

UFF-FSU Spring 2020 Faculty Poll Results

Total Entries: 572

The spring semester is when the UFF-FSU engages in bargaining and in legislative activities. We need your thoughts on which issues we should pursue most vigorously. Other questions assess faculty perceptions about employment matters, administrator performance, and the UFF-FSU.

Please indicate your primary College/Unit

547	96%	<i>96% of respondents answered this question.</i>
185	32%	Arts & Sciences
41	7%	Business
0	0%	Center for Advanced Power Systems
25	4%	Communication & Information
4	1%	Criminology and Criminal Justice
3	1%	Dedman School of Hospitality
30	5%	Education
18	3%	Engineering
47	8%	Fine Arts
13	2%	Human Sciences
1	0%	Intensive English Studies (Center for)
4	1%	Jim Moran College of Entrepreneurship
5	1%	Learning Systems Institute
19	3%	Mag Lab (NHMFL)
2	0%	Motion Picture Arts (Film)
26	5%	Music
11	2%	Nursing
2	0%	Office of Distance Learning
7	1%	Panama City Campus (all areas)
2	0%	Science & Public Affairs (Inst for)
48	8%	Social Sciences and Public Policy
11	2%	Social Work
4	1%	Undergraduate Studies
18	3%	University Libraries
14	2%	University School (FSUS)
7	1%	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.

- 568 99%
- 500 87% Across-the-board raises for cost-of-living increases
- 328 57% Adjustments to address market inequities, compression, and inversion
- 56 10% Discretionary increases based on administrator judgment
- 328 57% Merit raises based on annual performance and departmental procedures

- 53 9% One-time annual bonuses for merit
- 6 1% Other

In dividing up a fixed amount of money for salary increases, top priority should be given to

- 568 99%
- 308 54% Keeping up with the cost of living
- 104 18% Providing incentives for recent meritorious job performance
- 156 27% Correcting existing salary inequities, including compression and

Chair Compensation

With regard to newly-appointed department chairs and compensation for serving as chair,

- 539 94%
- 103 18% Deans and Chairs should continue the practice of negotiating between themselves with no set guidelines.
- 95 17% If the University compensates Chairs, the compensation should be a permanent pay increase.
- 354 62% If the University compensates Chairs, it should be a stipend covering the duration of the chair appointment.
- 137 24% Compensation should be the same amount, whether in dollars or a percentage of salary, for all Chairs.

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?

562	98%
89	16% None
99	17% A little
192	34% Some
109	19% A lot
73	13% All it can

Tuition waiver for dependents?

567	99%
80	14% None
108	19% A little
192	34% Some
121	21% A lot
66	12% All it can

Childcare facilities on or near campus?

565	99%
70	12% None
95	17% A little
189	33% Some
134	23% A lot
77	13% All it can

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

551	96%
42	7% None
67	12% A little
181	32% Some
158	28% A lot
103	18% All it can

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

562	98%
32	6% None
68	12% A little
196	34% Some
186	33% A lot
80	14% All it can

Healthcare?

563	98%
22	4% None
37	6% A little
147	26% Some
186	33% A lot
171	30% All it can

A phased retirement plan that includes healthcare coverage?

560	98%
19	3% None
35	6% A little
143	25% Some
197	34% A lot
166	29% All it can

Retirement benefits?

557	97%
14	2% None
36	6% A little
132	23% Some
190	33% A lot
185	32% 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.

554	97%
57	10% Strongly support
124	22% Support
179	31% No opinion
126	22% Oppose
68	12% Strongly oppose

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

562	98%
23	4% Strongly support
25	4% Support
19	3% No opinion
39	7% Oppose
456	80% 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.

553	97%
47	8% Strongly support
92	16% Support
158	28% No opinion
107	19% Oppose
149	26% 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 no longer be able to bargain with FSU.

559	98%
15	3% Strongly support
10	2% Support
59	10% No opinion
87	15% Oppose
388	68% Strongly oppose

General Survey Questions:

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

564	99%
45	8% Strongly agree
266	47% Agree
138	24% Neutral
84	15% Disagree
31	5% Strongly disagree

Faculty morale is high at FSU.

561	98%
25	4% Strongly agree
207	36% Agree
176	31% Neutral
120	21% Disagree
33	6% Strongly disagree

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

562	98%
49	9% Strongly agree
171	30% Agree
183	32% Neutral
111	19% Disagree
48	8% Strongly disagree

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

565	99%
82	14% Strongly agree
235	41% Agree
129	23% Neutral
72	13% Disagree
47	8% Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

559	98%
199	35% Strongly agree
173	30% Agree
152	27% Neutral
28	5% Disagree
7	1% Strongly disagree

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

564	99%
84	15% Strongly agree
167	29% Agree
71	12% Neutral
156	27% Disagree
86	15% Strongly disagree

Faculty and staff parking is satisfactory at FSU.

565	99%
31	5% Strongly agree
124	22% Agree
110	19% Neutral
163	28% Disagree
137	24% Strongly disagree

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

559	98%
52	9% Strongly agree
237	41% Agree
185	32% Neutral
62	11% Disagree
23	4% Strongly disagree

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

560	98%
105	18% Strongly agree
284	50% Agree
139	24% Neutral
22	4% Disagree
10	2% Strongly disagree

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

562	98%
31	5% Strongly agree
170	30% Agree
113	20% Neutral
138	24% Disagree
83	15% Strongly disagree
27	5% Not applicable

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

563	98%
69	12% Strongly agree
219	38% Agree
114	20% Neutral
136	24% Disagree
25	4% Strongly disagree

I can give sufficient time to my students.

561	98%
50	9% Strongly agree
247	43% Agree
96	17% Neutral
96	17% Disagree
27	5% Strongly disagree
45	8% Not applicable

Teaching assignments in my department/unit are done equitably.

564	99%
86	15% Strongly agree
198	35% Agree
97	17% Neutral
78	14% Disagree
47	8% Strongly disagree
58	10% Not applicable

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

560	98%
145	25% Strongly agree
197	34% Agree
158	28% Neutral
46	8% Disagree
14	2% Strongly disagree

Incentives should be used to induce faculty to teach online.

561	98%
53	9% Strongly agree
148	26% Agree
199	35% Neutral
100	17% Disagree
61	11% Strongly disagree

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

561	98%
21	4% Strongly agree
141	25% Agree
211	37% Neutral
127	22% Disagree
61	11% Strongly disagree

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

560	98%
128	22% Strongly agree
267	47% Agree
99	17% Neutral
56	10% Disagree
10	2% Strongly disagree

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

562	98%
442	77% Yes
90	16% No
30	5% Not sure

Please rate your feelings toward the UFF-FSU Chapter:

563	98%
253	44% Very positive
174	30% Somewhat positive
81	14% Neutral
35	6% Somewhat negative
12	2% Very negative
8	1% Not sure

Which of the following web applications are used by your department/unit to maintain a digital

556	97%
32	6% Academic Analytics
54	9% Digital Measures
403	70% FEAS (Faculty Expertise and Advancement System)
140	24% Don't Know
14	2% Other (describe below)

Name of other web application:

15	3%
1	0% Excel file
1	0% Paper records
1	0% Internal evaluation rubric
1	0% I believe no web applications are used.
1	0% As chair, I don't use web applications to evaluate faculty
1	0% SPCI
1	0% LibApps
1	0% None
1	0% None
1	0% Excel forms yearly
1	0% LibInsight
1	0% ORCID
3	1% Canvas

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

538	94%
16	3% Very Satisfied
112	20% Satisfied
291	51% Neutral
85	15% Dissatisfied
34	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?

550	96%
95	17% Yes
345	60% No
110	19% Not sure/do not know

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

552	97%
303	53% Very important
204	36% Moderately important
32	6% Not very important
13	2% Not important at all

Administrator Evaluations:

President John Thrasher's job performance has been:

554	97%
156	27% Outstanding
267	47% Good
74	13% Fair
13	2% Poor
4	1% Unacceptable
40	7% Not sure

Provost Sally McRorie's job performance has been:

551	96%
110	19% Outstanding
210	37% Good
96	17% Fair
38	7% Poor
8	1% Unacceptable
89	16% Not sure

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

554	97%
111	19% Outstanding
180	31% Good
83	15% Fair
22	4% Poor
9	2% Unacceptable
149	26% Not sure

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

560	98%
156	27% Outstanding
198	35% Good
103	18% Fair
49	9% Poor
21	4% Unacceptable
33	6% Not sure

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

553	97%
188	33% Outstanding
196	34% Good
71	12% Fair
48	8% Poor
36	6% Unacceptable
14	2% Not sure

Professional Work Climate:

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

563	98%
87	15% Strongly agree
264	46% Agree
115	20% Neutral
62	11% Disagree
35	6% Strongly disagree

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

560	98%
121	21% Strongly agree
227	40% Agree
85	15% Neutral
68	12% Disagree
51	9% Strongly disagree
8	1% Not applicable

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

562	98%
25	4% Strongly agree
133	23% Agree
156	27% Neutral
165	29% Disagree
83	15% Strongly disagree

Merit assessment procedures in my department/unit are fair.

560	98%
55	10% Strongly agree
200	35% Agree
183	32% Neutral
79	14% Disagree
43	8% Strongly disagree

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

550	96%
	0% Does not meet FSU's high expectations
1	0% Official concern
116	20% Meets FSU's high expectations
273	48% Exceeds FSU's high expectations
160	28% Substantially exceeds FSU's high expectations

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

555	97%
112	20% Yes
443	77% No

Do you plan to actively seek alternative (non-FSU) employment during the 2020-21 academic year?

557	97%
144	25% Yes
278	49% No
135	24% Not sure

What is your position classification?

513	90%
155	27% Professor
87	15% Associate Professor
100	17% Assistant Professor
4	1% Eminent Scholar
3	1% University Librarian
7	1% Associate University Librarian

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9	2% Assistant University Librarian
34	6% Teaching Faculty I
16	3% Teaching Faculty II
28	5% Teaching Faculty III
3	1% Instructional Specialist I
3	1% Instructional Specialist II
2	0% Instructional Specialist III
7	1% Research Faculty I
7	1% Research Faculty II
6	1% Research Faculty III
1	0% Specialist, Computer Research
	0% Specialist, Music
	0% Childcare Specialist
	0% Curator
	0% Associate Curator
2	0% Assistant Curator
9	2% Senior Research Associate
6	1% Associate in Research
6	1% Assistant in Research
4	1% University School Instructor
2	0% University School Assistant Professor
2	0% University School Associate Professor
1	0% University School Professor
9	2% Other

My assigned duties involve:

557	97%
97	17% Mostly research
123	22% Mostly teaching
62	11% Mostly service
216	38% About an even balance of teaching and research, with some service
56	10% A diverse combination with no area dominant
3	1% Not sure

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

549	96%
260	45% Yes
271	47% No
18	3% Not sure

Are you in a tenured or tenure-earning position?

554	97%
371	65% Yes
180	31% No
3	1% Not sure

Which of the following best describes your normal annual appointment?

556	97%
417	73% 9-month contract
119	21% 12-month contract
18	3% Other
2	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.

476	83%
6	1% Accounting
1	0% Advanced Power Systems (Ctr for)
2	0% Anthropology
13	2% Art
6	1% Art Education
7	1% Art History
2	0% Askew School of Public Administration and Policy
12	2% Biological Science
1	0% Business Analytics, Information Systems and Supply Chain
3	1% Chemical and Biomedical Engineering
8	1% Chemistry and Biochemistry
2	0% Civil and Environmental Engineering
2	0% Classics
11	2% Communication
4	1% Communication Science & Disorders
5	1% Computer Science
4	1% Criminology and Criminal Justice (all areas)
6	1% Dance
3	1% Dedman School of Hospitality
1	0% Distance Learning
20	3% Earth, Ocean, and Atmospheric Science
8	1% Economics
5	1% Educational Leadership and Policy Studies
7	1% Educational Psychology and Learning Systems
2	0% Electrical and Computer Engineering
1	0% Emergency Management and Homeland Security
24	4% English
1	0% Entrepreneurship

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10	2% Family and Child Sciences
1	0% Finance
12	2% FSUS (all areas)
3	1% Geography
9	2% History
1	0% Industrial and Manufacturing Engineering
8	1% Information
2	0% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
6	1% Interior Design
5	1% Learning Systems Institute
18	3% Magnet Lab (NHMFL)
5	1% Management
8	1% Marketing
15	3% Mathematics
4	1% Mechanical Engineering
17	3% Modern Languages and Linguistics
1	0% Molecular Biophysics
2	0% Motion Picture Arts (Film)
24	4% Music (all areas)
2	0% National High Magnetic Field Lab
10	2% Nursing (all areas)
4	1% Nutrition, Food, and Exercise Sciences
1	0% Ocean & Atmospheric Prediction (Ctr)
1	0% Office of Distance Learning
3	1% Panama City (all areas)
5	1% Philosophy
13	2% Physics
2	0% Political Science
1	0% Prevention and Early Intervention (Ctr for)
11	2% Psychology
4	1% Public Administration
2	0% Reading Research (Center of)
2	0% Religion
1	0% Retail Merchandising and Product Development
4	1% Risk Management/Insurance, Real Estate and Legal Studies
3	1% Scientific Computing
9	2% Social Work
13	2% Sociology
2	0% Sport Management
8	1% Statistics
11	2% Teacher Education
8	1% Theatre
4	1% Undergraduate Studies

17	3% University Libraries
3	1% Urban and Regional Planning
17	3% Other