

## UFF-FSU Spring 2024 Faculty Poll

Total Participants: 641

Please indicate your primary College/Unit

593	93%	<i>Note: For all items, the first number and percentage show how many participants responded. All percentages are relative to the total number of participants (641).</i>
194	30%	Arts & Sciences
31	5%	Business
1	0%	Center for Advanced Power Systems
27	4%	Communication & Information
5	1%	Criminology and Criminal Justice
1	0%	Dedman College of Hospitality
56	9%	Education, Health, & Human Sciences
21	3%	Engineering
39	6%	Fine Arts
1	0%	Intensive English Studies (Center for)
3	0%	Jim Moran College of Entrepreneurship
	0%	Jim Moran Institute
6	1%	Learning Systems Institute
25	4%	Mag Lab (NHMFL)
2	0%	Motion Picture Arts (Film)
38	6%	Music
11	2%	Nursing
2	0%	Office of Distance Learning
12	2%	Panama City Campus (all areas)
5	1%	Science & Public Affairs (Inst for)
54	8%	Social Sciences and Public Policy
10	2%	Social Work
7	1%	Undergraduate Studies
26	4%	University Libraries
	0%	University School (FSUS)
16	2%	Other (not listed above)

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.

638	100%	
587	92%	Across-the-board raises for cost-of-living increases
377	59%	Adjustments to address market inequities, compression, and inversion
73	11%	Discretionary increases based on administrator judgment
333	52%	Merit raises based on annual performance and departmental procedures
57	9%	One-time annual bonuses
5	1%	Other

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

634	99%	
415	65%	Keeping up with the cost of living
84	13%	Providing incentives for recent meritorious job performance
135	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?

628	98%	
11	2%	0%
12	2%	1%
35	5%	2%
155	24%	3%
101	16%	4%
105	16%	5% or more
209	33%	The current rate of inflation

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

630	98%	
384	60%	Mainly on peer recommendations
64	10%	Mainly on deans' discretion
182	28%	Not sure

### **Legislative and Regulatory Issues:**

UFF-FSU engages the Florida Legislature and other authorities such as the Board of Governors to protect faculty rights and interests. Please share your opinion regarding the following issues:

In terms of doing my job well, recent Florida legislation or regulation has made it:

634	99%	
5	1%	Much easier
3	0%	Somewhat easier
91	14%	Had little or no effect
239	37%	Somewhat harder
267	42%	Much harder
29	5%	Not sure or does not apply

Recent Florida legislation or regulation makes it easier to secure grants and other external funding.

631	98%
3	0% Strongly agree
10	2% Agree
144	22% Neither agree nor disagree
144	22% Disagree
177	28% Strongly disagree
153	24% Does not apply

Recent Florida legislation or regulation makes it easier to teach my students what they should know.

633	99%
3	0% Strongly agree
18	3% Agree
121	19% Neither agree nor disagree
154	24% Disagree
254	40% Strongly disagree
83	13% Does not apply

Recent Florida legislation or regulation makes it easier for me to conduct important research.

632	99%
3	0% Strongly agree
8	1% Agree
163	25% Neither agree nor disagree
185	29% Disagree
176	27% Strongly disagree
97	15% Does not apply

Recent Florida legislation or regulation makes it easier for me to provide useful service to Florida citizens or organizations.

632	99%
5	1% Strongly agree
16	2% Agree
160	25% Neither agree nor disagree
182	28% Disagree
188	29% Strongly disagree
81	13% Does not apply

Recent Florida legislation or regulation makes it easier to recruit top students and faculty.

631	98%
17	3% Strongly agree
17	3% Agree
51	8% Neither agree nor disagree
87	14% Disagree
436	68% Strongly disagree
23	4% Does not apply

Recent Florida legislation or regulation on unions, curriculum, tenure, diversity, equity, or inclusion makes FSU a better university.

635	99%
15	2% Strongly agree
19	3% Agree
51	8% Neither agree nor disagree
67	10% Disagree
475	74% Strongly disagree
8	1% Does not apply

### General Survey Questions:

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

633	99%
23	4% Strongly agree
167	26% Agree
175	27% Neutral
208	32% Disagree
60	9% Strongly disagree

Faculty morale is high at FSU.

632	99%
10	2% Strongly agree
109	17% Agree
158	25% Neutral
260	41% Disagree
95	15% Strongly disagree

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

629	98%
18	3% Strongly agree
137	21% Agree
187	29% Neutral
120	19% Disagree
47	7% Strongly disagree
120	19% Not sure

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

627	98%
14	2% Strongly agree
148	23% Agree
237	37% Neutral
157	24% Disagree
71	11% Strongly disagree

Faculty and staff parking is satisfactory at FSU.

629	98%
32	5% Strongly agree
143	22% Agree
168	26% Neutral
165	26% Disagree
121	19% Strongly disagree

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

628	98%
21	3% Strongly agree
147	23% Agree
233	36% Neutral
164	26% Disagree
63	10% Strongly disagree

**Administrator Evaluations:**

President Rick McCullough's performance has been:

626	98%
55	9% Outstanding
245	38% Good
157	24% Fair
57	9% Poor
12	2% Unacceptable
100	16% Not sure

Provost Jim Clark's job performance has been:

626	98%
70	11% Outstanding
212	33% Good
126	20% Fair
37	6% Poor
11	2% Unacceptable
170	27% Not sure

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

624	97%
92	14% Outstanding
211	33% Good
105	16% Fair
40	6% Poor
13	2% Unacceptable
163	25% Not sure

Vice-President for Research Stacey Patterson's job performance has been:

622	97%
56	9% Outstanding
164	26% Good
80	12% Fair
28	4% Poor
14	2% Unacceptable
280	44% Not sure

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

627	98%
163	25% Outstanding
265	41% Good
99	15% Fair
52	8% Poor
21	3% Unacceptable
27	4% Not sure

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

626	98%
243	38% Outstanding
213	33% Good
87	14% Fair
36	6% Poor
38	6% Unacceptable
9	1% Not sure

### **Professional Work Climate**

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

629	98%
73	11% Strongly agree
281	44% Agree
133	21% Neutral
110	17% Disagree
32	5% Strongly disagree

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

628	98%
103	16% Strongly agree
266	41% Agree
86	13% Neutral
93	15% Disagree
70	11% Strongly disagree
10	2% Not applicable

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

628	98%
368	57% Very concerned
139	22% Moderately concerned
69	11% A little concerned
46	7% Not at all concerned
6	1% Not sure

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

629	98%
312	49% Very concerned
169	26% Moderately concerned
61	10% A little concerned
13	2% Not at all concerned
74	12% Not sure

Merit assessment procedures in my department/unit are fair.

628	98%
74	12% Strongly agree
275	43% Agree
162	25% Neutral
80	12% Disagree
37	6% Strongly disagree

In regard to the five-point performance-rating scale, I expect my overall annual evaluation rating this spring for 2023 to be:

626	98%
2	0% Does not meet FSU's high expectations
1	0% Official concern
133	21% Meets FSU's high expectations
298	46% Exceeds FSU's high expectations
192	30% Substantially exceeds FSU's high expectations

If you are going through Post-Tenure Review (PTR) this academic year, was your overall rating from your dean consistent with the ratings you have received on your annual performance evaluations over the past five years?

621	97%
1	0% No, my PTR rating was higher than my annual evaluation ratings
25	4% Yes, my PTR rating was consistent with my annual evaluation ratings
7	1% No, my PTR rating was lower than my annual evaluation ratings
36	6% Not sure
552	86% Does not apply

Post-Tenure Review (PTR) ratings should be consistent with one's past five annual performance ratings.

613	96%
245	38% Strongly agree
221	34% Agree
128	20% Neither agree nor disagree
6	1% Disagree
13	2% Strongly disagree

Bargaining to ensure fairness in the Post-Tenure Review (PTR) process should be a top priority for the UFF-FSU Chapter.

616	96%
261	41% Strongly agree
206	32% Agree
112	17% Neither agree nor disagree
17	3% Disagree
20	3% Strongly disagree

Did you actively seek alternative (non-FSU) employment during the 2023-2024 academic year?

623	97%
174	27% Yes
449	70% No

Do you plan to actively seek alternative (non-FSU) employment during the 2024-2025 academic year?

625	98%
196	31% Yes
261	41% No
168	26% Not sure

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

626	98%
111	17% Very difficult
322	50% Somewhat difficult
89	14% Not very difficult
34	5% Not difficult at all
58	9% Not sure
12	2% Not applicable

What is your position classification?

578	90%
147	23% Professor
136	21% Associate Professor
85	13% Assistant Professor
5	1% Eminent Scholar
11	2% University Librarian
11	2% Associate University Librarian
9	1% Assistant University Librarian
29	5% Teaching Faculty I
30	5% Teaching Faculty II
31	5% Teaching Faculty III
7	1% Instructional Specialist I
5	1% Instructional Specialist II
4	1% Instructional Specialist III
10	2% Research Faculty I
7	1% Research Faculty II
16	2% Research Faculty III
4	1% Specialist, Computer Research
	0% Specialist, Music
	0% Childcare Specialist
	0% Curator
2	0% Associate Curator
	0% Assistant Curator
6	1% Senior Research Associate
6	1% Associate in Research
9	1% Assistant in Research
	0% University School Instructor
	0% University School Assistant Professor
	0% University School Associate Professor
	0% University School Professor
8	1% Other

My assigned duties involve:

623	97%
134	21% Mostly research
131	20% Mostly teaching
70	11% Mostly service
223	35% About an even balance of teaching and research, with some service
61	10% A diverse combination with no area dominant
4	1% Not sure

Are you in a tenured or tenure-earning position?

618	96%
398	62% Yes
215	34% No
5	1% Not sure

Which of the following best describes your normal annual appointment?

622	97%
434	68% 9-month contract
175	27% 12-month contract
10	2% Other
3	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.

527	82%
5	1% Accounting
1	0% Advanced Power Systems (Ctr for)
4	1% Anthropology
9	1% Art
6	1% Art Education
6	1% Art History
4	1% Askew School of Public Administration and Policy
18	3% Biological Science
4	1% Business Analytics, Information Systems and Supply Chain
3	0% Chemical and Biomedical Engineering
11	2% Chemistry and Biochemistry
3	0% Civil and Environmental Engineering
6	1% Classics
11	2% Communication
5	1% Communication Science & Disorders
10	2% Computer Science
6	1% Criminology and Criminal Justice (all areas)
5	1% Dance
1	0% Dedman College of Hospitality
	0% Distance Learning
12	2% Earth, Ocean, and Atmospheric Science
7	1% Economics
11	2% Educational Leadership and Policy Studies
6	1% Educational Psychology and Learning Systems
3	0% Electrical and Computer Engineering
1	0% Emergency Management and Homeland Security
20	3% English
7	1% Human Development & Family Science
3	0% Finance
	0% FSUS (all areas)
4	1% Geography
12	2% History
1	0% Industrial and Manufacturing Engineering
9	1% Information
6	1% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
4	1% Interior Design
3	0% Jim Moran College of Entrepreneurship
	0% Jim Moran Institute

7	1% Learning Systems Institute
21	3% Magnet Lab (NHMFL)
7	1% Management
5	1% Marketing
12	2% Mathematics
5	1% Mechanical Engineering
12	2% Modern Languages and Linguistics
2	0% Molecular Biophysics
2	0% Motion Picture Arts (Film)
38	6% Music (all areas)
5	1% National High Magnetic Field Lab
12	2% Nursing (all areas)
4	1% Nutrition & Integrative Physiology
	0% Ocean & Atmospheric Prediction (Ctr)
1	0% Office of Distance Learning
4	1% Panama City (all areas)
5	1% Philosophy
15	2% Physics
7	1% Political Science
	0% Prevention and Early Intervention (Ctr for)
11	2% Psychology
1	0% Public Administration
3	0% Reading Research (Center of)
7	1% Religion
2	0% Risk Management/Insurance, Real Estate and Legal Studies
4	1% Scientific Computing
10	2% Social Work
9	1% Sociology
4	1% Sport Management
5	1% Statistics
12	2% Teacher Education
7	1% Theatre
6	1% Undergraduate Studies
28	4% University Libraries
6	1% Urban and Regional Planning
20	3% Other

Please rate your feelings toward the UFF-FSU Chapter:

621	97%
332	52% Very positive
160	25% Somewhat positive
80	12% Neutral
33	5% Somewhat negative
7	1% Very negative
9	1% Not sure

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

623	97%
295	46% Yes
24	4% No
4	1% Not sure
300	47% I am already a member

**Thank you for completing the basic FSU Faculty Poll for Spring Semester 2024. Watch for announcements of results coming soon.**