

Survey Summary

Discussion and feedback are critical to our building a strong organization. Thus, the UFF-Seminole Faculty Organizing & Bargaining Survey was created to encourage two-way conversation about issues and concerns. Survey results will help chapter officers better understand and represent faculty as we proceed towards a certification election and collective bargaining.

Absence of a voice and lack of professional respect rank high on the list of concerns. 89% believe faculty has no real say in decisions made at the college and 84% indicate that they feel disrespected by administration. With regard to the latter, 83% think that administration disregards faculty-based committees. In contrast, 97% favor substantive shared governance and 96% support a strong voice for the union.

Responses do not paint a uniformly negative picture of the college. More than two-thirds are satisfied with classroom facilities and personal offices, and almost 60% feel secure in their jobs. However, dissatisfaction with part-time to full-time faculty ratio (89%), fair treatment (84%), grievance procedure (84%), and class size (79%) is pervasive. Satisfaction with pension and retirement benefits, health benefits, and salary hovers around 50%. However, the salary issue is complicated by the 65% who do not think that salary increases have been adequate.

Faculty completing the survey hold professional development in high regard; 80% would like to see increased opportunities with 88% supporting increased release time and 76% favoring expanded sabbatical leave. They do not think that either "pay for student performance" (81%) or "merit pay" (76%) is particularly important.

Belief that unionization and collective bargaining will enhance the faculty's voice in decision-making (91%), improve conditions of employment (80%), and advance salary and benefits (80%) is high. Interestingly, the 91% indicating that the union will strengthen Faculty Senate runs directly counter to the Administration's claim that a union will mean the end of that long-standing assembly.

In general, analysis of the collected data suggests that those completing the survey would like legal binding power to vote on issues that affect their working lives, want a say in developing college policies and procedures, and desire a fair and independent process for enforcing faculty rights.

The UFF-Seminole Faculty Organizing and Bargaining Survey is not scientific and reflects the opinions of only those who chose to participate. Additional commentary feedback was lengthy and redundant. The comments included here are a sampling of the total received.

To what extent do you feel that faculty have a say in decisions made at Seminole State?

02% to a great extent
09% to some extent
51% just a little
38% not at all

How much influence do you feel you have in decisions made by Seminole State administration?

00% a great deal of influence
07% some influence
38% very little influence
56% no influence at all

To what extent do you feel that Seminole State administration follows the recommendations/findings put forward by faculty-based committees?

00% to a great extent
18% to some extent
47% just a little
36% not at all

Shared governance should be an important feature of the decision-making process at Seminole State.

77% strongly agree
20% agree somewhat
02% disagree somewhat
00% strongly disagree

The faculty union should have a strong voice in setting faculty standards and professional ethics.

76% strongly agree
20% agree somewhat
02% disagree somewhat
02% strongly disagree

Rate your satisfaction or dissatisfaction with the following

Campus Hours

16% very satisfied
34% satisfied
25% a little dissatisfied
25% not satisfied at all

Classroom Facilities

20% very satisfied
47% satisfied
27% a little dissatisfied
07% not satisfied at all

Cost of Family/Partner/Spouse Health Insurance

10% very satisfied
28% satisfied
33% a little dissatisfied
30% not satisfied at all

Fair Treatment

07% very satisfied
20% satisfied
38% a little dissatisfied
36% not satisfied at all

Grievance Procedure

05% very satisfied
11% satisfied
41% a little dissatisfied
43% not satisfied at all

Increased Class Size

05% very satisfied
17% satisfied
19% a little dissatisfied
60% not satisfied at all

Job Security

14% very satisfied
44% satisfied
28% a little dissatisfied
14% not satisfied at all

Part-Time to Full-Time Faculty Ratio

05% very satisfied
07% satisfied
30% a little dissatisfied
59% not satisfied at all

Personal Office Facilities

24% very satisfied
44% satisfied
18% a little dissatisfied
13% not satisfied at all

Professional Respect

07% very satisfied
09% satisfied
33% a little dissatisfied
51% not satisfied at all

Pension and Retirement Benefits

11% very satisfied
38% satisfied
40% a little dissatisfied
11% not satisfied at all

Quality of Health Benefits

13% very satisfied
40% satisfied
31% a little dissatisfied
16% not satisfied at all

Salary

09% very satisfied
38% satisfied
44% a little dissatisfied
09% not satisfied at all

Salary Increases

07% very satisfied
29% satisfied
47% a little dissatisfied
18% not satisfied at all

Rate your agreement or disagreement with the following**Current professional development opportunities adequately meet my needs**

04% strongly agree
29% agree somewhat
18% disagree somewhat
49% strongly disagree

Seminole State provides sufficient professional development to support my work

05% strongly agree
16% agree somewhat
32% disagree somewhat
48% strongly disagree

Additional time for professional conferences is important

75% strongly agree
16% agree somewhat
07% disagree somewhat
02% strongly disagree

Professional development activities outside of the work day should be fairly compensated

69% strongly agree
24% agree somewhat
07% disagree somewhat
00% strongly disagree

Rate the importance of the following**Establishing additional salary lanes for advanced certification and professional development**

36% very important
38% somewhat important
22% somewhat unimportant
04% not at all important"

Expanding Sabbatical Leave Opportunities

40% very important
36% somewhat important
22% somewhat unimportant
02% not at all important

Increased Release Time

47% very important
40% somewhat important
11% somewhat unimportant
02% not at all important

Increasing salaries across the board

41% very important
55% somewhat important
05% somewhat unimportant
00% not at all important

Maintain current levels of health care coverage

91% very important
09% somewhat important
00% somewhat unimportant
00% not at all important

Preventing increases in health care costs

76% very important
24% somewhat important
00% somewhat unimportant
00% not at all important

Professors should be evaluated and paid, in part, on the performance of their students

12% very important
07% somewhat important
14% somewhat unimportant
67% not important at all

Introducing a "merit pay" system to reward the "best" professors

09% very important
16% somewhat important
16% somewhat unimportant
60% not at all important

Providing bonuses to attract new professors

07% very important
18% somewhat important
33% somewhat unimportant
42% not at all important

Providing bonuses in hard-to-staff fields

09% very important
33% somewhat important
33% somewhat unimportant
24% not at all important

Indicate how you think union representation would change the following

Conditions of Employment

80% for the better
05% for the worse
16% would not make any difference

Fair Treatment

86% for the better
05% for the worse
09% would not make any difference

Job Security

75% for the better
05% for the worse
20% would not make any difference

Voice in Decision-making

91% for the better
02% for the worse
07% would not make any difference

Wages and Benefits

75% for the better
05% for the worse
20% would not make any difference

Indicate if the reason for forming a union is very strong, moderately strong, or weak

Better Benefits

31% very strong reason
38% moderately strong reason
31% weak reason

Fair Treatment

84% very strong reason
11% moderately strong reason
04% weak reason

Higher Salaries

29% very strong reason
49% moderately strong reason
22% weak reason

Job Security

51% very strong reason
33% moderately strong reason
16% weak reason

Professional Respect

82% very strong reason
11% moderately strong reason
07% weak reason

Protection from Arbitrary Dismissal

73% very strong reason
13% moderately strong reason
13% weak reason

Strengthen Faculty Senate

66% very strong reason
25% moderately strong reason
09% weak reason

Voice in Decision-making

86% very strong reason
14% moderately strong reason
00% weak reason

UFF Seminole can help me become a better educator by:

- Facilitating collegial sharing - specifically planned activities similar to some from the past
- Giving me opportunities to grow professionally by helping pay for professional development
- Helping to increase communication between faculty and administration
- Making administrative decisions more transparent.
- At this time, I don't think that it can. In fact, I feel that the union is not a good idea given the current climate and the reception we have already seen from the administration. While I don't want it to look like the faculty "caved" or "gave in" to the administration, I feel that going forward with the union is a disaster waiting to happen and will just make things worse not better.
- Supporting our desire for real professional development, i.e. financial support for professional classes, workshops, and conferences in our respective disciplines
- Uniting faculty to secure the resources, policies, and administrative support to ensure that teaching is our main priority
- Putting the emphasis on the educational experience and not just the number of students in the class room. We are intimidated not to lose students by fear of program closure.
- Showing respect for full-time faculty with pay increases, smaller classes, and power in decision making at the highest level that affects our teaching
- Ensuring fair evaluation procedures. Helping create a faculty grievance procedure (none currently exists).
- Relieving some of the work load so I can prep more for my classes and attend conferences in my discipline
- Creating true shared governance, which will give me a voice in decisions that directly impact my work, allowing me to focus more on my teaching and discipline. Specifically, I hope to see reduced campus hours and increased funding for professional development.
- Respecting me as a student advocate and professional faculty member who works tirelessly on the part of my students.

If there were one thing I could change at Seminole State College it would be:

- for faculty and administration to have a good working relationship.
- having a voice at Seminole State. Right now I feel that I have none whatsoever.
- the ability of the President and Vice-President to hire at will without committees being formed (or ignored) should not be allowed.
- decreasing the gulf between executive staff and faculty.
- change the culture of top down administrative decisions that do not reflect the advice and consent of faculty. Make ACADEMICS stronger; make Seminole State less GENERIC and middle of the road banal.
- get EVERYONE (other faculty especially) to understand that Adult Ed is not just Adult High School. So often people refer to us "over there in the Adult High School" when we are SO much more than that. It's as though we are the unwanted stepchild at Seminole State. You need to accept us as equals.
- the angst that surrounds any faculty interaction with the administration or board
- the emphasis on the sheer numbers of students instead of the quality. They pay lip service to quality. Good quality grads will produce more numbers. It's automatic. It's a long term focus.
- to see 360 degree evaluation of administrators and staff. Faculty is evaluated this way, by students and chairs/deans, and chairs have been evaluated by their faculty and by their deans. Administrators and staff would benefit from this.
- not continuing to waste my time serving on useless committees where the committees decisions and recommendations which have been requested by administration are not ignored

Are there any other issues that you would like for UFF-Seminole to address?

- Discrepancies in pay, benefits, and retirement packages of administration vs. faculty. Making administration responsible to faculty.
- How the unilateral decisions made by the administration affect faculty and students.
- Move from governance by corporate (administration), industrial (facilities) models to an academic model.
- Seminole state is an EDUCATION institution, not a business. Education should be our top priority not "success" which is sometimes interpreted as "pass rates" and not "preparing students for higher level work". Sometimes the best educational moment for a student is realizing they can fail and thus they need to start putting in the work to learn the material and not just "pass the tests." They are adults and should be treated as such.
- I respect what we are trying to do at Seminole State College, however I have one problem. I have seen these emails come across a little catty regarding Ann McGee. If we are going to do this, then we need to do it right. That does not include slamming people personally, but sticking to discussing the actions the Administration takes on our behalf. We are not here to discredit anyone; we are here to make conditions better for our faculty. I just think it tends to take a little credibility away from everyone starting our union by doing the ""she started it first"" knee jerk reaction (e-mails). More respect and attention will be paid if we just stick to the facts and keep our feelings out of it.
- Respectfully watching the process.
- The tenure process I endured was vague. No real rules were evident. Job descriptions of Dept chairs and program managers are not open for all to see. I am a program manager and I have never been compensated for the duties nor have I received a job description in 11 years. The dean said in a meeting we have to come up with a description someday.
- Yes. In the health benefits area, my family's prescription drug co-pays run between \$500 to \$800 per month. I know for a fact that many insurance policies have much smaller co-pays or offer a means to reduce co-pays by paying a small additional premium. I do not know how many employees are in my situation, but as faculty ages in general, more and more of us will be paying much higher total monthly drug co-pays. I (and we) need some real help in this area, but administration does not seem interested in this issue. I also believe that our health insurance benefits and coverage would get much better if all health insurance decision makers, including all VP's and the President, were required to be covered by the same policy and benefits as that which they have chosen for us.
- Teaching loads
- Tracking system for professional development doesn't work
- Reducing required campus hours...we all work well beyond the typical 40 hour work week...I wouldn't mind increasing office hours, if it meant little or reduced campus hours. When I am on campus I get very little grading and class preparation done.
- Mandatory office hours -- I can accomplish so much more at home and all students really want are there papers back. Give me a weekend off to spend with my family