

UFF-FSU Spring 2018 Faculty Poll Results

N=510 Total Responses

Please indicate your primary College/Unit

480	94%	480 faculty members responded to this item.
153	30%	Arts & Sciences
39	8%	Business
1	0%	Center for Advanced Power Systems
22	4%	Communication & Information
6	1%	Criminology and Criminal Justice
3	1%	Dedman School of Hospitality
25	5%	Education
14	3%	Engineering
37	7%	Fine Arts
10	2%	Human Sciences
3	1%	Jim Moran School of Entrepreneurship
6	1%	Learning Systems Institute
26	5%	Mag Lab (NHMFL)
2	0%	Motion Picture Arts (Film)
29	6%	Music
5	1%	Nursing
4	1%	Office of Distance Learning
7	1%	Panama City Campus (all areas)
2	0%	Science & Public Affairs (Inst for)
48	9%	Social Sciences and Public Policy
7	1%	Social Work
17	3%	University Libraries
4	1%	University School (FSUS)
10	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.

508	100%	Responses total to more than 100% due to multiple responses.
414	81%	Across-the-board raises for cost-of-living increases
301	59%	Adjustments to address market inequities, compression, and inversion
62	12%	Discretionary increases based on administrator judgment
299	59%	Merit raises based on annual performance and departmental procedures
40	8%	One-time annual bonuses for merit
6	1%	Other

Note: Subtotals add to more than 100% for this item due to "check-all" format.

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

- | | | |
|-----|-----|--|
| 505 | 99% | <i>Responses</i> |
| 242 | 47% | Keeping up with the cost of living |
| 123 | 24% | Providing incentives for recent meritorious job performance |
| 140 | 27% | Correcting existing salary inequities, including compression and inversion |

The single most encouraging salary increase development from 2017 was:

- | | | |
|-----|-----|---|
| 466 | 91% | <i>Responses</i> |
| 94 | 18% | \$650 performance increase |
| 180 | 35% | 1.25% departmentally-determined merit |
| 180 | 35% | \$750,000 to fund market equity increases for General Faculty/most Specialized Faculty, and 0.20% increase for certain Specialized Faculty in lieu of market equity |
| 3 | 1% | Up to 0.80% for administrative discretionary increases |
| 9 | 2% | 0.20% for deans' merit increases |

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?

- | | | |
|-----|-----|------------------|
| 499 | 98% | <i>Responses</i> |
| 73 | 14% | None |
| 107 | 21% | A little |
| 151 | 30% | Some |
| 102 | 20% | A lot |
| 66 | 13% | All it can |

A pre-tenure research release for Assistant Professors?

- | | | |
|-----|-----|------------------|
| 499 | 98% | <i>Responses</i> |
| 82 | 16% | None |
| 95 | 19% | A little |
| 167 | 33% | Some |
| 118 | 23% | A lot |
| 37 | 7% | All it can |

Tuition waiver for dependents?

- | | | |
|-----|-----|------------------|
| 502 | 98% | <i>Responses</i> |
| 77 | 15% | None |
| 80 | 16% | A little |
| 166 | 33% | Some |
| 97 | 19% | A lot |
| 82 | 16% | All it can |

Childcare facilities on or near campus?

505	99%	<i>Responses</i>
68	13%	None
91	18%	A little
167	33%	Some
125	25%	A lot
54	11%	All it can

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

489	96%	<i>Responses</i>
40	8%	None
51	10%	A little
165	32%	Some
150	29%	A lot
83	16%	All it can

Extend parental leave to include care for parents or similar leave?

499	98%	<i>Responses</i>
41	8%	None
72	14%	A little
208	41%	Some
132	26%	A lot
46	9%	All it can

Healthcare?

501	98%	<i>Responses</i>
30	6%	None
51	10%	A little
143	28%	Some
156	31%	A lot
121	24%	All it can

Retirement benefits?

502	98%	<i>Responses</i>
26	5%	None
40	8%	A little
109	21%	Some
170	33%	A lot
157	31%	All it can

Do you have any additional comments on bargaining priorities?

		<i>Responses</i>
73	14%	
1	0%	Salary is the most important thing to me.
1	0%	I think the University has a very narrow view of diversity, which does not consider intersectional or hidden diversity. That should be expanded through bargaining.
1	0%	The one I hear faculty talking about the most is the possibility of getting tuition benefits for dependents.
1	0%	A big no for discretionary salary raises.
1	0%	I would argue for across the board raises. Leaving to discretion means that administrators will give all they can to the few faculty that they need to deal with that year. The lack of yearly COL to keep is one of the main reasons that compression or inversion takes place. You need to get promoted or get an outside offer just to regain the money that you loose each year. This does not work. So, people go on the market and if they get a good offer they are most likely leaving if they are any good (or just tired of dealing with it).
1	0%	AOR assignments for specialized faculty. Equity for specialized faculty.
1	0%	N, I am deeply appreciative of the efforts you all are making on our behalf. NO guns on campus.
1	0%	Non-tenure track faculty seem to be left out of the loop.
1	0%	None.
1	0%	Try to emphasize progress on issues that potentially benefit many, not just a few.
1	0%	Market equity for specialized faculty should continue to be a priority. The librarian ranks are still lagging behind their peers.
1	0%	Equal opportunities for internationals: non-discrimination at work place, non-discrimination outside work place, speedy processing of visa paperwork
1	0%	I would like to see some transparency in the market equity calculation. When I read the final bargaining agreement about this issue I don't think the problem is necessarily well posed (more than one way to allocate that meets all of the rules). When I look at the OSU average salaries I found my base salary three years ago was about \$10K below the target. I got near the maximum amount of equity raise the first year and then minimal amounts the last two years even though I am still about \$6k below the target.
1	0%	Equitable pay for humanities scholars in the College of Fine Arts, who are paid significantly less than our colleagues in Arts and Sciences.
1	0%	Salaries before promotion must keep up with inflation, or faculty with technical skill will relocate. This is a huge problem at the Mag Lab, where it takes years for faculty and staff to understand (sometimes because they build it) how our systems work. When one member leaves, we lose all that knowledge and experience. The cost to us is not only the high cost of a new hire and at least three years of on-the-job training, but new systems designed during that time may be sub-optimal with regard to previous lessons learned, plaguing their operation for the next 20+ years of operation.
1	0%	Thank you.
1	0%	All the raise items (well not too much discretion) are important. We don't want to lose sight of those already here in the search for new hires.
1	0%	It's ridiculous that children of faculty cannot attend FSU for free. This is a basic benefit at most universities.
1	0%	items that come out of faculty pockets that are necessary for maintaining pre-eminence. We have very poor travel reimbursement to conferences, even with the

provost travel funds - up to \$1000 - but if you fly to San Francisco for a 4 day conference, most of that is taken up with the flight alone. We must be involved in professional organizations in order to keep our program accredited - and yet we as faculty foot the bill for this. We must keep our license(s)/certifications up to date, again, to keep accreditation, and that can cost up in the thousands, and yet we are not reimbursed for this.

- 1 0% Increase the number of full pay sabbaticals.
- 1 0% Family medical plan coverage for domestic partners is needed.
- 1 0% 12 month faculty should be allowed to roll-over annual leave. Currently, excess annual leave turns into sick leave if it is not used by the end of the year. This exclusion only seems to apply to in-unit faculty. Administrative faculty can roll their leave over.
- 1 0% no.
- 1 0% Campus safety
- 1 0% keep our salaries in the competitive market- pushing inequities and compression
- 1 0% More support for specialized faculty needs to advocated by the union. Pay and other funding options are significantly skewed toward tenure track faculty. This is the main reason I have not joined the union because I have not experienced that the union appropriately supports all faculty only tenure track faculty.
- 1 0% The need to address inversion still exists and chasing faculty with higher salaries who bring back job offers should be halted-it becomes almost a who they like contest. Some are not even matched while on others they go overboard to match. Stopping this practice totally would be best practice.
Inversion/pay equity is still a major issue and needs addressed to help keep our best tenured faculty.
- 1 0% I'm worried that FSU has hired Wells Fargo, a company with a history of criminal abuse of accounts it services, as the official bank for the University.
- 1 0% As a non-tenured faculty member funded completely out of federal C&G, I appreciate negotiations that allow for discretion at the department level or waiver for C&G funded positions because I don't get additional grant dollars to implement UFF negotiated increases.
- 1 0% I have put this on the form each year. It would be great if FSU Childcare cover the kids while faculty have to work.
Right now they close at the end of the semester, while the faculty are still turning in grades.
They close the weeks during the breaks, when faculty still have to work and prepare for courses.
-Example: They close during spring break and they close between semesters
I definitely understand that they should be closed when the university is closed, but not when students are out.
- 1 0% To me, the current health coverage is good, so I'm happy if it can be maintained and not cut.
- 1 0% Awarding salary increases to most deserving faculty.
- 1 0% Parking...not a small matter if you have position that requires you to travel back and forth during the day.
- 1 0% It seems that tuition for dependents should be easy enough for the administration since they already provide it for employees.

- 1 0% Just making sure that I interpreted the question correctly about research release as a release from research duties. If this is a release from teaching duties pre-tenure, then I am 100% in favor.
- 1 0% The verbiage in the Collective Bargaining Agreement on Paid Parental Leave for Contract and grant funded faculty members is ambiguous. More detail is needed at "adequate funds are available for this purpose in the contract or grant." Various departments at FSU could not agree on whether the "for this purpose" covered just the faculty member who was taking leave's salary or the faculty member who was taking leave's salary plus salary for a replacement position during the leave. This verbiage should be revisited.
Additionally, an option to spread the six months of paid parental leave over multiple births or adoptions, rather than one-time use, would be preferred.
- 1 0% I'm not sure what is meant by "one-time annual bonuses for merit" (above), but if that means the idea of a bonus award being a one-off thing that is not added to the base salary, I would strongly caution against this, even as a compromise position. Money that does not go into the base salary does not grow over time, does not get factored in to retirement contributions (or the university's investments in same), etc. Such bonuses would be cheaper for the university, but worse for faculty.
- 1 0% Retiree healthcare
- 1 0% Make sure that foreign born citizens/faculty are treated on an equal footing to US born citizens/faculty when it comes to merit raises, particularly in what concerns specialized faculty
- 1 0% Option for nine-month faculty to extend their pay over 12 months.
- 1 0% Child care is really important and necessary
- 1 0% "The single most encouraging salary increase development from 2017 was:"
This question is disturbing. The more accurate framing of this question is "which of minimalist, non-appreciative 'compensations' dissatisfied you the least?"
In fact each of the choices in this question is crap. I will never retire adequately.
Working for FSU is a vow of poverty. Keeping up with inflation - NOT. Helping her employees as though they are valued -- NOT. ALL employees have a place at this institution -- NOT. If you are NOT part of the "CLUB" (the "in" crowd) you are NOBODY at FSU.
- 1 0% 1.25 merit is nothing really, when we pay 1% union dues.
- 1 0% If we don't keep up with cost-of-living, then we fall farther behind in market equity assessments.
- 1 0% Please ignore inversion/compression as it relates to associate professors. They can all get good raises simply by publishing enough to get promoted. Only compression/inversion among the full professorate deserves attention.
- 1 0% Please help ensure that specialized faculty receive equitable salary treatment. Their raises have been much smaller than other faculty raises.
- 1 0% Most of the increments/raises in our department went to Full professors. Please make sure that a department does not have the power to do so. Also: We need somehow to add a diversity component to hiring.
- 1 0% pay the junior faculty as much as possible
- 1 0% Would like to see you bargain for smaller teaching load for specialized faculty, e.g., 3/3 rather than 4/4/2 teaching load.
- 1 0% Increases for non- tenured and staff scientists

- 1 0% Providing staff support to input faculty updates to the FEAS system for creating CVs. The existing system is an incredible time suck for persons who regularly produce publications, and present papers at conferences.
- 1 0% Why bother expressing my opinions? The UFF-FSU negotiating team caves to the university every year, rewards deadwood senior faculty with market equity raises, and favors those in low wage disciplines by negotiating for raises that are not determined as a percentage of current salary.
- 1 0% The one time only family leave policy is weird and should be changed.
- 1 0% Respect and pay for non-tenure earners. We are about 50% of all faculty now, and will probably only increase that percentage in the future. Please pay attention to us. We are the main teachers in the university--we see way more students than tenure earners and don't get the salary or the time off, or the respect, or the ability to teach other classes as we stay for years and years at the university. This creates a lot of inequity. We don't want this in a university setting. We know what happens when this does occur.
- 1 0% I think we could increase membership by reducing the cost of membership. I would like to see discussion about reducing membership fees.
- 1 0% PARKING and TRAFFIC. Why do we still allow resident freshmen to drive on campus? Give them a commuter lot and alleviate a ton of problems. Of course, you'll also have to take that ticket revenue out of the budget. Is that why we hesitate? I wouldn't waste time arguing for full pay sabbaticals, the kind of benefit that gives those outside the university a poor opinion of us as spoiled brats. Support for our family lives is crucial - particularly tuition waivers for dependents, which other institutions on our level offer. As for a childcare on campus, while I am past the time of needing it I would have appreciated it, but only if the facility could have competed with some of the excellent options already available in Tallahassee. In other words, don't fund a half-assed childcare. Compete with an institution on the highest level or don't do it at all.
- 1 0% Would most like to see a return to the 10% retirement contribution by the university that we had when I started.
- 1 0% Include long-term care options with benefits.
- 1 0% It was great that for the last two years specialized faculty have been included in the compression/inversion adjustments. Unfortunately there is a very large group of specialized faculty that keep getting left out of this process (Assist in, Associate in, Senior Research Associate). Since there supposedly are no metrics for comparison to other universities, how about doing a direct comparison within our own university. Just within a few departments (Biology, Chemistry, and IMB) there are huge discrepancies among those types of specialized faculty. Compare years of service vs salary and there will be tons of inversion and compression examples. Please find a way to get this addressed.
- 1 0% You all have been doing a great job!
- 1 0% If bargaining for sabbaticals, please include "professional development leave" as well (specialized faculty version of a sabbatical).
- 1 0% The parental leave policy of allowing only one parent--if both parents are FSU faculty--to take a semester of parental leave only once ever while employed here is outdated and needs to be changed. Parents should be able to take a semester of parental leave for every child that they have. The lack of access to childcare on campus is also a

problem for faculty with children. Additionally--I think the competitive nature of sabbaticals here is ridiculous. We should haven't faculty who have taught here for 25-30 years and never having had a sabbatical. I served on the University Sabbatical Committee so I know this first hand.

- 1 0% There needs to be some university wide evaluation of how departments are determining raises and promotions. A check that the rules are applied fairly and they are reasonable
- 1 0% n/a
- 1 0% Thanks for all your work
- 1 0% One of the most demoralizing things in my time at FSU was when the governor took away matching funds for retirement. I haven't seen that come up in recent years, but that is a HUGE loss for over a long period of time.
- 1 0% Need to continue addressing the market equity issue.
- 1 0% Retirement benefits should be brought back to pre-recession levels. Administrators should get their previous salaries, once they leave the administrative position, instead of keeping current salaries. While their are doing administrative tasks (Dean, Provost, etc) it is understandable that they get paid more. But once they get back to regular professorship, why do they keep those high wages ?? It doesn't make any sense in a non-corrupt world.
- 1 0% Parking, why should faculty and staff pay to come to work?
- 1 0% The College of Business (University) announced that the building HAD TO BE USED on Fridays so it going to full 3-day classes AND having almost all such classes taught by Specialized Faculty. Beside 50 minute classes being significantly less effective than 75 minute classes, there is an inherit unfairness in pushing all but the most favored specialized faculty to cover the three-day class schedule.
- 1 0% Overall things seem to be going fairly well; no drastic changes needed.
- 2 0% no

Legislative Issues:

Please share your opinion regarding the following issues:

Legislation that creates uniform metrics for all universities in the State University System.

497	97%	<i>Responses</i>
29	6%	Strongly support
99	19%	Support
177	35%	No opinion
121	24%	Oppose
71	14%	Strongly oppose

Legislation to give control of free speech on campus to the State, eliminating free speech zones, prohibiting students, faculty, and administrators from "materially disrupting" scheduled speakers, and mandating penalties for those found in violation of the statute.

495	97%	<i>Responses</i>
33	6%	Strongly support
30	6%	Support
64	13%	No opinion
123	24%	Oppose
245	48%	Strongly oppose

Legislation that would require universities to conduct a survey of students, faculty and administrators "to assess the extent to which competing ideas, perspectives and claims of truth are presented" and how "safe and supported" members of the university community feel in expressing their views.

486	95%	<i>Responses</i>
33	6%	Strongly support
67	13%	Support
129	25%	No opinion
111	22%	Oppose
146	29%	Strongly oppose

Legislation that would require public sector unions such as UFF-FSU to have 50% dues-paying membership or be decertified, meaning UFF-FSU would be dissolved and no longer able to bargain with FSU.

499	98%	<i>Responses</i>
13	3%	Strongly support
14	3%	Support
45	9%	No opinion
84	16%	Oppose
343	67%	Strongly oppose

Do you have additional comments regarding legislative issues?

50	10%	<i>Responses</i>
1	0%	These are just out legislators using the universities as a punching bag for political reasons. There is no problem to solve. People can generally do or say whatever they want as long as they are not abusive or threatening.
1	0%	While Union is involved with some bargaining processes, it really is not helpful in dealing with some legal issues, grievances and problems that faculty may encounter from upper administration
1	0%	Keep guns off college campuses
1	0%	I'd like to see the 100% tuition penalty removed at least in STEM fields for people who exceed 10% above what is required to graduate. Few transfer students graduate in 2 years after they arrive at FSU, and STEM fields are even harder to complete "on time" because of the rigid ordering of prerequisites. If a student stumbles on a single course, it can easily delay graduation by one year.

- 1 0% Keep guns off campus and out of schools.
- 1 0% I oppose any authority yielded to the DOE or the state legislature, because they are dysfunctional bodies that don't put the interest of FSU or its students before their own political calculations.
- 1 0% These are some deeply troubling suggestions
- 1 0% Plenty of faculty support UFF-FSU bargaining on behalf of the faculty without desiring to pay membership dues. Each one has different reasons for this position. However, decertification of the union would upset some long-term stability that is crucial to our larger facilities, such as the Mag Lab. Faculty with strong corporate knowledge that is critical to the operation and maintenance of the facility would drive a harder bargain with the administration. Given the administration's demonstrated disdain for salary increases, I would expect a number of key personnel to be turned down and strongly consider relocating. To maintain our standard of operation, which contributes vitally to the preeminence effort, we would quickly have a multi-million dollar problem on our hands at the Mag Lab alone, and I expect this pattern would repeat elsewhere on campus as well.
- 1 0% none.
- 1 0% I don't like the union-busting legislation but I think it might lead to more membership so that wouldn't be a terrible thing.
- 1 0% Strongly oppose guns on campus
- 1 0% NO GUNS PLEASE!!!
- 1 0% The union threat needs to be stopped-legislators who do this need to be sent home. In a right to work state it is almost impossible to reach 50%. Bargaining loss would create massive inequities as administrators would reward their favorites.
- 1 0% No guns on campus!! Some oversight and control over alt-right hate groups; stop with the "safe space" restriction over ideas. Learning is about being in unsafe territory because the student is exposed to surprising life-altering new ideas; ban all on-campus drinking; educate, educate, educate student body about the dangers of alcohol and other drug consumption, inform and reinforce stats about the possibility of overdose deaths. Control fraternities and sororities. The ambience on campus with the fraternity ban in place has been beneficial and calming.
- 1 0% no.
- 1 0% Accountability is important but I don't think the specific metrics chosen by the state have the desired effect.
- 1 0% We should oppose efforts to permit guns on campus, eliminate gun-free zones in educational environments, or arm teachers.
- 1 0% Some questions too complicated: "prohibiting students, faculty, and administrators from "materially disrupting" scheduled speakers" should be standard practice. The other stuff in this question is too complex to answer collectively with a check box.
- 1 0% The UFF-FSU union is a way to attract quality faculty.
- 1 0% we must continue to oppose campus carry bills.
- 1 0% Keep guns off campus!
- 1 0% Please STRONGLY oppose any law allowing carry of guns on campus.
- 1 0% The notion of uniform metrics is appealing on some fronts but only if those metrics are determined fairly by informed and interested parties internal to the SUS vs. imposed upon us by external entities ignorant to the intricacies of HE settings.

- 1 0% Seems like these last questions had a great deal of personal bias in the way they were written. Gee, let me guess what you'd like me to vote? Please write them in straightforward, non-biased ways in the future.
- 1 0% I might support HB 25 (legislation just mentioned) if the same standards were applied to legislators, i.e., if they don't get 50%+ of potential voters, they cannot take office?
- 1 0% I favor eliminating "free speech" zones, but not punishing universities for trying to ensure the safety of their faculty, staff, and students.
- 1 0% UFF needs to be more creative in attracting members, and more transparent in what the dues are spent on.
- 1 0% not much we can do about the legislature...they are the enemy
- 1 0% Any union that does not have the ability to strike, upend, halt or interfere with the system isn't a union.
Compared to other R1's in the same class we are underpaid. Thanks.
FSU administrators have inappropriately high salaries compared with FSU faculty."
Faculty don't have access to the kind of pay raises or compensation packages. This is crap. What happens to the university if there are not faculty?
The university administration works effectively with departments/units to encourage and retain productive scholars. "
I define "productive" as people who are in the "CLUB" -- if people like you personally, you are okay. Otherwise, no matter how productive, or engaged you are, you are open to assault .
- 1 0% Money to pay more faculty if departments and colleges are being asked to come up with more classes of 19 student caps. My college can't begin to do this.
- 1 0% keep fighting against guns on campus
- 1 0% Also please no guns on campus
- 1 0% I
- 1 0% you should have to join a union or give your money to a charity -- so no one is a free loader
- 1 0% Please make sure that Board of Governors have at least a PhD to sit on top of universities in the state!
- 1 0% I want the legislature out of all such kinds of activities.
- 1 0% NO GUNS ON CAMPUS
- 1 0% Support legislation to protect academic freedom
- 1 0% on 50% membership: I am a proud union member and I almost feel like we should have that rule in place. This will force the free-riders to join and it will force the union to reduce the fees until 50% threshold is met. Win-win. I voted "no opinion" because I'm not sure which way is best. Perhaps the union leaders should discuss publicly this issue. My vote would go towards decreasing the fees to increase the membership.
- 1 0% Keep up the good work!
- 1 0% The binging on administrators in numbers and salaries should be addressed wherever possible. Also who decides which administrators to hire? The recent hire in advancing teaching is questionable, given all of the good advice coming from sources like the chronicle of higher education.
Why isn't more invested in teaching students to write for example rather than "leadership."
Not only are administrators better paid but the provost sends out a trumpet every time some adminisitrator is hired here or there, while silence reigns with regard to university

wide announcements of much more important faculty hires and promotions and events

Of course participating in faculty governance is important to the extent that it is taken into account

1 0% If 'claims of truth' actually means something like giving support to religious issues in the science classroom, I find it shocking that this is even under consideration at the University level. I am opposed to this legislation on those grounds, not on the grounds of repressing student's opinions on social issues. I think that is an important distinction.

I oppose uniform metrics for all State universities because I think that each University has a different focus and excels in different areas, and may thus have different requirements for promotion, tenure, raises, performance, etc. I think that is a good thing.

1 0% Guns on campus

Immigration issues: deportations, RealID implications for internationals

1 0% Re. some of the legislation mentioned above - I'm not sure I fully understand the way it's worded in the survey, so my answers might be based on partial understanding of what's at stake.

1 0% Stop opposing campus carry. Most students are ineligible for concealed weapons permits (under 21), thus alleged fear of students is a red herring. Faculty and staff should be allowed to exercise their right to be able to protect themselves.

1 0% VERY concerned about the possibility of dissolution. VERY concerned.

1 0% n/a

1 0% Keep the legislature out of our business, please. For instance, those of us who work here do not want guns on campus. I don't know a single person here who wants that. Yet it came up for a vote. It shouldn't even have been under discussion.

1 0% Reduce dues to increase membership rates

1 0% I am very concerned about the 50% membership rule.

General Survey Questions:

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

503	99%	Responses
34	7%	Strongly agree
291	57%	Agree
120	24%	Neutral
41	8%	Disagree
17	3%	Strongly disagree

Faculty morale is high at FSU.

501	98%	Responses
21	4%	Strongly agree
223	44%	Agree
173	34%	Neutral
60	12%	Disagree
24	5%	Strongly disagree

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

498	98%	<i>Responses</i>
30	6%	Strongly agree
132	26%	Agree
152	30%	Neutral
125	25%	Disagree
59	12%	Strongly disagree

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

501	98%	<i>Responses</i>
79	15%	Strongly agree
231	45%	Agree
100	20%	Neutral
60	12%	Disagree
31	6%	Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

497	97%	<i>Responses</i>
190	37%	Strongly agree
151	30%	Agree
123	24%	Neutral
26	5%	Disagree
7	1%	Strongly disagree

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

501	98%	<i>Responses</i>
61	12%	Strongly agree
172	34%	Agree
77	15%	Neutral
114	22%	Disagree
77	15%	Strongly disagree

Faculty and staff parking is satisfactory at FSU.

502	98%	<i>Responses</i>
22	4%	Strongly agree
108	21%	Agree
101	20%	Neutral
138	27%	Disagree
133	26%	Strongly disagree

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

501	98%	<i>Responses</i>
41	8%	Strongly agree
236	46%	Agree
158	31%	Neutral
51	10%	Disagree
15	3%	Strongly disagree

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

498	98%	<i>Responses</i>
101	20%	Strongly agree
222	44%	Agree
145	28%	Neutral
25	5%	Disagree
5	1%	Strongly disagree

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

499	98%	<i>Responses</i>
17	3%	Strongly agree
187	37%	Agree
91	18%	Neutral
139	27%	Disagree
50	10%	Strongly disagree
15	3%	Not applicable

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

499	98%	<i>Responses</i>
44	9%	Strongly agree
200	39%	Agree
113	22%	Neutral
121	24%	Disagree
21	4%	Strongly disagree

I can give sufficient time to my students.

502	98%	<i>Responses</i>
37	7%	Strongly agree
222	44%	Agree
78	15%	Neutral
95	19%	Disagree
13	3%	Strongly disagree
57	11%	Not applicable

Teaching assignments in my department/unit are done equitably.

500	98%	<i>Responses</i>
64	13%	Strongly agree
199	39%	Agree
74	15%	Neutral
63	12%	Disagree
33	6%	Strongly disagree
67	13%	Not applicable

Assignments to teach online should be given only to faculty who volunteer to teach online.

498	98%	<i>Responses</i>
119	23%	Strongly agree
173	34%	Agree
149	29%	Neutral
43	8%	Disagree
14	3%	Strongly disagree

Incentives should be used to induce faculty to teach online.

497	97%	<i>Responses</i>
38	7%	Strongly agree
120	24%	Agree
170	33%	Neutral
111	22%	Disagree
58	11%	Strongly disagree

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

491	96%	<i>Responses</i>
18	4%	Strongly agree
152	30%	Agree
204	40%	Neutral
86	17%	Disagree
31	6%	Strongly disagree

I have read and sufficiently understood my department's bylaws.

495	97%	<i>Responses</i>
105	21%	Strongly agree
249	49%	Agree
83	16%	Neutral
52	10%	Disagree
6	1%	Strongly disagree

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

497	97%	<i>Responses</i>
402	79%	Yes
70	14%	No
25	5%	Not sure

Please rate your feelings toward the UFF-FSU Chapter:

496	97%	<i>Responses</i>
215	42%	Very positive
163	32%	Somewhat positive
68	13%	Neutral
31	6%	Somewhat negative
11	2%	Very negative
8	2%	Not sure

Administrator Evaluations:

President John Thrasher's job performance has been:

497	97%	<i>Responses</i>
119	23%	Outstanding
278	55%	Good
57	11%	Fair
14	3%	Poor
2	0%	Unacceptable
27	5%	Not sure

Provost Sally McRorie's job performance has been:

496	97%	<i>Responses</i>
80	16%	Outstanding
194	38%	Good
97	19%	Fair
24	5%	Poor
13	3%	Unacceptable
88	17%	Not sure

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

493	97%	<i>Responses</i>
60	12%	Outstanding
182	36%	Good
60	12%	Fair
14	3%	Poor
9	2%	Unacceptable
168	33%	Not sure

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

499	98%	<i>Responses</i>
122	24%	Outstanding
218	43%	Good
80	16%	Fair
31	6%	Poor
21	4%	Unacceptable
27	5%	Not sure

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

489	96%	<i>Responses</i>
170	33%	Outstanding
165	32%	Good
78	15%	Fair
40	8%	Poor
28	5%	Unacceptable
8	2%	Not sure

Professional Work Climate:

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

496	97%	<i>Responses</i>
88	17%	Strongly agree
261	51%	Agree
76	15%	Neutral
50	10%	Disagree
21	4%	Strongly disagree

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

491	96%	<i>Responses</i>
126	25%	Strongly agree
201	39%	Agree
57	11%	Neutral
52	10%	Disagree
43	8%	Strongly disagree
12	2%	Not applicable

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

496	97%	<i>Responses</i>
24	5%	Strongly agree
164	32%	Agree
140	27%	Neutral
125	25%	Disagree
43	8%	Strongly disagree

Merit assessment procedures in my department/unit are fair.

496	97%	<i>Responses</i>
59	12%	Strongly agree
216	42%	Agree
130	25%	Neutral
57	11%	Disagree
34	7%	Strongly disagree

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

493	97%	<i>Responses</i>
	0%	Does not meet FSU's high expectations
2	0%	Official concern
120	24%	Meets FSU's high expectations
252	49%	Exceeds FSU's high expectations
119	23%	Substantially exceeds FSU's high expectations

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

496	97%	<i>Responses</i>
95	19%	Yes
401	79%	No

Do you plan to actively seek alternative (non-FSU) employment during the 2018-19 academic year?

496	97%	<i>Responses</i>
109	21%	Yes
269	53%	No
118	23%	Not sure

What is your position classification?

460	90%	<i>Responses</i>
131	26%	Professor
90	18%	Associate Professor
81	16%	Assistant Professor
6	1%	Eminent Scholar
3	1%	University Librarian
5	1%	Associate University Librarian
8	2%	Assistant University Librarian
25	5%	Teaching Faculty I
17	3%	Teaching Faculty II
18	4%	Teaching Faculty III
8	2%	Instructional Specialist I
4	1%	Instructional Specialist II
4	1%	Instructional Specialist III
13	3%	Research Faculty I
10	2%	Research Faculty II
8	2%	Research Faculty III
3	1%	Specialist, Computer Research
	0%	Specialist, Music
	0%	Childcare Specialist
	0%	Curator
	0%	Associate Curator
	0%	Assistant Curator
5	1%	Senior Research Associate
4	1%	Associate in Research
7	1%	Assistant in Research
2	0%	University School Instructor
	0%	University School Assistant Professor
	0%	University School Associate Professor
	0%	University School Professor
8	2%	Other

My assigned duties involve:

493	97%	<i>Responses</i>
95	19%	Mostly research
95	19%	Mostly teaching
53	10%	Mostly service
183	36%	About an even balance of teaching and research, with some service
64	13%	A diverse combination with no area dominant
3	1%	Not sure

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

493	97%	<i>Responses</i>
244	48%	Yes
230	45%	No
19	4%	Not sure

Are you in a tenured or tenure-earning position?

487	95%	<i>Responses</i>
323	63%	Yes
160	31%	No
4	1%	Not sure

Which of the following best describes your normal annual appointment?

490	96%	<i>Responses</i>
358	70%	9-month contract
119	23%	12-month contract
8	2%	Other
5	1%	Not sure

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

430	84%	<i>Responses</i>
2	0%	Accounting
	0%	Advanced Power Systems (Ctr for)
5	1%	Anthropology
8	2%	Art
1	0%	Art Education
5	1%	Art History
4	1%	Askew School of Public Administration and Policy
7	1%	Biological Science
4	1%	Business Analytics, Information Systems and Supply Chain
2	0%	Chemical and Biomedical Engineering
4	1%	Chemistry and Biochemistry
3	1%	Civil and Environmental Engineering
3	1%	Classics
10	2%	Communication
3	1%	Communication Science & Disorders
4	1%	Computer Science
6	1%	Criminology and Criminal Justice (all areas)
7	1%	Dance
2	0%	Dedman School of Hospitality
2	0%	Distance Learning
14	3%	Earth, Ocean, and Atmospheric Science
10	2%	Economics
5	1%	Educational Leadership and Policy Studies
4	1%	Educational Psychology and Learning Systems
3	1%	Electrical and Computer Engineering
1	0%	Emergency Management and Homeland Security
20	4%	English
2	0%	Entrepreneurship
6	1%	Family and Child Sciences
5	1%	Finance
4	1%	FSUS (all areas)
5	1%	Geography
10	2%	History
1	0%	Industrial and Manufacturing Engineering
6	1%	Information
1	0%	Institute of Science and Public Affairs
	0%	Intensive English Studies (Center for)
4	1%	Interior Design
8	2%	Learning Systems Institute
22	4%	Magnet Lab (NHMFL)

7	1%	Management
6	1%	Marketing
11	2%	Mathematics
2	0%	Mechanical Engineering
11	2%	Modern Languages and Linguistics
1	0%	Molecular Biophysics
2	0%	Motion Picture Arts (Film)
28	5%	Music (all areas)
4	1%	National High Magnetic Field Lab
5	1%	Nursing (all areas)
3	1%	Nutrition, Food, and Exercise Sciences
2	0%	Ocean & Atmospheric Prediction (Ctr)
2	0%	Office of Distance Learning
4	1%	Panama City (all areas)
5	1%	Philosophy
17	3%	Physics
1	0%	Political Science
	0%	Prevention and Early Intervention (Ctr for)
13	3%	Psychology
2	0%	Public Administration
	0%	Reading Research (Center of)
1	0%	Religion
	0%	Retail Merchandising and Product Development
3	1%	Risk Management/Insurance, Real Estate and Legal Studies
4	1%	Scientific Computing
7	1%	Social Work
9	2%	Sociology
2	0%	Sport Management
5	1%	Statistics
8	2%	Teacher Education
11	2%	Theatre
16	3%	University Libraries
5	1%	Urban and Regional Planning
20	4%	Other

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

93	18%	<i>Responses</i>
1	0%	I refuse to identify my department.
1	0%	FSU is a club. If you work here and you are in the club, you may have a decent career. If you are not in the club, staff members, non-tenure track teachers and faculty become rude and abusive. No matter how much one wants to contribute you can't -- the club doesn't let you. Unqualified non-tenure track faculty are being promoted to positions which should be occupied by capable research faculty -- people who understand and contribute to the research and scholarship that this institution SHOULD be known for. Personally, I think FSU sucks. You don't have to be good at something to contribute, shine your superiors shoes and you will be promoted whether you are qualified or not. FSU is a culture of sycophants.
1	0%	The salary structure is so unfair after so many years of compression/inversion. The little amount of merit raise is too little and too late for awarding productive senior faculty members. This hurts! Need do more for market inequality raise.
1	0%	Communication and team building can be difficult at a large institution and in a large department. When combined with the heavy workload those in my area and I are under, we have very little interaction that fosters healthy team dynamics. I would LOVE to see this change through workload relief and more positive interactions.
1	0%	I feel unprotected and vulnerable to unfair criticism on part of some of my colleagues; I fell totally unsafe in campus.
1	0%	Lack of diversity of faculty and administration
1	0%	Recruitment and retention of faculty of color is poor, although recent efforts a positive step. Administrators need to have minority faculty recruitment and retention be a part of their annual evaluation . Unless it effects their pay, no initiatives or policies that will have positive effects in this area will be fully implemented or followed.
1	0%	Our department director has never been evaluated.
1	0%	The question about climate is too vague. Please define "positive". Does "positive" climate allow stating honest opinion on broader topics in conversations initiated by other, more vocally-predisposed people? Or does it encourage provocateurs to bully me, spread rumors, wine and claim "negative" work climate if my views did not coincide with theirs? If your unit suddenly creates full time position for improving work climate then such employee will need to establish bad climate first through a series of polls in which majority of respondents come from the category I just described. This is a closed loop mechanism that supports these positions through the perpetual "need" for improving "bad" climate. This runs contrary to my definition of college, true liberalism - testing opposite ideas through debate and having guts to face and hear opinions different from what one was conditioned for. College must breed brave, confident students instead of cowards who run for safe place for every reason imaginable.
1	0%	I'm very concerned about the potential 50% membership requirement for the union to operate. I'd like to see more attention paid to funding faculty research as well, particularly with the new changes to the federal tax system.
1	0%	I strongly oppose the push to change classes that currently meet twice a week on MW to meet three times a week: MWF.

- 1 0% Please continue to lobby against guns on campus. Different topic -- was pleased with Thrasher's stance on alcohol and the student organizations this year.
- 1 0% I'm very pleased that the administration did not buckle to Jimbo Fisher's demand for ever more money.
We need to work with admin to find and eliminate Mickey Mouse classes--the presence of these classes on our campus creates resentment on the part of students against normal academic demands.
- 1 0% The staff support is horrible as a result of the Dean's office poor management of available funds for reasonable salaries and the elimination of many staff positions.
- 1 0% I have felt actively discriminated against as a gay male faculty member. The University has done little to nothing to create a position for my husband that is a world-class <snip> researcher at <a major university>. I have received several empty promises from both my dean and the Provost, but no action to bring my husband to FSU.
- 1 0% Woodward Parking for faculty is not sufficient and I am sure many have thought about this. Many a times students do park at faculty parking slots. Its best that the Faculty Parking is located at the top floor and is gated and roofed. An alternate would be entire parking structures could be either student or faculty. I am sure University could think about this and make a solution.
- 1 0% Thank you to the bargaining team and union leadership for everything you do on our behalf!
- 1 0% The College dean is an absolute autocrat who surrounded himself with his cronies. He appointed his "buddies" to the highest positions in the College and respective departments. For the new faculty, he hires only male instructors and assistant-level professors, although higher lines are available. Furthermore, females with better qualifications were rejected and males with inferior qualifications were hired. The upper administration, including President, Provost and Dr. Kistner, are unresponsive to any complaints about this dean.
- 1 0% Faculty harassment and bullying of other faculty is rampant in the sciences and is severely affecting the morale of junior faculty.
- 1 0% I am concerned about equal treatment of male and female faculty.
- 1 0% The extent to which the legislature and other politicians interfere with the universities is a major problem. In many ways they say be entrepreneurial but then are limited. In essence we are being set up to fail as an institution because they want to contract out higher education to the private sector to drive down costs.
- 1 0% I think President Thrasher has attempted to address the salary inversion and hopefully with a push from UFF-FSU will continue to achieve results in this area.
- 1 0% Non-tenure track faculty are treated as second class in this university by the administration and by faculty peers, despite substantial contributions to the research mission of FSU, including generating external funding and funding/training students.
- 1 0% FSU wants to be a top tier research institution but gives no time off for research. In the arts, writing a book or making a painting is equated with publishing a book. Having made dances and written books during my career, I can guarantee that writing a book takes much more time and more research. The equation is lopsided in favor of making a dance. Moreover, most of the dances made are not adjudicated on a national basis, as is the publication of a book. They have their pieces performed in "vanity" productions presented by their university and department. A book is neither paid for nor published by the home university or department. This needs to be addressed.
- 1 0% no.

- 1 0% not at this time
- 1 0% Research Faculty need official appointments in main campus departments to facilitate the recruitment of talented graduate students and postdocs.
- 1 0% Facilities in our department are extremely poor and dangerous for both students and faculty. I am suprised we have not been shut down with all the leaks and shifting of the building.
- 1 0% Campus safety and the fact that we can't lock our classroom doors or escape out our windows.
- 1 0% FSU should abolish the Tobacco Free FSU policy.
It should then issue an apology to the community and seek to attract those qualified individuals (students and faculty) who might have been attracted to the scholarship of FSU but put off by the socio-political indoctrination and bullying of such a policy. Furthermore, the policy arguably violates all of the tenets of the Seminole Creed, but especially and most egregiously the first two - Truthfulness and Respect.
While an all-too-common policy, this violates what should be the principles of a free and open university dedicated to the pursuit and transfer of knowledge.
- 1 0% Note: re question on performance scale. In my department, everyone is ranked "meets FSU's high expectations" -- it doesn't matter what they do...all get the same ranking.
- 1 0% The 5 point performance rating scale is unfairly assessed in my College. The Dean regularly awards Full Professors that have NO NATIONAL OR INTERNATIONAL CREATIVE OR RESEARCH credits "Substantially Exceeds FSU's High Expectations." Also, Ensemble Directors, who's job it is to direct an ensemble, have an unfair advantage over performance faculty to achieve creative credits.
- 1 0% We currently have an interim Chair in the Art Department AND an interim Dean for the College of Fine Arts. Our last Dean was removed BUT still landed a good job here at FSU (Peter Weisher)
- 1 0% I would love to teach online, but ethically/morally do not feel like subjecting the students to higher fees to take the online course, so I don't.
- 1 0% I am very concerned about gun-violence in public schools throughout Florida.
- 1 0% It would be nice to have a paid spring break off each year. The state colleges generally give their employees this benefit.
- 1 0% The system is set up to be extremely biased. We have not voted on anything in forever. The Chair and Dean make decisions and then implement them. Faculty are rewarded for being agreeable more so than performance. Administrative team has no experience outside the academic world and have no clue how to manage high performers. The two highest administrators in the university other than the president do no have the appropriate backgrounds for their positions and the president is a politician. How is that appropriate for a Reserch I institution?
- 1 0% Criteria for judging g publications of human geographies needs to be revised. At this point, books - which significant heighten human geographers' reach and respect - are not valued as peer reviewed journal articles. This is due to the fact that our discipline is histocially a physical/quantitative department that values journal articles. Conversations are bing had and hopefully this will change in the not too distant future. Developing a department that is more understanding of differences in race, gender, and sexuality. This is changing as a result of recent hires, but the efforts should be more intentional not simply geared around representation in the department.
- 1 0% FSU goes the way of micro-managing by the central administration. Increasingly, overhead of grants is used to expand the administration on the expense

- of overhead return to the departments. As a result, administration eat increasingly into the time for research and dries up investment in the infrastructure needed.
- 1 0% Parking is a constant headache. As an arts faculty member, I often arrive on campus late morning or early afternoon (and will stay into the evening) OR have to come and go to avoid being on campus all day when I have late afternoon or evening events, and it is very challenging and unpredictable to locate a spot to park. My greatest work-associated stress is finding parking! There are not enough spaces on the Northeast (Call St. Garage/Music/Wescott) end of campus, and increasing numbers of spaces in the lots are reserved for administrators, university vehicles, Enterprise rental cars (which should NOT have space on campus!), or otherwise are off limits. Please get something done about this. It seems like a problem that administration COULD solve if they only WOULD. Perhaps consider it a "condition of employment" to have a space within a certain number of feet of one's office or classroom?
- 1 0% guns on campus
- 1 0% There is a lot of favoritism happening in my department. The chair protects a handful of tenured faculty who do no research and very limited service. He also re-wrote bylaws to allow teaching faculty to vote on tenure-track hiring decisions. They tend to follow his lead. There is no point in voting any more because the chair effectively has 10 votes. We have been passing on people with good research records for years now. The chair routinely makes disparaging comments about faculty to other faculty and students. This situation is untenable. Research active faculty are demoralized, the department is under-performing.
- 1 0% Lack of parental leave at the lab school level.
- 1 0% We need to pay our adjuncts more. We need to be able to get rid of low performing or problem faculty easier than we currently can.
- 1 0% Salaries for teaching faculty members at FSU are embarrassingly low compared to the national average. That should be changed.
- 1 0% The OVPR office is overwhelmingly populated with health/medically oriented administrators. Such administrative investment drawfs the bragged 5-year funding growth in FSU, not to mentioned the sluggish development in other directions. The OVPR office needs a big swap of personnel for all other FSU units to gain sufficient attention. Due to personal and staffing limitations, the OVPR himself had to make many uneducated decisions on things not to his domain of expertise, usually tainted with his toxic grudges to some directions in the university. On the positive side, the OVPR is quite active. Another one may be worse ...
- 1 0% I want an option to receive my salary over 12 months without having to participate in the FSU "Christmas Club."
- 1 0% Please try to improve parking conditions for faculty! If that's impossible, then try to reduce or eliminate the fee we pay for parking (since the situation is unsatisfactory). We all work around the parking problems one way or another, e.g. by always planning on coming in to campus at a certain hour. When circumstances demand a different schedule, or it's necessary to park in a different part of campus, our ability to do our jobs is impaired by the lack of available parking, which leads to missed meetings and general frustration.
- Also, the university needs to put more resources into merit raises as well as cost-of-living increases. In a time of relative financial optimism, the faculty should feel a commensurate sense of recognition of their efforts. If the administration needs a better sense of those efforts, you might want to poll faculty on how many hours per

- week they actually put into doing their job, including weekends (teaching, research, meetings/admin, paperwork, grading, online course management). My guess is that the results would be dramatic.
- 1 0% I am concerned that the actual amount of administrative work I do throughout the year (although I am on a 9-month contract) is not reflected in my assignment of responsibilities. Although it regularly requires the equivalent of an additional 3/4 time position in time, I'm only allowed to claim a maximum of 15% of my assignment of responsibilities. This is absurd.
- 1 0% It has been far too long since faculty have had appropriate COLA to salary. This should be the union's number 1 priority.
- 1 0% Football receives too much attention and is overrated.
- 1 0% This institution is awful. I can hardly wait to leave.
FSU values cow-towing sycophants. People who want to make a difference are screwed if they don't play politics. You can't do your job in this place.
If you don't "fit" you may as well quit.
- 1 0% dual career opportunities could be much better.
- 1 0% See note above about the move to many MWF classes and the assignment of those classes to specialized faculty. Also the fact that the general student population is unaware of this significant change that will be a surprise to them and faculty will bear the brunt of their displeasure.
- 1 0% I marked "strongly agree" on FSU administrators salaries are too high, not because they are high while they are serving, but because they are high AFTER they are out of that administrative position.
- 1 0% Some policies and procedures in my unit are outdated and not consistent with 21st century higher education nor with the realities of professional practice in my field.
- 1 0% Having a recently retired Faculty member accuse me of "being the worst kind of Faculty" for having been born abroad (in a particular geographical region) and "stolen" a good job from a white US born citizen. Is this really the predominant mentality? Should I feel as a "thief"? I would like to hear what UFF has to say about the matter, and how it works to minimize discrimination based on national origin.
- 1 0% UFF rocks! Keep up with the good work that you do!!
- 1 0% Can we somehow encourage teaching assignments to be fair? Perhaps a way to fight unfair teaching assignments? An easy way would be to compile number of teaching credit hours assigned to each faculty listed in a central system?
- 1 0% I was appalled that Provost Sally McRorie's excuse to cut the amount of money for faculty raises last year was that FSU faculty make as much as faculty at UC Berkeley and UT Austin. She must be living in an alternate reality as this is simply not true. FSU faculty are not even in the top 3 best paid faculty among the universities in Florida. I was disappointed that the Provost set up a STEM teaching building committee who worked for a couple of years to design how the building would be utilized and then decided to totally ignore all of the committee's suggestions. She instead decided to allocate all of the STEM teaching building to support the Biology, Chemistry, and Psychology departments, which are the 3 departments who already have the most space on campus. The Provost never even bothered to meet with the STEM teaching building committee to give a rationale for such a decision and instead just disbanded the committee.

- 1 0% The Provost is uninspiring. She seems to be distracted and disengaged from faculty. Thrasher has been much better than expected. He is a fast learner and a strong leader. He needs a better second in command.
- 1 0% Increase of central administration and micromanagement leads to inefficiencies.
- 1 0% UFF-FSU does not protect its faculty, and the grievance process is not as advertised. I paid thousands in dues to be told that I was not treated fairly, but there was nothing UFF could do.
- 1 0% Art does not have sufficient support. We are in a crisis situation. We have an Interim Dean learning his job, an Interim Chair for one day a week for a year, we have lost staff. Our building is a catastrophe. This is a third world unit trying to function in a university who claims to be moving up in the ranks. Our situation is absurd. There is no beverage service on this flight, no stewardesses, and we are in mid-air without a pilot... for 9 months.
- 1 0% Need more faculty of color! Those we have are carrying too many loads, contributing to causes we care about and feel needed in. But with so few of us, we feel obligated to do these things, to the detriment of our health, research, personal relationships, and general success at the university.
Related, those that care about service do service. Those that don't can still more often than not find ways to not do service. Not unique to us as a university nor individual units. But this is an issue for retention and success of women, minorities, first-generation college students who are now faculty.
- 1 0% Tenure is a commonly abused status that some use to reduce their workload to virtually nothing.
- 1 0% I find it inexplicable that FSU--as a university that prides itself on stellar research and preeminence--does not provide assistant professors with a research leave. This indicates, to me at least, that FSU does not value research to the degree that other universities do. All of my colleagues at peer institutions have junior research leaves.
- 1 0% Restrooms in Diffenbaugh are a disgrace.
- 1 0% I'm nervous to complete this survey for fear of repercussions from my department. I rarely participate truthfully in qualtrics surveys from my department because I am concerned that they will find out who rated items poorly or wrote specific comments. This is the culture of my department.
- 1 0% I'm still struggling to figure out how to have a good work life balance.
- 1 0% Outlandish class size due to State Gen Ed requirements, for courses that do not work well with large numbers.
- 1 0% The Provost has her clique and all others have to fight for resources.
The University is run top down and hyper-focused on metrics without understanding the work of the faculty. Thrasher is a great fundraiser and face of FSU but since he is not an academic he needs better people in upper administration to implement [policy and lead the academic units.
- 1 0% I am considered a second class citizen because I do not have a PhD. If having the PhD was so important, why was I encouraged to proceed with promotion as specialized faculty?
- 1 0% Low number of faculty of color
- 1 0% As mentioned in last year's survey comments, I would like data on the number of people who apply for professional development leaves and the number that are actually granted.

- 1 0% I was concerned last year to see that concern for junior faculty (research support, etc) ranked so lowly among my colleague's concerns.
- 1 0% Concerns about our department chair have been raised multiple times by different individuals and nothing has been done about it.
- 1 0% Guns on campus. I hope we can keep them off of campus.
- 1 0% Increasing micro-management by the administration, yet a lack of support for real teaching and research needs when proposed by faculty.
- 1 0% Increased transparency in administrative actions at all levels at FSU needs improvement. Too many informational silos and poor communication practices.
- 1 0% see comments above
- 1 0% I have had great support from the Department of Family and Child Sciences and from the Dean in Human Sciences
- 1 0% Merit guidelines are not clearly defined for specialized faculty, but my department manages well for me. I'm not sure a one-size-fits-all guide would work for our very specialized jobs, though - but if I worked with less supportive colleagues I'd be out of luck.
- 1 0% I still think university wide HR and IT need work. I think John Thrasher is making important changes at FSU that I support. But I think it is bad optics for him to take such a big bonus. He is already well compensated.
- 1 0% Keep an eye on the gun laws, please. We simply cannot have carry-on-campus.
- 1 0% n/a
- 1 0% Anti-intellectual movement among conservative politicians. Increase in hostility toward minorities/immigrants since Nov 2016.
- 1 0% It was great that for the last two years specialized faculty have been included in the compression/inversion adjustments. Unfortunately there is a very large group of specialized faculty that keep getting left out of this process (Assist in, Associate in, Senior Research Associate). Since there supposedly are no metrics for comparison to other universities, how about doing a direct comparison within our own university. Just within a few departments (Biology, Chemistry, and IMB) there are huge discrepancies among those types of specialized faculty. Compare years of service vs salary and there will be tons of inversion and compression examples. Please find a way to get this addressed.
- 1 0% Our unit is great; our college administration is a catastrophe.
- 1 0% I think the current AOR restrictions for specialized faculty are both unfair (in terms of specialized faculty being able to pursue research and creative work to at minimum stay current in their fields) and also damaging to FSU overall (in terms of specialized teaching faculty not being encouraged-or facilitated-to make research and creative contributions that could benefit the reputation and culture of FSU more generally). As a long-time, career-track specialized faculty member, this inability to get time for research and creativity is the main thing that would make me want to seek employment somewhere outside FSU.
- 1 0% i think far too much time and effort is given over to sports, especially football -- i think claims about the university being dedicated to interdisciplinary studies are farcical
- 1 0% All raises should be equal in each department - flat dollar amounts applied to each faculty member in that department equally. The rating is a complete joke and clearly geared towards "insiders".