

UFF-FSU Spring 2017 Faculty Poll Results

Total Responses: 636

Please indicate your primary College/Unit

590	93%	(590 respondents answered this question)
209	33%	Arts & Sciences
31	5%	Business
3	0%	Center for Advanced Power Systems
34	5%	Communication & Information
6	1%	Criminology and Criminal Justice
1	0%	Dedman School of Hospitality
36	6%	Education
17	3%	Engineering
36	6%	Fine Arts
14	2%	Human Sciences
2	0%	Jim Moran School of Entrepreneurship
7	1%	Learning Systems Institute
32	5%	Mag Lab (NHMFL)
4	1%	Motion Picture Arts (Film)
29	5%	Music
5	1%	Nursing
4	1%	Office of Distance Learning
10	2%	Panama City Campus (all areas)
4	1%	Science & Public Affairs (Inst for)
52	8%	Social Sciences and Public Policy
15	2%	Social Work
24	4%	University Libraries
1	0%	University School (FSUS)
14	2%	Other (not listed above)

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.

632	99%	
513	81%	Across-the-board raises for cost-of-living increases
399	63%	Adjustments to address market inequities, compression, and inversion
71	11%	Discretionary increases based on administrator judgment
382	60%	Merit raises based on annual performance and departmental procedures
65	10%	One-time annual bonuses for merit
5	1%	Other

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

632	99%	
278	44%	Keeping up with the cost of living
134	21%	Providing incentives for recent meritorious job performance
220	35%	Correcting existing salary inequities, including compression and inversion

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

630	99%	
209	33%	Strongly agree
236	37%	Agree
143	22%	Neutral
27	4%	Disagree
15	2%	Strongly disagree

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

630	99%	
199	31%	Strongly agree
211	33%	Agree
148	23%	Neutral
53	8%	Disagree
19	3%	Strongly disagree

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

628	99%	
124	19%	Failure to keep salaries up with increases in the cost of living
75	12%	Lack of incentives for meritorious job performance
139	22%	Compression and inversion
139	22%	Failure to keep salaries in line with market rates
151	24%	Failure of faculty salary increases to keep pace with those for administrators

The single most encouraging salary increase development from 2016 was:

585	92%	
84	13%	0.50% performance increase
49	8%	0.25% additional performance increase for specialized faculty
159	25%	1.25% departmentally-determined merit
202	32%	\$1 million to fund market equity increases
80	13%	Extension of market equity increases to specialized faculty
7	1%	Up to 1% for administrative discretionary increases
4	1%	0.25% for deans' merit increases

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.

626	98%	
270	42%	Yes
356	56%	No

Non-salary Bargaining Priorities:

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

Non-competitive full-pay sabbaticals?

627	99%	
75	12%	None
112	18%	A little
235	37%	Some
136	21%	A lot
69	11%	All it can

A pre-tenure research release for Assistant Professors?

617	97%	
95	15%	None
113	18%	A little
216	34%	Some
133	21%	A lot
60	9%	All it can

Tuition waiver for dependents?

623	98%	
85	13%	None
100	16%	A little
200	31%	Some
147	23%	A lot
91	14%	All it can

Childcare facilities on or near campus?

625	98%	
72	11%	None
109	17%	A little
204	32%	Some
166	26%	A lot
74	12%	All it can

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

614	97%	
39	6%	None
54	8%	A little
215	34%	Some
198	31%	A lot
108	17%	All it can

Parking?

626	98%	
167	26%	None
117	18%	A little
189	30%	Some
94	15%	A lot
59	9%	All it can

Healthcare?

624	98%	
45	7%	None
69	11%	A little
189	30%	Some
191	30%	A lot
130	20%	All it can

Retirement benefits?

626	98%	
23	4%	None
44	7%	A little
178	28%	Some
205	32%	A lot
176	28%	All it can

How safe do you feel in your classroom?

626	98%	
291	46%	Very safe
233	37%	Somewhat safe
27	4%	Not safe
26	4%	Not sure
49	8%	Not applicable

If the “guns on campus” bill passes the Legislature, which safety measures would be important to you? Please check all that apply.

626	98%	
434	68%	Panic buttons near lecterns in classrooms
405	64%	Doors instructors can lock from inside
377	59%	Panic buttons for faculty offices
150	24%	A weapon-purchase allowance for faculty
178	28%	Weapons training
63	10%	None of the above
100	16%	Other

If you checked “other,” please explain below:

110 17% (17% of respondents offered explanatory comments)

*Provision of liability insurance for faculty members who are forced to defend themselves or their students.

*I don't teach.

*Training how to deal with shooting situation, how to escape, how to hide, how to negotiate.

*The ability to prohibit guns in my classes or office, similar to the way i prohibit cells or caps during tests.

*Training for active shooter incidents would be something I would want if this bill passes.

*Campus wide requirement for active shooter training.

*I will seriously consider leaving my job.

*Legal permit holders are not a threat to staff and faculty. Any armed criminal can walk onto campus. This question is ridiculous.

*A special task force in the campus police that we can call on demand that will come immediately and assess if an open carry student has the proper background to carry a gun or not. I am unwilling to interact with a gun-carrying individual and want professional help.

*that there be places on campus that guns would still be restricted - for instance disciplinary hearings

*A mechanism for reporting people with mental health issues who are carrying guns.

*Training for faculty for handling threatening and emergent violence in the classroom, on campus, in office.

NO GUNS ON CAMPUS. I WILL RESIGN IF GUNS ARE ALLOWED ON CAMPUS. I WON'T FEEL SAFE.

*A commitment from the administration, from department chairs up to the president, not to penalize professors who give A's to all their students.

*Training on how to deal with or defuse a dangerous situation with an armed student in the classroom or in a one-on-one meeting. Also, perhaps more for specialized faculty, training to deal with armed students in other locations like libraries, open office spaces, etc.

*more campus police presence inside buildings early in the morning and in the evenings when fewer people are around.

More mental health services for students and faculty/staff.

*Clear information on faculty resources and recourses. Insurance and health benefits stemming from gun violence, for example.

*There is not amount of training that would make me feel safe in the classroom if this bill were to pass. I would be fearful everyday.

*I would just like to note that that list of safety measures all make me feel very unsafe.

*Clear definitions developed and disseminated by the university on fear for safety, given Florida's Stand Your Ground law. Additional police patrols across campus (requiring officers to actually not be sitting in their cars). Tastefully designed bullet-proof vests made available for free to all faculty.

*Repeal this bill!!!!!! We do NOT need more guns anywhere, let alone on campus!!

*Personal safety (NON-weapons-based) training

*Resistance in the form of a designation for our campus that refuses implementation for the law; job protection for professors who refuse to teach in a room where a student is openly carrying or states that s/he has a firearm.

*The option to no longer have walk-in office hours and allow faculty to hold office hours by appointment only.

*Increased FSU Police Officers on the job and great police presence, especially during exam and other high tension periods.

*I would like to see better mental health services for students and clearer means by which to notify relevant people of a problem student and potentially the ability to have a troubled student removed from a course. I have had two incidents in which a student seemed to have problems but there was little I could do. My chair was of no help.

*I will look for a job outside of Florida if it passes.

*Allow faculty to give A to any students who want an A regardless the students' performance in class.

*Oh My God. Guns on Campus must not pass. These options are deplorable.

*i do not want to be compelled to have a gun or to deal with others that have them in my work space. if it can be partitioned at any level of granularity i will hang a sign on my office door.

*armor for faculty

*I really don't know how to react to this question. I would be totally in shock and terrified.

*The above have nothing to do with Guns on Campus passing or not. These are just reasonable precautions. I doubt anyone who has decided to carry out an attack on campus cares about the policy or legislation.

*Magnetometers at the entrances to classrooms so that a professor knows whether guns are in his or her classroom.

*It's as simple and sad as that: Looking for a position elsewhere, i.e. moving to a state where the Legislature is reasonable and not corrupted by the gun lobby!

*My college/department should provide weapons and ammo for instructors to check out, strap on, and carry to class, the way we currently check out and carry portable AV equipment and so on. Perhaps there are grants available through NRA.

*I think this would be outrageous, and I would ask for the right not to teach if we feel unsafe. There is no safety measure that can be put in place in an open environment like campus. We would need metal detectors in each classroom and each building. It's clear that we cannot allow guns in the classrooms or in the buildings, at a minimum.

*An announcement that faculty members who prefer to hold office hours online rather than in person would be officially permitted to do so.

*out-of-state job placement program

*I might leave FSU

*Kevlar vests

*Relocation fund to help with moving costs when faculty quit working at FSU

*Other because if this bill passes, I will feel so unsafe a panic button won't do much good. And I don't want weapons training. I am an academic.

*Phones in all faculty offices.

*There are no safety measures that would suffice--if this bill passes, I would seriously do all I could to find employment elsewhere.

*The right to make my office and classroom a no-carry space.

*If guns on campus passes, I will strongly consider finding another university for employment.

*Open carry laws are sold as a way to make our communities safer. If this is the case, why do all the above measures indicate a major increase in ways to protect ourselves from guns. If open carry laws are really for safety shouldn't guns on campus be accompanied by fewer other protections?

*We need to do everything possible to ensure no guns are on campus. I don't think more guns are the answer.

*Card swipe access to all doors leading into office suites or areas where there is more than one door

*We should work behind bullet-proof barriers in faculty offices and classrooms like a store in a rough neighborhood.

*Require legislators to come to campus the first week of classes in order to explain their understanding of the well regulated Militia clause of the 2nd Amendment, why there are metal detectors at the State Capitol, and why people carrying guns are prohibited from entering rooms where the Legislature is in session or in committee.

*Finding a job elsewhere would probably be the safest thing to do if students are suddenly allowed to carry guns on campus. This would be an enormous mistake.

*As the university police have said, guns on campus (except in their hands) make everyone less safe. Do all you can to stop this from passing.

*Places of education are no places for any form of weapons and aggression. They are highly volatile environments, given the tensions and stresses that both students and faculty are subject to. I would feel extremely unsafe indeed if weapons would be allowed on any FSU campus. The campus police is already doing a wonderful job protecting us and this is exactly the protection we need. Statistically speaking and in terms of common sense, weapons would not make anyone safer. They are hardly ever helpful for personal protection, and they would only heat the spirits and give people new opportunities and excuses for aggression.

*There are no guarantees for safety. This is a slippery slope in the wrong direction. If this bill passes there are no safety measures that will make me feel safe.

*State to supply the following: Choice of bulletproof vest, helmet, and bulletproof glass screen for teaching. \$10-million life insurance policy, \$ 15-million disability insurance policy. If shot, but non-life threatening and no disability, \$5-million. If shooting involves hate language, add \$5-million.

*an armed guard in the classroom.

*Do not let that bill pass.

*Bullet proof vests to be issued and worn, perhaps bullet proof helmets as well.... The same sort of gear that riot police wear....

*Training in prevention of gun violence

*More pronounced police presence on campus--all courtesy of the State Legislature. If they want to pass a law like this, they should know they'll have to pay tax dollars for the extra protections required.

*The guns on campus bill is extremely dangerous. College can be extremely stressful and volatile for a subset of students and the idea of an overwhelmed student showing up to school with a gun (vs. simply coming to talk and being referred to student counseling services) is TERRIFYING. A bill supporting guns on campus is not only dangerous, it is also extremely irresponsible and detracts from the learning environment. Educational institutions are our last bastion of freedom of thought in the US and the fact that policy makers are influenced by the NRA to harm this institution is dangerous and disappointing.

*Better active shooter training across the campus

*Mental health screenings for ALL university community members, and excellent free mental health services. A framework for training incoming students in non-violent conflict resolution and in recognizing and reporting signs of mental health concerns in their peers. A plan for making sure all students are included in some kind of small university community (weekly lunch groups with a staff or faculty facilitator for those not in other clear groups like special interest dorms) so others will notice if someone needs mental health support. We should be doing these things anyway, of course.

*I would feel absolutely terrified if the guns on campus bill passes. None of the safety measures listed above would help alleviate my fear.

*I would want campus police officers everywhere to make sure that faculty and staff weren't being threatened and preventing people from doing stupid things with guns. They might have to issue lots of tickets for unsafe (but not bad intentioned) behavior. We would also need a lot of escorts for students who otherwise would fear being killed in a stand your ground shooting.

*This is so alarming. None of the above will keep us safe. Common sense has left the building, truly. I think the only thing that can keep me safe is to leave FSU and go find a university that doesn't allow guns on campus. I understand that FSU is fighting this.

*The right to disallow guns from your classroom as a policy in your syllabus.

*Added police presence due to too many armed students or visitors to the University. I would feel so unsafe, only a police officer present in every building at all times would make me feel even slightly safe.

* Body armor allowance for faculty. Classroom configurations that allow easier defensive re-positioning of desks and lecterns: there is nothing in my classroom to hide behind. We are sitting ducks in there. Tactical basic training in defensive movements.

*I cannot think of any measures that can protect faculty and students from guns on campus.

*Body armour allowance. Innocent bystander & wrongful death lawsuit protection insurance.

*I think we should have these anyway, but I am an anxious person.

*If that bill passes I'm not going in the classroom until I can openly carry a firearm in the classroom.

*Please DO NOT allow the guns on campus bill to pass in the legislature. Even with these safety measures, I will still not feel protected. Knowing the students and faculty may be carrying guns will make me feel very scared.

*Frankly, I would not feel safe or comfortable on campus if this bill passes. If it passes it will cause me to strongly consider resigning from my position.

*Fire extinguishers in classrooms to use for defense.

*Staffed metal detectors like they have at courthouses and the capitol. Hypocrites. They should experiment with their own workplace, not ours.

*Ability to lock class door from inside.

Allow us to teach fully online.

Crisis Training.

First Aid Training.

Bullet proof vests.

Train students in nonviolent negotiation.

Register gun owners and put them through special training.

Create a hotline for people to report threats of shooting, use of guns, or fears of impending violent situations.

Train the campus police in how to interact with gun owners in various states of well-being and sobriety.

Train counselors on how to deal with students who have violent impulses and those victimized or traumatized from gun threats and/or violence.

Create safe zones where students and professors can meet or debate without fear that people present are carrying weapons.

Allow professors to designate our offices gun free zones.

*Someone who intends to use a handgun for violence on campus will not be deterred by the fact that the campus is a gun-free zone. It makes campus a more attractive target because evil-doers are assured that law-abiding citizens are unarmed.

*Authority to exclude guns from my classroom. Check it at the door.

*Crisis intervention training (i.e., how faculty should respond in the case of a shooting or other significant event) should be offered regardless of whether or not the guns on campus bill passes.

*I'm not in a classroom but the idea of guns on campus is very scary.

*Greater presence of trained law enforcement.

*If guns were in my classroom, I would want a bulletproof wall between me and the class.

*There should be some sort of process for evaluation of potential for violence in students and faculty as well as a requirement for the psychological services on campus to report concern about any specific person. I, myself, find this idea to be objectionable, but to put this potential in the hands of people in such a high tension and at a time where psychological breaks often happen requires that we also embrace other foolish practices.

*NO NO NO NO NO NO NO NO NO to Guns in Schools

*We really need to strongly push to stop this absolute lunacy regarding having guns on campus.

*Permission to cancel class without penalty if I see a gun in my classroom.

*None of the above. Just like smoking bans are institutional specific, so should gun bans. However, if guns are allowed in the class I would like the option of having metal detector or some mechanism letting me know who has a gun.

*Get the fucking bill repealed. It is intolerable.

*If the guns on campus bill passes the Legislature, I will likely go on the job market. I have good prospects, and do not feel as if I should have to risk my personal safety to stay at a job on a university campus governed by an ethically contentious bill. Please tell that to President Thrasher. Now is as good a time as ever for him to work his Senate connections, as he has said with confidence and adamancy upon his getting voted into his position. If he does not succeed to rally his colleagues statewide to defeat this bill -- or one or two in the series -- then he will be as much a failure as any university president, no matter how much he thinks he has succeeded by extending staff holidays or boosting the PR of the athletics department. People will know he ultimately failed in things that mattered the most.

*No guns in the classrooms.

*Guns on campus are insane. Heavy protection for faculty would have to exist in the classroom, in faculty offices, and in walking to and arriving at the parked car. Students get angry and volatile over an A- versus an A. They drink too much and the fight response that often accompanies over-drinking makes guns on campus the transformative force that would plunge the campus into an extremely dangerous environment. I would consider leaving this university and certainly would bring suit against the university if any killings or injuries were to occur.

*More police officers on campus.

*I am very ambivalent about doors locking from the inside. I understand that it will keep a shooter out, it will also put students in hallways at risk who are looking for a safe place for shelter.

*Many many many more campus police, inside buildings. I do not want guns on campus, but if it should pass, the panic buttons and substantially increased police presence are my priorities.

*Police protection for every class

*All the above measures would be more appropriate if the it were NOT passed. Wait.... now that it is LEGAL for me to bring a gun on campus, I am now going to legally bring a gun on campus and ILLEGALLY shoot a bunch of people.

Why are you wasting anytime on this issue! I don't really care if it is passed or not, but it is just plain stupid to waste time on this issue.

*Panic buttons in departmental and staff offices. In terms of staff offices, particularly those that deal directly with students on a frequent basis (e.g. advisors, registrar, etc.).

*The publicized right to refuse student and classroom interaction so long the threat from armed violence (while a student is carrying in classrooms or office hours).

I would also like to say that any resources put to weapons purchase and training is both a waste and dangerous.

*I have no desire to work at a place where people are allowed to bring their guns. I'd be inclined to leave FSU.

*Really, the safest option is to fight the guns on campus bill. The mere existence of guns is dangerous. Increasing leniency on their carry and use makes us all more unsafe.

*Mental health and wellness trainings for students, staff, and faculty offered regularly and free of charge.

As someone who teaches on issues of inequality, diversity, and other hot topics, teaching in evening hours for graduate and professional students, especially as a relatively young woman, I feel particularly vulnerable to the potential dangers of guns in the classroom.

***DO NOT ALLOW GUNS ON CAMPUS!!!!**

*Mandatory active shooter training and de-escalation training for all faculty, students, and staff

*Having taught at another university with secure classrooms, I was truly shocked that the new Honors building was designed with glass walls and no means of exit in the event of a problem.

*Police escorts in the classroom and during office hours

*An FSU specific policy that bans guns on our campus.

*I would likely leave FSU for another university if the guns on campus bill became law.

Do you have any additional comments on bargaining priorities?

98 15% (15% of respondents commented)

*Our salary inversion for specialized faculty has gotten so bad that two single parents in our program who make only \$54,000 over 8 months have had to give up a summer class for tenure earning faculty to do research. I'm not one of those people, but I find it a horrible way to run a university. We just found out about this, so there's no saving for the summer. This means, two single parents in our program must live on about \$5,000 over four months. It simply cannot be done. We should not allow such things.

Also, many of us are feeling held hostage by programs that are trying to help their graduate programs by attempting to force the lower-paid, non-tenure track people to teach inappropriate classes online. Why this race to the top if we can't afford it?

*Tuition for dependants is a critical issue. I almost did not come to FSU for that reason and I suspect we are losing quality candidates because of it.

*Childcare is a huge issue, but not one I think the union should involve itself with (I say that as a parent of a young child who has struggled with affordability, hours and access). There are simply far more pressing problems for us to organize around (and what about employees who have to manage care of dependent elderly parents, etc.?). Allowing flexible hours and enabling understanding of pressures faced by all sorts of caregivers is more important -- though again, not the union's responsibility, I think). Also, we could go a long way towards being a (remotely) family-friendly campus if there were clear University policies stating that infants/children may be brought to offices (as long as disruption to others is minimal) and space for nursing/ changing diapers in campus facility restrooms.

*The rules I see written out for equity increases do not seem to yield a unique amount of money each faculty member will receive. I did my own calculation according to the guidelines I saw and 2 years ago I received a large increase and thought I would receive another last year as my salary was nearly \$14K below market. Last year with my salary still \$7K below market I received very little. I can't figure it out.

*Honest bargaining by the union would be a welcome change from some of the dangerously misleading and misguided benefits that were negotiated in bad faith in the last round. Based on experience in dealing with the consequences of bad-faith bargaining, I found that several of the union representatives (all that were dealt with) to be totally untrustworthy.

*Salary is the main issue. All the non-salary issues should be used purely as bargaining points, to sacrifice in order to get better pay.

*I hope the guns on campus bill does not pass. I would feel unsafe on campus if it passes.

*Starting salaries at the maglab are too low, and the rationale for determining the starting salary is not explained.

*Regarding guns on campus, I would encourage the bargaining unit to support additional safety and security measures such as panic buttons in place of guns on campus.

*Childcare and paid parental leave should be top priorities. It is ridiculous that there is not a high-quality childcare facility on campus for FSU faculty and staff. Additionally, the paid parental leave semester should be applicable

for both parents when both parents are employed as FSU faculty. There should be a paid semester of parental leave for each child that an FSU faculty member has or adopts.

In addition to those priorities--there needs to be more faculty parking spaces available. Especially for those of us whose faculty offices are located off-campus and yet we have to teach classes on campus, it is ridiculous that there is often no parking or that you have to leave several hours before the class in order to find parking on campus.

How can we as faculty be efficient in teaching our classes if we can't find parking on campus?

*Keep up the good work! Continue to push for specialized faculty rights while holding firm against the erosion of tenure. I'd like to see a continuation of market equity increases for SF. Don't allow the administration to use SF in place of TTF by easing the restrictions on duty assignments.

*Yes.

I am very concerned because Administration is hiring unqualified staff to fill key positions. I can't explain how rotten it feels to have spent a lifetime in management positions with a special expertise to see a people hired into much higher paying jobs as administrators who have NO EXPERIENCE.

You know how I have to make extra money to secure my future? Find work off-campus where I contribute NOTHING to the welfare of the students or to the development of the institution -- NO OPPORTUNITY TO ADVANCE.

LETS PUT AN END TO DEPRESSING + INVERTED HUMAN RESOURCE PRACTICES.

Qualified FACULTY should have an opportunity to apply and be considered for administrative positions and apparently some guidance is needed,

*A weapon-purchase allowance for faculty has got to be a joke. I would be EXTREMELY opposed to that. We do not need more guns on campus, especially not in the hands of people who are not trained law enforcement. To think that university or state funds could go to buying guns for faculty makes my toe nails curl.

*Stop pitting merit raises against compression/inversion and COLA raises. One can and should actively support both. As someone who has suffered from compression and inversion I feel strongly that that should be rectified, but that does not mean I do not also think that very high performing faculty who bring in external funds and have a big impact through publications/scholarship should not receive special recognition and special pay consideration. These are not mutually exclusive positions and it has long frustrated me that the union seems to act as if they are. Not all faculty perform at the same level, and it does academic success a disservice to act as if it is only years on the job that should matter.

*Because the state has not seen fit to provide COLAs to state employees for years, salary negotiations should focus on COLA increases across the board, rather than trying to address unfair discretionary raises that have not seemed to be a big problem for most departments for years.

*The new parking system is awful. I would not mind students parking in faculty spaces if I did not have to pay for parking. With the new system of not having a visible sticker we must rely on parking to monitor the lots. They are not doing this regularly or well. I have called, as have colleagues, numerous times and the problem continues. I see an unusually large number of students parked all day in faculty lots with no consequence. It is difficult to find a parking space even at the stadium and this was never an issue in the past. Parking often does not answer calls at all- must leave a message- and even after calling no one is sent to monitor. They should be a visible presence. It would be interesting to know how many tickets have been given to students compared to previous years. Parking is at its worst in many years. The new system does not work.

*I think the bargaining team is doing an incredible job, but our way of bargaining seems not sustainable. The bargaining team are working too hard; there aren't enough to bargain, and ultimately -- this survey likely attests to it -- too many people on campus put too much stock on the bargaining team solving all their problems. There is an unreasonable balance of expectation and power. A faculty union simply cannot be responsible for as many things that UFF claims to be responsible for.

*At least two recent programs--Salary Plan for Professors and Extraordinary Accomplishments--lasted for relatively brief periods, during which many established senior faculty were able to enjoy substantial raises, then the programs were closed before more junior faculty could benefit. The appearance of profit-taking for some faculty and not others through these programs erodes confidence in the bargaining process. At a minimum, it might make sense to stipulate that future such programs be assigned a renewable term so that there is no illusion that all faculty might eventually expect to benefit from the program.

*I am teaching faculty but I wouldn't be teaching without my research. However, I wasn't able to apply for a COFRS last year though I have been able to in the past. I was told it was negotiated by the UFF. What's that about?

*I remain concerned that the terms of the non-tenure track contract I was hired under in 2011/2012 (title Assistant In, It's not even an option in your survey's drop down menu for positions) prior to the new specialized faculty contracts have not been upheld. I was advised by the faculty development office during the contract transition that

the dean of a college should consider transferring non-tenure track faculty whose position entails a balance of teaching, research, and service similar to that of a TTF line to a TTF line. Yet this has not occurred in my case. I submitted a request for consideration in writing to my department chair and dean, and did not receive a response. Yet there is at least one other example of a NTTF member who was transferred to a TTF line in another school in our college, so I am aware this is possible. I did not reclassify my contract, I remain in the assistant in position after 6 years. I have had research and masters & doctoral training grants, teaching awards, and loads of service commitments (2 consecutive terms on our graduate admissions committee, the only person assigned to 2 consecutive terms in our department's known history). I received the highest rating on all areas of my performance evaluation (substantially exceeds expectations) which was determined based on the department's evaluation criteria for tenure track and tenured faculty. It seems that my contract (and my work) is falling through the cracks. It's not an issue of quality performance. I work diligently each week to help FSU achieve the preeminent university status we all desire. Yet, if I were to reclassify to the teaching specialization contract, I would no longer be available to serve on the number of committees, be assigned as the faculty advisor to our department's large (100+) student organization, supervise doctoral students, serve on doctoral committees, master's thesis committees, and directing multiple undergraduate honors thesis students each year. I would also no longer be available to provide the amount of advising to students that I provide, or mentorship and tech support to our new faculty. It would be a loss of productivity for the department if I were to reclassify. I feel this no-man's land in terms of the contract reflects a gap in bargaining.

*Reexamination of free speech zones on campus. The aim should be to declare the entire campus such a zone, and in the meantime, to better publicize existing locations and exclusions so faculty and students will be more aware of this limitation on free speech.

*A better sabbatical program would really help with research.

*Campus healthcare for specialized faculty

*It would be incredibly helpful to have dedicated research and travel funds that we don't have to go begging for.

My department is not able to help us out with much of this, which means that, in order to fulfill the expectations of my job, I have to pay an extra \$5-8k annually to do and show my research.

*I wrote President Thrasher and the police chief after one of the several campus shootings that took place two years ago pointing out that classroom doors that open in rather than out are the single best way to keep an assailant from trapping multiple students, as happened at, say, Virginia Tech. Sure, it'd be expensive to take doors off and turn them around, but the guns aren't going away -- only strong preventive measures can save lives. FSU has a number of non-academic distinctions already; let's try for Safest Campus in America.

*It is not clear that panic buttons will solve the guns issue, but I suspect it is better to have them. Perhaps they should make the doors lock when you hit them.

*Across the board is incompatible with greatly strengthening the university but more discretion by department faculty salary committees can take account of special issues that deserve raise actions for other reasons

*Please advocate for restoration of the original terms of the Extraordinary Accomplishments program. This was a very important incentive for faculty, and was not given enough time to allow faculty to respond to the program. Setting up a research program and projects that can compete on the national level takes time.

*9-month contracts can be unfair to faculty that are very active in research.

*I currently have no issues with feeling unsafe in the classroom. If guns on campus passes I will go from feeling safe to feeling very unsafe, which likely will affect how I teach and interact with the students.

*The 5% limit on research for specialized faculty prevents them from achieving/maintaining accreditation standards that are based on research productivity. e.g. AACSB for business.

*Benefits that help to make up for below-market salary: Maintaining the quality and cost of our health insurance options is very important. Retirement contributions by the institution are also very important.

*Paid maternity leave

*Advocacy for specialized faculty to have better representation on campus. Reduce mandatory teaching load for specialized faculty.

*Meritorious increases are a close second to increases to keep up with cost of living. But also, our college is getting a very small percentage of the tuition dollars from our students. We continue to teach more and more students, take on more responsibilities. Faculty are quietly researching positions at other institutions. Can we bargain a student to faculty ratio? For example an undergraduate 3 credit hour class of 1:50 is a 25%, but if the class enrolls 150 students then the % time is greater.

*I think that - contrary to what we all expected - President Thrasher has done a good job in listening to faculty and students. He has done (on the whole) a decent job of leading. I think that he should know that, from us.

*You are asking thoughtful questions--well done. I am retiring soon, so unlikely to be affected--but if guns on campus ever passes, we can expect:

-exodus by leading faculty to other institutions

-more student suicides and injuries

-extreme grade inflation. Faculty want to uphold academic standards--but if they risk injury for doing so, few will take chances.

*I would encourage the union to consider gender and racial equity - in terms of equal pay for female and minority faculty - as a long-term strategic bargaining priority. I think market inequities are a concern, but in addition to worrying about underpaying senior faculty, I would also like to improve compensation for historically underrepresented populations within the faculty.

*I appreciate that there is support for parental leave for one parent for the first child. It would be very humane to see this program expanded to allow for a second or third child (when life becomes even more complicated). And, in those situations when both parents work for FSU, to allow both to take time off to be with their child.

*For the choices for the question about In terms of salary issues, the single most demoralizing problem at FSU is: the answers are interdependent -

with MOST of them stemming from Failure to keep salaries up with increases in the cost of living

i.e. compression/inversion is a symptom of the above - not really multiple choices - odd wording for a question -

*The FSU Daycare facility on campus is phenomenal in delivering quality developmental care. However, I would like to point out several issues that are unfair or difficult for faculty with children who attend the daycare. The facility closes when students are out (and faculty are still in), meaning they close on Spring break and between semesters when faculty are still working. They even close when student leave campus, but faculty remain on campus to grade, etc. This is terrible given that the center serves more faculty and staff than students.

During Hurricane Hermine, everyone was out on administrative leave. When the university announced to reopen, the daycare facility was still not operational (i.e., no lights). I requested administrative leave for the WEEK that the facility was inoperable and was denied by the university AND yet I still had to teach my online course.

Thankfully, my dean understood the issue and allowed me flexibility in using my leave (which I don't feel that I had to take given that it was the FSU daycare that was not operational). The university refunded us for one week of funds, but I do not feel that I needed to use my leave during that time. I believe that this needs to be addressed by UFF.

***DO NOT ALLOW GUNS ON CAMPUS. THIS CONCEPT IS INSANE ON SO MANY LEVELS. PLEASE, PLEASE FIGHT THIS TO THE BITTER END!**

*Need to recognize importance of specialized faculty

*Parking is a nightmare. My research and teaching productivity suffers a lot due to this absurd scenario. We're in Tallahassee, not a major urban area. Parking should not be a problem, ever.

*Facilities improvements. Social Sciences & Public Policy needs a new building. Talk about demoralizing aspects of campus life -- see Bellamy building.

*Thank you to the UFF bargaining team for their hard work.

*Represent the tenured faculty! Fight to help the tenured faculty do their job. Too often the time of tenured faculty is being spent on things other than teaching and research. The bureaucratic overhead on teaching and research is becoming very onerous. Also, the college administrators often seek to split the tenured faculty and specialized faculty on issues. Specialized faculty are crucial. However, they do not sometimes understand that if the tenured faculty were not there to ask tough questions, the administrators in my college would abuse them beyond belief. If our administrators had their way, they would run the college like a business and contract out all the teaching and activities.

*I think spousal hiring should be another issue the faculty bargaining team considers. The current policy provides complete discretion to the Deans, rather than objective metrics or process rules.

*NO GUNS ON CAMPUS is the most important. It is a terrifying possibility.

*This is a very poorly constructed poll. The first 5 questions basically ask the same question. This is why I often do not do these polls.

*It was great that the market equity adjustments included specialized faculty, but there were some of us in the Sr Research Assoc. line that received essentially nothing for an increase compared to the rest of the specialized faculty. Even if you can't compare directly with other universities, our positions could have at least been compared within our college and it would have been pretty obvious that there is a vast disparity in years of service vs salary for similar jobs. This could have been at least partially corrected in the last round, rather than essentially leaving us out by giving us a minuscule raise.

*I am a specialized research faculty member and would like our needs addressed as well, but I'm new enough to the position that I'm not yet sure what is negotiable.

*In general, I think the union plays an important role and I am glad I'm a member.

*More support for graduate students (more TAships).

*More child care

*Thank you for all that you do!!! The only thing that I will say here is that it would be great to go back to something closer to a 3% raise for all. All of these different categories make it confusing AND give department chairs too much discretion. Not all chairs are fair.

*No guns on campus and support for a campus community that rejects violence and treats mental health issues seriously would be my HIGHEST PRIORITY. I know that is legislative, not necessarily bargaining. But whatever we can do to reduce the chances of another shooting would be far more important to me than how much money I make or whether I can park next to my building.

Increased bike community infrastructure/support would also be a priority for me. Could we at least get a parking permit system that allows paying for how often you actually park? This would encourage people to bike or take alternative transportation when they can, and not penalize those of us who bike almost all the time but need a parking permit just for rare times when we have to park on campus (e.g. picking up a visiting speaker from the airport).

*It is difficult to choose between cost-of-living adjustments, correcting inversion and merit raises as priority. Together they form the cornerstones of fair salaries. A few years ago FSU was clearly behind the curve in all three, mostly the first two. Now there seems to be positive movement in all three areas.

For nearly two decades I felt underpaid at FSU. Through several different mechanisms, that has been corrected for me personally. I know of several others that are still underpaid, and have been for years, in my opinion.

*Librarian salaries are at an all time low, and will lead to many people looking for jobs elsewhere

*The market equity increases distributed last year were very heartening. They made my hard work seem appreciated. Lack of salary parity with community peers is still an issue when considering my long-term commitment to FSU. All efforts in closing the salary gap makes my work feel valued.

*Thank you for bargaining for us and for all the hard work that you do!

*Larger across the board salary increases.

*Pay based on merit causes evaluators to low ball teacher performance to save money.

*For me the guns on campus bill is a high priority. I am largely content with the status quo on most other bargaining issues in that I'm not aware of major problems on my end.

*We need to continue to deal with salary inequities, compression, market factors, etc. However, for some of us, these are not major personal issues, and we are more concerned with cost of living and merit increases. Non-salary matters are important to some, and deserve attention, but they are not as important to me as small-but-steady salary growth.

*Geez

*Retirement healthcare support

*As of the 2014 - 2015 academic year, the Council on Research and Creativity (CRC) will allow Teaching Faculty and Instructional Specialists to apply for CRC funding. Effective Fall 2015, Teaching Faculty and Instructional Specialists will no longer be eligible to apply for any of the CRC funding programs.

As a full-time (non-tenure track) faculty member, I lost the ability to apply for CRC grants while teaching a heavier load than tenure track peers and sitting on many of the same committees!

*More full time faculty. That is what is holding us back on national rankings and what diminishes the classroom experience for students. The student faculty ratio is disgraceful.

*Factors that impact work-life balance should be high priorities, and in particular, workload should be a major priority. Last year I taught 8 courses and this year I have supervised 8 graduate projects while teaching 6 courses and co-teaching 2 more. I have also been told that I have to supervise graduate projects during the summer when I am not on contract.

Not only do I find this load to be inequitable, I have serious concerns about sustainability when you add in research and service expectations. If FSU wants to improve morale and retain faculty, addressing work-life factors needs to be a priority.

*Year-round pay option without having to opt for the FSU Christmas club.

*Not at this time.

*The question "The single most encouraging salary increase development from 2016 was:"

Was a misleading question. I don't think there was anything encouraging in the previous bargaining agreement as it limited, quite a bit, how raises were being done. So, although the union sold it as a success, the truth is, that by

regulating draconian limits on raises, it hurt potential raises. I've been 4 years in FSU, every year got a small raise, last year the smallest - based upon limits that were established.

Also, regarding salary increases, new policy that deals with specialized faculty, has strong wording suggesting that moving to Teaching Faculty I or II should be a 5 year process. Before, it was at the sole discretion of the Dean, and it could be a shorter time. Promotion deals directly with salaries.

*Keep it simple and cheap for the University, but valuable for faculty.

1. Free parking for all faculty.
2. Free Leach Center gym membership for all faculty.
3. Just cause standard for removal.
4. Tuition AND FEES waived for immediate family of faculty.

*I would like to have some enforcement for administrators to follow FSU policies with respect to teaching assignments, annual evaluations, and raises.

*Please continue to do your incredible work at getting salary compression up to date.

*A 1% raise is almost insulting and the HR system for evaluation is the single most demoralizing thing I have seen on campus -- many folks doing a good job received lower evaluations than they should because of this ineffective one size fits all approach our HR folks take

*The faculty bargaining team should focus on things that benefit relatively large numbers of faculty. While tuition for dependents would be nice for many, it would mean nothing to many others.

*Too many administrators. Admin salaries too high. Waste of money and slows down the important things. They should be held accountable to faculty, not to the uppers above them.

It is outrageous that we pay for parking and that it is so hard to find.

*I would like to see a reconsideration of the way Specialized Faculty is limited in their duties. That is, to allow more teaching for other types of Specialized Faculty, more research time for those teaching, etc.

*The salary compression and market in equity raises continue to reward faculty who have not performed well over a long period of time. It's demoralizing. We need to identify, support, and fund our most productive and meritorious faculty if we have any chance of being a top 25 public.

*I'm all for rewarding especially meritorious performance, but the metrics for designating meritorious performance and the evaluation procedures are dishearteningly bean-counting, rather than thoughtful evaluations of quality of contributions, both with respect to scholarship and teaching.

*Consider ownership of IP by faculty for things they do when they are not being paid.

*I would like Diversity an inclusion markers attached to ALL faculty and administrators merit review. If the university continues to make inclusion a priority they need to attach financial incentives or deduction to chairs and deans who do NOT reflect the numbers needed to retain underrepresented faculty. This is a very serious issue within the university and seriously affects our ability to attract quality faculty of color.

*Is it possible to bargain for spring break being added to paid days off and an arrangement for critical personnel to take these days off at another time?

*I think salary should be the primary emphasis. Particularly, market rate and inversion adjustments for senior faculty. With salary in-line with market, I think overall satisfaction and working effort will improve dramatically.

*I do not want to teach in a classroom when a student may be carrying a gun.

*Thank you for your work.

*Market equity increases cannot continue to come at the expense of providing raises to all faculty. While we should continue to negotiate on behalf of senior faculty who are underpaid, now that we have narrowed the gap in the last two bargaining sessions, we should de-emphasize that priority substantially.

Also, despite being promised that the market equity increases would be determined according to a transparent formula that would be shared with faculty, that formula has never been share.

*I am assuming the pre-tenure research release means new professors can get a break from teaching in the first 3 years of employment. I think a good addition to that would be to include 3-5 years salary help to hire experienced lab managers or senior lab technicians for those professors that have bench work laboratories. The lab manager/tech should be familiar with university policies and procedures as well as training of new students and appropriate lab experience. Having a full time employee to assist with setting up a new lab in a new place would greatly enhance the productivity of the newly hired professor.

*I didn't always vote in my self-interest, but also in terms of retaining colleagues who will have better paying and more prestigious options elsewhere, and I hope will stay. We move enough as doctoral students. I hope to stay in place and have colleagues stay in place as well.

*Thank you for doing a great job..

*I think that the market equity increases should also have a span rather than a minimum. For example, if a faculty member has 15 years in and is just over the minimum and gets no increase because they are above the minimum, but then a colleague who has 3 years in gets an increase to almost what the 15 year employee is making does not come across fair.

*Without our being able to protect ourselves, we are very vulnerable. Allowing faculty to carry supports an inalienable right to protect ourselves. If this bill passes, I will feel much safer. A bad student with bad intent will not decide not to carry a gun just because it is illegal. If such a person knows there are numerous 'undercover' security officers (properly trained students and faculty carrying defense) they may think twice about committing some awful crime. If they don't, there will be a much higher likelihood the damage (murders) will be much less.

*The only significant salary adjustment faculty are able to achieve is through major awards and this is similar to other campuses. If the university were to remove this program, having already reduced its funding, on the basis of union support, then I would not hesitate to leave the union. There is no question that the union would not be representing the best interests of the faculty or indeed the competitive standing of the university if this topic were even raised. I am dismayed that this is a source of discussion as it does not suggest an awareness of the larger field at all but rather a narrow and naive outlook that would ultimately be detrimental to our applications for state funding.

*I have always thought that allowing dependents to use tuition waivers would be an excellent benefit and it would not be a high cost item for the administration so they should be willing to agree to it.

*The only parking issue I'd support discussing is changing the fee structure so that everyone can register a vehicle for a small set number of free days (10/year?), or to add option for buying a permit good for fewer days (50 days/year?) instead of the current all or nothing system. A parking permit for 50 days/year would encourage carpooling or other alternative transportation options (bike/bus/walk).

*Guns on campus are a red herring as far as I am concerned.

Legislative Issues:

Please share your opinion regarding the following issues:

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

629	99%	
16	3%	Strongly support
20	3%	Support
18	3%	No opinion
45	7%	Oppose
530	83%	Strongly oppose

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

625	98%	
14	2%	Strongly support
18	3%	Support
182	29%	No opinion
135	21%	Oppose
276	43%	Strongly oppose

Legislatively-defined metrics for determining university quality

621	98%	
6	1%	Strongly support
40	6%	Support
122	19%	No Opinion
208	33%	Oppose
245	39%	Strongly oppose

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

624	98%	
9	1%	Strongly support
34	5%	Support
126	20%	No opinion
231	36%	Oppose
224	35%	Strongly oppose

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

622	98%	
10	2%	Strongly support
41	6%	Support
202	32%	No opinion
192	30%	Oppose
177	28%	Strongly oppose

Do you have additional comments regarding Legislative issues?

60 9%

*Faculty should have freedom to assign required reading textbooks and other materials that best suit the class without interference from outside agencies. This gets to academic integrity.

*I taught an interdisciplinary honors seminar with 19 students last year; there were majors in Engineering, Business, Psychology, English and so on, so it was a broad-spectrum microcosm of our brightest kids. We debated the guns on campus proposal, then they voted anonymously. The vote was 17-2 against. Students don't want guns on campus.

*I thought the current paradigm was less government!

*THE LEGISLATURE SHOULD STAY OUT OF OUR ACADEMIC POLICIES AND PROCEDURES.

*the legislature and the University spend too much time pushing e-books; we polled 5 sections of a class and the majority of the students preferred print books

*I think considering costs students have to pay for textbooks should be part of how faculty assign books, but I'm not convinced that legislation is the right fix. Self regulation and awareness generating among faculty peers would probably work better, as might banning textbook representatives from campus.

*The current healthcare options are great -- please keep them in place (especially CHP).

*University needs to support DREAMERS and any faculty or students impacted by immigration bans and changes to immigration policy.

*I would leave FSU if students can bring guns into the classroom.

*Oppose ongoing push to take 15 or penalize students not graduating in 4 years or taking additional courses due to a mid-stream change of major. It is ultimately counterproductive to drive young people on a prematurely determined straight path to career during such a developmentally important life phase of enrichment and discovery. Our universities should maximize rather than curtail students' opportunities to fully benefit from the rich, socially and intellectually diverse environments we foster.

*I don't oppose metrics, I think -- but we could have better metrics, and ones that are not so easily manipulated.

*If guns are allowed on FSU's campus I will leave the university and move to a state that doesn't allow this.

*UFF and its affiliate unions must do a better a job of communicating their concerns to both legislators and their constituents. Many of them appear to have no idea how publicly supported higher education works or what purpose it is intended to serve in modern society.

*The guns on campus legislation is the issue I am most concerned about. As a librarian, I work with all members of the FSU community and the public in an open, public space. I would feel unsafe at work knowing that the people around me could be carrying guns. Especially during high-stress times (midterms, finals) I think adding guns to the mix in a public space like the library could prove very dangerous.

Also very important and not listed here are legal efforts to restrict or ban immigration. It is not in the interest of a research institution to limit immigration. FSU is enriched by the students and scholars from around the world working on campus. Should anti-immigration legislation come up at the state or national level, I would hope that UFF would oppose it.

*Eroding benefits is the most unwelcome proposal in the legislature. We were willing to accept the lower salary paid at FSU compared to other schools since there is an excellent health care benefit. This advantage in recruitment and retention will be lost if greater cost shifted to employee. Health savings plans (even if your salary is large enough to make substantial contribute) or large out-of-pocket expenses are wholly inadequate for catastrophic issues, such as cancer, surgeries, accidents which have no regard to educational level, .

*The performance metrics require too much time and effort to track and report for the amount of money available.

*Regarding the move to force new hires into ORP rather than FRS: my decision to go into ORP rather than FRS, way back in the day, was, in retrospect, easily the stupidest thing I've ever done in my life (I just didn't expect to hang around here long enough to get vested). Lord knows if I will still have to be working when I'm wearing diapers and have one foot in the nursing home.

*Fight strongly to oppose the 4 year graduation metric. The FSU admin is willing to through the less economically advantaged students under the bus and the faculty should stand up for them. Many students can't afford a 4 year degree and they may not be the best students but they actually may end up with the most gain from an FSU degree!

*I already seek low-cost alternatives and utilize older versions when allowed. The bookstore continues to be 'unable to locate' these out of print copies that are available for very cheap on amazon, ebay, abebooks, etc and forces my students to purchase the latest version

*Remind the legislature that they are supposedly committed to limited government. Remind them that this includes getting off our backs to let us do our jobs at the University. If our Legislators preach that government should not tell businesses how to do business, then they should also preach that government (meaning themselves) should not tell Universities how to teach.

*One of my students pointed out that guns on campus is not fair to those students who are under the age of being legal to carry a weapon. Most undergraduates would be underage and so at a disadvantage to their older colleagues.

*Very strongly oppose guns on campus

*As a department chair I have dealt with very angry and potentially unstable students, and the thought of them being essentially encouraged to carry on campus frightens the dickens out of me.

*Legislature is ill-equipped to micro-mismanage higher ed.

Big picture priorities: yes. Reducing faculty ability to teach effectively: NO.

Excessive metrics/teach to the test have killed K-12 and will be even more damaging to higher ed.

*I think the legislature can serve an important function, but one-size fits all approaches are not always in the best interest of the incredibly varied institutions they are intended to serve. The guns on campus proposals make me angry, as legislators pushing this agenda seem more concerned with rallying their voter base than with attempting to honor the educational mission of the state's universities.

*what on earth does this mean?

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

*Please continue to oppose any bathroom bill or punitive measures against trans students and workers.

*Fight the legislature on most issues. Their main job is to make sure we fail.

*I strongly oppose the notion that concealed weapons should be allowed on campus.

*If the legislature passes ANY guns on campus legislation, I will look for a job outside of Florida.

The legislature needs to be made aware of how far out of line its priorities for determining university quality are with other national metrics and with the day to day responsibilities of faculty.

*I am not sure what more flexibility means with respect to healthcare plans.

*More attention needs to be given to the fact that many (e.g., LGBTQ, Muslim, ethnic minority) students are experiencing fear based on the increase in hate speech and hate crimes happening across the US in the last few months. Having guns on campus does not help this situation at all.

*Get rid of the Gordon rule....

*Since the travel ban affects our campus faculty and presumably some of our union members, can faculty unions bring federal lawsuits against the ban?

*No guns on campus please.

Please very strongly oppose the focus on making students graduate in four years. This has nothing to do with providing a good education and penalizes students who are already managing the challenges of being low income (and thus having to work while in college) or having a major illness, etc.

*Get rid of excess credits for students who change majors - or transfer in. Get rid of excess credit restrictions for any student who graduates in 4 years.

*The opposition to guns on campus is a higher priority for me than salary.

*The pressure for students to graduate in four years, and state rewards to the University for such actively thwart students efforts for a full experience, or those who may have to work, and seems unfair to those already disadvantaged with time or funding constraints.

*No guns on campus!!!

*Great education and national prominence is not free. If you want it, fund it.

*The rhetoric surrounding textbook assignment costs fails to address bookstore practices.

*Work against any efforts that have an effect of targeting departments that allow or encourage critical thinking.

Work against any efforts that would target Universities that protected students' and workers' human and civil rights, regardless if doing so contradicted wishes of the federal government.

*The legislature should reduce tuition and subsidize students' education if they want to tell us how to teach.

*It would be great to get rid of SMALCS!

*Encroachments on academic freedom, bringing in as appropriate new ideas and material, and cutting off quality academic publishers of social science and humanities books is definitely something I worry about.

*The Union needs to find a way to prevent the guns on campus issue from being a big stress to faculty, as well as distraction from research and teaching, every single year.

*The guns on campus issue is of overwhelming importance to me.

*NO TO GUNS ON CAMPUS - STRONGLY OPPOSE!!!!

*All legislators are idiots and we have no hope.

*What I observe is that the average work week for faculty in my department is about 60 hours per week. This includes teaching and preparation and grading; university-committee meetings; in-department committee meetings; student meetings; advising; in-department service PLUS having to make time to research AND to write the books required for getting and continuing tenure (books few people will read, no matter how good the research); perpetual preparation of papers for conferences. The schedule to do this well is exhausting. The legislature needs to be made aware of these responsibilities. I believe they think university professors have a light schedules and lots of vacation time.

*Since there are going to be state-imposed metrics whether we like it or not, then perhaps what we should most advocate for is stability in these metrics from year to year so that the university can be strategic and planful in meeting/exceeding them.

*Guns on campus will make all employees and students more unsafe. No guns. Faculty are reliable voters and largely we will not vote for anyone who supports guns on campus. LISTEN to campus law enforcement who are not partisan in this issue and have a wealth of experience to know that this is a dangerous game.

*Bad situation, not much to be done when your funding body is so anti-intellectual and thinks that anything that isn't patentable isn't valuable. Vulgar barbarian cretins. They know the price of everything and the value of nothing. But that is what we are stuck with.

*Hopefully the guns on campus will fail and the limits to our ability to select texts will remain open and at our discretion.

*The concept that faculty will be restricted in the choice of textbooks is unreasonable if the university is to remain competitive. By nature, the most valued research is recent research and it is not available freely. Florida students should not be deliberately left behind because of a short-term ideology that bears no relation to scholarly pursuits.

*The cost of textbooks is a huge burden for students. Faculty should seek ways to reduce costs on their own if possible.

*None

*Guns on campus must be stopped

*In general, I would rather the legislature didn't meddle in operations it doesn't completely understand. (i.e., reduce costs for students, great, but doubtless any legislation actually written would hamstring faculty with other unintended consequences that would harm STUDENTS).

*Much bigger legislative issues are online fees and block tuition.

General Survey Questions:

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

625	98%	
29	5%	Strongly agree
354	56%	Agree
149	23%	Neutral
73	11%	Disagree
20	3%	Strongly disagree

Faculty morale is high at FSU.

625	98%	
17	3%	Strongly agree
226	36%	Agree
239	38%	Neutral
116	18%	Disagree
27	4%	Strongly disagree

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

622	98%	
30	5%	Strongly agree
138	22%	Agree
210	33%	Neutral
157	25%	Disagree
87	14%	Strongly disagree

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

615	97%	
119	19%	Strongly agree
283	44%	Agree
111	17%	Neutral
62	10%	Disagree
40	6%	Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

614	97%	
233	37%	Strongly agree
203	32%	Agree
139	22%	Neutral
32	5%	Disagree
7	1%	Strongly disagree

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

627	99%	
81	13%	Strongly agree
239	38%	Agree
77	12%	Neutral
154	24%	Disagree
76	12%	Strongly disagree

Faculty and staff parking is satisfactory at FSU.

627	99%	
46	7%	Strongly agree
173	27%	Agree
124	19%	Neutral
177	28%	Disagree
107	17%	Strongly disagree

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

622	98%	
85	13%	Strongly agree
266	42%	Agree
182	29%	Neutral
69	11%	Disagree
20	3%	Strongly disagree

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

621	98%	
140	22%	Strongly agree
303	48%	Agree
148	23%	Neutral
26	4%	Disagree
4	1%	Strongly disagree

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

628	99%	
26	4%	Strongly agree
227	36%	Agree
109	17%	Neutral
147	23%	Disagree
88	14%	Strongly disagree
31	5%	Not applicable

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

622	98%	
67	11%	Strongly agree
266	42%	Agree
129	20%	Neutral
132	21%	Disagree
28	4%	Strongly disagree

I can give sufficient time to my students.

624	98%	
43	7%	Strongly agree
278	44%	Agree
105	17%	Neutral
113	18%	Disagree
22	3%	Strongly disagree
63	10%	Not applicable

Teaching assignments in my department/unit are done equitably.

624	98%	
102	16%	Strongly agree
255	40%	Agree
83	13%	Neutral
59	9%	Disagree
46	7%	Strongly disagree
79	12%	Not applicable

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

616	97%	
32	5%	Strongly agree
186	29%	Agree
229	36%	Neutral
132	21%	Disagree
37	6%	Strongly disagree

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

619	97%	
512	81%	Yes
82	13%	No
25	4%	Not sure

Please rate your feelings toward the UFF-FSU Chapter:

621	98%	
285	45%	Very positive
211	33%	Somewhat positive
79	12%	Neutral
30	5%	Somewhat negative
11	2%	Very negative
5	1%	Not sure

Administrator Evaluations:

President John Thrasher's job performance has been:

619	97%	
99	16%	Outstanding
343	54%	Good
115	18%	Fair
12	2%	Poor
5	1%	Unacceptable
45	7%	Not sure

Provost Sally McRorie's job performance has been:

622	98%	
80	13%	Outstanding
235	37%	Good
120	19%	Fair
46	7%	Poor
14	2%	Unacceptable
127	20%	Not sure

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

616	97%	
65	10%	Outstanding
184	29%	Good
76	12%	Fair
15	2%	Poor
17	3%	Unacceptable
259	41%	Not sure

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

620	97%	
139	22%	Outstanding
238	37%	Good
122	19%	Fair
44	7%	Poor
51	8%	Unacceptable
26	4%	Not sure

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

610	96%	
232	36%	Outstanding
209	33%	Good
85	13%	Fair
35	6%	Poor
37	6%	Unacceptable
12	2%	Not sure

Professional Work Climate:

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

623	98%	
100	16%	Strongly agree
326	51%	Agree
112	18%	Neutral
64	10%	Disagree
21	3%	Strongly disagree

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

615	97%	
151	24%	Strongly agree
285	45%	Agree
62	10%	Neutral
69	11%	Disagree
32	5%	Strongly disagree
16	3%	Not applicable

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

619	97%	
25	4%	Strongly agree
191	30%	Agree
188	30%	Neutral
172	27%	Disagree
43	7%	Strongly disagree

Merit assessment procedures in my department/unit are fair.

619	97%	
72	11%	Strongly agree
283	44%	Agree
162	25%	Neutral
67	11%	Disagree
35	6%	Strongly disagree

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

617	97%	
1	0%	Does not meet FSU's high expectations
3	0%	Official concern
142	22%	Meets FSU's high expectations
335	53%	Exceeds FSU's high expectations
137	22%	Substantially exceeds FSU's high expectations

Did you actively seek alternative (non-FSU) employment during the 2016-17 academic year?

624	98%	
125	20%	Yes
499	78%	No

Do you plan to actively seek alternative (non-FSU) employment during the 2017-18 academic year?

620	97%	
135	21%	Yes
317	50%	No
168	26%	Not sure

What is your position classification?

572	90%	
172	27%	Professor
103	16%	Associate Professor
111	17%	Assistant Professor
6	1%	Eminent Scholar
4	1%	University Librarian
12	2%	Associate University Librarian
13	2%	Assistant University Librarian
21	3%	Teaching Faculty I
17	3%	Teaching Faculty II
31	5%	Teaching Faculty III
3	0%	Instructional Specialist I
5	1%	Instructional Specialist II
2	0%	Instructional Specialist III
10	2%	Research Faculty I
14	2%	Research Faculty II

17	3%	Research Faculty III
5	1%	Specialist, Computer Research
1	0%	Specialist, Music
1	0%	Childcare Specialist
1	0%	Curator
1	0%	Associate Curator
1	0%	Assistant Curator
4	1%	Senior Research Associate
3	0%	Associate in Research
8	1%	Assistant in Research
1	0%	University School Instructor
1	0%	University School Assistant Professor
1	0%	University School Associate Professor
1	0%	University School Professor
10	2%	Other

My assigned duties involve:

621	98%	
120	19%	Mostly research
123	19%	Mostly teaching
65	10%	Mostly service
235	37%	About an even balance of teaching and research, with some service
76	12%	A diverse combination with no area dominant
2	0%	Not sure

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

617	97%	
284	45%	Yes
303	48%	No
30	5%	Not sure

Are you in a tenured or tenure-earning position?

615	97%	
413	65%	Yes
199	31%	No
3	0%	Not sure

Which of the following best describes your normal annual appointment?

619	97%	
449	71%	9-month contract
154	24%	12-month contract
13	2%	Other
3	0%	Not sure

What Department/Unit do you consider your primary appointment? Please note that for nondepartmentalized colleges/units, this may be the college/unit.

551	87%	
4	1%	Accounting
2	0%	Advanced Power Systems (Ctr for)
1	0%	Aerospace Studies (Air Force ROTC)
4	1%	Anthropology
5	1%	Art
2	0%	Art Education
6	1%	Art History
6	1%	Askew School of Public Administration and Policy
21	3%	Biological Science
5	1%	Chemical and Biomedical Engineering
8	1%	Chemistry and Biochemistry
3	0%	Civil and Environmental Engineering
3	0%	Classics
15	2%	Communication
9	1%	Communication Science & Disorders
7	1%	Computer Science
5	1%	Criminology and Criminal Justice (all areas)
7	1%	Dance
2	0%	Dedman School of Hospitality
24	4%	Earth, Ocean, and Atmospheric Science
12	2%	Economics
7	1%	Educational Leadership and Policy Studies
8	1%	Educational Psychology and Learning Systems
4	1%	Electrical and Computer Engineering
1	0%	Emergency Management and Homeland Security
30	5%	English
2	0%	Entrepreneurship, Strategy and Information Systems
3	0%	Family and Child Sciences
3	0%	Finance
2	0%	FSUS (all areas)
5	1%	Geography
12	2%	History
1	0%	Industrial and Manufacturing Engineering
9	1%	Information
3	0%	Institute of Science and Public Affairs
2	0%	Interior Design
6	1%	Learning Systems Institute
33	5%	Magnet Lab (NHMFL)
10	2%	Management
5	1%	Marketing
12	2%	Mathematics
1	0%	Military Science (Army ROTC)
3	0%	Mechanical Engineering

18	3%	Modern Languages and Linguistics
4	1%	Motion Picture Arts (Film)
31	5%	Music (all areas)
5	1%	Nursing (all areas)
4	1%	Nutrition, Food, and Exercise Sciences
3	0%	Office of Distance Learning
1	0%	Ocean & Atmospheric Prediction (Ctr)
7	1%	Panama City (all areas)
6	1%	Philosophy
19	3%	Physics
3	0%	Political Science
1	0%	Prevention and Early Intervention (Ctr for)
17	3%	Psychology
2	0%	Religion
4	1%	Retail Merchandising and Product Development
3	0%	Risk Management and Insurance
4	1%	Scientific Computing
16	3%	Social Work
10	2%	Sociology
2	0%	Sport Management
3	0%	Statistics
10	2%	Teacher Education
12	2%	Theatre
25	4%	University Libraries
6	1%	Urban and Regional Planning
26	4%	Other

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

115 18%

*Increased funding for summer salary and a transparent method of distributing funds at a university, college, and department levels

*Please, please, please do something about parking! I spend 20-30 minutes every day looking for parking on campus. I would be willing to PAY EXTRA for a reserved parking space. So much time is wasted looking for parking. It cuts into productivity and adds undue stress!!!

*Yes, it is ridiculous that specialized faculty in the research track aren't allowed to teach. I teach graduate and undergraduate immersion courses for 3 universities outside of FSU and they are among the most popular courses taught in those departments. Yet, I am not allowed to teach similar courses through my home university (FSU), benefiting its students, because of arcane rules negotiated by UFF.-FSU.

*Couple of points; the first point is a suggestion, of which I'd happily volunteer to serve on. FSU needs to have a research endowment that can be used for assistance in filling the gaps that will occur at times between research contracts ending and other research grants start dates. There are research staff that often drop to part-time status during that period of time until the C&G starts up. In addition, there are some research proposals now requiring a check of a certain dollar amount (like a performance bond) to accompany the research proposal as a guarantee. In order to stay competitive, it would be helpful to have the ability to use the research endowment support for these proposals. The guarantee will be returned to the university after 30 days. Other proposals call for cost share that could be represented by the research endowment funding as a means to produce a viable research proposal. Otherwise, research faculty must use their own PI funds (which are often appropriated elsewhere) to offset this cost share. The second point involves specialized faculty tenure requirements. I've worked at FSU for over 15 years in the research area, and have an excellent track record with respect to consistent C&G awards and accomplishments over time. I have been a tenured spec. faculty (since the research faculty were redesignated),

however, due to an issue with my research budget ,as a result of less than anticipated C&G awards for 2015, I am now in a precarious situation with the potential of non-renewal of my upcoming 4 year research contract due to this budget occurrence from 2015; but not with any other performance criteria. The budget matter was quickly resolved and my performance remains fine and budget is operating at normal/fine levels. However, now there is concern that my spec. faculty contract will not be renewed due to this one lower than expected C&G budget issue back in 2015. It's realized that the research C&G area is a difficult area in that one can't often predict the successful C&G awards year after year, but there should be some credit given for research faculty's performance over time and that the probability is high that their successful historical effort will continue into the future. From a management perspective, it's important to provide support to quality research staff as it translates to highly productive outcomes for the department/university as a whole.

*Situation with TSA at airports discriminating against internationals (students, postdocs, faculty) with Florida driver's licenses. This is especially painful at TLH and JAX airports.

We can start losing attractiveness compared to states (e.g. California) where driver's licenses do not reveal immigration status; in particular, do not read temporary.

*There are certainly some things I would love to change at FSU (getting 12 month paychecks, for example), but I have arguably the best job in the country for my kind of work. I tolerate other things because my job is quite fulfilling.

*i CONTINUE TO WORRY ABOUT THE ONGOING PREOCCUPATION WITH STEM AND WITH UNIVERSITY RANK. FOR THOSE HIGH-ACHIEVING UNITS THAT DO NOT FALL UNDER THE FUNDING PRIORITIES CREATED BY STEM AND RANK (WITH ITS EMPHASIS ON NON-HUMANITIES SUBJECTS), IT IS QUITE DIFFICULT TO OBTAIN THE FUNDING NECESSARY TO MAINTAIN OUR OWN HIGH RANKING. I THINK FSU HAS TO BE CAREFUL NOT TO SACRIFICE NATIONALLY-RECOGNIZED PROGRAMS AT THE ALTAR OF TODAY'S HOT TOPIC.

*Dean of FSU PC campus personally fields student complaints. This undercuts faculty authority in the classroom. The modern graduate student is hyper-sensitive by historical standards. And the modern student does not possess the work ethic of 20-30 years ago. This is a societal problem that college teachers inherit. In order to inculcate professionalism to graduate students, they must be held to high behavioral, ethical, and academic standards. Students whining about grades wherein the problem is lack of student effort should not be fielded by a Dean. This incentivizes students to do even less and whine even more. No management structure can function without proper chain of command.

*For the past 5-7 years, FSU faculty have NOT been adequately rewarded for the work they do and instead have faced additional accountability and record keeping -- taking more time away from teaching and research.

*Just a note -- in my department (according to the chair) everyone is marked meets FSU's expectations no matter what their performance is.

*would like to see a way to recognize non-tenure track faculty who retire since they cannot be called emeritus

*I have experienced a large amount of administrative burden and delay for hiring replacement technical help after my technician was hired by another department.

*My greatest concern is the search for the Dean of the College of Social Science. The interim dean is from a professional program and lacks the intellectual vision to govern and grow his core academic programs. He is a micro-manager, who doesn't provide departments/faculty with resources to pursue their disciplinary goals. Policy Pubs are not a substitute for intellectual development. Highly ranked core programs are being left to die on the vine.

*Research faculty should be allowed to teach. I am strongly opposed to any rule precluding this, strongly enough I may quit union.

*UFF needs to put intellectual property rights of faculty to their distance learning course materials on their radar as something that needs more protection and advocacy!

*The under staffing is a major concern. Our department is bleeding due to poor decision made at the Dean's office.

*This institution is the WORSE in terms of HR.

Here's an example --- a professor wins a university teaching award, and that faculty member is promptly offered an administrative position -- HUH????

No experience in management or administration and the person is offered a admin position? That is a thoroughly researched and widely known dumb mistake in management.

As many of us have recently heard -- staff are being bullied by faculty. TOO bad says FSU -- no civility in the workplace policies even though many of the best universities have a detailed guide on professional behavior. FSU has no interest

And this place is like Game of Thrones --those close to those in power can do whatever they please. I have heard rumors that there will be a center for innovation headed by a person who has never been in a business, no C&G, no research, never been a designer -- this is demeaning to people who are far more qualified and likely willing to serve. Not to mention that the person going into that position is being set up to fail or otherwise make a mess of out things.

*Strongly opposed to allowing guns on campus.

At a minimum, keeping pace with the cost of living - and the opportunity to rise above it periodically.

*Trump.

*The Specialized Faculty designations and requirements for Teaching, Research and Service are VERY restrictive and it is problematic for nursing due to the number of labs we have and the small % that is awarded for labs. In addition, sometimes there are special circumstances regarding joint appointments and interprofessional collaborations that do not fit into the T/R/S prescriptions for SF. I know your goal was to firm up the SF positions so they are treated fairly, and there are some positives in that regard, but for our department there have been many negative consequences that have hurt rather than help the SF.

*My contract is problematic, based upon on a base faculty salary w/administrative duties paid at the Dean's discretion. Same is true of summer salary. No paid leave. Not compensated fairly, equitably or reliably. inconsistencies of administrator contracts with other units within college.

*I'd like to see statistics for Professional Development Leave (e.g., how many people applied, how many requests were granted, and whether the end product was judged to be satisfactory).

Chronic underfunding of library collections is a concern, as this directly affects just about everyone.

*Need more recycling bins across campus and in buildings.

*- I want more transparency both in administration (in general) as well as merit raise decisions.

- Guns on campus is a no-go. I would even consider to change towards an industry job if this ever will happen!

*University faculty should not be able to be fired without being given a cause.

*It appears to me that the research faculties are paid less than the teaching faculties.

*Fairer treatment of adjunct faculty; increasing graduate student stipends.

*Extremely low number of faculty of color at FSU. Poor recruitment and retention points to systemic problems

*even though we have a merit policy, the deans view the outcome of that policy as a recommendation, and it is not consistent with discretion utilized when performing annual evaluations.

*Infrastructure for some of the older buildings on campus is declining. Maintenance is trying, but needs additional resources. We are in need of renovation (PECO) funds.

*Regarding my answers to the previous six identifiers: if this survey is supposed to be anonymous, I might just as well have given my name and SSN.

*Need to reduce the student/faculty ratio. Our president seems to have given up on giving the faculty the recognition and resources to become a top 25 public university. Faculty are nickel and dimed with reductions in resources and asked for continual extra duties for paper work, and absurd CYA procedures for the administration. It seems that faculty are only hired to justify an ever increasing HR and policy burden.

*Although I am satisfied with my current salary, I am concerned about future increases and whether I will continue to feel that my salary is fairly adjusted based on compensation at comparable institutions and national metrics. In other words, it is hard for me to trust that the university has my best interests at heart in the long-term. My other concern is with my teaching load, which is higher than other comparable units on campus. I am held to the same research expectations, though, which has had a significant impact on my personal and family life. I would like to see an across-the-board ruling on teaching load that is applied campus-wide, rather than selectively.

*I believe that FSU is administratively far too much top down. the requirements to certify this, certify that, do facet, keep OVPR and Finance happy all the time is demoralizing and inefficient. The role of people like Olivia Pope is out of control.

*Cut administrators salaries once they're out of that position and become regular professors !!!

*I don't think it is appropriate to ask untenured faculty to rate their chair's performance and then ask which department they belong to in this survey.

*Research achievements are not valued enough at FSU, and support for research is minimal, from time off-teaching, to sabbatical leaves, to recognitions.

*College Deans need to be held accountable. They can go on for many years with the facade of performance. The President and Provost need to pay attention to Deans - so far that has not happened and I have been here many years.

*na

*I am very pleased that the FSU Spring Break aligns with the Leon County Schools Spring Break this year. I hope this will continue in the future.

*Limitations placed on specialized faculty in applying for funds for creative activities and travel to present.

*non tenure promotion procedures are unclear.

*I think in general FSU is doing well. My department, the largest I believe in the college before it started cratering in student credit hours largely due to our chair who would rather answer phones for office staff than do his job (though the less he does at this point arguably the better it is for the department since he's done all of his damage by not getting the department a piece of the credit hour pie when everything was rearranged a couple of years back), is not doing so well though since most faculty teach what they've always taught, they have no clue. The rumor is our chair is stepping down. This would be wonderful news, as I say, if he had not already done ten years worth of damage.

*Family care, research support, and salary are the three issues I can the most deeply about.

*As a UFF member I get a tremendous amount of Postal mail, most of which I discard. Could it be reduced?

*The treatment of adjuncts and of graduate teaching assistants is appalling and unethical.

*I have enough time to move forward on my research or creative agenda. does not allow for accurate capture of meaningful information. As opposed to moving backwards - i.e. is snail-paced moving forward acceptable?

*I am leaving FSU to take another job, although I had planned to stay here forever. I have enjoyed much of my time here, I like my students and most of my colleagues, and I have no ill will towards FSU, there are serious problems for faculty here. (1) It is very hard to do world-class research with full teaching loads and without research funding. It is unsustainable for the admin to continue to claim and to push top research, and to expect that of faculty, without a top library and without top funding for researchers. The CRC is excellent, great, truly one of the very best things on this campus; but it can only do so much. Departmental research funding is extremely weak (\$1200 a year? Seriously? we got more than that in grad school, and that amount will not even cover one conference, much less the archival travel necessary to do historical research). It would be more honorable to become a teaching school, to drop our PhD program (with poverty-level stipends and Humanities PhDs unable to find jobs, that would at least be ethical). (2) Faculty here are at several kinds of disadvantage (remote location, poor airport access to anywhere but Atlanta, weak library, heavier teaching and service loads than any serious research university I've ever heard of). My department in particular has far too many committees and meetings, and a depressing service culture that hits women and minority faculty very hard. That may be changing as dept leadership changes, but I also see it campus-wide. This is related to the too-many and too-overpaid administrators problem, which is quite serious here. (3) Lack of vision: I was hired here into one of the most intellectually exciting interdisciplinary cluster programs I have ever seen, but when the FSU admin changed, the new Provost (now gone) dropped our funding/existence, despite the fact that we had exceeded their benchmarks. We kept going without any support, and have actually changed our field in the process, and have succeeded quite well out there in the real world; but so, so sad for FSU to be widely known as that place that dropped the X program. (4) But perhaps the worst thing is this new curriculum. It was finally that, plus certain events in my Department and College, and indifferent and/or ineffectual administrators, that led me to accept a position elsewhere. I just hope FSU can scrap that awful, faux-menu-plan-lite curriculum and restore something strong and thorough for the students, with firm, intellectually challenging requirements across the curriculum, so we don't keep graduating entrepreneurial ignoramuses.

(5) Finally, and above all, FSU upper admin needs to figure out that a University is not, and must not become, a jobs-training program. (And convey that to the legislature and wider public!) Or either we need to change our name to what we're already at risk of becoming: FSVTT, Florida State Vocational and Technical Training School.

*The university needs to encourage greater diversity in faculty hiring and retention. We look bad in this area compared to peer and aspirant universities.

*No. I am very happy as a faculty member at FSU.

*Outside of my Honors class, student motivation and writing are generally fair to poor. An Ad Hoc committee to discuss this and make recommendations might help. University attendance policy is unrealistic and works against high standards. If students miss more than 4 of my classes each term for ANY reason, they will do badly in the course. There is no way to make up a high-intensity course. Teaching faculty and adjuncts are ill-paid and too often overlooked. These folks are important members of the academic community, as well!

*1) Bigotry, intolerance, and dishonesty should not be part of the university experience. Students from working to achieve their educational goals and other members of the campus community trying to do their job, many of both who are from diverse backgrounds, should not be subjected to harassment and bullying to impose a socio-political agenda. Tobacco-free FSU should be abolished and an apology issued to any victims who have not been deterred from pursuing their higher education.

2) Parental Leave should be replaced with comparable Personal Leave. It is fundamentally unfair that some people receive extensive time off for having or adopting children while many of those who must shoulder the burden of their absence do not. This would include many younger, single, and older members of our community, as well as, those who cannot or choose not to add to the population.

3) FSU should use GSA rates for per diem expenses at least when travel is funded by federal grants. Current FSU rates make no distinction between Manhattan, Kansas and Manhattan, NY.

4) All travelers should be allowed to purchase Economy Comfort (or any other class) airline seating (they current are not) with sufficient justification, e.g., over 6' tall, bad back, need to work in-flight, etc.

5) Travelers should be allowed to purchase travel insurance to cover missed flights. It has been reported to me that one cannot purchase this insurance with grant funds, but if a flight is unavoidably missed, FSU will not compensate the traveler for the additional costs incurred.

6) SRA (or whomever does this) should be more flexible in approving expenditures from externally funded grants. *I have colleagues at major state universities that are shocked when I discuss what the tenured faculty here deal with on a weekly basis. They seem to be dealing with far fewer bureaucratic and resource impediments than we do. Many have far less cumbersome administrative systems and far more resources. We have few resources to do our job at a high-level. We do not have enough trained support staff. We have some good staff but too few. Too much administrative work is being pushed off on the faculty. We have no support in crucial areas such as marketing our programs in a modern educational environment. Our college dean could be a case study in how to ineffectively lead a faculty. The dean is often working at odds with the faculty and/or does not communicate honestly or effectively with the faculty. It has gotten progressively worse over the past five years.

*no

*Soft money research faculty that are generating substantial research funding for the university should receive salary support commensurate with their productivity. The overhead I generate for the university is greater than my salary, yet the university does not reciprocate with salary support. This is very short sighted of the administration. If I have zero months of salary to write proposals to support myself full-time (plus students, postdocs, etc.), yet rules of grants specifically prohibit using grant-funded time to write proposals, then this is an obvious audit flag. Having, say, 4 months of salary support would allow me to pursue research funding even more aggressively, and allow me to better support students, postdocs, and obtain research resources. There would likely be a net gain to the university. Instead, it seems the university does not give a damn about the millions I am bringing in through research grants. Unfortunately, since there are few like me at FSU, and most UFF members are tenure-track, E&G funded, and don't have as a focus generating research dollars, I do not expect UFF to prioritize this issue. So, UFF does not represent me.

*My college is not running smoothly. We need a new dean! Our dean is a bully and a manipulator. We cannot trust him.

*Continued monitoring of external funders, influence on hiring and curricular decisions is necessary. Ditto the legislative push to mandate performance metrics based on straight paths to externally identified preferred professions at the expense of liberal arts education.

*The poor dean's performance reflects Dean Rasmussen and the terrible shape he left the college in, not the performance of Interim Dean Chapin.

*VP for Research Gary Ostrander's performance is poor. He attempts to micromanage new hires in science departments, rather than providing support. This is a problem with having an arts Provost. While Dr. McRorie is generally doing a good job, I'm not sure she understands the implications of Dr. Ostrander's foot dragging and penny-pinching and the negative effects this has on hiring attempts.

*I am extremely concerned about the climate in the United States, and particularly in the deep south such as north Florida, in terms of the hostility toward targeted groups within the FSU community (victims of the Muslim ban, ethnic minorities, women, the disabled, LBGTQ, etc.). I would like to see the faculty union take an explicit, clear and highly vocal stance on protecting faculty and students who are singled out based on the current US government (president/senate/ etc.). I was encouraged by President Thrasher's letter as an initial step, however I would like to see similar, consistent messages and corresponding action coming from the faculty union on this topic.

*Good Retirement programs are critical to keep new people coming into the profession. Too many people are hanging on too long.

*I am highly disheartened at the lack of interest UFF has taken in the recruitment and retention of faculty of color. If this does not become more important soon, I will likely end my membership.

*I am stunned at the power that tenured faculty members have. I had presumed that the President set the Univ goals, and the Deans interpreted those as relevant to their college, and faculty worked to integrate Univ priorities in

their classes. It's actually totally upside-down. Tenured faculty seem to call all the shots, at the specific and measurable detriment to college programs and student success. With no regard, or direct opposition to Univ stated priorities and goals. Its bonkers.

*Very unclear about what the criteria will be for my annual evaluation. Clearly it will be based on research productivity, but not sure beyond that.

*Salary parity with peers at other institutions is my overarching concern.

*1) There is always a lot of litter around campus.

2) The facilities workers drive and park their gas powered carts in front of my building (Bellamy) constantly. In addition to being a terrible eyesore, I am worried about the unfiltered emissions I am frequently breathing in when I come to/from work.

*The IT services in our college are weak and interfere with my ability to do my job.

*The FSU union dues should NOT be primarily (well over 80%) sent to the FEA. Until the union establishes financial independence from the FEA and NEA - will not be a member.

*Service demands and the number of meetings required make this job really challenging (to balance with research and teaching expectations). Our unit has about 25 TT faculty, and we run 5 searches a year which is exhausting. We have a lot of untenured folks, which also puts a big load on those who are tenured. The accountability requirements on teacher education contribute a lot to this - I think the unit and leadership are working hard to address this challenge. The recent travel ban makes me worry that we will again be running 5 searches next year and it is truly killing us.

*The library administration are misplacing the libraries' priorities of professional engagement with research and teaching on campus. Librarians are forced to divert from the traditional responsibilities required and expected by the campus community, to completely new priorities that have increased workplace stress and marginalization. Librarians are not appreciated for their hard work. This has especially been worsened by inadequate communication between lower ranking librarians and the library administration. Especially so, the library administration gang up with middle managers against employees in the library. The middle management in the library micromanages everything, treat their employees unfairly, and have the full support of the associate deans that they report to. Work in the library has never been this bad in the many years that I have been here. Also important to note is that research is expected of librarians for merit increases and promotion, but supervisors do not grant enough time or flexibility to do such work. Many competent librarians are thinking about leaving the library, and they will leave the library.

*I was outraged that Joseph Gruters was allowed to run Donald Trump's Florida presidential campaign without being cited for a conflict of interest by his fellow FSU trustees or President Thrasher, that DeVoe Moore would host Donald Trump's Tallahassee rally, and that Bobby Bowden would endorse Trump at a Tampa political rally to the tune of the FSU fight song without the trustees or President Thrasher condemning the use of the FSU song. I am also extremely concerned about the inflow of Koch money into FSU's campus.

*Not enough minority faculty. Lack of diversity and lack of attention to diversity from Chairs and Deans. Higher Administration has expressed it as a priority but this had not reached Chairs and Deans.

*Worried about new federal immigration policy.

Worried about education policies that undervalue the Humanities. FSU has traditional strengths in the arts and humanities. The Humanities has always been important to strengthen ethical citizenship in a democracy. FSU should continue to support the Humanities with faculty lines and other research support, not just in lip service.

*Please continue to advocate for specialized faculty!

*Comment on survey question: You asked whether I believe that FSU administrators are paid too much. I do not have enough information to answer that question. For example, I don't know what they are paid; I don't know what administrators are paid at our peer institutions; and I don't know the average 12-month earnings for a full-professor at FSU. Some questions may benefit from an additional choice of I don't know.

*I'm extremely concerned about any proposals/bills allowing guns on campus.

*Our grade for technology transfer is terrible vis a vis other FL state universities. STEM faculty are not pulling their weight. Their reduced teaching loads are not justified. A major reform is needed, top to bottom. Upper admin in research has not produced.

*Nepotism and cronyism are rampant at this institution. Favoritism guides the enforcement of policies and how merit is determined instead of actual performance.

*twelve-month pay option, please.

*Women are especially made to do more service related tasks. Also, I am not sure if my colleagues understand what it is like to be a high performing research oriented single parent with two children when they ask me to do service related things. For example, related to job searches that are not really necessary, such as bring the

candidate back to the airport (they would most likely be happier with a taxi after a long campus visit). And, this is supposed to be during my research semester! When a faculty member is on research, but writing her book while in Tallahassee, she shouldn't have to do onerous service related tasks that will interfere with said research.

*Admin: grossly, disgustingly bloated, worthless, and overpaid. Repeated suggestions for the faculty review of administrators above them in the hierarchy of this place have been ignored. If faculty members could review administrators just as students review faculty, many of our problems would be very quickly solved. Are the administrators so cowardly that they will not undergo a simple annual review by the faculty? Do they not have any confidence in their own performance? What exactly are they afraid of? That their poor performance would be exposed and they might be fired? Imagine that: what a concept: does not meet expectations? You'd have to fire a lot of them, thereby saving a lot of money you could give to faculty raises and improving things in general. I do know of a few good administrators on campus, but they are not in the Chair-Dean axis. My Dean has flat out lied and gone back on his word: nice and organized and possibly well meaning but extremely untrustworthy. The Chair is a three-legged stool. And this is sadly common across campus. Very depressing that their salaries effectively steal from faculty salaries. Faculty should be the heart of the University. Got it? Faculty. Essential. Central. The most important thing. Not--how many times can I say it--not administrators, who make our work harder and less effective, not better and easier. **THIS IS THE MOST SERIOUS PROBLEM AT FSU!**

*You ask if faculty members are fairly rewarded for the amount of effort they put in. The implication seems to be that we should be compensated based on a labor theory of value. Shouldn't we be rewarded for the amount of value we create for the university?

*Yes! The teaching load!!! We are a research university and should comply with the norms established by competing institutions. A 2-2 teaching load should be the standard for all units. In our unit we have some faculty teaching 2-2, and some 3-3. I propose a uniformed 2-2 standard with appropriate adjustments for AOR to increase research. Of course I am thinking of the tenure and tenure track faculty.

*Oppose block tuition currently proposed

*The issue of childcare has yet to be addressed. The FSU childcare system is perceived to be inefficient, expensive, and set in locations that are out of the way. If FSU is to remain competitive with other campuses then these matters need to be addressed seriously and information made clear to faculty at the point of application. It would be wonderful if FSU could actually lead the way on this issue nationally rather than offer something substandard that remains a point of contention.

*Plenty but don't have time to elucidate here

*I wish FSU would work toward having more interdisciplinary centers. The university is too fragmented into departments which will lead to difficulties in future collaborative projects.

*I appreciate the University's efforts to raise awareness about Title IX violations against students, but the University needs to spend significantly more effort raising awareness and preventing Title IX violations by faculty on faculty, in particular in the sciences. The University will never meet its goals for increasing diversity in the faculty if this is not addressed.

*The provost is incompetent and should be fired due to the problems she directly caused on the Panama City campus. She ignored and continues to ignore the contractual arrangements the union established with the administration.

*Reiteration NO GUNS ON CAMPUS! The university must make all efforts to turn the campus into a safer environment; this means clamping down on excess drinking, and requiring educational activities about the effects of drinking. Students' power drinking competitions are to drink to black out. All sorts of sexual and dangerous behaviors and poor judgments revolve around this. The university has an obligation to counter this trend educationally; FSU has a justly earned reputation as the nation's top Party School. I think downplaying fraternities and sororities would help; power drinking is part of hazing. Also the major funding under the guise of in-kind assistance and proud advertising added to the excessive boosterism surrounding football should be re-directed towards the serious matters of education. FSU has an extremely poor national reputation because of partying and football; this is not the business of a university education.

*1. There have been improvements for specialized faculty but there are still improvements to be made, especially in the area of salary. Years on the job and strong evaluations should be considered in salary inversion and compression.

2. We are fortunate to have a Dean that supports our faculty and works hard to promote the college, university, and community. I hope FSU can work to keep talented people such as our Dean, Jim Clark.

3. This is also true of our Provost, Dr. Sally McRoie. I hope FSU will support leaders such as Dr. McRorie.

4. I am grateful for President Thrasher's support of no guns on campus. I am very worried about this issue and I hope we can all come together to stop this.

*The bargaining committee should change parental leave procedures so that the tenure clock stops for one year without the need to write a letter petitioning the dean for a half-year release beyond the semester of parental leave.

*I want to be able to apply for a COFRS. Even though I have a teaching position, my research is integral to my position. Please revisit this.

*There really needs to be more effort to live up to the idea of Interdisciplinary work, especially at the doctoral level. Faculty in my department are not letting students take courses outside the College of Fine Arts out of fear of losing FTEs. This is putting the quality of the student's education second to that of an arbitrary rule that administrators should be able to resolve, especially now that this is one of the strategic goals of the university.

*There is nothing in this survey about the University's new Strategic Plan, or its ideas for developing the Faculty of the Future. These plans will have huge repercussions for faculty across campus, and I'm surprised that UFF-FSU isn't asking about them. Tenure-line faculty in particular are going to face serious problems balancing the university's new ideas against existing academic reward structures...

*Administrators claim they wish for full disclosure. However, positive events such as endowed scholarships and an unveiling of the prior Dean's artist portrait at the FSUPC campus were not disclosed to all faculty or staff. Instead after the events other persons invited to the events shared the news. It is difficult to be supportive of full disclosure and activities if the actions are only faculty to administrators, not administrators to faculty.

*Failure of parking and transportation to consider how road blockages affect parking and access to campus.

Example: an empty lot at the corner of Tennessee and Woodward had an access road behind it that's now been blocked off for several months -- with guards and fences, no less -- although anticipated construction has yet to begin. The little road was critical for those of us who enter the east side of campus (Call Street) and check first in the Strozier and Rovetta lots. When these are full, we proceed along the Tennessee frontage road, to check next in the Woodward parking garage and the Mendenhall lot. Now that this little road is cutoff, we must turn down the little road behind the post office area, take a right onto Woodward, cross Tennessee, and then turn around at the Catholic Church or the gate near the President's house, and cross Tennessee again in order to check the Woodward garage and Mendenhall lot. In other areas of campus, construction workers apparently have parking priority over faculty and staff. Why is our parking such a low priority. Here is my short-term remedy. All administrators who currently have reserved parking are placed in a pool. They are placed randomly in two groups. Half get student parking for two weeks. The other half get faculty /staff parking for two weeks. Suddenly, parking problems will become a priority.

*I am concerned with the University's need to write policies and create issues where no issues have exist.

*I am very concerned about a lack of COLA, particularly considering the rates that rents are rising at in Tallahassee.

*A representative of the faculty union needs to sit with the library administration in a closed room and beg them to bring their priorities up to speed for the betterment of this university. The library admin is very committed to promoting digital research and scholarship at the expense of other departments in the library. There is also systemic bias in the way employees are treated. Internal hires are on the rise, and there is cultivated culture of hiring inexperienced and unqualified people into positions where they cannot perform. There is also the tendency for administrators to silence change. Very few suggestions are even considered. To be happy you have to behave like a baby. Gross incompetence has now characterized the FSU Libraries more than ever before.

*I would like to see the UFF-FSU leadership do more to keep faculty informed of higher education developments that are of general interest, e.g., assaults on tenure. We only seem to hear about guns on campus bills lately. That's important, but so are many other issues.

*Thanks for this survey. I am happy that the President seems to be taking some stand against the criminal activities of athletes. Would like to see that strengthened. I think the support infrastructure -- IT and HR is dreadful here. That is something that should be addressed.

*A creeping climate of political correctness concerns me a lot as a scientist. It stifles creative ideas and thinking out of the box on the part of students (our future scientists), it facilitates conformity and students are increasingly left to themselves with lesser guidance (from adults). It should not be a job of universities to guarantee comfort by imitating daycare facility for adults - there are real evolution-based life laws that govern outside world. Political correctness hurts students long-term very much like helicopter parents do, it decreases their competitiveness, sense of individuality and ambitions, and reduces their ability to adequately handle real life challenges, both professional and societal. The political correctness phenomenon in my opinion is directly related to explosive hiring of various FSU administrators who now feel obligated to prove the need for their existence. At a significant cost to scientific and educational efforts.

*I consider the issue of guns on campus as being of overwhelming importance. Everything practical should be done to oppose and protest guns on campus.

*Split between Tenured/Tenure Track faculty and Specialized faculty is even greater than I thought last year. Sad times ahead as my impression is that tenured faculty simply have no clue about where universities are heading.

*SALARY COMPRESSION

*Teaching faculty are allowed to determine recruiting outcomes of tenure track faculty, which dilutes the voice of tenure track faculty.

*Teaching assignment needs automation.

Faculty should be able to speak freely without being punished for it.

*Guns, guns, guns. A safe workspace is paramount.

*My ultimate concern is and remains that Racial inequalities and the inclusion of faculty of color as well as the EFFORT to recruit and retain faculty of color and graduate students is minimal. The English Department does very little to retain FOC.

*Faculty Evaluations: Although my department has examples of responsibilities and expectations to meet each rating category in the bylaws, these may or may not be followed depending upon the evaluation committee. Every year the standards vary and ratings are in comparison to other faculty members. It seems as if the only way to be evaluated and receive the Exceeds category is by taking on extra duties, for example extra teaching in addition to one's regular assignments. Our department chair strongly encourages us to take on add-on assignments (without compensation). While I know that all faculty members work evenings and weekends, it seems as if the expectations have become so demanding that working both days on campus every weekend is the only way to manage teaching, research and service. It has gotten to the point at which I feel guilty if I try to take off and not come into my office one weekend or even one Sunday a month.

*Specialized faculty should have a voice on the faculty senate.

*I appreciate the efforts of UFF to move us forward!

If you are NOT a UFF member, please tell us what might lead you to join the UFF. When you have finished your response, please skip to the end of the poll and click the submit button.

45 7%

*UFF has actively sought to discredit and demoralize specialized faculty by limiting their ability to teach and mentor students, primarily in order to protect tenure. Many of us declined tenured or tenure-track positions and prefer the specialized faculty track. When UFF starts showing concern for equity among faculty rather than creating a class system, I will consider joining.

*I am a UFF member.

*charge all members the same dues

*Charge not more than \$200 per year to be a member; we do not need to build a strike fund. Strikes are no longer viable even in industry unions,

*When specialized faculty have a seat at all the tables.

*reducing the annual fee for joining the UFF.

*1) Ethical bargaining by the union

2) A more realistic cost

*Cheaper dues.

*I was a member until I became an Administrator then had to drop my membership. I stepped down from my admin duties this past year, and did not rejoin the Union because I will be retiring soon.

*I am currently in a soft-money position that renews annually, and not on permanent faculty line, although I have been in the same position for 4 years now.

*Drop the fee to 0.5% !

*I have been a member in the past; I dropped when I started pinching pennies to try prepare for retirement. I would happily make a financial contribution to UFF, in an amount lower than the amount required to be admitted as a member.

*member

*I plan to join - just printed out the form.

*I am not sure if I joined. I have been asked many times to join. The dues seem too high.

*I am a member

*going a year without scraping the bottom financially.

*nothing

*I joined UFF as soon as I got to FSU. It is a terrific organization.

*Just a few information about the mission and advantages.

*Proportionally more of the union's efforts support TT/TF. It makes sense that this would be the case. I am in a NTTF position and do not benefit from the new specialized faculty contract. If there were to be some union-sourced help in advocating for my line to be transitioned to tenure track or tenured, then that would be something that would resonate with me as a potential union member.

In our profession, we already carry liability coverage, so that isn't a benefit I need.

*I am a proud member. Thank you for all that you do.

*lowering of the cost of membership

*Lower cost

*Cost is too high to join.

*More welcome support for specialized faculty. Essentially, if you are not regular faculty, your opinion does not count and you should be satisfied with whatever benefits you get. It would almost be better to be A&P staff.

*I can't think of anything that would lead me to join.

*Would need my College to join

*UFF does a good job. Thanks.

*not happening

*If the dues were more accessible for faculty members who are early in their career I would consider joining.

*I had to step away from my computer and when I returned I started answering the questions below and then realized that were targeted at members. I couldn't remove my answers, so I just changed them to be neutral and not sure.

*Lower fees.

*Reduce the membership fees. My first ten years here I asked many times for some justification of the fees. None were provided. It seemed to just make union officials uncomfortable to even ask.

*A belief that union goals can expand beyond liberal ideology and non-critical support of the Democratic party

*Not being part of the Florida Teachers Association. Makes us a flea on the dog's tail.

*I am a member.

*If UFF represented non-tenure track faculty, I would consider joining. The previous CBA's have been very unfavorable for non-tenure track faculty.

*I may consider it if I stay this year.

*Publish UFF's financial records and indicate how much of the faculty's contributions stay local versus goes elsewhere.

*Much lower dues.

*dues are steep last time I checked

*Lower dues

*Lower dues

Thank you for completing the basic FSU Faculty Poll for Spring 2017. Watch for announcements of results coming soon.