

Non-Tenure Track Faculty Survey – May 2012
Report for circulation to Specialized Faculty - Fall 2013

EXECUTIVE SUMMARY

Who responded to this survey?

We received 62 respondents. A third are Assistant/Associate Ins, a third are lecturers, and the remaining third are scientists, scholars, and clinical professors. Roughly half of the respondents are from the College of Liberal Arts and Sciences, with smaller representation from Business, Education, Engineering, and other colleges. (The numbers of individuals responding from each unit have not been included to protect the identity of individuals responding from small units.)

How can UFF-UF better represent specialized faculty?

1. More outreach to NTT
2. More bargaining focus on benefits for NTT (spread out the sacrifice)
3. More work to educate NTT about bargaining and union structure
4. COLA is more important to NTT than merit pay
5. “Tenure for lecturers” or longer-term stability after a probational period.

Who are NTT faculty?

NTT faculty represent a wide diversity of individuals and positions at UF. Most have terminal degrees: 2/3 have a PhD, and another 1/3 have an MA/MFA. They represent a large age-range and cannot be categorized as either “junior” or “senior” regarding their time in position at UF. Many NTT faculty are making careers out of their work at UF. 84% have been at UF for 6 years or longer; 25% have been here longer than 16 years. Many, however, project great uncertainty in their futures, noting that they are unlikely to work at UF for more than a few more years. (This prediction about their future does not correlate to the age of respondents in our sample.) Roughly half have 9-month contracts, and half have 12-month contracts. Salaries vary widely, but 75% earn less than \$80,000. Two-thirds are funded on state lines, so NTT faculty represent much cheaper investments than TT faculty.

NTT faculty also contribute to UF’s economic and academic advancement in significant ways. Over half NTT faculty PI or co-PI research projects. Half of those who are not eligible to PI would like to do so. 68% of respondents author refereed publications. Many NTT faculty members who work completely on grant-funding or ‘soft money’ feel that they have personal responsibility for the success or failure of their position, and are frustrated that they receive few merit raises and cost of living adjustments particularly given that they bring in the money to pay for their position themselves.

Less than 30% of NTT faculty have graduate faculty status (GFS), which reflects over half of those who are eligible for it. Most of the faculty who do not or cannot have GFS would like to have it. Roughly half of NTT faculty serve on graduate committees or supervise graduate students, more than those who technically have GFS. (Questions remain as to how many more ‘informally’ mentor graduate students.)

Less than half of respondents feel that their job responsibilities fit into the framework of their official job title. They report expanding responsibilities, not getting official credit for activities they are required to perform, and having no place on an annual activity report where certain tasks fit. One respondent noted that s/he is required to report 100% external funded research on their annual activity reports, even though s/he is also required to supervise students and participate in departmental governance for 25% FTE. **In some cases, respondents feel that this mismatch of title and responsibilities impedes their ability to be promoted.**

Broadly speaking, the feelings of these NTT respondents reflect broader tensions in the evolving landscape of higher education. Most NTT faculty want many of the rights and privileges as TT faculty (particularly job security), but others (10-20%) do not, noting that they like serving research and teaching in a different kind of capacity that is not subject to the same pressures as TT faculty.

Contracts and Compensation

77% of respondents would like a system similar to that at Florida Gulf Coast to be implemented at UF, but it should be noted that some were opposed to longer contracts. Reasons for desiring a 3-year contract (with a probationary period) include: the ability to bring in graduate students, more leeway to develop innovative courses, and overall job stability. The FL Gulf Coast model may not work, however, for NTT faculty funded on 'soft money' by external grants, many of which have 1 year timelines, or many of whom have positions that are ongoing so long as they continue to bring in funding. Perceptions on the current Merit Pay system are evenly split down the middle. Annual COLA increases are favored by 85% of respondents, and several feel that NTT faculty are at a bias for Merit Pay. But, the survey respondents are open to various combinations of Merit Pay and COLA.

Perceptions about Promotion Career Advancement

Most (89%) of NTT faculty are aware of opportunities for promotion, and many (79%) know how to access them. Only 60% of NTT faculty have ever tried to access promotional opportunities, but 89% of those who have tried to be promoted were successful. Perspectives on promotion for NTT faculty mimic those for TT faculty: some feel that the process is fair, while others feel that it is difficult to navigate. But, as two respondents pointed out, 'why is the promotion packet for NTT faculty just as onerous as TT faculty, if we don't have the same job security?' Special obstacles facing NTT faculty are: constant pressure for 'outcomes' that takes away from the time to investigate promotion, complications and unclear criteria for those in hybrid positions (like lecturer/staff), being judged in ways inconsistent with one's job description, a feeling that the general promotion criteria don't apply to certain positions, and a perception that t/p committees don't understand what NTT faculty actually do. Other complaints included only two lifetime promotion possibilities (which are often reached by one's early 40s) with no other ways to achieve a salary increase, and the fact that lecturers have yearly renewing job contracts even after promotion.

Professional Development Leave + Enhancement Opportunities

81% of respondents are aware of PDL, but only 34% feel that they can take it in the constraints of their position. This is particularly the case for those funded on soft money; 'how can the grant work get accomplished when I'm away?'. Obstacles to PDL include: not being able to guarantee that you'll have the funding in place to return to your position after the PDL (for grant-funded faculty), and appointments at less than 1.00 FTE. Only half of respondents are eligible for Faculty Enhancement Awards and similar opportunities.

Participation in/Perceptions of Shared Governance

Although more than half of NTT faculty participate in Department governance, this number wanes quickly when compared to only 25% involved at the College level, and only 15% involved University-wide. Despite the majority of NTT faculty being involved in the academic life of the department, their perceptions vary widely about whether their local administrators and Chairs are receptive to their unique concerns. Again, this falls rapidly at the University-wide level; few NTT faculty feel that the University Senate operates in their interests.

Perceptions of UFF-UF

Roughly half of the respondents are members of UFF. 75% of respondents (union members and non-members) feel that they are poorly represented by UFF-UF. Members joined largely: on principle, to protect the status of NTT faculty, for job protection, in response to legislation, and to retain vacation and other benefits. Few respondents have used any union benefits, although a few have used discounts/mortgage programs. Those who have left or never joined the union report the following reasons: cost, feeling that the union puts them below TT faculty, a feeling that they are in a 'sink or swim' position where they can protect themselves by bringing in external funds, ideology, and frustration that non-union departments get raises that union departments do not. Several respondents report feeling betrayed by the union, which chooses to lay off NTT faculty (regardless of years of service) before TT faculty (regardless of years of service).

The majority of NTT faculty report good or excellent communication with faculty by the union, and 81% feel encouraged to be involved in union activities. Many commend the union on their communication, grievance work, and political action. Some respondents would like UFF-UF to improve on: contract negotiation, and lobbying state/local governments.

DETAILED SURVEY RESULTS

The percentage of responses received in each question category are reported below. In the case of free-response questions, responses were coded with a thematic analysis and sorted in descending order of frequency; one response may have included several different themes.

Who are Non-Tenure-Track Faculty?

In which track is your job classification?

Title	Assistant/ Associate In	Clinical Professor	Curator	Engineer	Lecturer	Psycholog ist	Scholar	Scientist
Percent	32%	6%	2%	2%	34%	2%	8%	13%

0% for the following titles Broadcasting Coordinator, Coordinator, Graduate Research Professor, Physician's Assistant, Center/Program Director, Psychiatrist, Research Associate, Research Information Coordinator, Student Counseling Specialist, University Physician, University Research Associate Director V, University School Instructor

Do you have a 9-month or a 12-month contract?

Contract	9 month	12 month
Percent	42%	56%

What is your yearly salary paid by UF?

Salary	< \$39,000	\$40,000 – 59,999	\$60,000 – 79,999	\$80,000 – 99,999	>100,000
Percent	10%	34%	31%	13%	10%

How is your position funded?

Position	State Line	Grants, Soft Money	Mix of state line and grants
Percent	68%	21%	10%

How long have you worked for the University of Florida?

Time	< 1 year	1 – 5 years	6 – 10 years	11 – 15 years	16 – 20 years	Over 20 years
Percent	0%	16%	29%	27%	13%	13%

How much longer do you expect to work for UF?

Time	< 1 year	1 – 5 years	6 – 10 years	11 – 15 years	16 – 20 years	More than 20 years	Impossible to Say
Percent	0%	24%	24%	13%	8%	3%	27%

Age

Age	< 25	25- 29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over
Percent	0%	2%	3%	11%	18%	18%	11%	18%	18%

Sex

Gender	Male	Female
Percent	58%	39%

Race

Race	Black	Hispanic	Asian	Native American	Caucasian	Other	Prefer not to say
Percent	3%	2%	3%	0%	74%	5%	10%

What is the highest degree you have earned?

Degree	BA/BS	JD	MD	MA/MS/MFA	PhD
Percent	2%	0%	0%	32%	66%

Job Activities

Do you supervise graduate students?

Supervise graduate students	Yes	No
Percent	44%	55%

Do you serve on graduate committees?

Serve on graduate committees	Yes	No
Percent	45%	52%

Do you author refereed publications?

Author Refereed Publications	Yes	No
Percent	68%	31%

Do you participate in Department governance?

Participation in Departmental Governance	Yes	No
Percent	58%	39%

Do you participate in College governance?

Participation in College Governance	Yes	No
Percent	23%	76%

Do you participate in University-wide governance?

Participation in University-wide Governance	Yes	No
Percent	15%	82%

Do you PI or Co-PI on research projects?

PI / Co- PI	Yes, I serve as both PI and Co-PI	Yes, I serve only as a PI	Yes, I serve only as Co-PI	No, I do not PI or Co-PI research projects
Percent	34%	5%	15%	45%

In your current capacity, are you eligible to be a PI on grants?

Eligible to be a PI on grants	Yes	No
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Percent	55%	42%
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If you are not currently eligible to be a PI on grants, would you like this opportunity?

Like to be Eligible to be a PI on grants	Yes	No
Percent	31%	24%

Do you have Graduate Faculty Status?

Graduate Faculty Status	Yes	No
Percent	29%	68%

If you do not have Graduate Faculty Status, would you like to have it?

Graduate Faculty Status	Yes	No	Not Applicable
Percent	35%	11%	34%

Do you feel that your job responsibilities fit into the framework of your official job title?

Responsibilities	Yes	Somewhat	No	Not Sure
Percent	45%	35%	16%	2%

Do you have any comments about the relationship between your day-to-day work and the official responsibilities detailed in your job title?

27% of individuals responded

7 - My job requirements are expanding rapidly beyond my job description; I am expected to do much more than I am allowed to report on my FAR. (In particular, faculty in research and teaching lines report being required to do significant service, as well as teaching or research activities, respectively.)

3 - No one outside UF knows what my title means.

2 - My only concerns about this mismatch is promotion. This mismatch seems to impede upon my ability to be promoted.

1 - Although our titles don't match our responsibilities, there is enough flexibility in the promotion guide to cover this.

1 - I took and have stayed in my job because I like what I do and dislike the pressure and politics of a tenure-track position.

1 - My job responsibilities are defined by my chair, and so are subject to change. (They are fair currently.)

1 - Officially I work for the unit, but unofficially I work for one individual.

Perceptions of Job Contracts, Merit Pay, and Cost of Living Adjustments

As a non-tenure track faculty member, would a system more like Florida Gulf Coast be something you would like to see implemented at UF?

System	Yes	No
Percent	77%	13%

Do you have any comments on 3-year versus annual contracts?

39% of individuals responded

9 - 3-year contracts would be a major improvement (including: more security, allows more planning, sign that UF values my work, would allow me to develop innovative course offerings and bring in graduate students, and would help me concentrate more on serving the University's core mission).

4 - 3-year contracts don't seem appropriate to faculty funded exclusively on soft money; who will pay me if we are not funded for that time period?

2 - In favor of eliminating tenure and moving to 3-5 year performance reviews for all.

- 1 - I would recommend a sliding scale: longer job contracts after each promotional opportunity.
- 1 - Not willing to bargain away promotion for longer contracts.
- 1 - It depends on the funding source; 3-year contracts seem more or less like more tenure-track appointments.
- 1 - Graduate faculty status shouldn't come with a string of more job responsibilities; I didn't sign up to be a tenure track faculty member.
- 1 - Annual raises should be part of the non-tenure-track plan for great equality in units.
- 1 - A probationary period is necessary to ensure that everyone is meeting the expectations.
- 1 - I don't know the Florida Gulf College System

Do you feel that the current Merit Pay system is fair?

Merit Pay System	Very Fair	Somewhat Fair	Somewhat Unfair	Very Unfair
Percent	15%	34%	34%	16%

Would you like to see mandatory Cost-of-Living Adjustments?

Cost of Living Adjustments	Yes	No
Percent	85%	11%

If you could only choose one of the following, which would you rather see?

Choice one	Smaller, consistent cost of living allowances	Larger, but less consistent merit pay raises
Percent	73%	23%

Do you have any comments on Cost-of-Living Adjustments (COLA) versus Merit Pay?

35% of individuals responded

- 8 - Prefer a combination of both (COLAs necessary to alleviate salary compression and stay above inflation, merit raises should be used separately to reward extraordinary performance).
- 5 - Merit raises are vulnerable to abuse and cronyism; COLAs would be fair.
- 4 - COLAs are a slippery slope; merit pay seems more fair.
- 3 - I'd be happy with either (especially individuals who bring in their own salary on grants)
- 2 - There is no money for anything. Where would this money come from?
- 1 - Both are flawed
- 1 - Past supervisors have always spread merit raises out evenly, and so never rewarded merit.
- 1 - I bring in my own money and so I only deserve a raise if I bring in enough to allow for it.
- 1 - I fear that COLAs will be off-set by reductions in benefits.
- 1 - I am treated as a second class citizen when it comes to merit pay.

Perception/Use of Promotional Opportunities

Are you aware of the opportunities for promotion?

Aware of Opportunities for promotion	Yes	No
Percent	89%	11%

Are you aware of how to access these opportunities?

Aware of how to access these opportunities	Yes	No
Percent	79%	18%

Have you tried to access these opportunities?

Tried to access these opportunities	Yes	No
Percent	60%	39%

If you tried to access opportunities for promotion, were you successful?

Tried to access opportunities	Yes	No	Not Applicable
Percent	50%	8%	39%

Any comments about the promotion procedure for your position?

40% of individuals responded

7 - No idea how promotion works (including: changing requirements, lack of guidance, non-tenure-track opportunities ignored in unit, guidelines not appropriate for my position).1 - No time to investigate promotional opportunities (too busy producing 'outcomes').

5 - The promotion packet is just as onerous as for a tenured position, but with no job security or other opportunities for recognition.

4 - Seems fair and in line with tenure track faculty.

3 - Only two promotions are possible at UF before you've 'topped out' (and no future promotions are possible without leaving or securing a competing offer).

2 - Promotion is complicated by hybrid teaching/research/admin appointment.

2 - Currently awaiting outcome of promotion bid.

2 - Feel that the tenure and promotion committee devalues my position and doesn't understand what I do.2 - The promotional track has no real meaning for non-tenured positions (particularly lecturers, who still have one-year contracts)

1 - The pressure to secure good teaching evaluations for promotion requires teaching 'to the lowest common denominator'.

1 - The promotional times are too far in between (given the absence of cost-of-living adjustments).

1 - Promotion packet was judged in a way that was inconsistent with job description.

Perception/Use of Professional Development Leave

Are you aware of the opportunities for Professional Development Leave?

Aware	Yes	No
Percent	81%	19%

Do you feel, in your current capacity, that you can take advantage of Professional Development Leave?

Take Advantage	Yes	No
Percent	34%	66%

In your current capacity, are you eligible for Faculty Enhancement Awards and other UF funding opportunities?

Eligible	Yes	No
Percent	48%	44%

Perceptions of/Participation in Shared Governance

Do you feel your local department/unit administrators' work in your best interests?

Best Interest	Always	Often	Sometimes	Not at All
Percent	21%	35%	39%	3%

Are your department/unit administrators receptive to your unique concerns?

Receptive	Always	Often	Sometimes	Not at All
Percent	18%	39%	34%	6%

Are you involved in the academic life of your department/unit?

Academic Life	Always	Often	Sometimes	Not at All
Percent	27%	40%	24%	5%

Do you feel the UF Faculty Senate operates in your best interests?

UF Senate	Always	Often	Sometimes	Not at All
Percent	2%	26%	53%	18%

Perceptions of /Participation in United Faculty of Florida - UF

How satisfied are you with the current Collective Bargaining Agreement?

Current CBA	Very Satisfied	Somewhat Satisfied	Somewhat Unsatisfied	Very Unsatisfied	Not sure
Percent	10%	40%	21%	10%	19%

Are you a current member of the United Faculty of Florida (UFF-UF)?

Member	Yes	No
Percent	45%	53%

If you are a current UFF-UF member, why did you join?

27% of individuals responded

- 6 – I believe it is the right thing to do, belief in the cause, share the burden.
- 3 – Job security, safeguarding from random layoffs.
- 3 – To strengthen NTT bargaining position.
- 1 – Arbitration and legal assistance.
- 1 – For camaraderie and fellowship.
- 1 – Concern over the Florida congressional bill that would close unions with less than 50% representation.
- 1 – To safeguard pay and benefits.
- 1 – Shared governance does not work at UF.

If you are a member, have you used any benefits offered by membership?

15% of individuals responded

- 4 – None yet.
- 2 – Numerous discounts and mortgage program.
- 2 – A few, not too many.
- 1 – Consulted on a grievance.

Do you have any comments about the representation at UF

- 2 – Very satisfied.
- 2 – UFF-UF delays raises and refund retirement contributions
- 1 – UFF-UF costs too much (1% of salary)
- 2 – I do not feel represented by UFF-UF

If you are not a member of UFF-UF, have you ever been a member?

- 10% Yes
- 47% No

If you are not a member of UFF-UF, why have you never joined or decided to leave?

31% of individuals responded

- 7 – Cost.

5 – UFF-UF protects tenure-track faculty at the expense of NTT faculty, and does not focus on NTT issues.

3 – UFF-UF delays pay increases and prevents vacation/sick leave payouts.

2 – No point/don't care to join.

1 – Uncertain job security.

1 – Short-term employee.

1 – Not point in joining for grant-funded positions, who are responsible for their own protection.

1 – I intend to join, but haven't gotten around to it.

1 – I believe that unions de-incentivize individual excellence.

1 – UFF-UF refuses to strike. (*NB: Strikes are not permitted by the collective bargaining agreement.)

1 – Senior faculty in my unit are not members.

How well do you think you are represented by UFF-UF?

How Well Represented?	Very well represented	Somewhat well Represented	Adequately Represented	Somewhat Poorly Represented	Very Poorly Represented
Percent	15%	18%	27%	24%	13%

In which one or two of the following areas would you most like to see UFF-UF improve (pick two)?

31% Do a better job of negotiating contracts

27% Lobby state or local governments more effectively

10% Handle grievances and problems of individual members more effectively

8% Improve communication with union members about union issues and activities

3% Involve union members in more union activities

34% Not sure.

How active are you in UFF-UF?

Level of Activity	Very Active	Fairly Active	Fairly Inactive	Not Active at all
Percent	2%	10%	27%	56%

How do you rate UFF-UF's communication with faculty?

Communication	Excellent	Good	Fair	Poor
Percent	16%	55%	19%	5%

Does UFF-UF encourage you to participate and be involved in union affairs?

Encouragement	Yes	No	Not Sure
Percent	81%	2%	8%

What could UFF-UF do to encourage faculty to become more involved?

Encourage	More communication/ Keep us Better Informed	More Meetings and Better Meeting Days/Times	More personal contact	More work- site Visits	Not sure
Percent	18%	6%	15%	5%	42%

Final Thoughts for UFF-UF

Please feel free to share any thoughts, questions, or concerns that you would like to bring to the UFF Non-Tenure-Track work group.

21% of individuals responded

- 3 - Faculty funded on 'soft money' or engaged in external grant funded work not able to take professional development leave.
- 1 - Faculty not under a college feel ignored in terms of faculty benefits.
- 1 - This is the first year we were made aware of professional development leave.
- 1 - I work very hard and bring in significant money for UF, and would like more recognition of my hard work.
- 1 - Disappointment that UF is hiring more administrators and fewer faculty (NTT or TT).
- 1 - I have a unique job and I'm not sure that the Academic Review Board is instructed in how to evaluate unusual files.
- 1 - We are a forgotten segment of UF and the UFF-UF union.
- 1 - Ongoing upset with UFF-UF memorandum of agreement with UF administration to lay off NTT faculty before TT faculty (regardless of amount of time at UF in either case). This was "throwing us under the bus".
- 1 - The CBA programs only apply to full-time faculty.
- 1 - Relevant positions should be able to take time off during academic breaks without using annual leave (e.g., academic advisers).

What other changes or improvements would you like to see UFF-UF make?

23% of individuals responded

- 3 - Better communication with non-union faculty, especially keeping website up to date.
- 3 - Consider NTT faculty as 'real faculty' in the next contract negotiations and show specific items that apply to them.
- 1 - With the current fiscal crisis, I don't know what leverage the union really has right now.
- 1 - Not sure.
- 1 - Know that UF got around the 1-year-notice rule to fire NTT faculty by firing NTT faculty each year, which makes them ineligible for pay raises.
- 1 - I'm such a special case, I don't see how UFF-UF can represent me.
- 1 - UFF-UF handled a grievance for a colleague very well.
- 1 - UFF-UF does a great job with negotiations and communications, the two most important areas.
- 1 - Strike.
- 1 - Continue with the NTT initiative.
- 1 - Stop treating administration like 'enemies' and negotiate more constructively given the anti-education culture.

Please feel free to share any other thoughts, questions, or concerns with UFF-UF.

13% of individuals responded

- 2 - UFF-UF representation has saved several valuable colleagues.
- 1 - More detailed talking points for meetings to convey what is being discussed.
- 1 - Have meetings that focus on business issues that impact us versus general 'socials'.
- 1 - UFF-UF should focus more on helping us be economically competitive, and less of following an "Occupy Wall Street" model.
- 1 - UFF-UF should adopt a more militant focus on worker's rights.
- 1 - I like the California state system where lecturers can be hired with the title "with possibility of security of employment".
- 2 - Outreach to NTT faculty has vastly improved in recent years. Keep it up.