

UNC Charlotte Faculty Climate Survey 2010-2011

Answers to Common Questions/Concerns

Comment	Response
<p>The response rate was too low to provide meaningful information.</p>	<p>The response rate indeed was less than we had hoped, at 33% university-wide. However it is important to note that:</p> <ul style="list-style-type: none"> • In many cases, data was sufficient to draw statistically valid observations. • We are making adjustments for future surveys to improve the response rate (shorter survey, increased publicity, etc.) • Even when the response rate was too low to draw definitive conclusions, the results are still useful in guiding conversations about diversity equity and climate for faculty. • The findings are consistent with other national surveys in which UNC Charlotte has participated since 2000 (HERI and COACHE).
<p>The survey was too long.</p>	<p>Because of the complexity of the issues considered, the survey was long and took some people 30-40 minutes to complete.</p> <ul style="list-style-type: none"> • The survey was intended as a pilot to help us learn what changes should be made for future surveys. • We will break future surveys into segments to be taken at different times, and we also will sample faculty populations to reduce survey fatigue.
<p>I've heard that only faculty with the strongest opinions or dissatisfaction responded, skewing the results.</p>	<p>Because confidentiality of individual respondents is essential, we cannot know the absolute truth about this impression.</p> <p>However, we can say these findings are similar to several repeated HERI and COACHE surveys conducted by UCLA and Harvard between 2000 and 2009.</p>

Comment	Response
<p>This survey was unnecessary because we participate in other surveys that do the same thing.</p>	<p>UNC Charlotte has participated in national climate surveys for at least 10 years, and we have obtained useful information. That said, we also wanted to customize and tailor our own survey to better address our individual questions about how staff and faculty feel about the university environment. We also desire a college-specific data set.</p>
<p>Surveys do not facilitate change, and nothing will be done with these results.</p>	<p>Climate surveys are important tools to help organizations assess the "pulse" of their employees. We are disseminating results to Deans, the Provost and the Faculty Council, with college-level discussions among leaders and faculty occurring as a result.</p> <p>Each Dean is considering his or her specific college results and integrating the implications into college-specific strategic plans. Deans are encouraged to use this feedback to understand where their colleges are excelling and to see opportunities for improvement as they align with diversity goals.</p> <p>ADVANCE is continuing to analyze results for the university overall by university respondents, by college and by basic demographic information, but not by individual responses.</p> <p>The survey will continue, with modifications to make it more convenient for faculty, with aggregate results being used to benchmark progress.</p>