

# UFF-FSU Spring 2016 Faculty Poll

Total Responses: 306

## General Survey Questions:

### Please indicate your primary College/Unit

Count	Pct	Response
231	75%	(Total valid responses for this question out of 306 total responses)
76	25%	Arts & Sciences
17	6%	Business
19	6%	Communication & Information
2	1%	Criminology and Criminal Justice
16	5%	Education
5	2%	Engineering
8	3%	Fine Arts
10	3%	Human Sciences
1	0%	Learning Systems Institute
5	2%	Mag Lab (NHMFL)
2	1%	Motion Picture Arts (Film)
22	7%	Music
2	1%	Nursing
1	0%	Office of Distance Learning
3	1%	Other (not listed above)
3	1%	Panama City Campus (all areas)
15	5%	Social Sciences and Public Policy
6	2%	Social Work
17	6%	University Libraries
1	0%	University School (FSUS)

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

305	100%	
18	6%	Strongly agree
158	52%	Agree
68	22%	Neutral
45	15%	Disagree
16	5%	Strongly disagree

### Faculty morale is high at FSU.

303	99%	
12	4%	Strongly agree
115	38%	Agree
109	36%	Neutral
50	16%	Disagree
17	6%	Strongly disagree

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

304	99%	
26	8%	Strongly agree
70	23%	Agree
100	33%	Neutral
70	23%	Disagree
38	12%	Strongly disagree

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

305	100%	
49	16%	Strongly agree
145	47%	Agree
61	20%	Neutral
36	12%	Disagree
14	5%	Strongly disagree

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

300	98%	
115	38%	Strongly agree
99	32%	Agree
65	21%	Neutral
16	5%	Disagree
5	2%	Strongly disagree

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

304	99%	
44	14%	Strongly agree
103	34%	Agree
48	16%	Neutral
70	23%	Disagree
39	13%	Strongly disagree

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

303	99%	
18	6%	Strongly agree
80	26%	Agree
58	19%	Neutral
92	30%	Disagree
55	18%	Strongly disagree

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

297	97%	
52	17%	Strongly agree
115	38%	Agree
94	31%	Neutral
27	9%	Disagree
9	3%	Strongly disagree

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

305	100%	
84	27%	Strongly agree
137	45%	Agree
66	22%	Neutral
13	4%	Disagree
5	2%	Strongly disagree

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

306	100%	
18	6%	Strongly agree
102	33%	Agree
62	20%	Neutral
81	26%	Disagree
33	11%	Strongly disagree
10	3%	Not applicable

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

305	100%	
27	9%	Strongly agree
124	41%	Agree
65	21%	Neutral
74	24%	Disagree
15	5%	Strongly disagree

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

305	100%	
28	9%	Strongly agree
139	45%	Agree
48	16%	Neutral
53	17%	Disagree
14	5%	Strongly disagree
23	8%	Not applicable

**The number of department, college, service, and other FSU meetings I am supposed to attend seems to have increased over the past few years.**

303	99%	
61	20%	Strongly agree
94	31%	Agree
85	28%	Neutral
58	19%	Disagree
5	2%	Strongly disagree

**I am asked to attend too many department, college, service, and other FSU meetings each semester.**

302	99%	
40	13%	Strongly agree
75	25%	Agree
92	30%	Neutral
88	29%	Disagree
7	2%	Strongly disagree

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

303	99%	
3	1%	Strongly agree
35	11%	Agree
121	40%	Neutral
83	27%	Disagree
61	20%	Strongly disagree

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

305	100%	
47	15%	Strongly agree
120	39%	Agree
58	19%	Neutral
29	9%	Disagree
27	9%	Strongly disagree
24	8%	Not applicable

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

304	99%	
11	4%	Strongly agree
67	22%	Agree
118	39%	Neutral
73	24%	Disagree
35	11%	Strongly disagree

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

303	99%	
245	80%	Yes
48	16%	No
10	3%	Not sure

**Please rate your feelings toward the UFF-FSU Chapter:**

305	100%	
130	42%	Very positive
110	36%	Somewhat positive
35	11%	Neutral
18	6%	Somewhat negative
6	2%	Very negative
6	2%	Not sure

**Administrator Evaluations:**

**President John Thrasher's job performance has been:**

303	99%	
28	9%	Outstanding
149	49%	Good
60	20%	Fair
13	4%	Poor
5	2%	Unacceptable
48	16%	Not sure

**Provost Sally McRorie's job performance has been:**

303	99%	
34	11%	Outstanding
112	37%	Good
57	19%	Fair
21	7%	Poor
5	2%	Unacceptable
74	24%	Not sure

**Vice President for Faculty Development and Advancement Janet Kistner's job performance has been:**

305	100%	
18	6%	Outstanding
83	27%	Good
31	10%	Fair
15	5%	Poor
5	2%	Unacceptable
153	50%	Not sure

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

302	99%	
64	21%	Outstanding
96	31%	Good
79	26%	Fair
27	9%	Poor
27	9%	Unacceptable
9	3%	Not sure

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

297	97%	
113	37%	Outstanding
96	31%	Good
47	15%	Fair
11	4%	Poor
24	8%	Unacceptable
6	2%	Not sure

**Professional Work Climate:**

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

304	99%	
37	12%	Strongly agree
158	52%	Agree
54	18%	Neutral
37	12%	Disagree
18	6%	Strongly disagree

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

302	99%	
76	25%	Strongly agree
135	44%	Agree
30	10%	Neutral
29	9%	Disagree
25	8%	Strongly disagree
7	2%	Not applicable

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

305	100%	
9	3%	Strongly agree
89	29%	Agree
85	28%	Neutral
82	27%	Disagree
40	13%	Strongly disagree

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

303	99%	
36	12%	Strongly agree
141	46%	Agree
64	21%	Neutral
42	14%	Disagree
20	7%	Strongly disagree

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

306	100%	
88	29%	Substantially exceeds FSU's high expectations
156	51%	Exceeds FSU's high expectations
57	19%	Meets FSU's high expectations
2	1%	Official concern
3	1%	Does not meet FSU's high expectations

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

305	100%	
58	19%	Strongly agree
150	49%	Agree
38	12%	Neutral
35	11%	Disagree
18	6%	Strongly disagree
6	2%	Not sure

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

303	99%	
28	9%	Strongly agree
45	15%	Agree
135	44%	Neutral
78	25%	Disagree
17	6%	Strongly disagree

**Did you actively seek alternative (non-FSU) employment during the 2015-16 academic year?**

302	99%	
70	23%	Yes
232	76%	No

**Do you plan to actively seek alternative (non-FSU) employment during the 2016-17 academic year?**

302	99%	
71	23%	Yes
157	51%	No
74	24%	Not sure

**What is your position classification?**

284	93%	
2	1%	Eminent Scholar
104	34%	Professor
60	20%	Associate Professor
50	16%	Assistant Professor
1	0%	University Librarian
10	3%	Associate University Librarian
9	3%	Assistant University Librarian
6	2%	Teaching Faculty III
9	3%	Teaching Faculty II
6	2%	Teaching Faculty I
3	1%	Research Faculty III
2	1%	Research Faculty II
2	1%	Research Faculty I
4	1%	Senior Research Associate
4	1%	Assistant in Research
1	0%	Instructional Specialist III
1	0%	Instructional Specialist II
3	1%	Instructional Specialist I
7	2%	Other

**My assigned duties involve:**

305	100%	
46	15%	Mostly research
56	18%	Mostly teaching
39	13%	Mostly service
116	38%	About an even balance of teaching and research, with some service
47	15%	A diverse combination with no area dominant
1	0%	Not sure

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

304	99%	
148	48%	Yes
142	46%	No
14	5%	Not sure



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

301	98%	
222	73%	Yes
79	26%	No

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

302	99%	
234	76%	9-month contract
63	21%	12-month contract
5	2%	Other

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

261	85%	
1	0%	Accounting
2	1%	Anthropology
6	2%	Art
3	1%	Art Education
2	1%	Art History
3	1%	Askew School of Public Administration and Policy
8	3%	Biological Science
3	1%	Chemical and Biomedical Engineering
6	2%	Chemistry and Biochemistry
3	1%	Classics
15	5%	Communication
1	0%	Communication Science & Disorders
4	1%	Computer Science
3	1%	Criminology and Criminal Justice (all areas)
1	0%	Dance
10	3%	Earth, Ocean, and Atmospheric Science
4	1%	Economics
2	1%	Educational Leadership and Policy Studies
4	1%	Educational Psychology and Learning Systems
11	4%	English
2	1%	Entrepreneurship, Strategy and Information Systems
4	1%	Family and Child Sciences
2	1%	Finance
1	0%	FSUS (all areas)
1	0%	Geography
9	3%	History
1	0%	Industrial and Manufacturing Engineering
5	2%	Information
1	0%	Institute of Science and Public Affairs
1	0%	Interior Design
3	1%	Learning Systems Institute
6	2%	Magnet Lab (NHMFL)

3	1%	Management
4	1%	Marketing
4	1%	Mathematics
1	0%	Mechanical Engineering
7	2%	Modern Languages and Linguistics
2	1%	Motion Picture Arts (Film)
24	8%	Music (all areas)
2	1%	Nursing (all areas)
4	1%	Nutrition, Food, and Exercise Sciences
2	1%	Office of Distance Learning
8	3%	Other
3	1%	Panama City (all areas)
1	0%	Philosophy
8	3%	Physics
3	1%	Psychology
1	0%	Religion
1	0%	Retail Merchandising and Product Development
3	1%	Risk Management and Insurance
2	1%	Scientific Computing
9	3%	Social Work
6	2%	Sociology
1	0%	Sport Management
1	0%	Statistics
6	2%	Teacher Education
3	1%	Theatre
20	7%	University Libraries
4	1%	Urban and Regional Planning

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

106 35%

- Its great that UFF got more 0.5 full-pay sabbaticals, but sabbaticals here are still a) too difficult to get (why are they competitive??) and b) too unfair to small departments that do not get resources (from Westcott) to replace the faculty member. Responsible faculty members can only take sabbaticals when they know that their students' needs will be met.
- I hope the administration will continue to alleviate salary compression and inversion.
- 1. Salary compression should be addressed for ALL faculty, not just tenure track.  
2. Parking at the stadium with the new parking system is terrible. It is not adequately monitored.  
3. Guns on campus. We dodged that bullet this year. We have to start preparing now for the future to fight against this dangerous bill.  
4. We have the best Dean possible and I am grateful. My hope is that FSU administration will reward Deans that support faculty so that we do not lose them.

- Does my current employment situation maximize my reward for the last 10 years before retirement. After 30 years of research in the physical sciences, is there a better career path that I should take vs. the status quo over the next 10 years?
- The ability of 9-month faculty to spread their pay over 12-months is a welcome change. However, the method for this isn't great. The forms were confusing. Other institutions that do this make the calculations for employees to ensure that paychecks are consistent.
- Another issue is that tenure requirements are vague in my department.
- My main reason for looking at non-FSU employment, in fact for non-US employment, is Trump. Not sure I want to live in a country where a presidential candidate like Trump can get as much support as he has.  
On the other hand, my worries about Trasher as FSU president have not materialized.
- The lack of transparency in making decisions and the way the administration feels free to do its "own thing" and involve faculty only after they have already made the decision. Hiring of colleagues who are personal friends of the Dean is also a mistake. Morale is low and a social event or two is seen as the way to win over faculty and staff while making secretive decisions.
- The UFF needs to do much more to achieve equity for specialized faculty. It still treats them as second-class faculty. For example, it is a shame, to say the least, that specialized faculty have no representation on the Faculty Senate, even though they constitute about 45% of total faculty. For those who worry that specialized faculty are more easily influenced by the administration, I have news for you: tenured faculty are just as easily subject to various influences, as demonstrated, for example, by past events surrounding the searches for various top administrators. Another way for the UFF to show concern for specialized faculty is to push for market equity raises at the same level as those for tenured or tenure-earning faculty. Etc.
- Special Program Accreditation needs take a disproportionate amount of time from some faculty than others. Additional resources should be made available to these faculty (e.g., course reduction, stipend, or summer support).
- Graduate assistantship stipends are so much lower than other research institutions making it difficult to recruit the best doctoral students. This has a long-term effect of causing additional work for faculty.
- The fact that a person with a PhD in a Teaching Faculty I position is paid substantially less than a Leon County high school teacher is an absolute disgrace, especially for an institution that claims it values teaching. That has to change.
- Compression/inversion
- I continue to have major concerns that there is no representation of Specialized Faculty on the Faculty Senate. Considering that 40% of FSU's Faculty are Specialized and that they are not allowed to serve on the Faculty Senate is unfair. I have been told that the Senate Faculty members "understand" the Specialized Faculty needs, but this is FAR from accurate. I also haven't seen evidence that UFF is advocating for this fair representation.
- I am concerned that we keep hiring administrators at terribly high salaries, while faculty are overstretched and underpaid. I am also extremely concerned that faculty, who are the heart of this whole thing, got a tiny raise that does not even catch up with cost of living, while the new President received a HUGE raise (10%? 43,000?? really?! That can't possibly be correct?! If it is, why has that not been made public in the press? It

should be an outrage to Florida taxpayers and tuition-payers alike, not to mention our underpaid faculty). So ADMIN SALARIES compared to faculty salaries, and the bloat of constantly adding administrators, are very serious concerns.

- I do not want to have guns on campus.
- What's the governor doing to make good on his pledge to have UF be a top 10 university and FSU be top 25? Tuition is a tax and online funding has just been cut under his watch. This needs to change, and fast. I hope President Thrasher can make some headway up the hill.
- I'm very bothered that annual evaluations don't reflect the AoR. I know people who are marked down in the teaching category because they aren't assigned to do much teaching, and I know people who are marked down in the research category because they aren't assigned to do any research. Strangely, people don't seem to be marked down for a lack of service, which certainly isn't fair to the minority of faculty to provide extraordinary amounts of service.
- On the question about whether one feared consequences for attending to a personal or family obligation, I don't think there are negative consequences for having family priorities nor have I ever seen them imposed, but since there is little active support, there's a fear that there might be such consequences.
- I wish that UFF spent more time and attention on protecting intellectual property rights of faculty, particularly related to generation of online course materials. I am afraid that we are moving toward "packaging" our professional skills and then turning them over to the university to use without reward or permission.
- The university is not keeping up with salaries for tenured-earning positions in my area. The equity raises mainly rewarded senior faculty who could not get another faculty offer from another university. Now those raises are being reduced.
- The Deans, Directors, and Dept. Heads need to be evaluated more seriously. While President Thrasher has helped get some things for the faculty (and I think he cares about the university), I think the university is slipping back into its usual malaise. Unless administrators are evaluated and take faculty input seriously, the faculty will always get undermined. We are dying by lack of common business sense, foresight, and, ironically, lack of strategic thinking (and I don't mean the planning process). Our Dean is holding a college strategic planning retreat in the middle of the summer when many faculty are gone...that makes sense. He wants to determine... "What should be the major focus of our education and research?" "Should we continue what we are doing or change?" "What do we define as "excellence", as excellence is part of the Strategic Plan?" ...Odd that this would be determined when most faculty are not around.
- Would like to see the retirement benefits restored to the pre-2009 levels (when the university contribution was ten percent of salary, and the faculty member could contribute ten percent)
- Bellamy building is terrible, and I know that it has hurt faculty recruitment (I know a person who turned down a position at FSU in the past in part because the facilities at another institution were better). I am afraid to ride the elevators. I also think in general that departments should have nice buildings. I am not an anthropologist, for instance, but it is embarrassing that the department of anthropology is in a strip mall. I care about FSU having a good reputation, and having decent buildings and offices is one thing that signals this.

I also know that most of my colleagues at peer institutions are allowed a pre-tenure sabbatical. FSU should have the same perks as peer institutions.

- Things are better this year. I am appreciative that President Thrasher is addressing the embarrassment which is our football program.
- There should be consistent periodic evaluations from faculty (at all classifications) of college and department administrators that are used in their annual evaluations. If student evaluations are used in evaluating faculty in the area of teaching then a similar process should be designed to get input on an annual basis for the local administrators.
- I feel strongly that we need more assistantship positions for graduate students as the lack of them adversely impacts my ability to attract top students to our program. For Assistant Professors, we can focus on gaining grants to support our students, but are encouraged to focus more on publications if we hope to earn tenure.
- The option to be paid over 12 months is made unreasonably complicated. Why can it not be simply divided into the appropriate number of payments by the HR office?
- Many faculty do not follow university policies. This hurts students. There is currently no mechanism in place to have those who cause problems (the faculty) also be the ones who feel some repercussion. I'm not suggesting punishment, but simply that there be consequences to one's behavior, both good and bad. With no consequences to disregarding policy and procedure, certain faculty will never bother to follow those rules.
- This survey was not perfect -- there were issues on which I wanted a not applicable/no experience type option -- for example, whether fsu rewards loyalty, if you haven't tried for a raise or gotten a competitive offer.  
But the survey is much better than the one from last fall/winter. We should draw on our social science experts more to design surveys that we can actually interpret.
- Specialized faculty contractual restrictions for teaching versus research, instead of encouraging a blend of the two.
- Regarding the question:  
My department chair's or immediate supervisor's performance has been:  
since in my case these are two different people I have to clarify that my response is evaluation of performance of my immediate supervisor.
- as long as the current leadership is in charge the libraries will keep falling further behind - no vision, mission or future planing.
- I think UFF is important and I'm glad I joined.
- Our chair believes that research has value only insofar as it generates grants. He is attacking me because I don't have grants. He is a bully. He is arrogant, deceitful, and abusive of power. He also is totally disconnected from the basic principle of academic freedom and the fundamental mission of the university.  
<snip> Letting him become chair was a mistake. He needs to be replaced.
- Please continue to bargain for more merit raise money (at the department level), then market equity (for professors making under \$100k), with across the board as the last option.
- Please sometimes hold Fourth Fridays at a location good for kids
- There is a lack of communication between research faculty and Ostrom's group. There seems to be minimal investment in research infrastructure--hoods, microscopes,

computers, etc. while there is massive construction ongoing. Are we investing in empty shells?

- thank you!
- overall very pleased with how things are going; the worse thing about this campus is parking availability so faculty who come to campus can easily park and not waste valuable time driving around from lot to lot
- Thank you to the UFF Chapter for the good work you do!
- I'm curious why faculty, particularly specialized faculty, are not recognized for years of employment at the university, the way A&P and USPS employees are.
- More money for us. Lower admission grades for incoming students, much more scholarship money and maybe the ability to create specialized programs for some students.
- Lack of racial diversity in our student body and on the faculty.
- Salaries for associates and full still lag far behind other "high research activity" universities. This is a travesty when FSU continues to hire newly-minted PhDs at highly competitive salaries, which is to say well-above national averages.
- Family and Children Services
- I see several ways our educational system is set up to thwart student professional success that surprised me. From a tax on extra credits to the bright futures program that mandates 8 consecutive semesters, we are actively discouraging students from diversity in their education in either classes or internships that has them focusing on just doing the bare minimum to get out. Sure we can check them off as out in 4 years, but at what expense? They are poorly prepared to excel in life.
- Changes in the Liberal Studies curriculum have so far been mainly for the worse. Classes are far too large, and the increase seems to be mainly adding unwilling souls. It feels like teaching high school.
- The Dean of the college is lacking a vision and as such units are miss-managed. The interim chair of the department is hardly available except to make the lives of faculty difficult and does not care.
- There needs to be a continued focus on salary inequality at FSU.
- Jennifer Proffitt rocks!  
I also want to commend UFF on the speakers it has brought in the last few years. I've really enjoyed going to the lectures and Q and A.
- The Teaching Faculty concept is a mess with terrible unintended consequences.
- FSU does not have a civility in the workplace policy.
- The animals are running the Zoo and policy makers at FSU seem to have limited understanding of why this might be important.
- Everything in my unit has been enhanced since the addition of my new dean.
- No
- Paid family leave. Short term research faculty contracts. For other faculty- balance between teaching and publishing seems overly burdensome.
- Service and graduate student advising are not rewarded, and some of us are bearing an unfair share of this burden.
- In large units, this is likely less of a problem. However, in my college where small graduate program areas make up larger departments, the program is the meaningful unit

and program level service and doctoral advising takes a tremendous amount of time. It kills our ability to do scholarship unless we work nights and weekends. In a program area with 5-6 faculty lines, if 2-3 faculty decide to do the bare minimum in these areas then the rest are overloaded. I suspect this is not the case in 30-person topically cohesive departments with undergraduate programs. In those departments, it's probably possible to spread service at a reasonable level and still have a few slackers. The one-size-fits-all approach to considering faculty load/duties across the university is not effective. I have been neglecting my family in order to keep my scholarship going, and while that is acknowledged in my annual performance rating, the amount of service and advising work that I do is not because the percentage value on the AOR is so low and no one really values service as a performance rating task.

- In STE, we have been required by the COE Dean's Office to restructure our teacher preparation programs to all be 5-year programs. This directive came with no data regarding stakeholder needs or data regarding potential student interests. In addition, specifics about the programs has been dictated to us from the Dean's Office - specific number of hours in the programs, specific courses, etc. I wonder where faculty right to develop curriculum has gone...
- Resources for teaching continue to be poor which the university pushes various programs for undergraduate education (liberal studies, E-series, etc.). I completely agree that we need to improve teaching along the lines that these programs supposedly address (critical thinking, writing, active learning) but the university is not providing sufficient resources to actually carry this out. Each year I have to apply again for a small amount of GEL funding to have enough staff to keep a course focused on critical thinking, writing and active learning. The funding is barely enough to make this work, and I'm never sure I will have it or be able to find a grad student willing to do this extra work on top of their usual assignment. We need more resources (lower teaching staff to student ratios, classrooms that allow for discussion) to give the students the teaching they deserve and that will really prepare them to compete for good jobs. Continually pushing faculty to produce this kind of teaching without sufficient resources is demoralizing.
- -I am not paid adequately with my peers elsewhere.  
 -We are required to bring in students with insufficient funding available for them.  
 -There are insufficient rewards and other forms of faculty support here.  
 -I want a true 12-month pay option.
- Faculty discussion and alternate opinions are discouraged.
- Little respect for shared faculty governance.
- Continual department bylaw violations with no repercussions.
- I wish UFF made it easier for faculty to know how to make use of benefits. For example, legal consultation. In the case that a member needs to use this, who do we call. In addition, if we have a grievance, to whom with the union do we express it?
- Need more recycling bins in buildings and across campus. Also need more pedestrian-only and bicycle-only paths. There is a lot of trash on campus, making it look unappealing, and maintenance needs to do a better job of controlling ant piles.
- Racial disparity is a big issue that I hope the UFF takes an aggressive stance on.
- Gift wrap the five point merit scale and ship it to Eric Baron. Also send thee 2/4 year review. These have caused problems and need to be changed.

- Faculty salaries and raises have stagnated. Compared to Assistant Linebacker Coaches faculty salaries are inequitable and laughable.
- Low number of minority faculty and lack of effort to retain minority faculty
- I received inequitable and disproportionate treatment from the Chemistry and Biochemistry department Chair and recent Associate Chairs throughout my tenure at FSU, which hindered my professional development:  
 My research accomplishments, including high impact papers in elite journals, US patent and NSF grant, and consistently good teaching evaluations have been ignored and demeaned during the promotion and tenure (P&T) evaluation process.  
 The unanimous and enthusiastic endorsements from the unbiased and expert external letter writers were dismissed by the Department Chair.  
 The Chair made unsubstantiated speculations, demeaning comments, and factually incorrect statements about my research and teaching accomplishments. For example, Chair claimed in his official letter that I did not publish with undergraduate researchers, while in reality four of my papers were co-authored by 5 different undergraduate students in the past 6 years.  
 Violating the FSU-UFF Collective Bargaining Agreement, the Chair did not allow me to include a peer evaluation of my teaching by dissuading my faculty mentor from writing such letter.  
 Matter of concern: Biased, unfair, and inequitable actions by the department administration impacted my tenure decision, while certain faculty members in my department with inferior research and teaching records have been granted tenure and promotion in the recent past.
- I am very concerned about the new rules on visitors that have been imposed by the administration without prior consultation with the faculty. The new rules put undue obstacles in the way of extramural research collaborations and can only serve to hurt FSU's standing as a Preeminent Research University and impede its progress toward AAU membership.
- I am in a department in which there is no real cohesion or collective purpose, where there is no common-room, and where most of the qualified individuals do not wish to accept the position of Chair, so that one unsuitable person who is willing to do so monopolizes the position by default.
- Faculty parking has gotten worse over time. Admin do not seem to care how it has affected productivity and our ability to be there for students.
- The more I learn about alternate academic calendars -- those conducted as 3-month trimesters with breaks between -- the more I wish U.S.-based universities could conform to such calendars. (To clarify: 15-week trimesters, not 10-week quarters.)  
 This is not something that UFF can achieve, I realize; in fact, it is a larger issue related to national calendars and nationalist labor patterns. However, perhaps UFF could help begin a discussion or offer a task force to investigate the possibilities of such a calendar. While such a change would not be a panacea for all problems, it might help to solve some large issues at FSU: (1) enabling the awarding 12-month contracts for TT faculty (not merely paying out 9 over 12), thereby allowing us to earn actual compensation for actual work; (2) having TT faculty select 2 of the 3 trimesters to be "teaching" terms with the third term being a "research" term, thereby enabling more sustained productivity; (3) equalizing the length of all three trimesters, so that the summer



trimester -- should students elect to take classes in it -- is a true semester, not merely a truncated 6- or 8-week course; (4) enabling students to take class all year round if they desire to graduate early, without changing the nature of their semesters (i.e., without shortening them); (5) accommodating professional degrees and degree programs (esp. certificate programs) as well as academic programs on the same timetable; and (6) conducting the academic year more in line with the global academic year, making study abroad timetables more equitable. We are less and less an agrarian society, after all, and while I am sensitive to the need to better align higher ed calendars with those of public education, this same alignment does occur in countries and regions where universities follow the trimester system. In other words, other labor markets as productive as the one in the U.S. have found ways to accommodate a true summer semester.

Examples of academic calendars that reflect university systems where all staff are paid on 12-month contracts and where faculty distribute their teaching duties over 2 trimesters with their research work in 1 trimester:

<http://www.sfu.ca/students/calendar/2016/summer/academic-dates/2016.html>

<https://web.uvic.ca/calendar2016-05/general/dates.html>

[http://calendar.artsci.utoronto.ca/Sessional\\_Dates.html](http://calendar.artsci.utoronto.ca/Sessional_Dates.html)

- Any questions about faculty morale will be negative. That's just the type of people we are. I wouldn't expect any circumstantial changes at FSU to improve faculty morale. Even so, I think it's a great place to work and feel fortunate to be here. The one challenge is to continue to motivate myself to do excellent work. It seems that even with extraordinary effort, there is nothing I can do to improve my position here.
- I continue to be concerned that the emphasis on STEM will overshadow and starve the excellent arts programs at FSU. Compression and inversion continues to be a concern.
- Absolutely no effort whatsoever is made towards faculty with families. The daycare provided on campus can only be confirmed in August as opposed to March in the rest of Tallahassee and faculty are not given any preference for spaces indeed the opposite. There is also no reduction in the cost for members of faculty which means that the FSU daycare is one of the most expensive options in Tallahassee.
- Charging faculty to park on campus in order to perform their job is insulting and a decision to remove this charge should be taken immediately.
- If FSU instituted 360° review of administrators, that is, if faculty evaluated administrators (just as students evaluate faculty), a lot of problems would be solved immediately. Many universities include faculty and staff evaluation of administrators. Why don't we? What are they afraid of? 360 review is known widely to be "a best practice" in all kinds of organizations. Overpaid administrators who do a bad job and cause a great deal of harm could be exposed and removed. Shouldn't administrators be held accountable for what they do?
- We have an alarming lack of scholarship support that is threatening our historical standing as one of the top programs in the country. This is further exacerbated by a proper balance of support staff for a unit of our size, thus limiting our ability to market our program.
- The rules and procedures for purchasing research equipment and supplies are onerous and not always clear. There has to be a more efficient way to buy things we need when in the field that does not involve a purchase order and multiple day waiting period.

- The CAPD unit is the most poorly run entity I have ever had to work with on a university campus. Being forced to use their services (which are laughable at best) to teach an academic field based credit-earning class for undergraduates is mind boggling. It has been unnecessarily difficult to get the course up and running through them. I see no benefit to this organization as they duplicate positions we already have in my our departments and on other offices on campus (I. E., the Registrar). It us still not clear that the faculty and graduate assistants will get paid on time due to the CAPD's staff's inability to do anything in a timely manner.
- The Anthropology department needs to be first in line for any on-campus space. Their location in a sketchy strip mall is embarrassing and potentially hurting student recruitment efforts. It is not a safe place for faculty or students to be after business hours or on the weekends. This directly and negatively impacts our research and teaching efforts.
- Dept politics is too much relationship based
- Yes, accurate media representation and fact Checking with news prior bro Reporting. Also, use of intimidation not to express my opinion
- The library does not have electronic subscriptions to key journals in my field, probably the same in other fields:  
AIAA Journal  
library just discontinued the springer package  
CAMCOS
- Racial Diversity among faculty should increase.
- Merit procedures roughly fair but not followed.
- The climate in the library has been increasingly negative over the past semesters. There is also a huge turn over with my librarians seeking jobs elsewhere. There are many things responsible for this, but here are the major points:  
The middle management in the library, i.e., the Head of Scholars Commons, Head of Learning Commons, and the Head of the Dirac libraries are very biased, and limit the communication between librarians in their unit, and the associate deans. The middle management micromanages everything we do, are never encouraging of our work, always finds fault in things we do, and never appreciates hard work. Never.  
The FSU Libraries has an active policy of internal recruitment. The vast majority of the people in this library grew up in Tallahassee, went to school in Tallahassee, attended FSU, and know each other. The environment has been very biased against people coming from outside. The middle management has been biased against them, and hasn't made it a secret. Life as an outsider, in the library, has been very very hostile.
- I appreciate the unions inclusion of non-tenured/specialized faculty in the latest round of negotiations. I hope, in the future, this will be continued and the salary increases are greater than the tiny percentages from this round. As the tenure track decreases, specialized and non-tenured faculty positions will increase. The union needs to account for this and make shifts in its negotiations to better serve all faculty members, not just those that have tenure or are on the tenure track.
- I hope specialized faculty continue to receive attention during future bargaining.
- The VPR's office should hire someone who can judge engineering research so they can make informed decisions about building new research initiatives.

- I am concerned about the number of adjuncts I must find each semester to keep the classes in my department running. We pay adjuncts way too little for the effort they put in and I can't keep them more than one semester. The full-time faculty keep having to retrain the adjuncts--which is a waste of their time. It would help greatly if we could pay them more--which is determined at the college level.
  - My department work life is good and I have great department colleagues, but the morale at the college level is very low due to a very difficult dean who micromanages, trusts no one, and has nothing good to say to anyone about anything.
  - The overall morale among new hires at FSU Libraries is low, we are losing new faculty and staff within a year of hire. Poor communication and bad management are rampant.
  - I'm burned out, and I don't feel like I can stay in this job if I want any sort of life outside academia. Some women in my department have been publicly "jokingly" advised not to have children until after tenure, which likely contributes to this feeling. I don't know if there is much to be done about this - the culture of the system seems so much more than one individual can change. On the other hand, it may come from my expectations of myself. I don't have a good strategy for moderating the two, but I currently feel like this profession is not worth the personal sacrifice it is requiring of me in terms of my health and my personal life.
  - Was very disappointed that several groups of Specialized faculty were left out of the Market Equity adjustments due to lack of data. Only giving a .25% increase is insulting as it results in a \$150 increase split across the entire year.
  - I really appreciate the work that you all do to support and create balance among faculty, staff, and students but particularly for Specialized faculty.
  - Eliminate the ability to terminate faculty without cause.
  - In all honesty, calling librarians at FSU faculty is a joke. I understand that librarians are not tenure track but there doesn't seem to be much motivation or time for research and professional service. Furthermore, FSU Libraries does not consider any prior work/research done before employment at FSU which means that people with prior professional library experience are not going to stay very long and that the libraries will continue to hire new librarians from within the FSU community. Librarians are really staff. Many don't have a second Masters degree like fellow tenure track librarians and subject assignments often do not correspond to a librarian's academic background.
  - 5% limit to research for teaching faculty impacts those trying to achieve accrediting standards.
  - Clean out the administration of PC campus...they break rules, lie, ruin careers, don't care about students, faculty or staff and are bad people. I found out about changes in my program from my students rather than the administration talking to me about it first. I also found out about my teaching assignments when staff asked me what books I want to use---for 3 brand new preps. Administration is like a black hole, no information escapes.
- Ask any student in Business Administration or Accounting how the Deans of PC handled pushing out a faculty member, dropping them from their classes, setting schedules, etc. Very little concern was shown to the students when a highly popular adjunct passed away suddenly, until a group of them went before student government and complained loudly.

The faculty who did not vote no confidence are lucky that they have not been on the receiving end of the politics that administration has been playing since August. Their vote will change as their programs receive the same attention as others.

- It would be a bonus to UFF and/or the University if non-tenured faculty were given the opportunity to work on campus in other areas of experience that they qualify for when they are willing and close to retiring as well. Not just let them go when they have been an outstanding employee of the University and a contributing faculty member.
- Faculty loads at the College of Music are still way too heavy.
- The pay raise structure UFF-FSU has negotiated is not favourable to Assistant Professors. I will likely only receive a 0.5% raise (less than inflation) because departmental merit raises and deans raises are cannibalized by senior faculty (who make up the executive committee). This is made worse by the market equity increases, which erode the pool of money available for everyone. UFF-FSU should ensue a reasonable cost-of-living increase for all faculty before negotiating for these other increases (otherwise current junior faculty will face the same inequity issues in the future).
- FSU is no longer interested in what's best for students, and so this makes it difficult to be a conscientious faculty member in this environment.
- We need more substantial across the board raises.
- Some of us do more teaching/service that significantly benefits the department/university and less research - which gives other faculty members time to do more research. I am unhappy with the attitude that many faculty members have that research is the most important thing. It is possible that all they really care about is research and do other things grudgingly, but without the students, we wouldn't be here, and I would really like to have students go out into the world and talk about how great their experience at FSU was.
- Top administrators from other colleges/ departments do not understand the realities and constraints of the Finance Department / College of Business. External funding is rare, and none from US government agencies; graduate students needs university support in absence of external grants (the no out of state tuition waiver policy really harms our doctoral program), market pay for faculty (outside) in finance is quite a bit higher than most areas, and is comparable to professional schools like Law, as a result we have difficulty to hire top PhD graduates and to keep productive junior faculty. The contribution of our department to the university is underappreciated - in spite of the fact that we have trained more undergraduates, next to Psychology, and our students receive good jobs.
- Chapter did a GREAT job in bargaining the possibility of correcting the woeful compression/inversion program here! Keep up the good work!!  
A "Founding Father" of FSU Chapter (Local 1880, AFofL-CIO)
- No student should be discouraged from pursuing an education because of harassment or bullying by any group - social, political, hate, ...any group.  
Similarly, no faculty member or employee of the university should be subject to the same.  
Furthermore, the University should not endorse groups that use deception to encourage others to engage in such action.

Truthfulness, respect, and diversity are part of the stated morals and principles of the university, yet the actions of proponents of tobaccofreefsu are the very antithesis of these laudable ideals.

The union should strongly oppose the continuation of this disrespectful, dishonest, and intellectually offensive policy and its promotion.

- I am very concerned that too large a fraction of University resources is being directed toward an ever increasing administration, yet at the same time, or perhaps because of this, faculty are spending more of their time dealing with university bureaucracy.
- The parental leave policy is a good start, but should be extended to include FSU employed spouses (only one can take leave currently). Also, the leave currently will only support one child. We can do better!
- While I am appreciative of the one semester parental leave policy that we do have, it could be improved by allowing both spouses employed by FSU to take the semester leave. For example, one parent in the Fall and one in the Spring semester. It also doesn't make sense that this parental leave policy only applies once to one child, it should be available each time an FSU faculty member has a child or adopts a child. The lack of childcare options on campus for FSU faculty is also an issue.
- I'm most concerned about the guns-on-campus Bill--please fight that for me!

**Thank you for completing the basic FSU Faculty Poll for April/May 2016. Watch for announcements of results coming soon.**