

University of Florida
University of Florida Faculty Survey 2004
PHARMACY OVERALL AND NORMATIVE REPORT 1/2
Volume UOF-044

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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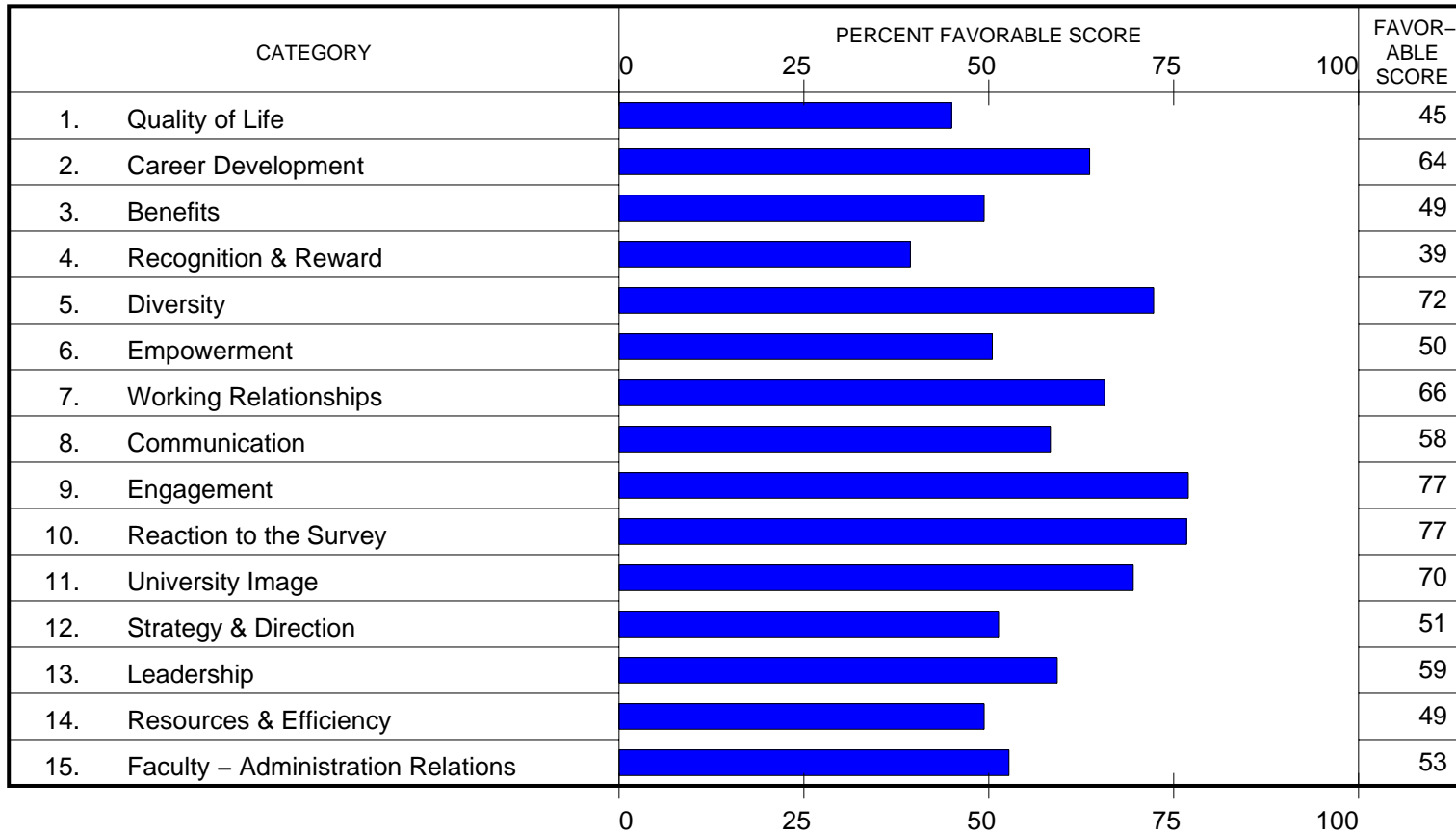
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Category Summary

GROUP SYMBOL NUMBER
 PHARMACY A 33

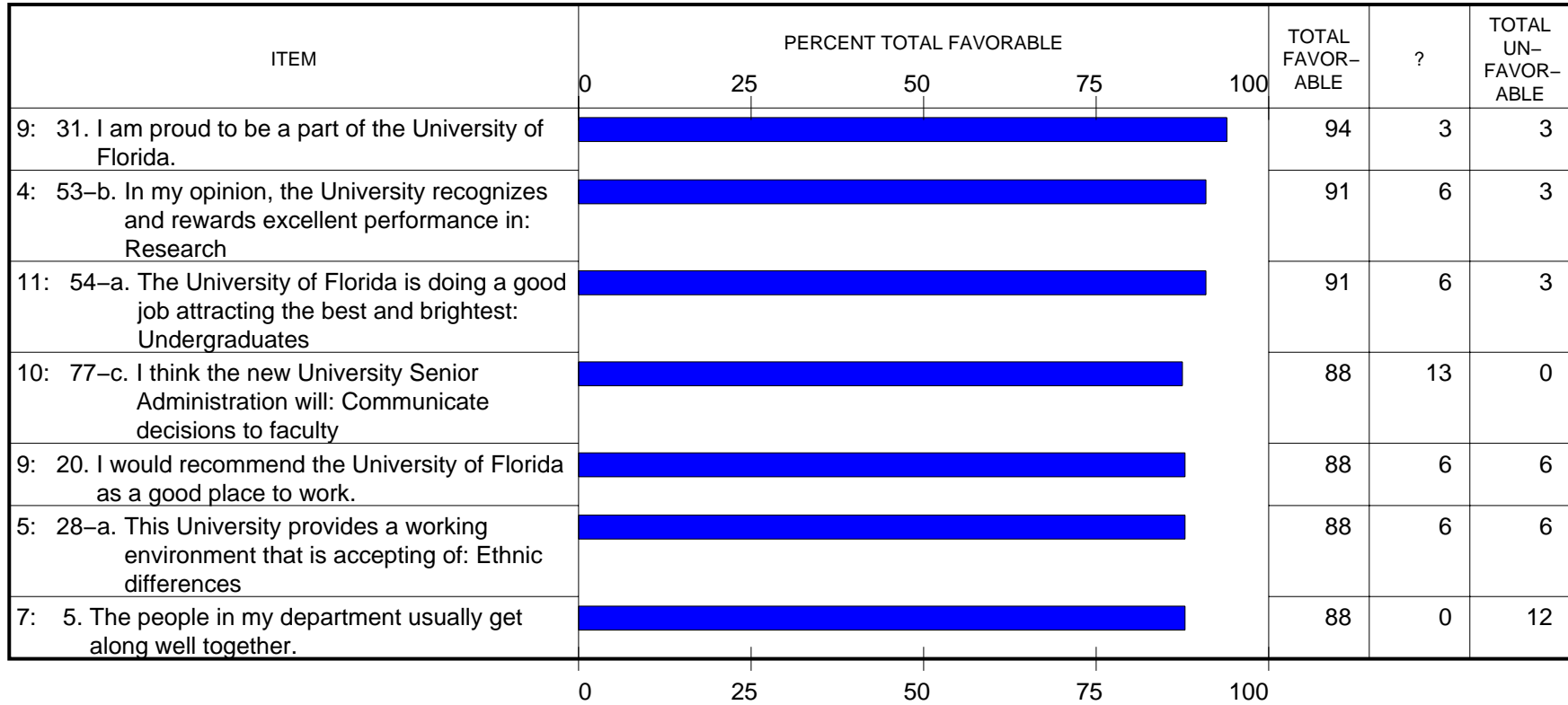


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Ten Items with the Most Favorable Results

GROUP SYMBOL NUMBER
 PHARMACY A 33

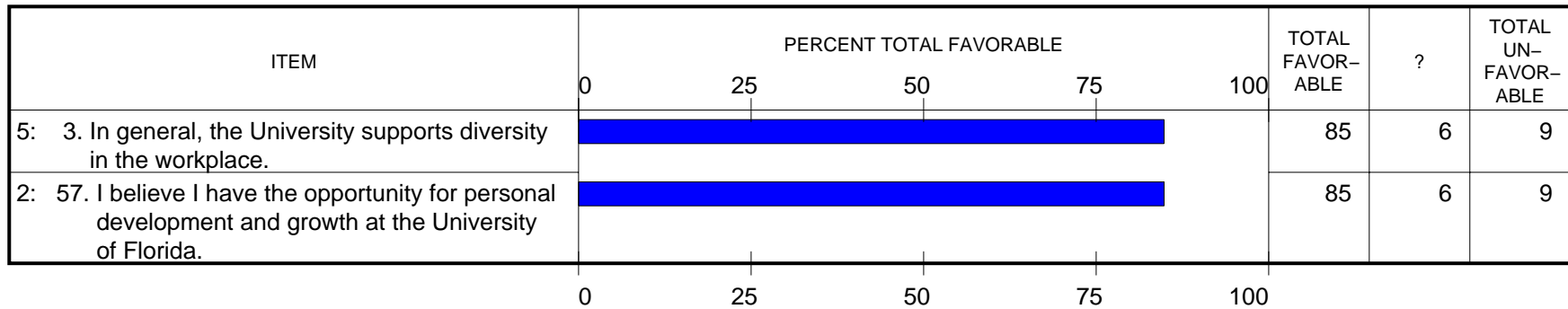
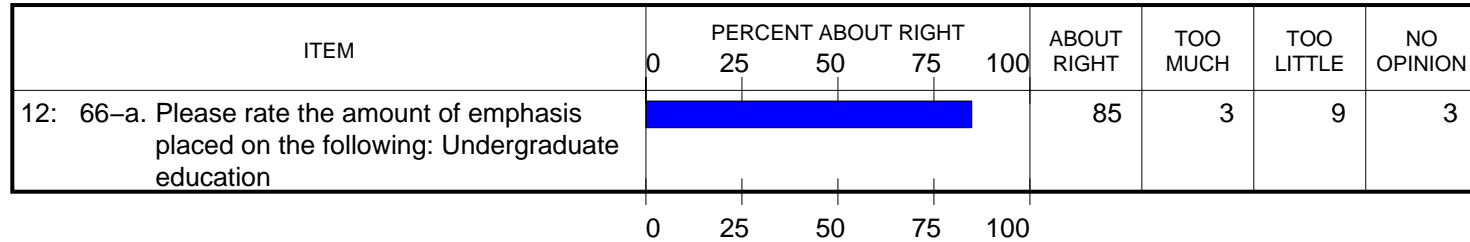


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Ten Items with the Most Favorable Results

GROUP SYMBOL NUMBER
 PHARMACY A 33

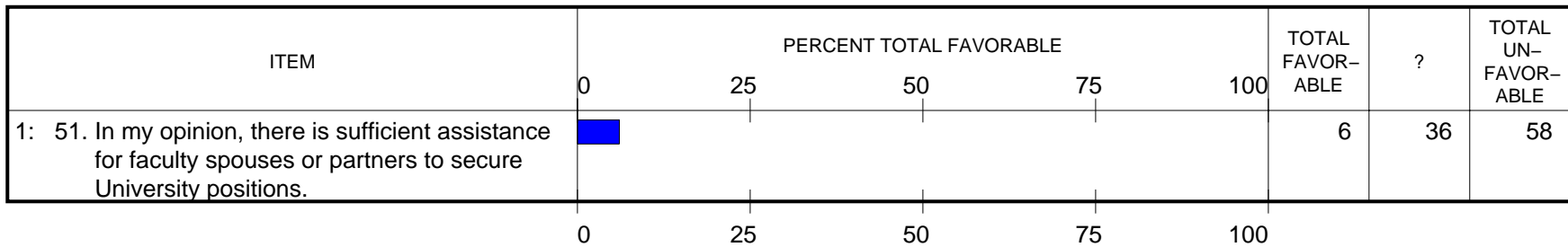
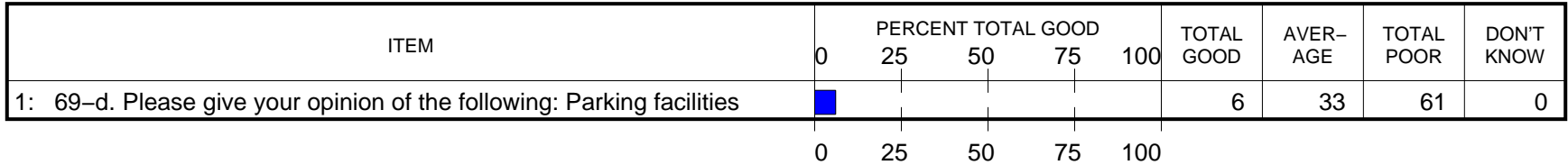
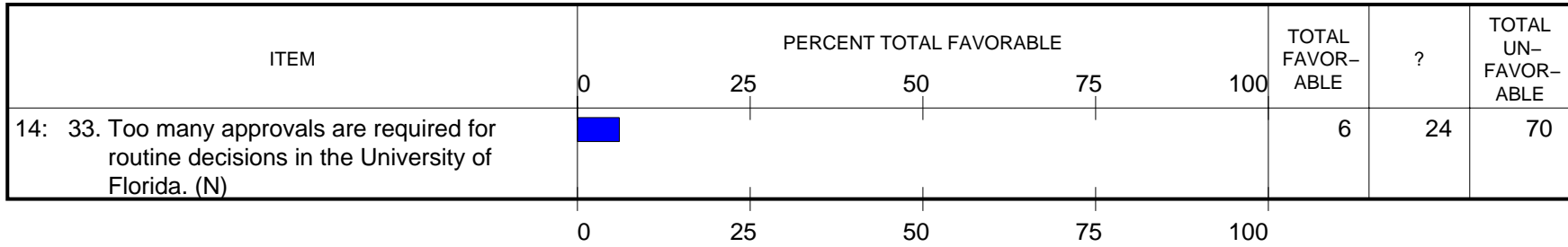


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Ten Items with the Least Favorable Results

GROUP SYMBOL NUMBER
 PHARMACY A ████ 33



(N) Disagreeing is the Favorable Response.

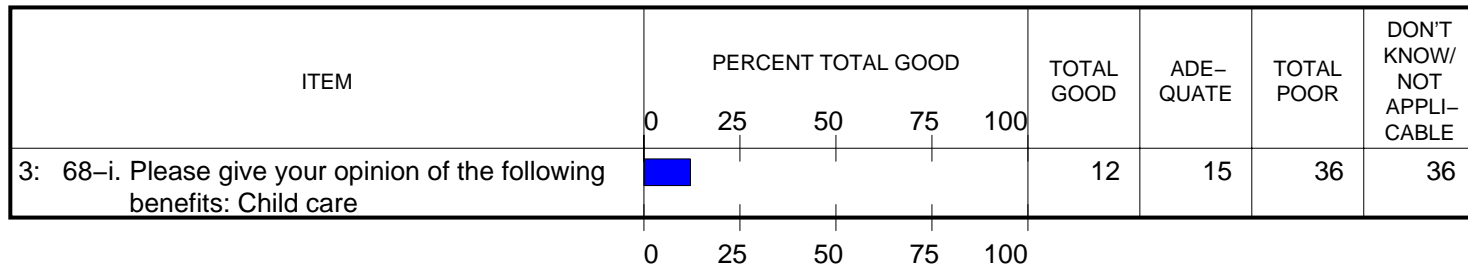
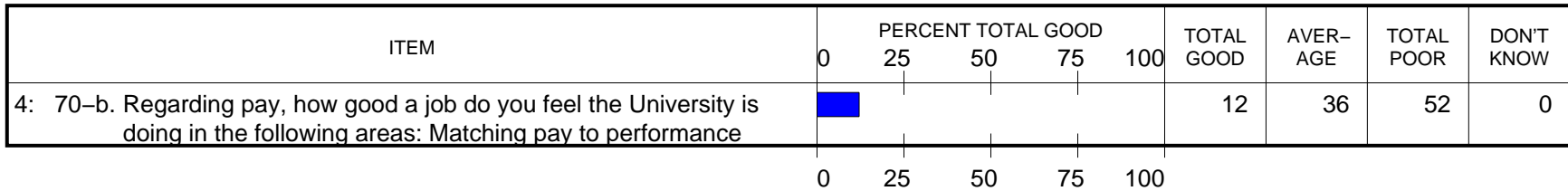
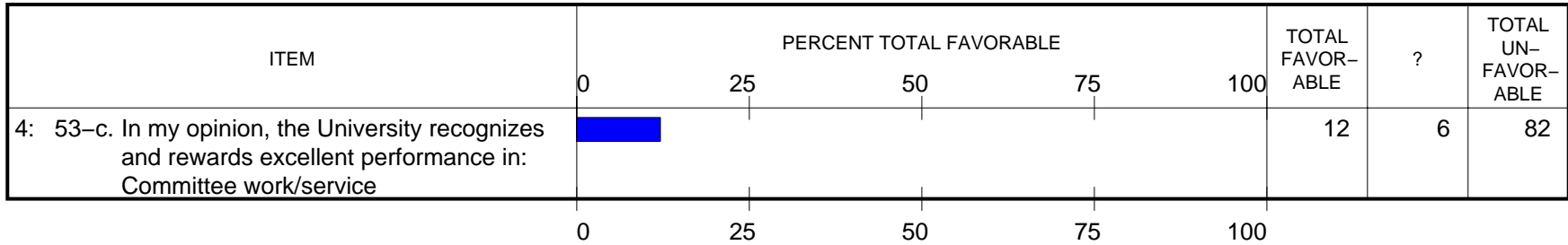


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Ten Items with the Least Favorable Results

GROUP SYMBOL NUMBER
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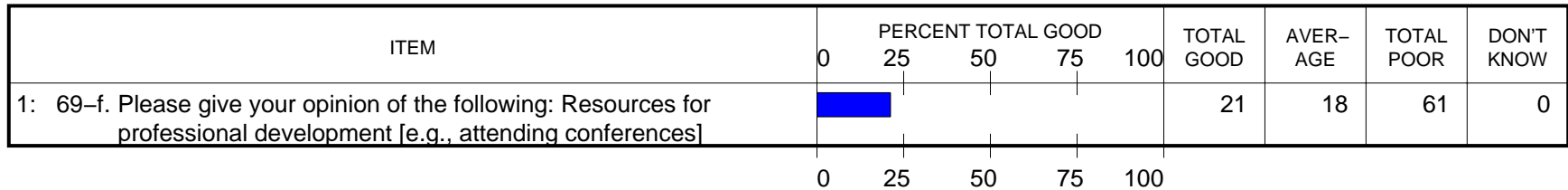
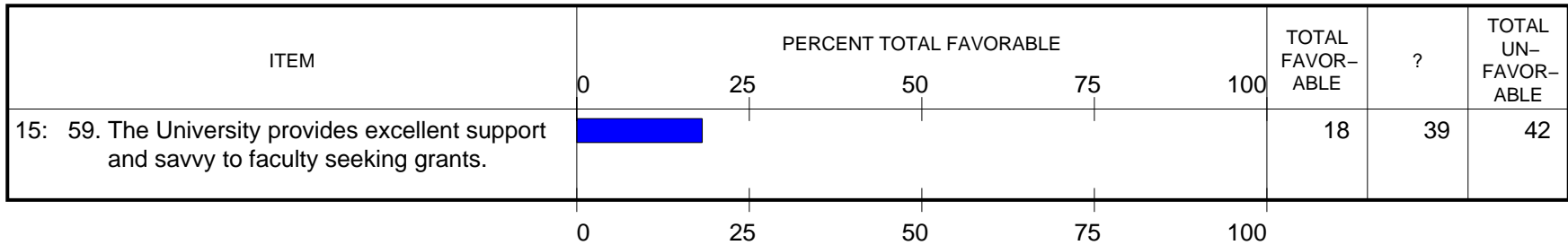
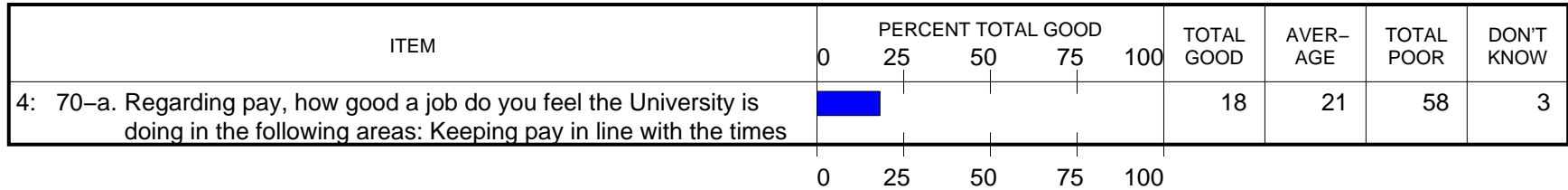


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Ten Items with the Least Favorable Results

GROUP SYMBOL NUMBER
 PHARMACY A 33

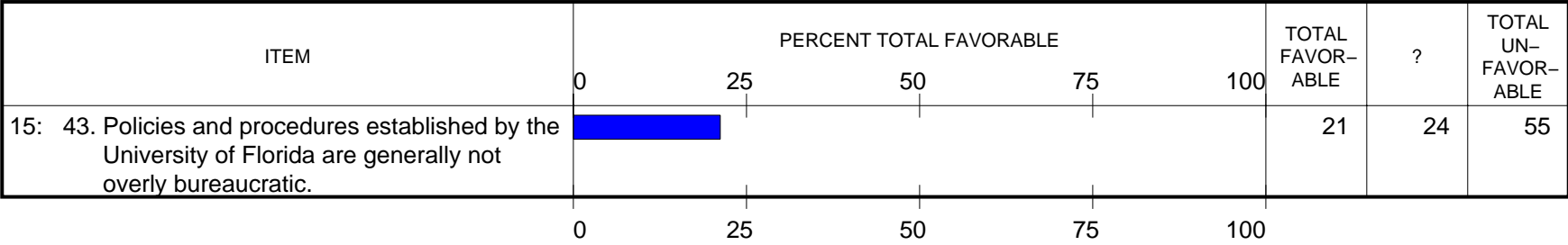


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Ten Items with the Least Favorable Results

GROUP SYMBOL NUMBER
 PHARMACY A 33



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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
UNIVERSITY OF FLORIDA FACULTY 2004	B	1639
U.S. NATIONAL NORM	C	159436
U.S. HIGH PERFORMANCE NORM	D	53431

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
	1635					49	7	17	32	7	27	16	44
	28761					64	-8	28	36	9	17	10	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
	1629					29	10	5	24	32	24	15	39
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
	1618					19	-13	5	14	39	20	22	42





(N) Disagreeing is the Favorable Response.



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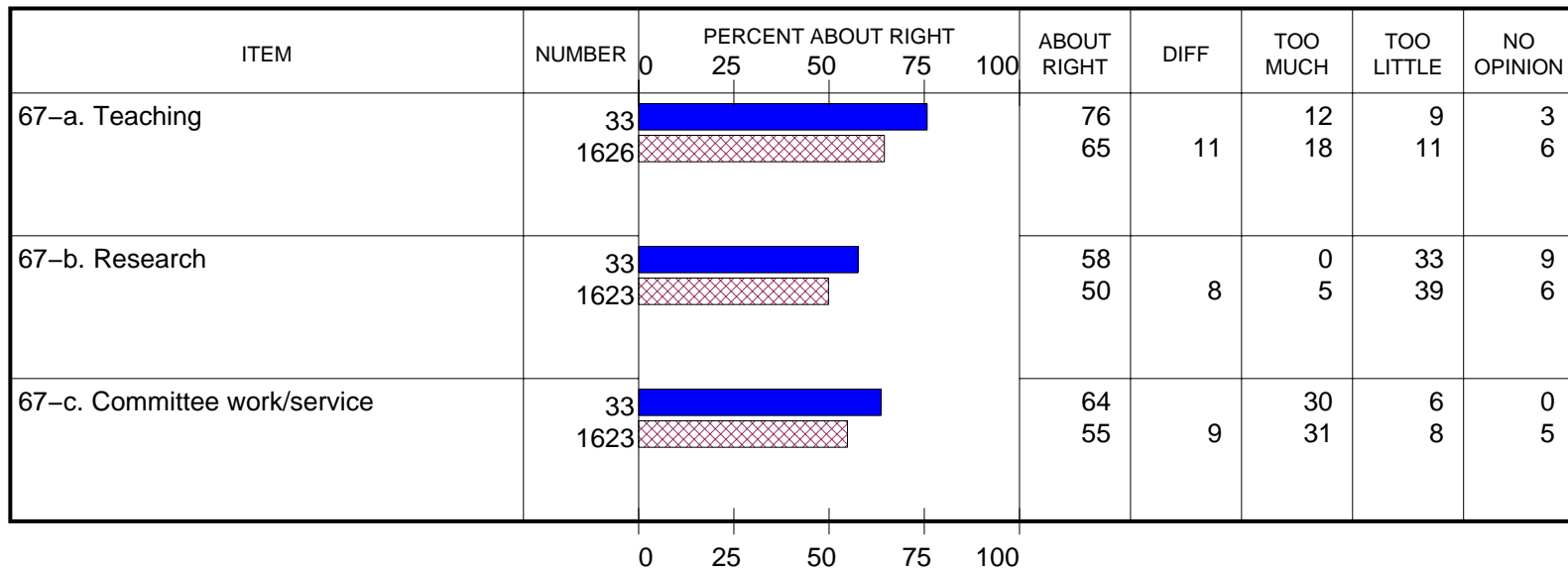
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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

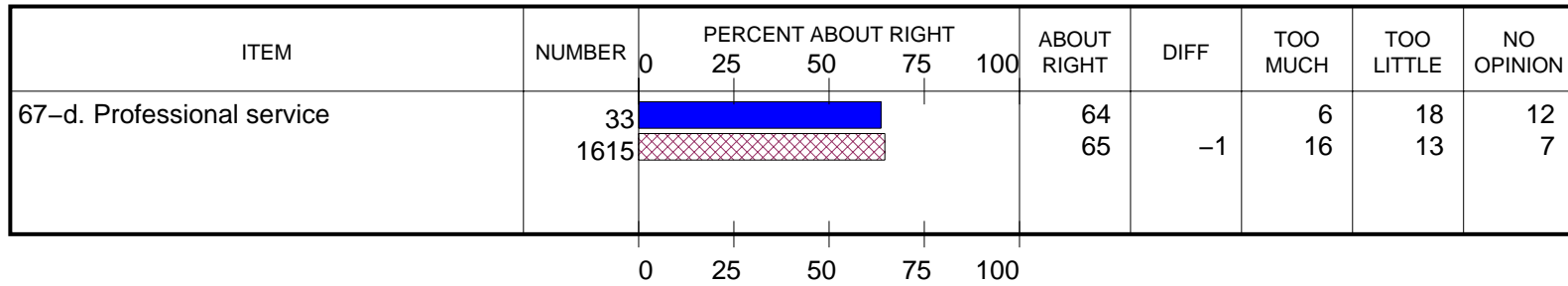
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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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

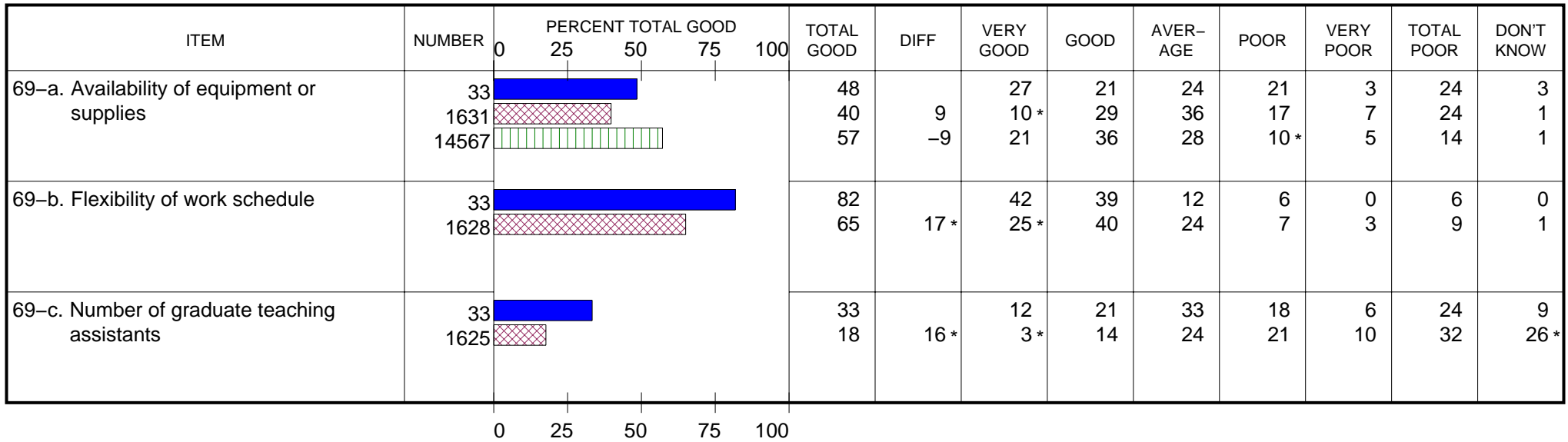
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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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CATEGORY 1: Quality of Life (Continued)

69. Please give your opinion of the following:







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



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GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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U.S. HIGH PERFORMANCE NORM	D 	53431

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-d. Parking facilities	33 1626						6 14	-8	0 3	6 10	33 22	27 22	33 39	61 60	0 4
69-e. Program/Clerical/Admin Support	32 1618						22 28	-6	3 7	19 21	44 36	19 23	16 11	34 34	0 2
69-f. Resources for professional development [e.g., attending conferences]	33 1625						21 25	-4	15 7	6 18	18 28	39 27	21 18	61 45	0 2



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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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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-g. Space to work	33					55		30	24	36	6	3	9	0
	1620					36	18 *	13 *	23	33	17	13	30 *	0
	5018					54	0	25	29	27	11	7	18	1
		0	25	50	75	100								

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



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GROUP	SYMBOL	NUMBER
PHARMACY	A	33
UNIVERSITY OF FLORIDA FACULTY 2004	B	1639
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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								
12. I understand how my performance on the job is evaluated.	33					70		33	36	15	9	6	15
	1639					73	-3	32	41	7	12	7	20
	65313					71	-1	36	35	10	12	7	19
	24997					75	-5	37	38	9	11	5	16
13. The current qualifications for tenure are clear to me.	33					58		33	24	27	9	6	15
	1626					65	-7	32	33	14*	13	8	21
26. I think my performance on the job is evaluated fairly.	33					82		33	48	9	6	3	9
	1631					65	17*	24	41	14	12	9	21
	91331					68	13	32	36	13	12	7	19
	34212					74	8	36	37	12	10	5	15
35. I receive sufficiently regular feedback on my performance.	33					55		18	36	15	24	6	30
	1621					60	-5	19	41	13	18	9	27
	102015					63	-9	30	33	10	17	10	27
	35472					67	-13	32	35	8	17	8	24

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UNIVERSITY OF FLORIDA FACULTY 2004	B	1639
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U.S. HIGH PERFORMANCE NORM	D	53431

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								
45. In my opinion, the University does a good job of promoting the most competent people.	33					55		3	52	15	21	9	30
	1639					43	12	7	36	20	23	14	38
	68606					43	11	13	30 *	21	21	15	35
	18709					48	6	15	33 *	24	18	9	27
52. I am generally satisfied with my career progress in the University of Florida to date.	33					82		33	48	6	9	3	12
	1622					66	15	24	43	9	15	10	25
	5295					65	17 *	29	36	11	15	9	24
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
	1613					67	18 *	21 *	46	11	13	8	22
	130221					64	21 *	30	34	12	15	9	24 *
	37482					71	14	34	36	11	13	6	19
60. I think the University of Florida offers long-term opportunities for me.	33					73		24	48	12	3	12	15
	1619					57	16	20	37	19	14	10	24
	15871					58	15	26	32 *	17	15	11	25





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U.S. HIGH PERFORMANCE NORM	D 	53431

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								
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
	1623					42	-2	8	34	26	24	9	33
	15346					56	-17	18*	38	19*	19	6	25
63. There are sufficient opportunities for faculty to receive mentoring regarding the tenure process	33					39		12	27	30	24	6	30
	1625					45	-6	13	32	21	20	15	34

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A	33
UNIVERSITY OF FLORIDA FACULTY 2004	B	1639
U.S. NATIONAL NORM	C	159436
U.S. HIGH PERFORMANCE NORM	D	53431

CATEGORY 3: Benefits

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								
1. From what I hear, our benefits are as good as or better than the benefits in other universities.	33					42		18	24	15	27	15	42
	1635					37	5	12	25	17	25	21	46
	80528					65	-22*	30	35	16	12*	7	20*
	28094					70	-27*	32	38	16	10*	5*	15*
16. This University's benefits program fits my needs.	33					61		27	33	12	21	6	27
	1638					57	4	15*	42	10	23	11	34
	66469					74	-13	34	40	10	10*	6	16
	18714					76	-15*	35	41	9	10*	5	15
27. I can easily access the information I need about my benefits.	32					81		44	38	3	9	6	16
	1623					67	14	25*	42	14	15	4	19
	18058					85	-4	43	42	6	6	2	9
	9205					85	-4	48	37	4	8	3	11





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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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-a. Vacations	33						76		48	27	15	3	3	6	3
	1627						52	24 *	24 *	28	22	6	2	8	18 *
	14956						63	13	29 *	34	27	5	3	8	2
68-b. Holidays	33						67		42	24	24	9	0	9	0
	1624						53	14	23 *	29	31	6	1	8	9
	9313						61	5	27 *	34	28	6	3	9	2
68-c. Life insurance	33						39		15	24	39	9	6	15	6
	1623						32	8	10	22	39	15	4	19	10





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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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									
68-d. Hospital/medical insurance	33					39		9	30	27	27	6	33	0
	1624					36	3	13	24	34	20	7	27	3
	14952					54	-15	22	32	30	7*	4	11*	5
68-e. Pension/retirement plan	33					64		24	39	24	9	3	12	0
	1625					43	21*	16	27	35	15	5	20	2
	14283					49	15	19	30	29	9	6	15	7
68-f. Sick pay	33					67		36	30	27	3	0	3	3
	1619					43	24*	17*	26	31	5	2	7	19*

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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-g. Personal days	33						45	17 *	21	24	30	0	0	0	24
	1621						28		11	18	24	6	3	10	38
68-h. Parental leave	33						27	9	15	12	30	12	3	15	27
	1624						18		7	11	16 *	9	6	15	51 *
68-i. Child care	33						12	4	6	6	15	15	21	36	36
	1623						8		3	5	10	15	12	27	56 *





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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

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-j. Sabbatical leaves	33						21		6	15	24	15	3	18	36
	1625						15	7	5	10	19	19	18*	38*	28
		0	25	50	75	100									

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Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

CATEGORY 4: Recognition & Reward

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								
2. For the work I do, I am very much underpaid. (N)	33					27		6	21	9	36	27	64
	1635					25	2	7	18	9	30	35	66
	20306					43	-16	13	30	16	23	18	41 *
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
	1636					14	22 *	3 *	11 *	10	32	44	76 *
	114951					46	-10	17	29	20	20	14 *	33
	40573					45	-9	16	29	23	21	12 *	32 *

(N) Disagreeing is the Favorable Response.





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



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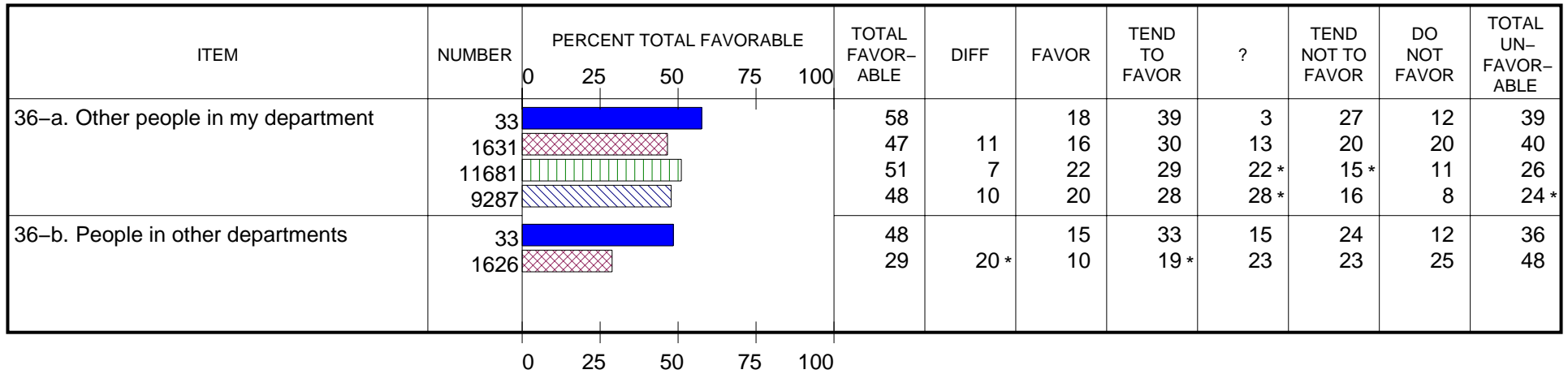
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GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

CATEGORY 4: Recognition & Reward (Continued)

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







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



University of Florida

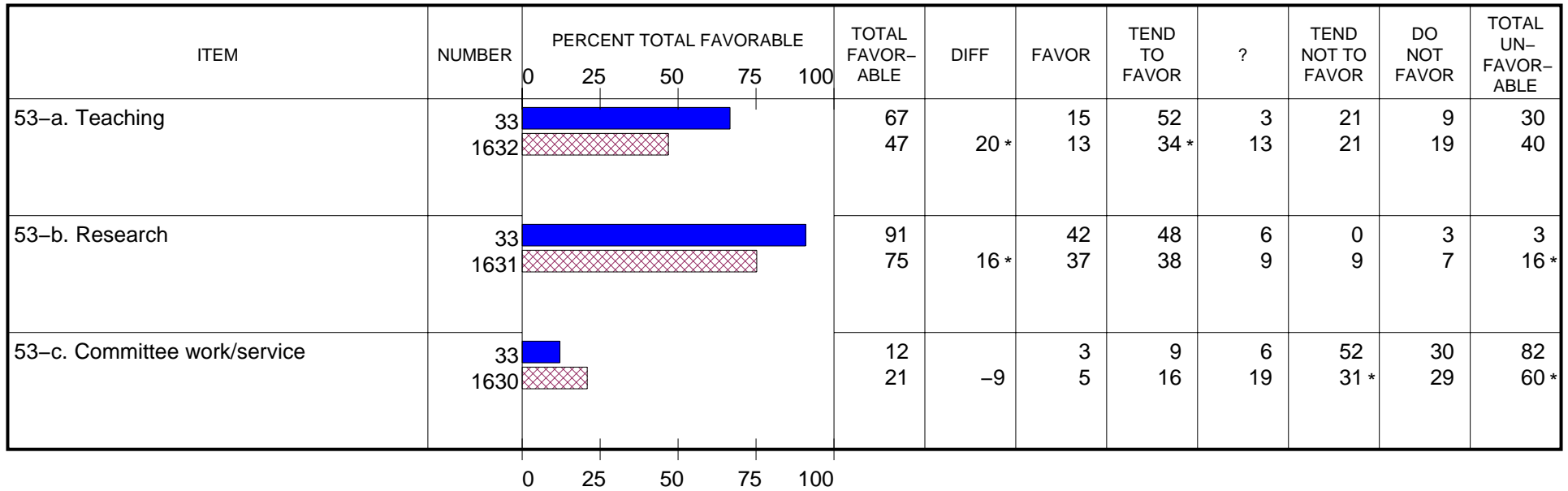
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
U.S. HIGH PERFORMANCE NORM	D 	53431

CATEGORY 4: Recognition & Reward (Continued)

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







* 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
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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U.S. HIGH PERFORMANCE NORM	D 	53431

CATEGORY 4: Recognition & Reward (Continued)

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





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								
53-d. Professional service	33					24		6	18	15	39	21	61
	1624					27	-3	7	20	19	28	26	54
		0	25	50	75	100							



University of Florida








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PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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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	100									
70-a. Keeping pay in line with the times	33						18		6	12	21	30	27	58	3
	1639						8	10 *	2	6	19	35	36	71	2
	12497						32	-14	9	23	35	19	11 *	30 *	4
70-b. Matching pay to performance	33						12		3	9	36	33	18	52	0
	1627						8	4	2	7	24	33	31	65	3
	72671						31	-19*	8	24 *	33	18 *	12	30 *	6
	28026						35	-23*	9	27 *	33	16 *	10	26 *	6





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










University of Florida

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Item Detail

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CATEGORY 5: Diversity

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								
3. In general, the University supports diversity in the workplace.	33					85		45	39	6	6	3	9
	1631					71	14	26 *	45	12	12	5	17
	51033					75	10	39	35	13	8	5	12
	18676					81	4	46	35	11	5	3	8
37. I feel that equal opportunity truly exists at the University of Florida.	33					58		27	30	18	24	0	24
	1630					53	5	16	36	20	20	8	27
	26732					69	-12	38	31	11	12 *	8	20





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



University of Florida

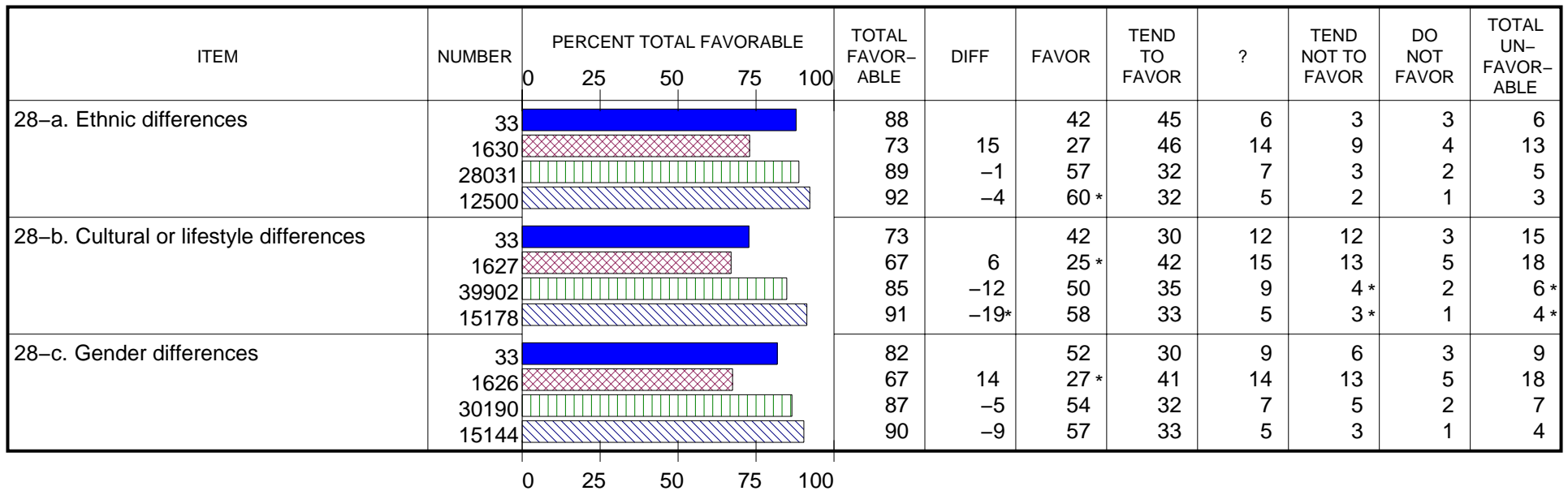
University of Florida Faculty Survey 2004

Item Detail

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PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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CATEGORY 5: Diversity (Continued)

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







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



University of Florida





University of Florida Faculty Survey 2004

Item Detail

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CATEGORY 5: Diversity (Continued)

46. My college is placing sufficient emphasis on:

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								
46-a. Recruiting a diverse faculty	33					61	4	24	36	15	18	6	24
	1628					57		19	37	21	14	9	22
46-b. Promoting a diverse faculty	33					61	6	21	39	27	9	3	12
	1626					55		19	36	23	12	9	22

University of Florida

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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								
4. Most of the time it is safe to speak up here.	33					58		21	36	24	15	3	18
	1632					53	5	19	34	12 *	20	15	35 *
	89443					60	-2	24	36	13 *	17	11	28
	21961					63	-6	24	39	14	15	8	23
14. This University has a climate where faculty can challenge our traditional ways of doing things.	33					42		9	33	27	24	6	30
	1633					28	14	7	21	18	32	22 *	54 *
	84570					55	-13	20	35	17	19	9	27
	27982					55	-12	18	36	20	19	7	26
29. I am satisfied with my involvement in decisions that affect my work.	32					63		22	41	13	22	3	25
	1630					50	12	14	37	12	24	13	38
	88032					66	-3	29	37	10	17	8	24
	37327					72	-10	34	38	8	15	5	20
47. Decisions seem to be made at the appropriate level in this University.	33					39		3	36	30	30	0	30
	1621					32	8	5	27	31	23	14 *	38
	4581					53	-14	15	38	20	19	8	27





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











University of Florida

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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
	1635					76	12	35	41	7	10	8	18
	23368					87	1	49	38	4	6	3	9
	9361					90	-2	52	38	3	5	2	7
23. The culture of the University fosters collaboration between disciplines.	33					58		27	30	15	21	6	27
	1633					41	16	9*	32	16	30	12	43
38. The University Senior Administration actively works to remove barriers to interdisciplinary collaboration.	33					45		9	36	27	24	3	27
	1627					27	19*	6	20*	36	24	13	37





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



University of Florida

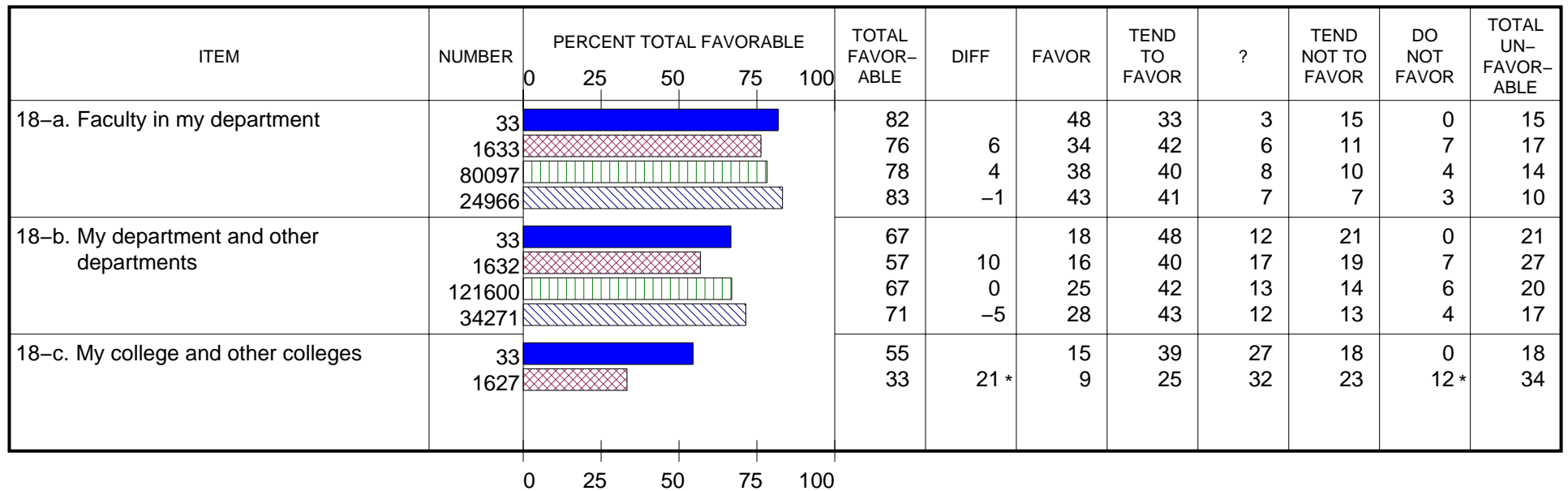
University of Florida Faculty Survey 2004

Item Detail

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CATEGORY 7: Working Relationships (Continued)

18. There is good cooperation between:



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

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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
	1632					56	16	23	33	12	17	15	32
	122360					63	10	23	40	12	17	8	25
	37451					70	3	27	43	11	14	5	19
19. Faculty receives adequate information on University policies and practices.	33					79		18	61	18	0	3	3
	1638					58	21 *	14	44	18	18 *	6	24 *
	19739					72	6	29	43 *	10	13 *	5	18 *
	12452					79	0	36 *	43 *	7 *	10	3	14

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

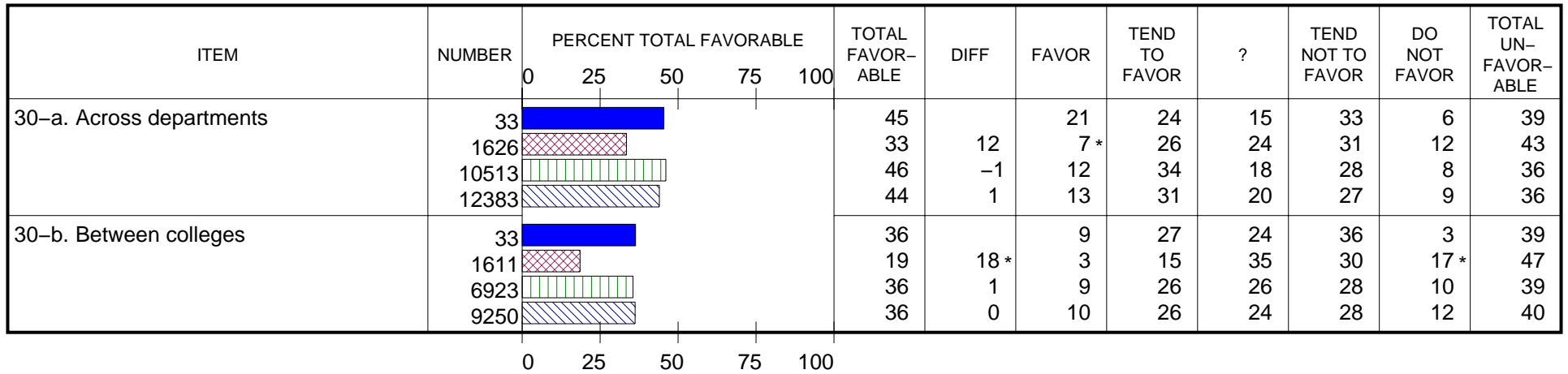


University of Florida University of Florida Faculty Survey 2004 Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
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CATEGORY 8: Communication (Continued)

30. There is effective sharing of information:







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













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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
	1636					69	12	28	41	13	13	5	18
20. I would recommend the University of Florida as a good place to work.	33					88		33	55	6	3	3	6
	1634					65	23*	19*	46	17	11	7	19
	113692					78	10	43	35*	11	7	4	11
	37378					83	4	49	34*	10	5	2	7
31. I am proud to be a part of the University of Florida.	33					94		61	33	3	0	3	3
	1631					79	15*	40*	38	12	6	3	10
	102485					83	11	51	32	10	4	2	7
	28243					89	5	57	32	8	2	1	3
39. It would take a lot to make me look for another employer.	33					48		18	30	15	30	6	36
	1632					42	7	15	27	15	25	18	44





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



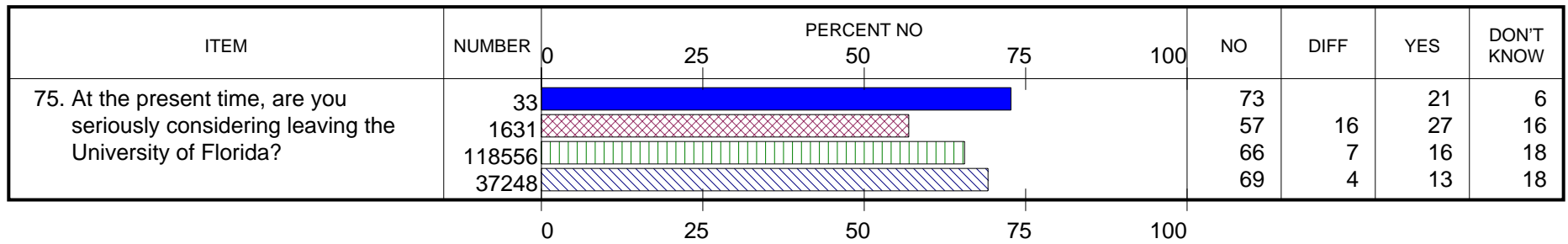
University of Florida

University of Florida Faculty Survey 2004

Item Detail

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PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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CATEGORY 9: Engagement (Continued)






University of Florida

University of Florida Faculty Survey 2004





Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
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CATEGORY 10: Reaction to the Survey

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								
76. Filling in this survey is a good way to input what I think.	31					71		45	26	16	10	3	13
	1619					67	4	29*	38	17	11	4	15
	14266					69	2	34	34	15	11	6	17

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								
77-a. Carefully consider problems brought to its attention in this survey	33					73		48	24	24	3	0	3
	1629					58	14	28*	31	30	8	3	12
	51959					62	11	26*	36	16	14	8	22*
	18569					70	3	31*	39	13*	11	6	17*





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



University of Florida

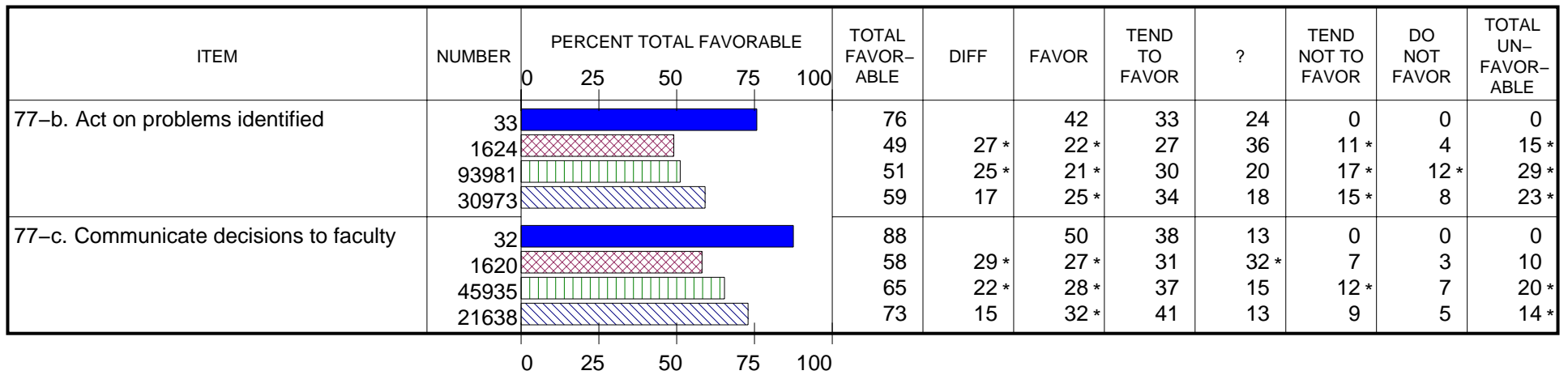
University of Florida Faculty Survey 2004

Item Detail

GROUP	SYMBOL	NUMBER
PHARMACY	A 	33
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
U.S. NATIONAL NORM	C 	159436
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CATEGORY 10: Reaction to the Survey (Continued)

77. I think the new University Senior Administration will:







* 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
UNIVERSITY OF FLORIDA FACULTY 2004	B 	1639
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U.S. HIGH PERFORMANCE NORM	D 	53431

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
	1639					57	16	16	41	25	13	5	18
	39974					78	-5	41 *	37	15	5	2	7
	9379					79	-6	42 *	37	16	3	1	5
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
	1610					31	22 *	7 *	25	40 *	19	10	29





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



University of Florida

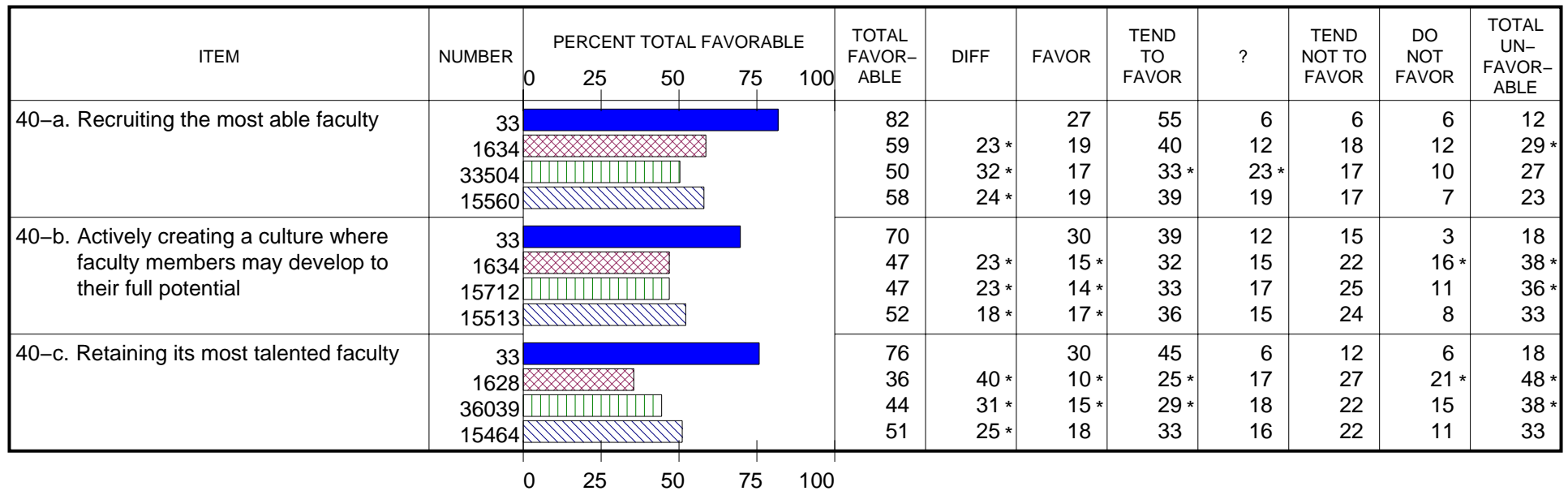
University of Florida Faculty Survey 2004

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CATEGORY 11: University Image (Continued)

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







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



University of Florida

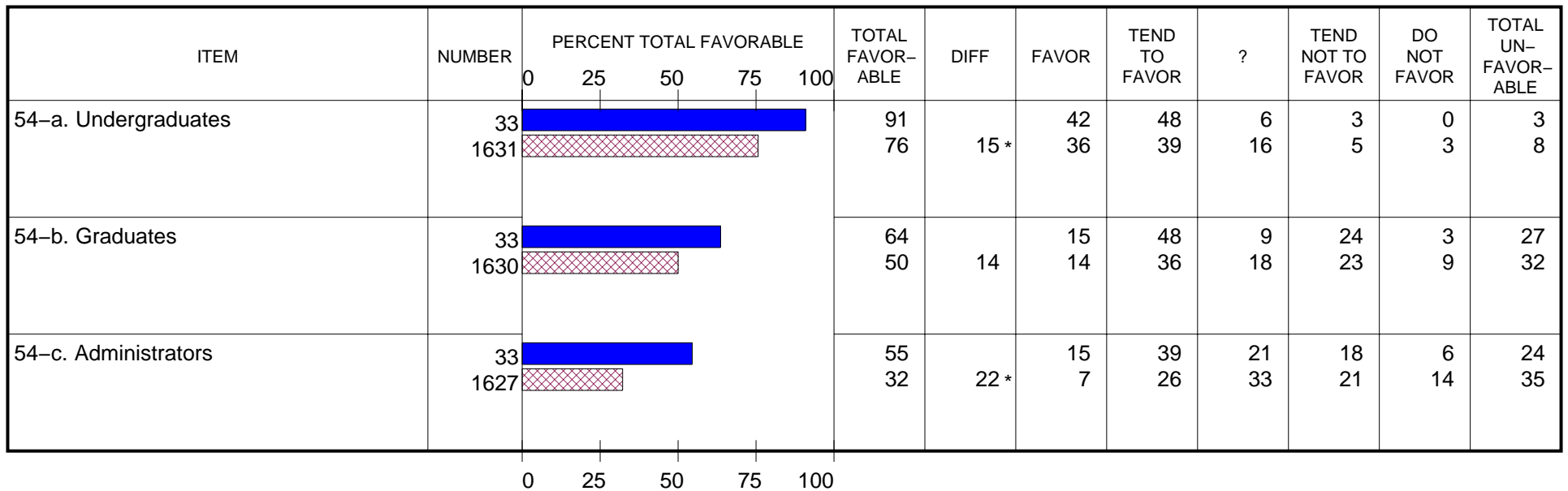
University of Florida Faculty Survey 2004

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CATEGORY 11: University Image (Continued)

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







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



University of Florida

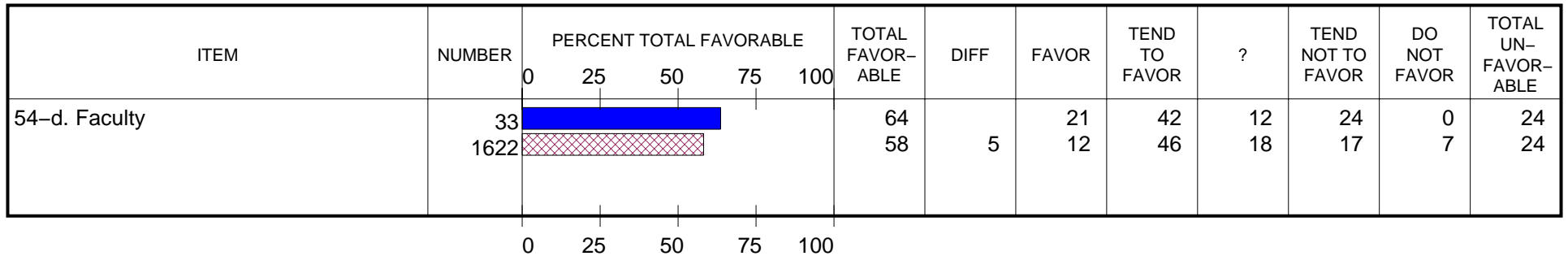
University of Florida Faculty Survey 2004

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CATEGORY 11: University Image (Continued)





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



University of Florida

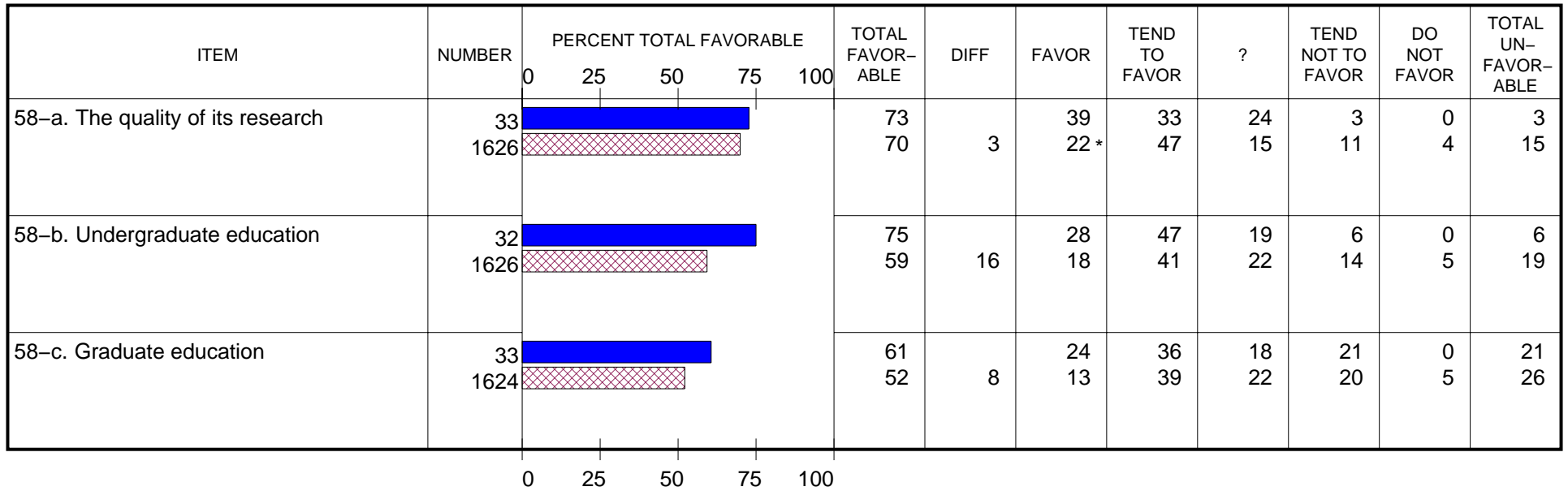
University of Florida Faculty Survey 2004

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CATEGORY 11: University Image (Continued)

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







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



University of Florida

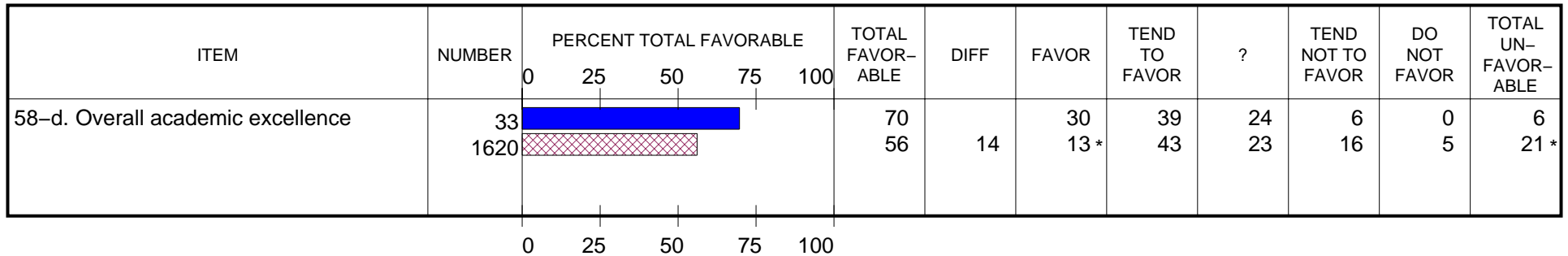
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CATEGORY 11: University Image (Continued)

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







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

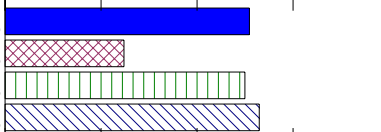
University of Florida

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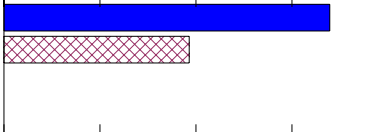
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CATEGORY 12: Strategy & Direction

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								
15. I believe the University of Florida has a clear vision for the future.	33					64		15	48	18	12	6	18
	1634					31	33 *	5 *	26 *	23	29 *	17	46 *
	10904					62	1	26	37	22	11	5	16
	9374					66	-3	26	40	22	8	4	12

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

ITEM	NUMBER	PERCENT ABOUT RIGHT				ABOUT RIGHT	DIFF	TOO MUCH	TOO LITTLE	NO OPINION
		0	25	50	75					
66-a. Undergraduate education	33					85		3	9	3
	1623					48	37 *	13	26 *	13





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



University of Florida

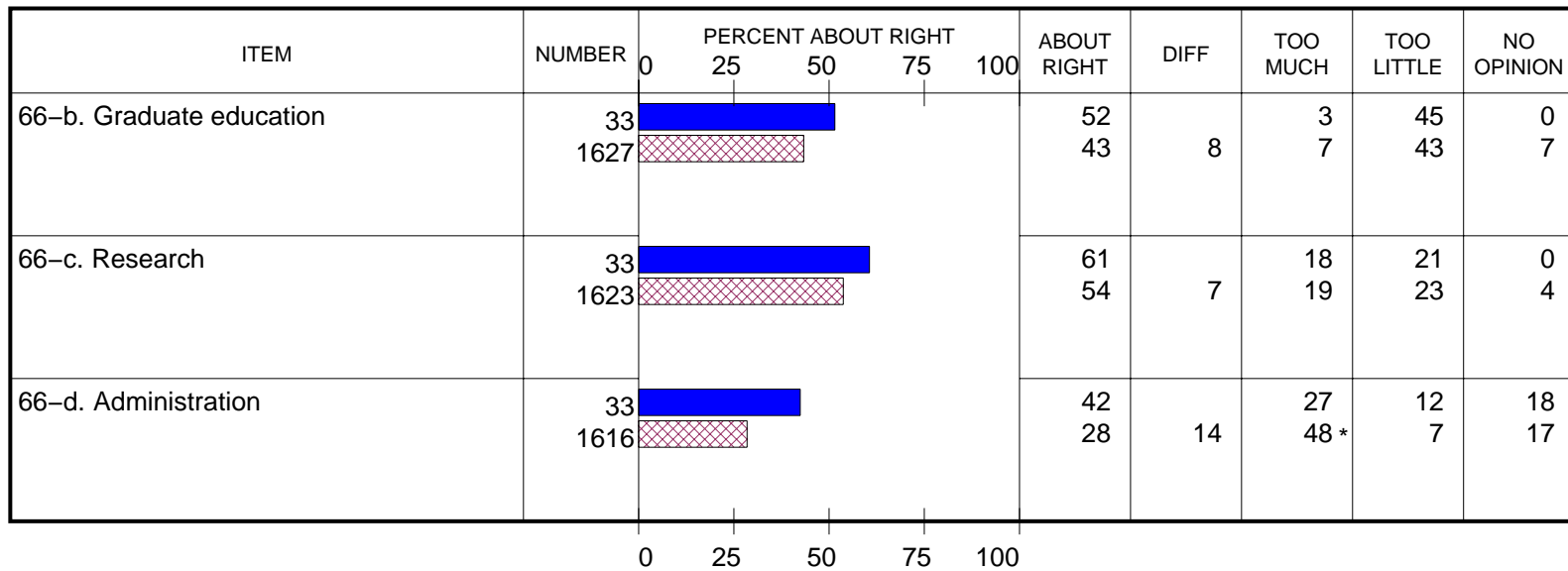
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CATEGORY 12: Strategy & Direction (Continued)

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







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



University of Florida

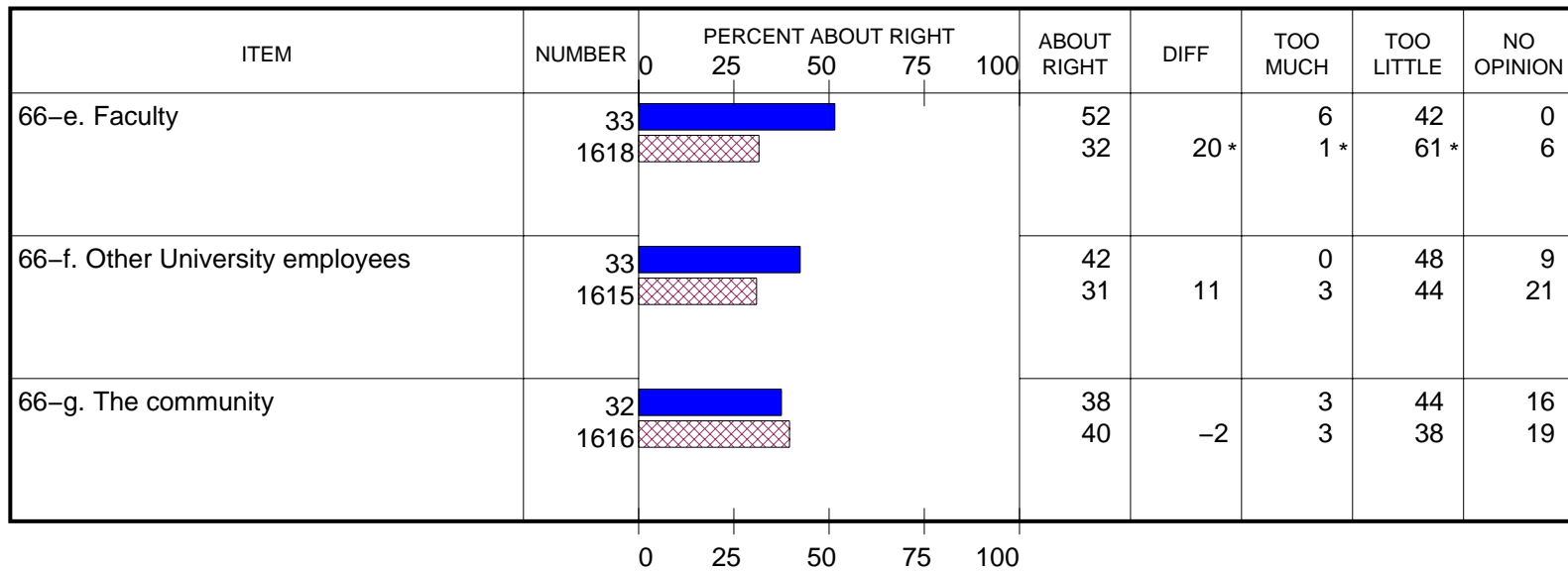
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CATEGORY 12: Strategy & Direction (Continued)

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







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



University of Florida

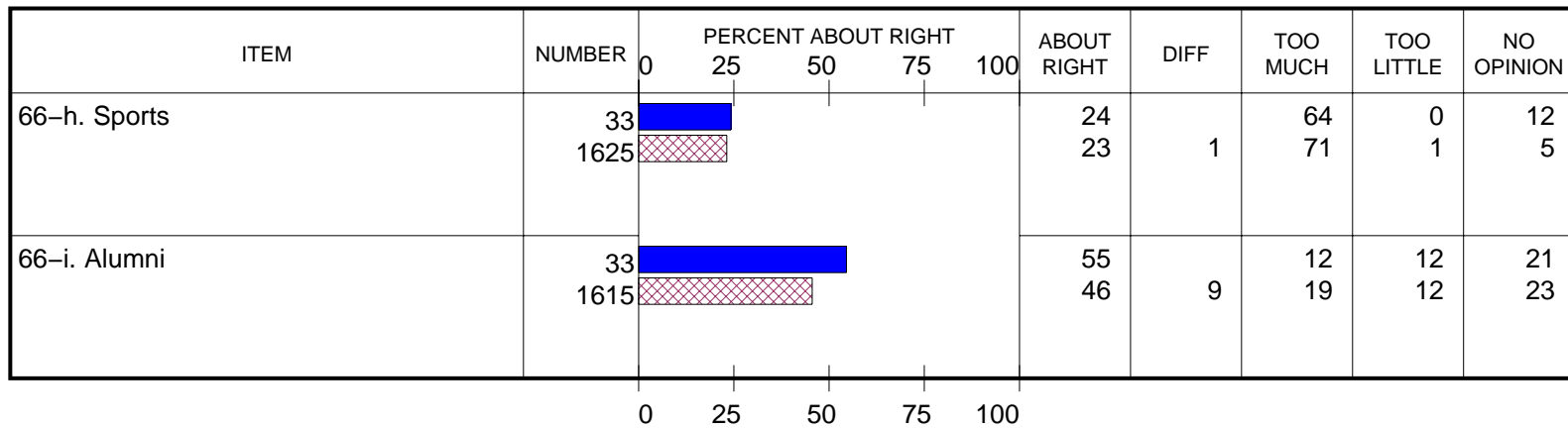
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CATEGORY 12: Strategy & Direction (Continued)





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



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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
	1630	48 *	38	6	8
	44040	43 *	37	11	9
	12472	48 *	38	7	7

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



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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
	1630					33	31 *	6	27 *	31	24 *	12 *	36 *
	48103					64	-1	24 *	40 *	16 *	14	7	20 *
	9388					71	-7	26 *	45	14 *	11	4	15
22. Employees throughout the University of Florida are treated with respect, regardless of their job.	33					52		6	45	18	21	9	30
	1632					46	5	11	35	20	22	12	34
	107013					71	-20*	33 *	38	9	13	7	20
	36848					77	-26*	40 *	37	8 *	11 *	5	15 *
32. Our University Senior Administration is generally respected by faculty.	33					70		21	48	9	12	9	21
	1629					38	31 *	10 *	28 *	22	24	15	39 *
	30430					66	3	27	39	12	14	7	22





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



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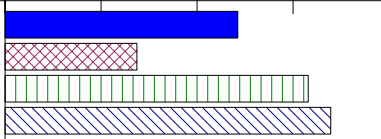
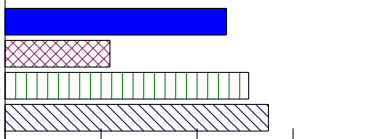
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Item Detail

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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	75 100								
41-a. The values are clear	33					61		15	45	15	24	0	24
	1639				34	26 *	8	26 *	28	27	11 *	38	
	30600				79	-18*	41 *	38	12	7 *	3	9 *	
	7331				85	-24*	45 *	40	9	5 *	1	6 *	
41-b. University decisions are consistent with these values	33					58		12	45	24	15	3	18
	1629				27	30 *	6	22 *	40	20	12	32	
	42780				63	-6	26	37	20	11	5	17	
	16629				69	-11	29 *	40	20	9	3	12	





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CATEGORY 13: Leadership (Continued)

49. University Senior Administration:

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								
49-a. Respects the faculty	33					61		9	52	18	18	3	21
	1628					37	24 *	8	29 *	25	21	18 *	38 *
49-b. Is interested in the well-being of faculty	33					48		9	39	33	18	0	18
	1626					35	13	8	27	25	22	18 *	40 *
	58801					64	-16	28 *	37	14 *	13	8	21
	24930					75	-26*	32 *	42	12 *	10	4	13





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



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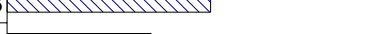



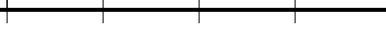
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CATEGORY 13: Leadership (Continued)

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
	1628					18	27 *	3	15 *	33	24	8	32 *	17
	60987					51	-6	18 *	34	28	11	5	16	5 *
	18733					63	-18*	25 *	39	22	8	3	11	4 *
71-b. Making decisions promptly	33					33		6	27	42	9	0	9	15
	1627					15	18 *	3	12 *	32	25 *	9	34 *	18
	66188					44	-11	15	29	29	14	7	22	5 *
	18688					53	-20*	21 *	32	26 *	11	4	15	6 *
71-c. Communicating with people	32					38		9	28	34	19	0	19	9
	1625					16	22 *	3 *	13 *	32	28	13 *	42 *	10
	46634					45	-8	17	28	28	15	9	24	3 *
	9329					53	-15	22	31	26	12	7	19	2 *





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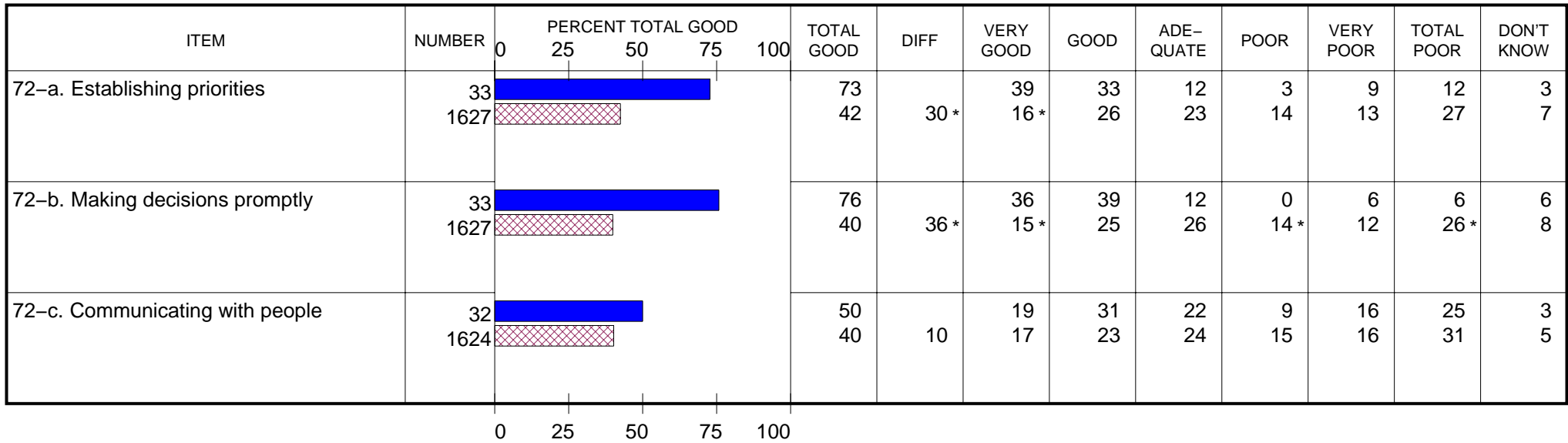
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CATEGORY 13: Leadership (Continued)

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







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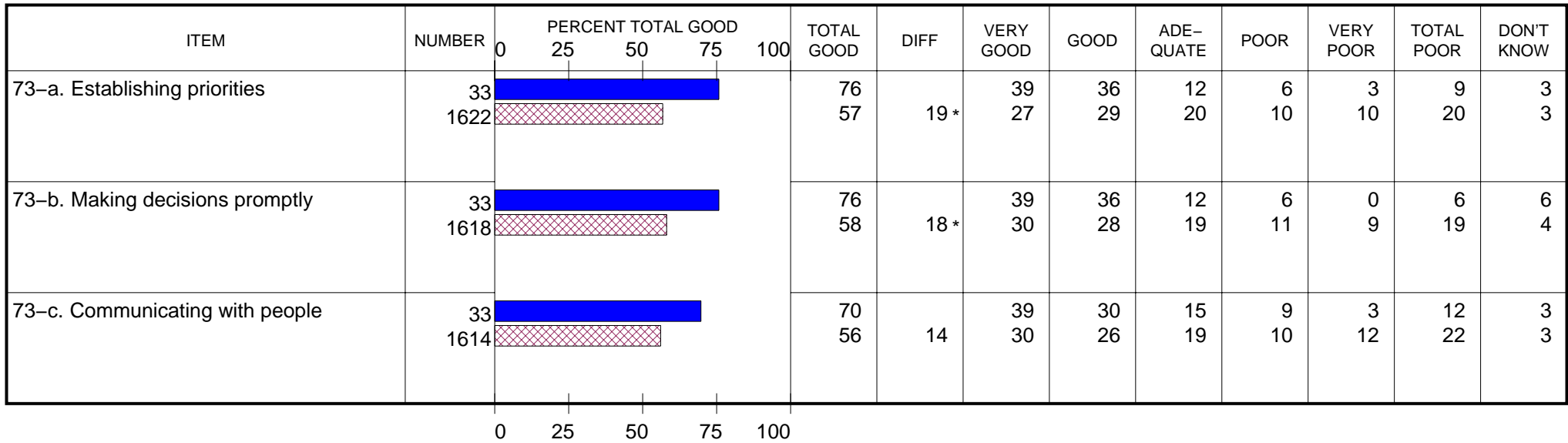
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CATEGORY 13: Leadership (Continued)

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



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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
	1634					63	13	20	42	8	19	10	29
	47099					72	4	31	41	8	14	6	20
	15620					78	-2	35*	42	6	13	3	16
24. The work in my department is well organized.	32					66		25	41	6	25	3	28
	1632					59	7	17	42	13	19	9	28
	33127					68	-3	25	43	9	16	7	23
33. Too many approvals are required for routine decisions in the University of Florida. (N)	33					6		0	6	24	21	48	70
	1632					11	-5	2	9	23	33	33	66
	11732					33	-26*	7	25*	17	28	23*	51*
42. In my opinion, decisions are made in a timely manner at the University of Florida.	33					36		3	33	33	21	9	30
	1625					23	13	4	19*	28	32	17	49*

(N) Disagreeing is the Favorable Response.





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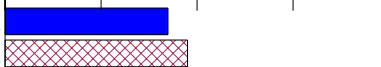
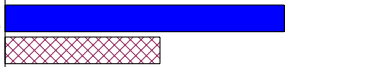


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CATEGORY 14: Resources & Efficiency (Continued)

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								
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
	1639					48	-5	17	30	6	25	22	47
55. The University's commitment to quality education is apparent in what we are asked to do on a day-to-day basis.	33					73		21	52	9	15	3	18
	1611					40	32 *	8 *	32 *	21	26	13	39 *
	60602					73	-1	31	42	12	11	4	15
	16665					76	-3	31	45	12	10	3	13





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CATEGORY 14: Resources & Efficiency (Continued)

ITEM	NUMBER	PERCENT ABOUT RIGHT				ABOUT RIGHT	DIFF	TOO FAST	TOO SLOW	NO OPINION
		0	25	50	75					
64. In my judgment, the undergraduate student population growth rate is:	33					58	30 *	27	0	15
	1639					27		52 *	2	19
65. In my judgment, the graduate student population growth rate is:	33					30	-6	21	39	9
	1629					37		16	30	17





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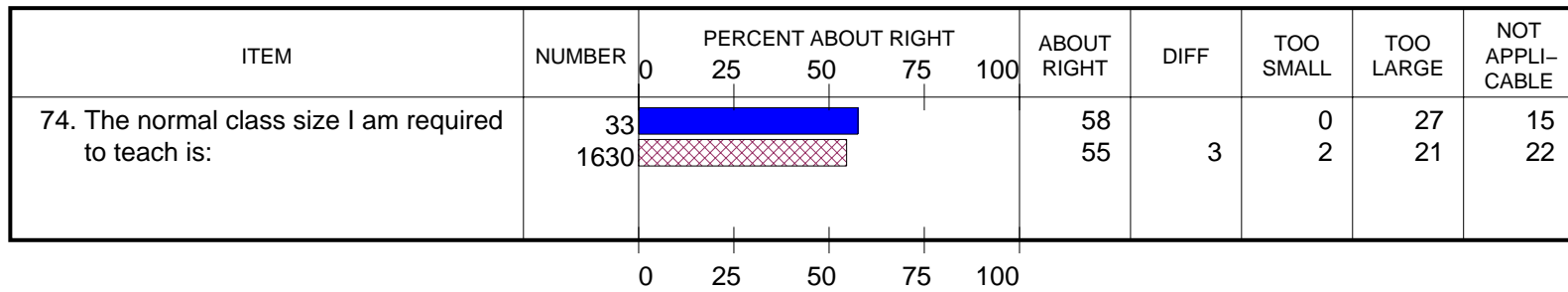
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CATEGORY 14: Resources & Efficiency (Continued)



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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
	1631					37	27 *	11	25 *	34	16	13	29
	10182					49	15	20	29 *	31	13	8	21
25. In my opinion, the faculty has adequate input into decisions regarding important University matters.	33					45		3	42	15	36	3	39
	1628					21	24 *	4	17 *	19	34	26 *	60 *
34. In general, there are good relations between faculty and administration.	33					64		12	52	15	18	3	21
	1632					42	21 *	7	35	21	24	13	37
43. Policies and procedures established by the University of Florida are generally not overly bureaucratic.	33					21		0	21	24	42	12	55
	1627					15	6	2	13	20	36	28 *	64

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CATEGORY 15: Faculty – Administration Relations (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								
59. The University provides excellent support and savvy to faculty seeking grants.	33					18	-16	3	15	39	24	18	42
	1627					34		8	26	25	26	15	41
		0	25	50	75	100							

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								
56-a. University Senior Administration	33					61	30 *	12	48	27	12	0	12
	1623					31		6	25 *	31	22	16 *	38 *
		0	25	50	75	100							





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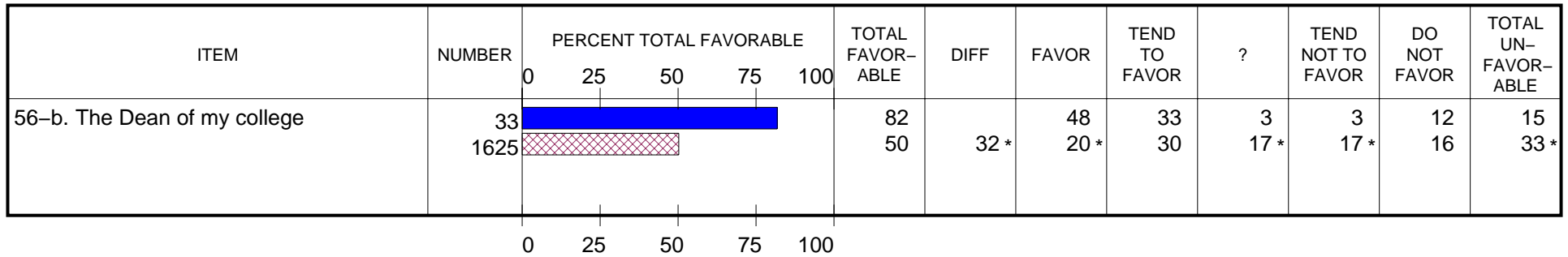
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CATEGORY 15: Faculty – Administration Relations (Continued)

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







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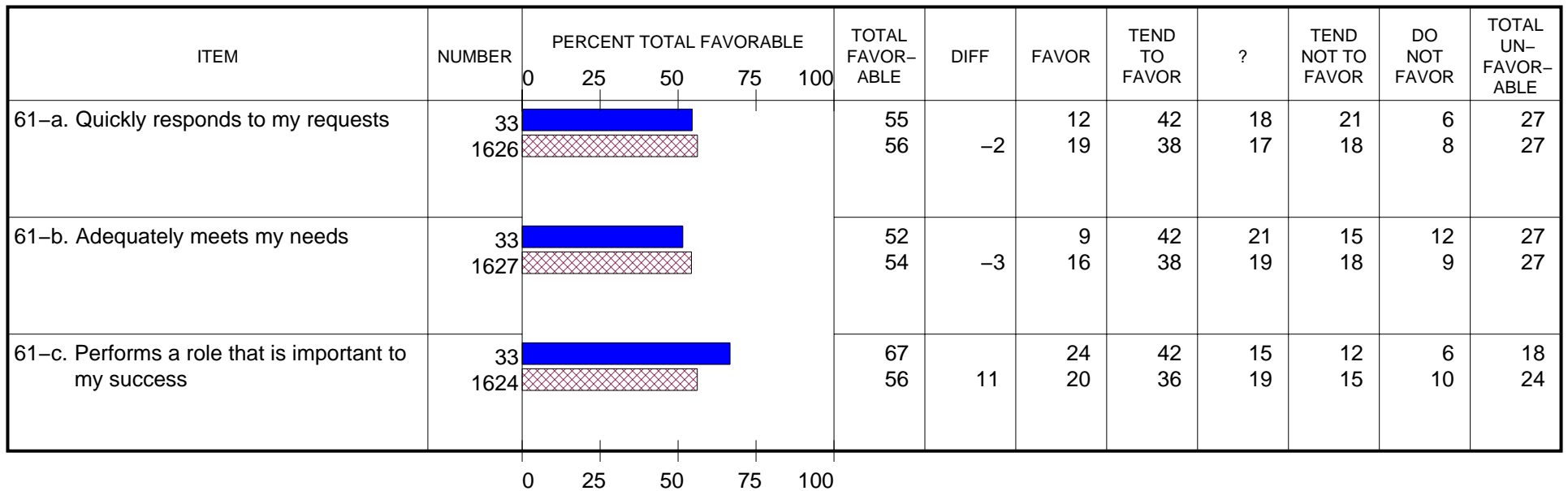
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CATEGORY 15: Faculty – Administration Relations (Continued)

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



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