

# DIMENSION

The Newsletter of the UNF United Faculty of Florida (UFF)

May, 2001

During the Spring term, the UFF distributed a faculty opinion survey and administrative evaluation. The results are printed below. The body of the table reflects the percentage of the people responding in each category, followed by the mean and number of people responding (N). Overall, we had 131 surveys submitted. One did not follow the proper procedures. This means we had 130 usable surveys. This constitutes a 33% response rate. This is a good response rate for a mail survey.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	N
	5	4	3	2	1		
1. My salary level is at or above the relevant higher education industry average.	1.6	13.4	8.7	38.6	37.8	2.02	127
2. We need salary adjustments to address salary inversion and compression problems.	58.4	28.8	9.6	0.0	3.2	4.39	125
3. UNF administrators have inappropriately high salaries compared with UNF faculty.	37.6	25.6	25.6	5.6	5.6	3.84	125
4. Merit raises are allocated according to published objective criteria in my unit.	13.5	27.8	12.7	21.4	24.6	2.84	126
5. There should be greater bottom-up input at UNF.	36.5	41.3	16.7	4.0	1.6	4.07	126
6. When a faculty member covers a colleague's classes without getting administrative permission, neither one should get paid if they get caught.	4.1	1.6	18.7	19.5	56.1	1.78	123
7. The expectations for obtaining tenure and promotion are clear.	7.2	28.0	22.4	26.4	16.0	2.84	125
8. Tenure and promotion decisions are made fairly.	6.5	20.2	47.6	14.5	11.3	2.96	124
9. There is employment discrimination at UNF.	16.4	18.0	32.8	20.5	12.3	3.06	122
10. If a faculty member challenges an administrative decision, retaliation is likely to follow.	16.7	23.0	34.9	17.5	7.9	3.23	126
11. The annual evaluation process is working well.	4.8	19.2	28.0	27.2	20.8	2.60	125
12. There are in-groups (favored) and out-groups (disfavored) at UNF.	36.9	22.1	28.7	8.2	4.1	3.80	122
13. Overall, I am satisfied with how things are going.	4.8	31.7	17.5	27.8	18.3	2.77	126
14. I think faculty morale is high at UNF.	1.6	20.6	30.2	28.6	19.0	2.57	126
15. The faculty at UNF need a strong union.	45.6	28.0	16.0	4.8	5.6	4.03	125

<u>Item</u>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. Encourages and supports faculty involvement in decision-making.	5	4	3	2	1
2. Demonstrates fairness and objectivity.	5	4	3	2	1
3. Maintains effective communication with faculty.	5	4	3	2	1
4. Is accessible to faculty.	5	4	3	2	1
5. Demonstrates good listening skills.	5	4	3	2	1
6. Effectively negotiates differences in interests.	5	4	3	2	1
7. Is knowledgeable about our union contract.	5	4	3	2	1
8. Is an effective leader.	5	4	3	2	1
9. Overall, Administrator X is doing a good job.	5	4	3	2	1
10. Administrator X should be retained in his job.	5	4	3	2	1

	<u>Item</u>	1	2	3	4	5	6	7	8	9	10
David Kline	Mean	3.00	3.11	2.88	3.10	3.20	2.85	3.31	3.01	3.19	3.28
	N	(118)	(119)	(120)	(120)	(120)	(114)	(112)	(119)	(118)	(117)
Hank Camp		3.58 (55)	3.35 (55)	3.40 (55)	3.80 (55)	3.62 (55)	3.34 (53)	3.12 (51)	3.36 (55)	3.59 (54)	3.33 (55)
Kathy Kasten		3.64 (14)	3.36 (14)	3.64 (14)	3.86 (14)	3.79 (14)	3.43 (14)	3.62 (13)	3.64 (14)	3.64 (14)	3.71 (14)
Earle Traynham		2.96 (24)	2.60 (25)	2.96 (25)	3.24 (25)	3.00 (25)	2.64 (25)	3.00 (25)	2.76 (25)	2.75 (24)	2.96 (25)
Neal Coulter		3.63 (8)	3.88 (8)	3.88 (8)	4.00 (8)	3.75 (8)	3.13 (8)	3.13 (8)	3.88 (8)	4.00 (8)	4.00 (8)
Pam Chally		4.15 (13)	4.00 (13)	4.23 (13)	4.46 (13)	4.31 (13)	3.38 (13)	3.62 (13)	4.15 (13)	4.15 (13)	4.23 (13)
Andrew Farkas		4.17 (6)	4.00 (6)	4.00 (6)	4.33 (6)	3.83 (6)	3.50 (6)	3.50 (6)	4.33 (6)	4.50 (6)	4.50 (6)
	<u>Average</u>	3.59	3.47	3.57	3.83	3.65	3.23	3.30	3.59	3.69	3.72



<u>Chair/Director</u>	<u>Item</u>	1	2	3	4	5	6	7	8	9	10
J. Solano	Mean	3.33	3.00	3.33	3.33	3.33	3.00	4.00	3.00	3.33	3.33
	N	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
J. Campbell		1.00	2.00	1.00	1.00	2.50	1.00	1.00	1.50	1.00	1.00
		(2)	(2)	(2)	(2)	(2)	(2)	(1)	(2)	(2)	(2)
J. Adcox		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
		(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
J. Patterson		4.22	4.00	3.89	4.67	4.22	3.67	3.22	4.00	4.33	4.33
		(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)
L. Trice		4.75	4.50	4.50	4.75	4.25	4.25	3.75	4.25	4.50	4.50
		(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
S. Philips		4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50
		(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
M. Lovett		4.00	4.00	4.00	5.00	4.00	4.00	3.00	4.00	4.00	4.00
		(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
<u>Average</u>		3.75	3.55	3.53	4.04	3.70	3.32	3.36	3.42	3.55	3.57

## Message From the President

The first two items dealing with pay provide strong evidence that our faculty feel they are not paid fairly relative to the relevant industry averages and inversion/compression is a problem. It is also clear there should be greater bottom-up input at UNF. One of the strongest responses came on the item dealing with not paying either faculty member when a class is covered without administrative permission. Hopefully, this administrative policy will be reconsidered. The expectations for tenure and departmental merit criteria could both be made clearer. Opinions on the presence of discrimination are split, with roughly one-third feeling it exists, one third being neutral and one third do not perceive it. Perceptions may vary by the position one is in and/or the unit one is in. Roughly 40% of our respondents either Strongly Agree or Agree retaliation does occur. The annual evaluation process (2.6 mean) could evidently be improved. Fifty-nine percent of our respondents believe there are favored and disfavored groups at UNF. The means for both satisfaction (2.77) and morale (2.57) are below the mid-point of our scale (3). There is obviously room for improvement here. A little more than 73% of our respondents feel we need a strong union at UNF. Since only 21% of our bargaining unit faculty members are currently UFF members, our Chapter has the potential to grow greatly in the future. I want to thank everyone who participated in this survey process. It has been a great year for the UFF at UNF!!!!

United we stand, Bruce Fortado, UNF-UFF President