

FSU Faculty Poll Results: April 2009

Please note that for this survey and the General Faculty Bargaining Unit contract, all employees are considered faculty.

The survey has 607 entries.

Please indicate your primary College/Unit

6	1%	APPS/CTL/ODDL
197	34%	Arts & Sciences
46	8%	Business
13	2%	Communication
12	2%	Criminology and Criminal Justice
51	9%	Education
26	4%	Engineering
24	4%	Human Sciences
16	3%	University Library
11	2%	Information
9	2%	Learning Systems Institute
13	2%	Mag Lab (NHMFL)
3	1%	Motion Picture, TV, Recording (Film)
21	4%	Music
11	2%	Nursing
9	2%	Panama City Campus (all areas)
51	9%	Social Sciences
14	2%	Social Work
4	1%	University School (FSUS)
34	6%	Visual Arts, Theatre, and Dance
9	2%	Other (not listed above)

Notes: Responses were collected via a web-based survey of Florida State University General Faculty Bargaining Unit (GFBU) faculty members conducted between April 19-24, 2009. The GFBU consists of approximately 1800 faculty members represented by the United Faculty of Florida. Notable exclusions from the GFBU include the Colleges of Law and Medicine. Additional reports based on these data will be announced as they become available.

The next several questions refer to an FSU administration draft plan for coping with possible budget cuts. The draft plan was circulated among FSU faculty and administrators by various sources and reported extensively in the local media last week.

The proposed changes affecting my college/unit in the FSU administration's draft plan for coping with possible budget cuts were surprising.

200	33%	Strongly agree
159	27%	Agree
119	20%	Neutral
95	16%	Disagree
27	5%	Strongly disagree

The FSU administration's draft plan for coping with possible budget cuts was communicated to faculty in an appropriate way.

16	3%	Strongly agree
83	14%	Agree
85	14%	Neutral
171	29%	Disagree
243	41%	Strongly disagree

The FSU administration's draft plan for coping with possible budget cuts reflected sufficient faculty involvement.

13	2%	Strongly agree
49	8%	Agree
128	22%	Neutral
167	28%	Disagree
238	40%	Strongly disagree

The FSU administration's draft plan for coping with possible budget cuts used clear criteria.

7	1%	Strongly agree
47	8%	Agree
119	20%	Neutral
175	30%	Disagree
244	41%	Strongly disagree

The FSU administration's draft plan for coping with possible budget cuts used clear standards.

7	1%	Strongly agree
42	7%	Agree
127	21%	Neutral
186	31%	Disagree
230	39%	Strongly disagree

The process used to develop the FSU administration's plan for coping with possible budget cuts was transparent.

7	1%	Strongly agree
34	6%	Agree
103	17%	Neutral
200	34%	Disagree
247	42%	Strongly disagree

The FSU administration's draft plan for coping with possible budget cuts reflects a reasonable effort to deal with a difficult situation.

36	6%	Strongly agree
132	22%	Agree
171	29%	Neutral
134	23%	Disagree
121	20%	Strongly disagree

Do you have any comments on the FSU administration's draft plan for coping with possible budget cuts?

190	31%
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New Position Classifications for Non-Tenure Track Faculty

Administration/BOT and UFF-FSU faculty bargaining teams are currently considering new position classifications for some non-tenure track faculty (NTTF) based on recommendations from an Administration-appointed committee that reviewed a 2006 Faculty Senate committee report. Please answer the following questions concerning some of the new NTTF classification issues.

Among the following "NTTF issues," the highest priority for the faculty negotiating team should be:

219	37%	Improved employment security
46	8%	New position classification titles
179	30%	Clear promotion criteria and procedures
33	6%	None of the above
113	19%	Not sure

The normal minimum length of time between promotions for NTTF should be ...

80	14%	Shorter than for tenure-track faculty
330	56%	The same as for tenure-track faculty
49	8%	Longer than for tenure-track faculty
128	22%	Not sure

New NTTF position classification titles should include the word "professor"

95	16%	Strongly agree
92	16%	Agree
145	25%	Neutral
122	21%	Disagree
125	22%	Strongly disagree

Some NTTF wish to use the title "professor" as in "Research Professor," "Teaching Professor," and "Service Professor." The best way to do this is:

138	24%	Create new position classifications with these names
84	14%	Allow department/colleges/units to grant working titles containing the word "professor" using the existing courtesy professor mechanism
84	14%	Allow departments/colleges/units to use these or similar titles in an honorary form for NTTF who meet defined standards
160	27%	None of the above
116	20%	No sure

Which of the following is the more appropriate set of titles for a three-rank system of NTTF whose primary duty is teaching?

185	32%	Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor
303	52%	Assistant Lecturer, Associate Lecturer, and Senior Lecturer, or similar titles that do not use the word "professor"
95	16%	Not sure

If you chose the "lecturer/similar" option in the preceding question, what set of titles is most appropriate? (Please fill in the blank.)

151	25%
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Which of the following is the more appropriate set of titles for a three-rank system of NTTF whose primary duty is research?

184	32%	Assistant Research Professor, Associate Research Professor, and Research Professor
288	50%	Assistant Research Scientist, Associate Research Scientist, and Senior Research Scientist, or similar titles that do not use the word "professor"
103	18%	Not sure

If you chose the "scientist/similar" option in the preceding question, what set of titles is most appropriate? (Please fill in the blank.)

118	19%
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Please comment on NTTF issues referenced above or other NTTF issues.

102	17%
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Salary Priorities:

Although the budget picture is uncertain at best, UFF-FSU faculty negotiators still want your input on salary priorities for continuity and in the event that funds for salary increases become available. Which of the following salary priorities should be a high priority for the UFF-FSU faculty negotiating team?

Please check all that apply.

415	37%	Across-the-board raises for cost-of-living increases
288	25%	Adjustments to address market inequities, compression, and inversion
60	5%	Discretionary increases based on administrator judgment
322	28%	Merit raises based on annual performance and departmental procedures
37	3%	One-time annual bonuses for merit
8	1%	Other

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

288	49%	Keeping up with the cost of living
137	23%	Providing incentives for recent meritorious job performance
165	28%	Correcting existing salary inequities, including compression and inversion

Some FSU administrators have suggested that pay rates for summer teaching might be cut to avoid layoffs. How do you feel about this?

57	10%	Strongly favor
111	19%	Favor
193	33%	Neutral
108	18%	Oppose
121	21%	Strongly oppose

Do you have any comments on salary priorities?

109	18%
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Non-salary Bargaining Priorities:

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

Domestic partner benefits?

102	17%	None
105	18%	A little
208	35%	Some
94	16%	A lot
77	13%	All it can

Childcare facilities on or near campus?

96	16%	None
107	18%	A little
202	34%	Some
113	19%	A lot
70	12%	All it can

Parking?

169	29%	None
112	19%	A little
173	29%	Some
98	17%	A lot
39	7%	All it can

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

55	10%	None
61	11%	A little
165	29%	Some
171	30%	A lot
125	22%	All it can

Multi-year contracts for non-tenured faculty

59	10%	None
81	14%	A little
192	33%	Some
154	26%	A lot
104	18%	All it can

Paid parental leave?

73	12%	None
99	17%	A little
223	38%	Some
125	21%	A lot
69	12%	All it can

New position classifications with new titles for non-tenure track faculty?

93	16%	None
135	23%	A little
184	32%	Some
93	16%	A lot
78	13%	All it can

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

55	9%
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General Survey Questions:

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

11	2%	Strongly agree
63	11%	Agree
94	16%	Neutral
183	31%	Disagree
249	42%	Strongly disagree

Faculty morale is high at FSU

4	1%	Strongly agree
31	5%	Agree
70	12%	Neutral
165	28%	Disagree
330	55%	Strongly disagree

Administrators should have greater discretion to allocate salary raises to faculty

42	7%	Strongly agree
152	26%	Agree
147	25%	Neutral
114	19%	Disagree
133	23%	Strongly Disagree

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

100	17%	Strongly agree
206	35%	Agree
134	23%	Neutral
83	14%	Disagree
71	12%	Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty

257	44%	Strongly agree
157	27%	Agree
128	22%	Neutral
35	6%	Disagree
12	2%	Strongly disagree

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

78	13%	Strongly agree
230	39%	Agree
83	14%	Neutral
120	20%	Disagree
83	14%	Strongly disagree

Faculty and staff parking is satisfactory at FSU

61	10%	Strongly agree
219	37%	Agree
137	23%	Neutral
124	21%	Disagree
55	9%	Strongly disagree

My department/unit has faculty-approved merit assessment procedures

134	23%	Strongly agree
245	42%	Agree
122	21%	Neutral
54	9%	Disagree
32	5%	Strongly disagree

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

125	21%	Strongly agree
216	37%	Agree
138	24%	Neutral
69	12%	Disagree
39	7%	Strongly disagree

Merit assessment procedures in my department/unit are satisfactory

98	17%	Strongly agree
216	37%	Agree
133	23%	Neutral
91	15%	Disagree
53	9%	Strongly disagree

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

79	13%	Strongly agree
246	42%	Agree
154	26%	Neutral
81	14%	Disagree
27	5%	Strongly disagree

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

24	4%	Strongly agree
158	27%	Agree
161	27%	Neutral
143	24%	Disagree
103	17%	Strongly disagree

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

24	4%	Strongly agree
184	31%	Agree
96	16%	Neutral
169	29%	Disagree
118	20%	Strongly disagree

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

85	14%	Strongly agree
235	40%	Agree
133	22%	Neutral
108	18%	Disagree
33	6%	Strongly disagree

I can give sufficient time to my students

40	7%	Strongly agree
222	38%	Agree
139	23%	Neutral
155	26%	Disagree
36	6%	Strongly disagree

Highly-paid persons who previously retired, are drawing pensions, and who have returned to their FSU jobs at full pay, should take drastic pay cuts to help ease the budget crisis.

285	48%	Strongly agree
156	26%	Agree
78	13%	Neutral
52	9%	Disagree
22	4%	Strongly disagree

If cuts to core academic faculty and staff compensation costs are unavoidable, which do you prefer as the best way to accomplish cost savings?

347	59%	Furloughs (mandatory unpaid leave)
125	21%	Layoffs
73	12%	Pay rate reductions
44	7%	Other

Please rate your feelings toward the UFF-FSU Chapter, using the following choices:

182	31%	Very positive
213	36%	Somewhat positive
95	16%	Neutral
67	11%	Somewhat negative
22	4%	Very negative
12	2%	Not sure

Administrator Evaluations:

President Wetherell's job performance has been

14	2%	Outstanding
137	23%	Good
175	30%	Fair
123	21%	Poor
80	14%	Unacceptable
62	10%	Not sure

Provost Abele's job performance has been

42	7%	Outstanding
141	24%	Good
141	24%	Fair
82	14%	Poor
112	19%	Unacceptable
68	12%	Not sure

Dean Rowe's job performance has been

34	6%	Outstanding
140	24%	Good
100	17%	Fair
34	6%	Poor
26	5%	Unacceptable
240	42%	Not sure

My dean's/director's performance has been

111	19%	Outstanding
201	34%	Good
111	19%	Fair
62	11%	Poor
72	12%	Unacceptable
30	5%	Not sure

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

201	35%	Outstanding
191	33%	Good
73	13%	Fair
39	7%	Poor
47	8%	Unacceptable
21	4%	Not sure

Professional Work Climate:

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

55	9%	Strongly agree
209	35%	Agree
125	21%	Neutral
121	20%	Disagree
83	14%	Strongly Disagree

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

111	19%	Strongly agree
233	40%	Agree
70	12%	Neutral
107	18%	Disagree
66	11%	Strongly disagree

Which of the following best describes the impact on FSU of legislative budget cuts during the 2008-09 academic year?

14	2%	No real impact
74	13%	A small but important negative impact
156	27%	A moderate negative impact
343	58%	A large negative impact

Have you actively sought alternative (non-FSU) employment during the 2008-09 academic year?

192	32%	Yes
373	63%	No
26	4%	Not sure

Do you plan to actively seek alternative (non-FSU) employment during the 2009-10 academic year?

277	47%	Yes
159	27%	No
152	26%	Not sure

What is your position classification?

94	17%	Assistant Professor
146	26%	Associate Professor
155	28%	Professor
5	1%	Lecturer
7	1%	Instructor
42	8%	Assistant In ____
37	7%	Associate In ____
14	3%	Research Associate
0	0%	Instructor Librarian
9	2%	Assistant University Librarian
2	0%	Associate University Librarian
6	1%	University Librarian
4	1%	Assistant Scholar/Scientist/Engineer
7	1%	Associate Scholar/Scientist/Engineer
8	1%	Scholar/Scientist/Engineer
2	0%	Specialist, Computer Research
3	1%	University School Instructor
1	0%	University School Assistant Professor
1	0%	University School Associate Professor
1	0%	University School Professor
15	3%	Other

My assigned duties involve:

97	16%	Mostly research
130	22%	Mostly teaching
56	9%	Mostly service
255	43%	About an even balance of teaching and research, with some service
53	9%	A diverse combination with no area dominant
1	0%	Not sure

Are you in a tenured or tenure-earning position?

419	71%	Yes
168	28%	No
6	1%	Not sure

What Department/Unit do you consider your primary appointment? (For nondepartmentalized colleges/units, this may be the college/unit.)

4	1%	Accounting
4	1%	Anthropology
13	3%	Art
2	0%	Art Education
8	2%	Art History
2	0%	Askew School of Public Administration
16	3%	Biological Science
4	1%	Chemical and Biomedical Engineering
8	2%	Chemistry and Biochemistry
2	0%	Childhood Education, Reading and Disability Services
3	1%	Civil and Environmental Engineering
3	1%	Classics
14	3%	Communications
4	1%	Communications Disorders
6	1%	Computer Science
4	1%	Dance
1	0%	Dedman School of Hospitality
12	3%	Economics
9	2%	Educational Leadership and Policy Studies
9	2%	Educational Psychology and Learning Systems
5	1%	Electrical and Computer Engineering
16	3%	English
5	1%	Family and Child Sciences
6	1%	Finance
2	0%	Geography
6	1%	Geological Sciences
11	2%	History
2	0%	Industrial and Manufacturing Engineering
2	0%	Interior Design
10	2%	Management
2	0%	Management Information Systems
9	2%	Marketing
12	3%	Mathematics
5	1%	Mechanical Engineering
13	3%	Meteorology
2	0%	Middle and Secondary Education
20	4%	Modern Languages and Linguistics
7	1%	Nutrition, Food, and Exercise Sciences
5	1%	Oceanography
4	1%	Philosophy
12	3%	Physics
6	1%	Political Science
15	3%	Psychology
5	1%	Religion
6	1%	Risk Management and Insurance
5	1%	Scientific Computing
13	3%	Sociology
9	2%	Sports Management, Recreation Management, and Physical Education
1	0%	Statistics
16	3%	Teacher Education
7	1%	Textiles and Consumer Sciences
5	1%	Theatre

5	1%	Urban and Regional Planning
95	20%	Other or Non-departmentalized College/Unit

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

99	16%
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Thank you for completing the basic FSU Faculty Poll: April 2009. Watch for announcements of results coming soon. If you are not a UFF member, please skip to the end of the poll and click on the "submit" button.