

DIMENSIONS

Fall 2004

Annual Survey

During the Spring term 2004, the UFF distributed a faculty opinion and administrative evaluation survey . 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 the number of the people responding (N). Overall, we had 121 surveys submitted and analyzed. This constitutes a 28.14% response rate from the 430 bargaining unit faculty.

The historical response rate for a mail survey is about 2%.
Our response rate is very good (28.14%).

We wish to thank everyone that took the time to answer the survey.
It is through surveys such as these that our contracts can be made better
and our environment become more pleasant.

Campus Environment Work Environment Issues

Item		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	2.5%	9.1%	8.3%	37.2%	43.0%	1.91	121
2	We need salary adjustments to address salary inversions and compression problems.	63.6%	24.8%	5.8%	2.5%	3.3%	4.43	121
3	UNF administrators have inappropriately high salaries compared with UNF faculty.	31.7%	36.7%	18.3%	10.8%	2.5%	3.84	120
4	Merit raises are allocated according to published objective criteria in my unit.	14.5%	34.2%	27.4%	12.8%	11.1%	3.28	117
5	There should be greater bottom-up input at UNF.	29.9%	38.5%	23.1%	7.7%	0.9%	3.89	117
6	The labor relations news reports put out by our administrators (management team) provide an unbiased account of what has taken place.	0.9%	18.8%	47.9%	21.4%	11.1%	2.77	117
7	The expectations for obtaining tenure and promotions are clear.	9.4%	47.0%	19.7%	16.2%	7.7%	3.34	117
8	Tenure and promotion decisions are made fairly.	8.5%	38.5%	26.5%	16.2%	10.3%	3.19	117
9	There is employment discrimination at UNF.	13.8%	11.2%	34.5%	30.2%	10.3%	2.88	116
10	If a faculty member challenges an administrative decision, retaliation is likely to follow.	12.1%	12.9%	44.0%	25.0%	6.0%	3.00	116
11	The annual evaluation process is working well.	0.9%	35.0%	32.5%	17.1%	14.5%	2.91	117
12	There are in-groups (favored) and out-groups (disfavor) at UNF.	24.8%	35.0%	27.4%	11.1%	1.7%	3.70	117
13	Overall, I am satisfied with how things are going.	4.2%	37.5%	22.5%	21.7%	14.2%	2.96	120
14	I think faculty morale is high at UNF.	1.7%	22.7%	22.7%	35.3%	17.6%	2.55	119
15	Our administrators have committed unfair labor practices (ULPs).	12.4%	18.6%	40.7%	23.0%	5.3%	3.10	113

**ADMINISTRATIVE
Performance Survey**

Item		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Encourages and supports faculty involvement in decision making.	5	4	3	2	1
2	Demonstrated 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, X is doing a good job.	5	4	3	2	1
10	X should be retained in his/her job.	5	4	3	2	1

The previous questions were asked for the following administrators. The item-number one represents the first question's response percentages by a five point category, the mean result from those responses, and the number of respondents (N). For example , for the first administrator, David Kline , Provost, of the 104 respondents to item 1, " Encourages and supports faculty involvement in decision making," the response percentages by the five-point category were: 10.6% of the respondents strongly agreed , 33.7% agreed, 30.8% were neutral, 12.5% disagreed, and 12.5% strongly disagreed with the statement. The mean was 3.17.

Provost, Academic VP David Kline										
Item	1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement										
Strongly Agree	10.6%	8.7%	11.5%	10.9%	10.7%	4.1%	8.2%	10.6%	13.3%	18.7%
Agree	33.7%	38.5%	22.1%	30.7%	33.0%	22.4%	24.5%	35.6%	40.0%	26.4%
Neutral	30.8%	27.9%	36.5%	34.7%	35.9%	50.0%	55.1%	23.1%	18.1%	28.6%
Disagree	12.5%	10.6%	16.3%	16.8%	9.7%	11.2%	5.1%	13.5%	12.4%	8.8%
Strongly Disagree	12.5%	14.4%	13.5%	6.9%	10.7%	12.2%	7.1%	17.3%	16.2%	17.6%
Mean	3.17	3.16	3.02	3.22	3.23	2.95	3.21	3.09	3.22	3.20
N	(104)	(104)	(104)	(101)	(103)	(98)	(98)	(104)	(105)	(91)

Gary Fane Business											
Item		1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement											
Strongly Agree		17.6%	29.4%	29.4%	47.1%	35.3%	23.5%	12.5%	25.0%	29.4%	31.3%
Agree		17.6%	35.3%	17.6%	35.3%	29.4%	11.8%	31.3%	31.3%	29.4%	31.3%
Neutral		23.5%	17.6%	35.3%	11.8%	29.4%	41.2%	56.3%	25.0%	17.6%	18.8%
Disagree		35.3%	5.9%	5.9%	5.9%	5.9%	11.8%	0.0%	18.8%	17.6%	6.3%
Strongly Disagree		5.9%	11.8%	11.8%	0.0%	0.0%	11.8%	0.0%	0.0%	5.9%	12.5%
Mean		3.06	3.65	3.47	4.24	3.94	3.24	3.56	3.63	3.59	3.63
N		(17)	(17)	(17)	(17)	(17)	(17)	(16)	(16)	(17)	(16)

Neal Coulter Computer Science & Eng.											
Item		1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement											
Strongly Agree		10.0%	20.0%	30.0%	50.0%	30.0%	30.0%	20.0%	30.0%	40.0%	40.0%
Agree		60.0%	30.0%	30.0%	30.0%	30.0%	10.0%	30.0%	30.0%	10.0%	30.0%
Neutral		20.0%	30.0%	10.0%	10.0%	10.0%	40.0%	30.0%	20.0%	30.0%	20.0%
Disagree		0.0%	10.0%	20.0%	0.0%	20.0%	10.0%	10.0%	10.0%	10.0%	0.0%
Strongly Disagree		10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Mean		3.60	3.40	3.50	4.10	3.50	3.40	3.40	3.60	3.60	3.90
N		(10)	(10)	(10)	(10)	(10)	(10)	(10)	(10)	(10)	(10)

Pam Chally Health											
Item		1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement											
Strongly Agree		70.0%	70.0%	80.0%	80.0%	60.0%	50.0%	20.0%	70.0%	80.0%	90.0%
Agree		20.0%	20.0%	10.0%	10.0%	30.0%	30.0%	30.0%	20.0%	10.0%	0.0%
Neutral		10.0%	0.0%	10.0%	10.0%	0.0%	10.0%	50.0%	0.0%	0.0%	0.0%
Disagree		0.0%	10.0%	0.0%	0.0%	10.0%	10.0%	0.0%	10.0%	10.0%	10.0%
Strongly Disagree		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mean		4.60	4.50	4.70	4.70	4.40	4.20	3.70	4.50	4.60	4.70
N		(10)	(10)	(10)	(10)	(10)	(10)	(10)	(10)	(10)	(10)

Kathleen Cohen Library											
Item		1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement											
Strongly Agree		22.2%	44.4%	22.2%	55.6%	33.3%	33.3%	44.4%	55.6%	55.6%	55.6%
Agree		66.7%	44.4%	55.6%	44.4%	55.6%	44.4%	44.4%	22.2%	33.3%	33.3%
Neutral		11.1%	11.1%	11.1%	0.0%	11.1%	22.2%	11.1%	11.1%	11.1%	11.1%
Disagree		0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%
Strongly Disagree		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mean		4.11	4.33	3.89	4.56	4.22	4.11	4.33	4.22	4.44	4.44
N		(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)

Average		3.52	3.75	3.65	3.95	3.89	3.38	3.43	3.64	3.72	3.82
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Scott Hochwald											
Mathematics & Statistics (22)											
Department Response Rate:		9%									
Item		1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement											
Strongly Agree		50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	0.0%	50.0%	50.0%	50.0%
Agree		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
Neutral		0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disagree		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Strongly Disagree		50.0%	50.0%	50.0%	0.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%
	Mean	3.00	3.00	3.00	4.00	3.00	3.00	2.50	3.00	3.00	3.00
	N	2	2	2	2	2	2	2	2	2	2

John Hein											
Library--Technical Services ()											
Department Response Rate:											
Item		1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement											
Strongly Agree		50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%
Agree		0.0%	50.0%	50.0%	50.0%	100.0%	0.0%	0.0%	50.0%	0.0%	50.0%
Neutral		50.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	0.0%
Disagree		0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
Strongly Disagree		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Mean	4.00	3.50	3.50	4.50	4.00	2.50	2.50	3.50	4.00	4.50
	N	2	2	2	2	2	2	2	2	2	2

Gary Harmon											
World Languages (6)											
Department Response Rate:		67%									
Item		1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement											
Strongly Agree		100.0%	100.0%	50.0%	50.0%	0.0%	50.0%	100.0%	0.0%	0.0%	50.0%
Agree		50.0%	50.0%	50.0%	0.0%	150.0%	100.0%	100.0%	150.0%	150.0%	100.0%
Neutral		0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disagree		50.0%	50.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Strongly Disagree		0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	50.0%	50.0%
	Mean	4.00	4.00	3.50	3.25	3.50	3.50	4.50	3.25	3.25	3.50
	N	4	4	4	4	4	4	4	4	4	4

Bob Jones											
Library-Head of Library Systems ()											
Department Response Rate:											
Item		1	2	3	4	5	6	7	8	9	10
Response Percentage Per Statement											
Strongly Agree		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Agree		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Neutral		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disagree		100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Strongly Disagree		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Mean	2.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00
	N	1	0	0	1	0	0	0	0	0	0

Judy Rodriguez											
Public Health (19)											
Department Response Rate: 21%											
Item	1	2	3	4	5	6	7	8	9	10	
Response Percentage Per Statement											
Strongly Agree	50.0%	25.0%	50.0%	50.0%	50.0%	25.0%	0.0%	50.0%	25.0%	75.0%	
Agree	25.0%	50.0%	25.0%	50.0%	50.0%	25.0%	25.0%	25.0%	75.0%	25.0%	
Neutral	25.0%	0.0%	25.0%	0.0%	0.0%	25.0%	75.0%	25.0%	0.0%	0.0%	
Disagree	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean	4.25	3.75	4.25	4.50	4.50	3.50	3.25	4.25	4.25	4.75	
N	4	4	4	4	4	4	4	4	4	4	

Sid Rosenberg											
Accounting & Finance (20)											
Department Response Rate: 25%											
Item	1	2	3	4	5	6	7	8	9	10	
Response Percentage Per Statement											
Strongly Agree	40.0%	60.0%	60.0%	60.0%	60.0%	20.0%	0.0%	60.0%	80.0%	80.0%	
Agree	60.0%	40.0%	20.0%	40.0%	40.0%	40.0%	60.0%	20.0%	20.0%	20.0%	
Neutral	0.0%	0.0%	20.0%	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%	0.0%	
Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean	4.40	4.60	4.40	4.60	4.60	3.80	3.60	4.40	4.80	4.80	
N	5	5	5	5	5	5	5	5	5	5	

Judith Solano											
Computer Information (19)											
Department Response Rate: 32%											
Item	1	2	3	4	5	6	7	8	9	10	
Response Percentage Per Statement											
Strongly Agree	66.7%	66.7%	66.7%	83.3%	83.3%	66.7%	100.0%	66.7%	83.3%	83.3%	
Agree	33.3%	33.3%	33.3%	16.7%	16.7%	16.7%	0.0%	16.7%	16.7%	16.7%	
Neutral	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	16.7%	0.0%	0.0%	
Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean	4.67	4.67	4.67	4.83	4.83	4.50	5.00	4.50	4.83	4.83	
N	6	6	6	6	6	6	6	6	6	6	

William Slaughter											
English & Foreign Language (27)											
Department Response Rate: 37%											
Item	1	2	3	4	5	6	7	8	9	10	
Response Percentage Per Statement											
Strongly Agree	90.0%	90.0%	90.0%	90.0%	80.0%	50.0%	37.5%	80.0%	90.0%	90.0%	
Agree	10.0%	10.0%	10.0%	10.0%	20.0%	20.0%	0.0%	20.0%	10.0%	10.0%	
Neutral	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	62.5%	0.0%	0.0%	0.0%	
Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mean	4.90	4.90	4.90	4.90	4.80	4.20	3.75	4.80	4.90	4.90	
N	10	10	10	10	10	10	8	10	10	10	

