



USF Faculty Working Condition Survey

UFF USF CHAPTER

Details about Survey & Data Collection

➤ Survey Items

- Most items adopted from annual Faculty Working Condition Survey UFF-UF Chapter
- Several items adopted from **Clark Healthy Work Environment Inventory 2016**
- Some items developed specifically for this survey
- Most items measured on 1=strongly disagree to 5=strongly agree, most items included N/A or do not wish to divulge
- Length of survey, between 39 to 45 questions depending on college

➤ Data Collection

- Survey Monkey
- From October 24 to December 8, 2022
- Number of responses 486
 - Response rate ~ 28%

Data Analysis

- My activities and my department's activities are well-supported by the administration
 - in my college (mean = 3.05; sd = 1.46)
 - at the university level (mean = 2.82; sd = 1.31)
- Audit and paperwork demands on me and my department are well-justified and kept to a reasonable level (mean = 2.54 ; sd = 1.40)
- Collaboration among units is encouraged, recognized, and meaningfully supported
 - within my college (mean = 2.99 ; sd = 1.44)
 - between colleges (mean = 2.77; sd = 1.34)

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Data Analysis—continued

- Collective bargaining rights and the USF faculty handbook regulations are respected and upheld by the administration
 - in my college (mean = 3.09; sd = 1.50)
 - at the university level (mean = 3.00; sd = 1.39)
- I feel free to conduct research in my areas of choice and in a manner considered meritorious by my research peers (mean = 3.52 ; sd = 1.65)
- My ownership of the intellectual property that I create is recognized by the university (mean = 2.78 ; sd = 1.82)
- I feel no pressure to bring in grants that are unnecessary for the pursuit of my research interests (mean = 2.53; sd = 1.67)
- I am able to exercise academic freedom both on and off campus and to use my expertise for the public good (mean = 3.03; sd = 1.43)

Data Analysis—continued

- I am able to exercise my constitutional freedom as a public employee both on and off campus (mean = 3.02; sd = 1.35)
- I am able to openly express a dissenting opinion about the administration's policies without fear of reprisal
 - in my college (mean = 2.41; sd = 1.36)
 - at the university level (mean = 2.40; sd = 1.25)
- The processes for tenure and promotion are fairly administered
 - in my college (mean = 3.02 ; sd = 1.55)
 - at the university level (mean = 2.88; sd = 1.56)
- The flow of information is such that faculty can effectively participate in decision-making
 - in my college (mean = 2.48 ; sd = 1.38)
 - at the university level (mean = 2.38; sd = 1.23)

Data Analysis—continued

- The administration clearly communicates its decisions about strategic direction, policies, and actions
 - in my college (mean = 2.71; sd = 1.40)
 - at the university level (mean = 2.79; sd = 1.26)
- The process of shared governance, as it exists at USF, meaningfully incorporates my input in the important decisions, affairs, and operations
 - in my college (mean = 2.39; sd = 1.36)
 - at the university level (mean = 2.40; sd = 1.26)
- The allocation of resources is well-balanced between administrative needs and faculty needs
 - in my college (mean = 2.14; sd = 1.28)
 - at the university level (mean = 2.02; sd = 1.15)

Data Analysis—continued

- Resources that are earmarked for faculty needs are being apportioned fairly in a manner consistent with policies developed via shared governance
 - in my college (mean = 2.30; sd = 1.37)
 - at the university level (mean = 2.24; sd = 1.28)
- There is equitable opportunity in terms of resources vs. performance expectations across the three campuses
 - in my department/school (mean = 2.28; sd = 1.54)
 - in my college (mean = 2.17; sd = 1.40)
 - at the university level (mean = 2.13; sd = 1.31)
- There is accountability for the actions of administrators
 - in my college (mean = 2.11; sd = 1.32)
 - at the university level (mean = 2.15; sd = 1.25)

Data Analysis—continued

- Members of the Board of Trustees and University Administration are adequately vetted for political and financial conflicts of interest, (mean = 1.76; sd = 1.20)
- The Board of Trustees ensures that the University is free from undue corporate influence, (mean = 1.86; sd = 1.24)
- The Board of Trustees exercises the constitutional autonomy granted by the people of the State of Florida and ensures that the University is free from undue political influence, (mean = 1.69; sd = 1.10)
- I have confidence that the USF Board of Trustees will appoint a new administration that prioritizes academic, scholarly and faculty interests (mean = 2.25; sd = 1.15)

Data Analysis—continued

- The administration gives clear indication that it values my success and respects my work, (mean = 2.42; sd = 1.22)
- There is a healthy working relationship between faculty and administrators at USF (mean = 2.42; sd = 1.25)
- There is a high level of employee satisfaction, engagement, and morale
 - in my college (mean = 2.33; sd = 1.26)
 - at the university level (mean = 2.33; sd = 1.17)
- Workload is reasonable, manageable, and fairly distributed (mean = 2.27; sd = 1.24)
- The university provides fair salaries, benefits, compensations, and other rewards, (mean = 2.05; sd = 1.15)

Data Analysis—continued

- *Based on the 1 FTE standard 40-hour work week, on average per week, the number of ADDITIONAL hours I have to work to meet my work requirements is (mean = 15.33, median = 12; mode = 10; sd = 11.60)*
- *I would leave USF if I were offered a comparable job elsewhere and personal factors did not keep me here (mean = 3.90; median = 4.00; mode = 5.00; sd = 1.21)*

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Propensity to Leave by College

	n	mean	strongly agree	somewhat agree
College of Arts & Sciences	149	4.16	48.32	29.53
College of Behavioral & Community Sciences	53	3.94	37.74	37.73
College of Business	36	3.83	36.11	33.33
College of Education	68	3.85	27.94	36.76
College of Engineering	28	3.86	28.57	39.29
College of the Arts	22	4.32	54.55	27.27
College of Nursing	24	3.92	33.33	37.50
Libraries	17	3.69	42.86	14.29
College of Marine Science	09	3.89	44.44	33.33
Public Health	15	2.87	13.33	20.00
Other Units	09	4.11	55.56	33.33

Data Analysis—continued

- I have confidence that the administration is making well-researched and strategically sound decisions to set the future course
 - in my college (mean = 2.50; sd = 1.34)
 - at the university level (mean = 2.52; sd = 1.21)
- I approve of the University Administration's handling of the unprecedented Covid-19 public health emergency, (mean = 3.31; sd = 1.39)
- I approve of the University Administration's handling of the unprecedented threats to academic freedom, faculty rights, and tenure posed by the current state legislature, (mean = 2.29; sd = 1.29)

Data Analysis—continued

- I have confidence in the performance and leadership of Interim Provost Eric Eisenberg, (mean = 3.10; sd = 1.50)
- I support (re)appointment of Interim Provost Eric Eisenberg in an administrative capacity, (mean = 3.10; sd = 1.54)
- I approve of President Rhea Law's performance and leadership, (mean = 3.46; sd = 1.21)



Respondent Demographics

Academic Classification

- Fellow (n = 12)
- Instructor I, II, III, non-tenure earning track (n = 71)
- Ranked faculty, non-tenure earning track (n = 70)
- Ranked faculty, tenure and tenure earning track (n = 270)
- Do not wish to divulge (n = 66)

Academic Title

- Assistant Professor (n = 163)
- Associate Professor (n = 139)
- Full Professor (n = 116)

Respondent Demographics— continued

Home Campus

- USFSM (n = 18)
- USFSP (n = 45)
- USFT (n = 326)
- Do not wish to divulge (n = 51)

Years employed at USF

- 0-12 (n = 186)
- 13-25 (n = 128)
- 25 plus (n = 34)
- Do not wish to divulge (n = 70)