

Survey Results: CLAS Faculty Opinions on Title Change for Non-Tenure Track Faculty

The College of Liberal Arts and Sciences (CLAS) Faculty Council in collaboration with UF Faculty Senate Compensation Committee and the UF Bureau of Economic and Business Research (BEBR) conducted an online survey of University of Florida full-time CLAS faculty to solicit opinions about changing position titles of full-time, instruction-intensive, non-tenure track faculty. See the full report on the [council website](#).

- A total of 755 respondents were invited to participate and given four weeks (Dec 15th, 2020 to Jan 18th, 2021) to respond.
- The survey received 311 responses with 296 completions and 15 partial completions.
- The response rate is 41.2%. See Figure 1 for respondents' positions at UF.

RESULTS

- Overall, 82.2% of respondents said they disagreed with the statement “Non-tenure-track faculty across campus are currently treated as equal members of the UF faculty.”
- 71% agree that changing titles for non-tenure track faculty will help to improve fair and equitable treatment.
- The title change to “Instructional Professor” and “Teaching Professor” were the top ranked by all respondents (Figure 2).

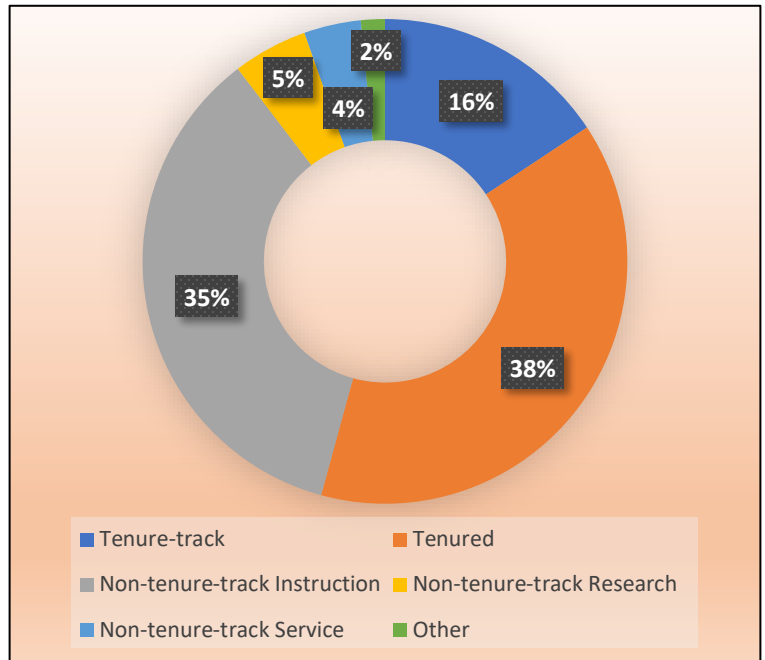


Figure 1: Participants' current position at UF (N = 311)

- ◆ Among non-tenure track faculty, the preference was for “Professor (no modifier),” with “Teaching Professor” ranking second.
- ◆ The tenure-track and tenured faculty preferred “Instructional Professor,” with “Teaching Professor” ranking second.
- Overwhelmingly, more than 90% of respondents stated that the proposed title change would have either a positive impact or no impact on their standing and work at the University.
- 70.4% of respondents said the change to instruction-intensive titles would have a positive impact on the institution at large.

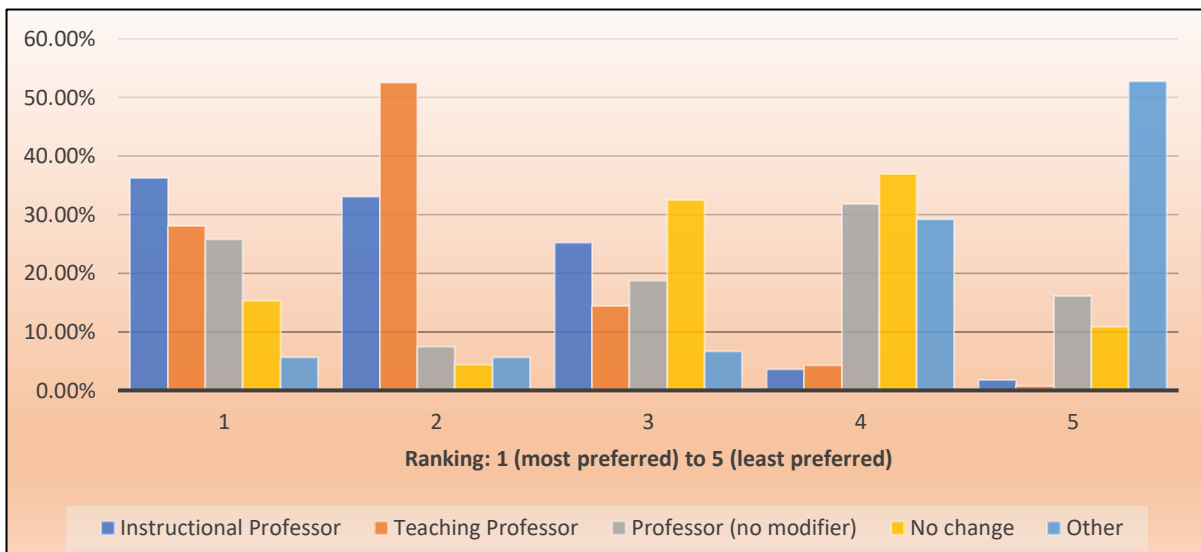


Figure 2: Title change rankings for instruction-intensive non-tenure-track faculty (overall).

- When respondents were asked what changes (choosing from options) could be implemented at UF to improve the treatment of non-tenure track faculty in terms of the fairness and equity, changing titles (71%) and the use of multi-year contracts (89%) were selected most often (Table 1).

Table 1: CLAS faculty response to improving the treatment of NTT faculty in terms of the fairness and equity.

Which of the following do you think need to be addressed to improve the fair and equitable treatment for non-tenure-track faculty (Select all that apply.)?	Percent
Title changes	71.1%
Use of multi-year contracts	89.1%
Representation on committees	63.0%
Representational peer reviewers for annual reviews	56.3%
Same access to grant opportunities as all faculty	60.9%
Representation in governance	68.0%
Representational peer reviewers for promotion	65.1%
Same access to service opportunities as all faculty	62.7%

- The majority of respondents (68.6%) disagreed that non-tenure track faculty are paid fairly for their work at UF, and 82.2% did not think NTT faculty were treated as equal members of the UF faculty across campus.
- Finally, 92.7% of the NTT respondents stated they are not on a multi-year contract.
- The final set of questions were to gauge faculty views on the importance of research, teaching, and service to the University’s core mission. Using a sliding scale, over 80% of respondents stated that research and teaching were very important (61-100 on scale) to UF’s core mission (Figure 3).

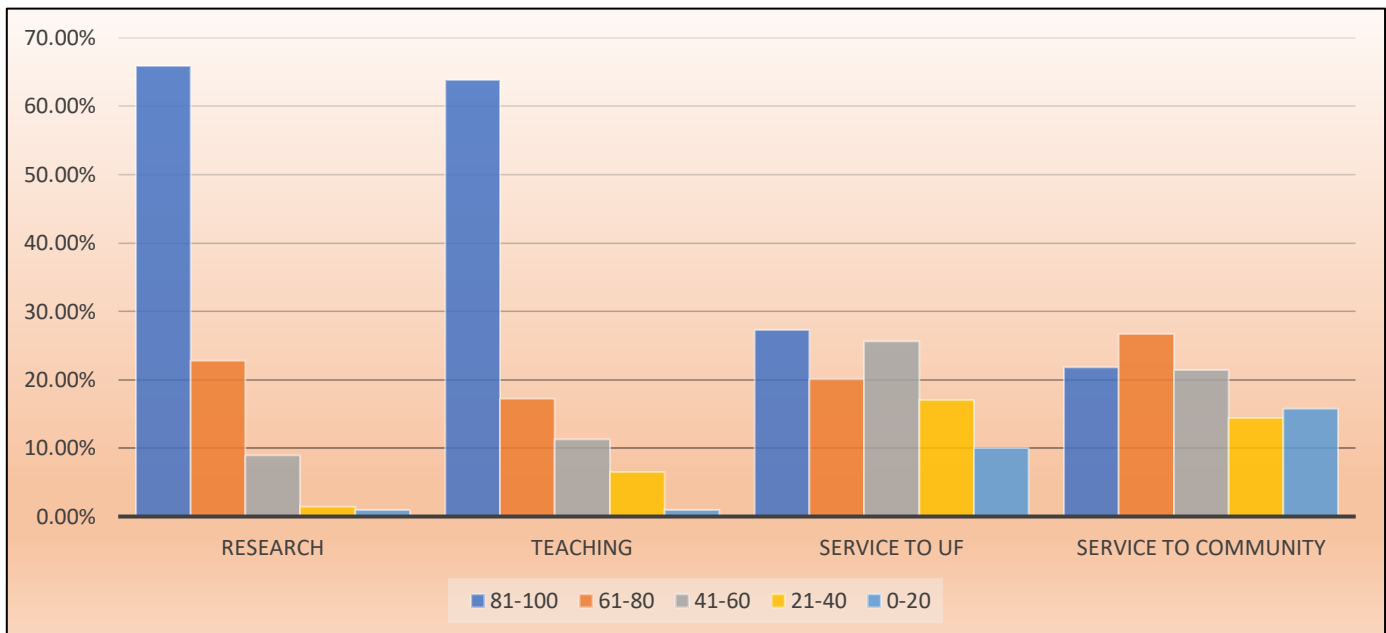


Figure 3: Responses on the importance of research, teaching, service to UF, and service to community to UF’s core mission. Scale: 81-100 very important, 41-60 moderately important, 0-20 not important at all.

A modified version of this survey is currently (April 2021) being distributed to other colleges at the University of Florida by BEBR and the Faculty Senate with the permission of college Deans. The CLAS survey, along with other college surveys, will be used to inform the [Senate proposal](#) on title changes to the Instruction-Intensive NTT faculty at UF.

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