

Appendix A: 2006 Faculty Climate Survey

2006 Faculty Climate Survey

The following sections (A to F) have questions about the performance of three levels of administration: the central administration (i.e., the President's and Provost's offices); the college administration (i.e., the Dean's office); and the department administration (i.e., the Chair or Director). Sections G & H ask for the same evaluations we collected in the first (2002) climate survey. We then ask for some broad demographic data in Section I. Please add any comment you'd like to the final, open-ended question 10. We are interested in your impressions, perceptions or "gut feelings"-- whether or not you have detailed personal knowledge of each issue.

Please only respond to the survey once. After completing the survey, respondents will be prevented from entering additional responses. In addition, respondents are prevented from backing up to edit their existing answer. Respondents who return to an incomplete survey will be taken to the point that they left off. Again, once you click "Done" at the end of the survey, you will not be able to go back to the survey.

A. For each performance dimension below, please rate your perception of the Central Administration's performance based on the following five-point scale: Extremely Strong, Strong, Normal, Weak and Extremely Weak

| Performance Dimension: Central Administration | Extremely Weak | Weak | Normal | Strong | Extremely Strong |
|---|-----------------------|-------------|---------------|---------------|-------------------------|
| 1. Improving the university's national and international academic stature. | -2 | -1 | 0 | 1 | 2 |
| 2. Improving the university's local and regional academic stature. | | | | | |
| 3. Fostering excellence in research and scholarship. | | | | | |
| 4. Fostering excellence in teaching. | | | | | |
| 5. Fostering shared governance and dialogue with faculty. | | | | | |
| 6. Fostering diversity in the university. | | | | | |
| 7. Selecting, hiring, and reviewing deans. | | | | | |
| 8. Obtaining financial support for the university from the state legislature. | | | | | |
| 9. Obtaining private support and development. | | | | | |
| 10. Allocating resources to colleges. | | | | | |
| 11. Supporting the library. | | | | | |
| 12. Developing competitive intercollegiate athletic programs. | | | | | |
| 13. Providing computational and telecommunication infrastructure. | | | | | |
| 14. Providing administrative and financial infrastructure. | | | | | |
| 15. Providing support for grants and contracts. | | | | | |
| 16. Supporting the external fund raising efforts of colleges. | | | | | |
| 17. Providing appropriate legal services. | | | | | |
| 18. Providing internal communication. | | | | | |
| 19. Providing external communications and public relations. | | | | | |
| 20. Providing a safe campus environment. | | | | | |
| 21. Providing Child Care on Campus | | | | | |
| 22. Handling of crises and emergencies. | | | | | |
| 23. Execution of their positions with honesty and integrity. | | | | | |
| 24. Overall Performance. | | | | | |

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B. For each statement below, please pick THREE of the initiatives below that you believe should be most strongly pursued by UH over the next three to five years

| Issues Related to Central Administration | Initiatives | | |
|--|------------------|-------------------|------------------|
| | First Initiative | Second Initiative | Third Initiative |
| 24. Increase linkages with the medical center and medical education. | | | |
| 25. Increase undergraduate student quality. | | | |
| 26. Increase salary and benefits for existing faculty. | | | |
| 27. Increase Faculty size. | | | |
| 28. Increase research support. | | | |
| 29. Increase teaching support. | | | |
| 30. Increase the proportion of residential students. | | | |
| 31. Increase the number of branch campuses. | | | |
| 32. Increase the number of night and weekend course offerings. | | | |

C. For each performance dimension below, please rate your perception of your College's performance based on the following five-point scale: Extremely Strong, Strong, Normal, Weak and Extremely Weak

| Performance Dimension: The College | Performance Scale | | | | |
|---|-------------------|------|--------|--------|------------------|
| | Extremely Weak | Weak | Normal | Strong | Extremely Strong |
| 1. Fostering excellence in research and scholarship. | -2 | -1 | 0 | 1 | 2 |
| 2. Fostering excellence in teaching. | | | | | |
| 3. Fostering shared governance and dialogue with faculty. | | | | | |
| 4. Fostering diversity in the college. | | | | | |
| 5. Selecting, and reviewing chairs. | | | | | |
| 6. Obtaining private support and development. | | | | | |
| 7. Allocating resources fairly to departments. | | | | | |
| 8. Salary allocation to faculty. | | | | | |
| 9. Reward and retention of outstanding faculty. | | | | | |
| 10. Providing computational and telecommunication infrastructure. | | | | | |
| 11. Providing administrative and financial infrastructure. | | | | | |
| 12. Providing support for grants and contracts. | | | | | |
| 13. Supporting the external fund raising efforts of departments. | | | | | |
| 14. Providing internal communication. | | | | | |
| 15. Providing external communications and public relations. | | | | | |
| 16. Providing a safe college environment. | | | | | |
| 17. Handling of crises and emergencies. | | | | | |
| 18. Execution of their positions with honesty and integrity. | | | | | |
| 19. Overall Performance. | | | | | |

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D. For each statement below, please rate your level of agreement/disagreement with the issues related to your College based on the following five-point scale: Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree

| Issues Related to my College | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---|-------------------|----------|---------|-------|----------------|
| 20. I have sufficient opportunity for input into academic decisions of relevance to me in my College. | -2 | -1 | 0 | 1 | 2 |
| 21. I have good access to my Dean. | | | | | |
| 22. I am kept well informed as to issues that arise in my College. | | | | | |
| 23. My contributions to the University are valued by my College. | | | | | |
| 24. I work in a stimulating academic environment in my College. | | | | | |
| 25. Regular faculty meetings at which important issues are considered are held in my College. | | | | | |
| 26. I have opportunities for professional development and career advancement in my College. | | | | | |

E. For each performance dimension below, please rate your perception of your Department's performance based on the following five-point scale: Extremely Strong, Strong, Normal, Weak and Extremely Weak

| Performance Dimension: The Department | Extremely Weak | Weak | Normal | Strong | Extremely Strong |
|---|----------------|------|--------|--------|------------------|
| 1. Fostering excellence in research and scholarship. | -2 | -1 | 0 | 1 | 2 |
| 2. Fostering excellence in teaching. | | | | | |
| 3. Fostering shared governance and dialogue with faculty. | | | | | |
| 4. Fostering diversity in the department. | | | | | |
| 5. Selecting, hiring, and reviewing faculty members. | | | | | |
| 6. Obtaining private or supplementary support. | | | | | |
| 7. Allocating resources fairly to faculty. | | | | | |
| 8. Providing computational and telecommunication resources. | | | | | |
| 9. Providing administrative and financial infrastructure. | | | | | |
| 10. Providing support for grants and contracts. | | | | | |
| 11. Supporting the external fund raising efforts of colleges. | | | | | |
| 12. Providing internal communication. | | | | | |
| 13. Providing external communications and public relations. | | | | | |
| 14. Providing a safe department environment. | | | | | |
| 15. Handling of crises and emergencies. | | | | | |
| 16. Execution of their positions with honesty and integrity. | | | | | |
| 17. Overall Performance. | | | | | |

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F. For each statement below, please rate your level of agreement/disagreement of the issues related to your Department based on the following five-point scale Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree

| Issues Related to my Department | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---|-------------------|----------|---------|-------|----------------|
| 18. I have sufficient opportunity for input into academic decisions of relevance to me in my Department. | -2 | -1 | 0 | 1 | 2 |
| 19. I have appropriate access to my Department Chair. | | | | | |
| 20. I am kept well informed as to issues that arise in my Department. | | | | | |
| 21. My contributions to the University are valued by my Department. | | | | | |
| 22. I work in a stimulating academic environment in my Department. | | | | | |
| 23. Regular faculty meetings at which important issues are considered are made are held in my Department. | | | | | |
| 24. I have opportunities for professional development and career advancement in my Department. | | | | | |

G. Evaluation of the President

1. Do you strongly disapprove, somewhat disapprove, slightly disapprove, slightly approve, somewhat approve, or strongly approve of the way the President has handled his job?
(Please circle the appropriate numbers)

| | | | | | | |
|---------------------|---------------------|---------------------|---------|------------------|------------------|------------------|
| Strongly Disapprove | Somewhat Disapprove | Slightly Disapprove | Neutral | Slightly Approve | Somewhat Approve | Strongly Approve |
| -3 | -2 | -1 | 0 | 1 | 2 | 3 |

2. What is your personal knowledge of the President's efforts and accomplishments?

| | | | | | | |
|------|---|---|-------------------|---|---|---------------|
| None | | | Somewhat Informed | | | Very Informed |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 |

H. Evaluation of the Provost

3. Overall, do you strongly disapprove, somewhat disapprove, slightly disapprove, slightly approve, somewhat approve, or strongly approve of the way the Provost has handled his job?
(Please circle the appropriate numbers)

| | | | | | | |
|---------------------|---------------------|---------------------|---------|------------------|------------------|------------------|
| Strongly Disapprove | Somewhat Disapprove | Slightly Disapprove | Neutral | Slightly Approve | Somewhat Approve | Strongly Approve |
| -3 | -2 | -1 | 0 | 1 | 2 | 3 |

4. What is your personal knowledge of the Provost's efforts and accomplishments?

| | | | | | | |
|------|---|---|-------------------|---|---|---------------|
| None | | | Somewhat Informed | | | Very Informed |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 |

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J. Demographics

5. Your academic rank (please check one):

Full Associate Assistant Other

6. Tenure Status (please check one):

Tenured Non-tenured but on the tenure track Full time non-tenure track Other

7. How long have you been a faculty member at the University of Houston (years)? _____

8. Gender: Male Female

9. Please identify your College below:

- College of Architecture
- College of Business
- College of Education
- College of Engineering
- College of Hotel and Restaurant Management
- UH Law Center
- College of Liberal Arts and Social Sciences
- UH libraries
- College of Natural Sciences and Mathematics
- College of Optometry
- College of Pharmacy
- Graduate College of Social Work
- College of Technology
- Other

10. Please use the space below to record any specific comments about the current administration (Central, College and Department) that you may have as well as any specific issues you would like to see the Faculty Senate address:

Thank you for your participation in this survey!
UH Faculty Senate