

Find Your Voice,  
Join the UFF ...  
**NOW!**

# The Faculty Voice

The Newsletter of the FSU Chapter, United Faculty of Florida  
Website: [www.uff-fsu.org](http://www.uff-fsu.org)

Volume 19, No. 1  
**Final Edition**  
June, 2004  
Editor: Jack Fiorito

---

A division of the United Faculty of Florida, and through UFF, affiliated with the FEA, NEA, AFT, and AFL-CIO

---

## **The Faculty Speak (Again, with Finesse and Finality)!**

*Final Report on the 2004 Faculty Survey*

Final results are in from the UFF-FSU 2004 Bargaining Survey and Administrator Evaluation Questionnaire. The FSU Chapter faculty surveys provide one of the longest timelines on faculty opinions at any university. The results from the latest survey provide a few surprises. The new survey also reveals some persistent views and sheds light on some new issues. This is our first survey in the era of devolved bargaining (no BOR), so it is the first survey to devote substantial attention to FSU faculty views on bargaining priorities. To add more bargaining issues coverage, we cut back on coverage of administrator evaluations. Nonetheless, the administrator evaluations provide some interesting findings, including a first look at faculty views on new top FSU administrators, new college/school deans, and updates on the rest.

Responses in this report come from virtually all colleges and schools and represent opinions of nearly 500 FSU faculty members, roughly 27% of those surveyed, and virtually all colleges/schools. The largest single source of responses is Arts and Sciences, followed by Business, Social Sciences, and Education. Ten or more responses were received from all colleges and schools except for Criminology, Information Studies, Film, and Nursing. One hundred and sixty responses come from Professors, 111 from Associate Profs, 89 from Assistant Profs, 61 from Assistants In \_\_\_ and Associates In \_\_\_, 29 are from others (librarians, instructors, research associates, computer research specialists, engineer/scholar/scientist, etc.) and 29 come from those who did not report their job classification. The sample over-represents those in tenure-track positions (33% response rate) and under-represents non-tenure track faculty (14% response rate) in the UFF-represented "General Faculty" unit. It is still fair to say the sample is broadly representative of FSU in-unit faculty, but a special analysis (below) examines tenure track versus non-tenure track faculty views since this is clearly a potential divide. The balance of this report will focus on responses in five general topic areas:

- Bargaining priorities regarding salary (Table 1)
- Bargaining priorities for other issues (Table 2)
- General survey items (Table 3)
- Administrator evaluations (Table 4)
- Tenure track versus non-tenure track contrasts (Table 5)

### **Salary Bargaining Priorities**

Table 1 indicates some consensus on salary priorities. Faculty rate market equity increases as their top priority, with 61% saying that all or most available FSU resources should be devoted to raising FSU faculty salaries to levels comparable to those at other Research I universities. Cost-of-living increases follow closely as a faculty priority, with 56%. Faculty express little interest in one-time bonuses, with

65% saying minimal or no resources should be allocated to these, or in specialized awards such as the now-defunct “TIP” award program, with 33% saying minimal or no resources should be allocated to same. In between these poles, but nearer the high priority range, faculty favor salary compression adjustments and merit increases for sustained performance, with less emphasis on inversion adjustments and annual merit increases. (See Table 1 for additional details.)

**Table 1: FSU Faculty Salary Priorities -- 2004**

(1=All resources, 2=Most resources, 3=Some resources, 4=Minimal resources, 5=No resources)

Item	Percent of Valid Responses					Mean	Cases
	All	Most	Some	Minimal	None		
Market equity increases adjusted for performance (to insure that faculty salaries are in line with those at other Research I universities).	24%	37%	32%	5%	2%	2.2	461
Cost of living increases to all faculty members with satisfactory (or better) performance.	23	33	32	9	3	2.4	464
Salary increases to address compression (using performance-indexed adjustments so that faculty with similar experience and accomplishments in the same department achieve comparable salaries).	16	31	42	7	4	2.5	464
Merit salary increases to faculty whose sustained overall performance was meritorious over a three-year period (based on departmental merit criteria).	12	33	43	8	4	2.6	464
Salary increases to combat inversion (guaranteeing that merit-adjusted higher-ranked faculty almost always earn more than lower-ranked faculty in the same department).	13	25	37	16	9	2.8	460
Merit salary increases to employees whose most recent academic year's annual performance was meritorious (based on departmental merit criteria).	7	28	42	16	8	2.9	449
Increases for exemplary performance of a particular duty (such as teaching, research, or service) over a three-year period (e.g., “TIP” awards).	7	19	41	20	13	3.1	462
One-time performance bonuses (not base pay increases) to the most outstanding performers in each College or School.	1	7	28	32	33	3.9	460

## Other Bargaining Priorities

Table 2 presents results on 12 non-salary bargaining priorities. While these priorities are generally less important to faculty than the top-rated salary priorities, fairly strong support is evident for minimizing faculty health care costs, with 54% saying all or most available FSU resources should be channeled in that direction. Other priorities are having more faculty say in promotion and tenure decisions and having family-friendly leave policies. Faculty express little interest in child-care facilities or lighter teaching loads, although these might be high priorities for subgroups among faculty.

**Table 2: FSU Faculty Non-Salary Priorities -- 2004**

(1=All resources, 2=Most resources, 3=Some resources, 4=Minimal resources, 5=No resources)

Item	Percent of Valid Responses					Mean	Cases
	All	Most	Some	Minimal	None		
Minimizing costs to faculty for health care benefits	22%	32%	33%	9%	5%	2.4	460
More faculty say in promotion and tenure decisions	15	25	34	16	10	2.8	455
Family leave (births, newborns, elder care, family illness)	11	21	41	19	8	2.9	458
More faculty say in assignments of responsibilities	13	25	32	20	11	2.9	457
Stronger protection against discrimination	15	21	30	23	11	2.9	456
More faculty say in performance evaluations	12	23	35	21	9	2.9	451
University-paid dental benefits	13	20	35	20	12	3.0	459
More faculty say on intellectual property rights	11	23	33	22	11	3.0	454
Multi-year contracts for non-tenured faculty	14	19	27	20	20	3.1	454
More faculty say in grants and contracts rules	6	20	37	24	13	3.2	454
Lighter teaching loads	10	15	29	25	21	3.3	460
Child care facilities on or near campus	7	9	32	28	23	3.5	459

## General Survey Questions

Most of these items, shown in Table 3, are repeats from the 2002 survey. (See the archives at [www.uff-fsu.org](http://www.uff-fsu.org) for the Fall 2003 *Faculty Voice* newsletter summarizing 2002 results.) There are notable consistencies over time for most such items, but with some interesting changes. As in 2002, the 2004 survey shows that faculty responses are most extreme in agreeing that administrators have inappropriately high salaries compared to faculty (71% agree or strongly agree), and in disagreeing that parking is satisfactory (66% disagree or strongly disagree). Compared to 2002, slightly fewer faculty now disagree or strongly disagree that faculty morale is high (48%), but slightly fewer faculty also agree or strongly agree (22%). Particularly noteworthy is the response to the statement that “Administrators should have greater discretion to allocate salary raises to faculty.” Almost half (47%) disagree or strongly disagree, and 26% agree or strongly agree. As compared to the 2002 survey, faculty support for administrator discretion has plummeted. Those favoring more administrator discretion easily outnumbered those opposed in 2002.

Several items in Table 3 are new this year. Four items considered time pressures and work-family conflicts. A near-majority of faculty feel they can tend to family care needs without fear of penalty (47% agree or strongly agree), but a similar proportion agree or strongly agree that “My job demands sometimes cause problems in my personal life” (48%). More faculty feel they can give enough time to their students than don’t, but more faculty report that they do not have enough time to move their research agenda forward than say they do. (See Table 3 for details.) Two new items deal with evaluation

procedures. Faculty often agree or strongly agree (40+ percent) with statements to the effect that their department/unit has up-to-date merit assessment procedures that are satisfactory, but in both instances fairly large proportions (25-27%) are in the “neutral zone,” which perhaps implies “don’t know.” Together, these “neutrals” along with those who disagree or strongly disagree (30+ percent) cause us to wonder if faculty have recently reviewed their department/unit merit assessment procedures. The last new item asked if faculty have enough say in university academic governance. Only 28% agree or strongly agree, and 38% disagree or strongly disagree, and once again a large proportion, 35%, report neutral.

**Table 3: FSU Faculty General Survey Questions -- 2004**  
 (1=Strongly agree, 2=Agree, 3=Neutral, 4=Disagree, 5=Strongly disagree)  
Percent of Valid Responses

Item	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	Cases
Generally speaking, I am satisfied with the way things are going at FSU.	6%	30%	23%	29%	12%	3.1	465
Faculty morale is high at FSU.	2	20	31	31	17	3.4	465
Administrators should have greater discretion to allocate salary raises to faculty.	5	21	27	22	25	3.4	457
Merit or discretionary salary raises in my department or unit this past year were based on objective criteria.	14	29	24	14	19	2.9	454
FSU administrators have inappropriately high salaries compared with FSU faculty.	46	25	20	5	4	2.0	458
The elevators, restrooms, ceilings, and other physical properties in my building are in good condition.	11	30	16	23	20	3.1	462
Faculty and staff parking is satisfactory at FSU.	5	15	14	25	40	3.8	465
My department/unit has up-to-date, faculty-approved merit assessment procedures.	12	33	25	18	12	2.9	461
Merit assessment procedures in my department/unit are satisfactory.	11	31	27	19	12	2.9	453
Faculty can tend to family care needs without fear of being penalized.	13	34	34	15	4	2.6	452
Faculty have enough say in academic governance in Faculty Senate, colleges/schools, and departments	3	25	35	25	13	3.2	451
I have enough time to move forward on my research agenda.	5	24	25	30	16	3.3	458
My job demands sometimes cause problems in my personal or family life.	12	36	22	22	8	2.8	461
I can give sufficient time to my students	8	38	29	20	4	2.8	452

## Administrator Evaluations

Table 4 summarizes evaluations of administrators. In contrast to his former business partner's report that each FSU Trustee rated President Wetherell as outstanding (*Tallahassee Democrat*, April 14, 2004, p. 4A), only 11% of faculty give Wetherell such a rating. Another 37% rate his performance "good." Many faculty did not rate Dean Rowe, and those that do bunched up heavily in the neutral zone of "fair" (53%). It appears the jury is still out on Dean Rowe at the end of her first year on the job as Dean of Faculties. As they do for Dean Rowe, many faculty bunched up in the neutral zone on President Wetherell (41%). The performance of Provost Abele, the only continuing central administrator rated in both surveys, changed little in the eyes of faculty since 2002. Lower proportions rate his performance in either of the top two categories this year, but lower proportions rate his performance in the bottom two categories as well. Notably, 63% of the faculty rate the Provost's performance "fair" or lower. This score is ironic in light of the Provost's ongoing "Teaching Improvement Plan," which mandates scrutiny and possibly termination for faculty who obtain "fair" or lower ratings from 30% or more of their students.

**Table 4: FSU Faculty Administrator Evaluations -- 2004**

(1=Outstanding, 2=Good, 3=Fair, 4=Poor, 5=Unacceptable)

Percent of Valid Responses

Item	Outstanding	Good	Fair	Poor	Unacceptable	Mean	Cases
President <b>Wetherell's</b> job performance has been ____	11%	37%	41%	7%	5%	2.6	428
Provost <b>Abele's</b> job performance has been ____	9	28	32	16	15	3.0	436
Dean <b>Rowe's</b> job performance has been ____	9	28	53	6	4	2.7	351
<b>My Dean/Director's</b> job performance has been ____.	20	29	23	12	16	2.7	450
... not specified College/Unit	22	28	6	11	33	3.1	18
... Arts & Sciences	15	30	35	11	9	2.7	149
... Business	16	49	19	9	7	2.4	43
... Communication	22	6	11	39	22	3.3	18
... Criminology & Criminal Just.						2.0	<10
... Education	13	28	28	15	15	2.9	39
... Engineering	6	25	25	6	38	3.4	16
... Human Sciences	23	31	31	8	8	2.5	13
... University Library	0	23	23	15	38	3.7	13
... Information Studies						1.3	<10
... Motion Picture/TV/Film						3.7	<10
... Music	72	11	17	0	0	1.4	18
... Nursing						4.6	<10
... Social Sciences	23	48	18	5	8	2.3	40
... Social Work	8	15	23	31	23	3.5	13
... Theatre	9	0	9	0	82	4.5	11
... Visual Arts & Dance	27	33	13	13	13	2.5	15
... Other (Selected "Other")	42	26	16	16	0	2.1	17

The rating for “My Dean/Director” is in effect a “synthetic composite,” combining evaluations from respondents in all units. Results suggest that there has been some overall deterioration in college/school-level administration at FSU since 2002. The top two categories (“outstanding” and “good”) are down and the bottom two categories (“poor” and “unacceptable”) are up.

The details for specific deans/directors in Table 4 (shown only for units with ten or more responses to preserve anonymity) reveal a more worrisome pattern. While many deans/directors have strong support among the faculty (e.g., ratings of “outstanding” or “good” by a majority), others have horrendous ratings (e.g., ratings of “poor” or “unacceptable” by a majority). The 2004 data suggest increases in the proportion of faculty afflicted with administrators who have failed to gain or maintain support of the faculty. This issue appears to be much more of a problem for FSU now than it was in 2002. In a chilling footnote to this conclusion, a response from one such unit included a written note stating “people are afraid to complete this survey.” Consistent with that comment, among those who did not specify their college/unit, nearly half (44%) rated their dean/director “poor” or “unacceptable.”

## Many Voices: Non-Tenure Track Faculty

by *Mary Jane Ryals and Michael Trammell, Associates in Business Communication*

Did you know that *non-tenure track* faculty make up about **30%** of the UFF-FSU Chapter? That’s almost *one-third* of all UFF-FSU members. Did you know that non-tenure track faculty make up about **35%** of the 1700-plus “General Faculty” represented by the UFF at FSU?

Now that we’ve got your attention, who are we? Roughly 20% of FSU faculty are titled “Assistant in \_\_\_” or “Associate in \_\_\_.” The other 15% of faculty who are non-tenure track include Librarians, Coordinators, Directors, Curators, Scholar/Scientists, Research Associates, Instructors, Lecturers, and Computer Research Specialists, among others. (These figures do not include “Florida High” (FSUS) instructors who are now part of a separate bargaining unit.)

The UFF-FSU 2004 Bargaining Survey and Administrator Evaluation Questionnaire came up with enough differences in numbers between tenure track faculty and the rest of the faculty that we owe them attention. Although tenure track and non-tenure track faculty share similar views on most issues, we’ll concentrate on the differences to give voice to non-tenure track faculty. Table 5 provides means for both groups and difference-of-means tests between these groups for virtually all survey items. Large t-ratios (positive or negative) show relatively large differences in views. Small marginal significance levels (MSL) show that a result is unlikely to be due to chance, loosely speaking.

The biggest single issue difference between tenure track and non-tenure track faculty comes under the category of non-salary priorities in the question about **multi-year contracts**, as shown in Table 5. Largely, non-tenure track faculty would like multi-year contracts, since now they only have year-to-year contracts. This would increase stability and job security for these faculty. Tenure track faculty have much less interest, probably because multi-year contracts may seem like a threat to tenure. The non-teaching faculty feel even more strongly about this issue in the survey.

**Table 5: FSU Tenure-Track (TT) vs. Non-Tenure Track (NTT) Views -- 2004**  
Means and Difference-of-Means Tests

Bargaining Priority Items on FSU Resource Allocation (Response: 1=All resources, 2=Most resources, 3=Some resources, 4=Minimal resources, 5=No resources)	Mean		Differ. (TT- NTT)	T-Ratio	Statistical Signif. (MSL)
	TT	NTT			
Salary increases to address compression (using performance indexed adjustments so similar experience and accomplishments in the same department mean comparable salaries).	2.51	2.51	-0.00	-0.03	0.98
One-time performance bonuses (not base pay increases) to the most outstanding performers in each College or School.	3.97	3.74	0.23	2.12	0.03
Merit salary increases to faculty whose sustained overall performance was meritorious over a three-year period (based on departmental merit criteria).	2.55	2.77	-0.22	-2.13	0.03
Market equity increases adjusted for performance (to insure that faculty salaries are in line with those at other Research I universities).	2.24	2.26	-0.02	-0.14	0.89
Increases for exemplary performance of a particular duty (such as teaching, research, or service) over a three-year period (e.g., "TIP" awards).	3.23	2.86	0.38	3.09	0.01
Salary increases to combat inversion (guaranteeing that merit-adjusted higher-ranked faculty almost always earn more than lower-ranked faculty in the same department).	2.77	3.04	-0.27	-2.11	0.04
Cost of living increases to all faculty members with satisfactory (or better) performance.	2.46	2.04	0.42	3.65	0.01
Merit salary increases to employees whose most recent academic year's annual performance was meritorious (based on departmental merit criteria).	2.90	2.82	0.08	0.68	0.50
Child care facilities on or near campus	3.54	3.37	0.17	1.31	0.19
More faculty say in performance evaluations	3.02	2.62	0.41	3.13	0.01
University-paid dental benefits	3.03	2.76	0.28	2.04	0.04
Family leave (births, newborns, elder care, family illness)	2.94	2.77	0.17	1.38	0.17
More faculty say in promotion and tenure decisions	2.85	2.61	0.24	1.75	0.08
Multi-year contracts for non-tenured faculty	3.45	2.09	1.36	9.91	0.01
Minimizing costs to faculty for health care benefits	2.52	2.12	0.40	3.34	0.01
More faculty say in assignments of responsibilities	3.03	2.57	0.46	3.43	0.01
Stronger protection against discrimination	2.93	2.96	-0.03	-0.18	0.85
Lighter teaching loads	3.25	3.57	-0.32	-2.25	0.03
More faculty say in grants and contracts rules	3.26	2.85	0.41	3.30	0.01
More faculty say on intellectual property rights	3.08	2.61	0.47	3.61	0.01

**Table 5: FSU Tenure-Track (TT) vs. Non-Tenure Track (NTT) Views -- 2004, cont'd**

Means and Difference-of-Means Tests

General Survey Items (Responses: 1=Strongly agree, 2=Agree, 3=Neutral, 4=Disagree, 5=Strongly disagree)	Mean		Differ. (TT- NTT)	T-Ratio	Statist'l Signif. (MSL)
	TT	NTT			
Generally speaking, I am satisfied with the way things are going at FSU.	3.16	2.95	0.21	1.59	0.11
Faculty morale is high at FSU.	3.44	3.26	0.18	1.51	0.13
Administrators should have greater discretion to allocate salary raises to faculty.	3.54	3.03	0.51	3.79	0.01
Merit or discretionary salary raises in my department or unit this past year were based on objective criteria.	2.85	3.16	-0.31	-2.08	0.04
FSU administrators have inappropriately high salaries compared with FSU faculty.	1.90	2.23	-0.34	-2.67	0.01
The elevators, restrooms, ceilings, and other physical properties in my building are in good condition.	3.20	2.80	0.40	2.68	0.01
Faculty and staff parking is satisfactory at FSU.	3.81	3.76	0.05	0.34	0.73
My department/unit has up-to-date, faculty-approved merit assessment procedures.	2.80	3.08	-0.28	-2.02	0.04
Merit assessment procedures in my department/unit are satisfactory.	2.82	3.16	-0.35	-2.50	0.01
Faculty can tend to family care needs without fear of being penalized.	2.68	2.39	0.29	2.51	0.01
Faculty have enough say in academic governance in Faculty Senate, colleges/schools, and departments	3.21	3.19	0.02	0.19	0.85
I have enough time to move forward on my research agenda.	3.32	3.19	0.13	1.00	0.32
My job demands sometimes cause problems in my personal or family life.	2.79	2.70	0.09	0.71	0.48
I can give sufficient time to my students.	2.72	2.86	-0.14	-1.14	0.26

**Administrator Evaluation Items** (Responses: 1=Outstanding, 2=Good, 3=Fair, 4=Poor, 5=Unacceptable)

Administrator Evaluation Items	Mean		Differ. (TT- NTT)	T-Ratio	Statist'l Signif. (MSL)
	TT	NTT			
President <b>Wetherell's</b> job performance has been ____	2.68	2.27	0.40	3.73	0.01
Provost <b>Abele's</b> job performance has been ____	3.00	2.91	0.09	0.65	0.51
Dean <b>Rowe's</b> job performance has been ____	2.68	2.64	0.03	0.29	0.77
<b>My Dean/Director's</b> job performance has been ____.	2.81	2.49	0.32	2.09	0.04

Notes: The N for the tenure-track (TT) group is typically over 300. The N for the non-tenure-track (NTT) group is typically about 100. Equal variance forms of the t-test were used. The null of equal variances across groups was not rejected for any item shown. MSL=Marginal Significance Level.

Some other differences involve salary, both in terms of salary priorities for the future and in terms of how salary matters have been handled at FSU in the past. In terms of bargaining priorities, non-tenure track faculty are more favorable toward one-time bonuses, special awards, and cost of living increases than are tenure track faculty, and less favorable toward sustained merit increases and salary inversion adjustments. The differences, however, are easily overstated. For example, while the two groups differ on one-time bonuses, both assign low priority to bonuses (scoring 3.74 or higher on the 5-point scale where 5 indicates no resources should be devoted to this area). It would be fair to say that non-tenure track faculty simply don't have quite as much distaste for bonuses as do tenure track faculty. Even where there are statistically significant differences between the two groups, there is no instance where one group generally favors a particular salary priority and the other opposes it. The differences are really in how strongly both oppose or favor a priority.

With regard to past salary practices at FSU, while tenure track faculty have fewer complaints about the **merit salary increases**, the non-tenure track faculty are concerned about the **distribution of merit pay**. Often, merit salary increases focus on rewarding research and publication. Thus many non-tenure track faculty, holding virtually 100% teaching assignments, receive small or no merit raises. There is a consensus among most non-tenure track faculty that merit salary increases should be awarded for teaching, and other assigned duties performed by non-tenure track professionals.

Tenure track faculty definitely favor administrators having *less* discretion allocating salary to faculty, while non-tenure track faculty are a bit more comfortable with administrator discretion. Non-tenure track faculty may be more likely to feel that administrators can make decisions about **rewarding teaching and service work**. Perhaps again this is because non-tenure track faculty are often left out of the merit raise opportunities.

But here too, the more important point is the **similarity of views** on salary. Both tenure track and non-tenure track faculty (on average) reject greater administrator discretion, disagree that past merit raises were based on objective criteria, and agree that administrators have inappropriately high salaries relative to faculty. Non-tenure track faculty are less likely than tenure track faculty to agree that their merit assessment procedures are up-to-date and satisfactory, but both groups tend to disagree with the statements suggesting up-to-date faculty-approved procedures are in place and satisfactory.

Interestingly, general physical properties of the campus and FSU's administrators satisfy the non-tenure track faculty more than the tenure track faculty. This appreciation may stem from the fact that a greater number of non-tenure track faculty have endured an 8-5 work experience outside academe, and thus may be **more appreciative of the flexibility, generally lower stress level, and generally more pleasant surroundings** of a university campus in comparison. Views about faculty members' ability to deal with family care needs differ slightly. Non-tenure track faculty mildly tend to disagree that they could deal with these matters without fear of penalty, while tenure track faculty mildly tend to agree that they could deal with family care matters without fear of penalty.

We have spoken with some faculty about the **low salaries non-tenure track** faculty often have with a **high teaching and/or service load**, but presently we have no figures to discuss the urgency this matter has to those with whom we spoke. We plan to get more specific questions added to the survey about this issue. **We'd like your input** about this issue as well as others.

One final area of differences is in administrator evaluations. Non-tenure track faculty tend to give higher ratings to President Wetherell and their own Dean/Director than do tenure track faculty. One possible reason offered for this is that the paid holidays and monetary bonus announced by President Wetherell late in 2003 probably had a direct impact on more non-tenure track faculty, and little or no impact on tenure track faculty.

This is a quick assessment of the survey results; please **feel free to email us** (mryals@cob.fsu.edu or mtrammel@cob.fsu.edu) with comments or to set up meetings with us to discuss other priority issues that this document has not covered. All discussions remain anonymous.

### **Thank You!**

This report is only possible because of those who took the few minutes needed to complete the 2004 Bargaining Survey and Administrator Evaluation Questionnaire. To those who did, we offer a sincere “thank you.” To those who didn’t but nonetheless find these results interesting or useful, we hope to hear from you too next time. (We’d even like to hear from those who don’t find these results interesting or useful!) An additional note of appreciation is due to members of the UFF-FSU Collective Bargaining Advisory Council who helped design the questionnaire and draft this report.

### **UFF Listens**

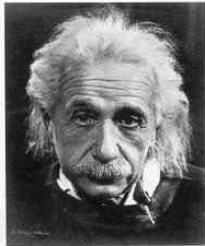
Many of the questions included in the 2004 faculty survey were included in direct response to suggestions from UFF members and other FSU faculty. Much of what we are seeking at the bargaining table in current negotiations for our first-ever FSU contract is a direct response to, or at least strongly supported by the survey results. We thank all of those who provided input in the survey development process. We also welcome your suggestions for additional analyses. There is obviously much potentially useful and interesting information that this report had not addressed. Although we remain committed to preserving the confidentiality of responses, suggestions for further analyses that do not risk compromising respondent confidentiality will be seriously considered.

# *It's Time!*

**Join** the United Faculty of Florida FSU Chapter **Now**  
*and pay no dues until August!*

You will be enrolled in UFF immediately and eligible for UFF direct benefits, including \$1,000,000 in professional liability insurance coverage, \$10,000 in life insurance, up to \$50,000 in accidental death insurance coverage, two free half-hour legal consultations, discounts on home and auto insurance, and publications.

***Most importantly, you will be adding your support to the faculty's voice at FSU.***



*"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."*

ALBERT EINSTEIN  
Charter member, AFT, Princeton, 1938

## **Find Your Voice ... Join the UFF-FSU Chapter**

UFF dues are 1% of bi-weekly salary. *Please fill out the form below and return it to:*

Jack Fiorito, President, UFF-FSU Chapter, RBB 244, Campus 1110

**United Faculty of Florida FSU Chapter**

### **Membership Form**

*Please Print Complete Information*

Social Security Number			Last Name	First Name	MI
Home Street Address			Campus Address & Mail Code		Department
City	State	Zip Code	Office Phone		Home Phone
E-mail address -- Personal/Home			E-mail address -- Office		

**Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of bi-weekly salary) on August 1, 2004.** This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to FSU's payroll office and to the United Faculty of Florida.

Signature (for payroll deduction authorization)  
Visit the UFF-FSU Chapter Web Site at [www.uff-fsu.org](http://www.uff-fsu.org)

Today's Date  
***FSU Works Because We Do!***