

UFF-FSU Spring 2023 Faculty Poll Results

Total Responses: 663

The spring semester is when the UFF-FSU engages in bargaining and legislative activities. We value the input of all FSU faculty, UFF members and non-members alike.

Please indicate your primary College/Unit

607	92%	<i>Editor's note: 607, or 92% of all respondents answered this question.</i>
206	31%	Arts & Sciences
35	5%	Business
2	0%	Center for Advanced Power Systems
36	5%	Communication & Information
10	2%	Criminology and Criminal Justice
1	0%	Dedman College of Hospitality
32	5%	Education
22	3%	Engineering
34	5%	Fine Arts
13	2%	Health and Human Sciences
1	0%	Intensive English Studies (Center for)
4	1%	Jim Moran College of Entrepreneurship
	0%	Jim Moran Institute
5	1%	Learning Systems Institute
27	4%	Mag Lab (NHMFL)
7	1%	Motion Picture Arts (Film)
33	5%	Music
10	2%	Nursing
3	0%	Office of Distance Learning
13	2%	Panama City Campus (all areas)
8	1%	Science & Public Affairs (Inst for)
44	7%	Social Sciences and Public Policy
17	3%	Social Work
5	1%	Undergraduate Studies
23	3%	University Libraries
1	0%	University School (FSUS)
15	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.

660	100%	
585	88%	Across-the-board raises for cost-of-living increases
381	57%	Adjustments to address market inequities, compression, and inversion
64	10%	Discretionary increases based on administrator judgment
350	53%	Merit raises based on annual performance and departmental procedures
74	11%	One-time annual bonuses
3	0%	Other

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

655	99%	
417	63%	Keeping up with the cost of living
99	15%	Providing incentives for recent meritorious job performance
139	21%	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?

649	98%	
11	2%	0%
13	2%	1%
54	8%	2%
133	20%	3%
73	11%	4%
101	15%	5% or more
264	40%	The current rate of inflation

Should annual merit increases be based mainly on peer recommendations, or mainly on deans' discretion?

655	99%	
367	55%	Mainly on peer recommendations
83	13%	Mainly on deans' discretion
205	31%	Not sure

Non-Salary Bargaining Priorities

Collective bargaining this year will be limited to salary unless otherwise agreed by the UFF faculty and FSU Trustees (BOT) bargaining teams. You are welcome to comment on non-salary or salary concerns below.

Do you have any comments on bargaining priorities?

115 17%

Legislative Issues

UFF-FSU engages the Florida Legislature to protect faculty rights and interests. Please share your opinion regarding the following issues:

Legislation to eliminate or defund university equity, diversity, and inclusion (DEI) or critical race theory (CRT) initiatives, teaching, or research.

649	98%	
19	3%	Strongly support
33	5%	Support
57	9%	No opinion
82	12%	Oppose
458	69%	Strongly oppose

Legislation requiring that instruction be restricted in scope to government-mandated views of what constitutes Western Civilization.

649	98%	
4	1%	Strongly support
14	2%	Support
40	6%	No opinion
67	10%	Oppose
524	79%	Strongly oppose

Legislation removing faculty input from faculty hiring decisions.

652	98%	
2	0%	Strongly support
1	0%	Support
8	1%	No opinion
53	8%	Oppose
588	89%	Strongly oppose

Legislation requiring a new process of post-tenure review of tenured faculty.

649	98%	
17	3%	Strongly support
36	5%	Support
81	12%	No opinion
143	22%	Oppose
372	56%	Strongly oppose

Legislation requiring an administrator- or trustee-driven review of tenured faculty at any time without due process.

651	98%	
1	0%	Strongly support
9	1%	Support
21	3%	No opinion
88	13%	Oppose
532	80%	Strongly oppose

Legislation that would require public sector unions such as UFF to have 60% dues-paying membership or be decertified, meaning FSU would no longer be required to bargain with the UFF-FSU faculty bargaining team.

652	98%	
6	1%	Strongly support
11	2%	Support
32	5%	No opinion
76	11%	Oppose
527	79%	Strongly oppose

Legislation that would prohibit union members from authorizing payroll dues deduction.

649	98%	
7	1%	Strongly support
10	2%	Support
79	12%	No opinion
101	15%	Oppose
452	68%	Strongly oppose

Do you have additional comments regarding legislative issues?

96	14%	
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General Survey Questions:

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

651	98%	
27	4%	Strongly agree
202	30%	Agree
165	25%	Neutral
170	26%	Disagree
87	13%	Strongly disagree

Faculty morale is high at FSU.

649	98%	
17	3%	Strongly agree
104	16%	Agree
174	26%	Neutral
215	32%	Disagree
139	21%	Strongly disagree

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

647	98%	
32	5%	Strongly agree
170	26%	Agree
218	33%	Neutral
95	14%	Disagree
45	7%	Strongly disagree
87	13%	Not sure

The FSU administration advocates for faculty rights to our trustees, the Board of Governors, and the Florida Legislature.

640	97%	
22	3%	Strongly agree
155	23%	Agree
254	38%	Neutral
142	21%	Disagree
67	10%	Strongly disagree

Faculty and staff parking is satisfactory at FSU.

648	98%	
46	7%	Strongly agree
215	32%	Agree
168	25%	Neutral
142	21%	Disagree
77	12%	Strongly disagree

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

643	97%	
33	5%	Strongly agree
174	26%	Agree
233	35%	Neutral
148	22%	Disagree
55	8%	Strongly disagree

Administrator Evaluations

President Rick McCullough's performance has been:

633	95%	
63	10%	Outstanding
217	33%	Good
155	23%	Fair
41	6%	Poor
11	2%	Unacceptable
146	22%	Not sure

Provost Jim Clark's job performance has been:

628	95%	
64	10%	Outstanding
203	31%	Good
101	15%	Fair
30	5%	Poor
9	1%	Unacceptable
221	33%	Not sure

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

637	96%	
115	17%	Outstanding
231	35%	Good
69	10%	Fair
26	4%	Poor
16	2%	Unacceptable
180	27%	Not sure

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

640	97%	
167	25%	Outstanding
258	39%	Good
108	16%	Fair
41	6%	Poor
22	3%	Unacceptable
44	7%	Not sure

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

633	95%	
241	36%	Outstanding
205	31%	Good
81	12%	Fair
44	7%	Poor
39	6%	Unacceptable
23	3%	Not sure

Professional Work Climate

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

641	97%	
101	15%	Strongly agree
258	39%	Agree
142	21%	Neutral
99	15%	Disagree
41	6%	Strongly disagree

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

637	96%	
131	20%	Strongly agree
261	39%	Agree
95	14%	Neutral
73	11%	Disagree
63	10%	Strongly disagree
14	2%	Not applicable

How concerned are you about the possibility of the erosion of academic freedom at FSU?

642	97%	
454	68%	Very concerned
97	15%	Moderately concerned
66	10%	A little concerned
17	3%	Not at all concerned
8	1%	Not sure

How concerned are your colleagues about the possibility of the erosion of academic freedom at FSU?

642	97%	
385	58%	Very concerned
114	17%	Moderately concerned
41	6%	A little concerned
7	1%	Not at all concerned
95	14%	Not sure

Merit assessment procedures in my department/unit are fair.

639	96%	
92	14%	Strongly agree
294	44%	Agree
148	22%	Neutral
77	12%	Disagree
28	4%	Strongly disagree

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

638	96%	
2	0%	Does not meet FSU's high expectations
2	0%	Official concern
123	19%	Meets FSU's high expectations
314	47%	Exceeds FSU's high expectations
197	30%	Substantially exceeds FSU's high expectations

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

637	96%	
158	24%	Yes
479	72%	No

Do you plan to actively seek alternative (non-FSU) employment during the 2023-24 academic year?

644	97%	
212	32%	Yes
231	35%	No
201	30%	Not sure

If you plan to seek alternative employment, what factors are motivating you to do so?

252	38%
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How difficult is it for your unit to hire faculty for vacant positions in your area?

644	97%	
112	17%	Very difficult
274	41%	Somewhat difficult
115	17%	Not very difficult
51	8%	Not difficult at all
71	11%	Not sure
21	3%	Not applicable

If hiring faculty in your area is difficult, what factors are causing that difficulty?

235	35%
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What is your position classification?

575	87%	
136	21%	Professor
129	19%	Associate Professor
80	12%	Assistant Professor
3	0%	Eminent Scholar
7	1%	University Librarian
10	2%	Associate University Librarian
8	1%	Assistant University Librarian
38	6%	Teaching Faculty I
27	4%	Teaching Faculty II
34	5%	Teaching Faculty III
10	2%	Instructional Specialist I
5	1%	Instructional Specialist II
4	1%	Instructional Specialist III
11	2%	Research Faculty I
10	2%	Research Faculty II

21	3%	Research Faculty III
4	1%	Specialist, Computer Research
	0%	Specialist, Music
	0%	Childcare Specialist
	0%	Curator
2	0%	Associate Curator
	0%	Assistant Curator
9	1%	Senior Research Associate
11	2%	Associate in Research
9	1%	Assistant in Research
1	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:

631	95%	
142	21%	Mostly research
145	22%	Mostly teaching
75	11%	Mostly service
215	32%	About an even balance of teaching and research, with some service
54	8%	A diverse combination with no area dominant
	0%	Not sure

Are you in a tenured or tenure-earning position?

634	96%	
384	58%	Yes
242	37%	No
8	1%	Not sure

Which of the following best describes your normal annual appointment?

634	96%	
432	65%	9-month contract
193	29%	12-month contract
7	1%	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.

545	82%	
7	1%	Accounting
2	0%	Advanced Power Systems (Ctr for)
5	1%	Anthropology
6	1%	Art
6	1%	Art Education
4	1%	Art History
1	0%	Askew School of Public Administration and Policy
21	3%	Biological Science
3	0%	Business Analytics, Information Systems and Supply Chain
1	0%	Chemical and Biomedical Engineering
8	1%	Chemistry and Biochemistry
2	0%	Civil and Environmental Engineering
4	1%	Classics
13	2%	Communication
7	1%	Communication Science & Disorders
6	1%	Computer Science
7	1%	Criminology and Criminal Justice (all areas)
9	1%	Dance
2	0%	Dedman College of Hospitality
1	0%	Distance Learning
16	2%	Earth, Ocean, and Atmospheric Science
8	1%	Economics
6	1%	Educational Leadership and Policy Studies
6	1%	Educational Psychology and Learning Systems
3	0%	Electrical and Computer Engineering
	0%	Emergency Management and Homeland Security
14	2%	English
5	1%	Human Development & Family Science
3	0%	Finance
1	0%	FSUS (all areas)
5	1%	Geography
18	3%	History
4	1%	Industrial and Manufacturing Engineering
13	2%	Information
5	1%	Institute of Science and Public Affairs
1	0%	Intensive English Studies (Center for)
2	0%	Interior Design
4	1%	Jim Moran College of Entrepreneurship
	0%	Jim Moran Institute
5	1%	Learning Systems Institute

27	4%	Magnet Lab (NHMFL)
4	1%	Management
4	1%	Marketing
9	1%	Mathematics
5	1%	Mechanical Engineering
20	3%	Modern Languages and Linguistics
2	0%	Molecular Biophysics
7	1%	Motion Picture Arts (Film)
32	5%	Music (all areas)
5	1%	National High Magnetic Field Lab
11	2%	Nursing (all areas)
5	1%	Nutrition & Integrative Physiology
	0%	Ocean & Atmospheric Prediction (Ctr)
2	0%	Office of Distance Learning
11	2%	Panama City (all areas)
8	1%	Philosophy
17	3%	Physics
6	1%	Political Science
3	0%	Prevention and Early Intervention (Ctr for)
9	1%	Psychology
4	1%	Public Administration
2	0%	Reading Research (Center of)
4	1%	Religion
2	0%	Risk Management/Insurance, Real Estate and Legal Studies
2	0%	Scientific Computing
16	2%	Social Work
7	1%	Sociology
4	1%	Sport Management
3	0%	Statistics
13	2%	Teacher Education
6	1%	Theatre
7	1%	Undergraduate Studies
21	3%	University Libraries
6	1%	Urban and Regional Planning
27	4%	Other

Please rate your feelings toward the UFF-FSU Chapter:

634	96%	
341	51%	Very positive
170	26%	Somewhat positive
67	10%	Neutral
34	5%	Somewhat negative
6	1%	Very negative
16	2%	Not sure

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

632	95%	
332	50%	Yes
51	8%	No
12	2%	Not sure
237	36%	I am already a member

Do you have any comments on anything else that concerns you as an FSU faculty member?

71	11%	
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Thank you for completing the basic FSU Faculty Poll for Spring Semester 2023.