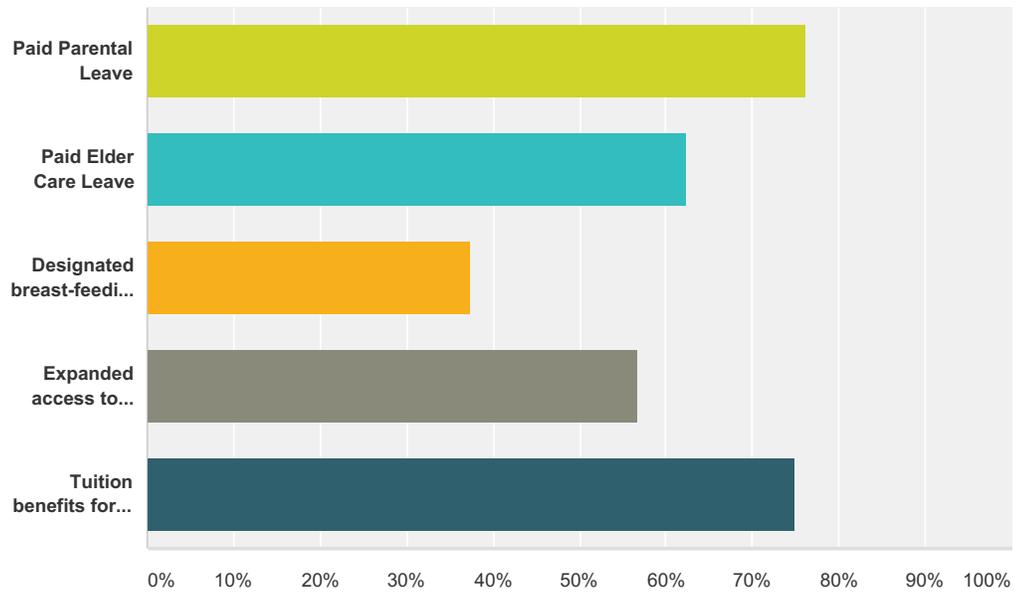


### Q1 I believe United Faculty of Florida should negotiate on behalf of faculty for...(Please select all that apply.)

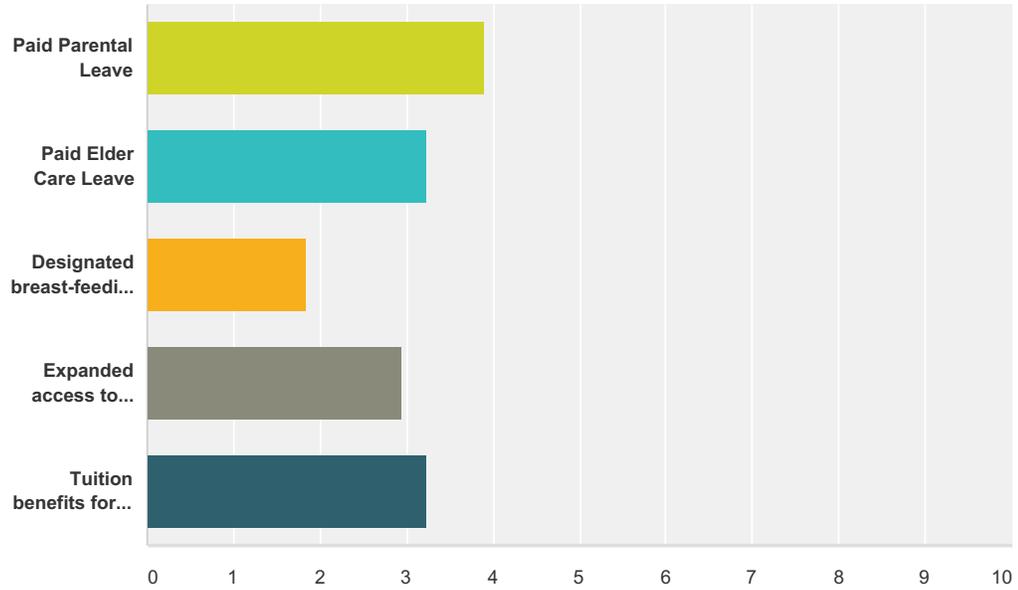
Answered: 303 Skipped: 20



Answer Choices	Responses
Paid Parental Leave	76.24% 231
Paid Elder Care Leave	62.38% 189
Designated breast-feeding facilities on campus	37.29% 113
Expanded access to on-campus childcare facilities	56.77% 172
Tuition benefits for faculty dependents	74.92% 227
<b>Total Respondents: 303</b>	

## Q2 What work life balance issues are most important to you? Rank 1-51 - Most important5 - Least important

Answered: 306 Skipped: 17



	1	2	3	4	5	Total	Score
Paid Parental Leave	40.74% 110	27.41% 74	19.26% 52	6.30% 17	6.30% 17	270	3.90
Paid Elder Care Leave	20.80% 57	27.74% 76	18.98% 52	19.71% 54	12.77% 35	274	3.24
Designated breast-feeding facilities on-campus	4.92% 13	7.20% 19	11.74% 31	19.70% 52	56.44% 149	264	1.84
Expanded access to on-campus childcare facilities	8.82% 24	22.06% 60	30.15% 82	31.99% 87	6.99% 19	272	2.94
Tuition benefits for faculty dependents	31.40% 92	15.02% 44	17.06% 50	18.09% 53	18.43% 54	293	3.23

### Q3 What other work life balance policies would you like to see at UF?

Answered: 123 Skipped: 200

#	Responses	Date
1	None. UF is a great place to work and an excellent employer. If you want to find greater benefits work on things that benefit all employees (free parking, higher pay etc) so far you all keep focusing on small groups of faculty to the detriment of others. Point in case losing our 3% replacement of the state mandated retirement so you could save sick leave for a few long term employees. This all looks focused on employees with children (4 of the 5). Stop with the special interest and work for all faculty with and with out children.	10/5/2015 1:54 PM
2	emergency child care options (sick care)	10/5/2015 10:58 AM
3	Better dental insurance	10/1/2015 3:52 PM
4	Greater protection for parental issues. E.g., for tenure-track faculty, that the extra time given for tenure evaluations is truly extra time, and not just, for example, a delayed evaluation with proportionately greater expectations.	10/1/2015 2:34 PM
5	All of the proposals benefit faculty with children or living parents and thus discriminate against those who don't	10/1/2015 11:16 AM
6	Let's look at our semester calendar. Why have our teaching weeks in the fall lengthened? Why is our winter break so short? This is work life balance. Compared to our peer research intensive institutions we teach longer semesters and are still expected to have comparable scholarly output.	10/1/2015 10:13 AM
7	I would like to see the unrealistic number of meetings that are taking place at PKYonge that are way beyond the pale be limited by contract. All of our planning and research time is eaten up with mandatory meetings such that we cannot get our work done for our JOB which is TEACHING 95%. please help!	10/1/2015 8:50 AM
8	None in that category. But I do wish we have paygrade steps within each professor level (assistant, associate, full), similar to the University of California system. Then there would be less politics involved in obtaining salary adjustments when performing well.	9/30/2015 4:14 PM
9	None. We are responsible for our lives. We make choices to be academics; we should not whine about them.	9/30/2015 2:50 PM
10	Free gym membership	9/30/2015 2:15 PM
11	group fitness exercises open to faculty (w/o the \$450/year membership) Note weight lifting machines etc is not wanted	9/30/2015 1:28 PM
12	Annual raises for faculty given priority!	9/30/2015 12:34 PM
13	I would like to see a mini fridge loan program for breastfeeding mothers to store breast milk in their offices. This was a defined benefit at my last institution	9/30/2015 11:46 AM
14	Appropriate financial compensation for retirement sick-leave payout, better salary equity benefits.	9/30/2015 11:26 AM
15	Improved retirement plan	9/30/2015 10:18 AM
16	promotion equivalent salary raises for promotion level achievements after reaching full professor rank. It is hard to have a work life balance when one's salary does not keep up with either inflation or achievement.	9/30/2015 10:13 AM
17	I would like to see more open/available/less expensive access to our health facilities for UF faculty (ie gymnasiums/courts/fields). I know pools are available, but using the gyms to promote health lifestyle choices, in a more affordable manner, would be wonderful. We have such great facilities here at UF.	9/30/2015 9:45 AM
18	the big issue is tuition benefits, then paid parental leave.	9/30/2015 7:27 AM
19	Enough pay so faculty weren't dependent on support above would be a start!	9/30/2015 6:31 AM
20	averaging out of the salaries of 9-month faculty over the whole year	9/30/2015 5:35 AM
21	I support none of these proposals, nor any similar policies. UFF needs to focus on negotiating benefits for *all* faculty (salaries, summer policies, academic freedom), not these life choice subsidies!	9/29/2015 10:35 PM
22	nothing came to mind in 2 minutes	9/29/2015 10:20 PM
23	Funds for childcare to enable professional travel	9/29/2015 10:13 PM
24	football tickets	9/29/2015 8:34 PM

25	Less emails	9/29/2015 8:27 PM
26	provide 5 daily parking passes for those who bike to work in case of raining days.	9/29/2015 8:13 PM
27	Need access to gymnasium and other facilities	9/29/2015 7:59 PM
28	Get rid of tenure system and make all faculty equal and equally valued.	9/29/2015 6:45 PM
29	coordination of university and public school holidays is CRUCIAL	9/29/2015 6:42 PM
30	changing table in the rest room	9/29/2015 6:15 PM
31	Breast-feeding is important, but my department provided facilities when necessary for faculty and grad students. I am not a parent and unlikely to become one, but I was very disappointed to see the current contract retrench the generous leave policies of the previous one. This is important. Not having used parental leave, it would be great to be able instead to take paid leave for elder care (if and when the need arises).	9/29/2015 5:51 PM
32	Greater focus on holistic wellness for faculty	9/29/2015 4:31 PM
33	You should not waste time with this sorts of nonsense, which only effects some faculty. There are much more important issues to consider.	9/29/2015 4:29 PM
34	child-friendly play space/work areas where faculty can bring their children to work with them without disturbing others on days that SBAC has holidays when UF does not	9/29/2015 4:05 PM
35	Guest parking for lunch visits.	9/29/2015 3:44 PM
36	None of these are concerns of mine right now. I think the biggest priority should be that faculty are paid appropriately. The cost of living keeps going up yet our salaries do not keep pace.	9/29/2015 3:41 PM
37	higher salaries; less expectations for having to respond to emails seven days a week	9/29/2015 3:41 PM
38	more full-pay year-long sabbatical leaves for faculty	9/29/2015 3:39 PM
39	better parking!	9/29/2015 3:27 PM
40	Consideration of parental and elder care responsibilities in annual reviews and P & T assessments	9/29/2015 3:25 PM
41	use exercise facilities for free	9/29/2015 3:23 PM
42	I would like for 9-month faculty to have the option of splitting their salaries over 12 months. This would facilitate faculty taking summers off, if they wish, without needing to find other sources of summer income.	9/29/2015 3:23 PM
43	If we can't get meaningful raises, at least give us more time off, as in spring break for non-essential staff.	9/29/2015 3:17 PM
44	More balanced evaluation criteria-less weight on # publications & more on effective teaching & community engagement & impact	9/29/2015 3:14 PM
45	Tenure expectations that allow for work life balance, which should not only be defined in terms of children and parents.	9/29/2015 3:10 PM
46	flex time schedule options	9/29/2015 3:10 PM
47	phys ed classes for adults, perhaps in "pockets" around campus, and as always, better pay: regular cost of living raises, and salary adjustments to address compression---thanks for fighting for this!	9/29/2015 3:09 PM
48	get fit initiatives	9/29/2015 3:08 PM
49	Are you serious about designated breast feeding areas? this is absurd how about an office. It would be useful if you got raises for faculty, merit raises not guaranteed raises for doing absolutely nothing, why even fight for that? You shouldn't get a raise unless you deserve one. I recall that last time the university offered a 3% merit raise and UFF fought this and we ended up with no raise what soever while the non bargaining units got a raise....	9/29/2015 3:05 PM
50	I would like to see more offerings on wellness and handling stress.	9/29/2015 3:04 PM
51	paid bereavement leave	9/29/2015 2:56 PM
52	More access to parking, perhaps a faculty only section for classes beginning after 9:35 AM.	9/29/2015 2:55 PM
53	Ability to park a car on campus after 9am	9/29/2015 2:49 PM
54	flexible work hours for parents	9/29/2015 2:44 PM
55	more and better locker room/ shower facilities that faculty and staff can use for bike commuting and after working out	9/29/2015 2:41 PM
56	I don't have ideas at this moment.	9/29/2015 2:33 PM
57	freedom of speech	9/29/2015 2:28 PM

58	Expanded availability of telecommuting and other alternate work location options for faculty in non-teaching roles (i.e., Libraries). We are often expected -- and closely tracked! -- to keep the M-F 8-5 at minimum "face-time" of non-exempt employees	9/29/2015 2:25 PM
59	Spousal hires have improved over the past several year.	9/29/2015 2:22 PM
60	Competitive pay and compensation	9/29/2015 2:21 PM
61	Better sick leave policies for non-tenure track faculty	9/29/2015 2:15 PM
62	More shower facilities for those bike commuting	9/29/2015 2:12 PM
63	A university faculty club.	9/29/2015 2:09 PM
64	No more speed up!	9/29/2015 2:08 PM
65	A faculty club/dining facility; expanded, low-cost fitness facility	9/29/2015 2:08 PM
66	More clear tenure standards	9/29/2015 2:01 PM
67	Expanded access to childcare and tuition benefits should be ranked equally, second in priority only to paid parental leave.	9/29/2015 1:59 PM
68	Paid leave for traumatic illness.	9/29/2015 1:54 PM
69	Frankly, I think that it's insulting to be asked to rank order paid parental leave above or below access to childcare and breast-feeding facilities on campus. So -- a livable wage for pregnancy, but no services post-birth. Or poverty post-birth, but then nowhere to feed a child when returning to work. Shocking, and embarrassing. Someone really needs to rethink this survey.	9/29/2015 1:51 PM
70	6am to 1pm acces student work out facilities	9/29/2015 1:49 PM
71	A salary increase	9/29/2015 1:48 PM
72	Since we already have jobs that are the best in the world for "work life balance", I would like to see efforts directed to increasing pay. With more income, people can control their specific needs since most of the list above only benefits a segment of the faculty.	9/29/2015 1:44 PM
73	Part-time employment professional opportunities	9/29/2015 1:41 PM
74	Promotion of wellness; mental health days; programs aimed at burnout prevention	9/29/2015 1:40 PM
75	designated gym facilities for faculty and staff	9/29/2015 1:38 PM
76	Something for those of us who don't have kids or aren't planning to have kids? We need work-life balance, too!	9/29/2015 1:38 PM
77	Extracurricular activities for faculty children in high school.	9/29/2015 1:36 PM
78	Actual salary increases yearly.	9/29/2015 1:35 PM
79	Tuition benefits for faculty spouses	9/29/2015 1:34 PM
80	Equity in teaching loads among faculty within a department.	9/29/2015 1:34 PM
81	pay less for parking!	9/29/2015 1:31 PM
82	This is not really a policy, but would be great if UF spring break was at the same time as the spring break for our children.	9/29/2015 1:28 PM
83	More parking. There are many times due to family obligations that I come in late or have to leave/return during the day. The parking situation makes this painful.	9/29/2015 1:26 PM
84	on-campus wellness facilities (e.g. dedicated meditation spaces on campus); discounted gym memberships	9/29/2015 1:26 PM
85	increased acceptance of flex time and flex work location	9/29/2015 1:26 PM
86	I don't see any of these as high priority for bargaining (though things like tuition benefits would be great). Honestly, just being able to get on/off campus and park when driving are bigger issues for me.	9/29/2015 1:26 PM
87	Most faculty have their own offices so I'm not sure they need access to separate breastfeeding rooms, but policies to ensure they can nurse/pump as needed and properly store pumped milk and pump parts seem more likely beneficial from my own experience.	9/29/2015 1:24 PM
88	None of these issues are priorities for me.	9/29/2015 1:22 PM
89	N/A	9/29/2015 1:22 PM

90	Better access to campus exercise and recreational resources.	9/29/2015 1:21 PM
91	There is no life at UF/Gainesville, ergo there is no work-life balance	9/29/2015 1:21 PM
92	I am interested in all of these issues, but without knowing the costs to the University, I can't support the negotiation for any of them.	9/29/2015 1:21 PM
93	Paid "peternity" leave and companion-animal-friendly spaces. For background, see: <a href="http://www.management-issues.com/news/3925/employers-get-wise-to-paternity-leave/">http://www.management-issues.com/news/3925/employers-get-wise-to-paternity-leave/</a>	9/29/2015 1:19 PM
94	Designated time for research and conferences for PKY faculty	9/29/2015 1:18 PM
95	Flex schedules (or more work from home options) for employees who prove they will utilize, not abuse it.	9/29/2015 1:18 PM
96	Tuition Benefits	9/29/2015 1:16 PM
97	Improved vacation / leave policies for 9 month faculty	9/29/2015 1:16 PM
98	Course buyouts during maternity leave; Tenure clock stoppage	9/29/2015 1:16 PM
99	Salary Equity for Salary Compression for faculty who have been at UF over 20 years in part related to raising families and dual careers	9/29/2015 1:15 PM
100	Cost of living pay raises not just merit.	9/29/2015 1:15 PM
101	more faculty parking--so we can come and go more easily when needing to run emergency family errands...without risking lots full upon return	9/29/2015 1:13 PM
102	Pay linked to inflation, so I don't have to get a job at another university and move my family, just to keep up with inflation.	9/29/2015 1:12 PM
103	flexible work hours and ease of "work at home" policies - life is very complicated when balancing family, teaching, research, etc. Flexibility about how you time it would sure help. Focus on productivity not face-time (unless it makes productivity suffer for yourself or others, eg. students)	9/29/2015 1:12 PM
104	common faculty meeting/dining facilities	9/29/2015 1:11 PM
105	job assignments should be limited to 40 hr paid work week	9/29/2015 1:11 PM
106	Align UF spring break with Alachua County Schools spring break	9/29/2015 1:09 PM
107	#1 is most important. Somethings wrong when Profs can't afford to send their kids to college.	9/29/2015 1:09 PM
108	Parking nearer offices so can come and go as necessary.	9/29/2015 1:09 PM
109	Market Equity + Salary compression is my #one issue, it effects everything	9/29/2015 1:09 PM
110	Faculty gym facilities	9/29/2015 1:09 PM
111	Better parking	9/29/2015 1:08 PM
112	I'd rather see increased salaries and better work conditions than family-friendly policies.	9/29/2015 1:08 PM
113	4 day work week	9/29/2015 1:08 PM
114	none tghat I can think of	9/29/2015 1:08 PM
115	Help for single parents who are raising children on their own. e.g. Additional time off for doctor's appointments and paid leave to stay home with a sick child that doesn't eat into already earned leave time.	9/29/2015 1:08 PM
116	Parking, parking, parking, parking, parking.	9/29/2015 1:08 PM
117	Parking for Pregnant Mothers	9/29/2015 1:08 PM
118	9-month faculty paid over 12 months instead of 9	9/29/2015 1:07 PM
119	Being able to park to get to work every morning would considerably improve my life.	9/29/2015 1:07 PM
120	While I would like to see UFF prioritize work life balance, I think it a higher priority to start focusing on incentives for the most productive faculty, not the least. Merit has been entirely absent from UFF's platforms for too long.	9/29/2015 1:06 PM
121	Wellness program (exercise classes, weight lifting, nutrition guidelines, stress management, etc.) for faculty and staff at no additional cost.	9/29/2015 1:06 PM
122	expanded learning opportunities (tuition for faculty )	9/29/2015 1:04 PM
123	renegotiate BCBS contract to include transgender health	9/29/2015 1:03 PM