



Robert C. May
Telephone: (510) 987-0711
Email: robert.may@ucop.edu

*Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200*

May 3, 2019

**JANET NAPOLITANO, PRESIDENT
UNIVERSITY OF CALIFORNIA**

Re: Expert Review of Surveys Targeting the UC Community

Dear Janet:

At its April 24, 2019 meeting, the Academic Council endorsed the attached letter from the University Committee on Faculty Welfare (UCFW) expressing concern about the quality of some systemwide surveys developed and administered by outside contractors to gather information about the UC community. In one specific instance, faculty who reviewed a contractor's survey regarding employee healthcare benefits found significant flaws and made suggestions that improved the survey immensely. Council agreed with UCFW's recommendation that UCOP convene an independent panel of in-house UC faculty experts to review surveys before they are administered, to evaluate their design and content.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

Handwritten signature of Robert C. May.

Robert C. May, Chair
Academic Council

cc: Academic Council
Senate Directors



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Sean Malloy, Chair
smalloy@ucmerced.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th
Oakland, CA 94607-5200
Phone: (510) 987-9466
Fax: (510) 763-0309

April 18, 2019

**ROBERT MAY, CHAIR
ACADEMIC COUNCIL**

RE: Expert Review of Surveys Targeting the UC Community

Dear Robert,

The University Committee on Faculty Welfare (UCFW) has followed closely the continuing efforts to learn more about the behavior of the UC community through systemwide surveys. Some surveys target climate, some educational experience and outcomes, some benefits satisfaction or preferences, and some employee engagement, among other areas. UCFW has become concerned that these surveys may not achieve their goals or may provide misleading information due to poor survey construction and the use of now-questioned methodologies. Because the data these surveys generate are used to apportion funding and illustrate to both external and internal audiences the progress UC has made to address important issues, the surveys must be unimpeachable. In order to provide an additional level of scrutiny, and therefore defense, we suggest that UCOP convene an independent panel of in-house (faculty) experts to review systemwide surveys being administered to the UC community (bargaining restrictions may apply). This panel would evaluate the structure and content of surveys, as well as their evaluation procedures. It is important that this panel be involved at the beginning of the survey process before RFPs are awarded, and they should also be involved in all aspects of survey design to ensure the highest quality and efficacy. This panel would be supported through a minor increase in costs to the procurement process and should be offered a stipend under OPA guidelines.

Thank you for your support.

Sincerely,

Sean Malloy, UCFW Chair

Copy: UCFW
Hilary Baxter, Executive Director, Academic Senate