

## INTRODUCTION

The impetus for this survey originated six year ago, when the Faculty Senate concluded that it was important to initiate a process to identify and monitor faculty views and concerns regarding the University's climate. Accordingly, a periodic series of faculty surveys was begun, of which this is the second. The aim of these surveys remains to provide information and feedback to the campus community and to establish a mechanism to track long-term changes at the University.

The first survey conducted in 2002 confined its inquiries to the performance and impact on faculty of the central administration. One of its outcomes was a recommendation that future surveys be extended to include faculty views about performance and the working environment at college and departmental levels. Consequently, the present survey was designed to again elicit opinions as to the central administration, and for the first time, to explore the climate in colleges and departments. At the time of the survey in December 2006, the (now former) President and Chancellor had been serving for over three years and the present Provost had been in office for a year and a half.

The survey was developed by the Executive Committee of the Faculty Senate, with the assistance of Jon Lorence and Patrick Leung. It was shared with the central administration before being made available online to all full time benefits eligible faculty. This group included not only tenured/tenure track faculty, but also non-tenure track full time faculty as well. The survey instrument, together with extensive statistical analysis of the results derived from the returned surveys, form this report.

Following completion of the survey, the Faculty Climate Survey Report Task Force was formed to analyze and interpret the findings, and to prepare the final report.

This report has three sections: a) commentary and recommendations; b) the procedures employed and characteristics of the respondents; c) the results and observations as text, tables and figures. Much detailed data and statistical analysis are provided in the extensive Appendices.

We would like to thank all faculty members who participated in the survey and all those who were involved in devising the questionnaire. We are also very appreciative of the sustained efforts of Jon Lorence and Patrick Leung, who provided invaluable input in designing the survey and carried out a great deal of the statistical analyses of the results.

2007 Faculty Climate Survey Report Task Force:

Joe Eichberg (Chair)

Wynne Chin

Al Warner

Dan Wells

Joe Kotarba, 2007 Faculty Senate President, *ex officio*