

UFF-FSU Spring 2022 Faculty Poll Results

Total Entries: 581

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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

534	92% <i>534 faculty members, or 92% of responding faculty, answered this question.</i>
173	30% Arts & Sciences
35	6% Business
2	0% Center for Advanced Power Systems
36	6% Communication & Information
8	1% Criminology and Criminal Justice
6	1% Dedman College of Hospitality
29	5% Education
16	3% Engineering
32	6% Fine Arts
12	2% Human Sciences
1	0% Intensive English Studies (Center for)
1	0% Jim Moran College of Entrepreneurship
1	0% Jim Moran Institute
3	1% Learning Systems Institute
28	5% Mag Lab (NHMFL)
2	0% Motion Picture Arts (Film)
22	4% Music
7	1% Nursing
2	0% Office of Distance Learning
12	2% Panama City Campus (all areas)
3	1% Science & Public Affairs (Inst for)
47	8% Social Sciences and Public Policy
14	2% Social Work
7	1% Undergraduate Studies
22	4% University Libraries
1	0% University School (FSUS)
12	2% 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.

578	99%
510	88% Across-the-board raises for cost-of-living increases
330	57% Adjustments to address market inequities, compression, and inversion
77	13% Discretionary increases based on administrator judgment
309	53% Merit raises based on annual performance and departmental procedures
62	11% One-time annual bonuses
6	1% Other

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

578	99%
367	63% Keeping up with the cost of living
84	14% Providing incentives for recent meritorious job performance
127	22% Correcting existing salary inequities, including compression and inversion

What is the minimum across the board salary increase that will allow you to ratify the contract?

562	97%
12	2% 0%
16	3% 1%
50	9% 2%
148	25% 3%
77	13% ≥4%
259	45% The current rate of inflation

Non-salary Bargaining Priorities:

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

To prevent administration overreach in determining whether a faculty member's non-work activities

566	97%
58	10% None
122	21% A little
191	33% Some
131	23% A lot
64	11% All it can

To require a just cause or similar standard for non-renewal, such that non-renewal only be for good reason?

562	97%
41	7% None
64	11% A little
177	30% Some
187	32% A lot
93	16% All it can

To allow a faculty member to take paid parental leave for up to two children?

567	98%
49	8% None
81	14% A little
169	29% Some
174	30% A lot
94	16% All it can

To extend parental leave to include care for parents or other family members?

568	98%
47	8% None
78	13% A little
180	31% Some
167	29% A lot
96	17% All it can

To improve health care benefits?

565	97%
92	16% None
113	19% A little
204	35% Some
92	16% A lot
64	11% All it can

To improve retirement benefits?

563	97%
53	9% None
78	13% A little
178	31% Some
145	25% A lot
109	19% All it can

Legislative Issues:

Please share your opinion regarding the following issues:

Legislation that would allow university presidential searches to be conducted in secret.

567	98%
8	1% Strongly support
39	7% Support
69	12% No opinion
127	22% Oppose
324	56% Strongly oppose

Legislation that prohibits any speech in the classroom that "might make students uncomfortable" because of racial, LGBTQ+, or other issues that speech might engender.

567	98%
10	2% Strongly support
20	3% Support
46	8% No opinion
71	12% Oppose
420	72% Strongly oppose

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

568	98%
13	2% Strongly support
14	2% Support
24	4% No opinion
32	6% Oppose
485	83% 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.

564	97%
8	1% Strongly support
6	1% Support
42	7% No opinion
79	14% Oppose
429	74% Strongly oppose

Legislation that would require union members to annually reauthorize payroll dues deduction.

564	97%
17	3% Strongly support
31	5% Support
144	25% No opinion
111	19% Oppose
261	45% Strongly oppose

Legislation passed last session requiring 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.

559	96%
16	3% Strongly support
41	7% Support
132	23% No opinion
80	14% Oppose
290	50% Strongly oppose

General Survey Questions:

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

564	97%
14	2% Strongly agree
203	35% Agree
185	32% Neutral
119	20% Disagree
43	7% Strongly disagree

Faculty morale is high at FSU.

562	97%
10	2% Strongly agree
125	22% Agree
195	34% Neutral
171	29% Disagree
61	10% Strongly disagree

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

557	96%
45	8% Strongly agree
161	28% Agree
178	31% Neutral
116	20% Disagree
57	10% Strongly disagree

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

559	96%
62	11% Strongly agree
199	34% Agree
165	28% Neutral
86	15% Disagree
47	8% Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

565	97%
200	34% Strongly agree
175	30% Agree
151	26% Neutral
32	6% Disagree
7	1% Strongly disagree

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

565	97%
49	8% Strongly agree
190	33% Agree
96	17% Neutral
134	23% Disagree
96	17% Strongly disagree

I worry that the condition of the building(s) I work in may adversely affect my health.

566	97%
63	11% Strongly agree
150	26% Agree
128	22% Neutral
136	23% Disagree
65	11% Strongly disagree
24	4% Not sure

The FSU Administration is doing a good job in dealing with health issues arising from the condition and environment of campus buildings.

565	97%
11	2% Strongly agree
100	17% Agree
187	32% Neutral
124	21% Disagree
76	13% Strongly disagree
67	12% Not sure

Faculty and staff parking is satisfactory at FSU.

565	97%
32	6% Strongly agree
171	29% Agree
149	26% Neutral
123	21% Disagree
90	15% Strongly disagree

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

560	96%
52	9% Strongly agree
233	40% Agree
177	30% Neutral
76	13% Disagree
22	4% Strongly disagree

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

560	96%
93	16% Strongly agree
302	52% Agree
137	24% Neutral
22	4% Disagree
6	1% Strongly disagree

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

561	97%
24	4% Strongly agree
169	29% Agree
100	17% Neutral
162	28% Disagree
72	12% Strongly disagree
34	6% Not applicable

I can give sufficient time to my students.

564	97%
31	5% Strongly agree
251	43% Agree
86	15% Neutral
109	19% Disagree
23	4% Strongly disagree
64	11% Not applicable

Teaching assignments in my department/unit are done equitably.

562	97%
70	12% Strongly agree
206	35% Agree
96	17% Neutral
74	13% Disagree
43	7% Strongly disagree
73	13% Not applicable

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

560	96%
99	17% Strongly agree
197	34% Agree
182	31% Neutral
71	12% Disagree
11	2% Strongly disagree

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

560	96%
18	3% Strongly agree
138	24% Agree
212	36% Neutral
128	22% Disagree
64	11% Strongly disagree

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

560	96%
132	23% Strongly agree
287	49% Agree
92	16% Neutral
41	7% Disagree
8	1% Strongly disagree

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

562	97%
312	54% Yes
39	7% No
22	4% Not sure
189	33% I am already a member

Please rate your feelings toward the UFF-FSU Chapter:

565	97%
249	43% Very positive
183	31% Somewhat positive
82	14% Neutral
31	5% Somewhat negative
10	2% Very negative
10	2% Not sure

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?

562	97%
107	18% Yes
328	56% No
127	22% Not sure/do not know

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

560	96%
289	50% Very important
224	39% Moderately important
38	7% Not very important
9	2% Not important at all

FSU helps faculty prepare and submit their research proposals.

558	96%
44	8% Strongly agree
180	31% Agree
133	23% Neutral
74	13% Disagree
29	5% Strongly disagree
98	17% No opinion

FSU facilitates commercializing inventions derived from faculty research projects.

551	95%
10	2% Strongly agree
82	14% Agree
121	21% Neutral
14	2% Disagree
10	2% Strongly disagree
314	54% No opinion

In comparison to other institutions with which I have experience, FSU research infrastructure is:

557	96%
30	5% Substantially better
68	12% Somewhat better
114	20% About the same
107	18% Somewhat worse
61	10% Substantially worse
32	6% Does not apply
145	25% No opinion

Administrator Evaluations:

President Rick McCullough's performance has been:

561	97%
35	6% Outstanding
173	30% Good
87	15% Fair
24	4% Poor
9	2% Unacceptable
233	40% Not sure

Provost Jim Clark's job performance has been:

553	95%
42	7% Outstanding
101	17% Good
44	8% Fair
11	2% Poor
2	0% Unacceptable
353	61% Not sure

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

559	96%
91	16% Outstanding
197	34% Good
77	13% Fair
22	4% Poor
13	2% Unacceptable
159	27% Not sure

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

559	96%
142	24% Outstanding
232	40% Good
104	18% Fair
32	6% Poor
23	4% Unacceptable
26	4% Not sure

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

553	95%
198	34% Outstanding
190	33% Good
74	13% Fair
39	7% Poor
31	5% Unacceptable
21	4% Not sure

Professional Work Climate:

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

561	97%
82	14% Strongly agree
260	45% Agree
134	23% Neutral
66	11% Disagree
19	3% Strongly disagree

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

560	96%
125	22% Strongly agree
215	37% Agree
78	13% Neutral
81	14% Disagree
40	7% Strongly disagree
21	4% Not applicable

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

562	97%
23	4% Strongly agree
131	23% Agree
141	24% Neutral
176	30% Disagree
91	16% Strongly disagree

Merit assessment procedures in my department/unit are fair.

559	96%
53	9% Strongly agree
196	34% Agree
188	32% Neutral
78	13% Disagree
44	8% Strongly disagree

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

559	96%	
	0%	Does not meet FSU's high expectations
	0%	Official concern
109	19%	Meets FSU's high expectations
275	47%	Exceeds FSU's high expectations
175	30%	Substantially exceeds FSU's high expectations

Did you actively seek alternative (non-FSU) employment during the 2021-22 academic year?

557	96%	
127	22%	Yes
430	74%	No

Do you plan to actively seek alternative (non-FSU) employment during the 2022-23 academic year?

560	96%	
126	22%	Yes
271	47%	No
163	28%	Not sure

What is your position classification?

523	90%	
136	23%	Professor
117	20%	Associate Professor
68	12%	Assistant Professor
2	0%	Eminent Scholar
8	1%	University Librarian
8	1%	Associate University Librarian
10	2%	Assistant University Librarian
37	6%	Teaching Faculty I
27	5%	Teaching Faculty II
33	6%	Teaching Faculty III
7	1%	Instructional Specialist I
6	1%	Instructional Specialist II
2	0%	Instructional Specialist III
5	1%	Research Faculty I
9	2%	Research Faculty II
18	3%	Research Faculty III
1	0%	Specialist, Computer Research
	0%	Specialist, Music
3	1%	Childcare Specialist
	0%	Curator
	0%	Associate Curator
2	0%	Assistant Curator
5	1%	Senior Research Associate
7	1%	Associate in Research
6	1%	Assistant in Research
	0%	University School Instructor

	0%	University School Assistant Professor
	0%	University School Associate Professor
	0%	University School Professor
6	1%	Other

My assigned duties involve:

563	97%	
116	20%	Mostly research
133	23%	Mostly teaching
60	10%	Mostly service
195	34%	About an even balance of teaching and research, with some service
57	10%	A diverse combination with no area dominant
2	0%	Not sure

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

557	96%	
258	44%	Yes
269	46%	No
30	5%	Not sure

Are you in a tenured or tenure-earning position?

557	96%	
344	59%	Yes
211	36%	No
2	0%	Not sure

Which of the following best describes your normal annual appointment?

559	96%	
395	68%	9-month contract
159	27%	12-month contract
4	1%	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.

487	84%	
7	1%	Accounting
2	0%	Advanced Power Systems (Ctr for)
4	1%	Anthropology
6	1%	Art
5	1%	Art Education
8	1%	Art History
2	0%	Askew School of Public Administration and Policy
20	3%	Biological Science
2	0%	Business Analytics, Information Systems and Supply Chain
2	0%	Chemical and Biomedical Engineering

6	1% Chemistry and Biochemistry
3	1% Civil and Environmental Engineering
2	0% Classics
15	3% Communication
11	2% Communication Science & Disorders
9	2% Computer Science
7	1% Criminology and Criminal Justice (all areas)
6	1% Dance
6	1% Dedman College of Hospitality
	0% Distance Learning
11	2% Earth, Ocean, and Atmospheric Science
9	2% Economics
4	1% Educational Leadership and Policy Studies
13	2% Educational Psychology and Learning Systems
2	0% Electrical and Computer Engineering
	0% Emergency Management and Homeland Security
11	2% English
6	1% Family and Child Sciences
5	1% Finance
1	0% FSUS (all areas)
3	1% Geography
13	2% History
	0% Industrial and Manufacturing Engineering
9	2% Information
1	0% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
4	1% Interior Design
2	0% Jim Moran College of Entrepreneurship
	0% Jim Moran Institute
3	1% Learning Systems Institute
28	6% Magnet Lab (NHMFL)
5	1% Management
7	1% Marketing
17	3% Mathematics
7	1% Mechanical Engineering
15	3% Modern Languages and Linguistics
	0% Molecular Biophysics
1	0% Motion Picture Arts (Film)
21	4% Music (all areas)
8	1% Nursing (all areas)
3	1% Nutrition, Food, and Exercise Sciences
	0% Ocean & Atmospheric Prediction (Ctr)
3	1% Office of Distance Learning
7	1% Panama City (all areas)
7	1% Philosophy
16	3% Physics
6	1% Political Science

	0% Prevention and Early Intervention (Ctr for)
13	2% Psychology
4	1% Public Administration
2	0% Reading Research (Center for)
2	0% Religion
2	0% Risk Management/Insurance, Real Estate and Legal Studies
2	0% Scientific Computing
15	3% Social Work
10	2% Sociology
1	0% Sport Management
2	0% Statistics
6	1% Teacher Education
7	1% Theatre
7	1% Undergraduate Studies
22	4% University Libraries
3	1% Urban and Regional Planning
17	3% Other

COVID-19 Questions

Do you feel comfortable teaching face-to-face under current parameters?

556	96%
295	51% Yes
157	27% No
42	7% Not sure
62	11% Does not apply

How do you feel about FSU's response to the COVID crisis?

559	96%
61	10% Strongly approve
210	36% Approve
90	15% Not sure
130	22% Disapprove
56	10% Strongly disapprove
12	2% No opinion

FSU administration has kept faculty informed about COVID issues in a timely manner.

556	96%
97	17% Strongly agree
267	46% Agree
90	15% Neither agree nor disagree
70	12% Disagree
24	4% Strongly disagree
8	1% No opinion

To what extent has the COVID pandemic affected your progress toward tenure or promotion?

558	96%
2	0% Very positive effect
10	2% Small positive effect
143	25% Not at all
124	21% Small negative effect
74	13% Very negative effect
205	35% Does not apply

My building is ventilated well enough so that I believe I am reasonably safe from COVID-19 transmission.

558	96%
60	10% Strongly agree
161	28% Agree
124	21% Neither agree nor disagree
94	16% Disagree
58	10% Strongly disagree
61	10% Not sure

The University's statement of expectations about mask-wearing has been adequate, given the COVID situation.

556	96%
46	8% Strongly agree
142	24% Agree
84	14% Neither agree nor disagree
133	23% Disagree
142	24% Strongly disagree
9	2% Not sure

Since the hiring of President McCullough, the University administration's response in permitting faculty to work remotely during the COVID pandemic has been reasonable.

555	96%
46	8% Strongly agree
225	39% Agree
98	17% Neither agree nor disagree
46	8% Disagree
27	5% Strongly disagree
113	19% Not sure

Thank you for completing the basic FSU Faculty Poll for Spring 2022.