

# UFF-FSU Fall 2015 Bargaining Survey

428 Responses

Please indicate your primary  
College/Unit

Arts & Sciences 119

Business 35

Center for Advanced  
Power Systems 1

Communication &  
Information 23

Criminology and  
Criminal Justice 5

Education 20

Engineering 11

Fine Arts 22

Human Sciences 12

Learning Systems 2

Institute

Mag Lab (NHMFL) 11

Motion Picture Arts  
(Film) 1

Music 16

Nursing 2

Office of Distance  
Learning 4

Panama City Campus  
(all areas) 4

Science & Public  
Affairs (Inst for) 2

Social Sciences and  
Public Policy 29

Social Work 5

University Libraries 13

University School  
(FSUS) 7

Other (not listed above) 4

## 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.

Across-the-board raises for cost-of-living increases	328
Adjustments to address market inequities, compression, and inversion	282
Discretionary increases based on administrator judgment	45
Merit raises based on annual performance and departmental procedures	241
One-time annual bonuses for merit	29
Other	2

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

Keeping up with the cost of living	171
Providing incentives for recent meritorious job performance	100
Correcting existing salary inequities, including compression and inversion	154

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.

Strongly agree	144
Agree	146
Neutral	104
Disagree	20
Strongly disagree	9

In terms of salary issues, the most demoralizing problem(s) at FSU is (are) (please check all that apply):

Failure to keep salaries up with increases in the cost of living	277
Lack of incentives for meritorious job performance	156
Compression and inversion	227
Failure to keep salaries in line with market rates	247
Gender-based pay inequities	91
Failure of faculty salary increases to keep pace with those for administrators	235

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	101
Lack of incentives for meritorious job performance	50
Compression and inversion	100
Failure to keep salaries in line with market rates	84
Gender-based pay inequities	10
Failure of faculty salary increases to keep pace with those for administrators	73

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

Everybody to be brought up at once, even if in smaller annual increments	235
Some people to be brought up to equity all at once, and then others brought up in following years	28
Either way, as long as everybody is brought up	149

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

Increasing salaries more slowly in order to include more faculty in the adjustment calculation 287

Increasing some faculty salaries more quickly even though some faculty groups would need to be excluded 51

It doesn't matter to me 73

The single most encouraging salary increase development from 2015 was:

0.5% performance increase 31

1% additional performance increase for specialized faculty 64

1.75% departmentally-determined merit 91

\$2 million to fund market equity increases 207

1% administrative discretionary increase 3

.35% for deans' merit increases 2

I was aware that the "deans' merit" salary-increase category does not require deans to distribute funds proportionately according to a department's salary base.

Yes 190

No 228

## Nonsalary Bargaining Priorities:

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

Non-competitive full-pay sabbaticals?

None	52
A little	70
Some	162
A lot	91
All it can	45

Reconfiguring the new 5-point annual evaluation scale (“substantially exceeds FSU’s high expectations. . . “does not meet FSU’s high expectations”) into fewer categories?

None	187
A little	60
Some	103
A lot	41
All it can	22

A pre-tenure research release for Assistant Professors?

None	98
A little	75
Some	129
A lot	75
All it can	39

Childcare facilities on or near campus?

None	78
A little	77
Some	134
A lot	93
All it can	36

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

None	47
A little	56
Some	145
A lot	104
All it can	65

Parking?

None	123
A little	68
Some	127
A lot	58
All it can	42

Healthcare?

None	36
A little	47
Some	141
A lot	116
All it can	78

Retirement benefits?

None	19
A little	31
Some	115
A lot	139
All it can	117

An increase in pay for the full academic-year (two semesters) option, from the current rate of 1/2 pay to a rate of 3/4 pay (as at UCF) or 2/3 pay (as at FIU).

Strongly agree	158
Agree	151
Neutral	84
Disagree	10
Strongly disagree	12

Please consider each of the following sabbatical and professional development leave options and indicate the extent to which you agree that each option would be positive for FSU faculty development and advancement.

A non-competitive accrual system in which faculty accrue credit towards sabbatical and professional development leave that is redeemable as needed (for example, after accruing 10 semesters, a sabbatical is available at 63% of salary; after 11 semesters at 69% of salary).

Strongly agree	127
Agree	157
Neutral	93
Disagree	22
Strongly disagree	16

Retain the two-semester-at-half-pay option (no stated limit on number) and the one-semester-at-full-pay option, both awarded competitively, but allow more of latter than the current limit of about 40.

Strongly agree	48
Agree	139
Neutral	175
Disagree	27
Strongly disagree	20

Assuming you had to choose just one, which of the following sabbatical and professional development leave options would be best for FSU faculty development and advancement? Please pick one.

An increase in pay for the full academic-year (two semesters) option, from the current rate of 1/2 pay to a rate of 3/4 pay (as at UCF) or 2/3 pay (as at FIU).	146
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A non-competitive accrual system in which faculty accrue credit towards sabbatical or professional development leave that is redeemable as needed (for example, after accruing 10 semesters, a sabbatical is available at 63% of salary; after 11 semesters at 69% of salary).	170
Retain the two-semester-at-half-pay option (no stated limit on number) and the one-semester-at-full-pay option, both awarded competitively, but allow more of the latter than the current limit of about 40.	83

**Do you have any additional comments on bargaining priorities?**

Merit should be priority-- publishing books and receiving virtually no credit serves to demotivate.
More funding for graduate students (more TA-ships as well as competitive fellowships).
If FSU is to remain competitive and families are to be supported then childcare needs to be offered for free to all faculty. The current FSU childcare option is more expensive than local options.
Charging faculty for parking is an outrage and inconsistent with other campuses. This charge needs to be removed immediately. Tallahassee does not have sufficient public transport to enable faculty to leave a car at home and faculty should not be made to pay for the fact that they have to park a vehicle.
I have avoided positive responses on questions that have a "awarded on the basis of merit" option, NOT because I don't believe that merit deserves to be awarded (I do strongly believe that merit should be

awarded!!), but because our current system for evaluating "merit" is extremely poor at distinguishing substance from window-dressing. A few extraordinary individuals that consistently perform meritoriously are indeed awarded for that, but then it seems that many who make a big production of how well they are doing on the surface are awarded, while others who I see consistently being leaders in their field everywhere else in the world are ignored because they are not promoting themselves in the ways measured by the evaluations.
If the legislature approves guns on campus, FSU should follow the lead of the University of Texas at Austin and forbid any guns in classrooms.
I think it's great that we were able to address inversion issues last year, but as a junior faculty member, my raise was paltry. Addressing existing deficiencies should not come at the cost of reasonable cost-of-living raises for all faculty.
This survey is so frustrating... it was last year too. Is it possible to find an expert faculty member in survey design to help the union? The question, "If salaries were to be adjusted for market equity, I would want"... isn't this question irrelevant since "everyone" just got a market equity bump?
More focus on specialized faculty.

Focus on increasing Salary to match leading R1 institutions
Focus on sabbaticals to match leading R1 institutions
I wish we had a tuition sharing program with a sister university (or multiple universities), similar to what UF has.
Cultural taxation issues for faculty of color. As the only person of color in my department, I am constantly asked to serve on more committees despite the fact that I have tons of documented service. It's really annoying. Also, a real 12-month pay option. All we're asking is for the university to pay us over 10 or 12 months versus 9. Is it really so hard?
With regard to market equity increases, I chose the middle option because I think those who have suffered from market inequity the longest should have their salaries adjusted soonest
The sabbatical issues are meaningless unless money is actually allocated to cover faculty leave without punishing the faculty member's department.
Improve recruitment and retention of minority faculty.

I want a true year-round pay option for nine-month appointments, not the current FSU "Christmas club." If I bank my own money, at least I get a little interest.

1) We should have the option to accrue credits toward release time when overloading. Apparently this is something that happens in many departments and colleges here (not to mention nearly every other university out there), but not in my department. If there was a university-wide policy, that would make this situation much clearer and easy to manage.

2) ORP retirement contributions should be restored to their pre-2008 levels (10.03% FSU contribution) and OPTIONAL employee contributions.

3) The THREE most demoralizing issues in terms of salary are compression/inversion, gender inequities, and faculty salaries not keeping pace with administrators.

Highest priority should be getting an agreement done.

Protect intellectual property produced by faculty for distance learning courses. (We own copyright to textbooks we write, but the university claims to own intellectual property produced for online courses. This will become a HUGE issue in the future. This intellectual property right has no short-term cost to the university, and would mean a LOT to faculty involved.)

With respect to merit pay raises the terms of merit need to be clearly defined and be transparent. For example if I'm publishing more and bringing in more research money than my colleagues someone should be able to tell me why they received larger merit raises (teaching performance, service, etc.)? This should reflect our priorities as a University not time in rank or some other metric.

Although I think compression and inversion are our most demoralizing salary-related problems, that's largely because it's hard not to be

aware of them on a regular basis. Anyone serving on a search committee is forced to think about these issues. The disparity between faculty and administrator salaries would probably be even more demoralizing if we thought about it on a regular basis. For instance, if John Thrasher's exorbitant bonus had received more publicity, I think the faculty would have been pretty disgruntled.

Continuing the market equity raises is very important. I would prefer that merit have a larger role in market equity raises. In my department the largest market equity raise went to an associate professor who has been in rank for over 25 years and consistently has the worst merit rating in the department. I also like the market equity using national salary data by rank in department. The faculty in some departments are much more underpaid than others. I was very pleased the administration chose to do this and I sincerely hope they will continue with these raises.

I would like to see an effort made not limiting specialized faculty. For example, there are specialized faculty who are successful at seeking and obtaining internal and external grants; however, they are not allowed to be PI on external grants. No effort is made to limit them from applying for external grants, but when they are successful, then they are told that they cannot be PI and have to name a tenured/non-tenured (non-specialized faculty) as PI. According to the University policy on who can be PI, there is language, which states that the dean, chair, etc., can name a faculty whose job code/title is not listed on the approved PI list, but that is not consistent. In my opinion it is unfair and unethical to have someone work very hard on conceptualizing and putting a grant together to be told, once completed that you cannot be PI and be made to name a PI who did absolutely nothing regarding the preparation of the grant to be given credit and the person who did all the work be named Co-PI.

If specialized faculty is considered faculty, then the University needs to stop limiting them, as many specialized faculty are not only teaching, but conducting research, serving on committee (chairing, in some instances), as well as engaging in other activities that tenure and other non-tenure faculty. Many are

Ph.D levels, but those at the Master levels may have more than one master degrees and doing a lot more than the Ph.D level specialized, tenure earning and tenured faculty lines.

Bottom line, some concentrated effort regarding specialized faculty needs to be moved up to one of the top 5 things to be accomplished.

The equity adjustment was a nice show of good faith, but it infers that nobody at FSU should make more than the average salary at mediocre schools. This is not the path to the top 25. We need to support our best and brightest if we are to ascend to a higher ranking.

Lowering the cost of campus parking for faculty would benefit ALL faculty in a very tangible way.

Our team had one of the best years in memory last year. Many thanks for their dedication and success. Keep reminding the administration that while grateful, we view this as a down payment on too many years of drought, and know that only continued progress is likely to pay off in less attrition of our most talented faculty, better morale for those engaged in recruiting new faculty, and improved likelihood of getting the best and brightest as we continue to rebuild our eroded faculty strengths.

stronger tools to resist

private interest's pressure on research content.

I'm confused about the above language of "Increasing some faculty salaries more quickly even though some faculty groups would need to be excluded ." I would have said YES, if by "some faculty" you mean faculty who have have been suffering from compression year and year for a long time (which could, as in my case, adds up to over \$120,000 over the past 15 years) vs. faculty who have been here a couple years or otherwise have suffered a much smaller overall theft of deserved income. But if by "some faculty" you mean that administrators get to choose those they like or even the union gets to choose those they like, then NO.

With regard to sabbatical, I think that there needs to be efforts to decrease the role of favoritism which I have seen distort the process so bad that nationally recognized scholars with histories of publishing in top journals are denied while far less influential scholars who happen to be well liked by people in positions of authority have sabbaticals granted (during the same year). So, I think that "competitiveness" in the process is a smokescreen that allows for favoritism to flourish.

I like the idea of a non-competitive system, but the description of it is unclear so

I didn't agree with. When you see that that, for example, after ten semesters, a "sabbatical is available at 63% of salary," do you mean a One or Two semester sabbatical? Knowing that is important, as I don't know if this is a proposal to rollback a one semester sabbatical from 100% salary to 63%.

The guns in campus issue. I'm really freaked out by the idea of people sitting in my class carrying a gun...

Please, please work to align the Leon County Public Schools and FSU breaks - this would benefit faculty and staff at FSU with children. In particular, the fact that spring breaks are off by one week is absurd and problematic for child care. Aligning the breaks of FSU and Leon County Public Schools could presumably be done for little/no cost and would benefit so many - you have no idea how many people would be grateful for this.

I was very happy that the university set aside money to help with inversion/compression issues for the faculty, but it would be great if that same thing could benefit the specialized faculty. I'm at the highest rank of Senior Research Associate and someone who has worked ten years less than me was just promoted to the second level with a pay raise that has them making more than me. This is completely unacceptable, especially when we both perform very similar job tasks. I'm certain that I'm not the only person

that is being left behind as the base salary of new hires increases.

The merit adjustment was great, but it went only to faculty who have little value on the open market.

The recent "market equity" adjustment (or whatever it was called) that was aimed at addressing salary inversion was a complete and total failure and wasted who knows how much hard-to-come-by money. In our department, the lowest performers got the biggest raises because they had been here the longest without getting much merit increase in the past. It had exactly opposite the effect it should have. Instead of helping to retain the highest performing faculty, it helped push the highest performers closer to leaving. What an incredible waste of resources. Just another example of how FSU cannot manage to its resources well enough to move up toward more prestigious institutions. I blame the union for much of that debacle, but I also blame the administration for agreeing to such a ridiculous plan. What a joke. Very disappointing. Another setback for FSU.

The market equity adjustment is highly problematic. The rates are based on average faculty salaries, adjusted for college and some performance metrics. However, each individual faculty member has his or her own market value. This system employed

is biased against higher paid faculty who are underpaid relative to their own market. In effect it removes funds from the pool to benefit lower paid and very often lower performing senior faculty. I favor a system that provides a larger pool available for salary counter offers to faculty with external offers, at the discretion of the dean. This is a natural way recasting faculty groups and refocusing talent across disciplines.

Salaries need to be higher across the board here, however that is achieved. Compression and inversion is severe and problematic, but even at the junior faculty level, FSU is not competitive. This is true for staff as well. We constantly lose excellent staff because they get much better opportunities elsewhere.

The way the amount compression-inversion salary increase was adjusted based on the degree to which the individual is underpaid (like was used last year) is an appropriate way to proceed. It needs to be continued until this problem is eliminated.

Let me start off by saying that I am grateful for the union efforts. I am sure that it is beyond difficult to get anything from the powers that be. Further, I'm sure that SOME faculty got substantial merit equity raises. What I got, however, was shocking; less than \$1000, and I can tell you that moving to a lateral university would provide a substantial raise -

\$40K - \$60K so it isn't because it isn't necessary. Based on the discussion from those "in the know", I expected somewhere between \$4K and \$6K. I honestly thought it was a mistake when I saw it online. What started out as a moral booster wound up being a moral buster. Part of this was expectations. I'll admit - I am very discouraged. Perhaps even worse, I know that it isn't likely to change. I know it isn't the fault of the union reps. I know they bust their butts to get it done. The state has a strangle hold on our budget and it just makes it impossible to bring faculty up to market rates. Sad because our university could honestly be so much higher in the rankings if they just gave us more money. There's so much heart here and it is really special. Even though many of us paid well under market there is a ton of talent here (for now). Honestly, this is probably my only frustration working here. It's tough when you know you can increase your salary so much by making a move. I know of two in my department that are actively looking (not me) and there are quite possibly more.

Tuition waivers for families of professors and/or staff. This is common for other universities, but not here. I was surprised that it was not an automatic benefit; this was a huge issue for me when I was trying to decide between competitive institutions for employment.

Overload salaries, which are now paid on an OPS basis and do not factor into a professor's top 5 years earnings, should become part of the base salary on which retirement benefits are calculated.
Faculty salaries should be priority 1.
Thank you for all of your hard work.
In my field, most major R1 public universities offer assistant professors a pre-tenure one-semester sabbatical in order to prioritize research. If FSU is going to compete at this level, it is my opinion that this benefit be offered.
Summer research support
Repeal the 5% teaching restriction on NTTF. The Faculty Senate recently passed a resolution to allow post-docs to be the instructor of record for graduate courses, but under the current CBA, I believe their annual effort is restricted to 5% (precluding any such teaching assignment). Similarly, specialized faculty at the Mag Lab and Marine Lab should be allowed to teach courses, but are unable to do so with the 5% restriction imposed by the previous CBA.
Child care is important if we are to have the balance of genders and people leading a normal life with families
While getting market equity raises for tenured faculty was a wonderful thing, specialized faculty need to be included in the process

next year, if at all possible. If TT faculty keep getting market equity raises and the specialized faculty do not, it will create an even wider gap between the two classes, both in salary and in status.
Paid parental leave should be a priority.
The University should adopt no policy that violates its values and morals as articulated in the Seminole Creed. This is particularly true of "Truthfulness" and "Respect" (other important ones are rather derivative of these).
The University should not condone, much less endorse, any part of the university that violates these principles.
Nor should it condone or endorse any group (social, religious, political, etc.) that employ deceit to promote the harassment of members of the university community.
Therefore, the UFF should emphatically insist that FSU abolish the tobaccofreefsu policy, remove or correct the existing related signage, and issue an apology to those who are the targets of harassment and discrimination due to this policy.
I note, too, that this is a matter of principle, not popularity.
Sabbaticals given to non-tenure track faculty is not a wise use of funds. Sabbaticals should not be

funded except when there is a clear value to be gained by the department or college.
Salary items are far more important at this point than non-salary items.
I would like to see the union more committed to issues of race and retention. I don't see the UFF aggressively challenging FSU in this area.
<ol style="list-style-type: none"> <li>1. Market equity increases for specialized faculty - please continue to bargain.</li> <li>2. Just-cause standard for non-reappointment - please continue to bargain.</li> <li>3. Professional development leave for specialized faculty - while the current policy of one per 20 faculty appears generous, far fewer PDL are actually awarded. Please continue to bargain noncompetitive accrual option.</li> </ol>
I appreciate the current bargaining team's efforts on behalf of specialized faculty. My understanding of the current administration is that despite the best efforts, they have little appreciation and support of specialized faculty. Please continue to

<p>push to have specialized faculty treated as tenured and tenure-track faculty in the negotiations -- or we will have even more of a caste system within the faculty ranks.</p>
<p>My most preferred option is that full pay, one-semester sabbaticals should be non-competitive, available to all faculty in good standing once every 7 years. If faculty want to be away a full year, they can convert their one-semester, full pay sabbatical to a one-year, half pay sabbatical. But the key is that sabbaticals should not be competitive. The competitive nature of the regular, one-semester sabbatical is one of the worst things about FSU.</p>
<p>I am worn, tired and distraught knowing that the Panama City Campus is only an after thought in bargaining. As an example we have no tenure track though we are the College of Applied Studies....we missed on the Market Equity adjustments for General Faculty (Assistant Professors, Associate Professors, Professors and Eminent Scholars). There is no wonder the Panama City Campus is under represented in the Union. Our basic salary is embarrassing less then our counterparts in Tallahassee. I look forward to the day the Union steps up and represents all faculty.</p>
<p>Market equity for specialized faculty.</p>

<p>Pay increases and travel funds for specialized faculty should be a priority</p>
<p>The Union has made strides in negotiating rights for non-tenure track faculty. Thank you.</p> <p>We still need help in obtaining fair working conditions.</p> <p>What about rewards for outstanding achievements for these people, parallel to the "salary bumps" for regular faculty? While working as an adjunct professor, I received a highly competitive National Endowment for the Humanities 3-year research grant. The grant was reviewed for suitability for a salary bump, and it was deemed significant enough to be eligible. Nevertheless, I received no reward, because the salary bumps were set aside for "regular faculty" only.</p> <p>One suggestion to make this situation fair is that a pool of funds be set aside for increasing the salary or "salary bump" for an adjunct or research professor when he or she is working.</p> <p>On a related matter, once the NEH grant began, I was made a research professor. I received official notification from the Dean of a salary increase. Nevertheless, I was expected to pay for my salary increase myself, apparently out of my grant.</p>

<p>Note: I was a research professor until recently when new health care rules made my position untenable due to high total health care costs that I was expected to bear all myself. I am now an OPS employee on my NEH grant.</p>
<p>You always forget the research faculty.</p>
<p>Setting what constitutes a load for a single class or overload. Is it 100, 300, or 500 students? Some instructors teach very few students while others teach 1000 for the same pay and credit. How is this equitable?</p>
<p>Market adjustment should be based upon years in rank; not years in rank at FSU!</p>
<p>Disappointed there aren't any items related specifically to bargaining on behalf of specialized faculty.</p>

We absolutely need the 360-review of administrators: many, many problems would be solved if we had faculty evaluate their chairs and deans just as our students evaluate us. There is a lot of research on it. It is perhaps the only element in the corporate model that would be good for us. A lot of schools do this already (LSU, for one, and Ohio State, UTexas, SUNY system, others I hear). Just as teaching evaluations can improve teaching, admin evaluations can improve administration. If we are sincerely interested in good administration, this is a simple, obvious step to take. (Are we?) Here [is a link to] a sample admin evaluation form from another university ... If they care, why don't we?

[http://publications.umw.edu/facultyhandbook/files/2011/09/chair\\_eval\\_13.docx](http://publications.umw.edu/facultyhandbook/files/2011/09/chair_eval_13.docx)  
 (Shortened form: <http://goo.gl/eUhacp>)

----HOW COULD ANY CHAIR OR DEAN OBJECT TO THIS EVALUATION? WHY WOULD THEY OBJECT TO THIS?-----

Ensure incentive of merit salary increases every year.

I'm currently frustrated with the seemingly endless additional reporting requirements which are pushed onto faculty without staff support. Although each one is small of itself, taken together they add up to a lot of time stolen from otherwise

more productive research or teaching work. Something on the order of a paperwork reduction act type of rule which would require administrators to estimate the amount of time required to complete additional reporting tasks (and hold them responsible for low estimates) might help here.

Thank you for including Specialized/Teaching Faculty in the bargaining priorities. Please continue to include them as a priority.

childcare center needs to be open when the University is open not just classes as current center is that way. needs to be affordable childcare like Gwen Cherry center was

Specialized Faculty included in market inequities - including compression and inversion

Research faculty also need sabbaticals. Please don't exclude them from the negotiation or allocation of funding.

Reduce the wealth inequality across campus faculty. It is a gross misappropriating of university resources that one person can make \$30k when another makes close to \$300k. This gap propagates the rising problem of the vanishing middle class.

If we wish to recruit young teachers to replace those retiring, we will need to pay more to teaching faculty. As is, we do not pay enough to recent graduates to entice them to teach here. With an average student loan debt (in part, thanks to FSU) of \$35k, who can blame them for not wanting to take a job that would keep them eating Ramen noodles? I sure as hell don't.

I am currently preparing an article for publication to discuss the inequality in income between research and teaching faculty.

In this article, I am providing an accurate picture of this gap at FSU. In many departments, it is the teaching faculty (many with PhDs) who supports the researchers, yet the teachers are treated as second-class citizens. Most research faculty go years without procuring grants, and the funds/tuition (if any) they bring in is far less than the amount they are paid. Without the teachers, there would be no research faculty. However, the base pay for teachers is \$27-32k, while researchers can start with as

much as \$80k and can increase to an amount far exceeding \$100k.

specialized faculty would also help me improve the reputation of FSU in my field and keep up with colleagues at other institutions.

This year has been a good one for faculty salaries, the best in several years, at least. I hope that we can keep this momentum going to bring FSU faculty salaries in line with our peer institutions. This is a good thing for the faculty, students, and FSU as a whole.

Negotiate a free membership in the Leach center for faculty. - This will cost the University next to nothing out of pocket.

Sabbaticals should be an automatic option, not something that has to be approved. If we have earned it, we should be able to take it with enough notice given to dept. chairs.

All faculty with satisfactory performance should have the opportunity to take a one-semester sabbatical for every 5-10 years of service. I would favor more funding for one-semester sabbaticals and less for year-long sabbaticals.

I would like to see increased professional development funding to travel to conferences and other meetings. My funding has not kept pace with colleagues at other institutions and it is affecting my ability to keep up in my field. More options for research leave for

## Legislative Issues

Please share your opinion regarding the following issues:

Proposals to allow concealed carry permit holders to carry guns on campus

Strongly support	10
Support	8
No opinion	12
Oppose	22
Strongly oppose	369

Legislative efforts to close the Florida Retirement System (Defined Benefit Plan) to new hires

Strongly support	11
Support	8
No opinion	131
Oppose	92
Strongly oppose	178

Changes to your healthcare plan that could offer more flexibility but higher out-of-pocket expenses

Strongly support	2
Support	25
No opinion	99
Oppose	148
Strongly oppose	143

Limitations designed to reduce costs that affect faculty members' ability to assign textbooks

Strongly support	8
Support	36
No opinion	123
Oppose	108
Strongly oppose	140

Attempts to eliminate tenure

Strongly support	8
Support	9
No opinion	34
Oppose	43
Strongly oppose	322

Legislatively-defined metrics for determining university quality

Strongly support	5
Support	20
No opinion	87
Oppose	124
Strongly oppose	180

**Do you have additional comments regarding Legislative issues?**

In terms of tenure, I believe it creates a class system within the ranks and between the tenure earning, tenured, and specialized faculty at the University which sets each of these groups up for differential treatment. It will also save the University money over the long haul. Tenure seems to be synonymous with job security and privileges that other non-tenured or specialized faculty may also possess but cannot for various reasons compete.

We should fight any further attempts to ban transgender people from using the bathroom of their choice. This will have undue punitive effects on our students.

I do feel the tenure system is flawed, as some of those with tenure abuse that protection, neglecting their position because firing them is virtually impossible. I would like to see a more clear tenure system, one that does protect the faculty from administrators for teaching content, but does require the faculty to perform professionally, and assume the responsibilities assigned by the dept.

The gun issue is of overwhelming importance to me. Guns do not belong on university campuses - the gross unbalance of power between someone with a gun and everyone else has no place at an institution in which faculty are required to provide explicit evaluations of the performance of students. Already the degree to which threatening language and poses are routinely employed to intimidate teachers (at all levels) by students is way beyond acceptable. Adding guns seems insane.

If the legislature approves guns on campus, FSU should follow the lead of the University of Texas at Austin and forbid any guns in classrooms.

We continue to fail to address the fact that we had John Thrasher thrust upon us in a shame process. We need to be proactive to make sure something similar does not happen again.

Too disgusted to comment, actually. One thing: if concealed carry on campus passes, we should insist on concealed carry in the legislative offices and gathering spaces as well.

Maintaining tenure and the combatting the concealed carry of guns are the two most important issues to me.

None suitable for a family university.

I'm very offended that our legislators have so little respect for our professional training and experience that they believe they can make better decisions for the state universities than we can make for ourselves.

I like having the preeminence metrics as that rewards FSU for excellence even though the metrics may not be perfect. While I like the performance metrics less, I agree with the idea that universities should help the economy of the state. I believe the performance metrics can be improved by adopting several of the preeminence metrics. What is much worse is the inequity in State support between universities.

I have no opinion, because I'm not well versed on the issues in any depth in order to make an informed decision. However, university faculty should be involved in the process--at the table to help in framing support/opposition to legislative issues affecting them.

Stop participating in the state teachers retirement system. Only make the ORP available for new hires. The OPR is SO much more valuable. Full vesting right away. The money belongs to the faculty member, and can be assigned to one's heirs in one's estate. MANY investment options are available, including some very safe and conservative annuities. Most new hires do not remain in the TRS long enough to actually collect a pension. The ORP plans can be easily transferred to other institutions over the course of one's career.

Make sure that those who opt for the ORP get genuinely equivalent contributions and treatment as those who opt for the TRS. For example, I do not believe that DROP is an option for ORP participants.

Our proudly and aggressively regressive legislature must continually be reminded that a "trade-school" or STEM-imbalanced mission for higher education undermines our potential to support development of well-rounded, informed and engaged citizens, who will ultimately benefit both the quality of governance and the state of the economy in Florida. Continued underfunding of public education under the guise of reducing taxes and "letting the people decide the best use of 'their money'" is a slow-motion derailment of higher education for which society will ultimately pay. We need to more rigorously enforce separation of funders' wishes from curriculum content and academic policy. And finally, we need to remain vigilant about the stacking of boards of trustees in ways that inhibit or discourage faculty governance as part of a balanced administrative structure.

No better way to make FRS go broke than to exclude new hires. Take one of the most solvent programs in the country and wreck it.

Recommend we publicize as "war on Florida retirees" and involve AARP.

It is futile to expect the house to seriously consider complex issues concerning the Florida University system. What they are doing with respect to guns on campus shows that they pay no attention whatsoever to the majority of opinion of people at the University. As a whole, whatever the good experiences people in the legislature might've had at University, the polarized politics of the tea party makes this a very, very unfavorable time for legislative support. But we have to keep trying.

The legislation in Florida is one of the worst in the US at supporting academic endeavors in the classroom and research.

With regards to healthcare benefits, it is of concern that no infertility coverage is included for any of the healthcare plan options.

YOU MUST CONVINCING THE LEGISLATURE TO INCREASE FUNDING FOR NEW BUILDINGS. YOU MUST SECURE FUNDING FOR THE NEW EARTH, OCEAN AND ATMOSPHERIC SCIENCES BUILDING OR NEW FACULTY, WHO ARE UNION MEMBERS, WILL LEAVE, PERIOD.

My classroom in the Ocean Sciences Building has had water coming out from under the chalkboard, which is on an interior wall on the 3rd floor of a 5 story building. Facilities says that my wired internet connection is slow because the building is not sealed to the exterior, so connections are being corroded by wind and rain coming through the exterior wall. A colleague has had water coming out of electrical sockets in their lab, creating sparks next to a hydrogen line, in this

building. It is hard to imagine anything more dangerous and capable of bringing down an entire building with everyone in it. We have no hot water in the building. The heat and air conditioning fail every other month. The elevator is routinely broken, forcing faculty to move classes because students with disabilities cannot access classrooms above the ground floor. There are numerous water leaks from the ceiling above our >\$100,000 lab equipment that will ruin our equipment, and there is no contingency in place to replace the equipment due to leaks from the building.

These are not workable conditions, especially for many pre-tenure faculty. We are at a competitive disadvantage relative to our peers in other science departments at FSU, as well as around the country, who do not spend huge amounts of their time fighting facilities problems pre-tenure.

<p>The legislative defined metrics are a joke. The motivate inefficient and even counterproductive behavior. Instead of spending time figuring out how to be better scholars and educators, we spend time figuring out how to massage this thing or that thing so that we don't lose out to some other school on state funding. We would be better off if we could cut loose from the state and the union and get both of those resource-wasting and efficiency and effectiveness dead-weights off our backs.</p>
<p>The state should re-institute its matching donations plan. This was abandoned during the economic downturn.</p>
<p>The legislature's apparent perception of higher education as a job training program needs to be countered, and the value of a liberal arts-based education should be promoted.</p>

<p>I need more information about the two issues (listed above) to make a decision:          Limitations designed to reduce costs that affect faculty member's ability to assign textbooks          2. Legislatively-defined metrics for determining university quality</p>
<p>The legislature should focus on macro issues and not micro manage the State University System.</p>
<p>Michelle Rehwinkel-Vasilinda should be ashamed of herself. How can someone who taught classes be in favor of guns on campus. (Real question: how much did the NRA pay for her?) The UFF should do everything it can to oppose her when she runs for Florida Senate.</p>
<p>You should not be president of a university nor on the governing body if you've never been an academic.</p>
<p>Having the Legislature determine the performance metrics is annoying, but the extra money is desperately needed at FSU.</p>

<p>We need a university president who has experience and distinction in academics. We don't want any more politicians for president. They have been the worst.</p>
<p>I do not want to work on a campus where people carry guns (other than professional law enforcement)</p>
<p>healthcare and retirement benefits are one of the best things about working at the university. Many people accept the low salary as long as the benefits are good. Good benefits encourage long term and loyal employees.</p>
<p>Both the textbook cost limits and encouragement of new hires to avoid the defined benefit plan have merit, but could be better accomplished through informal means than legislation.</p>
<p>I expect that performance metrics are unavoidable, but I would like to see a system where faculty work with legislators to set metrics.</p>
<p>Yes, but I don't want to ruin the rest of my afternoon or yours. Hope that gives you a laugh.</p>

NO GUNS - EVER!! I am strongly opposed to this policy.
Do not allow guns in campuses, there are no words to describe how stupid the legislators are in this regards, and therefore I will not try to do it. Perhaps one should menace, together with all other public universities, that we either freeze the next academic year or pull all univ out of the public system, no matter the costs and sacrifices.
Good luck. It might be helpful to track faculty losses over time and estimate how costly that has been to the U in terms of morale, experience, knowledge-drain...

Metric-based tracking is particularly problematic. Although these usually start with good intentions, the metric is usually a proxy for what the policy maker wants to maximize. As soon as the metric becomes high-stakes, two things happen: the metric becomes confused with what the policy maker really wants (Felix Salmon calls this the "measurement fallacy") and the people whose salaries and jobs depend on the metric start gaming the system to improve the metric (e.g., VA employees cancelling and rescheduling appointments to keep the average wait time low). Finally, often when the metric is telling the policy maker that the measured people have inadequate resources to do the job, the response is to cut resources instead of add them. (For example, enrolment is down in the college of education because recent policies have made teaching a less attractive profession, but we are then punished for the decline).

Legislative metrics should be developed in conjunction with administrators and other knowledgeable persons. Enrollments should be used (in addition to metrics) in determining funding distribution.
If having guns on campus makes people safe, then shouldn't that same rule apply to courts, the capital, etc.? If they allow guns on university campus, then they should allow guns in the capital building for the same reason (i.e., that they keep people safe).
The administration at FSU across the board is terrible.
Based on Senator Negron's recent remarks, maybe there is hope?

**What is your position classification?**

Professor	135
Associate Professor	82
Assistant Professor	75
Eminent Scholar	4
University Librarian	2
Associate University Librarian	6
Assistant University Librarian	8
Teaching Faculty I	14
Teaching Faculty II	6
Teaching Faculty III	15
Instructional Specialist	4

I	
Instructional Specialist II	1
Instructional Specialist III	3
Research Faculty I	7
Research Faculty II	4
Research Faculty III	9
Specialist, Computer Research	2
Senior Research Associate	4
Associate in Research	2
Assistant in Research	5
University School	4

Instructor	
Other	3

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

Yes	302
No	108
Not sure	3

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

9-month contract	320
12-month contract	85
Other	9
Not sure	2