

UFF-FSU Spring 2015 Faculty Poll

RESULTS SUMMARY

Total Responses: 398

Please note that the first number and percentage following each item indicates how many of the 398 poll respondents gave a response to the item. Following that, responses are presented with the frequency and the percentage of responses that represents. In most instances, responses are presented in the same order that they were presented in the survey item.

Please indicate your primary College/Unit

335	84%	
1	0%	University School (FSUS)
1	0%	Science & Public Affairs (Inst for)
1	0%	Center for Advanced Power Systems
2	1%	Learning Systems Institute
2	1%	Office of Distance Learning
3	1%	Motion Picture Arts (Film)
4	1%	Nursing
5	1%	Criminology and Criminal Justice
7	2%	Other (not listed above)
7	2%	Human Sciences
8	2%	Engineering
8	2%	Mag Lab (NHMFL)
11	3%	Social Work
14	4%	Fine Arts
19	5%	University Libraries
23	6%	Social Sciences and Public Policy
25	6%	Music
26	7%	Communication & Information
27	7%	Education
33	8%	Business
108	27%	Arts & Sciences

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.

396	99%	
309	78%	Across-the-board raises for cost-of-living increases
273	69%	Adjustments to address market inequities, compression, and inversion
55	14%	Discretionary increases based on administrator judgment
226	57%	Merit raises based on annual performance and departmental procedures
41	10%	One-time annual bonuses for merit
3	1%	Other

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

393	99%	
159	40%	Keeping up with the cost of living
68	17%	Providing incentives for recent meritorious job performance
166	42%	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.

393	99%	
115	29%	Strongly agree
140	35%	Agree
93	23%	Neutral
33	8%	Disagree
12	3%	Strongly disagree

When allocating money for faculty raises, the university should give less emphasis to discretionary increases based on prestigious external awards and more emphasis to market inequities, compression, and inversion.

393	99%	
153	38%	Strongly agree
108	27%	Agree
96	24%	Neutral
28	7%	Disagree
8	2%	Strongly disagree

In terms of salary issues, the single most demoralizing problem at FSU is:

392	98%	
77	19%	Failure to keep salaries up with increases in the cost of living
34	9%	Lack of incentives for meritorious job performance
111	28%	Compression and inversion
93	23%	Failure to keep salaries in line with market rates
8	2%	Gender-based pay inequities
69	17%	Failure of faculty salary increases to keep pace with those for administrators

Non-Salary Bargaining Priorities:

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

Non-competitive full-pay sabbaticals?

387	97%	
45	11%	None
81	20%	A little
152	38%	Some
70	18%	A lot
39	10%	All it can

A pre-tenure research release for Assistant Professors?

387	97%	
71	18%	None
75	19%	A little
127	32%	Some
86	22%	A lot
28	7%	All it can

Childcare facilities on or near campus?

392	98%	
72	18%	None
70	18%	A little
137	34%	Some
80	20%	A lot
33	8%	All it can

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

384	96%	
33	8%	None
56	14%	A little
135	34%	Some
111	28%	A lot
49	12%	All it can

Parking?

391	98%	
108	27%	None
80	20%	A little
124	31%	Some
52	13%	A lot
27	7%	All it can

Healthcare?

388	97%	
27	7%	None
62	16%	A little
112	28%	Some
120	30%	A lot
67	17%	All it can

Retirement benefits?

392	98%	
13	3%	None
29	7%	A little
98	25%	Some
155	39%	A lot
97	24%	All it can

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

- | | | |
|----|-----|---|
| 59 | 15% | |
| 1 | 0% | More rights for non-tenure track faculty. |
| 1 | 0% | Market equity between those who provide the content, e.g. the faculty-- and those who 'merchandise' that content, e.g. administration. |
| 1 | 0% | Upper administrators' (e.g. chairs, deans and above) salaries are disproportionately higher compared to faculty salaries |
| 1 | 0% | I have no objection to pay rises for winning prestigious prizes etc. But these are automatic, LARGE and PERMANENT. Recognition for teaching, mentoring, and service, is competitive and any reward is a bonus for ONE YEAR. The message is clear: focus on research and to hell with the students. |
| 1 | 0% | No |
| 1 | 0% | Better representation for non-tenure track faculty. |
| 1 | 0% | The hiring of a non-academic and politically driven president is an embarrassment to FSU and is an insult to the faculty. |
| 1 | 0% | Being able to actually use sick and vacation time. |
| 1 | 0% | It would certainly help financially if we could opt to have our 9-month salary spread over 12 months. I have several K-12 friends who have chosen this (they could have taken the 9-month pay option), and while the additional 3 months means a lower check all around, it also eliminates the very real concerns over how we can "make it" without a scarce summer appointment--which are always very scarce. |
| 1 | 0% | Revisit the re-classification of NTT faculty. The way it stands now at 95% for either research or teaching is hurting faculty who had dual appointments with an academic unit (teaching at 25%) and a research institute (75%). It makes it very hard to include teaching NTT faculty on research grants and having research NTT faculty teaching and benefiting students from the knowledge gained from applied research. |
| 1 | 0% | Merit pay is basically a bad joke anyway unless there is real merit pay money and the criteria are well developed and accepted. The faculty recommendations are just advisory. Also, the actual criteria are often hard for everyone in an interdisciplinary departments/schools to understand because faculty do not really want to recognize differences in workload or impact. We count an article at a not-so-rigorous journal (with no impact) the same as one in a very rigorous journal. Teaching an easier low-enrolled elective course is the same as teaching large core class (with no assistance) even if the workload is vastly different. |
| 1 | 0% | We always have to decide between unacceptable alternatives, because there is never enough money for salary increases. Administrators are supposed to lobby for the university; in the 15 years I've been here, none of them has ever been able to negotiate significant salary increases. Yet administrative salaries continue to skyrocket. The University continues moreover to institute more Vice Presidents, yet nothing is ever better. |

- 1 0% Leave without pays and buyouts should be by default, unless the administration shows a strong reason to deny them. Leave without pays should allow faculty to direct students, if they choose to. Teaching assignments should be done transparently, and with a certain criterion, instead of chair's discretion.
- 1 0% Maintaining or improving retirement and healthcare benefits are the next most important items after salary.
- 1 0% Having a reasonable policy for compensatory time. Whether working day and night on grants or research projects due or performances, faculty are not permitted to flex time other than within the 2 week pay cycle. Technically after working 100 hours one week on grant proposal, no comp time allowed because it was new work week beginning Friday. Yet there continues to be a don't ask/don't tell policy across campus because the Administration and HR refuse to allow a more reasonable policy spanning 6-10 weeks at the supervisor's discretion and maxed at 120 hours or such. Other universities have a more progressive flex time/comprise policy.
- 1 0% I just would really like to express the need for us to have the option of 12 month salaries dispersements as 9 month tenure-track faculty. Also the need for us to correct compression and inversion issues as well as cost of living increases
- 1 0% Improving faculty retention needs to be a priority as well, I think, which means keeping up with the market nationally in terms of salary, but also by showing a willingness by administration to make counter offers, come through with spousal hires, etc.
- 1 0% Firing without cause undermines morale and forces conformity on the faculty.
- 1 0% Salary compression. I learned that I could get at least \$50,000 more (\$100,000 with summer after an "A" pub) at a lateral university at a QER meeting this semester. This is absolutely unacceptable. We are going to lose a LOT of faculty very soon. It has gotten completely out of hand. Since I came to FSU we have not received a market equity raise. It is WAY overdue!!!
- 1 0% Retirement benefits have been dropping in the past 7 years
- 1 0% The retirement benefits should be brought back at the percentage level prior to the crisis.
- 1 0% You covered the big issues.
- 1 0% There needs to be equality for specialized/non-tenure faculty in regard to internal opportunities (e.g., CRC grants), representation on promotion/tenure committees. Specialized/non-tenure faculty should be represented at the table when decision regarding them are being discussed. Too often, tenured/tenure track faculty are making decision for specialized/non-tenure faculty when the opposite does not happen. If specialized/non-tenure track are to be treated fairly and equally in at the college, department, and/or program level(s), then it needs to start at the University level. All faculty are needed, because they serve a distinct and separate role, but equally important role and should be recognized at the University level and not be excluded from many opportunities.
- 1 0% Keeping governing authority within the university with fair representation at all levels.
- 1 0% I would like to see the union take up issues of racial disparity treatment for jr. faculty and staff. The issue of retention is far more important than recruitment. FSU needs to work on keeping the faculty they recruit
- 1 0% Require administration to justify new administrative hires in the same way faculty must do so for academic appointments
- 1 0% The cut from 10% to 5.7% a few years back needs to be reversed. Since we can only contribute up to what the university does, I went from saving 20% a year for retirement to just over 10%, which isn't enough. Given that this was a change due to the financial crisis, it seems time for it to be reversed.
- 1 0% Thank you for ALL that you do and ALL that hopefully you will do. Promotion.
- 1 0% Parking on this campus is a real issue that effects how I am able to do my job. I work out of multiple buildings and the buses are crowded, slow, and unreliable so they are not a viable option for faculty with limited time between appointments.
- 1 0% The "Extraordinary Accomplishments" program is the single most important incentive that has been offered at FSU, and I am concerned that it will be cut by the new Provost. In terms of providing incentive for those of us in Gen X, it is incredibly effective, and has absolutely motivated me to apply for several important national/international grants over the next few years. Please advocate for this program and its continuation!!
- 1 0% Compression/Inversion is a huge issue, and if there is a need to decide who is helped first, I hope the union takes into account who has suffered the longest and has the largest gaps and starts there as this is an issue that compounds year and year.
- 1 0% (1) Major concern the legislature will gut retirement benefits.
 (2) Major concern the legislature will gut health benefits.
 (3) My department has solid merit criteria but ignores them.
 (4) For those of us here a while, the pay situation is so bad ALL the alternatives in the earlier question apply!

1 0% I would rank these as: 1)retirement benefits (stop the privatization) 2)Just-cause 3) decent sabbaticals 4) parking

1 0% Lack of recognition for service is very annoying. Many units on campus just assign a fixed number for service regardless of how much service any individual actually contributes. This is patently unfair, because clearly the time spent on service has to come out of teaching or research (or both), which means that people who provide the most service are disadvantaged in their performance reviews.

1 0% If parking is the biggest issue we have to worry about, then our priorities are way off.

1 0% Having the option to take my salary over 12 months. Really, lesser universities do this for their faculty. This is an easy fix that would probably boost faculty morale. It's not like we don't work over the summer any way.

1 0% Child care is important, particularly for female employees

1 0% Allocations to colleges are based on "historical funding" these days. That's just not working anymore. Our costs are increasing and the university is not addressing this. We don't even get money to off-set start-up costs, and yet we are being pushed to hire more and more faculty. At the same time, we do not have enough money for sufficient staff support, or to pay those staff a decent enough salary to keep turn-over low. I'm not sure FTE-based allocations would be better, but someone who knows more about budgets than I do should be able to come up with something that is more appropriate than "historically based funding" cause that funding model is killing us.

1 0% I'll use this space to comment on salary in more detail than the previous questions allow. As a young faculty member in a high paying field, I'm pleased to see that the Union is working to address salary inversion, compression, and equity issues. However, raises last year for many of us did not even keep pace with inflation. The Union needs to work harder to negotiate for all of it's members, not just a previously disadvantaged subset of the faculty.

During the lean years, we lost a great deal of state matching to our retirement contributions. As the economy has recovered, we should push to recover some of those losses.

1 0% I am wary about merit increases based on what I've seen of our departmental merit review process. More information about what an equitable merit review process looks like would be welcome.

1 0% in this question:

In terms of salary issues, the single most demoralizing problem at FSU is:

Failure to keep salaries up with increases in the cost of living

Lack of incentives for meritorious job performance

Compression and inversion

Failure to keep salaries in line with market rates

Gender-based pay inequities

Failure of faculty salary increases to keep pace with those for administrators

the first option is causal to several other choices, so they are not exclusive - keeping up w/ cost of living increases should prevent inversion, for example

when you say "administration" *I have no idea what that means, dept. chair, dean, provost, pres? any/all - my answers are quite different for local (unit-level) admin vs. college level vs. univ. level -please explain/define in future polls so I can provide better feedback

1 0% Strong protection for faculty members to speak their conscience on political issues, such as an exemption from state gag orders on discussing climate change.

1 0% While it does not affect me directly (I am a recent hire), inversion and compression are toxic issues for those who've been here - committed to FSU - for a long time. This seems an obvious and crucial thing to fix, and one that ought to appeal to the Legislature (i.e. make a category of "merit" raise where the merit displayed is loyalty to the institution, the city, and the state). As it is, the best (sometimes only) way to get a raise is to get another job offer - we should discourage, rather than reward, this sort of game-playing; it's bad for the academy and the institution, as applying for other jobs takes time away from serving FSU.

1 0% That the so-called "soft" disciplines of Humanities and Fine Arts have some sort of equity with the higher pay received by the "hard" sciences

1 0% Faculty should not pay to park at work.

1 0% You should have made the above survey harder. The committee must prioritize its efforts and I think you should require us to do that too. By making the faculty rank their priorities, it will show us that the we "cannot have it all." Good luck with the negotiations.

- 1 0% 360 review of administrators, please! We need transparency in admin's dealings, from dept level all the way up to Prez, Administrators have far too much power and are paid too much and operate largely in secret. Too much top down. Administrators are not held openly accountable for what they do. We desperately need a system of annual evaluation of administrators BY FACULTY, and staff too, just as faculty are evaluated by students. 360 review! Why not? What are they afraid of? Please bargain this, and a lot of other problems will go away.
- 1 0% You are not representing me or other faculty members who walk, bike, or bus to work when you frame the issue as parking. Frame the issue as "transportation," and bargain for all of us.
- 1 0% I'd like to note that Parking has been better this Spring term, as they didn't steal half the faculty spaces in the Call Street Garage for OLLI. That was causing a ripple effect, making parking a serious problem for all northeast end of campus faculty. That somehow was fixed this Spring, and I hope the fix stays!
- 1 0% Requiring Faculty and Staff to pay to park at their place of employment is completely ludicrous. We should receive one annual parking pass for free, with the option to obtain others at a cost.
- 1 0% Yes. The question concerning which issue is most demoralizing misses the box I would check. What happens when you work in a department with an incompetent chair? That creates more despair on a day to day basis than even salary problems.
- 1 0% Working for a college/university used to have good non-salary benefits. Most people will accept lower salaries if healthcare, retirement, childcare, life insurance were better. Working at a college/university requires loyalty and loyalty from the institution would be appreciated.
- 1 0% Bargain to have FSU Spring Break match Leon County Schools Spring Break.
- 1 0% Please protect our retirement and health care and other benefits from further erosion. It is increasingly difficult for FSU to attract and retain the best faculty as our benefits become less and less competitive.
- 1 0% Non-tenure track faculty should be included in any discussions regarding equity increases.
- 1 0% Please work towards making available the OPTION for 9 month faculty to have their salary paid out over 12 months. FAMU does this. So do many other universities. It can be extremely difficult, especially for junior faculty, to go three months without pay.
- 1 0% The Specialized Faculty Teaching designation is in desperate need of revisions. It has for us at the film school -- of course this is just my one opinion -- become both a restrictive yoke and a limitation w/o structured ways school governance or individual development. No doubt it was put in place with the best of intentions, but the unintended consequences are severe.
- 2 1% no

General Survey Questions

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

396	99%	
6	2%	Strongly agree
137	34%	Agree
127	32%	Neutral
96	24%	Disagree
30	8%	Strongly disagree

Faculty morale is high at FSU.

393	99%	
3	1%	Strongly agree
79	20%	Agree
149	37%	Neutral
122	31%	Disagree
40	10%	Strongly disagree

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

394	99%	
15	4%	Strongly agree
91	23%	Agree
127	32%	Neutral
93	23%	Disagree
68	17%	Strongly disagree

Merit raises in my department/unit are based on specified criteria and standards.

390	98%	
76	19%	Strongly agree
159	40%	Agree
82	21%	Neutral
46	12%	Disagree
27	7%	Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

393	99%	
154	39%	Strongly agree
135	34%	Agree
77	19%	Neutral
21	5%	Disagree
6	2%	Strongly disagree

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

392	98%	
62	16%	Strongly agree
135	34%	Agree
68	17%	Neutral
75	19%	Disagree
52	13%	Strongly disagree

Faculty and staff parking is satisfactory at FSU.

394	99%	
27	7%	Strongly agree
123	31%	Agree
84	21%	Neutral
113	28%	Disagree
47	12%	Strongly disagree

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

393	99%	
45	11%	Strongly agree
184	46%	Agree
124	31%	Neutral
32	8%	Disagree
8	2%	Strongly disagree

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

393	99%	
90	23%	Strongly agree
193	48%	Agree
89	22%	Neutral
16	4%	Disagree
5	1%	Strongly disagree

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

392	98%	
6	2%	Strongly agree
143	36%	Agree
68	17%	Neutral
102	26%	Disagree
60	15%	Strongly disagree
13	3%	Not applicable

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

392	98%	
45	11%	Strongly agree
158	40%	Agree
85	21%	Neutral
90	23%	Disagree
14	4%	Strongly disagree

I can give sufficient time to my students.

393	99%	
34	9%	Strongly agree
176	44%	Agree
63	16%	Neutral
70	18%	Disagree
18	5%	Strongly disagree
32	8%	Not applicable

Faculty loyalty to this university is rewarded.

393	99%	
4	1%	Strongly agree
52	13%	Agree
125	31%	Neutral
122	31%	Disagree
90	23%	Strongly disagree

Teaching assignments in my department/unit are done equitably.

392	98%	
61	15%	Strongly agree
164	41%	Agree
65	16%	Neutral
37	9%	Disagree
27	7%	Strongly disagree
38	10%	Not applicable

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

388	97%	
7	2%	Strongly agree
99	25%	Agree
137	34%	Neutral
106	27%	Disagree
39	10%	Strongly disagree

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

387	97%	
320	80%	Yes
55	14%	No
12	3%	Not sure

Please rate your feelings toward the UFF-FSU Chapter:

392	98%	
145	36%	Very positive
144	36%	Somewhat positive
55	14%	Neutral
29	7%	Somewhat negative
11	3%	Very negative
8	2%	Not sure

Administrator Evaluations

President John Thrasher's job performance has been:

389	98%	
13	3%	Outstanding
85	21%	Good
78	20%	Fair
34	9%	Poor
13	3%	Unacceptable
166	42%	Not sure

Interim Provost Sally McRorie's job performance has been:

386	97%	
35	9%	Outstanding
117	29%	Good
74	19%	Fair
36	9%	Poor
8	2%	Unacceptable
116	29%	Not sure

My dean's/director's performance has been:

389	98%	
58	15%	Outstanding
145	36%	Good
93	23%	Fair
42	11%	Poor
32	8%	Unacceptable
19	5%	Not sure

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

382	96%	
142	36%	Outstanding
147	37%	Good
48	12%	Fair
20	5%	Poor
19	5%	Unacceptable
6	2%	Not sure

Professional Work Climate

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

393	99%	
41	10%	Strongly agree
197	49%	Agree
91	23%	Neutral
43	11%	Disagree
21	5%	Strongly disagree

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

387	97%	
72	18%	Strongly agree
200	50%	Agree
45	11%	Neutral
31	8%	Disagree
29	7%	Strongly disagree
10	3%	Not applicable

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

390	98%	
6	2%	Strongly agree
93	23%	Agree
114	29%	Neutral
121	30%	Disagree
56	14%	Strongly disagree

Merit assessment procedures in my department/unit are fair.

389	98%	
44	11%	Strongly agree
172	43%	Agree
100	25%	Neutral
55	14%	Disagree
18	5%	Strongly disagree

In regard to the five-point performance-rating scale, I expect my overall rating this spring to be:

389	98%	
0	0%	Does not meet FSU's high expectations
1	0%	Official concern
78	20%	Meets FSU's high expectations
214	54%	Exceeds FSU's high expectations
96	24%	Substantially exceeds FSU's high expectations

My placement in the five-point performance rating scale accurately indicates my performance.

386	97%	
72	18%	Strongly agree
191	48%	Agree
49	12%	Neutral
41	10%	Disagree
15	4%	Strongly disagree
18	5%	Not sure

The five-point performance rating scale has hurt faculty morale.

390	98%	
33	8%	Strongly agree
66	17%	Agree
179	45%	Neutral
92	23%	Disagree
20	5%	Strongly disagree

Has a standard set of procedures and criteria for promotion of specialized faculty been established in your unit?

387	97%	
244	61%	Yes
50	13%	No
93	23%	Not sure

Do your unit's procedures for specialized faculty promotions include involvement of specialized faculty as evaluators in the promotion process?

386	97%	
201	51%	Yes
37	9%	No
148	37%	Not sure

If salaries were to be adjusted for market equity, I would want:

385	97%	
174	44%	Everybody to be brought up at once, even if in smaller annual increments
45	11%	Some people to be brought up to equity all at once, and then others brought up in following years
166	42%	Either way, as long as everybody is brought up

If salaries were adjusted for market equity over a number of years, I would prefer:

383	96%	
245	62%	Increasing salaries more slowly in order to include more faculty in the adjustment calculation
61	15%	Increasing some faculty salaries more quickly even though some faculty groups would need to be excluded
77	19%	It doesn't matter to me

Did you actively seek alternative (non-FSU) employment during the 2014-15 academic year?

384	96%	
81	20%	Yes
303	76%	No

Do you plan to actively seek alternative (non-FSU) employment during the 2015-16 academic year?

386	97%	
102	26%	Yes
176	44%	No
108	27%	Not sure

What is your position classification?

365	92%	
1	0%	Instructional Specialist II
1	0%	Specialist, Computer Research
1	0%	Instructional Specialist III
2	1%	University School Assistant Professor
2	1%	Instructional Specialist I
3	1%	Eminent Scholar
3	1%	Research Faculty II
4	1%	Assistant in Research
4	1%	Associate in Research
4	1%	Senior Research Associate
5	1%	University Librarian
6	2%	Other
6	2%	Research Faculty I
7	2%	Research Faculty III
8	2%	Teaching Faculty III
9	2%	Assistant University Librarian
11	3%	Teaching Faculty I
11	3%	Associate University Librarian
15	4%	Teaching Faculty II
56	14%	Assistant Professor
84	21%	Associate Professor
122	31%	Professor

My assigned duties involve:

386	97%	
58	15%	Mostly research
67	17%	Mostly teaching
47	12%	Mostly service
167	42%	About an even balance of teaching and research, with some service
47	12%	A diverse combination with no area dominant
0	0%	Not sure

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

382	96%	
186	47%	Yes
178	45%	No
18	5%	Not sure

Are you in a tenured or tenure-earning position?

384	96%	
278	70%	Yes
105	26%	No
1	0%	Not sure

Which of the following best describes your normal annual appointment?

385	97%	
288	72%	9-month contract
86	22%	12-month contract
9	2%	Other
2	1%	Not sure

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

332	83%	
1	0%	Classics
1	0%	Geography
1	0%	Art
1	0%	Advanced Power Systems (Ctr for)
1	0%	Scientific Computing
1	0%	Risk Management and Insurance
1	0%	Electrical and Computer Engineering
1	0%	Retail Merchandising and Product Development
1	0%	FSUS (all areas)
1	0%	Sport Management
1	0%	Political Science
1	0%	Religion
2	1%	Anthropology
2	1%	Dedman School of Hospitality
2	1%	Office of Distance Learning
2	1%	Motion Picture Arts (Film)
2	1%	Learning Systems Institute
2	1%	Chemical and Biomedical Engineering
2	1%	Institute of Science and Public Affairs
2	1%	Theatre
2	1%	Askew School of Public Administration and Policy
3	1%	Nutrition, Food, and Exercise Sciences
3	1%	Accounting
3	1%	Art Education
3	1%	Mechanical Engineering
3	1%	Philosophy
4	1%	Communication Science & Disorders
4	1%	Economics
4	1%	Computer Science
4	1%	Marketing
4	1%	Nursing (all areas)
4	1%	Entrepreneurship, Strategy and Information Systems
4	1%	Art History
4	1%	Educational Leadership and Policy Studies
4	1%	Family and Child Sciences

5	1%	Urban and Regional Planning
5	1%	Finance
5	1%	Criminology and Criminal Justice (all areas)
5	1%	Dance
6	2%	Chemistry and Biochemistry
6	2%	Sociology
7	2%	Educational Psychology and Learning Systems
8	2%	Teacher Education
9	2%	Psychology
9	2%	Modern Languages and Linguistics
9	2%	Management
9	2%	Mathematics
10	3%	History
10	3%	Information
10	3%	Magnet Lab (NHMFL)
11	3%	Other
12	3%	Biological Science
13	3%	Earth, Ocean, and Atmospheric Science
13	3%	Social Work
14	4%	Physics
14	4%	Communication
15	4%	English
22	6%	University Libraries
24	6%	Music (all areas)

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

99 25%

1 0% FSU priorities do not include improving morale of faculty, salary concerns, and administrative dysfunction. Further the amount of accountability and paperwork for obtaining preeminence money is not worth the time and effort.

1 0% My dean is unacceptable. He is a bully and is extremely difficult to work with! That is my major complaint. Thankfully my department colleagues are great.

1 0% We need to address pay issues, staffing issues, and leadership issues. In my school/college the dean advocates for the upper administrators instead of advocating for the college or its school(s). We are by far worse off now than when I got here. Many faculty are being asked to do too much program administration work that keeps them from doing good research and putting more into teaching. Other faculty are doing too much teaching or service without any assistance. Other faculty and administrators do not do very much at all and still do not deliver. So, we have misplaced organizational goals, lack of leadership, and little accountability.

We are far far behind our peer schools. FSU and the FSU administration (at the college up) is too concerned with how to be a mediocre community college instead of a good national/international research university. Faculty are generally treated as an afterthought rather than as a key investment.

Parking is not my biggest issue but it is symbolic when faculty and staff have to pay for a parking pass in order to kill valuable time looking for a space while seeing plenty of students parking in the center of campus. Instead of reprioritizing parking spots, parking services sends staff out to hang around the parking lots waiting for staff or faculty (who has to park in order to go to work) to “illegally” park so they can ticket them. It is insulting. I think there should be some housecleaning of administrators across campus. There is little real accountability.

1 0% Ways to keep great employees - we lost several great librarians with no effort to keep them. Have them report to lower ranking “favorites “ and refuse to promote past the associate level!

1 0% A small change that would substantially improve my morale and that of others, I'd assume, would be to allow 9 month contracts to be paid over 12 months. It would reduce the pressure for summer funding and teaching and make already challenging finances more manageable. Then, if research or teaching funding because available, it would be like getting a bonus.

1 0% Tenure. Magnet lab staff can't earn it but can and routinely do perform as well as or better than tenure-track faculty.

1 0% Administrators have too much power and discretion to do whatever they please

1 0% My major assignment is services in FSU Libraries. For promotion, my services and my work should be counted, not necessarily how many articles I published.

1 0% Dodd Hall is in need of complete internal refurbishment.

1 0% We need more faculty governance here at FSU -- it seems that the administration has taken over in both jobs/salary and in the general running of the university and its priorities.

1 0% The amount of beaurouacy and red tape at this institution is mind boggling. I see other Institutions in the state, particularly UF, doings things that our administration says is illegal. An example is program fees. We need to move into the 20 th century and give colleges and departments the flexibility to do things that will allow them to improve instead of saddling them with arcane rules that do no one, including students, any good. Another example is our summer teaching budget. Why has our summer teaching budget been cut so severely in a period of an improving economy? We are turning away so many students.

1 0% no

1 0% To clarify my position on John Thrasher's performance as president: I was very disappointed that he was hired for this position, but now that he is our president, I am trying to be fair in my assessment and feel that he has not been in the position long enough for me to make a judgment.

1 0% I am very concerned that the “Extraordinary Accomplishments” program will be cut. I have never been offered an opportunity like this at previous institutions, and it is a wonderful motivator for faculty achievement. I know that there are other faculty members in my College who feel the same way. My other concern is that I was offered no assistance in finding employment for my spouse, either at FSU or in Tallahassee. This has left us with a one-income household, and we struggle to support our children on my income alone. This would be the single largest factor in my seeking employment elsewhere. If we cannot sustain our situation from an economic standpoint, then I would have to look for employment at an institution where there would be more opportunities for my spouse. If faculty are to be retained, I think more emphasis needs to be placed on helping find employment for spouses. Tallahassee is not a large city, and there are limited opportunities for faculty spouses.

1 0% Many NTTF do work that is as important to the running of the university as most TTF, but the pay is terrible with no hope for improvement. Changing the name of a position does not change the pay and, in fact, the changes in classification/name made it even more clear that there is no hope for any real advancement if I stay in this job. Your emphasis on what was important for NTTF was way off track.

1 0% The reason I say fix compression/inversion for all at once is because I don't trust the administration or the union to keep it a priority for more than one year. It has been a problem since the day I set foot on campus and nothing has been done about it despite yearly claims that it is a top priority.

1 0% I know that inversion is a concern in parts of the university, but in my department we have the opposite problem. The senior faculty in my department are generally paid much, much higher (and have dramatically fewer responsibilities) than the younger faculty/staff. For me, I'd prefer UFF devote less time to inversion and more time to simply insuring that faculty are paid in accordance to their responsibilities/achievements.

1 0% The salaries are abysmal here and the conversation around specialized faculty not receiving salary increases is demoralizing. My unit does not offer tenure but I contribute to the university and make much less than I have been offered at other institutions. I stay because I love FSU but feel more and more that it does not love me back.

1 0% I think the biggest priority needs to be retention of high-performing faculty, and I think fixing inversion should be a strategic process where faculty who are performing highly and likely to consider leaving are adjusted first. I'd like to note that this would not include me - I'm very unlikely to leave and everyone in our department knows that. The efforts need to be placed on bumping up the pay of valuable faculty (and staff) who might leave. I believe in strategic use of limited resources, and given how limited the resources are here and how costly it is to replace good people, we just need to do everything we can to retain our most valuable colleagues.

1 0% See comment on receiving 9-month \$\$ over a 12-month period, to avoid “Starvation Summers”

1 0% Lack of communication from administration about all kinds of things

1 0% I'm concerned that Pres. Thrasher chose to make a political statement by supporting the governor's tax cuts. Despite earlier assurances to the contrary, he used his position to advocate for a party goal, which also happens to run counter to FSU's long-term interests. He also appears to have misstated his support for faculty salary increases, since he only seems to be interested in market equity for tenure-track faculty. There are certainly specialized faculty who are paid below market, especially in the Librarian ranks.

1 0% I would like to see more transparent criteria for contract renewal of NTT faculty; merit-based increases or bonuses; and flexibility to teach and conduct research as well.

1 0% The UFF does a great job. Thank you all so much.

1 0% FSU's public HIGHER ed mission -- it's waning, and I know that we are not unique among R1 schools in the public sector. However, I have not given up on the efficacy of staging a campaign FOR HIGHER ed, as opposed to FOR PROFESSIONAL and/or VOCATIONAL ed, which is the way our curriculum is going. With all due respect to my colleagues in other disciplines that are less traditionally academic, I feel as if there is very little room in the public university for traditional academic degrees, and yet historically, American systems of economics, civic activity, and political activity took their cues FROM WHAT WAS GOING ON IN THE UNIVERSITY, not vice versa! (Look especially at the outward expansion of the American public school from the northeastern elite campuses to the west and midwest, and eventually the southwest and southeast. A liberal studies education was consistently at the base of every significant period of social change.) We don't actually have to run our universities following a business model. This is the part of UFF's mission that I think we can't pay as much attention to as we should, because we are legitimately busy fighting back legislation, but I think this is a hugely important part of our mission that, if we neglect much longer or let go of, will hurt us more in the long run than legislative issues. I think I expect to see more activity on this front from my colleagues across campus who are involved in UFF and also represent these professional schools (especially business). We say that, as an organization, we care about labor issues, and yet we (UFF-FSU) represent one seriously skewed cross-section of labor problems.

1 0% Continue to include specialized, non tenure-track faculty in the process for salary increases.

1 0% Teaching faculty/Specialized faculty access to research and creative grants is very limited if at all. Opening that up more would go a long way.

1 0% There is NO equity in salaries nor assignments! Emphasis is in recruiting NEW FACULTY & their salaries & NOT to the Faculty who have been loyal & stayed to help build the colleges & programs! Those Faculty salaries are \$40,000 plus below new Faculty! It is insulting to the Faculty who have stayed & built programs!! We stay because we want to help our programs NOT because we cannot go somewhere else! We are penalized for NOT leaving!!!!!!

1 0% I am worried that the increasing emphasis on meeting the state's metrics (which I can understand) is hurting students and causing the University to be some huge machine that doesn't recognize that our students (especially the undergraduates) are in a formative phase of their development and need to be able to explore and change their minds about their interests, and consequently, their majors. In addition, the need to make everything "fit" into Campus Solutions or LiveText is going to impact our reputation as having that "small university" feeling. Increasingly, there is less individualization and way too often, the excuse is "it won't work with Student Central."

1 0% I think UFF, the Faculty Senate and faculty members more broadly need to step up our opposition to the unfair, undemocratic, and corrupt way in which the current president was selected.

1 0% I would like the opportunity to stack classes. This would give me more time to do research and go to conferences, which are vital to my ability to publish. This is arguably a benefit that the school can provide that doesn't cost any money. I believe that some departments within the COB allow this but Finance does not. I'm not sure I understand why except that it would be a challenge initially to shift around.

1 0% No. Since I've recently retired, I still felt that I wanted to participate in this survey based on my prior year's experience in working for FSU.

1 0% There is no representation of specialized faculty in Faculty Senate. There are plenty of policies in place that pertain to specialized faculty yet we have absolutely no voice about the policies.

1 0% In the past very little assistance with promotion and tenure and negative and competitive posturing from "colleagues."

1 0% Dead wood in the administrative ranks. In over ten years in position my Dean has never established a vision for the College, and budget decisions and new program emphases seem to turn on risk-aversity and maintaining the status quo rather than innovation and imagination. It seems that a prevalent cultural norm in administration is loyalty to bosses, which in turn leads to perpetuating mediocrity at the expense of innovation and excellence.

1 0% It is obscene that FSU administrators keep their huge salaries AFTER their administrative tasks are over. I understand that a high-ranked administrative position implies a tone of responsibilities and thus high salary. But it should be temporary, when the professor leaves that position and goes back to her/his Department, the salary should fall back.

1 0% I strongly feel that personal issue (e.g., family death) are not considered in the tenure process or time allowed to deal with such issues. I am loosing my job because two family members dies within a 6 month span and no one seems to care.

1 0% Civility in the workplace

1 0% "physical properties in my building": to prevent particulates from falling onto our desks and benches, the air vents are stuffed with filter materials (originally white, now dark gray) because cleaning the air ducts was deemed too expensive.

1 0% NO

1 0% Exemption of NTTF faculty from CRC awards and other opportunities that would benefit the academic unit and actually help the university in its efforts to be in the "top 25".

1 0% Finance department requires a major governance overhaul. Non-tenure track faculty are currently allowed to vote on a variety of important issues that should not concern them resulting in puzzling vote outcomes. Many faculty are skeptical about the fairness of dept. voting. Departmental decisions are usually opaque. Faculty who perform dept. service but do poor quality or no research are compensated too generously for the type and amount of work they do at the expense of research-active faculty. Research active faculty are not appreciated enough. Perhaps this reflects the department chair's bias.

1 0% Lack of transparency at the department/college level is a huge problem.

1 0% Hostile environment for minority faculty

1 0% I was dismayed and disappointed with the board of trustees' dishonest search for our university president.

1 0% You would probably greatly increase membership if you charged 1/2 of 1% of faculty annual salaries. I know I would join if that were the case. 1% is too much!!

1 0% please keep working on salary equity and raises!

1 0% The gross disenfranchisement of faculty, student, and community voices in the presidential search process was a national embarrassment. The ham-fisted squelching of all but the appointed members of the Board of Trustees made completely clear how little regard "management" has for "labor" in this institution, and will take a long time to repair. Squandering the willingness of thousands of individuals to feel their input was valued and seriously considered will have a long-term impact on the vibrancy of the university, and its capacity to recruit and retain the talent needed to achieve our collective aspirations.

1 0% Promotion standards have been eroded.
The new curriculum is not good and we need to restore the old one ASAP.
Administrators have far too much power and are paid too much and operate largely in secret. Too much top down. Administrators are not held openly accountable for what they do. We desperately need a system of annual evaluation of administrators BY FACULTY, just as faculty are evaluated by students. 360 review! Why not? What are they afraid of? Please bargain this, and a lot of other problems will go away.

1 0% I am discouraged by the lack of merit increases or one time rewards. I have a number of OPS staff who have deserved that.
I am also very disappointed that we continue to turn a blind eye to athletic students and their criminal activities. We need much higher standards of conduct for these youth.

1 0% It's nice that President Thrasher has made efforts to reach out to the A&S faculty as a way to mend fences, but it's now time for him to move us forward. The clock is ticking.

1 0% 1) I am very concerned about the possibility of concealed weapons carried by persons not properly trained in their use on campus.
2) I am concerned that the funding for libraries has been flat while their expenses have been growing faster than inflation.

1 0% Need a provost who isn't a political hack. Ideally someone with strong credentials from outside of FSU.

1 0% Every year faculty have more and more forms to fill and are asked to do more and more self-serve style tasks, mostly online. All of these things take away precious time and concentration to do other tasks related to teaching and research. One would think that the high number of administrators and staff would help faculty with these matters but in many cases it does not.

1 0% Everything is a concern. I am ashamed to call this institution a university at all, starting with the fact that you appointed a POLITICIAN as your president. Moreover, my unit isn't even included in any of the drop-down menus you have, so that goes to show how much you value the service of the faculty members here. This institution has taken a shameful turn to embrace "STEM" in the misguided belief that your students will be better prepared for the work force. What will better serve students for the work force is not having gone to FSU at all. The complete lack of understanding of what a university ought to do, what academia is, what even LEARNING means is frightening. I won't waste my time writing all that out here because I'm not even sure some of the administrators are literate or even human. Are you all machines up in Tallahassee or just as stupid as a bunch of computers. Happily I am leaving this joke of an institution in a mere, glorious six weeks for far greener pastures, where there aren't random funding deprivations and where my research and excellence will be rewarded. My new university actually values education, not football, rapists, and money. I can say that I have honestly never been so horrified to say that I work somewhere as I have been in my overly painful 11 months here. The best hope for this "university" (if you can call it that) is for it to fail entirely and begin again without the senseless drones who push paper across desks in a delightful show in inefficiency, waste, and the death of the American public education system.

1 0% I think all ranks of teachers should teach Freshmen students on a rotating basis. All teachers need to know how poorly educated these students are and how difficult it will be to teach students who do not read and are addicted to screens.

1 0% Please do not allow the university administration succeed in a "divide and conquer" plan that separates specialized and tenure-track/tenured faculty on issues such as salary, benefits, workload/work assignments. Such a plan would result in higher turnover, decreased morale, and perpetuate a caste system among faculty.

1 0% The negative attitude of some faculty members. The antagonistic approach that UFF takes toward administration.

1 0% The new classification of Specialized Faculty is elitist and dictating that specialized faculty in a track (e.g. research) can spend no more than 5% of their time in another track (e.g. teaching) hurts not only those faculty but the students that wish to take their courses. I currently teach courses for universities outside FSU that are among the most popular offered in those departments. I can not offer these same courses for students at my own university (FSU) because of the ridiculous rules for "Specialized Faculty" in the Collective Bargaining Agreement. If there is demand for Specialized Faculty to teach courses in their specialty, they should be allowed.

1 0% Department chairs need to listen to, and not just hear faculty. In a university climate where morale is low and highly productive faculty members seem unprotected and unappreciated, the smallest things could make a difference in if some one stays or move on.

1 0% I am concerned that UFF is impeding the implementation of raises. FSU wants to provide raises to faculty, let's get the money.

1 0% Morale is very adversely affected by the lack of merit money for faculty who have earned it. There must be a university commitment to serious merit money every year, just as there is a commitment to regular salaries. Merit money must be counted on, and paid to deserving faculty. This must be a priority. Secondly, President Thrasher was outspoken in his promising to address faculty salary problems first thing. What has he done? How has UFF called him to account for his inaction on that?

1 0% RE: evaluations - the categories associated with "meet FSU's high expectations" are hopelessly undefined. No one knows or is willing to articulate what that means, so subdividing and fine-partitioning an undefined starting point is really quite insane and very different from an academic, logical, or consistent (fair) approach. It's an exercise in which faculty are forced to pretend to use a standardized metric that no one can identify and that we all recognize as inappropriately subjective and thus subject to abuse, confusion, and detachment. Either define it or get rid of it please.

1 0% Tired of being "on the bubble." Tired of being "full of potential." This whole university is full of awesome faculty members in ALL disciplines, and every single one of those people and disciplines should be respected and rewarded.

1 0% The relationship with FAMU is completely broken, and significantly impacting faculty morale and productivity.

1 0% I'm a first year Ass. Prof. The evaluation after 4 month (as done for Fall 2014) can not yield in accurate results and I feel that 1st year professors should not be evaluated.

1 0% The five point evaluation system should be eliminated in favor of the previous three category system. And second and fourth year reviews of untenured faculty should be replaced with a single third year

review -- i.e., we should revert back to the old system (a second year review is too early, and a fourth year review too late, to be useful).

1 0% I am mystified as to why FSU's spring break is different than the Leon County spring break. For all of the faculty, staff and students with children it is a financial burden to pay for a week of daycare/camp during the Leon County spring break week. It would be nice to actually be able to spend time with our families as well. This practice of having spring breaks at different times is very family unfriendly.

1 0% Lack of recycling in buildings, lack of separate bike lanes and pedestrian walkways free of golf carts and other motorized vehicles, and trash all over campus.

1 0% What involvement does UFF have with the organization and management of grants from the Council on Research and Creativity? In the past academic year I have written three applications to the CRC and each was denied.

One received high marks from all reviewers except one, who provided the following insightful feedback: "not well developed"

One received high marks from all but one reviewer who said "This is not my field of research...There are already too many research projects, and I do not believe this one is warranted." Is not the point of what we are doing is to do MORE research projects? In addition to the other four reviewers that gave it high marks, colleagues who are in the field said of this proposal that it was well developed.

Another was rejected due to a minor technical flaw in the PTF enforced under a new strict policy that does not accept any errors. While the CRC offers a technical review, I was not notified about the rejection of a prior application in time to take advantage of this review.

These grants represent a significant amount of effort on both my part and on the part of support staff in my college. I have lost faith that the CRC has a reliable process for judging grant applications which has inhibited my ability to progress in my work and seek outside funding.

1 0% While we fought hard to prevent a sham of a presidential search, we failed. I am very concerned that the Union is not taking adequate steps to prevent a similar travesty from happening again in the future. We seem to have moved on to other matters, despite the fact that the fundamental problem in the system hasn't been addressed.

Soon after joining UFF, I was dismayed to start receiving spam emails about education in Florida to the email address I gave UFF (and do not share publicly).

1 0% I would like to see a significant salary increase for associate professor who have been productive and received good merit evaluations over the years but did not receive merit raises due to budget constraints.

1 0% If the union is going to spend time bargaining for parking (which I think it shouldn't), then I'd like to see the union include BIKE parking, bike infrastructure (bike lanes, sharrows, paths, etc.) and other alternative transportation (e.g. better bus service) included as well. We don't all drive, and more of us would use alternatives if they were made more attractive.

1 0% It seems ridiculous that the promotion raise for becoming an associate professor only brings one up to the starting salary of the new assistant professors that were hired this year. A promotion raise should mean something and not simply be an adjustment for years of no cost-of-living raises. It is also unusual that some faculty members get raises for NSF Career awards when those types of awards are not available to researchers funded through NIH or other grant mechanisms. So, in essence you can have a pool of assistant professors with comparable publication, teaching and service records and some of the individuals who bring in the most grant money through NIH awards make significantly less salary than others simply because of the type of research they do.

The distribution of teaching responsibilities is also very uneven in our department with half the department doing 70% of the teaching (based on number of students) and the other half of the department teaching much smaller specialized classes, although on paper everyone teaches the same number of sections. However, there is a huge difference between having to teach 150 - 300 students in a class and teaching an upper level class or a lab class with 20 - 30 students. This has been the situation for more than 7 years and although it is a recognized problem, nothing ever changes. There is also little teaching support for professors teaching very large introductory classes.

1 0% I'm "positive" not "somewhat positive."

1 0% Faculty retention is a major problem, particularly for those confronting spousal hire situations, particularly when the spouse is well qualified. We are losing good people this way (and missing the opportunity that their spouses bring), and this is triggering others to consider leaving. It will be a bad cycle.

1 0% The fear that specialized faculty are going to overrun the percentages of tenure earning faculty. Isn't the balance concern really that teaching and research get accomplished and sufficient time is available for

both depending on your classification and the college needs. I concur that teaching/research should be done by the full time faculty, regardless of classification and adjuncts should not overabound in lieu of hiring full time faculty.

1 0% The fact that this university gives priority to sports rather than education. It deservedly has a reputation as low-rated academic institution, which is known as a “party school”; and get the fraternity/society system OFF this campus!

1 0% I would like more people to join UFF! You want a raise? Pay your dues :-)

1 0% As a specialized faculty member, I've felt less inclined to attend UFF meetings--there is a sense at FSU that the “real” faculty at a research institution are the tenured/tenure-track faculty. While I am proud of what the union does and has accomplished, I don't participate in events because I fear I wouldn't be taken seriously.

1 0% My comments may not reflect a general consensus of other faculty. Because my position at FSU is pretty well considered the absolute best job in the country (for what I do), I cannot think of anything that would make me leave except significant change in the quality of the college. I do turn down job application requests because I truly am not going anywhere.

1 0% It concerns me that the administration is stressing tenure track faculty salaries over non-tenure track faculty salaries as it pertains to market or internal equity. It implies that NTTF are less important, and it makes them feel like second class citizens. It impacts morale as well as retention efforts. NTTF at the University are vital to the operation of the university, as well as to tenure track faculty as they seek to balance their responsibilities between teaching, research, and service. There is no valid argument as to why NTTF should be left out of any market or internal equity increase plans for the upcoming year.

1 0% The main reason I fill out this form is to call attention to the ongoing incompetence and borderline malevolence of the chair of my department. Our chair is an FSU oldtimer. He would not qualify as a full professor by our current standards. He became an associate professor sometime near the fall of the Berlin Wall and then fell up the ladder to full professor thirty years later. Yes, he was an associate professor for nearly thirty years. Allegedly, he was promoted despite his consistent and steadfast commitment to mediocrity so he could become chair. In other words, his elevation was a plan, not an accident. Now we are stuck with him. He plays favorites, he undermines scholarship wherever he can (why shouldn't he since he was never favored for doing any?). It would not be so bad if he could make the trains run on time but he can't even do that. He routinely gets the schedule done late, it does not work once it is done, and where possible he punishes certain faculty members (I thankfully am not one of them) he does not like for simply existing.

But what's the point of complaining? It's the way it is. The Dean doubtless supports him and gives him raises. I have to think he is the worst chair in the College. If not, I pity whoever works for who is.

Really, there should be a chair training school. How can we appoint people who do not know how to work a schedule?

Our credit hours are sinking out of sight. He blames it on national trends. It's a nice line--it covers up his incompetence.

Writing this evaluation has given me no pleasure since I know it will make no difference. If this were a business (a comparison I don't like), he would have been out on his ear a long time ago. No one supports tenure more than I do but this person is an argument against it.

1 0% As a non-tenure track specialized faculty member, most things the UFF does has little to no impact on me. The changes in annual evaluations have worked in my favor but the evaluation changes have left some of my colleagues in a poor light.

1 0% I've been pleasantly surprised with President Thrasher's early performance, as so far he seems to have put university needs over his political inclinations (such as publicly coming out against the concealed carry bill).

1 0% We are developing the Specialized Faculty promotion document mentioned above. In doing so, several of us have been struck by the very vague nature of the AORs that are supposedly a big part of the evaluation criteria. We're got a good draft going, but the closer we get, the more it feels overkill when it is all about two possible promotions that offer little more than extended contracts.

1 0% The Dean of Arts & Sciences has no transparency when allocating resources for units in the College. For instance, he recently authorized the hiring of two faculty lines in the Department of Scientific Computing that currently has 13 faculty members to teach a total of 14 undergraduate majors for that department. How can such a decision possibly be justified when many other departments in the College are in desperate need of additional faculty?

1 0% Is it possible to have our 9 month salary spread across 12 months?

1 0% I am very concerned that FSU is taking a “vocational ed school” turn, with too much emphasis on job training and not enough on EDUCATION. It is as if we have become a community college or jobs program, not a university. I am also very concerned that the new curriculum is already having bad effects on the students' overall education and hope we can return to the old one as soon as possible. It wasn't broken and did not need to be “fixed.” Now that the architect of that plan has left FSU and now that we know, factually, from other universities that have tried it that is full of serious problems, maybe we can return to the curriculum we had in place that was working just fine.

1 0% Need a top notch permanent academic provost immediately. Concerned about what Thrasher might do since he is not an academic. It seems like the legislature, Board and others are working against high academic quality and movement to top 25 status despite what they say. Actions speak louder than words.

1 0% Over the past dozen years I've found the practice of merit pay via departmental annual “evaluations” enables committee members' biases (whether political, personal, scholarly, etc.) to create and exacerbate the compression/inversion problems. More specifically, over time it makes it so those who face the worst compression and inversion problems are those who are also at odds -- politically, personally, scholarly, etc. -- with the most influential members of the department and/or the faction of scholars who happen to make a majority of the committee members. Some influential members have thwarted efforts to make the evaluation process more fair and who have made an issue of it have been marginalized. The whole issue of merit pay divides the faculty, harms solidarity, and makes the department more susceptible to being micromanaged by administrators who appear to be wedded to undermining departmental self-determination and our national reputation. While it would be easy to pin the problem on individual personalities or orientations to power and authority, the process of and heavy reliance on merit pay (even though we sometimes don't have any to disperse) to address salary issues is a deeply flawed approach. I will no longer support the union if they put efforts into supporting or expanding funds for the the current merit pay system as to do so -- at the present time -- merely has the consequence of reproducing (and justifying) salary discrimination and undermining faculty solidarity and power. Compression and Inversion must be dealt with before ANY other issue can be meaningfully addressed. I believe the union will be pleased with the amount of support they would receive from faculty and how faculty morale and solidarity would be raised -- across the board -- if they put all of there efforts into resolving the compression and inversion problem.

1 0% The five point scale has done nothing but create hard feelings among colleagues. The three point scale we had for years worked well, Barron forced the five point scale on everyone and it did nothing but worsen morale. There is NO WAY to quantify exceeds and substantially exceeds fairly. This needs to go and go immediately.

1 0% A small request for those of us who swim: Get the Morcom pool to grant faculty Leach Center members free access between semesters when the Leach Ctr is closed. Currently \$3.50 is charged. I know small..... but annoying pototes.

1 0% I really do not want guns on campus.

1 0% Safety, especially if concealed weapons are allowed on campus.

1 0% The university should have the integrity to support free speech, even when that speech is stupid and/or offensive. It doesn't. The university should have the integrity to impose reasonable controls over the athletics programs. At least for football, it seems more interested in working with the football program and university police to foster cover-ups of student athlete misconduct. Other than those failures, FSU is a pretty nice place.

1 0% I'm concerned that the administration is willing to destroy the strong programs on this campus in order to bolster STEM programs instead. This would be a tragic mistake.

1 0% Regarding the following question, note this exception: Unless it is a matter of retention. If it is a matter of retention, then I would advocate for that faculty's salary to be brought up all at once.

Question: If salaries were to be adjusted for market equity, I would want: My response: Everybody to be brought up at once, even if in smaller annual increments

1 0% Cronyism is rife within our College, supported by the Dean who selectively rewards his pals with plums, and speaks negatively about others behind their backs. Other follow suit, given his example. This is very injurious to morale.