2019 UHD Faculty Climate Survey Report

Drafted by: Dr. Mike Duncan, President-Elect, Faculty Senate

Initial draft report presented to FSEC, 5/3/19
Feedback received from FSEC, 5/17/19
Revisions complete and released 5/31/19

Methodology and Response Rate

The FT faculty list that was used for the Spring 2019 Elections was also used for this climate survey. The President-Elect sent the 52-question survey to faculty via Qualtrics on Tuesday, April 16, 2019, with a cutoff date of Tuesday, April 23, 2019 at midnight. Two reminder emails were sent to faculty who had not yet finished the survey: one on Monday, April 22, and another on Tuesday, April 23.

As agreed by FSEC prior to the survey's launch, the President-Elect retains sole access to the raw data of the survey this year to increase the anonymity of the respondents. This report presents the numerical responses in full, and all text responses, before coding and summarization, were scrubbed of any identifiers and their received order randomized, again in the interests of increased anonymity.

152 completed surveys were received of 346 invited, for a 44% response rate. This number varies considerably when broken down between full-time TT and NTT faculty:

- 124 of 242 full-time TT/T faculty responded – a response rate of 51%.
- 28 of 104 full-time NTT responded – a response rate of 27%.

Relevant confidence intervals are:

- Plus/minus 6 at 95% confidence for all respondents
- Plus/minus 5 at 95% confidence for TT/T faculty
- Plus/minus 16 at 95% confidence for NTT faculty

In the absence of a lower confidence interval, more one-sided results to survey questions are more reliable than results that are more neutral. That said, a historical overview of the past response rates suggests the 2019 survey response is the most robust since 2009.

- 2019 survey: 152 respondents, 44% response rate, included NTT faculty.
- 2017 survey: 80 respondents, 33% response rate, did not include NTT faculty.
- *2015 survey: 282 respondents, but response rate and faculty included unclear: run by outside firm.*
- 2013 survey: 78 respondents, 32% response rate, did not include NTT faculty.
- 2009 survey: 139 respondents, 57% response rate, did not include NTT faculty.
- 2007 survey: 116 respondents, 55% response rate, did not include NTT faculty.
- 2003 survey: 151 respondents, 80% response rate, did not include NTT faculty (first climate survey at UHD)

List of 2019 Survey Questions

1 - UHD maintains high standards for its students.
2 - UHD administration (Deans and above) promotes and supports research and scholarship.
3 - UHD rank and tenure policies assure high professional standards for tenured and tenure-track professors.
4 - UHD rank and tenure procedures are fair and equally applied to all tenured and tenure-track professors.
5 - UHD administration (Deans and above) makes decisions congruent with principles of shared governance.
6 - UHD administration (Deans and above) takes the advice and expertise of faculty seriously in hiring and personnel decisions.
7 - The general academic climate at UHD has improved since the last climate survey administered in Spring 2017.
8 - Your workload as a faculty member during the academic year at UHD is reasonable.
9 - You are treated fairly by your immediate supervisor at UHD.
10 - You are adequately compensated for your responsibilities at UHD.
11 - You consider yourself professionally satisfied at UHD.
12 - UHD library resources are adequate.
13 - UHD library staff are responsive to needs and queries.
14 - How many hours per week on average (during regular semesters) do you spend on scholarly/creative activity?
15 - How would you rate the overall job performance of the following individuals/groups over the last 2 years: University President, Dr. Juan Muñoz.
16 - Senior Vice President for Academic and Student Affairs and Provost, Mr. Edward Hugetz.
17 - Vice President Administration and Finance, Mr. David Bradley.
18 - Associate Vice President Academic Affairs, Dr. Faiza Khoja.
19 - Vice President Employment Services and Operations, Ms. Ivonne Montalbano.
20 - Vice President Advancement and External Relations, Ms. Johanna Wolfe.
21 - Associate Vice President Information Technology, Mr. Hossein Shahrokhi.
22 - Assistant Vice President Facilities Management, Mr. Christopher McCall.
23 - Assistant Vice President Business Affairs, Administration and Finance, Mr. George Anderson.
24 - Please identify your college at UHD.
25 - Please identify the dean of your college at UHD and rate their performance as Excellent, Good, Average, Fair, Poor, or N/A. (Several colleges had more than one dean in 2017-2018, so you may rate more than one in that case).
26 - I am currently serving in the UHD Faculty Senate.
27 - Classroom space at UHD is adequate.
28 - The furniture in my classrooms at UHD is adequate.
29 - The whiteboards/smartboards in my classrooms at UHD are adequate.
30 - Space for special events or programs at UHD is adequate.
31 - Laboratory facilities at UHD are adequate.
32 - Office facilities at UHD are adequate.
33 - UHD campus security is adequate.
34 - UHD should develop on/near campus-child care services beyond the services offered by the Child Watch Center between 2016-2018.
35 - My department at UHD is respected by my college dean and provost.
36 - UHD's website is effectively searchable.
37 - UHD's website is effectively organized.
38 - UHD's website is up to date.

39 - I have access to adequate hardware for my research at UHD.
40 - I have access to adequate software for my research at UHD.
41 - Inside and outside the classroom at UHD, I have access to adequate hardware for my teaching.
42 - I am adequately informed about issues relating to UHD's budget.
43 - UHD provides adequate services to support student success.
44 - Please indicate your sex (you may opt out).
45 - Please indicate your ethnicity (you may opt out).
46 - Please indicate your current rank at UHD.
47 - Please indicate the number of years that you have been employed at UHD (you may opt out).
48 - What do you think are the most important challenges you face in carrying out your work at UHD?
49 - What are the underlying causes of the challenges at UHD that you mentioned in the last question?
50 - What solutions do you think would address or resolve these challenges at UHD (again, referring to the last two questions)?
51 - What do you see as the greatest strengths of UHD right now?
52 - If you have any additional comments, please make them here.

Discussion

Like all climate surveys, this survey is a snapshot of a moment in time, but given UHD has a tradition of climate surveys with similar questions every two years, some observations could be drawn when comparing these results to the last survey in Spring 2017. However, given the modest confidence intervals of both surveys, the differences between the surveys on questions generally fall within the margin of error.

Questions 1-14, 35, and 42-43 – Broad Issues

The results for Questions 1-3, which measure student standards, administrative support of research, and professional standards, lean positive, though only 45% of faculty in Q1 agree that student standards are high, compared to 53% in 2017. Q3, about the quality of Rank & Tenure standards, is also positive, but is also lower than 2017 by the same amount. Q4, which measures the evenness of how Rank & Tenure standards are applied, has a very wide range of responses that suggest no consensus, much like 2017.

Q43, asking about resources available for student success, leans positive, but the comments in the final questions of the survey suggest otherwise; the question may be too vague.

Q5 and Q6, which ask about administration behavior in regard to shared governance and hiring/personnel decisions, also reflect a split like in Q4, though the "disagree" respondents seem to feel stronger given their propensity to choose "strongly disagree" on these two questions as opposed to the "agree" choices. Q35, which asks about provost and dean support of the respondent's department, leans agree.

Q7, asking if the UHD climate had gotten better since the last survey in 2017, leans negative. 23% of respondents thought the climate had improved, and 38% thought it had gotten worse. This and the rest of the survey with its increased response rate suggests faculty concerns have grown since 2017.

Q8 shows that 52% of respondents think their workload is unreasonable, which is also reflected heavily in the text comments at the end of the survey. This is a slight improvement over 2017, when 57% disagreed.

Q9 is strongly positive about the fairness of immediate supervisors – 79% agree – which would suggest that chairs at UHD are typically well regarded.

Q10, about compensation, is strongly negative. 65% of respondents - 97 faculty total – felt they are not adequately compensated. 21% indicated they are. The negative view crossed all ranks: 52% of full professors, 63% of associate professors, 88% of assistant professors/instructors, and 72% of lecturers all had "disagree" or "strongly disagree" responses. Numerous comments at the end of the survey further elaborate on this issue. 2017 was very similar – 65% disagreed, and 22% agreed.

Q42, concerns faculty feelings on how adequately informed they are about UHD's budget, with slightly more than half the respondents disagreeing. These results correlate somewhat with the results to Q10 in that those that disagreed to Q10 tended to disagree with Q42 also.

Q11, about professional satisfaction, leans positive.

Q12 and Q13, concerning the library's resources and services, are strongly positive, as they were in 2017.

Q14 renders an average and mean of weekly faculty research of around 9-9.5 hours with a substantial standard deviation.

Questions 15-23 – Performance of Senior Administrators

These questions concern the faculty perception of performance of senior administrators, including the President and Provost. The results lean positive for all listed, and are particularly strong for former Provost Hugetz, with over two-thirds of respondents placing his performance at "Good" or "Excellent."

Questions 24, 26, and 44-47 – Demographics

Q24 shows that 56% of CHSS faculty, 28% of COB faculty, 49% of CPS faculty, and 33% of CST faculty participated in the survey. Given the total size of CHSS faculty, they represent almost half of the respondents (66 CHSS to 74 from other colleges).

Q26 shows 19 faculty senators participated in the survey. Q44 (sex) and Q45 (ethnicity) were given the option for respondents to decline to respond for anonymity concerns, which a majority did in both cases. Q46 (rank) and Q47 (time of service) show fairly even distributions between categories.

Question 25 – Deans

Q25 concerns the performance of academic deans. Respondents rating three of the four serving deans lean positive, particularly the dean of CST. However, the dean of CHSS was rated "fair" or "poor" by 50% of respondents (30 total), with 25 of those 30 choosing "poor." 20% of respondents (12 total) gave a rating of "good" or "excellent."

There was not a significant amount of responses about the former dean of COB.

A number of comments in the text questions at the end of the survey elaborate on the performance of specific deans.

The 2017 survey did not break down the dean question by college, making comparison to that year difficult.

Questions 27-34 – Facilities

These questions focus on facilities: classroom technology, furniture, whiteboards, event space, labs, security, and potential child care. All are positive save Q31, which has few responses and the results are evenly distributed.

Q34, about supporting the development of child care beyond the defunct Child Watch, was supported by 58% of respondents with 5% opposed. However, a substantial number of respondents fell between "N/A" (18%) and "neither agree or disagree" (18%) on this question, which may have resolved differently if N/A was not an option.

Questions 36-41 – Website Issues and Hardware/Software

Questions 36-38 concern the accessibility, current updates, and design of UHD's website, and continue a past trend of mixed reviews that lean toward dissatisfaction. Questions 39-41 concern the availability and acceptability of hardware and software, and lean positive.

Question 48 – Important Challenges Facing UHD

For the first of these closing text-comment questions, how often a "challenge" was mentioned was recorded, as this initial question seems to have had a strong governing effect on the remaining text-comment questions, Q49-Q52.These "challenges" were grouped into five categories. A single response could mention anywhere from 1-6 different issues, but no response was counted twice for any topic.

Workload

- Workload (generalized) 29
- Research challenges (lack of time/resources) 20
- Service load 14
- Teaching load 9
- Unwarranted responsibility for enrollment 2

Job Benefits

- Compensation 12
- Morale 5
- Job security (lecturer) 1

Students

- Student preparation/ability 9
- Student motivation 2
- Student mental health 2
- Student writing 1
- Difficult engaging with students 3

Insufficient Support

- Lack of collegiality (hostility, bullying, politics, poor teamwork) 7
- Course/curriculum/standards/reorganizational challenges 6
- Bureaucracy 4
- Support staff 3
- Website support 2
- Money/resources 2
- Event distractions 1
- Grade inflation 1
- Lack of online standards 1
- Underperforming colleagues 1
- Parking 1
- Computers/equipment 1
- Meeting university mission 1
- Funding for travel 1
- Library resources 1
- Software 1
- Space 1

Administrative

- Lack of faculty hiring 5
- Dean performance 4
- R&T fairness/standards 3
- Admin performance (unspecific) 3
- Admin communication 2
- Evaluation issues 1
- Provost performance 1
- Chair performance 1
- Class scheduling 1
- Increasing number of lecturers 1

Themes for Q48:

- An excessive and unbalanced workload is by far the most relevant and prevalent concern of the survey respondents in Q48, encompassing generalized concerns as well as specific ones related to the traditional areas of research, teaching and service, and mentioned in over half the responses. Tellingly, research, unlike the other two, is never presented as a 'load,' but as something the faculty seem to want to do, but lack the time to do because of other responsibilities. No respondent said they wanted to teach more or do more service; the imbalance is uniformly tilted in one direction. This all should be viewed in relation to Q8 (workload).
- Inadequate compensation is mentioned often, as is a lack of individual and collective faculty morale, and should be viewed in relation to the negative responses to Q10 (compensation) and Q7 (climate).
- Inadequate student preparation recurs significantly, along with a concern that it cannot be overcome.

- Poor colleague behavior involving a wide variety of negative activities that all impact workload and morale is also prevalent.
- Lack of support staff, bureaucratic issues, and other forms of insufficient faculty support make up another problem area.
- Concerns about administration chiefly regard a lack of faculty hiring, dean performance, a generalized "administration" entity, and R&T standards.

Question 49 – Underlying Causes of Challenges

The responses to Q49 were far more individualistic and difficult to code than those in Q48. However, they are also grouped into five categories:

<u>**Workload**</u>

- Teaching load 18
- Service load 13
- Workload (general) 4
- Lack of research time/resources 1
- Junior faculty overburdened 1

<u>**Teaching and Students**</u>

- Poor student preparation/external conditions 10
- Poor teaching standards 2
- Theater in poor condition 1
- Lack of teaching space 1
- Lack of advising 1

<u>**Budget and Resources**</u>

- Lack of needed funds/resources (general) 10
- Compensation (general) 9
- Funding not directly used for faculty/student success 7
- State funding connected to SCHs 3
- Compensation (summer teaching required to make ends meet) 2
- Budget governed by enrollment 1
- Poor long-range planning 1
- Low tuition 1

<u>**Culture**</u>

- Low expectations for UHD in relation to UH system 4
- Research not valued 4
- Lecturers not valued/respected 3
- Social/class stratification 3
- Faculty undervalued (general) 2

- Faculty apathy 2
- Academic bullying 2
- Lack of department support 2
- Inefficient shared governance 2
- Faculty incompetence 1

Administrative

- Faculty understaffing 5
- Evaluation system broken 4
- R&T results inconsistent/corrupt 4
- Bureaucracy 4
- Incentive system broken 3
- Lack of policy adherence/consistency 3
- CHSS dean 3
- Poor administrative leadership (all levels) 3
- Lack of diversity in hiring 2
- Lack of TT hiring 2
- Fear of litigation 2
- Little respect for faculty time 2
- Budget concerns higher than quality of education 2
- Lessening service demands on junior faculty shifts burden to senior faculty 1
- Poor dean performance (general) 1
- COB dean 1
- Too many administrators 1
- Favoritism toward COB 1
- Lack of funding opportunities 1
- Focus on online rather than FTF experience 1

Themes for Q49:

- Q48 strongly governs Q49, and most dramatically concerning workload. While workload is mentioned in Q49 somewhat less often, it is as a cause, not as a problem.
- Lack of student preparation maintains about the same level of mention as in Q48.
- There is a shift from Q48 to increased comments about the UHD budget, faculty culture and administrative leadership, often mixed together into the same response, suggesting a close relationship between the perceived causes that is not necessarily reflected in any one comment, given their more diverse subtopics.

Question 50 – Possible Solutions

For this question, the responses are again divided into five categories.

Workload

- Lower overall teaching load 16

- Less service load 11
- Lower teaching load/more grants for research productivity 7
- Better tracking of research funding/processes 3
- Lower workload (general) 3
- Need workload study 2
- Lower teaching load for service productivity 2
- Lower teaching load for lecturers 1
- More active senior faculty 1

Hiring and Compensation

- Raises (general) 9
- Salary compression study 4
- Hire more staff (to reduce service load) 4
- Hire more TT/T faculty 3
- Raises (lecturers) 2
- Use better hiring processes/diversity 2
- Hire more lecturers 1
- Hire more staff 1
- Hire teaching assistants 1
- Offer tuition support for faculty 1

Student Success

- Better student preparation 5
- Better career services 1
- More advisors 1
- Smaller class sizes in labs 1
- Theater renovation 1
- More student accountability 1
- Facilities/teaching spaces upgrades 1

Culture

- Increased emphasis/support for research 4
- Respect for lecturers 3
- Emphasis on teaching quality 2
- Sabbaticals/research leaves for all faculty 1
- Anti-academic bullying policy 1

Administrative

- Better admins (all levels) 4
- Leaving curriculum/scheduling to faculty 3
- Administrative accountability 3
- More money 3

- New CHSS dean 2
- Less bureaucracy 2
- Policy enforcement/consistency 2
- Better administrative leadership 2
- Recognition of adjunct exploitation 1
- New legislature 1
- Lawyer on campus 1
- Higher tuition 1
- Higher class sizes 1
- CPS dean improvement 1
- Dean term limits 1
- Dean accountability 1
- Less administrators 1
- Better budgeting 1
- Better parking 1
- Shorter annual reports 1
- COB sharing service burden 1
- More state investment in K-12 1

Themes for Q50:

- Proposals for the widespread workload issue emerge: a 3/3 or 3/2 teaching load, releases for research or service productivity, and a workload study, among others.
- Compensation recurs, naturally in the form of raises, as well as calls for a salary compression study as well as increasing hiring at multiple levels of faculty and staff.
- Student success is less mentioned in Q50 compared to the previous two questions, and tends to involve preliminary courses and increased student services.
- Some of the concerns in Q49 concerning UHD culture are reflected in Q50 also – chiefly increased emphasis on research, teaching quality, and respect for lecturers.
- Solutions involving administration are less unified, but taken together, concern a need for competence and accountability.

Question 51 – Strengths of UHD

The student, faculty, location/mission, affordability, and "diversity" of UHD are all mentioned very often in Q51 ("diversity" in particular is mentioned in one-fourth of Q51's responses) and reflect a positive and fairly unified attitude that is lacking in the previous open-ended questions.

Question 52 – Further Comments

Q52's open commentary was individualistic enough to resist effective coding, but valuable in interpreting and grouping the previous text-box questions, which they reinforce. Mostly tellingly, there are repeated calls for the survey results to be listened to, taken seriously, and acted upon.

Conclusions

Overall, the survey results represent a faculty body with low morale. They are concerned about their workload, their compensation, and their ability to meet the needs of UHD students with inadequate institutional support. Accordingly, the faculty climate of UHD has declined slightly, but noticeably, since 2017. Given the concerns listed in Q48 were present in the previous survey in 2017, they collectively represent an ongoing crisis in faculty morale.

On a more positive note, the survey suggests that UHD faculty view their students and themselves as central to UHD, along with its mission and location as an urban, diverse university. This suggests ownership and commitment.

The survey as constructed, then, leaves the central question of the status of the faculty "climate" somewhat ambiguous. Does the mission and student/faculty relationship at UHD outweigh the numerous challenges? Obviously, for some faculty it does, and some faculty it does not, but the trend is that one side of the scale, containing the challenges of workload, compensation, and student success, appears to be getting heavier. Markedly, there is little display of confidence or hope in the faculty that these issues will be resolved in their favor, in the short or long term.

Results for Questions 1-47

1 - UHD maintains high standards for its students.
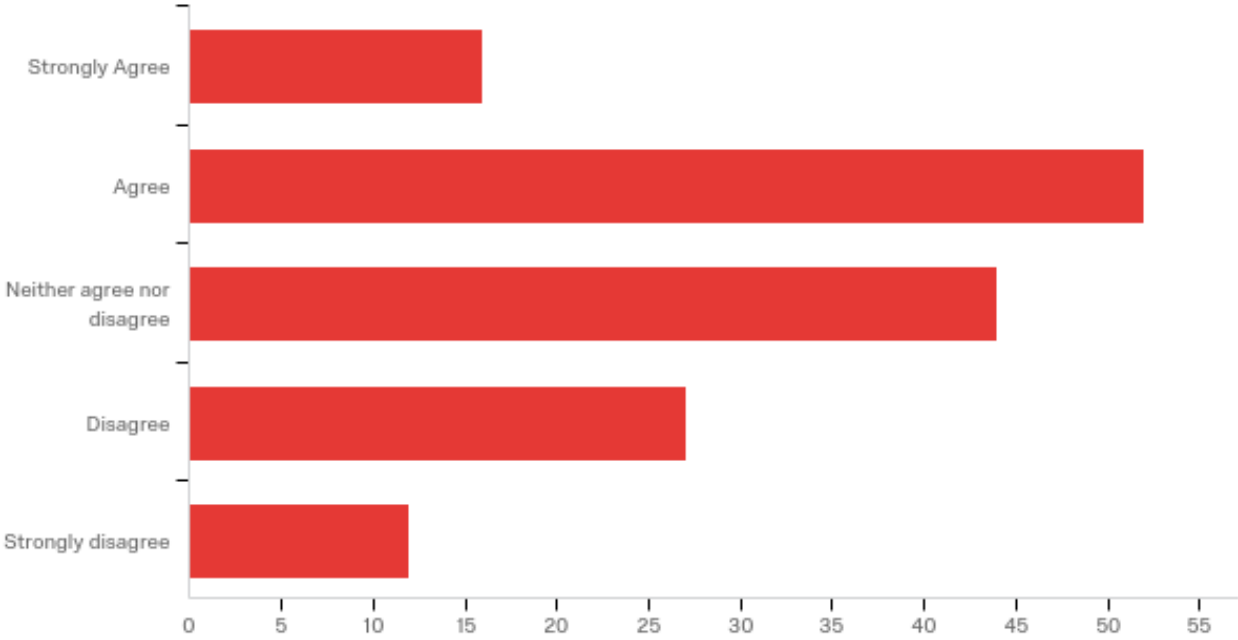
#		Answer	%	Count
1		Strongly Agree	10.60%	16
2		Agree	34.44%	52
3		Neither agree nor disagree	29.14%	44
4		Disagree	17.88%	27
5		Strongly disagree	7.95%	12
		Total	100%	151

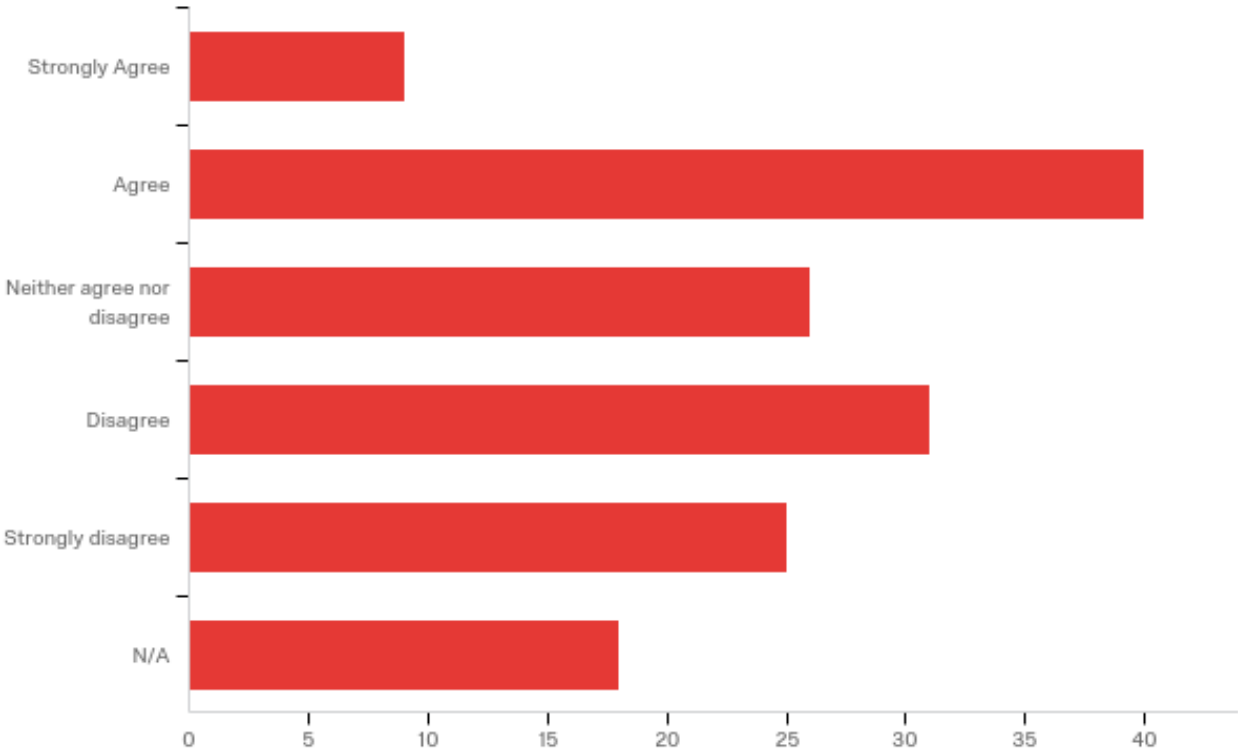## 2 - UHD administration (Deans and above) promotes and supports research and scholarship.
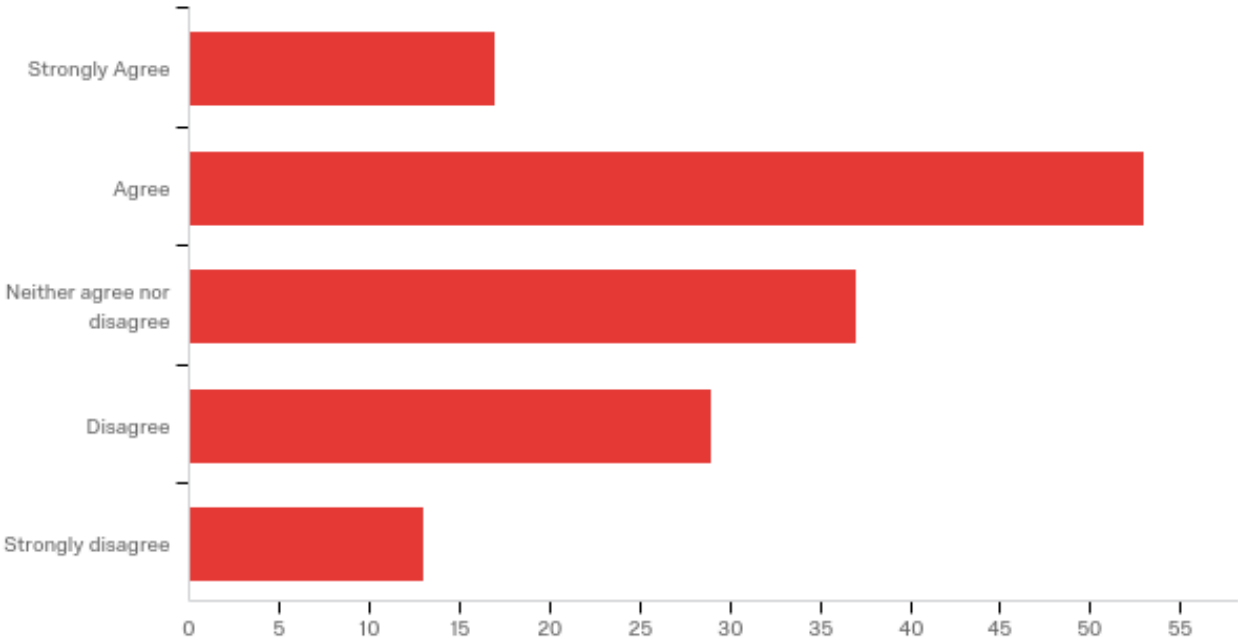
#	Answer	%	Count
1	Strongly Agree	11.41%	17
2	Agree	35.57%	53
3	Neither agree nor disagree	24.83%	37
4	Disagree	19.46%	29
5	Strongly disagree	8.72%	13
	Total	100%	149

3 - UHD rank and tenure policies assure high professional standards for tenured and tenure-track professors.
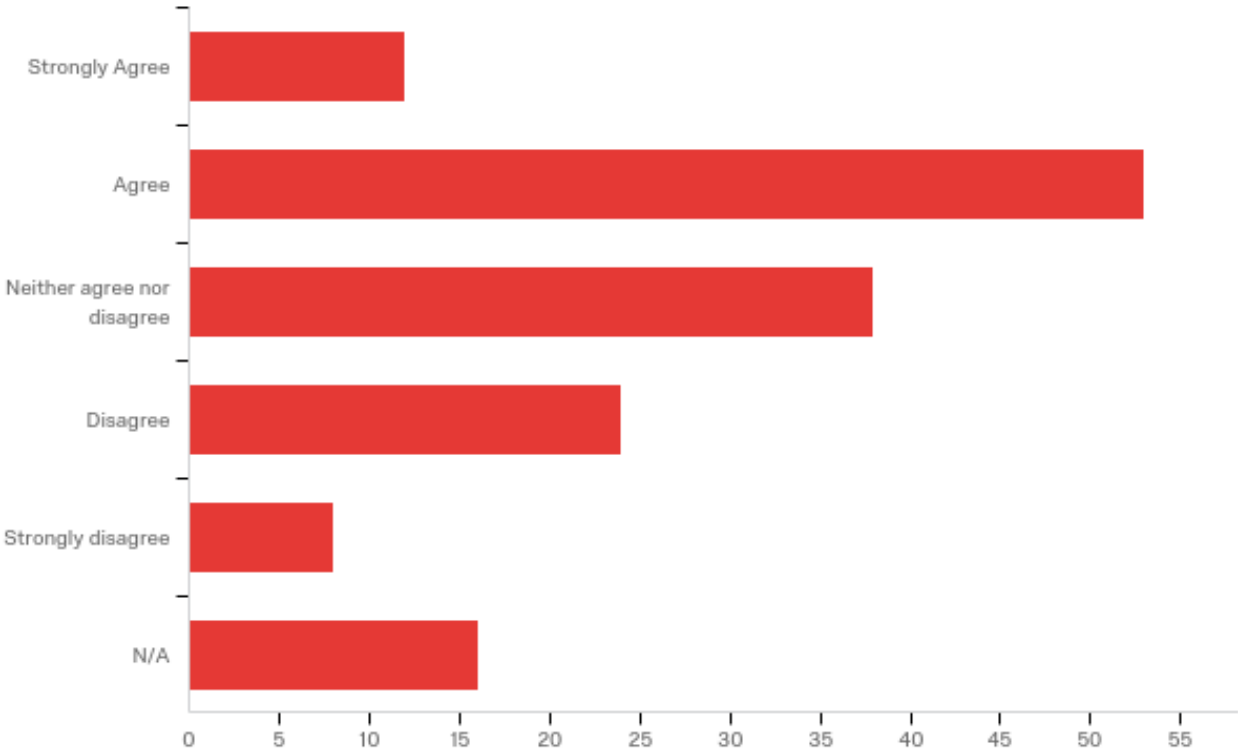
#	Answer	%	Count
1	Strongly Agree	7.95%	12
2	Agree	35.10%	53
3	Neither agree nor disagree	25.17%	38
4	Disagree	15.89%	24
5	Strongly disagree	5.30%	8
6	N/A	10.60%	16
	Total	100%	151

4 - UHD rank and tenure procedures are fair and equally applied to all tenured and tenure-track professors.

#		Answer	%	Count
1		Strongly Agree	6.04%	9
2		Agree	26.85%	40
3		Neither agree nor disagree	17.45%	26
4		Disagree	20.81%	31
5		Strongly disagree	16.78%	25
6		N/A	12.08%	18
		Total	100%	149

5 - UHD administration (Deans and above) makes decisions congruent with principles of shared governance.
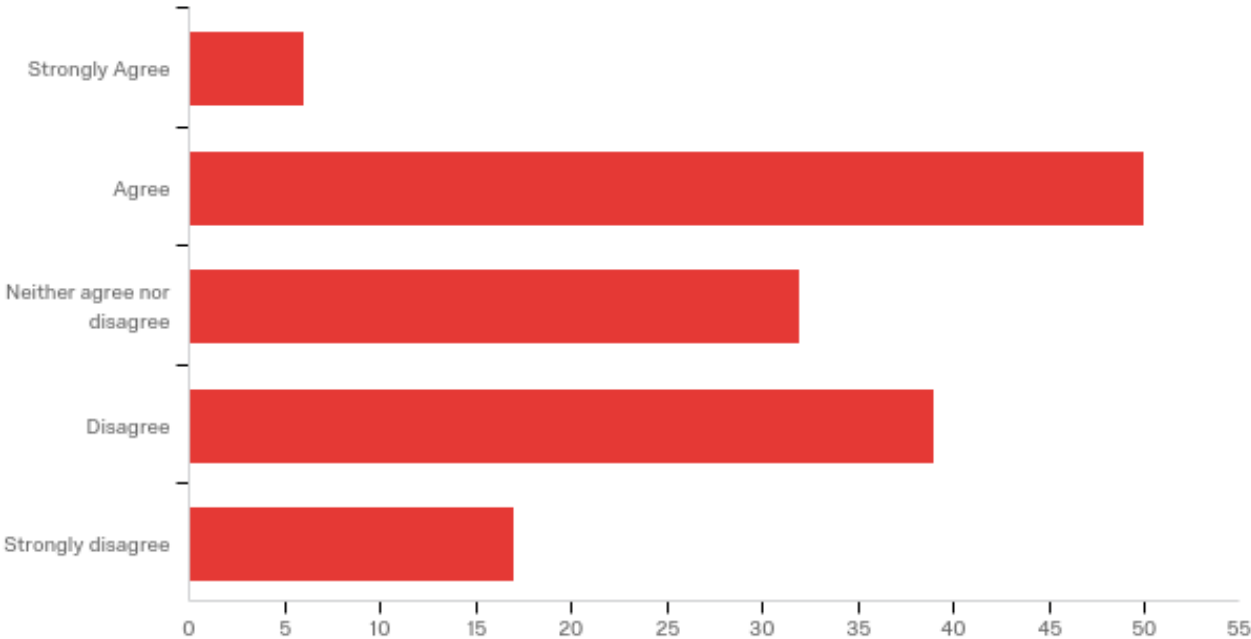
#	Answer	%	Count
1	Strongly Agree	4.17%	6
2	Agree	34.72%	50
3	Neither agree nor disagree	22.22%	32
4	Disagree	27.08%	39
5	Strongly disagree	11.81%	17
	Total	100%	144

6 - UHD administration (Deans and above) takes the advice and expertise of faculty seriously in hiring and personnel decisions.
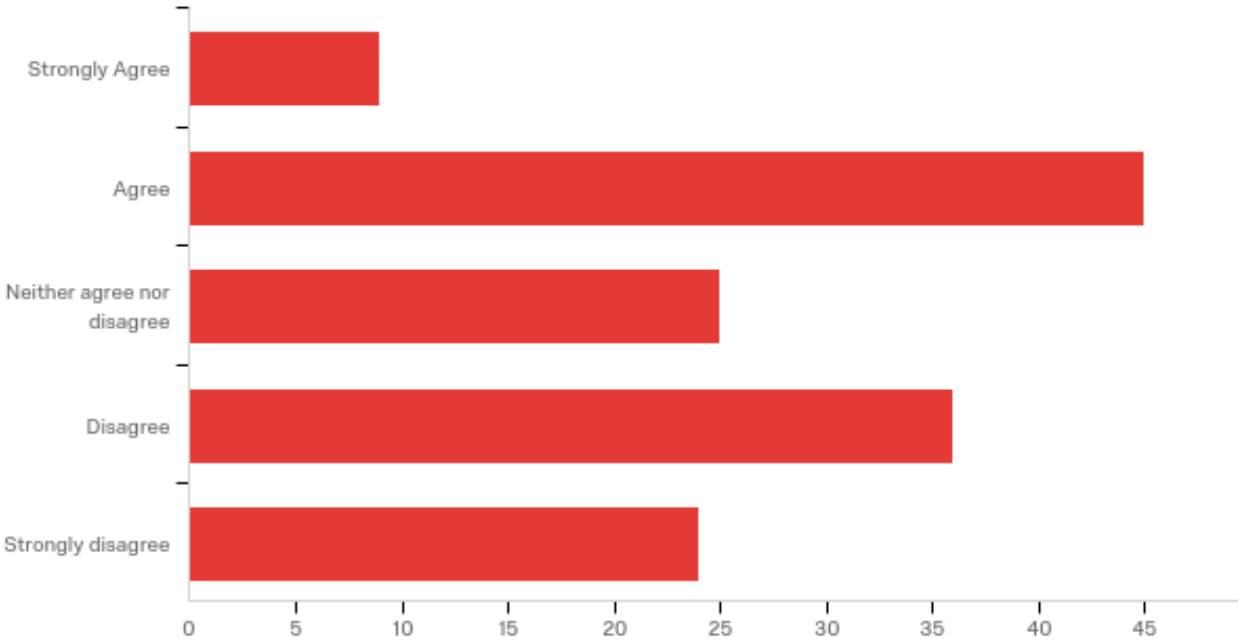
#		Answer	%	Count
1		Strongly Agree	6.47%	9
2		Agree	32.37%	45
3		Neither agree nor disagree	17.99%	25
4		Disagree	25.90%	36
5		Strongly disagree	17.27%	24
		Total	100%	139

7 - The general academic climate at UHD has improved since the last climate survey administered in Spring 2017.
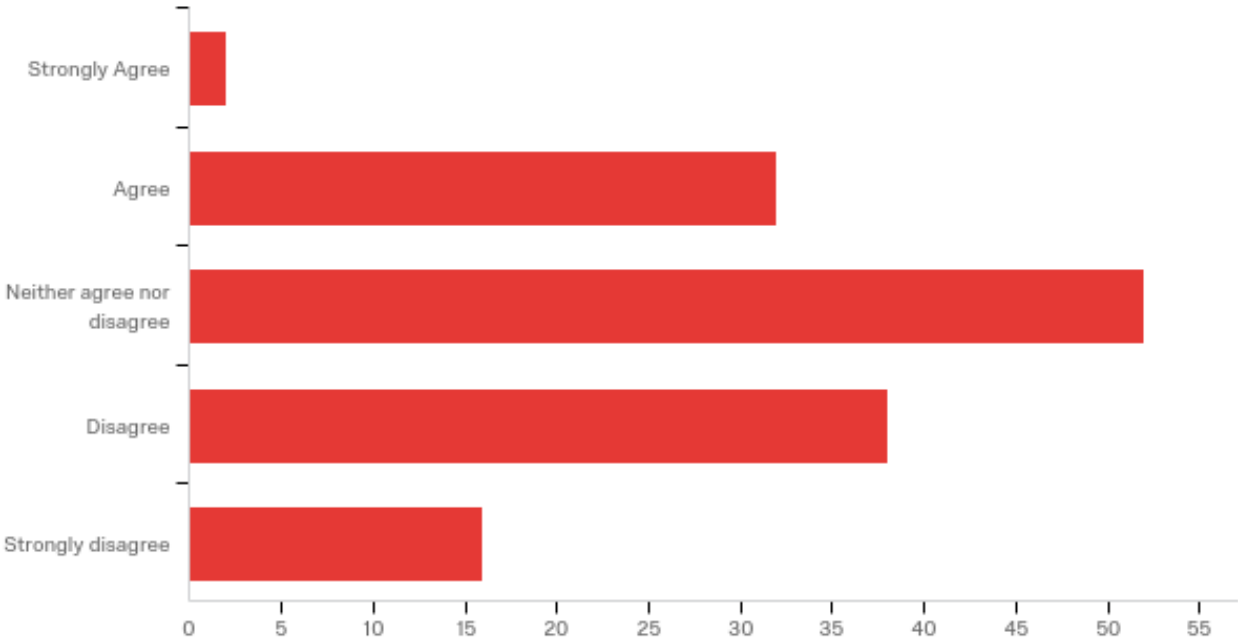
#		Answer	%	Count
1		Strongly Agree	1.43%	2
2		Agree	22.86%	32
3		Neither agree nor disagree	37.14%	52
4		Disagree	27.14%	38
5		Strongly disagree	11.43%	16
		Total	100%	140

8 - Your workload as a faculty member during the academic year at UHD is reasonable.
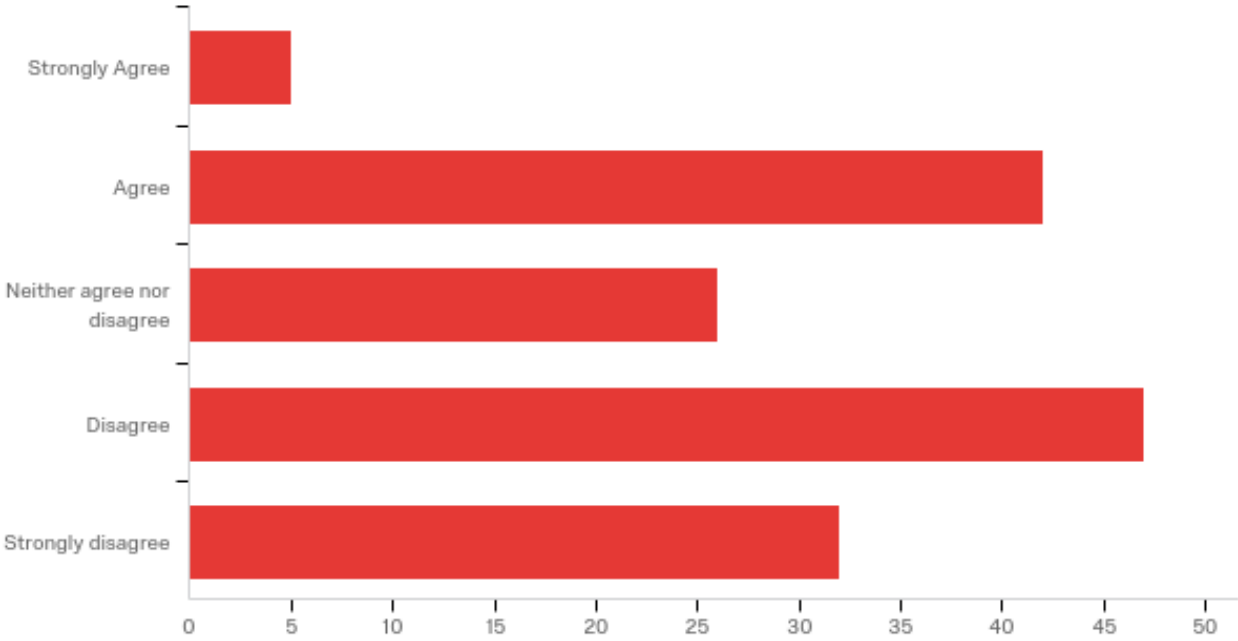
#		Answer	%	Count
1		Strongly Agree	3.29%	5
2		Agree	27.63%	42
3		Neither agree nor disagree	17.11%	26
4		Disagree	30.92%	47
5		Strongly disagree	21.05%	32
		Total	100%	152

9 - You are treated fairly by your immediate supervisor at UHD.
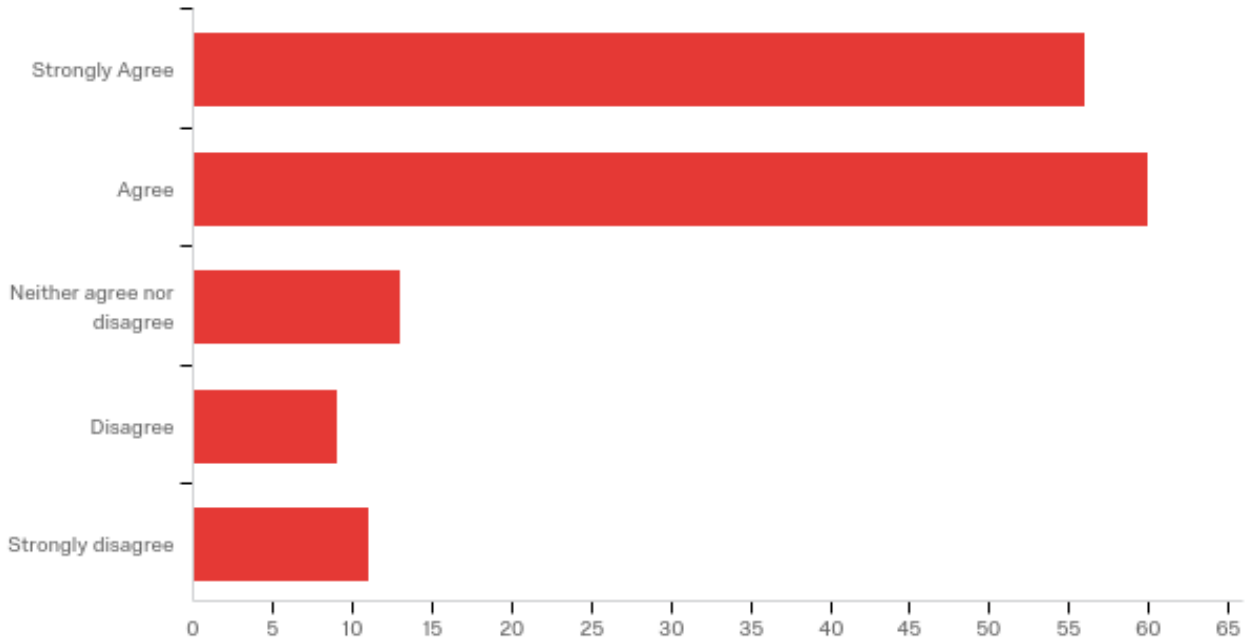
#		Answer	%	Count
1		Strongly Agree	37.58%	56
2		Agree	40.27%	60
3		Neither agree nor disagree	8.72%	13
4		Disagree	6.04%	9
5		Strongly disagree	7.38%	11
		Total	100%	149

10 - You are adequately compensated for your responsibilities at UHD.
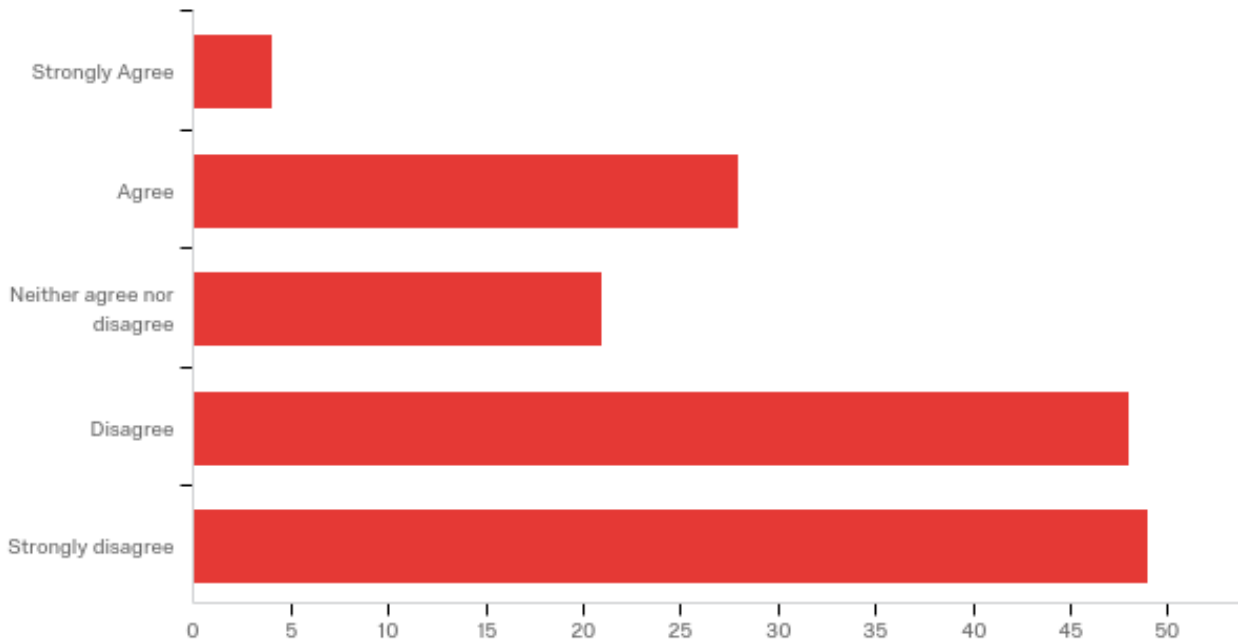
#		Answer	%	Count
1		Strongly Agree	2.67%	4
2		Agree	18.67%	28
3		Neither agree nor disagree	14.00%	21
4		Disagree	32.00%	48
5		Strongly disagree	32.67%	49
		Total	100%	150

11 - You consider yourself professionally satisfied at UHD.
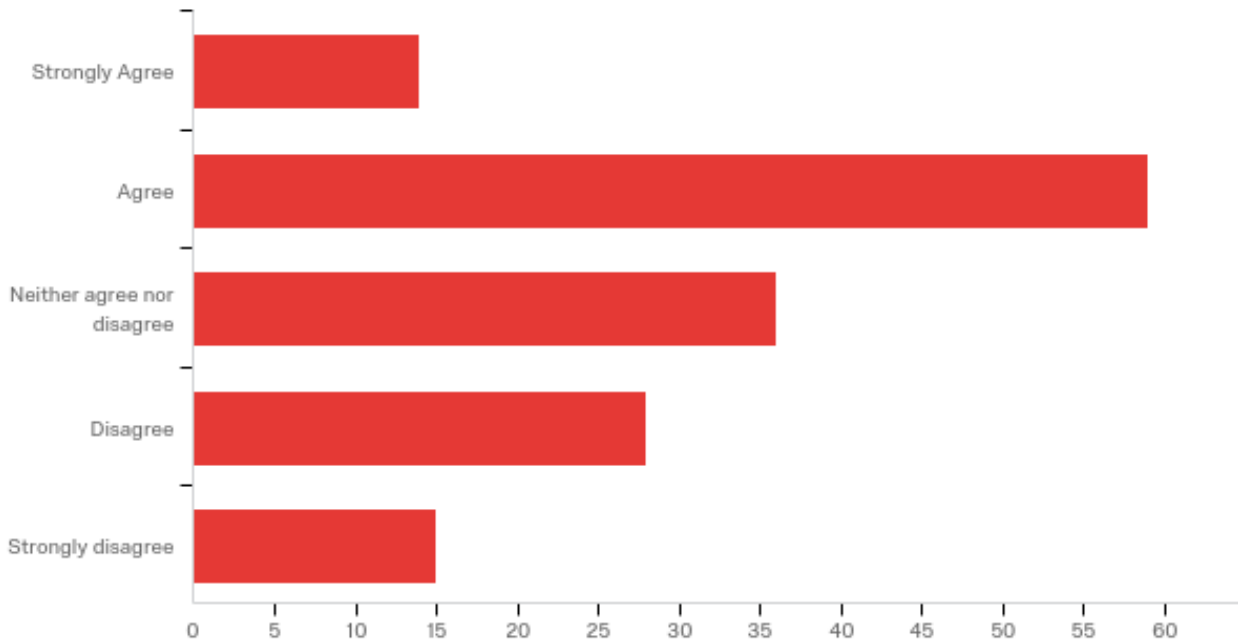
#	Answer	%	Count
1	Strongly Agree	9.21%	14
2	Agree	38.82%	59
3	Neither agree nor disagree	23.68%	36
4	Disagree	18.42%	28
5	Strongly disagree	9.87%	15
	Total	100%	152

12 - UHD Library resources are adequate.
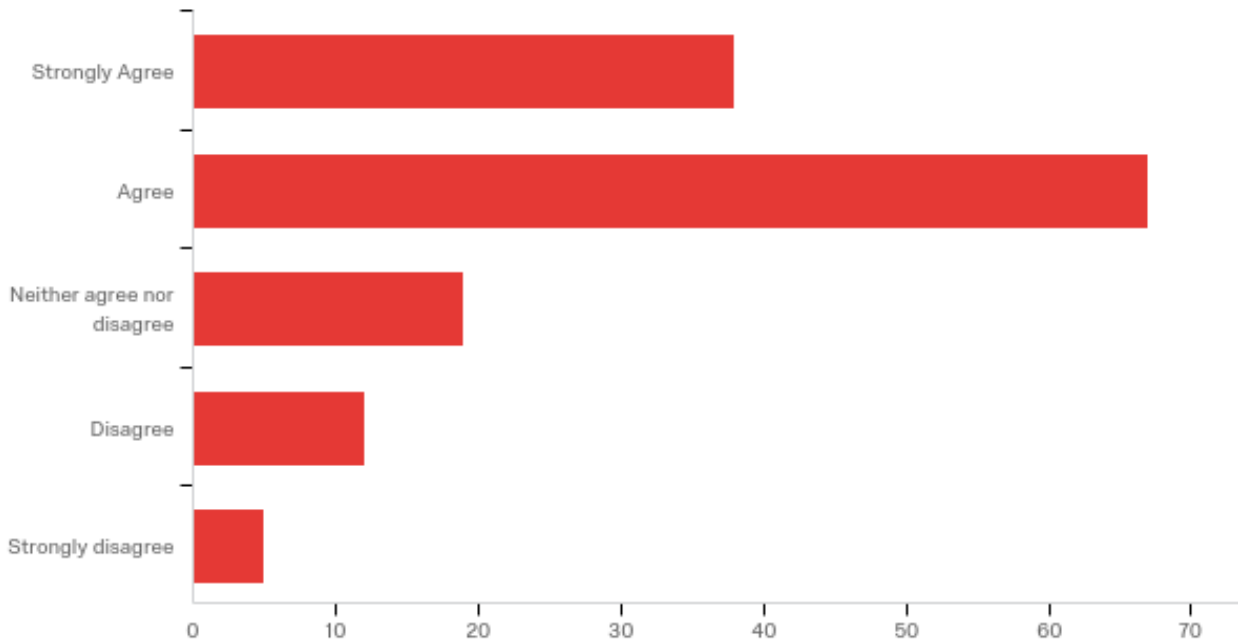
#	Answer	%	Count
1	Strongly Agree	26.95%	38
2	Agree	47.52%	67
3	Neither agree nor disagree	13.48%	19
4	Disagree	8.51%	12
5	Strongly disagree	3.55%	5
	Total	100%	141

13 - UHD library staff are responsive to needs and queries.
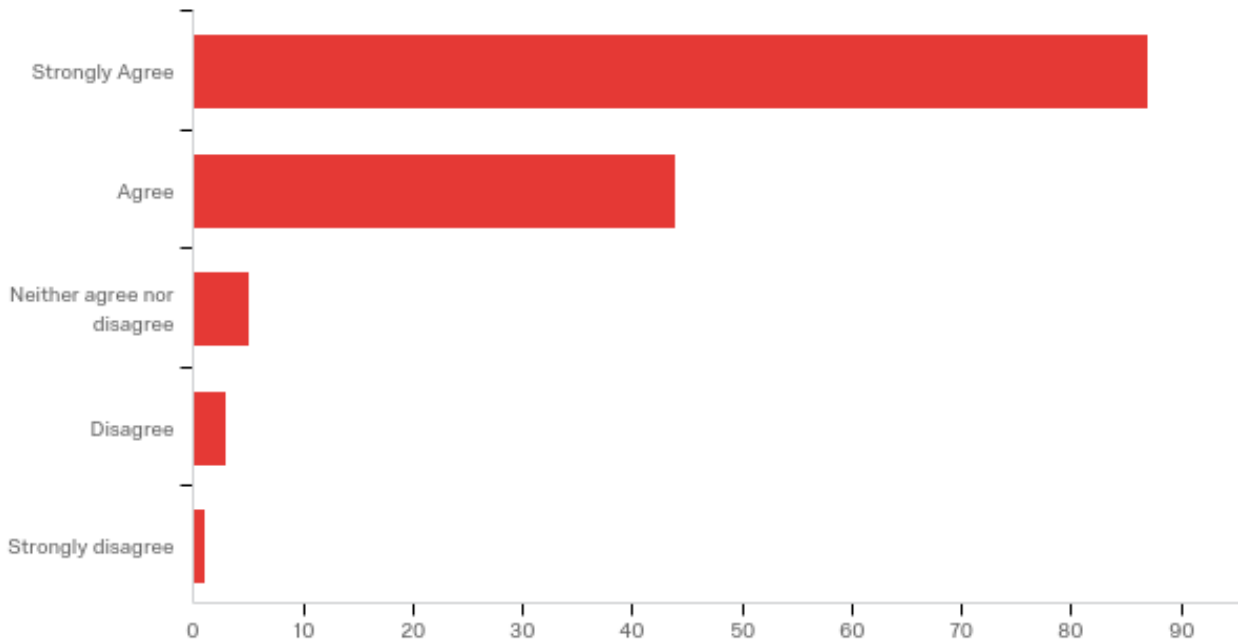
#		Answer	%	Count
1		Strongly Agree	62.14%	87
2		Agree	31.43%	44
3		Neither agree nor disagree	3.57%	5
4		Disagree	2.14%	3
5		Strongly disagree	0.71%	1
		Total	100%	140

14 - How many hours per week on average (during regular semesters) do you spend on scholarly/creative activity?

This question was answered by a text box. There were 140 responses. The results were moved to Excel, cleaned up, and some basic statistics calculated:

- **Average: 9.65**
- **Median: 9.32**
- **Standard Deviation: 8.32**

Three responses contained significant text:

- "Very little because of committee requirements, course evaluations and teaching."
- "Too little due to class load."
- "40 hours other than teaching/class preparation."

15 - How would you rate the overall job performance of the following individuals/groups over the last 2 years: University President, Dr. Juan Muñoz.
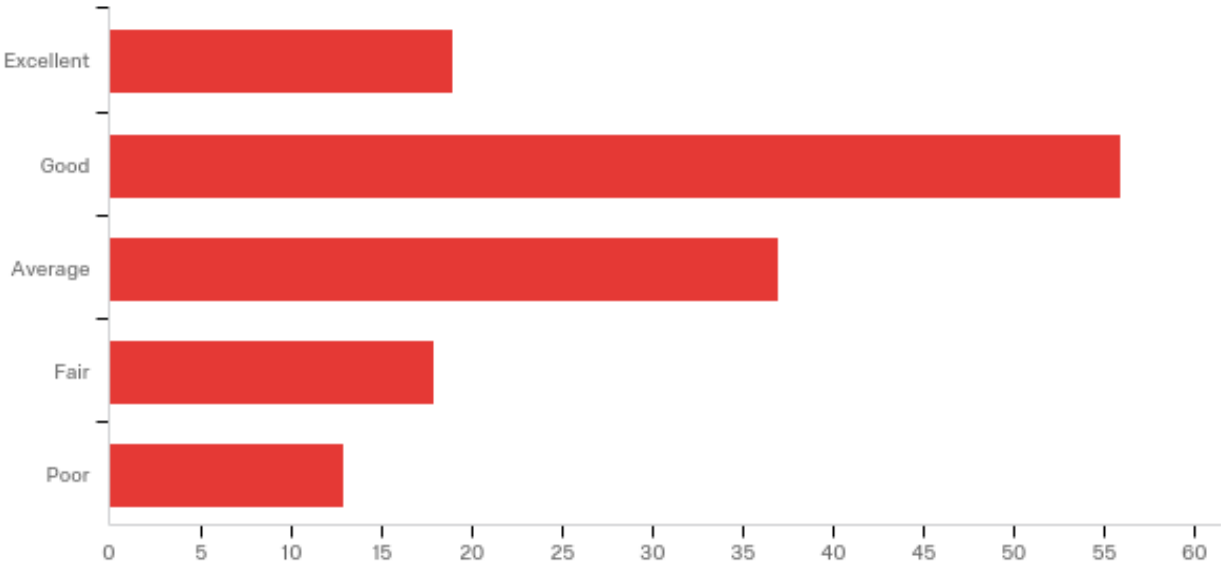
#	Answer	%	Count
1	Excellent	13.29%	19
2	Good	39.16%	56
3	Average	25.87%	37
4	Fair	12.59%	18
5	Poor	9.09%	13
	Total	100%	143

16 - Senior Vice President for Academic and Student Affairs and Provost, Mr. Edward Hugetz.
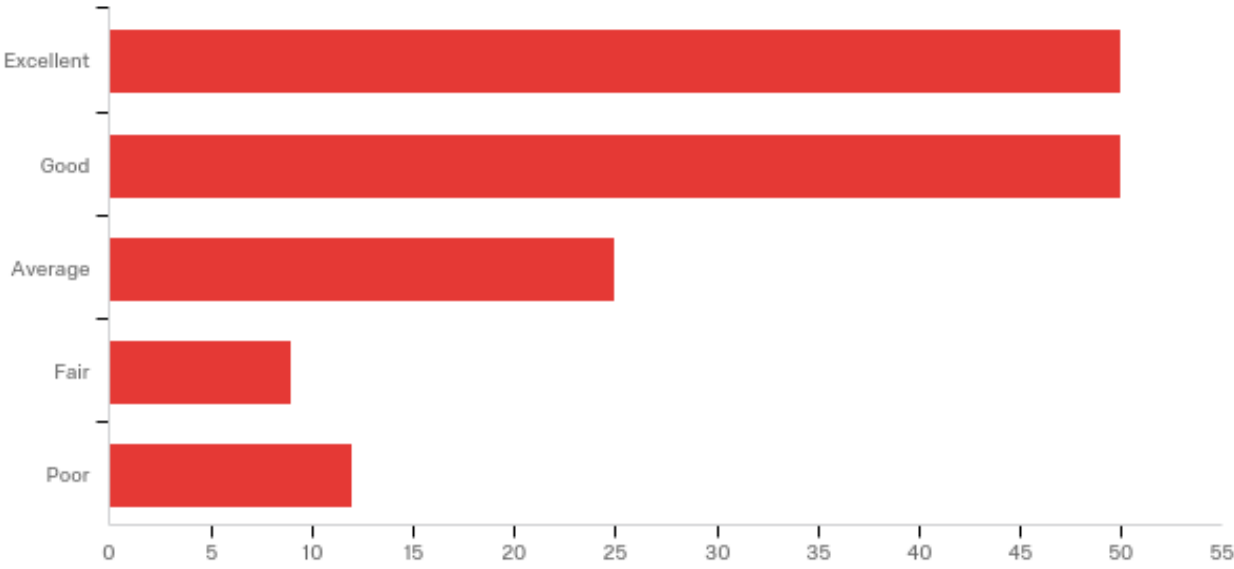
#	Answer	%	Count
1	Excellent	34.25%	50
2	Good	34.25%	50
3	Average	17.12%	25
4	Fair	6.16%	9
5	Poor	8.22%	12
	Total	100%	146

17 - Vice President Administration and Finance, Mr. David Bradley.
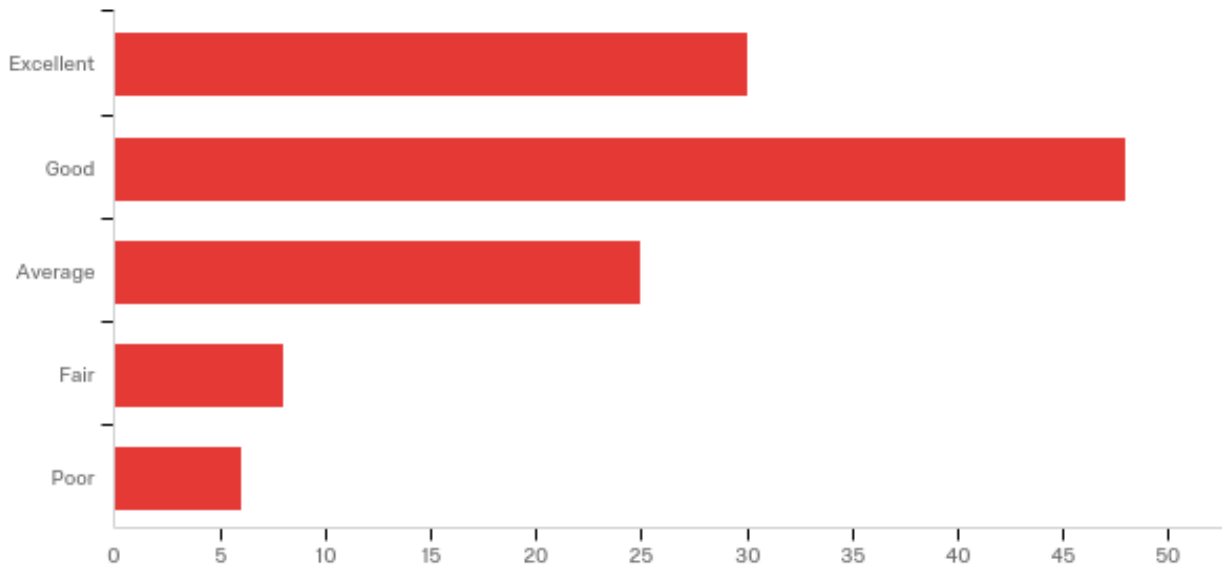
#	Answer	%	Count
1	Excellent	25.64%	30
2	Good	41.03%	48
3	Average	21.37%	25
4	Fair	6.84%	8
5	Poor	5.13%	6
	Total	100%	117

18 - Associate Vice President Academic Affairs, Dr. Faiza Khoja.
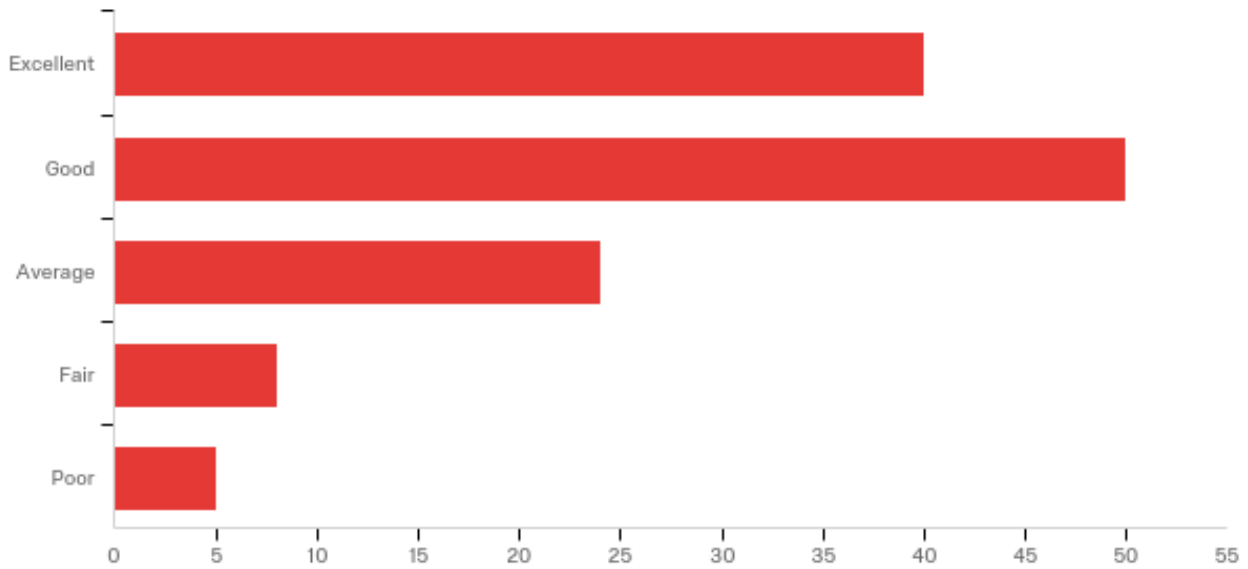
#	Answer	%	Count
1	Excellent	31.50%	40
2	Good	39.37%	50
3	Average	18.90%	24
4	Fair	6.30%	8
5	Poor	3.94%	5
	Total	100%	127

19 - Vice President Employment Services and Operations, Ms. Ivonne Montalbano.
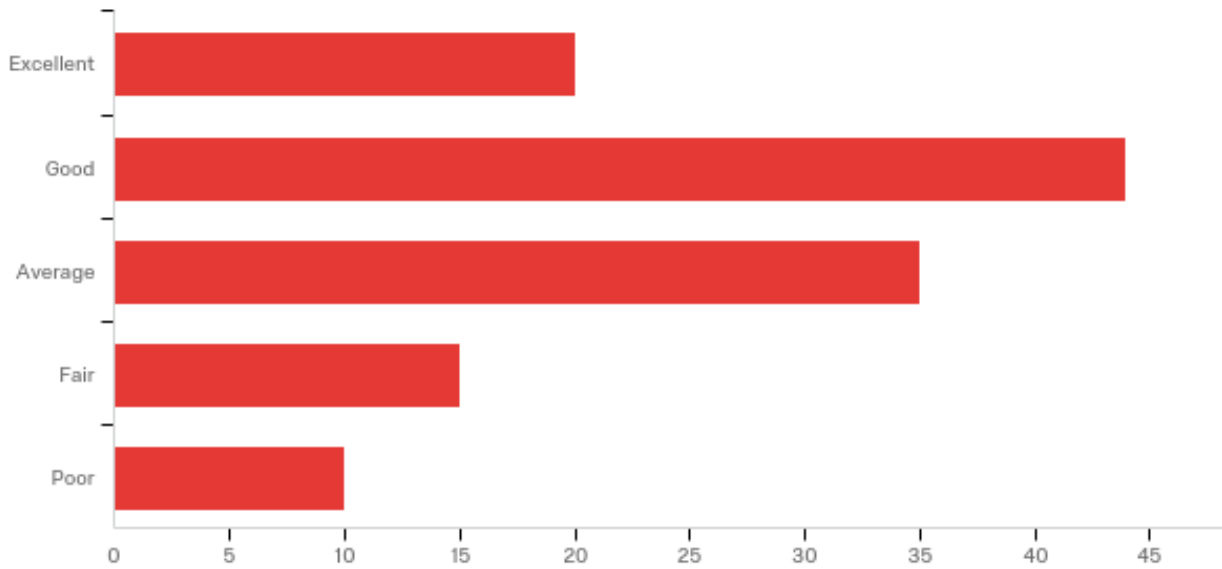
#	Answer	%	Count
1	Excellent	16.13%	20
2	Good	35.48%	44
3	Average	28.23%	35
4	Fair	12.10%	15
5	Poor	8.06%	10
	Total	100%	124

20 - Vice President Advancement and External Relations, Ms. Johanna Wolfe.
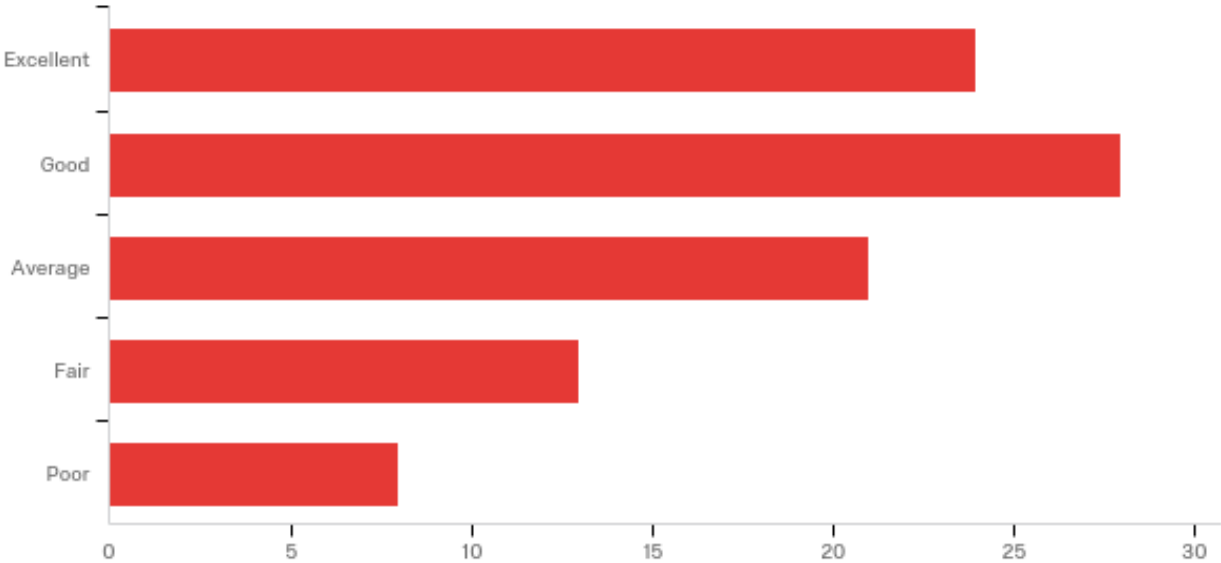
#	Answer	%	Count
1	Excellent	25.53%	24
2	Good	29.79%	28
3	Average	22.34%	21
4	Fair	13.83%	13
5	Poor	8.51%	8
	Total	100%	94

21 - Associate Vice President Information Technology, Mr. Hossein Shahrokhi.
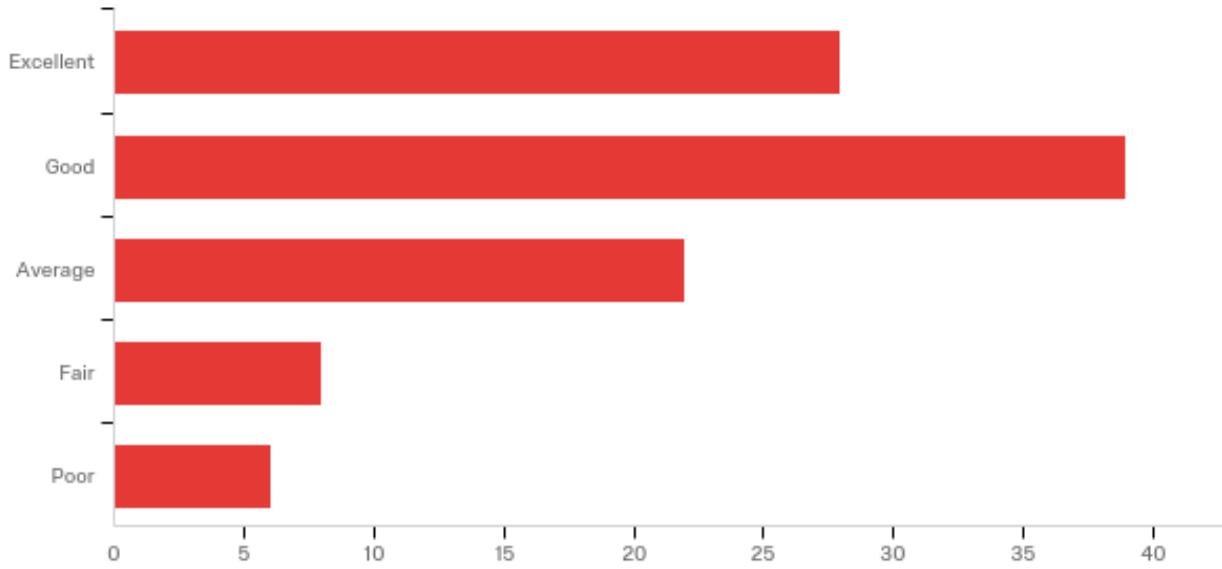
#	Answer	%	Count
1	Excellent	27.18%	28
2	Good	37.86%	39
3	Average	21.36%	22
4	Fair	7.77%	8
5	Poor	5.83%	6
	Total	100%	103

22 - Assistant Vice President Facilities Management, Mr. Christopher McCall.
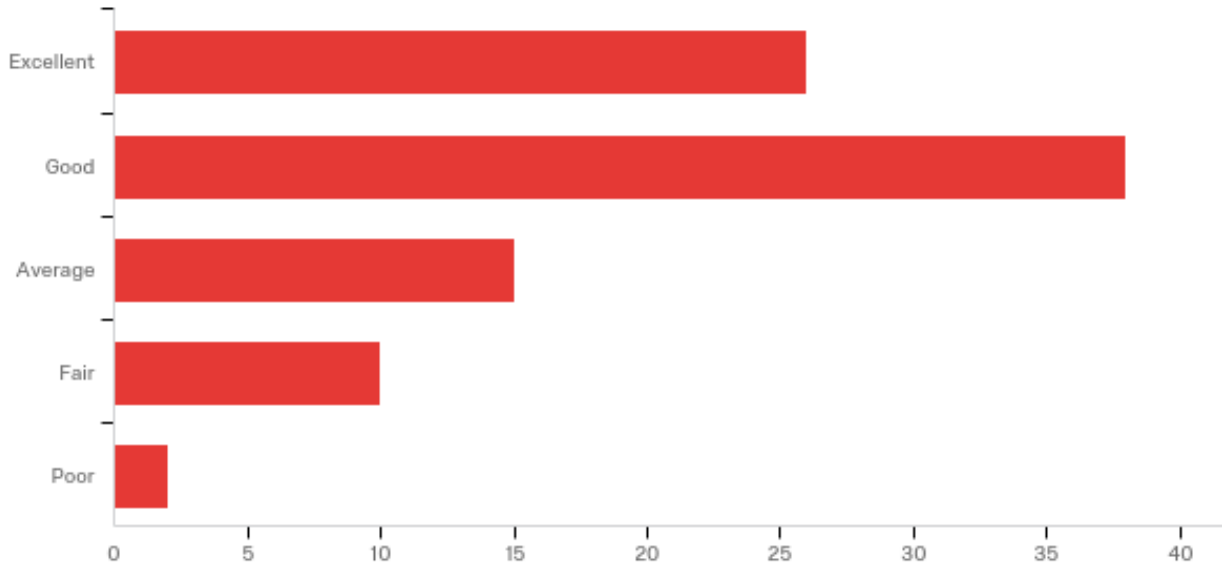
#	Answer	%	Count
1	Excellent	28.57%	26
2	Good	41.76%	38
3	Average	16.48%	15
4	Fair	10.99%	10
5	Poor	2.20%	2
	Total	100%	91

23 - Assistant Vice President Business Affairs, Administration and Finance, Mr. George Anderson.
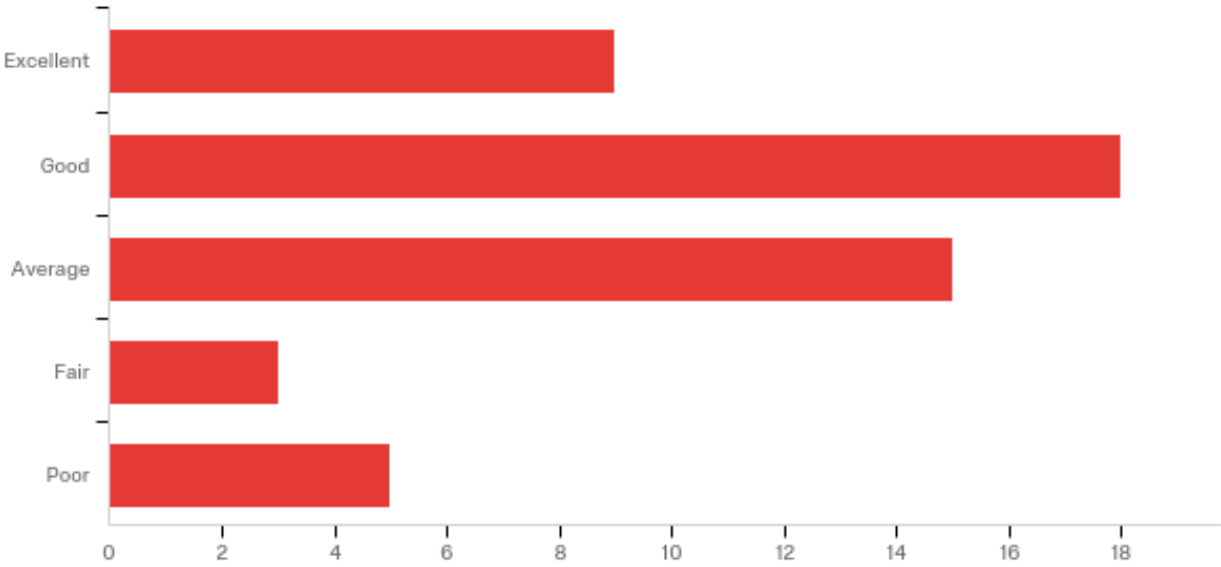
#	Answer	%	Count
1	Excellent	18.00%	9
2	Good	36.00%	18
3	Average	30.00%	15
4	Fair	6.00%	3
5	Poor	10.00%	5
	Total	100%	50

24 - Please identify your college at UHD.

This question was answered in a text box by 140 respondents. The results were edited (a few responded with their department name only, for example) and then counted in Excel. I have also included how each total reflects a percentage of the total FT faculty in that college:

- CHSS = 66 (about 56% of total)
- COB = 22 (about 28% of total)
- CPS = 22 (about 49% of total)
- CST = 30 (about 33% of total)

25 - Please identify the dean of your college at UHD and rate their performance as Excellent, Good, Average, Fair, Poor, or N/A. (Several colleges had more than one dean in 2017-2018, so you may rate more than one in that case).

All text responses were combined into the following bar charts. Some responses did not include the name of the relevant dean, so I cross-referenced question 24 to match the ratings up, save for 1 COB response that did not identify which dean was being rated, and 4 responses that did not give a rating but included a name.

CHSS Dean: Fulton
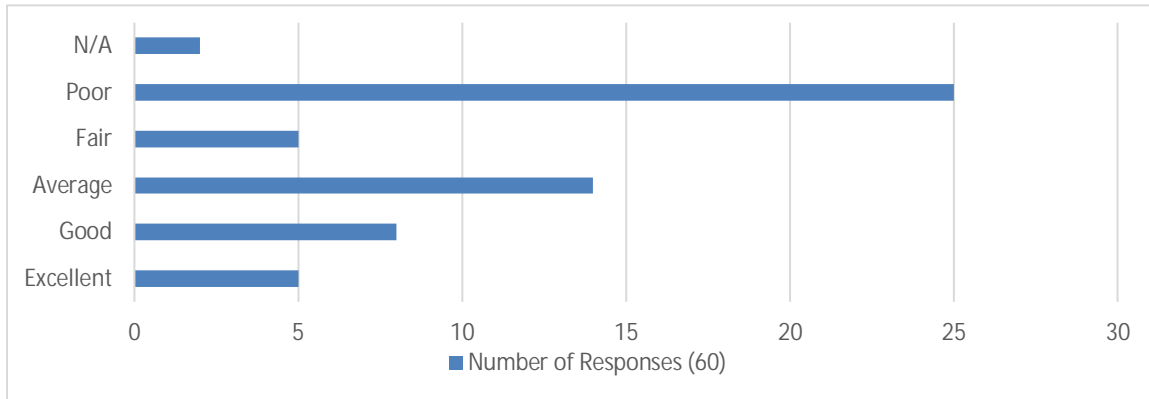
Note: One vote for CHSS dean was "Average-Fair."

COB Dean (previous): Fields
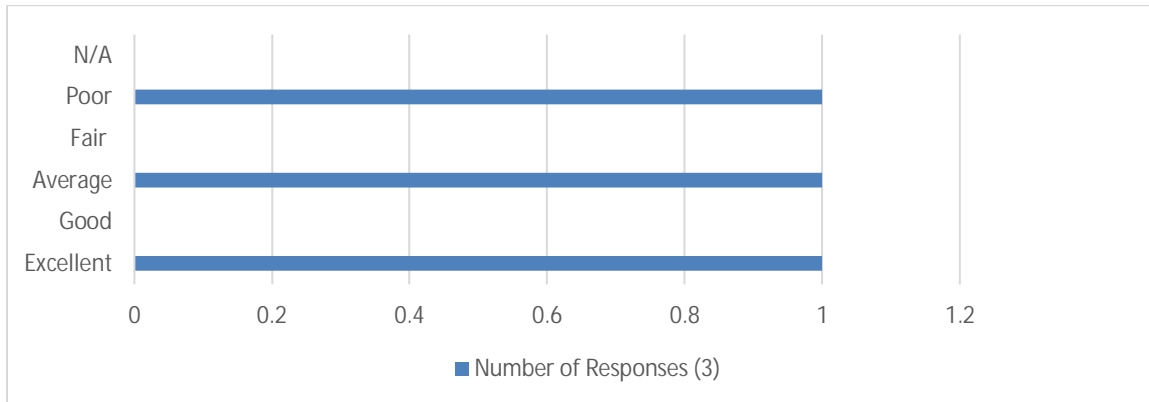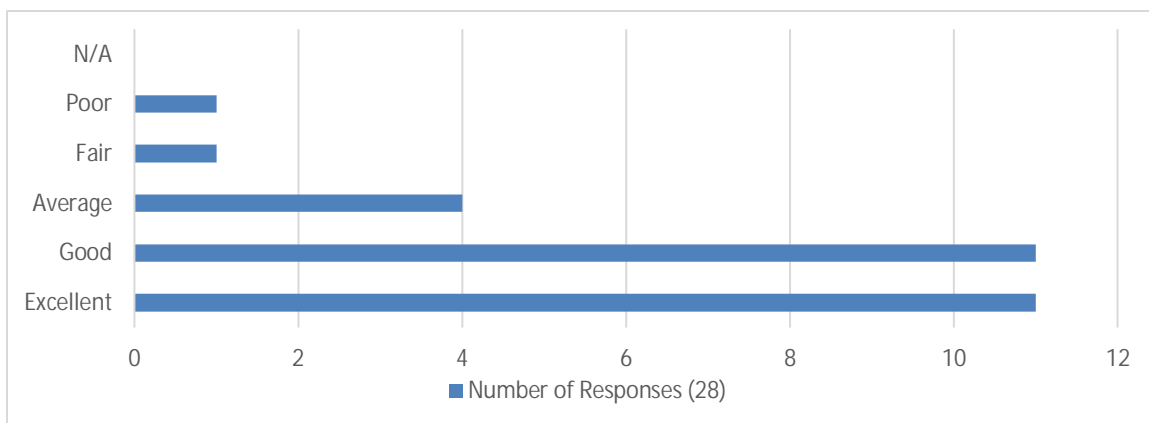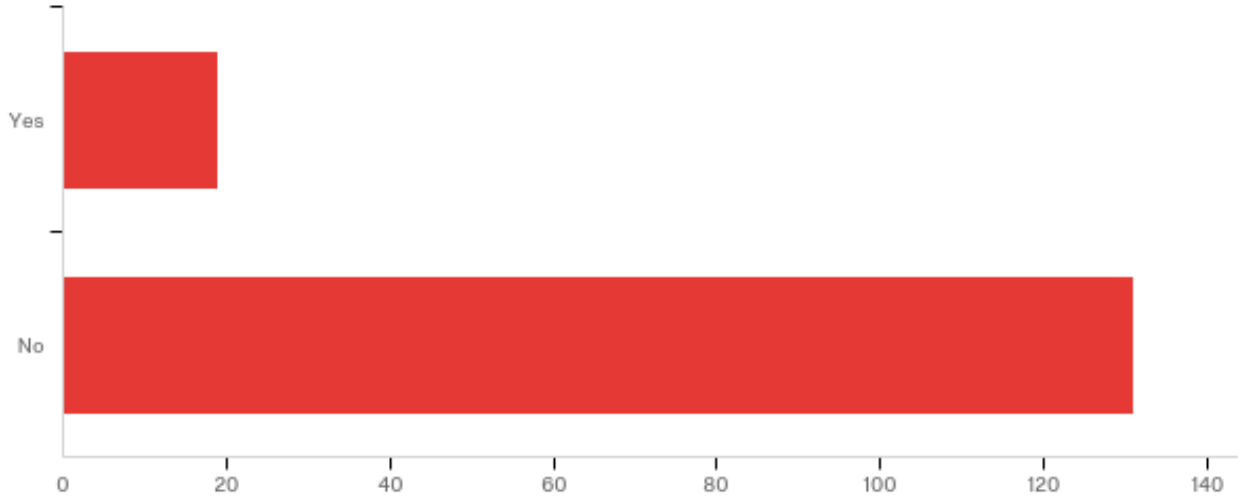
COB Dean (current): Gengler

Number of Responses (16)

Rating	Value
N/A	0
Poor	1
Fair	1
Average	1
Good	9
Excellent	4
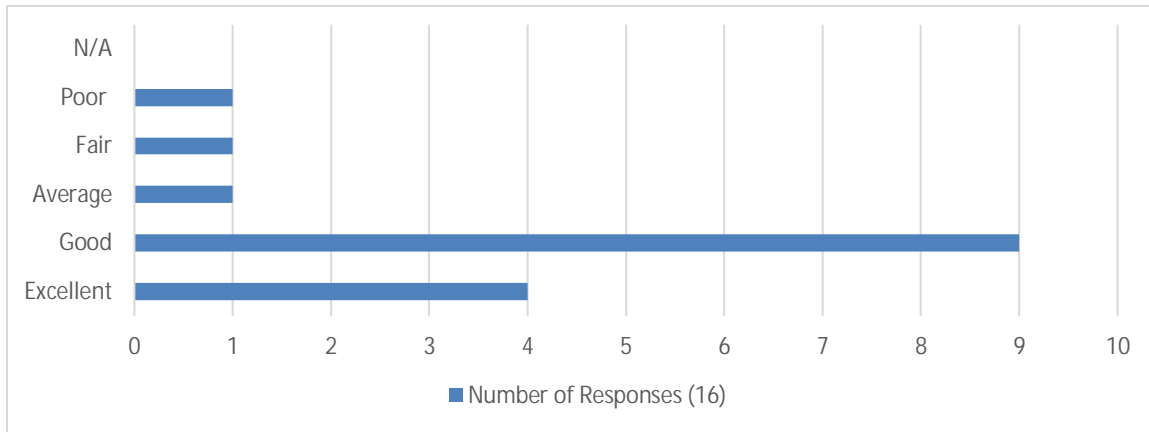
Note: One vote for CST Dean was "Great!"

CPS Dean: Van Horn

Number of Responses (33)

Rating	Value
N/A	2
Poor	4
Fair	0
Average	1
Good	4
Excellent	12

CST Dean: Uzman

Number of Responses (28)

Rating	Value
N/A	0
Poor	1
Fair	1
Average	4
Good	11
Excellent	11
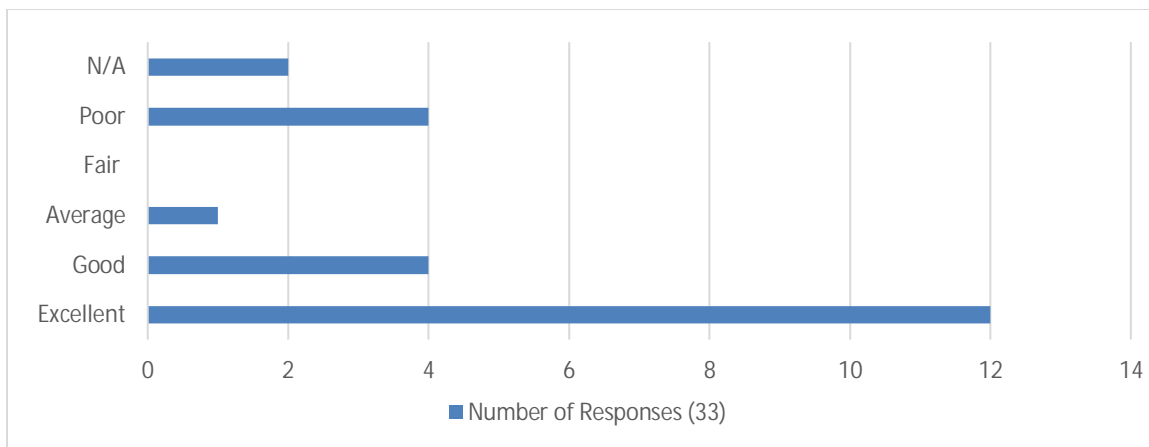
26 - I am currently serving in the UHD Faculty Senate.

#	Answer	%	Count
1	Yes	12.67%	19
2	No	87.33%	131
	Total	100%	150

27 - Classroom space at UHD is adequate.
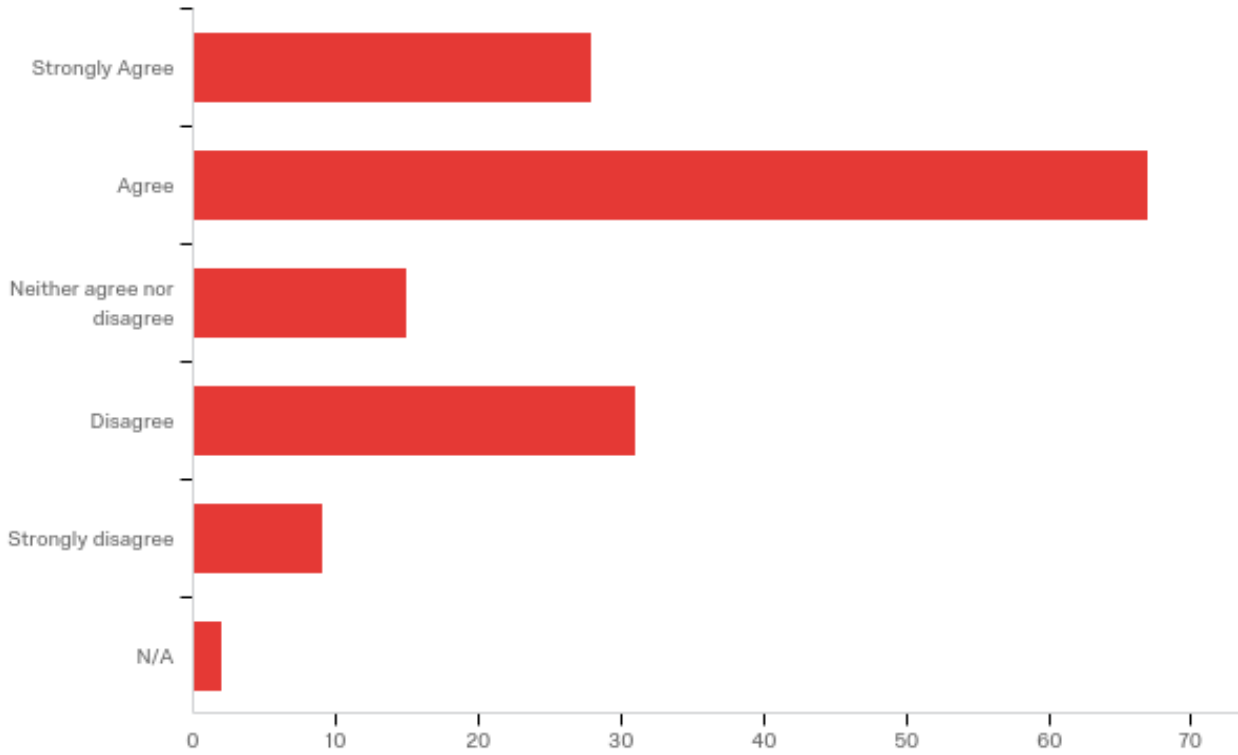
#	Answer	%	Count
1	Strongly Agree	18.42%	28
2	Agree	44.08%	67
3	Neither agree nor disagree	9.87%	15
4	Disagree	20.39%	31
5	Strongly disagree	5.92%	9
6	N/A	1.32%	2
	Total	100%	152

28 - The furniture in my classrooms at UHD is adequate.
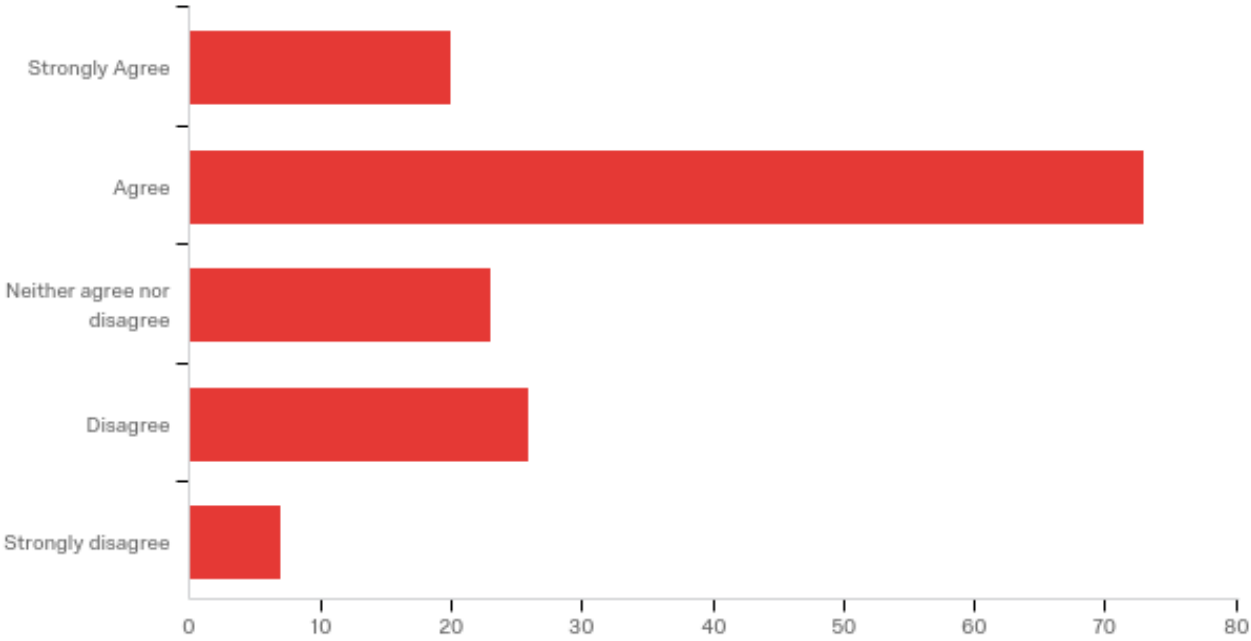
#	Answer	%	Count
1	Strongly Agree	13.42%	20
2	Agree	48.99%	73
3	Neither agree nor disagree	15.44%	23
4	Disagree	17.45%	26
5	Strongly disagree	4.70%	7
	Total	100%	149

29 - The whiteboards/smartboards in my classrooms at UHD are adequate.
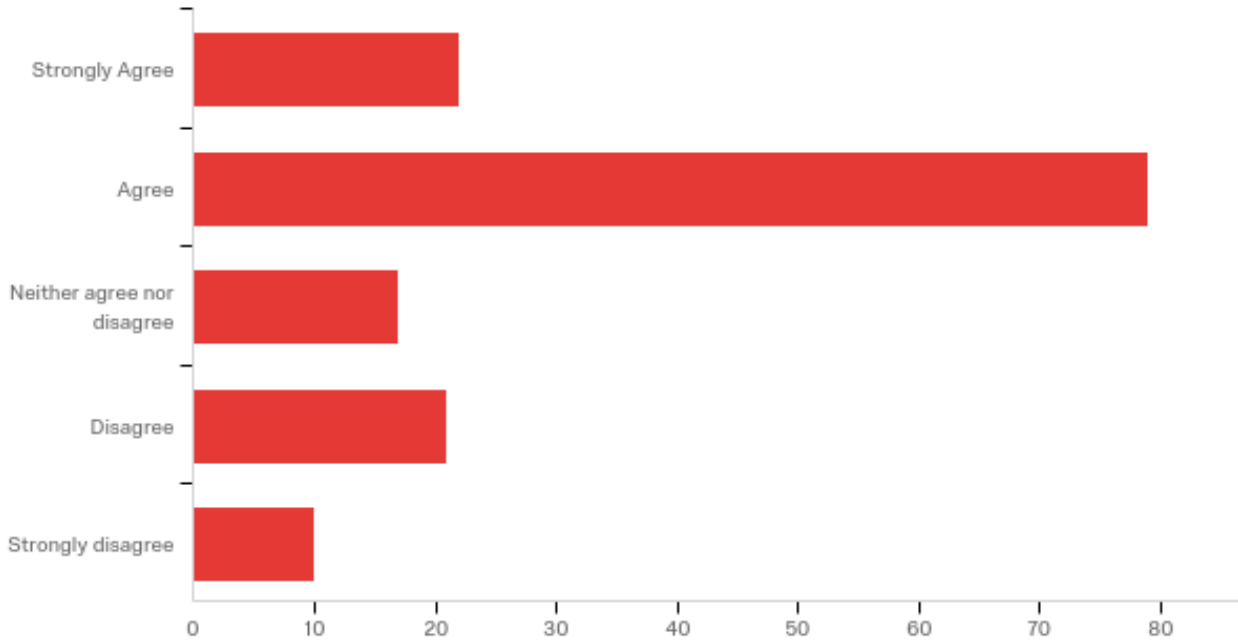
#	Answer	%	Count
1	Strongly Agree	14.77%	22
2	Agree	53.02%	79
3	Neither agree nor disagree	11.41%	17
4	Disagree	14.09%	21
5	Strongly disagree	6.71%	10
	Total	100%	149

30 - Space for special events or programs at UHD is adequate.
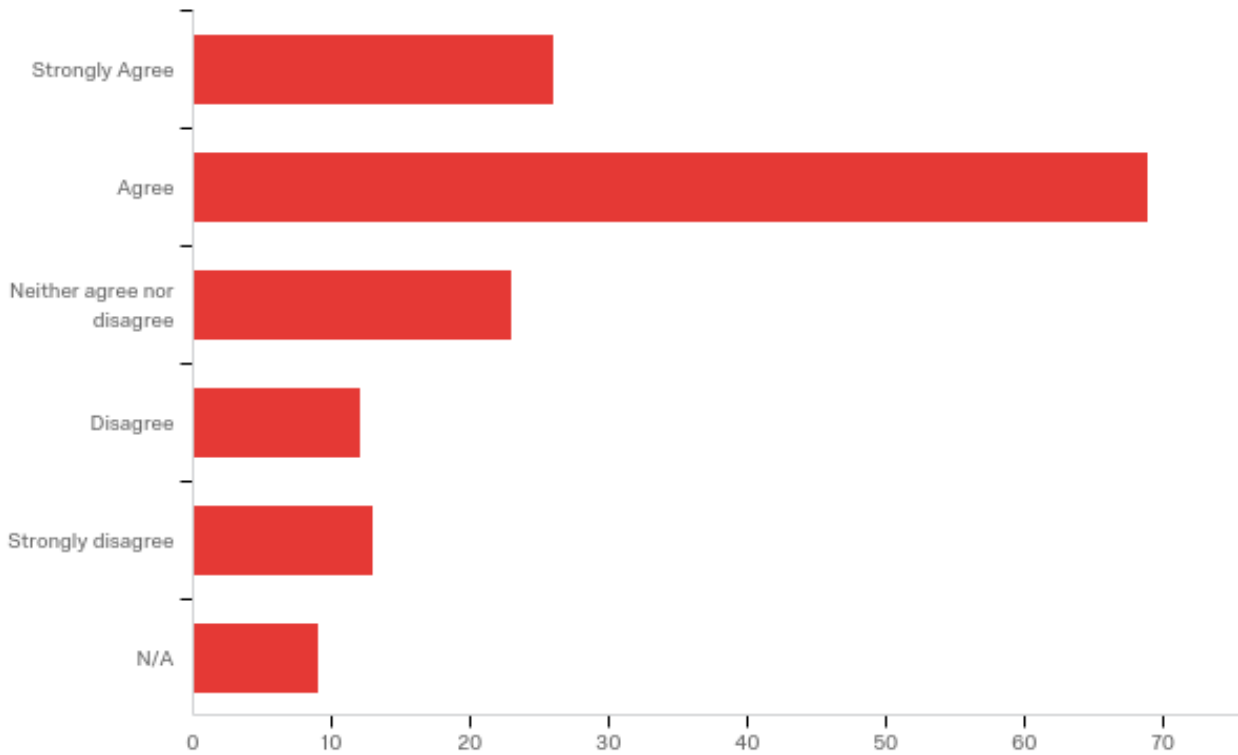
#	Answer	%	Count
1	Strongly Agree	17.11%	26
2	Agree	45.39%	69
3	Neither agree nor disagree	15.13%	23
4	Disagree	7.89%	12
5	Strongly disagree	8.55%	13
6	N/A	5.92%	9
	Total	100%	152

31 - Laboratory facilities at UHD are adequate.
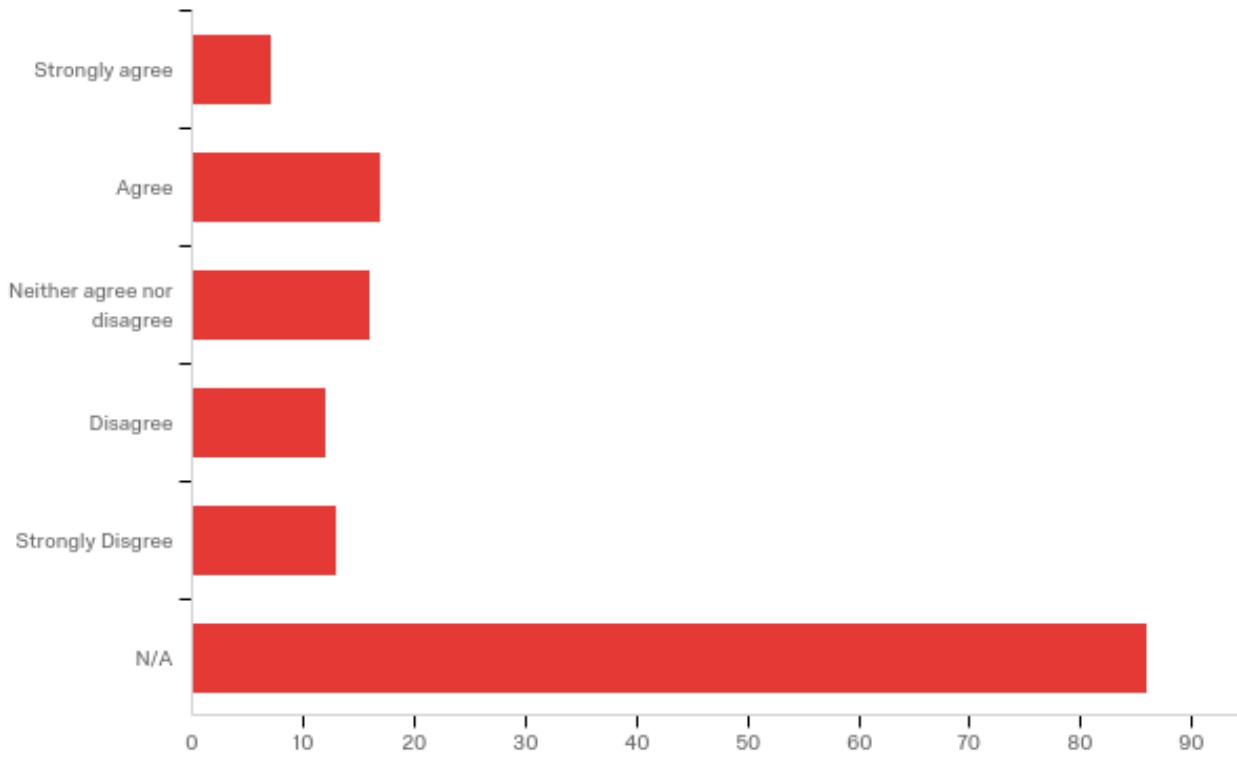
#		Answer	%	Count
1		Strongly agree	4.64%	7
2		Agree	11.26%	17
3		Neither agree nor disagree	10.60%	16
4		Disagree	7.95%	12
5		Strongly Disgree	8.61%	13
6		N/A	56.95%	86
		Total	100%	151

32 - Office facilities at UHD are adequate.
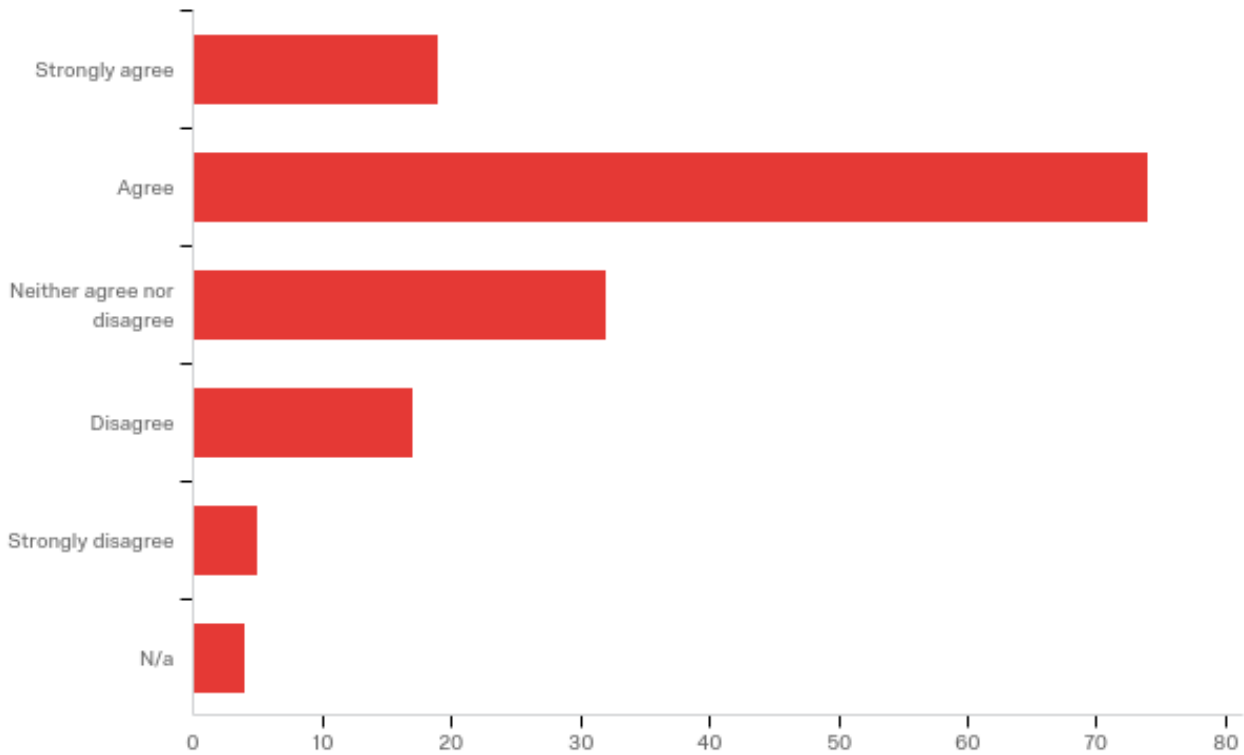
#		Answer	%	Count
1		Strongly agree	12.58%	19
2		Agree	49.01%	74
3		Neither agree nor disagree	21.19%	32
4		Disagree	11.26%	17
5		Strongly disagree	3.31%	5
6		N/a	2.65%	4
		Total	100%	151

33 - UHD campus security is adequate.
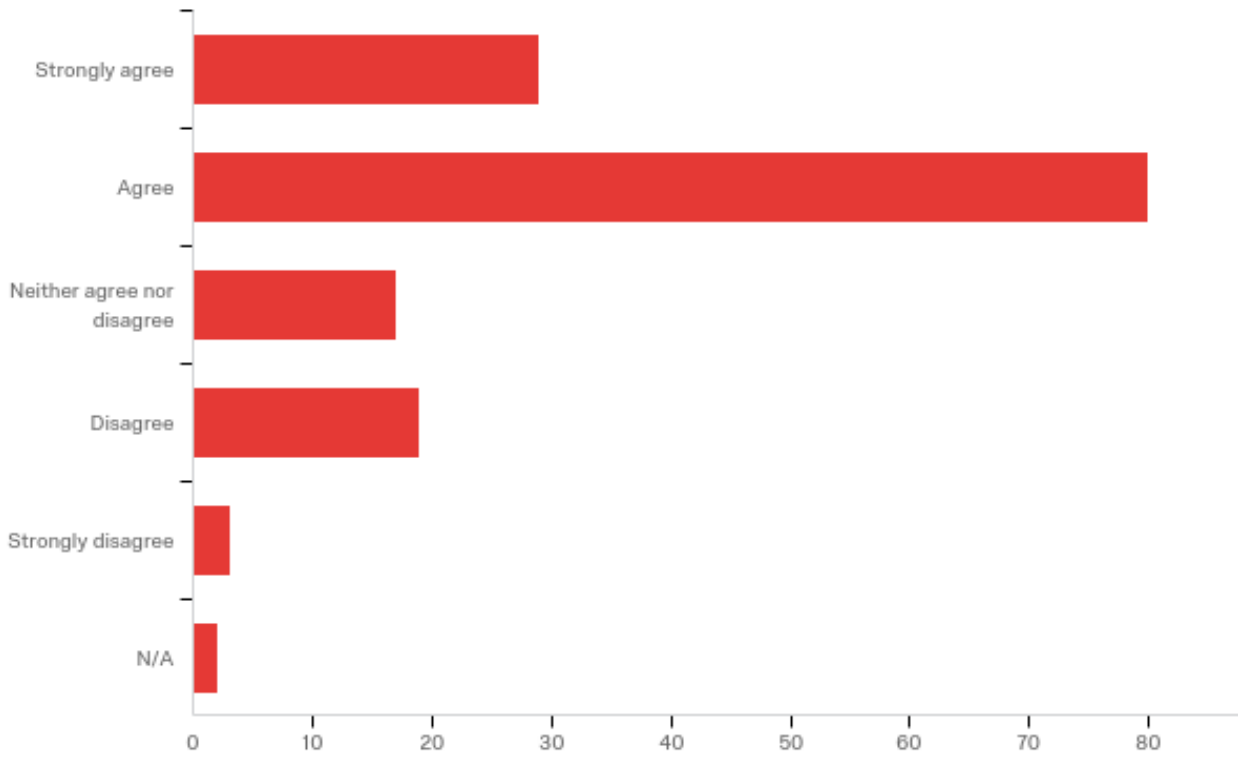
#	Answer	%	Count
1	Strongly agree	19.33%	29
2	Agree	53.33%	80
3	Neither agree nor disagree	11.33%	17
4	Disagree	12.67%	19
5	Strongly disagree	2.00%	3
6	N/A	1.33%	2
	Total	100%	150

34 - UHD should develop on/near campus-child care services beyond the services offered by the Child Watch Center between 2016-2018.
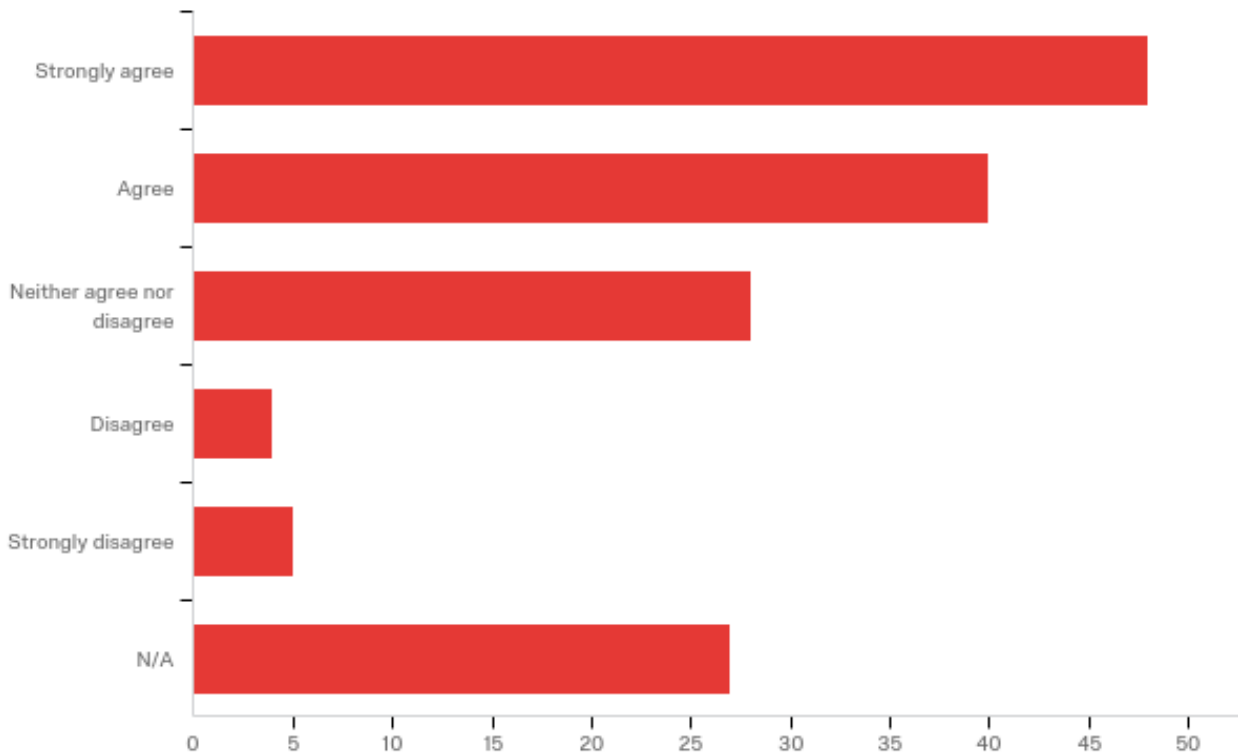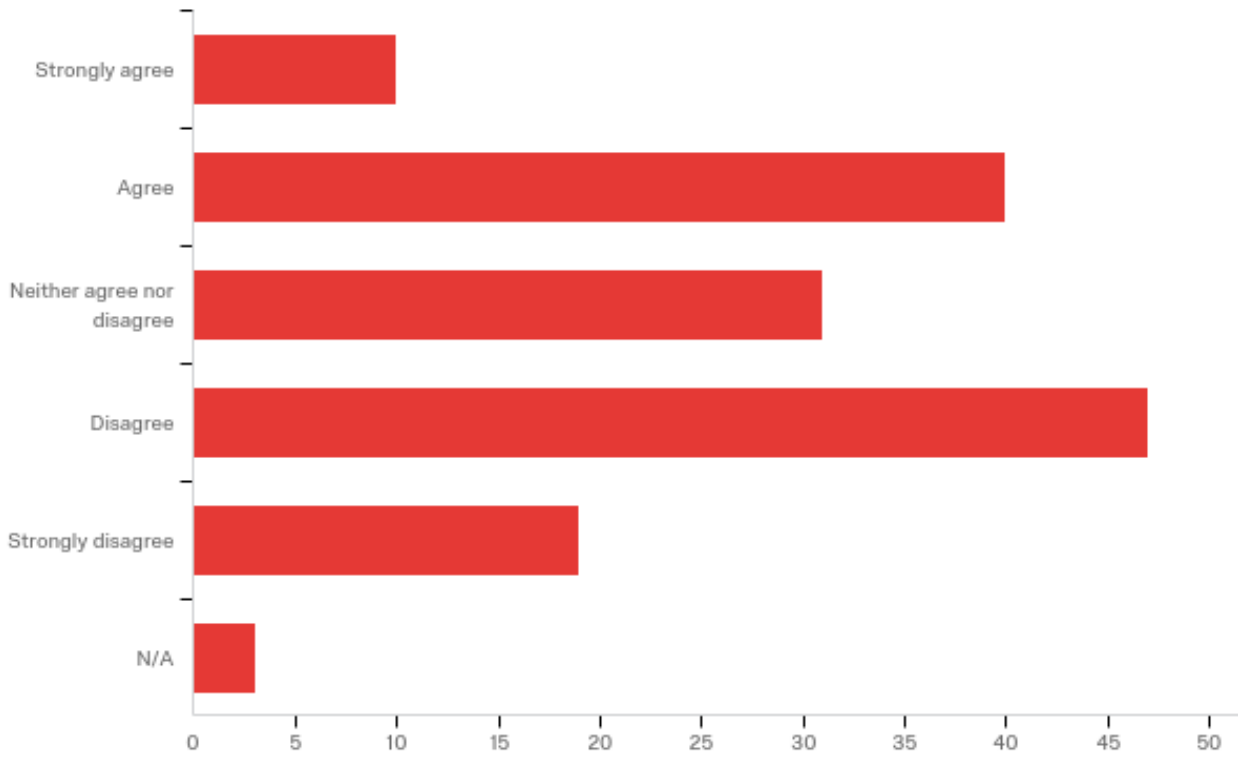

#	Answer	%	Count
1	Strongly agree	31.58%	48
2	Agree	26.32%	40
3	Neither agree nor disagree	18.42%	28
4	Disagree	2.63%	4
5	Strongly disagree	3.29%	5
6	N/A	17.76%	27
	Total	100%	152

35 - My department at UHD is respected by my college dean and provost.
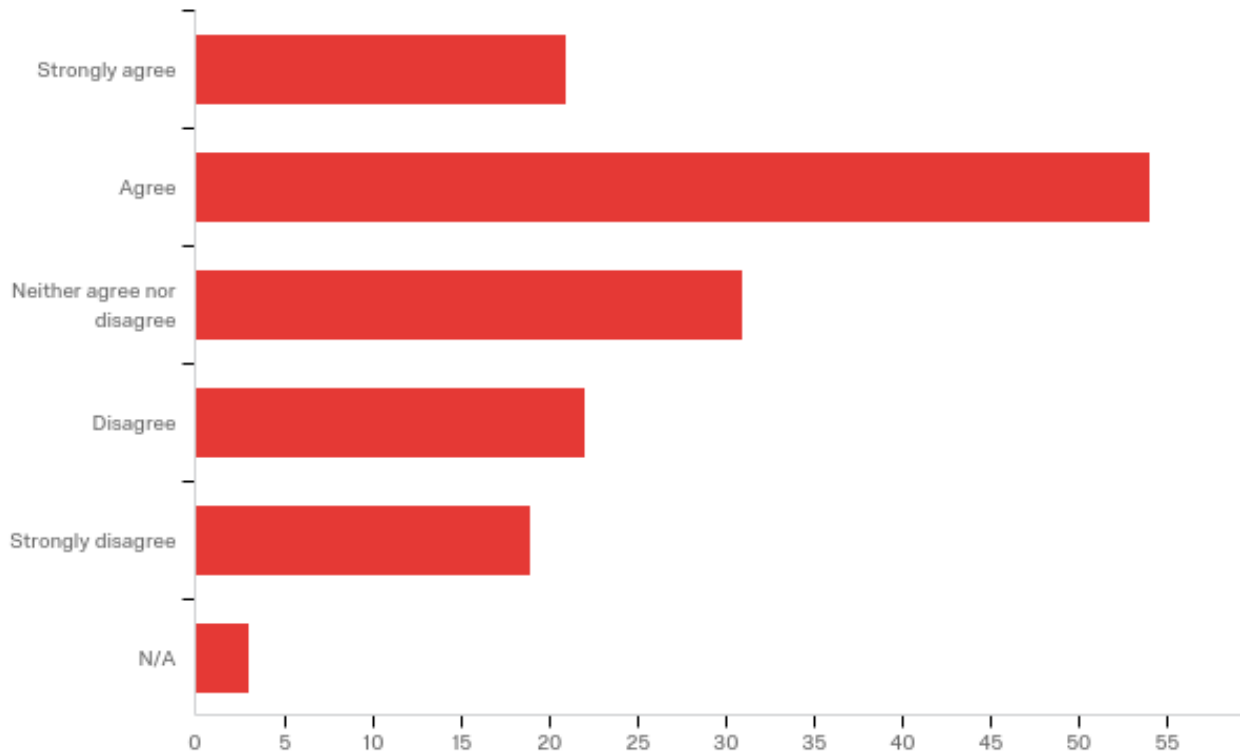
#	Answer	%	Count
1	Strongly agree	14.00%	21
2	Agree	36.00%	54
3	Neither agree nor disagree	20.67%	31
4	Disagree	14.67%	22
5	Strongly disagree	12.67%	19
6	N/A	2.00%	3
	Total	100%	150

36 - UHD's website is effectively searchable.

#	Answer	%	Count
1	Strongly agree	6.67%	10
2	Agree	26.67%	40
3	Neither agree nor disagree	20.67%	31
4	Disagree	31.33%	47
5	Strongly disagree	12.67%	19
6	N/A	2.00%	3
	Total	100%	150

37 - UHD's website is effectively organized.
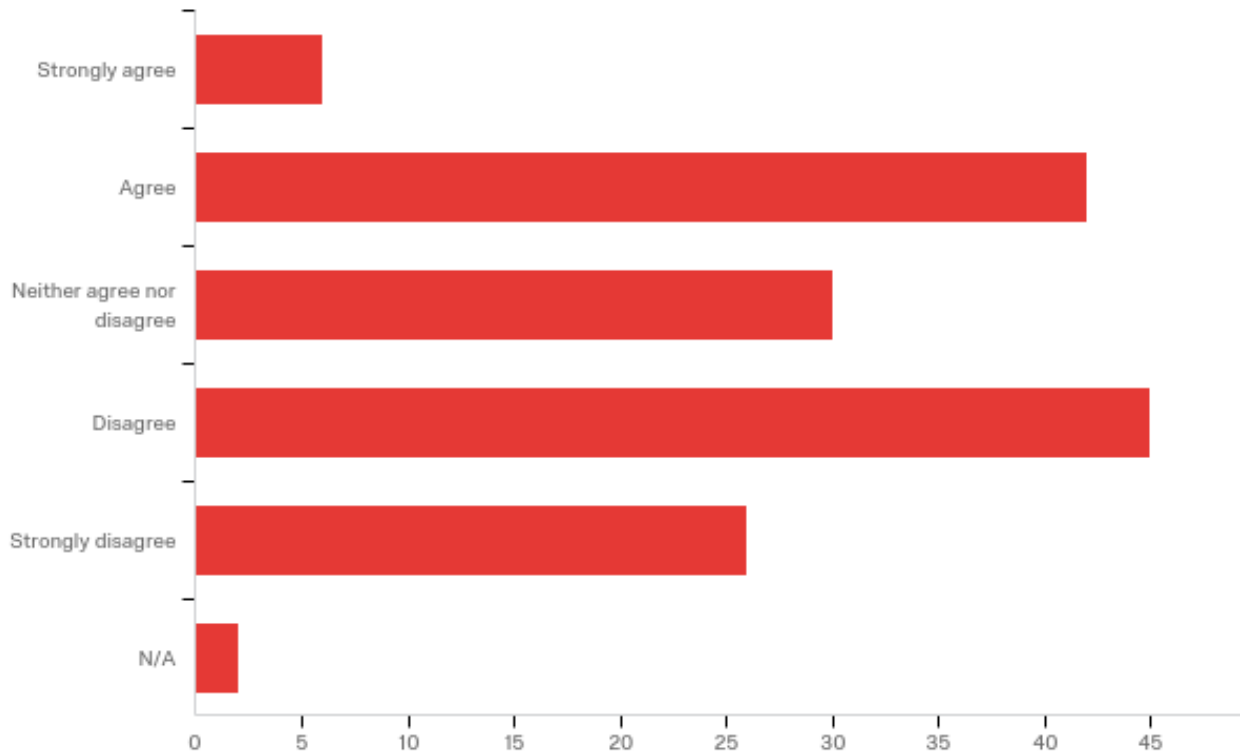
#		Answer	%	Count
1		Strongly agree	3.97%	6
2		Agree	27.81%	42
3		Neither agree nor disagree	19.87%	30
4		Disagree	29.80%	45
5		Strongly disagree	17.22%	26
6		N/A	1.32%	2
		Total	100%	151

38 - UHD's website is up to date.
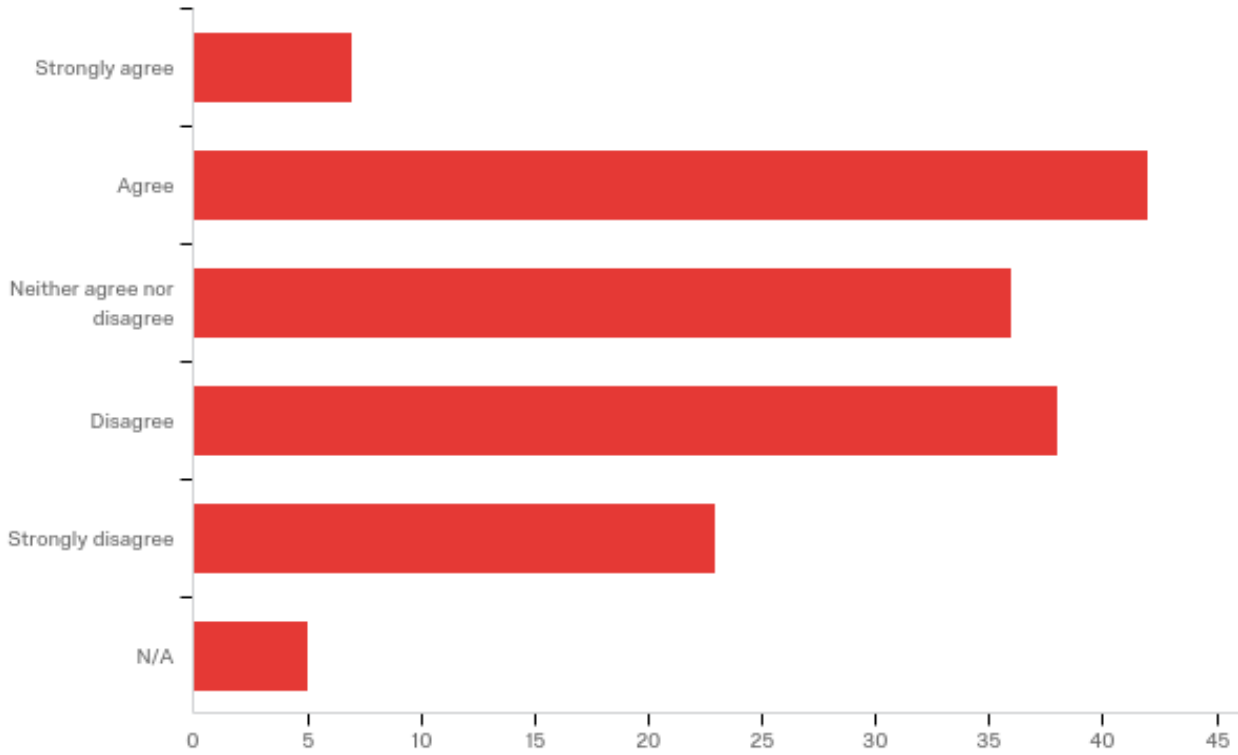
#	Answer	%	Count
1	Strongly agree	4.64%	7
2	Agree	27.81%	42
3	Neither agree nor disagree	23.84%	36
4	Disagree	25.17%	38
5	Strongly disagree	15.23%	23
6	N/A	3.31%	5
	Total	100%	151

39 - I have access to adequate hardware for my research at UHD.
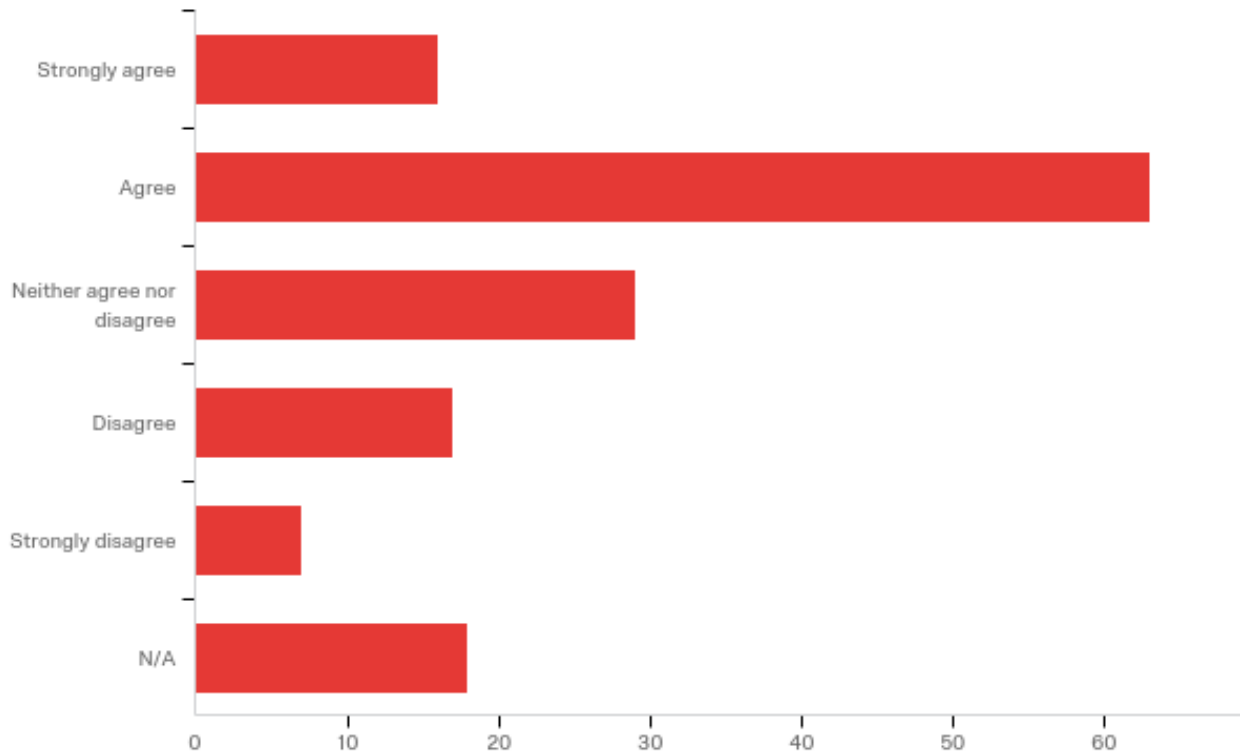
#		Answer	%	Count
1		Strongly agree	10.67%	16
2		Agree	42.00%	63
3		Neither agree nor disagree	19.33%	29
4		Disagree	11.33%	17
5		Strongly disagree	4.67%	7
6		N/A	12.00%	18
		Total	100%	150

40 - I have access to adequate software for my research at UHD.
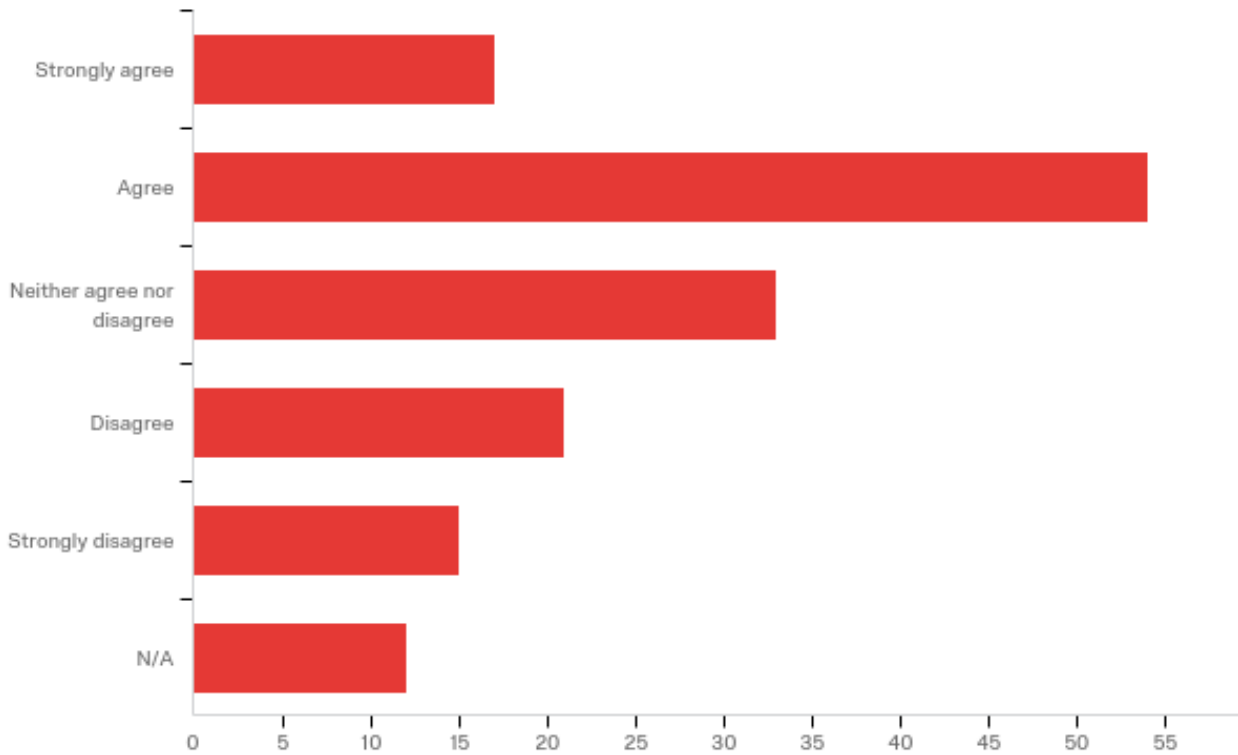
#	Answer	%	Count
1	Strongly agree	11.18%	17
2	Agree	35.53%	54
3	Neither agree nor disagree	21.71%	33
4	Disagree	13.82%	21
5	Strongly disagree	9.87%	15
6	N/A	7.89%	12
	Total	100%	152

41 - Inside and outside the classroom at UHD, I have access to adequate hardware for my teaching.
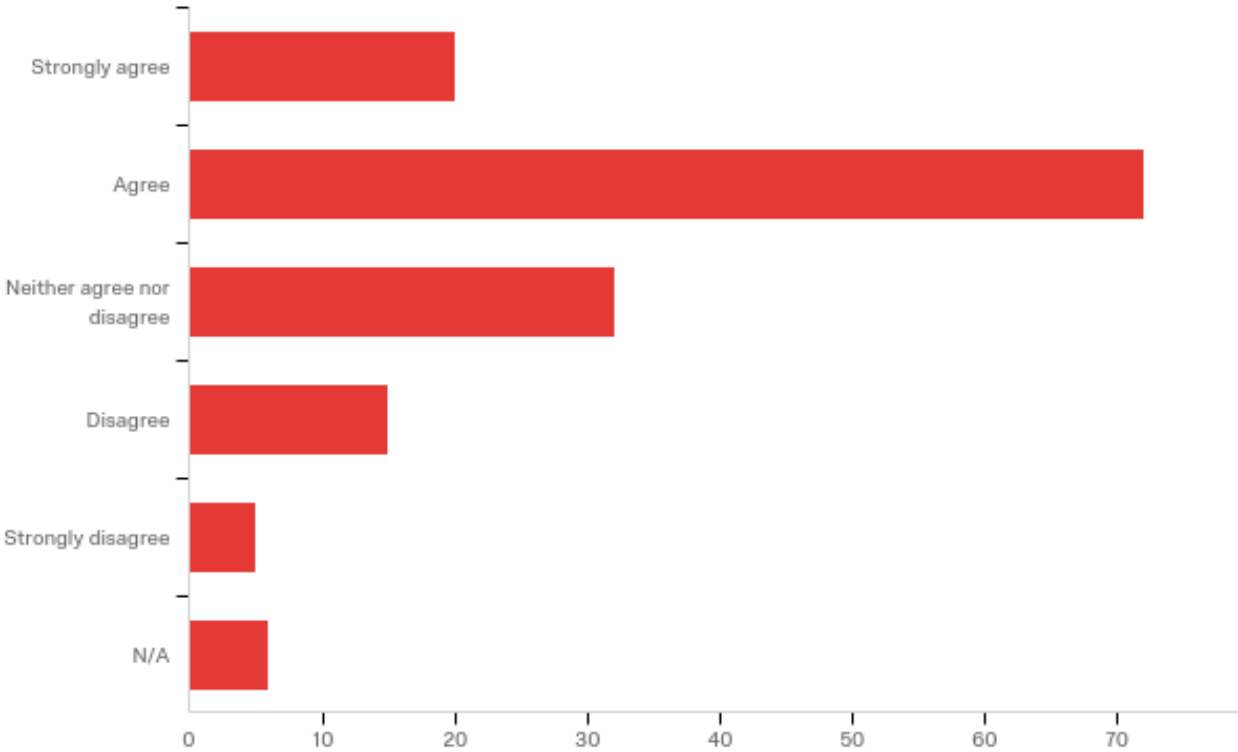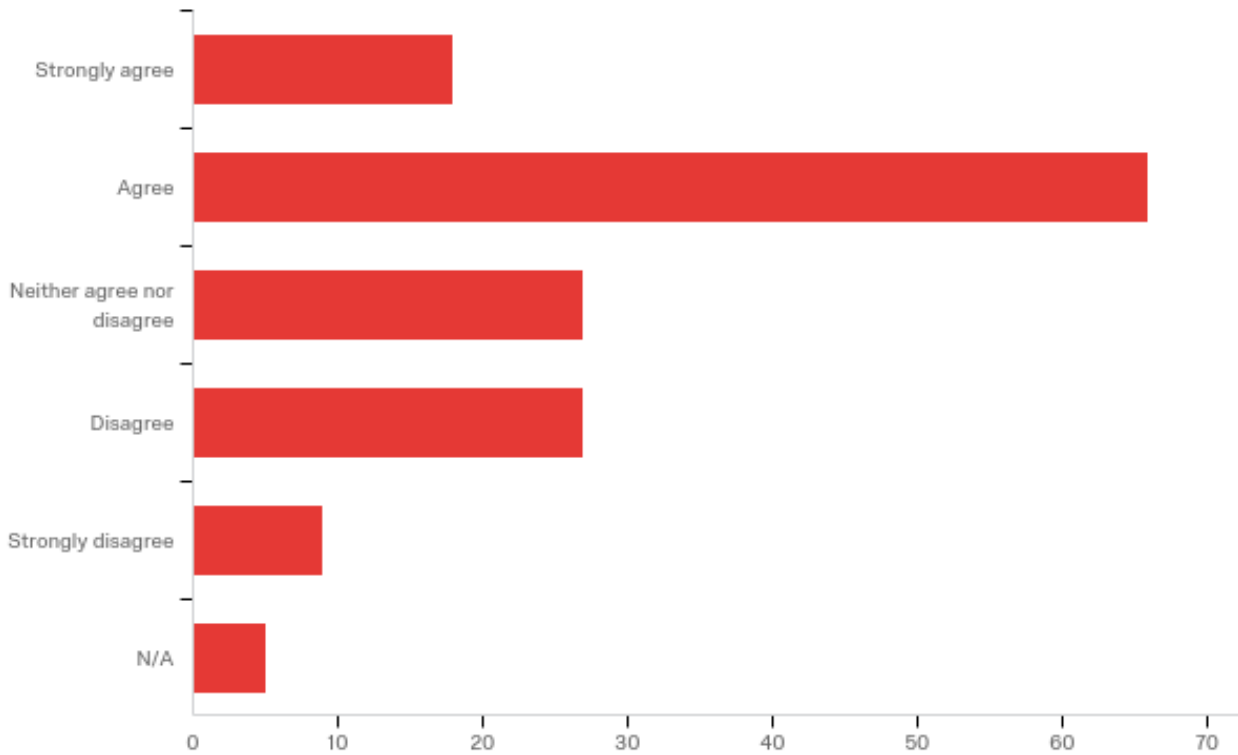

#		Answer	%	Count
1		Strongly agree	13.33%	20
2		Agree	48.00%	72
3		Neither agree nor disagree	21.33%	32
4		Disagree	10.00%	15
5		Strongly disagree	3.33%	5
6		N/A	4.00%	6
		Total	100%	150

42 - I am adequately informed about issues relating to UHD's budget.
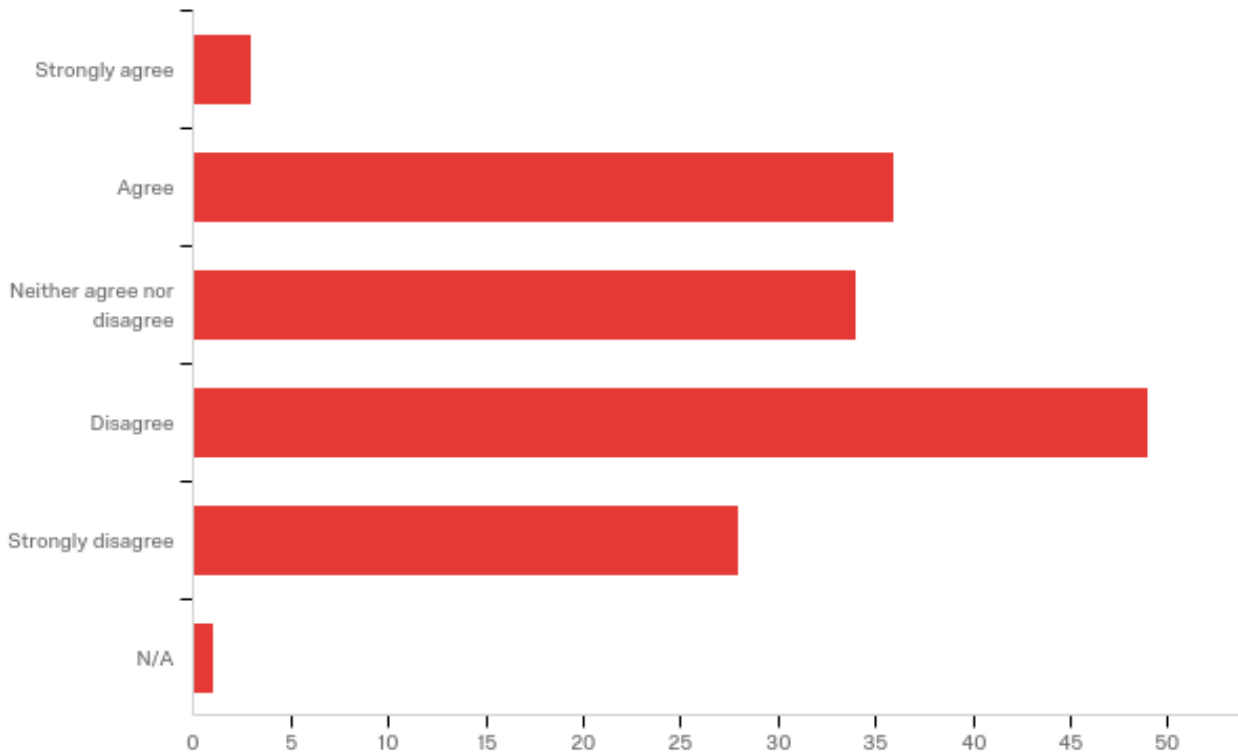
#	Answer	%	Count
1	Strongly agree	1.99%	3
2	Agree	23.84%	36
3	Neither agree nor disagree	22.52%	34
4	Disagree	32.45%	49
5	Strongly disagree	18.54%	28
6	N/A	0.66%	1
	Total	100%	151

43 - UHD provides adequate services to support student success.

#	Answer	%	Count
1	Strongly agree	11.84%	18
2	Agree	43.42%	66
3	Neither agree nor disagree	17.76%	27
4	Disagree	17.76%	27
5	Strongly disagree	5.92%	9
6	N/A	3.29%	5
	Total	100%	152

44 - Please indicate your sex (you may opt out).
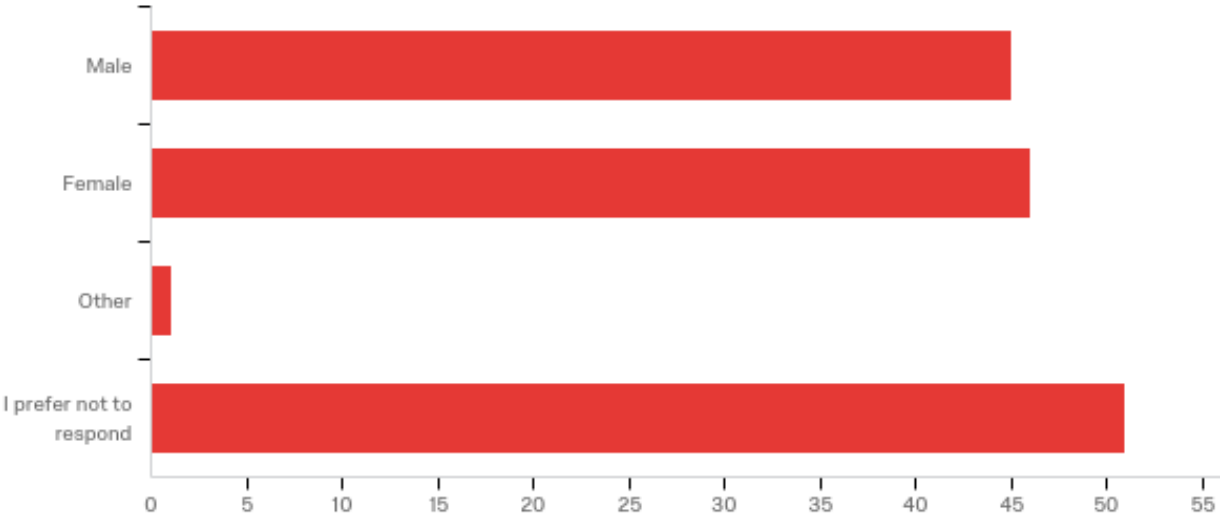
#	Answer	%	Count
1	Male	31.47%	45
2	Female	32.17%	46
3	Other	0.70%	1
4	I prefer not to respond	35.66%	51
	Total	100%	143

45 - Please indicate your ethnicity (you may opt out).
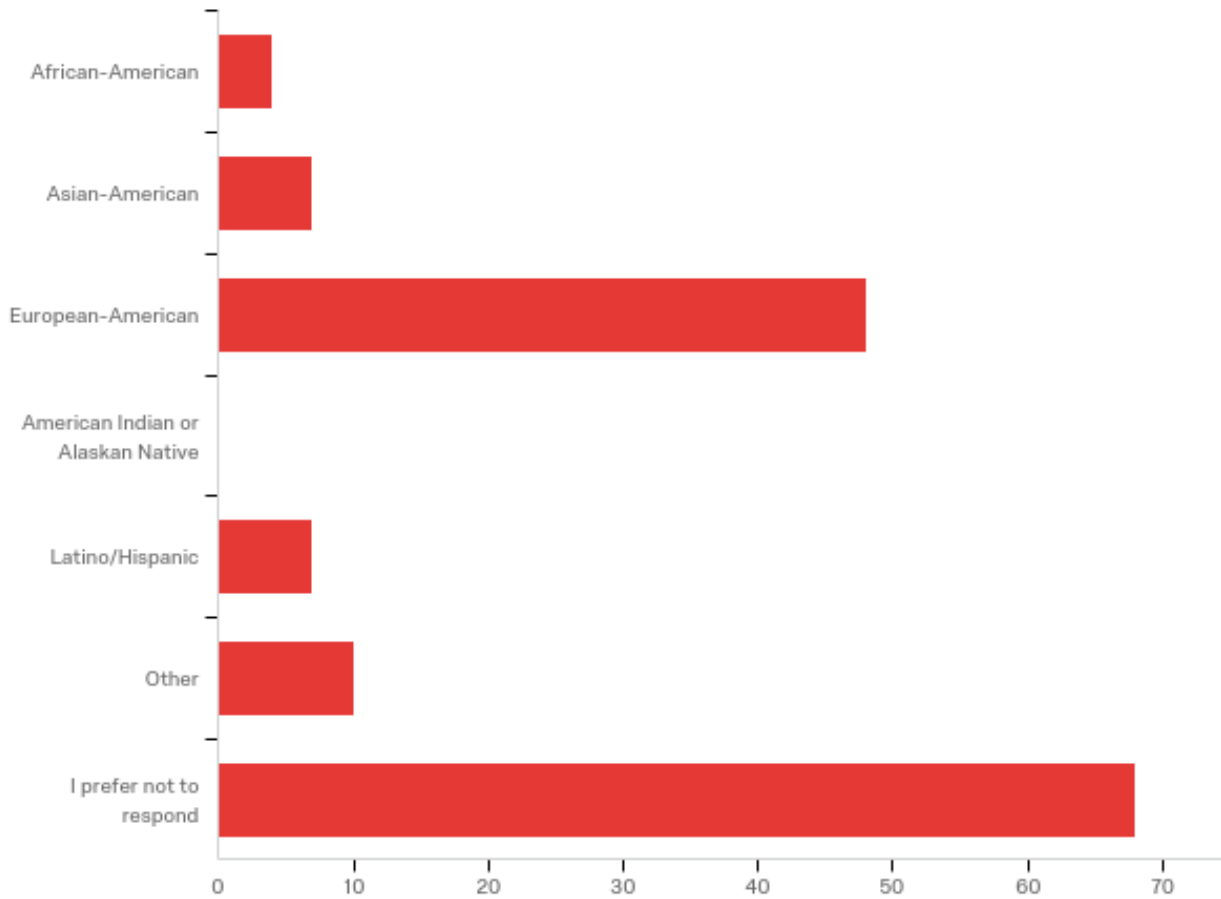
#		Answer	%	Count
1		African-American	2.78%	4
2		Asian-American	4.86%	7
3		European-American	33.33%	48
4		American Indian or Alaskan Native	0.00%	0
5		Latino/Hispanic	4.86%	7
6		Other	6.94%	10
7		I prefer not to respond	47.22%	68

46 - Please indicate your current rank at UHD.
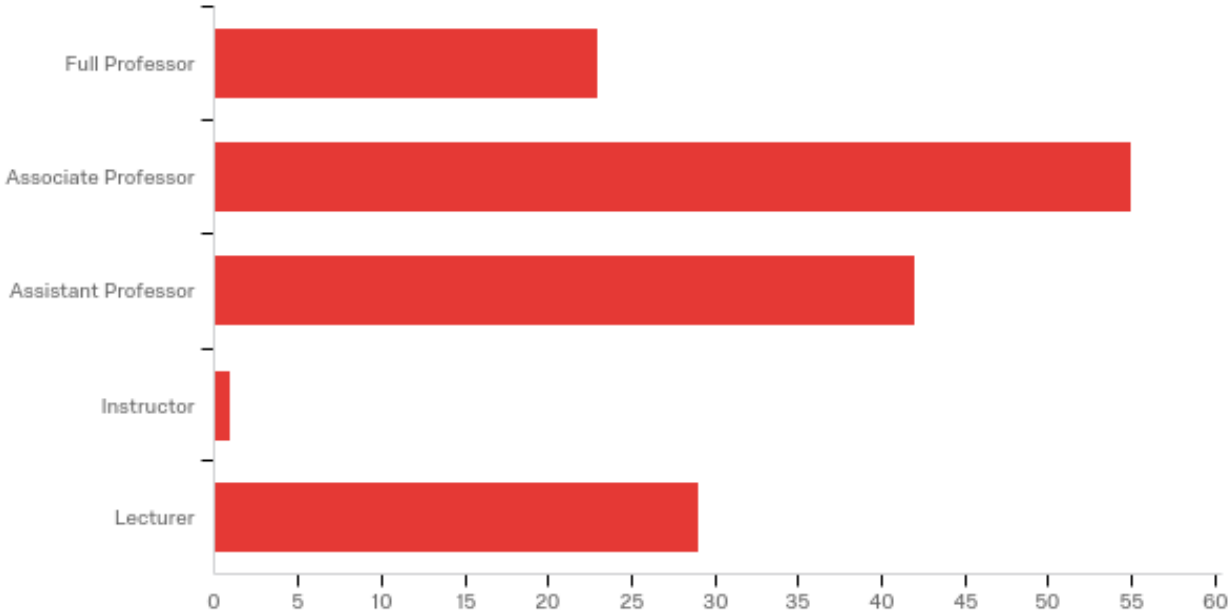
#	Answer	%	Count
7	Full Professor	15.33%	23
8	Associate Professor	36.67%	55
9	Assistant Professor	28.00%	42
10	Instructor	0.67%	1
11	Lecturer	19.33%	29
	Total	100%	150

47 - Please indicate the number of years that you have been employed at UHD (you may opt out).
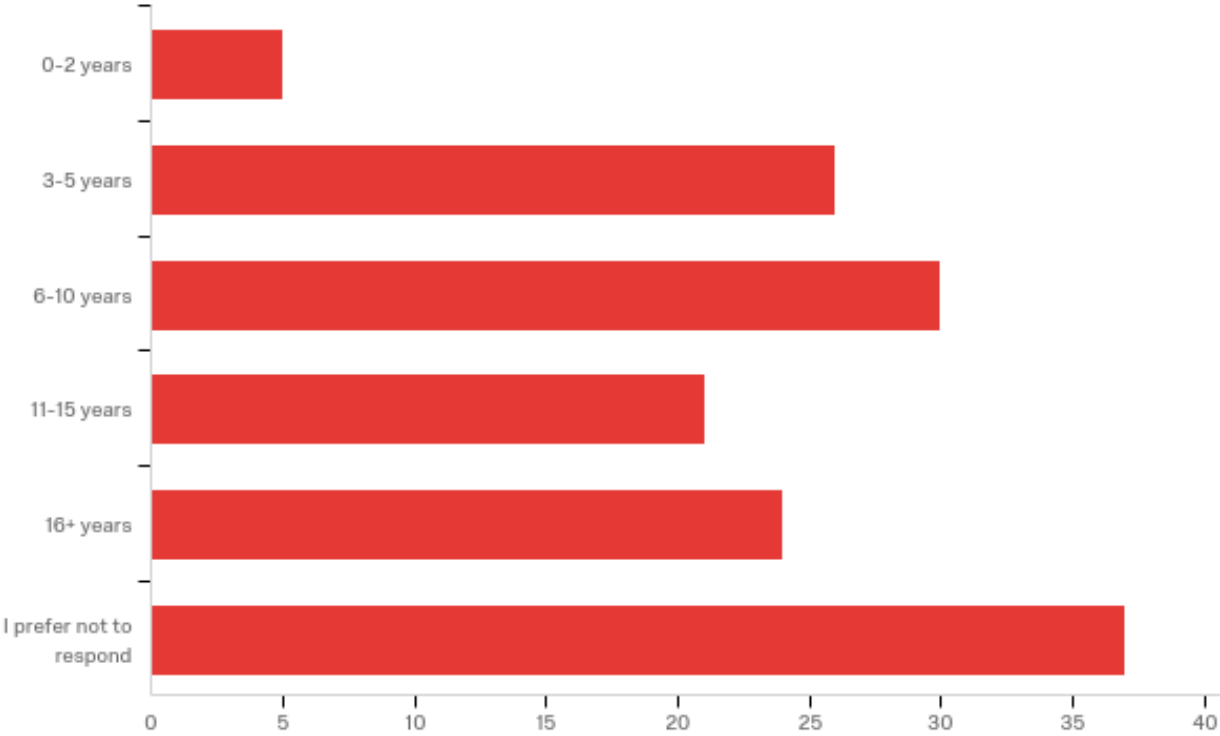
#		Answer	%	Count
1		0-2 years	3.50%	5
2		3-5 years	18.18%	26
3		6-10 years	20.98%	30
4		11-15 years	14.69%	21
5		16+ years	16.78%	24
6		I prefer not to respond	25.87%	37
		Total	100%	143