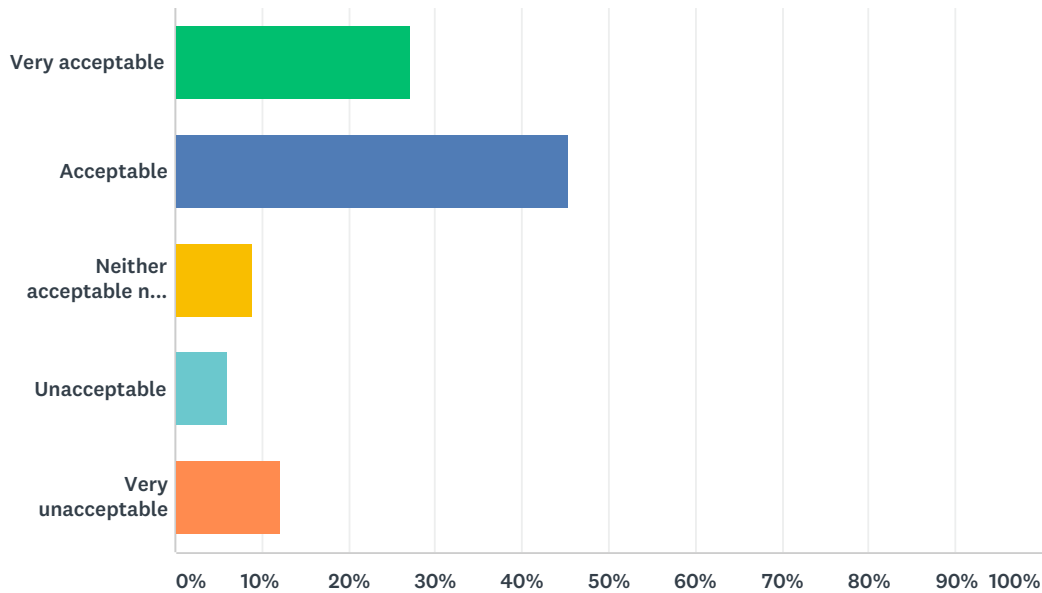


Q1 The BOT has proposed a contract structure for assistant, associate, and full professors that would (roughly) consist of an initial three-year contract for new hires, another three-year contract upon renewal, and subsequently six-year contracts for the remainder of a faculty member's career (<https://goo.gl/WA12SP>). How do you find this?

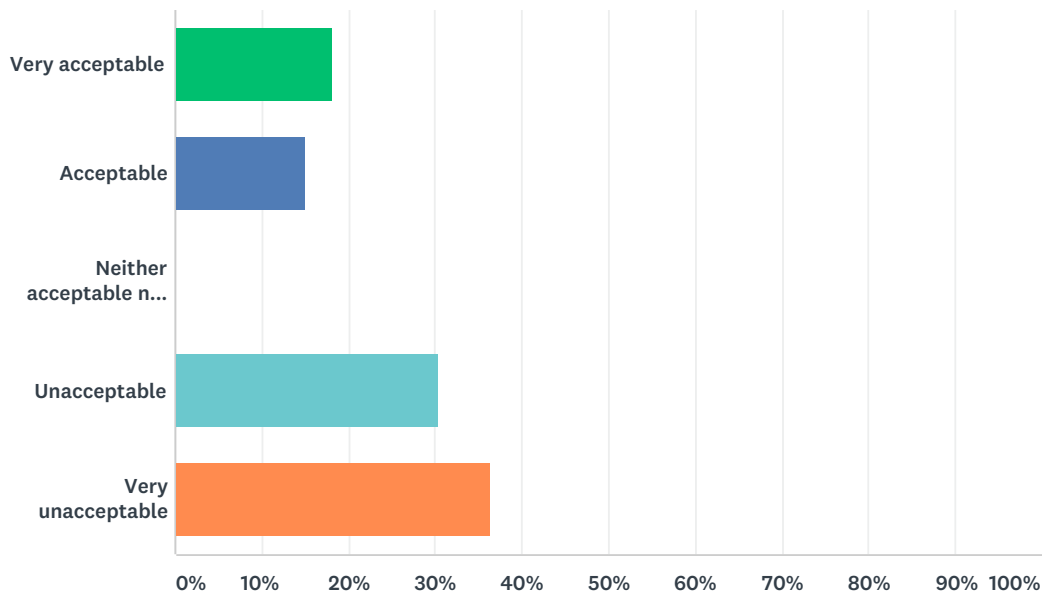
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ANSWER CHOICES	RESPONSES
Very acceptable	27.27% 9
Acceptable	45.45% 15
Neither acceptable nor unacceptable	9.09% 3
Unacceptable	6.06% 2
Very unacceptable	12.12% 4
TOTAL	33

Q2 The BOT has proposed that assistant, associate, and full professors obtain up to four external letters of reference on their own behalf and that the administration obtain two external letters about them roughly each six years they work at Poly for promotion (<https://goo.gl/bwHQtx>) and reappointment (<https://goo.gl/WA12SP>). How do you find this?

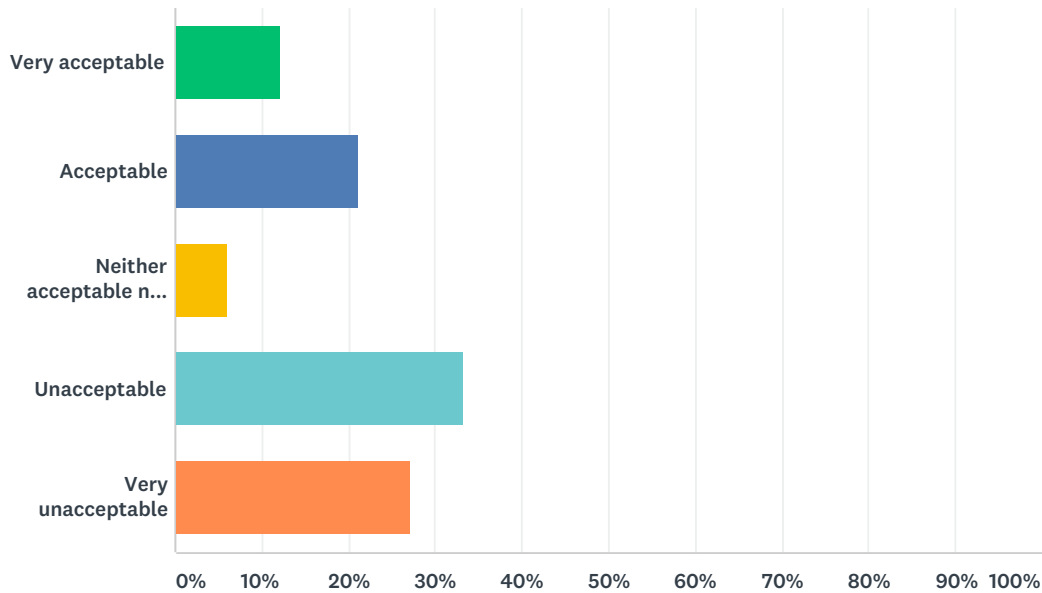
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very acceptable	18.18%	6
Acceptable	15.15%	5
Neither acceptable nor unacceptable	0.00%	0
Unacceptable	30.30%	10
Very unacceptable	36.36%	12
TOTAL		33

Q3 The BOT has proposed that to be promoted to associate professor an assistant professor member must show "[serious] scholarly achievement where there is clear indication that an individual will achieve national reputation in their chosen field." (<https://goo.gl/bwHQtx>) How do you find this?

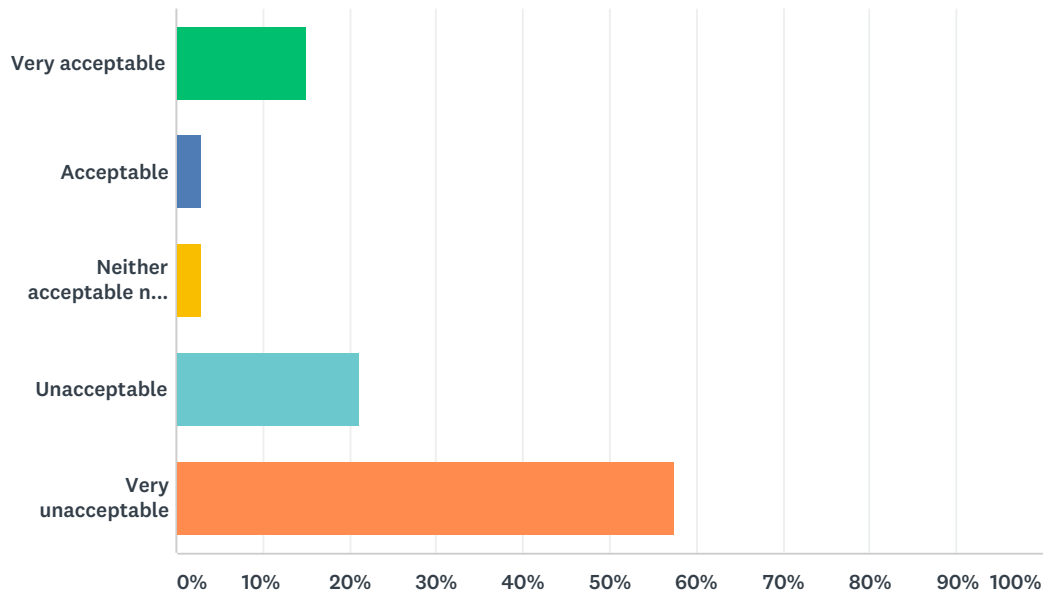
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very acceptable	12.12%	4
Acceptable	21.21%	7
Neither acceptable nor unacceptable	6.06%	2
Unacceptable	33.33%	11
Very unacceptable	27.27%	9
TOTAL		33

Q4 The BOT has proposed that faculty members could be laid off for "reallocation of the resources; reorganization of academic or administrative structures, programs or functions; reorganization of degree or curriculum offerings or requirements; adverse financial circumstances; or reduction or elimination of programs of functions" with only 30 days' notice (<https://goo.gl/JR9nf7>). How do you find this?

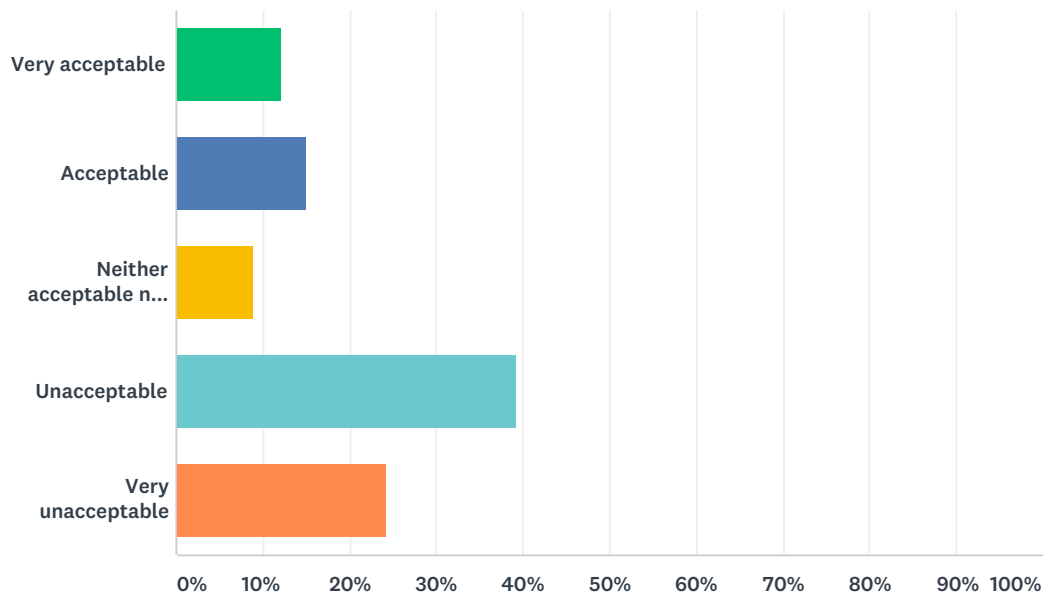
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very acceptable	15.15%	5
Acceptable	3.03%	1
Neither acceptable nor unacceptable	3.03%	1
Unacceptable	21.21%	7
Very unacceptable	57.58%	19
TOTAL		33

Q5 The BOT has proposed a salary article that would give raises for only the 2018-2019 academic year and only once the collective bargaining agreement is ratified. These raises would be based on last year's evaluation results ("Meets Expectations" and above would receive raises of 2% or more) and discretionary raises from a set pot of money. No raises would be given for promotions (<https://goo.gl/akCcfP>). How do you find this?

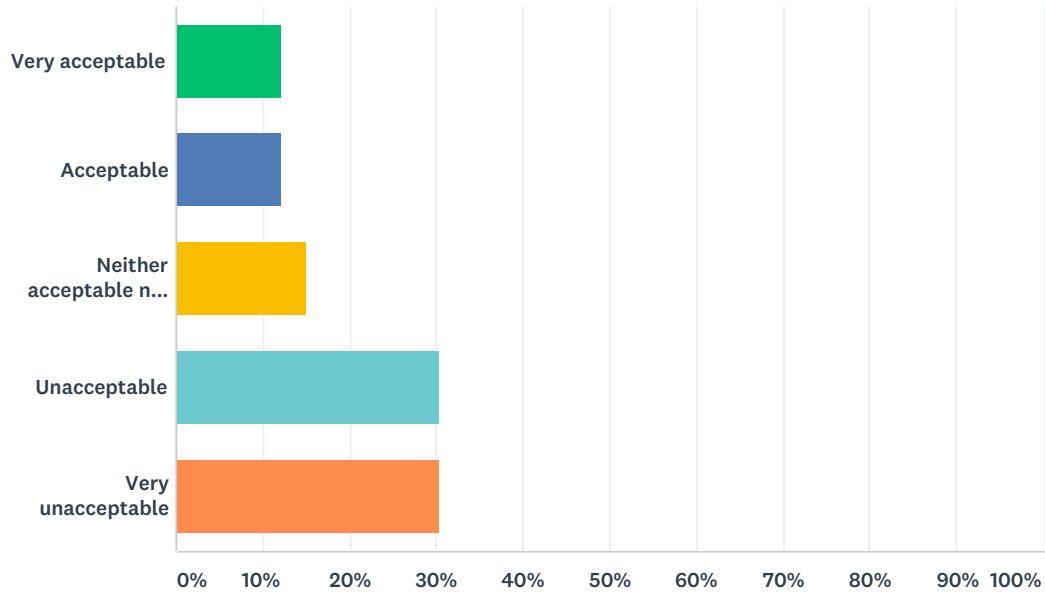
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very acceptable	12.12%	4
Acceptable	15.15%	5
Neither acceptable nor unacceptable	9.09%	3
Unacceptable	39.39%	13
Very unacceptable	24.24%	8
TOTAL		33

Q6 The BOT has proposed a promotion article with no pathway to promotion for instructors, librarians, and wellness counselors. How do you find this?

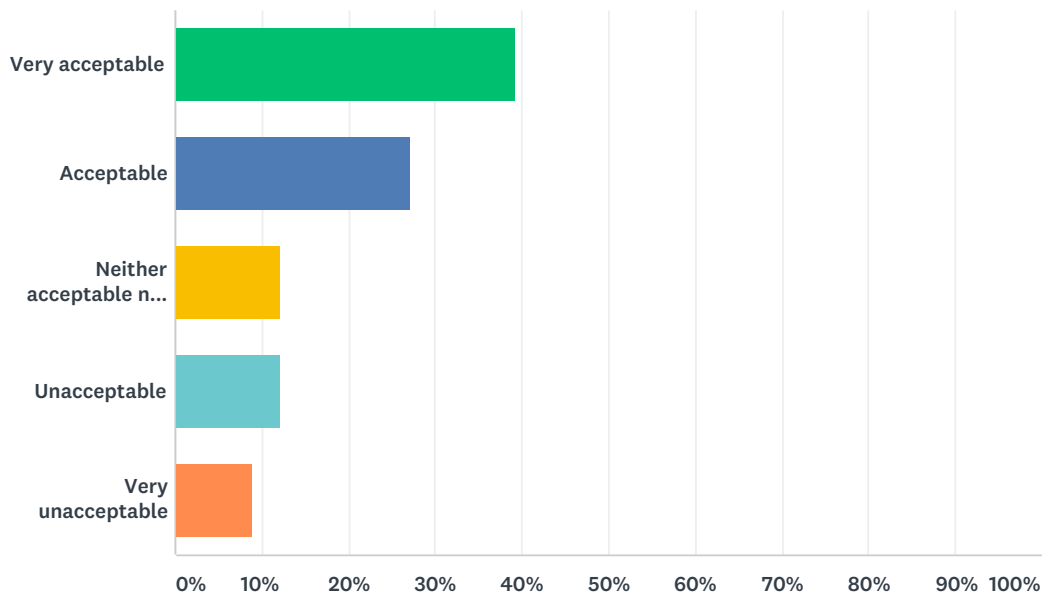
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very acceptable	12.12%	4
Acceptable	12.12%	4
Neither acceptable nor unacceptable	15.15%	5
Unacceptable	30.30%	10
Very unacceptable	30.30%	10
TOTAL		33

Q7 UFF-FPU has proposed a contract structure for faculty that would consist of on-going employment unless the faculty member's employment is reviewed in a particular year and that review leads to a decision to terminate their employment. This review is triggered either by a series of substandard evaluations or at the request of either of two faculty committees, the provost, or president (<https://goo.gl/fMBDMX>), subject to certain limitations. How do you find this?

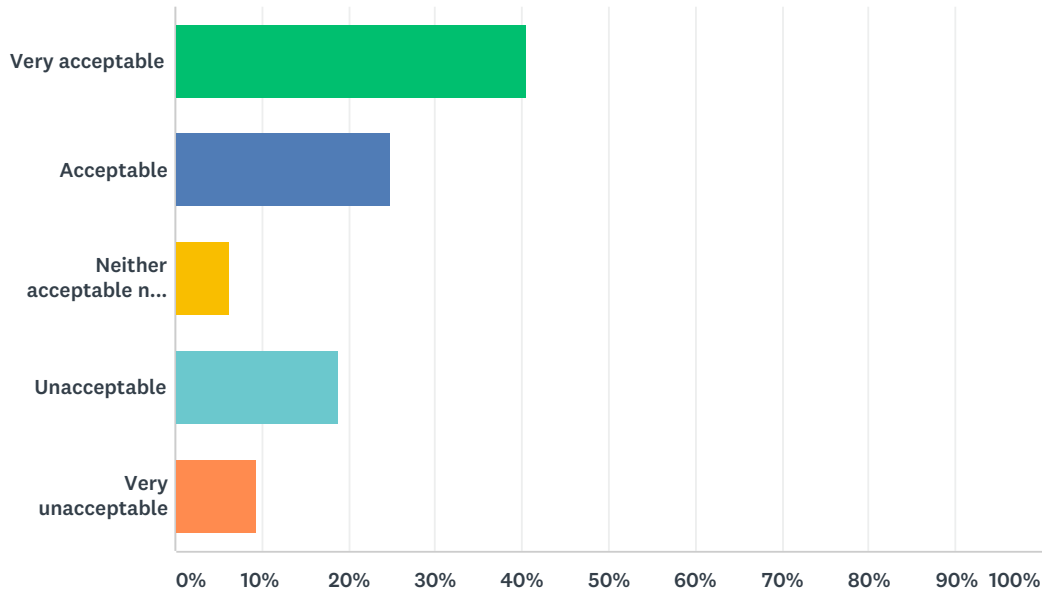
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very acceptable	39.39%	13
Acceptable	27.27%	9
Neither acceptable nor unacceptable	12.12%	4
Unacceptable	12.12%	4
Very unacceptable	9.09%	3
TOTAL		33

Q8 UFF-FPU has proposed that promotion criteria be determined by the academic departments subject to the president's approval (<https://goo.gl/ZRUFBg>). How do you find this?

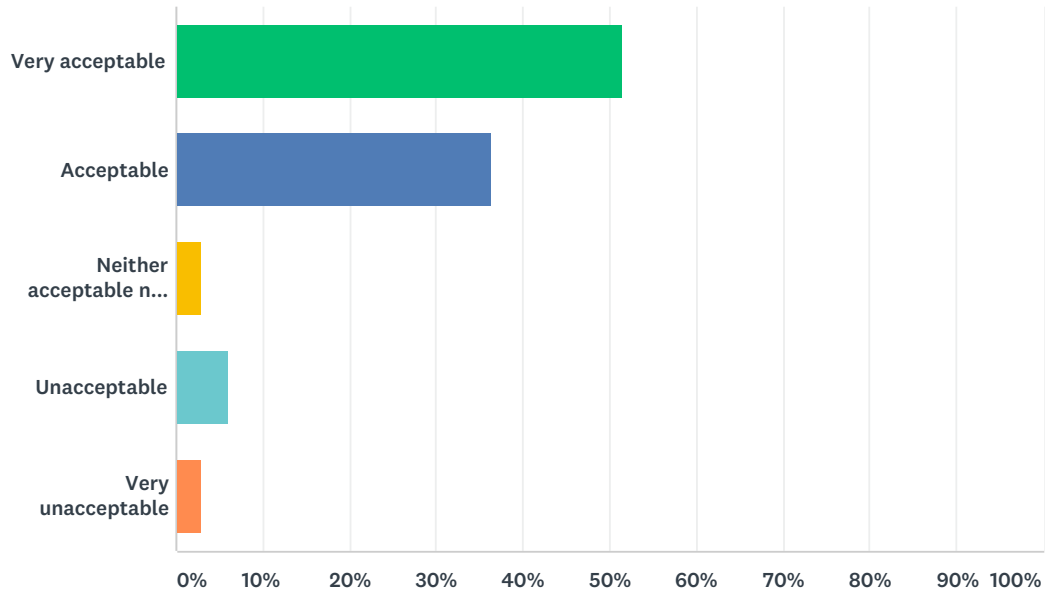
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ANSWER CHOICES	RESPONSES	
Very acceptable	40.63%	13
Acceptable	25.00%	8
Neither acceptable nor unacceptable	6.25%	2
Unacceptable	18.75%	6
Very unacceptable	9.38%	3
TOTAL		32

Q9 UFF-FPU has proposed that a laid-off faculty member will be given at least one year's notice (as is the case at all other Florida SUS schools) (<https://goo.gl/GKBNtj>). How do you find this?

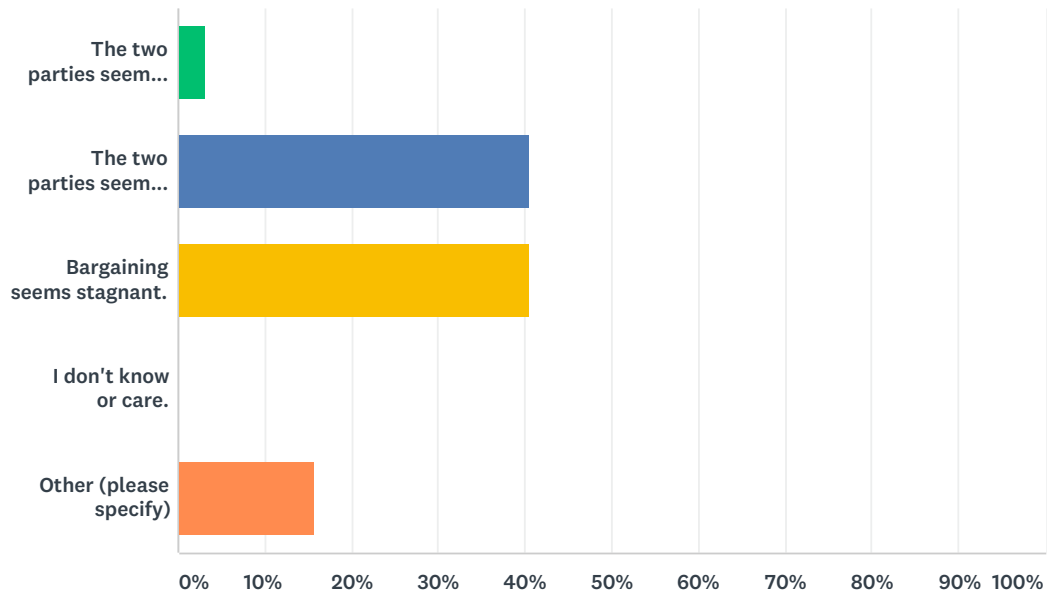
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ANSWER CHOICES	RESPONSES	
Very acceptable	51.52%	17
Acceptable	36.36%	12
Neither acceptable nor unacceptable	3.03%	1
Unacceptable	6.06%	2
Very unacceptable	3.03%	1
TOTAL		33

Q10 How do you feel about collective bargaining in general?

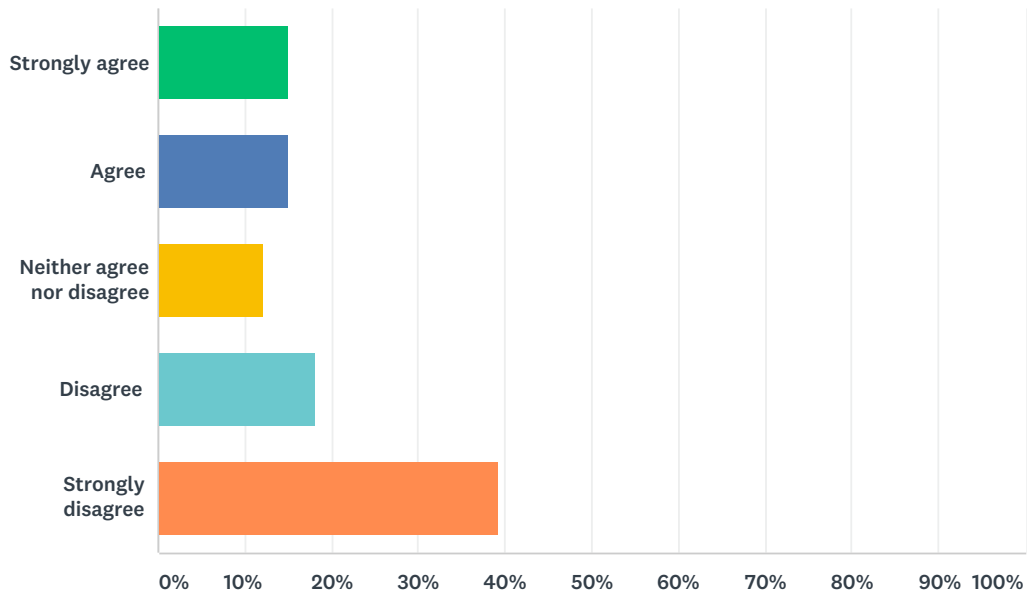
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ANSWER CHOICES	RESPONSES	
The two parties seem to be approaching an agreement.	3.13%	1
The two parties seem to be moving further apart.	40.63%	13
Bargaining seems stagnant.	40.63%	13
I don't know or care.	0.00%	0
Other (please specify)	15.63%	5
TOTAL		32

Q11 I'm satisfied with the way things are going at Florida Poly.

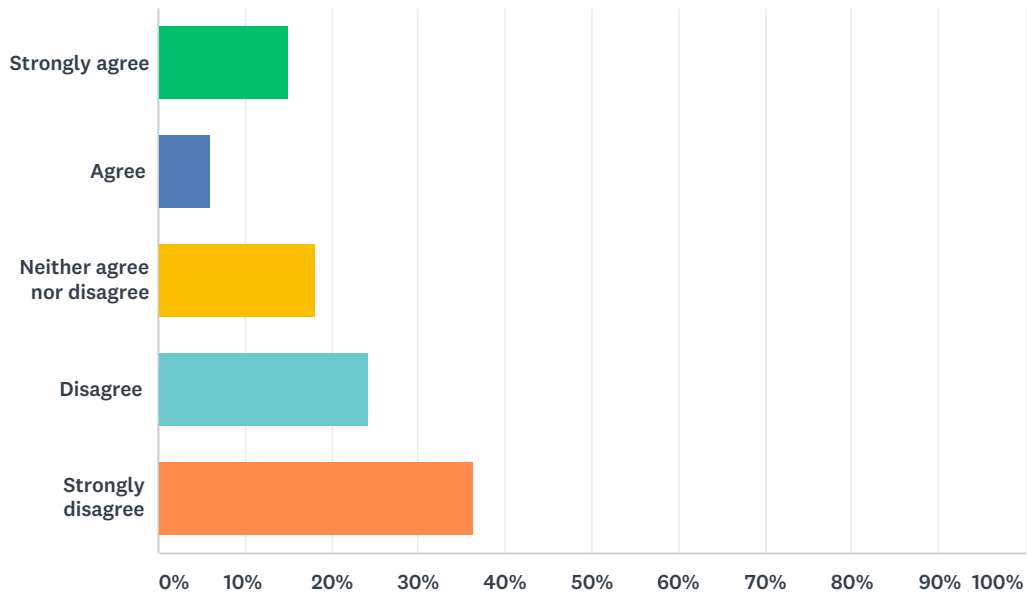
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.15%	5
Agree	15.15%	5
Neither agree nor disagree	12.12%	4
Disagree	18.18%	6
Strongly disagree	39.39%	13
TOTAL		33

Q12 Faculty morale is high at Florida Poly.

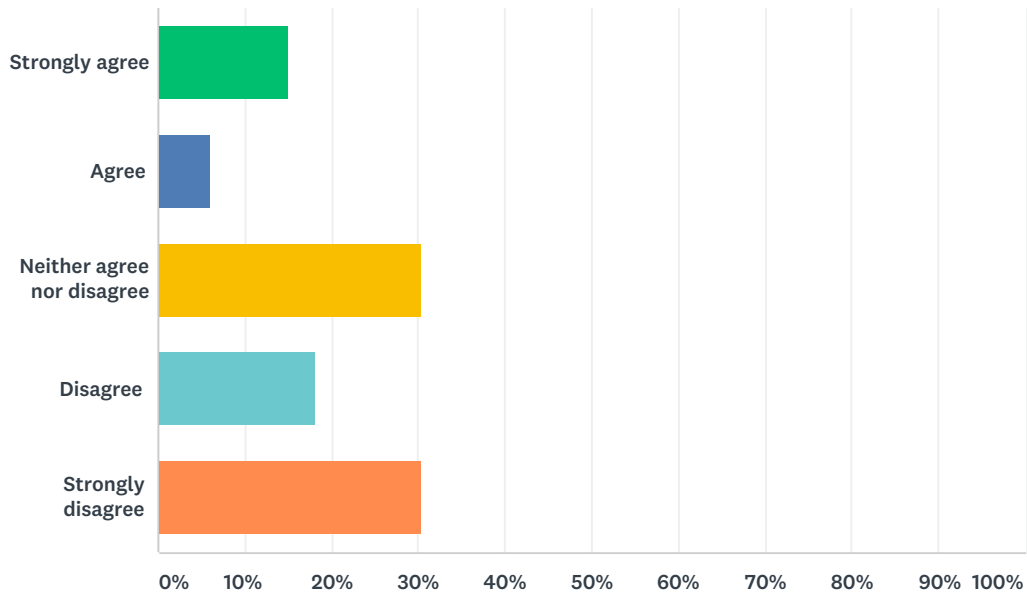
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.15%	5
Agree	6.06%	2
Neither agree nor disagree	18.18%	6
Disagree	24.24%	8
Strongly disagree	36.36%	12
TOTAL		33

Q13 I have enough time and resources to move forward on my research or creative agenda.

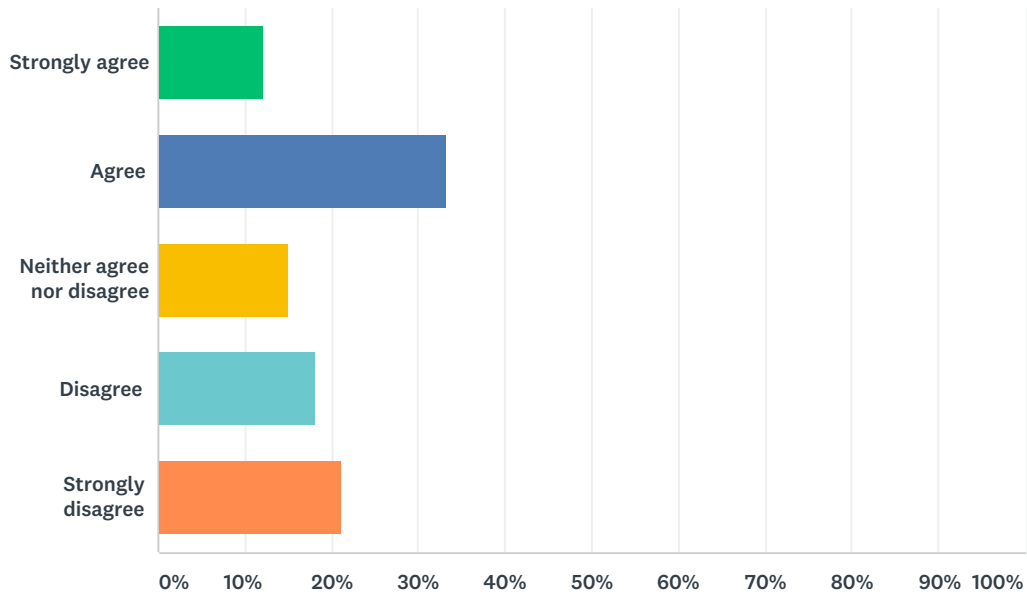
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.15%	5
Agree	6.06%	2
Neither agree nor disagree	30.30%	10
Disagree	18.18%	6
Strongly disagree	30.30%	10
TOTAL		33

Q14 My job demands sometimes cause problems in my personal or family life.

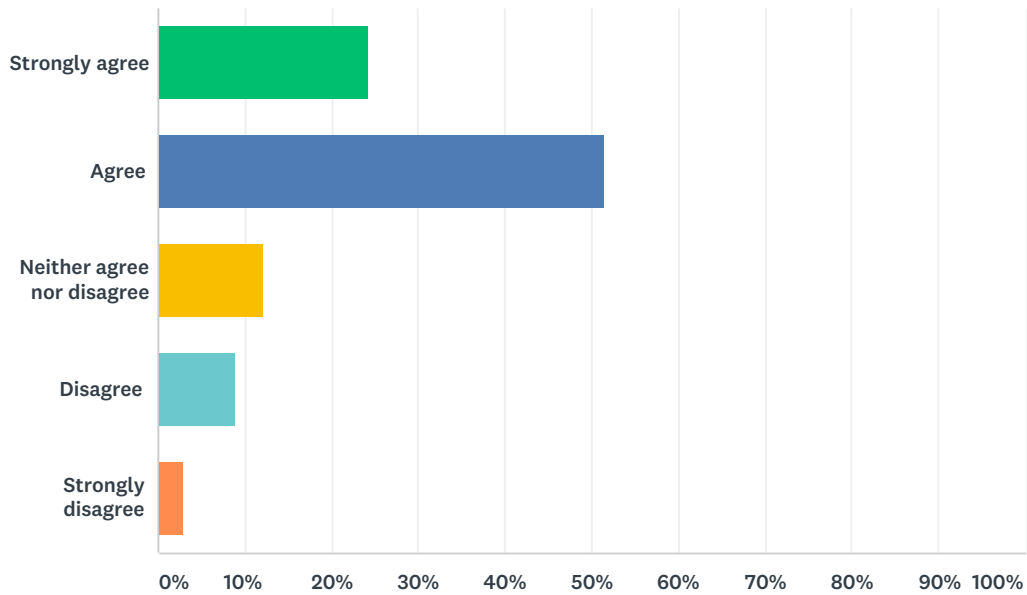
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	12.12%	4
Agree	33.33%	11
Neither agree nor disagree	15.15%	5
Disagree	18.18%	6
Strongly disagree	21.21%	7
TOTAL		33

Q15 I can give sufficient time to my students.

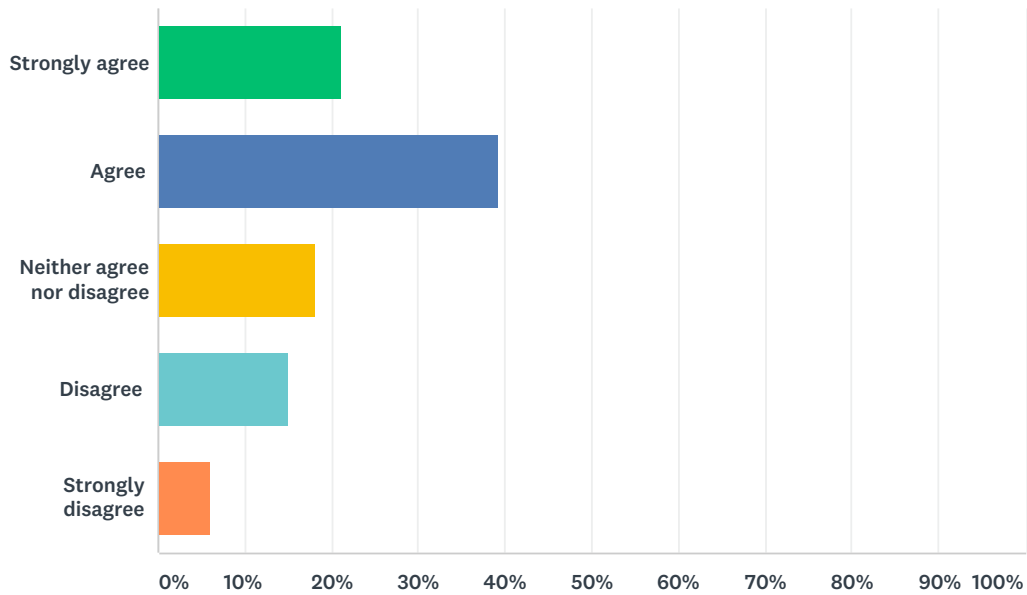
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	24.24%	8
Agree	51.52%	17
Neither agree nor disagree	12.12%	4
Disagree	9.09%	3
Strongly disagree	3.03%	1
TOTAL		33

Q16 Teaching assignments are done equitably.

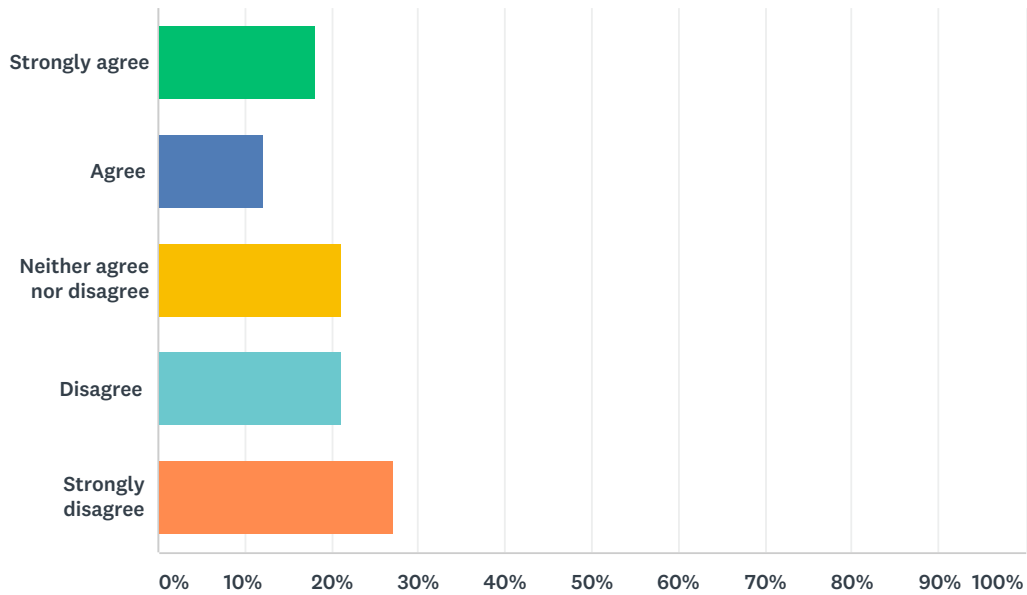
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	21.21%	7
Agree	39.39%	13
Neither agree nor disagree	18.18%	6
Disagree	15.15%	5
Strongly disagree	6.06%	2
TOTAL		33

Q17 The university administration works effectively to encourage and retain productive faculty members.

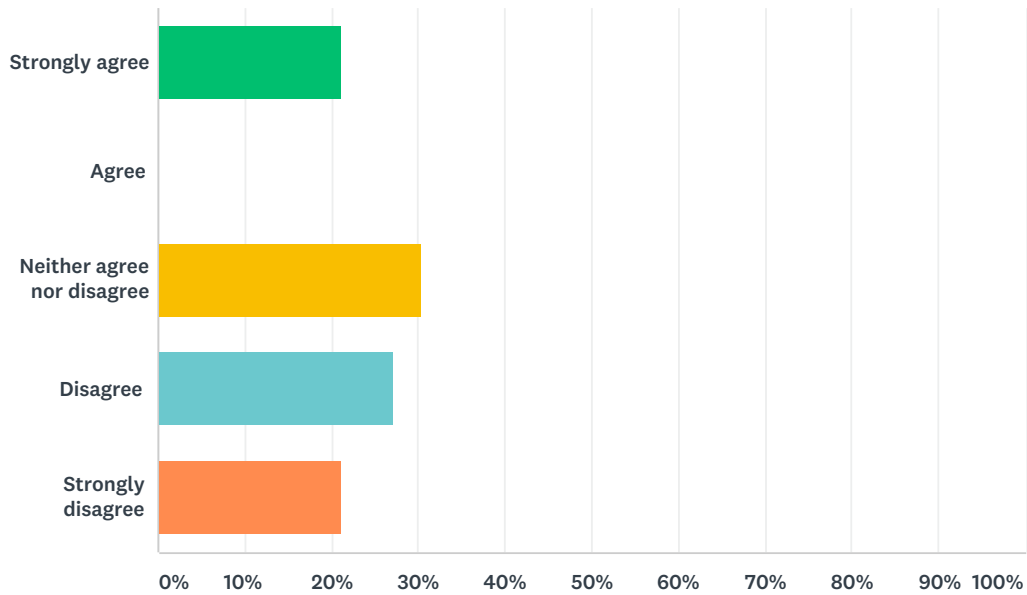
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	18.18%	6
Agree	12.12%	4
Neither agree nor disagree	21.21%	7
Disagree	21.21%	7
Strongly disagree	27.27%	9
TOTAL		33

Q18 Faculty members are rewarded fairly for the amount of effort they put in.

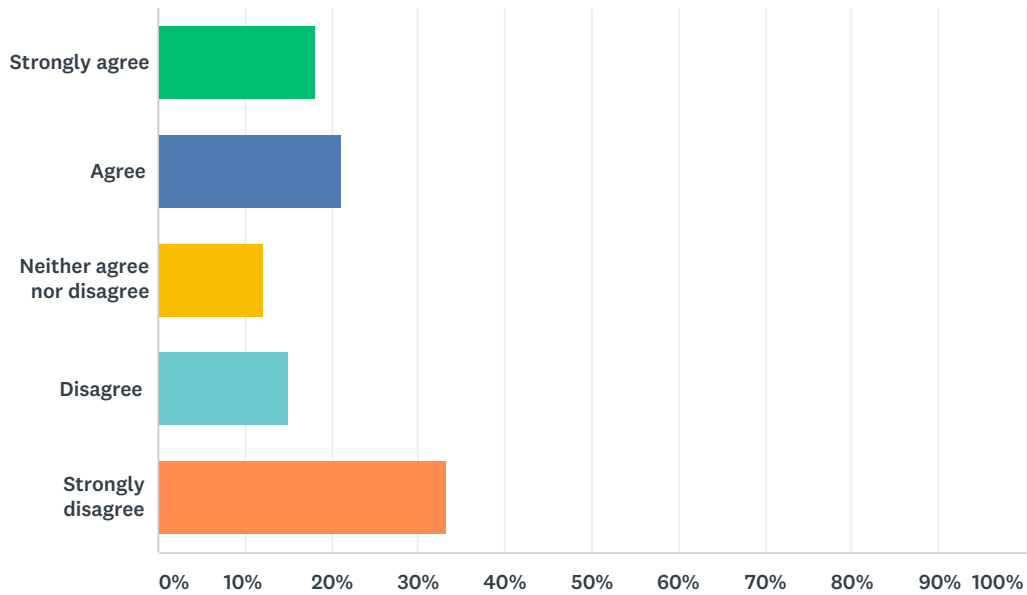
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	21.21%	7
Agree	0.00%	0
Neither agree nor disagree	30.30%	10
Disagree	27.27%	9
Strongly disagree	21.21%	7
TOTAL		33

Q19 All things considered, the working or professional climate for faculty is POSITIVE.

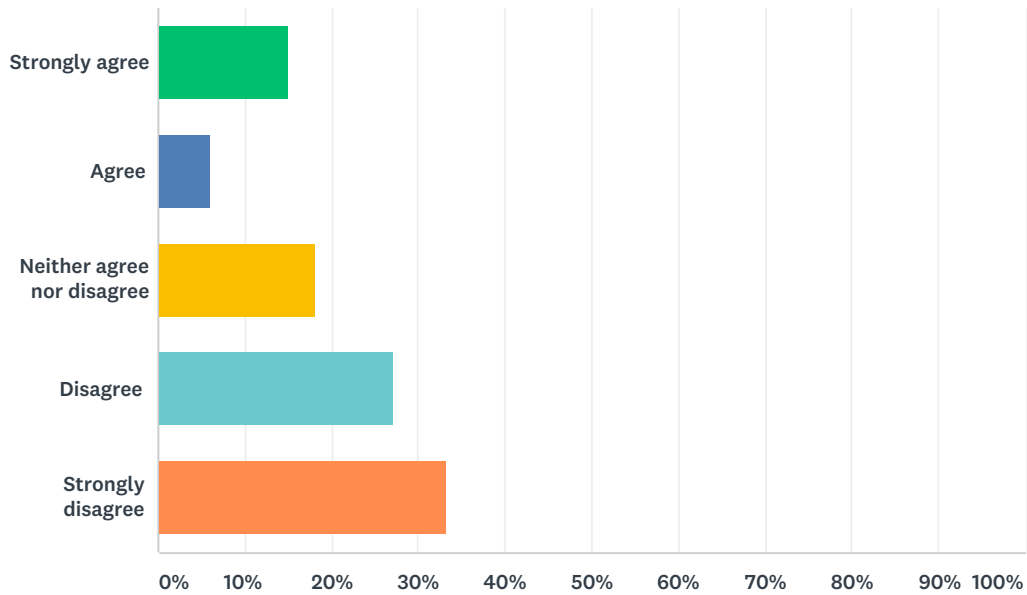
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	18.18%	6
Agree	21.21%	7
Neither agree nor disagree	12.12%	4
Disagree	15.15%	5
Strongly disagree	33.33%	11
TOTAL		33

Q20 All things considered, the working or professional climate for faculty is IMPROVING.

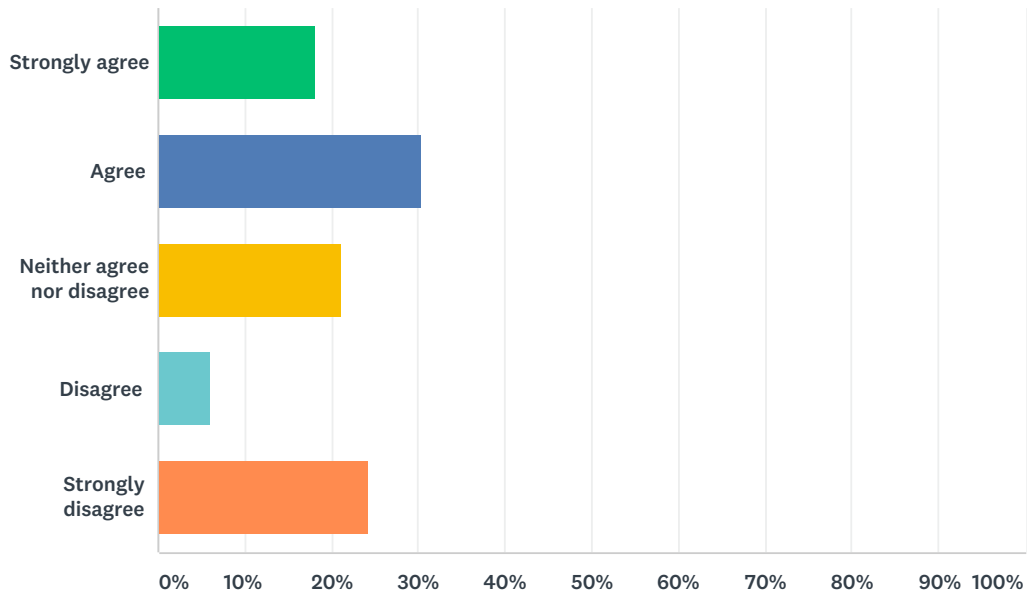
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.15%	5
Agree	6.06%	2
Neither agree nor disagree	18.18%	6
Disagree	27.27%	9
Strongly disagree	33.33%	11
TOTAL		33

Q21 Do you plan to actively seek alternative (non-Florida Poly) employment during 2018-2019 academic year?

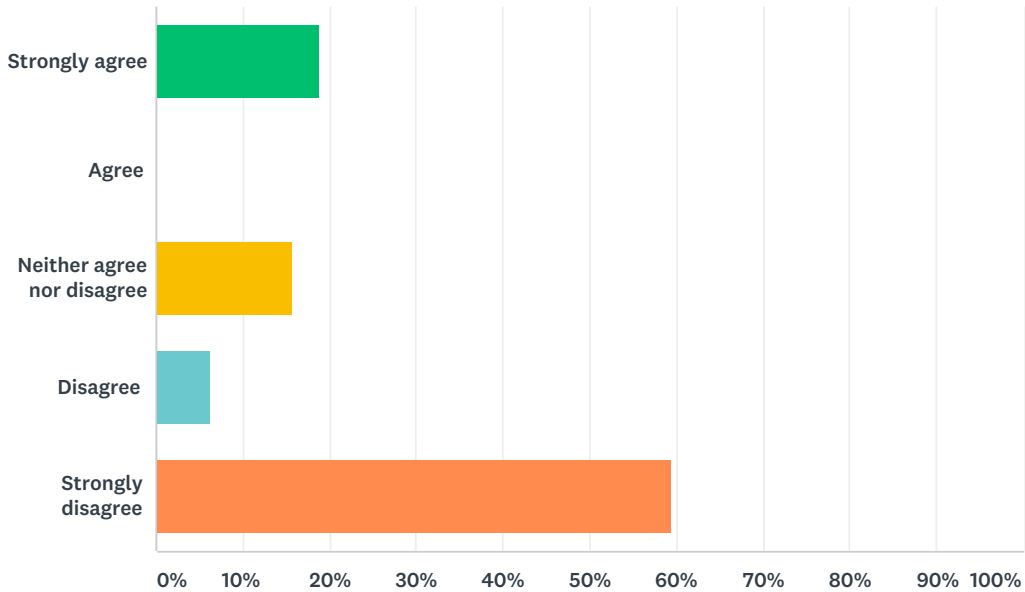
Answered: 33 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	18.18%	6
Agree	30.30%	10
Neither agree nor disagree	21.21%	7
Disagree	6.06%	2
Strongly disagree	24.24%	8
TOTAL		33

Q22 Since January, 14 employees (including 7 bargaining-unit members) have been terminated or non-renewed. How do you feel about these actions?

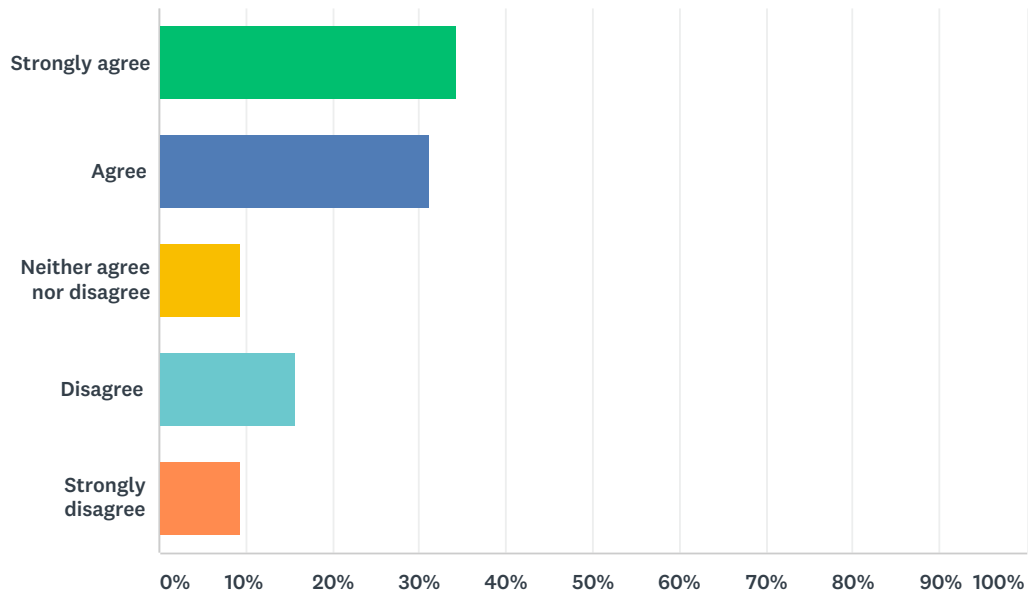
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	18.75%	6
Agree	0.00%	0
Neither agree nor disagree	15.63%	5
Disagree	6.25%	2
Strongly disagree	59.38%	19
TOTAL		32

Q23 My activities are well-supported by my department.

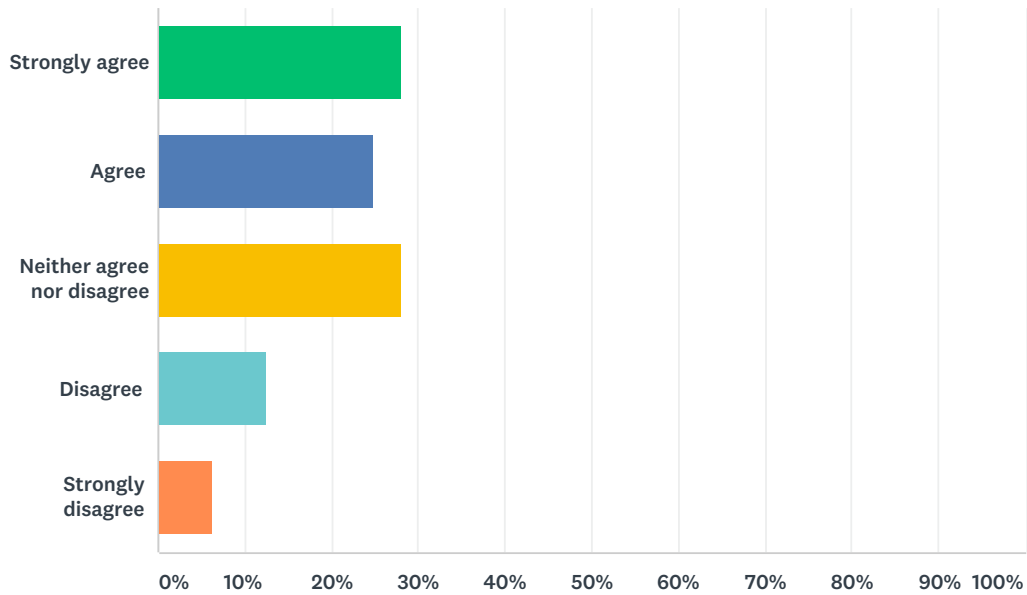
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	34.38%	11
Agree	31.25%	10
Neither agree nor disagree	9.38%	3
Disagree	15.63%	5
Strongly disagree	9.38%	3
TOTAL		32

Q24 My activities and my department's activities are well-supported by the administration.

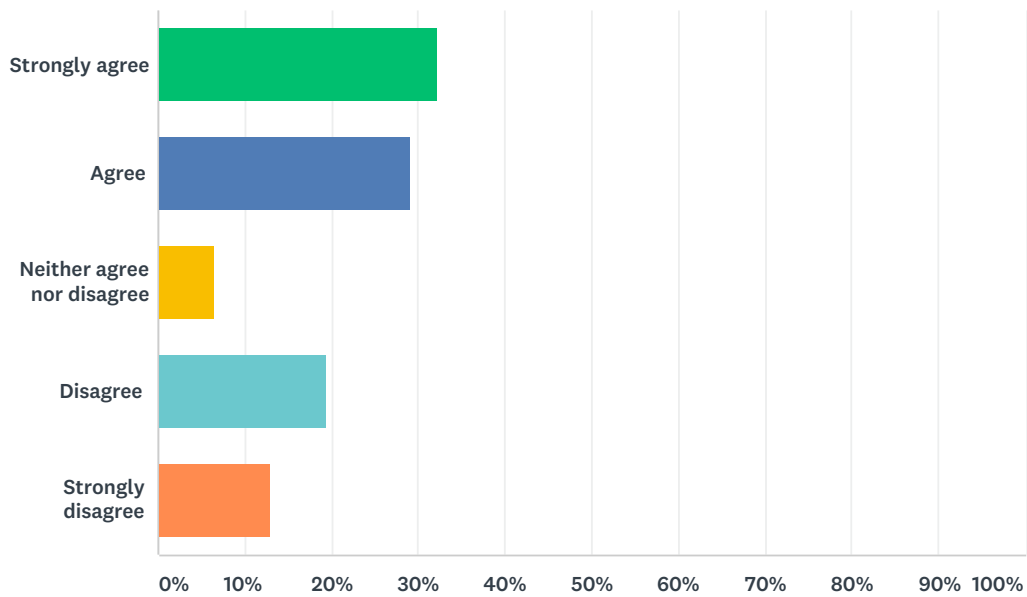
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	28.13%	9
Agree	25.00%	8
Neither agree nor disagree	28.13%	9
Disagree	12.50%	4
Strongly disagree	6.25%	2
TOTAL		32

Q25 I am able to exercise academic freedom in my teaching duties.

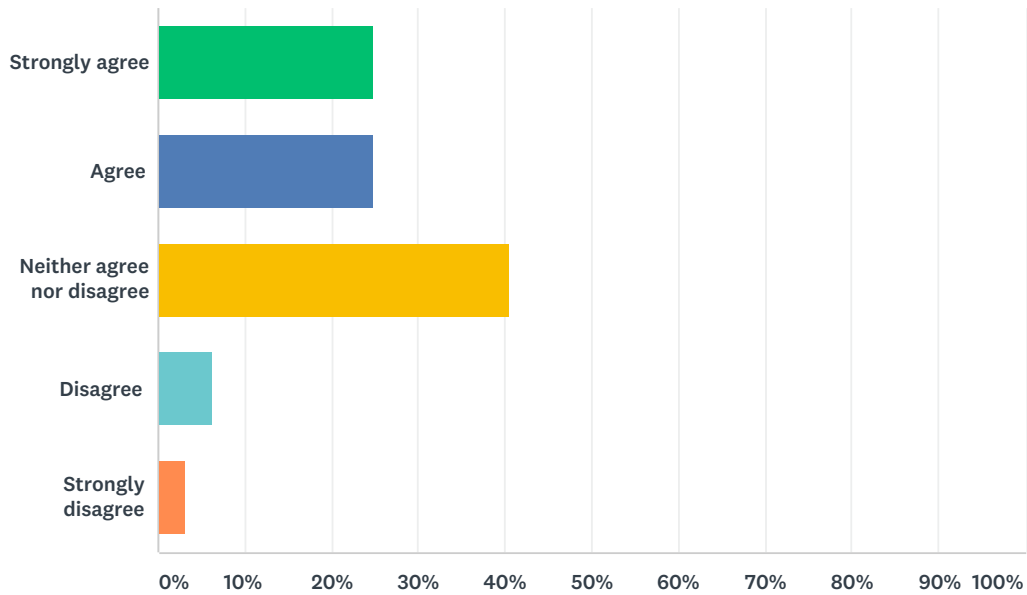
Answered: 31 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	32.26%	10
Agree	29.03%	9
Neither agree nor disagree	6.45%	2
Disagree	19.35%	6
Strongly disagree	12.90%	4
TOTAL		31

Q26 I feel free to conduct research in areas of my choice and in a manner considered meritorious by my research peers.

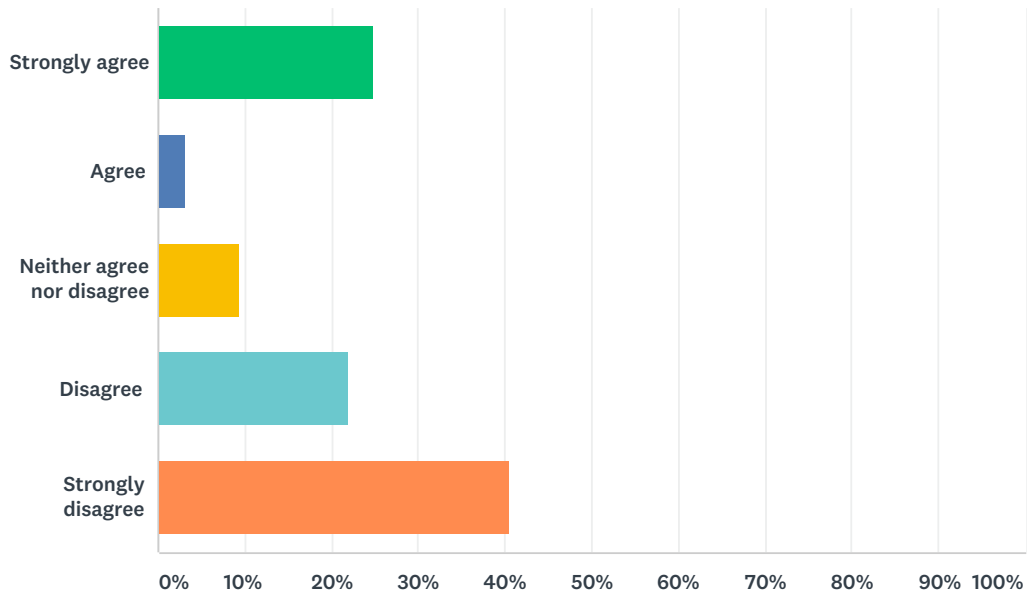
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	25.00%	8
Agree	25.00%	8
Neither agree nor disagree	40.63%	13
Disagree	6.25%	2
Strongly disagree	3.13%	1
TOTAL		32

Q27 I am able to openly express a dissenting opinion about the administration's policies without fear of reprisal.

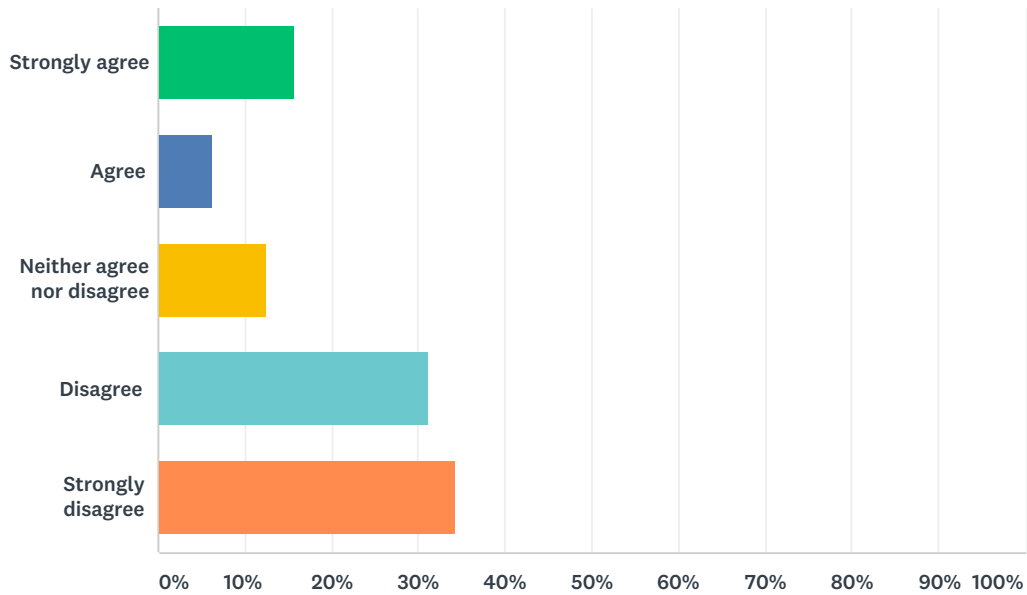
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	25.00%	8
Agree	3.13%	1
Neither agree nor disagree	9.38%	3
Disagree	21.88%	7
Strongly disagree	40.63%	13
TOTAL		32

Q28 The flow of information is such that faculty can effectively participate in decision-making.

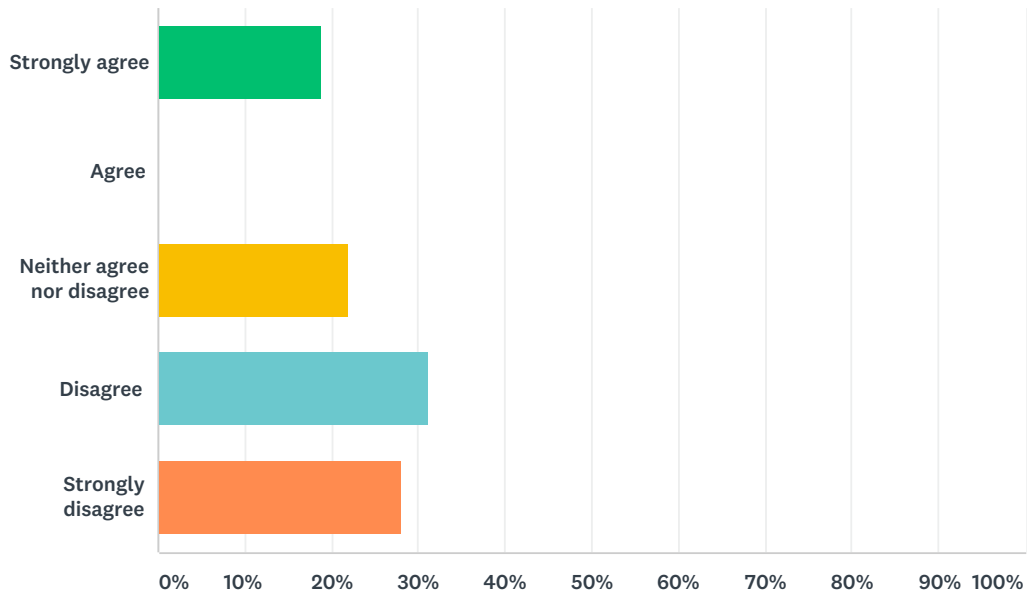
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	15.63%	5
Agree	6.25%	2
Neither agree nor disagree	12.50%	4
Disagree	31.25%	10
Strongly disagree	34.38%	11
TOTAL		32

Q29 The administration clearly communicates its decisions about strategic direction, policies, and actions.

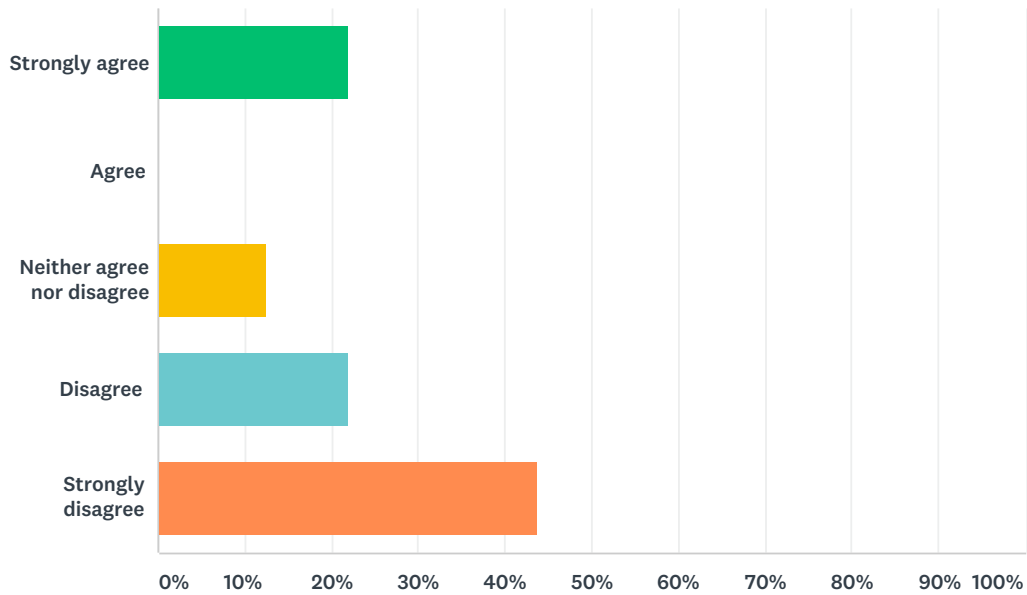
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	18.75%	6
Agree	0.00%	0
Neither agree nor disagree	21.88%	7
Disagree	31.25%	10
Strongly disagree	28.13%	9
TOTAL		32

Q30 There is a climate of accountability for the actions of administrators.

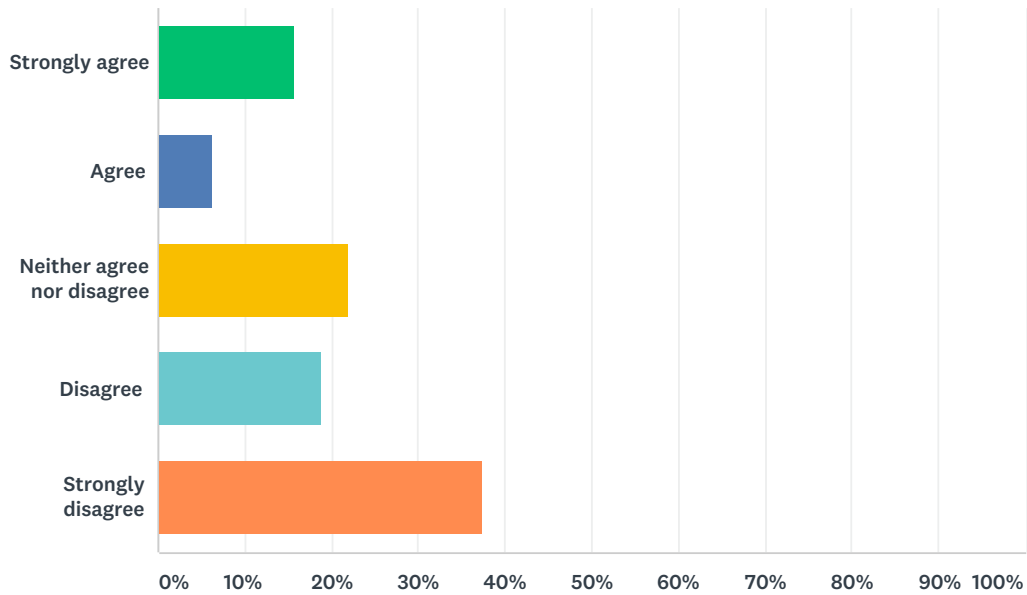
Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	21.88%	7
Agree	0.00%	0
Neither agree nor disagree	12.50%	4
Disagree	21.88%	7
Strongly disagree	43.75%	14
TOTAL		32

Q31 There is a healthy working climate between faculty and administrators.

Answered: 32 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	15.63%	5
Agree	6.25%	2
Neither agree nor disagree	21.88%	7
Disagree	18.75%	6
Strongly disagree	37.50%	12
TOTAL		32