

Members of the board –My name is Patrick Luck. I am a history professor and have been with the university since it opened its doors in 2014. I come before you today to present information that the Florida Polytechnic chapter of UFF believe you will find informative. Earlier this month we distributed a climate survey to Florida Poly’s faculty. The full results are available on our chapter’s website. We plan to e-mail you each a link to the results of the survey after this meeting. I also have copies of the survey with me here. I would be happy to give each of you a copy during a break or after the meeting adjourns.

We had an excellent response rate for the survey. Thirty-one of sixty-one faculty members (over 50%) completed the survey.

Unfortunately, the most striking result of the survey is a general sense among the faculty of deep problems at Florida Poly.

For example, 65% disagreed with the statement that “Faculty morale is high at Florida Poly.” Only 13% agreed.

Troublingly, 65% also disagreed with the statement that “I am able to openly express a dissenting opinion about the administration’s policies without fear of reprisal.” Only 16% agreed.

In the comments, one faculty member wrote, **“administrators dismiss students’ concerns and criticize faculty who try to alert them to those concerns.”**

We also asked faculty about hiring efforts. Once again, a somewhat negative picture emerges.

58% disagreed with the statement “I believe that candidates think that Poly is an attractive workplace.” Only 11% agreed.

In the comments, faculty commonly expressed the opinion that a lack of a clear and fair contract structure is driving high quality job candidates away from Poly.

For example, one faculty member wrote, **“Candidates have a lot of concerns about job security.”**

Another wrote, that what drove away candidates was **“[no] tenure without something in its place that fits our mission....”**

Finally, we asked about the BOT’s proposals for the faculty contract.

In this section, the responses were overwhelmingly negative.

For example, you have proposed that, to be promoted to associate professor, an assistant professor must show “serious scholarly achievement where there is clear indication that an individual will achieve national reputation in their chosen field.” 81% of faculty found this unacceptable. Only 7% found it acceptable.

The comments in this section were particularly lengthy and striking:

One faculty member wrote, **“I’ve heard from the administration that**

we are to be practicing-scholars and different than other institutions – if we are to be different than those at other institutions, how is it fair to compare us with them? We can't be the same and different at the same time.”

Another wrote that **“These views... demonstrate an almost total lack (on the part of the administration) of understanding how Poly works [and] why faculty came here in the first place....”**

I urge you all to look at the full survey for yourselves and come to your own conclusions. It is very revealing about the real experiences and points-of-view of your faculty, unmediated through others' perspectives and agendas.