

**UFF-FIU Faculty Survey
2020**



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Executive Summary

Florida International University Chapter of the United Faculty of Florida (UFF-FIU) aims to bring faculty and professional employees of the University into a relationship of mutual assistance and cooperation in order to obtain for them the rights and privileges to which they are entitled. UFF-FIU promotes the democratization of the University so it will better serve the people of the State of Florida. UFF-FIU strives to achieve and safeguard academic freedom and combat bigotry in all of its forms at Florida International University, in the State University System, and in society.

"The right of employees, by and through a labor organization, to bargain collectively shall not be denied or abridged."

Florida Constitution, Article I, Section 6

UFF-FIU serves as the bargaining agent that negotiates the [Collective Bargaining Agreement](#) (CBA, or "contract") between faculty and the FIU administration. The CBA governs, among other things, salary raises, tenure & promotion, annual assignments & evaluations, academic freedom, leaves, and other aspects of faculty work.

In order to inform our bargaining processes and address faculty concerns and issues, UFF-FIU conducted a survey of all in-unit faculty (N=1370) during the Fall 2020 semester (December 2nd – December 17th). Faculty were asked to share their views of the Collective Bargaining Agreement (CBA), their work experiences, and their professional priorities as they continue at FIU.

Overall, faculty indicated they are satisfied with the advocacy of the union on their behalf, their work/life balance at FIU, both pre-COVID and currently, the support of their supervisors, diversity and equity, and the current Collective Bargaining Agreement (CBA). We are concerned that one of the major faculty concerns is the need to teach overloads to address deficits in salary/compensation. Additionally, the survey indicates that UFF-FIU should continue to educate faculty on items within the contract that have been negotiated on their behalf.

We received 579 responses (response rate = 42.3%), which is extremely high for an online survey and one conducted at the end of an extremely challenging semester. Demographic responses indicate that the respondents are representative of the bargaining unit in terms of title, rank, gender identity, racial/ethnic identity, and contract length.

This report contains the overall item-by-item results of the survey. Demographic information about the respondents is included at the end of the report. The survey invitation is provided in Appendix A. Due to potential anonymity issues, this report only provides aggregated results and does not include response to the open-ended item asked at the end of the survey.

We hope you are as encouraged by these results as the UFF-FIU Leadership is. As you will see, our faculty express largely positive views and experiences about the terms and conditions of their work, their supervisors, and the university as a whole.

UFF-FIU SURVEY RESULTS

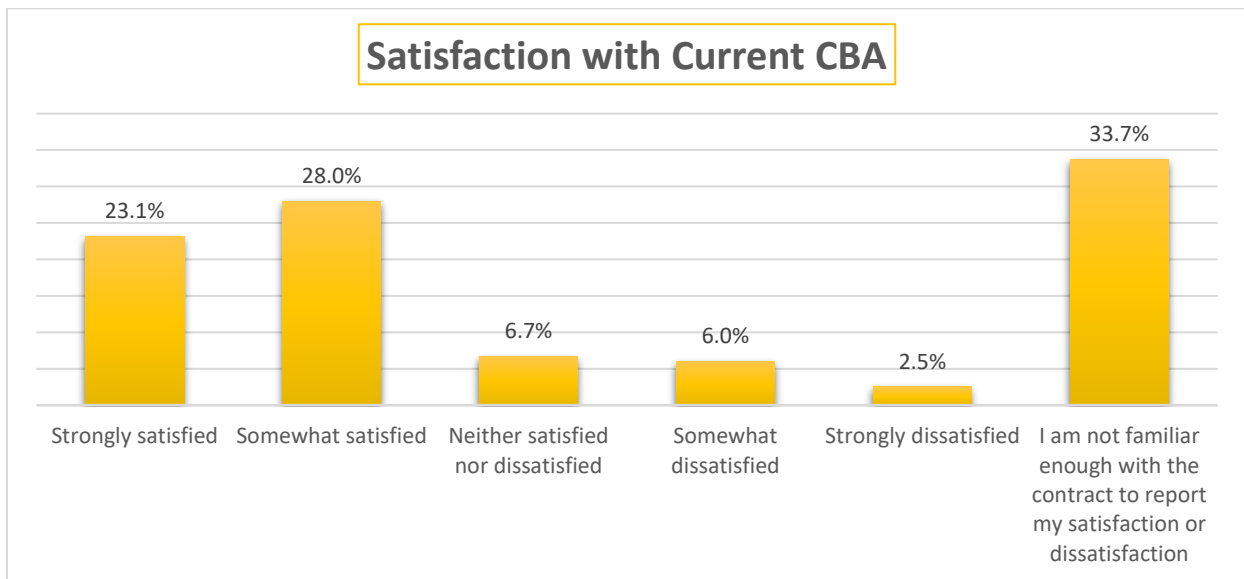


UFF-FIU Collective Bargaining Agreement satisfaction

A **majority (51.1%)** of faculty reported being either “**strongly satisfied**” or “**somewhat satisfied**” with the current UFF-FIU contract. We are encouraged to see that only 8.5% of respondents indicated they were dissatisfied with the contract. The **one-third** of respondents who were not familiar enough with the contract to report their satisfaction **demonstrates a clear need for UFF-FIU to educate** the bargaining unit about the contract.

“Overall, how satisfied or dissatisfied are you with the current UFF-FIU Contract? If you are not familiar enough with the contract to form an opinion, please mark that option.”

	Frequency	Percent
Strongly satisfied	131	23.1
Somewhat satisfied	159	28.0
Neither satisfied nor dissatisfied	38	6.7
Somewhat dissatisfied	34	6.0
Strongly dissatisfied	14	2.5
I am not familiar enough with the contract to report my satisfaction or dissatisfaction	191	33.7

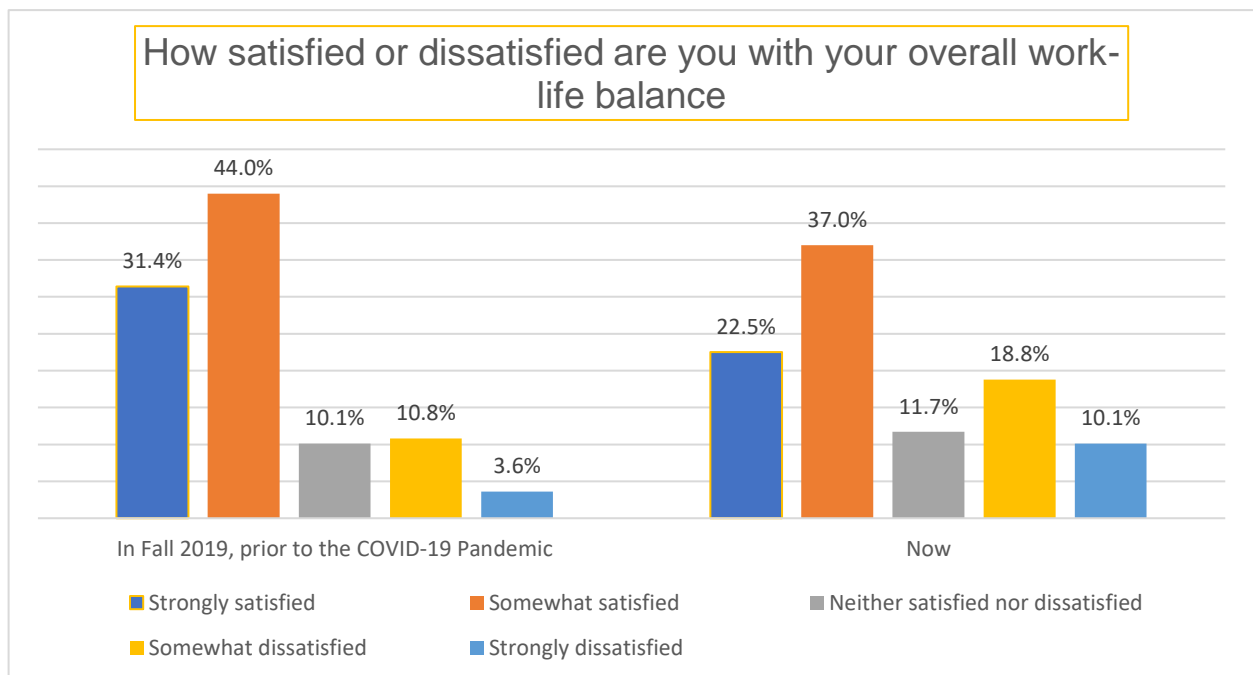


Work-Life Balance

Faculty satisfaction with their work-life balance, both currently and prior to the COVID-19 pandemic is generally favorable. Acknowledging the potential difficulty in recalling levels of satisfaction prior to the pandemic, we are encouraged to see that the **overwhelming majority (75.4%)** of respondents were **satisfied (strongly or somewhat)** in Fall 2019. We are even more encouraged that a **majority (59.5%)** of respondents are currently satisfied with their work-life balance.

Given the substantial challenges faculty are facing during this pandemic, we believe these results show that our MOUs and our strong assignment and evaluation contract protections have create a foundation upon which our faculty can be satisfied with their work-life balance.

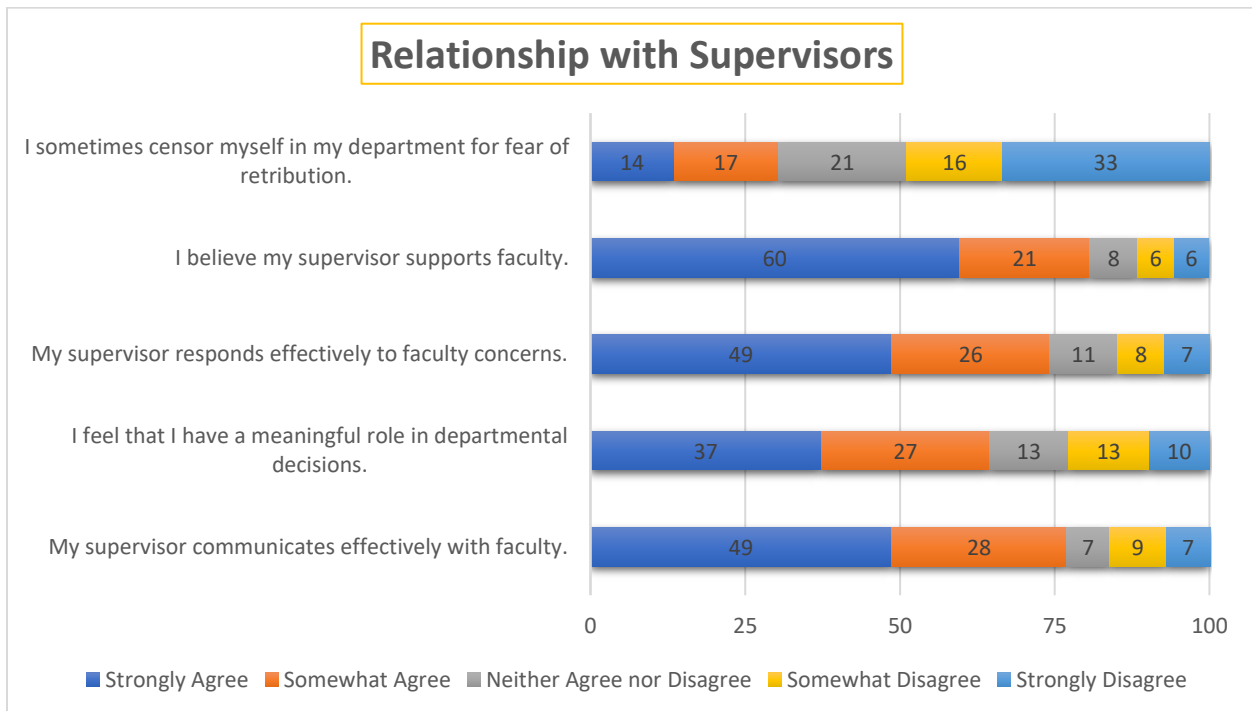
	Strongly satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Strongly dissatisfied
In Fall 2019, prior to the COVID-19 Pandemic	177 (31.4%)	248 (44.0%)	57 (10.1%)	61 (10.8%)	20 (3.6%)
Now	127 (22.5%)	209 (37.0%)	66 (11.7%)	106 (18.8%)	57 (10.1%)



Supervisor Views and Experiences

Most respondents indicate positive experiences with their faculty supervisor, though the **30.3%** who indicate they sometimes censor themselves in their department for fear of retribution is troublesome.

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
I sometimes censor myself in my department for fear of retribution.	75 (13.5%)	93 (16.8%)	115 (20.8%)	86 (15.5%)	185 (33.4%)
I believe my supervisor supports faculty.	331 (59.6%)	117 (21.1%)	43 (7.7%)	33 (5.9%)	31 (5.6%)
My supervisor responds effectively to faculty concerns.	271 (48.7%)	142 (25.5%)	61 (11.0%)	42 (7.6%)	40 (7.2%)
I feel that I have a meaningful role in departmental decisions.	208 (37.3%)	152 (27.2%)	71 (12.7%)	73 (13.1%)	54 (9.7%)
My supervisor communicates effectively with faculty.	273 (48.7%)	158 (28.2%)	39 (7.0%)	51 (9.1%)	40 (7.1%)

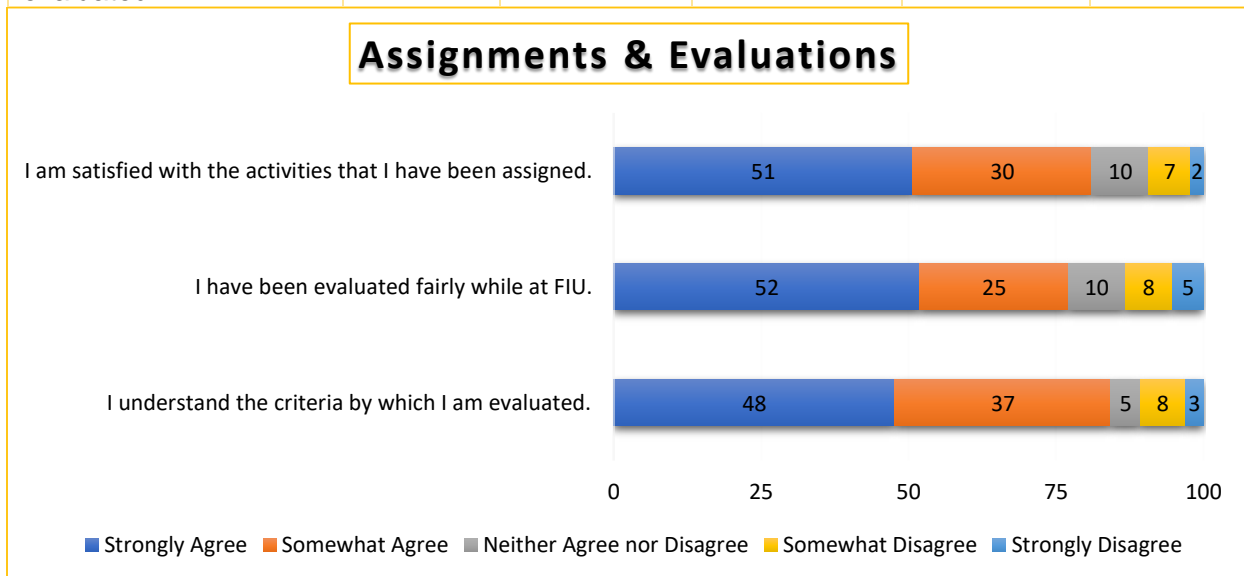


Assignment and Evaluations

- While almost all (**89.2%**) respondents indicated they had **received their academic assignment** for the 2020-2021 academic year, only **two-thirds (66.4%)** indicated they had an opportunity to **request their assigned activities** for that academic year.
- We are **very concerned** that **63.5%** of respondents were aware of their department's **Differential Assignment Policy (DAP)**. Given that these policies are required by the CBA and that faculty needed to pass the policy at a regularly scheduled department meeting, we expected this number to be much higher.

As seen below, the **overwhelming majority (84.4%)** of respondents indicated they understand the criteria by which they are evaluated, and a similar percentage (**81.1%**) **were satisfied** with the activities they have been assigned. These two results are extremely encouraging and again speak to the strengths of our assignment and evaluation processes. Slightly fewer (71.1%) of respondents somewhat or strongly agreed that they have been evaluated fairly, which demonstrates some room for improvement in this area.

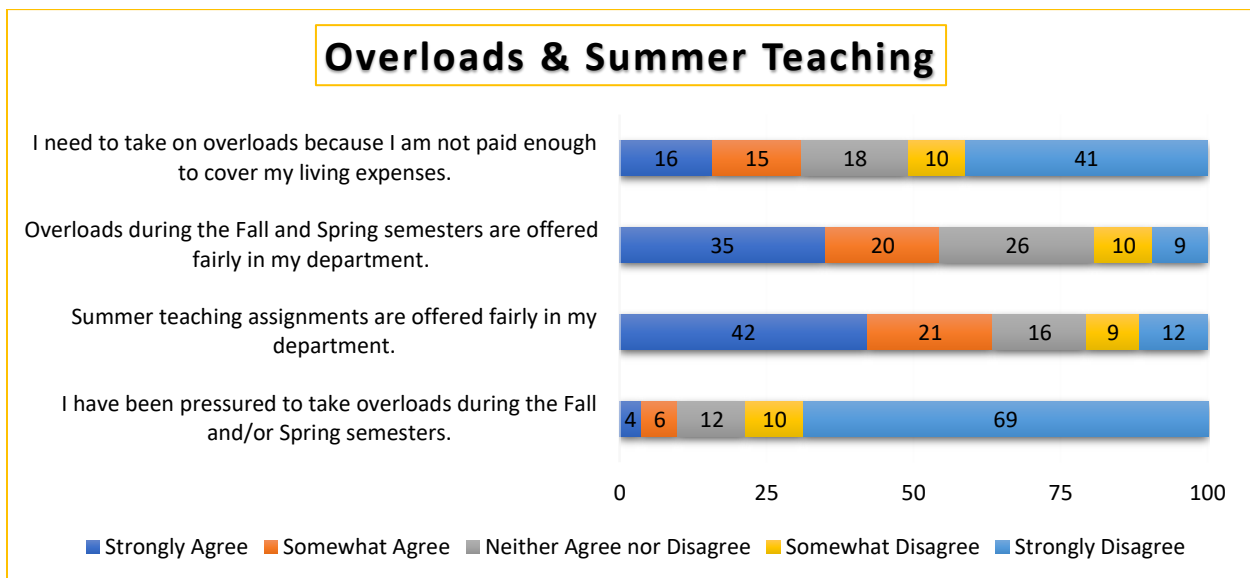
	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
I am satisfied with the activities that I have been assigned.	280 (50.7%)	168 (30.4%)	53 (9.6%)	39 (7.1%)	12 (2.2%)
I have been evaluated fairly while at FIU.	265 (45.8%)	129 (25.2%)	49 (9.6%)	41 (8.0%)	27 (5.3%)
I understand the criteria by which I am evaluated.	265 (47.8)	203 (36.6%)	28 (5.0%)	42 (7.3%)	17 (3.1%)



Overloads and Summer Assignments

We are concerned that **31%** of respondents reporting **needing to take on overloads** because they are not paid enough to cover their living expenses. We also remain concerned by the percentage of faculty who **disagreed (somewhat or strongly)** that overloads (19.2%) and summer teaching assignments (20.6%) were **offered fairly** in their department.

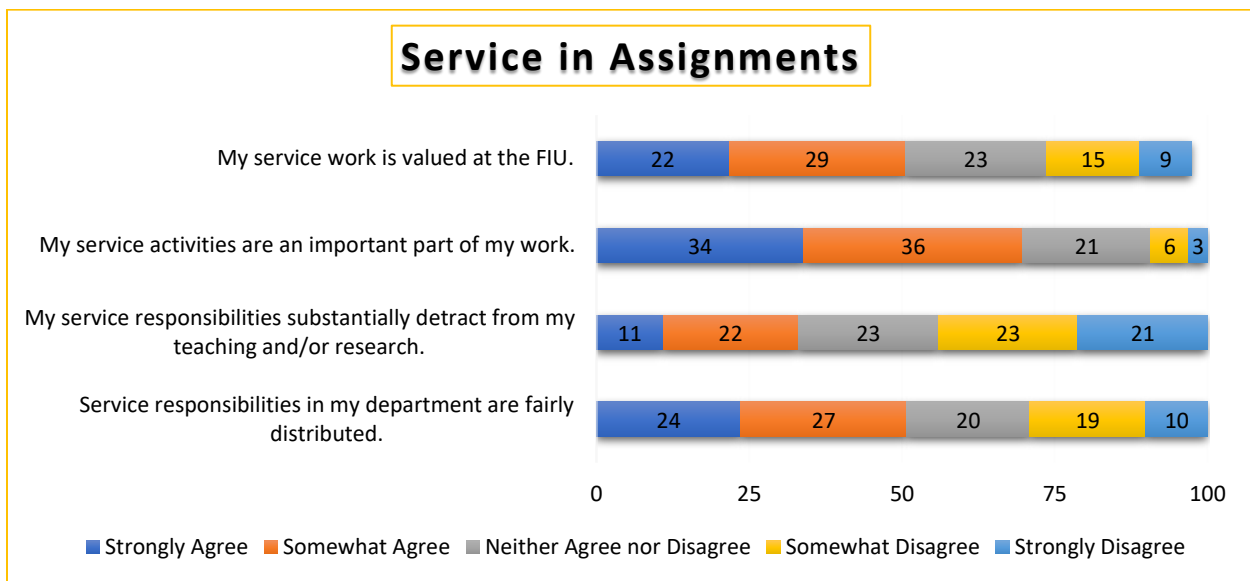
	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
I need to take on overloads because I am not paid enough to cover my living expenses.	80 (15.8%)	77 (15.2%)	92 (18.1%)	49 (9.7%)	209 (41.2%)
Overloads during the Fall and Spring semesters are offered fairly in my department.	117 (35.0%)	65 (19.5%)	88 (26.3%)	33 (9.9%)	31 (9.3%)
Summer teaching assignments are offered fairly in my department.	172 (42.2%)	87 (21.3%)	64 (15.9%)	37 (9.1%)	47 (11.5%)
I have been pressured to take overloads during the Fall and/or Spring semesters.	19 (3.7%)	32 (6.2%)	60 (11.6%)	50 (9.7%)	356 (68.9%)



Faculty Service Work

Respondents believe their service activities are an important part of their work. That said, one-third (**33.0%**) of respondents **agreed (strongly or somewhat)** that their service responsibilities **substantially detracted from their teaching and/or research**.

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
My service work is valued at the FIU.	119 (21.7%)	158 (28.8%)	135 (23.2%)	88 (15.2%)	49 (8.5%)
My service activities are an important part of my work.	168 (33.9%)	197 (35.9%)	115 (20.9%)	34 (6.2%)	17 (3.1%)
My service responsibilities substantially detract from my teaching and/or research.	60 (10.9%)	121 (22.1%)	126 (23.0%)	125 (22.8%)	116 (21.2%)
Service responsibilities in my department are fairly distributed.	130 (23.6%)	150 (27.2%)	111 (20.1%)	105 (19.0%)	56 (10.1%)



Post COVID-19 Work Environment

We asked some general questions concerning faculty views of their work once the COVID-19 crisis is contained.

Personal Office Space: Respondents clearly demonstrated the importance of their own office on campus (68.4% strongly agreed and an additional 13.9% somewhat agreed that it is important, and similar percentages disagree that having a shared office would not bother them).

Modality of Teaching Assignments: The majority of respondents (**69.9%**) want to offer their courses face-to-face once it is safe, respondents also **expressed preference to teach remote synchronously (48.4%) and having a fully remote assignment (44.2%)**.

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
It is important for me to have my own office on campus.	364 (68.4%)	74 (13.9%)	44 (8.3%)	27 (5.1%)	23 (4.3%)
I prefer to teach my Classes asynchronously via FIU Online.	112 (21.1%)	71 (13.4%)	125 (23.6%)	86 (16.2%)	136 (25.7%)
I would prefer to teach my classes via the remote synchronous modality.	140 (26.4%)	117 (22.0%)	123 (23.2%)	71 (13.4%)	80 (15.1%)
Having a shared office would NOT bother me.	32 (6.0%)	56 (10.6%)	39 (7.4%)	83 (15.7%)	319 (60.3%)
Once safe, I want to offer my courses face-to-face.	245 (46.4%)	119 (22.5%)	83 (15.7%)	47 (8.9%)	34 (6.4%)
I am interested in having a fully remote assignment.	140 (26.3%)	95 (17.9%)	101 (19.0%)	82 (15.4%)	114 (21.4%)
I do NOT want to work at a university that teaches primarily online.	173 (32.8%)	83 (15.7%)	108 (20.5%)	61 (11.8%)	103 (19.5%)

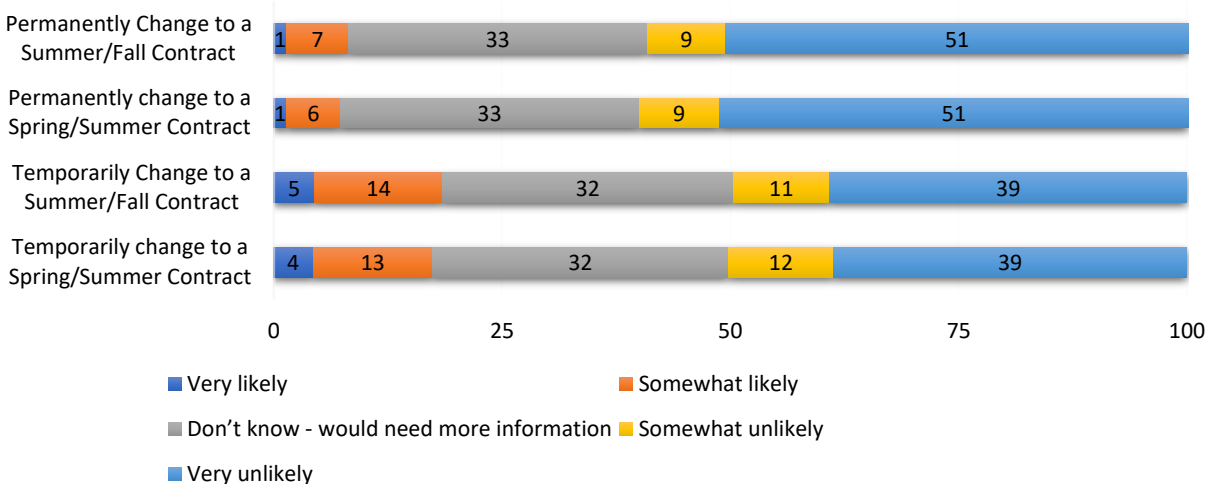
Contract Structure

We asked a series of questions concerning faculty's interest in changing the current 9-month Fall/Spring contract structure. Specifically, faculty were asked about changing to a different 9-month contract period (Fall/Spring, Spring/Summer, or Summer/Fall). Across the board, respondents indicated they were unlikely to make either a temporary or permanent change, though approximately one-third indicated they would need to know more information on the matter.

If you had the option to select a different nine-month option, how likely or unlikely would you be to do the following:

	Very likely	Somewhat likely	Don't know would need more information	Somewhat unlikely	Very unlikely
Temporarily change to a Spring/Summer Contract	19 (4.3%)	58 (13.1%)	144 (32.4%)	51 (11.5%)	172 (38.7%)
Temporarily Change to a Summer/Fall Contract	20 (4.5%)	62 (14.0%)	141 (31.8%)	47 (10.6%)	173 (39.1%)
Permanently change to a Spring/Summer Contract	6 (1.4%)	26 (5.9%)	145 (32.7%)	39 (8.8%)	228 (51.4%)
Permanently Change to a Summer/Fall Contract	6 (1.4%)	30 (6.8%)	145 (32.7%)	38 (8.6%)	225 (50.7%)

Alternative 9-month Contract Structure



Contract Structure Change

If a respondent indicated they were **very or somewhat likely** to make a change, they were asked about the reasons they would like to do so. Given the overall lack of interest, these results are quite limited.

	Major Reason	Minor Reason	Not a Reason
It would enable me to focus more on my service/engagement	14 (15.1%)	30 (32.3%)	49 (52.7%)
It would open new professional opportunities	28 (29.8%)	34 (36.2%)	32 (34.0%)
It would help with my family responsibilities	35 (37.2%)	23 (24.5%)	36 (38.3%)
It would enable me to focus more on my research	48 (51.1%)	20 (21.3%)	26 (27.7%)
I would like the flexibility	67 (72.0%)	17 (18.3%)	9 (9.7%)

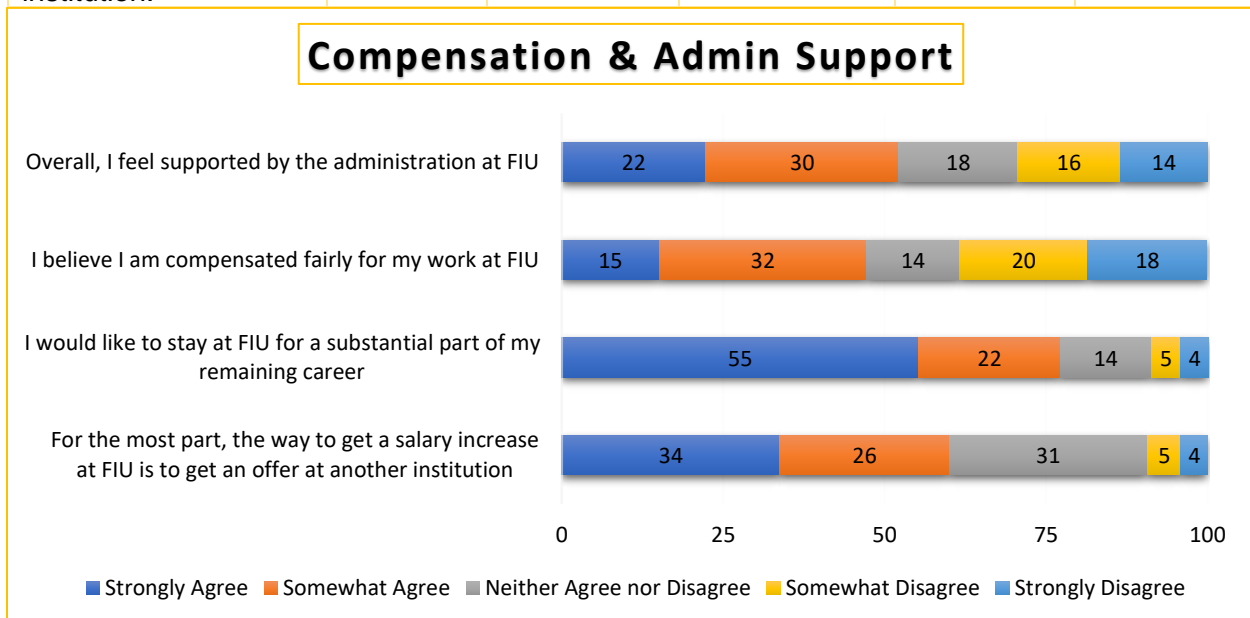
Faculty who were **somewhat or very unlikely** interested in changing from their current 9-month contract structure were asked the reasons why they were not interested. As the table below shows, there was no single reason that stood out.

	Major Reason	Minor Reason	Not a Reason
It would hinder my research	93 (33.6%)	43 (15.5%)	141 (50.9%)
It would make my family responsibilities more difficult	113 (40.6%)	53 (19.1%)	112 (40.3%)
It would foreclose potential professional activities (grant cycles, collaboration with other colleagues, etc.)	85 (30.6%)	69 (24.8%)	124 (44.6%)
It would hinder my ability to focus more on my service/engagement	44 (15.9%)	61 (22.1%)	171 (62.0%)
Concern that I would be asked to work during the Fall or Spring, even if I was not on contract	89 (32.1%)	85 (30.7%)	103 (37.2%)
Concern that I would not be part of important department decisions	106 (38.4%)	80 (29.0%)	90 (32.6%)
Concern that it would limit my role in faculty governance	79 (28.7%)	90 (32.7%)	106 (38.5%)

Compensation and Support

Faculty were asked general questions about compensation and support. We are discouraged to see that **60%** of faculty **agreed (strongly or somewhat)** that the way to get a salary increase at FIU is to get an offer at another institution. Combined with the over three-quarters (77.2%) of respondents who indicated they would like to stay at FIU for a substantial part of their remaining career and **less than half (47.2%)** agreeing that they are compensated fairly, compensation remains an important issue needing to be addressed.

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
Overall, I feel supported by the administration at FIU.	122 (22.3%)	164 (29.9%)	101 (18.4%)	87 (15.9%)	74 (13.5%)
I believe I am compensated fairly for my work at FIU.	83 (15.1%)	176 (32.1%)	79 (14.4%)	109 (19.9%)	101 (18.4%)
I would like to stay at FIU for a substantial part of my remaining career.	303 (55.3%)	120 (21.9%)	77 (14.1%)	25 (4.6%)	23 (4.2%)
For the most part, the way to get a salary increase at FIU is to get an offer at another institution.	183 (33.8%)	142 (26.2%)	166 (30.7%)	28 (5.2%)	22 (4.1%)



Diversity, Equity and Inclusion (DEI)

Given the current racial climate in the United States and the commitment to diversity expressed by the FIU leadership, we felt it important to ask faculty about their perceptions of diversity and inclusion at FIU. We are very encouraged that respondents felt their **college/school administrators (82.7%)** and the **institution (85.9%)** are **committed to racial diversity**.

	Very Committed	Somewhat Committed	Somewhat Uncommitted	Very Uncommitted
How committed or uncommitted to racial diversity are administrators in your college/school?	234 (43.5%)	211 (39.2%)	60 (11.2%)	33 (6.1%)
How committed or uncommitted to racial diversity is FIU as an institution?	261 (48.5%)	201 (37.4%)	58 (10.8%)	18 (3.3%)

Faculty were also asked about problematic experiences or incidences with faculty, administrators, or staff during the Fall 2020 semester. We were pleased to see very low response rates of incidents of targeting due to race, ethnicity, gender identity, or were accused of treating others unfairly based on social identity. We also understand that any percentage of targeting based on race, ethnicity, gender identity or social identity is inherently disrespectful and needs to continue to be addressed.

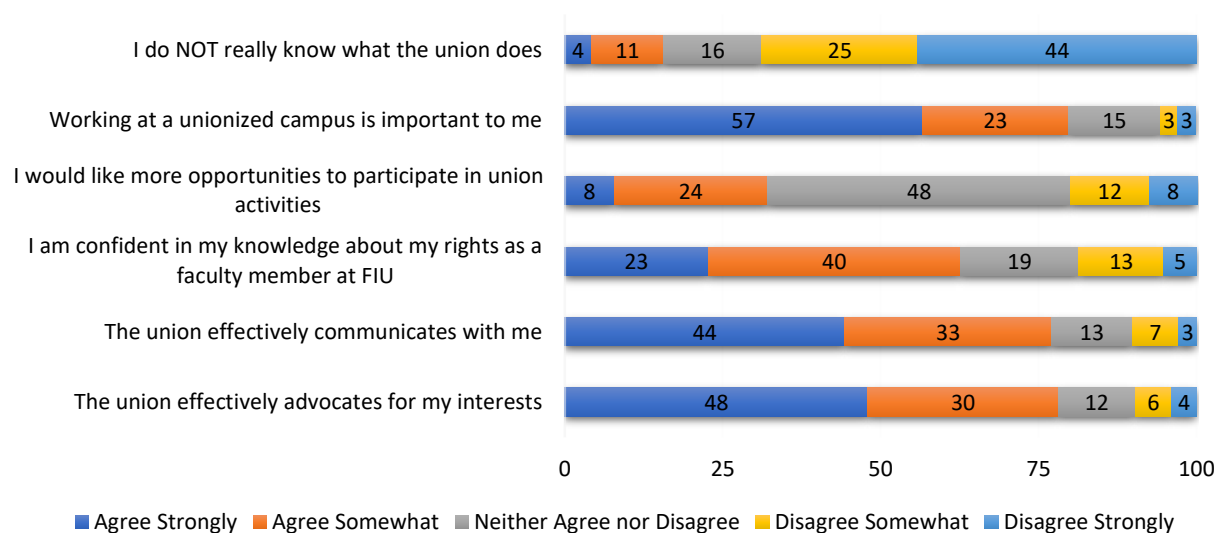
	Yes, I have had this experience	No, I have NOT had this experience
Were targeted or singled out based on your race or ethnicity	49 (9.0%)	498 (91.0%)
Were targeted or singled out unfairly based on your gender identity	53 (9.7%)	493 (90.3%)
Were accused of treating others unfairly on the basis of social identity	23 (4.2%)	523 (95.8%)
Had your competence as an instructor challenged	80 (14.7%)	466 (85.3%)
Had your scholarly expertise challenged	101 (18.4%)	447 (81.6%)
Were treated with disrespect	192 (35.0%)	356 (65.0%)

Union Engagement

We concluded the survey with questions about faculty views and engagement with the union. We are encouraged that over three-quarters (**79.7%**) of respondents **agreed** (strongly or somewhat) that **working at a unionized campus is important** to them, the **union communicates effectively** with them (**77.1%**), and that the **union effectively advocates** for their interest (**78.1%**).

	Agree Strongly	Agree Somewhat	Neither Agree nor Disagree	Disagree Somewhat	Disagree Strongly
I do NOT really know what the union does.	22 (4.2%)	60 (11.4%)	82 (15.6%)	130 (24.7%)	232 (44.1%)
Working at a unionized campus is important to me.	294 (56.6%)	120 (23.1%)	76 (14.6%)	14 (2.7%)	15 (2.9%)
I would like more opportunities to participate in union activities.	39 (7.8%)	122 (24.3%)	241 (48.0%)	62 (12.4%)	38 (7.6%)
I am confident in my knowledge about my rights as a faculty member at FIU.	117 (22.7%)	206 (39.9%)	97 (18.8%)	69 (13.4%)	27 (5.2%)
The union effectively communicates with me.	223 (44.3%)	165 (32.8)	64 (12.7%)	37 (7.4%)	14 (2.8%)
The union effectively advocates for my interests.	233 (48.0%)	146 (30.1%)	59 (12.2%)	28 (5.8%)	19 (3.9%)

Union Views and Activities



APPENDICES



Appendix A: Survey Invitation

Hello, and welcome to the UFF-FIU Faculty Survey! As you may know, negotiations for a new UFF-FIU Contract for 2021-2024 have begun. With this in mind, we would like to ask you some questions about our contract, your work, and your priorities. We also have some specific questions related to your faculty membership group (e.g., teaching faculty, tenure-track faculty, librarians, clinical faculty, and research faculty).

We realize these are highly unusual times and that your answers may be different now, than before the current COVID-19 crisis. For parts of the survey, we will ask that you try to answer as if we were working under usual conditions and with the understanding that we do not, yet, know how this will change the upcoming negotiations. We will also give you an opportunity at the end of the survey to voice your opinions and needs regarding your work at FIU, the Collective Bargaining Agreement, and the COVID-19 Pandemic. UFF-FIU will continue to work hard to improve your pay, secure better your working conditions, protect due-process, and enhance your work-life balance.

All of your answers will be kept confidential. Please skip any question you do not wish to answer. If you have any questions about the survey project, please contact Daniel Saunders (daniel.saunders@uff-fiu.org). If you have technical questions about accessing or completing the survey, please contact Ethan Kolek (ekolek@fiu.edu).

APPENDIX B: Demographic Data

Regardless of rank, which contractual definition best describes your position?

	Frequency	Percent
Tenure-track/Tenured Professor	285	49.7
Visiting Assistant/Associate Professor	20	3.5
Teaching Professor	145	25.3
Visiting Teaching Professor	16	2.8
Clinical Professor	52	9.1
Research Professor	18	3.1
Visiting Research Professor	2	.3
Librarian	19	3.3
Research Associate	5	.9
Other (see table below)	12	2.1

	Frequency
Associate Teaching Professor	1
Assistant Teaching Professor	1
Associate Teaching Professor	1
Clinical Associate Professor	2
Post doctorate researcher	1
Professional Practice	1
Research assistant professor	1
Research Assistant Professor	1
Senior Instructor	1
Visiting Instructor Librarian	1

What is your current rank? [Non-Librarians]

	Frequency	Valid Percent
Full (Professor, Teaching Professor, Research Professor)	123	22.5
Associate (Professor, Teaching Professor, Research Professor)	192	35.1
Assistant (Professor, Teaching Professor, Research Professor)	232	42.4

What is your current rank? [Librarians]

	Frequency	Percent
University Librarian	6	31.6
Associate Librarian	3	15.8
Assistant Librarian	9	47.4
Instructor Librarian	1	5.3

How long have you been a faculty member at FIU?

	Frequency	Percent
Less than one full academic year	41	7.2
1-5 years	176	30.9
6-10 years	140	24.6
11-15 years	64	11.2
16-20 years	57	10.0
21-25 years	34	6.0
More than 25 years	57	10.0

What is your primary academic school or college?

	Frequency	Percent
College of Arts, Sciences and Education	232	42.4
College of Business	60	11.0
Chaplin School of Hospitality and Tourism Management	15	2.7
College of Communication, Architecture + The Arts	45	8.2
College of Engineering and Computing	55	10.1
Honors College	1	.2
Nicole Wertheim College of Nursing and Health Sciences	27	4.9
Robert Stempel College of Public Health and Social Work	33	6.0
Steven J. Green School of International and Public Affairs	79	14.4

What is the length of your current contract?

	Frequency	Percent
9-months	460	80.8
12-months	109	19.2

Did you receive any of your degrees from FIU? (Please mark all that apply)

	Frequency	Percent
Yes, only my bachelor's degree	12	2.1
Yes, my bachelor's degree and my non-terminal master's degree	10	1.7
Yes, my bachelor's degree, my non-terminal master's degree, and my doctoral degree	6	1.0
Yes, my bachelor's degree and my terminal master's degree	9	1.6
Yes, my bachelor's degree, my terminal master's degree, and my doctoral degree	4	.7
Yes, my bachelor's degree and my doctoral degree	7	1.2
Yes, my bachelor's degree and No, I did NOT receive any degrees from FIU	1	.2
Yes, my non-terminal master's degree	17	2.9
Yes, my non-terminal master's degree and my doctoral degree	6	1.0
Yes, my terminal master's degree	14	2.4
Yes, my terminal master's degree and my doctoral degree	4	.7
Yes, my doctoral degree	36	6.2
No, I did NOT receive any degrees from FIU	441	76.2