

University of Florida
University of Florida Faculty Survey 2004
PHARMACY DEMOGRAPHIC REPORT 2/2
Volume UOF-045

Data Collected 2nd quarter of 2004

INTERNATIONAL SURVEY RESEARCH
OFFICES WORLDWIDE



INTERNATIONAL SURVEY RESEARCH

READING SURVEY DATA REPORTS

A. Statistical Significance

When an * appears by any number in the data report it indicates that there is a statistically significant difference between a particular group's response and that of a comparison group. The statistical test that produces the * is set at a certain confidence level which will be shown in the footnote on each page, for example, "* A statistically significant difference at the 95% confidence level." The confidence level of 95% is the most commonly used and means that there are only five chances in a hundred that a difference that large could occur by chance given the size of the groups compared and the distribution of scores.

B. Category Summary Report

These reports summarize favorable responses to entire categories of items. The favorable responses to the items in each category are averaged to give an overview of the higher and lower-scoring areas in the survey. These category averages are displayed in bar graphs showing the "Total Favorable" response; the difference column displays differences from the top line in the comparison.

In category summaries that show comparisons among groups, only items that were asked of **all** groups in the comparison will be averaged. In normative comparisons data will frequently be unavailable for every item because some survey items are unique to your company and are not normed; in prior survey comparisons items may have been added to the current survey and have no prior year comparisons. In both cases a smaller number of items is being averaged than in comparisons containing only internal company groups of the current year's survey. In consequence, the score averages reported for a category may differ depending upon the comparison in which they are found.

C. Item Detail Report

These reports show each item in the survey grouped by category. Responses to the items will be displayed by graphs and a series of columns reporting the percentage of people who selected each response. Graphs may display only the "Total Favorable" response or may show more responses such as "Total Favorable", "?", and "Total Unfavorable" in a stacked bar format.

D. Category Target Reports

Target reports show information in a grid format rather than a graph. Category targets are most useful for showing a great deal of information on a single page. A typical comparison selected for a Target Report would be the major divisions of a company, its geographical regions, or its functional groups compared to the company as a whole.

The category averages for the group to which all others are compared appears across the top of the grid in a shaded bar; each row displays the difference between the Overall group and one of its subsets for each category. Positive differences are unsigned; negative differences are signed.

E. Ten Most Favorable / Least Favorable Item Report

These are special summary reports that select a "top ten" or "bottom ten" items based on a factor such as difference from prior year, difference from norm, or an absolute scoring level. For example, the report might show the ten items that have the greatest negative difference from norm or the ten highest-scoring items in the survey. Your report may have a number in front of the survey question number. This number represents the category number in which the survey question is located.

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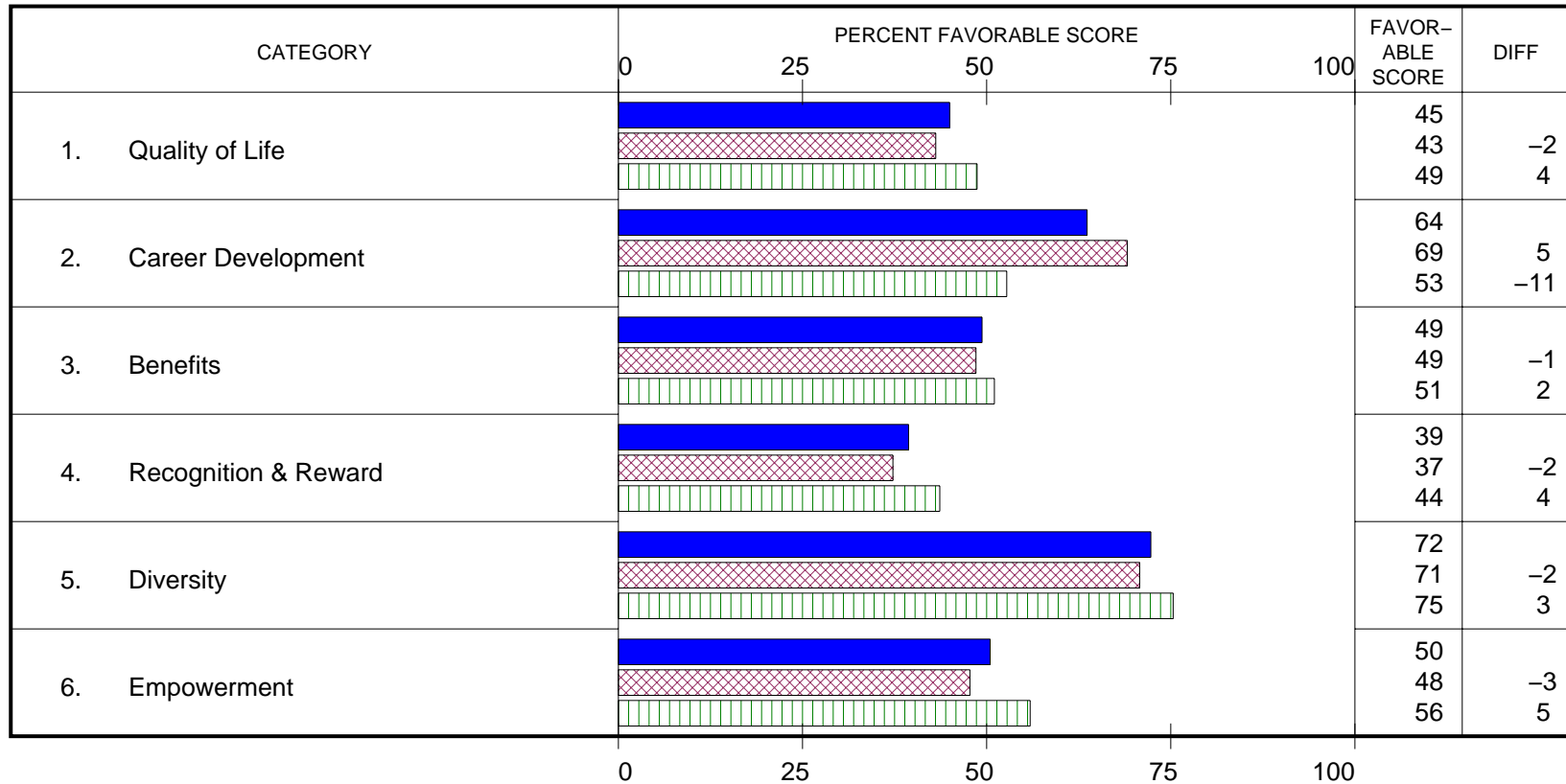
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Category Summary

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

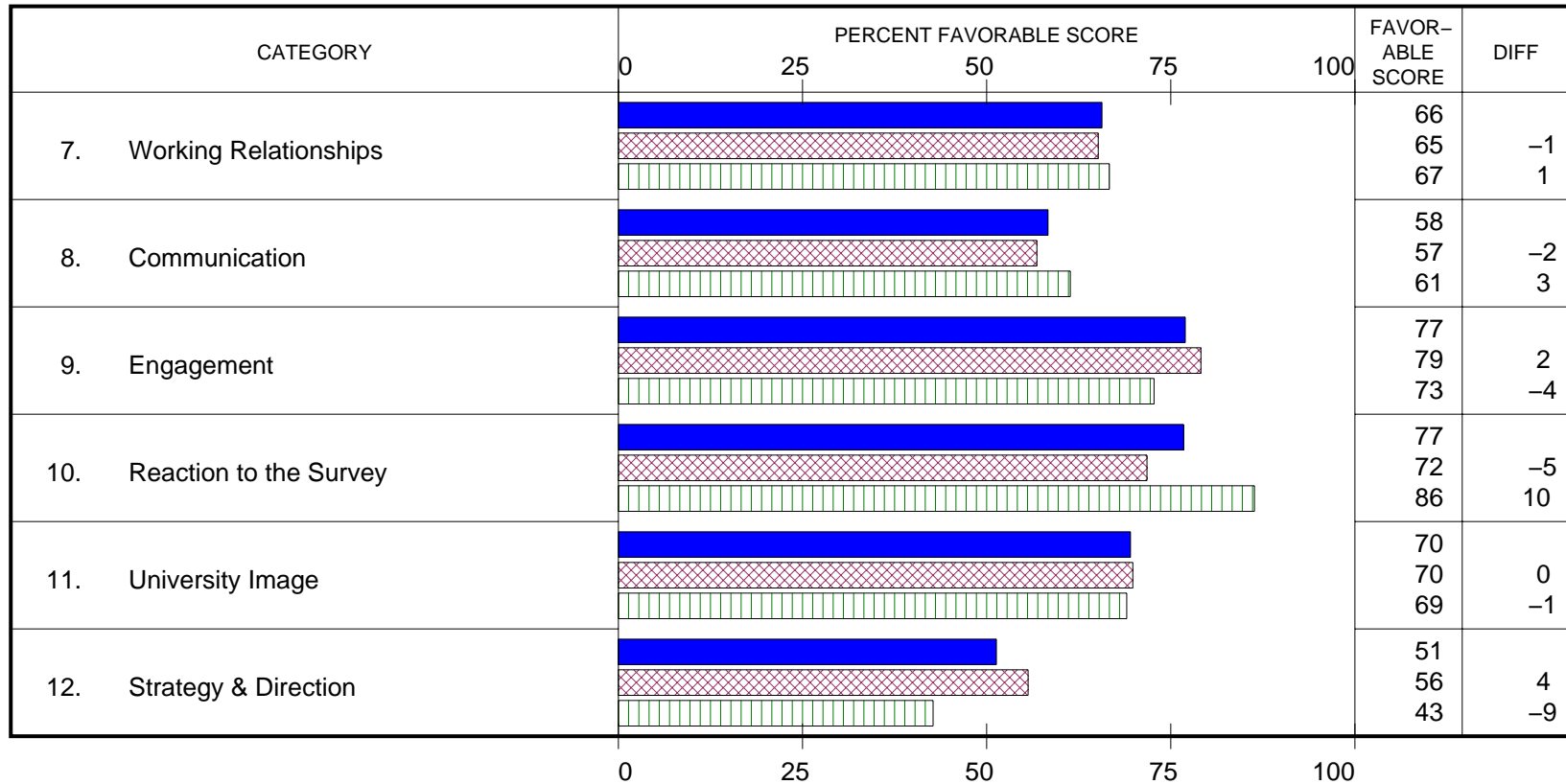


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Category Summary

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

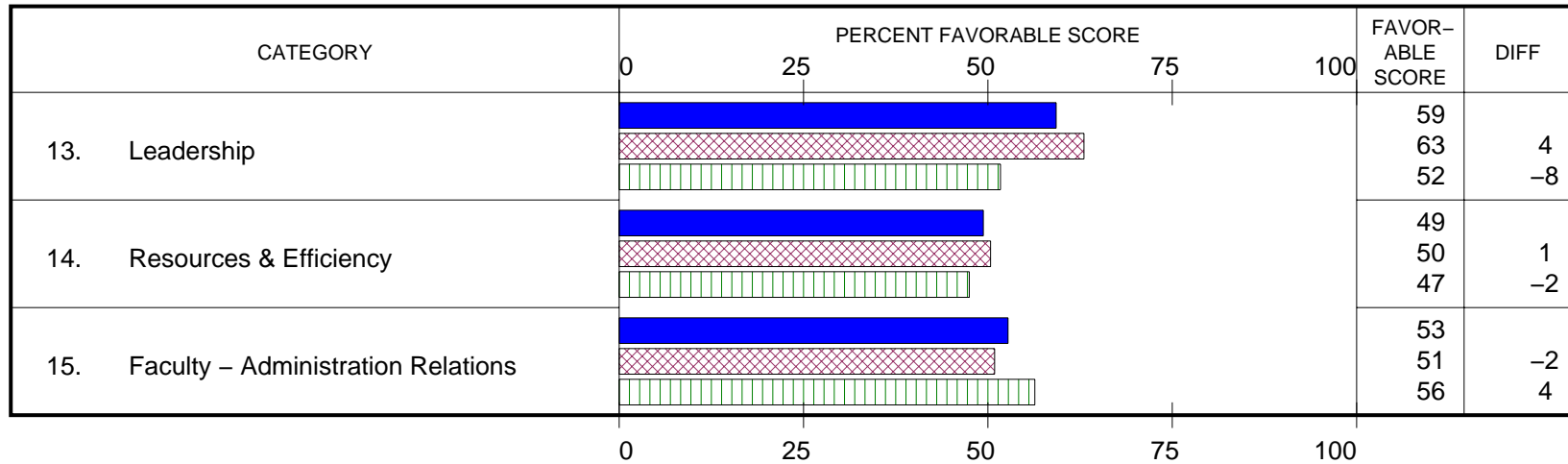


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Category Summary

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11



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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 1: Quality of Life

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
8. I find it very difficult to balance my work and personal responsibilities. (N)	32					56		16	41	9	19	16	34
	21					52	-4	19	33	10	19	19	38
	11					64	7	9	55	9	18	9	27
44. In my opinion, the University of Florida does as good a job as other universities in helping faculty members balance their work and family responsibilities [e.g., via family-friendly policies and programs].	33					39		9	30	33	21	6	27
	22					32	-8	9	23	36	23	9	32
	11					55	15	9	45	27	18	0	18
51. In my opinion, there is sufficient assistance for faculty spouses or partners to secure University positions.	33					6		0	6	36	33	24	58
	22					5	-2	0	5	32	36	27	64
	11					9	3	0	9	45	27	18	45

(N) Disagreeing is the Favorable Response.



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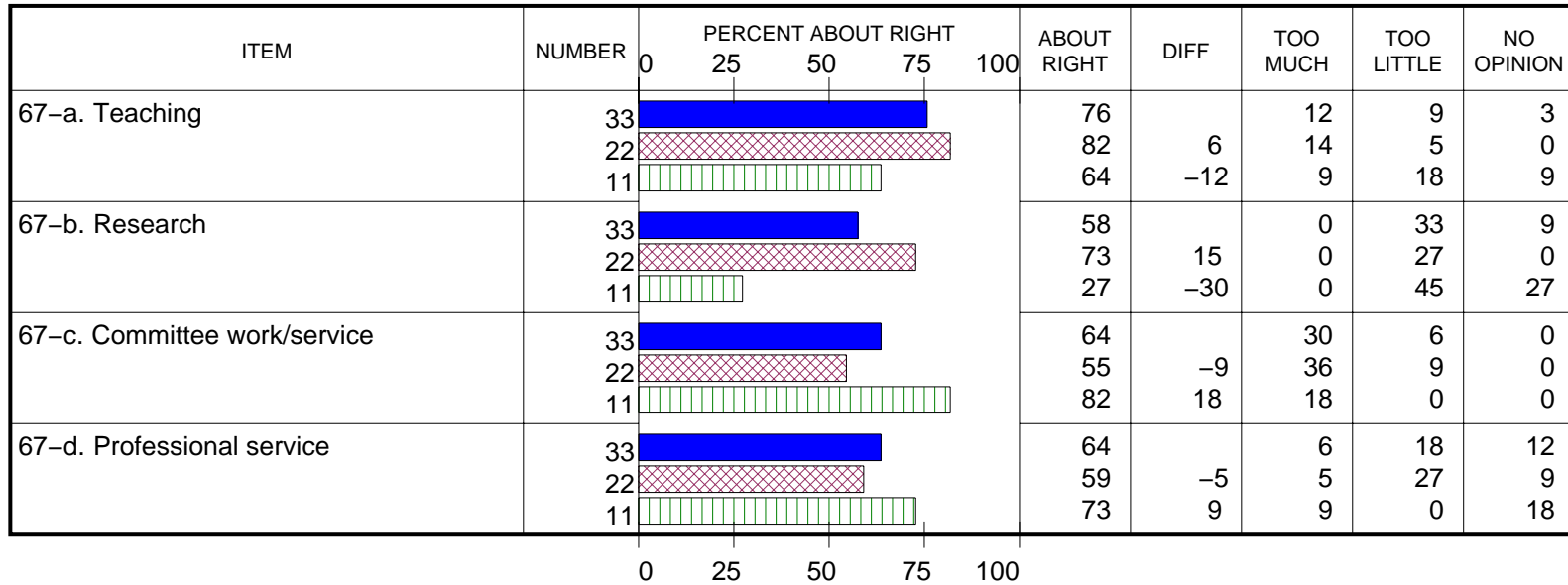
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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 1: Quality of Life (Continued)

67. Please rate the following with regard to the amount of time you devote to them at present:



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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
69-a. Availability of equipment or supplies	33						48		27	21	24	21	3	24	3
	22						45	-3	18	27	18	27	5	32	5
	11						55	6	45	9	36	9	0	9	0
69-b. Flexibility of work schedule	33						82		42	39	12	6	0	6	0
	22						73	-9	36	36	18	9	0	9	0
	11						100	18	55	45	0	0	0	0	0
69-c. Number of graduate teaching assistants	33						33		12	21	33	18	6	24	9
	22						27	-6	9	18	41	23	5	27	5
	11						45	12	18	27	18	9	9	18	18
69-d. Parking facilities	33						6		0	6	33	27	33	61	0
	22						9	3	0	9	32	32	27	59	0
	11						0	-6	0	0	36	18	45	64	0
69-e. Program/Clerical/Admin Support	32						22		3	19	44	19	16	34	0
	21						19	-3	0	19	43	24	14	38	0
	11						27	5	9	18	45	9	18	27	0

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
69-f. Resources for professional development [e.g., attending conferences]	33					21		15	6	18	39	21	61	0
	22					18	-3	14	5	14	45	23	68	0
	11					27	6	18	9	27	27	18	45	0
69-g. Space to work	33					55		30	24	36	6	3	9	0
	22					55	0	32	23	36	5	5	9	0
	11					55	0	27	27	36	9	0	9	0











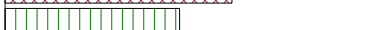



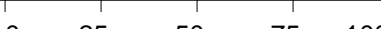
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GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 2: Career Development

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
12. I understand how my performance on the job is evaluated.	33						70		33	36	15	9	6	15
	22						73	3	32	41	18	5	5	9
	11						64	-6	36	27	9	18	9	27
13. The current qualifications for tenure are clear to me.	33						58		33	24	27	9	6	15
	22						64	6	32	32	18	14	5	18
	11						45	-12	36	9	45	0	9	9
26. I think my performance on the job is evaluated fairly.	33						82		33	48	9	6	3	9
	22						86	5	32	55	5	9	0	9
	11						73	-9	36	36	18	0	9	9
35. I receive sufficiently regular feedback on my performance.	33						55		18	36	15	24	6	30
	22						59	5	18	41	18	18	5	23
	11						45	-9	18	27	9	36	9	45
45. In my opinion, the University does a good job of promoting the most competent people.	33						55		3	52	15	21	9	30
	22						64	9	5	59	14	23	0	23
	11						36	-18	0	36	18	18	27	45


















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GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 2: Career Development (Continued)

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
52. I am generally satisfied with my career progress in the University of Florida to date.	33					82		33	48	6	9	3	12
	22					86	5	41	45	5	9	0	9
	11					73	-9	18	55	9	9	9	18
57. I believe I have the opportunity for personal development and growth at the University of Florida.	33					85		39	45	6	6	3	9
	22					91	6	36	55	5	0	5	5
	11					73	-12	45	27	9	18	0	18
60. I think the University of Florida offers long-term opportunities for me.	33					73		24	48	12	3	12	15
	22					77	5	23	55	9	5	9	14
	11					64	-9	27	36	18	0	18	18
62. This University provides people with the necessary information and resources to manage their own careers effectively.	33					39		3	36	39	18	3	21
	22					36	-3	5	32	45	18	0	18
	11					45	6	0	45	27	18	9	27
63. There are sufficient opportunities for faculty to receive mentoring regarding the tenure process	33					39		12	27	30	24	6	30
	22					55	15	14	41	18	23	5	27
	11					9	-30	9	0	55	27	9	36



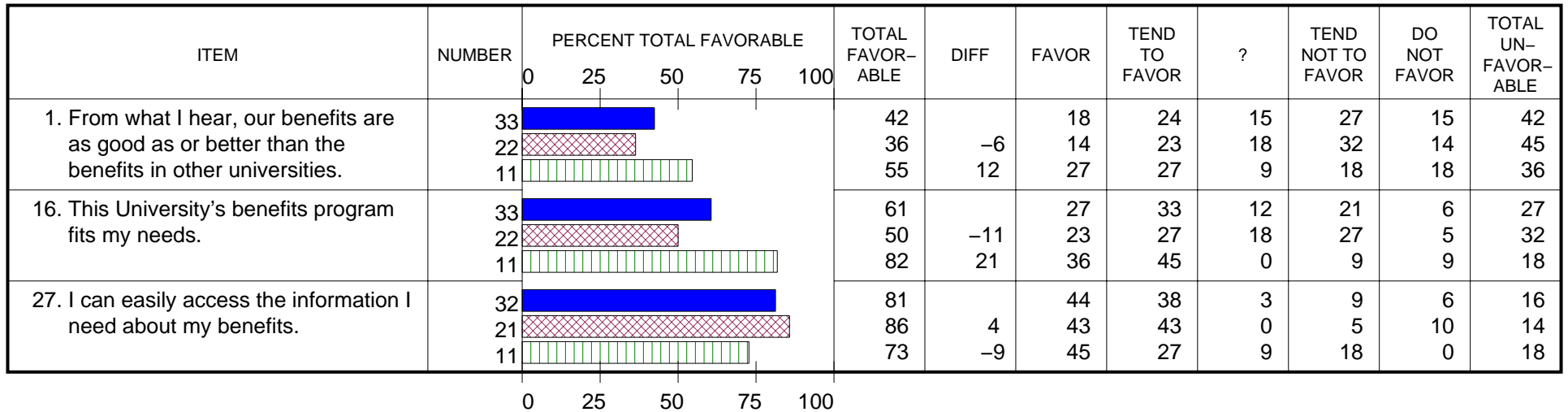
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CATEGORY 3: Benefits



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PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE- QUATE	POOR	VERY POOR	TOTAL POOR	DONT KNOW/ NOT APPLI- CABLE
		0	25	50	75	100									
68-a. Vacations	33						76		48	27	15	3	3	6	3
	22						73	-3	55	18	18	5	0	5	5
	11						82	6	36	45	9	0	9	9	0
68-b. Holidays	33						67		42	24	24	9	0	9	0
	22						73	6	55	18	23	5	0	5	0
	11						55	-12	18	36	27	18	0	18	0
68-c. Life insurance	33						39		15	24	39	9	6	15	6
	22						41	2	14	27	41	9	5	14	5
	11						36	-3	18	18	36	9	9	18	9
68-d. Hospital/medical insurance	33						39		9	30	27	27	6	33	0
	22						36	-3	5	32	23	36	5	41	0
	11						45	6	18	27	36	9	9	18	0

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PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE- QUATE	POOR	VERY POOR	TOTAL POOR	DONT KNOW/ NOT APPLI- CABLE
		0	25	50	75	100									
68–e. Pension/retirement plan	33						64		24	39	24	9	3	12	0
	22						55	-9	14	41	27	14	5	18	0
	11						82	18	45	36	18	0	0	0	0
68–f. Sick pay	33						67		36	30	27	3	0	3	3
	22						73	6	41	32	23	0	0	0	5
	11						55	-12	27	27	36	9	0	9	0
68–g. Personal days	33						45		21	24	30	0	0	0	24
	22						41	-5	23	18	32	0	0	0	27
	11						55	9	18	36	27	0	0	0	18
68–h. Parental leave	33						27		15	12	30	12	3	15	27
	22						32	5	14	18	27	9	0	9	32
	11						18	-9	18	0	36	18	9	27	18



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GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE- QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLI- CABLE
		0	25	50	75	100									
68-i. Child care	33						12		6	6	15	15	21	36	36
	22						9	-3	0	9	18	14	18	32	41
	11						18	6	18	0	9	18	27	45	27
68-j. Sabbatical leaves	33						21		6	15	24	15	3	18	36
	22						27	6	9	18	36	18	0	18	18
	11						9	-12	0	9	0	9	9	18	73*

* A statistically significant difference at the 95 % Confidence Level.

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 4: Recognition & Reward

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
2. For the work I do, I am very much underpaid. (N)	33					27		6	21	9	36	27	64
	22					23	-5	9	14	5	50	23	73
	11					36	9	0	36	18	9	36	45
17. From what I hear, our pay is as good as or better than the pay in other comparable academic institutions.	33					36		9	27	15	18	30	48
	22					23	-14	9	14	14	27	36	64
	11					64	27	9	55	18	0	18	18

(N) Disagreeing is the Favorable Response.



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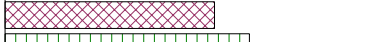



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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 4: Recognition & Reward (Continued)

36. At the University of Florida, I think I am fairly paid compared with:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
36-a. Other people in my department	33					58		18	39	3	27	12	39
	22					55	-3	18	36	5	27	14	41
	11					64	6	18	45	0	27	9	36
36-b. People in other departments	33					48		15	33	15	24	12	36
	22					45	-3	14	32	18	18	18	36
	11					55	6	18	36	9	36	0	36

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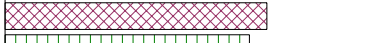


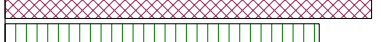







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PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 4: Recognition & Reward (Continued)

53. In my opinion, the University recognizes and rewards excellent performance in:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
53-a. Teaching	33						67		15	52	3	21	9	30
	22						68	2	18	50	5	23	5	27
	11						64	-3	9	55	0	18	18	36
53-b. Research	33						91		42	48	6	0	3	3
	22						95	5	45	50	5	0	0	0
	11						82	-9	36	45	9	0	9	9
53-c. Committee work/service	33						12		3	9	6	52	30	82
	22						18	6	5	14	5	50	27	77
	11						0	-12	0	0	9	55	36	91
53-d. Professional service	33						24		6	18	15	39	21	61
	22						27	3	9	18	14	36	23	59
	11						18	-6	0	18	18	45	18	64

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GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 4: Recognition & Reward (Continued)

70. Regarding pay, how good a job do you feel the University is doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
70-a. Keeping pay in line with the times	33					18		6	12	21	30	27	58	3
	22					9	-9	0	9	18	45	23	68	5
	11					36	18	18	18	27	0*	36	36	0
70-b. Matching pay to performance	33					12		3	9	36	33	18	52	0
	22					9	-3	0	9	36	41	14	55	0
	11					18	6	9	9	36	18	27	45	0

* A statistically significant difference at the 95 % Confidence Level.

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 5: Diversity

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
3. In general, the University supports diversity in the workplace.	33					85		45	39	6	6	3	9
	22					82	-3	45	36	9	9	0	9
	11					91	6	45	45	0	0	9	9
37. I feel that equal opportunity truly exists at the University of Florida.	33					58		27	30	18	24	0	24
	22					55	-3	27	27	18	27	0	27
	11					64	6	27	36	18	18	0	18

University of Florida









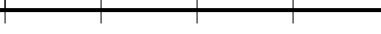
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 5: Diversity (Continued)

28. This University provides a working environment that is accepting of:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75	100								
28-a. Ethnic differences	33						88		42	45	6	3	3	6
	22						91	3	32	59	5	5	0	5
	11						82	-6	64	18	9	0	9	9
28-b. Cultural or lifestyle differences	33						73		42	30	12	12	3	15
	22						73	0	32	41	9	18	0	18
	11						73	0	64	9	18	0	9	9
28-c. Gender differences	33						82		52	30	9	6	3	9
	22						82	0	45	36	9	9	0	9
	11						82	0	64	18	9	0	9	9

University of Florida







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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 5: Diversity (Continued)

46. My college is placing sufficient emphasis on:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
46-a. Recruiting a diverse faculty	33						61		24	36	15	18	6	24
	22						59	-2	18	41	18	18	5	23
	11						64	3	36	27	9	18	9	27
46-b. Promoting a diverse faculty	33						61		21	39	27	9	3	12
	22						55	-6	14	41	36	9	0	9
	11						73	12	36	36	9	9	9	18

University of Florida

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Item Detail

	GROUP	SYMBOL	NUMBER
PHARMACY		A	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR		B	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN		C	11

CATEGORY 6: Empowerment

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
4. Most of the time it is safe to speak up here.	33					58		21	36	24	15	3	18
	22					55	-3	14	41	23	23	0	23
	11					64	6	36	27	27	0	9	9
14. This University has a climate where faculty can challenge our traditional ways of doing things.	33					42		9	33	27	24	6	30
	22					36	-6	9	27	32	27	5	32
	11					55	12	9	45	18	18	9	27
29. I am satisfied with my involvement in decisions that affect my work.	32					63		22	41	13	22	3	25
	22					64	1	23	41	14	23	0	23
	10					60	-3	20	40	10	20	10	30
47. Decisions seem to be made at the appropriate level in this University.	33					39		3	36	30	30	0	30
	22					36	-3	0	36	41	23	0	23
	11					45	6	9	36	9	45	0	45










University of Florida

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Item Detail

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PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 7: Working Relationships

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
5. The people in my department usually get along well together.	33					88		52	36	0	6	6	12
	22					91	3	59	32	0	9	0	9
	11					82	-6	36	45	0	0	18	18
23. The culture of the University fosters collaboration between disciplines.	33					58		27	30	15	21	6	27
	22					45	-12	23	23	23	27	5	32
	11					82	24	36	45	0	9	9	18
38. The University Senior Administration actively works to remove barriers to interdisciplinary collaboration.	33					45		9	36	27	24	3	27
	22					41	-5	14	27	27	27	5	32
	11					55	9	0	55	27	18	0	18

University of Florida

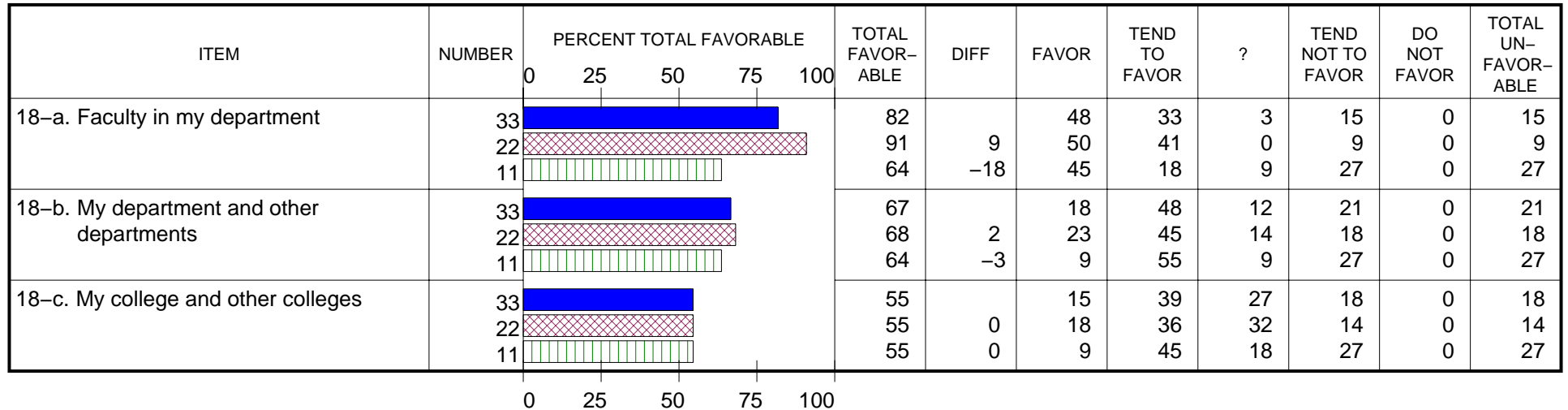
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 7: Working Relationships (Continued)

18. There is good cooperation between:









University of Florida

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 8: Communication

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
6. The Dean of my college does an excellent job of keeping faculty informed about matters affecting us.	33					73		24	48	3	12	12	24
	22					68	-5	23	45	5	18	9	27
	11					82	9	27	55	0	0	18	18
19. Faculty receives adequate information on University policies and practices.	33					79		18	61	18	0	3	3
	22					77	-2	18	59	23	0	0	0
	11					82	3	18	64	9	0	9	9

University of Florida







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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C	11

CATEGORY 8: Communication (Continued)

30. There is effective sharing of information:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
30-a. Across departments	33					45		21	24	15	33	6	39
	22					50	5	27	23	14	32	5	36
	11					36	-9	9	27	18	36	9	45
30-b. Between colleges	33					36		9	27	24	36	3	39
	22					32	-5	14	18	23	41	5	45
	11					45	9	0	45	27	27	0	27













University of Florida

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Item Detail

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PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 9: Engagement

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
7. I feel I fit well into the culture of the University of Florida.	33					82		42	39	6	6	6	12
	22					86	5	45	41	9	5	0	5
	11					73	-9	36	36	0	9	18	27
20. I would recommend the University of Florida as a good place to work.	33					88		33	55	6	3	3	6
	22					91	3	36	55	9	0	0	0
	11					82	-6	27	55	0	9	9	18
31. I am proud to be a part of the University of Florida.	33					94		61	33	3	0	3	3
	22					95	2	64	32	5	0	0	0
	11					91	-3	55	36	0	0	9	9
39. It would take a lot to make me look for another employer.	33					48		18	30	15	30	6	36
	22					45	-3	18	27	14	41	0	41
	11					55	6	18	36	18	9	18	27



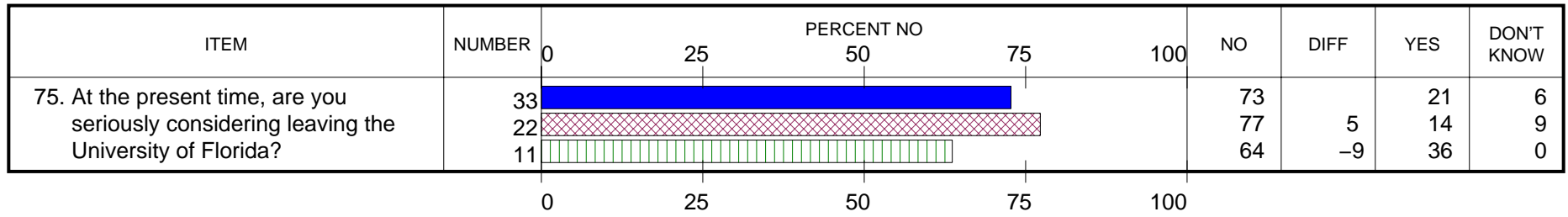
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C	11

CATEGORY 9: Engagement (Continued)



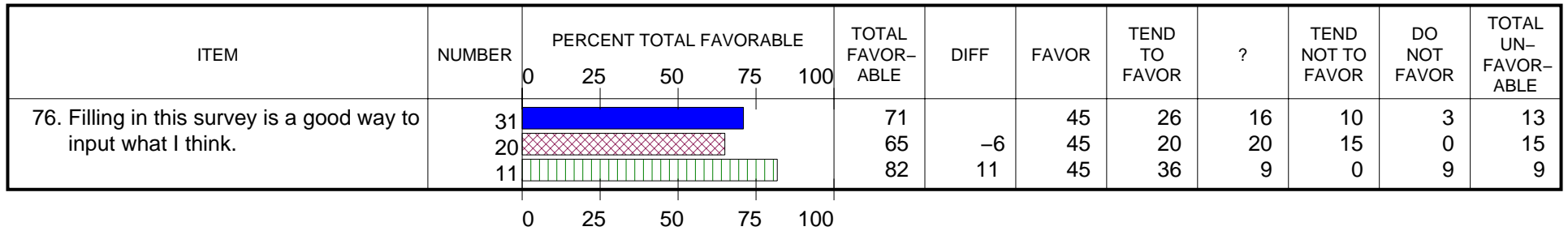
University of Florida

University of Florida Faculty Survey 2004

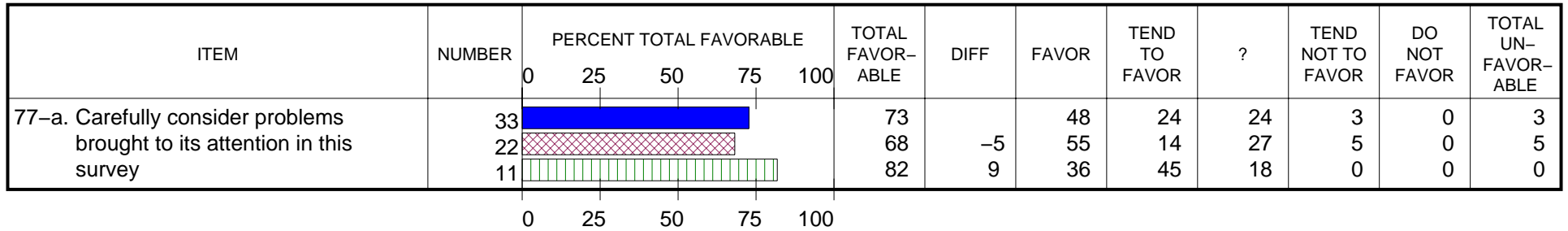
Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 10: Reaction to the Survey



77. I think the new University Senior Administration will:



University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 10: Reaction to the Survey (Continued)

77. I think the new University Senior Administration will:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
77-b. Act on problems identified	33						76		42	33	24	0	0	0
	22						68	-8	45	23	32	0	0	0
	11						91	15	36	55	9	0	0	0
77-c. Communicate decisions to faculty	32						88		50	38	13	0	0	0
	21						86	-2	52	33	14	0	0	0
	11						91	3	45	45	9	0	0	0







University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 11: University Image

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
21. In my opinion, the University of Florida is socially responsible in the community.	33					73		24	48	18	9	0	9
	22					64	-9	23	41	27	9	0	9
	11					91	18	27	64	0	9	0	9
48. The University excels at collaborating with external partners [e.g., businesses, government bodies, other universities and schools].	32					53		16	38	22	19	6	25
	22					45	-8	5	41	27	23	5	27
	10					70	17	40	30	10	10	10	20

University of Florida









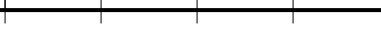
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 11: University Image (Continued)

40. I think my college is doing a good job of:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
40-a. Recruiting the most able faculty	33						82		27	55	6	6	6	12
	22						86	5	32	55	5	5	5	9
	11						73	-9	18	55	9	9	9	18
40-b. Actively creating a culture where faculty members may develop to their full potential	33						70		30	39	12	15	3	18
	22						77	8	32	45	14	9	0	9
	11						55	-15	27	27	9	27	9	36
40-c. Retaining its most talented faculty	33						76		30	45	6	12	6	18
	22						82	6	27	55	9	9	0	9
	11						64	-12	36	27	0	18	18	36

University of Florida













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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 11: University Image (Continued)

54. The University of Florida is doing a good job attracting the best and brightest:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
54-a. Undergraduates	33						91		42	48	6	3	0	3
	22						91	0	32	59	9	0	0	0
	11						91	0	64	27	0	9	0	9
54-b. Graduates	33						64		15	48	9	24	3	27
	22						59	-5	14	45	14	23	5	27
	11						73	9	18	55	0	27	0	27
54-c. Administrators	33						55		15	39	21	18	6	24
	22						59	5	14	45	23	18	0	18
	11						45	-9	18	27	18	18	18	36
54-d. Faculty	33						64		21	42	12	24	0	24
	22						68	5	23	45	14	18	0	18
	11						55	-9	18	36	9	36	0	36

University of Florida












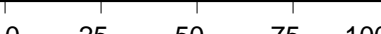
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 11: University Image (Continued)

58. The University of Florida has established an excellent national reputation for:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
58-a. The quality of its research	33						73		39	33	24	3	0	3
	22						68	-5	36	32	32	0	0	0
	11						82	9	45	36	9	9	0	9
58-b. Undergraduate education	32						75		28	47	19	6	0	6
	21						76	1	19	57	24	0	0	0
	11						73	-2	45	27	9	18	0	18
58-c. Graduate education	33						61		24	36	18	21	0	21
	22						64	3	18	45	18	18	0	18
	11						55	-6	36	18	18	27	0	27
58-d. Overall academic excellence	33						70		30	39	24	6	0	6
	22						68	-2	23	45	32	0	0	0
	11						73	3	45	27	9	18	0	18

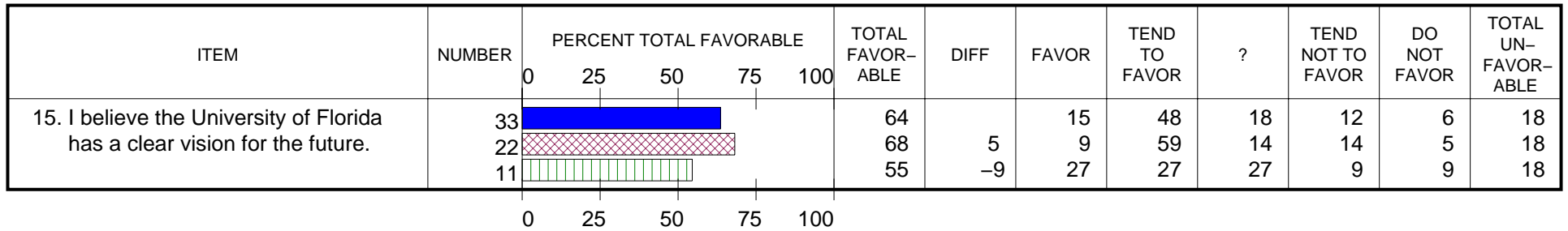
University of Florida

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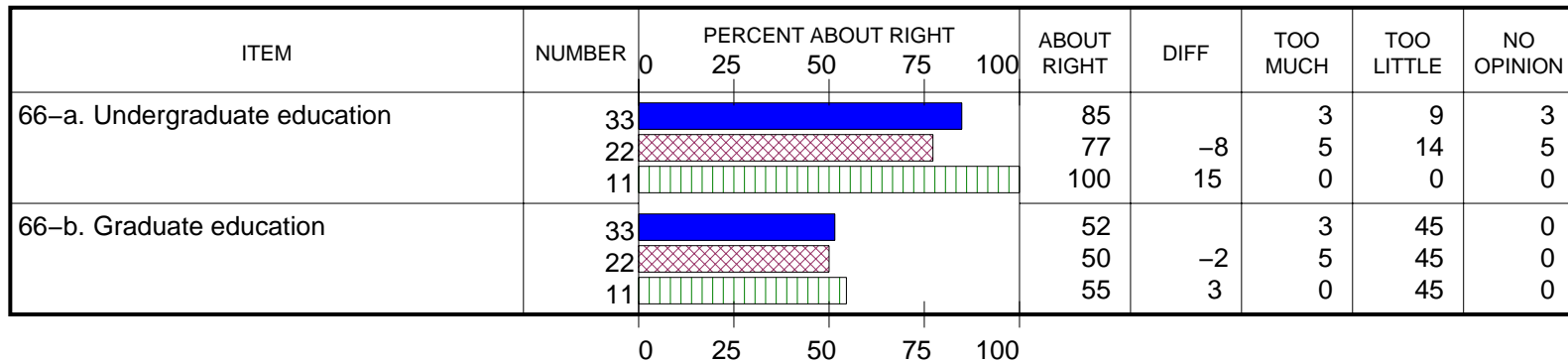
Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 12: Strategy & Direction



66. Please rate the amount of emphasis placed on the following:



University of Florida

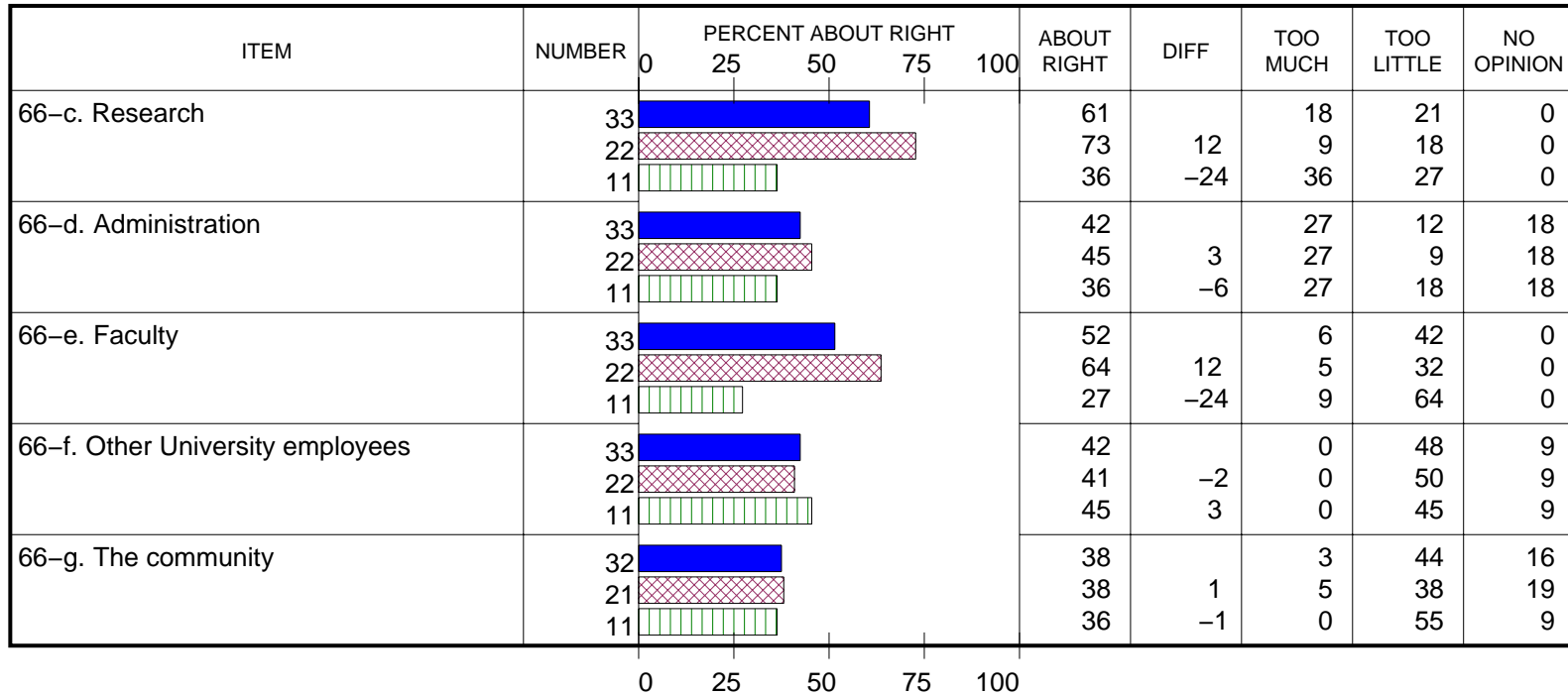
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 12: Strategy & Direction (Continued)

66. Please rate the amount of emphasis placed on the following:



University of Florida

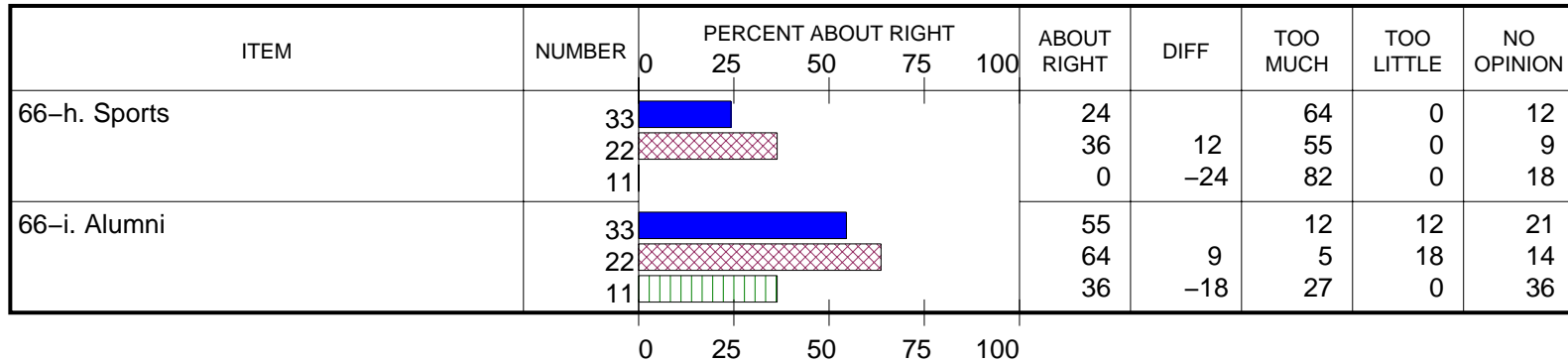
University of Florida Faculty Survey 2004

Item Detail

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PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 12: Strategy & Direction (Continued)

66. Please rate the amount of emphasis placed on the following:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C	11

CATEGORY 12: Strategy & Direction (Continued)

ITEM	NUMBER	CHANGE FOR THE BETTER	STAY THE SAME	CHANGE FOR THE WORSE	NO OPINION
78. Looking ahead to the next year or so, I think the University of Florida will:	33	73	24	3	0
	22	77	23	0	0
	11	64	27	9	0


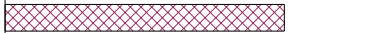







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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 13: Leadership

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
9. The decisions University Senior Administration makes concerning faculty are usually fair.	33						64		6	58	30	6	0	6
	22						73	9	9	64	23	5	0	5
	11						45	-18	0	45	45	9	0	9
22. Employees throughout the University of Florida are treated with respect, regardless of their job.	33						52		6	45	18	21	9	30
	22						41	-11	0	41	27	27	5	32
	11						73	21	18	55	0	9	18	27
32. Our University Senior Administration is generally respected by faculty.	33						70		21	48	9	12	9	21
	22						68	-2	18	50	9	18	5	23
	11						73	3	27	45	9	0	18	18

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PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
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CATEGORY 13: Leadership (Continued)

41. Regarding the University's core values, I believe:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
41-a. The values are clear	33					61		15	45	15	24	0	24
	22					64	3	9	55	9	27	0	27
	11					55	-6	27	27	27	18	0	18
41-b. University decisions are consistent with these values	33					58		12	45	24	15	3	18
	22					59	2	9	50	18	18	5	23
	11					55	-3	18	36	36	9	0	9

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Item Detail

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PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	22
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CATEGORY 13: Leadership (Continued)

49. University Senior Administration:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
49-a. Respects the faculty	33					61		9	52	18	18	3	21
	22					68	8	9	59	14	14	5	18
	11					45	-15	9	36	27	27	0	27
49-b. Is interested in the well-being of faculty	33					48		9	39	33	18	0	18
	22					59	11	14	45	27	14	0	14
	11					27	-21	0	27	45	27	0	27

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 13: Leadership (Continued)

71. With all things considered, how good a job is University Senior Administration doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
71-a. Establishing priorities	33						45		3	42	27	9	0	9	18
	22						45	0	5	41	27	14	0	14	14
	11						45	0	0	45	27	0	0	0	27
71-b. Making decisions promptly	33						33		6	27	42	9	0	9	15
	22						41	8	9	32	41	9	0	9	9
	11						18	-15	0	18	45	9	0	9	27
71-c. Communicating with people	32						38		9	28	34	19	0	19	9
	21						38	1	10	29	38	19	0	19	5
	11						36	-1	9	27	27	18	0	18	18

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 13: Leadership (Continued)

72. With all things considered, how good a job is the Dean of your college doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
72-a. Establishing priorities	33						73		39	33	12	3	9	12	3
	22						77	5	41	36	9	5	5	9	5
	11						64	-9	36	27	18	0	18	18	0
72-b. Making decisions promptly	33						76		36	39	12	0	6	6	6
	22						77	2	32	45	9	0	5	5	9
	11						73	-3	45	27	18	0	9	9	0
72-c. Communicating with people	32						50		19	31	22	9	16	25	3
	21						48	-2	14	33	19	14	14	29	5
	11						55	5	27	27	27	0	18	18	0

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 13: Leadership (Continued)

73. With all things considered, how good a job is your Department Chair doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
73-a. Establishing priorities	33						76		39	36	12	6	3	9	3
	22						82	6	45	36	5	9	0	9	5
	11						64	-12	27	36	27	0	9	9	0
73-b. Making decisions promptly	33						76		39	36	12	6	0	6	6
	22						86	11	45	41	5	0	0	0	9
	11						55	-21	27	27	27	18	0	18	0
73-c. Communicating with people	33						70		39	30	15	9	3	12	3
	22						82	12	45	36	5	9	0	9	5
	11						45	-24	27	18	36	9	9	18	0
















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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 14: Resources & Efficiency

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
10. My department operates efficiently.	33						76		18	58	3	15	6	21
	22						77	2	23	55	5	14	5	18
	11						73	-3	9	64	0	18	9	27
24. The work in my department is well organized.	32						66		25	41	6	25	3	28
	21						71	6	33	38	5	19	5	24
	11						55	-11	9	45	9	36	0	36
33. Too many approvals are required for routine decisions in the University of Florida. (N)	33						6		0	6	24	21	48	70
	22						9	3	0	9	14	14	64	77
	11						0	-6	0	0	45	36	18	55
42. In my opinion, decisions are made in a timely manner at the University of Florida.	33						36		3	33	33	21	9	30
	22						27	-9	0	27	41	27	5	32
	11						55	18	9	45	18	9	18	27
50. I have sufficient support [e.g., from clerical, technical, staff support] to be able to do my job effectively.	33						42		6	36	9	27	21	48
	22						45	3	5	41	9	27	18	45
	11						36	-6	9	27	9	27	27	55

(N) Disagreeing is the Favorable Response.



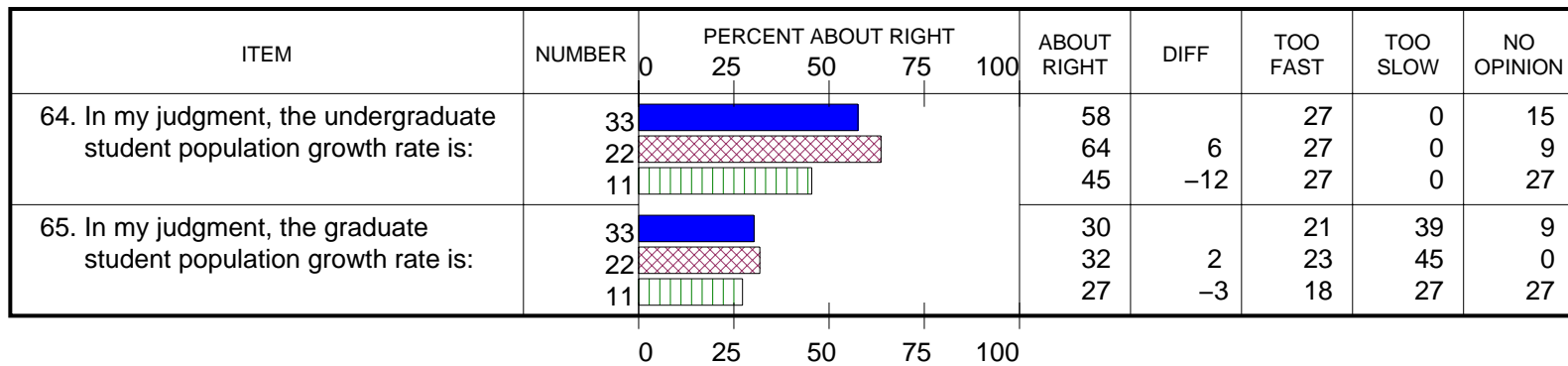
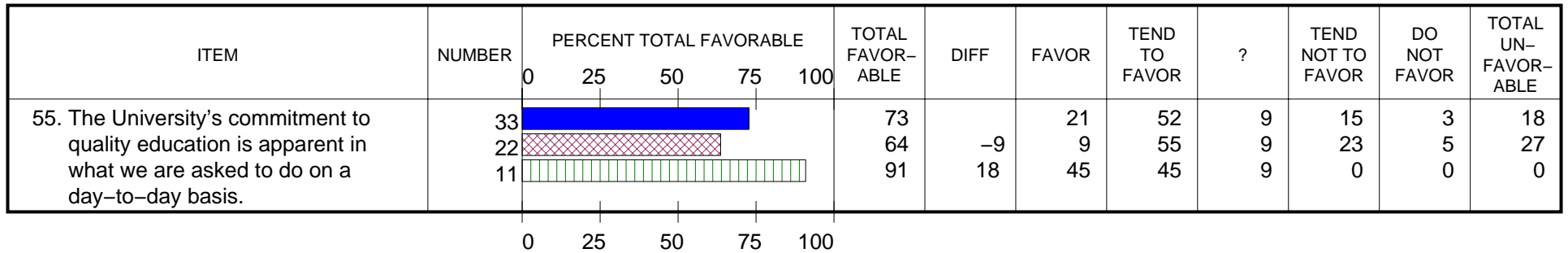
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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 14: Resources & Efficiency (Continued)



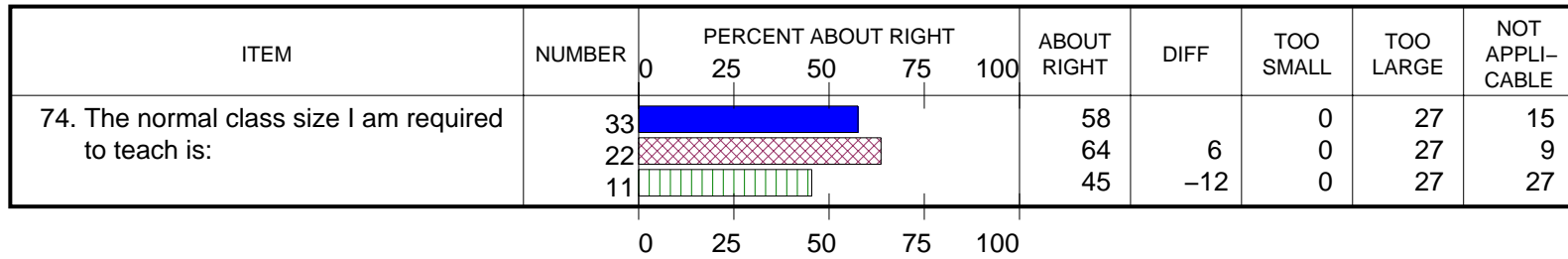
University of Florida

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 14: Resources & Efficiency (Continued)



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University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C	11

CATEGORY 15: Faculty – Administration Relations

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
11. I am satisfied with the procedures available for resolving faculty complaints.	33						64		18	45	21	12	3	15
	22						64	0	14	50	18	18	0	18
	11						64	0	27	36	27	0	9	9
25. In my opinion, the faculty has adequate input into decisions regarding important University matters.	33						45		3	42	15	36	3	39
	22						41	-5	5	36	14	45	0	45
	11						55	9	0	55	18	18	9	27
34. In general, there are good relations between faculty and administration.	33						64		12	52	15	18	3	21
	22						59	-5	9	50	18	23	0	23
	11						73	9	18	55	9	9	9	18
43. Policies and procedures established by the University of Florida are generally not overly bureaucratic.	33						21		0	21	24	42	12	55
	22						14	-8	0	14	23	50	14	64
	11						36	15	0	36	27	27	9	36
59. The University provides excellent support and savvy to faculty seeking grants.	33						18		3	15	39	24	18	42
	22						18	0	0	18	36	23	23	45
	11						18	0	9	9	45	27	9	36



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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 15: Faculty – Administration Relations (Continued)

56. The following do an excellent job supporting faculty, allowing faculty to concentrate on research and/or teaching:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
56-a. University Senior Administration	33						61		12	48	27	12	0	12
	22						64	3	14	50	18	18	0	18
	11						55	-6	9	45	45	0	0	0
56-b. The Dean of my college	33						82		48	33	3	3	12	15
	22						82	0	45	36	5	5	9	14
	11						82	0	55	27	0	0	18	18

University of Florida

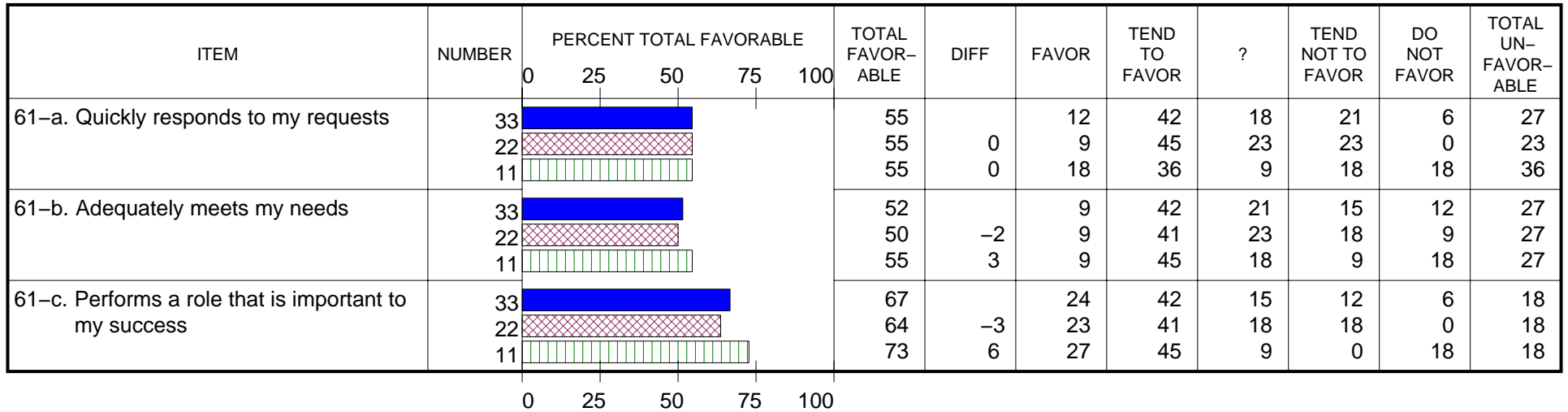
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR	B 	22
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN	C 	11

CATEGORY 15: Faculty – Administration Relations (Continued)

61. In general, the University Administration staff with whom I work on a day-to-day basis:



University of Florida

University of Florida Faculty Survey 2004

Category Target

- A. Quality of Life
- B. Career Development
- C. Benefits
- D. Recognition & Reward
- E. Diversity
- F. Empowerment
- G. Working Relationships
- H. Communication

- I. Engagement
- J. Reaction to the Survey
- K. University Image
- L. Strategy & Direction
- M. Leadership
- N. Resources & Efficiency
- O. Faculty – Administration Relations

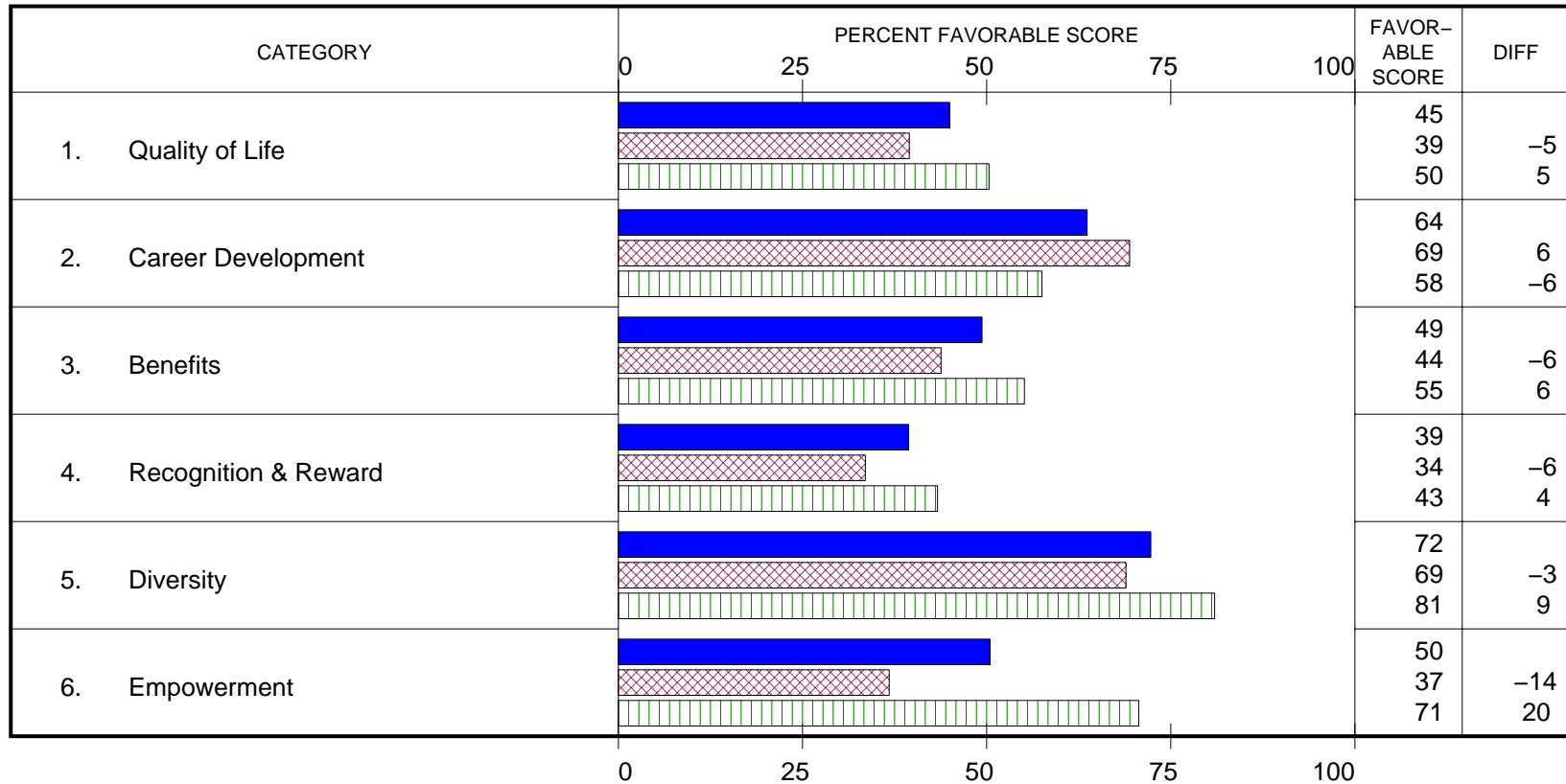
GROUP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Average Difference
PHARMACY (N=33)	45	64	49	39	72	50	66	58	77	77	70	51	59	49	53	
PHARMACY: ASSOC – DIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR (N=22)	-2	5	-1	-2	-2	-3	-1	-2	2	-5	0	4	4	1	-2	0
PHARMACY: ASSIST PROF/SCHLR/SCIENTIST/ENGR/CURATOR, LECTURER, LIBRARIAN (N=11)	4	-11	2	4	3	5	1	3	-4	10	-1	-9	-8	-2	4	0

University of Florida

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Category Summary

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

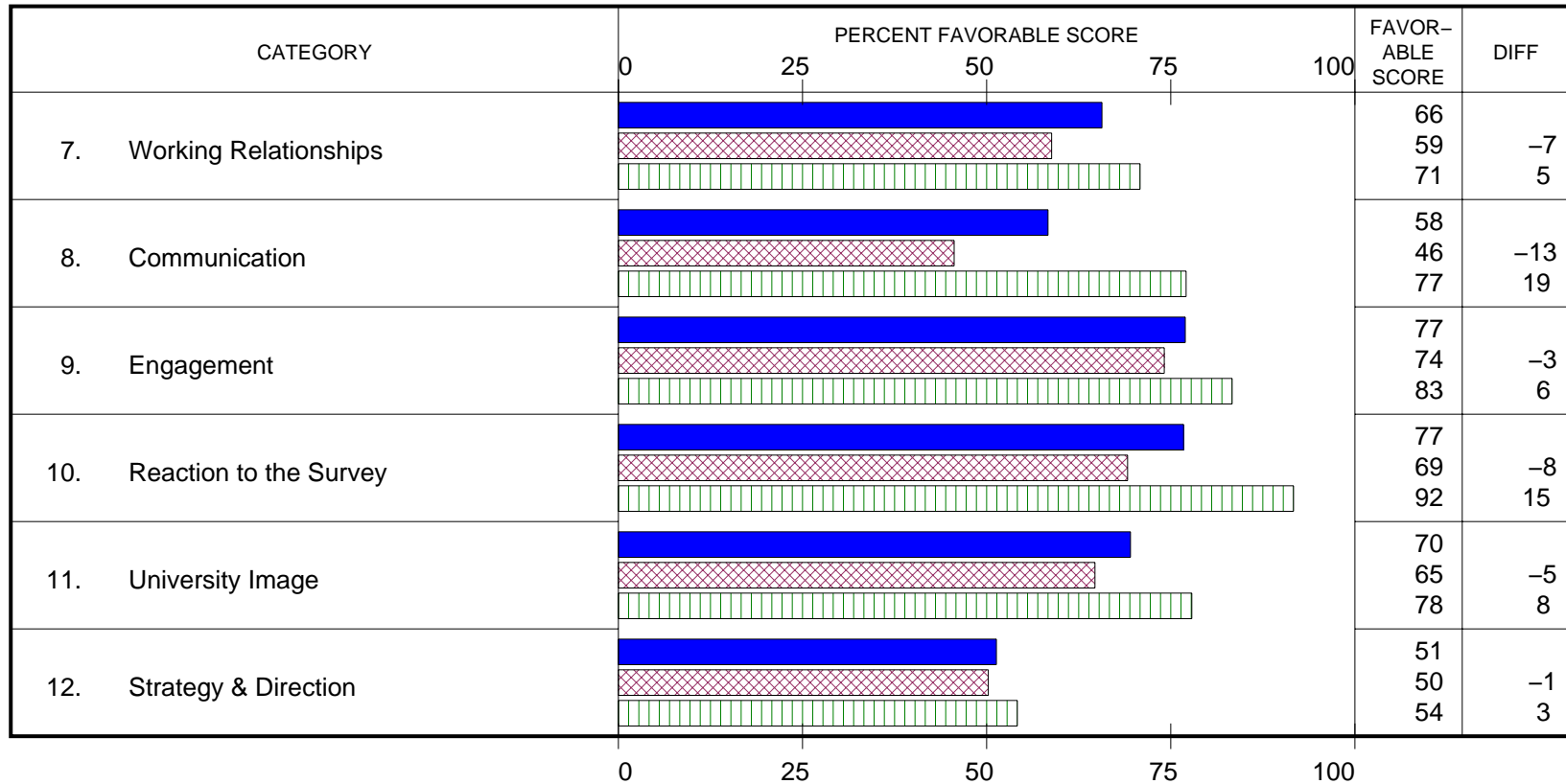


University of Florida

University of Florida Faculty Survey 2004

Category Summary




GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

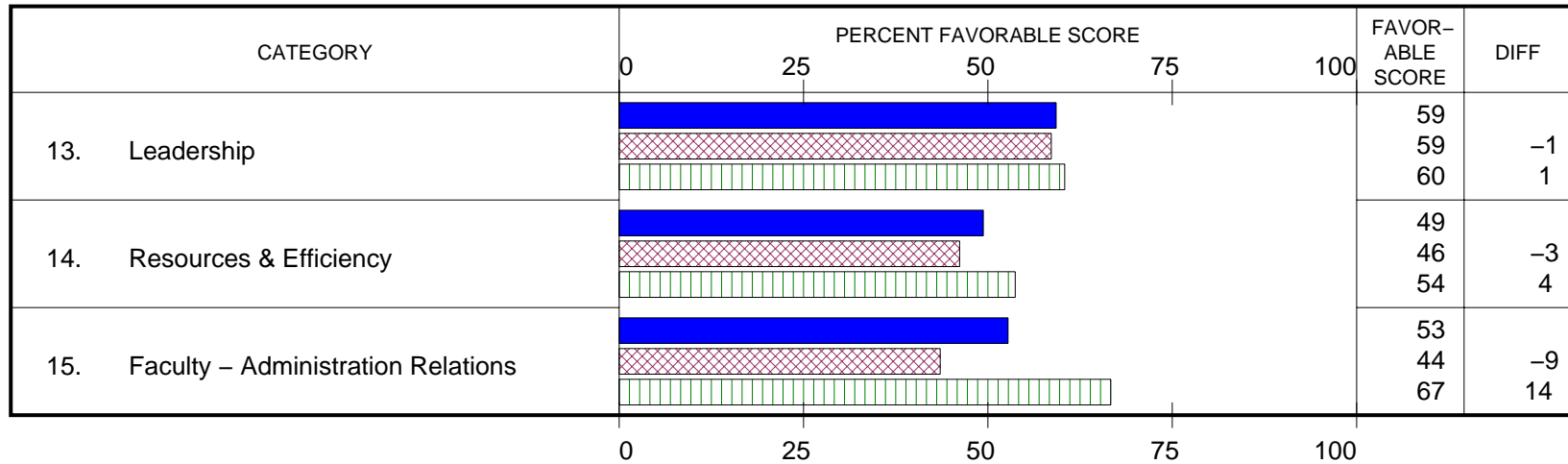


University of Florida

University of Florida Faculty Survey 2004

Category Summary




GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12












University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 1: Quality of Life

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
8. I find it very difficult to balance my work and personal responsibilities. (N)	32					56		16	41	9	19	16	34
	17					65	8	18	47	6	6	24	29
	11					55	-2	18	36	18	18	9	27
44. In my opinion, the University of Florida does as good a job as other universities in helping faculty members balance their work and family responsibilities [e.g., via family-friendly policies and programs].	33					39		9	30	33	21	6	27
	17					24	-16	6	18	41	24	12	35
	12					58	19	17	42	17	25	0	25
51. In my opinion, there is sufficient assistance for faculty spouses or partners to secure University positions.	33					6		0	6	36	33	24	58
	17					6	0	0	6	29	29	35	65
	12					8	2	0	8	50	33	8	42

(N) Disagreeing is the Favorable Response.

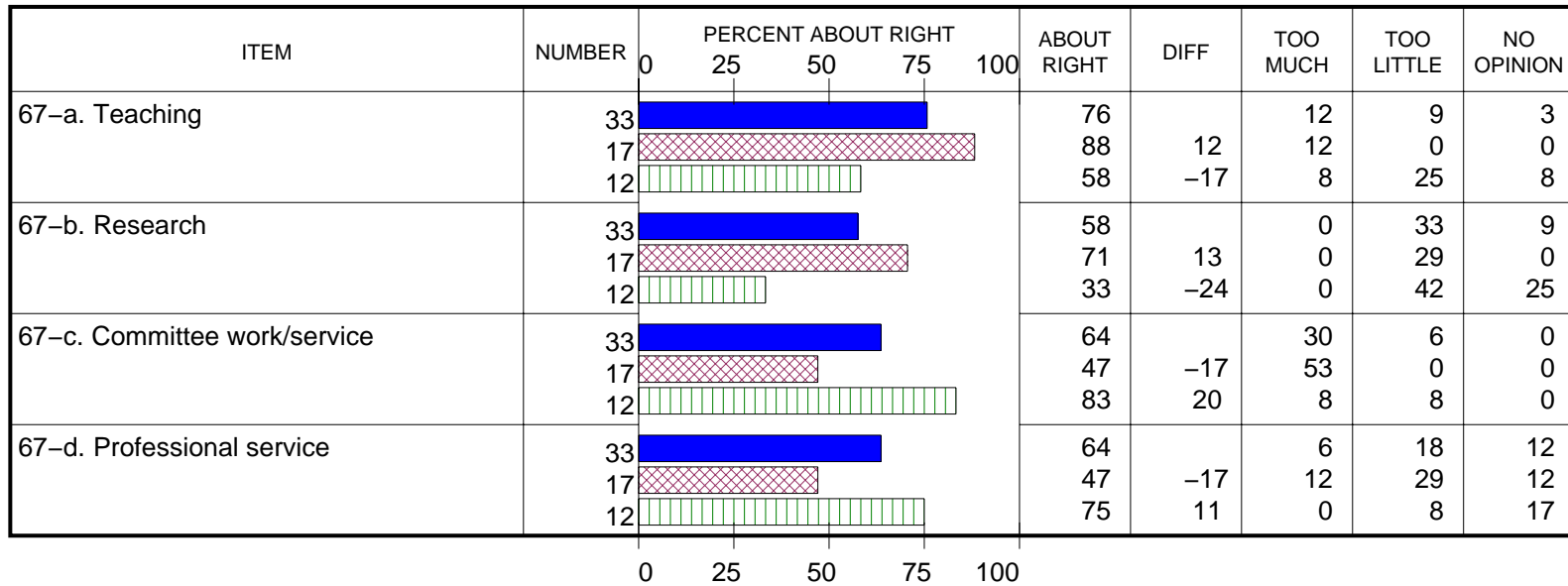


University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 1: Quality of Life (Continued)




67. Please rate the following with regard to the amount of time you devote to them at present:



University of Florida





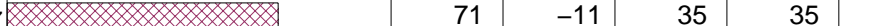










University of Florida Faculty Survey 2004

Item Detail




GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:







ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
69-a. Availability of equipment or supplies	33						48		27	21	24	21	3	24	3
	17						41	-7	12	29	18	35	6	41	0
	12						50	2	42	8	33	8	0	8	8
69-b. Flexibility of work schedule	33						82		42	39	12	6	0	6	0
	17						71	-11	35	35	18	12	0	12	0
	12						92	10	50	42	8	0	0	0	0
69-c. Number of graduate teaching assistants	33						33		12	21	33	18	6	24	9
	17						24	-10	12	12	35	29	12	41	0
	12						42	8	17	25	25	8	0	8	25
69-d. Parking facilities	33						6		0	6	33	27	33	61	0
	17						6	0	0	6	41	24	29	53	0
	12						8	2	0	8	25	17	50	67	0
69-e. Program/Clerical/Admin Support	32						22		3	19	44	19	16	34	0
	17						12	-10	0	12	35	29	24	53	0
	12						33	11	8	25	50	8	8	17	0

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GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
69-f. Resources for professional development [e.g., attending conferences]	33					21		15	6	18	39	21	61	0
	17					6	-15	6	0	18	41	35	76	0
	12					42	20	33	8	17	33	8	42	0
69-g. Space to work	33					55		30	24	36	6	3	9	0
	17					47	-7	29	18	35	12	6	18	0
	12					67	12	42	25	33	0	0	0	0

University of Florida

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 2: Career Development

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
12. I understand how my performance on the job is evaluated.	33						70		33	36	15	9	6	15
	17						76	7	41	35	12	6	6	12
	12						67	-3	33	33	17	17	0	17
13. The current qualifications for tenure are clear to me.	33						58		33	24	27	9	6	15
	17						65	7	41	24	12	18	6	24
	12						42	-16	25	17	58	0	0	0
26. I think my performance on the job is evaluated fairly.	33						82		33	48	9	6	3	9
	17						88	6	29	59	0	12	0	12
	12						75	-7	42	33	25	0	0	0
35. I receive sufficiently regular feedback on my performance.	33						55		18	36	15	24	6	30
	17						53	-2	18	35	24	18	6	24
	12						58	4	17	42	0	42	0	42
45. In my opinion, the University does a good job of promoting the most competent people.	33						55		3	52	15	21	9	30
	17						65	10	6	59	12	24	0	24
	12						50	-5	0	50	8	25	17	42



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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 2: Career Development (Continued)

ITEM	NUMBER	PERCENT TOTAL FAVORABLE			TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50								
52. I am generally satisfied with my career progress in the University of Florida to date.	33				82		33	48	6	9	3	12
	17				88	6	47	41	6	6	0	6
	12				75	-7	17	58	8	17	0	17
57. I believe I have the opportunity for personal development and growth at the University of Florida.	33				85		39	45	6	6	3	9
	17				88	3	41	47	6	0	6	6
	12				83	-2	42	42	8	8	0	8
60. I think the University of Florida offers long-term opportunities for me.	33				73		24	48	12	3	12	15
	17				76	4	29	47	6	6	12	18
	12				67	-6	17	50	25	0	8	8
62. This University provides people with the necessary information and resources to manage their own careers effectively.	33				39		3	36	39	18	3	21
	17				35	-4	0	35	41	24	0	24
	12				50	11	0	50	33	17	0	17
63. There are sufficient opportunities for faculty to receive mentoring regarding the tenure process	33				39		12	27	30	24	6	30
	17				59	19	12	47	6*	29	6	35
	12				8	-31*	8	0*	67*	17	8	25

* A statistically significant difference at the 95 % Confidence Level.



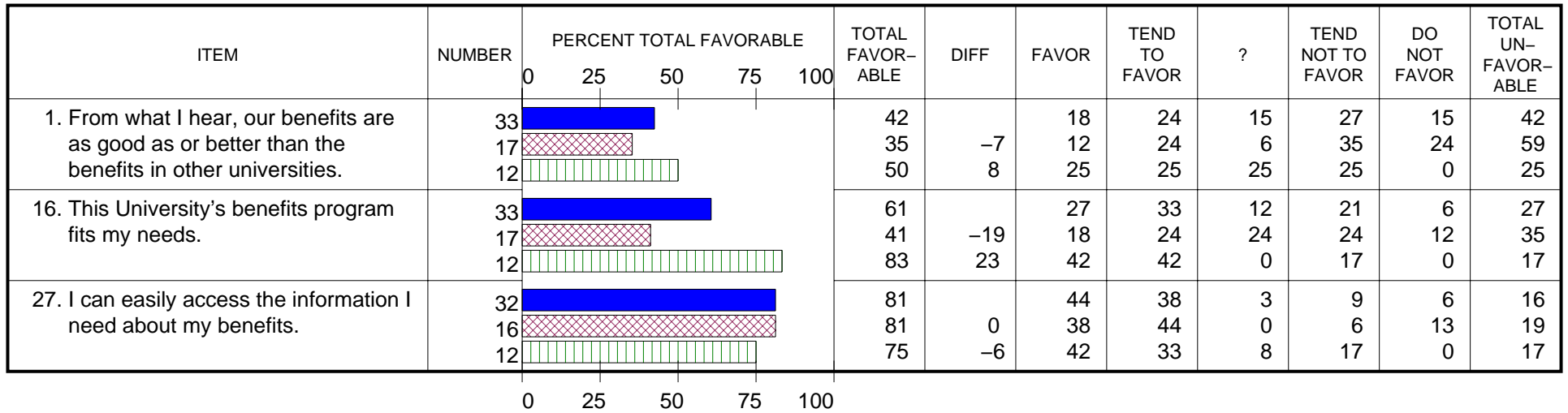
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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 3: Benefits



University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLICABLE
		0	25	50	75	100									
68-a. Vacations	33						76		48	27	15	3	3	6	3
	17						71	-5	47	24	24	6	0	6	0
	12						75	-1	50	25	8	0	8	8	8
68-b. Holidays	33						67		42	24	24	9	0	9	0
	17						71	4	41	29	24	6	0	6	0
	12						50	-17	42	8	33	17	0	17	0
68-c. Life insurance	33						39		15	24	39	9	6	15	6
	17						29	-10	12	18	41	12	12	24	6
	12						58	19	25	33	25	8	0	8	8
68-d. Hospital/medical insurance	33						39		9	30	27	27	6	33	0
	17						29	-10	0	29	24	35	12	47	0
	12						58	19	25	33	25	17	0	17	0



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Item Detail




	GROUP	SYMBOL	NUMBER
PHARMACY		A	33
PHARMACY: TENURED		B	17
PHARMACY: NOT TENURE TRACK		C	12

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:







ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DONT KNOW/ NOT APPLICABLE
		0	25	50	75	100									
68-e. Pension/retirement plan	33						64		24	39	24	9	3	12	0
	17						53	-11	12	41	24	18	6	24	0
	12						83	20	42	42	17	0	0	0	0
68-f. Sick pay	33						67		36	30	27	3	0	3	3
	17						71	4	29	41	24	0	0	0	6
	12						58	-8	50	8	33	8	0	8	0
68-g. Personal days	33						45		21	24	30	0	0	0	24
	17						29	-16	12	18	35	0	0	0	35
	12						58	13	33	25	25	0	0	0	17
68-h. Parental leave	33						27		15	12	30	12	3	15	27
	17						24	-4	6	18	29	6	0	6	41
	12						33	6	25	8	42	8	8	17	8

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 3: Benefits (Continued)

68. Please give your opinion of the following benefits:




ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW/ NOT APPLICABLE
		0	25	50	75	100									
68-i. Child care	33						12		6	6	15	15	21	36	36
	17						6	-6	0	6	18	18	18	35	41
	12						25	13	17	8	17	0	25	25	33
68-j. Sabbatical leaves	33						21		6	15	24	15	3	18	36
	17						29	8	6	24	41	18	6	24	6*
	12						8	-13	0	8	8	17	0	17	67

* A statistically significant difference at the 95 % Confidence Level.







University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 4: Recognition & Reward

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR-ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN-FAVOR-ABLE
		0	25	50	75								
2. For the work I do, I am very much underpaid. (N)	33					27		6	21	9	36	27	64
	17					18	-10	6	12	0	53	29	82
	12					25	-2	0	25	25	25	25	50
17. From what I hear, our pay is as good as or better than the pay in other comparable academic institutions.	33					36		9	27	15	18	30	48
	17					18	-19	12	6	6	24	53	76
	12					67	30	8	58	25	8	0*	8*

(N) Disagreeing is the Favorable Response.




* A statistically significant difference at the 95 % Confidence Level.



University of Florida

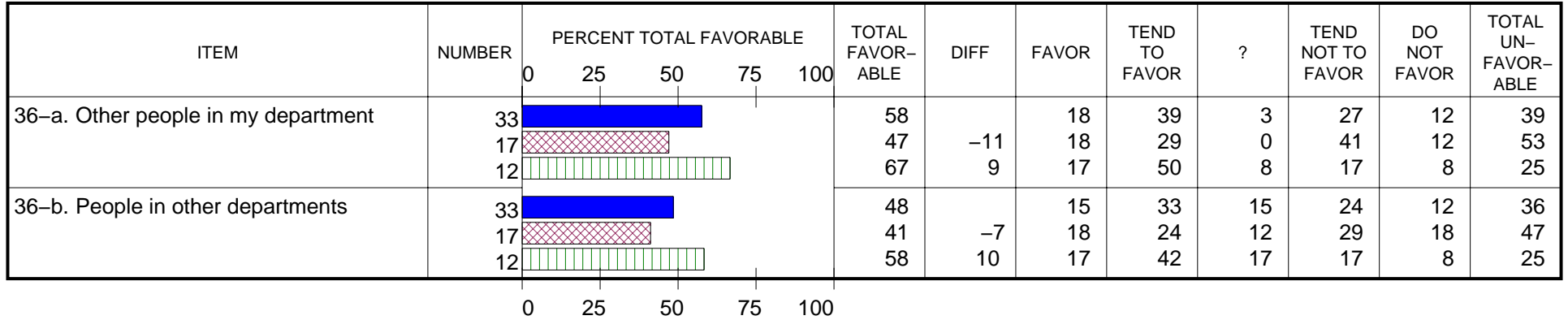
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 4: Recognition & Reward (Continued)

36. At the University of Florida, I think I am fairly paid compared with:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 4: Recognition & Reward (Continued)

53. In my opinion, the University recognizes and rewards excellent performance in:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
53-a. Teaching	33						67		15	52	3	21	9	30
	17						71	4	18	53	6	18	6	24
	12						58	-8	8	50	0	33	8	42
53-b. Research	33						91		42	48	6	0	3	3
	17						88	-3	41	47	12	0	0	0
	12						100	9	50	50	0	0	0	0
53-c. Committee work/service	33						12		3	9	6	52	30	82
	17						18	6	6	12	0	41	41	82
	12						0	-12	0	0	8	75	17	92
53-d. Professional service	33						24		6	18	15	39	21	61
	17						29	5	12	18	6	29	35	65
	12						8	-16	0	8	25	67	0	67

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 4: Recognition & Reward (Continued)




70. Regarding pay, how good a job do you feel the University is doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
70-a. Keeping pay in line with the times	33					18		6	12	21	30	27	58	3
	17					0	-18	0	0	12	47	35	82	6
	12					33	15	17	17	33	17	17	33	0
70-b. Matching pay to performance	33					12		3	9	36	33	18	52	0
	17					6	-6	0	6	35	35	24	59	0
	12					17	5	8	8	33	42	8	50	0







University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 5: Diversity

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
3. In general, the University supports diversity in the workplace.	33					85		45	39	6	6	3	9
	17					82	-2	59	24	6	12	0	12
	12					92	7	33	58	8	0	0	0
37. I feel that equal opportunity truly exists at the University of Florida.	33					58		27	30	18	24	0	24
	17					53	-5	24	29	18	29	0	29
	12					67	9	25	42	17	17	0	17

University of Florida

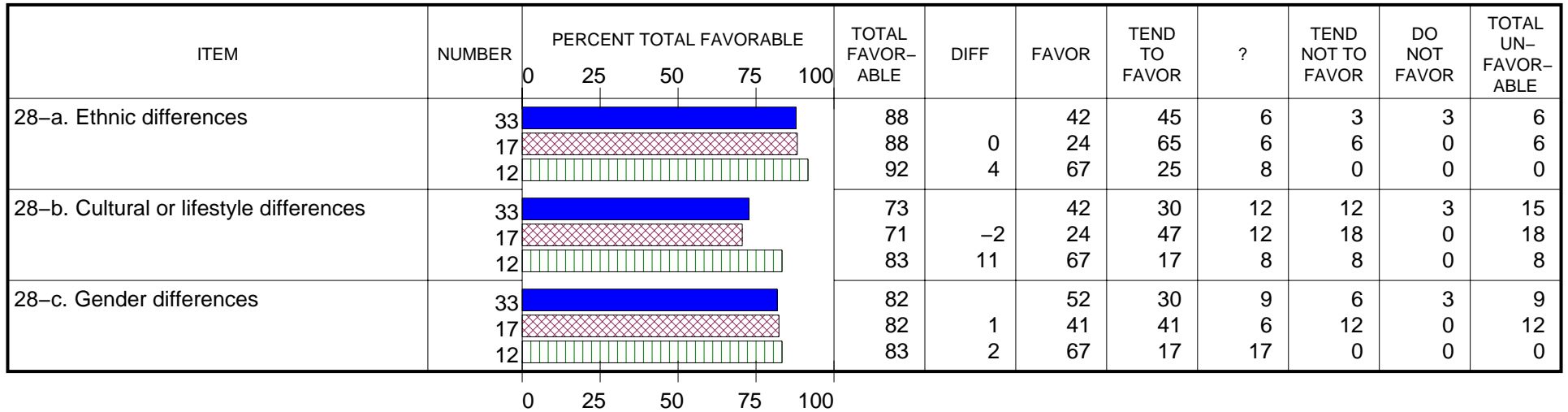
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 5: Diversity (Continued)




28. This University provides a working environment that is accepting of:



University of Florida

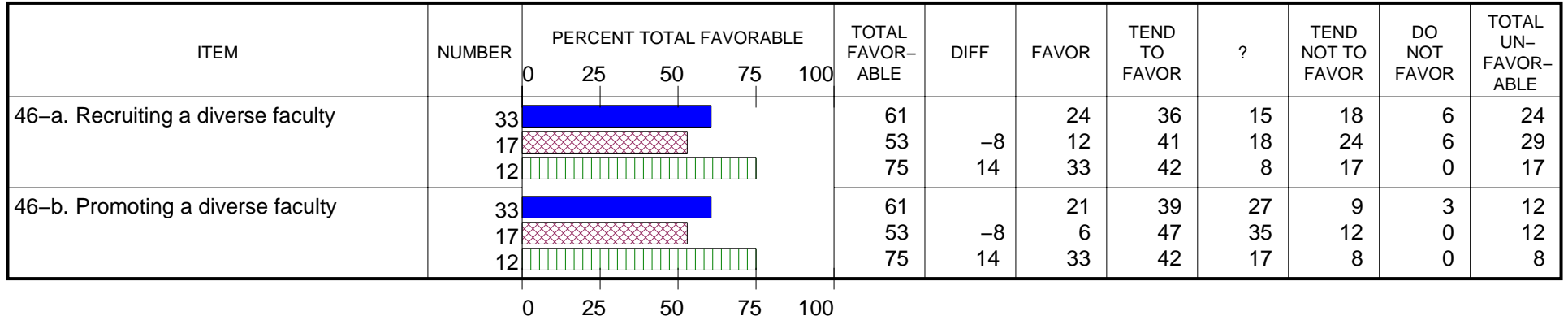
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 5: Diversity (Continued)




46. My college is placing sufficient emphasis on:















University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 6: Empowerment




ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
4. Most of the time it is safe to speak up here.	33					58		21	36	24	15	3	18
	17					47	-11	6	41	29	24	0	24
	12					67	9	42	25	25	8	0	8
14. This University has a climate where faculty can challenge our traditional ways of doing things.	33					42		9	33	27	24	6	30
	17					29	-13	12	18	35	29	6	35
	12					58	16	8	50	17	25	0	25
29. I am satisfied with my involvement in decisions that affect my work.	32					63		22	41	13	22	3	25
	17					47	-15	12	35	18	35	0	35
	11					91	28	36	55	0	9	0	9
47. Decisions seem to be made at the appropriate level in this University.	33					39		3	36	30	30	0	30
	17					24	-16	0	24	41	35	0	35
	12					67	27	8	58	8	25	0	25












University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12




CATEGORY 7: Working Relationships

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
5. The people in my department usually get along well together.	33					88		52	36	0	6	6	12
	17					88	0	53	35	0	12	0	12
	12					92	4	50	42	0	0	8	8
23. The culture of the University fosters collaboration between disciplines.	33					58		27	30	15	21	6	27
	17					41	-16	18	24	24	29	6	35
	12					67	9	33	33	8	17	8	25
38. The University Senior Administration actively works to remove barriers to interdisciplinary collaboration.	33					45		9	36	27	24	3	27
	17					35	-10	12	24	29	29	6	35
	12					50	5	8	42	33	17	0	17

University of Florida

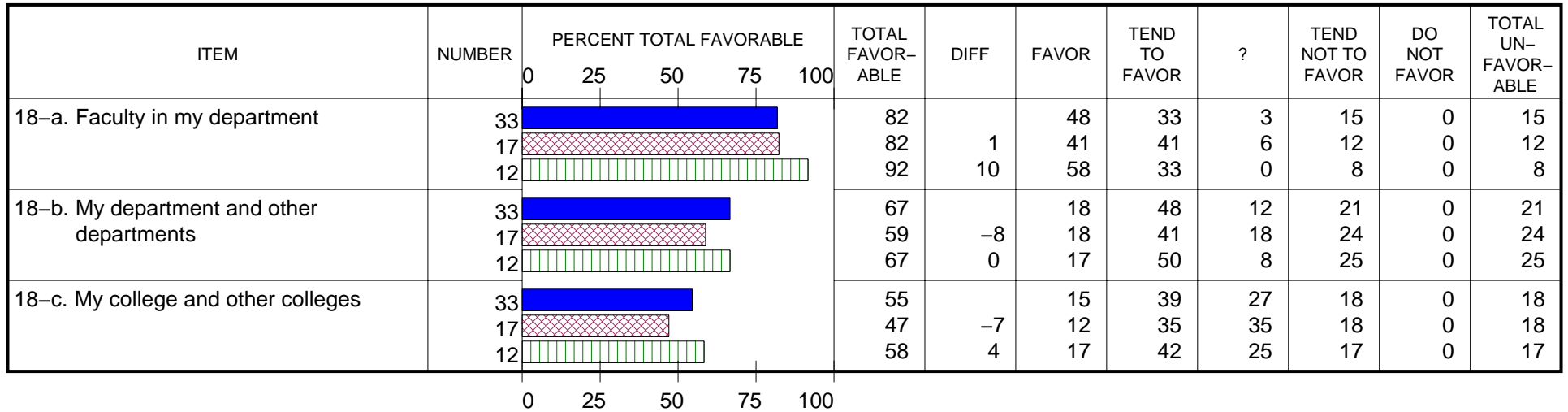
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 7: Working Relationships (Continued)




18. There is good cooperation between:









University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12




CATEGORY 8: Communication

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVOR- ABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UN- FAVOR- ABLE
		0	25	50	75 100								
6. The Dean of my college does an excellent job of keeping faculty informed about matters affecting us.	33					73		24	48	3	12	12	24
	17					59	-14	6	53	6	24	12	35
	12					92	19	42	50	0	0	8	8
19. Faculty receives adequate information on University policies and practices.	33					79		18	61	18	0	3	3
	17					65	-14	18	47	35	0	0	0
	12					100	21	17	83	0	0	0	0

University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 8: Communication (Continued)




30. There is effective sharing of information:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
30-a. Across departments	33						45		21	24	15	33	6	39
	17						35	-10	18	18	24	35	6	41
	12						58	13	17	42	8	33	0	33
30-b. Between colleges	33						36		9	27	24	36	3	39
	17						24	-13	12	12	24	47	6	53
	12						58	22	8	50	25	17	0	17

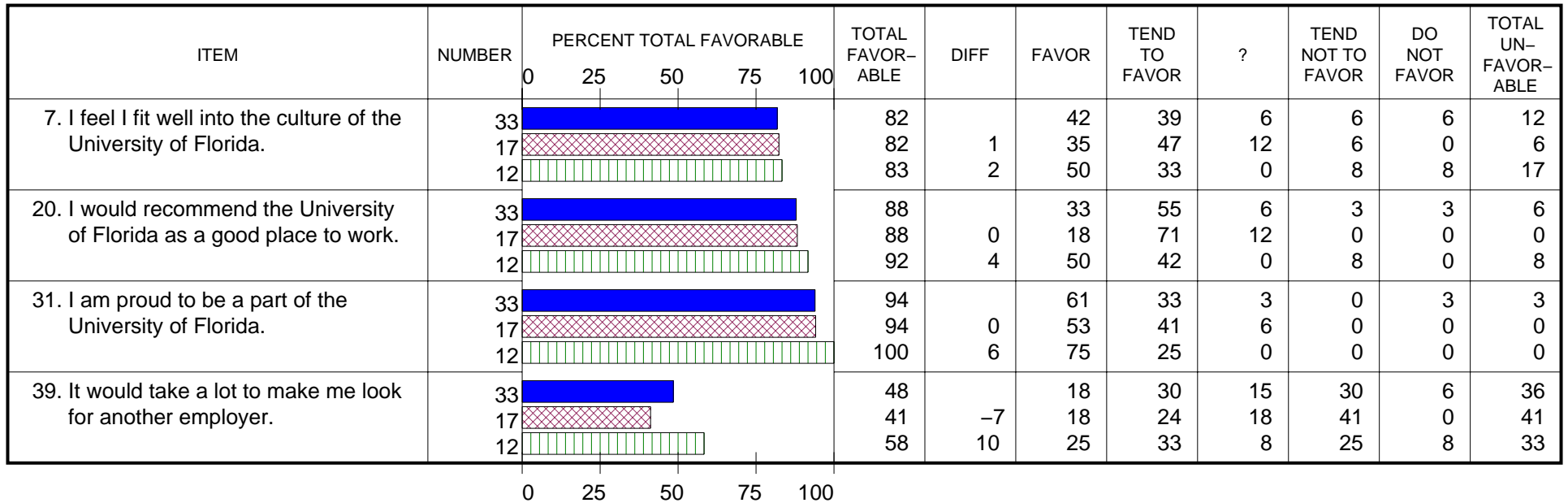
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12




CATEGORY 9: Engagement



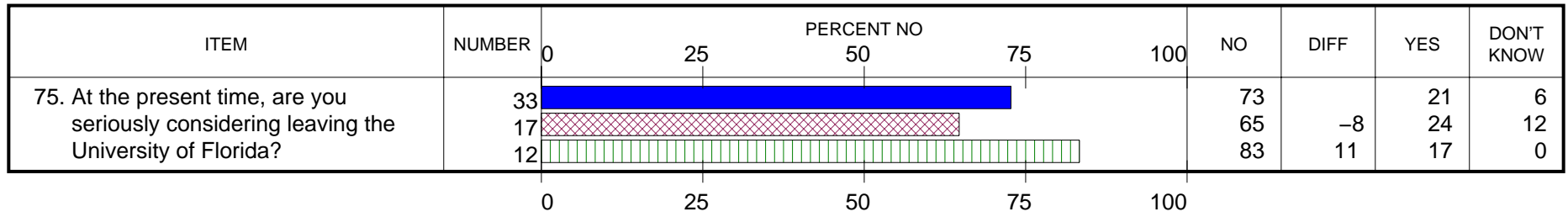
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12




CATEGORY 9: Engagement (Continued)



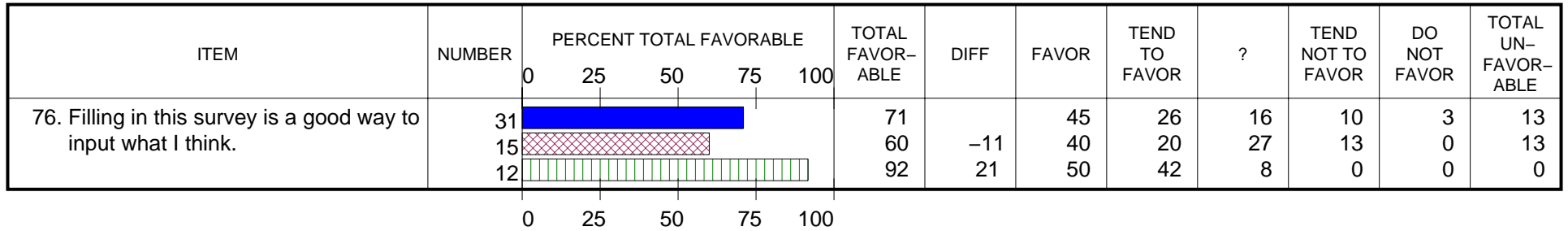
University of Florida

University of Florida Faculty Survey 2004

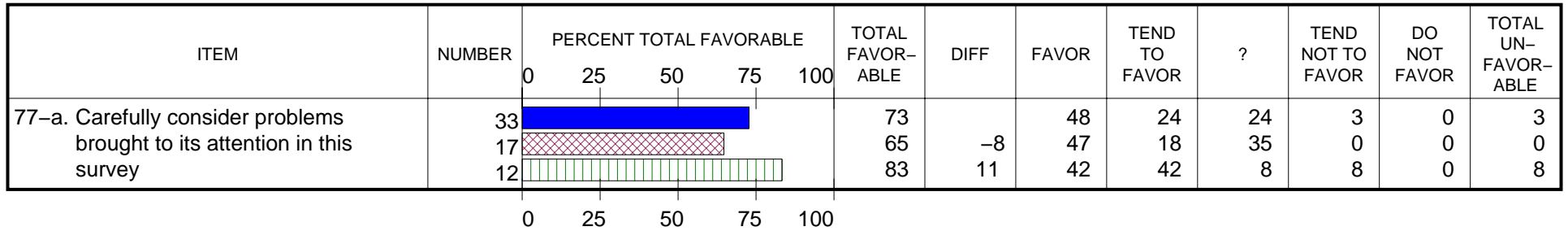
Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 10: Reaction to the Survey



77. I think the new University Senior Administration will:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 10: Reaction to the Survey (Continued)




77. I think the new University Senior Administration will:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
77-b. Act on problems identified	33						76		42	33	24	0	0	0
	17						71	-5	47	24	29	0	0	0
	12						92	16	33	58	8	0	0	0
77-c. Communicate decisions to faculty	32						88		50	38	13	0	0	0
	16						81	-6	50	31	19	0	0	0
	12						100	13	42	58	0	0	0	0







University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12




CATEGORY 11: University Image

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
21. In my opinion, the University of Florida is socially responsible in the community.	33					73		24	48	18	9	0	9
	17					59	-14	24	35	29	12	0	12
	12					92	19	33	58	0	8	0	8
48. The University excels at collaborating with external partners [e.g., businesses, government bodies, other universities and schools].	32					53		16	38	22	19	6	25
	17					53	0	6	47	18	24	6	29
	11					55	1	36	18	18	18	9	27

University of Florida

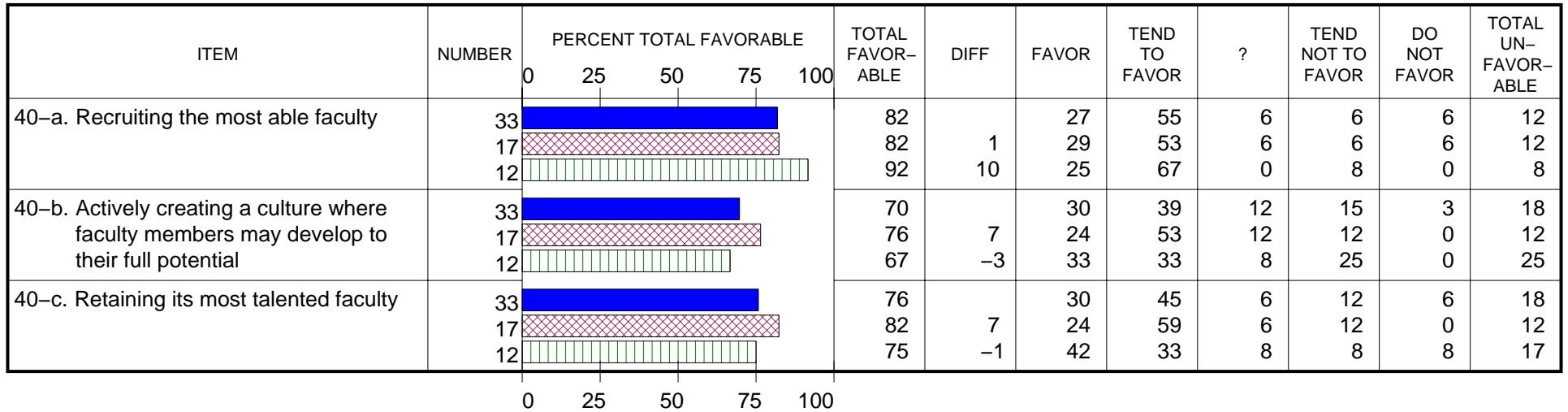
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 11: University Image (Continued)

40. I think my college is doing a good job of:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 11: University Image (Continued)

54. The University of Florida is doing a good job attracting the best and brightest:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75 100								
54-a. Undergraduates	33					91		42	48	6	3	0	3
	17					94	3	24	71	6	0	0	0
	12					83	-8	67	17	8	8	0	8
54-b. Graduates	33					64		15	48	9	24	3	27
	17					53	-11	12	41	6	35	6	41
	12					83	20	25	58	8	8	0	8
54-c. Administrators	33					55		15	39	21	18	6	24
	17					53	-2	12	41	24	24	0	24
	12					67	12	17	50	8	17	8	25
54-d. Faculty	33					64		21	42	12	24	0	24
	17					65	1	18	47	18	18	0	18
	12					67	3	25	42	8	25	0	25



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 11: University Image (Continued)

58. The University of Florida has established an excellent national reputation for:

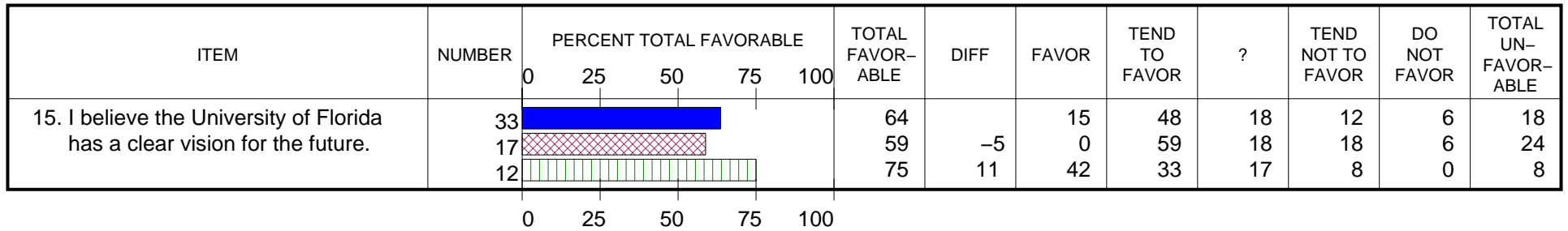
ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
58-a. The quality of its research	33						73		39	33	24	3	0	3
	17						53	-20	18	35	47	0	0	0
	12						92	19	67	25	0	8	0	8
58-b. Undergraduate education	32						75		28	47	19	6	0	6
	17						65	-10	12	53	35	0	0	0
	11						91	16	55	36	0	9	0	9
58-c. Graduate education	33						61		24	36	18	21	0	21
	17						47	-14	12	35	29	24	0	24
	12						75	14	50	25	8	17	0	17
58-d. Overall academic excellence	33						70		30	39	24	6	0	6
	17						59	-11	12	47	41	0	0	0
	12						75	5	58	17	8	17	0	17



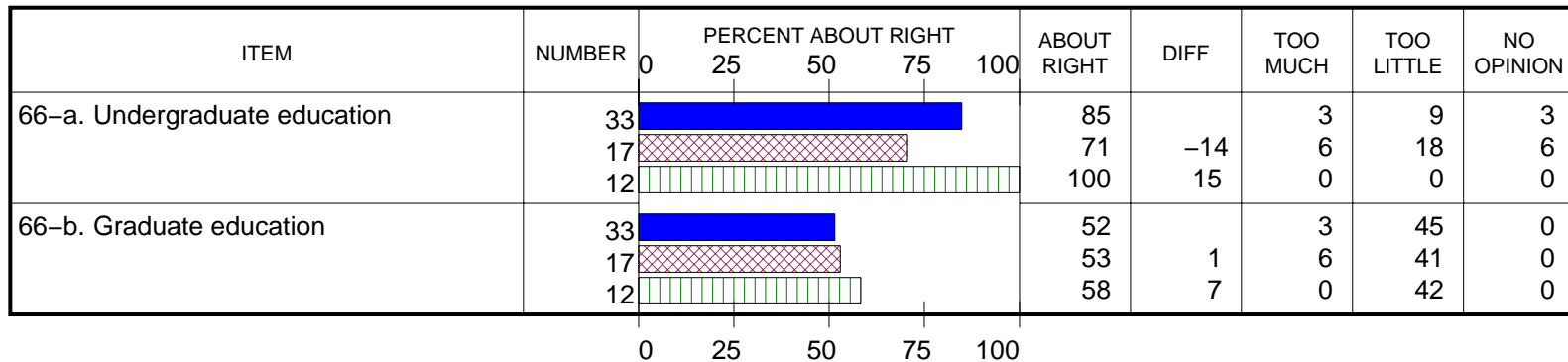
University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 12: Strategy & Direction



66. Please rate the amount of emphasis placed on the following:



University of Florida

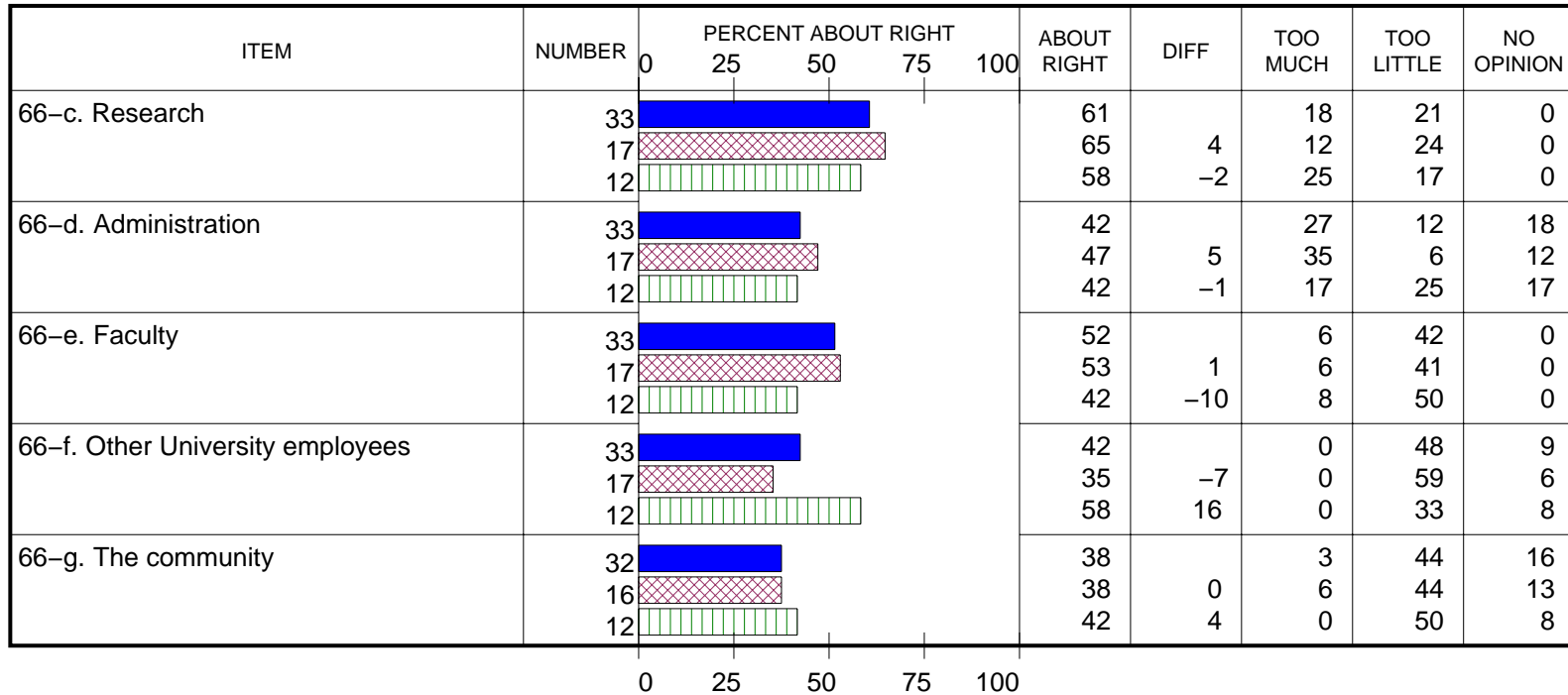
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 12: Strategy & Direction (Continued)

66. Please rate the amount of emphasis placed on the following:



University of Florida

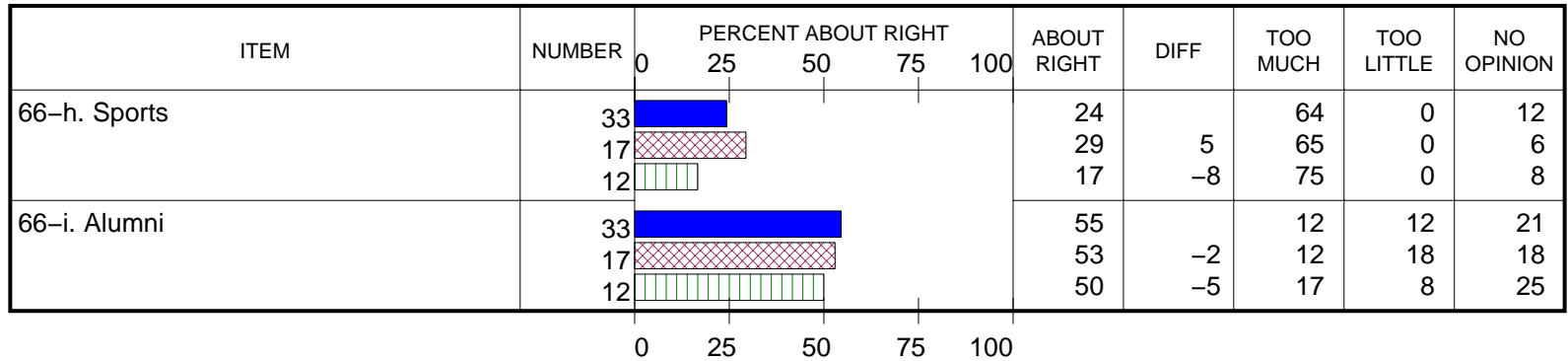
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 12: Strategy & Direction (Continued)




66. Please rate the amount of emphasis placed on the following:



University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 12: Strategy & Direction (Continued)

ITEM	NUMBER	CHANGE FOR THE BETTER	STAY THE SAME	CHANGE FOR THE WORSE	NO OPINION
78. Looking ahead to the next year or so, I think the University of Florida will:	33	73	24	3	0
	17	71	29	0	0
	12	75	25	0	0

University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 13: Leadership




ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
9. The decisions University Senior Administration makes concerning faculty are usually fair.	33					64		6	58	30	6	0	6
	17					59	-5	12	47	35	6	0	6
	12					67	3	0	67	25	8	0	8
22. Employees throughout the University of Florida are treated with respect, regardless of their job.	33					52		6	45	18	21	9	30
	17					35	-16	0	35	29	35	0	35
	12					83	32	17	67	0	0	17	17
32. Our University Senior Administration is generally respected by faculty.	33					70		21	48	9	12	9	21
	17					65	-5	18	47	12	18	6	24
	12					83	14	33	50	8	0	8	8



University of Florida







University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 13: Leadership (Continued)




41. Regarding the University's core values, I believe:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
41-a. The values are clear	33						61		15	45	15	24	0	24
	17						53	-8	6	47	18	29	0	29
	12						67	6	25	42	17	17	0	17
41-b. University decisions are consistent with these values	33						58		12	45	24	15	3	18
	17						47	-11	6	41	29	18	6	24
	12						67	9	17	50	17	17	0	17

University of Florida







University of Florida Faculty Survey 2004

Item Detail




GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 13: Leadership (Continued)

49. University Senior Administration:









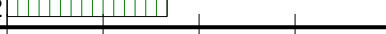
ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
49-a. Respects the faculty	33						61		9	52	18	18	3	21
	17						53	-8	12	41	24	18	6	24
	12						67	6	8	58	17	17	0	17
49-b. Is interested in the well-being of faculty	33						48		9	39	33	18	0	18
	17						65	16	12	53	18	18	0	18
	12						25	-23	8	17	58	17	0	17

University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 13: Leadership (Continued)




71. With all things considered, how good a job is University Senior Administration doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD				TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75									
71-a. Establishing priorities	33					45		3	42	27	9	0	9	18
	17					53	7	0	53	24	12	0	12	12
	12					42	-4	8	33	25	8	0	8	25
71-b. Making decisions promptly	33					33		6	27	42	9	0	9	15
	17					41	8	6	35	41	6	0	6	12
	12					25	-8	8	17	42	8	0	8	25
71-c. Communicating with people	32					38		9	28	34	19	0	19	9
	16					38	0	6	31	38	19	0	19	6
	12					42	4	17	25	33	8	0	8	17

University of Florida










University of Florida Faculty Survey 2004

Item Detail




GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 13: Leadership (Continued)

72. With all things considered, how good a job is the Dean of your college doing in the following areas:










ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
72-a. Establishing priorities	33						73		39	33	12	3	9	12	3
	17						71	-2	24	47	12	6	6	12	6
	12						75	2	58	17	17	0	8	8	0
72-b. Making decisions promptly	33						76		36	39	12	0	6	6	6
	17						71	-5	18	53	12	0	6	6	12
	12						83	8	58	25	8	0	8	8	0
72-c. Communicating with people	32						50		19	31	22	9	16	25	3
	17						35	-15	0	35	24	18	18	35	6
	12						67	17	42	25	25	0	8	8	0

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GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 13: Leadership (Continued)

73. With all things considered, how good a job is your Department Chair doing in the following areas:

ITEM	NUMBER	PERCENT TOTAL GOOD					TOTAL GOOD	DIFF	VERY GOOD	GOOD	ADE-QUATE	POOR	VERY POOR	TOTAL POOR	DON'T KNOW
		0	25	50	75	100									
73-a. Establishing priorities	33						76		39	36	12	6	3	9	3
	17						82	7	41	41	6	12	0	12	0
	12						67	-9	33	33	25	0	0	0	8
73-b. Making decisions promptly	33						76		39	36	12	6	0	6	6
	17						88	12	41	47	6	0	0	0	6
	12						58	-17	33	25	25	8	0	8	8
73-c. Communicating with people	33						70		39	30	15	9	3	12	3
	17						82	13	41	41	6	12	0	12	0
	12						50	-20	33	17	33	8	0	8	8

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 14: Resources & Efficiency

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
10. My department operates efficiently.	33					76		18	58	3	15	6	21
	17					71	-5	6	65	6	18	6	24
	12					92	16	33	58	0	8	0	8
24. The work in my department is well organized.	32					66		25	41	6	25	3	28
	16					63	-3	31	31	6	25	6	31
	12					75	9	17	58	8	17	0	17
33. Too many approvals are required for routine decisions in the University of Florida. (N)	33					6		0	6	24	21	48	70
	17					6	0	0	6	12	18	65	82
	12					8	2	0	8	42	25	25	50
42. In my opinion, decisions are made in a timely manner at the University of Florida.	33					36		3	33	33	21	9	30
	17					29	-7	0	29	35	29	6	35
	12					58	22	8	50	25	0	17	17
50. I have sufficient support [e.g., from clerical, technical, staff support] to be able to do my job effectively.	33					42		6	36	9	27	21	48
	17					41	-1	6	35	6	24	29	53
	12					33	-9	8	25	17	33	17	50

(N) Disagreeing is the Favorable Response.



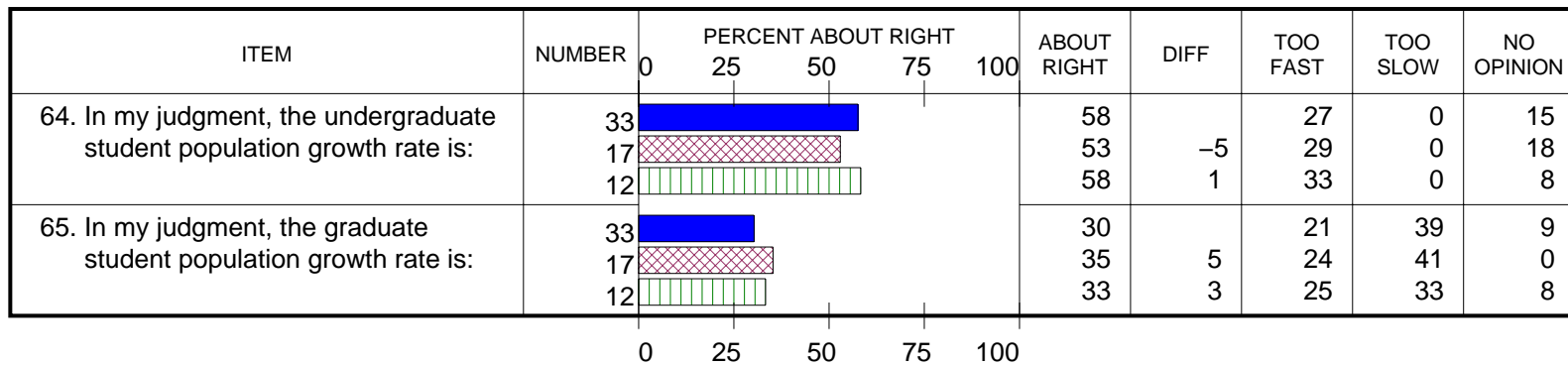
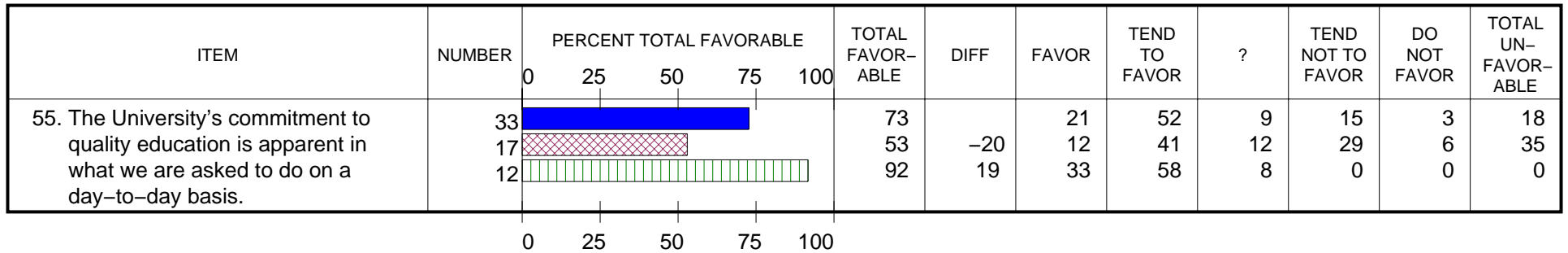
University of Florida

University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12




CATEGORY 14: Resources & Efficiency (Continued)



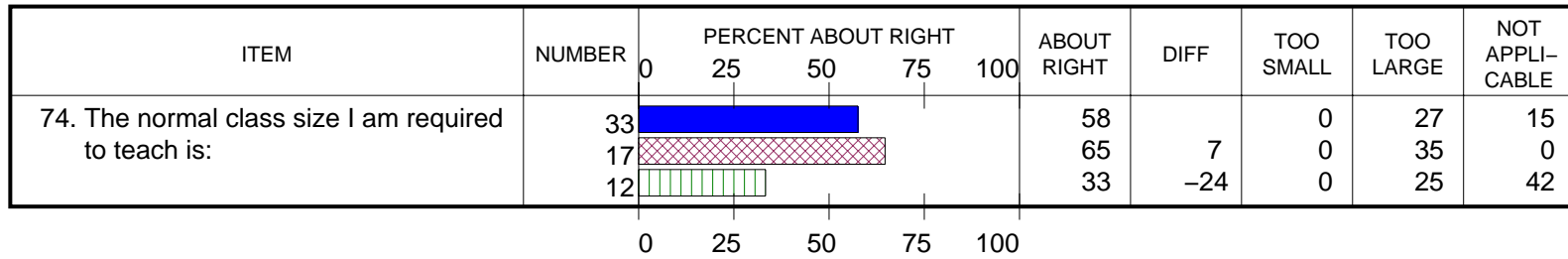
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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12




CATEGORY 14: Resources & Efficiency (Continued)


















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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
PHARMACY: TENURED	B 	17
PHARMACY: NOT TENURE TRACK	C 	12

CATEGORY 15: Faculty – Administration Relations

ITEM	NUMBER	PERCENT TOTAL FAVORABLE				TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75								
11. I am satisfied with the procedures available for resolving faculty complaints.	33					64		18	45	21	12	3	15
	17					59	-5	18	41	18	24	0	24
	12					75	11	25	50	25	0	0	0
25. In my opinion, the faculty has adequate input into decisions regarding important University matters.	33					45		3	42	15	36	3	39
	17					24	-22	0	24	18	59	0	59
	12					75	30	0	75	8	17	0	17
34. In general, there are good relations between faculty and administration.	33					64		12	52	15	18	3	21
	17					59	-5	12	47	24	18	0	18
	12					75	11	17	58	8	17	0	17
43. Policies and procedures established by the University of Florida are generally not overly bureaucratic.	33					21		0	21	24	42	12	55
	17					6	-15	0	6	18	59	18	76
	12					50	29	0	50	25	17	8	25
59. The University provides excellent support and savvy to faculty seeking grants.	33					18		3	15	39	24	18	42
	17					12	-6	0	12	35	29	24	53
	12					25	7	8	17	58	8	8	17



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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
PHARMACY: TENURED	B	17
PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 15: Faculty – Administration Relations (Continued)

56. The following do an excellent job supporting faculty, allowing faculty to concentrate on research and/or teaching:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
56-a. University Senior Administration	33						61		12	48	27	12	0	12
	17						59	-2	18	41	24	18	0	18
	12						67	6	8	58	33	0	0	0
56-b. The Dean of my college	33						82		48	33	3	3	12	15
	17						76	-5	29	47	6	6	12	18
	12						92	10	75	17	0	0	8	8

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University of Florida Faculty Survey 2004

Item Detail

	GROUP	SYMBOL	NUMBER
	PHARMACY	A	33
	PHARMACY: TENURED	B	17
	PHARMACY: NOT TENURE TRACK	C	12

CATEGORY 15: Faculty – Administration Relations (Continued)

61. In general, the University Administration staff with whom I work on a day-to-day basis:

ITEM	NUMBER	PERCENT TOTAL FAVORABLE					TOTAL FAVORABLE	DIFF	FAVOR	TEND TO FAVOR	?	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
		0	25	50	75	100								
61-a. Quickly responds to my requests	33						55		12	42	18	21	6	27
	17						41	-13	6	35	29	24	6	29
	12						67	12	17	50	8	17	8	25
61-b. Adequately meets my needs	33						52		9	42	21	15	12	27
	17						41	-10	6	35	29	18	12	29
	12						67	15	8	58	17	8	8	17
61-c. Performs a role that is important to my success	33						67		24	42	15	12	6	18
	17						59	-8	24	35	24	18	0	18
	12						75	8	17	58	8	8	8	17



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Category Target

- A. Quality of Life
- B. Career Development
- C. Benefits
- D. Recognition & Reward
- E. Diversity
- F. Empowerment
- G. Working Relationships
- H. Communication

- I. Engagement
- J. Reaction to the Survey
- K. University Image
- L. Strategy & Direction
- M. Leadership
- N. Resources & Efficiency
- O. Faculty – Administration Relations

GROUP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Average Difference
PHARMACY (N=33)	45	64	49	39	72	50	66	58	77	77	70	51	59	49	53	
PHARMACY: TENURED (N=17)	-5	6	-6	-6	-3	-14	-7	-13	-3	-8	-5	-1	-1	-3	-9	-5
PHARMACY: NOT TENURE TRACK (N=12)	5	-6	6	4	9	20	5	19	6	15	8	3	1	4	14	8

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