

## FSU Faculty Poll April 2013

The survey has **371** entries.

### Please indicate your primary College/Unit

106	37%	Arts & Sciences (31%)
25	9%	Business (6%)
22	8%	Communication and Information (4%)
2	1%	Criminology and Criminal Justice (1%)
18	6%	Education (5%)
3	1%	Engineering (4%)
7	2%	Human Sciences (2%)
3	1%	Learning Systems Institute (4%)
9	3%	Mag Lab (NHMFL) (4%)
1	0%	Motion Picture Arts(Film) (1%)
13	5%	Music (5%)
3	1%	Nursing (2%)
2	1%	Office of Distance Learning (<1%)
3	1%	Panama City Campus (all areas) (2%)
1	0%	Science & Public Affairs (Inst for) (1%)
21	7%	Social Sciences and Public Policy (7%)
12	4%	Social Work (1%)
9	3%	University Library (2%)
3	1%	University School (FSUS) (8%)
18	6%	Visual Arts, Theatre, and Dance (5%)
3	1%	Other (not listed above) (4%)

### *Editor's Notes:*

*Percent to left of college/unit name shows percent of all responses with college/unit identified that are from the college/unit listed. Percent to the right in parentheses shows percent of all faculty members at FSU and FSUS combined who are in the college/unit.*

*Eighty-seven (87) respondents did not indicate their college/unit. Percents of poll respondents are based only on those who provided valid responses to a question. Thus the 106 self-identified Arts and Sciences respondents are 37% of the 284 poll respondents who identified their college/unit.*

## Salary Priorities:

**UFF-FSU faculty negotiators want your input on salary priorities. Which of the following salary priorities should be a high priority for the UFF-FSU faculty negotiating team?**

**Please check all that apply.**

283	35%	Across-the-board raises for cost-of-living increases
237	29%	Adjustments to address market inequities, compression, and inversion
50	6%	Discretionary increases based on administrator judgment
204	25%	Merit raises based on annual performance and departmental procedures
28	3%	One-time annual bonuses for merit
4	0%	Other

**In dividing up a fixed amount of money for salary increases, top priority should be given to (pick one):**

173	47%	Keeping up with the cost of living
70	19%	Providing incentives for recent meritorious job performance
126	34%	Correcting existing salary inequities, including compression and inversion

**When allocating money for faculty raises, the university should give less emphasis to administrative discretion and more emphasis to a formal merit increase program based on annual evaluations.**

113	31%	Strongly agree
138	38%	Agree
69	19%	Neutral
33	9%	Disagree
11	3%	Strongly disagree

**Administrators should be allowed to award pre-emptive discretionary salary increases to selected faculty members to pre-empt their seeking outside offers.**

71	19%	Strongly agree
127	35%	Agree
78	21%	Neutral
46	13%	Disagree
46	13%	Strongly disagree

**Do you have any comments on salary priorities?**

97 26%

- Ability to pay competitive salaries is key to maintaining a quality faculty.

- I feel strongly that cost-of-living increases should be our top priority in salary negotiations.
- Discretionary administrator based salary changes should be monitored to avoid abuses and favoritisms. So "administrator" should mean an appropriate body, possibly elected by faculty members.
- Those who want to go out, let them go. there are a lot other good people out there.
- First priority is across the board to minimize administrator preferences.  
I don't believe in matching people who come back with other offers. Just let them go and hire replacements
- If you don't fix compression and inversion, we have a broken university.
- Haven't been on campus long enough to answer fully -- literally haven't had enough exposure to the issues at FSU.
- There should be consistent procedures across the years for determining merit distribution. Currently, procedures can change yearly based upon evaluation committees or chairman's opinions.
- The salary situation, particularly at the associate and full ranks, is absolutely terrible given the lack of raises in recent years. Priority needs to be given to increasing salaries to productive mid-career and senior faculty. We've lost a number of good faculty due to this issue.
- Things are so bad, anything will help.
- There are some serious discrepancies in the salaries of NTT faculty across campus. This should be addressed.
- It is critically important to address cost of living as a way to incentivize continuous meritorious performance.
- We should avoid salary "policies of ad hoc" -- too much potential for abuse, favoritism, etc.
- Promotion raises should be a big priority.
- That new asst. professors can be hired in at \$95,000 and asst. professors hired the year before at \$65,000 in the same department is a terrible situation that is driving faculty away.
- FSU is losing faculty at all levels, including assistant professors who feel the pinch of salary inversion within a few years of their arrival. Merit money is pointless without a foundation of regular cost-of-living increases and corrections to the pervasive salary inequities.
- Eliminate the popularity contests that is seen in merit voting. Do across the board increases.
- I do not trust administrators to make good decisions on this, so the best thing to do is raise salaries to keep up with cost of living, and fix compression and inversion. UNTIL those are fixed, no bonuses, no merit, and most especially NO ADMIN-given RAISES/BONUSES. And how about a freeze on admin salaries while we're at it? BLOATED ADMIN at fsu!
- Ranking of faculty by annual evaluations is totally arbitrary. Due to different assignments and duties a comparison cannot be done.
- Given the lack of raises recently, a cost of living raise is a must before merit raises can function normally.

- Differential salary increases based on merit or discretion are one thing, but FSU isn't even keeping up with inflation.
- If they want to go, they will.
- FSU's reputation depends on its most externally recognized faculty, and salaries should reflect their status.
- No across the board raises; they only make the salary gaps wider.  
Raises should be based on a 3-5 year rolling evaluation of merit. Each unit needs to develop objective criteria to assess merit.
- Tough prioritization options when inversion/compression exists on a large scale with no COLA for many years.
- Salaries in the Humanities and the Arts are woefully below market rate. Faculty retention is a major concern as a result.
- I feel like if people want to leave let them leave. I just don't like the idea of bribing people to stay; nor the message it sends to the rest of us (if you want a raise just threaten to leave and go and seek better payment offers).
- <http://chronicle.com/article/aaup-survey-data-2013/138309#id=134097>  
and search for FSU
- Compression/inversion problems are terrible for moral.
- faculty needs salary adjustment, administrative salaries should be frozen until faculty salaries are closer to national averages.
- FSU needs more faculty on the tenure track and fewer adjuncts
- Faculty should receive annual cost of living increases as well as merit raises based on performance.
- Analysis of administrators' allocations of merit money and other salary increases could be very informative. For example, are women as likely to receive these allocations as are men?
- While I strongly agree raises should be based on merit, the merit evaluation process seems so biased that I would prefer across the board raises be given to ensure fairness.
- My department has massive inversion problems and it is driving people away and causing bad feelings where they otherwise would not exist.
- across-the-board raises do nothing other than reward mediocrity and ruin motivation.
- After YEARS of being hurt by COL, ALL faculty need a bump. Maybe do performance based allocations next year AFTER some across the board is done to help everyone who stayed at FSU and did the best they could when others bailed.
- compression & inversion is dreadful - loyalty to FSU is not rewarded
- <http://chronicle.com/article/aaup-survey-data-2013/138309#id=134097>  
Way below market after assistant professor years. A concern.  
Also, cost of living is quite low here compared to peer institutions. I think this is a less successful line of argument than merit and inequities.
- I am fine with administrators having some discretion, but I think most of the available funds should go to "cost of living/catching-up" adjustments, and some must be available for correcting the worst inequities and for counter-offers.
- We have new asst. professors making \$25k more than those hired last year. Some making more than Full professors. We're past compression. Internal merit procedures are biased and waste of time. Too much administrative discretion at the college-level is what got us into these problems.

- Salary compression is a real issue when new assistant professors starting salaries are higher than those who have been in the department over 5 years.
- The pay inequity between units in the same college is painful. How can we do something about this?
- Of course, it depends on who it is and how important that person is to the overall functioning of our highly collaborative unit --a very subjective decision, I suppose.
- It's just de-moralizing to go to work where all my colleagues are complaining about their salaries.
- Salary compression in my unit is becoming increasingly important. We are hiring new faculty at market rates that are the same as faculty with 20 years service.
- How is the intangibility of job performance INSIDE the classroom rated? (besides student grades/evaluations).
- No.
- I am a NTT faculty administrator with identical qualifications and more publications than my next office door TT Assistant Professor. I oversee 96 people, teach grad and undergraduate courses, and do grant winning research. I make 20K less than my next office door neighbor.
- Salaries are so low now for many people due to lack of merit and cost of living increases over an extended time. As a result it is very, very easy for other universities to offer significant increases in salary to leave FSU. Preemptive salary increases as well as merit increases could prevent these top faculty from leaving.
- Salary compression is far and away my greatest concern.
- Real income has declined dramatically. Compression and inversion are worse than ever.
- In my dept, merit criteria are structured to give an advantage to senior faculty to help reduce the inversion problem. If changes are made, there should also be efforts to make sure the merit process is similarly adjusted.
- As a general rule, I do agree that keeping up with cost of living should be a priority. But before we get to that point, we should focus our energies on across the board salary increases to get us in line with other research universities so that many of our colleagues won't 'jump ship' at the first offer of a decent salary increase.
- Something significant needs to happen NOW because many faculty are leaving because their salaries have been flat for 6 years.
- Don't rely on administrative judgement since it is very uneven depending on unit and year. Cost of living raises are needed for tenure track faculty and beyond that merit raises or bonuses.
- fix inversion/compression first
- Salary priorities should include reassessment of faculty salaries appointed during hiring freeze. Some faculty during this time were hired at a lower rate than previous faculty. There should be a period of time when these salaries are reassessed and could be increased accordingly.
- These are all priorities. People should not be working here if they aren't at least doing their job, so cost of living should be a top priority. At the same time, merit should be equally important for those that go above and beyond. I think if these things are on a regular schedule, then compression is less of an issue. With a good cost of living increase and merit schedule salaries will keep up with the market.

- The new evaluation system is going to create animosity between faculty members. If the purpose is to be able to distinguish the top 10% of excellent faculty members, the administration is not taking into account quite how many of the faculty members are supremely excellent and underpaid. If the top 10% get a substantial raise, then the next 10 or 20% will feel even worse, and the distinction between the second 10% and the first 10% is minimal or totally arbitrary. It seems to me that the administration made a dire mistake.
- Get every faculty member up to OSU avg plus 15%. JUST DO IT.
- Annual evaluations are based on perceptions. Such evaluations are worthless, not being based on our department merit criteria. I am citing our chairperson: "Each member assigns you a score in each category based on an overall perception of the member of the performance of the member under the evaluation during 2012 for teaching, research and service. No specific formula was used for a member to decide his/her score."
- The "when allocating money ..." question is a poor survey item, because you might agree with one part and not the other. Such so-called double-barreled questions yield meaningless data.
- While the 9.9% maximum increase is understandable, there are situations where it should be possible to override the rule. For example, earning a higher degree or going into a different position with significant change in responsibilities.
- We're so behind at this point it's hard to even triage reasonably.
- Salary increases should be merit based and be awarded discretionary. Inequities have grown into the system and highly productive faculty are not paid enough while unproductive faculty is paid too much.
- Inequity is a huge and demoralizing problem. Why should I make \$10K+ less than a new assistant professor when I am at a higher rank, performing significant administrative/service and graduate advising duties, and maintaining an very active research program? I probably can get a job elsewhere and try to negotiate my salary up, but I don't really want to leave FSU nor do I want to have to divert my attention to the job market (and away from doing my job well) in order to try to get compensated fairly for the work that I am doing.
- Premises of last two questions are biased. Assumes that any and all "discretionary" increases are unjustifiable.
- We have a major problem with losing our top faculty, and it is in everyone's interest that the administration have the flexibility to make them offers to retain them.
- Faculty members who have maintained satisfactory requirements for continued employment over significant periods of time (10, 15,20 years +)are not recognized and compensated for reaching these benchmarks. The contributions of experience, dedication, and service to FSUS are only compensated by working to acheive rank. Bonus \$ for attaining those years of service would be a boost for moral with teachers of long term service.
- Seeking outside offers only to increase one's pay is an unethical practice that has become commonplace in academia. Administrators should be given the flexibility to reward productive faculty prior to them seeking other employment. However, outside offers should hold little sway in these decisions and faculty should not seek outside offers unless they fully intend to consider accepting the offer.

- Across the board raises should never happen at a University that offers tenure. Having both job and salary security creates complacency in too many people.
- I would like to have an analysis of salaries done to see if there are inequities related to gender.
- compression/inversion is the single most pressing salary issue
- The Dean in the College of Education clearly awards discretionary raises to her favorites, even if others are equally or more productive. For this reason, I oppose discretionary raises based on one person's judgement.
- One-size does not fit all here. Different department are likely to have different salary issues. In some, inversion might be more obvious, in others merit may be due to only a few, etc. So answering some of your questions above is difficult since what my department needs may not be what "the university" needs.
- While salary is not what motivates us, it is a matter of respect, both in relation to others on campus and to job offers we receive and the salaries of others in our positions across the country.
- With no raises in the last few years, it is imperative that any raise should be across the board.
- Right now you have to go out and get another job offer to get a salary adjustment if your's is out of whack. This is horrible. It causes us to lose good people. This needs to be fixed.
- no
- Salary compression and inversion!
- I understand the administrators' point of view but it can feel "crummy" to the worker bees to not get a raise because of not encouraging being recruited elsewhere. Therefore I support real cost of living and seniority raises.
- My concern about merit raises is that they are based on annual rankings which do not reflect how one is performing relative to what one is paid. Merit raises done that way simply make the rich richer.
- Can you say "good ole boy" ?
- All of the talk of administrative discretion is problematic when faculty have no faith in the judgement of administrators (based on administrators' past performance)
- peer-based merit AND discretionary adjustments are important
- FSU is quickly becoming a feeder pool for other universities due to lack of salary and research support. This is currently very unfairly divided among the different programs, and salary compression/cost of living are big issues!
- Administrators and faculty personnel committees need to work together on merit pay recommendations. If anything, faculty committees are more prone to politics and in-fighting than administrators, in my experience at multiple institutions.
- Until a reasonable procedure for faculty salary compensation is established across the university, the administration should be encouraged to redress imbalances. For example, not all units in the university have followed the stated policy of hiring new faculty at Oklahoma Survey plus 10%. The College of Visual Arts, Theatre and Dance has held itself apart from that directive to the detriment of the faculty. That has been the case for the last ten years under the leadership of our current VP for Faculty "Development and Advancement." If administrators in other units have held themselves exempt from that

same university-wide directive, they should all be reviewed immediately to redress this rogue behavior.

- Please consider raises for non-tenure instructors.
- the less discretionary it is, the better
- I see the biggest problem to be the salary inversion & compression. The root cause is inflation slowly lowering over real wages. To address this, first we need to have regular cost of living adjustments for all faculty & staff. This will help control inversion for future. However, it will not correct the current salary inversion. The union should either come up with a comprehensive plan to address this, or trust administration with additional discretionary funds to be used for this purpose.
- Merit often is still biased according to the reviewer. Am not against merit at all--but most faculty are doing their very best and giving it all for very little in terms of monetary reward. The unsung heroes need to keep up with cost of living as the least of a token of appreciation.
- I think that merit raises should be determined at a very high level (i.e., Dean's level or higher), not at the department level where personal politics can (and in our department often) override fair judgment.
- I would like to see at least cost of living increases than adjustments to salaries of faculty who have been here a number of years.
- The three choices in the second question are all important
- Both non-TT and TT faculty should be considered.

### **Non-salary Bargaining Priorities:**

**How much emphasis should the faculty bargaining team assign to each of the following non-salary issues below:**

#### **Domestic partner benefits?**

48	13%	None
40	11%	A little
137	37%	Some
81	22%	A lot
60	16%	All it can

#### **Non-competitive full-pay sabbaticals?**

48	13%	None
75	21%	A little
134	37%	Some
61	17%	A lot
42	12%	All it can



**A pre-tenure research release for Assistant Professors?**

51	14%	None
64	18%	A little
139	38%	Some
76	21%	A lot
34	9%	All it can

**Childcare facilities on or near campus?**

43	12%	None
68	19%	A little
140	38%	Some
80	22%	A lot
35	10%	All it can

**A just cause or similar standard for non-renewal, requiring that non-renewal only be for good reason?**

42	12%	None
27	8%	A little
106	30%	Some
114	32%	A lot
70	19%	All it can

**Parking?**

70	19%	None
71	19%	A little
112	31%	Some
61	17%	A lot
53	14%	All it can

**Healthcare?**

19	5%	None
26	7%	A little
105	29%	Some
126	34%	A lot
92	25%	All it can

**Retirement benefits?**

9	2%	None
18	5%	A little
66	18%	Some
140	38%	A lot
137	37%	All it can

**Do you have any additional comments on bargaining priorities for issues other than salaries?**

58 16%

- The faculty has been nickled and dimed to death on benefits, one area that traditionally helped to offset generally lower salaries paid in the public sector for comparable work (relative to private sector).
- The ORP contribution should be changed to make FSU competitive with major universities, a feature that is no longer true.
- retirement was already reduced for those of us on ORP it needs to be reinstated
- Parking is so low on my priorities I don't even think it should be in the survey every year.
- Pre-tenure research release is and should be left to the discretion of the university departments.
- Some issues I can guess about, i.e., the need to grant junior pre-tenured faculty leaves to ensure their meeting tenure requirements; others, I don't know are a problem. For example, are departments in the habit of denying sabbatical requests? Not awarding them at full pay? Etc.? There's much to stay on top of at a school this size.
- A better sabbatical policy would be a big step up, as FSU's policy is very poor compared to peer institutions of which I am familiar.
- I have two. The lack of faculty of color and support for faculty of color. Also, I don't understand why faculty have to pay to come to work i.e. parking at their place of employment.
- One word descriptors of priorities are a bit vague. I think retirement and health care benefits need to be protected against more cuts or increased costs to faculty.
- A top priority should be 360-degree reviews for department chairs and deans. This will encourage fair treatment of all faculty and staff and will incentivize department leadership to create an inclusive and supportive environment.
- FREE FSU Tuition for dependences!!!!!!!!!!!!!!!!!!!!  
!!
- Faculty should not be prey for parking services. It is one more thing that makes working at FSU a miserable experience. The administration could garner a lot of good will by doing something as simple as lowering or eliminating the cost of parking for faculty. After all, what other kind of job (in this town) requires you to pay to park in your company's own parking lots and then tickets you for technicalities.

- Retirement number one. Generally, focus on the direct employee issues like sabbaticals and just cause, and less on indirect issues like childcare.
- Non-renewal for non-tenured faculty without a reason is absurd. It has turned out to be completely arbitrary.
- Need better support for specialized or non-tenure track faculty going forward.
- Pension benefits have been significantly eroded, and should be restored (the Valic-type, not the previous guaranteed benefit based on years of service)
- FRS is under attack by the legislature. Not sure what UFF can do about it, but you did ask about retirement benefits.
- I think that it would be easy to get the faculty mobilized to address parking issues without the union being formally involved. I don't think we actually have to do anything being disseminating information.
- UFF should be a leader in fighting for property rights in electronic on-line materials prepared by FSU faculty; these should be in the same category as books and other scholarly products. HIGHEST PRIORITY (higher than all salary issues.)
- for faculty who stay on at FSU for their whole career they need and deserve a strong retirement system
- We need to be protected from bearing more and more of health insurance costs and retirement contributions.
- I am amazed that parking continues to be on this list. It is nice, but not in the same class with health, families, etc. If transportation is so important, how about a question about negotiating for improved public transit options or accommodations for bike commuters?
- The closure of parking for the Business College at the Shores parking area with NO REAL PLAN for how to deal with the loss of parking is reprehensible and will cause even WORSE morale around FSU.
- Year-round pay option
- Retirement and benefits coupled with salary issues are major problems. Many of use are basically losing a lot of money by staying at FSU. As time passes, it will not take much to get people to leave. Other public universities are making adjustments but they weren't in as bad a shape to begin with. We're losing good faculty to 2nd tier and 3rd tier public universities because they pay more and give better resources.
- While we're way better off than most in terms of health care, costs are creeping up, particularly with the huge increases on co-pay for non-GP visits.
- Focus on regular tenure track faculty issues and not on those for non-tenured faculty.
- Any way to make pay raises progressive so that lower paid people get a bigger bump than higher paid people? Percentage raises are regressive.
- Part-time options for family needs, both child and elder care as well as health issues  
MOre than one round of parental leave per person
- Although my own personal retirement is far away, I think it is the single most pressing concern moving forward, especially considering the political landscape in this state. The

union should focus as much energy as possible into protecting our retirement benefits/plans/etc.

- The dental plan options suck. You cannot get pediatric dentistry under ANY plan - period. This is a caricature of a dental benefit.
- Civility (I know not measurable but important) and support for conference travel.
- As a faculty member, I recently received two parking citations, one totaling \$100 and another for \$30. There were no faculty parking spots available during this time, and I was forced to park in a clinic parking spot and a student's at another time. I have meetings and consultations with faculty and need to travel to various locations on campus and park. Already, I have a significant amount of my pay check allotted for parking. Something needs to be done about this ridiculous situation.
- Stepping up faculty parking enforcement would make more parking spots available to faculty.
- The cutbacks in retirement benefits (in particular ORP) has really hurt our faculty and our ability to recruit faculty.
- Evaluation of administrators equally by faculty. Many universities have the faculty evaluate their chairs and their deans using scantron forms every year. This is a good thing and keeps them honest. We should do that, and also evaluate the Provost and Dean of Fac (or whatever the new title is) and Prez as well.
- The hiring process was totally flawed in our department. 4 out of the 5 candidates that were invited had the same nationality as the chairperson, and eventually the weakest two were hired.
- Delighted to see non-competitive full-pay sabbaticals appear here. Parking is "important" but it fades in comparison with other problems.
- Multi-year contracts
- The way annual evaluations are done and how that fits with FACET is ridiculous. Faculty work far more than 40 hours a week. The assignment of responsibilities should reflect that. Many people put in more than a 100% effort. Normalizing all AOR to 100% benefits the poor performers.
- Our healthcare is already better than most. Parking can be annoying, but it's not as bad as it is at some places. We can manage. There are many fine childcare facilities close to campus (my child goes to one of them, less than a mile away), and only affects a small subset of faculty. Retirement, however, affects all of us equally and is a serious issue.
- Parking here is a nightmare. I have never seen anything like this at other major universities. It would make life a lot easier if faculty lots were designated by teaching location. That would also encourage spending on local businesses as I wouldnt worry about losing a good parking spot if I wanted to go out for lunch with colleagues or visitors.

- Sick leave bank requirements for FSUS employees- We have no vacation days during the year all leave is sick other than "free" day. This is a benefit made more difficult to attain over time with eligibility requirements.
  - The ORP has taken a severe hit by the actions of the state. Contributions are half of what they were a few years ago. Meanwhile, the FRS benefits remain the same.
  - retirement contributions - give us back our 3%!
  - "Non-competitive" means anyone who wants a sabbatical can have one regardless of whether they plan to do anything productive during that time.
- Pre-tenure research release for Asst. Profs - if that means a couple of teach-free semesters in years 4-5 then I think it is an essential part of faculty development.
- No issues with 2/4 mid tenure reviews, but the transition left a lot to desire. Why cram a 2 year review 4 months early? It should have been done in the Fall for the limited group it affects because too many other changes are also occurring (i.e.; myfsu implementation)
  - I would like to see the campus move toward people rather than cars
  - For some faculty, all nearby parking is now being taken away (even though fees continue to be charged for faculty parking permits). Fees for faculty parking should be removed given that faculty parking is being removed. Let faculty park anywhere they can find a space, free of charges.
  - The union should encourage the university to develop a program where students of faculty can attend FSU or a partner institution tuition-free (similar to UF's arrangement).
  - I would put greater emphasis on healthcare and retirement, but I just don't see these as issues we can make very much headway on. Since we're state employees, we're at the mercy of our state legislature and we can't bargain with them.
  - Additional opportunities for research funding.
  - Full pay sabbaticals should only be granted when there is a very solid proposal.
  - This is a useless exercise. I am encouraged by the fact that for the first time in the two decades I have served this university as professor and administrator there is finally an president not hired from "within," who also has a vision for the future. The money still stinks and until that is redressed I see little progress on the other fronts.
  - there are differences and inequities in how online teaching is made available to faculty and reimbursed
  - The current (and persisting for many years) parking situation is really unacceptable. Paid parking would be fine, especially if the parking spot is reserved and costs as much as a parking permit (which only grants a privilege to part if one finds a free parking spot).
  - Benefits add up to about the only extrinsic motivation left, without regular monetary increases, and it is sad that these too are being reduced.
  - I'm seeing non-renewal without cause being abused.

## **General Survey Questions:**

### **Generally speaking, I'm satisfied with the way things are going at FSU.**

11	3%	Strongly agree
134	36%	Agree
92	25%	Neutral
88	24%	Disagree
43	12%	Strongly disagree

### **Faculty morale is high at FSU.**

4	1%	Strongly agree
74	20%	Agree
114	31%	Neutral
109	30%	Disagree
68	18%	Strongly disagree

### **Administrators should have greater discretion to allocate salary raises to faculty.**

22	6%	Strongly agree
84	23%	Agree
103	28%	Neutral
103	28%	Disagree
55	15%	Strongly disagree

### **Merit raises in my department/unit, when provided, are based on specified criteria and standards.**

70	19%	Strongly agree
153	42%	Agree
62	17%	Neutral
42	12%	Disagree
37	10%	Strongly disagree

### **FSU administrators have inappropriately high salaries compared with FSU faculty.**

133	36%	Strongly agree
115	32%	Agree
78	21%	Neutral
31	8%	Disagree
8	2%	Strongly disagree

**The elevators, restrooms, ceilings, and other physical properties in my building are in good condition.**

55	15%	Strongly agree
142	39%	Agree
61	17%	Neutral
63	17%	Disagree
47	13%	Strongly disagree

**Faculty and staff parking is satisfactory at FSU.**

21	6%	Strongly agree
110	30%	Agree
73	20%	Neutral
79	22%	Disagree
83	23%	Strongly disagree

**Guidance from the Office of Faculty Development and Advancement on changing departmental/unit bylaws to accommodate new evaluation categories in the Collective Bargaining Agreement (CBA) has been clear and consistent.**

8	2%	Strongly agree
72	20%	Agree
171	48%	Neutral
71	20%	Disagree
37	10%	Strongly disagree

**Faculty members in my department/unit have had adequate time to develop new evaluation policies and procedures consistent with changes in the CBA.**

14	4%	Strongly agree
113	31%	Agree
118	33%	Neutral
71	20%	Disagree
43	12%	Strongly disagree

**Faculty members in my department/unit understand why they are being asked to rewrite their evaluation systems in their bylaws.**

16	4%	Strongly agree
127	35%	Agree
110	30%	Neutral
75	21%	Disagree
35	10%	Strongly disagree

**Transitioning from 3rd year reviews to 2nd and 4th year reviews will be helpful to tenure-earning faculty in my department/unit.**

26	7%	Strongly agree
84	23%	Agree
102	28%	Neutral
62	17%	Disagree
60	17%	Strongly disagree
27	7%	Not applicable

**The labor required of tenured faculty to develop and conduct 2nd and 4th year reviews for tenure-earning colleagues will detract from scholarly productivity.**

57	16%	Strongly agree
112	31%	Agree
84	23%	Neutral
62	17%	Disagree
21	6%	Strongly disagree
25	7%	Not applicable

**Requiring all faculty members, regardless of their self-assessment of performance, to apply and be evaluated for merit (in addition to their annual performance evaluation) is a worthwhile use of faculty time.**

20	5%	Strongly agree
98	27%	Agree
82	22%	Neutral
106	29%	Disagree
61	17%	Strongly disagree

**Faculty evaluation and merit determination is an administrative responsibility, and faculty members should not be expected to devote their time to doing it.**

14	4%	Strongly agree
56	15%	Agree
74	20%	Neutral
135	37%	Disagree
86	24%	Strongly disagree



**My department/unit has faculty-approved merit assessment procedures.**

85	23%	Strongly agree
165	45%	Agree
68	19%	Neutral
27	7%	Disagree
19	5%	Strongly disagree

**My department/unit has up-to-date merit assessment procedures.**

64	18%	Strongly agree
148	41%	Agree
75	21%	Neutral
40	11%	Disagree
33	9%	Strongly disagree

**Merit assessment procedures in my department/unit are satisfactory.**

40	11%	Strongly agree
135	38%	Agree
85	24%	Neutral
53	15%	Disagree
47	13%	Strongly disagree

**Faculty can tend to family care needs without fear of being penalized.**

56	15%	Strongly agree
161	44%	Agree
96	26%	Neutral
38	10%	Disagree
12	3%	Strongly disagree

**Faculty have enough say in academic governance in Faculty Senate, colleges/units, and departments/units.**

20	6%	Strongly agree
118	33%	Agree
108	30%	Neutral
73	20%	Disagree
39	11%	Strongly disagree

**I view participation in faculty governance as an ethical obligation and engage accordingly.**

71	20%	Strongly agree
190	53%	Agree
77	21%	Neutral
17	5%	Disagree
4	1%	Strongly disagree

**I have enough time to move forward on my research or creative agenda.**

15	4%	Strongly agree
124	34%	Agree
55	15%	Neutral
99	27%	Disagree
60	17%	Strongly disagree
10	3%	Not applicable

**My job demands sometimes cause problems in my personal or family life.**

51	14%	Strongly agree
152	41%	Agree
80	22%	Neutral
70	19%	Disagree
15	4%	Strongly disagree

**I can give sufficient time to my students.**

26	7%	Strongly agree
148	41%	Agree
68	19%	Neutral
78	21%	Disagree
20	5%	Strongly disagree
25	7%	Not applicable

**Faculty loyalty to this university is rewarded.**

1	0%	Strongly agree
37	10%	Agree
109	30%	Neutral
94	26%	Disagree
122	34%	Strongly disagree

**I hope to spend the rest of my career at FSU.**

53	15%	Strongly agree
96	26%	Agree
129	36%	Neutral
46	13%	Disagree
39	11%	Strongly disagree

**When I came to this university, I planned to spend the rest of my career here.**

64	17%	Strongly agree
90	25%	Agree
113	31%	Neutral
71	19%	Disagree
29	8%	Strongly disagree

**I feel loyal to this university.**

46	13%	Strongly agree
139	38%	Agree
98	27%	Neutral
49	13%	Disagree
35	10%	Strongly disagree

**I felt more loyalty to FSU in the past than I do today.**

43	12%	Strongly agree
98	27%	Agree
97	27%	Neutral
91	25%	Disagree
28	8%	Strongly disagree

**Teaching assignments in my department/unit are done equitably.**

63	17%	Strongly agree
151	41%	Agree
56	15%	Neutral
35	10%	Disagree
30	8%	Strongly disagree
29	8%	Not applicable

**The university administration is doing all that can reasonably be expected to stem attrition of junior faculty.**

10	3%	Strongly agree
93	26%	Agree
121	34%	Neutral
78	22%	Disagree
59	16%	Strongly disagree

**The university administration works effectively with departments/units to encourage and retain productive scholars.**

7	2%	Strongly agree
91	26%	Agree
118	33%	Neutral
84	24%	Disagree
55	15%	Strongly disagree

**Please comment on your response to the previous question.**

73 20%

- The following is a very poorly designed question, as it assumes that our experiences are the same at all levels AND THIS IS NOT THE CASE: Faculty have enough say in academic governance in Faculty Senate, colleges/units, and departments/units. We DO NOT have enough say at the College level.
- Current administrative protocols for handling fellowships and grants in the humanities discourage faculty application.
- approves necessary counter-offers fairly frequently
- There is not yet an effective way for administrators to combat overtures being made to productive faculty.
- Again I don't believe in counter offers. If faculty chose to leave for greener pastures they should do so. There are capable replacements available
- I'm not sure what's being done, but it seems to vary greatly from college to college.
- I hope to find out.
- I just arrived to campus from a less-than-desirable work situation, so my context of arrival is quite different -- it seems -- from the context of those who have been here longer. Wish the survey more clearly delineated between questions to be answered based on lots of experience vs. little experience. Better yet, wish the survey had an option for each question to check: "have not had sufficient experience on campus/at FSU to respond."
- The salary situation is the big issue, as is the seeming inconsistency across units within colleges with which these issues are being handled.
- Salaries are way out of line with market.

- I feel that the university administration has been doing a fine job considering the obstacles they are forced to overcome, with out the benefit of much outside political or financial support
- I'm too new to comment on this.
- We keep losing faculty to other schools. Not sure if the administration effort is ineffective or if FSU just doesn't have the resources to compete with other institutions
- The President of the university indicated some time ago that FSU is top heavy with tenured faculty. This was presented as a problem. The way to correct this problem is to reduce the rate of tenure while waiting for retirement / attrition to occur. This was very concerning at the time and is still so. Moreover, the requirements for tenure have been increasing. This seems to be inline with the notion of reducing the rate of tenure. However, faculty are taxed with larger class sizes, the need to prep revenue-generating certificate programs, the need to prep online classes, and fundraising efforts. The increased tenure requirements are undermined by the extra duties. Junior faculty are not protected from these extra duties. Finally, the efforts to ensure that new faculty are receiving support and are being included are sporadic. They fluctuate with the interests of the department chairs while the research tracks of faculty do not. This should be addressed.
- Peer evaluation in my department is a form of institutionalized gossip and backstabbing. The clarification of categories for merit to a 1 to 4 scale (as recommended by the administration) is a very positive step; however, the process is deeply flawed. There are no clear criteria or clear rewards. "Merit" is a meaningless category.
- It is not a research-friendly environment. No leaves, tiny amount of travel money to present at conferences, no research money, inadequate research assistantships, heavy service obligations, penalties for winning external grants, inadequate sabbaticals. Bah.
- Excellent junior faculty are terminated without reason given. The department had no say in this.
- Priorities for retention and incentives are for faculty who've been here the longest. But that overlooks how the administration, by paying more attention to junior faculty, can make it possible for those people to stay long term. Backwards policy.
- Merit is currently weighted by "assignment of responsibility", which is not appropriate. AoR is designed to report faculty activity to the State of Florida, but it NOT the right way to judge merit. FSU's reputation is based on its externally recognized scholars, not the amount of hours they spend teaching undergrads.
- Specialized faculty units need some intervention to help with new By-laws under the revised classifications!
- I believe that the new administration takes faculty retention very seriously.
- I have yet to witness this situation.

- I'm not sure what the administration can do if the legislature doesn't provide enough money for cost-of-living raises, merit pay, etc. I don't feel like the problem is taken seriously enough in the humanities, though.
- I'm a new faculty member and don't have enough experience at FSU to comment on a number of items marked neutral.
- Administration seems to primarily exist to serve itself. They seem to generate more work for faculty and nothing really changes for the better.
- The biggest waste of faculty productivity is dealing with SACS. This private for-profit company has a conflict of interest in generating maximum possible bureaucratic work for us in order to maximize their own company size and profits.
- Salary inversion is a disincentive to creativity
- I do not have sufficient enough knowledge of this question so I chose "Neutral."
- I don't see evidence for such effort
- When the new VP for Research states publicly that the single most important priority is to hire "100 of the brightest new faculty possible" and says nothing about rewarding those that have been extremely productive during the last 5 difficult years, there is a serious problem that affects morale.
- Not aware of what is being done.
- It seems like more talk than substance. I think that administration cares more about how many students we teach and how much money we bring in. But, not so much about really helping faculty become great teachers or researchers.
- The faculty in my dept receive no information on administrative matters beyond the dept level and little to no information is communicated regarding decision making inside the unit. Dept hires are not discussed, hires are not announced publicly, committee assignments are made on the basis of favoritism and only those in the good graces of the chair are aware of the most basic information regarding dept matters. There are two faculty meetings per year with little to no discussion regarding matters of importance. This is not a shared governance environment.
- only in the sense that the best and the brightest and ambitious faculty all went out and got job offers elsewhere. college then offered to up their salaries, most stayed here, one didn't.
- would like to see additions that address the issues of the non-tenure earning faculty!!!
- While the procedures for merit raises were followed in my department the money for raises was broken into different pools depending on how people were hired. Included in this is one member who moved to an administrative position during the year but was evaluated and given a merit raise (the largest given) inside the department.
- Our department does nothing to retain junior faculty. While most universities match outside offers from similar or better universities, we are encouraged to accept outside offers because no counteroffers will be made. I have been told by administration that this is because the union would rather have equality in pay, rather than rewarding

productivity. Of course this means the best scholars will leave and you are left with those who can't leave because they are not good enough to find a better position.

- Merit and preemptive raises are needed in some cases.
- Not sure I am sufficiently informed to pose as anything other than neutral
- The retention strategy at FSU is comparable to that of a person who leaves their home unlocked as a deterrent to thieves. When another institution comes raiding, FSU loses.
- The culture of raises based on counter offers is a pathetic excuse for administration. What other business defers the ability to evaluate employees to competitors?  
The lack of faculty input on faculty hires, job descriptions and emphasis is embarrassing.
- Young beginning Assistant Professors are given a lot of support and lower teaching loads. Other levels take on their load. Some of them (AP)leave and that makes for wasted time and money.
- Merit increase of 0.6% is ridiculous.
- The "waste of time" for faculty is not in performing merit evaluations. The "waste of time" is in the annual performance evaluations which the administration has not said what they would be used for. It is hard to develop criteria without being told what the judgement is for. The union should do everything in its power to keep those two systems separate because it is only through the merit system that the department can decide how merit funds will be distributed between faculty members. The annual performance evaluations only give categories and ask us to put faculty members into these categories. If the administration could use that system to distribute merit money, they could decide just to put money into one of the categories. It is only through the merit system that departments/units can decide what kinds of faculty activities should be valued and in what relation to other kinds of faculty activities. The department can decide that even if you're not in the very top of the top category, you still are doing a lot of good work that should be recognized with some merit. Faculty need to maintain control of merit distributions!!
- The brain drain is getting worse. In addition to salary equity and competitiveness, it takes better working conditions to retain faculty. I want to do research. At this so-called Research Intensive university, there is no time or support for that. I am becoming a teaching and service drone here and am starting to feel like I've got to run for my life before it's too late---my intellectual life, that is, and my financial life. If I got an outside offer and my dean and chair said, "no matching raise, but you never have to go to a department meeting or committee meeting again," I would stay, even at a low salary. And I am not the only one who feels this way. Admin has no idea how stressed and unhappy people are, and when you try to explain it, they do not want to hear it, or they make promises and don't keep them. It is very alienating not to be able to trust your administrators. It is no wonder they can't retain people.
- The impact factor is ignored in our department. NSF grants are also ignored. Top journals as rated by our department standards are equally ignored. The top cited researcher in our

area per our area journal of reviews, was ranked next to the last. Merit in our department is based solely on a handful of perceptions, not on our department academic standards. The recommendations of publishing in the area, for tenure purposes made by the external reviewer, were fully ignored. Only achievements of cherry picked faculty were included by our chair in his report of our departmental review. The department bylaws are ignored. Since I joined FSU, our department lost several top researchers in our area, while hiring faculty that do not have their education in the area and are learning the subject on the job, or hired previous colleagues of the chair, or PhD's having the chair national origin. The only English native speaker, who by the way was born and educated in Tallahassee, with an excellent research and teaching record, and with a PhD from UNC, who was the only candidate in the area related with medicine, an area so much sought and advertised, was NOT given any chance by our chair, who may I say it again preferred to offer the job to one of his co-nationals, who has a PhD in another area than the one advertised. Bottom line, our chair is NOT doing his job. He runs the department like a clan.

- Extraordinary faculty are not pursued by dean; he routinely allows them to leave and continues to promote mediocre faculty. That's one reason why scholars are leaving.
- The measures of productivity are too slippery (over time, across stakeholders), and the failure accommodate different definitions of 'encouraging' is a problem.
- The policy of requiring another job offer before a discretionary raise can be considered is ridiculous. By that time the person has already made up their mind to leave. People should be rewarded as they perform.
- I disagreed, but only because I feel that the monetary awards have not been in place for productive scholars like myself. I know that I am valued in my department and college and I receive affirmation via my annual reviews. However, my inverted salary and heavy workload makes me feel less valued than a new hire. Considering that new hires not only get higher salaries, but also more travel money and course releases, I feel very underpaid/compensated for what I do. At times it feels like the only reward I get for doing a good job is more work.
- I imagine it varies across colleges and do not have enough information on others to have a strong opinion
- Teachers who present workshops on a regular basis at the state level are supported in travel yet recognized for this contribution in the evaluation process
- The retention issue is better now. It's not good yet, but it is better.
- Compression and inversion are a growing problem that does not get addressed as far as I can tell.
- The university is focusing too much on rewarding "new initiatives" and recruiting "new people" rather than rewarding and encouraging (and recognizing!) the quality work that is already done by some people here. A new faculty member with research topic "x" can get funding for it but an existing faculty member who may be an international leader on same topic "x" is completely ignored by the higher admins at FSU.



- These are a mixed bag of departmental and university questions. You asked to comment only on the previous question. If I were to seriously consider an offer from another University, I don't even feel I need to ask FSU to match it - I know they won't. But more importantly, by the time I have invested time to visit somewhere twice and negotiate an offer, it's too late. Faculty retention must be pre-emptive and more effort needs to be made to tell Faculty that they should give FSU an opportunity to match offers. I don't get the feeling they want to be put in that position, frankly, so when I look elsewhere, it's with the mindset that there will be no FSU counter-offer.
- I know several people who've worked at FSU for many years and were headhunted by other universities. Only when the other institution offered employment did FSU step in to counter offer. This is insulting to faculty who've given so much time and work to FSU.
- With Conradi demolition, faculty/staff spaces are even scarcer, the students parking in faculty spaces continues, but Parking Services REFUSES to tow (only ticket, which is not a deterrent) unless in a reserved space and we pay money for this privilege
- They're trying
- I know of cases where counter-offers were hardly matched, and faculty left. These were colleagues I valued and that students valued as well. Their loss is regrettable and was, in my opinion, preventable.
- In my field the salaries at FSU for Assist. Prof are competitive, but at other levels we lag behind in pay.
- I can't comment on that statement
- Need to provide more faculty incentives. Things like cutting retirement money, plus taking away parking, plus demanding more review processes at 4th & 2nd year, plus adding more demands on merit review efforts seem like lots of new burdens for FSU faculty - not just for those being reviewed, but for those who must do the reviewing - and where are any new rewards being added for FSU faculty to offset all this?
- I have witnessed that meager efforts at retention are viewed as insults and thus push faculty out the door even faster. Indeed, after watching numerous faculty leave across multiple departments I am not aware of a single one who felt that they received a reasonable counter-offer.
- Awarding regular sabbaticals would be a way to rectify this problem.
- For a university that claims to be a top research university, I find virtually no time to focus on my research. The Administration at FSU are completely out of touch with reality for faculty.
- I've received merit raises in the past and greatly appreciate them. However, they do not even begin to approach the rising cost of living. The delay in collective bargaining this year was inexcusable. If FSU wants to retain its productive faculty, they must stop abusing them, balance the service load within departments, and find ways of ensuring that salary increases happen annually to at least match cost of living increases.

- President Barron has been a breath of fresh air. In general, I feel that the university is waking up to the great possibilities that have been locked inside our outstanding faculty.
- This issue comes and goes (in my experience) depending on the relationship between the individual and the dean. It has not worked out well in my area.
- We are faced with immense budget problems and I think the administration is doing the best they can. Not enough is done to retain productive scholars, not at all, but I am not sure if it is the administration to blame.
- High number publications and grant getting is duly rewarded, but the downside is that it leaves other faculty with more burden to teach heavier loads in teaching that "productive" faculty leave behind. Depends on how you define productive.
- If the SRO increases overhead dramatically as it is currently planned, it is going to be particularly hurtful to junior Faculty, who will end up with less resources from their grants to jump start their careers.  
 FSU is not an academic institution per se: creative activities, such as publications, attracting external funding, advising on external panels, invitations to speak at Conferences, advising students, etc. is not rewarded, particularly if you are one the rare non-TTFs at this level of performance.  
 The only thing that seems to matter is to have to correct political connections to reach an administrative position where you will be paid twice the salary of the Faculty who does all the above. Is this academia? Then it is doomed as any third or fourth world country. Why don't we have a strong discussion about this?
- We have time to work on projects that forward the careers of administrators but not on things that will forward our own.

**Please rate your feelings toward the UFF-FSU Chapter, using the following choices:**

118	33%	Very positive
122	34%	Somewhat positive
56	15%	Neutral
46	13%	Somewhat negative
13	4%	Very negative
8	2%	Not sure

**Has an FSU colleague ever asked you to join the United Faculty of Florida (UFF)?**

314	87%	Yes
37	10%	No
8	2%	Not sure

## **Administrator Evaluations:**

### **President Eric Barron's job performance has been**

128	35%	Outstanding
172	47%	Good
33	9%	Fair
6	2%	Poor
3	1%	Unacceptable
21	6%	Not sure

### **Provost Garnett Stokes' job performance has been**

48	13%	Outstanding
146	40%	Good
47	13%	Fair
20	6%	Poor
6	2%	Unacceptable
95	26%	Not sure

### **Vice President for Faculty Development and Advancement Sally McRorie's job performance has been**

30	8%	Outstanding
93	26%	Good
50	14%	Fair
18	5%	Poor
9	2%	Unacceptable
164	45%	Not sure

### **My dean's/director's performance has been**

65	18%	Outstanding
137	38%	Good
75	21%	Fair
25	7%	Poor
35	10%	Unacceptable
26	7%	Not sure

**My department chair's or immediate supervisor's performance has been**

118	33%	Outstanding
128	36%	Good
54	15%	Fair
24	7%	Poor
27	8%	Unacceptable
5	1%	Not sure

**It is time for my College to have a new dean.**

69	19%	Strongly agree
40	11%	Agree
108	30%	Neutral
84	23%	Disagree
57	16%	Strongly disagree

**It is time for my Department/Unit to have a new chair/director.**

54	15%	Strongly agree
53	15%	Agree
76	22%	Neutral
91	26%	Disagree
79	22%	Strongly disagree

**Professional Work Climate:**

**All things considered, the working or professional climate for faculty in my College/Unit is positive.**

41	11%	Strongly agree
149	41%	Agree
92	25%	Neutral
56	15%	Disagree
25	7%	Strongly disagree

**All things considered, the working or professional climate for faculty in my Department/Unit (if applicable) is positive.**

59	17%	Strongly agree
160	45%	Agree
54	15%	Neutral
50	14%	Disagree
34	10%	Strongly disagree

**Faculty members are rewarded fairly for the amount of effort they put in.**

6	2%	Strongly agree
78	22%	Agree
90	25%	Neutral
114	31%	Disagree
74	20%	Strongly disagree

**Procedures used to evaluate faculty performance are fair.**

20	6%	Strongly agree
157	43%	Agree
107	30%	Neutral
44	12%	Disagree
34	9%	Strongly disagree

**Faculty members are rewarded fairly considering their accomplishments.**

11	3%	Strongly agree
93	26%	Agree
93	26%	Neutral
106	29%	Disagree
57	16%	Strongly disagree

**Procedures used for promotion, merit distributions, and other matters are fair.**

24	7%	Strongly agree
147	41%	Agree
100	28%	Neutral
63	18%	Disagree
23	6%	Strongly disagree

**Which of the following best describes the impact on FSU of legislative budget cuts during the 2012-13 academic year?**

17	5%	No real impact
74	21%	A small but important negative impact
138	38%	A moderate negative impact
131	36%	A large negative impact

**Which of the following best describes the impact of the Legislature cutting retirement benefits?**

3	1%	No real impact
31	9%	A small but important negative impact
86	24%	A moderate negative impact
241	67%	A large negative impact

**Recent contract language has specified that some portion of merit increases can be determined by deans rather than departments. Do you support deans' ability to allocate a portion of merit funds?**

34	9%	Strongly agree
93	26%	Agree
109	30%	Neutral
64	18%	Disagree
61	17%	Strongly disagree

**Did you actively seek alternative (non-FSU) employment during the 2012-13 academic year?**

107	29%	Yes
256	71%	No

**Do you plan to actively seek alternative (non-FSU) employment during the 2013-14 academic year?**

105	29%	Yes
146	40%	No
113	31%	Not sure

**What is your position classification?**

40	12%	Assistant Professor (13%)
82	25%	Associate Professor (18%)
113	35%	Professor (22%)
3	1%	Eminent Scholar (1%)
1	0%	Lecturer (<1%)
3	1%	Instructor (1%)
23	7%	Assistant In ____ (14%)
12	4%	Associate In ____ (8%)
16	5%	Research Associate (6%)
0	0%	Instructor Librarian (0%)
3	1%	Assistant University Librarian (1%)
8	2%	Associate University Librarian (1%)
3	1%	University Librarian (<1%)
1	0%	Assistant Scholar/Scientist/Engineer (2%)
7	2%	Associate Scholar/Scientist/Engineer (2%)
5	2%	Scholar/Scientist/Engineer (2%)
0	0%	Specialist, Computer Research (1%)
1	0%	University School Instructor (4%)
1	0%	University School Assistant Professor (2%)
0	0%	University School Associate Professor (<1%)
0	0%	University School Professor (<1%)
5	2%	Other (1%)

*Editor's Notes:*

*Percent to left of position classification shows percent of all responses with position classification identified that are in the position classification listed. Percent to the right in parentheses shows percent of all faculty members at FSU and FSUS combined who are in the position classification.*

*Forty-four (44) respondents did not indicate their position classification. Percents of poll respondents are based only on those who provided valid responses to a question. Thus the 40 self-identified Assistant Professor respondents are 12% of the 327 poll respondents who identified their position classification.*

**My assigned duties involve:**

58	16%	Mostly research
70	19%	Mostly teaching
31	9%	Mostly service
158	44%	About an even balance of teaching and research, with some service
39	11%	A diverse combination with no area dominant
5	1%	Not sure

**My assigned duties involve some administrative responsibilities--that is, running the affairs of an organization.**

174	49%	Yes
172	48%	No
9	3%	Not sure

**Are you in a tenured or tenure-earning position?**

271	75%	Yes
89	25%	No
0	0%	Not sure

**Which of the following best describes your normal annual appointment?**

287	80%	9-month contract
64	18%	12-month contract
6	2%	Other
0	0%	Not sure



**What Department/Unit do you consider your primary appointment? (For nondepartmentalized colleges/units, this may be the college/unit.)**

3	1%	Accounting
0	0%	Advanced Power Systems (Ctr for)
0	0%	Aerospace Studies (Air Force ROTC)
3	1%	Anthropology
1	0%	Art
2	1%	Art Education
3	1%	Art History
1	0%	Askew School of Public Administration
10	3%	Biological Science
2	1%	Chemical and Biomedical Engineering
8	3%	Chemistry and Biochemistry
0	0%	Civil and Environmental Engineering
2	1%	Classics
11	3%	Communication
3	1%	Communication Science & Disorders
5	2%	Computer Science
5	2%	Criminology and Criminal Justice (all areas)
3	1%	Dance
1	0%	Dedman School of Hospitality
14	4%	Earth, Ocean, and Atmospheric Science
3	1%	Economics
3	1%	Educational Leadership and Policy Studies
4	1%	Educational Psychology and Learning Systems
3	1%	Electrical and Computer Engineering
22	7%	English
4	1%	Family and Child Sciences
3	1%	Finance
2	1%	FSUS (all areas)
0	0%	Geography
8	3%	History
0	0%	Industrial Engineering
0	0%	Information Technology
1	0%	Interior Design
1	0%	Learning Systems Institute
9	3%	Library & Information Studies
10	3%	Magnet Lab (NHMFL)
11	3%	Management
7	2%	Marketing

7	2%	Mathematics
0	0%	Military Science (Army ROTC)
1	0%	Mechanical Engineering
7	2%	Modern Languages and Linguistics
1	0%	Motion Picture Arts (Film)
17	5%	Music (all areas)
2	1%	Nursing (all areas)
2	1%	Nutrition, Food, and Exercise Sciences
5	2%	Office of Distance Learning
2	1%	Ocean & Atmospheric Prediction (Ctr)
1	0%	Panama City (all areas)
2	1%	Philosophy
13	4%	Physics
2	1%	Political Science
0	0%	Prevention and Early Intervention (Ctr for)
7	2%	Psychology
1	0%	Religion
2	1%	Retail Merchandising and Product Development
3	1%	Risk Management, Insurance, Real Estate, & Legal Studies
1	0%	Scientific Computing
15	5%	Social Work
8	3%	Sociology
4	1%	Sport Management
2	1%	Statistics
8	3%	Teacher Education
7	2%	Theatre
11	3%	University Libraries
4	1%	Urban and Regional Planning
12	4%	Other

**Do you have any comments on anything else that concerns you as an FSU faculty member?**

75 20%

- The University needs to seriously consider either a regular rigorous public review of its Deans (every 3 years)and/or setting term limits (may be 6-7 years).
- System-wide teaching and administrative platforms like Blackboard are slow, buggy, and feature terrible human-computer interfaces. More is not better.
- I would like to change my pay schedule from 9 months to 12 months so my pay is spread over the summer.

- I took a 50% pay cut when I came to FSU. There was a freeze on spousal-hiring at the time and I took a visiting faculty position. I'm concern that I will not be able to adjust my salary rate, and this has already impacted my daily rates when I consult outside FSU.
- Dean Huckaba and Arts and Sciences
 

Continues the academic fraud of providing student credit hours generated by PIC courses to the Department of Scientific Computing rather than to the interdisciplinary program that generated them.

Maintains a finance administrator who

  1. continues to assist the departure of the best staff by offering the best salary increases to the Arts and Sciences staff
  2. replaces departing staff with personnel willing to accept the minimum salary in the respective positions, resulting in inexperienced staff in critical positions.
  3. fails to account for actual duties when assigning staff to new positions
  4. fails to provide substantive explanations for distributions of funds to departments

Not surprisingly, administrators fear reprisals should they complain.

Provost Stokes

In an extended honeymoon period she

  1. Took 12 months to appoint important staff, thus insuring that important committees lacked substantial input from the Provost's office
  2. Initiated, then cancelled or modified at least two ongoing position searches nearing the time of completion (fickle perhaps?)
  3. Appointed a new dean of Arts and Sciences after apparently having received substantial negative recommendations from every important faculty organization.
  4. Failed to take more than a cursory view of problems generated by the previous administration, and
  5. Failed to initiate substantial new programs or a vision for the academic enterprise.

These actions make it appear that the Provost is slow to make decisions, is fickle, and seems bent on continuing the status quo.

President Baron is doing an overall excellent job, but the lackluster appearance of his major appointee is raising concern amongst many faculty.
- It has been too long since faculty have received any substantial raise. Seriously, how long can the cost of living go up with no raise in salaries?
- The entire transparency of the system leaves a lot to be desired. Most decisions are made behind closed doors.
- Sam Huckaba was a great mistake in choice of Dean -- as predicted by a great many when it was announced. He is excessively conservative and cautious at a time -- the EXACT time -- when A&S needs to be aggressive. <snip> We have lost a half dozen staff members <snip> (with several going to other nearby departments!), four faculty, and several are in the process of leaving. While a new building is a wonderful gesture by the President, it is meaningless if there is no one left to populate it. I should add that

<snip> has not had the chance to evaluate their chair <snip>, further accentuating the communication wall and frustration.

Provost is too slow acting -- I'm quite curious what exactly has been done since she has arrived. While President Barron's overall tenure thus far here has been exceptional, the choice of his Provost is a singular key mistake.

It will be embarrassing when his own home Department collapses while he is still President... *(Editor's note: This comment was edited slightly.)*

- Academic bullies and stifling democratic processes.
- Teaching loads for NTT faculty are too large. Students, courses and the NTT faculty, are all suffering negative effects because of this. It appears to be becoming worse over the last few years.
- The Dean in Social Work is dreadful. He recently hired <snip> against the advice of the majority of tenured faculty in part because the non tenure track faculty advocated for the hire. *(Editor's note: This comment was edited slightly.)*
- The University is on life-support. The legislature is killing higher ed in Florida. I have been here for four decades and we have never been treated so poorly by the legislature. Not even close.
- Good luck to the new UFF-FSU President!
- The VP for Research is hurting university research buy increasing the overhead rate at a time when funding is sequestered.
- The university makes do on thin budgets and it shows at every level. Facilities-- My office and the building itself have had, in the past year, mold problems, pest problems (mice, bugs), heating and cooling problems (cause of the mold problems) and security problems. We have no office phones and the air conditioning gets turned off on weekends, ruining the books. Does that sound like a favorable work environment?
- Insist on 360 review for administrators. Just as faculty are evaluated by students, administrators should be evaluated by faculty in the units they SERVE. Note that---not the units they "run" but the units they SERVE. This bloated admin does not seem to understand that they SERVE fsu, just as we do; they overdo paperwork requirements, meetings, layers of approvals, and assessment nonsense, when they should be actively looking for how to make our jobs easier and better, not harder and worse. Worst of all they are hugely, grossly, disgustingly overpaid. I would love to agitate for a 10% pay cut for all FSU administrators before any other budget reductions are implemented. But at very least, 360 review for them, and fire them if the reviews are bad. FIRE THEM. Hear that? 360 review with some teeth in it.

Two recent examples of how this admin performs: this ridiculous FEAS system and the horrible new course-registration system should be abolished---and their inventors along with them. The FEAS is a violation of faculty privacy & creates a severe burden on faculty, and the course-registration system is from the 9th circle of Dante's hell. Whoever

set up those two things should be fired, immediately. Really, the admin is out of control, intrusive, annoying, bloated, overpaid, a blight upon the land. 360 review!

- The rights and roles of non-tenure track faculty who are at risk and do not feel represented by UFF-FSU.
- When a full prof leaves/retires, he/she is replaced by a junior faculty member at much lower salary. An administrator is ALWAYS replace at a higher salary. Ergo, admin salaries increase at the expense of faculty. Why is this point never made in public?
- I did not approve of the way the Salary Plan for Professors was implemented. Any faculty member already making over \$100,000 per year should have been excluded. I do not approve of the UFF "settling" for across the board raises. They are easier to implement, but they only widen the gap between the highest and lowest paid professors. Compression/inversion must be addressed as a very high priority, but should not be used to raise salaries for people already making very large salaries. For example, professors in Business already make very high salaries while very productive professors in other fields make far less. Merit raise money and compression/inversion money should be directed to the lowest paid professors first.
- Anthropology currently has only four tenured faculty members. We need more faculty to do our jobs and cannot seem to make the administration pay attention to our needs while we see other departments adding faculty. Since our near demise under Dean Travis, we have basically been ignored.
- I am \*very\* upset about the prospect of the "eminent (assistant/associate) professor" designations. It's outrageous to hand such a high percentage of the available funds to such a small number of people. This can only lead to resentment among faculty. I am also unhappy with the way that certain awards (such as the teaching awards) are handled. The application process takes too much time and effort (ironically, reducing time available for actual instruction) and it's very demoralizing to be nominated year after year and not win. Other schools keep nominations secret to avoid this problem. There are also legitimate issues of fairness and bias in the evaluation of these awards (just for openers, should the head of the committee be the recipient of the most prestigious award?). Again, I think FSU has a knack for doing things in a manner that fosters resentment rather than collegiality.
- I would like to see UFF explore giving faculty the option of 9 month, 10 month, and 12 month salary breakdowns. This is something that is offered at comparable universities
- UFF should focus less on the support of NTTFs as this undermines FSU's status as a research university. The creation of more and more NTTF positions threatens the American university system.
- instructor pay is less than that for higschool teachers in Leon county
- The damage to the university over the last few years is horrible. Past administrators should have much of the damage laid at their feet. They will never be held accountable. I intend to leave as soon as possible.

- If only we could have reliable funding without meddling legislators....
- Promote across the board raises.  
Adjust P & T guidelines to permit ALL existing full Professors in a given department to VOTE on the promotion of Associate Professors to Full. Right now it is in the hands of the P & T Committee ONLY, and ALL full Professors should have a vote.
- Thanks !
- FSU has gone through 5 terrible years of poor funding and retrenchment. Despite this, many faculty/staff have continued being dedicated and hardworking and deserve better working conditions, salaries, and support. Continued sacrifice from faculty and staff for the "benefit" of FSU and the state is not likely.
- We have too many administrators that do not believe in faculty governance. At the Dean-level it's basically a business. They don't want anyone commenting on what should be done. Heck, some don't communicate with the faculty at all. The former director was so bad that the faculty rebelled and the Dean really didn't want to make a change. The interim director has been forthright with the faculty but, of course, the Dean wanted to do a search. This is what you get when you have administrators who don't understand that providing leadership is a step above just administrating a program/college.
- The inability to keep the best faculty. We seem to reward and keep the most negative people and lose the most positive, productive people. People have figured out how to "game" the merit system and do well while not working well within the department. There is little to no reward for being an active member of the university and department community.
- Yes but prefer not to discuss here.
- Go Jennifer Proffitt. You rock!
- An important issue not mentioned here is the increasing impact of misguided and overreaching legislative activity, e.g. changes to the General Education requirement, which make it more difficult to teach and design curricula effectively. Also, in discussions with administration I've noticed some of faculty's concerns with changes to the student-faculty relationship are not being picked up (e.g. concerns over the "customer" model of education and other attitudes related to the primary mission of the university).
- Just the usual, why are athletic coaches given such high salaries and in my department I have 1 assistant professor making more than me and I am the lowest paid associate professor but have the longest tenure in the department.
- We need to make faculty salaries more competitive with other academic institutions so that we do not lose them to these institutions.
- Keep frs retirement system strong!
- The faculty credentialing issue was badly mishandled. No input was invited, no explanations were given. FEAS is likewise a shambles. If I have to have a public cv, why can't I upload a pdf of my own professional vita? The FEAS vita is an embarrassment. If

I submitted it as the term-paper for a vita-writing course then I would expect to get a very low F (if I were still alive to see the result, that is, if I managed not to die of embarrassment first). Yet this is the piece of garbage I am now compelled to display to the world. It seems to me that FEAS has very little to do with faculty advancement and everything to do with creeping totalitarianism.

- I have appreciated the efforts of our Dean Nick Mazza to elevate the visibility of our College. I believe he is under-appreciated within the CSW.
- Standards for tenure should be established within my department and those should be spelled out. tremendous variation from faculty to faculty about what they are, making it difficult for junior faculty to determine when they have "enough" to come up.
- I do not wish to identify myself by responding to the Department/Unit question.
- The decision to emphasize STEM at FSU is bizarre. FSU has nationally ranked arts programs in film, music, theater, music and dance. FSU has been the arts anchor of the Florida university system for over 75 years. STEM should be STEAM - adding the A for arts. After all, Florida does not have a research triangle or silicon valley but it is home to the largest media corporation on the planet - Disney. Failing to tap the power of the arts denies FSU's current strengths, redirects money to disciplines where there are not jobs for graduates and trains students to leave the state after graduation - a cumulative failure of epic proportions.
- Our Dean is retiring in Dec. 2013 so we should have a new one in 2014.
- I was exceedingly unhappy with the UFF-side of bargaining last year. I believed that the administration should have been given the ability to make administrative discretionary raises through this academic year. They offered a larger raise for promotion in exchange. In turning them down, the administration of course then played a tougher game in negotiation. The Union's failure in negotiation put me on the market. I haven't seen anything yet from this administration to distrust them at the level the union seems to feel. \$234,000 of discretionary raises is not enough to hold up raises.
- UFF rocks!
- 1) ESSENTIAL: preserve retirements for future retirees (that's one of the only reasons left to come here and stay)  
2) consider an across the board transfer of salary wealth from administrators (who are uniformly overpaid) to the many underpaid faculty. If administrators gave back even 5%-like President Obama did--and put that directly to faculty salaries for people who are inverted and compressed, that would go a long way not only to solving compression but to helping morale and making us feel less like the admin is the enemy. I don't like working in such a stressed environment. I would have gone to the private sector and made a lot more, if I wanted this kind of stress and adversarial "corporate-boss" environment. You can either stress us all out and pay very much better, or you can keep underpaying us and in that case, we should all work about 30% less to match, which would create a much more mellow and reasonable atmosphere. But you can't do both:

steeply increasing demands and sharply dropping effective pay at one time, that's not a great faculty retention plan.

We have no time to do our research. Too much service.

We have a new dept chair this year and things are a lot better already (our old chair was the pits, truly the worst corrupt and ineffectual disaster you can imagine). Hoping for continued improvement.

Urgent need for more faculty travel money to present research and for higher Graduate Student stipends (which are below the Federal poverty level).

Unfair service assignments: some people do almost nothing, other (bossy) people run everything. Too many committees. Too many meetings. Too many people on each committee. Each person should have ONE departmental committee and do that well, instead of being pulled apart with six different committees. If you do significant University or College service, you should do no departmental service. And vice versa. FSU cannot be a "real" research university without a better library, and I don't mean a digital-only library. We need real BOOKS and journals. Not a social and cafe space: we need a quiet, beautiful place to read and think. The place is like a mall or a train station, or a student union, you can't even think in there. However, the librarians are very hardworking and deserve much credit; and the FEDS/LED system is excellent.

I feel very sorry for FSU right now.

- I am in my seventh year at FSU, and never got a sabbatical, despite of having an invitation for a sabbatical from a higher ranked department in my area. The competition for full paid half year sabbaticals seems to ignore the laws of Nature. Even God rested on the seventh day from all his work which he had made (Genesis 2:2-3).
- I do not like the new titles for non-tenure track faculty. The titles risk being demeaning. I did not get the impression that non-tenure track faculty had much of a say in this matter (but I could be wrong).
- Inadequate dean
- My answer to the question "My assigned duties involve:" does not fit the options. We are overloaded with teaching and do not have enough time for our research. We are expected to provide a large amount of service without getting anything in return.
- I think the legislative cuts have had a POSITIVE effect on my department. We are now far more entrepreneurial than before, and we're better because of it. Much better.
- Let's finalize reclassification of NTT positions!
- Those hired as tenure-track Associate Professors do not receive a pay increase upon earning tenure. This is very wrong.
- It's not what you do that earns merit or attention -- it's who does it. A professional work environment FSU is not. Ever wonder why FSU does not even APPEAR in rankings of universities with great working conditions?

The university is efficient alright -- at creating conditions that encourage departures (depending on whether your name is in favor).



- New VP of Research, so naturally concerned to see the direction that goes - not enough info. so far to judge.  
The general inability of FSU to make big things happen on campus is frustrating. We really missed some important opportunities in the last several years. Reluctance to do things just because FSU has not done them before (inter-departmental and inter-college graduate programs, which have become the premier across the country are one tangible example).
- In this time of limited resources more support needs to be given to the more productive faculty.
- Please add the Graduate School as a Unit. I was not able to add much information to this survey because I'm non-tenure track. It's not that non-tenure track faculty have nothing to say, but, in my opinion, we're not considered real or valuable. I understand this, to some extent--this is a large research university, so the emphasis is on research...and research is connected to tenure. I feel that the world of assistant and associate ins is like a parallel universe.
- I'm tired of the emphasis on STEM fields, the emphasis on service over knowledge as a laudable thing when the pursuit of knowledge IS a form of service. And I'm sick of the corporatization of university education and the encouragement to students to graduate as quickly as possible. That said, I support President Barron and Provost Stokes. I think we are lucky to have them both. But there is a negative overall attitude about UFF-FSU among FSU administrators that I would like to see change.
- There are many positive reasons to work at FSU. Continued lack of raises, however, is beginning to take a toll on even the most positive of faculty/staff members.
- I am concerned that my Dean is moving student credit hours (SCHs) from the Program in Interdisciplinary Computing (PIC) to the Dept of Scientific Computing (DSC) even though DSC faculty did not teach these courses. Now over 3/4 of the SCHs in DSC are from courses they did not teach. This is falsification of information that is used in important documents, including QER reviews, which DSC just had. Our Dean has refused to change this practice even after the FSU faculty senate unanimously passed a resolution that a unit should not get SCHs unless the instructor of record was from that unit.

I was very disappointed that our Provost selected Sam Huckaba to be the Dean of Arts & Sciences (A&S). Huckaba has very little research stature (few publications, very little external funding), has never graduated a single PhD student, and has never served as department chair. The A&S policy committee told the Provost that he was not qualified and the Science department chairs and faculty senate steering committee informed the Provost that they unanimously preferred another candidate. She was also informed there was trust issue due to the actions that were taken by Dean Travis while Huckaba was the associate dean. It is hard to understand what she was thinking when she made this appointment.

- I am concerned that non-tenured colleagues at FSU have no voice at all in the faculty senate and that their needs are not considered or met by the Union or Senate. They have no vote or representation.
- yes
- both our chair and dean are absolutely clueless about what makes a department, college or university effective. both have achieved the highest level of incompetence and it is mystifying why it is allowed to persist.
- Terrible facilities are a major impediment to teaching in my department and drag down morale. We are split into 7 buildings up to around 7 miles apart.
- Concerned about problems in the Dean's office: (1) the PIC program makes no sense and is unnecessary duplication of courses and misuse of resources; (2) the Scientific Computing department should not be a separate department and should be abolished, and again is duplicative of courses, particularly at the undergraduate level; and (3) allocation of credit hours generated by PIC instruction to Scientific Computing is likely not legal nor consistent with the college bylaws.

Provost Stoke's tenure to date is unacceptable as I believe she has not addressed any of the problems in the College of Arts & Sciences.

- 1) The UFF-FSU leadership has been unresponsive to my concerns. I am not sure why I am paying union dues given their manifest unconcern.
- 2) Department chairs and deans are not chosen with sufficient regard to administrative experience/capability.
- The provost needs to move on from getting the "lay of the land" and start acting on feedback and information given her, particularly regarding administrators by their constituent faculty.
- What happened to the Named Professor program? Some people blame the Union for their disappearance.
- I would like to see UFF work together with the administration. I'd like to see them as partners, not adversaries.
- Classes are getting larger and larger, making it very difficult to get to know students enough to write them personalized letters for job and grad school applications.
- Might want to ask if a person were actively pursued from the outside.
- My department and "Program" seem to be in limbo. The department chair has been a temporary fill in for a couple of years now and seems to have little time for the job or a good idea about how to go about it.
- I am very concerned with the situation concerning parking and my general impression is that students who park in faculty lots are not towed, and that towing only occurs for "reserved spaces."

I also do not understand why the procedures concerning promotion and tenure and the 2 and 4 year reviews were implemented so quickly. It seems there is minimal guidance concerning the new tabs. My Department has been supportive and I appreciate that, but it

seems there are too many things being changed all at once (promotion and tenure/my.fsu., etc.).

- Our unit is doing well in terms of morale, and we are awaiting the arrival of a fabulous new director in the fall who will take our department to the next level in our field. I do feel that based on how other faculty throughout CCI express themselves (through email, in meetings) that there are more disgruntled faculty in other CCI units. Our procedures/processes for faculty evaluations and merit pay are clear. However, the clearest policies and procedures unfortunately do not translate into the funds needed to recognize folks properly.
- Except for a couple of token positions librarians don't have any chance to take part in faculty governance.

**Thank you for completing the basic FSU Faculty Poll for April 2013. Watch for announcements of results coming soon.**