "full-time," "part-time," "temporary," "contract," "salaried," or "hourly."
- o **Gender**: Of the respondents who provided their gender, 527 (65%) were female, and 226 (28%) were male, and 7 (1%) and 4 (<0.5%) identified as non-binary/nonconforming and transgender man, respectively. There were 53 (6.5%) respondents who did not provide their gender, but these individuals were included in analysis.
- Length of Employment with UCF: 109 (11%) indicated they had been employed at UCF for less than one year, 384 (38%) for 1-5 years, 203 (20%) for 6-10 years, 125 (12%) for 11-15 years, 114 (11%) for 16-20 years, and 79 (8%) for 21 years or more.
- Military Veterans and Disability: 62 (6%) respondents identified themselves as military veterans while 65 (6%) self-identified as having a disability.
- LGBTQIA+: 122 (13%) respondents self-identified within the LGBTQIA+ community.
- o **Employee of Color**: 251 (27%) respondents self-identified as employee of color.
- o **International Staff Member**: 15 (2%) of the respondents were an international staff member.

Analysis Strategy and Limitations

An empirical approach was designed by Operational Excellence and Assessment Support (OEAS) where multiple criteria were applied. Criteria used to identify key findings are as listed below:

a) Chi-square group difference statistical tests for the following employee groups – gender, years of employment, faculty/administrator rank or staff member group, employee of color – where enough counts and responses by all levels were available, were compared. For identifying statistical differences, Chi-square tests of independence were performed, at 95% confidence level, for the four groups – gender, years of employment at UCF, faculty/administrator rank (faculty/administrator survey) or staff group (staff member survey), and employee of color – where enough counts and responses by all levels were available.

Group membership used for Chi-square tests were self-reported by faculty and administrator respondents as follows:

- Gender [female (n = 226), male (n = 167) and undisclosed (n = 106)]
- Years of Employment at UCF [5 years or less (n = 208) and 6 years or more (n = 284)]
- Rank [Professor and Associate Professors (n = 151), Assistant Professors (n = 81), Adjunct
 Professor & Instructor/Lecturers (n = 139), Senior and Other Administrators (n = 57), and Others (n = 25)]
- Employee of Color [yes (n = 93) and no (n = 374)].

Group membership used for Chi-square tests were self-reported by staff member respondents as follows:

- Gender [female (n = 527), male (n = 226) and undisclosed (n = 261)]
- Years of Employment at UCF [5 years or less (n = 493) and 6 years or more (n = 521)]
- Staff group [A&P (n = 459), USPS (n = 165), and Other (n = 395)]
- \circ Employee of Color [yes (n = 251) and no (n = 694)].

Statistical differences between groups are noted throughout the document using a superscript "1" with the group(s) that were significant: a) by gender; b) by years of employment at UCF; c) by faculty/administrator rank or staff group; and d) by employee of color.

b) Thresholds for percent positive, negative, "I don't know," and "not applicable" responses on survey items.

Findings were flagged that reached a certain critical threshold for negative responses (depending on the survey item, above 20%) and the aggregate of "I don't know" and "not applicable" response categories (depending on the survey item, above 20%). Positive responses at or above 66% were also flagged for examination using this threshold analysis approach.

c) Sub-groups (e.g. female and male) within each employee group (e.g. gender) which had endorsements one standard deviation above or below the average of all other sub-groups were highlighted in the tables. The sub-groups within the four employee groups were – gender (2 sub-groups), years of employment at UCF (2 sub-groups), rank (faculty/administrator survey – 4 sub-groups) or staff group (staff member survey – 3 sub-groups), and employee of color (2 sub-groups).

Limitations:

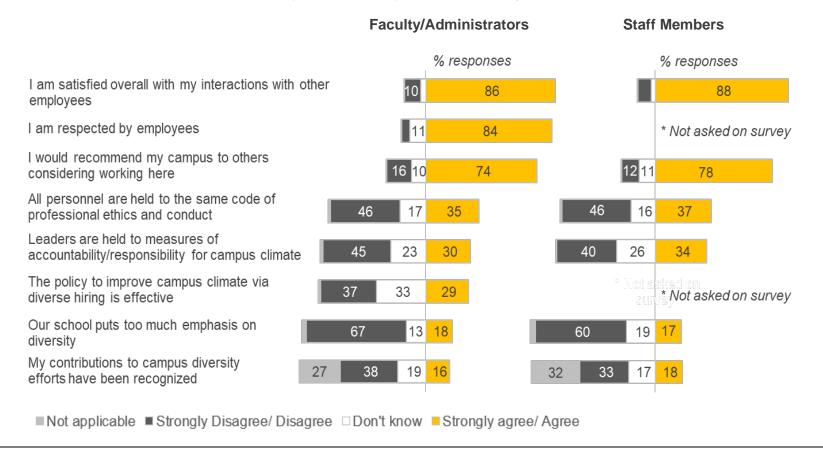
It should be noted that the four faculty/administrator and staff member groups are not mutually exclusive. In some cases, there may be large overlap between these groups and any inferences drawn from this analysis should keep that in mind. Please note that caution must be exercised when drawing inferences from univariate and bivariate tables. Additionally, the response rates for both faculty/administrator and staff member surveys, though adequate to draw meaningful insights about respondent experiences, is not sufficient large or representative to generalize to the overall UCF population.

The following sections of this report provide graphical and tabular summaries for all the survey items by topic from the survey instrument. For the complete distribution of survey item responses from faculty/administrator and staff member groups refer to the Appendices of this report.

OVERALL CLIMATE AT UCF

Chart 1 and Table 1.a. show that an overwhelming majority of respondents were satisfied with their interactions with other employees (86% - faculty/administrators; 88% - staff members), would recommend UCF to others considering working here (74% - faculty/administrators; 78% - staff members), and felt respected by other employees (84% - faculty/administrators; not asked on staff member survey). However, almost half of the respondents indicated that all personnel (46% - faculty/administrators; 46% staff members), including campus leadership (45% faculty/administrators; 40% - staff members), are not held to the same code of professional ethics and conduct.

Chart 1. Overall Climate at UCF: Detailed Comparison of Responses for Faculty /Administrators and Staff Members



Additionally, about one in three respondents reported that their contributions to campus diversity efforts have not been recognized (awards, financial, incentives, etc.) (38%^{1: a,c,d} - faculty/administrators; 33% - staff members) and the policy to improve campus climate via diverse hiring was not effective (37% - faculty/administrators; not asked on staff member survey).

Table 1.a. Overall Climate at UCF: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

		Faculty/	Administ	ators			Sta	Staff Members				
Survey Items	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable		
I am satisfied overall with my interactions with other employees		85.9%	3.4%	10.4%	0.2%		88.4%	2.6%	8.8%	0.2%		
I am respected by employees		83.7%	10.7%	5.1%	0.5%			Not asked	d on survey	•		
I would recommend my campus to others considering working here		74.0%	9.5%	16.3%	0.2%		77.5%	10.5%	11.5%	0.5%		
All personnel are held to the same code of professional ethics and conduct		35.3%	16.9%	46.3%	1.5%	1: a,b	37.0%	16.0%	45.8%	1.2%		
Leaders are held to measures of accountability/responsibility for campus climate	1: d	29.7%	23.3%	45.0%	2.0%		34.2%	25.6%	39.5%	0.8%		
The policy to improve campus climate via diverse hiring is effective		28.6%	32.8%	37.2%	1.5%			Not asked	d on survey	,		
Our school puts too much emphasis on diversity		17.8%	12.8%	66.7%	2.7%	1: a,c,d	17.4%	19.0%	60.1%	3.5%		
My contributions to campus diversity efforts have been recognized	1: a,c,d	15.9%	18.6%	38.2%	27.2%		18.0%	17.3%	32.7%	32.0%		

Table 1.b. Overall Climate at UCF: Comparison of Strongly agree/Agree Responses for Faculty /Administrators by Groups

Curroy Homo	Ger	nder	Employe	ed at UCF		Ra	ank		Employee of Color	
Survey Items (% Strongly agree/Agree)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
I am satisfied overall with my interactions with other employees	86%	89%	87%	86%	84%	85%	86%	92%	81%	87%
I am respected by employees	82%	89%	90%	80%	79%	89%	83%	92%	79%	85%
I would recommend my campus to others considering working here	74%	78%	76%	74%	68%	74%	77%	84%	66%	77%
All personnel are held to the same code of professional ethics and conduct	32%	42%	42%	31%	30%	35%	36%	42%	24%	38%
Leaders are held to measures of accountability/responsibility for campus climate	24%	39%	36%	25%	25%	23%	30%	48%	17%	33%
The policy to improve campus climate via diverse hiring is effective	20%	40%	27%	30%	29%	19%	33%	34%	26%	30%
Our school puts too much emphasis on diversity	8%	27%	13%	19%	19%	16%	17%	8%	10%	18%
My contributions to campus diversity efforts have been recognized	14%	19%	16%	15%	13%	18%	11%	26%	17%	15%

1 standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Table 1.b. shows positive endorsements (Strongly agree or Agree) to survey items for faculty/administrator respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) faculty/administrator rank (4 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average positive endorsement across the ten groups. For example, for the first survey item in this section – *I am satisfied overall with my interactions with other employees* – the employees of color had a 81% positive endorsement (one standard deviation below the average) while senior and other administrators had a 92% positive endorsement (one standard deviation above the average). It should be noted that faculty/administrators of color had positive endorsements below the average for majority of the items in this section.

Table 1.c. Overall Climate at UCF: Comparison of Strongly agree/Agree Responses for Staff Members by Groups

Company home	Ger	nder	Employe	ed at UCF		Staff group	S	Employe	e of Color
Survey Items (% Strongly agree/Agree)	Female	Male	5 years or less	More than 5 years	A&P	USPS	Did not identify as A&P/USPS	Yes	No
I am satisfied overall with my interactions with other employees	89%	90%	88%	89%	90%	91%	87%	82%	91%
I am respected by employees				Not a	asked on su	ırvey			
I would recommend my campus to others considering working here	79%	81%	80%	76%	79%	74%	78%	70%	81%
All personnel are held to the same code of professional ethics and conduct	40%	36%	43%	31%	32%	41%	42%	34%	38%
Leaders are held to measures of accountability/responsibility for campus climate	36%	34%	39%	30%	29%	37%	40%	28%	37%
The policy to improve campus climate via diverse hiring is effective				Not a	asked on su	ırvey			
Our school puts too much emphasis on diversity	14%	23%	17%	18%	17%	18%	17%	13%	19%
My contributions to campus diversity efforts have been recognized	19%	17%	16%	19%	18%	18%	18%	20%	17%

¹ standard deviation above the mean across all groups

Table 1.c. shows positive endorsements (Strongly agree or Agree) to survey items for staff respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) staff groups (3 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average positive endorsement across the nine groups. For example, for the first survey item in this section – *I am satisfied overall with my interactions with other employees* – the employees of color had a 82% positive endorsement (one standard deviation below the average) while employees not of color had a 91% positive endorsement (one standard deviation above the average). It should be noted that staff members of color had positive endorsements below the average for majority of the items in this section. For the complete distribution of survey item responses from faculty/administrator and staff member groups refer to Appendix 1 (Page 42).

¹ standard deviation below the mean across all groups

WORK EXPERIENCE AT UCF

Chart 2 and Table 2.a. show that majority of the survey respondents love their job (74% - faculty/administrators; 68% ^{1: a} - staff members) and believe that mentors were important for junior faculty or staff members (90% - faculty/administrators; 88% ^{1: c} - staff members). A sizeable majority of respondents also reported positively that they can get career advice from their peers (77% - faculty/administrators; 65% - staff members).

Chart 2. Work Experience at UCF: Detailed Comparison of Responses for Faculty /Administrators and Staff Members



Nevertheless, only a little over half the faculty/administrator respondents felt their research (57%) or writing (53%^{1: c}) was supported. Similarly, half of the staff respondents (50%^{1: b, c}) disagreed or strongly disagreed that the merit and promotion processes are fair. However, almost three in four (74%^{1: a,c,d}) staff members agreed or strongly agreed that their ideas are acknowledged by their co-workers and supervisor.

Table 2.a. Work Experience at UCF: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

		Faculty/	Administ	rators			Sta	ff Membe	rs	
Survey Items	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Mentors are important for junior employees		89.8%	5.1%	2.9%	2.2%	1: c	87.8%	7.5%	2.4%	2.4%
There are other employees I can get career advice from		77.1%	5.4%	15.9%	1.7%		65.1%	13.5%	18.8%	2.6%
I love my job		73.9%	10.8%	13.1%	2.2%	1: a	68.2%	13.3%	17.1%	1.4%
My research is supported		56.8%	7.9%	19.7%	15.7%			Not aske	d on surve	у
My writing is supported	1: c	52.8%	11.0%	21.5%	14.7%			Not aske	d on surve	у
My ideas are acknowledged by my co- workers and supervisor			Not asked	d on surve	у	1: a,c,d	73.8%	10.7%	14.0%	1.5%
The merit and promotion processes are fair		43.7%	21.1%	30.2%	4.9%	1: b,c	17.1%	28.8%	50.3%	3.9%

Table 2.b. Work Experience at UCF: Comparison of Strongly agree/Agree Responses for Faculty /Administrators by Groups

Survey Items	Gen	der	Employe	ed at UCF		Ra	ınk		Employee of Color		
(% Strongly agree/Agree)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No	
Mentors are important for junior employees	89%	92%	89%	90%	93%	90%	85%	94%	85%	91%	
There are other employees I can get career advice from	78%	79%	83%	74%	73%	86%	75%	80%	71%	79%	
I love my job	72%	76%	80%	70%	67%	74%	79%	84%	73%	74%	
My research is supported	49%	68%	62%	54%	63%	76%	30%	76%	57%	58%	
My writing is supported	48%	62%	58%	50%	61%	62%	33%	60%	51%	54%	
My ideas are acknowledged by my co- workers and supervisor					Not asked	on survey					
The merit and promotion processes are fair	40%	54%	43%	47%	50%	54%	32%	62%	39%	47%	

1 standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

Table 2.b. shows positive endorsements (Strongly agree or Agree) to survey items for faculty/administrator respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) faculty/administrator rank (4 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average positive endorsement across the ten groups. For example, for the third survey item in this section – *I love my job* – the faculty/administrator respondents who have been employed with UCF for more than five years had a 70% positive endorsement (one standard deviation below the average) while faculty/administrator respondents who have been employed with UCF for less than five years had a 80% positive endorsement (one standard deviation above the average). It should be noted that lecturers/adjunct professors/instructors had positive endorsements below the average for majority of the items in this section.

Table 2.c. Work Experience at UCF: Comparison of Strongly agree/Agree Responses for Staff Members by Groups

Cum you have	Ger	nder	Employe	ed at UCF		Staff groups	5	Employee of Color		
Survey Items (% Strongly agree/Agree)	Female	Male	5 years or less	More than 5 years	A&P	USPS	Did not identify as A&P/USPS	Yes	No	
Mentors are important for junior employees	88%	89%	89%	87%	94%	81%	84%	92%	86%	
There are other employees I can get career advice from	66%	66%	68%	63%	69%	59%	64%	64%	66%	
I love my job	69%	72%	69%	68%	65%	73%	72%	59%	72%	
My research is supported				Not a	asked on su	ırvey				
My writing is supported				Not a	asked on su	ırvey				
My ideas are acknowledged by my co- workers and supervisor	74%	80%	77%	72%	80%	60%	72%	64%	78%	
The merit and promotion processes are fair	16%	21%	19%	16%	14%	19%	20%	17%	18%	

1 standard deviation above the mean across all groups

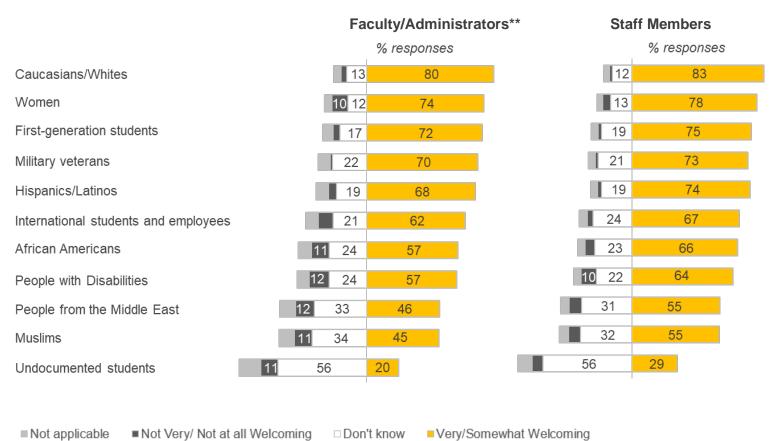
1 standard deviation below the mean across all groups

Table 2.c. shows positive endorsements (Strongly agree or Agree) to survey items for staff respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) staff groups (3 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average positive endorsement across the nine groups. For example, for the first survey item in this section – *Mentors are important for junior employees* – the USPS employees had a 81% positive endorsement (one standard deviation below the average) while A&P employees had a 94% positive endorsement (one standard deviation above the average). It should be noted that USPS employees had positive endorsements below the average for majority of the items in this section. For the complete distribution of survey item responses from faculty/administrator and staff member groups refer to the Appendix 2 (Page 50).

HOW WELCOMING IS UCF TO DIFFERENT GROUPS OF PEOPLE

Chart 3 and Table 3.a. show that more than three in four respondents believe that diversity and inclusion is somewhat or very important to campus leadership (77%^{1: d} – faculty/administrators; 80%^{1: b, d} – staff members). Chart 3 and Table 3.a. summarize positive responses (Very welcoming or Somewhat welcoming) about how welcoming UCF is to different groups of people. UCF is perceived by employees to be more welcoming to certain groups compared to others.

Chart 3. How welcoming is UCF: Detailed Comparison of Responses for Faculty /Administrators and Staff Members



^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

More than two in three faculty/administrator or staff member respondents (>67%) rated positively (Very welcoming or Somewhat welcoming) that UCF is welcoming to the following groups:

- o Caucasian/Whites (80%^{1: b} faculty/administrators; 83%^{1: c} staff members)
- Women (74%^{1: a} faculty/administrators; 78%^{1: a,b,c} staff members)
- o First-generation students (72%^{1:b} faculty/administrators; 75%^{1:b} staff members)
- Military and Veterans (70% faculty/administrators; 73%^{1: b} staff members)
- o Hispanic/Latinos (68%^{1: b,c,d} faculty/administrators; 74% ^{1: d} staff members)
- o International students and employees (62%^{1: a, d} faculty/administrators; 67% ^{1: b,d} staff members)

However, there were several groups that faculty/administrator and staff member respondents felt were not welcomed at the same high rates. These groups were:

- o African Americans (57%^{1: b,c,d} faculty/administrators; 66%^{1: c} staff members)
- People with Disabilities (57%^{1: a,b,c} faculty/administrators; 64% staff members)
- o People from the Middle East (46%^{1: a,b,c,d} faculty/administrators; 55%^{1: d} staff members)
- o Muslims (45%^{1: a,b,c,d} faculty/administrators; 55%^{1: b,d} staff members)
- Undocumented students (20%^{1: d} faculty/administrators; 29%^{1: d} staff members)

Table 3.a. How welcoming is UCF: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

		Faculty/	Administ	rators			Staf	f Membe	ers	
How welcoming is UCF to different groups?	Statistical Differences by Groups	Very/ Somewhat Welcoming	Don't know	Not very /Not at all Welcoming	Not applicable **	Statistical Differences by Groups	Very/ Somewhat Welcoming	Don't know	Not very /Not at all Welcoming	Not applicable
Caucasians/Whites	1: b	79.5%	12.5%	3.4%	4.6%	1: c	82.7%	12.0%	2.1%	3.3%
Women	1: a	73.5%	11.8%	10.0%	4.8%	1: a,b,c	78.3%	13.4%	4.9%	3.4%
First-generation students	1: b	72.4%	16.6%	4.3%	6.6%	1: b	74.8%	18.8%	2.4%	4.0%
Military veterans		69.6%	21.5%	1.4%	7.5%	1: b	72.7%	21.0%	1.9%	4.3%
Hispanics/Latinos	1: b,c,d	68.3%	19.0%	5.0%	7.7%	1: d	74.1%	18.8%	2.7%	4.3%
International students and employees	1: a,d	61.9%	21.1%	9.3%	7.7%	1: b,d	67.1%	24.2%	3.5%	5.1%
African Americans	1: b,c,d	57.1%	23.6%	10.9%	8.4%	1: c	66.1%	23.3%	6.0%	4.6%
People with Disabilities	1: a,b,c	56.6%	23.5%	12.4%	7.5%		63.5%	22.1%	9.7%	4.7%
People from the Middle East	1: a,b,c,d	45.6%	32.8%	11.8%	9.8%	1: d	55.3%	31.4%	7.7%	5.6%
Muslims	1: a,b,c,d	45.2%	34.2%	11.2%	9.4%	1: b,d	54.9%	32.0%	7.7%	5.5%
Undocumented students	1: d	20.0%	55.6%	10.7%	13.8%	1: d	28.6%	55.5%	7.0%	8.9%

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Table 3.b. shows positive endorsements (Very Welcoming or Somewhat Welcoming) to survey items for faculty/administrator respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) faculty/administrator rank (4 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average positive endorsement across the ten groups.

Table 3.b. How welcoming is UCF: Comparison of Very/Somewhat Welcoming Responses for Faculty /Administrators by Groups

How welcoming is UCF to different	Ger	nder	Employe	ed at UCF		Ra	ank		Employe	e of Color
groups? (% Very/Somewhat Welcoming)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
Caucasians/Whites	78%	81%	71%	85%	82%	79%	78%	86%	80%	79%
Women	72%	77%	71%	76%	74%	81%	71%	76%	70%	75%
First-generation students	69%	79%	65%	78%	73%	67%	73%	88%	71%	73%
Military veterans	66%	77%	63%	74%	72%	64%	71%	80%	66%	70%
Hispanics/Latinos	62%	75%	61%	73%	72%	60%	65%	84%	64%	69%
International students and employees	56%	72%	57%	66%	60%	58%	66%	70%	50%	65%
African Americans	50%	64%	50%	61%	59%	48%	61%	60%	53%	58%
People with Disabilities	51%	64%	47%	62%	56%	49%	61%	66%	49%	58%
People from the Middle East	39%	52%	37%	50%	43%	32%	53%	50%	27%	49%
Muslims	37%	56%	36%	50%	44%	28%	53%	55%	25%	49%
Undocumented students	17%	24%	13%	24%	22%	12%	20%	22%	11%	22%

¹ standard deviation above the mean across all groups

For example, for the seventh survey item in this section – *How welcoming is UCF to African Americans* – female employees had a 50% positive endorsement (one standard deviation below the average) while male employees had a 64% positive endorsement (one standard deviation above the average). It should be noted that faculty/administrators of color, who have been employed at UCF for less than five years and assistant professors had positive endorsements below the average for majority of the items in this section.

Table 3.c. shows positive endorsements (Very Welcoming or Somewhat Welcoming) to survey items for staff respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) staff groups (3 groups);

¹ standard deviation below the mean across all groups

Table 3.c. How welcoming is UCF: Comparison of Very/Somewhat Welcoming Responses for Staff Members by Groups

How welcoming is UCF to different	Ger	nder	Employe	ed at UCF		Staff groups	6	Employee of Color		
groups? (% Very/Somewhat Welcoming)	Female	Male	5 years or less	More than 5 years	A&P	USPS	Did not identify as A&P/USPS	Yes	No	
Caucasians/Whites	86%	81%	83%	83%	88%	75%	81%	83%	83%	
Women	82%	75%	81%	76%	83%	68%	78%	76%	80%	
First-generation students	78%	72%	73%	77%	78%	67%	74%	72%	76%	
Military veterans	75%	72%	70%	75%	75%	68%	72%	73%	73%	
Hispanics/Latinos	76%	71%	73%	75%	75%	71%	74%	74%	74%	
International students and employees	70%	64%	63%	72%	68%	66%	67%	66%	68%	
African Americans	68%	65%	66%	67%	67%	63%	67%	66%	66%	
People with Disabilities	64%	65%	61%	66%	64%	62%	64%	66%	63%	
People from the Middle East	54%	57%	54%	56%	56%	59%	53%	46%	58%	
Muslims	54%	56%	54%	56%	55%	57%	54%	45%	58%	
Undocumented students	28%	31%	29%	28%	30%	26%	28%	22%	31%	

¹ standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

and d) self-identified employee of color (2 groups). Highlighted cells are one standard deviation above (yellow) or below (grey) the average positive endorsement across the nine groups. For example, for the first survey item – *How welcoming is UCF to Caucasians/Whites* – USPS employees had a 75% positive endorsement (one standard deviation below the average) while A&P employees had a 88% positive endorsement (one standard deviation above the average). It should be noted that USPS employees had positive endorsements below the average for majority of the items in this section. For the complete distribution of survey item responses from faculty/administrator and staff member groups refer to Appendix 3 (Page 57).

SEARCH COMMITTEE AND DEPARTMENTAL PROCESS

Chart 4 and Table 4.a. show that of the faculty/administrator respondents who served on faculty search committees in the past two years (n = 240), 83% agreed or strongly agreed that their search committee required a diverse pool of candidates. "Don't know," "disagree" and "strongly disagree" responses were prevalent for many items that measured search committee and departmental hiring processes. For example, 50% of respondents disagreed or strongly disagreed and more than a quarter reported "Don't know" about proactive departmental recruitment practices such as hosted events for future diverse faculty on campus^{1: d} or having pipeline programs to attract diverse faculty. Survey items related to the search committee and departmental process were not asked on the staff member survey.

Chart 4. Search Committee and Departmental Process: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

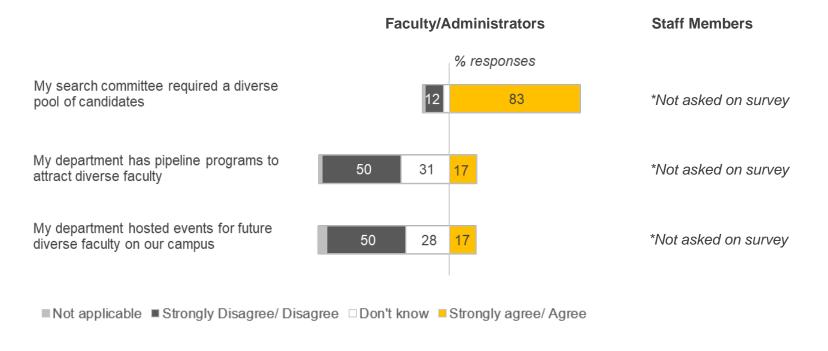


Table 4.a. Search Committee and Departmental Process: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

Survey Items		Faculty/	Administ	rators		Staff Members					
	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable	
My search committee required a diverse pool of candidates		83.1%	3.8%	11.8%	1.3%		Not asked on survey				
My department has pipeline programs to attract diverse faculty		17.2%	30.5%	50.2%	2.1%		Not asked on survey				
My department hosted events for future diverse faculty on our campus	1:d	16.7%	27.5%	50.2%	5.6%		Not asked on survey				

Table 4.b. Search Committee and Departmental Process: Comparison of Strongly agree/Agree Responses for Faculty /Administrators by Groups

Survey Items	Gender		Employed at UCF		Rank				Employee of Color	
(% Strongly agree/Agree)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
My search committee required a diverse pool of candidates	88%	83%	85%	85%	86%	80%	92%	83%	85%	85%
My department has pipeline programs to attract diverse faculty	15%	20%	15%	17%	20%	15%	14%	14%	8%	18%
My department hosted events for future diverse faculty on our campus	13%	20%	15%	19%	21%	18%	16%	10%	3%	21%

¹ standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

Table 4.b. shows positive endorsements (Strongly agree or Agree) to survey items for faculty/administrator respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) faculty/administrator rank (4 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average positive endorsement across the ten groups. For example, for the last survey item in this section – *My department hosted events for future diverse faculty on our campus* – employees of color had a 3% positive endorsement (one standard deviation below the average) while employees not of color had a 21% positive endorsement (one standard deviation above the average). For the complete distribution of survey item responses from faculty/administrator groups refer to Appendix 4 (Page 68).

CAMPUS DIVERSITY PLAN

Chart 5 and Table 5.a. show that while a minority of respondents endorsed that UCF had a campus-wide strategic diversity plan (35%^{1: b,c,d} - faculty/administrators; 42%^{1: b,d} staff members), a majority of respondents endorsed "Don't know" (56%^{1: b,c,d} - faculty/administrators; 50%^{1: b,d} staff members). Of the 157 faculty/administrators and 370 staff members who responded to the campus-wide strategic diversity plan items, about three in four respondents agreed or strongly agreed that senior leadership establishes the campus vision for diversity (74% - faculty/administrators; 75% - staff members), though a smaller proportion of respondents believe that the senior leadership creates a culture of accountability (48% - faculty/administrators; 59% - staff members).

Chart 5. Campus Diversity Plan: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

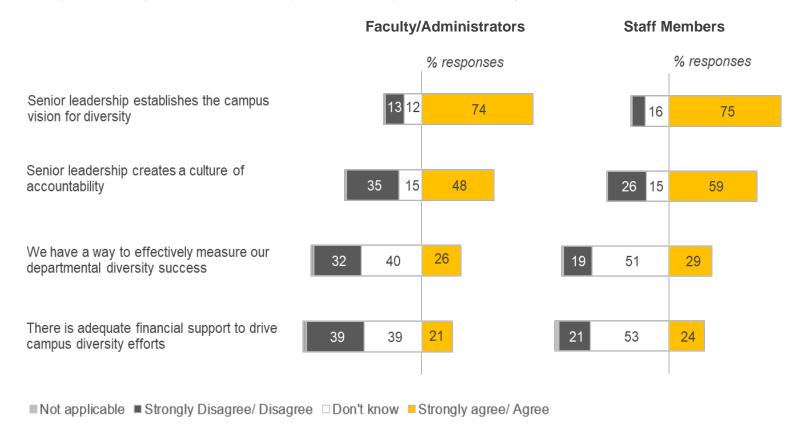


Table 5.a. Campus Diversity Plan: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

		Faculty/	Administ	rators		Staff Members					
Survey Items	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable	
Senior leadership establishes the campus vision for diversity		74.4%	11.5%	12.8%	1.3%		74.8%	15.7%	8.9%	0.5%	
Senior leadership creates a culture of accountability		48.4%	15.3%	35.0%	1.3%		58.6%	14.9%	25.9%	0.5%	
We have a way to effectively measure our departmental diversity success		26.0%	40.3%	31.8%	1.9%		28.5%	51.1%	19.3%	1.1%	
There is adequate financial support to drive campus diversity efforts		20.5%	38.5%	38.5%	2.6%	1: d	23.7%	52.6%	20.7%	3.0%	

However, less than a quarter of respondents believe there is adequate financial support to drive campus diversity efforts (21% - faculty/administrators; 24%^{1: d} - staff members). Additionally, slightly more than a quarter of the respondents believe that their department has a way to effectively measure their departmental diversity success (26% - faculty/administrators; 29% - staff members).

Table 5.b. Campus Diversity Plan: Comparison of Strongly agree/Agree Responses for Faculty /Administrators by Groups

Survey Items	Gender		Employed at UCF			Employee of Color				
(% Strongly agree/Agree)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
Senior leadership establishes the campus vision for diversity	73%	81%	80%	73%	70%	81%	79%	80%	65%	77%
Senior leadership creates a culture of accountability	53%	47%	51%	48%	45%	38%	53%	67%	35%	52%
We have a way to effectively measure our departmental diversity success	27%	28%	24%	27%	24%	29%	24%	33%	11%	29%
There is adequate financial support to drive campus diversity efforts	22%	19%	20%	20%	17%	14%	24%	20%	11%	22%

1 standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

Table 5.b. shows positive endorsements (Strongly agree or Agree) to survey items for faculty/administrator respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) faculty/administrator rank (4 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average positive endorsement across the ten groups. For example, for the second survey item in this section – *Senior leadership creates a culture of accountability* – the assistant professor respondents had a 38% positive endorsement (one standard deviation below the average) while senior and other administrators had a 67% positive endorsement (one standard deviation above the average). It should be noted that for all the items in this section, faculty/administrators of color had positive endorsements below the average.

Table 5.c. Campus Diversity Plan: Comparison of Strongly agree/Agree Responses for Staff Members by Groups

Our markets	Gender		Employed at UCF			Staff groups	6	Employee of Color	
Survey Items (% Strongly agree/Agree)	Female	Male	5 years or less	More than 5 years	A&P	USPS	Did not identify as A&P/USPS	74% 74% 65% 56%	No
Senior leadership establishes the campus vision for diversity	79%	77%	72%	78%	75%	77%	74%	74%	76%
Senior leadership creates a culture of accountability	67%	52%	58%	60%	54%	58%	65%	56%	60%
We have a way to effectively measure our departmental diversity success	33%	22%	32%	26%	25%	31%	32%	30%	28%
There is adequate financial support to drive campus diversity efforts	25%	25%	27%	21%	19%	31%	25%	29%	22%

¹ standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

Table 5.c. shows positive endorsements (Strongly agree or Agree) to survey items for staff respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) staff groups (3 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average positive endorsement across the nine groups. For example, for the first survey item in this section – Senior leadership establishes the campus vision for diversity – employees who have been employed with UCF for 5 years or less had a 72% positive endorsement (one standard deviation below the average) while those employed at UCF for more than five years had a 78% positive endorsement (one standard deviation above the average). It should be noted that for majority of the survey items in this section, female respondents had positive responses one standard deviation above the average.

For the complete distribution of survey item responses from faculty/administrator and staff member groups refer to Appendix 5 (Page 71).

PERSONAL EXPERIENCES OF DISCRIMINATION, BIAS OR HARASSMENT

Chart 6 and Table 6.a. show that a majority of the respondents know where to report incidents of discrimination, bias, or harassment at UCF (77%^{1: b,c} – faculty/administrators; 79%^{1: b} – staff members). Almost four in five respondents agreed or strongly agreed they know how to support someone who shared with them their experience of sexual or relationship violence (79%^{1: c} – faculty/administrators; 80% – staff members). However, only slightly over one in three respondents endorsed that they have NOT experienced any of the following: illegal activity, bullying, discrimination, bias, harassment, relationship or sexual violence, stalking, or retaliation (34%^{1: a,b,c} – faculty/administrators; 38%^{1: a,b,c,d} – staff members). A notable number of faculty/administrators and staff member respondents, more than one in three, also reported having witnessed or experienced bullying (38%^{1: a,c,d} – faculty/administrators; 40%^{1: a,b,c} – staff members).

Respondents were asked to endorse if they experienced any of the following types of discrimination, bias, or harassment based on: gender, race/ethnicity, age, lack of English language proficiency (foreign accent), political views/affiliations, religion/non-religion/worldviews/spiritual affiliation, national origin, gender identity/expression, medical condition or illness, sexual identity/orientation, socioeconomic status, pregnancy, disability, parental status, marital status, veteran status, genetic information. Slightly more than half the respondents endorsed that they had experienced at least one of the types of discrimination, bias, or harassment listed above (55%¹: a,b,c – faculty/administrators; 50%¹: b,d – staff members).

The most prevalent types of discrimination, bias, or harassment witnessed or experienced that were reported were:

- o Based on gender: (33%^{1: a,b} faculty/administrators; 25%^{1: b,c,d} staff members)
- o Based on race/ethnicity: (27%^{1: a,b}– faculty/administrators; 27%^{1: b,d} staff members)
- o Based on age: (18%^{1: a,b} faculty/administrators; 22%^{1: b} staff members)
- o Based on lack of English language proficiency (foreign accent): (18%1: b—faculty/administrators; 18%1: b,d—staff members)
- Based on political views/affiliations: (18%^{1: b} faculty/administrators; 14%^{1: a} staff members)

Chart 6. Personal Experiences of Discrimination, Bias, or Harassment: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

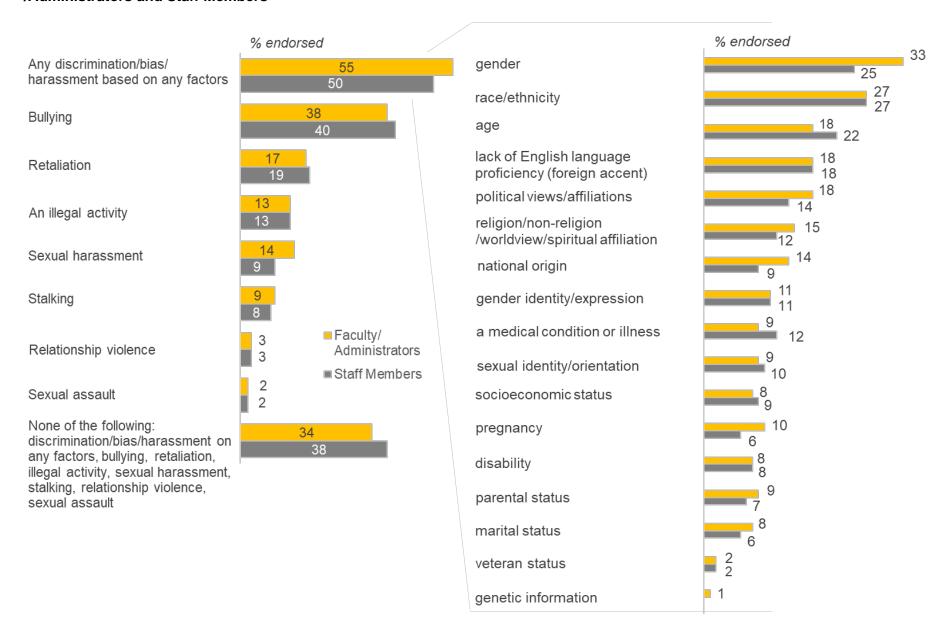


Table 6.a. Personal Experiences of Discrimination, Bias, or Harassment: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

	Faculty/Adr	ministrators	Staff Members		
Have you experienced/witnessed any of the following while employed here?	Statistical Differences by Groups	% Endorsed	Statistical Differences by Groups	% Endorsed	
Any discrimination/bias/harassment based on any factors	1: a,b,c	55.0%	1: b,d	50.1%	
Discrimination/bias/harassment based on gender	1: a,b	33.1%	1: b,c,d	25.3%	
Discrimination/bias/harassment based on race/ethnicity	1: a,b	26.8%	1: b,d	27.2%	
Discrimination/bias/harassment based on age	1: a,b	17.7%	1: b	21.5%	
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	1: b	18.4%	1: b,d	18.5%	
Discrimination/bias/harassment based on political views/affiliations	1: b	17.7%	1: a	14.3%	
Discrimination/bias/harassment based on religion/non-religion/worldview/spiritual affiliation	1: a	14.9%	1: b	12.4%	
Discrimination/bias/harassment based on national origin	1: d	13.6%	1: b,d	8.5%	
Discrimination/bias/harassment based on gender identity/expression	1: d	10.6%		10.5%	
Discrimination/bias/harassment based on a medical condition or illness	1: a	8.6%	1: b	12.2%	
Discrimination/bias/harassment based on sexual identity/orientation		9.1%	1: b	10.3%	
Discrimination/bias/harassment based on socioeconomic status		8.3%	1: b,d	9.1%	
Discrimination/bias/harassment based on pregnancy	1: a,b,c	10.1%	1: b,c	6.3%	
Discrimination/bias/harassment based on disability		7.8%		8.5%	
Discrimination/bias/harassment based on parental status	1: c	9.1%	1: b	6.8%	
Discrimination/bias/harassment based on marital status		7.8%	1: b	6.1%	
Discrimination/bias/harassment based on veteran status		2.0%		2.1%	
Discrimination/bias/harassment based on genetic information		0.5%		0.3%	
Bullying	1: a,c,d	37.6%	1: a,b,c	40.1%	
Retaliation	1: b,c	16.9%	1: a,b,d	18.5%	
An illegal activity	1: b,c	12.6%	1: b	12.5%	
Sexual harassment	1: a,b	13.6%	1: b	8.7%	
Stalking	1: b	8.8%	1: b	7.7%	
Relationship violence		3.3%		3.3%	
Sexual assault		2.3%	1: a	2.5%	
None of the following: discrimination/bias/harassment based on any factors, bullying, retaliation, an illegal activity, sexual harassment, stalking, relationship violence, sexual assault	1: a,b,c	33.6%	1: a,b,c,d	37.6%	

Table 6.b.1. Personal Experiences of Discrimination, Bias, or Harassment: Comparison of Endorsements for Faculty /Administrators by Groups

Experienced or witnessed any of the	Ger	ider	Employe	d at UCF		Ra	ink		Employe	e of Colo
following (% Endorsed)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
Any discrimination/bias/harassment based on any factors (see Table 6.b.2.)	62%	40%	48%	59%	64%	59%	44%	61%	62%	53%
Bullying	43%	28%	21%	48%	46%	30%	32%	43%	28%	40%
Retaliation	16%	13%	5%	22%	23%	6%	12%	22%	19%	15%
An illegal activity	11%	14%	3%	18%	18%		11%	17%	12%	13%
Sexual harassment	20%	9%	11%	17%	17%	15%	13%	17%	16%	15%
Stalking	11%	7%	5%	12%	5%	11%	9%	17%	7%	10%
Relationship violence	4%	2%	3%	4%	3%	4%	6%	0%	3%	4%
Sexual assault	3%	1%	2%	3%	3%	6%	2%	0%	6%	2%
None of the following: discrimination/ bias/harassment based on any factors, bullying, retaliation, an illegal activity, sexual harassment, stalking, relationship violence, sexual assault	28%	46%	46%	26%	24%	33%	43%	30%	37%	33%

1 standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

Table 6.b.1. shows endorsements to survey items for faculty/administrator respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) faculty/administrator rank (4 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average endorsement across the ten groups. For example, for the last survey item in this section – Have NOT witnessed or experienced any of the following activities: bullying, retaliation, an illegal activity, sexual harassment, stalking, relationship violence, sexual assault or discrimination, bias, or harassment based on any factors – faculty/administrators who have been employed with UCF for more than five years had a 26% endorsement (one standard deviation above the average).

Table 6.b.2. Personal Experiences of Discrimination, Bias, or Harassment: Comparison of Endorsements for Faculty /Administrators by Groups

Experienced or witnessed discrimination/bias/harassment based	Ger	nder	Employe	ed at UCF		Ra	nk		Employee of Color	
on (% Endorsed)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
gender	42%	20%	28%	37%	40%	39%	25%	35%	29%	35%
race/ethnicity	32%	16%	19%	30%	25%	30%	23%	35%	49%	20%
age	21%	11%	12%	21%	22%	19%	15%	15%	18%	18%
lack of English language proficiency (foreign accent)	23%	13%	15%	22%	20%	24%	15%	22%	28%	17%
political views/affiliations	17%	19%	13%	21%	18%	24%	17%	15%	19%	18%
religion/non-religion/worldview/spiritual affiliation	18%	10%	13%	17%	13%	20%	17%	13%	15%	15%
national origin	13%	13%	10%	16%	13%	17%	10%	20%	24%	11%
gender identity/expression	14%	7%	8%	13%	8%	13%	12%	15%	21%	9%
a medical condition or illness	13%	4%	7%	11%	12%	11%	9%	4%	12%	9%
sexual identity/orientation	10%	7%	5%	11%	8%	11%	8%	11%	10%	8%
socioeconomic status	10%	7%	10%	8%	8%	13%	8%	7%	13%	8%
pregnancy	15%	6%	7%	13%	18%	15%	6%	4%	13%	10%
disability	10%	4%	7%	8%	6%	9%	13%	2%	9%	8%
parental status	11%	5%	7%	11%	13%	17%	6%	2%	15%	8%
marital status	11%	4%	10%	8%	10%	17%	6%	2%	13%	7%
veteran status	2%	1%	1%	2%	2%	2%	3%	0%	1%	2%
genetic information	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%

¹ standard deviation above the mean across all groups

 ¹ standard deviation below the mean across all groups

Table 6.b.2. shows endorsements to survey items for faculty/administrator respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) faculty/administrator rank (4 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average endorsement across the ten groups. For example, for the first survey item in this section – *Have witnessed or experienced discrimination, bias, or harassment based on gender* – male faculty/administrators had a 20% endorsement (one standard deviation below the average) while female faculty/administrators had a 42% endorsement (one standard deviation above the average). It should be noted that faculty/administrators of color and female faculty/administrators reported experiencing or witnessing different forms of discrimination, bias, or harassment more often compared to their counterparts, faculty/administrators not of color and male faculty/administrators, respectively. Similarly, assistant professors reported experiencing or witnessing different forms of discrimination, bias, or harassment more often compared to their other faculty peers.

Table 6.c.1. Personal Experiences of Discrimination, Bias, or Harassment: Comparison of Endorsements for Staff Members by Groups

Experienced or witnessed any of the	Ger	nder	Employe	ed at UCF		Staff group	s	Employe	e of Color
following (% Endorsed)	Female	Male	5 years or less	More than 5 years	A&P	USPS	Did not identify as A&P/USPS	Yes	No
Any discrimination/bias/harassment based on any factors (see Table 6.c.2.)	50%	46%	40%	58%	54%	47%	46%	60%	45%
Bullying	42%	30%	31%	48%	45%	33%	36%	43%	38%
Retaliation	17%	16%	13%	24%	20%	20%	17%	24%	17%
An illegal activity	12%	11%	8%	16%	15%	13%	9%	10%	13%
Sexual harassment	9%	7%	5%	12%	8%	8%	9%	8%	9%
Stalking	7%	8%	5%	10%	9%	8%	6%	10%	7%
Relationship violence	2%	4%	2%	4%	4%	2%	3%	3%	3%
Sexual assault	2%	5%	2%	3%	3%	1%	3%	3%	2%
None of the following: discrimination/ bias/harassment based on any factors, bullying, retaliation, an illegal activity, sexual harassment, stalking, relationship violence, sexual assault	37%	46%	49%	28%	32%	42%	44%	30%	41%

1 standard deviation above the mean across all groups 1 st

1 standard deviation below the mean across all groups

Table 6.c.1. shows endorsements to survey items for staff member respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) staff groups (3 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average endorsement across the nine groups. For example, for the last survey item in this section – Have NOT witnessed or experienced any of the following activities: bullying, retaliation, an illegal activity, sexual harassment, stalking, relationship violence, sexual assault or discrimination, bias, or harassment based on any factors – staff members who have been employed with UCF for more than five years had a 28% endorsement (one standard deviation below the average) while those employed at UCF for 5 years or less had a 49% endorsement (one standard deviation above the average).

Table 6.c.2. Personal Experiences of Discrimination, Bias, or Harassment: Comparison of Endorsements for Staff Members by Groups

Experienced or witnessed	Ge	nder	Employe	ed at UCF		Staff groups	S	Employe	e of Color
discrimination/bias/harassment based on (% Endorsed)	Female	Male	5 years or less	More than 5 years	A&P	USPS	Did not identify as A&P/USPS	Yes	No
gender	26%	21%	18%	32%	32%	15%	22%	30%	23%
race/ethnicity	27%	25%	19%	33%	28%	23%	26%	46%	19%
age	21%	21%	15%	27%	22%	20%	21%	24%	20%
lack of English language proficiency (foreign accent)	19%	17%	12%	24%	20%	14%	17%	27%	15%
political views/affiliations	12%	16%	11%	17%	14%	15%	14%	12%	15%
religion/non-religion/worldview/spiritual affiliation	12%	14%	9%	15%	13%	13%	11%	14%	12%
national origin	8%	9%	6%	11%	11%	6%	6%	14%	6%
gender identity/expression	9%	13%	8%	12%	12%	5%	10%	12%	9%
a medical condition or illness	12%	13%	8%	16%	12%	17%	10%	12%	12%
sexual identity/orientation	8%	13%	7%	13%	11%	9%	9%	10%	10%
socioeconomic status	9%	8%	5%	12%	9%	8%	8%	13%	7%
pregnancy	6%	6%	4%	8%	9%	3%	4%	8%	5%
disability	8%	10%	6%	10%	9%	8%	8%	7%	9%
parental status	8%	4%	5%	8%	8%	5%	5%	9%	6%
marital status	6%	5%	3%	9%	7%	2%	7%	8%	5%
veteran status	2%	2%	2%	2%	2%	3%	1%	2%	2%
genetic information	0%	0%	0%	0%	0%	1%	0%	0%	0%

Table 6.c.2. shows endorsements to survey items for staff member respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) staff group (3 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average endorsement across the nine groups. For the second survey item in this section – *Have witnessed or experienced discrimination, bias, or harassment based on race/ethnicity* – staff members not of color had a 19% endorsement (one standard deviation below the average) while staff members of color had a 46% endorsement (one standard deviation above the average). It should be noted that staff members of color reported experiencing or witnessing different forms of discrimination, bias, or harassment more often compared to their counterparts, staff members not of color. Similarly, staff members who have been employed at UCF for more than 5 years reported experiencing or witnessing different forms of discrimination, bias, or harassment more often compared to their peers who have been employed at UCF for 5 years or less.

For the complete distribution of survey item responses from faculty/administrator and staff member groups refer to Appendix 6 (Page 75).

SAFETY ON CAMPUS AND IN THE SURROUNDING COMMUNITY

Chart 7.a. and Table 7.a. show that an overwhelming majority of respondents agreed or strongly agreed that they feel safe on campus (88% - faculty/administrators; 91% - staff members) and off campus (85% - faculty/administrators; 84% - staff members).

Chart 7.a. Safety on Campus: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

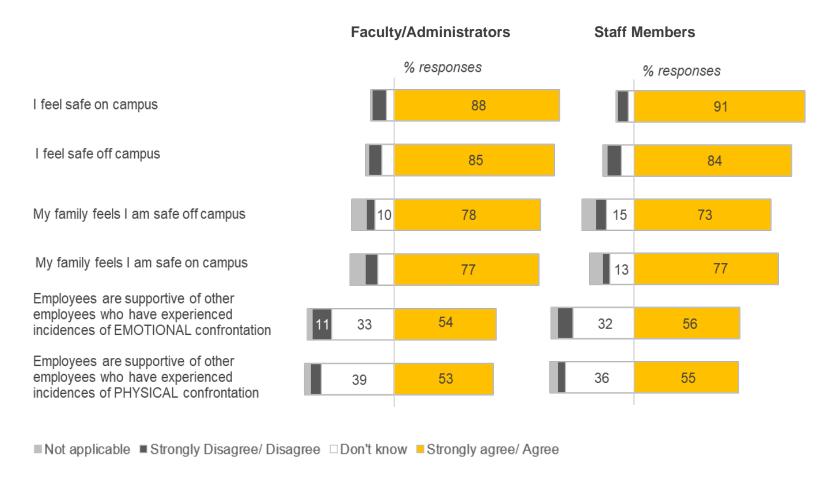


Chart 7.b. Safety on Campus: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

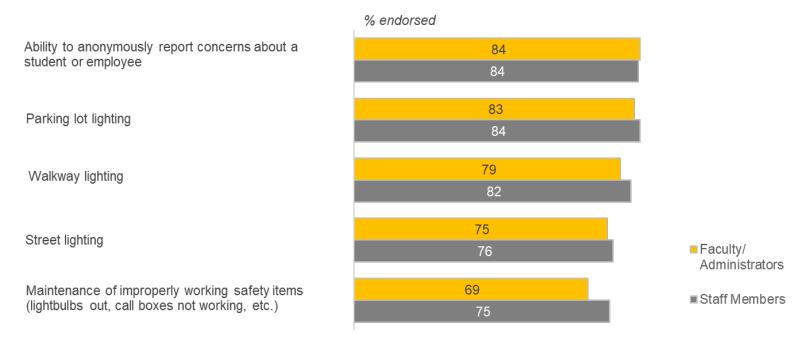


Chart 7.b. and Table 7.b. show that at least three in four (>75%) faculty/administrator or staff member respondents indicated the following safety measures must exist to feel safe:

- Ability to anonymously report concerns about a student or employee (someone who may be suicidal, mentally unstable, engaged in an illegal activity, etc.) (84%^{1: a} – faculty/administrators; 84% – staff members)
- o Parking lot lighting (83%^{1: a} faculty/administrators; 84%^{1: d} staff members)
- o Walkway lighting (79%^{1: a} faculty/administrators; 82%^{1: d} staff members)
- Street lighting (75% faculty/administrators; 76%^{1: d} staff members)
- o Maintenance of improperly working safety items (69% ^{1: a} faculty/administrators; 75% ^{1: d} staff members)

Table 7.a.1. Safety on Campus: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

		Faculty/	Administ	rators			Staf	f Membe	rs	
Survey Items	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable	Statistical Differences by Groups	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
I feel safe on campus		87.6%	4.0%	7.7%	0.7%		90.6%	2.9%	5.8%	0.7%
I feel safe off campus		85.0%	6.6%	6.8%	1.6%	1: a,d	83.6%	6.7%	7.8%	1.9%
My family feels I am safe off campus		77.6%	10.1%	4.5%	7.8%	1: b	72.6%	14.7%	5.7%	7.0%
My family feels I am safe on campus	1: b	76.7%	8.5%	6.8%	8.0%	1: a	76.6%	12.7%	4.0%	6.7%
Employees are supportive of other employees who have experienced incidences of EMOTIONAL confrontation	1: b,d	54.2%	33.0%	10.5%	2.4%	1: b,d	56.0%	32.2%	8.3%	3.5%
Employees are supportive of other employees who have experienced incidences of PHYSICAL confrontation	1: a	52.6%	38.6%	5.7%	3.1%	1: d	55.4%	36.3%	4.1%	4.1%

About half the respondents strongly agreed or agreed that employees at UCF are supportive of other employees who have experienced incidences of emotional confrontation (54%^{1: b,d} – faculty/administrators; 56%^{1: b,d} – staff members) or physical confrontation (53%^{1: a} – faculty/administrators; 55%^{1: d} – staff members).

Table 7.a.2. Safety on Campus: Detailed Comparison of Responses for Faculty /Administrators and Staff Members

Which of the fellowing potent magazine must exist an	Faculty/Adr	ministrators	Staff Members			
Which of the following safety measures must exist on campus in order for you to feel safe?	Statistical Differences by Groups	% Endorsed	Statistical Differences by Groups	% Endorsed		
Ability to anonymously report concerns about a student or employee	1: a	84.3%		83.9%		
Parking lot lighting	1: a	82.7%	1: d	84.3%		
Walkway lighting	1: a	78.6%	1: d	81.7%		
Street lighting		74.7%	1: d	76.4%		
Maintenance of improperly working safety items (lightbulbs out, call boxes not working, etc.)	1: a	68.9%	1: d	75.4%		

Table 7.b.1. Safety on Campus: Comparison of Strongly agree/Agree Responses for Faculty /Administrators by Groups

Cum out home	Gender		Employe	ed at UCF		Ra	ank		Employe	e of Color
Survey Items (% Strongly agree/Agree)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
I feel safe on campus	83%	97%	91%	87%	90%	95%	83%	94%	89%	88%
I feel safe off campus	81%	92%	81%	88%	89%	86%	80%	92%	84%	85%
My family feels I am safe off campus	74%	85%	75%	79%	82%	73%	74%	80%	73%	79%
My family feels I am safe on campus	71%	87%	78%	77%	81%	81%	68%	84%	70%	79%
Employees are supportive of other employees who have experienced incidences of PHYSICAL confrontation	49%	61%	49%	55%	60%	49%	45%	60%	40%	56%
Employees are supportive of other employees who have experienced incidences of EMOTIONAL confrontation	51%	61%	49%	57%	58%	51%	46%	66%	38%	58%

1 standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

Tables 7.b.1 summarizes survey items that address sentiments of safety on and off campus while table 7.b.2. shows safety measures that faculty/administrators believe must exist on campus to feel safe. Table 7.b.1. has positive endorsements (Strongly agree or Agree) to survey items while table 7.b.2. has endorsements for faculty/administrators respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) faculty/administrator rank (4 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average endorsements across the ten groups. For example, for the first survey item in table 7.b.1. – I feel safe on campus – female faculty/administrator respondents had an 83% positive endorsement (one standard deviation below the average) while male faculty/administrator respondents had a 97% positive endorsement (one standard deviation above the average). It should be noted that for most of the items in this section, positive endorsements from male faculty/administrators were one standard deviation above the average while positive endorsements for faculty/administrators of color and lecturers/adjunct professors/instructors were one standard deviation below the average.

Table 7.b.2. Safety on Campus: Comparison of Endorsements for Faculty /Administrators by Groups

Which of the following safety	Ger	Gender		ed at UCF		Ra	ank		Employee	e of Color
measures must exist on campus in order for you to feel safe? (% Endorsed)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
Ability to anonymously report concerns about a student or employee	90%	83%	88%	85%	87%	83%	89%	84%	88%	86%
Parking lot lighting	88%	79%	86%	81%	83%	83%	88%	76%	78%	85%
Walkway lighting	83%	76%	79%	79%	75%	80%	85%	78%	75%	80%
Street lighting	78%	73%	78%	74%	69%	78%	80%	74%	73%	76%
Maintenance of improperly working safety items (lightbulbs out, call boxes not working, etc.)	75%	66%	73%	68%	68%	73%	71%	72%	64%	72%

¹ standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

For example, for the first survey item in table 7.b.2. – *Ability to anonymously report concerns about a student or employee* – male faculty/administrator respondents had an 83% endorsement (one standard deviation below the average) while female faculty/administrator respondents had a 90% endorsement (one standard deviation above the average).

Table 7.c.1. Safety on Campus: Comparison of Strongly agree/Agree Responses for Staff Members by Groups

O a sa Nama	Gender		Employed at UCF			Staff group	S	Employee of Color	
Survey Items (% Strongly agree/Agree)	Female	Male	5 years or less	More than 5 years	A&P	USPS	Did not identify as A&P/USPS	Yes	No
I feel safe on campus	90%	95%	92%	90%	92%	90%	90%	85%	93%
I feel safe off campus	81%	89%	85%	83%	84%	78%	85%	77%	86%
My family feels I am safe off campus	72%	77%	76%	70%	74%	68%	74%	67%	75%
My family feels I am safe on campus	77%	81%	79%	75%	80%	70%	76%	73%	79%
Employees are supportive of other employees who have experienced incidences of PHYSICAL confrontation	55%	59%	52%	59%	57%	52%	56%	48%	58%
Employees are supportive of other employees who have experienced incidences of EMOTIONAL confrontation	56%	61%	53%	59%	56%	51%	59%	46%	60%

1 standard deviation above the mean across all groups

1 standard deviation below the mean across all groups

Similarly, Table 7.c.1 summarizes survey items that address sentiments of safety on and off campus while Table 7.c.2. shows safety measures that staff members believe must exist on campus to feel safe. Table 7.c.1. has positive endorsements (Strongly agree or Agree) to survey items while Table 7.c.2. has endorsements for staff member respondents grouped by: a) gender (2 groups); b) number of years employed at UCF (2 groups); c) staff groups (3 groups); and d) self-identified employee of color (2 groups). The cells highlighted are one standard deviation above (yellow) or below (grey) the average endorsements across the nine groups. For example, for the first survey item in Table 7.c.1. – I feel safe on campus – staff respondents of color had an 85% positive endorsement (one standard deviation below the average) while male staff respondents had a 95% positive endorsement (one standard deviation above the average). It should be noted that for all the items in this section, positive endorsements from male staff respondents were one standard deviation above the average while those of staff respondents of color were one standard deviation below the average.

Table 7.c.2. Safety on Campus: Comparison of Endorsements for Staff Members by Groups

Which of the following safety	Gender		Employe	ed at UCF		Staff groups	S	Employe	e of Color
measures must exist on campus in order for you to feel safe? (% Endorsed)	Female	Male	5 years or less	More than 5 years	A&P	USPS	Did not identify as A&P/USPS	Yes	No
Ability to anonymously report concerns about a student or employee	84%	86%	85%	83%	87%	79%	83%	82%	85%
Parking lot lighting	84%	84%	83%	86%	86%	83%	84%	77%	88%
Walkway lighting	82%	80%	83%	81%	84%	79%	81%	78%	84%
Street lighting	75%	82%	77%	77%	78%	72%	77%	70%	79%
Maintenance of improperly working safety items (lightbulbs out, call boxes not working, etc.)	75%	77%	75%	77%	77%	76%	74%	71%	77%

¹ standard deviation above the mean across all groups

For example, for the first survey item in Table 7.c.2. – *Ability to anonymously report concerns about a student or employee* – the A&P staff respondents had a 87% endorsement (one standard deviation above the average) while USPS staff respondents had a 79% endorsement (one standard deviation below the average).

For the complete distribution of survey item responses from faculty/administrator and staff member groups refer to the Appendix 7 (Page 101).

¹ standard deviation below the mean across all groups

APPENDICES

APPENDIX 1: Overall Climate at UCF - Responses to Key Survey Items by Faculty/ Administrator and Staff Member Groups

Item 1: I am satisfied with my interactions with other employees.

I am satisfied overall with my interactions with other employees	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	201	85.6%	5.0%	9.0%	0.5%					
Male	151	88.7%	2.0%	9.3%						
Employed at UCF 5 years or less	147	87.1%	5.4%	6.8%	0.7%					
Employed at UCF more than 5 years	221	85.5%	2.3%	12.2%						
Professors/ Associate Professors	120	84.2%	2.5%	13.3%						
Assistant Professors	62	85.5%	6.5%	8.1%						
Lecturers/ Adj. Prof./ Instructors	50	92.0%	2.0%	6.0%						
Senior & Other Admin.	22	86.4%		13.6%						
Employee of Color	73	80.8%	2.7%	16.4%						
Not an Employee of Color	295	87.5%	3.7%	8.5%	0.3%					
	Staff Memb	ers			-					
Female	515	88.5%	1.7%	9.3%	0.4%					
Male	221	89.6%	3.2%	7.2%						
Employed at UCF 5 years or less	391	88.2%	2.0%	9.2%	0.5%					
Employed at UCF more than 5 years	401	89.3%	2.7%	8.0%						
A&P Employees	358	89.7%	1.4%	8.9%						
USPS Employees	121	90.9%	2.5%	6.6%						
Did not identify as A&P or USPS	313	86.9%	3.5%	8.9%	0.6%					
Employee of Color	208	81.7%	4.3%	13.0%	1.0%					
Not an Employee of Color	584	91.3%	1.7%	7.0%						

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 2: I am respected by employees.

I am respected by employees	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
F	aculty/Adminis	strators			
Female	201	81.6%	11.9%	6.0%	0.5%
Male	150	88.7%	8.7%	2.7%	
Employed at UCF 5 years or less	147	89.8%	6.8%	2.7%	0.7%
Employed at UCF more than 5 years	220	80.0%	13.6%	5.9%	0.5%
Professors/ Associate Professors	119	79.0%	13.4%	7.6%	
Assistant Professors	62	88.7%	6.5%	4.8%	
Lecturers/ Adj. Prof./ Instructors	50	92.0%	6.0%	2.0%	
Senior & Other Admin.	22	81.8%	9.1%	4.5%	4.5%
Employee of Color	73	79.5%	12.3%	6.8%	1.4%
Not an Employee of Color	294	85.0%	10.5%	4.1%	0.3%
	Staff Memb	ers			

Not asked on survey

1 standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 3: I would recommend my campus to others considering working here.

I would recommend my campus to others considering working here	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	200	73.5%	9.5%	16.5%	0.5%					
Male	151	78.1%	9.3%	12.6%						
Employed at UCF more than 5 years	220	74.1%	8.2%	17.7%						
Professors/ Associate Professors	120	68.3%	9.2%	22.5%						
Assistant Professors	62	74.2%	16.1%	9.7%						
Lecturers/ Adj. Prof./ Instructors	113	77.0%	8.8%	13.3%	0.9%					
Lecturers/ Adj. Prof./ Instructors	50	84.0%	6.0%	10.0%						
Senior & Other Admin.	22	77.3%	9.1%	13.6%						
Employee of Color	73	65.8%	12.3%	21.9%						
Not an Employee of Color	294	76.9%	9.2%	13.6%	0.3%					
	Staff Memb	ers			_					
Female	513	78.9%	9.2%	11.1%	0.8%					
Male	221	80.5%	9.0%	10.4%						
Employed at UCF 5 years or less	391	80.1%	9.5%	10.0%	0.5%					
Employed at UCF more than 5 years	401	75.8%	11.2%	12.5%	0.5%					
A&P Employees	358	78.8%	9.5%	11.5%	0.3%					
USPS Employees	121	74.4%	14.0%	11.6%						
Did not identify as A&P or USPS	313	78.3%	9.9%	10.9%	1.0%					
Employee of Color	210	70.5%	14.8%	13.8%	1.0%					
Not an Employee of Color	582	80.6%	8.8%	10.3%	0.3%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 4: All personnel are held to the same code of professional ethics and conduct.

All personnel are held to the same code of professional ethics and conduct	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	199	31.7%	16.6%	49.7%	2.0%					
Male	151	42.4%	15.2%	42.4%						
Employed at UCF 5 years or less	146	41.8%	20.5%	37.0%	0.7%					
Employed at UCF more than 5 years	219	31.1%	14.2%	53.0%	1.8%					
Professors/ Associate Professors	119	30.3%	16.0%	51.3%	2.5%					
Assistant Professors	62	35.5%	17.7%	46.8%						
Lecturers/ Adj. Prof./ Instructors	113	36.3%	20.4%	42.5%	0.9%					
Lecturers/ Adj. Prof./ Instructors	50	42.0%	10.0%	46.0%	2.0%					
Employee of Color	72	23.6%	22.2%	54.2%						
Not an Employee of Color	293	38.2%	15.4%	44.7%	1.7%					
	Staff Memb	ers								
Female	508	40.2%	15.6%	42.9%	1.4%					
Male	220	36.4%	16.8%	46.4%	0.5%					
Employed at UCF 5 years or less	385	43.4%	14.8%	40.8%	1.0%					
Employed at UCF more than 5 years	400	31.3%	17.0%	50.3%	1.5%					
A&P Employees	357	31.7%	13.7%	53.2%	1.4%					
USPS Employees	118	40.7%	19.5%	39.8%						
Did not identify as A&P or USPS	310	42.3%	17.1%	39.0%	1.6%					
Employee of Color	209	34.0%	14.8%	49.8%	1.4%					
Not an Employee of Color	576	38.4%	16.3%	44.1%	1.2%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 5: Leaders are held to measures of accountability/responsibility for campus climate.

Leaders are held to measures of accountability/responsibility for campus climate	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	197	24.4%	22.8%	50.3%	2.5%					
Male	151	39.1%	19.2%	41.1%	0.7%					
Employed at UCF 5 years or less	146	36.3%	27.4%	34.9%	1.4%					
Employed at UCF more than 5 years	217	25.3%	18.4%	53.9%	2.3%					
Professors/ Associate Professors	118	25.4%	11.9%	60.2%	2.5%					
Assistant Professors	62	22.6%	32.3%	43.5%	1.6%					
Lecturers/ Adj. Prof./ Instructors	112	30.4%	30.4%	38.4%	0.9%					
Lecturers/ Adj. Prof./ Instructors	50	48.0%	10.0%	38.0%	4.0%					
Employee of Color	72	16.7%	26.4%	55.6%	1.4%					
Not an Employee of Color	291	33.0%	21.0%	44.0%	2.1%					
	Staff Memb	ers			•					
Female	508	35.8%	24.8%	38.6%	0.8%					
Male	219	34.2%	27.9%	37.0%	0.9%					
Employed at UCF 5 years or less	384	39.1%	28.1%	32.3%	0.5%					
Employed at UCF more than 5 years	397	30.2%	23.2%	45.6%	1.0%					
A&P Employees	354	29.1%	22.0%	48.3%	0.6%					
USPS Employees	118	37.3%	32.2%	29.7%	0.8%					
Did not identify as A&P or USPS	309	39.8%	27.2%	32.0%	1.0%					
Employee of Color	208	28.4%	21.2%	48.1%	2.4%					
Not an Employee of Color	573	36.8%	27.2%	35.8%	0.2%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 6: The policy to improve campus climate via diverse hiring is effective.

The policy to improve campus climate via diverse hiring is effective	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	culty/Adminis	strators			
Female	197	20.3%	36.0%	42.1%	1.5%
Male	151	40.4%	29.8%	29.1%	0.7%
Employed at UCF 5 years or less	146	27.4%	35.6%	34.2%	2.7%
Employed at UCF more than 5 years	217	30.0%	30.9%	38.2%	0.9%
Professors/ Associate Professors	119	29.4%	31.1%	39.5%	
Assistant Professors	62	19.4%	38.7%	38.7%	3.2%
Lecturers/ Adj. Prof./ Instructors	50	34.0%	18.0%	48.0%	
Senior & Other Admin.	21	19.0%	33.3%	42.9%	4.8%
Employee of Color	72	26.4%	29.2%	40.3%	4.2%
Not an Employee of Color	291	29.6%	33.7%	35.7%	1.0%
	Staff Memb	ers			-
	Not asked on si	urvey			

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 7: Our school puts too much emphasis on diversity.

Our school puts too much emphasis on diversity	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	196	8.2%	10.2%	79.1%	2.6%					
Male	150	26.7%	16.0%	54.7%	2.7%					
Employed at UCF 5 years or less	146	13.0%	15.1%	68.5%	3.4%					
Employed at UCF more than 5 years	215	18.6%	11.2%	67.9%	2.3%					
Professors/ Associate Professors	118	19.5%	16.1%	64.4%						
Assistant Professors	61	16.4%	9.8%	72.1%	1.6%					
Lecturers/ Adj. Prof./ Instructors	49	8.2%	12.2%	73.5%	6.1%					
Senior & Other Admin.	21	14.3%	14.3%	66.7%	4.8%					
Employee of Color	72	9.7%	9.7%	76.4%	4.2%					
Not an Employee of Color	289	18.0%	13.5%	66.1%	2.4%					
	Staff Memb	ers								
Female	512	14.3%	17.0%	64.8%	3.9%					
Male	220	23.2%	20.5%	53.6%	2.7%					
Employed at UCF 5 years or less	386	16.8%	20.2%	59.1%	3.9%					
Employed at UCF more than 5 years	401	18.0%	17.5%	61.6%	3.0%					
A&P Employees	357	17.1%	12.9%	67.5%	2.5%					
USPS Employees	119	18.5%	31.1%	47.1%	3.4%					
Did not identify as A&P or USPS	311	17.4%	20.9%	57.2%	4.5%					
Employee of Color	210	12.9%	11.9%	69.5%	5.7%					
Not an Employee of Color	577	19.1%	21.3%	57.0%	2.6%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 8: My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.).

My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	199	14.1%	16.1%	39.2%	30.7%					
Male	151	18.5%	19.9%	38.4%	23.2%					
Employed at UCF 5 years or less	146	15.8%	17.8%	34.9%	31.5%					
Employed at UCF more than 5 years	219	15.1%	17.4%	41.1%	26.5%					
Professors/ Associate Professors	119	12.6%	16.8%	45.4%	25.2%					
Assistant Professors	62	17.7%	11.3%	38.7%	32.3%					
Lecturers/ Adj. Prof./ Instructors	50	26.0%	12.0%	46.0%	16.0%					
Senior & Other Admin.	21	23.8%	23.8%	19.0%	33.3%					
Employee of Color	72	16.7%	15.3%	50.0%	18.1%					
Not an Employee of Color	293	15.0%	18.1%	35.8%	31.1%					
	Staff Memb	ers								
Female	510	18.6%	14.5%	34.1%	32.7%					
Male	218	17.0%	21.6%	29.4%	32.1%					
Employed at UCF 5 years or less	384	16.4%	17.2%	29.9%	36.5%					
Employed at UCF more than 5 years	399	19.3%	17.3%	34.8%	28.6%					
A&P Employees	357	17.6%	14.6%	36.4%	31.4%					
USPS Employees	119	18.5%	20.2%	26.1%	35.3%					
Did not identify as A&P or USPS	307	17.9%	19.2%	30.3%	32.6%					
Employee of Color	208	19.7%	14.9%	33.7%	31.7%					
Not an Employee of Color	575	17.2%	18.1%	32.0%	32.7%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

APPENDIX 2: Work Experience at UCF - Responses to Key Survey Items by Faculty/Administrator and Staff Member Groups

Item 1: Mentors are important for junior employees.

Mentors are important for junior employees	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	199	88.9%	6.5%	1.5%	3.0%					
Male	150	92.0%	2.7%	4.0%	1.3%					
Employed at UCF 5 years or less	146	89.0%	4.8%	2.1%	4.1%					
Employed at UCF more than 5 years	220	90.5%	5.0%	3.2%	1.4%					
Professors/ Associate Professors	121	93.4%	1.7%	5.0%						
Assistant Professors	63	90.5%	3.2%	6.3%						
Lecturers/ Adj. Prof./ Instructors	50	94.0%	4.0%		2.0%					
Senior & Other Admin.	21	85.7%			14.3%					
Employee of Color	72	84.7%	4.2%	8.3%	2.8%					
Not an Employee of Color	294	91.2%	5.1%	1.4%	2.4%					
	Staff Memb	ers	2		2					
Female	511	88.3%	7.8%	2.3%	1.6%					
Male	220	88.6%	6.4%	2.3%	2.7%					
Employed at UCF 5 years or less	387	89.1%	7.5%	1.3%	2.1%					
Employed at UCF more than 5 years	400	87.0%	7.0%	3.5%	2.5%					
A&P Employees	360	93.9%	4.4%	0.8%	0.8%					
USPS Employees	119	80.7%	11.8%	2.5%	5.0%					
Did not identify as A&P or USPS	308	84.1%	8.8%	4.2%	2.9%					
Employee of Color	211	92.4%	3.3%	1.4%	2.8%					
Not an Employee of Color	576	86.5%	8.7%	2.8%	2.1%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 2: There are other employees I can get career advice from.

There are other employees I can get career advice from	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	197	78.2%	4.1%	16.8%	1.0%					
Male	150	78.7%	6.7%	12.0%	2.7%					
Employed at UCF 5 years or less	145	82.8%	4.8%	11.0%	1.4%					
Employed at UCF more than 5 years	219	73.5%	5.5%	18.7%	2.3%					
Professors/ Associate Professors	120	72.5%	2.5%	25.0%						
Assistant Professors	63	85.7%	3.2%	11.1%						
Lecturers/ Adj. Prof./ Instructors	50	80.0%	6.0%	10.0%	4.0%					
Senior & Other Admin.	20	85.0%	5.0%	5.0%	5.0%					
Employee of Color	72	70.8%	5.6%	22.2%	1.4%					
Not an Employee of Color	292	78.8%	5.1%	14.0%	2.1%					
	Staff Memb	ers	-							
Female	510	66.3%	13.3%	19.0%	1.4%					
Male	220	66.4%	14.1%	14.1%	5.5%					
Employed at UCF 5 years or less	386	68.1%	14.0%	16.1%	1.8%					
Employed at UCF more than 5 years	400	62.8%	13.0%	20.8%	3.5%					
A&P Employees	359	68.5%	9.7%	19.5%	2.2%					
USPS Employees	118	59.3%	19.5%	16.1%	5.1%					
Did not identify as A&P or USPS	309	64.1%	15.5%	18.1%	2.3%					
Employee of Color	210	64.3%	12.9%	21.0%	1.9%					
Not an Employee of Color	576	65.8%	13.7%	17.5%	3.0%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 3: I love my job.

I love my job	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable					
Faculty/Administrators										
Female	196	72.4%	11.7%	12.8%	3.1%					
Male	148	76.4%	10.8%	12.8%						
Employed at UCF 5 years or less	143	79.7%	7.7%	11.2%	1.4%					
Employed at UCF more than 5 years	217	69.6%	13.4%	14.3%	2.8%					
Professors/ Associate Professors	118	66.9%	11.0%	20.3%	1.7%					
Assistant Professors	62	74.2%	9.7%	16.1%						
Lecturers/ Adj. Prof./ Instructors	50	84.0%	8.0%	6.0%	2.0%					
Senior & Other Admin.	20	55.0%	30.0%	10.0%	5.0%					
Employee of Color	70	72.9%	12.9%	8.6%	5.7%					
Not an Employee of Color	290	73.8%	10.7%	14.1%	1.4%					
	Staff Memb	ers								
Female	506	69.0%	12.6%	16.6%	1.8%					
Male	220	71.8%	12.3%	15.5%	0.5%					
Employed at UCF 5 years or less	387	69.0%	12.4%	17.6%	1.0%					
Employed at UCF more than 5 years	395	68.4%	13.2%	16.7%	1.8%					
A&P Employees	355	64.8%	14.9%	19.4%	0.8%					
USPS Employees	118	72.9%	11.0%	14.4%	1.7%					
Did not identify as A&P or USPS	309	71.5%	11.0%	15.5%	1.9%					
Employee of Color	209	58.9%	18.7%	19.6%	2.9%					
Not an Employee of Color	573	72.3%	10.6%	16.2%	0.9%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 4: My research is supported.

My research is supported	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	aculty/Adminis	strators			
Female	196	49.5%	9.7%	21.9%	18.9%
Male	149	68.5%	4.7%	16.1%	10.7%
Employed at UCF 5 years or less	146	62.3%	8.2%	15.1%	14.4%
Employed at UCF more than 5 years	216	54.2%	6.9%	22.2%	16.7%
Professors/ Associate Professors	119	63.0%	4.2%	28.6%	4.2%
Assistant Professors	63	76.2%	6.3%	14.3%	3.2%
Lecturers/ Adj. Prof./ Instructors	50	76.0%	2.0%	4.0%	18.0%
Senior & Other Admin.	21	66.7%	9.5%	4.8%	19.0%
Employee of Color	72	56.9%	5.6%	20.8%	16.7%
Not an Employee of Color	290	57.6%	7.9%	19.0%	15.5%
	Staff Memb	ers		•	

Not asked on survey

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 5: My writing is supported.

My writing is supported	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
F	aculty/Adminis	strators			
Female	197	48.2%	11.2%	23.9%	16.8%
Male	150	62.0%	9.3%	17.3%	11.3%
Employed at UCF 5 years or less	146	58.2%	11.0%	17.1%	13.7%
Employed at UCF more than 5 years	218	50.0%	10.1%	24.3%	15.6%
Professors/ Associate Professors	120	60.8%	5.8%	30.0%	3.3%
Assistant Professors	63	61.9%	9.5%	23.8%	4.8%
Lecturers/ Adj. Prof./ Instructors	50	60.0%	12.0%	8.0%	20.0%
Senior & Other Admin.	21	76.2%	9.5%		14.3%
Employee of Color	72	51.4%	8.3%	25.0%	15.3%
Not an Employee of Color	292	53.8%	11.0%	20.5%	14.7%
Staff Members					

Not asked on survey

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 6: My ideas are acknowledged by my co-workers and supervisor.

My ideas are acknowledged by my co- workers and supervisor	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable		
Faculty/Administrators							
Not asked on survey							
	Staff Memb	ers					
Female	513	74.3%	10.7%	13.5%	1.6%		
Male	217	79.7%	8.3%	11.1%	0.9%		
Employed at UCF 5 years or less	385	76.9%	11.2%	10.4%	1.6%		
Employed at UCF more than 5 years	400	71.5%	10.0%	17.0%	1.5%		
A&P Employees	357	80.4%	7.3%	11.5%	0.8%		
USPS Employees	118	60.2%	17.8%	17.8%	4.2%		
Did not identify as A&P or USPS	310	72.3%	11.6%	14.8%	1.3%		
Employee of Color	210	64.3%	12.9%	19.0%	3.8%		
Not an Employee of Color	575	77.7%	9.7%	11.8%	0.7%		

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 7: The merit and promotion processes are fair.

The merit and promotion processes are fair	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable		
Faculty/Administrators							
Female	197	39.6%	19.8%	35.5%	5.1%		
Male	149	54.4%	18.1%	23.5%	4.0%		
Employed at UCF 5 years or less	145	42.8%	26.9%	24.1%	6.2%		
Employed at UCF more than 5 years	218	46.8%	13.8%	35.3%	4.1%		
Professors/ Associate Professors	120	50.0%	10.8%	37.5%	1.7%		
Assistant Professors	63	54.0%	22.2%	22.2%	1.6%		
Lecturers/ Adj. Prof./ Instructors	50	62.0%	8.0%	26.0%	4.0%		
Senior & Other Admin.	21	19.0%	33.3%	38.1%	9.5%		
Employee of Color	71	39.4%	14.1%	38.0%	8.5%		
Not an Employee of Color	292	46.6%	20.2%	29.1%	4.1%		
	Staff Memb	ers					
Female	508	16.1%	29.5%	50.2%	4.1%		
Male	219	21.5%	29.7%	45.7%	3.2%		
Employed at UCF 5 years or less	385	19.0%	34.8%	40.5%	5.7%		
Employed at UCF more than 5 years	397	15.6%	22.9%	59.2%	2.3%		
A&P Employees	357	14.0%	26.3%	56.0%	3.6%		
USPS Employees	118	19.5%	28.8%	49.2%	2.5%		
Did not identify as A&P or USPS	307	20.2%	31.6%	43.3%	4.9%		
Employee of Color	211	16.6%	26.5%	54.0%	2.8%		
Not an Employee of Color	571	17.5%	29.6%	48.5%	4.4%		

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

APPENDIX 3: How Welcoming is UCF to Different Groups of People - Responses to Key Survey Items by Faculty/Administrator and Staff Member Groups

Item 1: How welcoming is UCF to different groups? Caucasians/Whites

How welcoming is UCF to different groups? Caucasians/Whites	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**		
Faculty/Administrators							
Female	201	78.1%	13.9%	2.0%	6.0%		
Male	150	81.3%	14.0%	3.3%	1.3%		
Employed at UCF 5 years or less	156	71.2%	20.5%	1.9%	6.4%		
Employed at UCF more than 5 years	229	84.7%	9.2%	3.1%	3.1%		
Professors/ Associate Professors	131	82.4%	11.5%	3.8%	2.3%		
Assistant Professors	67	79.1%	16.4%	1.5%	3.0%		
Lecturers/ Adj. Prof./ Instructors	50	86.0%	10.0%	2.0%	2.0%		
Senior & Other Admin.	20	50.0%	35.0%		15.0%		
Employee of Color	75	80.0%	16.0%	1.3%	2.7%		
Not an Employee of Color	310	79.0%	13.2%	2.9%	4.8%		
	Staff Mer	nbers		-			
Female	508	85.6%	11.0%	0.8%	2.6%		
Male	220	81.4%	12.7%	2.7%	3.2%		
Employed at UCF 5 years or less	416	82.7%	13.9%	1.0%	2.4%		
Employed at UCF more than 5 years	443	83.3%	9.9%	2.7%	4.1%		
A&P Employees	390	87.7%	7.9%	1.3%	3.1%		
USPS Employees	138	74.6%	19.6%	1.4%	4.3%		
Did not identify as A&P or USPS	331	81.0%	13.3%	2.7%	3.0%		
Employee of Color	234	83.3%	13.2%	0.4%	3.0%		
Not an Employee of Color	625	82.9%	11.4%	2.4%	3.4%		

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 2: How welcoming is UCF to different groups? Women

How welcoming is UCF to different groups? Women	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**		
Faculty/Administrators							
Female	201	71.6%	9.0%	13.4%	6.0%		
Male	151	76.8%	16.6%	4.6%	2.0%		
Employed at UCF 5 years or less	157	70.7%	16.6%	7.6%	5.1%		
Employed at UCF more than 5 years	230	76.1%	9.1%	10.9%	3.9%		
Professors/ Associate Professors	131	74.0%	10.7%	12.2%	3.1%		
Assistant Professors	67	80.6%	10.4%	7.5%	1.5%		
Lecturers/ Adj. Prof./ Instructors	50	76.0%	12.0%	10.0%	2.0%		
Senior & Other Admin.	20	60.0%	20.0%	5.0%	15.0%		
Employee of Color	76	69.7%	19.7%	7.9%	2.6%		
Not an Employee of Color	311	74.9%	10.3%	10.0%	4.8%		
	Staff Men	nbers					
Female	509	82.3%	9.8%	5.3%	2.6%		
Male	217	75.1%	17.5%	2.8%	4.6%		
Employed at UCF 5 years or less	415	81.2%	13.7%	2.7%	2.4%		
Employed at UCF more than 5 years	442	76.5%	12.7%	6.6%	4.3%		
A&P Employees	391	83.1%	9.7%	4.9%	2.3%		
USPS Employees	136	67.6%	23.5%	4.4%	4.4%		
Did not identify as A&P or USPS	330	78.2%	13.0%	4.5%	4.2%		
Employee of Color	233	76.0%	15.0%	6.4%	2.6%		
Not an Employee of Color	624	79.8%	12.5%	4.0%	3.7%		

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 3: How welcoming is UCF to different groups? First-generation students

How welcoming is UCF to different groups? First-generation students	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**			
Faculty/Administrators								
Female	200	69.0%	17.5%	4.5%	9.0%			
Male	150	79.3%	15.3%	3.3%	2.0%			
Employed at UCF 5 years or less	156	64.7%	21.8%	4.5%	9.0%			
Employed at UCF more than 5 years	229	78.2%	13.1%	3.9%	4.8%			
Professors/ Associate Professors	131	72.5%	16.0%	5.3%	6.1%			
Assistant Professors	67	67.2%	22.4%	3.0%	7.5%			
Lecturers/ Adj. Prof./ Instructors	49	87.8%	10.2%		2.0%			
Senior & Other Admin.	19	52.6%	31.6%		15.8%			
Employee of Color	75	70.7%	22.7%	4.0%	2.7%			
Not an Employee of Color	310	73.2%	15.2%	4.2%	7.4%			
	Staff Men	nbers						
Female	506	77.7%	17.0%	2.0%	3.4%			
Male	220	72.3%	20.9%	2.7%	4.1%			
Employed at UCF 5 years or less	414	72.7%	22.0%	2.4%	2.9%			
Employed at UCF more than 5 years	443	76.7%	15.8%	2.3%	5.2%			
A&P Employees	390	78.5%	15.9%	2.6%	3.1%			
USPS Employees	138	67.4%	25.4%	1.4%	5.8%			
Did not identify as A&P or USPS	329	73.6%	19.5%	2.4%	4.6%			
Employee of Color	232	72.4%	20.7%	3.9%	3.0%			
Not an Employee of Color	625	75.7%	18.1%	1.8%	4.5%			

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 4: How welcoming is UCF to different groups? Military veterans

How welcoming is UCF to different groups? Military veterans	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**					
Faculty/Administrators										
Female	201	65.7%	23.4%	1.5%	9.5%					
Male	151	76.8%	18.5%	2.0%	2.6%					
Employed at UCF 5 years or less	157	63.1%	26.8%	1.3%	8.9%					
Employed at UCF more than 5 years	230	73.9%	18.3%	1.7%	6.1%					
Professors/ Associate Professors	131	71.8%	19.8%	0.8%	7.6%					
Assistant Professors	67	64.2%	25.4%	1.5%	9.0%					
Lecturers/ Adj. Prof./ Instructors	50	80.0%	18.0%		2.0%					
Senior & Other Admin.	20	35.0%	50.0%		15.0%					
Employee of Color	76	65.8%	28.9%	1.3%	3.9%					
Not an Employee of Color	311	70.4%	19.9%	1.6%	8.0%					
	Staff Men	nbers								
Female	507	74.6%	20.3%	1.4%	3.7%					
Male	220	71.8%	21.4%	2.3%	4.5%					
Employed at UCF 5 years or less	414	70.0%	24.9%	1.9%	3.1%					
Employed at UCF more than 5 years	444	75.5%	17.6%	1.6%	5.4%					
A&P Employees	390	75.1%	20.0%	1.5%	3.3%					
USPS Employees	138	68.1%	23.9%	2.9%	5.1%					
Did not identify as A&P or USPS	330	72.1%	21.2%	1.5%	5.2%					
Employee of Color	233	72.5%	21.9%	1.3%	4.3%					
Not an Employee of Color	625	73.0%	20.8%	1.9%	4.3%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 5: How welcoming is UCF to different groups? Hispanics/Latinos

How welcoming is UCF to different groups? Hispanics/Latinos	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**				
Faculty/Administrators									
Female	201	62.2%	21.4%	5.5%	10.9%				
Male	151	75.5%	17.2%	4.6%	2.6%				
Employed at UCF 5 years or less	157	61.1%	25.5%	3.2%	10.2%				
Employed at UCF more than 5 years	230	73.0%	14.8%	6.5%	5.7%				
Professors/ Associate Professors	131	71.8%	13.7%	8.4%	6.1%				
Assistant Professors	67	59.7%	26.9%	4.5%	9.0%				
Lecturers/ Adj. Prof./ Instructors	50	84.0%	12.0%	2.0%	2.0%				
Senior & Other Admin.	20	55.0%	30.0%		15.0%				
Employee of Color	76	64.5%	19.7%	13.2%	2.6%				
Not an Employee of Color	311	69.1%	19.0%	3.2%	8.7%				
	Staff Men	nbers							
Female	509	75.8%	17.9%	2.8%	3.5%				
Male	221	71.0%	21.3%	2.3%	5.4%				
Employed at UCF 5 years or less	417	73.4%	20.1%	2.4%	4.1%				
Employed at UCF more than 5 years	443	74.9%	17.4%	2.9%	4.7%				
A&P Employees	390	75.4%	17.9%	3.1%	3.6%				
USPS Employees	139	70.5%	23.7%	1.4%	4.3%				
Did not identify as A&P or USPS	331	74.3%	17.5%	2.7%	5.4%				
Employee of Color	233	74.2%	17.6%	5.2%	3.0%				
Not an Employee of Color	627	74.2%	19.1%	1.8%	4.9%				

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 6: How welcoming is UCF to different groups? International students and employees

How welcoming is UCF to different groups? International students and employees	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**					
Faculty/Administrators										
Female	201	56.2%	24.4%	9.0%	10.4%					
Male	151	72.2%	18.5%	6.6%	2.6%					
Employed at UCF 5 years or less	157	57.3%	24.8%	7.6%	10.2%					
Employed at UCF more than 5 years	230	65.7%	19.1%	9.6%	5.7%					
Professors/ Associate Professors	131	60.3%	21.4%	11.5%	6.9%					
Assistant Professors	67	58.2%	26.9%	7.5%	7.5%					
Lecturers/ Adj. Prof./ Instructors	50	70.0%	16.0%	10.0%	4.0%					
Senior & Other Admin.	20	50.0%	25.0%	10.0%	15.0%					
Employee of Color	76	50.0%	30.3%	17.1%	2.6%					
Not an Employee of Color	311	65.3%	19.3%	6.8%	8.7%					
	Staff Men	nbers			-					
Female	507	70.2%	22.7%	3.0%	4.1%					
Male	220	64.1%	25.5%	4.1%	6.4%					
Employed at UCF 5 years or less	415	63.1%	28.9%	3.6%	4.3%					
Employed at UCF more than 5 years	443	71.6%	19.6%	2.9%	5.9%					
A&P Employees	389	68.4%	23.4%	3.9%	4.4%					
USPS Employees	137	65.7%	27.7%	1.5%	5.1%					
Did not identify as A&P or USPS	332	67.2%	23.5%	3.3%	6.0%					
Employee of Color	234	66.2%	23.9%	6.4%	3.4%					
Not an Employee of Color	624	67.9%	24.2%	2.1%	5.8%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 7: How welcoming is UCF to different groups? African Americans

How welcoming is UCF to different groups? African Americans	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**					
Faculty/Administrators										
Female	201	50.2%	28.9%	10.0%	10.9%					
Male	151	64.2%	21.9%	10.6%	3.3%					
Employed at UCF 5 years or less	157	50.3%	32.5%	7.0%	10.2%					
Employed at UCF more than 5 years	230	60.9%	20.0%	12.6%	6.5%					
Professors/ Associate Professors	131	58.8%	19.1%	15.3%	6.9%					
Assistant Professors	67	47.8%	34.3%	7.5%	10.4%					
Lecturers/ Adj. Prof./ Instructors	50	60.0%	20.0%	16.0%	4.0%					
Senior & Other Admin.	20	35.0%	50.0%		15.0%					
Employee of Color	76	52.6%	21.1%	23.7%	2.6%					
Not an Employee of Color	311	57.6%	26.0%	7.1%	9.3%					
	Staff Men	nbers								
Female	508	67.7%	22.0%	6.7%	3.5%					
Male	220	65.5%	24.1%	4.5%	5.9%					
Employed at UCF 5 years or less	415	65.5%	26.3%	4.6%	3.6%					
Employed at UCF more than 5 years	444	67.1%	20.5%	7.0%	5.4%					
A&P Employees	389	67.1%	22.4%	6.7%	3.9%					
USPS Employees	138	63.0%	26.8%	5.8%	4.3%					
Did not identify as A&P or USPS	332	66.9%	22.9%	4.8%	5.4%					
Employee of Color	234	66.2%	17.9%	13.2%	2.6%					
Not an Employee of Color	625	66.4%	25.3%	3.0%	5.3%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 8: How welcoming is UCF to different groups? People with Disabilities

How welcoming is UCF to different groups? People with Disabilities	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**					
Faculty/Administrators										
Female	202	51.0%	24.8%	14.9%	9.4%					
Male	151	63.6%	23.8%	9.3%	3.3%					
Employed at UCF 5 years or less	158	47.5%	32.3%	11.4%	8.9%					
Employed at UCF more than 5 years	230	61.7%	18.7%	13.5%	6.1%					
Professors/ Associate Professors	131	55.7%	26.0%	11.5%	6.9%					
Assistant Professors	67	49.3%	32.8%	10.4%	7.5%					
Lecturers/ Adj. Prof./ Instructors	50	66.0%	14.0%	16.0%	4.0%					
Senior & Other Admin.	21	28.6%	52.4%	4.8%	14.3%					
Employee of Color	76	48.7%	30.3%	17.1%	3.9%					
Not an Employee of Color	312	57.7%	22.8%	11.5%	8.0%					
	Staff Men	nbers								
Female	507	64.5%	20.9%	10.7%	3.9%					
Male	220	65.5%	19.5%	9.5%	5.5%					
Employed at UCF 5 years or less	414	61.4%	25.8%	8.7%	4.1%					
Employed at UCF more than 5 years	444	65.8%	18.7%	10.4%	5.2%					
A&P Employees	389	64.3%	21.3%	10.8%	3.6%					
USPS Employees	138	61.6%	26.8%	5.8%	5.8%					
Did not identify as A&P or USPS	331	63.7%	21.1%	9.7%	5.4%					
Employee of Color	233	65.7%	20.2%	10.7%	3.4%					
Not an Employee of Color	625	62.9%	22.9%	9.1%	5.1%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 9: How welcoming is UCF to different groups? People from the Middle East

How welcoming is UCF to different groups? People from the Middle East	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**					
Faculty/Administrators										
Female	199	39.2%	35.7%	11.6%	13.6%					
Male	151	52.3%	33.1%	10.6%	4.0%					
Employed at UCF 5 years or less	156	36.5%	41.7%	7.1%	14.7%					
Employed at UCF more than 5 years	229	49.8%	28.4%	15.3%	6.6%					
Professors/ Associate Professors	131	42.7%	31.3%	16.8%	9.2%					
Assistant Professors	66	31.8%	45.5%	7.6%	15.2%					
Lecturers/ Adj. Prof./ Instructors	50	50.0%	30.0%	16.0%	4.0%					
Senior & Other Admin.	20	30.0%	55.0%		15.0%					
Employee of Color	75	26.7%	46.7%	21.3%	5.3%					
Not an Employee of Color	310	48.7%	30.6%	9.7%	11.0%					
	Staff Men	nbers								
Female	507	54.2%	33.3%	7.1%	5.3%					
Male	219	56.6%	29.2%	8.2%	5.9%					
Employed at UCF 5 years or less	414	54.1%	35.5%	5.8%	4.6%					
Employed at UCF more than 5 years	443	56.2%	28.4%	8.8%	6.5%					
A&P Employees	389	55.5%	30.8%	8.2%	5.4%					
USPS Employees	136	58.8%	31.6%	5.1%	4.4%					
Did not identify as A&P or USPS	332	53.3%	33.1%	7.2%	6.3%					
Employee of Color	233	46.4%	35.2%	13.3%	5.2%					
Not an Employee of Color	624	58.5%	30.6%	5.1%	5.8%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 10: How welcoming is UCF to different groups? Muslims

How welcoming is UCF to different groups? Muslims	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**					
Faculty/Administrators										
Female	200	36.5%	39.0%	11.0%	13.5%					
Male	149	55.7%	31.5%	9.4%	3.4%					
Employed at UCF 5 years or less	157	36.3%	42.7%	7.6%	13.4%					
Employed at UCF more than 5 years	227	50.2%	30.0%	13.2%	6.6%					
Professors/ Associate Professors	130	43.8%	33.1%	14.6%	8.5%					
Assistant Professors	67	28.4%	49.3%	9.0%	13.4%					
Lecturers/ Adj. Prof./ Instructors	49	55.1%	26.5%	14.3%	4.1%					
Senior & Other Admin.	20	30.0%	55.0%		15.0%					
Employee of Color	75	25.3%	49.3%	20.0%	5.3%					
Not an Employee of Color	309	49.2%	31.7%	8.7%	10.4%					
	Staff Men	nbers								
Female	507	54.0%	32.9%	7.9%	5.1%					
Male	220	55.9%	30.9%	7.3%	5.9%					
Employed at UCF 5 years or less	415	53.7%	36.1%	5.8%	4.3%					
Employed at UCF more than 5 years	442	55.7%	28.7%	9.0%	6.6%					
A&P Employees	387	54.8%	31.8%	8.5%	4.9%					
USPS Employees	138	57.2%	32.6%	5.1%	5.1%					
Did not identify as A&P or USPS	332	53.6%	32.8%	7.2%	6.3%					
Employee of Color	233	45.1%	37.3%	12.4%	5.2%					
Not an Employee of Color	624	58.3%	30.4%	5.6%	5.6%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

Item 11: How welcoming is UCF to different groups? Undocumented students

How welcoming is UCF to different groups? Undocumented students	Respondents	Very/ Somewhat Welcoming	Don't know	Not very/ Not at all Welcoming	Don't know/ Not applicable**					
Faculty/Administrators										
Female	201	17.4%	54.7%	10.4%	17.4%					
Male	151	23.8%	58.3%	11.3%	6.6%					
Employed at UCF 5 years or less	157	12.7%	63.1%	9.6%	14.6%					
Employed at UCF more than 5 years	230	24.3%	52.2%	11.3%	12.2%					
Professors/ Associate Professors	131	22.1%	51.9%	12.2%	13.7%					
Assistant Professors	67	11.9%	65.7%	9.0%	13.4%					
Lecturers/ Adj. Prof./ Instructors	50	22.0%	60.0%	12.0%	6.0%					
Senior & Other Admin.	20	20.0%	55.0%	10.0%	15.0%					
Employee of Color	76	10.5%	69.7%	11.8%	7.9%					
Not an Employee of Color	311	21.9%	53.4%	10.3%	14.5%					
	Staff Men	nbers			-					
Female	508	28.1%	54.5%	8.7%	8.7%					
Male	220	30.9%	56.8%	3.2%	9.1%					
Employed at UCF 5 years or less	415	29.2%	57.6%	6.0%	7.2%					
Employed at UCF more than 5 years	444	28.2%	54.1%	7.2%	10.6%					
A&P Employees	390	30.3%	54.6%	7.9%	7.2%					
USPS Employees	138	26.1%	58.7%	2.9%	12.3%					
Did not identify as A&P or USPS	331	27.8%	55.9%	6.6%	9.7%					
Employee of Color	233	22.3%	62.2%	9.4%	6.0%					
Not an Employee of Color	626	31.0%	53.4%	5.6%	10.1%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

^{** &}quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

APPENDIX 4: Search Committee and Departmental Process - Responses to Key Survey Items by Faculty/Administrator and Staff Member Groups

Item 1: My search committee required a diverse pool of candidates.

My search committee required a diverse pool of candidates	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	aculty/Adminis	strators			
Female	99	87.9%	4.0%	7.1%	1.0%
Male	83	83.1%	2.4%	14.5%	
Employed at UCF 5 years or less	73	84.9%	4.1%	11.0%	
Employed at UCF more than 5 years	136	85.3%	2.9%	11.0%	0.7%
Professors/ Associate Professors	93	86.0%	1.1%	12.9%	
Assistant Professors	40	80.0%	2.5%	17.5%	
Lecturers/ Adj. Prof./ Instructors	29	82.8%	6.9%	10.3%	
Senior & Other Admin.	9	77.8%	11.1%	11.1%	
Employee of Color	40	85.0%	2.5%	10.0%	2.5%
Not an Employee of Color	169	85.2%	3.6%	11.2%	
	Staff Memb	ers		•	
	Not asked on si	urvey			

1 standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 2: My department has pipeline programs to attract diverse faculty.

97 82 72 133 92	15.5% 19.5% 15.3% 16.5% 19.6%	26.8% 35.4% 33.3% 29.3%	56.7% 41.5% 50.0% 51.1% 48.9%	1.0% 3.7% 1.4% 3.0%
82 72 133	19.5% 15.3% 16.5%	35.4% 33.3% 29.3%	41.5% 50.0% 51.1%	3.7% 1.4%
72 133	15.3% 16.5%	33.3% 29.3%	50.0% 51.1%	1.4%
133	16.5%	29.3%	51.1%	
				3.0%
92	19.6%	29.3%	49 00/	
			40.970	2.2%
40	15.0%	32.5%	52.5%	
29	13.8%	17.2%	62.1%	6.9%
8		50.0%	50.0%	
40	7.5%	25.0%	67.5%	
165	18.2%	32.1%	46.7%	3.0%
Staff Memb	ers			
	29 8 40 165	29 13.8% 8 40 7.5%	29 13.8% 17.2% 8 50.0% 40 7.5% 25.0% 165 18.2% 32.1%	29 13.8% 17.2% 62.1% 8 50.0% 50.0% 40 7.5% 25.0% 67.5% 165 18.2% 32.1% 46.7%

Not asked on survey

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 3: My department hosted events for future diverse faculty on our campus.

My department hosted events for future diverse faculty on our campus	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable			
Fa	aculty/Adminis	strators						
Female	97	13.4%	24.7%	54.6%	7.2%			
Male	83	20.5%	28.9%	45.8%	4.8%			
Employed at UCF 5 years or less	72	15.3%	30.6%	51.4%	2.8%			
Employed at UCF more than 5 years	134	18.7%	22.4%	51.5%	7.5%			
Professors/ Associate Professors	92	20.7%	21.7%	51.1%	6.5%			
Assistant Professors	40	17.5%	32.5%	47.5%	2.5%			
Lecturers/ Adj. Prof./ Instructors	29	10.3%	17.2%	62.1%	10.3%			
Senior & Other Admin.	8	12.5%	37.5%	50.0%				
Employee of Color	40	2.5%	20.0%	75.0%	2.5%			
Not an Employee of Color	166	21.1%	26.5%	45.8%	6.6%			
Staff Members								

Not asked on survey

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

APPENDIX 5: Campus Diversity Plan - Responses to Key Survey Items by Faculty/Administrator and Staff Member Groups

Item 1: Senior leadership establishes the campus vision for diversity.

Senior leadership establishes the campus vision for diversity	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable				
Faculty/Administrators									
Female	74	73.0%	10.8%	14.9%	1.4%				
Male	47	80.9%	8.5%	10.6%					
Employed at UCF 5 years or less	45	80.0%	8.9%	8.9%	2.2%				
Employed at UCF more than 5 years	90	73.3%	10.0%	16.7%					
Professors/ Associate Professors	47	70.2%	8.5%	21.3%					
Assistant Professors	21	81.0%	4.8%	14.3%					
Lecturers/ Adj. Prof./ Instructors	15	80.0%	20.0%						
Senior & Other Admin.	4	50.0%		50.0%					
Employee of Color	20	65.0%	5.0%	30.0%					
Not an Employee of Color	115	77.4%	10.4%	11.3%	0.9%				
	Staff Memb	ers			-				
Female	208	78.8%	13.5%	7.2%	0.5%				
Male	97	77.3%	14.4%	7.2%	1.0%				
Employed at UCF 5 years or less	170	72.4%	15.3%	12.4%					
Employed at UCF more than 5 years	191	78.0%	15.7%	5.2%	1.0%				
A&P Employees	158	75.3%	15.8%	8.9%					
USPS Employees	62	77.4%	12.9%	9.7%					
Did not identify as A&P or USPS	141	74.5%	16.3%	7.8%	1.4%				
Employee of Color	73	74.0%	13.7%	12.3%					
Not an Employee of Color	288	75.7%	16.0%	7.6%	0.7%				

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 2: Senior leadership creates a culture of accountability.

Senior leadership creates a culture of accountability	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
F	aculty/Adminis	strators			
Female	75	53.3%	12.0%	33.3%	1.3%
Male	47	46.8%	14.9%	38.3%	
Employed at UCF 5 years or less	45	51.1%	15.6%	31.1%	2.2%
Employed at UCF more than 5 years	91	48.4%	12.1%	39.6%	
Professors/ Associate Professors	47	44.7%	8.5%	46.8%	
Assistant Professors	21	38.1%	14.3%	47.6%	
Lecturers/ Adj. Prof./ Instructors	15	66.7%	13.3%	20.0%	
Senior & Other Admin.	4	50.0%	25.0%	25.0%	
Employee of Color	20	35.0%	15.0%	50.0%	
Not an Employee of Color	116	51.7%	12.9%	34.5%	0.9%
	Staff Memb	ers	-		
Female	209	66.5%	13.4%	19.6%	0.5%
Male	97	51.5%	16.5%	30.9%	1.0%
Employed at UCF 5 years or less	170	58.2%	17.1%	24.7%	
Employed at UCF more than 5 years	192	59.9%	13.5%	25.5%	1.0%
A&P Employees	159	54.1%	15.1%	30.8%	
USPS Employees	62	58.1%	17.7%	24.2%	
Did not identify as A&P or USPS	141	65.2%	14.2%	19.1%	1.4%
Employee of Color	73	56.2%	19.2%	24.7%	
Not an Employee of Color	289	59.9%	14.2%	25.3%	0.7%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 3: We have a way to effectively measure our departmental diversity success.

We have a way to effectively measure our departmental diversity success	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	aculty/Adminis	strators			
Female	74	27.0%	39.2%	31.1%	2.7%
Male	47	27.7%	42.6%	29.8%	
Employed at UCF 5 years or less	45	24.4%	42.2%	31.1%	2.2%
Employed at UCF more than 5 years	89	27.0%	38.2%	33.7%	1.1%
Professors/ Associate Professors	46	23.9%	34.8%	41.3%	
Assistant Professors	21	28.6%	33.3%	38.1%	
Lecturers/ Adj. Prof./ Instructors	15	33.3%	40.0%	26.7%	
Senior & Other Admin.	3	33.3%	33.3%	33.3%	
Employee of Color	19	10.5%	21.1%	68.4%	
Not an Employee of Color	115	28.7%	42.6%	27.0%	1.7%
	Staff Memb	ers			
Female	208	33.2%	52.4%	13.5%	1.0%
Male	97	21.6%	50.5%	26.8%	1.0%
Employed at UCF 5 years or less	170	31.8%	48.8%	18.8%	0.6%
Employed at UCF more than 5 years	191	25.7%	53.9%	18.8%	1.6%
A&P Employees	159	24.5%	50.9%	23.9%	0.6%
USPS Employees	61	31.1%	54.1%	14.8%	
Did not identify as A&P or USPS	141	31.9%	51.1%	14.9%	2.1%
Employee of Color	73	30.1%	46.6%	23.3%	
Not an Employee of Color	288	28.1%	52.8%	17.7%	1.4%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 4: There is adequate financial support to drive campus diversity efforts.

There is adequate financial support to drive campus diversity efforts	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
F	aculty/Adminis	strators			
Female	74	21.6%	33.8%	41.9%	2.7%
Male	47	19.1%	42.6%	36.2%	2.1%
Employed at UCF 5 years or less	45	20.0%	44.4%	33.3%	2.2%
Employed at UCF more than 5 years	90	20.0%	34.4%	43.3%	2.2%
Professors/ Associate Professors	47	17.0%	29.8%	51.1%	2.1%
Assistant Professors	21	14.3%	33.3%	52.4%	
Lecturers/ Adj. Prof./ Instructors	15	20.0%	26.7%	53.3%	
Senior & Other Admin.	3	33.3%	66.7%		
Employee of Color	19	10.5%	15.8%	73.7%	
Not an Employee of Color	116	21.6%	41.4%	34.5%	2.6%
	Staff Memb	ers			
Female	208	24.5%	51.0%	21.6%	2.9%
Male	95	25.3%	54.7%	17.9%	2.1%
Employed at UCF 5 years or less	169	26.6%	49.7%	21.3%	2.4%
Employed at UCF more than 5 years	190	21.1%	56.3%	18.9%	3.7%
A&P Employees	159	19.5%	50.3%	28.3%	1.9%
USPS Employees	61	31.1%	50.8%	14.8%	3.3%
Did not identify as A&P or USPS	139	25.2%	57.6%	12.9%	4.3%
Employee of Color	73	28.8%	41.1%	30.1%	
Not an Employee of Color	286	22.4%	56.3%	17.5%	3.8%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

APPENDIX 6: Personal Experiences of Discrimination, Bias or Harassment - Responses to Key Survey Items by Faculty/Administrator and Staff Member Groups

Item 1: Have you experienced/witnessed any of the following while employed here? Any Discrimination/bias/harassment

Have you experienced/witnessed any of the following while employed here? Any Discrimination/bias/harassment	Respondents	Endorsed
Faculty/Administrators		
Female	184	62.0%
Male	134	40.3%
Employed at UCF 5 years or less	134	47.8%
Employed at UCF more than 5 years	212	59.4%
Professors/ Associate Professors	119	63.9%
Assistant Professors	54	59.3%
Lecturers/ Adj. Prof./ Instructors	46	60.9%
Senior & Other Admin.	19	36.8%
Employee of Color	68	61.8%
Not an Employee of Color	278	53.2%
Staff Members		
Female	466	50.2%
Male	202	45.5%
Employed at UCF 5 years or less	363	39.9%
Employed at UCF more than 5 years	390	58.5%
A&P Employees	339	53.7%
USPS Employees	118	46.6%
Did not identify as A&P or USPS	296	45.9%
Employee of Color	210	60.0%
Not an Employee of Color	543	45.5%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 2: Have you experienced/witnessed any of the following while employed here? Bullying

Have you experienced/witnessed any of the following while employed here? Bullying	Respondents	Endorsed
Faculty/Administrators		
Female	184	43.5%
Male	134	27.6%
Employed at UCF 5 years or less	134	20.9%
Employed at UCF more than 5 years	212	47.6%
Professors/ Associate Professors	119	46.2%
Assistant Professors	54	29.6%
Lecturers/ Adj. Prof./ Instructors	46	43.5%
Senior & Other Admin.	19	15.8%
Employee of Color	68	27.9%
Not an Employee of Color	278	39.6%
Staff Members		
Female	466	42.1%
Male	202	29.7%
Employed at UCF 5 years or less	363	31.1%
Employed at UCF more than 5 years	390	47.7%
A&P Employees	339	45.4%
USPS Employees	118	33.1%
Did not identify as A&P or USPS	296	35.8%
Employee of Color	210	42.9%
Not an Employee of Color	543	38.5%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 3: Have you experienced/witnessed any of the following while employed here? No discrimination/bias/harassment experienced

Have you experienced/witnessed any of the following while employed here? No discrimination/bias/harassment experienced	Respondents	Endorsed
Faculty/Administrators		
Female	184	28.3%
Male	134	45.5%
Employed at UCF 5 years or less	134	45.5%
Employed at UCF more than 5 years	212	26.4%
Professors/ Associate Professors	119	23.5%
Assistant Professors	54	33.3%
Lecturers/ Adj. Prof./ Instructors	46	30.4%
Senior & Other Admin.	19	57.9%
Employee of Color	68	36.8%
Not an Employee of Color	278	33.1%
Staff Members		
Female	466	37.3%
Male	202	45.5%
Employed at UCF 5 years or less	363	49.0%
Employed at UCF more than 5 years	390	28.2%
A&P Employees	339	32.2%
USPS Employees	118	41.5%
Did not identify as A&P or USPS	296	43.9%
Employee of Color	210	30.5%
Not an Employee of Color	543	41.3%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 4: Have you experienced/witnessed any of the following while employed here? Retaliation

Have you experienced/witnessed any of the following while employed here? Retaliation	Respondents	Endorsed
Faculty/Administrators		
Female	184	15.8%
Male	134	12.7%
Employed at UCF 5 years or less	134	5.2%
Employed at UCF more than 5 years	212	22.2%
Professors/ Associate Professors	119	22.7%
Assistant Professors	54	5.6%
Lecturers/ Adj. Prof./ Instructors	46	21.7%
Senior & Other Admin.	19	5.3%
Employee of Color	68	19.1%
Not an Employee of Color	278	14.7%
Staff Members		
Female	466	17.2%
Male	202	15.8%
Employed at UCF 5 years or less	363	12.7%
Employed at UCF more than 5 years	390	24.4%
A&P Employees	339	19.8%
USPS Employees	118	20.3%
Did not identify as A&P or USPS	296	16.9%
Employee of Color	210	23.8%
Not an Employee of Color	543	16.8%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 5: Have you experienced/witnessed any of the following while employed here? An illegal activity

Have you experienced/witnessed any of the following while employed here? An illegal activity	Respondents	Endorsed
Faculty/Administrators		
Female	184	10.9%
Male	134	14.2%
Employed at UCF 5 years or less	134	3.0%
Employed at UCF more than 5 years	212	18.4%
Professors/ Associate Professors	119	18.5%
Assistant Professors	54	
Lecturers/ Adj. Prof./ Instructors	46	17.4%
Senior & Other Admin.	19	5.3%
Employee of Color	68	11.8%
Not an Employee of Color	278	12.6%
Staff Members		
Female	466	11.8%
Male	202	11.4%
Employed at UCF 5 years or less	363	8.0%
Employed at UCF more than 5 years	390	16.4%
A&P Employees	339	15.0%
USPS Employees	118	12.7%
Did not identify as A&P or USPS	296	9.1%
Employee of Color	210	10.5%
Not an Employee of Color	543	13.1%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 6: Have you experienced/witnessed any of the following while employed here? Sexual harassment

Have you experienced/witnessed any of the following while employed here? Sexual harassment	Respondents	Endorsed
Faculty/Administrators		
Female	184	19.6%
Male	134	9.0%
Employed at UCF 5 years or less	134	11.2%
Employed at UCF more than 5 years	212	17.5%
Professors/ Associate Professors	119	16.8%
Assistant Professors	54	14.8%
Lecturers/ Adj. Prof./ Instructors	46	17.4%
Senior & Other Admin.	19	10.5%
Employee of Color	68	16.2%
Not an Employee of Color	278	14.7%
Staff Members		
Female	466	9.0%
Male	202	7.4%
Employed at UCF 5 years or less	363	4.7%
Employed at UCF more than 5 years	390	12.3%
A&P Employees	339	8.3%
USPS Employees	118	7.6%
Did not identify as A&P or USPS	296	9.5%
Employee of Color	210	7.6%
Not an Employee of Color	543	9.0%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 7: Have you experienced/witnessed any of the following while employed here? Stalking

Have you experienced/witnessed any of the following while employed here? Stalking	Respondents	Endorsed
Faculty/Administrators		
Female	184	11.4%
Male	134	7.5%
Employed at UCF 5 years or less	134	5.2%
Employed at UCF more than 5 years	212	12.3%
Professors/ Associate Professors	119	5.0%
Assistant Professors	54	11.1%
Lecturers/ Adj. Prof./ Instructors	46	17.4%
Senior & Other Admin.	19	15.8%
Employee of Color	68	7.4%
Not an Employee of Color	278	10.1%
Staff Members		
Female	466	7.1%
Male	202	7.9%
Employed at UCF 5 years or less	363	5.0%
Employed at UCF more than 5 years	390	10.3%
A&P Employees	339	9.1%
USPS Employees	118	8.5%
Did not identify as A&P or USPS	296	5.7%
Employee of Color	210	10.0%
Not an Employee of Color	543	6.8%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 8: Have you experienced/witnessed any of the following while employed here? Relationship violence

Have you experienced/witnessed any of the following while employed here? Relationship violence	Respondents	Endorsed
Faculty/Administrators		
Female	184	4.3%
Male	134	2.2%
Employed at UCF 5 years or less	134	3.0%
Employed at UCF more than 5 years	212	4.2%
Professors/ Associate Professors	119	3.4%
Assistant Professors	54	3.7%
Lecturers/ Adj. Prof./ Instructors	46	
Senior & Other Admin.	19	5.3%
Employee of Color	68	2.9%
Not an Employee of Color	278	4.0%
Staff Members		
Female	466	2.4%
Male	202	4.5%
Employed at UCF 5 years or less	363	2.5%
Employed at UCF more than 5 years	390	3.8%
A&P Employees	339	4.1%
USPS Employees	118	1.7%
Did not identify as A&P or USPS	296	2.7%
Employee of Color	210	2.9%
Not an Employee of Color	543	3.3%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 9: Have you experienced/witnessed any of the following while employed here? Sexual assault

Have you experienced/witnessed any of the following while employed here? Sexual assault	Respondents	Endorsed
Faculty/Administrators		
Female	184	3.3%
Male	134	1.5%
Employed at UCF 5 years or less	134	2.2%
Employed at UCF more than 5 years	212	2.8%
Professors/ Associate Professors	119	2.5%
Assistant Professors	54	5.6%
Lecturers/ Adj. Prof./ Instructors	46	
Senior & Other Admin.	19	5.3%
Employee of Color	68	5.9%
Not an Employee of Color	278	1.8%
Staff Members		
Female	466	1.7%
Male	202	5.4%
Employed at UCF 5 years or less	363	2.5%
Employed at UCF more than 5 years	390	2.6%
A&P Employees	339	2.7%
USPS Employees	118	0.8%
Did not identify as A&P or USPS	296	3.0%
Employee of Color	210	3.3%
Not an Employee of Color	543	2.2%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 10: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on gender

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on gender	Respondents	Endorsed
Faculty/Administrators		
Female	184	42.4%
Male	134	20.1%
Employed at UCF 5 years or less	134	28.4%
Employed at UCF more than 5 years	212	36.8%
Professors/ Associate Professors	119	40.3%
Assistant Professors	54	38.9%
Lecturers/ Adj. Prof./ Instructors	46	34.8%
Senior & Other Admin.	19	21.1%
Employee of Color	68	29.4%
Not an Employee of Color	278	34.5%
Staff Members		
Female	466	26.4%
Male	202	20.8%
Employed at UCF 5 years or less	363	17.9%
Employed at UCF more than 5 years	390	31.8%
A&P Employees	339	31.6%
USPS Employees	118	15.3%
Did not identify as A&P or USPS	296	21.6%
Employee of Color	210	30.0%
Not an Employee of Color	543	23.2%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 11: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on race/ethnicity

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on race/ethnicity	Respondents	Endorsed
Faculty/Administrators		
Female	184	31.5%
Male	134	15.7%
Employed at UCF 5 years or less	134	19.4%
Employed at UCF more than 5 years	212	29.7%
Professors/ Associate Professors	119	25.2%
Assistant Professors	54	29.6%
Lecturers/ Adj. Prof./ Instructors	46	34.8%
Senior & Other Admin.	19	10.5%
Employee of Color	68	48.5%
Not an Employee of Color	278	20.1%
Staff Members		
Female	466	26.6%
Male	202	25.2%
Employed at UCF 5 years or less	363	19.3%
Employed at UCF more than 5 years	390	33.3%
A&P Employees	339	28.3%
USPS Employees	118	22.9%
Did not identify as A&P or USPS	296	26.0%
Employee of Color	210	46.2%
Not an Employee of Color	543	19.0%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 12: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on age

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on age	Respondents	Endorsed
Faculty/Administrators		
Female	184	21.2%
Male	134	11.2%
Employed at UCF 5 years or less	134	11.9%
Employed at UCF more than 5 years	212	21.2%
Professors/ Associate Professors	119	21.8%
Assistant Professors	54	18.5%
Lecturers/ Adj. Prof./ Instructors	46	15.2%
Senior & Other Admin.	19	10.5%
Employee of Color	68	17.6%
Not an Employee of Color	278	17.6%
Staff Members		
Female	466	21.5%
Male	202	20.8%
Employed at UCF 5 years or less	363	15.2%
Employed at UCF more than 5 years	390	26.7%
A&P Employees	339	21.5%
USPS Employees	118	20.3%
Did not identify as A&P or USPS	296	20.9%
Employee of Color	210	23.8%
Not an Employee of Color	543	20.1%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 13: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	Respondents	Endorsed
Faculty/Administrators		
Female	184	23.4%
Male	134	13.4%
Employed at UCF 5 years or less	134	14.9%
Employed at UCF more than 5 years	212	21.7%
Professors/ Associate Professors	119	20.2%
Assistant Professors	54	24.1%
Lecturers/ Adj. Prof./ Instructors	46	21.7%
Senior & Other Admin.	19	15.8%
Employee of Color	68	27.9%
Not an Employee of Color	278	16.9%
Staff Members		
Female	466	18.7%
Male	202	16.8%
Employed at UCF 5 years or less	363	11.8%
Employed at UCF more than 5 years	390	23.8%
A&P Employees	339	20.4%
USPS Employees	118	13.6%
Did not identify as A&P or USPS	296	17.2%
Employee of Color	210	27.1%
Not an Employee of Color	543	14.5%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 14: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on political views/affiliations

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on political views/affiliations	Respondents	Endorsed
Faculty/Administrators		
Female	184	16.8%
Male	134	19.4%
Employed at UCF 5 years or less	134	12.7%
Employed at UCF more than 5 years	212	21.2%
Professors/ Associate Professors	119	18.5%
Assistant Professors	54	24.1%
Lecturers/ Adj. Prof./ Instructors	46	15.2%
Senior & Other Admin.	19	10.5%
Employee of Color	68	19.1%
Not an Employee of Color	278	17.6%
Staff Members		
Female	466	11.8%
Male	202	15.8%
Employed at UCF 5 years or less	363	11.3%
Employed at UCF more than 5 years	390	16.7%
A&P Employees	339	13.9%
USPS Employees	118	15.3%
Did not identify as A&P or USPS	296	13.9%
Employee of Color	210	12.4%
Not an Employee of Color	543	14.7%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 15: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on religion/non-religion/worldview/spiritual affiliation

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on religion/non- religion/worldview/spiritual affiliation	Respondents	Endorsed
Faculty/Administrators		
Female	184	17.9%
Male	134	9.7%
Employed at UCF 5 years or less	134	13.4%
Employed at UCF more than 5 years	212	16.5%
Professors/ Associate Professors	119	12.6%
Assistant Professors	54	20.4%
Lecturers/ Adj. Prof./ Instructors	46	13.0%
Senior & Other Admin.	19	15.8%
Employee of Color	68	14.7%
Not an Employee of Color	278	15.5%
Staff Members		
Female	466	11.8%
Male	202	14.4%
Employed at UCF 5 years or less	363	8.8%
Employed at UCF more than 5 years	390	15.4%
A&P Employees	339	12.7%
USPS Employees	118	12.7%
Did not identify as A&P or USPS	296	11.5%
Employee of Color	210	13.8%
Not an Employee of Color	543	11.6%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 16: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on national origin

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on national origin	Respondents	Endorsed
Faculty/Administrators		
Female	184	13.0%
Male	134	12.7%
Employed at UCF 5 years or less	134	10.4%
Employed at UCF more than 5 years	212	15.6%
Professors/ Associate Professors	119	13.4%
Assistant Professors	54	16.7%
Lecturers/ Adj. Prof./ Instructors	46	19.6%
Senior & Other Admin.	19	10.5%
Employee of Color	68	23.5%
Not an Employee of Color	278	11.2%
Staff Members		
Female	466	7.9%
Male	202	9.4%
Employed at UCF 5 years or less	363	5.8%
Employed at UCF more than 5 years	390	10.8%
A&P Employees	339	11.2%
USPS Employees	118	5.9%
Did not identify as A&P or USPS	296	6.1%
Employee of Color	210	14.3%
Not an Employee of Color	543	6.1%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 17: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on gender identity/expression

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on gender identity/expression	Respondents	Endorsed
Faculty/Administrators		
Female	184	13.6%
Male	134	6.7%
Employed at UCF 5 years or less	134	8.2%
Employed at UCF more than 5 years	212	12.7%
Professors/ Associate Professors	119	8.4%
Assistant Professors	54	13.0%
Lecturers/ Adj. Prof./ Instructors	46	15.2%
Senior & Other Admin.	19	5.3%
Employee of Color	68	20.6%
Not an Employee of Color	278	8.6%
Staff Members		
Female	466	9.0%
Male	202	12.9%
Employed at UCF 5 years or less	363	7.7%
Employed at UCF more than 5 years	390	12.3%
A&P Employees	339	11.5%
USPS Employees	118	5.1%
Did not identify as A&P or USPS	296	10.5%
Employee of Color	210	11.9%
Not an Employee of Color	543	9.4%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 18: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on a medical condition or illness

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on a medical condition or illness	Respondents	Endorsed
Faculty/Administrators		
Female	184	13.0%
Male	134	3.7%
Employed at UCF 5 years or less	134	6.7%
Employed at UCF more than 5 years	212	10.8%
Professors/ Associate Professors	119	11.8%
Assistant Professors	54	11.1%
Lecturers/ Adj. Prof./ Instructors	46	4.3%
Senior & Other Admin.	19	
Employee of Color	68	11.8%
Not an Employee of Color	278	8.6%
Staff Members	•	
Female	466	12.0%
Male	202	12.9%
Employed at UCF 5 years or less	363	8.3%
Employed at UCF more than 5 years	390	16.2%
A&P Employees	339	12.4%
USPS Employees	118	16.9%
Did not identify as A&P or USPS	296	10.5%
Employee of Color	210	12.4%
Not an Employee of Color	543	12.3%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 19: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on sexual identity/orientation

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on sexual identity/orientation	Respondents	Endorsed
Faculty/Administrators		
Female	184	9.8%
Male	134	6.7%
Employed at UCF 5 years or less	134	5.2%
Employed at UCF more than 5 years	212	10.8%
Professors/ Associate Professors	119	7.6%
Assistant Professors	54	11.1%
Lecturers/ Adj. Prof./ Instructors	46	10.9%
Senior & Other Admin.	19	5.3%
Employee of Color	68	10.3%
Not an Employee of Color	278	8.3%
Staff Members		
Female	466	8.4%
Male	202	12.9%
Employed at UCF 5 years or less	363	6.6%
Employed at UCF more than 5 years	390	13.1%
A&P Employees	339	10.6%
USPS Employees	118	9.3%
Did not identify as A&P or USPS	296	9.5%
Employee of Color	210	10.5%
Not an Employee of Color	543	9.8%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 20: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on socioeconomic status

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on socioeconomic status	Respondents	Endorsed
Faculty/Administrators		
Female	184	9.8%
Male	134	7.5%
Employed at UCF 5 years or less	134	9.7%
Employed at UCF more than 5 years	212	8.0%
Professors/ Associate Professors	119	7.6%
Assistant Professors	54	13.0%
Lecturers/ Adj. Prof./ Instructors	46	6.5%
Senior & Other Admin.	19	10.5%
Employee of Color	68	13.2%
Not an Employee of Color	278	7.6%
Staff Members		
Female	466	8.6%
Male	202	8.4%
Employed at UCF 5 years or less	363	5.2%
Employed at UCF more than 5 years	390	12.3%
A&P Employees	339	9.4%
USPS Employees	118	8.5%
Did not identify as A&P or USPS	296	8.4%
Employee of Color	210	12.9%
Not an Employee of Color	543	7.4%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 21: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on pregnancy

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on pregnancy	Respondents	Endorsed
Faculty/Administrators		
Female	184	14.7%
Male	134	6.0%
Employed at UCF 5 years or less	134	6.7%
Employed at UCF more than 5 years	212	13.2%
Professors/ Associate Professors	119	17.6%
Assistant Professors	54	14.8%
Lecturers/ Adj. Prof./ Instructors	46	4.3%
Senior & Other Admin.	19	
Employee of Color	68	13.2%
Not an Employee of Color	278	10.1%
Staff Members		
Female	466	6.4%
Male	202	6.4%
Employed at UCF 5 years or less	363	4.1%
Employed at UCF more than 5 years	390	7.9%
A&P Employees	339	8.6%
USPS Employees	118	3.4%
Did not identify as A&P or USPS	296	4.4%
Employee of Color	210	8.1%
Not an Employee of Color	543	5.3%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 22 Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on disability

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on disability	Respondents	Endorsed
Faculty/Administrators		
Female	184	9.8%
Male	134	4.5%
Employed at UCF 5 years or less	134	6.7%
Employed at UCF more than 5 years	212	8.5%
Professors/ Associate Professors	119	5.9%
Assistant Professors	54	9.3%
Lecturers/ Adj. Prof./ Instructors	46	2.2%
Senior & Other Admin.	19	
Employee of Color	68	8.8%
Not an Employee of Color	278	7.6%
Staff Members		
Female	466	7.5%
Male	202	10.4%
Employed at UCF 5 years or less	363	6.3%
Employed at UCF more than 5 years	390	10.3%
A&P Employees	339	8.6%
USPS Employees	118	7.6%
Did not identify as A&P or USPS	296	8.4%
Employee of Color	210	7.1%
Not an Employee of Color	543	8.8%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 23: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on parental status

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on parental status	Respondents	Endorsed				
Faculty/Administrators						
Female	184	11.4%				
Male	134	5.2%				
Employed at UCF 5 years or less	134	6.7%				
Employed at UCF more than 5 years	212	10.8%				
Professors/ Associate Professors	119	13.4%				
Assistant Professors	54	16.7%				
Lecturers/ Adj. Prof./ Instructors	46	2.2%				
Senior & Other Admin.	19					
Employee of Color	68	14.7%				
Not an Employee of Color	278	7.9%				
Staff Members						
Female	466	7.5%				
Male	202	4.5%				
Employed at UCF 5 years or less	363	4.7%				
Employed at UCF more than 5 years	390	8.2%				
A&P Employees	339	8.0%				
USPS Employees	118	5.1%				
Did not identify as A&P or USPS	296	5.4%				
Employee of Color	210	9.0%				
Not an Employee of Color	543	5.5%				

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 24: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on marital status

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on marital status	Respondents	Endorsed					
Faculty/Administrators	Faculty/Administrators						
Female	184	10.9%					
Male	134	4.5%					
Employed at UCF 5 years or less	134	9.7%					
Employed at UCF more than 5 years	212	7.5%					
Professors/ Associate Professors	119	10.1%					
Assistant Professors	54	16.7%					
Lecturers/ Adj. Prof./ Instructors	46	2.2%					
Senior & Other Admin.	19	5.3%					
Employee of Color	68	13.2%					
Not an Employee of Color	278	7.2%					
Staff Members							
Female	466	6.4%					
Male	202	5.0%					
Employed at UCF 5 years or less	363	3.0%					
Employed at UCF more than 5 years	390	9.0%					
A&P Employees	339	7.1%					
USPS Employees	118	1.7%					
Did not identify as A&P or USPS	296	6.8%					
Employee of Color	210	8.1%					
Not an Employee of Color	543	5.3%					

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 25: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on veteran status

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on veteran status	Respondents	Endorsed
Faculty/Administrators		
Female	184	2.2%
Male	134	1.5%
Employed at UCF 5 years or less	134	0.7%
Employed at UCF more than 5 years	212	2.4%
Professors/ Associate Professors	119	1.7%
Assistant Professors	54	1.9%
Lecturers/ Adj. Prof./ Instructors	46	
Senior & Other Admin.	19	
Employee of Color	68	1.5%
Not an Employee of Color	278	1.8%
Staff Members		
Female	466	1.5%
Male	202	2.5%
Employed at UCF 5 years or less	363	1.9%
Employed at UCF more than 5 years	390	2.1%
A&P Employees	339	2.1%
USPS Employees	118	3.4%
Did not identify as A&P or USPS	296	1.4%
Employee of Color	210	1.9%
Not an Employee of Color	543	2.0%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 26: Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on genetic information

Have you experienced/witnessed any of the following while employed here? Discrimination/bias/harassment based on genetic information	Respondents	Endorsed
Faculty/Administrators		
Female	184	
Male	134	
Employed at UCF 5 years or less	134	
Employed at UCF more than 5 years	212	0.5%
Professors/ Associate Professors	119	
Assistant Professors	54	
Lecturers/ Adj. Prof./ Instructors	46	
Senior & Other Admin.	19	5.3%
Employee of Color	68	1.5%
Not an Employee of Color	278	
Staff Members		
Female	466	0.4%
Male	202	
Employed at UCF 5 years or less	363	0.3%
Employed at UCF more than 5 years	390	0.3%
A&P Employees	339	0.3%
USPS Employees	118	0.8%
Did not identify as A&P or USPS	296	
Employee of Color	210	0.5%
Not an Employee of Color	543	0.2%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

APPENDIX 7: Safety on Campus and in the Surrounding Community - Responses to Key Survey Items by Faculty/Administrator and Staff Member Groups

Item 1: I feel safe on campus.

I feel safe on campus	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	aculty/Adminis	strators			
Female	202	83.2%	4.0%	11.9%	1.0%
Male	150	96.7%	2.7%	0.7%	
Employed at UCF 5 years or less	151	90.7%	3.3%	4.6%	1.3%
Employed at UCF more than 5 years	224	86.6%	3.1%	9.8%	0.4%
Professors/ Associate Professors	125	89.6%	3.2%	7.2%	
Assistant Professors	64	95.3%	3.1%	1.6%	
Lecturers/ Adj. Prof./ Instructors	50	94.0%		6.0%	
Senior & Other Admin.	21	76.2%	9.5%	4.8%	9.5%
Employee of Color	75	89.3%	1.3%	8.0%	1.3%
Not an Employee of Color	300	88.0%	3.7%	7.7%	0.7%
	Staff Memb	ers		-	-
Female	516	89.9%	2.7%	6.6%	0.8%
Male	222	94.6%	1.8%	2.7%	0.9%
Employed at UCF 5 years or less	400	91.5%	2.3%	5.5%	0.8%
Employed at UCF more than 5 years	411	90.3%	3.2%	5.8%	0.7%
A&P Employees	366	92.1%	1.9%	5.5%	0.5%
USPS Employees	123	90.2%	2.4%	6.5%	0.8%
Did not identify as A&P or USPS	322	89.8%	3.7%	5.6%	0.9%
Employee of Color	218	84.9%	3.7%	9.6%	1.8%
Not an Employee of Color	593	93.1%	2.4%	4.2%	0.3%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 2: I feel safe off campus.

I feel safe off campus	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
F	aculty/Adminis	strators			
Female	202	81.2%	7.4%	8.4%	3.0%
Male	150	92.0%	5.3%	2.7%	
Employed at UCF 5 years or less	151	81.5%	8.6%	7.9%	2.0%
Employed at UCF more than 5 years	224	87.5%	4.9%	5.8%	1.8%
Professors/ Associate Professors	125	88.8%	5.6%	4.8%	0.8%
Assistant Professors	64	85.9%	3.1%	7.8%	3.1%
Lecturers/ Adj. Prof./ Instructors	50	92.0%	6.0%	2.0%	
Senior & Other Admin.	21	71.4%	14.3%	9.5%	4.8%
Employee of Color	75	84.0%	8.0%	6.7%	1.3%
Not an Employee of Color	300	85.3%	6.0%	6.7%	2.0%
	Staff Memb	ers			
Female	512	81.1%	7.8%	9.0%	2.1%
Male	222	88.7%	6.3%	4.1%	0.9%
Employed at UCF 5 years or less	397	84.9%	7.1%	6.3%	1.8%
Employed at UCF more than 5 years	410	82.7%	6.3%	8.8%	2.2%
A&P Employees	367	84.5%	6.8%	7.4%	1.4%
USPS Employees	121	77.7%	5.8%	12.4%	4.1%
Did not identify as A&P or USPS	319	85.3%	6.9%	6.0%	1.9%
Employee of Color	217	77.4%	7.8%	11.5%	3.2%
Not an Employee of Color	590	86.1%	6.3%	6.1%	1.5%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 3: My family feels I am safe off campus.

My family feels I am safe off campus	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	aculty/Adminis	strators			
Female	202	74.3%	11.4%	4.0%	10.4%
Male	149	84.6%	10.1%	2.7%	2.7%
Employed at UCF 5 years or less	151	75.5%	11.9%	3.3%	9.3%
Employed at UCF more than 5 years	223	79.4%	9.9%	4.0%	6.7%
Professors/ Associate Professors	125	82.4%	11.2%	1.6%	4.8%
Assistant Professors	64	73.4%	7.8%	6.3%	12.5%
Lecturers/ Adj. Prof./ Instructors	50	80.0%	6.0%	6.0%	8.0%
Senior & Other Admin.	21	81.0%	9.5%		9.5%
Employee of Color	75	73.3%	9.3%	5.3%	12.0%
Not an Employee of Color	299	78.9%	11.0%	3.3%	6.7%
	Staff Memb	ers			
Female	512	72.1%	14.5%	6.4%	7.0%
Male	222	77.5%	13.5%	3.6%	5.4%
Employed at UCF 5 years or less	397	75.8%	13.9%	3.3%	7.1%
Employed at UCF more than 5 years	410	70.2%	15.6%	7.6%	6.6%
A&P Employees	367	73.8%	14.2%	5.4%	6.5%
USPS Employees	121	67.8%	18.2%	5.8%	8.3%
Did not identify as A&P or USPS	319	74.0%	14.1%	5.3%	6.6%
Employee of Color	218	67.0%	18.3%	6.0%	8.7%
Not an Employee of Color	589	75.2%	13.4%	5.3%	6.1%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 4: My family feels I am safe on campus.

My family feels I am safe on campus	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	aculty/Adminis	strators			
Female	201	71.1%	10.4%	8.5%	10.0%
Male	150	86.7%	7.3%	2.7%	3.3%
Employed at UCF 5 years or less	151	78.1%	9.3%	2.6%	9.9%
Employed at UCF more than 5 years	223	76.7%	9.0%	8.1%	6.3%
Professors/ Associate Professors	124	80.6%	10.5%	4.0%	4.8%
Assistant Professors	64	81.3%	6.3%	1.6%	10.9%
Lecturers/ Adj. Prof./ Instructors	50	84.0%	4.0%	4.0%	8.0%
Senior & Other Admin.	21	81.0%	4.8%	4.8%	9.5%
Employee of Color	74	70.3%	10.8%	4.1%	14.9%
Not an Employee of Color	300	79.0%	8.7%	6.3%	6.0%
	Staff Memb	ers		7	
Female	515	77.3%	12.2%	4.1%	6.4%
Male	221	80.5%	11.3%	2.3%	5.9%
Employed at UCF 5 years or less	399	79.4%	11.3%	2.8%	6.5%
Employed at UCF more than 5 years	410	74.6%	13.7%	5.4%	6.3%
A&P Employees	366	80.3%	9.8%	4.1%	5.7%
USPS Employees	122	69.7%	21.3%	3.3%	5.7%
Did not identify as A&P or USPS	321	76.0%	12.1%	4.4%	7.5%
Employee of Color	216	72.7%	14.4%	5.6%	7.4%
Not an Employee of Color	593	78.6%	11.8%	3.5%	6.1%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 5: Employees are supportive of other employees who have experienced incidences of EMOTIONAL confrontation.

Employees are supportive of other employees who have experienced incidences of EMOTIONAL confrontation	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	aculty/Adminis	strators			
Female	199	51.3%	32.7%	14.1%	2.0%
Male	150	60.7%	30.7%	5.3%	3.3%
Employed at UCF 5 years or less	150	48.7%	40.7%	8.0%	2.7%
Employed at UCF more than 5 years	221	57.5%	27.6%	12.2%	2.7%
Professors/ Associate Professors	123	57.7%	28.5%	13.0%	0.8%
Assistant Professors	63	50.8%	41.3%	4.8%	3.2%
Lecturers/ Adj. Prof./ Instructors	50	66.0%	18.0%	12.0%	4.0%
Senior & Other Admin.	21	52.4%	38.1%	4.8%	4.8%
Employee of Color	74	37.8%	44.6%	13.5%	4.1%
Not an Employee of Color	297	57.9%	30.0%	9.8%	2.4%
	Staff Memb	ers	2		2
Female	514	55.8%	31.9%	8.4%	3.9%
Male	222	60.8%	27.9%	7.7%	3.6%
Employed at UCF 5 years or less	398	52.8%	36.2%	6.5%	4.5%
Employed at UCF more than 5 years	407	59.5%	27.8%	10.1%	2.7%
A&P Employees	365	55.6%	31.5%	9.3%	3.6%
USPS Employees	121	51.2%	32.2%	12.4%	4.1%
Did not identify as A&P or USPS	319	58.6%	32.3%	5.6%	3.4%
Employee of Color	215	45.6%	37.2%	13.5%	3.7%
Not an Employee of Color	590	60.0%	30.0%	6.4%	3.6%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 6: Employees are supportive of other employees who have experienced incidences of PHYSICAL confrontation.

Employees are supportive of other employees who have experienced incidences of PHYSICAL confrontation	Respondents	Strongly Agree/ Agree	Don't know	Strongly Disagree/ Disagree	Not applicable
Fa	aculty/Adminis	strators			
Female	200	48.5%	41.0%	8.0%	2.5%
Male	150	61.3%	32.0%	2.7%	4.0%
Employed at UCF 5 years or less	150	48.7%	45.3%	3.3%	2.7%
Employed at UCF more than 5 years	222	55.4%	34.2%	6.8%	3.6%
Professors/ Associate Professors	123	60.2%	30.1%	7.3%	2.4%
Assistant Professors	63	49.2%	44.4%	3.2%	3.2%
Lecturers/ Adj. Prof./ Instructors	50	60.0%	32.0%	4.0%	4.0%
Senior & Other Admin.	21	42.9%	52.4%		4.8%
Employee of Color	75	40.0%	48.0%	8.0%	4.0%
Not an Employee of Color	297	55.9%	36.4%	4.7%	3.0%
	Staff Memb	ers			2
Female	513	55.2%	35.7%	5.3%	3.9%
Male	222	59.5%	32.9%	3.2%	4.5%
Employed at UCF 5 years or less	397	51.9%	39.0%	3.8%	5.3%
Employed at UCF more than 5 years	409	59.2%	33.3%	4.6%	2.9%
A&P Employees	364	56.6%	35.7%	3.6%	4.1%
USPS Employees	121	52.1%	37.2%	5.8%	5.0%
Did not identify as A&P or USPS	321	55.8%	36.1%	4.4%	3.7%
Employee of Color	216	47.7%	41.2%	6.9%	4.2%
Not an Employee of Color	590	58.5%	34.2%	3.2%	4.1%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 7: Which of the following safety measures must exist on campus in order for you to feel safe? Ability to anonymously report concerns about a student or employee

Which of the following safety measures must exist on campus in order for you to feel safe? Ability to anonymously report concerns about a student or employee	Respondents	Endorsed
Faculty/Administrators		
Female	199	90.5%
Male	146	82.9%
Employed at UCF 5 years or less	147	88.4%
Employed at UCF more than 5 years	219	85.4%
Professors/ Associate Professors	120	86.7%
Assistant Professors	64	82.8%
Lecturers/ Adj. Prof./ Instructors	50	84.0%
Senior & Other Admin.	19	89.5%
Employee of Color	73	87.7%
Not an Employee of Color	293	86.3%
Staff Members		
Female	510	83.7%
Male	207	86.0%
Employed at UCF 5 years or less	381	85.0%
Employed at UCF more than 5 years	405	83.2%
A&P Employees	362	87.0%
USPS Employees	118	78.8%
Did not identify as A&P or USPS	306	82.7%
Employee of Color	214	81.8%
Not an Employee of Color	572	85.0%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 8: Which of the following safety measures must exist on campus in order for you to feel safe? Parking lot lighting

Which of the following safety measures must exist on campus in order for you to feel safe? Parking lot lighting	Respondents	Endorsed
Faculty/Administrators		
Female	199	87.9%
Male	146	78.8%
Employed at UCF 5 years or less	147	86.4%
Employed at UCF more than 5 years	219	81.3%
Professors/ Associate Professors	120	82.5%
Assistant Professors	64	82.8%
Lecturers/ Adj. Prof./ Instructors	50	76.0%
Senior & Other Admin.	19	78.9%
Employee of Color	73	78.1%
Not an Employee of Color	293	84.6%
Staff Members		
Female	510	84.1%
Male	207	83.6%
Employed at UCF 5 years or less	381	83.5%
Employed at UCF more than 5 years	405	85.7%
A&P Employees	362	85.6%
USPS Employees	118	83.1%
Did not identify as A&P or USPS	306	84.0%
Employee of Color	214	76.6%
Not an Employee of Color	572	87.6%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 9: Which of the following safety measures must exist on campus in order for you to feel safe? Walkway lighting

Which of the following safety measures must exist on campus in order for you to feel safe? Walkway lighting	Respondents	Endorsed		
Faculty/Administrators				
Female	199	83.4%		
Male	146	76.0%		
Employed at UCF 5 years or less	147	78.9%		
Employed at UCF more than 5 years	219	79.5%		
Professors/ Associate Professors	120	75.0%		
Assistant Professors	64	79.7%		
Lecturers/ Adj. Prof./ Instructors	50	78.0%		
Senior & Other Admin.	19	73.7%		
Employee of Color	73	75.3%		
Not an Employee of Color	293	80.2%		
Staff Members				
Female	510	82.0%		
Male	207	80.2%		
Employed at UCF 5 years or less	381	83.2%		
Employed at UCF more than 5 years	405	80.7%		
A&P Employees	362	83.7%		
USPS Employees	118	78.8%		
Did not identify as A&P or USPS	306	81.0%		
Employee of Color	214	77.6%		
Not an Employee of Color	572	83.6%		

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 10: Which of the following safety measures must exist on campus in order for you to feel safe? Street lighting

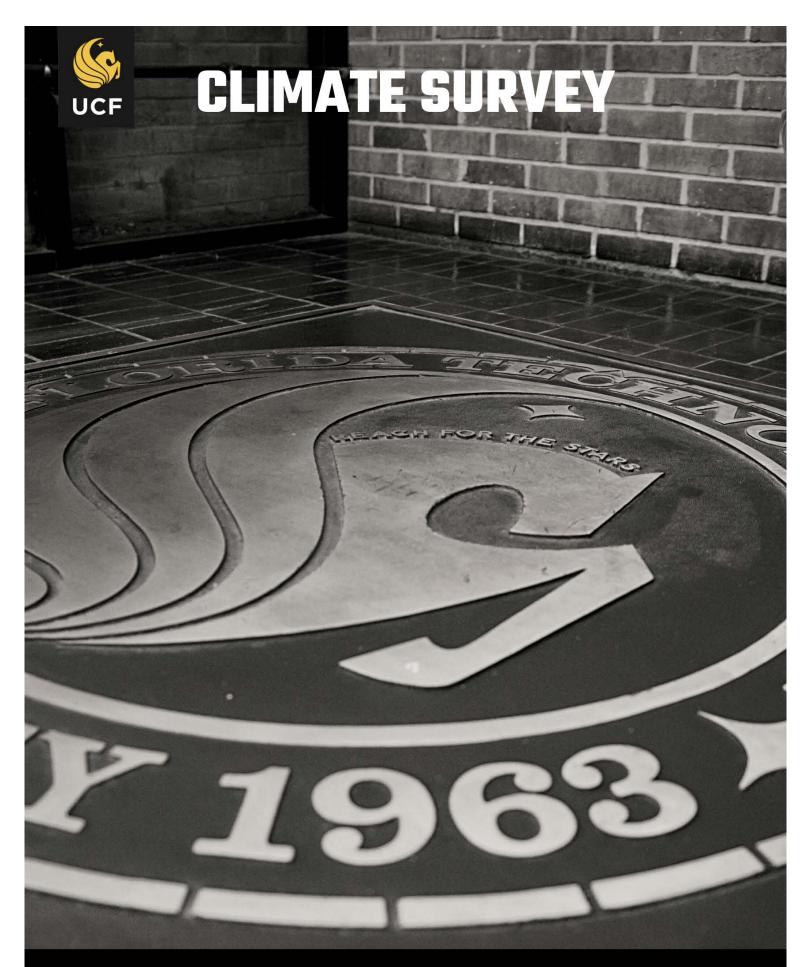
Which of the following safety measures must exist on campus in order for you to feel safe? Street lighting	Respondents	Endorsed
Faculty/Administrators		
Female	199	78.4%
Male	146	73.3%
Employed at UCF 5 years or less	147	78.2%
Employed at UCF more than 5 years	219	73.5%
Professors/ Associate Professors	120	69.2%
Assistant Professors	64	78.1%
Lecturers/ Adj. Prof./ Instructors	50	74.0%
Senior & Other Admin.	19	84.2%
Employee of Color	73	72.6%
Not an Employee of Color	293	76.1%
Staff Members		
Female	510	75.3%
Male	207	81.6%
Employed at UCF 5 years or less	381	76.9%
Employed at UCF more than 5 years	405	76.5%
A&P Employees	362	78.2%
USPS Employees	118	72.0%
Did not identify as A&P or USPS	306	76.8%
Employee of Color	214	70.1%
Not an Employee of Color	572	79.2%

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups

Item 11: Which of the following safety measures must exist on campus in order for you to feel safe? Maintenance of improperly working safety items (lightbulbs, call boxes, etc.)

Which of the following safety measures must exist on campus in order for you to feel safe? Maintenance of improperly working safety items (lightbulbs, call boxes, etc.)	Respondents	Endorsed			
Faculty/Administrators	Faculty/Administrators				
Female	199	75.4%			
Male	146	66.4%			
Employed at UCF 5 years or less	147	73.5%			
Employed at UCF more than 5 years	219	68.0%			
Professors/ Associate Professors	120	68.3%			
Assistant Professors	64	73.4%			
Lecturers/ Adj. Prof./ Instructors	50	72.0%			
Senior & Other Admin.	19	63.2%			
Employee of Color	73	64.4%			
Not an Employee of Color	293	71.7%			
Staff Members	•				
Female	510	74.9%			
Male	207	76.8%			
Employed at UCF 5 years or less	381	74.5%			
Employed at UCF more than 5 years	405	76.5%			
A&P Employees	362	76.5%			
USPS Employees	118	76.3%			
Did not identify as A&P or USPS	306	74.2%			
Employee of Color	214	70.6%			
Not an Employee of Color	572	77.4%			

¹ standard deviation above the mean across all groups 1 standard deviation below the mean across all groups



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