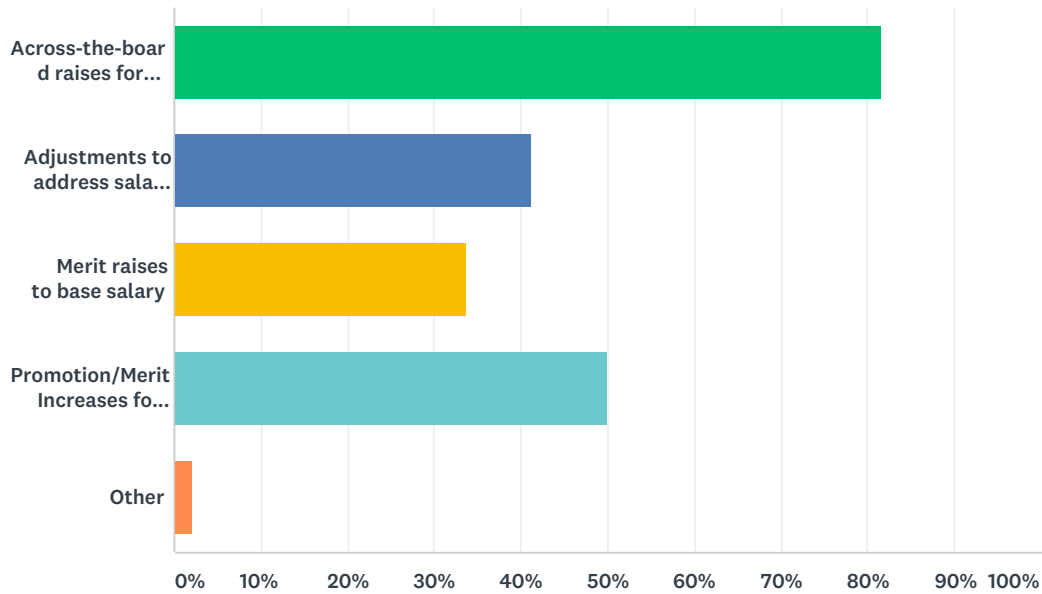


**Q1 UFF-UWF faculty negotiators want your input on salary priorities. Which of the following salary priorities should be a high priority for the UFF-UWF faculty negotiating team? Please check all that apply.**

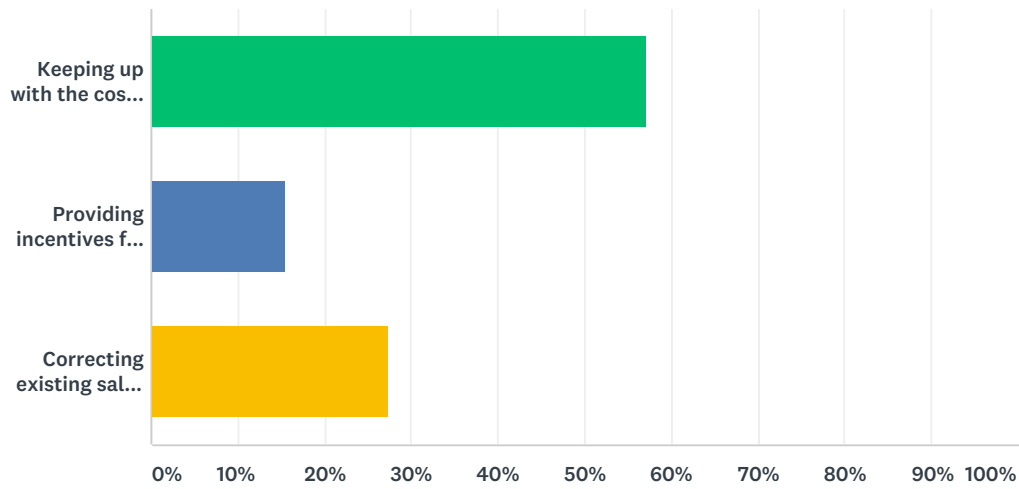
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES	
Across-the-board raises for cost-of-living increases	81.52%	75
Adjustments to address salary compression, inversion, and market inequities	41.30%	38
Merit raises to base salary	33.70%	31
Promotion/Merit Increases for Non-Tenure-Line Faculty	50.00%	46
Other	2.17%	2
Total Respondents: 92		

## Q2 In dividing up a fixed amount of money for salary increases, top priority should be given to (pick one)

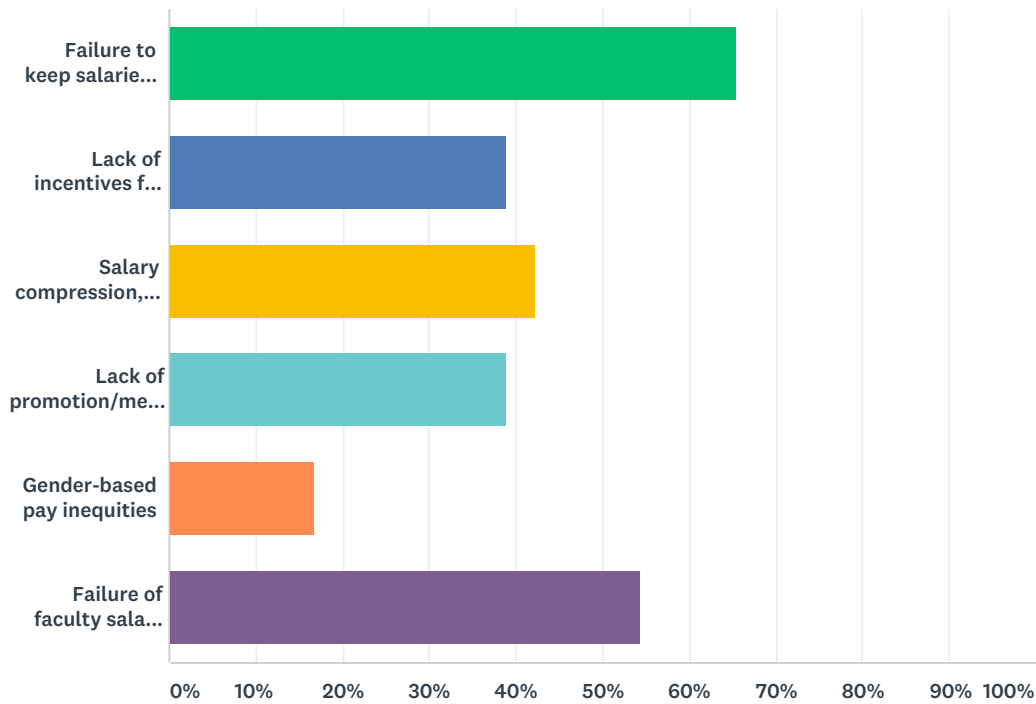
Answered: 91 Skipped: 1



ANSWER CHOICES	RESPONSES	
Keeping up with the cost of living	57.14%	52
Providing incentives for recent meritorious job performance	15.38%	14
Correcting existing salary inequities, including compression and inversion	27.47%	25
<b>TOTAL</b>		<b>91</b>

### Q3 Please check all that apply: In terms of salary issues, the most demoralizing problem(s) is (are)

Answered: 90 Skipped: 2



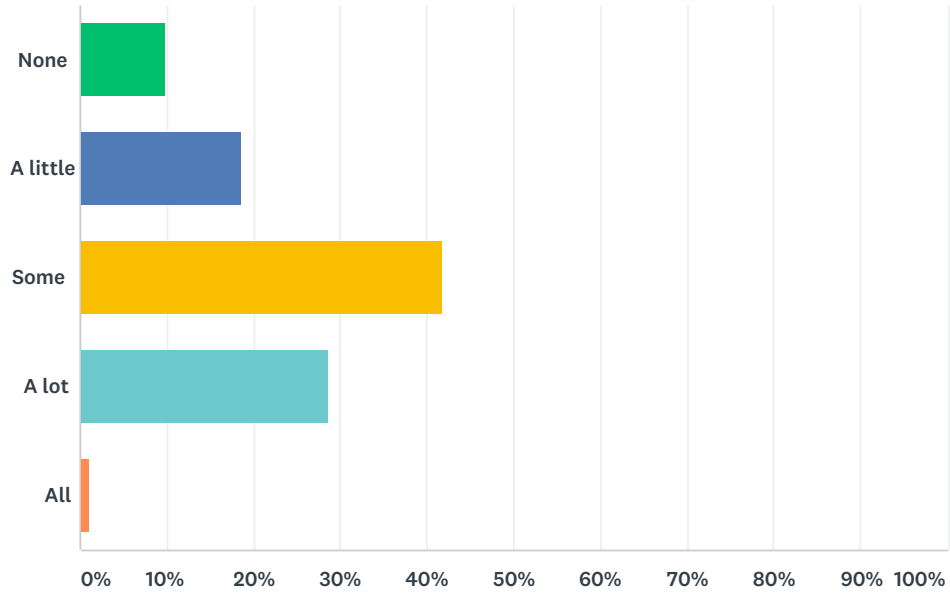
ANSWER CHOICES	RESPONSES	
Failure to keep salaries up with increases in the cost of living	65.56%	59
Lack of incentives for meritorious job performance	38.89%	35
Salary compression, inversion, and market inequities	42.22%	38
Lack of promotion/merit-increase opportunities for Non-Tenure-Track Faculty	38.89%	35
Gender-based pay inequities	16.67%	15
Failure of faculty salary increases to keep pace with those for administrators	54.44%	49
Total Respondents: 90		

## Q4 Do you have any comments on salary priorities?

Answered: 19 Skipped: 73

### Q5 Faculty Workload?

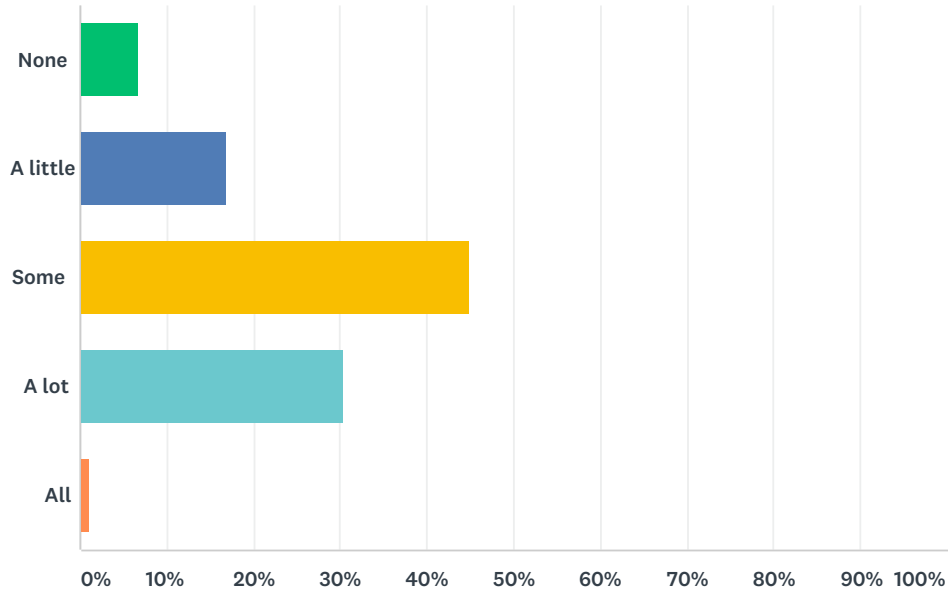
Answered: 91 Skipped: 1



ANSWER CHOICES	RESPONSES	
None	9.89%	9
A little	18.68%	17
Some	41.76%	38
A lot	28.57%	26
All	1.10%	1
<b>TOTAL</b>		<b>91</b>

## Q6 Benefits?

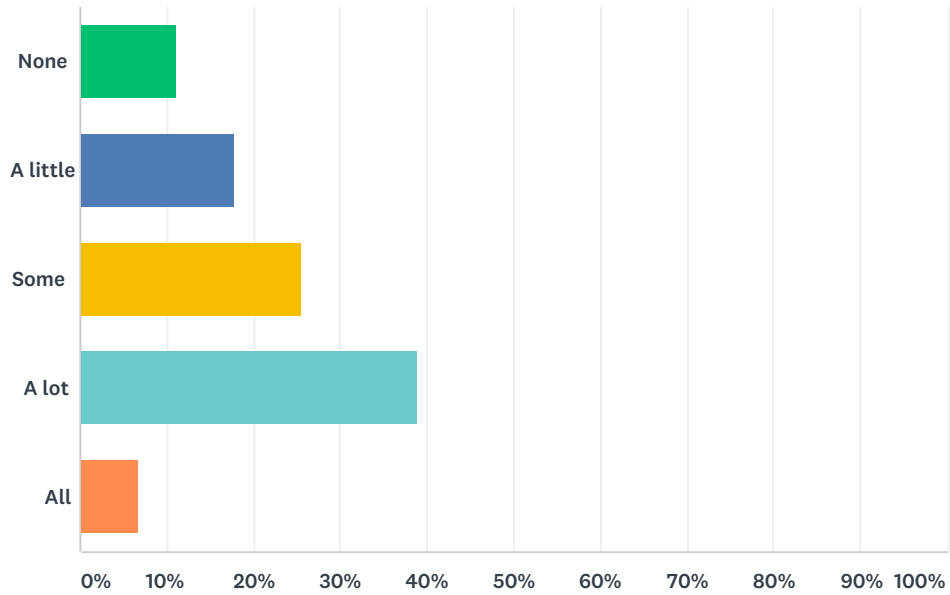
Answered: 89 Skipped: 3



ANSWER CHOICES	RESPONSES	
None	6.74%	6
A little	16.85%	15
Some	44.94%	40
A lot	30.34%	27
All	1.12%	1
<b>TOTAL</b>		<b>89</b>

## Q7 Promotion/Merit-Increase Opportunities for Non-Tenure-Track Faculty?

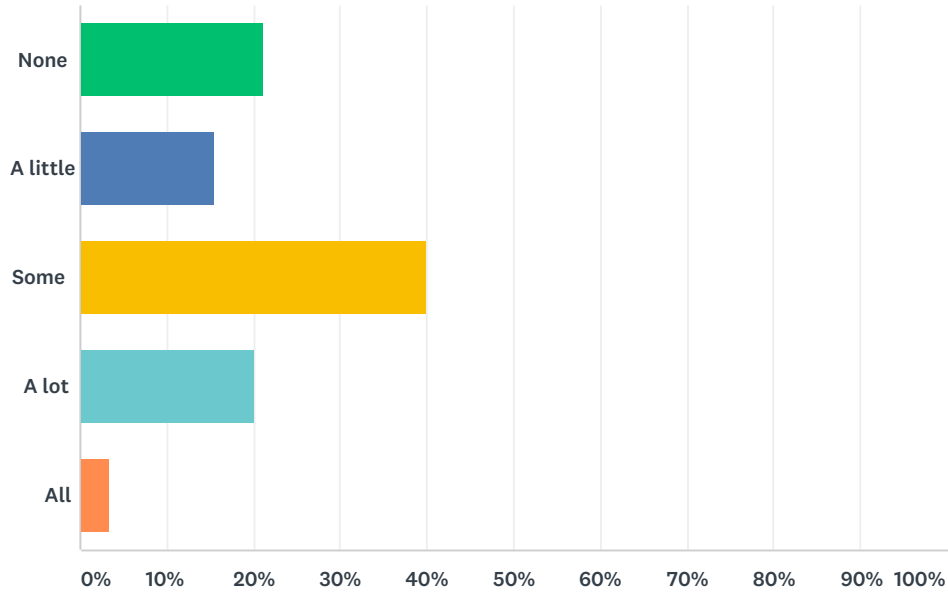
Answered: 90 Skipped: 2



ANSWER CHOICES	RESPONSES	
None	11.11%	10
A little	17.78%	16
Some	25.56%	23
A lot	38.89%	35
All	6.67%	6
TOTAL		90

### Q8 Tenure?

Answered: 90 Skipped: 2

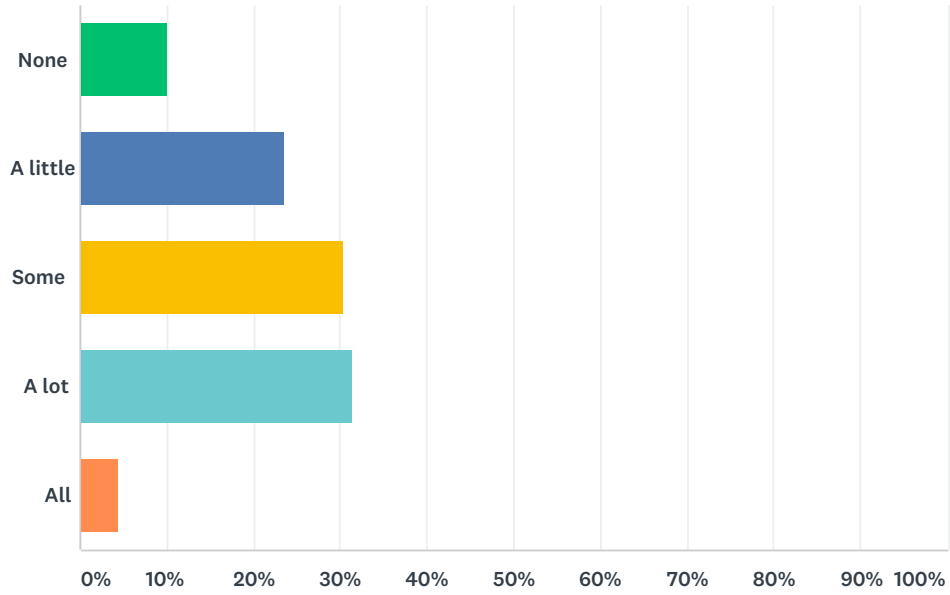


ANSWER CHOICES	RESPONSES	
None	21.11%	19
A little	15.56%	14
Some	40.00%	36
A lot	20.00%	18
All	3.33%	3
<b>TOTAL</b>		<b>90</b>



### Q9 Academic Freedom

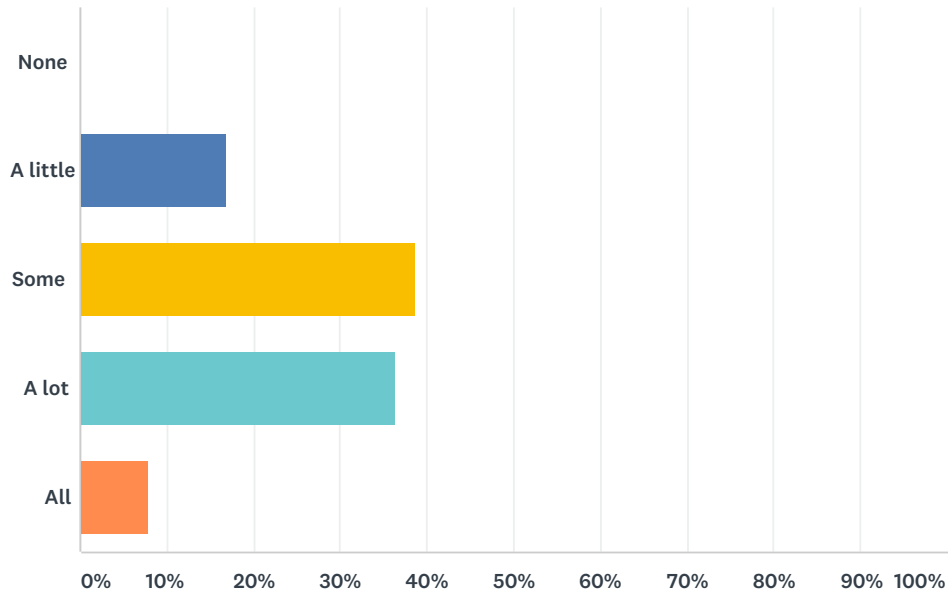
Answered: 89 Skipped: 3



ANSWER CHOICES	RESPONSES	
None	10.11%	9
A little	23.60%	21
Some	30.34%	27
A lot	31.46%	28
All	4.49%	4
<b>TOTAL</b>		<b>89</b>

## Q10 Research and Creative Activity Support?

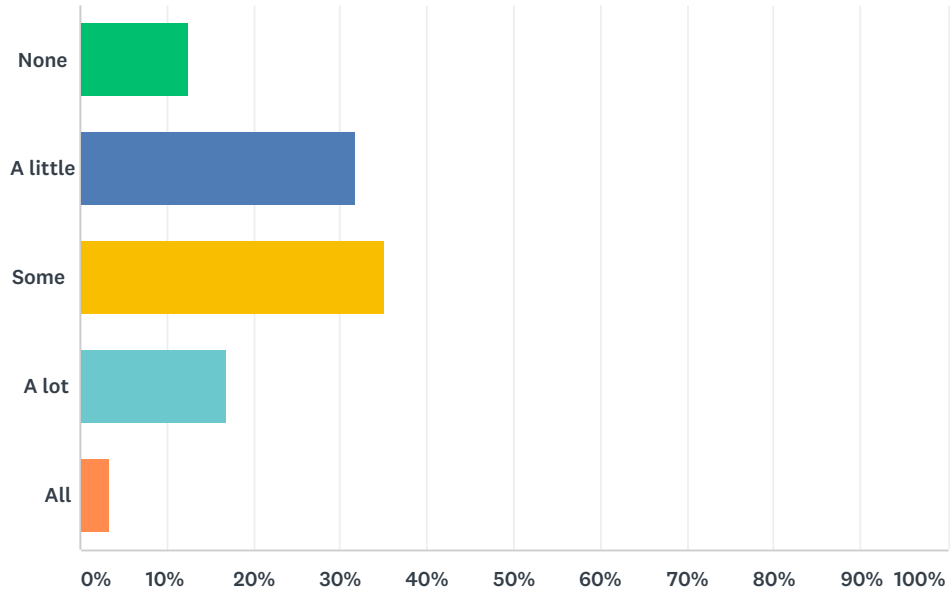
Answered: 88 Skipped: 4



ANSWER CHOICES	RESPONSES	
None	0.00%	0
A little	17.05%	15
Some	38.64%	34
A lot	36.36%	32
All	7.95%	7
<b>TOTAL</b>		<b>88</b>

## Q11 Conflict Resolution and Grievance?

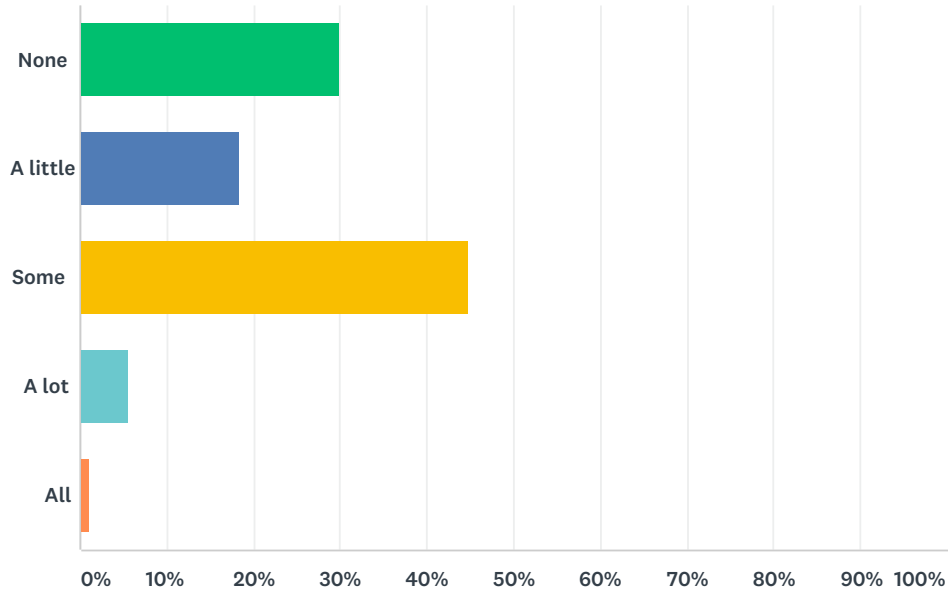
Answered: 88 Skipped: 4



ANSWER CHOICES	RESPONSES	
None	12.50%	11
A little	31.82%	28
Some	35.23%	31
A lot	17.05%	15
All	3.41%	3
<b>TOTAL</b>		<b>88</b>

### Q12 Sabbaticals?

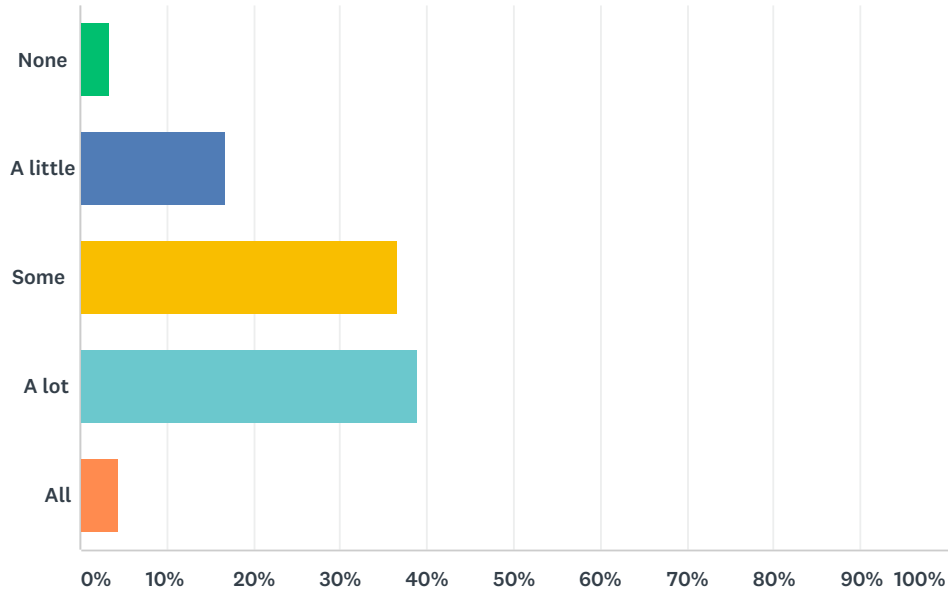
Answered: 87 Skipped: 5



ANSWER CHOICES	RESPONSES	
None	29.89%	26
A little	18.39%	16
Some	44.83%	39
A lot	5.75%	5
All	1.15%	1
<b>TOTAL</b>		<b>87</b>

### Q13 Research and Travel Funding?

Answered: 90 Skipped: 2



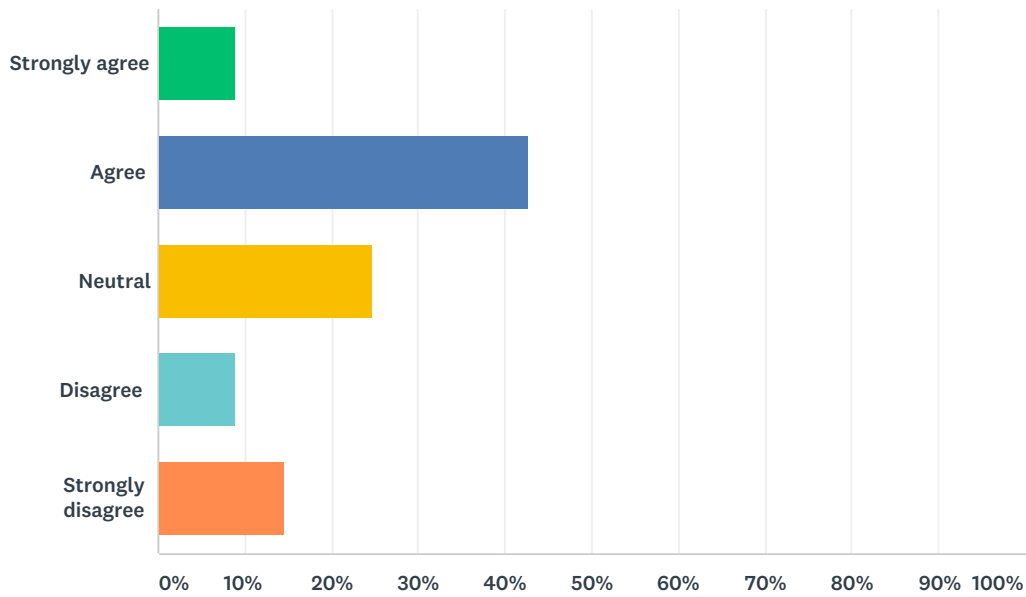
ANSWER CHOICES	RESPONSES	
None	3.33%	3
A little	16.67%	15
Some	36.67%	33
A lot	38.89%	35
All	4.44%	4
<b>TOTAL</b>		<b>90</b>

## Q14 Do you have any comments on Non-Salary Bargaining Priorities?

Answered: 16 Skipped: 76

### Q15 Generally speaking, I'm satisfied with the way things are going at UWF.

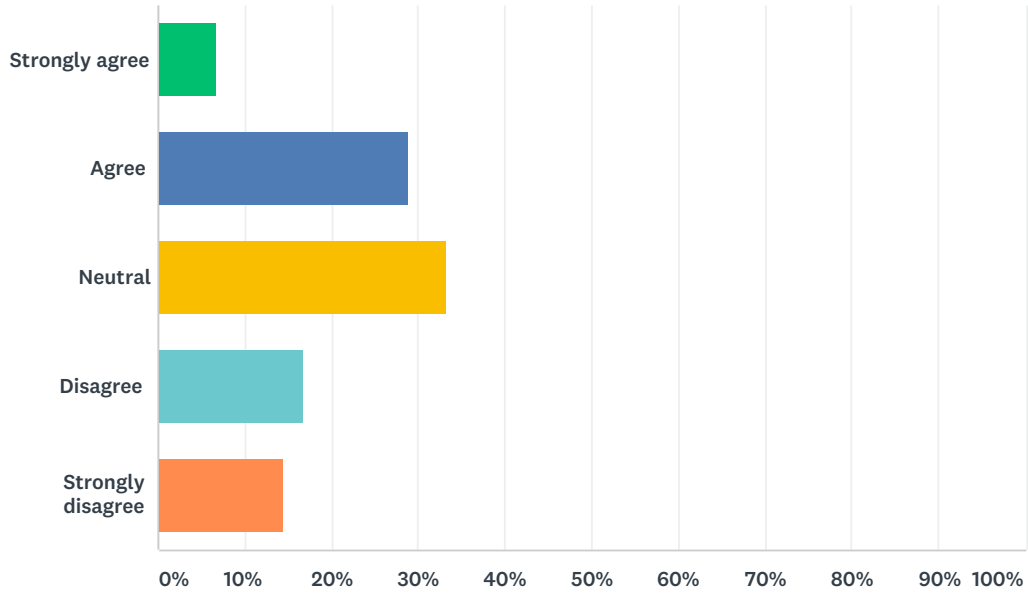
Answered: 89 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	8.99%	8
Agree	42.70%	38
Neutral	24.72%	22
Disagree	8.99%	8
Strongly disagree	14.61%	13
<b>TOTAL</b>		<b>89</b>

### Q16 Faculty morale is high at UWF.

Answered: 90 Skipped: 2

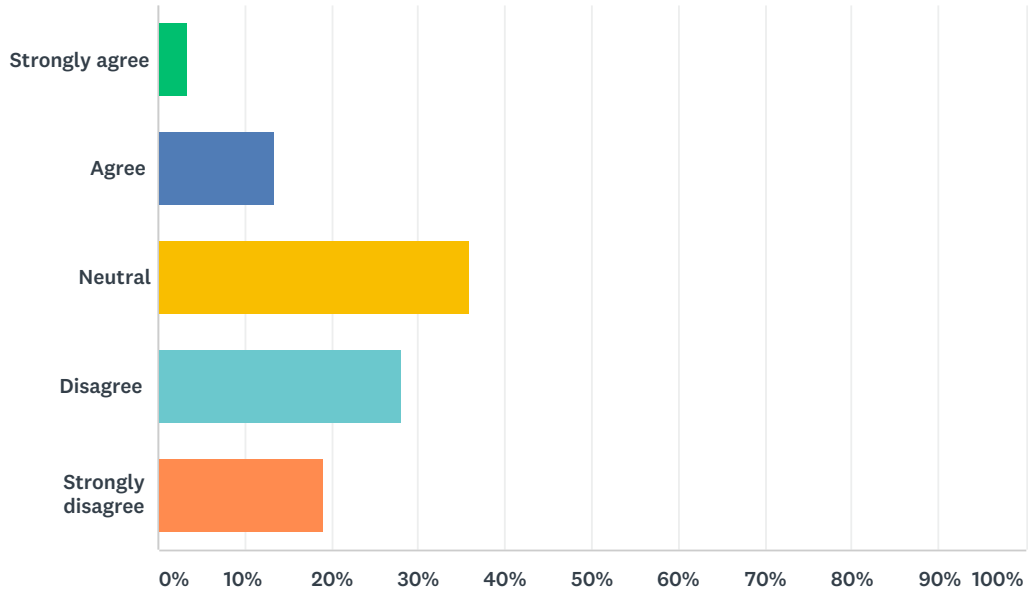


ANSWER CHOICES	RESPONSES	
Strongly agree	6.67%	6
Agree	28.89%	26
Neutral	33.33%	30
Disagree	16.67%	15
Strongly disagree	14.44%	13
<b>TOTAL</b>		<b>90</b>



### Q17 The ratio of administrators to faculty at UWF is appropriate.

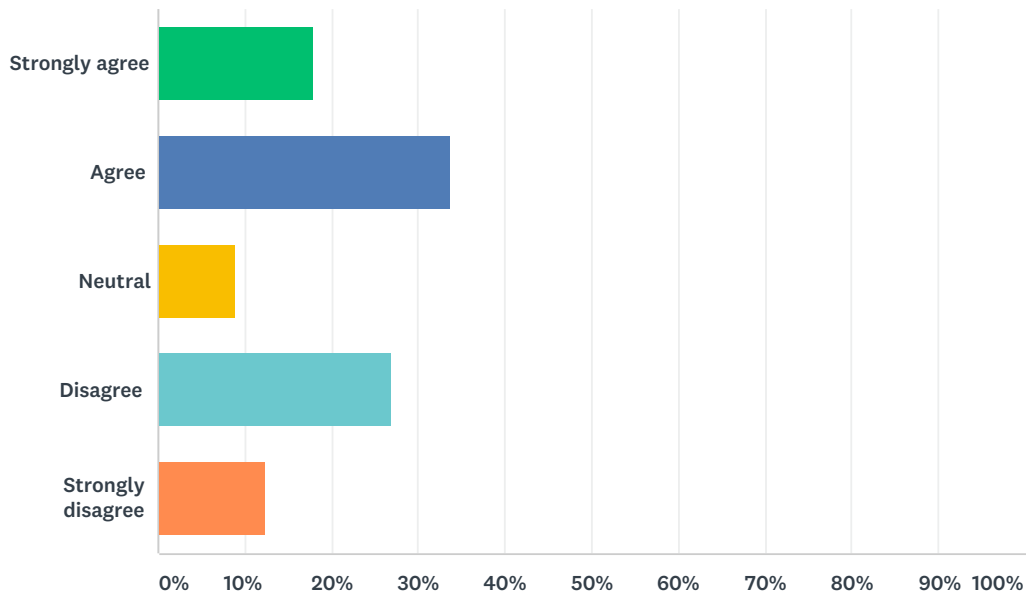
Answered: 89 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	3.37%	3
Agree	13.48%	12
Neutral	35.96%	32
Disagree	28.09%	25
Strongly disagree	19.10%	17
<b>TOTAL</b>		<b>89</b>

### Q18 The elevators, restrooms, ceilings, and other physical properties in my building are in good condition.

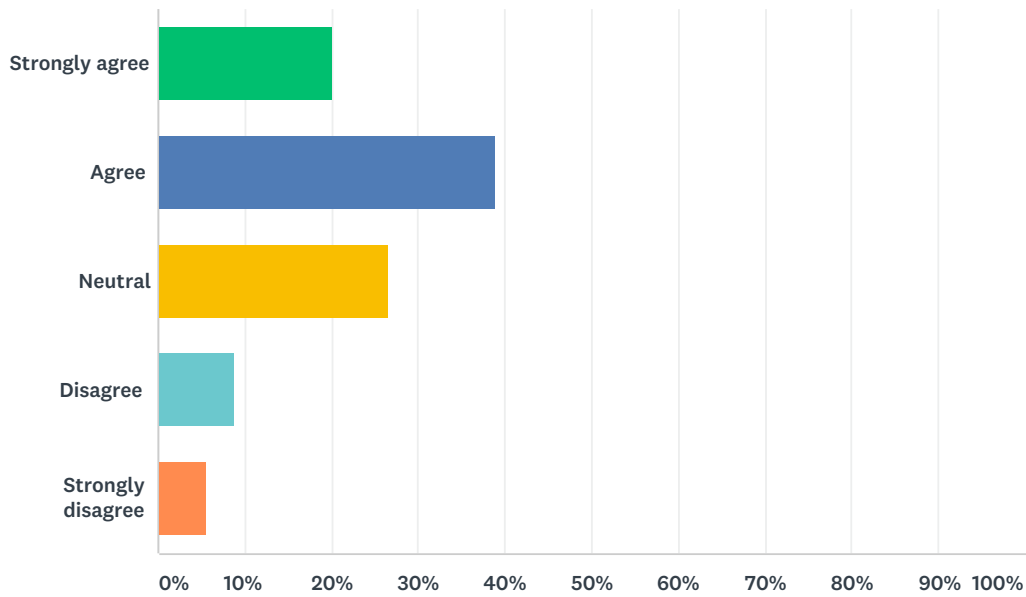
Answered: 89 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	17.98%	16
Agree	33.71%	30
Neutral	8.99%	8
Disagree	26.97%	24
Strongly disagree	12.36%	11
<b>TOTAL</b>		<b>89</b>

## Q19 Faculty can tend to family care needs without fear of being penalized.

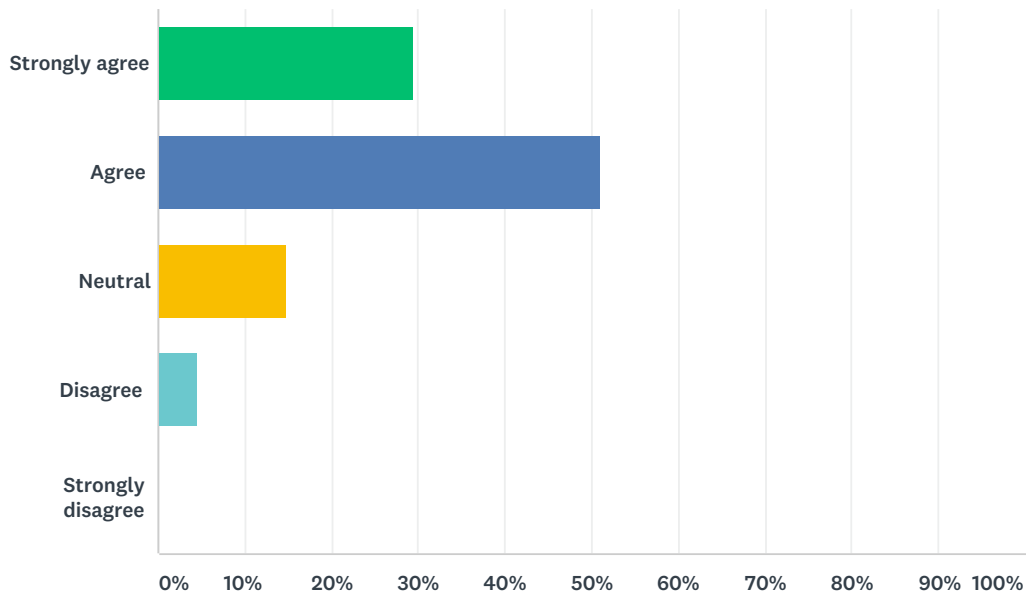
Answered: 90 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	20.00%	18
Agree	38.89%	35
Neutral	26.67%	24
Disagree	8.89%	8
Strongly disagree	5.56%	5
<b>TOTAL</b>		<b>90</b>

## Q20 I view participation in faculty governance as an ethical obligation and engage accordingly.

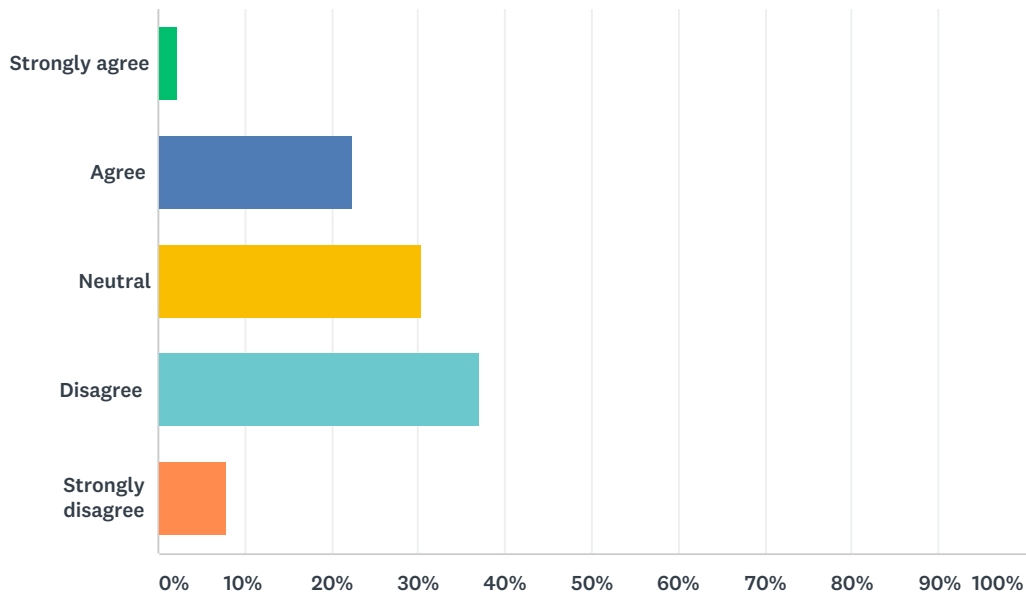
Answered: 88 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	29.55%	26
Agree	51.14%	45
Neutral	14.77%	13
Disagree	4.55%	4
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>88</b>

## Q21 I have enough time to move forward on my research or creative agenda.

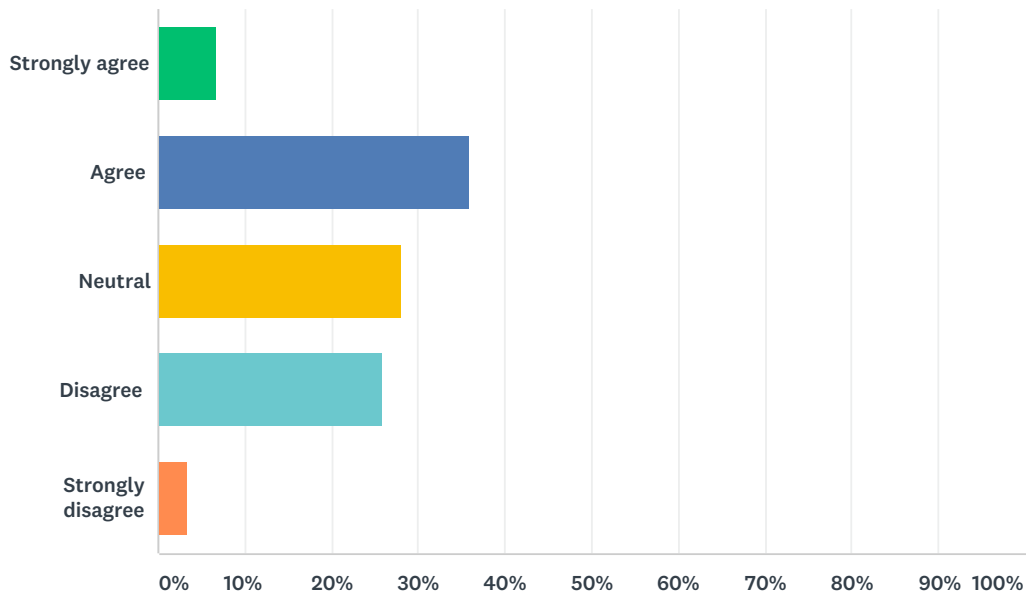
Answered: 89 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	2.25%	2
Agree	22.47%	20
Neutral	30.34%	27
Disagree	37.08%	33
Strongly disagree	7.87%	7
<b>TOTAL</b>		<b>89</b>

## Q22 My job demands sometimes cause problems in my personal or family life.

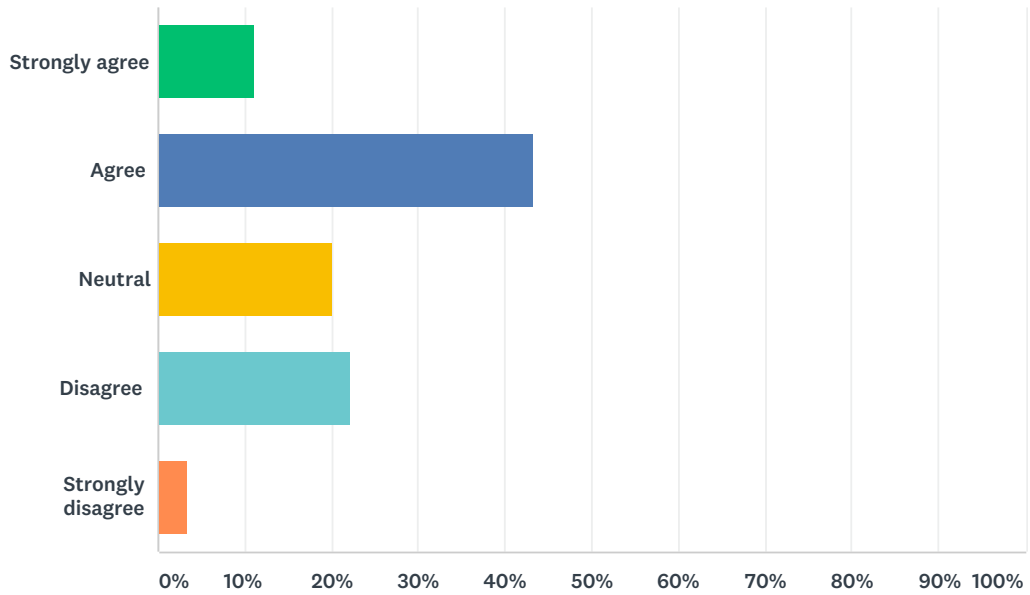
Answered: 89 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	6.74%	6
Agree	35.96%	32
Neutral	28.09%	25
Disagree	25.84%	23
Strongly disagree	3.37%	3
<b>TOTAL</b>		<b>89</b>

### Q23 I can give sufficient time to my students.

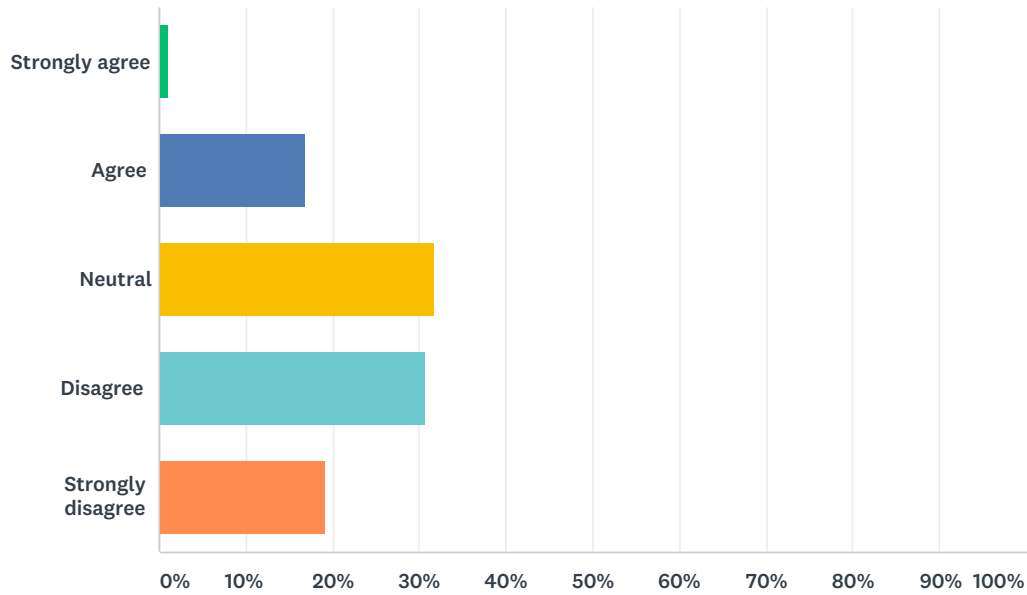
Answered: 90 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	11.11%	10
Agree	43.33%	39
Neutral	20.00%	18
Disagree	22.22%	20
Strongly disagree	3.33%	3
<b>TOTAL</b>		<b>90</b>

## Q24 Faculty loyalty to this university is rewarded.

Answered: 88 Skipped: 4

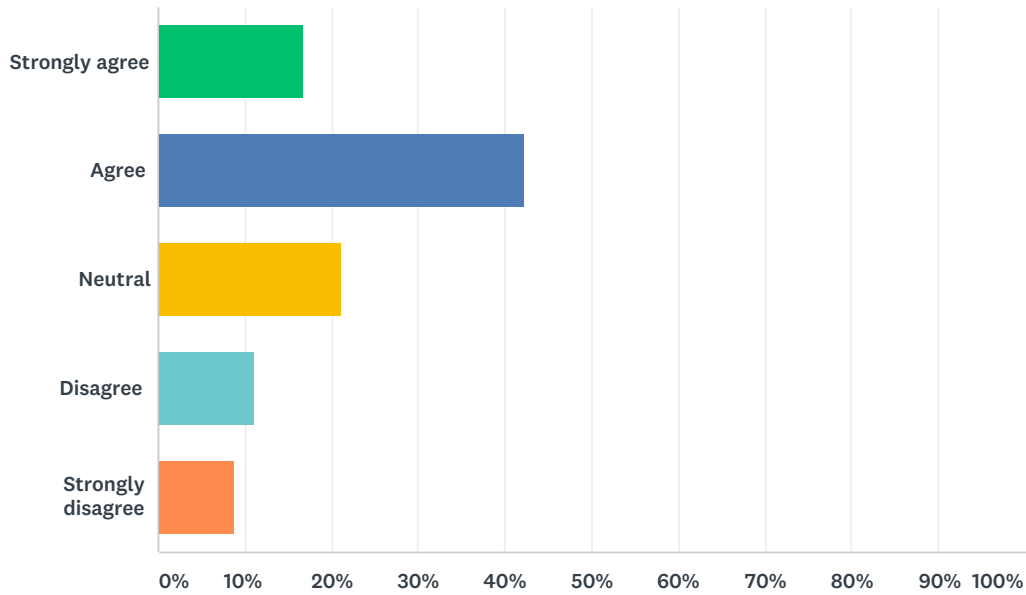


ANSWER CHOICES	RESPONSES	
Strongly agree	1.14%	1
Agree	17.05%	15
Neutral	31.82%	28
Disagree	30.68%	27
Strongly disagree	19.32%	17
<b>TOTAL</b>		<b>88</b>



### Q25 Teaching assignments in my department/unit are done equitably.

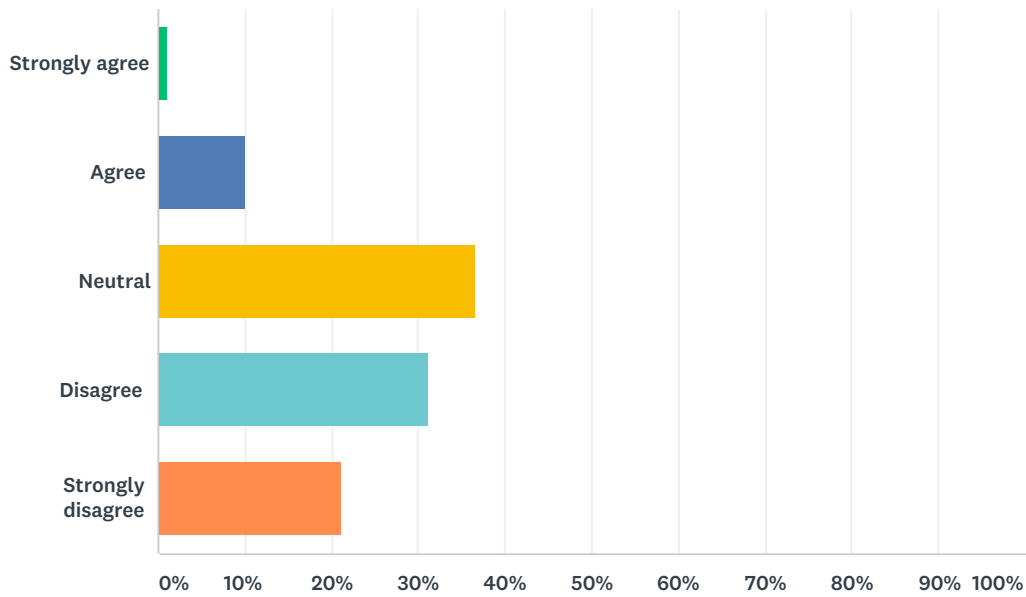
Answered: 90 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	16.67%	15
Agree	42.22%	38
Neutral	21.11%	19
Disagree	11.11%	10
Strongly disagree	8.89%	8
<b>TOTAL</b>		<b>90</b>

### Q26 The university administration is doing all that can reasonably be expected to stem attrition of faculty.

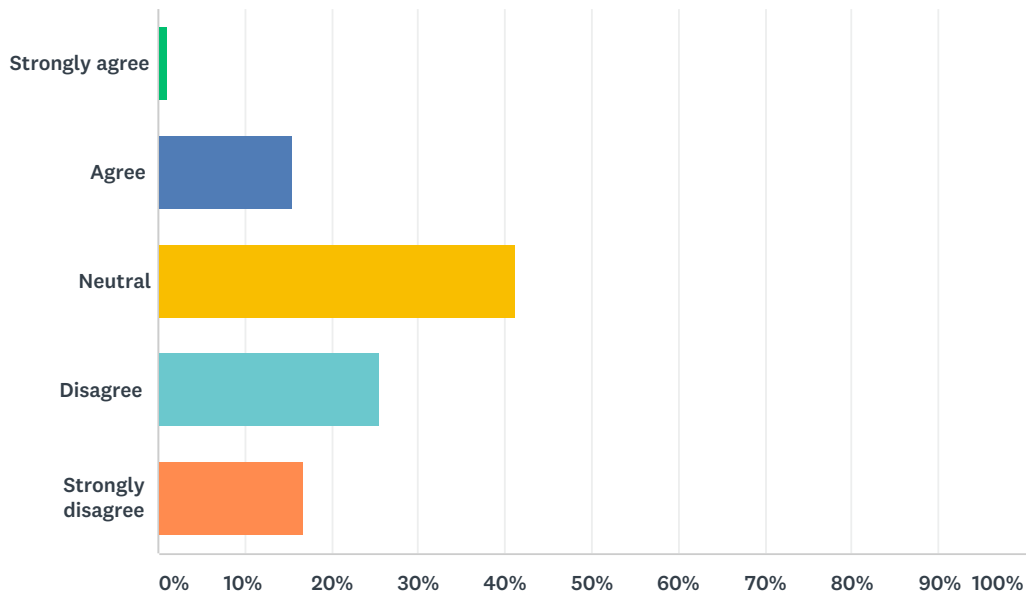
Answered: 90 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	1.11%	1
Agree	10.00%	9
Neutral	36.67%	33
Disagree	31.11%	28
Strongly disagree	21.11%	19
<b>TOTAL</b>		<b>90</b>

## Q27 The university administration works effectively with departments/units to encourage and retain productive scholars.

Answered: 90 Skipped: 2



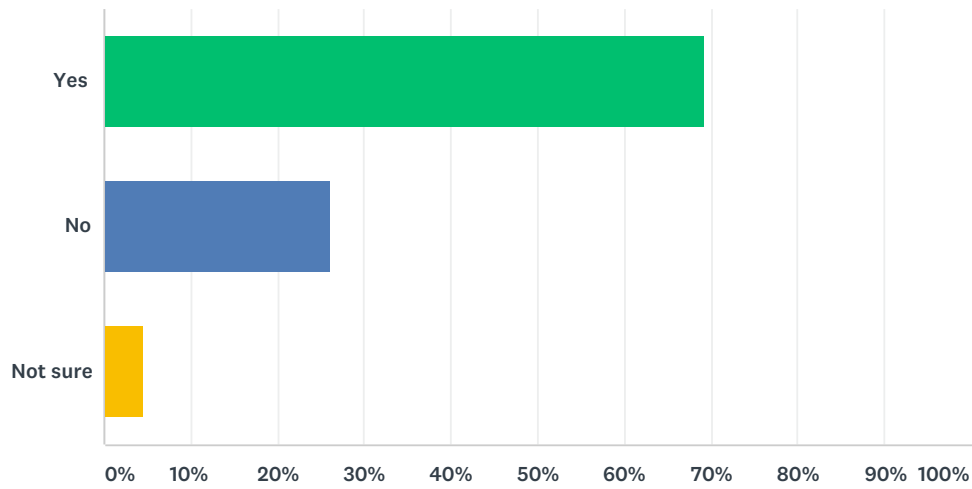
ANSWER CHOICES	RESPONSES	
Strongly agree	1.11%	1
Agree	15.56%	14
Neutral	41.11%	37
Disagree	25.56%	23
Strongly disagree	16.67%	15
<b>TOTAL</b>		<b>90</b>

## Q28 Please comment on your responses to the previous questions.

Answered: 17 Skipped: 75

## Q29 Has a UWF colleague ever asked you to join the United Faculty of Florida (UFF)?

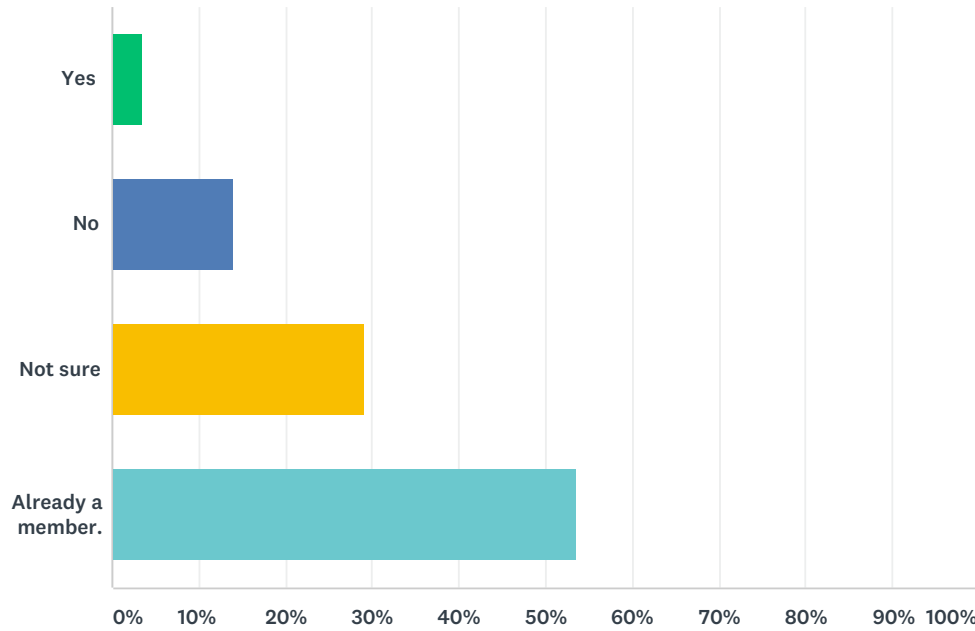
Answered: 88 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	69.32%	61
No	26.14%	23
Not sure	4.55%	4
<b>TOTAL</b>		<b>88</b>

### Q30 Would you like to join UFF? [If so, please contact Dr. Ramie Gougeon at ramiegougeon@gmail.com]

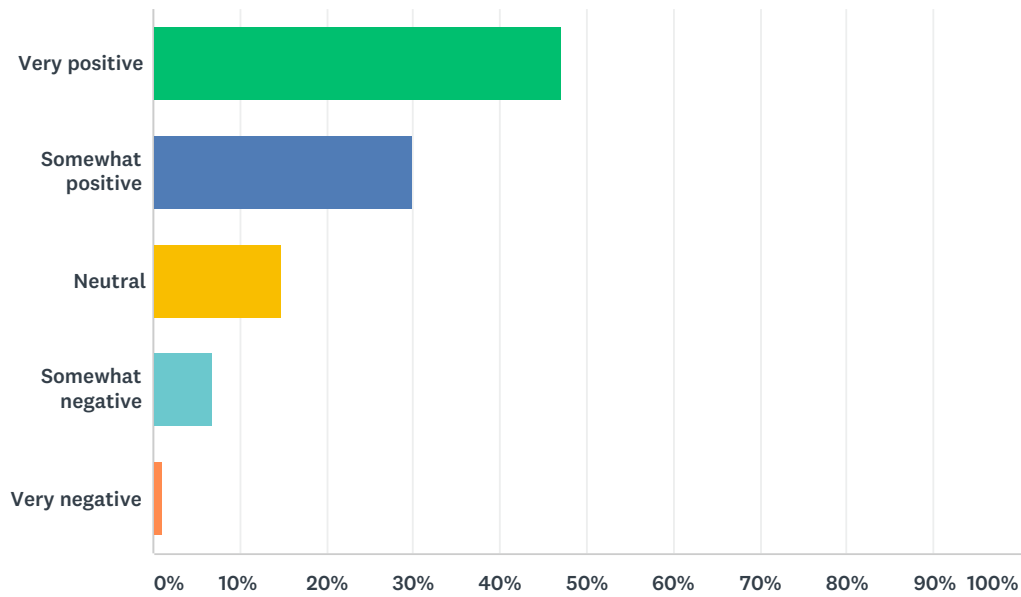
Answered: 86 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	3.49%	3
No	13.95%	12
Not sure	29.07%	25
Already a member.	53.49%	46
<b>TOTAL</b>		<b>86</b>

### Q31 Please rate your feelings toward the UFF-UWF Chapter, using the following choices:

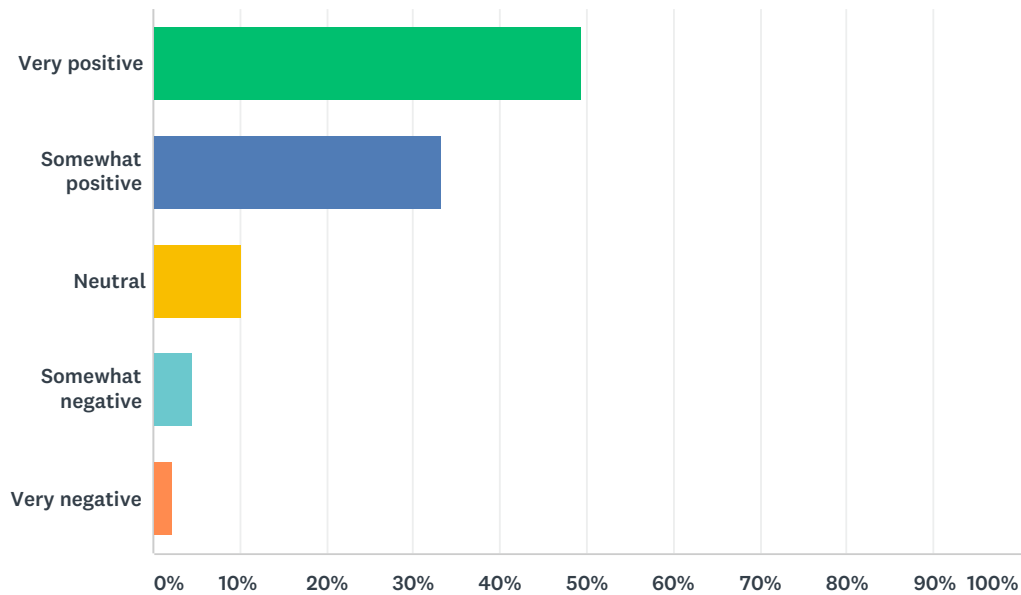
Answered: 87 Skipped: 5



ANSWER CHOICES	RESPONSES	
Very positive	47.13%	41
Somewhat positive	29.89%	26
Neutral	14.94%	13
Somewhat negative	6.90%	6
Very negative	1.15%	1
<b>TOTAL</b>		<b>87</b>

### Q32 Please rate your feelings toward the Collective Bargaining Representation of the UFF-UWF Chapter, using the following choices:

Answered: 87 Skipped: 5

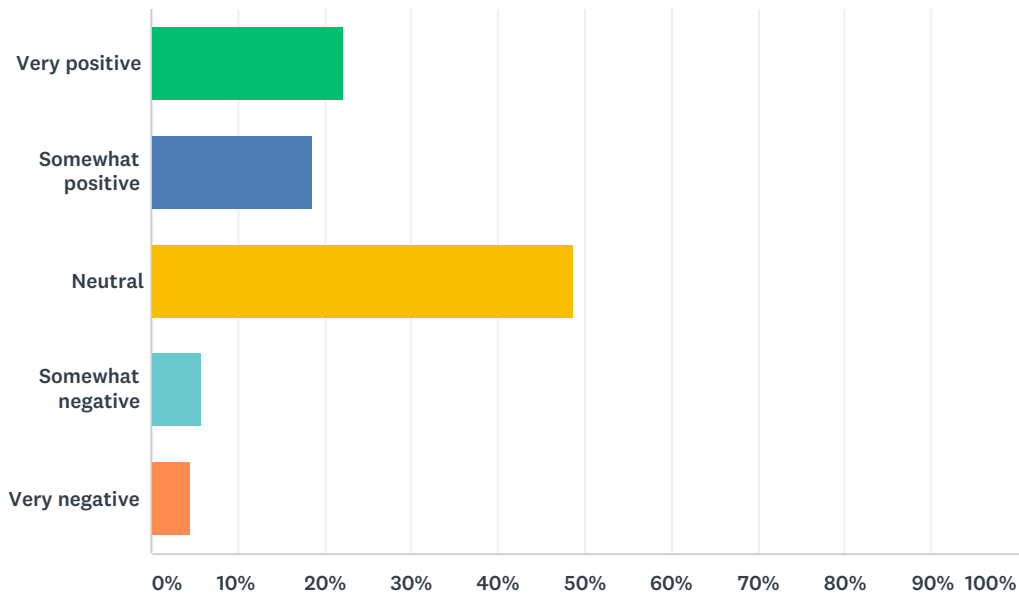


ANSWER CHOICES	RESPONSES	
Very positive	49.43%	43
Somewhat positive	33.33%	29
Neutral	10.34%	9
Somewhat negative	4.60%	4
Very negative	2.30%	2
<b>TOTAL</b>		<b>87</b>



### Q33 Please rate your feelings toward the Grievance Representation of the UFF-UWF Chapter, using the following choices:

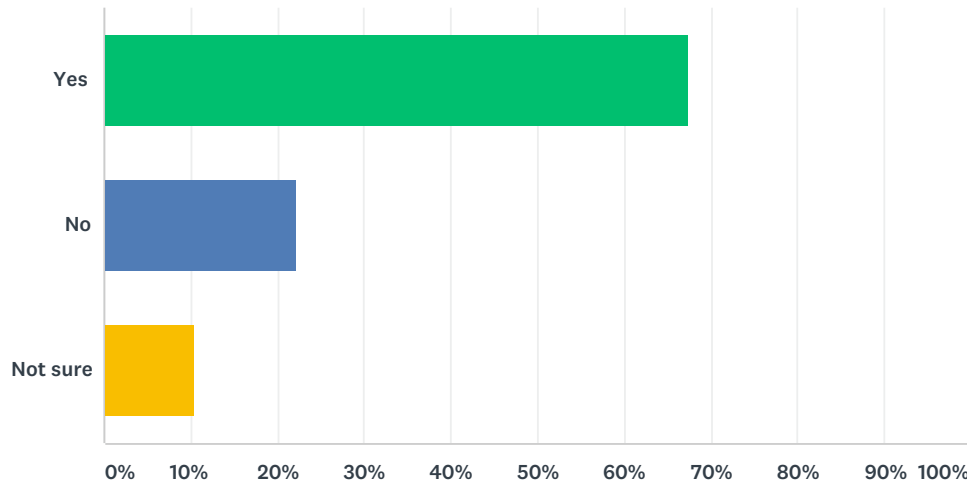
Answered: 86 Skipped: 6



ANSWER CHOICES	RESPONSES	
Very positive	22.09%	19
Somewhat positive	18.60%	16
Neutral	48.84%	42
Somewhat negative	5.81%	5
Very negative	4.65%	4
<b>TOTAL</b>		<b>86</b>

### Q34 Are you aware of the grievance processes outlined in the CBA, and how UFF represents and covers financial representation costs for UFF members in the grievance process outlined in the CBA?

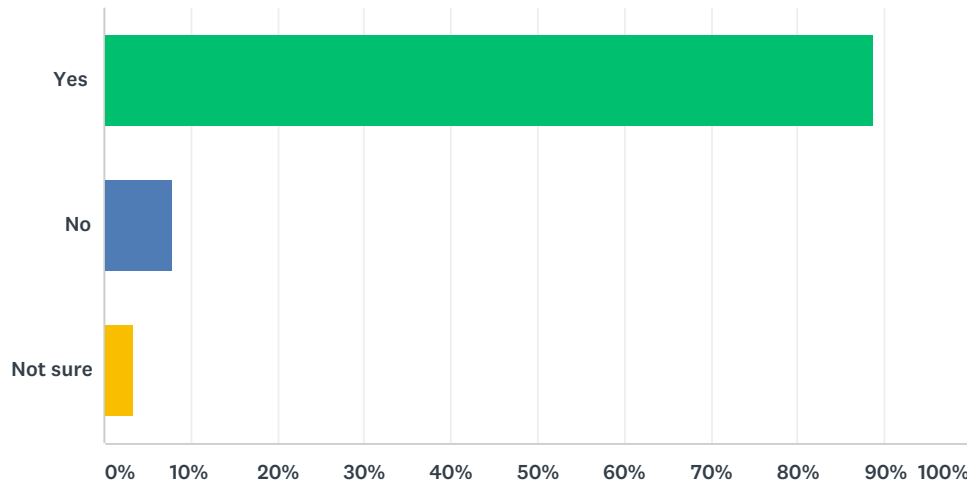
Answered: 86 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	67.44%	58
No	22.09%	19
Not sure	10.47%	9
TOTAL		86

### Q35 Are you aware that non-UFF members are responsible for securing their own representation and covering their own financial costs when utilizing the grievance process outlined in the CBA?

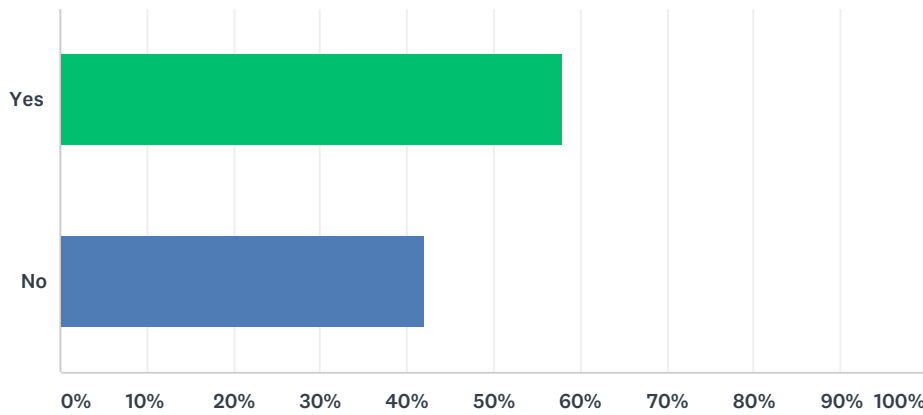
Answered: 88 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	88.64%	78
No	7.95%	7
Not sure	3.41%	3
TOTAL		88

### Q36 Are you aware that UFF-UWF maintains at website (containing contact, CBA, and grievance information) at <http://uffuwf.org>?

Answered: 88 Skipped: 4



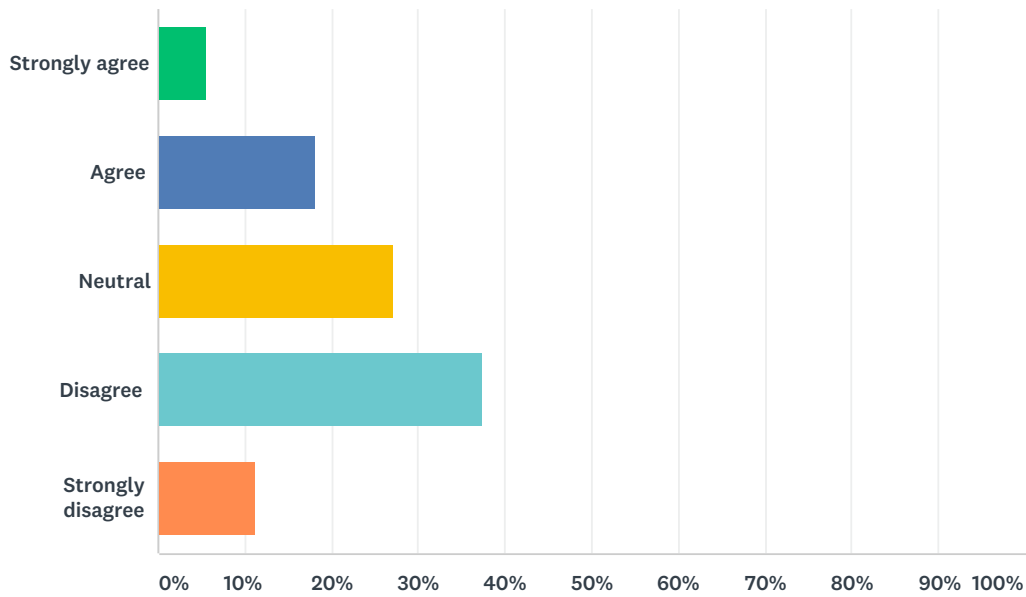
ANSWER CHOICES	RESPONSES
Yes	57.95% 51
No	42.05% 37
TOTAL	88

## Q37 Please comment on your responses to the previous questions.

Answered: 9 Skipped: 83

### Q38 Faculty members are rewarded fairly for the amount of effort they put in.

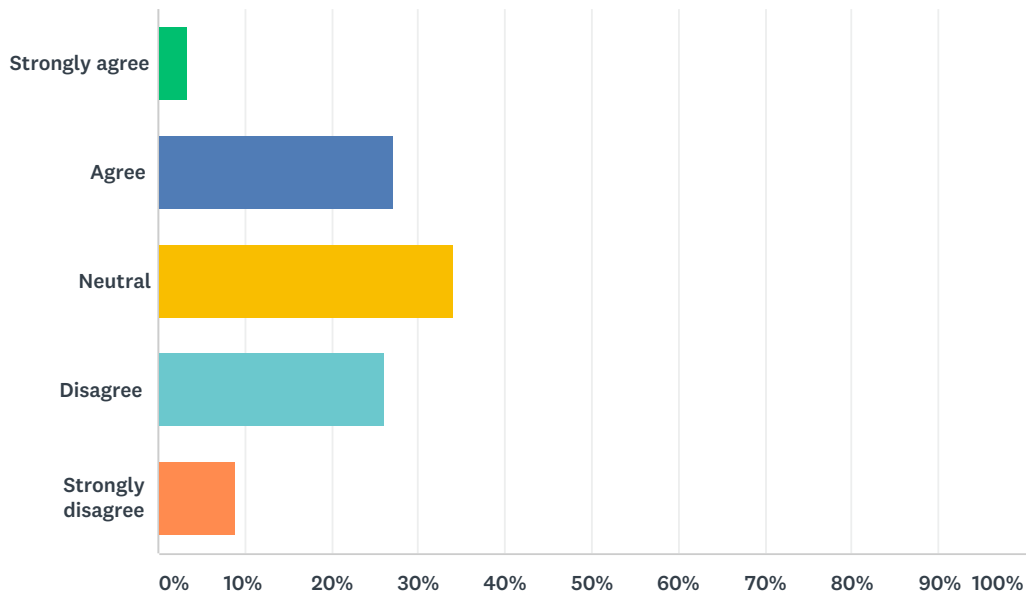
Answered: 88 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	5.68%	5
Agree	18.18%	16
Neutral	27.27%	24
Disagree	37.50%	33
Strongly disagree	11.36%	10
<b>TOTAL</b>		<b>88</b>

### Q39 Procedures used for promotion, merit distributions, and other matters are fair.

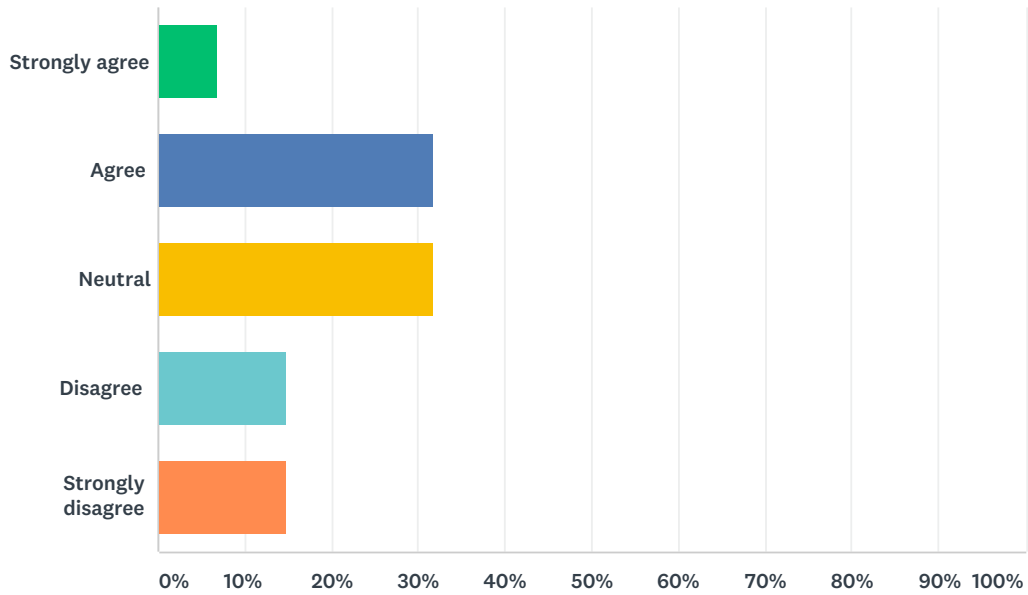
Answered: 88 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	3.41%	3
Agree	27.27%	24
Neutral	34.09%	30
Disagree	26.14%	23
Strongly disagree	9.09%	8
<b>TOTAL</b>		<b>88</b>

### Q40 Procedures used to evaluate faculty performance are fair.

Answered: 88 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	6.82%	6
Agree	31.82%	28
Neutral	31.82%	28
Disagree	14.77%	13
Strongly disagree	14.77%	13
<b>TOTAL</b>		<b>88</b>

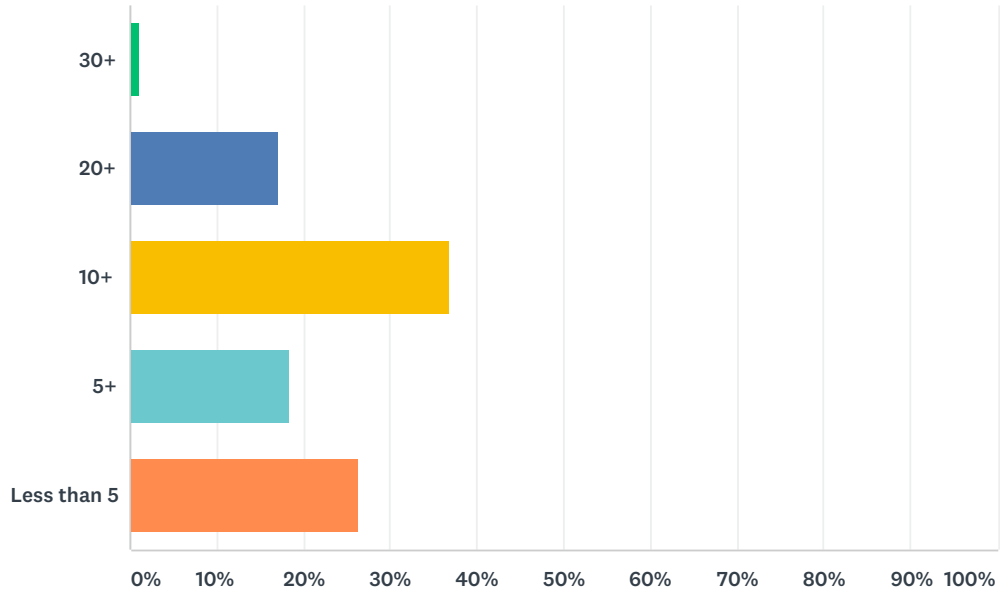


## Q41 Please comment on your responses to the previous questions.

Answered: 16 Skipped: 76

### Q42 Years at UWF:

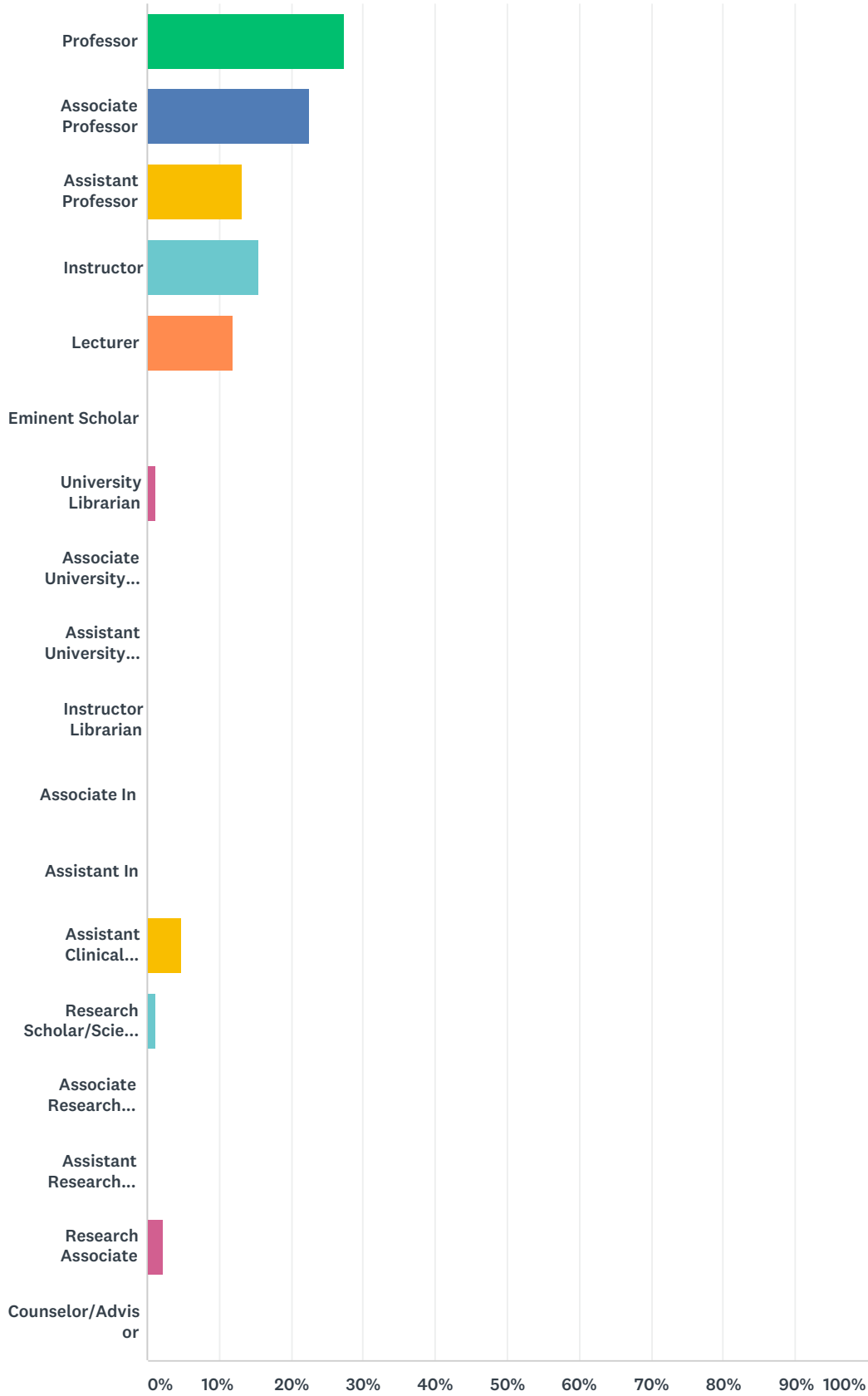
Answered: 87 Skipped: 5



ANSWER CHOICES	RESPONSES	
30+	1.15%	1
20+	17.24%	15
10+	36.78%	32
5+	18.39%	16
Less than 5	26.44%	23
<b>TOTAL</b>		<b>87</b>

## Q43 Position:

Answered: 84 Skipped: 8

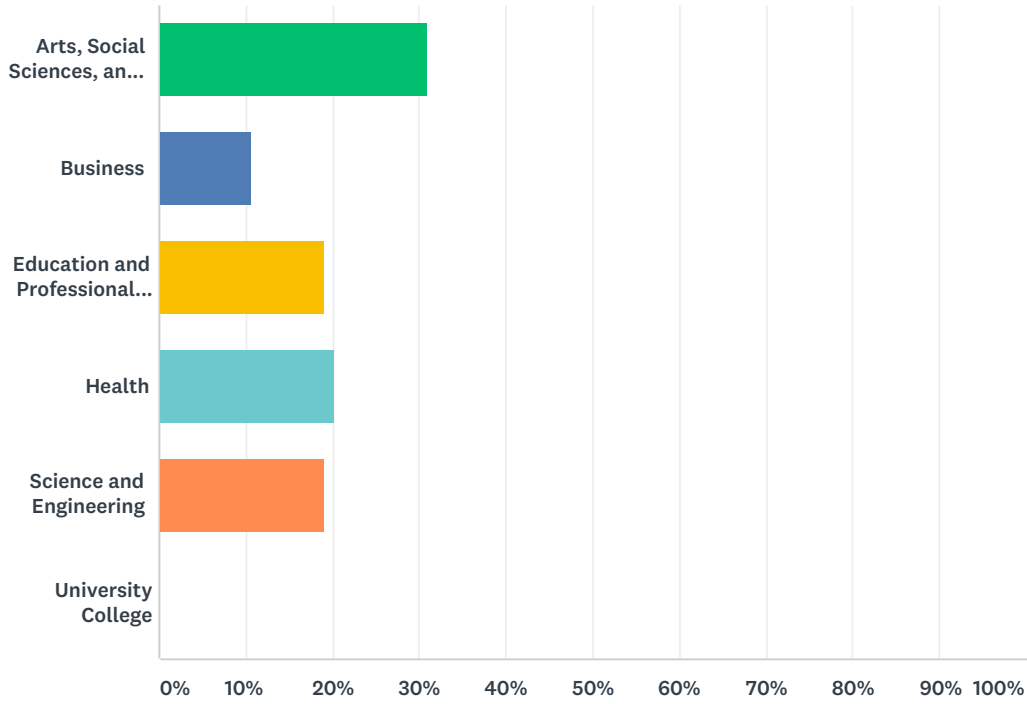


ANSWER CHOICES	RESPONSES
Professor	27.38% 23

Associate Professor	22.62%	19
Assistant Professor	13.10%	11
Instructor	15.48%	13
Lecturer	11.90%	10
Eminent Scholar	0.00%	0
University Librarian	1.19%	1
Associate University Librarian	0.00%	0
Assistant University Librarian	0.00%	0
Instructor Librarian	0.00%	0
Associate In	0.00%	0
Assistant In	0.00%	0
Assistant Clinical Professor	4.76%	4
Research Scholar/Scientist/Engineer	1.19%	1
Associate Research Scholar/Scientist/Engineer	0.00%	0
Assistant Research Scholar/Scientist/Engineer	0.00%	0
Research Associate	2.38%	2
Counselor/Advisor	0.00%	0
<b>TOTAL</b>		<b>84</b>

### Q44 College:

Answered: 84 Skipped: 8



ANSWER CHOICES	RESPONSES	
Arts, Social Sciences, and Humanities	30.95%	26
Business	10.71%	9
Education and Professional Studies	19.05%	16
Health	20.24%	17
Science and Engineering	19.05%	16
University College	0.00%	0
<b>TOTAL</b>		<b>84</b>