

UFF-FSU Spring 2020 Faculty Poll Results

Total Entries: 572

The spring semester is when the UFF-FSU engages in bargaining and in legislative activities. We need your thoughts on which issues we should pursue most vigorously. Other questions assess faculty perceptions about employment matters, administrator performance, and the UFF-FSU.

Please indicate your primary College/Unit

547	96% <i>96% of respondents answered this question.</i>
185	32% Arts & Sciences
41	7% Business
0	0% Center for Advanced Power Systems
25	4% Communication & Information
4	1% Criminology and Criminal Justice
3	1% Dedman School of Hospitality
30	5% Education
18	3% Engineering
47	8% Fine Arts
13	2% Human Sciences
1	0% Intensive English Studies (Center for)
4	1% Jim Moran College of Entrepreneurship
5	1% Learning Systems Institute
19	3% Mag Lab (NHMFL)
2	0% Motion Picture Arts (Film)
26	5% Music
11	2% Nursing
2	0% Office of Distance Learning
7	1% Panama City Campus (all areas)
2	0% Science & Public Affairs (Inst for)
48	8% Social Sciences and Public Policy
11	2% Social Work
4	1% Undergraduate Studies
18	3% University Libraries
14	2% University School (FSUS)
7	1% 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.

- 568 99%
- 500 87% Across-the-board raises for cost-of-living increases
- 328 57% Adjustments to address market inequities, compression, and inversion
- 56 10% Discretionary increases based on administrator judgment
- 328 57% Merit raises based on annual performance and departmental procedures

- 53 9% One-time annual bonuses for merit
- 6 1% Other

In dividing up a fixed amount of money for salary increases, top priority should be given to

- 568 99%
- 308 54% Keeping up with the cost of living
- 104 18% Providing incentives for recent meritorious job performance
- 156 27% Correcting existing salary inequities, including compression and

Chair Compensation

With regard to newly-appointed department chairs and compensation for serving as chair,

- 539 94%
- 103 18% Deans and Chairs should continue the practice of negotiating between themselves with no set guidelines.
- 95 17% If the University compensates Chairs, the compensation should be a permanent pay increase.
- 354 62% If the University compensates Chairs, it should be a stipend covering the duration of the chair appointment.
- 137 24% Compensation should be the same amount, whether in dollars or a percentage of salary, for all Chairs.

Please offer any elaboration or comments you care to provide regarding the issue of compensation for serving as department chairs

- 68 12% Please note that comments that have been edited (usually to avoid identifying the participant) are marked with a "<snip>" where material has been omitted.
 - * They should have 12-month salaries as is currently the case. They should receive permanent pay raises based on a performance rating that considers BOTH performance of chair and performance as teacher/researcher. Chairs should be doing research just as faculty (but not as much each year). If research and teaching are not up to standards there should be no permanent increase even if actual admin work as chair was strong.
 - * Summer Salary for Chairs is already typically part of the compensation.
 - * If the pay is not consistent across chairs, this will leave open the possibility of unequal pay from one chair to the next that could be perceived to be based on the individuals' race, gender, etc.

UFF-FSU Spring 2020 Faculty Poll

- * Term limits for department Chairs are a must, for EOE reasons. No exceptions.
- * Different professions have differing salary requirements that have to be competitive for the marketplace. Paying a Chair in the Med School vs a Chair in the English Dept just would not work if you want to acquire excellent candidates.

- * The administrative duties of being Chair can result in less time to devote to aspects of a person's job that would normally result in securing a meritorious raise. If a person is in this position for 3 to 6 years, he/she/they might find themselves with a lower salary than if they had a permanent pay increase.
- * I am not sure about this since I imagine the added responsibility of being a Chair varies widely throughout the University. I think that if the UFF bargains for some compensation, it should be some sort of minimum standard (a baseline) and that Deans and Chairs should be able to negotiate something higher given particular circumstances. Also I wouldn't want the compensation to take away from other things a chair might be able to expect, such as reductions in course load.

- * It would be a disaster for the CBA to micromanage the negotiations between Deans and potential Chairs. Why are you wasting time and effort on this topic?
- * The values a chair brings to a department vary greatly from chairman to chairman, as do the difficulties likely to be encountered within each department. A simple metric is likely to discourage good candidates for chair. The situation is often complicated and needs negotiations.
- * I could support a permanent increase after a certain (standard and agreed upon) length of service (along with some criterion tied to annual reviews by Dean). Perhaps 6 years straight (2 3-year terms)? The increase need not be the full amount received during chairship. But could be % of current salary.
- * Serving as a chair means that the person takes a serious hit to their career as the job does not allow for personal advancement during those years (while everyone else is meanwhile focused on their own personal advancement and is moving ahead, the chair makes no personal progress while working long hours supporting the faculty, staff, students and the university). The chair role also requires hard and sometimes unpopular decisions that can hurt the person's advancement after the chair completes the term and steps down. Thus no one wants to be a chair especially as all that risk and damage to career is not compensated adequately in salary and other support, as for example a chair should get at least 2 semesters of paid sabbatical to reestablish a career after serving, likewise extra travel funds to help reestablish a career, and have the option for annual review to be done thereafter at a higher level such as by the Dean rather than the next chair.

- * both are marked because I believe the role is quite different across colleges and the duration of being a chair could be quite different. So there may not be a one size fits all approach that is genuinely equitable.
- * I believe it should be based permanent if the person serves as chair for more than a period of time; 5 - 7years
- * The faculty of the Department/College should provide input into the process by having a regular evaluation/review process.

UFF-FSU Spring 2020 Faculty Poll

- * The chair role is extensive and varies by department. I think some room for negotiation should remain in play. I think the reward of a permanent pay increase should go with the chair role, but it should be a percentage that is reasonable (not equivalent to promotions for example) and awarded after performance of the duties. The pay increase during the role of chair should suffice during the tenure of the chair with the permanent increase to come later. I do NOT think that the same dollar or percent amount makes sense given the extensive variability in department roles and responsibilities of chairs. I think guidelines would be appropriate, but they should NOT be overly constraining to allow potential chairs to advocate for the value added they bring to the position.
- * Being a department chair is a lot of sacrifice, and should include the equivalent of 5-10% salary bump over the duration of the term to incentivize taking on such a difficult administrative task. Given that chairs sometimes serve for shorter periods of time, to make it equitable, it seems appropriate to institute a % raise each year that they serve in this role (e.g., 2% per year accumulated) on top of any other pay raises like cost of living or merit based raises.
- * More data on this would be useful, the university has a problem recruiting department chairs in general, which seems to indicate a lack of appropriate compensation or incentivizing.
- * We don't have chairs in my department (Ringling Museum) so I can't really weight in on this.
- * The same amount of compensation for all chairs would ignore the fact that departments vary enormously in size, and in the number of different programs they contain, and in the kinds of problem that they face at a particular time.
- * I came from another institution, assuming that my salary will stay the same as I was chair for 8 years. Then it was gone, I think this should have been specified before I join the department.
- * There are also directors of programs who receive summer funds. They should be considered as well.
- * My impression is that the role and responsibilities of Chairs vary quite a bit across departments, and so it does not seem appropriate for there to be a single blanket amount or package that applies to all. Perhaps a guaranteed minimum would make sense. While I do not think it's necessarily ideal to leave it entirely up to individual negotiators on a case-by-case basis, I also feel that there are important individual differences in faculty situations and departments that should be taken into account.
- * Stipends do not help in figuring retirement numbers. Salary increases are what is needed.
- * If a reduced teaching load or 12-month contract is part of the deal to be chair ... that should be part of the compensation package and reduce any salary increase.
- * It is a temporary position and so the pay increase should be modest, temporary and equal.
- * Only recently have I seen crazy salary hikes for administrators, including chair. I have a lot of issues with it, but my biggest concern is that the 'former' chair might be able to keep the salary increase after he/she steps out of the position. Completely wrong. If FSU decides to compensate chairs, that compensation should last ONLY the duration of being the chair.
- * A chair should make as salary at least the average of those in their department at their rank. So they should receive a permanent pay increase to that end. Then they should also receive a stipend for the duration as chair. I am not sure if this should be the same for all units, but reduce unfairness.
- * Of course, Chairs should continue to receive increases in annual base pay as appropriate.

UFF-FSU Spring 2020 Faculty Poll

- * It is a thankless, hard job in a large department like ours, and it needs to be well compensated. It is NOT the same job for all departments.
- * I think they should all be compensated. It is a lot of extra and stressful work.
- * Compensation provided while in role should be proportional to their base salary and take into account summer service for those with 9 month appointments.
- * Inversion compression efforts should ONLY be for full professors. Associates already have a mechanism for addressing this: publish enough to get promoted.
- * My understanding was that chairs were considered out of unit? It would be nice to have this clarified if we're going to be debating this issue. I certainly want the handling of Chairs to be fair. I'm just confused about how this works and what precisely the union's role would be.
- * Different departments (sizes, complexity, etc.) do not command similarly valued chair compensation (i.e., a fixed percentage, across the university). The complexity of the job should dictate the compensation. However, it should not be permanent, only a summer enhancement, for example, that is not paid when the chair's service ends. Otherwise, being a chair should be viewed as a valuable service to one's department and colleagues. It's just something that faculty do who have the capacity to do such work.

- * As a former chair, I think compensation is warranted but need not be continued once out of office.
The same should be true for other administrative positions as well!
- * The organizational structure of the different colleges and departments are so different, it does not make sense to have a one-size-fits-all rule. That's one of the biggest problems with FSU, trying to fit everybody into the same size shoe.
- * The University should compensate Chairs, however, Deans should have significant input, along with input from the respective Department's faculty.
- * Each situation is so different that I wouldn't want to see something rigid and formal put into place.
- * Departmental faculty-evaluation committees should send a report on a department's evaluation of the chair to the dean (an aggregate of individual faculty's anonymous evaluations). That should then be sent to the Provost's office in addition to the Dean's evaluation of the chair (and a report on any raise given). That should ensure that the Dean's raise to the chair be in line with the FEC report (although I can imagine ecosystems in which the two reports might justly diverge).

In A&S, as I understand it, chairs receive summer salary at the same rate of their 9-month salary. Certainly, salary should not be less than that.

- * it is ludicrous to pay chair summer money - give them a fixed stipend like 5K -- at the moment, you just attract the lazy and the greedy
- * I know that chairs lose valuable research time and it can take time for that to pick back up, so It'd be in favor of a 2-3 year continuance of chair pay. Why should they continue to get paid if they are no longer doing the work? If we have extra \$ to spend, pay me to teach in the summer instead of 1 course. Or, pay for graduate assistants during the summer. It's so insulting to students and faculty when core faculty want to teach in the summer but the Dean is too cheap to pay them and instead adjuncts those courses.

UFF-FSU Spring 2020 Faculty Poll

- * Since so many departments rotate through chairs, a permanent pay increase would be nice, but probably not viable. It would seem fair to only have the increase while the person is actually performing the duties with the increased demands on time and attention (and the diminished time for research).

And with the wildly varying salaries across the university based on field of study, it seems like a set figure for compensation would also be the equitable way to go, rather than to *increase* the disparity between the fields that are already so disenfranchised.

- * get the politics out of it. Too much is who likes who. Easy to justify anything. Thus unless a very significant Award, like one per year cross the country, all faculty should be treated the same. There is too much friendship or trading support that is part of the process, at least in Arts and Sciences.
- * Chairs have some of the most difficult jobs in the university and it is often hard to attract good people to fill the positions. Chairs should be well compensated.
- * Department sizes vary so much that I don't favor a uniform policy across FSU
- * Compensation increase should occur at the time the person is appointed chair. This sounds obvious that an increase in duties should be associated with an increase in pay, but that is not the norm. Often the increase is at the end of the first year serving
- * No idea why chairs need to be compensated as they would get paid, fully or partially, in Summers.
- * Chair duties are too different from one department to another. I don't think this is something that can be uniform across the university.
- * No to permanent pay increase...only pay for when a person is in the role of Chair. Not all chair responsibilities are equal, so the pay should NOT be the same dollar amount. The pay should either be negotiated or a % of salary.
- * My opinion is that there should be consistency and transparency in the compensation for serving as chair, but that -- while transparency should be universally required -- consistency should be within the department and/or college rather than university-wide.
- * In our College it is common for incoming chairs to request, and be given, funding for a post doc to help maintain their research. They also make the decisions about TA appointments and can then also support their graduate students. It also gives them some guaranteed summer support without having to teach. Many of my chairs have traveled abroad during this time (paying travel from other sources but getting salary from FSU) during the summers with someone serving as acting chair a good bit of the time.
- * Depends on whether the chair is an internal appointment or an external one. For externals deans & candidates negotiate for themselves.
- * The chair of my dept associate rank at 1fte is the highest paid amongst the faculty even more than full professors and highly accomplished associate colleagues.
- * Former administrators, whether they were chairs, deans, associate VPs, or presidents, should not be able to step down into a regular faculty position within a department and keep their former salaries. This is particularly inappropriate when the FSU administration is stating there are no funds for faculty raises.
- * Chairs normally receive course releases . . . they teach less to compensate for the time used in coordinating their department. This factor should be taken into account, as that is a form of compensation. Some departments are much larger and more complex than others; for this reason, the compensation should not be standardized across the board. Chairing for a few years should not provide a permanent salary increase.

UFF-FSU Spring 2020 Faculty Poll

- * I believe the role of chair differs tremendously based on size of department, complexity of the departmental programs, resistance by faculty to serving as chair, etc. I just don't see how an administrator role like chair could be a union-negotiated compensation package.
- * I have been a department chair for many years. It has its high points, but it is often soul-destroying and frustrating work. It also destroys one's research, and this is one factor that will make it difficult for me to return to 'civilian life'. The summer salary used to be a nice (but temporary) bonus in the days when not much went on in the summer, and there was time to do some research. But things have changed -- at least in my case, I find that the administrative load is now a twelve month burden. I do not favor imposing yet more regulation over what Deans can and cannot do vis-a-vis chair compensation -- I certainly do not regard myself as over-compensated relative to my colleagues, and my Dean already has very little discretion, and a very small piece of the pie to allocate, in rewarding chairs. I take the job very seriously, and put in an awful lot of time, to trying to improve my department, the college, and the university.
- * I don't believe that chair compensation should be the same across the board but I do believe that there should be equitable standards that govern a chair's salary so that units with similar duties don't have broad differences in compensation.
- * I don't want to say that there should be mandatory payment, both because some Chairs might prefer a course release and because chairing a department of 40 faculty is clearly not equivalent to chairing a department of only five faculty. Also, this could create a real mess for colleges such as mine where the expression "Chair" isn't used.
- * I voted for a stipend covering the duration of the chair appointment, but I could also support a stipend during the appointment plus a negotiated pay increase that is a percentage of the chair increase to honor meritorious job performance (i.e., the individual gets a pay increase from their pre-chair salary after stepping down that is not necessarily the full amount received while performing chair duties).
- * This is a huge amount of work and time sacrifice which the chairs could be spending on their own research/job responsibilities. They should be compensated for the time they spend on being a chair.
- * Assistant chairs need to be better compensated.
- * The stipend "system" does not work. We cannot find people to be the Chair and our Dean will not negotiate permanent increases. It should be based on a term with a reasonable increase based on the CIPS code. Often time, the Dean "recruits" people to administration because that person can be manipulated and not because of the person's ability. So, you get the lowest common denominator and no real effective administration. This eventually falls back on the faculty in increased service work due to bad staff, bad faculty hires, bad management, and bad "leadership".
- * The size of the unit should be weighed, as the number of faculty a chair is required to evaluate, and potentially replace, and even program number and sizes being overseen, changes the demand of the job.
- * I think an incentive is for the University to guarantee a percentage of salary increase for all Chairs. However, I do think that there should be some freedom for Deans to compensate Chairs with additional pay as needed, especially if the Chair has exceeded expectations for performance that year.
- * We want able candidates to serve as chairs. There has to be an incentive to attract these candidates for what I consider is so far a thankless job.
- * I don't have much background knowledge on standard practices; it would be helpful to have some further information on what generally happens without guidelines - and why it might be an issue - before forming an opinion.

UFF-FSU Spring 2020 Faculty Poll

- * Chair compensation should be linear based upon 9 month appointment. A range of 50% - 75% of AOR allocation to service is likely based upon chair responsibilities - this part would be negotiated between the chair and dean. If 75% of AOR for service over 9 months equals \$75,000, for example, then the chair should be compensated \$25,000 for summer responsibilities if they are only doing service, and more if teaching or conducting grant research. This is currently not the case in some areas of the CFA - some chairs actually get paid less on a pay period basis when they go to a 12 month pay schedule because the pay "increase" is not proportional.

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?

562	98%
89	16% None
99	17% A little
192	34% Some
109	19% A lot
73	13% All it can

Tuition waiver for dependents?

567	99%
80	14% None
108	19% A little
192	34% Some
121	21% A lot
66	12% All it can

Childcare facilities on or near campus?

565	99%
70	12% None
95	17% A little
189	33% Some
134	23% A lot
77	13% All it can

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

551	96%
42	7% None
67	12% A little
181	32% Some
158	28% A lot
103	18% All it can

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

562	98%
32	6% None
68	12% A little
196	34% Some
186	33% A lot
80	14% All it can

Healthcare?

563	98%
22	4% None
37	6% A little
147	26% Some
186	33% A lot
171	30% All it can

A phased retirement plan that includes healthcare coverage?

560	98%
19	3% None
35	6% A little
143	25% Some
197	34% A lot
166	29% All it can

Retirement benefits?

557	97%
14	2% None
36	6% A little
132	23% Some
190	33% A lot
185	32% All it can

Do you have any additional comments on bargaining priorities?

63 11%

* The negotiation last summer was horrific and the union should consider a vote of no confidence in Kyle Clark that includes the opportunity for graduate students to vote and for student government to be more involved. Ideally the president or representative of student government should be present for all bargaining meetings. Not to start with a cost of living (2.5% in other professional fields) as a starting point means that our salaries go down significantly over time and this is unacceptable. Perhaps the union could actually show a graph of how salaries have not kept up with the cost of living. The statements about support for faculty from upper administrators are without foundation. Although it was equally disastrous to receive a cut in state funding in the very year the ranking increased, the response of the administration was terrible for faculty. The comparisons with other FL campuses who hold low rankings was staggering to read. Meanwhile, it's observed that administrative salaries went up by tens of thousands of dollars in some cases.

* I left 2 blank because I do not know enough about the subject.
Retirement benefits: When I joined nearly 30 years ago, the ORP contribution by FSU was the same as the FRP contribution. These are no longer the same due to the underfunding of the retirement plan which has created an additional contribution to FRP that is not made to ORP.

* advance the issues of promotion, sabbatical and education opportunities for non-tenure faculty. open the doors for non-tenure faculty to engage and work in administration.

UFF-FSU Spring 2020 Faculty Poll

- * It should be understood that the salary should raise by about 3% every year, just like in any other normal university.
Any bargain that does not result in such a raise is a failure.
- * Give faculty the option to opt into the pension later
- * It's absurd that we don't get cost-of-living raises every year. We shouldn't even be talking about merit until everyone gets a COLA raise.
- * I believe healthcare for employees is critical to attaining our mission as a university. I would rate our current healthcare benefits as excellent and we should try to retain them.

- * Parental leave
- * Please be aware that not all faculty have access to sabbaticals - curators for example do not. I do however recognize the value of sabbaticals to the profession and the institution, but we would also like some freedom from day to day responsibilities to plan exhibitions etc.
- * Given the realities of the academic job market, I think it is more important than ever for institutions of higher ed to think seriously about ways to address the so-called "two-body" problem. Academic spouses are often forced to live apart, delay or give up on having children, and the like. I would like to see a commitment from FSU to think seriously about ways to address this challenge in a reasonable, sustained way.

- * My priority is increasing the AOR flexibility for specialized faculty and making it possible for teaching faculty to have the possibility for additional research opportunities (should their AOR be approved by their supervisor/Dean). This would include supporting University policies that return to making it possible for teaching faculty to apply for internal grant funding for research and creative projects (or at least be able to apply for such grants in collaboration with our tenure-track and tenured peers).

- * A phased retirement including ORP faculty similar to DROP could be a WIN/WIN.

- * Equitable teacher duties, assignments, etc.
- * Parental or maternity leave for FSUS teachers. We currently have non, and must use sick hours to take any sort of maternity or parental leave.
- * I want a true option for year-round pay that does not include the "FSU Christmas Club."

- * non-renewals for specialized faculty are a very challenging topic given the diversity of their roles. Please do not forget that sometimes A. these individuals are on C&G funding and PI's can only do the best they can to renew funding once a project ends/changes. and B. sometimes departments need to be able to make long-term changes to their faculty make-up, such as deciding to bring in new tenure-line faculty to replace specialized teaching faculty, and departments/colleges need to be able to make these collective decisions without having their hands totally tied by collective bargaining.

- * These are all good ideas; I hate to downgrade most of them, but obviously I realize that it's impossible devote all of your energy to lots of topics.
- * All factors are important. If we are unable to gain salary increases in the negotiation, then compensation through other benefits seems an appropriate fall back. The less salary increase is possible, the more we should fight for leave, paid sabbatical, tuition waivers, healthcare and retirement--other ways that offset the lack of compensation...

UFF-FSU Spring 2020 Faculty Poll

- * Pay increases are the most important thing to me. I'm glad the team was able to get the \$1500 one-time raise last year, but after FSU took out taxes I saw that we only ended up getting around \$1100. (For some reason a huge amount of taxes were taken out of that "bonus," more than the usual amount for salary.) So I think the University bargaining team did something shady there. I'm glad that at least we got that money (something is better than nothing), but they shouldn't be able to do that again, especially since no one actually got the amount the university claimed. They should give us the salary raises we deserve, instead of paying administrators more, or wasting money hiring expensive consulting firms for things like job searches, etc.
- * I think it's important to get expanded language on health care and retirement benefits into the contract, so that we aren't entirely at the mercy of the Legislature and governor for these items.
- * If we want to recruit and retain wonderful and diverse new colleagues, we need to focus on issues like child care and addressing structural inequities. We also need to be intentionally recruiting and supporting faculty of color. And we need to look at the areas where there's serious compression and inversion. It's unlikely that any administration will be very proactive about structural changes to address the taken-for-granted inequities we tend to ignore, but the union can hold their feet to the fire! Thank you for doing this work.
- * Inequality between folks in, for instance, creative writing (and have a PhD in English) who automatically own anything they produce, such as a book they write, and people whose work is covered by patents where anything in the field the person did their PhD in is automatically owned by FSU.
- * Our current parental leave policy is terribly insufficient for many faculty members. While a semester of fully paid leave may be generous by some standards, the fact that only one such leave can ever be taken means that anyone who has more than one child just gets nothing after kid 1. This policy makes it difficult to attract and retain the best assistant professors, who are often thinking about starting a family and want multiple children.
- * on childcare -- there are local great options for ages 3 on up. But it's the first few years that hit faculty and especially women the hardest. Having access to quality health care for faculty and staff near campus is important as a community partnership issue, even if our vast number of per capita children means it is not going to be a single care facility that meets this need.
- * Salaries are abysmal. Compression and inversion needs to be fixed and dealt with on a permanent basis from here forward.
- * increased personal leave; research leave; commitment to professional development funds.
- * The current retirement package is not attractive.
- * Didn't understand 4th question.
- * I didn't understand this question, "A just cause or similar standard for non-renewal, requiring that non-renewal only be for good reason?"
- * Retirement buy outs and lump sums to entice senior faculty to go.
- * Remove 5-point annual evaluation. Merit rating gives enough information without causing the same amount of stupid, unreasonable, and unnecessary kick to morale.

- * FSU is a cheap institution w/o true concern for faculty.
- * As our baby boomers age out of active duty, they present a somewhat more complex benefits challenge and the UFF should continue to bring their needs to the forefront, given that many have dedicated 30+ years of service to the University and State.

- * I'm so glad that parking is no longer a topic raised on this survey.

UFF-FSU Spring 2020 Faculty Poll

- * Perhaps bargain a big retirement buy-out plan that would give retiring faculty a large lump sum but still save the administration money in the long run. Do this fast, I am about to retire.
- * I'm puzzled as to what "retirement benefits" means above.
- * yes, do your job rather than spending our money on yourselves -- meetings conferences and the like
- * Parking, attendance at conferences
- * Salary is key. My salary has stagnated for the past couple of years in spite of the hard work that I know the union has put forward. This cannot continue though. New faculty will soon catch up to my salary, and I've been here for almost 15 years and am ready to go up for full professor. Salary compression is becoming a big problem again (after it had started to level out a bit), and it's really frustrating to see administrator salaries increasing so much while faculty salaries do nothing.

- * Doubtful that there will be any significant benefits for faculty.
- * More of the competitive sabbaticals
- * The parking situation at FSU is horrible, especially given that we pay \$250 a year for it. We get no advance notice that the university is blocking off parking lots that we should have access to due to our fees. Faculty and staff seem completely disregarded in this matter.
- * Tenured faculty already can only be fired for just cause. I assume the question is with regard to faculty on non-tenure lines, and if so, it sounds like a proposal to treat those faculty as tenured, but without having to go through the university's tenure process.

- * safeguards for gender equity in pay
- * Work to restore the FRS COLAs. UFF's callous disregard for this is highly discouraging -- if you ask any UFF leadership, the reply is uniformly "wait until the Democrats control Florida's government", which is just not in the cards, and hasn't been for almost two decades.
- * Retirement benefits are low and not competitive.
- * In view of the recent outbreak of a virus, the so-called Covid-19, of unknown origin that started overseas, in a country with an oppressive secretive regime, that wages a war on their own people, the University and BOT should do all they can to prevent any incidences of this disease, in the Tallahassee community. This disease, possibly man-made, is highly contagious and seems to have a high mortality rate. The cost of people lives is higher than any other monetary considerations. We should do all we can, to keep our students, faculty and staff healthy, and protected from dangers. Under these extraordinary circumstances, doing less, means actually avoiding the arrival and spread of this strange disease on campus.

- * Cost of Living #1
- * Protect FRS and retiree Defined Benefit pension. It would be a good recruitment tool for getting and keeping the best faculty.
- * I note that as parking has become a work-breaking catastrophe campus-wide, it has disappeared from this list of bargaining priorities? I suspect that's because it's been defined as not a condition of work, but yikes, it's really a problem.

- * Last year's proposal to take away all benefits from retired faculty was insulting, especially when as a near-retiring faculty member I'm bombarded to include FSU in my will, etc. That is the definition of chutzpah!
- * Library access for retired faculty.
- * This is the best list of topics I have seen for some time. Good work on setting priorities.

- * My thoughts are healthcare coverage and cost of leaving impacts everyone (certified or staff).

UFF-FSU Spring 2020 Faculty Poll

- * A phased retirement process would benefit all. FSU would allow time for the transfer of knowledge to replacement faculty and the retiree would have time to know their responsibilities were being left in good hands.
- * Please prioritize a second parental leave. Also, it would be helpful to get the stipulation out of the leave agreement that two FSU faculty cannot take their parental leave at the same time (it's one person PER CHILD - two could take it if there were twins.)
- * Prior to FSU, I worked for years in a higher education system in which there were never annual merit increases based upon excellent performance, but just the standard cost-of-living pay increase. Every year like clockwork, regardless of how many awards you may have won and how outstanding your year was, you could depend in a 1.8% or 2% pay increase - the same your colleagues who had a year of mediocre performance. Cost-of-living pay increases are important, but there needs to be robust mechanisms in place where strong performance throughout the year is recognized and materially rewarded.
- * We need to restore the university contribution to the 401k accounts to what it was before 2008 (10%, rather than the current 5%)
- * While I strongly favor equitable parental / dependent leave policies, childcare, and tuition waivers (as a parent also caring for an elderly parent!), I would say I think the Union's strongest priorities should be matters that affect the highest number of faculty - pay equity, sabbaticals, and healthcare.
- * The faculty are still recovering from the cut in retirement from the recession. In our school we have cases of complete salary inversion which will undoubtedly lead to losing good faculty.
- * You are doing a great job
- * The sabbatical process here is ridiculous. It should not be a competitive process and one semester paid sabbaticals should be readily available for faculty once they earn tenure and promotion. Additionally, paid parental leave should be available every time a faculty member has a child or adopts a child.
- * none

Legislative Issues:

Please share your opinion regarding the following issues:

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

554	97%
57	10% Strongly support
124	22% Support
179	31% No opinion
126	22% Oppose
68	12% Strongly oppose

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

562	98%
23	4% Strongly support
25	4% Support
19	3% No opinion
39	7% Oppose
456	80% 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.

553	97%
47	8% Strongly support
92	16% Support
158	28% No opinion
107	19% Oppose
149	26% 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 no longer be able to bargain with FSU.

559	98%
15	3% Strongly support
10	2% Support
59	10% No opinion
87	15% Oppose
388	68% Strongly oppose

Do you have additional comments regarding legislative issues?

27 5%

* Universal metrics would make us laughable. Either there is a national system of ranking in which we compete with other campuses or we are simply educating Floridians. As it stands, the honors program has already greatly lowered the GPA requirement to a standard far below the national average. At some point, our integrity will be called into question.

The intellectual caliber of transfer students already presents obstacles and that is before the issue of universal metrics.

* FSU is doing very well without additional intrusion from the legislature.

* none

* UFF is working on collective bargaining for ALL faculty members. It is clearly egotistical for some faculty members to benefit from UFF's without the basic solidarity of taking a 1% salary reduction in order to support those efforts. (From a pure cost-benefit analysis and from an ethical standpoint, those faculty members should be ashamed of themselves--how DARE they benefit from collective bargaining without making a contribution?)

In any case, a union busting measure such as requiring 50% dues-paying membership is an extreme anti-union measure that undermines our freedom of association and fundamental rights. We should oppose it in the strongest possible terms.

* I am so pro union because of my recent experience. Union is the only source that can stop the unfair activities by administrators.

* Thank you for taking this stuff on! We appreciate it.

* Let's not forget who keeps the lights on. In my opinion it is the responsibility of every person affiliated with this university to advocate for the safety and inclusion of all students. Our transportation systems do not support this mission -- Look at the city and campus bus routes and how difficult it is to get on campus via bus unless they live in a few very specific locations -- and the pedestrian dangers are outrageous for the thousands of students in apartments advertised "in walking distance to FSU." One trip up Tennessee St between Dewey and High Roads at midday should give everyone a realization of what a risk we are taking when we ignore this problem. At the bare minimum, the medians on that road should be cleared of a visibility obstructions. Our campus is lovely, our medians don't need flowers and bushes. There is much more work to be done than this, but the fact that there is no movement on this obvious starting place "like the bussing issue" is disturbing.

* I'm not opposed to hearing about students feeling safe and welcome at the university through surveys--indeed, I'd like to know when they don't feel safe and welcome! However, I'd like to gather information internally and respond to it at the university to ensure that we're not punished for student opinions but that we can garner support to help create a safer and more welcoming environment for the diversity of perspectives and backgrounds that we hope come to enrich our university community.

* Please continue to do all you can to oppose guns on campus. If that is allowed, many faculty would consider leaving FSU or at a minimum would change instructional and mentoring practices to reduce perceived risk. Guns on campus would change the culture decidedly for the worse.

* Not a union member but strongly support bargaining process. Union needs to present a better case for why it should get my 1%. Where does it go, and how might it come back to benefit me? Union holds political stances and donates to causes with which I only partially agree.

UFF-FSU Spring 2020 Faculty Poll

- * I do not know what is meant by the "metrics". Would these metrics be used for State funding decisions or simply to provide information to prospective students and their families?
- * Each University has a different purpose - it is comparing apples and oranges re: the metrics.
I don't want a student being able to bring a gun into my office when discussing grades.
I don't want to return to McCarthyism.

- * I am unsure of the implications of the uniform metrics and the competing ideas legislation would have.
- * Legislators are clearly afraid of unions and are doing everything they can to stand in the way of our success. It's dirty politics and should be opposed.
- * No comment on the legislature but utter disgust.
- * Be very careful -- they're penny wise and pound foolish to use an old adage. They are also more concerned with keeping their own jobs and being re-elected than looking to the future of higher education (or education in general!!!)
- * The UFF lobbying group should work hard to stop graduate student fees.
- * The legislation saying that we have to sign up every year to automatic deductions is also stupid and clearly anti-union with no genuine benefit for anyone.

- * Would consider looking for jobs elsewhere if guns are allowed on campus.

- * If legislation for concealed carry moves forward, such legislation should include training to be paid for by the university (training and attendance of training to be counted as service to the university and therefore paid).
- * Need a long-term plan.
- * It is Florida...
- * With regard to the 50% dues-paying membership - I'd love more widely available materials to help us union members lobby our non-member colleagues.
- * Legislation should address recent outbreak of a virus, the so-called Covid-19, of unknown origin that started overseas, in a country with an oppressive secretive regime, that wages a war on their own people, and find ways to keep Floridians safe and protected from such dangers. For example, Floridians should have immediate unconditional access to surgical masks, that disappeared from the pharmacies shelves. Such protective gear should be made accessible to Floridians, at reasonable costs, by law, with an ID, and should be rationed by an immediate legislative measure, until the danger is gone.
- * a union killer

- * start spending our money on us not yourselves -- get us good legal counsel as soon as we need it
- * UFF sucks. They exist to collect money for other political purposes unrelated to the welfare of the people who pay the dues. I have heard of one instance where UFF bullied a person who exited the union.

General Survey Questions:

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

564	99%
45	8% Strongly agree
266	47% Agree
138	24% Neutral
84	15% Disagree
31	5% Strongly disagree

Faculty morale is high at FSU.

561	98%
25	4% Strongly agree
207	36% Agree
176	31% Neutral
120	21% Disagree
33	6% Strongly disagree

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

562	98%
49	9% Strongly agree
171	30% Agree
183	32% Neutral
111	19% Disagree
48	8% Strongly disagree

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

565	99%
82	14% Strongly agree
235	41% Agree
129	23% Neutral
72	13% Disagree
47	8% Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

559	98%
199	35% Strongly agree
173	30% Agree
152	27% Neutral
28	5% Disagree
7	1% Strongly disagree

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

564	99%
84	15% Strongly agree
167	29% Agree
71	12% Neutral
156	27% Disagree
86	15% Strongly disagree

Faculty and staff parking is satisfactory at FSU.

565	99%
31	5% Strongly agree
124	22% Agree
110	19% Neutral
163	28% Disagree
137	24% Strongly disagree

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

559	98%
52	9% Strongly agree
237	41% Agree
185	32% Neutral
62	11% Disagree
23	4% Strongly disagree

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

560	98%
105	18% Strongly agree
284	50% Agree
139	24% Neutral
22	4% Disagree
10	2% Strongly disagree

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

562	98%
31	5% Strongly agree
170	30% Agree
113	20% Neutral
138	24% Disagree
83	15% Strongly disagree
27	5% Not applicable

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

563	98%
69	12% Strongly agree
219	38% Agree
114	20% Neutral
136	24% Disagree
25	4% Strongly disagree

I can give sufficient time to my students.

561	98%
50	9% Strongly agree
247	43% Agree
96	17% Neutral
96	17% Disagree
27	5% Strongly disagree
45	8% Not applicable

Teaching assignments in my department/unit are done equitably.

564	99%
86	15% Strongly agree
198	35% Agree
97	17% Neutral
78	14% Disagree
47	8% Strongly disagree
58	10% Not applicable

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

560	98%
145	25% Strongly agree
197	34% Agree
158	28% Neutral
46	8% Disagree
14	2% Strongly disagree

Incentives should be used to induce faculty to teach online.

561	98%
53	9% Strongly agree
148	26% Agree
199	35% Neutral
100	17% Disagree
61	11% Strongly disagree

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

561	98%
21	4% Strongly agree
141	25% Agree
211	37% Neutral
127	22% Disagree
61	11% Strongly disagree

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

560	98%
128	22% Strongly agree
267	47% Agree
99	17% Neutral
56	10% Disagree
10	2% Strongly disagree

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

562	98%
442	77% Yes
90	16% No
30	5% Not sure

Please rate your feelings toward the UFF-FSU Chapter:

563	98%
253	44% Very positive
174	30% Somewhat positive
81	14% Neutral
35	6% Somewhat negative
12	2% Very negative
8	1% Not sure

Which of the following web applications are used by your department/unit to maintain a digital

556	97%
32	6% Academic Analytics
54	9% Digital Measures
403	70% FEAS (Faculty Expertise and Advancement System)
140	24% Don't Know
14	2% Other (describe below)

Name of other web application:

15	3%
1	0% Excel file
1	0% Paper records
1	0% Internal evaluation rubric
1	0% I believe no web applications are used.
1	0% As chair, I don't use web applications to evaluate faculty
1	0% SPCI
1	0% LibApps
1	0% None
1	0% None
1	0% Excel forms yearly
1	0% LibInsight
1	0% ORCID
3	1% Canvas

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

538	94%
16	3% Very Satisfied
112	20% Satisfied
291	51% Neutral
85	15% Dissatisfied
34	6% Very Dissatisfied

Do you have any comments regarding the use of web applications for maintaining, reporting,

- | | |
|----|-----|
| 71 | 12% |
|----|-----|
- * Some FSU administrators have inappropriately high salaries compared with FSU faculty. Not all!
 - * Recent changes to FEAS appear to have broken FEAS. I had everything up to date and properly working before changes occurred and now it's a mess. I am concerned I will not get a merit increase this year due to the FEAS problems as I could not use a FEAS report in my merit review process as was requested and instead had to type my own report instead due to the numerous errors in FEAS that I did not have time to correct.
 - * The software is almost uniformly bad. One form does not fit all.
 - * FEAS is too much extra work for an already swamped workload.
 - * I understand and endorse the value of FEAS but the field by field interface remains tedious and too time consuming
 - * Web apps either feel like it's 1998 and still sort of get the job done, or they feel like they were built yesterday by a contractor who couldn't wait to finish and get paid. The latter don't reflect the processes the university and its faculty actually use to be productive. Anything that starts out by signing into my.fsu.edu is going to hamper productivity.
 - * We have nothing like this in chemistry and biochemistry. Self reporting using a Word document.
 - * FEAS takes far longer than building a traditional C.V. and should have even more automated options.
 - * FEAS is a mess and hard to manage

UFF-FSU Spring 2020 Faculty Poll

- * The FEAS c.v. template (and data generated from it) is useless and misleading for my discipline. It seems clearly geared to STEM needs, rather than the university as a whole.
- * FEAS is stunningly cumbersome and a huge time sink
- * FEAS does not work well for non-teaching faculty.
- * I have been directly pitted against other faculty members within my department with these tools. This was inappropriately done because, besides contributing to the toxic environment in my department, I am not even in the same field as the other faculty member. These tools are also often inaccurate, compare our department to departments that would not be consider sister or even aspiring departments.
- * FEAS is a VERY difficulty platform to navigate. I hope there can be a different way to track achievements in the future
- * As mentioned above, I am a curator at the Ringling. We are faculty but our work differs greatly to teaching and research faculty, and FEAS isn't designed to capture what we do. E.g. our research is generally driven towards exhibition catalogs, book chapters, books and articles for general audiences, exhibitions, acquisitions of new objects, and general record keeping. Rarely does it result in peer-reviewed publications. We are trying to come up with a solution so that we are not evaluated by criteria inappropriate to our responsibilities.
- * It is too much work for an outside senior hire, like myself, to have to upload everything into FEAS. So I don't do it.
- * The previous inerface of FEAS was much more user friendly
- * The FEAS system has been a good system for tracking information related to building CV documents, course and credit hour reports, etc. Positive views towards that system.
- * I actually like the FEAS system.
- * I think that FEAS+ is OK for data entry for my presentations, publications, and service work. I think that it would be much better if CVs generated from it would not be featured on the web. I'd rather people who look up my name go to my website where I format my publications the way I want rather than look at the ugly FEAS+ format.
- * FEAS is cumbersome and produces flawed summary reports that are difficult to correct. Faculty time spent struggling with this and other "efficiency and standardizing" platforms (Concur, "onboarding" for teaching appointments, AOR production, etc.) is a terrible waste of faculty time.
- * FEAS is cumbersome to update and the output is not that nice looking. For example: we submit evaluations in March for the previous calendar year. Is there a report for that? Doing a one-year report in March gets the previous 12 months (April-March).
- * Faculty should have direct control of their own webpage.
- * The FEAS system is very awkward to use, and time-consuming.
- * FEAS is better now but still horrible.
- * need better reports that we can use to generate annual eval materials easily. we would need to change what we ask people to submit in our bylaws too.
- * I think that the FEAS system is useful. The problem is that I rarely have time to maintain the information in the system, so it's not very accurate.
- * - takes away time from research and teaching
- * - invites micro-management by the the administrations
- * The College of Business is evaluating faculty based on a journal list that wasn't created for evaluating faculty. Everyone is confused about how we're being evaluated, including the Deans themselves. It's a mess.
- * As a faculty member located at The Ringling, we need to have our FEAS modified to reflect the content of our jobs as curators, as opposed to more traditional faculty role.

UFF-FSU Spring 2020 Faculty Poll

- * we have too much accountability that takes time away from work tasks
- * FEAS is a huge pain to use. Even after the recent update, it has a terrible user interface and takes way more time than it could possibly be worth.
- * I'm not sure how my institute uses web applications to evaluate faculty since many faculty members are affiliated with other academic departments, and others are on "soft money."
- * FEAS is a disaster. QER CVs were embarrassing.
- * We don't use any web app in my department. I would love it if we did.
- * Web apps are very useful for maintaining and reporting faculty activities. I wish I didn't have to maintain records in two systems, although they are starting to play nicer together.
- * FEAS vita builder is mismatched to humanities research. It is skewed to reflect the standards and measurements of the sciences. The entire FEAS system should be dropped and faculty should be allowed to supply a vita of their own in place of the poorly designed FEAS.
- * These web applications lead to numeric scores and have more emphasis on quantity and undervalues quality. It is the wrong direction
- * No
- * Academic Analytics is totally useless for humanities area departments.
- * Purchased metrics generally do not work well, and offer a veneer of quantitative rigor that overlays filthy data and assumptions ranging from questionable to malicious. FEAS was bad and was made substantially worse.
- * There are no metrics for evaluating FSU faculty in my department, for research, teaching, service and additional achievements. We average points, but no point system is given by evaluators in the department bylaws. So, what are we averaging? Also, there is no rotation of evaluators. Professors are evaluated by associate professors, some professors are never allowed to evaluate, and, so on and so forth. Our department evaluation system is a popularity contest.
- * FEAS is a terrible system to enter the data. It takes far too much time.
- * FEAS should be able to pull information from a DOI for publications.
- * FEAS is bad software.
- * FEAS is cumbersome and duplicates the DV I already personally maintain. I don't like the format of the CV it generates.
- * FEAS is set up according to STEM norms. It doesn't fit as well with Humanities work.

- * Wish we only used them; instead we have to reinvent the wheel each year, creating our own tables, filling out forms, etc. time consuming and wasteful.
- * n/a
- * I would appreciate a standardized system so I know what to expect but FEAS is a very clunking way of managing faculty information.
- * FEAS is horrible, horrible, horrible. It is COMPLETELY inappropriate for my discipline.
- * Very random and potentially damaging
- * Entry to FEAS and CONCUR should be delegated to a designated staff person, and not completed by faculty. The current system is a terrible waste of faculty time.

- * They are increasing faculty workload and reducing staff jobs.
- * I think my colleagues do not report this information on a regular basis -- many only update when the Dean requests it or when they know the information will be reviewed by merit or P&T committees. This information is used for other recognition, though (authors day, for example), and if the data isn't entered, then the faculty member isn't acknowledged.
- * Concur is the worst system and results in copious amounts of admin hours and support.
Get Rid of Concur

UFF-FSU Spring 2020 Faculty Poll

- * FEAS is clunky and needs to be updated so you can import information more efficiently
- * metrics don't align with my assigned duties.
- * Not sure Specialized Faculty are being given an informed and fair evaluation through this platform (FEAS) as there is little to no room to accommodate the uniqueness of the particular Specialized Faculty position. It seems to be weighted towards the same consideration that teaching faculty are evaluated against.
- * Move to ORCID. The FEAS system is horrific and outdated and I had to work with four programmers to create a CV, and was told the system had a bug that could not be fixed so I had to make it manually. It was a horrific waste of time. Use orcid a system that is already adopted by journals!
- * Feas is very bad. FSU needs to pay some secretarial staff members or grad students to do the time consuming updates for busy faculty, or either just use our own CVs. This is a waste of time. I have no time to update feas because I'm actually doing research. What a waste. Are you seriously wanting me to spend hours on feas instead of on research? Unbelievable but true.
- * FEAS is very difficult to work with.
- * FEAS has gotten better but assumes things about research values that do not fit some research fields and the system does not allow for enough customization.
- * Many of the automated parts of FEAS do not allow faculty to make corrections -- for example, the number of students in Engineering classes should include students at FAMU. There is no way to make this adjustment. The current changes to FEAS are flagging all sorts of information that is actually correct. I believe most of this is because of the relationship between FAMU and FSU at the College of Engineering. The previous version of FEAS was much nicer and easier to use.
- * More legibility for creative research and creative activity
- * Discrepancies in the categories used mean that FEAS doesn't easily allow comparisons among faculty
- * The rubric was designed to provide objective faculty evaluations in our unit. However, there are subjective decisions and mistakes that are made by the faculty evaluation committee that have to be corrected on the back end. It suggests that individual faculty members could be subjected to different, unstated criteria at times.
- * FEAS is extremely clunky and the CV it generates is not good looking. It's also unclear where certain things best fit in the FEAS categories.
- * no
- * FEAS is a one size fits all "solution" that causes more problems than it solves. By looking at activities in diverse disciplines through a system that is 1) not user friendly 2) slanted towards the sciences 3) inflexible in its (problematic) categories, this system undervalues important academic work and grossly distorts activities of many faculty members.
Is there any computer system implemented at FSU that makes life easier for faculty?
- * FEAS is not organized to benefit performance faculty

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?

550	96%
95	17% Yes
345	60% No
110	19% Not sure/do not know

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

552	97%
303	53% Very important
204	36% Moderately important
32	6% Not very important
13	2% Not important at all

Administrator Evaluations:

President John Thrasher's job performance has been:

554	97%
156	27% Outstanding
267	47% Good
74	13% Fair
13	2% Poor
4	1% Unacceptable
40	7% Not sure

Provost Sally McRorie's job performance has been:

551	96%
110	19% Outstanding
210	37% Good
96	17% Fair
38	7% Poor
8	1% Unacceptable
89	16% Not sure

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

554	97%
111	19% Outstanding
180	31% Good
83	15% Fair
22	4% Poor
9	2% Unacceptable
149	26% Not sure

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

560	98%
156	27% Outstanding
198	35% Good
103	18% Fair
49	9% Poor
21	4% Unacceptable
33	6% Not sure

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

553	97%
188	33% Outstanding
196	34% Good
71	12% Fair
48	8% Poor
36	6% Unacceptable
14	2% Not sure

Professional Work Climate:

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

563	98%
87	15% Strongly agree
264	46% Agree
115	20% Neutral
62	11% Disagree
35	6% Strongly disagree

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

560	98%
121	21% Strongly agree
227	40% Agree
85	15% Neutral
68	12% Disagree
51	9% Strongly disagree
8	1% Not applicable

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

562	98%
25	4% Strongly agree
133	23% Agree
156	27% Neutral
165	29% Disagree
83	15% Strongly disagree

Merit assessment procedures in my department/unit are fair.

560	98%
55	10% Strongly agree
200	35% Agree
183	32% Neutral
79	14% Disagree
43	8% Strongly disagree

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

550	96%
	0% Does not meet FSU's high expectations
1	0% Official concern
116	20% Meets FSU's high expectations
273	48% Exceeds FSU's high expectations
160	28% Substantially exceeds FSU's high expectations

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

555	97%
112	20% Yes
443	77% No

Do you plan to actively seek alternative (non-FSU) employment during the 2020-21 academic year?

557	97%
144	25% Yes
278	49% No
135	24% Not sure

What is your position classification?

513	90%
155	27% Professor
87	15% Associate Professor
100	17% Assistant Professor
4	1% Eminent Scholar
3	1% University Librarian
7	1% Associate University Librarian

UFF-FSU Spring 2020 Faculty Poll

9	2% Assistant University Librarian
34	6% Teaching Faculty I
16	3% Teaching Faculty II
28	5% Teaching Faculty III
3	1% Instructional Specialist I
3	1% Instructional Specialist II
2	0% Instructional Specialist III
7	1% Research Faculty I
7	1% Research Faculty II
6	1% Research Faculty III
1	0% Specialist, Computer Research
	0% Specialist, Music
	0% Childcare Specialist
	0% Curator
	0% Associate Curator
2	0% Assistant Curator
9	2% Senior Research Associate
6	1% Associate in Research
6	1% Assistant in Research
4	1% University School Instructor
2	0% University School Assistant Professor
2	0% University School Associate Professor
1	0% University School Professor
9	2% Other

My assigned duties involve:

557	97%
97	17% Mostly research
123	22% Mostly teaching
62	11% Mostly service
216	38% About an even balance of teaching and research, with some service
56	10% 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.

549	96%
260	45% Yes
271	47% No
18	3% Not sure

Are you in a tenured or tenure-earning position?

554	97%
371	65% Yes
180	31% No
3	1% Not sure

Which of the following best describes your normal annual appointment?

556	97%
417	73% 9-month contract
119	21% 12-month contract
18	3% Other
2	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.

476	83%
6	1% Accounting
1	0% Advanced Power Systems (Ctr for)
2	0% Anthropology
13	2% Art
6	1% Art Education
7	1% Art History
2	0% Askew School of Public Administration and Policy
12	2% Biological Science
1	0% Business Analytics, Information Systems and Supply Chain
3	1% Chemical and Biomedical Engineering
8	1% Chemistry and Biochemistry
2	0% Civil and Environmental Engineering
2	0% Classics
11	2% Communication
4	1% Communication Science & Disorders
5	1% Computer Science
4	1% Criminology and Criminal Justice (all areas)
6	1% Dance
3	1% Dedman School of Hospitality
1	0% Distance Learning
20	3% Earth, Ocean, and Atmospheric Science
8	1% Economics
5	1% Educational Leadership and Policy Studies
7	1% Educational Psychology and Learning Systems
2	0% Electrical and Computer Engineering
1	0% Emergency Management and Homeland Security
24	4% English
1	0% Entrepreneurship

UFF-FSU Spring 2020 Faculty Poll

10	2% Family and Child Sciences
1	0% Finance
12	2% FSUS (all areas)
3	1% Geography
9	2% History
1	0% Industrial and Manufacturing Engineering
8	1% Information
2	0% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
6	1% Interior Design
5	1% Learning Systems Institute
18	3% Magnet Lab (NHMFL)
5	1% Management
8	1% Marketing
15	3% Mathematics
4	1% Mechanical Engineering
17	3% Modern Languages and Linguistics
1	0% Molecular Biophysics
2	0% Motion Picture Arts (Film)
24	4% Music (all areas)
2	0% National High Magnetic Field Lab
10	2% Nursing (all areas)
4	1% Nutrition, Food, and Exercise Sciences
1	0% Ocean & Atmospheric Prediction (Ctr)
1	0% Office of Distance Learning
3	1% Panama City (all areas)
5	1% Philosophy
13	2% Physics
2	0% Political Science
1	0% Prevention and Early Intervention (Ctr for)
11	2% Psychology
4	1% Public Administration
2	0% Reading Research (Center of)
2	0% Religion
1	0% Retail Merchandising and Product Development
4	1% Risk Management/Insurance, Real Estate and Legal Studies
3	1% Scientific Computing
9	2% Social Work
13	2% Sociology
2	0% Sport Management
8	1% Statistics
11	2% Teacher Education
8	1% Theatre
4	1% Undergraduate Studies

17	3% University Libraries
3	1% Urban and Regional Planning
17	3% Other

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

93 16%

- * Service expectations are unreasonable.
- * My position is listed as faculty, however teachers at FSUS are not awarded the same benefits as faculty at FSU. In particular, I am referring to maternity/paternity leave. At FSUS we are not qualified for paid leave, but faculty at FSU is. This would be a nice incentive to retain teachers at FSUS.
- * Single semester sabbaticals should be automatic for those eligible by years worked.

- * The increased amount of paperwork and administrivia -- such as the RAMP system are frustrating and take away from actual time to be spent on research and with students.
- * I am a specialized faculty member and not able to serve in faculty governance or receive grants through the University. This makes one feel like a second class citizen and does not inspire a desire to get further involved in the University. This is true for my entire unit and I know I speak for all of us. If you want us to get involved, give us a seat at the table and show some respect for the work we do by opening the door to grant money. My other bone of contention is parking. When my students can park closer to work than I can, I get irked. When I need to schedule when I arrive at school based on when I can find parking, I also get irked. I pay to park, so give me a parking space.

- * our new Dean seems to have priorities inconsistent with FSU as a research-intensive university. Faculty cannot continue to be expected to continue to work more with fewer resources and to continually grow programs with limited funding and support.

Separately, PLEASE note that although we all support having well-compensated GRA, remember that many of them are on soft-money funding and the more the GRA stipend goes up the harder it becomes to justify and support students on external grants. Also remember that how much they make is overall less important than the departments just having more OPS funds with which to pay students. We cannot be competitive for doctoral students without being able to guarantee them funding and many departments cannot do this and still meet growth expectations.

- * Pay falling behind cost of living is prompting me to look elsewhere.
- * FSU does not begin to have the budget or infrastructure to be competitive against top US universities, which seems to be its priority these days.
- * We have surveys for Deans/Chairs. We need surveys for faculty in administrative positions within units.
- * Both the university and the union act to improve their image over substance. In key cases, both have been found to be stunningly cynical and deceptive.

UFF-FSU Spring 2020 Faculty Poll

- * I have a strong concern and objection to the way <snip> performs my AOR evaluation <snip>. Our current annual teaching evaluation is primarily performed via one metric, which being obtained by averaging positive response percentages from the 13th question 'Overall rating for instruction(s)' in Students Course Evaluation.

I concur that this averaged value can serve as a good indicator how happy students feel about the course. I also agree that well-designed course materials together with effective instructor's pedagogy will contribute to produce high averaged value. However, considering students may be easily upset with new course contents, increased course workload and/or low course grades, our existing evaluation system can lead to discourage (and/or even disturb) those instructors who try to update course contents with 'academic rigor' since their such efforts can be adversely affected by the lowered student evaluation score. This iniquity can get even worse when the existing formula produces high average student evaluation score for the courses from where students can trivially get A letter grade without much efforts.

During recent faculty meeting <snip> recommended us to use a new formula - averaging weighted positive response percentages from the 13th question in Student Course Evaluation. Considering this recommended formula assigns the higher weight to the course which has relatively large number of students, this recommended formula could even aggravate the problem which I stated above.

I strongly believe that the biggest weakness of our existing teaching evaluation formula is not the way of averaging positive response percentages, but the absence of measurement for the 'academic rigor'. <snip>

- * Too much service is expected in our department.
- * The Library relies far too heavily on contingent labor and temporary visiting appointments. This is not a sustainable model to build services, develop collections, boost morale, or otherwise effectively run a memory institution.
- * Decrepit buildings, like Bellamy, which stand in stark contrast to the lovely new buildings on campus (like EOAS and forthcoming union). There is FAR too much emphasis on online teaching, with not enough value placed on the all-important face-to-face teaching style. Finally, it is disrespectful for the administration to offer faculty a raise of zero, and it is quite perplexing that not even merit money was offered this year. Such actions from the administration do not make faculty feel valued, and they certainly do not incentivize the faculty to seek out prestigious awards and grants. Despite these complaints, I have felt VERY supported by my department, chair, and dean, and I am grateful for this!
- * I realize this is out of scope with the bargaining realm of the UFF, but it has been truly demoralizing as a specialized faculty member to be excluded from having representation at the Faculty Senate. My College currently has no representative because we are all specialized faculty. It is also a morale-killer to attend faculty senate meetings where the issue has been debated and hear the condescending things that tenured faculty have to say about specialized faculty. This is one of the main things that has made me feel 'less than' at the University, despite the fact that I have served extensively on a variety of College and University committees and have contributed a great deal to the institution and the well being of students, faculty, and staff for over 10 years.

UFF-FSU Spring 2020 Faculty Poll

- * It is demoralizing to see celebrations of being a Top 20 University and not receive a permanent raise. Dental went up. My car insurance went up. My salary remained static. The President's base salary is almost 7 times larger than my own and that disparity only seems to be increasing. I feel as if the Board of Regents doesn't appreciate faculty and how we are essential for the success of this University.
- * I have been given an inappropriate administrative load as an assistant professor. <snip> There should be guidelines to protect junior faculty.
- * Over many years I have voiced my deep concern that Specialized Faculty are not represented in the Faculty Senate. The response I have gotten from UFF Union Reps was that "the tenured faculty know what is best for the Specialized Faculty" This condescending response has turned me and other Specialized Faculty away from UFF. I know there has been some discussion about resolving this inequity, but seeing is believing. We are a large % of the faculty at FSU and yet we have been denied a voice at the Senate.
- * I feel the union dues are too high and excessive as I am now paying over\$1500 in dues as a specialized faculty member. I believe there should be a limit to the amount of dues one pays and should never be in the thousands of dollars. I am considering leaving the union due to the fact dues are so high.
- * Workplace discrimination is not seriously taken into account, and regrettably may be unintentionally propagated at FSU and at other research universities, by hiring too many faculty from countries with corrupt regimes, that mean to disrupt our research and educational system. Often times such colleagues' allegiances are to their country of origin, not to the USA.
- * The union does not do enough to bargain for FSUS faculty members. Other counties have a stronger union presence. We are in desperate needs of raises to keep veteran teachers. Each year more and more teachers are leaving for higher paying jobs that require less demand of their time. Our on site union representatives are wonderful, but UFF as a whole does not do a good job representing FSUS.
- * I'm concerned about the downward trend in salary increases over the past five years, even while the state economy has been doing well. It's absurd to expect people to continue to perform at a high level without any tangible reward. The lack of any cost-of-living or merit increases in 2019 was a real morale killer.
- * I am disturbed that the union is regarded, by many/most of the faculty of color I know, as a "white" union. I can see why they feel this way.
- * The promotion track for curators working in non-academic museums is different to those of universities. In general, it is faster, at least for curators with a record of exhibitions and publications. My colleagues and I feel that the FSU advancement process is unreasonably complex and that the only way for to increase our salaries (other than the tiny merit bumps) is to get a job elsewhere.
- * I would like to see FSU institute a system to pay faculty in 12 equal installments (or bi-monthly for the full year). The current system for the "12-month" payment option offered by HR still leaves two bi-weekly pay periods in May and August with no compensation. This is the fourth university I have been employed at, and the first time I have not had an option to just spread my compensation for a 9-month contract over 12 months. I know this is a legislative issue, and I would like to see the UFF place some emphasis on correcting the issue.
- * UFF should be banned from the campus.
- * Lack of organized processes for distributing space

AOR process takes an inordinate amount of time and when there are errors/inconsistencies, it is almost impossible to identify what is causing them.

UFF-FSU Spring 2020 Faculty Poll

- * There is a lot of great support for students on campus, i.e. support services. But, there is almost nothing for faculty. For example, disabled students have OAS/SDRC to go to for lots of help and support. Disabled faculty have nothing. There is no help for disabled faculty. This is disgraceful and just plain wrong.
- * The merit pay has been botched for over two years. New chair came in and gave everyone the same amount, then the following year there was a university wide 1000.00 but this had no reflection on the incredible years I had in my research. There is no incentive to have my performance reviewed and assessed under these circumstances. <snip> needs to have their chair removed for overall incompetence, a new building, and stronger university support for CFA's new Dean. We need lines and funding. He arrived and has not been given the support he needs. Our tenured faculty are quitting under our current circumstances.
- * We have a great chair in <snip>, the best one in a long time <snip>
- * Terminate the VP Research and reorganize that office
- * As an assistant professor, it was difficult for me to chime in on some aspects of this survey, but I decided to fill it out anyway as best I can.

Coming from a previous position at a non-union school, I am confident that it is extremely important that we have a union to represent our collective interests, negotiate with administration, and have our voice heard, (and--in case of emergency--represent us in a grievance IF the university treats us capriciously, which will hopefully never happen and is hopefully much less likely to happen since we have this collective power!)

- * Research fraud by a faculty member in the college <snip> who is still teaching, serving on committees, and mentoring students <snip>
- * The low number of faculty of color on tenure track or tenured is disgraceful. Also, graduate student stipends are much lower than peer institutions and fare even worse when compared to aspirational institutions.
- * There is a culture of fear in the College of Business. Effective faculty governance is discouraged by the administration.
- * Our students makes more money after a couple of more years then us. The salaries of the professors must be adjusted accordingly. Additionally, I strongly believe we are being supervised by an incompetent supervisor that does not have any management skill and understand the needs of an individuals, as well as the needs of different programs.
- * The administrators outside of Academic Affairs are overreaching their authority. The provost should be making the decisions, but the VP of Finance is taking that power away from her and the president is allowing that to happen. This is highly unprecedented and inappropriate. The president should give the provost full authority over academic affairs but it is very apparent that she is overruled by the VP of Finance. Neither the president or the VP of Finance are academics. Past administrations would never have allowed this. Deans are not able to trust the provost's decisions because they could be overruled. The president needs to trust the provost and get the VP of Finance out of Academic Affairs.
- * Parking is atrocious. It is unbelievably frustrating that if I cannot make it to campus by 8am, the nearest parking to my office is a 15-20 minute walk. I cannot work from home in the morning and come in after lunch because I will have a 20 minute walk to my office -- if I can even find parking. I cannot meet off-campus in the middle of the day or I will be unable to make it back on campus because of a lack of parking. At the other universities I have worked at, the parking situation was never this bad.

UFF-FSU Spring 2020 Faculty Poll

- * I don't know how to become a member. As a faculty member based at The Ringling, we could greatly benefit from faculty union leadership consultation.
- * We need parking on this campus. Parking Services is in the habit of blocking faculty/staff parking spots next work buildings, and this makes it really hard to find parking on campus. It is fine to reserve parking for events, but could they do this in the garage, or elsewhere on campus with more parking space and options, than taking limited parking in smaller parking spots
- * Institutional support for research here is very poor compared with other universities where I've worked, and colleagues' universities. The Office for Research wastes money on useless things and FSU administration in general seems unable to understand that the way to increase faculty success in obtaining extramural funding is to provide significant pilot funding directly to the faculty so that we can generate the preliminary data needed for competitive applications. CRC grants are woefully inadequate for a great deal of the work we do in the sciences and not even worth the time it takes to apply for them.

- * I'm super burned out. The challenge is that due to family concerns, my sabbatical applications are not competitive because I can't travel somewhere for the sabbatical. So I have given up on them. That sucks.
- * Hard to be anonymous when the survey asks for position, rank, and department.

- * Maintenance and other mundane things are being ignored.
Salaries have fallen behind for older professors
We need a new library, or more places in the libraries we have
- * If the NSF CAREER counts as a TARU award automatically meriting a \$5k raise, then more early career awards granted by other agencies should be added to the list. This would go a long way towards retaining productive young faculty.
- * Pay for adjuncts, pay for staff (shockingly low), diversity of faculty body.
- * The reporting requirements for purchasing and travel have become increasingly onerous. Concur is a nightmare; spearmart is almost impossible to use and does not offer the most inexpensive options.
Grant support is compromised by constant turnover and subsequent inexperience.
Matching funding from the university to augment grants or contracts is non-existent.
The FSU legal dept is primarily concerned with aggressive protection of liability, not with helping faculty with their teaching or contractual needs. Many faculty have shared stories of losing funding opportunities due to delay and intransigence from FSU lawyers.

- In many areas, the administration seems to regard faculty with distrust and suspicion. I definitely do NOT feel that FSU admin has my back as a faculty member.

- * Course assignment for TAs and teaching faculty is not given off of merit. Ta's are only observed once their entire career in our department, and upper level/different classes are assigned based off of who are friends with the assistant director (because no one ever gets observed, or course evaluations even looked at, It's purely based on who her friends are, not teaching ability)
- * I am concerned about the creation of a more bike-friendly and pedestrian-friendly campus. I think there should be less concern about car parking and more concern for finding alternatives to cars for transportation to and around campus.

- * The ballooning administration.
- * Administrative class is bloated increasing bureaucratic burden on faculty.

UFF-FSU Spring 2020 Faculty Poll

- * The amount of record keeping and reporting has continuously increased while staff support decreases. Processes like curriculum approval are unnecessarily laborious with little effect on actual course quality. Nothing is done about faculty members who are incompetent and unable or unwilling to carry their share of the advising and service workload.
- * As a specialized teaching faculty, the inequality in pay between specialized faculty and other tenured/tenure-track faculty is very demoralizing. Teaching faculty are only increasing in number across the departments on campus and they should be compensated fairly for what they do.
- * Communism is the main danger of a free society. It is a brutal anti-human doctrine that is not based on merit, that highly endangers our society. The intersection of the set of members of communist parties and of the FSU faculty members may be quite sizable, and may jeopardize our freedom. You have had some experience of living in such a corrupted society, to really understand its ills. FSU faculty members should help promote excellence in research, teaching and service, with fear from retribution from fellow colleagues, with undisclosed allegiances to communist regimes. The BOT and UFF should take seriously such possible allegiances to corrupt regimes, that are unAmerican.
Term limits for department Chairs. Two terms suffice. We need such a line in the FSU Bylaws.
Referring to curriculum, the FSU faculty should do their best to help advance STEM at all levels, especially Math Education, by writing better and more diversified books at all levels, to help our youth being competitive with their peers from dictatorial regimes (regrettably, countries like PRC, Iran and N. Korea are doing overall a better job in this key education area). More emphasis on Math in middle, and high schools, less emphasis on side tracking studies.
- * I have far too many comments to put here.
- * I'd like better bike infrastructure to get around campus, and some way to separate walkers from bikes/skateboards/scooters.
- * The idea that one must get an external offer in order to get any reasonable raise is a problem at FSU (and all universities). A better strategy for raises post-tenure is needed.
- * The College of Fine Arts, the Graduate School, FSU has to get better at providing financial support for graduate students. It's unfair to push this expectation and responsibility on to Departments without providing the appropriate support to make this happen.
- * The dean of the FAMU/FSU College of Engineering does not allow faculty or students to identify with either University in any public fashion. These actions range from the stupid (i.e. we all have enforced name@eng.famu.fsu.edu email addresses on outgoing mail) to some with much more long-lasting ramifications (i.e. denying students the ability to purchase FSU license plate holders that identify them as Engineering Graduates of FSU). Substantive efforts in faculty pay, advancement, and in establishing/increasing endowment are not evident. Faculty observe the inane, and act accordingly.
- * Administration at FSU is akin to Game of Thrones. I believe the expression is "it's not who you know, it's who you blow."
- * I'm concerned by the divisions that we have let happen across the university when we're so attacked already from outside. This is a moment to shore up defenses and make sure that we all understand how we work together and why education as a whole is valuable, but we're not doing that. Might the union begin that conversation?
- * It would be nice if our college invested in wellness equipment (e.g., massage chair) and an overall faculty lounge. It'd be nice if our AOR actually reflected the amount of service we do. It's be nice if our dean provided summer funding for us, or supported travel.

UFF-FSU Spring 2020 Faculty Poll

- * There are significant concerns with my unit as pertains to faculty and I am always actively seeking employment in either another area of FSU or outside FSU
- * As a Specialized Faculty member in the <snip> category, I am routinely left out of any attempt to fix market inequities as was addressed for other SF members a couple times over the years. There are also vast compression and inversion issues with my category of SF within our department. There doesn't appear to be a clear way to bring it up other than to complain to the chair at the annual review.
- * Parking seems adequate in terms of number of spaces, but why is it that the university takes faculty spots after 9:00 a.m. and cordons them off for "special events" and "special visitors"? Shouldn't the administration have their own specially designated spots so that they don't have to take spots from the faculty? Also am very displeased with the teaching culture at this university. All the conversation had around teaching is directed toward the fault of the instructors, and how we must continue to do things to make life easier (or learning more "comfortable" or less risky) for the students. I have yet to see any message from the university going out to students reminding them that education is a responsibility and it is their responsibility. When I describe the kinds of messages and announcement that FSU faculty regularly receive to my colleagues or friends at other universities, they are usually quite shocked. Regarding the nature of our UFF chapter at FSU, it would be nice to see different and more diverse personalities involved. In some ways, UFF-FSU functions more like an ideology than a chapter. Where is the diversity in thinking? When did we stop thinking philosophically about things? When did we decide that we couldn't think philosophically about things while still taking action on them?
- * The division of service labor for those in joint appointments with an interdisciplinary program can be debilitating. My own contract says I'd have a reduced service load in my tenure-granting department because of service I'd have to provide to the program I was also hired to support; however there seems to be some miscommunication about what "reduced" means.
- * Graduate stipends in the humanities are unsustainably low and have eroded our ability to recruit good PhD students,. We have a prizewinning and internationally renowned faculty but WE CANNOT MAINTAIN A DECENT PROGRAM WITH POVERTY LEVEL GRAD STIPENDS. YOU MUST FIX THIS ASAP.
- * As someone who works with twenty or more TAs each semester, I would reiterate that funding to attract better qualified graduate students is a critical priority. Grad students represent a strategic infrastructure supporting the teaching and research functions of the University. Increasing the quality of grad students directly impacts the quality and quantity of published research and research funding as well as the level of achievement of our undergraduates. The ROI in TA stipends is measurable and significant for our institution.
- * We really need across the board raises to keep up with the cost of living. Only after these are in place is merit funding warranted.

UFF-FSU Spring 2020 Faculty Poll

- * The turnover rate within the Libraries has been very high in recent years, and the popular opinion is that this is reflective of poor salaries, poor administrators, and understaffing across the board (faculty and staff.) Each librarian is doing 2-3 librarian's worth of job duties and every year we have little to look forward to in terms of salary increase or workload reprieve. Some feel that the turnover is a good thing, because we can then say our former employees work at [enter other institution name here] but I think it's symptomatic of a bigger problem. Our faculty is unusually young/early career, and given the collective sense that no one will stay more than 3-5 years it is difficult to get real effort in long term projects such as strategic planning or our own internal faculty governance committee work.
- * I haven't received an annual eval in 5 years. I go up for promotion this year and don't want to risk any repercussions.
- * Uff is weal. I voted to reject the inadequate agreement. How many others did? Why weren't the numbers conveyed?
- * I found it very hypocritical that the FSU administration, including the Provost, stated there were no funds for faculty raises and somehow found almost \$28K for a 7% raise for the Provost.
- * Chair to Senior Faculty relations are strained at best. Something has to change. Toxic atmosphere. Faculty leaving and/or wanting to leave the department.
- * Too often centralized procedures regarding approving positions, approving various processes relating to hiring take too long and frankly, are discouraging to all involved.

Our facilities are in embarrassing condition -- without additional funds from outside our unit to address the various needs (from stained and worn carpet to furniture that is 40 years old with the stuffing coming out-- no joke), the facilities and infrastructure will continue to decay.

- * Morale in my unit is very low, and faculty members on leave <snip> are NOT permitted to vote on departmental concerns that affect us. We also need gender-neutral bathrooms in all university buildings.
- * The bargaining team rocks!
- * I am strongly opposed to concealed carry on campus and would consider leaving if that were to be allowed. Only the FSU and Tallahassee City police force should be allowed to carry guns for our campus protection. I would no longer feel safe if concealed carry were to pass and I do appreciate President Trasher's stance against it.

I was very unhappy with the fact of the bonus, versus salary increase, last fall. A bonus is one time only and does nothing to support an increase in salary, which in turn then does nothing to support retirement benefits and social security. And it does nothing to help an employee in negotiating another contract should they decide to seek employment elsewhere.

I have rated our Dean as outstanding based on what I have seen to date on his performance. At the same time, he has not yet been in the position a year but I am feeling a sense of optimism by his appointment and appreciate his work very much thus far.

- * Our administrators at FSU PC are very poor. They don't know what they are doing and many faculties are very unhappy from their performance. However, they don't say anything from the fear of loosing their jobs.
- * I think HR hates the faculty. I also think they are happy to sacrifice faculty members if it suits their purposes, and this includes allowing faculty to be threatened by students with no protection.

UFF-FSU Spring 2020 Faculty Poll

- * Need to have more attention to bike routes to campus and to making cross-campus travel by bike easier and safer for everyone.
- * We have had considerable problems with leadership in our College such that trust is minimal, some faculty do the majority of the work, while some do next to nothing.
<snip> The interim dean is maintaining stability and trying to rebuild trust.
- * Faculty Development and Advancement disregards requests from specialized faculty for resources and support that do not already align with those offered to TT or tenure earning faculty. <snip>
This needs to change. They should serve different faculty constituencies at FSU and not just the majority constituency.
- * Faculty compensation is a concern for me as is equitable load and research access. These issues are a large enough concern that I actively consider moving to another institution with better long term options.
- * There should be a university wide, no car rule for freshman and sophomores for undergrads.
- * I'm also concerned about some initiatives FSU is pursuing. One is the recent move to drop students from classes from non-payment of tuition in the middle of the semester. This is incredibly disruptive to both students and faculty. Also, last semester, it affected the only two African American students registered in one of my courses.
I'm also concerned with a recent initiative from the fSU rec for an 'enhanced' membership option that allows taking specific classes (I think that's fine), and also registering for Rec classes three days before everyone else. I think the last 'benefit' actually discriminates against faculty, staff and students who cannot afford to pay extra to find a spot in rec classes.
- * Faculty are not valued by the administration. This is often the case in universities. However, it is worse here than at other universities. We cannot get even small raises, we basically lose money every year. We have to pay to park when there is no parking when we now have a parking valet (if we pay extra).
- * Lack of transparency regarding decisions that impact our College from university administration and lack of adherence to faculty governance
- * Raising graduate stipends should be an institutional priority.
- * There are some concerns in our unit regarding equitable teaching and service assignments.
- * We still need massive work on IT. Anytime the university wide IT folks make changes it makes a mess in our local systems. IT needs a massive overhaul. I also think making sure there is enough faculty parking is an issue as I pay for this and it is a big hassle where I work (PSY/Med school).
- * FSU continues to have an unfavorable working environment toward black faculty. The numbers of tenure-earning black faculty is embarrassing, particularly in colleges that have the larger percentages of black students in their majors or in their graduate programs. The numbers of specialized faculty who are black are better, but not by much. More often than note, black specialized faculty are situated within non-academic departments and are not treated as faculty. Stereotypes and persistent acts of micro-aggressions are well known to be a part of the FSU experience for black faculty. Instead of being housed within HR, the President needs to have an VP of EEOC on his cabinet to handle campus climate, investigations, and to advise on faculty, staff, and student matters in this regard.
- * Increasing TA stipends and benefits MUST be FSU's top financial priority.