

**University of Florida College of Liberal Arts and Sciences Non-
Tenure Track Faculty Title Changes**

January, 2021

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Introduction

On behalf of the CLAS Faculty Council and the UF Faculty Senate Compensation Committee, the UF Bureau of Economic and Business Research conducted an online survey of University of Florida full-time College of Liberal Arts and Sciences faculty to solicit opinions about changing position titles of full-time non-tenure track faculty. Before taking the survey, respondents had the opportunity to watch an 11-minute informational video about the topic. The survey starts asking the respondent to classify their current position. Next, respondents are asked to give their opinion about options for changes to non-tenure track faculty titles. Also included are several questions about the impact if the change were to occur, perceptions of the way faculty and administrators view making the change, and opinions about the fair treatment of non-tenure track faculty members. The survey ends with questions about the importance of research, teaching, and service to the mission of UF. Open ended questions gave respondents the opportunity to elaborate on selected areas of interest. The full text of the survey is included in Appendix A.

In total, 755 respondents were invited to participate. Respondents received an invitation email on December 15th, 2020 that provided a link to take the survey online. Subsequently, reminder emails were sent on January 4th, January 11th, and January 15th, 2021. Access to the survey closed on January 18th. Of the 755 respondents invited, 311 participated with 296 completing the survey, and 15 partially completing. The response rate is 41.2%.

Results

This section presents the results of the survey. Results are reported overall and by subgroups based on respondents' answers to the first question in the survey asking them their current position. The faculty subgroups are tenure-track, tenured, instruction-intensive non-tenure track, research-intensive non-tenure track, service/admin-intensive non-tenure track, and other.

Some questions were asked of a subset of respondents who participated due to skip patterns or the respondent partially completing the survey. Additionally, respondents were able to skip any question asked. Consequently, the number of respondents answering each question may be less than the number of participants. For each question, the total number of respondents who answered the question is listed as well as the percentage who selected each choice. For questions that allow one answer, summing the percentages of respondents who selected a question's answer choices may not add to exactly 100 percent due to rounding. For questions that allow more than one answer, the percentages add to a number greater than 100 because more than one choice can be selected. Responses to open ended questions are reported verbatim.

Q2 - What is your current position at UF?

	319 Responses
Field	Percentage
Tenure-track faculty: Asst. Professor (or equivalent)	15.7%
Tenured faculty: Assoc. / Full Professor (or equivalent)	38.6%
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	35.4%
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	5.0%
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	3.8%
Other: please specify	1.6%

5 Responses

Other: please specify - Text

Dist. Professor

NTT faculty: 50% admin and 50% instruction intensive

Non-tenure-track master lecturer and program director (75% admin)

Untenured Full Professor

Visiting Assistant Professor

Q3 - [Overall] Regarding the current UF Senate proposal, please rank which title series you prefer from 1 (most preferred) to 5 (least preferred) for instruction-intensive non-tenure-track faculty (currently titled lecturers)?

Field	293 Responses					Responses
	1	2	3	4	5	
Asst. / Assoc. / Full Instructional Professor	36.3%	33.1%	25.2%	3.6%	1.8%	278
Asst. / Assoc. / Full Teaching Professor	28.1%	52.5%	14.4%	4.3%	0.7%	278
Asst. / Assoc. / Full Professor (no modifier)	25.8%	7.5%	18.7%	31.8%	16.1%	267
No change: Lecturer, Senior Lecturer, Master Lecturer	15.3%	4.4%	32.5%	36.9%	10.9%	274
Other, please specify	5.6%	5.6%	6.7%	29.2%	52.8%	89

Q3 - [Current position: Tenure-track faculty assistant professor] Regarding the current UF Senate proposal, please rank which title series you prefer from 1 (most preferred) to 5 (least preferred) for instruction-intensive non-tenure-track faculty (currently titled lecturers)?

Field	48 Responses					Responses
	1	2	3	4	5	
Asst. / Assoc. / Full Instructional Professor	48.9%	24.4%	22.2%	2.2%	2.2%	45
Asst. / Assoc. / Full Teaching Professor	24.4%	68.9%	4.4%	2.2%	0.0%	45
Asst. / Assoc. / Full Professor (no modifier)	11.6%	4.7%	23.3%	41.9%	18.6%	43
No change: Lecturer, Senior Lecturer, Master Lecturer	19.1%	2.1%	40.4%	27.7%	10.6%	47
Other, please specify	7.7%	0.0%	7.7%	30.8%	53.8%	13

Q3 - [Current position: Tenured faculty associate/full professor] Regarding the current UF Senate proposal, please rank which title series you prefer from 1 (most preferred) to 5 (least preferred) for instruction-intensive non-tenure-track faculty (currently titled lecturers)?

Field	111 Responses					Responses
	1	2	3	4	5	
Asst. / Assoc. / Full Instructional Professor	37.9%	43.7%	13.6%	2.9%	1.9%	103
Asst. / Assoc. / Full Teaching Professor	35.9%	42.7%	14.6%	4.9%	1.9%	103
Asst. / Assoc. / Full Professor (no modifier)	8.2%	3.1%	11.3%	51.5%	25.8%	97
No change: Lecturer, Senior Lecturer, Master Lecturer	24.0%	7.7%	47.1%	17.3%	3.8%	104
Other, please specify	3.2%	6.5%	9.7%	29.0%	51.6%	31

Q3 - [Current position: Non-tenure track faculty instruction intensive] Regarding the current UF Senate proposal, please rank which title series you prefer from 1 (most preferred) to 5 (least preferred) for instruction-intensive non-tenure-track faculty (currently titled lecturers)?

Field	106 Responses					Responses
	1	2	3	4	5	
Asst. / Assoc. / Full Instructional Professor	29.8%	26.0%	37.5%	5.8%	1.0%	104
Asst. / Assoc. / Full Teaching Professor	25.0%	57.7%	16.3%	1.0%	0.0%	104
Asst. / Assoc. / Full Professor (no modifier)	47.1%	11.8%	25.5%	10.8%	4.9%	102
No change: Lecturer, Senior Lecturer, Master Lecturer	4.1%	1.0%	13.3%	61.2%	20.4%	98
Other, please specify	0.0%	5.6%	2.8%	33.3%	58.3%	36

Q3 - [Non-tenure track faculty research intensive] Regarding the current UF Senate proposal, please rank which title series you prefer from 1 (most preferred) to 5 (least preferred) for instruction-intensive non-tenure-track faculty (currently titled lecturers)?

Field	10 Responses					Responses
	1	2	3	4	5	
Asst. / Assoc. / Full Instructional Professor	44.4%	33.3%	11.1%	0.0%	11.1%	9
Asst. / Assoc. / Full Teaching Professor	0.0%	66.7%	22.2%	11.1%	0.0%	9
Asst. / Assoc. / Full Professor (no modifier)	44.4%	11.1%	0.0%	44.4%	0.0%	9
No change: Lecturer, Senior Lecturer, Master Lecturer	0.0%	0.0%	55.6%	33.3%	11.1%	9
Other, please specify	40.0%	0.0%	0.0%	0.0%	60.0%	5

Q3 - [Current position: Non-tenure track faculty service/admin intensive] Regarding the current UF Senate proposal, please rank which title series you prefer from 1 (most preferred) to 5 (least preferred) for instruction-intensive non-tenure-track faculty (currently titled lecturers)?

Field	12 Responses					Responses
	1	2	3	4	5	
Asst. / Assoc. / Full Instructional Professor	45.5%	27.3%	27.3%	0.0%	0.0%	11
Asst. / Assoc. / Full Teaching Professor	18.2%	45.5%	18.2%	18.2%	0.0%	11
Asst. / Assoc. / Full Professor (no modifier)	20.0%	10.0%	30.0%	20.0%	20.0%	10
No change: Lecturer, Senior Lecturer, Master Lecturer	27.3%	9.1%	27.3%	36.4%	0.0%	11
Other, please specify	0.0%	50.0%	0.0%	50.0%	0.0%	2

Q3 - [Current position: Other] Regarding the current UF Senate proposal, please rank which title series you prefer from 1 (most preferred) to 5 (least preferred) for instruction-intensive non-tenure-track faculty (currently titled lecturers)?

Field	5 Responses					Responses
	1	2	3	4	5	
Asst. / Assoc. / Full Instructional Professor	0.0%	60.0%	40.0%	0.0%	0.0%	5
Asst. / Assoc. / Full Teaching Professor	40.0%	0.0%	40.0%	20.0%	0.0%	5
Asst. / Assoc. / Full Professor (no modifier)	40.0%	20.0%	0.0%	0.0%	40.0%	5
No change: Lecturer, Senior Lecturer, Master Lecturer	0.0%	25.0%	0.0%	75.0%	0.0%	4
Other, please specify	50.0%	0.0%	50.0%	0.0%	0.0%	2

Q16 - What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on your standing at UF?

307 Responses

Field	Percentage
Extremely positive	29.0%
Somewhat positive	20.2%
Neither positive nor negative	41.0%
Somewhat negative	6.5%
Extremely negative	3.3%

Q16 - What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on your standing at UF?

Field	306 Responses					Responses
	Extremely positive	Somewhat positive	Neither positive nor negative	Somewhat negative	Extremely negative	
Tenure-track faculty: Asst. Professor (or equivalent)	14.6%	16.7%	58.3%	6.3%	4.2%	48
Tenured faculty: Assoc. / Full Professor (or equivalent)	9.2%	14.3%	59.7%	11.8%	5.0%	119
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	59.6%	29.4%	11.0%	0.0%	0.0%	109
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	15.4%	7.7%	69.2%	7.7%	0.0%	13
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	8.3%	25.0%	41.7%	16.7%	8.3%	12
Other: please specify	60.0%	20.0%	20.0%	0.0%	0.0%	5

Q14 - What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on your work at UF?

Field	307 Responses
	Percentage
Extremely positive	24.8%
Somewhat positive	20.2%
Neither positive nor negative	47.6%
Somewhat negative	4.9%
Extremely negative	2.6%

Q14 - What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on your work at UF?

Field	306 Responses					Responses
	Extremely positive	Somewhat positive	Neither positive nor negative	Somewhat negative	Extremely negative	
Tenure-track faculty: Asst. Professor (or equivalent)	14.6%	20.8%	62.5%	2.1%	0.0%	48
Tenured faculty: Assoc. / Full Professor (or equivalent)	8.4%	16.8%	59.7%	10.1%	5.0%	119
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	51.4%	23.9%	23.9%	0.9%	0.0%	109
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	0.0%	30.8%	69.2%	0.0%	0.0%	13
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	8.3%	16.7%	58.3%	8.3%	8.3%	12
Other: please specify	40.0%	0.0%	60.0%	0.0%	0.0%	5

Q15 - What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on UF as a top ranked institution?

Field	305 Responses
	Percentage
Extremely positive	39.3%
Somewhat positive	31.1%
Neither positive nor negative	21.0%
Somewhat negative	4.6%
Extremely negative	3.9%

Q15 - What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on UF as a top ranked institution?

Field	304 Responses					Responses
	Extremely positive	Somewhat positive	Neither positive nor negative	Somewhat negative	Extremely negative	
Tenure-track faculty: Asst. Professor (or equivalent)	38.3%	29.8%	21.3%	6.4%	4.3%	47
Tenured faculty: Assoc. / Full Professor (or equivalent)	18.6%	35.6%	28.8%	9.3%	7.6%	118
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	66.1%	24.8%	9.2%	0.0%	0.0%	109
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	15.4%	61.5%	23.1%	0.0%	0.0%	13
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	25.0%	25.0%	50.0%	0.0%	0.0%	12
Other: please specify	60.0%	20.0%	20.0%	0.0%	0.0%	5

Q6 - Overall, how do UF administrators (associate deans and higher) view changing the title of instruction-intensive non-tenure track faculty (lecturers)?

Field	226 Responses Percentage
Strongly support	10.6%
Support	31.9%
Neither support nor oppose	47.3%
Oppose	8.4%
Strongly oppose	1.8%

Q6 - Overall, how do UF administrators (associate deans and higher) view changing the title of instruction-intensive non-tenure track faculty (lecturers)?

Field	225 Responses					Responses
	Strongly support	Support	Neither support nor oppose	Oppose	Strongly oppose	
Tenure-track faculty: Asst. Professor (or equivalent)	8.6%	34.3%	54.3%	0.0%	2.9%	35
Tenured faculty: Assoc. / Full Professor (or equivalent)	10.0%	22.9%	54.3%	11.4%	1.4%	70
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	11.6%	40.0%	37.9%	9.5%	1.1%	95
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	0.0%	33.3%	55.6%	11.1%	0.0%	9
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	9.1%	18.2%	72.7%	0.0%	0.0%	11
Other: please specify	40.0%	20.0%	20.0%	20.0%	0.0%	5

Q18 - Overall, how do UF faculty view changing the title of instruction-intensive non-tenure track faculty (lecturers)?

Field	Percentage
Strongly support	17.8%
Support	47.4%
Neither support nor oppose	23.1%
Oppose	8.5%
Strongly oppose	3.2%

Q18 - Overall, how do UF faculty view changing the title of instruction-intensive non-tenure track faculty (lecturers)?

Field	246 Responses					Responses
	Strongly support	Support	Neither support nor oppose	Oppose	Strongly oppose	
Tenure-track faculty: Asst. Professor (or equivalent)	29.3%	39.0%	19.5%	12.2%	0.0%	41
Tenured faculty: Assoc. / Full Professor (or equivalent)	10.6%	45.9%	24.7%	12.9%	5.9%	85
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	20.0%	54.7%	18.9%	4.2%	2.1%	95
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	0.0%	66.7%	25.0%	8.3%	0.0%	12
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	22.2%	22.2%	55.6%	0.0%	0.0%	9
Other: please specify	50.0%	0.0%	50.0%	0.0%	0.0%	4

Q8 - Which of the following do you think need to be addressed to improve fair and equitable treatment for non-tenure track faculty? Select all that apply.

Field	284 Responses Percentage of Responses
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%

q8 Which of the following do you think need to be addressed to improve fair and equitable treatment for non-tenure track faculty? Select all that apply.

Field	Title changes	Use of multi-year contracts	Representation on committees	Representation in governance	Total
Tenure-track faculty: Asst. Professor (or equivalent)	71.4%	100.0%	69.0%	69.0%	42
Tenured faculty: Assoc. / Full Professor (or equivalent)	56.9%	89.0%	64.2%	71.6%	109
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	89.5%	87.6%	59.0%	62.9%	105
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	61.5%	84.6%	61.5%	61.5%	13
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	36.4%	63.6%	63.6%	81.8%	11
Other: please specify	100.0%	100.0%	75.0%	75.0%	4

Field	Representational peer reviewers for annual reviews	Representational peer reviewers for promotion	Same access to grant opportunities as all faculty	Same access to service opportunities as all faculty	Total
Tenure-track faculty: Asst. Professor (or equivalent)	61.9%	69.0%	50.0%	64.3%	42
Tenured faculty: Assoc. / Full Professor (or equivalent)	53.2%	61.5%	59.6%	63.3%	109
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	57.1%	63.8%	64.8%	66.7%	105
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	61.5%	76.9%	69.2%	38.5%	13
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	54.5%	90.9%	54.5%	45.5%	11
Other: please specify	50.0%	50.0%	100.0%	50.0%	4

Q21 - Non-tenure-track faculty across campus are currently treated as equal members of the UF faculty.

Field	281 Responses
	Percentage
Agree	17.8%
Disagree	82.2%

Q21 - Non-tenure-track faculty across campus are currently treated as equal members of the UF faculty.

Field	280 Responses		Responses
	Agree	Disagree	
Tenure-track faculty: Asst. Professor (or equivalent)	19.5%	80.5%	41
Tenured faculty: Assoc. / Full Professor (or equivalent)	18.3%	81.7%	109
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	18.6%	81.4%	102
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	7.7%	92.3%	13
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	0.0%	100.0%	11
Other: please specify	25.0%	75.0%	4

Q22 - The use of multi-year contracts will provide a more stable opportunity to hire and retain non-tenure track faculty.

Field	285 Responses Percentage
Agree	96.8%
Disagree	3.2%

Q22 The use of multi-year contracts will provide a more stable opportunity to hire and retain non-tenure track faculty.

Field	284 Responses		Responses
	Agree	Disagree	
Tenure-track faculty: Asst. Professor (or equivalent)	97.8%	2.2%	45
Tenured faculty: Assoc. / Full Professor (or equivalent)	96.4%	3.6%	110
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	99.0%	1.0%	102
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	100.0%	0.0%	13
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	80.0%	20.0%	10
Other: please specify	100.0%	0.0%	4

Q23 - Non-tenure track faculty are paid fairly for their work.

Field	271 Responses	
	Agree	Disagree
Agree	31.4%	68.6%
Disagree	68.6%	31.4%

Q23 - Non-tenure track faculty are paid fairly for their work.

Field	270 Responses		Responses
	Agree	Disagree	
Tenure-track faculty: Asst. Professor (or equivalent)	30.0%	70.0%	40
Tenured faculty: Assoc. / Full Professor (or equivalent)	42.6%	57.4%	101
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	23.3%	76.7%	103
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	33.3%	66.7%	12
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	0.0%	100.0%	10
Other: please specify	50.0%	50.0%	4

Q24 - Instruction-intensive non-tenure track faculty should pursue grants and/or conduct research.

		259 Responses
Field		Percentage
Agree		54.1%
Disagree		45.9%

Q24 - Instruction-intensive non-tenure track faculty should pursue grants and/or conduct research.

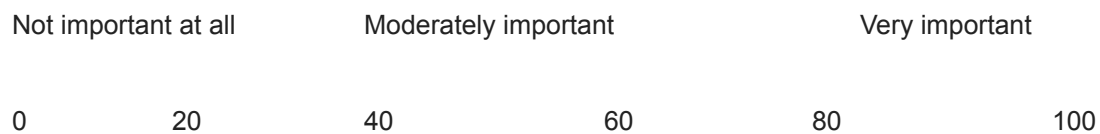
Field	258 Responses		Responses
	Agree	Disagree	
Tenure-track faculty: Asst. Professor (or equivalent)	51.3%	48.7%	39
Tenured faculty: Assoc. / Full Professor (or equivalent)	47.4%	52.6%	95
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	57.1%	42.9%	98
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	91.7%	8.3%	12
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	54.5%	45.5%	11
Other: please specify	66.7%	33.3%	3

Q10 - Are you currently on a multi-year contract?

		123 Responses
Field		Percentage
Yes		7.3%
No		92.7%

Q10 - Are you currently on a multi-year contract?

Field	123 Responses		Responses
	Yes	No	
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	6.0%	94.0%	100
Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	15.4%	84.6%	13
Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	10.0%	90.0%	10



Q25 - How important is research to the University's core missions? Use the slider below to provide your answer.

290 Responses

Field	Value
0 to 20	1.0%
21 to 40	1.4%
41 to 60	9.0%
61 to 80	22.8%
81 to 100	65.9%

Q25 - How important is research to the University's core missions? Use the slider below to provide your answer.

289 Responses

Field	Tenure-track faculty: Asst. Professor (or equivalent)	Tenured faculty: Assoc. / Full Professor (or equivalent)	Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	Other: please specify
0 to 20	2.2%	0.9%	1.0%	0.0%	0.0%	0.0%
21 to 40	0.0%	0.9%	2.0%	0.0%	0.0%	25.0%
41 to 60	2.2%	4.3%	15.7%	15.4%	20.0%	0.0%
61 to 80	11.1%	21.7%	28.4%	30.8%	20.0%	25.0%
81 to 100	84.4%	72.2%	52.9%	53.8%	60.0%	50.0%
Responses --	45	115	102	13	10	4

Q27 - How important is teaching/instruction to the University's core missions?
Use the slider below to provide your answer.

Not important at all Moderately important Very important

0 20 40 60 80 100

291 Responses

Field	Value
0 to 20	1.0%
21 to 40	6.5%
41 to 60	11.3%
61 to 80	17.2%
81 yo 100	63.9%

Q27 - How important is teaching/instruction to the University's core missions?
Use the slider below to provide your answer.

290 Responses

Field	Tenure-track faculty: Asst. Professor (or equivalent)	Tenured faculty: Assoc. / Full Professor (or equivalent)	Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	Other: please specify
0 to 20	0.0%	0.9%	1.9%	0.0%	0.0%	0.0%
21 to 40	11.1%	6.1%	5.8%	0.0%	10.0%	0.0%
41 to 60	15.6%	10.4%	7.8%	15.4%	40.0%	0.0%
61 to 80	17.8%	22.6%	9.7%	23.1%	10.0%	25.0%
81 to 100	55.6%	60.0%	74.8%	61.5%	40.0%	75.0%
Responses	45	115	103	13	10	4

Q28 - How important is service to the UF community, to the University's core missions? Use the slider below to provide your answer.

Not important at all Moderately important Very important

0 20 40 60 80 100

		289 Responses
Field		Value
0 to 20		10.0%
21 to 40		17.0%
41 to 60		25.6%
61 to 80		20.1%
81 to 100		27.3%

Q28 - How important is service to the UF community, to the University's core missions? Use the slider below to provide your answer.

Field	288 Responses					
	Tenure-track faculty: Asst. Professor (or equivalent)	Tenured faculty: Assoc. / Full Professor (or equivalent)	Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	Other: please specify
0 to 20	15.6%	11.4%	2.9%	15.4%	30.0%	0.0%
21 to 40	22.2%	20.2%	11.8%	7.7%	20.0%	25.0%
41 to 60	20.0%	30.7%	24.5%	15.4%	30.0%	0.0%
61 to 80	15.6%	15.8%	25.5%	46.2%	10.0%	0.0%
81 to 100	26.7%	21.9%	35.3%	15.4%	10.0%	75.0%
Responses --	45	114	102	13	10	4

Q29 - How important is service to the community (outside UF), to the University's core missions? Use the slider below to provide your answer.

Not important at all Moderately important Very important

0 20 40 60 80 100

285 Responses

Field	Value
0 to 20	15.8%
21 to 40	14.4%
41 to 60	21.4%
61 to 80	26.7%
81 to 100	21.8%

Q29 - How important is service to the community (outside UF), to the University's core missions? Use the slider below to provide your answer.

Field	284 Responses					
	Tenure-track faculty: Asst. Professor (or equivalent)	Tenured faculty: Assoc. / Full Professor (or equivalent)	Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)	Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)	Other: please specify
0 to 20	16.3%	21.4%	7.8%	0.0%	40.0%	25.0%
21 to 40	16.3%	14.3%	14.7%	23.1%	0.0%	0.0%
41 to 60	23.3%	24.1%	17.6%	15.4%	20.0%	50.0%
61 to 80	18.6%	25.0%	29.4%	53.8%	30.0%	0.0%
81 to 100	25.6%	15.2%	30.4%	7.7%	10.0%	25.0%
Responses --	43	112	102	13	10	4

Appendix A – Questionnaire

Q1

An informational video (11 minutes in length) is accessible here <https://youtu.be/1lWiGe-F-3M> if you would like to learn more about this issue and the background for the survey.

Video Objectives:

- Provide information about a Faculty Senate resolution promoting a change to the lecturer title series
- Explain why title changes are a beginning step to address equity for full-time non-tenure track faculty
- Describe how equity among full-time non-tenure-track faculty is central to our shared goals as faculty

The following survey will be used to interpret CLAS faculty views and concerns related to full-time non-tenure track title changes at the University of Florida. *WHEN ANSWERING QUESTIONS IN THIS SURVEY, THINK ABOUT **FULL-TIME NON-TENURE TRACK FACULTY ONLY**.* All full-time CLAS faculty are included in this survey. Your answers will inform the current Senate proposal on non-tenure-track title changes. Here is a link to the [current proposal](#).

This survey will be organized with [Bureau of Economic and Business Research \(BEBR\)](#). Participation is voluntary. The survey asks your opinions about changes to non-tenure track faculty titles and will take about 5 minutes to complete. You don't have to answer any question you don't want to. *Faculty and administrators will NOT have access to your responses.* Your name will not be linked to your answers in the report. **Please note that responses to open-ended questions will be reported verbatim. When answering open ended questions, be sure to avoid including your name or any other information that may identify you.**

Q2 What is your current position at UF?

- Tenure-track faculty: Asst. Professor (or equivalent) (1)
- Tenured faculty: Assoc. / Full Professor (or equivalent) (2)
- Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching) (3)
- Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research) (4)
- Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin) (5)
- Other: please specify (6) _____
-

Q3 Regarding the current [UF Senate proposal](#), please rank which title series you prefer from 1 (most preferred) to 5 (least preferred) for **instruction-intensive** non-tenure-track faculty (currently titled lecturers)?

- _____ Asst. / Assoc. / Full Instructional Professor (1)
- _____ Asst. / Assoc. / Full Teaching Professor (2)
- _____ Asst. / Assoc. / Full Professor (no modifier) (3)
- _____ No change: Lecturer, Senior Lecturer, Master Lecturer (4)
- _____ Other, please specify (5)
-

Q16 What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on your **standing** at UF?

- Extremely positive (8)
 - Somewhat positive (9)
 - Neither positive nor negative (10)
 - Somewhat negative (11)
 - Extremely negative (12)
-

Q14 What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on your **work** at UF?

- Extremely positive (1)
 - Somewhat positive (2)
 - Neither positive nor negative (3)
 - Somewhat negative (4)
 - Extremely negative (5)
-

Q15 What impact would a change to the title of instruction-intensive non-tenure track faculty (lecturers) have on UF as a top ranked institution?

- Extremely positive (1)
 - Somewhat positive (2)
 - Neither positive nor negative (3)
 - Somewhat negative (4)
 - Extremely negative (5)
-

Q5 Please describe how a change in the title series of instruction-intensive non-tenure track faculty may impact you.

Q17 REMINDER: WHEN ANSWERING QUESTIONS IN THIS SURVEY, THINK ABOUT **FULL-TIME NON-TENURE TRACK FACULTY ONLY**.

Q6 Overall, how do UF administrators (associate deans and higher) view changing the title of instruction-intensive non-tenure track faculty (lecturers)?

- Strongly support (1)
 - Support (2)
 - Neither support nor oppose (3)
 - Oppose (4)
 - Strongly oppose (5)
-

Display This Question:

If Q6 = Strongly support

Or Q6 = Support

Or Q6 = Neither support nor oppose

Or Q6 = Oppose

Or Q6 = Strongly oppose

Q7 Please elaborate on why you think UF administrators will $\{Q6/ChoiceGroup/SelectedChoices\}$ changing non-tenure track titles.

Q18 Overall, how do UF faculty view changing the title of instruction-intensive non-tenure track faculty (lecturers)?

- Strongly support (1)
- Support (2)
- Neither support nor oppose (3)
- Oppose (4)
- Strongly oppose (5)

Display This Question:

If Q18 = Strongly support

Or Q18 = Support

Or Q18 = Neither support nor oppose

Or Q18 = Oppose

Or Q18 = Strongly oppose

Q20 Please elaborate on why you think UF faculty will $\{Q18/ChoiceGroup/SelectedChoices\}$ changing non-tenure track titles.

Q8 Which of the following do you think need to be addressed to improve fair and equitable treatment for non-tenure track faculty? Select all that apply.

- Title changes (1)
 - Use of multi-year contracts (5)
 - Representation on committees (6)
 - Representation in governance (9)
 - Representational peer reviewers for annual reviews (7)
 - Representational peer reviewers for promotion (10)
 - Same access to grant opportunities as all faculty (8)
 - Same access to service opportunities as all faculty (11)
-

Q21 Non-tenure-track faculty across campus are currently treated as equal members of the UF faculty.

Agree (1)

Disagree (2)

Q22 The use of multi-year contracts will provide a more stable opportunity to hire and retain non-tenure track faculty.

Agree (1)

Disagree (2)

Q23 Non-tenure track faculty are paid fairly for their work.

Agree (1)

Disagree (2)

Q24 Instruction-intensive non-tenure track faculty should pursue grants and/or conduct research.

Agree (1)

Disagree (2)

Display This Question:

If Q2 = Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)

Or Q2 = Non-tenure-track faculty: research-intensive (Highest percentage of appointment consists of research)

Or Q2 = Non-tenure-track faculty: service/admin-intensive (Highest percentage of appointment consists of service/admin)

Q10 Are you currently on a multi-year contract?

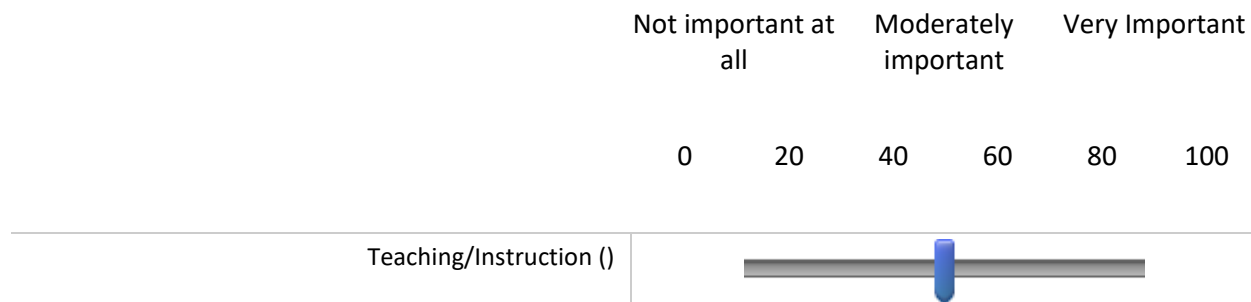
Yes (1)

No (3)

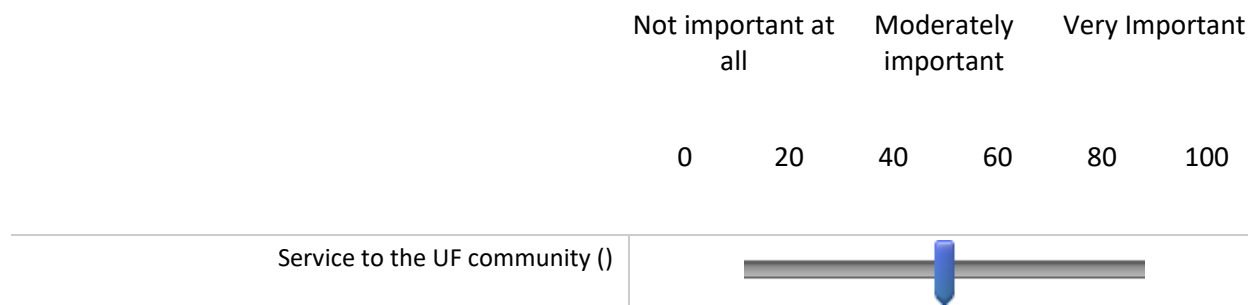
Q25 How important is research to the University's core missions? Use the slider below to provide your answer.



Q27 How important is teaching/instruction to the University's core missions? Use the slider below to provide your answer.



Q28 How important is service to the UF community, to the University's core missions? Use the slider below to provide your answer.



Q29 How important is service to the community (outside UF), to the University's core missions? Use the slider below to provide your answer.

