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# The Faculty Voice

The Newsletter of the FSU Chapter, United Faculty of Florida  
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## The Faculty Speak!

*Special Report on the Latest Faculty Survey by Susan Carol Losh*

In January 2002, the United Faculty of Florida FSU Chapter began its most recent Survey of Faculty Opinion and Evaluation of Administrators. Beginning in 1985, this repeated survey has one of the longest timelines available at *any* university. It is, in fact, one of under a dozen such surveys nationwide that is not conducted by the university administration. As one Survey Research Director at a major Midwest university put it at a national education conference: "When the campus administration evaluates itself, the grade is *never* less than an A-."

The items and responses presented in Table 1 address general conditions at FSU. We can ascertain that slightly under half the bargaining unit faculty and professional staff were satisfied with "the way things are going at FSU" and most *disagreed* that morale at FSU is high. Two-thirds felt that FSU administrators received "inappropriately high salaries compared with FSU faculty" and fewer than half endorsed greater administrative control over discretionary salary increases. Less than one-quarter of faculty believed that "teaching and research...have been equally rewarded in my department or unit." On the other hand, about half felt that merit raises in their home unit were based on objective criteria.

**TABLE 1: General Opinion Questions About Florida State University**

SA = Strongly Agree (1) A=Agree N = Neutral D = Disagree SD = Strongly Disagree (5)

Item		SA	A	N	D	SD	Total	Mean	Cases
Generally speaking, I am satisfied with the way things are going at FSU.	Male	6%	38	18	26	12	100%	3.00	262
	Female	7%	33	20	29	11	100%	3.03	153
I think faculty (professional) morale is high at FSU.	Male	3%	25	22	33	17	100%	3.36	269
	Female	3%	22	23	30	22	100%	3.47	149
Administrators should have <i>greater discretion</i> to allocate salary raises to faculty and professional staff.	Male	12%	29	25	18	16	100%	2.97	268
	Female	20%	23	21	19	17	100%	2.90	150
Merit or discretionary raises in my department or unit this past year were based on objective criteria.	Male	16%	39	23	13	9	100%	2.60	267
	Female	13%	35	26	17	9	100%	2.73	145
FSU administrators have inappropriately high salaries compared with FSU faculty.	Male	41%	25	24	7	3	100%	2.06	262
	Female	39%	30	17	13	1	100%	2.07	148
The elevators, restrooms, ceilings and other physical properties of the building where my [main] office is located are in good condition.	Male	15%	25	12	26	22	100%	3.14	271
	Female	16%	27	6	28	23	100%	3.14	153
Faculty and professional staff parking is satisfactory at FSU.	Male	4%	24	16	26	30	100%	3.55	258
	Female	4%	22	11	32	31	100%	3.62	143
Women faculty at FSU have as good a chance as equally qualified male faculty at FSU to be promoted to the Associate Professor rank.	Male	20%	29	31	11	9	100%	2.58*	261
	Female	6%	20	20	31	23	100%	3.44	151
All else equal, male faculty have a better chance to be promoted to the Associate Professor rank than female faculty.	Male	6%	13	32	31	18	100%	3.41*	263
	Female	21%	37	21	16	5	100%	2.47	153
Teaching and research performance have been equally rewarded in my department or unit.	Male	5%	16	24	35	20	100%	3.50	261
	Female	5%	11	22	38	24	100%	3.66	151

\*Difference by gender significant at  $p < .001$  (two tailed t-test for independent samples)

Parking and building conditions have often been contentious and 2002 was no exception. Only about 40 percent agreed to any degree that “the elevators, restrooms, ceilings and other physical properties of the building where my [main] office is located are in good condition.” About half disagreed with the statement (leaving only about 10 percent in the “neutral” category). Under 30 percent agreed that parking was satisfactory and over half were disgruntled with the parking situation.

*Sex differences in answers were apparent in only two out of 10 items:* those that directly pertained to male and female promotion to Associate Professor. Only 26 percent of women and 49 percent of men strongly agreed or agreed “Women faculty at FSU have as good a chance as equally qualified male faculty at FSU to be promoted to the Associate Professor rank.” A majority of women (54 percent) and 20 percent of men disagreed or strongly disagreed. Similarly, 58 percent of women (but only 19 percent of men) agreed or strongly agreed, “All else equal, male faculty have a better chance to be promoted to the Associate Professor rank than female faculty” while 49 percent of men but only 21 percent of women disagreed with the statement.

Tables 2 and 3 present percentage distributions and mean scores on a summary item about faculty perceptions of administrative job performance. We caution, of course, that this is only one perceptive measure and thus only an indicator of how well an administrator performs. A complete analysis should include behavioral measures and observations of performance as well as an analysis of the *resources* an administrator has to do a good or excellent job. Nevertheless, certain administrators were clearly more or less popular than others, and some administrators have a rather lengthy history of contentious relationships with faculty and professionals (please see earlier archived editions of the *Faculty Voice*, online at [www.uff-fsu.org](http://www.uff-fsu.org) for comparisons).

Former President D’Alemberte received the highest average rating of Florida State University *central administrators*, with a mean score of 2.50 (where 1 is Excellent and 5 is Unacceptable) and with 53 percent of responding faculty and professionals rating his performance as excellent or good. In a relatively common phenomenon, administrators such as Deans or Chairpersons, whom faculty and professionals see more often, were rated more highly than the central administration. The Deans overall received a mean score of 2.45 (slightly above “fair”) and Chairs received a mean rating of 2.18 (approximately “good”).

**TABLE 2: Faculty Ratings of Administrator Job Performance**

FSU Administrator→ Evaluation	President	Provost	Vice President: Finance	Vice President: Research	Vice President: Student Affairs	Dean of the Faculties	Deans (overall)	Chairs (overall)
Excellent (1)	15%	11%	10%	12%	14%	19%	26%	37%
Good	38	29	26	37	26	37	34	32
Fair	32	27	50	31	40	27	20	16
Poor	10	16	9	11	12	10	8	7
Unacceptable (5)	5	17	5	9	8	7	12	8
Mean Score	2.50	2.97	2.73	2.70	2.73	2.50	2.45	2.18
Cases	367	381	191	271	203	280	431	371

**Technical Notes:** The completion rate for the 2002 UFF-FSU Faculty Survey was 42 percent, over double that typically received in a mail survey. The figures presented are for 490 faculty at FSU including the University School and the University libraries. Depending on the question, some responses are based on fewer cases. Faculty were asked to leave responses blank where they felt they had no basis for judgment. Dean and Chair ratings are for one’s own Dean and Chair only, but are cumulated across units in Table 2. Only schools and colleges with at least 10 eligible in-unit members are represented in the results presented here. The completion rate was slightly less than our previous surveys, perhaps because this time we requested faculty gender. This survey was conducted in 2002, the year following reported gender discrepancies in promotion rates at FSU, and two questions addressed these discrepancies. No other questions about personal characteristics were asked to preserve respondent anonymity, nor were any personal identifiers requested. The only questions that UFF-FSU will present by gender are the 10 general opinion items at the beginning of the survey shown in Table 1.

The summary evaluation measure for Deans is presented in Table 3 for units in which at least 10 individuals returned questionnaires. (Some Schools and Colleges at FSU are quite small and a few others had low response rates and are not included in these totals.)

**TABLE 3: Faculty Evaluation of Deans' Job Performance at FSU**

FSU College→	Arts and Sciences	Business	<i>Communication</i>	<i>Criminology</i>	<b>Education</b>	Engineering
Evaluation						
Excellent (1)	15%	17%	8%	27%	37%	26%
Good	37	46	23	9	35	35
Fair	29	15	15	9	18	17
Poor	11	9	15	9	4	13
Unacceptable (5)	8	13	39	46	6	9
Mean Score	2.61	2.54	3.54	3.36	<b>2.06</b>	2.43
Cases	128	46	13	11	51	23

**TABLE 3: Faculty Evaluation of Deans' Job Performance at FSU (continued)**

FSU College→	Human Sciences	Strozier Library	<b>Music</b>	<b>Social Sciences</b>	University School	Visual Arts
Evaluation						
Excellent (1)	20%	0%	76%	55%	25%	17%
Good	40	46	18	24	25	44
Fair	33	18	0	14	31	22
Poor	0	9	0	5	0	6
Unacceptable (5)	7	27	6	2	19	11
Mean Score	2.33	3.18	<b>1.68</b>	<b>1.76</b>	2.63	2.50
Cases	15	11	17	42	16	18

*Italicized deans* received markedly lower mean scores than the average dean mean score (2.45). **Bold face deans** received markedly higher mean scores than the average dean mean score.

Deans of the College of **Music**, **Social Sciences**, and **Education** were rated more highly than average, while the Deans of the College of Communication and the School of Criminology were clearly rated lower (the Dean of Criminology this year is a new Dean and the ratings are for the 2002 Dean).

Altogether, questionnaire responses identify on-going issues at Florida State University that should be jointly addressed by faculty, professionals and administrators (parking and building conditions; perceptions of administrative salaries; and a strong belief that, contrary to administrative assertion, teaching and research are far from equally rewarded.) The responses target suspicions among *most* female faculty that their promotional opportunities are less favorable than men's.

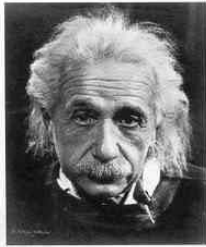
Two of the highest ranked central administrators are now retired: D'Alembarte and Edwards, as is one of the highest-ranking Deans (Cowart of Social Sciences). What advice or assistance can they give to those with lower scores? As noted earlier, one cannot base a program of improvement solely on one attitudinal measure. Further, as noted in research on student evaluations of faculty teaching, a host of factors affect evaluations. For example, in student evaluations of faculty, these include the disciplinary area, the faculty member's gender, and, most recently noteworthy, the physical attractiveness of the instructor. We hope that faculty, professionals, and administrators can work together to bring FSU to ever-greater heights. And, look for further information about Department Chairs coming later Fall semester.

*Editor's Note:* As a point of comparison, FSU's new "Teaching Improvement Plan" calls for remedial training and possibly dismissal for faculty whose teaching is rated "fair" or "poor" by 30% or more of students. These two categories are the lowest ratings in the student instructional evaluation form (SUSSAI). See the "What Color ...?" Flyer posted at the Chapter's [www.uff-fsu.org](http://www.uff-fsu.org) web site for more on this.

# Join the United Faculty of Florida FSU Chapter Now

Join UFF now for just \$100 and pay no additional dues until after December 15th. That's right. Just \$100 pays your dues for Fall Semester. You will be enrolled in UFF immediately and eligible for UFF direct benefits, including \$1,000,000 in professional liability insurance coverage, \$10,000 in life insurance, up to \$50,000 in accidental death insurance coverage, two free half-hour legal consultations, discounts on home and auto insurance, and publications.

***Most importantly, you will be adding your support to the faculty's voice at FSU.***



ALBERT EINSTEIN  
Charter member, AFT, Princeton, 1938

*"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."*

## Find Your Voice ... Join the UFF-FSU Chapter

UFF Dues are normally 1% of Salary. *Please fill out the form below (including Parts A and B) and return to:*  
Jack Fiorito, President, UFF-FSU Chapter, RBB 244, Campus 1110

<b>Membership Form</b>			<b>United Faculty of Florida FSU Chapter</b>		
<i>Please Print Complete Information</i>			<i>Circle One</i>		
			Dr Mr		
			Ms Mrs		
_____ Social Security Number		_____ Last Name		_____ First Name	_____ MI
_____ Home Street Address			_____ Campus Address & Mail Code		_____ Department
_____ City	_____ State	_____ Zip Code	_____ Office Phone		_____ Home Phone
_____ E-mail address -- Personal/Home			_____ E-mail address -- Office		

**PART A:** Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO) for \$100. *Please check one (and sign below if using a credit card).*

My check for \$100 payable to "United Faculty of Florida" is enclosed, OR,

Charge \$100 to my credit card (VISA or MasterCard only)

VISA # \_\_\_\_\_ exp. Date \_\_\_\_\_

MC # \_\_\_\_\_ exp. Date \_\_\_\_\_

\_\_\_\_\_  
Signature (for credit card authorization)

\_\_\_\_\_  
Today's Date

**PART B:** I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of salary) after December 15<sup>th</sup>, 2003. This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to FSU's payroll office and to the UFF.

\_\_\_\_\_  
Signature (for payroll deduction authorization)

\_\_\_\_\_  
Today's Date

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***FSU Works Because We Do!***