

UFF-FSU Spring 2019 Faculty Poll

Total Entries: 495

Reported on: 4/1/2019 9:59 PM

Please indicate your primary College/Unit

476	96% <i>Editor's Note: 96% of respondents answered this question.</i>
151	31% Arts & Sciences
35	7% Business
	0% Center for Advanced Power Systems
24	5% Communication & Information
5	1% Criminology and Criminal Justice
1	0% Dedman School of Hospitality
32	6% Education
15	3% Engineering
30	6% Fine Arts
10	2% Human Sciences
5	1% Jim Moran School of Entrepreneurship
2	0% Learning Systems Institute
24	5% Mag Lab (NHMFL)
5	1% Motion Picture Arts (Film)
24	5% Music
9	2% Nursing
1	0% Office of Distance Learning
7	1% Panama City Campus (all areas)
3	1% Science & Public Affairs (Inst for)
36	7% Social Sciences and Public Policy
16	3% Social Work
22	4% University Libraries
4	1% University School (FSUS)
15	3% Other (not listed above)

Salary Priorities

UFF-FSU faculty negotiators want your input on salary priorities. Which of the following salary priorities should be a high priority for the UFF-FSU faculty negotiating team? Please check all that apply.

491	99% <i>Answered this question</i>
405	82% Across-the-board raises for cost-of-living increases
274	55% Adjustments to address market inequities, compression, and inversion
48	10% Discretionary increases based on administrator judgment
293	59% Merit raises based on annual performance and departmental procedures
37	7% One-time annual bonuses for merit
7	1% Other

In dividing up a fixed amount of money for salary increases, top priority should be given to (pick one):

487	98% <i>Answered this question</i>
257	52% Keeping up with the cost of living
101	20% Providing incentives for recent meritorious job performance
129	26% Correcting existing salary inequities, including compression and inversion

The single most encouraging salary increase development from 2018 was:

- 450 91% *Answered this question*
- 253 51% 0.75% performance increase
- 186 38% 0.85% departmentally-determined merit increase
- 6 1% Up to 0.80% for administrative discretionary increases
- 5 1% 0.15% for deans' merit increases

Non-salary Bargaining Priorities

How much emphasis should the faculty bargaining team assign to each of the following non-salary issues below?

Non-competitive full-pay sabbaticals?

- 486 98% *Answered this question*
- 61 12% None
- 89 18% A little
- 168 34% Some
- 101 20% A lot
- 67 14% All it can

Tuition waiver for dependents?

- 484 98% *Answered this question*
- 78 16% None
- 79 16% A little
- 164 33% Some
- 109 22% A lot
- 54 11% All it can

Childcare facilities on or near campus?

- 486 98% *Answered this question*
- 78 16% None
- 77 16% A little
- 161 33% Some
- 125 25% A lot
- 45 9% All it can

A just cause or similar standard for non-renewal, requiring that non-renewal only be for good reason?

- 473 96% *Answered this question*
- 43 9% None
- 68 14% A little
- 134 27% Some
- 152 31% A lot
- 76 15% All it can

Extend parental leave to include care for parents or similar leave?

482	97% <i>Answered this question</i>
34	7% None
50	10% A little
206	42% Some
136	27% A lot
56	11% All it can

Healthcare?

481	97% <i>Answered this question</i>
30	6% None
42	8% A little
158	32% Some
133	27% A lot
118	24% All it can

A phased retirement plan that includes healthcare coverage?

479	97% <i>Answered this question</i>
23	5% None
42	8% A little
149	30% Some
156	32% A lot
109	22% All it can

Retirement benefits?

482	97% <i>Answered this question</i>
11	2% None
37	7% A little
134	27% Some
161	33% A lot
139	28% All it can

Legislative Issues:

Please share your opinion regarding the following issues:

Legislation that creates uniform metrics for all universities in the State University System.

474	96% <i>Answered this question</i>
48	10% Strongly support
92	19% Support
179	36% No opinion
86	17% Oppose
69	14% Strongly oppose

Legislation to allow concealed carry permit holders to carry guns on campus.

487	98% <i>Answered this question</i>
16	3% Strongly support
16	3% Support
21	4% No opinion
35	7% Oppose
399	81% Strongly oppose

Legislation that would require universities to conduct a survey of students, faculty and administrators to assess "the extent to which competing ideas, perspectives and claims of truth are presented" and how "safe and supported" members of the university community feel in expressing their views.

477	96% <i>Answered this question</i>
28	6% Strongly support
76	15% Support
122	25% No opinion
84	17% Oppose
167	34% Strongly oppose

Legislation that would require public sector unions such as UFF-FSU to have 50% dues-paying membership or be decertified, meaning UFF-FSU would be dissolved and no longer able to bargain with FSU.

479	97% <i>Answered this question</i>
9	2% Strongly support
9	2% Support
33	7% No opinion
80	16% Oppose
348	70% Strongly oppose

General Survey Questions:

Generally speaking, I'm satisfied with the way things are going at FSU.

485	98% <i>Answered this question</i>
46	9% Strongly agree
264	53% Agree
113	23% Neutral
50	10% Disagree
12	2% Strongly disagree

Faculty morale is high at FSU.

484	98% <i>Answered this question</i>
31	6% Strongly agree
216	44% Agree
151	31% Neutral
72	15% Disagree
14	3% Strongly disagree

Administrators should have greater discretion to allocate salary raises to faculty.

480	97%	<i>Answered this question</i>
48	10%	Strongly agree
124	25%	Agree
136	27%	Neutral
113	23%	Disagree
59	12%	Strongly disagree

Merit raises in my department/unit are based on specified criteria and standards.

480	97%	<i>Answered this question</i>
81	16%	Strongly agree
219	44%	Agree
94	19%	Neutral
57	12%	Disagree
29	6%	Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

480	97%	<i>Answered this question</i>
157	32%	Strongly agree
152	31%	Agree
134	27%	Neutral
31	6%	Disagree
6	1%	Strongly disagree

The elevators, restrooms, ceilings, and other physical properties in my building are in good condition.

483	98%	<i>Answered this question</i>
62	13%	Strongly agree
171	35%	Agree
67	14%	Neutral
110	22%	Disagree
73	15%	Strongly disagree

Faculty and staff parking is satisfactory at FSU.

486	98%	<i>Answered this question</i>
19	4%	Strongly agree
106	21%	Agree
81	16%	Neutral
183	37%	Disagree
97	20%	Strongly disagree

Faculty can tend to family care needs without fear of being penalized.

476	96%	<i>Answered this question</i>
54	11%	Strongly agree
189	38%	Agree
162	33%	Neutral
54	11%	Disagree
17	3%	Strongly disagree

I view participation in faculty governance as an ethical obligation and engage accordingly.

483	98%	<i>Answered this question</i>
110	22%	Strongly agree
222	45%	Agree
126	25%	Neutral
21	4%	Disagree
4	1%	Strongly disagree

I have enough time to move forward on my research or creative agenda.

481	97%	<i>Answered this question</i>
25	5%	Strongly agree
163	33%	Agree
88	18%	Neutral
114	23%	Disagree
80	16%	Strongly disagree
11	2%	Not applicable

My job demands sometimes cause problems in my personal or family life.

479	97%	<i>Answered this question</i>
55	11%	Strongly agree
184	37%	Agree
97	20%	Neutral
120	24%	Disagree
23	5%	Strongly disagree

I can give sufficient time to my students.

483	98%	<i>Answered this question</i>
54	11%	Strongly agree
209	42%	Agree
79	16%	Neutral
81	16%	Disagree
20	4%	Strongly disagree
40	8%	Not applicable

Teaching assignments in my department/unit are done equitably.

482	97%	<i>Answered this question</i>
66	13%	Strongly agree
186	38%	Agree
84	17%	Neutral
54	11%	Disagree
40	8%	Strongly disagree
52	11%	Not applicable

Assignments to teach online should be given only to faculty who volunteer to teach online.

476	96%	<i>Answered this question</i>
115	23%	Strongly agree
160	32%	Agree
144	29%	Neutral
44	9%	Disagree
13	3%	Strongly disagree

Incentives should be used to induce faculty to teach online.

478	97%	<i>Answered this question</i>
39	8%	Strongly agree
122	25%	Agree
164	33%	Neutral
94	19%	Disagree
59	12%	Strongly disagree

The university administration works effectively with departments/units to encourage and retain productive scholars.

472	95%	<i>Answered this question</i>
29	6%	Strongly agree
158	32%	Agree
153	31%	Neutral
101	20%	Disagree
31	6%	Strongly disagree

I have read and sufficiently understood my department's bylaws.

478	97%	<i>Answered this question</i>
105	21%	Strongly agree
227	46%	Agree
94	19%	Neutral
43	9%	Disagree
9	2%	Strongly disagree

Has an FSU colleague ever asked you to join the United Faculty of Florida (UFF)?

477	96%	<i>Answered this question</i>
399	81%	Yes
67	14%	No
11	2%	Not sure

Please rate your feelings toward the UFF-FSU Chapter:

480	97%	<i>Answered this question</i>
213	43%	Very positive
161	33%	Somewhat positive
62	13%	Neutral
29	6%	Somewhat negative
11	2%	Very negative
4	1%	Not sure

Which of the following web applications are used by your department/unit to maintain a digital record of, generate reports on, and evaluate your faculty activities, and/or generate reports on the productivity of faculty and departments/units? (check all that apply)

- 477 96% *Answered this question*
- 31 6% Academic Analytics
- 44 9% Digital Measures
- 345 70% FEAS (Faculty Expertise and Advancement System)
- 121 24% Don't Know
- 10 2% Other (describe below)

Name of other web application:

- 11 2% *Answered this question*
- 1 0% Microsoft Word document that we all have to fill in.
- 1 0% They may use others; I don't know.
- 1 0% FEAS is note good
- 1 0% LibInsight
- 1 0% Publons
- 1 0% Sharepoint
- 1 0% LibApps
- 1 0% None of these. We have to submit a worksheet and CV.
- 1 0% <https://www.bio.fsu.edu/auth/login.php>
- 1 0% department website login link to upload the report

How satisfied are you with the way these web applications are being used?

- 450 91% *Answered this question*
- 15 3% Very Satisfied
- 116 23% Satisfied
- 221 45% Neutral
- 68 14% Dissatisfied
- 30 6% Very Dissatisfied

Do you feel your department is able to recruit and retain the most competitive and qualified Graduate Assistants with the stipends and compensation packages offered?

- 479 97% *Answered this question*
- 89 18% Yes
- 286 58% No
- 104 21% Not sure/do not know

How important do you think it is that FSU improve Graduate Assistant pay and benefits?

- 472 95% *Answered this question*
- 269 54% Very important
- 158 32% Moderately important
- 39 8% Not very important
- 6 1% Not important at all

Administrator Evaluations:

President John Thrasher's job performance has been:

477	96% <i>Answered this question</i>
156	32% Outstanding
218	44% Good
55	11% Fair
6	1% Poor
1	0% Unacceptable
41	8% Not sure

Provost Sally McRorie's job performance has been:

477	96% <i>Answered this question</i>
99	20% Outstanding
192	39% Good
70	14% Fair
24	5% Poor
9	2% Unacceptable
83	17% Not sure

Vice President for Faculty Development and Advancement Janet Kistner's job performance has been:

472	95% <i>Answered this question</i>
91	18% Outstanding
173	35% Good
55	11% Fair
8	2% Poor
8	2% Unacceptable
137	28% Not sure

My dean's/director's performance has been:

480	97% <i>Answered this question</i>
127	26% Outstanding
177	36% Good
83	17% Fair
39	8% Poor
19	4% Unacceptable
35	7% Not sure

My department chair's or immediate supervisor's performance has been:

471	95% <i>Answered this question</i>
169	34% Outstanding
170	34% Good
53	11% Fair
41	8% Poor
25	5% Unacceptable
13	3% Not sure

All things considered, the working or professional climate for faculty in my College/Unit is positive.

478	97% <i>Answered this question</i>
84	17% Strongly agree
245	49% Agree
94	19% Neutral
41	8% Disagree
14	3% Strongly disagree

All things considered, the working or professional climate for faculty in my Department/Unit (if applicable) is positive.

470	95% <i>Answered this question</i>
115	23% Strongly agree
188	38% Agree
57	12% Neutral
58	12% Disagree
40	8% Strongly disagree
12	2% Not applicable

Faculty members are rewarded fairly for the amount of effort they put in.

476	96% <i>Answered this question</i>
23	5% Strongly agree
149	30% Agree
138	28% Neutral
120	24% Disagree
46	9% Strongly disagree

Merit assessment procedures in my department/unit are fair.

476	96% <i>Answered this question</i>
55	11% Strongly agree
201	41% Agree
133	27% Neutral
61	12% Disagree
26	5% Strongly disagree

In regard to the five-point performance-rating scale, I expect my overall rating this spring to be:

474	96% <i>Answered this question</i>
3	1% Does not meet FSU's high expectations
1	0% Official concern
100	20% Meets FSU's high expectations
247	50% Exceeds FSU's high expectations
123	25% Substantially exceeds FSU's high expectations

Did you actively seek alternative (non-FSU) employment during the 2018-19 academic year?

474	96% <i>Answered this question</i>
82	17% Yes
392	79% No

Do you plan to actively seek alternative (non-FSU) employment during the 2019-20 academic year?

477	96% <i>Answered this question</i>
97	20% Yes
286	58% No
94	19% Not sure

What is your position classification?

429	87% <i>Answered this question</i>
125	25% Professor
65	13% Associate Professor
95	19% Assistant Professor
3	1% Eminent Scholar
2	0% University Librarian
7	1% Associate University Librarian
13	3% Assistant University Librarian
22	4% Teaching Faculty I
23	5% Teaching Faculty II
10	2% Teaching Faculty III
8	2% Instructional Specialist I
2	0% Instructional Specialist II
1	0% Instructional Specialist III
12	2% Research Faculty I
7	1% Research Faculty II
12	2% Research Faculty III
1	0% Specialist, Computer Research
	0% Specialist, Music
	0% Childcare Specialist
	0% Curator
	0% Associate Curator
	0% Assistant Curator
8	2% Senior Research Associate
1	0% Associate in Research
5	1% Assistant in Research
4	1% University School Instructor
2	0% University School Assistant Professor
	0% University School Associate Professor
	0% University School Professor
1	0% Other

My assigned duties involve:

474	96% <i>Answered this question</i>
96	19% Mostly research
91	18% Mostly teaching
57	12% Mostly service
189	38% About an even balance of teaching and research, with some service
36	7% A diverse combination with no area dominant
5	1% Not sure

My assigned duties involve some administrative responsibilities--that is, running the affairs of an FSU organization.

471	95% <i>Answered this question</i>
202	41% Yes
252	51% No
17	3% Not sure

Are you in a tenured or tenure-earning position?

474	96% <i>Answered this question</i>
322	65% Yes
151	31% No
1	0% Not sure

Which of the following best describes your normal annual appointment?

473	96% <i>Answered this question</i>
347	70% 9-month contract
116	23% 12-month contract
9	2% Other
1	0% Not sure

What Department/Unit do you consider your primary appointment? Please note that for nondepartmentalized colleges/units, this may be the college/unit.

418	84% <i>Answered this question</i>
6	1% Accounting
	0% Advanced Power Systems (Ctr for)
3	1% Anthropology
6	1% Art
2	0% Art Education
5	1% Art History
1	0% Askew School of Public Administration and Policy
11	2% Biological Science
3	1% Business Analytics, Information Systems and Supply Chain
4	1% Chemical and Biomedical Engineering
8	2% Chemistry and Biochemistry
3	1% Civil and Environmental Engineering
3	1% Classics
8	2% Communication
4	1% Communication Science & Disorders
4	1% Computer Science
3	1% Criminology and Criminal Justice (all areas)
6	1% Dance
1	0% Dedman School of Hospitality
	0% Distance Learning
13	3% Earth, Ocean, and Atmospheric Science
6	1% Economics
6	1% Educational Leadership and Policy Studies
6	1% Educational Psychology and Learning Systems
3	1% Electrical and Computer Engineering
	0% Emergency Management and Homeland Security

14	3% English
3	1% Entrepreneurship
6	1% Family and Child Sciences
1	0% Finance
2	0% FSUS (all areas)
1	0% Geography
8	2% History
1	0% Industrial and Manufacturing Engineering
12	2% Information
2	0% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
3	1% Interior Design
2	0% Learning Systems Institute
22	4% Magnet Lab (NHMFL)
7	1% Management
9	2% Marketing
12	2% Mathematics
	0% Mechanical Engineering
9	2% Modern Languages and Linguistics
4	1% Molecular Biophysics
3	1% Motion Picture Arts (Film)
24	5% Music (all areas)
	0% National High Magnetic Field Lab
9	2% Nursing (all areas)
4	1% Nutrition, Food, and Exercise Sciences
	0% Ocean & Atmospheric Prediction (Ctr)
1	0% Office of Distance Learning
4	1% Panama City (all areas)
6	1% Philosophy
12	2% Physics
2	0% Political Science
	0% Prevention and Early Intervention (Ctr for)
11	2% Psychology
2	0% Public Administration
1	0% Reading Research (Center of)
2	0% Religion
2	0% Retail Merchandising and Product Development
3	1% Risk Management/Insurance, Real Estate and Legal Studies
5	1% Scientific Computing
18	4% Social Work
11	2% Sociology
3	1% Sport Management
3	1% Statistics
15	3% Teacher Education
6	1% Theatre
21	4% University Libraries
3	1% Urban and Regional Planning
13	3% Other

Thanks again!