

UFF-FSU Spring 2021 Faculty Poll Results

Total Participants: 580

Responses were collected from February 25 to March 6, 2021.

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

555	96%
171	29% Arts & Sciences
46	8% Business
	0% Center for Advanced Power Systems
23	4% Communication & Information
4	1% Criminology and Criminal Justice
3	1% Dedman College of Hospitality
35	6% Education
19	3% Engineering
47	8% Fine Arts
11	2% Human Sciences
1	0% Intensive English Studies (Center for)
5	1% Jim Moran College of Entrepreneurship
	0% Jim Moran Institute
2	0% Learning Systems Institute
30	5% Mag Lab (NHMFL)
2	0% Motion Picture Arts (Film)
34	6% Music
13	2% Nursing
1	0% Office of Distance Learning
7	1% Panama City Campus (all areas)
2	0% Science & Public Affairs (Inst for)
44	8% Social Sciences and Public Policy
17	3% Social Work
8	1% Undergraduate Studies
21	4% University Libraries
3	1% University School (FSUS)
6	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.

579	100%
464	80% Across-the-board raises for cost-of-living increases
310	53% Adjustments to address market inequities, compression, and inversion
66	11% Discretionary increases based on administrator judgment
332	57% Merit raises based on annual performance and departmental procedures
80	14% One-time annual bonuses
2	0% Other

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

577	99%
301	52% Keeping up with the cost of living
115	20% Providing incentives for recent meritorious job performance
161	28% Correcting existing salary inequities, including compression and inversion

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?

575	99%
101	17% None
108	19% A little
203	35% Some
106	18% A lot
57	10% All it can

Childcare facilities on or near campus?

574	99%
85	15% None
97	17% A little
200	34% Some
132	23% A lot
60	10% All it can

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

566	98%
33	6% None
61	11% A little
161	28% Some
196	34% A lot
115	20% All it can

Allow a faculty member to take paid parental leave for up to two children?

573	99%
48	8% None
88	15% A little
184	32% Some
169	29% A lot
84	14% All it can

Extend parental leave to allow both parents to take leave simultaneously if both are FSU faculty?

568	98%
117	20% None
116	20% A little
184	32% Some
94	16% A lot
57	10% All it can

Extend parental leave to include care for parents or other family members?

572	99%
50	9% None
81	14% A little
191	33% Some
174	30% A lot
76	13% All it can

Healthcare?

567	98%
39	7% None
55	9% A little
162	28% Some
177	31% A lot
134	23% All it can

A phased retirement plan that includes healthcare coverage?

571	98%
20	3% None
46	8% A little
157	27% Some
206	36% A lot
142	24% All it can

Retirement benefits?

569	98%
19	3% None
42	7% A little
167	29% Some
180	31% A lot
161	28% All it can

Do you have any additional comments on bargaining priorities?

60 10%

- I am very worried about the safety of junior faculty member jobs, since it seems like last summer the union was mostly fighting for job security based on seniority.
- no
- More transparency enforced by administration to the individual departments.

- Salary compression is getting worse and worse, and it's a bigger problem for women who were often already underpaid. Please make this clear and help change it.
- No firing without cause
- I don't think two parents need to stay home with a child. One is enough.

- FSU's Teaching Professors (all all stages of Teaching Faculty I, II, III) have significantly lower salary by about \$20K than the national average of similar-rank state universities. This market inequity should have the highest priority to address, especially considering the fact that it is often women who are in those positions.
- Protecting faculty with chronic illnesses/disabilities
- Keeping the current healthcare works, but the childcare coverage, especially during the pandemic, has been extremely important. Providing resources for childcare is a HUGE bonus for younger faculty and will likely keep them at the university longer. It may be a short-term cost, but it could provide significant hiring savings and reduce turnover, especially among non-tenured faculty and staff.

- I feel like this is a great research university and--in order to be hired--one has to be a pretty good scholar. I think that equality issues (such as keeping up with cost of living) should be UFF's emphasis, especially as administration is probably interested in couching everything in terms of personal merit. In my relatively short time here I have seen highly productive post-tenure faculty members who are contributing tirelessly in a variety of ways because they care and they are dedicated--not because there could be some PIP or threat of non-renewal and the like. This clearly conflicts with neoliberal/managerial premises.

- 1) Sabbaticals should be awarded more often. It is unbelievable that faculty can apply for sabbaticals only once every 7 years, and that even then, there is only a certain number of them available - meaning that very worthy applications might not get granted a full-pay sabbatical just because lots of people applied. Moreover, the "half-pay" option is also discriminatory. I can't apply for half-pay because I am a single mother, and that penalizes me. I can't afford to live on half pay.

2) Merit raises. It is demotivating to produce a lot of research in a given year and get no salary recognition whatsoever.

- A serious recession seems like a strange time to push for more raises and benefits.
 - Why have the university's contributions to the pension plan gone down this year?
 - Not everyone has kids, but some may also be caring for older parents. That should have priority too, not just kids.
 - Unless there is an annual 3% increase in the salary, the bargain is a total failure.
 - Salary inversion and cost of living are major problems.
 - always a push for inequities in salary as well as compression.
 - End tenure.
 - Still important to get tuition scholarships for spouses and dependents into the contract.
 - tech budget for non-tenure track instructors.
 - encourage older professors to step aside and let younger ones have a chance to teach.....
-
- Retirement benefits are much lower than they used to be.
 - Thank you for your work

- As a whole I find FSU as far too much a top down university, much more than my prior one. Especially the need to do everything now by OMNI, RAMP etc is expensive in terms of computing and software costs and of in our time. So far as I understand administration never seeks feedback on whether this is a good or a bad thing. I made a point of this in response to COACHE. This is a university - OK we need an admin that keeps us running - but far too many faculty just feel constrained rather than liberated by administration. This is not why I became a professor.
- Across the board raises are essential. I believe this is what keeps many faculty at institutions.
- I believe that the inversion problem is a huge one. Also the politics of "what is a true merit raise has become much more politicized" The less that goes that way the better
- Ok with whatever is fair and serves the most people.
- As a supervisor, I want to instantaneously recognize short-term outstanding performance, e.g. with an instant cash bonus.
- Don't focus too much on prioritizing issues only relevant to people who have kids.
- automatic inflation correction!!!!
- Staff will get upset if they don't get some help too
- Pay compression within FSU Libraries is definitely a problem as incoming librarians are getting higher and higher starting salaries and existing faculty have not had any similar incentive for retention. We also have several faculty with multiple advanced degrees that would make them eligible for higher pay bands at other institutions (such as UF). It would be nice to see a similar arrangement at FSU to recognize competitive hires.
- All salary priorities listed have value, but I would give the highest priority to assuring that no one sinks further, i.e., we at least address cost-of-living concerns.
- One of the reasons I have been disappointed in UFF-FSU is that mostly I feel like the goals of the union do not really align with my goals. Childcare is not a priority for me and helping people with already very high salaries get higher salaries is not a priority for me either. These seem to be the real goals of the union. I find this strange and frustrating.
- The data back up disproportionate effects for women and Black faculty, and BIPOC faculty overall, from COVID and other injustices that have come to light and taken up faculty labor this past year. For this reason, I voted (1) against merit focused bargaining for THIS year, (2) to finally expand definitions of parental leave, and (3) finally investing in long-overdue childcare for faculty, especially if we value gender equity in tenure, pay, and promotion.
- Conference travel \$ and association fees. Give each faculty member at least one guaranteed graduate assistant. Cover parking.

- VACCINATIONS FOR EVERY FACULTY MEMBER
Priority: ALL IT CAN
- We need more tenure lines, and with a special focus of hiring African-American, Latinx, and Indigenous tenured/tenure-track faculty. Please pressure the university to fully commit to diversifying the faculty through an expansion of tenure lines to help with the work of the university, but it also better position us for the future.
- It will be a tough year for any items that involve tangible costs. We should not put too much emphasis on anything that will likely benefit only a small fraction of the faculty, but if there is administration willingness to make significant positive moves on something we need to consider it.
- What is a union that can't ever advocate for strike, nor can they reject the governors negotiation?

Please publicize your budgets, etc. As how can faculty know if their union monies are going to issues the faculty support?

I don't give to charities unless they demonstrate their effectiveness. Many Unions already do this.

- Covid and the SAFE return to campus
- Not allowing conceal carry on campus makes all of campus an incredibly attractive target for the bad guys. It is unreasonable that I am not allowed to protect myself just because I am at work. Guess who doesn't follow those rules? the bad guys.
- Family friendly policies at FSU are really disproportionate compared to other R1 universities and if we want to retain w diverse, highly skilled faculty, this needs to change!
- My number one priority is by far paid parental leave. I'm about to be screwed because I happened to want a family with more than one kid. Zero paid leave is inhumane, and only 12 weeks unpaid when recovery will take 8 and I'm the breadwinner and sick pool won't help is just awful.
- FSU's employer contribution to 403(b) retirement plans is much lower than what similar research universities offer and it makes for an important discrepancy in effective compensation. I would recommend that UFF-FSU get some data on this to back up demands for higher employer contributions.

- FSU prides itself on being inexpensive, which is great, except it also leads to FSU being stingy and short-term focused. When it comes to faculty salaries, they are perennially low, but we stay because the cost of living in Tallahassee has also been low. That becomes a difficult sell the more we need to buy from the global economy. Inflation will cause us to reconsider living and working here. If housing prices continue rising like this, FSU won't be able to recruit faculty to relocate here. If faculty salaries become inverted in my department and do not get corrected, I will leave.
- When I started we could put 10% of salary into retirement, and it was matched by the university - Now it's down to about 5% - it would be nice to see this previous policy restored.
- GRADUATE STIPENDS PLEASE. They are living in poverty and it will kill our ability to recruit (already has done so) and eventually our ability to be a decent research university.
- I want the option to be paid over 12 months without having to participate in the FSU "Christmas Club."
- retirement benefits and university contributions are terrible and should be higher for the non-pension track.
- A more family-friendly workplace doesn't necessarily require more spending; administrators could usefully think about drafting more supportive guidelines for chairs, deans, and supervisors if they don't want to commit to better childcare and leave policies. Drop-in emergency childcare and elder care, nursing cubicles, changing tables ...
- There should be provision to give specialized faculty who have not yet completed the terminal degree a raise when they do complete this degree.
- Please figure out a way to address salary inversion with-in the Assist-in/Assoc-in/Sr Research Assoc lines. Example...one in that line making \$11K less per year than someone who has been here for 10 years less time...both doing the same job.
- Without merit pay there is no incentive to go above and beyond the AOR - Merit pay for 2021 should consider both 2019 and 2020 activities!
- The 1 parental leave rule is ridiculous - especially for people who are physically giving birth and therefore there are clear medical reasons for needing time off.
- Covid impacts on a variety of things...push to return to classroom, vaccination and mutations, lowered productivity (teaching, research).
Growing class sizes

- The money the Federal Government has irresponsibly spent over the last 18 months is causing inflation. Everything is more expensive and this will get worse. If Congress passes a \$15 minimum wage then everything from hamburgers to books will skyrocket. A cost of living salary increase is not unreasonable.
- My main concerns are retirement benefits at this point, but I understand how important childcare is because my daughter is also a faculty member (not at FSU) and has benefited from generous maternity leave benefits.
- Improving and lowering out-of-pocket healthcare, vision, and dental costs should be a top priority.

Legislative Issues:

Please share your opinion regarding the following issues:

Legislation that would allow university presidential searches to be conducted in secret.

576	99%
19	3% Strongly support
45	8% Support
95	16% No opinion
140	24% Oppose
277	48% Strongly oppose

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

576	99%
22	4% Strongly support
18	3% Support
30	5% No opinion
34	6% Oppose
472	81% Strongly oppose

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

571	98%
51	9% Strongly support
103	18% Support
145	25% No opinion
76	13% Oppose
196	34% Strongly oppose

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

572	99%
12	2% Strongly support
9	2% Support
57	10% No opinion
83	14% Oppose
411	71% Strongly oppose

Legislation that would require union members to reauthorize payroll dues deduction annually.

572	99%
24	4% Strongly support
48	8% Support
168	29% No opinion
87	15% Oppose
245	42% Strongly oppose

Do you have additional comments regarding legislative issues?

44 8%

- State employees will lose their pension for protesting bill - fight that.
- No unfunded mandates--requirements that consume university resources without provision of such resources.
- I would like to see some accountability from the Union - what is the guarantee that you negotiate on the basis of these polls, and don't 'do your own thing'?
- I like the idea of a survey of stakeholders about the diversity of views and the comfort level expressing them. I'm worried, on the other hand, about what the legislature might do with that information.
- We have a very good union organization here at FSU. The leaders are firm but reasonable when negotiating with administration. It is great that faculty has some type of representation.
- Having to reauthorize membership every year is clearly union-busting. If a faculty member becomes dissatisfied with paying 1% of salary, he or she can easily go in and cancel membership. It's so obvious what the state is doing.
- no

- A shortcoming exists in the legislative code affecting previous State employees that participated in the investment option of the retirement plan. When the law was modified several years ago, it allowed former employees to re-enter FRS without designating the member as a retiree thus avoiding penalty upon reemployment. However, if a former Investment Plan employee does not rollover funds after initial termination and seeks to enter the Optional Retirement Plan upon reemployment, there is no path in current law to transfer accumulated funds from the Investment Plan to ORP without significant penalties incurred. Current statute requires the member to utilize their second election to buy into the Pension Plan which effectively wipes out years of accumulated savings with no tangible return for unvested members. If the member then chooses to remain in the Investment Plan, the retirement contribution from the new employer is effectively cut by approximately 40% compared to the ORP. Over time, this discrepancy can have massive ramifications for the member's financial standing. While this is probably only a small population of affected faculty, it is a deterrent to retention and reclamation of talent and should be remedied. It matters for the families of our faculty.
- The fact that Legislative leaders consider these issues to be priorities despite the ongoing pandemic and economic problems tells us everything we need to know about their "leadership".
- SB 86, tying students' eligibility for Bright Futures to specific majors--strongly opposed!!
- The attempts to interfere with union membership is outrageous and, quite frankly, a perfect example of why we desperately need unions for our faculty members. Not all of us are able to represent ourselves well. We are teaching in an unprecedented time. We are isolated more than ever. We are taking on additional responsibilities to manage students' mental health and provide resources for those in our face-to-face and digital classrooms. We are parenting without assistance. We are caregiving for elderly parents, and now this is an attempt to add additional self-care, an area where we are already in a deficit, to our plate. How dare this proposal and those who sponsor it indicate that we aren't already doing enough.
- Oppose SB 1110 - Relations with Communist Regimes
- The Humanities are important for good citizenship and good jobs....they need to be supported not axed.....
- Legislation that criminalizes protesting

- I encourage the union to support measures that would bring more investment dollars into our university in the form of startup funds, research facilities, teaching facilities, and faculty hiring (including specialized and teaching faculty). I encourage the union to oppose measures that would compromise the academic freedom of the faculty or privilege certain majors over others.
- Re: the "competing ideas" legislation. I'm opposed to it on principle, but I think that the results of such a survey would shut down the critiques actually. The whole "college is indoctrination" idea is not based on reality.
- I am opposed to any additional sanctions being placed on unions.
- It is all political messaging on behalf of the Republican party. Until we can have periodic exchange of power, I guess we have to live with it
- The number 1 priority should be defeating this strong anti-union position that the legislature has taken. Effectively, we would be at the mercy of administrators.
- I oppose any legislation that weakens or attempts to dismantle our union
- I understand the arguments for open presidential (and other high level admin) searches, but I also think we lose out on the best candidates because people often do not want it to be publicly known that they are searching for such a position, so I don't know what the best approach is on this.
- I support mandating the adoption of policies of non discrimination on the basis of political viewpoint in hiring, promotion, and tenure, and policies guaranteeing a non hostile work environment for individuals regardless of political viewpoint.
- I think the job searches are hampered by the sunshine laws because they create risk at the candidate's current institution. At some point the names have to become public, but we may get a stronger pool if the early phases are more guarded.
- The last question was confusing in its wording
- For the presidential searches, it's complicated, isn't it? It's difficult for a sitting president to engage in a search that is public - because then their institution knows they're a candidate. By requiring it to be open, the pool would be very limited.
- Good luck dealing with them.
- Be more visible at the capitol. I'm there for most things that might concern faculty. I rarely see union reps in attendance. Focus more on building faculty attendance for legislative hearings.

- The legislature is pretty nuts this session. Do they not realize that we have been in a crisis for a year? Why do they want to create more crises while not addressing the crises we already have?? People don't need guns; they need vaccines. Who will pay for the ideological "assessment," and what is the problem they are trying to fix, and what will the results indicate, and what will be done to us? Go UFF for successfully delaying vote on the anti-union bill!! A voice of sanity inside a pathological universe!!
- Do everything to reduce administration with its every increasing number of forms and micro-managing, and support technical staff, teaching and research in the department.
- A "survey" about how people view that the University presents competing ideas is insufficient and insulting. At the point we have arrived at in our University, it is already too late to ask people if they have "competing ideas". Recall that in the rise of the Communist party in China in 1950, people with competing ideas were "invited" to present their "competing ideas" and then they were systematically and brutally eliminated.
- Please fight all of the above awful ideas
- In expressing my support for the right of concealed carry permit holders to carry guns on campus, and for the survey of stakeholders re: the freedom to express various viewpoints without fear of reprisal, I understand that I am going against what is presented as the majority opinion. Union communications to members make clear that union members should automatically reject these proposals. This is exactly why the survey is necessary: there are indeed members who feel differently and do not necessarily adhere to the viewpoints of those who are most vocal. There is no "moral majority" on these issues, and the union would be better served by accurately assessing and encouraging dialogue on what is likely a range of opinions held by its members.
- I oppose the legislature invading the practices (means and methods) of labor union bodies as a general rule.

I also see the issue of sharing truth, or opinions with evidence, even if unpopular, as foundational to a healthy uniVERSITY community. After all, tenure was in part created for this end. Even the appearance of a lack of openness on this issue can create unnecessary problems for FSU. Why fear oversight from the legislature on this? If we know that we excel in this area, then let's allow a survey of this type so that the world can see that we promote and cherish open dialogue and the exchange of oppositional ideas. ALL members of the FSU community no matter their political, social, or religious views should be able to feel included. Allowing this 3rd party oversight could accomplish that.

- I do feel that less than 50% membership in UFF compromises the bargaining power of UFF, but am opposed to decertifying. About the legislation to conduct the survey, I feel I need to qualify my response: I think I see where this is aimed, and I feel we need to make our community safe for people to express their views (within the law), but I don't see where legislating a survey takes any action toward free speech. What is the follow-up to the survey, and what is done with the results? My guess is it's just a way to validate the legislature taking more active control the universities's handling of difficult issues. But if the survey is used to protect the rights of students and provide for more open discourse (within the law), then I'd be more supportive. Just seems like there's not enough information here.
- 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. ...if we're talking about diversity and inclusion issues, then yes. If, however, this is some sort of forum for hate and anti-truth messages to flourish at our institution of higher learning then, um, no. There is no "moral equivalent" argument for discrimination, hate, and an absolute refusal to trust science and facts.
- There are some of these that I hope I am completely understanding. I am nervous that I may not have fully understood the question and may have answered against how I truly feel.
- Push to increase tuition
- The legislature doesn't know the difference between freedom of speech and promoting crazy ideas. They take the latter as the freedom of speech. Or at least the pretend.
- Currently proposed legislation requires the full attention of UFF-FSU... please
- FIGHT FIGHT FIGHT
- Any legislation that tries to establish truth or "claims of truth" is very troubling. It sounds chillingly Orwellian.
- fight as hard as you can against the guns on campus. That is more important than virtually anything else!

General Survey Questions:

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

574	99%
46	8% Strongly agree
293	51% Agree
134	23% Neutral
78	13% Disagree
23	4% Strongly disagree

Faculty morale is high at FSU.

574	99%
15	3% Strongly agree
224	39% Agree
191	33% Neutral
119	21% Disagree
25	4% Strongly disagree

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

572	99%
47	8% Strongly agree
156	27% Agree
176	30% Neutral
128	22% Disagree
65	11% Strongly disagree

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

575	99%
82	14% Strongly agree
248	43% Agree
123	21% Neutral
84	14% Disagree
38	7% Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

573	99%
180	31% Strongly agree
194	33% Agree
150	26% Neutral
36	6% Disagree
13	2% Strongly disagree

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

576	99%
71	12% Strongly agree
211	36% Agree
93	16% Neutral
125	22% Disagree
76	13% Strongly disagree

Faculty and staff parking is satisfactory at FSU.

574	99%
33	6% Strongly agree
154	27% Agree
114	20% Neutral
163	28% Disagree
110	19% Strongly disagree

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

570	98%
46	8% Strongly agree
215	37% Agree
205	35% Neutral
83	14% Disagree
21	4% Strongly disagree

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

567	98%
102	18% Strongly agree
294	51% Agree
132	23% Neutral
31	5% Disagree
8	1% Strongly disagree

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

575	99%
29	5% Strongly agree
180	31% Agree
97	17% Neutral
150	26% Disagree
82	14% Strongly disagree
37	6% Not applicable

I can give sufficient time to my students.

576	99%
60	10% Strongly agree
263	45% Agree
91	16% Neutral
87	15% Disagree
22	4% Strongly disagree
53	9% Not applicable

Teaching assignments in my department/unit are done equitably.

574	99%
81	14% Strongly agree
237	41% Agree
81	14% Neutral
75	13% Disagree
35	6% Strongly disagree
65	11% Not applicable

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

573	99%
111	19% Strongly agree
186	32% Agree
186	32% Neutral
66	11% Disagree
24	4% Strongly disagree

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

571	98%
27	5% Strongly agree
195	34% Agree
191	33% Neutral
119	21% Disagree
39	7% Strongly disagree

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

570	98%
136	23% Strongly agree
288	50% Agree
83	14% Neutral
52	9% Disagree
11	2% Strongly disagree

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

568	98%
340	59% Yes
56	10% No
18	3% Not sure
154	27% I am already a member

Please rate your feelings toward the UFF-FSU Chapter:

571	98%
281	48% Very positive
180	31% Somewhat positive
70	12% Neutral
22	4% Somewhat negative
15	3% Very negative
3	1% Not sure

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?

570	98%
114	20% Yes
327	56% No
129	22% Not sure/do not know

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

564	97%
296	51% Very important
212	37% Moderately important
46	8% Not very important
10	2% Not important at all

Administrator Evaluations:

President John Thrasher's job performance has been:

572	99%
197	34% Outstanding
257	44% Good
69	12% Fair
8	1% Poor
4	1% Unacceptable
37	6% Not sure

Provost Sally McRorie's job performance has been:

565	97%
130	22% Outstanding
233	40% Good
90	16% Fair
26	4% Poor
8	1% Unacceptable
78	13% Not sure

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

568	98%
142	24% Outstanding
218	38% Good
59	10% Fair
19	3% Poor
3	1% Unacceptable
127	22% Not sure

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

566	98%
167	29% Outstanding
230	40% Good
92	16% Fair
34	6% Poor
15	3% Unacceptable
28	5% Not sure

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

563	97%
219	38% Outstanding
205	35% Good
75	13% Fair
32	6% Poor
19	3% Unacceptable
13	2% Not sure

Professional Work Climate:

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

568	98%
111	19% Strongly agree
275	47% Agree
115	20% Neutral
56	10% Disagree
11	2% Strongly disagree

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

566	98%
149	26% Strongly agree
244	42% Agree
72	12% Neutral
56	10% Disagree
35	6% Strongly disagree
10	2% Not applicable

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

571	98%
29	5% Strongly agree
157	27% Agree
150	26% Neutral
174	30% Disagree
61	11% Strongly disagree

Merit assessment procedures in my department/unit are fair.

564	97%
69	12% Strongly agree
224	39% Agree
164	28% Neutral
82	14% Disagree
25	4% Strongly disagree

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

565	97%
1	0% Does not meet FSU's high expectations
	0% Official concern
122	21% Meets FSU's high expectations
288	50% Exceeds FSU's high expectations
154	27% Substantially exceeds FSU's high expectations

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

562	97%
84	14% Yes
478	82% No

Do you plan to actively seek alternative (non-FSU) employment during the 2021-22 academic year?

565	97%
101	17% Yes
337	58% No
127	22% Not sure

What is your position classification?

543	94%
151	26% Professor
108	19% Associate Professor
90	16% Assistant Professor
2	0% Eminent Scholar
7	1% University Librarian
8	1% Associate University Librarian
8	1% Assistant University Librarian
43	7% Teaching Faculty I
28	5% Teaching Faculty II
34	6% Teaching Faculty III
6	1% Instructional Specialist I
2	0% Instructional Specialist II
3	1% Instructional Specialist III
9	2% Research Faculty I
7	1% Research Faculty II
16	3% Research Faculty III
1	0% Specialist, Computer Research
	0% Specialist, Music
1	0% Childcare Specialist
	0% Curator
	0% Associate Curator
2	0% Assistant Curator
5	1% Senior Research Associate
7	1% Associate in Research
4	1% Assistant in Research
	0% University School Instructor
	0% University School Assistant Professor
	0% University School Associate Professor
	0% University School Professor
1	0% Other

My assigned duties involve:

567	98%
100	17% Mostly research
147	25% Mostly teaching
65	11% Mostly service
194	33% About an even balance of teaching and research, with some service
56	10% A diverse combination with no area dominant
5	1% Not sure

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

556	96%
267	46% Yes
269	46% No
20	3% Not sure

Are you in a tenured or tenure-earning position?

562	97%
359	62% Yes
196	34% No
7	1% Not sure

Which of the following best describes your normal annual appointment?

564	97%
406	70% 9-month contract
151	26% 12-month contract
5	1% 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.

506	87%
6	1% Accounting
	0% Advanced Power Systems (Ctr for)
2	0% Anthropology
9	2% Art
4	1% Art Education
5	1% Art History
1	0% Askew School of Public Administration and Policy
16	3% Biological Science
4	1% Business Analytics, Information Systems and Supply Chain
2	0% Chemical and Biomedical Engineering
6	1% Chemistry and Biochemistry
2	0% Civil and Environmental Engineering
2	0% Classics
11	2% Communication
3	1% Communication Science & Disorders
5	1% Computer Science
5	1% Criminology and Criminal Justice (all areas)
8	1% Dance
3	1% Dedman College of Hospitality
	0% Distance Learning
13	2% Earth, Ocean, and Atmospheric Science
9	2% Economics
7	1% Educational Leadership and Policy Studies
9	2% Educational Psychology and Learning Systems

3	1% Electrical and Computer Engineering
	0% Emergency Management and Homeland Security
19	3% English
7	1% Family and Child Sciences
3	1% Finance
1	0% FSUS (all areas)
4	1% Geography
10	2% History
2	0% Industrial and Manufacturing Engineering
8	1% Information
2	0% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
4	1% Interior Design
6	1% Jim Moran College of Entrepreneurship
	0% Jim Moran Institute
3	1% Learning Systems Institute
21	4% Magnet Lab (NHMFL)
6	1% Management
11	2% Marketing
16	3% Mathematics
5	1% Mechanical Engineering
20	3% Modern Languages and Linguistics
2	0% Molecular Biophysics
2	0% Motion Picture Arts (Film)
34	6% Music (all areas)
6	1% National High Magnetic Field Lab
13	2% Nursing (all areas)
3	1% Nutrition, Food, and Exercise Sciences
	0% Ocean & Atmospheric Prediction (Ctr)
1	0% Office of Distance Learning
3	1% Panama City (all areas)
2	0% Philosophy
14	2% Physics
6	1% Political Science
	0% Prevention and Early Intervention (Ctr for)
11	2% Psychology
1	0% Public Administration
	0% Reading Research (Center of)
2	0% Religion
5	1% Risk Management/Insurance, Real Estate and Legal Studies
3	1% Scientific Computing
15	3% Social Work
9	2% Sociology
4	1% Sport Management
3	1% Statistics
13	2% Teacher Education
14	2% Theatre

6	1% Undergraduate Studies
21	4% University Libraries
4	1% Urban and Regional Planning
25	4% Other

COVID-19 Questions

Since the COVID crisis began, my teaching has been:

566	98%
335	58% Exclusively remote
7	1% Exclusively face-to-face
153	26% A combination of remote and face-to-face or hybrid
71	12% Does not apply

Do you feel comfortable teaching face-to-face under current parameters?

565	97%
142	24% Yes
295	51% No
59	10% Not sure
69	12% Does not apply

Do you feel that you have the discretion to decide on how you will deliver instruction based on student needs and instructor health considerations?

563	97%
282	49% Yes
123	21% No
92	16% Not sure
66	11% Does not apply

How do you feel about FSU's response to the COVID crisis?

565	97%
106	18% Strongly approve
298	51% Approve
82	14% Not sure
56	10% Disapprove
15	3% Strongly disapprove
8	1% No opinion

How do you feel about your College/Unit response to the COVID crisis?

566	98%
164	28% Strongly approve
281	48% Approve
68	12% Not sure
32	6% Disapprove
9	2% Strongly disapprove
12	2% No opinion

How do you feel about your Department/Unit response to the COVID crisis?

565	97%
226	39% Strongly approve
246	42% Approve
41	7% Not sure
24	4% Disapprove
8	1% Strongly disapprove
10	2% No opinion
10	2% Does not apply

FSU administration has kept faculty informed about COVID issues in a timely manner.

562	97%
132	23% Strongly agree
284	49% Agree
88	15% Neither agree nor disagree
35	6% Disagree
18	3% Strongly disagree
5	1% No opinion

Have you made use of FSU's testing or vaccination services?

565	97%
318	55% Yes
225	39% No
22	4% Does not apply

To what extent will the COVID experience affect your teaching methods once we are past the pandemic?

564	97%
123	21% A great deal
232	40% Somewhat
66	11% Not sure
53	9% Only slightly
23	4% Not at all
67	12% Does not apply

Should FSU offer faculty under age 65 COVID vaccination if they are assigned face-to-face or "hybrid" (face-to-face and remote) classes?

564	97%
536	92% Yes
5	1% No
10	2% Not sure
13	2% No opinion

My building is ventilated well enough so that I believe I am reasonably safe from COVID-19 transmission.

564	97%
43	7% Strongly agree
95	16% Agree
91	16% Neither agree nor disagree
122	21% Disagree
114	20% Strongly disagree
99	17% Not sure

My teaching space or lab space has adequate cleaning supplies in light of COVID-19.

561	97%
78	13% Strongly agree
181	31% Agree
74	13% Neither agree nor disagree
49	8% Disagree
32	6% Strongly disagree
147	25% Not sure

The University administration's response in permitting faculty to work remotely during the COVID-19 pandemic has been reasonable.

561	97%
228	39% Strongly agree
275	47% Agree
29	5% Neither agree nor disagree
20	3% Disagree
6	1% Strongly disagree
3	1% Not sure

If you would like to offer any additional comments on how the FSU administration has handled the COVID crisis or how the COVID crisis has affect your teaching, research, or service, please do so here.

- | | |
|-----|-----|
| 124 | 21% |
|-----|-----|
- I would LOVE to see monetary recognition (e.g., a one-time bonus) for those of us who had on-campus responsibilities during the pandemic and risked our own health and safety to work on campus.
 - No teaching should be mandated as face to face for Fall until faculty, staff and students are offered the vaccine. same goes for graduation.
 - The initial testing was shameful. In a huge auditorium people were asked to stand next to each other and remove masks and then insert a stick in their nose that made them sneeze. It simply couldn't have been worse.
 - I think that we should have received stipends or something to offset increased electric and internet bills, as well as printer paper, ink, and other supplies to do our jobs at home.

- Allowing both remote and f2f options for students to choose for the same class is counterproductive. Both groups get short-changed.
- I am grateful that FSU did not mandate all faculty to teach in person (as universities have done). I don't feel that cleaning supplies, procedures and contact tracing procedures were robust enough to warrant having all in-person classes. Perhaps the university administration realized and that is why they let faculty make the choice.
- FSU has been better than most universities dealing with COVID.
- I was shocked with how smoothly the transition to online teaching went in the Spring.
- It has been difficult this semester teaching in the hybrid classroom since there was no classroom large enough to hold a face to face class. It is hard to teach to half the students in person and the other half on the computer. Students do not learn well under these conditions. This is not a good solution to a lack of classroom space.
- I greatly appreciate not being force back into the classroom given my high-risk family members. I have had so many students with COVID. I know if I were on campus, I would have had it.
- We hardly receive any emails concerning COVID on campus. My last 2 universities continue to send out weekly emails with data on COVID numbers on campus broken down by student, staff and faculty. FSU has announced face-to-face classes for fall but has provided no information on whether it will be able to assist and ensure all faculty who want a vaccine have a vaccine before the fall semester starts. The thought of teaching face-to-face without a vaccine is a situation that causes me a lot of anxiety and stress. While I am currently teaching exclusively online, I have worried about contracting COVID and getting sick since I am a first year faculty member who is not yet eligible for FMLA. I imagine this will be a concern for incoming faculty next year who are expected to teach in person if they don't have a vaccine.
- FSU wants us to teach in person in the Fall. This should be a goal only if FSU can also ensure that all faculty has access to a vaccine before the Fall.
- teaching online means learning a new pedagogy and spending way more time on the computer. My AOR state that teaching is 55% of my work time, but it's now more like 85% of my time. My research suffers a great deal from overteaching.
- The handling of testing, reporting of data has been deplorable.

- The COVID crisis has disproportionately impacted faculty with children, particularly young children. Without childcare and with supervising schooling at home in addition to working remotely the demands on faculty with children is incredibly high. The "productivity" of faculty without children has been "higher" than those with children under COVID. This work of course has greatly impacted women-identifying faculty. I believe that these inequities will have very long term ramifications. Additionally, I don't feel that there has been enough recognition for the toll that it has taken on faculty to work under these conditions and be the primary support for our students during COVID.
- I think it would have been helpful for our department to meet for crisis management at some kind of regular interval when all of this started happening. For better or worse, I feel like we've been left relatively independent in managing and adapting with less guidance than I would have expected.
- The crisis has definitely affected my teaching and research, and it was surprising to see that SPCIs are counted toward annual evaluation for the spring as the crisis for students and faculty is simply not over, and the same concerns from fall exist this semester as well. And the lack of spring break has made the semester that much more stressful for everyone..
- I feel like there should be as much clarity as possible that teaching evaluations during COVID might be seriously affected by remote delivery--I believe that, in a way, this is still the case for Spring 2021. We were hired as brick-and-mortar faculty at a brick-and-mortar institution. I have much respect to people who have genuine expertise in online teaching and learning---and have been doing it for years---but I cannot reasonably become one of them (especially not while on the tenure track).

I am surprised sometimes by the energy levels that come up in the chat box in my courses and think that it might not all be negative from a purely teaching perspective (and perhaps would give me ideas for teaching face-to-face post-COVID, whenever we return--perhaps in Fall 2021).

- I think our folks stood up for us, unlike UF
- The faculty teaching permissions have been outstanding, but the requirement for staff to be on campus when literally no classes are on campus and no students are there is ridiculous.
- There was NO support in terms of resources from the department and College in terms of online instruction. I had to use my own money to purchase a pen display tablet and software for online teaching. This is totally unacceptable.
- I worry that mounting political pressures may place vulnerable faculty in compromised positions.

- Overall while I have not agreed with every choice FSU has made related to COVID, I think this university has handled the pandemic far better than most of our peer institutions including other universities in the FL system. However, I am concerned that they seem to have decided that Fall 2021 will be back to normal pre-pandemic on campus again, despite all indications that the pandemic will still be with us and many people are likely to remain unvaccinated at our current rates.
- All faculty needs to get the vaccine before going back to the classroom
- For me, reliable, helpful information has been scant. The dashboard is constantly behind and it's very clear that students are a major driver for spread in Tallahassee/Leon County. Much of the university's response has been rushed and does not incorporate faculty feedback, and I'm appalled to see the notices about vaccines being optional to be on campus.

The MOU regarding classes for the spring 2020 semester required that online courses still have student evaluations submitted and be part of the faculty record. It is ridiculous that courses intended to be online were imagined to escape impact as COVID was spreading rapidly through the country, students were kicked off of campus, and we all went into lockdown. Everyone and everything was negatively impacted by that, including online courses. I taught an online course that semester and had to redo more things for that course and navigate more problems there than in anything I'd ever taught.

FSU also pulled funding for a grant I'd received for this year, which severely impacted my research. They argued that it was because the grant incorporated travel, but they gave me no opportunity to revise the portion that used those funds.

- It has been exhausting. Aside from zoom fatigue, teaching in person under Covid restrictions is physically exhausting. It takes almost double the time to prep and follow-up with any of the classes, especially in a hybrid situation. Often I find myself zooming a class and teaching in person at the same time due to Covid absences among students in the F2F classes.
- If a building is open, it must be cleaned. Otherwise, it's not really open.

- FSU has been lenient and flexible allowing people to either work remotely or F2F. Soon, we will all need to return to campus, without complaint, and that should be enforced by administration. It is not fair for some of us to come to campus everyday while others present reasons why they cannot come back. While some may be justifiable reasons over this past year, some have been exaggerated in order to stay home longer. While i have been empathetic to those with extenuating circumstances, I am now more empathetic to those people who have been coming to work and meeting with students F2F every day over the past year, regardless of the risks to them. People are now taking advantage of the situation by staying at home and we all to need to forge ahead now and return.
- Overall, it has been handled about as well as it could be. The may issues seem to be the political side of the issue. It is hard for a university to hold the line on students when political leaders basically contradict the science and politicize the crisis.
- n/a
- I am concerned me and my staff will have to return full-time working with students at full capacity before we are eligible for a vaccine. Once we are fully vaccinated, I believe we will be thrilled to be back, but we are not confident we will all be offered the vaccine before the fall semester starts ramping up in mid-August. We would feel much more confident if we were told we would not be required to be in person until we were eligible for a full course of vaccination.
- There are too many delays in processing orders, mail, administrative communication related to people not being in the building and not being responsive.
- FSU faculty and staff of all ages need to be offered the COVID vaccine before we can return to normal in-person work and teaching.
- There are others, not just face-to-face teaching faculty, who are exposed to students and should be vaccinated. Some service/research faculty can't work remotely and are exposed every day to significant traffic of students and postdocs. For example, at Maglab, those in charge of lab instrumentation are exposed to daily users who are mostly students and some postdocs. Perhaps department head could write a letter that would allow such faculty to be vaccinated together with f-2-f teaching faculty.
- Top notch response to COVID; and very much ahead of the curve and a model to the rest of the nation.

- I hope that FSU makes faculty, students, and staff members' health and safety a top priority. As a member of a vulnerable population and one with a family history of health issues, I should not feel compelled to teach face-to-face during the pandemic if I am a high-risk person. Faculty should have a choice and the administration should respect it, especially when we offer online courses as part of the standard curriculum.
- Information was conflicting or confusing practically all the time. We had to develop policies at the department (lab) level on our own, ahead of the university. Hybrid teaching did not work, there was not enough space, no way to assure attendance or accountability. Exams could have been a disaster if not for extreme actions by individuals. The state legislature poured fuel on this firestorm, with policies that were asinine.
- Vaccinate all faculty.
- The Covid crisis has had a huge financial impact in terms of purchasing supplies for remote teaching. the fact that FSU has made no effort to compensate faculty for these expenses is an insult.
- I think as a whole FSU handled the COVID crisis very well
- Given that scientific evidence about the spread of COVID and other respiratory diseases is primarily through the air, I'm more concerned about building ventilation than cleaning surfaces. And I strongly support highly-proven mitigation efforts including vaccines, mask-wearing, social distancing, and quarantining.
- So far, FSU's response to COVID has been great. Improvements could be made in the re-population efforts. Basically, we were told we WILL be returning in the fall before news was ever released about vaccination plans. It would have made much more sense to say everyone will return in the fall (with plans for everyone to be vaccinated by that time). I think the message would have been much more positively received by everyone.
- Pretty well I think - the situation has changed continuously since March of last year. I think FSU has been flexible and mostly supportive of what is needed to keep the university running.
- Overall, I think the response to COVID has been subpar. The rush to bring everyone back is dangerous specifically for those of us who have not been able to get a vaccine, who have family members with compromised health or who have compromised health issues personally. There is no reason why we need to rush back placing people at risk when we have such advance technologies to deliver materials for classes. I have felt that I have had to justify my preference and need to teach remotely and that should not have been the case.

- I feel that FSU has afforded faculty a reasonably large amount of freedom in determining COVID protocols that meet their safety standards (including those of their research group members and students) while not compromising on research and teaching goals too much. I would encourage the administration to continue to trust faculty to make those decisions, whether it is a more vulnerable member demanding a remote assignment or a less vulnerable member being able to use research and teaching spaces as normal albeit with masking and social distancing.
- My neutral answers are because I think it could have been worse compared to other institutions, but I also feel it could be handled better. I wish there was more advocacy for library staff and faculty who felt unsafe coming in, rather than our services and value reduced to whether the building was open or not. Ventilation was upgraded but it's such a high traffic area that I feel the plexi glass, masks, etc. is not enough.
- I was extremely grateful that faculty and staff were allowed, for the most part, to decide to teach remotely or in person as best worked with their own health precautions.
While there was official messaging to be lenient and understanding and caring towards students, there was no official discussion of how to modify syllabi and pedagogy in order to do so, nor was there any structural care for staff and faculty.
- Covid has required greater effort for every aspect of university life. For teaching, lectures require 50% more time to prepare, students need more time with help, and interactions are less personal and less satisfying (much harder to gauge student reactions, for example). Research has been slowed by absence of any undergraduates in the lab, reduced productivity of lab members (in part due to depression, cut off from resources, etc...). And extra time has been needed to tend to my lab members' mental health issues caused by the isolation due to the pandemic.
- Neither Teachers nor students should be forced to in-person attendance without the Covid vaccine inoculations....
- I only teach one-shot instruction for professor who request a library session. Since COVID, I have conducted it online. I have also created Canvas Modules and done research using asynchronous focus groups.
- Thank you to the FSU administration for all they have done. In spite of the fatigue, I feel fortunate to be here as opposed to other places. They have supported us in a real time of crisis. Thank you.

- I think FSU did a good job considering our governor's abysmal performance. I am concerned, though, about going f2f in the fall unless there are guarantees of basic protocols like adequate air circulation. Will classroom occupancy levels continue to be determined by the ability to stay 6-feet apart? will there be mask mandates? How many classrooms have windows that can be opened to increase air flow? How are GAs going to be protected if they aren't guaranteed priority for vaccines?
- Received both doses of Pfizer vaccine through FSU in a prompt and efficient manner--outstanding collaboration between FSU and local health officials.
- I think the FSU administration has handled the crisis about as well as it could have, considering they have been dealing with a hostile governor. The main impact on my work has been loss of funding for professional development. Otherwise, working from home has gone well, apart from slow broadband.
- The university administration has been fairly flexible in its handling of the covid crisis. Sometimes not thought out decisions were reversed quickly to get back on track with best practices to fight covid transmission. This showed great leadership to recognize issues and quickly make corrections.
- Thrasher should have closed the Greek houses, dorms, and all in person classes in the fall and spring.
- Lack of repercussions for students not following mandates is disturbing. Just this past weekend there were videos of extensive lines of students all unmasked outside of potbelly's. One female had the audacity to flick off the person filming the line. This does not speak well of our student body.
- It seemed like a lot of the decision making was done by committees or work-groups without any input from medicine or nursing.
- It has been disheartening that new faculty members have not been given a blanket tenure clock extension as all other faculty employed during Spring 2020 were. The last guidance I heard was each extension would be considered on a case-by-case basis which lends itself to unnecessary stress, paperwork, time allocated, and lack of clarity. The effects of this pandemic are pervasive for new faculty and will manifest themselves beyond this academic year. Setting policy that allows faculty to opt out of an extended clock makes sense in managing university resources, increasing efficiency, promoting equitable practices, and supporting faculty.
- I think that banning travel without the VP approval is a huge disservice, and is very frustrating.

- Every task takes 2 to 10 times longer (or even more) when teaching online and synchronous than in a normal semester. I have only focused on teaching and service; no time for research, and I am scrambling and working long hours to be able to keep my classes going properly online with suitable Canvas supports for the students. We are succeeding in delivering a quality education, but at the cost of sleep, stress, and no time for anything else! I will be interested in seeing how the summer and fall classes are handled, especially if the pandemic continues to surge.

I am very thankful to be teaching online and synchronous this year, even with the extra time it takes. I am safe, my students are not put in danger by attending my class, and the graduate teachers I supervise are safe! Though I have had some undergraduate students get COVID, none of my graduate students has. We will survive to teach again in person.

I am also thankful to be able to get the Vaccine at FSU. Our operation was smooth, efficient, and safe! We need all faculty and staff to have the opportunity to be vaccinated, though!

- I am extremely disturbed by the recent announcement by Thrasher that FSU will be face-to-face in the fall. As a faculty member under 50, it is not at all clear to me when I'll get a Covid vaccine. I am not optimistic I'll actually be vaccinated before fall classes begin. The university should not ask faculty or grad students who aren't yet vaccinated to put their lives at risk so that FSU can have in-person classes. I find this situation extremely stressful and disappointing. If FSU is going to require face-to-face classes, then they should vaccinate everyone who is supposed to teach.
- I'm concerned about F2F teaching without vaccination or without effective vaccination due to novel variants
- Thanks to the FSU administration for not being the UF administration. Thanks to the UFF for looking out for our interests in the MOU.
- I strongly believe that faculty who are required to teach face-to-face have to be offered an opportunity to get vaccinated beforehand
- More pay for staff and essential workers who do not have the same protections as faculty.
- Research restrictions must be updated.
- I have concerns about returning to "normal" this fall with a toddler at home. While my partner and I will probably both be vaccinated by then, our small child certainly will not be as they have not yet begun trials for children younger than 8. Will we be able to work remotely until our child is vaccinated?

- The libraries are severely understaffed, and this puts the entire unit at risk for closure because one exposure can take out a whole department. Budgeting for adequate staff is essential for the space to be safe for faculty and students. Also, requiring masks should be in place until the CDC says otherwise.
- When we return to the classroom in F21, students should still be required to wear masks, as new COVID strains are coming
- I hope the university administration team has a reasonable decision on fall teaching and assesses the condition extensively before deciding to move back to in person classes.
- I'm extremely upset by the overwhelming move toward digital classes. It's compromised the quality of our students' education severely and has destroyed the atmosphere on campus. It's all proven to be quite unnecessary and I'm disappointed by the role that UFF played in advocating for it, as much as I understand the desire to press the concerns of faculty.
- When we teach 500 or a1000 students it is unreasonable to ask us to go back to F2F with no exceptions or health considerations of the employee. Also, the requirement to be back on campus in mid-2020 when no childcare was available was preposterous and I only was able to continue working at the University by changing to a new position.
- If student have unlimited ability to call in and say they "Just don't feel comfortable coming to class today" which happens frequently and often with the same students, on test and other required days, we should not have been asked to risk our health coming in to teach face-to-face classes. This is frustrating and has a big impact on the amount of time it takes to create new "opportunities " for students to make up the work.
- Missing benchmarks for actions and clarity on the possible response (plan A, B, ...).
- Faculty who have not been given the opportunity of getting vaccinated should not be required to teach face-to-face. Also, if the Governor opens up vaccination to teachers, but defines 'teacher" as K-12 only, I think we should not teach until we are included in the category "teacher." If we are not considered teachers, we should not have to teach .
- Let us have the option to keep teaching remotely in the Fall, regardless of viral events.

- My wife and I are both professors, and the loss of childcare for 4 months when schools shutdown, the loss of an approved CRC grant, and the labor of transitioning all my teaching online (in the midst of assuming new administrative duties) - these collectively destroyed any research momentum I had. While I like that assistant professors were given the ability pause their tenure clocks - I wish the assessment criteria had been updated for all, at the university level, to acknowledge the hardships particularly parents have faced in these challenging times.
- The State of Florida has done a poor job of obtaining vaccines for its citizens, in my opinion.
I also believe that FSU should put more pressure on state government to correct this. I am 63 and am trying to wait patiently, in spite of seeing other states vaccinating its under 65 citizens.
- I have had to report a number of incidents in which students, university grounds employees, and outside contractors do not abide by the University's COVID requirements.
- I heard from a student in ROTC that they had a massive outbreak this semester in January. We were not made aware of the risk, there doesn't seem to be a contingency plan to go back to online classes in the event of an outbreak.
- The lack of humanity regarding faculty and staff working from home during this pandemic was not a good look for FSU based on antiquated HR policies and a punitive and rigid HR culture does not align with the pandemic nor the changing workplace landscape.
- I refuse to teach F2F without being full vaccinated.
- I believe the FSUPC campus has done extraordinarily well with COVID precautions.
- Bill Fredrickson has done an outstanding job for the College of Music, especially related to COVID challenges
- We're exhausted. This has been easier for faculty who already teach online, who have been largely unaffected pedagogically other than their students having higher needs. Those of us who have had to adapt should get more appreciation. In general, we all should get more appreciation and care, from bottom to top and back again. When leaders are stressed and increase bureaucracy, hostility, and inaccessibility - especially at the unit levels -- this negatively affects climate. Our Black, Latinx, Indigenous, international, and low-income undergraduate and graduate students are suffering. To help faculty best support them, the university and unit/college/administrative leaders need to better care for and support their faculty.
- Under the circumstances, I thought they have been doing pretty well. It's not over yet.

- Please offer the covid vaccination to custodians, maintenance crew, food service workers, and residence hall staff BEFORE giving to any classroom instructors. We have been able to do our job remotely while they cannot.
- Faculty should have been vaccinated if they are going to be required to teach face to face.
- The administration seems unresponsive to the current status of the COVID spikes and threat of variants prematurely demanding face to face teaching without considering the safety of students and faculty
- Don't like the recently announced rush back to pre-covid status for summer and fall.
- I have been disappointed that FSU has made no effort to offer those of us teaching in person or hybrid courses to have access to COVID-19 vaccines. We are frontline workers.
- I witnessed a few occurrences of letting students travel back to Tallahassee before sharing that classes would continue online -- I think this is a reflection of the need for local business to be supported. A bit more transparency would be appreciated here.
- I really don't believe the COVID numbers the university has provided. I think they're higher than the university is reporting.
- Communication hasn't been great. Regular faculty at the main campus have been treated well, and I appreciate that. There seem to be a lot of issues at the Panama City campus, though, and there have been serious missteps involving staff, specialized faculty, and graduate assistants. I think these have been corrected, but only after considerable public outcry.
- It is unclear if we will be obligated to teach face-to-face even if vaccines are still not available by August. Nobody knows when vaccines will be available. The lack of clarity is frustrating and concerning.
- My response to "How do you feel about FSU's response to the COVID crisis?" is based solely on the lack of communication for Fall 2021. As of right now, we are scheduling full classrooms with in-person teaching, but no one has talked about contingency plans if the faculty AND STUDENTS are not fully vaccinated. I have been adhering to CDC guidelines from the beginning, and it makes me extremely nervous that the university has not addressed whether or not they will allow faculty to continue with remote instruction if the population is not fully vaccinated with enough time for the vaccinations to reach their full effect.
- Critically important that we follow the science. Once the vaccine is available to anyone who wants it, end ALL COVID MITIGATION. This is a research university. To require masks when vaccinations are available does not reflect well on our grasp of the data.

- My productivity in research and service has gone up since we went home. More patrons feel like our services are accessible not having to actually go to the libraries for consultations and trainings. Students in my classes have found ways to collaborate with each other through chat services and discussion boards, and have benefitted from more guest speakers being willing to attend classes. Screen sharing and troubleshooting have been super helpful too. Given the nature of my work I would prefer to work remotely permanently--it has had a significant positive impact on my mental health. We'll see what happens, but I think people who do not need to be on campus should have the option to continue working remotely.

- Our students are not making good decisions (just drive by The Strip on a weekend night) and it is ridiculous to ask us to teach them if they are making those choices. The bars should be closed (that is the governors fault, to be fair), but it puts all of us in an unsafe situation.

Giving tenure extensions as opposed to adjusting tenure standards is BS. That delays a large raise for a year and I do not support it.

- I believe the department's response was due to college and university parameters provided to the department.
- Part of my teaching is undergraduates - in nursing we continued to teach f2f all fall 2020 and spring 2021 and put faculty in clinical and lab areas where exposure to COVID was very likely. The alternative would have been to stop the program - nurses cannot simply learn online at this level.
- Better communication has been needed at Departmental/College level throughout the pandemic
- No one should be obliged to teach hybrid or f2f unless they qualify for a vaccination and the student population has also been vaccinated. That includes graduate teaching assistants and specialized and pre-tenure faculty, not just those protected by tenure.
- They still owe a real apology for that botched ban on caring for children while working from home last spring, and need to look into the inspiration for/climate that informed those views.
- I think it is extremely unfortunate that junior faculty were pressured into teaching hybrid F2F classes since they would be lower risk and then only senior Faculty were offered vaccines (due to Florida Governor I realize and not FSU but still unfortunate given that the pressure to teach hybrid F2F was coming from the state as well).
- Testing should have been on a wider scale, on many days the testing facility is closed and the appointments are full.

- I felt pretty good about the administration's handling of the COVID situation...right up until we got the email that demanded we all go back to work f2f this fall. I. WILL. NOT. GO. BACK. INTO. THE. CLASSROOM. UNTIL. I. AM. VACCINATED. AND. HAVE. BEEN. GUARANTEED. THAT. ALL. OF. MY. STUDENTS. ARE. NOT ONLY. VACCINATED. BUT. HAVE. QUARANTINED. FOR. TWO. WEEKS. IN. TALLAHASSEE. BEFORE. THEY. ENTER. MY. CLASSROOM!! any questions about that or do I need a lawyer?
- Every week I get emails from students that they have Covid-19. I do not wish to enter a face to face classroom with students until I am vaccinated. I am 50 and have no underlying conditions so I don't know when that will be but I don't want to risk it.
- I teach face to face right now. Supposedly the increased times between classes were going to help in cleaning classrooms/making sure they had adequate supplies I am not sure this is actually done.
- FSU administration has lied to everyone regarding student and faculty numbers by not counting those tested off-campus. Tracing is a lie. Cleaning by FSU facilities staff is a lie. Departments have taken on the burden.
- The technology (mostly Zoom) we use to teach remotely has had its hiccups, but for the most part it has worked wonderfully. It has been so successful in my area, I believe I will implement some of it when we return to F2F teaching.
- I am exhausted. Demands have increased and increased during COVID with nothing removed from our plates. We are constantly pressed to check on our students, but nobody is checking on us. I can't slack on teaching or the endless meetings my department requires so either sleep or scholarship must give. Frankly, I am too spent to be creative or inspired enough to do my best writing.
- I am not happy that in Feb 2021 we received that an email that faculty HAS to be back by Fall 2021...very premature! We have no hard data it will be safe and it should be on a case by case basis!!!!
- The directives for instruction seem to be uneven across disciplines. There has been no priority in vaccinating faculty (under age 65) who the University has required to teach in person. This is an unacceptable treatment of the University's most valuable resource. We should never have been asked to return in any capacity without the option for a vaccine. I, for the sake of student learning, have been teaching partially in-person since the fall, have requested a vaccine, and have been denied access multiple times due to my age. How does this policy support FSU faculty on the front line? We are doing the job we know must be done, but the University has not taken a stand on our protection.
- Thanks to the admin for not forcing us back into face to face instruction when it wasn't safe to do so. I hope the admin will continue to base decisions on the science, not political pressure.

- FSU has done a great job of ramping up testing and vaccines, keeping us informed and safe, and keeping student infections to a low roar. I am so grateful to our administration for keeping us safe and allowing us to teach remotely. The trouble is, some of us are higher risk and others are simply highly anxious; individual situations vary a lot, and privacy is involved, so everyone should be allowed to choose: I would certainly choose to stay remote and I know a lot of others will too. Otherwise I would dash into campus, teach in a mask, dash home and decontaminate myself, in a high-stress way. Or just quit. Much better to let us be remote if we feel the need. We are absolutely not shirking (remote teaching is a lot harder than F2F--- perhaps we should get some kind of bonus!).

Please, Union, try to get the administration to let us continue remote teaching; students have responded well, actually, and everyone I know has gotten a lot better (and some are getting really good) at remote teaching. Hey, it might save the administration some money. Admin will say, well, just get your courses approved through ODL. But the current ODL hoops to jump through are ridiculous, frankly, and pointless: a thousand-point QM (Quality Matters) rubric does not equal good teaching, and very good teaching happens every day online without fulfilling any of the ODL nittpickery. ODL QM gatekeeping is not improving remote teaching, and it wastes a ton of faculty time and energy. ODL is generally good, but that QM course approval process, ugh.

- Great job of coordinating and administrating the vaccine to the over-65 crowd.
- Teaching remotely is significantly harder than in person and takes far more time! Students are not doing as well either. I have worked non-stop since the we moved online and do not feel like the administration knows how hard we have worked to run these online classes. They seem to expect teaching online classes with high enrollment to be a perfectly reasonable thing and that the lack of walls means we can keep adding more students.
I appreciate being able to teach remotely because I do not want to be in a room with a bunch of freshmen right now. However, I am exhausted.
- I want to thank all of the unsung heroes who work in facilities who quietly do their work, especially during this time of the COVID crisis, to keep FSU's facilities safe, clean and beautiful.
- They should have fully opened in Fall 2020.
- Air quality in the Williams building has been questionable before the pandemic as soot os emitted from the ventilation system all over my desk.

- I was previously happy with the FSU response but thing pushing for more face to face classes in the summer is a terrible idea --most faculty and students may not yet be vaccinated by May. So I am disappointed they are rushing things given that the State has been so terrible in communicating its timelines and priorities for next groups, esp. How can these decisions be made without knowing the State's plans?

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

87

15%

- I have quite UFF for several reasons but a main one was their support for a graduate student union.
- staff need better pay
- The level of salary inversion is ridiculous. Too much discretion given to younger faculty.
- I am concerned about the health of our building in Sandels. Three faculty have been diagnosed with very odd cancers. One has passed away and one is currently on medical leave the third has retired. Other faculty have complained of having allergies and autoimmune conditions. This has been brought to the attention of administrators but the faculty have not been kept updated about the results of testing and how problems are being addressed.
- I am a teaching faculty person in the Honors Program. We have essentially no job security and little voice in shaping the academic programs and standards in our unit. I would be very interested to learn about the experiences of other teaching faculty and to see what can be done to improve the situation.
- I hate to say that the pandemic is what it took for me to feel like I have work-life balance. Even though I still worked day and night, weekdays and weekends, being home at least made me feel like I live in my home and am part of my family. I truly wish FSU would consider partial remote work when we return instead of everyone being required to be on our cramped campus all day every day. I am more productive, comfortable, and happier being able to work at home. Don't get me wrong. I would be happy to go to campus as well to teach classes, have meetings, etc. It would just be nice if we could help resolve some of the campus over-population challenges by expecting faculty, staff, and administrators to work from home on certain days.
- I am surprised that this poll does not even mention diversity and social justice issues in relation to FSU faculty.
- This is my first year at FSU and I have been remote since arriving in Tallahassee, so there is a lot in this survey that I am unable to comment on.
- It's been a hard year. I appreciated the constant communication about COVID.

- As an Assistant Professor, I am now looking for a job elsewhere because I fear that the upcoming budget cuts will be devastating for people in my position. I pray that the university will somewhat protect us - I like working at FSU and would love to stay in Tallahassee, but the state congress and government are mostly anti higher ed. I'd say the university is a great place to be, but Florida is a political nightmare, with elected officials peddling big lies. It's an unstable environment for academics.
- Thanks for so much your for your work on behalf of our collective interests!!!!!!!!!!!!!!!
- The negotiation from the UFF side has got to change and be more effective. If the administration is represented by an attorney then so should the union be. As it is, the UFF is very easily manipulated into time wasting efforts by the administration attorney.

There should also be more consistent communication with the press. Not all aspects of the process are confidential. The fact that salaries go down every year there isn't at least a cost of living increase is not bluntly explained to faculty and that more than explains the low degree of representation.

The UFF negotiators essentially failed for the past two years not least by being very easily misled and many of us considered ending membership so that we could at least get a raise!!

Please hire an attorney to represent our interests and stop being manipulated. If nothing else, please involve faculty from the College of Law.

- Insufficient social interaction during the pandemic
- I am concerned that there is not enough effort made to work with faculty that have the two-body problem, i.e. a spouse who is also in academia but working at a different institution, often in a different state. This puts enormous pressure on families and the old solution of getting an outside offer is not feasible in today's job market.
- Our department chair and the College Dean were noticeably "quiet" and unavailable during the pandemic.
- The pay differences between colleges is disheartening.
- Salary compression is by far my primary concern. It's disheartening to look at my salary compared to other professors in my department who were hired just two or three years after I was hired.
- Ageism.

- Great care should be taken with the search for a new president. We need someone who can continue to raise money and also has respect for the academic side of the university. We do not want to end up being a instrument for the politicians in the state.

The general budgeting and finance/funding formula within the university are totally backwards. It is hard to build anything sustainable when units are hamstrung by needless administrative rules that make it impossible to operate as a "premier" university.

I have never worked at a place that emphasizes the bureaucratic aspect of the administration over research and teaching like FSU. It is utterly ridiculous the amount of time that faculty spend dealing with arcane rules that suck up time and other resources.

- After seeing the riots in the Capitol, as a foreign born citizen I got much better understanding about this nation and its values. FSU, for example, in the way it treats its foreign born faculty, remains very much a white supremacist institution. We will never be given the same support, opportunities or salaries as those born here.

UFF is part of this system.

- NO GUNS ON CAMPUS PLEASE.
- n/a
- Retirement should include health insurance coverage. Retirement benefits could be more attractive.
- I feel like my College has not dealt with the implicit bias, racism, and systemic oppression issues in the department both among the faculty and in faculty student relationships. This has been very discouraging, and I have felt that the concerns that have been brought to bare have been merely glassed over in a rush to return to business as usually.

- See f-2-f vaccination comment above
- Without vaccination, we should not be forced to go back to face-to-face teaching.
- The evaluation standard set that requires seven years of evaluations greater than even one "official concern" is punitive. One could receive one "official concern" for one year just in one area (of four), and six years of "meets FSU's high expectations" in all areas, and still be shut out of any university raises for the next seven years. The official concern area could be due to having a budget issue with payment on a research contract, and not research performance-related.
- I worry about a coming wave of turnover now that President, OVPR, and some deans have indicated they are leaving. I worry that the US News ranking is not sustainable with budget allocations.
- Need a method of course correction for professors who shirk responsibilities of service and create/offload additional work for junior faculty members.

- Seeing the inequities in the merit system
- I have concerns about how merit is given since I was told, "you qualify for merit, but will never receive it." I have a unique position that is a non-tenure line, and while I "meet the standards" for merit, it was clear that I will never be given merit because I am in a non-tenure line.
- Outstanding universities - where clearly FSU has ambitions - require real leadership. Management is NOT leadership although real leadership also implies good management. FSU marketing is a major issue - and mostly - probably - valuable. But it is easy to substitute PR marketing for substance - and of course the President's salary is very sensitive to ranking success.....
- The university should not allow US News and World Report to set its agenda. The increased attention to undergraduate teaching is good, but there does not appear to be a similar attention to graduate education or research.
- Faculty freedom of expression requires attention. It is unclear whether administrators have the will to defend a faculty member who may take an unpopular position in their teaching or research.
- More child care support for faculty who are parents of minor children....
- For some reason I don't get all the "important announcements" that come out from Administration. I imagine it is something to do with my email...but it is still strange.
- lack of tech budget/equipment as an incoming non-tenure track faculty member.
- UFF should pay more attention to faculty property rights to materials they produce for distance learning. What belongs to FSU and what belongs to the faculty member? This will be increasingly important in years to come. (Textbooks used to be purely the property of faculty who prepared them. Can we say the same about equal efforts put into designing online resources?)
- I'm very concerned about the possible closure of the FRS pension plan to new members. I'm also somewhat concerned about the presidential search process, considering how it went last time.
- At the Maglab we have a committee for promotion but directors have a big influence on promotions (and raises...) and there is very wild divergence on the criteria that matter for raise and promotions depending on the director and the department they each managed. Directors (they are like department chairs for us) should get trained to have more equity in criteria for raises and promotions.
Faculty who are taking on leadership roles (chairs/deans...) should be required before or after their appointment to take management classes. I have seen several times great researchers/professors being appointed to chair/assoc. dean... but have zero management skills. Requiring basic management training would decrease conflicts and improve leadership

- I am concerned that the university is pushing interdisciplinary work and programs so much that it weakens departments, both in terms of our ability sustain or improve quality programs and national reputations that attract quality graduate students and our ability to develop community and a collective voice rather than dividing us by unequally distributing resources to faculty affiliated with interdisciplinary programs.
- In the presidential search, the final short list should include more than one non-white candidate for the position.
FSU will not be able to break up with its Florida Military and Collegiate Institute past unless it makes bold steps towards racial equality - which is not possible with current racial makeup of FSU management.
FSU has failed its Strategic Plan for Diversity and Inclusion (initiative A) in Tactic 1 (A, C); Tactic 2 (A, B); Tactic 3 (A,B,C) - based on 2019 data. Later (pandemic and post-pandemic) data are not even available.
- There is an inequitable distribution of labor in my college. Junior faculty carry the brunt of service AND research expectations.
- Inequities across faculty in different departments within the same college need to be addressed (specifically regarding teaching preps and loads in the MAN dept compared to other COB departments).
- Funding. We cannot continue to operate at a high (or existing) level when our funding decreases. Don't tell me to do more with less, don't keep holding back positions.
- The University does not sufficiently support the upgrades necessary for older technology, especially as more demands are placed upon band width and connectivity.
- I think that resources for new hires are low. We are behind the market making it difficult to hire quality and retain quality faculty. Retention has been made worse by the compression induced by many of the UFF agreements. Often times, this forces the most productive faculty to look elsewhere.
- Faculty parking is a joke!

The FSU contribution towards the 403b plan is very low.

- Free speech is a bygone historical concept that will be erased and redefined by current socialist trends.
- There's NOTHING that would move the needle at FSU more than increasing grad student stipends (and benefits), and absolutely nothing should be a higher priority (other than protecting current faculty and staff lines, obviously).
- The solution to every problem is a new commission with a new administrative group which creates paperwork for the rest.

- I'm in the history department. I'm dismayed at the sharp turn toward STEM, at the expense of the liberal arts. We can already see the results of this in things like the rise of Trumpism, conspiracy theories, etc. Teaching people to be able to think critically about social, politics, and culture is the essential basis of healthy citizenship. That is a social good that science, technology, engineering, and math simply do not provide, since they don't consider issues like politics, social organization, the economy, sexuality, identity, etc. etc. This is nation-wide issue, of course, and it is not clear that the union can do anything about it. But the overemphasis on STEM at the expense of disciplines that teach the underlying skills and habits of citizenship is one of the causes of our country's malaise. We need a balance.
- My chair is divisive. He sets faculty members against each other and singles out faculty members for ill-treatment. There is no longer any governance in the department because he has made such an example of faculty members who might disagree with him that everybody is afraid to speak. In fact, he has threatened faculty members with legal action for speaking in meetings and he has also prohibited faculty members from attending meetings, or publicly humiliated them if they speak in meetings or on listservs, even if they say something reasonable or mundane. He has thrown out any rules, including Robert's Rules of Order.
- We have very inept accounting staff in my department. This causes no end of wasted time and trouble. We have other staff members who work extremely hard and do a great job, but aren't paid very much. Raise the pay and get great people, and pay the people who do well already a decent salary, and please have the courage to get rid of the weak links.

Too many reeducation-camp-style trainings. Leave us alone and let us do our jobs without all the Group Think.

- At least the parking situation has improved.
- It would be completely unacceptable if the university were to expect faculty to teach face-to-face and not have vaccines available for them before teaching resumes in Fall 2021. I also think that extension of tenure time is just asking people to delay a promotion/raise and job security with tenure by taking an extra year when the expectations for tenure could just be relaxed across the board. Continuing to expect people to produce "as normal" in abnormal times is lacking in compassion and frankly isn't realistic given the very observable evidence that the impact of the pandemic is disproportionate for marginalized members of our faculty.
- A general lack of diversity especially in the tenured/tenure-track faculty ranks.
- N/A

- I feel FSU should offer stipend incentives to instructors that are QM certified and teach online. At previous institutions, after receiving training, there was as stipend offered for each class taught asynchronous. The justification is that effective remote teaching requires a lot more time and effort on the instructor than face to face.
- Staff are not prioritized and forward facing -- at the least, custodial staff should be given priority over faculty and other staff categories, especially given they are primarily people of color and have less of a voice in faculty/staff governance. We do not look good on this front at all.
- I'm concerned that the FSU Office of Commercialization doesn't seem to have the motivation or resources needed to promote commercialization of intellectual property developed at FSU.
- Please consider extending some faculty benefits like cost of living salary increases to staff.
If you read the President's messages, you would think only faculty and students are on campus.
I shudder to think what would happen if staff didn't come to work.
- Serious problems persist in the College of Human Sciences. The chronic protection of individuals who demonstrate problematic behavior is the norm. It has become an extremely toxic environment.
- I am extremely concerned about faculty layoffs. I support how the administration has handled the Covid crisis, but have heard nothing about how the Board of Trustees plan to respond.
- Spousal hiring and lack of spouse tuition benefits has absolutely screwed my family since we came to Tallahassee. It's not earning my loyalty and it's awful compared to other institutions. Just really bad.
- I'd like to see our FSU childcare offerings expanded for faculty. Our facility is our first choice when our child is ready for preschool and their website makes me pretty clear that faculty are last on the list for enrollment. I've heard from other faculty parents that's it's very difficult to get a slot, but I think this could be a huge tool in both faculty recruitment and retention.
- We need to all hang in here and keep doing our best under the circumstances. I feel that everyone on campus has done that during this crisis.
- We do not have nearly enough financial support for graduate students. There are too many salary inequities. There is not enough of a fiscal infrastructure to support the university's aspirations so they are accomplished on our broken backs.
- It seems uneven that a tenure-track faculty member can have 3 sections of a course with 35+ students in each course count as their full teaching load and also have a full-time lecturer with 4 sections of a course with less than 15 students per section meet their full time teaching requirements.

- I wish it were easier and more encouraged to apply for internal grant money to work on projects. Our unit doesn't push those opportunities or discuss them with us.
 - I feel the culture of overwork at FSU without compensation is detrimental to success and retention of faculty.
 - lack of resources and access to an active senior nurse scientist limits our department with regards to mentoring and grant funding.
 - I'd prefer UFF send fewer emails on political matters as I think that gives support to erroneous union-busting myths
 - see above.
 - I am curious if there a gender gaps in the salaries at FSU.
 - I am extremely worried about who the next Provost. There are Vice Presidents that I do not trust.
 - Huge service burden born by some faculty while others do little. This is a systemic problem - we train faculty not to do service (it is discouraged before tenure because tenure is focused on research), so we have faculty who see service as a distraction. A system that results in more even sharing of the service burden would improve morale (for me anyway!) and improve campus climate (through more faculty engagement).
-
- More pay for staff and essential workers who do not have the same protections as faculty.
 - A lot of concerns, but mainly not for this space. My department has some seriously toxic people in it, and they have tenure; there is nothing to be done but hope they get other jobs somewhere. It's another reason to keep remote teaching: we don't have to be around them, and they are slightly disempowered now because they can't do their usual office space harrassments and bullying. Very unpleasant to work with these toxic, unethical people (I can't bring myself to call them colleagues).
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- Teaching under COVID conditions is exhausting. Burnout will be a serious issue.
 - The most critical problem our department has is lack of space. I believe it is important for every supported graduate student to have their own desk to work and can lock their material related to teaching and/or research in a secure place. Unfortunately, this is not the case in my department. It is demoralizing that FSU continues to allow some departments, such as Biology and Chemistry, to hang onto space that they are not using (Biology Unit I, Dittmer, Kasha Laboratory) after moving into new buildings provided for them by FSU.
-
- I hope the future President at FSU is more strongly committed to the development of Hispanic leadership, especially at the senior administrative level. It is disheartening to see that in a state that is approximately 23 percent Hispanic that there are appear to be no Hispanics serving in the current President's Cabinet.

- I'm pretty upset about the inequities on campus. A \$300,000 bonus for John Thrasher is absurd and quite insulting to the rest of us. The vast range of graduate stipends is also pretty unfair, especially because some GAs are being paid less than the stated minimum (so, some get less than \$10,000 to teach two courses, whereas others get \$20,000, and I believe that's for considerably less work). It's pretty demoralizing when a first-year assistant professor in the same department is paid more than a fifth-year associate professor.
- As a faculty member, I do not feel adequately compensated. But more importantly I feel as though the technical staff that ensures the group success is even more dire.
- Since I began teaching online, I have had to spend substantially more time writing and typing course materials than when I deliver face-to-face courses. This will be good for the long run, but for now it has reduced the time available for everything else, including grading papers and research.
- The expectation that the upcoming presidential search will be just as rigged and opaque as the last. I don't think Pres. Thrasher was responsible for FSU's rise in the rankings. Rather, a \$100,000,000.00 gift from a corrupt ex-Toyota executive was, on the negative side, and on the positive, the wonderful work of the women members of FSU's upper administration. All I have ever seen or heard Pres. Thrasher do is to extoll FSU. I shake my head when I think about what FSU could have become with a women scientist as our president. That was not meant to be. I would be pleasantly surprised were our next president to be someone other than a white man from Florida with no previous ties to FSU. But what are the chances of that?
- The University offers no systemic credit for graduate supervision.

Thank you for completing the basic FSU Faculty Poll for Spring 2021.