

**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 4<sup>th</sup>, January 11<sup>th</sup>, and January 15<sup>th</sup>, 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

Q3\_5\_TEXT - 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)?

Other, please specify - Text

27 Responses

Other, please specify - Text

-

A title which includes the word "professor"

A/A/F Lecturer

Ass./Assoc./Full Clinical Professor

Asst. / Assoc. / Full Instructor of the Practice

Asst. / Assoc. / Full Lecture Professor

Asst. / Assoc. / Full Professor of Teaching (or Instruction)

Asst./ Assoc./Senior Teacher

Asst./Assoc./Full Professor of Practice

Asst/Assoc/Full Professor of Instruction

I can't make an informed decision because the information provided is biased in that Lecturer is presented as a generic title when in fact there are Assistant/Senior/Master Lecturers and incomplete data are given on peer institutions' title conventions

I don't know; I just think staying the same is the worst option

Instructing Professor

Instructor (Asst, Assoc, Full)

It doesn't have to be one of these, but there does need to be a change so that this language is more broadly understood outside of UF (it's not intuitive for instance that "Master" is higher than "Sr"! And "Lecturer" sounds like an adjunct

None

Pedagogical Professor

Post doc

Professor of Curriculum

Teaching Professor/ Senior Teaching Professor/ Master Teaching Professor

Whichever is preferred by current lecturers!

another vote for no change

anything else

change needs to be done, titles outdated

clinical professor

instructor

no idea

## 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

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

191 Responses

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

(Possibly) more respect

A change like this would most directly change my standing and perception among tenure track colleagues within CLAS. As stated, non tenure positions are a majority, yet often feel like a lesser quality.

A significant part of my job and that of lecturers who work for me is to collaborate with department heads to develop courses and curricula in programs across campus. When the prevailing attitude is that lecturers are less than fully competent faculty members, that mission is compromised significantly. The title "lecturer" is the primary vehicle of that attitude. Changing the title would give the proper status to faculty whose primary job is to teach, a significant, if not the primary, mission of the university.

Adopting a name change will provide all faculty equal footing in terms of their shared efforts towards (department/student) success.

Although the change would not apply to my own standing (I'm TT), it'd certainly contribute to creating a more equitable work environment , and create a more positive perception of UF overall (a welcome change in a time when most faculty are angry and upset at the administration's handling of the pandemic).

As a lecturer, this title change would greatly impact the level of respect garnered from colleagues both within UF and outside of UF. It has become apparent during conversations surrounding title changes that a number of (mainly full) Professors have very little understanding of the scholarliness of our positions and the difference between lecturers and adjuncts. This is a first step in gaining equity in standing, pay, job security, and more. This title change would also help greatly in the recruitment of teacher-scholars who otherwise usually will be more attracted to teaching college positions in which their job is the same (in terms of being instruction-heavy), but they receive the Assistant/Associate/Professor series of titles as well as tenure. Overall, I expect the impact on current lecturers and the general perception of UF as an institution will be greatly improved.

As a rather recent hire at UF (2019), the titles were something that I paid attention to on the job market. It will continue to be a factor for me in deciding if I want to stay at UF or consider positions at other institutions where all faculty are treated equally.

As a tenured faculty member, the effects would be mostly indirect. It is in my own interests, and UF's interests, for all faculty to feel appreciated and happy with their work environment. Ultimately, this will allow UF to recruit and retain better instructional faculty, and for those faculty to have more productive and fulfilled careers. This will benefit all of us at UF.

As long as there is pay disparity no impact

As one of the people that this does impact, the change would impact me positively, as it more closely aligns with the way in which students already view me (they already call me professor). The change also is more in line with the job expectations. Though the majority of my time is indeed spent teaching, I do not only "lecture" and carry out many of the other responsibilities of the other traditional tenure-track research faculty including research and proposal writing (though obviously at a smaller effort than the research faculty), student advising (though with fewer students currently than the research faculty), reference letter writing, and committee work, for examples.

Because I have been previously tenured at three institutions, I am less concerned that other lecturers in terms of a direct impact on me. I feel strongly however that equity issues for NTT faculty MUST be address. Contract language is open ended and is lacking in many aspects that are common at other institutions.

Bringing NTT titles in line with other UF faculty titles would clarify our roles for both students and faculty, and make it easier to advocate for equity in all respects.

Change of title without other structural changes means little for individuals or the institution.

Changing the titles will improve the perception of UF as a top institution. It will make UF more competitive in recruiting and retaining top instructors and scientists..

Changing titles for instruction-intensive, non-tenure track faculty ONLY could create a perceived imbalance against non-tenure track lecturers with 100% service/admin release, who may oversee instructional NTT faculty. So, a lecturer would oversee a professor.

Clarify confusion about my title (lecturer) for my students

Degrades the meaning of title of professor

Don't see any impact to me

Eliminate biases associated with the title of lecturer

Eliminates misperceptions re. qualifications and capability for teaching in the field(s).

Equalization of perceived status among colleagues at UF and especially at other institutions who don't have familiarity with the particular way that UF's NTT titles work.

Even lower morale

Everyone from UF colleagues to colleagues from other universities will understand my ongoing investment and relative permanency in my position more fully. Plus, you know, the title change actually reflects the value of my monetarily undervalued work.

Extremely Positive

Feel satisfied, an important member of the UF, no less than anyone

Finally be treated like first class faculty citizens. We are currently treated like lesser members from tenure faculty and yet we hold the same credentials- a PhD. Many lecturers still write and research, too

First, I almost didn't apply for this job because "lecturer" is typically used for temporary positions. Second, it would better recognize that I have the same credentials as all other professors. Third, it will help reaffirm that pursuing teaching and learning is not a second-class status. This is especially important to me because I teach undergrads about research and quantitative analysis. I know A LOT about research. I just get more energy and excitement from teaching and working with students than pursuing competitive grants, fellowships, and publications. I CAN do those things, but I choose to teach and leave my mark on the world that way.

For my personal situation, the title wouldn't make a difference. However, I can see in others how the change would impact their work, experience, and life.

Given the tremendous work non-tenure track faculty do across a broad instructional space, improvements in equity will be felt across the board and generally enhance our educational mission.

Greater investment in participating in the wider academic community at UF and nationally.

Having separate titles insinuates that the duties handled by lecturers are not as important as the ones handled by tenure track faculty. And while the responsibilities are indeed different, the labor performed by non-tenure track faculty is imperative to the proper and smooth functioning of each department on campus. A name change reflects this, and indicates to UF and outsiders that there is not a hierarchy of status in our departments depending on who does research and who does not.

I am always embarrassed by my title and feel like I have to explain it or justify it. But beyond title change, policies need to change as well. It's very demoralizing to be excluded from department procedures or university opportunities because I am "only" a lecturer.

I am an associate professor and I don't feel that changing the titles of lecturers to instructional/teaching professors would significantly change my working conditions or my status.

I am member of a department where "lecturers" are a truly indispensable part of our daily work. The title change would benefit our entire department significantly as it would be a step toward affording our "lecturer" colleagues the respect they deserve and don't always get.

I believe it would improve perceptions about what lecturers do, increase our positions of authority in the classroom and within our departments, and set the stage for further equity initiatives.

I cannot foresee a particular change, but the psychology of a fancier sounding title may lead to subtle feedbacks for myself and others.

I disagree with this initiative. I understand the frustration of non-tenure-track faculty, but changing their titles is not going to improve their working conditions (it will only create confusion).

I do not believe it will not impact me, my department or UF.

I do think we need to have some distinction in names between teaching/research/traditional TT faculty. But honestly I think teaching faculty are more deserving of the "professor" title than non-TT research faculty are. I do worry that if the titles are all the same that as a woman in my field it will be used as an excuse to discredit my own credentials as a TT researcher. That's messed up, but I think a legitimate concern.

I don't see that it will have much impact on me personally but I think it's an important move for my colleagues and could made a significant difference for those in these types of positions

I don't think it does impact me very much, unless the title "professor" (with or without modifiers) is used for faculty without PhDs.

I don't think it will impact me except that it may make some of my colleagues happier which would make me happier.

I don't think it will. It will only benefit those in NTT positions.

I don't think it would affect me directly, other than that I would appreciate the greater recognition it might accord my colleagues

I don't think it would.

I doubt it would impact me, but it might improve the standing for faculty in my unit.

I feel i would have more respect and be more valued.

I feel like a second-class citizen at UF. I am a professor and I consistently go above and beyond to work with and mentor UF's undergraduate students and to feel like I don't get the same respect, pay, or recognition is frustrating and demoralizing. I love my job and my department, but the divide the dual labeling creates between faculty is divisive and unnecessary. Teaching and Research Faculty all deserve the same respect and recognition.

I feel this would decrease the gap between faculty types- the term lecturer can often be confusing to other members of the department, including undergrads, grads, and even faculty. Having a title that more reflects our position would help us avoid having to "explain" or "justify" our position.

I find this survey to be self-serving. It asks leading questions that are loaded. There is no good reason to change titles or names. Institutions of higher learning like Princeton and Stanford employ the term Lecturer and have done so with decades. This denotes a faculty member whose contract is weighed heavily in terms of teaching. This distinction is crucial. Titles are ways in which we draw distinctions so as to avoid confusion. As stands titles can be confusing so to blur these distinctions is just not helpful. And more to the point, this would literally make the position of professor a creature of what, precisely? The professoriate does not need to be dragged into the division between teaching and scholarship/research. Enough. Keep the distinctions. These jobs are very different. Titles should reflect the different job descriptions as well as tenure status. We owe students and the community along with each other that clarity. Enough of this self-serving moves. People are dying, we are being threatened with furloughs, and some people at UF, more than likely Lecturers, think title changes are important. This is what I mean by self serving.

I greatly value the work lecturers do, but there is a distinction in a job description; I think that 'professor' should be reserved for positions that include independent research track and graduate student mentoring.

I have a NTT title and would love it to reflect what I do and to be more in line with my research (tenured) faculty.

I have no idea. My department treats me like a tenure track faculty member. My field treats me like a tenure track member. I am sure that this will affect others, but I do not believe it would have much impact on me.



I often need to explain my title to my international colleagues or those from other institutions. I choose to title myself using my roles within my department rather than "lecturer" because it is much easier for outside communication and work

I personally don't see myself being impacted by this title change, but believe the impact on instruction-intensive non-TT faculty (and on UF as a whole) make it entirely worthwhile.

I think it is important to make a distinction with tenure-track and tenured faculty with lecturers or whatever they will be called in the titles held, which is why I don't think a Lecturer should be called an Assistant Professor (no modifier). But if the title lecturer is old-fashioned, by all means they can be called something else, for example Instructional or Teaching Assistant Professor, etc.

I think it will make my colleagues feel more appreciated and will create a better environment. They will feel less like 2nd-class citizens

I think the title change will have a beneficial effect on departmental governance. Because many departmental procedures date to a period before the widespread introduction of instruction-intensive NTT faculty, there have been multiple questions in my home department about the status of such faculty for voting, doctoral committees, admissions, and so on. This change will help us develop more equitable policies in future.

I would be able to call myself "Professor", which is what most of my students already use. The change also embodies UF's recognition that teaching/instructional faculty are significant contributors to the university's mission.

I would be viewed as an equal by both my colleagues and students. The title change would provide consistency across academic fields and institutions. It would help me to feel more secure in my position (and future) at UF.

I would get the respect I deserve for the classroom instruction, TA instruction, pedagogical research, and administrative and governance service to the university.

I would not like the title without a qualifier, because I think it is important that those of us who have high pressure to do research and publish have titles different than those who do not have those pressures. Otherwise, I think it is a good idea to use terms that are more standard across the country and less diminishing of the work.

I'd feel better about having equity among faculty. Lecturers serve an important role and do research as well as teach. They should have the same title as tenured and tenure-track faculty and receive equitable pay. It's the right thing to do.

I'm 100% admin and never use my lecturer title anyway. I hold a master's as a lecturer, but elsewhere on campus, there are PhD lecturers. If I became some kind of "professor," would that really be equitable?

I'm non-tenure-track research-focused. It may marginalize me further as a non-professor.

If there are no other essential changes to the job descriptions (responsibilities, etc.), I do not believe I will be impacted. But I have not looked into the details. So, I cannot commit to a definite answer at this juncture.

Improved Respect

Indirectly only

Institutional recognition of the importance of my NTT colleagues

It may boost morale, but if the salaries are not relatively improved there may still be an issue.

It might also lead to a change in my job title, which faces similar issues.

It might give me more hands-on experience in teaching as a post-doctoral scholar.

It will confuse students and possibly reflect negatively on my evaluations.

It will create a more equitable atmosphere and represent a moral victory for hard-working members of our community

It will give me more authority in conducting business with colleagues outside of UF and fully cement my status as equal to the tenure-track professors in my department.

It will harm reputation of university because non tenure track faculty have not been hired as tenure track.

It will help recruit better Non-TT faculty. Moving toward the "teaching" modifier will put us in step with peer (competing) institutions. Removing modifiers entirely would give us a competitive edge.

It will make me more competitive for other jobs at universities since the title will transfer

It will make recruitment of quality teaching faculty much easier, the title of lecturer does not fit what the positions do.

It would allow less confusion in recruiting for lecturer-track lines

It would be a morale booster.

It would boost my morale, and I think it would promote a spirit of equity in academic departments.

It would bring equity to the NTT faculty

It would change my current title. It would pull away from the stigma associated with the lecturer title and academia.

It would clarify the title that my students use to communicate with/about me.

It would degrade the importance of research

It would encourage me to more actively seek out opportunities to contribute to UF as a teacher-scholar and to collaborate with tenure-track faculty.

It would enhance perception of my worth and work among peers and students alike; as well as among colleagues at other Universities.

It would go a long way towards improving morale, increasing status, and recognizing the contribution of such an incredible group of faculty. I have always felt like a "second class citizen" and in 2020, those days should be over. This change should be embraced by the university.

It would help create an equitable workplace and add respect as opposed to my current title.

It would help to reduce the consistent institutional discrimination I face as a lecturer. Please change our titles.

It would increase equity among colleagues in my department, which would be a positive thing for everyone.

It would not, you are only addressing the lecture series.

It would not.

It would provide my "lecturer" colleagues with a better descriptor of what it is they do.

It would recognize the scholarship of pedagogy, which I hope would also allow full-time instructors to have the chance to feel research-active should they desire this.

It would reduce bias against NTT faculty when interacting with TT faculty, but would not eliminate those behaviors.

It would sound better.

It wouldn't. This is just another semantics word game.

It wouldn't

It's really absurd how behind the times UF is on this issue. I literally have to have a footnote in my CV to explain that "Lecturer" at UF is equivalent to what any responsible institution is currently calling Assistant Professor of Teaching (or something similar). Nobody outside of UF knows what the "Lecturer" title even means.

Little effect

Little impact

Make clear that UF and its faculty value teaching at least as much as research.

Many students assume their instructor has the professor rank and uses that title in addressing me. I often correct them. When co-teaching with faculty with professor series rank, there is a level of stratification by title implied by the titles shown on the syllabus. My chair has corrected his mistake on a couple of occasions, in mid sentence, when referring to me to a staff member standing nearby. Although he was correct in doing so, it implies the existence of an academic caste system that I do not believe exists in our departmental culture. As argued in the rationale by the proposal, lecturing is a rather archaic term, we have learned from research in the learning sciences in how this mode of teaching leads to inferior learning outcomes. Therefore, the reputation of UF regarding its teaching mission would be greatly enhanced by striking this title.

More self-confidence

My concern is that a change to calling lecturers professors will allow the administration to hire mainly lecturers with the illusion that they are hiring professors in the traditional sense. Research will be degraded by devoting less resources to faculty that engage in both research and teaching.

My current job title is lecturer. Depending on the institution, lecturer could mean anything - from a part time adjunct, to a postdoctoral appointment, to a course coordinator like myself. Having the title of teaching professor would eliminate this ambiguity in my job title.

My guess is that we'll hire and retain better instructional faculty.

My research papers and grant proposals may be taken seriously now. Increased respect for title by others.

My standing would be deflated. If everybody is a Professor, then nobody is.

N/A

N/A

N/A

NTT faculty are frequently treated as second-class citizens. A title change would indicate to the rest of the university and at professional conferences UF's commitment to treating NTT professors as the professors they are and not as expendable hired teachers.

No change

No direct personal impact, but will better recognize professional standing of long-term instruction-intensive faculty.

No impact

None

None

None, but false equivalency will affect programs and training and especially hiring negatively

Not at all.

Not consistent with top institutions

Not much

Not much. I am retiring soon.

Not sure

Positions in my department advertised with the name change may receive more competitive applicants.

Potential for more confusion or less confusion in terms of what different roles college professors have

Receiving adequate acknowledgement and validation of my dedication in educating and nurturing the younger generations.

Recognition

Reduced confusion with other institutions that also use the proposed professor titles for both their teaching and research faculty despite the differences in responsibilities as they are both (teaching and research) important to the university as a whole. The current UF divided system is a morale killer with a lot of demeaning attitude from tenure track professors towards lecturers who have chosen a teaching career. The change in title will also be helpful in grant writing some are specific that someone must be at least an assistant professor and the lecturer title works against lecturers in grant application. There are teaching/pedagogical grants that lecturers can apply for.

Research and Pedagogy collaborations are difficult to establish because of the perception of my current title.

Research shows that equality and recognition of everyone's effort create more stimulating and productive workplaces.

Students have no idea what any of these titles mean, nor does anyone outside of academia. I have been mistaken for a less important professor than an older male lecturer by students. So I think it may help teaching faculty feel better--but that does not impact me directly.

The change is in line with titles for comparable positions at other institutions. Hence, when we hire instructional faculty we are making offers that sound less prestigious than offers from our peers. We should have titles that reflect the position and the credentialing it requires. That will help us recruit the best instructors to UF.

The change would be a step in the right direction to promote a more inclusive and welcoming community.

The change would improve equity for current non-TT faculty. The change paves the way for needed structural changes. These include improvements or more fairness in the following areas: salary compensation; job security and multiyear contracts; voice or voting rights in shared governance and university, college, and unit decision making; access to higher positions (e.g., eligibility for Deanship or Assistant Deanship); eligibility for grant and research funding ops currently only open to TT faculty; boosting student perceptions of instructor credibility and worth; boosting UF's goal of "Top 5" by keeping astride with peer institutions in the move toward "Professor" title series for non-TT faculty; current non-TT job prospects when pursuing careers at other institutions.

The faculty in our department who hold full time lecturer positions are exceptionally talented and make an enormous contribution to our program. These individuals serve on dissertation committees, advise graduate students, teach graduate as well as undergraduate courses, and perform crucial departmental service- we simply could not function without them. They are already professors at this university. The proposed change to their title- from lecturer to professor- would appropriately acknowledge their full membership in our academic community and properly communicate the respect that we have for them as experts in their fields.

The only impact that I can foresee is that the title change may raise the level of prestige in the eyes of students.

The proposed new title would be a significant improvement. While considering equity of current lecturer I am very keen for a review of the teaching assignments across lecturers. There is little parity within my department and online courses are mostly counted as a half or even 0.25 course load. Some lecturers are teaching 4 courses, including a large course. Others are teaching 3 and some even 2. All being counted as fulfilling their teaching load. There is little parity or equity in this.

The recognition of teaching professors at top ranked institutions, particularly research-intensive, speaks to a commitment to the whole concept of a university - excellence in teaching as well as research. This would allow us to recruit and reward deep pedagogical underpinnings of teaching, which will, in turn, create a generation of scholar-educators who will have respect in the larger academic community, and will raise the profile of UF.

There is no impact for me personally.

There would be more recognition of the importance of teaching in one's portfolio - whether one is focused on teaching or research. The amount of teaching our lecturers do allows those of us who focus on research to have more time to do just that.

This change would clarify to others in my discipline that I am not an adjunct instructor. When I tell other academics that I'm a lecturer at UF, most assume that my position is adjunct.

This change would have no direct impact on me

This depends on what it is changed to. I don't think changing it to "Asst Prof/Assoc Prof/Prof" is appropriate and would have a negative impact.

This is a difficult issue. I am a full professor, age 60, who will (alas) never clear the "distinguished professor" bar. In other words, I've risen as high in the ranks as I am going to. I think that for "teaching professor" (omitting assistant/associate for brevity) to be appropriate, there needs to be an equivalent title change for research-only faculty, i.e., "research professor". Some colleges have that title (I think Medicine does), but my college (CLAS) does not. From the internal perspective of academia, I think the title change makes little difference; we will all be able to draw the distinction between "professor", "teaching professor", and "research professor", with the understanding that the qualifier preceding "professor" designates "not tenure track". However, from the perspective outside of academia (let us say, "the real world"), I think there is a potential downside, which is that it may weaken the institutional custom of tenure. Because, after all, if a "teaching" professor isn't eligible for tenure, why should a regular old professor be granted that luxury? And tenure is a HUGE luxury, we must admit, but one that a casual perusal of the daily news leads me to conclude is invaluable from the broader societal perspective of permitting academics to speak (more) freely, with a bit of protective cover.

Titles are important to recruitment and morale. The ability to recruit and retain the best colleagues strengthens departments, improving work conditions for everyone.

Very convenient & important

We may be able to recruit more people to teach the more important entry-level courses. I've gotten too old to do that job.

We often hear our colleagues say things like "we treat our lecturers like faculty" or separate us out from TT colleague on our webpages. We in lecturer lines are often seen as "staff" by students (and sometimes TT faculty), and these changes will show everyone that we are, indeed, equal members of the faculty.

Well, as one of them, it would greatly help me. It would be the first step in more equitable treatment in terms of pay and benefits as well as how I am seen by colleagues and students. It would also help me personally feel more secure in my position here at the University of Florida.

Will appreciate the recognition

Won't affect me.

Would clarify the roles of non-tenure track faculty and improve relations among faculty with different roles within a department. It would promote equity and potentially help in recruitment and retention.

Zero impact on me or on them : it's just a change of 'name', and is a surface change.

a distinction must remain between professors and lecturers

attract more students to our program

by only considering the change for "instructional intensive" faculty it does nothing for all other groups

cannot see any real impact except in others' perceptions

diminish recognition and appreciation of the many varied responsibilities, roles and work that tenured/tenure track professors are required to accomplish

don't know

extremley positive

feel more equal in the academic world

funding access

give me more impact

irrelevant

it creates a value that it does not exist in the practice. already students are confuse with the titles

it would not impact me

it wouldn't

it wouldn't

less explanation of what I do to those outside the university

little to no impact

more respect = better job performance = better for everybody

more respect from students and tenure-track colleagues

more responsibilities, higher expectations

my colleagues may be happier thus morale may be better for all

n/a

n/a

na

no change

no direct impact

no effect

not at all

not at all

not directly, only in my unit, where we depend heavily on pedagogy experts who often don't get the respect they deserve - I think this kind of title option would help with that, and with morale

students' perception of my role may change slightly

very little on me but certainly on the university and how it is perceived

working on a more equitable environment will make it a better working environment

would assist in recruiting teaching faculty



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

Field	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

## Q7 - Please elaborate on why you think UF administrators will [QID6-ChoiceGroup-SelectedChoices] changing non-tenure track titles.

146 Responses

Please elaborate on why you think UF administrators will [QID6-ChoiceGroup-SelectedChoices] changing non-tenure track titles.

A committee was appointed

Administrators are generally conservative about change. But really I have no idea what they think.

Again, it will allow them to say "We hired X number of professors" when really this won't mean what it used to mean.

All these titles that lecturers currently have are just meant to divide the faculty. Changing the title will not hurt or affect the current faculty with the title of "assistant professor". However, these titles do hurt the faculty with title of "lecturer" because other institutions don't use these divisive titles, making it harder for national awards and job searches. I would think the administrators would want to not have these divisive titles that were meant to show that teaching faculty weren't as important or valued as faculty that obtain grants and have graduate students.

As long as the job gets done cheaply (compared to tenure track positions) I doubt they care what we're called.

Assigning a separate title to these faculty members does not appropriately acknowledge their skill and expertise in their fields. In addition, if a significant portion of our faculty hold the title of "lecturer" rather than "professor", this could easily give the false impression that the faculty body at UF is overall less qualified than the faculty at other comparable universities. We have no reason to present UF as having an inferior faculty in general, nor to assign titles to our faculty that may inappropriately indicate any kind of individual inferiority. We can easily avoid this by granting all UF full time faculty a professorial title.

Because I have no idea of what their views are about this issue.

Because it's likely better for the University.

Because the tenure track faculty would be upset by lecturers having a similar title to them.

Because they have proven, especially this past semester, that they are arrogant and do not care about any of their faculty. They continually show disregard for our professional, expert opinions and work.

Because they know that there is a distinction between the contracts of lecturers and the expectations made of them. The contracts are everything. Administrators know that. Some faculty, especially lecturers and younger professors do not. There is something about being hired in a rigorous screen, making it through tenure and multiple promotions that makes you more cognizant of the process and difficulty therein.

Because they've let it get this far!

Because we make up a small majority (or at least a big minority) of their faculty.

Boosting student perceptions of instructor credibility and worth; boosting UF's goal of "Top 5" by keeping astride with peer institutions in the move toward "Professor" title series for non-TT faculty; Enabling current non-TT to, importantly, inform more committees since non-TT faculty will inevitably be the majority faculty type given UF's latest hiring, and thus need to be represented adequately; boosting hiring by advertising with a Professor title series for teaching-intensive positions.

CLAS Dean is very supportive of this change and greater recognition of non-TT faculty. Vice Provost Hass also supports this initiative.

Don't have enough information.

Due to recruitment and retention being amongst the highest priorities of the administration, I believe it would be in the best interest to reconcile the title changes to attract and retain game changing faculty.

Equity and Alignment with peer institutions

Follows UF mission as being a top 5 University

Got this feeling in a Faculty Senate Meeting

How should I know what these people think? is there anything revealed that I should know in order to make an assessment on this 'survey'?

How would I know what the administration think? This question is crazy.

I actually have no idea what UF administrators think. This is a strange question.

I actually have no idea what they think about the change. Have they thought about it at all?

I actually have no idea what they think. This is a silly question.

I actually have no idea what/how they think relative to this issue. All my interactions w/them have shown that they don't much care about faculty at all.

I am not really sure if they do oppose it, but I assume so because it might give greater benefits and job security to non-tenure track faculty

I believe our administrators also understand the importance of titles when recruiting and retaining top colleagues. Non-tenure track positions are becoming the norm on all campuses. We must stay competitive.

I believe that tenure-track faculty and administrators feel that creating a teaching professorship would undermine their status as tenure-track or research professors. Further, my experience of 30 years at the University of Florida suggests that many tenure-track professors actually believe that lectures aren't as competent as are those in the tenure track. Otherwise, why would they hold such a job, one that pays less, has no security, and holds a lower status? To make this change, administrators will have to expend political capital, here at UF and with the Board of Governors. If administrators don't believe in the change to begin with, they are unlikely to do so.

I believe they will see value in the change because it will assist in recruitment

I do not know if they support or oppose the change.

I do not know what they think about this proposed change.

I don't actually know what to expect from them at this point, so went for the neutral option

I don't have enough information to say whether they support this change or not.

I don't know exact system of UF administrators support

I don't know the answer to the question, and "don't know" wasn't an option.

I don't know.

I don't see evidence that the administration cares about whether the title is changed.

I don't think we'd be having this discussion if they didn't.

I genuinely have no idea what they think.

I have absolutely no idea, yet you're forcing me to choose. This is the closest option to "I don't know."

I have never heard any voice support for this. In fact in my interactions, they have frequently spoken down to me as a "lecturer" and denied my requests to pursue research/grant funding on my summer breaks (non-employed time) due to my classification as a lecturer..

I have no basis to know what they think.

I have no clue what they think

I have no idea how UF administrators will feel about this matter.

I have no idea how their brains work on a topic like this.

I have no idea how to evaluate this.

I have no idea what UF administrators think about this.

I have no idea what they think

I have no idea what they think

I have no idea what they think, there was no way to indicate that in the answers!

I have no information on their opinions. The link to the proposal is also not working.

I have no information on this, but "I don't know" wasn't an option

I have no information to decide

I have not heard from any admins on this issue, so I don't know what they think.

I have not heard this discussed.

I have not idea what the administrators think about the title changes.

I have seen our associate dean take a stand on this issue, which I greatly appreciate.

I haven't heard their opinions on the matter

I honestly don't know what they think but your badly designed survey would not let me choose ``don't know''

I hope they don't. There is nothing wrong with the title of Lecturer which is used in institutions like Stanford, Princeton, the best universities to denote a faculty member hired with a contract primarily for teaching.

I just do not know what admin think.

I know that our department chair supports.

I really don't know what UF admins think about this issue

I really don't know what their perspective is.

I really have no idea what they think, it's just a guess. I would hope they would support it because I think it emphasizes our institutional support of these full time positions (vs. adjunct labor)

I think somehow it is not a priority for them

I think that most people at UF, from students to deans, view lecturers as 'less' than their tenure track peers. I would like to hope that UF admin would support a title change, but that might be wishful thinking

I think that they lean towards opposing, but are willing to accept this change as more teaching is done by non-tenure track faculty.

I think that they respect the peer and aspirational institutions that have these titles, but as with anything bureaucratic a lot of computer system designations will have to change. I am not sure of what type of endeavor this will be and whether the gain is worth the pain.

I think they hold positions that are either positive or negative, but no one knows what those are for the most part. This is why we need a broad discussion and why faculty should lead this charge.

I think they like our current titles as it limits our ability to be mobile and get better jobs at other institutions thus keeping us here even when work conditions are poor.

I think they recognize the contribution that we make to the college

I would hope that administrators would support greater equity among faculty at UF--along with changes that would help faculty carry out UF's mission

I've not discussed the issue so this is just an assumption.



I've not heard any comments by administrators from my college on this topic.

In my opinion, it is a win-win situation. While it does not cost the University more money, it offers recognition to the achievements of our non-tenure track faculty.

It does not change anything when it comes to the salary contracts

It does not cost any money directly. It would increase the morale of the NTT. It would sound more in line with assistant/associate/full professor and thus seems more equitable even though it is not.

It is a gesture of honor, appreciation and fairness towards our faculties.

It is an assumption, not based on any evidence, that they will support any change to make UF more resemble peer institutions if similar or higher ranking.

It is often difficult for me to understand why UF administrators support what they do, but I would imagine because they think it is in the interest of recruitment.

It looks good for the university to finally catch up to other institutions with this practice already in place.

It raises expectations in terms of quality of work as well as being easier to convey to the outside world.

It will better differentiate teaching faculty and administrative faculty, of which we have many in my department

It will bolster UF's reputation and eminence.

It will help increase the perceived standing of UF. It will also help attract talent into those roles which will in turn keep UF a highly ranked public institution.

It'll be more in congruence with the titles used in top ranking universities, making UF more prestigious

It's the right thing to do.

Lack of information

Lecturers are cheaper, and this makes it look like they are full faculty

Lecturers contribute a majority share in educating the undergraduate students and maintaining the quality of higher education which is critical to the UF community.

Lecturers teach most of the courses in the departments and students refer to them as Professors anyway. Lecturers are the backbone and pillars of the departments!

Most admins come from TT lines and already implicitly or explicitly are biased against NTT faculty unless they have personal histories that lend them to be more sympathetic with the issues surrounding NTT faculty

N/A

No evidence against this

No information provided by administration

None of them are not-tenure-track faculty, so they understand the difference

Only from a ranking perspective. It is commonly viewed that lecturer titles are identical to adjuncts. That hurts UF's ranking. Beyond that, I don't think they really care.

Optics, both inside and outside the university

Past comments of administrators are indicative of their lack of support

Some top administrators will oppose the change based on archaic biases and principles.

That was my selection because I really have no idea.

The Provost opposes the change while at least some Deans and Assoc. Provosts support these changes.

The colleges and the university at large would be boosted by the prestige.

The reaction and comments from Provost Glover during the Senate meeting where this resolution was presented as an information item.

Their focus is in research. We are just the work horses to earn them the prestige.

There is large support from faculty and this improves the outside perception of the university

They are interested in improving equity at the university, as well as the university's national standing, and I think this will do both.

They do not seem supportive, I understand in the past, a move to change the titles was declined by many deans except Dean for engineering. They are shooting themselves in the foot if they still want to attract keeping and hiring great talent.

They have no reason not to. It's just a title change and does not have much associated cost other than changing websites or such.

They haven't been clear on what their level of support is. Some have been clearly supportive and others have been silent.

They likely have mixed views but do not value teaching as much as research

They love things that are woke and do not cost any money.

They may think a change in title will require an increase in pay.

They will care if it ups the ranking of the university, but that is about it.

They'll wait to see how the wind blows

This change would align UF's practices with those of other top universities, and would convey to parents and alumni the university's commitment to high-quality teaching.

This is what has been expressed by college leadership

This will boost morale and also the status of the university.

This will increase UF's ability to recruit non-tenure track faculty and it will also streamline UF's non-tenure track promotion process.

To keep the power structures in place.

UF Admin is catering to lectures in order to pit them against regular faculty.

UF administrators and their desperate quest to force a third rate university to rise in the US News rankings which no one outside the US takes seriously

UF administrators do not like change in the most basic human elements of the university. And if it requires more equitable pay, they would not look highly upon this.

Unclear how higher admin views this issue

Under the current proposal a modifier is included in titles, so a change would have very little substantive meaning

Unsure. I've never heard them discuss this. Perhaps I've missed it. They *should* support it.

Well, I don't really know except that in the few conversations I have had with a few, they seemed open to it. But, I am not sure how broad that support actually is.

Why not? They would have quashed it earlier if so

With some important exceptions, this issue of equity is immaterial to their decision process. I worry that we are valuable only to the extent that we liberate TT faculty to bring in IDCs. The mission of the university has been diminished by the business plan.

actually, I have no idea

better alignment with peers

don't know what they think

enhancing ability to recruit the best instructors

funding access

have not heard or seen any reaction/initiative from them

it probably makes the university look good.

makes their colleges look better

n/a

no basis for judgment

no data

stupid question how would I know how they feel?

supprts UF's teaching vision

they are good people

they created and fostered a two tier system

## Q20 - Please elaborate on why you think UF faculty will [QID18-ChoiceGroup-SelectedChoices] changing non-tenure track titles.

155 Responses

Please elaborate on why you think UF faculty will [QID18-ChoiceGroup-SelectedChoices] changing non-tenure track titles.

There is strong belief they are worthy of better more honored titles for what they do.

Again, I honestly don't know but your badly designed survey would not let me choose that.

Again, no idea what others think

All these titles that lecturers currently have are just meant to divide the faculty. Changing the title will not hurt or affect the current faculty with the title of "assistant professor". However, these titles do hurt the faculty with title of "lecturer" because other institutions don't use these divisive titles, making it harder for national awards and job searches. I would think the UF faculty would want to not have these divisive titles that were meant to show that teaching faculty weren't as important or valued as faculty that obtain grants and have graduate students. They understand that these individuals are colleagues and thus should be seen as such with a similar title.

Apparently there is a whole movement for it.

At least in my Department, we are oriented toward equity and this seems to be something that the current lecturers feel will make their lives better.

Based on statements made by faculty in departmental meetings.

Because currently, non-TT faculty comprise a significant percentage of faculty at UF, and play a vital role in improving teaching undergraduate students. Teaching-intensive faculty comprise a significant portion of the teaching, innovative pedagogy, and pedagogical research for UF.

Because it has been so at the meetings I have attended. By the way, your question does not ask "will" (which may be distinctly different).

Because it is not that important compared to the myriad of other issues we currently face.

Because it is the right thing to do. It is equitable and depicts inclusivity not by mouth but by our actions

Because, if the video is correct, the majority of faculty are now NTT and recognize this as an issue.

Bringing more equity to people who are already paid less is important.

Colleagues support the team and non tenure track lecturers are a major part of the team.

Conversations

Current lecturers understand the importance of the change. Non-lecturer faculty may or may not have an opinion if they don't know if it's a problem.

Current system works

Ditto--has anyone actually done a survey on this, or are we doing it as we speak?

Don't have enough information.

Equity

Equity in titling, we have research professors why not instructional professors

Faculty support and value their colleagues, and it seems clear that a title change is both desired and warranted.

From talking to lecturers in general, they seem supportive of the change, and at least in my department, I believe the faculty as a whole would support this change.

I am guessing that this change would be supported by the faculty in my Department given what I have heard.

I believe there may be support, however, the level of support varies from full to none based on the new title (with modifiers teaching, instructional, or without). I suspect the faculty are supportive of others who feel strongly the title needs to be retired, even if they do not have strong feelings about it. I suspect a very few faculty will oppose it outright.

I can't see a good (non ego-driven) reason for us to oppose this change.

I don't have my ear to the ground on this topic.

I don't know the answer to this, but you did not give this as a response. It seems that most tenure track people are highly supportive of non tenure track people, so would support this as a positive change. I cannot speak for faculty in other departments.

I don't know.

I don't think most regular faculty have any idea about this proposal

I have discuss this with a few colleagues, and, while they would prefer to see this change in conjunction with a pay increase, they do think the change would boost morale and help UF attract high quality job candidates.

I have no basis to know what they think.

I have no idea what they think

I have not heard any comments by faculty in my department on this topic. It has not been an issue.

I have observed that many faculty members, particularly younger faculty who tend to be more progressive, strongly support this title change. Some older and more traditional faculty members are in opposition to the change, which is surprising and demoralizing to me and my lecturer colleagues. Overall, I think the faculty in general support this progress which will improve working conditions for lecturers while also bringing high-quality instructional professors to UF.

I have seen faculty express positive and negative feelings, but I think on balance its positive, because it recognizes an important contribution to university life

I haven't heard any negative opinions on this.

I hope they will support this out of good will to their NTT colleagues

I only say support here as I do feel that a large portion of faculty still abide by the elitist culture that comes with tenure.

I think TT faculty might feel threatened to give lecturers a more professional title.

I think UF Faculty will strongly support this change because we are institution working as a whole for greater equity and access in the world and we would want to reflect that in our own institution.

I think as long as researching professors have different titles, it will not impact those of us in tenured lines in terms of our own prestige, career, or work

I think it depends on what they are changed to

I think many faculty (especially non-tenure faculty of course) will view this change positively. However, it is likely that there are also professors who wouldn't want to share such a title with people who "only" teach.

I think many of us recognize how essential non-tenure-track faculty's work is to the University and are therefore eager for title changes that reflect that.

I think most faculty support the work and commitment that current NNT instructor have to UF goals, and they support acknowledging their contribution of NNT as peers in teaching to TT faculty

I think most forward thinking faculty will support this. I think that older faculty will be less supportive.

I think that TT faculty will oppose because they really don't see NTT colleagues as equals.

I think that tenure-track faculty would support a name change to "Teaching Professor" to distinguish it from their tenure-track status. I think that many tenure-track faculty appreciate the teaching load of non-tenure track lecturers.

I think the lecturers fully support this, but I think many TT faculty will oppose it as they will feel threatened in some way.

I think there is a mix amongst faculty who support, oppose, or just do not care.

I think there will always be more conservative faculty that view this as a threat. However, I think by and large our faculty are a supportive group who seek to lift up their colleagues and who understand that by lifting our colleagues we lift ourselves. As one, we can accomplish more than if we are divided.

I think we have a mixed bag when it concerns faculty. Some will strongly support the change and others will strongly oppose the change.

I would hope they support this to support their hard-working colleagues

I would hope they would support it because they are our colleagues.

I would not presume to speak for faculty. I have no idea.

I wouldn't know either. This has never been discussed at any departmental meeting. However, we do get this survey asking us for such opinions!!!!!!!!!!!!!!

I'm sure it's split. I can understand the desire to give hard working and valuable members of our university (lecturers) a title that puts them on more equal footing with other faculty.

In my department we have tried to build collegiality rather than a hierarchy among faculty. Thus, I always refer to lecturers as "faculty lecturers" to emphasize that they are faculty. We have also had faculty discussions that point out that faculty with research assignments are supported in their efforts by their colleagues who are doing the heavy lifting in the area of teaching. Hence, my sense is that the faculty in my department respect the work that others are doing and would want their faculty colleagues to have titles that reflect their expertise and roles. Note that all of the lecturers in my department hold doctorates--the same degree as our tenure track faculty.

It addresses some clear issues of equity with respect to NTT faculty. It is also in accord with practice at our peer institutions.

It is a more accurate reflection of our shared goals and responsibilities.

It is a positive change. Still, it would be much more effective if the percentage of non-tenure-track faculty would decrease and more tenure-track faculty would increase. More than title, it's job security, higher salaries and better working conditions that would make their position more authoritative.

It is a win-win solution with each track of faculty focusing on the specific demands (research, teaching, service) in academia that are integral and mutually supplementary.

It seems that many faculty realize the value of instruction-intensive faculty and support evolution of the structure and expectations of universities to value and support these faculty as much as "superstar" research faculty

It shows they are valued just as much as other faculty.

It will bolster UF's reputation and eminence.

It will help codify the titles among faculty and help morale among all faculty.

It will increase the morale of the NTT and it does not cost any money. It would also potentially increase UF's standing in the world. It would make UF more competitive in hiring NTT.

It will make for a more egalitarian arrangement rather than a cast system we have now

It will make it easier to recruit non-tenure track faculty.

It will overrate especially lecturers only with a masters degree.

Just a guess

Just a sense of support for lecturers



Lack of information

Lecturer is an ambiguous title and this puts us more in line with other universities.

Lecturer is indeed an ambiguous title, though students, in my experience, don't track titles very closely

Lecturers deserve to be treated, not just in title, but in pay, to tenure-track faculty. It's difficult to imagine any lecturer thinking differently, although TT faculty, especially those older colleagues, might.

Lecturers do the same work as tenured professors, but teach more classes --3 or more classes per semester in addition to participating in several committees.

Many are beginning to realize the changing landscape of higher education

Many have probably never considered the question previously.

Many of them consider teaching as important as research

May impact positively UF and allow for recruiting better faculty in these ranks.

Most TT faculty have not concerned themselves with this issue. Most would view favorably a change to implement greater equity.

Most lecturers I know support the title change, as do the tenure-track faculty I've interacted with.

Most of my colleague circle at UF will strongly support it. I have heard some grumbling from others outside my circle.

Most tenure track faculty would be supportive, but I can understand that a minority would be highly annoyed and slightly threatened by a perceived "decrease in status" by allowing the lecturers into the ranks. I can understand how tenure track faculty may feel as though their contributions become deluded or lost in a sea of "titles for everyone." A plan should come forward that addresses these potential concerns and neutralizes the perception of job threat.

Most will be happy if their colleagues are happy. There may be some "old school" types who dislike changing designations as some Lecturers do not have Ph.D.s.

Most will support, "old school" faculty won't

N/A

No one that I know of likes the title. We all prefer to call ourselves "instructor" when talking to students or outside colleagues

Noblesse oblige

Non-tenure track faculty will strongly support the change. Tenure-track faculty will either be indifferent or oppose the change for because they believe it will reflect poorly on their own status. For tenure-track faculty and administrators to support the initiative, they need to be convinced that it will be good for UF. Tenure-track professors need to believe that the change will not affect their status and administrators need to believe that it will improve the ranking and funding of the university.

Not heard this discussed

Same as above. How would I know what the "UF Faculty" thinks ???

Same response as for the UF admin. I have the same degree and number of publications as my TT colleagues, but am viewed as a lesser faculty member because of my title. I think this embedded viewpoint will hinder support for a title change. Seems like a good plan. Kind of cart before the horse on these questions though...I think faculty will support, but isn't part of the idea of this survey to find out if that's the case?? No idea on admin's view...

Seems to be a logical forward-thinking move so that all faculty contribute to their department's mission -- with titles they can be proud of (and that reflect less disparity between tenured and NTT faculty)

Sets up false equivalency and will impact hiring. And eventually rankings of programs and U negatively.

Some believe lecturers are equal while others see us as glorified TAs.

Some change in title is appropriate.

Some faculty may think that changing titles diminishes their status as tenure track faculty; some see it as showing support of colleagues; others likely don't care because it's a title change with no other real benefits attached.

Some faculty prefer to think of themselves as being superior to lecturers and that's not the way it should be.

TT faculty are already granted respect. Unless they explicitly think it will detract from their own degrees, there is no reason for them to vocally oppose having their colleagues be recognized.

TT faculty think they are the only ones worthy of a Professor title.

Tenured or TT faculty will probably support this, non-TT faculty will likely see it as window dressing for their continued second-tier treatment.

The University gains in faculty satisfaction.

The administration will love it and strongly support it, while rank-and-file faculty will oppose it as it erodes their standing.

The change will reflect the important labor that non-tenure track faculty contribute.

The change would better reflect the professionalism of non-tenure track colleagues.

The non-tenure faculty are our full-time colleagues. Anything that helps them is good.

The stark difference in distinction between "lecturer" and "professor" can cause additional undue tension within departments. Colleagues are most often more comfortable believing that they are interacting as equals, by and large, and allotting a separate title to faculty who do not look forward to the eventual benefits of tenure unnecessarily exacerbates feelings of inequality between department members. Adopting a "professor" title for these faculty would promote departmental community and cohesion, creating a more positive work environment for all department members.

There is no need, changing names is not going to legitimate the salary.

There is nothing to lose; the benefits to recruitment, morale, and retention outweigh any perceived benefit of gatekeeping. There will likely be some tenured professors opposed to the idea since there is a perception that this change takes away "something" from tenured faculty. These biases stem from the systemic "class" system of universities that create inequality.

These are peers who carry a lot of the teaching load. Recognition of their contribution to the success of UF boosts morale and helps us all.

They do the majority of the teaching so tenure track faculty can publish and keep UF's ranking in the top ten.

They support it in the main as they benefit from lecturers and want them to be happy. Having fully equal titles such as Ass/Asso/Prof may not be supported by them though.

They think most lecturers are second class

They would be offended that someone who didn't have to go through the tenure process would have the same title.

They're primarily post-modernists, who believe that reality can be changed with a wish.

This is an average: I believe many Faculty will endorse it but some tenure-track faculty will oppose it as they may feel the gains by others will diminish their own gains.

This will improve collegial relationships.

Title reflects nature of jobs.

Titles mean something

Titles mean something. Do not dilute them

To keep the power structures in place.

To my knowledge, virtually all lecturers support the change and most professors are either indifferent or in favor.

To remove the potential connection of "Lecturers" to "Adjuncts".

UF faculty recognize that full-time NTT faculty make enormous contributions to the quality of UF's programs of study, and tenure-track faculty support their NTT colleagues in advocating for equity.

UF is a Research-1 university. Getting most faculty members to care about anyone else outside of their own work is pretty darn hard. Generally speaking, professors don't tend to care about lecturers unless a department is particularly active in the union.

We stand united in creating a more equitable work space, and we appreciate the efforts of our non-TT colleagues

Well, this is one of those truly self-serving questions, isn't it? No one actually knows what the faculty thinks. If we knew that, we would not be asked to take this survey, would we?

While most of our department's faculty are in strong support of this change as they recognize the issues with our current nomenclature, some faculty members exemplify the problem and see non-tenure track faculty as less deserving of the title "professor." I believe if the university were to make this change, it would make the statement that we are held as valuable faculty members, recognizing our contributions.

Years ago, lecturers did not have PhD's, and the ones in my department did not have a deep an understanding of the academic fields in which they taught. The situation today is very different. Most of our lecturers have PhD's an, would be capable of doing research, and would have tenure-track jobs if colleges and universities had not been cutting back on the number of tenure-track jobs. These lecturers are perfectly capable of appreciating both the research and teaching missions of the university.

diminishes the role and work of tenure/tenured track faculty; fails to recognize their unique contributions to UF

doesn't affect them directly

don't know their views

equity

most faculty strongly support the needs and success of their colleagues

my department positive, but how would I know about others outside my dept?

n/a

no data

not certain

not sure

recognize our colleagues

snobbishness

the case presented in video is persuasive

the title change improves equity among faculty, and also enhances our ability to recruit top colleagues into our departments

they don't care

this is a admin preoccupation

this will further deplete research funding for research tenure track faculty.

to promote greater inclusion among all faculty

value instruction

value less discriminatory titles

we would like to support all our colleagues; the title of lecturer is indeed a bit of a misnomer and can easily be misinterpreted

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		

### 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.

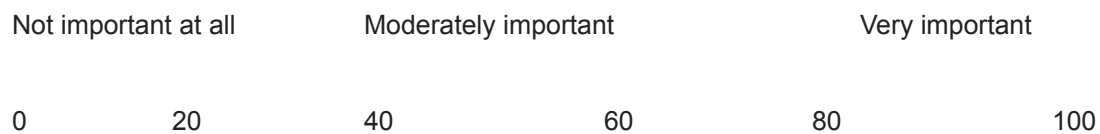
Field	258 Responses		Responses
	Agree	Disagree	
Tenure-track faculty: Asst. Professor (or equivalent)	51.3%	48.7%	39
Tenured faculty: Assoc. / Full Professor (or equivalent)	47.4%	52.6%	95
Non-tenure-track faculty: instruction-intensive (Highest percentage of appointment consists of teaching)	57.1%	42.9%	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.**

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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.

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

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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.

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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.

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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)

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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)

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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?

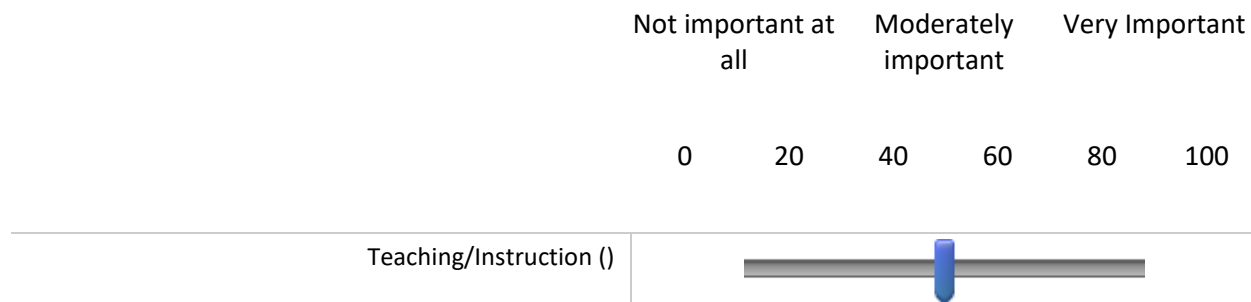
Yes (1)

No (3)

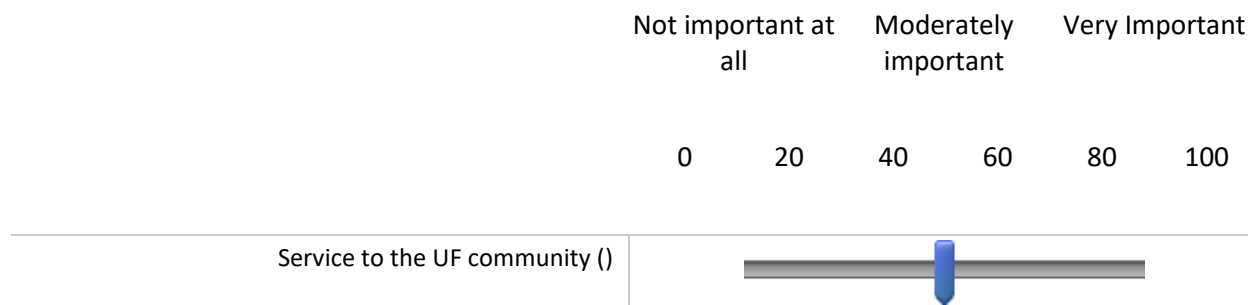
Q25 How important is research to the University's core missions? Use the slider below to provide your answer.



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.



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

