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**JULY 2020** 









## AGENDA

- Overview of the 2020 UCF Campus Climate Survey
  - Administration, respondent rates, and reports
  - Analysis approach, respondent groups, and limitations
- A closer look at two topics from the survey
  - Overall climate at UCF
  - Witnessed or experienced discrimination, bias, or harassment
- High-level highlights from other topics from the survey
- Discussion



## UCF 2020 CLIMATE SURVEY

#### Administration:

- Campus Climate Surveys, LLC administered Viewfinder® Campus Climate Surveys at UCF in spring 2020 faculty and administrators, staff members, and students
- Some questions were similar across the three surveys

## Response rates:

- Faculty and administrators 15.8% (503 of 3,174)
- Staff members 23.4% (1,021 of 4,368)
- Students 1.9% (1,207 of 64,928)

## Reports:

- Three narrative reports summarizing key findings from the faculty/administrator, staff member, student respondents
- One comparison report comparing responses from faculty/administrators and staff members



## ANALYSIS APPROACH

Multiple criteria were applied to identify and show key findings

- Identify key survey items to focus on: Thresholds for percent positive, negative, "I don't know," and "not applicable" responses
- Identify differences within groups: Chi-square tests of independence within groups of respondents
  - (e.g. were male and female faculty/administrator response distributions statistically different?)
- Identify differences across groups: Visual highlighting of groups that had one standard deviation above or below grand average across groups
  - (e.g. which groups of faculty/administrators had higher/lower positive endorsements significantly different from other groups?)



## RESPONDENT GROUPS USED FOR ANALYSIS

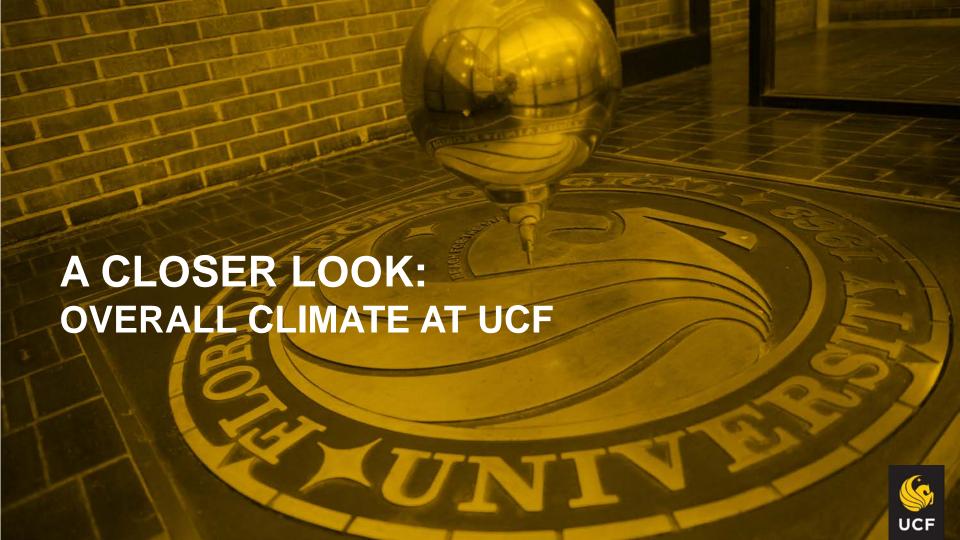
	FACULTY/ADMINISTRATORS (n = 503)	STAFF MEMBERS (n = 1,021)
GENDER	female (n = 226) male (n = 167) undisclosed (n = 106)	female (n = 527) male (n = 226) undisclosed (n = 261)
YEARS OF EMPLOYEMENT AT UCF	5 years or less (n = 208) More than five years (n = 284)	5 years or less (n = 493) More than five years (n = 521)
FACULTY/ ADMIN. RANK OR STAFF MEMBER GROUPS	Professor & Assoc. Professors (n = 151) Assistant Professors (n = 81) Adjunct/Instructor/Lecturers (n = 139) Senior & Other Admin. (n = 57) Others (n = 25)	A&P (n = 459) USPS (n = 165) Other (n = 395)
EMPLOYEE OF COLOR	Yes (n = 93) No (n = 374)	Yes (n = 251) No (n = 694)

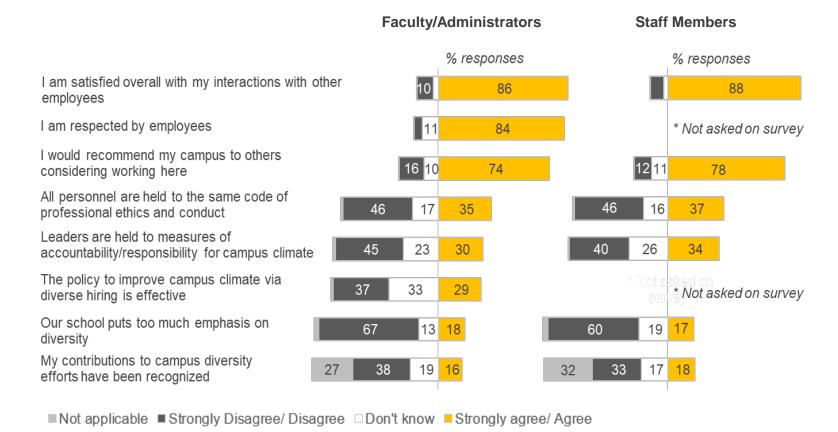


## LIMITATIONS

- Generalization: Response rates for both faculty/administrator and staff member surveys, though adequate to draw meaningful insights about respondent experiences, are not sufficiently large or representative to generalize to the overall UCF population
- Intersectionality: Respondent groups used for analyses are not mutually exclusive as each respondent could be part of several groups. Caution must be exercised when drawing inferences from univariate and bivariate analyses.
- Lower Response Rate: Due to the extremely low response rates among student respondents (< 2%), this analysis has focused exclusively on faculty/administrator and staff member responses.









#### STATISTICAL DIFFERENCES WITHIN FACULTY/ADMINISTRATORS AND STAFF MEMBERS GROUPS

	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
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 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 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%

Within Faculty/
Administrator and Staff
member respondents,
chi-square tests of
independence were used
to detect statistical
differences within groups.

Groups were:

a: gender

b: years of employment at UCF

c: faculty/administrator rank or staff groups

d: employee of color

#### FACULTY/ADMINISTRATORS: STRONGLY AGREE/AGREE RESPONSES BY GROUPS

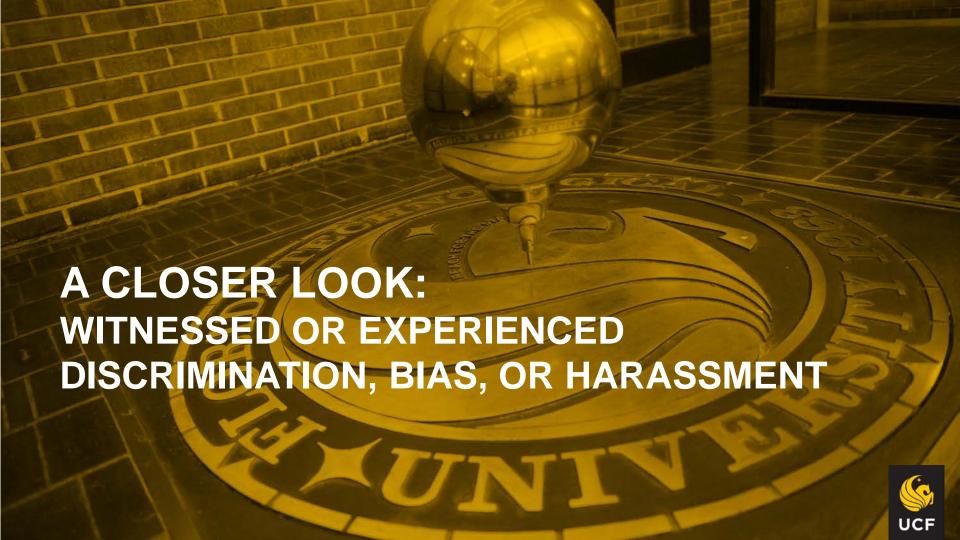
Survey Home	Gender		Employed at UCF			Employee of Color				
Survey Items (% Strongly agree/Agree)	Female	Male	5 Years or less	More than 5 years	Professors/ Associate Professors	Assistant Professors	Lecturers/ Adj. Prof./ Instructors	Senior & Other Admin.	Yes	No
I am satisfied overall with my interactions 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%

<sup>1</sup> standard deviation above the mean across all groups

#### STAFF MEMBERS: STRONGLY AGREE/AGREE RESPONSES BY GROUPS

Curvou Homo	Gender		Employed at UCF		Staff groups			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 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 survey				
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 asked on survey								
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%

<sup>1</sup> standard deviation above the mean across all groups



# WITNESSED OR EXPERIENCED DISCRIMINATION, BIAS, OR HARASSMENT COMPARISON OF FACULTY/ADMINISTRATOR AND STAFF MEMBER RESPONSES





# WITNESSED OR EXPERIENCED DISCRIMINATION, BIAS, OR HARASSMENT STATISTICAL DIFFERENCES WITHIN FACULTY/ADMINISTRATORS AND STAFF MEMBER GROUPS

	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%	

Within Faculty/ Administrator and Staff member respondents, **chi-square tests of independence** were used to detect statistical differences within groups.

Groups were:

a: gender

b: years of employment at UCF

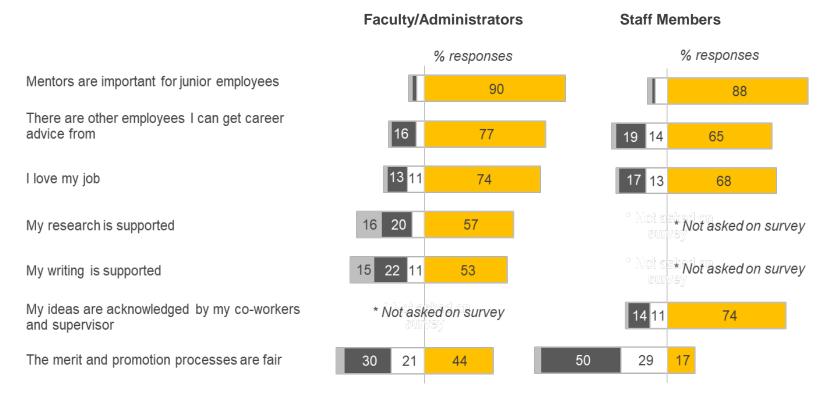
c: faculty/administrator rank or staff groups

d: employee of color



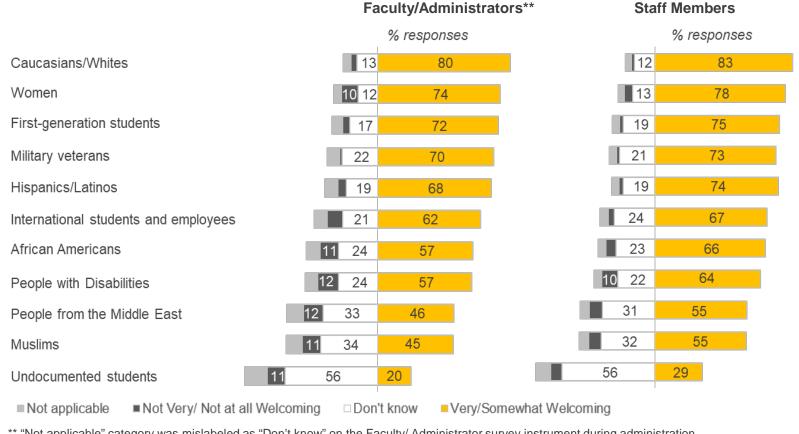


## WORK EXPERIENCE AT UCF





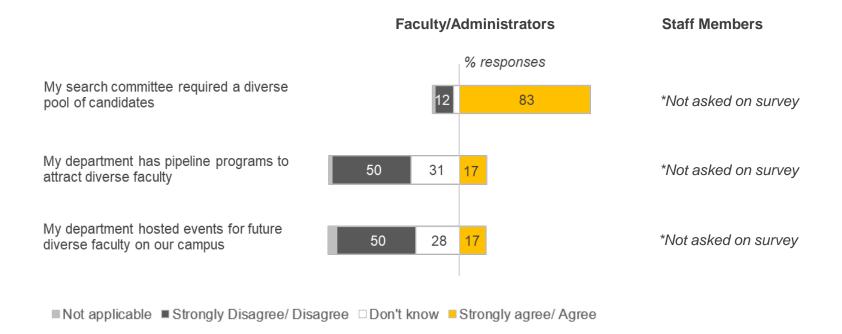
## HOW WELCOMING IS UCF TO DIFFERENT GROUPS



<sup>\*\* &</sup>quot;Not applicable" category was mislabeled as "Don't know" on the Faculty/ Administrator survey instrument during administration

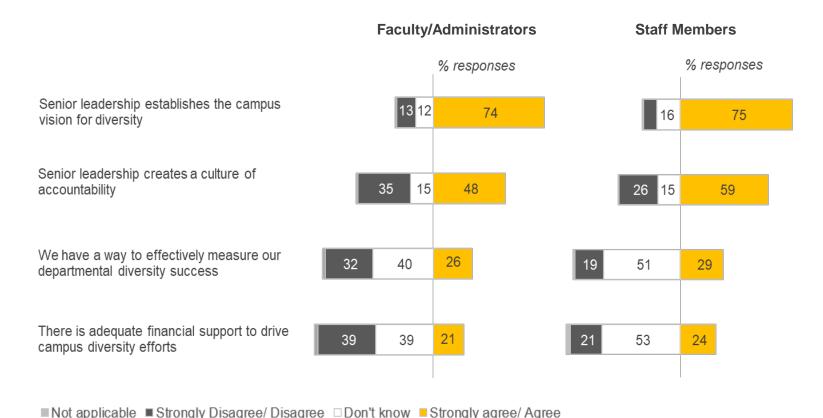


# SEARCH COMMITTEE AND DEPARTMENTAL PROCESS COMPARISON OF FACULTY/ADMINISTRATOR AND STAFF MEMBER RESPONSES



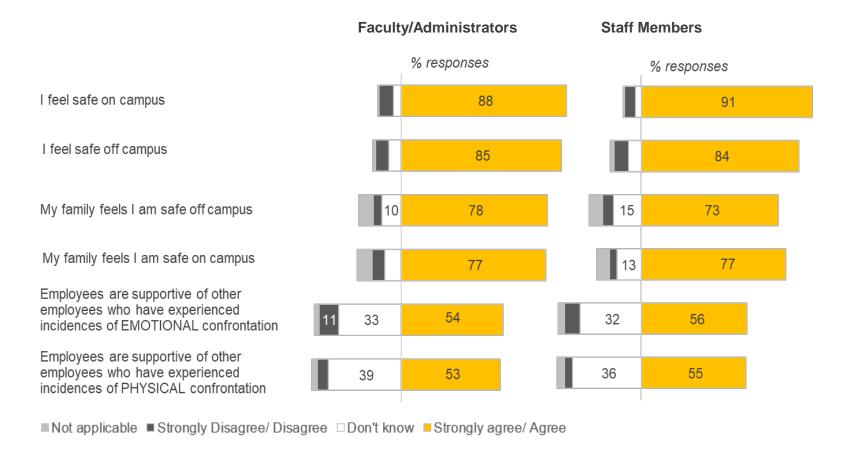


## CAMPUS DIVERSITY PLAN





## SAFETY ON CAMPUS AND IN THE SURROUNDING COMMUNITY





## DISCUSSION



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