







**1. UHD maintains high standards for its students.**

		Response Percent	Response Count
Strongly Disagree		3.9%	11
Disagree		15.2%	43
Neutral		20.6%	58
<b>Agree</b>		<b>45.7%</b>	<b>129</b>
Strongly Agree		14.5%	41
Not Applicable		0.0%	0
<b>answered question</b>			<b>282</b>
<b>skipped question</b>			<b>3</b>




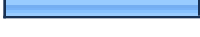


**2. The UHD Administration (Deans and above) promotes and supports research and scholarship.**

		Response Percent	Response Count
Strongly Disagree		6.7%	19
Disagree		15.6%	44
Neutral		23.4%	66
<b>Agree</b>		<b>38.3%</b>	<b>108</b>
Strongly Agree		11.0%	31
Not Applicable		5.0%	14
<b>answered question</b>			<b>282</b>
<b>skipped question</b>			<b>3</b>







**3. The UHD Rank and Tenure policies assure high professional standards for tenured and tenure-track professors.**

		Response Percent	Response Count
Strongly Disagree		2.9%	8
Disagree		11.8%	33
Neutral		17.9%	50
<b>Agree</b>		<b>37.5%</b>	<b>105</b>
Strongly Agree		11.8%	33
Not Applicable		18.2%	51
<b>answered question</b>			<b>280</b>
<b>skipped question</b>			<b>5</b>







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

		Response Percent	Response Count
Strongly Disagree		6.4%	18
Disagree		10.3%	29
Neutral		24.9%	70
<b>Agree</b>		<b>29.2%</b>	<b>82</b>
Strongly Agree		9.6%	27
Not Applicable		19.6%	55
<b>answered question</b>			<b>281</b>
<b>skipped question</b>			<b>4</b>







**5. The UHD Administration (Deans and above) makes decisions congruent with principles of shared governance.**

		Response Percent	Response Count
Strongly Disagree		6.4%	18
Disagree		14.9%	42
Neutral		27.7%	78
<b>Agree</b>		<b>32.3%</b>	<b>91</b>
Strongly Agree		11.7%	33
Not Applicable		7.1%	20
<b>answered question</b>			<b>282</b>
<b>skipped question</b>			<b>3</b>

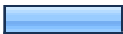





**6. The UHD Administration (Deans and above) take the advice and expertise of faculty seriously in hiring and personnel decisions.**

		Response Percent	Response Count
Strongly Disagree		7.8%	22
Disagree		13.5%	38
Neutral		23.1%	65
<b>Agree</b>		<b>37.0%</b>	<b>104</b>
Strongly Agree		12.8%	36
Not Applicable		5.7%	16
<b>answered question</b>			<b>281</b>
<b>skipped question</b>			<b>4</b>







**7. The general academic climate at UHD has improved since the last climate survey administered in Spring 2013.**

		Response Percent	Response Count
Strongly Disagree		5.7%	16
Disagree		13.9%	39
Neutral		25.6%	72
<b>Agree</b>		<b>31.0%</b>	<b>87</b>
Strongly Agree		8.5%	24
Not Applicable		15.3%	43
<b>answered question</b>			<b>281</b>
<b>skipped question</b>			<b>4</b>


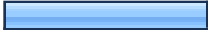




**8. Your workload during the academic year at UHD is reasonable.**

		Response Percent	Response Count
Strongly Disagree		17.4%	49
Disagree		25.3%	71
Neutral		13.9%	39
<b>Agree</b>		<b>33.1%</b>	<b>93</b>
Strongly Agree		8.2%	23
Not Applicable		2.1%	6
<b>answered question</b>			<b>281</b>
<b>skipped question</b>			<b>4</b>






### 9. You are treated fairly by your immediate supervisor.

		Response Percent	Response Count
Strongly Disagree		4.3%	12
Disagree		3.9%	11
Neutral		9.2%	26
Agree		33.7%	95
<b>Strongly Agree</b>		<b>48.6%</b>	<b>137</b>
Not Applicable		0.4%	1
<b>answered question</b>			<b>282</b>
<b>skipped question</b>			<b>3</b>







### 10. You are adequately compensated for your responsibilities at UHD.

		Response Percent	Response Count
Strongly Disagree		18.6%	52
Disagree		30.1%	84
Neutral		12.5%	35
<b>Agree</b>		<b>31.2%</b>	<b>87</b>
Strongly Agree		7.2%	20
Not Applicable		0.4%	1
<b>answered question</b>			<b>279</b>
<b>skipped question</b>			<b>6</b>







## 11. You consider yourself professionally satisfied.

		Response Percent	Response Count
Strongly Disagree		5.7%	16
Disagree		16.3%	46
Neutral		15.9%	45
<b>Agree</b>		<b>47.3%</b>	<b>134</b>
Strongly Agree		14.8%	42
Not Applicable		0.0%	0
<b>answered question</b>			<b>283</b>
<b>skipped question</b>			<b>2</b>

## 12. Library resources are adequate.

		Response Percent	Response Count
Strongly Disagree		2.2%	6
Disagree		5.8%	16
Neutral		15.2%	42
<b>Agree</b>		<b>45.1%</b>	<b>125</b>
Strongly Agree		25.3%	70
Not Applicable		6.5%	18
<b>answered question</b>			<b>277</b>
<b>skipped question</b>			<b>8</b>

**13. Library staff is responsive to needs and queries.**

		Response Percent	Response Count
Strongly Disagree		1.1%	3
Disagree		0.4%	1
Neutral		8.6%	24
Agree		35.8%	100
<b>Strongly Agree</b>		<b>44.4%</b>	<b>124</b>
Not Applicable		9.7%	27
<b>answered question</b>			<b>279</b>
<b>skipped question</b>			<b>6</b>

**14. How many hours per week on average (during regular semesters) do you spend on tenure-related activities (including calls time)?**

	Response Count
	234
<b>answered question</b>	<b>234</b>
<b>skipped question</b>	<b>51</b>

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

	Response Count
	246
<b>answered question</b>	<b>246</b>
<b>skipped question</b>	<b>39</b>

**16. How many hours per week on average (during regular semesters) do you spend on service (all types, non-compensated only)?**

**Response  
Count**

242

**answered question**

**242**

**skipped question**

**43**



## 17. How would you rate the overall job performance of the following individuals/groups over the last 2 years?

	Poor	Fair	Average	Good	Excellent	Not Applicable	Rating Count
University President Dr. William Flores	8.4% (23)	9.9% (27)	13.9% (38)	<b>33.6% (92)</b>	20.4% (56)	13.9% (38)	274
Interim Senior Vice President for Academic & Student Affairs, Mr. Ed Hugetz	4.0% (11)	2.9% (8)	9.9% (27)	31.4% (86)	<b>34.7% (95)</b>	17.2% (47)	274
Vice President Administration and Finance Mr. David Bradley	1.1% (3)	1.8% (5)	12.5% (34)	<b>32.7% (89)</b>	27.2% (74)	24.6% (67)	272
Associate Vice President Academic Affairs Dr. Faiza Khoja (since 9/1/14)	1.1% (3)	1.9% (5)	7.5% (20)	21.6% (58)	13.1% (35)	<b>54.9% (147)</b>	268
Vice President Employment Services and Operations, Ms. Ivonne Montalbano	2.2% (6)	4.8% (13)	16.0% (43)	<b>33.1% (89)</b>	14.9% (40)	29.0% (78)	269
Vice President Advancement and External Relations, Ms. Johanna Wolfe	2.7% (7)	4.2% (11)	13.7% (36)	29.7% (78)	14.1% (37)	<b>35.7% (94)</b>	263
Associate Vice President Information Technology, Mr. Hossein Shahrokhi	0.7% (2)	2.2% (6)	11.9% (32)	<b>32.7% (88)</b>	20.4% (55)	32.0% (86)	269
Assistant Vice President Facilities Management, Mr. Chris McCall	1.9% (5)	1.5% (4)	11.9% (32)	30.6% (82)	18.7% (50)	<b>35.4% (95)</b>	268
Assistant Vice President Business Affairs, Mr. George Anderson	1.1% (3)	1.5% (4)	10.9% (29)	22.1% (59)	7.1% (19)	<b>57.3% (153)</b>	267
Dean of your College	10.3% (28)	5.9% (16)	15.4% (42)	28.6% (78)	<b>29.7% (81)</b>	10.3% (28)	273
<b>answered question</b>							<b>277</b>
<b>skipped question</b>							<b>8</b>



**18. Please identify. I am in the College of:**

	Response Count
	257
answered question	257
skipped question	28







**19. Please identify. The Dean of my College is:**

	Response Count
	233
answered question	233
skipped question	52







**20. I am in the Faculty Senate.**

		Response Percent	Response Count
Yes		7.5%	20
No		92.5%	246
	answered question		266
	skipped question		19







## 21. Classroom space is adequate.

		Response Percent	Response Count
Strongly Disagree		6.3%	17
Disagree		13.3%	36
Neutral		5.9%	16
<b>Agree</b>		<b>50.2%</b>	<b>136</b>
Strongly Agree		21.0%	57
Not Applicable		3.3%	9
<b>answered question</b>			<b>271</b>
<b>skipped question</b>			<b>14</b>







## 22. The furniture in my classroom is adequate.

		Response Percent	Response Count
Strongly Disagree		5.6%	15
Disagree		14.5%	39
Neutral		7.4%	20
<b>Agree</b>		<b>49.4%</b>	<b>133</b>
Strongly Agree		19.3%	52
Not Applicable		3.7%	10
<b>answered question</b>			<b>269</b>
<b>skipped question</b>			<b>16</b>







### 23. The whiteboards/smartboards in my classroom are adequate.

		Response Percent	Response Count
Strongly Disagree		6.0%	16
Disagree		8.6%	23
Neutral		8.2%	22
<b>Agree</b>		<b>52.4%</b>	<b>140</b>
Strongly Agree		18.7%	50
Not Applicable		6.0%	16
<b>answered question</b>			<b>267</b>
<b>skipped question</b>			<b>18</b>







### 24. The technology in my classroom is adequate.

		Response Percent	Response Count
Strongly Disagree		2.2%	6
Disagree		6.4%	17
Neutral		11.2%	30
<b>Agree</b>		<b>55.8%</b>	<b>149</b>
Strongly Agree		21.0%	56
Not Applicable		3.4%	9
<b>answered question</b>			<b>267</b>
<b>skipped question</b>			<b>18</b>







**25. The technology in my classroom is properly supported.**

		Response Percent	Response Count
Strongly Disagree		1.9%	5
Disagree		8.1%	22
Neutral		8.5%	23
<b>Agree</b>		<b>54.1%</b>	<b>146</b>
Strongly Agree		24.1%	65
Not Applicable		3.3%	9
<b>answered question</b>			<b>270</b>
<b>skipped question</b>			<b>15</b>







**26. Space for special events or programs is adequate.**

		Response Percent	Response Count
Strongly Disagree		6.7%	18
Disagree		13.3%	36
Neutral		17.4%	47
<b>Agree</b>		<b>37.8%</b>	<b>102</b>
Strongly Agree		9.6%	26
Not Applicable		15.2%	41
<b>answered question</b>			<b>270</b>
<b>skipped question</b>			<b>15</b>







## 27. Laboratory facilities are adequate.

		Response Percent	Response Count
Strongly Disagree		13.9%	37
Disagree		9.4%	25
Neutral		13.5%	36
Agree		17.3%	46
Strongly Agree		4.5%	12
<b>Not Applicable</b>		<b>41.4%</b>	<b>110</b>
<b>answered question</b>			<b>266</b>
<b>skipped question</b>			<b>19</b>







## 28. Office facilities are adequate.

		Response Percent	Response Count
Strongly Disagree		5.6%	15
Disagree		15.8%	42
Neutral		13.2%	35
<b>Agree</b>		<b>48.5%</b>	<b>129</b>
Strongly Agree		13.5%	36
Not Applicable		3.4%	9
<b>answered question</b>			<b>266</b>
<b>skipped question</b>			<b>19</b>







### 29. Campus security is adequate.

		Response Percent	Response Count
Strongly Disagree		1.9%	5
Disagree		12.7%	34
Neutral		20.1%	54
<b>Agree</b>		<b>47.8%</b>	<b>128</b>
Strongly Agree		13.4%	36
Not Applicable		4.1%	11
<b>answered question</b>			<b>268</b>
<b>skipped question</b>			<b>17</b>







### 30. I favor developing on/near campus child care services.

		Response Percent	Response Count
Strongly Disagree		2.6%	7
Disagree		3.3%	9
Neutral		17.8%	48
Agree		31.9%	86
<b>Strongly Agree</b>		<b>34.4%</b>	<b>93</b>
Not Applicable		10.0%	27
<b>answered question</b>			<b>270</b>
<b>skipped question</b>			<b>15</b>

### 31. My Department is respected by my College Dean and Provost.







		Response Percent	Response Count
Strongly Disagree		5.6%	15
Disagree		9.6%	26
Neutral		14.4%	39
<b>Agree</b>		<b>38.9%</b>	<b>105</b>
Strongly Agree		25.6%	69
Not Applicable		5.9%	16
<b>answered question</b>			<b>270</b>
<b>skipped question</b>			<b>15</b>

### 32. UHD's website is effectively searchable.







		Response Percent	Response Count
Strongly Disagree		10.9%	29
Disagree		23.6%	63
Neutral		17.6%	47
<b>Agree</b>		<b>37.1%</b>	<b>99</b>
Strongly Agree		10.1%	27
Not Applicable		0.7%	2
<b>answered question</b>			<b>267</b>
<b>skipped question</b>			<b>18</b>









### 33. UHD's website is effectively organized.

		Response Percent	Response Count
Strongly Disagree		10.1%	27
Disagree		24.3%	65
Neutral		19.0%	51
<b>Agree</b>		<b>37.3%</b>	<b>100</b>
Strongly Agree		9.0%	24
Not Applicable		0.4%	1
<b>answered question</b>			<b>268</b>
<b>skipped question</b>			<b>17</b>







### 34. UHD's website is up to date.

		Response Percent	Response Count
Strongly Disagree		11.2%	30
Disagree		25.3%	68
Neutral		21.9%	59
<b>Agree</b>		<b>32.3%</b>	<b>87</b>
Strongly Agree		8.2%	22
Not Applicable		1.1%	3
<b>answered question</b>			<b>269</b>
<b>skipped question</b>			<b>16</b>







### 35. I have access to adequate hardware for my research.

		Response Percent	Response Count
Strongly Disagree		4.9%	13
Disagree		12.1%	32
Neutral		14.4%	38
<b>Agree</b>		<b>40.2%</b>	<b>106</b>
Strongly Agree		9.5%	25
Not Applicable		18.9%	50
<b>answered question</b>			<b>264</b>
<b>skipped question</b>			<b>21</b>







### 36. I have access to adequate software to do my research.

		Response Percent	Response Count
Strongly Disagree		6.3%	17
Disagree		15.3%	41
Neutral		14.6%	39
<b>Agree</b>		<b>36.9%</b>	<b>99</b>
Strongly Agree		8.6%	23
Not Applicable		18.3%	49
<b>answered question</b>			<b>268</b>
<b>skipped question</b>			<b>17</b>







**37. Inside and outside the classroom, I have access to adequate hardware for my teaching.**

		Response Percent	Response Count
Strongly Disagree		2.6%	7
Disagree		8.9%	24
Neutral		15.6%	42
<b>Agree</b>		<b>55.8%</b>	<b>150</b>
Strongly Agree		13.0%	35
Not Applicable		4.1%	11
<b>answered question</b>			<b>269</b>
<b>skipped question</b>			<b>16</b>







**38. Inside and outside the classroom, I have access to adequate software for my teaching.**

		Response Percent	Response Count
Strongly Disagree		3.0%	8
Disagree		13.8%	37
Neutral		13.8%	37
<b>Agree</b>		<b>52.4%</b>	<b>141</b>
Strongly Agree		14.5%	39
Not Applicable		2.6%	7
<b>answered question</b>			<b>269</b>
<b>skipped question</b>			<b>16</b>







**39. I am adequately informed about issues relating to UHD's budget.**

		Response Percent	Response Count
Strongly Disagree		8.6%	23
Disagree		21.2%	57
Neutral		27.1%	73
<b>Agree</b>		<b>31.6%</b>	<b>85</b>
Strongly Agree		4.1%	11
Not Applicable		7.4%	20
<b>answered question</b>			<b>269</b>
<b>skipped question</b>			<b>16</b>

**40. I favor the expansion of the testing center to support both face-to-face and online course delivery.**

		Response Percent	Response Count
Strongly Disagree		2.2%	6
Disagree		3.7%	10
Neutral		14.9%	40
<b>Agree</b>		<b>41.3%</b>	<b>111</b>
Strongly Agree		33.8%	91
Not Applicable		4.1%	11
<b>answered question</b>			<b>269</b>
<b>skipped question</b>			<b>16</b>

**41. UHD provides adequate services to support student success.**

		Response Percent	Response Count
Strongly Disagree		4.1%	11
Disagree		15.2%	41
Neutral		22.7%	61
<b>Agree</b>		<b>43.5%</b>	<b>117</b>
Strongly Agree		11.2%	30
Not Applicable		3.3%	9
<b>answered question</b>			<b>269</b>
<b>skipped question</b>			<b>16</b>

**42. Please indicate your sex.**

	Response Count
	247
<b>answered question</b>	<b>247</b>
<b>skipped question</b>	<b>38</b>

**43. Please indicate your ethnicity.**

	Response Count
	227
<b>answered question</b>	<b>227</b>
<b>skipped question</b>	<b>58</b>

**44. What is your current rank at UHD?**

**Response  
Count**

243

**answered question 243**

**skipped question 42**

**45. Enter the number of years that you have been employed at UHD.**

**Response  
Count**

242

**answered question 242**

**skipped question 43**

**46. Please describe your thoughts on the challenges you face at UHD.**

**Response  
Count**

169

**answered question 169**

**skipped question 116**

**47. What do you think are the most important challenges you face in carrying out your work?**

**Response  
Count**

172

**answered question 172**

**skipped question 113**

**48. What are the underlying causes of those challenges?**

**Response  
Count**

162

**answered question 162**

**skipped question 123**

**49. What solutions do you think would address or resolve these challenges?**

**Response  
Count**

162

**answered question 162**

**skipped question 123**

**50. Please provide your thoughts on the strengths of UHD. What do you see as the greatest strength of UHD right now?**

**Response  
Count**

166

**answered question 166**

**skipped question 119**

**51. What do we need to do to capitalize on that strength?**

**Response  
Count**

137

**answered question 137**

**skipped question 148**

**52. If you have any additional comments, please make them here.**

**Response  
Count**

72

**answered question**

**72**

**skipped question**

**213**