



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)