

## UFF-FSU Spring 2019 Faculty Poll

Total Entries: 495

Reported on: 4/1/2019 9:59 PM

Please indicate your primary College/Unit

476	96% <i>Editor's Note: 96% of respondents answered this question.</i>
151	31% Arts & Sciences
35	7% Business
	0% Center for Advanced Power Systems
24	5% Communication & Information
5	1% Criminology and Criminal Justice
1	0% Dedman School of Hospitality
32	6% Education
15	3% Engineering
30	6% Fine Arts
10	2% Human Sciences
5	1% Jim Moran School of Entrepreneurship
2	0% Learning Systems Institute
24	5% Mag Lab (NHMFL)
5	1% Motion Picture Arts (Film)
24	5% Music
9	2% Nursing
1	0% Office of Distance Learning
7	1% Panama City Campus (all areas)
3	1% Science & Public Affairs (Inst for)
36	7% Social Sciences and Public Policy
16	3% Social Work
22	4% University Libraries
4	1% University School (FSUS)
15	3% 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.

491	99% <i>Answered this question</i>
405	82% Across-the-board raises for cost-of-living increases
274	55% Adjustments to address market inequities, compression, and inversion
48	10% Discretionary increases based on administrator judgment
293	59% Merit raises based on annual performance and departmental procedures
37	7% One-time annual bonuses for merit
7	1% Other

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

487	98% <i>Answered this question</i>
257	52% Keeping up with the cost of living
101	20% Providing incentives for recent meritorious job performance
129	26% Correcting existing salary inequities, including compression and inversion

The single most encouraging salary increase development from 2018 was:

- 450 91% *Answered this question*
- 253 51% 0.75% performance increase
- 186 38% 0.85% departmentally-determined merit increase
- 6 1% Up to 0.80% for administrative discretionary increases
- 5 1% 0.15% 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?

- 486 98% *Answered this question*
- 61 12% None
- 89 18% A little
- 168 34% Some
- 101 20% A lot
- 67 14% All it can

Tuition waiver for dependents?

- 484 98% *Answered this question*
- 78 16% None
- 79 16% A little
- 164 33% Some
- 109 22% A lot
- 54 11% All it can

Childcare facilities on or near campus?

- 486 98% *Answered this question*
- 78 16% None
- 77 16% A little
- 161 33% Some
- 125 25% A lot
- 45 9% All it can

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

- 473 96% *Answered this question*
- 43 9% None
- 68 14% A little
- 134 27% Some
- 152 31% A lot
- 76 15% All it can

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

482	97% <i>Answered this question</i>
34	7% None
50	10% A little
206	42% Some
136	27% A lot
56	11% All it can

Healthcare?

481	97% <i>Answered this question</i>
30	6% None
42	8% A little
158	32% Some
133	27% A lot
118	24% All it can

A phased retirement plan that includes healthcare coverage?

479	97% <i>Answered this question</i>
23	5% None
42	8% A little
149	30% Some
156	32% A lot
109	22% All it can

Retirement benefits?

482	97% <i>Answered this question</i>
11	2% None
37	7% A little
134	27% Some
161	33% A lot
139	28% All it can

Do you have any additional comments on bargaining priorities?

72 15% *Answered this question*

\* I guess it is hopeless to expect to recover the previous loss in retirement benefits which occurred during the great recession, and presumably because of it.

\* I would like the issue of how to count a one-semester leave regarding tenure & promotion to be addressed clearly. Specifically, if a faculty member goes up for tenure having taken one-semester leave, is it considered early tenure? Additionally, how does the semester of leave count towards the seven year rule? If the faculty member wants to stay on the original tenure timeline, must he/she surrender any extensions of the seven-year rule that were granted due to the leave? We need to have a clear policy on this issue because, as it stands, it is a gray area, and the administration attempts to exploit that ambiguity to their advantage. They ask faculty to sign agreements forfeiting their rights, unless they want their application to be considered 'early tenure', with the attached stigma that the standards may be higher. This strikes me as coercion, clear and simple. The only reason to agree to such terms is the very real fear of retaliation.

\* None at this time

- \* I would love to see a push for parental leave fro FSUS faculty. We currently have nothing except the 12-week unpaid federal requirement.
- \* Everyone who does these negotiations are much appreciated. Thank you
- \* Tenured faculty members who also serve in administrative roles and thus are classified as out-of-unit are treated unfairly in terms of merit and salary raises. Is this an issue that needs to be resolved through legal means?
- \* I would like to see the union work to restore the ability of workers to put away up to 10% of salary for retirement, matched by the university, as was the case in the early 2000s.
- \* It's all important!
- \* I think the paid parental leave (one semester leave paid for faculty members) should be expanded to be a semester of paid parental leave for either parent to take if both are employed by FSU and it should NOT be limited to only once. You should be able to have a paid semester of parental leave EACH TIME you have or adopt a child. And if both parents are FSU employees, both should be eligible for parental leave.
- \* I strongly encourage the union to work against FSU's attempt to adopt Academic Analytics and impose its misleading, arbitrary, and incomplete metrics on faculty. Many peer universities have rejected Academic Analytics and so should we. We should work with these peer universities to understand and potentially adopt the faculty assessment systems they use instead.
- \* Please help us at FSUS. The main university faculty have made some strides regarding market equity with salary and paid maternity leave. We are currently the 6th lowest paid district in the entire state for K-12 educators and our administration have taken massive raises for themselves over the past 4 years. We also have no paid parental leave except our sick leave which gets eaten up by the doctors appointments while you are pregnant and we have no access to affordable childcare for our faculty because there is no facility close and convenient.
- \* No. Thank you for your work.
- \* Health and recreational facilities should be free to all staff and faculty members. Better car parking for faculty and staff. Students often park at these places, how?
- \* I would prefer to see effort put into benefits that everyone would benefit from, such as salary increases, healthcare, and retirement, not childcare or tuition waivers, which only benefit a few.
- \* Very disturbing that the BOT team said last year at the bargaining table that faculty was no longer a priority. Hard to imagine how FSU can rise into the top 25 of public universities without rewarding an active, engaged, and productive faculty, even substantially above "FSU's high expectations."
- \* A phased retirement plan that allows a choice of a lump sum or a healthcare benefit gives flexibility for both employer and employee. Allow senior faculty members to go to 1/2 time, make half pay, but as an incentive, FSU banks the rest of the salary for a drop-like lump sum to give to the faculty member upon retirement (or even put it into DROP for members hwho already participate), in return for a guranteed retirement date to facilitate employer's planning. Phased retirement can be good for everyone, if enough financial incentives are given the faculty member.
- \* The union is not clear about the importance of full year sabbaticals.

- \* "Parental Leave" should be completely replaced by "Personal Leave" for whatever reason so as not to penalize currently non-breeding individuals.
- \* Faculty should have the ability to do another job when the University is not paying their salary, without any restrictions.
- \* Adequate parking for faculty
- \* Increase retirement matching to 5%/5%.
- \* Need clear leave policies for postdocs
- \* Salary compression is becoming a huge issue again. It had improved a bit with Thrasher's imperative to fund this, but that rapidly dropped off.
- \* I wasn't very selective in my assessment above. All the priorities you list are important, including those related to healthcare and retirement, although I think the administration currently provides for all of them fairly well as far as I can tell. Perhaps I need more information.
- \* I would like to see teaching faculty be able to serve on the faculty senate and receive parity with the Tenure track. I think you should consider a tenure track for teaching faculty.
- \* Given the absence of COLA on base for ions, this should be UFF's highest priority.
- \* I could not answer the question "The single most encouraging salary increase development from 2018 was" because frankly all of the amounts were discouraging. Adding merit to the performance increase covered the increase in my car insurance. Performance should keep up with the cost of living. Merit should actually be merit money. While I was happy to see any increase, it is discouraging when all of the increases combined are still under 3%, which when I got here in the mid-2000s was the norm - 2 to 3% for cost of living and then those that got merit got it on top of the performance increase. Now that the Great Recession is over, I don't understand why the faculty that remain are still subject to austerity measures while we hire new folks at much higher pay levels.
- \* Getting the retirement contributions restored to previous levels by the University and or State would be a great goal to pursue
- \* A tuition waiver for dependents should be a top priority for faculty retention. This is a common benefit at most universities, and it is so surprising that FSU does not currently offer it. I myself benefitted from a similar program at the state university where my parents worked. I received a 75% tuition reduction of in-state tuition for my undergraduate degree, which provided an excellent way to reward my parents for their 40 years of service to the university, and also provided a debt-free start to my career.
- \* I would like to be in Florida Retirement System but when I was hired in 1985 there was no information about options provided to new faculty. When a VALIC rep told me I had to choose among 4 options, I believed his argument that VALIC was the best of the four. I did not know that FRS was even an option. Much later I called the state of Florida HR to inquire about switching to the FRS. I learned that faculty in the community college system can make a one-time switch from ORP to FRS but SUS faculty cannot. Why is this option available to community college faculty but not to SUS faculty? Why didn't FSU provide even minimal paper notification and/or counseling about retirement when I was hired in 1985?

- \* I recently came to the union with a specific civil rights issue, one that will affect very few faculty, but one that seems very clear, with strong precedents for positive change. I was delighted by the initial response, but I have since been disappointed by how quickly that interest faded. It's made me feel pretty alone in my efforts. I'm making progress despite the lack of collective energy of the union. But, I have to say, it was a real blow not to see the community pull together on what seems like such a straight-forward and positive civil rights issue for our current era. It's a shame really because it seemed like such a great opportunity to put this collective to use against such a clear violation of our own anti-discrimination policy.
- \* It is troublesome that salary increases seem to be tied to administrative discretion rather than a less subjective measure of performance. Salaries here are markedly lower than other R1 institutions. I took a more than 25% pay cut to come and teach here, with seemingly little means of recuperating those losses. While it was my decision to do this, I would hope that across the board pay increases would be a high priority to not only attract, but also retain current faculty.
- \* No
- \* There are huge salary inequities. Upon promotion to full professor, some faculty with similar merit got a 12% increase, others a 40%. Such inequities need a careful analysis, and I think should be corrected.
- \* Nope
- \* I find the merit raises a joke! In particular, when the raise does not even cover the cost of living, being more meritorious than others in the department but still losing money from one year to the next does not sound right. Yearly Inflation correction should be written into the contract, thus no need to bargain for it every year.
- \* Tuition in Florida is cheap, but we are one of the VERY few state systems that doesn't offer free tuition for dependents of FT faculty/staff. This is a crucial perk for new-faculty recruitment. In practical terms, it would cost the university next to nothing. The expenses seem easy to absorb. In addition, it should be obvious that most of these students would be above-average academically.
- \* Staff salaries are low and many units do not have enough staff to properly support all of the new faculty hires. This is a high priority if we want to actually keep the many faculty hired over the past few years.
- \* Need to keep across the board raises to address cost of living. Also, address inversion.
- \* you all are doing a great job. keep it up!
- \* salary inequities should be top priority.
- \* No further erosions of the retirement plan! It is practically breach of contract to change the FRS! MOST IMPORTANT for everyone's future.
- \* Pay increases that keep up with the rate of increase in the private sector. If dollar for dollar increases aren't feasible, then match the rate of increase.
- \* In recent years, specialized faculty have sometimes received salary increases that are smaller than tenure track positions. Please help ensure that specialized faculty are given equal treatment in this regard.

- \* Please treat teaching Faculty with some decency. I am tired of being a 2nd class citizen. As an example, in the recent debate regarding the Constitution of FSU, and who it governs, it is an insult that teaching faculty, more or less a 50 per cent of Faculty, are actually not mentioned as governed by that document - they are not Faculty members according to that document. Grants, leaves of absence (limited), a whole range of limitations. Union, is governed and veils for the interest of tenure faculty mostly. Aim not to divide us.
- \* Our Teaching Faculty members are paid much lower than the national average. That should be fixed.
- \* A second 6 month paid parental leave; also ability for married faculty to take leave for a child (currently only allows one faculty parent to take leave per child)
- \* Some specialized faculty have received compression/inversion help, but those in the assist in lines were essentially left behind. Please find a way to fix those issues with us. I've been here 10+ years longer but make the same as a colleague in the same assist in position. Yet he is in the second tier with a sizable raise coming soon upon promotion, but I'm at the top rank. So he will pass me substantially soon.
- \* Reimbursement for all sick leave time as is given by other employers. Without this, the emphasis is on taking the leave or else contributing it in the end. Updated travel allowances more in line with what other governmental entities and businesses provide.
- \* Bargaining should include issues not currently covered in the agreement, such as discrimination of international faculty and students on campus (including workplace discrimination through FSU units) and off campus.
- \* Retirement benefits of 10.4% have been erased without the option for signed up faculty to switch to other plans (eg. state). This is misleading since knowing the current low benefit some faculty could have selected different option. Increasing university contribution back to at least 10.4%.
- \* Salary increases based on merit should be emphasized, and in accordance with a percentage of one's salary. Allocating the same amount within a department, for example, for equal merit categories is inherently unfair to higher salaried people and leads to wage compression. Further, these tend to be people of higher overall professional merit so wage compression causes them to leave FSU.
- \* 1. Salary, salary, salary!
- 2. Paid parental leave for each child, with the option to split between both parents according to personal preference when both parents are in-unit
- \* The lousy raises are bad for morale. Last year, I was in the highest performance evaluation category and my raise was still below the rate of inflation. Surely it is in the university's long-term interest to encourage and reward great scholarship and teaching.
- \* I forgot to leave this note while filling in the form yesterday:  
Please have FSU implement a policy on assisting with spouse employment.
- \* There are many ways in which the university could be more accommodating for caregivers (parents and those caring for parents or other relatives) which do not involve budget items; I'd rather see some better formal policies and "best practices" drafted to guide chairs and deans (and empower faculty and staff) and save the bargaining for issues of equity, salary, and academic freedom.

- \* The absolute most important thing to me among these is salary. We are still below peer institutions in my field and we cannot attract and keep the best faculty under these conditions.  
It's hard for me to assign priority among the rest because they are all very important to me. I think increasing childcare facilities on campus is probably least likely and even if it happened, wouldn't benefit as many people as other issues noted here, but would still be a great thing to do if possible.
- \* Safety from active shooters. The administration says they care, but what are they doing to PREVENT injuries and death?
- \* I think there should be a flat rate for the union membership rather than a percentage of salary. This would increase the membership among faculty.
- \* Would like to see true rolling contracts for specialized faculty at II and III levels, along with an additional year for each (3 years for II, 5 years for III). This is not a replacement for tenure, but an acknowledgment that SF make their own valuable contributions to teaching, research, service, improving metrics, etc.
- \* The salary for a mid-career associate professor (at FSU for 12 years) with a history of productivity is now equal to what a first year assistant professor makes. The raise for tenure and promotion only compensated for a few years of typical cost of living raises that were not given. This is not reasonable considering the advantages the assistant professor has with less service, decreased teaching loads and mentoring. An assistant professor and an associate professor are not the same job positions - they should not be paid the same.
- \* I would like to include a second paid parental leave in any negotiations related to this expansion to include parents.  
For paid sabbatical bargaining I would also like to ensure that this includes specialized faculty.
- \* Faculty parking
- \* Salary inequity has not been corrected. We need more funding in this category.
- \* Please please please. Retiree healthcare.
- \* Review Teacher Evaluation for FSUS
- \* An enormous problem with the survey is the treatment of "administration" as though it is one and the same. Traditional administrative offices like college deans are important while probably the biggest area of growth has been administration for lots of other BS, and this distinction should be made to create a better survey
- \* FSU has a "one child" policy, essentially, by allowing parental leave only one time. This discriminates disproportionately against women, and against women at advanced "assistant" or early "associate" rank. Peer institutions allow at least two parental leaves.
- \* these all seem obvious to me -- healthcare is obviously the number one priority
- \* Need better pay for Specialized Faculty.

## Legislative Issues:

Please share your opinion regarding the following issues:

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

474	96% <i>Answered this question</i>
48	10% Strongly support
92	19% Support
179	36% No opinion
86	17% Oppose
69	14% Strongly oppose

Legislation to allow concealed carry permit holders to carry guns on campus.

487	98% <i>Answered this question</i>
16	3% Strongly support
16	3% Support
21	4% No opinion
35	7% Oppose
399	81% 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.

477	96% <i>Answered this question</i>
28	6% Strongly support
76	15% Support
122	25% No opinion
84	17% Oppose
167	34% 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.

479	97% <i>Answered this question</i>
9	2% Strongly support
9	2% Support
33	7% No opinion
80	16% Oppose
348	70% Strongly oppose

Do you have additional comments regarding legislative issues?

- |    |                                  |
|----|----------------------------------|
| 24 | 5% <i>Answered this question</i> |
|----|----------------------------------|
- \* Keep guns off campus.
  - \* I have mixed feelings about the last point, as experience with the UFF-FSU has demonstrated that the UFF-FSU bargains in bad faith. It would be good to have a more credible alternative, but it is not clear how that would be found.
  - \* Shouldn't we be demonstrating publicly about some of these issues, meeting with legislators?

- \* Guns absolutely should NOT be allowed on this campus.
- \* Ban Lobbying.
- \* Combining the "safe and supported" part in question above with the "competing ideas" part is a problem. There are standards for how ideas are expressed and debated in a university setting. "Safe and supported" sounds like a dog whistle for those who feel that extreme views cannot or should not be challenged. As a university community, we should always be monitoring the free expression of ideas and debate. Feeling safe and supported is overly subjective, and will be used to promote a particular type of speech. Neither, however, should be legislated.
- \* Yipes! These all sound really bad. However, the one on having 50% dues payers is, potentially, an existential issue. So that seems like it gets priority. If there's no union, we won't be able to fight for anything else!
- \* Guns should not be allowed on campus. President Thrasher has supported no guns on campus and I appreciate his position on this. This issue affects the whole community and resources should be used to stop this ridiculous legislation.
- \* In a right to work state getting 50% is ridiculous and anti-union
- \* Free Speech is already protected on campus. Students first amendment rights are respected. The fairly frequent anti-abortion demonstrations are a case in point. On the question of union dues, faculty can't always afford union membership that doesn't mean they are anti-union.
- \* Please - no guns on campus.
- \* Reduce emphasis on graduation rates that limit student's opportunity to explore or change majors.
- \* Issue No. 3 seems to be a direct affront to teaching science as science at a public university.
- \* The problem is not only that the metrics aren't uniform throughout the SUS system but that there are metrics at all that are developed without the input of experts. One can say that the number of postdocs or STEM degrees are the measures of a world-class university, but such metrics skew the distributions of university funding in ways that diminish educational quality. While I believe that if we do have metrics they should be uniform, I don't believe that colleges and universities ought to be competing for funding based on a bunch of arbitrary and arbitrarily imposed standards. The state should fund its higher education system adequately rather than taking away money and unfairly punishing some.
- \* Funding bonuses over salary is a horrible way to recruit and retain teachers during a massive teacher shortage.
- \* None
- \* Legislate equal pay for same SUS position inside the same type of unit

- \* Preventing legal concealed-carry individuals simply advertises educational institutions as target-rich, soft environments and does nothing to prevent someone for doing great harm to the community if they so desire. This may be a bigger problem at institutions other than FSU that do not have their own on-site police force, but true in general.  
Why should anyone oppose a survey about respect for and the handling of differing viewpoints on campus? I have nothing to hide in my own classroom, and I welcome varied discussions on relevant issues. I would gladly support students who were being bullied or unfairly penalized by faculty who let their subjective social and political opinions adversely affect students of differing viewpoints.
- \* I don't understand the claims of truth legislation above
- \* The 1% of salary for dues is one reason we are struggling to get larger numbers in our membership. Uniform metrics do not make sense because different institutions have different areas of focus.
- \* I've not read the wording on the "safe and supported" legislation. I'm concerned that it would result in not challenging assumptions and compelling our students (and at times our faculty) to develop critical thinking skills.
- \* Data in an instrument that can be weaponized against.
- \* I don't feel "safe and supported" to express my views unless I have a union protecting me.
- \* Horrible teacher salaries and working conditions in Florida are affecting our enrollments in the College of Ed

**General Survey Questions:**

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

485	98% <i>Answered this question</i>
46	9% Strongly agree
264	53% Agree
113	23% Neutral
50	10% Disagree
12	2% Strongly disagree

Faculty morale is high at FSU.

484	98% <i>Answered this question</i>
31	6% Strongly agree
216	44% Agree
151	31% Neutral
72	15% Disagree
14	3% Strongly disagree

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

480	97% <i>Answered this question</i>
48	10% Strongly agree
124	25% Agree
136	27% Neutral
113	23% Disagree
59	12% Strongly disagree

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

480	97% <i>Answered this question</i>
81	16% Strongly agree
219	44% Agree
94	19% Neutral
57	12% Disagree
29	6% Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

480	97% <i>Answered this question</i>
157	32% Strongly agree
152	31% Agree
134	27% Neutral
31	6% Disagree
6	1% Strongly disagree

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

483	98% <i>Answered this question</i>
62	13% Strongly agree
171	35% Agree
67	14% Neutral
110	22% Disagree
73	15% Strongly disagree

Faculty and staff parking is satisfactory at FSU.

486	98% <i>Answered this question</i>
19	4% Strongly agree
106	21% Agree
81	16% Neutral
183	37% Disagree
97	20% Strongly disagree

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

476	96% <i>Answered this question</i>
54	11% Strongly agree
189	38% Agree
162	33% Neutral
54	11% Disagree
17	3% Strongly disagree

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

483	98% <i>Answered this question</i>
110	22% Strongly agree
222	45% Agree
126	25% Neutral
21	4% Disagree
4	1% Strongly disagree

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

481	97% <i>Answered this question</i>
25	5% Strongly agree
163	33% Agree
88	18% Neutral
114	23% Disagree
80	16% Strongly disagree
11	2% Not applicable

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

479	97% <i>Answered this question</i>
55	11% Strongly agree
184	37% Agree
97	20% Neutral
120	24% Disagree
23	5% Strongly disagree

I can give sufficient time to my students.

483	98% <i>Answered this question</i>
54	11% Strongly agree
209	42% Agree
79	16% Neutral
81	16% Disagree
20	4% Strongly disagree
40	8% Not applicable

Teaching assignments in my department/unit are done equitably.

482	97% <i>Answered this question</i>
66	13% Strongly agree
186	38% Agree
84	17% Neutral
54	11% Disagree
40	8% Strongly disagree
52	11% Not applicable

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

476	96% <i>Answered this question</i>
115	23% Strongly agree
160	32% Agree
144	29% Neutral
44	9% Disagree
13	3% Strongly disagree

Incentives should be used to induce faculty to teach online.

478	97% <i>Answered this question</i>
39	8% Strongly agree
122	25% Agree
164	33% Neutral
94	19% Disagree
59	12% Strongly disagree

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

472	95% <i>Answered this question</i>
29	6% Strongly agree
158	32% Agree
153	31% Neutral
101	20% Disagree
31	6% Strongly disagree

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

478	97% <i>Answered this question</i>
105	21% Strongly agree
227	46% Agree
94	19% Neutral
43	9% Disagree
9	2% Strongly disagree

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

477	96% <i>Answered this question</i>
399	81% Yes
67	14% No
11	2% Not sure

Please rate your feelings toward the UFF-FSU Chapter:

480	97% <i>Answered this question</i>
213	43% Very positive
161	33% Somewhat positive
62	13% Neutral
29	6% Somewhat negative
11	2% Very negative
4	1% Not sure

Which of the following web applications are used by your department/unit to maintain a digital record of, generate reports on, and evaluate your faculty activities, and/or generate reports on the productivity of faculty and departments/units? (check all that apply)

477	96% <i>Answered this question</i>
31	6% Academic Analytics
44	9% Digital Measures
345	70% FEAS (Faculty Expertise and Advancement System)
121	24% Don't Know
10	2% Other (describe below)

Name of other web application:

11	2% <i>Answered this question</i>
1	0% Microsoft Word document that we all have to fill in.
1	0% They may use others; I don't know.
1	0% FEAS is not good
1	0% LibInsight
1	0% Publons
1	0% Sharepoint
1	0% LibApps
1	0% None of these. We have to submit a worksheet and CV.
1	0% <a href="https://www.bio.fsu.edu/auth/login.php">https://www.bio.fsu.edu/auth/login.php</a>
1	0% department website login link to upload the report

How satisfied are you with the way these web applications are being used?

450	91% <i>Answered this question</i>
15	3% Very Satisfied
116	23% Satisfied
221	45% Neutral
68	14% Dissatisfied
30	6% Very Dissatisfied

Do you have any comments regarding the use of web applications for maintaining, reporting, and evaluating FSU faculty activities?

75 15% *Answered this question*

- \* FEAS is completely antiquated and not user friendly. Further, we are required to manually edit the CV generated by FEAS to include additional annotations prior to submitting our documents for review. This is a time sink each year.
- \* FEAS is wholly insufficient for humanities scholars. It is just plain wrong in terms of how it counts, measures, and generates. I don't know why a university as preeminent as FSU, and with a faculty pool as talented as it is, continues to put up with second-rate course and faculty management systems. If we had such a thing as a real academic computing group, we might be better off, having now the ability to customize our own tools.
- \* They are glitchy, unreliable, and promote transferring labor that should be managed by administrative staff to faculty. They are a very serious waste of time, and are nowhere acknowledged in AORs. Concur is a massive time-suck, and Canvas a very inferior substitute for the already problematic BlackBoard.
- \* They don't always capture an individual's full work product, and they emphasize/value things differently than the faculty member might.
- \* The FEAS system for entering your CV information is absolutely terrible. It is such a drain on time and produces an awful looking CV. I am able to create my own CV that looks much better in much less time.

- \* FEAS is really awful. It misrepresents faculty work, and the CVs generated are absurd and not relevant to humanities fields. How embarrassing--I would never show anyone in one of my two fields such a strange cv.  
THE AOR and FACET reports are lies---they absolutely do not reflect the truth of faculty workloads or how we actually spend our time. I spend many many more hours on teaching and service than my AOR or FACET report reflects. Yet I am forced to sign it because no true report can be made. I do not know a single person whose AOR and FACETs reflect the work that they actually do.
- \* They are not designed to be Humanities friendly.
- \* FEAS is challenging, annoying, and time consuming to update, and does not represent adequately or appropriately the types of research and teaching that I and my colleagues do. It seems completely biased toward the sciences, and not arts or humanities.
- \* Too much bean-counting, leading to missing what's important
- \* Academic Analytics is an unwieldy tool but a national basis for review can be helpful.
- \* too generic and tedious to use.
- \* I don't believe we should be required to use FEAS. The FEAS database does not even have adequate categories to reflect my research and scholarly writings.
- \* I hate OMNI and the evaluation toolkit.
- \* More on-going training is needed in how to use these applications.
- \* None
- \* Qualtrics survey have very little if any measures in place to prevent repeat responses i.e. user can repeatedly return to site to weigh in on evaluations, for example. Skews the numbers.
- \* Very clunky for word in review and for service.
- \* No
- \* Although it's probably a good idea to make it easy to keep CVs current online, it's very annoying to use inflexible software designed for some other field. FEAS is clearly geared toward the sciences rather than the humanities. I could never want anyone to see the CV that it generates: not only is it really ugly, but the sections are in the wrong order, at least for me.
- \* Feas is outdated and hard to use. Lot of inaccuracies.
- \* Inadequate for evaluating the progress of large projects over longer than 12 month duration.
- \* We don't use web applications to my knowledge. We submit annual summary reports and are evaluated on an annual basis.
- \* I think most people in my department and across the humanities feel that FEAS is not designed for Humanities scholars and does us a disservice.
- \* FEAS is still a bit clunky to use, but it has improved radically since it first came out. It would be helpful if someone would go through and adjust it so that the export came out with correct grammar (ie - commas inside quotation marks, etc.) and lack of duplication.
- \* Needs to be more automated. Should have staff curate entries for faculty.
- \* Not an accurate measure of accomplishment
- \* The quality of web applications is down the drain. Either develop it yourself, or strive for better quality.

- \* As a new faculty member, it would have been helpful to have support for data entry, as the list of entries from my CV was extensive and quite time consuming.
- \* FEAS is cumbersome
- \* Time consuming to learn to use. Often find mistakes and difficult to fix. Difficult to navigate.
- \* The FEAS system is cumbersome and very difficult to use. Having an easier web based program would be great.
- \* It is not always clear how to designate certain activities within FEAS and there are not options to document other relevant work related to research or teaching.
- \* From what I observe, most of our current use of "web applications" at FSU is stupid and futile.
- \* Web applications need to be standardized and flexible. The old paper system allowed more flexibility in reporting
- \* My department does not use any such tools. Or at least none that require faculty input.
- \* N/A
- \* Digital Measures is very easy to use.
- \* FEAS is a BEAST
- \* FEAS is very clunky.
- \* FEAS is a poorly designed interface which serves little purpose beyond pleasing administrators. The metrics used and the categories are not appropriate to my field and use of this system mischaracterizes my work. It should be abandoned.
- \* FEAS does not allow enough flexibility in regards the categories of scholarship. Users are not allowed to enter their own subheadings.
- \* The University should explore options for implementing a more sophisticated and comprehensive Current Research Information System (CRIS), such as Symplectic Elements. Such a system would make it easier for faculty to update their CVs and also for department chairs and administrators to generate reports, in addition to various other benefits.
- \* the use of quantitative (and misleading) metrics have replaced common sense human judgment.
- \* FEAS is a FIASCO. Clunky and not adaptable to all disciplines. If we have to use something, why not just use ORCID? It is much better and more flexible.
- \* FEAS is not well suited to the needs of applied instructors, esp music
- \* FEAS system is very misleading and unnecessarily time-consuming in my discipline.
- \* FEAS is designed too strongly for the sciences and winds up undervaluing the arts and humanities (especially since we don't typically produce proceedings from our conferences).

- \* FEAS introduces numerous errors -- both in content and format -- and as someone with an almost 40-page CV, it requires a lot of time to find and correct the errors. (Time that I could use elsewhere, but, I'm a bit OCD and cannot let these go!) FEAS is clunky and I'm embarrassed over the CV that is posted (automatically) on my faculty page.). I sincerely wish the university would invest in a system like many other countries use, in which faculty insert their information and the system formats it in a lovely, well-organized (and aesthetically-pleasing format (see for example:  
[https://www.science.ku.dk/english/contact/employees/science\\_research\\_and\\_innovation/?pure=en%2Fpersons%2Finne-hoff-kjeldsen\(7867806e-3e93-48e0-b56c-193283958544\)%2Fpublications.html](https://www.science.ku.dk/english/contact/employees/science_research_and_innovation/?pure=en%2Fpersons%2Finne-hoff-kjeldsen(7867806e-3e93-48e0-b56c-193283958544)%2Fpublications.html)
- \* Please get a more updated, user friendly system. FEAS is cumbersome at best.
- \* My unit avoids using to the extent that FEAS can be used.
- \* FEAS as a database is easy to input information but it's categories are geared toward tenured faculty. The librarians have a hard time appropriately categorizing some of our efforts in services and research and this does effect our promotion binders
- \* Wish we did it...
- \* It would be helpful to have some training or more information about how to complete the FEAS.
- \* FACET reporting is a waste of time, as it generates no useful data whatsoever -- only additional mouse clicks.
- \* It is important to designate a staff member to input data into FEAS on behalf of faculty, and to file travel reimbursement requests.
- \* Although I support the way the information in FEAS is used, I find entering the information so cumbersome that I'd almost rather do anything else.
- \* There should be a student-version of FEAS so students can get started on their own CVs with appropriate structure and format.
- \* The FEAS process was a bit cumbersome and duplicated other materials I put together. I know there's probably a good reason for using it but reducing some of the redundancy would be helpful.
- \* FEAS doesn't allow enough flexibility for faculty to create the cv or report that best suits her/him. I also wish there were versions available for internal versus external use. For example, for the report on which I'm evaluated by my departmental colleagues I'd like to be able to give details related to my administrative roles (and also to list rejected grant proposals). But I wouldn't want all of this to appear on my cv that FSU posts on the website.
- \* The amount of time needed and the administrative reporting to the Office of Sponsored Research for externally funded projects is completely out of hand. The new IRB procedures with an online set of modules is a good example of the extended growth of administrivia with which we have to deal.
- \* FEAS is very clunky software and difficult to use. I always have to change the results for peer eval purposes, and so I feel like it just wastes my time.
- \* FEAS is tedious.

- \* For teaching, the only evaluation in our department is with the FEAS system metrics of - number of students in class, student evaluation of professor and grade distribution.
- \* FEAS itself is clunky and frustrating, causing a lot of wasted time. BUT, it is better than nothing and the way my department uses that information is completely appropriate.
- \* FEAS is clumsy and hard to use. With its rigid categorizations of publication, teaching, and service, it distorts faculty records as assuredly as the old paper formats,
- \* It doesn't work well for all types of faculty (e.g., specialized faculty) "" although this "flavor" is better than at my previous university.
- \* I find FEAS to be very clunky, slow, and non intuitive. The distinction between the many categories is not obvious, nor is it well-explained.
- \* FAES takes a ridiculous amount of time to build and update Cv's in.
- \* FEAS is cumbersome and not always appropriate. A traditional CV is better.
  
- \* Data is only as good as a) the person entering it and b) the data base fields available for input
- \* FEAS has terrible compatibility with standard c.v. formats in my field -- very difficult to show significant progress on books, which are our primary research metric. And very difficult to highlight important achievements such as grants, and service, such as reviewing book manuscripts.
- \* We have a confusing jumble of systems, some of which are not very intuitive
- \* Too much administration and micromaging is the Problem
- \* Our evaluation criteria changes every year and the electronic form is over 21 pages of items, each given points which are not explained. Evaluations have turned into reports rather than full assessments that could be useful.

Do you feel your department is able to recruit and retain the most competitive and qualified Graduate Assistants with the stipends and compensation packages offered?

479	97% <i>Answered this question</i>
89	18% Yes
286	58% No
104	21% Not sure/do not know

How important do you think it is that FSU improve Graduate Assistant pay and benefits?

472	95% <i>Answered this question</i>
269	54% Very important
158	32% Moderately important
39	8% Not very important
6	1% Not important at all

## Administrator Evaluations:

President John Thrasher's job performance has been:

477	96% <i>Answered this question</i>
156	32% Outstanding
218	44% Good
55	11% Fair
6	1% Poor
1	0% Unacceptable
41	8% Not sure

Provost Sally McRorie's job performance has been:

477	96% <i>Answered this question</i>
99	20% Outstanding
192	39% Good
70	14% Fair
24	5% Poor
9	2% Unacceptable
83	17% Not sure

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

472	95% <i>Answered this question</i>
91	18% Outstanding
173	35% Good
55	11% Fair
8	2% Poor
8	2% Unacceptable
137	28% Not sure

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

480	97% <i>Answered this question</i>
127	26% Outstanding
177	36% Good
83	17% Fair
39	8% Poor
19	4% Unacceptable
35	7% Not sure

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

471	95% <i>Answered this question</i>
169	34% Outstanding
170	34% Good
53	11% Fair
41	8% Poor
25	5% Unacceptable
13	3% Not sure

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

478	97% <i>Answered this question</i>
84	17% Strongly agree
245	49% Agree
94	19% Neutral
41	8% Disagree
14	3% Strongly disagree

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

470	95% <i>Answered this question</i>
115	23% Strongly agree
188	38% Agree
57	12% Neutral
58	12% Disagree
40	8% Strongly disagree
12	2% Not applicable

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

476	96% <i>Answered this question</i>
23	5% Strongly agree
149	30% Agree
138	28% Neutral
120	24% Disagree
46	9% Strongly disagree

Merit assessment procedures in my department/unit are fair.

476	96% <i>Answered this question</i>
55	11% Strongly agree
201	41% Agree
133	27% Neutral
61	12% Disagree
26	5% Strongly disagree

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

474	96% <i>Answered this question</i>
3	1% Does not meet FSU's high expectations
1	0% Official concern
100	20% Meets FSU's high expectations
247	50% Exceeds FSU's high expectations
123	25% Substantially exceeds FSU's high expectations

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

474	96% <i>Answered this question</i>
82	17% Yes
392	79% No

Do you plan to actively seek alternative (non-FSU) employment during the 2019-20 academic year?

477	96% <i>Answered this question</i>
97	20% Yes
286	58% No
94	19% Not sure

What is your position classification?

429	87% <i>Answered this question</i>
125	25% Professor
65	13% Associate Professor
95	19% Assistant Professor
3	1% Eminent Scholar
2	0% University Librarian
7	1% Associate University Librarian
13	3% Assistant University Librarian
22	4% Teaching Faculty I
23	5% Teaching Faculty II
10	2% Teaching Faculty III
8	2% Instructional Specialist I
2	0% Instructional Specialist II
1	0% Instructional Specialist III
12	2% Research Faculty I
7	1% Research Faculty II
12	2% Research Faculty III
1	0% Specialist, Computer Research
	0% Specialist, Music
	0% Childcare Specialist
	0% Curator
	0% Associate Curator
	0% Assistant Curator
8	2% Senior Research Associate
1	0% Associate in Research
5	1% Assistant in Research
4	1% University School Instructor
2	0% University School Assistant Professor
	0% University School Associate Professor
	0% University School Professor
1	0% Other

My assigned duties involve:

474	96% <i>Answered this question</i>
96	19% Mostly research
91	18% Mostly teaching
57	12% Mostly service
189	38% About an even balance of teaching and research, with some service
36	7% A diverse combination with no area dominant
5	1% Not sure

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

471	95%	<i>Answered this question</i>
202	41%	Yes
252	51%	No
17	3%	Not sure

Are you in a tenured or tenure-earning position?

474	96%	<i>Answered this question</i>
322	65%	Yes
151	31%	No
1	0%	Not sure

Which of the following best describes your normal annual appointment?

473	96%	<i>Answered this question</i>
347	70%	9-month contract
116	23%	12-month contract
9	2%	Other
1	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.

418	84%	<i>Answered this question</i>
6	1%	Accounting
	0%	Advanced Power Systems (Ctr for)
3	1%	Anthropology
6	1%	Art
2	0%	Art Education
5	1%	Art History
1	0%	Askew School of Public Administration and Policy
11	2%	Biological Science
3	1%	Business Analytics, Information Systems and Supply Chain
4	1%	Chemical and Biomedical Engineering
8	2%	Chemistry and Biochemistry
3	1%	Civil and Environmental Engineering
3	1%	Classics
8	2%	Communication
4	1%	Communication Science & Disorders
4	1%	Computer Science
3	1%	Criminology and Criminal Justice (all areas)
6	1%	Dance
1	0%	Dedman School of Hospitality
	0%	Distance Learning
13	3%	Earth, Ocean, and Atmospheric Science
6	1%	Economics
6	1%	Educational Leadership and Policy Studies
6	1%	Educational Psychology and Learning Systems
3	1%	Electrical and Computer Engineering
	0%	Emergency Management and Homeland Security

14	3% English
3	1% Entrepreneurship
6	1% Family and Child Sciences
1	0% Finance
2	0% FSUS (all areas)
1	0% Geography
8	2% History
1	0% Industrial and Manufacturing Engineering
12	2% Information
2	0% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
3	1% Interior Design
2	0% Learning Systems Institute
22	4% Magnet Lab (NHMFL)
7	1% Management
9	2% Marketing
12	2% Mathematics
	0% Mechanical Engineering
9	2% Modern Languages and Linguistics
4	1% Molecular Biophysics
3	1% Motion Picture Arts (Film)
24	5% Music (all areas)
	0% National High Magnetic Field Lab
9	2% Nursing (all areas)
4	1% Nutrition, Food, and Exercise Sciences
	0% Ocean & Atmospheric Prediction (Ctr)
1	0% Office of Distance Learning
4	1% Panama City (all areas)
6	1% Philosophy
12	2% Physics
2	0% Political Science
	0% Prevention and Early Intervention (Ctr for)
11	2% Psychology
2	0% Public Administration
1	0% Reading Research (Center of)
2	0% Religion
2	0% Retail Merchandising and Product Development
3	1% Risk Management/Insurance, Real Estate and Legal Studies
5	1% Scientific Computing
18	4% Social Work
11	2% Sociology
3	1% Sport Management
3	1% Statistics
15	3% Teacher Education
6	1% Theatre
21	4% University Libraries
3	1% Urban and Regional Planning
13	3% Other

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

85 17% *Answered this question*

- \* I think it is time for President Thrasher to not have himself as the center of every picture and activity. Becomes self serving. I would also like to see mass improvements in University IT and HR. I remain displeased with both unit's performance.
- \* Higher compensation levels for both Research Faculty and Teaching Faculty - in order to be competitive with both Florida and other state Universities.
  
- \* Insufficient staff lines are provided to departments while workloads coming from the University level continue to increase. Faculty are being forced into the role of serving to do the work of staff.
- \* Faculty should have free access to the cafeterias and the gym.
- \* My colleagues in the College of Motion Picture Arts are not on tenure lines -- except for two of us. This isn't a problem within the College itself -- it's a high-functioning group of professionals who work very well together; we have a wonderful atmosphere of collegiality and mutual respect. That said, within the University at large, my colleagues are iced out of decision-making, programs/services afforded their tenured counterparts -- with the same number of years of employment. They don't have as much voice and agency within the university. I know there's progress being made and, of course, I realize the threat posed by non-tenured faculty and the erosion of tenure. However, my colleagues are brilliant and committed and deserving. If there are ways to continue the conversation about how to enhance their roles, that would be beneficial not only to them but the University as a whole.
  
- \* No
- \* Salary increases the last few years have been very low.
- \* Direction of the university AFTER Thrasher retires.
- \* I'm not frustrated with the University. I'm frustrated with our BOG for not allowing more money to be spent on increasing faculty salaries for those of us who work day in and day out to make FSU an outstanding university. While I'm glad we are hiring again, it is very frustrating that they won't allow the University to spend more on the faculty who are already here.
- \* Departmental merit raises are based almost totally on departmental activity, rather than including activity at centers and institutes. This is clearly unfair to people involved in multiple departments/centers/institutes.
- \* I just saw an email about funds getting increased scrutiny by state governing bodies. I am hopeful that this will not interfere with programs put on in the College of Business or elsewhere on campus. Limiting everyone and not allowing them to do their jobs can be costly. At some point, we need to trust that people will be good stewards with resources and incorporate oversight as necessary. However, do not shut down what is working just because that is the only way to control the situation.
- \* I'm very grateful for the explicitly inclusive leadership provided by Thrasher.

- \* The Department of Art requires better facilities. We have issues w/ electrical/lighting, space issues- lack of adequate classrooms, basic furniture for classrooms and technology, and amenities. We struggle to have classes. We are understaffed to keep up with the growing needs of this aging building and crumbling infrastructure. The faculty are tasked with solving these issues on a daily basis. FSU is going up in ranks and we are being buried daily. We need new problems...
- \* Sabbaticals and research leaves should be given much greater priority than they have been.
- \* I'll echo my above comments:  
I would like the issue of how to count a one-semester leave regarding tenure & promotion to be addressed clearly. Specifically, if a faculty member goes up for tenure having taken one-semester leave, is it considered early tenure? Additionally, how does the semester of leave count towards the seven year rule? If the faculty member wants to stay on the original tenure timeline, must he/she surrender any extensions of the seven-year rule that were granted due to the leave? We need to have a clear policy on this issue because, as it stands, it is a gray area, and the administration attempts to exploit that ambiguity to their advantage. They ask faculty to sign agreements forfeiting their rights, unless they want their application to be considered 'early tenure', with the attached stigma that the standards may be higher. This strikes me as coercion, clear and simple. The only reason to agree to such terms is the very real fear of retaliation.
- \* Graduate stipends are too low to attract good students. In order to be a competitive research university we have GOT to raise them, immediately and significantly--none of this 10% nonsense. Stipends should be doubled, NOW, and then we could actually recruit good students. Within five years you would see an enormous difference.
- \* These answers are all regarding climate and morale at FSUS.
- \* Increase the stipend for graduate students.
- \* Salary inequities
- \* Couple of summary points:
  - 1) our salary/wages have been sticky the last few years. My belief is that one should be able to have at least a cost of living increase similar to the multiyear projection research budgets we calculate (for the NSF grants) if one is bringing in the grant research to support an incremental increase (tied to C&G). It provides one with incentives to continue to work hard and be correspondingly compensated for it.
  - 2) There is a lot of push back regarding the new policy concerning project residual upon completion of research projects. The small amount residual is needed in order to support & sustain center operations between start up and close outs of projects. It hurts research centers to now have to provide sponsored research with the difference between federal and state indirect rates (even though the project was at a state indirect rate). It has not been atypical lately for projects to often take 4-6 months for the residual to be returned.
  - 3) keep up the good work!

- \* With FSU's emphasis on research, and tenure earning faculty, the university unknowingly stifles and marginalizes the non-tenure (specialized) faculty. This creates a loss of innovation and entrepreneurial spirit. Behind the scenes, Teaching faculty, although not procuring research dollars, are achieving great things in academia, empowering students to become extraordinary leaders in their respective chosen fields. I'd love to see these efforts recognized and rewarded.
- \* My College Dean and Chair raring are for our current Dean and Chair, not the administrations that stepped down on December 2018.
- \* The equal balance of teaching and research means that I am compromised at doing both. My college or department should distinguish teaching intensive from research intensive faculty in our AORs.
- \* My biggest concern is parking. When I see empty spots in Visitor Parking and I can't find a spot in Faculty/Staff parking or students who are able to park closer to my place of work than I can, I feel undervalued. Also, a new food service took over the Garnet & Go at the stadium and RUINED it. I never go there anymore and every other place to eat is a hike.
- \* Too much teaching, no time off offered to write, too much emphasis on publications for tenure, instead of valuing teaching efforts more.
- \* Comparing the salary of administrators to faculty is not especially telling by itself. What is more telling is to look at the last 5 years and compare the growth (%) for number of administrative positions vs. number of faculty positions that have been added and look at the salaries associated to those positions.
- \* I have yet to encounter a faculty member with a positive impression of the VP for Research. He seems to position himself as an adversary to our top researchers rather than someone who is dedicated to supporting and assisting them. Relations with the current VP are very different than I observed with prior individuals in that position. Not directly a union issue, but it does influence faculty and has, I believe, played a role in the loss of some promising young faculty who have defected to other institutions. It strikes me as an elephant in the room sort of situation that no one wants to talk about, but it should at least be on the radar.
- \* It was concerning to see the dissatisfaction levels of Associate Professors in the COACHE Faculty Jobs survey meeting. This seems like a university-wide issue that needs attention, especially since Associate Professors are often carrying the brunt of advising grad students, teaching grad students, and department/university service work.
- \* Our Dean, (Jim Clark) in the College of Social Work has made a significant difference in morale and productivity in our College. I am grateful to have an amazing leader as the head of our College. My hope is that we can keep him here. Our Academic Dean, Craig Stanley, has done an excellent job in administration and in supporting faculty. We are lucky to have him as a colleague and administrator.

- \* I find nothing remarkable about Pres. Thrasher's performance that another, more well qualified candidate for the presidency of FSU could not have accomplished, possibly better. I tire of the appointment of administrators to potentially lifetime positions. They have no real accountability to those they administer as far as I can tell. I sense very little vision of what the humanities should or could be from the current administration. In one case with which I am familiar, decisions about hiring have been whimsical, with no relation to any accurate assessment of a given department's overall needs and priorities. At the same time, I appreciate the administration's recent attempts to protect a particularly vulnerable young faculty member whom I know.
- \* The current Dean often makes unilateral decisions that are not based on policy -- arbitrary in nature. She also retaliates those who disagree with her -- there is no shared faculty governance,
- \* A minor item. Would like to see "high expectations" removed from e.g. "substantially exceeds FSU's high expectations". It became common to joke about "FSU high expectations", which is not good, morale-wise.
- \* The Specialized Teaching Faculty in my College would like to see the University permit more diversity in our AORs so that we can also do more creative and scholarly work.
- \* No.
- \* Stagnant wages. Increasing work load.
- \* FSU has an extraordinary faculty, motivated students and incredible staff members. Many have attained incredible success in their creative activity and instruction but desire greater involvement in and leadership roles. The administrators should be tapping into the potential of our own faculties, looking for opportunities to advance ideas of the faculties to become a leader in education, research and governance. Unfortunately, administrators appear to continue to expand their control through growth in the number of professional administrators, surround themselves with like minded individuals, and applying a top down approach in new initiatives. There are few leadership opportunities for faculty on campus so many with higher aspirations leave for other positions. Rather than expanding the layers of professional administrators, the administration should be promoting faculty members to associate level positions and directors positions so that greater numbers have a role in University operations and eventually bring those experience back to their departments. The administration at all levels should seek input from the faculty for means to overcome the obstacles imposed by the hierarchical or vertical organization structure to promote greater interdisciplinary activities and foster the broader community of scholars. Morale follows funding. Capitalizing on the recent boost in funding with initiatives that provide the those faculty members that desire input incorporation into decision making at the University.
- \* My comments are based primarily on my experience in Social Work. Things are generally excellent there right now. However, I am aware that administration in some other departments is not nearly so rational, let alone supportive.
- \* Service loads in the department are too heavy and hamper more robust teaching and creative endeavors. Administrative support is needed.
- \* The biggest complaint I hear from faculty in my area is how terrible the parking is.

- \* While the one-time 6 month parental leave policy is generous, it's difficult to implement for contract and grant funded faculty members. It would be beneficial to faculty members and departments to have the option to split up those 6 months for parental leaves for multiple children. 3 months leave for one child, 3 months leave for the next child, for example, if a faculty member so chose.
- \* The dual career hiring policy is completely ineffective. I have been trying to get my husband a job at FSU since I got here, but the institution has no incentive to help.
- \* Our graduate students are underpaid and, indeed, they're paid even less than their contract specifies. We cannot recruit the best grad. students when we pay so little. It's horrible when we lose prospective graduate students to much weaker programs who better fund their stipends.
- \* The Department Chair situation within <redacted> is dreadful. The individual needs to be removed. The climate within the department can be describe simply as toxic.
- \* My department does not follow our evaluation guidelines or our bylaws. The college just changed the guidelines and bylaws on a very suspicious vote (basically it seems there was not enough votes to change so the time was extended and faculty. were pressured to vote).
- \* There is lack of leadership at the College leadership level.
- \* The recent request for data is excessive and intrusive- like the most recent one to give information on EVERY dataset that we have.
- \* Although several of my junior colleagues are excellent to work with, we have several extremely disrespectful, arrogant, and frankly ignorant junior colleagues. A few that now have tenure are almost unbearable. It is our own fault for hiring and then tenuring them, but life in the department is unpleasant now because of them, as it was not in years past. This makes it hard to help them professionally in my subfield, which is what I always did until they began acting so rude toward their senior colleagues (me included). I worry about the several goodhearted junior colleagues, who are going to have to live with those toxic ones for years to come. This has seriously harmed the department's daily tone for me. The union can't fix this. There is no complaint mechanism that i know of.
- \* We need a more diverse faculty, which better reflects the diversity of our undergraduate student population (and our state population). Without a more diverse faculty (and better stipends and benefits), we cannot compete adequately for outstanding graduate students.
- \* the issue with graduate stipends is not the size of the stipend. It is that the departments do not all get sufficient OPS funds to support all qualified students.
- \* Assigned times have little correlation to reality. A large fraction is basted by administration AL demand on expense of teaching and research.

- \* The amount of administrative and service work to be completed by faculty continuously rises, along with expectations for research productivity. Productive, capable faculty have workloads that grow with each new data request and form, but support for these activities and recognition of the labor required to complete them beyond the occasional thanks are nil. FSU may pride itself on its ability to "do more with less" but we may soon find ourselves on the down side of that curve with faculty members who have been bearing that load burning out, leaving, or simply deciding it's no longer worth giving up a life to keep the lights on in the department. The faculty who remain may not be willing to do or capable of doing any of these tasks.
- \* Why can't we comment on the job that VP for Research is doing? Where is the pre-eminent money going that the state gives us? There should be some type of accounting of that money. What about our overhead costs? Where do those go? I have 3 NIH grants right now and am one of the lowest paid professors in my department. My chair says that they can't bump salaries without an outside offer, so I'm going to get one. But that's a dangerous game to play.
- \* Administrators would benefit by taking a more proactive roll in understanding what faculty are doing. Occasionally going to the faculty member offices instead of expecting the faculty to always come to them. Talking to faculty members about what's going on with their programs instead of contacting them to tell them what they want, need, or if there is a problem.
- \* We should pay staff better. We need to push for administration to support better diversity hiring initiatives, because 3 years is not enough support.
- \* Being a foreigner, at times FSU policies make me feel unwelcome. I communicated the issues but did not see much action from FSU to address my concerns on/off campus. I am deeply concerned with the level of segregation in Tallahassee, and with pockets of extreme poverty in the city. I do not see that FSU does enough to address this problem. On the contrary, I see actions which exacerbate segregation in Tallahassee.
- \* VP Research stands in the way of further growth of FSU research capabilities.
- \* Administrators salaries are commensurate, while they are in an administrative position. The problem is, they keep those salaries for ever, even after leaving that position. It doesn't make any sense.
- \* It is unacceptable to have the FSU leadership be rewarded with increases approaching 8% a year, and to have them say that they have no funds to provide increases beyond inflation with total disregard for the amount of external funding that one is already bringing to the University. They loose their moral standing and with that their ability to lead.

- \* We are sorely understaffed and under-resourced. I've been creative and resourceful and accomplished quite a bit, but frankly, I'm exhausted and frustrated with the lack of resources (money and staff). My unit (the larger unit) is often touted for its excellence and positive visibility for FSU, and yet our facilities are in poor shape "" from water leaking into work spaces, to air quality issues, and bars falling off of stairwell exits (a fire hazard). Our administrators do what they can, but core facilities needs to be better funded to create and maintain a safe and pleasant working (and research/creative) environment. I'm embarrassed every time prospective students and their families tour our facilities, which is frequent.
- \* Students are coddled. So many resources are being used for students (therapy dogs, I mean, for real? I don't care if they're free, you're not going to raise resilient adults by providing therapy dogs) that could be re-directed toward the academic mission of the university. Yes, I get it, students are under a lot of stress, but I don't think it's the university's job to hold their hands. I was about to say "this is not kindergarten" anymore and then I realized that even in kindergarten, they expect kids to solve their life problems outside of the classroom. Yet somehow, at the university level we're feeling responsible for helping them with it? Makes no sense to me.
- \* None
- \* Yes. I am very disappointed that with two issues: 1) there is no specialized faculty representation on Faculty Senate and 2) we do not have access to research grant funds of any type.  
The second is critical. Just because we are specialized faculty does not mean that we do not also contribute to the research goals of Florida State. When I read the qualifications for getting different research grants on campus, they ALL leave out Teaching Faculty as an eligible position for the funds. This is unacceptable. What is the point of hiring doctoral level personnel if you do not allow them the opportunity to make research-based decisions for their classes and contribute to their field? We also must turn in a binder of activities, so there is implicitly an expectation that we are producing in all areas. The university should financially support that effort for all faculty, regardless of classification.
- \* N/A
- \* HR is simply terrible. Why are these people so anti-faculty? I feel like they hate me. I'm also very upset at the way they've treated some of my colleagues and one of my graduate students.  
I'm also concerned that Kyle Clark and Gary Ostrander seem to be running FSU. There doesn't appear to be any check on their power.
- \* I am concerned that our students are pushed towards thinking less, and thus becoming dependent thinkers, hand having a narrowing perspective for their future
- \* The university should in no way condone dishonesty, intolerance, discrimination, or persecution. As such, it should withdraw and condemn the Tobacco Free FSU policy.  
Add to the above list sexism, racism, and/or other\_kinds\_of\_isms, and the university should avoid any reference to "diversity", "equity", and/or "inclusion" in its language or administrative structure unless there is some real, specific "exclusion" that needs to be addressed.
- \* I cannot provide my department name without concern of retaliation.

- \* Immediate supervisor's ability to generate degrading and unsubstantiated evaluation letters and send other forms of communication (i.e., email) without due diligence.
- \* 1) There is not enough investment from the university in research support for faculty. My colleagues at other institutions have access to pilot project and equipment funding that is substantially greater and more frequent than the current CRC programs at FSU. This limits our ability to be competitive for extramural funding.
- 2) Support for professional staff is severely lacking here. We do not have sufficient numbers of support staff positions (e.g., grants management within departments) and the salary scale for staff positions that we do get is so pathetically low that it is insulting to qualified candidates. We cannot attract the best people, and if we do get someone excellent (usually due to family ties to the area or something like that), we lose them quickly as they build more skills and become competitive for a better-paid position elsewhere.
- \* Lack of minority faculty representation, particularly on the tenure track.
- \* In my department, there is a lack of equity in teaching/research assignments on the AOR among tenure-earning faculty. A few consistently receive clinical and lab courses that have higher numbers of face-to-face hours in a semester, over twice as many compared to a didactic course.
- \* Not sure, but perhaps UFF could spend more resources on media publicity since the embarrassment aspect of publicity is one of the strongest tools UFF has, other than bargaining. Perhaps not just about rapidly expanding administration outside of academic administration but on how it justifies itself by preying on faculty to feed its bureaucracy with many kinds of workshops, and also on what it has done to the culture of undergraduates, promoting many things that are not academically related and do not help them consider good paths following graduation, and probably discourage them.
- \* The morale in my department is at an all time low. A lot of this is interpersonal. We struggle to recruit and retain faculty and graduate students. I'm concerned about the lack of basic resources (e.g., software, support staff, lab space). Further, a large amount of the service is placed on the shoulders of pre-tenure faculty.
- \* I am very concerned about the possibility of guns on campus. I actually think online teaching will become desirable and faculty will want to compete for those classes due to safety reasons. I feel strongly that the membership fee structure is a hindrance for the membership, and this should be revisited.
- \* There seems to be a culture of opaqueness in the administration on how funding is allocated and spent. FSU has received considerable new funding from the Legislature and completed a billion-dollar fundraising campaign, yet I see little evidence of that money being used to support faculty in meaningful ways. The faculty, especially tenure-track faculty, ARE the university - not the buildings or administrators (or even the sports teams).
- \* Too many questions
- \* The administration continues to grow at the expense of the students and faculty.

- \* Even with Athletics running a nearly \$4MM deficit we are hiring new coaches with very high salaries. I would like to see more money for faculty salaries and more support for graduate students.  
Overall our expense budgets are very low. I am expected to buy printer supplies out of my research grants and I can't remember the last time my department or College bought me a new computer or printer. I buy computers with my own money or use research \$ other than NSF, printers I can buy with regular research funds.  
I get \$200 a year from my department for lab and office supplies. I can't even buy a complete set of cartridges for my printer with that!
- \* We have not evaluated our Administration in years.  
Salaries are not competitive with County teaching and does not keep up with the costs of living yet administration gets larger increases.  
Unequal evaluations throughout the departments  
Unequal expectations for faculty members (ie: Professional development, attendance, procedures)  
Admin does not acknowledge outside assigned duties and faculty who goes above and beyond.
- \* too much emphasis on football
- \* In this survey, by you asking me my college, department and position classification it is no longer anonymous as those 3 criteria single me out. I have gone in and changed my answers accordingly.

**Thanks again!**