

FSU Faculty Poll, April 2008

Sponsored by the United Faculty of Florida FSU Chapter (www.uff-fsu.org)

Preliminary Survey Results Based on 601 Responses Through April 14, 2008

Please indicate your primary College/Unit

| | | |
|-----|-----|--------------------------------------|
| 8 | 1% | APPS/OTL/ODDL |
| 173 | 31% | Arts & Sciences |
| 45 | 8% | Business |
| 22 | 4% | Communication |
| 12 | 2% | Criminology and Criminal Justice |
| 56 | 10% | Education |
| 17 | 3% | Engineering |
| 26 | 5% | Human Sciences |
| 24 | 4% | University Library |
| 12 | 2% | Information |
| 7 | 1% | Learning Systems Institute |
| 12 | 2% | Mag Lab (NHMFL) |
| 2 | 0% | Motion Picture, TV, Recording (Film) |
| 25 | 5% | Music |
| 5 | 1% | Nursing |
| 3 | 1% | Panama City Campus (all areas) |
| 48 | 9% | Social Sciences |
| 16 | 3% | Social Work |
| 5 | 1% | University School (FSUS) |
| 26 | 5% | Visual Arts, Theatre, and Dance |
| 8 | 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.

| | | |
|-----|-----|--|
| 516 | 37% | Across-the-board raises for cost-of-living increases |
| 378 | 27% | Adjustments to address market inequities, compression, and inversion |
| 77 | 6% | Discretionary increases based on administrator judgment |
| 365 | 26% | Merit raises based on annual performance and departmental procedures |
| 37 | 3% | One-time annual bonuses for merit |
| 6 | 0% | Other |

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

| | | |
|------------|------------|--|
| 333 | 56% | Keeping up with the cost of living |
| 121 | 20% | Providing incentives for recent meritorious job performance |
| 144 | 24% | Correcting existing salary inequities, including compression and inversion |

If the FSU Administration has non-recurring funds available, part of those funds should be allocated to providing bonuses to faculty if recurring funds for raises are not available.

| | | |
|------------|------------|-------------------|
| 311 | 52% | Strongly agree |
| 181 | 30% | Agree |
| 66 | 11% | Neutral |
| 22 | 4% | Disagree |
| 14 | 2% | Strongly disagree |

Some FSU administrators have suggested that pay for summer teaching might be cut to make funds available for 9-month salary increases. How do you feel about this?

| | | |
|------------|------------|-----------------|
| 76 | 13% | Strongly favor |
| 95 | 16% | Favor |
| 171 | 29% | Neutral |
| 118 | 20% | Oppose |
| 136 | 23% | Strongly oppose |

In response to repeated faculty requests for a "9 over 12" pay option (9 months' pay spread over 12 months), FSU now offers an OMNI option whereby you can divert part of your net pay to a separate account, effectively creating your own "summer fund." Which of the following best describes your feelings about this?

| | | |
|------------|------------|--|
| 10 | 2% | I use it and it works fine |
| 6 | 1% | I have tried to use this but without success |
| 279 | 47% | I did not know about this |
| 86 | 15% | This is not a good "9 over 12" substitute |
| 208 | 35% | I do not care |

Do you have any comments on salary priorities?

| | |
|------------|------------|
| 130 | 22% |
|------------|------------|

Comments will be provided in a later report.

Non-salary Bargaining Priorities:

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

Domestic partner benefits?

| | | |
|-----|-----|------------|
| 99 | 17% | None |
| 113 | 19% | A little |
| 191 | 33% | Some |
| 115 | 20% | A lot |
| 68 | 12% | All it can |

Childcare facilities on or near campus?

| | | |
|-----|-----|------------|
| 79 | 13% | None |
| 107 | 18% | A little |
| 199 | 34% | Some |
| 137 | 23% | A lot |
| 66 | 11% | All it can |

Parking?

| | | |
|-----|-----|------------|
| 106 | 18% | None |
| 92 | 16% | A little |
| 176 | 30% | Some |
| 139 | 24% | A lot |
| 77 | 13% | All it can |

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

| | | |
|-----|-----|------------|
| 51 | 9% | None |
| 59 | 10% | A little |
| 189 | 33% | Some |
| 177 | 31% | A lot |
| 96 | 17% | All it can |

Multi-year contracts for non-tenured faculty

| | | |
|-----|-----|------------|
| 58 | 10% | None |
| 72 | 12% | A little |
| 221 | 38% | Some |
| 135 | 23% | A lot |
| 102 | 17% | All it can |

Paid parental leave?

| | | |
|-----|-----|------------|
| 65 | 11% | None |
| 90 | 15% | A little |
| 210 | 36% | Some |
| 133 | 23% | A lot |
| 92 | 16% | All it can |

Do you have any comments on bargaining priorities for issues other than salaries?

| | |
|----|-----|
| 58 | 10% |
|----|-----|

Comments will be provided in a later report.

Supplemental Summer Assignments

Please note that your department/unit is the unit administered by your immediate supervisor (usually a Chair or Head in an academic department). For non-departmentalized colleges/units, a college/unit and department/unit are one in the same.

Our collective bargaining agreement (CBA) requires each department/unit to have written criteria and a rotation policy for supplemental summer appointments. Which of the following best describes your department/unit policy on supplemental summer appointments?

| | | |
|-----|-----|--|
| 114 | 19% | We have such a policy |
| 81 | 14% | We do not have such a policy |
| 323 | 55% | I do not know if we have such a policy |
| 71 | 12% | Not applicable |

The CBA requires that "summer assignments shall be offered to qualified faculty members before anyone who is not a faculty member." Which of the following best describes your department/unit?

| | | |
|-----|-----|--------------------------------------|
| 229 | 39% | We follow this rule |
| 69 | 12% | We do not follow this rule |
| 224 | 38% | I do not know if we follow this rule |
| 67 | 11% | Not applicable |

If budget cuts force reduced summer teaching schedules and a department must choose between paying graduate students and paying faculty during the summer, which of the following do you favor?

| | | |
|-----|-----|---|
| 271 | 47% | Give faculty priority for all summer teaching, even if it means TAs are not offered summer teaching opportunities |
| 212 | 37% | Divide cuts in summer teaching between faculty and TAs in a way that shares the pain |
| 89 | 16% | Give continuing TAs priority for teaching courses they are qualified to teach |

Faculty on 9-month contracts only: If you could voluntarily shift your 9-month assignment to include the summer so that you would keep your present salary but work spring and summer or summer and fall, would you:

| | | |
|-----|-----|--|
| 69 | 14% | Volunteer to do this on a recurring basis? |
| 186 | 38% | Volunteer to do this once, but not want to be obliged to continue doing so? |
| 157 | 32% | Not volunteer to do this? |
| 76 | 16% | Not volunteer to do this and oppose letting others do it because it would be harmful to FSU? |

General Survey Questions:

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

| | | |
|-----|-----|-------------------|
| 9 | 2% | Strongly agree |
| 86 | 15% | Agree |
| 91 | 15% | Neutral |
| 209 | 35% | Disagree |
| 194 | 33% | Strongly disagree |

Faculty morale is high at FSU

| | | |
|-----|-----|-------------------|
| 6 | 1% | Strongly agree |
| 44 | 7% | Agree |
| 95 | 16% | Neutral |
| 205 | 35% | Disagree |
| 244 | 41% | Strongly disagree |

Administrators should have greater discretion to allocate salary raises to faculty

| | | |
|-----|-----|-------------------|
| 56 | 10% | Strongly agree |
| 142 | 24% | Agree |
| 157 | 27% | Neutral |
| 101 | 17% | Disagree |
| 124 | 21% | Strongly Disagree |

Merit raises in my department/unit, when provided, are based on specified criteria and standards

| | | |
|-----|-----|-------------------|
| 104 | 18% | Strongly agree |
| 224 | 38% | Agree |
| 135 | 23% | Neutral |
| 65 | 11% | Disagree |
| 55 | 9% | Strongly disagree |

FSU administrators have inappropriately high salaries compared with FSU faculty

| | | |
|-----|-----|-------------------|
| 250 | 43% | Strongly agree |
| 164 | 28% | Agree |
| 123 | 21% | Neutral |
| 33 | 6% | Disagree |
| 16 | 3% | Strongly disagree |

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

| | | |
|-----|-----|-------------------|
| 63 | 11% | Strongly agree |
| 216 | 36% | Agree |
| 100 | 17% | Neutral |
| 140 | 24% | Disagree |
| 73 | 12% | Strongly disagree |

Faculty and staff parking is satisfactory at FSU

| | | |
|-----|-----|-------------------|
| 21 | 4% | Strongly agree |
| 150 | 25% | Agree |
| 111 | 19% | Neutral |
| 171 | 29% | Disagree |
| 139 | 23% | Strongly disagree |

My department/unit has faculty-approved merit assessment procedures

| | | |
|-----|-----|-------------------|
| 141 | 25% | Strongly agree |
| 245 | 43% | Agree |
| 102 | 18% | Neutral |
| 50 | 9% | Disagree |
| 31 | 5% | Strongly disagree |

My department/unit has up-to-date merit assessment procedures

| | | |
|-----|-----|-------------------|
| 132 | 23% | Strongly agree |
| 217 | 37% | Agree |
| 135 | 23% | Neutral |
| 56 | 10% | Disagree |
| 40 | 7% | Strongly disagree |

Merit assessment procedures in my department/unit are satisfactory

| | | |
|-----|-----|-------------------|
| 92 | 16% | Strongly agree |
| 204 | 35% | Agree |
| 143 | 24% | Neutral |
| 83 | 14% | Disagree |
| 62 | 11% | Strongly disagree |

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

| | | |
|-----|-----|-------------------|
| 71 | 12% | Strongly agree |
| 258 | 44% | Agree |
| 170 | 29% | Neutral |
| 63 | 11% | Disagree |
| 25 | 4% | Strongly disagree |

Faculty have enough say in academic governance in Faculty Senate, colleges/units, and departments/units

| | | |
|-----|-----|-------------------|
| 23 | 4% | Strongly agree |
| 167 | 29% | Agree |
| 192 | 33% | Neutral |
| 114 | 20% | Disagree |
| 87 | 15% | Strongly disagree |

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

| | | |
|-----|-----|-------------------|
| 24 | 4% | Strongly agree |
| 171 | 29% | Agree |
| 127 | 22% | Neutral |
| 173 | 30% | Disagree |
| 91 | 16% | Strongly disagree |

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

| | | |
|-----|-----|-------------------|
| 92 | 16% | Strongly agree |
| 213 | 36% | Agree |
| 123 | 21% | Neutral |
| 136 | 23% | Disagree |
| 28 | 5% | Strongly disagree |

I can give sufficient time to my students

| | | |
|------------|------------|-------------------|
| 32 | 5% | Strongly agree |
| 237 | 40% | Agree |
| 148 | 25% | Neutral |
| 145 | 24% | Disagree |
| 30 | 5% | Strongly disagree |

Is there a next-level job or rank to which a person in your current job or rank can be promoted?

| | | |
|------------|------------|----------|
| 337 | 58% | Yes |
| 206 | 35% | No |
| 42 | 7% | Not sure |

If "yes" to the previous question, were you informed during the past year about your progress toward promotion?

| | | |
|------------|------------|----------------|
| 231 | 49% | Yes |
| 91 | 19% | No |
| 11 | 2% | Not sure |
| 139 | 29% | Not applicable |

Did you receive a written annual assignment of responsibilities for this academic year, 2007-08?

| | | |
|------------|------------|----------|
| 500 | 85% | Yes |
| 61 | 10% | No |
| 28 | 5% | Not sure |

How closely do your actual duties performed match your officially assigned duties?

| | | |
|------------|------------|-----------------|
| 131 | 22% | Very closely |
| 257 | 44% | Closely |
| 156 | 26% | Not too closely |
| 22 | 4% | Not at all |
| 23 | 4% | Not sure |

Do you know the one department/unit to which you are assigned for contract administration purposes under the faculty collective bargaining agreement?

| | | |
|------------|------------|----------|
| 387 | 66% | Yes |
| 70 | 12% | No |
| 133 | 23% | Not sure |

Does your department/unit have written bylaws?

| | | |
|-----|-----|-------------------------------------|
| 368 | 62% | Yes, and I'm familiar with them |
| 110 | 19% | Yes, but I'm not familiar with them |
| 35 | 6% | No |
| 79 | 13% | Not sure |

If your department/unit has written bylaws, do they permit you to vote on issues in departmental governance?

| | | |
|-----|-----|------------------|
| 158 | 27% | Yes, all issues |
| 180 | 31% | Yes, most issues |
| 80 | 14% | Yes, some issues |
| 41 | 7% | No |
| 85 | 15% | Not sure |
| 32 | 6% | Not applicable |

Administrator Evaluations:

President Wetherell's job performance has been

| | | |
|-----|-----|--------------|
| 26 | 4% | Outstanding |
| 158 | 27% | Good |
| 175 | 30% | Fair |
| 94 | 16% | Poor |
| 60 | 10% | Unacceptable |
| 70 | 12% | Not sure |

Provost Abele's job performance has been

| | | |
|-----|-----|--------------|
| 46 | 8% | Outstanding |
| 153 | 26% | Good |
| 147 | 25% | Fair |
| 75 | 13% | Poor |
| 83 | 14% | Unacceptable |
| 77 | 13% | Not sure |

Dean Rowe's job performance has been

| | | |
|-----|-----|--------------|
| 47 | 8% | Outstanding |
| 168 | 29% | Good |
| 99 | 17% | Fair |
| 22 | 4% | Poor |
| 19 | 3% | Unacceptable |
| 219 | 38% | Not sure |

My dean's/director's performance has been

| | | |
|-----|-----|--------------|
| 136 | 23% | Outstanding |
| 203 | 34% | Good |
| 102 | 17% | Fair |
| 50 | 8% | Poor |
| 68 | 12% | Unacceptable |
| 30 | 5% | Not sure |

My department chair's/immediate supervisor's performance has been

| | | |
|-----|-----|--------------|
| 200 | 34% | Outstanding |
| 199 | 34% | Good |
| 77 | 13% | Fair |
| 39 | 7% | Poor |
| 51 | 9% | Unacceptable |
| 15 | 3% | Not sure |

Professional Work Climate:

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

| | | |
|-----|-----|-------------------|
| 54 | 9% | Strongly agree |
| 227 | 38% | Agree |
| 139 | 23% | Neutral |
| 104 | 18% | Disagree |
| 68 | 11% | Strongly Disagree |

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

| | | |
|-----|-----|-------------------|
| 112 | 19% | Strongly agree |
| 234 | 40% | Agree |
| 87 | 15% | Neutral |
| 84 | 14% | Disagree |
| 65 | 11% | Strongly disagree |

Which of the following best describes the impact on FSU of legislative budget cuts during the 2007-08 academic year?

| | | |
|-----|-----|---------------------------------------|
| 13 | 2% | No real impact |
| 56 | 10% | A small but important negative impact |
| 177 | 30% | A moderate negative impact |
| 342 | 58% | A large negative impact |

Which of the following best describes your view on the Florida legislature's effort to change the power and structure of the Board of Governors?

| | | |
|-----|-----|---|
| 18 | 3% | The changes would be good for Florida public higher education |
| 12 | 2% | The changes would have no impact on Florida public higher education |
| 376 | 64% | The changes would be bad for Florida public higher education |
| 181 | 31% | Not sure or no opinion |

Have you actively sought alternative (non-FSU) employment during the 2007-08 academic year?

| | | |
|-----|-----|----------|
| 173 | 29% | Yes |
| 398 | 67% | No |
| 19 | 3% | Not sure |

Do you plan to actively seek alternative (non-FSU) employment during the 2008-09 academic year?

| | | |
|-----|-----|----------|
| 232 | 40% | Yes |
| 222 | 38% | No |
| 128 | 22% | Not sure |

What is your job title?

| | | |
|-----|-----|---------------------------------------|
| 116 | 21% | Assistant Professor |
| 139 | 25% | Associate Professor |
| 156 | 28% | Professor |
| 1 | 0% | Lecturer |
| 4 | 1% | Instructor |
| 48 | 9% | Assistant In ____ |
| 28 | 5% | Associate In ____ |
| 13 | 2% | Research Associate |
| 0 | 0% | Instructor Librarian |
| 12 | 2% | Assistant University Librarian |
| 7 | 1% | Associate University Librarian |
| 7 | 1% | University Librarian |
| 2 | 0% | Assistant Scholar/Scientist/Engineer |
| 5 | 1% | Associate Scholar/Scientist/Engineer |
| 7 | 1% | Scholar/Scientist/Engineer |
| 1 | 0% | Specialist, Computer Research |
| 3 | 1% | University School Instructor |
| 2 | 0% | University School Assistant Professor |
| 2 | 0% | University School Associate Professor |
| 0 | 0% | University School Professor |
| 10 | 2% | Other |

Are you in a tenured or tenure-earning position?

| | | |
|------------|------------|----------|
| 426 | 73% | Yes |
| 150 | 26% | No |
| 5 | 1% | Not sure |

What Department/Unit do you consider your primary appointment?

| | | |
|-----------|-----------|--|
| 7 | 1% | Accounting |
| 3 | 1% | Anthropology |
| 6 | 1% | Art |
| 1 | 0% | Art Education |
| 5 | 1% | Art History |
| 3 | 1% | Askew School of Public Administration |
| 18 | 4% | Biological Science |
| 4 | 1% | Chemical and Biomedical Engineering |
| 10 | 2% | Chemistry and Biochemistry |
| 11 | 2% | Childhood Education, Reading and Disability Services |
| 2 | 0% | Civil and Environmental Engineering |
| 5 | 1% | Classics |
| 15 | 3% | Communications |
| 7 | 1% | Communications Disorders |
| 10 | 2% | Computer Science |
| 6 | 1% | Dance |
| 0 | 0% | Dedman School of Hospitality |
| 12 | 2% | Economics |
| 10 | 2% | Educational Leadership and Policy Studies |
| 14 | 3% | Educational Psychology and Learning Systems |
| 5 | 1% | Electrical and Computer Engineering |
| 24 | 5% | English |
| 7 | 1% | Family and Child Sciences |
| 6 | 1% | Finance |
| 4 | 1% | Geography |
| 5 | 1% | Geological Sciences |
| 9 | 2% | History |
| 2 | 0% | Industrial and Manufacturing Engineering |
| 2 | 0% | Interior Design |
| 12 | 2% | Management |
| 2 | 0% | Management Information Systems |
| 8 | 2% | Marketing |
| 16 | 3% | Mathematics |
| 3 | 1% | Mechanical Engineering |

| | | |
|-----|-----|--|
| 9 | 2% | Meteorology |
| 11 | 2% | Middle and Secondary Education |
| 17 | 3% | Modern Languages and Linguistics |
| 9 | 2% | Nutrition, Food, and Exercise Sciences |
| 3 | 1% | Oceanography |
| 6 | 1% | Philosophy |
| 13 | 3% | Physics |
| 5 | 1% | Political Science |
| 12 | 2% | Psychology |
| 2 | 0% | Religion |
| 5 | 1% | Risk Management and Insurance |
| 13 | 3% | Sociology |
| 5 | 1% | Sports Management, Recreation Management, and Physical Education |
| 3 | 1% | Statistics |
| 6 | 1% | Textiles and Consumer Sciences |
| 8 | 2% | Theatre |
| 7 | 1% | Urban and Regional Planning |
| 117 | 23% | Other or Non-departmentalized College/Unit |

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

125 21%

Comments will be provided in a later report.

Notes: The results in this preliminary report are from 601 responses to the UFF-FSU's web-based poll of bargaining unit faculty submitted between April 7th and April 14th, 2008. Future reports will provide individuals' comments and breakdowns by colleges, departments, and other units to the extent possible while protecting individual identities, and selected comparisons with earlier polls. Questions or comments on the poll should be directed to Jack Fiorito, UFF-FSU Chapter President at jtfiorito@comcast.net

Thank you to all the FSU faculty members who took the time to complete the poll!

We can do together what you cannot do alone.

See <http://www.uff-fsu.org/memform.pdf>