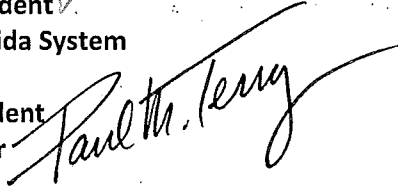


UFF-USF

**United Faculty of Florida
University of South Florida System Chapter
30238 USF Holly Drive
Tampa, Florida 33620**

To: Dr. Judy Genshaft, President
University of South Florida System

From: Dr. Paul M. Terry, President
UFF USF System Chapter



Date: October 26, 2011

RE: UFF USF Chapter Survey Results of USF Polytechnic Faculty

**Cc: Dr. Ralph Wilcox, USF System Executive Vice President & Provost
Dr. Dwayne Smith, USF System Sr. Vice Provost
Dr. Kofi Glover, USF System Vice Provost
Dr. Steven Prevaux, USF System Chief Legal Counsel
UFF USF System Chapter Executive Committee (Drs. Wohlmuth, McColm, Shapiro, Welker)**

The UFF USF System Chapter Executive Committee voted to conduct a survey to seek feedback from the USF Polytechnic faculty regarding their views on a possible split of USFP from the USF System.

The survey with the enclosed cover letter were mailed to the sixty-one (61) USFP in-unit faculty and professional employees with a self-addressed, stamped envelope on October 5 with a deadline return date of October 24.

Thirty-five (35) surveys (57%) were returned. Survey results to the four (4) questions are attached, as well as the typewritten, unedited comments provided by 19 of the 35 respondents.

The UFF USF System Executive Committee respectfully requests your consideration to share the results and comments of the survey with our USF Board of Trustees and the Florida Board of Governors, if you deem appropriate.

Thank you.

**The Voice of Higher Education in Florida
E-mail: uff@ourusf.org
faculty.ourusf.org & uff.ourusf.org**

UFF-USF

United Faculty of Florida
University of South Florida System Chapter
30238 USF Holly Drive
Tampa, Florida 33620

October 5, 2011

Dear USF Polytechnic In-Unit Professional Employee:

You are receiving this letter because you are a USF System employee represented by the United Faculty of Florida (UFF). The University of South Florida System recognizes the UFF as your exclusive representative for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment as specified in the 2010-2013 Collective Bargaining Agreement (CBA).

The UFF is seeking faculty and professional input regarding the possibility of USF Polytechnic campus being removed from the USF System to become the twelfth independent university in the State University System (SUS) of Florida. Since the UFF is the sole bargaining agent for all USF System in-unit employees, the UFF is interested in the views of in-unit employees who will be directly affected by any such change.

Enclosed is a brief one-page anonymous survey. The UFF requests that you complete the survey and return it in the self-addressed, stamped envelope no later than Monday, October 24. The UFF will compile the results of the survey, which will be used for future consultations with the USF System Administration relative to in-unit employee's positions regarding a possible split from the USF System. The UFF requests that you do not write your name or any other identifying information on the survey, as we want the survey to be anonymous. All written comments will be word processed into one document. The survey results and written comments will be shared with the appropriate USF System Administration. The original surveys will be destroyed.

The UFF represents you in bargaining the Collective Bargaining Agreement, which specifies the terms and conditions of your employment. In addition, the UFF defends higher education and faculty and professionals in Tallahassee. If you are a dues-paying UFF member, the UFF also enforces your contractual rights in the grievance process; the UFF represents only members in grievances. If you are not a dues-paying member, we ask you to join so that you can support the effort to defend your rights and the rights of your colleagues. We enclose a membership form so you can join today.

We thank you in advance for taking your valuable time to complete and return the enclosed survey. Please return the survey in the self-addressed, stamped envelope **no later than October 24, 2011.**

In solidarity,

Paul M. Terry, President *P. Terry*
Sonia R. Wohlmuth, Vice President *S. R. Wohlmuth*
Gregory McColm, Secretary *G. McColm*
Arthur Shapiro, Treasurer *A. Shapiro*
Robert F. Welker, Chief Negotiator *R. F. Welker*

Enclosure: UFF USF System Survey

The Voice of Higher Education in Florida
E-mail: uff@ourusf.org
faculty.ourusf.org & uff.ourusf.org

UFF USF System Chapter Survey

1. As an in-unit employee, do you support the current initiative to remove USF Polytechnic from the USF System to become the 12th independent university?

3 Yes 27 No 3 Neutral 2 Undecided

2. Do you support USF System in-unit employees having an option to transfer to another USF System campus?

32 Yes 1 No 0 Neutral 0 Undecided

2 indeterminate responses

3. As an in-unit employee, would you take advantage of an option to transfer to another USF System campus?

16 Yes 5 No 4 Neutral 10 Undecided

4. As a USF Polytechnic in-unit employee, have you been consulted or solicited by the USF Polytechnic administration regarding your professional opinion relative to USF Polytechnic becoming the 12th independent university?

2 Yes 33 No

Comments:

All comments were typewritten with no edits.

UFF USF System Chapter Survey

Faculty Comments – individual comments are separated

(Comments were typed exactly as written with no editing)

Faculty 1 Comment

Thank you for providing this opportunity to express my opinion regarding the proposed separation. No one has asked faculty members their thoughts about the separation, nor have they considered, or given any indication, how this separation will effect our professional lives. When the notion of a polytechnic was first discussed, a few years ago some faculty left, but most have stuck it out and have even embraced the 'poly.' Now our 'loyalty' to USF has become problematic. For those of us who will be up for T&P shortly, we are left in a very precarious situation: Do we leave and start almost from scratch again, or do we stick it out and hope that our non-technology & non-engineering program will stay intact?

Faculty 2 Comment

Dr. Goodman has been dishonest and has not been forthcoming with the obvious hidden agenda that he and J.D. Alexander designed behind closed doors. It has become obvious why Dr. Goodman was fired as the Provost at San Jose State University – he does not respect the students, staff and faculty, whom a majority are opposed to independence.

Faculty 3 Comment

This is a poorly conceived idea to separate from the USF system. We will lose the name recognition we have with USF plus be underfunded. Staying with USF provides more growth opportunities for the students and the campus.

Faculty 4 Comment

(Written to Question 2) Those who were hired with input from their USF-Tampa departments & approved from their Tampa Deans should have that option.

(Written to Question 4) I'm fairly close to retirement age.

This has changed from being a wonderful place to work to being a sad and dysfunctional campus. There is a craziness and an atmosphere of distrust. Faculty close their office doors or work from home. Dr. Jim Payne appears to be a breath of sanity. Will his voice of reason be listened to? Probably not!

Faculty 5 Comment

I am most concerned about #4 – a lack of discussion/consultation with faculty.

Faculty 6 Comment

The process has not involved faculty directly. We are informed after the fact on what Dr. Goodman has told board members, and informed this is how it must be. Faculty Senate has not even discussed this, to gauge faculty sentiments & concerns.

Faculty 7 Comment

The fact that I voted NO for #4 is sad! We are professionals who should be a vital part/voices of the separation discussion.

Faculty 8 Comment

I'm very happy that finally this survey is out! The initiative to remove USF Polytechnic from the USF System is an absurd lead by a small group of lunatic politicians and administrator(s) so obsessed by the idea of having their "little kingdom" that they do not realize (I think that they don't care) the damage that they are already causing to the academic development. I've always been proud of being part of well renowned universities and I will not be happy to be part of a mediocre institution reigned by ambitious 'dog food eater' people.

Faculty 9 Comment

I've been surprised at the insignificant role the faculty have at the USF Poly campus. I haven't been in any discussions or meetings which have asked for faculty input or student input. I have been a strong supporter of USF but not a supporter of a no-name non-accredited college.

Faculty 10 Comment

We will lose the USF brand if we sever ties – this is something I don't want and a main reason I came here was to be part of the USF System. Too many misleading things have been told to us so far. We really need more say in this issue.

Faculty 11 Comment

(Written to Question 2) It depends. For those with tenure with the USF System, yes. For those hired without consultation with the Tampa departments, then no. There are people hired recently who would not be competitive/successful in Tampa. Also, recently tenured people (*2 faculty last names omitted*) would not have been successful in Tampa. I doubt other campuses would be interested in these folks given the fact they were hired to fit a 'polytechnic' vision.

Faculty 12 Comment

It seems to me that we (those outside admin & politicians) that the majority of information we receive is via the newspaper. When staff and students are the last to know, it is apparent that faces are most undoubtedly at work behind the scenes. If I were to be offered a position at another campus, I would certainly accept it! Thank you to our UFF Exec. Committee!

Faculty 13 Comment

It will never happen.

Faculty 14 Comment

(Written to Question 3)
Possibly.

Faculty 15 Comment

Change direction – Polytechnic – OK
New Campus – OK
Unusual Buildings – Risky
Separate Accreditation – OK
Split from USF – Very Risky
Too many initiatives in short time. Obviously – drive by political arguments not academic arguments.

Faculty 16 Comment

Dr. Goodman is playing a high-stakes political game with this issue, whether he initiated this move or whether it was imposed upon him from external sources. He has NOT consulted with the faculty regarding this matter. Instead, he delivered to the faculty several presentations about the new campus and the polytechnic vision. Consulting with the president of the Faculty Senate, if Dr. Goodman has done this, cannot be construed as consulting with the faculty. I am glad that the faculty union has stepped into this breach and is soliciting the opinions of the faculty about the matter of independence, which is a crucial issue for their academic careers.

Faculty 17 Comment

1. The faculty at USFP has been totally marginalized by the upper management (with the exception of the newest member, Dr. Jim Payne).
 2. Consultation with the faculty has become a check off box after multiple useless retreats- absolutely nothing comes out of them.
 3. Money that should be spent on academic endeavors is being redirected to Dr. Goodman's favorite projects such as incubators, new fancy offices, fleet vehicles.
 4. No member of upper management, again with the exception of the newest member, Dr. Jim Payne, understands how to run an institution much less one with engineering and STEM programs, nor do they have any of the polytechnic experience that is required to develop such programs. There are experts in place that Dr. Goodman refuses to take seriously because if it is not his idea, it cannot be good.
 5. Rather than have technology put in place as requested or required by faculty, they are forced to use the "tool of the day" that may or may not be appropriate for the faculty application.
 6. Upper management treats faculty as if they are stupid and often makes veiled references to that in public meetings. Unfortunately the attitude has spread to many of the support staff.
 7. Programs are the base of an institution of higher learning, determining faculty to be hired, who then bring the research to infuse the curriculum. We should not be recruiting foreign students (again spending many dollars) and ignoring the local students. Incubators should reflect business associated with the institution's programs, which means they follow the development of the curriculum. They should not be a playground for politically connected.
-

Faculty 18 Comment

As a faculty member who was supposed to help shape the future of this university, I have had no real input in anything of consequence. This decision to split is based on politics and NOT academics. If it were based on academics, faculty would have been asked to participate in their thoughts. We have not—and in our "campus update meetings" we have been specifically told not to offer input. Instead, as Dr. Goodman says, "This is not in our control." But then, during a Board of Governors meeting and in all PR coming from this campus, he is explicating telling everyone that we need the split. The lack of transparency has been disheartening, to say the least. For a university that is supposed to be business oriented, the leadership has failed on every level. Here's just a few instances (of many):

- 1) While Dr. Goodman knew that SACS accreditation had been put on hold, he did not tell us that this was the case when he had a university wide meeting (where we told not to discuss the split). We found out about this in the papers a week later.
- 2) During the BOG presentation, he cavalierly stated that we were going to have a polytechnic model of 80-20. Really? Shouldn't he have asked the faculty who will be teaching these classes what they think about that?
- 3) During the BOG, he stated that we will have a model of trimesters. Really? Why is the first time faculty hear about this on a computer screen of a statewide meeting? Shouldn't we comment on this and vet it out? Shouldn't we have helped him with his thoughts?

I have seen the moral of this place plummet as faculty (and students) feel as if their voice does not matter. I have heard faculty say that they are back on the job market. I'm thinking of doing the same.

I believe in the mission of the polytechnic. But the dream has been corrupted by overt politics that does not make academic sense. Should we split? I feel as if I have not been made a partner in answering this question and therefore do not know all the facts. It's a shame: This place has the potential to be a great, cutting edge university. Right now, we are on a path of making ourselves a small technology school that is a minor player.

Faculty 19 Comment

- I accepted the offer of USF Lakeland in 2005 largely drawn to the advantages of **being part of a Carnegie Mellon research-intensive university system**. My research requires extensive use of digital databases provided by the USF Libraries, on inter-library loan, and on holdings in the Special Collections division of the USF Tampa Library. I fear the loss of easy access to those resources with a USFP split from the system.
- **Loss of prestige:** in addition to losing the extensive library privileges available through the USF system, for USFP to leave the USF system would mean for a faculty member like myself to lose the prestige of being affiliated with a major research university of high national ranking.
- The USF system provides numerous opportunities **for research faculty to compete for additional internal funding for their research**, for example via the USF Division of Sponsored Research, the College of Arts and Sciences internal awards and travel grants, etc. No such similar funding streams have been in place at USFP: research funding advertised thus far has been linked solely to entrepreneurial endeavors, not to research that specifically advances inter/disciplinary knowledge in the human and social sciences.
- Additionally, if USFP break away from the USF system, **USFP faculty will lose the ability to apply for a research sabbatical through the USF system**. Research faculty like myself, who do largely archival research, and have an aggressive research agenda, need research sabbaticals to further work-in-progress. For example, I need a research sabbatical to do archival research for my new book in the Northeast, Midwest, and elsewhere in the Southeast. The 12-month calendar proposed by Chancellor Marshall Goodman for the new polytechnic allow for a sabbatical once every four years, but for faculty who need to work steadily on their research, and rely on the slower summer months to push ahead projects-in-progress, teaching year round will make that difficult.
- **USFP administrators have demonstrated a general lack of transparency, and with that, trustworthiness** in the ongoing discussion about a proposed split, claiming to be "neutral" but demonstrating quite clearly at the September Board of Governors meeting that the administration is anything but neutral.
- USFP Chancellor Marshall Goodman quite explicating told faculty and staff that while they could hold and voice an opinion as a private citizen, they could not do so as an employee of USF Polytechnic. This seems to me and many others as a **basic violation of academic freedom**. I do not want to be associated with a university that discourages basic academic freedom.
- **A complete audit of the finances of USFP ought to be conducted**, as it has appeared that money has been spent extravagantly and perhaps wastefully on non-instruction, non-research,

non-mission-related activities and personnel. As a state taxpayer, I worry that my OWN tax dollars are not being spent wisely by the administration on the USFP campus.

- **USFP faculty have been asked to create new programs that we know we cannot support, in terms of faculty required to execute programs, or resources.**
- **At the same time, we're told to expect a 40-75% drop in enrollment if a split from Tampa were to occur. How can we "grow new programs" without the students or faculty resources to support them? It appears to me, and to other faculty who have spoken to me, that it is all "smoke and mirrors."**