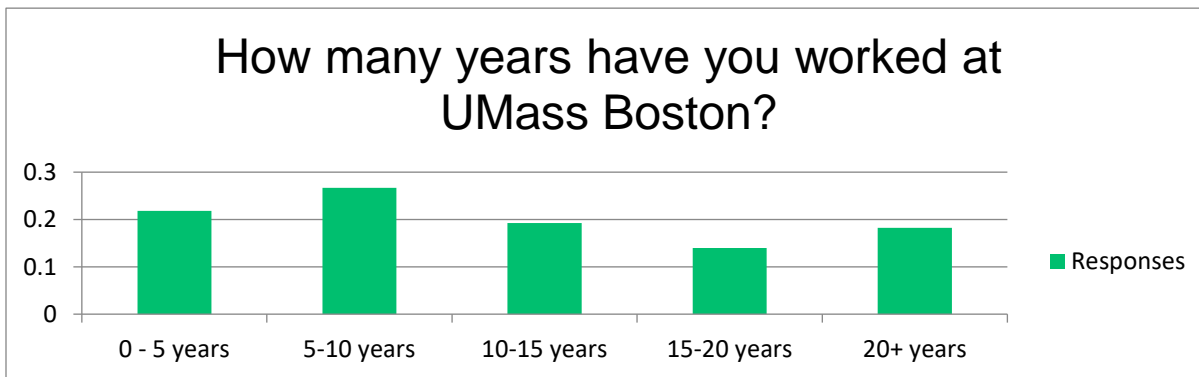
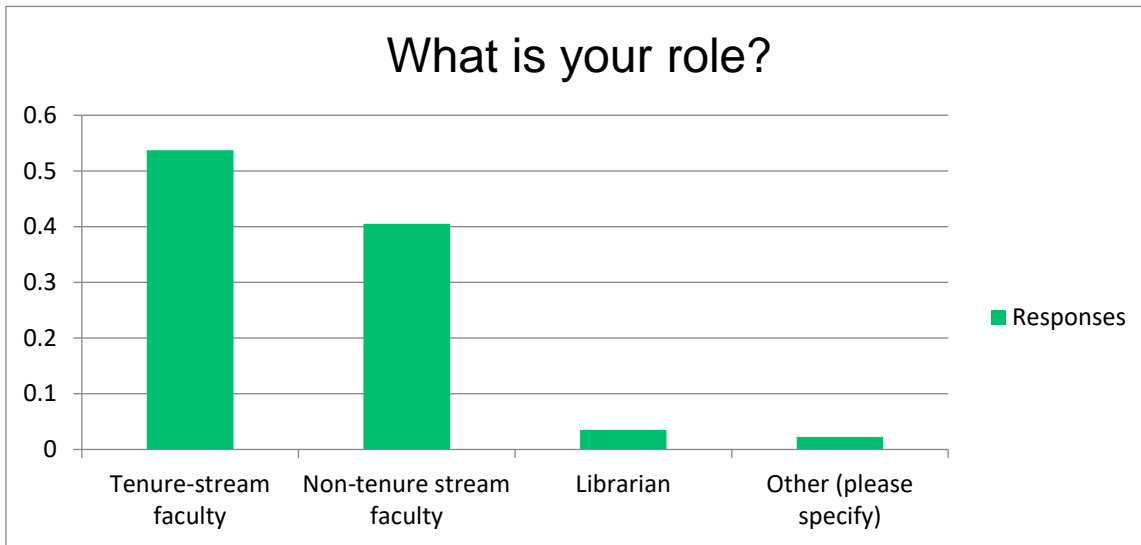


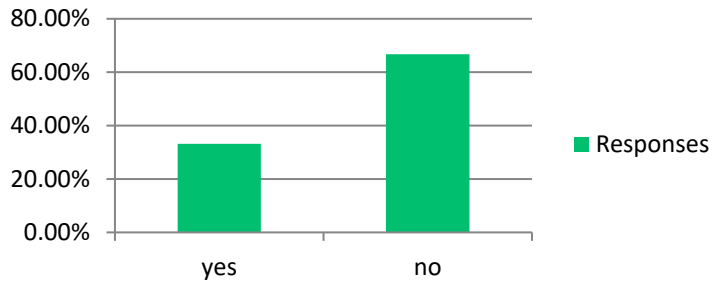
# FSU CORE BARGAINING TEAM SURVEY RESULTS

## Who responded:



\*Good mix of TT & NTT

## Have you taught online for UMass Boston?



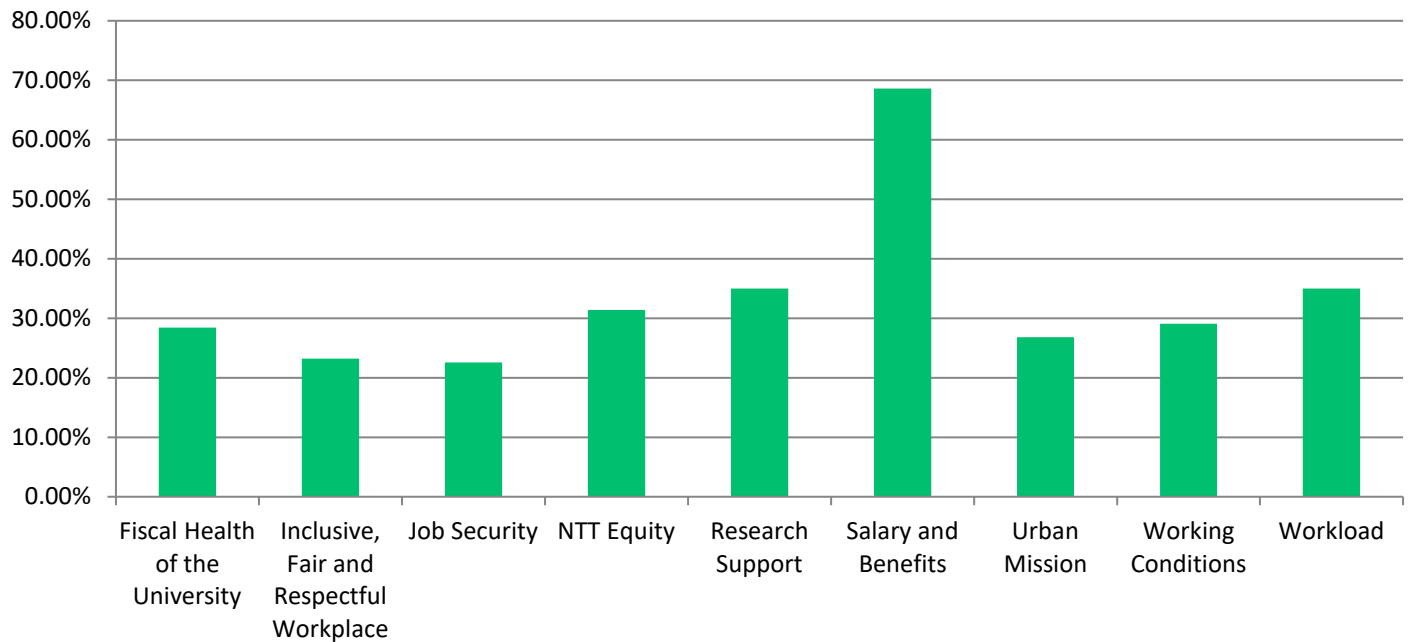
### Issues with online teaching:

- Lack of support, organization and clear expectations
- Much more work for less pay (compared to face-to-face)
- Increasing course caps without increase in pay
- Student academic dishonesty (cheating)
- Unpaid online course design
- Not enough (or no) preparation/PD in place for faculty
- Faculty FORCED to teach online by dept
- Blackboard

## THE ISSUES:

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Salary and Benefits	68.63%	210	68.40%
Research Support	34.97%	107	34.85%
Workload	34.97%	107	34.85%
NTT Equity	31.37%	96	31.27%
Working Conditions	29.08%	89	28.99%
Fiscal Health of the University	28.43%	87	28.34%
Urban Mission	26.80%	82	26.71%
Inclusive, Fair and Respectful Workplace	23.20%	71	23.13%
Job Security	22.55%	69	22.48%

Please select your top 3 issues of importance from the following list:



## BREAKDOWN OF TOP ISSUES

Salary & Benefits Issues (68.63%):

Answer Choices	Responses		Adjusted %
Cost of living raises	87.44%	181	58.20%
Salary	84.06%	174	55.95%
Merit pay	60.87%	126	40.51%
Funds for remedying salary anomalies (an "anomaly" occurs whenever one is paid at a salary that is significantly lower than his or her colleagues in the same discipline [or closely related discipline] who have similar records of accomplishment and similar seniority)	43.48%	90	28.94%
Progressive raises (i.e., prioritize raising salary "floors" more than "ceilings")	42.03%	87	27.97%

Implementing longevity pay bonuses to salaries (e.g., a pay bump after 20 years of service)	34.78%	72	23.15%
Guaranteed compensation for course preparation if course is cancelled	33.33%	69	22.19%
transparency and clarification for post-retirement employment	32.85%	68	21.86%
Tuition and fee benefits for employees, spouses, and dependents	29.95%	62	19.94%
part-time work assignments for end-of-career faculty with benefits and pro-rated salary that are automatically renewable	27.05%	56	18.01%
Raising the pay floor for Associate Lecturers (currently \$5k/course)	24.15%	50	16.08%
Per student rates for classes that fail to meet minimum enrollment	22.22%	46	14.79%
A "sabbatical gap" for TT faculty, wherein every 3 years members can choose to receive the difference between their salary and their NTT replacement cost	17.87%	37	11.90%
Extending protections for Associate Lecturers	17.39%	36	11.58%
health care/benefits options eliminating the sick leave cap of 120 days for librarians	16.43%	34	10.93%
Putting limits on administration's use of the Associate Lecturer category	14.49%	30	9.65%
Reducing time required to achieve Continuing Appointment (for NTT faculty)	13.53%	28	9.00%
Creating a Senior Lecturer 3 level	13.04%	27	8.68%
Other (please specify)		27	8.68%
Adding a Professor 2 or Senior Professor level	11.59%	24	7.72%
Reducing time to become Lecturer rather than Associate Lecturer	11.11%	23	7.40%

## Research Support: 34.97%

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Travel funds from the university	82.86%	87	28.34%
\$1000 FSU travel funds (for TT faculty only)	77.14%	81	26.38%
Research and Education Support funds (i.e., RES money)	76.19%	80	26.06%
Internal faculty research grants	67.62%	71	23.13%
Support for grant management	57.14%	60	19.54%
Research spaces and infrastructure	52.38%	55	17.92%
Institute a pre-tenure sabbatical	44.76%	47	15.31%
Adequate and fair distribution of research moneys	40.00%	42	13.68%
Resources for librarians, library acquisitions, and programs, including librarians' ability to train faculty and staff in new technologies and databases	33.33%	35	11.40%
Create or expand research fund pool available for NTT research	30.48%	32	10.42%
Other (please specify)		12	3.91%

### Workload Issues (34.97%):

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Alleviate the increase in workload from additional service requested of faculty or through reductions in faculty and staff	58.42%	59	19.22%
Compensation for serving on committees, supervising independent studies, or other service activities	53.47%	54	17.59%
Increased class sizes	51.49%	52	16.94%
Compensation or CLRs for administrative service, e.g., GPD, Program Director, Ph.D. advising, etc.	50.50%	51	16.61%
Course scheduling (e.g., MWF vs. T/Th)	43.56%	44	14.33%
Unequal workloads in my department or unit	40.59%	41	13.36%
Course enrollment caps	36.63%	37	12.05%
adequate office space, equipment, printer access, and supplies	33.66%	34	11.07%
More faculty say re: academic programs	27.72%	28	9.12%
Teaching assistantships	27.72%	28	9.12%
Equity in TT/NTT assignments to large-enrollment classes	27.72%	28	9.12%
Course cancellations	27.72%	28	9.12%
Per student rates for classes that fail to meet minimum enrollment	27.72%	28	9.12%
More faculty say re: governance issues	25.74%	26	8.47%
CLR management regarding large-enrollment classes	21.78%	22	7.17%
Number of large-enrollment classes that can be required to be taught in a semester/year	20.79%	21	6.84%
adequate lab space	9.90%	10	3.26%

### NTT Equity Issues (31.37%)

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Making summer and winter courses count fully towards retirement and pension benefits	70.83%	68	22.15%
Moving towards a 4/3 (or 3/3) load as "full-time" for NTTs	67.71%	65	21.17%
Allow Senior Lecturer to move to a reduced course load in exchange for a significant increase in service and/or scholarly responsibilities	59.38%	57	18.57%
NTT eligibility for salary anomaly funds (an "anomaly" occurs whenever one is paid at a salary that is significantly lower than his or her colleagues in the same discipline [or closely related discipline] who have similar records of accomplishment and similar seniority)	53.13%	51	16.61%
Security of being reappointed to the same course	52.08%	50	16.29%
NTT sabbaticals for research	51.04%	49	15.96%
Adequate office space	50.00%	48	15.64%
NTT faculty having a greater voice in their department	50.00%	48	15.64%
Improving process for advancement/promotion to full-time position	47.92%	46	14.98%
Promotion	46.88%	45	14.66%
Protection from being bumped from courses by graduate students	43.75%	42	13.68%

Mechanism for crossing over from NTT to TT	41.67%	40	13.03%
Changing the “NTT” label to something more positive; e.g. “Core Teaching Faculty”	40.63%	39	12.70%
Access to university funds for research and scholarly work	39.58%	38	12.38%
Opportunity to teach more courses each year	37.50%	36	11.73%
Continuous employment contract teaching levels be re-calculated every three years	37.50%	36	11.73%
Access to travel funds	36.46%	35	11.40%
Putting limits on administration’s use of the Associate Lecturer category	32.29%	31	10.10%
Equity in assignments to large-enrollment classes	32.29%	31	10.10%
Parental leave	32.29%	31	10.10%
Other (please specify)		14	4.56%
Adequate lab space	11.46%	11	3.58%

### Working Conditions Issues (29.08%):

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Adequate light, heat, air ventilation	71.59%	63	20.52%
Adequate classroom space	67.05%	59	19.22%
Overall morale	65.91%	58	18.89%
Parking, shuttle bus, and public transportation costs	63.64%	56	18.24%
Adequate office space	62.50%	55	17.92%
Faculty role and participation in governance	59.09%	52	16.94%
Resources to support facilities on campus – food, classrooms, space, technology, infrastructure, library	56.82%	50	16.29%
Cleanliness of common areas (stairwells, elevators)	55.68%	49	15.96%
Adequate classroom and lab materials (chalk, erasers, markers, etc.) as appropriate	54.55%	48	15.64%
Technology access and support (for classrooms, teaching, Blackboard, etc.)	53.41%	47	15.31%
Adequate equipment, supplies, phone services, printer access	53.41%	47	15.31%

Cleanliness of classrooms and labs	52.27%	46	14.98%
Adequate parking facilities	48.86%	43	14.01%
Adequate library facilities and access to books, periodicals, etc.	48.86%	43	14.01%
Classroom and lab temperatures	46.59%	41	13.36%
Adequate computer access	42.05%	37	12.05%
Classroom and lab lighting	37.50%	33	10.75%
Adequate lab or research space	22.73%	20	6.51%

### Fiscal Health of the University Issues (28.43%):

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Budget cuts – to programs, departments, colleges	79.07%	68	22.15%
Funding from the state legislature	77.91%	67	21.82%
Fiscal/budget transparency	60.47%	52	16.94%
Legacy debt	58.14%	50	16.29%
Resources to support students academically	58.14%	50	16.29%
Resources to support facilities on campus – food, classrooms, space, technology, infrastructure, library	58.14%	50	16.29%
Tuition + fee costs	56.98%	49	15.96%
Parking, shuttle bus, and public transportation costs	52.33%	45	14.66%
Relationship to UMass system President	50.00%	43	14.01%
Use of Bayside moneys and leasing of Bayside property	48.84%	42	13.68%
Layoffs	48.84%	42	13.68%
Funding for Centers and Institutes	41.86%	36	11.73%
Relationship to Board of Trustees	40.70%	35	11.40%
0% operating margin as designated by the Board of Trustees	31.40%	27	8.79%
Relationship between UMB and the governor	30.23%	26	8.47%

### Urban Mission Issues (26.80%):

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Opposing or reversing further tuition hikes for our students	87.50%	70	22.80%
Expanding scholarships or free tuition to local Boston-area students	76.25%	61	19.87%
Encouraging matriculation of Boston residents	75.00%	60	19.54%
Create a substantial subsidy for public transportation	67.50%	54	17.59%
Encouraging matriculation of students of all age groups	65.00%	52	16.94%
Support funding of the Centers and Institutes	61.25%	49	15.96%
Reduce parking fees	60.00%	48	15.64%
Push for funding for more academic support services	60.00%	48	15.64%
Supporting our peninsula neighbors	50.00%	40	13.03%
Promoting a culture of lifelong learning	48.75%	39	12.70%
Push for hiring more academic advisors	42.50%	34	11.07%
Master plan for the peninsula	40.00%	32	10.42%
Re-open parking negotiations	27.50%	22	7.17%

### Inclusive, Fair and Respectful Workplace Issues (23.20%):

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Discrimination or inequity on the basis of actual or perceived differences in race or racial identity, ethnicity, national origin, and/or immigration status	80.88%	55	17.92%
Status discrimination (e.g., TT vs. NTT, grad student vs. faculty, national vs. international faculty, etc.)	63.24%	43	14.01%
Discrimination or inequity on the basis of actual or perceived differences in sex	60.29%	41	13.36%
Formal and informal workload inequities that correlate with prominent distinctions of age, gender, race, or status	55.88%	38	12.38%
Service inequities (in my department, college, or program) that correlate with prominent distinctions of age, gender, race, or status	54.41%	37	12.05%
Greater faculty say regarding academic programs and faculty governance	54.41%	37	12.05%
Discrimination and/or inequity on the basis of actual or perceived sexuality, sexual practice, sexual identity, or sexual orientation	51.47%	35	11.40%
Sexual harassment, assault, violence	50.00%	34	11.07%
NTT equity with TT faculty	50.00%	34	11.07%
Discrimination on the basis of actual or perceived differences in physical abilities, mental health, and/or cognitive development	44.12%	30	9.77%
Discrimination or inequity on the basis of actual or perceived differences in age	42.65%	29	9.45%
Mentoring load inequities that correlate with prominent distinctions of age, gender, race, or status	39.71%	27	8.79%
Teaching load inequities that correlate with prominent distinctions of age, gender, race, or status	39.71%	27	8.79%
Advising inequities that correlate with prominent distinctions of age, gender, race, or status	35.29%	24	7.82%
Inability to be forthright in my department, program, or college because of fear of retribution/negative consequences	33.82%	23	7.49%
Administrative retaliation	27.94%	19	6.19%
Campus Safety	17.65%	12	3.91%
Having a greater say in my department	16.18%	11	3.58%

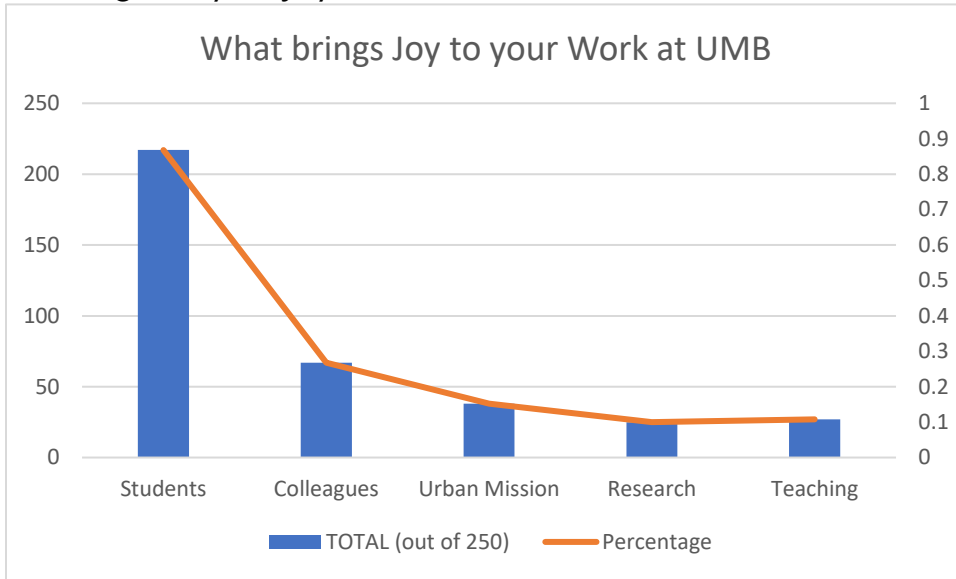
### Job Security Issues (22.5%):

Answer Choices	Responses		Adjusted Relative to All Survey Respondents
Fair and transparent evaluation procedures for teaching and promotion	76.81%	53	17.26%
Protection against unfair or capricious dismissal or reduced course load	63.77%	44	14.33%
Security of getting reappointed to the same course (for NTT faculty)	62.32%	43	14.01%
Opportunity to teach more courses each year (for NTT faculty)	47.83%	33	10.75%
Improving process for advancement/promotion to full-time position (for NTT faculty)	47.83%	33	10.75%
Protection against discrimination and/or harassment	44.93%	31	10.10%
Improved pay and job security for Associate lecturers	33.33%	23	7.49%
Getting teaching appointments in a timely manner	30.43%	21	6.84%
Having a greater voice in my department	18.84%	13	4.23%



# OPEN RESPONSE QUESTIONS:

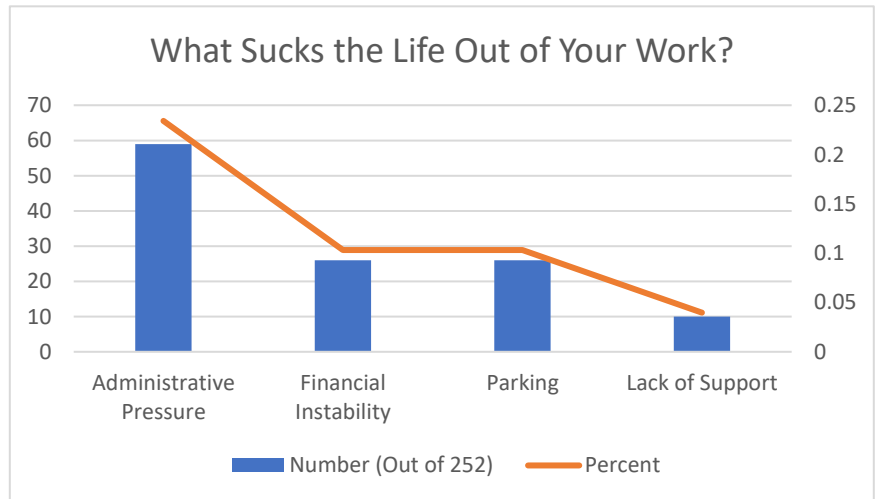
What gives you joy at the school (Top 5 Answers):



- #1 Students
- #2 Colleagues
- #3 Urban Mission
- #4 Teaching
- #5 Research

What sucks the life out of your work? (Top 4)

Issue	Number (Out of 252)	Percent
Administrative	59	23.41%
Financial Insta	26	10.32%
Parking	26	10.32%
Lack of Support	10	3.97%



Questions 20 & 21: What could be done to restore that joy to your work here? If there were one thing at UMass Boston that you could fix, what would it be? Please explain how.

Most Common Concerns (representing AT LEAST 10% of the population - out of 453 COMMENTS) in NO PARTICULAR ORDER:

- ★ ADMINISTRATION
  - Finding the right permanent provost and chancellor whose goals align with the Universities
  - Having an administration who listens, welcomes and values the opinions of the UMB community.
  - Having administration who values its faculty and librarians
  - Administration who shares our commitment to the Urban Mission, research and high-quality education.
  - Reduce the number of administrative positions and increase faculty, staff and librarian positions
- ★ FINANCIAL HEALTH OF THE UNIVERSITY
  - LOWER PARKING FEES (mentioned more than EVERYTHING else)
  - Fiscal transparency
  - Resolution of legacy debt
  - Increased financial support from the state
  - An immediate end to passing on debt to faculty and students/more funding for students
- ★ WORKLOAD AND WORKING CONDITIONS
  - Having adequate classroom space and resources to teach effectively
  - Letting faculty teach and do research without excessive administrative duties
  - Moving to a 2 day a week schedule (M/W and T/Th)
  - Class sizes and caps that are not continuously increasing/hire more faculty
  - Better resources for library
  - Class size/course assignment/course cancellation “madness” - not conducting to preparing and running classes,
- ★ EQUITY
  - Having more equity between NTTs and TT Faculty
  - Having more of a say in our respective departments/shared governance
  - Clear paths for promotion regardless of tenure status
  - CLRs, research support, travel and sabbaticals for NTTs (not just Senior Lecturers)
- ★ SALARY AND BENEFITS
  - Reinstate merit raises
  - Equal pay for Equal work (Online, Summer and winter courses in particular)
  - Raises in Salary
  - More research support