

Attachment A



2024 Compliance and Ethics Culture Survey

Board of Trustees Audit and Compliance Committee – September 27, 2024

2024 Compliance and Ethics Culture Survey

Historical Response Rates

The table below displays the number of UCF employees invited to participate and the number of survey respondents for each survey administration year.

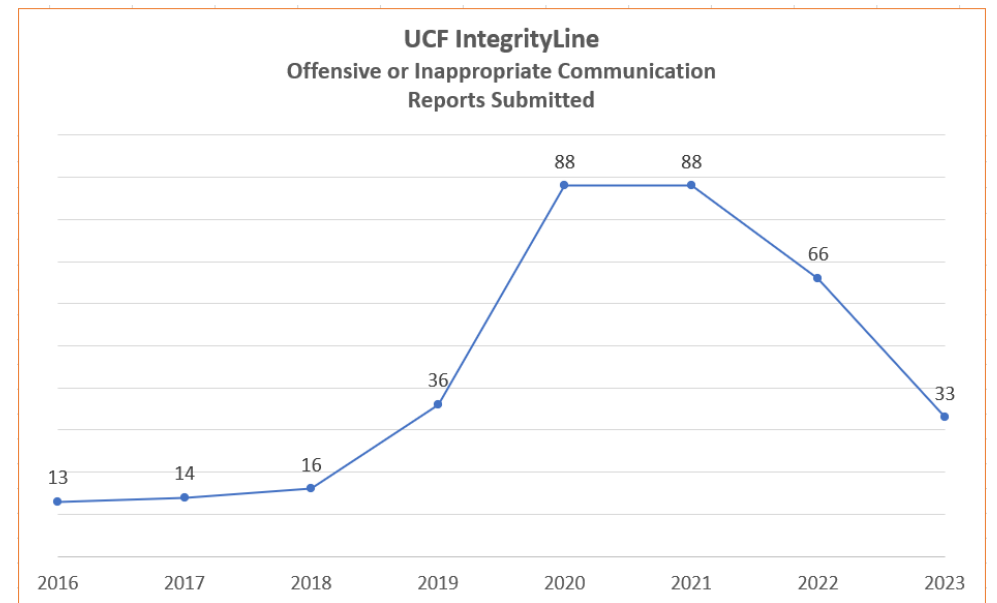
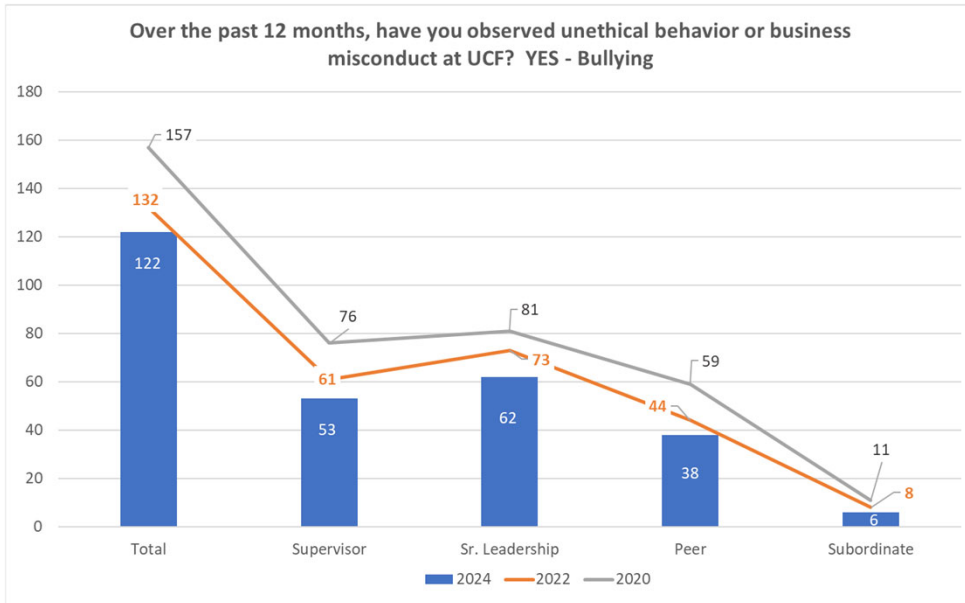
Administration Year	UCF Employees Invited (Count)	Respondents (Count)	Response Rate (Percent)
2018	8,892	1,700	19.1%
2020	13,492	2,365	17.5%
2022	12,268	2,171	17.7%
2024	12,825	3,251	25.3%

Role	Population Count	Survey Respondents	Response Rate
Faculty Member	3,513	856	24.4%
Executive Leadership*	32	63	100.0%
Professional Staff	2,450	1,555	63.5%
Technical, Clerical, Service Personnel	1,661	292	17.6%
Student Employee	5,169	446	8.6%
No response		39	
Total	12,825	3,251	25.3%

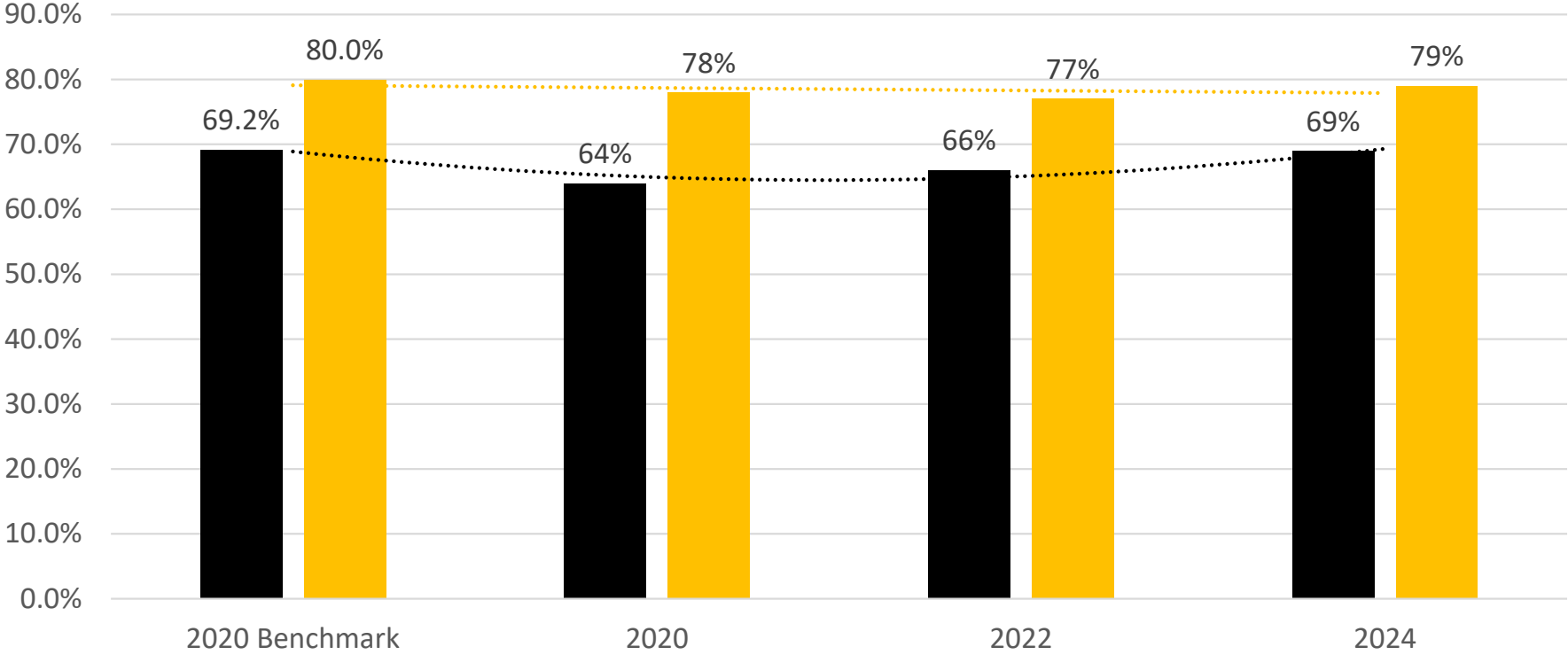
The following describes my job title or job duties:	2018		2020		2022		2024	
	Count	Col %	Count	Col %	Count	Col %	Count	Col %
No Responses	60	4%	7	0.3%	25	1%	39	1%
Faculty Member	424	25%	635	27%	618	28%	856	26%
Executive Leadership ¹	144	8%	23	1%	50	2%	63	2%
Professional Staff	756	44%	683	29%	1,090	50%	1,555	48%
Technical, Clerical, Service Personnel	239	14%	767	32%	275	13%	292	9%
Student Employee	77	5%	250	11%	113	5%	446	14%
Total	1,700	100%	2,365	100%	2,171	100%	3,251	100%

Survey and UCF Integrity Line Trends

Please indicate a response to each item:	2018		2020		2022		2024		6-yr Trend (2024-2018)	4-yr Trend (2024-2020)	2-yr Trend (2024-2022)
	Count	% Yes	Count	% Yes	Count	% Yes	Count	% Yes			
A.) I have experienced or observed bullying in the workplace by a supervisor within the last 12 months. Workplace bullying is defined as "repeated, deliberate, disrespectful behavior, which harms the target."	287	17%	337	14%	263	13%	297	11%	-6%	-3%	-2%



Perceptions of Senior Leadership



■ Sr. Leadership Acts Ethically

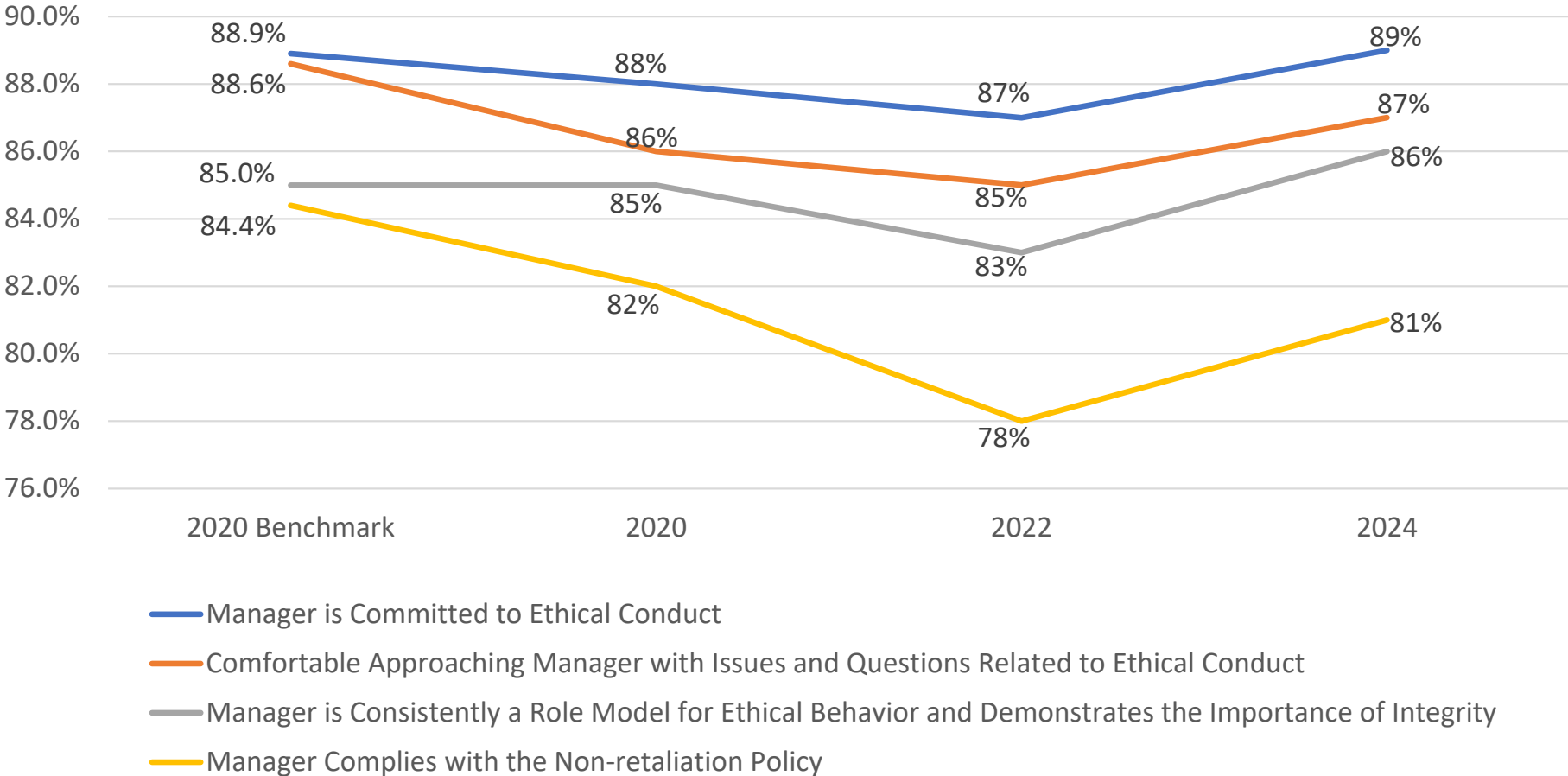
■ Sr. Leadership Promotes the Importance of Ethical Behavior

..... Poly. (Sr. Leadership Acts Ethically)

..... Linear (Sr. Leadership Promotes the Importance of Ethical Behavior)

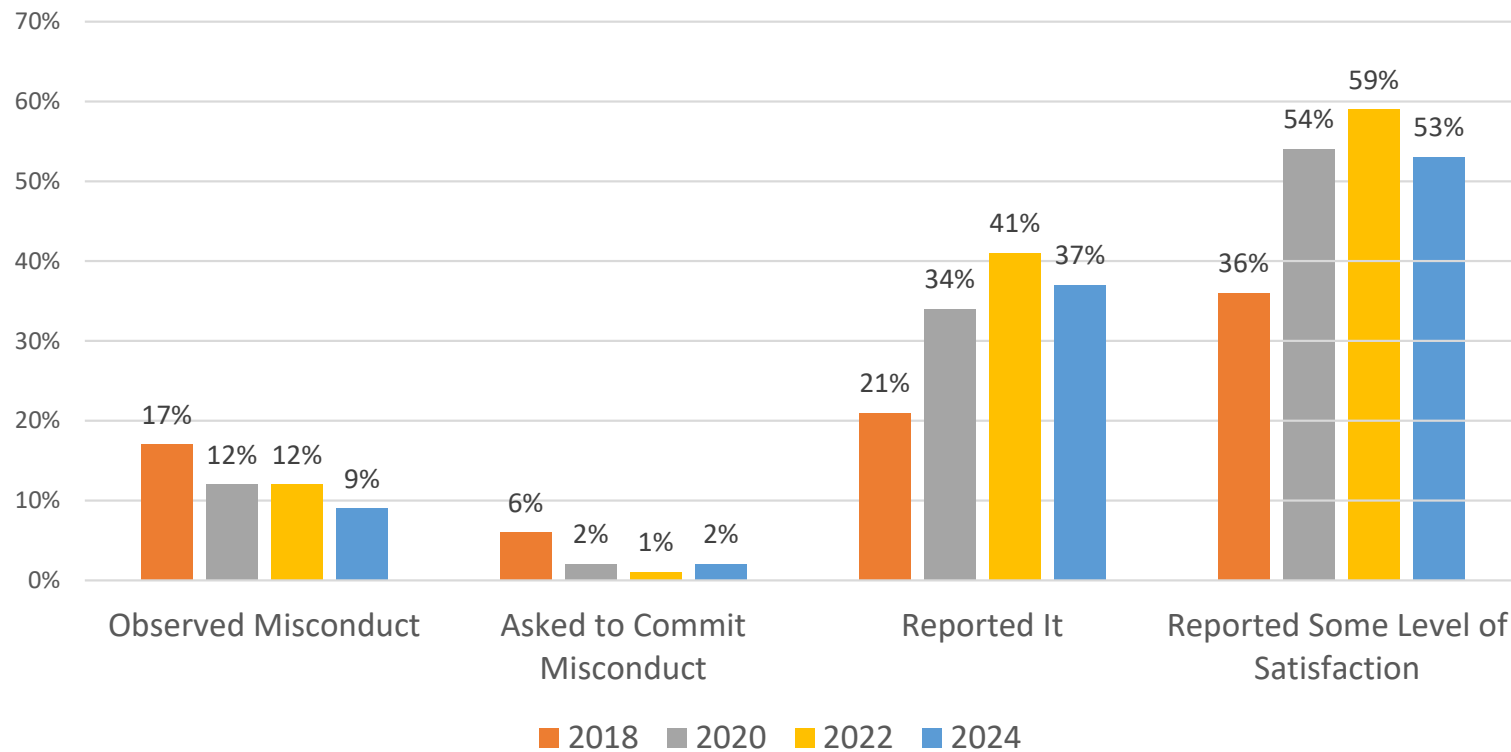


Perceptions of Managers



Misconduct and Reporting

Observed Misconduct, Asked to Commit Misconduct, Reported It, and Satisfaction with Outcome
6-Yr Trend



Next Steps

Continue to educate supervisors and offer resources to assist with handling employee concerns

Continue to identify opportunities to engage senior leadership in promoting the importance of ethical behavior throughout the university

Continue awareness of investigative outcomes and discipline using communication channels such as the *IntegrityStar* "Case Corner"

Monitor decreased reporting alongside UCF IntegrityLine reporting rates

University Compliance and Ethics will repeat survey in 2026 and continue efforts to achieve higher response rate

