

DIMENSION

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

July, 2002

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 115 surveys submitted. Three did not follow the proper procedures. This means we had 112 usable surveys. This constitutes a 26.5% 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.	3.6	11.7	13.5	31.5	39.6	2.08	111
2. We need salary adjustments to address salary inversion and compression problems.	54.5	34.5	7.3	1.8	1.8	4.38	110
3. UNF administrators have inappropriately high salaries compared with UNF faculty.	31.5	25.2	33.3	7.2	2.7	3.76	111
4. Merit raises are allocated according to published objective criteria in my unit.	16.4	39.1	18.2	12.7	13.6	3.32	110
5. There should be greater bottom-up input at UNF.	34.5	35.5	26.4	3.6	0.0	4.01	110
6. When a faculty member covers a colleague's classes without getting administrative permission, neither one should get paid if they get caught.	4.8	3.8	20.0	16.2	55.2	1.87	105
7. The expectations for obtaining tenure and promotion are clear.	5.4	39.6	19.8	24.3	10.8	3.05	111
8. Tenure and promotion decisions are made fairly.	5.5	28.2	35.5	24.5	6.4	3.02	110
9. There is employment discrimination at UNF.	9.2	19.3	34.9	25.7	11.0	2.90	109
10. If a faculty member challenges an administrative decision, retaliation is likely to follow.	15.6	22.9	39.4	17.4	4.6	3.28	109
11. The annual evaluation process is working well.	3.6	22.6	36.4	26.4	10.0	2.85	110
12. There are in-groups (favored) and out-groups (disfavored) at UNF.	30.9	23.6	33.6	9.1	2.7	3.71	110
13. Overall, I am satisfied with how things are going.	3.6	34.2	19.8	32.4	9.9	2.89	111
14. I think faculty morale is high at UNF.	2.7	14.4	27.9	32.4	22.5	2.42	111
15. The faculty at UNF need a strong union.	36.9	23.4	31.5	5.4	2.7	3.86	111

<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 Academic VP	Mean N	3.04 (104)	3.13 (103)	2.84 (104)	3.29 (105)	3.18 (104)	2.89 (102)	3.13 (101)	3.04 (104)	3.20 (104)	3.37 (99)
Mark Workman Arts & Science		4.20 (44)	4.20 (44)	4.00 (44)	4.00 (44)	4.20 (44)	3.50 (42)	2.75 (42)	3.80 (44)	4.00 (44)	4.00 (44)
Kathy Kasten Education		3.67 (18)	3.56 (18)	3.28 (18)	4.06 (18)	4.11 (18)	3.22 (18)	3.65 (17)	3.28 (18)	3.50 (18)	3.72 (18)
Earle Traynham Business		2.65 (23)	2.61 (23)	2.91 (23)	3.22 (23)	2.96 (23)	2.39 (23)	3.00 (22)	2.70 (23)	2.74 (23)	3.00 (23)
Neal Coulter Comp. Sci. & Eng.		3.83 (6)	4.00 (6)	3.33 (6)	3.83 (6)	3.67 (6)	4.00 (6)	3.33 (6)	3.83 (6)	4.00 (6)	4.00 (6)
Pam Chally Health		4.25 (12)	4.25 (12)	4.42 (12)	4.67 (12)	4.58 (12)	3.25 (12)	3.40 (10)	4.08 (12)	4.25 (12)	4.42 (12)
Andrew Farkas Library		4.43 (7)	4.29 (7)	4.29 (7)	4.43 (7)	4.14 (7)	3.86 (7)	3.71 (7)	4.29 (7)	4.43 (7)	4.43 (7)
	<u>Average</u>	3.72	3.72	3.58	3.93	3.83	3.30	3.28	3.57	3.73	3.85

<u>Chair/Director</u>	<u>Item</u>	1	2	3	4	5	6	7	8	9	10
G. Ahearn Biology	Mean N	4.20 (5)	3.80 (5)	3.80 (5)	3.80 (5)	3.40 (5)	3.40 (5)	2.60 (5)	3.20 (5)	3.60 (5)	4.00 (5)
O. Patterson CVA		4.33 (6)	4.50 (6)	4.67 (6)	4.67 (6)	4.50 (6)	4.50 (6)	4.00 (6)	4.33 (6)	4.67 (6)	4.67 (6)
K. Venkatasubban Chemistry & Physics		4.00 (1)	5.00 (1)	4.00 (1)	4.00 (1)	5.00 (1)	5.00 (1)	4.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)
A. Tilley English & For. Lang.		3.50 (8)	3.50 (8)	3.50 (8)	4.25 (8)	3.38 (8)	3.25 (8)	3.57 (7)	3.25 (8)	3.50 (8)	3.50 (8)
S. Hochwald Mathmatics & Stat.		5.00 (2)	5.00 (2)	5.00 (2)	5.00 (2)	4.00 (2)	3.50 (2)	5.00 (2)	5.00 (2)	5.00 (2)	5.00 (2)
M. Chamblin Psychology		4.67 (3)	3.66 (3)	4.33 (3)	5.00 (3)	5.00 (3)	4.33 (3)	4.00 (3)	4.66 (3)	4.66 (3)	4.66 (3)
A. Buchwalter Philosophy		4.33 (3)	4.33 (3)	3.67 (3)	4.67 (3)	4.33 (3)	3.67 (3)	3.33 (3)	3.33 (3)	4.33 (3)	4.00 (3)
D. Clifford History		3.33 (3)	3.33 (3)	3.67 (3)	4.00 (3)	3.00 (3)	2.67 (3)	3.33 (3)	2.67 (3)	3.67 (3)	3.67 (3)
S. Frey Soc., Ant. & CJ		3.00 (5)	2.60 (5)	3.20 (5)	3.80 (5)	3.00 (5)	3.00 (5)	3.00 (5)	3.00 (5)	3.00 (5)	3.40 (5)
G. Smart Music		3.67 (3)	3.33 (3)	3.00 (3)	4.33 (3)	4.33 (3)	3.33 (3)	2.67 (3)	3.00 (3)	3.00 (3)	3.33 (3)
J. Venn Education Ser. & Res.		4.00 (2)	4.33 (3)	3.33 (3)	4.33 (3)	4.00 (3)	3.67 (3)	3.00 (2)	3.33 (3)	3.33 (3)	3.67 (3)
P. Riner Curriculum & Ins.		3.29 (14)	3.07 (14)	2.79 (14)	4.23 (13)	2.57 (14)	2.64 (14)	3.29 (14)	3.07 (14)	3.29 (14)	3.43 (14)
J. Perry Economics & Geog.		4.33 (3)	4.33 (3)	4.67 (3)	4.67 (3)	4.33 (3)	4.00 (3)	4.00 (3)	4.33 (3)	4.67 (3)	3.33 (3)
J. Coleman Mmgt., Mkt., & Log.		4.09 (11)	4.09 (11)	4.18 (11)	4.45 (11)	4.27 (11)	3.73 (11)	3.30 (10)	3.82 (11)	4.00 (11)	3.73 (11)
G. Fane Accounting & Fin.		3.29 (7)	3.43 (7)	3.57 (7)	4.14 (7)	3.57 (7)	3.00 (7)	3.71 (7)	3.71 (7)	3.71 (7)	3.71 (7)

<u>Chair/Director</u>	<u>Item</u>	1	2	3	4	5	6	7	8	9	10
J. Solano CIS	Mean N	4.33 (3)	4.00 (3)	4.00 (3)	4.67 (3)	4.33 (3)	4.33 (3)	5.00 (3)	4.33 (3)	4.67 (3)	4.67 (3)
J. Campbell Engineering		1.50 (2)	2.50 (2)	1.00 (1)	2.50 (2)	2.50 (2)	1.50 (2)	2.00 (2)	2.00 (2)	2.00 (2)	2.00 (2)
J. Merckel CSE		5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)
J. Patterson Health Science		4.57 (7)	4.14 (7)	4.00 (7)	4.57 (7)	4.43 (7)	4.14 (7)	4.00 (5)	4.00 (7)	4.14 (7)	4.14 (7)
L. Trice Nursing		4.67 (3)	4.33 (3)	4.33 (3)	4.33 (3)	4.00 (3)	4.00 (3)	4.00 (3)	4.33 (3)	4.33 (3)	4.33 (3)
S. Philips Library		5.00 (1)	4.00 (1)	4.00 (1)	5.00 (1)	5.00 (1)	4.00 (1)	3.00 (1)	4.00 (1)	5.00 (1)	5.00 (1)
B. Jones Library		5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)	3.00 (1)	5.00 (1)	5.00 (1)	5.00 (1)
<u>Average</u>		4.05	3.97	3.85	4.38	4.04	3.71	3.72	3.83	4.07	4.06

Message From the President

More than 70% of our respondents disagree or strongly disagree that their salary is at or above the relevant industry average. Salary inversion and compression problems that need to be addressed were perceived by 89% of our respondents. These results support UFF President Tom Auxter's proposal for a 17% salary adjustment. Like last year, our survey demonstrated there should be more bottom-up input at UNF (i.e. 70% agree or strongly agree). Similarly, once again there was a very strong response on Item 6 that deals with not paying either faculty member when a class is covered without administrative permission (1.87 mean). This policy should be reconsidered. The results on the use of published merit criteria, clear expectations for tenure and promotions, and the fairness of these decisions are all above the mid-point on the scale. However, these results could and should be even higher. Much like last year, retaliation was perceived by over one-third of our respondents (38.5%) and the mean was above the mid-point of the scale (3.28). Something needs to be done about this. The annual evaluation process could evidently be improved, since the 2.85 mean is below the mid-point of the scale. Our respondents believe there are favored and disfavored groups at UNF (3.71 mean). The means for both satisfaction (2.89) and morale (2.42) are below the mid-point of our scale. This parallels the results from last year. Improving this situation should be a top priority. More than 60% of our respondents feel we need a strong union at UNF. I want to thank all of our participants!

All of our faculty should join the UFF, Bruce Fortado, UNF-UFF President