

FSU Faculty Poll Results: April 2010

Please note that for this survey and the General Faculty Bargaining Unit contract, all employees are considered faculty.

523 responses were received from April 20-30th, 2010.

Please indicate your primary College/Unit

3	1%	APPS/CTL/ODDL
189	39%	Arts & Sciences
30	6%	Business
23	5%	Communication and Information
6	1%	Criminology and Criminal Justice
47	10%	Education
20	4%	Engineering
19	4%	Human Sciences
14	3%	University Library
3	1%	Learning Systems Institute
7	1%	Mag Lab (NHMFL)
2	0%	Motion Picture Arts(Film)
18	4%	Music
5	1%	Nursing
6	1%	Panama City Campus (all areas)
2	0%	Science & Public Affairs (Inst for)
39	8%	Social Sciences and Public Policy
15	3%	Social Work
5	1%	University School (FSUS)
26	5%	Visual Arts, Theatre, and Dance
5	1%	Other (not listed above)

Budget Crisis Management:

The FSU administration's budget crisis management has included sufficient faculty involvement.

16	3%	Strongly agree
75	14%	Agree
117	23%	Neutral
148	29%	Disagree
162	31%	Strongly disagree

The FSU administration's budget crisis management has used clear criteria.

9	2%	Strongly agree
79	15%	Agree
102	20%	Neutral
152	30%	Disagree
170	33%	Strongly disagree

The FSU administration's budget crisis management has used clear standards.

11	2%	Strongly agree
65	13%	Agree
112	22%	Neutral
157	31%	Disagree
167	33%	Strongly disagree

The process used to develop the FSU administration's plan for budget crisis management was transparent.

9	2%	Strongly agree
58	11%	Agree
100	19%	Neutral
164	32%	Disagree
183	36%	Strongly disagree

The University should continue to hire new faculty in selected areas while planning to layoff current faculty.

48	9%	Strongly agree
100	19%	Agree
81	16%	Neutral
103	20%	Disagree
181	35%	Strongly disagree

The FSU administration's budget crisis management has reflected a reasonable effort to deal with a difficult situation.

46	9%	Strongly agree
116	23%	Agree
111	22%	Neutral
130	25%	Disagree
111	22%	Strongly disagree

Do you have any comments on the FSU administration's budget crisis management?

114 **22%**

It was not transparent or in agreement with the bargaining contract. I was laid off while others in my unit who are not tenured were kept. It is clearly favoritism.

I have spent my entire career at FSU and bleed garnet and gold and yet, I have never been so disappointed in FSU and the inept way the budget crisis was handled.

Gross incompetence.

Considerable savings could be achieved by cutting administrative positions.

Seems like they used the "crisis" to get rid of programs and faculty they did not like or find useful. Abhorrent. Too bad we can't do the same with the multitude of administrators.

I believe the hiring of new faculty needs to address long time deficiencies in areas--not beef up already well-served areas. We should address the LACK of sufficient faculty in areas that have been "whittled" down even BEFORE the budget crisis occurred.

We should not be laying off faculty when we seem to have money for other initiatives.

Layoffs -- particularly of tenured faculty -- are unacceptable in these circumstances. Early Retirements, attrition, and/or cuts in bloated administration salaries should be the foundation of cuts.

For Administration to continue receiving large salaries while "managing" through this fiscal crisis the way they have is the height of irresponsibility. At least Goldman Sachs executives turned down their bonuses this year.

I don't know the whole picture, but that is the main problem. Their whole approach was to be secret to protect the departments they were thinking about craving up; but instead they just look like fat bosses playing favorites.

FSU should hang its head in shame, and President Barron is missing a bet if he doesn't remedy the situation asap.

Administrative management of this budget crisis will have long term repercussions in the way FSU is viewed by other universities. I have been asked by faculty at other universities why I would stay at FSU, and I find it harder to give a truthful answer. I am hopeful that along with a new President, we soon get a new Provost and many new Deans. I just hope that they are all external merit based hires.

Hard to imagine it could have been handled worse or more unfairly. It was totally driven by the Provost and Deans personal grudges and personality conflicts. No honesty. No integrity. Damaged the university for years to come. Reprehensible. Disgraceful.

Some of the program closures in my unit (College) make absolutely no sense, given the needs of the state and country and citizens of the state and country. PE has been cut, but childhood obesity is a national crisis. There is a critical shortage of math and science teachers, but those programs have been cut. '

In addition, the math and science programs produced solid graduate FTEs for the College. Increasing grad enrollment has been a goal of the College of Ed, but those programs have been cut.

Makes no sense from any perspective.

The handling of the recent budget issues and layoffs at FSUS by the director show severe incompetency and mismanagement. In addition, apparently nepotism is the order of the day for receiving employment under the "newer" administration.

Layoffs have eroded faculty morale. There is no reason to have loyalty to an institution which shows no loyalty to its faculty.

Their decision to fire tenured and tenure-track faculty has done a lot of damage, both internally and externally, to Florida State University. We can only hope that the new president will be wiser and fairer. He may need to get a new Provost and some new deans first, though.

This is a top down institution that lacks vision and faculty participation. The morale is in the pits.

Laying off tenured faculty while administrators in drop clearly articulates FSU's priorities, seemingly neither students, faculty, staff or education.

The administration has done a masterful job in anticipating and dealing with the budget crisis.

The average of all administrative raises (including top administrators such as the President and Provost) should equal the average of all regular faculty raises each year as an upper limit. If the President and Provost receive larger increases, this should be offset by smaller raises for other administrators.

Whatever grandiose plan the previous administration had in mind when firing tenured and tenure-track faculty, it was deeply flawed. The damage done to FSU's national and international reputation by their actions has been catastrophic. Our chances of becoming one of the top 50 research universities in the country are now buried deep in the toilet.

I truly do not understand how the decisions to maintain some units and dismantle were reached, but it certainly wasn't done logically.

Administration has done an excellent job in a very harsh climate. Provost Abel should be proud of this accomplishment.

Faculty input was a time-wasting sham, and the administration has clouded any possible transparency by inconsistent statements and the impossibility of pinning down where in the hierarchy decisions were actually made (chairs, deans, provost, president, board of trustees -- lots of finger pointing, but in most parts of the university no clear responsibility taking).

Some of the above questions presume the administration must or should solicit faculty input when that does not appear to be a valid presumption.

It was opaque to say the least and two people were involved from what I can tell and used nothing but personal venom to make decisions on what depts. and whom to cut. Appalling to say the least.

Though there was a "budget crisis committee" the provost and deans acted without consultation with faculty. There is clear evidence that at least some of those subject to layoff were chosen because the provost or their dean had a vendetta against them. Junior faculty were fired to "get at" senior faculty, and the way that this was handled by the administration is a national embarrassment. Furthermore, the current president has taken no action to rectify the situation, nor has he disciplined or removed from their office those at fault for damaging the university's reputation. This situation has resulted in the faculty having no confidence not only in the provost's decision making abilities, but also those of some of the deans, and of the current president.

Time will tell. Whatever happens, it is the low priority of education in this state that is the most at blame.

It has been totally unfair to lay off tenured faculty members who have been with this university some for over 20 years yet still hire new faculty. Obviously money exists to keep those faculty members.

Inappropriate to lay off senior faculty, including many very highly respected in their fields, while hiring other new faculty at assistant prof level. This can only be viewed as politically motivated, "old boy network" administration. Provost should receive a no-confidence vote for administrative incompetence.

The FSU administration has used the budget crisis as a smokescreen in order to carry out personal vendettas.

The only new hires should be to replace lost faculty in critical shortage areas such as those in the School of Teacher Ed.

How can FSU continue to reemploy DROP people while at the same time terminate legitimate tenured and tenure track faculty!?

80+ million in cuts over three years requires more than across the board cuts in order to address the long term consequences of economic recovery. I think the university administration took decisive and essential action to address the budget in a way that would preserve the viability of our core units.

get rid of L. Able. found someone with a touch of objectivity. we are top heavy with administrators who contribute nothing to the mission of the university

This has been a terribly difficult time

I strongly object to some of the specific decisions made to deal with the budget crisis. Trying to mitigate the impact of specific incorrect decisions has occupied most of my attention the past nine months. In spite of that, I can not fathom a procedure involving faculty input that could have resulted in anything but destroying collegiality amongst the faculty. The atmosphere would be much worse than it is now, if some sort of faculty vote had been used to try to choose the least objectionable options.

The University failed to do anything, much less everything possible, to avoid the lay-off of tenured faculty.

They are the administrators for a reason. I am guessing they have a better idea of the big picture than I do.

I am absolutely disgusted with FSU and how they treated top scientist in the oceanography department. Luring young professors with families only to fire without cause is immoral. FSU should be ashamed.

There appears to be little budgetary 'gain' from the cuts in Arts and Sciences. Cuts were punitive and designed to 'clean house'.

I don't believe that the FSU administration acted in good faith in trying to resolve the budget problems. The new president ought to replace the entire FSU upper administration, if he wishes to regain faculty trust.

I think the administration handled the situation well. Surgical cuts were our best option and they had the guts to do it. Kudos to them!

spousal hires that result in colleagues who would never have been considered in open searches is an enormous drain on morale, especially at a time when treasured colleagues are having to leave

The provost acted in an unprofessional manner. People with tenure were laid off without

any consultation off faculty. His website states that tenure is granted and reviewed by colleagues not be King Abele. They never declared a budget emergency. The provost lied to the outside world the justify his actions. The university can gain some respect to the outside world by firing him.

I am sick of the lies told to faculty in A&S and across campus by high-level administrators from the Dean's level up. Yes, lies. We were lied to and were not dealt with fairly, honestly, or transparently. Science was particularly hard-hit.

I think they've done a reasonable job with what amounts to a rotten situation. It's the state legislature with which I'm dissatisfied.

It is a difficult task to manage a budget crisis but firing tenured faculty creates a sense of instability and lack of loyalty. When publicized in national magazines as the case recently, it makes it more difficult to sell the university as a place to stake out a future and to attract people who know it may not be a lifetime commitment.

I understand the difficulties of this situation, and I see many individuals working on different elements of it. However, it has driven the entire university into a state of reaction and fear rather than making hard choices that fit into the overall priorities of the university.

How many administrative positions were eliminated?

It is impossible to run a university dependent upon political whims and decisions; it becomes a popularity contest about is my "cause more worthy" than another

The budget crisis was no crisis at all, as evidenced by the multitude of new hires since the "crisis" began. The administration should be ashamed of their behavior toward the faculty over the past year. They have trampled on collegiality and faculty governance, to say nothing of destroying the concepts of tenure and academic freedom.

Their handling of the budget crisis mirrors at a certain level the work of the Legislature, using the crisis as an excuse to force the passage of a particular agenda. It remains unclear who is behind and what criteria (political or academic) is defining that agenda.

How the administration has handled the budget crisis has been disappointing and shocking, as they have not considered the most valued assets of FSU...the faculty.

I hear different things--that we're "safe for now" because of the preparations. And then I see potential layoffs of so many departments. It's clearly NOT been clearly translated to all of us.

The Provost spent all the money they saved from firing 36 faculty by hiring 35 new ones in an obvious effort to re-structure the university under the false pretext of "necessary budget cuts."

I have no information about it, so I am unable to comment.

Both transparency and communication, perhaps above all, were lacking in the process. Even department chairs weren't apprised by university administration of a plan.

The budget decisions made by the FSU Administration appear to defy logic. We dissolve historically important departments while creating new ones that have not established a need. We fire tenured faculty while hiring non-tenured faculty in new programs to teach classes not required by any degree program. Administrators continue to receive generous raises while faculty and staff go without. FSU also continues pay hundreds of thousands in consulting fees while some Departments have had to cut their phone service to make ends meet. The President needs to be aware that if the State Legislature became aware of this it could affect future funding from the state and fund raising efforts.

The 5th question is really double barreled. I think the uni should NOT layoff faculty AND it should be hiring new faculty.

Faculty should be laid off based on their merit, or lac there of.

Political at best. Flagrantly destructive and dastardly at worst.

The question as posed above on hiring in some areas while laying off in others conflates two issues that should be kept distinct. I do not favor laying off tenured faculty under any circumstances. At the same time, freezing hiring in all other areas hamstrings units in other damaging ways.

The provost used the budget crisis as a means of eliminating people and departments that he didn't like. Yet another arrogant attempt to "sculpt" the University to his vision. Unfortunately, it's a pretty bankrupt vision. Why else would we continue to hire while laying off tenured faculty? Just one more example of the thuggish, unethical administrations we've contended with during the Wetherell era.

The administrators who responded to the budget crisis are certainly reasonable people.

But they took an extreme course compared with all other state & national institutions facing similar circumstances. Instead setting examples of openness and shared sacrifice, they displayed subjective biases in selection of programs & faculty to bear the cost. In summary, they were unwise. Their actions have harmed the university. This will not stand. We all have a lot of work to do to regain our momentum.

I am unable to answer some of these questions because I have little information about how the budget crisis has been managed by the FSU administration.

The administration's actions have seriously damaged the morale and reputation. It will take decades to repair and I'm glad I won't be here.

Budget crises are not the time for democratic governance. The administration has not been transparent, and has not had clear criteria for the faculty to see. However, I do believe the decisions were made in good faith to support the institution. A democratic approach would likely have ended up harming the whole University across the board, and that is not good policy.

Prefer the committee choices to others such as furloughs or pay reductions for all employees.

It would be nice to have actual faculty representation (as we have in the Union), as opposed to the sham that is the faculty senate. What is the point of passing resolutions that are ignored?

If the cuts were in any way related to the specific departments that received faculty cuts, eliminations, and suspensions then I could respect that. The Anthropology Department brings in more tuition funds than it costs to run the department and still suffered several cuts and now possible elimination.

continue to communicate...seems there is an information vacuum right now

Disgraceful

I feel that there should have been more discussion and input from faculty prior to faculty layoffs of faculty, and threats to layoff tenured faculty.

Faculty has lost trust in the administration including the Dean and the Provost.

In some areas, music for example, we are encouraged to maintain the same student population. However, in the 2010-11 we will not have enough faculty to teach the large number of applied music lessons. In cases like this, new faculty should be hired, despite,unfortunately, the layoffs.

The administration lied on several occasions and created a climate of fear and distrust. Because they laid off talented faculty, it will be hard to recruit star faculty in the future. The present Provost and Dean of the college of Arts and Sciences should be fired.

How can new construction at the stadium be taking place when faculty are being laid off and threatened with furloughs?

They did an absolutely terrible job. President Barron should fire all of them. Especially the Provost. He is a disgrace to the profession.

It didn't exist. The only "management" was a cascade of increasingly virulent lies that revolved around Larry's long-term goal of proving that he could fire tenure-track faculty. In my view, the Provost and several of the VP's (1) lied to the BCC; (2) lied to the Trustees; (3) lied to the faculty senate President. It's not clear whether they lied to the FSU President or whether he was fully involved. At any rate, to fire junior faculty who have been on board for only months borders on criminal neglect when the initial lay-off lists existed from January 2009, and when the \$\$ saved in firing tenure-track faculty amounts to only 0.3% of the university's total outlays (\$3M of \$900M).

I strongly believe that the most of the persons in the upper administration who were aware of this conspiracy and did not resign in protest can be charged with malfeasance and perhaps civil fraud and conspiracy to commit fraud. They have come damned close to wrecking FSU's reputation as Anything but a Sports School.

Lack of leadership and communication has been demonstrated throughout the entire process.

It was done to pursue a personal agenda of the provost which superceded the agenda of the university.

It was done in a way to keep the faculty in the dark completely to benefit the personal goals/agenda of the provost.

In 35 years of being a faculty member I have never seen anything comparably bad in terms of collateral damage, unfairness, and just plain wrong/illegal as what Able and his sidekick accomplished.

It has been a pretext to make political decisions without having to take political responsibility for them. Particular examples include the dissolving or near dissolving of entire departments and the firing of faculty whose academic reputations and work were outstanding. I will not name them here, but it would be easy to do so. In particular, the former president, whose authority in principle came from the fact that he was a former member of the state legislature in the end had little impact on state budget decisions and little creativity for dealing with the crisis. Moreover, the provost's office seemed merely to take cuts as inevitable and seemed to relish in the power to make decisions for which there would be no appeal. My impression is that the FSU administration did very little lobbying and merely asked how much and when do we cut? Add that to the way departments were balkanized, dissolved, or decimated, and FSU shows a record of the grossest kind of administrative incompetence at the highest levels that I would have ever thought possible. No amount of whining about how "necessary" the cuts were justifies the sloppy, arbitrary, and unaccountable way in which decisions were made.

The administration (especially the Dean of Education) used the budget crisis as an excuse to do illegal, immoral, unethical things, for personal--not professional--reasons.

Extremely unprofessional, severely damaged FSU's reputation, financial losses will be amplified by the unprofessional handling and the picture that FSU left in the national and international news.

They have done a good job making tough decisions while looking toward the future.

I do not know enough about what has happened and have relied on information that has been disseminated (however, maybe that is an indication)

Tenured faculty should NOT be laid off.

Effort was reasonable, but solution hard to understand given the weak premise that other campuses in the university system have yet to "pay the piper."

The former President and current Provost with their team did an exceptional job in handling this on going budget crisis.

I believe that the University should do its best not to lay anyone off, but needs to continue hiring in selected areas in order to replace natural losses of faculty and to grow important programs.

My biggest concern was that faculty hiring continued while plans for laying off faculty were being considered. It is my understanding that faculty hiring is still continuing this year as well in some colleges.

Lacking vision and direction. Surprise!

Many universities have been paralyzed by similar budget problems - FSU has not and in the long run that may be very positive. But the alternatives are not appealing whichever way ones looks.

The union has failed the faculty. The union does nothing but scream and complain about non-issues to make faculty think it is doing something for them.

They have done a good job in response to a terrible crisis. The decision to build on quality and not cut across the board which brings everything down to mediocrity was a good one.

Larry Abele worked with the Budget Crisis Committee and then went ahead with his own plan that fired tenured faculty and let go recent assistant professors. This was not right, and FSU has this as its legacy for a long time to come.

NO

It seemed not to address the top heavy administration in any way.

With regards to question #5. Nobody wants to see anybody fired, but it seems that there are programs already in line for re-organization which include layoffs. At the same time, programs with recent retirees should be able to rehire to maintain curriculum and research productivity. If departments are not allowed to hire to replace retired faculty, then they are being forced into becoming a weaker program...less research, difficulties maintaining accreditation...putting them at risk for becoming re-organized.

The layoffs were so massive that the administration could not and did not make a reasonable effort to inform itself about the performance of the people it laid off.

Embarrassingly bad publicity in The Chronicle of Higher Education: "Ground zero ... is Florida State, where the Board of Trustees voted last June to suspend or terminate 10 undergraduate majors and three graduate-level programs. Sixty-two faculty members there, of whom 21 are tenured, have received notices that their services will no longer be needed after May 2010." Our university's reputation has been severely damaged - no other university has received such bad nationwide publicity.

The FSU administration (particularly Abele and Bradley) have done an excellent job dealing with a very difficult situation.

[Too many questions close in meaning]

I think in the FSU administration should review priorities (students) and when making budget decisions take a closer look.

When such deep cuts were forced on FSU by the state, I believe it is correct for the FSU administration to apply cuts in specific areas rather than across the board. In that sense, I am quite supportive of their actions. Making these tough decisions with minimal damage to the organization often requires that the decision making process be relatively private and hence not completely transparent.

With regards to the questions about hiring and laying off faculty. I believe good faculty should be hired and bad faculty fired.

The Provost, when interviewed on television, stated that new faculty coming to FSU in Fall, 2009 had been hired 18 months earlier. What a transparent lie! The new faculty member interviewed in the same piece stated that he had just completed his doctorate! And we are to believe that he was hired a year and half earlier?!! We rarely get final approval for a search within 9 months of the arrival of a new hire!!

I have been stunned by the lack of strategic planning informing our budget decisions, the lack of prioritization of faculty positions over support and administration positions, and the lack of interest in pursuing alternative funding models for the university.

Furloughs -- i.e. permanent pay cuts -- would have been the worst option. And it is the option that the union endorsed.

The treatment of the new, tenure-track Oceanography faculty was frightening and inspired very negative feelings about institutional support for new faculty.

Furloughs, not layoffs; joint effort on tax reform in order to develop a dependable revenue stream.

I would have given high ratings if it were clear what advantage the administration saw in possibly cutting anthropology. I believe we would be the only or nearly the only research 1 university not to have an anthropology department. It is especially unclear why anthropology would be singled out when to my understanding the department was actually "profitable." I am not in anthropology but its future might determine whether I would decide to stay at FSU.

There is no "easy" way to handle such an unfortunate situation; someone will always feel victimized.

Salary Priorities:

Despite the uncertain budget picture, UFF-FSU faculty negotiators want your input on salary priorities.

Which of the following salary priority categories should be a high priority for the UFF-FSU faculty team? *Please check all that apply.*

405	36%	Across-the-board raises for cost-of-living increases
303	27%	Adjustments to address market inequities, compression, and inversion
61	5%	Discretionary increases based on administrator judgment
301	27%	Merit raises based on annual performance and departmental procedures
42	4%	One-time annual bonuses for merit
10	1%	Other

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

277	54%	Keeping up with the cost of living
105	20%	Providing incentives for recent meritorious job performance
132	26%	Correcting existing salary inequities, including compression and inversion

It has been suggested that supplemental summer teaching pay rates for 9-month faculty be reduced. How do you feel about this proposal? (Please answer only if you hold a 9-month contract with an academic year teaching assignment.)

14	3%	Strongly favor
19	4%	Favor
98	23%	Neutral
92	21%	Oppose
207	48%	Strongly oppose

Supplemental summer teaching pay rates for 9-month faculty should be reduced if all of the savings are used to fund merit pay increases. (Please answer only if you hold a 9-month contract with an academic year teaching assignment.)

19	4%	Strongly agree
59	14%	Agree
84	20%	Neutral
91	21%	Disagree
173	41%	Strongly disagree

Instead of allocating money to administrative salary increases, the University should allocate funds to a formal merit increase program based on annual evaluations.

174	34%	Strongly agree
182	36%	Agree
98	19%	Neutral
31	6%	Disagree
21	4%	Strongly disagree

Administrative salary increases should continue for which of the following reasons? Please check all that apply:

218	19%	Counteroffers in response to documented external offers
129	11%	Endowed/named chairs
198	18%	Equity adjustments
266	24%	Extraordinary achievements
308	27%	Increased duties and responsibilities
10	1%	Other

Please note: Comments below indicate that many respondents misunderstood the intended meaning of the preceding two (new) questions. The intent was to focus on discretionary increases awarded to bargaining unit faculty, but many understood the question to refer to salary increases for administrators. Apologies for the ambiguous wording.

Do you have any comments on salary priorities?

95

18%

I believe FSU administrators have control of the budget and will do whatever they want to do.

no salary increases and no layoffs.

I teach in the summer to maintain a decent salary. My program needs the credits, our students have required courses in the summer and it makes a huge difference to my family. I wish I could NOT teach in the summer but I can't. Please tell Larry "hands off"!!

Salaries need to keep with the standard of living and for effective faculty to stay at our University we need to stay competitive with salaries.

Across the board cost of living increases are my top priority. I do not believe in merit pay. I believe in fair pay. We work hard and should be fairly compensated in a way that acknowledges cost of living not in a way that further divides us one from another. Also, I distrust the procedures of merit pay as it places too much emphasis on student perceptions versus our work as researchers in a Research I institution.

Receiving merit pay does not encourage me to stay at FSU. Getting FAIR pay that acknowledges adjustments needed to address market inequities does compel me. Also pay does not address the fact that some don't even receive release time for research/writing.

not sure what an administrative salary increase is. Is this a pay raise for administrators?

I feel that salary as an issue still isn't as important as simply keeping our jobs.

Merit and market equity should be our top priorities.

Administrator salaries (and especially number of admin staff) continue to outpace every measure. That has to stop.

top tier-1 schools have standard COLA raises. And although those COLAs were lower this year than in the past, it's unconscionable to ask -- dictate -- that faculty go without them.

Merit raises are a nice bonus, but faculty should not be asked to tread water or fall behind as a matter of course.

develop fair evaluation procedures

How do endowed chairs relate to administrative duties?

Research faculty must clearly be given more flexibility in practice to adjust salaries of employees that are paid solely off of contracts and grants. We are in danger of losing many important personnel due to salary issues when we have plenty of money in grant budgets to pay them increased salaries. Although it is stated in the CBA that PIs should have flexibility in adjusting salaries, unfortunately we find that this has not been the case in practice. Supervisors of C&G research faculty must be permitted to more easily adjust salaries given their own grant budgets, regardless of the university-wide budget scenarios. Some of us have worked hard to secure sufficient funding for our research groups, but are having trouble keeping our scientists happy even though we have plenty of funds to do so.

Reduce the number of administrators. There will be savings in money and increases in efficiency. The administration has become bloated.

It is frightening to see the faculty that are leaving the College of Ed... the amount of money they are able to make at other universities will continue to drain FSU of its best and brightest and make it harder and harder to recruit new faculty.

FSU has been reluctant to provide basic cost-of-living increases in the recent past has made life more difficult financially for us. I definitely do not feel as though FSU is committed to her faculties.

We need to cut the administrative bloat and use that money to give faculty an across-the-board, cost-of-living salary increase.

Administrators salaries are way out of line.

UFF has done a terrible job of dealing with salary issues. That the union opposed counteroffers and administrative adjustments for meritorious faculty is ridiculous. You have created a situation in which less accomplished new hires make more than FSU faculty.

Administrators earning more than \$100,000 should not get raises in current times.

I don't know what you mean by "Administrative salary increases". Is this salary paid to

administrators? Or is it for faculty with some administrative duties? If the former, I think the salaries currently paid to administrators above the Chair level are much too high and should be reduced, particularly if it would save laying off/firing faculty.

Faculty are also carrying increased duties and responsibilities.

Never on external offers

Positions above chairs are already overpaid compared to the rest of the university. They need to sit it out for a few years with no salary increases. Period.

There seems to be no possibility of any salary increases for any of the faculty, and that is following three years of NO salary increases. The first step should be to make up cost-of-living increases for the last three years, then to merit raises determined by faculty merit committees through the normal departmental processes.

Obviously, we need to fix a system that selects for only those who can't find jobs elsewhere, however, I don't find the "annual evaluations" to be a measure of merit. A strong Department Chair should be able to make merit decisions.

I think that this is a bad time for faculty to try to play the game of increasing their salaries by garnering other offers and a clear message should be sent about that by not using the limited funds we have to keep people that apparently want to leave.

Administrators salaries are out of line with the faculty. Administrators are taking care of themselves and not the faculty. The salary disparity is too great.

Have FSU provide 9 month faculty with the OPTION to be paid over 12 months, not 9. This is a NO BRAINER way to help faculty, and will cost next to nothing.

NONE -- administrators should not get a salary increase

Provost has stated that he favors a bump in promotion increases to 15% for promotion to full and to 10% for promotion to associate. I favor this proposal rather than a proposal to raise the rate for promotion to associate to 12%.

Admin. salaries are way higher than faculty, until faculty inequities are adjusted, admin. doesn't need any more money.

Any DROP people rehired should be employed at the lowest salary levels if at all.

reduce salaries by 20% for all university employees who do not have teaching and research assignments. excluding secretarial and service staff.

Our salaries are much lower than those of our colleagues in comparable institutions with comparable workload/expectations. If we are to keep productive faculty, this inequity cannot continue.

If there is ever money for raises, I hope it will be awarded meritoriously, considering both historic and continued recent merit.

Administrative salary increases should cease altogether until faculty salaries increase.

The provost should examine salary inequities based on gender.

MERIT, MERIT, MERIT! I know my view is contrary to the campus socialists we call a union, but we really need to recognize that our best and brightest should be the top priority. Put another way, if a faculty member could leave and not be missed by their unit (we have several who meet this description in my unit), you don't deserve a raise and, in fact, are lucky to have a job.

Preemptive raises for individual faculty based on advanced interest in them from premier programs. If someone is being recruited all the time - from the very best schools - they should be given a raise to keep their interest at FSU. This should happen before the actual offer comes and would entail the faculty member withdrawing from the recruitment process.

keep our salaries competitive so that good faculty does not flee.

Counteroffers should be abolished!

Administrative salaries are already out of proportion to faculty salaries. Thus I see no need for an increase. Faculty are already teaching during the summer without a summer support from their college. Further reduction is not wise.

The inequities associated with long-time faculty who have contributed positively must be rectified. Administrators are paid in the top 10% nationally; new faculty are hired at good salaries and the inversion and compression issues have seriously eroded confidence and morale for many Associate and Full Professors.

Salary compression is a big problem. Newly hired faculty at the assistant level are making more than tenured associates who have been here for 10 years, publishing actively and carrying heavy graduate student advising loads, and the inequity gets worse in some cases as you look at

folks with more years of service.

Administrators can define merit differently for different people. While I agree only meritorious performance should warrant merit pay, several in our dept have gotten merit pay due to being friends with the right people rather than expectations equal to others who did not get merit for similar.

In these poor economic times, faculty in many parts of the country continue to receive both merit and cost of living increases. If no movement is made in this arena - as we do not even get raises when times are good - then FSU will maintain its sub par status as high caliber faculty will depart as soon as they are able.

I was offered nearly a 40% raise at another institution. I think that says a lot about salaries here.

In general no more administrative increases until all faculty receive cost of living increases. Then fund faculty merit pay, then fund administrative increases.

Using SPOT evaluations as influences on salary "merit" pay, which I do not support anyway since it can be divisive among the faculty (who thinks they do not merit an increase?) are popularity contests. Any clever professor can make the class love them and the class -- at the expense of academic rigor, sticking to the parameters of absences, and standards of good academic work. A bad grade is immediately personalized.

For those of us receiving the smallest 9-month salaries (\$20,000-\$50,000), we already struggle to get by financially in the summers when we're teaching two courses May-August (because two classes in the summer doesn't equal the full FTE). Lowering our payment in the summers will only place us in a more financially desperate situation.

I would value an option to take a 12 month salary for the 9 month contract I hold.

We need an across the board cost of living increase...and fast!!!

I don't really understand that question. What I see is real inequity in salaries. Many of us teach hundreds of students and are at the bottom of the pay scale. Others teach a few grad students. Let's be honest: we're not giving a good education to those students who take the huge classes. They just don't get a quality education. There's a reason class size amendments were passed in K-12. Just wish they'd been passed in university level education as well.

All of these reasons apply to faculty salary increases as well, especially the "increased duties and responsibilities"!

I think the Administrator salaries should be reviewed for possible abuse.

It's probably way obvious, but colleges can last a lot longer without administrators than they can without faculty...

I have found the merit process to be subjective and unpredictable. Therefore, I am loathe to suggest that it guide the distribution of salaries.

Inequities in salary hurt faculty moral, relationships and productivity. ALL faculty are important. Those of us with only a teaching assignment are as valuable as those doing research. We are the reason they have time to do research. We deserve to be paid a reasonable rate and to have continuing contracts.

I would prefer to have a fixed pay rate for summer--all Asst Prof make X amount, all Assoc Prof make X amount, etc. That amount could vary from dept to dept based on the average salary by rank in that dept. This would prevent dept chairs from trying to exclude faculty who make high salaries from teaching in the summer. But I would want the savings to go to allowing more faculty to teach in the summer, not to pay raises for the favored children. Unfortunately, most of my thinking about what the UFF should support or not support is based on my lack of trust/confidence in the administration rather than on what could be best business practices with trustworthy administrators.

We are so far behind peer institutions on a national basis it's hard to imagine ever catching up. As demoralizing as that is for retention of the best and brightest, we must return to funding across the board increases as a "ground floor" to prevent further erosion of our base position.

My answers are predicated on their being very limited funds available for any increases. In a looser climate, I would love to see non-merit salary increases.

Nothing kills the morale of the faculty more (or at least his faculty member) than watching my own salary stagnate while the administration happily gives itself raise after raise. The chutzpah! Really!

Need to check to be sure these are bona fide counteroffers and not something drummed

up between buddies.

Cost of living adjustments are essential for all faculty, administration, and OPS employees. In addition increases should be made for increased duties and exceptional achievements for faculty and administration.

Administrators are paid way too much

Compression/inversion is driving me out of FSU - if nothing is done, I will be leaving in 12 months. I cannot afford 5 years without a raise.

Top administrators should all take substantial pay cuts, as has happened in other more progressive and better university systems such as North Carolina.

Administrators - including Deans and Assistant/Associate Deans - must be formally evaluated by their faculty. And these evaluations used in any salary considerations. In addition, Deans should serve for a maximum of five years (term limit) with the option to be re-appointed ONCE ONLY upon receiving high faculty and administrative evaluations. Provosts and VP's should be limited to one seven year term.

Salary inequity is much more lopsided for faculty than it is for administrators. Barron should be confronted repeatedly by the union with statistics on this.

let the chairman/chairwoman decide with input from a faculty salary raise committee.

Lowering salaries for summer courses merely further devalues education in a state where it is already an afterthought. I would like to see a few administrators lose their jobs or take pay cuts across the board. Or stop earning both a retirement pension and a state salary at the same time in spite of the fact that their record of mismanagement led to this crisis.

Why do administrators get increases rather than faculty. It should be equal in that if they do faculty should as well.

The criteria for annual evaluations needs to be more transparent and communicated. Often, the written document varies by few words across years. In addition, the evaluator has not observed the faculty member teaching.

I strongly favor the proposal to increase the salary increases at promotions and to institute a "continued performance" raise system and think this should be a priority at the bargaining table.

Merit pay when funds are available.

The university is dynamic and under threat - clearly some will have to respond or be more suitable in response - and deserve acknowledgment for it.

The union should be disbanded and the faculty senate should handle these matters.

None, I'm close to ending my DROP time.

Give it to the teachers!

not all faculty are accomplishing the same achievements, and certainly not all are bringing in grant money, etc. So while I strongly favor an across the board COL raise, I also am in favor of merit raises, as both incentive and reward for high achievements in research/grants/writing.

If we do not reward outstanding faculty performance the best faculty at FSU will continue to leave for other universities.

Dismantling university programs and laying off newly hired young faculty and tenured faculty does not warrant any administrator bonus or salary increase and is not meritorious administrative performance.

Compression and other salary inequities need to be addressed.

Difficult to prioritize. All are impacted by cost-of-living, but other factors also need to be addressed.

Cost of living increases

Compensation at FSU needs to improve in two particular ways for FSU to improve on the national and international scene: (1) There must be sufficiently frequent across-the-board raises that faculty develop an expectation that their compensation will stay even with increases in the cost of living. Everyone understands that this might be impossible during tough budget times, but to deliver less than cost of living when times are good is unprofessional. (2) There must be a reliable merit pool to award meaningful merit increases (ie 5% raises) to the top 5% to 10% performers among all faculty. To do otherwise is to become a socialistic civil service organization of the worst kind. Unfortunately, salary policy at FSU has failed miserably on both counts.

In these difficult times with layoffs of faculty, we should not make counter offers. Until the financial situation improves, if people want to consider leaving, then let them leave. This is

not a time to be "searching" in order to fish for counter offers.

I believe that addressing salary inequities and inversion is a critical issue. Not addressing it will strongly affect our ability to retain productive associate and full professors.

not sure what 'administrative salary' means? chairs? professional staff in the provost or dean's office?

Administration should receive increases only when faculty and state workers do.

Administration is hypertrophic already, no need to further emphasize

Given the state of the economy, it is absurd for public employees of any kind to think they deserve raises. If you are worth more in the private sector, go get it! Otherwise, shut the hell up and quit whining.

I would like to know why USF seems to be able to pay higher salaries to similarly qualified applicants. Basically, I would like to see where FSU stands in relation to other similar Florida institutions.

Administrative roles have become increasingly difficult to manage, and finding qualified candidates to serve as deans and departments heads is more difficult than ever. Anyone who assumes this mantle and does a good job deserves the financial recognition.

Non-salary Bargaining Priorities:

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

Domestic partner benefits?

89	18%	None
73	14%	A little
180	36%	Some
90	18%	A lot
73	14%	All it can

Childcare facilities on or near campus?

79	16%	None
88	17%	A little
164	32%	Some
104	21%	A lot
71	14%	All it can

Parking?

143	28%	None
114	22%	A little
138	27%	Some
83	16%	A lot
29	6%	All it can

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

44	9%	None
33	7%	A little
124	25%	Some
156	32%	A lot
137	28%	All it can

Multi-year contracts for non-tenured faculty

59	12%	None
53	10%	A little
170	34%	Some
136	27%	A lot
89	18%	All it can

Paid parental leave?

71	14%	None
73	14%	A little
178	35%	Some
107	21%	A lot
80	16%	All it can

New position classifications with new titles for non-tenure track faculty?

94	19%	None
103	21%	A little
159	32%	Some
87	18%	A lot
51	10%	All it can

Do you have any additional comments on bargaining priorities for issues other than salaries?

56 11%

I think some of these issues have been addressed, e.g. parental leave. I am not sure domestic partner benefits will go much further in FL or FSU until we resolve the discrimination clauses.

High turnover is due to lack of job security. Monies would be saved in training, resources, etc by retaining qualified employees year to year.

SALARIES are the most important issue - no question. Focus the effort there!

Multi-year contracts are a "second best" solution, whereas a "just cause" standard would address the problem more directly.

Along with salary issues, it is becoming increasingly difficult to persuade gifted researchers to remain at our institution when their dubious job titles causes a perception of them being lower-level researchers in the eyes of those from institutions that grant titles such as "Research Professor" to their accomplished research faculty.

Salary, salary, salary. Admin is in top 10%, faculty in bottom 20% Not right. Reduce class sizes if we care about education.

Maintain retirement contributions by the university; continue to push for equity and transparency in faculty assignments

I'm against classifications for new titles for non-tenure track faculty if the agreement doesn't include some sort of cap on the ratio between tenure-track and non-tenure-track faculty, even if that ratio has flexibility built into it.

I don't know what you mean above by "non-renewal"; for tenure-track faculty???

Non-tenure faculty are just that, NON TENURED

Obviously, i don't think these issues are important relative to salary issues.

What about health, dental and eye care benefits? The latter = zero right now.

Protection for tenured professors

Non-tenure track faculty should receive 3 year rolling contracts, as a minimum.

Parking? Are you serious?

Stop being hung up on the use of the word "professor." Nothing wrong with

Assistant(Associate) Teaching Professor!

Child care is crucial. My children are all grown, but it was "hell" trying to raise a family with two parents having to work and still having to pay for childcare in inconvenient locations.

How to handle spousal hire situations should be considered.

What's wrong with our current non-tenure track titles? "Associate in" seems like a perfectly good title to me. This is a semantic issue and to put it up against things like domestic partner benefits and childcare is just plain silly.

Reduce the bureaucracy. Saving money by decreasing the number of administrators. The faculty to administrator ratio is far too high

It is shocking that both UF and now USF have domestic partner benefits and FSU does not. For shame! Perhaps this university really doesn't want to be a "flagship" university like the other two.

Once again, I write to request that the university make it possible for 9 month employees to be paid over 12 months. The current option of having money automatically deposited to savings is NOT the same thing as actually receiving a paycheck every month. Every other university for which I worked had the option for 9 month employees to have their pay spread over 12 months, and the Leon County School System manages to do it for its teachers. I cannot believe this is beyond FSU's technical capabilities, or that it would cost very much to implement a system to make it possible.

The transportation department has reserved too many parking spots near office buildings; the reserved spots should be away from buildings of faculty and staff should have higher priority in utilizing those parking spots.

It is outrageous that this university does not make childcare facilities available for its faculty on campus. It would go a long way to fostering an environment where female junior faculty can be professionally successful.

Let's have some empathy for all.

I don't even understand what "A "just cause" or similar standard for non-renewal, requiring that non-renewal only be for good reason" means

Unreasonable workload. Our workload had doubled and salaries frozen.

Proper titles for non-tenured faculty is very important. FGCU does not have tenure, and still the instructors have titles of Professors, why can't we have the same thing?

Non-tenured faculty serve the university and deserve to be compensated with continuing contracts, reasonable salaries, opportunities for advancement and recognition.

Parking has gotten better with the opening of the new parking garages. Now if you could just do something about the speed limit on campus and its enforcement. Not speed bumps.

Don't we talk about new titles for non-tenure faculty every year?

Allow non-tenured faculty to serve on and lead dissertation committees.

I know the non-tenure track classifications seem to linger unresolved. I really don't care what my title is. My job will be the same regardless of what you call it.

Paid parental leave should not be given to men and should be restricted to a semester. Child care on or near campus would be a much fairer compensation after a semester.

Maternity leave should be provided for 9-month faculty as well as administration 12-month faculty. It was extremely unfair that I was not provided any opportunity for maternity leave and was forced to take leave without pay while in the hospital, not even being allowed to use sick pay. That was absolutely inexcusable and unethical. A six-week paid leave should be standard at minimum. The program adviser in our department received 12 weeks, but as a 9-month salaried non-tenured faculty member I received no maternity leave!

Graduate faculty status of the NTT faculty MUST be addressed, simplified, streamlined, and solved - AND to get the Dean of Graduate Studies OUT of the considerations of who does what.

Consider faculty scheduled for layoff before hiring new faculty from outside the University
There are guidelines in place for parental leave. It is my understanding that some non-tenured faculty have rolling contracts while others do not (which is a concern)

I strongly support prioritization of making FSU as family-friendly as possible, particularly in the area of paid leave and domestic partner benefits. This can make FSU more attractive and harder to leave. Parking should have zero priority at this important time. Perhaps we should add "campus safety" to the list of potential concerns?

Clearly the whole university is in a triage state - that makes emphasizing those issues

that are truly essential very clearly - and yet some attention does need to be paid to all.

Get rid of the ban on preemptive counter offers. We lost several excellent faculty to quality research schools due to this ban. The union has had too much of a heavy handed approach on this issue. If there was problems with this in the past then put in protections -- don't just ban them outright. One of the only tools that FSU has against better universities is the preemptive, once people go on the interview and see how nice/fertile the research ground is elsewhere we usually have little chance of keeping them. The union screwed up on this issue and I hope that they fix it soon before we lose more of our more senior talent

NO

multi-year contracts for nontenured faculty only make sense if they are paid from E and G. No requirement for multi-year contracts should ever be placed on those of us who hire Assistant/Associate In using grant funding, since there is no way to allocate resources like this when grant money ends, or when the needs of a project change over the lifetime of a grant. Do not do anything to tie the hands of those of us who hire salaried people on C and G funds.

It's all about salary. These non-salary items are a complete waste of time.

Faculty parking at FSU is a major problem, as faculty parking lots are being closed without any replacement spaces provided.

Please take care of your non-tenure track faculty.

When Departments evaluate faculty for merit money, separate the non-tenure track faculty and rank them within their own group. Then pay them based on the total they were allocated for their pool. Currently the non-tenure faculty are automatically ranked below tenure faculty and the money (their assigned %) never makes it to them. It goes to the tenure faculty that are highest ranked and generally there is only enough money left to reward the top 2/3.

Domestic Partner benefits would increase faculty moral and keep highly sought after faculty at FSU!!!!

The need for new position classifications with new titles and new policies (ie multiyear contracts) is of great importance to the MagLab.

Parking--Most other large institutions (UF for example) have large lots at a distance for commuting students (non-campus residents) and they ride campus buses in. The "consumer mentality" at FSU toward students permeates every aspect of campus life. Safety concerns may be addressed in appropriate ways if necessary. Having faculty walk long distances late at night after class as currently may occur is no less a safety problem (and having to wait for a police escort to accompany a professor to a distant garage isn't a great answer either).

There is a significant need to clarify the titles, rights and responsibilities of the non-tenure track faculty. The "trickle down effect" from the report that was completed a few years ago has not resulted in clear delineation of issues like length of contracts, etc. This confusion may be more at a college/school level???

For those who have major problems parking, riding Star Metro may offer some relief. All faculty, staff, & students can ride for free.

Doing what you can to avoid increases costs, such as the cost of health insurance. Money is getting tight with such a long period of no raises.

Start-up packages should not expire after 3 years.

The questions about non-salary bargaining priorities, and probably all questions on the survey, need an additional choice for "No opinion," particularly when we are not knowledgeable about the topic.

For non-tenure track instructional faculty, either leave classifications as they are or switch to:

Assistant Teaching Professor
Associate Teaching Professor, and
Teaching Professor

RE: New position classifications with new titles for non-tenure track faculty.

The names are not important -- it is what benefits, salary, security, etc that go with the names that could be important.

General Survey Questions:

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

12	2%	Strongly agree
90	17%	Agree
113	22%	Neutral
149	29%	Disagree
152	29%	Strongly disagree

Faculty morale is high at FSU.

5	1%	Strongly agree
35	7%	Agree
83	16%	Neutral
172	33%	Disagree
221	43%	Strongly disagree

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

31	6%	Strongly agree
129	25%	Agree
123	24%	Neutral
110	22%	Disagree
117	23%	Strongly Disagree

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

81	16%	Strongly agree
184	36%	Agree
123	24%	Neutral
57	11%	Disagree
69	13%	Strongly disagree

FSU administrators have inappropriately high salaries compared with FSU faculty.

236	46%	Strongly agree
124	24%	Agree
109	21%	Neutral
28	5%	Disagree
13	3%	Strongly disagree

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

84	16%	Strongly agree
171	33%	Agree
72	14%	Neutral
100	20%	Disagree
85	17%	Strongly disagree

Faculty and staff parking is satisfactory at FSU.

48	9%	Strongly agree
206	40%	Agree
96	19%	Neutral
103	20%	Disagree
61	12%	Strongly disagree

My department/unit has faculty-approved merit assessment procedures.

122	24%	Strongly agree
220	44%	Agree
89	18%	Neutral
42	8%	Disagree
30	6%	Strongly disagree

My department/unit has up-to-date merit assessment procedures.

113	22%	Strongly agree
214	42%	Agree
92	18%	Neutral
51	10%	Disagree
38	7%	Strongly disagree

Merit assessment procedures in my department/unit are satisfactory.

84	17%	Strongly agree
184	36%	Agree
107	21%	Neutral
80	16%	Disagree
53	10%	Strongly disagree

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

72	14%	Strongly agree
231	45%	Agree
128	25%	Neutral
53	10%	Disagree
25	5%	Strongly disagree

Faculty have enough say in academic governance in Faculty Senate, colleges/units, and departments/units.

28	6%	Strongly agree
133	26%	Agree
132	26%	Neutral
121	24%	Disagree
93	18%	Strongly disagree

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

31	6%	Strongly agree
151	30%	Agree
79	15%	Neutral
149	29%	Disagree
100	20%	Strongly disagree

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

81	16%	Strongly agree
202	39%	Agree
104	20%	Neutral
99	19%	Disagree
26	5%	Strongly disagree

I can give sufficient time to my students.

40	8%	Strongly agree
226	45%	Agree
95	19%	Neutral
114	23%	Disagree
25	5%	Strongly disagree

Faculty loyalty to this university is rewarded.

5	1%	Strongly agree
34	7%	Agree
122	24%	Neutral
165	32%	Disagree
182	36%	Strongly disagree

I hope to spend the rest of my career at FSU.

66	13%	Strongly agree
128	25%	Agree
153	30%	Neutral
68	13%	Disagree
92	18%	Strongly disagree

When I came to this university, I planned to spend the rest of my career here.

100	20%	Strongly agree
161	32%	Agree
132	26%	Neutral
90	18%	Disagree
28	5%	Strongly disagree

I feel loyal to this university.

59	11%	Strongly agree
186	36%	Agree
114	22%	Neutral
64	12%	Disagree
91	18%	Strongly disagree

I felt more loyalty to FSU in the past than I do today.

107	21%	Strongly agree
167	32%	Agree
104	20%	Neutral
97	19%	Disagree
40	8%	Strongly disagree

I would recommend this university to a prospective ...

Please check all that apply:

316	40%	Undergraduate student
310	39%	Graduate student
170	21%	New faculty recruit

In the past, I would have recommended this university to a prospective ...

Please check all that apply:

380	31%	Undergraduate student
413	34%	Graduate student
438	36%	New faculty recruit

Student Perceptions of Teaching (SPOT) free-form comments from students should be:

232	47%	Available only to the faculty member
257	53%	Available to peer evaluators, department/unit chairs, and higher administrators

Free-form student comments from SPOT should:

119	24%	Never be used in evaluation
151	31%	Be used in the annual evaluation only if the faculty member submits all of them voluntarily
142	29%	Be used in the annual evaluation only if the department/unit faculty vote to require everyone to submit them for evaluation
74	15%	Be used in the evaluation without restriction

Now that student assessments of instruction are no longer required by the state, should the Student Perception of Teaching (SPOT) be continued at FSU?

99	20%	No
124	25%	Yes, at the option of the faculty member
165	33%	Yes, at the option of the department/unit faculty as determined by vote
110	22%	Yes, unconditionally

Teaching assignments in my department/unit are done equitably.

102	21%	Strongly agree
199	40%	Agree
90	18%	Neutral
56	11%	Disagree
47	10%	Strongly disagree

Annual performance reviews of administrators with direct or indirect authority over faculty should include evaluations by faculty.

226	45%	Strongly agree
206	41%	Agree
40	8%	Neutral
21	4%	Disagree
11	2%	Strongly disagree

All FSU administrators should have fixed-term renewable appointments, requiring a major performance review for a renewed appointment.

228	45%	Strongly agree
178	35%	Agree
68	13%	Neutral
25	5%	Disagree
8	2%	Strongly disagree

Highly-paid persons who previously retired, are drawing pensions, and who have returned to their FSU jobs at full pay, should take drastic pay cuts to help ease the budget crisis.

256	50%	Strongly agree
131	26%	Agree
75	15%	Neutral
32	6%	Disagree
14	3%	Strongly disagree

If cuts to core academic faculty and staff compensation costs are unavoidable, which do you prefer as the best way to accomplish cost savings?

309	61%	Furloughs (mandatory unpaid leave)
107	21%	Layoffs
30	6%	Pay rate reductions
60	12%	Other

Please rate your feelings toward the UFF-FSU Chapter, using the following choices:

158	31%	Very positive
177	35%	Somewhat positive
80	16%	Neutral
61	12%	Somewhat negative
23	5%	Very negative
10	2%	Not sure

Has anyone ever asked you to join the United Faculty of Florida (UFF)?

458	91%	Yes
25	5%	No
19	4%	Not sure

Administrator Evaluations and Related Issues:

President Barron's job performance has been

58	11%	Outstanding
177	35%	Good
26	5%	Fair
0	0%	Poor
2	0%	Unacceptable
245	48%	Not sure

Provost Abele's job performance has been

39	8%	Outstanding
115	23%	Good
96	19%	Fair
66	13%	Poor
152	30%	Unacceptable
41	8%	Not sure

Dean Rowe's job performance has been

27	5%	Outstanding
145	29%	Good
91	18%	Fair
35	7%	Poor
28	6%	Unacceptable
174	35%	Not sure

My dean's/director's performance has been

116	23%	Outstanding
140	28%	Good
89	18%	Fair
48	10%	Poor
95	19%	Unacceptable
17	3%	Not sure

My department chair's/immediate supervisor's performance has been

180	37%	Outstanding
154	31%	Good
66	13%	Fair
39	8%	Poor
35	7%	Unacceptable
15	3%	Not sure

It is time for the University to have a new Provost.

241	48%	Strongly agree
83	17%	Agree
103	21%	Neutral
46	9%	Disagree
28	6%	Strongly disagree

It is time for my College to have a new Dean.

137	27%	Strongly agree
49	10%	Agree
100	20%	Neutral
106	21%	Disagree
110	22%	Strongly disagree

It is time for my Department/Unit to have a new Chair/Director.

69	14%	Strongly agree
59	12%	Agree
102	21%	Neutral
104	21%	Disagree
150	31%	Strongly disagree

Professional Work Climate:

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

64	13%	Strongly agree
161	32%	Agree
89	18%	Neutral
109	21%	Disagree
84	17%	Strongly Disagree

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

107	21%	Strongly agree
186	37%	Agree
67	13%	Neutral
80	16%	Disagree
61	12%	Strongly disagree

Which of the following best describes the impact on FSU of legislative budget cuts during the 2009-10 academic year?

18	4%	No real impact
63	13%	A small but important negative impact
133	26%	A moderate negative impact
289	57%	A large negative impact

Have you actively sought alternative (non-FSU) employment during the 2009-10 academic year?

162	32%	Yes
323	64%	No
17	3%	Not sure

Do you plan to actively seek alternative (non-FSU) employment during the 2010-11 academic year?

180	36%	Yes
210	42%	No
115	23%	Not sure

What is your position classification?

73	15%	Assistant Professor
134	28%	Associate Professor
160	34%	Professor
3	1%	Eminent Scholar
6	1%	Lecturer
0	0%	Instructor
18	4%	Assistant In ____
28	6%	Associate In ____
14	3%	Research Associate
1	0%	Instructor Librarian
4	1%	Assistant University Librarian
7	1%	Associate University Librarian
3	1%	University Librarian
4	1%	Assistant Scholar/Scientist/Engineer
4	1%	Associate Scholar/Scientist/Engineer
2	0%	Scholar/Scientist/Engineer
0	0%	Specialist, Computer Research
4	1%	University School Instructor
1	0%	University School Assistant Professor
0	0%	University School Associate Professor
0	0%	University School Professor
9	2%	Other

My assigned duties involve:

66	13%	Mostly research
114	23%	Mostly teaching
42	8%	Mostly service
229	46%	About an even balance of teaching and research, with some service
47	9%	A diverse combination with no area dominant
2	0%	Not sure

Are you in a tenured or tenure-earning position?

387	77%	Yes
114	23%	No
4	1%	Not sure

Which of the following best describes your normal annual appointment?

420	82%	9-month contract
71	14%	12-month contract
16	3%	Other
3	1%	Not sure

What Department/Unit do you consider your primary appointment? (For nondepartmentalized colleges/units, this may be the college/unit.)

2	0%	Accounting
5	1%	Anthropology
6	1%	Art
4	1%	Art Education
5	1%	Art History
3	1%	Askew School of Public Administration
0	0%	Assessment & Information Mgmt (Ctr)
15	4%	Biological Science
2	0%	Chemical and Biomedical Engineering
7	2%	Chemistry and Biochemistry
4	1%	Civil and Environmental Engineering
4	1%	Classics
11	3%	Communication
5	1%	Communication Science & Disorders
0	0%	Computational Science & Information Technology
13	3%	Computer Science
5	1%	Criminology and Criminal Justice (all areas)
4	1%	Dance
33	8%	Earth, Ocean, and Atmospheric Sciences
0	0%	Dedman School of Hospitality
13	3%	Economics
6	1%	Educational Leadership and Policy Studies
7	2%	Educational Psychology and Learning Systems
3	1%	Electrical and Computer Engineering
16	4%	English
5	1%	Family and Child Sciences
3	1%	Finance
0	0%	FSU-Teach
4	1%	FSUS (all areas)
2	0%	Geography
10	2%	History
1	0%	Industrial and Manufacturing Engineering
3	1%	Information
4	1%	Interior Design
1	0%	Learning Systems Institute
5	1%	Library & Information Studies
8	2%	Mag Lab (NHMFL)
10	2%	Management
7	2%	Marketing
0	0%	Master of Science in Teaching
14	3%	Mathematics
4	1%	Mechanical Engineering
14	3%	Modern Languages and Linguistics

17	4%	Music (all areas)
4	1%	Nursing (all areas)
4	1%	Nutrition, Food, and Exercise Sciences
2	0%	Ocean & Atmospheric Prediction (Ctr)
3	1%	Panama City (all areas)
2	0%	Philosophy
10	2%	Physics
2	0%	Political Science
12	3%	Psychology
5	1%	Religion
7	2%	Retail Merchandising and Product Development
1	0%	Risk Management and Insurance
14	3%	School of Teacher Education
4	1%	Scientific Computing
9	2%	Sociology
3	1%	Sports & Recreation Management
3	1%	Statistics
7	2%	Teacher Education
7	2%	Theatre
5	1%	Urban and Regional Planning
32	8%	Other or Non-departmentalized College/Unit

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

118 23%

Larry Abele is absolutely the downfall of FSU. Nobody will want to come here as a faculty member. Morale is lower than it has every been

increase technology use and access for all faculty, reward classroom inovation start to think about a more open structure instead of "areas"..

The actions taken by the upper administration at FSU in the past year have damaged what was a creditable, if not fine, university. This will persist for a few decades.

Lack of transparency is a continuing problem at all levels.

Faculty Senate needs to take more leadership in representing faculty. It has gotten better but it can do more, maybe in partnership with UFF.

SPOT is excellent for reflection, for those who wish to grow and develop these resources should remain available. Lack of employment intimidation causes low morale around campus which makes concentration on education a challenge. Lack of creativity is pressured in order to not "stand out" and fall into jeopardy in evaluations. Around campus, administration "clicks" are clear and those professionals receive benefits most of the staff do not. IE: technology, conference attendance, knowledge of next years agenda, etc.

Salaries are pathetic - not even raising for cost of living adjustments. With all the layoffs, give something back to those of us that are still here.

I believe our faculty is over-evaluated (SPOTS, Peer evals, binders EVERY year) --but most especially in regard to student evaluations (every class, every semester for non-tenured faculty). I don't remember (in college or in my graduate studies) ever having so very much evaluation of instructors performed. It's punitive at this point. And considering that the Provost reduces it to the import of "Question #8" from the SPOTS, it's demeaning (he once stated this to faculty at a large group meeting I attended). Then why not only pose Question #8 and be done with it? Also, attaching merit pay to the SPOTS inevitably skews merit pay assessments. I know many who are popular with students (outstanding evals), but do not perform research in tandem with teaching (or during teaching). Yet student evals carry more weight in the merit pay process

and among how you are regarded in total. I have also started hearing an increasing amount of talk about how our worth is tied to how much grant money we bring in. . .this also disturbs me because it puts at a disadvantage those in the Humanities who do not build around grant acquisition from NSF or the like. Humanities folks publish, make art, and do other research activities that may or may not require garnering big grants for FSU. We all seek to live up to the assignments of our AORs, however, those are also not reflective of how we have to divide our time considering the loss of positions and the increase in teaching load/emphasis. FSU needs to decide is it a Research I place that allows time for research and supports that endeavor in the stead of teaching/service? Or is it just another good state school that teaches students? I don't think we can achieve Research I--full out--without a structural revamp of duties, priorities, and pressures on faculty time.

Prefer not to provide department/unit within College of A&S--which ought to indicate something of the atmosphere.

President Barron should rescind the faculty layoffs that are destroying morale and damaging to FSU and FSU's reputation.

The number of higher admin staff should be cut in half--all they do is create work for everybody else.

My responses here are about our interim chair, not our regular (returning) chair.

If FSU wants to be a research university, faculty members need to have time to DO RESEARCH, not be bogged down in endless pointless departmental level meetings. Perhaps some limits should be imposed on how many meetings and committees are permitted, or how many hours per week faculty are permitted to spend on the service time-sink.

FURLOUGHS should be contract-based furloughs, that is, half on teaching days, ahlf on research days, according to the faculty member's AOR. This will insure that the furlough gets the attention of parents & students & therefore legislators, and is not borne as a silent hit to research.

Keep up the good work!

This place is hopeless. Not even Barron can fix it.

we need moral boosters.

UFF must be more supportive of non-tenure track faculty, in particular C&G research faculty who generate significant funds, prestige, and graduate student hours for the university. These people work at no cost to the university's overall budget, yet work under the constraints of the university's budget and UFF's bargaining of salaries even though they have their own salary pool.

I wish we could focus on strengthening the truly outstanding units on our campus.

Building up weaker programs is important, but doesn't do our University as much good in either the long or short run.

In the 45 years I have been associated with the university, I have never experiences such incompetence in the academic administration or such reprehensible academic leadership. It has NOT been about building a better university for the students and trying to help the faculty do that; it is all about "me" and power that could never be eared with respect. Such hubris, such hypocrisy.

Keep it up, FSU! I continue to be increasing impressed with efforts to keep faculty infored.

We *also* need a new VP for Research; this was not one of the questions! He is "stale" and part of the Good Ol' Boy Network in the Administration.

Conflict of interest between administrators and faculty needs to be more transparent. Why is a department chair with a dsidain for transparency and equity consistent with negative evalautions and on a teaching improvement plan allowed to remain in that position?

The BIGGEST threat to research productivity and faculty independence is the proliferation of a new layer of SACS "evaluation" bureaucracy and procedures that waste time and interfere with faculty rights and autonomy.

I have just been promoted to full professor with tenure. My salary effective August will barely get close (from below) to salaries of starting *assistant* professors elsewhere.

My student who graduated one-and-a-half years ago has just obtained a post doctoral position with a salary much higher than my current salary.

It has been three years since we have had raises, will it be three more years? If so, what is the point of merit evaluations?

My department is in the process of being merged. My comments apply to the pre-merger department.

I am strongly concerned about the direction the administration is taking the university, but feel powerless to do anything to cause real change. If I were at an earlier point in my career, I would be actively planning to leave. I am very settled here, I enjoy much of my work and my colleagues and students, and at this point in my career, I hope to ride it out and retire here, but with over a decade to go until that point, I am concerned that the situation will become untenable.

Clarification: By "actively seek alternative employment" I mean when asked to take a look, I take a look. I think FSU is a good place, but their aspiration to be a top quartile school, one of the carrots for me coming here, is a delusion if they continue with the small mindedness and the state continues with its non-intellectual legislation and its unwillingness to raise taxes at all costs in the face of diminishing resources from revenues past. So - "all things considered" - it will take a "really nice" offer to get me to leave FSU cause I do think the administration is honest and trying to be the best they can and I know things are not so different at other state schools.

Faculty and staff are evaluated by supervisors annually.

Should supervisors be evaluated by his or her faculty and staff annually??

Anthropology has been unfairly treated by Dean Travis for no apparent reason...even to the point of encouraging faculty members to move to other departments in the university. We were told that we would be prevented from accepting undergraduate majors for one academic year and that our graduate programs were suspended (no time indicated). However, communication with our chair and faculty in the past academic year about the future of the department has been almost entirely lacking (until the last two weeks of this semester) and our graduate students have been terrorized by last-minute requests from Associate Dean Hawkes for evaluative information and tracking plans that indicate how each will complete his or her degree by the end of the Spring 2011 semester. The Dean's office has not taken into consideration the burden this places on the few faculty members remaining for masters and doctoral committee work or the disciplinary requirements for fieldwork. Some of our undergraduate majors also have been prevented from completing a major in anthropology because they lacked a few course hours relative to some administrative decision that created an imposed deadline. Information given to undergraduate majors by the various offices across campus have been negative, sometimes insulting, and often conflicting. There is, currently, no plan for reestablishing an undergraduate major and no indication that we will be permitted to accept graduate students in the near future.

Come on guys! My unit/college is not even listed here. Get this right, or lose credibility.

Lack of Legislature's willingness to make good long-term decisions

Participants in the DROP program who have completed their active work periods should NOT be allowed to either continue at the university or be re-hired at any time.

The service and administrative responsibilities have ballooned in the past several years with only 5% allotted on my AOR. Yet, admin wants to increase my research assignment & decrease teaching -- the most unreasonable requests are now being put on faculty. Our Dean, Marcy, needs to go. She's mean and vindictive. Why isn't anyone doing anything about her????

Highly-paid persons who previously retired, are drawing pensions, and who have returned to their FSU jobs at full pay, should take drastic pay cuts to help ease the budget crisis.

our department chair should be arrested for loitering. he is incompetent at this level. the department operates only because faculty do his work. dismissing him for lack of performance would save the university 120K and the department would continue to function on its own.

The climate has become so negative it is difficult to focus on one's work. We have a dire need of an upward trend, or I fear that faculty productivity (research, and teaching) will spiral downward. That said, I don't think there is an easy way out of this economic squeeze, and a change of administration at this difficult point may have negative consequences

It all boils down to an across-the-board pay increase. Without it, all the other items are meaningless. Merit is unimportant if everyone else is held to even yet a smaller increase if merit is awarded.

I have been notified that my program is being "suspended" and I will be laid off.

I think I want to start an anti-union. Our mantra would be "no whining" and we would work WITH the administration to reward our best faculty members. Our website would list all of

the faculty accomplishments as a way to show people that we DESERVE a raise - as opposed to a website that reads like we are entitled to a raise. That would be cool...

We are losing good people. Deans need more leeway for discretionary raises. THIS IS IMPORTANT!

Why does FSU not support "Take your kids to work" day and other family inclusive policies?

paid parental leave should not be something re-negotiated every year. It needs to be firm and solid. It is a right, not a luxury.

Barron is doing an outstanding job during the short time of his being here.

In principle SPOT should be available to all. But the administration is only looking for sticks to hit you.

Faculty Senate needed to be more proactive way earlier than April 2010

High teaching loads are necessary with shrinking faculty in our unit but are restricting time for research. The standards for merit are in reality only tied with research so it often seems like the future is futile in terms of any financial reward at all. When one talks to colleagues elsewhere, no one can believe the teaching assignments along with the research expectations. Otherwise, there are good aspects about FSU -- friendly and somewhat sophisticated students, etc. It just gets depressing to look ahead and see increasing course numbers to teach and increasing sizes of classes, with much less pay (when you factor in inflation and increasing costs, etc. ahead.)

Students are important - I think we all agree on that. However, this year I am seeing more and more emphasis on the students at the expense of the faculty. As someone who is working *very* hard on trying to balance research, teaching, service, and a small child at home, I'm finding it very frustrating to see students given more and more opportunities that cause me more and more work - which was already unbalanced. It feels like the faculty are very much taken for granted here.

I do not trust my chairperson to fairly distribute merit pay. An objective standard should be created.

My family is finding it increasingly harder to live off of my salary of 37,000. With a substantial salary raise and greater job security, I would consider staying at FSU longer.

There is a severe shortage of African American faculty members at FSU. During the past decade or so, COSS has never had more than 2 tenured African Americans at a given time. Mostly, just 1. During the entire history of COSS only 1 African American scholar has been promoted to the rank of professor. No surprising, since it has been nearly two decades or since an African American professor has been hired as an Assistant Professor and gone on to achieve tenure. Neither the faculty union nor the administration is overly concerned regarding this issue.

The university is in bad shape because it is dependent upon the whims of a legislature that believes it can run the state education system without taxes to pay for it. Morale at this university is the lowest I have ever experienced. Everyone feels threatened and overburdened.

If I have to take a furlough I won't be able to afford to send my kids to daycare, which means either my husband or I must quit our jobs. \$50,000 is not going to be enough for a family of 4 to live a type of life that includes fresh vegetables and living in a safe neighborhood. While I sympathize with those who are laid off and I wonder about other cuts (i.e. administrator's salaries that could be reduced). Personally, a furlough would be untenable for me and my family.

We're teaching too many students already. I was hired to teach 25 students per class. This number has increased, increased and increased so that now the number is at 36, and will go up 3 students again next Spring. We can't do much to teach students what we've been asked to teach them at that rate. But my chair and dean are excellent. They are doing the best they can under the circumstances, I believe.

Budget talk always leads straight to teaching talk. What about our research? The more we teach the less time for research there is, and yet, it's research that really builds a university's reputation. If the student load increases even more the university and its units ought to re-evaluate their research expectations.

How could the Dean, Chairs, and faculty perform at the level of excellence/outstanding when this is simply made impossible.

Communication to and involvement of faculty not in administration continue to be an issue.

It's hard to meet other faculty. It would be great if there were mixers for single faculty (or faculty without partners), faculty without children, etc. I would pay to go to something where my spouse and I could meet other people. We've had little success at the University club, which really isn't a faculty club.

I am concerned about the inordinate amount of emphasis on teaching evaluations in awarding tenure, especially one item response. I have found that some students respond negatively to simple requests like not texting during class and this is reflected in the student evaluation.

Non-tenure earning faculty need and deserve continuing contracts such as a three year or five year contract. I have invested years as well as my heart and knowledge in teaching FSU students. This would be a way to provide some sense of reward, appreciation and security. Of course salary raises have been needed but I realize are unlikely. Having a continuing contract would at least express appreciation and recognition of good work and would benefit the university in keeping good lecturers and in recruiting them. Give us promotional opportunities as well. After years of teaching we should have titles that reflect our service, experience and advancement.

I am hurt that my performance has been outstanding and that I have performed beyond the expectations of my position for 10 years and the university does not value me as a faculty member employe or person with a family to support.

The reorganization process has remained open far too long. It's time to specify what (if anything) remains to be restructured under this process, and close the book. Prolonged ambiguity is unsettling and impedes commitment to real progress.

I think it is beyond the reach of UFF to effect this, but I strongly believe the university needs new blood in a number of administrative roles. Excessive centralization of decision making is one unfortunate resultant. Arbitrary and self-serving decisions are a related outcome. Who constitutes "dead wood" in the administrative roles I observe, the Dean of my college (Social Sciences) and both our associate deans, and the Provost. Anal retentive and excessively centralized decision making: Dean Marcus.

I would like the opportunity to evaluate the Associate Dean for Research in our College. Much of the problems in our department began when she was promoted to the Associate Dean position, yet faculty can not evaluate the performance of this faculty member who has negatively affected our program and morale. Thank you for the opportunity to voice my opinion. The UFF rocks!

As for parking, the university should do MUCH more in providing alternative means of transportation as alternatives to moving thousands of faculty and staff on and off campus in single occupant automobiles every day. There should be an active wellness campaign for faculty and staff to encourage good health and strong community.

Other universities do not return their equivalent of the SPOT free-form responses - some students write extremely negative and hurtful things and these are edited out.

The faculty is wasting a large amount of time on governance activities that are ultimately ignored in the administration's and state's decision processes. The faculty senate and other such bodies perpetuate the fiction of relevance. Either have binding faculty decisions or stop the useless activity.

The new president should promise that no provost, dean, or chair will be placed into or remain in office unless approved by a majority of tenured professors in the associated unit of FSU. This would of course include the office of president.

While such a promise under current rules would not be binding legally, it certainly could be the agreed mode of operation and thereby make advisory votes effectively binding. I see no restoration of confidence in the administration unless such an action or one of similar boldness is taken.

Tenure clearly no longer means anything at FSU. All departments should refuse to hire until we can do so without lying to prospective hires that gaining tenure here is a worthwhile career objective.

I wanted to put Social Work in the above category.

I sincerely hope that Interim Dean Mazza is named Dean of the College.

I have never been told the merit evaluation procedures at this university or within my department. I am a un-tenured faculty member and not included in faculty meetings or discussions. I am an outsider wishing I could actively participate in this process but very much denied the opportunity. No other faculty member teaches as many students as I have this year, yet I have no opportunity to share my input in this process.

I hope that salary inequities would be strongly addressed in the coming year.

Cutting Anthropology is an example of the myopic leadership that places sports over academics and makes FSU the laughing stock of higher ed schools.

I have mixed feelings about the union, which I joined shortly after I joined the university.

On the positive side, I appreciate that they did say publicly that furloughs or pay reductions were a better solution than layoffs to budget cuts. And I appreciate that they fought for the one-year notice. I used this year to find employment at another university (University of _____). This year of notice was very valuable, and I thank the union for that, and for fighting the layoffs in various ways.

On the other hand, there is FAR too much emphasis on the layoffs of tenured faculty. The union president, for instance, was quoted in at least one major article as saying that the layoffs were about gutting tenure. Look at it from my point of view, the view of a junior faculty--I left an excellent permanent research position at a better university to come here, because I wanted to teach. I had barely settled in here when I was laid off. I am an extremely productive scientist and my colleagues around the country were astounded that a university could hire me only to lay me off several months later. It is disgraceful. But to hear the union members and president talk, it is as if only the layoffs of tenured faculty matter. This is a wrong-headed emphasis. NEITHER tenured or junior tenure-track faculty should have been laid off. The union should focus on both ends. Young faculty are the future of any university, and the very strong emphasis on the senior layoffs by the union has definitely alienated many of us junior faculty, especially those of us who are very productive in terms of getting grants, writing papers, and so on. Shape up!

Whole books full, but my files are at home.

There is no real concern about the impending layoffs and providing assistance for those faculty. Non-tenure faculty are not even mentioned in most communication and news articles. It is also absurd that no staff/administrative positions were included, especially those former deans/presidents who retired their jobs and are now occupying teaching positions. I don't know Dr. Barron, but hope he get find some leaders for the future sake of FSU. And lastly, get rid of "The" or is it now TFSU?

i'm an emeritus professor. I have been teaching at least one course at FSU per semester since retiring in 2008.

I am tired of administrators making every one else accountable for their work when administrators seem to operate with little accountability to anyone but themselves.

Faculty Governance at FSU is an oxymoron. Tenure is not tenure. FSU is a tier one universty only if one counts from the bottom up.

If the legislature can't support the university, then student tuition needs to increase. Florida doesn't have to have the highest tuition in the country, but it shouldn't have the lowest, or almost lowest.

As I don't know who will have access to these data, I do not want to give details on the last 5 questions.

We are in a recession. FSU has to be a strong competitive university. Making hard decisions is part of the process.

We have not received merit pay since new procedures were approved so it is hard to answer the related questions!

Laid off tenured faculty should be reinstated at the University.

1 - I applaud the use of incentives to attract qualified volunteers for key UFF-FSU personnel, like money for a course buyout. 2 - Parking is not where UFF should be expending any resources or political capital. 3 - Andy Opel's OpEds have been VERY good. 4 - Formalize the UFF's Facebook presence; Fate of the State is okay, but doesn't connect us to other campuses; all chapters should get on there, like FAU's. 5 - Here's hoping, and to fighting, for a better

2010/11!

Administrative lack of response to increased campus crime by non-students. Ridicules email notification of crimes rather than increased patrols and volunteer student patrols as on other campuses.

salary is poor and getting worse. why stay here.

Too much bureaucracy-faculty treated like children

I want faculty hiring to stop until we resolve the issues with the faculty who are to be laid off. The administration promised that the Pathways program would not affect normal hiring. Later the Pathways program replaced normal hiring. Later layoffs had to be initiated to allow the Pathways program to continue. I would like to see the Pathways program stopped.

I am concerned about my lack of confidence in job stability.

Most of the Management here, from Chairs of Departments to Deans to Vice-Provosts and upwards wouldn't know the meaning of 'professional', if their lives depended upon it. Training in ethics and integrity is so desperately required, and, if it's not demonstrated from the top down, is it any surprise that unprofessional behavior at every level is rife? This might be a good university, if there were the slightest hint of leadership and vision somewhere in the chain of command.

Thank you.

This was a survey with reasonable nuance - but this university, like almost all, is in a very tough state where the dominant threats are external and from yahoos. It is not easy to respond intelligently.

The union is simply not doing what a true union is supposed to do.

I really like FSU. I enjoy working here, and I have wonderful colleagues. I would be happy to stay here for the rest of my career, but the salary is a problem. It is very low in comparison to other universities.

Faculty need to stop looking at things from such a self-centered viewpoint. UFF needs to stop encouraging this self centered viewpoint. The long view and the quality of programs should be uppermost in everyone's mind. Not the "blame game" that UFF encourages.

I am concerned with the state legislature thinking of cutting state workers' salaries with no raises for the past four years.

Tired of no merit money - the only way to secure a raise or increase research funds is to consider moving to another university. We should allow more discretionary raises so that chairs / deans can make preemptive offers to keep our strongest research faculty off the job market.

no

Please bring my salary up to that of folks hired after me!! It's demoralizing to have graduate students earning more money than me!!

The FSU/Asolo director is the person I feel needs replacing. The director of the School of Theatre, Cameron Jackson, does an excellent job. The spot forms are not good instruments for the identification of teaching problems within the performing arts. a new form needs to be made. I hate working at FSU because of a lack of governance over my chair, and a lack of respect for the university as a whole.

I love my department. I don't trust the administration. The primary reason I do not is because of the way in which the layoffs were handled. I also do not trust a provost who refuses tenure to candidates who have received positive recommendations for tenure all the way up the line. If this is not true, then it is worth contemplating why such rumors have the mileage they are getting.

It is a shame that the freshest, most energetic, enthusiastic teachers have to be the ones on the chopping block in a budget crisis, while the most highly-paid professors & administrators are not always the greatest providers but their jobs are thoroughly protected. Although it is not true of all older professors, some of them are not as enthusiastic about service or about making time for their students. In an ideal system, everyone would be equally vulnerable and position cuts would take into account the value of the instructor's performance - more than the vulnerability of his or her rank.

The previous question omitted the College of Social Work, where I work. Also, my major concern is the lack of rewards for those in non-tenure-earning positions, who do much of the work of the University. We need a promotional ladder with salary increases as well as meaningful job titles. It disappoints me greatly that so many tenured faculty have so little respect and lack a sense of fairness when it comes to the contributions of those in non-tenure positions.

If in fact colleges and departments are being asked to become "profit centers" or

otherwise be responsible for their own income, guidelines and plans for how this is to be accomplished should be developed. The message from FSU administration appears to be that units need to become "profit centers."

The UFF's insistence on doing everything across the board has got to stop. Some units on campus need to be abolished.

It's pointless that we waste time every year filling out paperwork for merit pay evaluations when there is never money for merit pay raises, nor is there ever money for cost of living raises either. It's bad enough we never get raises, why also insult us by wasting our time making us fill out paperwork for raises that never happen?

Faculty at FSU generally seem to feel unappreciated and constantly asked to justify their existence. We seem to be asked to be loyal to FSU above family and self but rarely ever given a pat on the back from college and university level administrators. People are stressed and demoralized. Even small expressions of appreciation would go a long way, and they do not necessarily need to be monetary.

New assistants in my department get hired at 10 - 14 thousand more than some productive faculty who have been here ten years or more. Decisions often seem to be made behind closed doors and then they work to persuade others (or not) about why they are good decisions and make it seem there is no other choice (or just don't give folks a chance to weigh in). Sometimes the democratic process works to stop nonsensical policies, but not that often. Assistant professors often don't get TAs while certain others get RAs (even if on sabbatical!). Some Assistants get a third year sabbatical, but others don't. Some faculty members get constructed as 'special' by those in the old boys and girls club and they fly through the tenure process, get promoted early, receive named professorships, raises, awards, even if they, objectively, seem to be less deserving than some others. Many senior faculty members with integrity and national reputations have left after being excluded or denigrated, which often happened when they voiced a concern for more fairness. The dean now tells us who we can hire, fires folks at their fourth year, has no apparent interest in supporting faculty whose work he doesn't personally value, and doesn't seem to care about inversion and compression problems. It seems that the dean and administration might be dishing out what is essentially collective punishment for what were bad decisions made by our department's de-facto leaders over the past 10 or so years. What happens when it's time for a new chair? Someone who was central in making those decisions and fostering the inequality gets re-installed, without any substantial debate or discussion. We need to hire an outside chair, get a new dean, deal with departmental inequalities, and make the department more democratic. I don't see how any of this will happen and don't see how UFF could help considering they can't protect tenured faculty from being fired.

I'm getting very impatient with the union dragging its feet on the non-tenure classifications. Get it done.

Need to form a committee on the status of black faculty.

If parking is an issue for faculty/staff, then the University should do what other large universities do: restrict student parking. Most students live within walking/biking/bus distance, and all of us should learn to be less reliant on our cars.

Pay inequity for non-tenure positions and inability to significantly increase salary. Evaluations that only allow satisfactory as the highest level is not adequate and doesn't represent merit.

9-mth salaries should be available paid over 12 months.

The lack of Domestic Partner Benefits are killing my family!!!!

Budget cuts are killing us.

No

It is time for sweeping changes in the administration at FSU at the top levels. We have too much inbreeding and too many individuals who cannot view FSU with any objectivity.

I spend increasing amounts of time with external accreditations of our programs, as well as FSU accountability (SACs, QER). The amount of paperwork and busywork I devote to these drastically reduces the amount of time I devote to research and teaching, with, I believe, very little positive benefit to the quality of programs. SACs, in particular, is a waste of my time.

Is space as fairly allocated as it could be - or is it plentiful, even posh, for some areas and for others... Our PhD student offices have no proximity to faculty and a commons room less than 400 sq ft serves 45 faculty, 150 graduate students, and 12 staff.

Our Dean has done an excellent job with what he has to work with. We need funding for staff. This is becoming a critical situation. We need to be able to hire more staff and more faculty!

I do not believe the union is working on behalf of FSU PC faculty and am planning to discontinue my union membership.

Please note: Comments above point out that in attempting to add major non-departmentalized colleges/units to the list of departments/units -- a revision this year intended to reduce confusion, we omitted the College of Social Work. Sorry!